

EXECUTIVE COMPENSATION DOCUMENT
FISCAL YEAR 2012/2013

The Executive Compensation Package for the CEO includes a base salary of \$275,000 and a bonus potential of up to \$150,000. The defining criteria for Bonus Payout, ("Pay for Performance"), requires the achievement of the following goals and objectives:

Goals and Objectives (50% of bonus potential)

1. Meet or exceed the 2012/2013 budget, while at the same time making the necessary capital improvements to the company's properties. (25%)
2. Tenants (25%)
 - a. Reduce vacancy to meet or exceed competitive set
 - b. Increase rental rates above competitive set
 - c. Retain 80% of current existing tenant base at rates at or above competitive set
3. Development of Spring Valley – Subject to Board approval (25%)
 - a. Work with architects, engineers, and city planner to determine what type of building or buildings can be built on the Spring Valley vacant property.
 - b. Perform extensive cost, expense, and income analysis to determine the feasibility and investment returns that can be achieved on the Spring Valley property.
 - c. Re-negotiate existing document with community and gain approval of proposed construction.
 - d. Prepare construction documents.
 - e. Develop an aggressive marketing campaign.
4. Seek out new potential opportunities such as: (25%)
 - a. Acquire value added assets
 - b. Enhance our existing asset
 - c. Partner with entities that need additional equity to refinance performing properties.

Stretch Goals (50% of bonus potential)

1. Negotiate with the Company's insurance carrier to recover reasonable costs and legal fees associated with the Haymount litigation. (25%)
2. Execute a lease or leases at competitive market rates to fill the vacant space at 4301 50th Street. (25%)
3. Execute a lease or leases at competitive market rates to fill vacant space at 4900 Massachusetts Ave. (25%)
4. Exceed objectives of 2012/2013 Business Plan by performing tangible events that increase cost savings and/or additional revenue to the company reflecting over and above accomplishments. (25%)
5. Refinance Spring Valley retail loan (if rates remain competitive).

