In part based upon input during our stockholder outreach and given the desire to improve the pay-for-performance alignment of RSUs, beginning with awards in 2020, the number of RSUs received under each award will be further adjusted within a range of -25% to +25% based upon the change in our operating margin relative to the changes in operating margins at an 11-company agricultural equipment and industrial company peer group. In addition, rather than vesting ratable over a three-year cycle, RSUs now will cliff vest at the end of the three-year cycle to facilitate an emphasis on longer-term operating margin performance relative to peers.

For grants under the PSP, operating margin as a percentage of net sales and average ROIC were chosen as performance measures because they are meaningful measures of our performance and have a strong correlation to generating stockholder value over the long-term.

The Compensation Committee established three levels of performance for each measure: threshold, representing the minimum level of performance that warrants a payout; target, representing a level of performance where median target compensation levels are appropriate; and outstanding, representing a maximum realistic performance level where increased compensation levels are appropriate. The operating margin as a percentage of net sales and average ROIC goals are linked within a performance award matrix which is used to determine the number of shares earned in various combinations of performance. The award opportunity levels are expressed as multiples of the executive's "target" award opportunity.

The matrix of award opportunities is illustrated below:

		Operating Margin as a percentage of Net Sales			
		Below Threshold	**Threshold**	**Target**	**Outstanding**
ROIC	**Outstanding**	100.0%	116.5%	150.0%	200.0%
	Target	50.0%	66.6%	100.0%	150.0%
	Threshold	16.5%	33.3%	66.6%	116.5%
	Below Threshold	—%	16.5%	50.0%	100.0%

If the actual performance of the goal falls in between the established goals for threshold, target and outstanding performance, the associated payout factor will be calculated using a straight-line interpolation between the two goals. Unless the Compensation Committee determines otherwise, the Compensation Committee excludes restructuring and certain other items from the calculation of operating margin as a percentage of net sales and ROIC in order to ensure the calculations are equitable and appropriate decisions and actions are not discouraged by their projected impact on the awards.

For the awards granted in 2017 under the PSP, the Compensation Committee determined that, based on the Company's performance for the applicable three-year PSP performance cycle (2017-2019), we achieved above "target" on both the cumulative EPS and ROIC goals, which were the measures at the time of the awards, thus producing a payout as shown in the chart below. The information provided below includes adjustments made by the Compensation Committee in accordance with the LTI Plan for certain items.

Measure(1)	**Year**	**Target**	**Actual**	**Earned Award**
EPS	2017	$2.50	$3.02	200%
	2018	$2.75	$3.89	200%
	2019	$3.03	$4.44	200%
ROIC	2017	5.5%	5.9%	200%
	2018	6.1%	7.1%	200%
	2019	6.7%	7.7%	200%
2017 Average				200%
2018 Average				200%
2019 Average				200%
Cumulative				200%

(1) Performance amounts reflect adjustments made in accordance with the awards.

The average yearly performance for the 2017-2019 three-year PSP performance cycle was 200% for each of the three years. The goals were established during a low point in the global agricultural market, but we substantially outperformed the