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Date: June 8, 2016

Devin Krugman
EBIA – Head of School

Dear Devin:

EBIA's Annual Incentive Compensation plan is funded based on successful achievement of individual PEP goals and schoolwide performance metrics, as committed to in the EBIA Charter petition and LCAP Plans.

For 2015/2016, the bonus pool was funded at 100%.

In consideration of your contribution to EBIA during our second year, your AIP award will be \$15,600. This amount will be disbursed, less applicable taxes and deductions, with the 6/30/16 payroll.

Thank you for your hard work and dedication this year!

Sincerely,

Laurie Jacobson Jones
Board Chair, East Bay Innovation Academy