

Sample Compensation Tables (page 1 of 3)

A. Compensation Percentiles		CEO	CFO	COO	CIO	DIV VP	HR	SALES	SVCS VP
Base pay	n	112	90	42	20	31	53	66	20
	10 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	25 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	50 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	75 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	90 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
Cash incentives	n	82	68	34	16	25	37	54	16
	10 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	25 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	50 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	75 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	90 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
Stock-based compensation	n	35	24	7	6	8	11	16	6
	10 th percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
	25 th percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
	50 th percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
	75 th percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
	90 th percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
Total pay	n	112	90	42	20	31	53	66	20
	10 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	25 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	50 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	75 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	90 th percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000

Respondents who answered with a zero or skipped the question are excluded from all percentile calculations.

Please note that, because not all companies use the same kinds of compensation, the values for a given percentile of total pay do not necessarily equal the sum of the corresponding values of base pay, cash incentives, and stock-based compensation.

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B. Forms of Compensation			CEO	CFO	COO	CIO	DIV VP	HR	SALES	SVCS VP
	n		112	91	29	14	39	52	69	58
Percentage of respondents offering this type of compensation	Cash incentives		0%	0%	0%	0%	0%	0%	0%	0%
	Stock-based compensation		0%	0%	0%	0%	0%	0%	0%	0%
	Qualified retirement plans		0%	0%	0%	0%	0%	0%	0%	0%

C. Components of Total Pay			CEO	CFO	COO	CIO	DIV VP	HR	SALES	SVCS VP
	n		112	90	42	20	31	53	66	20
Base pay as a percentage of total pay	10 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
	25 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
	50 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
	75 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
	90 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
Incentives (cash and stock-based) as a percentage of total pay	n		112	90	42	20	31	53	66	20
	10 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
	25 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
	50 th percentile		0%	0%	0%	0%	0%	0%	0%	0%
	90 th percentile		0%	0%	0%	0%	0%	0%	0%	0%

D. ESOP Benefit Level			E. Retirement Contributions									
	n	111	CEO	CFO	COO	CIO	DIV VP	HR	SALES	SVCS VP		
Total ESOP contributions as percentage of eligible payroll	10 th percentile	0%	Non-ESOP retirement contributions as percentage of base pay	n	108	88	29	14	38	51	70	56
	10 th percentile	0%		10 th percentile	0%	0%	0%	0%	0%	0%	0%	0%
	25 th percentile	0%		25 th percentile	0%	0%	0%	0%	0%	0%	0%	0%
	50 th percentile	0%		50 th percentile	0%	0%	0%	0%	0%	0%	0%	0%
	75 th percentile	0%		75 th percentile	0%	0%	0%	0%	0%	0%	0%	0%
90 th percentile	0%	90 th percentile	0%	0%	0%	0%	0%	0%	0%	0%		

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F. Dollar Retirement Contributions		CEO	CFO	COO	CIO	DIV VP	HR	SALES	SVCS VP
Contributions to a qualified retirement plan, excluding the ESOP	n	65	48	23	11	16	24	37	11
	10 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	25 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	50 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	75 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	90 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
ESOP*	n	68	62	29	16	26	34	47	15
	10 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	25 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	50 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	75 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	90 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
Total retirement additions	n	94	76	35	19	29	40	56	16
	10 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	25 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	50 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	75 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	90 th percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000

*Contributions, dividends, and/or earnings distributions made to the ESOP into the individual's account.

Respondents who answered with a zero or skipped the question are excluded from all percentile calculations.