

ALL PARTICIPANTS Company Sales/Revenue (\$Millions)	SALES / REVENUE OR ASSETS (Millions)				ANNUAL BASE SALARY (\$)				CASH BONUS (\$)					TOTAL CASH COMPENSATION (\$)			
	25th %tile	50th %tile	75th %tile	# of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	# of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile
All Participants*																	
0.0 to 30.0																	
30.1 to 100.0																	
100.1 to 250.0																	
250.1 to 1,000.0																	
1,000+ Sales																	
Banking / Financial:																	
<1,000 Assets																	
>1,000 Assets																	

* All Participants excludes Banking / Financial Industry.

PUBLICLY TRADED Company Sales/Revenue (\$Millions)	ANNUAL BASE SALARY (\$)					CASH BONUS (\$)					TOTAL CASH COMPENSATION (\$)			
	# of Cos.	Average (Mean)	25th Percentile	50th %tile (Median)	75th Percentile	# of Cos.	Average (Mean)	25th Percentile	50th %tile (Median)	75th Percentile	Average (Mean)	25th Percentile	50th %tile (Median)	75th Percentile
0.0 to 30.0														
30.1 to 100.0														
100.1 to 250.0														
250.1 to 1,000.0														
1,000+ Sales														
Banking / Financial:														
<1,000 Assets														
>1,000 Assets														

PRIVATELY HELD Company Sales/Revenue (\$Millions)	ANNUAL BASE SALARY (\$)					CASH BONUS (\$)					TOTAL CASH COMPENSATION (\$)			
	# of Cos.	Average (Mean)	25th Percentile	50th %tile (Median)	75th Percentile	# of Cos.	Average (Mean)	25th Percentile	50th %tile (Median)	75th Percentile	Average (Mean)	25th Percentile	50th %tile (Median)	75th Percentile
0.0 to 30.0														
30.1 to 100.0														
100.1 to 250.0														
250.1 to 1,000.0														
1,000+ Sales														
Banking / Financial:														
<1,000 Assets														
>1,000 Assets														

1.01 CHIEF EXECUTIVE OFFICER (CEO) (Continued)

EQUITY - STOCK AWARDS (\$)					EQUITY - OPTION AWARDS (\$)					TOTAL EQUITY COMP (\$)				TOTAL CASH & EQUITY COMP (\$)			
No. of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	No. of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile

EQUITY - STOCK AWARDS (\$)					EQUITY - OPTION AWARDS (\$)					TOTAL EQUITY COMP (\$)				TOTAL CASH & EQUITY COMP (\$)			
No. of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	No. of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile

NOTE: Equity amounts reflect the aggregate compensation costs for financial statement reporting purposes under SFAS 123R for stock and option awards granted. These amounts do not reflect amounts paid to or realized by the executive for the fiscal year.

SALES/REVENUE GROUP	SALES/REVENUE SIZE (Millions)				ANNUAL BASE SALARY (\$)				CASH BONUS (\$)					Bonus Target	TOTAL CASH COMPENSATION (\$)			
	25th %tile	50th %tile	75th %tile	No. of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	No. of Cos.	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile	% of Base	Average (Mean)	25th %tile	50th %tile (Median)	75th %tile
\$0.0 to 99.9 Million																		
Biotech / Biopharmaceutical Dist. / Wholesale / Retail Electronics / Technology Health Care Manufacturing Services Utilities																		
\$100.0 to 499.9 Million																		
Biotech / Biopharmaceutical Dist. / Wholesale / Retail Electronics / Technology Health Care Manufacturing Services Utilities																		
\$500.0 Million Plus																		
Biotech / Biopharmaceutical Dist. / Wholesale / Retail Electronics / Technology Health Care Manufacturing Services Utilities																		
Assets Under \$1 Billion																		
Banking / Financial																		
Assets Over \$1 Billion																		
Banking / Financial																		

NOTE: Averages/medians of base salary and bonus may not add up to the total cash compensation shown. See notes on page 1.

