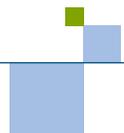


Executive & Senior Management Total Compensation Survey

Survey Reports

Each participant receives the following survey reports, as part of the basic membership fee:

- **Participant Matching Summary** specifies participating companies included in the report and indicates their organizational revenue category and primary industry group.
- **Position Reports** within each business function, cover base salary and primary total compensation elements broken out by organizational level demographics such as revenue, headcount, and industry group. Compensation is provided by corporate and unit matching characteristics such as base salary group, levels from CEO and geographic region. Reports further summarize position average salary and percentile data for corporate and unit levels presented by industry, region, revenue, headcount, levels from CEO and base salary group.
- **Short Term Incentive Practices Report** provides a cash incentives summary at the corporate and unit levels detailing participation and value of rewards associated with profit sharing, sales incentives and bonus. Data is presented by organizational revenue, headcount, industry sector, levels from CEO and geographic region. This section also provides primary STI element amounts for the top 20 ranked base salaries of executive and senior management positions within an organization.
- **Long Term Incentive Practices Report** provides an equity incentives summary for all LTI vehicles combined featuring eligibility, participation, average shares and values and their associated percentiles. In addition award type breakouts detail participation, average shares and the value of awards associated with stock options, restricted stock and performance restricted stock and cash. Corporate and unit cuts are presented by organizational revenue, headcount, industry, levels from CEO, and geographic region. This section also provides primary LTI element amounts for the top 20 ranked base salaries of executive and senior management positions within an organization.



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- **Policies & Practices Report** shares in-depth policy and practice information on a wide range of compensation and human resource programs such as compensation philosophy, short- and long-term incentive practices, perquisites, qualified and nonqualified benefit programs. Competitive practices are summarized for all firms and by organizational revenue groupings.
- **Custom Peer Group Reports** summarize base salary and primary total compensation elements by job, for your specific selection of competitor companies, industries, and/or geographic locations. The report provides average and percentile data for the corporate and unit positions of your peer group and as well as a comparison to your organization. Short- and long-term incentive practices reports for your peer group are also provided.
- **Regression Analysis Report** provides online functionality which allows you to select an individual job, enter an organizational revenue assumption and generate a report which reflects the predicted base salary, total cash and total direct compensation. Relevant percentiles for each element are also provided for both corporate and unit positions.

Throughout the year members can purchase custom reports and special analyses. In addition, participants may pre-purchase cost effective, unlimited online Custom Peer Group Report bundles for either a single survey or the survey family.