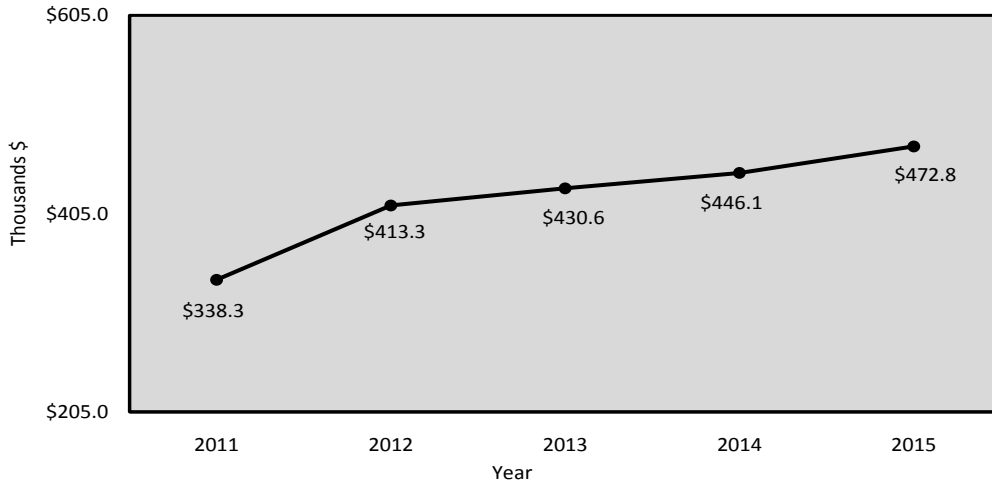


Average Base Salary Trends



Average Base Salary, Bonus, and Total Compensation

			BASE RATE			BONUS				TOTAL COMP	
	# of Orgs	# of Incs	Median (\$000)	Avg. Base Rate (\$000)	Wtd. Avg. Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg. Flat \$ Bonus Paid	Wtd. Avg. Flat \$ Bonus Paid	Avg. Total Comp (\$000)	Wtd. Avg. Total Comp (\$000)
All Employers											
All Employers	1788	1788	401.8	472.8	472.8	68.5	41.2	299101	299101	597.8	597.8
Gross Revenue (Millions)											
Not Reported	51	51	418.0	429.0	429.0	60.8	37.3	278583	278583	533.3	533.3
Up to \$19.9	302	302	295.2	330.2	330.2	62.3	36.4	137253	137253	380.4	380.4
\$20.0 up to 74.9	389	389	290.0	330.6	330.6	70.4	43.7	136511	136511	391.1	391.1
\$75.0 up to 299.9	395	395	375.0	415.9	415.9	70.9	44.3	237548	237548	522.9	522.9
\$300.0 up to 999.9	320	320	474.9	517.3	517.3	64.4	41.3	348802	348802	664.4	664.4
\$1000.0 up to 2999.9	213	213	745.0	722.1	722.1	72.3	40.4	584436	584436	960.1	960.1
\$3000.0+	118	118	996.9	945.6	945.6	77.1	37.3	877374	877374	1279.7	1279.7
Number of FTEs											
Up to 99	277	277	308.7	334.2	334.2	63.9	42.6	182038	182038	412.4	412.4
100 to 199	265	265	270.6	314.7	314.7	65.7	40.8	134112	134112	371.5	371.5
200 to 499	402	402	328.3	367.0	367.0	71.4	45.5	156746	156746	439.7	439.7
500 to 999	262	262	408.6	444.3	444.3	68.7	41.6	240361	240361	545.5	545.5
1000 to 4999	376	376	550.0	582.3	582.3	65.4	36.4	532425	532425	776.4	776.4
Over 5000	206	206	928.7	905.6	905.6	77.7	39.3	698528	698528	1187.3	1187.3
Industry											
Banking and Finance	388	388	393.8	429.7	429.7	80.4	41.2	242411	242411	532.7	532.7
Healthcare	468	468	285.8	367.4	367.4	52.8	31.2	163247	163247	418.6	418.6
Hospitality	74	74	636.0	777.0	777.0	91.9	39.2	248464	248464	881.4	881.4
Insurance	130	130	503.1	566.6	566.6	80.0	63.1	418443	418443	841.9	841.9
Mfg and Distribution	529	529	455.8	528.4	528.4	68.6	47.4	382266	382266	709.6	709.6
Not-For-Profit	69	69	300.0	348.1	348.1	44.9	29.0	170779	170779	397.6	397.6
Services	22	22	426.8	481.6	481.6	63.6	50.0	398969	398969	682.0	682.0
Utilities	108	108	493.1	569.1	569.1	78.7	34.3	329637	329637	683.1	683.1

Executive Incentives

Bonus Eligible			
	% of Orgs Reporting	68.5	
Employment Contract	% Reporting	Length of Tenure	% Reporting
% of Orgs Offering Employee Contract	44.2	Less than 2 Years	24.3
Avg. Length of Contract (Years)	2.8	2 up to 5 Years	7.6
% with Termination Agreement	52.9	5 up to 10 Years	9.9
		10+ Years	22.0
		Not Reported	36.3
Perquisites	% Reporting	Short-Term Incentives	% Reporting
Annual Physical Exam	23.4	% with Stock Guidelines	14.9
Car Allowance	34.8	% Not Eligible for Short-Term Incentives	35.8
Club Membership	27.2	Avg. Threshold %	33.5
Company Car	24.1	Avg. Target %	53.1
Housing Allowance	4.2	Avg. Max %	77.5
Spouse Travel Allowance	7.7	Avg. Annual Incentive (Thousands)	429.7
Supplemental Disability Program	32.8	EVA (Economic Value-Added)	3.5
Supplemental Executive Retirement Program	23.9	Personal Performance	39.5
Supplemental Life Insurance	44.3	Profits	35.7
Supplemental Medical Coverage	10.4	Return on Assets	11.4
Voluntary Deferred Compensation	31.9	Return on Equity	8.9
		Return on Sales	4.2
		Unit Performance	13.1
Long-Term Incentives	% Reporting	Reward Systems	% Reporting
Incentive Stock Options - Non-Qualified	8.3	Bonus	55.7
Incentive Stock Options - Qualified	7.6	Deferred Profit Sharing	6.1
Long-Term Cash	7.8	Incentive Pay	21.4
Performance Share Plans	7.8	Key Contributor	5.3
Performance Unit Plans	2.1	Non-Deferred Profit Sharing	3.8
Phantom Stock - Appreciation Only	1.8		
Phantom Stock - Full Value	2.3		
Restricted Stock/Restricted Stock Units	11.8		
Stock Appreciation Rights	3.0		