

2008 US Long-term Incentive and Equity Survey (Dec)

Data from Telecommunications Industry

SAMPLE REPORT

4 - \$75,000 < \$100,000

Currency type: US Dollars
Displayed in 000s

SAMPLE REPORT

	Num Orgs	Num Obs	Skewed Data	25th %ile	Median	75th %ile
Base Pay	44	2,479	*	80.0	85.6	92.0
Target Total Cash Compensation	41	2,144	*	92.4	101.3	110.9
Total Cash Compensation	44	2,479	*	88.0	96.3	106.5
LTI (Black-Scholes) - Rcvng	38	1,782	*	4.0	4.8	7.6
LTI as % of Base Pay (Black-Scholes)	38	1,782	*	4.4	5.4	9.2
Tgt Total Direct Comp (Black-Scholes) - Rcvng	36	1,491	*	97.9	107.0	117.5
Total Direct Comp (Black-Scholes) - Rcvng	38	1,782	*	92.9	102.4	114.7

SAMPLE