

## National

Base Salary Range (\$USD 000)	Market Refinement	STI Eligible	Sales Incentive Eligible	Incumbent Weighted		
				25% Skew Flag	Num Orgs	Num Obs
Less than 25.0	National	7%	4%		468	60,631
25.0 < 50.0	National	25%	6%		2,728	1,817,811
50.0 < 75.0	National	45%	5%		3,035	981,978
75.0 < 100.0	National	60%	6%		3,024	730,638
100.0 < 125.0	National	67%	6%		2,922	522,190
125.0 < 150.0	National	71%	6%		2,729	350,689
150.0 < 175.0	National	69%	7%		2,592	213,563
175.0 < 200.0	National	79%	7%		2,345	100,898
200.0 < 250.0	National	86%	6%		2,268	72,421
250.0 < 300.0	National	88%	5%		1,809	19,571
300.0 < 350.0	National	90%	4%		1,347	6,653
350.0 < 400.0	National	91%	3%		978	2,914
400.0 < 500.0	National	90%	2%		878	2,268
500.0 < 600.0	National	89%	2%		534	839
600.0 < 700.0	National	88%	2%		309	423
700.0 < 800.0	National	91%	0%		191	226
800.0 < 900.0	National	88%	1%		126	143
900.0 < 1,000.0	National	92%	0%		96	103
1,000.0 or More	National	90%	1%		248	272

Note: Num Orgs and Num Obs for Total Cash Compensation - Receiving (\$000) may be different than the Num Orgs and Num Obs for Short-term Incentive (\$000) and/or Short-term Incentive as % of Base Salary due to the inclusion of Sales Incentive Rcvng and Profit Sharing Rcvng.