

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	18%	1%		575	58,427
25.0 < 50.0	National	28%	14%		2,697	1,296,938
50.0 < 75.0	National	42%	5%		2,961	780,863
75.0 < 100.0	National	56%	6%		2,901	500,028
100.0 < 125.0	National	66%	7%		2,739	334,596
125.0 < 150.0	National	69%	11%		2,417	202,434
150.0 < 175.0	National	66%	17%		2,181	110,129
175.0 < 200.0	National	79%	9%		1,946	45,469
200.0 < 250.0	National	86%	4%		1,833	28,495
250.0 < 300.0	National	87%	4%		1,331	8,477
300.0 < 350.0	National	89%	3%		956	3,491
350.0 < 400.0	National	90%	1%		642	1,565
400.0 < 500.0	National	92%	0%		642	1,452
500.0 < 600.0	National	91%	0%		352	568
600.0 < 700.0	National	93%	0%		218	291
700.0 < 800.0	National	90%	1%		111	132
800.0 < 900.0	National	93%	0%		86	95
900.0 < 1,000.0	National	88%	0%		80	86
1,000.0 or More	National	91%	0%		175	197

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.

