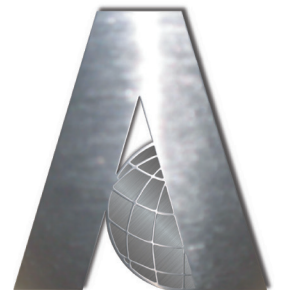


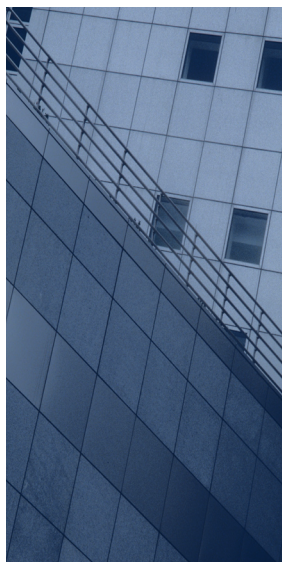
Analytical/FMI
Homebuilders Executive Compensation Survey
Information, pricing and 2007 survey excerpts



ANALYTICAL / FMI

Analytical/FMI Homebuilders Executive Compensation Survey

Information, pricing and 2007 survey excerpts



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Information, pricing and 2007 survey excerpts

The Homebuilders Executive Compensation Survey is conducted annually to provide up to date total compensation for homebuilding executives. The report provides averages and 10th, 25th, 50th, 75th and 90th percentiles for base, short-term incentives, long-term incentives, and the value of perquisites, thus providing a picture of total executive compensation. The data are presented in tables and graphs. We also provide single factor regression analysis where correlations are sufficient.

Price for 2008 Survey:	\$600.00*
Data Due to Analytical/FMI by:	April 7, 2008
Publish Date:	June 30, 2008

This survey covers the following jobs:

- Chief Executive Officer
- Chief Operating Officer
- Chief Financial Officer
- Controller
- Treasurer
- Assistant Treasurer
- Investor Relations Head
- Internal Audit Head
- Information Systems Head
- Marketing and Advertising Head
- Human Resources Head
- Mortgage Head
- Chief Legal Officer
- Purchasing Head
- Architectural Head
- Head Title Officer
- Safety Head
- 1st Level Head
- Territory Head
- 2nd Level Head
- City Manager (3rd Level Head)

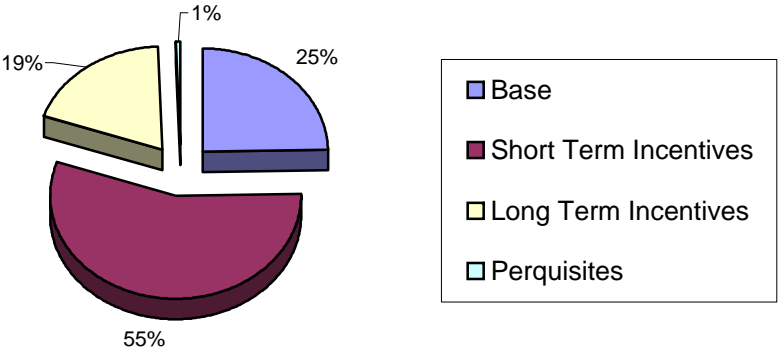
2007 HOMEBUILDERS EXECUTIVE COMPENSATION STUDY***SURVEY PARTICIPANTS***

D. R. Horton, Inc.	Orleans Homebuilders
David Weekley Homes	Park Square Homes
Hovnanian Enterprises, Inc.	Pulte Corporation
J.F. Shea Co., Inc.	Standard Pacific Homes
KB Home	Taylor Woodrow, Inc.
Kimball Hill Homes	The Ryland Group
M/I Homes	Toll Brothers, Inc
MDC Holdings	WCI Communities
Morrison Homes	Weyerhaeuser Real Estate Co

2007 Homebuilders Executive Compensation Study

**1st Level Head
75 Incumbents**

	Average	10th Percentile	25th Percentile	50th Percentile	75th Percentile	90th Percentile
Base	\$375.7	\$227.0	\$250.0	\$326.0	\$450.0	\$609.0
Short Term Incentives	\$840.6	\$250.0	\$325.0	\$668.2	\$1,075.0	\$1,706.0
Long Term Incentives	\$289.0	\$144.6	\$212.3	\$248.2	\$330.9	\$421.2
Perquisites	\$9.4	\$1.2	\$7.4	\$10.4	\$12.0	\$13.2
Total	\$1,514.7	\$622.8	\$794.7	\$1,252.8	\$1,867.9	\$2,749.4



2007 HOMEBUILDERS EXECUTIVE COMPENSATION STUDY

BASE SALARY STATISTICS

1st Level Head

Regression Statistics

Multiple R	0.8037
R Square	0.6459
Adjusted R	0.6223
Standard Error	0.1098
Observations	17

ANOVA

	df	SS	MS	F	Significance F
Regression	1	0.3299	0.3299	27.3577	0.0001
Residual	15	0.1809	0.0121		
Total	16	0.5108			

	Coefficient	Standard Error	t Stat	P-value
Intercept	1.6018	0.1768	9.0614	0.0000
X Variable (logSales)	0.2958	0.0566	5.2305	0.0001

2007 HOMEBUILDERS EXECUTIVE COMPENSATION STUDY

CORPORATE BONUS/INCENTIVE PLANS

Detail by company

Basis for Awards	Eligible for Awards	*****Maximum*****		When payments are made			Comments
		Y/N	Amount or Percent	Annually	Multiple Years	Both	
Operating profits, next year set-up, customer satisfaction, health & safety and units volume.	CEO, CFO, CIO, HR Director	Yes	Varies (35% to 350%)	No	No	Yes	
Reward for ROI/individual performance and earnings.	Top 80 managers	Yes	5 times target	No	No	No	In March in the year following each 3 year period.
Direct impact to the business profit or key position at corporate	CEO, CFO, IS Head, VP Tax	Yes	13% of full leverage earnings before bonuses.	No	No	Yes	
Discretionary for support positions	CEO, COO/President, CFO, Chief Legal Counsel, IT Head, HR Head, Controller, Mortgage Head	Yes	CEO max is 3% of pre-tax profits and COO/President's max is 1.5% of pre-tax profit.	Yes	No	No	
Combination of profitability and individual performance	Manager level employees and above	Yes	Varies by positions	No	No	Yes	
		No		No	No	No	
Company financial performance.	All corporate level executives.	No		Yes	No	No	
Income and customer care	All	Yes	Varies by position	Yes	No	No	

2007 HOMEBUILDERS EXECUTIVE COMPENSATION STUDY

LONG TERM PLANS

Chief Executive Officer

Detail by incumbent

Non-Qualified Stock Options		Incentive Stock Options		Restricted Stock		Phantom/SARs		Performance Plans		Long Term Cash
# Shares	Exercise Price	# Shares	Exercise Price	# Shares	Stock Price	Award Date	Stock Value	# Shares	Value	Value
375,000	32.33									
91,746	33.86									
								8,550	604,057.5	
						1/30/07	1,344,500.0	35,700	723,900.0	

2007 HOMEBUILDERS EXECUTIVE COMPENSATION STUDY

PERQUISITES-PREVALENCE

Chief Operating Officer

Lunch Club	Airline Club	Country Club	Deferred Comp	Supp Vacation	Loans	Plane Business	1st Class Air Travel	Auto	Auto Allowance	Supp Medical	Supp Disability	Supp Retirement	Supp Life	Plane Personal	Chauffeur	Home Security
No	No	No	No	Yes	No	No	No	No	Yes	No	No	No	Yes	No	No	No
No	No	No	No	No	No	Yes	No	No	Yes	No	Yes	No	Yes	No	No	No
No	No	Yes	No	Yes	No	No	No	No	Yes	No	No	No	Yes	No	No	No
No	No	No	Yes	No	No	No	Yes	No	No	Yes	No	Yes	Yes	No	No	No
No	No	No	No	No	No	No	No	No	Yes	No	Yes	Yes	Yes	No	No	No
No	No	No	No	No	No	No	No	No	Yes	No	No	No	No	No	No	No
No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
No	No	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No
No	No	No	No	No	No	No	No	No	No	No	Yes	No	Yes	No	No	No

Count	0	0	1	1	2	0	1	1	0	5	1	1	0	2	0	0	0
%	0.0%	0.0%	11.1%	11.1%	22.2%	0.0%	11.1%	11.1%	0.0%	55.6%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	0.0%

