

2002 EXECUTIVE COMPENSATION SURVEY MODULE 1B

POSITION SUMMARY TABLE

Position Number:	40
Position Title:	General Manager/President
Breakdown:	All
# Cos:	38
# Incbs:	262

Compensation Data Results

	Your Data	%ile Rank With Your Data Included	Results with your data factored out							
			10th Percentile	25th Percentile	Median	Your Co % to Market	Mean	Your Co % to Market	75th Percentile	90th Percentile
Base Salary (000)	N/A	N/A	131.3	158.5	200.0	N/A	212.1	N/A	252.8	303.4
Total Cash (000)	N/A	N/A	173.7	218.3	288.9	N/A	322.4	N/A	388.8	509.2
Total Comp(000)	N/A	N/A	175.3	227.6	310.0	N/A	390.3	N/A	480.2	724.9
STI Target Percent	N/A	N/A	25.0%	35.0%	50.0%	N/A	54.6%	N/A	62.0%	100.0%
Minimum (000)	N/A	N/A	119.9	132.2	153.2	N/A	155.5	N/A	177.8	198.7
Midpoint (000)	N/A	N/A	158.2	185.2	212.9	N/A	213.0	N/A	239.9	282.8
Maximum (000)	N/A	N/A	195.7	238.0	269.8	N/A	270.5	N/A	300.9	366.8
Number of Employees	N/A	N/A	35	84	198	N/A	782	N/A	1,184	2,600
Revenue (Mill)	N/A	N/A	27.4	71.9	153.0	N/A	279.0	N/A	300.0	667.0
Autonomy	N/A	N/A	15	25	34	N/A	31	N/A	38	41

Perquisites

Long Term

	Number of Incumbents	Number of Companies		Number of Incumbents	Number of Companies		Number of Incumbents	Number of Companies
Automobile	102	17	Deferred Comp	121	20	Incentive Stock	37	6
Luncheon Club	12	5	Supp Vacation	24	8	Non Qualified Stock	106	14
Airline Club	65	6	Supp Medical	45	10	Restricted Stock	42	7
Country Club	48	13	Supp Disability	42	9	Long Term Cash	35	4
First Class Air	18	4	Supp Retirement	58	14	SAR	3	1
						Phantom Stock	20	4

Position Description

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Highest position in the organization being reported. This is the top executive in an organization that is engaged in any combination of Engineering, Construction, Environmental, and/or Nuclear.