

Predicted Base--2007 Module 1B Database, Multiple Regression

Job Title Chief Executive Officer

Revenue*	Autonomy	Levels from CEO	Base Salary	Your		Predicted					
				Predicted Percentile	Predicted Base Salary	10th Percentile	25th Percentile	40th Percentile	60th Percentile	75th Percentile	90th Percentile
\$1,000.0	50	0	\$625.0	67.4%	\$527.2	\$325.6	\$409.1	\$479.3	\$580.0	\$679.5	\$853.8
\$1,000.0	45	0	\$625.0	68.7%	\$520.5	\$321.4	\$403.8	\$473.1	\$572.5	\$670.8	\$842.9

Regression Statistics

Multiple R	0.5862
R Square	0.3437
Adjusted R Square	0.2979
Standard Error	0.1634
Observations	47

Data as of May 1, 2007

All Predictions Aged 6 months
at 5 %/year

ANOVA

	df	SS	MS	F	Significance F
Regression	3	0.6010	0.2003	7.5058	0.0004
Residual	43	1.1477	0.0267		
Total	46	1.7487			

	Coefficients	Standard Error	t Stat	P-value
Intercept	1.9552	0.4270	4.5787	0.0000
X Variable (Log Revenue)	0.2333	0.0556	4.1970	0.0001
X Variable (Autonomy)	0.0011	0.0089	0.1262	0.9002
X Variable (Levels)	-0.0698	0.0631	-1.1056	0.2750

* Revenue is in millions.

Predicted Total Cash--2007 Module 1B Database, Multiple Regression

Job Title Chief Executive Officer

Revenue*	Autonomy	Levels from CEO	Total Cash	Your		Predicted					
				Predicted Percentile	Predicted Total Cash	10th Percentile	25th Percentile	40th Percentile	60th Percentile	75th Percentile	90th Percentile
\$1,000.0	50	0	\$872.0	36.0%	\$1,044.8	\$546.3	\$742.7	\$919.1	\$1,187.7	\$1,469.8	\$1,998.2
\$1,000.0	45	0	\$872.0	41.0%	\$978.5	\$511.6	\$695.6	\$860.8	\$1,112.3	\$1,376.5	\$1,871.4

Regression Statistics

Multiple R	0.6162
R Square	0.3797
Adjusted R Square	0.3364
Standard Error	0.2197
Observations	47

Data as of May 1, 2007

All Predictions Aged 6 months
at 5 %/year

ANOVA

	df	SS	MS	F	Significance F
Regression	3	1.2707	0.4236	8.7724	0.0001
Residual	43	2.0762	0.0483		
Total	46	3.3469			

	Coefficients	Standard Error	t Stat	P-value
Intercept	1.8307	0.5743	3.1876	0.0027
X Variable (Log Revenue)	0.2976	0.0748	3.9801	0.0003
X Variable (Autonomy)	0.0057	0.0120	0.4754	0.6369
X Variable (Levels)	-0.1414	0.0849	-1.6648	0.1032

* Revenue is in millions.

Predicted Total Comp--2007 Module 1B Database, Multiple Regression

Job Title Chief Executive Officer

Revenue*	Autonomy	Levels from CEO	Total Comp	Your		Predicted					
				Predicted Percentile	Predicted Total Comp	10th Percentile	25th Percentile	40th Percentile	60th Percentile	75th Percentile	90th Percentile
\$1,000.0	50	0	\$872.0	29.6%	\$1,244.5	\$531.2	\$795.1	\$1,051.7	\$1,472.6	\$1,948.0	\$2,915.7
\$1,000.0	45	0	\$872.0	31.5%	\$1,200.2	\$512.3	\$766.8	\$1,014.3	\$1,420.2	\$1,878.7	\$2,811.9

Regression Statistics

Multiple R	0.6831
R Square	0.4666
Adjusted R Square	0.4294
Standard Error	0.2885
Observations	47

Data as of May 1, 2007

All Predictions Aged 6 months
at 5 %/year

ANOVA

	df	SS	MS	F	Significance F
Regression	3	3.1311	1.0437	12.5386	0.0000
Residual	43	3.5793	0.0832		
Total	46	6.7104			

	Coefficients	Standard Error	t Stat	P-value
Intercept	1.2690	0.7541	1.6828	0.0997
X Variable (Log Revenue)	0.5526	0.0982	5.6294	0.0000
X Variable (Autonomy)	0.0031	0.0157	0.2001	0.8423
X Variable (Levels)	-0.1035	0.1115	-0.9278	0.3587

* Revenue is in millions.

Predicted Base--2007 Module 1B Database, Multiple Regression

Job Title **General Manager/President**

Revenue	Autonomy	Levels from CEO	Base Salary	Your		Predicted					
				Predicted Percentile	Predicted Base Salary	10th Percentile	25th Percentile	40th Percentile	60th Percentile	75th Percentile	90th Percentile
\$150.0	40	2	\$200.0	24.9%	\$232.2	\$175.0	\$200.1	\$219.6	\$245.6	\$269.5	\$308.2
\$150.0	40	2	\$200.0	24.9%	\$232.2	\$175.0	\$200.1	\$219.6	\$245.6	\$269.5	\$308.2
\$100.0	40	2	\$200.0	33.0%	\$220.3	\$166.0	\$189.9	\$208.4	\$233.0	\$255.7	\$292.4
\$100.0	40	2	\$200.0	33.0%	\$220.3	\$166.0	\$189.9	\$208.4	\$233.0	\$255.7	\$292.4
\$75.0	35	2	\$150.0	6.6%	\$209.2	\$157.7	\$180.3	\$197.9	\$221.3	\$242.8	\$277.6
\$25.0	32	3	\$150.0	29.4%	\$169.1	\$127.4	\$145.7	\$159.9	\$178.8	\$196.3	\$224.4

Regression Statistics

Multiple R	0.7228
R Square	0.5224
Adjusted R Square	0.5174
Standard Error	0.0959
Observations	288

Data as of May 1, 2007

All Predictions Aged 6 months
at 5 %/year

ANOVA

	df	SS	MS	F	Significance F
Regression	3	2.8551	0.9517	103.5493	0.0000
Residual	284	2.6102	0.0092		
Total	287	5.4653			

	Coefficients	Standard Error	t Stat	P-value
Intercept	2.0766	0.0608	34.1658	0.0000
X Variable (Log Revenue)	0.1297	0.0099	13.0752	0.0000
X Variable (Autonomy)	0.0013	0.0014	0.8906	0.3739
X Variable (Levels)	-0.0268	0.0066	-4.0428	0.0001

* Revenue is in millions.

Predicted Total Cash--2007 Module 1B Database, Multiple Regression

Job Title General Manager/President

Revenue*	Autonomy	Levels from CEO	Total Cash	Your		Predicted					
				Predicted Percentile	Predicted Total Cash	10th Percentile	25th Percentile	40th Percentile	60th Percentile	75th Percentile	90th Percentile
\$150.0	40	2	\$300.0	29.7%	\$355.6	\$236.4	\$286.8	\$328.0	\$385.4	\$440.8	\$534.8
\$150.0	40	2	\$300.0	29.7%	\$355.6	\$236.4	\$286.8	\$328.0	\$385.4	\$440.8	\$534.8
\$100.0	40	2	\$300.0	38.5%	\$329.2	\$218.8	\$265.5	\$303.6	\$356.8	\$408.0	\$495.1
\$100.0	40	2	\$300.0	38.5%	\$329.2	\$218.8	\$265.5	\$303.6	\$356.8	\$408.0	\$495.1
\$75.0	35	2	\$180.0	5.2%	\$302.5	\$201.1	\$244.0	\$279.1	\$328.0	\$375.1	\$455.1
\$25.0	32	3	\$180.0	27.8%	\$217.1	\$144.3	\$175.1	\$200.3	\$235.4	\$269.2	\$326.6

Regression Statistics

Multiple R	0.7432
R Square	0.5524
Adjusted R Square	0.5477
Standard Error	0.1384
Observations	288

Data as of May 1, 2007

All Predictions Aged 6 months
at 5 %/year

ANOVA

	df	SS	MS	F	Significance F
Regression	3	6.7088	2.2363	116.8301	0.0000
Residual	284	5.4361	0.0191		
Total	287	12.1449			

	Coefficients	Standard Error	t Stat	P-value
Intercept	2.1145	0.0877	24.1065	0.0000
X Variable (Log Revenue)	0.1903	0.0143	13.2985	0.0000
X Variable (Autonomy)	0.0026	0.0020	1.2646	0.2071
X Variable (Levels)	-0.0456	0.0096	-4.7535	0.0000

* Revenue is in millions.

Predicted Total Comp--2007 Module 1B Database, Multiple Regression

Job Title General Manager/President

Revenue*	Autonomy	Levels from CEO	Total Comp	Your		Predicted					
				Predicted Percentile	Predicted Total Comp	10th Percentile	25th Percentile	40th Percentile	60th Percentile	75th Percentile	90th Percentile
\$150.0	40	2	\$450.0	62.3%	\$401.2	\$251.3	\$313.6	\$365.8	\$440.1	\$513.3	\$640.6
\$150.0	40	2	\$450.0	62.3%	\$401.2	\$251.3	\$313.6	\$365.8	\$440.1	\$513.3	\$640.6
\$100.0	40	2	\$450.0	70.4%	\$370.2	\$231.9	\$289.4	\$337.5	\$406.1	\$473.6	\$591.1
\$100.0	40	2	\$450.0	70.4%	\$370.2	\$231.9	\$289.4	\$337.5	\$406.1	\$473.6	\$591.1
\$75.0	35	2	\$200.0	9.0%	\$326.0	\$204.2	\$254.9	\$297.2	\$357.6	\$417.1	\$520.5
\$25.0	32	3	\$200.0	35.8%	\$228.4	\$143.1	\$178.6	\$208.2	\$250.6	\$292.2	\$364.7

Regression Statistics

Multiple R	0.7280
R Square	0.5300
Adjusted R Square	0.5250
Standard Error	0.1586
Observations	288

Data as of May 1, 2007

All Predictions Aged 6 months
at 5 %/year

ANOVA

	df	SS	MS	F	Significance F
Regression	3	8.0503	2.6834	106.7363	0.0000
Residual	284	7.1400	0.0251		
Total	287	15.1903			

	Coefficients	Standard Error	t Stat	P-value
Intercept	2.0009	0.1005	19.9043	0.0000
X Variable (Log Revenue)	0.1984	0.0164	12.0961	0.0000
X Variable (Autonomy)	0.0061	0.0023	2.6158	0.0094
X Variable (Levels)	-0.0416	0.0110	-3.7889	0.0002

* Revenue is in millions.