

Welcome to Equilar's monthly newsletter. We would like to take a brief moment to highlight key trends in executive compensation and update you on recent product enhancements.

► ANALYSIS OF THE MONTH - CEO TRIPLE DIPPING

The topic of options grants continues to grab headlines from the Beltway to the Valley. Since annual option grant patterns vary from company to company, we used our new Three Year Proxy Compensation Report to analyze cumulative option grants for CEOs over the last three years. Below are the CEOs that made the top of our list.

To see the complete analysis and a sample of Equilar's newest report, please click [here](#).

CEO TRIPLE DIPPING			
Name of CEO	Company	Total Options Granted ¹	Grant Date Present Value (\$MMs) ²
Sanford I. Weill	Citigroup	25,664,682	456.4
Lawrence J. Ellison	Oracle	21,500,000	232.1
Steven P. Jobs	Apple Computer	20,000,000	671.1
Thomas M. Siebel	Siebel Systems	19,950,000	790.1
Robert R. Bennet	Liberty Media	16,264,000	164.5
Joseph P. Nacchio	Qwest	16,250,000	294.1
L. Dennis Kozlowski ³	Tyco International	13,968,127	321.7

¹Includes reload grants.

²As calculated by Equilar. Please view the [report](#) for the complete Black-Scholes assumptions.

³Includes 800,000 Tycom options granted in fiscal 2000.

Do you have an idea for next month's analysis? Please send an e-mail with your suggestion to support@equilar.com.

► NEW EQUILAR REPORTS AND FEATURES

Equilar continues to make enhancements and improvements to the functionality and breadth of content of our service. Several recent enhancements include:

Three Year Proxy Report

- Three full years of analysis for all companies in our database
- Full Black-Scholes assumptions and calculations for all option grants over the last three years
- Direct links for all values to original proxy filings
- Includes interim transition periods

Enhanced search results

- Research and identify comparable companies within Equilar Insight
- View companies before running report

Saved queries

- Re-run previously saved reports at no additional charge

To learn more about these and other upcoming features, please contact your Equilar Account Representative or Equilar Customer Support at 877.441.6090 or support@equilar.com.

▶ EQUILAR IN THE NEWS

Equilar's analysis has recently been featured in several of the regional Crain's publications. To access them, please click on the links below.

[Crain's New York](#)
[Reuters 7.22.02](#)
[Reuters 7.10.02](#)
[Reuters 6.7.02](#)

▶ CONTACT EQUILAR

If you would like to learn more about Equilar and how we can help you, please contact us by phone (877.441.6090), e-mail (support@equilar.com), or visit us on the Web at www.equilar.com.

If you were forwarded this e-mail and wish to be included in future mailings, please send an e-mail to support@equilar.com with the word "subscribe" in the subject field. If you wish to unsubscribe from this service, please send an e-mail to support@equilar.com with the word "unsubscribe" in the subject field.

DISCLAIMER

The information and analysis in this email and attachments are intended to be for informational purposes only. The analysis is based on information taken from publicly filed documents and we do not represent to its accuracy. Equilar, Inc. assumes no liability for the use or interpretation of information contained herein. This publication is provided "as is" without warranty of any kind, either expressed or implied, including, but not limited to, the implied warranties of merchantability, fitness for a particular purpose, or non-infringement of third party rights.
