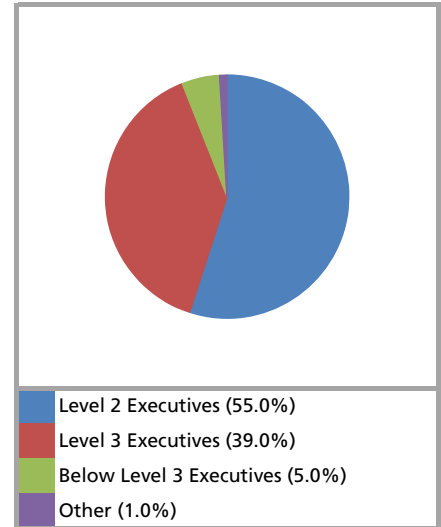


**SAMPLE SURVEY OUTPUT**  
**(GENERAL REPORT)**

# COMMUNICATION EXECUTIVES

## GENERAL SUMMARY

- 75 executives reported in the 2009 survey had this responsibility. Executives with this responsibility received median compensation of \$711.3 thousand.
- The most common level for executives with this responsibility was level 2. 55.0% of executives with this responsibility were at this level.
- The 2nd most common level for executives with this responsibility was level 3. 39.0% of executives with this responsibility were at this level.
- The 3rd most common level for executives with this responsibility was below level 3. 5.0% of executives with this responsibility were at this level.



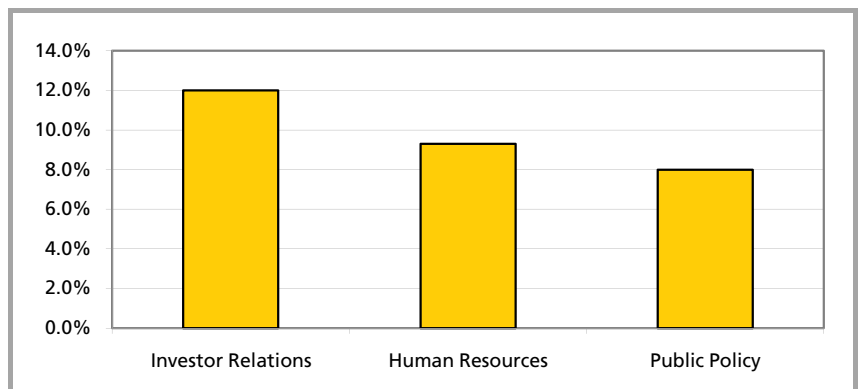
### MEDIAN FINANCIAL STATISTICS OF COMPANIES WITH COMMUNICATION EXECUTIVES

<b>Most Recently Completed Fiscal Year End</b>	Revenues (\$MMs)	\$ 10,626
	Market Capitalization (\$MMs)	\$ 6,495
	Total Assets (\$MMs)	\$ 13,054
	1-Year TSR	-1.1%
	3-Year TSR	-34.9%

### OTHER BACKGROUND INFORMATION

**Executives with this responsibility, also had the following responsibilities:**

Investor Relations	12.0%
Human Resources	9.3%
Public Policy	8.0%



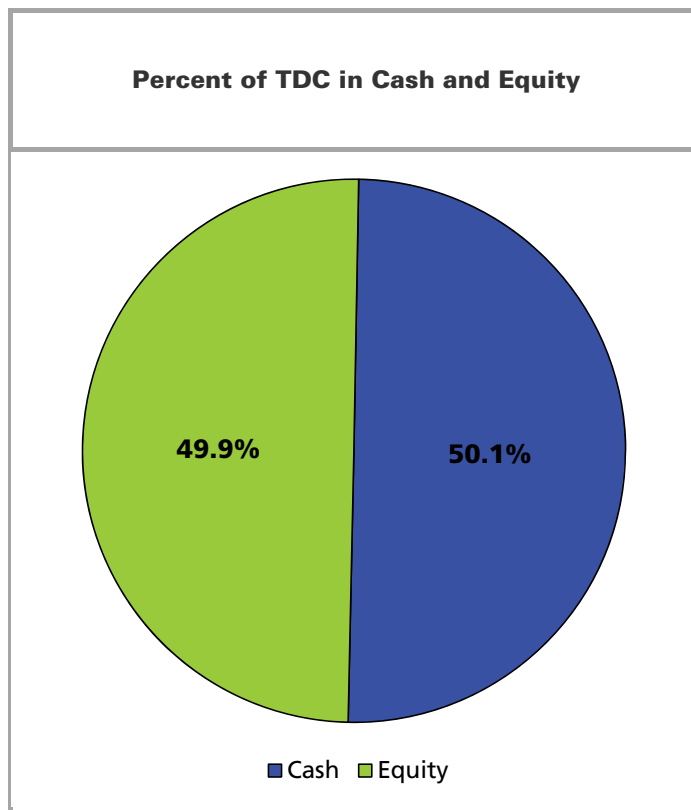
# COMMUNICATION EXECUTIVES

SUMMARY STATISTICS (N = 75)

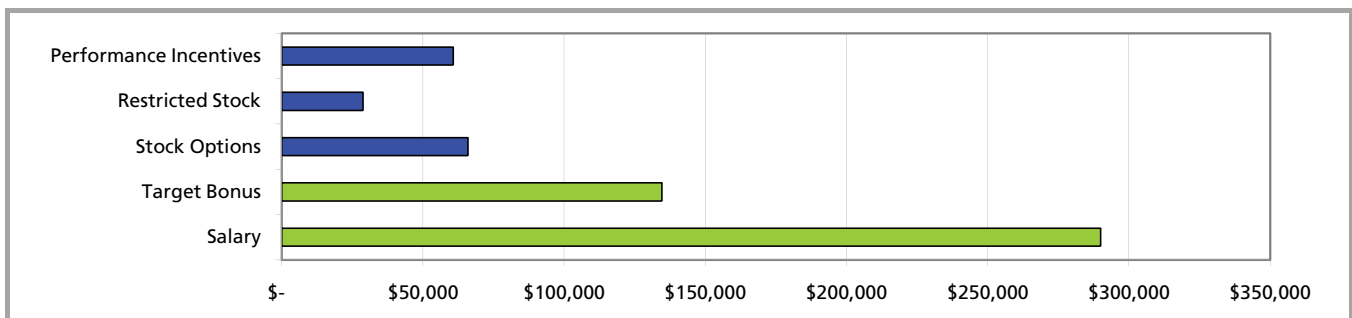
( \$ in thousands )	Base Salary	Target Bonus (\$)	Stock Options	Restricted Stock	Performance Incentives	Total Direct Compensation
Mean	\$ 312.4	\$ 162.4	\$ 146.2	\$ 150.9	\$ 176.5	\$ 948.4
Median	\$ 290.0	\$ 134.6	\$ 66.0	\$ 28.8	\$ 60.7	\$ 711.3
10th Percentile	\$ 199.7	\$ 2.6	\$ -	\$ -	\$ -	\$ 344.0
25th Percentile	\$ 238.0	\$ 85.0	\$ -	\$ -	\$ -	\$ 453.7
75th Percentile	\$ 365.0	\$ 219.0	\$ 241.6	\$ 124.0	\$ 198.9	\$ 1,248.0
90th Percentile	\$ 470.0	\$ 299.5	\$ 379.5	\$ 345.2	\$ 510.1	\$ 1,776.8

% of TDC	
Base Salary	32.9%
Target Bonus (\$)	17.1%
Stock Options	15.4%
Restricted Stock	15.9%
Performance Incentives	18.6%

% of Base Salary	
Target Bonus (%)	52.0%
Stock Options	46.8%
Restricted Stock	48.3%
Performance Incentives	56.5%



### MEDIAN COMPENSATION

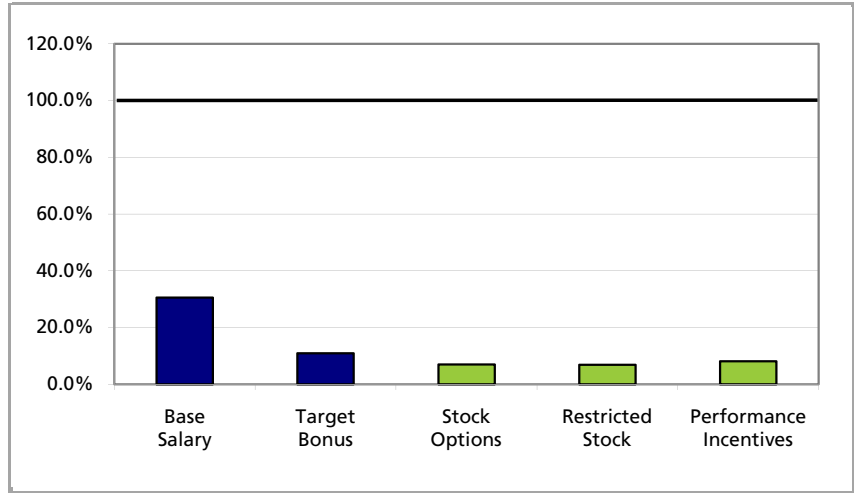


# COMMUNICATION EXECUTIVES

INTERNAL PAY EQUITY (N = 75)

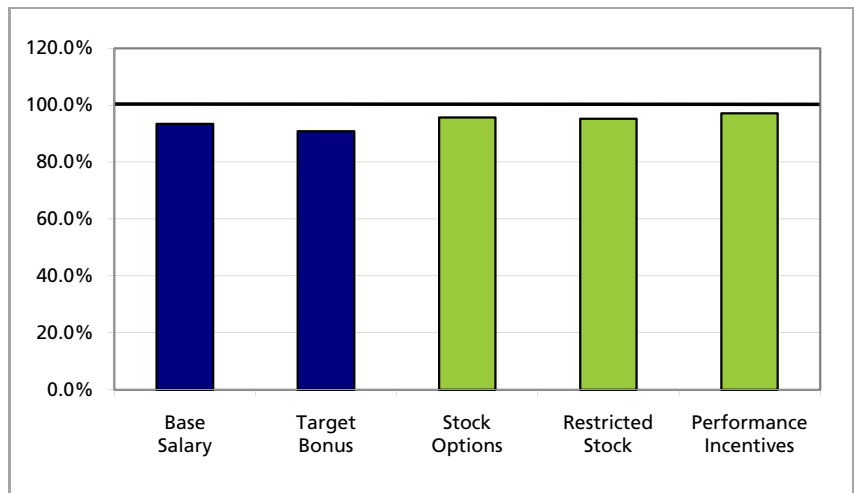
**Compensation as a % of the CEO's Compensation**

Base Salary	30.6%
Target Bonus (\$)	10.9%
Stock Options	6.9%
Restricted Stock	6.8%
Performance Incentives	8.0%



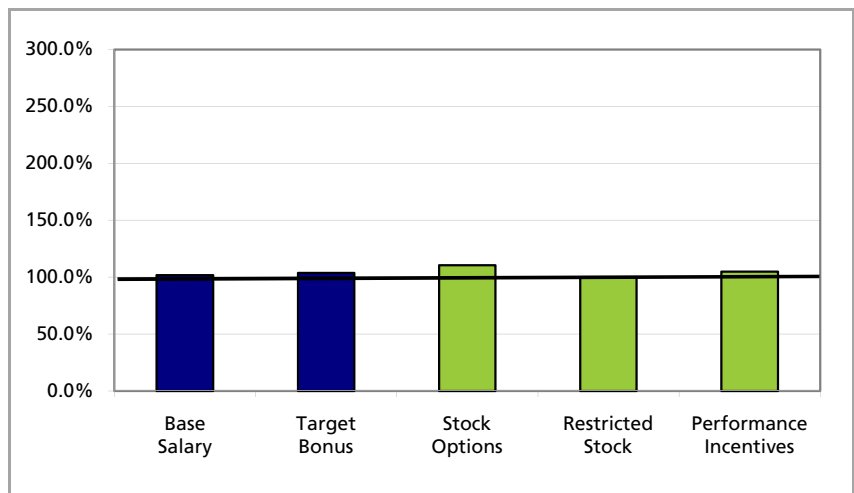
**Compensation as a % of the Next Highest Paid**

Base Salary	93.4%
Target Bonus (\$)	90.9%
Stock Options	95.7%
Restricted Stock	95.2%
Performance Incentives	97.1%



**Compensation as a % of the Next Lowest Paid**

Base Salary	101.7%
Target Bonus (\$)	103.8%
Stock Options	110.5%
Restricted Stock	100.0%
Performance Incentives	104.8%



**SAMPLE SURVEY OUTPUT**  
**(BONUS SUMMARY)**

# COMMUNICATION EXECUTIVES

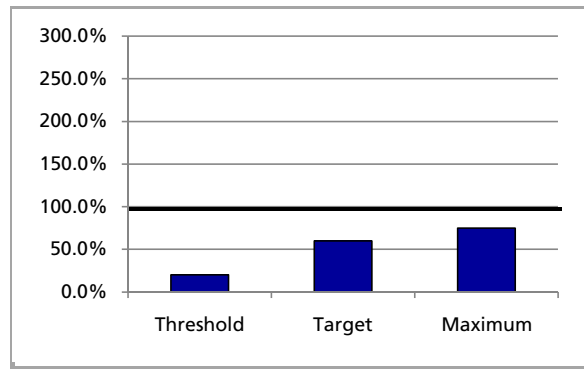
## BONUS SUMMARY

### ANNUAL CASH BONUS SUMMARY STATISTICS

(\$ in thousands)	Annual Cash Bonus Target (\$)	Annual Cash Bonus Target (%)	Bonus Payout from last year
Median	\$ 134.6	50.0%	\$ 149.0
Mean	\$ 162.4	48.4%	\$ 173.8
10th Percentile	\$ 2.6	2.6%	\$ -
25th Percentile	\$ 85.0	40.0%	\$ 19.1
75th Percentile	\$ 219.0	60.0%	\$ 247.0
90th Percentile	\$ 299.5	74.8%	\$ 457.0

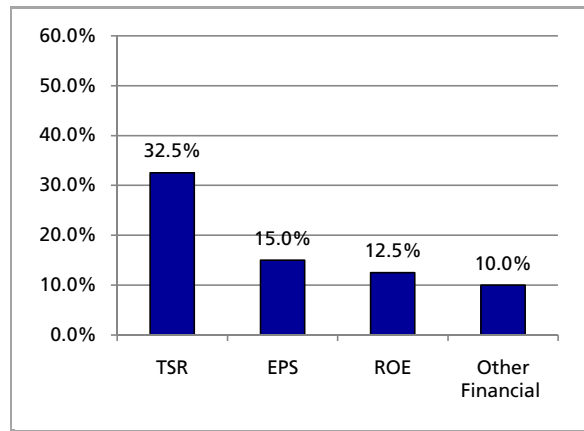
### ANNUAL CASH BONUS AT THRESHOLD, TARGET AND MAXIMUM PAYOUT LEVELS

Average Bonus as a Percent to Base Salary	
Threshold	20.0%
Target	60.0%
Maximum	75.0%



### ANNUAL CASH BONUS PERFORMANCE METRICS

Most Common Bonus Performance Metrics	
1st	TSR
2nd	EPS
3rd	ROE
4th	Other Financial

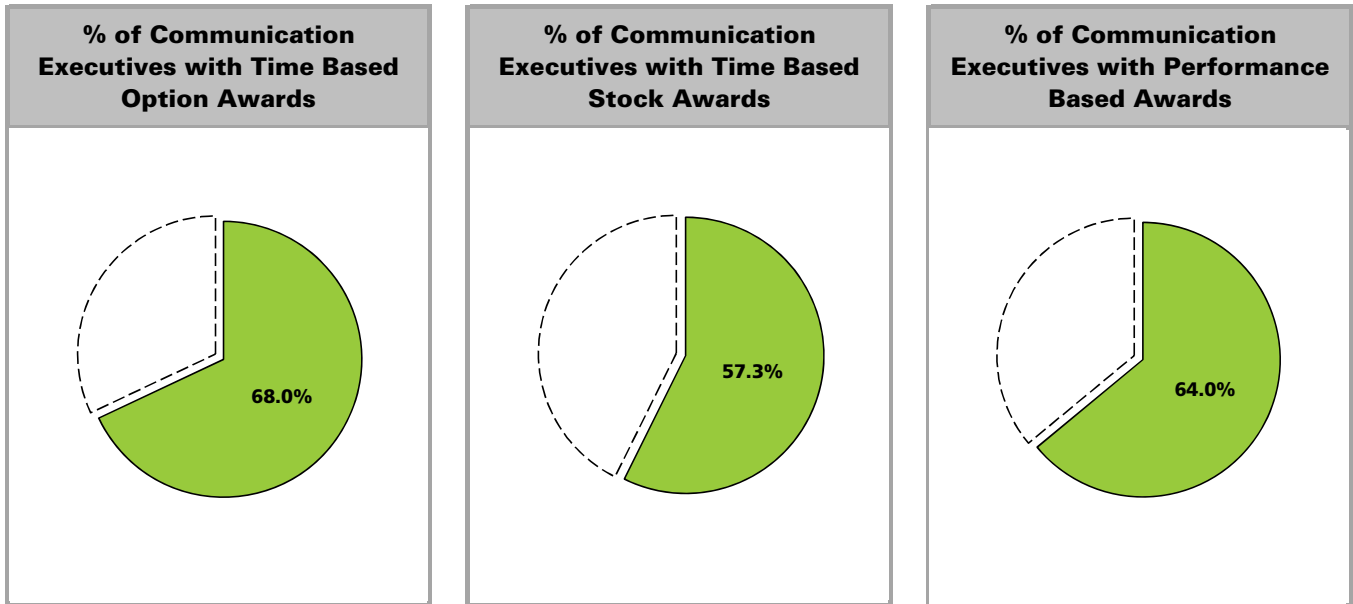


**SAMPLE SURVEY OUTPUT**  
**(LTI SUMMARY)**

# COMMUNICATION EXECUTIVES

## LONG TERM INCENTIVE SUMMARY

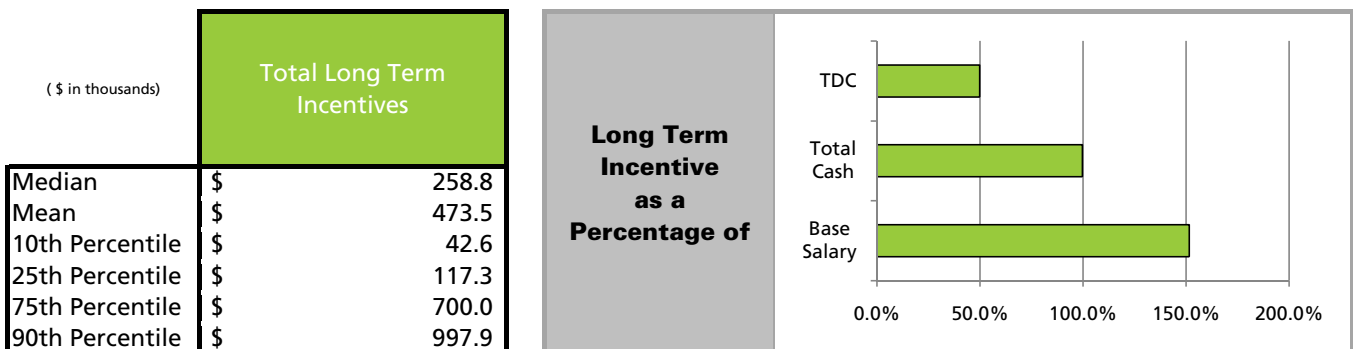
### LONG TERM INCENTIVE PREVALENCE



### LONG TERM INCENTIVE SUMMARY STATISTICS

(\$ in thousands)	Time Based Option	Time Based Stock	Performance Based Option	Performance Based Stock	Performance Based Cash
Median	\$ 66.0	\$ 28.8	\$ -	\$ -	\$ -
Mean	\$ 146.2	\$ 150.9	\$ 4.6	\$ 119.5	\$ 52.4
10th Percentile	\$ -	\$ -	\$ -	\$ -	\$ -
25th Percentile	\$ -	\$ -	\$ -	\$ -	\$ -
75th Percentile	\$ 241.6	\$ 124.0	\$ -	\$ 125.0	\$ -
90th Percentile	\$ 379.5	\$ 345.2	\$ -	\$ 344.8	\$ 119.1

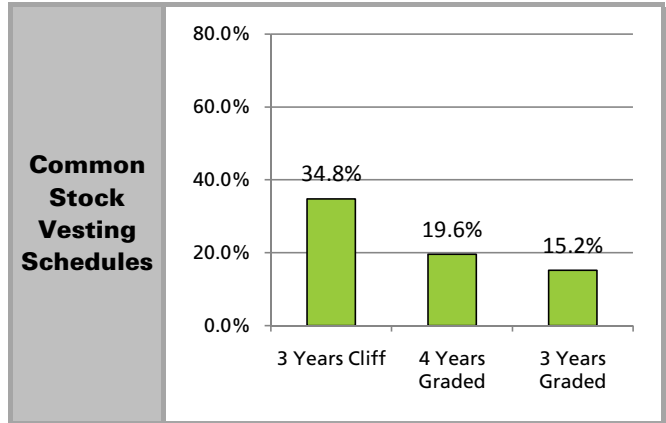
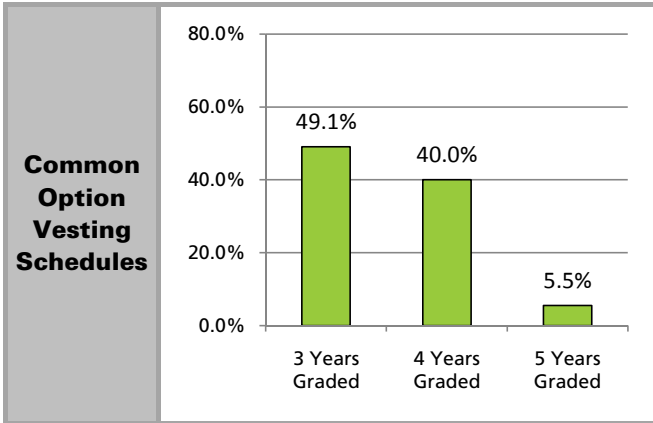
### LONG TERM INCENTIVE AND TOTAL PAY



# COMMUNICATION EXECUTIVES

## LONG TERM INCENTIVE SUMMARY

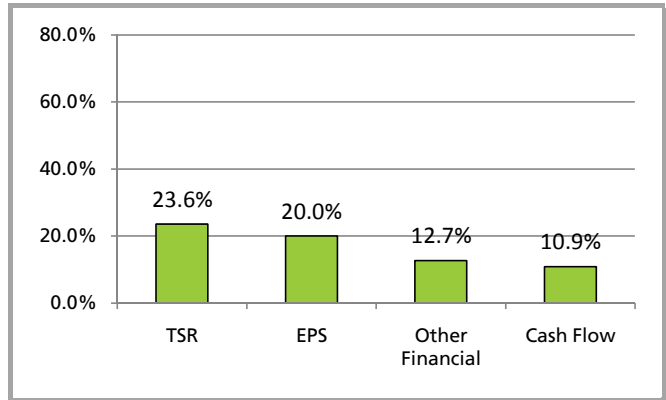
### EQUITY VESTING DETAILS



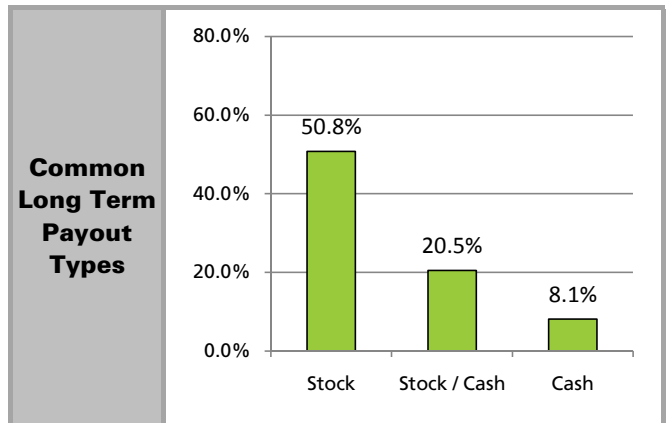
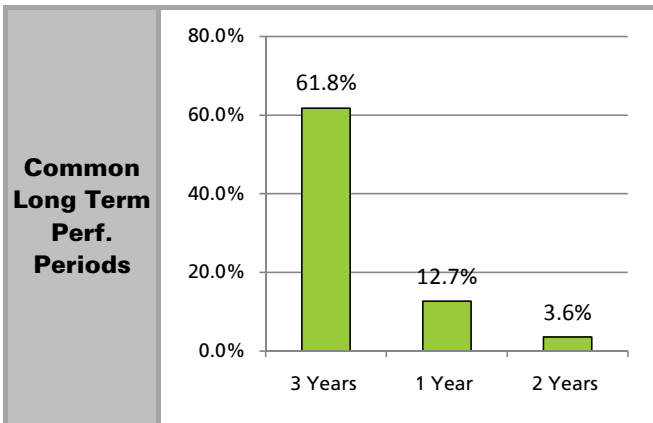
### LONG TERM INCENTIVE PERFORMANCE PERIODS AND PERFORMANCE METRICS

**Most Common Long Term Performance Metrics**

1st	TSR
2nd	EPS
3rd	Other Financial
4th	Cash Flow



### LONG TERM INCENTIVE PERFORMANCE PERIODS AND PAYOUT TYPES



**SAMPLE SURVEY OUTPUT  
(PERQUISITES REPORT)**

# COMMUNICATION EXECUTIVES

## PERQUISITES SUMMARY

### OVERAL ELIGIBILITY, ALLOWANCE AND PAID TIME OFF

- 70.7% of the Communication Executives reported in the 2010 survey were eligible to receive executive perquisites.
- Communication Executives received a median value of \$8,500 in perquisite allowance in 2010.
- Communication Executives received a median value of 21 days in paid time off in 2010.

### PREVALENCE OF PERQUISITE TYPES

