

**XYZ Corporation**  
**Analysis of Total Compensation and Comprehensive Income**

	<u>2003</u>	<u>2004</u>	<u>Comments</u>
<b><i>I. Annual Cash Compensation</i></b>			
Base Salary	\$700,000	\$730,000	
Annual Bonus	\$450,000	\$1,095,000	
<i>Total Cash Compensation</i>	<u>\$1,150,000</u>	<u>\$1,825,000</u>	
<b><i>II. Long-Term Incentive Awards</i></b>			
Stock Options			
Stock Options Awarded	52,800	38,400	
Black-Scholes Value of Award	\$933,768	\$1,174,464	
Performance Share Award			
Performance Shares Awarded at Target	24,000	22,200	
Grant Date Value of Target Award	\$796,320	\$1,126,650	
<i>Value of Long-Term Incentive Awards</i>	<u>\$1,730,088</u>	<u>\$2,301,114</u>	
<b><i>III. Benefits &amp; Perquisites</i></b>			
Salaried Employees Savings Plan Contribution	\$15,000	\$16,500	
PV of Pension Benefit Increase Over Prior Year	\$623,500	\$714,500	
Interest on Deferred Compensation	N/A	N/A	
Health Insurance	\$5,000	\$5,000	Represents value of premiums paid for Medical Insurance and Dental Plan costs.
Life Insurance	\$10,000	\$11,000	Represents value of premiums paid for Life, Accidental Death and Disability, and Long-Term Disability.
Car	N/A	N/A	Company does not provide.
Airplane	N/A	N/A	Company does not provide.
Personal Financial	N/A	N/A	Company does not provide.
<i>Value of Benefits and Perquisites</i>	<u>\$653,500</u>	<u>\$747,000</u>	
<i>Subtotal - Total Compensation (I - III)</i>	<u>\$3,533,588</u>	<u>\$4,873,114</u>	