

SIBSON RAW FACTSSM REWARD AUDIT WORKSHEET

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		Employee Group				Change ¹	Comments
		CEO	20 Next Highest Paid Executives	Group #1	Group #2		
Exit "Fees"	Programs	DB Qualified Pension				<input type="radio"/>	
		Frozen DB Pension				<input type="radio"/>	
		DB SERP				<input type="radio"/>	
		401(k)				<input type="radio"/>	
		SERP/401(k)				<input type="radio"/>	
		Profit Sharing				<input type="radio"/>	
		Savings Plan				<input type="radio"/>	
		AI / LTI Payouts				<input type="radio"/>	
		Stock Plan				<input type="radio"/>	
		Deferred Cash/Dividends				<input type="radio"/>	
		Change of Control				<input type="radio"/>	
		Severance				<input type="radio"/>	
		"Parachute"				<input type="radio"/>	
		Benefit Continuation				<input type="radio"/>	
		Other				<input type="radio"/>	
Other				<input type="radio"/>			
Design		DB Target Benefit Amount ²				<input type="radio"/>	
		Enhanced DB SERP Amount ²				<input type="radio"/>	
		401(k) Match/Maximum Match				<input type="radio"/>	
		DC SERP				<input type="radio"/>	
		Match on Deferred Cash				<input type="radio"/>	
		Interest on Def Cash/Dividends				<input type="radio"/>	
		Tax Gross-ups				<input type="radio"/>	
		Accelerated Vesting				<input type="radio"/>	
Enhanced Exercise Period				<input type="radio"/>			

¹ Check circle if different from prior evaluation.
² As a percent of base salary.



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Current Date
 Prior Evaluation Date

Governance	Compensation Committee Members (Name, Affiliation)			<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Other Board Committees with Governance Rights over Rewards (Stock Plan, Benefits Plan, Succession)			<input type="radio"/>

		Employee Group				Change ¹	Comments
		CEO	20 Next Highest Paid Executives	Group #1	Group #2		
		Number of Employees				<input type="radio"/>	
Entry "Fees"	Programs	Employment Contract				<input type="radio"/>	
		Change of Control Protection				<input type="radio"/>	
		Severance Protection				<input type="radio"/>	
		"Parachute"				<input type="radio"/>	
		Cash Signing Grant				<input type="radio"/>	
		Welcome Equity Grant				<input type="radio"/>	
		Prior Er Equity Buy-outs				<input type="radio"/>	
		Relocation Allowance				<input type="radio"/>	
		Perquisite Allowance				<input type="radio"/>	
		Other				<input type="radio"/>	
		Other				<input type="radio"/>	
		Design		1 st Year AI Guarantee			
LTI Guarantee						<input type="radio"/>	
Service/Vesting Enhancement						<input type="radio"/>	
Tax Gross-ups						<input type="radio"/>	
Other						<input type="radio"/>	
Other				<input type="radio"/>			
Other				<input type="radio"/>			

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		Employee Group				Change ¹	Comments
		CEO	20 Next Highest Paid Executives	Group #1	Group #2		
Cost of Maintenance (Annual Cash)	Programs	Base Salary				<input type="radio"/>	
		Annual Variable Pay				<input type="radio"/>	
		Commissions				<input type="radio"/>	
		Current Dividends (e.g., on deferred RS)				<input type="radio"/>	
		Deferral of Base Salary/Bonus				<input type="radio"/>	
		Other				<input type="radio"/>	
		Vacation				<input type="radio"/>	
		Supplemental Sick/Disability				<input type="radio"/>	
		Supplemental Health Care				<input type="radio"/>	
		Perquisite Allowance				<input type="radio"/>	
		Car Allowance				<input type="radio"/>	
		Financial Counseling				<input type="radio"/>	
		Tax Preparation				<input type="radio"/>	
		Other Transportation				<input type="radio"/>	
		Club Membership				<input type="radio"/>	
	Supplemental Benefits				<input type="radio"/>		
	Other				<input type="radio"/>		
	Design	Total Cash Comp Mix (Base/AI)				<input type="radio"/>	
		Base/AI Pay Positioning				<input type="radio"/>	
		AI Range ² (threshold, target, max)				<input type="radio"/>	
		Annual Incentive (AI) Metrics				<input type="radio"/>	
		Base Salary Increase Guarantee				<input type="radio"/>	
		Match on Deferred Base Salary/AI				<input type="radio"/>	
Tax Gross-ups					<input type="radio"/>		
Other					<input type="radio"/>		

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² As a percent of base salary.

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		Employee Group				Change ¹	Comments	
		CEO	20 Next Highest Paid Executives	Group #1	Group #2			
Cost of Maintenance (Long-Term Cash/Equity)	Programs	Cash Settled LTI				<input type="radio"/>		
		Carried Interest				<input type="radio"/>		
		Deferral of Cash LTI				<input type="radio"/>		
		Other				<input type="radio"/>		
		Other				<input type="radio"/>		
		Incentive Stock Options				<input type="radio"/>		
		NQSO				<input type="radio"/>		
		RS (time)				<input type="radio"/>		
		RS (performance)				<input type="radio"/>		
		Performance Units				<input type="radio"/>		
		SARs				<input type="radio"/>		
		Other				<input type="radio"/>		
		Other				<input type="radio"/>		
		Design	TDC ² Mix (Base/AI/LTI)				<input type="radio"/>	
			TDC Positioning				<input type="radio"/>	
	LTI Range ³ (threshold, target, max)					<input type="radio"/>		
	LTI Metrics					<input type="radio"/>		
	Cashless Exercise					<input type="radio"/>		
	Match on Deferred LTI					<input type="radio"/>		
	Tax Gross-ups					<input type="radio"/>		
	Front-loaded Equity Grants					<input type="radio"/>		
	Ownership Guidelines					<input type="radio"/>		
	Require Equity Hold to Ret.					<input type="radio"/>		
Dividend Deferral				<input type="radio"/>				
Other				<input type="radio"/>				

¹ Check circle if different from prior evaluation.
² TDC = Total Direct Compensation (Base + Annual Incentive + Long-Term Incentive). Example mix: 50%/20%/30%.
³ As a percent of base salary.