

National Executive Compensation Survey

Questionnaire

2012



Coordinated by:
Management Association

www.hrsource.org
800-448-4584

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Please Return Completed Questionnaire by February 17, 2012

Consider online participation!

Contact your local association, listed at the beginning of this booklet, for more information.

An EAA Sponsored Survey:



The National Network of Local Workplace Solutions

Coordinated By:



The **HR Source** for employers™

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SURVEY POSITIONS:

<u>General Executives</u>	<u>Pg</u>	<u>Engineering and Manufacturing (cont'd)</u>	<u>Pg</u>
100 Chief Executive Officer.....	12	440 Manufacturing Director (Multi-Facility)	36
105 Chief Operating Officer.....	13	445 Manufacturing Manager (Single-Facility)	37
110 Chief Executive - Multi-Function Responsibility	14	450 Materials Director	38
115 Chief Operations Executive – Non-Manufacturing	15	455 Purchasing Head.....	39
120 Chief Information Officer (CIO).....	16	460 Quality Control Head.....	40
 <u>Finance</u>		 <u>Sales and Marketing</u>	
200 Chief Financial Officer (CFO).....	17	500 Chief Sales-Marketing Executive	41
205 Finance Director (Not CFO).....	18	505 Chief Marketing Executive (Excluding Sales)	42
210 Contoller.....	19	510 Chief Sales Executive/Domestic Markets (Excluding Marketing)	43
215 Chief Audit Executive.....	20	515 Chief Business Development Executive.....	44
220 Corporate Treasurer	21	520 Director of Communications	45
225 Chief Tax Executive	22	525 Customer Service Director	46
 <u>Human Resources</u>		530 General Sales Manager	47
300 Human Resource VP/SVP.....	23	535 District Sales Manager.....	48
305 Human Resource Director	24	540 Regional Sales Manager	49
310 Compensation and Benefits Director.....	25	545 Product/Brand Manager	50
315 Chief Staff Legal Counsel	26	 <u>International</u>	
320 Chief Government Relations Executive	27	600 Chief International Executive	51
 <u>Engineering and Manufacturing</u>		605 Top Supply Chain Executive.....	52
400 Vice President of Engineering.....	28	610 Top International Marketing and Sales Executive.....	53
405 Director of Engineering.....	29	615 Top Sales Executive – Domestic/Foreign Markets.....	54
410 Industrial Engineering Head	30	620 Top International Manufacturing Executive.....	55
415 Head Research Engineer	31	 <u>Not-For-Profit</u>	
420 Head Product/Development Engineer.....	32	700 Chief Executive – Not-For-Profit.....	56
425 Facility Engineer.....	33	705 Program Director.....	57
430 Chief Manufacturing Executive.....	34	710 Development Director.....	58
435 Plant Manager	35		

ORGANIZATION CONTACT INFORMATION

Please provide us with the following information. It may be necessary to contact the individual completing this questionnaire to verify or clarify reported information. **Please print clearly.**

The organization name will be listed in the final report although no individual organization will be able to be identified. We require data from a minimum of 5 organizations in order to report statistics for any category. Your data is confidential and treated as such by the staff processing this survey.

If the information requested below is not provided, it will be impossible to send your organization the 2012 results.

<i>For Association Use Only</i>
Code #:

QUESTIONNAIRE COMPLETED BY:		
Name:		
Title:		
Email Address*:		
Organization Name:		
Address:		
City:	State:	Zip:
Phone:		

SURVEY RESULTS SHOULD BE SENT TO (IF DIFFERENT THAN ABOVE):
Name:
Title:
Email Address*:

***NOTE:** Some Associations ship survey reports via email or we may contact you via email for data clarification. It is imperative that an email is listed.

INSTRUCTIONS

Participation is open from **January 4 - February 17, 2012**.
Report all data for the 12 month period ending January 31, 2012.

PARTICIPATE ONLINE

This survey may also be completed online via a custom link that is provided via email. Please contact your local association (listed at the front of this questionnaire) if you were not provided a link in the original communication, and a link will be sent to you directly from the online system.

ORGANIZATION INFORMATION

Answer questions 1-27 on pages 5-10 as thoroughly as possible. It is imperative that questions 1-5 be answered.

Note: Complete a separate questionnaire for each separate organization, subsidiary, division, etc. that you wish to report. Download the questionnaire PDF here: <http://www.hrsource.org/surveys/participate/ecs.aspx> or contact your local association for an additional online link.

ORGANIZATION CONTACT INFORMATION

Please complete all information on page 1. This information is used to send you the survey report; without this information you **may not** receive your report. **This section must also be completed in case we have questions regarding your data.**

COMMENTS AND SUGGESTIONS

Your comments and suggestions are very important to us. Kindly inform us how we might better meet your needs. Recommendations to improve our survey are always welcome.

POSITION INFORMATION

For each survey position that you can match in your organization, starting with your position title, report all appropriate information. **NOTE:** If your firm has more than one incumbent for any particular survey position, copy the position page as many times as your number of incumbents.

- Be sure to report each incumbent on a separate sheet (make copies as needed).
- Report only actual salaries for full-time employees only; do not use averages
- Information for any individual incumbent should be reported for no more than one survey position.

DEFINITION OF TERMS

Terms used in this questionnaire are defined on the following page.

KEEP A COPY

Please keep a copy of submitted information for this survey in case of problems in data transmission (via mail or otherwise). Your copy is your proof of participation should proof be required.

COMPLETED SURVEYS

Please return your completed questionnaire to your local association (listed at the front) or input your information online.

QUESTIONS?

Call the coordinating association at 800-448-4584 or contact your local association listed at the front of this questionnaire.

DEFINITION OF TERMS

CURRENT ANNUAL BASE SALARY

Annual base salary as of **January 31, 2012**. Does not include deferred compensation. Please provide data for full-time employees only.

CASH BONUS (As of January 31st)

Cash bonus amount which the executive was paid during the last calendar or fiscal year based on overall organizational performance. Does not include bonus amounts required to be deferred to subsequent years. (Does include deferred payouts received during the last calendar year.)

OTHER CASH COMPENSATION (Profit Sharing) for Last Fiscal or Calendar Year

Whether paid last year or not, include earned cash payments from non-retirement profit sharing plans. Additional cash compensation may include tax reimbursements/gross-ups and director's compensation amounts. Exclude incidental payments not related to the specific functions of the position. Also exclude payments from retirement accounts, or long term compensation, auto allowances or similar forms of compensation related to your automobile policies.

BASE SALARY INCREASE

For the current and previous fiscal/calendar year, report the percent increase granted to the executive due to any or all of the following: merit, general increases, and alternate pay.

TARGETED INCENTIVE AS % OF BASE SALARY

If available for the last fiscal or calendar year, the target annual cash incentive as a percentage of base salary. This percent should reflect **targeted figures** and not just earned income.

STOCK PURCHASE

Plan under which executives obligate themselves to purchase a definite number of shares of stock either through payroll deductions or cash outlay at time of purchase. Price is usually "pegged" at time of purchase or time of first deduction, whichever is more favorable to the executive.

PERCENT STOCK OWNED:

Percent of Stock Owned by the executive for whom compensation data were reported. As a general rule, stock which an executive purchases on the open market or earns under a company compensation program is counted towards the applicable minimum ownership level set by the company.

STOCK OPTIONS:

Long term incentive vehicle through which an executive is granted an option to buy a specific number of shares of stock at a price specified at the time the option is granted. The executive must exercise the option within a specified period of time.

Incentive stock options (ISO's) are options to purchase shares of common stock for no less than 100% of fair market value at the time of grant. These options must be exercised in the sequence in which they were granted. The income gained from selling such options qualifies for long term capital gains treatment if the stock is held for at least one year after exercising the options.

Non-qualified stock options (NQSO's) are also options to purchase shares of company stock. Income gained from the exercise of NQSO's is taxable as ordinary income at the time the option is exercised. NQSO's may be granted at less than market price, do not have to be exercised in the sequence in which they were granted and have no specified holding period after exercise.

Stock Appreciation Right (SARP) is an accessory of non-qualified stock options which allows the turning in of option shares (so long as they are exercisable at the time) for a payment equal to the amount by which the then current value of the shares exceeds their option price. Incentive options are those plans that are tied to the performance of the executive.

Restricted Stock Grant is a non-qualified option which is granted subject to substantial restrictions on the employee's control of the stock (contingent on future services, etc.) and normally includes a forfeiture provision.

AUTOMOBILE

Indicate if a car is provided to the executive with few or no restrictions on usage, and the approximate cost of the vehicle. Indicate if a "Monthly Allowance," program is provided whereby the organization reimburses expenses based on a fixed monthly sum calculated from projected business use of an employee owned car. Finally, indicate whether direct expenses (such as gas or maintenance) are paid for by the organization.

SPECIAL INSURANCE

Additional coverage beyond those available to all employees. Under All-Expense Medical Insurance, only those plans are included which pay 100% of all medical expenses.

TYPES OF RETIREMENT PLANS:

Supplemental Pension Plan: A defined benefits plan to which the employer contributes and to which an employee may contribute which provides for the payment of stated benefits. Such a plan would state either (a) the benefits to be received by employees after retirement or (b) the method of determining such benefits. **Supplemental Thrift/401(k) Plan:** A defined contribution plan which provides employee benefits based solely on the amount contributed to the participant's account including any earnings, expenses, gains and losses.

CLUB MEMBERSHIPS:

Memberships partially or wholly paid by the organization.

I. ORGANIZATION INFORMATION

(Separate questionnaire required for each organization)

Questions 1-5 **must** be completed for analysis of the compensation data you submit as these questions are used for data breakouts. Approximate figures will be satisfactory if exact ones are not available.

1. **INDUSTRY**

Check the **one** NAICS industry category below which best describes the organization being reported. For more information on category definitions, go here: http://www.osha.gov/pls/imis/sic_manual.html

GOODS PRODUCING NON-MANUFACTURING

- Natural Resources / Mining
- Utilities
- Construction

MANUFACTURING

- Non-Durable Goods Manufacturing
- Durable Goods Manufacturing

SERVICES

- Retail Trade
- Wholesale Trade
- Transportation / Warehousing
- Information (Communication/Broadcasting)
- Financial Activities
- Professional / Business Services
- Education Services
- Health Services
- Social Services
- Leisure / Hospitality Services
- Services, not elsewhere classified
- Public Administration

OTHER (please be sure you cannot match to an industry category listed above)

- Other Industry, please describe: _____

2. **TYPE OF OWNERSHIP**

Check the **one** category below which best describes the ownership of the organization being reported. In the case of a division or wholly-owned subsidiary, indicate the type of ownership of the parent organization.

- Public Corporation (stock available for purchase by general ownership)
- Closed Corporation (stock held by closed group, not available to public)
- Mutual or Cooperative (non-stock corporation)
- Individual Proprietorship (single owner, not incorporated)
- Partnership (either general or limited)
- Other

I. ORGANIZATION INFORMATION (cont'd)

3. GEOGRAPHICAL DATA

Please check the ONE geographical area in which the facility being reported on is located.

- | | | | | |
|---|---------------------------------|-------------------------------------|--------------------------------------|--------------------------------------|
| <input type="radio"/> Alabama | <input type="radio"/> Georgia | <input type="radio"/> Maryland | <input type="radio"/> New Jersey | <input type="radio"/> South Carolina |
| <input type="radio"/> Alaska | <input type="radio"/> Hawaii | <input type="radio"/> Massachusetts | <input type="radio"/> New Mexico | <input type="radio"/> South Dakota |
| <input type="radio"/> Arizona | <input type="radio"/> Idaho | <input type="radio"/> Michigan | <input type="radio"/> New York | <input type="radio"/> Tennessee |
| <input type="radio"/> Arkansas | <input type="radio"/> Illinois | <input type="radio"/> Minnesota | <input type="radio"/> North Carolina | <input type="radio"/> Texas |
| <input type="radio"/> California | <input type="radio"/> Indiana | <input type="radio"/> Mississippi | <input type="radio"/> North Dakota | <input type="radio"/> Utah |
| <input type="radio"/> Colorado | <input type="radio"/> Iowa | <input type="radio"/> Missouri | <input type="radio"/> Ohio | <input type="radio"/> Vermont |
| <input type="radio"/> Connecticut | <input type="radio"/> Kansas | <input type="radio"/> Montana | <input type="radio"/> Oklahoma | <input type="radio"/> Virginia |
| <input type="radio"/> Delaware | <input type="radio"/> Kentucky | <input type="radio"/> Nebraska | <input type="radio"/> Oregon | <input type="radio"/> Washington |
| <input type="radio"/> Dist. of Columbia | <input type="radio"/> Louisiana | <input type="radio"/> Nevada | <input type="radio"/> Pennsylvania | <input type="radio"/> West Virginia |
| <input type="radio"/> Florida | <input type="radio"/> Maine | <input type="radio"/> New Hampshire | <input type="radio"/> Rhode Island | <input type="radio"/> Wisconsin |
| | | | | <input type="radio"/> Wyoming |

4. GROSS SALES VOLUME

Based on your last fiscal/calendar year, please indicate your organization's approximate annual dollar volume as appropriate to your primary industry. This information is confidential and will be displayed in the final report in sales volume categories only. Do not abbreviate.

Please fill in under the ONE option that best describes your firm's industry: **SELECT ONE** – Do not leave blank.

C H O O S E O N E	{	Gross Sales/Revenue		\$ _____
		Total Assets (approx.)	<i>(Banks, Financial Firms)</i>	\$ _____
		Total Premiums	<i>(Insurance)</i>	\$ _____
		Operating Budget	<i>(Not-For-Profit & Public Agencies)</i>	\$ _____
		Other (Describe)	_____	\$ _____

5. SIZE OF FIRM - TOTAL NUMBER OF EMPLOYEES

Number of full-time and part-time employees at facility *this questionnaire* represents: _____
(Do not leave blank)

II. BOARD OF DIRECTORS

Inside board of directors are employed by the organization and have operational responsibilities.
Outside members do not work for the organization and do not have operational responsibilities.

6. DO YOU HAVE A BOARD OF DIRECTORS?

- Yes
 No (skip to section III)

7. INDICATE NUMBER OF INSIDE AND OUTSIDE BOARD OF DIRECTORS MEMBERS

Inside Directors: _____
Outside Directors: _____

II. BOARD OF DIRECTORS *(cont'd)*

Inside board of directors are employed by the organization and have operational responsibilities.
Outside members do not work for the organization and do not have operational responsibilities.

8. INDICATE HOW MANY BOARD MEETINGS ARE HELD PER YEAR

Meetings per year: _____

9. INDICATE HOW OUTSIDE BOARD OF DIRECTORS MEMBERS ARE PAID AND THE AVERAGE AMOUNT GIVEN

- Per meeting: \$ _____
- Annual flat fee: \$ _____

10. INDICATE HOW INSIDE BOARD OF DIRECTORS MEMBERS ARE PAID

- No additional pay for board participation
- Base salary increased to compensate for board participation
- Separate payment given for board participation

III. EXECUTIVE SALARIES AND BONUSES

11. INDICATE THE PLAN YOUR ORGANIZATION USES TO ESTABLISH EXECUTIVE SALARIES

- Point-factor plan
- Ranking plan
- Factor comparison plan
- Market pricing
- Broadbanding
- Profits
- No formal plan
- Combination of the above
- Other

12. WHEN DO YOU NORMALLY REVIEW EXECUTIVE BASE SALARIES FOR INCREASES?

- Semi-Annually
- Annually
- No Set Time
- N/A

13. ARE YOUR EXECUTIVES COVERED BY A FORMAL BONUS AND/OR VARIABLE PAY PROGRAM?

- Yes, a short-term plan only (short-term plans are one year or less in length)
- Yes, a long-term plan only (long-term plans are longer than one year in length)
- Yes, both short-term and long-term plans
- No (please skip to page 11)

14. IF YES, HOW MANY PLANS ARE IN PLACE?

- One
- Two
- Three
- Four or more

III. EXECUTIVE SALARIES AND BONUSES (*cont'd*)

15. BONUS/VARIABLE PAY PLAN(S) CURRENTLY IN PLACE FOR EXECUTIVE-LEVEL POSITIONS: (*check all that apply*)

- Management Incentive Plan (Selected key executives)
- Annual Bonus
- Current Cash Profit Sharing (Non-retirement plans)
- Small Group/Team Incentive
- Individual Incentive plan
- Lump sum Merit Pay (Not added to base salary)
- Lump sum Merit Pay (Added to base salary)

16. BONUS AWARDS ARE USUALLY MADE (*Select only one choice that fits most employees*)

- Monthly
- Quarterly
- Semi-Annually
- Annually

17. INDICATE THE FACTOR(S) USED TO DETERMINE THE EXECUTIVE BONUS LEVEL: (*check all that apply*)

- Salary
- Length of Service
- Title
- Individual Performance
- Relation-To-Profit
- Organization Performance & Profitability
- Performance Against Specific Objectives
- Return-On-Investment
- Formal Management-By-Objectives
- Discretionary
- Other

SHORT-TERM EXECUTIVE BONUS PLANS

(Short-term plans are defined as being 1 year in length or less)

18. ELIGIBILITY REQUIREMENT THAT A POSITION MUST MEET BEFORE IT CAN BE INCLUDED IN YOUR SHORT-TERM EXECUTIVE BONUS/COMPENSATION PROGRAM:

- Eligibility is based on the title of the position
- Eligibility is based on salary level
- Eligibility is based on grade level
- Eligibility is restricted to positions reporting to the CEO or COO
- Eligibility is based on different factors
- Other
- N/A

19. HOW ARE INDIVIDUAL PAYMENTS DETERMINED? (*Check all that apply*)

- Based on individual performance
- Based on organization performance
- Discretionary
- Flat amount or percentage paid to all executives at same organizational level
- Based on salary levels
- Based on length of service
- Based on Return on Investment/Return-On-Sales
- Other

SHORT-TERM EXECUTIVE BONUS PLANS (cont'd)
(Short-term plans are defined as being 1 year in length or less)

20. IS A FORMAL BONUS POOL ESTABLISHED BEFORE DISTRIBUTION?

- Yes
 No

21. IF YES, WHAT METHOD DOES YOUR FIRM USE TO DETERMINE THE SIZE OF THE BONUS FUNDS?

(i.e. How is the bonus pool determined?)

- Based on a percentage of pre-tax profits
 Based on a percentage of after-tax profits
 Percentage of eligible base salaries
 Flat dollar amount
 No formal plan
 Other

22. DOES THE PLAN ESTABLISH A MAXIMUM CASH PAYMENT TO INDIVIDUALS?

- Yes, maximum is a flat amount
 Yes, maximum is determined as a percent of base salary
 No

23. CAN EXECUTIVES DEFER BONUS PAYMENTS?

- No
 Yes, as a voluntary deferral of all or portion of bonus
 Yes, as a mandatory deferral of all or portion of bonus

LONG-TERM EXECUTIVE BONUS PLANS

(Long-term plans are defined as being longer than 1 year in length)

24. ELIGIBILITY REQUIREMENT FOR A POSITION BEFORE IT CAN BE INCLUDED IN YOUR LONG-TERM EXECUTIVE BONUS/COMPENSATION PROGRAM?

- Eligibility is based on the title of the position
 Eligibility is based on salary level
 Eligibility is based on grade level
 Eligibility is restricted to those positions reporting to the CEO or COO
 Other
 N/A

25. HOW ARE INDIVIDUAL PAYMENTS DETERMINED? *(Check all that apply)*

- Based on individual performance
 Based on divisional performance
 Based on corporate performance
 Same amount or percentage paid to all at same organizational level
 Discretionary
 Other

LONG-TERM EXECUTIVE BONUS PLANS
(Long-term plans are defined as being longer than 1 year in length)

26. CAN EXECUTIVES DEFER BONUS PAYMENTS?

- No
- Yes, as a voluntary deferral of all or portion of bonus
- Yes, as a mandatory deferral of all or portion of bonus

27. WHAT PAYMENT TYPES ARE MADE? (Check all that apply)

- Cash
- Stock or Restricted Stock
- Stock Options
- Stock Appreciation Rights
- Other

ATTENTION

Before proceeding, please be certain that questions 1 - 5 are completed.

Thank you.

The next section will ask you to provide us with salary, benefits and perquisites (perks) data for the positions in the survey that match up with the positions at your organization. Please read each job description and if the duties match at least 70%, then please provide us with your data. If not, please go to the next job. You do NOT have to provide us with data for every position; forcing job matches only skews the data for everyone.

Provide data for full-time employees only.

(100) CHIEF EXECUTIVE OFFICER *(Non-Profits, see job 700)*

Determines the basic objectives of the organizational unit; formulates plans and policies and allocates resources for the achievement of these objectives. Interprets and applies policies established by the owners of the enterprise or their representatives (Bd. of Directors, Trustees, etc.). Organizes the unit and determines allocation of duties and authorities to subordinates. Exercises controls to see that objectives are achieved in accordance with basic organization policy. Fully accountable for the results of the activity of the organizational unit. This is usually a single incumbent position.

NOTE: If more than one incumbent, copy this page & complete one page for each.

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning	
14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation	
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(105) CHIEF OPERATING OFFICER

Directs and coordinates the activities of the line and staff components of the organizational unit toward the achievement of established objectives. Is accountable for the full range of operations of the organizational unit, providing operational guidance and analyzing and appraising the effectiveness of all operations. Acts as Chief Executive in the absence of the Chief Executive Officer. This position reports to Chief Executive Officer; if your Chief Operating Officer is also your CEO, please report position under CEO only. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>						
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>						
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>						
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;"></td> <td style="text-align: center; border: none;">Last Year</td> </tr> <tr> <td style="border: 1px solid black; width: 50px; height: 20px;"></td> <td style="text-align: center; border: none;">%</td> <td style="border: 1px solid black; width: 50px; height: 20px;"></td> </tr> </table>	Current Year		Last Year		%	
	Current Year		Last Year					
		%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 50px; height: 20px;" type="text"/> %						
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?							
<input type="radio"/> Yes <input type="radio"/> No								
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:								
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base								

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(110) CHIEF EXECUTIVE - MULTI FUNCTION RESPONSIBILITY

Directs and coordinates the activities of major segments of the line and/or staff components of the organizational unit toward the achievement of established objectives. Is accountable for the operations of two or more major functions of the organizational unit, providing operational guidance to the executives in charge of these functions and analyzing and appraising the effectiveness of their operations. Examples of this position might include: Administrative Vice President (typical subordinates being the Financial-Accounting Executive, the Human Resources Executive, the General Counsel, etc.), Executive Vice President (typical subordinates being the Production-Operations Executive, Procurement Executive, Marketing-Sales Executive, etc.) and similar titles with any combination of major line and/or staff functions as subordinates. This position is not the Chief Corporate Executive or Chief Operating Officer but may report to one of these positions. **NOTE: If more than 1 incumbent, copy this page & complete 1 page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
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	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;">%</td> <td style="text-align: center; border: none;">Last Year</td> <td style="border: none;">%</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/></td> <td style="border: none;"></td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/></td> <td style="border: none;"></td> </tr> </table>	Current Year	%	Last Year	%	<input style="width: 60px; height: 20px;" type="text"/>		<input style="width: 60px; height: 20px;" type="text"/>	
	Current Year	%	Last Year	%						
	<input style="width: 60px; height: 20px;" type="text"/>		<input style="width: 60px; height: 20px;" type="text"/>							
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(115) CHIEF OPERATIONS EXECUTIVE – NON-MANUFACTURING

Responsible for planning, controlling and coordinating the entire range of activities of the organizational unit associated with the non-manufacturing function. Coordinates and adjusts organizational processes and facility operations as needed to ensure the smooth execution of policies and procedures. Typical position titles include: Vice President of Non-manufacturing, Vice President of Operations, Director of Operations, etc. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
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<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(120) CHIEF INFORMATION OFFICER (CIO)

Responsible for directing all information systems activities within the organizational unit. This job typically requires a bachelor's degree in computer science and 12+ years of experience, or equivalent. Establishes policies for maintaining current program effectiveness. Develops recommendations regarding new hardware and software. Establishes budgetary and performance controls. Maintains documentation on current systems. Provides technical assistance to other functions in the organization as requested. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>								
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	Current Year	%	Last Year	%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 50px; height: 20px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
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	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning	
14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation	
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(200) CHIEF FINANCIAL OFFICER (CFO)

Responsible for the entire range of financial activity in the organizational unit, including both the treasury and accounting functions. The job typically requires a Certified Professional Accountant (CPA) and/or a master's of business administration degree and 10+ years of experience, or equivalent. Formulates and recommends policies on banking, receipt, and disbursement of funds, extension of credit, fiscal and accounting matters. Responsible for development of standard accounting, analysis, and reporting procedures, and for exercise of overall financial control. This position typically reports to the CEO and will serve as a key decision making member of the management team. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	4. Other Cash Compensation (other than base salary or annual bonus):	\$	<input style="width: 150px; height: 20px;" type="text"/>		
	5. Base Salary Increase for Fiscal/Calendar Year:	Current Year	<input style="width: 60px; height: 20px;" type="text"/> %	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %			
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?				
	<input type="radio"/> Yes <input type="radio"/> No				
	8. If yes, what is the annualized target value of long-term incentive as a multiple of base:				
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base					

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No	
	10. Percent of stock owned by this Executive:	<input style="width: 60px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)	
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant		

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
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	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(205) FINANCE DIRECTOR (NOT CFO)

Responsible for financial management of the budgeting and forecasting processes, financial analysis, reporting and financial planning. The job typically requires a bachelor's degree in accounting or finance and 10+ years of financial experience, or equivalent. Directs and oversees all the financial management functions supporting and attaining profitable growth and strategic goals. This position typically reports to the President and will provide support as a key member of the management team. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
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	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning	
14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation	
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(210) CONTROLLER

Oversees the organization's development and administration of the accounting systems, practices, controls and procedures that conform to accepted accounting practices and reflect operating costs, budgets, and profitability. Prepares timely and comprehensive reports including analysis of financial data, statements, audits and the like covering sales, earnings, profits, cash balances and other financial results. Typically reports to the vice president of finance, CFO or the CEO. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

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	Current Year	Last Year				
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	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
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	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(215) CHIEF AUDIT EXECUTIVE

Has overall responsibility for planning, developing, recommending, and monitoring all administrative internal audit programs throughout the company. Directs the systematic audit of programs to ensure the sound application of internal controls as applied to financial and administrative activities and practices including measuring and evaluating the effectiveness of accounting and management controls. Additional responsibilities may include coordinating outside audit programs and the auditing of joint ventures, partnerships, and subsidiaries. Normally reports functionally to the Board of Directors and administratively to the chief financial officer or the chief executive officer. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
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	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="width: 20px;"></td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> <td></td> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> </tr> </table>	Current Year		Last Year	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %
	Current Year		Last Year					
	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %					
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %						
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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(220) CORPORATE TREASURER

Responsible for directing the corporate treasury functions of the organization, including the care and custody of funds and other financial assets. Directs the banking, credit and insurance functions, cash management, and the insurance activities of the corporation. Ensures that all financial transactions, policies, and procedures meet corporate objectives as well as regulatory body requirements. May develop and interpret financial and economic data related to short- and long-term funding requirements. Additional functions may include coordinating shareholder relations and Board of Directors activities. Normally reports to the CEO or Senior Financial Executive. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary: \$ <input style="width: 150px; height: 20px;" type="text"/>				
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	Current Year	Last Year			
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %			
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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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B E N E F I T S & P E R K S	12. Automobile <input type="checkbox"/> Vehicle Provided, approx cost: \$ _____ <input type="checkbox"/> Monthly Allowance: \$ _____ <input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	15. Club Memberships provided <input type="checkbox"/> Business/Social Club <input type="checkbox"/> Country Club <input type="checkbox"/> Service Club <input type="checkbox"/> Athletic Club
	13. Special Insurance <input type="checkbox"/> Additional Life Insurance <input type="checkbox"/> All-Expense Medical Insurance <input type="checkbox"/> Special Travel Accident Insurance <input type="checkbox"/> Special Disability Income Continuation	16. Legal/Financial Services <input type="checkbox"/> Estate Planning <input type="checkbox"/> Income Tax preparation <input type="checkbox"/> Investment/Portfolio Planning <input type="checkbox"/> Personal Suit Representation <input type="checkbox"/> Legal Counseling <input type="checkbox"/> Low or No Interest Loans
	14. Retirement Plan <input type="checkbox"/> Executive Supplemental Pension Plan <input type="checkbox"/> Executive Supplemental Thrift/401(k)	

(225) CHIEF TAX EXECUTIVE

Responsible for the development and execution of the company's tax policy. Minimizes tax liability and maximizes after-tax profits and cash flows by implementing policies with other top executives. Will organize and direct tax research and tax compliance activities. Oversees the preparation and reviews tax returns and related reports. Oversees the analysis of the consequences of the organization's past and future tax actions and advises organization of the most suitable methods for tax methods that yield the most favorable results to the company. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(300) HUMAN RESOURCE VP/SVP

This is the top human resource position where the function is at a senior executive level and is part of the executive cabinet. The job typically requires a degree in human resources and 10+ years of general human resources experience, including management experience, or equivalent. A master's degree is commonly required. Directs and coordinates organization activities related to human resources and industrial relations functions. Functions directed include, but are not limited to, employment, compensation, benefits, payroll, organizational development, employee relations, performance management, affirmative action, training, recruitment, and safety. Identifies and complies with legal requirements and government reporting regulations. The VP/SVP directs all human resource staff usually through subordinate managerial and supervisory staff. Responsibilities for functions such as administration or facilities may be included. Typically reports directly to the CEO and will develop and set HR policies subject to ratification by the executive committee, CEO, or the Board of Directors. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
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	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
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<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
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	<input type="checkbox"/> Athletic Club	16. Legal/Financial Services
	13. Special Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Additional Life Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Investment/Portfolio Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Personal Suit Representation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Legal Counseling
14. Retirement Plan	<input type="checkbox"/> Low or No Interest Loans	
<input type="checkbox"/> Executive Supplemental Pension Plan		
<input type="checkbox"/> Executive Supplemental Thrift/401(k)		

(305) HUMAN RESOURCE DIRECTOR

This is the top human resource position where the function is staffed at a director level and the job is usually not considered part of the executive cabinet. The job typically requires a degree in human resources and 8+ years of general human resources experience, including management experience, or equivalent. Directs and coordinates organization activities related to human resources and industrial relations functions. Job duties include, but are not limited to, employment, compensation, benefits, payroll, organizational development, employee relations, performance management, affirmative action, training, recruitment, and safety. Establishes and implements programs and policies designed to protect company and employee interests in accordance with company HR policies and governmental laws and regulations. Identifies and complies with legal requirements and government reporting regulations. The director supervises human resource staff, often through subordinate supervisory-level staff. Additional responsibilities for functions such as administration or facilities may be included. Typically reports to an executive vice president or directly to the CEO, and will develop and recommend policies for approval by senior management. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	5. Base Salary Increase for Fiscal/Calendar Year: <input style="width: 60px; height: 20px;" type="text"/> % <input style="width: 60px; height: 20px;" type="text"/> %
	6. Target Annual Incentive as a % of Base Salary: <input style="width: 60px; height: 20px;" type="text"/> %
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)? <input type="radio"/> Yes <input type="radio"/> No
	8. If yes, what is the annualized target value of long-term incentive as a multiple of base: <input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile <input type="checkbox"/> Vehicle Provided, approx cost: \$ _____ <input type="checkbox"/> Monthly Allowance: \$ _____ <input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	15. Club Memberships provided <input type="checkbox"/> Business/Social Club <input type="checkbox"/> Country Club <input type="checkbox"/> Service Club <input type="checkbox"/> Athletic Club
	13. Special Insurance <input type="checkbox"/> Additional Life Insurance <input type="checkbox"/> All-Expense Medical Insurance <input type="checkbox"/> Special Travel Accident Insurance <input type="checkbox"/> Special Disability Income Continuation	16. Legal/Financial Services <input type="checkbox"/> Estate Planning <input type="checkbox"/> Income Tax preparation <input type="checkbox"/> Investment/Portfolio Planning <input type="checkbox"/> Personal Suit Representation <input type="checkbox"/> Legal Counseling <input type="checkbox"/> Low or No Interest Loans
	14. Retirement Plan <input type="checkbox"/> Executive Supplemental Pension Plan <input type="checkbox"/> Executive Supplemental Thrift/401(k)	

(310) COMPENSATION AND BENEFITS DIRECTOR

Director level job responsible for operation of a department focused on employee compensation and benefit programs. The job typically requires a bachelor's degree with 8+ years of experience, or equivalent. Through subordinate supervisors or managers specializing in portions of the overall function, directs the total rewards function. Directs program design and implementation, including selection of outside service providers. Makes final recommendations to executive management regarding individual and group compensation adjustments and group benefit plans. May work with the compensation committee of the Board of Directors to coordinate the design of executive compensation. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
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	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
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	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(315) CHIEF STAFF LEGAL COUNSEL

Responsible for maintaining the official records, legal affairs and documents of the Corporation and to supervise all legal matters such as interpretation of governmental regulations, review and interpret corporate contracts, etc. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	Current Year	Last Year						
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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
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	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(320) CHIEF GOVERNMENT RELATIONS EXECUTIVE

Responsible for representing the interests of the organization in matters involving federal, state and local governments. Directs the lobbying and public policy activities of the organization and coordinates the efforts of operating domestic and/or foreign divisions. May direct or oversee staff in matters involving federal, state and public agencies. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	<input style="width: 60px; height: 20px;" type="text"/>		<input style="width: 60px; height: 20px;" type="text"/>							
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(400) VICE PRESIDENT OF ENGINEERING

Executive level engineering job. The job typically requires a degree in engineering and 10+ years of experience, including management experience. Responsible to plan, analyze and evaluate all phases of engineering programs, plans and procedures. Reviews recommendations for designs and methods as well as equipment purchases. Coordinates the creation, development, design and improvement of corporate products to conform with established program objectives. Provides engineering consultation as requested. Works with top management to meet organizational objectives for all engineering activities. Directs the appropriate staffing of the engineering department. Controls budgets for all engineering activities. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="width: 20px;"></td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> <td style="width: 20px;"></td> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> </tr> </table>	Current Year		Last Year	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %
	Current Year		Last Year					
	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %					
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %						
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?							
<input type="radio"/> Yes <input type="radio"/> No								
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:								
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base								

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(405) DIRECTOR OF ENGINEERING

Director level engineering job. The job typically requires a degree in engineering and 8+ years of experience, including management experience. Responsibilities include planning, analyzing and evaluating all or several phases of engineering programs, plans and procedures. Reviews recommendations for designs and methods as well as equipment purchases. Coordinates the creation, development, design and improvement of corporate products to conform with established program objectives. Provides engineering consultation as requested. Works with top management to meet organizational objectives for all engineering activities. Directs the appropriate staffing of the engineering department. Controls budgets for engineering activities. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	4. Other Cash Compensation (other than base salary or annual bonus): \$ <input style="width: 150px; height: 20px;" type="text"/>
	5. Base Salary Increase for Fiscal/Calendar Year: <input style="width: 60px; height: 20px;" type="text"/> % <input style="width: 60px; height: 20px;" type="text"/> %
	6. Target Annual Incentive as a % of Base Salary: <input style="width: 60px; height: 20px;" type="text"/> %
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)? <input type="radio"/> Yes <input type="radio"/> No
	8. If yes, what is the annualized target value of long-term incentive as a multiple of base: <input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile <input type="checkbox"/> Vehicle Provided, approx cost: \$ _____ <input type="checkbox"/> Monthly Allowance: \$ _____ <input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	15. Club Memberships provided <input type="checkbox"/> Business/Social Club <input type="checkbox"/> Country Club <input type="checkbox"/> Service Club <input type="checkbox"/> Athletic Club
	13. Special Insurance <input type="checkbox"/> Additional Life Insurance <input type="checkbox"/> All-Expense Medical Insurance <input type="checkbox"/> Special Travel Accident Insurance <input type="checkbox"/> Special Disability Income Continuation	16. Legal/Financial Services <input type="checkbox"/> Estate Planning <input type="checkbox"/> Income Tax preparation <input type="checkbox"/> Investment/Portfolio Planning <input type="checkbox"/> Personal Suit Representation <input type="checkbox"/> Legal Counseling <input type="checkbox"/> Low or No Interest Loans
	14. Retirement Plan <input type="checkbox"/> Executive Supplemental Pension Plan <input type="checkbox"/> Executive Supplemental Thrift/401(k)	

(410) INDUSTRIAL ENGINEERING HEAD

Responsible for methods, layout, process flow and equipment or tooling requirements for the production and/or processing operations. Conducts methods and improvement studies, evaluates work and equipment performance and prepares facilities and capital investment plans, forecasts and budgets. Supervises work measurement studies and the establishment of time standards. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
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	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
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	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
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	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(415) HEAD RESEARCH ENGINEER

Directs organization's research and development activities including: developing new products, researching extent and use of new products, determining raw materials and processes to be used. Usually supervises other research or project engineers. Reports to Chief Engineering/Research Executive. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
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B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
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	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
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	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(420) HEAD PRODUCT/DEVELOPMENT ENGINEER

Responsible for design, development and application of new or existing products. This includes the optimizing of product design for purposes of manufacturing and/or processing; determining and planning manufacturing or processing sequence, tooling requirements, the analysis of methods to reduce operating time and costs prior to release to manufacturing. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	Current Year	Last Year						
	%	%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 50px; height: 20px;" type="text"/> %						
7. Does the executive participate in long-term incentives (having more than a one-year performance period)?								
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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
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	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(425) FACILITY ENGINEER

Supervise, direct and coordinate the maintenance of facility and facility equipment, the design and building of equipment and facility layout. Initiate and plan projects for more effective utilization of space, equipment or manpower. Supervise and guide engineers in the design and construction of special machines, equipment and electrical, hydraulic and pneumatic controls and devices. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(430) CHIEF MANUFACTURING EXECUTIVE

Responsible for planning, controlling, and coordinating the entire range of manufacturing activities of the organization. Responsible for all related manufacturing activities such as production functions, manufacturing or process engineering, plant and facility engineers, industrial engineering, production scheduling, inventory control, quality control. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

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	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(435) PLANT MANAGER

Manager in charge of all staff and activities at a single plant facility. The job typically requires a bachelor's degree and 8+ years of experience, or equivalent. Responsibilities include staffing, administration, production, quality, materials, equipment and financial performance of the plant. Responsibilities are often shared with division or corporate functions. Interprets and administers company policy at the plant level and will typically have input on overall company policy.

NOTE: If more than one incumbent, copy this page & complete one page for each.

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; padding: 0 10px;">Current Year</td> <td style="text-align: center; padding: 0 10px;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(440) MANUFACTURING DIRECTOR (MULTI-FACILITY)

Director in charge of manufacturing operations at more than one facility. The job typically requires a bachelor's degree in business or engineering and 10+ years of experience, or equivalent. Responsibility for production and manufacturing engineering and may have materials, quality and distribution responsibility through subordinate managers and supervisors. Duties include directing planning and process development, equipment selection oversight and overall manufacturing performance. Establishes functional policies and makes tactical decisions within overall strategic direction, with top management guidance. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>								
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>								
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 25px;" type="text"/>								
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;">%</td> <td style="text-align: center; border: none;">Last Year</td> <td style="border: none;">%</td> </tr> <tr> <td style="text-align: center; border: 1px solid black; width: 60px; height: 25px;"></td> <td style="border: none;"></td> <td style="text-align: center; border: 1px solid black; width: 60px; height: 25px;"></td> <td style="border: none;"></td> </tr> </table>	Current Year	%	Last Year	%				
	Current Year	%	Last Year	%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
	<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling
	<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans

(445) MANUFACTURING MANAGER (SINGLE-FACILITY)

Manager in charge of manufacturing operations at a single facility. The job typically requires a bachelor's degree in business or engineering and 8+ years of experience, or equivalent. Responsible for production and manufacturing engineering at a facility and may have materials, quality and distribution responsibility through subordinate managers and supervisors. Duties include managing planning and process development, equipment selection oversight and overall manufacturing performance. Responsibilities are often shared with division or corporate management. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>						
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>						
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>						
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;"></td> <td style="text-align: center; border: none;">Last Year</td> </tr> <tr> <td style="text-align: center; border: 1px solid black; width: 50px; height: 20px;"></td> <td style="text-align: center; border: none;">%</td> <td style="text-align: center; border: 1px solid black; width: 50px; height: 20px;"></td> </tr> </table>	Current Year		Last Year		%	
	Current Year		Last Year					
		%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 50px; height: 20px;" type="text"/> %						
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?							
<input type="radio"/> Yes <input type="radio"/> No								
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:								
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base								

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning	
14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation	
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(450) MATERIALS DIRECTOR

Director in charge of materials used in manufacturing or operations. The job typically requires a bachelor's degree and 10+ years of experience, or equivalent. Responsible for purchasing, inventory management, and warehousing. Additional areas of responsibility may include quality, ISO certification, production scheduling, outsourcing, traffic and warranty service. Duties include directing planning and process development, vendor selection oversight and overall materials performance. Some of the above listed responsibilities may be shared with other function heads and managers. Establishes functional policies and makes tactical decisions within overall strategic direction, with top management guidance. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="width: 20px;"></td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> <td></td> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> </tr> </table>	Current Year		Last Year	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %
	Current Year		Last Year					
	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %					
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %						
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?							
<input type="radio"/> Yes <input type="radio"/> No								
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:								
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base								

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(455) PURCHASING HEAD

Responsible for all activities involved in the procurement of raw materials, finished goods and services in the most timely and economical fashion. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
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	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(460) QUALITY CONTROL HEAD

Responsible for planning, developing, and implementing techniques, processes, and procedures for controlling and maintaining the desired level of quality for all goods and services supplied by the organizational unit. Responsible for reviewing product design, coordinating with manufacturing, manufacturing engineering, suppliers and customers to resolve quality problems. May direct inspection services. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	Current Year	%	Last Year	%						
	<input style="width: 60px; height: 20px;" type="text"/>		<input style="width: 60px; height: 20px;" type="text"/>							
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<input type="radio"/> Yes <input type="radio"/> No										
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B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
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	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
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	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(500) CHIEF SALES-MARKETING EXECUTIVE

Responsible for the entire range of marketing planning and development, sales promotion and sales activities of the organizational unit. Formulates, recommends, and implements policies and programs in the areas of sales, pricing, market and product or service acceptance research, and related activities. May also have responsibility for customer relations or advertising. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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<input type="radio"/> Yes <input type="radio"/> No										
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S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
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<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(505) CHIEF MARKETING EXECUTIVE (EXCLUDING SALES)

Accountable for marketing the organization's products and services in accordance with corporate objectives. Responsibilities may include formulating and executing organization marketing plans designed to increase and promote products and/or services. Ensures that products are marketed in accordance with advertising goals, budget objectives and profit margins. Develops short- and long-term marketing strategies; allocates the necessary resources so projects can be carried out by the marketing team; evaluates and formulates strategies to reflect changing market conditions. Does not include executives with sales responsibilities. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

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	Current Year	%	Last Year	%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
	<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling
	<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans

(510) CHIEF SALES EXECUTIVE/DOMESTIC MARKETS (EXCLUDING MARKETING)

Responsible for planning and controlling sales personnel, maintaining sales volume and sales plans domestically that are in accordance with organizational goals. Formulates domestic policies and sales plans; achieves efficient and effective sales results according to product lines or territories; formulates pricing strategies; develops new sales territories for product distribution; balances inventory and sales margins, etc. May direct and/or coordinate sales personnel (including training, expense budgets, product or territory assignments), customer service, order taking, and product inventory. Excludes executives with marketing responsibilities.

NOTE: If more than one incumbent, copy this page & complete one page for each.

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary: \$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year: \$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus): \$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year: <table style="display: inline-table; border: none;"> <tr> <td style="text-align: center; padding: 0 10px;">Current Year</td> <td style="text-align: center; padding: 0 10px;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table> 	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year			
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %			
	6. Target Annual Incentive as a % of Base Salary: <input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?				
<input type="radio"/> Yes <input type="radio"/> No					
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:					
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base					

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(515) CHIEF BUSINESS DEVELOPMENT EXECUTIVE

Oversees and directs the analysis of business opportunities via operational and financial research associated with such business ventures. Confers with executive team to evaluate new business opportunities, assess potential markets, and develop projects for use in new marketing initiatives. Usually is responsible for development of licensing objectives, initiation of proposals, negotiations, and presentations for the acquisition of licensing opportunities and technologies. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary: \$ <input style="width: 150px; height: 20px;" type="text"/>						
	3. Cash Bonus for Last Fiscal/Calendar Year: \$ <input style="width: 150px; height: 20px;" type="text"/>						
	4. Other Cash Compensation (other than base salary or annual bonus): \$ <input style="width: 150px; height: 20px;" type="text"/>						
	5. Base Salary Increase for Fiscal/Calendar Year: <table style="display: inline-table; border: none; margin-right: 20px;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="width: 40px; height: 20px; border: 1px solid black;"></td> <td style="text-align: center;">%</td> </tr> </table> <table style="display: inline-table; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Last Year</td> <td style="width: 40px; height: 20px; border: 1px solid black;"></td> <td style="text-align: center;">%</td> </tr> </table> 	Current Year		%	Last Year		%
	Current Year		%				
	Last Year		%				
	6. Target Annual Incentive as a % of Base Salary: <input style="width: 60px; height: 20px; border: 1px solid black;" type="text"/> %						
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)? <input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base: <input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base							

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 20px; border: 1px solid black;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile <input type="checkbox"/> Vehicle Provided, approx cost: \$ _____ <input type="checkbox"/> Monthly Allowance: \$ _____ <input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	15. Club Memberships provided <input type="checkbox"/> Business/Social Club <input type="checkbox"/> Country Club <input type="checkbox"/> Service Club <input type="checkbox"/> Athletic Club
	13. Special Insurance <input type="checkbox"/> Additional Life Insurance <input type="checkbox"/> All-Expense Medical Insurance <input type="checkbox"/> Special Travel Accident Insurance <input type="checkbox"/> Special Disability Income Continuation	16. Legal/Financial Services <input type="checkbox"/> Estate Planning <input type="checkbox"/> Income Tax preparation <input type="checkbox"/> Investment/Portfolio Planning <input type="checkbox"/> Personal Suit Representation <input type="checkbox"/> Legal Counseling <input type="checkbox"/> Low or No Interest Loans
	14. Retirement Plan <input type="checkbox"/> Executive Supplemental Pension Plan <input type="checkbox"/> Executive Supplemental Thrift/401(k)	

(520) DIRECTOR OF COMMUNICATIONS

Responsible for managing and directing an organization's internal and external communications. The job typically requires a journalism or communications master's degree and 5+ years of experience, or equivalent. Develops, delivers and monitors programs, messages and materials to promote the organization. Supervises public relations staff, creates communication strategies and may serve as a key spokesperson and media contact for the organization. Usually reports directly to the Chief Executive Officer (CEO) of the organization, and may advise the Board of Directors on communications. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>								
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>								
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 25px;" type="text"/>								
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;">%</td> <td style="text-align: center; border: none;">Last Year</td> <td style="border: none;">%</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/></td> <td style="border: none;"></td> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/></td> <td style="border: none;"></td> </tr> </table>	Current Year	%	Last Year	%	<input style="width: 60px; height: 25px;" type="text"/>		<input style="width: 60px; height: 25px;" type="text"/>	
	Current Year	%	Last Year	%						
	<input style="width: 60px; height: 25px;" type="text"/>		<input style="width: 60px; height: 25px;" type="text"/>							
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(525) CUSTOMER SERVICE DIRECTOR

Director of a customer service function. The job typically requires a bachelor's degree in business or a related field and 8+ years of experience in a customer service role with management experience, or equivalent. Plans, directs and controls the customer service function in order to meet company goals. Selects, develops, retains, and directs qualified supervisory and professional staff. Responsible for planning, prioritizing, and setting goals. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>												
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>												
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 25px;" type="text"/>												
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;"></td> <td style="text-align: center; border: none;">Last Year</td> </tr> <tr> <td style="text-align: center; border: 1px solid black; width: 60px; height: 25px;"></td> <td style="text-align: center; border: none;">%</td> <td style="text-align: center; border: 1px solid black; width: 60px; height: 25px;"></td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;"></td> <td style="text-align: center; border: 1px solid black; width: 60px; height: 25px;"></td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;"></td> <td style="text-align: center; border: none;">%</td> </tr> </table>	Current Year		Last Year		%							%
	Current Year		Last Year											
		%												
			%											
6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %													
7. Does the executive participate in long-term incentives (having more than a one-year performance period)?														
<input type="radio"/> Yes <input type="radio"/> No														
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:														
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base														

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(530) GENERAL SALES MANAGER

Responsible for field sales and the staff to achieve profitable sales volume. Generally provides direction, counsel, and guidance for plans in marketing, advertising, sales promotion, sales training, etc., and reports to the Chief Sales-Marketing Executive. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(535) DISTRICT SALES MANAGER

Responsible for supervising sale of organization products in a single district or area. Supervises a sales force, branch sales office, or conducts selling activities through dealers, distributors or agents. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(540) REGIONAL SALES MANAGER

Responsible for supervising the sale of organization products in a specified region within a major geographical area which, in turn, is subdivided into smaller districts or branches. Supervises District Sales Managers. May also supervise warehousing or other distribution outlets. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="display: inline-table; border: none;"> <tr> <td style="text-align: center; padding: 0 10px;">Current Year</td> <td style="text-align: center; padding: 0 10px;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning	
14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation	
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(545) PRODUCT/BRAND MANAGER

Responsible for the sales promotional activities and profit margins of specified product(s) or a product line. Usually a staff position with responsibility for coordinating the advertising, pricing, inventory, and the marketing of assigned products. This position usually reports to Chief Sales-Marketing Executive. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;">%</td> <td style="text-align: center; border: none;">Last Year</td> <td style="border: none;">%</td> </tr> <tr> <td style="text-align: center; border: 1px solid black; width: 50px; height: 20px;"></td> <td style="border: none;"></td> <td style="text-align: center; border: 1px solid black; width: 50px; height: 20px;"></td> <td style="border: none;"></td> </tr> </table>	Current Year	%	Last Year	%				
	Current Year	%	Last Year	%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 50px; height: 20px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(600) CHIEF INTERNATIONAL EXECUTIVE

Responsibilities include: the successful operation and growth of foreign units (such as sales and operating), development of the international market, advising the Chief Executive Officer of growth opportunities and trends in foreign markets with current or new products. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$	<input style="width: 150px; height: 20px;" type="text"/>		
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$	<input style="width: 150px; height: 20px;" type="text"/>		
	4. Other Cash Compensation (other than base salary or annual bonus):	\$	<input style="width: 150px; height: 20px;" type="text"/>		
	5. Base Salary Increase for Fiscal/Calendar Year:	Current Year	<input style="width: 60px; height: 20px;" type="text"/> %	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %
	6. Target Annual Incentive as a % of Base Salary:		<input style="width: 60px; height: 20px;" type="text"/> %		
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?				
		<input type="radio"/> Yes <input type="radio"/> No			
	8. If yes, what is the annualized target value of long-term incentive as a multiple of base:				
	<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base				

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
		<input type="checkbox"/> Athletic Club
	13. Special Insurance	16. Legal/Financial Services
	<input type="checkbox"/> Additional Life Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Investment/Portfolio Planning
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Personal Suit Representation
14. Retirement Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Low or No Interest Loans	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)		

(605) TOP SUPPLY CHAIN EXECUTIVE

This is the VP or Director in charge of the entire supply chain. The job typically requires a bachelor's degree and 12+ years of experience, or equivalent (a master's in business may shorten the experience requirement). Functions directed typically include domestic and international sourcing of materials, purchasing, production planning, inventory management, warehousing and distribution. Additional areas of responsibility may include import/export, quality, ISO certification, traffic and warranty service. Some organizations may split supply chain into upstream and downstream focus, in which case both areas should be reported. Establishes functional policies and makes tactical decisions within overall strategic direction, with top management guidance.

NOTE: If more than one incumbent, copy this page & complete one page for each.

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary: \$ <input style="width: 150px; height: 20px;" type="text"/>
	3. Cash Bonus for Last Fiscal/Calendar Year: \$ <input style="width: 150px; height: 20px;" type="text"/>
	4. Other Cash Compensation (other than base salary or annual bonus): \$ <input style="width: 150px; height: 20px;" type="text"/>
	5. Base Salary Increase for Fiscal/Calendar Year: <input style="width: 60px; height: 20px;" type="text"/> % <input style="width: 60px; height: 20px;" type="text"/> %
	6. Target Annual Incentive as a % of Base Salary: <input style="width: 60px; height: 20px;" type="text"/> %
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)? <input type="radio"/> Yes <input type="radio"/> No
	8. If yes, what is the annualized target value of long-term incentive as a multiple of base: <input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile <input type="checkbox"/> Vehicle Provided, approx cost: \$ _____ <input type="checkbox"/> Monthly Allowance: \$ _____ <input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	15. Club Memberships provided <input type="checkbox"/> Business/Social Club <input type="checkbox"/> Country Club <input type="checkbox"/> Service Club <input type="checkbox"/> Athletic Club
	13. Special Insurance <input type="checkbox"/> Additional Life Insurance <input type="checkbox"/> All-Expense Medical Insurance <input type="checkbox"/> Special Travel Accident Insurance <input type="checkbox"/> Special Disability Income Continuation	16. Legal/Financial Services <input type="checkbox"/> Estate Planning <input type="checkbox"/> Income Tax preparation <input type="checkbox"/> Investment/Portfolio Planning <input type="checkbox"/> Personal Suit Representation <input type="checkbox"/> Legal Counseling <input type="checkbox"/> Low or No Interest Loans
	14. Retirement Plan <input type="checkbox"/> Executive Supplemental Pension Plan <input type="checkbox"/> Executive Supplemental Thrift/401(k)	

(610) TOP INTERNATIONAL MARKETING AND SALES EXECUTIVE

Develops objectives, policies, and programs for international (outside U.S.) marketing and sales activities of the organization. Plans, directs, and coordinates the efforts of all international marketing and sales personnel toward the accomplishment of objectives. Maintains and constantly improves the organization's international competitive position. Ensures maximum sales volume at minimum cost. Provides advice and assistance to the CEO and other organizational operating units on international sales and marketing issues. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary: \$ <input style="width: 150px; height: 20px;" type="text"/>									
	3. Cash Bonus for Last Fiscal/Calendar Year: \$ <input style="width: 150px; height: 20px;" type="text"/>									
	4. Other Cash Compensation (other than base salary or annual bonus): \$ <input style="width: 150px; height: 20px;" type="text"/>									
	5. Base Salary Increase for Fiscal/Calendar Year: <table style="display: inline-table; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="width: 20px;"></td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="border: 1px solid black; width: 60px; height: 20px;"></td> <td style="text-align: center;">%</td> <td style="border: 1px solid black; width: 60px; height: 20px;"></td> <td style="text-align: center;">%</td> </tr> </table> 	Current Year		Last Year		%		%		
	Current Year		Last Year							
		%		%						
	6. Target Annual Incentive as a % of Base Salary: <input style="width: 60px; height: 20px;" type="text"/> % 									
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base: <table style="margin-left: 20px; border: none;"> <tr> <td><input type="radio"/> 0.5 x base</td> <td><input type="radio"/> 2.0 x base</td> <td><input type="radio"/> Other target</td> </tr> <tr> <td><input type="radio"/> 1.0 x base</td> <td><input type="radio"/> 2.5 x base</td> <td><input type="radio"/> No target used</td> </tr> <tr> <td><input type="radio"/> 1.5 x base</td> <td><input type="radio"/> 3.0 x base</td> <td></td> </tr> </table>		<input type="radio"/> 0.5 x base	<input type="radio"/> 2.0 x base	<input type="radio"/> Other target	<input type="radio"/> 1.0 x base	<input type="radio"/> 2.5 x base	<input type="radio"/> No target used	<input type="radio"/> 1.5 x base	<input type="radio"/> 3.0 x base	
<input type="radio"/> 0.5 x base	<input type="radio"/> 2.0 x base	<input type="radio"/> Other target								
<input type="radio"/> 1.0 x base	<input type="radio"/> 2.5 x base	<input type="radio"/> No target used								
<input type="radio"/> 1.5 x base	<input type="radio"/> 3.0 x base									

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No					
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 20px;" type="text"/> %					
	11. Stock Options: (see definitions on page 4) <table style="margin-left: 20px; border: none;"> <tr> <td><input type="checkbox"/> Non-Qualified Options</td> <td><input type="checkbox"/> SARPs (Tandem/Stand alone)</td> <td><input type="checkbox"/> Other plan using actual Stock</td> </tr> <tr> <td><input type="checkbox"/> Incentive Stock Option</td> <td><input type="checkbox"/> Restricted Stock Grant</td> <td></td> </tr> </table>	<input type="checkbox"/> Non-Qualified Options	<input type="checkbox"/> SARPs (Tandem/Stand alone)	<input type="checkbox"/> Other plan using actual Stock	<input type="checkbox"/> Incentive Stock Option	<input type="checkbox"/> Restricted Stock Grant
<input type="checkbox"/> Non-Qualified Options	<input type="checkbox"/> SARPs (Tandem/Stand alone)	<input type="checkbox"/> Other plan using actual Stock				
<input type="checkbox"/> Incentive Stock Option	<input type="checkbox"/> Restricted Stock Grant					

B E N E F I T S & P E R K S	12. Automobile <table style="margin-left: 20px; border: none;"> <tr><td><input type="checkbox"/> Vehicle Provided, approx cost: \$ _____</td></tr> <tr><td><input type="checkbox"/> Monthly Allowance: \$ _____</td></tr> <tr><td><input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)</td></tr> </table>	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	15. Club Memberships provided <table style="margin-left: 20px; border: none;"> <tr><td><input type="checkbox"/> Business/Social Club</td></tr> <tr><td><input type="checkbox"/> Country Club</td></tr> <tr><td><input type="checkbox"/> Service Club</td></tr> <tr><td><input type="checkbox"/> Athletic Club</td></tr> </table>	<input type="checkbox"/> Business/Social Club	<input type="checkbox"/> Country Club	<input type="checkbox"/> Service Club	<input type="checkbox"/> Athletic Club			
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	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)											
	<input type="checkbox"/> Business/Social Club											
	<input type="checkbox"/> Country Club											
	<input type="checkbox"/> Service Club											
	<input type="checkbox"/> Athletic Club											
	13. Special Insurance <table style="margin-left: 20px; border: none;"> <tr><td><input type="checkbox"/> Additional Life Insurance</td></tr> <tr><td><input type="checkbox"/> All-Expense Medical Insurance</td></tr> <tr><td><input type="checkbox"/> Special Travel Accident Insurance</td></tr> <tr><td><input type="checkbox"/> Special Disability Income Continuation</td></tr> </table>	<input type="checkbox"/> Additional Life Insurance	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Special Disability Income Continuation	16. Legal/Financial Services <table style="margin-left: 20px; border: none;"> <tr><td><input type="checkbox"/> Estate Planning</td></tr> <tr><td><input type="checkbox"/> Income Tax preparation</td></tr> <tr><td><input type="checkbox"/> Investment/Portfolio Planning</td></tr> <tr><td><input type="checkbox"/> Personal Suit Representation</td></tr> <tr><td><input type="checkbox"/> Legal Counseling</td></tr> <tr><td><input type="checkbox"/> Low or No Interest Loans</td></tr> </table>	<input type="checkbox"/> Estate Planning	<input type="checkbox"/> Income Tax preparation	<input type="checkbox"/> Investment/Portfolio Planning	<input type="checkbox"/> Personal Suit Representation	<input type="checkbox"/> Legal Counseling	<input type="checkbox"/> Low or No Interest Loans
	<input type="checkbox"/> Additional Life Insurance											
<input type="checkbox"/> All-Expense Medical Insurance												
<input type="checkbox"/> Special Travel Accident Insurance												
<input type="checkbox"/> Special Disability Income Continuation												
<input type="checkbox"/> Estate Planning												
<input type="checkbox"/> Income Tax preparation												
<input type="checkbox"/> Investment/Portfolio Planning												
<input type="checkbox"/> Personal Suit Representation												
<input type="checkbox"/> Legal Counseling												
<input type="checkbox"/> Low or No Interest Loans												
14. Retirement Plan <table style="margin-left: 20px; border: none;"> <tr><td><input type="checkbox"/> Executive Supplemental Pension Plan</td></tr> <tr><td><input type="checkbox"/> Executive Supplemental Thrift/401(k)</td></tr> </table>	<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Executive Supplemental Thrift/401(k)										
<input type="checkbox"/> Executive Supplemental Pension Plan												
<input type="checkbox"/> Executive Supplemental Thrift/401(k)												

(615) TOP SALES EXECUTIVE – DOMESTIC/FOREIGN MARKETS

Responsible for developing objectives, policies, and programs pertinent to domestic and international sales. Plans, directs, and coordinates the efforts of all domestic/international sales personnel towards the achievement of company objectives relative to sales volume and sales plans. Accountable for implementing pricing strategies, sales policies, and plans to achieve maximum sales volume. Excludes executives with marketing responsibilities. Typical position titles include vice president of sales, divisional sales director; export sales vice president, etc. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 20px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 20px;" type="text"/> %	<input style="width: 60px; height: 20px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(620) TOP INTERNATIONAL MANUFACTURING EXECUTIVE

Develops and implements international manufacturing policies and programs to help ensure the competitive position and profitability of all international operations. Ensures that all products are manufactured on schedule and within quality standards and cost objectives. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;">%</td> <td style="text-align: center; border: none;">Last Year</td> <td style="border: none;">%</td> </tr> <tr> <td style="text-align: center; border: 1px solid black; width: 50px; height: 20px;"></td> <td style="border: none;"></td> <td style="text-align: center; border: 1px solid black; width: 50px; height: 20px;"></td> <td style="border: none;"></td> </tr> </table>	Current Year	%	Last Year	%				
	Current Year	%	Last Year	%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 50px; height: 20px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
	<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning	
14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation	
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(700) CHIEF EXECUTIVE - NOT-FOR-PROFIT

Top Executive in a not-for profit organization. The job typically requires a bachelor's degree and 10+ years of related experience, or equivalent. May be titled Executive Director / Manager or Administrator. Responsible for all planning, operations, staffing and budget administration. Does not include top managers of facilities or divisions that report to a higher-level corporate position. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 20px;" type="text"/>								
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; border: none;">Current Year</td> <td style="border: none;">%</td> <td style="text-align: center; border: none;">Last Year</td> <td style="border: none;">%</td> </tr> <tr> <td style="text-align: center; border: 1px solid black; width: 60px; height: 20px;"></td> <td style="border: none;"></td> <td style="text-align: center; border: 1px solid black; width: 60px; height: 20px;"></td> <td style="border: none;"></td> </tr> </table>	Current Year	%	Last Year	%				
	Current Year	%	Last Year	%						
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 20px;" type="text"/> %								
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?									
<input type="radio"/> Yes <input type="radio"/> No										
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:										
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base										

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 50px; height: 20px;" type="text"/> %
	11. Stock Options: (see definitions on page 4)
<input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant	

B E N E F I T S & P E R K S	12. Automobile	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Service Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Athletic Club
	13. Special Insurance	16. Legal/Financial Services
	<input type="checkbox"/> Additional Life Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Investment/Portfolio Planning
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Personal Suit Representation
	<input type="checkbox"/> Legal Counseling	<input type="checkbox"/> Low or No Interest Loans
14. Retirement Plan		
<input type="checkbox"/> Executive Supplemental Pension Plan		
<input type="checkbox"/> Executive Supplemental Thrift/401(k)		

15. Club Memberships provided

(705) PROGRAM DIRECTOR

This is a managerial job with responsibility for directing and monitoring a major program or group of programs sponsored by the organization and/or administration associated with giving or receiving grants. The job typically requires a bachelor's degree and 8+ years of experience, or equivalent (many may have a master's degree requirement at this level). Programs may include administration of social programs, education programs, recreation activities, public service research or other activities. Incumbents administer programs that are of significant magnitude of scope in relationship to the overall organization. Work may include soliciting, administering and monitoring of grants programs or receipt and implementation of grants. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 25px;" type="text"/>						
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="width: 20px;"></td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> <td></td> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> </tr> </table>	Current Year		Last Year	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %
	Current Year		Last Year					
	<input style="width: 60px; height: 25px;" type="text"/> %		<input style="width: 60px; height: 25px;" type="text"/> %					
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %						
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?							
<input type="radio"/> Yes <input type="radio"/> No								
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:								
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base								

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	

(710) DEVELOPMENT DIRECTOR

This is the top development management job with responsibility for directing the charitable fundraising activities of the organization. The job typically requires a bachelor's degree and 6+ years of experience, or equivalent. Oversees the development of fundraising strategies and campaigns, establishes and maintains contact with potential financial supporters, including private and public organizations. Identifies potential grant opportunities and oversees the preparation of proposals. Work includes fundraising involving both mass communications and personal contact. Work may be in public sector or not-for-profit organizations, including the foundation of a corporation. **NOTE: If more than one incumbent, copy this page & complete one page for each.**

1. Your organization's position title:

C O M P E N S A T I O N	2. Current Annual Base Salary:	\$ <input style="width: 150px; height: 25px;" type="text"/>				
	3. Cash Bonus for Last Fiscal/Calendar Year:	\$ <input style="width: 150px; height: 25px;" type="text"/>				
	4. Other Cash Compensation (other than base salary or annual bonus):	\$ <input style="width: 150px; height: 25px;" type="text"/>				
	5. Base Salary Increase for Fiscal/Calendar Year:	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center; font-size: 0.8em;">Current Year</td> <td style="text-align: center; font-size: 0.8em;">Last Year</td> </tr> <tr> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> <td style="text-align: center;"><input style="width: 60px; height: 25px;" type="text"/> %</td> </tr> </table>	Current Year	Last Year	<input style="width: 60px; height: 25px;" type="text"/> %	<input style="width: 60px; height: 25px;" type="text"/> %
	Current Year	Last Year				
	<input style="width: 60px; height: 25px;" type="text"/> %	<input style="width: 60px; height: 25px;" type="text"/> %				
	6. Target Annual Incentive as a % of Base Salary:	<input style="width: 60px; height: 25px;" type="text"/> %				
	7. Does the executive participate in long-term incentives (having more than a one-year performance period)?					
<input type="radio"/> Yes <input type="radio"/> No						
8. If yes, what is the annualized target value of long-term incentive as a multiple of base:						
<input type="radio"/> 0.5 x base <input type="radio"/> 2.0 x base <input type="radio"/> Other target <input type="radio"/> 1.0 x base <input type="radio"/> 2.5 x base <input type="radio"/> No target used <input type="radio"/> 1.5 x base <input type="radio"/> 3.0 x base						

S T O C K	9. Stock Purchase Plan: <input type="radio"/> Yes <input type="radio"/> No
	10. Percent of stock owned by this Executive: <input style="width: 60px; height: 25px;" type="text"/> %
	11. Stock Options: (see definitions on page 4) <input type="checkbox"/> Non-Qualified Options <input type="checkbox"/> SARPs (Tandem/Stand alone) <input type="checkbox"/> Other plan using actual Stock <input type="checkbox"/> Incentive Stock Option <input type="checkbox"/> Restricted Stock Grant

B E N E F I T S & P E R K S	12. Automobile	15. Club Memberships provided
	<input type="checkbox"/> Vehicle Provided, approx cost: \$ _____	<input type="checkbox"/> Business/Social Club
	<input type="checkbox"/> Monthly Allowance: \$ _____	<input type="checkbox"/> Country Club
	<input type="checkbox"/> Direct Expenses (i.e. gas/maintenance)	<input type="checkbox"/> Service Club
	13. Special Insurance	<input type="checkbox"/> Athletic Club
	<input type="checkbox"/> Additional Life Insurance	16. Legal/Financial Services
	<input type="checkbox"/> All-Expense Medical Insurance	<input type="checkbox"/> Estate Planning
	<input type="checkbox"/> Special Travel Accident Insurance	<input type="checkbox"/> Income Tax preparation
	<input type="checkbox"/> Special Disability Income Continuation	<input type="checkbox"/> Investment/Portfolio Planning
	14. Retirement Plan	<input type="checkbox"/> Personal Suit Representation
<input type="checkbox"/> Executive Supplemental Pension Plan	<input type="checkbox"/> Legal Counseling	
<input type="checkbox"/> Executive Supplemental Thrift/401(k)	<input type="checkbox"/> Low or No Interest Loans	