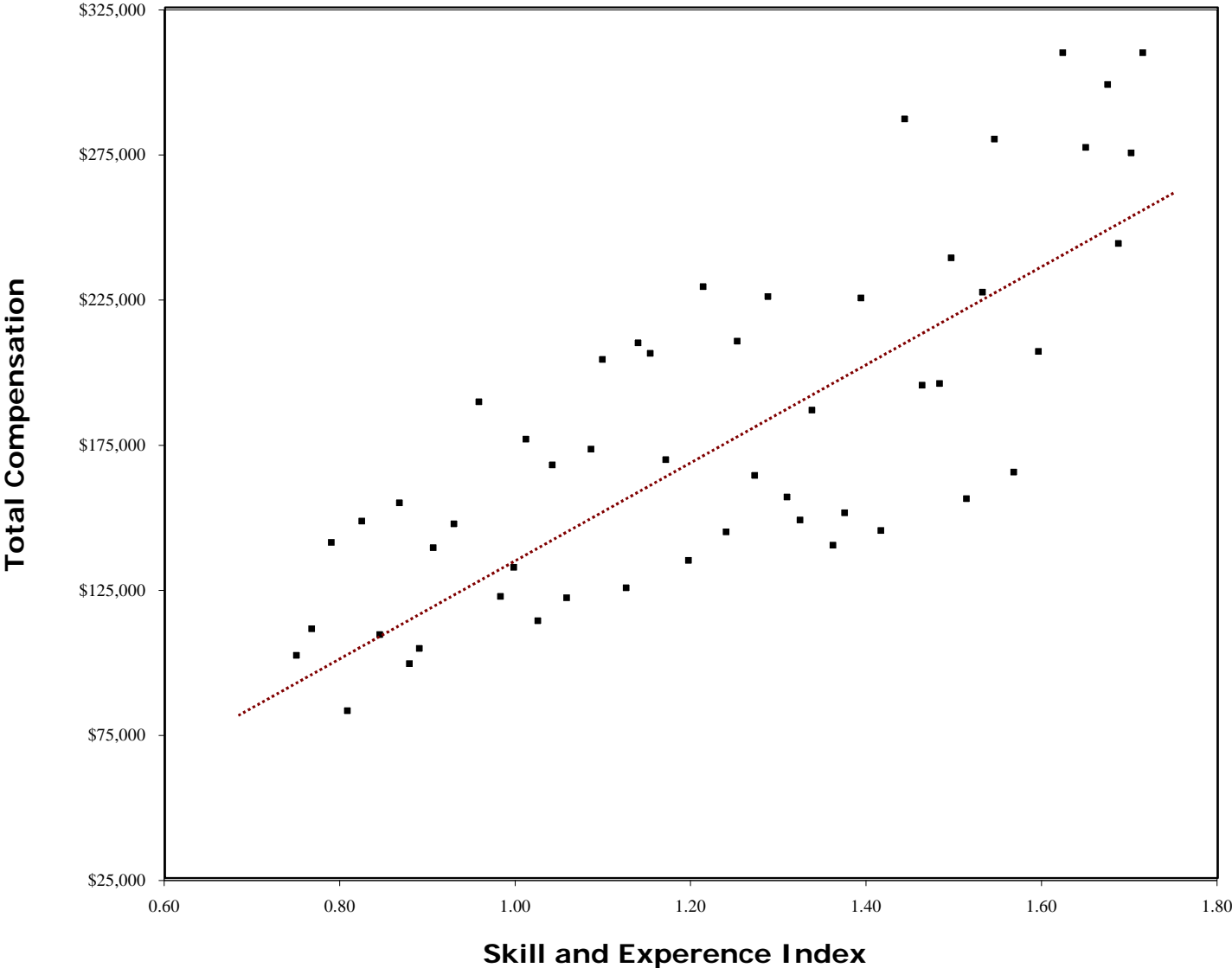


Industry Analysis

Executive Compensation levels

Total Compensation versus Skill and Experience



Note: 1. Total compensation includes salary, bonus, stock/options, and paid benefits
2. Skill and experience based on education, years in industry, and years with company