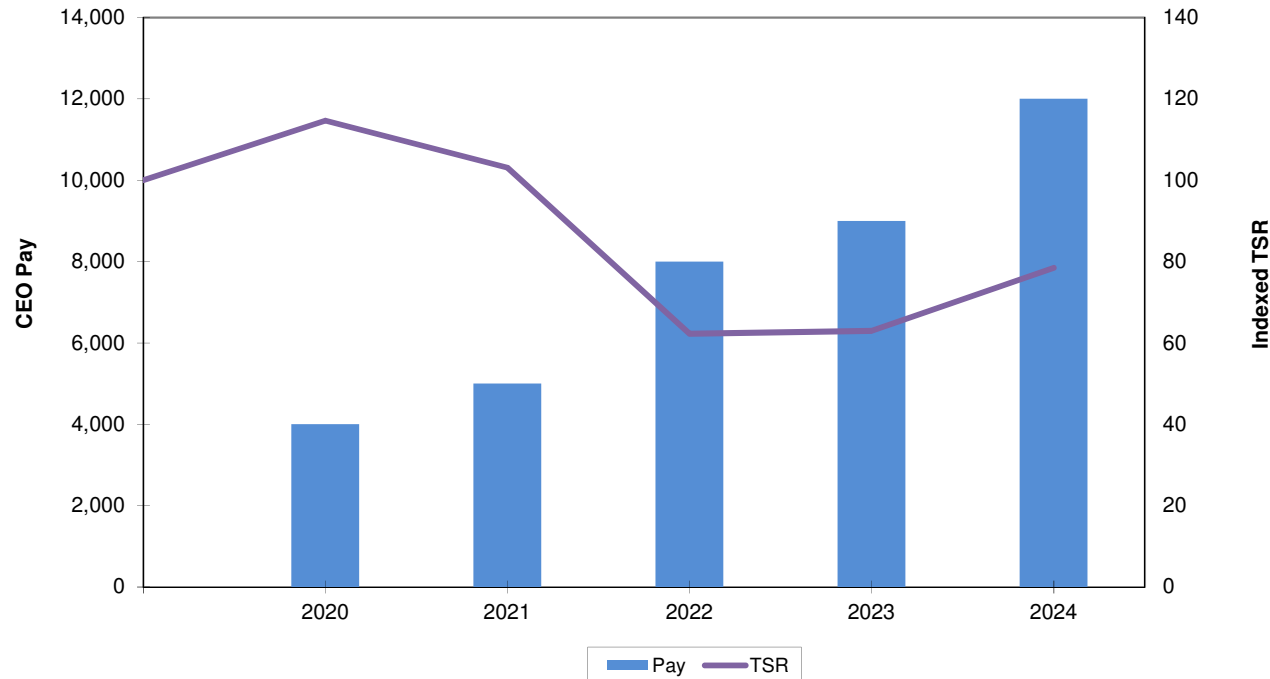


Pay for Performance Test 1 - 5 Year Pay - TSR Alignment (PTA)



Indexed TSR Slope	CEO Pay Slope	Difference
-9.8%	24.6%	-34.5%
Concern Level: (Below -30% is a medium concern, Below -45% automatically triggers high concern)		Medium

The 5 Year Pay - TSR Alignment Test (PTA) is intended to identify whether shareholders' and executives' experiences, in terms of shareholder returns and granted pay, have followed the same long-term trend over the prior five-year period. The indexed TSR represents the value of a hypothetical \$100 investment in the company. The PTA is calculated as the difference between the slopes of weighted linear regressions for pay and for shareholder returns over a five-year period. The slopes are weighted to place more emphasis on recent experience.