

| | Summary Compensation Table | Realized Pay | Realizable Pay | "Compensation Actually Paid" (as proposed by the SEC) |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Base Salary | Salary paid during the fiscal year. | | | |
| Annual Incentive | Annual incentive earned during the fiscal year. | | | |
| Options | Grant date fair value of awards (typically valued using Black-Scholes) made during the fiscal year. | Value realized upon the exercise of vested options during the fiscal year. | Value of all unexercised options (using either Black-Scholes or in-the-money value) on date compensation is measured. | Fair market value (Black-Scholes value) of options vesting during the fiscal year, valued on date of vest. |
| Time-Vested Full Value Shares | Grant date fair value of awards made during the fiscal year. | Value of awards vested during the fiscal year, valued on date of vest. | Value of all unvested awards, valued on date compensation is measured. | Value of awards vested during the fiscal year, valued on date of vest. |
| Long-Term Incentive Plan / Performance-Vested Shares | Grant date fair value of target award. | Value of awards earned for performance cycles completed during the fiscal year, as valued on the date of payout/vest. | Value of in-progress performance cycles, typically valued at projected payout levels on date compensation is measured. | Value of awards earned for performance cycles completed during the fiscal year, as valued on the date of payout/vest. |
| All Other Compensation | Value of benefits and perquisites during the fiscal year. | | | |
| Pensions / Non-Qualified Deferred Compensation ("NQDC") | Change in pension and NQDC values during the fiscal year, including both changes attributable to actuarial assumptions, and contributions associated with the additional year of service. | Not typically included. | Not typically included. | Change in pension and NQDC values attributable solely to the contributions associated with the additional year of service. |