

COMPENSATION, PERQUISITES AND BENEFITS REVIEW

1. SALARY

- A. Base
- B. Vacation/Sick
- C. Annual Bonus (Cash, Method/Date of Payout)

2. PENSION/RETIREMENT PLANS

- A. Defined Benefits Pension Plan
- B. Simplified Employee Pension
- C. Supplemental Executive Retirement Plan

3. LONG TERM INCENTIVES (VESTING)

- A. Cash
- B. Stock/Stock Options
- C. SARS
- D. Phantom Stock
- E. In-Kind (Vouchers, Trips, Property-Not Stock)
- F. Other:

4. INSURANCE (PERSONAL EXPENSE/COMPANY PAID)

- A. Major Medical - Dental/Vision
- B. Flex Plan
- C. Life
- D. Split Dollar Life Insurance
- E. ST Disability / LT Disability
- H. Supplemental LT Disability

5. DEFINED CONTRIBUTION PLANS

- A. Money Purchase
- B. Profit Sharing
- C. 401(k) Savings
- D. Stock/Bonus/ESOP

6. JOB PROTECTION/INCOME CONTINUATION

- A. Employment Contract
- B. Executive Salary Continuation Plan
- C. Severance Package
- D. Golden Parachute Entitlement
- E. Out-Placement Assistance

7. TRAVEL & TRANSPORTATION

- A. Company Car/Allowance
- B. Cellular Phone, PDAs
- C. First-Class Flight Privileges
- D. Airline Club Memberships

8. LEGAL & FINANCIAL COUNSELING

- A. Estate Planning
- B. Tax Return Preparation
- C. Retirement Planning
- D. Legal Advise

9. NO-COST/LOW COST LOANS

- A. Mortgage
- B. Bridge Loan
- C. Forgivable Loan
- D. Company Loan to Purchase Company Stock

10. ENTERTAINMENT

- A. Company Credit Card
- B. Discretionary Expense Account
- C. Country Club Membership
- D. Lunch / Health Club Membership

11. OTHER PERQUISITES

- A. Professional Association Fees
- B. Paid Attendance to Professional Meetings
- D. Discount Stock Purchase Programs
- E. Tuition Reimbursement

12. RELOCATION CONSIDERATION

- A. Own
Sale of Current Residence - Market Value
Movement of Household Goods
- B. Rent - Deposit Remaining / Contract Issues
- C. Temporary Arrangements/Living Expenses
- D. Family House Hunting Trips