

LTI Plan Analysis Sample Report

XYZ's annual revenues in fiscal year end Dec 31,2007 were at the 80th percentile of the annual revenues of the comparison survey group of companies. (78)

Note: Calculated with actual FYE of survey group
(Calculated with nearest 'FYE' to May 31 of survey group)

The following chart shows how our annual incentive compensation ("AIC") and long-term incentive ("LTI") compensation financial performance targets, and our actual financial performance and total shareholder return ("TSR") compared with the financial performance and TSR of the comparison survey group over the most relevant recent periods.

	<u>Annual EPS Growth (Over Previous Year)</u>	<u>Average Annual EPS Growth (Over Two- Year Period)</u>	<u>Average Annual EPS Growth (Over Three- Year Period)</u>	<u>Average Annual EPS Growth (Over Five- Year Period)</u>	<u>Average Annual EPS Growth (Over Ten- Year Period)</u>	<u>Pre-Tax Income Growth (Over Previous Year)</u>	<u>TSR (Over Year Ended May 31, 2008)</u>	<u>TSR (Over Three-Year Period Ended May 31, 2008)</u>	<u>TSR (Over Five- Year Period Ended May 31, 2008)</u>	<u>TSR (Over Ten- Year Period Ended May 31, 2008)</u>
75 th Percentile of Comparison Survey Group	33.15% (31.09%)	26.36% (23.58%)	23.46% (21.74%)	30.75% (27.35%)	13.03% (14.70%)	20.23% (18.50%)	1.05%	27.20%	72.36%	172.03%
50 th Percentile of Comparison Survey Group	9.87% (7.68%)	10.24% (11.59%)	14.52% (12.26%)	18.42% (15.64%)	9.34% (8.26%)	8.19% (9.36%)	-0.18%	12.63%	54.13%	96.36%
25 th Percentile of Comparison Survey Group	-7.47% (-15.34%)	-0.38% (-345%)	1.43% (0.76%)	5.96% (4.07%)	2.13% (3.64%)	-5.67% (-11.53%)	-0.62%	-5.12%	24.91%	10.27%
XYZ FY08 AIC Target Objective						20%				
XYZ LTI Target Objective	25%	25%	25%	25%	25%					
XYZ Actual	12.34%	14.24%	4.45%	8.65%	9.12%	8.3%	0.58%	6.37%	60.18%	112.30%
XYZ FY08 AIC Target Objective Percentile Rank						74 % (78%)				
XYZ LTI Target Objective Percentile Rank	64% (66%)	73% (78%)	77% (81%)	68% (72%)	100% (100%)					
XYZ Actual Percentile Rank	54% (61%)	58% (56%)	30% (38%)	42% (41%)	49% (51%)	52% (47%)	65%	41%	72%	59%

The following graph illustrates the relationship between XYZ's EPS growth and stock price appreciation (based on the fiscal year-end stock price and adjusted for stock splits) from 1978 to 2008:

[Graph]

