

Law Department Compensation Survey - Self-Reported Edition

Survey Element	Definition
Annual Base	This is the annual Base Salary paid to the incumbent - the fundamental compensation element.
STI Elig %	The average percent of incumbents who are eligible to participate in a short term incentive program.
Target Incentive %	The value of bonus opportunities, at Target, expressed as a percentage of Base Salary.
Target Incentive Amount \$	The value of bonus opportunities, at Target, expressed as a dollar amount (calculated by multiplying the Target Incentive % times the Annual Base).
Incentive Amount \$	The Actual Amount of Bonus paid to the incumbent in the current year for the prior full year's performance.
Target Total Cash Amount \$	Target Total Cash Amount \$ is the combination of Base Salary and the Target Incentive Amount \$. It includes companies that reported both Annual Base and Target Incentive opportunities.
Total Cash All	Total Cash All is the combination of Base Salary and any annual variable compensation (bonus or incentive). This value includes companies that paid bonuses / incentives and those that did not.
Total Cash Incentive Paid	Total Cash Incentive Paid includes the combination of Base Salary and any annual variable compensation (bonus or incentive) actually paid. It excludes companies that did not pay bonuses / incentives.
LTI Elig %	This value provides the number of incumbents who are eligible to participate in Long Term Incentive arrangements as a % of the total number of incumbents reported.
Long-Term Incentive Target %	The value of long-term incentive opportunities, at target, expressed as a percentage of annual base salary.
Long-Term Incentive Target Amount \$	The planned long-term incentive opportunity (LTI Target %) multiplied by the Annual Base Salary.
LTI Valuation	This value is a composite of four elements: the calculated value of Stock Option grants using the Black-Scholes valuation methodology (which incorporates various assumptions including volatility, expected term of the option from the date of grant to the time of exercise, risk-free interest rates, and dividend yields), the value of Restricted Stock awarded, Performance Shares awarded, and any Long Term Cash awards made.
Target Total Direct Compensation	Target Total Direct Compensation \$ is the combination of Base Salary and the Target STI \$ and Target LTI Award \$.
Total Direct Compensation	Total Direct Compensation includes the combination of Total Cash All values and LTI Valuation.