

1 the range could be anywhere from approximately  
2 \$10,000 at an AVP level to the CEO who can earn up  
3 to typically today it's approximately 350 percent  
4 of his salary.

5 Q When are those paid out or stocks  
6 granted?

7 A The stock is granted on the date of  
8 the human capital committee which is typically in  
9 late February after the calendar year is over.  
10 Once the stock award is granted, it has a vesting  
11 period and that vesting period is currently  
12 ratably over three years, a third, a third, a  
13 third.

14 Q Okay. The -- when I asked how much  
15 the eligible amount of stock was, you gave it to  
16 me in terms of dollars as opposed to shares of  
17 stock. Is that a dollar amount based on -- at  
18 what point do they figure out how many shares of  
19 stock it is? On the date that it's issued or at  
20 the end of the calendar year? How does that work?

21 A Okay. Let me make one correction.  
22 AVPs receive a type of deferred cash as opposed to  
23 stock. And then VPs and above would receive  
24 stock, some sort of stock award.

25 The number of shares is determined on