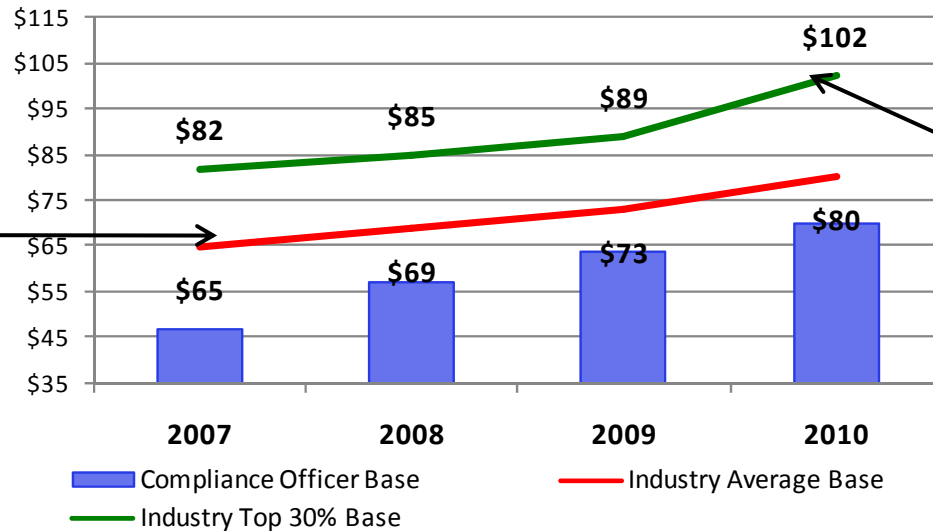


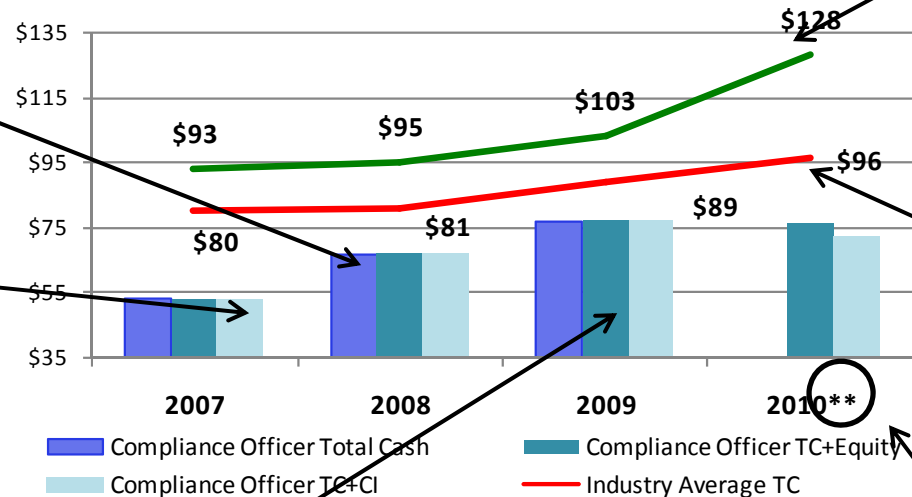
# Compensation Ranges: Top, Average, and Historical

Industry Average Base – Options Group estimate of average base salaries across comparable firms.



Industry Top 30% Base – Options Group estimate of the top percentile of base salaries across comparable firms.

Total Cash (TC) – Total compensation for Firm A employees are total cash, or base + bonus.



Industry Top 30% TC – Options Group estimate of the top percentile of total compensation across comparable firms, includes non-cash awards.

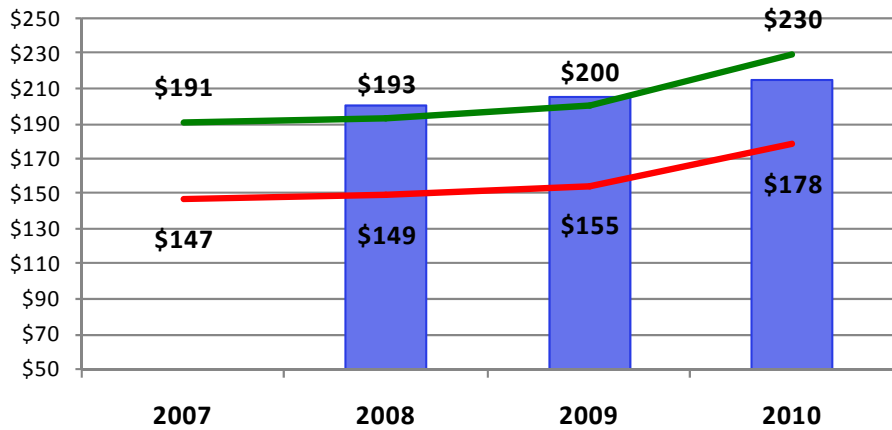
TC+CI – Total cash compensation plus capital increase. Excludes equity award.

Industry Average TC – Options Group estimate of the average total compensation across comparable firms, includes non-cash awards.

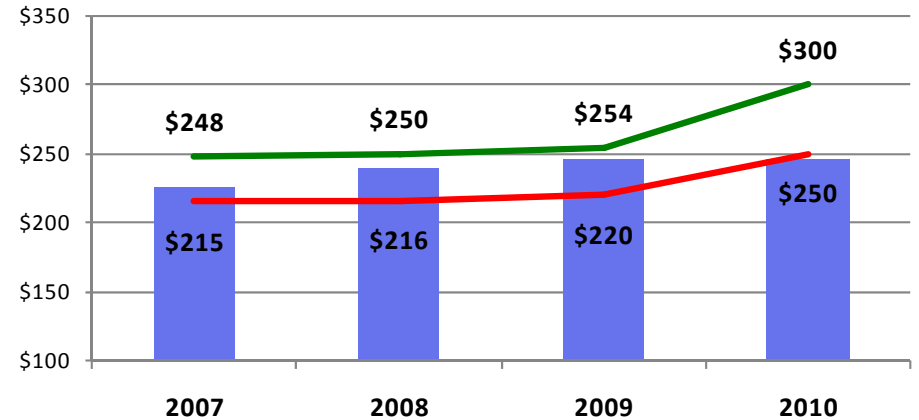
TC+Equity – Total cash compensation plus value of Equity award excludes capital increase.

\*\* 2010 figures for Firm A are base plus equity and base plus capital increase, not total cash.

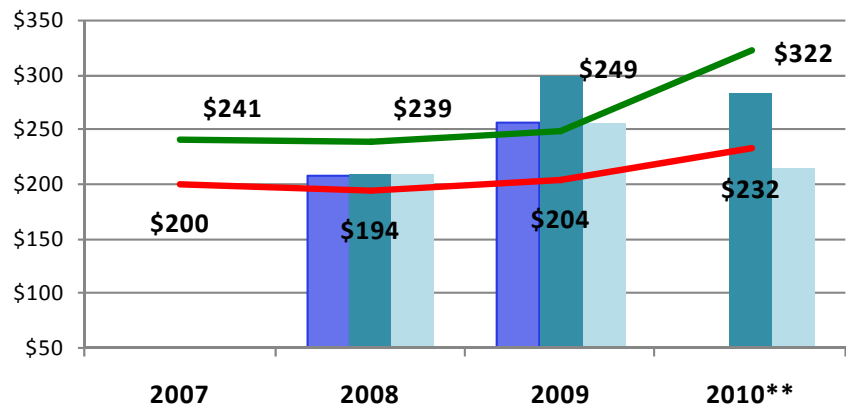
# Analysis of Marketer and Salesperson Compensation



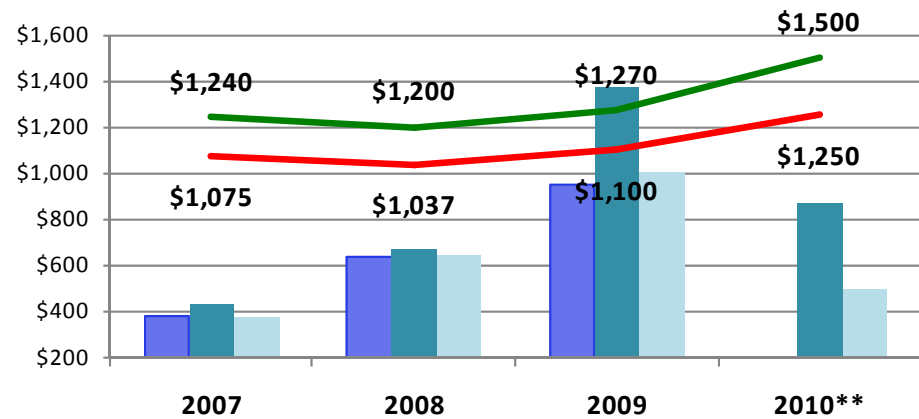
Marketing Director Industry Average Base Industry Top 30% Base



Senior Sales Base Industry Average Base Industry Top 30% Base



Marketing Director Total Cash Marketing Director TC+Equity Marketing Director TC+CI Industry Average TC Industry Top 30% TC



Senior Sales Total Cash Senior Sales TC+Equity Senior Sales TC+CI Industry Average TC Industry Top 30% TC