

Key to Fields:

Dec 1 HC Detail	<u>ID</u>	99999999
	<u>Name</u>	Employee, Test
	<u>Unit</u>	PS
	<u>Prod Grp Code</u>	ADM
	<u>Product</u>	FUA
	<u>Function</u>	ADM
	<u>Maj Grp</u>	GEN
	<u>Min Grp</u>	FTR
	<u>Dept</u>	24798
	<u>Hire Date</u>	3/3/1980
	<u>File To</u>	CM
	<u>Reg</u>	S
	<u>Timing</u>	Contin
	<u>Bns Hire Cat</u>	C
<u>Tag</u>	NGNNH	
<u>Bns Line2</u>	USD	
<u>Bonus (bns qte)</u>	3,068,972	
<u>TCP (bns qte)</u>	3,500,000	
<u>Comp TCE (bns qte)</u>	3,500,000	
<u>New Quote</u>	USD	
<u>Bns Sal Ind</u>	M	
<u>Sal Trtmnt</u>	Neutral	
<u>Approach</u>	0	
<u>NOTES</u>	0	
Comp Added Details December 1 Headcount Detail:	<u>Comp Rate</u>	1,600,000
	<u>Currency</u>	HKD
	<u>Comp Rate USD</u>	205,007
	<u>Est Bon Amt</u>	3,068,972
	<u>EstBon Curr</u>	USD
	<u>Bonus in USD</u>	3,068,972
	<u>Total BG USD</u>	-
	<u>Total Comp USD</u>	3,273,979
	<u>House Local</u>	1,764,000
	<u>House USD</u>	226,021
	<u>TC+ in Quote Terms</u>	3,500,000
	<u>NEW BONUS (in quote)</u>	FILL IN
	<u>Explanation</u>	FILL IN

Approach Notes:

Psoft ID Number
Employee Name

Business Unit
Product Group
Product
Function
Major Group
Minor group
Dept

Hire Date

File Delivered to: Corporate, CM, IBD, IMD, MCD, [PI]

Region: Americas, Europe, Asia, India, whereby Ceejay House assigned to Asia

Employee Hire Type - primarily for new hires where Q0, Q1, Q2, Q3 and Q4 were manually assigned.

Bonus Tag from BONUS SYSTEM

Comp Tag from BONUS SYSTEM

Line 2 Currency from BONUS SYSTEM

BONUS PAID in bonus quote currency

PAID TC in bonus quote currency

TOTAL COMP E in bonus quote currency

New Quote Currency for FY 2008

Salary Indicator

Salary Treatment - Neutral or Incremental

Approach - primarily populated for new hires: Bonus, Gross Up, other notation. Also in Comp Track

Other NOTES added as process evolved.

Base Salary as put in refreshed Dec 1 file

Base Salary currency

Base Salary in USD

Bonus Estimate as entered to Comp Trackng

Bonus Estimate currency

Bonus Estimate in USD

Bonus Gtee in Dec 1 for reference --- PLEASE CHECK LETTERS!!

Total Comp in Headcount (base plus bonus)

New Local Housing (assumed salary currency)

New Housing in USD

Total Comp plus Housing in QUOTE TERMS

Repricing Review

Dec 1 HC Detail

<u>ID</u>	<u>Name</u>	<u>Unit</u>	<u>Prod Grp Code</u>	<u>Product</u>	<u>Function</u>	<u>Communication Manager</u>	<u>Maj Grp</u>	<u>Min Grp</u>
10279707	Lupo,Brian	CORP	CFO	CFO	PCC	Bernard,C		
10279512	Vallury,Uday	CORP	CFO	CFO	PCC	Pearn,F		
10279514	Yang,Lok-Yick	CORP	CFO	CFO	PCC	Scicutella,L		

Comp Added Details -- fr

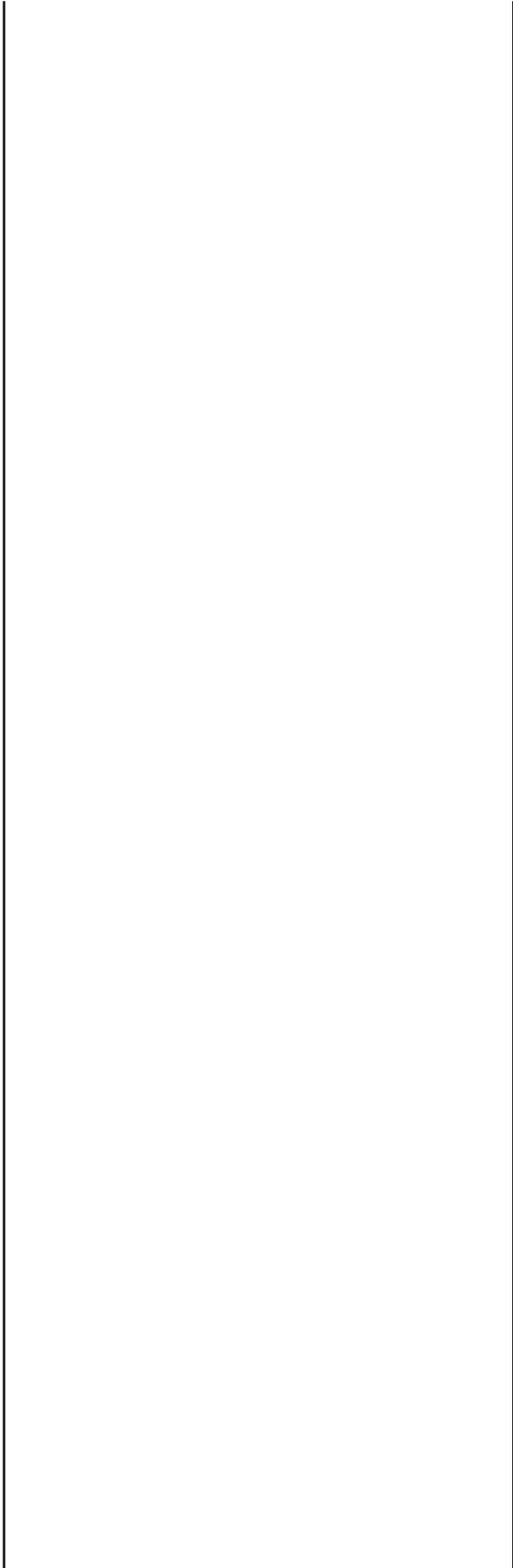
<u>Dept</u>	<u>Hire Date</u>	<u>File To</u>	<u>Reg</u>	<u>Timing</u>	<u>Bns Line2</u>	<u>Bonus (bns qte)</u>	<u>TCP (bns qte)</u>
22968	19-Nov-07	Corp	A	Nov Hire			
23291	12-Nov-07	Corp	A	Nov Hire			
20941	14-Nov-07	Corp	A	Nov Hire			

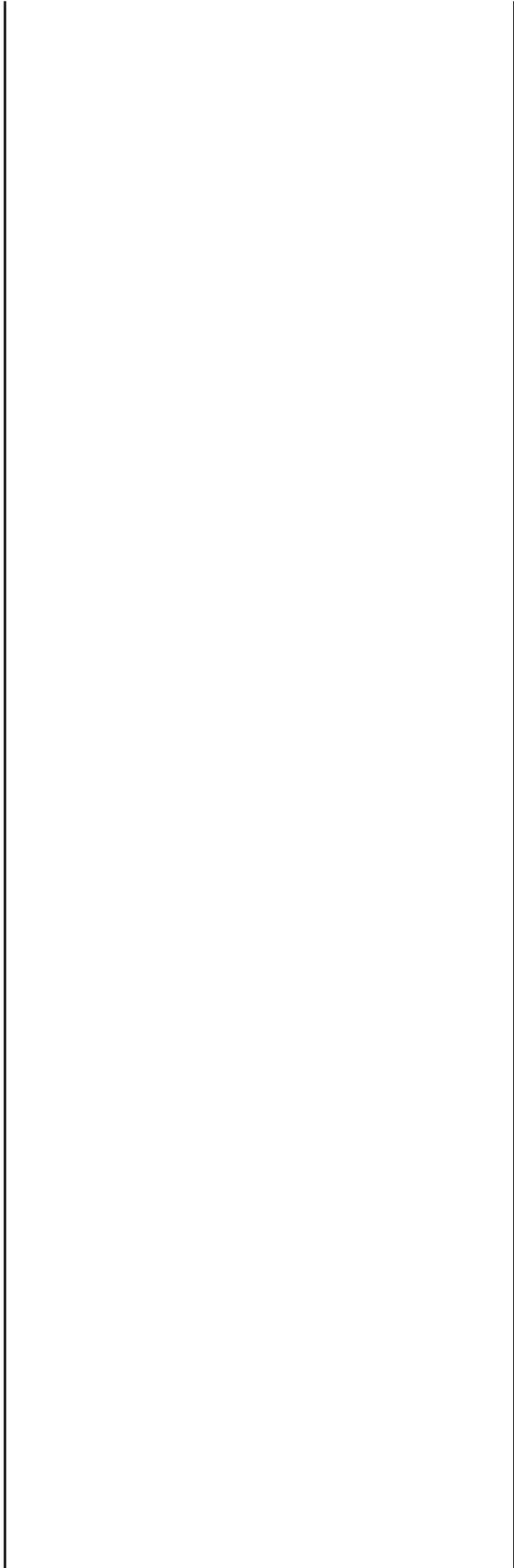
om Bonus / Manually Calc'd -- for Repricing

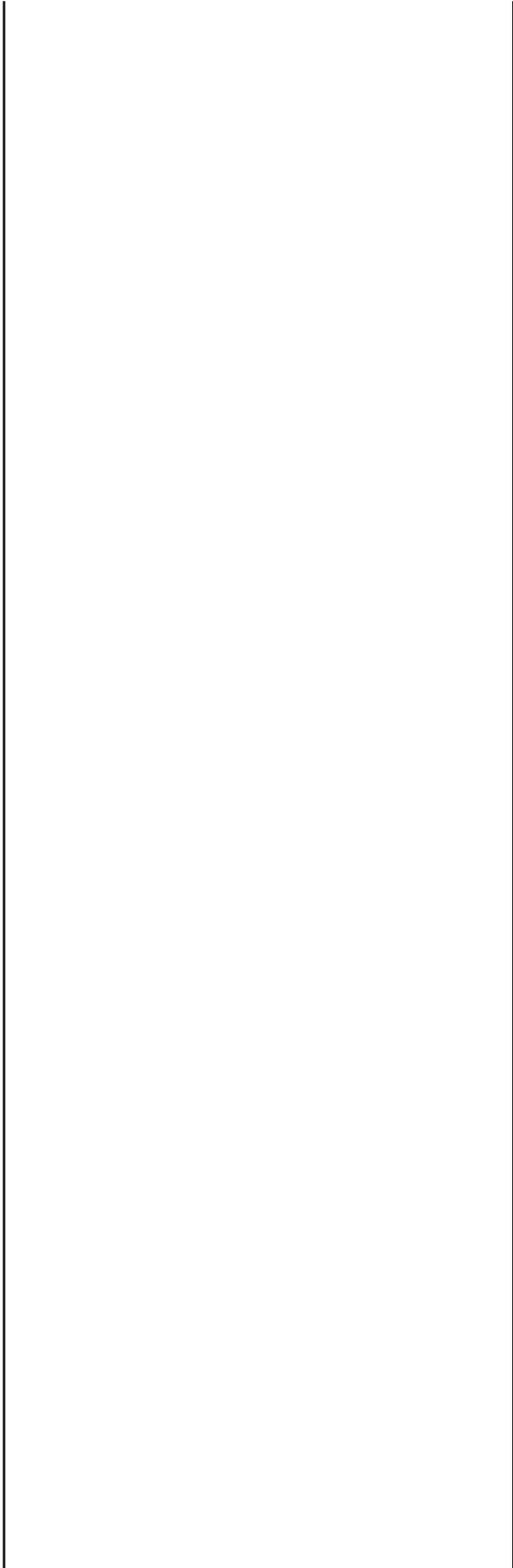
<u>Comp TCE (bns qte)</u>	<u>New Quote Bns Sal</u>	<u>Sal Trtmnt</u>	<u>Approach</u>	<u>NOTES</u>	<u>Comp Rate</u>	<u>Curren</u>
				Use nov 30	115000	USD
				Use nov 30	95000	USD
				Use nov 30	95000	USD

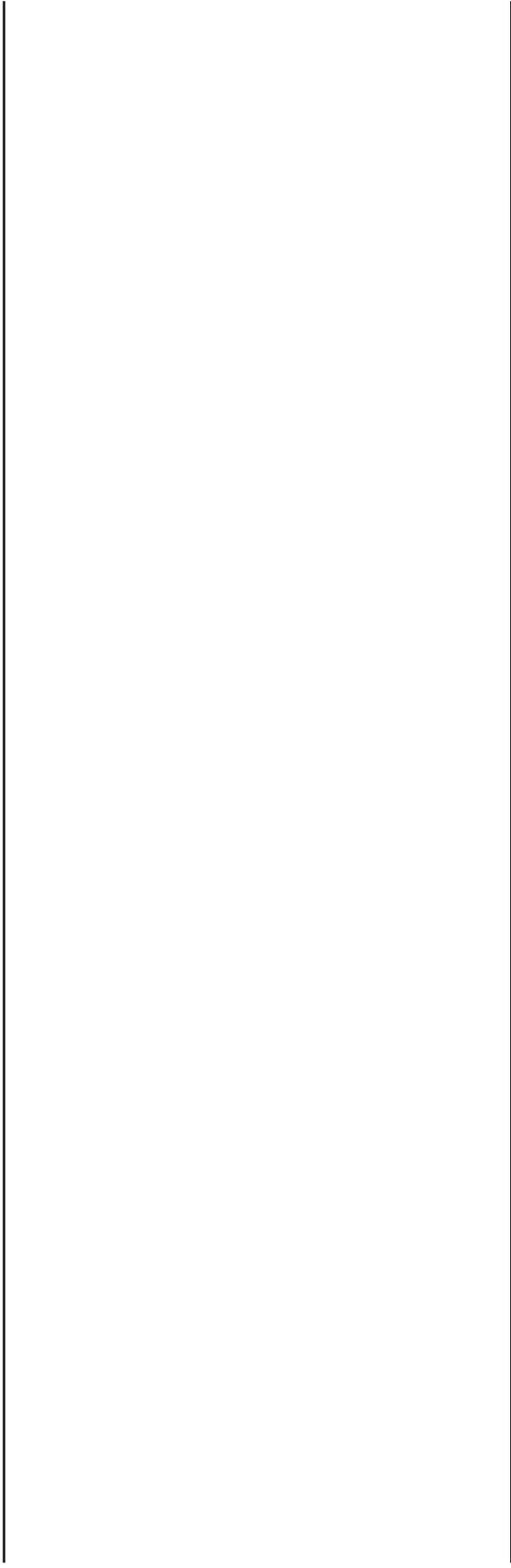
December 1 Headcount Details (at January 14, 2008)

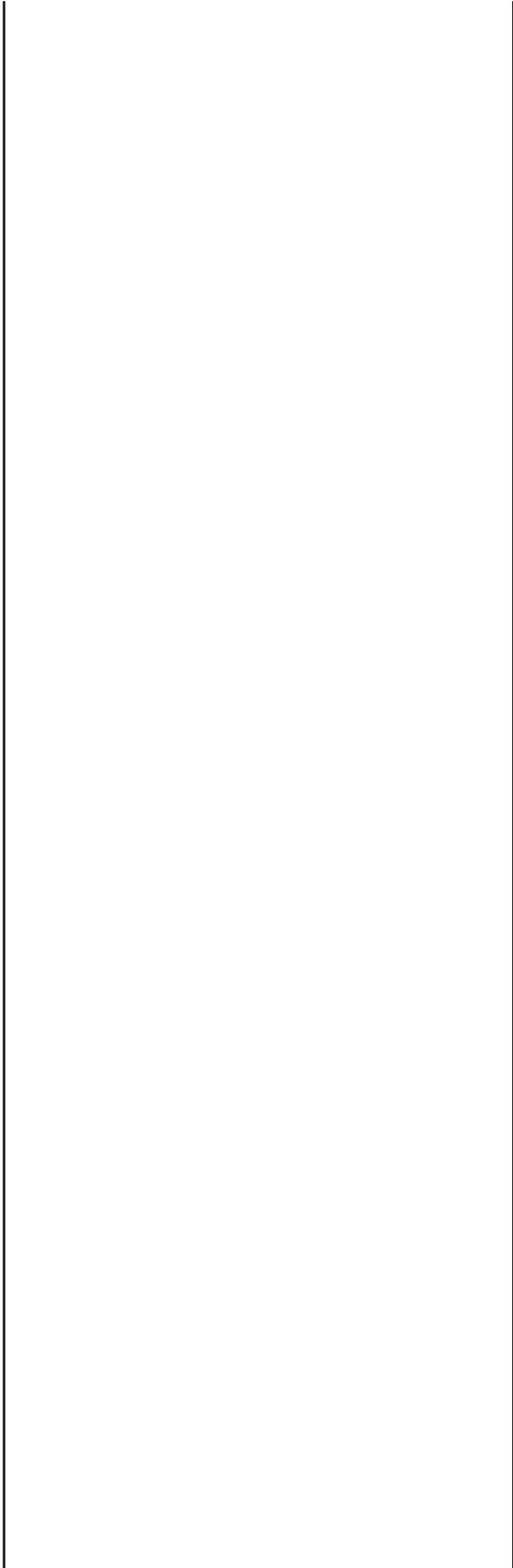
<u>Comp Rate USD</u>	<u>Est Bon Amt</u>	<u>EstBon Curr</u>	<u>Bonus in USD</u>	<u>Total BG USD</u>	<u>Total Comp USD</u>
115000	20000	USD	20000	0	135000
95000	30000	USD	30000	0	125000
95000	15000	USD	15000	0	110000

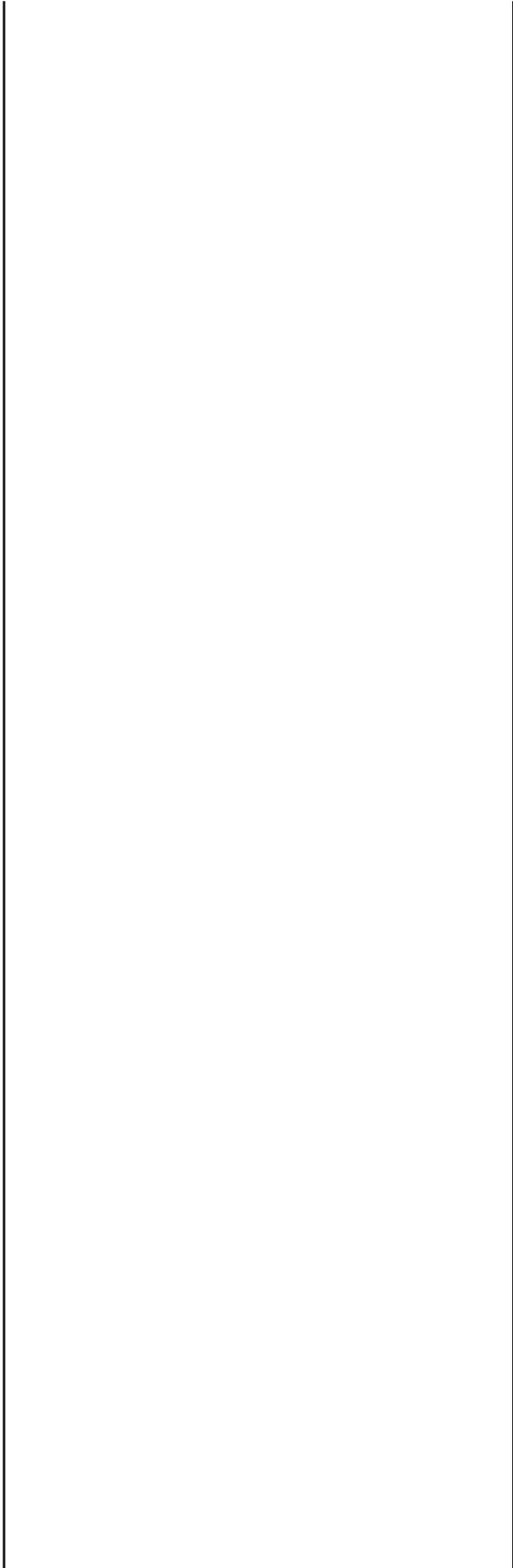


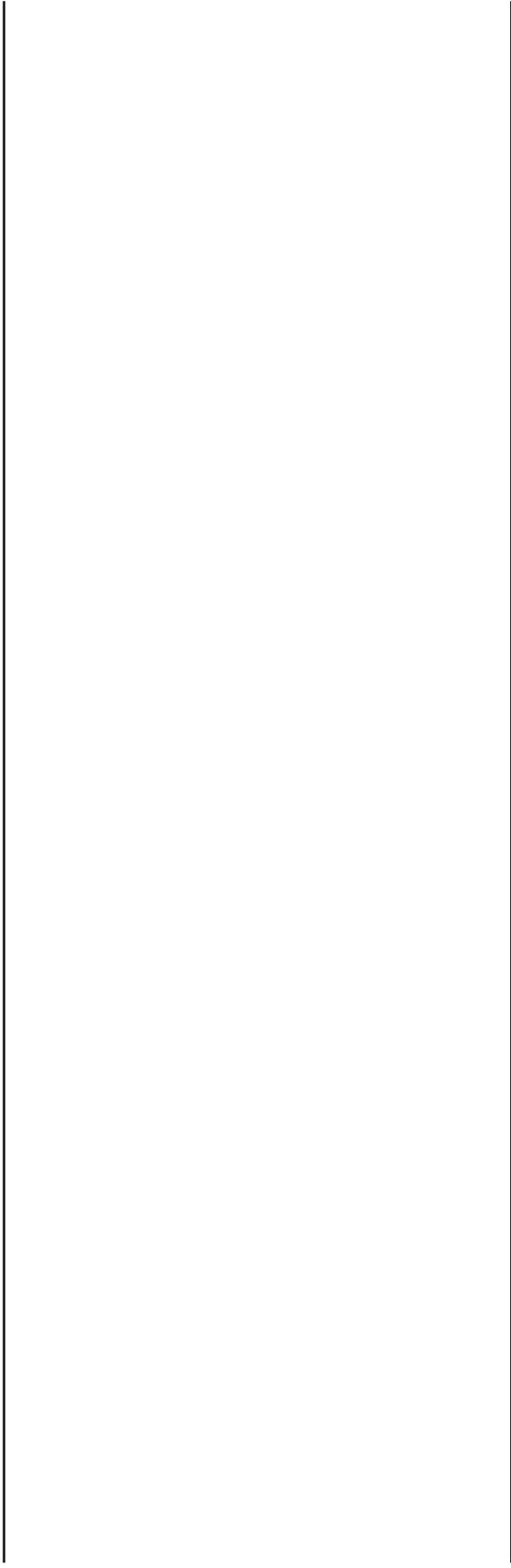


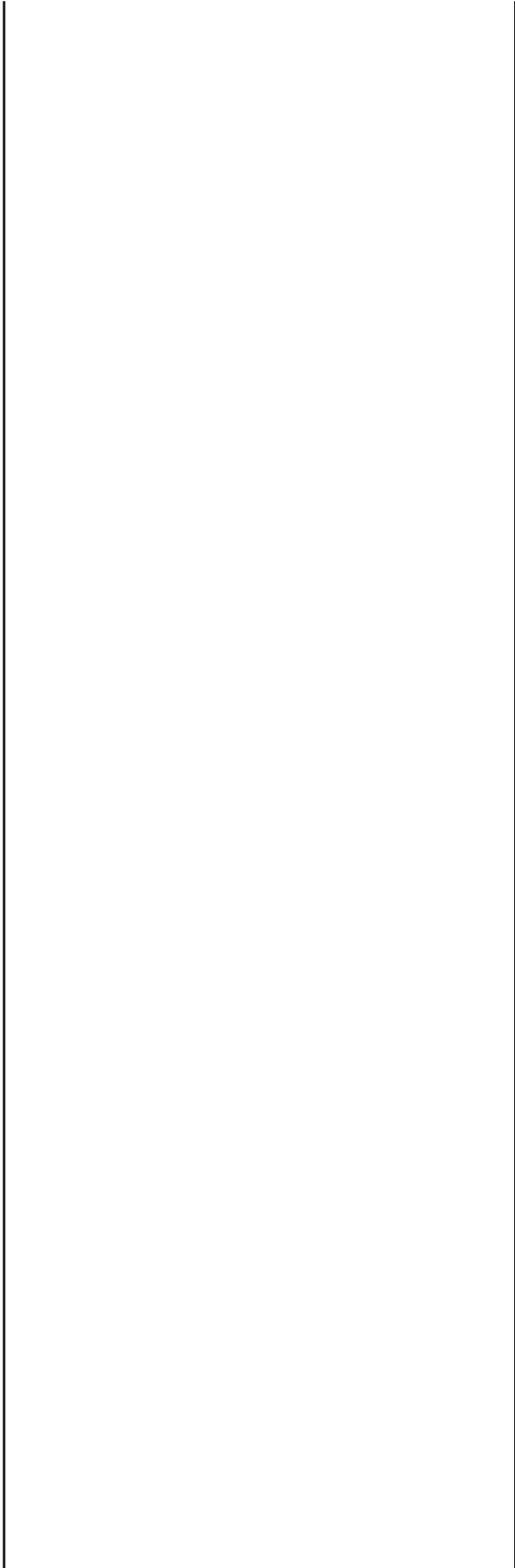


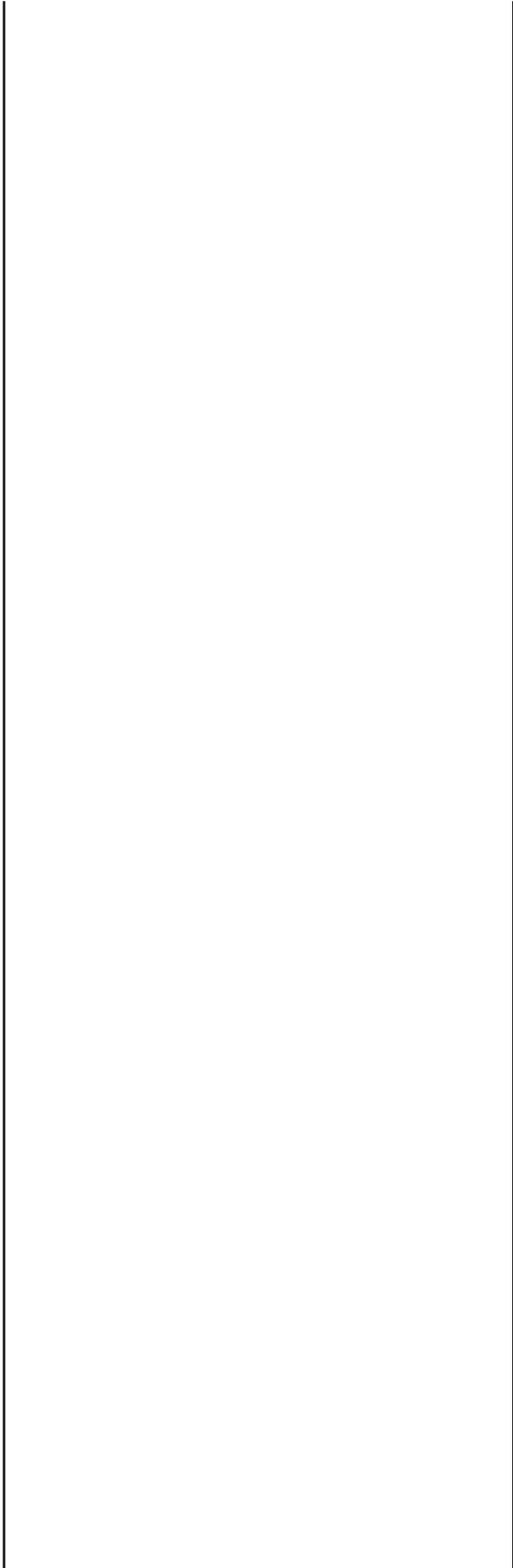


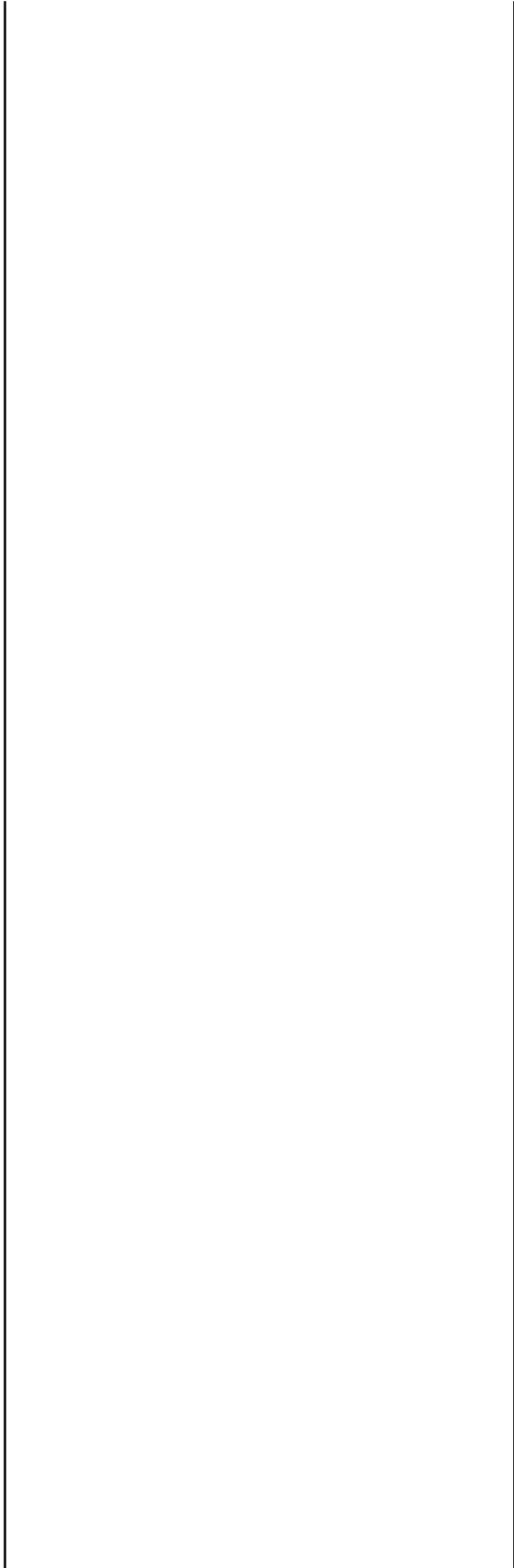


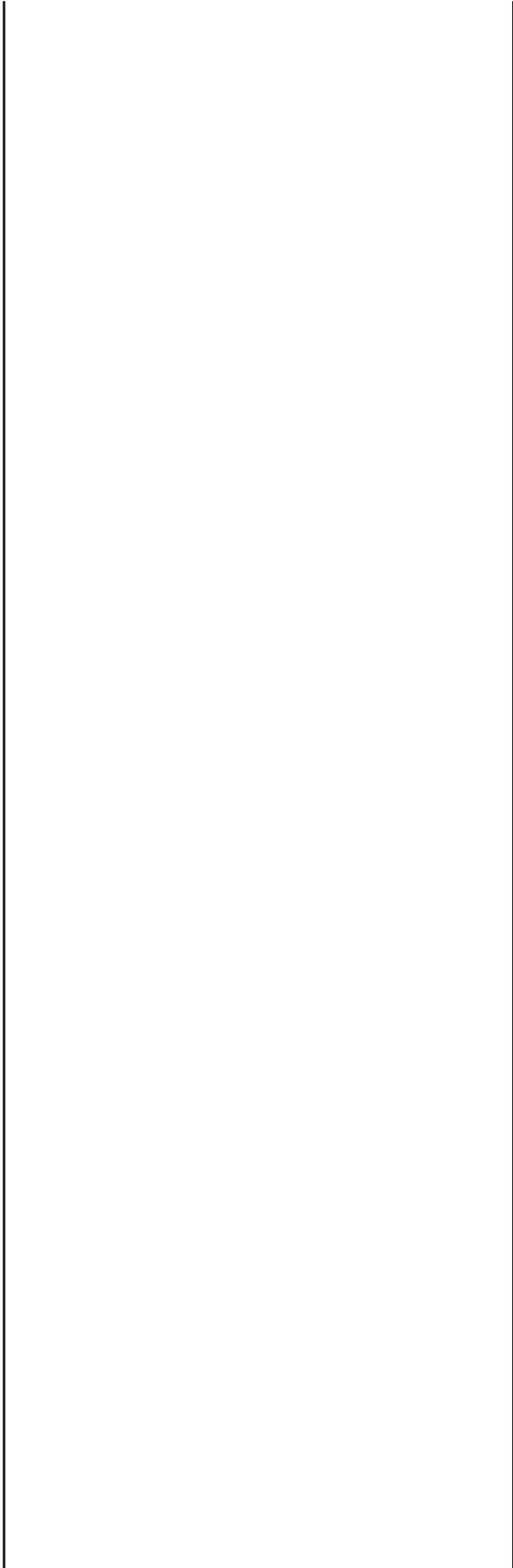


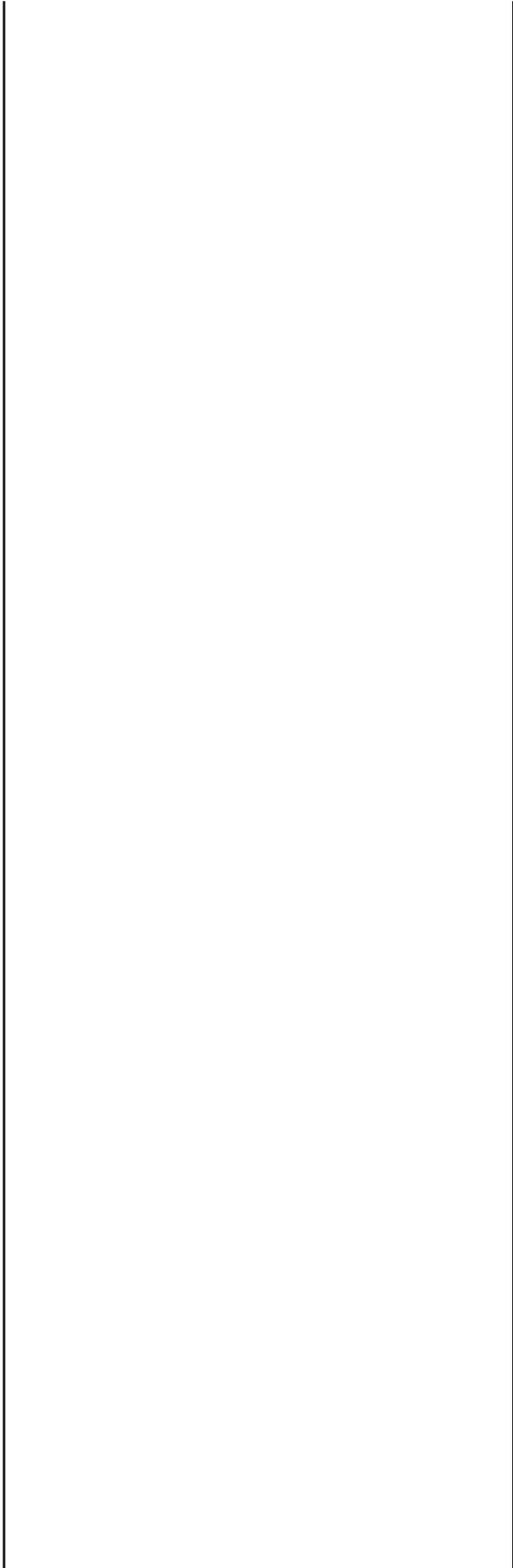


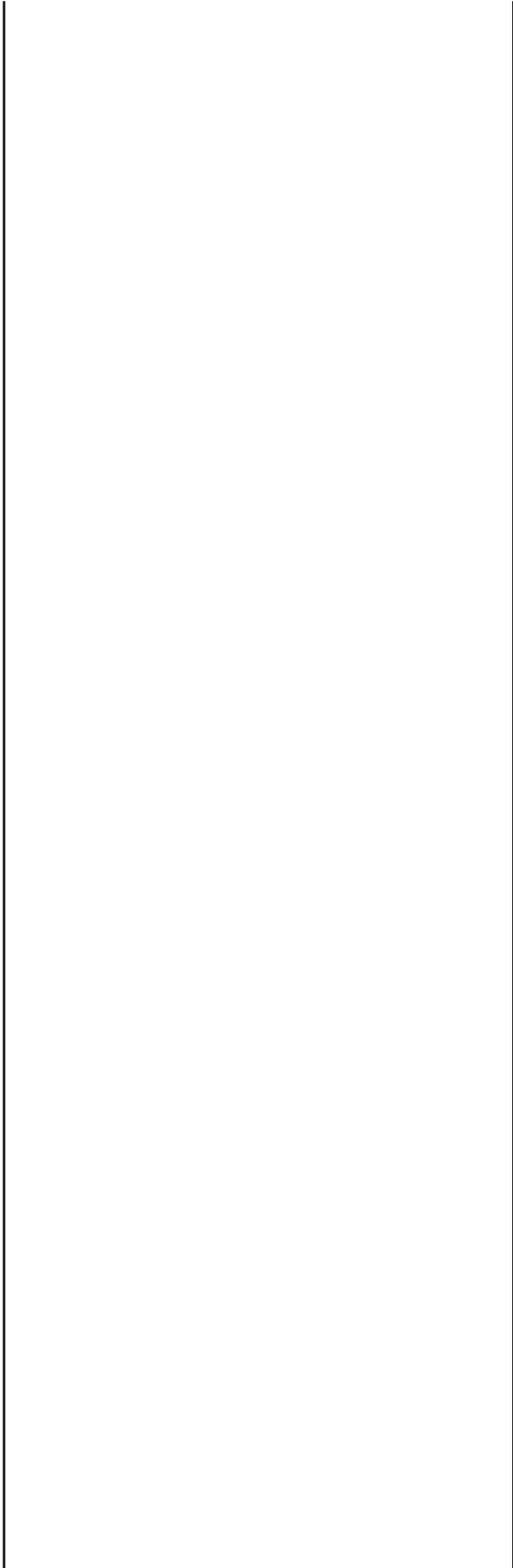


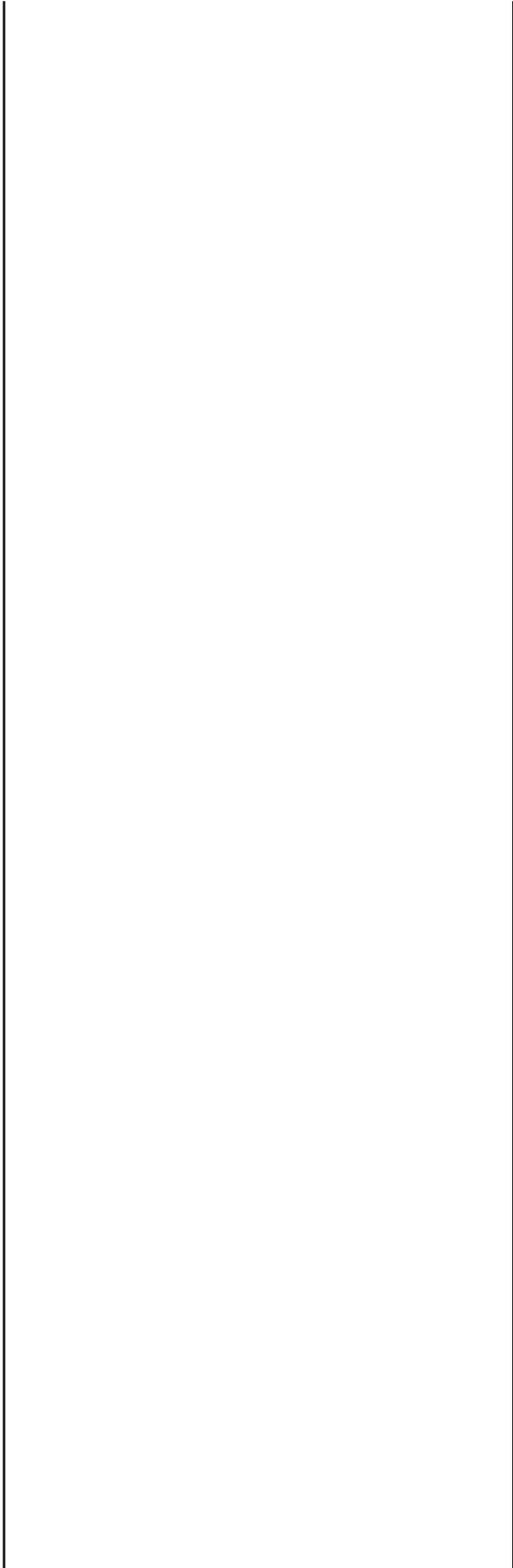


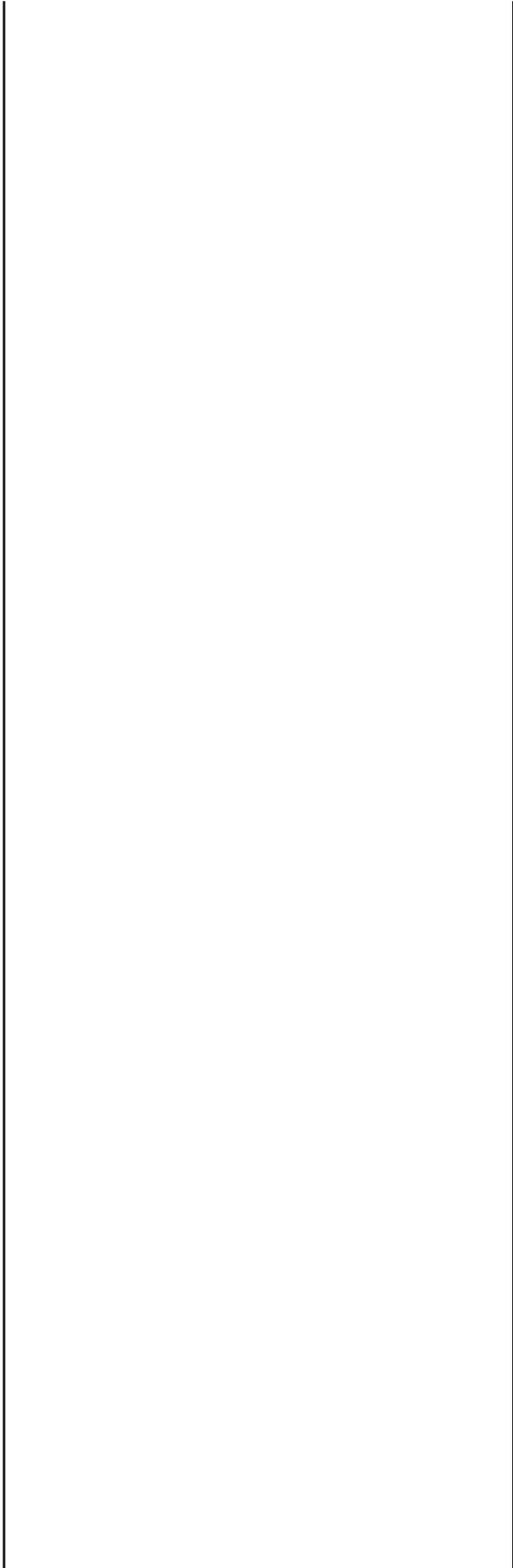


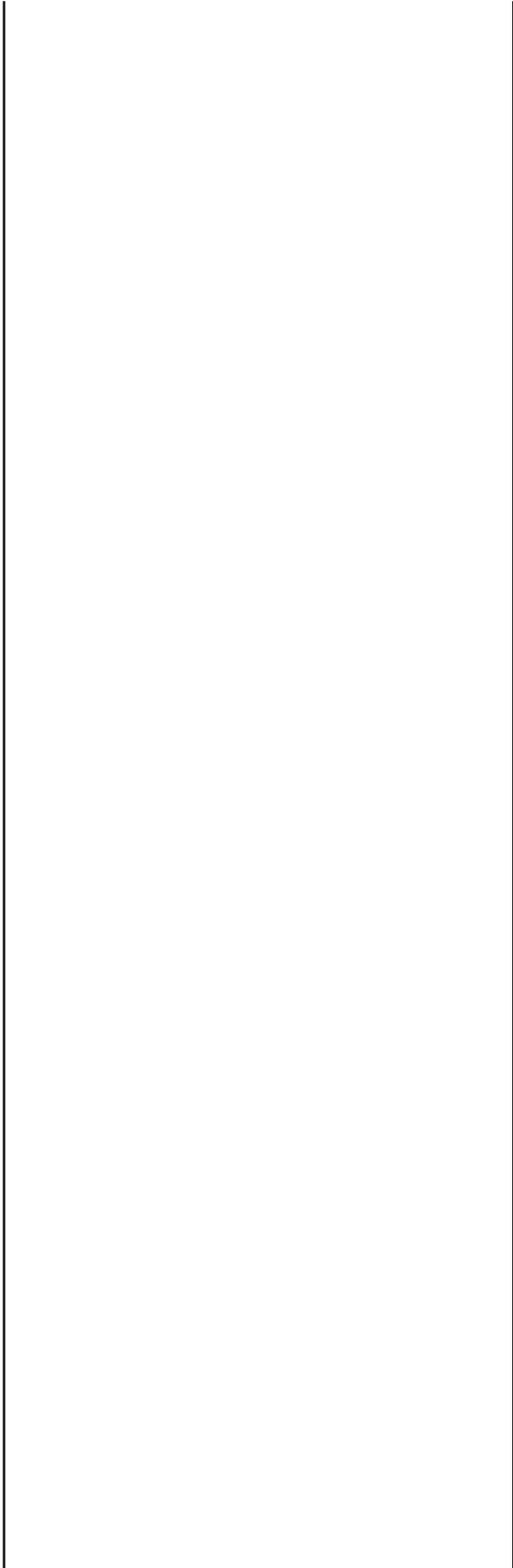


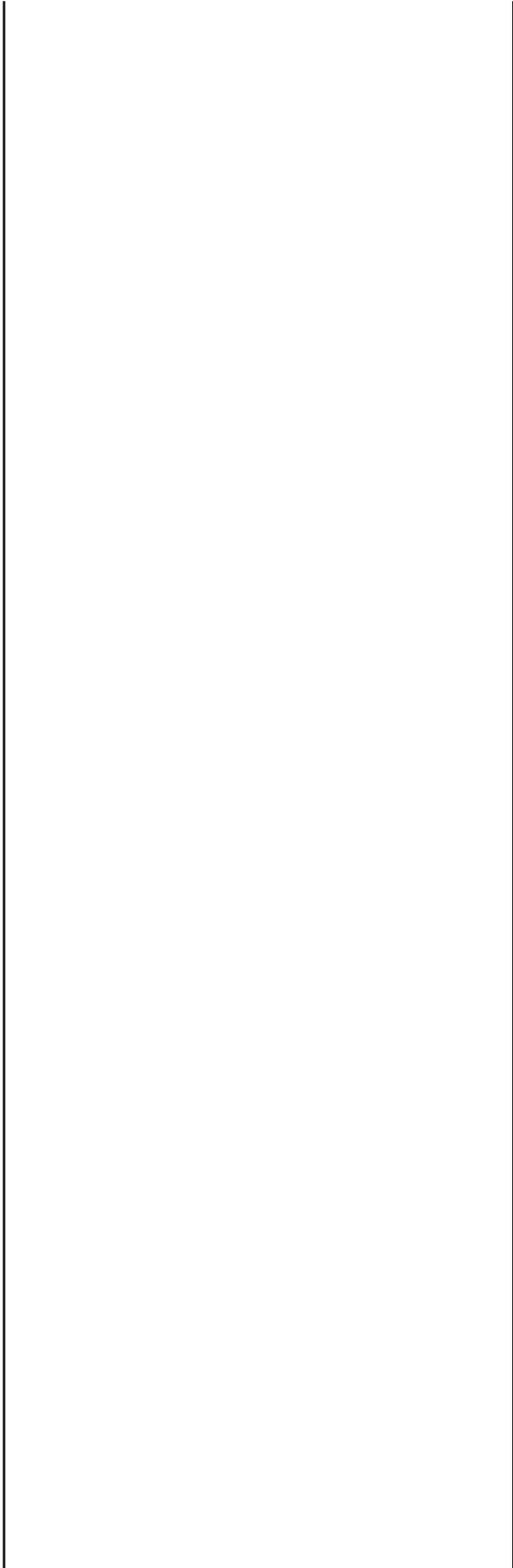


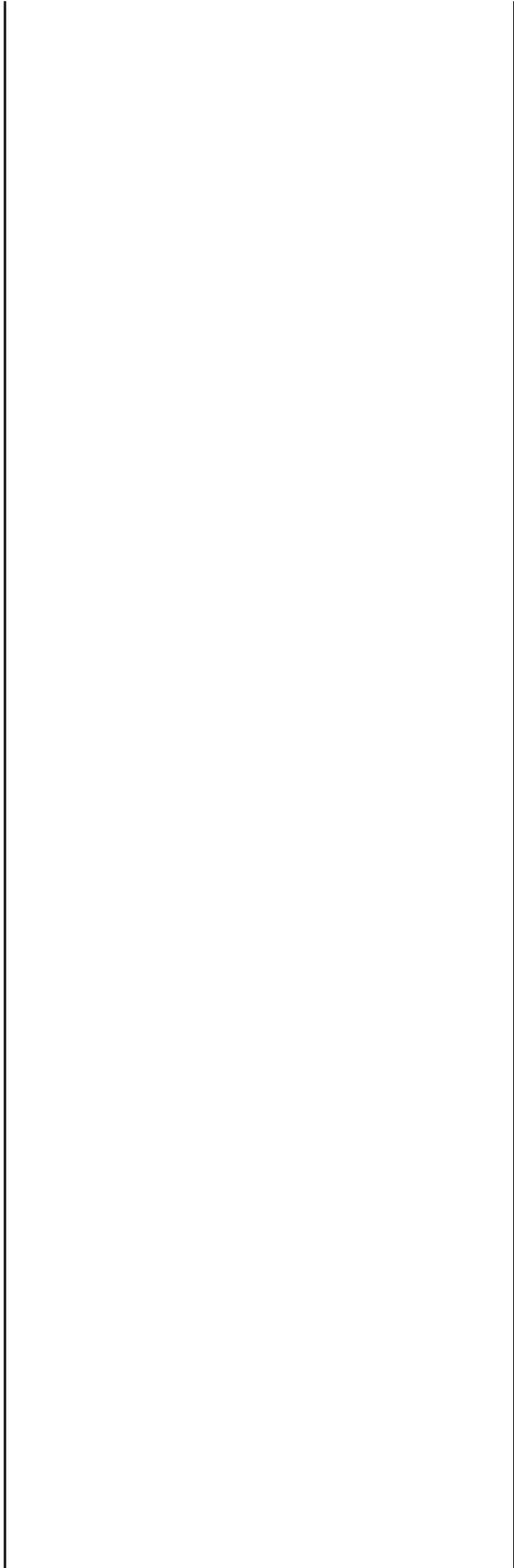


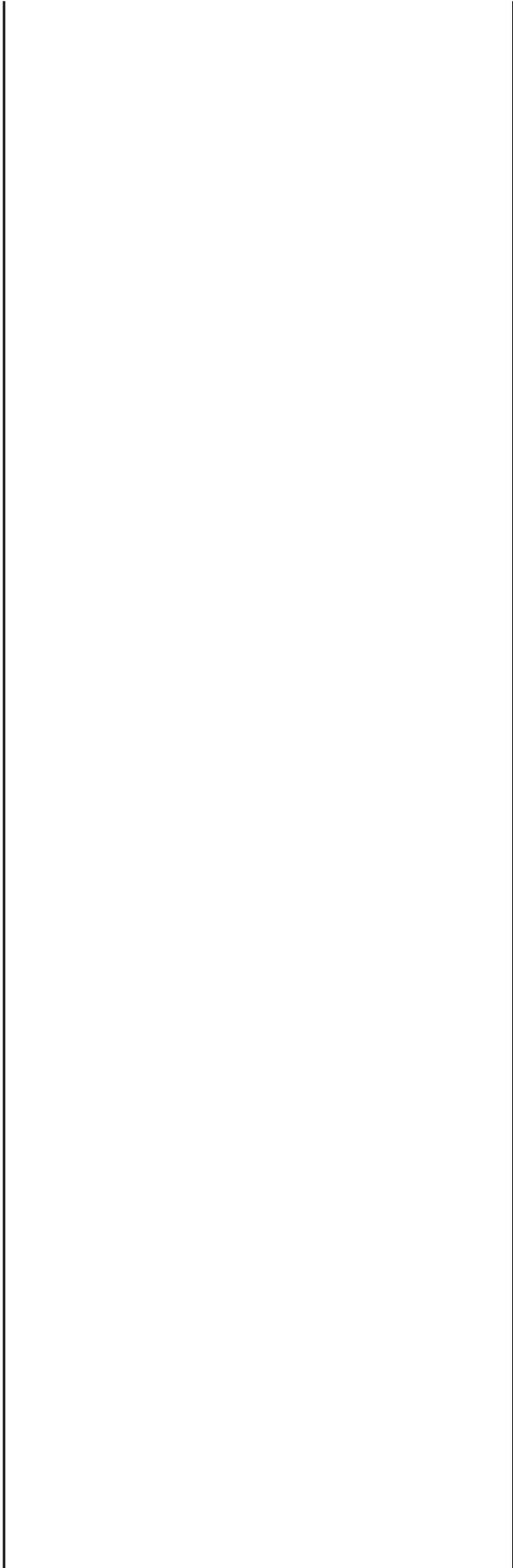


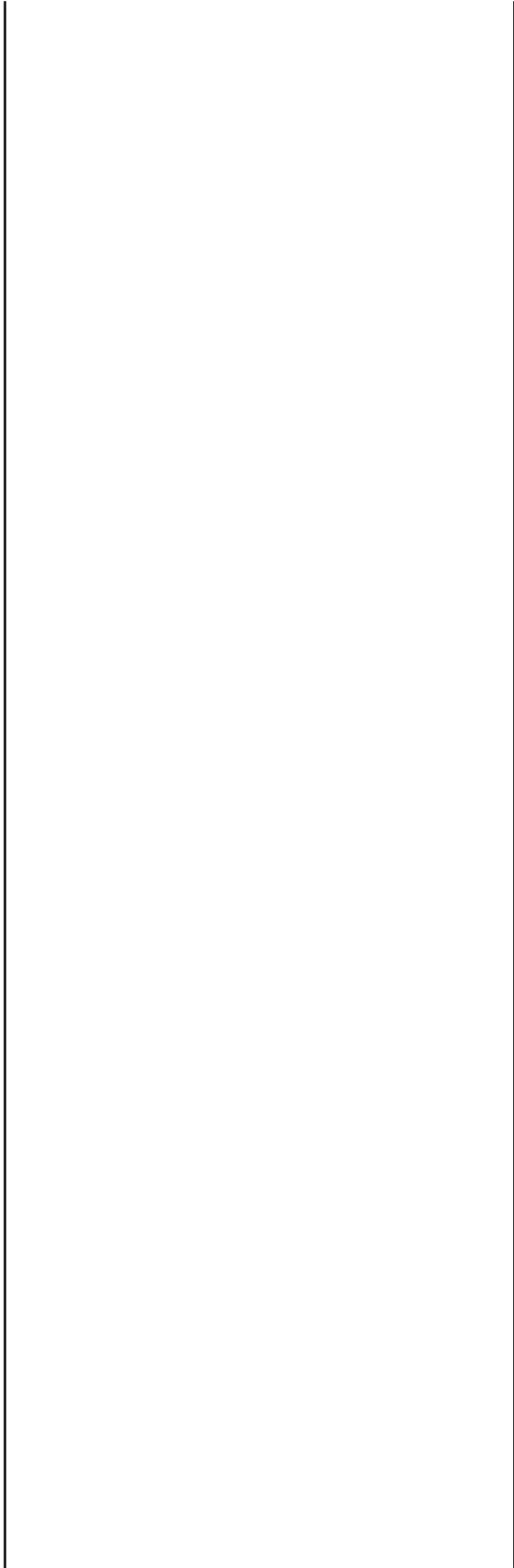


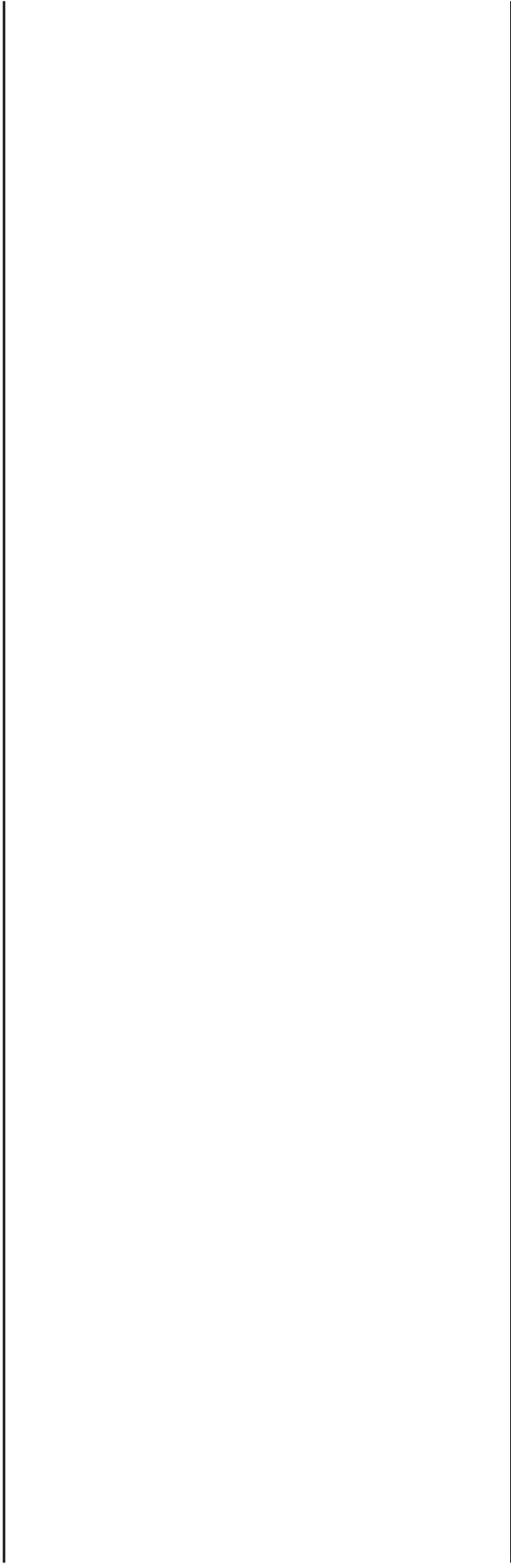


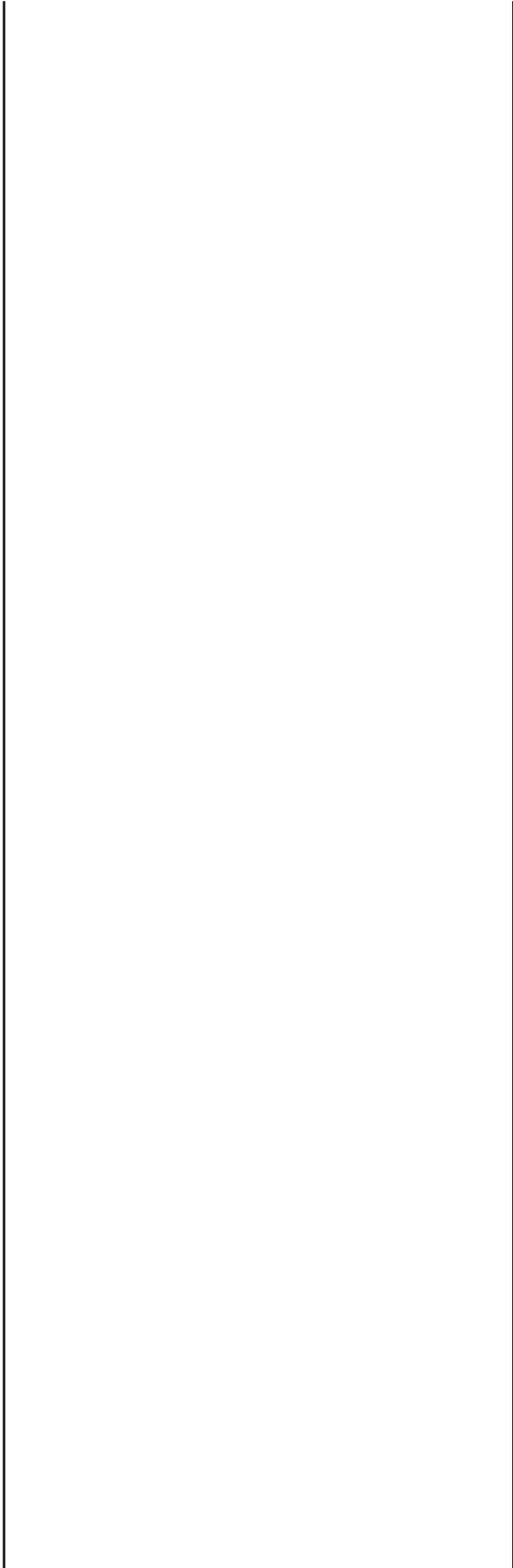


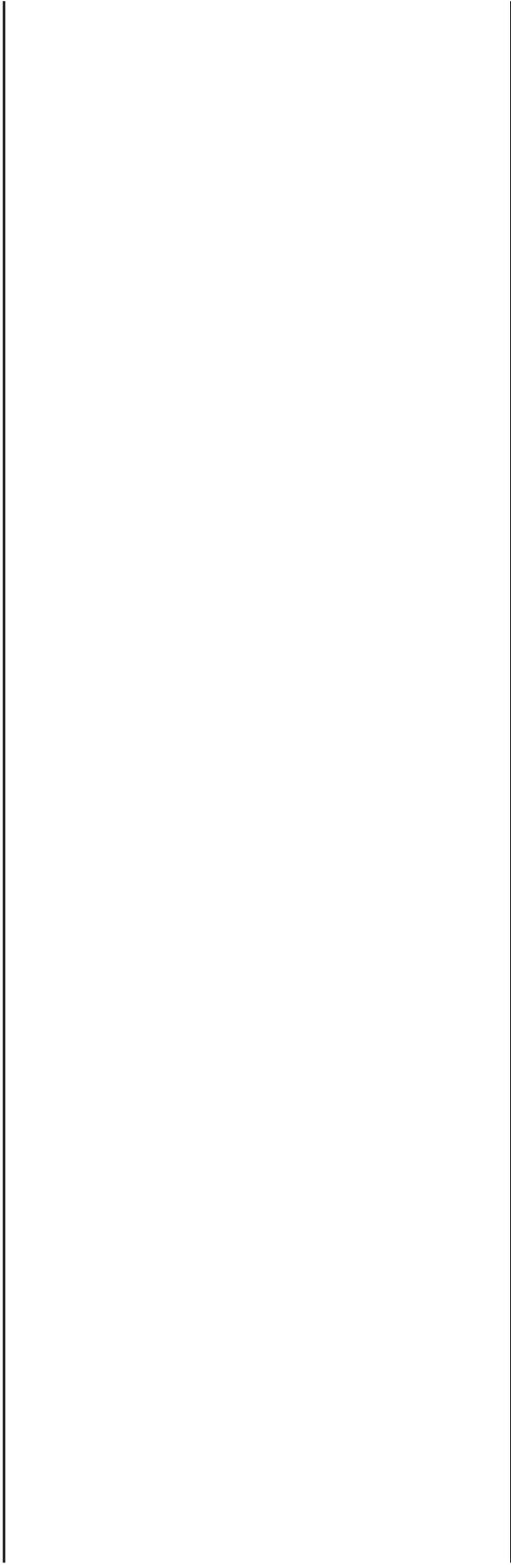


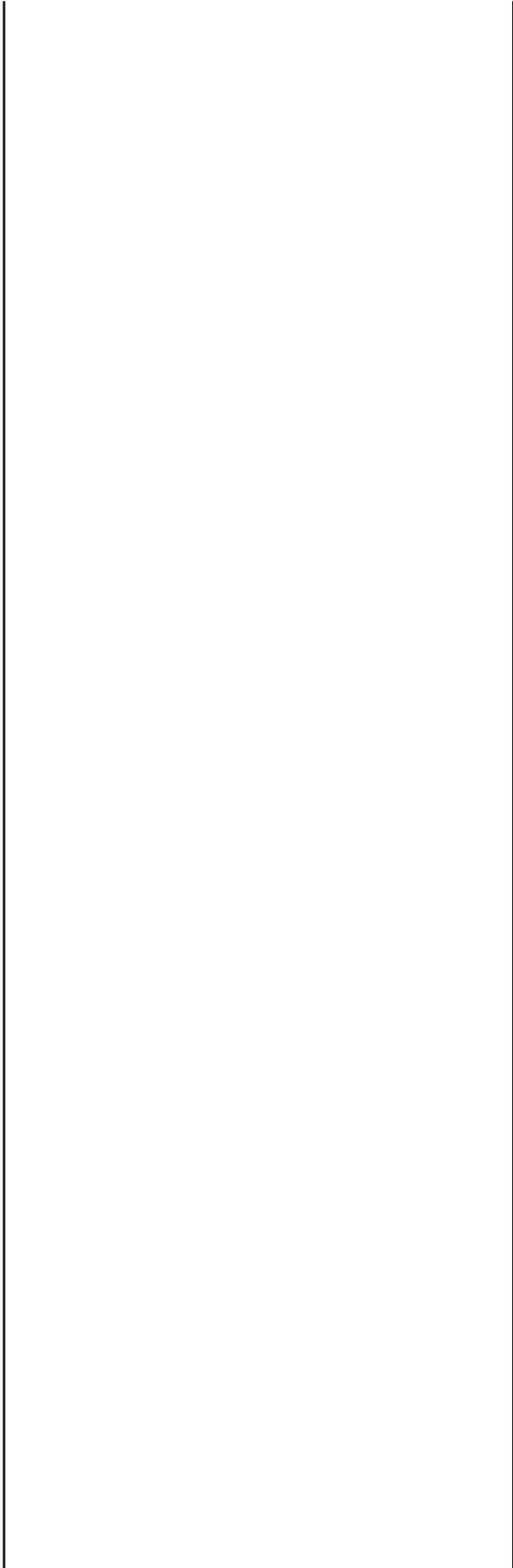


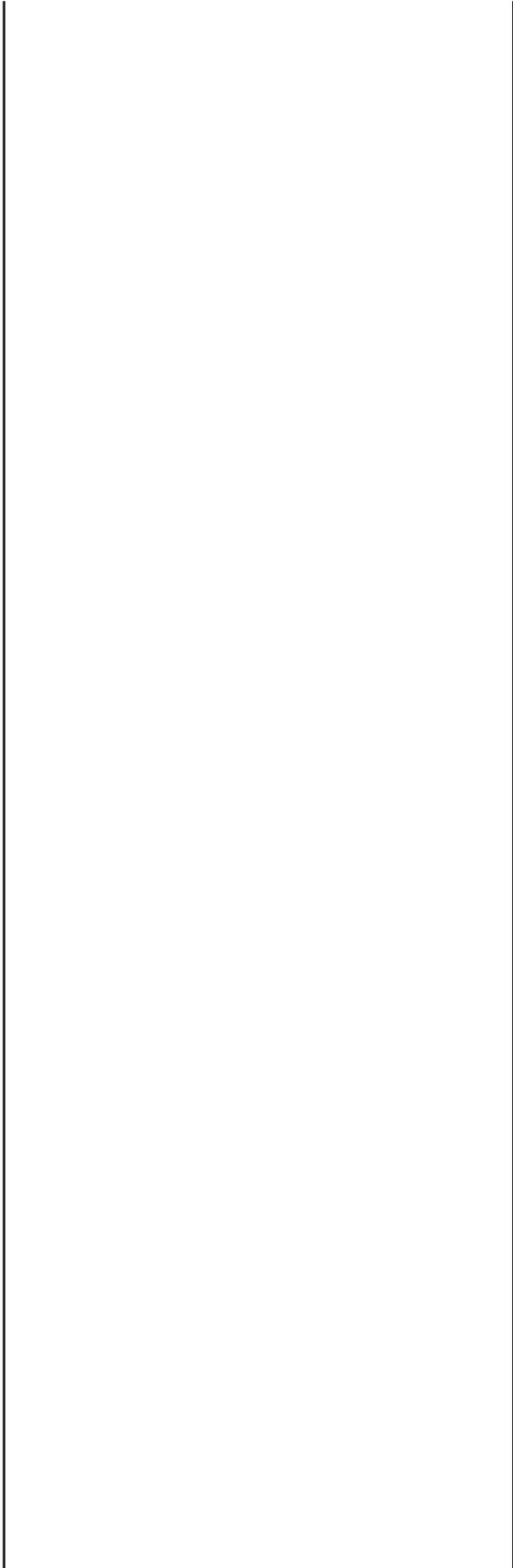


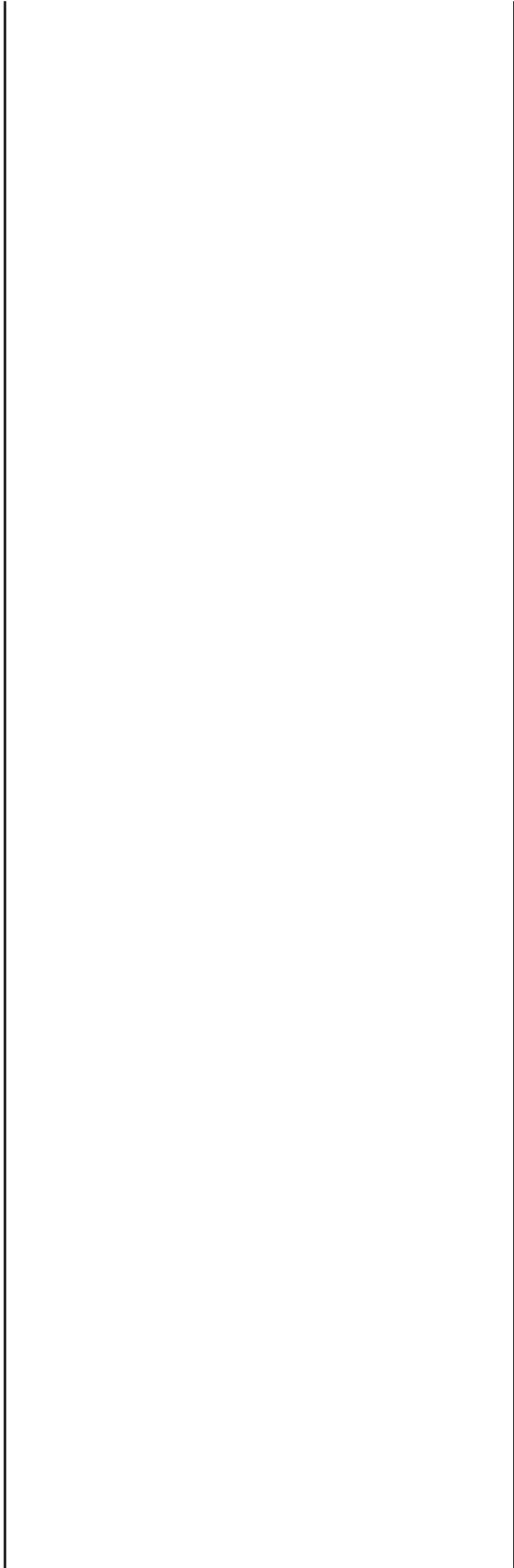


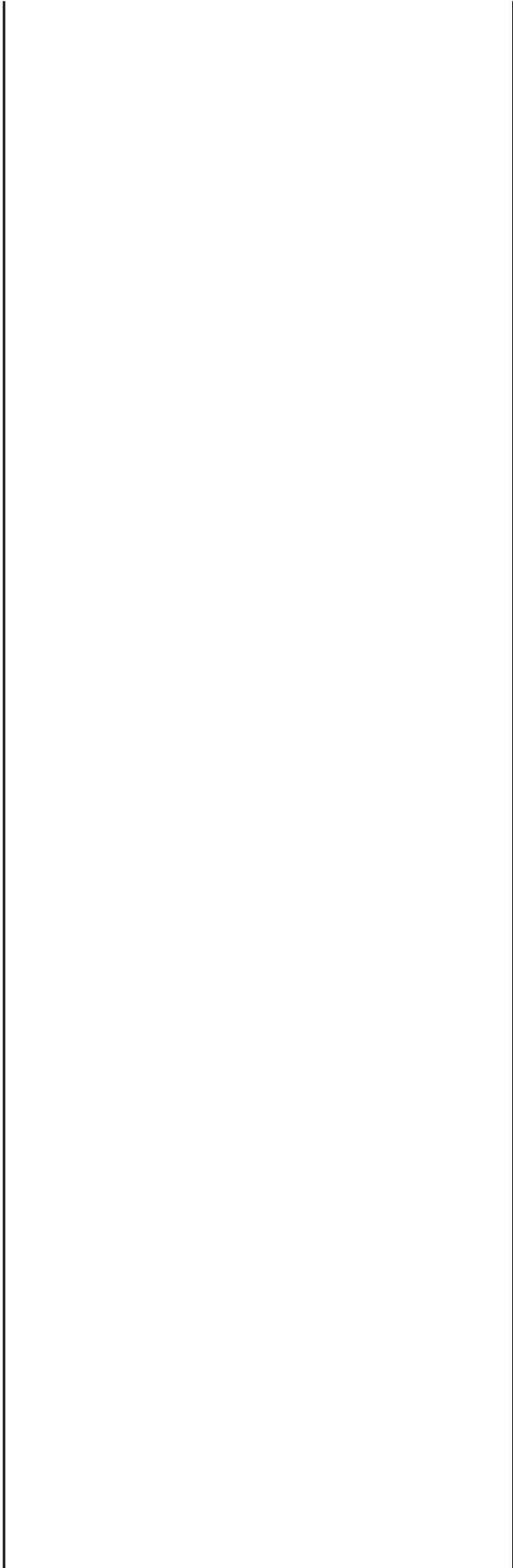


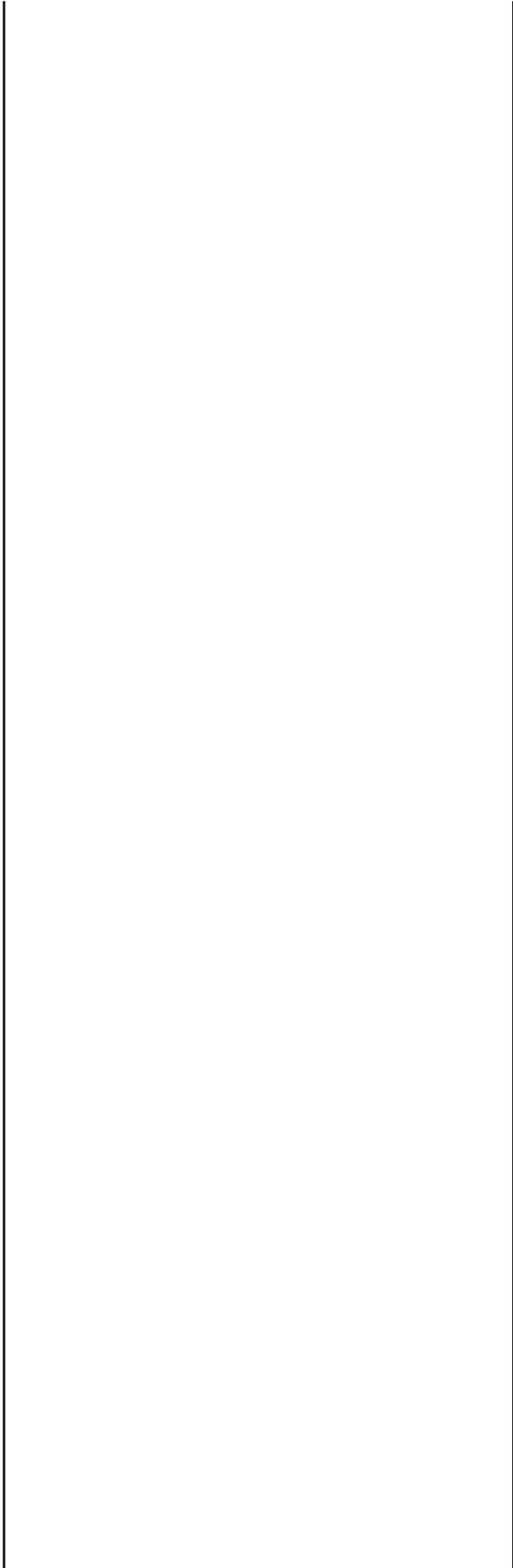


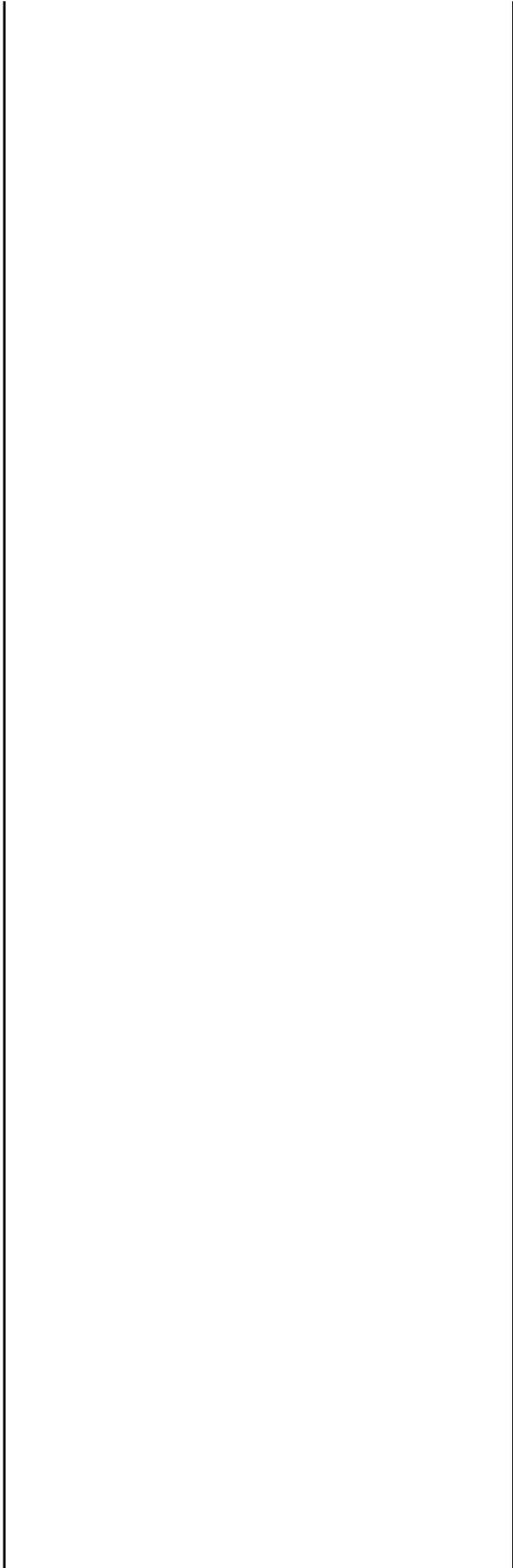


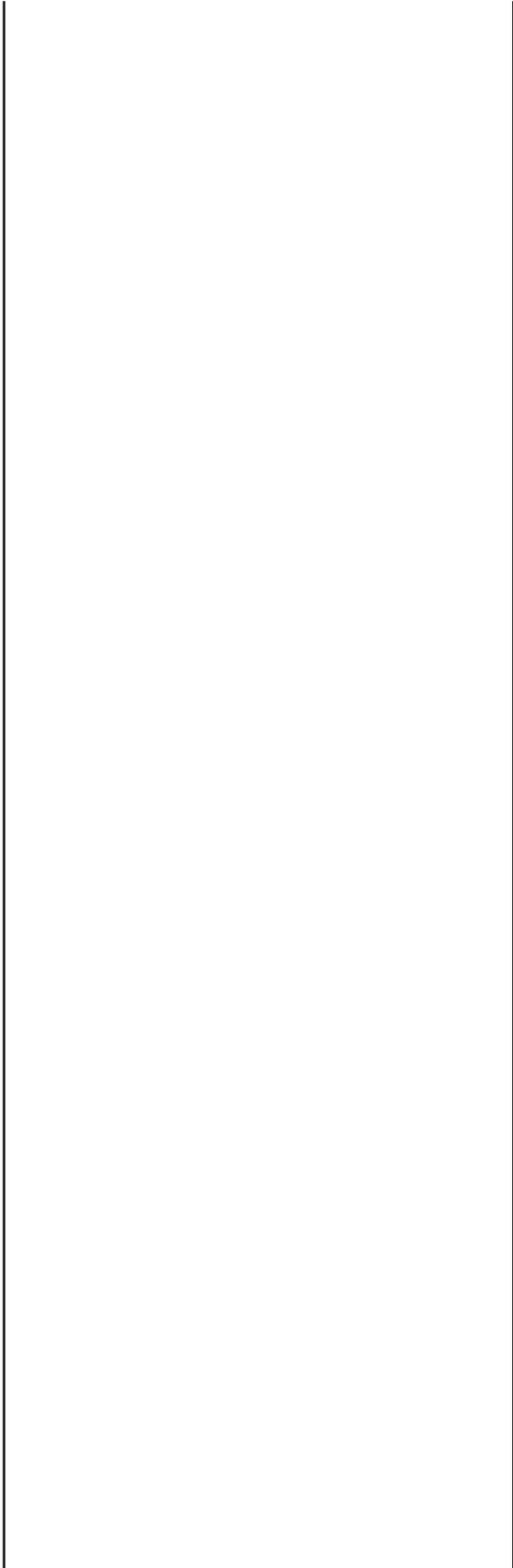


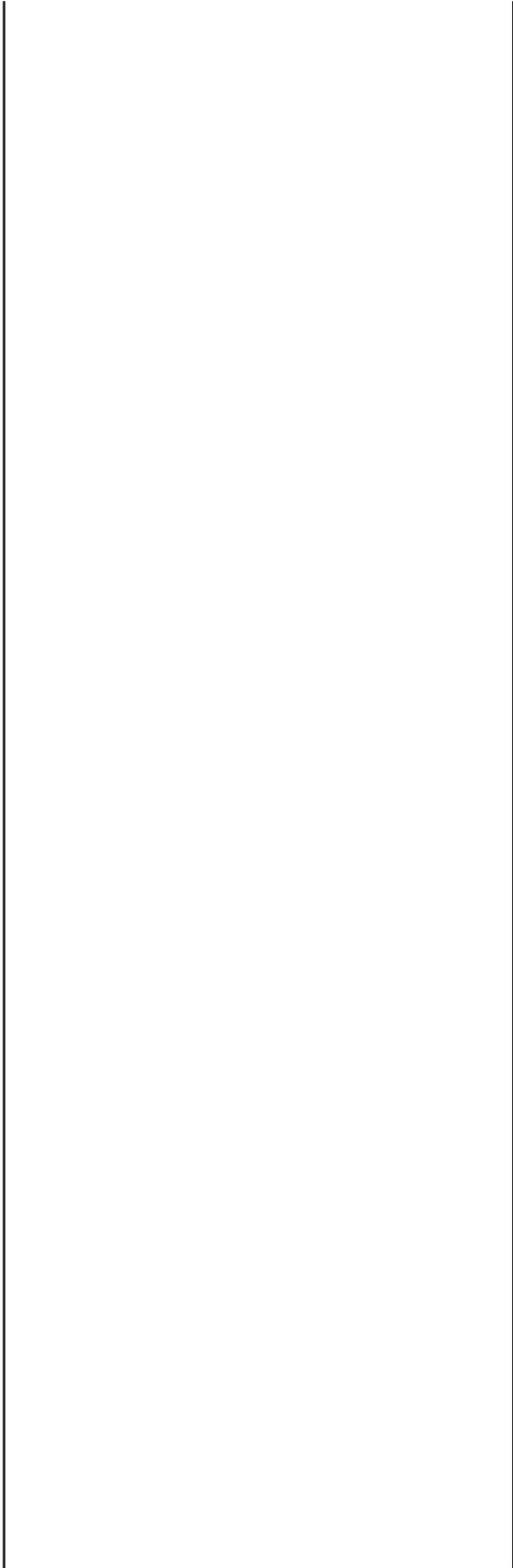


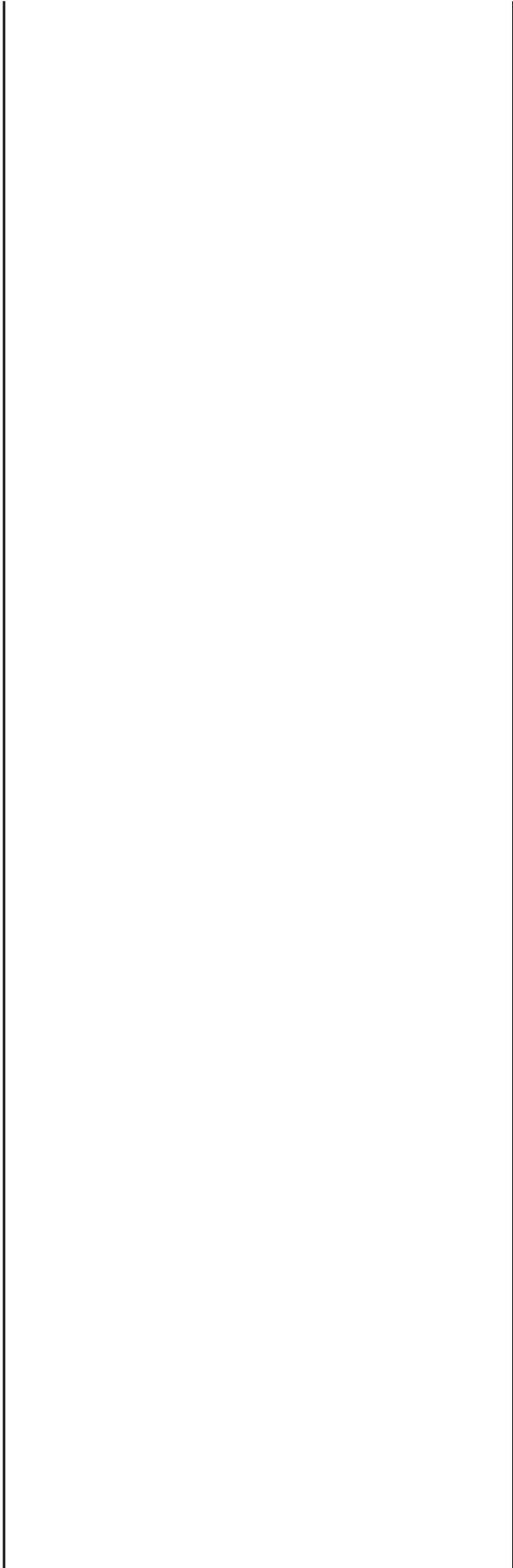


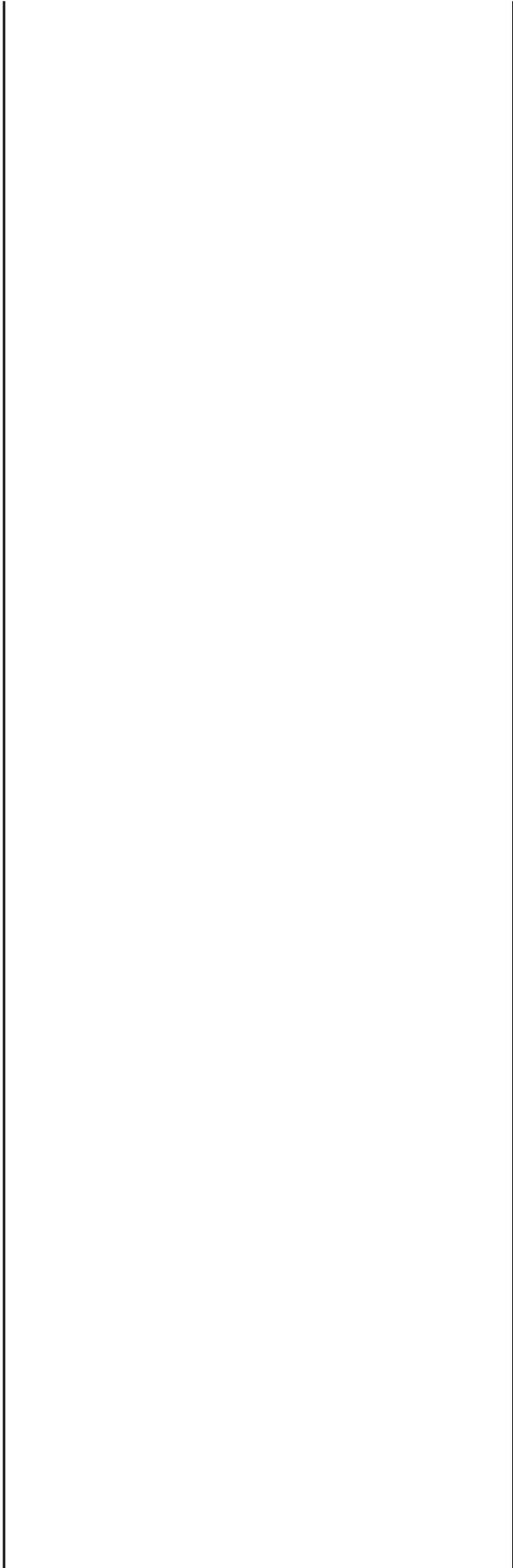


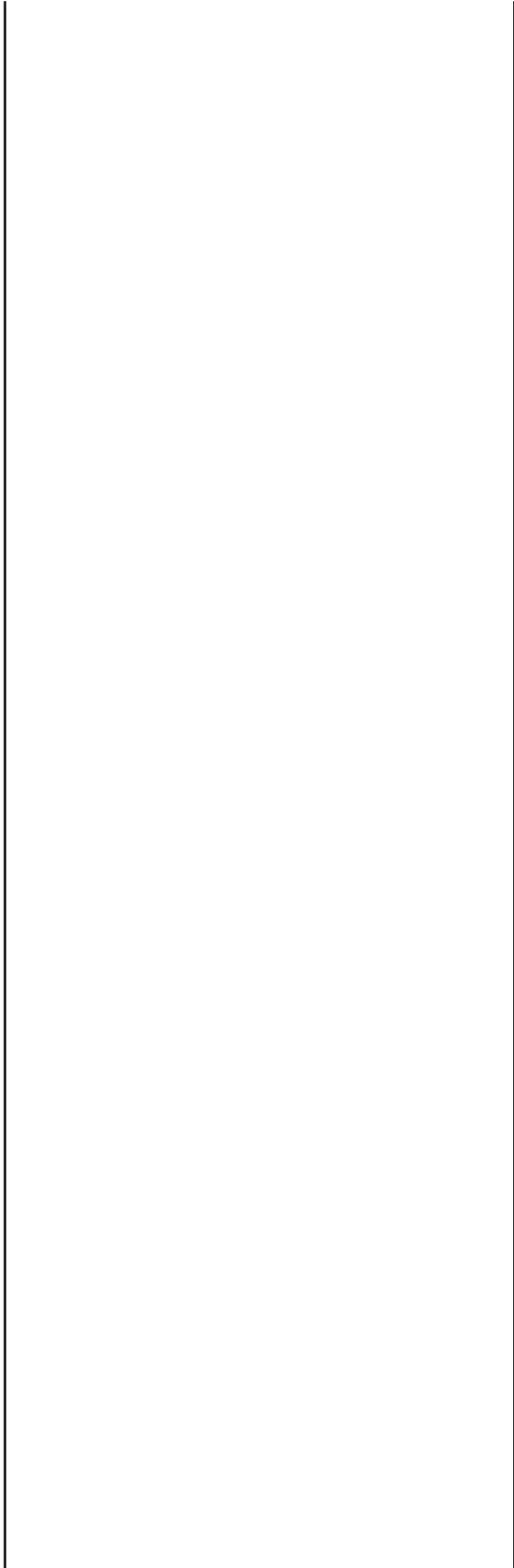


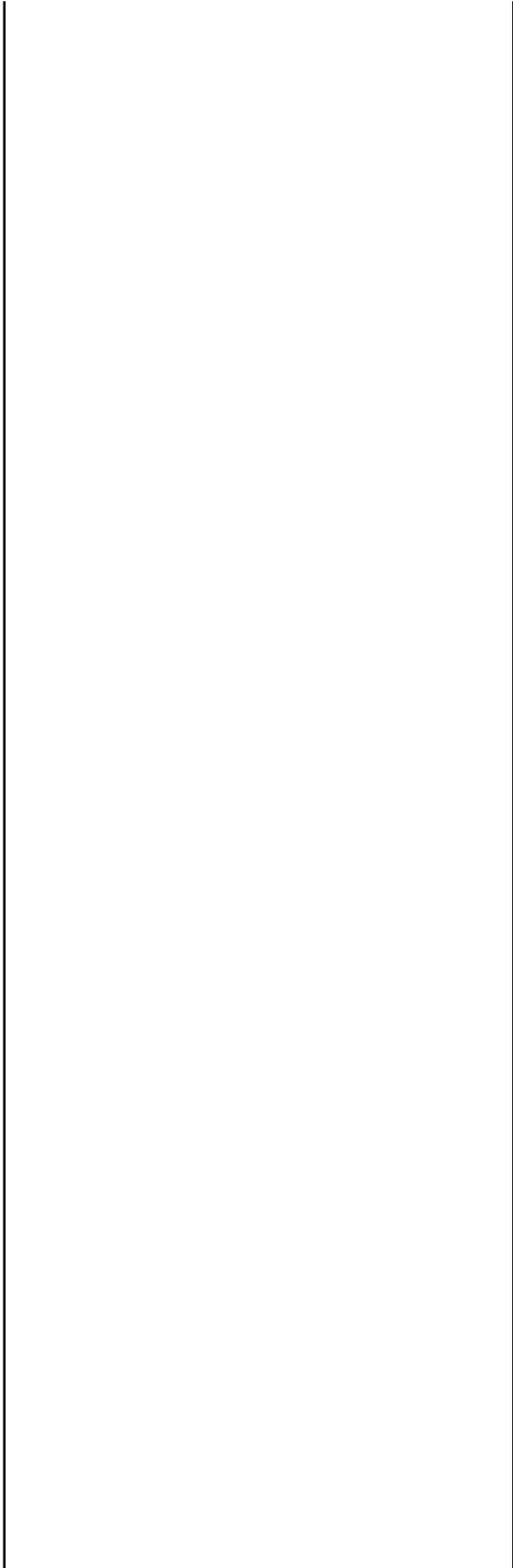


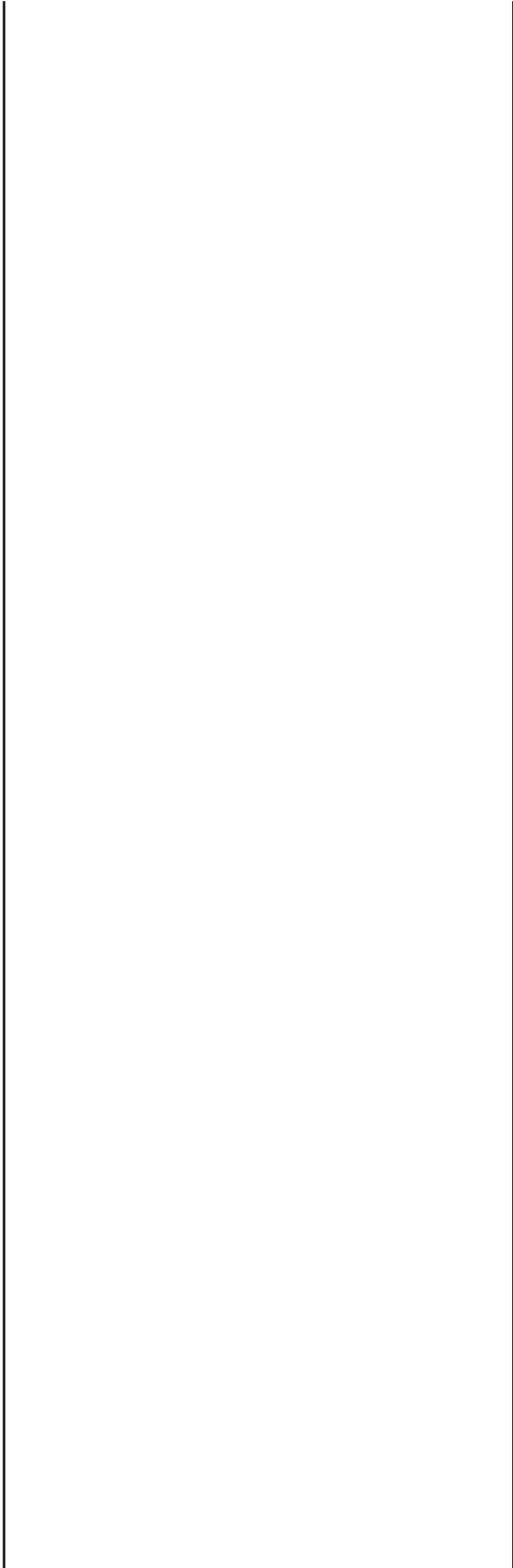


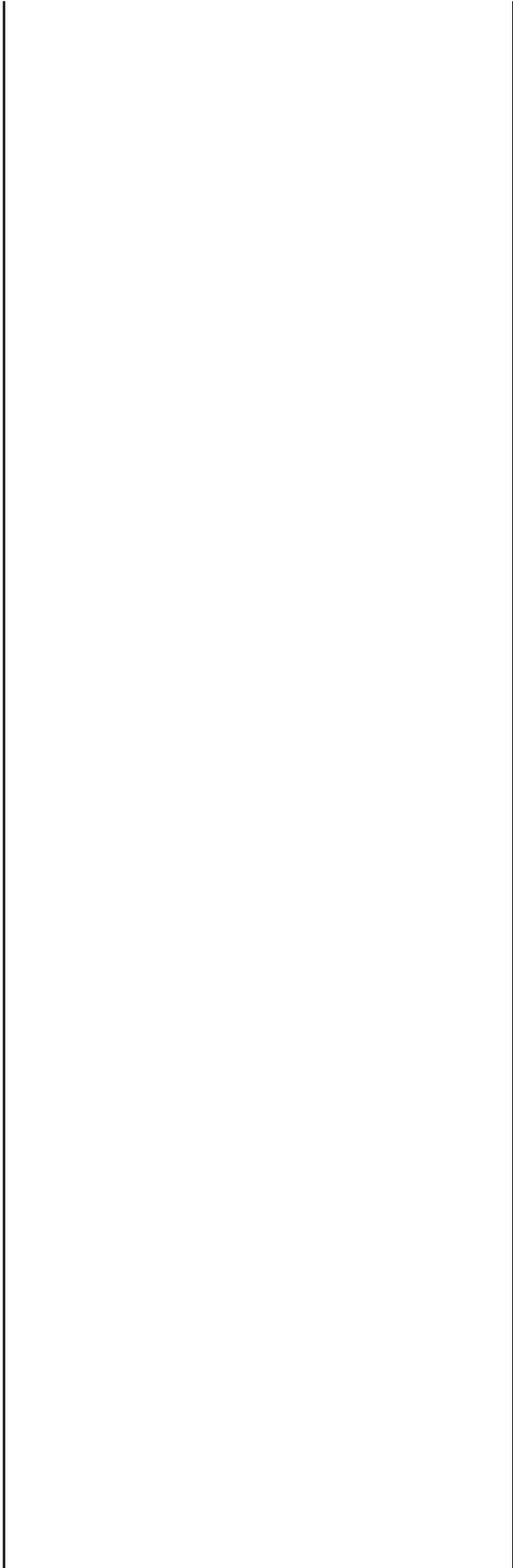


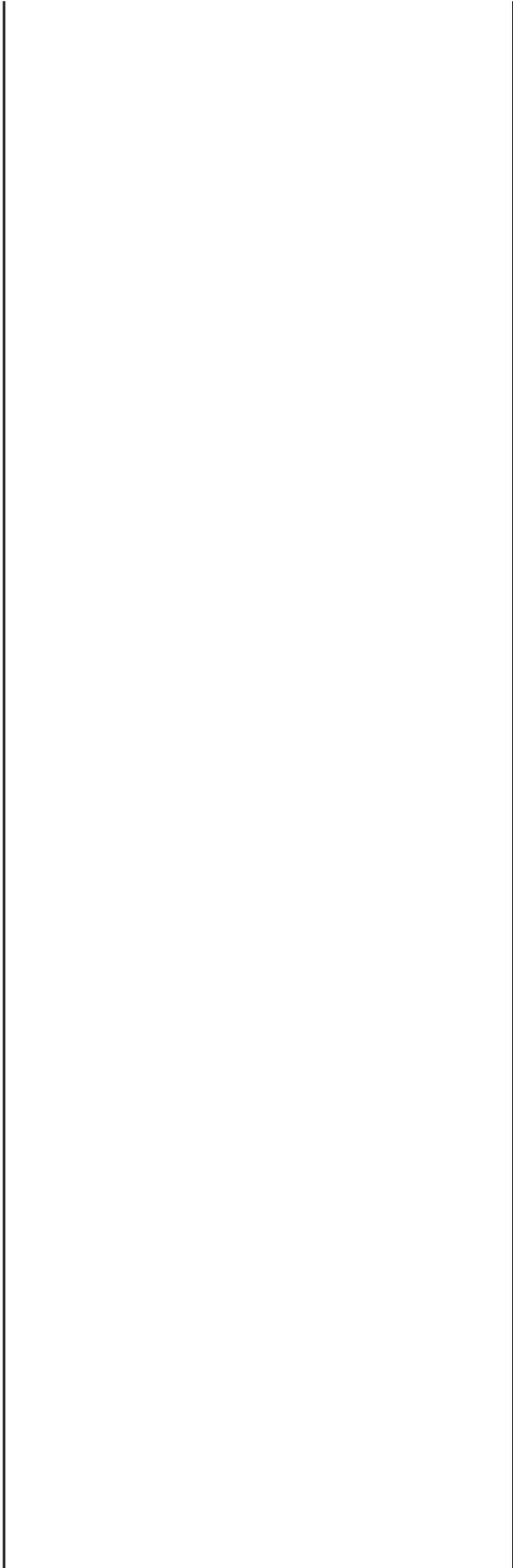


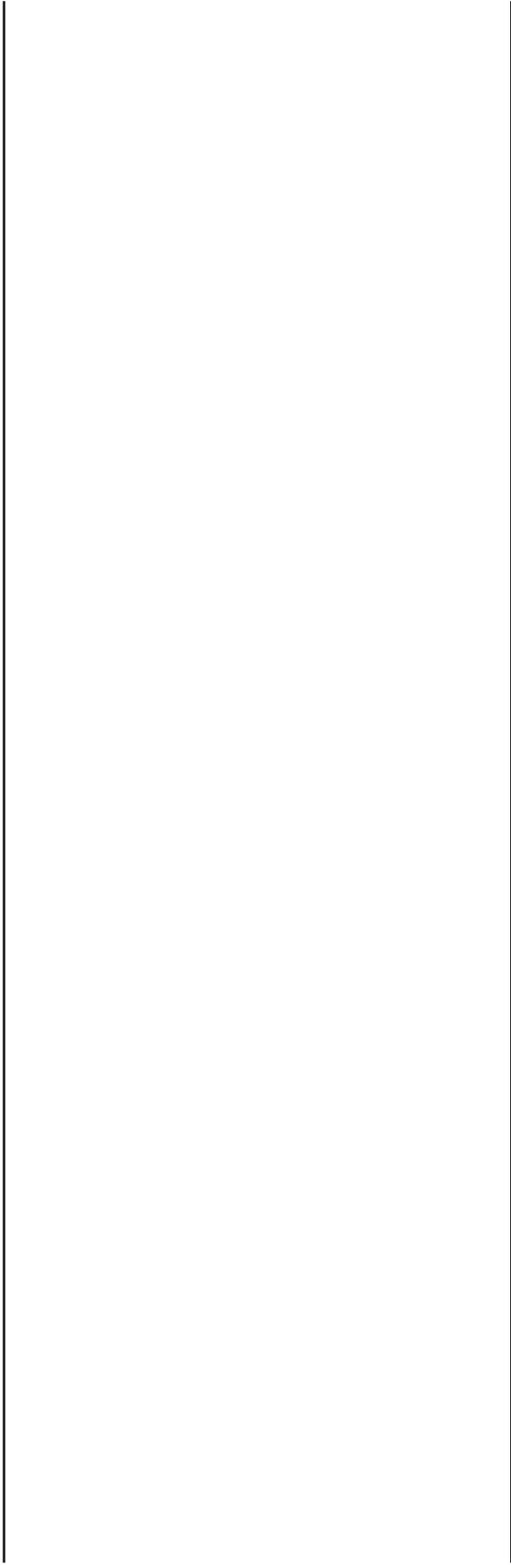


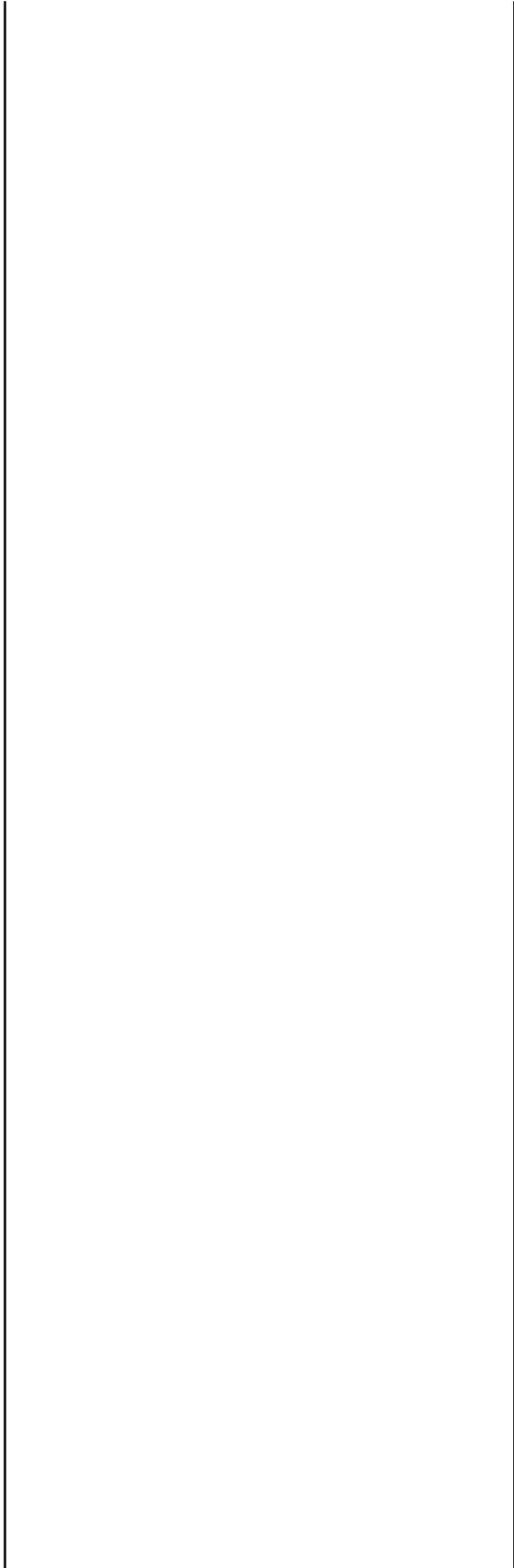


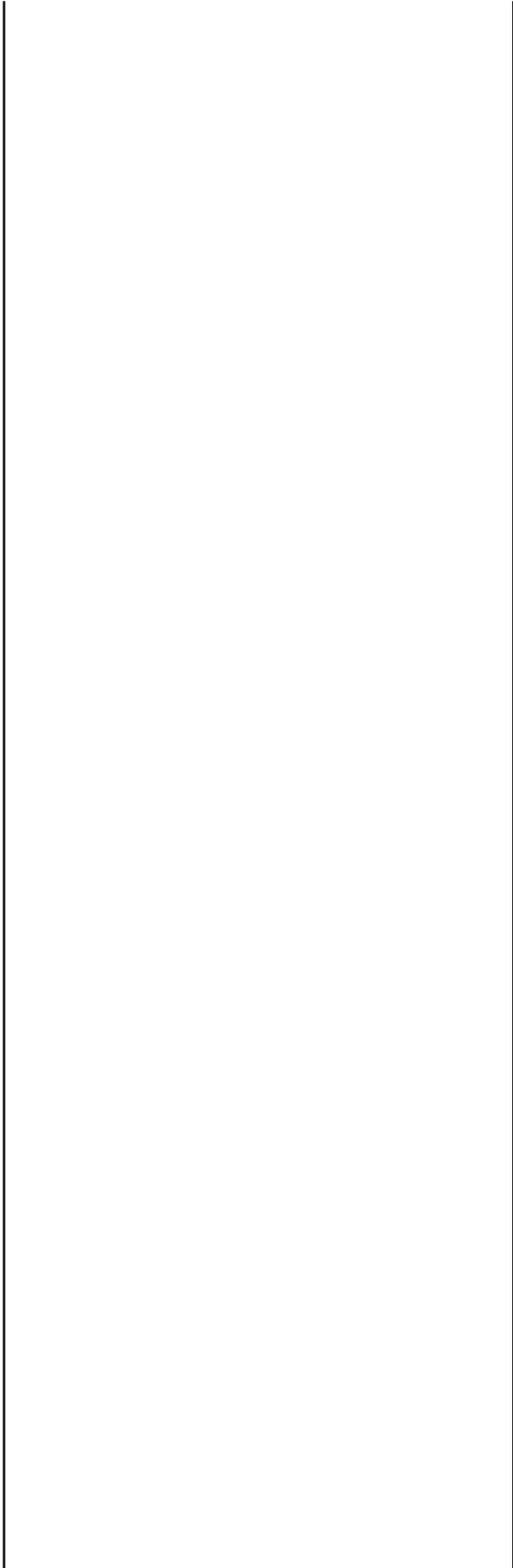


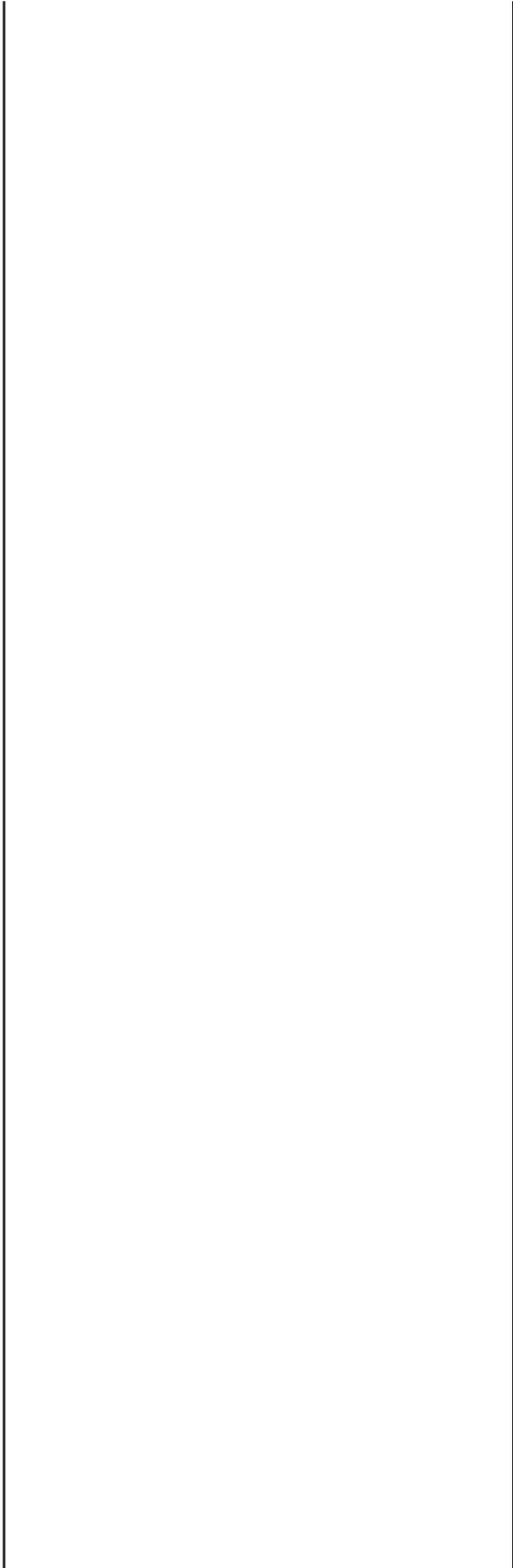


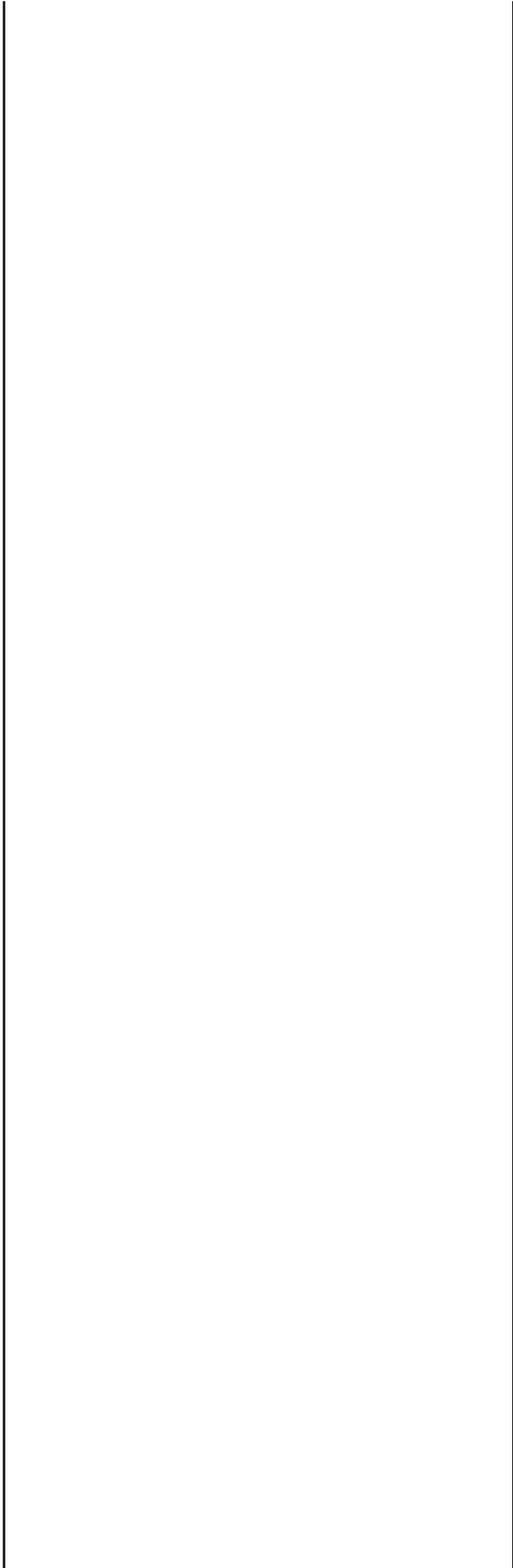


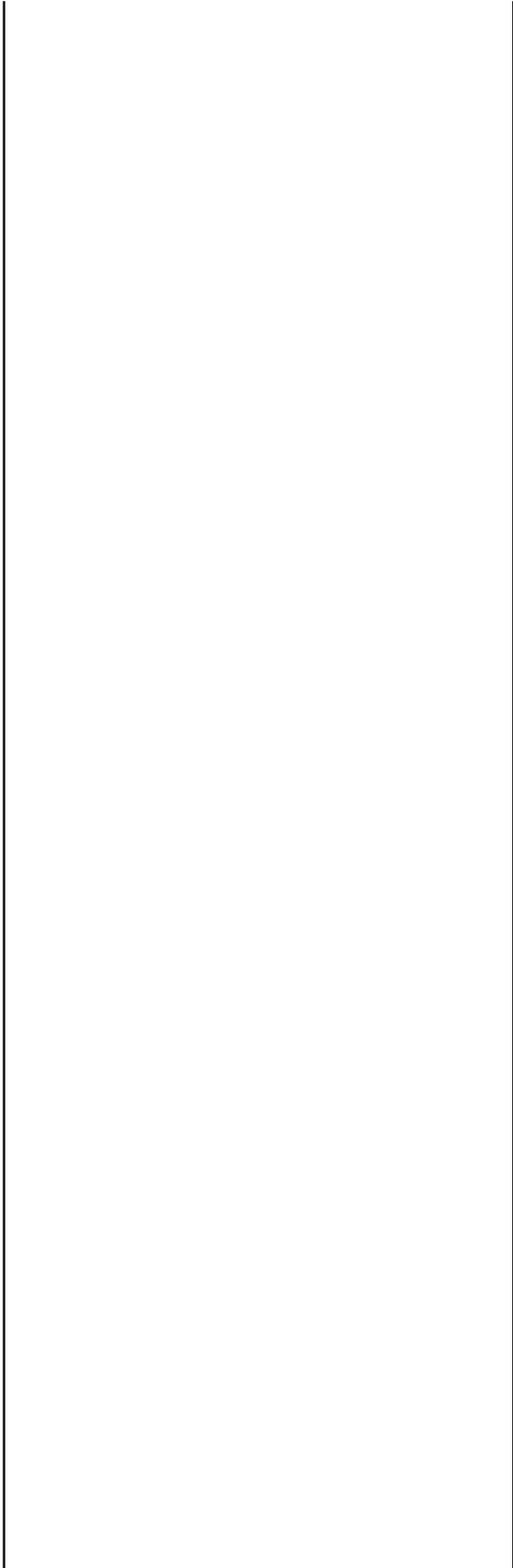


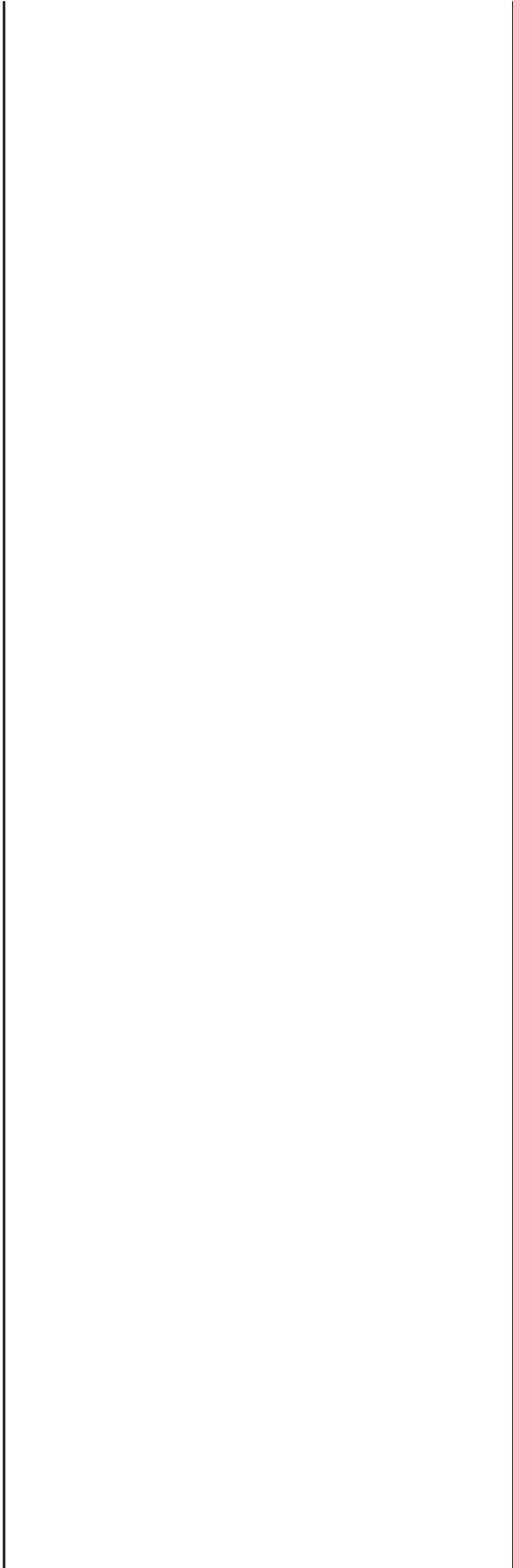


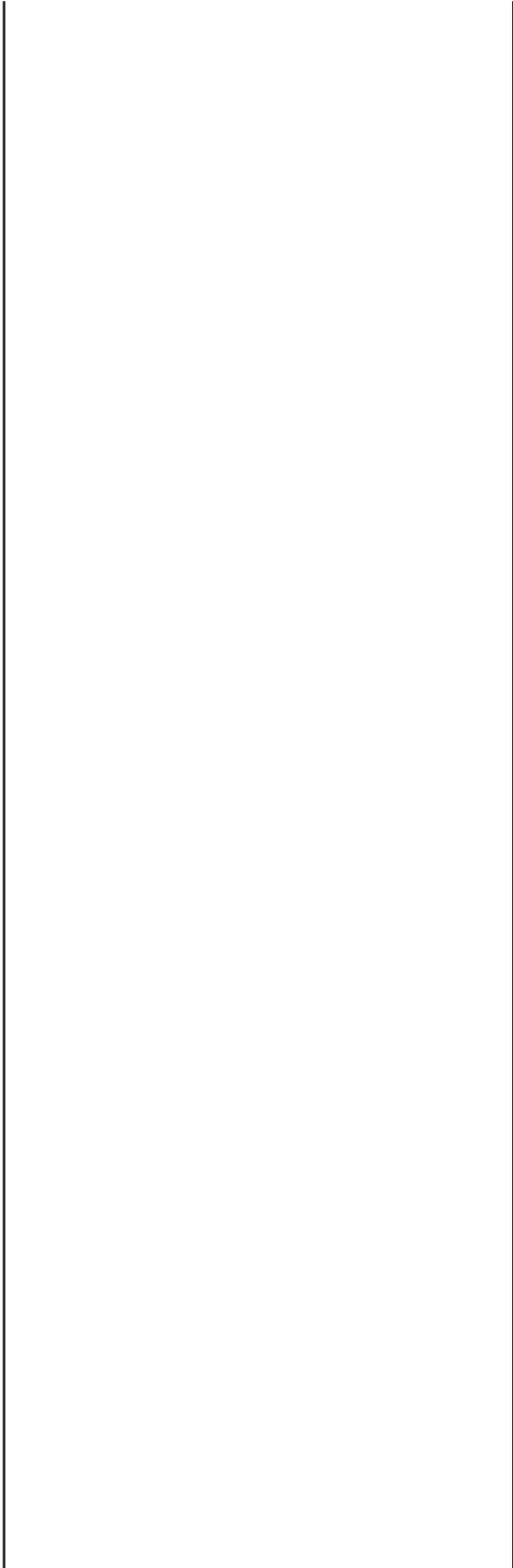


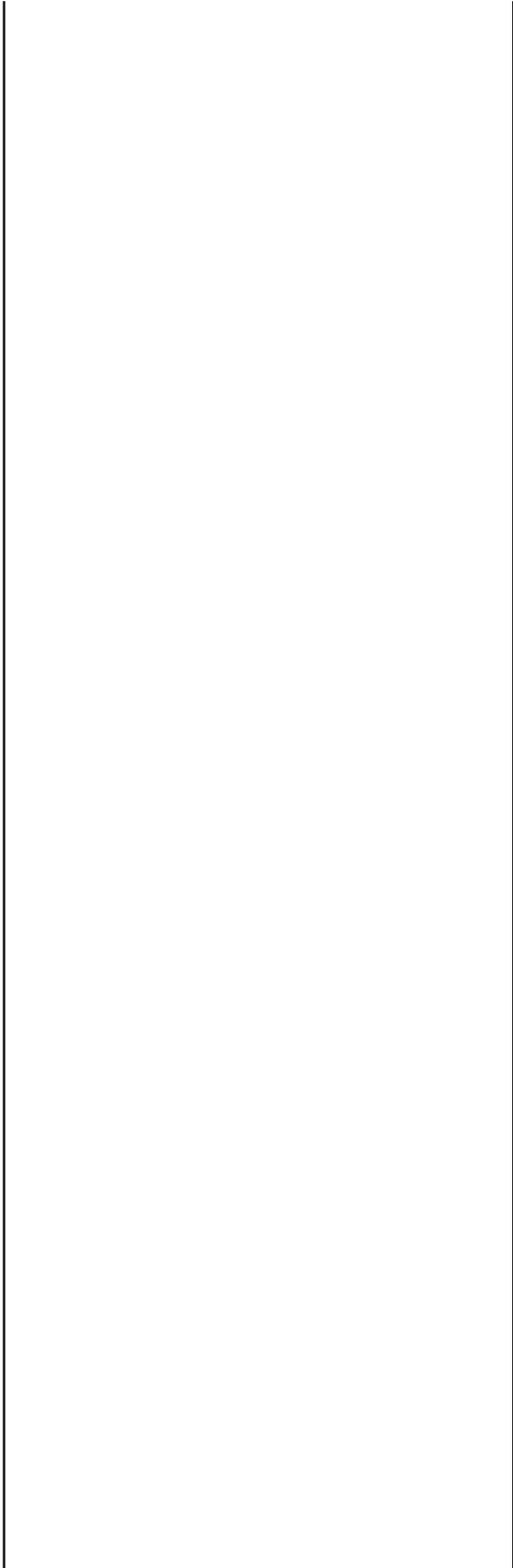


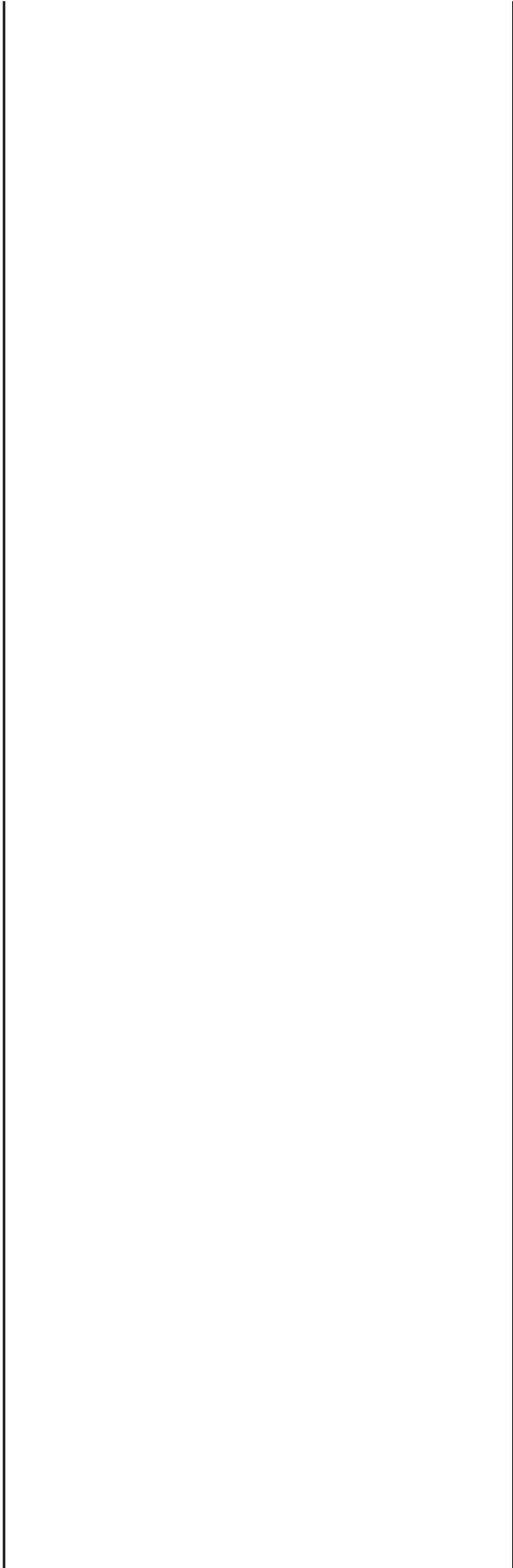


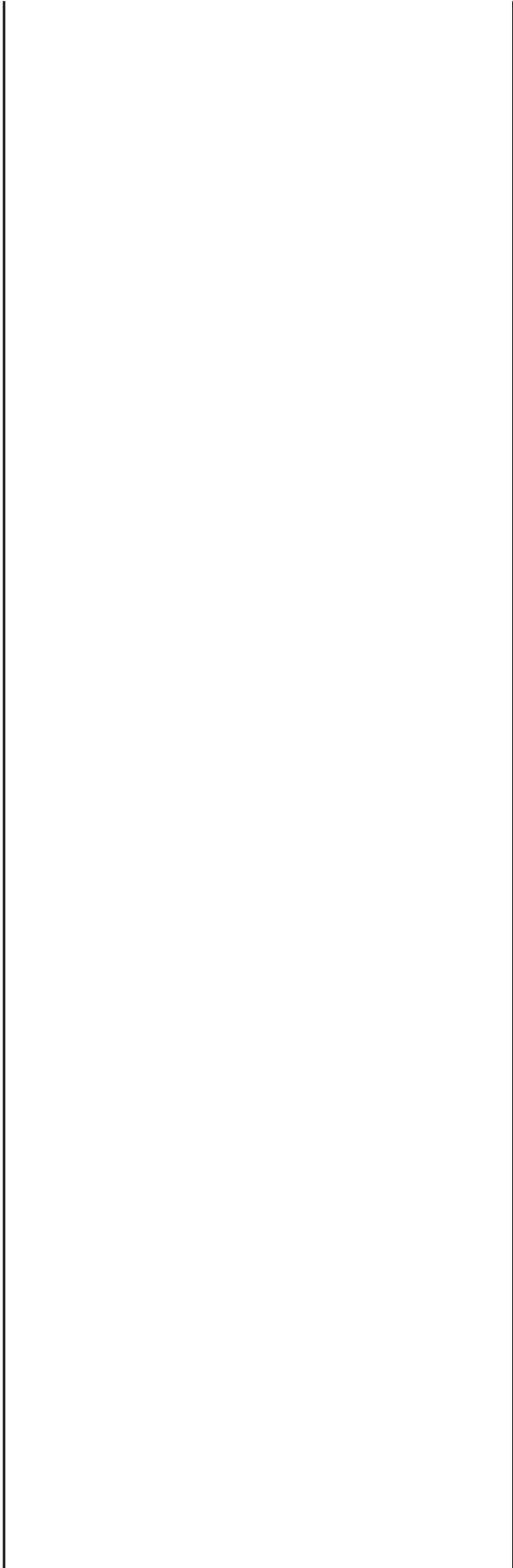


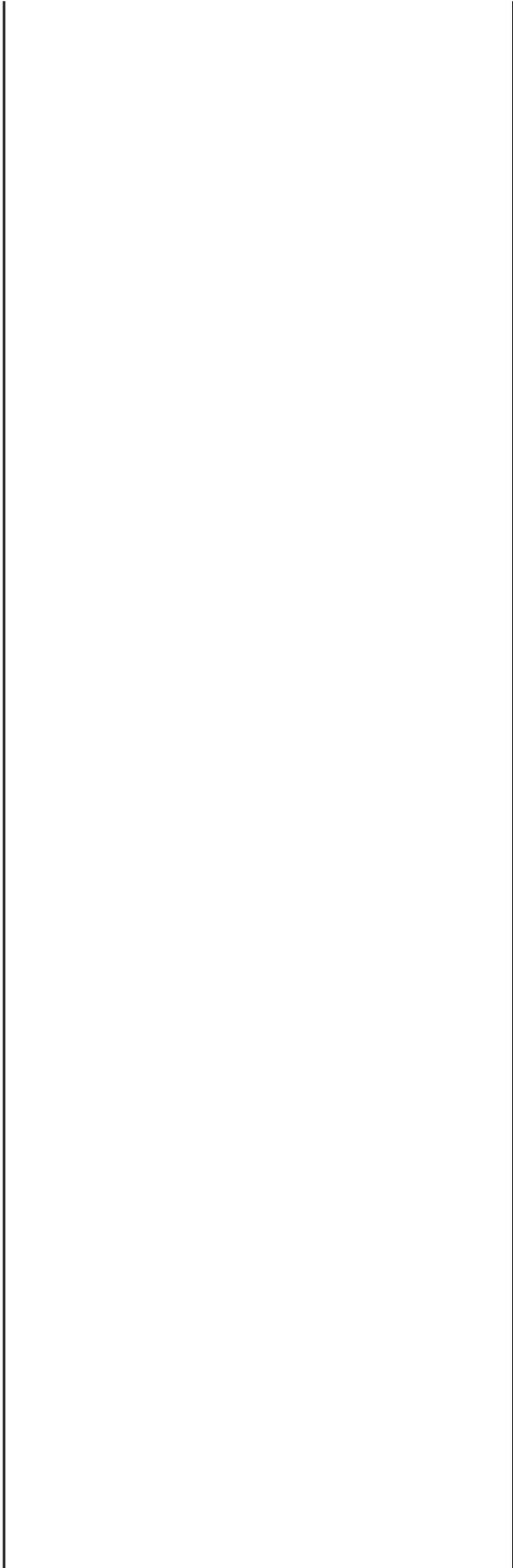


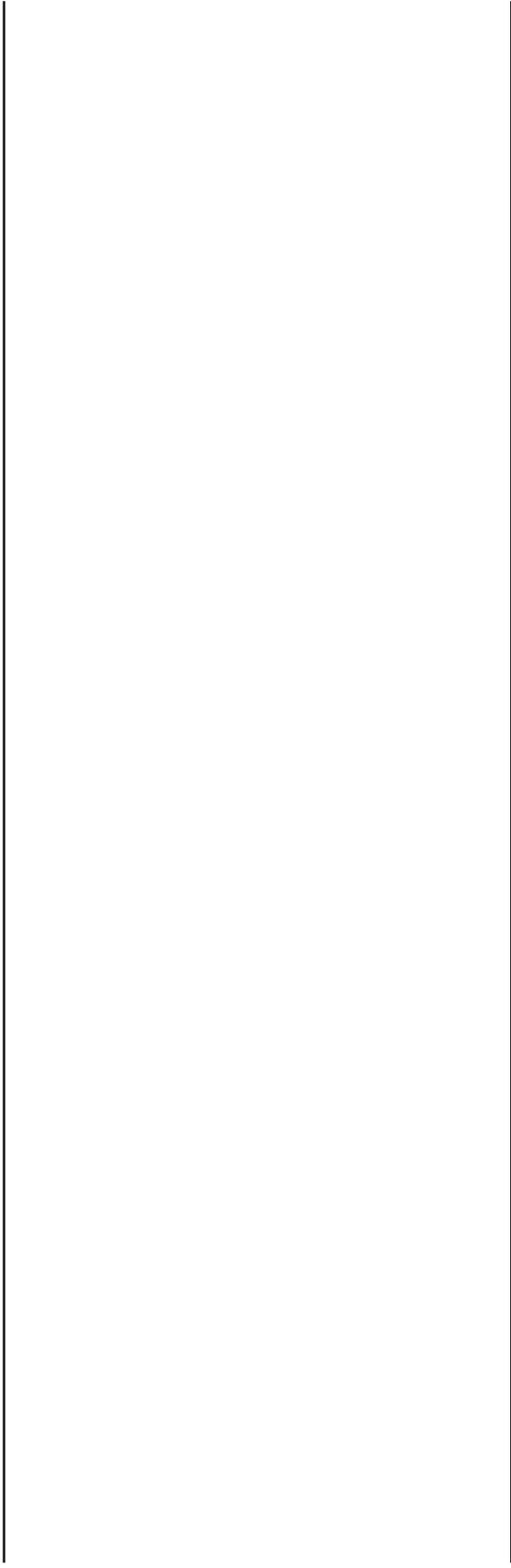


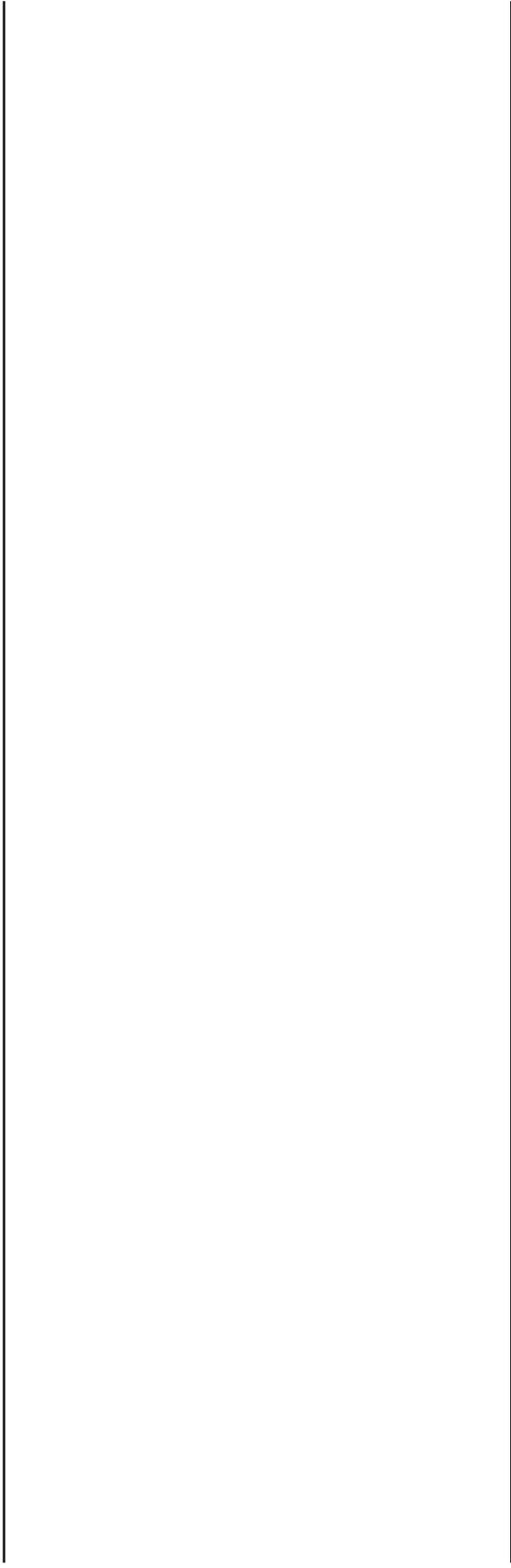


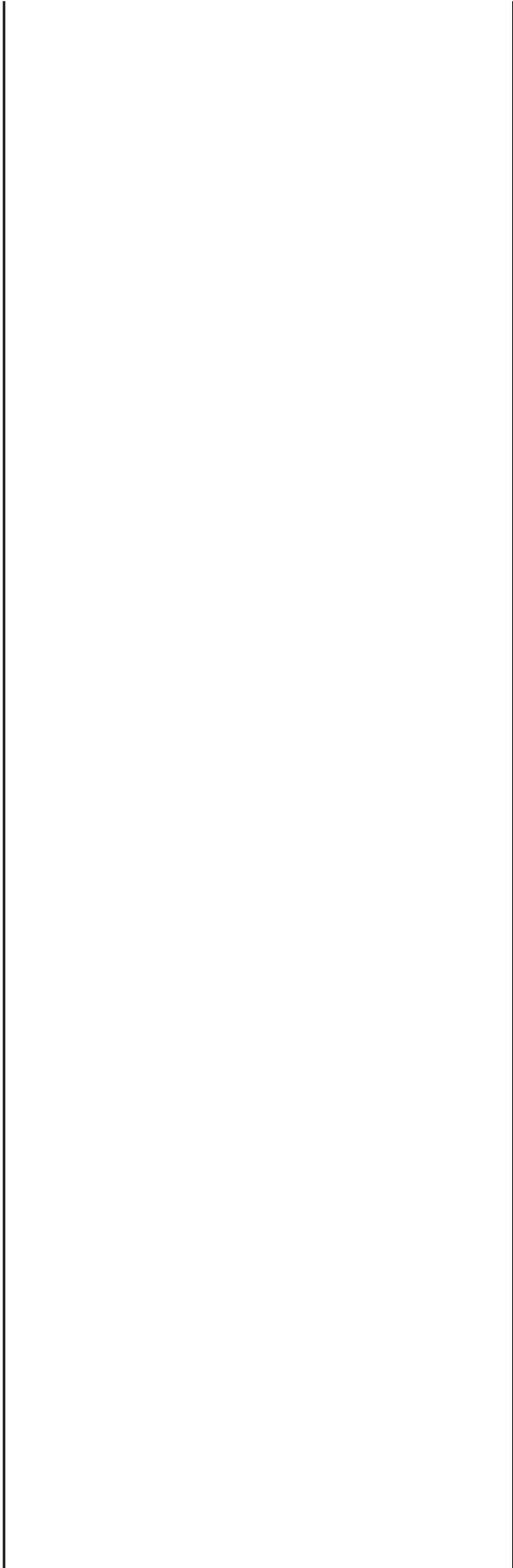


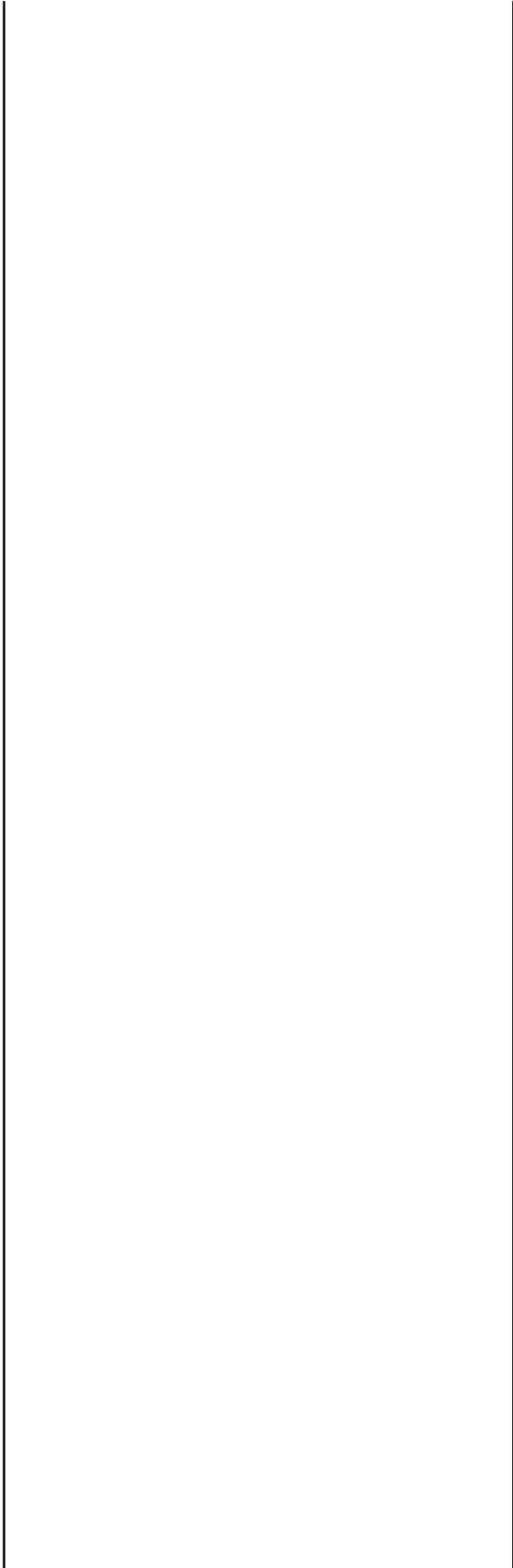


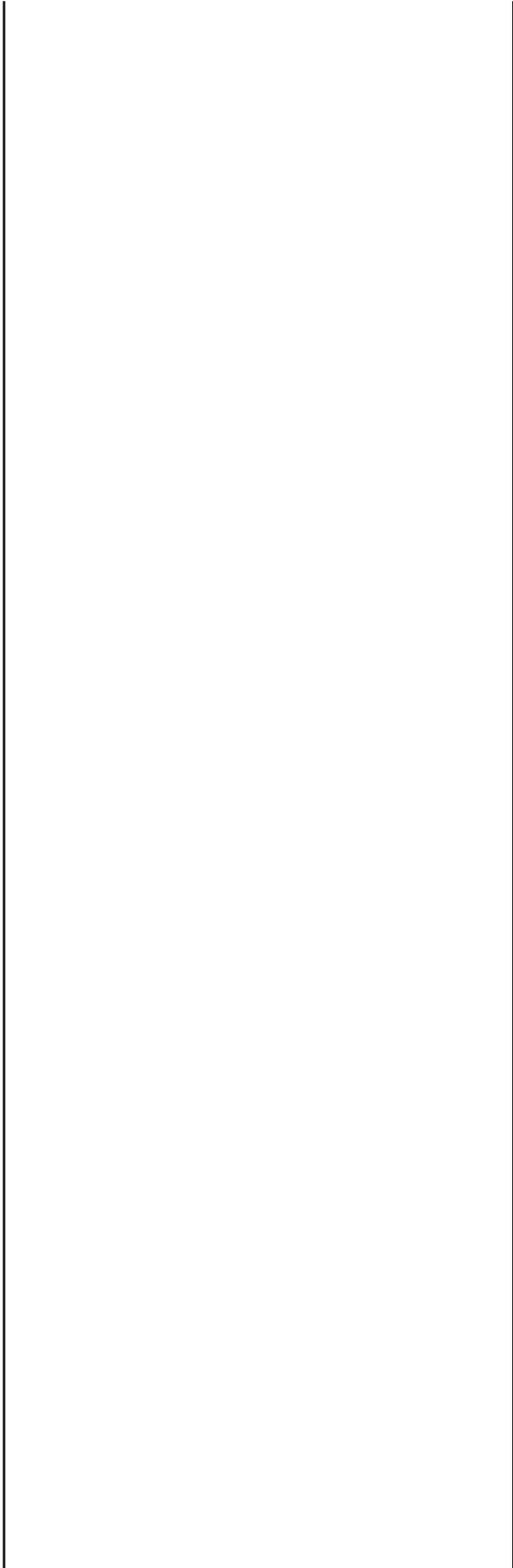


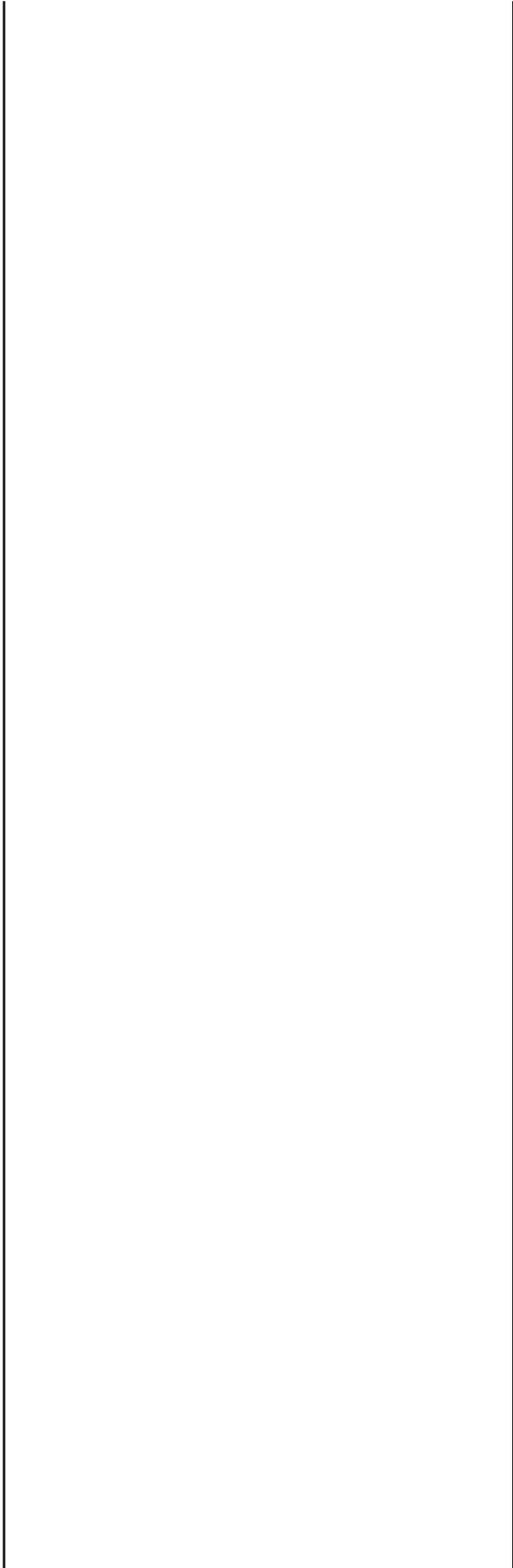


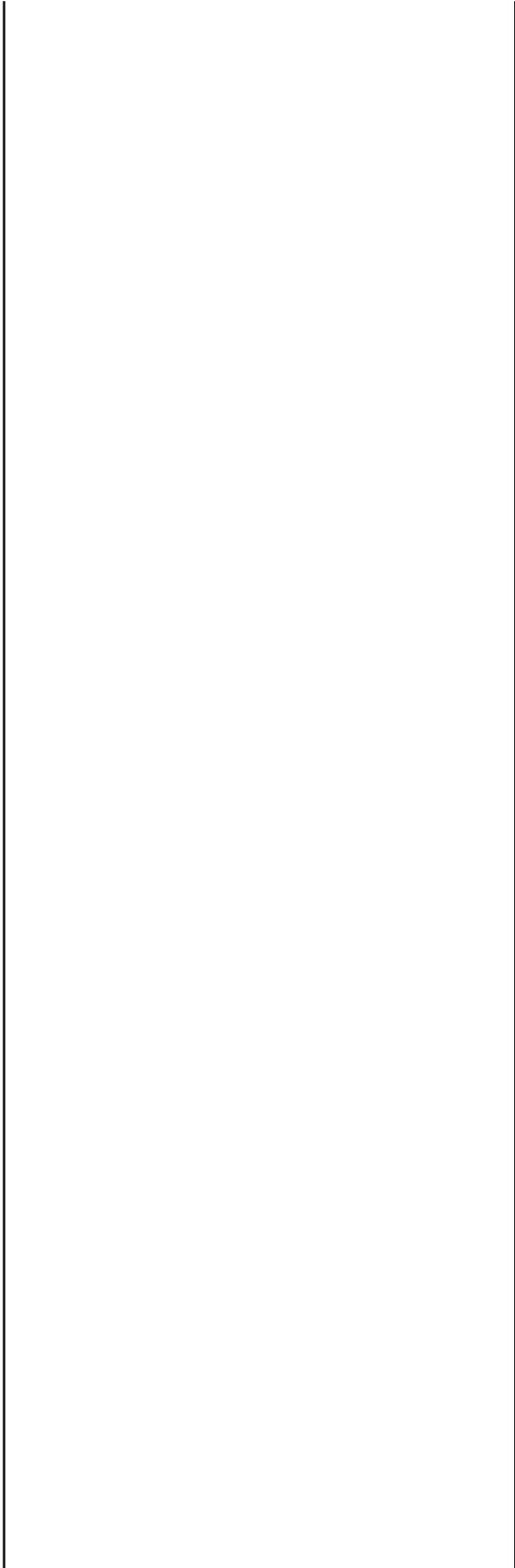


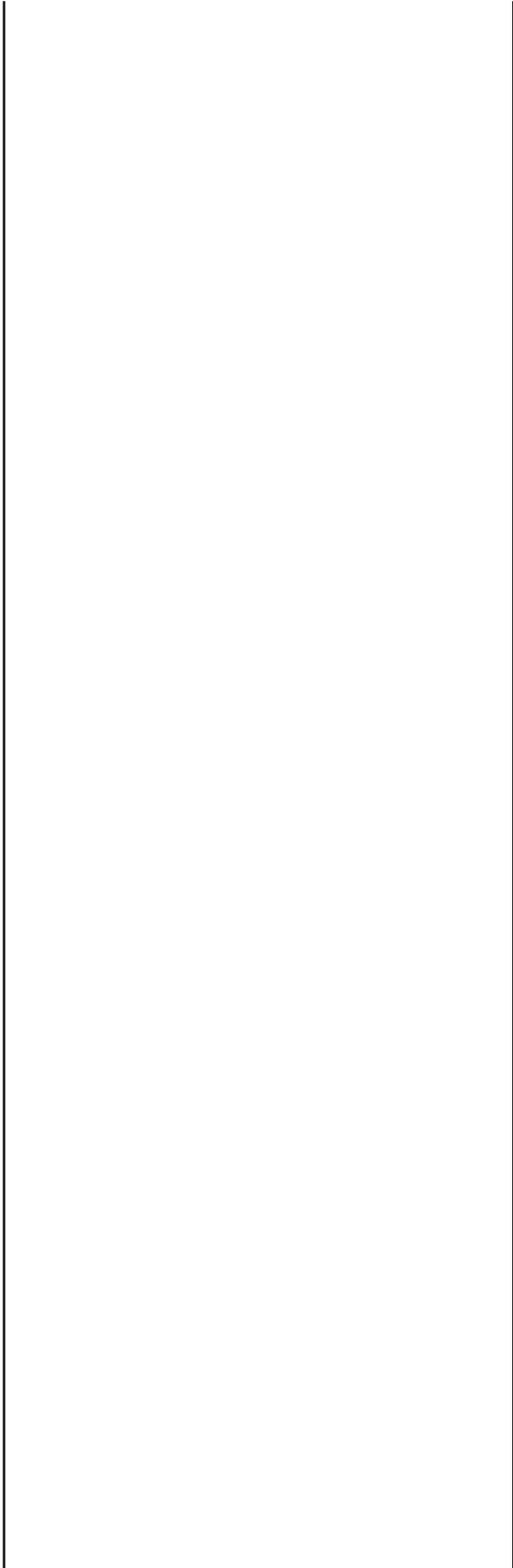


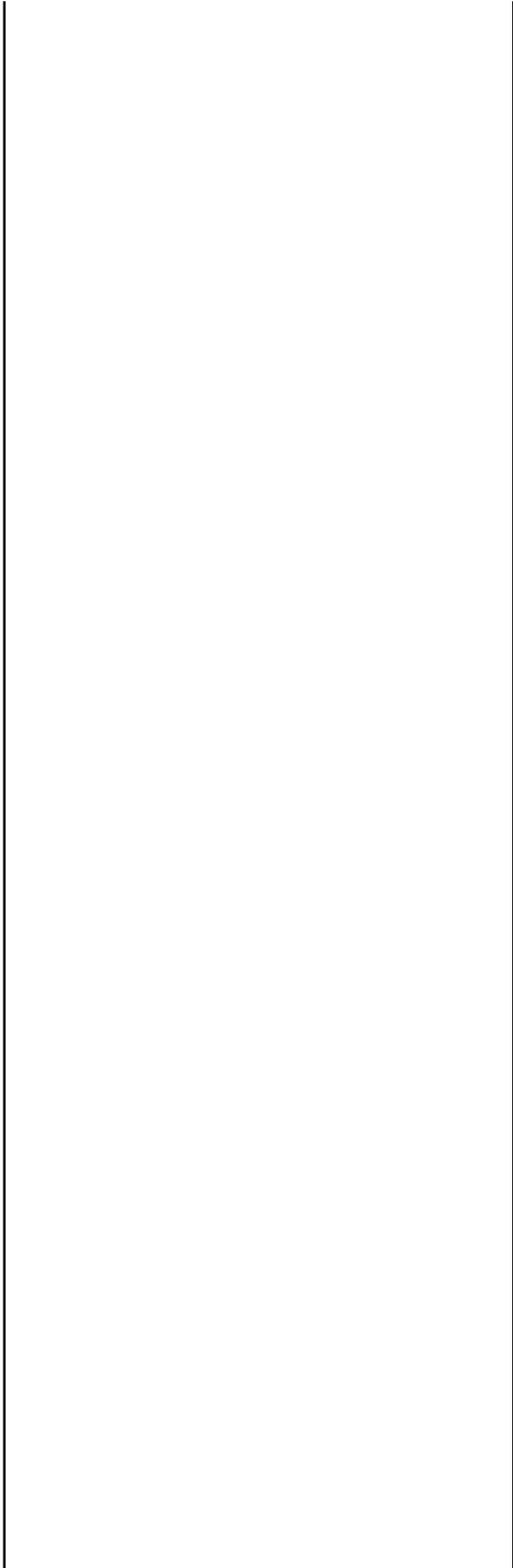


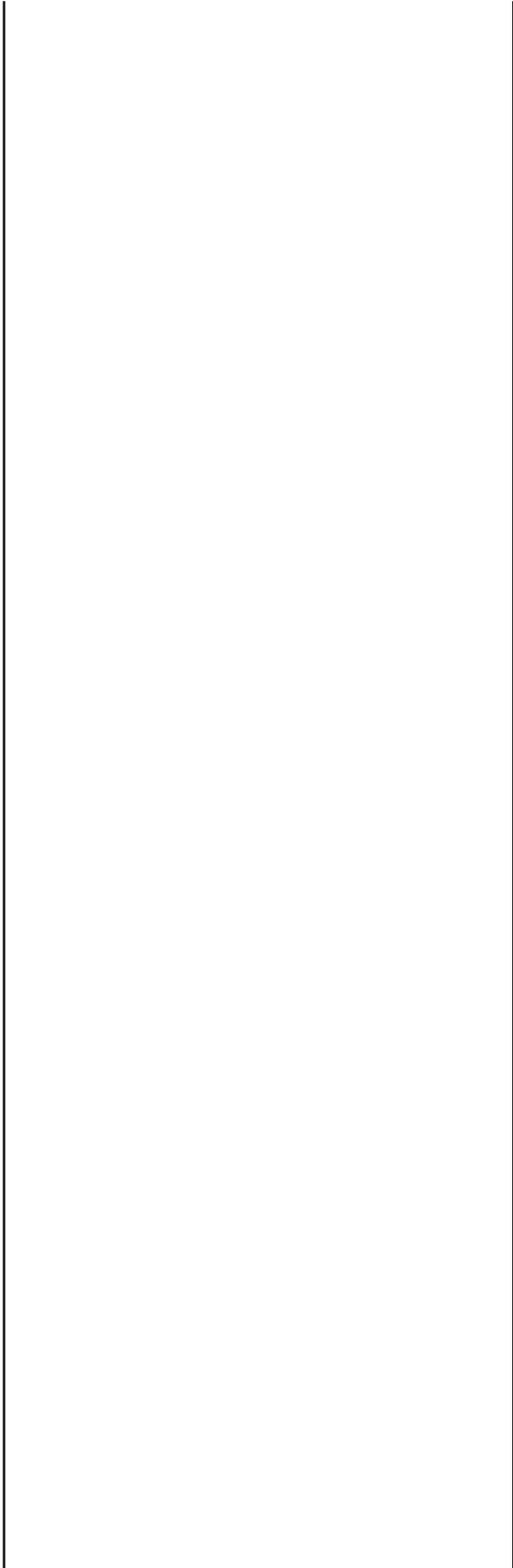


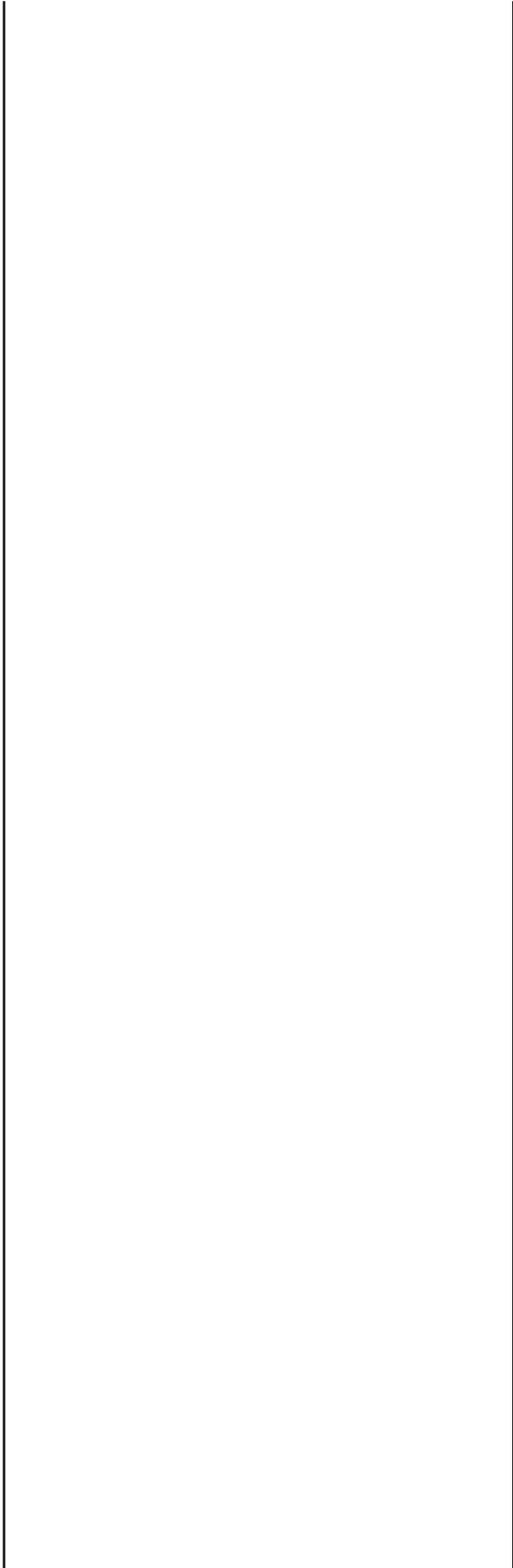


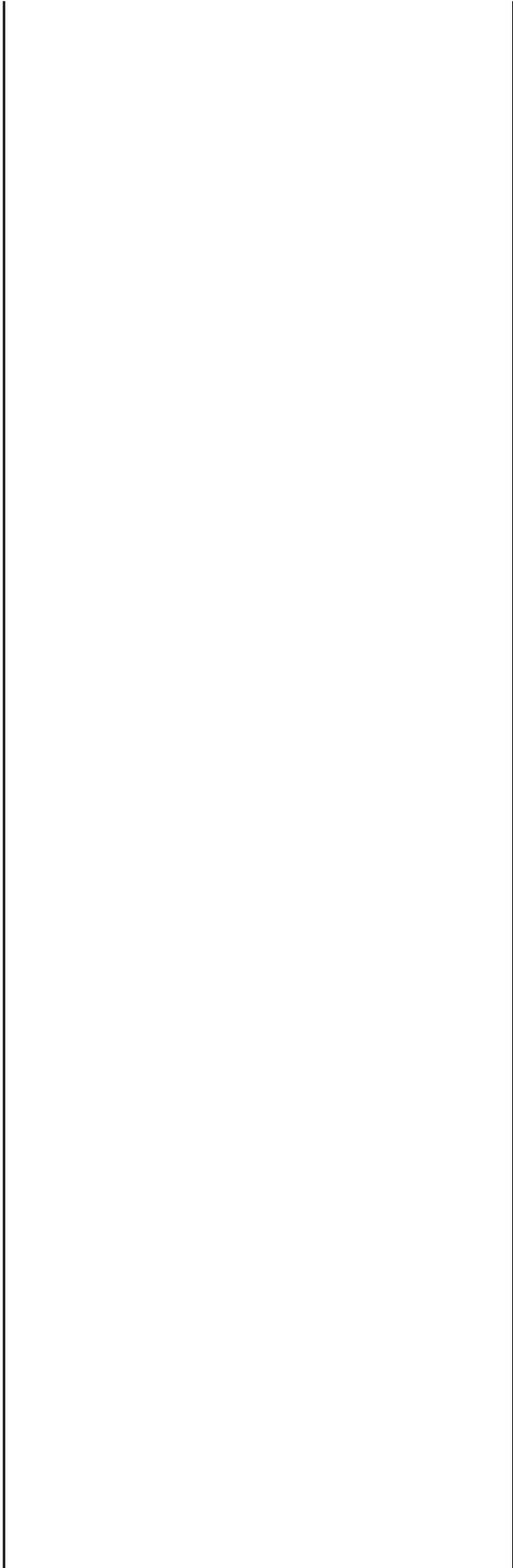


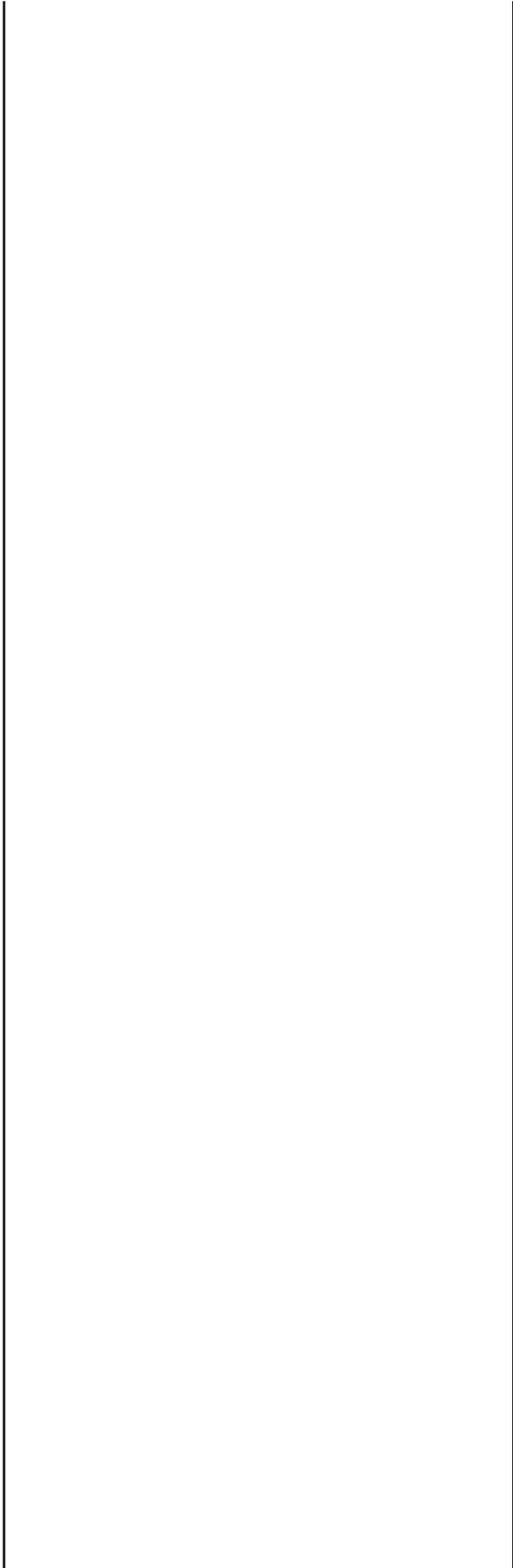


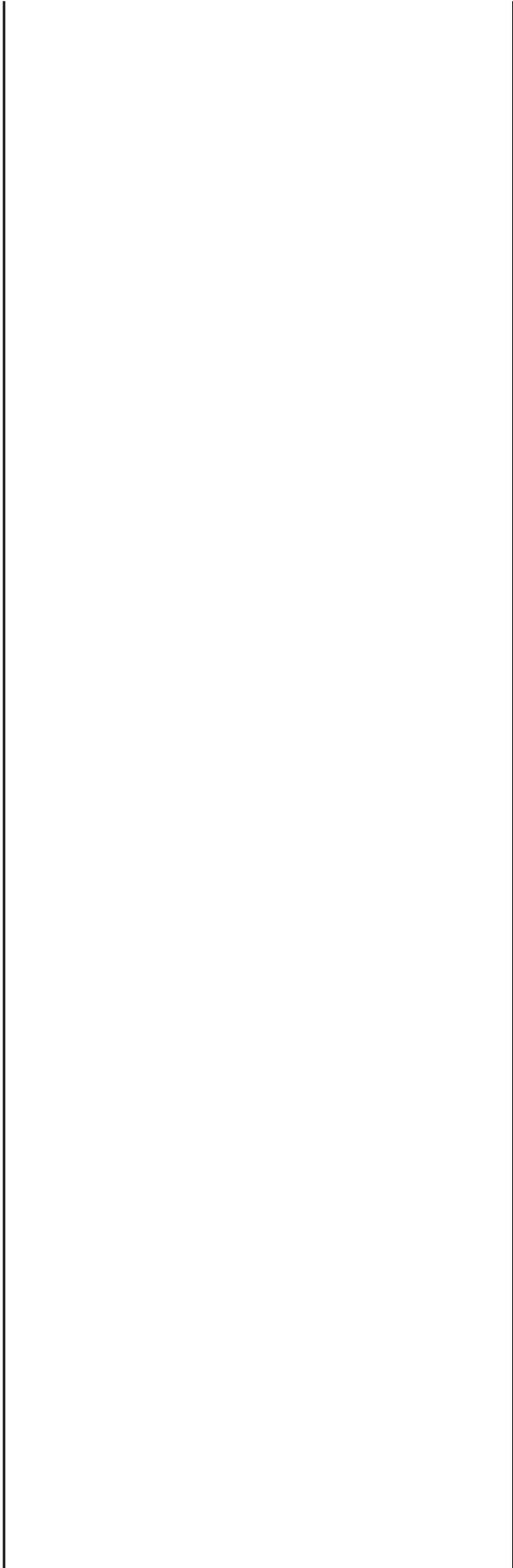


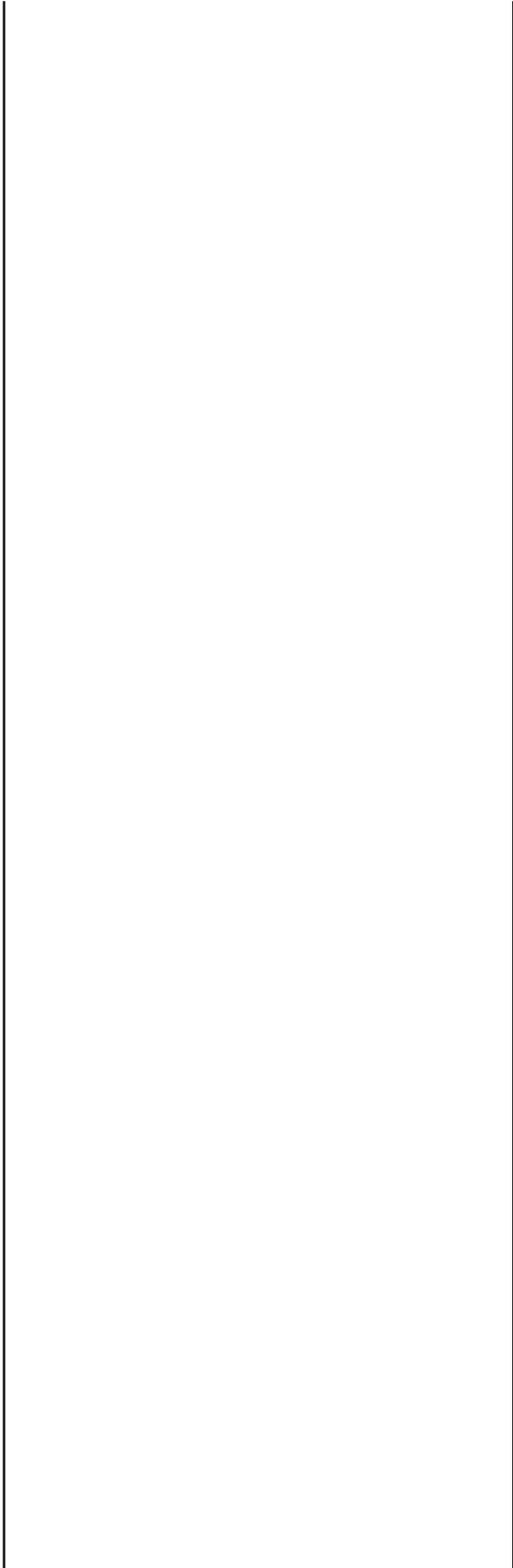


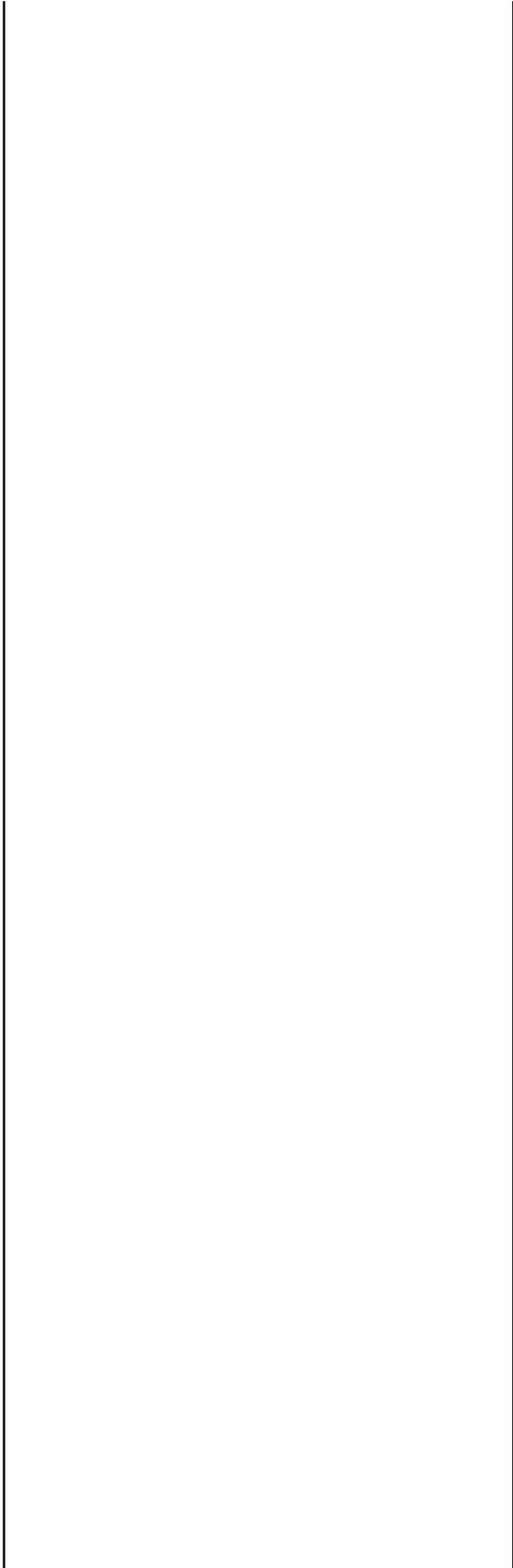


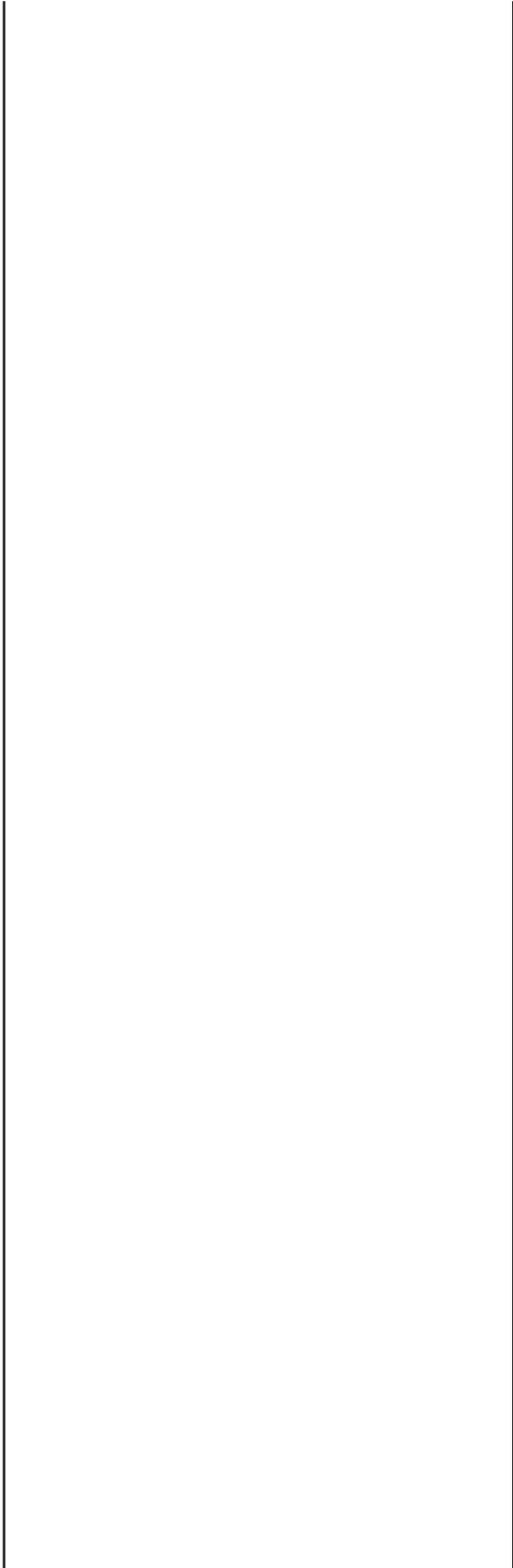


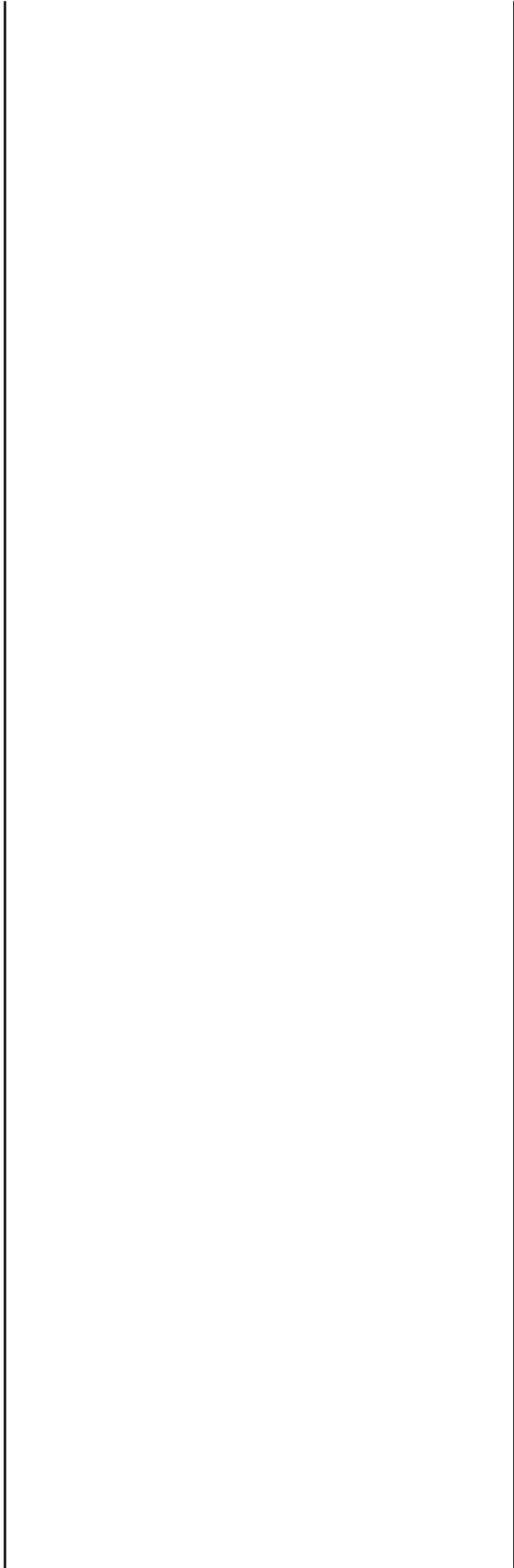


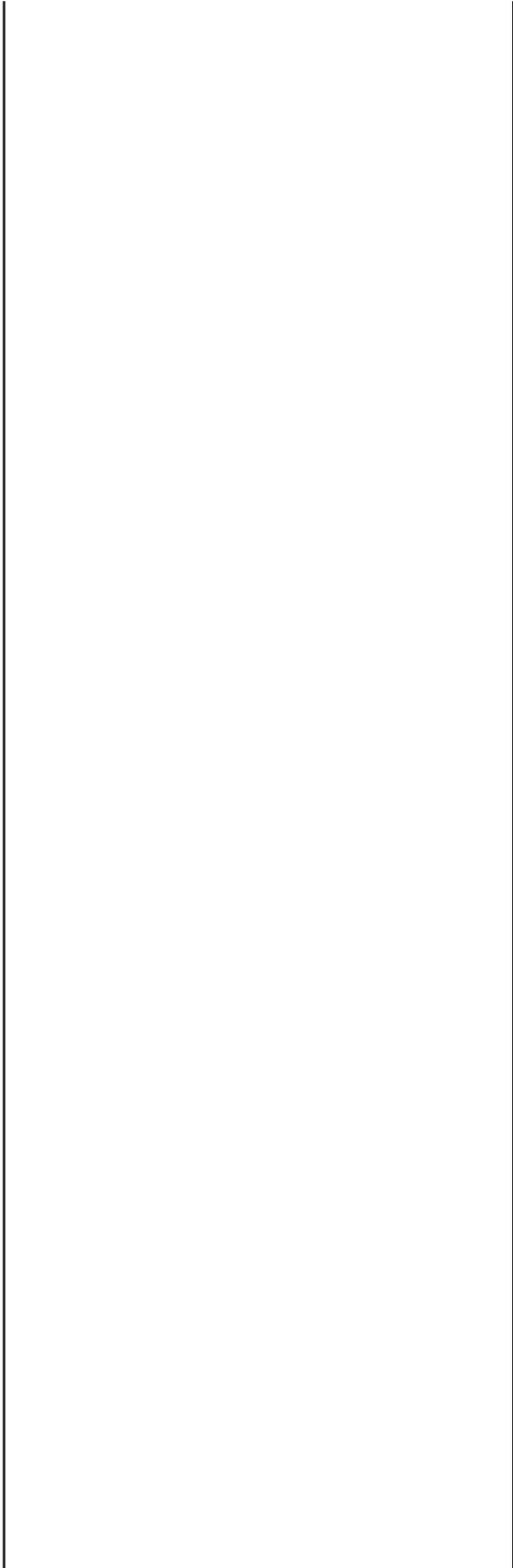


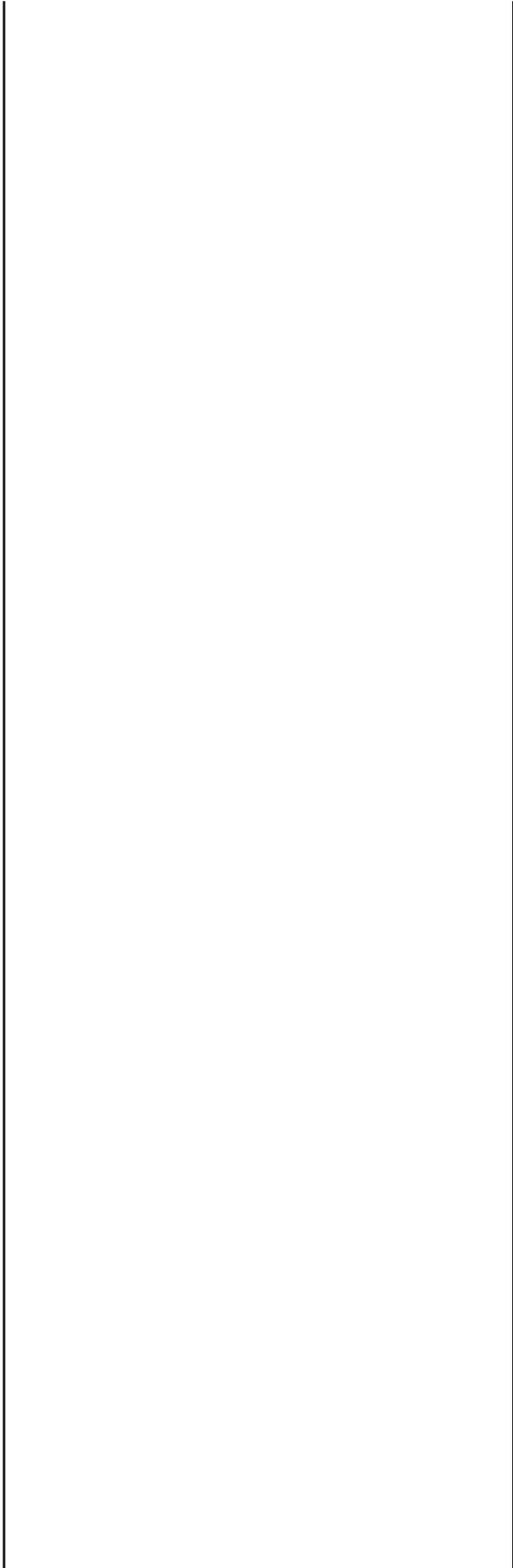


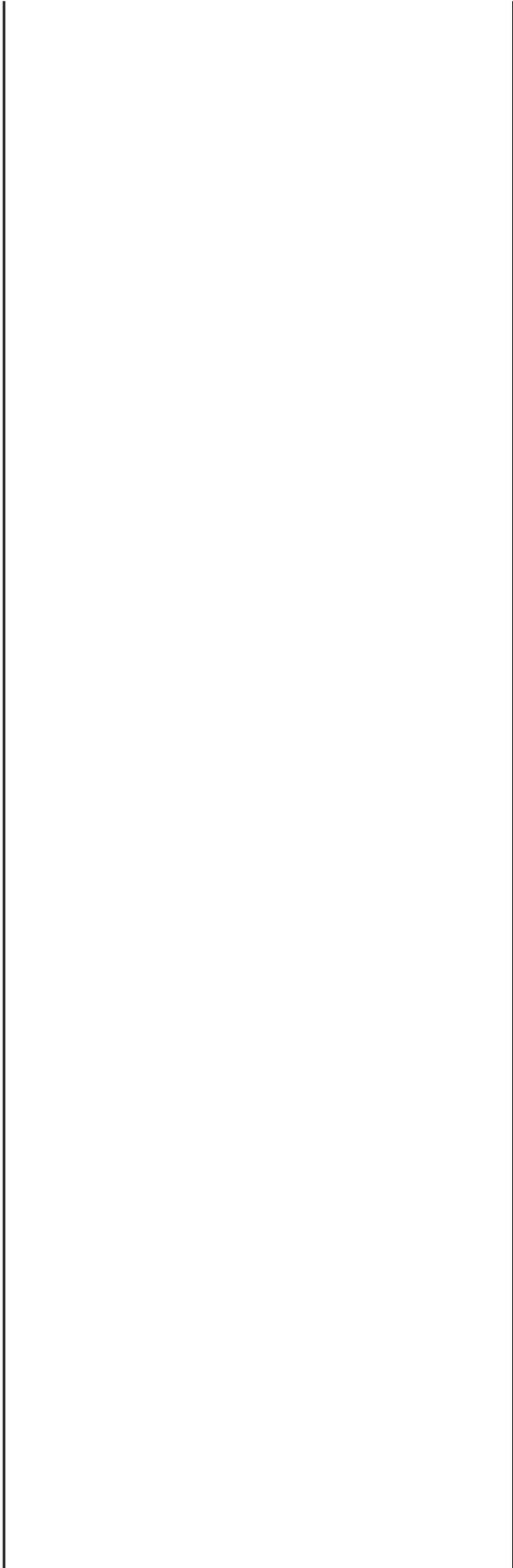


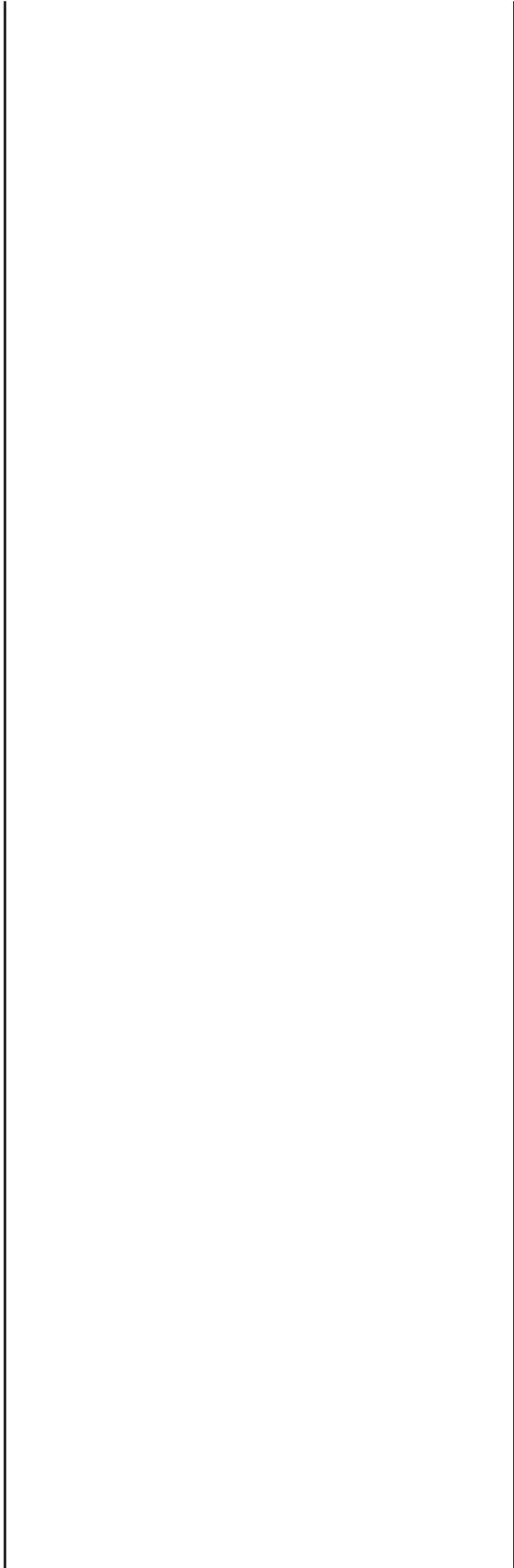


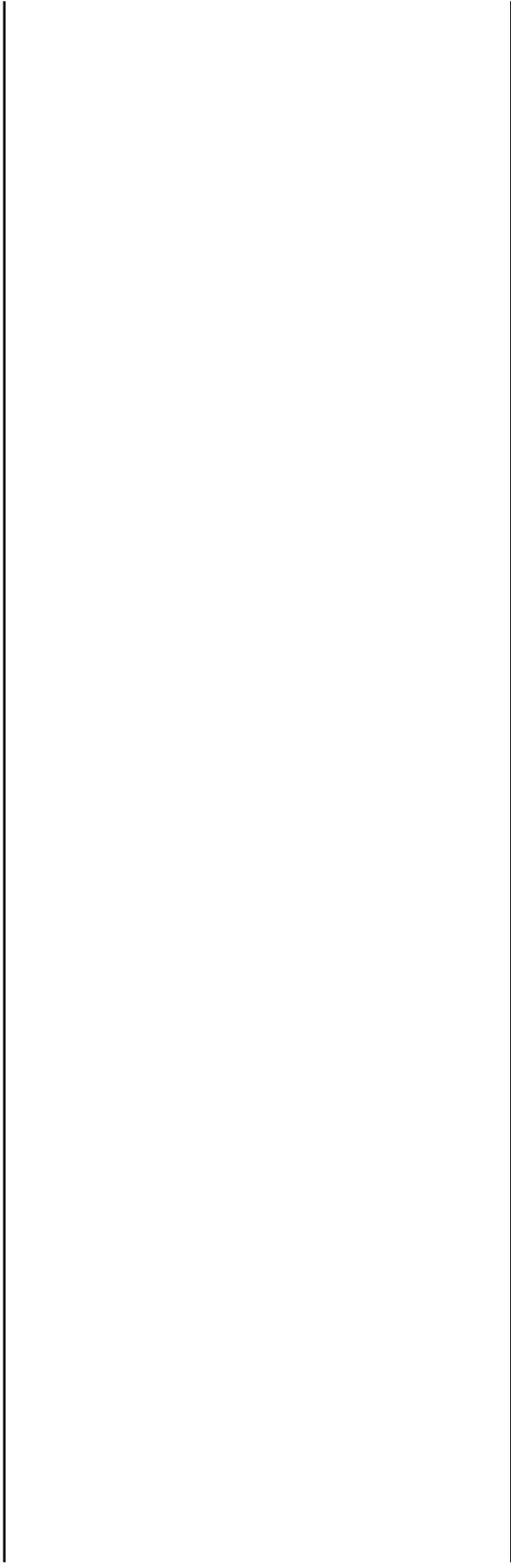


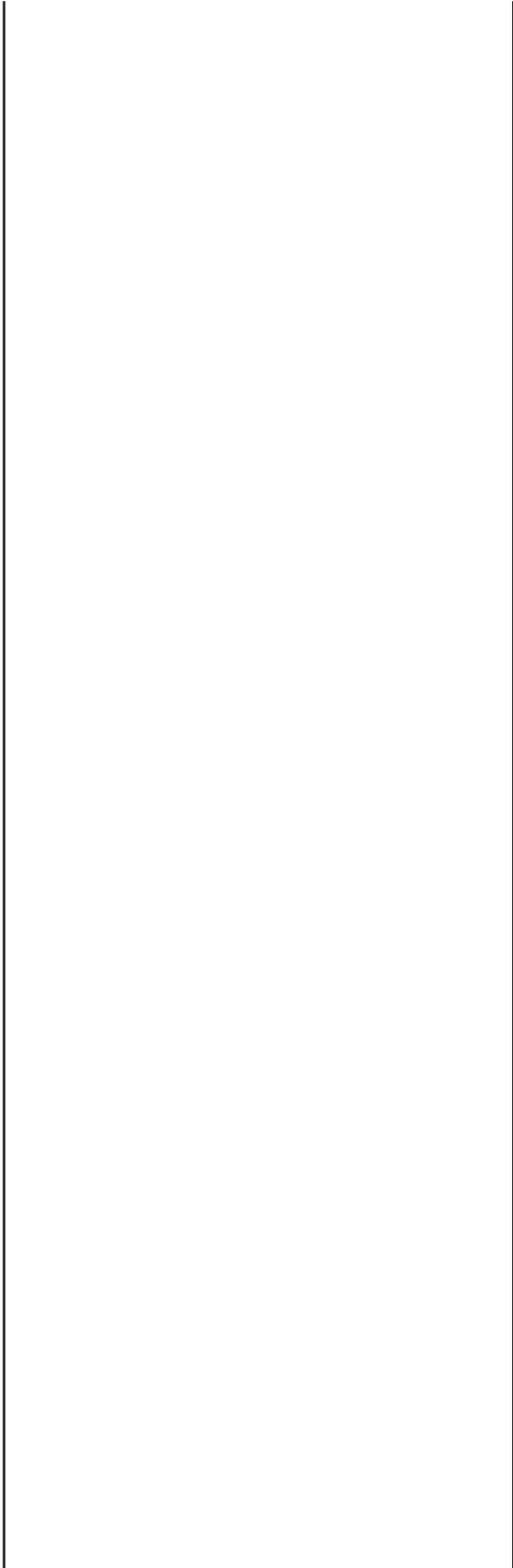


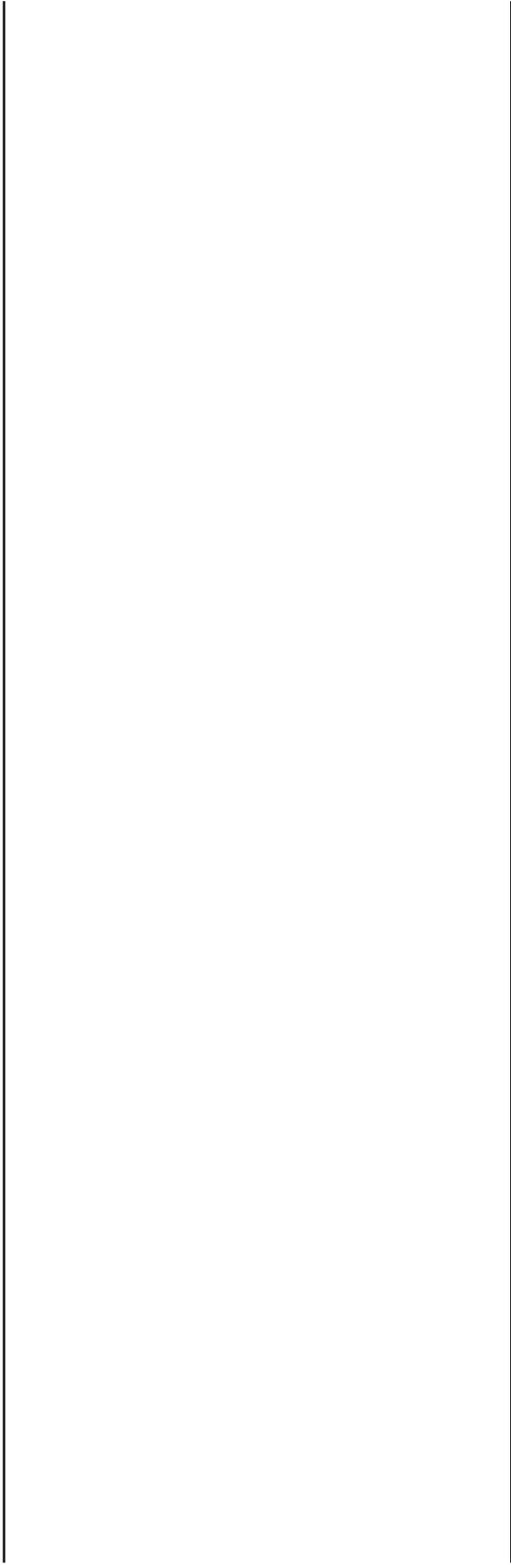


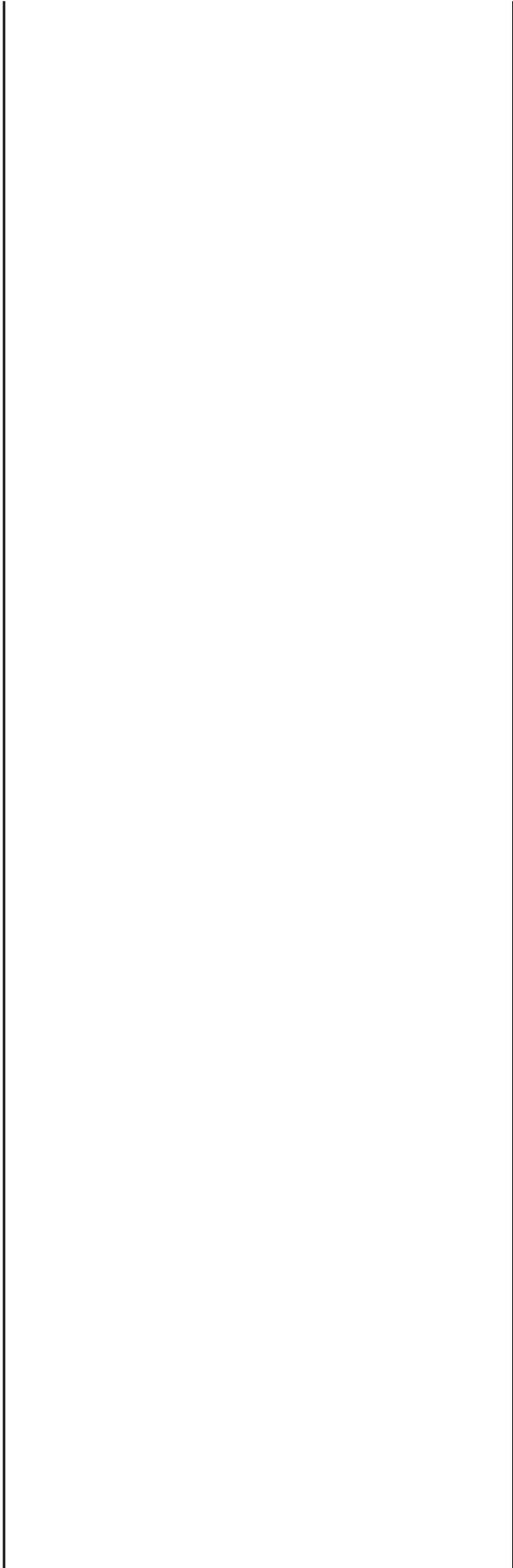


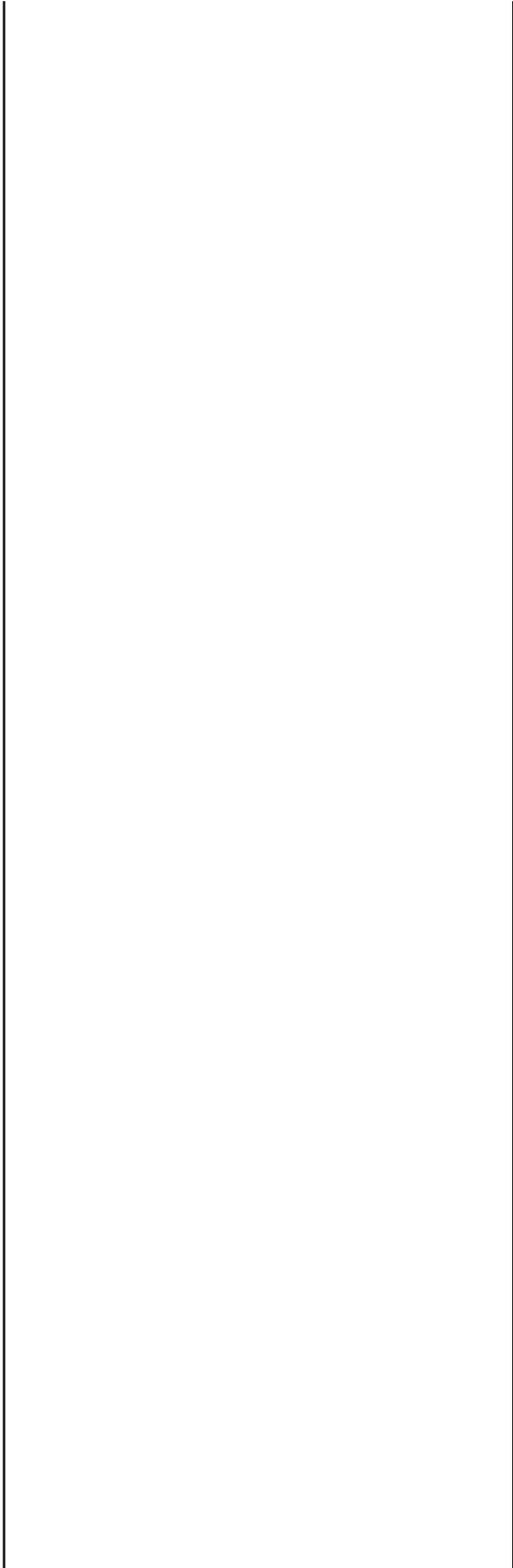


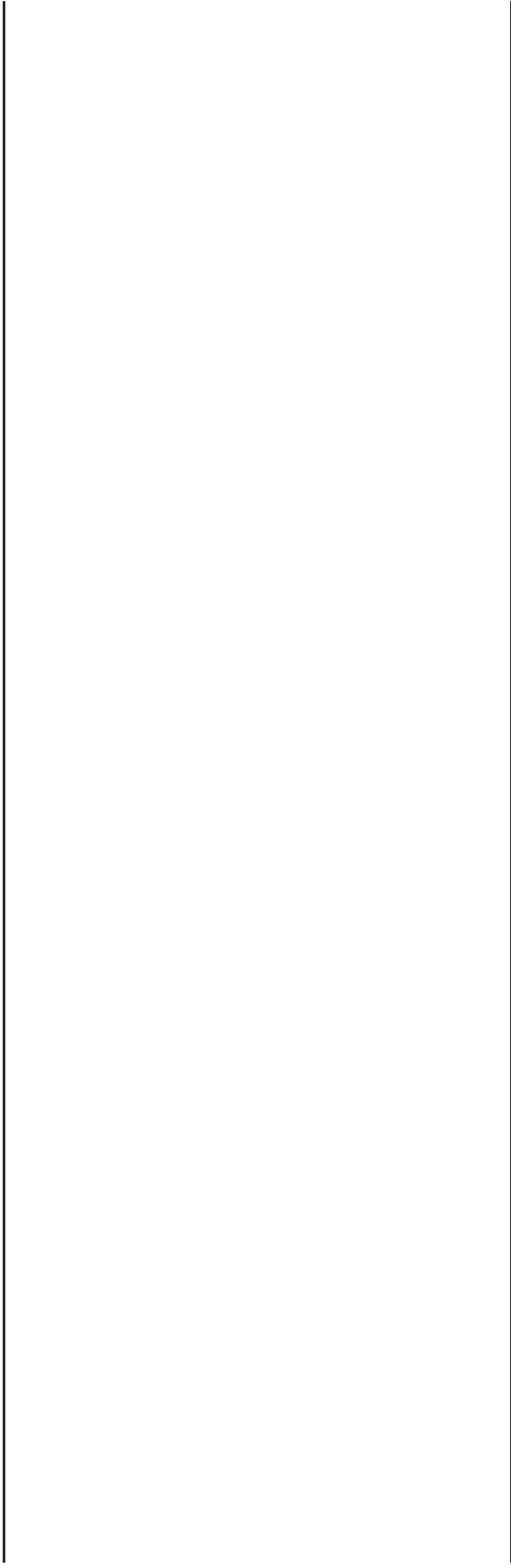


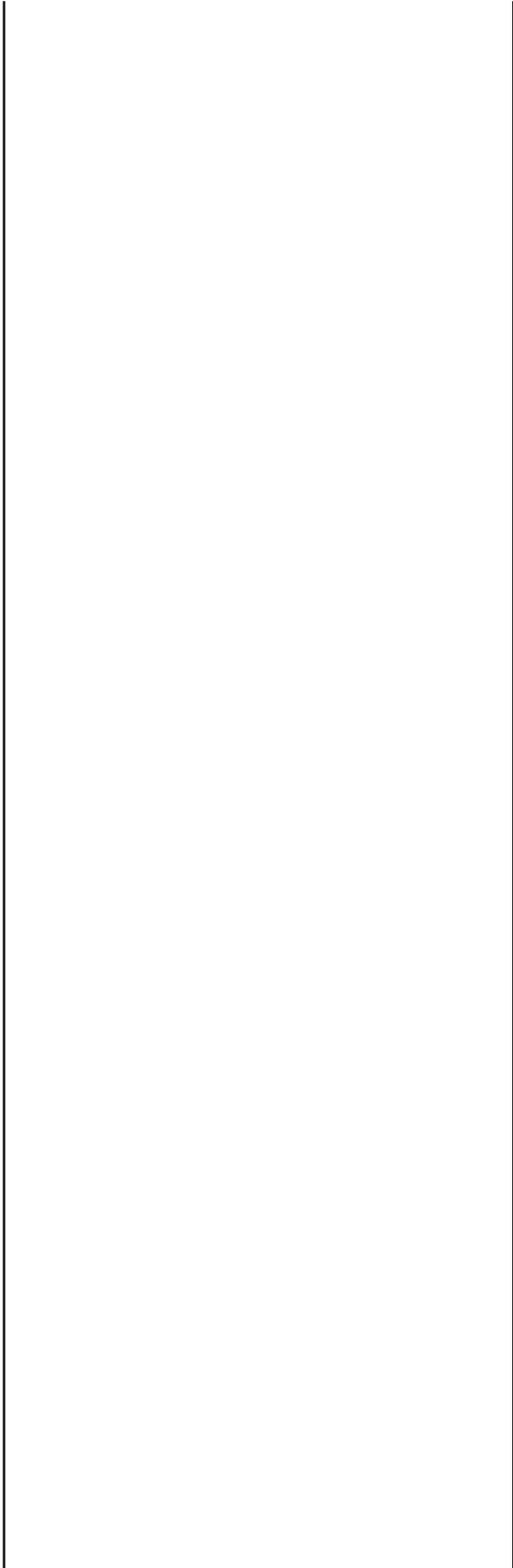


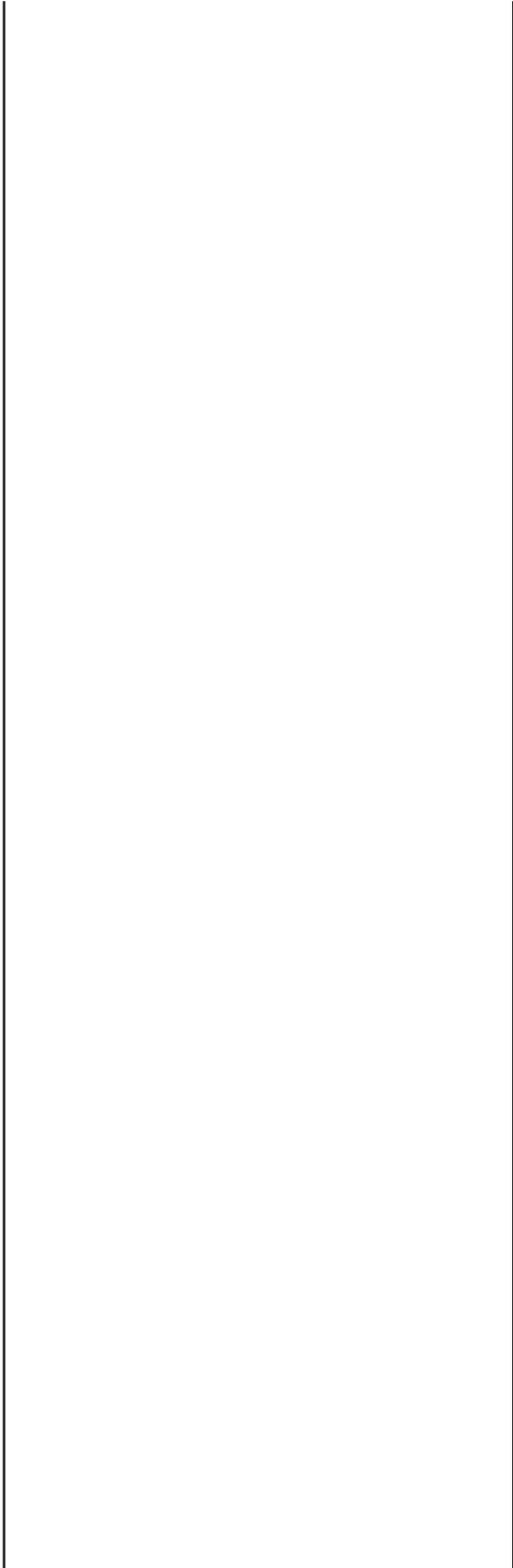


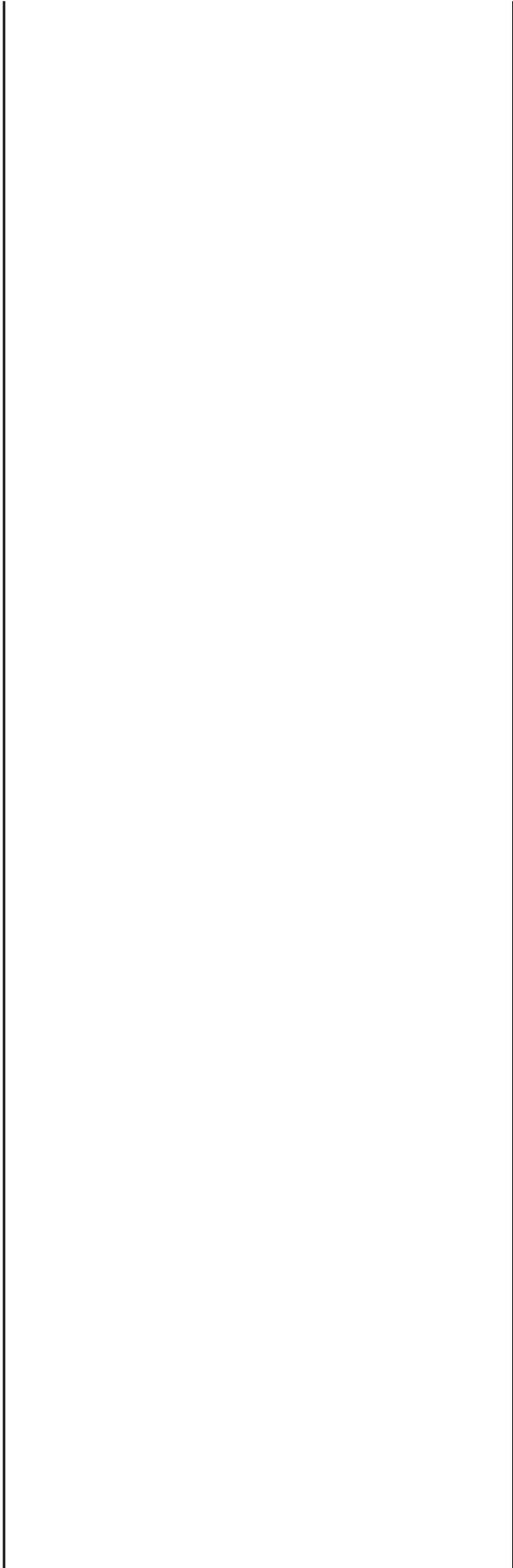


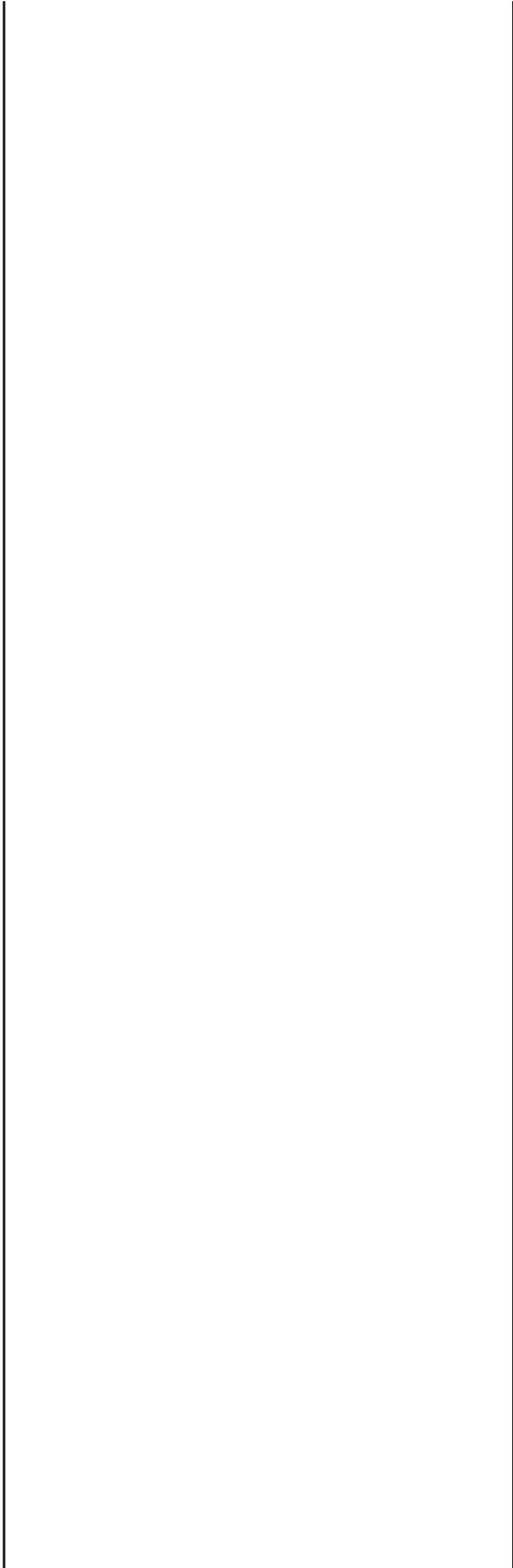


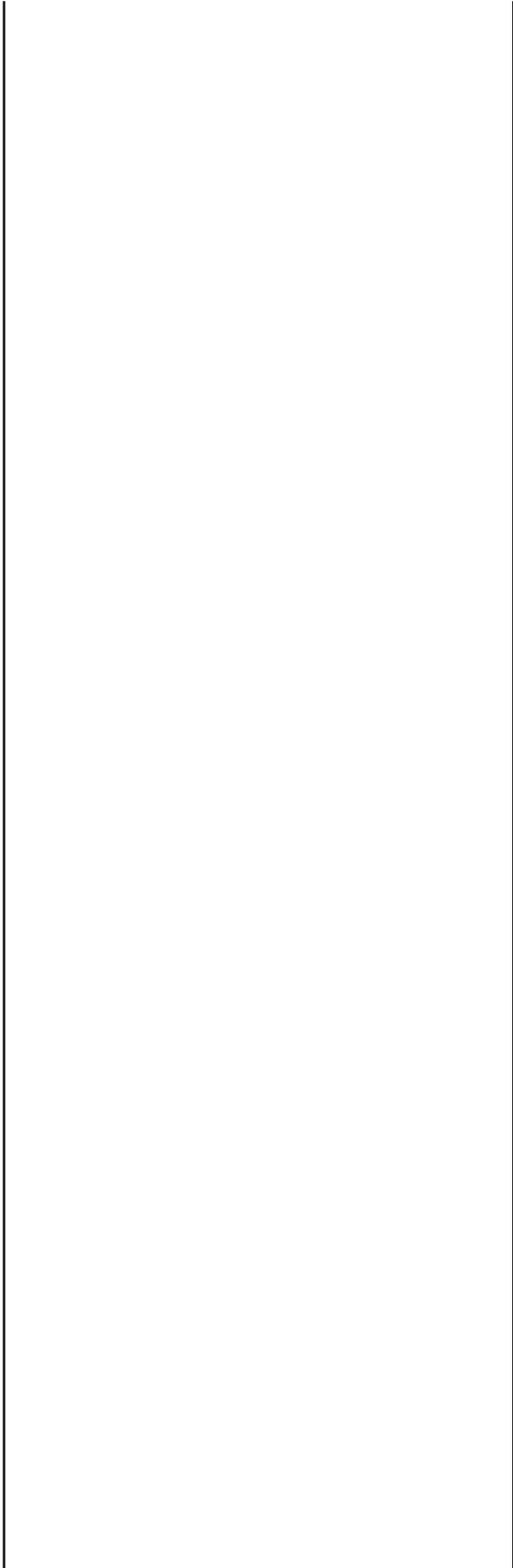


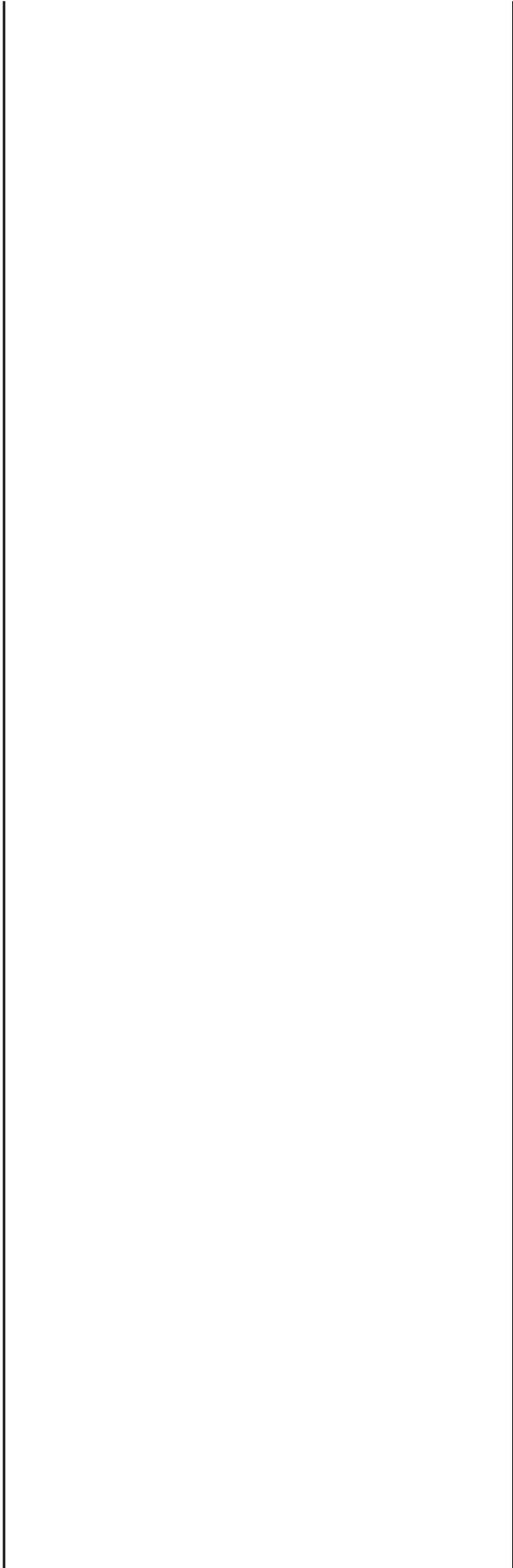


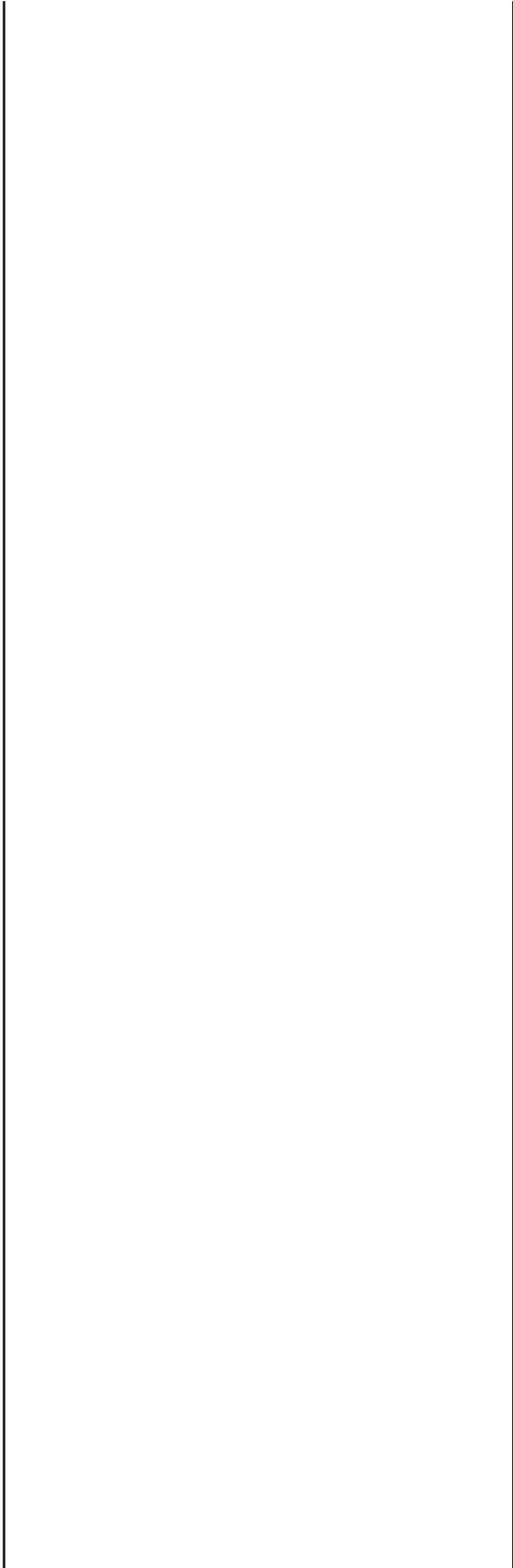


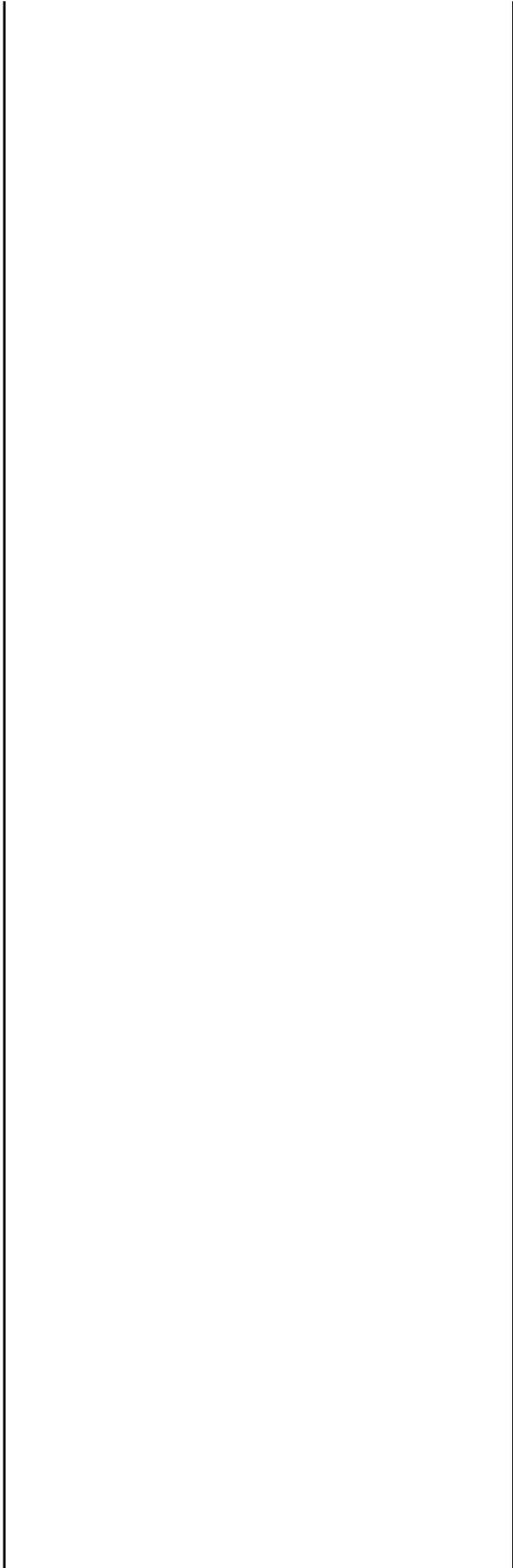


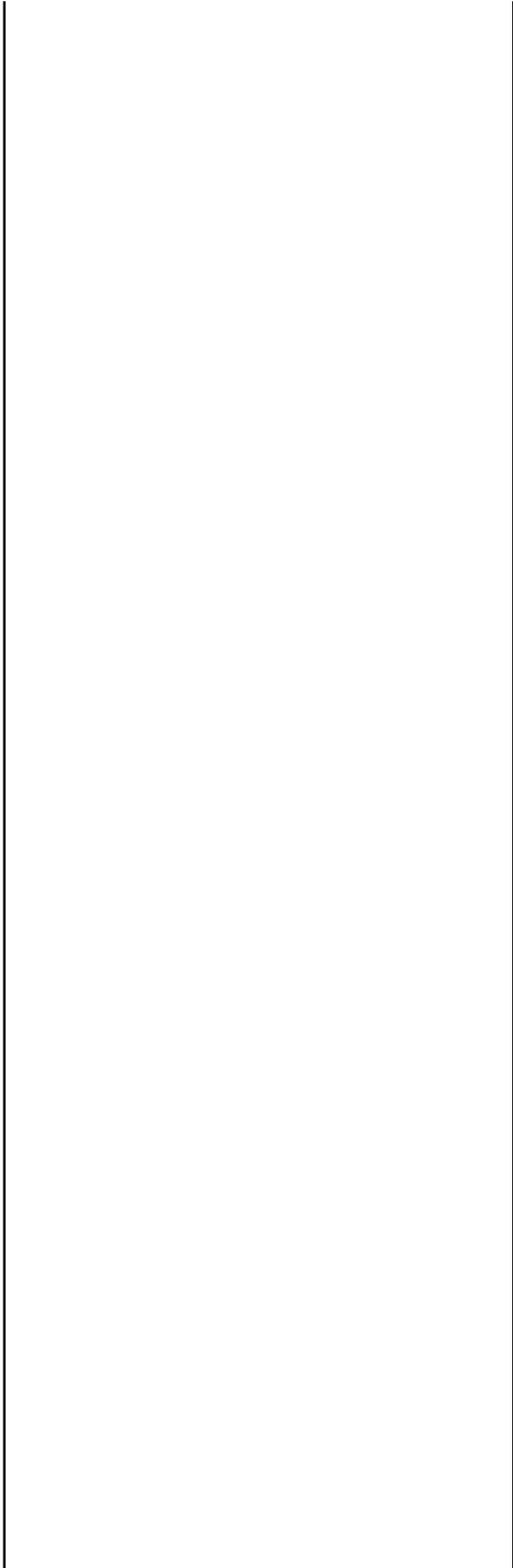


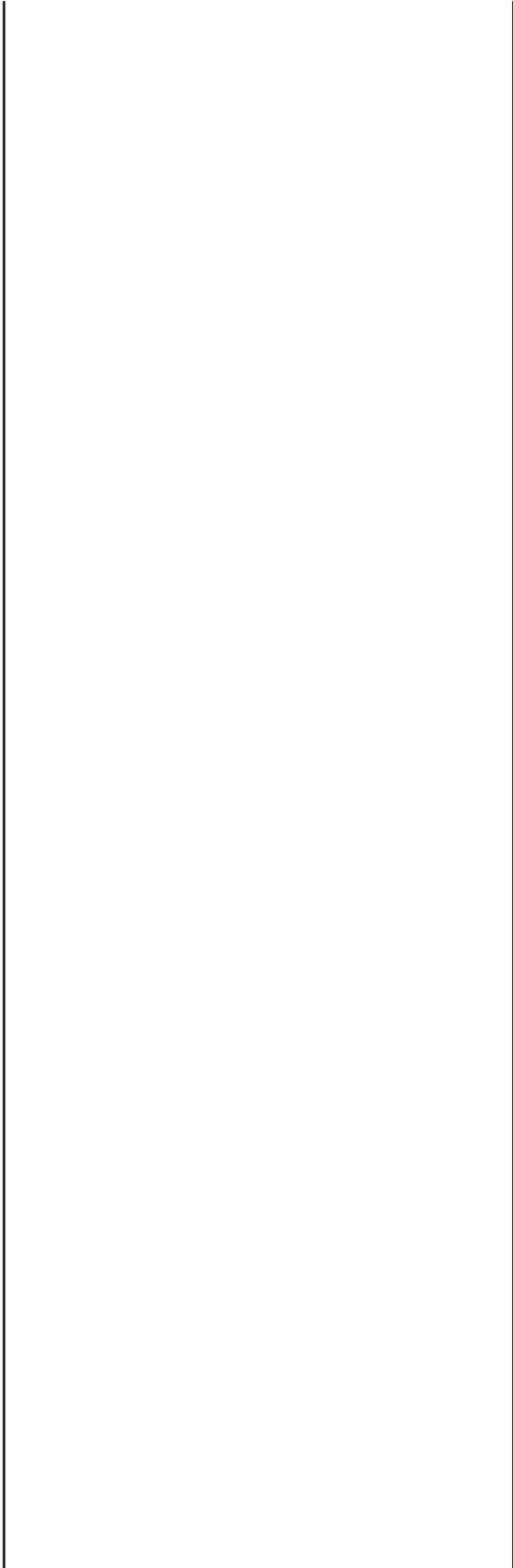


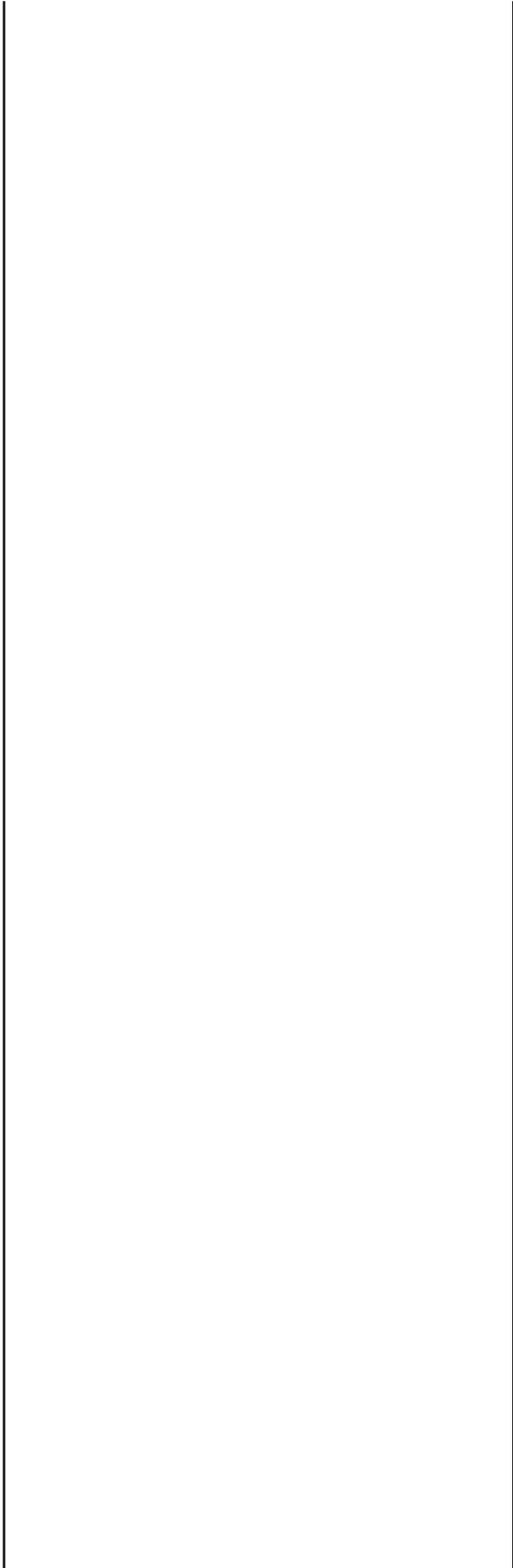


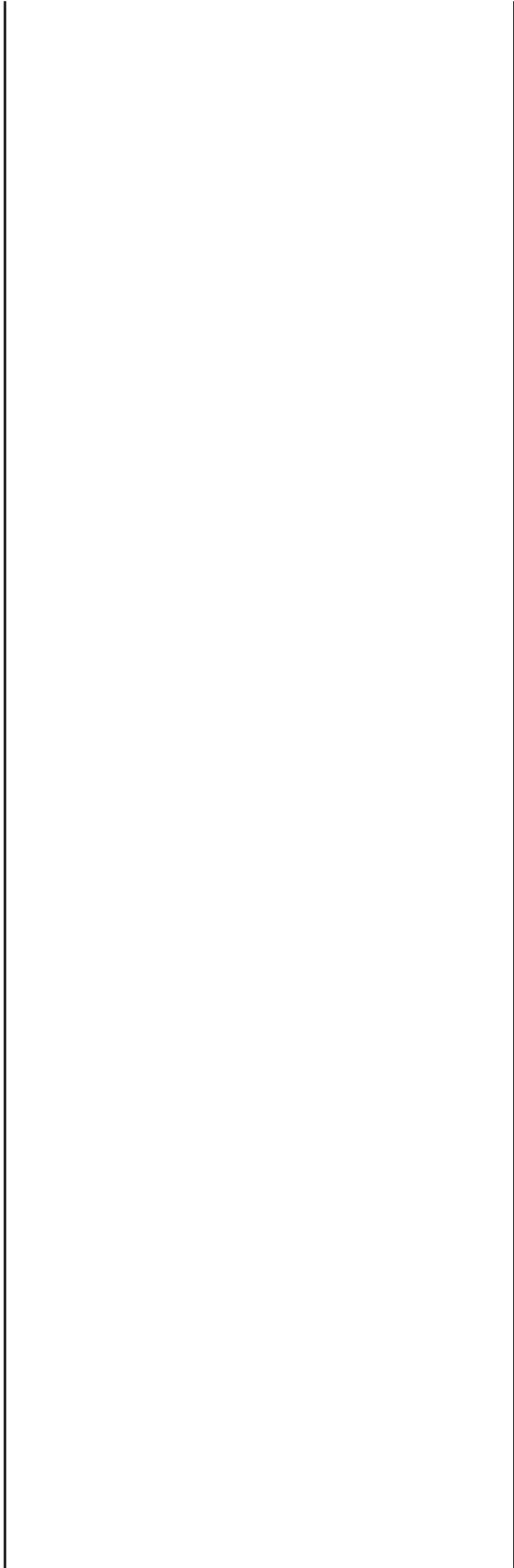


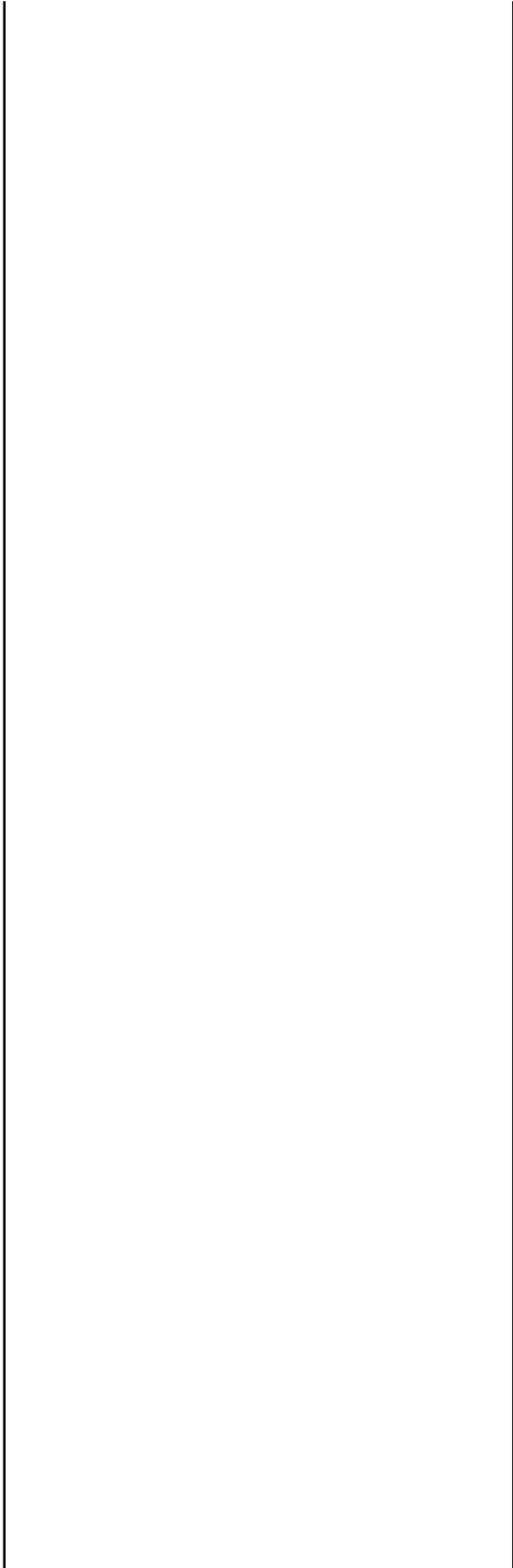


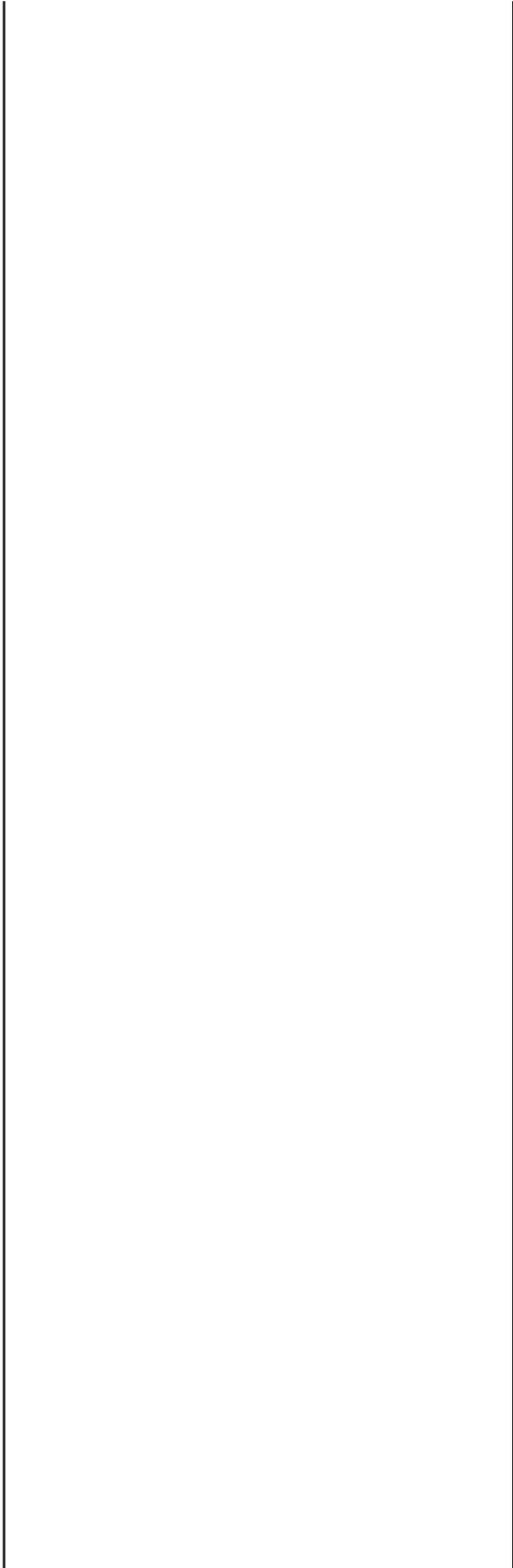


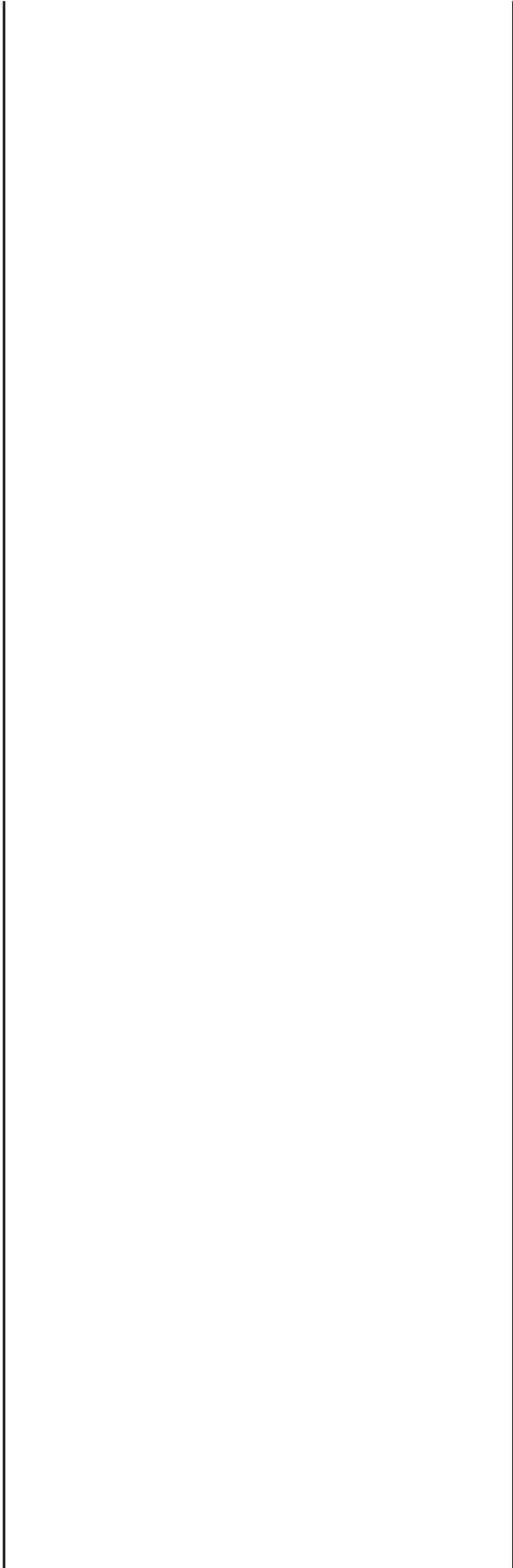


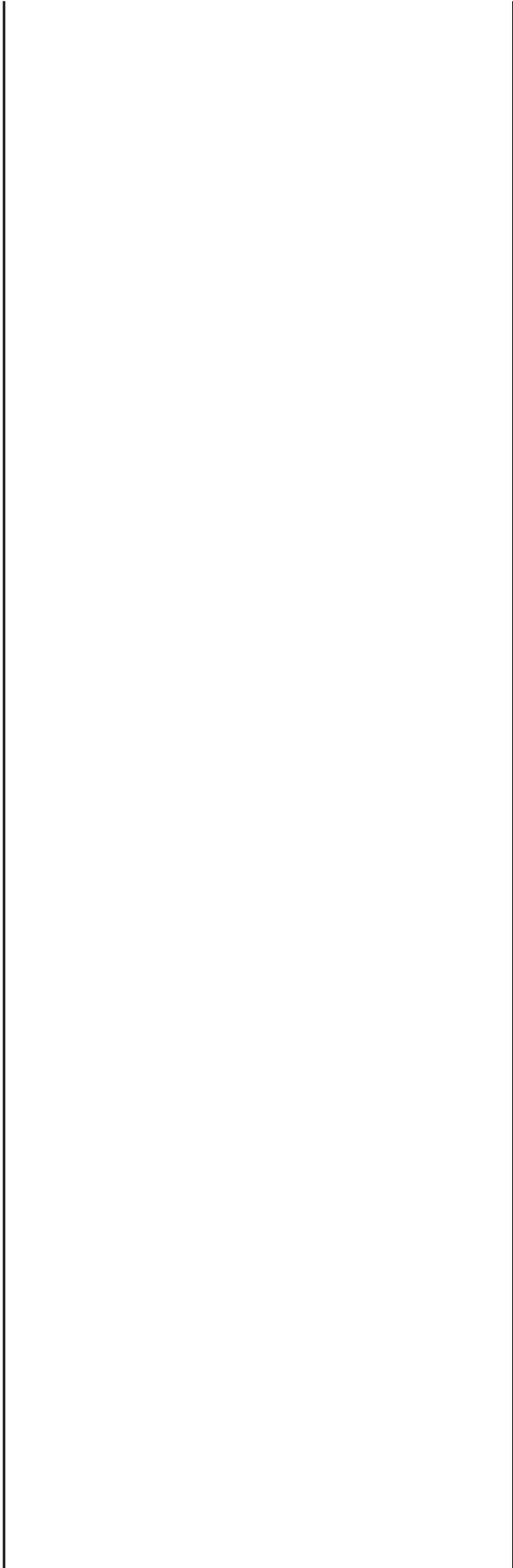


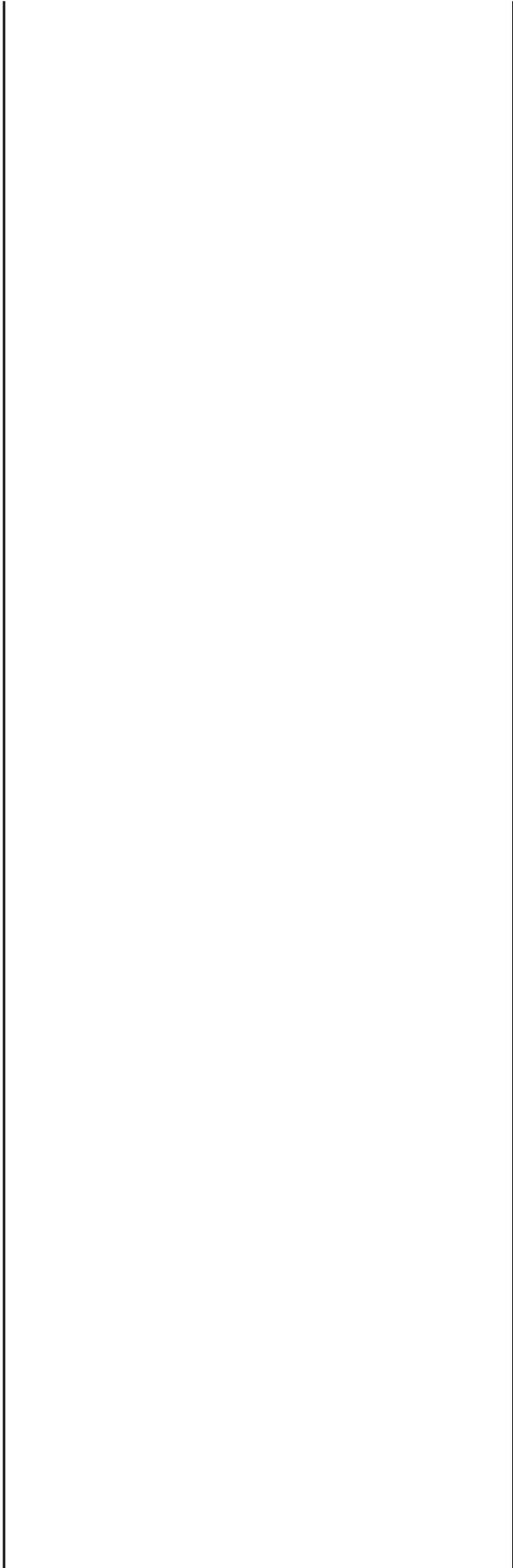


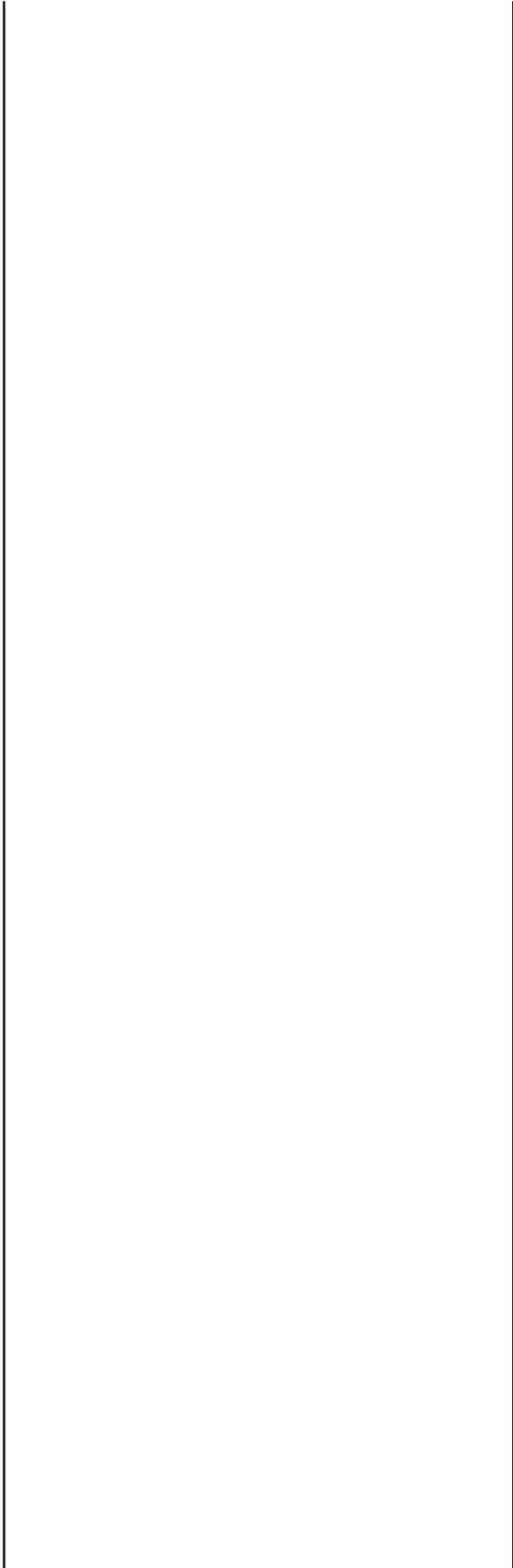


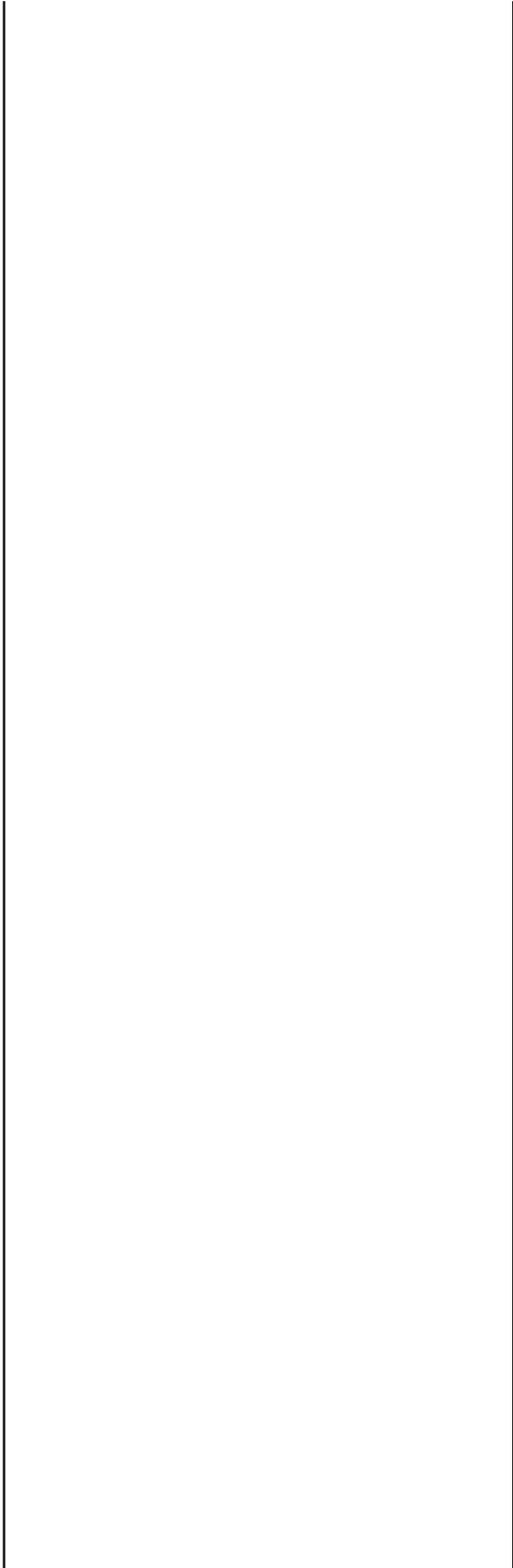


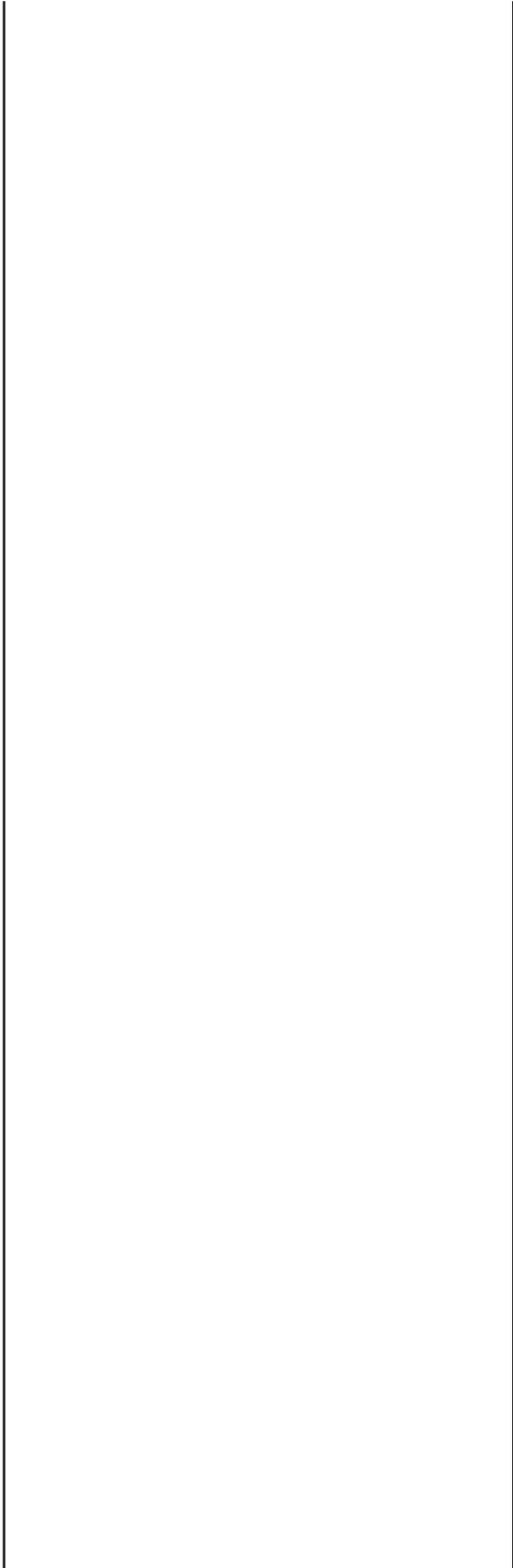


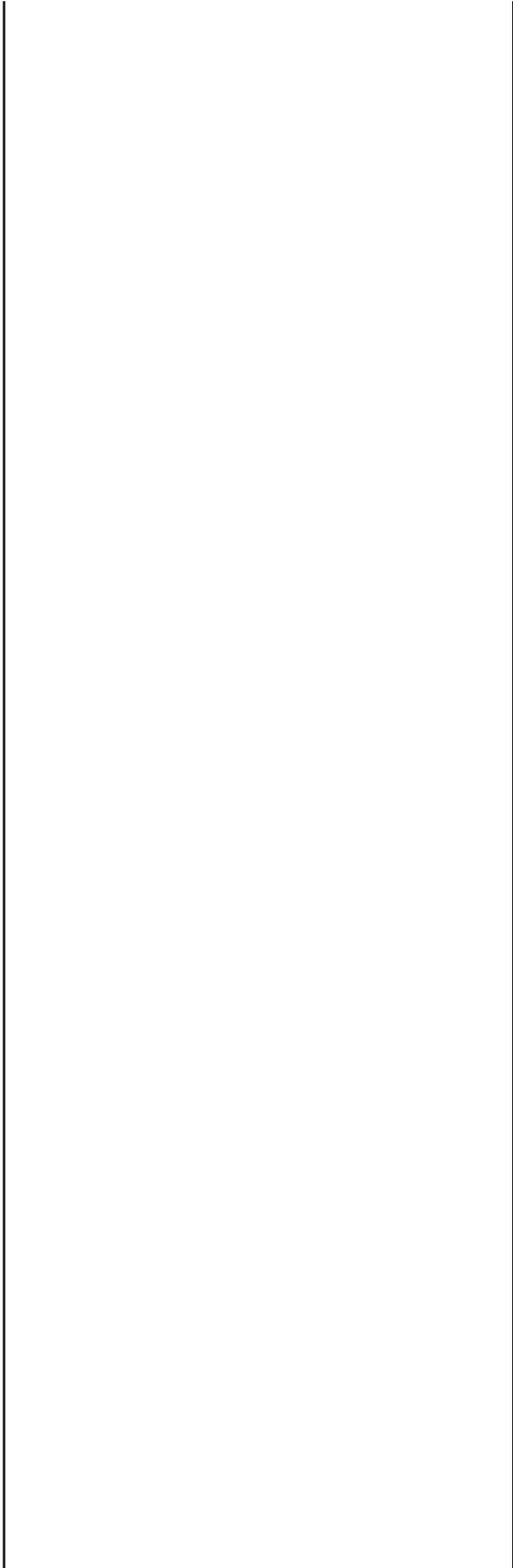


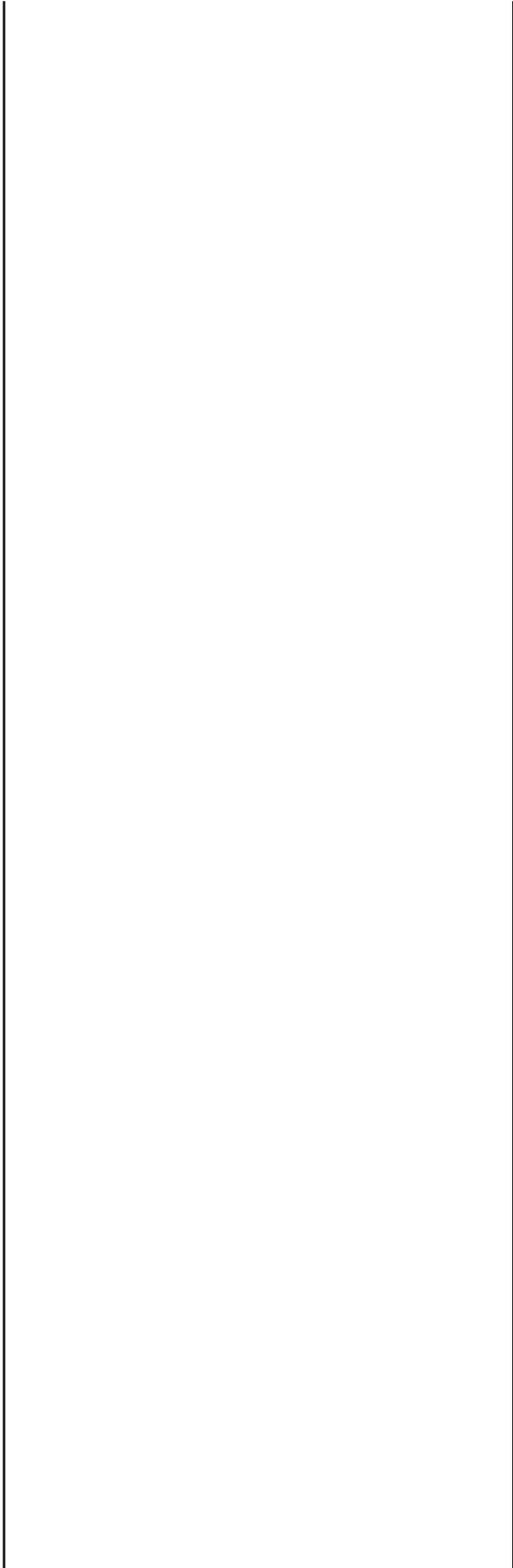


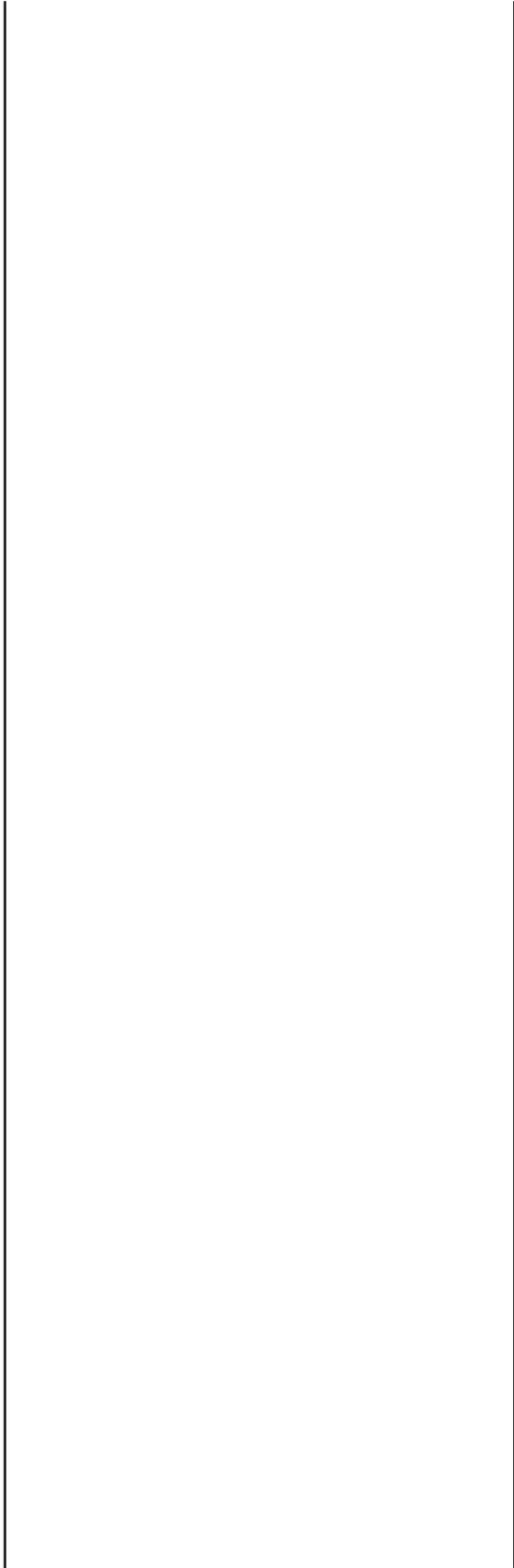


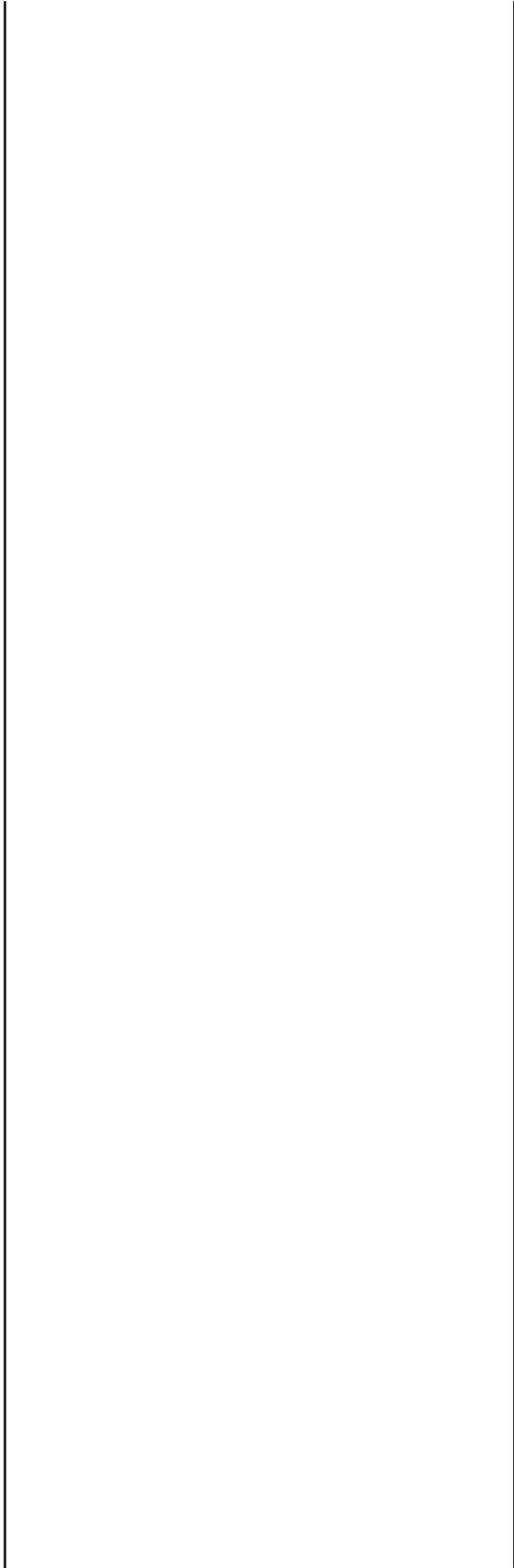


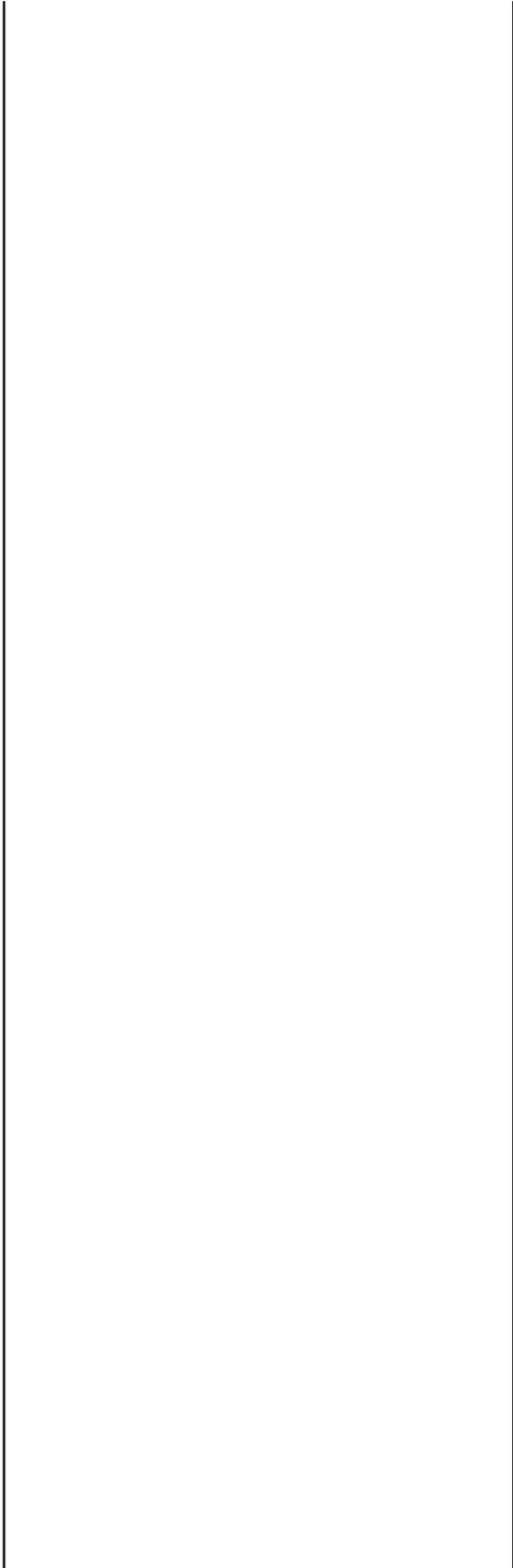


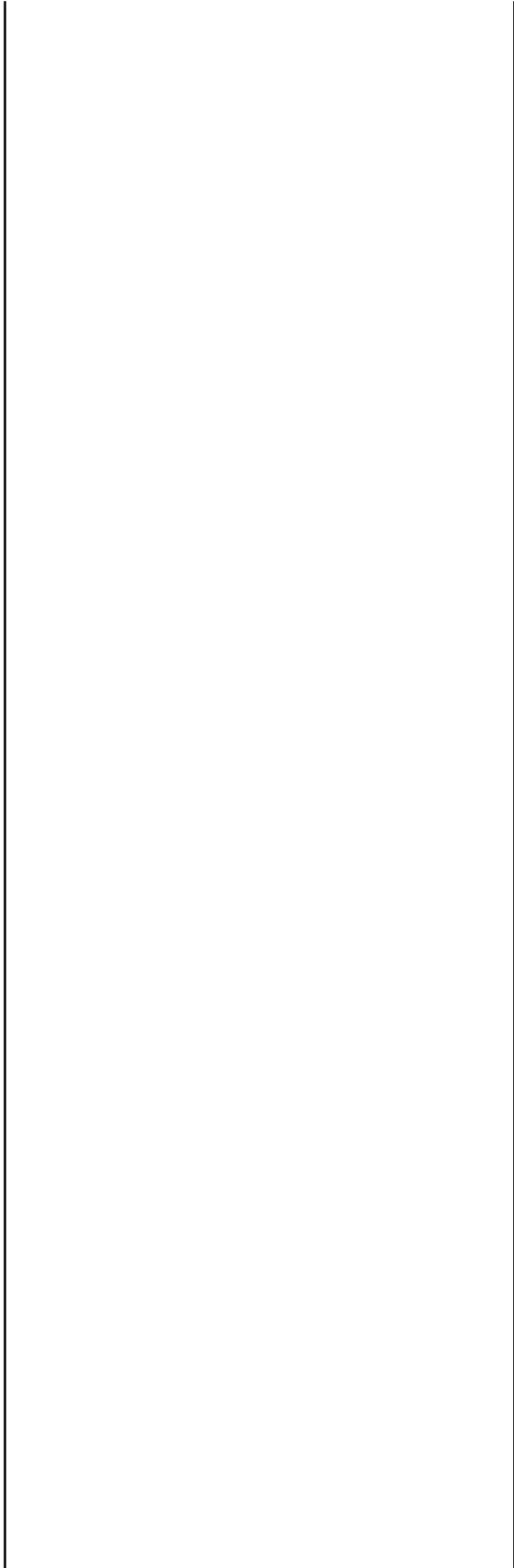


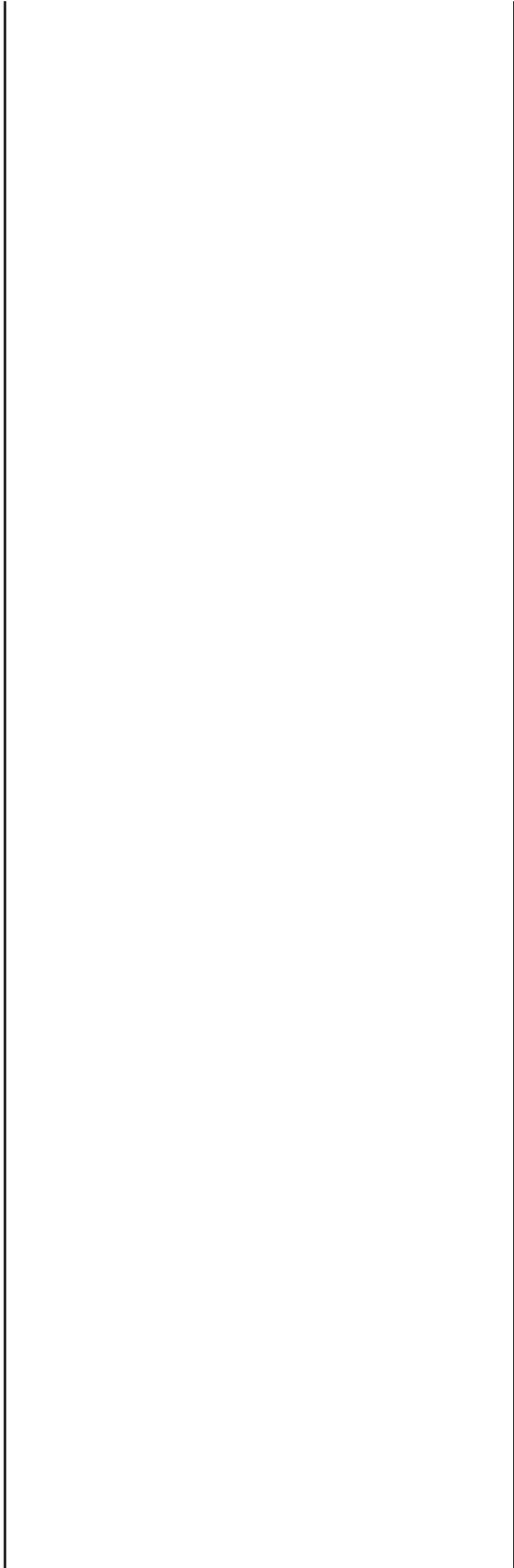


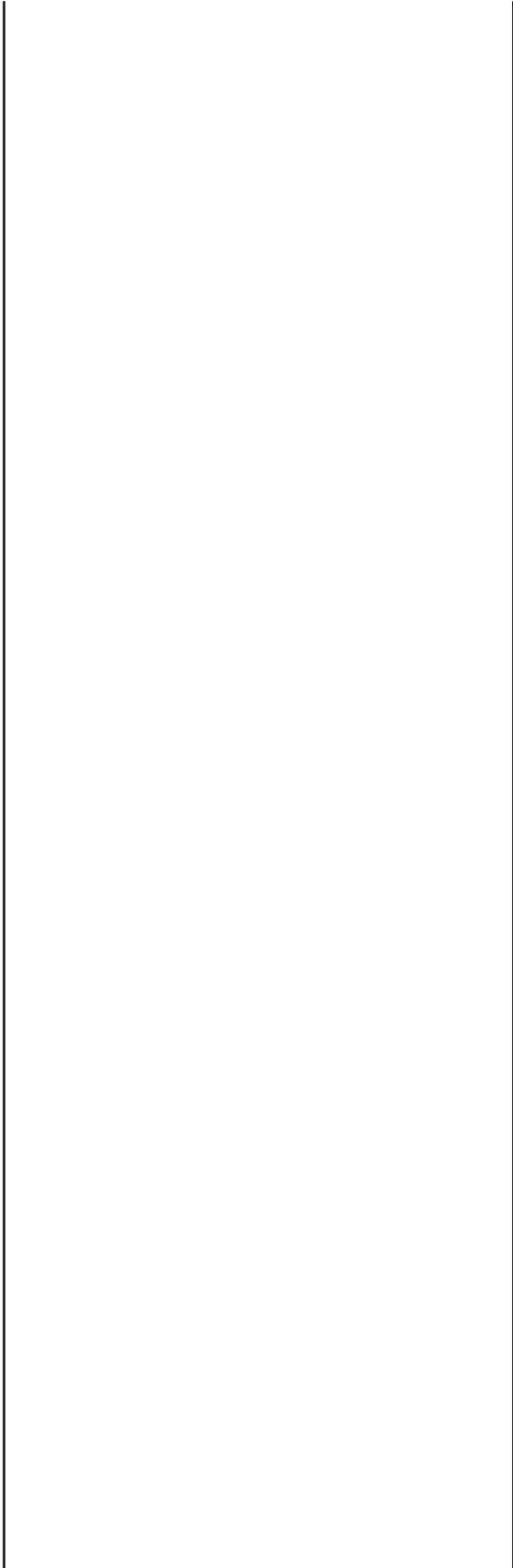


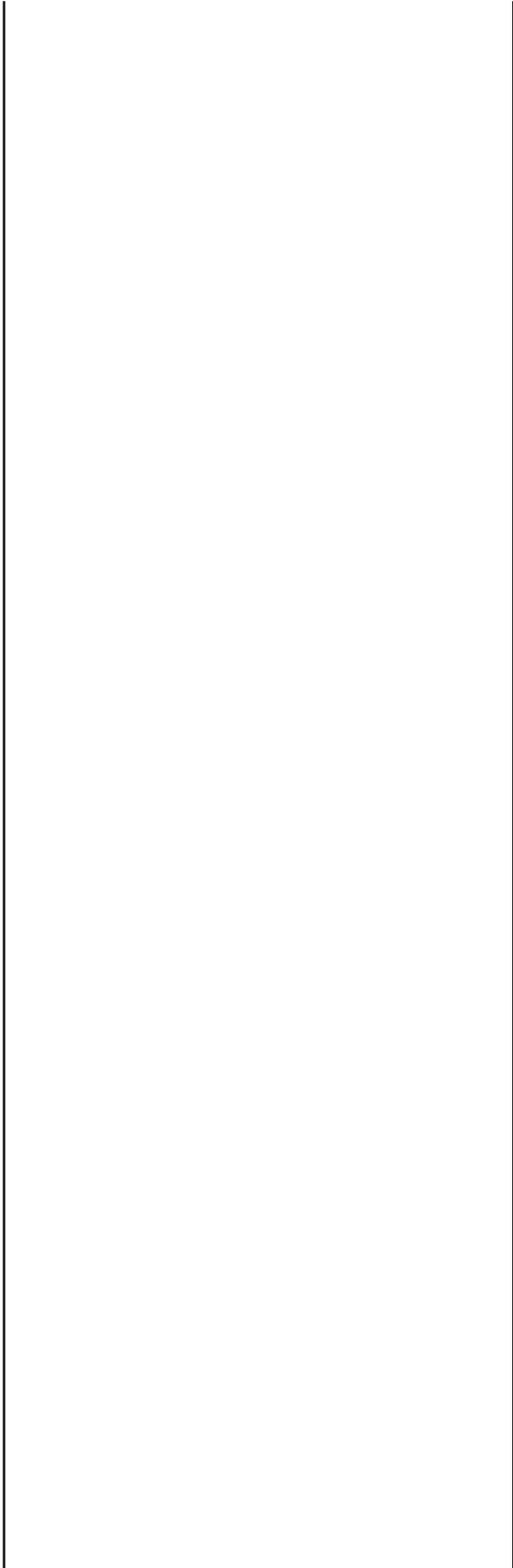


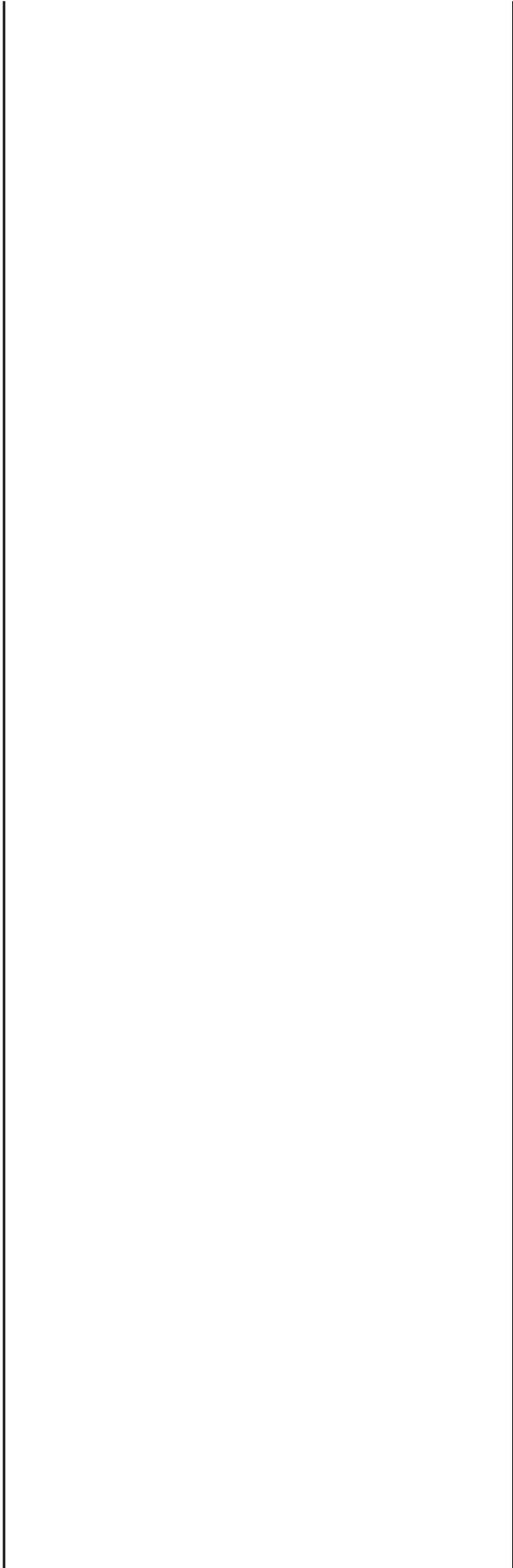


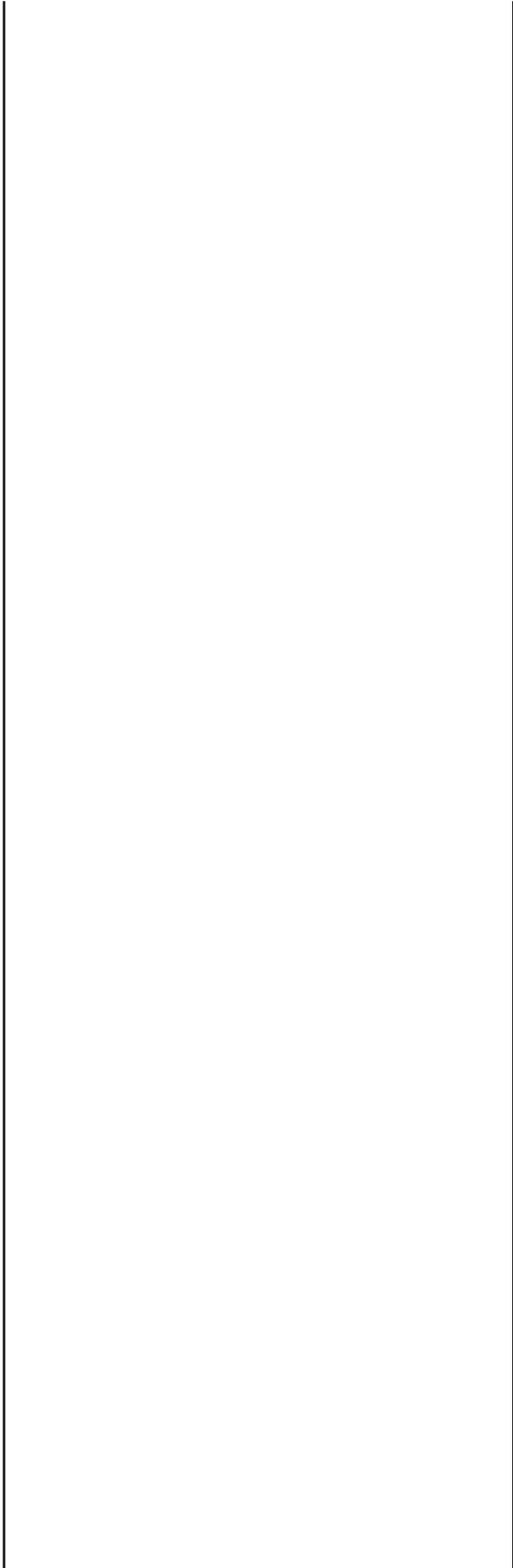


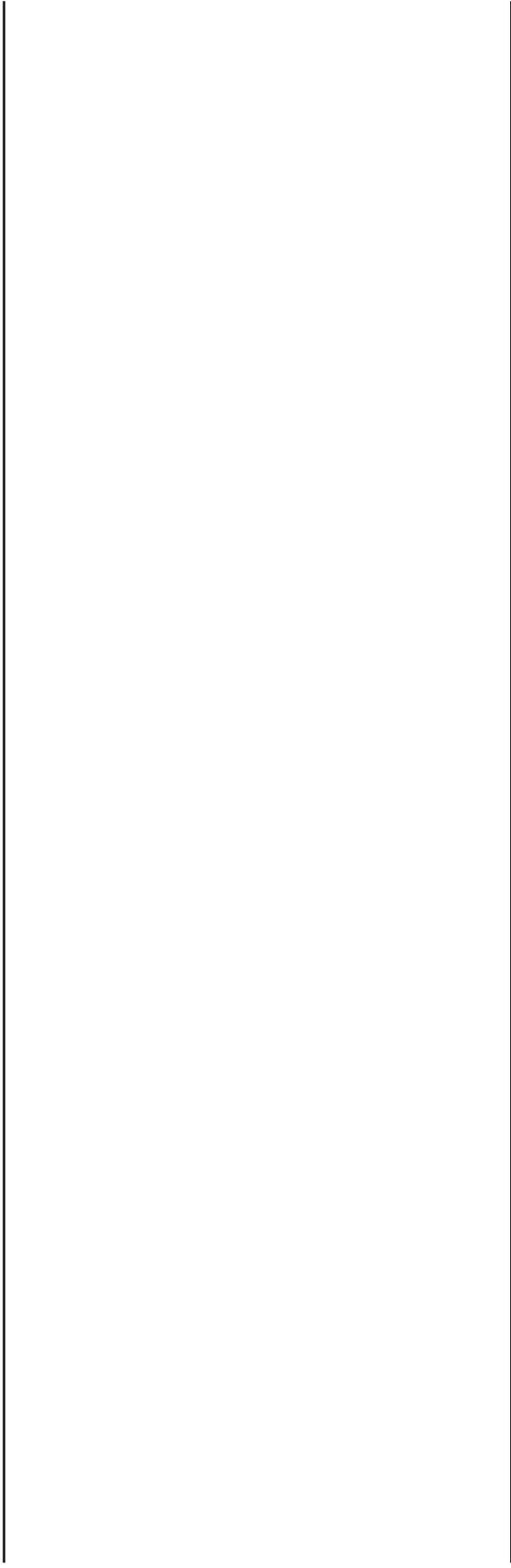


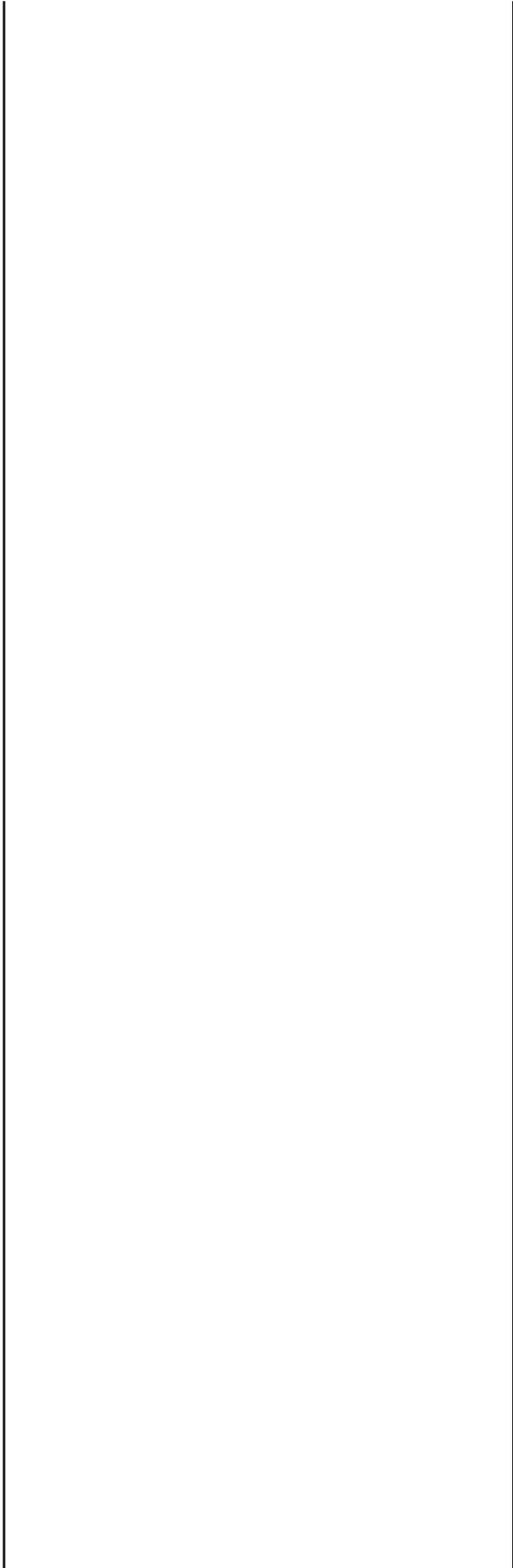


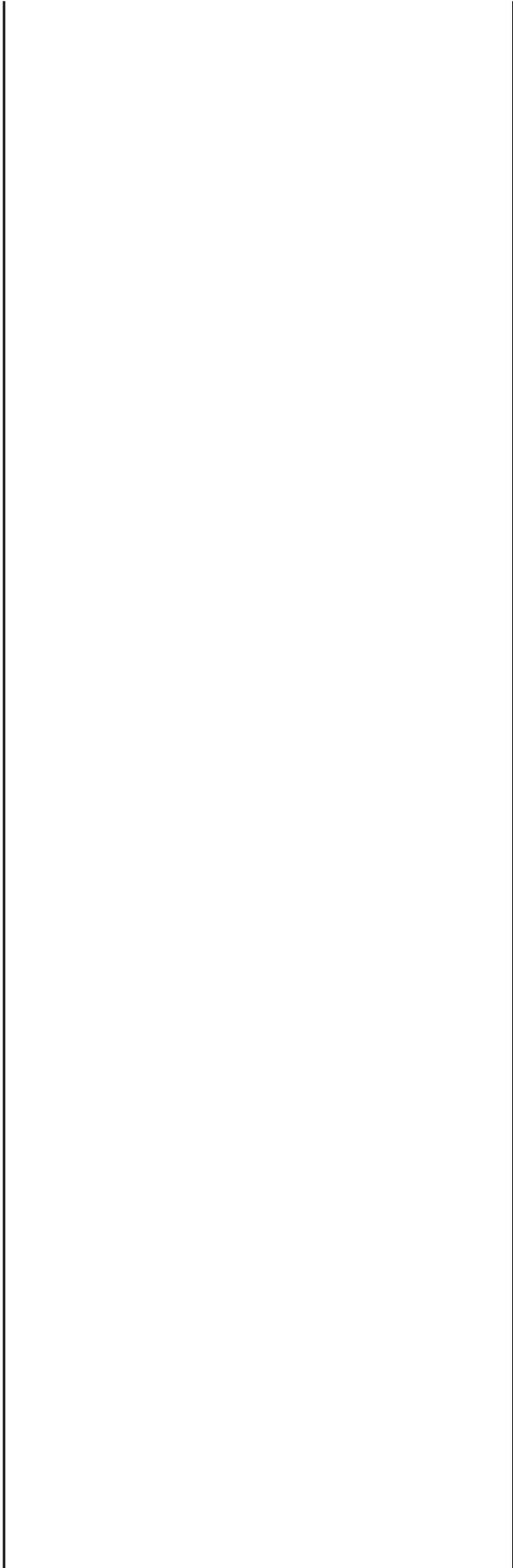


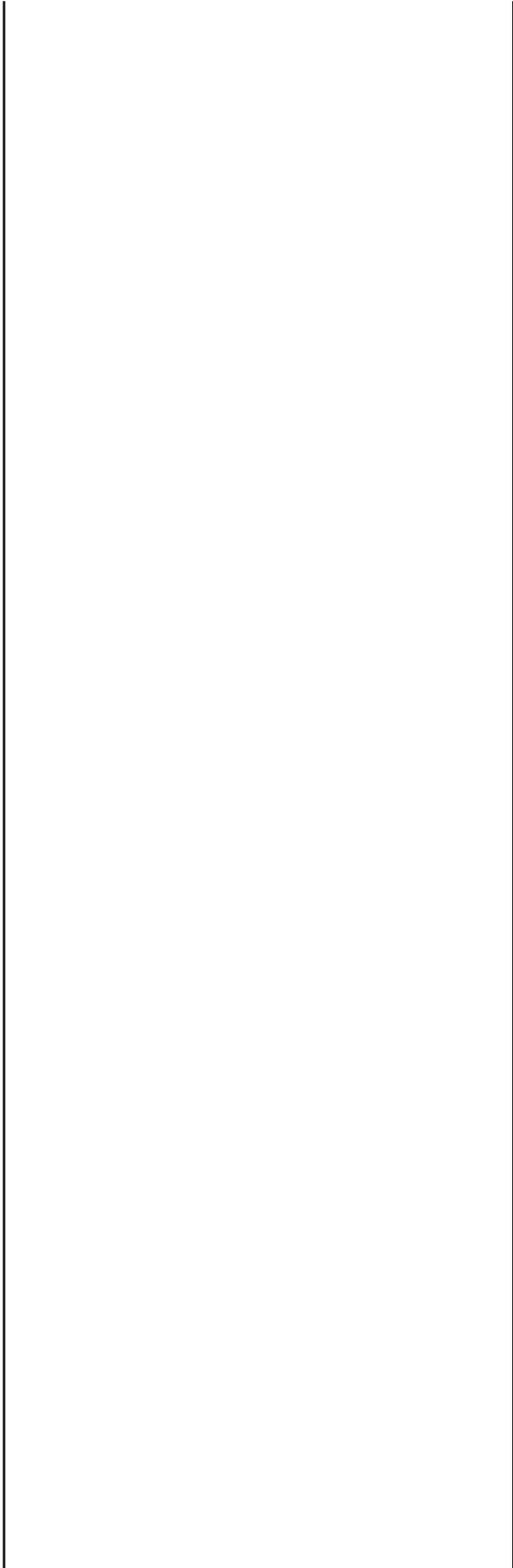


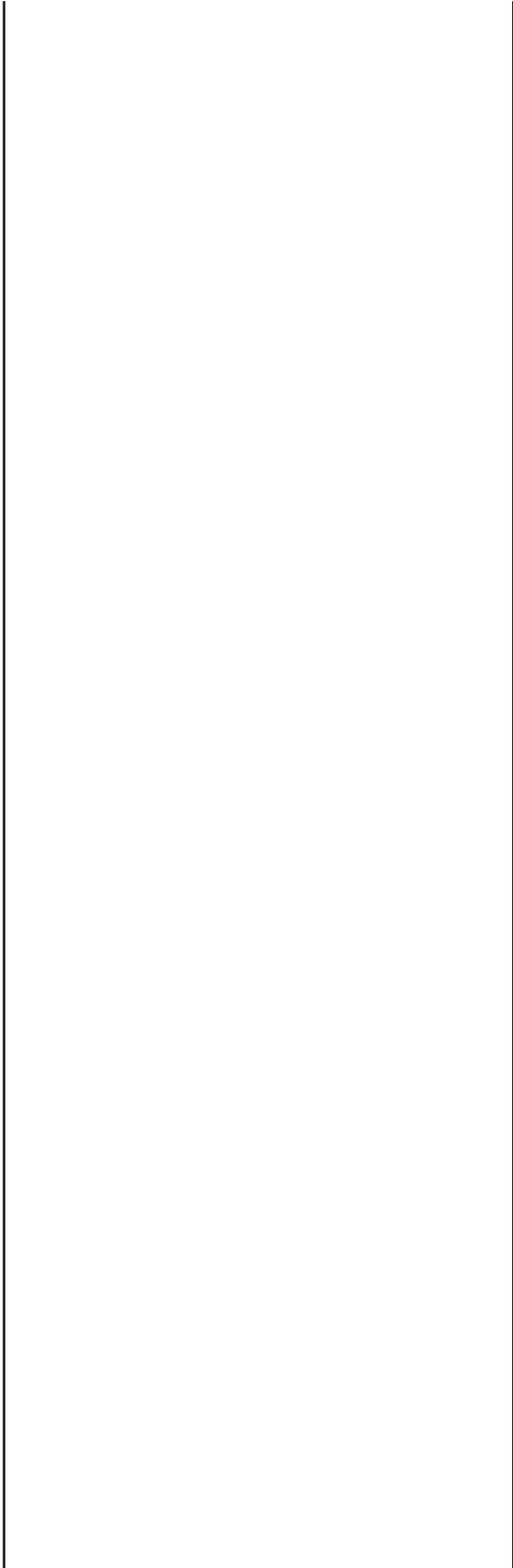


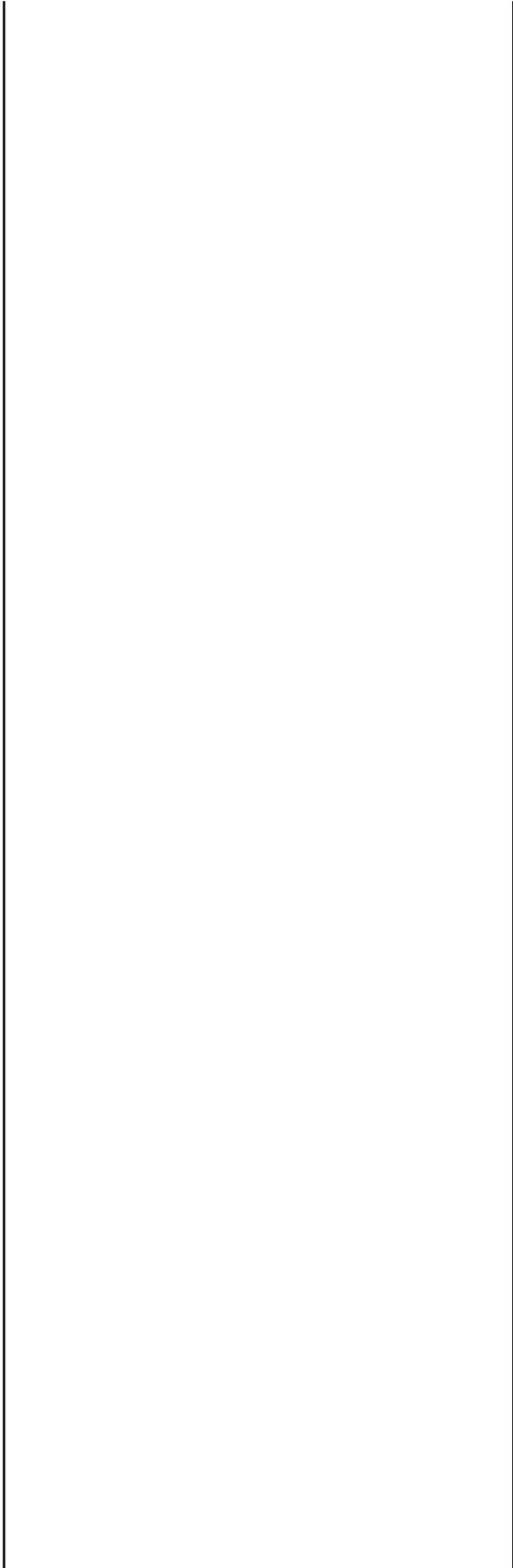


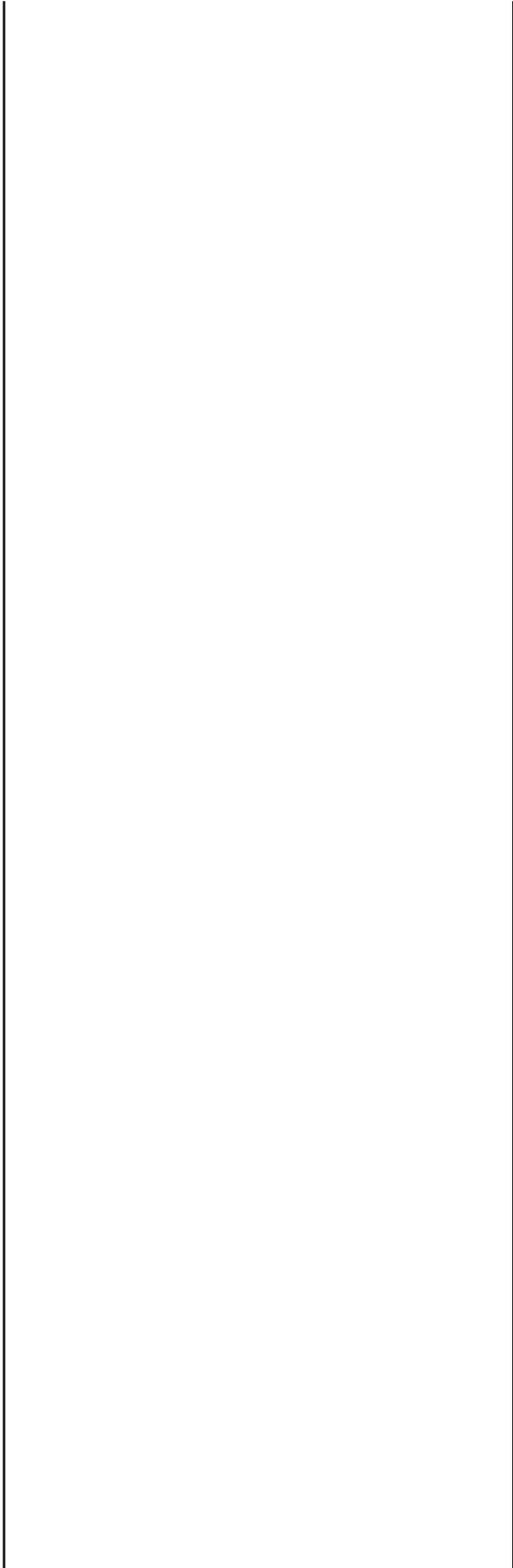


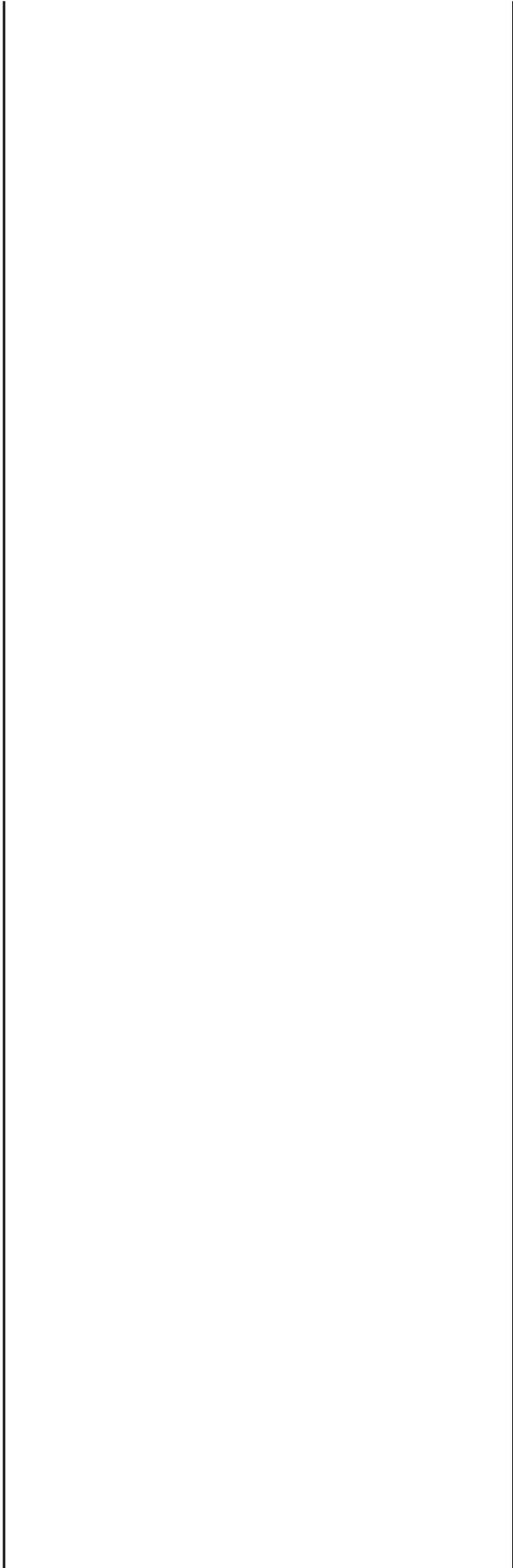


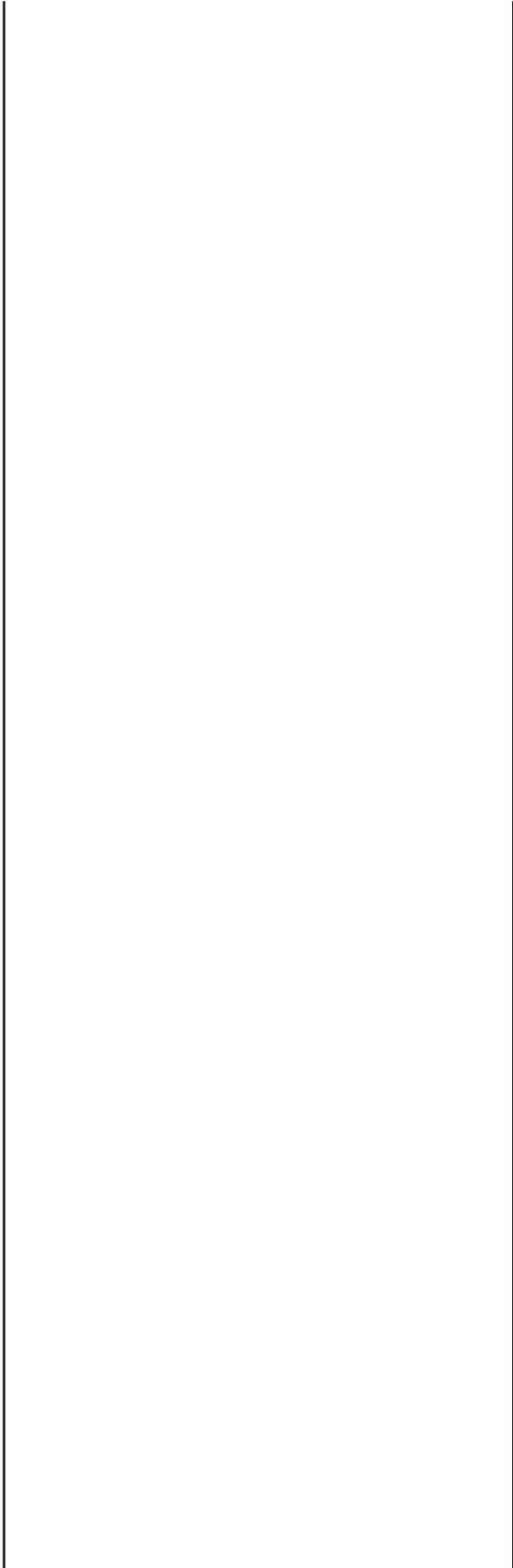


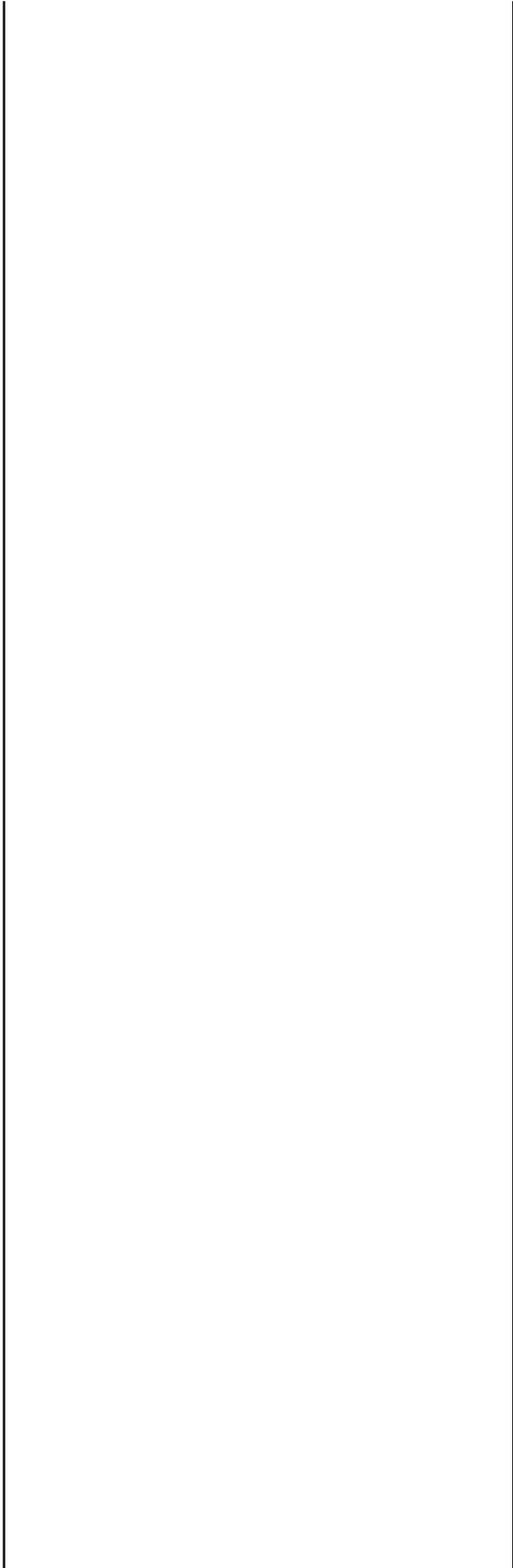


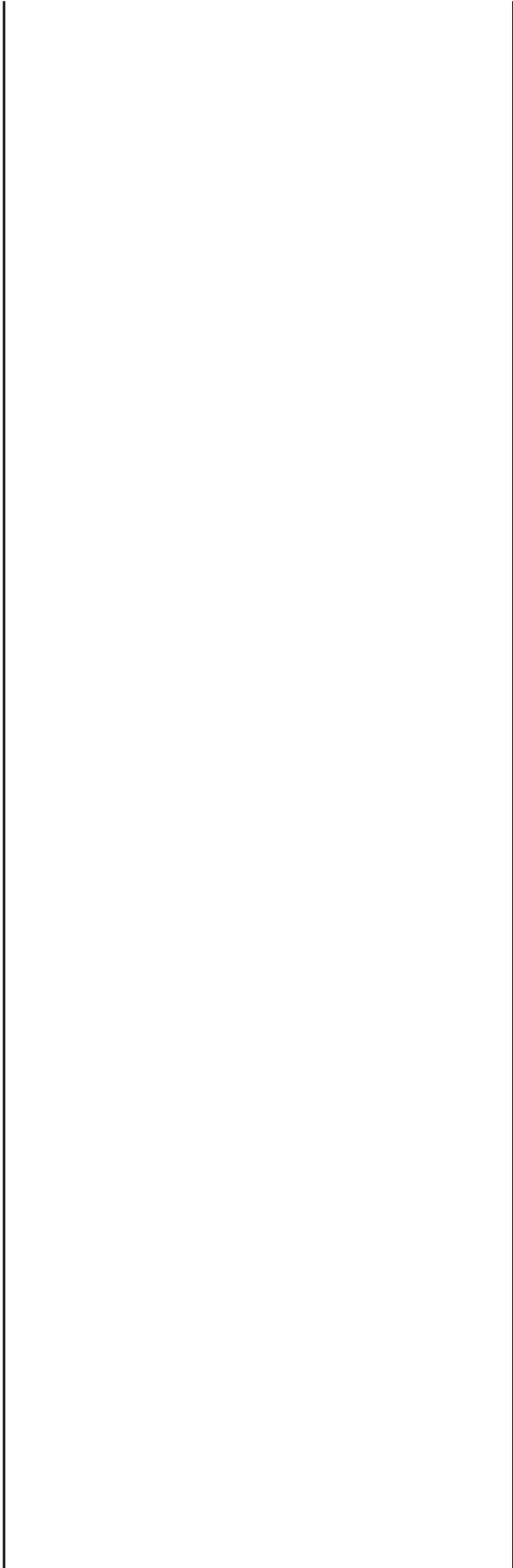


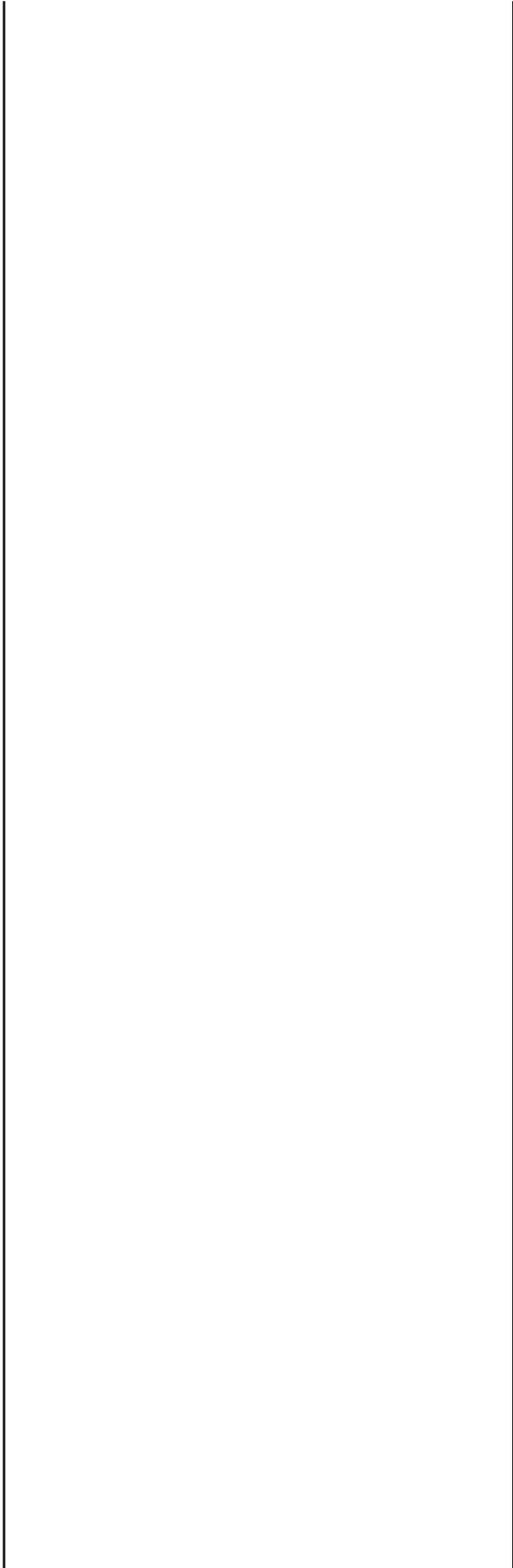


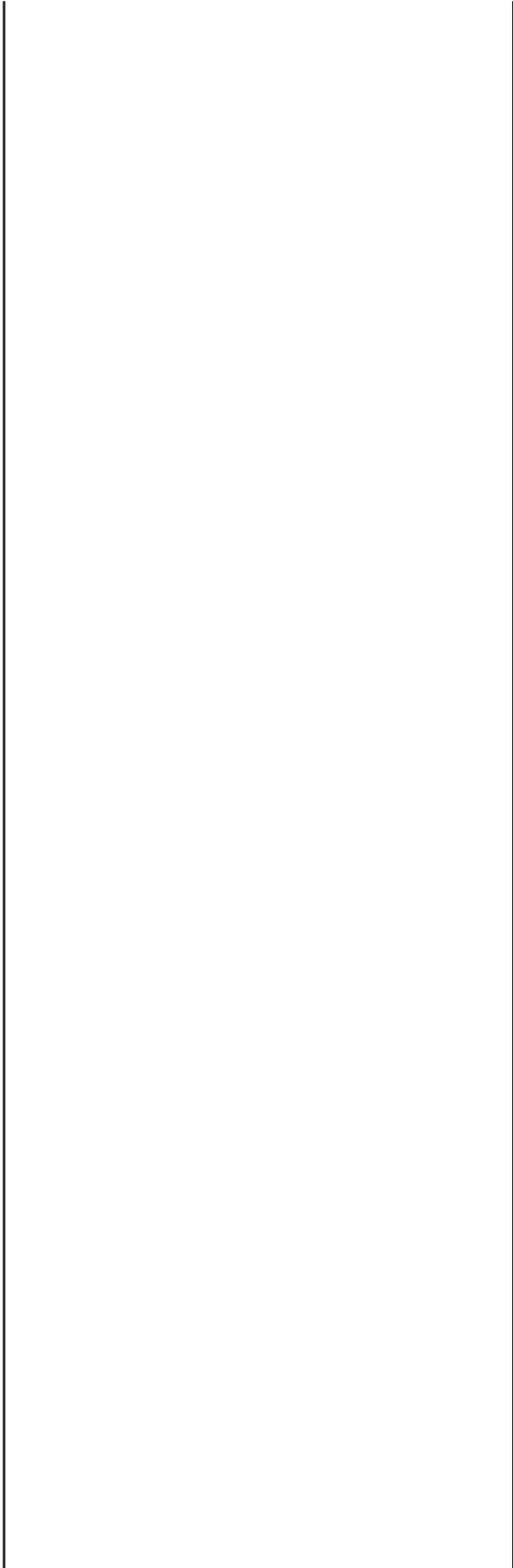


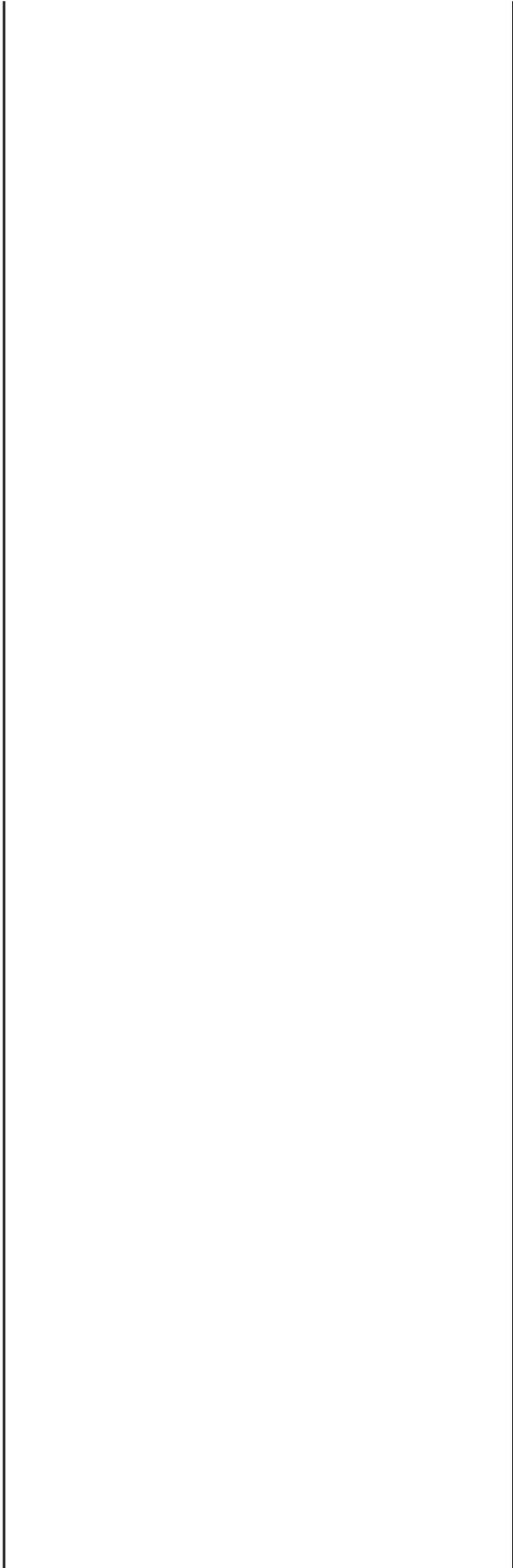


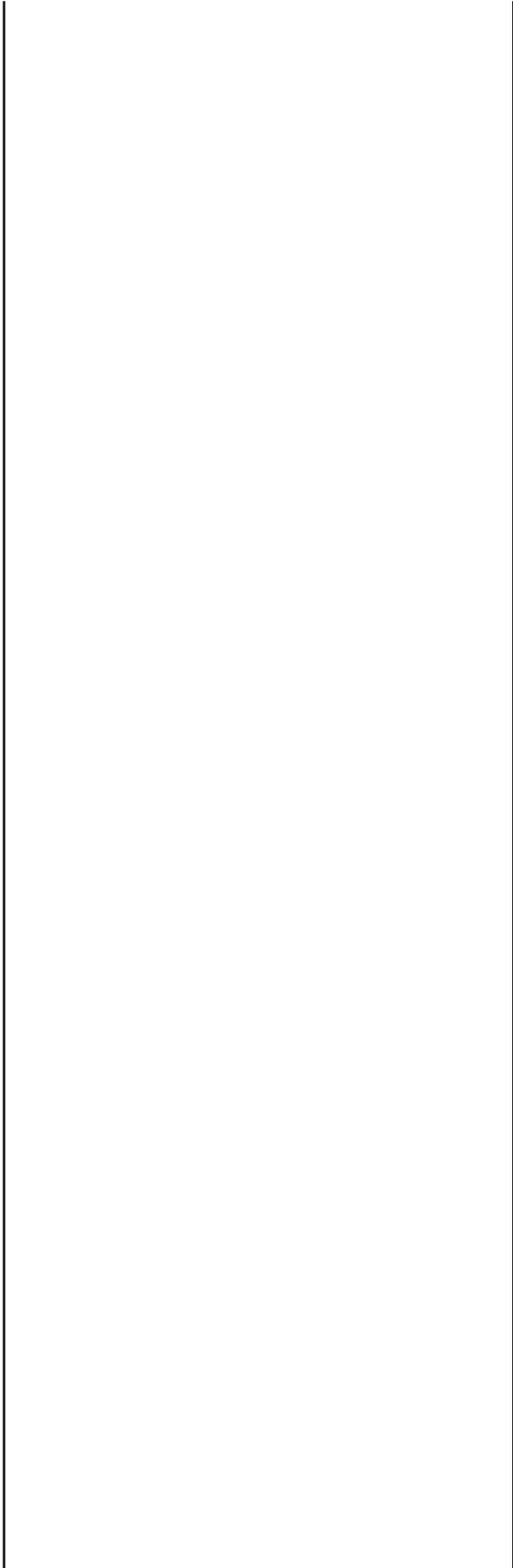


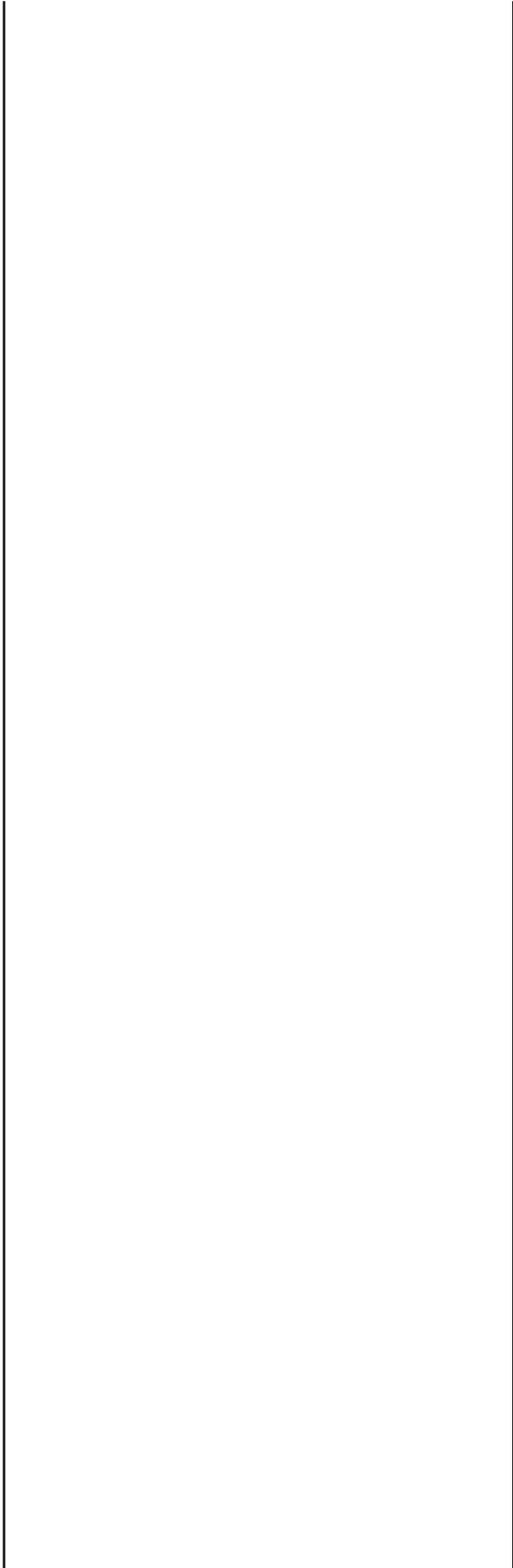


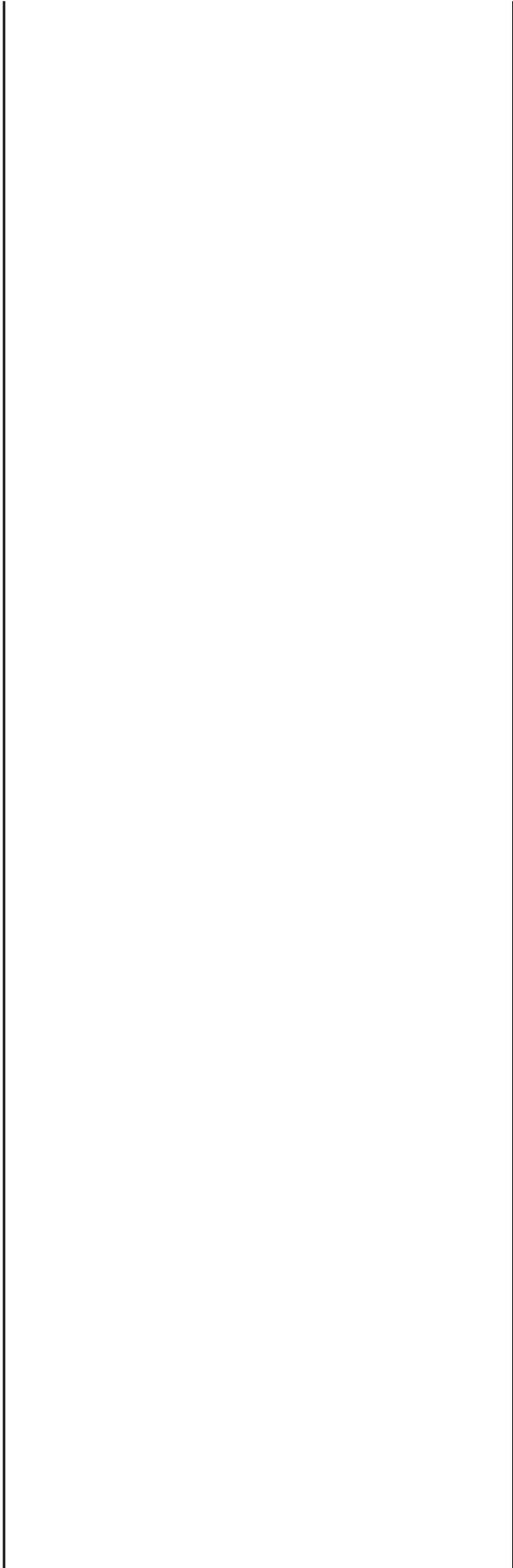


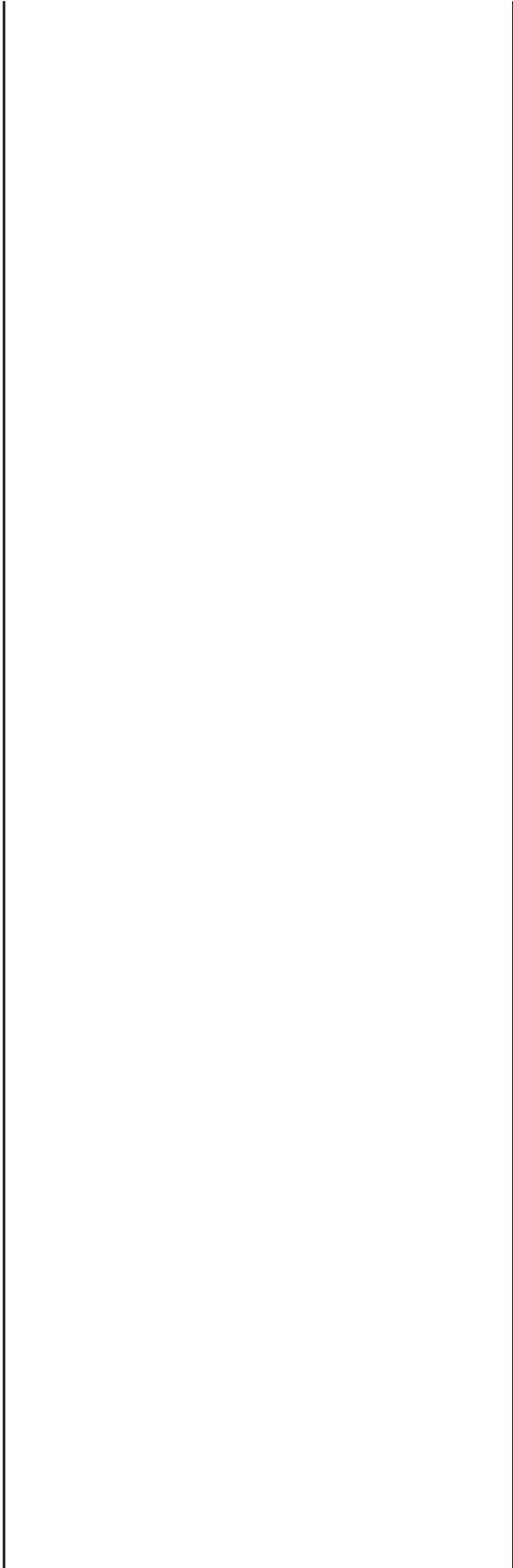


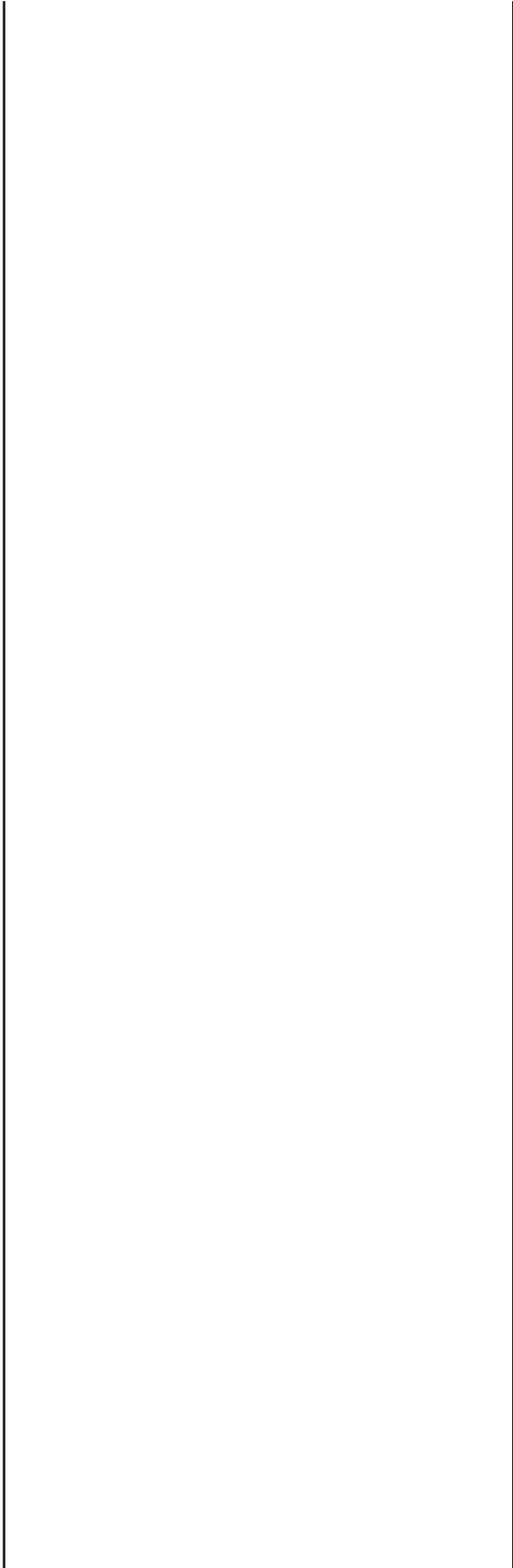


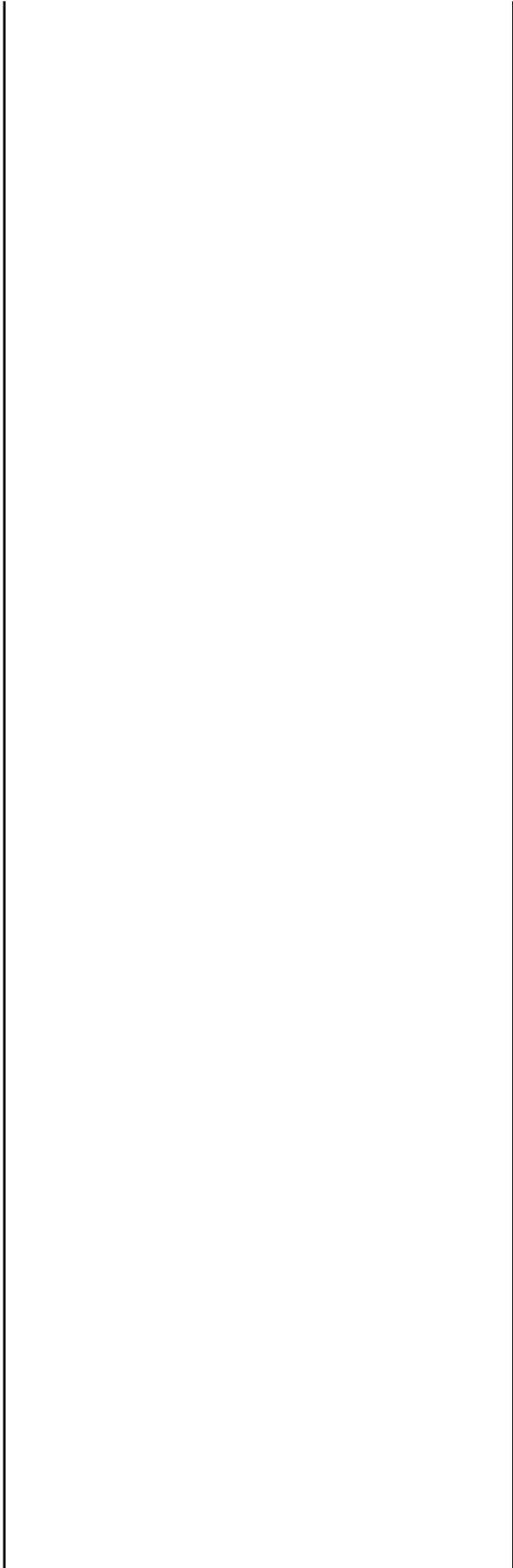


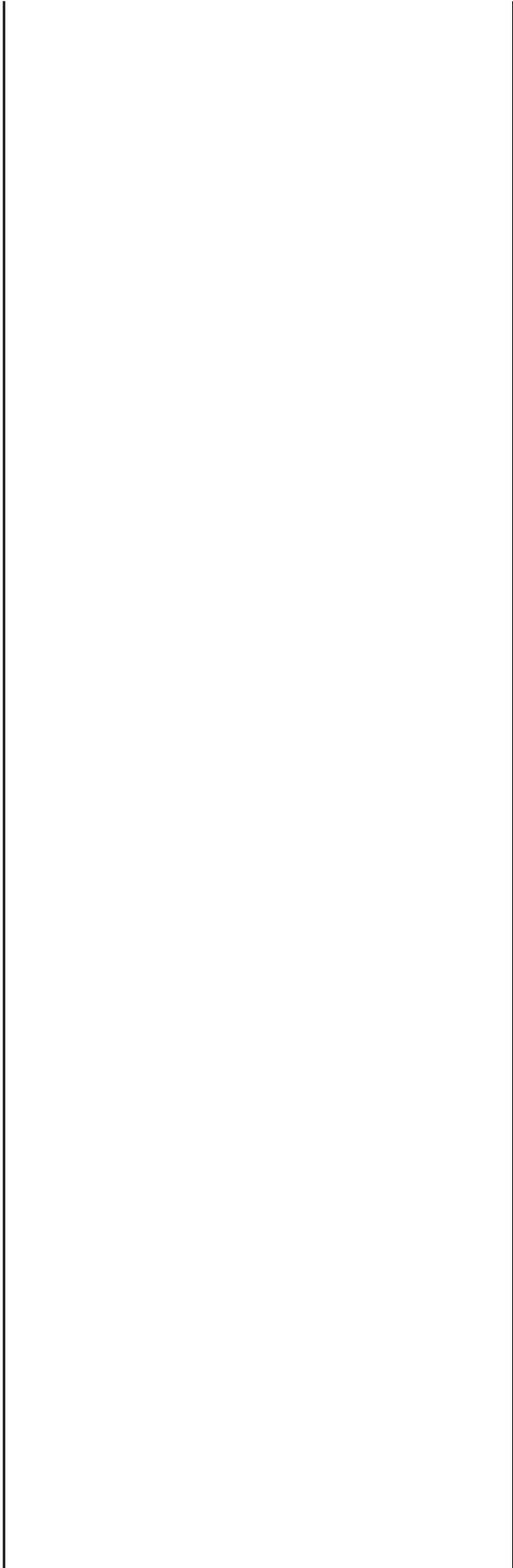


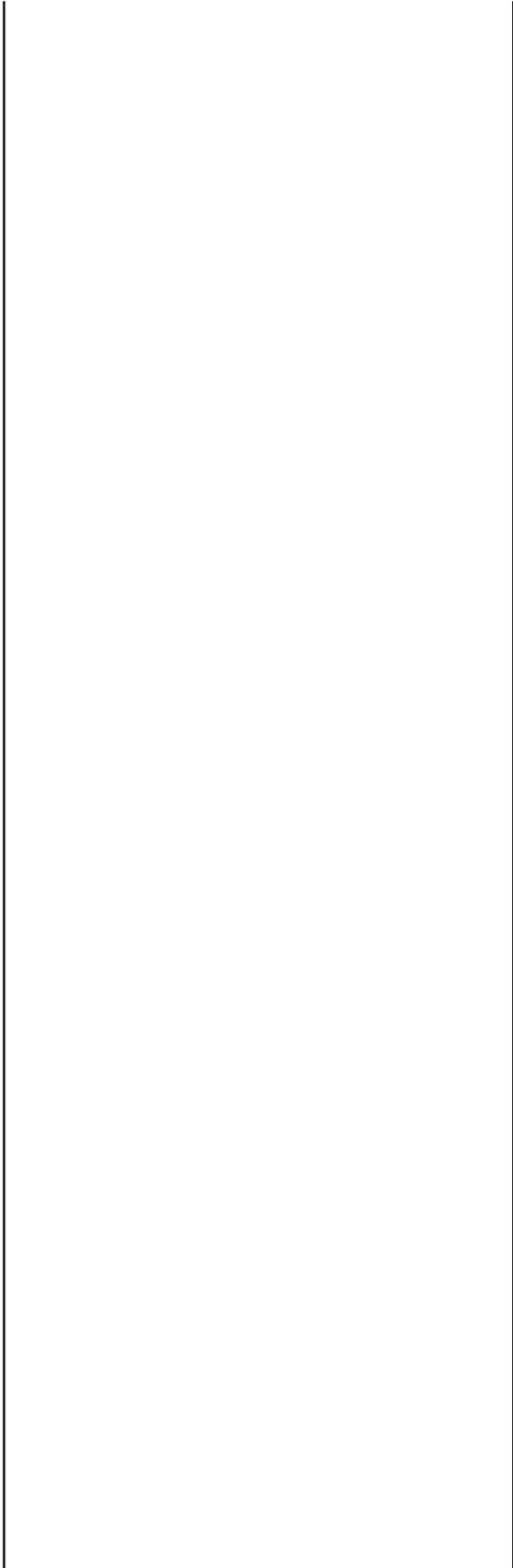


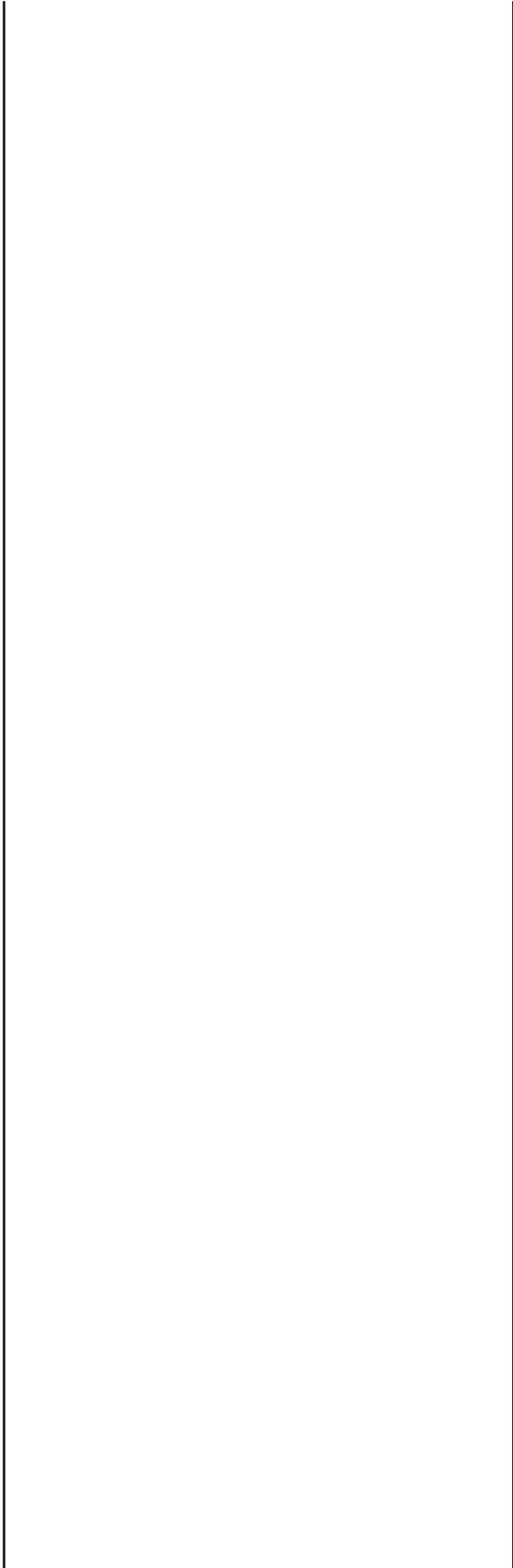


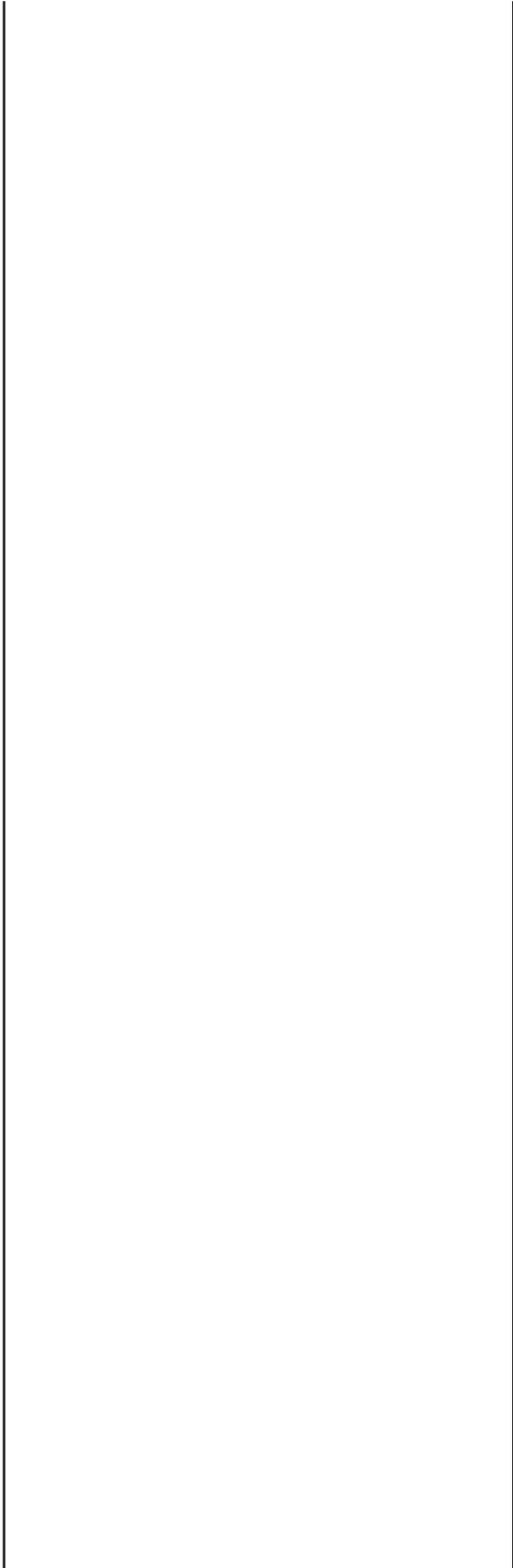


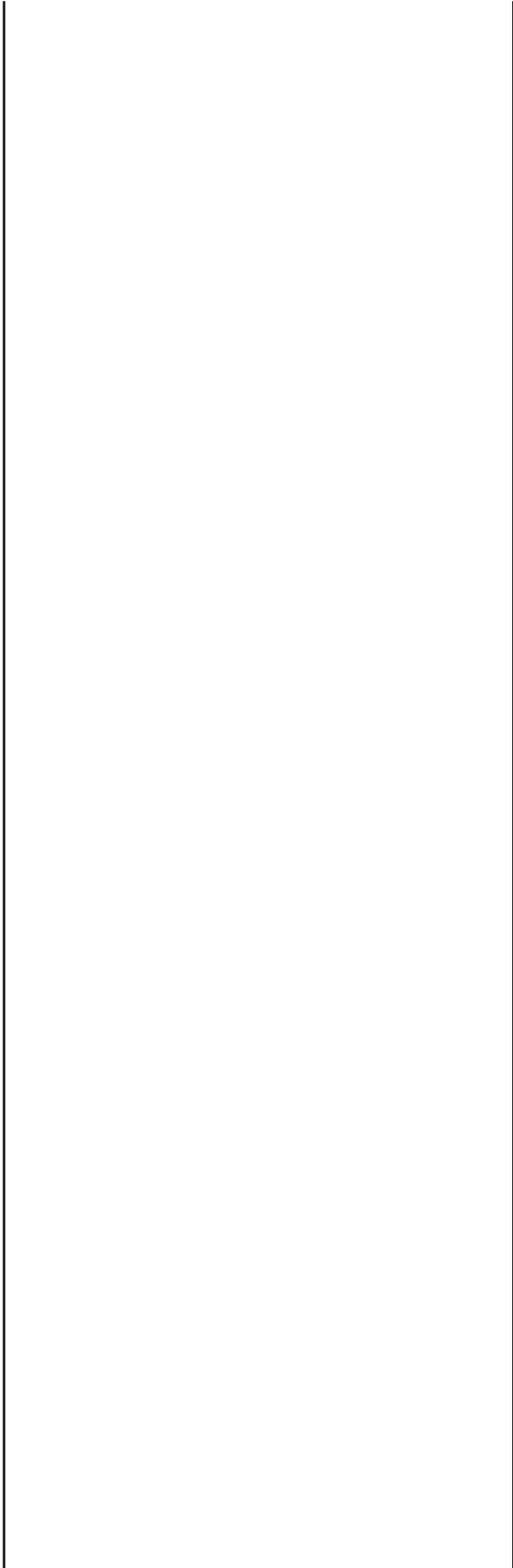


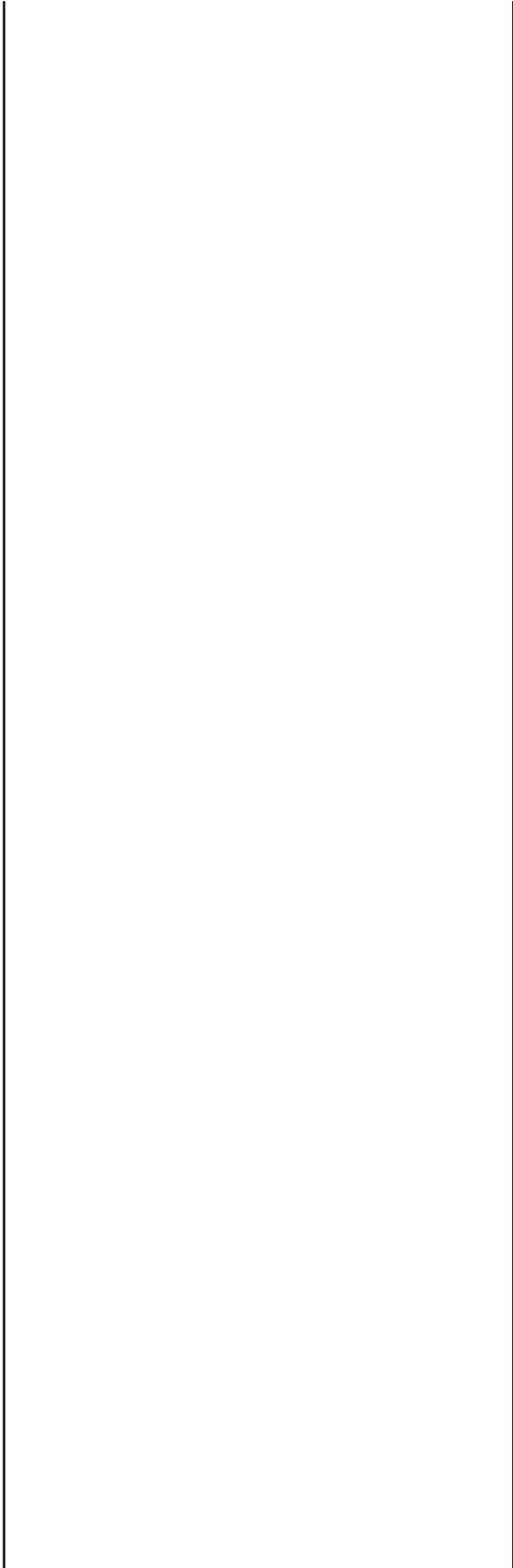


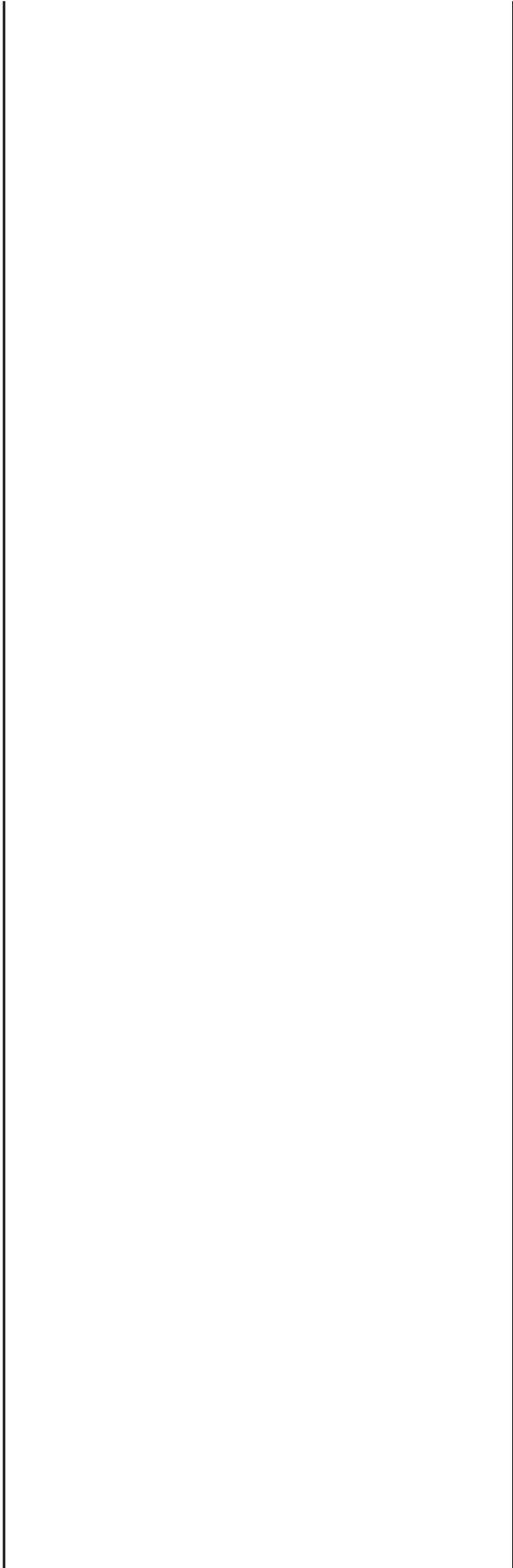


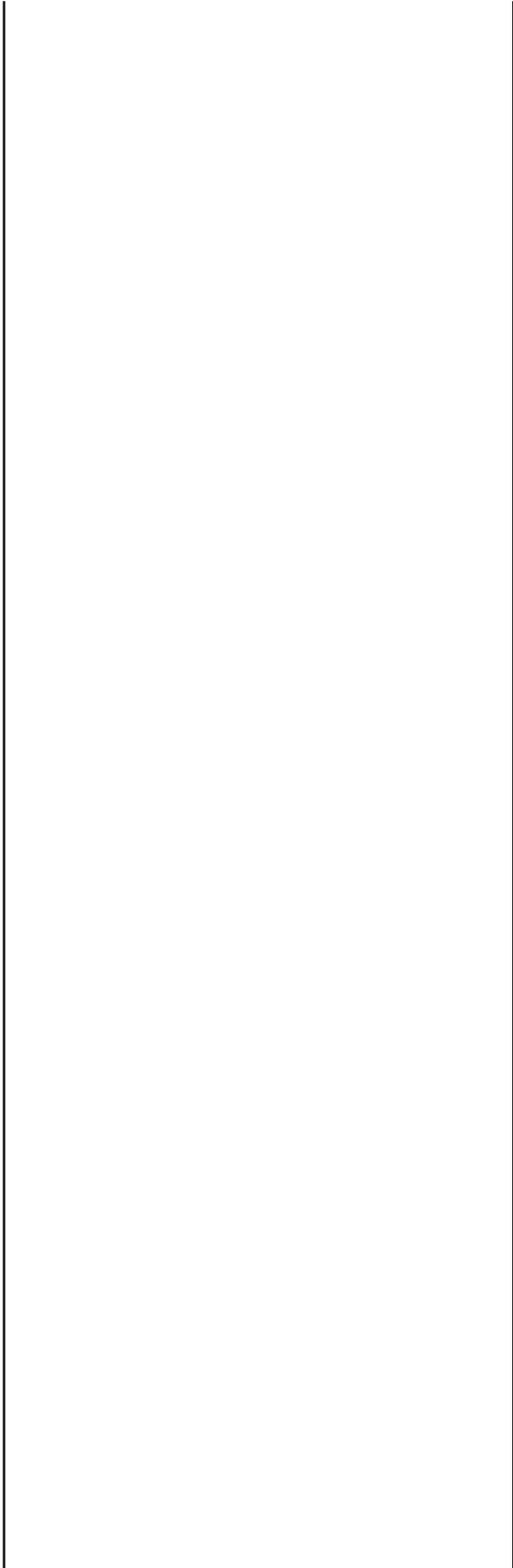


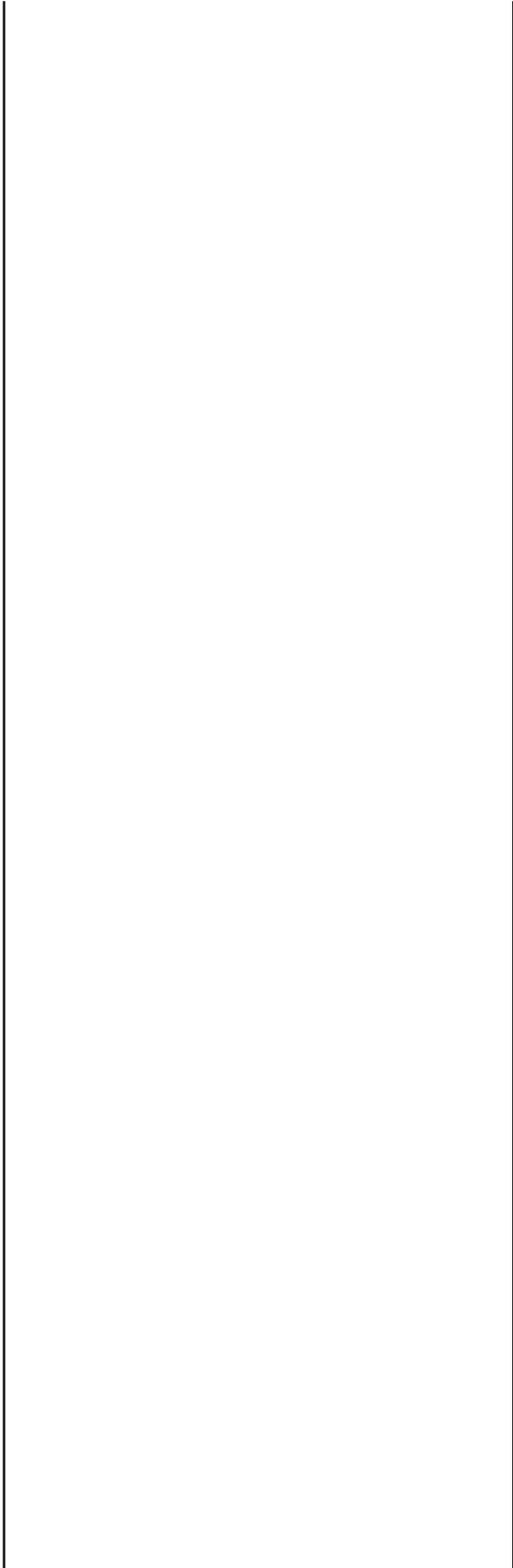


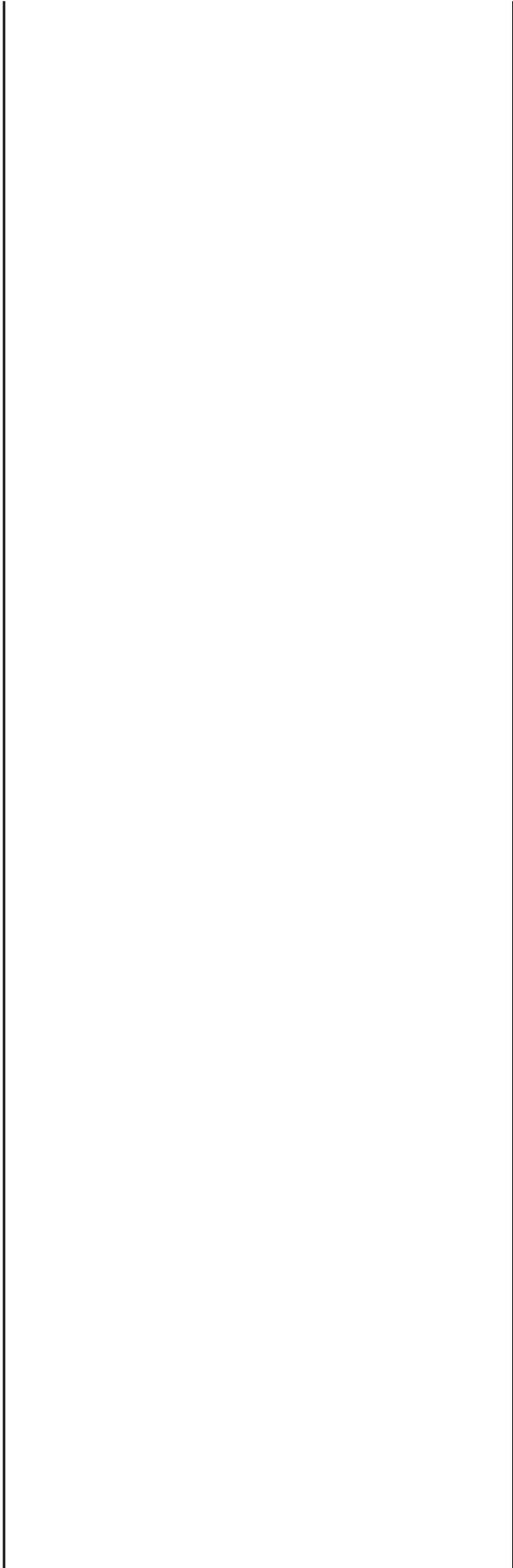


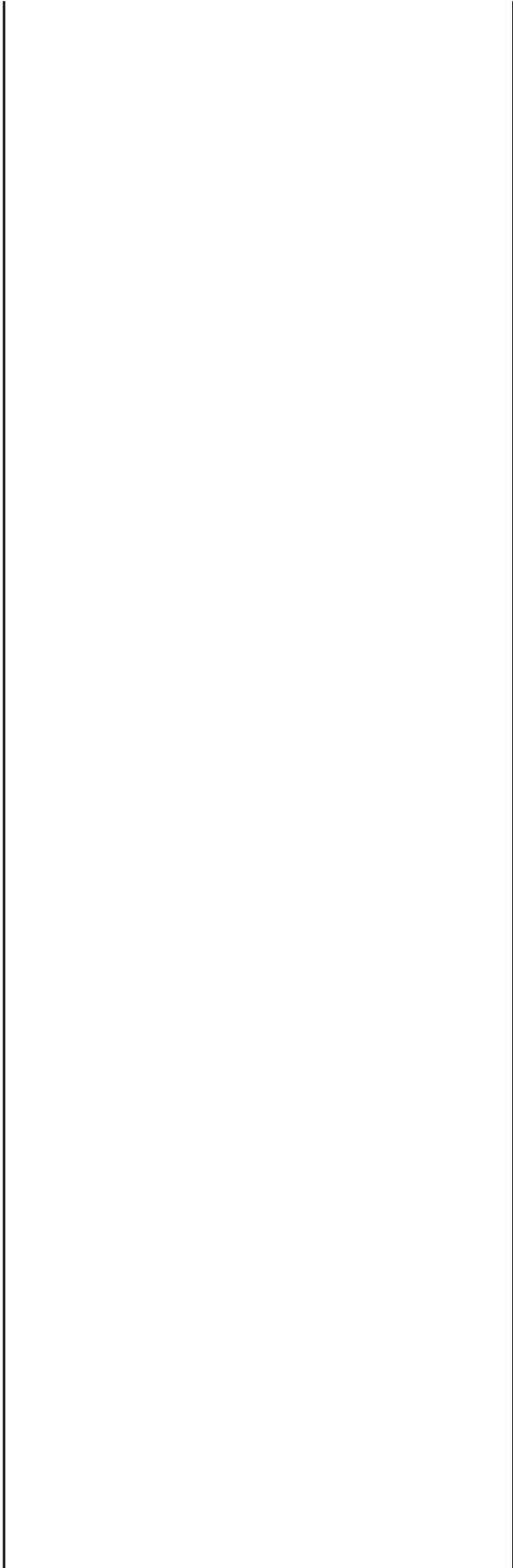


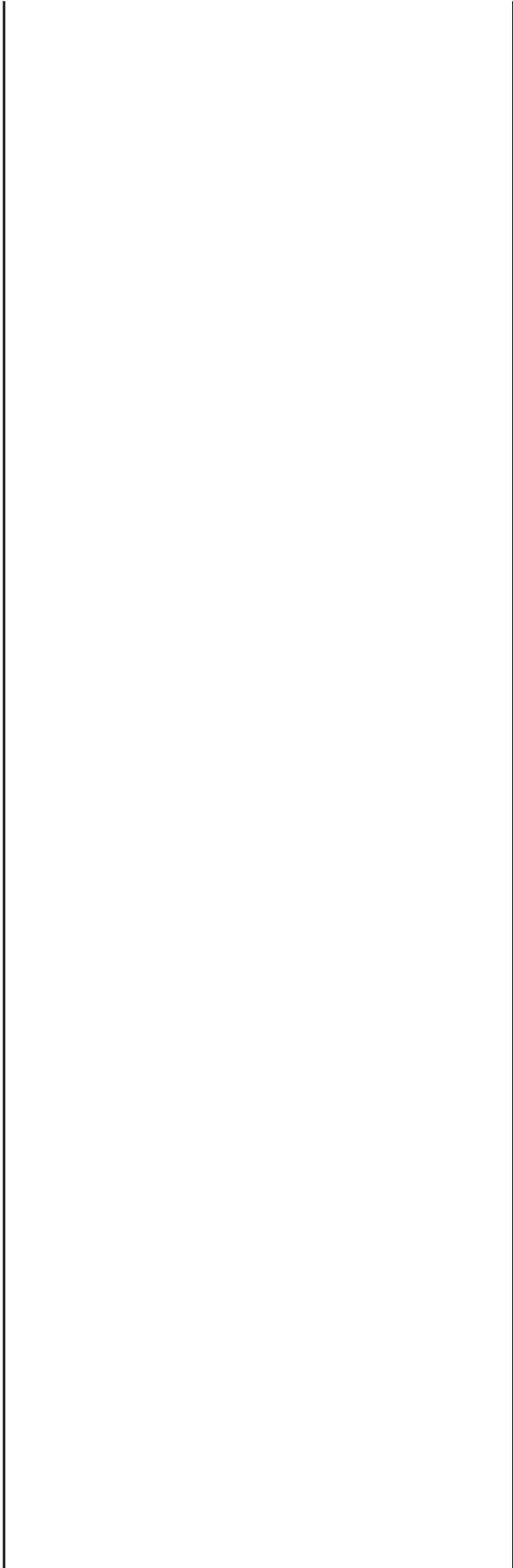


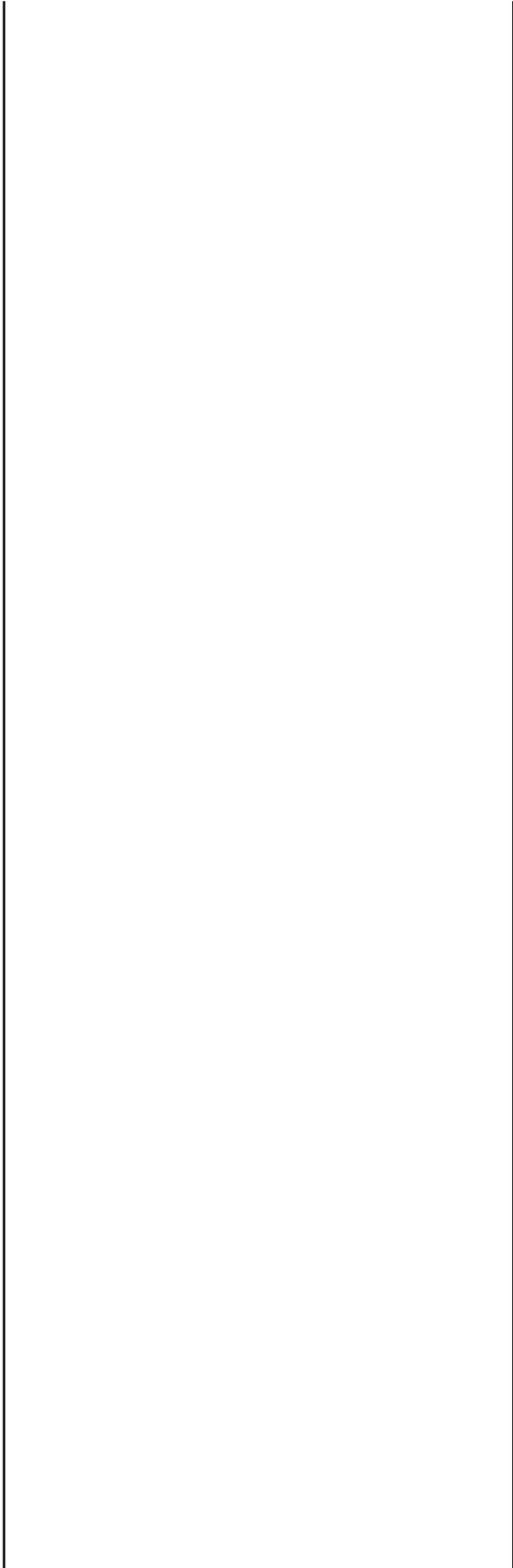


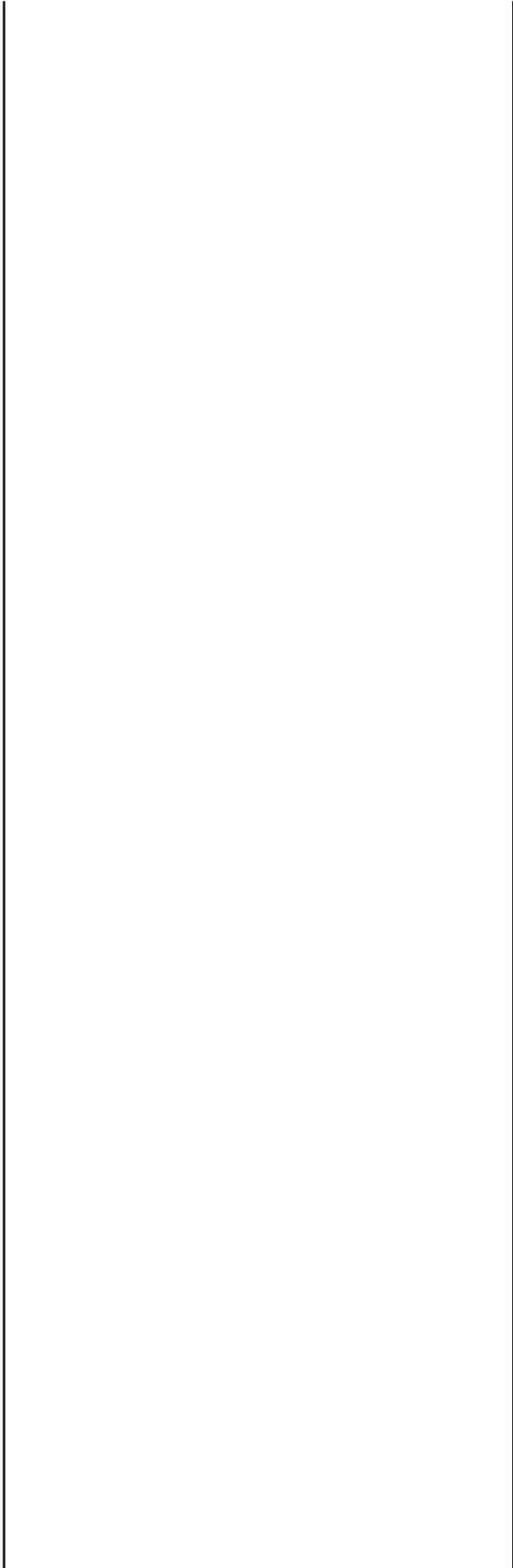


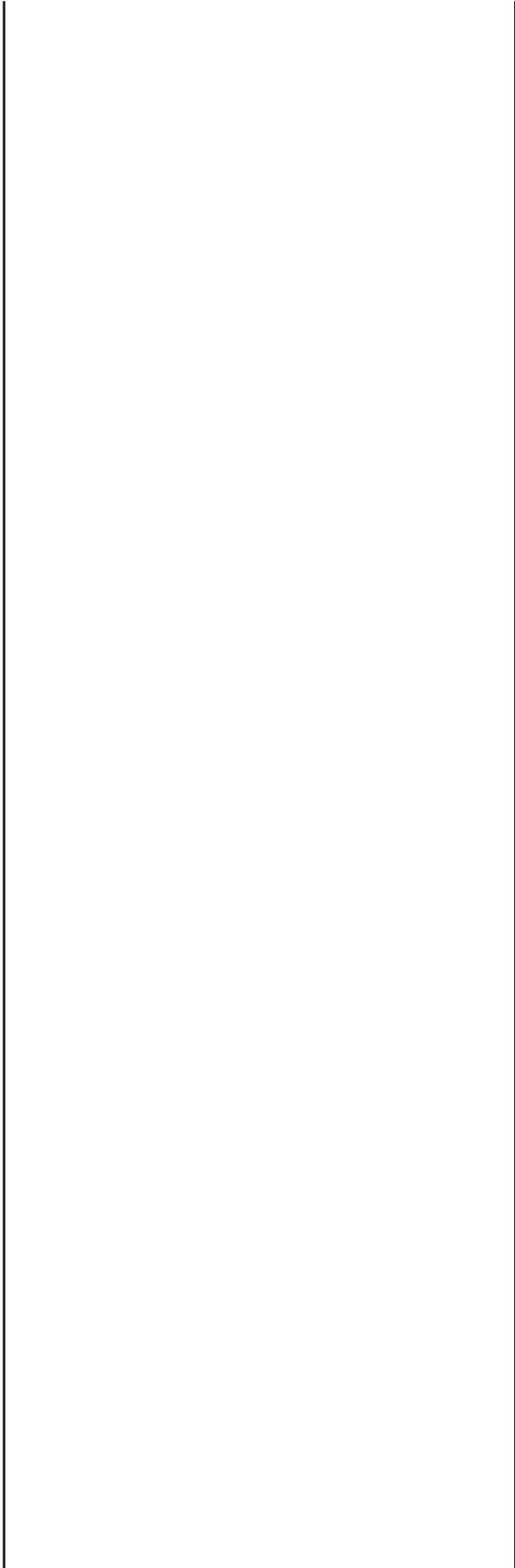


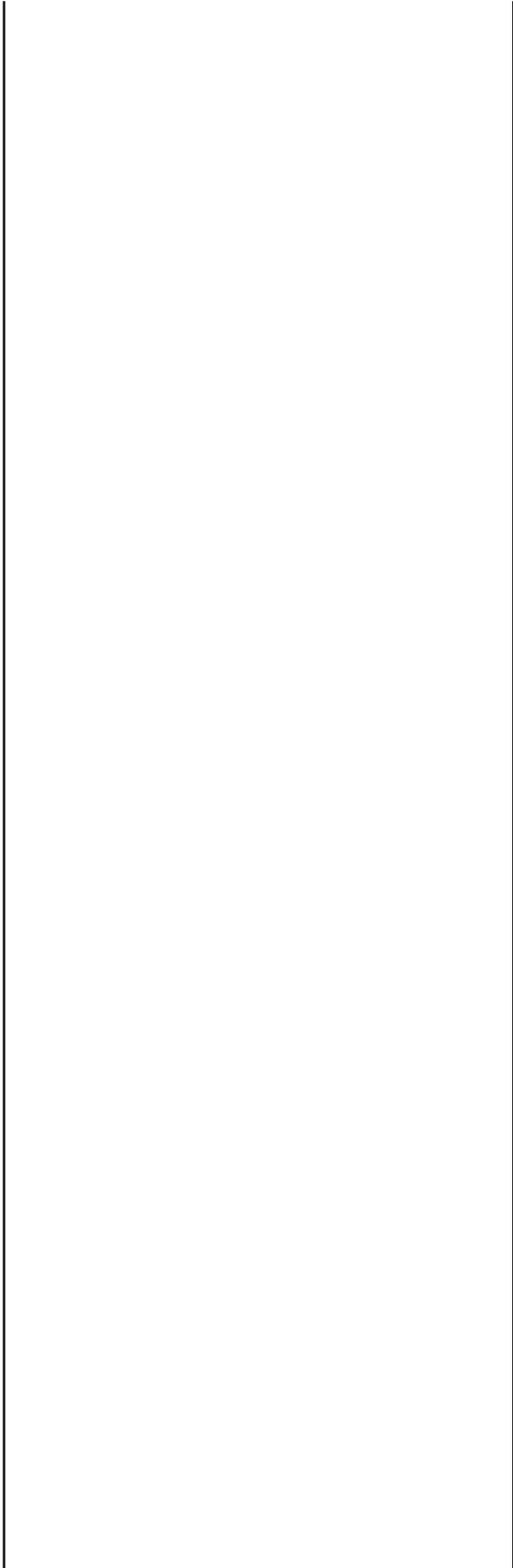


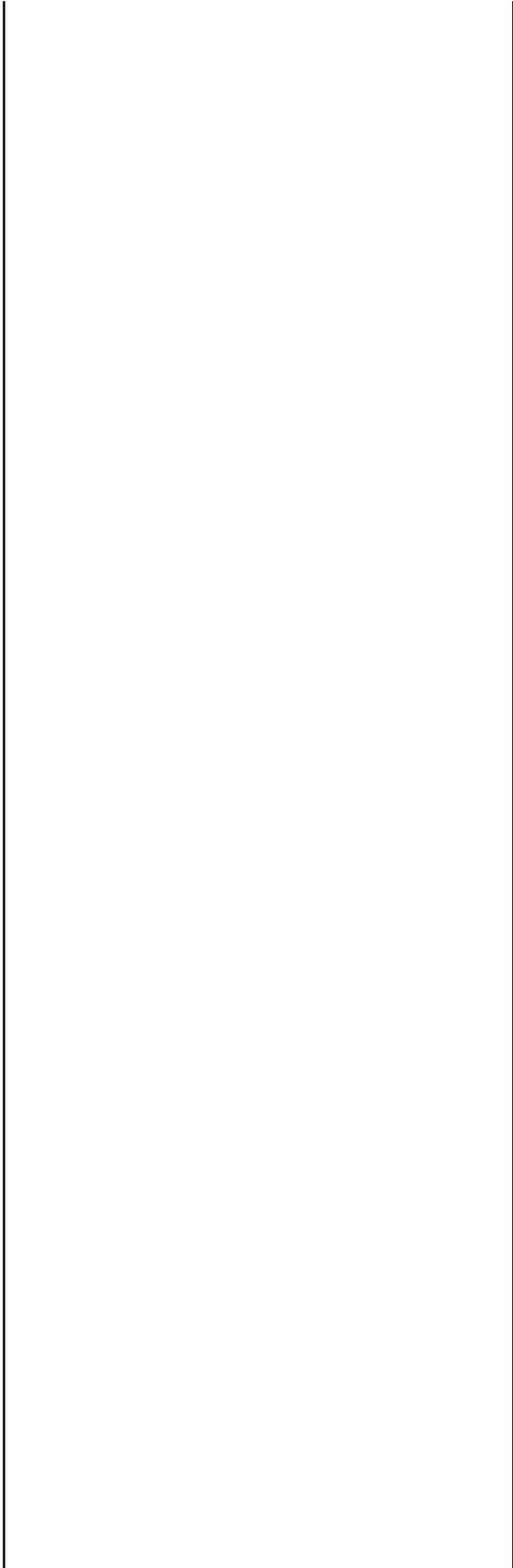


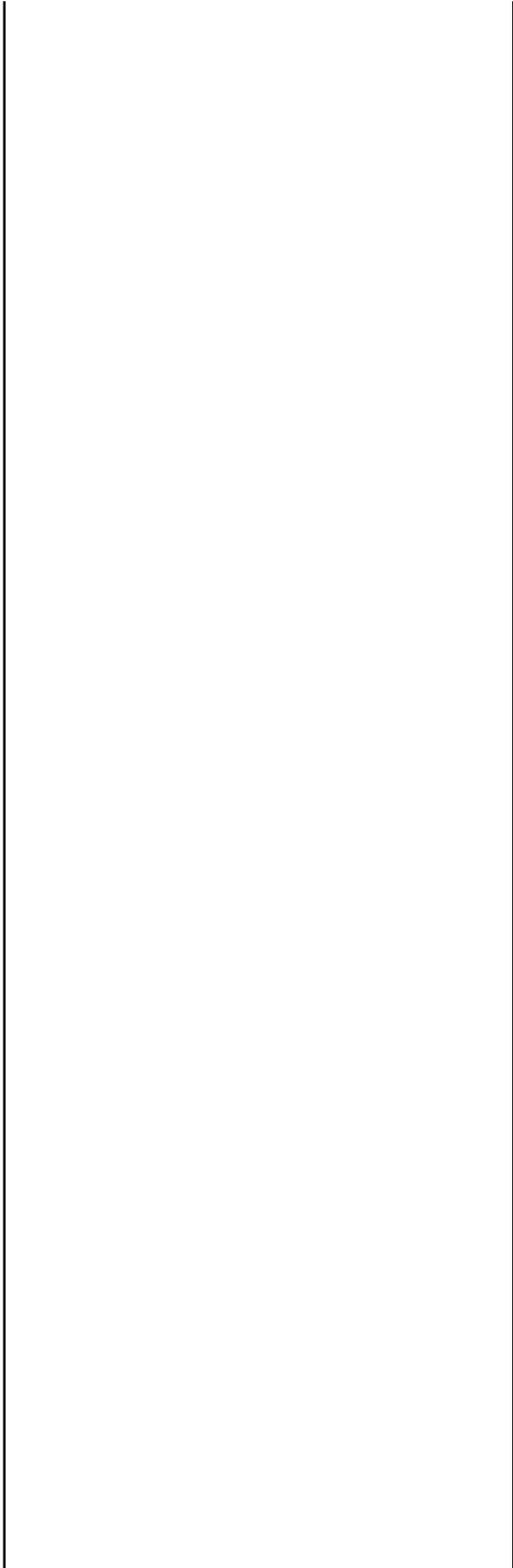


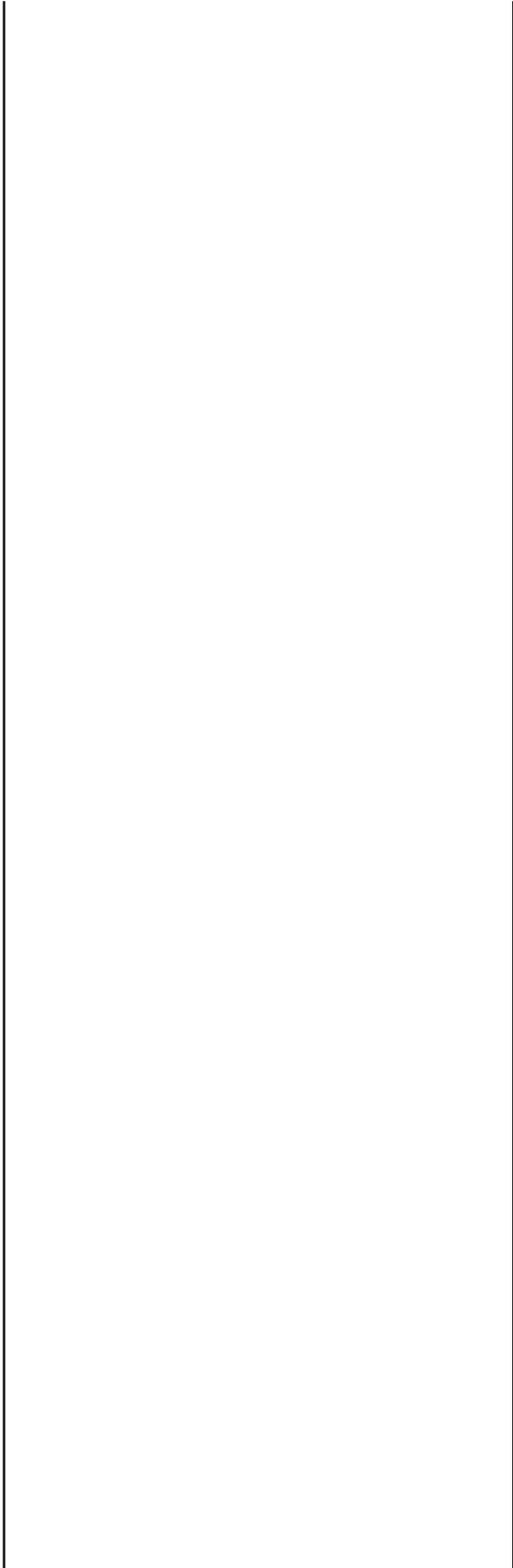


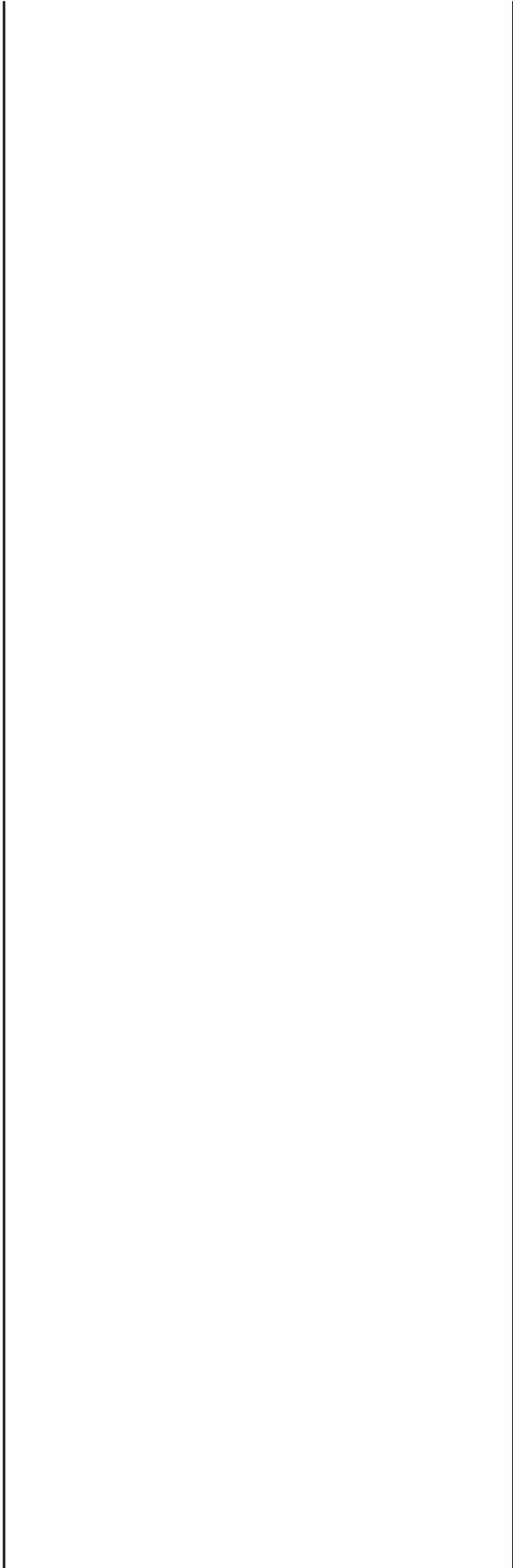


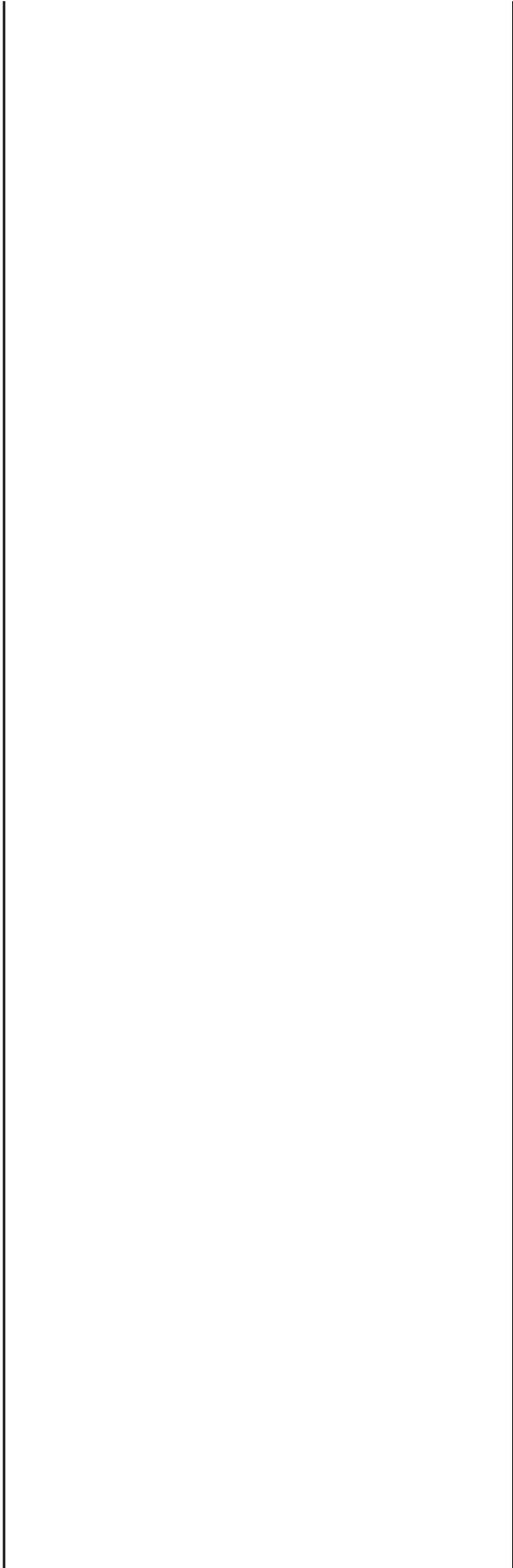


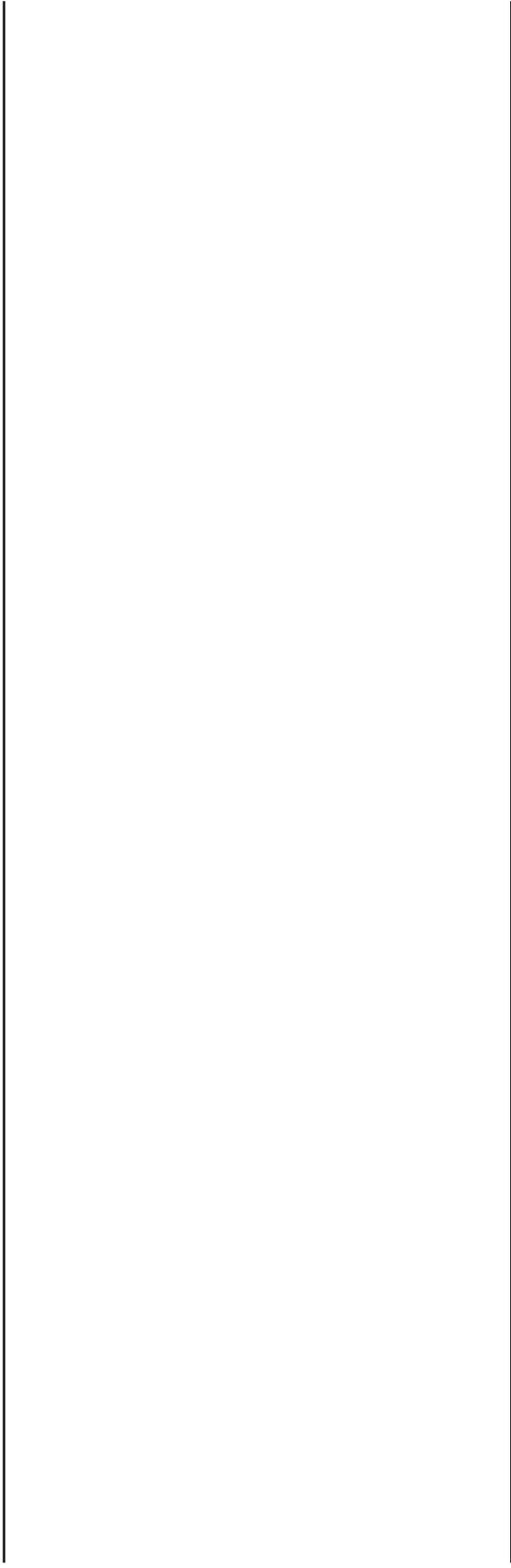


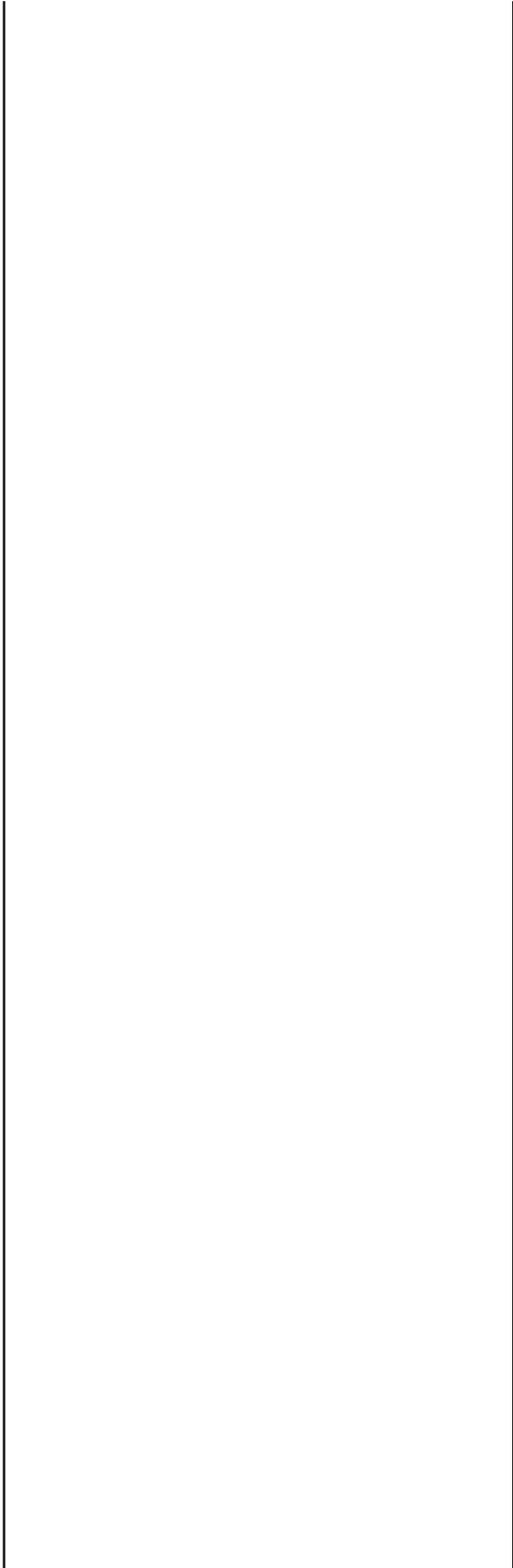


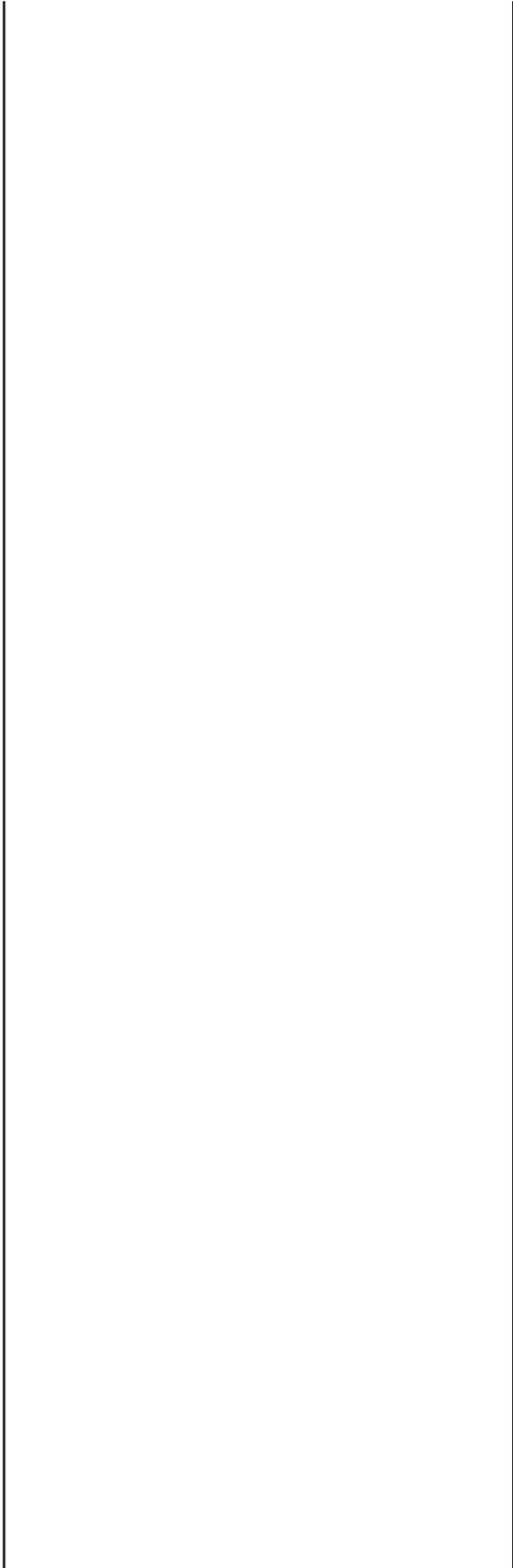


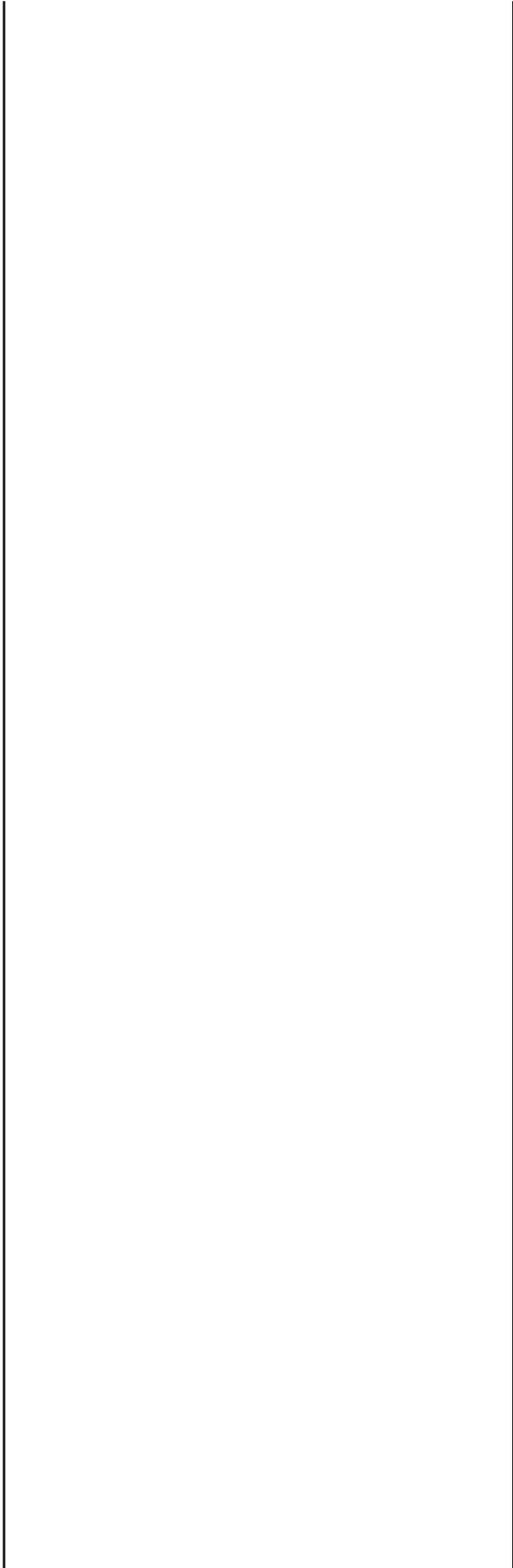


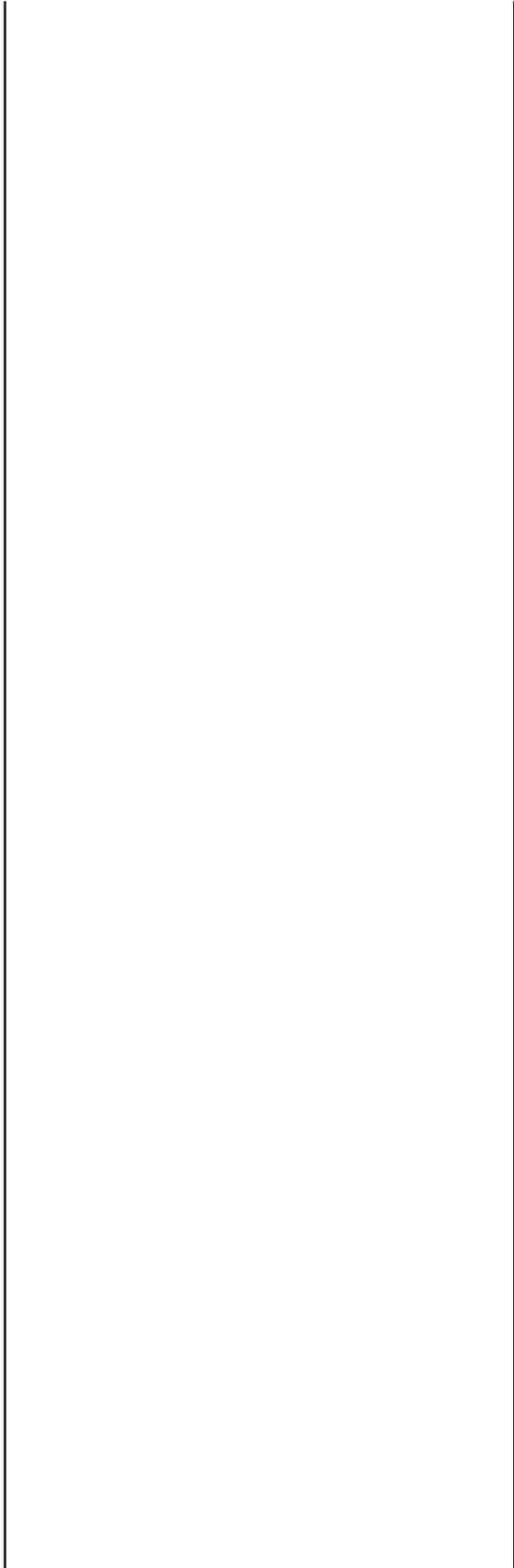


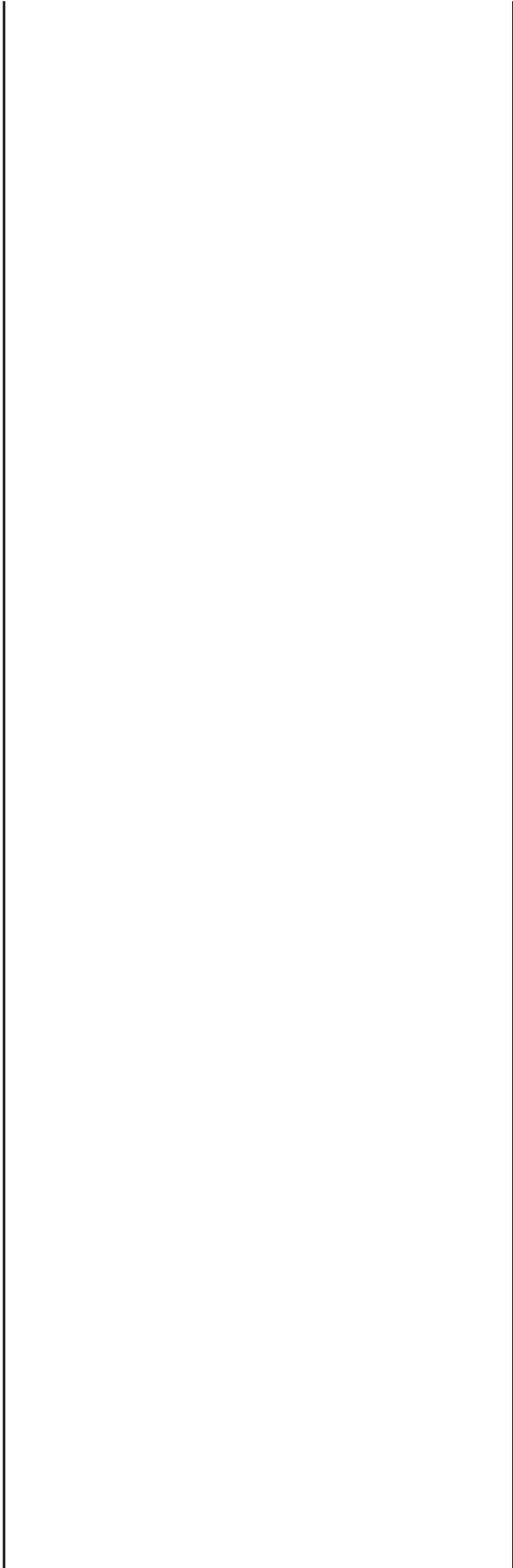


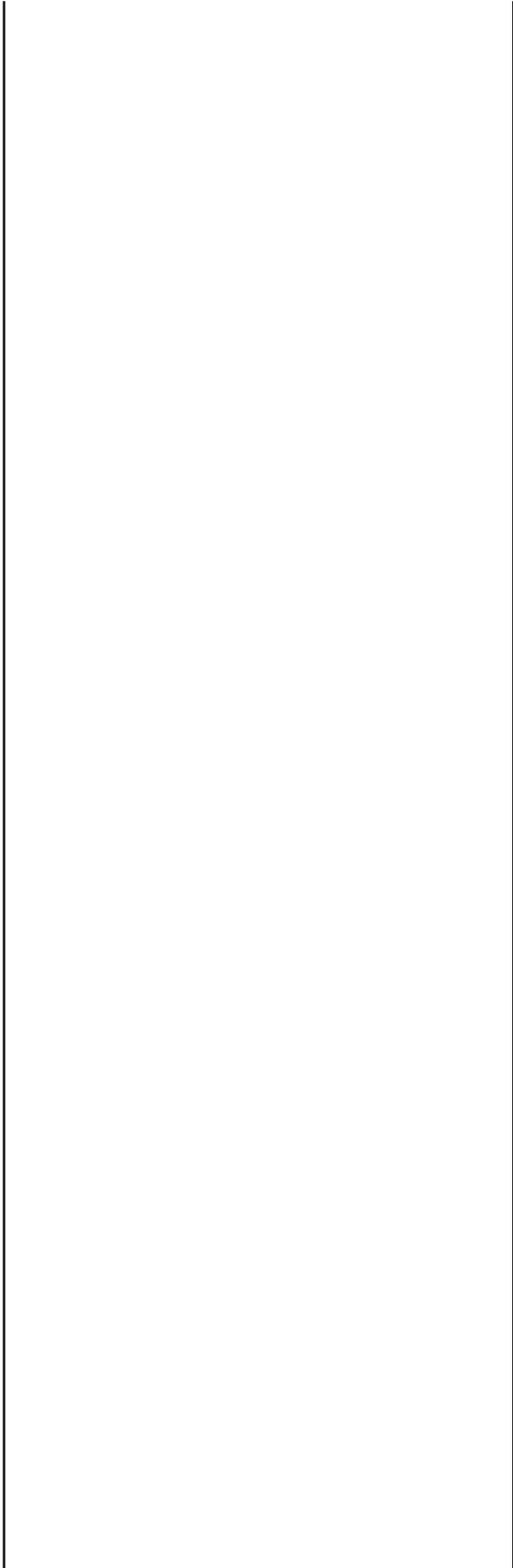


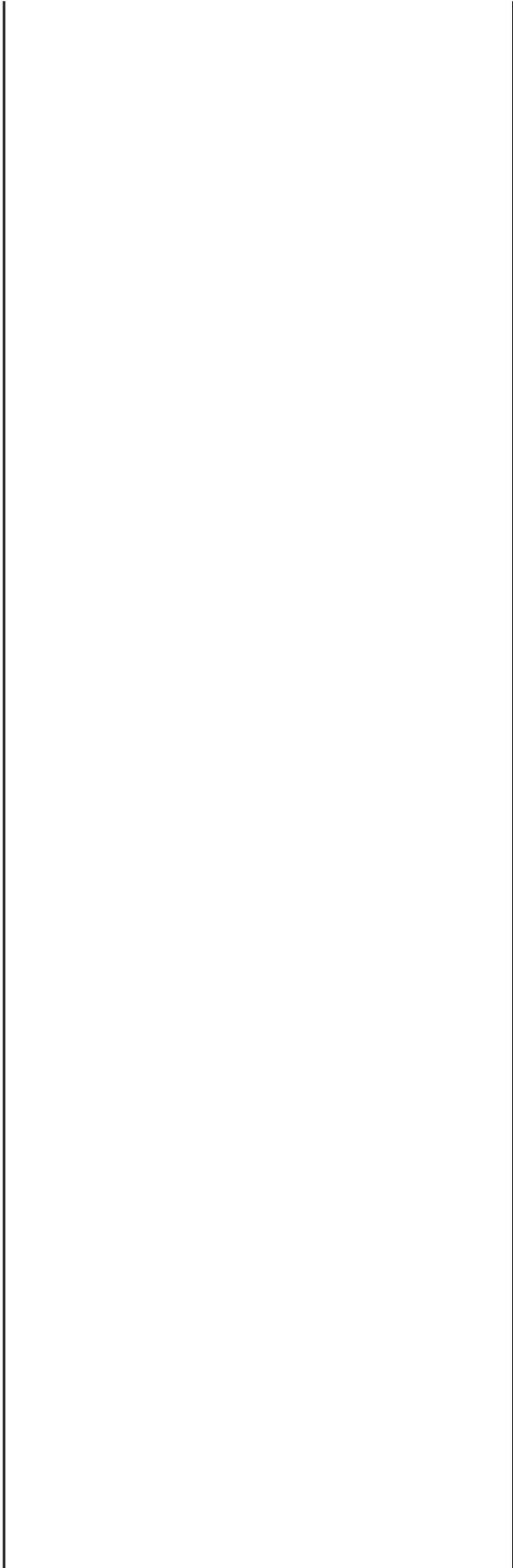


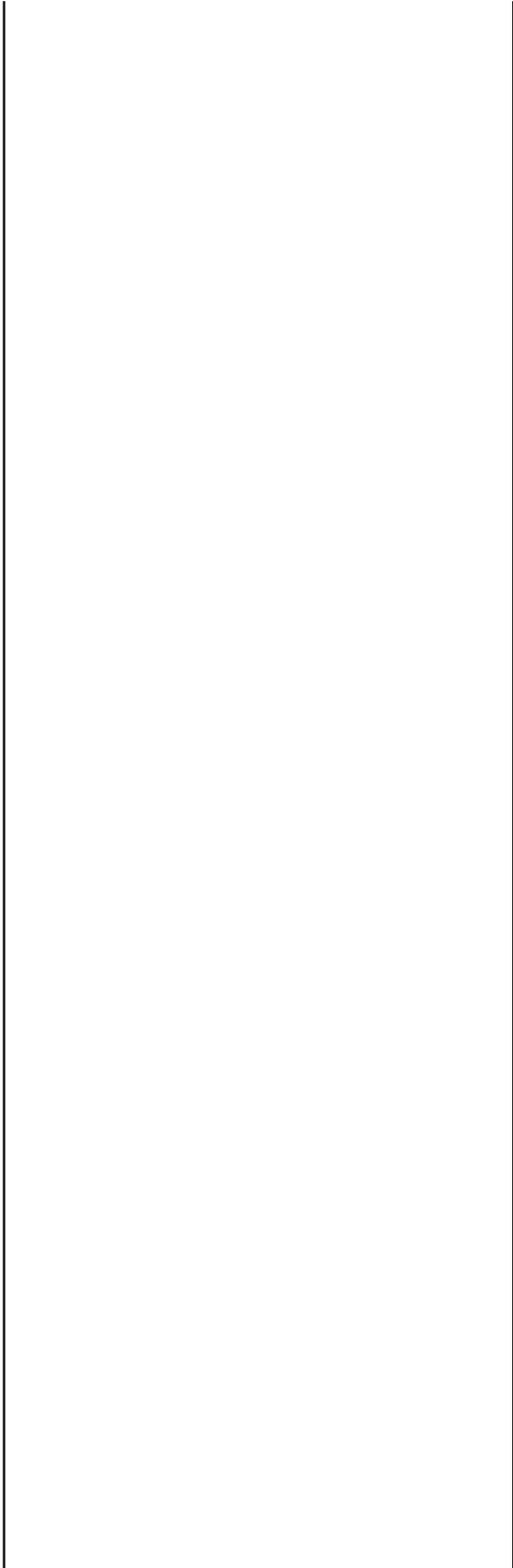


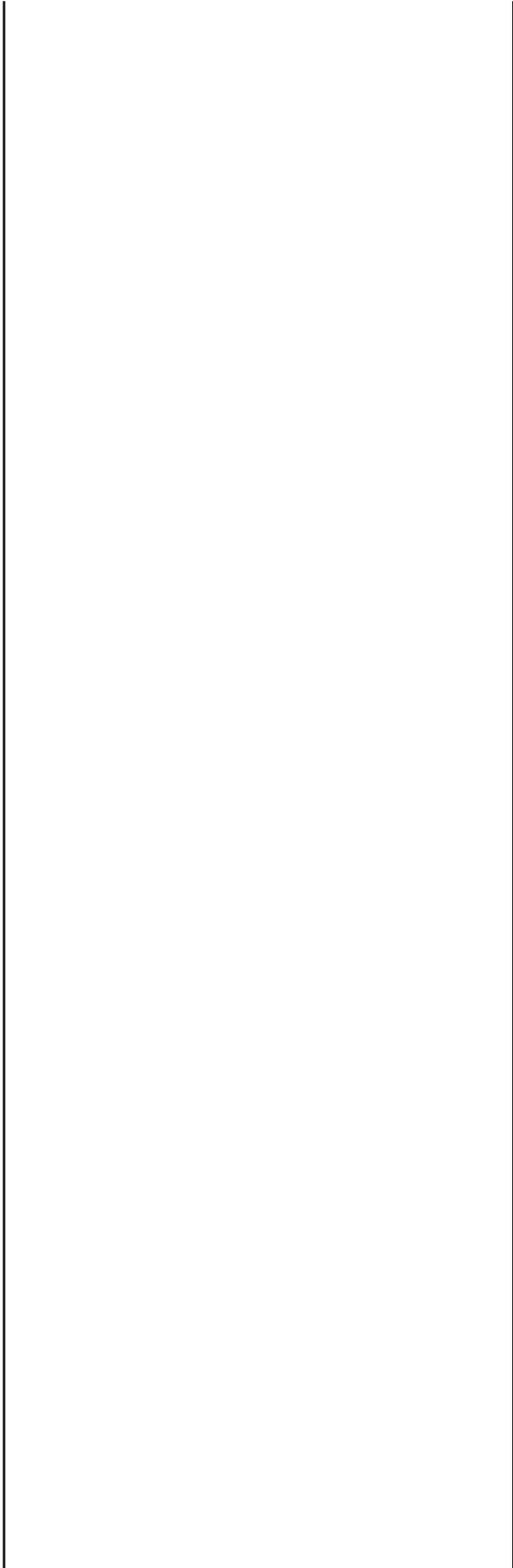


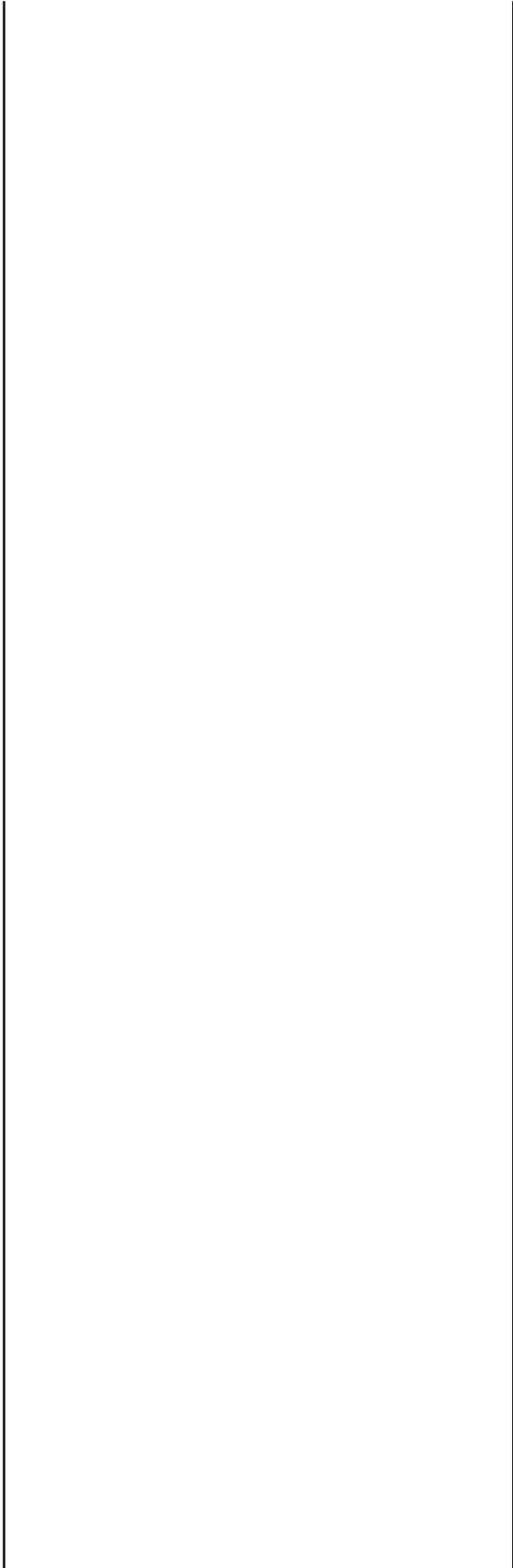


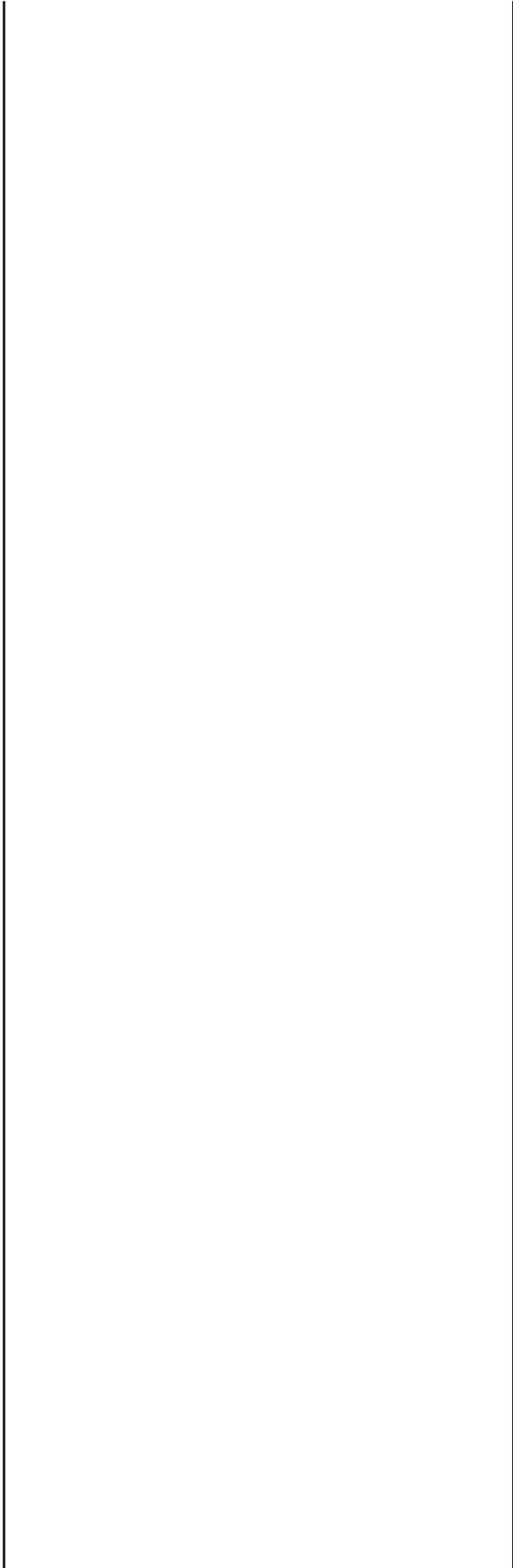


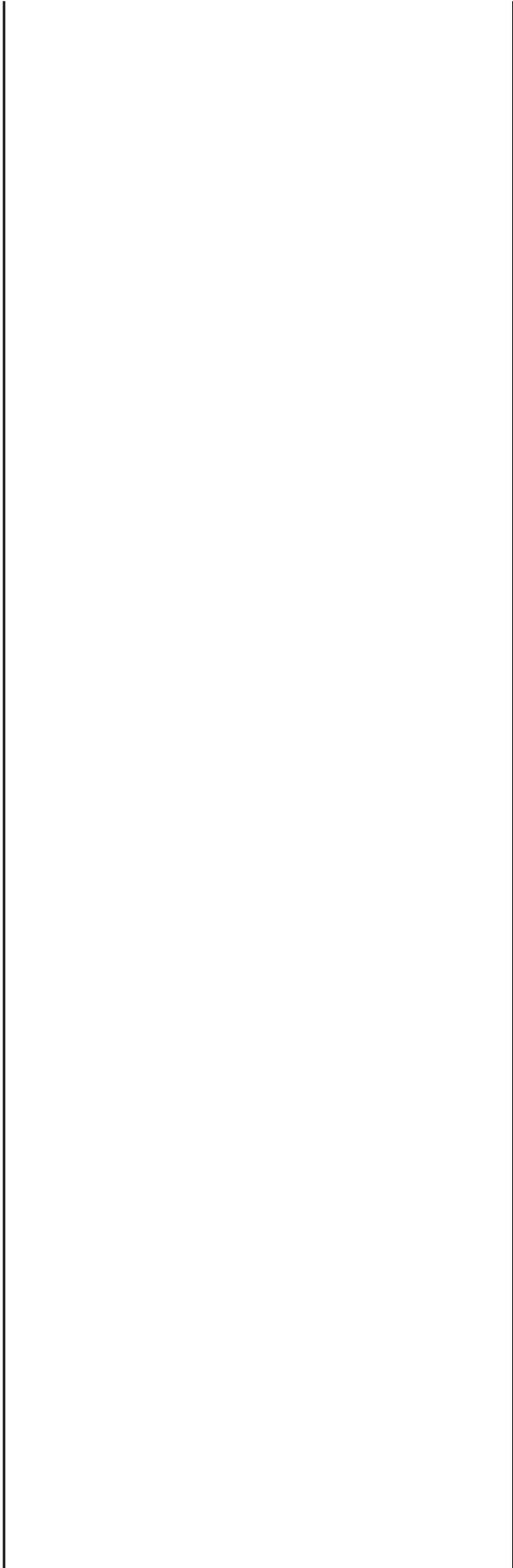


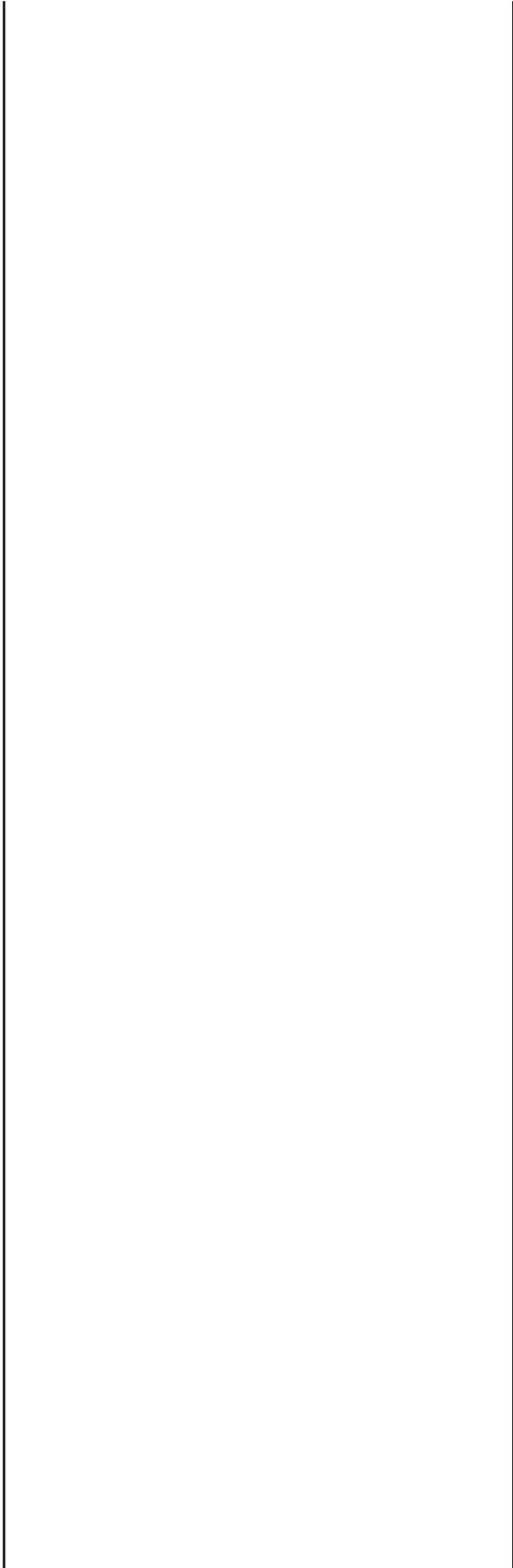


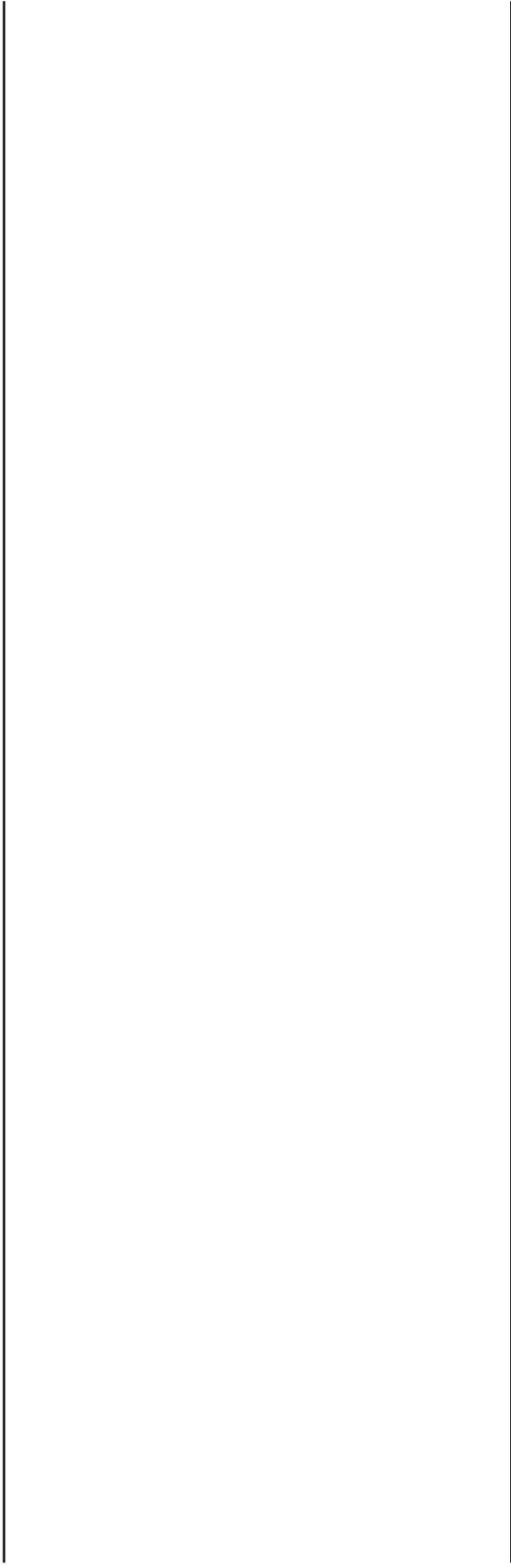


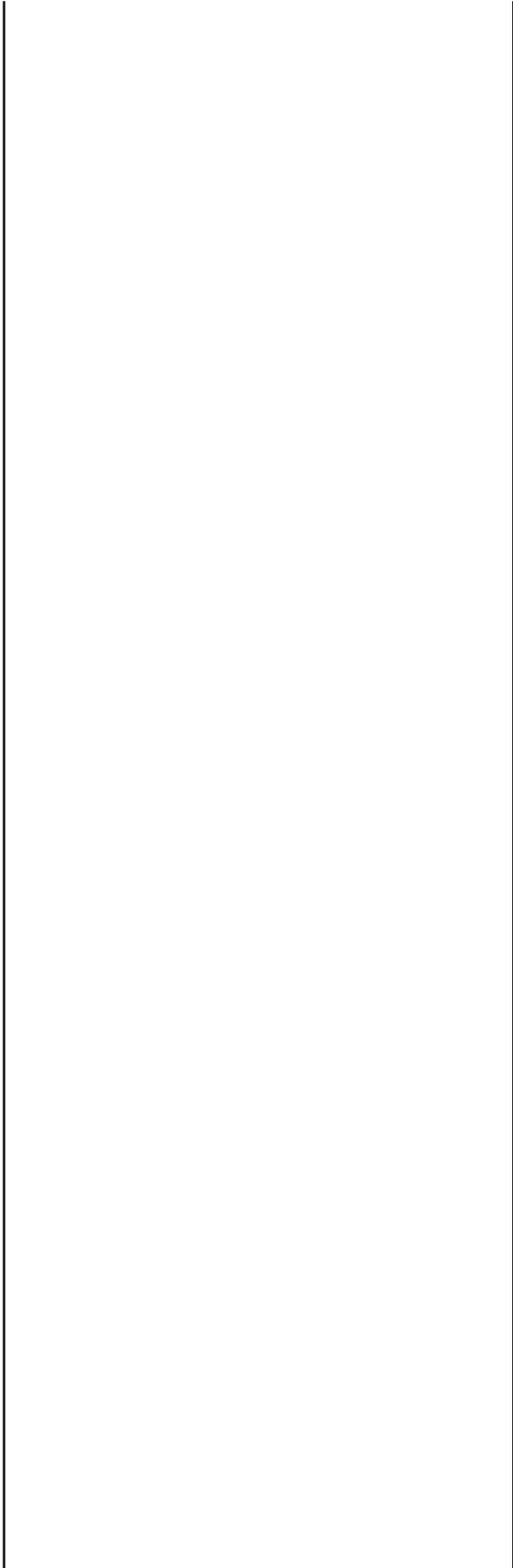


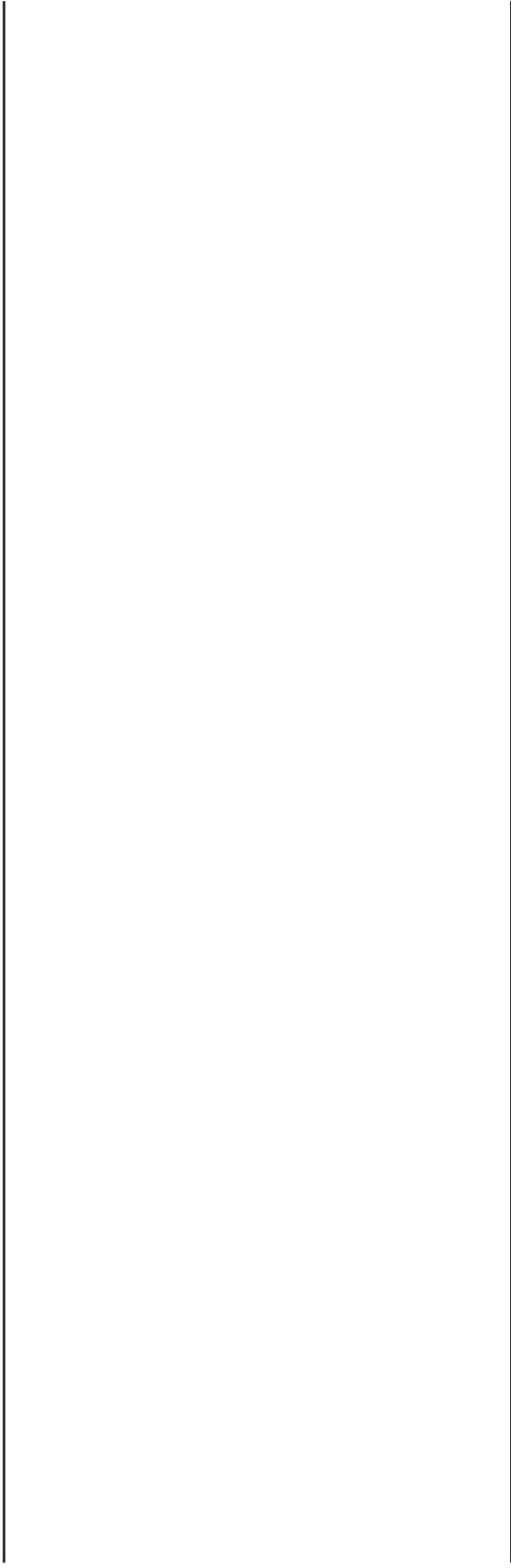


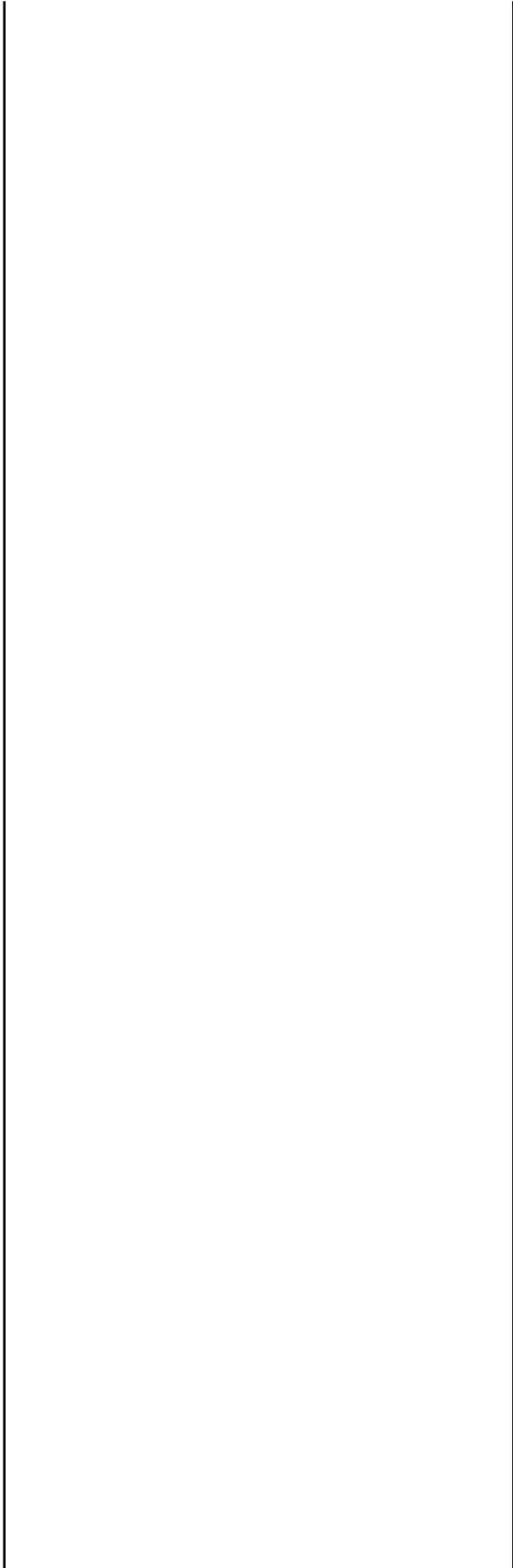


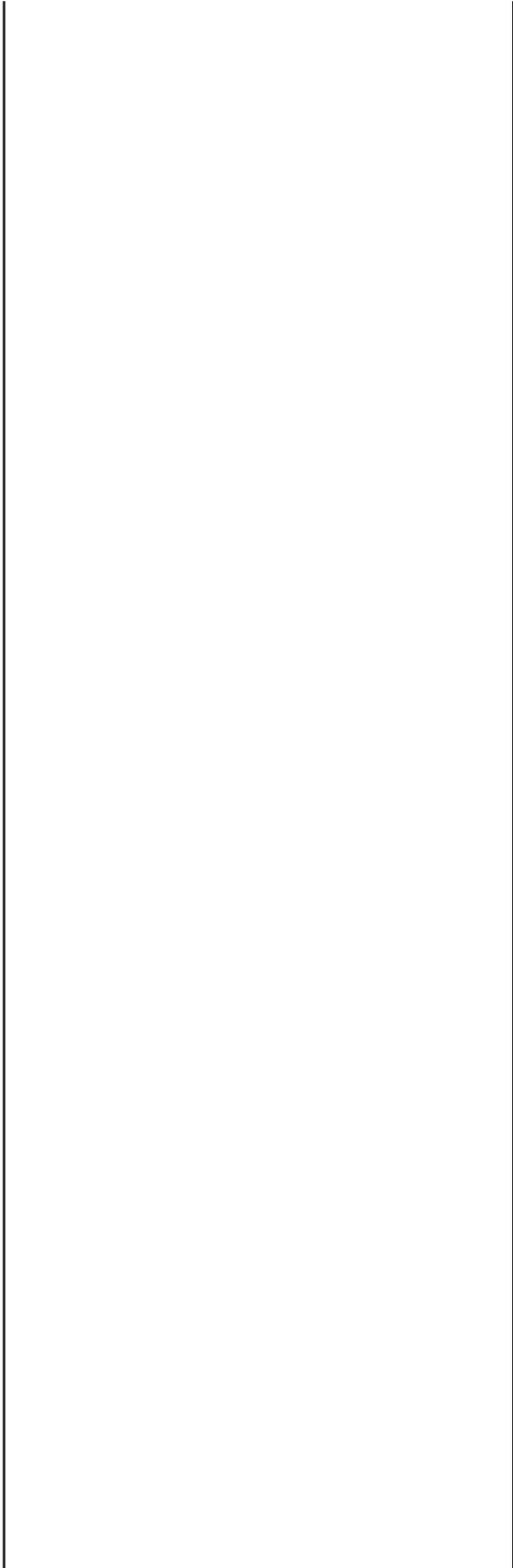


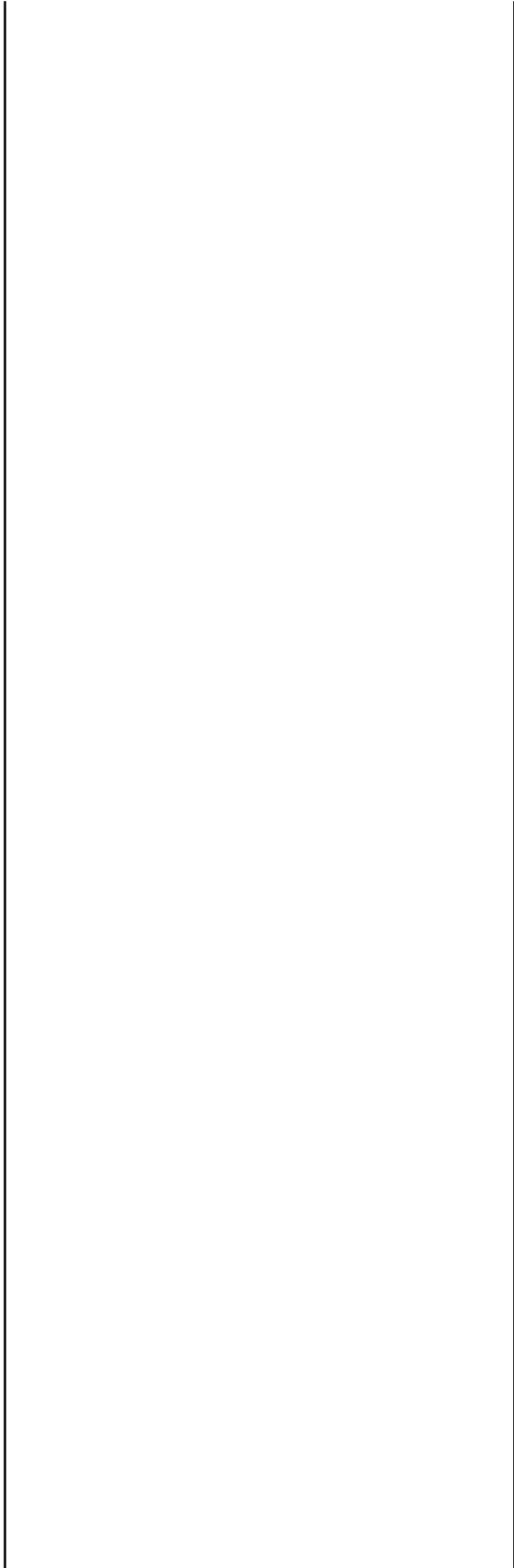


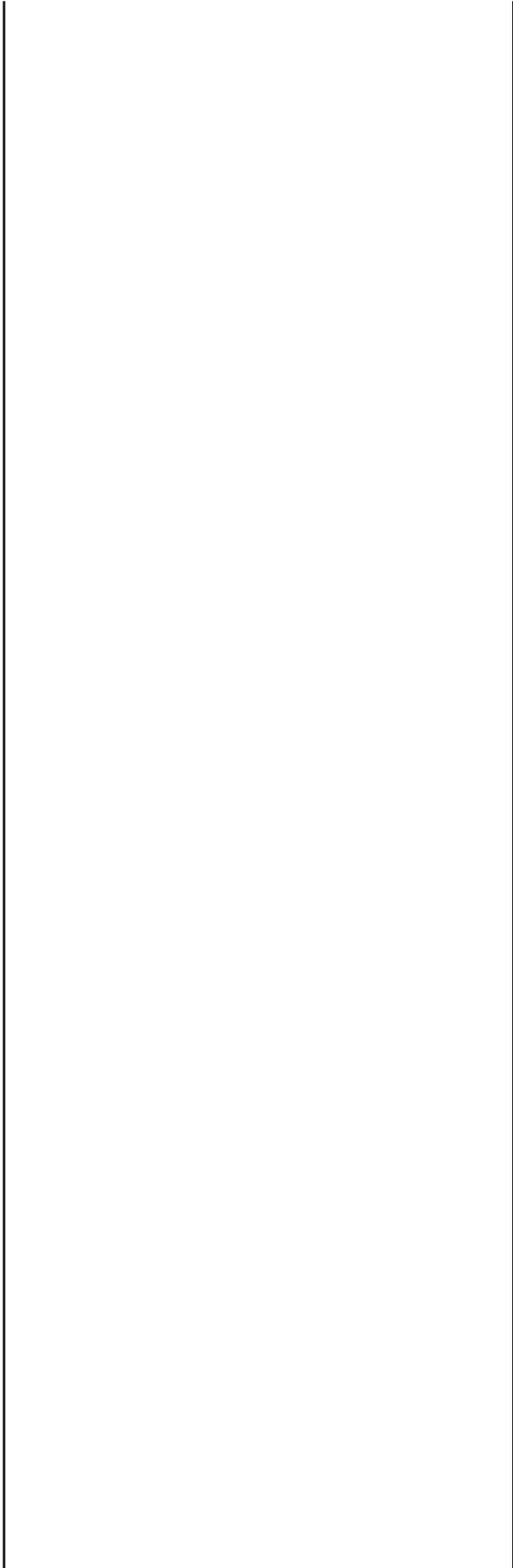


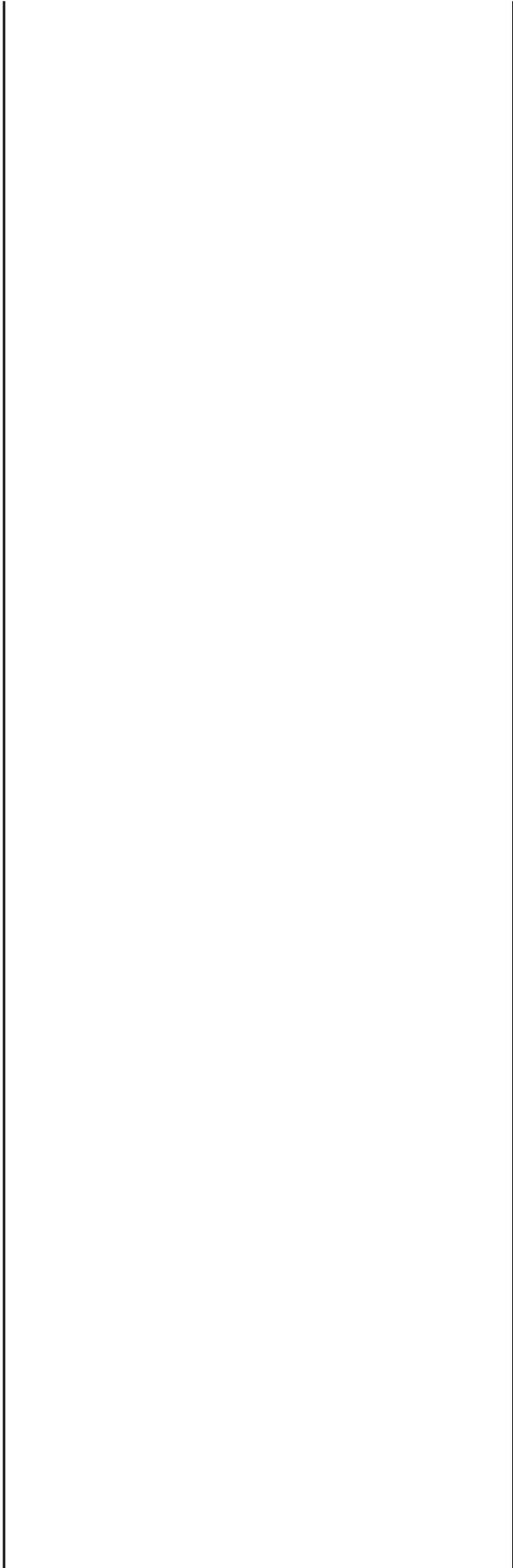


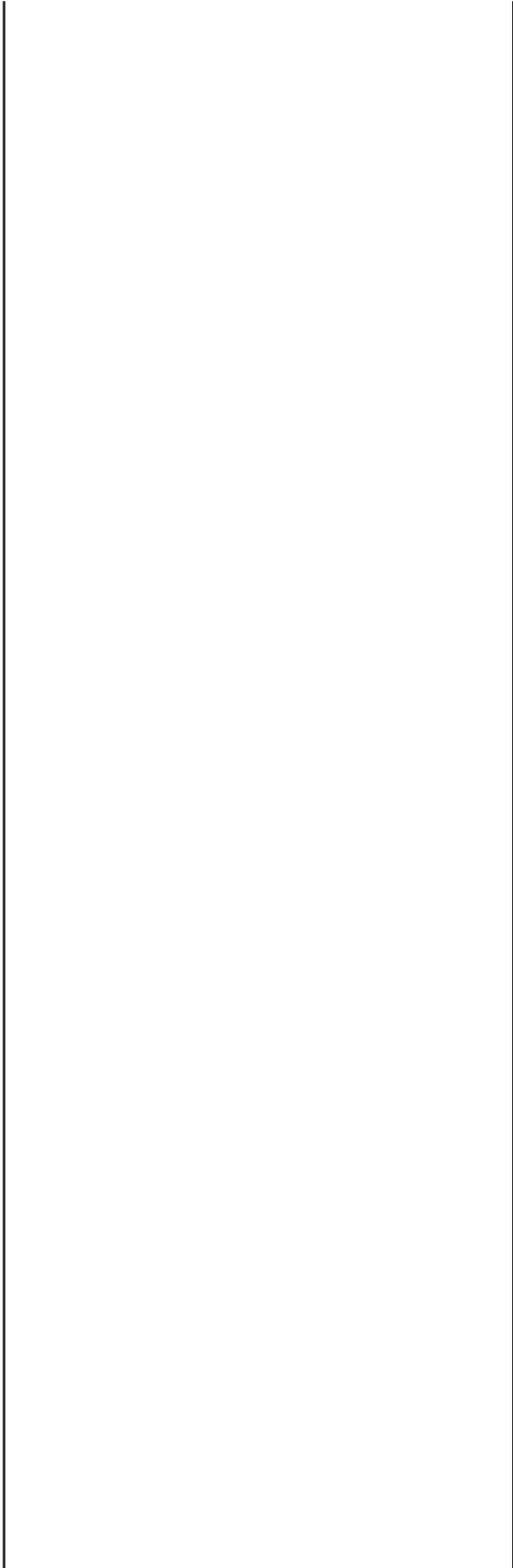


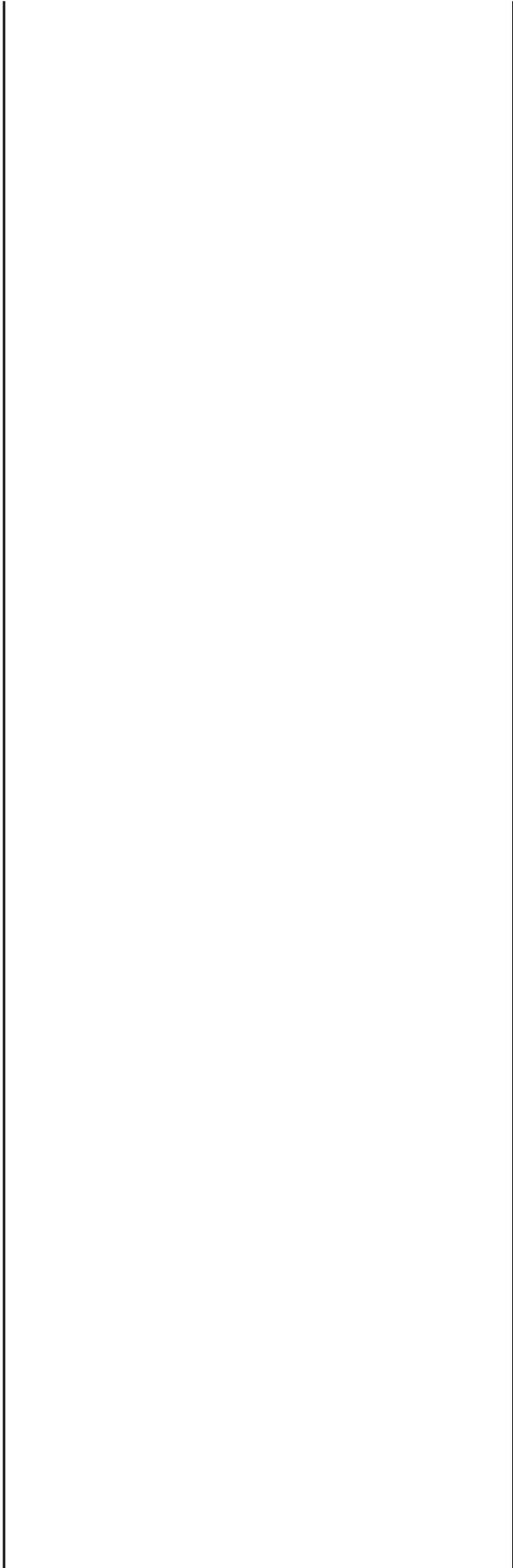


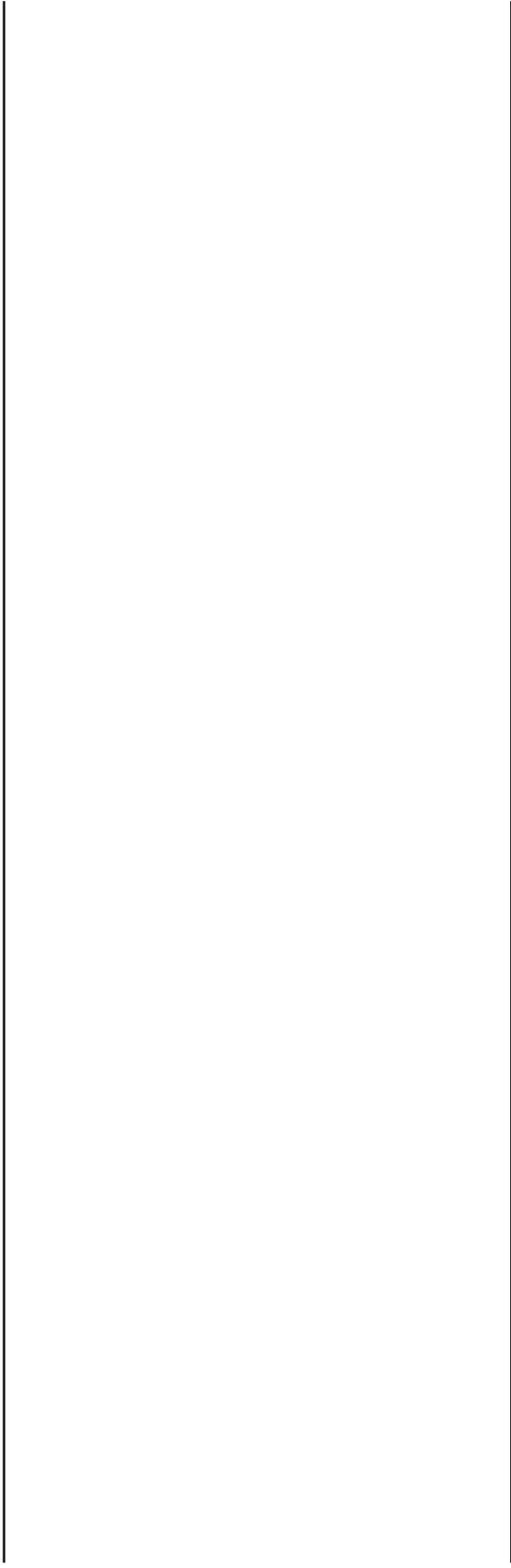


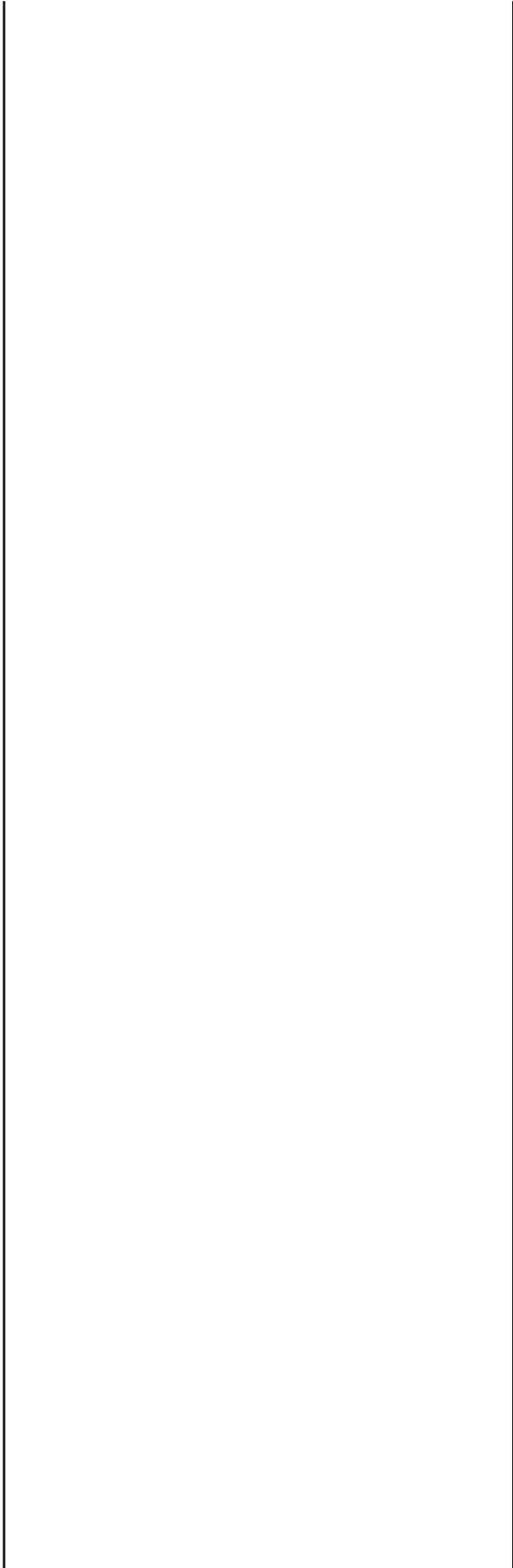


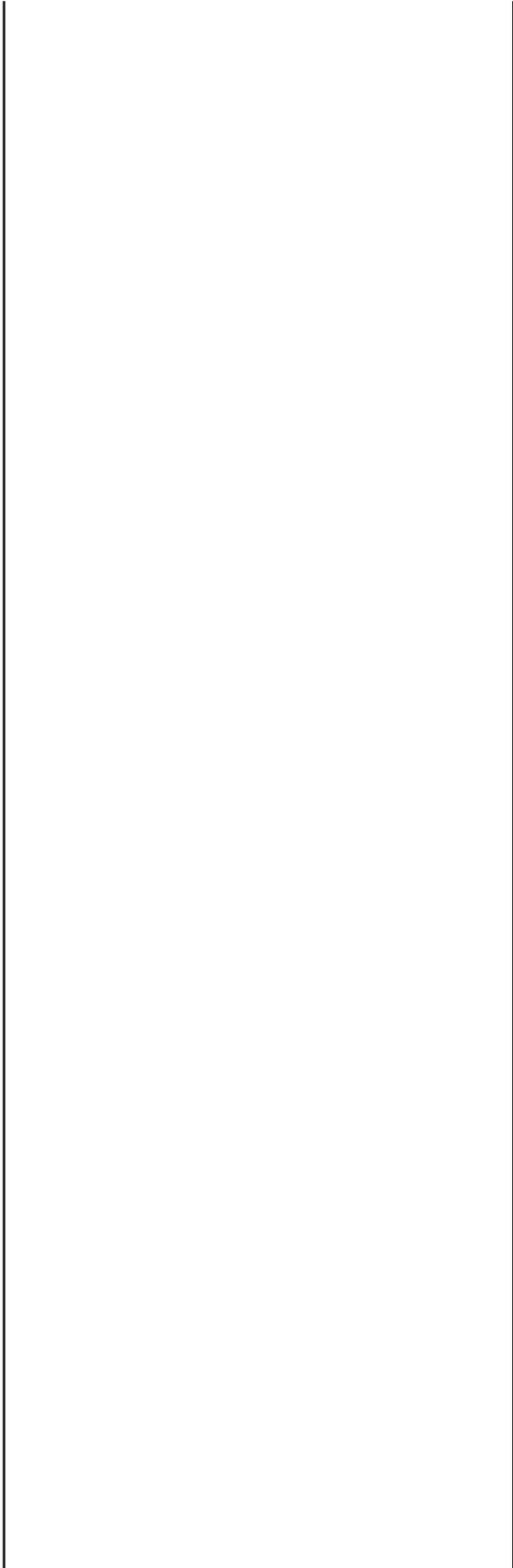


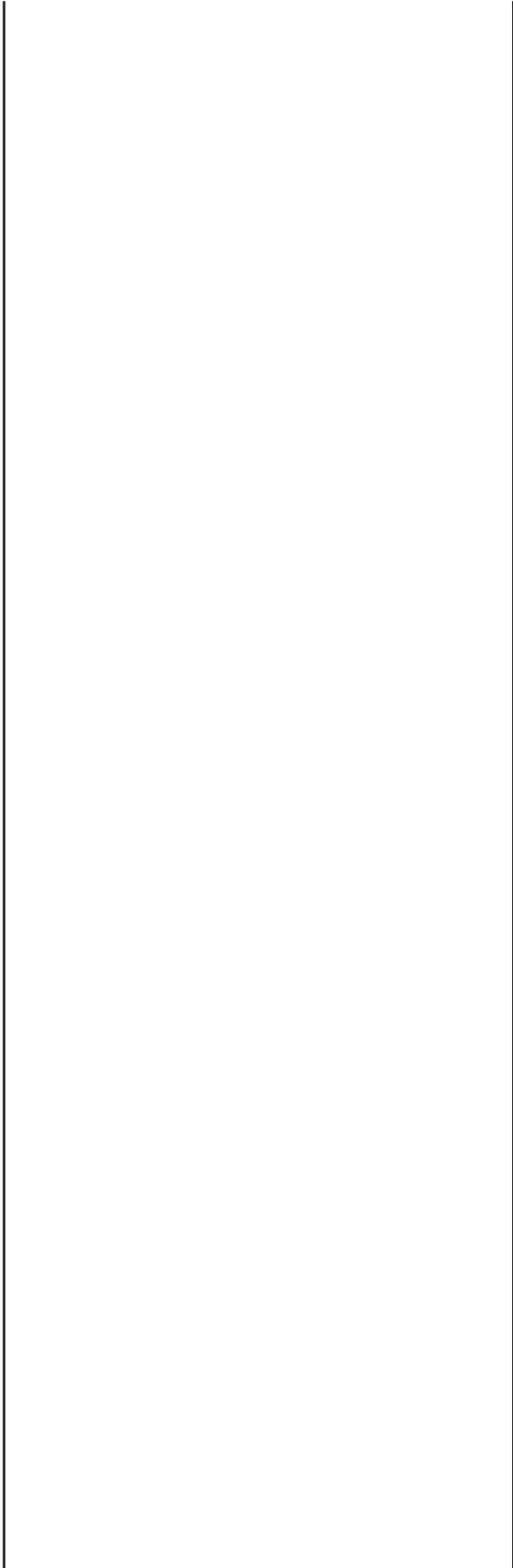


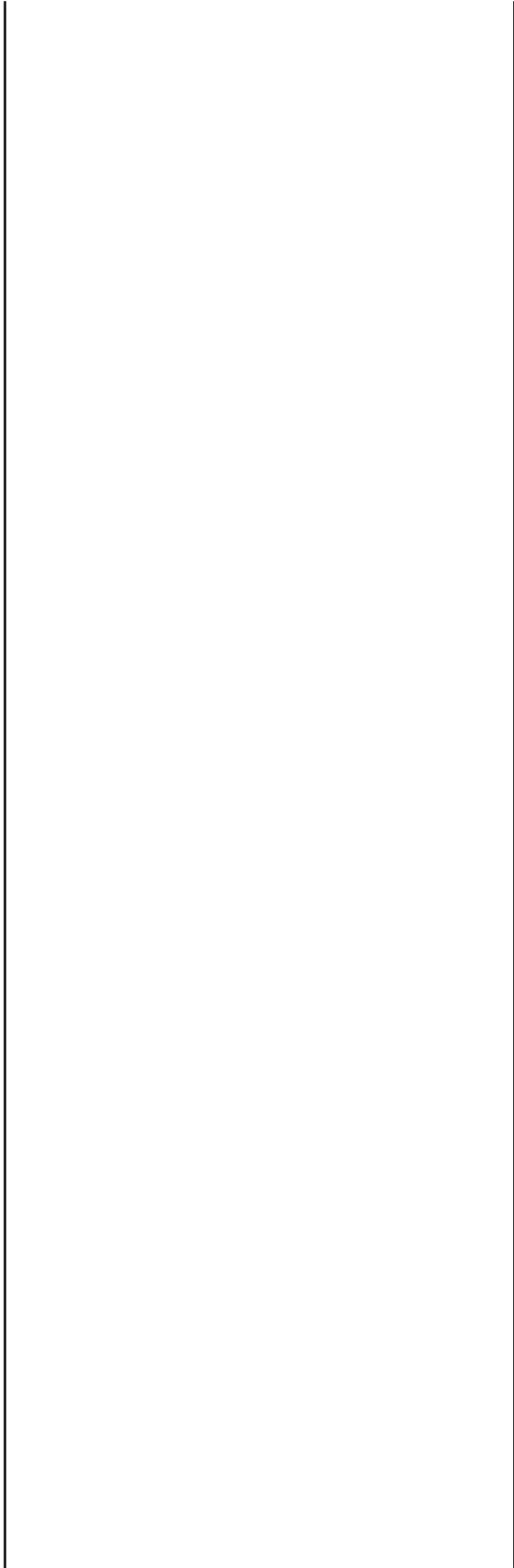


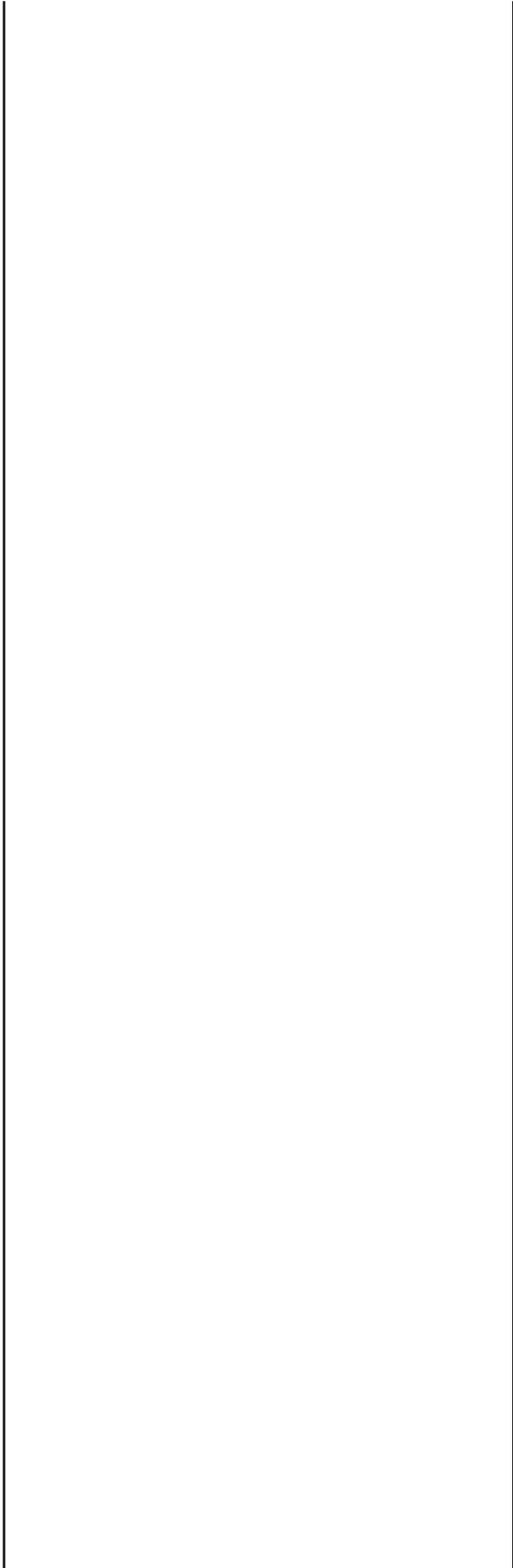


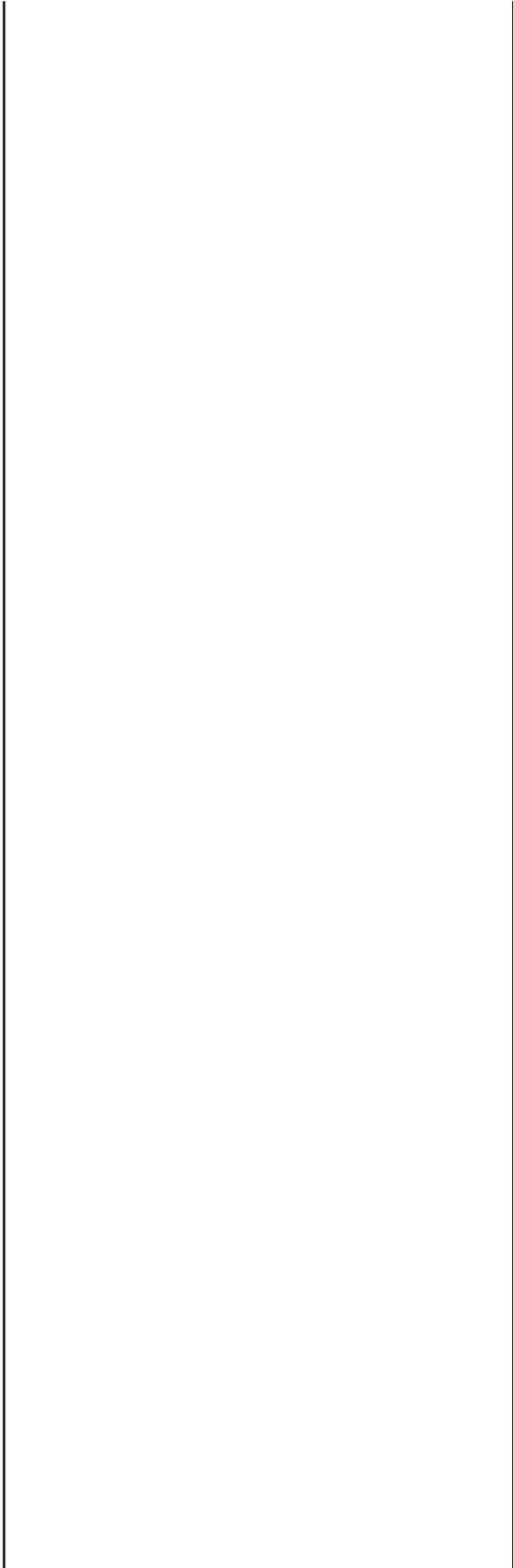


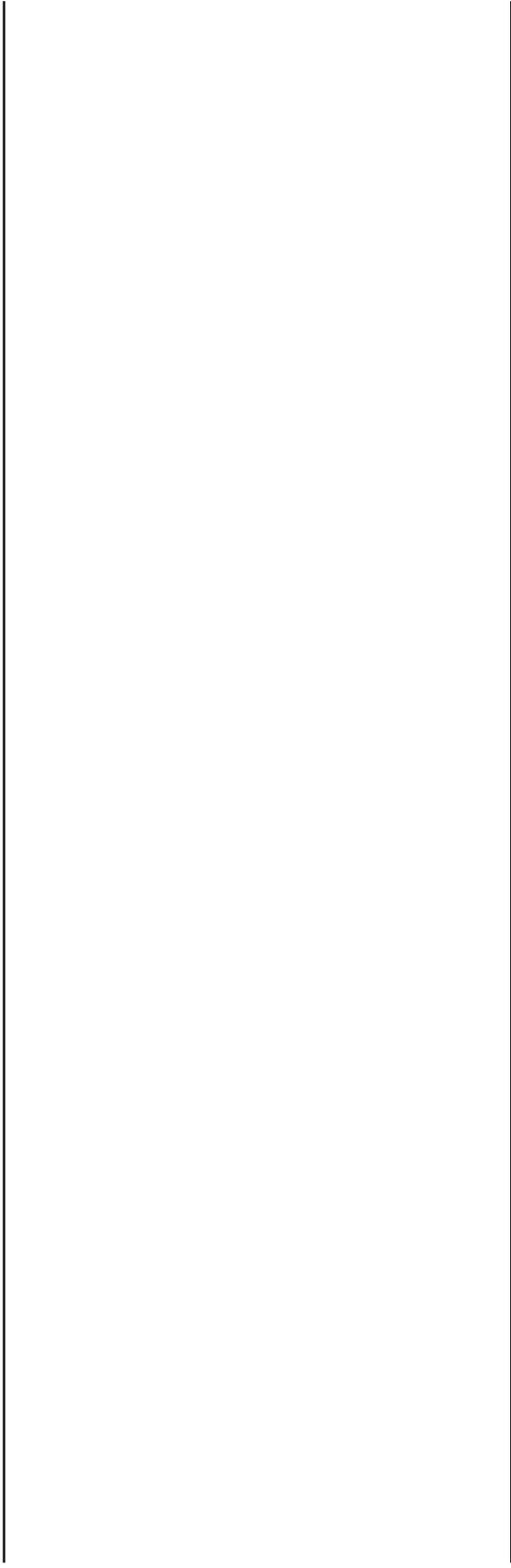


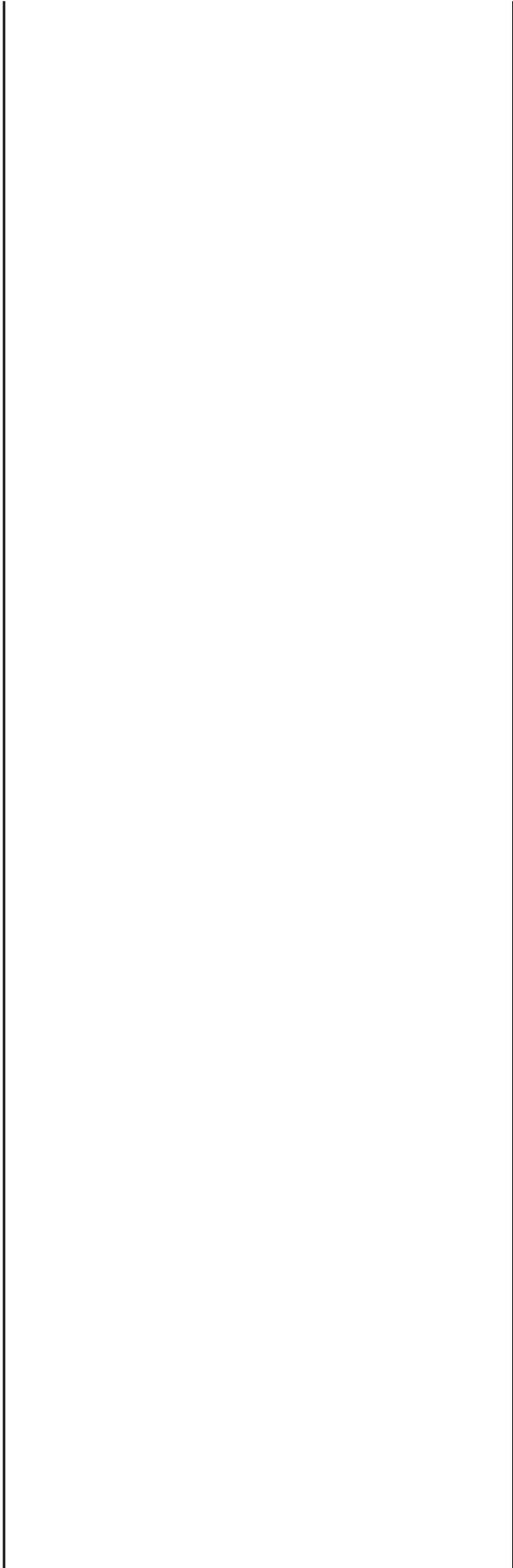


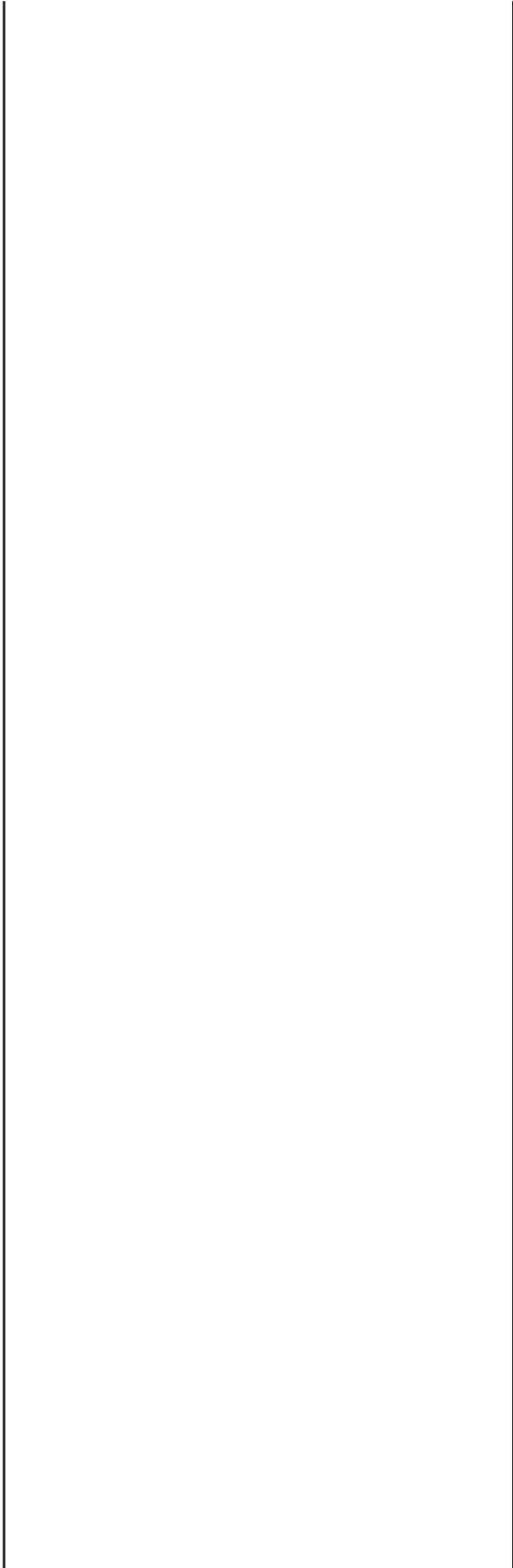


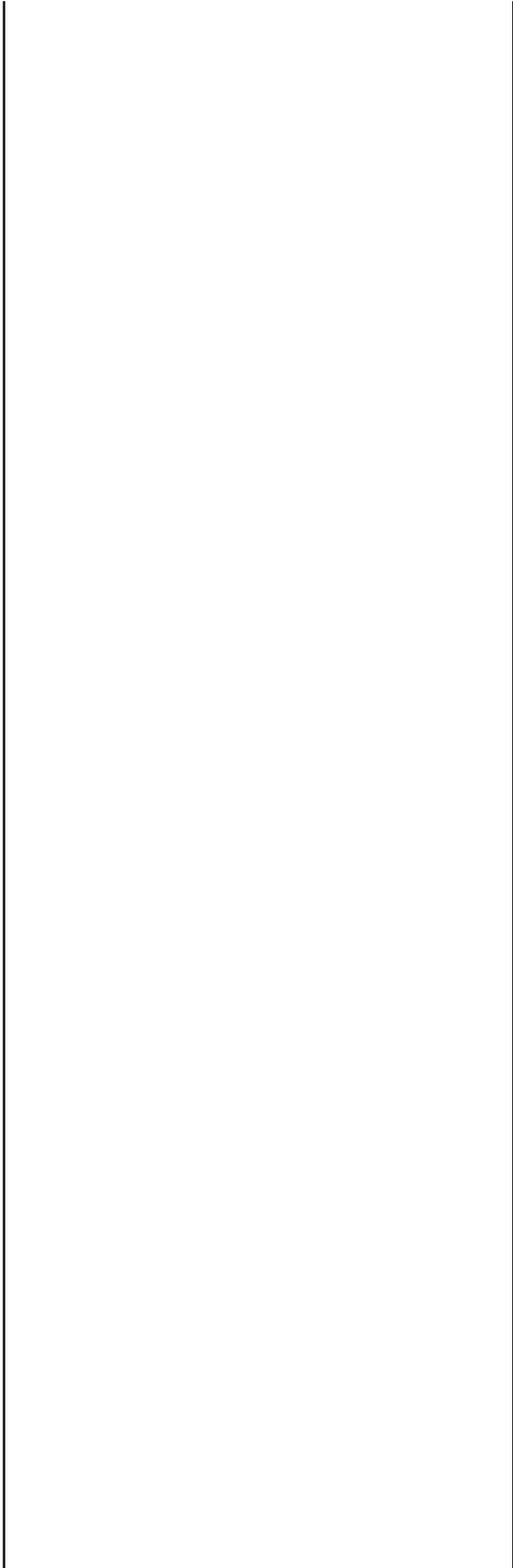


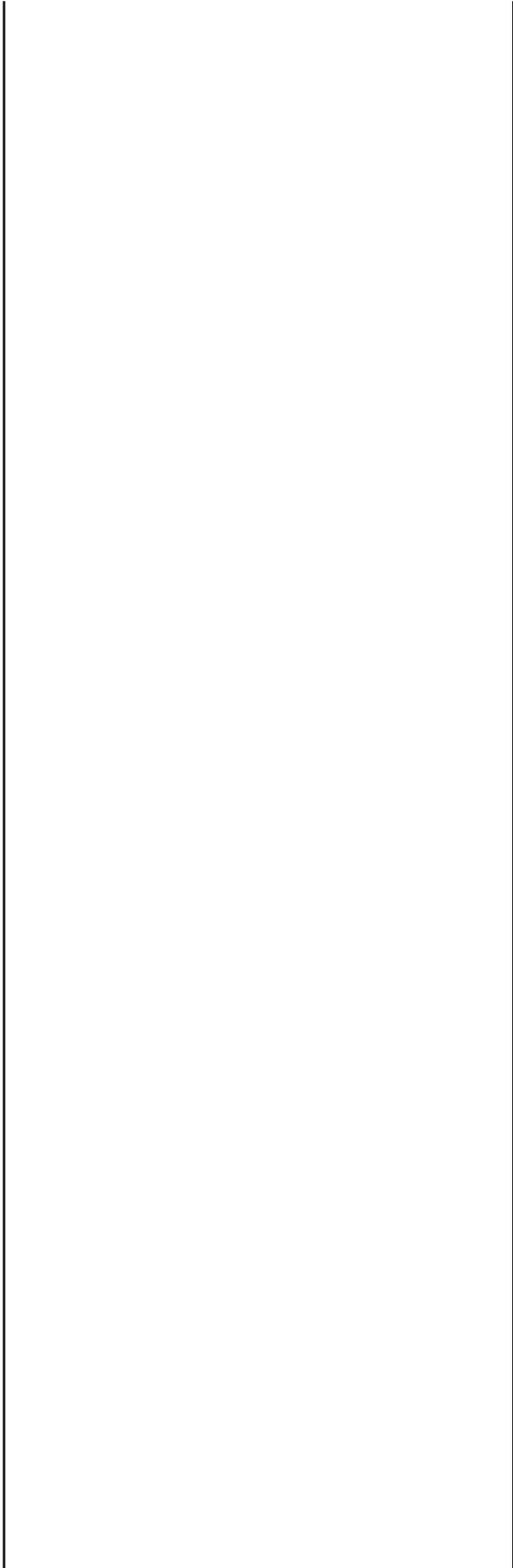


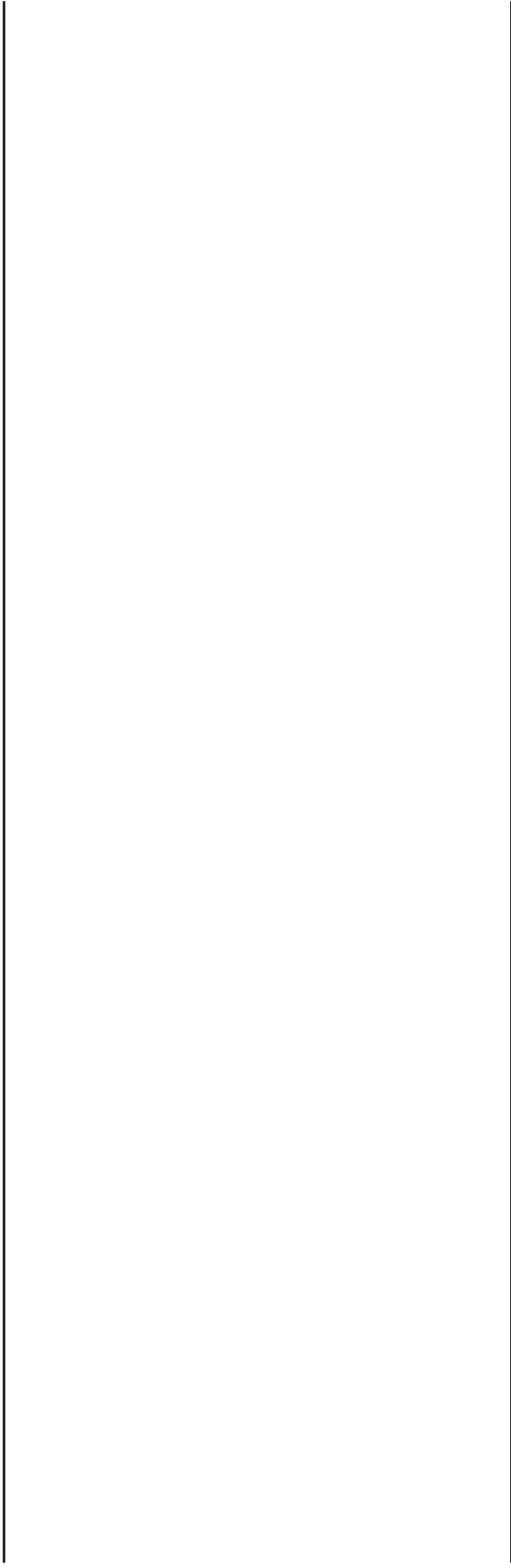


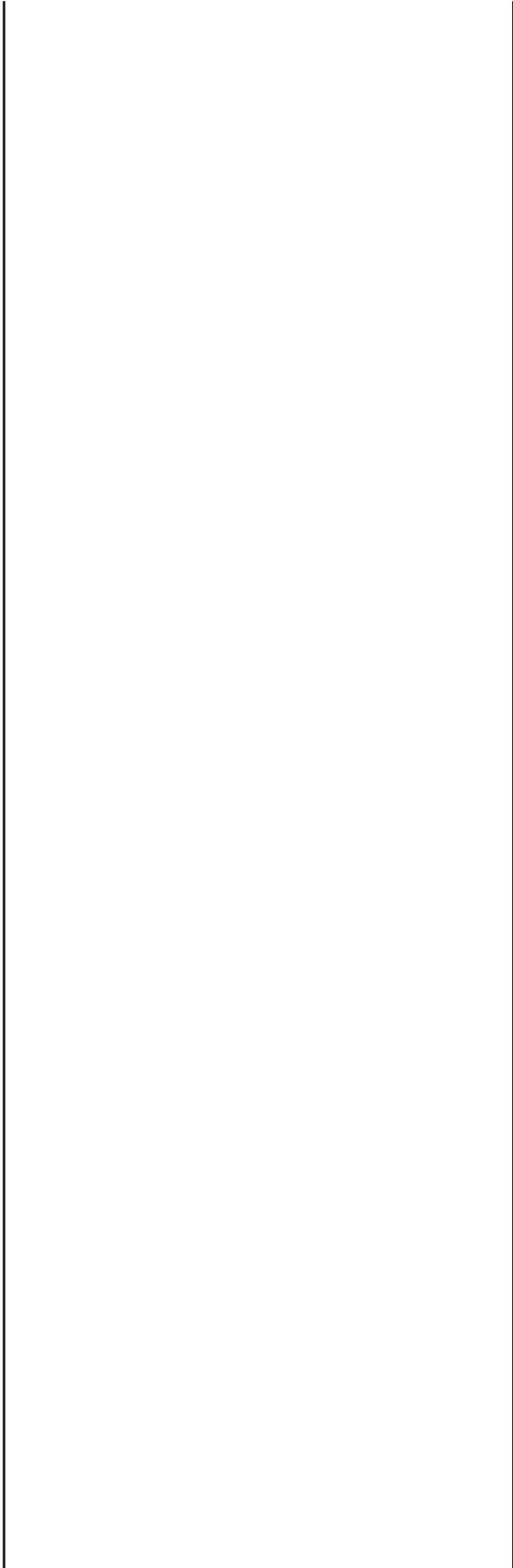


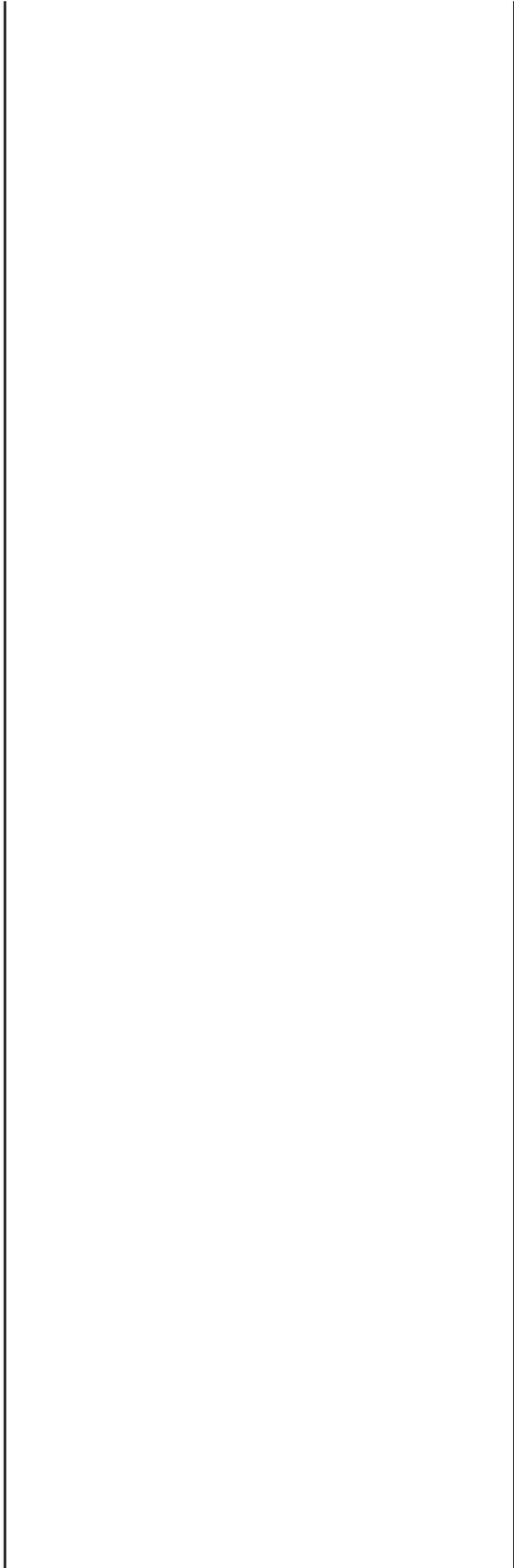


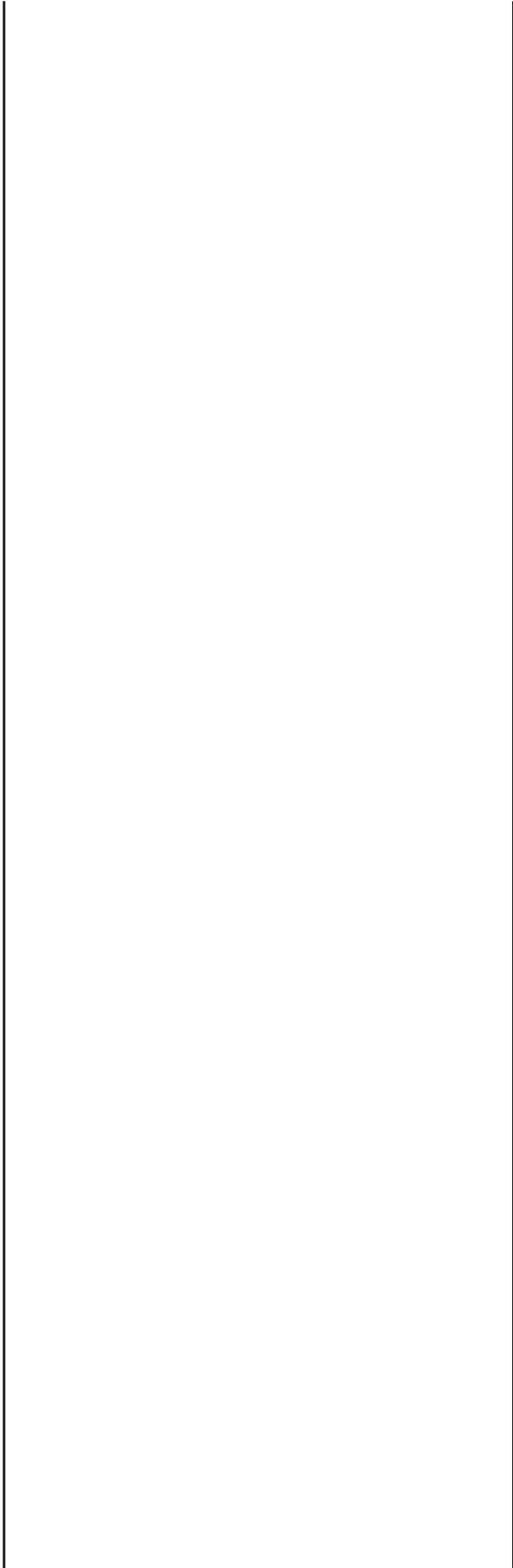


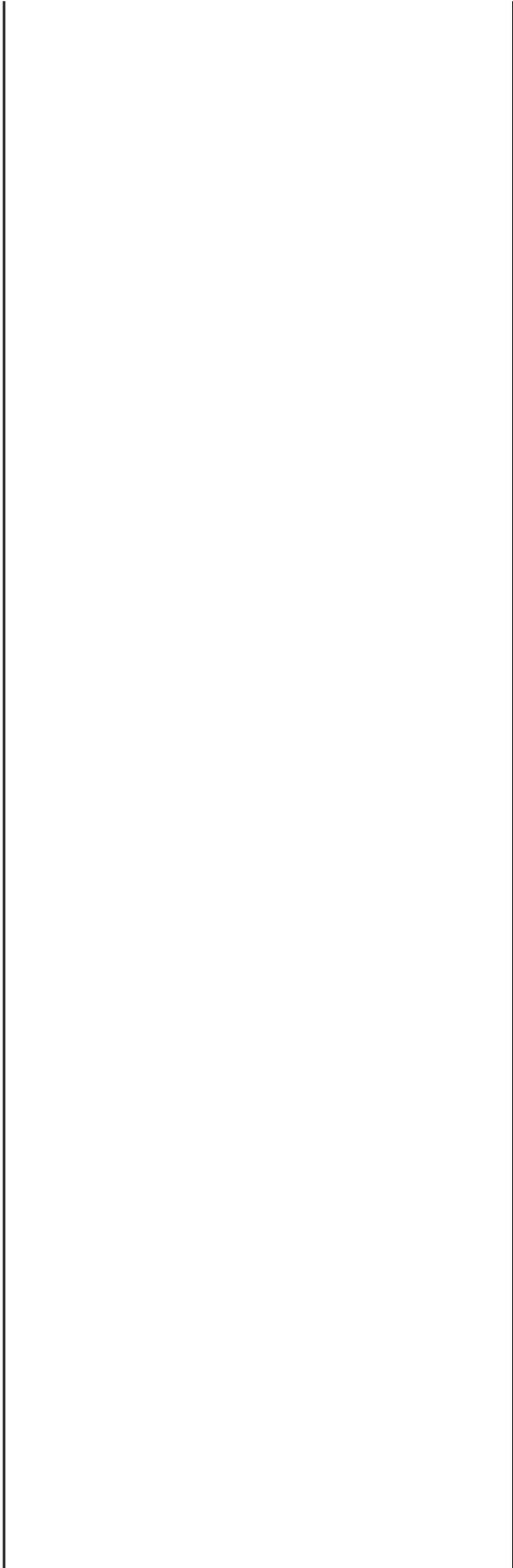


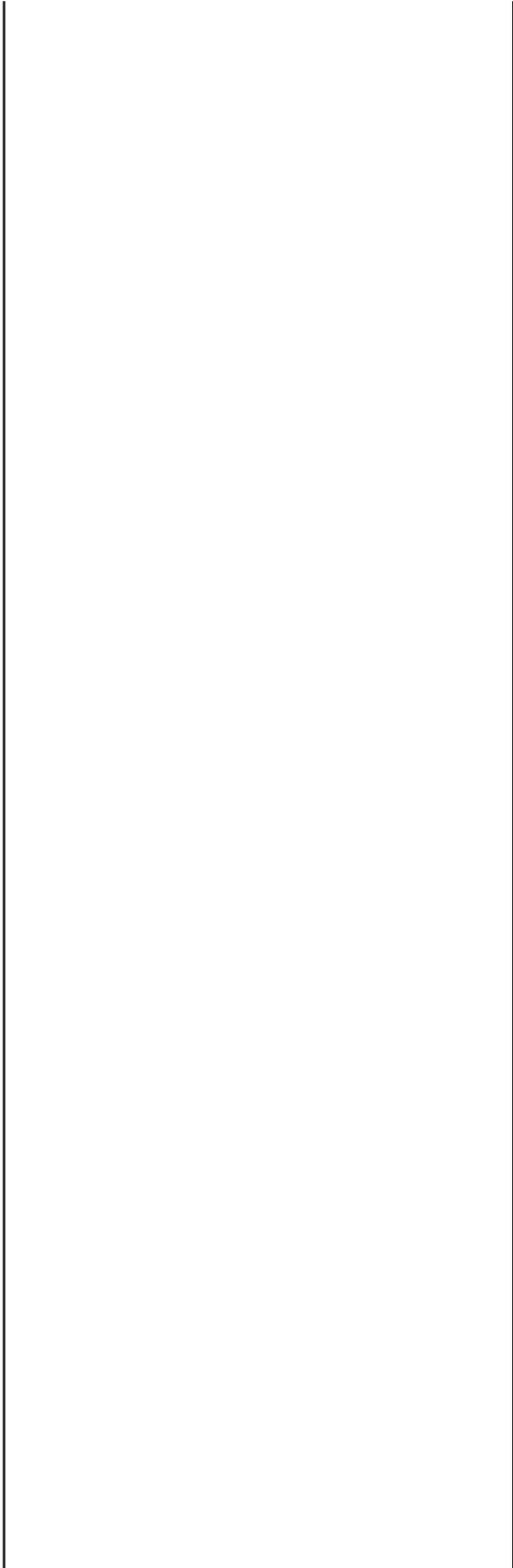


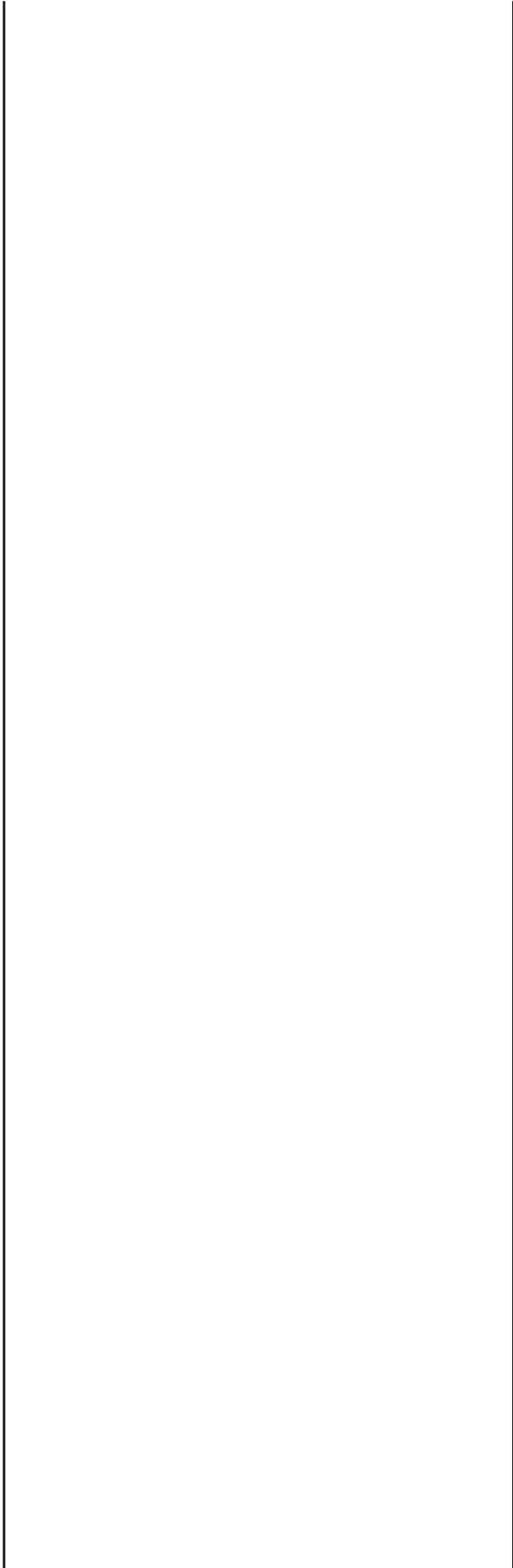


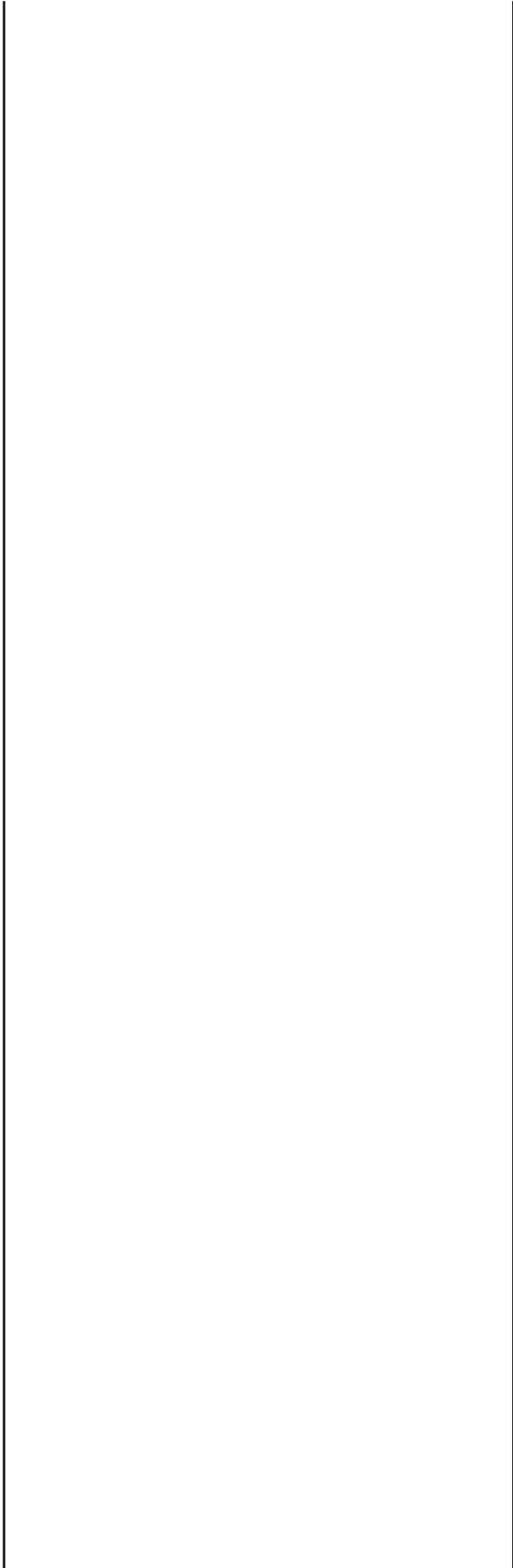


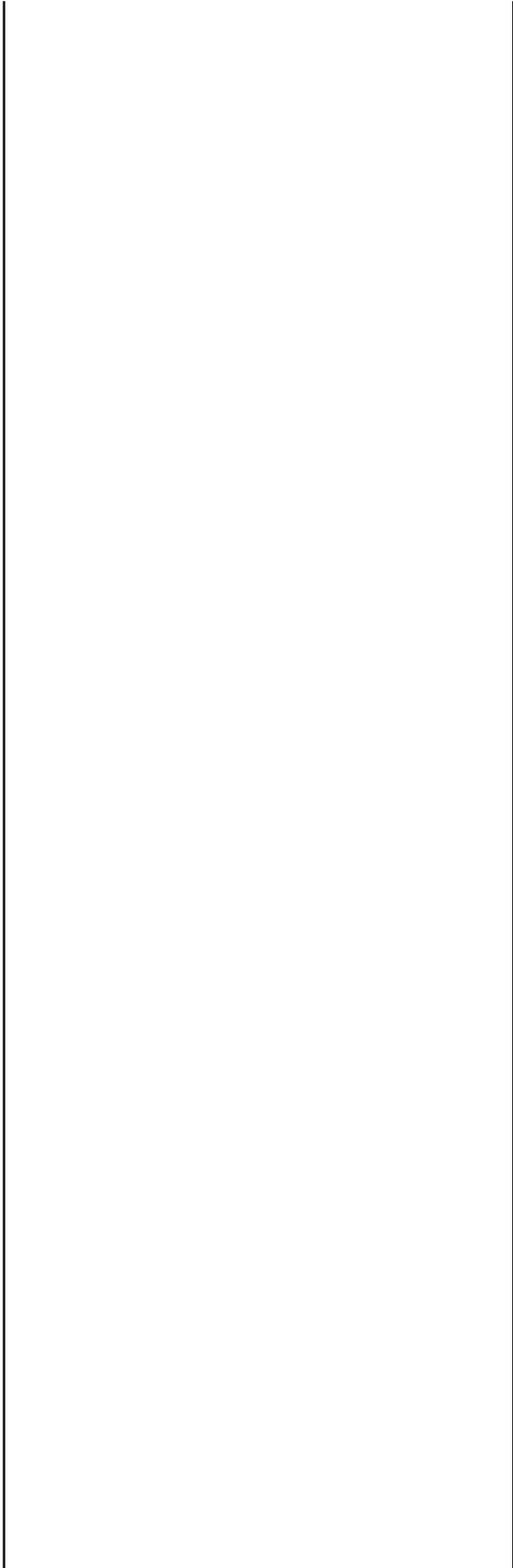


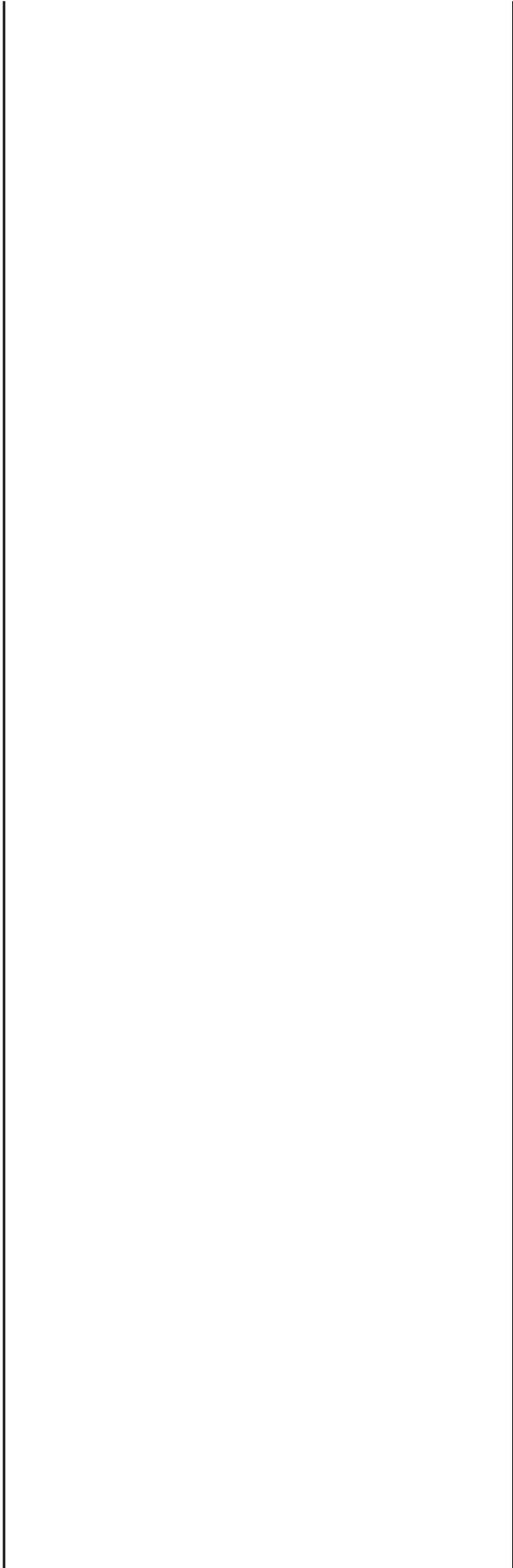


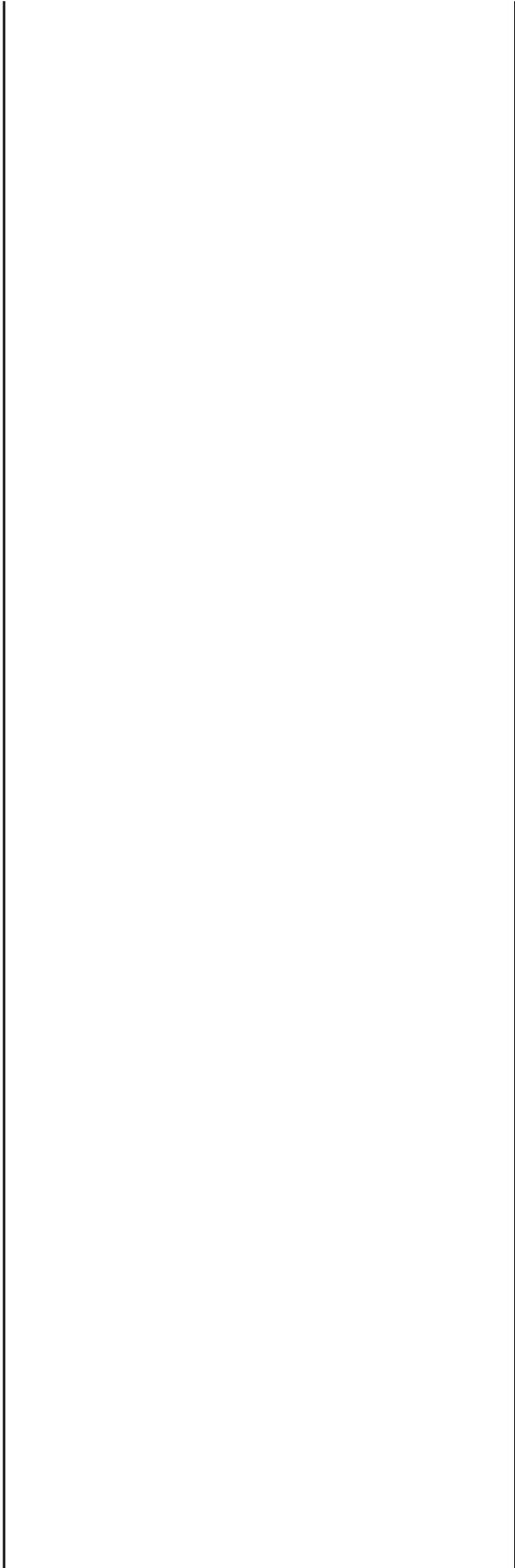


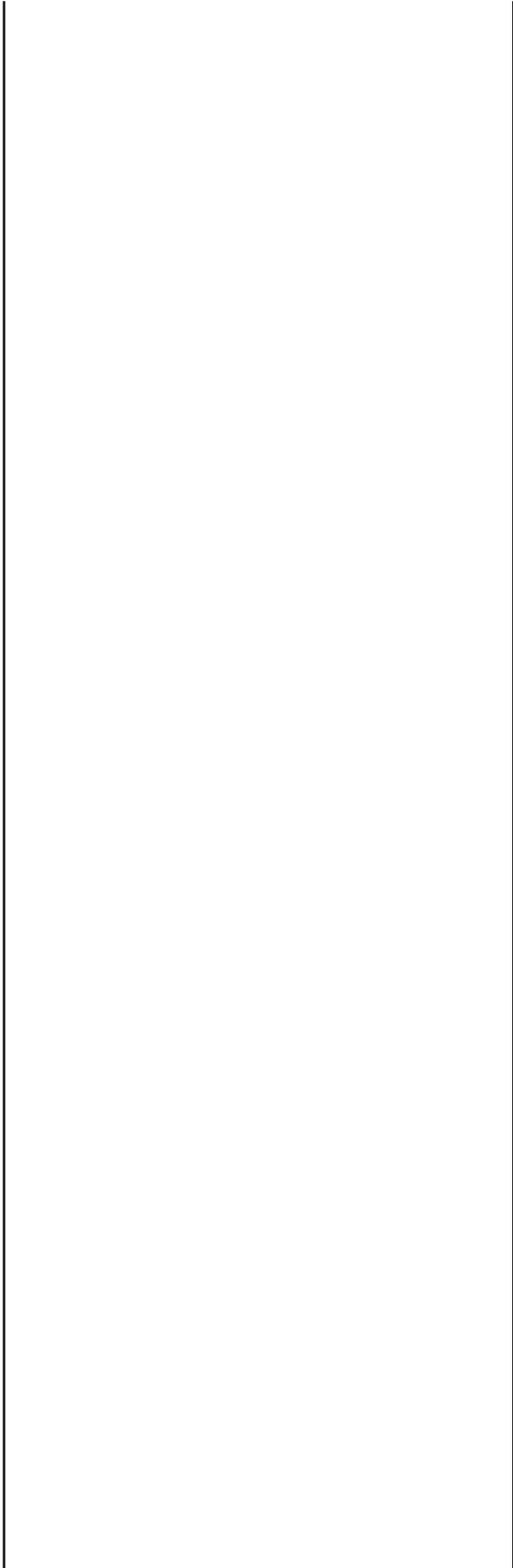


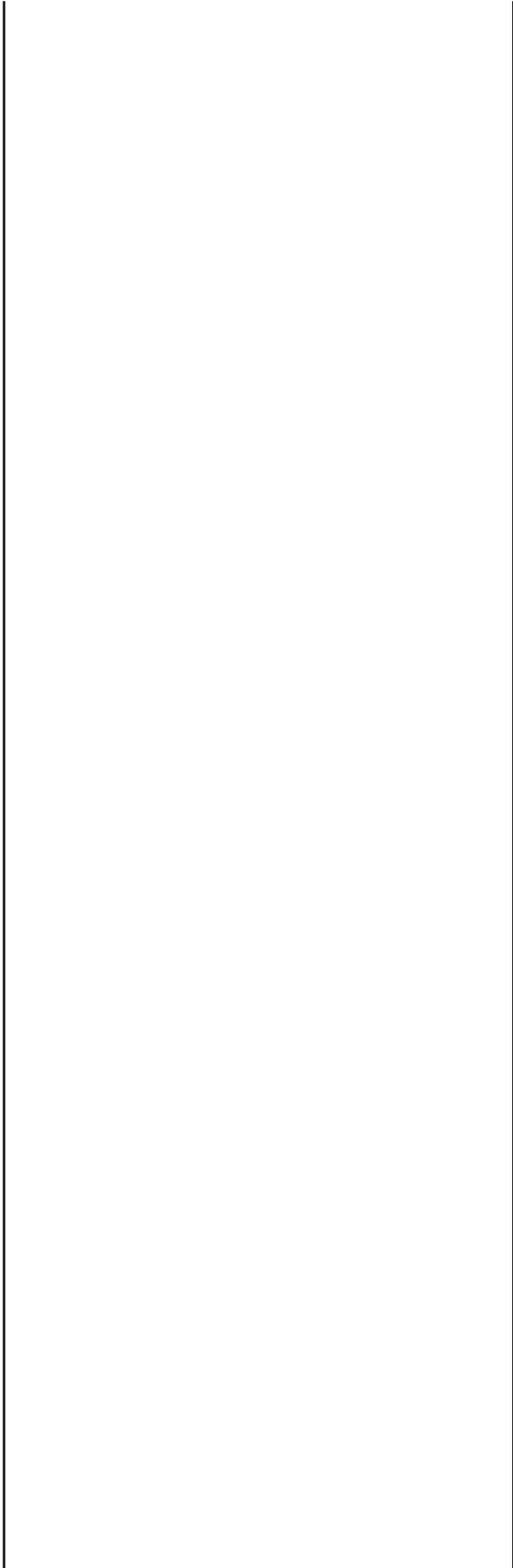


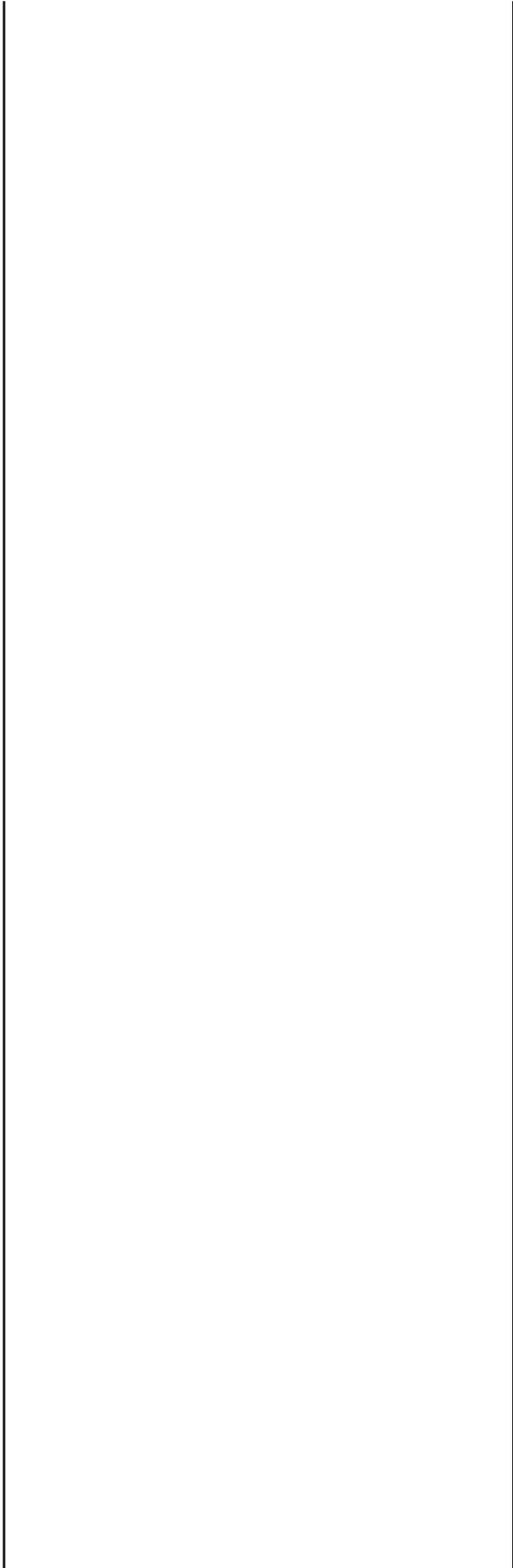


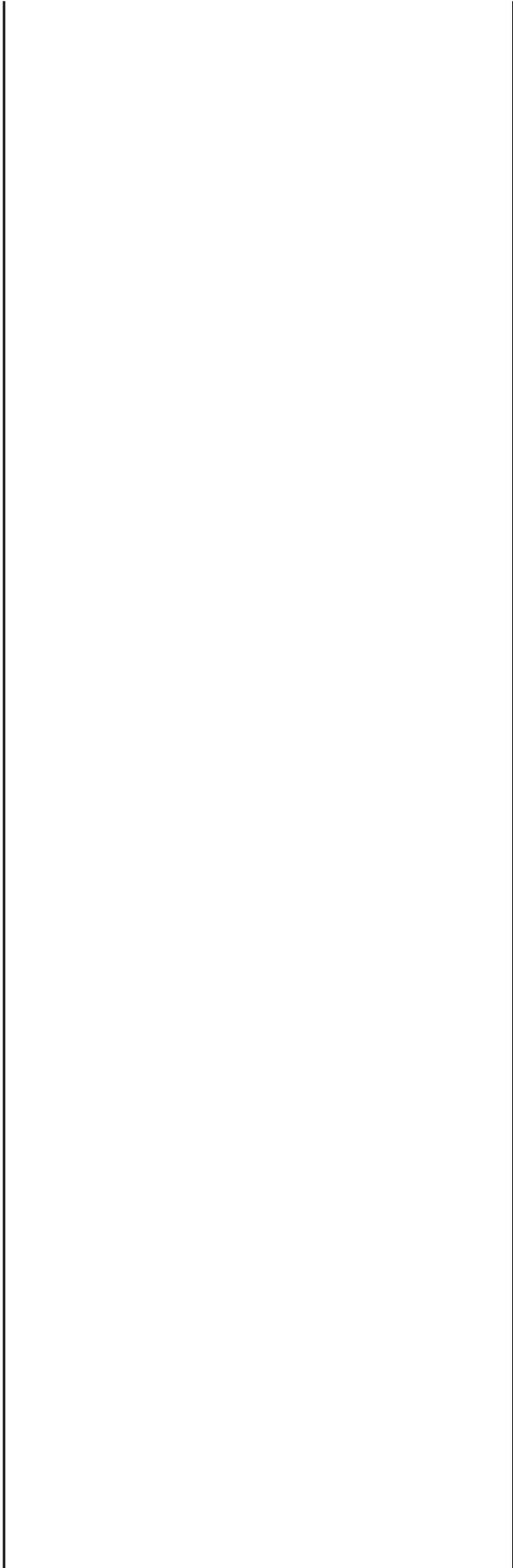


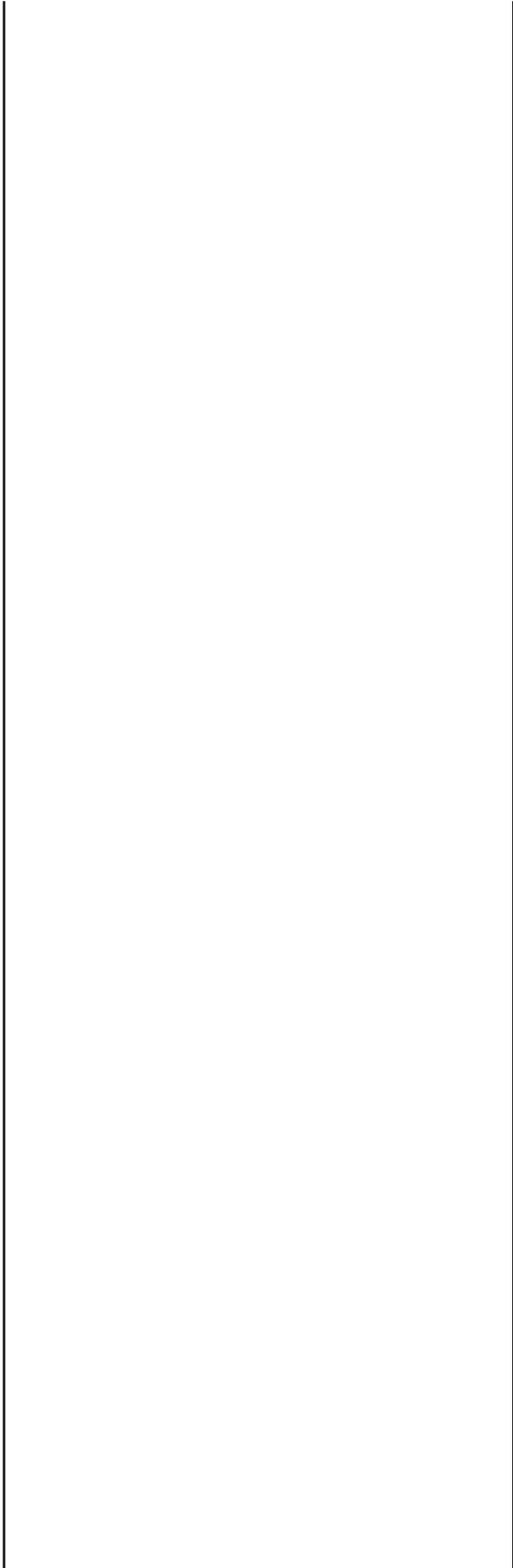


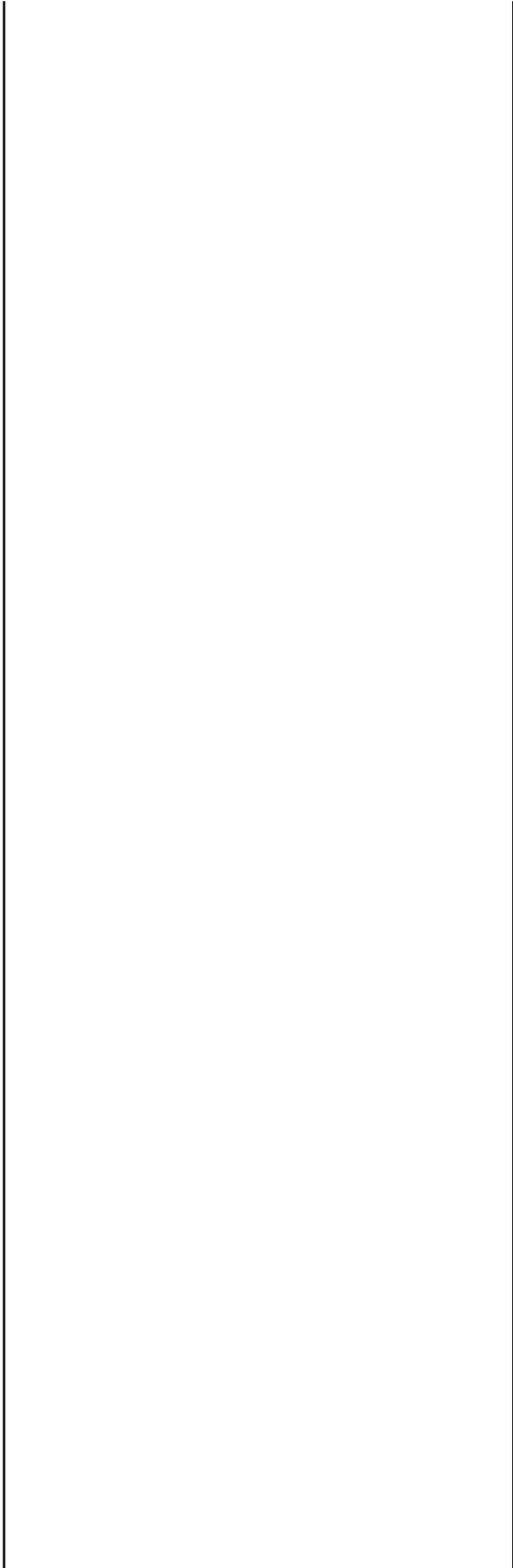


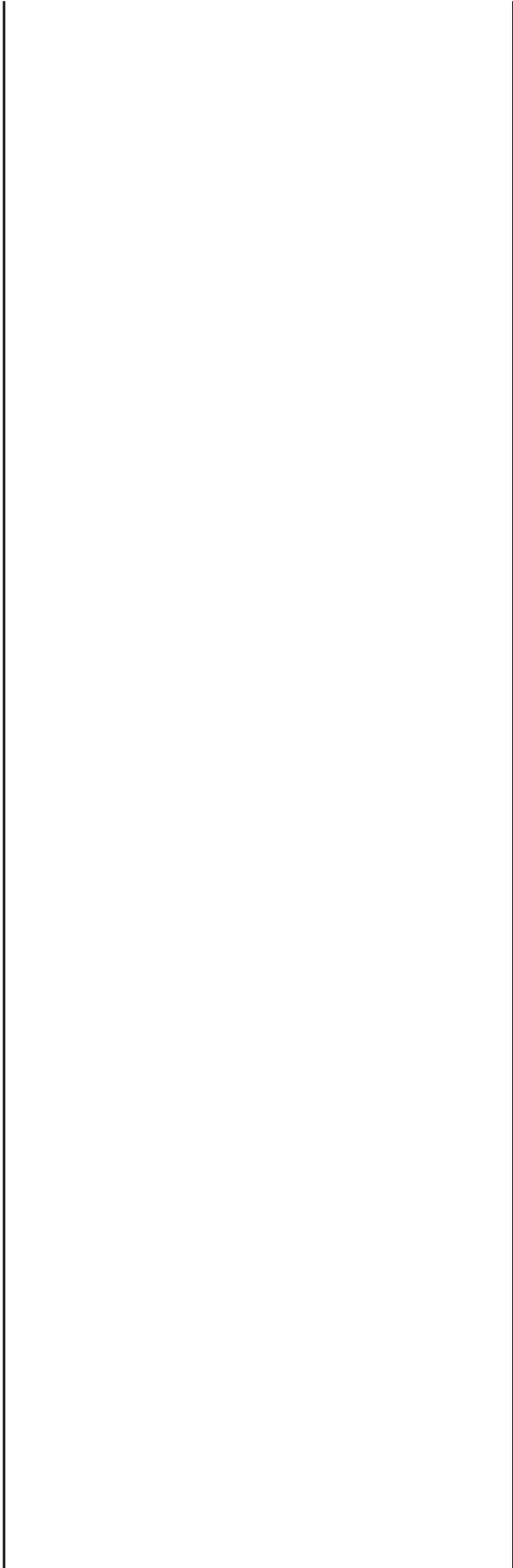


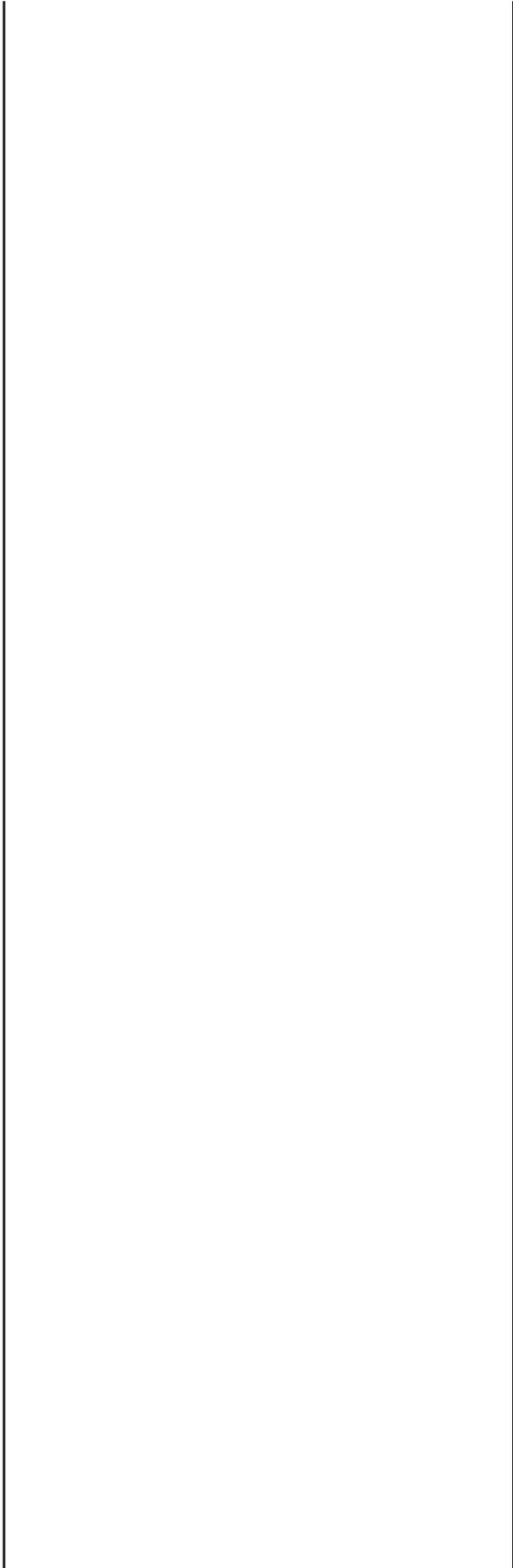


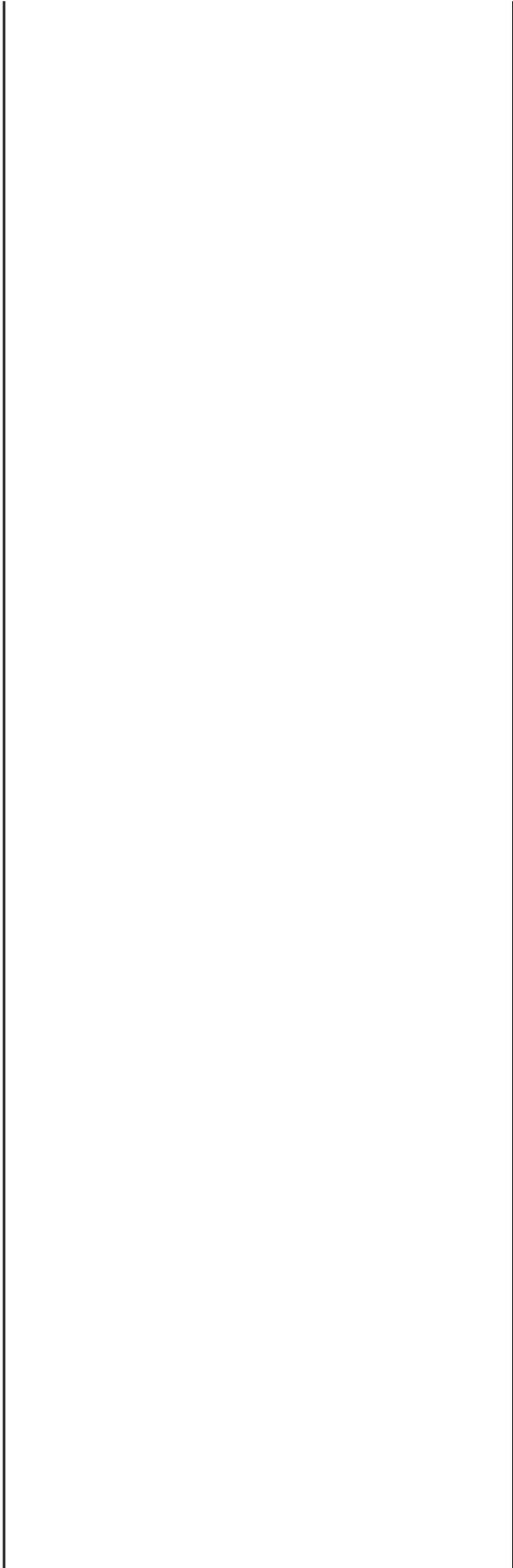


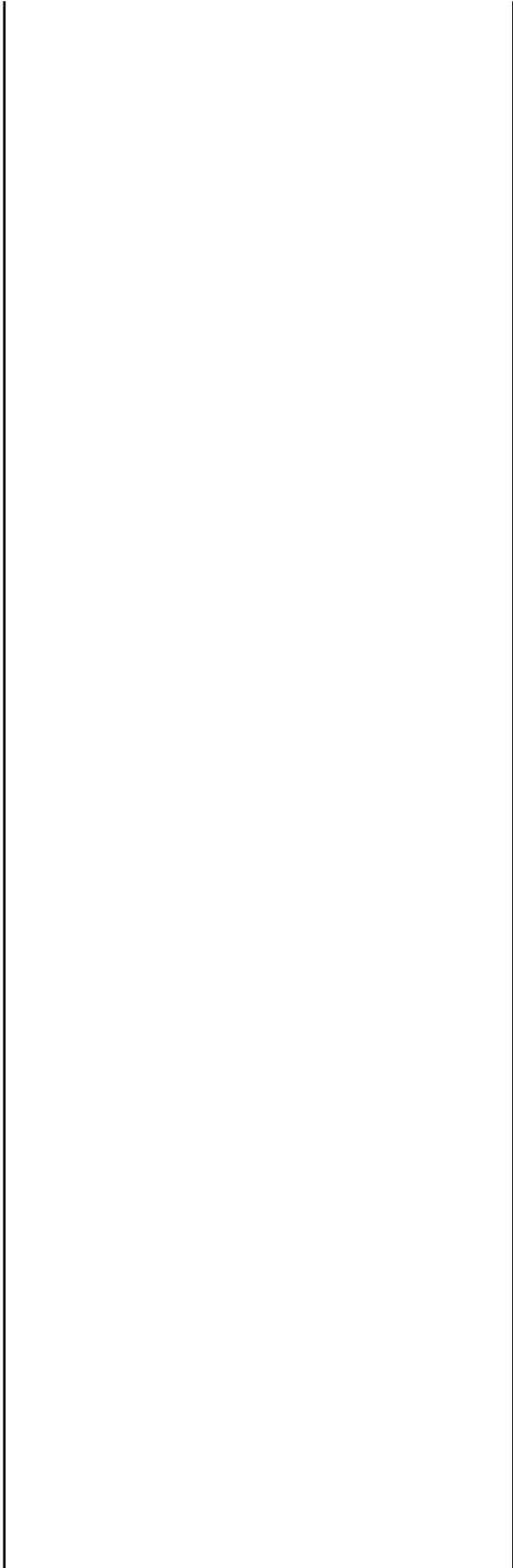


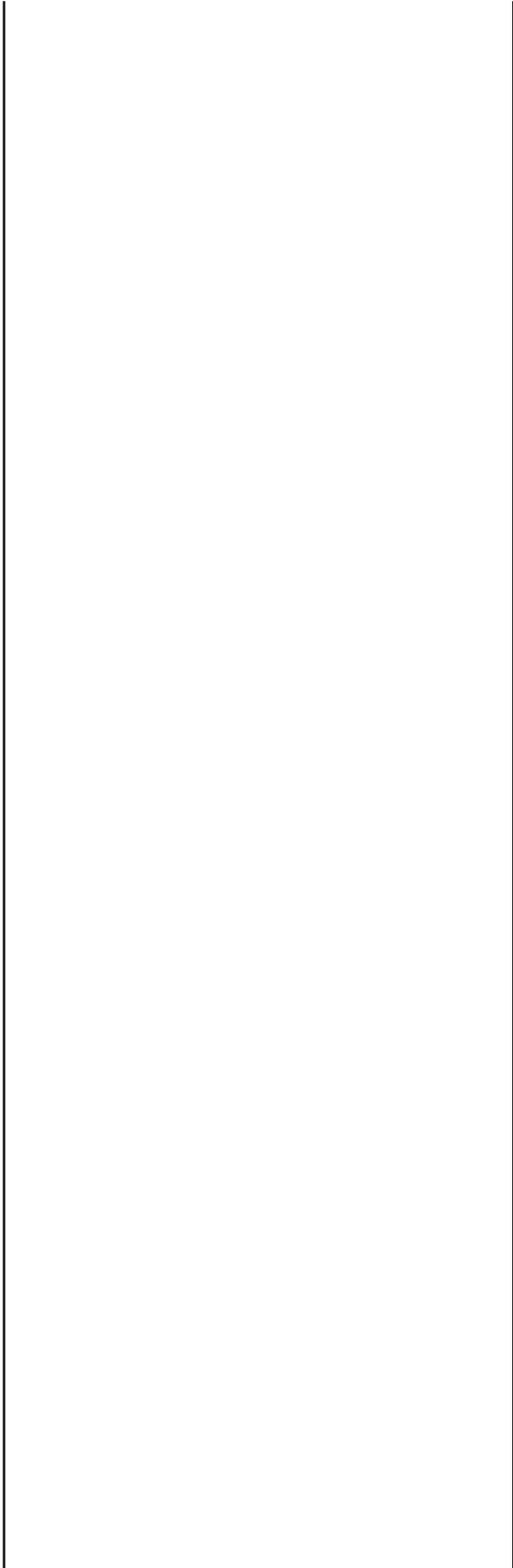


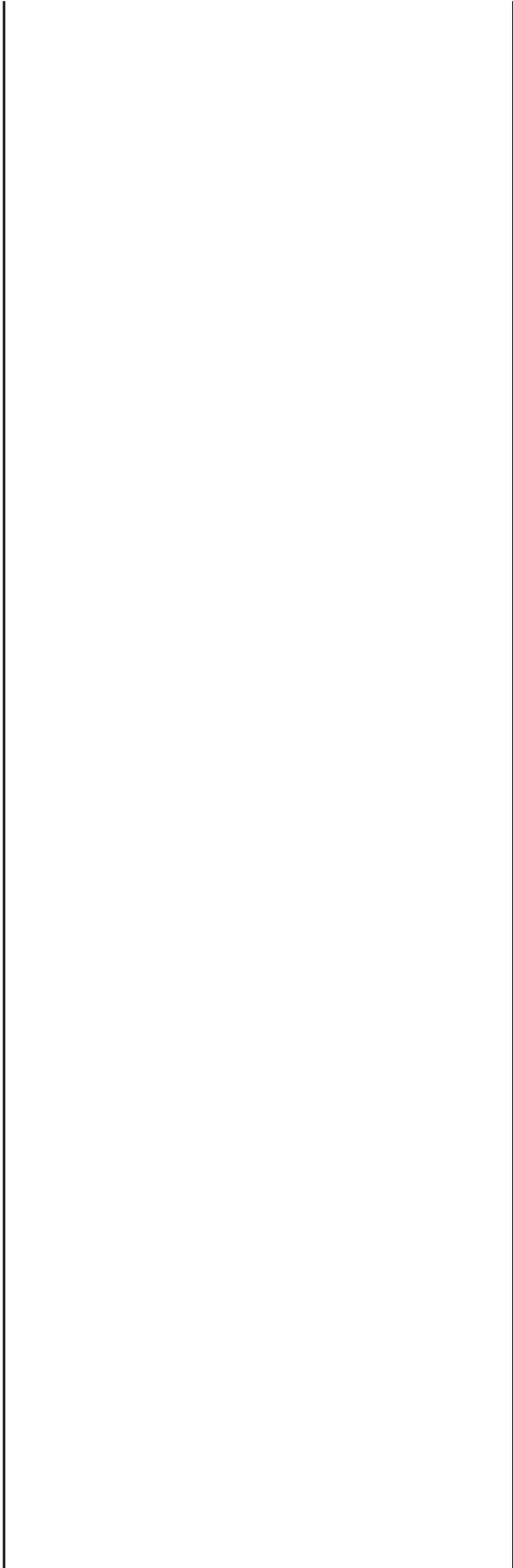


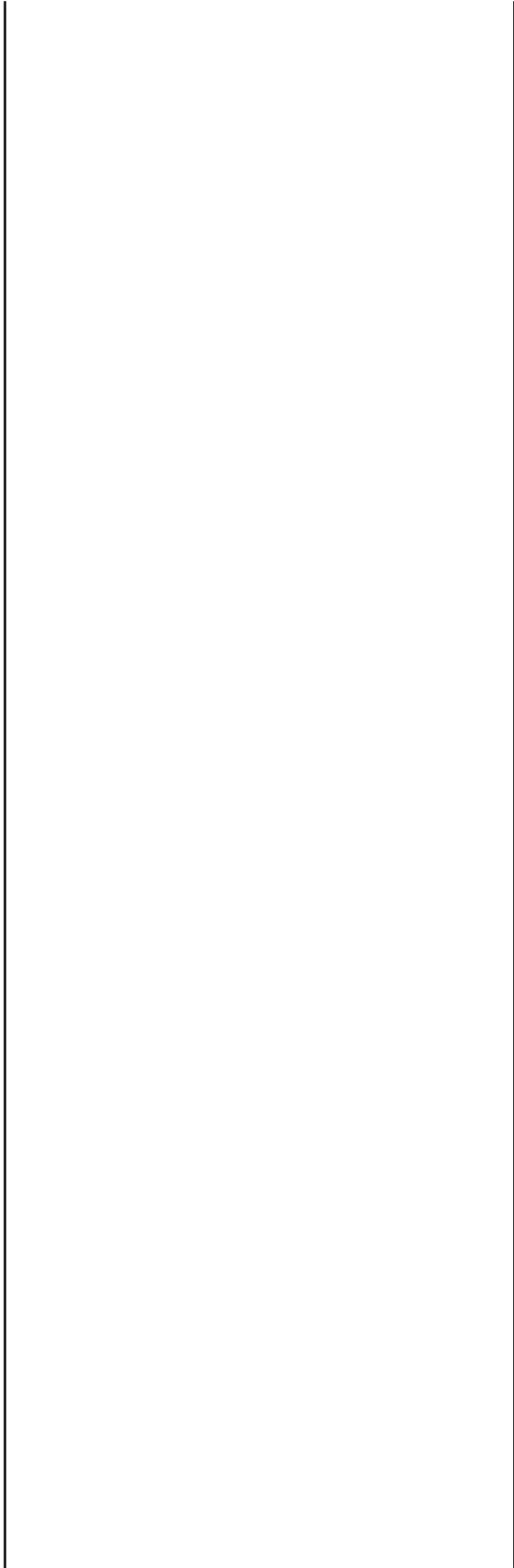


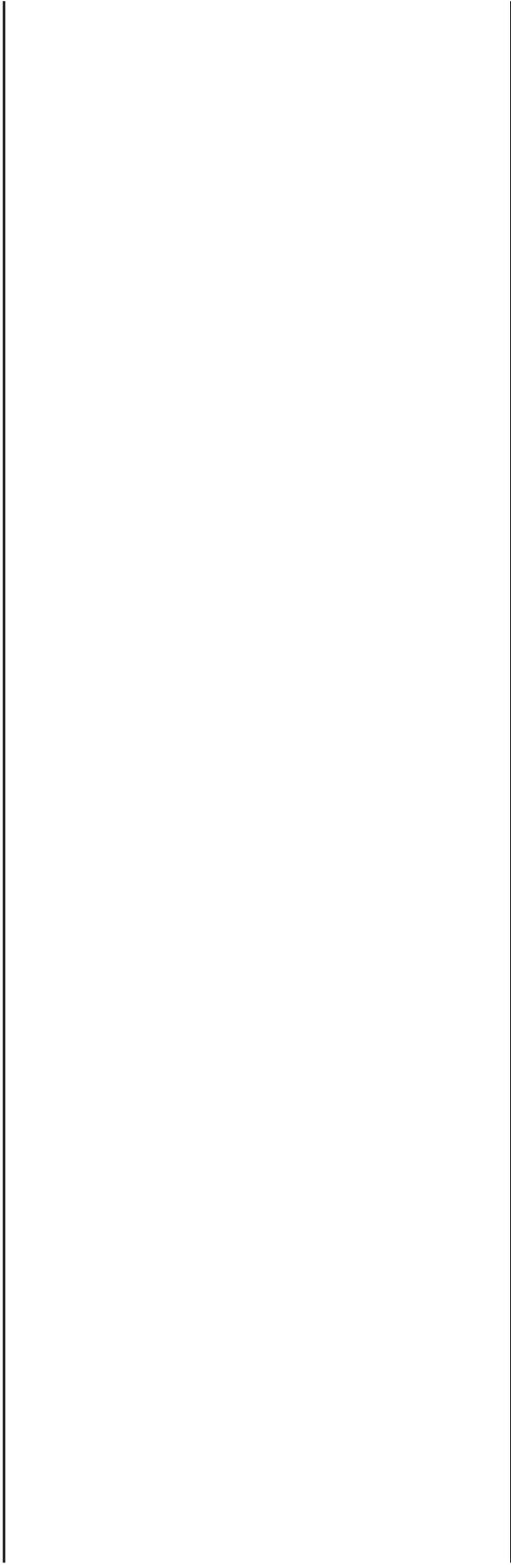


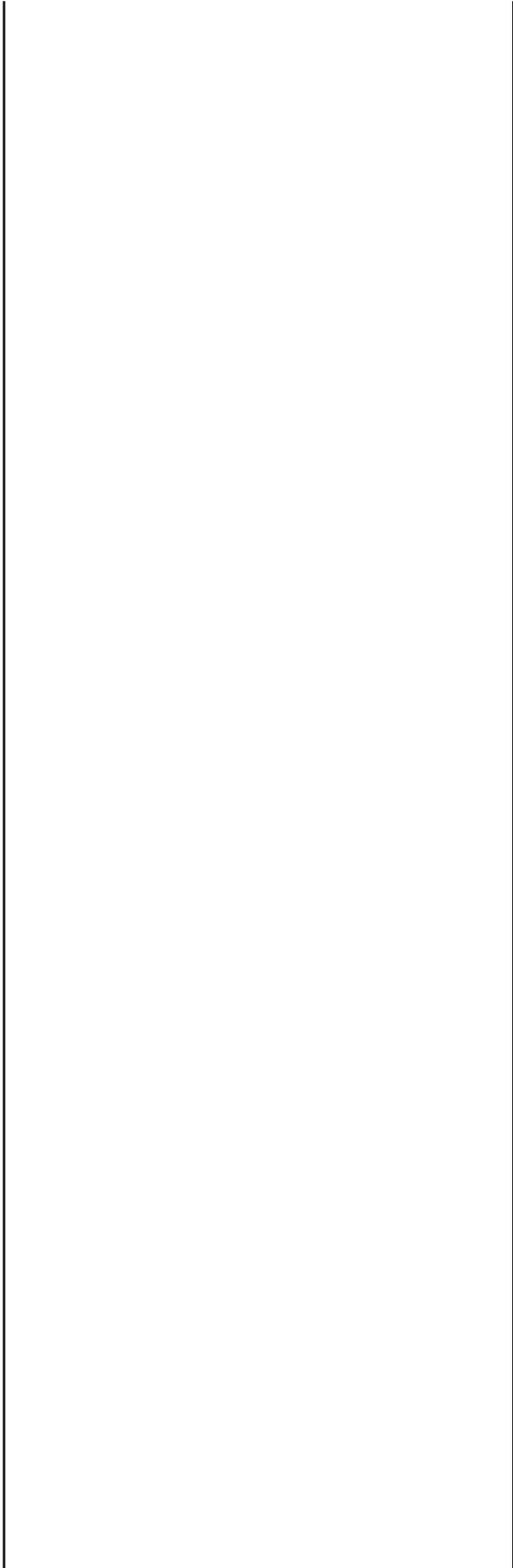


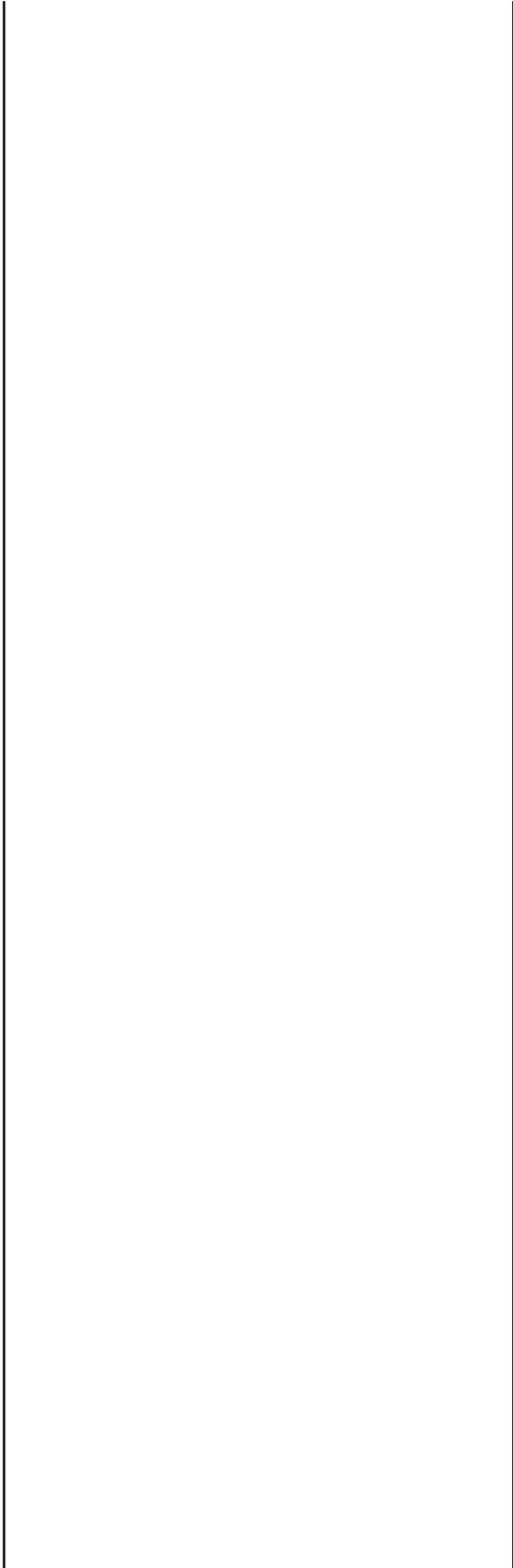


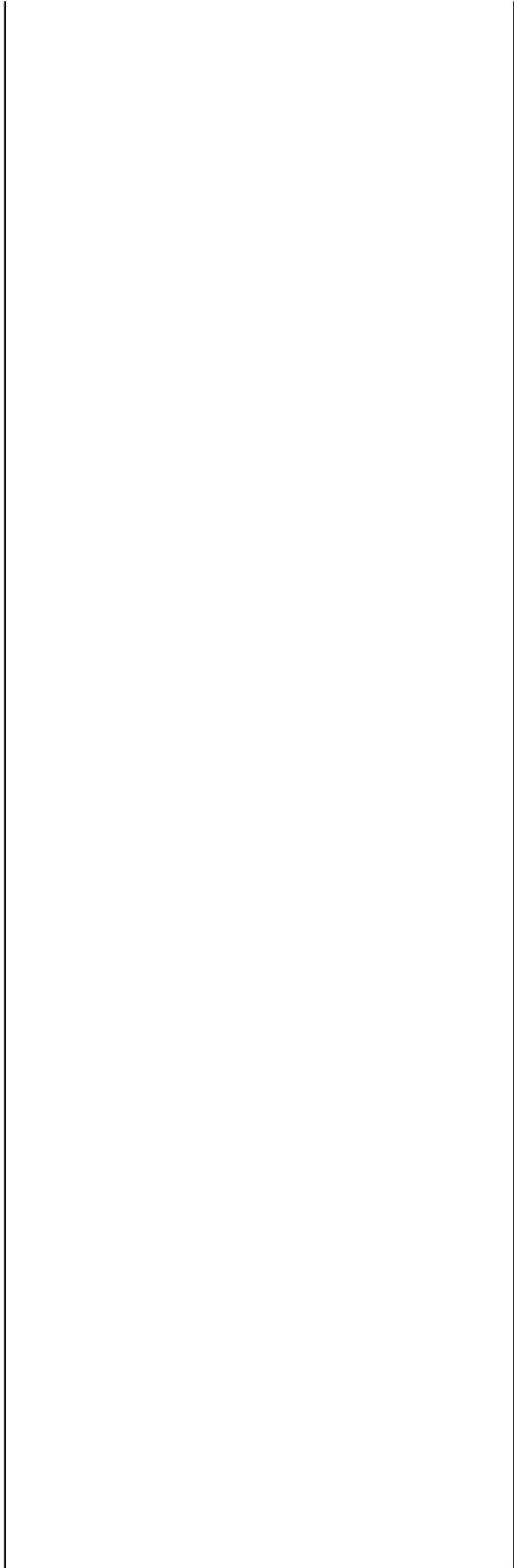


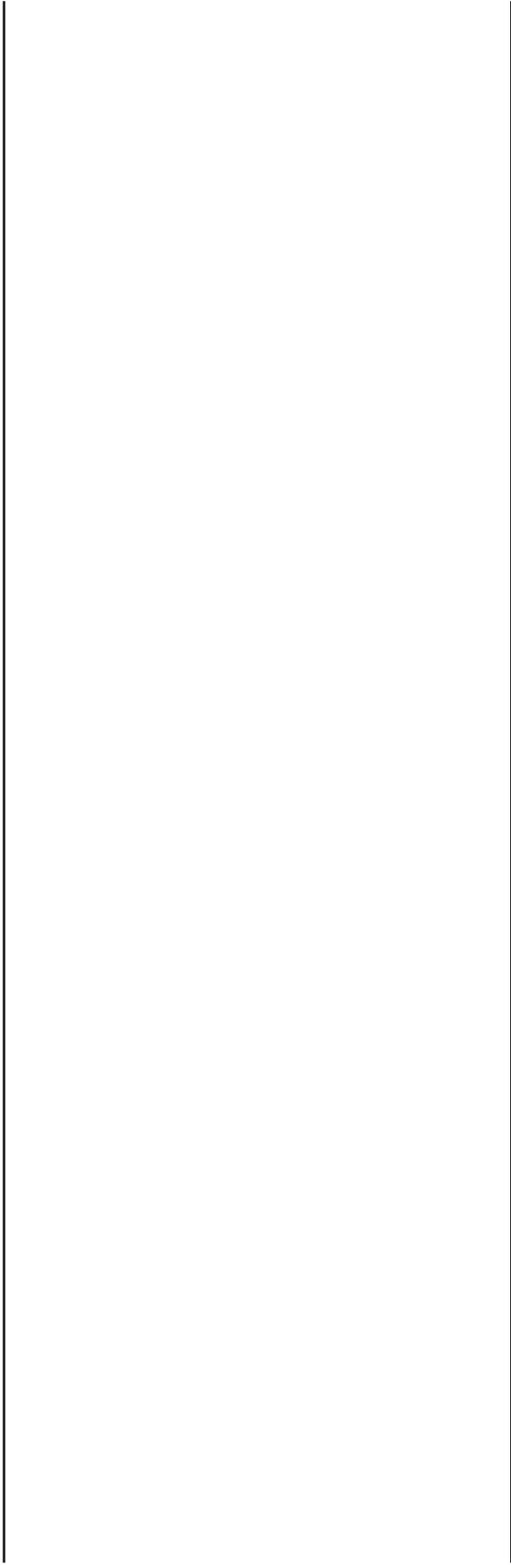


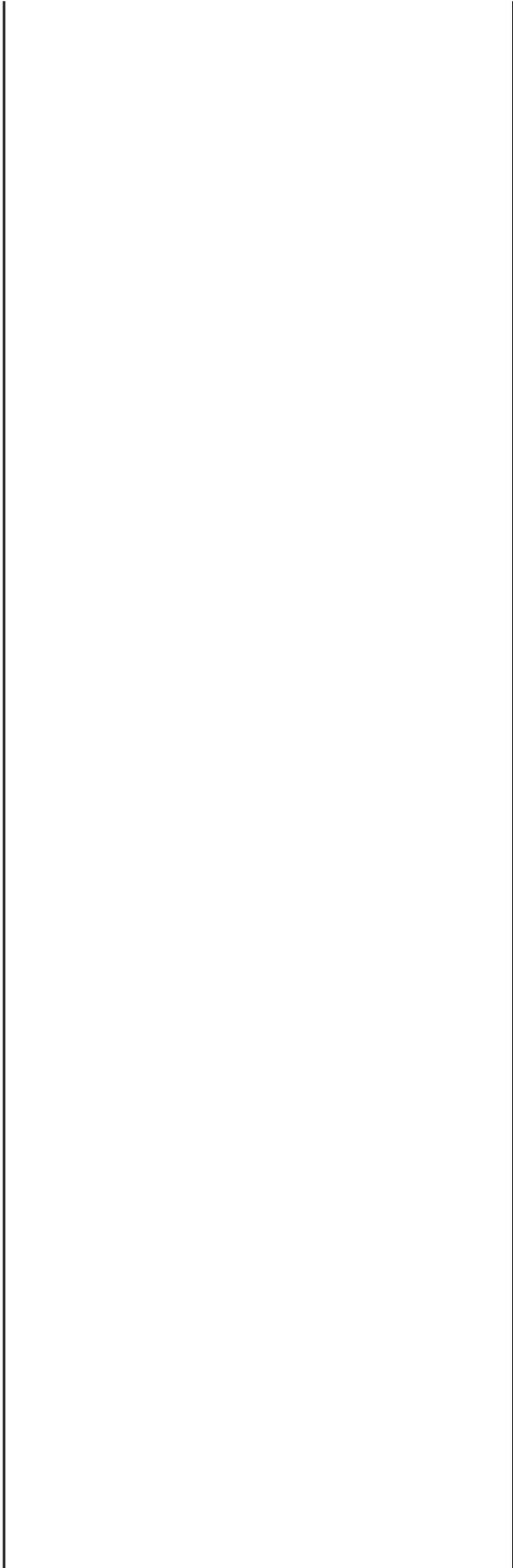


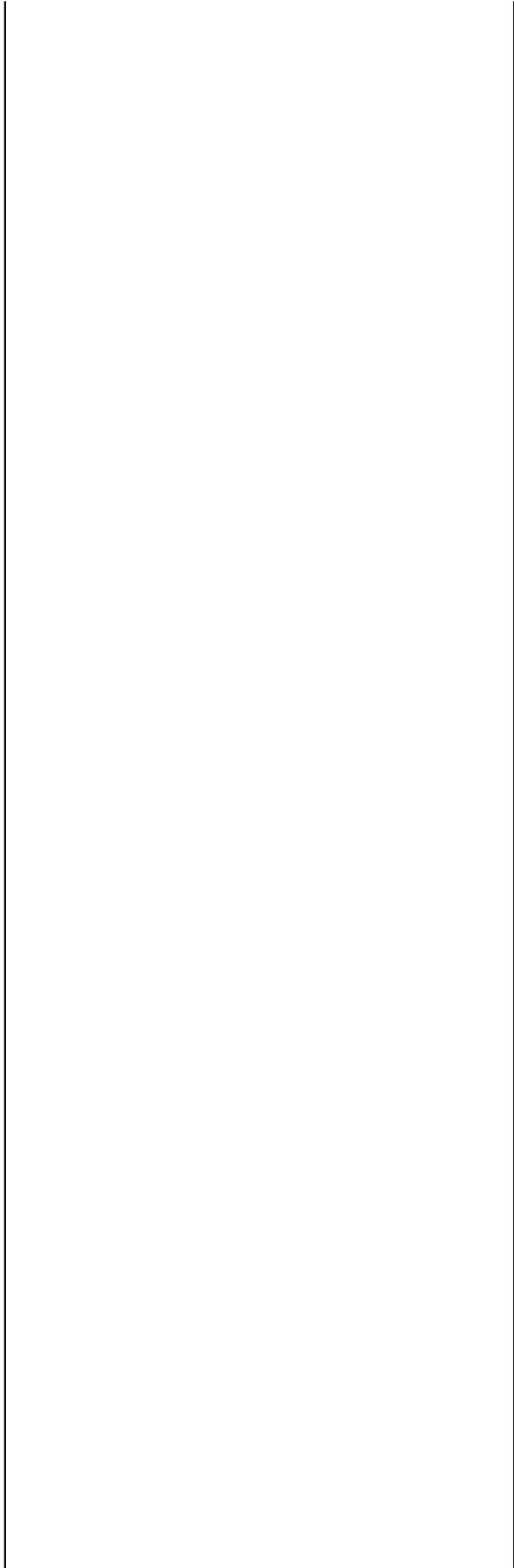


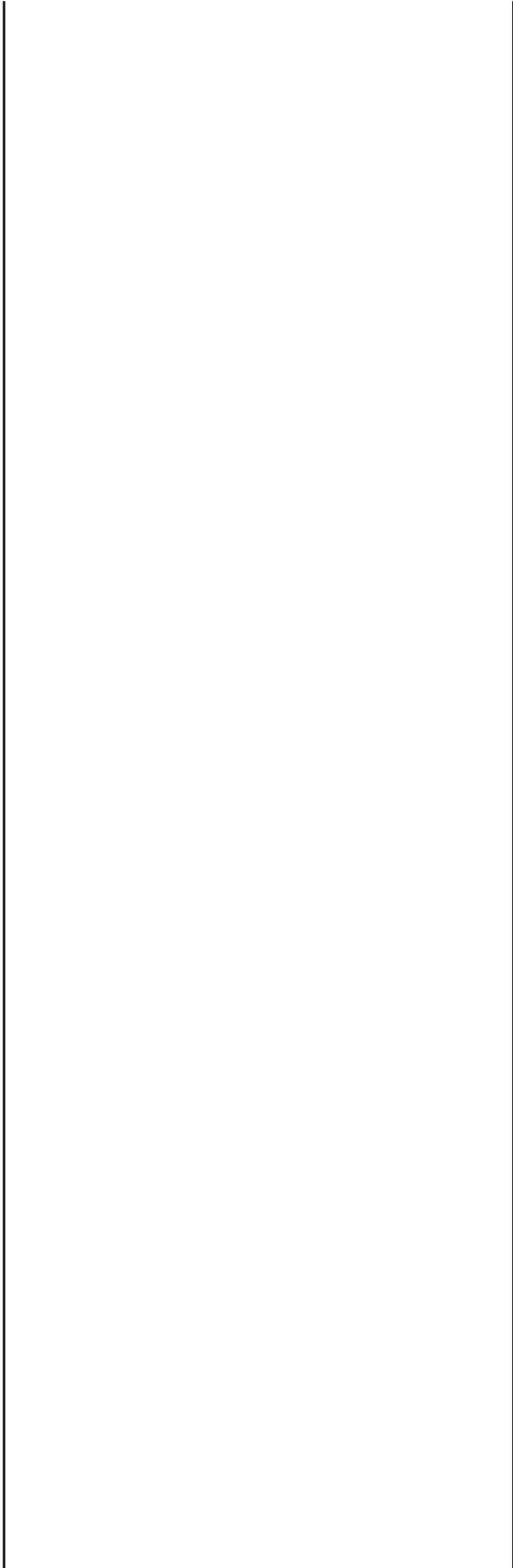


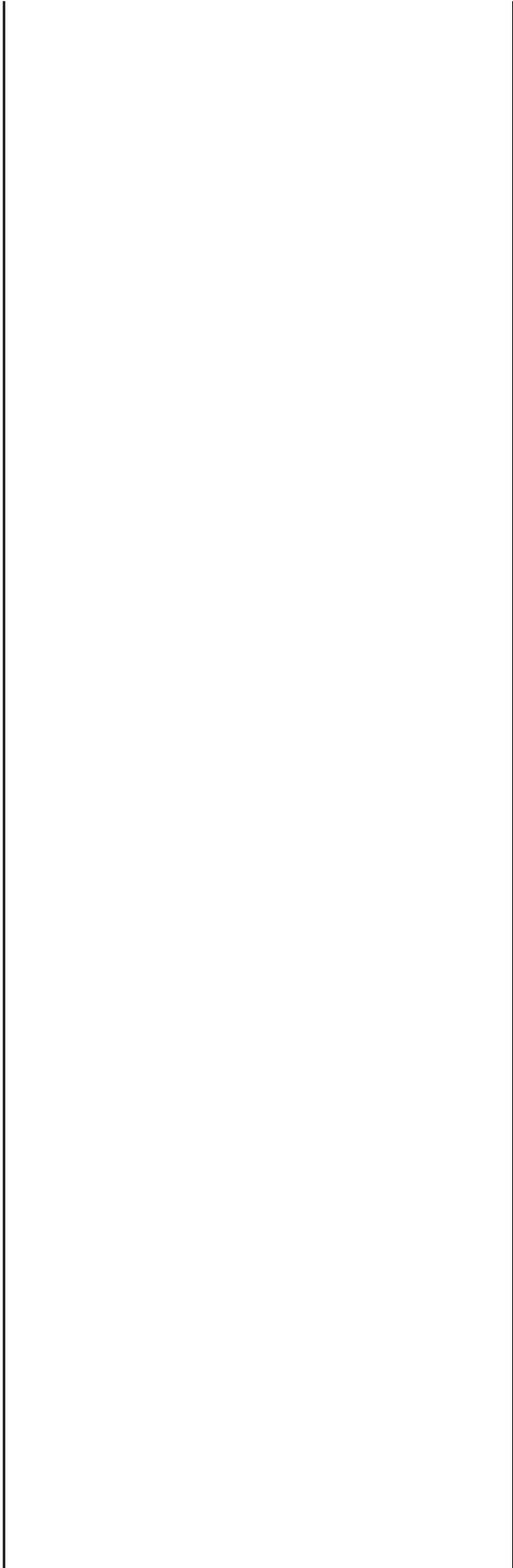


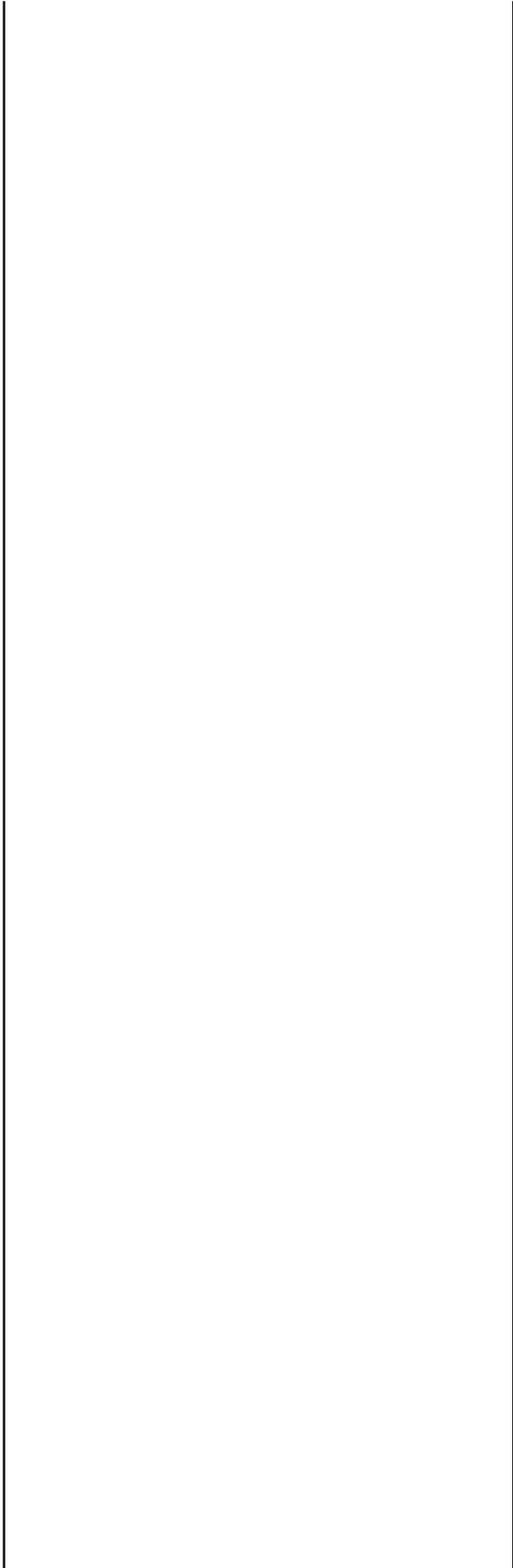


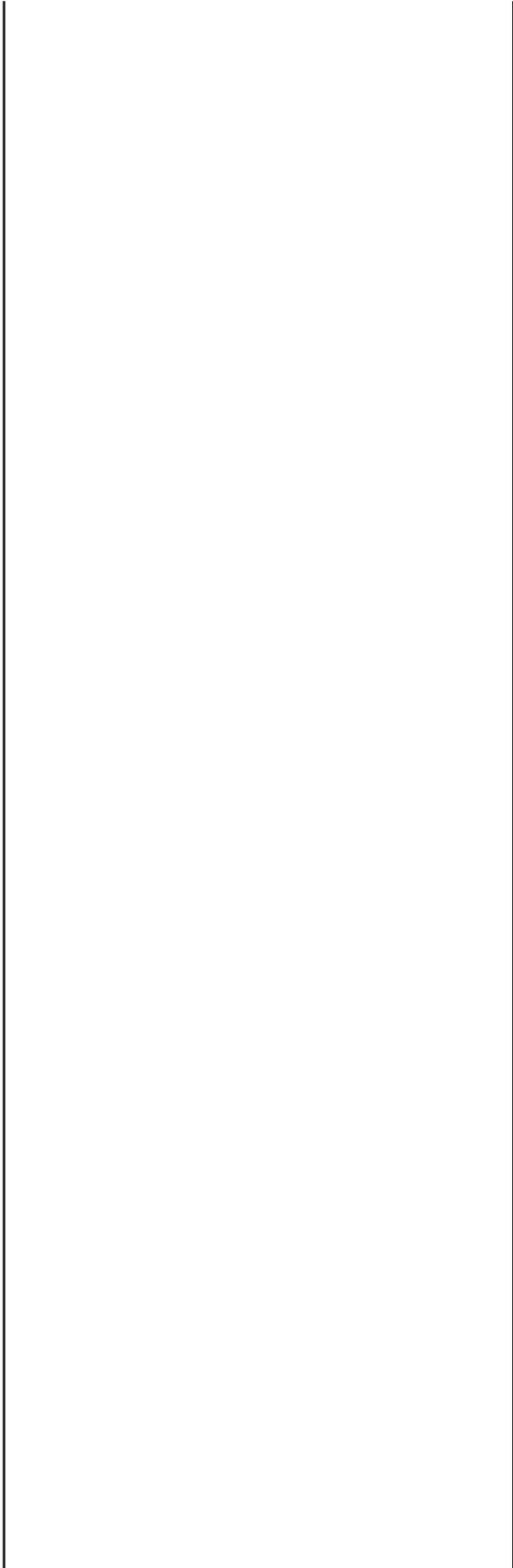


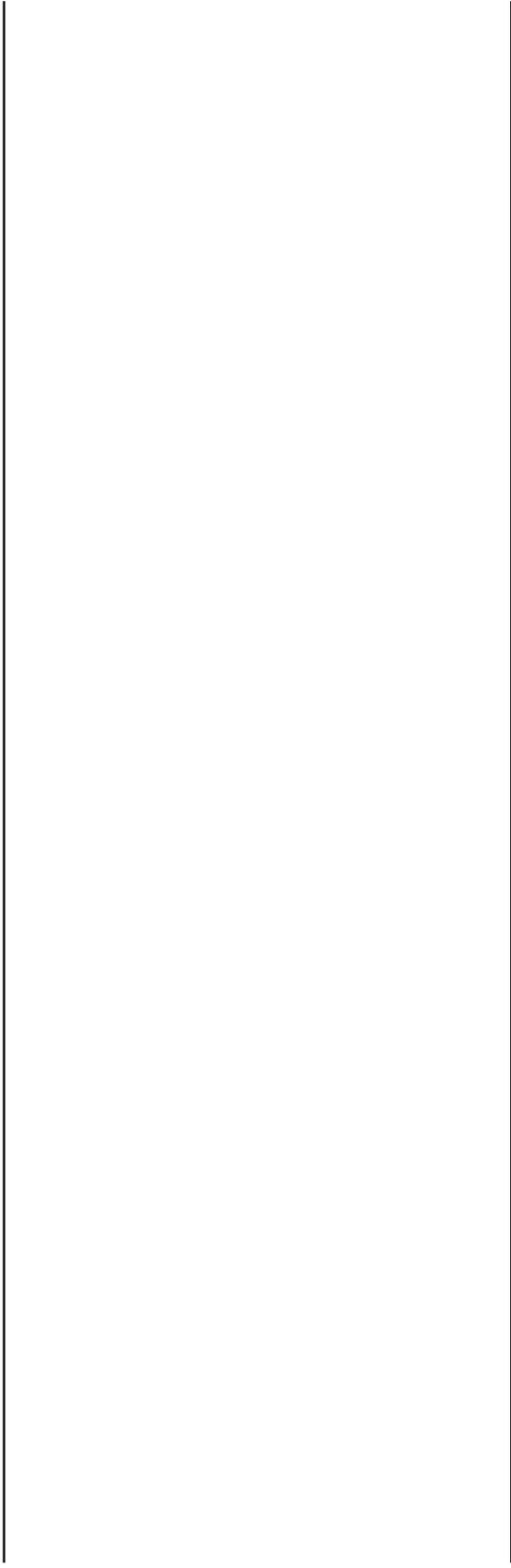


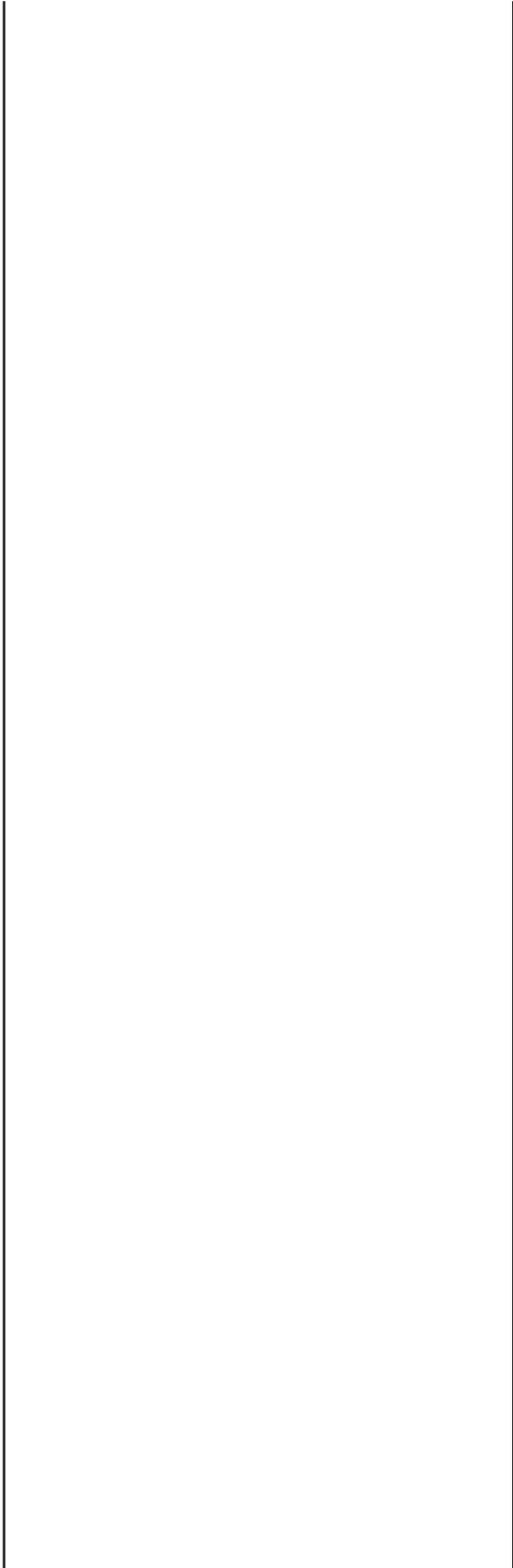


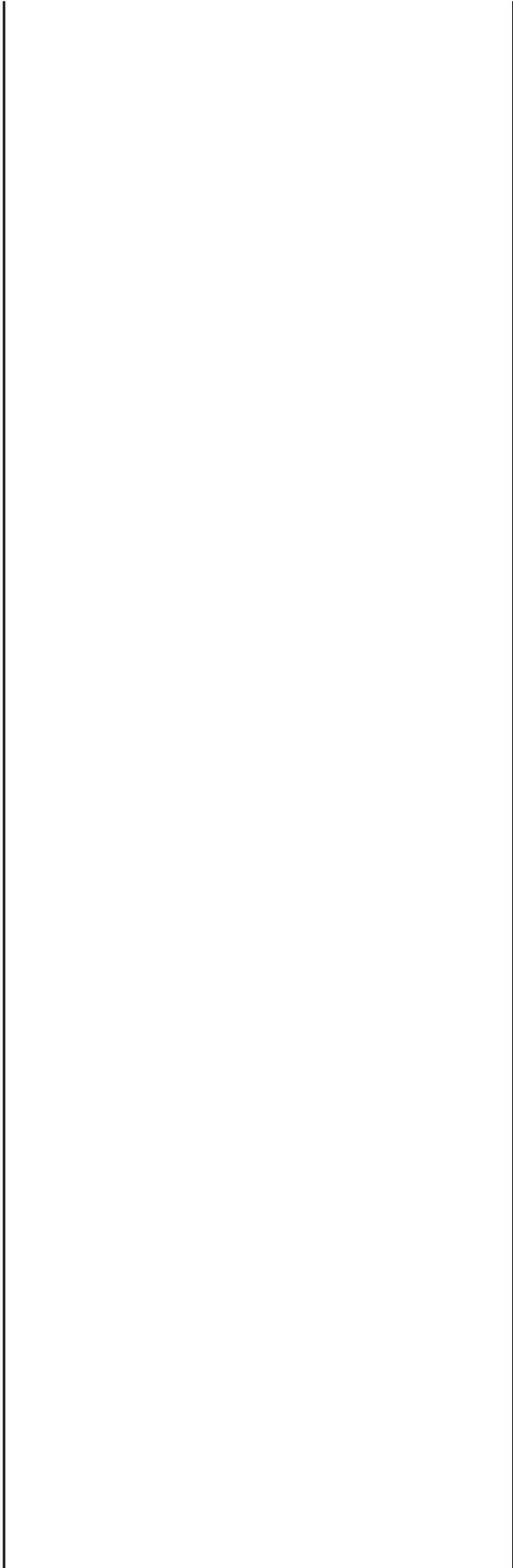












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House Local	House USD	TC+ in Quote Terms	NEW BONUS (in quote)	Explanation
0	0	135000		
0	0	125000		
0	0	110000		

Repricing Review

Dec 1 HC Detail

ID	Name	Unit	Prod Grp Code	Product	Function	Communication Manager
10278103	Mogensen, Cindy	CORP	CFO	CFO	TRE	Boyle, J
10278645	Terrell, E'Alafio	CORP	CFO	CFO	TRE	Smith, K
10279033	Giacone, Peter	CORP	CFO	CFO	TRE	Younis, N
10277078	Shklyar, Natalia	CORP	CFO	CFO	PCC	Bernard, C
10277100	Reed, Paul	CORP	CFO	CFO	PCC	Bernard, C
10277344	Hou, Jinhai	CORP	CFO	CFO	PCC	Bernard, C
10277728	Chu, Kweiling	CORP	CFO	CFO	PCC	Bernard, C
10278340	Rivera, Lisa	CORP	CFO	CFO	PCC	Bernard, C
10278641	Haqqaoui, Amine	CORP	CFO	CFO	PCC	Bernard, C
10278852	Bennett, Margaret	CORP	CFO	CFO	PCC	Bernard, C
10272065	Calderone, Beth	CORP	CFO	CFO	PCC	Pearn, F
10277080	Ng, Simon	CORP	CFO	CFO	PCC	Pearn, F
10278854	Murray Jr., William S.	CORP	CFO	CFO	PCC	Pearn, F
10277132	Anderson, Andreelee	CORP	CFO	CFO	PCC	Scicutella, L
10279513	DellaVolpe, Brett	CORP	CFO	CFO	PCC	Scicutella, L

<u>Maj Grp</u>	<u>Min Grp</u>	<u>Dept</u>	<u>Hire Date</u>	<u>File To</u>	<u>Reg</u>	<u>Timing</u>	<u>Bns Line</u>	<u>Bonus (bns qte)</u>
		21505	01-Oct-07	Corp	A	Q4	USD	5000
		22393	15-Oct-07	Corp	A	Q4	USD	4000
		22876	29-Oct-07	Corp	A	Q4	USD	210000
		22968	04-Sep-07	Corp	A	Q4	USD	7500
		46064	04-Sep-07	Corp	A	Q4	USD	185000
		46065	10-Sep-07	Corp	A	Q4	USD	50000
		46064	20-Sep-07	Corp	A	Q4	USD	20000
		22968	08-Oct-07	Corp	A	Q4	USD	2500
		46065	15-Oct-07	Corp	A	Q4	USD	30000
		46065	22-Oct-07	Corp	A	Q4	USD	20000
		23291	04-Sep-07	Corp	A	Q4	USD	3000
		23291	04-Sep-07	Corp	A	Q4	USD	4000
		47795	29-Oct-07	Corp	A	Q4	USD	110000
		22958	04-Sep-07	Corp	A	Q4	USD	5000
		46069	15-Nov-07	Corp	A	Q4	USD	310000

Comp Added Details -- from Bonus / Manually Calc'd -- for Repricing

TCP (bns qte)	Comp TCE (bns qte)	New Quote	Bns Sal	Sal Trtmnt	Approach	NOTES
12538.48	61000	USD	NON	Incremental	Q4 Revert	
10923.08	76000	USD	NON	Incremental	Q4 Revert	
219519.23	375000	USD	NON	Incremental	Bonus	
25673.05	95000	USD	NON	Incremental	Q4 Revert	
219269.21	350000	USD	NON	Incremental	Bonus	
75000	180000	USD	NON	Incremental	Bonus	
36961.53	125000	USD	NON	Incremental	Bonus	
8298.38	60000	USD	NON	Incremental	Q4 Revert	
40096.15	135000	USD	NON	Incremental	Bonus	
25384.62	90000	USD	NON	Incremental	Bonus	
16084.63	66000	USD	NON	Incremental	Q4 Revert	
19992.32	81000	USD	NON	Incremental	Q4 Revert	
119519.23	275000	USD	NON	Incremental	Bonus	
21615.37	85000	USD	NON	Incremental	Q4 Revert	
311153.85	460000	USD	L	Neutral	TCE	

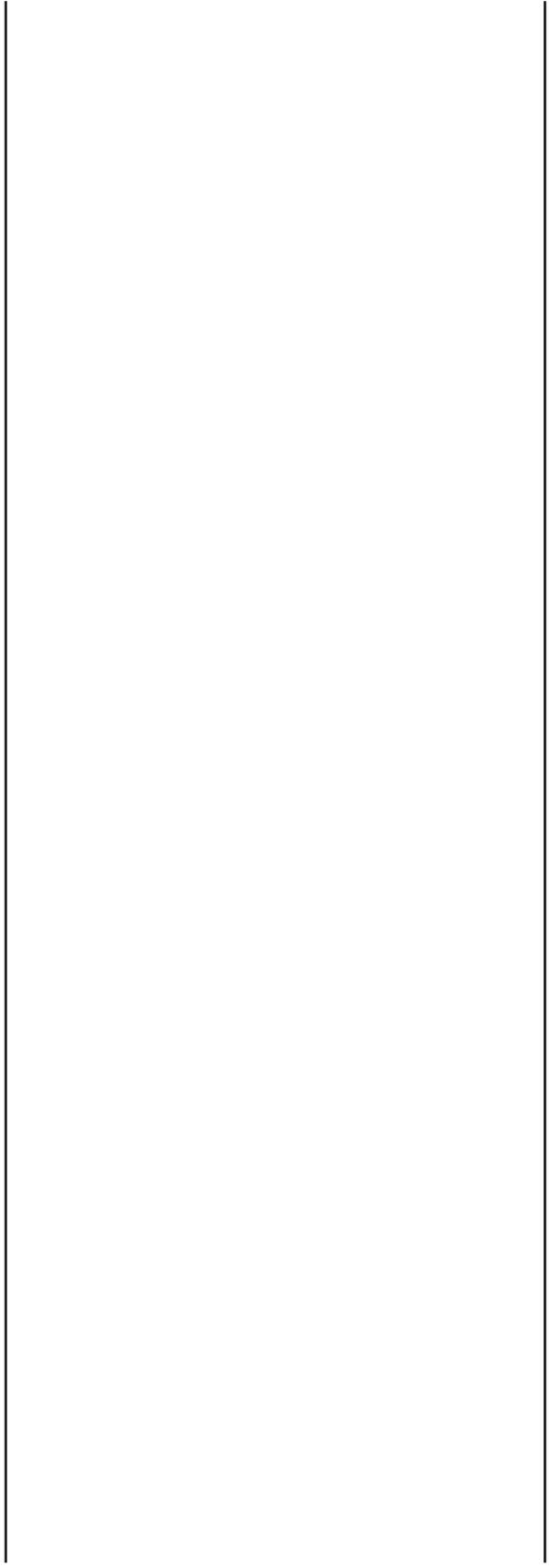
December 1 Headcount Details (at Jan)

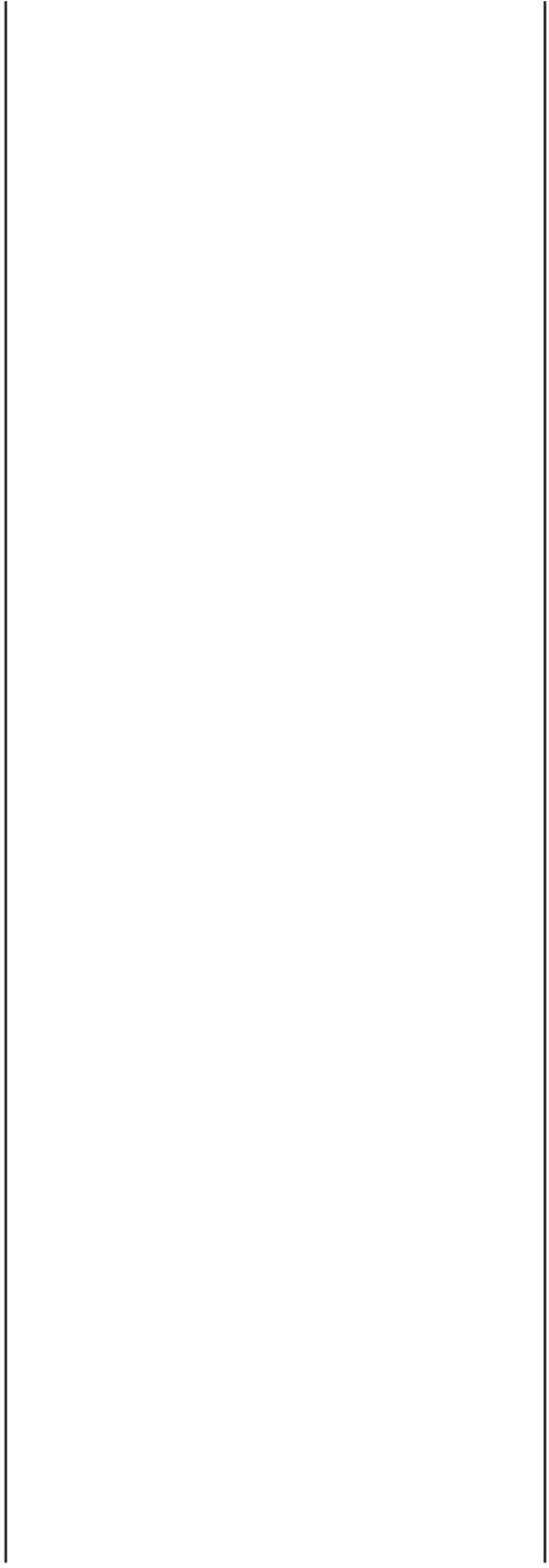
Comp Rate	Curren	Comp Rate USD	Est Bon Amt	EstBoi	Bonus in USD	Total BG USD
56000	USD	56000	10000	USD	10000	0
72000	USD	72000	10000	USD	10000	0
165000	USD	165000	210000	USD	210000	0
87500	USD	87500	15000	USD	15000	0
165000	USD	165000	185000	USD	185000	0
130000	USD	130000	50000	USD	50000	0
105000	USD	105000	20000	USD	20000	0
57500	USD	57500	2500	USD	2500	0
105000	USD	105000	30000	USD	30000	0
70000	USD	70000	20000	USD	20000	0
63000	USD	63000	12000	USD	12000	0
77000	USD	77000	15000	USD	15000	0
165000	USD	165000	110000	USD	110000	0
80000	USD	80000	20000	USD	20000	0
175000	USD	175000	285000	USD	285000	0

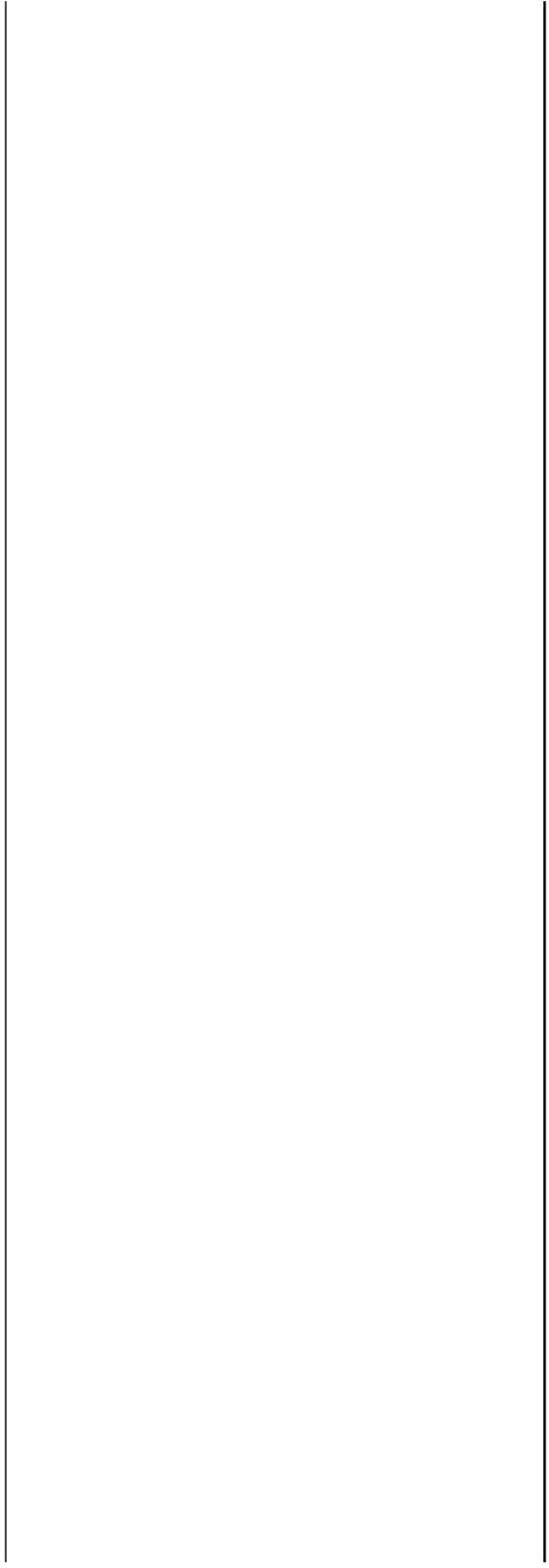
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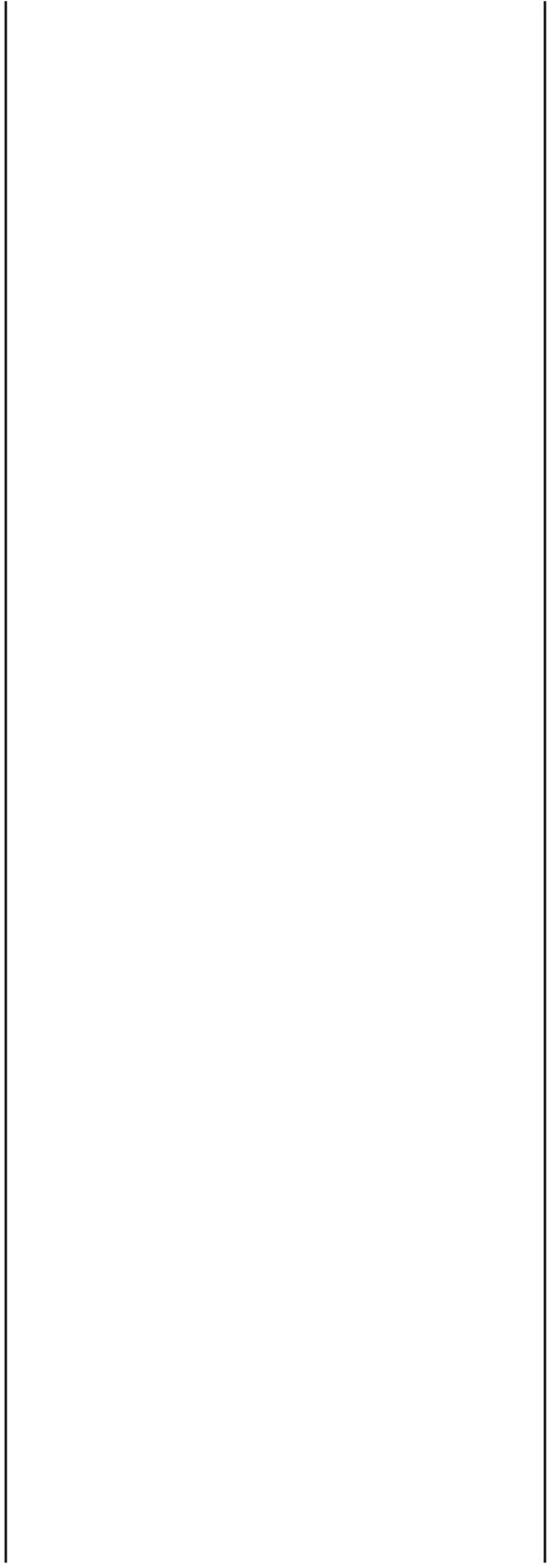
February 14, 2008)

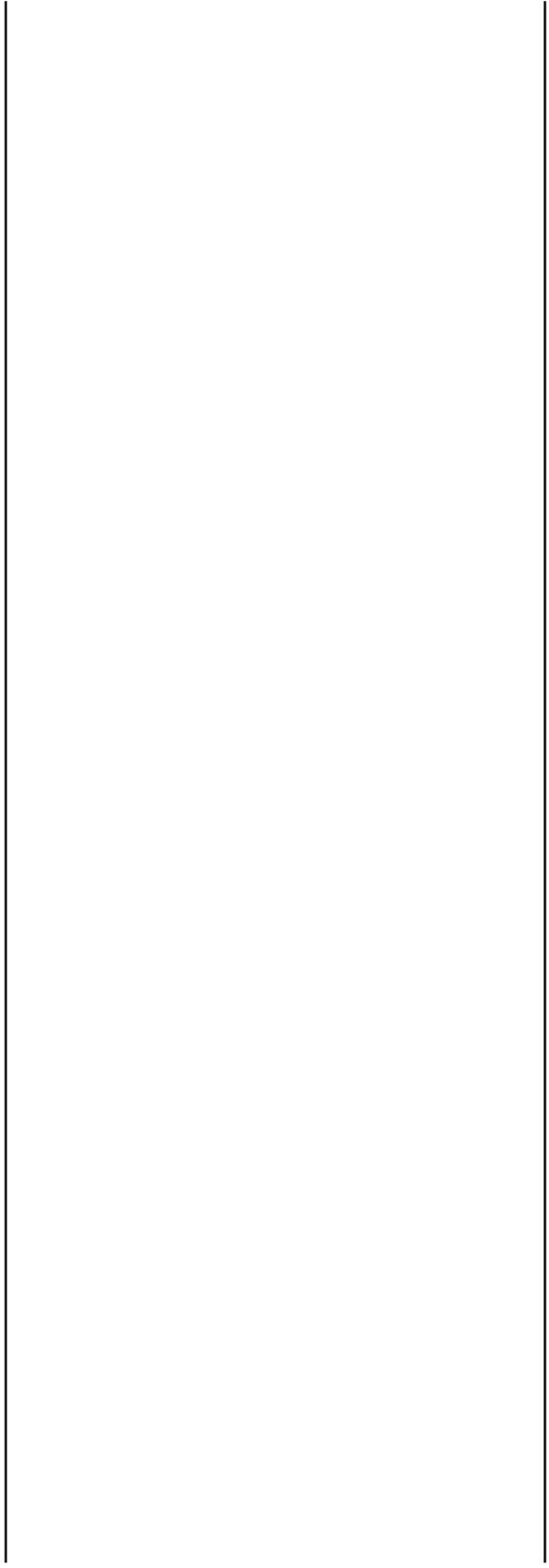
Total Comp USD	House Local	House USD	TC+ in Quote Terms	NEW BONUS (in quote)
66000	0	0	66000	
82000	0	0	82000	
375000	0	0	375000	
102500	0	0	102500	
350000	0	0	350000	
180000	0	0	180000	
125000	0	0	125000	
60000	0	0	60000	
135000	0	0	135000	
90000	0	0	90000	
75000	0	0	75000	
92000	0	0	92000	
275000	0	0	275000	
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460000	0	0	460000	

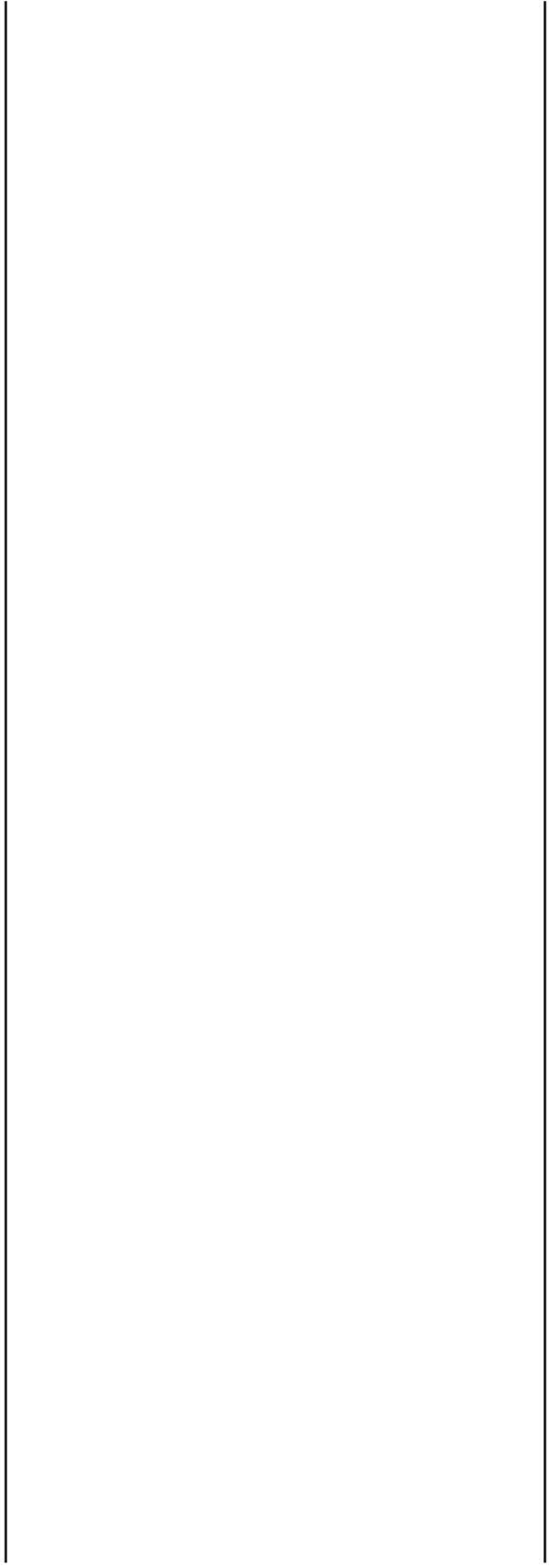


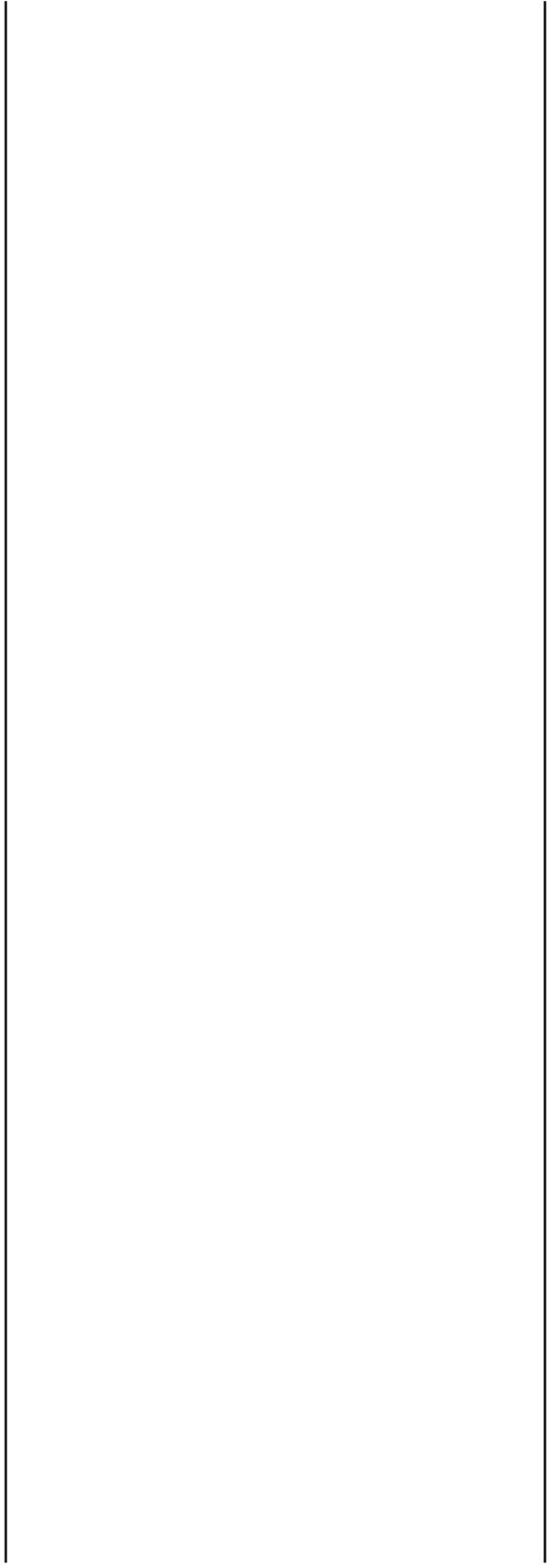


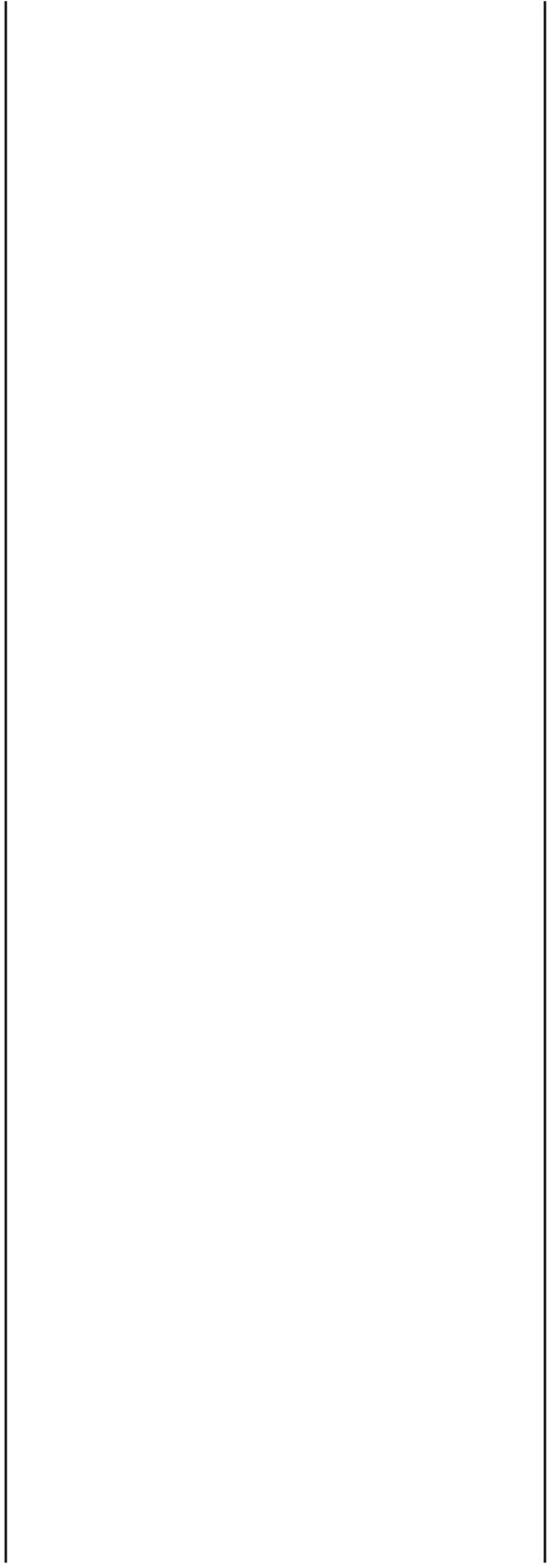


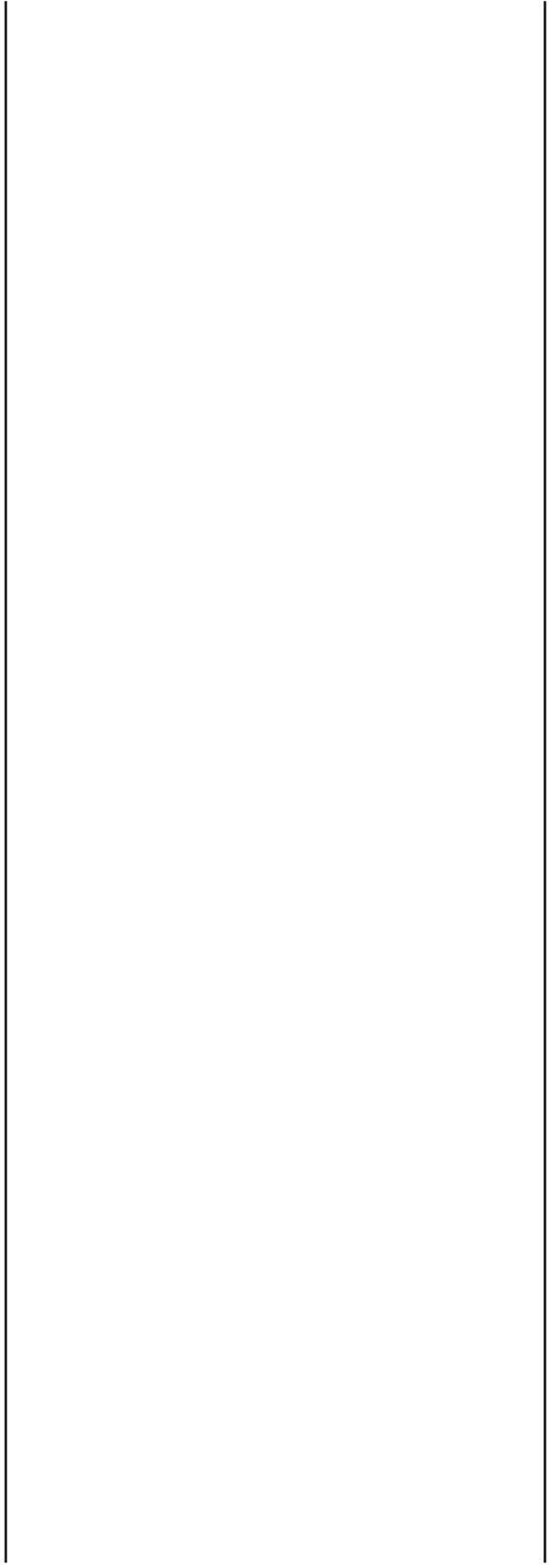


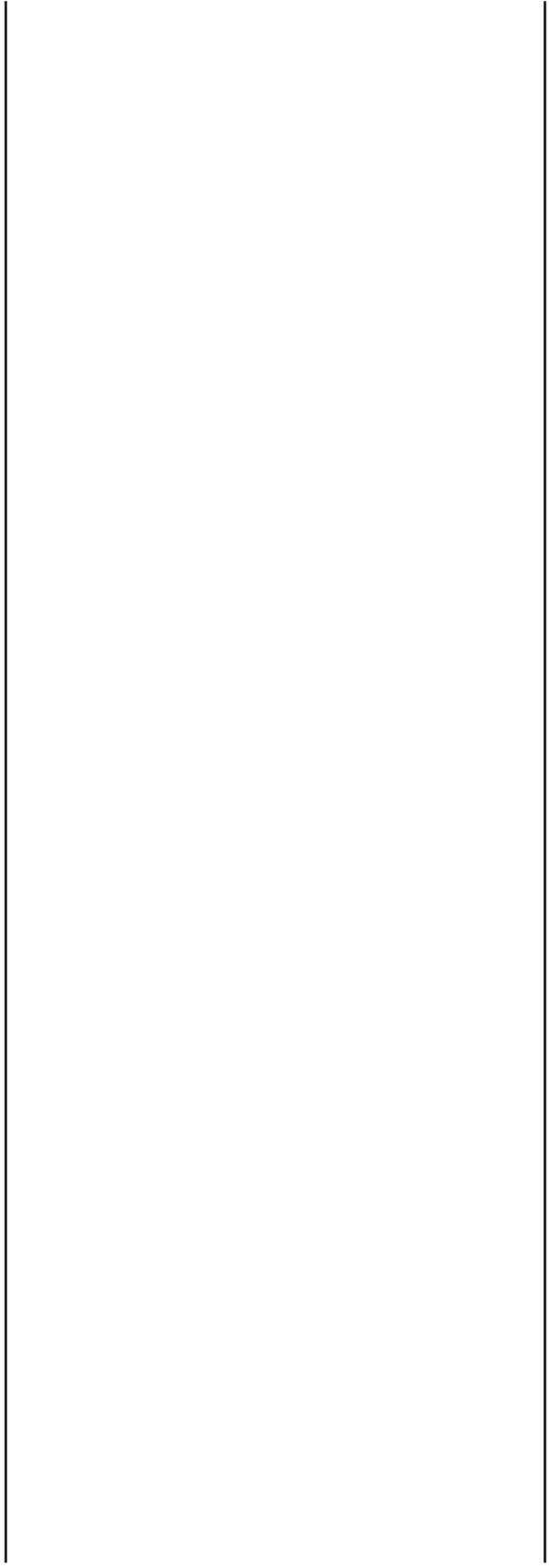


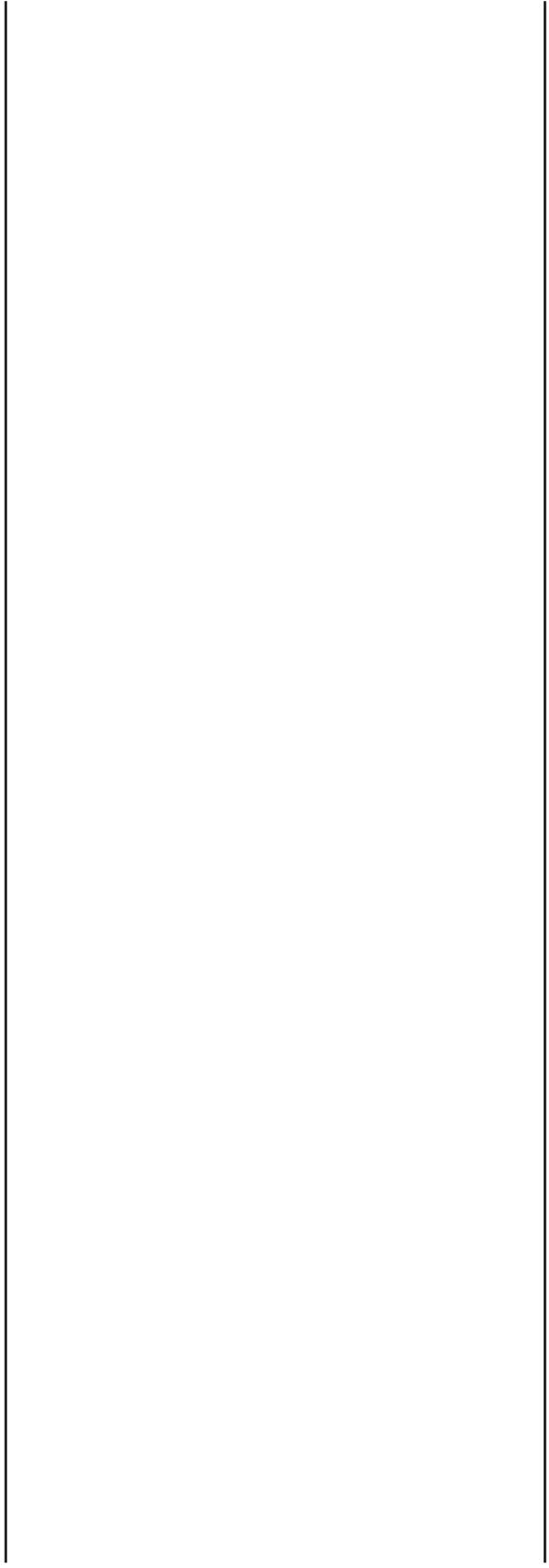


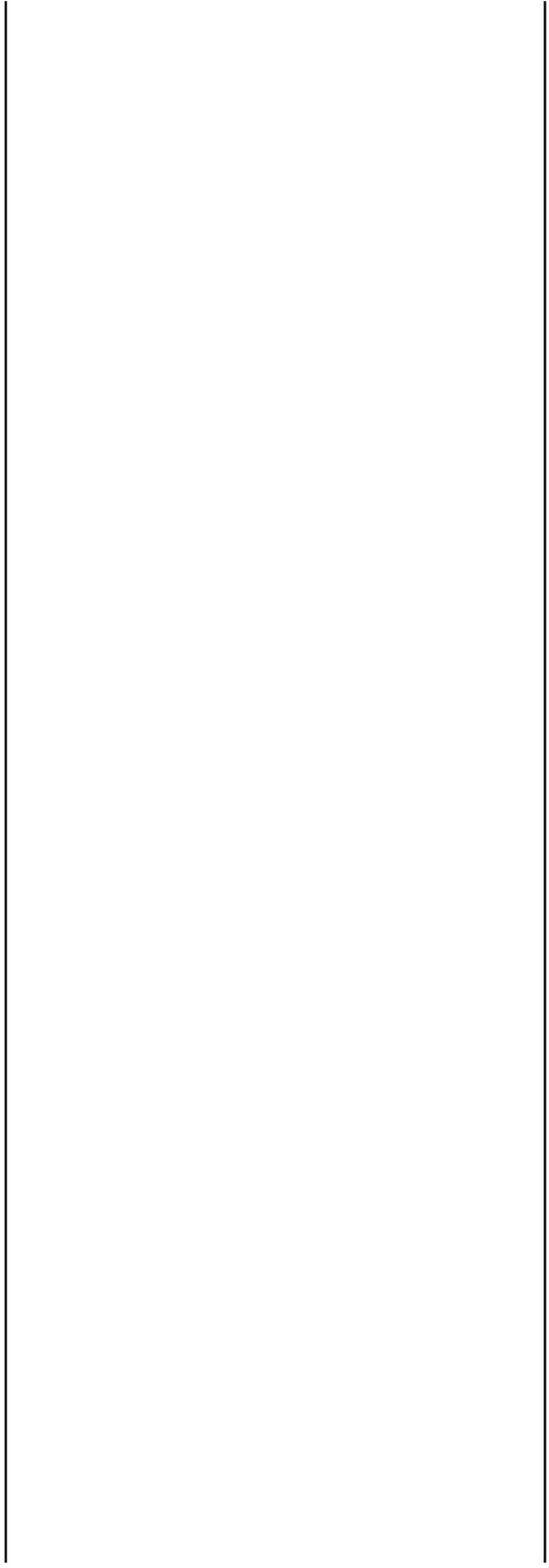


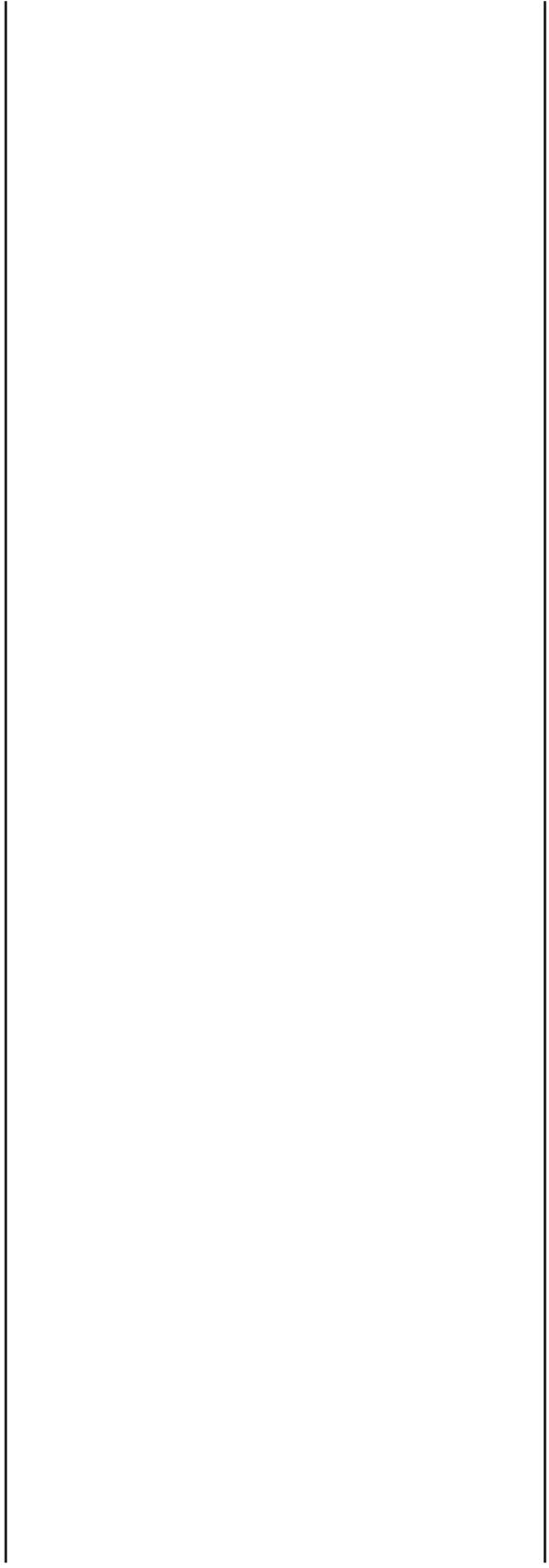


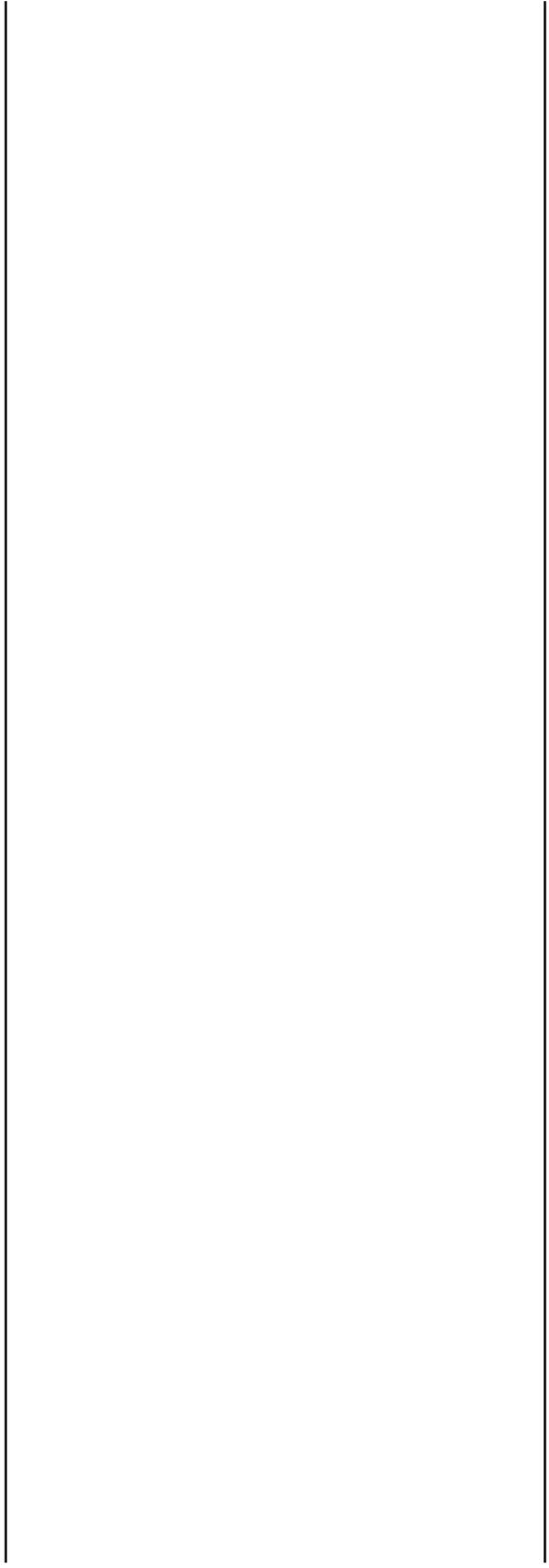


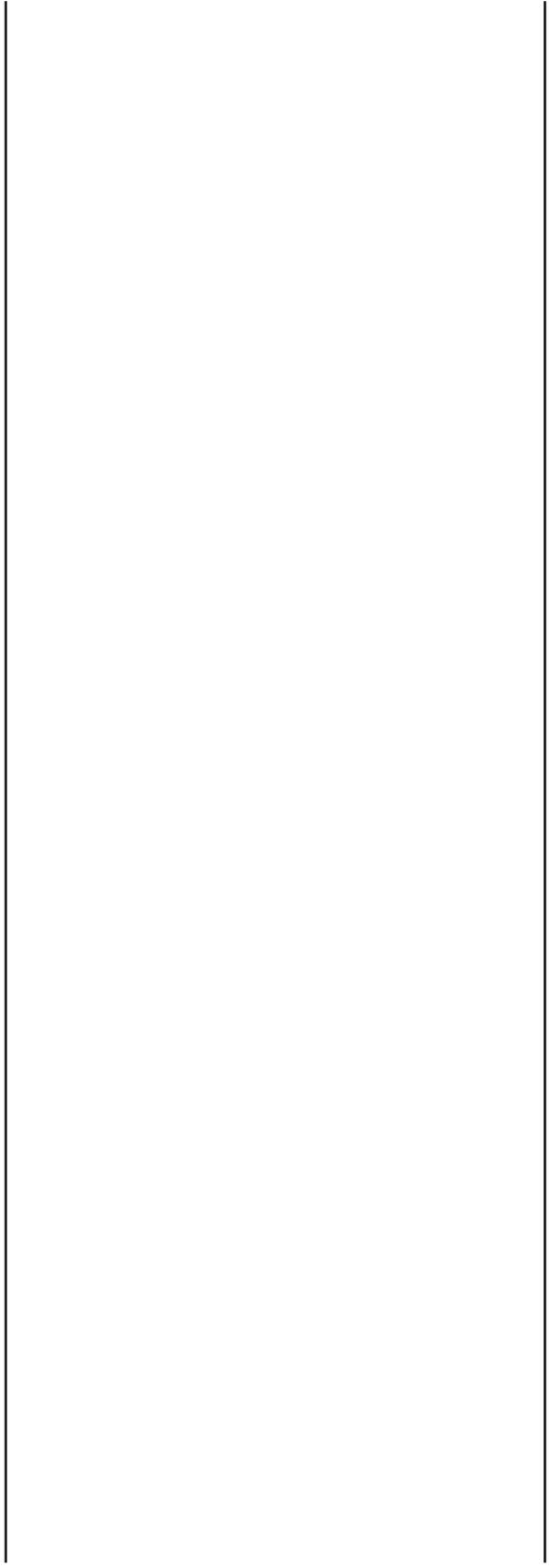


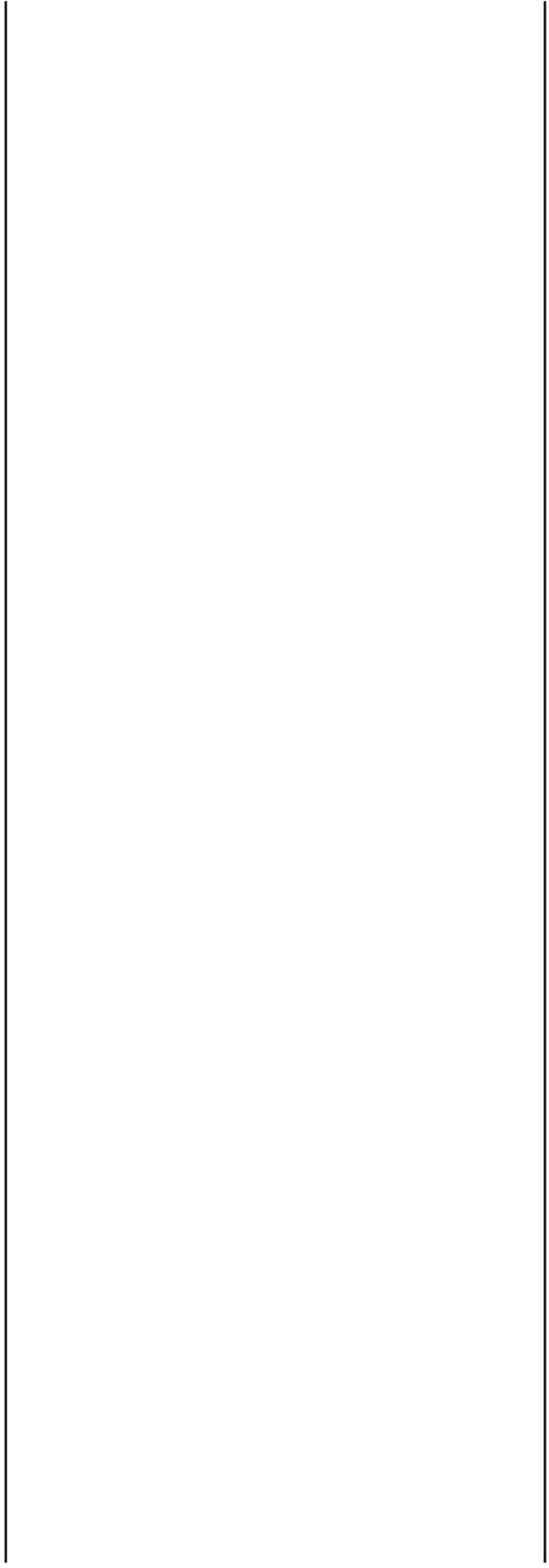


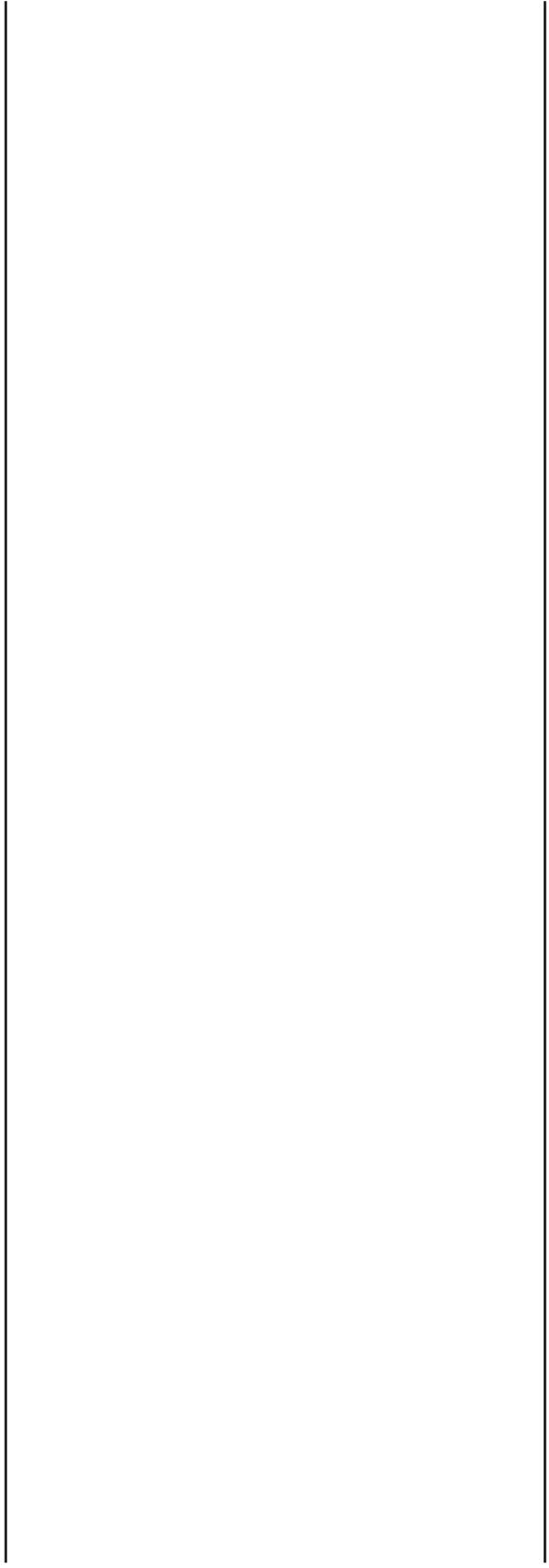


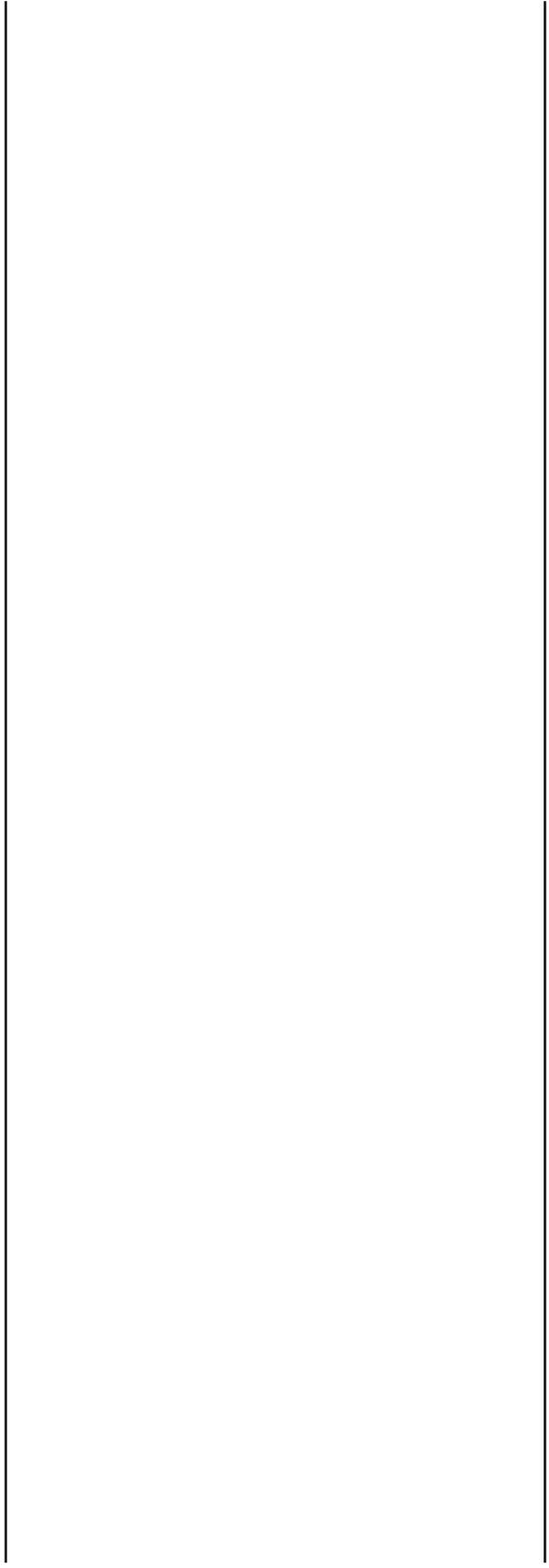


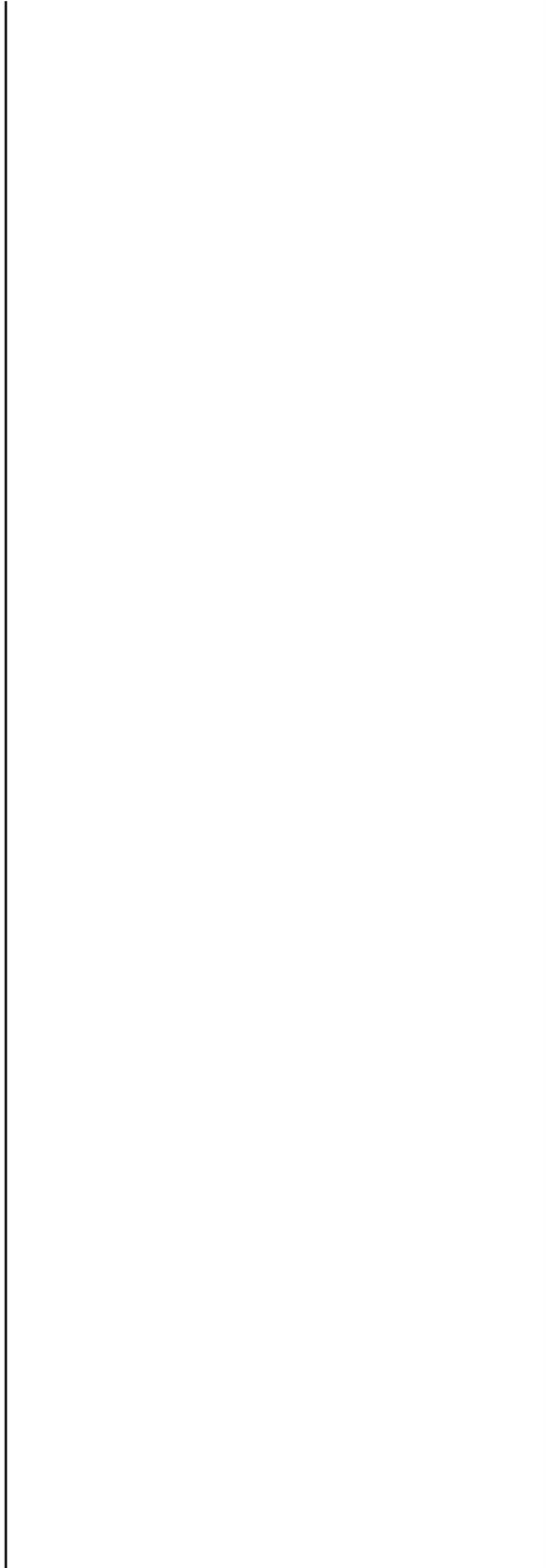


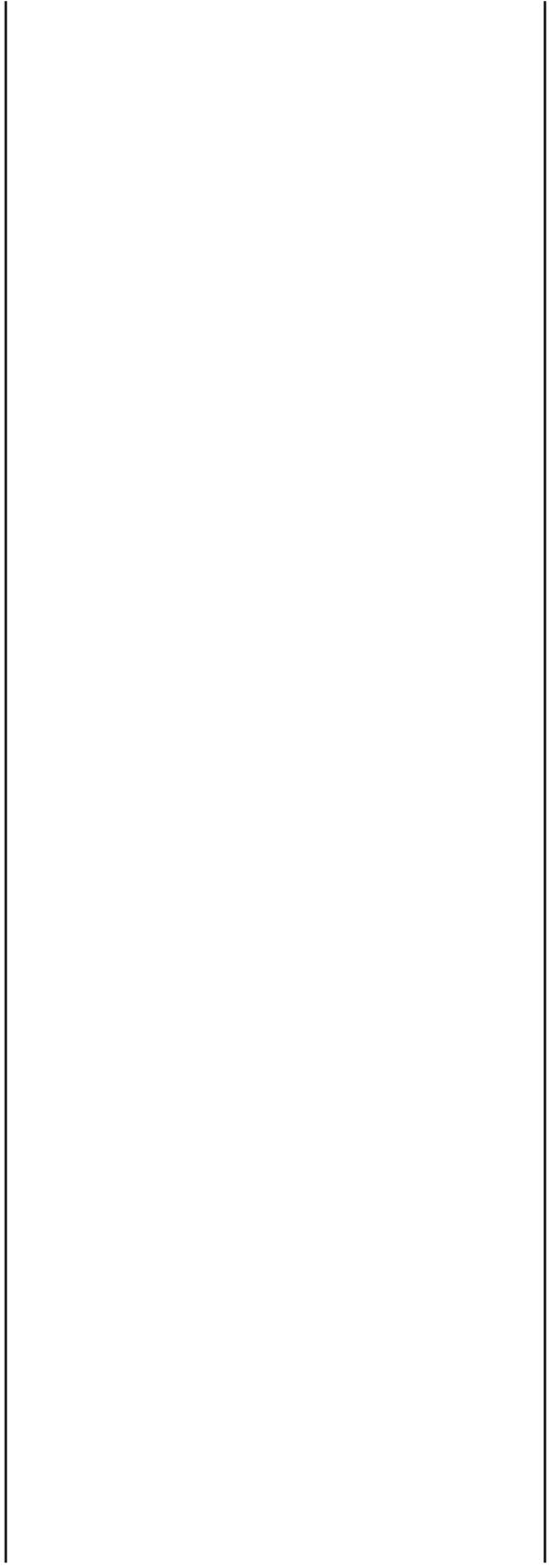


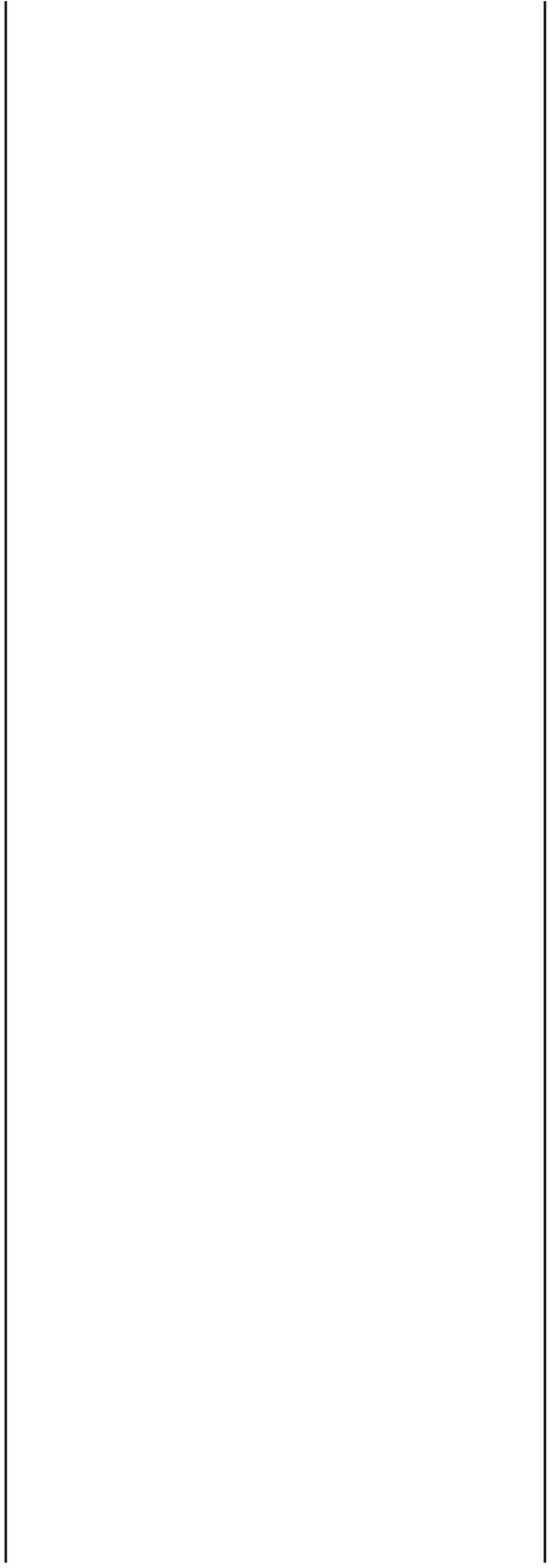


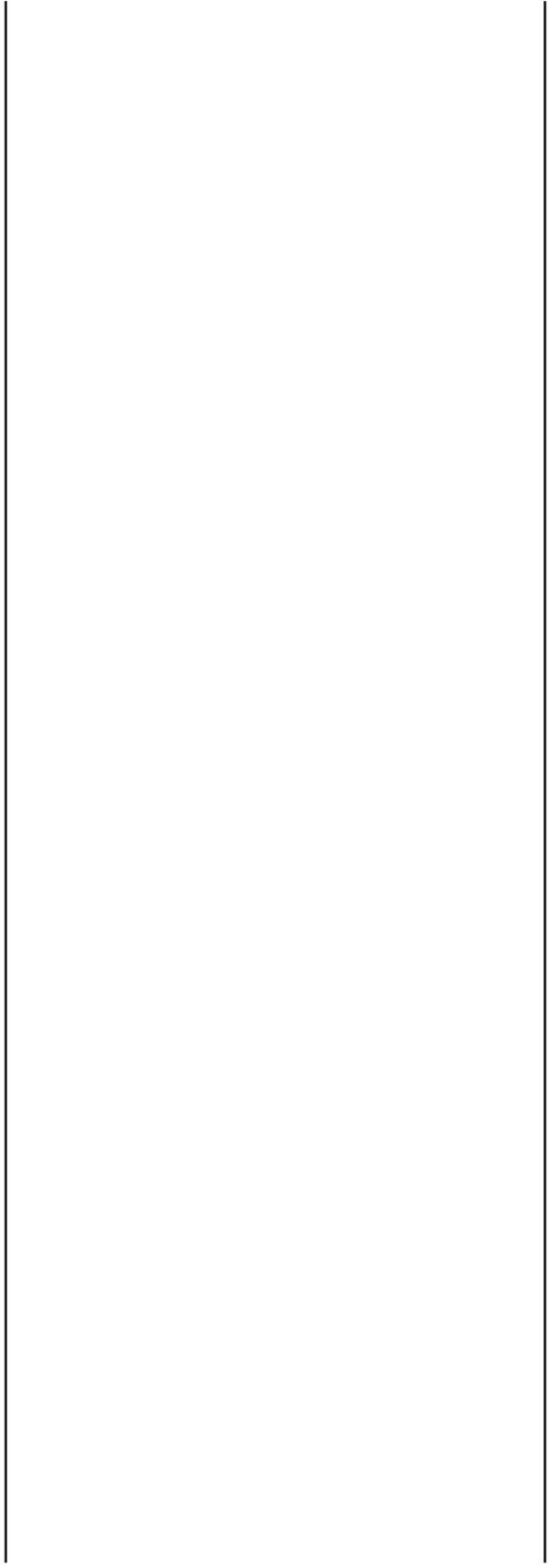


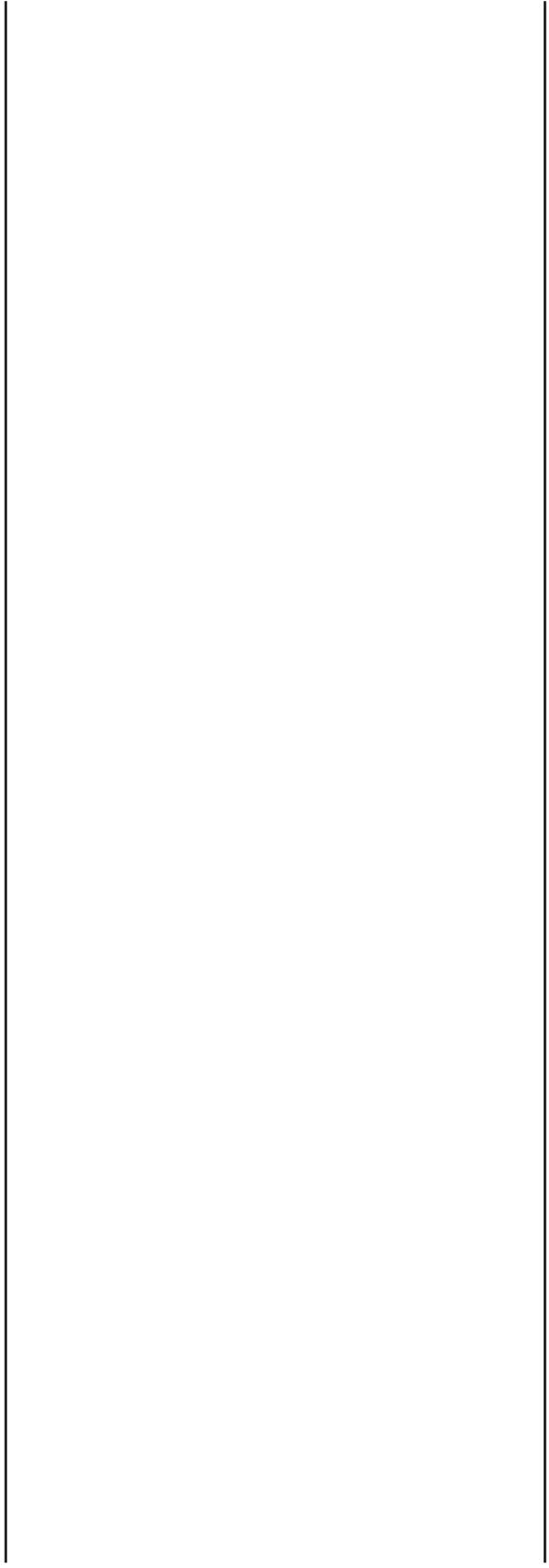


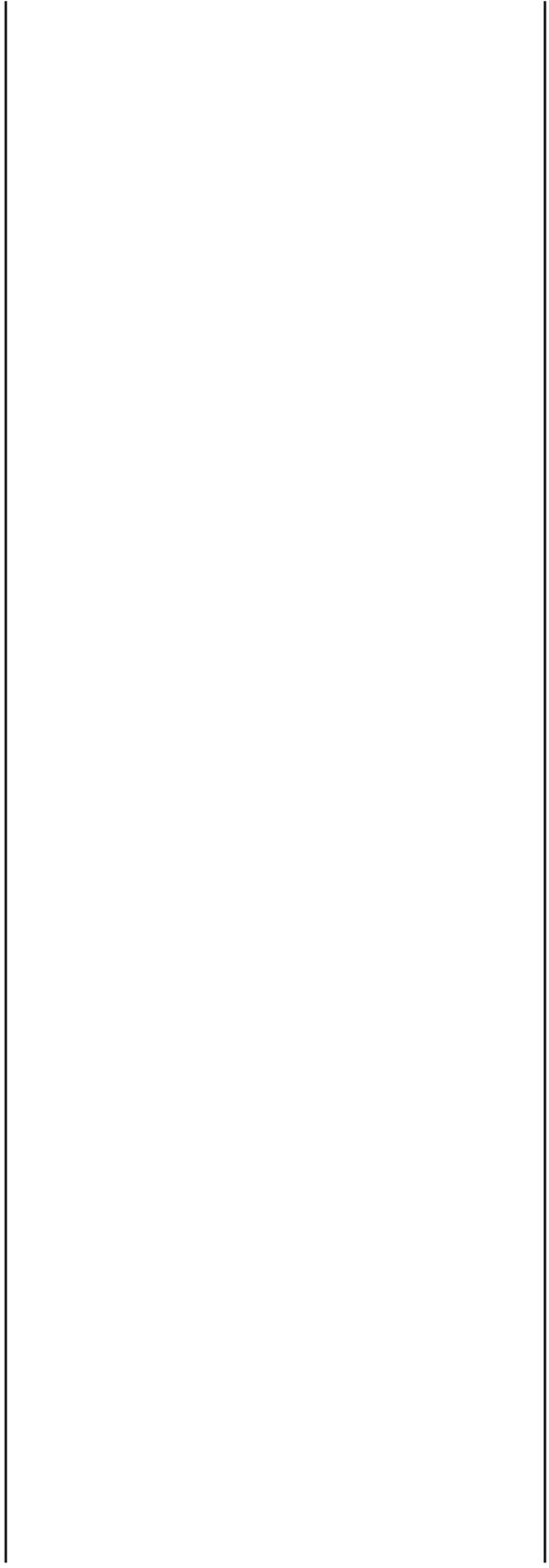


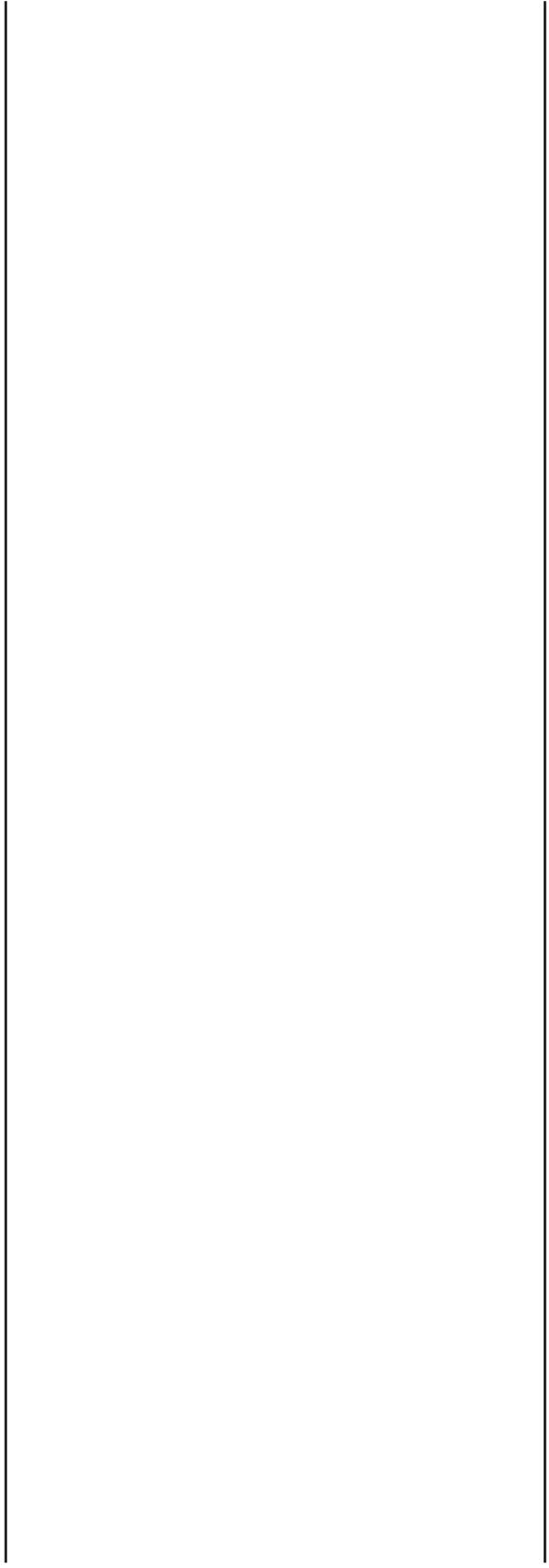


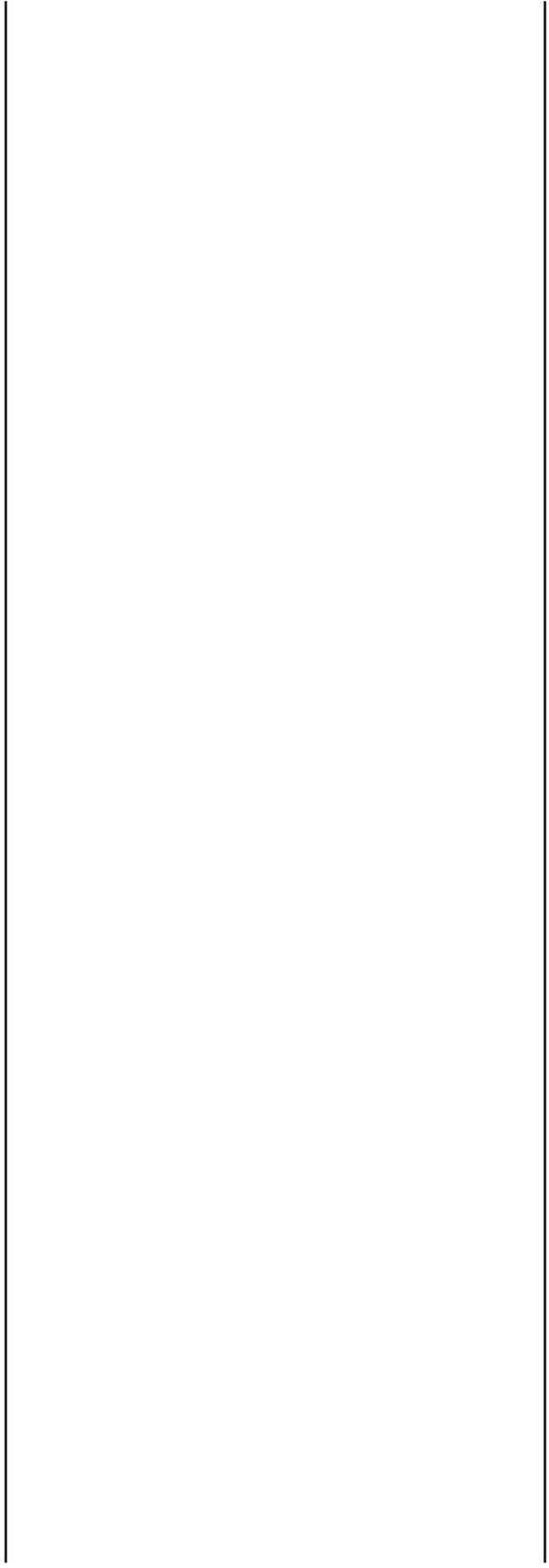


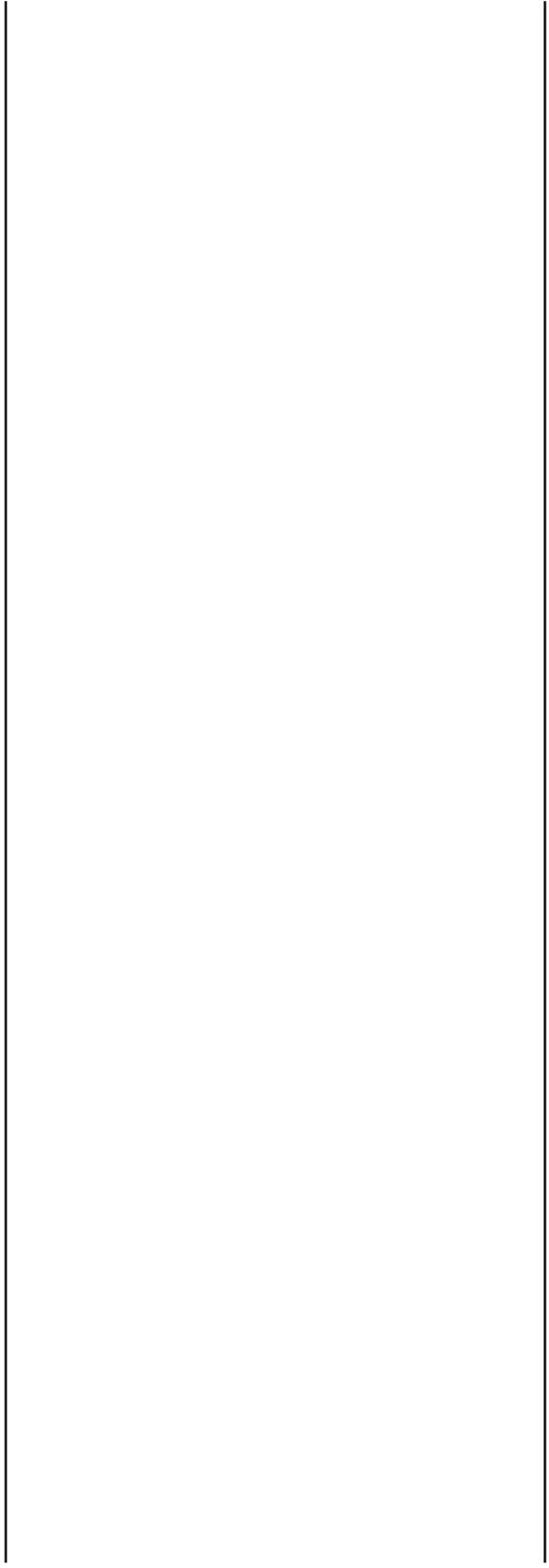


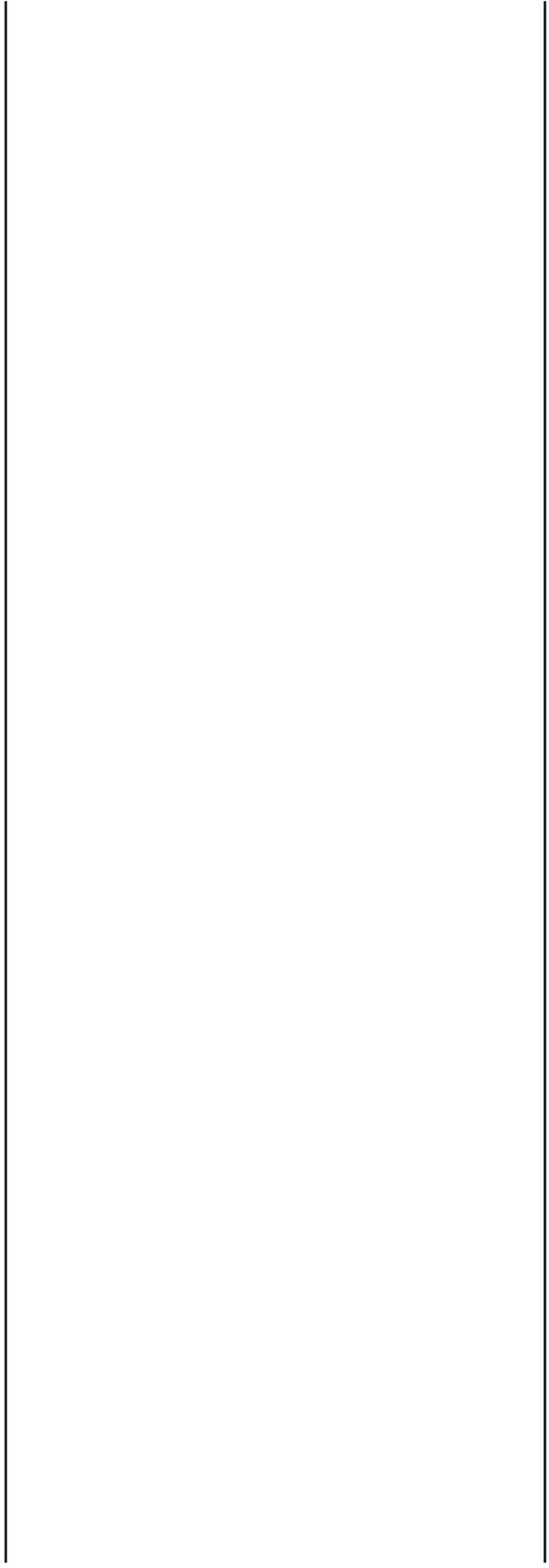


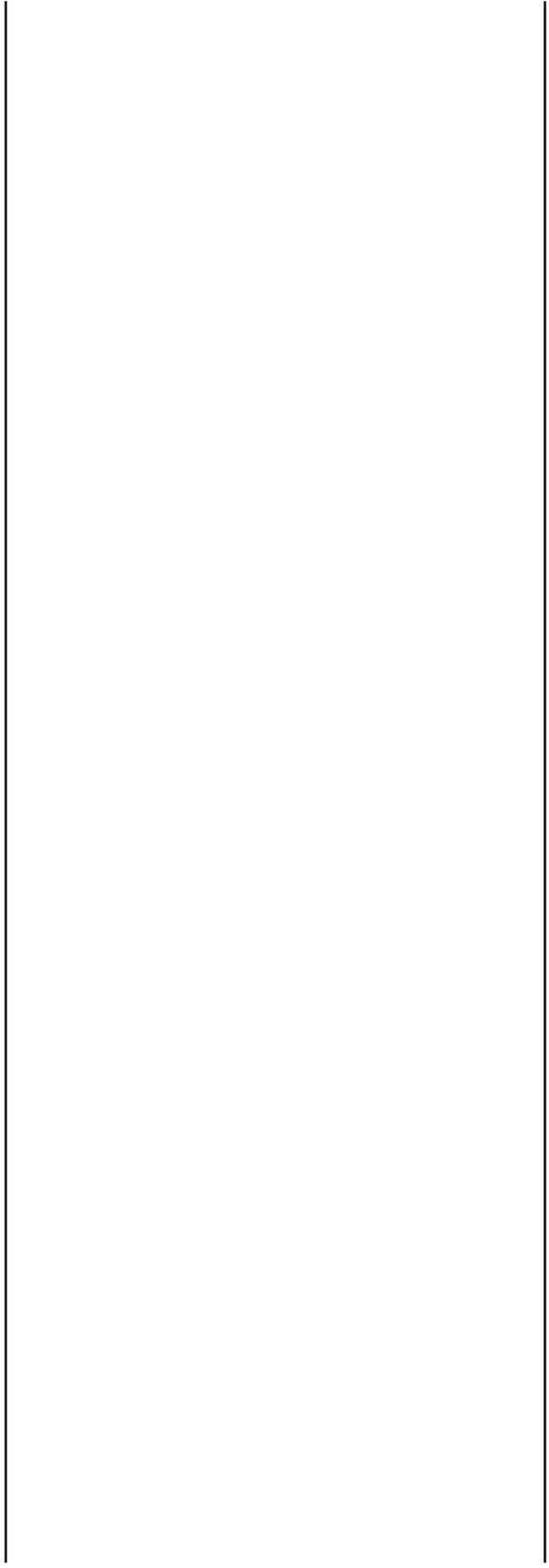


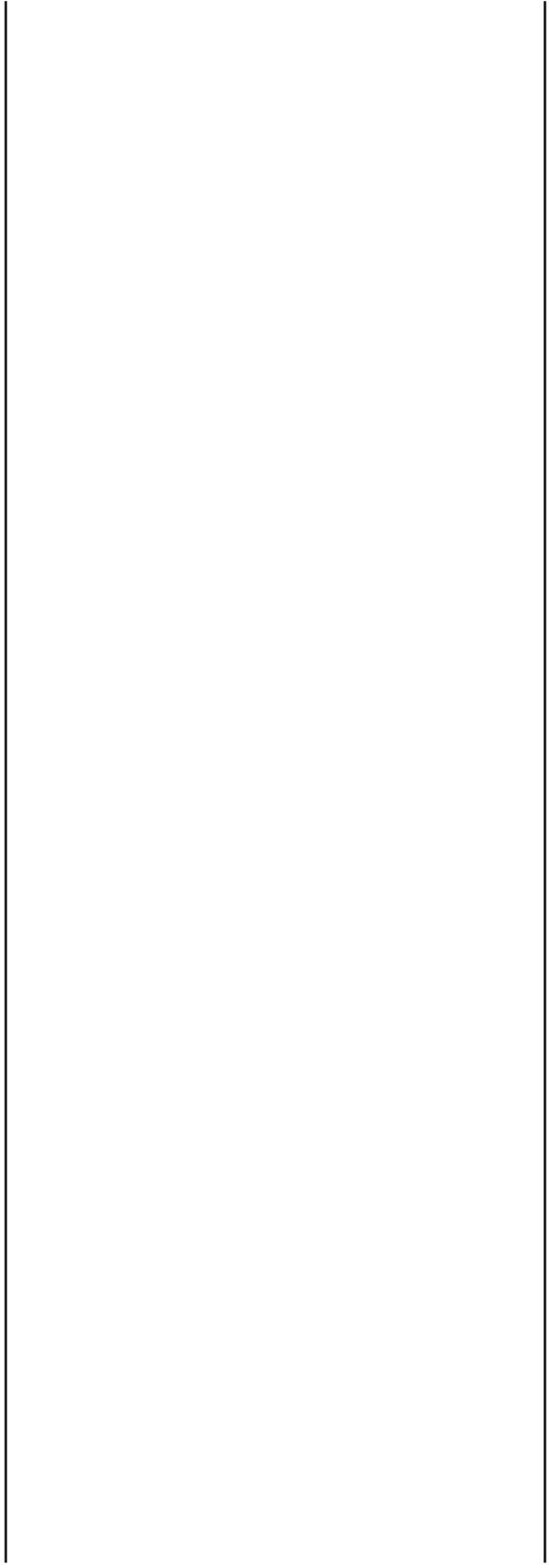


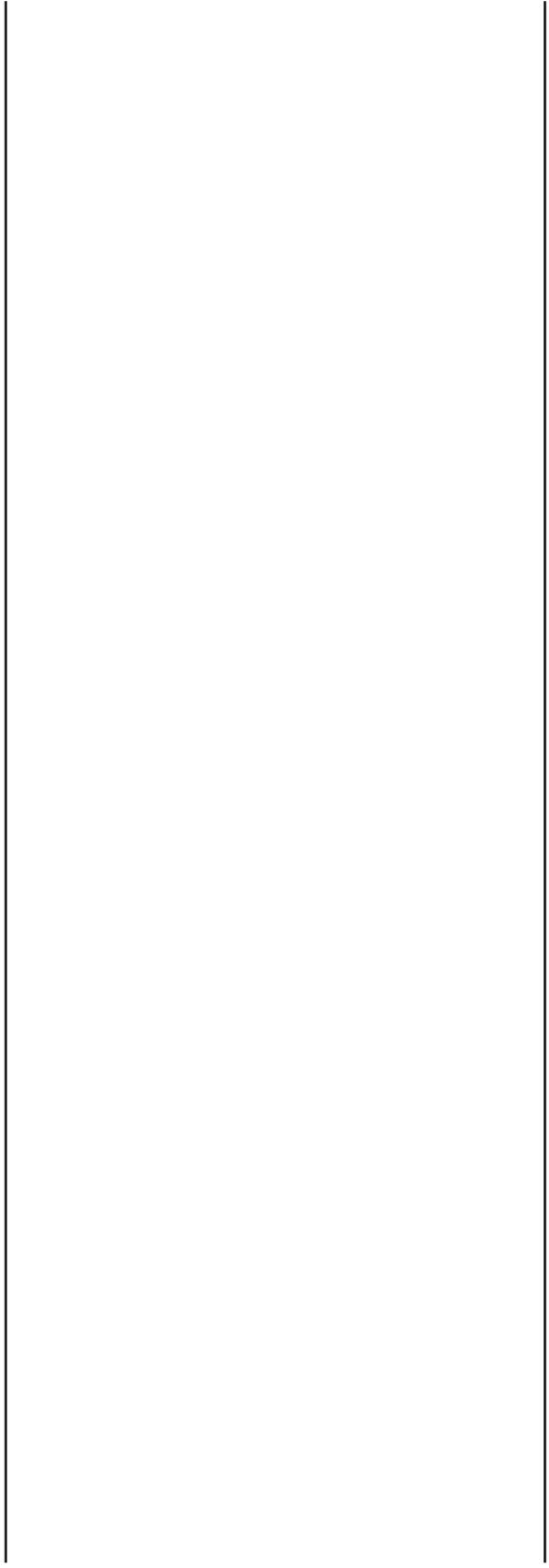


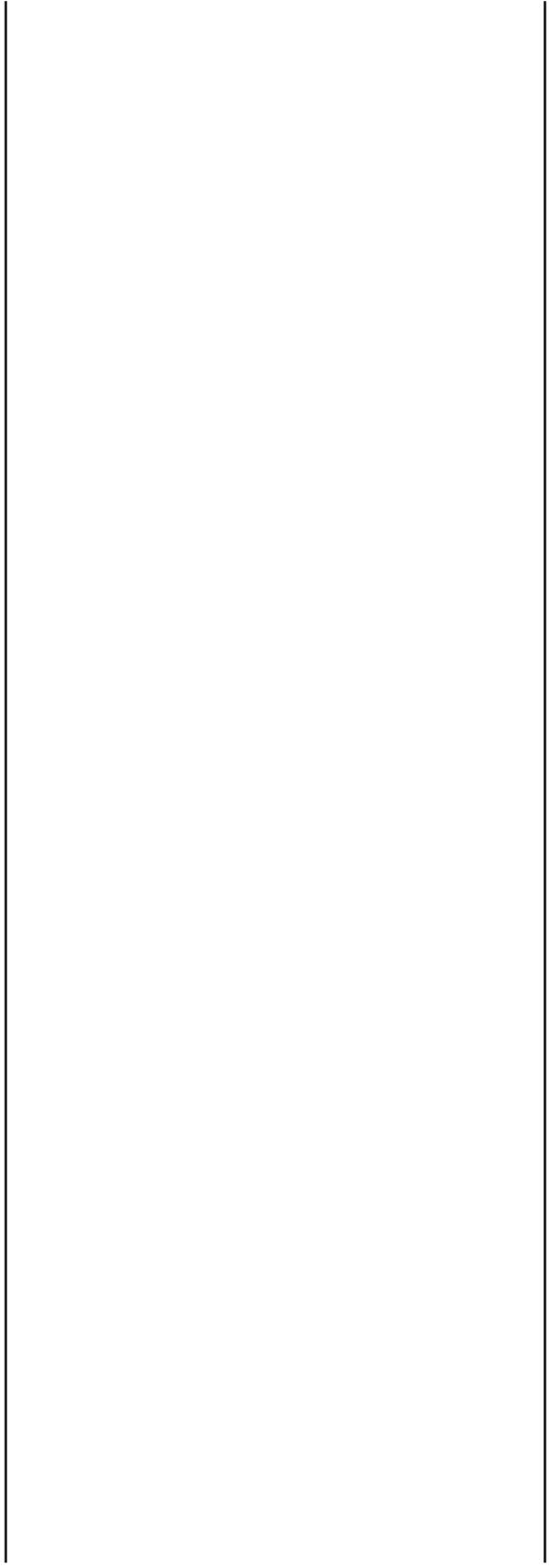


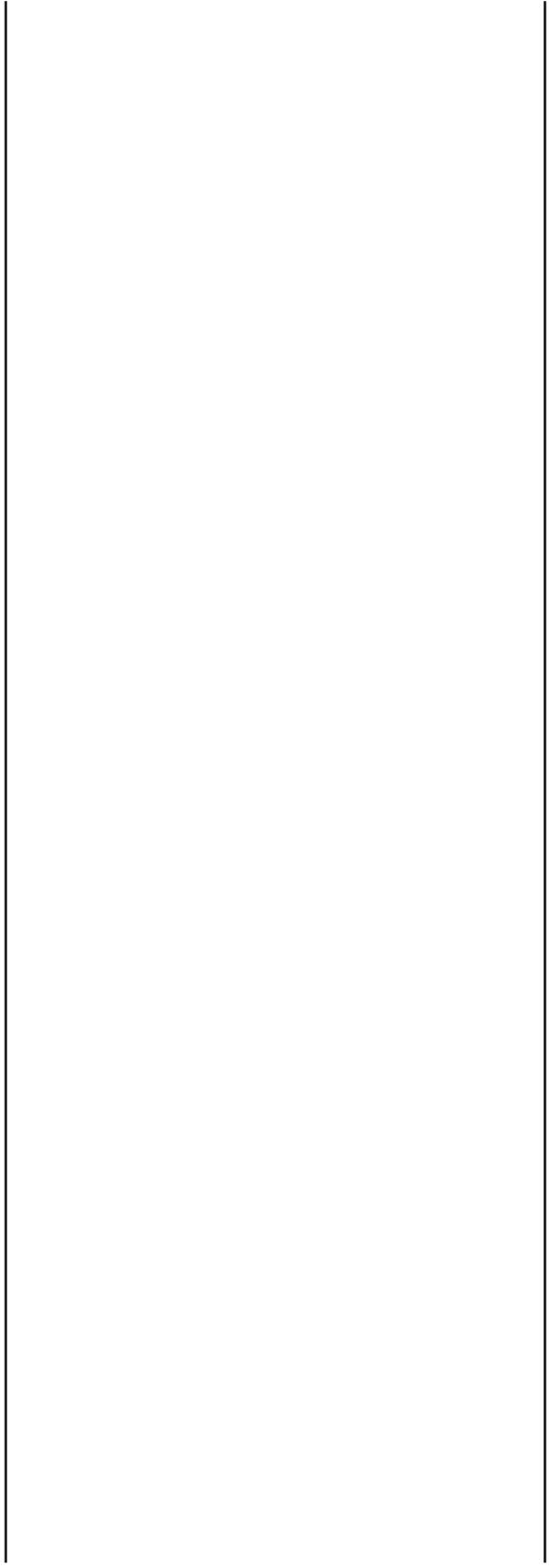


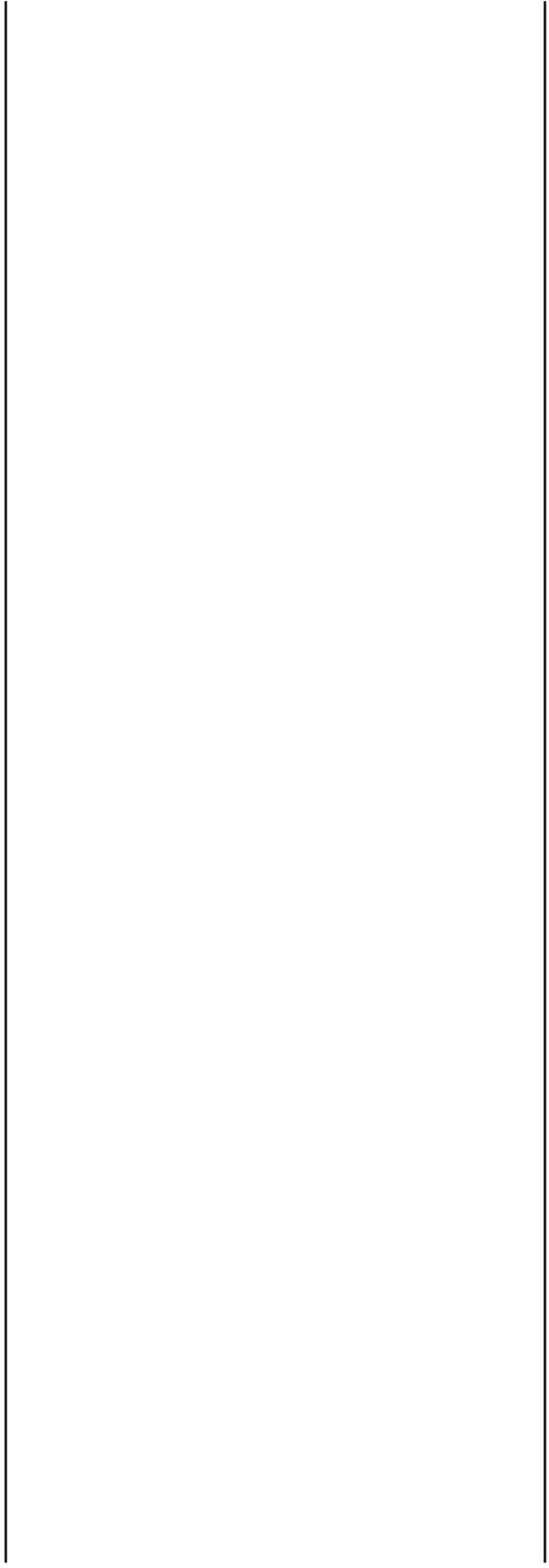


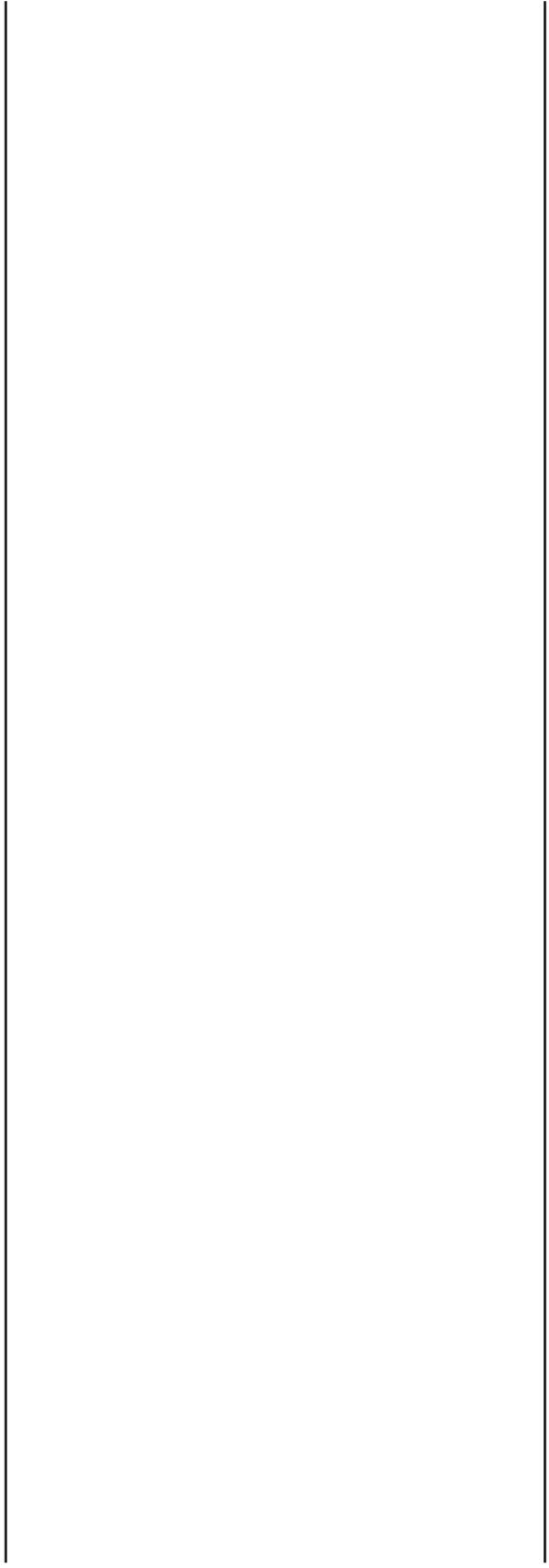


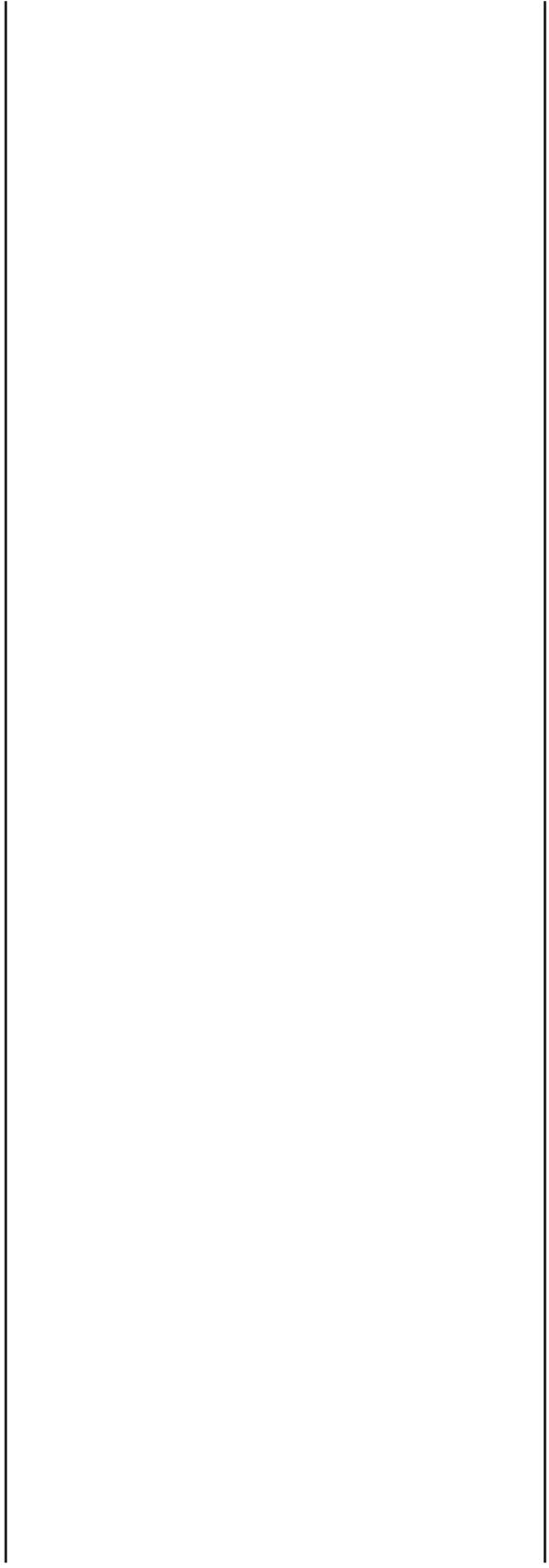


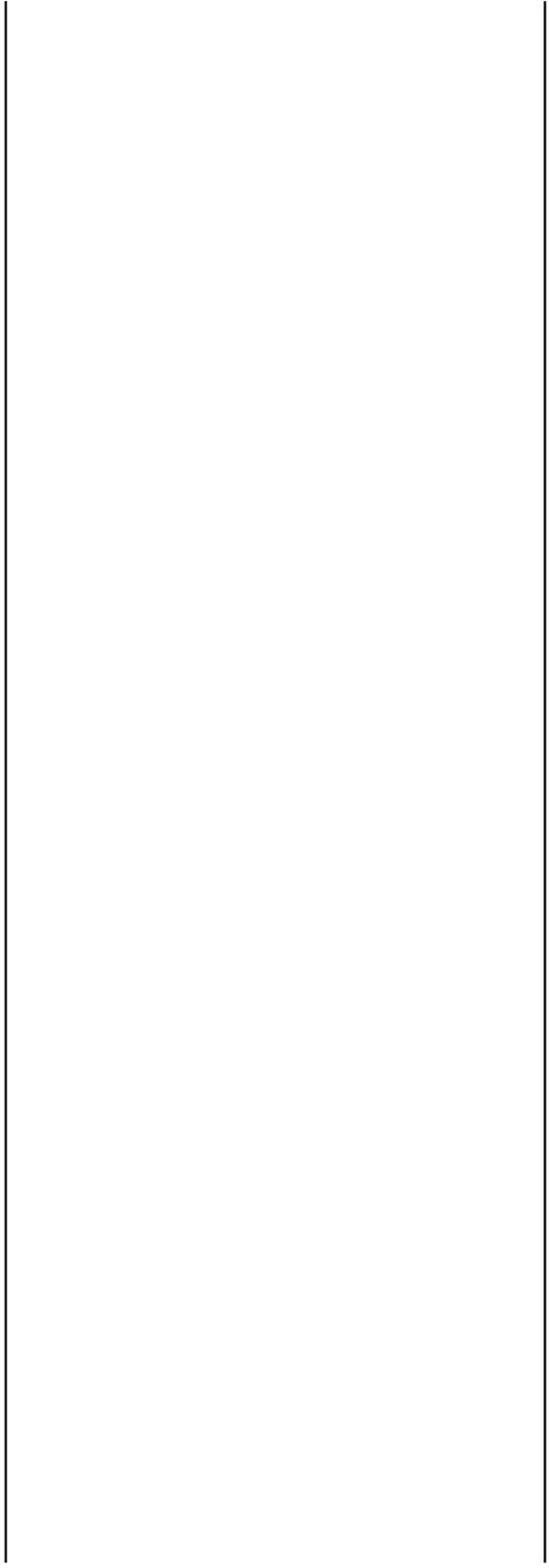


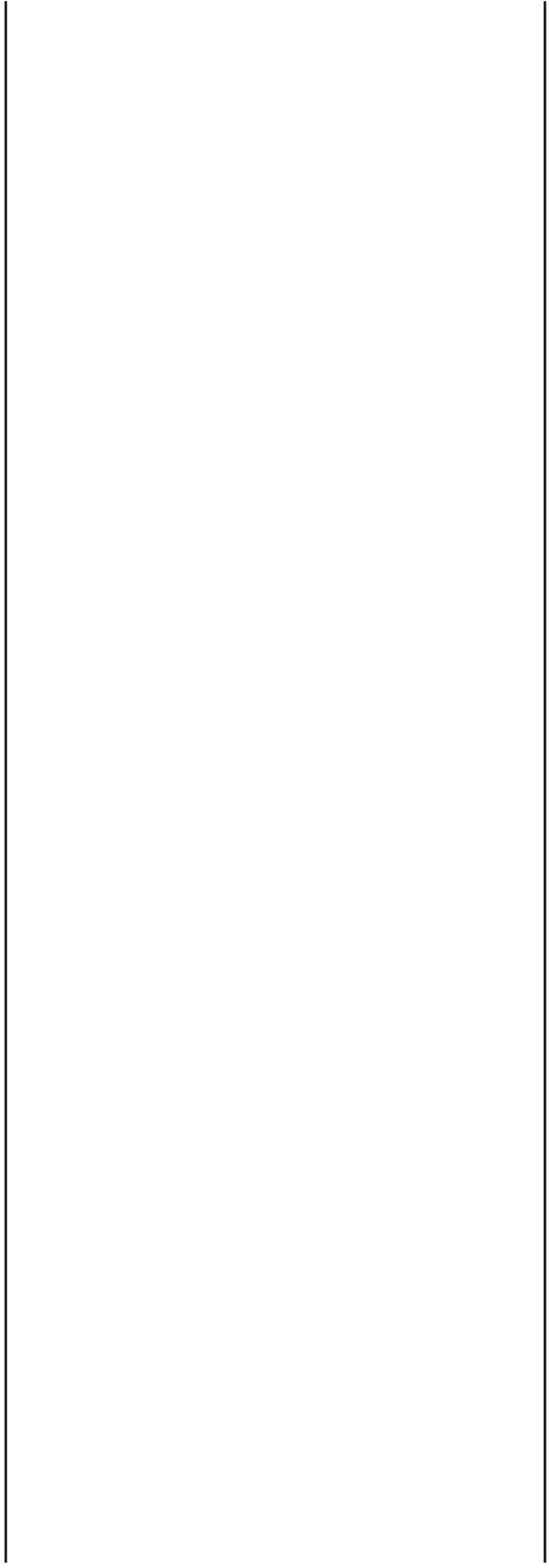


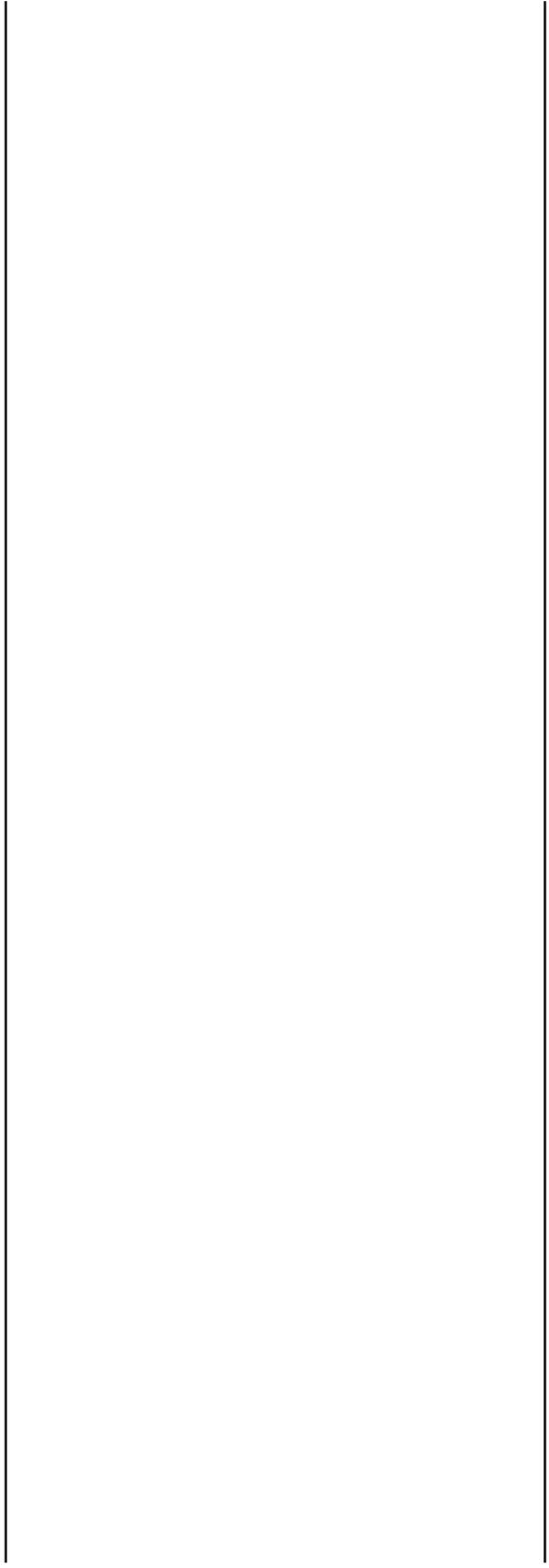


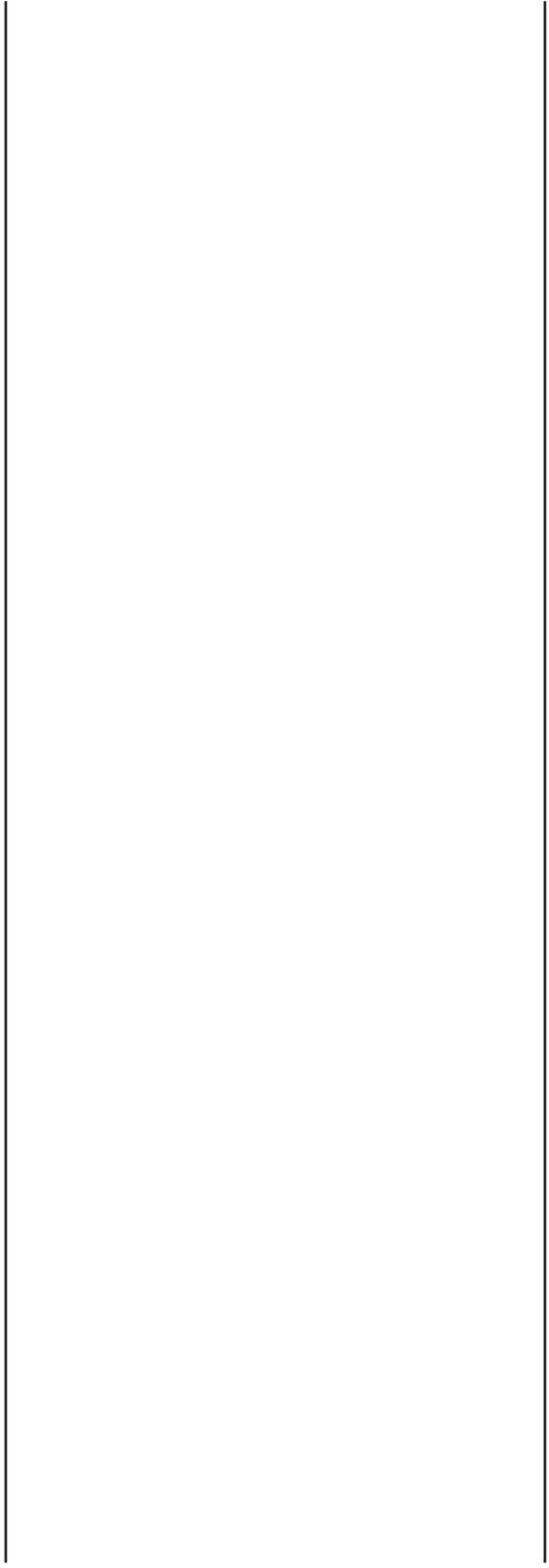


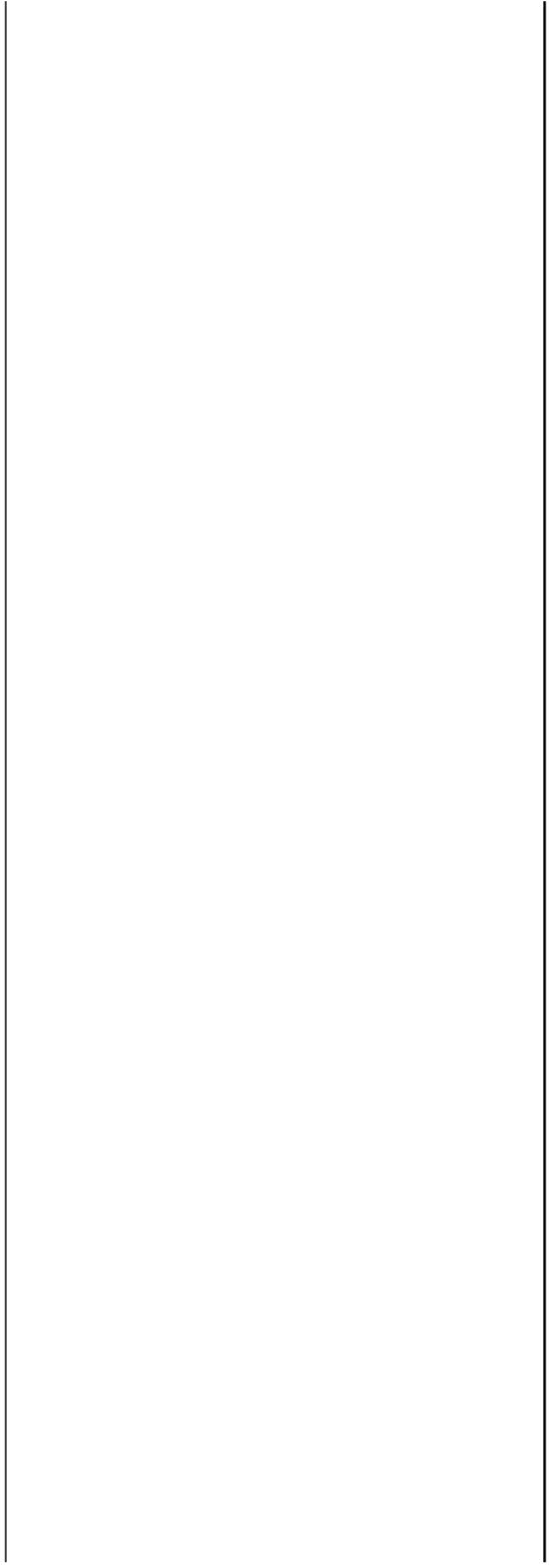


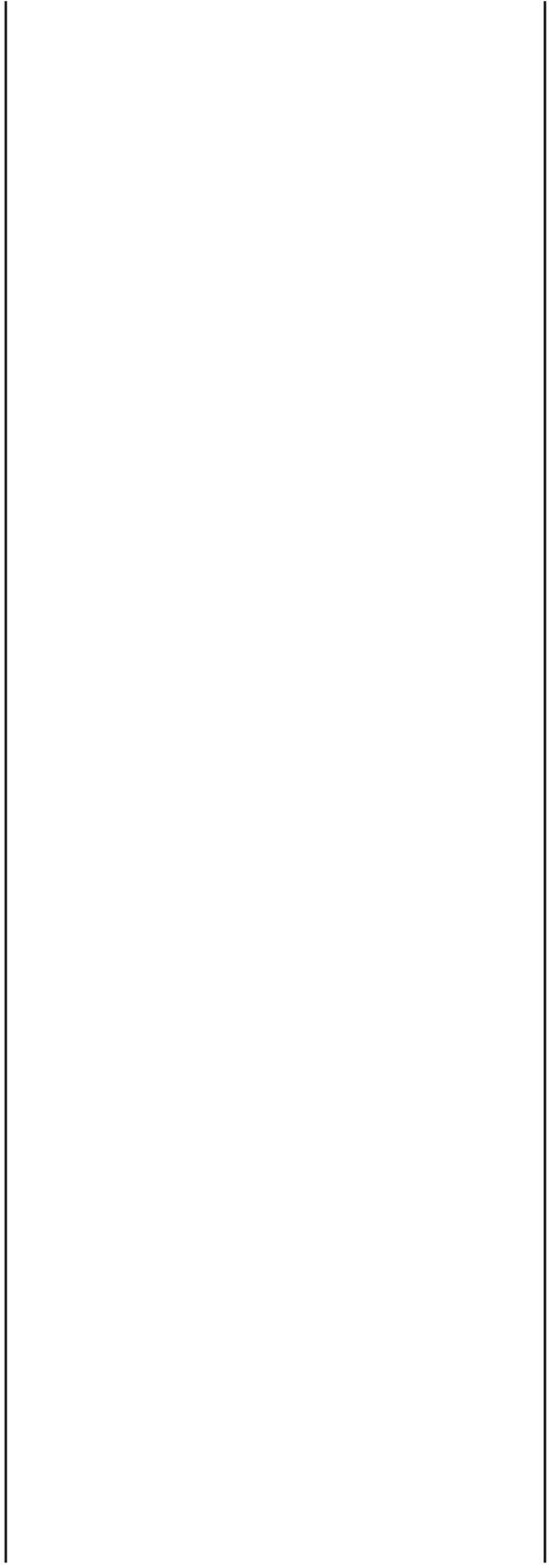


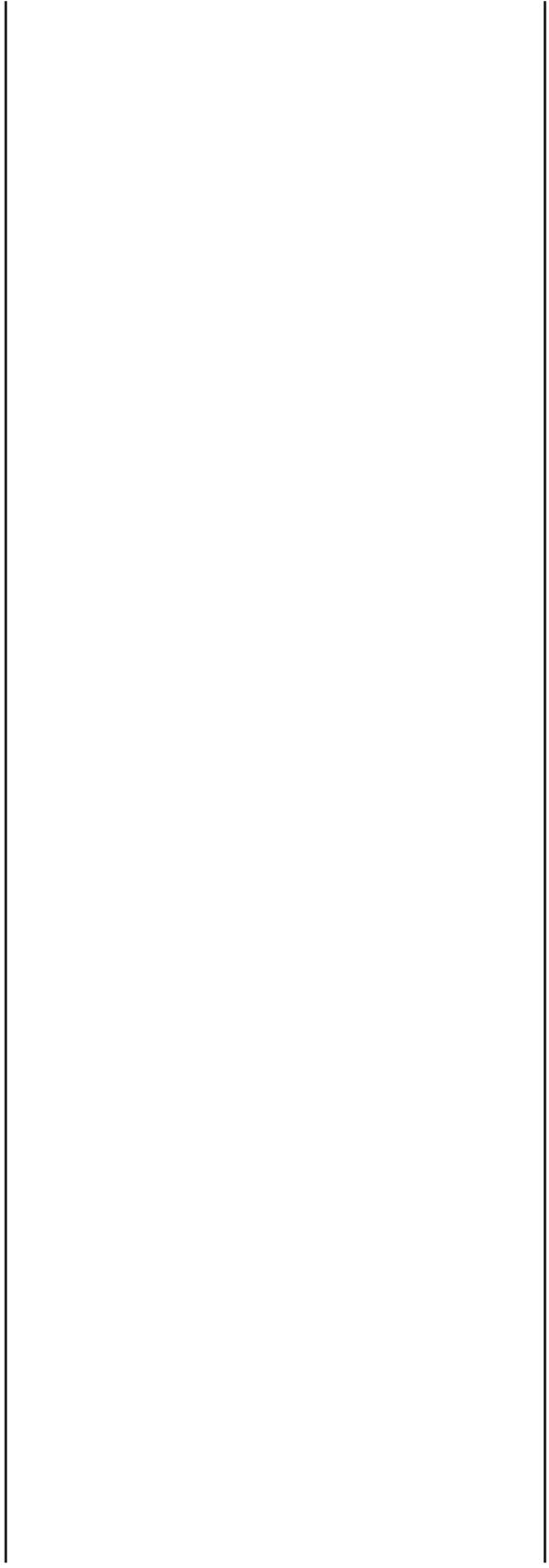


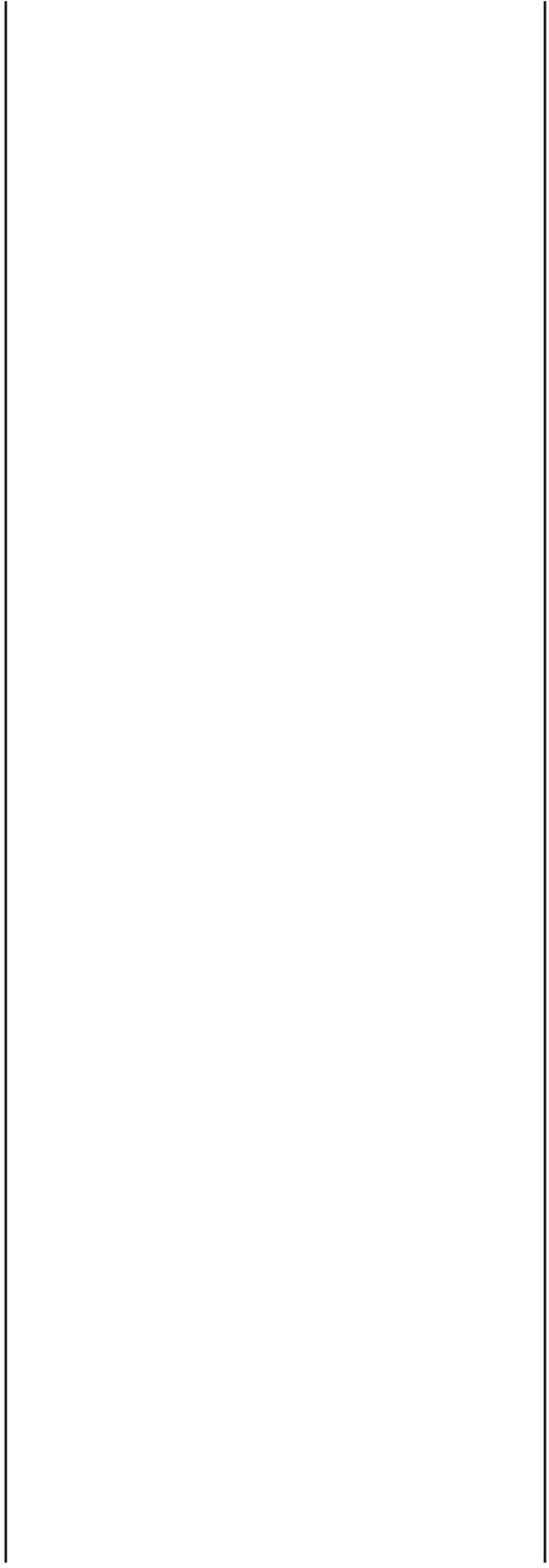


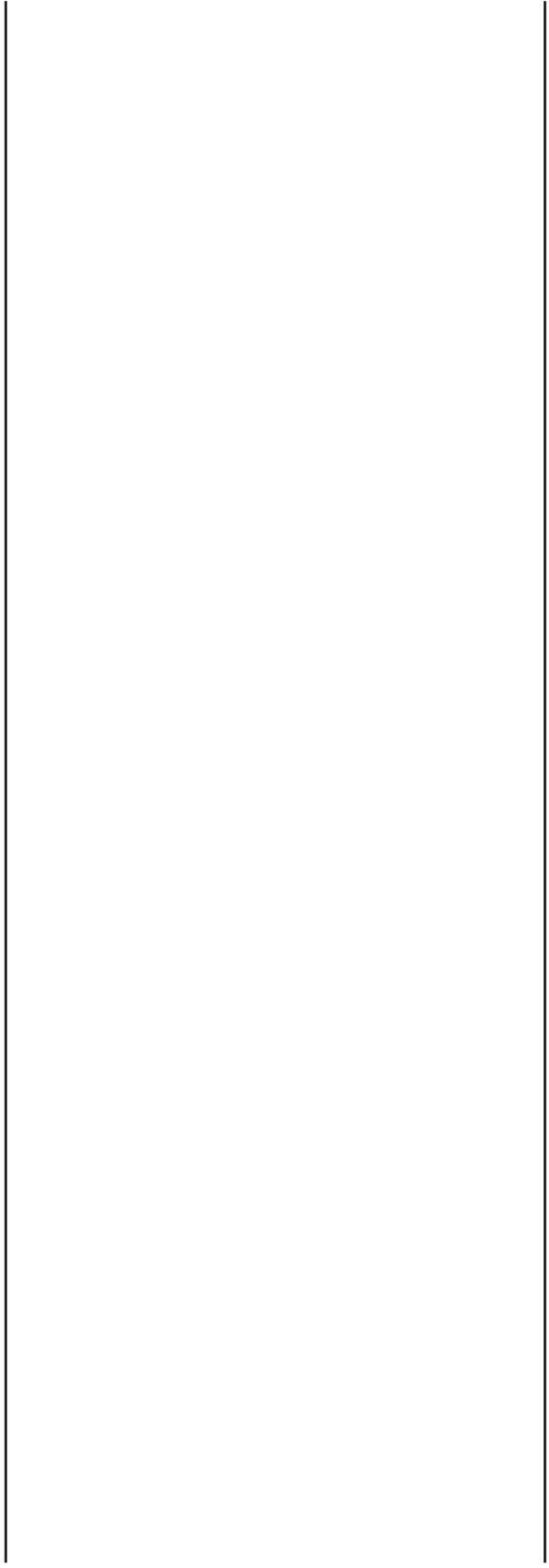


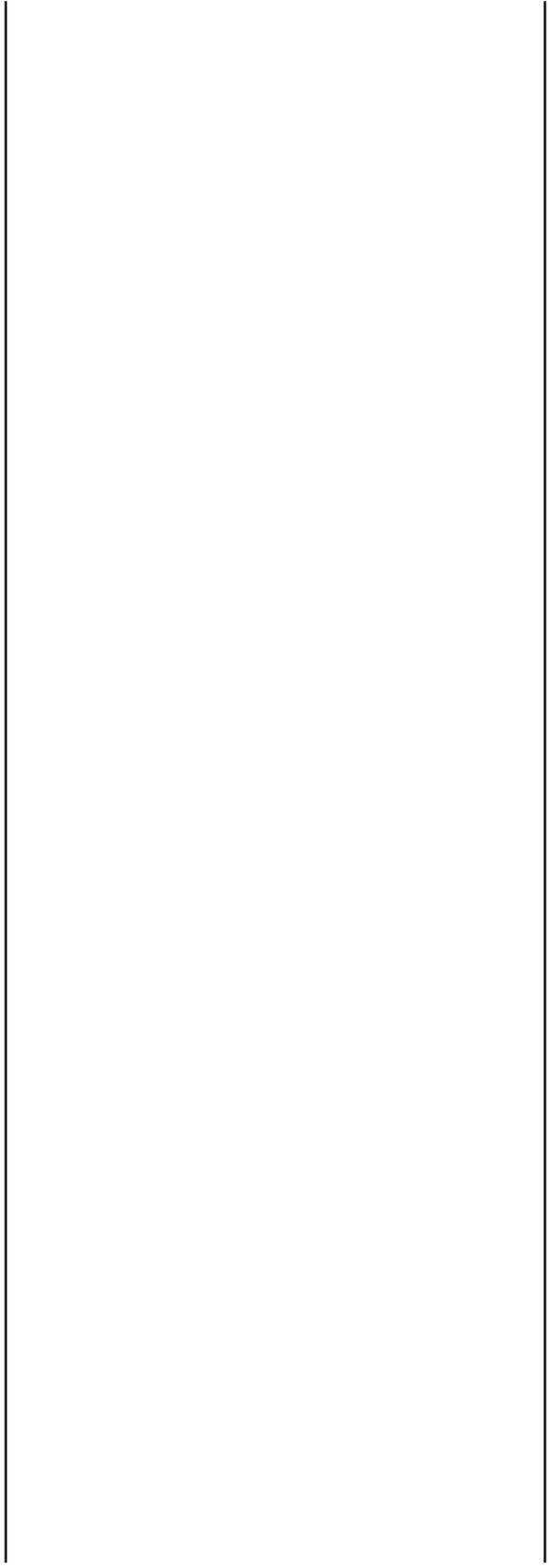


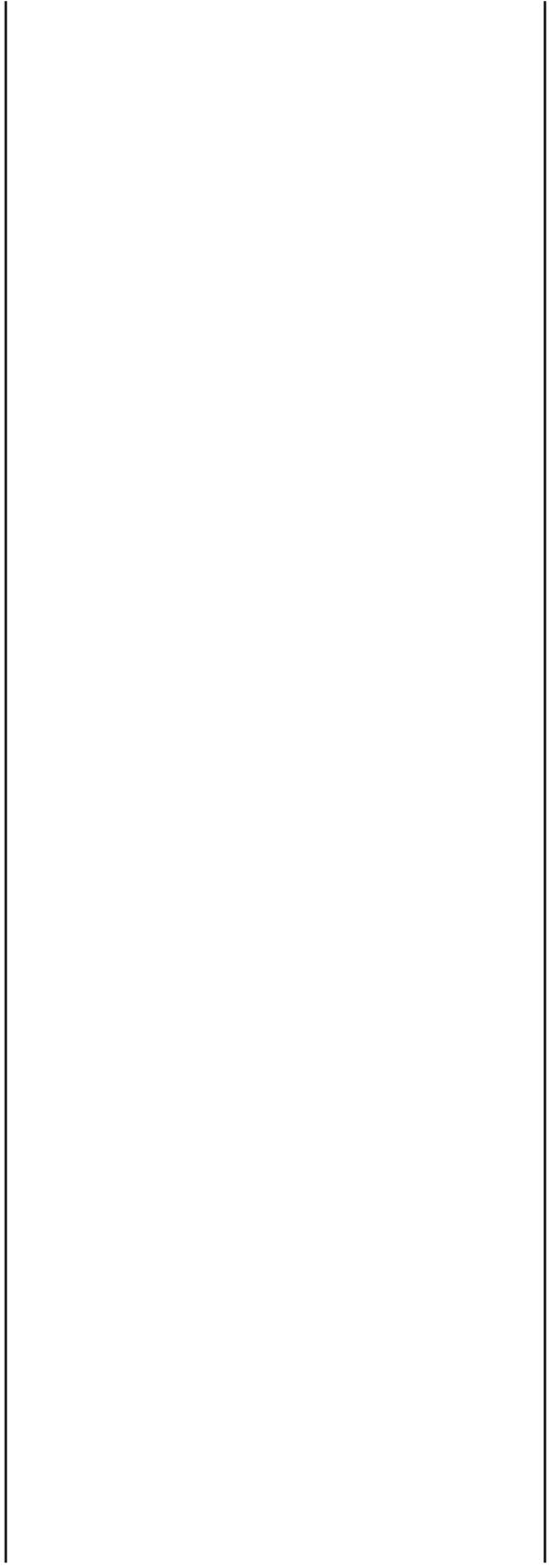


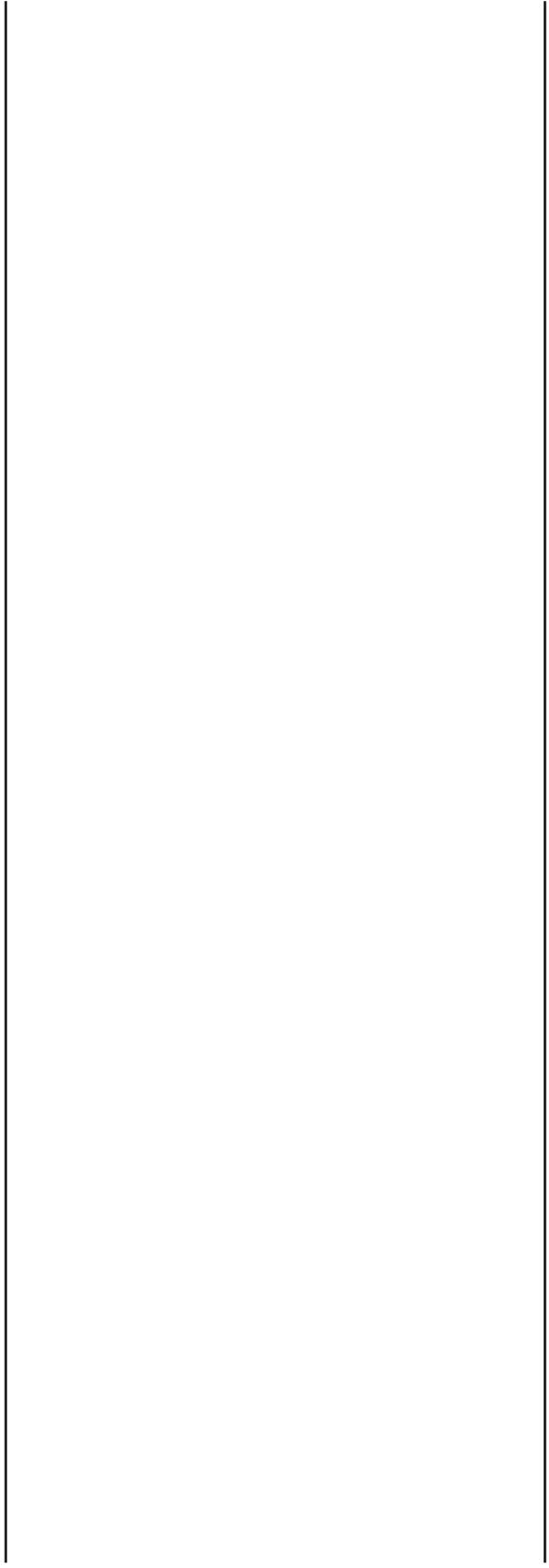


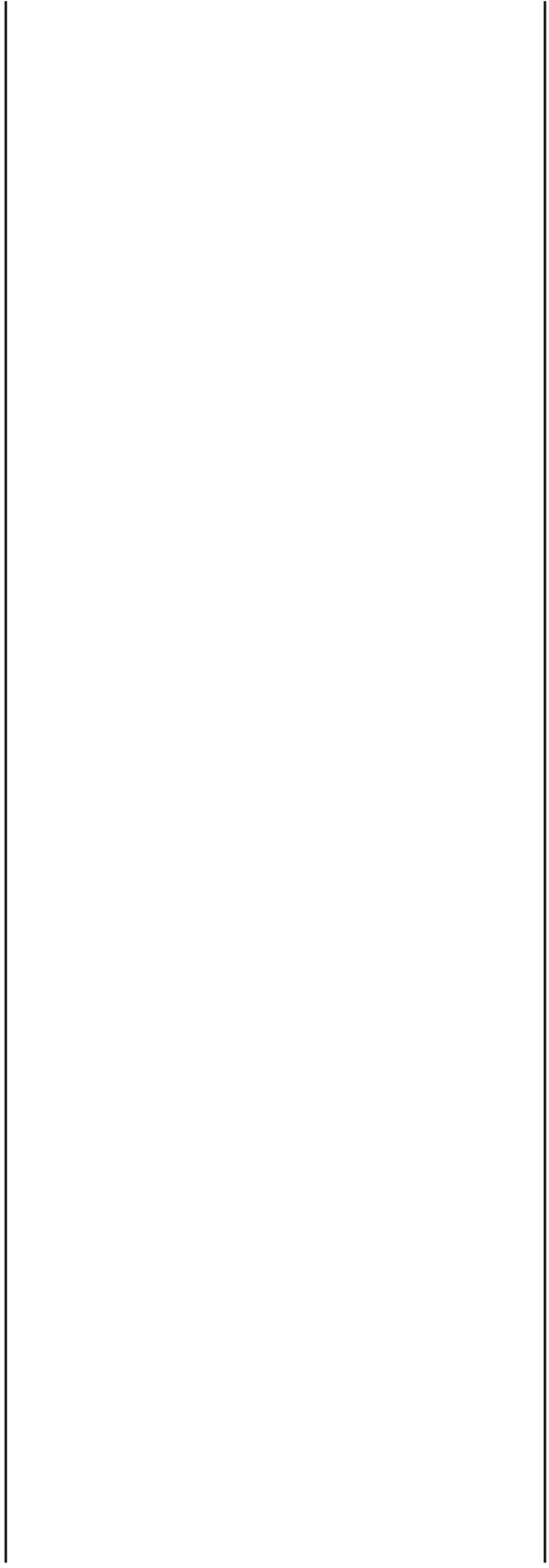


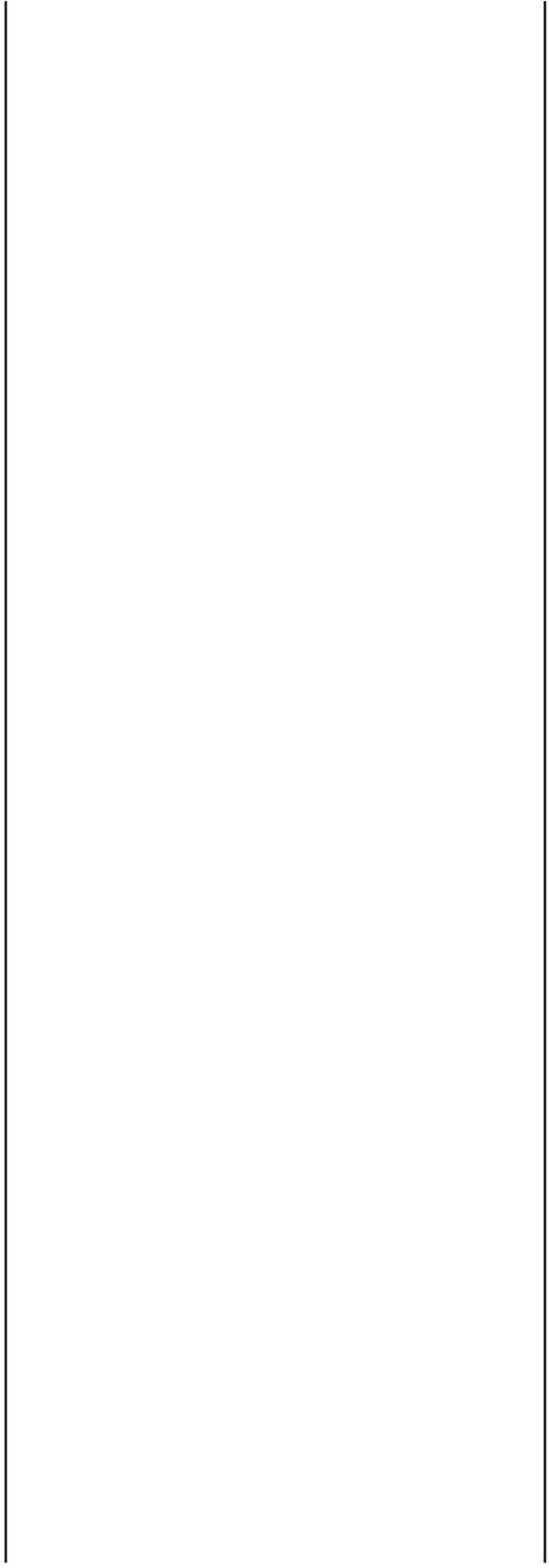


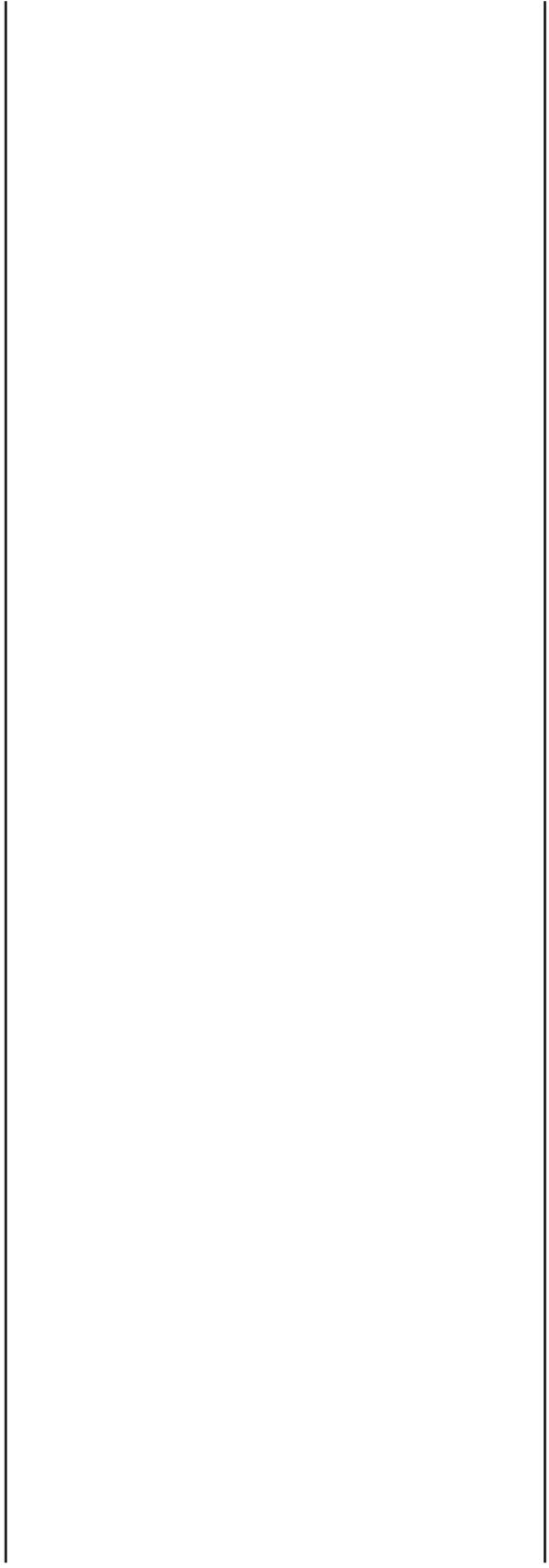


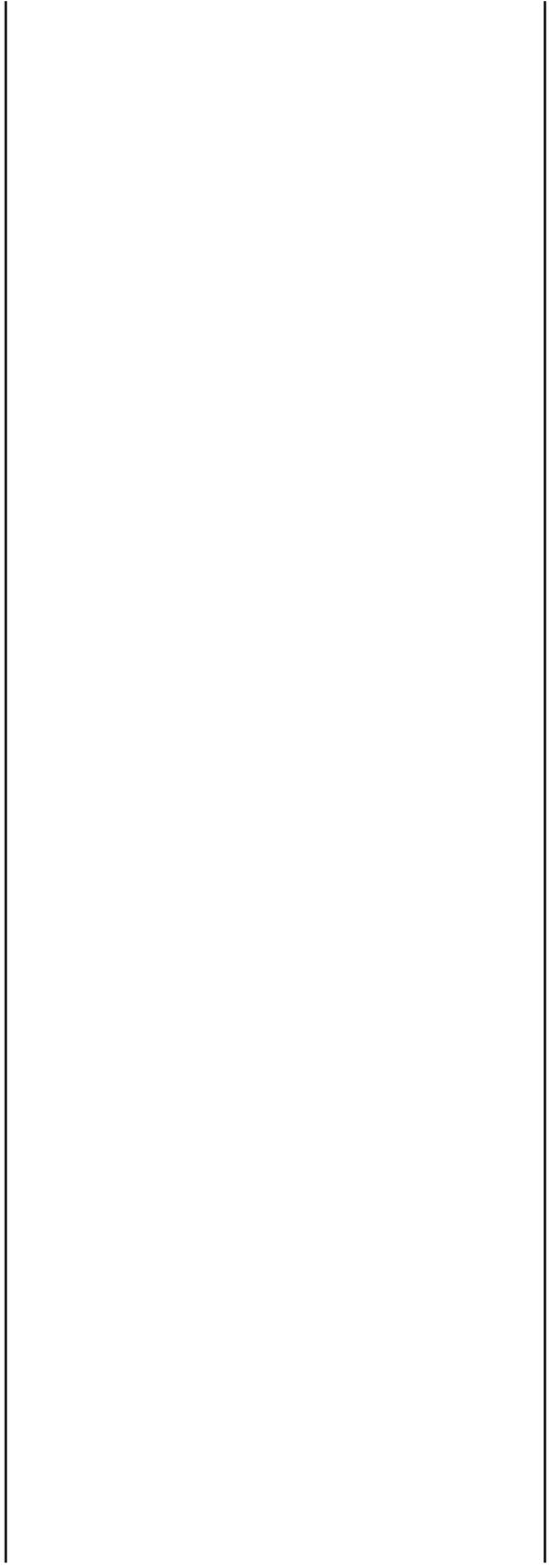


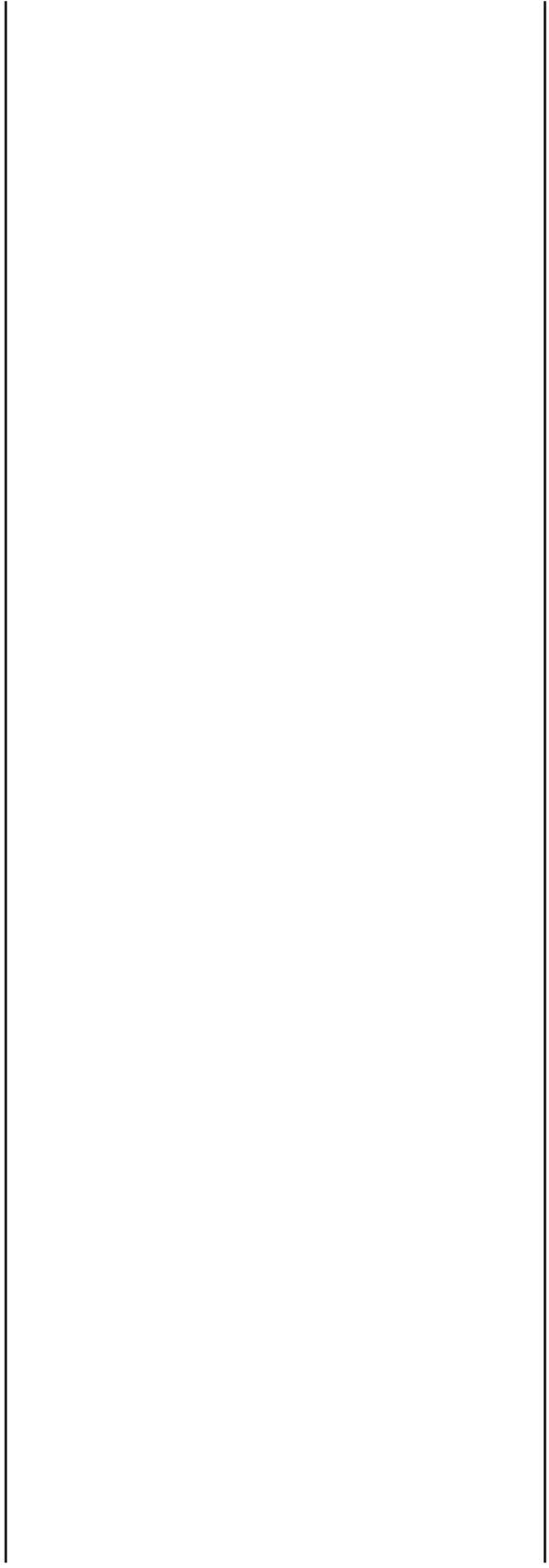


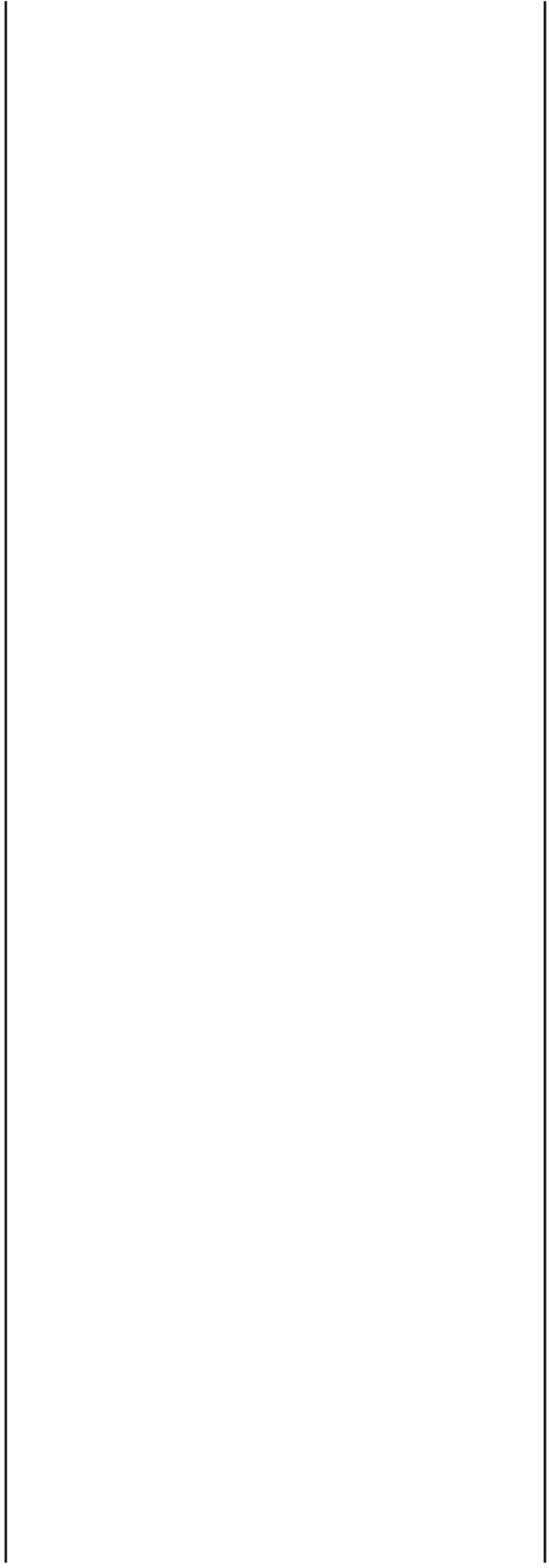


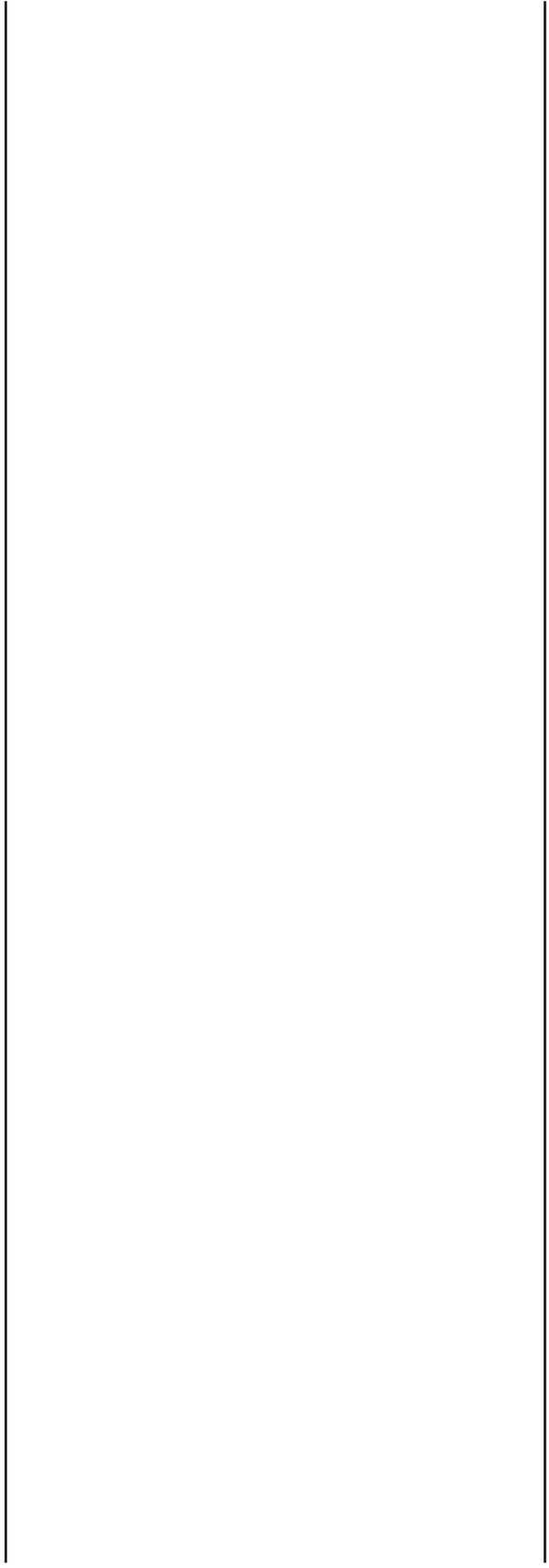


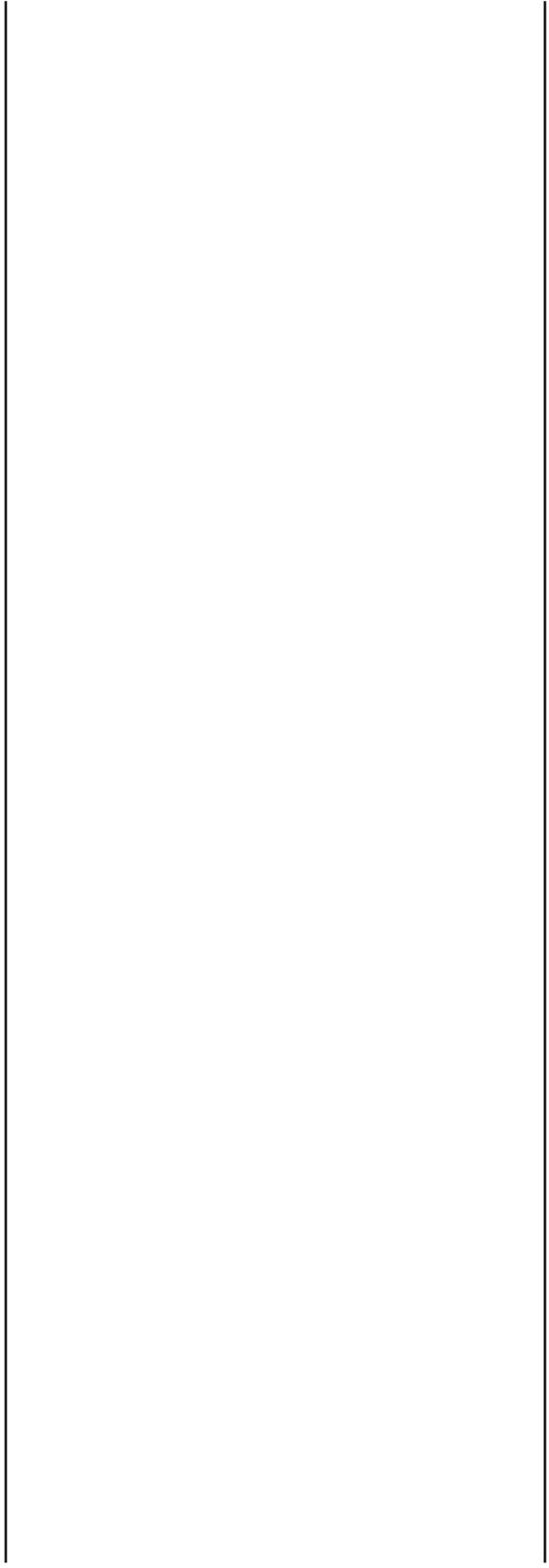


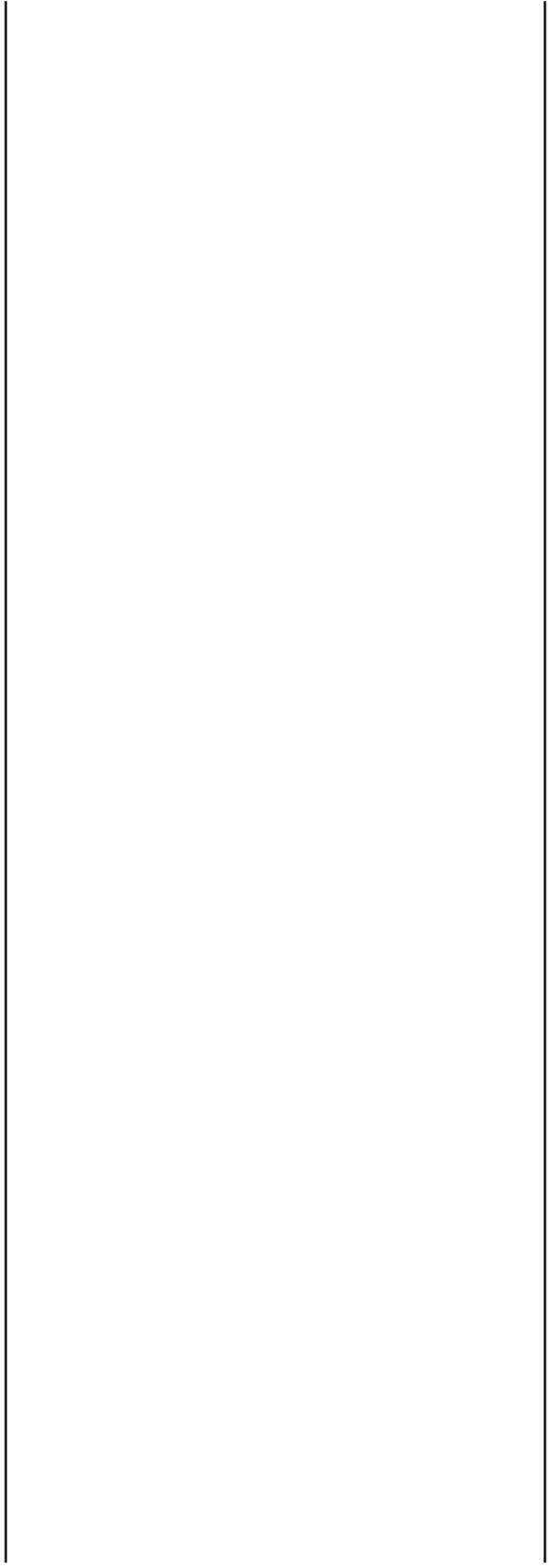


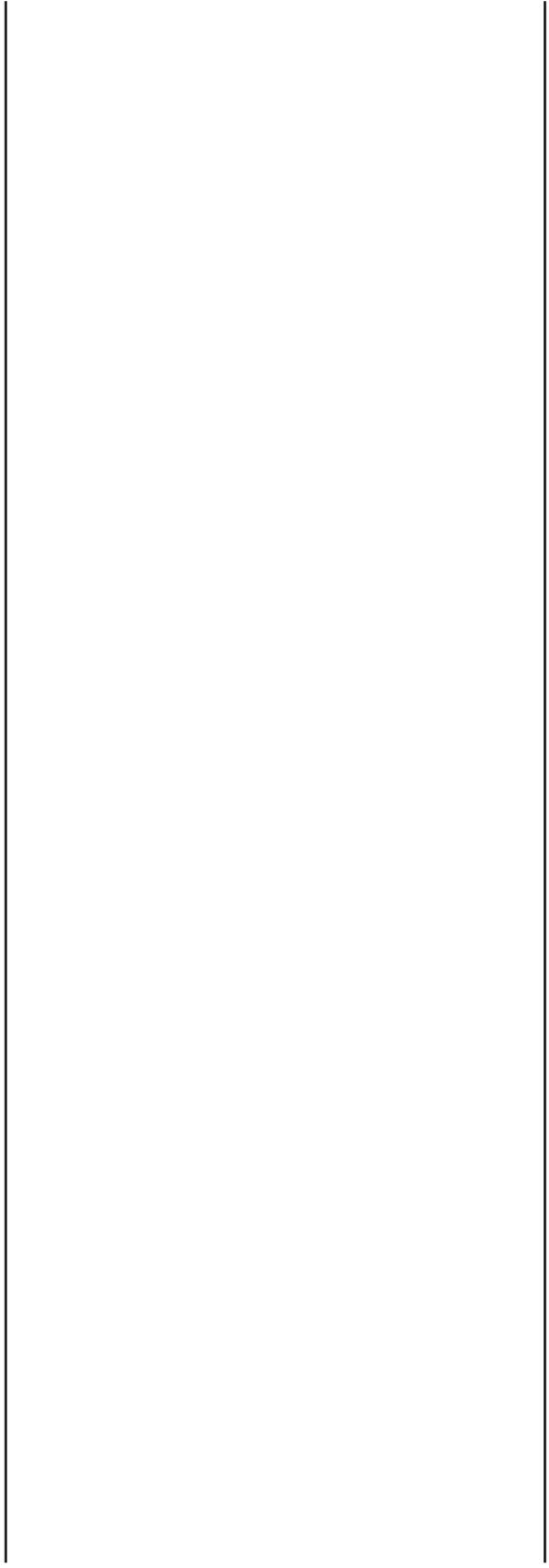


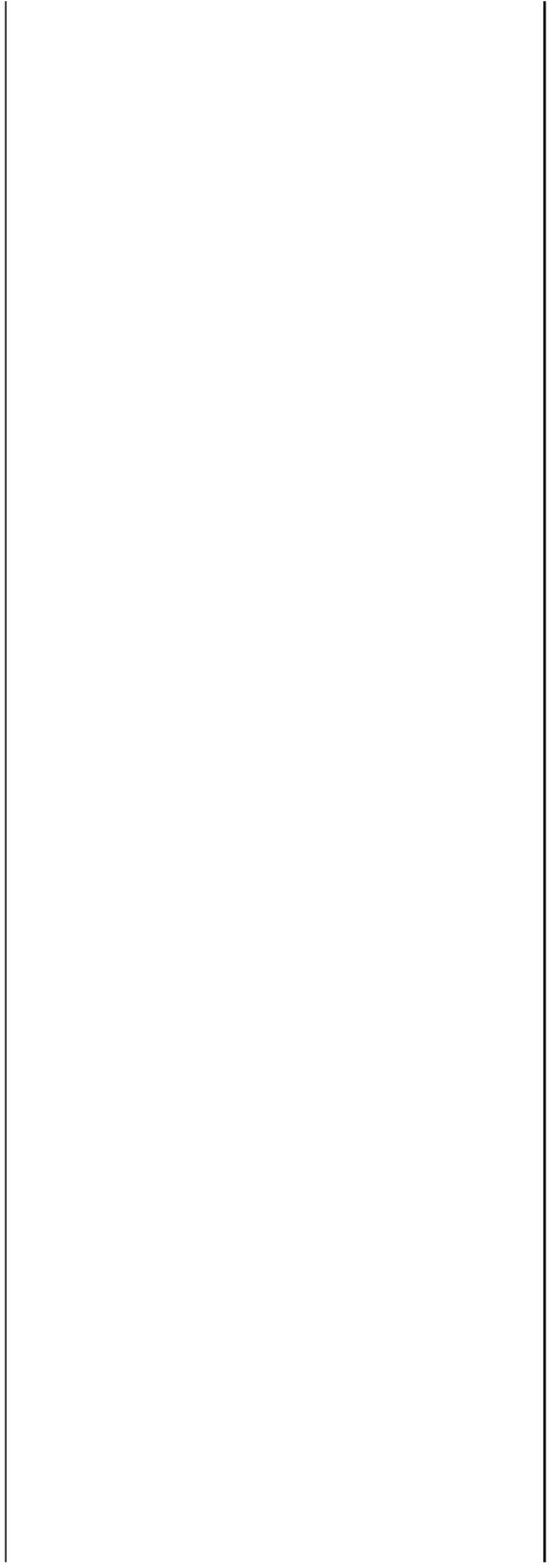


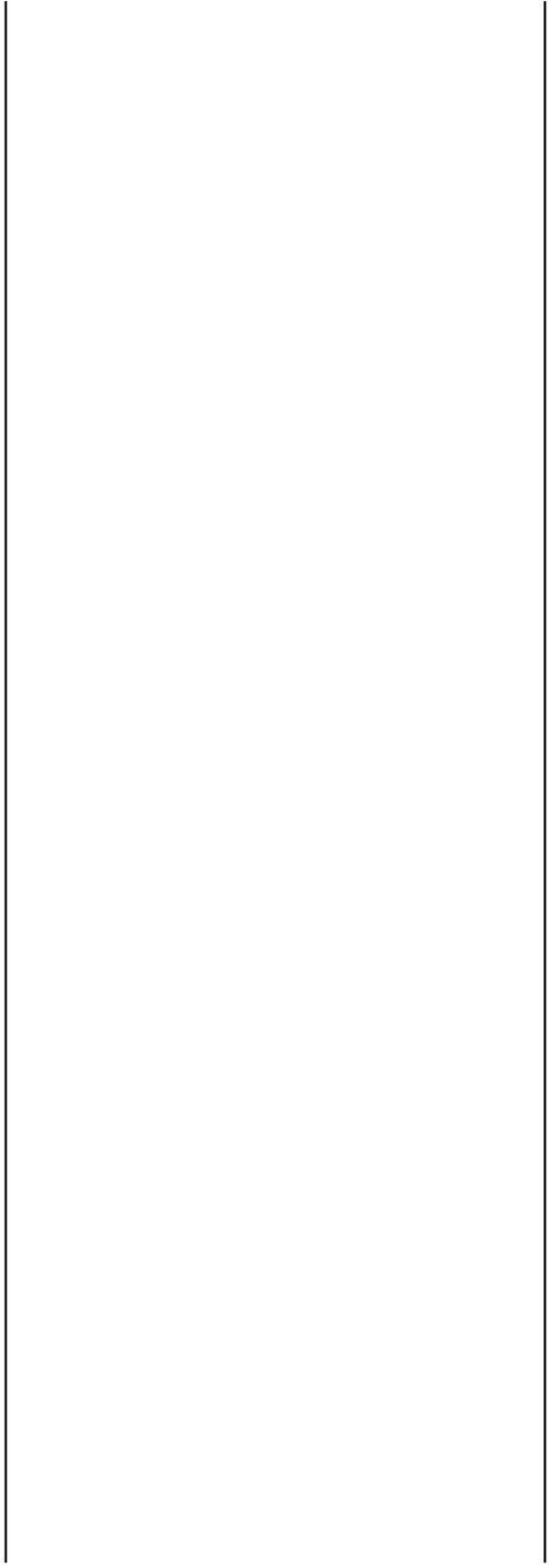


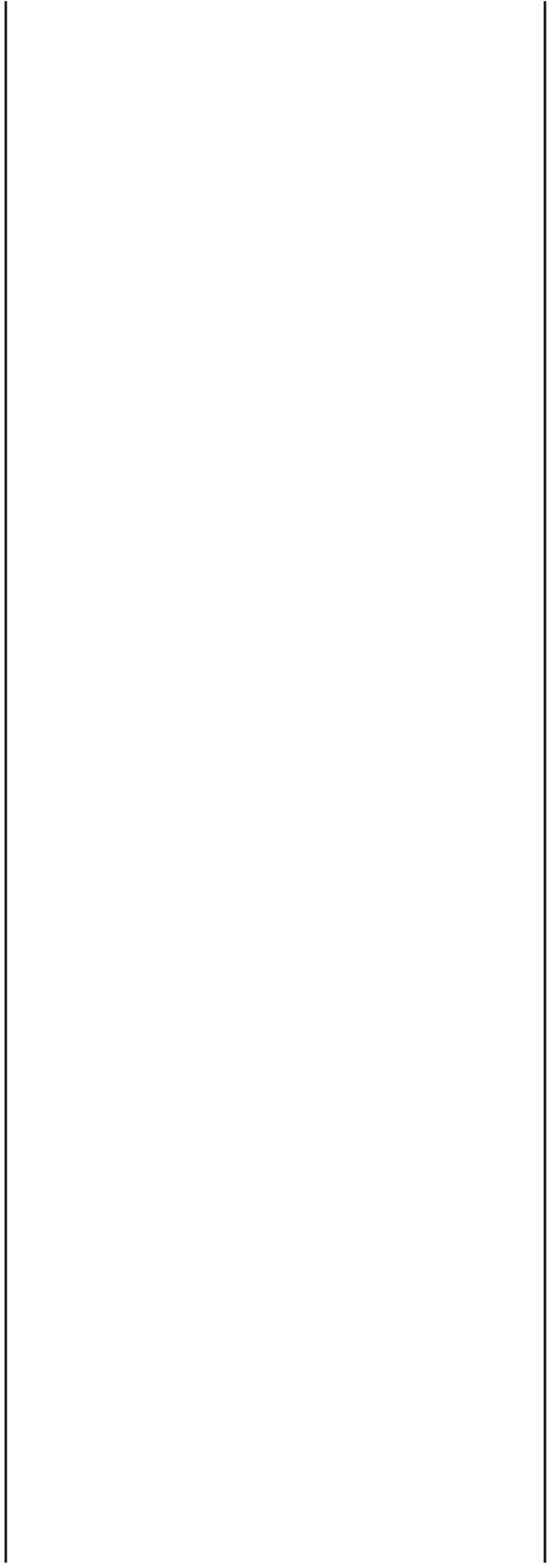


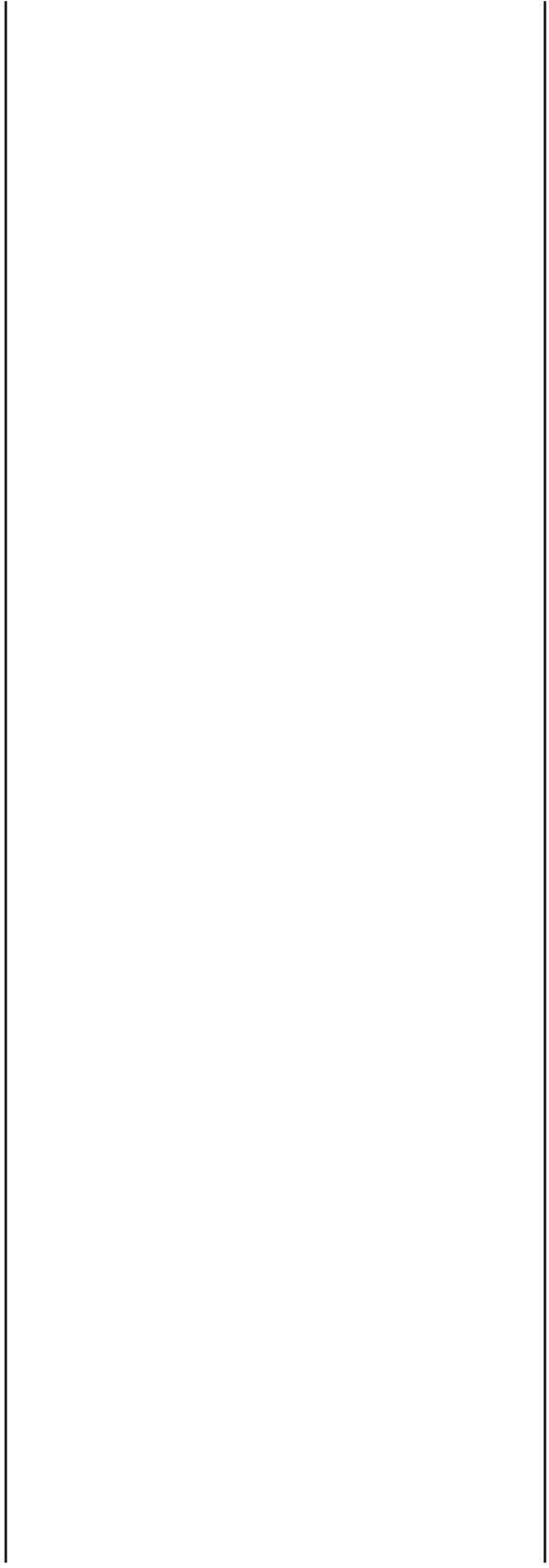


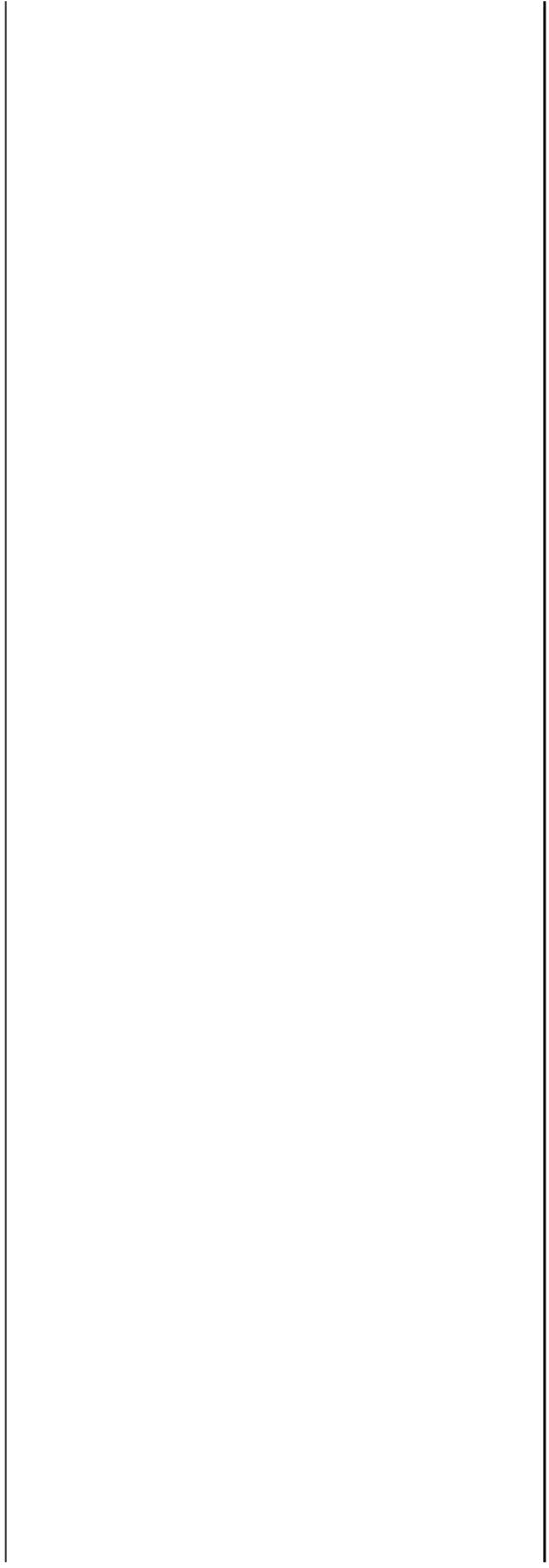


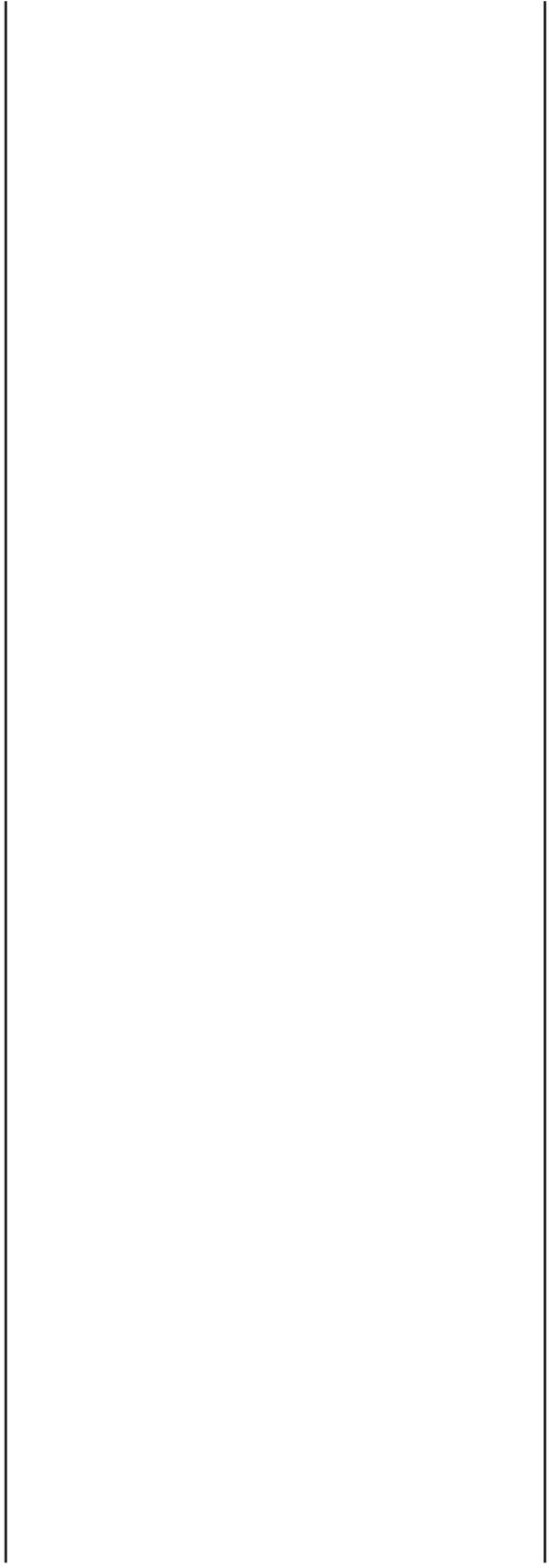


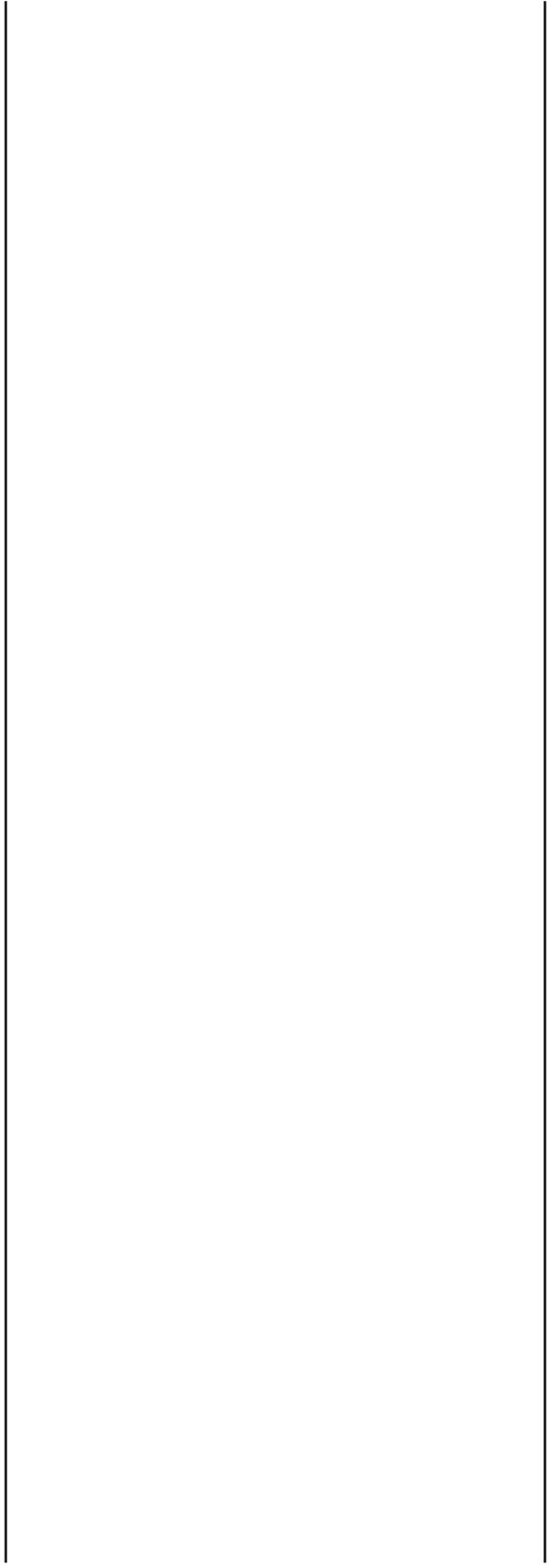


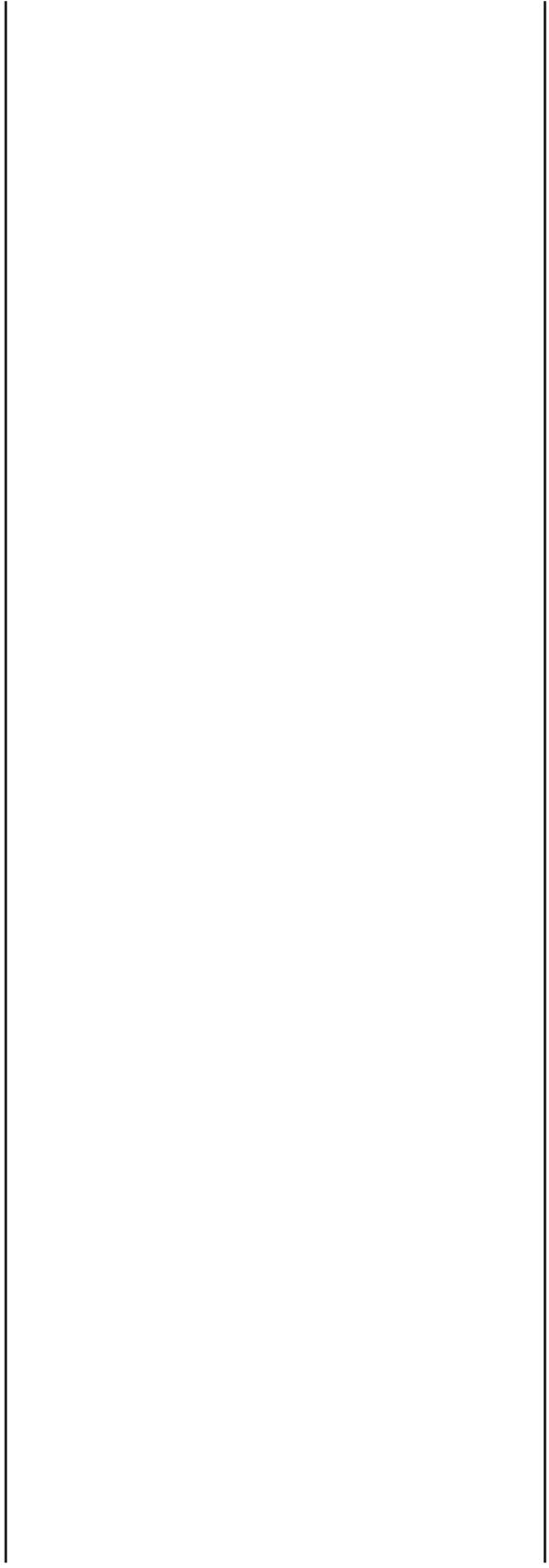


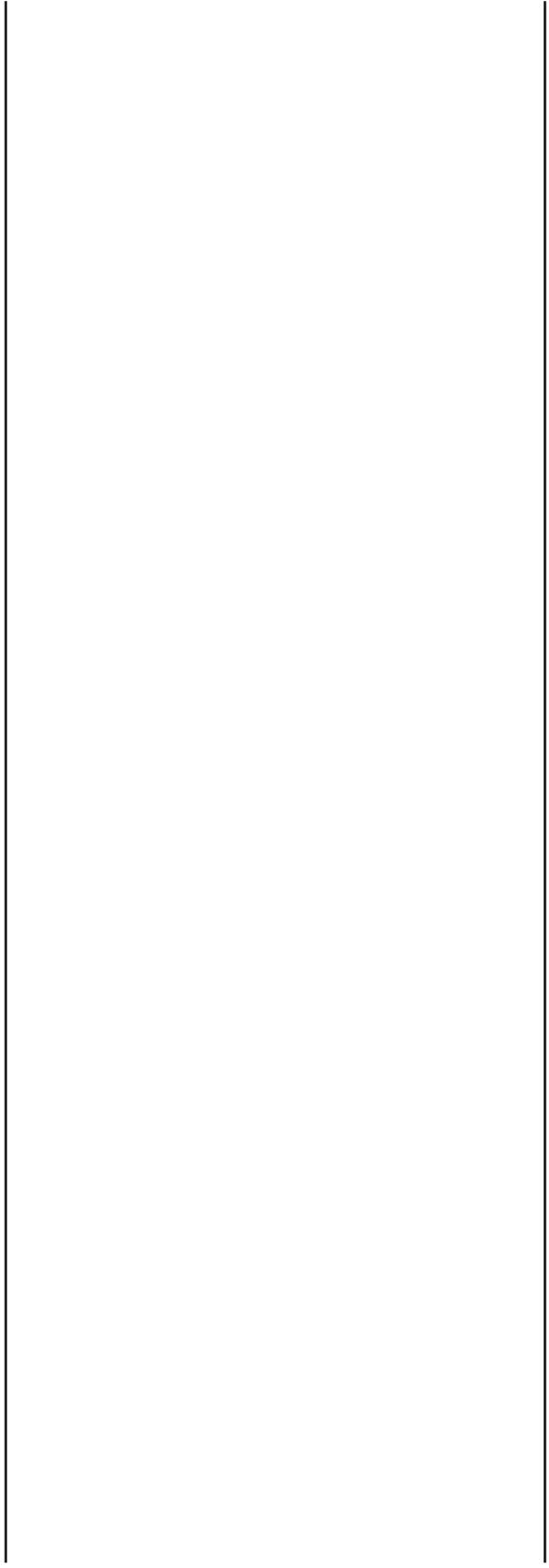


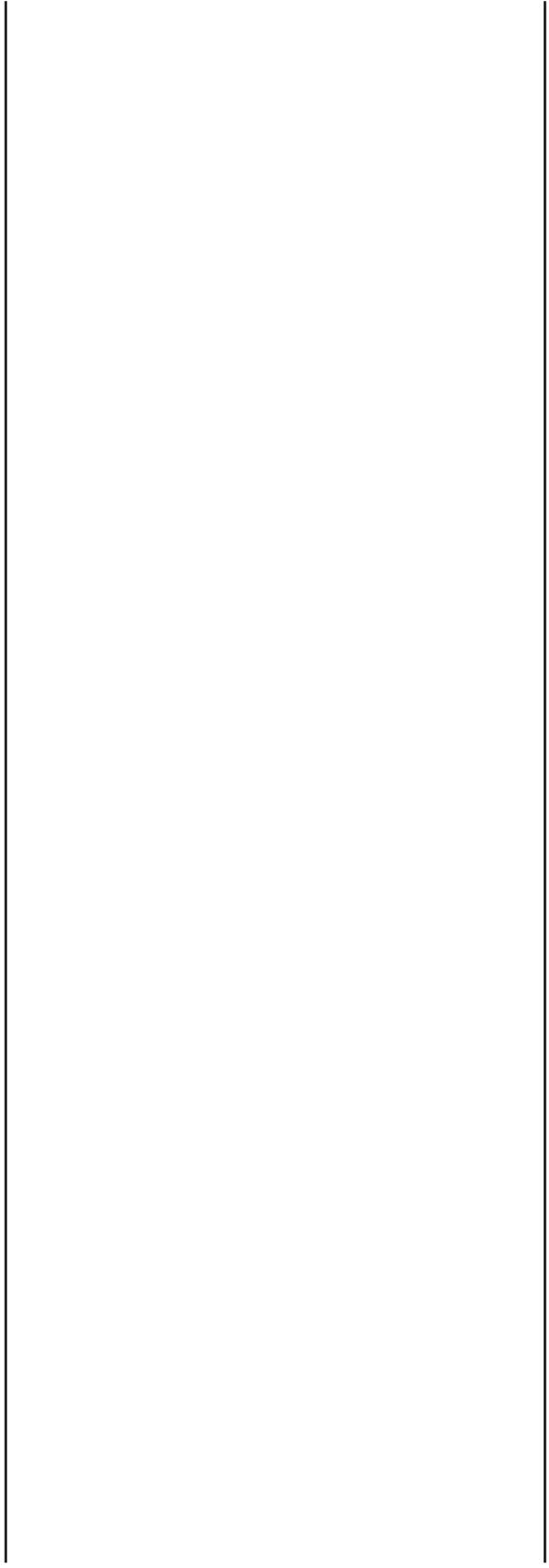


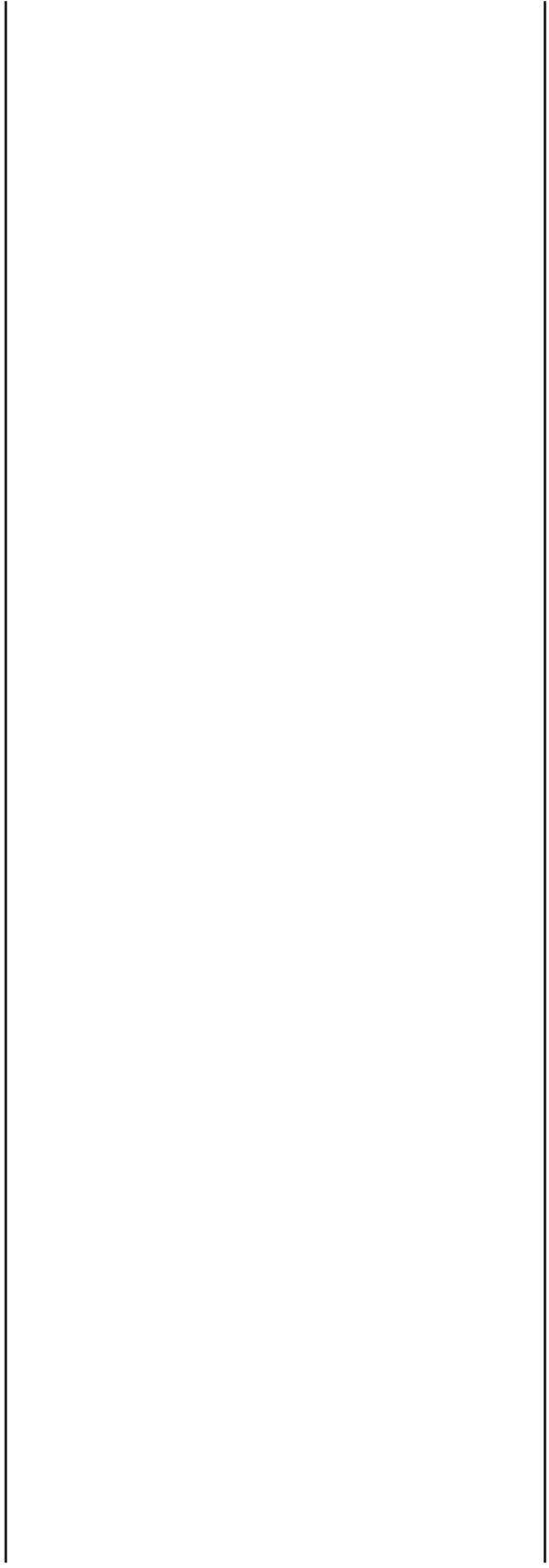


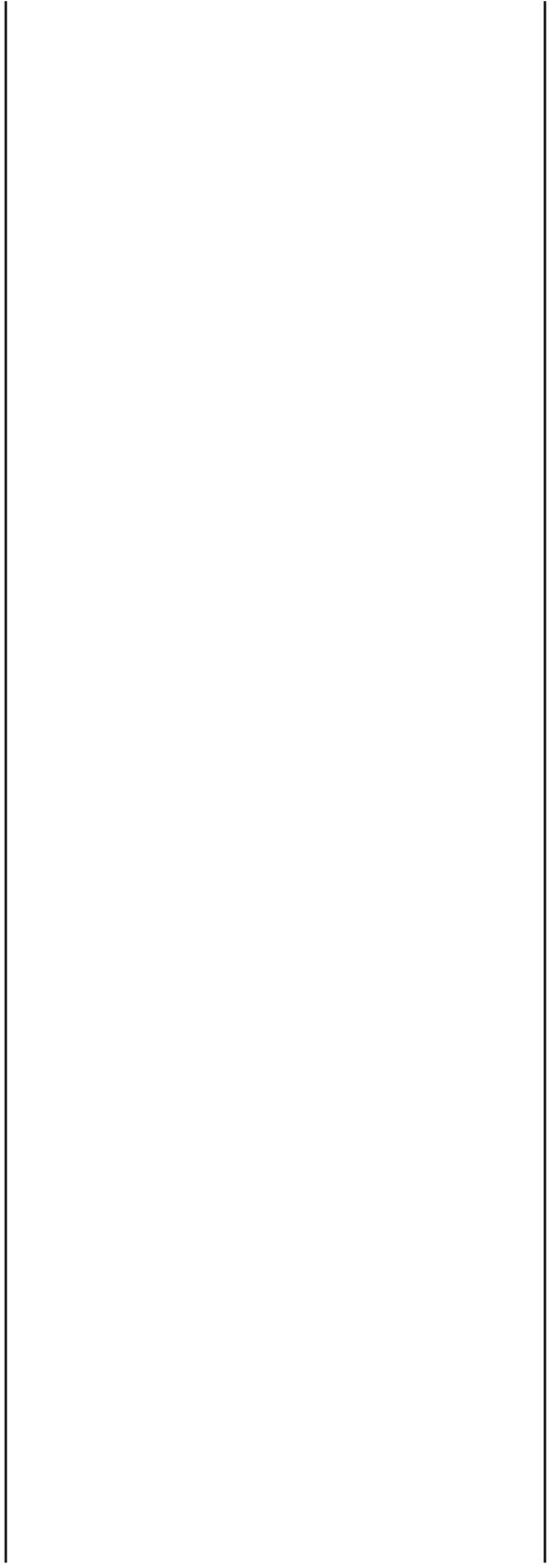


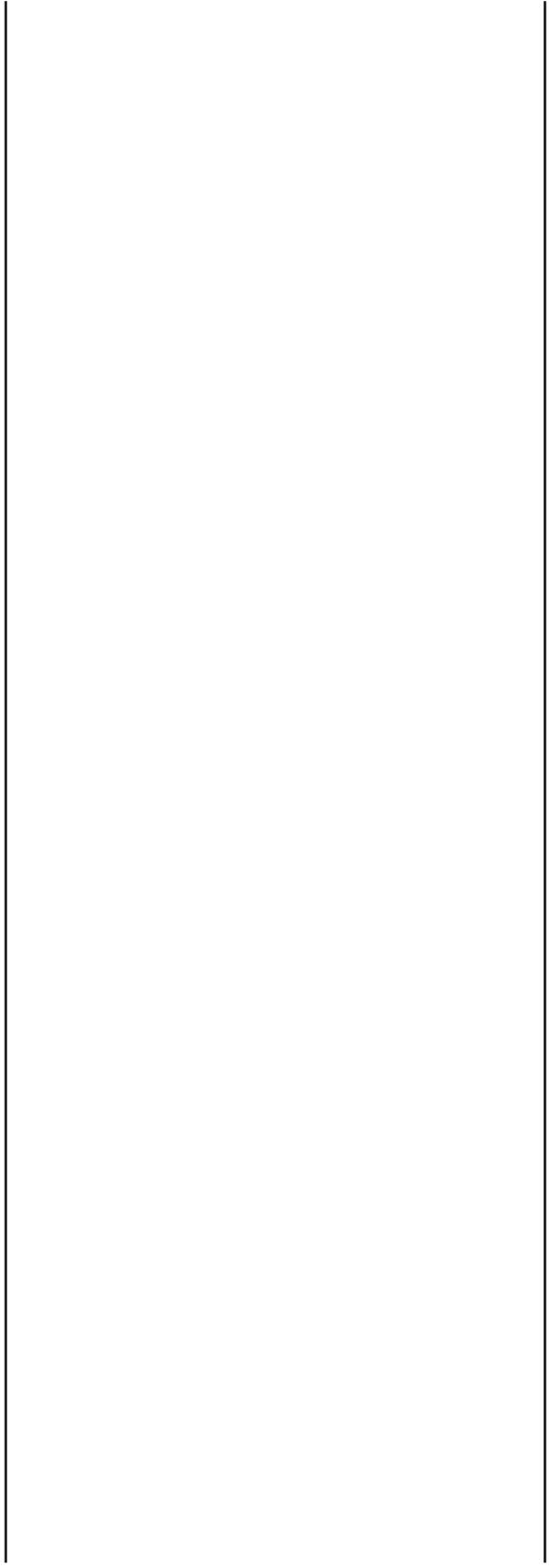


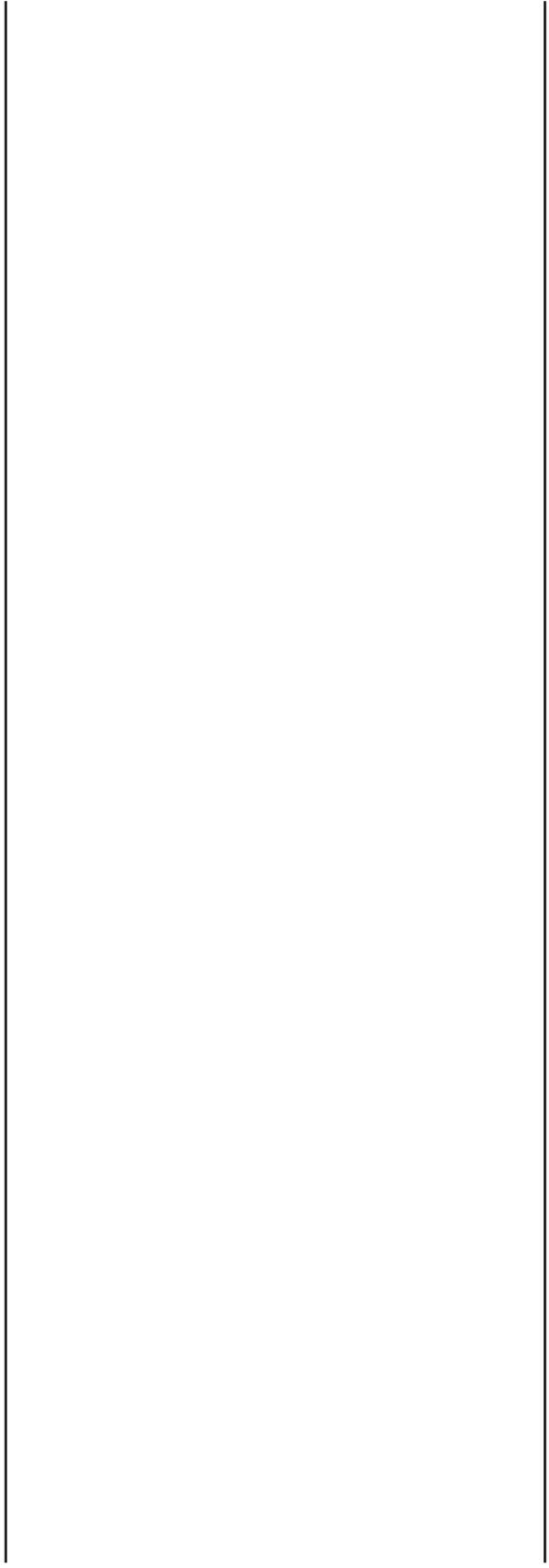


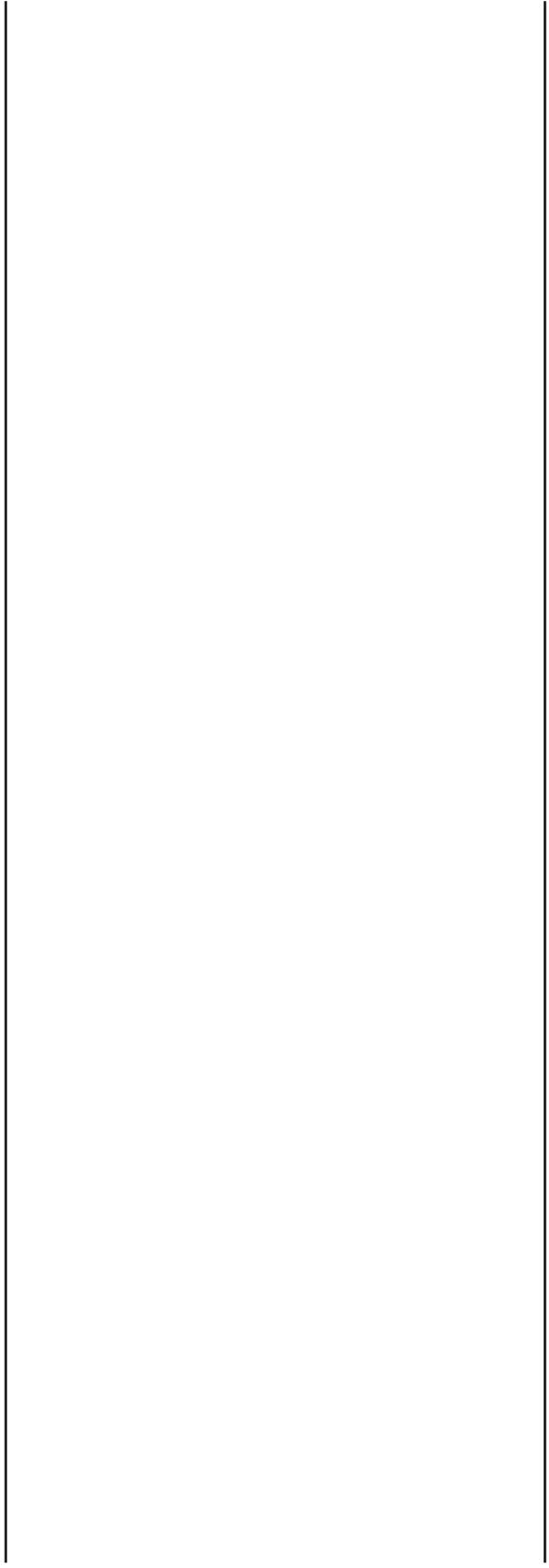


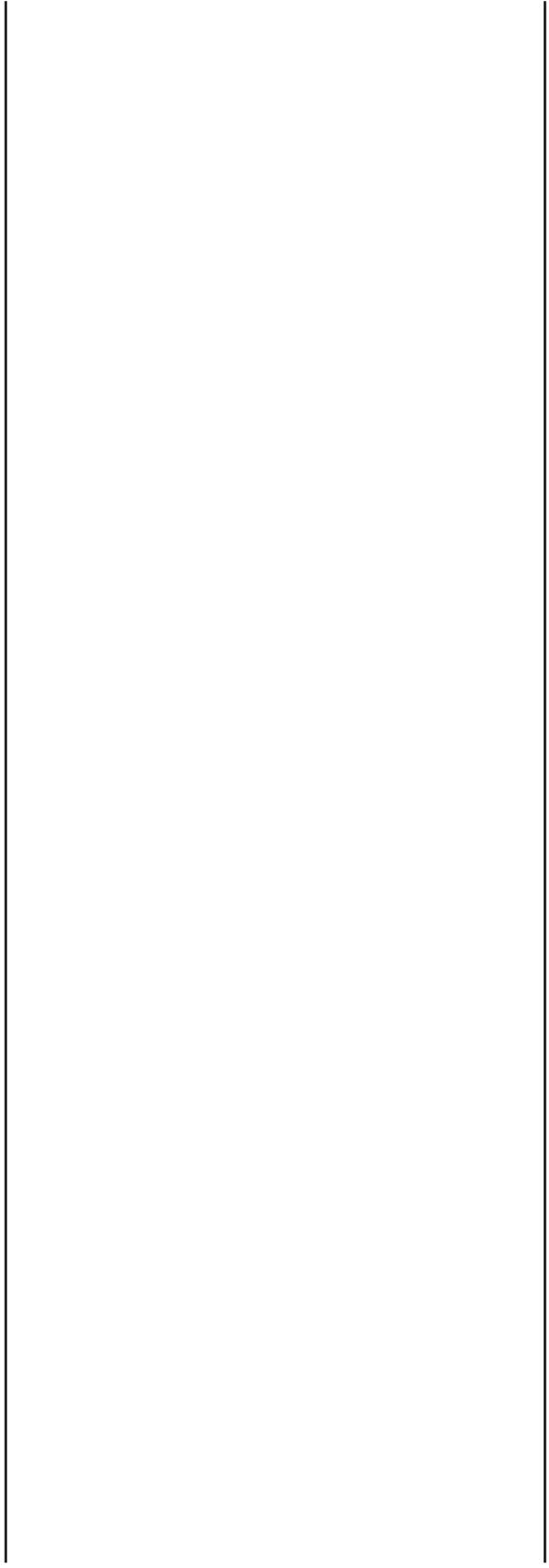


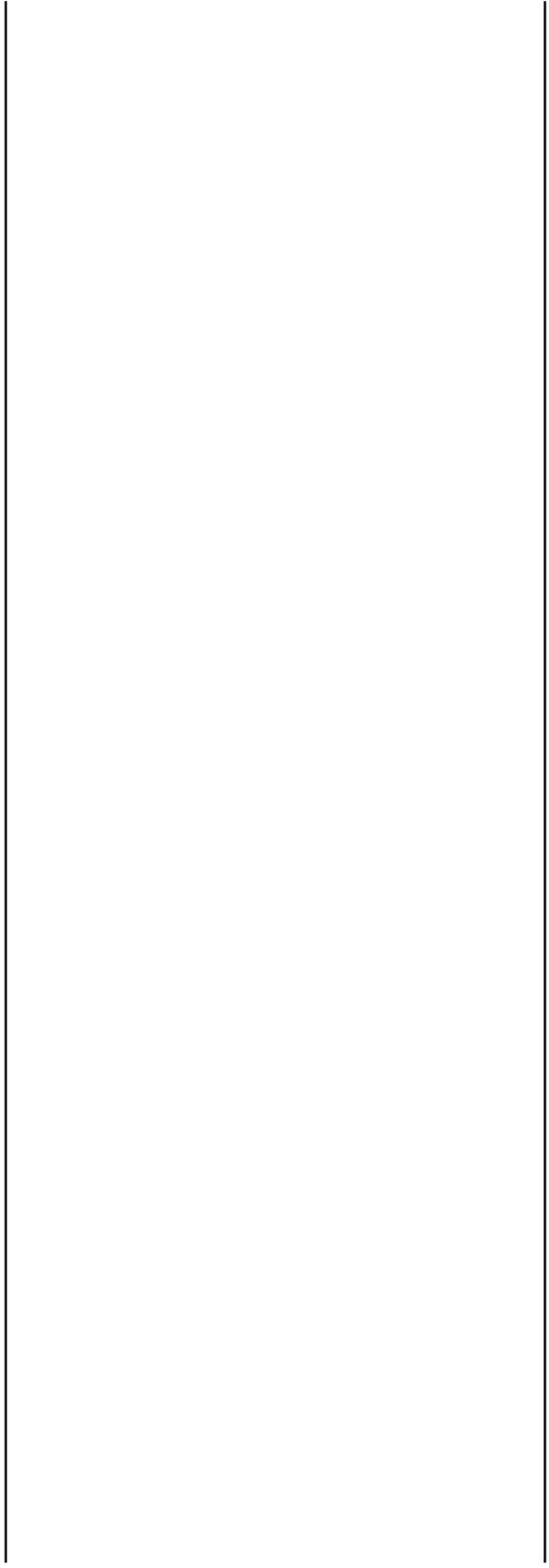


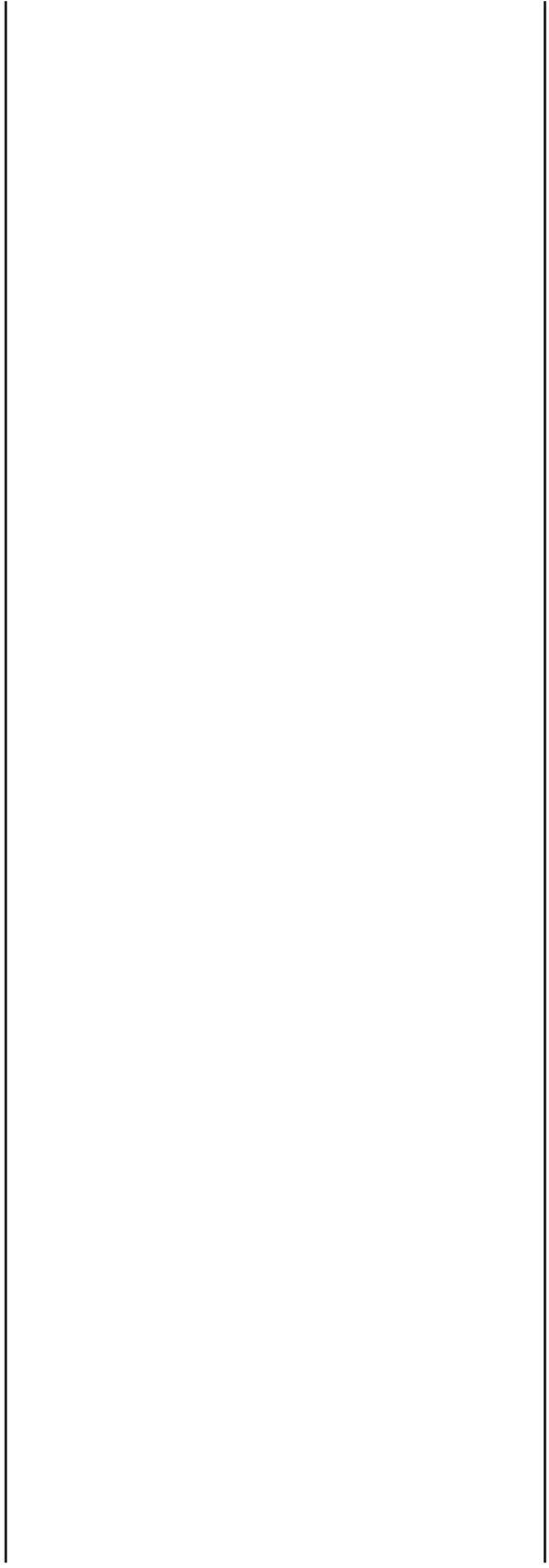


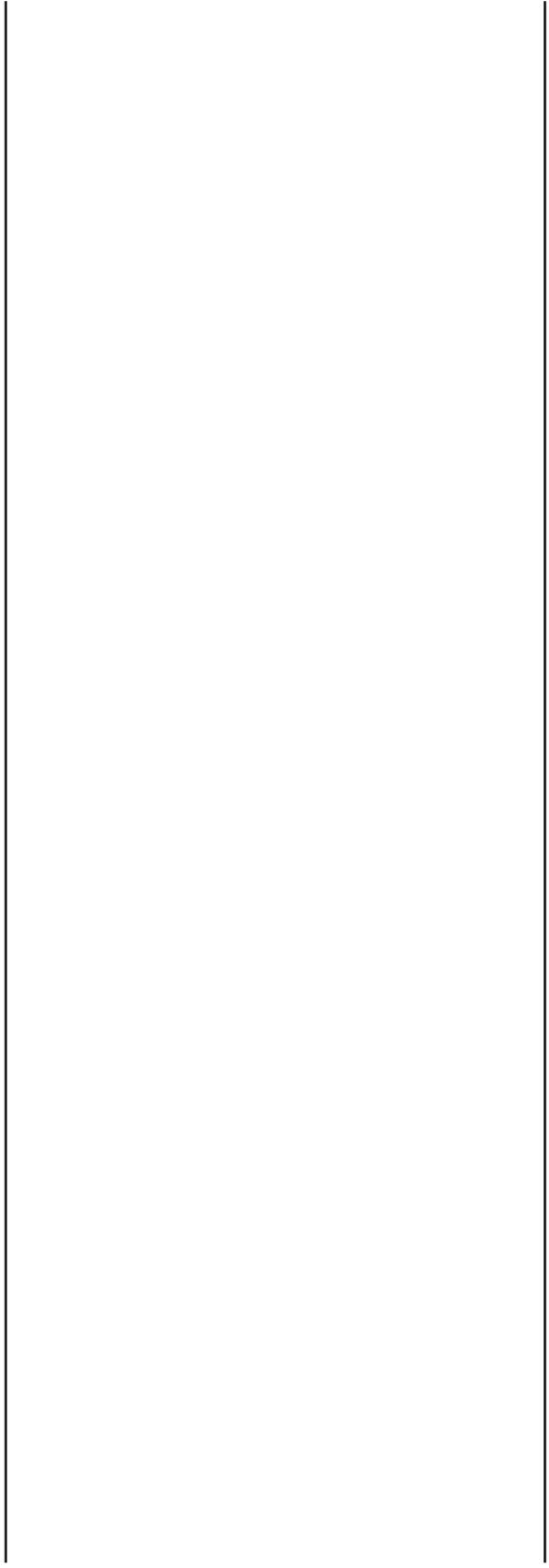


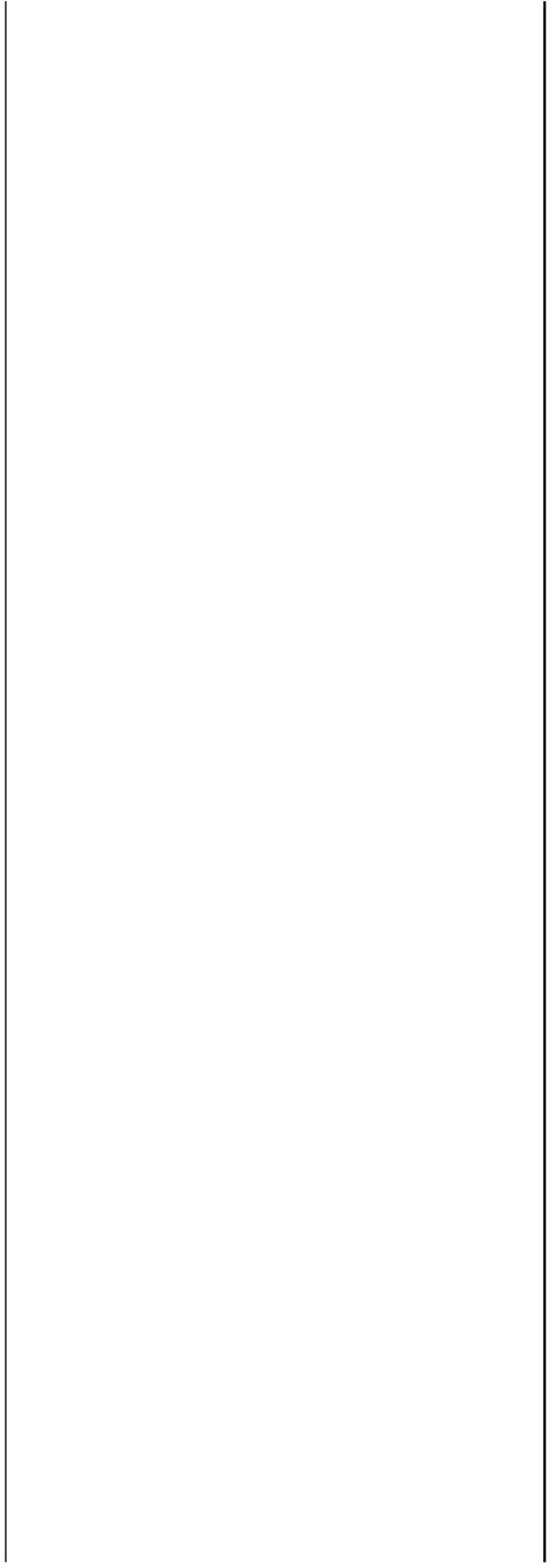


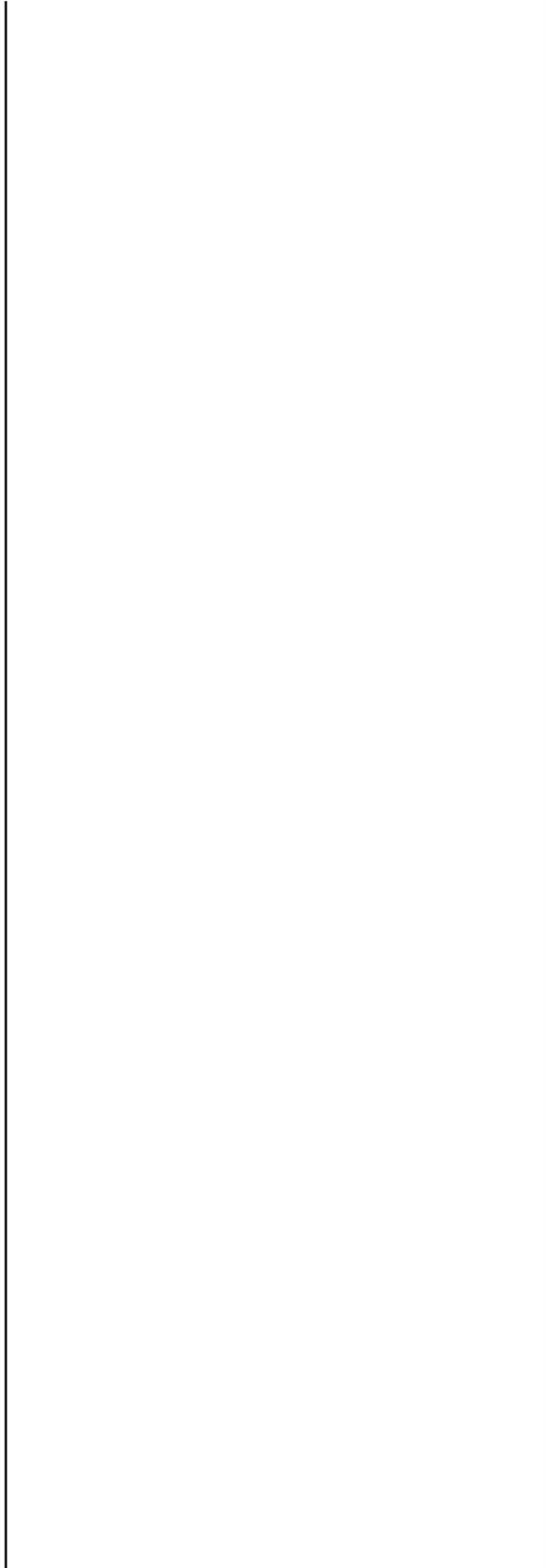


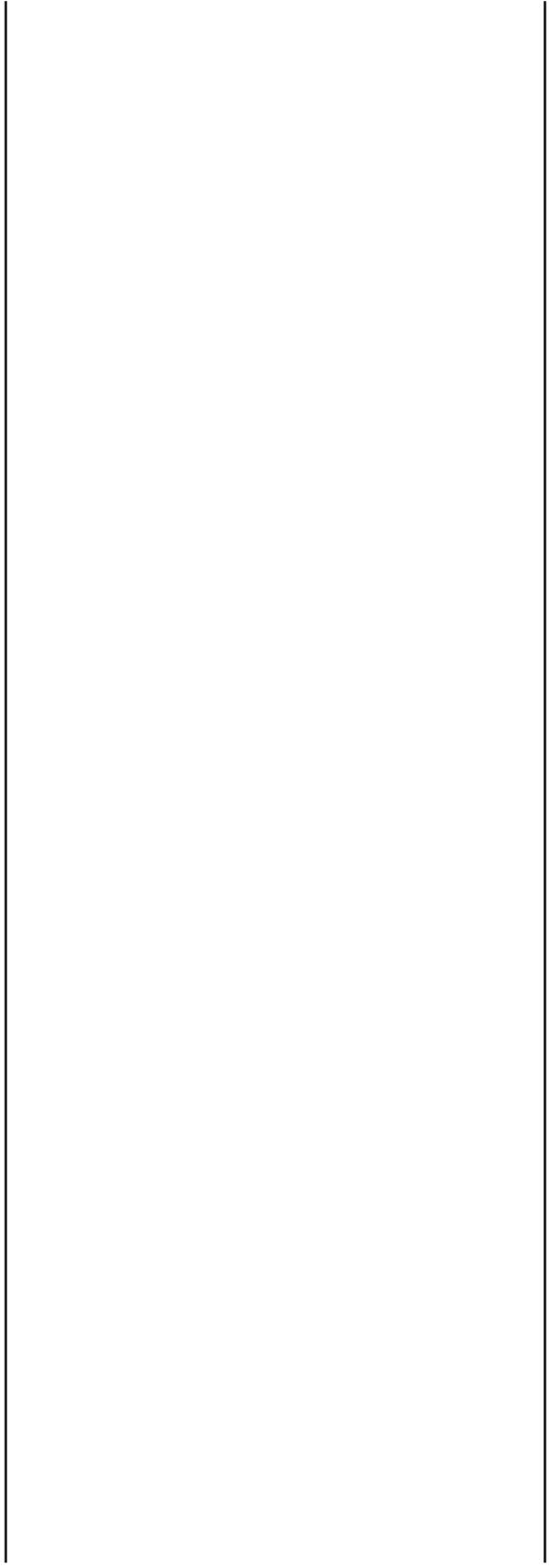


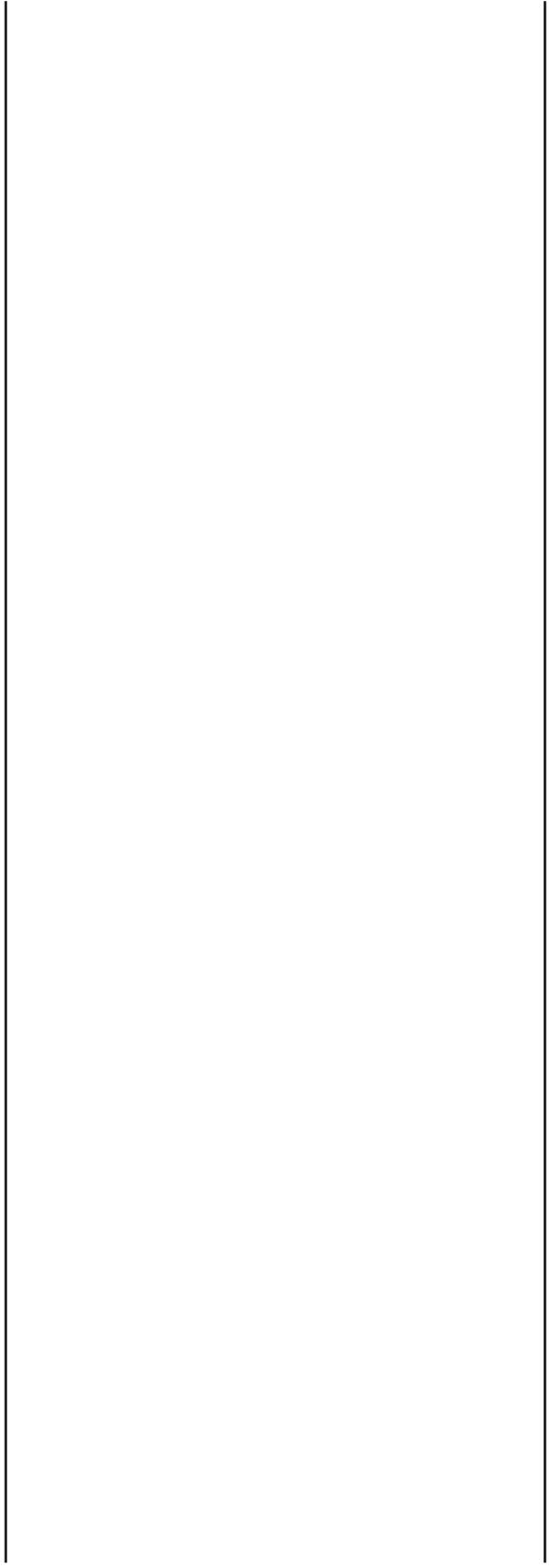


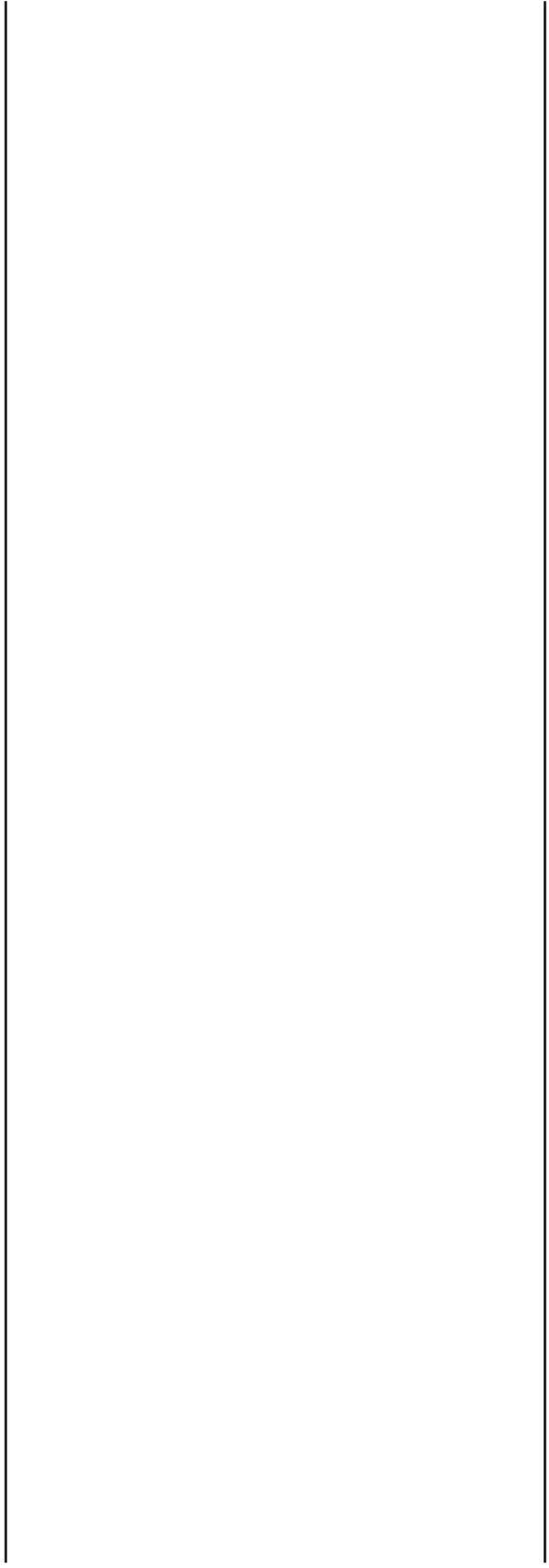


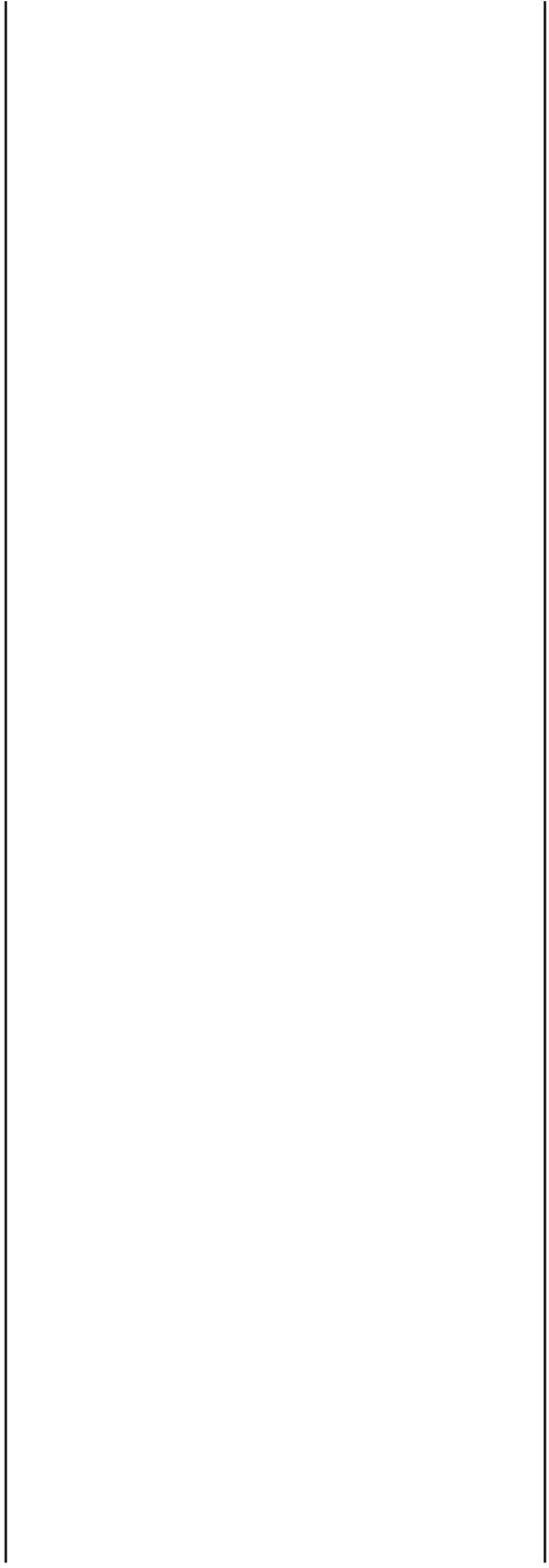


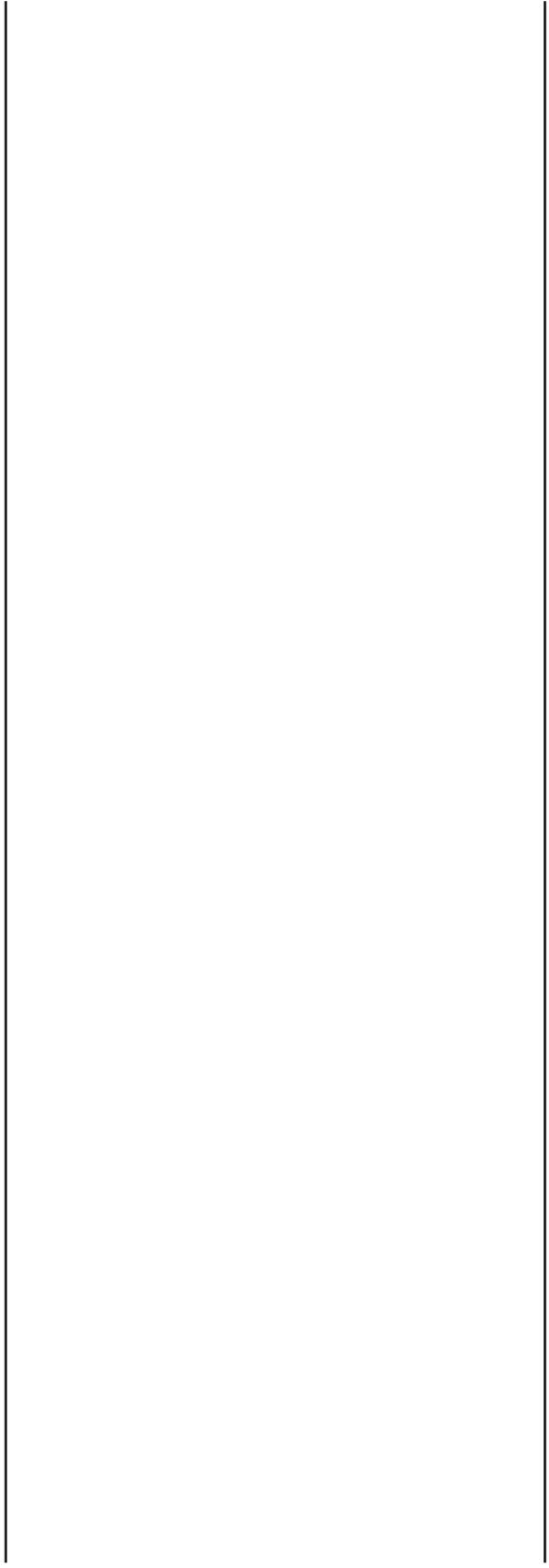


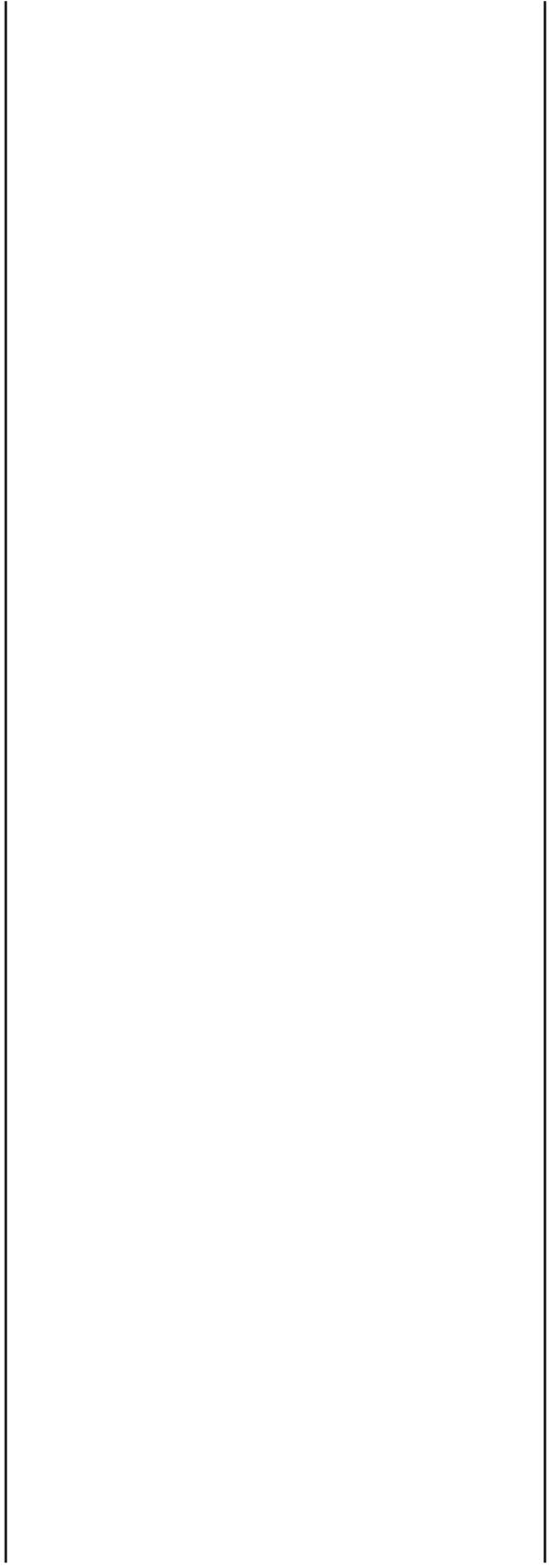


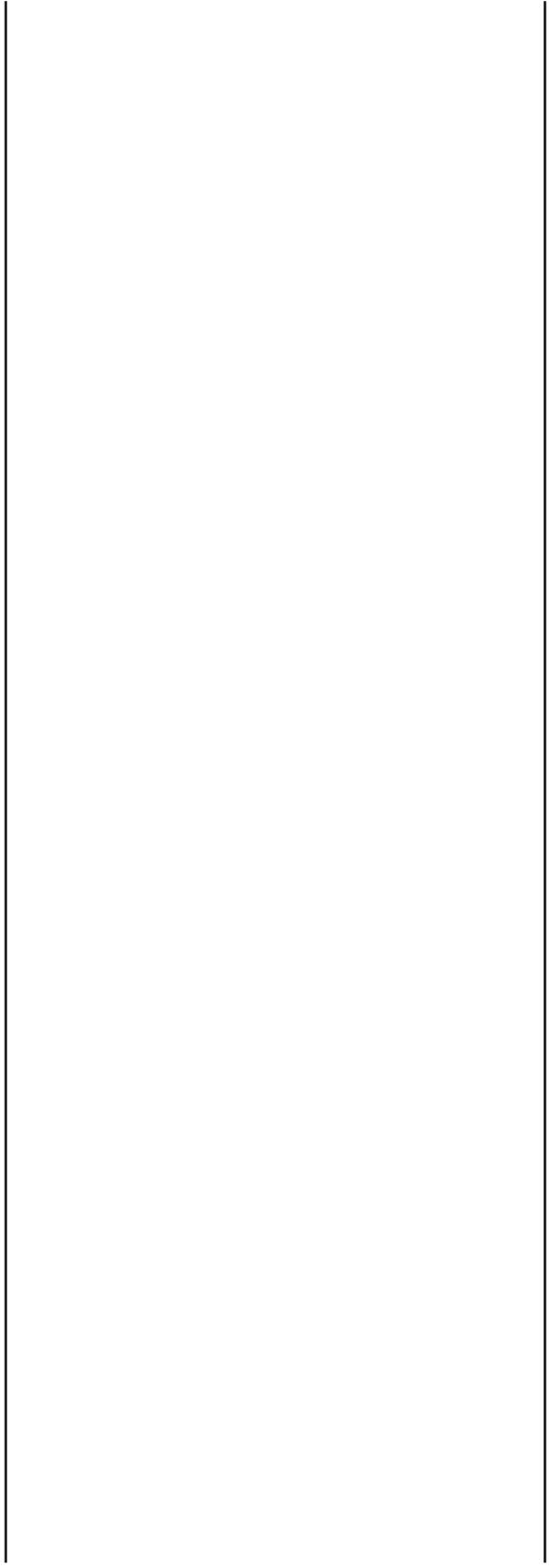


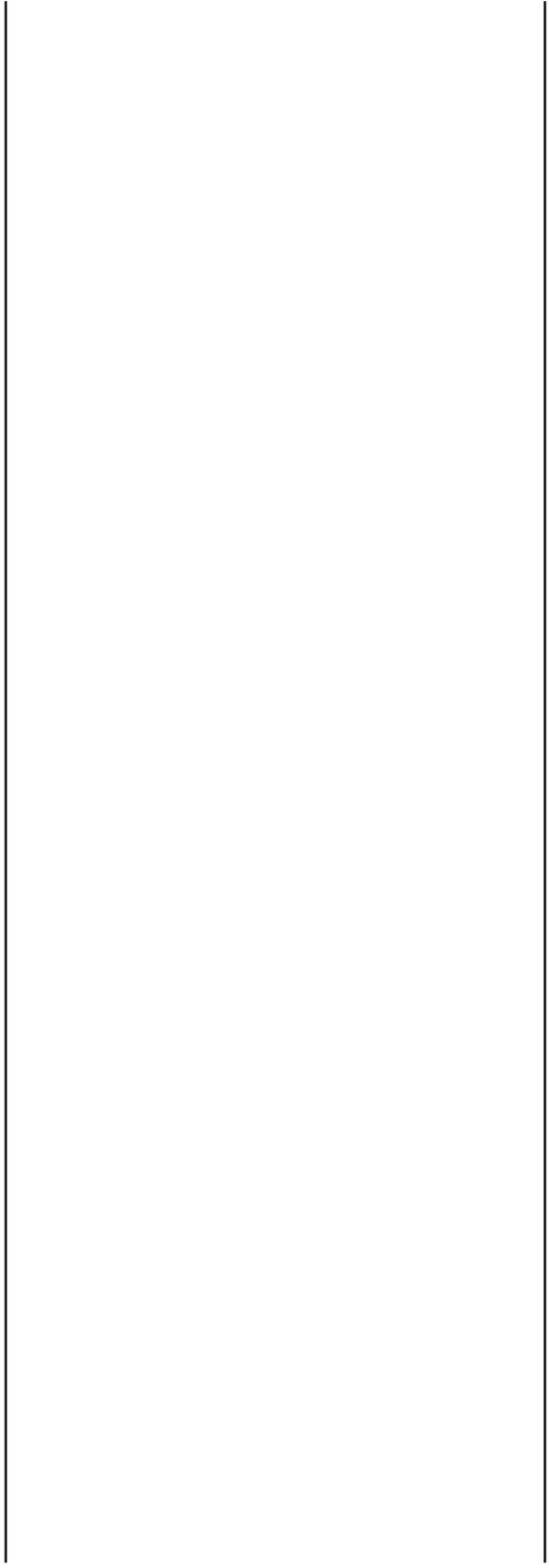


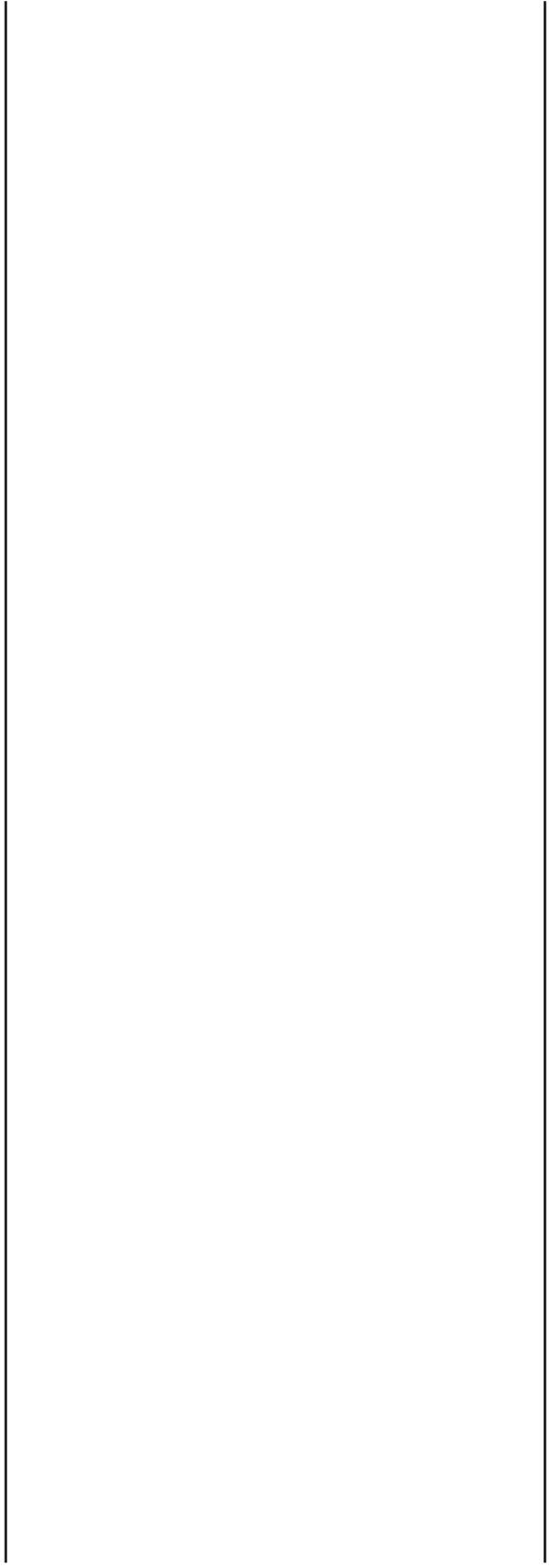


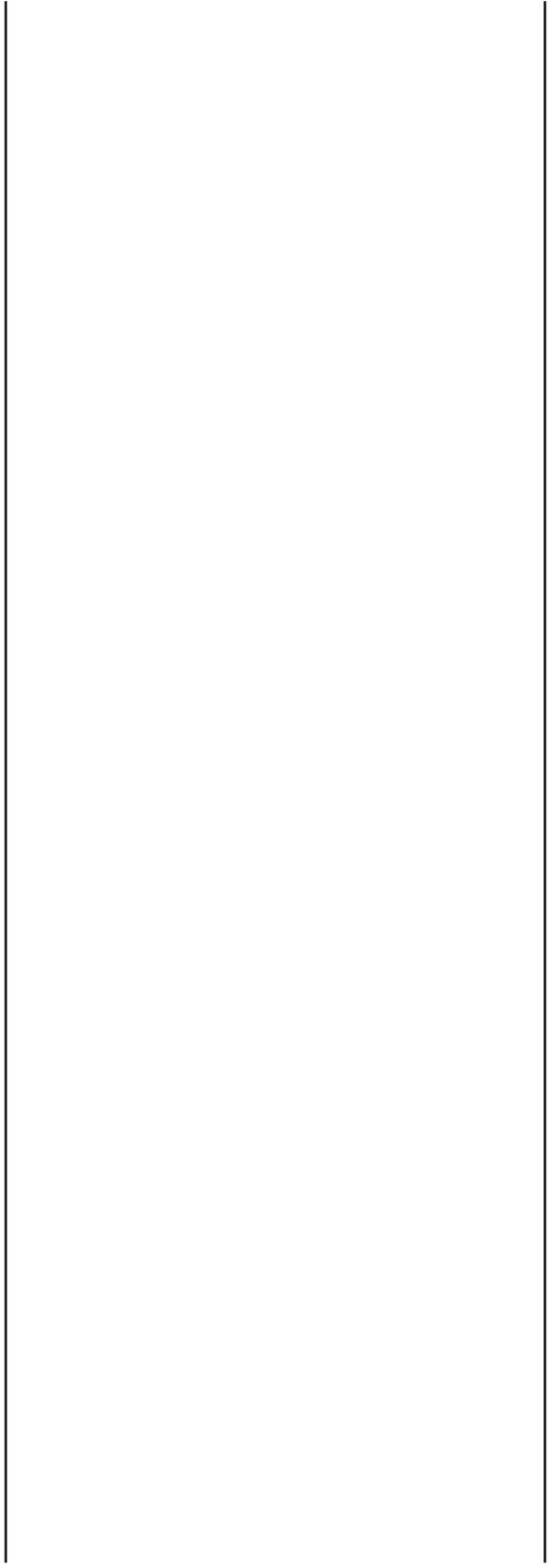


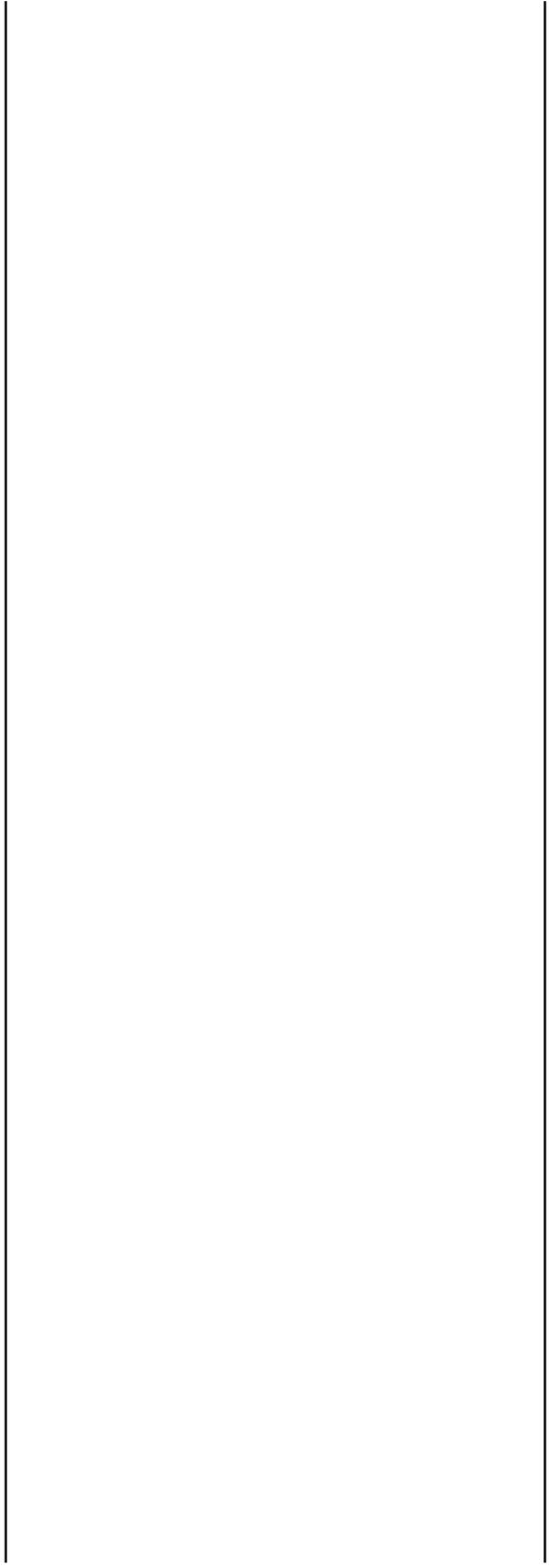


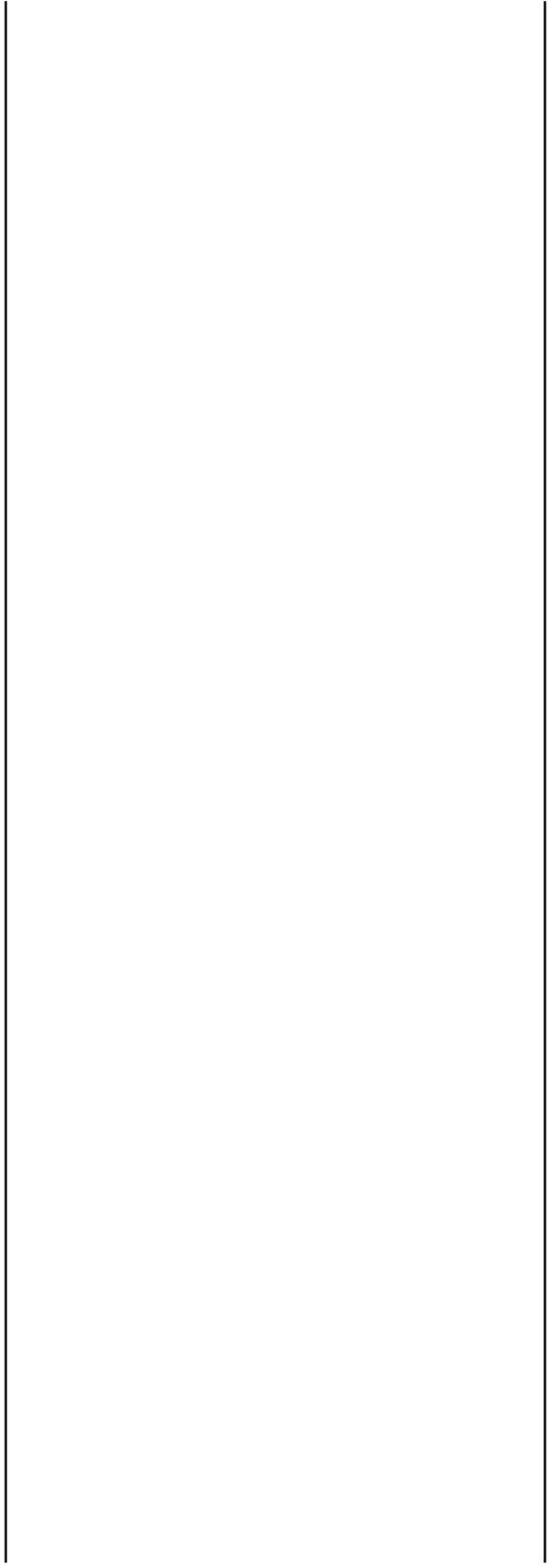


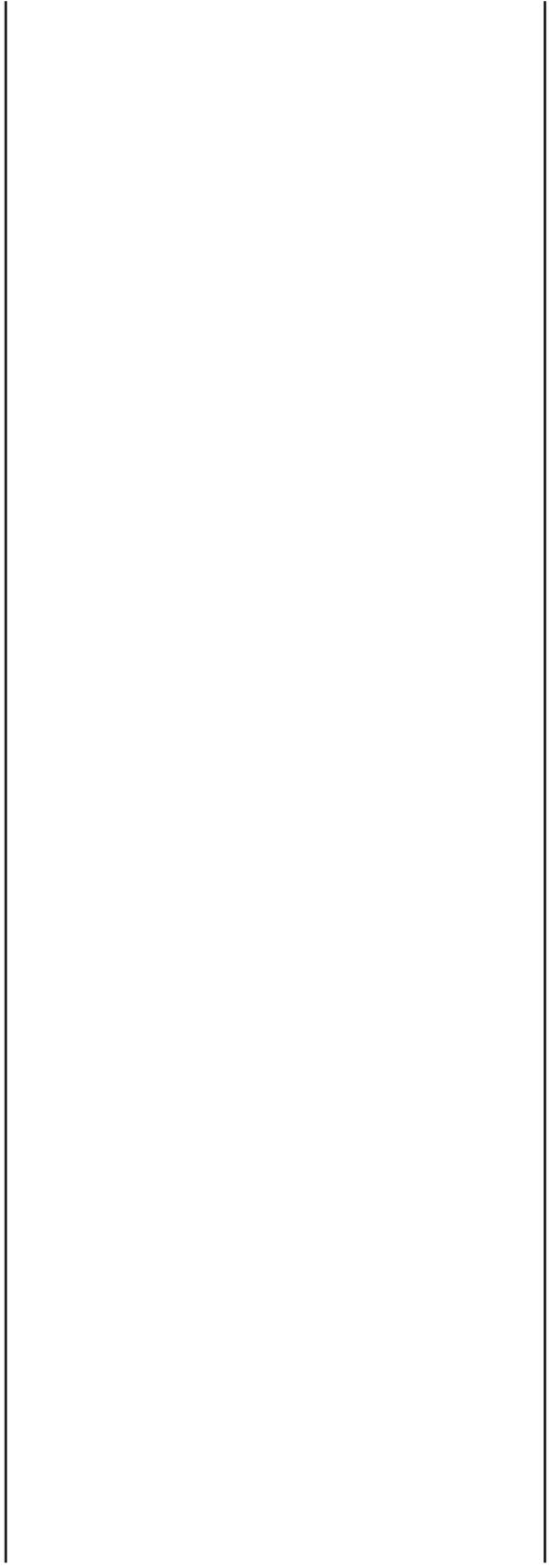


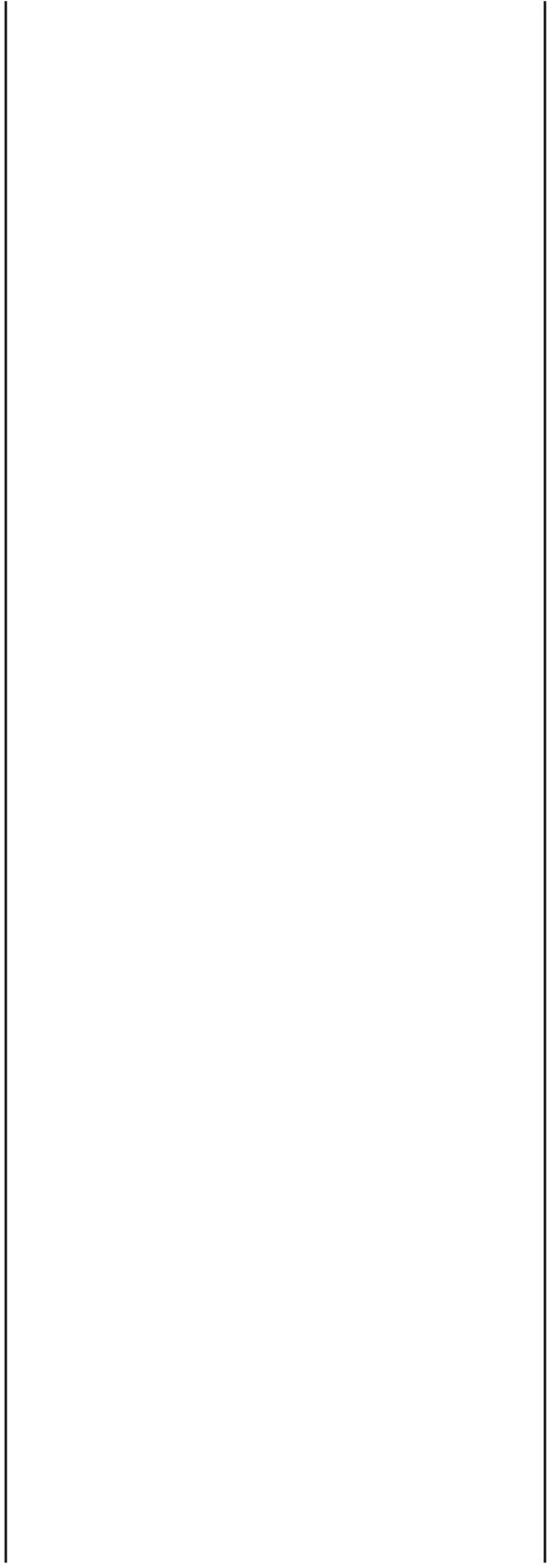


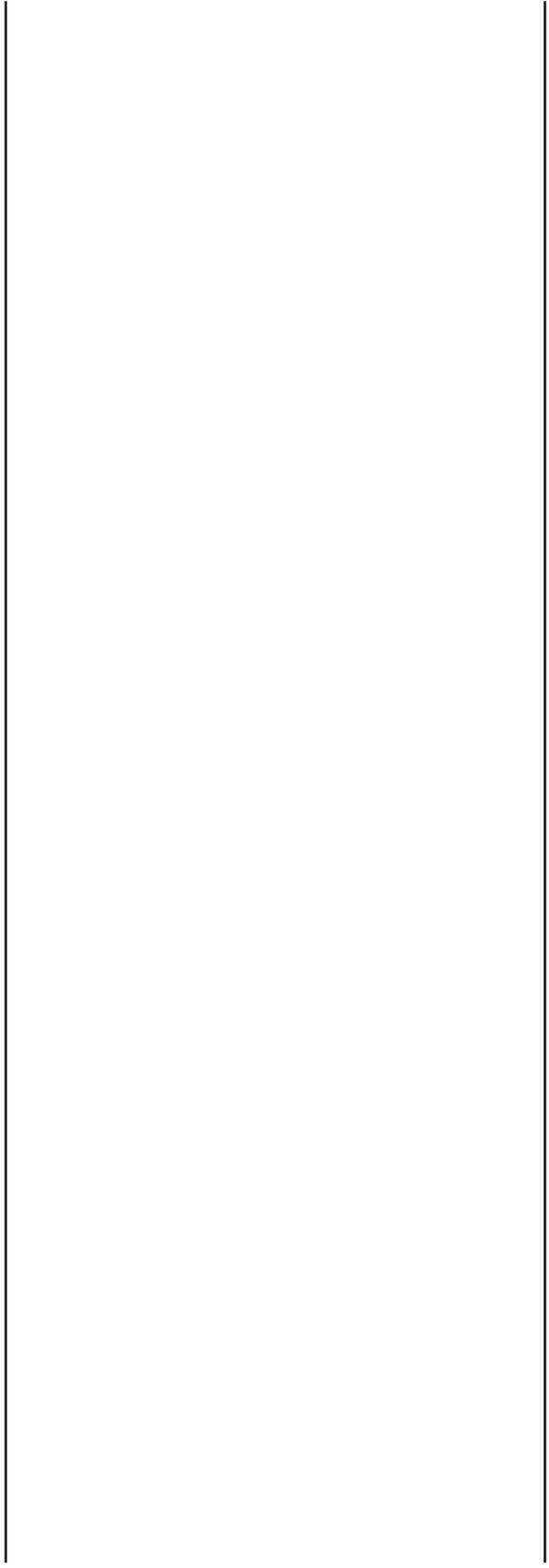


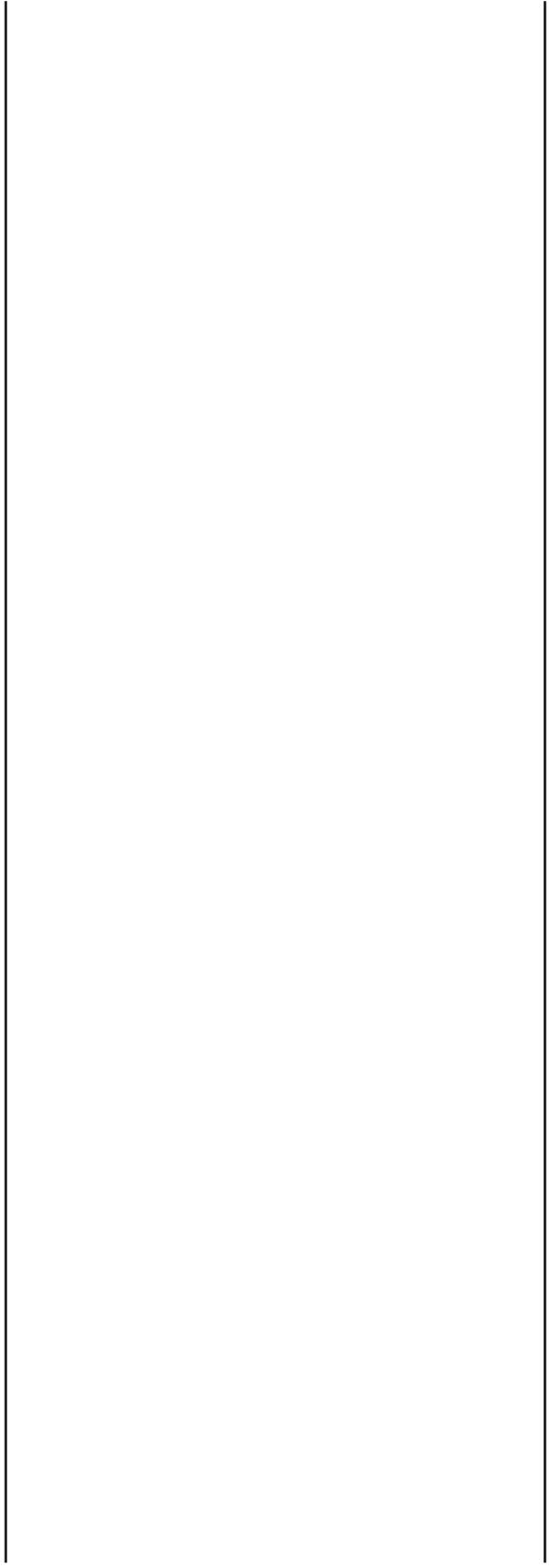


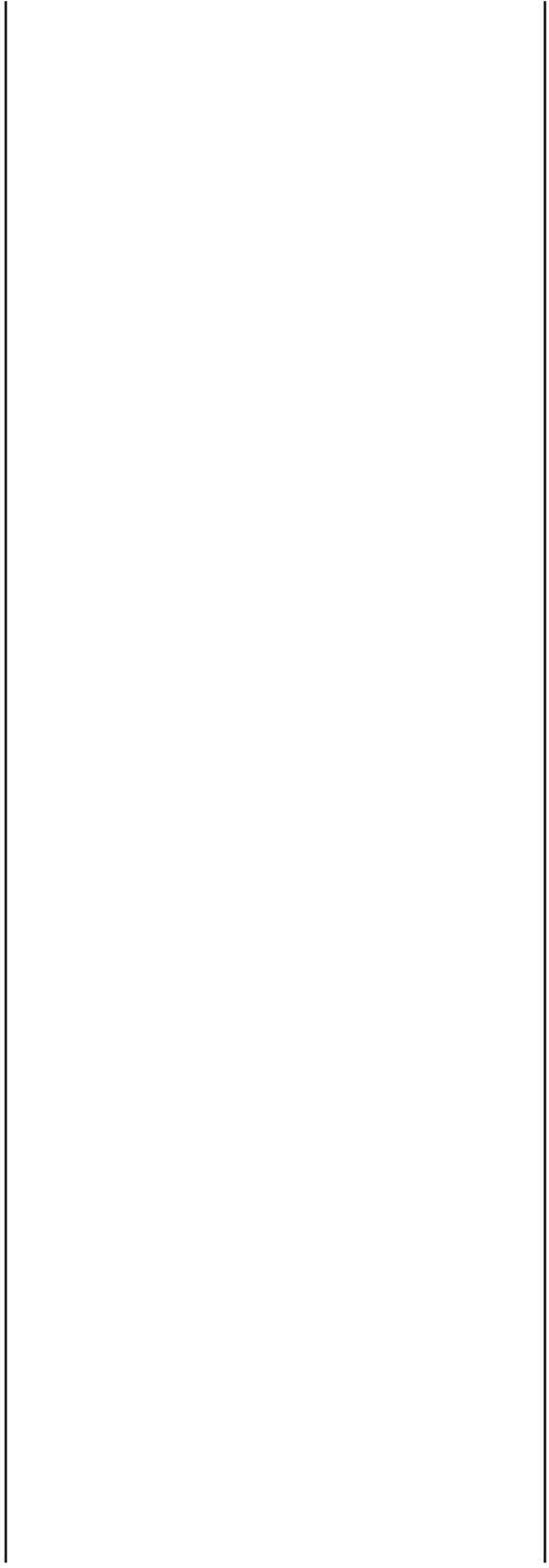


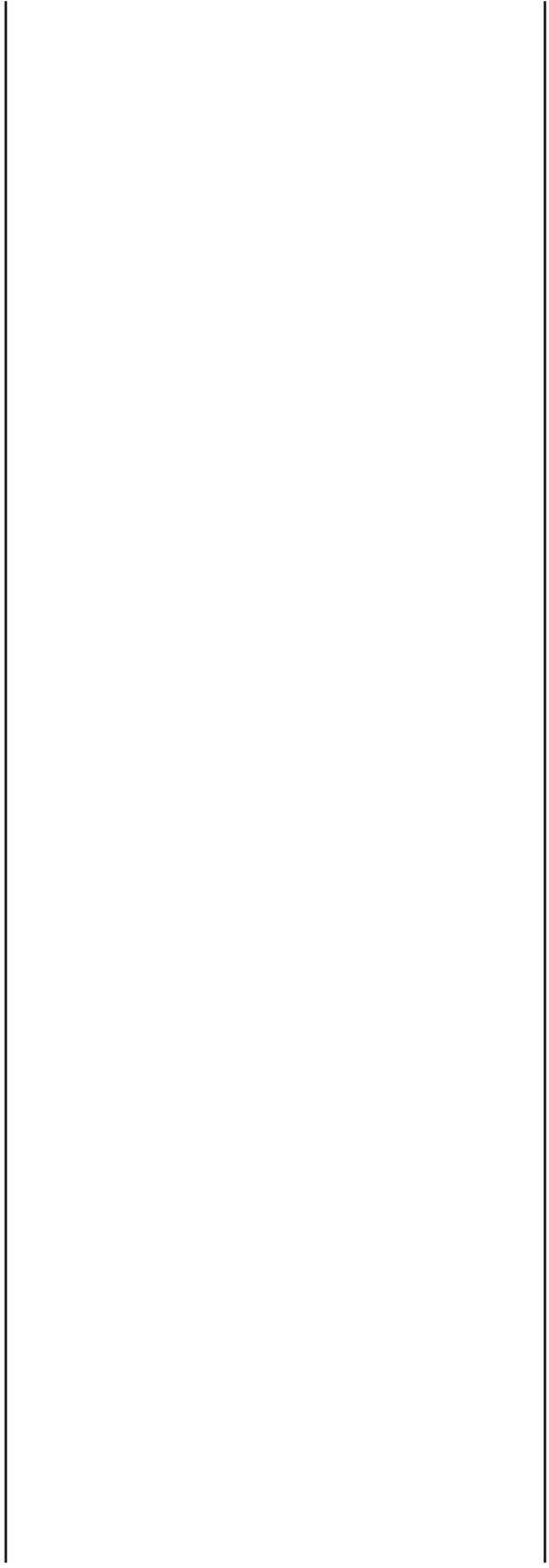


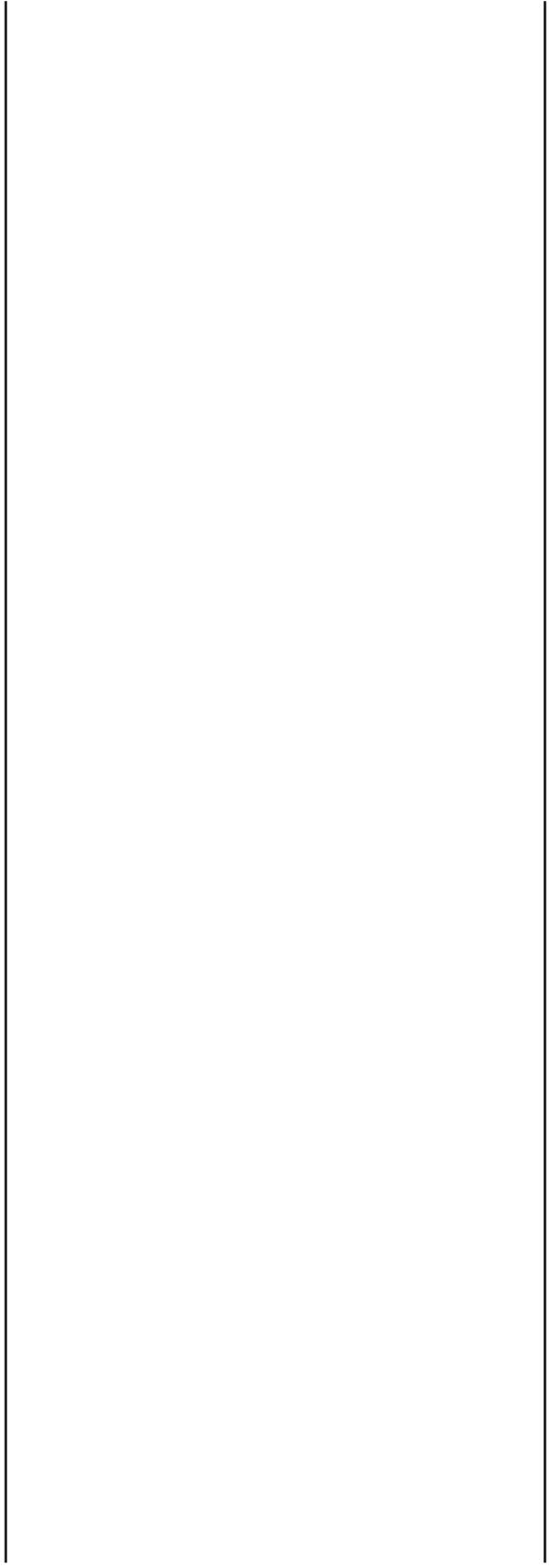


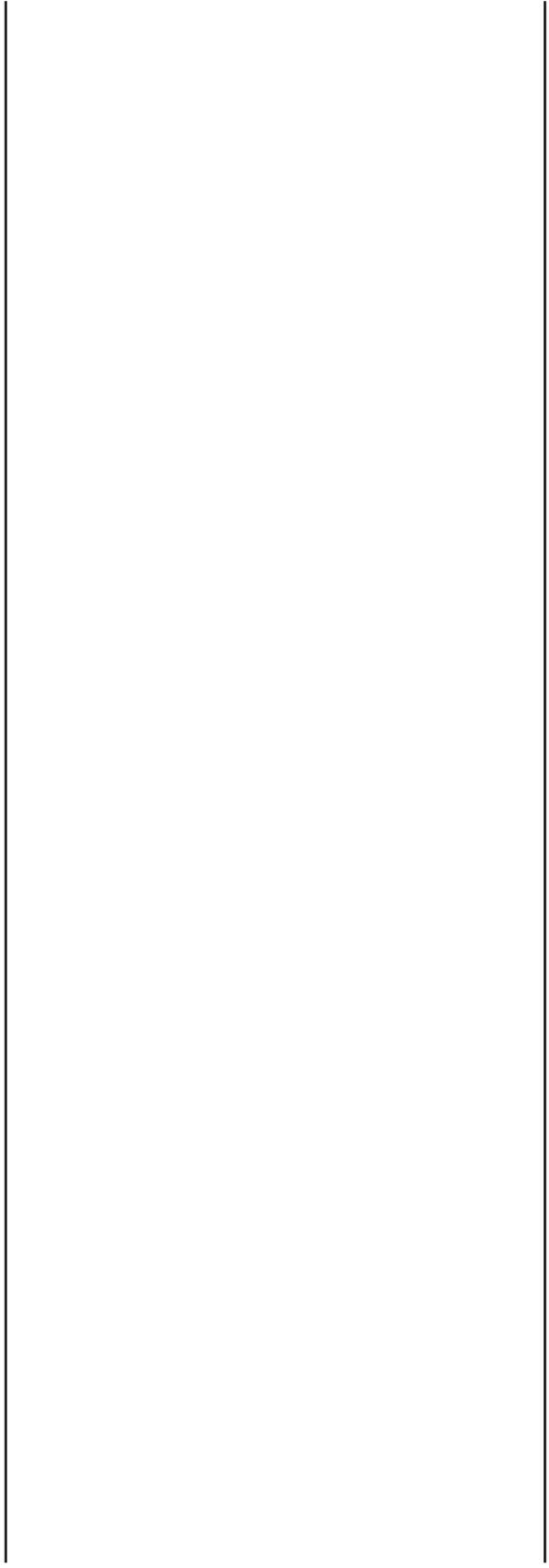


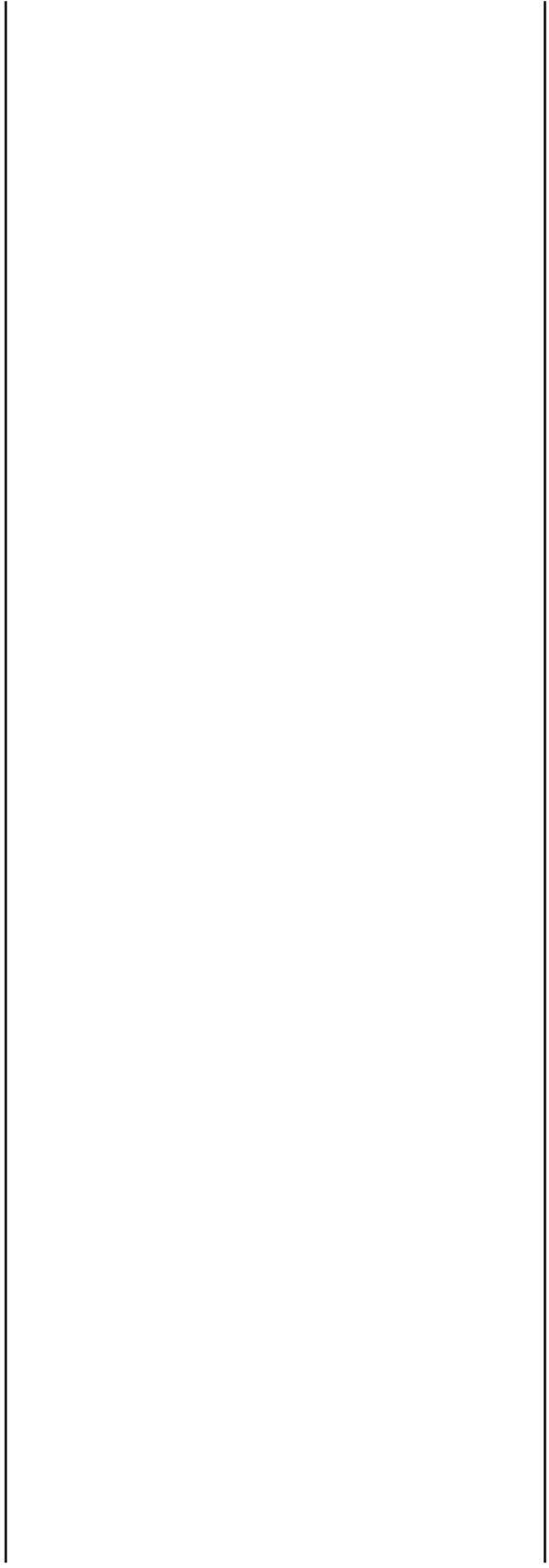


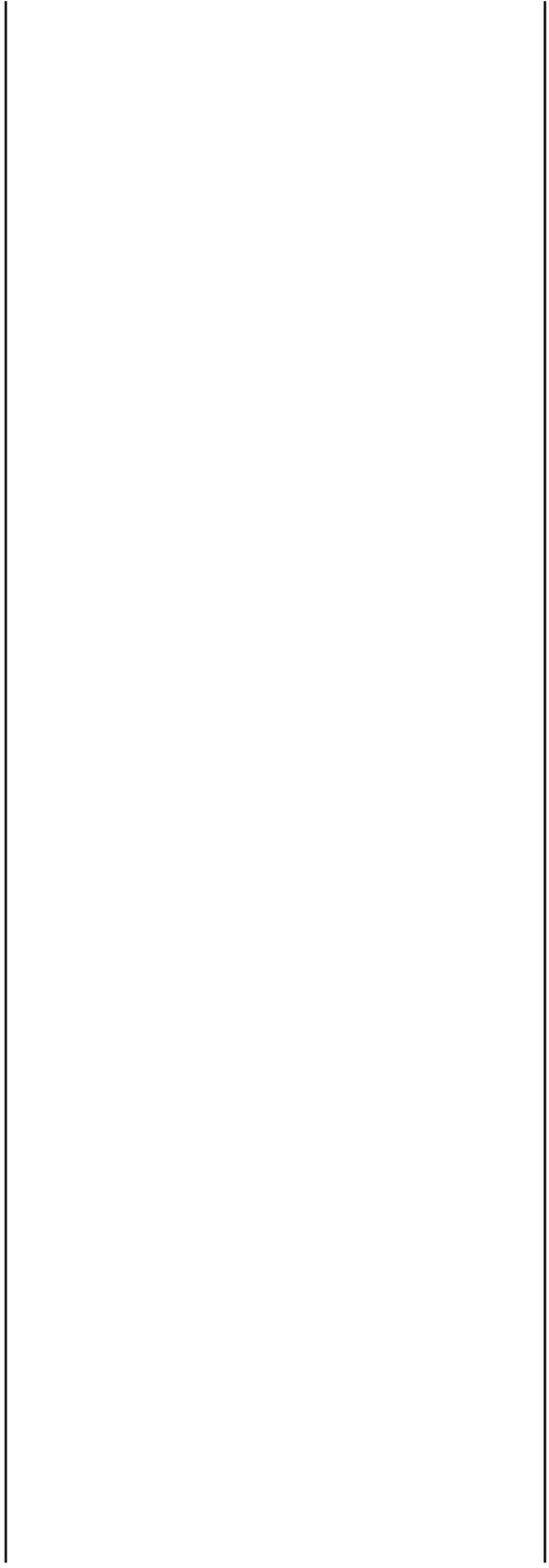


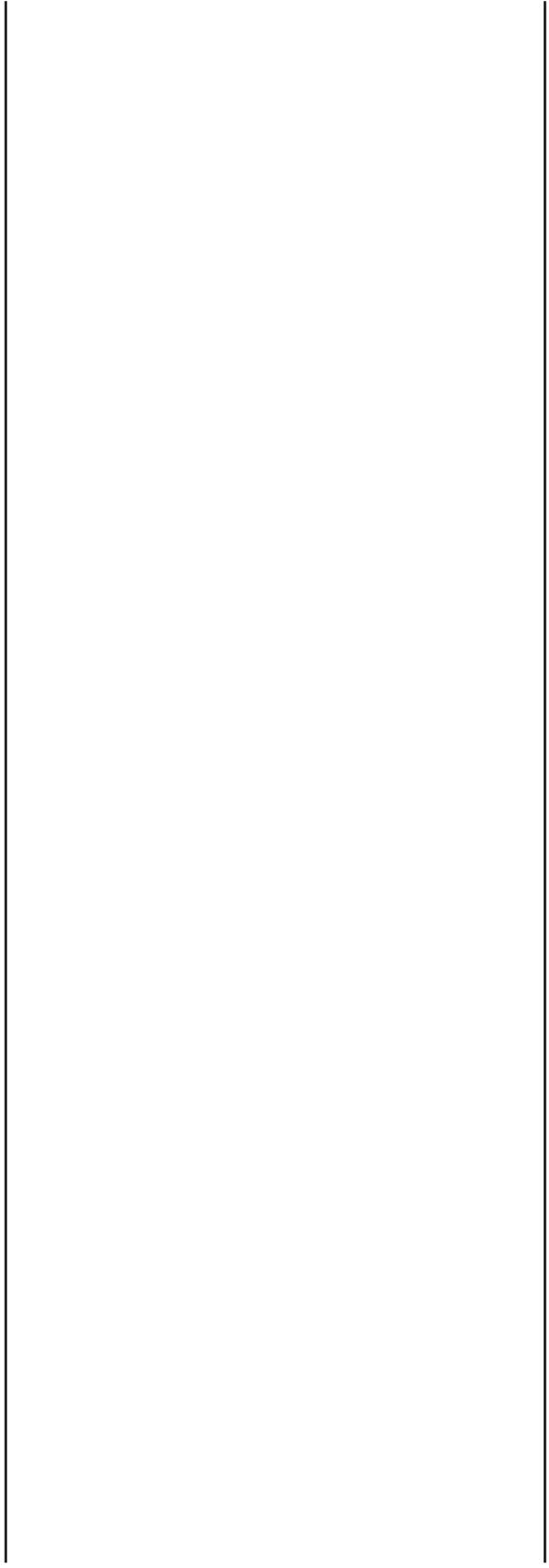


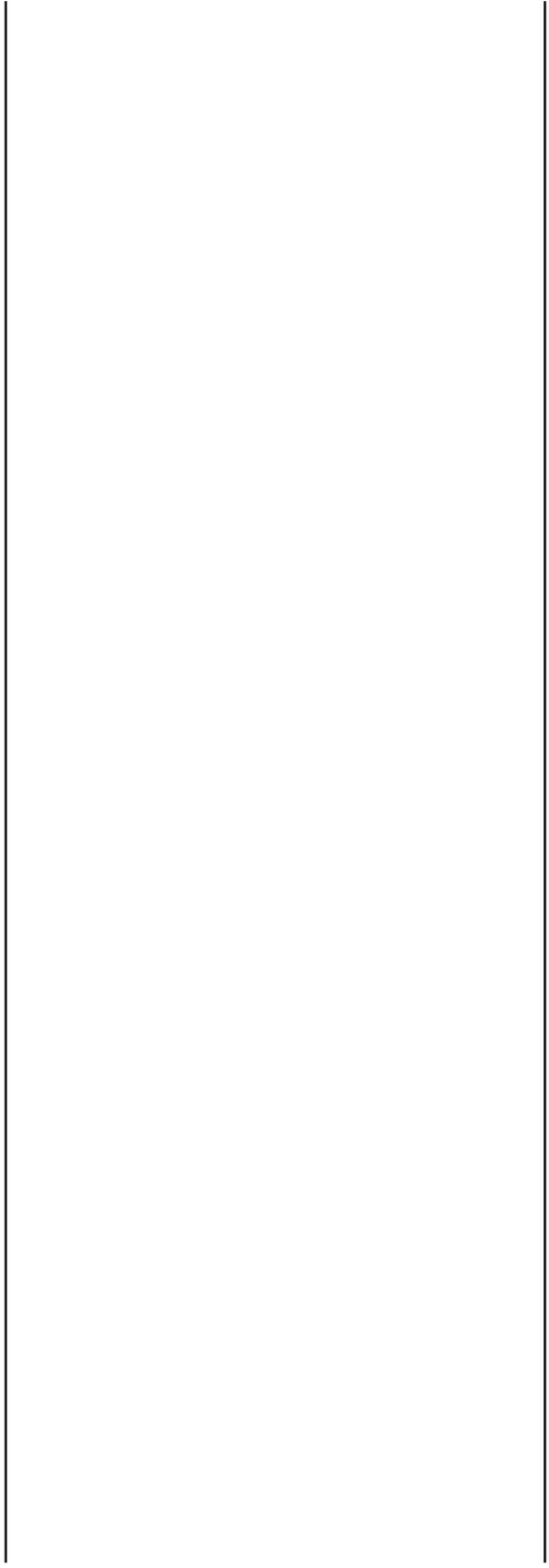


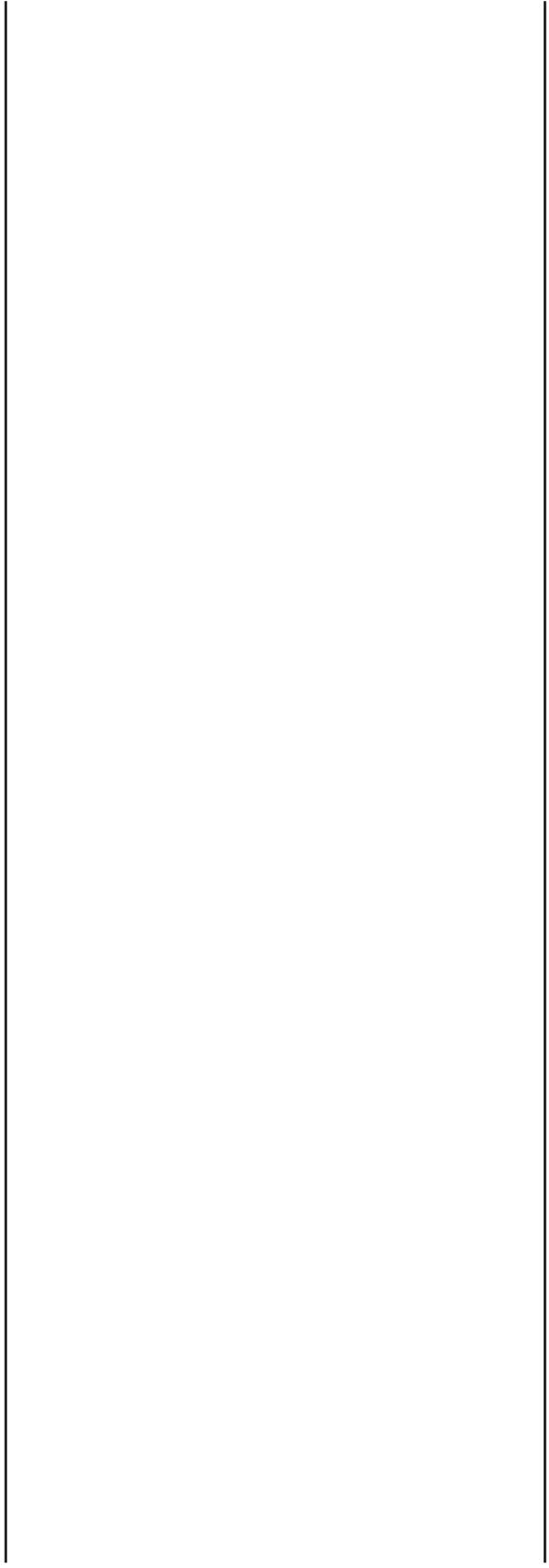


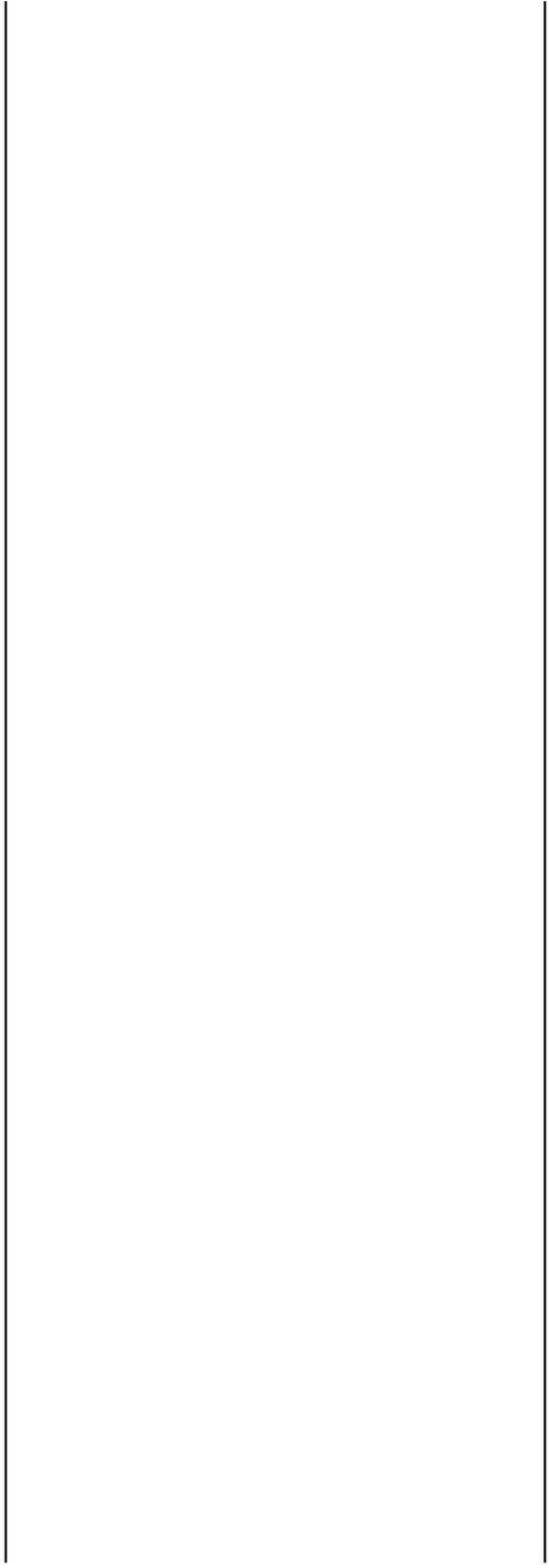


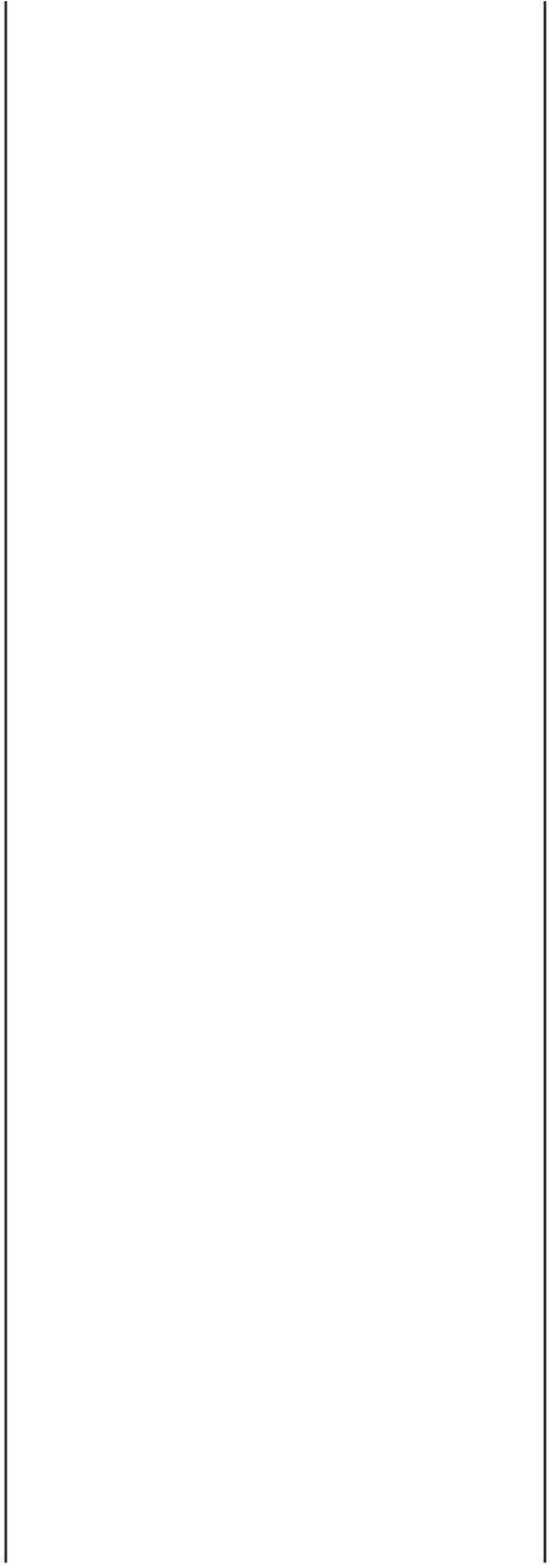


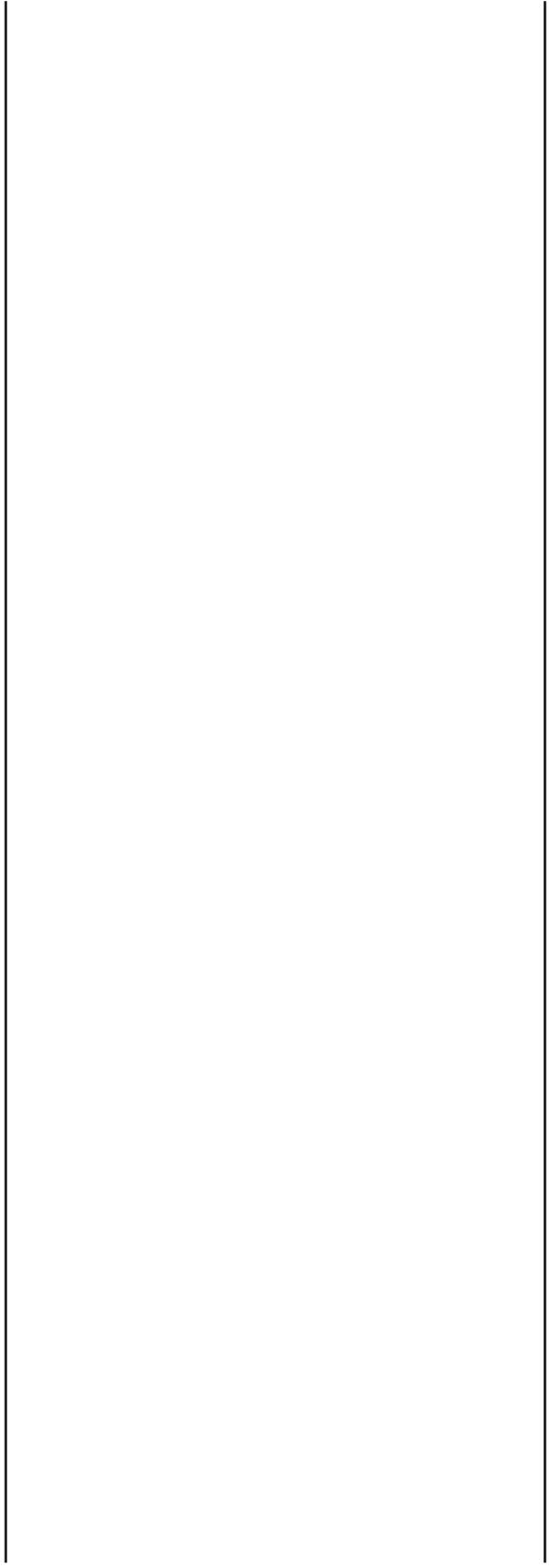


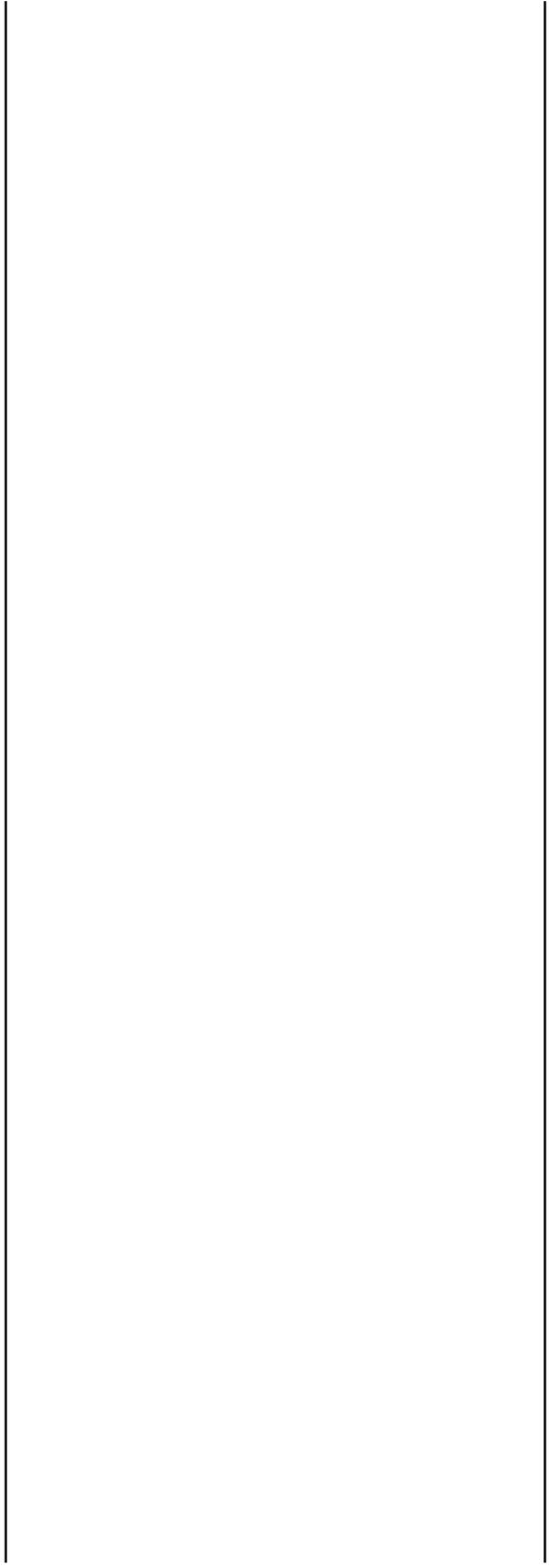


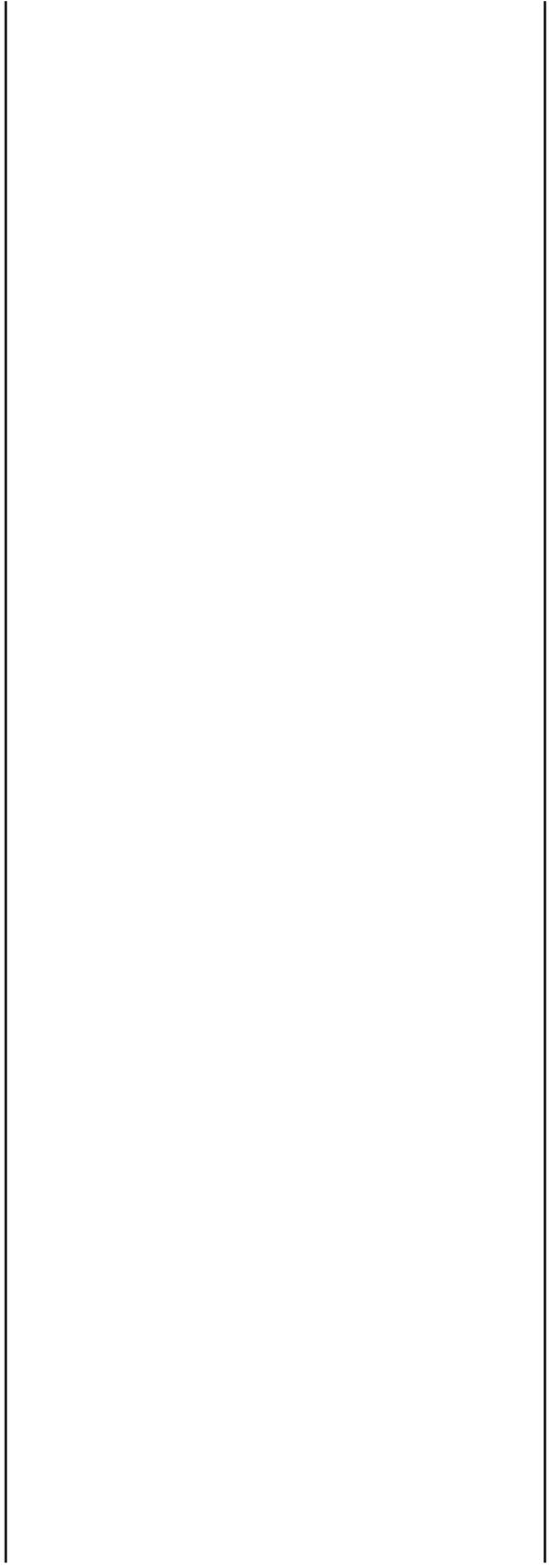


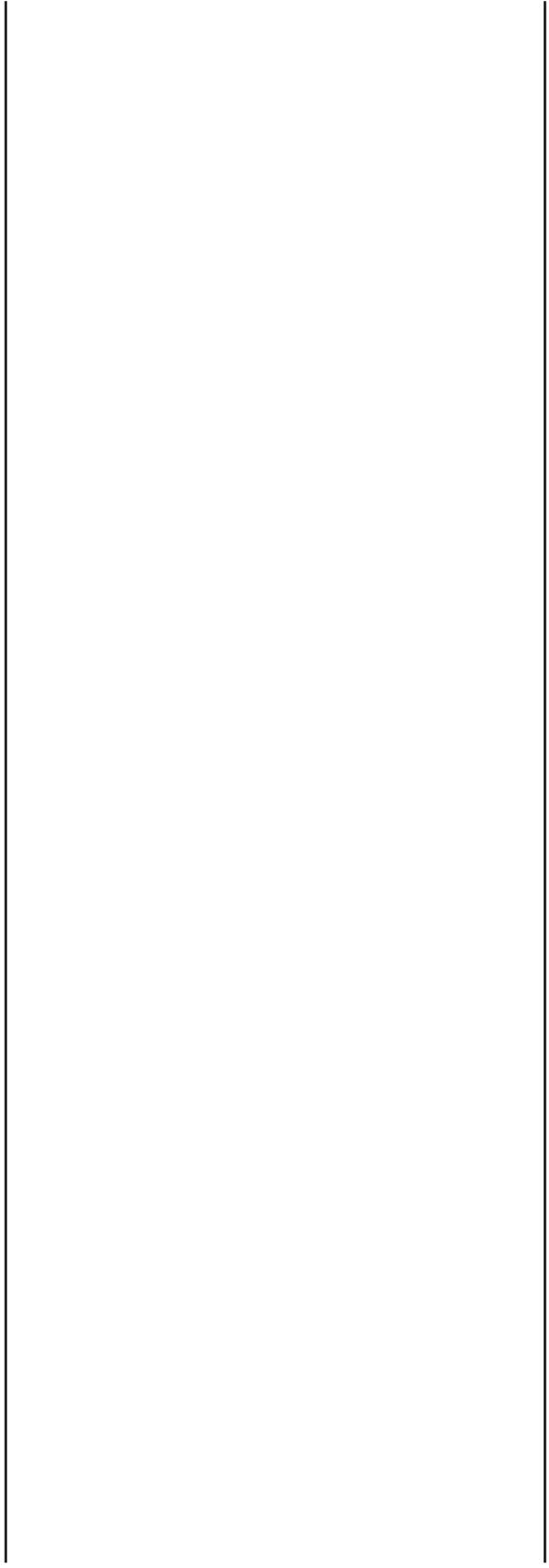


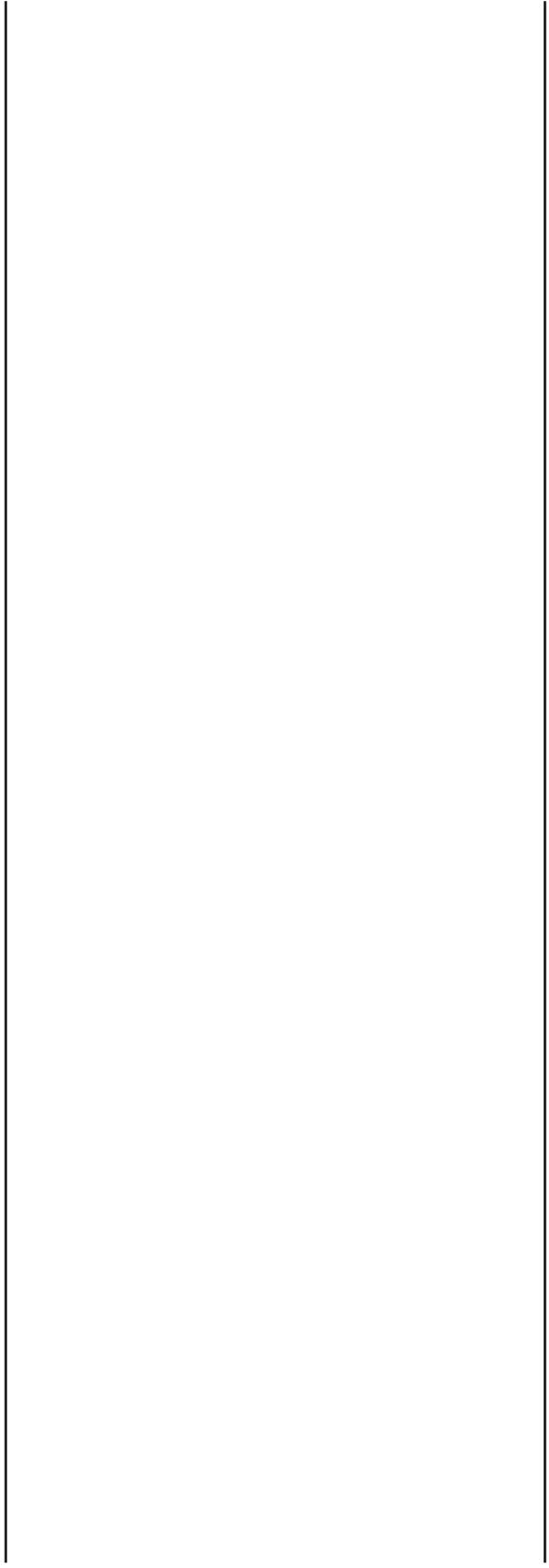


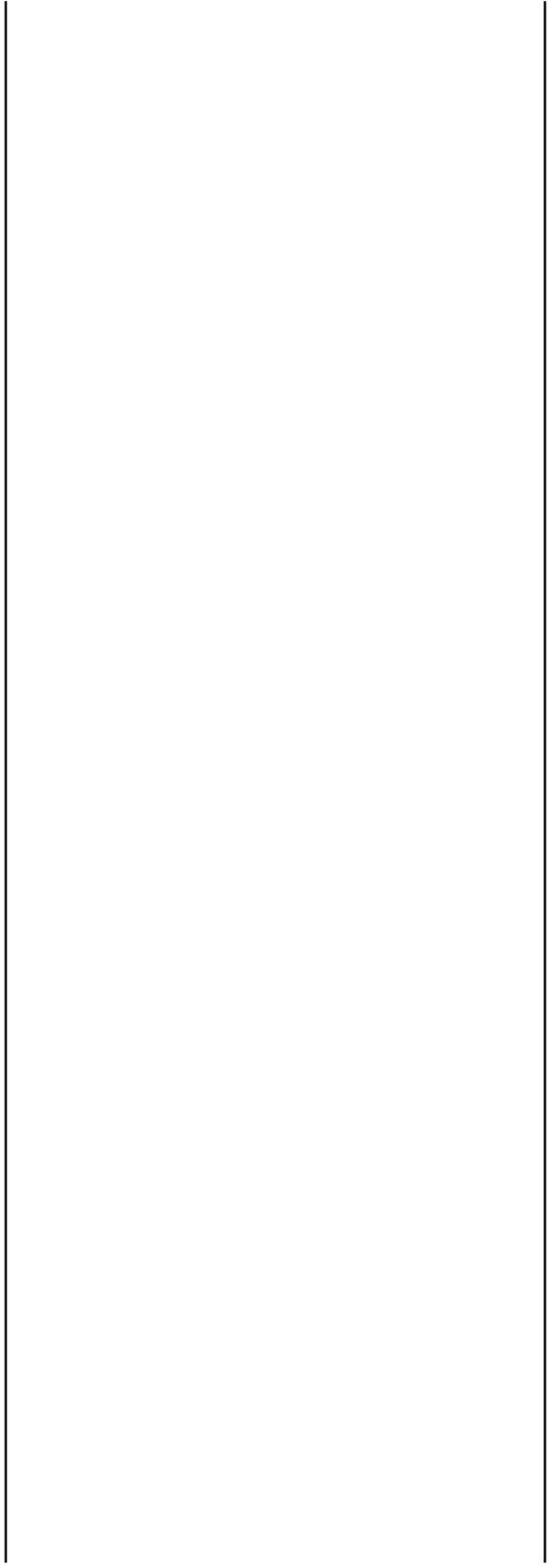


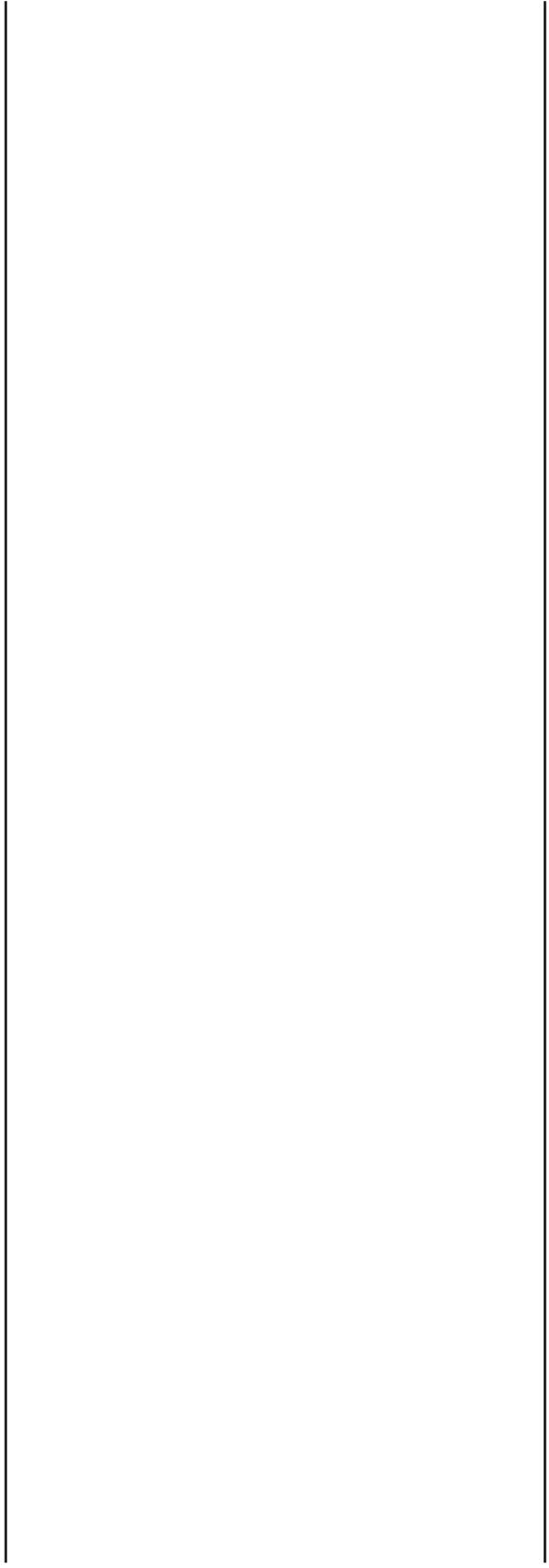


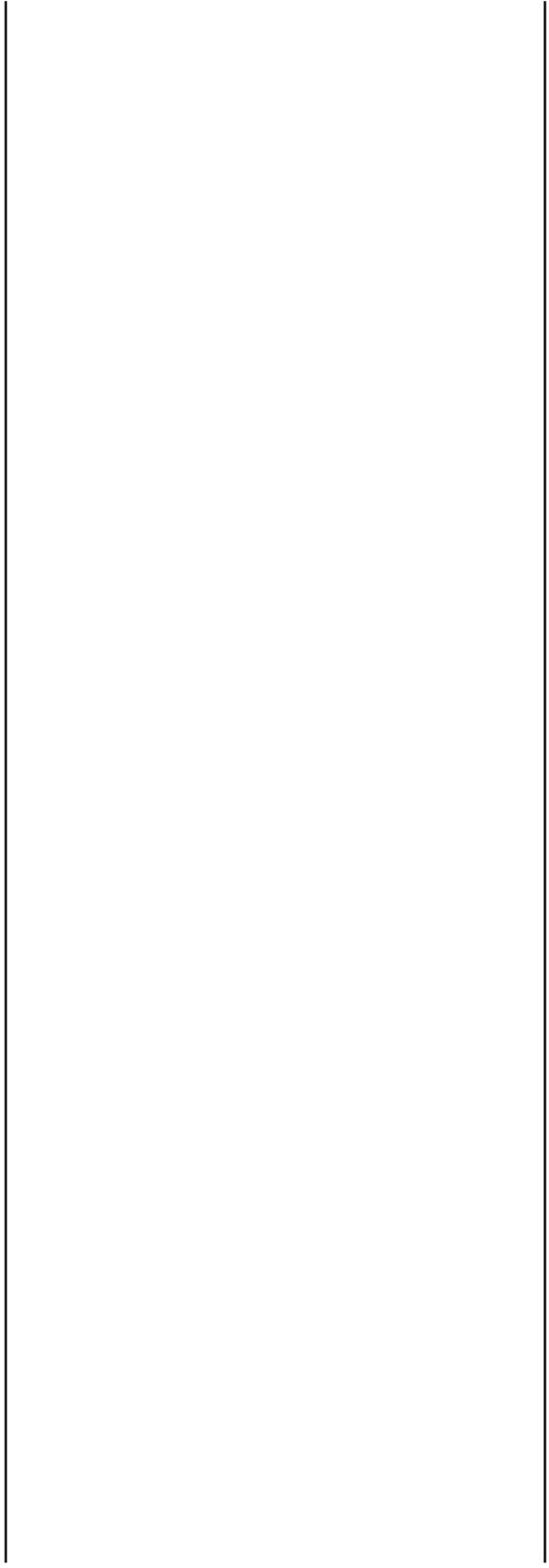


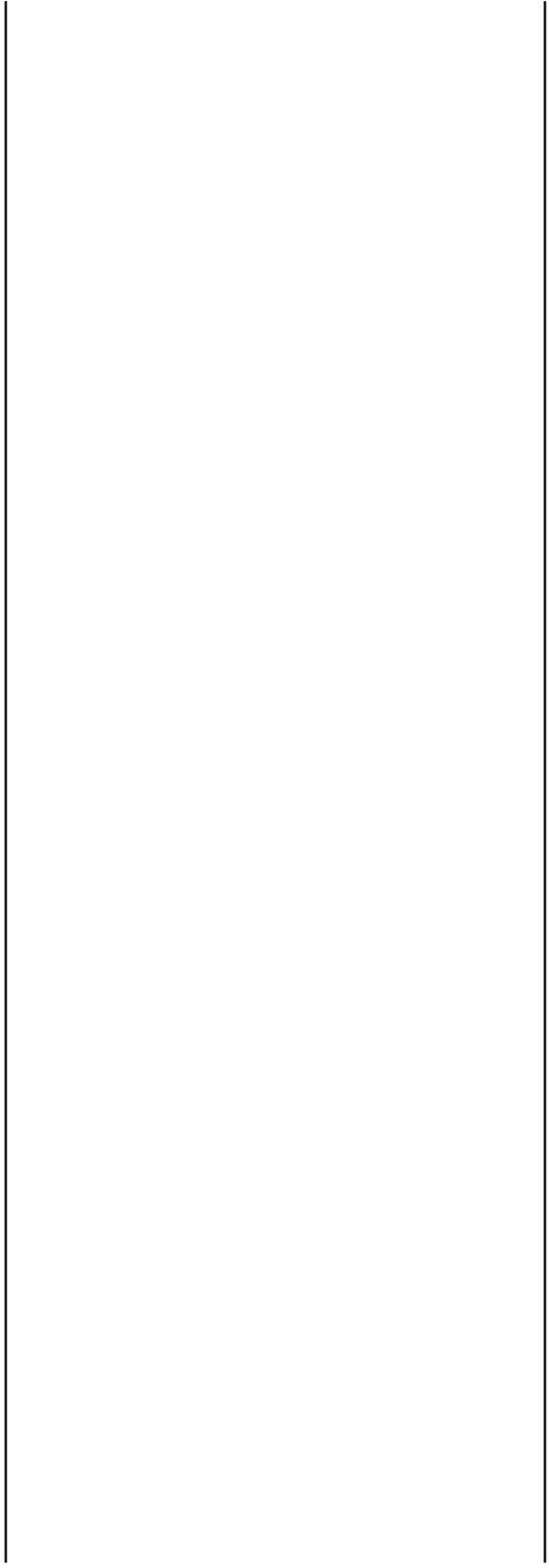


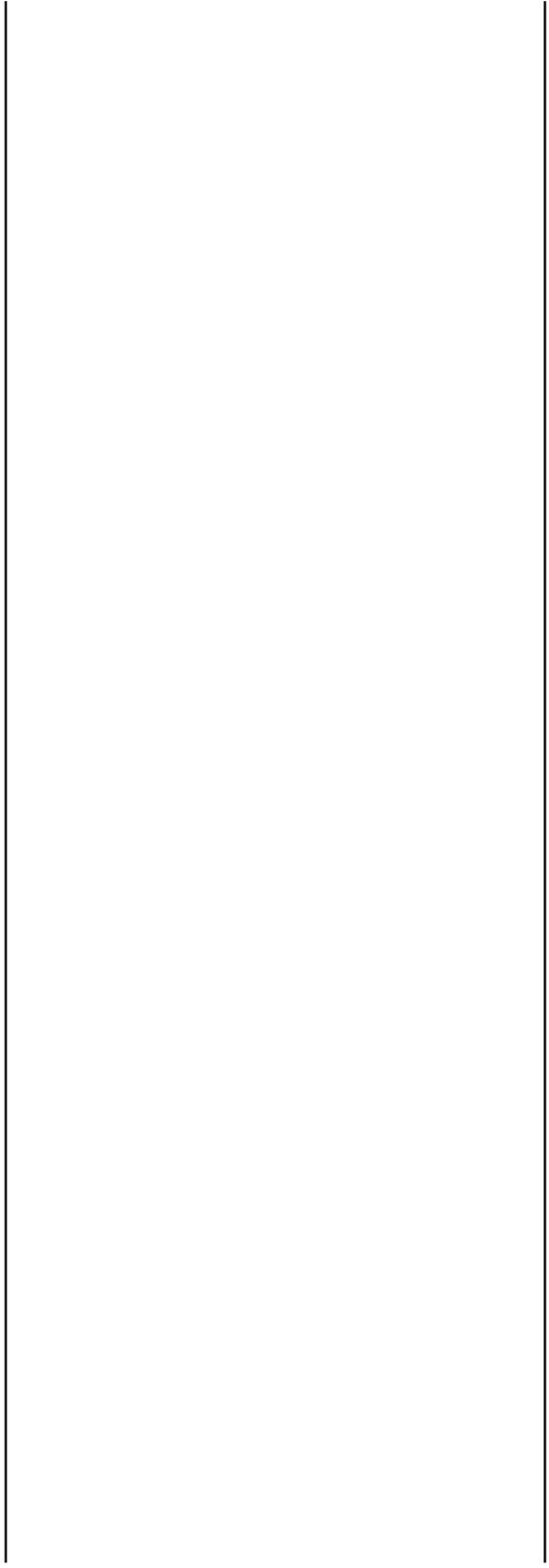


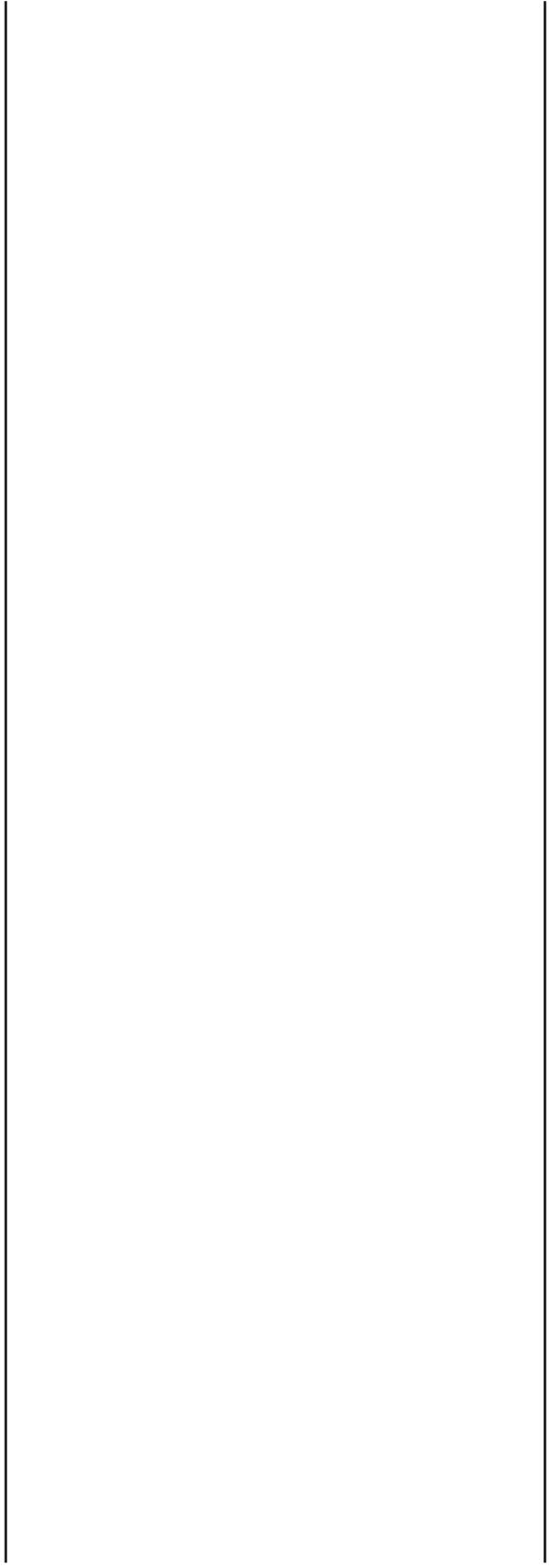


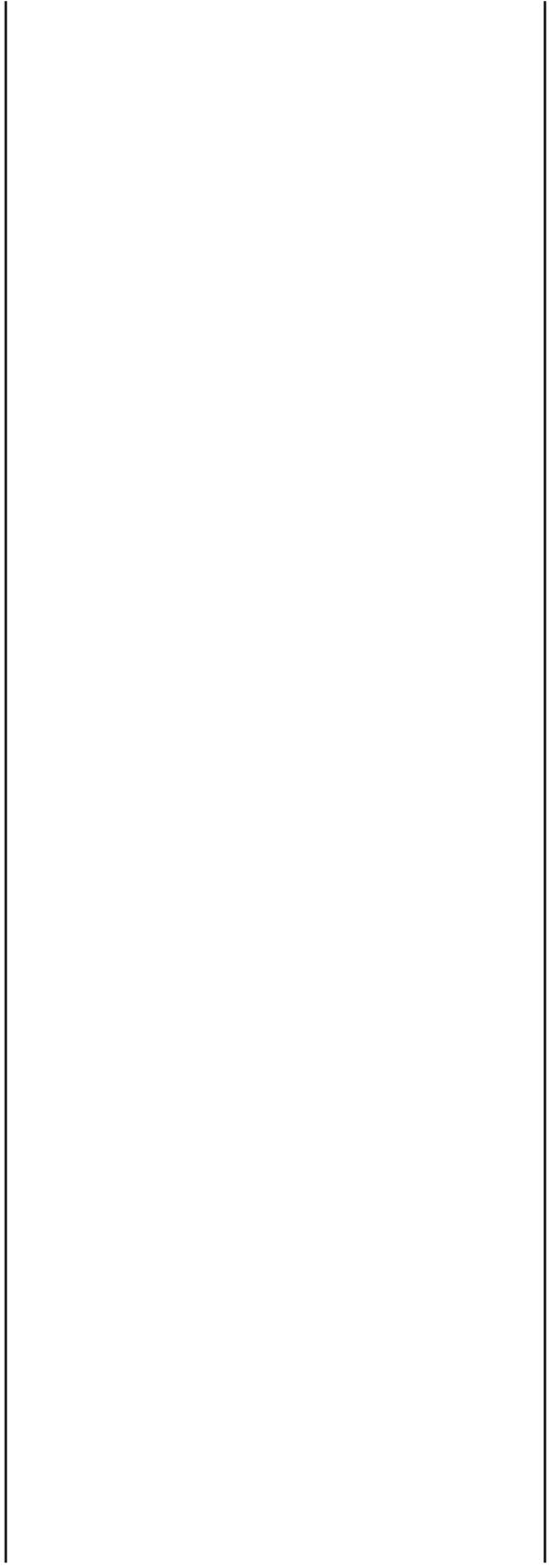


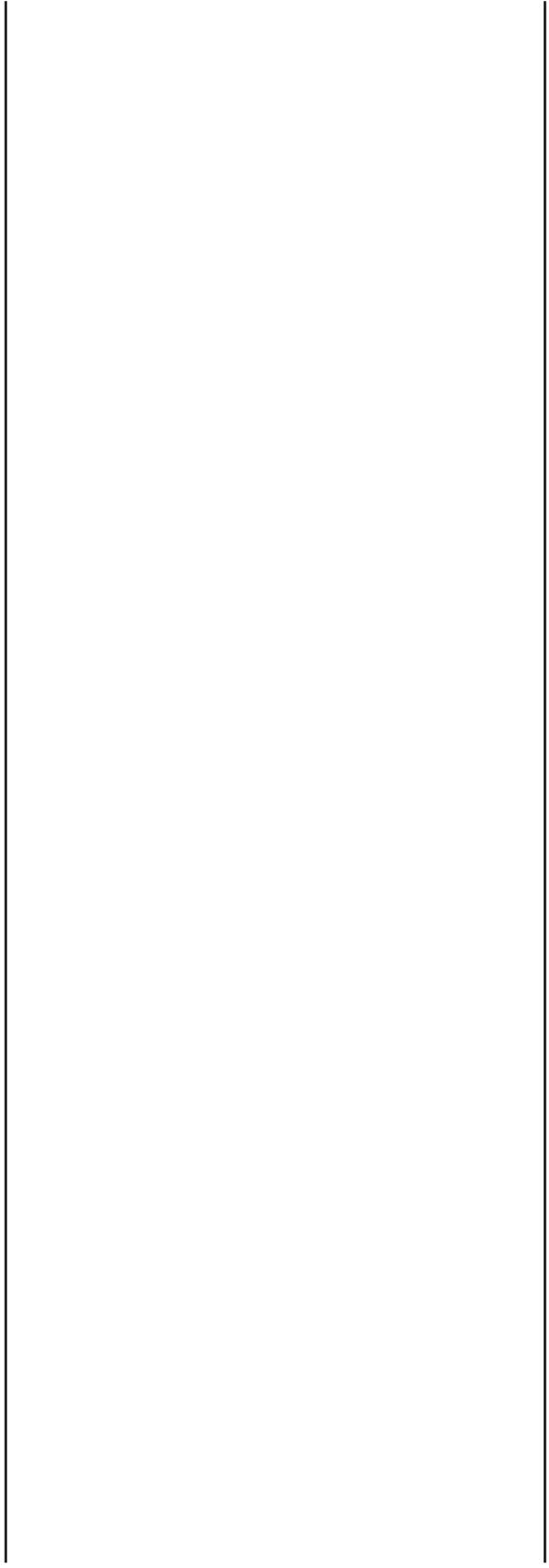


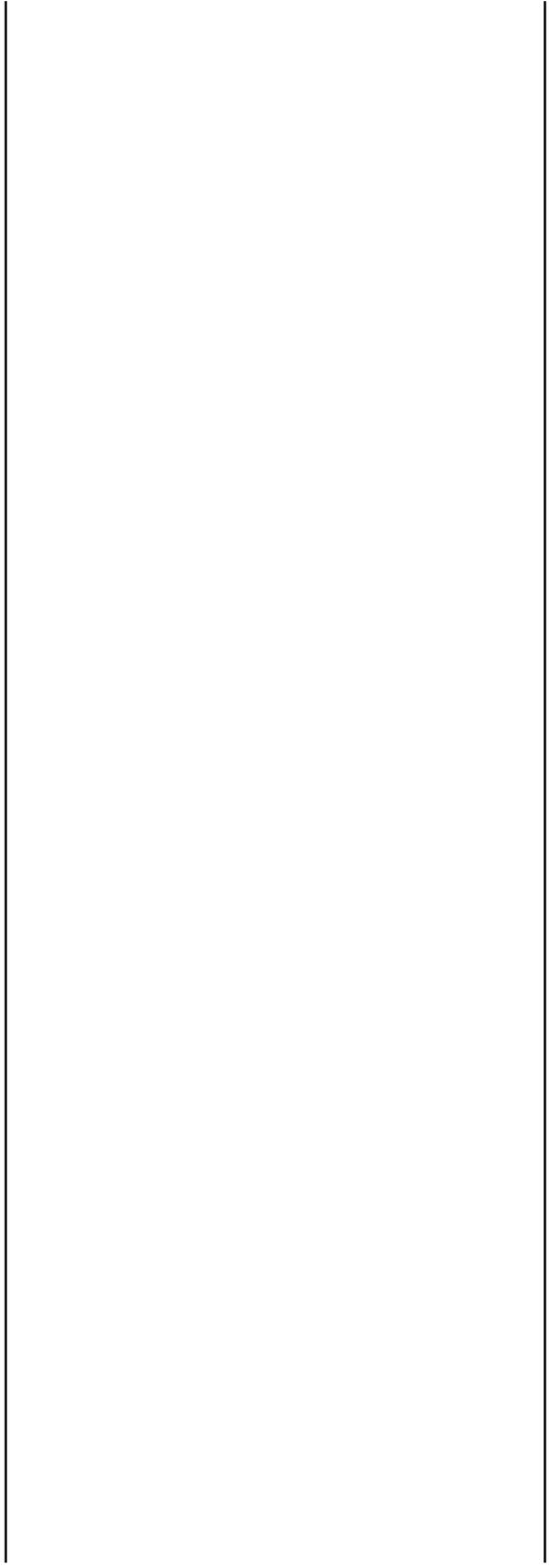


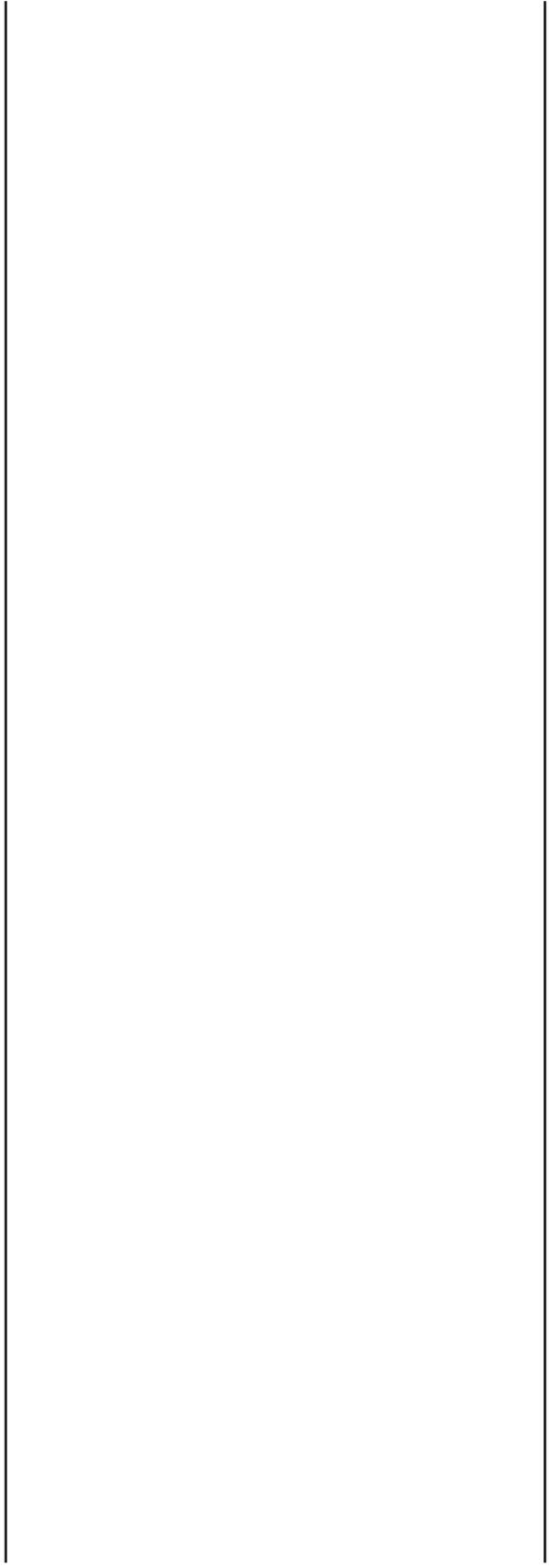


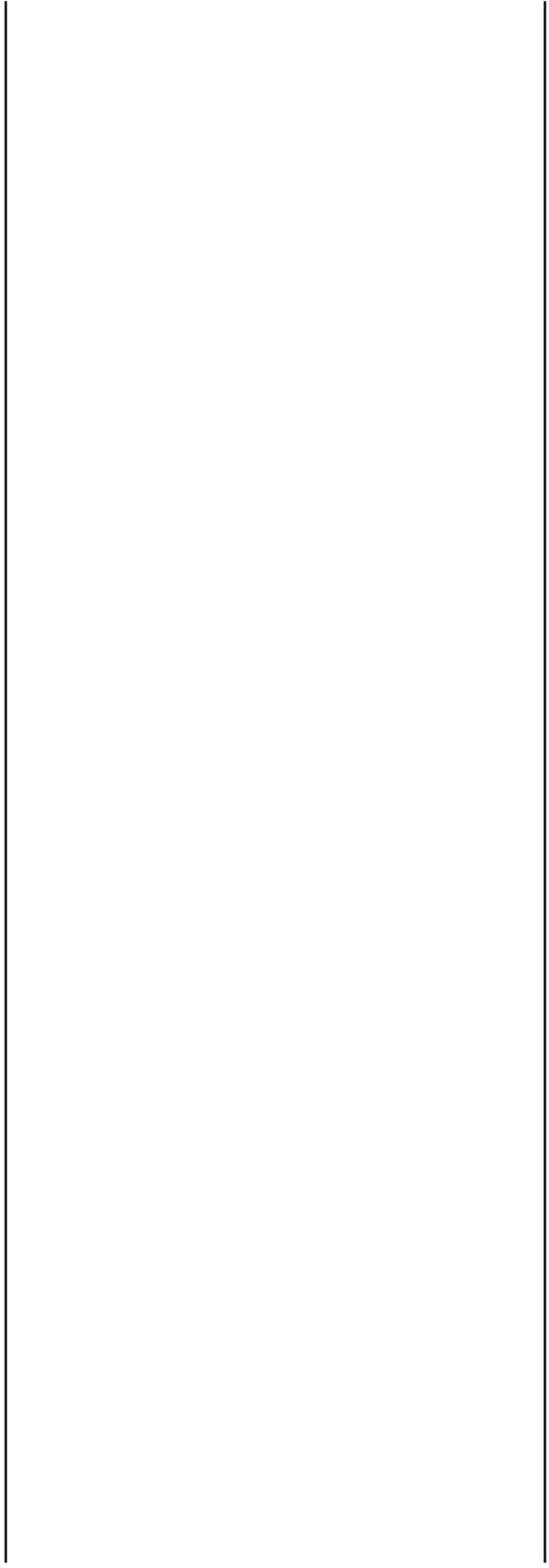


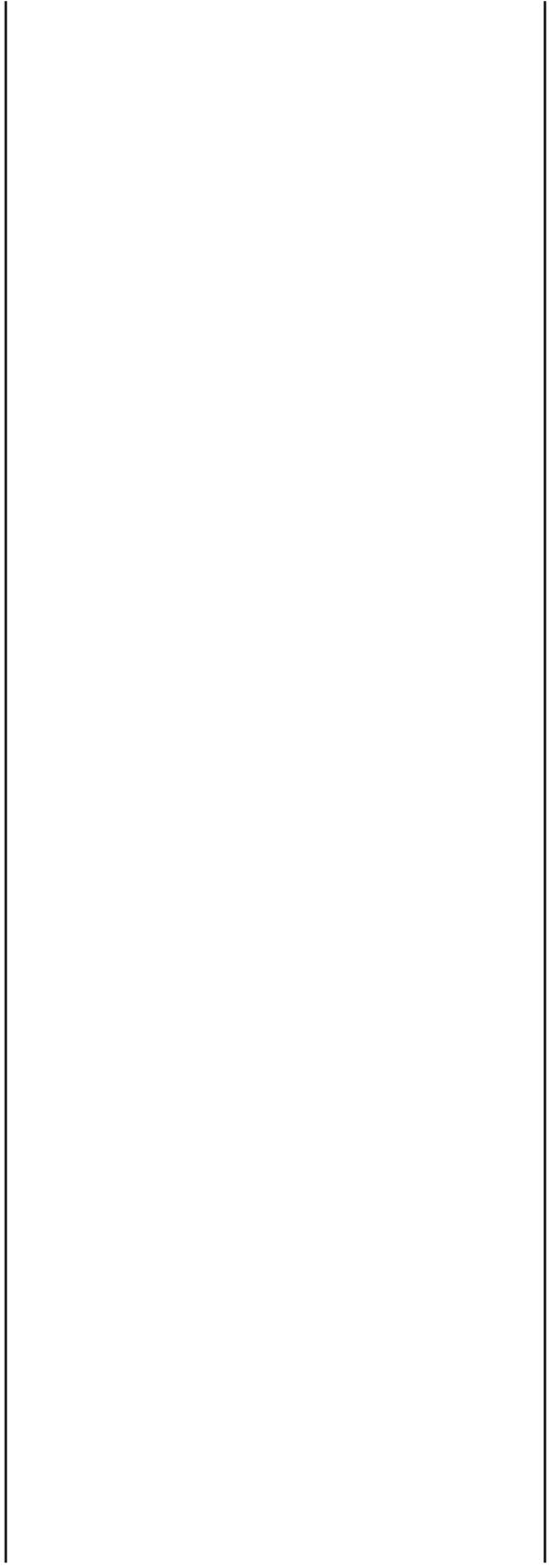


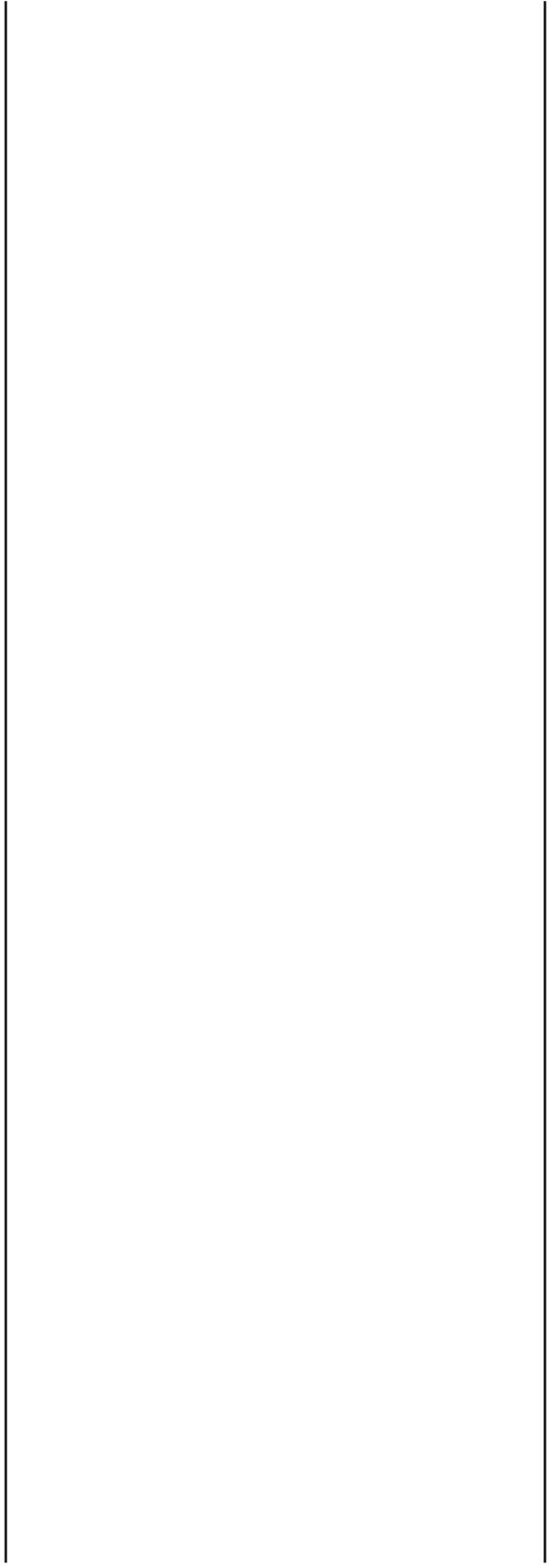


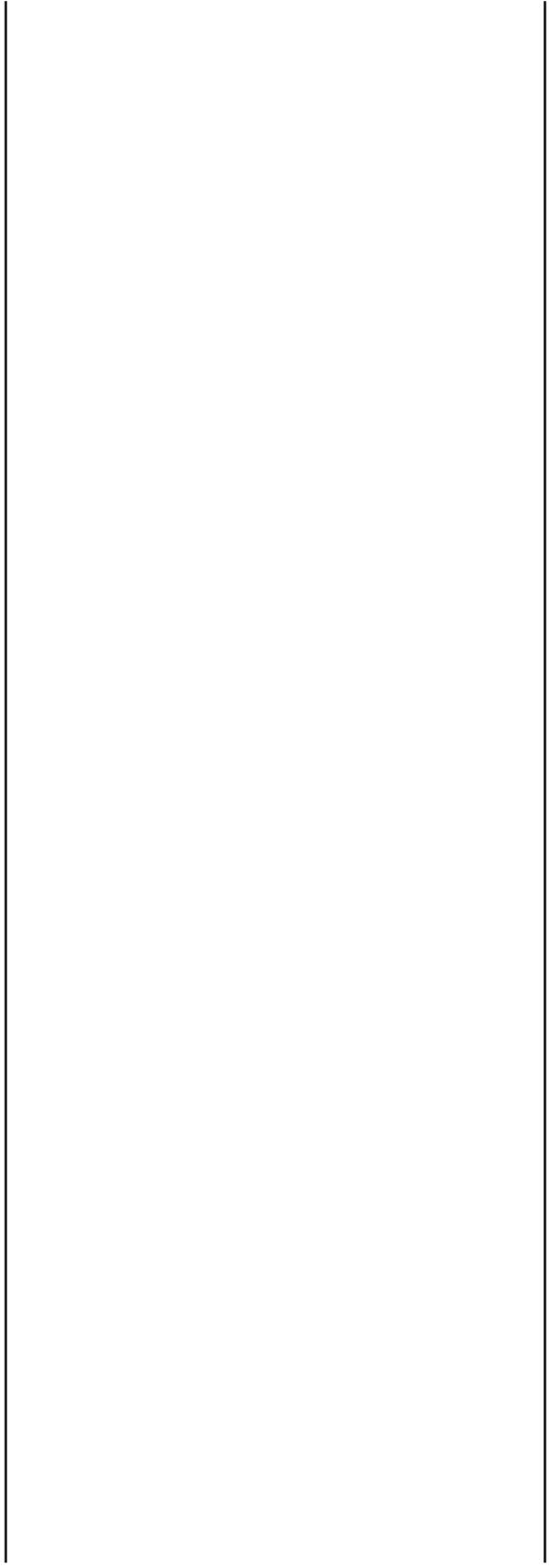


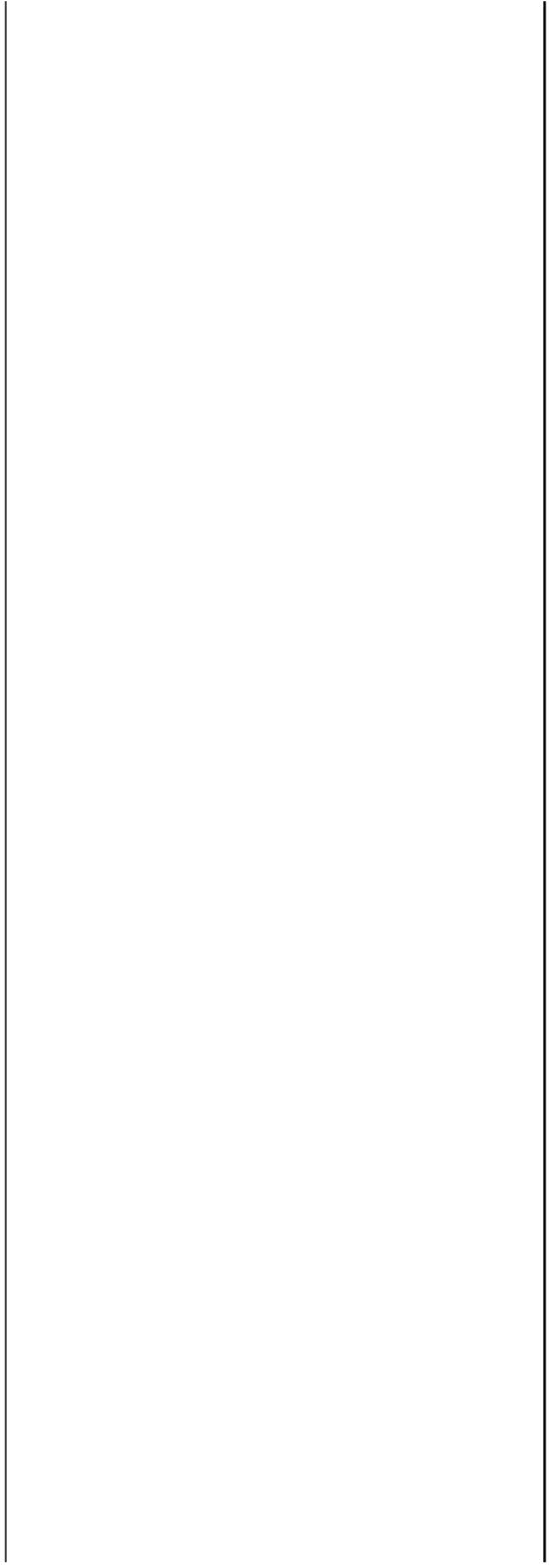


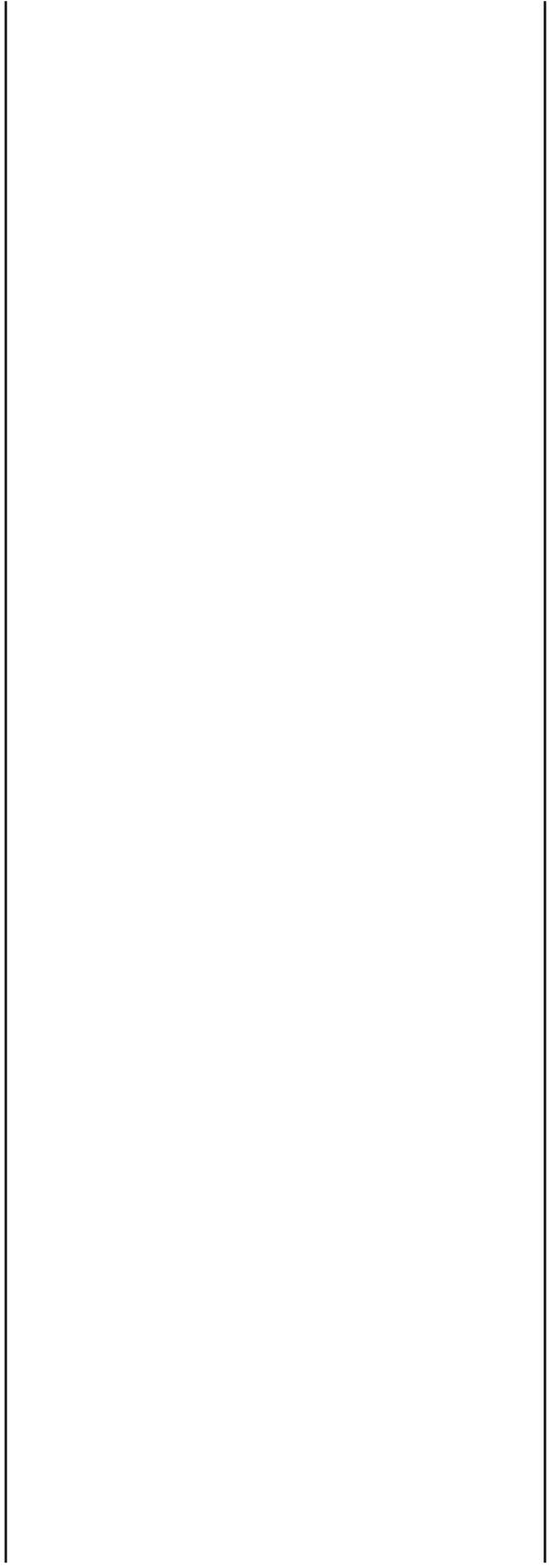


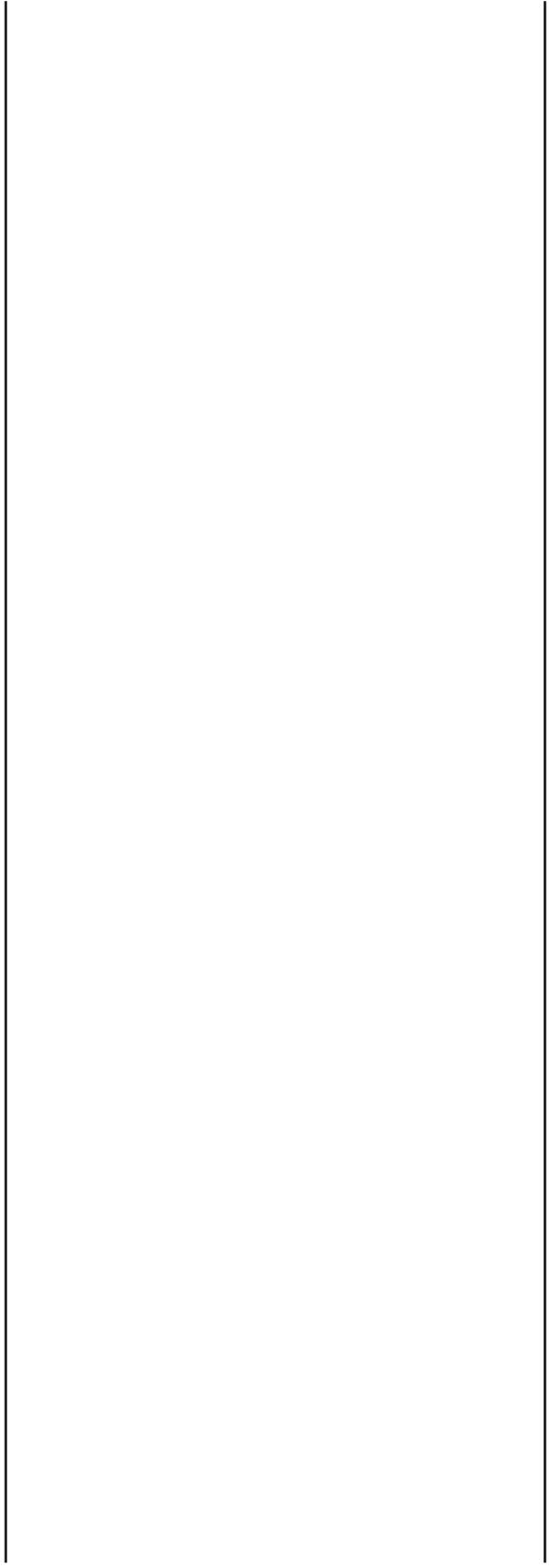


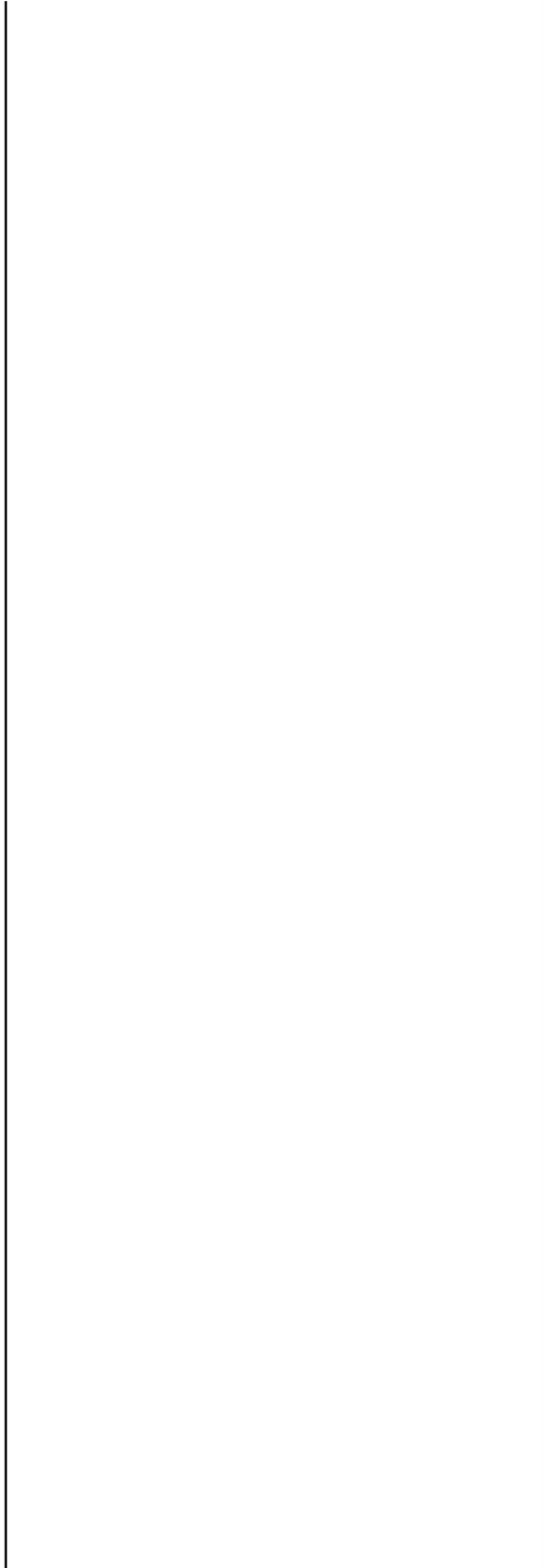


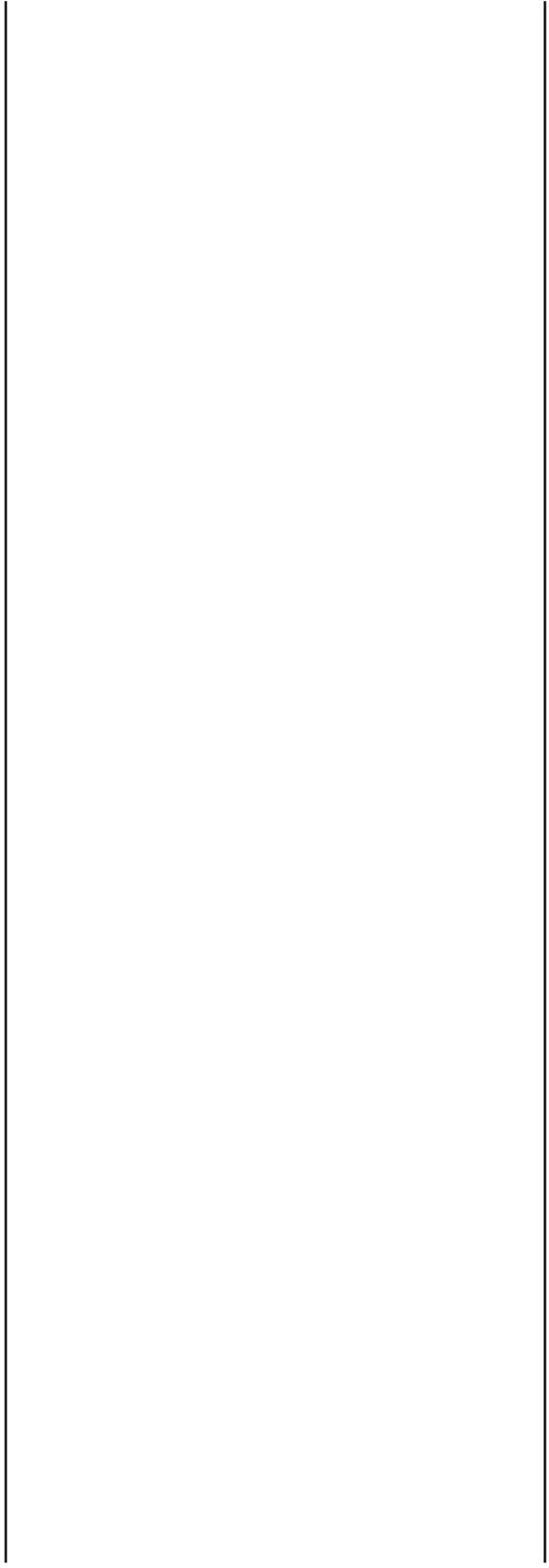


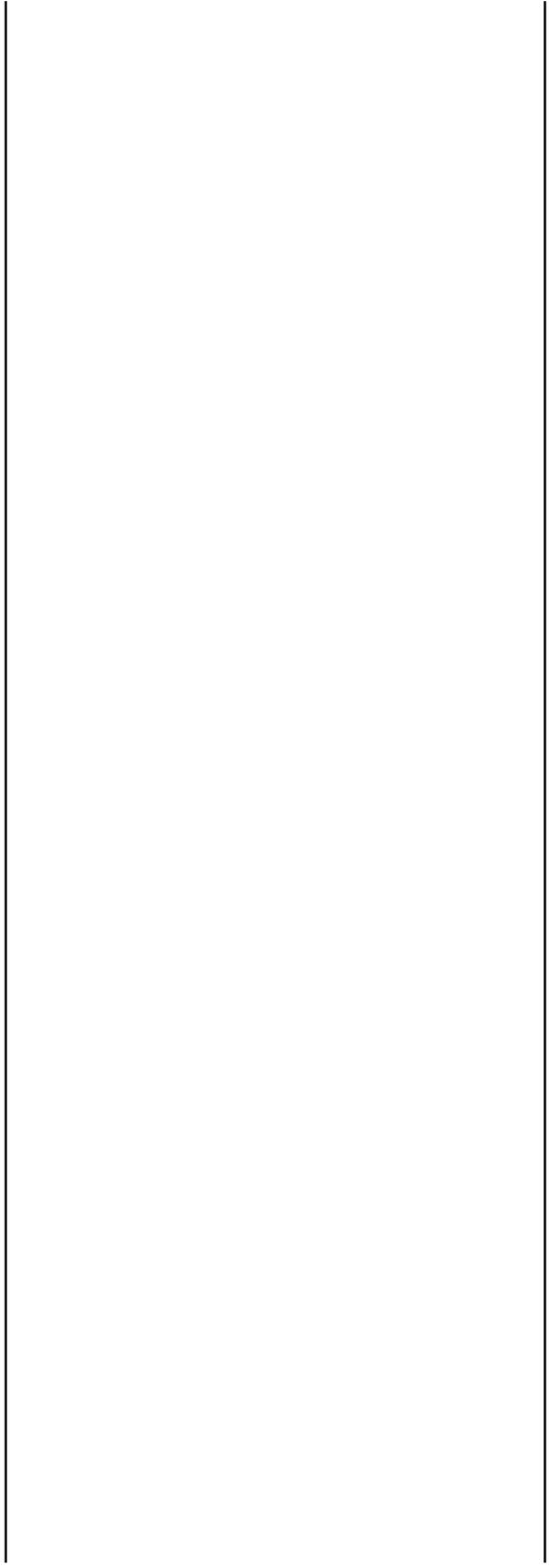


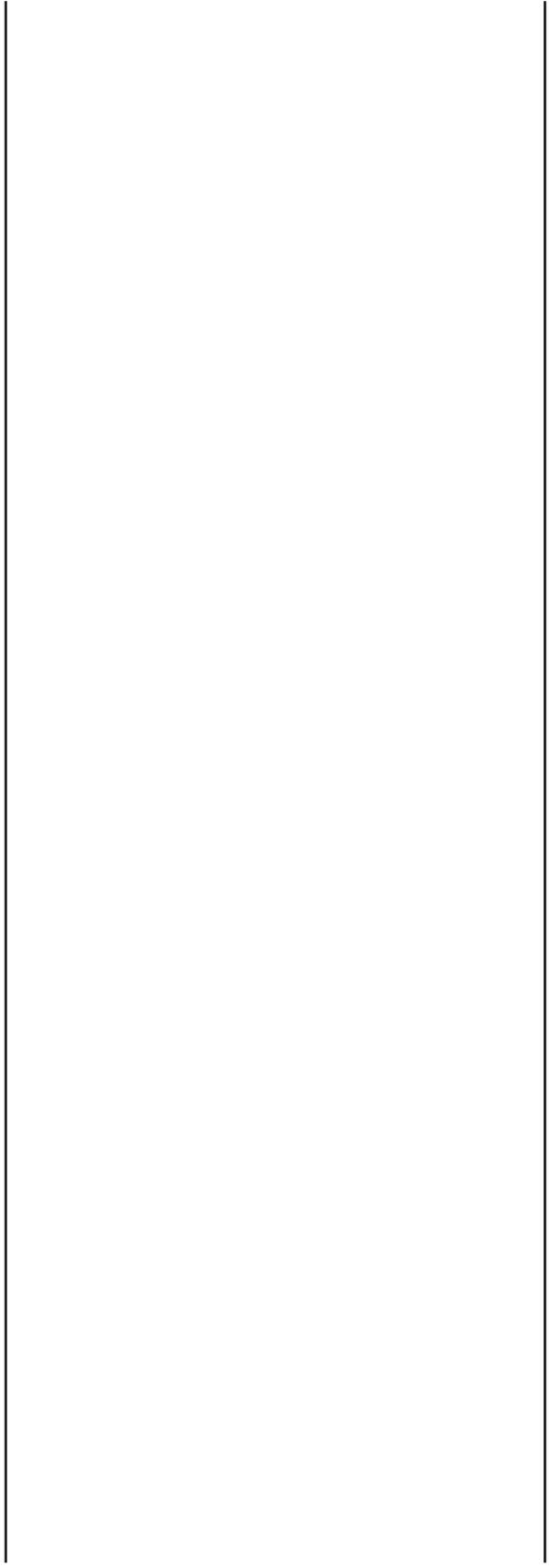


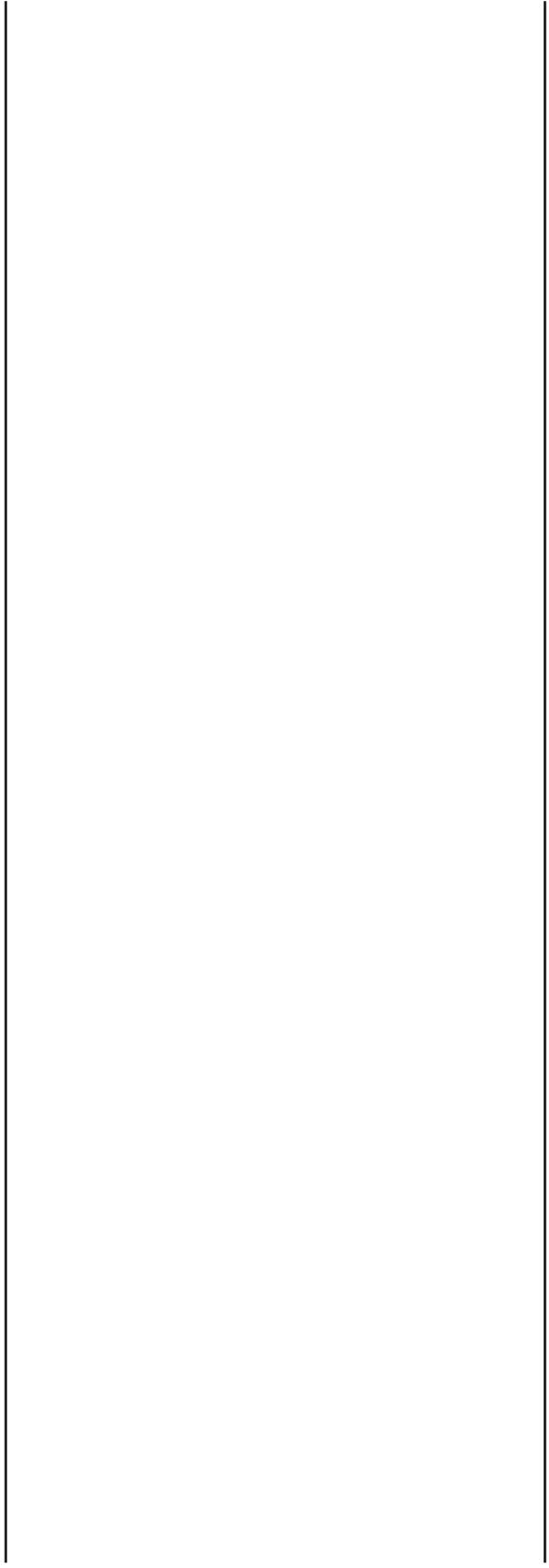


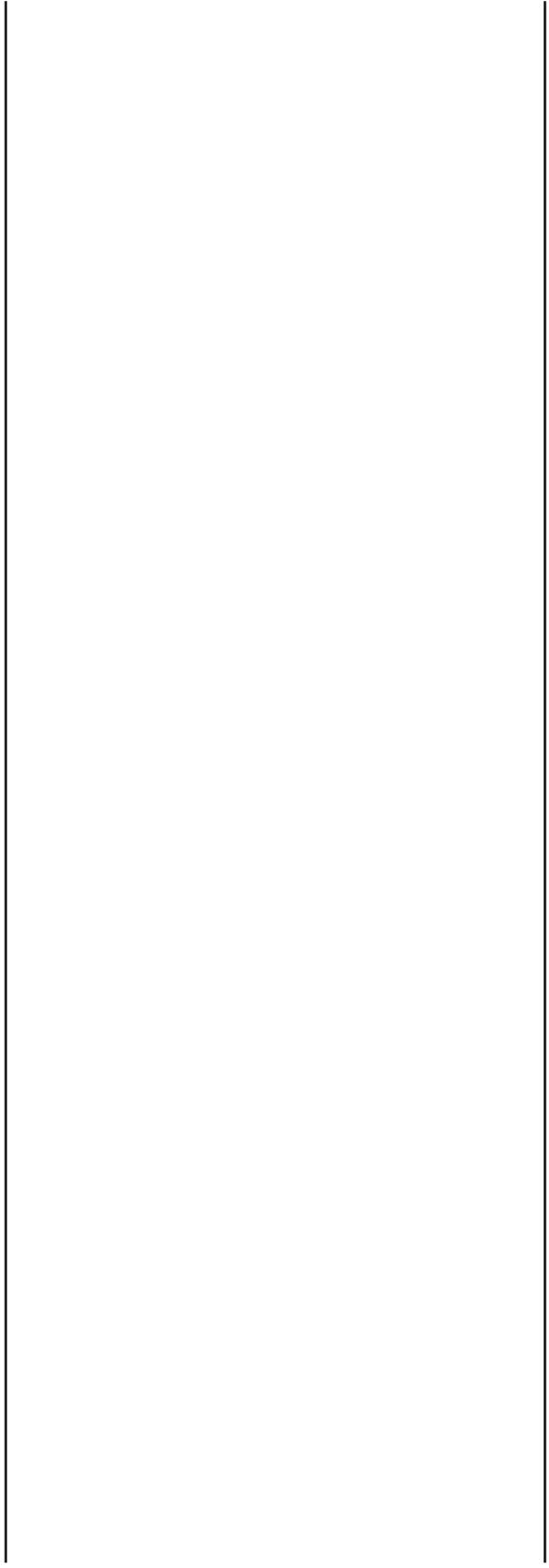


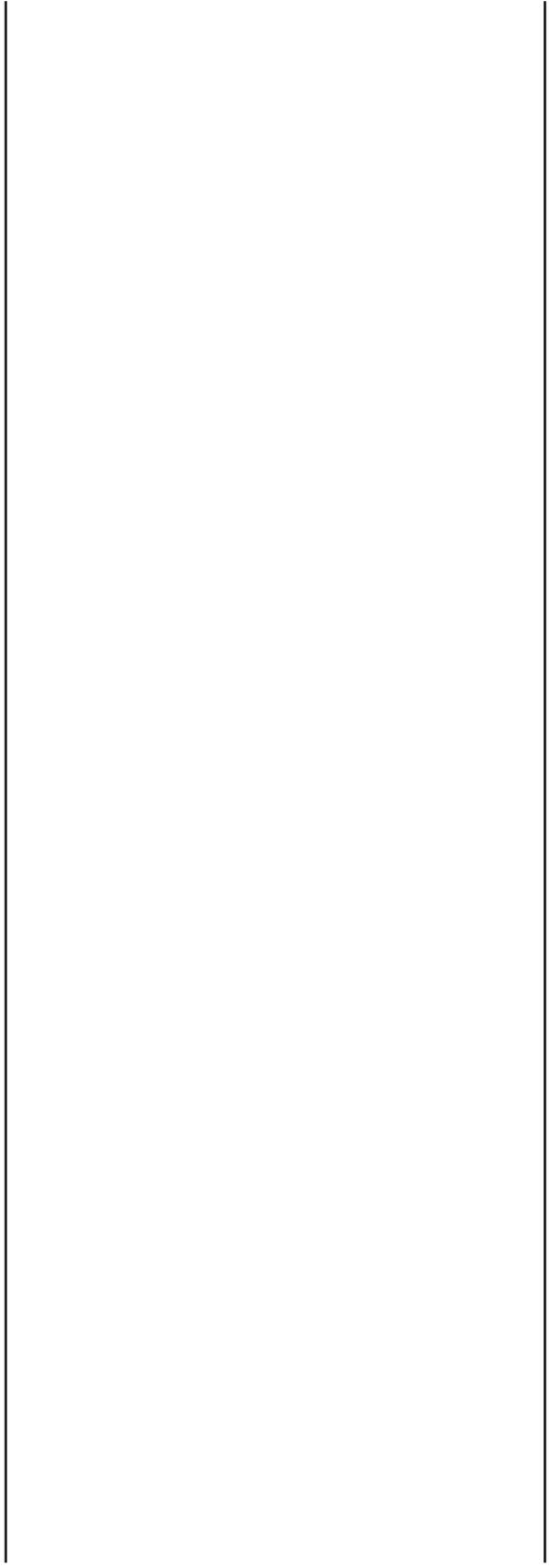


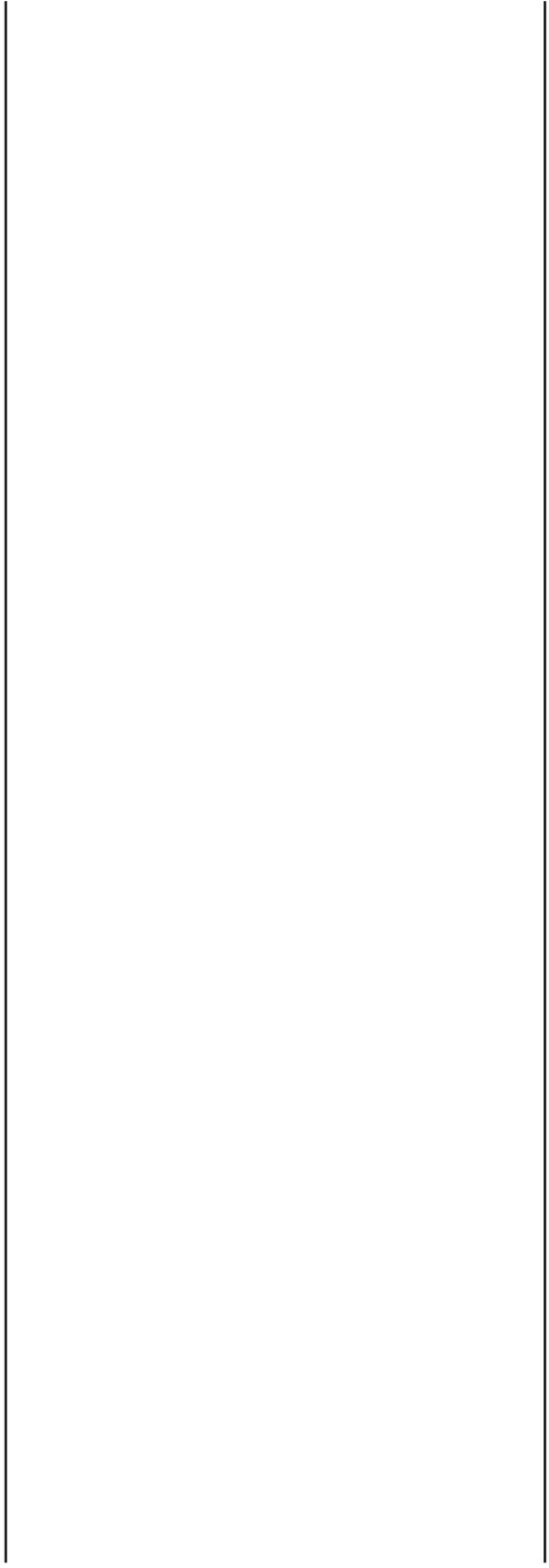


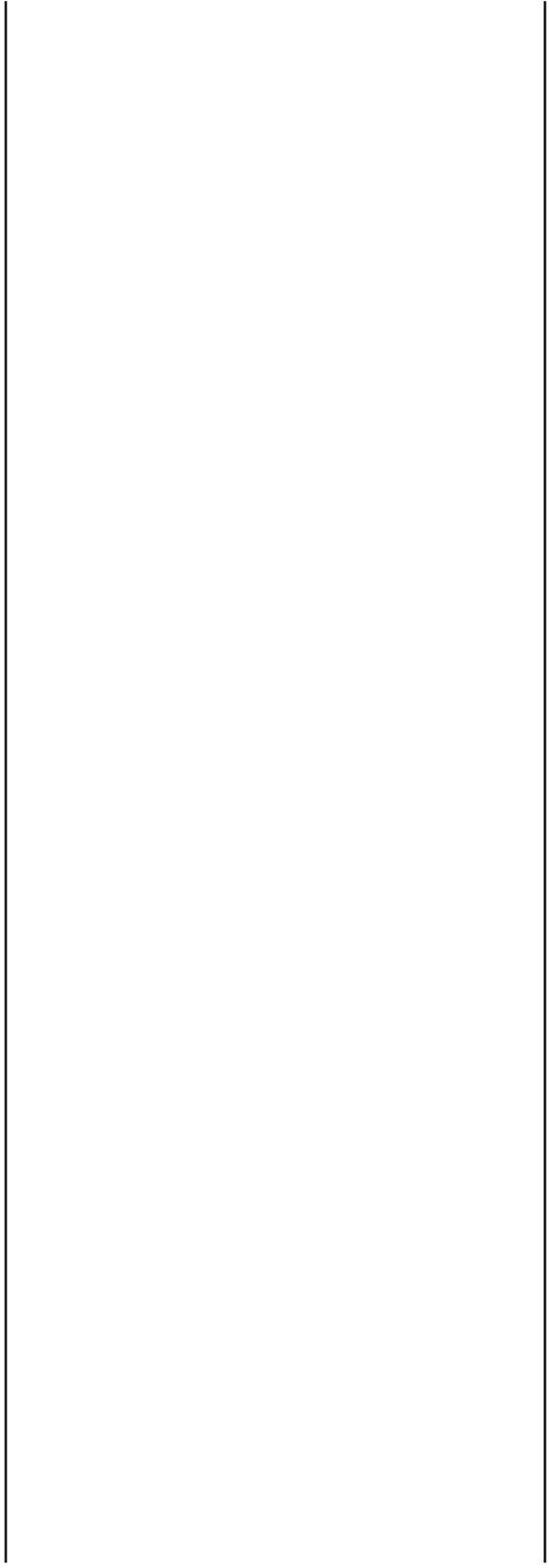


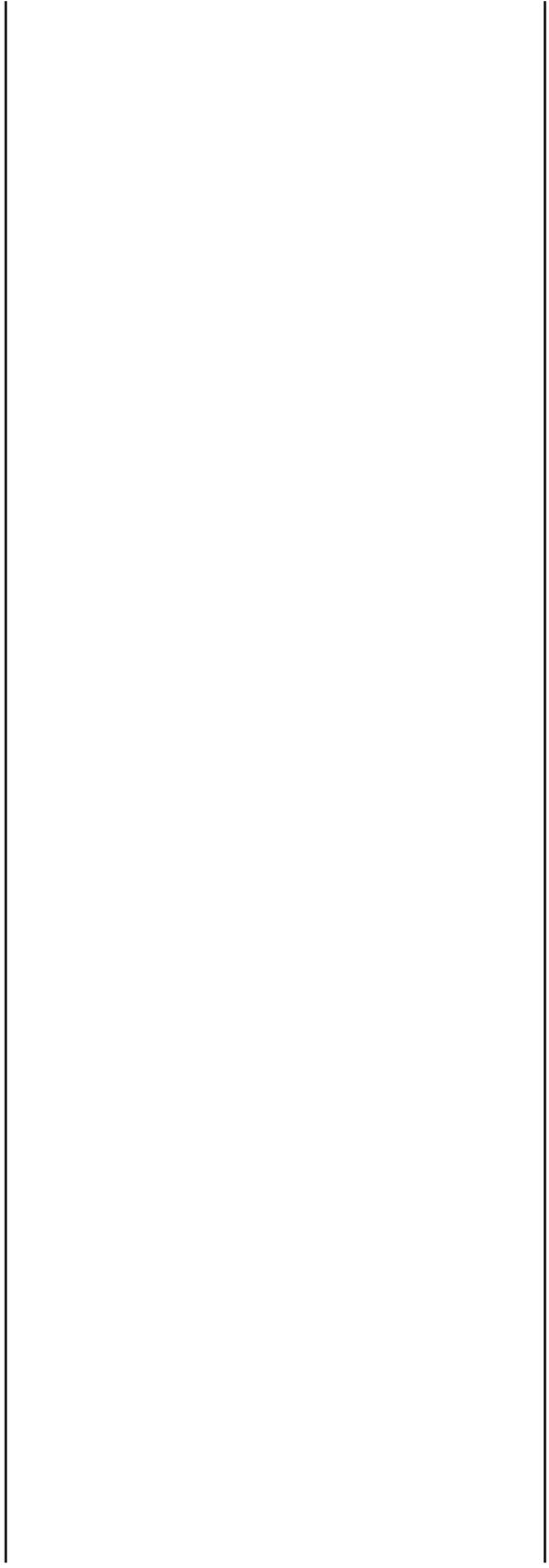


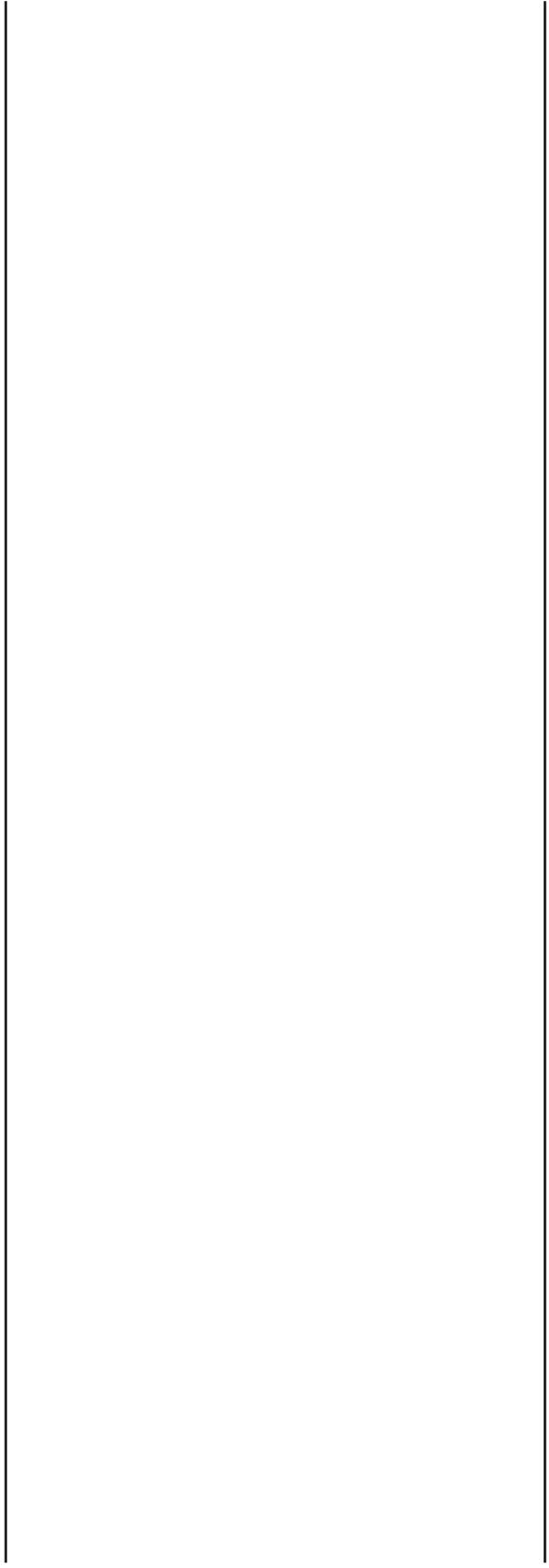


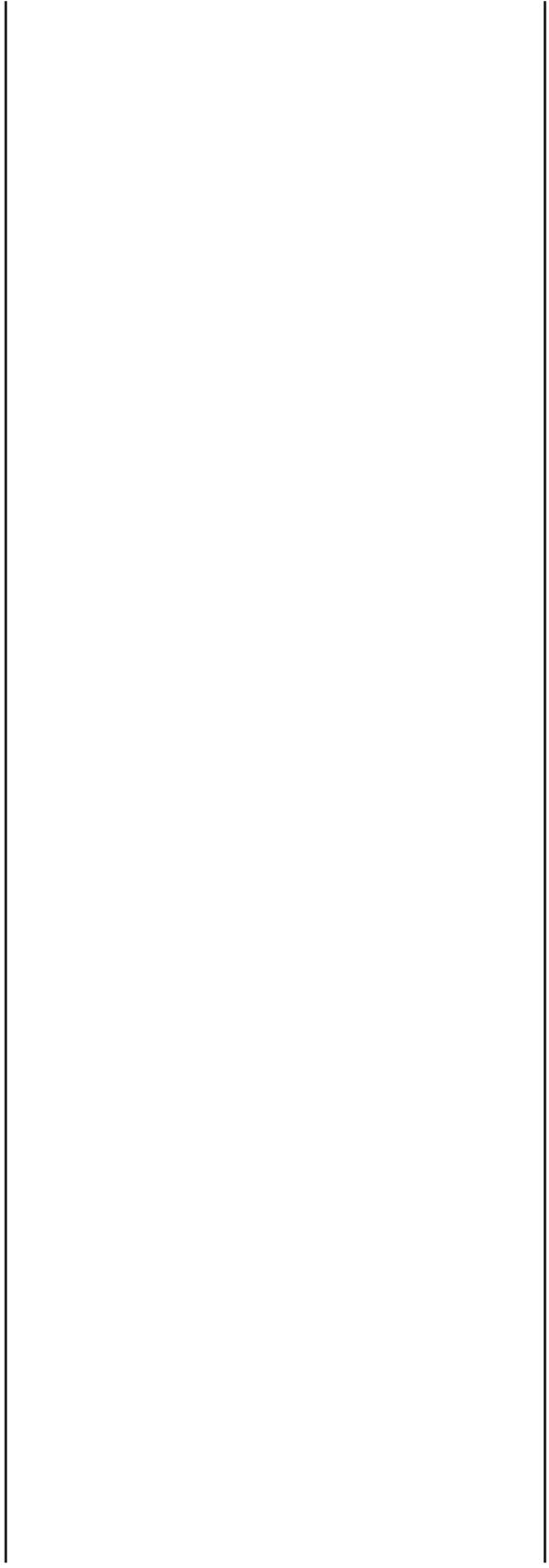


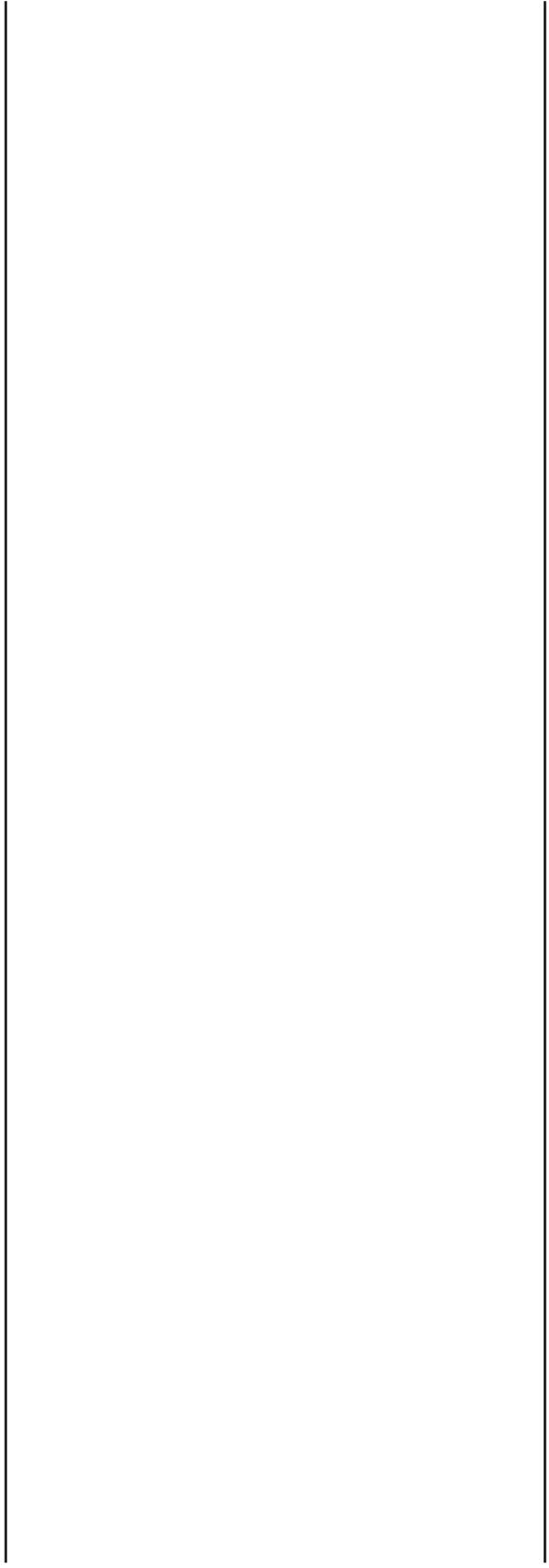


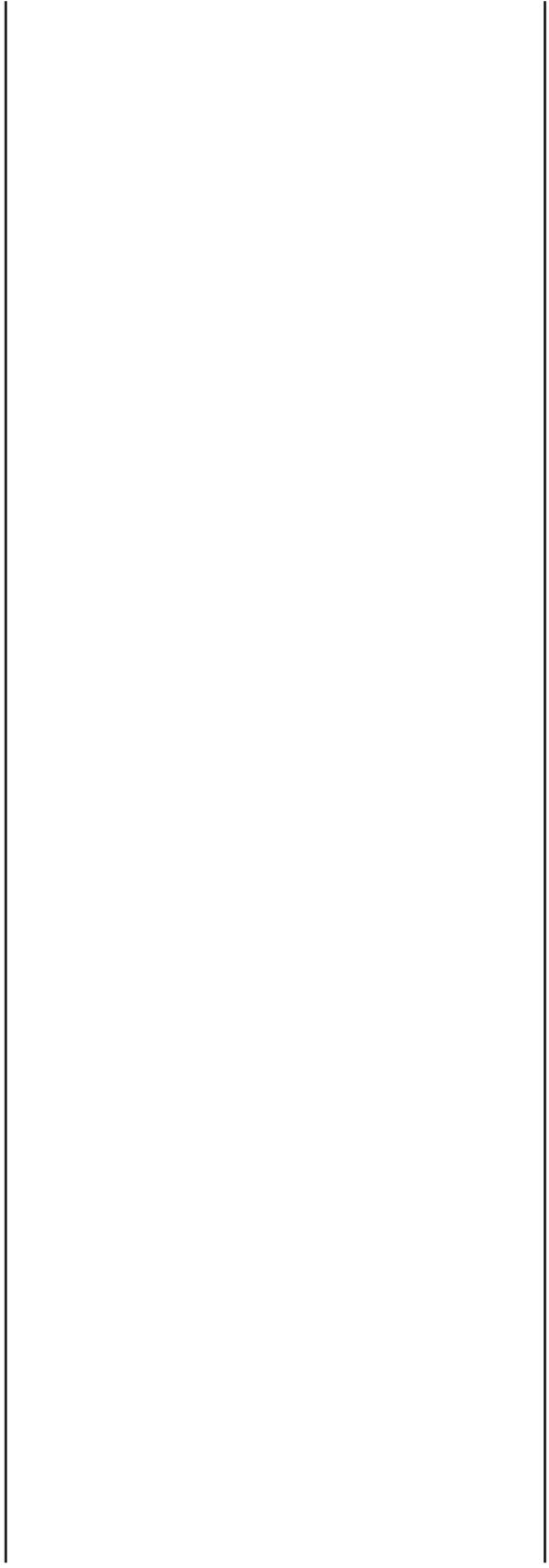


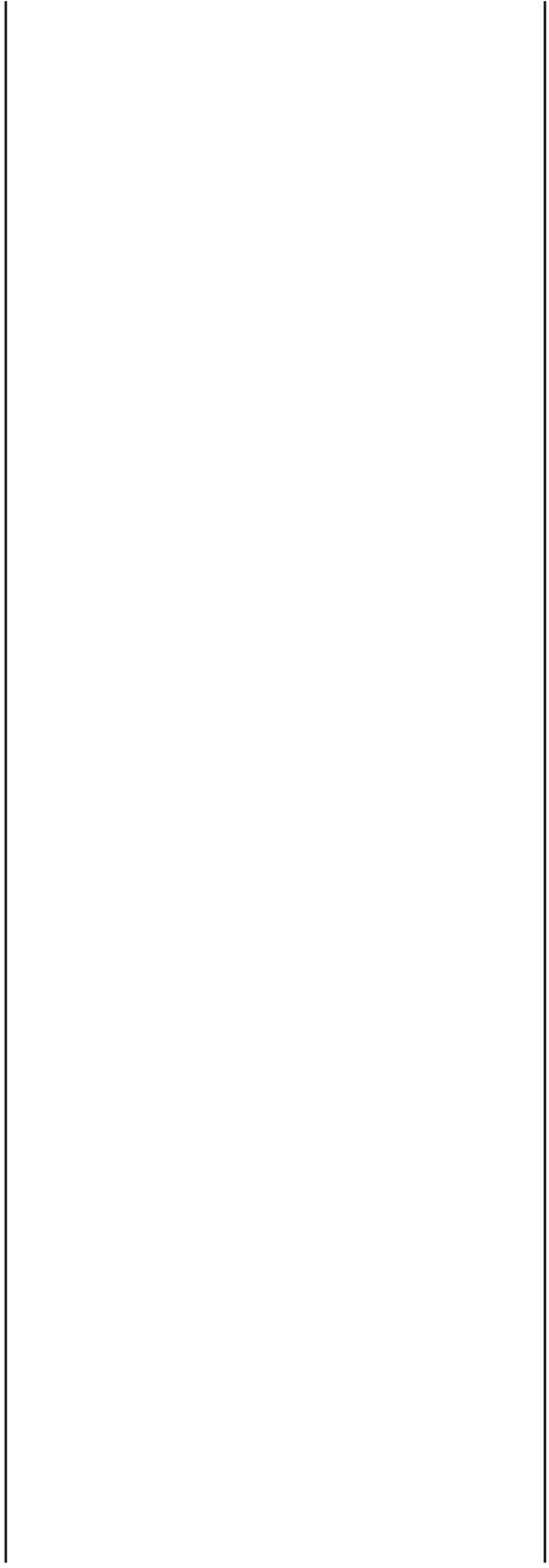


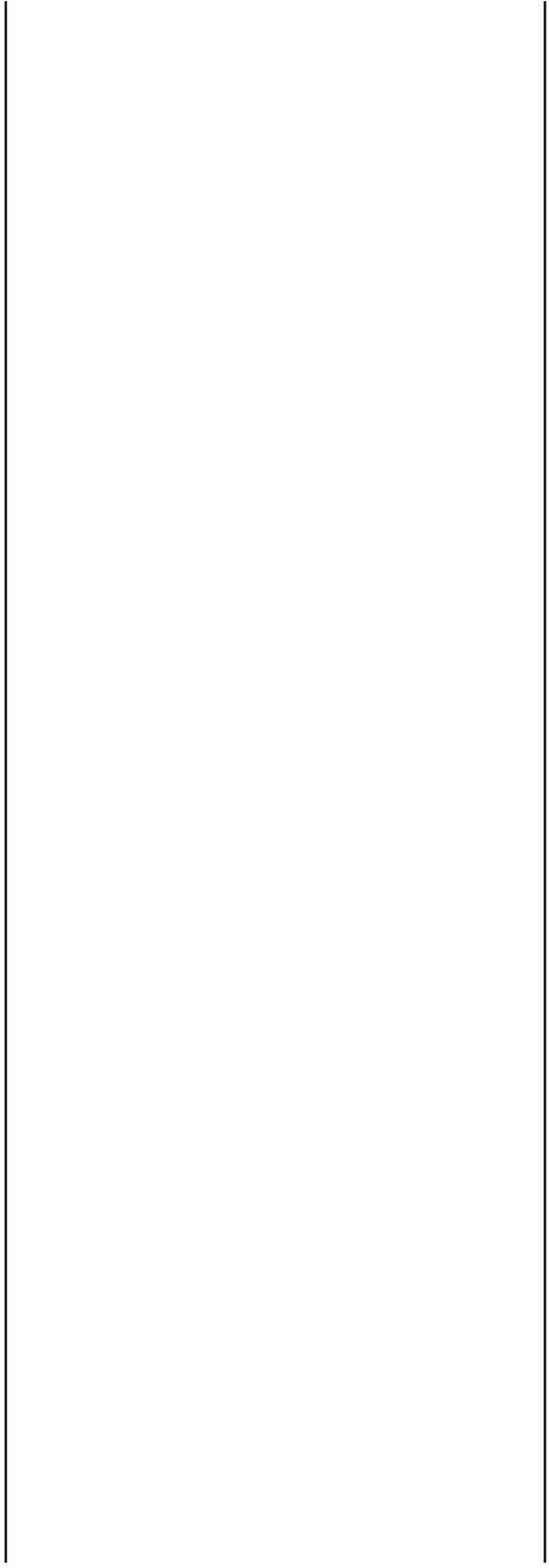


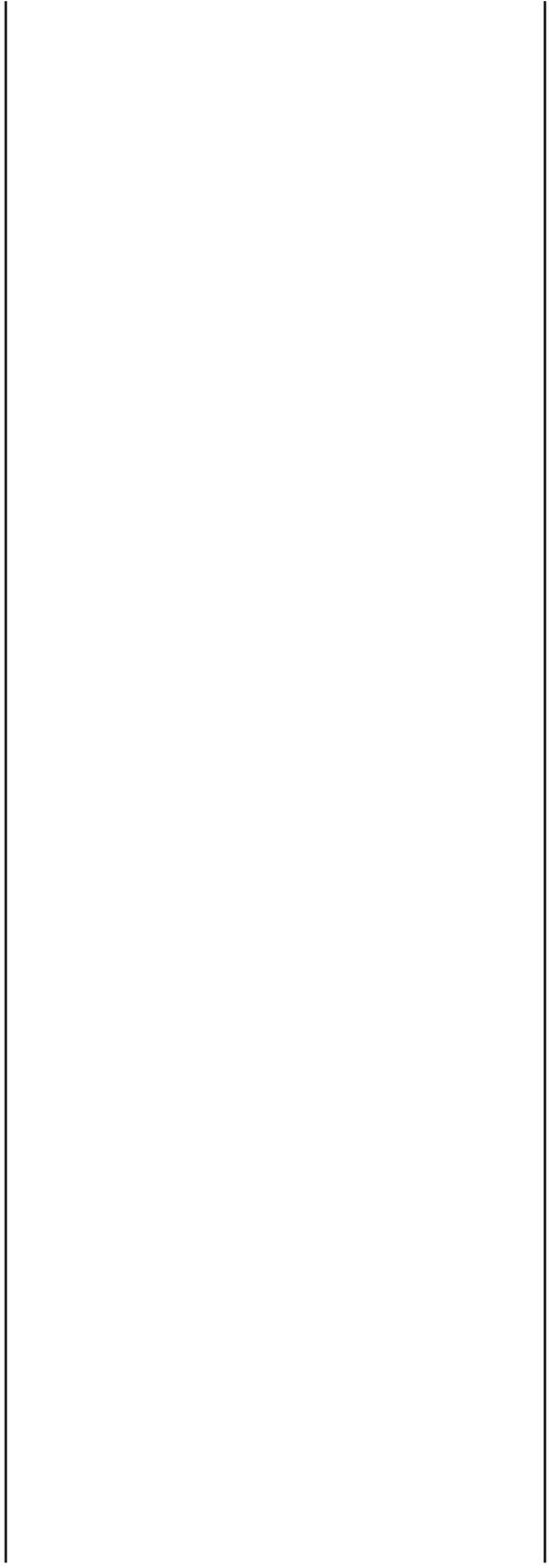


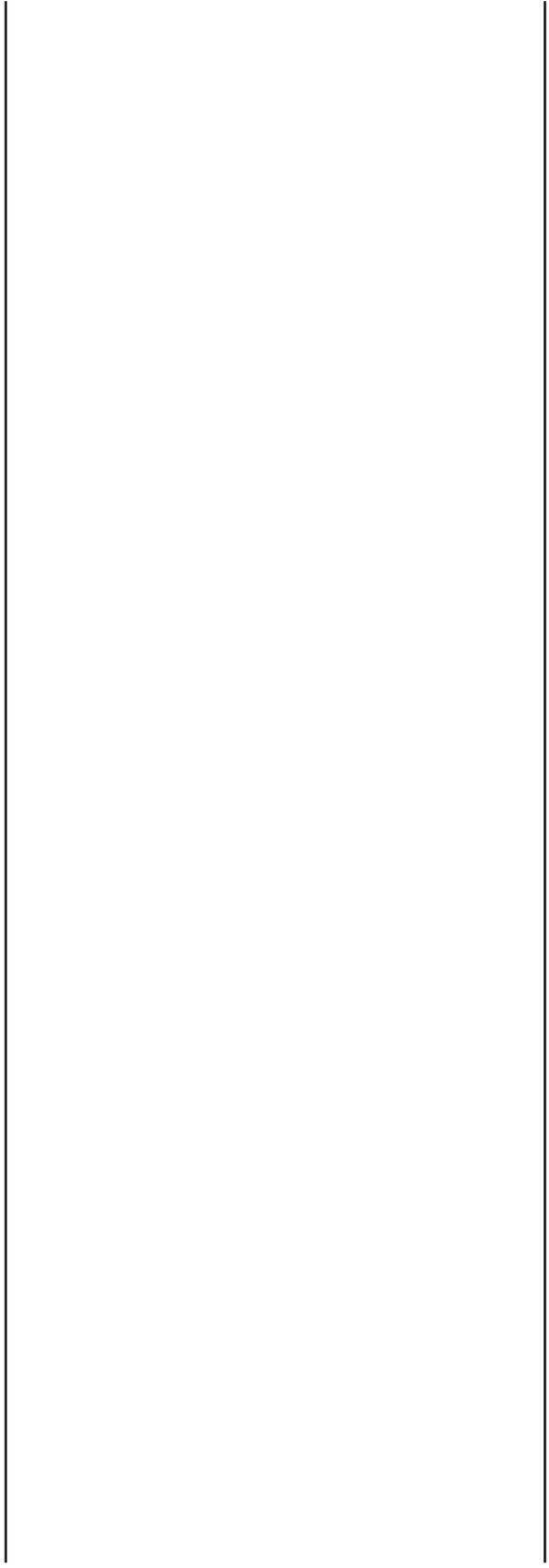


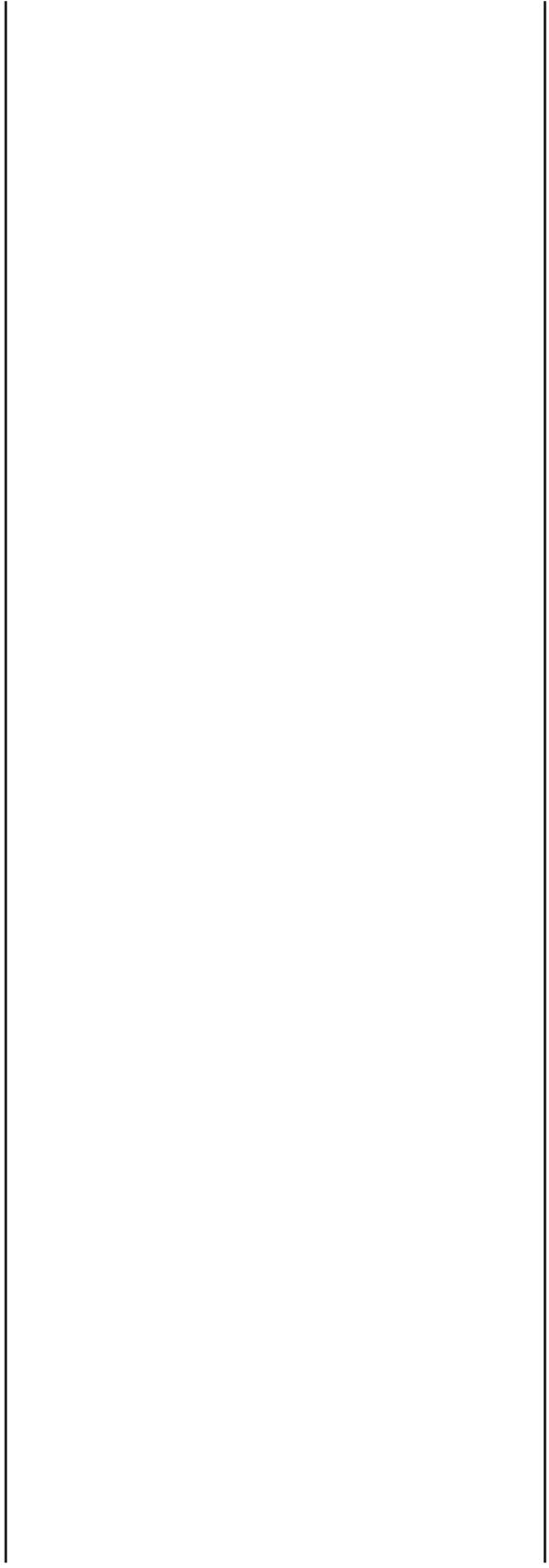


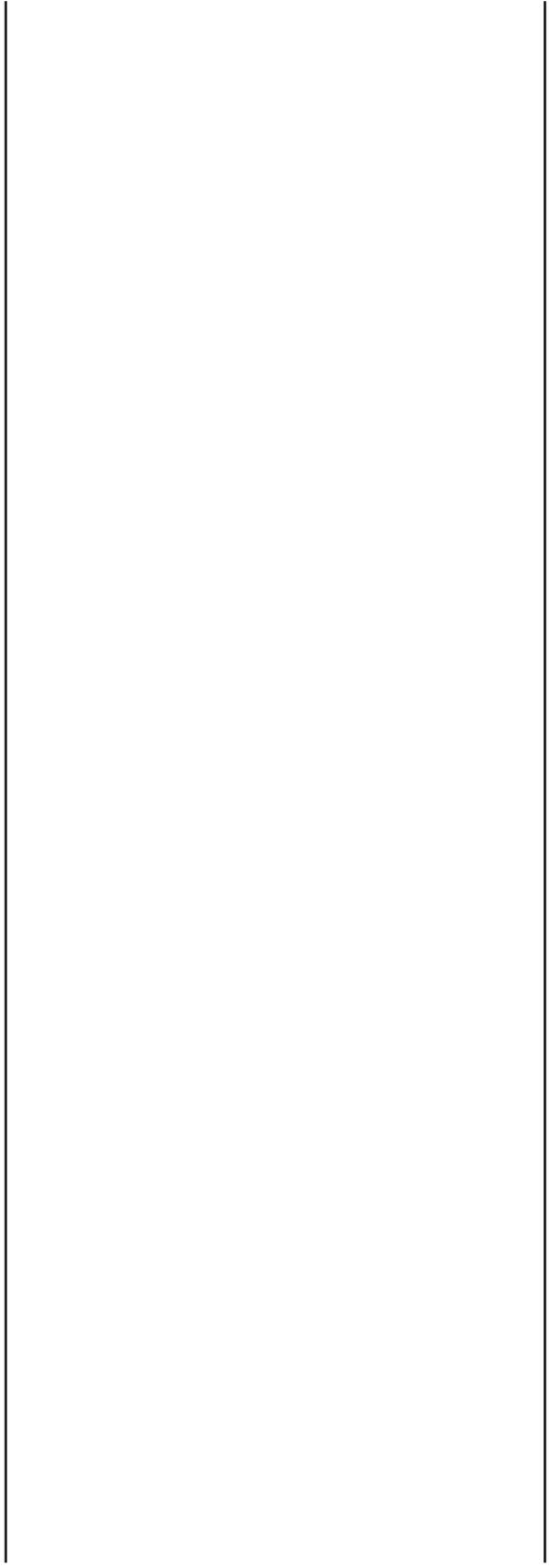


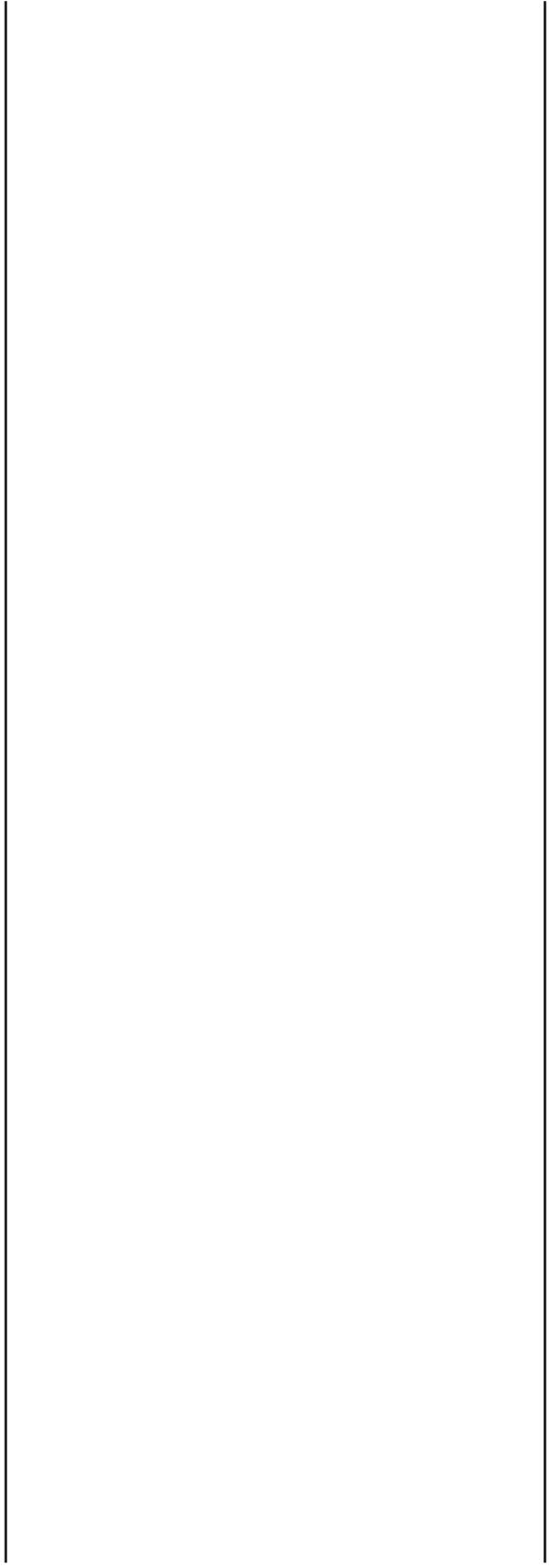


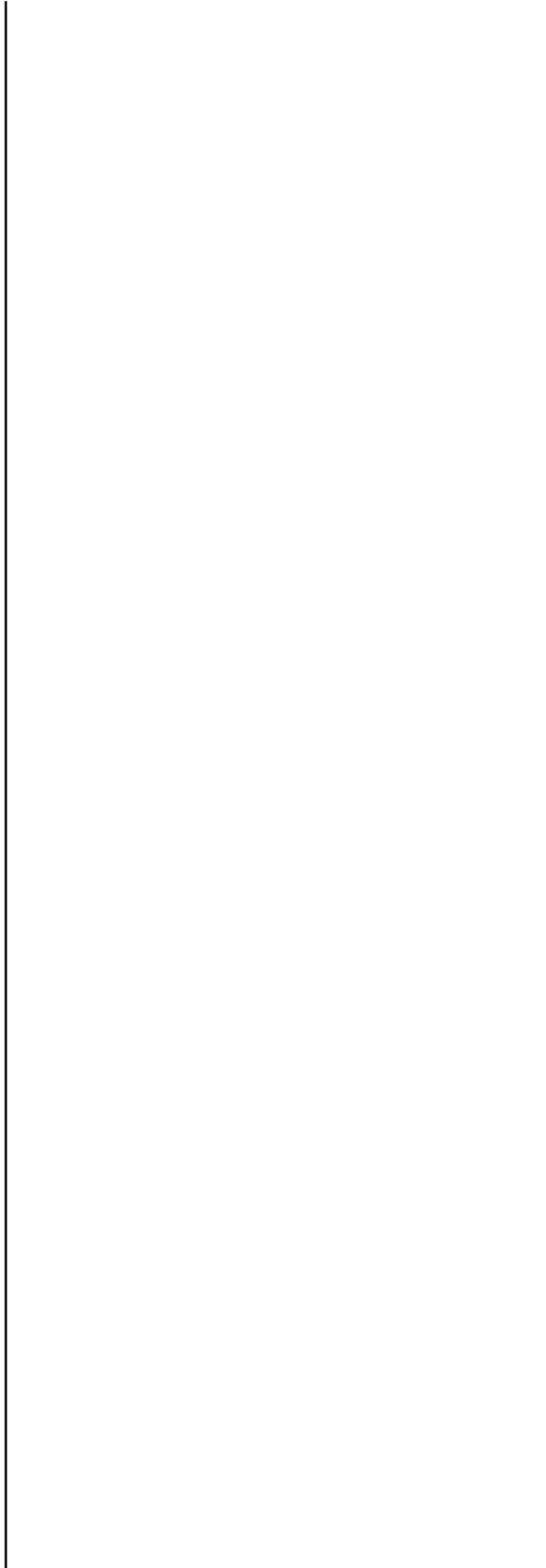


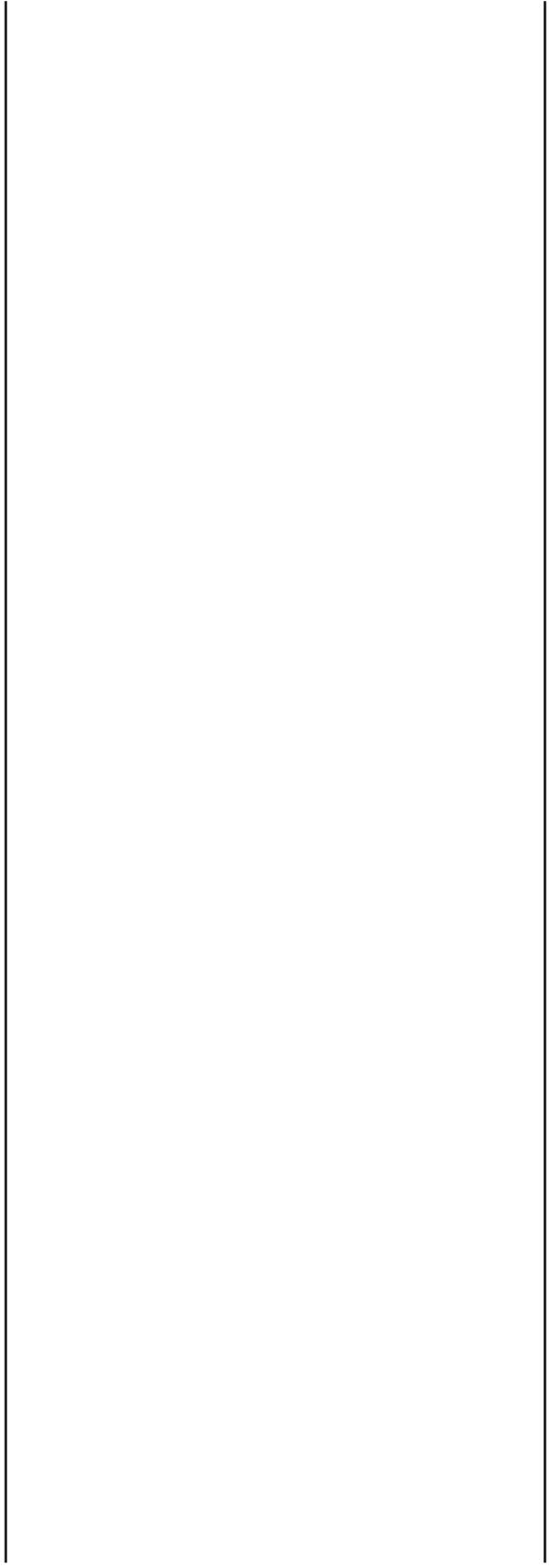


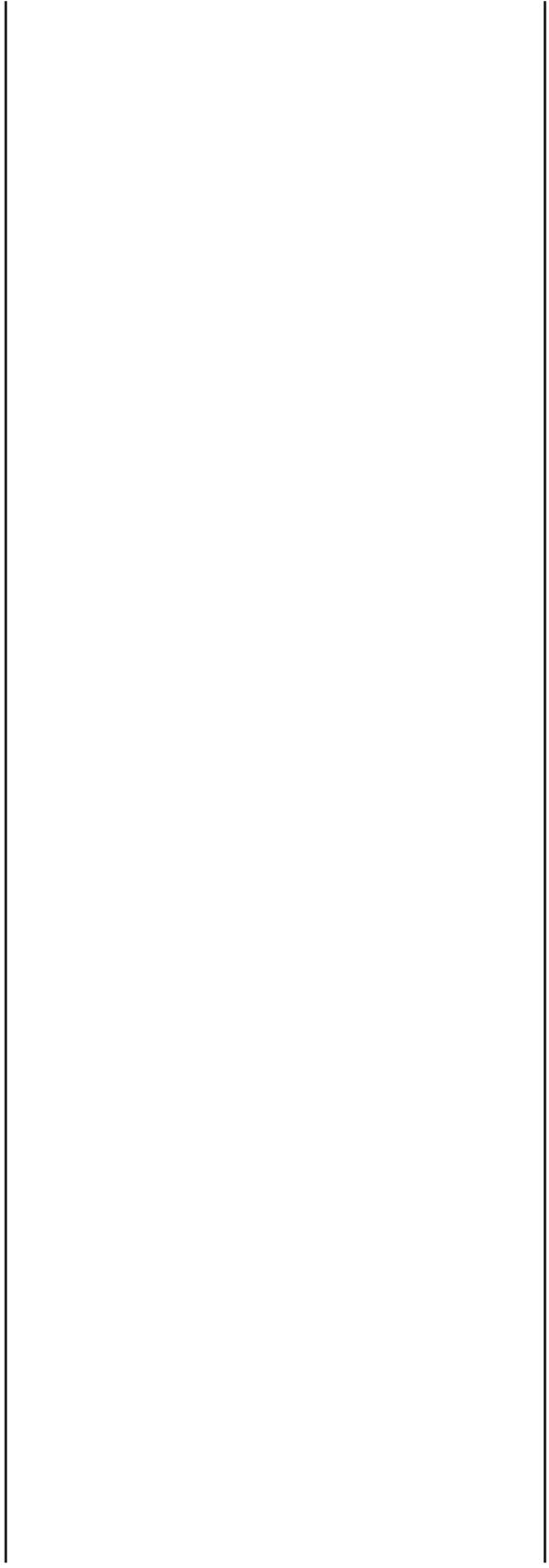


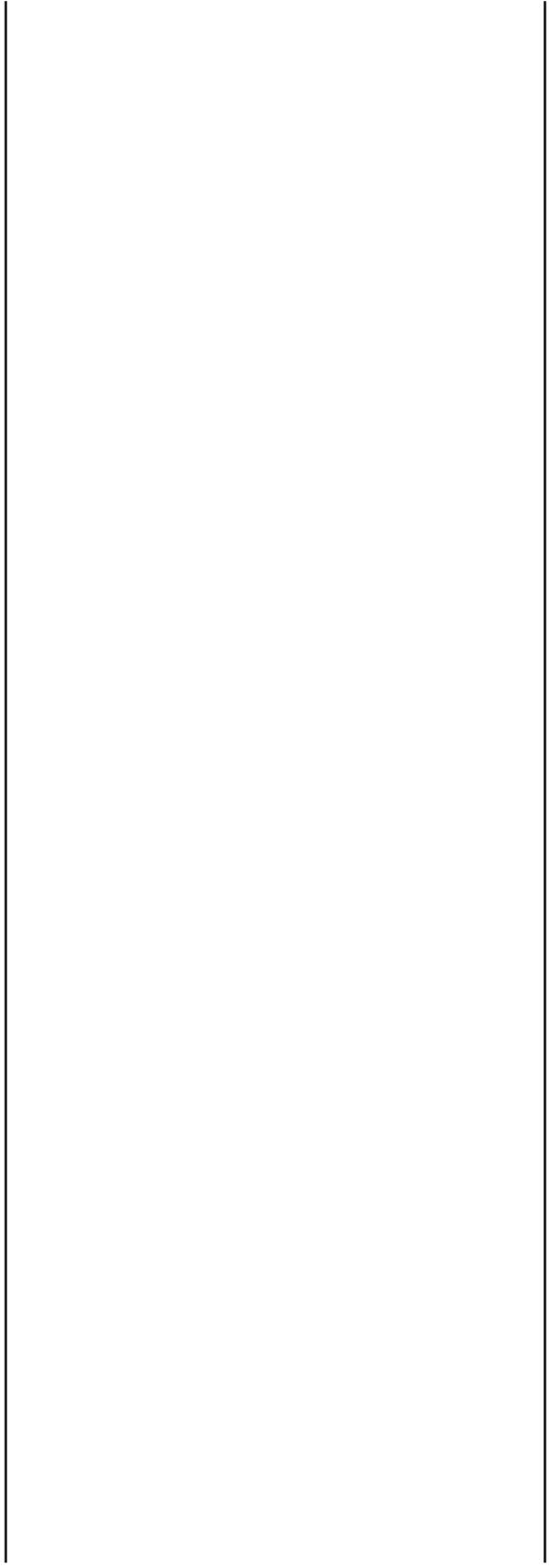


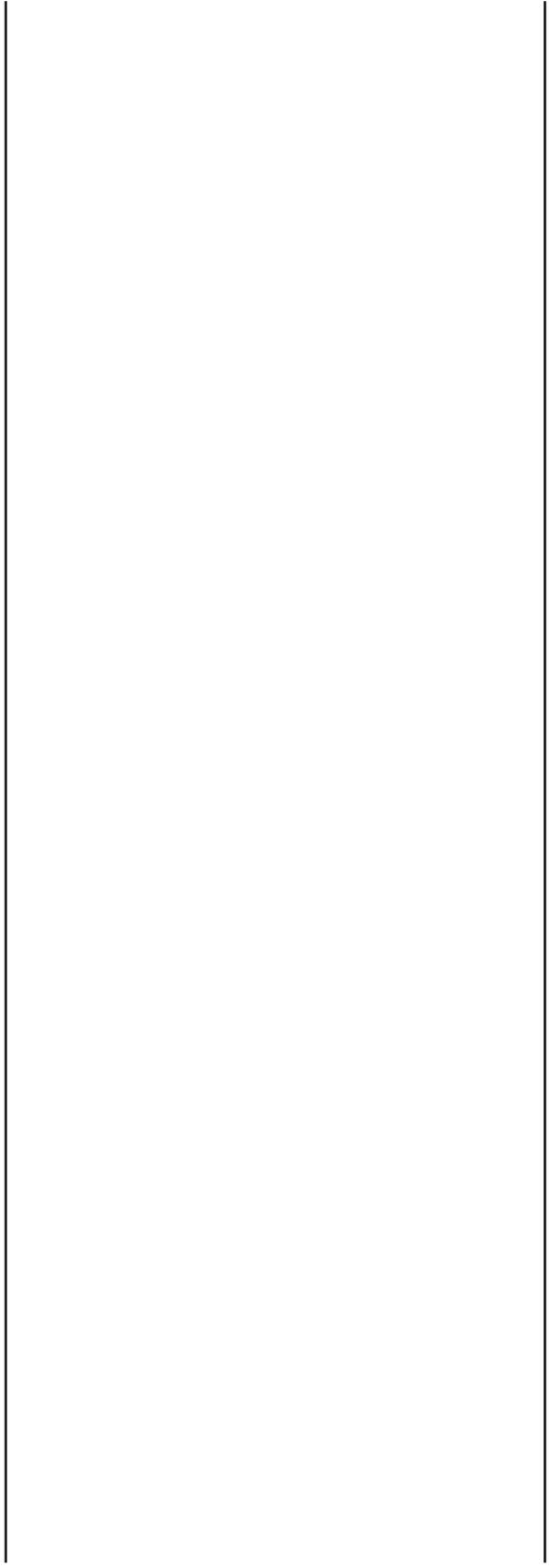


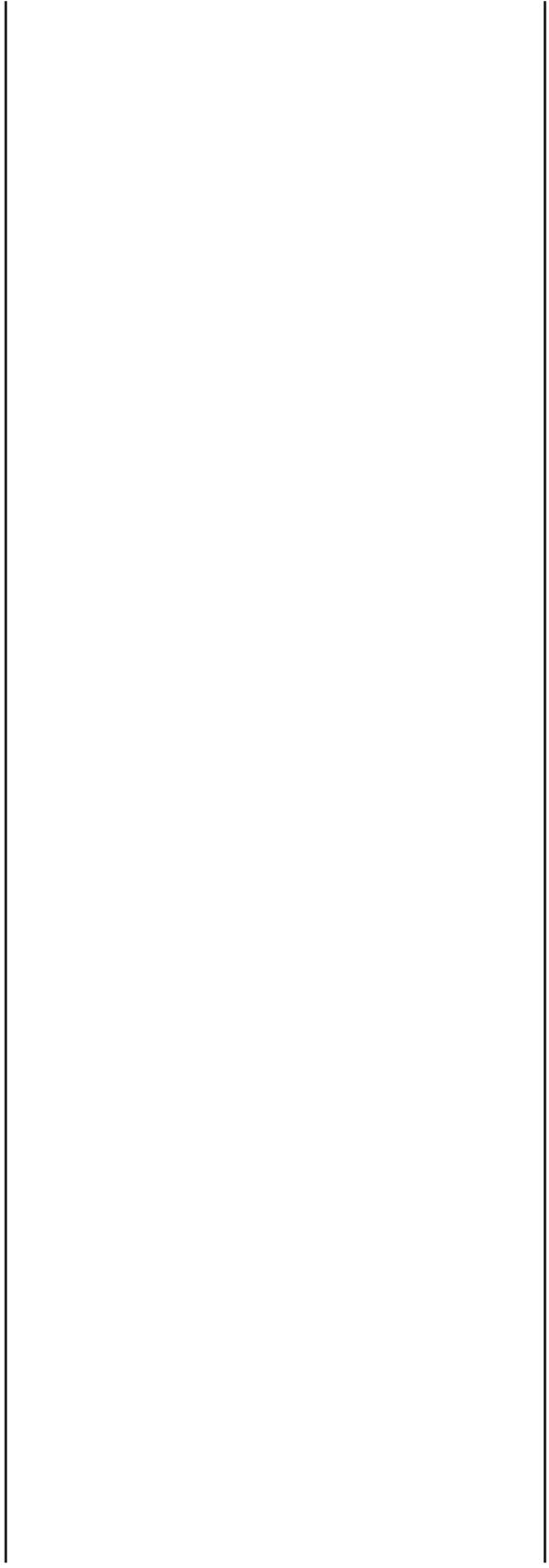


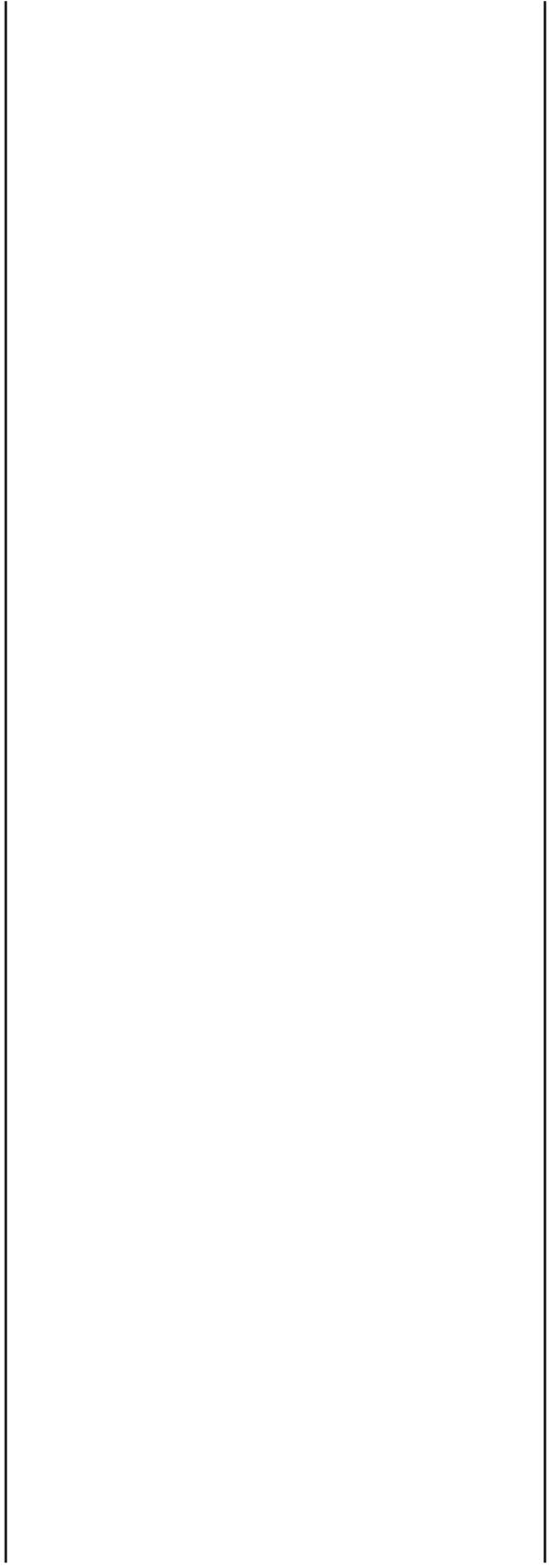


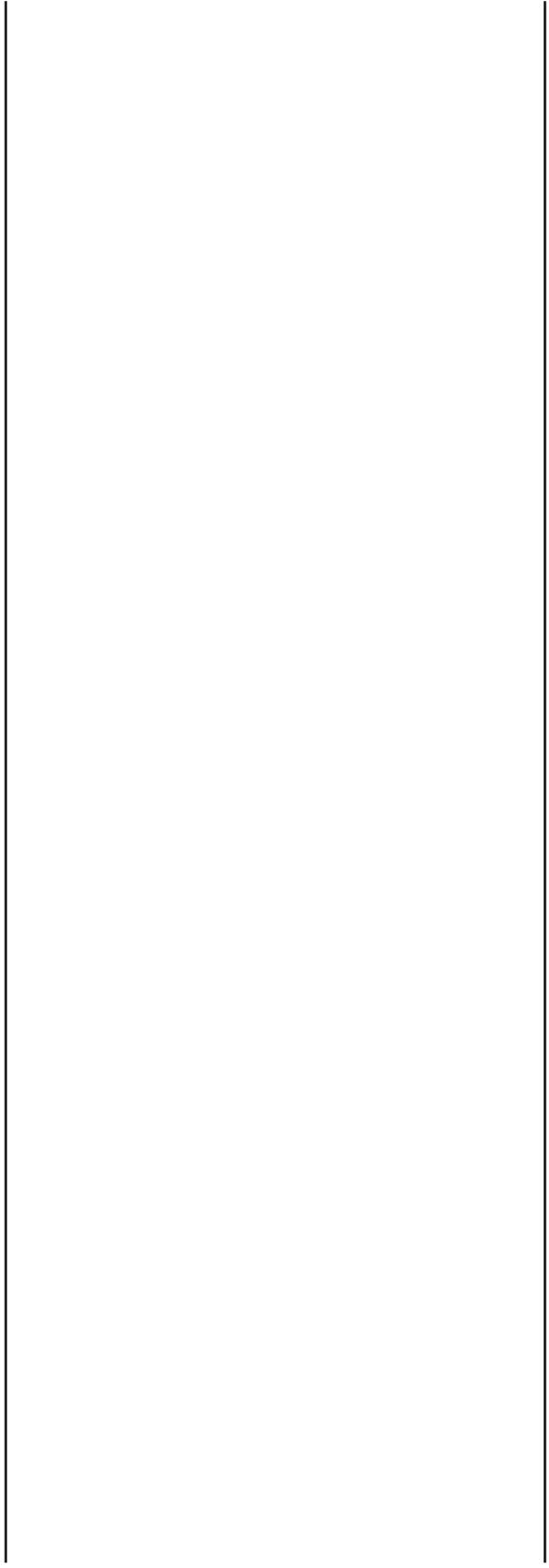


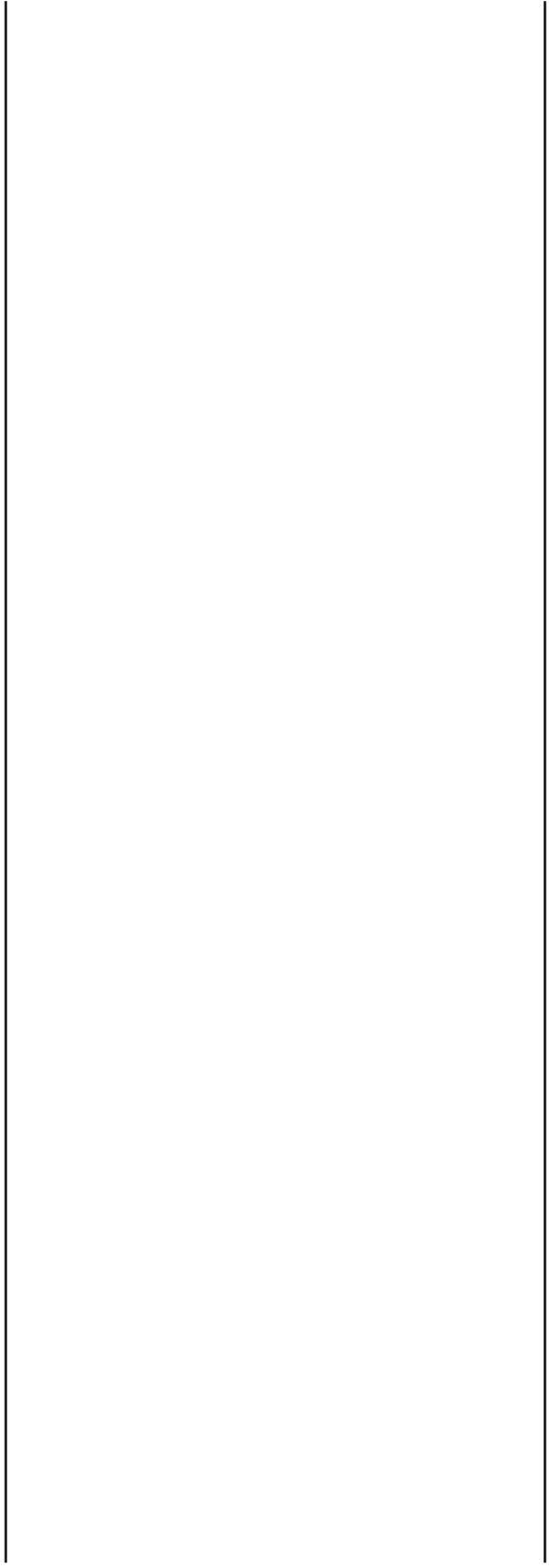


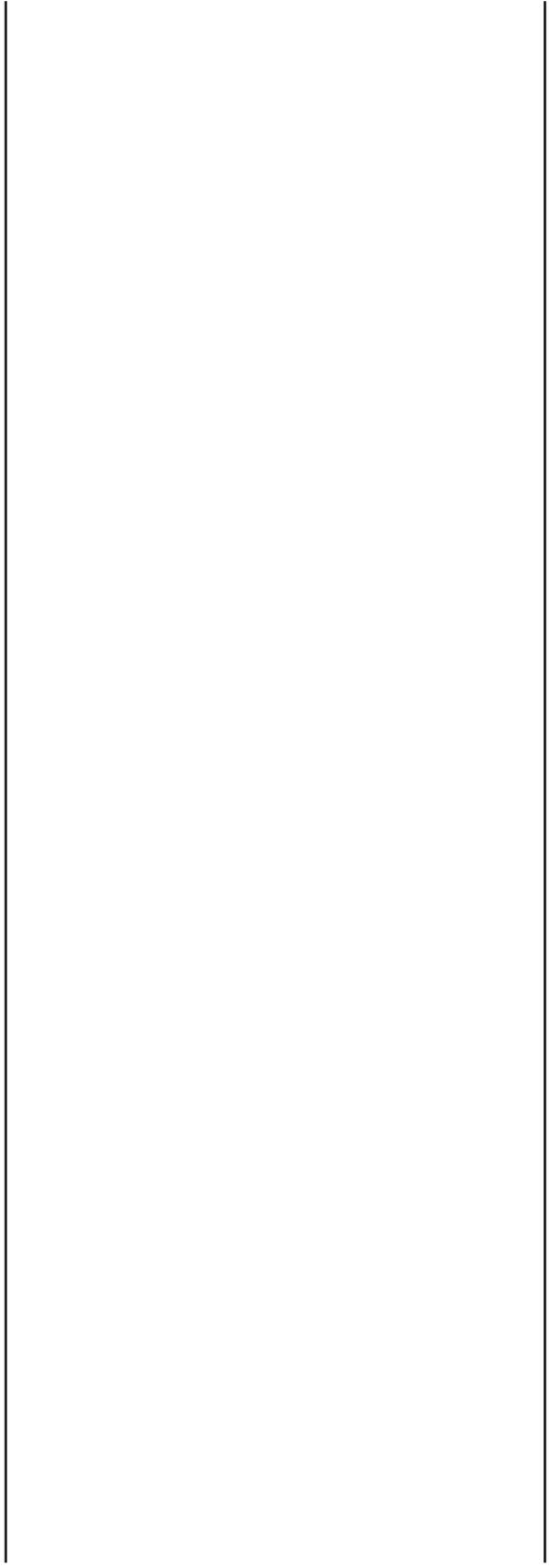


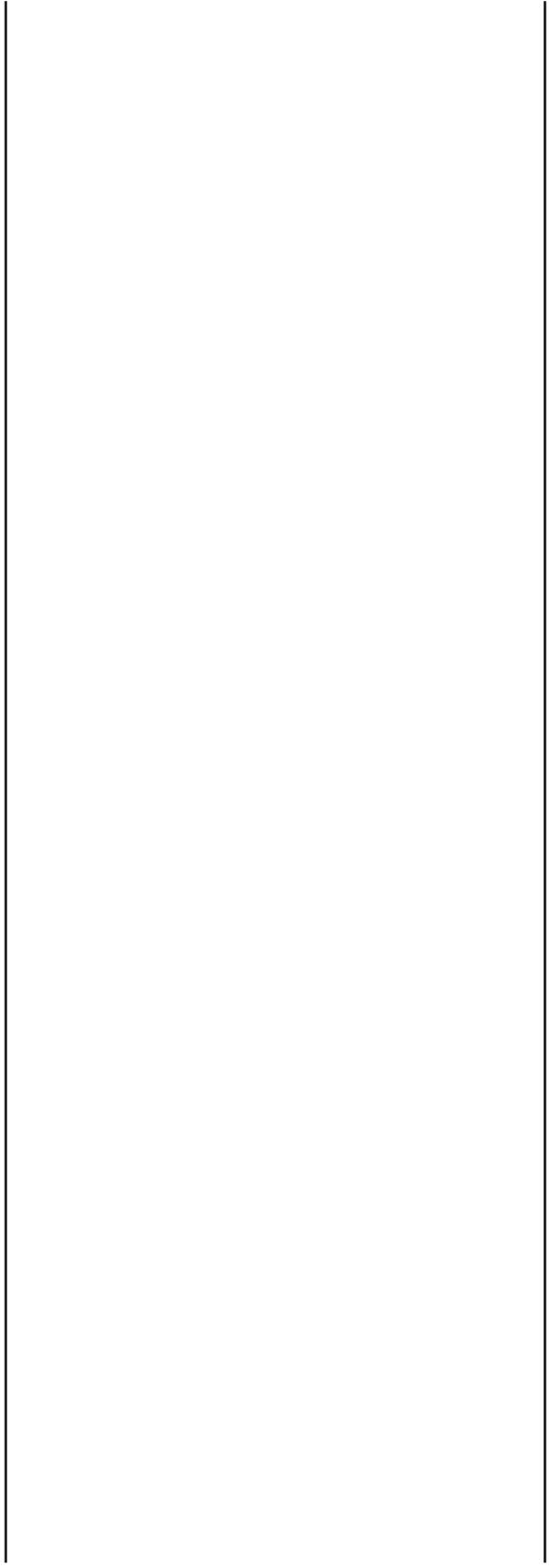


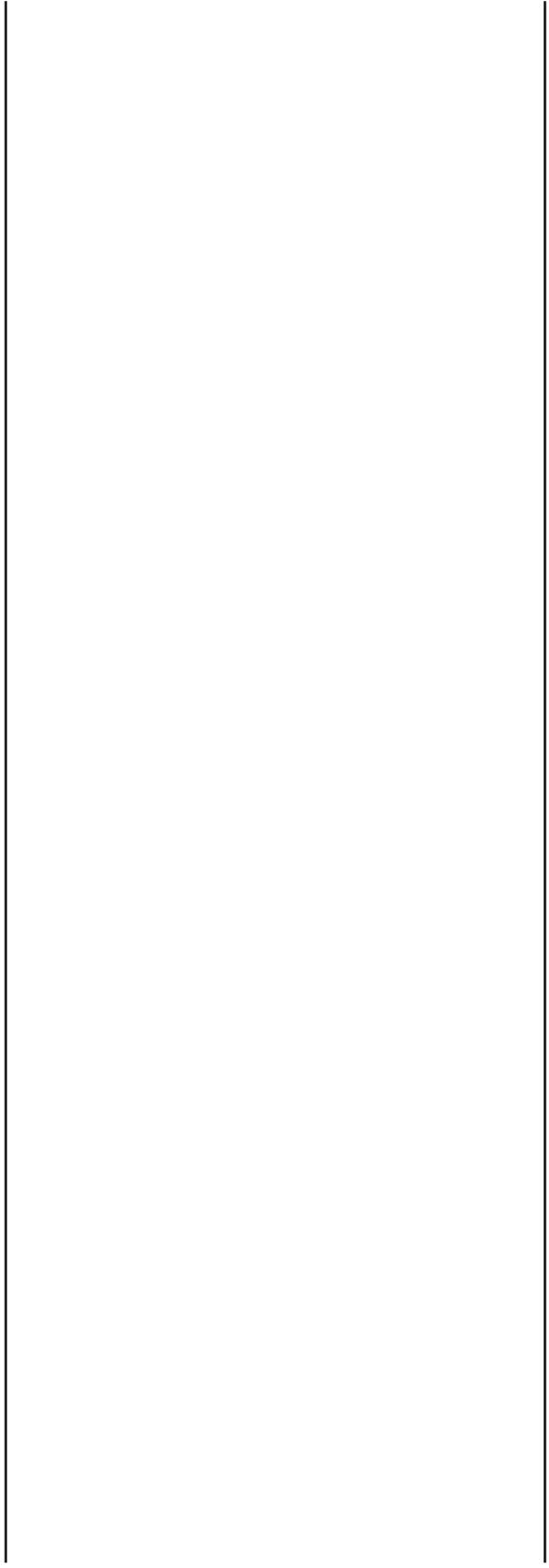


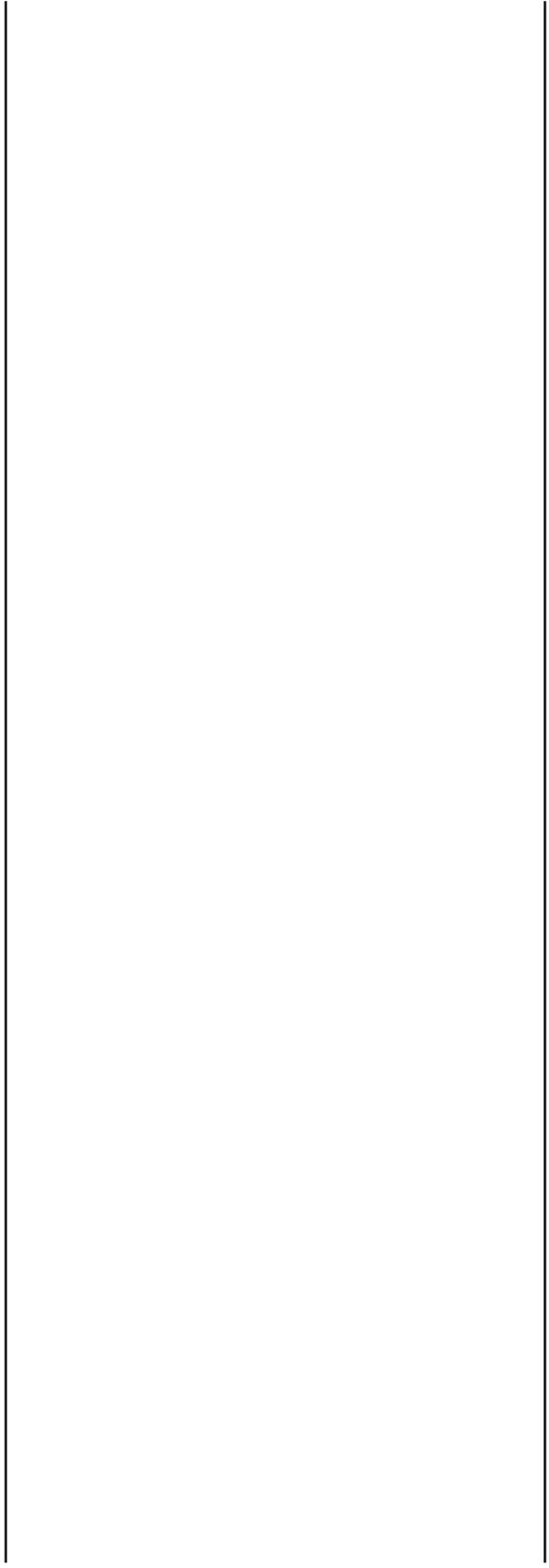


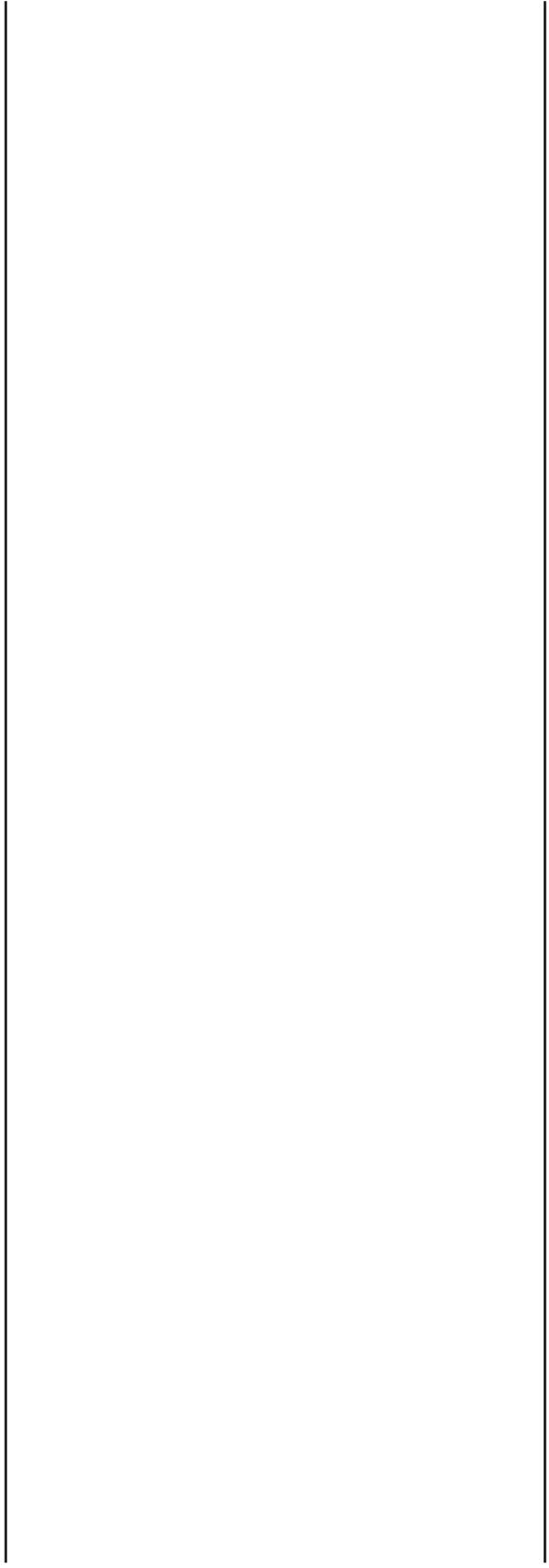


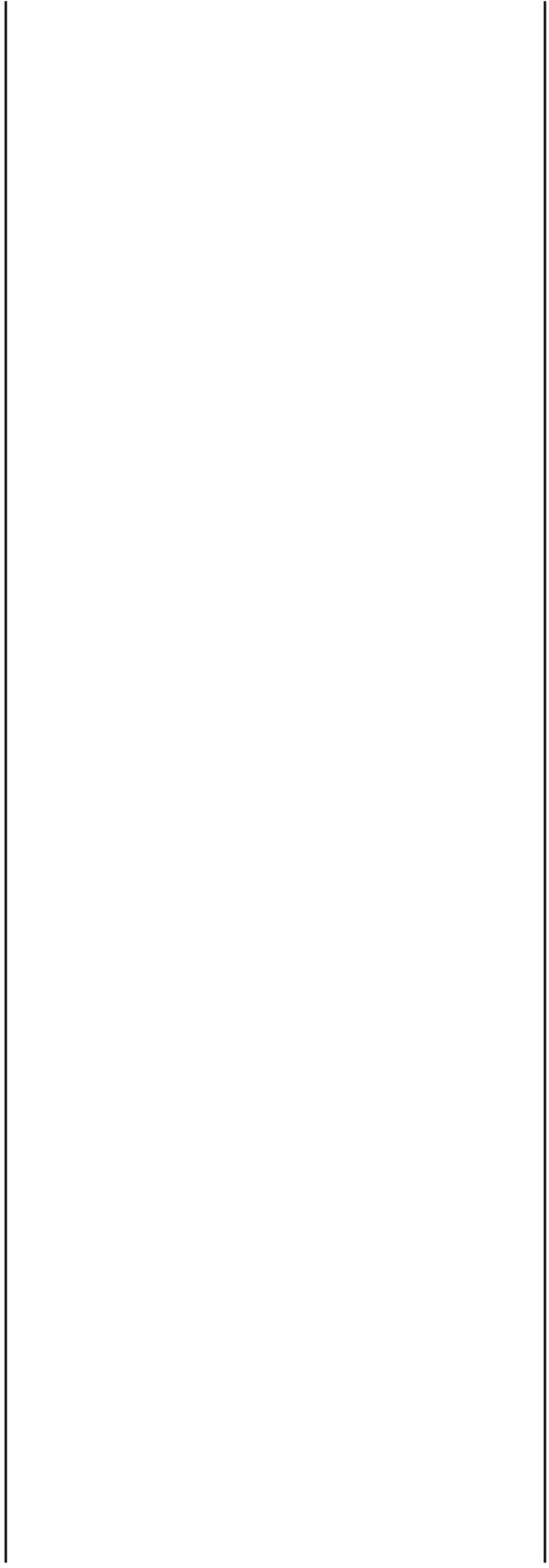


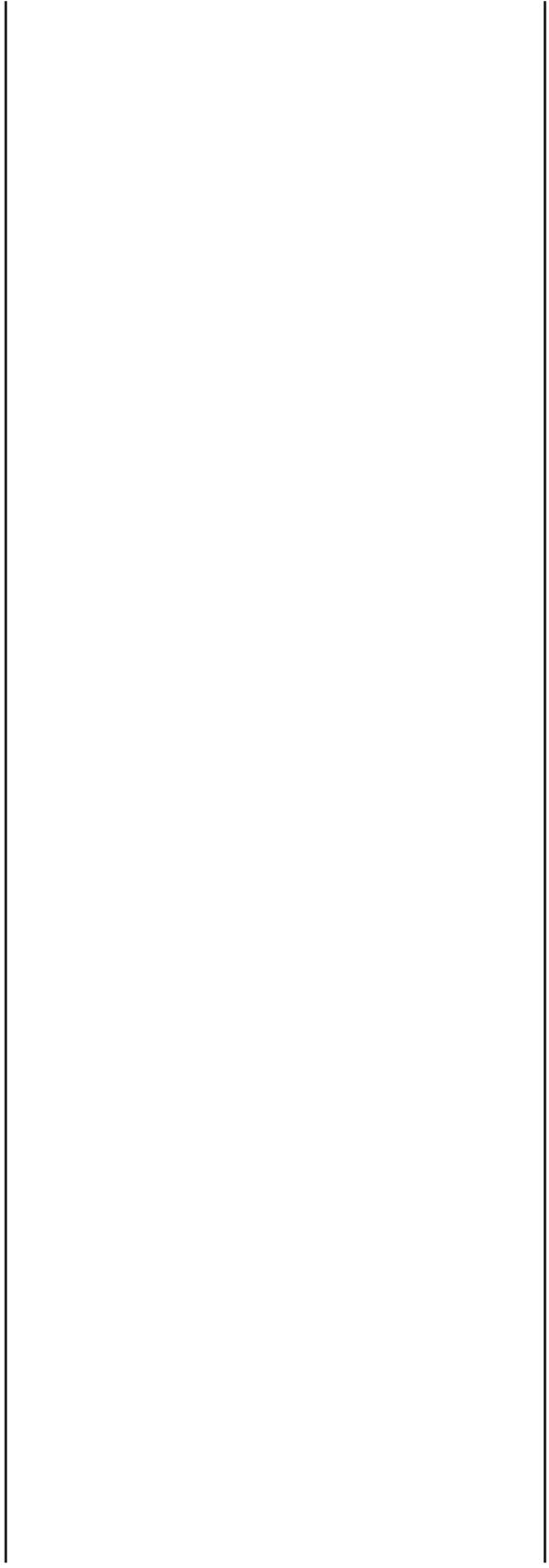


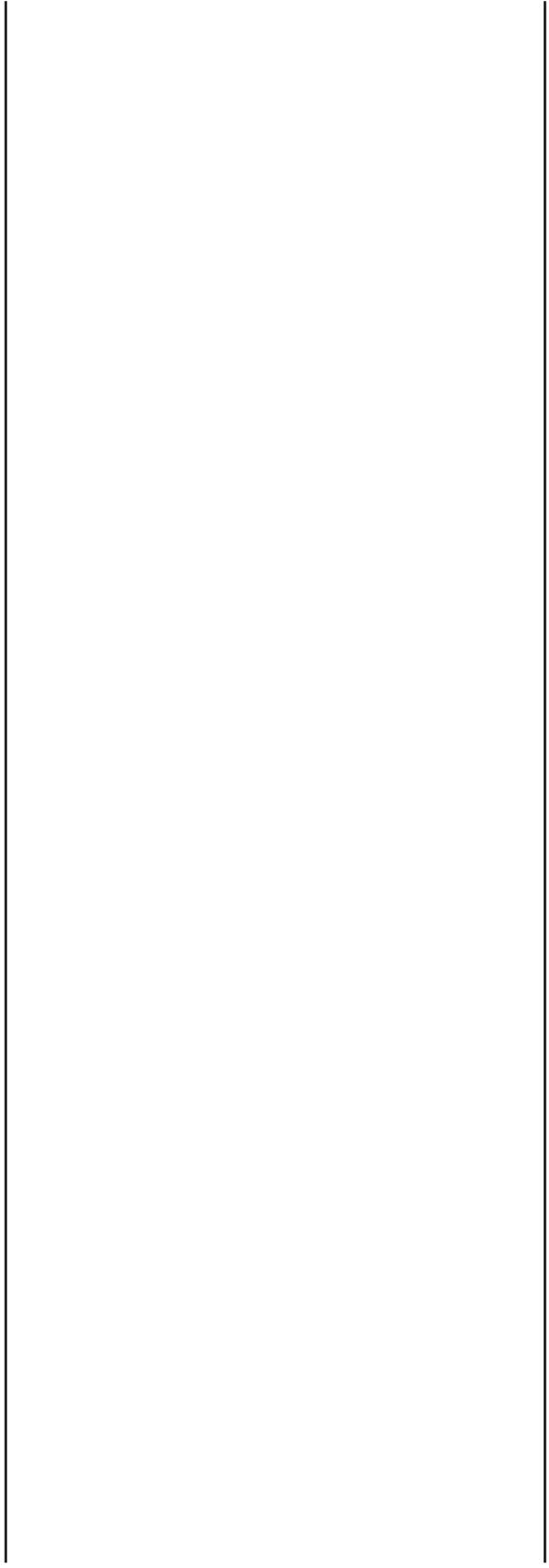


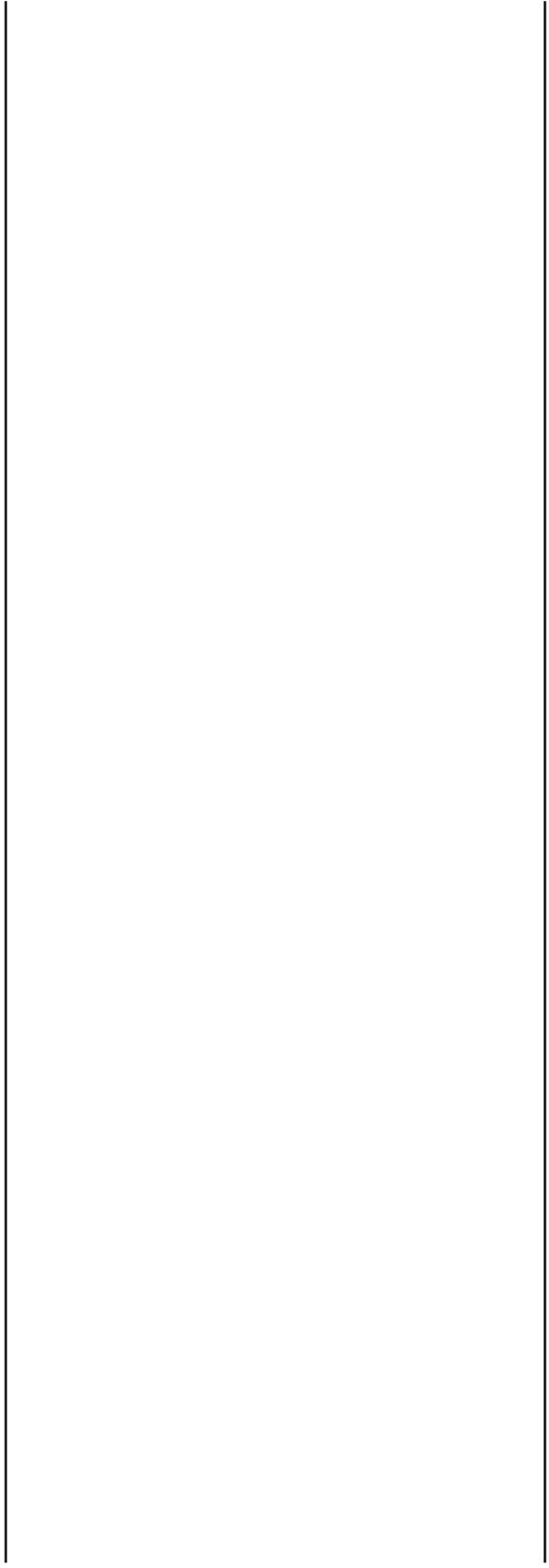


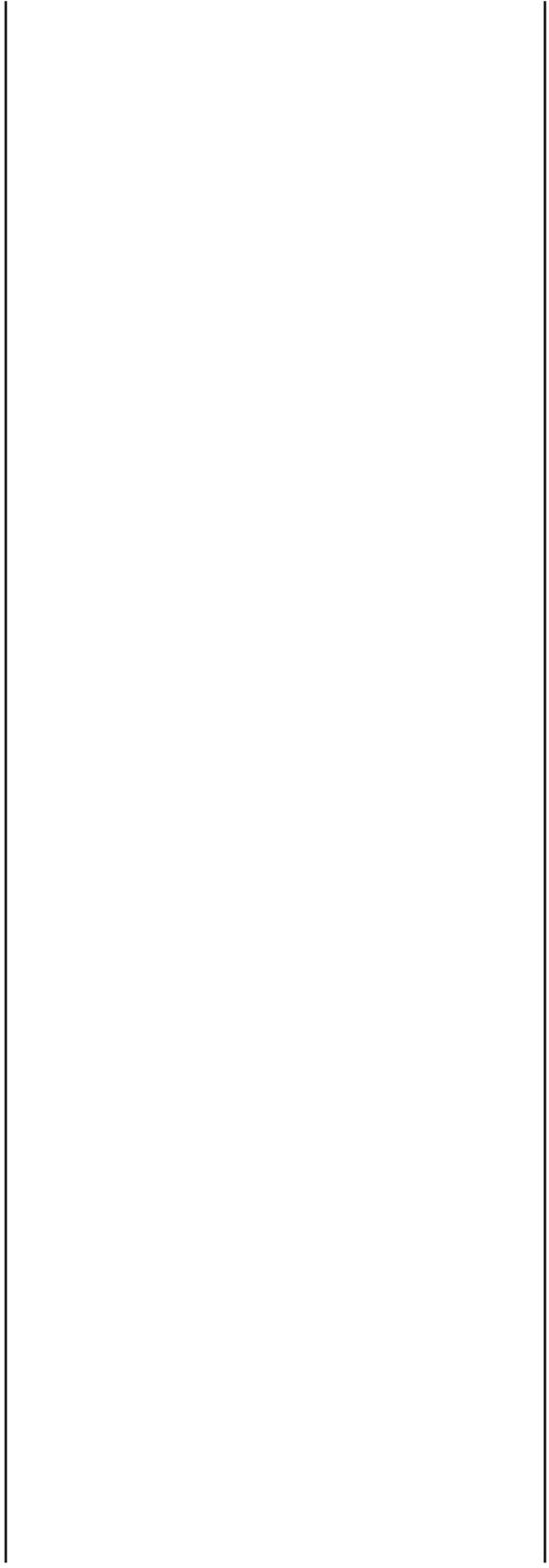


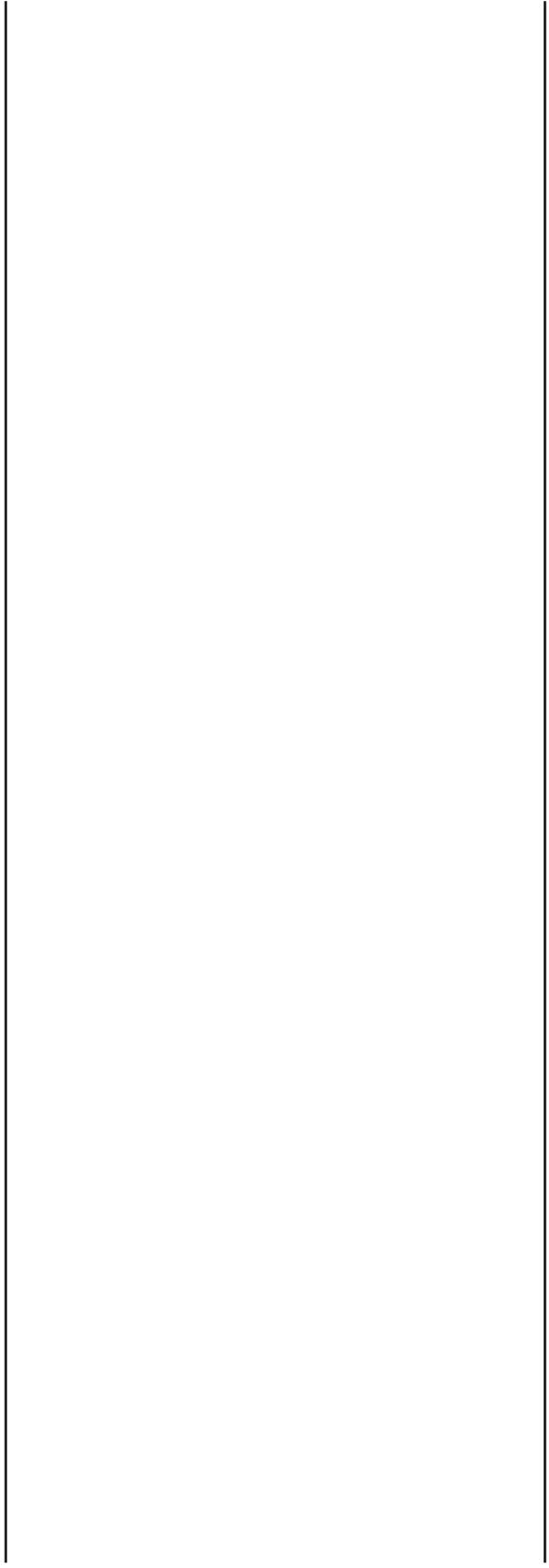


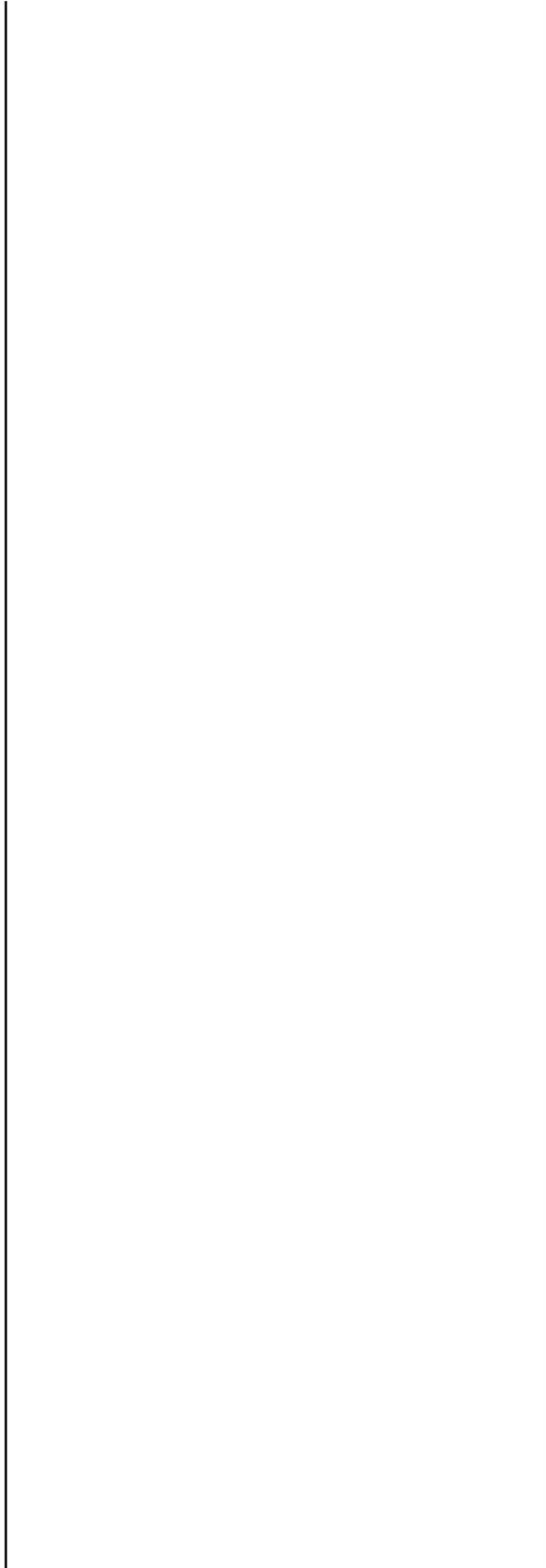


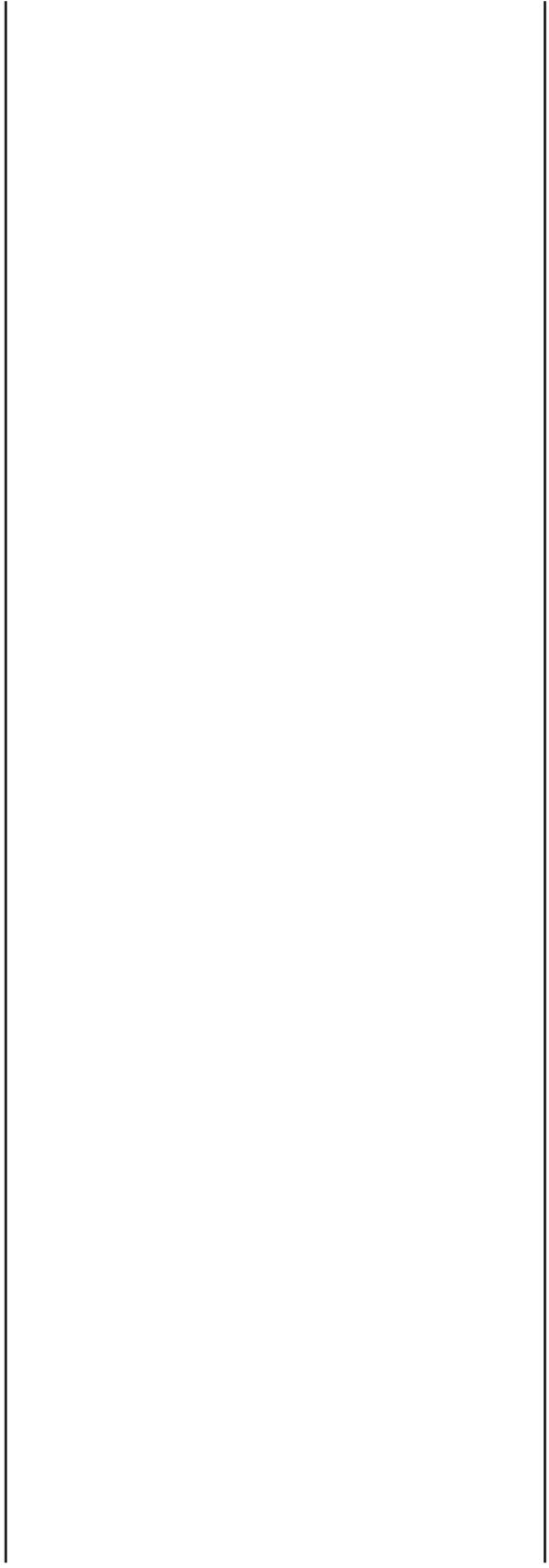


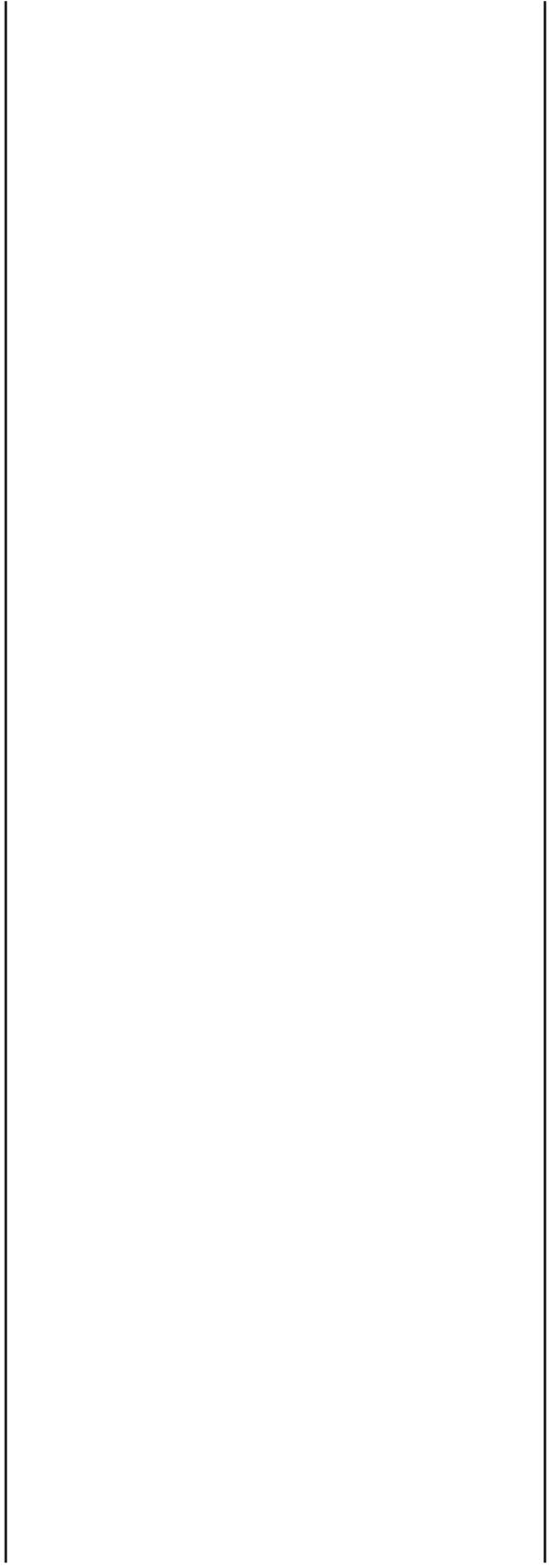


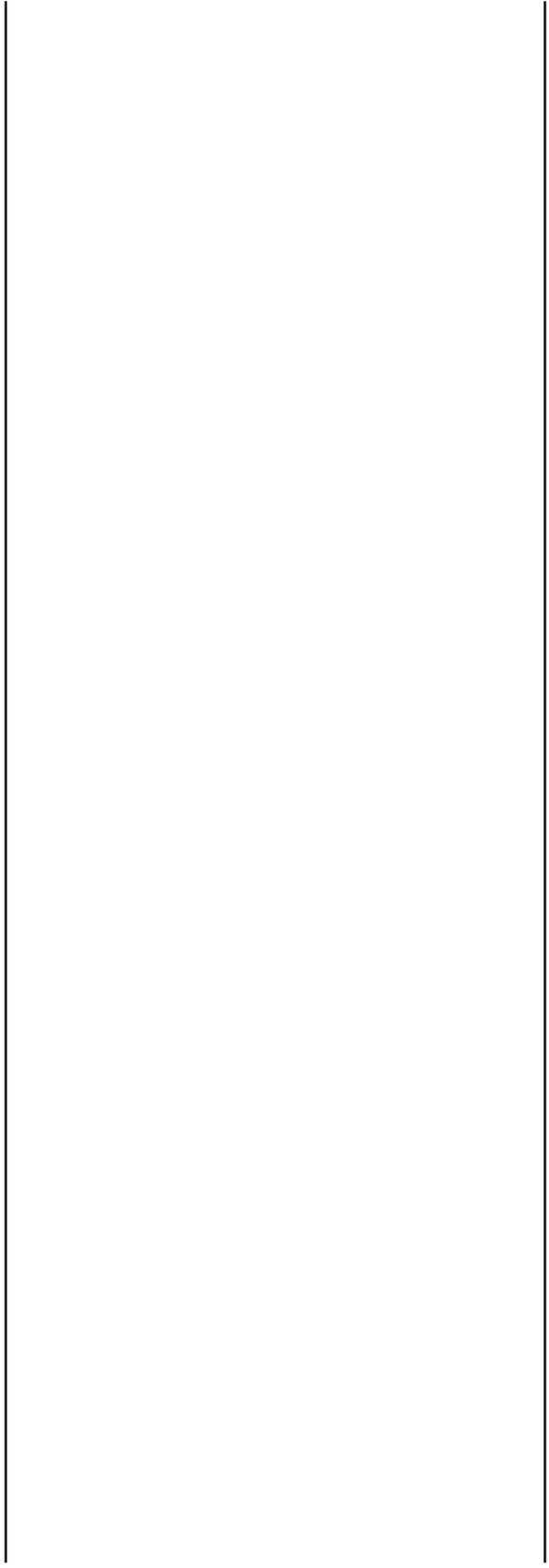


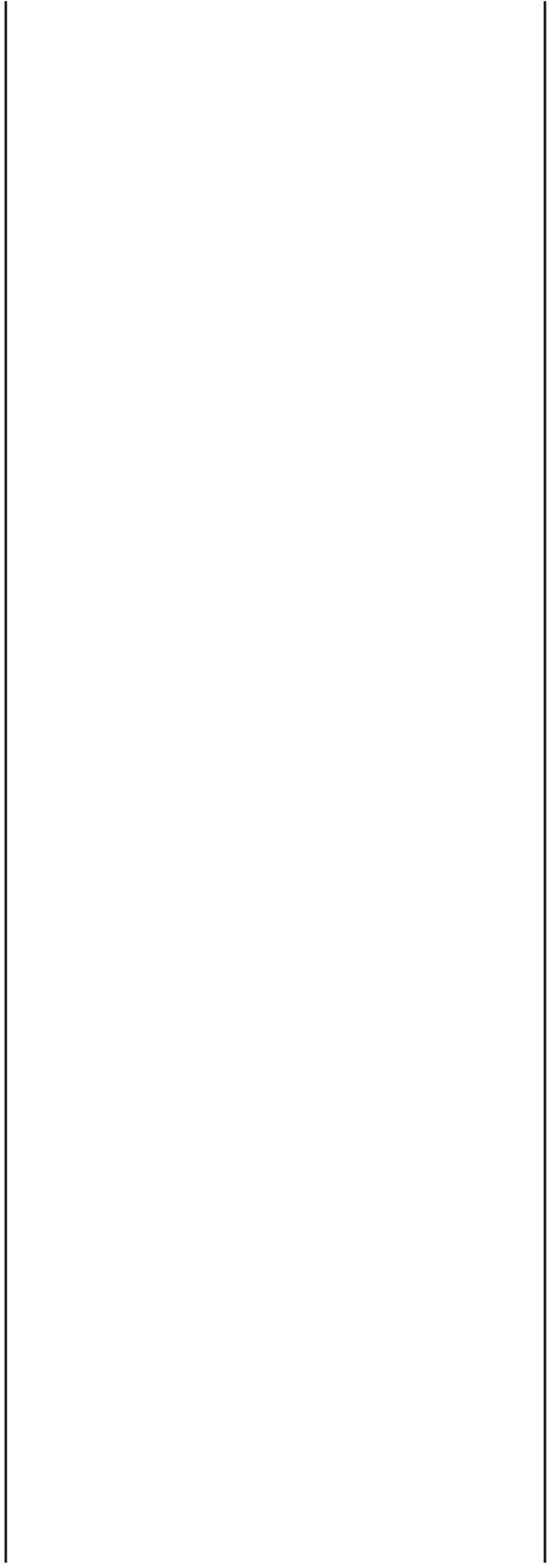


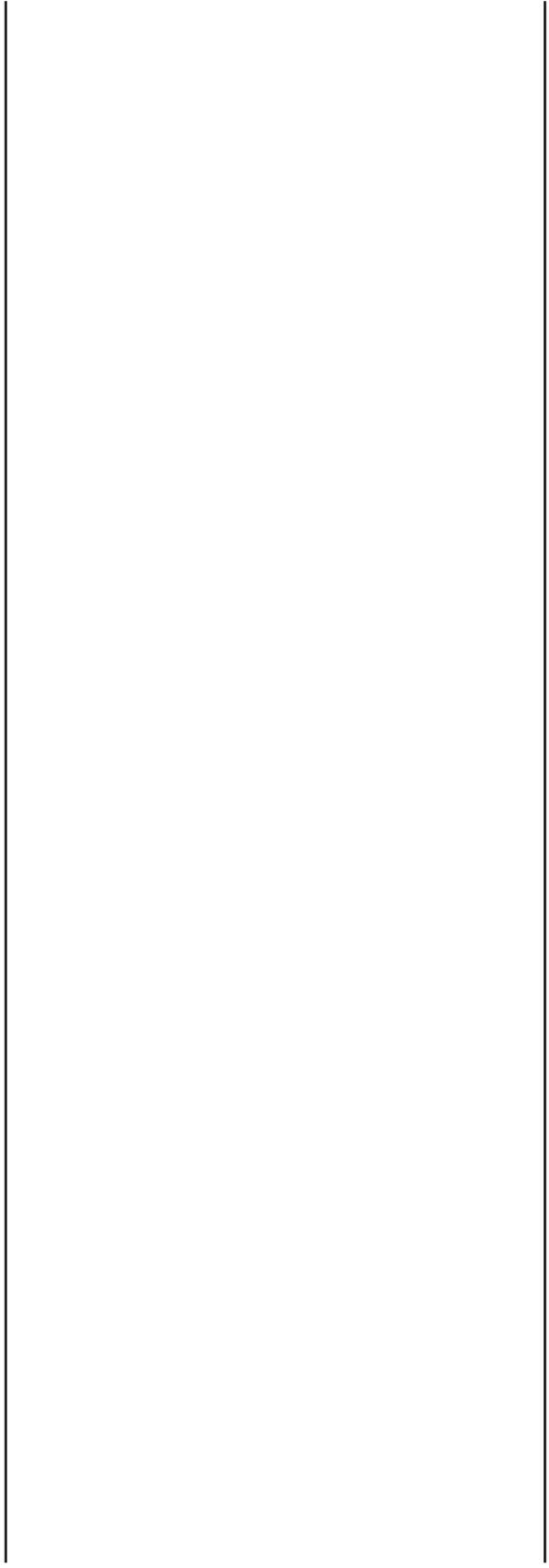


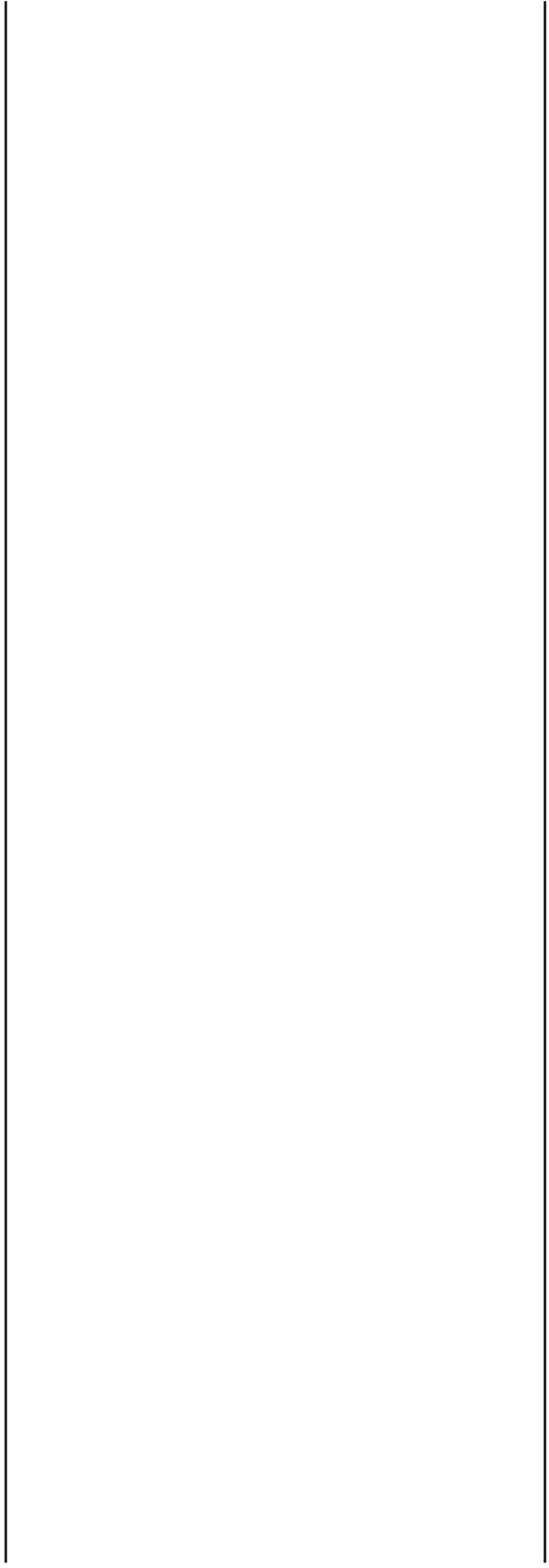


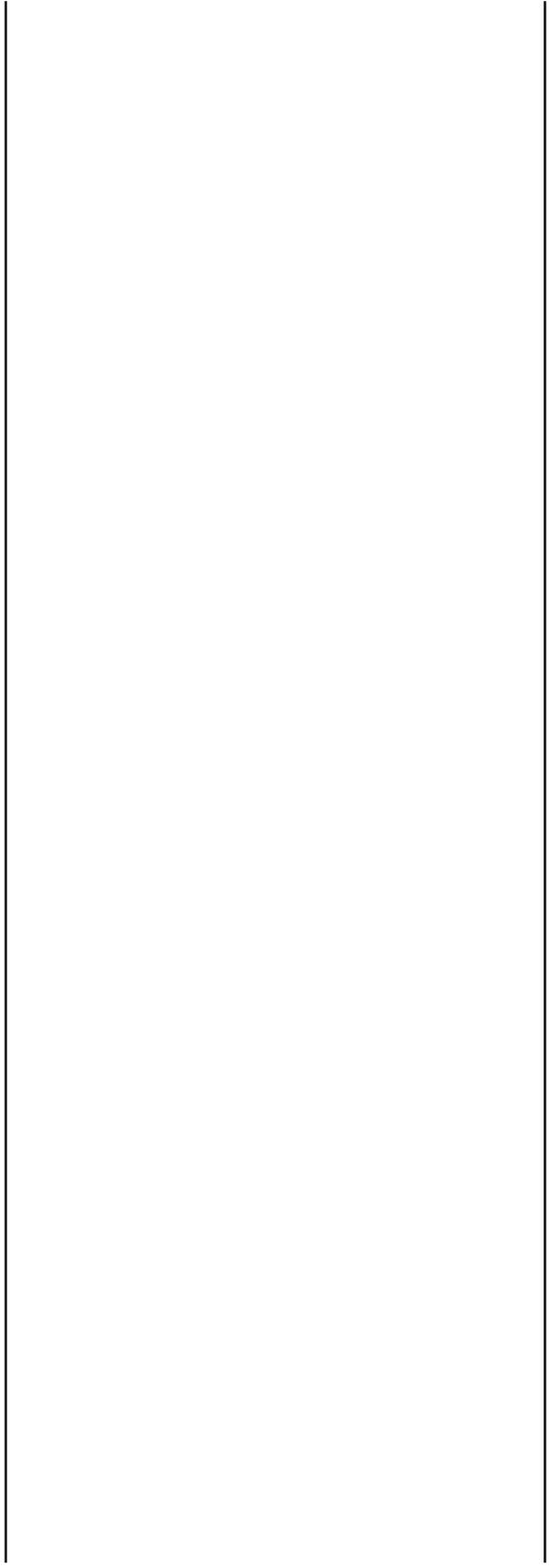


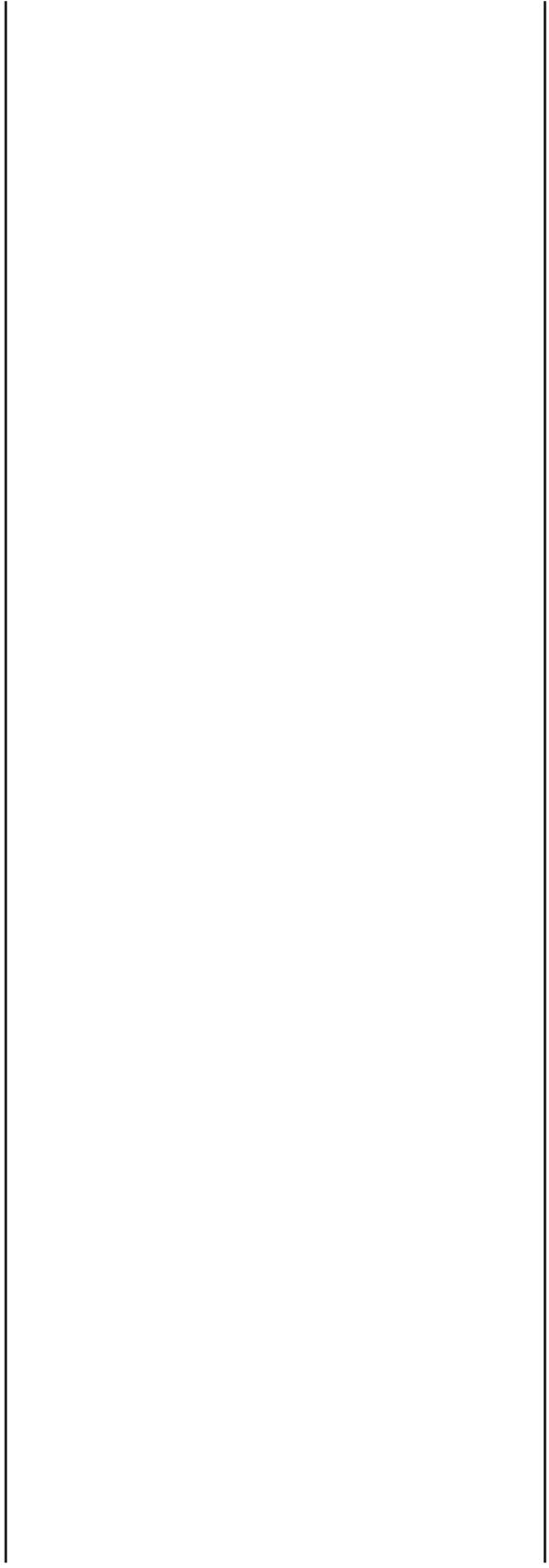


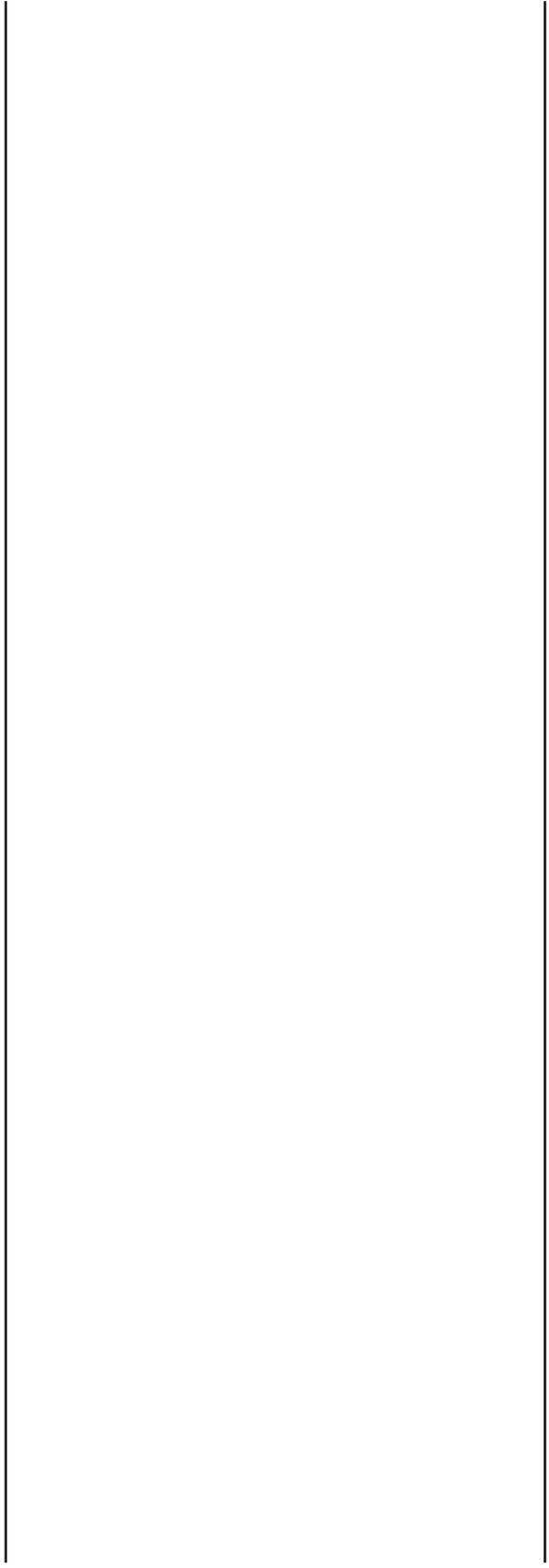


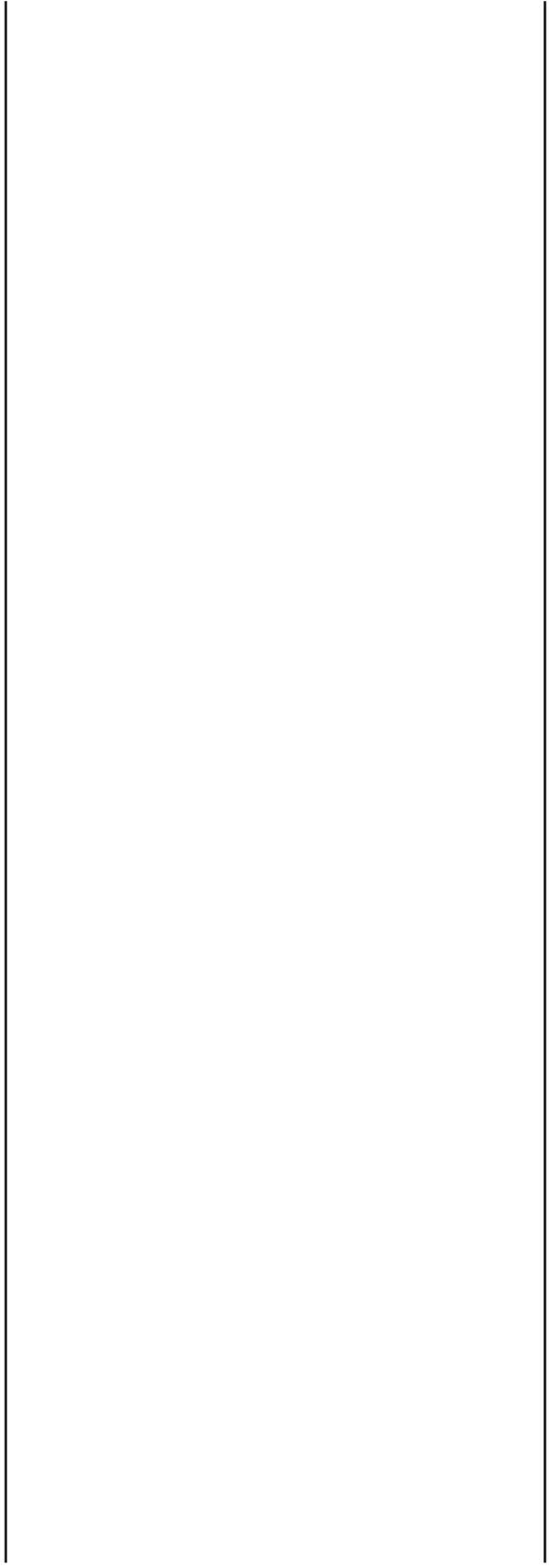


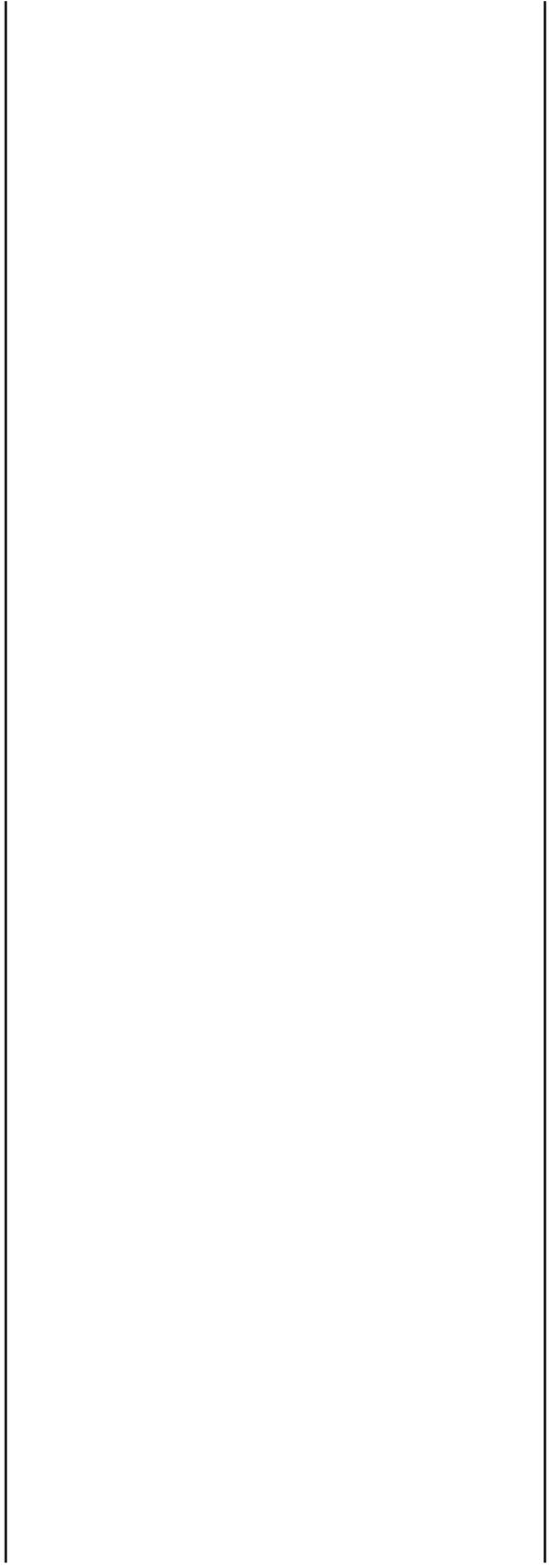


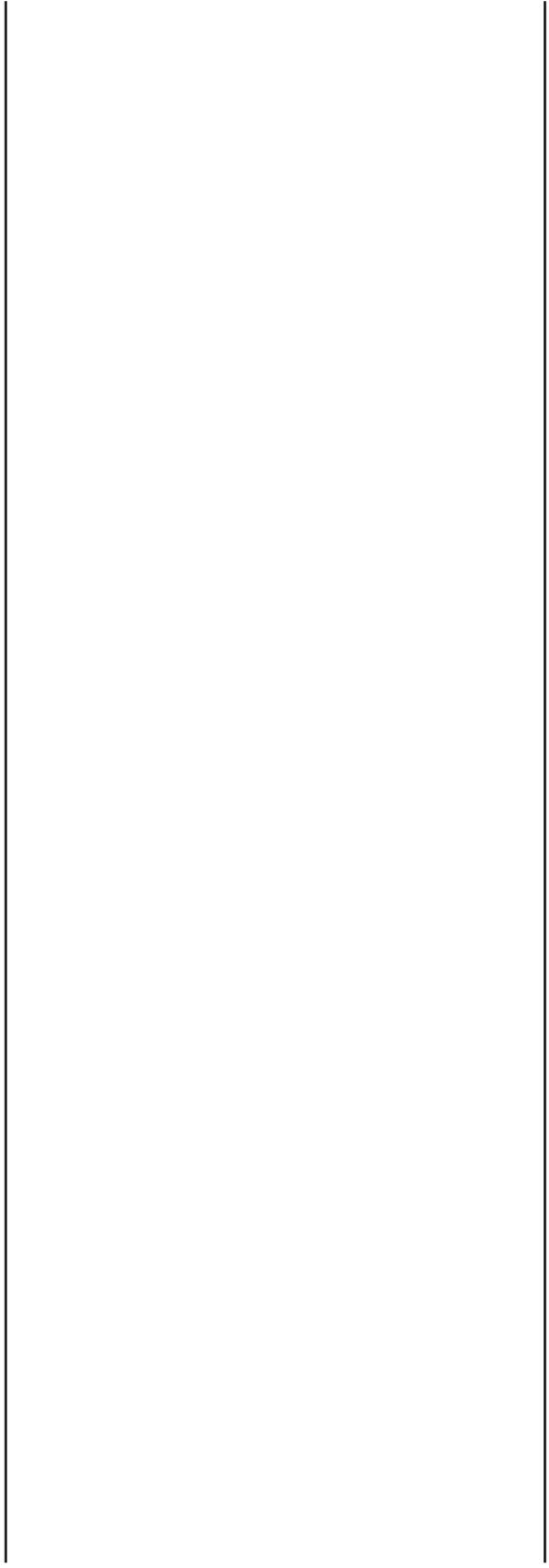


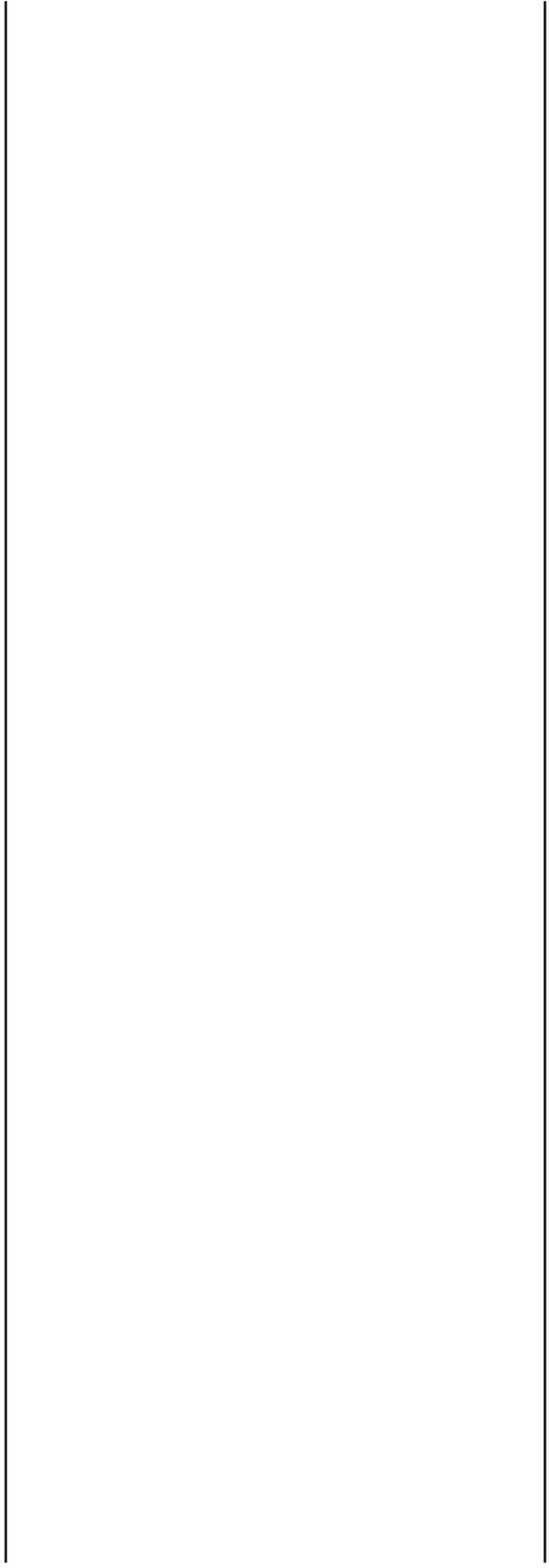


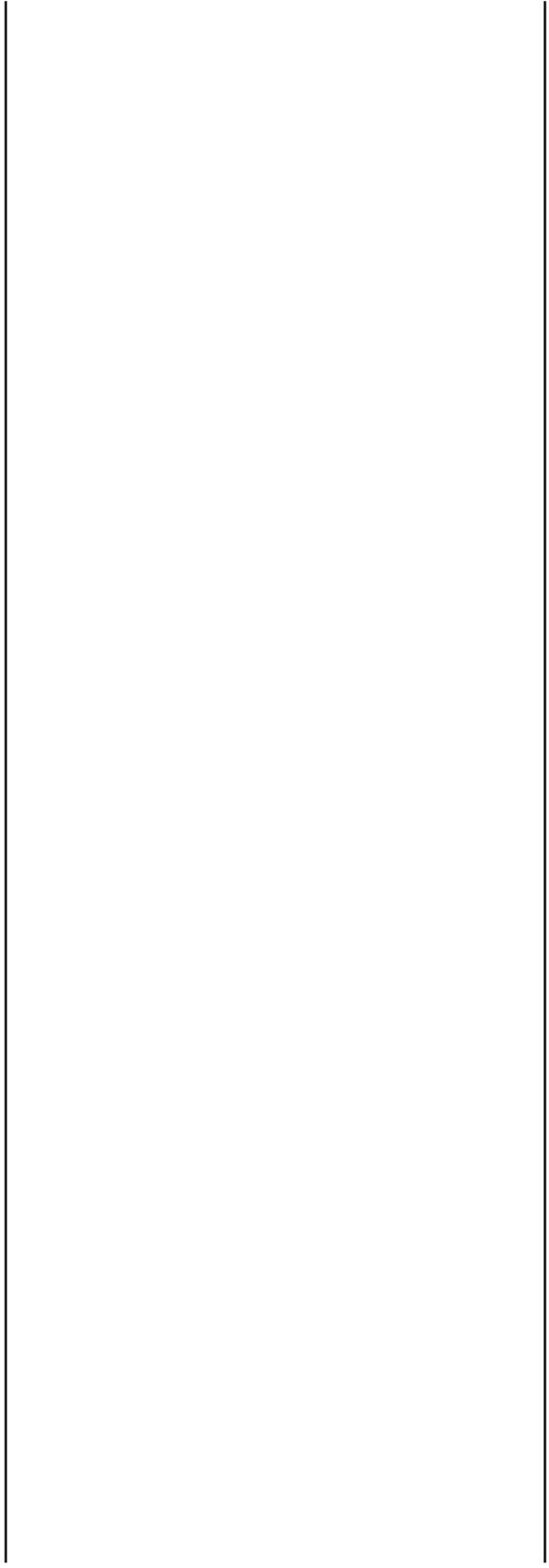


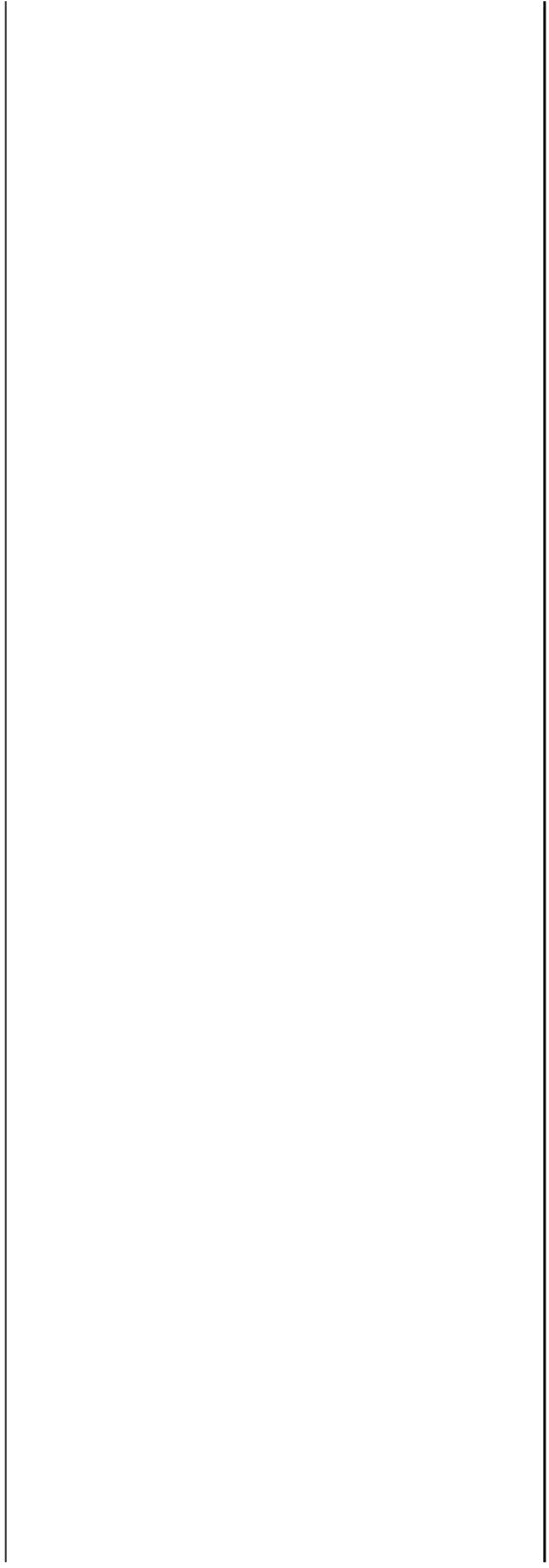


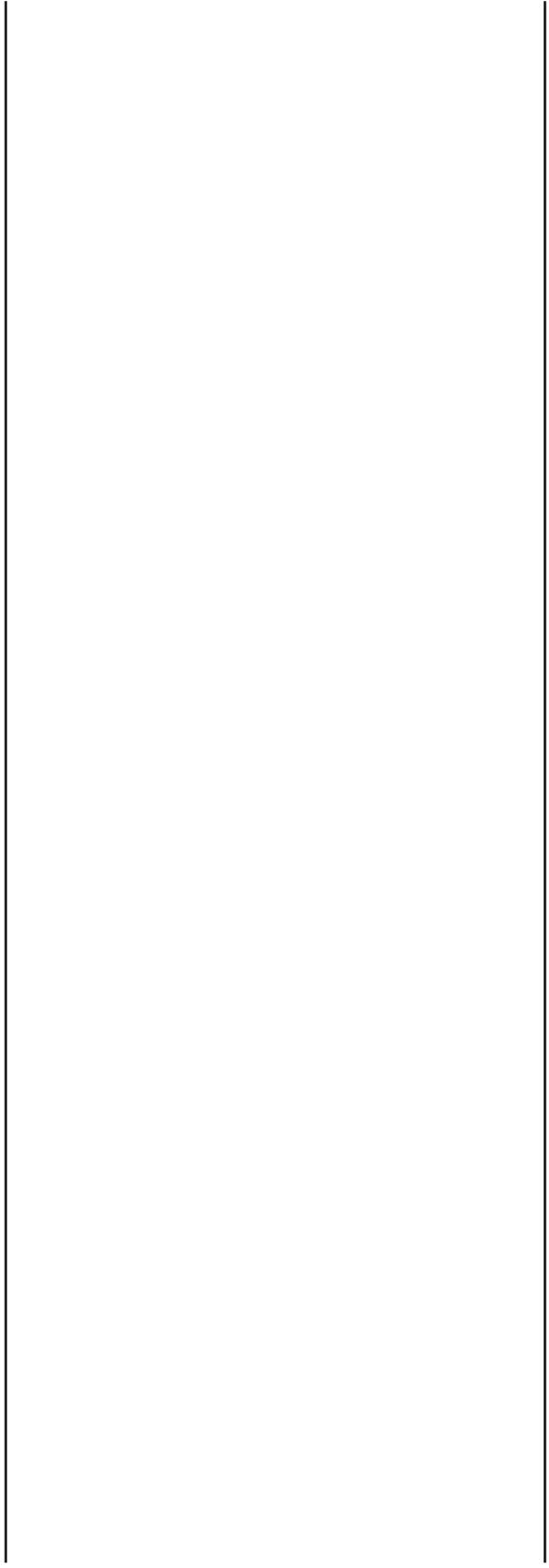


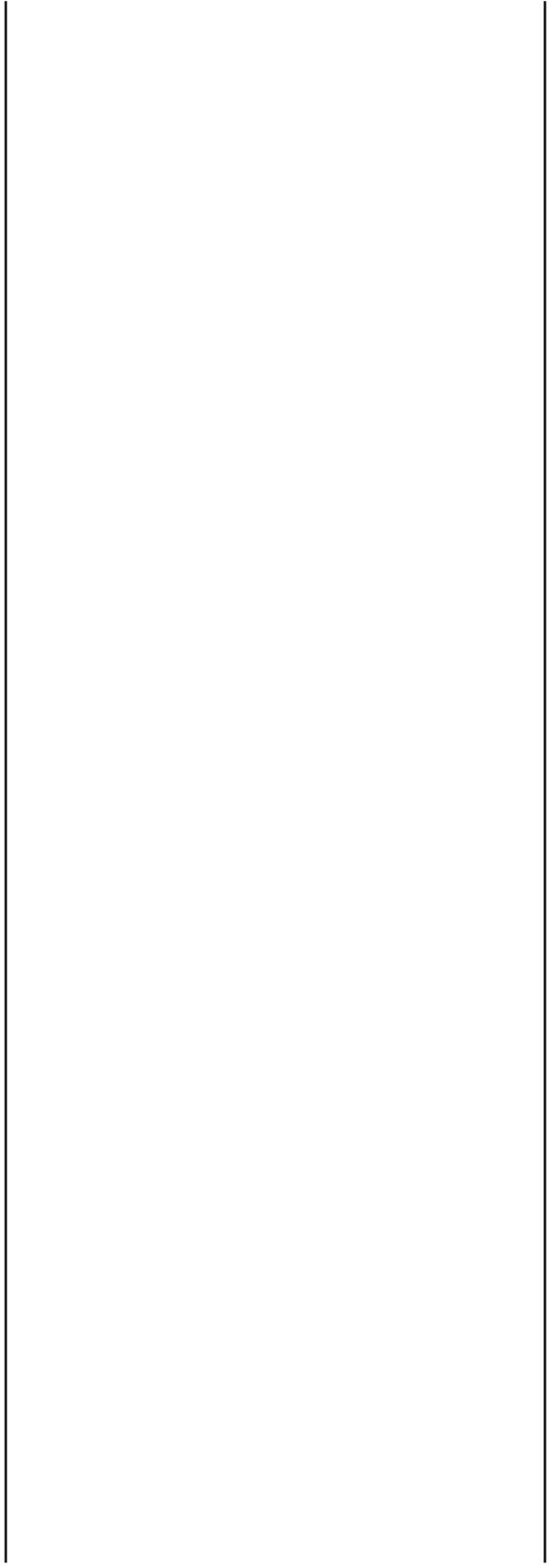


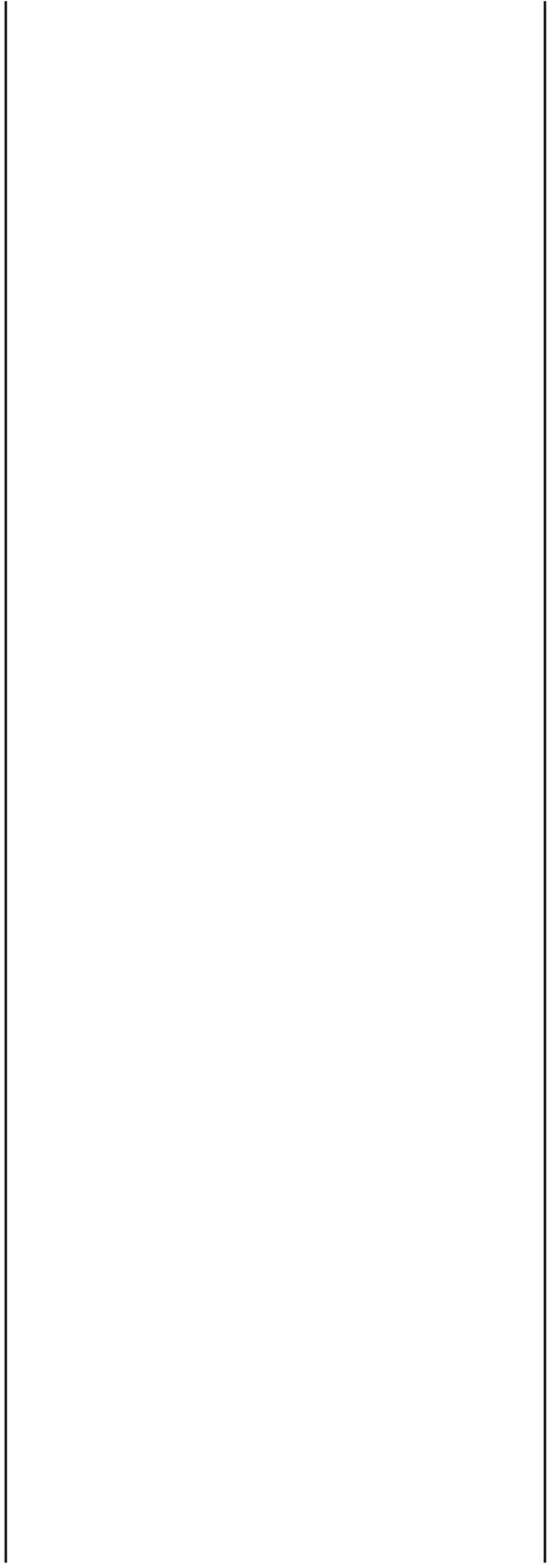


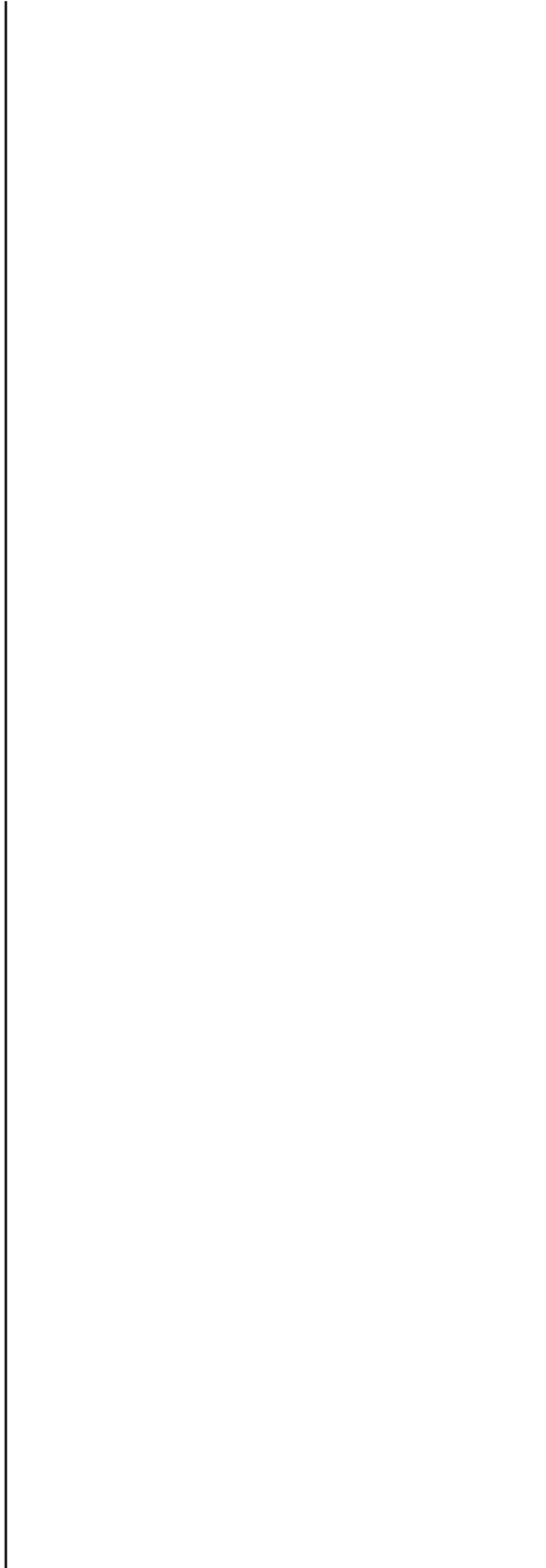


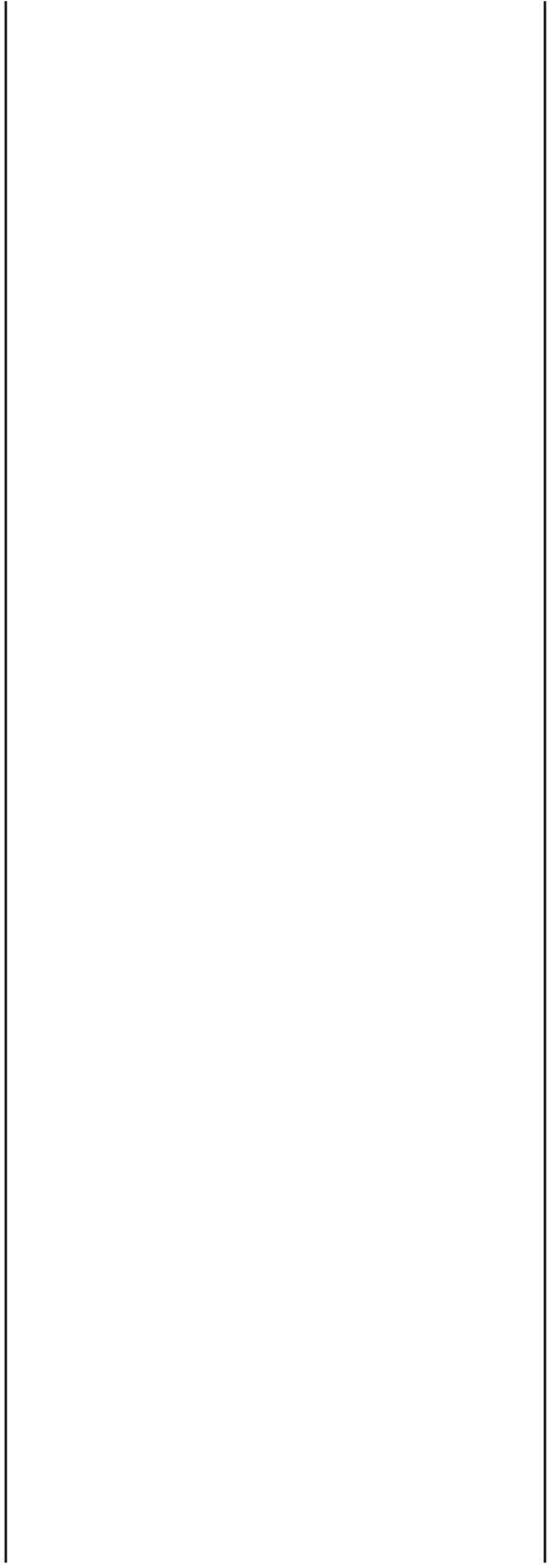


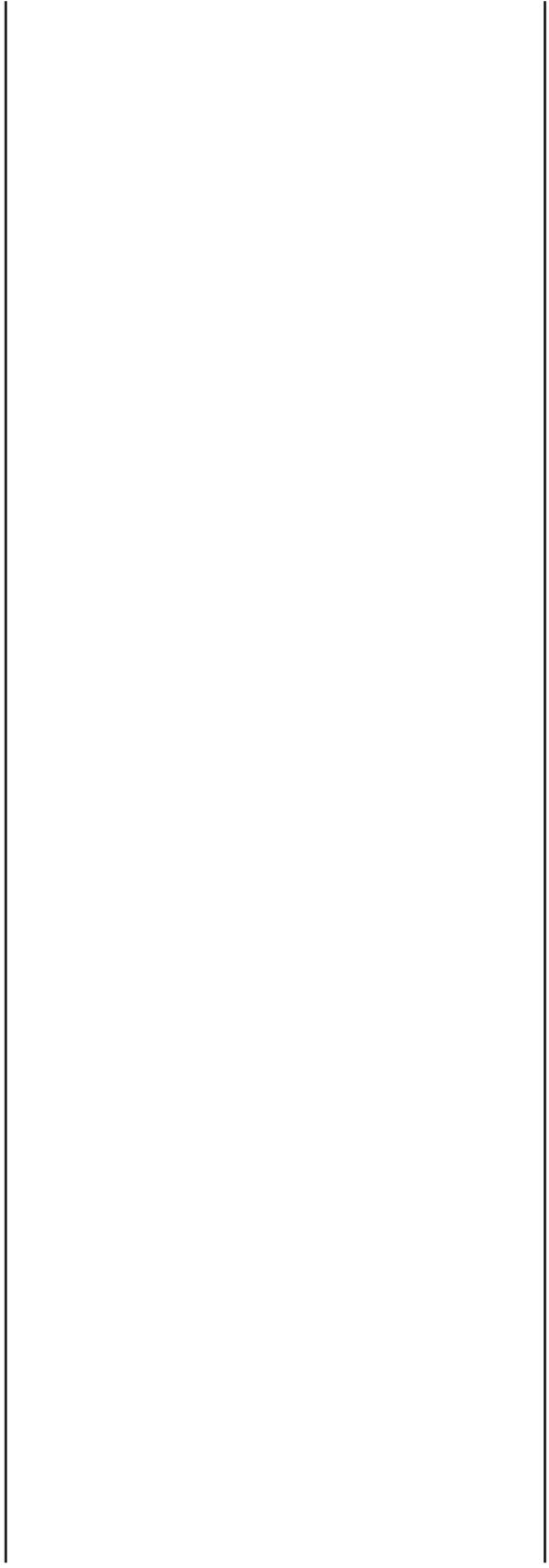


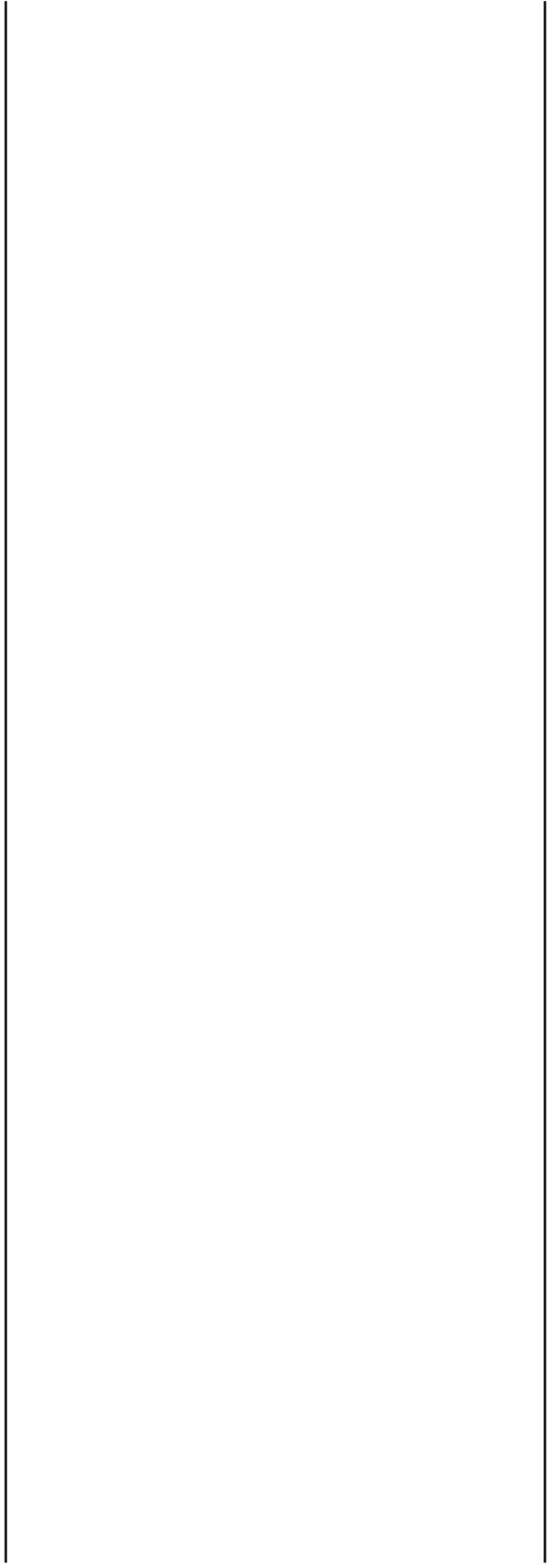


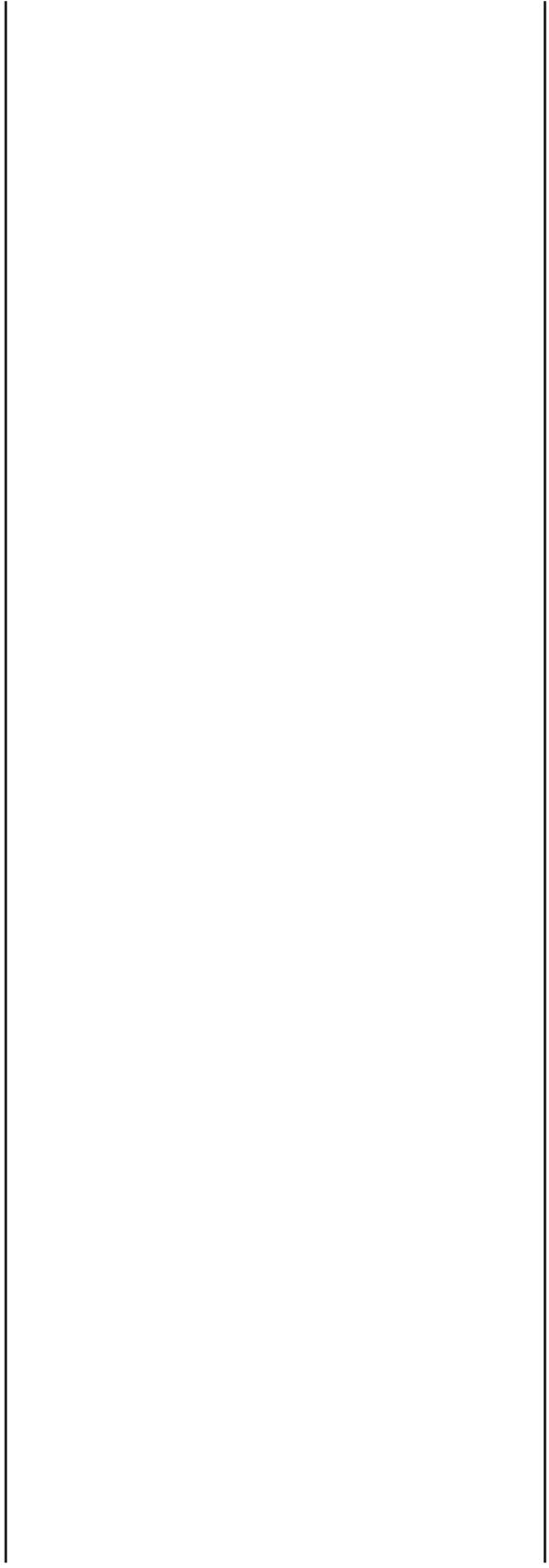


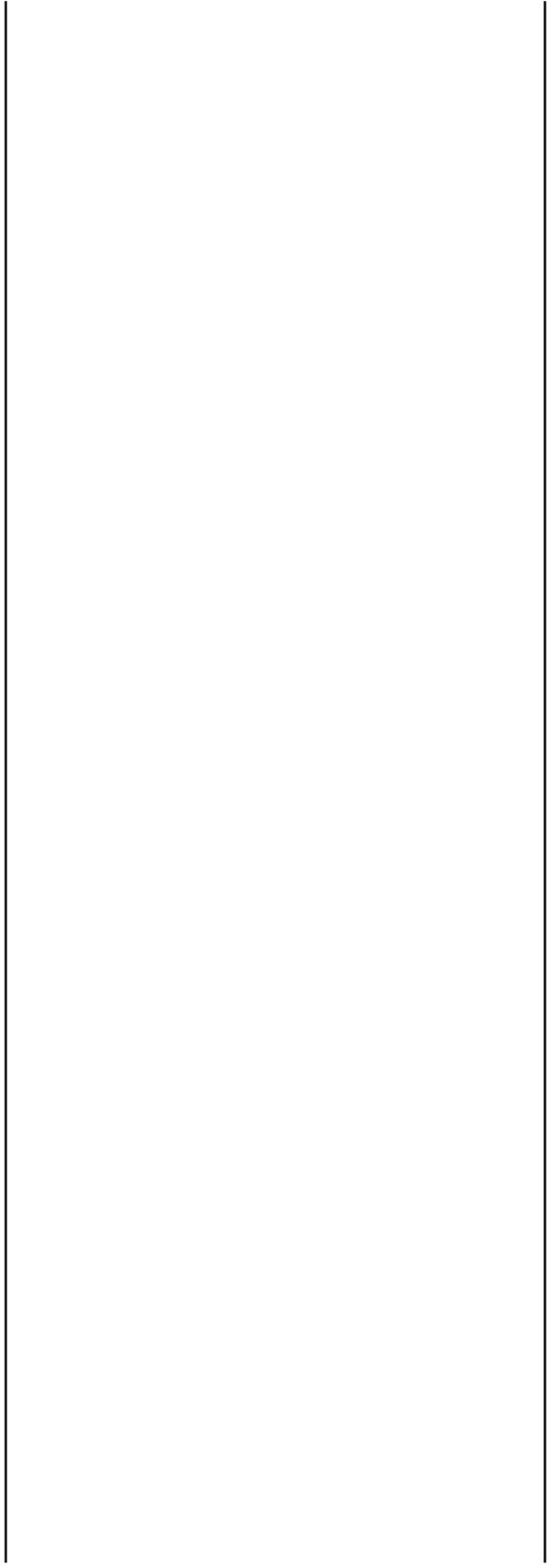


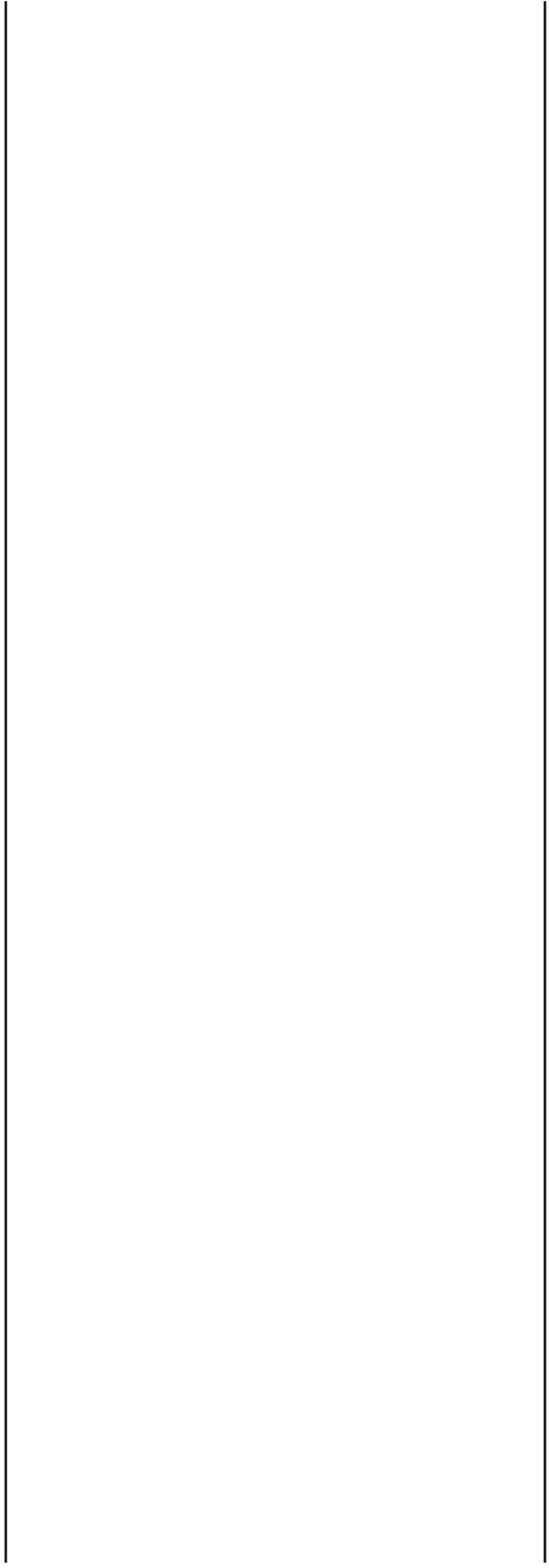


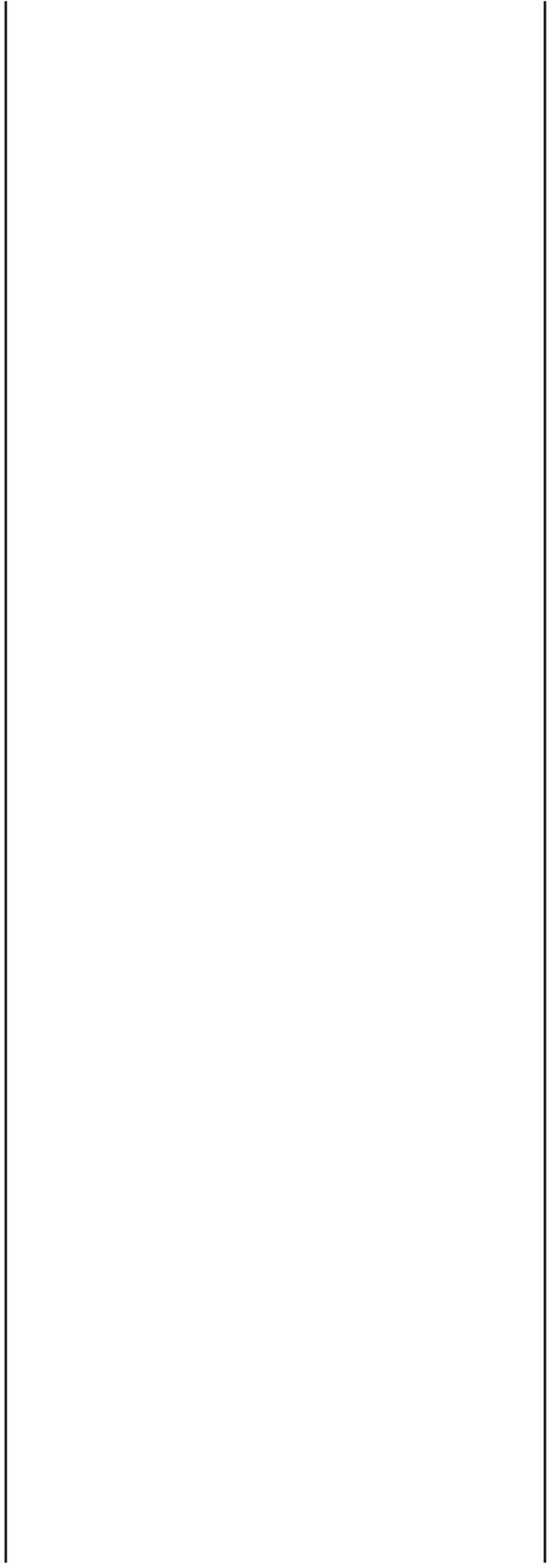


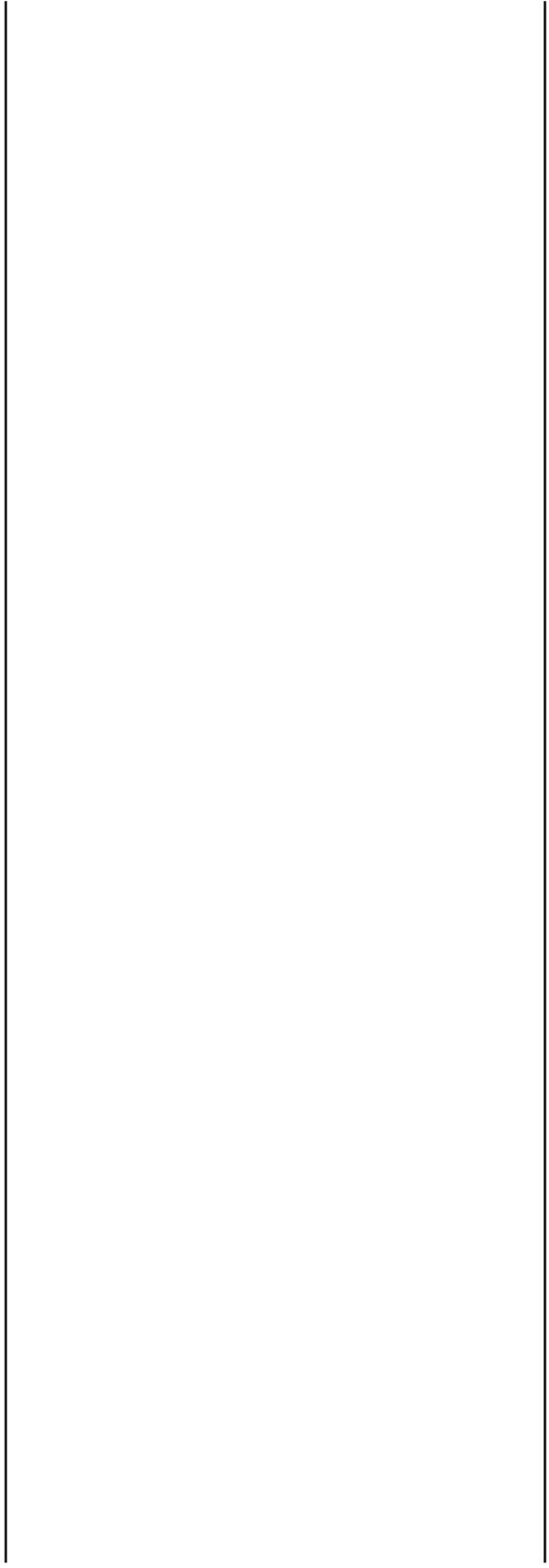


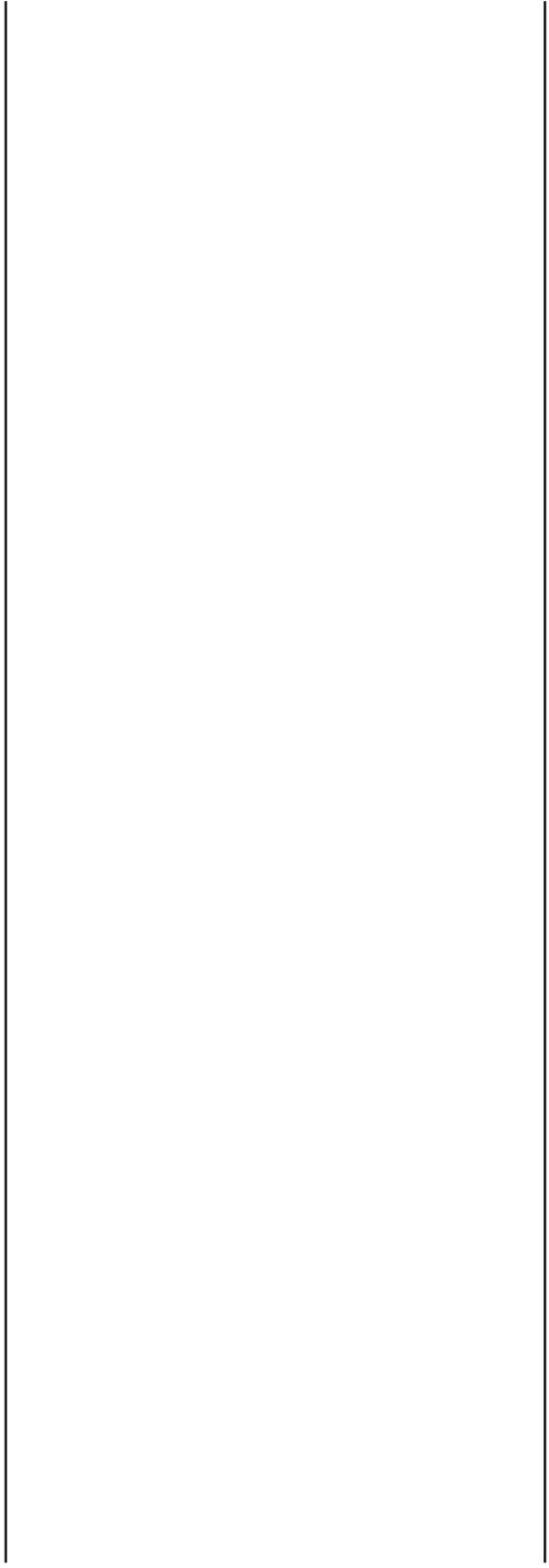


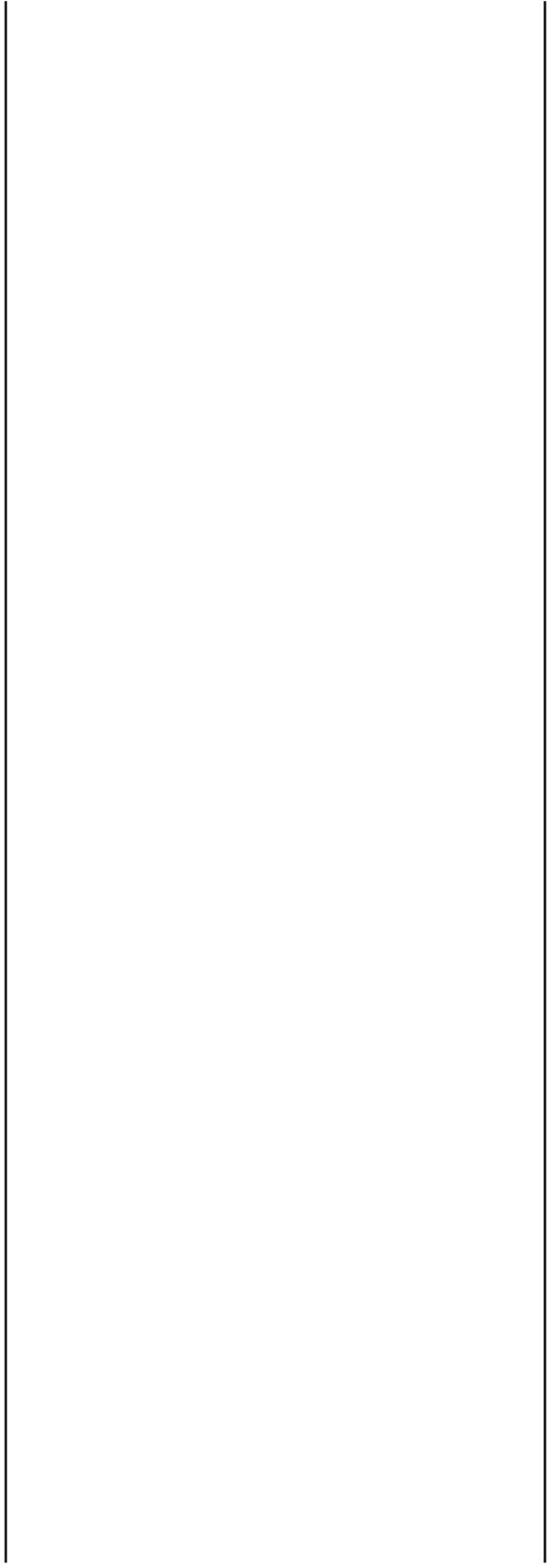


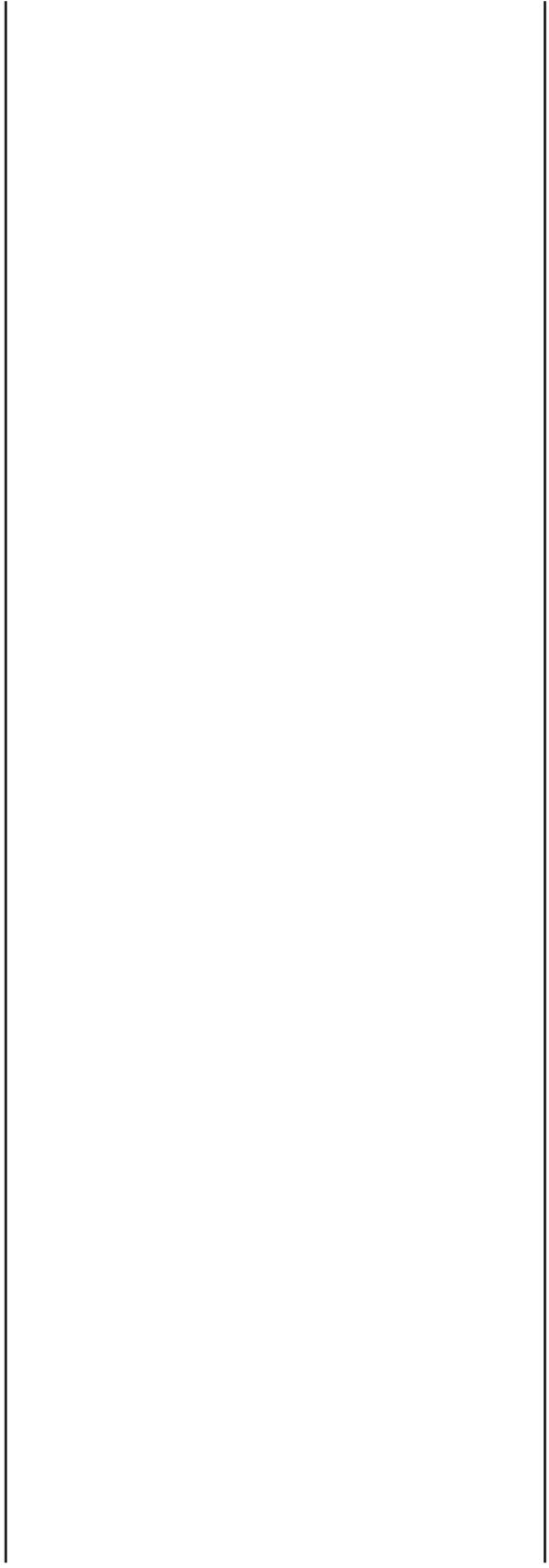


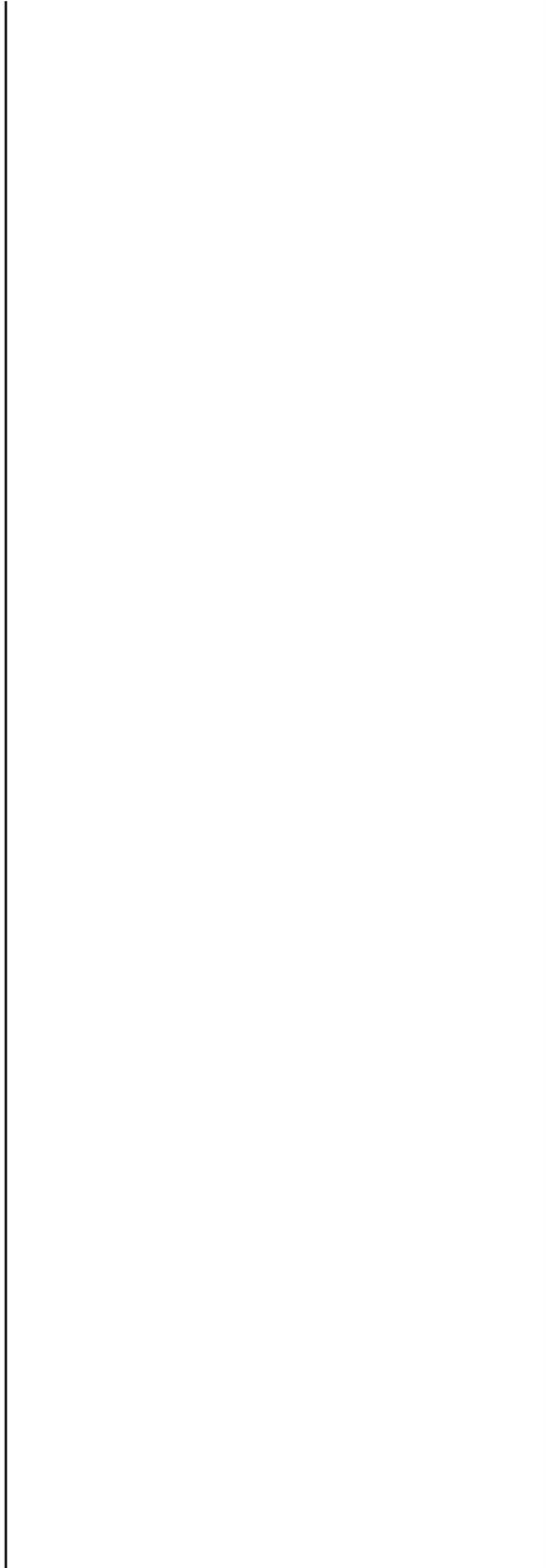


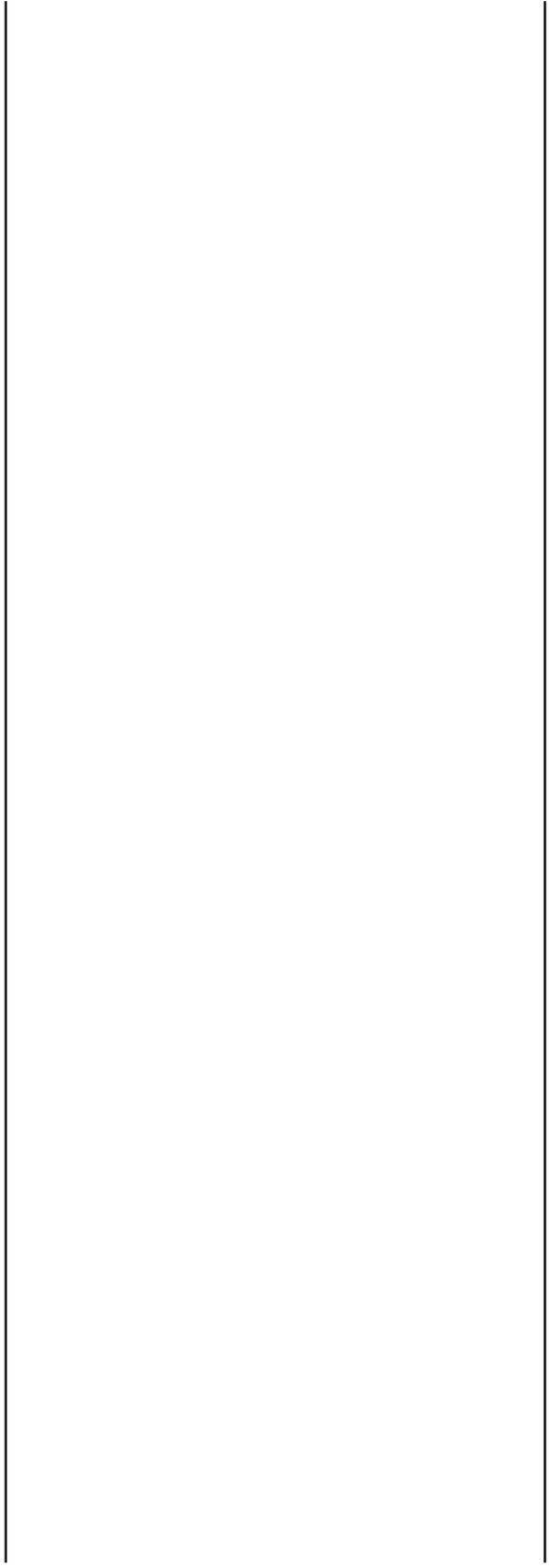


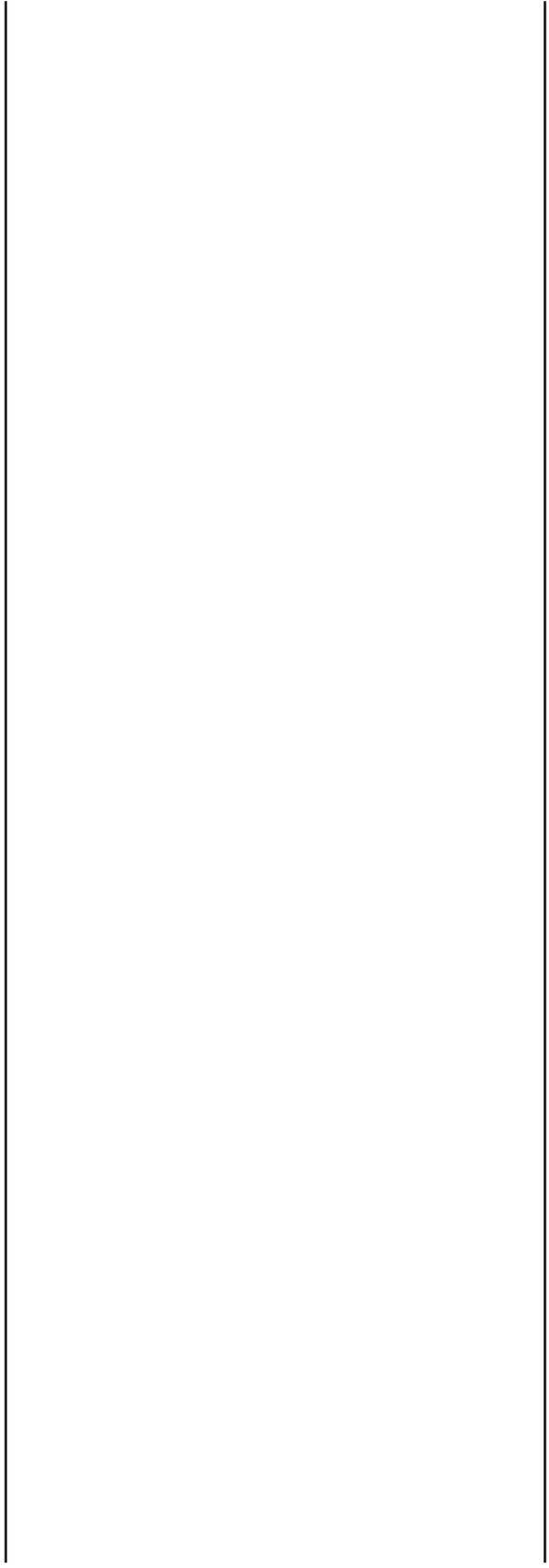


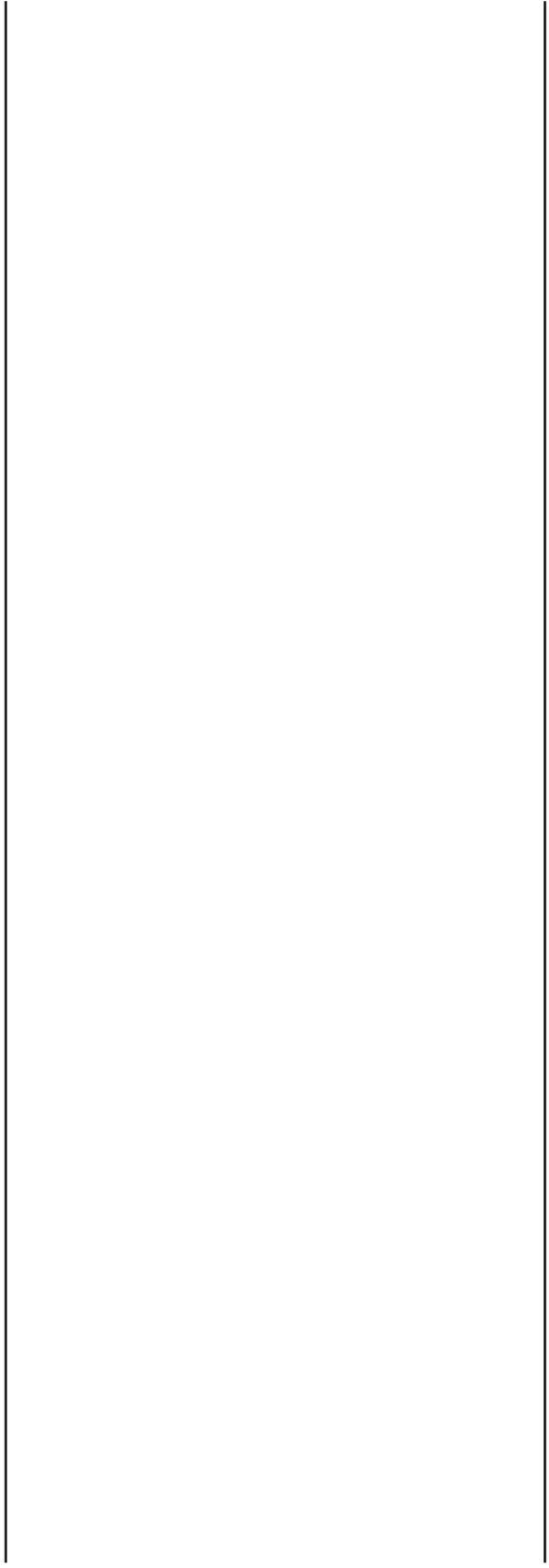


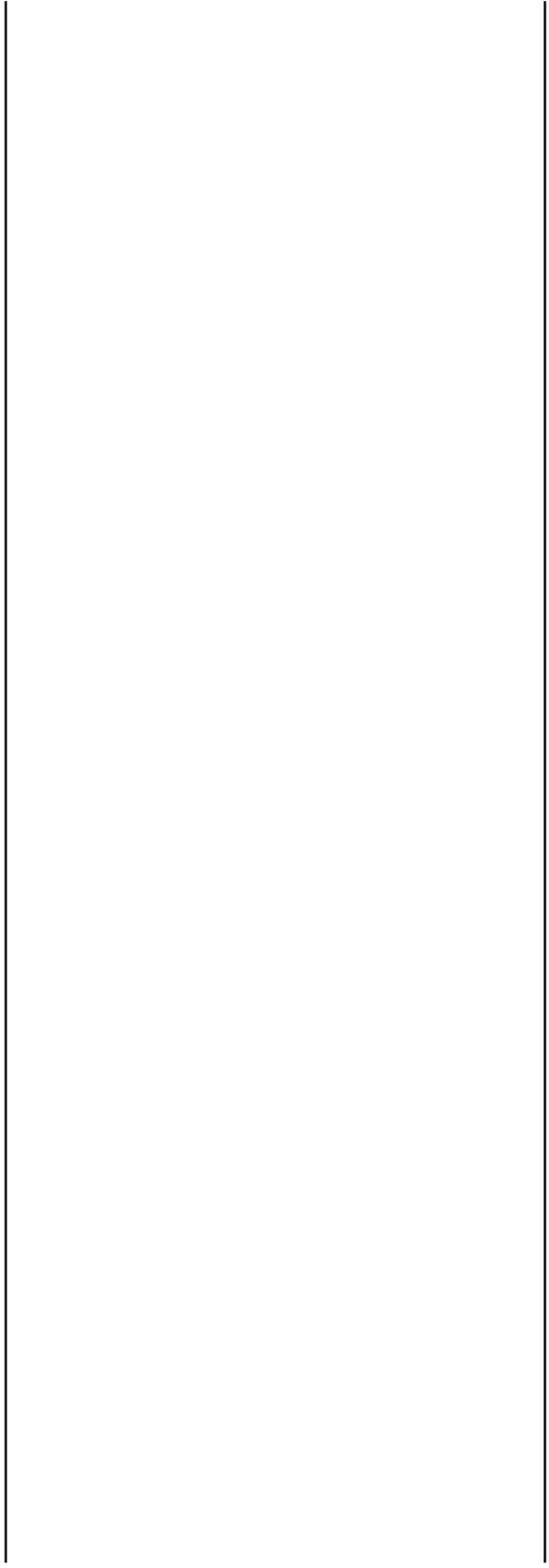


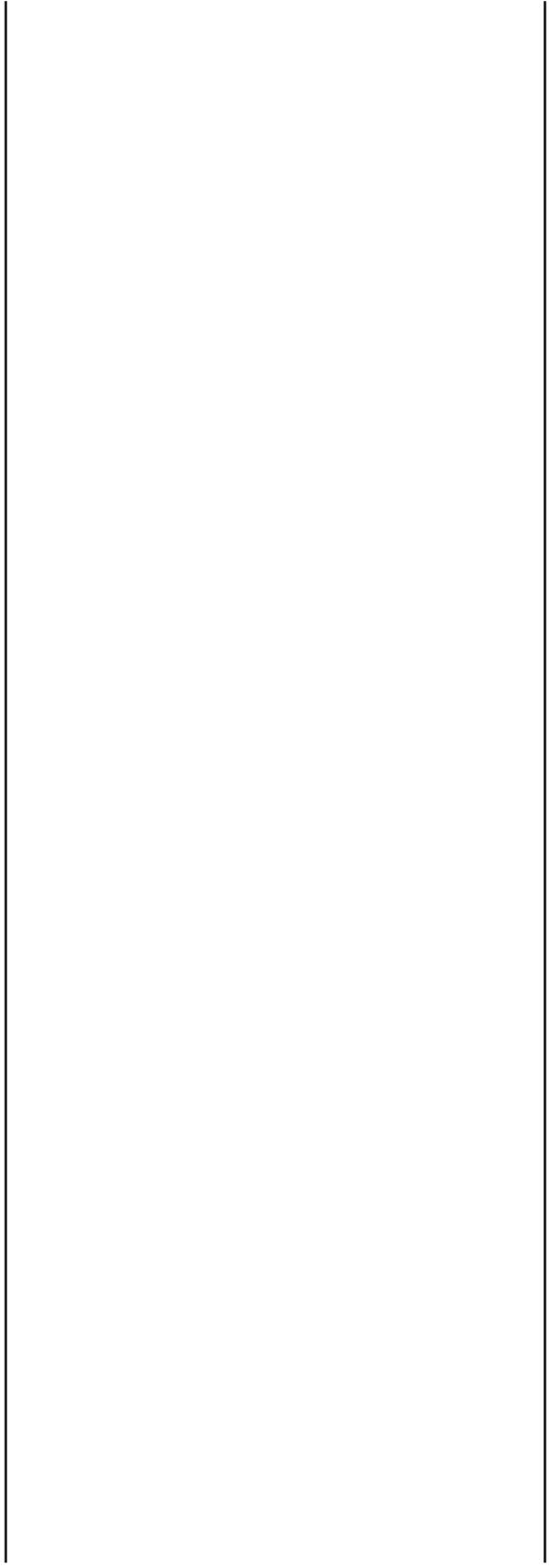


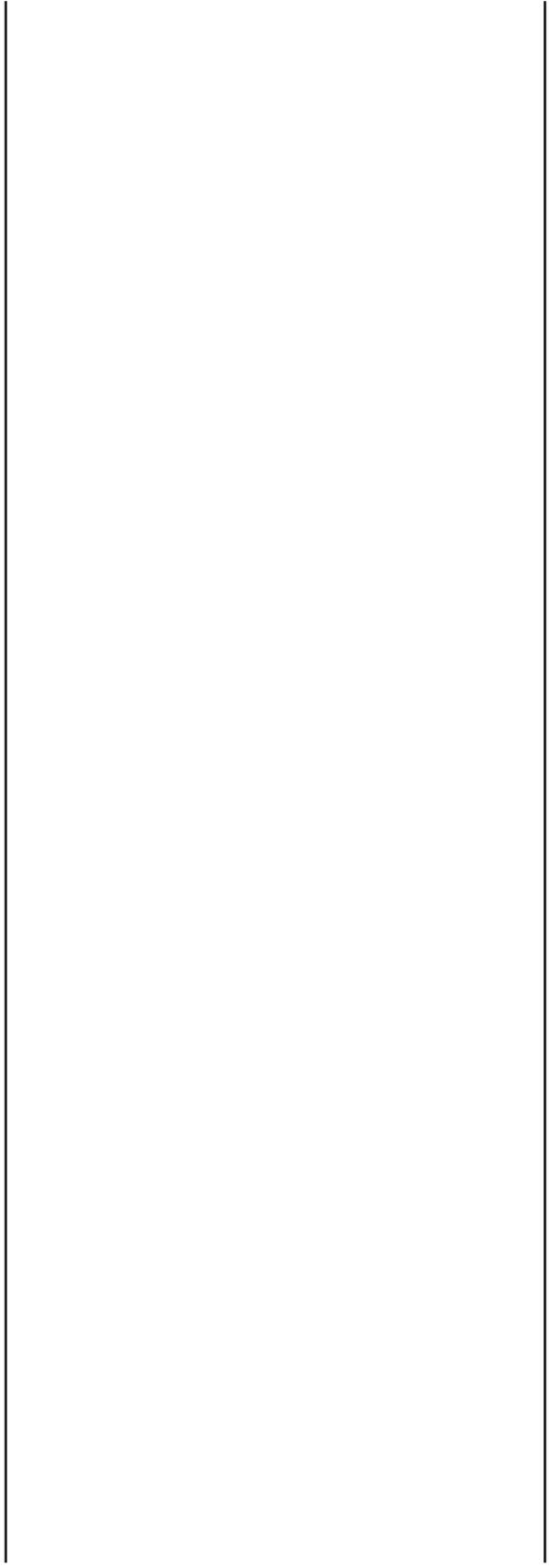


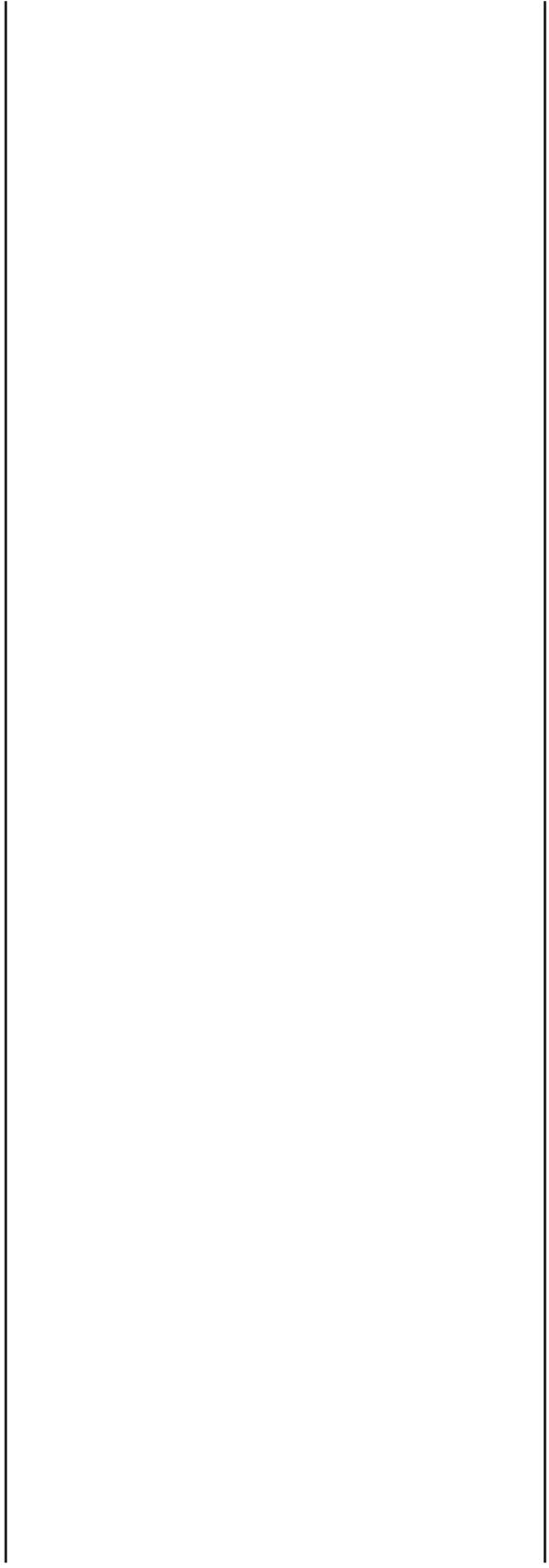


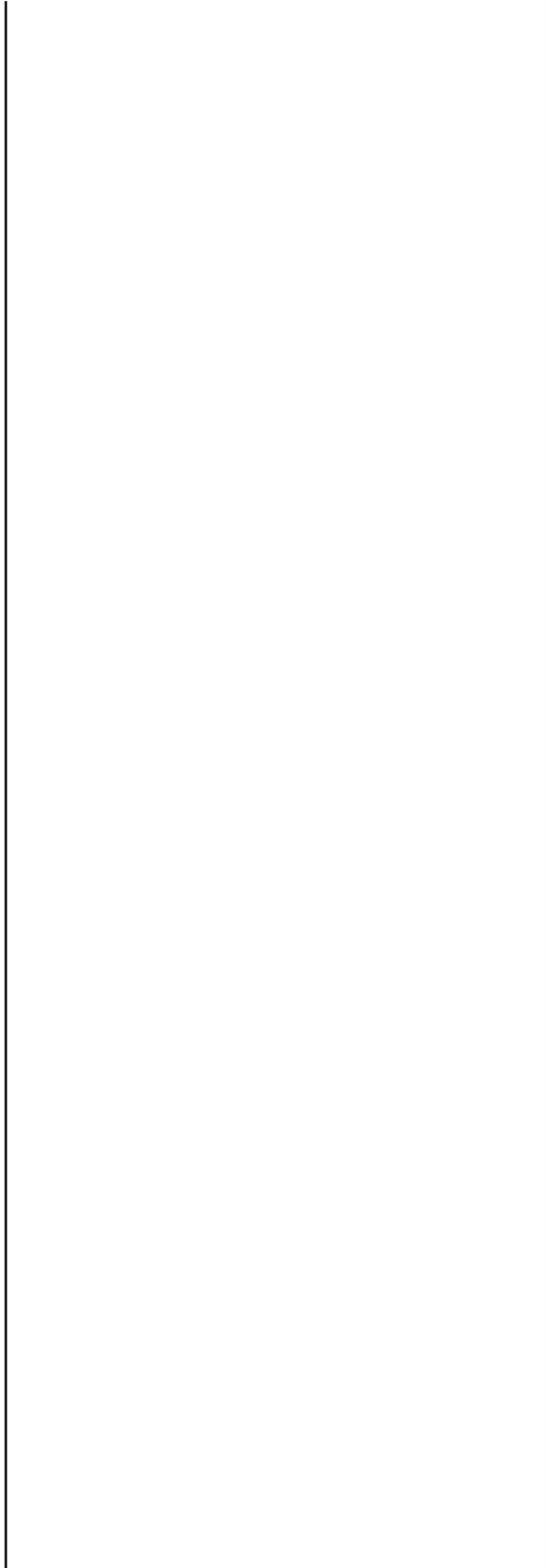


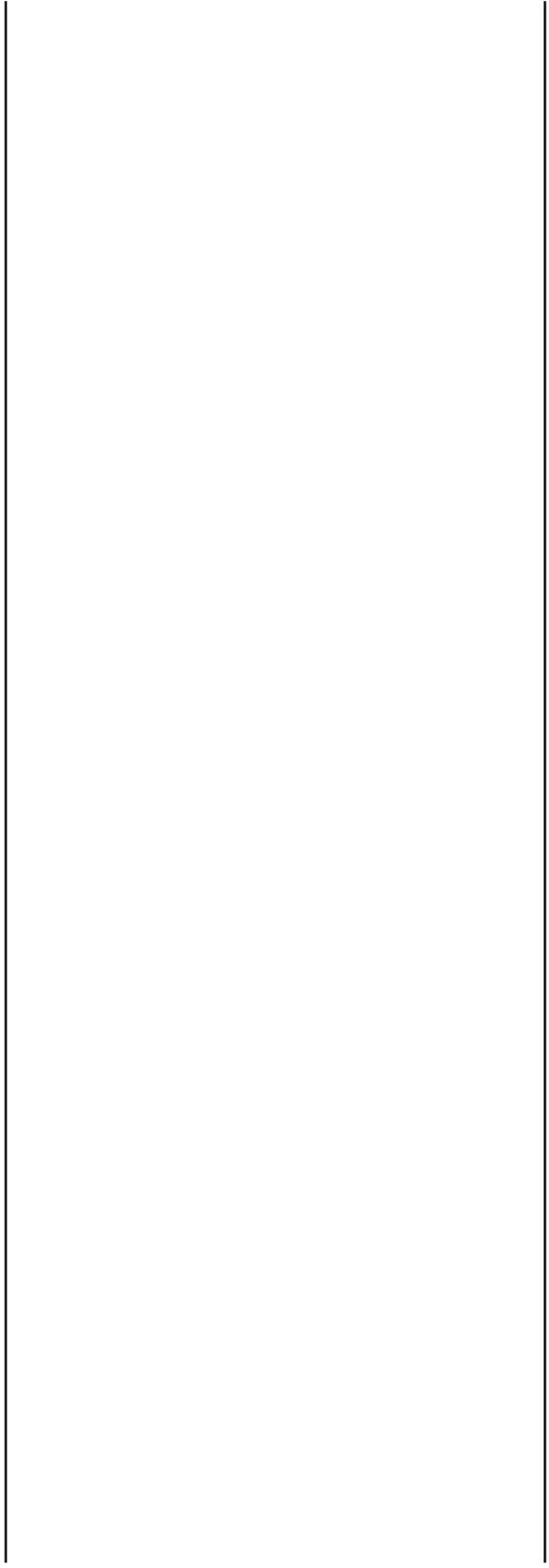


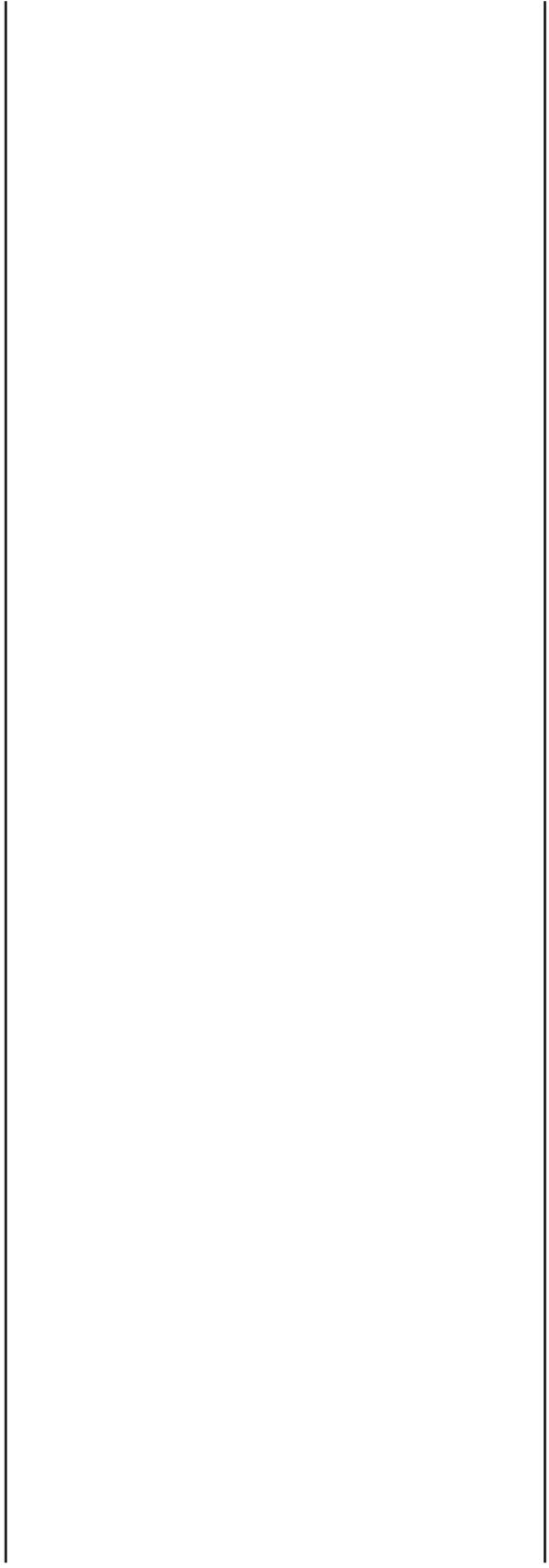


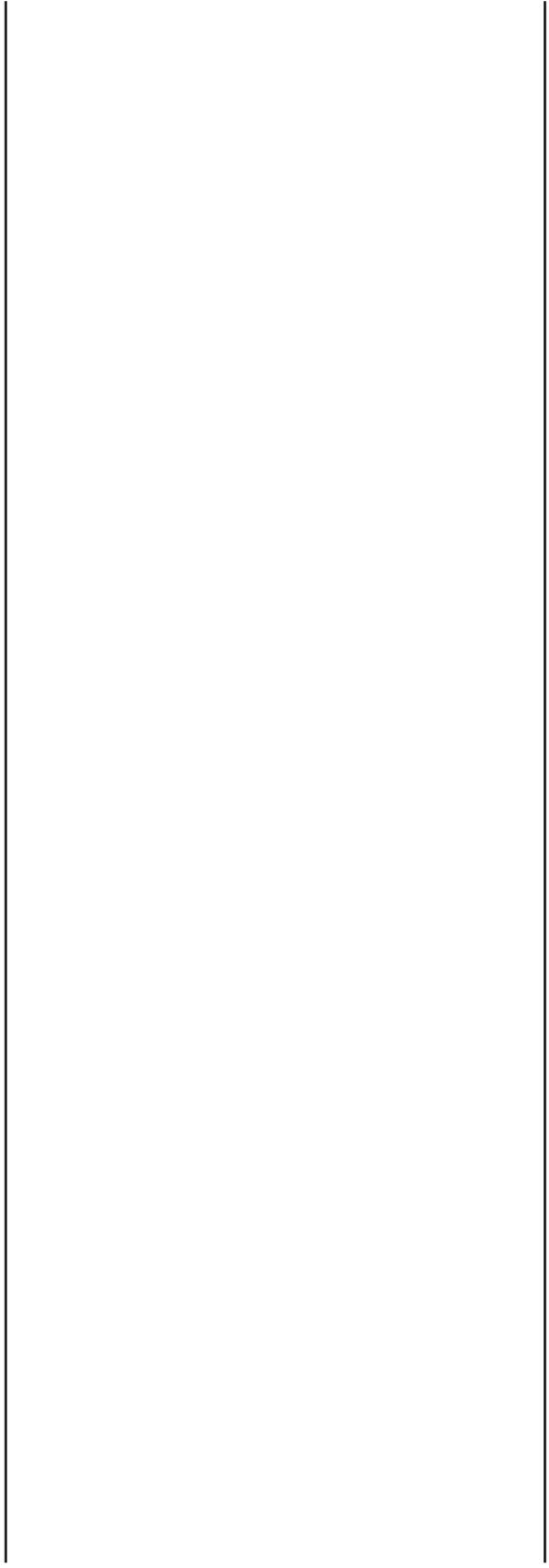


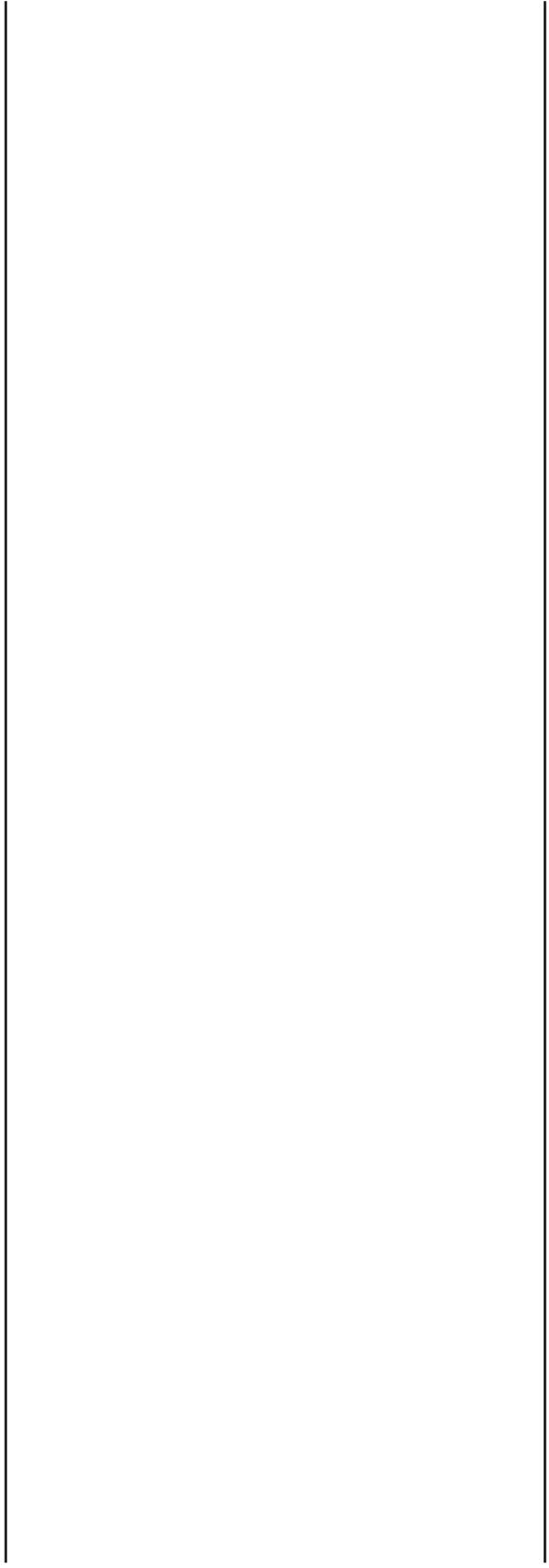


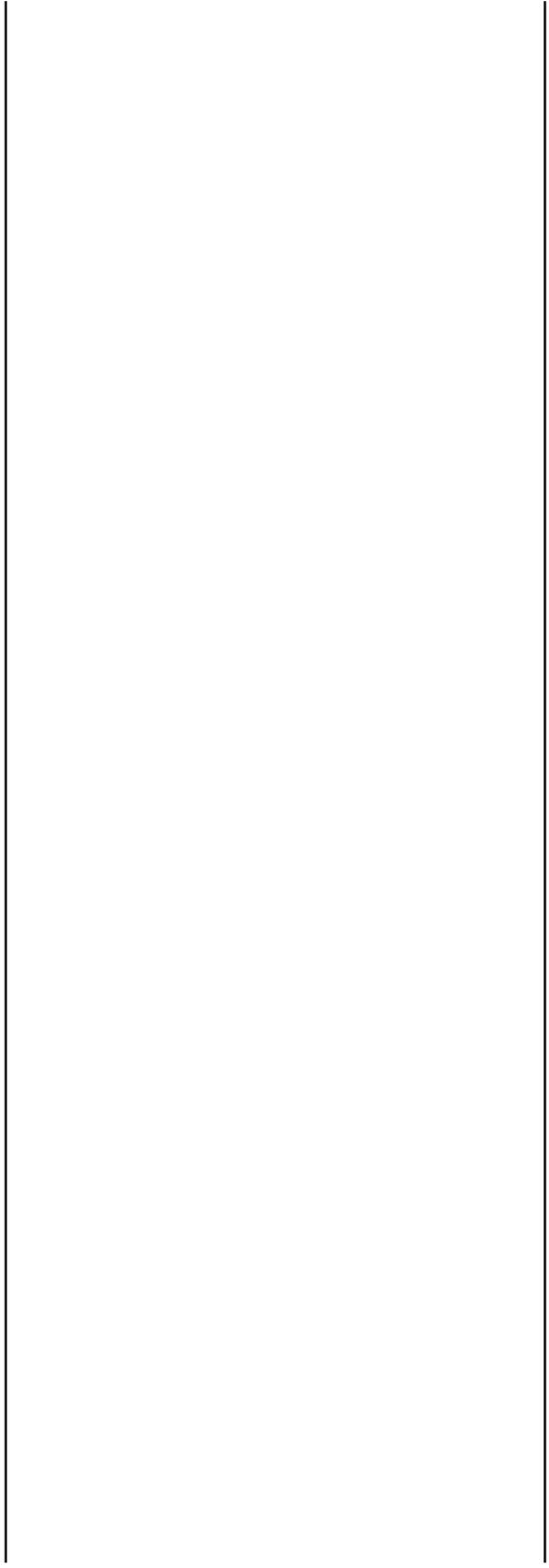


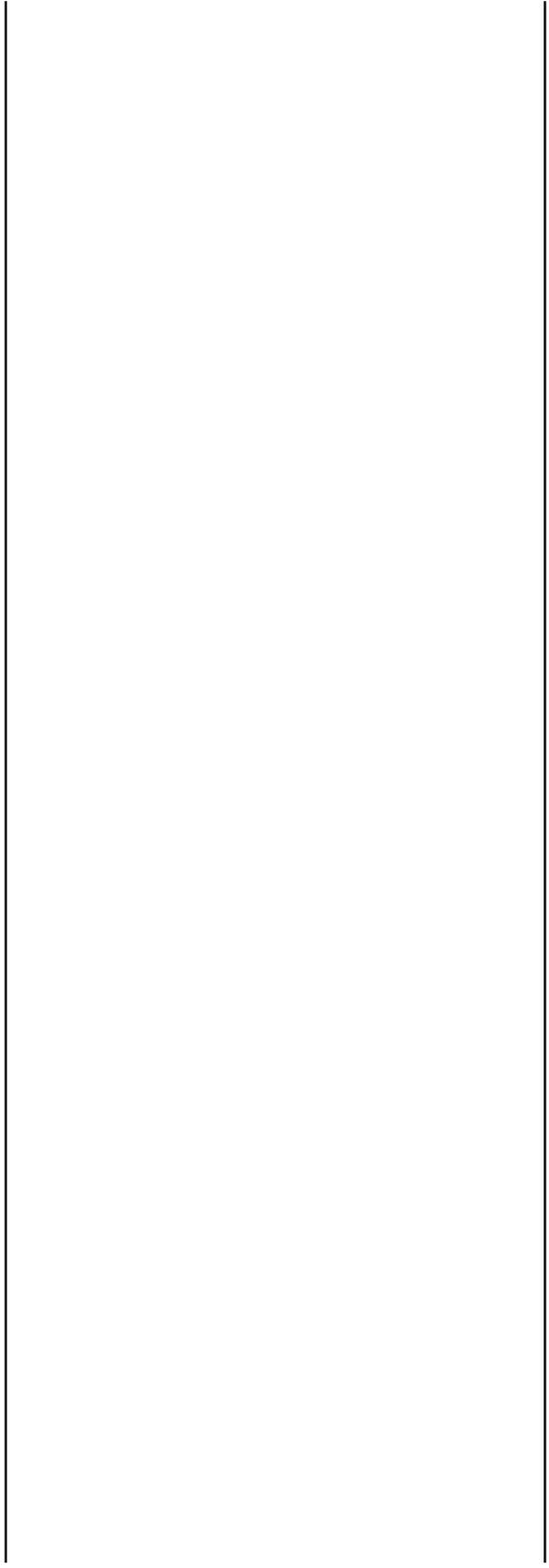


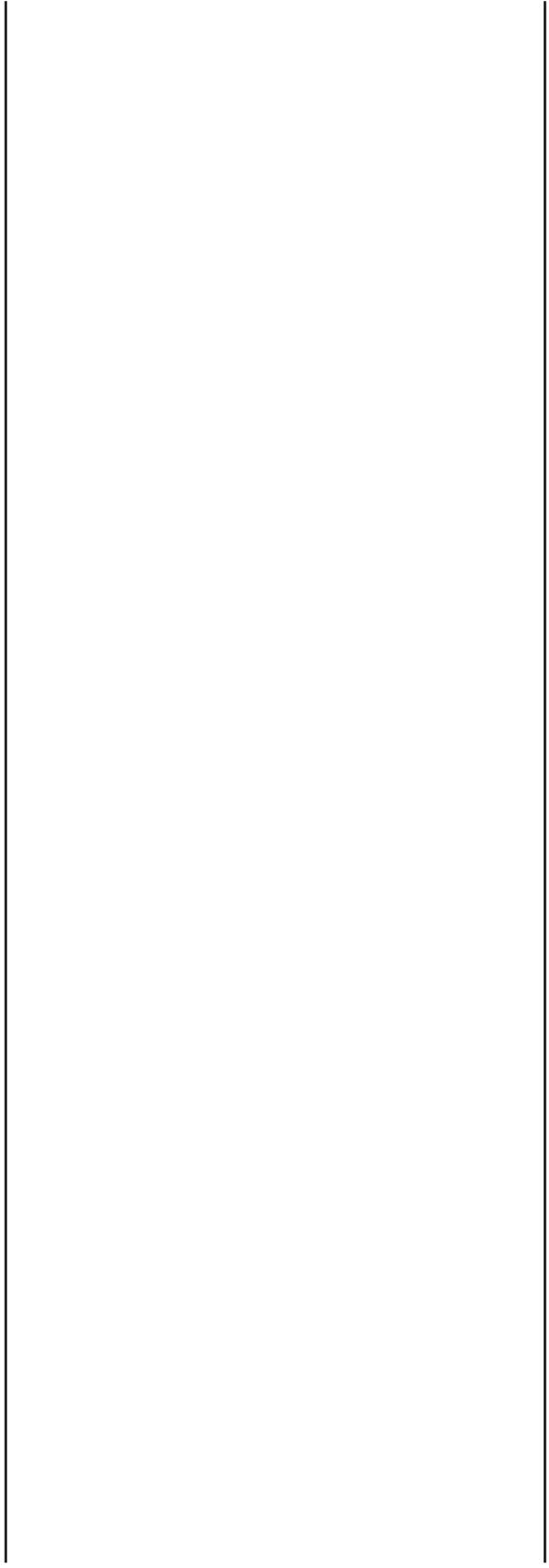


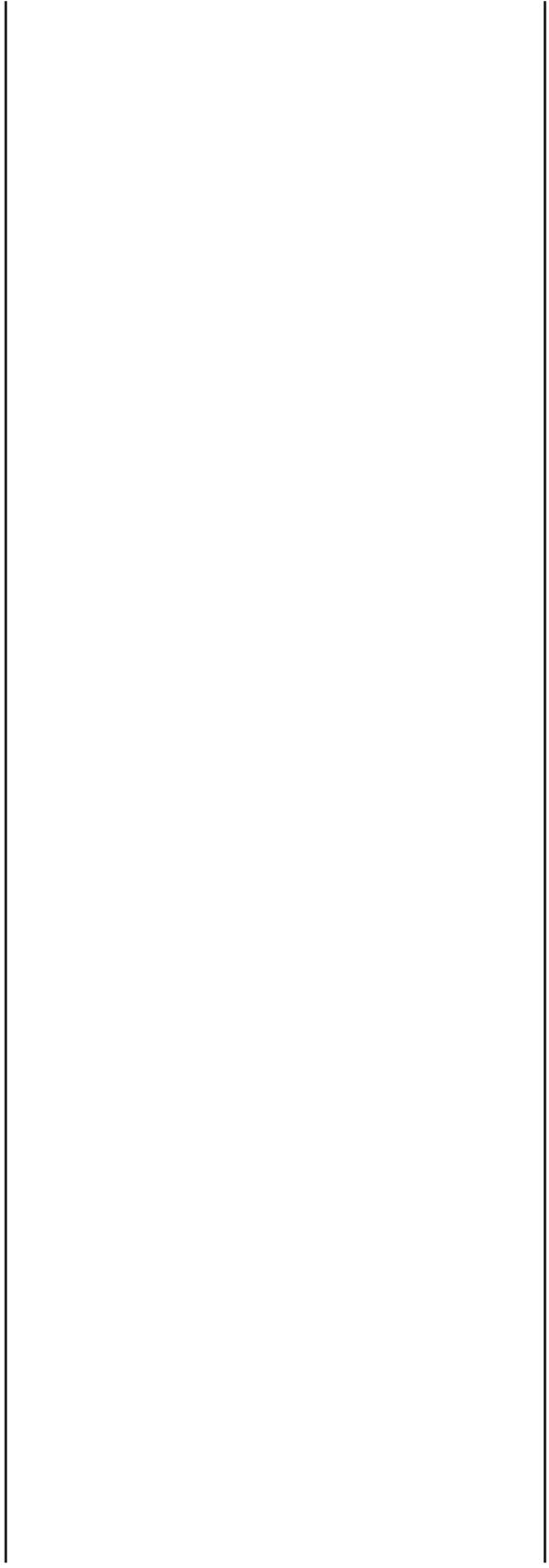


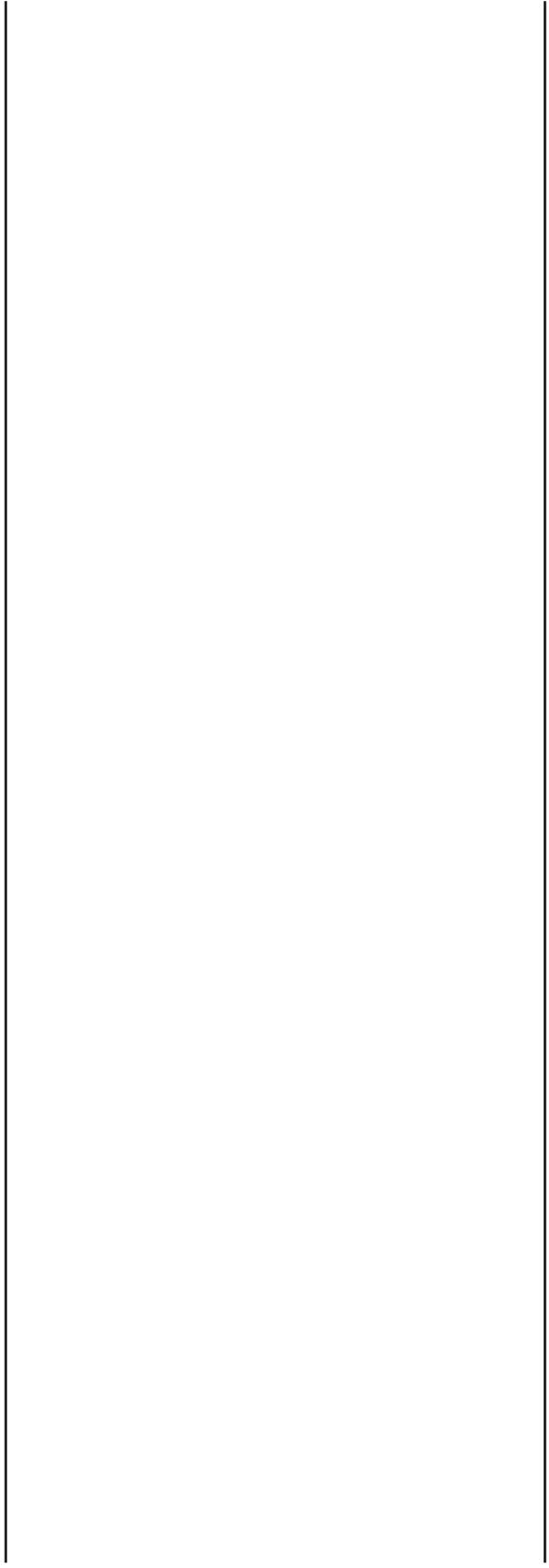


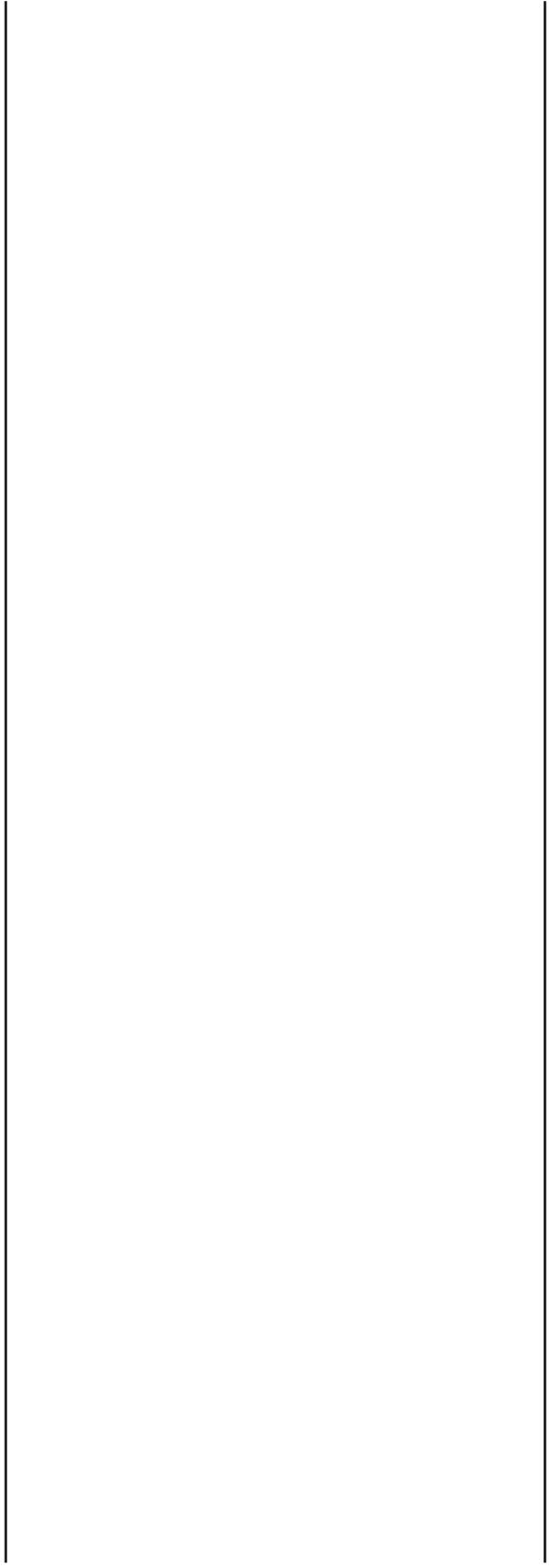


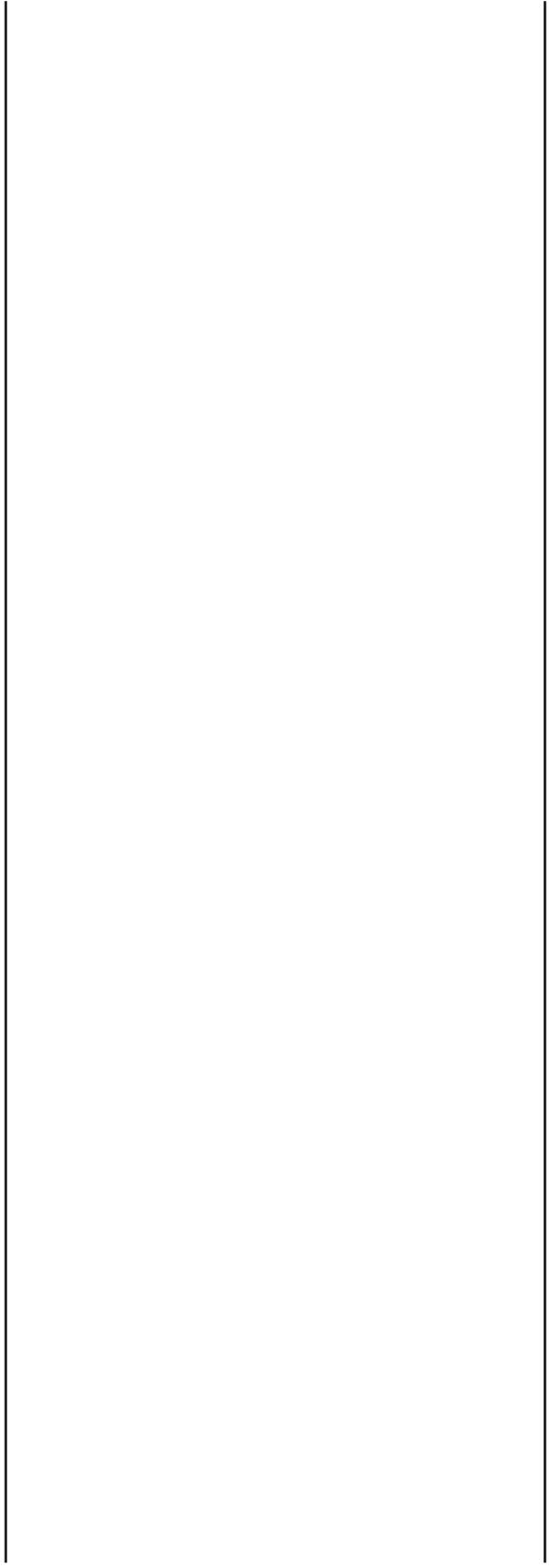


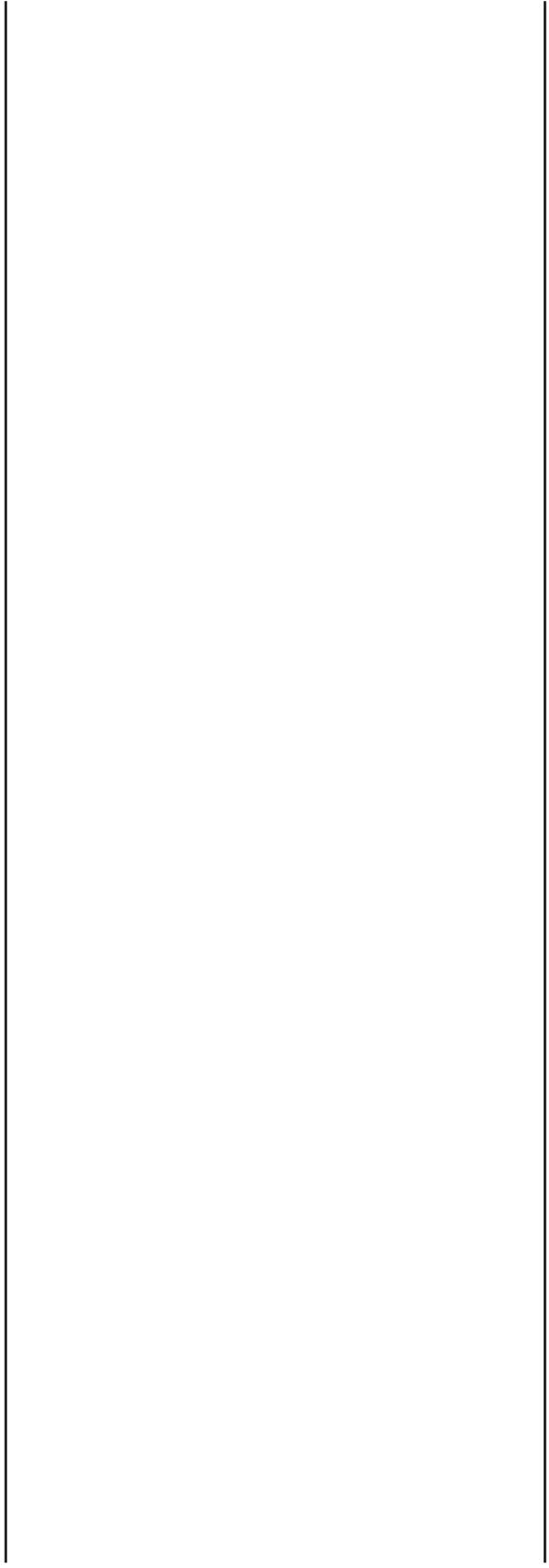


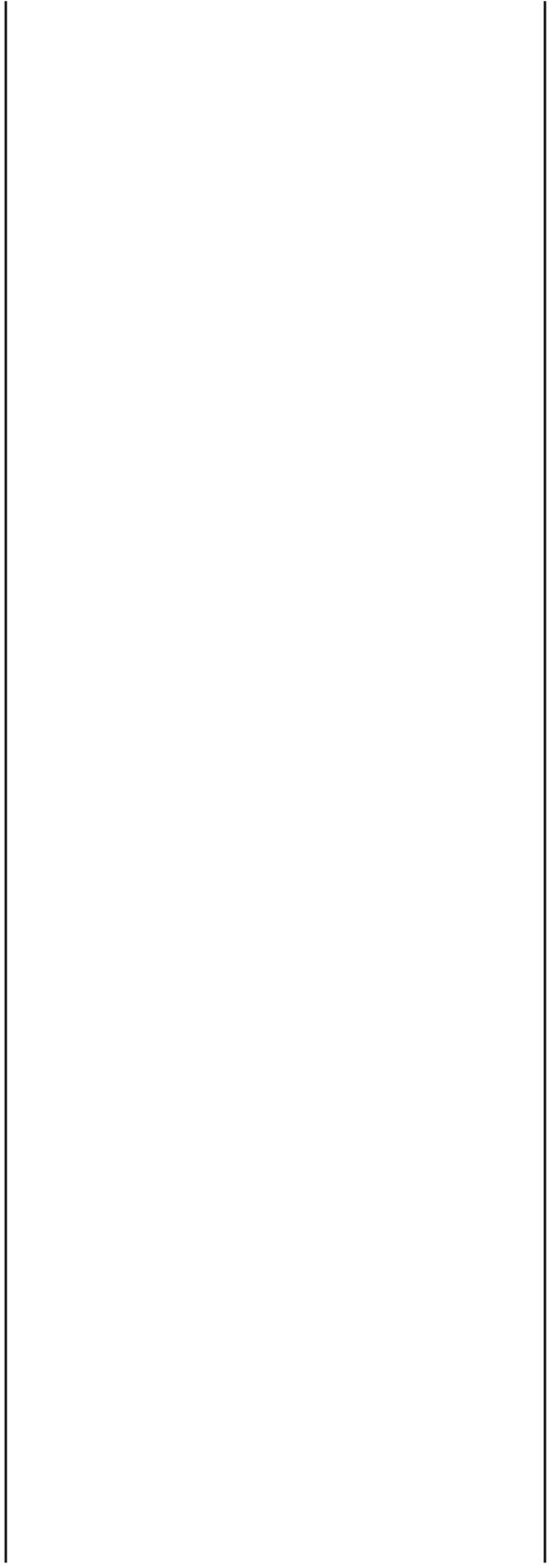


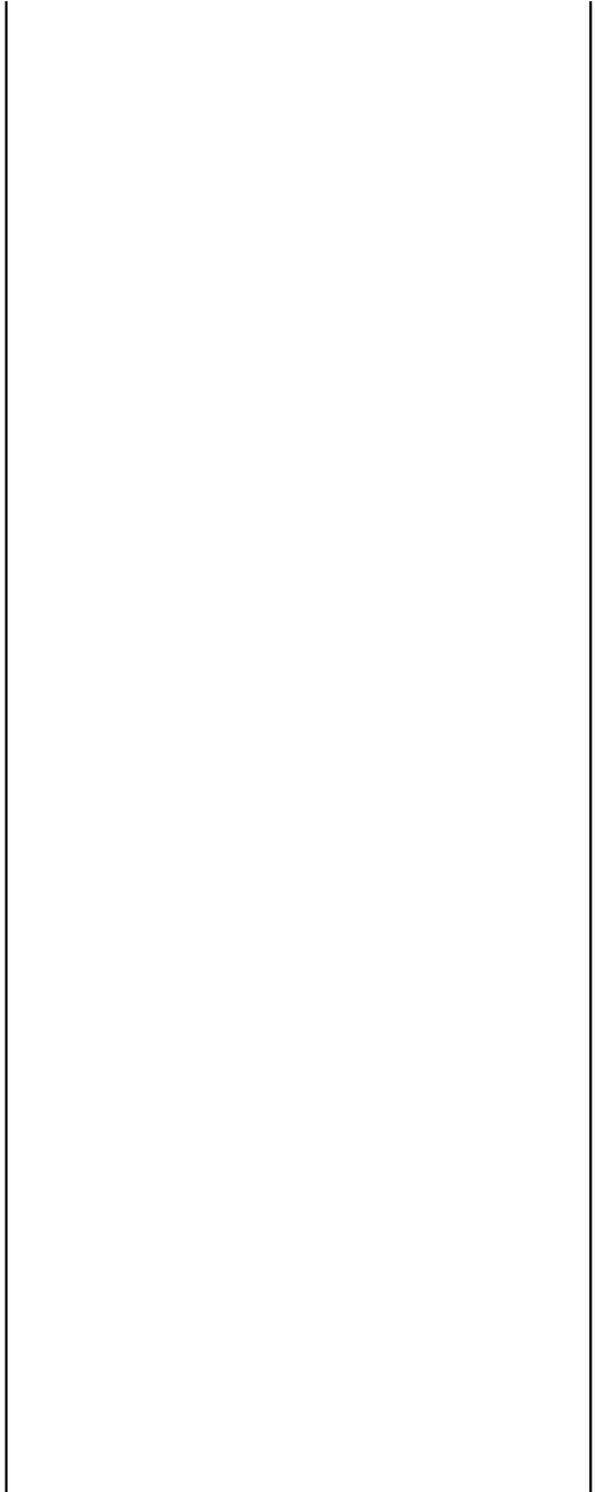












Repricing Review

ID	Name	Unit	Prod Grp Code	Product	Function
10274077	Zodda, Michael	CORP	CFO	CFO	TRE
10274597	Staritsina, Anna	CORP	CFO	CFO	TRE
10274600	Chu, Helen	CORP	CFO	CFO	TRE
10275576	Pietruszewski, Seweryn	CORP	CFO	CFO	TRE
10271660	Citron, Kevin	CORP	CFO	CFO	PCC
10272772	Behrje, Garth	CORP	CFO	CFO	PCC
10273786	Harda, Kersi	CORP	CFO	CFO	PCC
10274081	Huang, Yong	CORP	CFO	CFO	PCC
10274252	Armand, Buffington	CORP	CFO	CFO	PCC
10274601	Kinghar, Siddharth	CORP	CFO	CFO	PCC
10275551	Rabin, Eli	CORP	CFO	CFO	PCC
10275920	Tedino, Gerard	CORP	CFO	CFO	PCC
10275922	O'Neill, Kristen	CORP	CFO	CFO	PCC
10276208	Park, Jae	CORP	CFO	CFO	PCC
10276572	Liao, Xiao	CORP	CFO	CFO	PCC
10276574	Davis, Brendan	CORP	CFO	CFO	PCC
10276777	Van Etten, Scott	CORP	CFO	CFO	PCC
10275578	Kothari, Priya	CORP	CFO	CFO	PCC
10271157	Sako, Rezart	CORP	CFO	CFO	PCC
10271659	Fiorentino, Giovanni	CORP	CFO	CFO	PCC
10276775	Bernard, Clement	CORP	CFO	CFO	PCC
10271661	Liz, John	CORP	CFO	CFO	PCC
10274080	McGowan, Carl	CORP	CFO	CFO	PCC

Dec 1 HC Detail

Communication Manager	Maj Grp	Min Grp	Dept	Hire Date	File To	Reg	Timing	Bns Line
Fleming,D			28988	09-Jul-07	Corp	A	Q3	USD
Fleming,D			28988	16-Jul-07	Corp	A	Q3	USD
Younis,N			25915	16-Jul-07	Corp	A	Q3	USD
Younis,N			22876	30-Jul-07	Corp	A	Q3	USD
Bernard,C			46063	04-Jun-07	Corp	A	Q3	USD
Bernard,C			46065	25-Jun-07	Corp	A	Q3	USD
Bernard,C			46071	02-Jul-07	Corp	A	Q3	USD
Bernard,C			46071	10-Jul-07	Corp	A	Q3	USD
Bernard,C			22968	16-Jul-07	Corp	A	Q3	USD
Bernard,C			46063	30-Jul-07	Corp	A	Q3	USD
Bernard,C			46066	30-Jul-07	Corp	A	Q3	USD
Bernard,C			46063	06-Aug-07	Corp	A	Q3	USD
Bernard,C			46063	06-Aug-07	Corp	A	Q3	USD
Bernard,C			22968	13-Aug-07	Corp	A	Q3	USD
Bernard,C			49353	20-Aug-07	Corp	A	Q3	USD
Bernard,C			46070	20-Aug-07	Corp	A	Q3	USD
Bernard,C			46064	27-Aug-07	Corp	A	Q3	USD
Fox,G			22395	30-Jul-07	Corp	A	Q3	USD
Pearn,F			23291	05-Jun-07	Corp	A	Q3	USD
Pearn,F			23291	04-Jun-07	Corp	A	Q3	USD
Reilly,G			22968	29-Aug-07	Corp	A	Q3	USD
Scicutella,L			22958	04-Jun-07	Corp	A	Q3	USD
Scicutella,L			26066	09-Jul-07	Corp	A	Q3	USD

Comp Added Details -- from Bonus / Manually Calc'd -- for Repricing

Bonus (bns qte)	TCP (bns qte)	Comp TCE (bns qte)	New Quote	Bns Sal	Sal Trtmnt	Approach
2500	22604.97	52500	USD	NON	Incremental	GrossUp
5000	25769.21	65000	USD	NON	Incremental	GrossUp
12000	50076.93	122000	USD	NON	Incremental	GrossUp
5000	32076.96	93000	USD	NON	Incremental	GrossUp
130000	194615.44	270000	USD	NON	Incremental	Bonus
350000	430769.26	550000	USD	NON	Incremental	Bonus
100000	153846.2	240000	USD	NON	Incremental	Bonus
150000	204230.76	300000	USD	NON	Incremental	Bonus
25000	59615.35	125000	USD	NON	Incremental	Bonus
2000	26583.98	72000	USD	NON	Incremental	GrossUp
10000	40769.2	110000	USD	NON	Incremental	GrossUp
3000	22447.72	60500	USD	NON	Incremental	GrossUp
19500	46903.88	114500	USD	NON	Incremental	GrossUp
5000	23846.17	75000	USD	NON	Incremental	GrossUp
7500	31250.03	102500	USD	NON	Incremental	GrossUp
8000	36124.98	120500	USD	NON	Incremental	GrossUp
5000	22307.72	80000	USD	NON	Incremental	GrossUp
70000	110000	200000	USD	NON	Incremental	Bonus
6500	43115.35	86500	USD	NON	Incremental	GrossUp
2500	36178.84	65500	USD	NON	Incremental	GrossUp
1100000	1144615.4	1300000	USD	M	Neutral	Bonus
4000	34923.04	71000	USD	NON	Incremental	GrossUp
4000	30103.69	67000	USD	NON	Incremental	GrossUp

December 1 Headcount Deta

NOTES	Comp Rate	Curren	Comp Rate USD	Est Bon Amt	EstBo	Bonus in USD
	50000	USD	50000	5000	USD	5000
	60000	USD	60000	10000	USD	10000
	110000	USD	110000	24000	USD	24000
	88000	USD	88000	10000	USD	10000
	140000	USD	140000	130000	USD	130000
	200000	USD	200000	350000	USD	350000
	140000	USD	140000	100000	USD	100000
	150000	USD	150000	150000	USD	150000
	100000	USD	100000	25000	USD	25000
	70000	USD	70000	4000	USD	4000
	100000	USD	100000	20000	USD	20000
	57500	USD	57500	6000	USD	6000
	95000	USD	95000	39000	USD	39000
	70000	USD	70000	10000	USD	10000
	95000	USD	95000	15000	USD	15000
	112500	USD	112500	16000	USD	16000
	75000	USD	75000	10000	USD	10000
	130000	USD	130000	70000	USD	70000
	80000	USD	80000	13000	USD	13000
	63000	USD	63000	5000	USD	5000
	200000	USD	200000	1100000	USD	1100000
	67000	USD	67000	8000	USD	8000
	63000	USD	63000	8000	USD	8000

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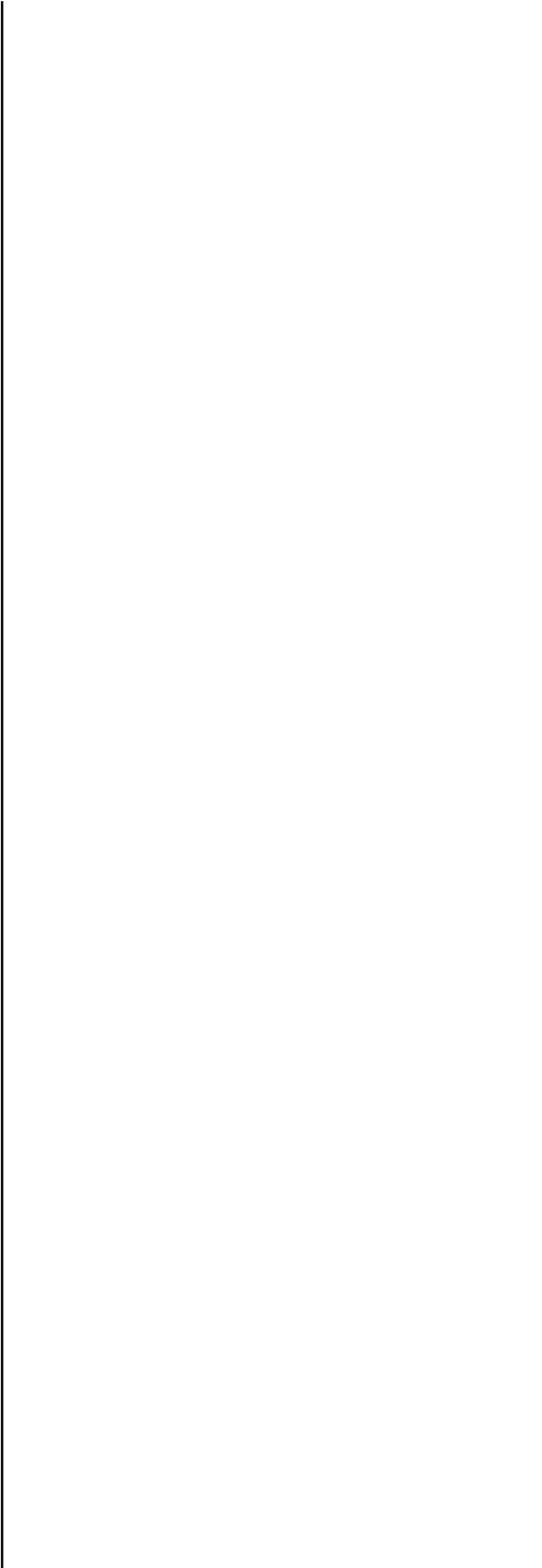
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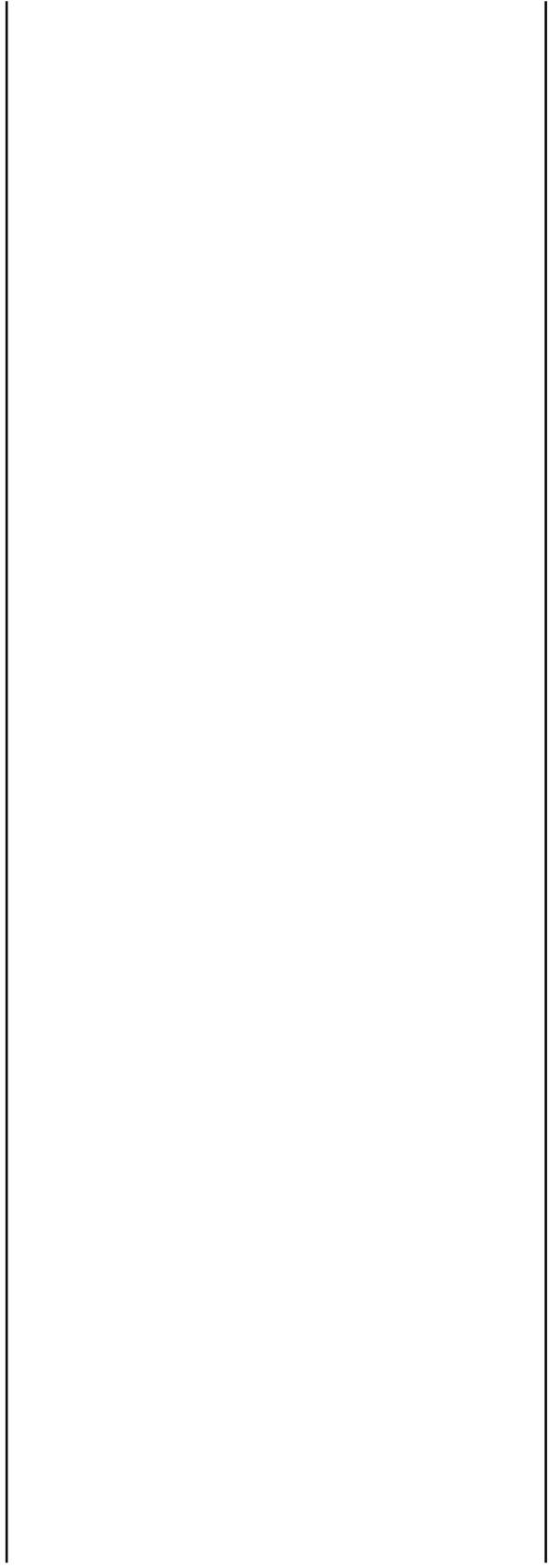
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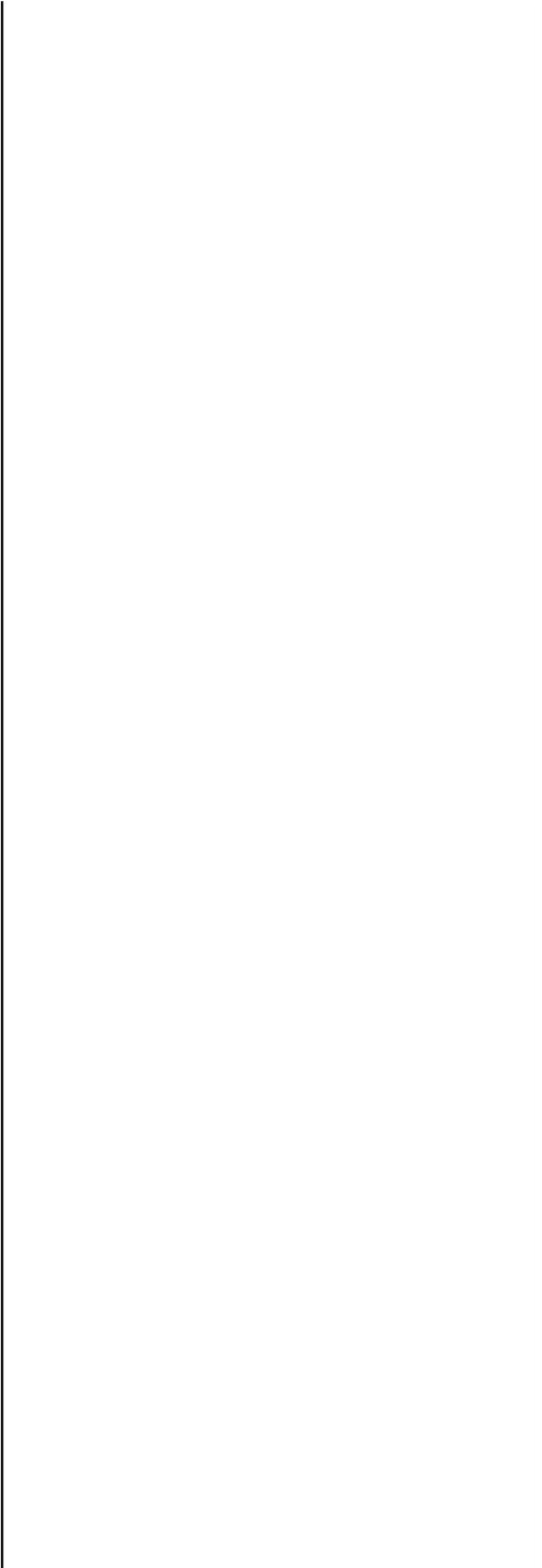
ails (at January 14, 2008)

Total BG USD	Total Comp U	House Local	House USD	TC+ in Quote Terms	NEW BONUS (in quote)
0	55000	0	0	55000	
0	70000	0	0	70000	
0	134000	0	0	134000	
0	98000	0	0	98000	
0	270000	0	0	270000	
0	550000	0	0	550000	
0	240000	0	0	240000	
0	300000	0	0	300000	
0	125000	0	0	125000	
0	74000	0	0	74000	
0	120000	0	0	120000	
0	63500	0	0	63500	
0	134000	0	0	134000	
0	80000	0	0	80000	
0	110000	0	0	110000	
0	128500	0	0	128500	
0	85000	0	0	85000	
0	200000	0	0	200000	
0	93000	0	0	93000	
0	68000	0	0	68000	
0	1300000	0	0	1300000	
0	75000	0	0	75000	
0	71000	0	0	71000	

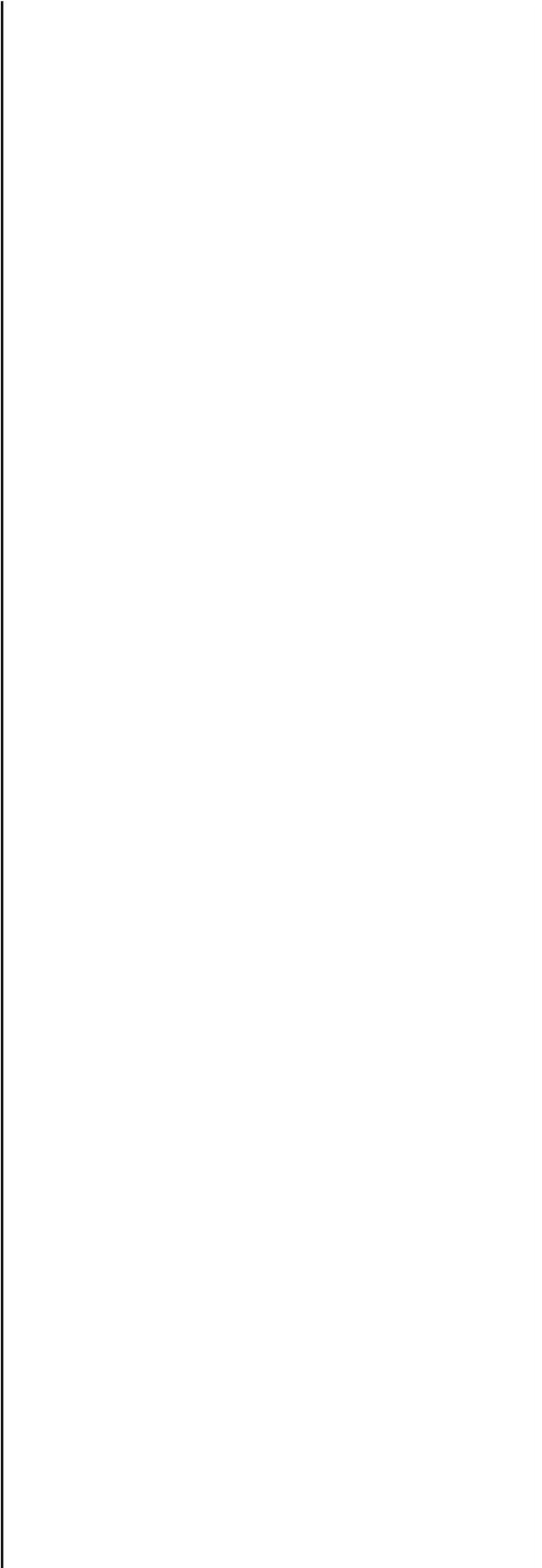




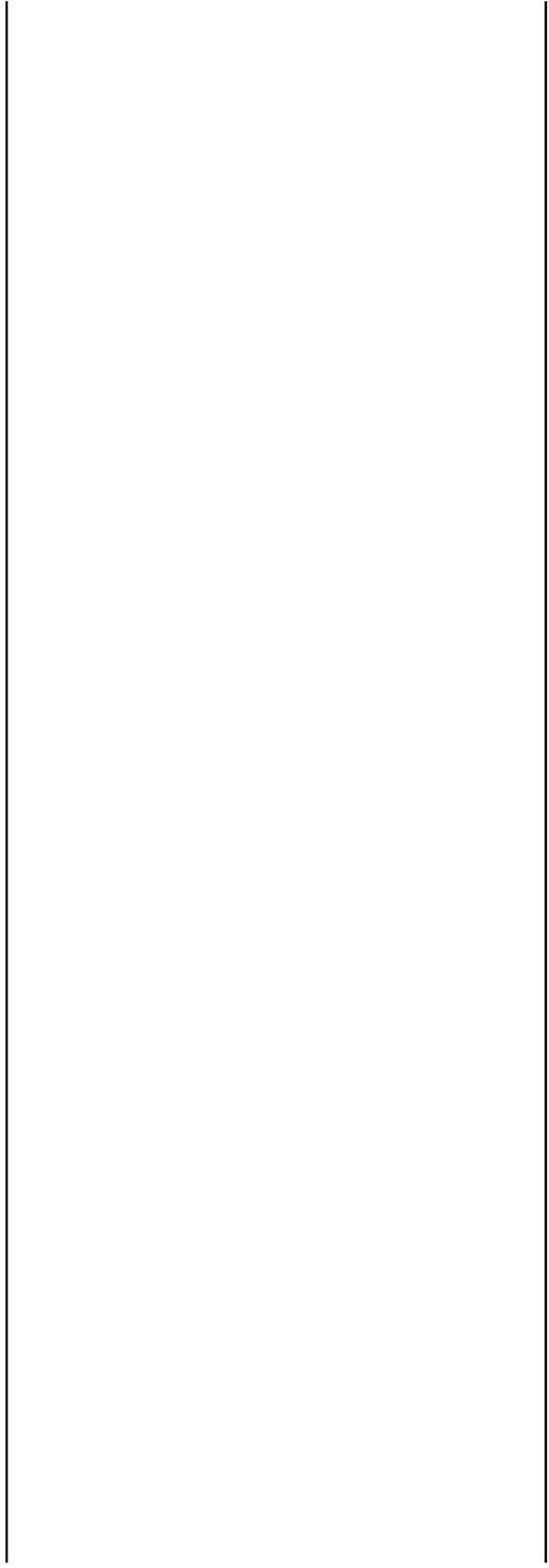








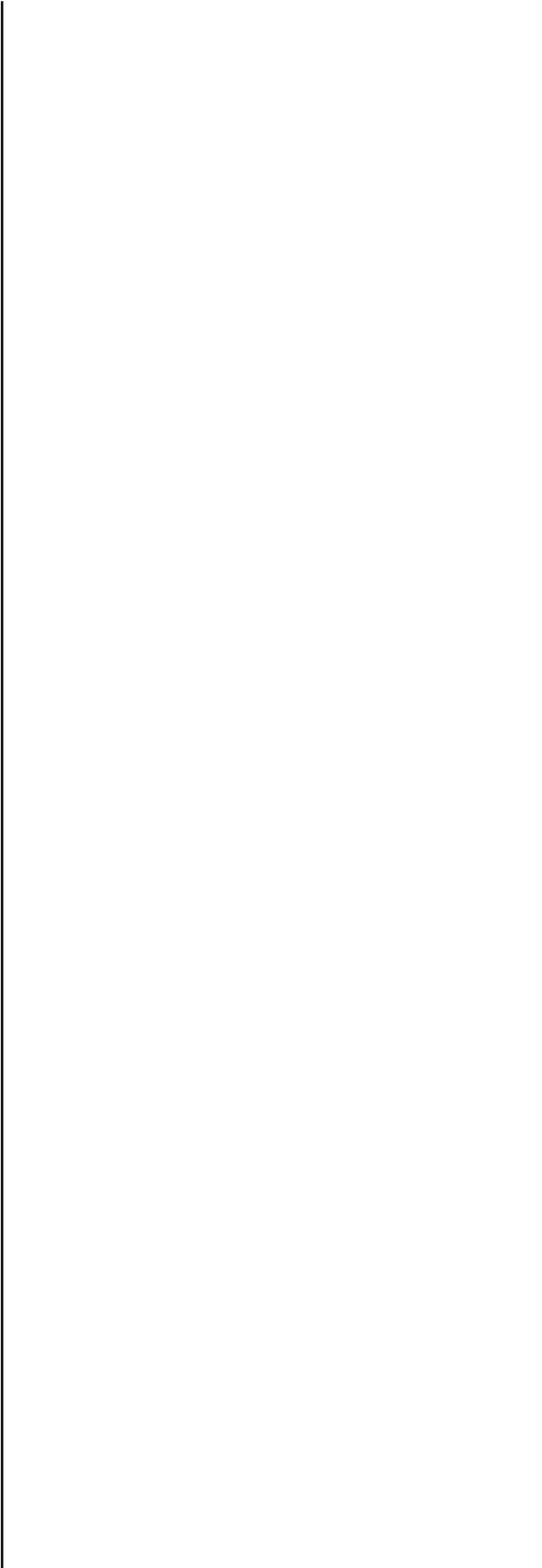




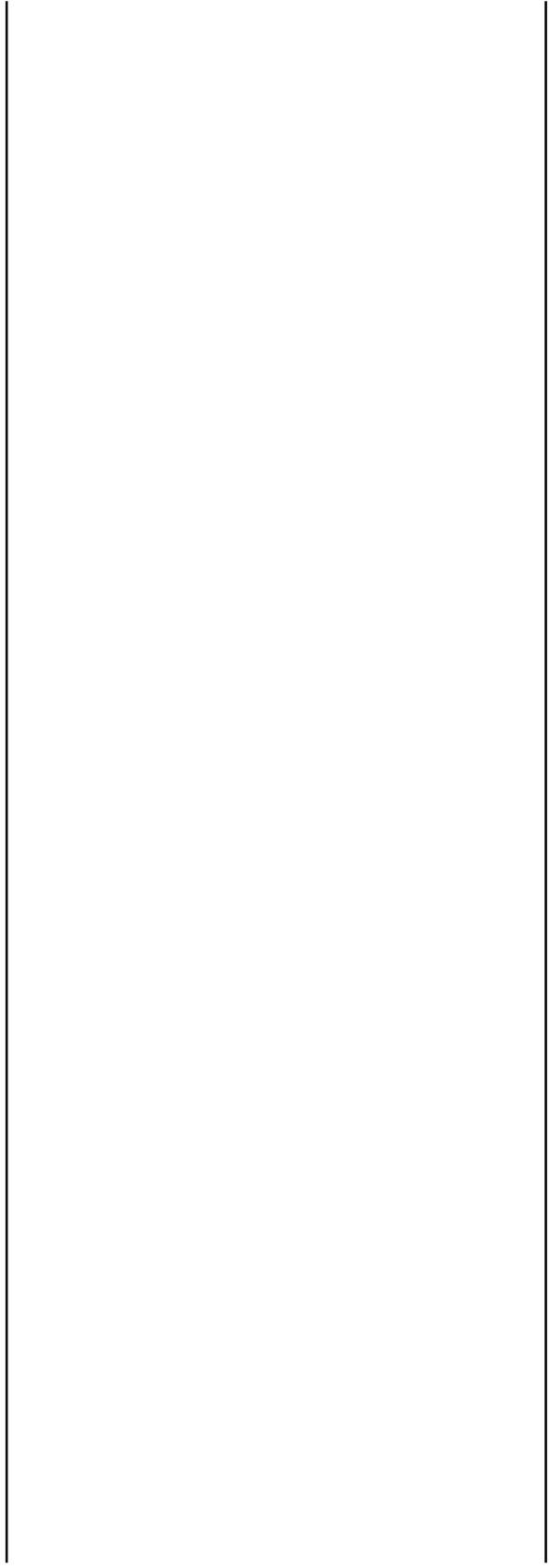


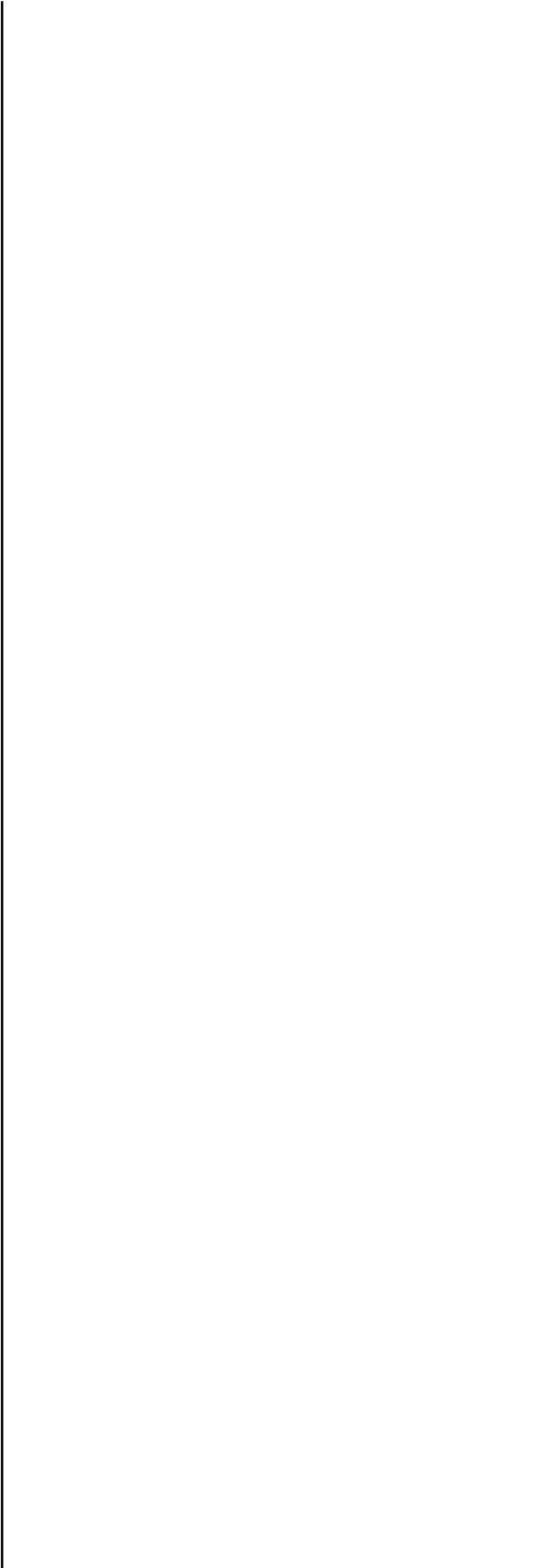


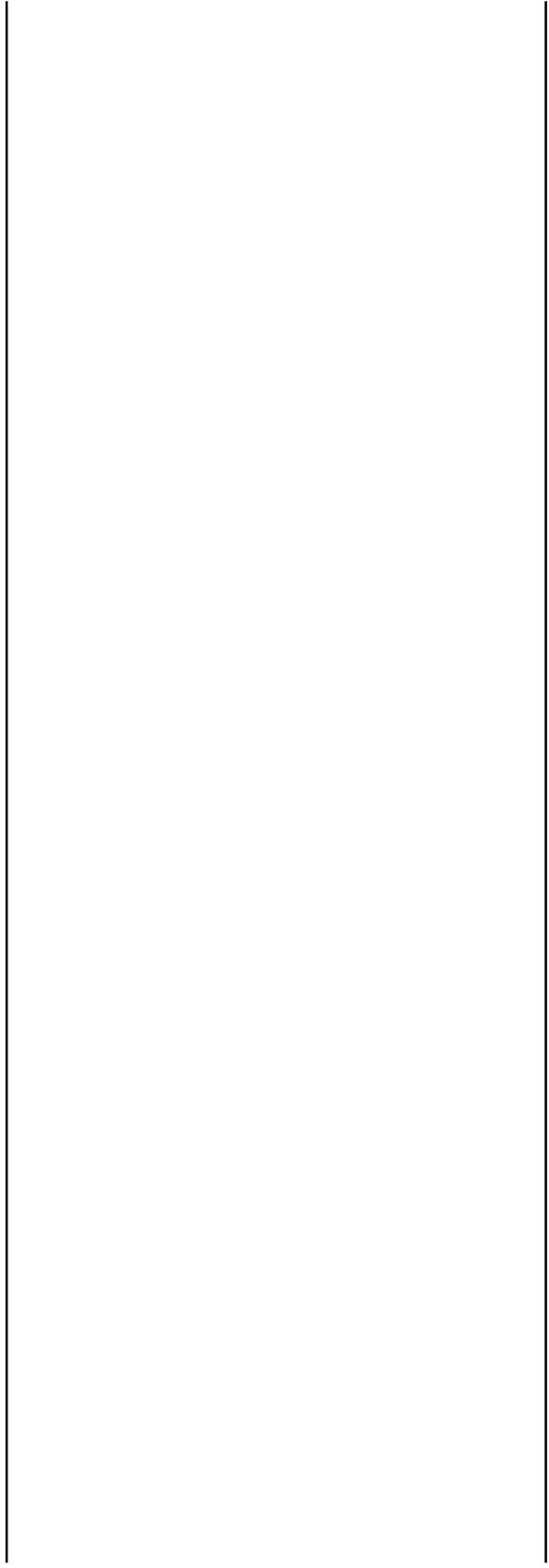


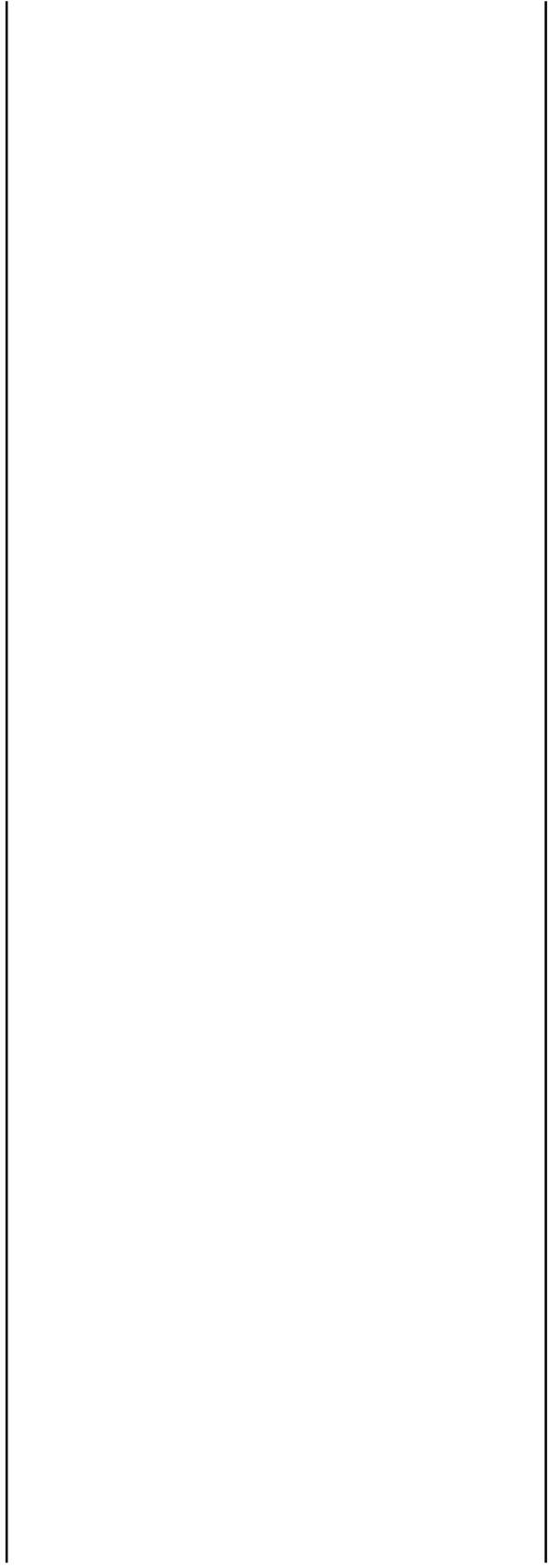


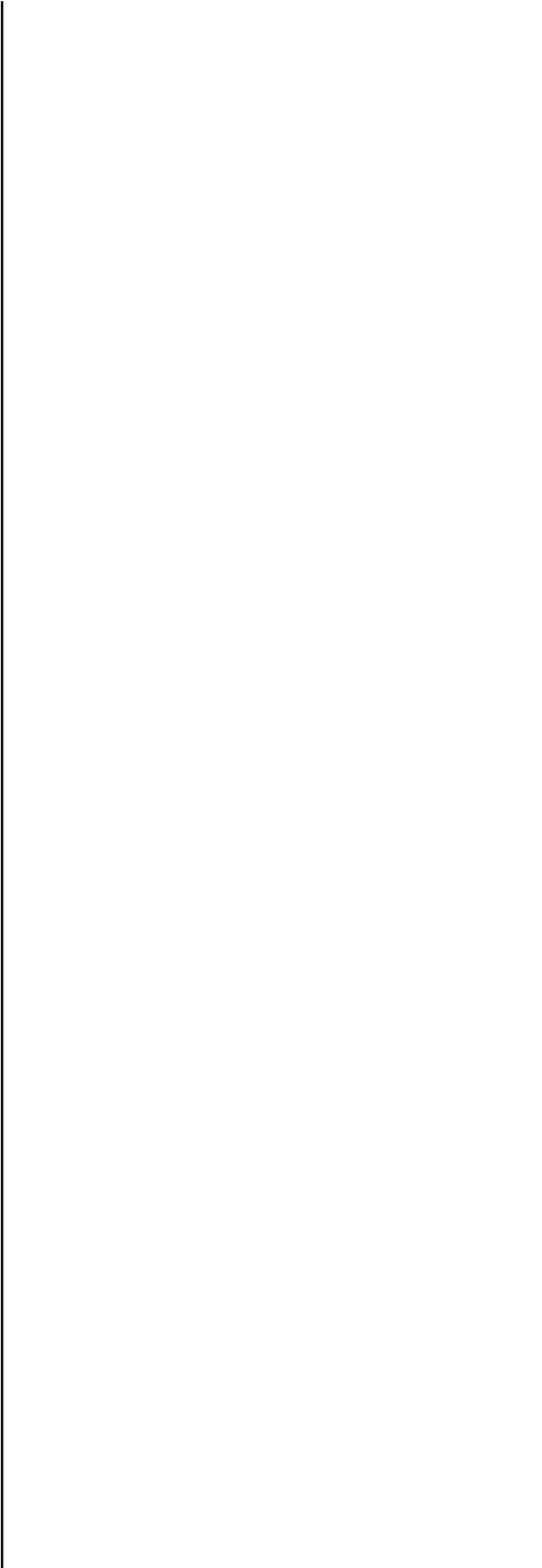




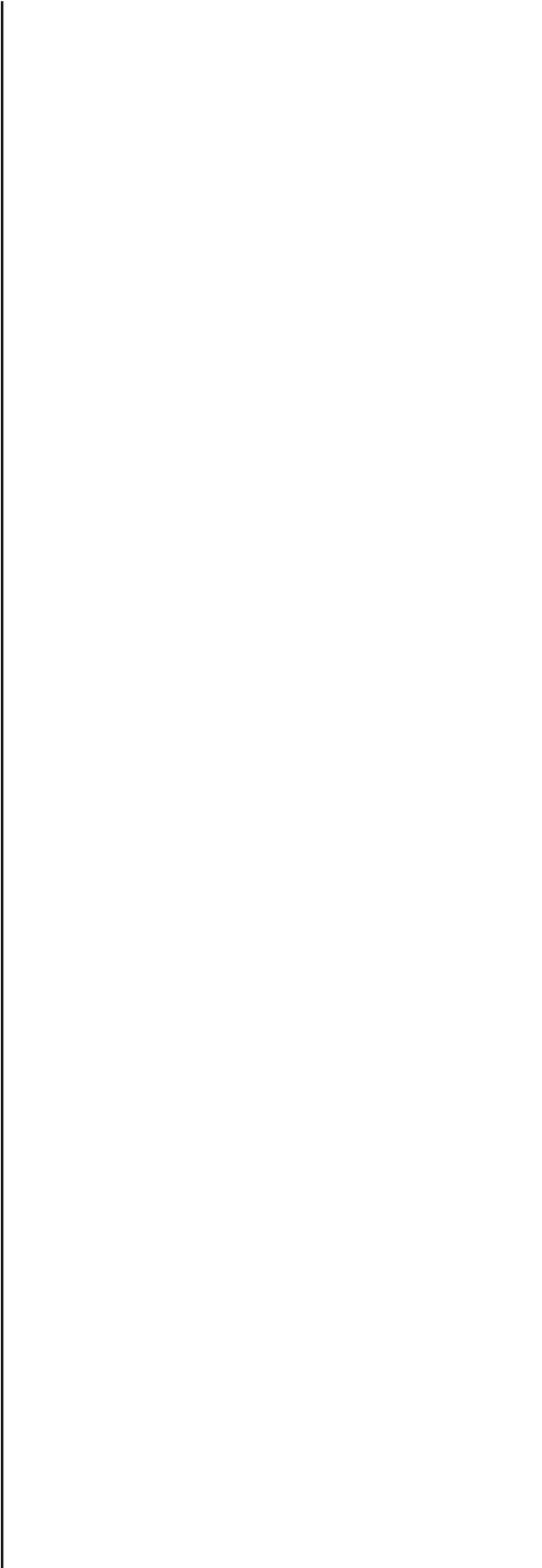


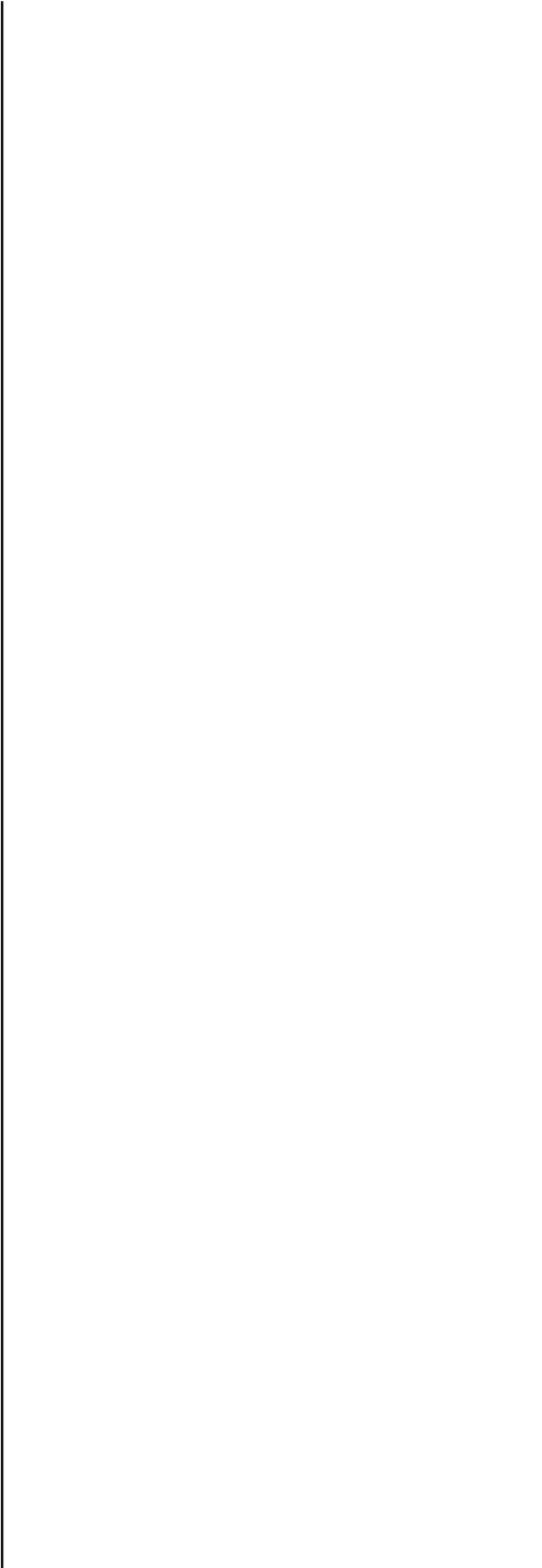


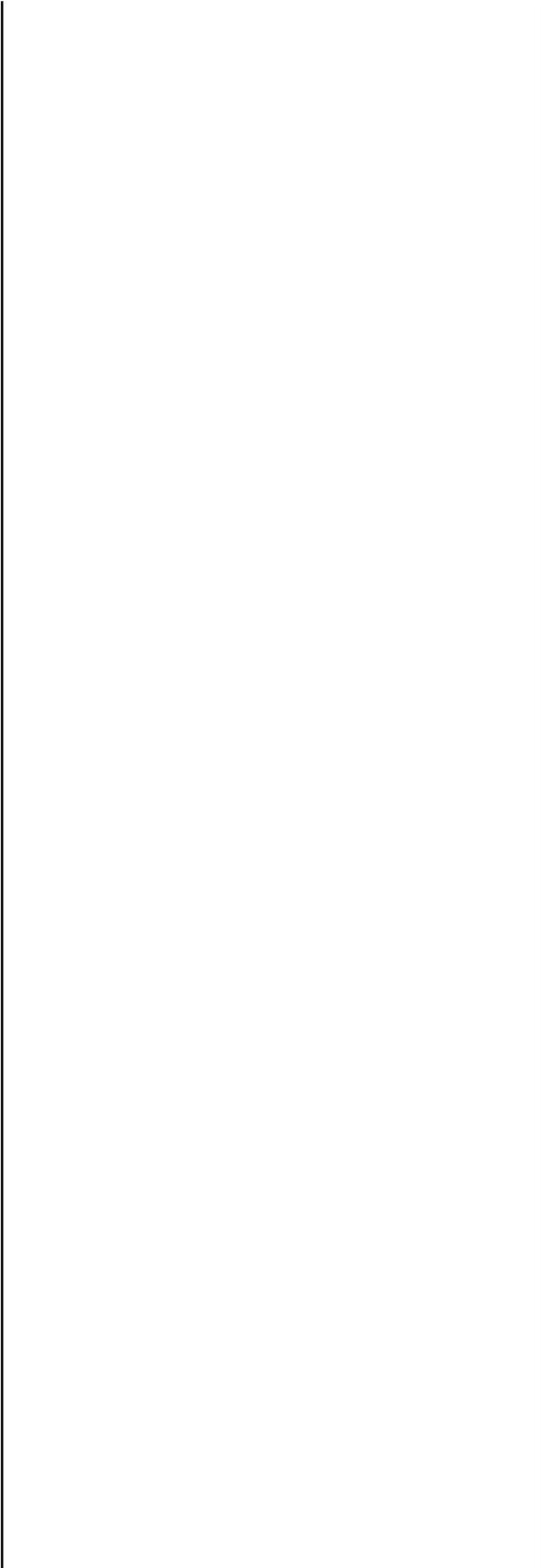


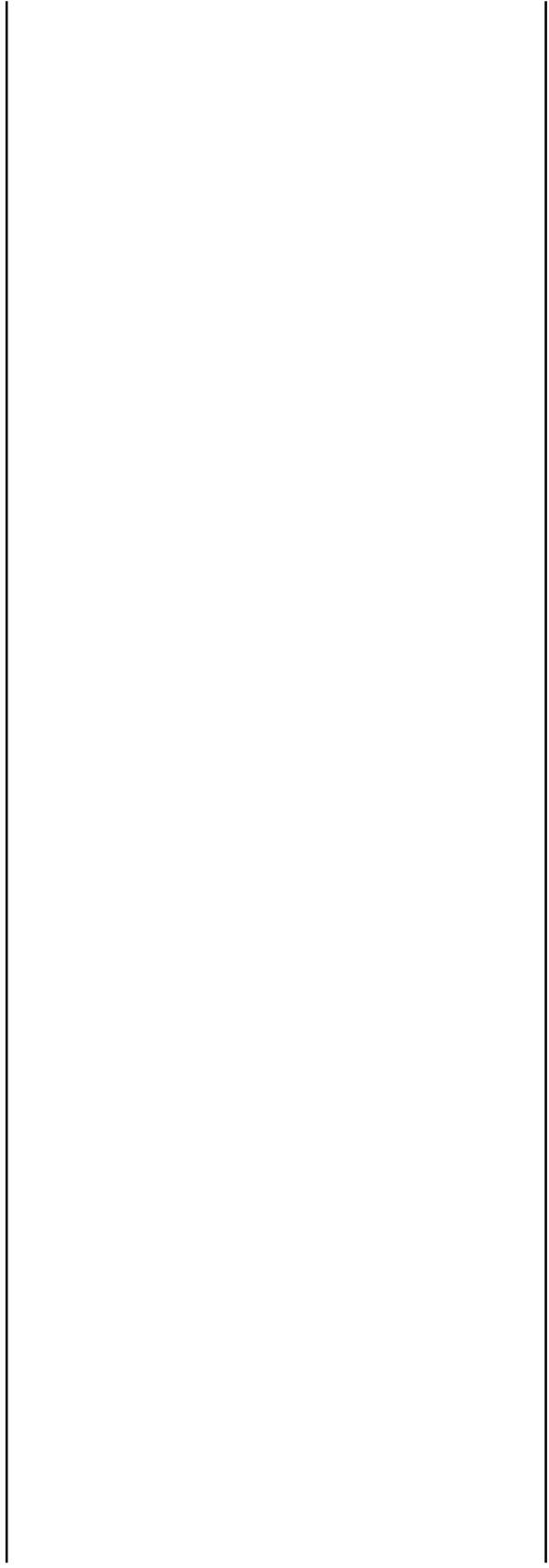






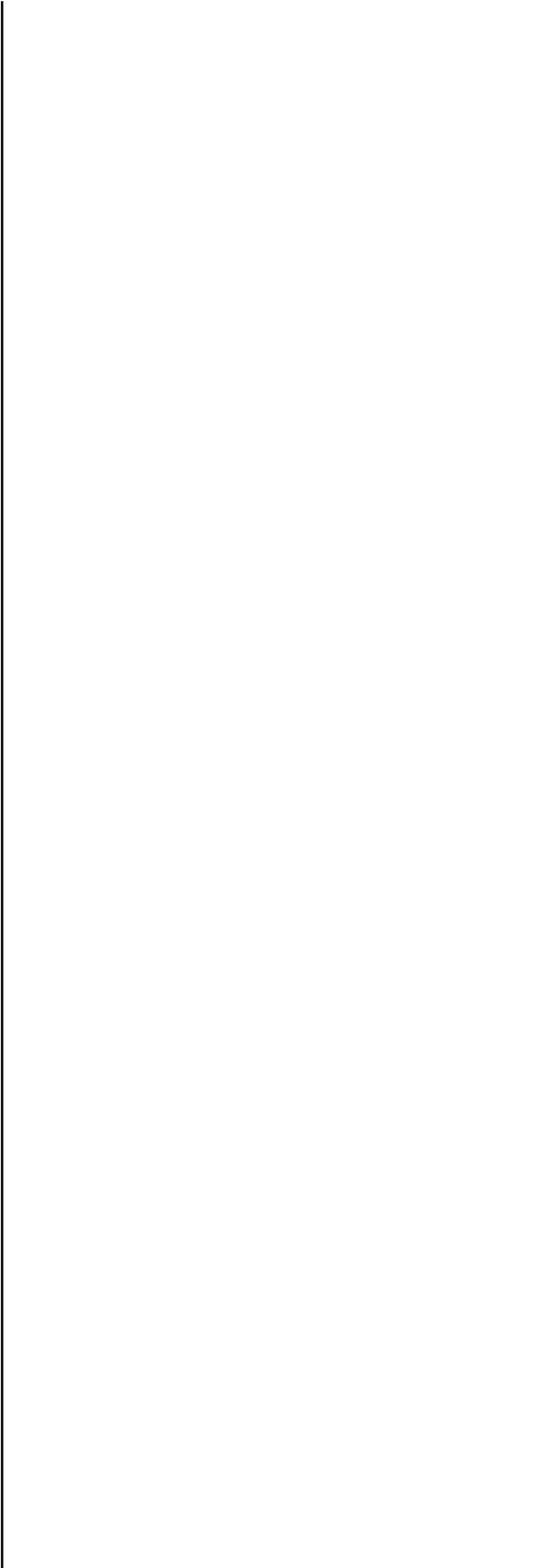


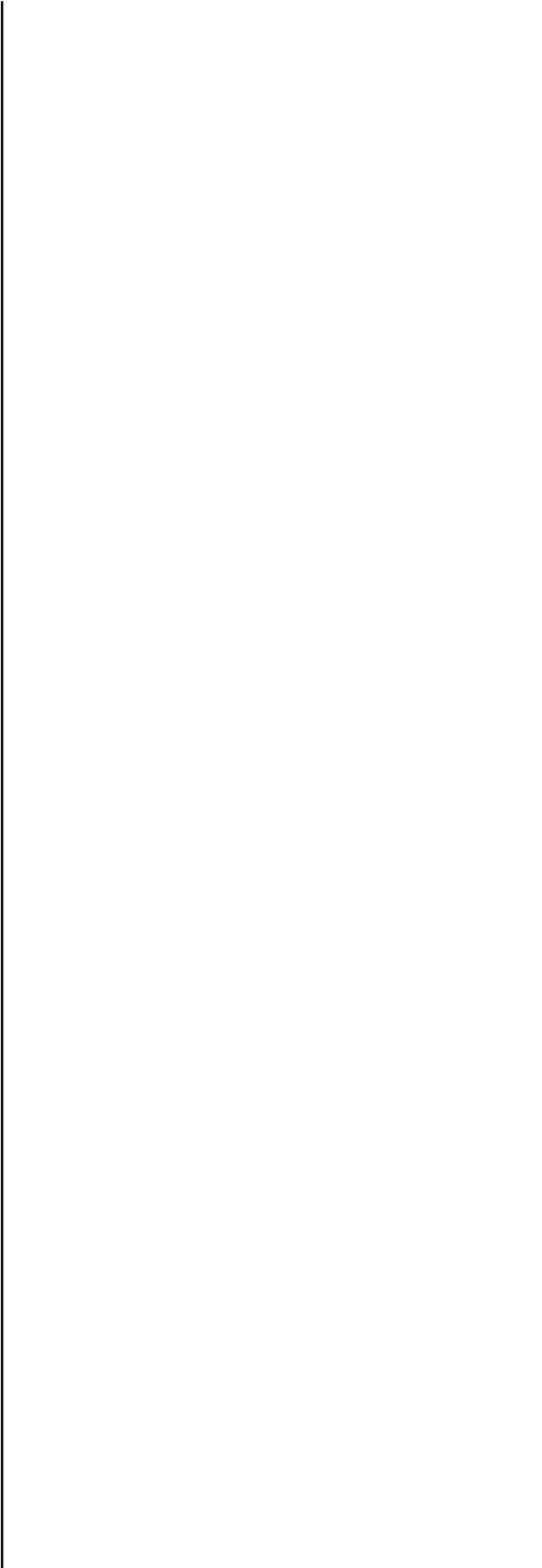


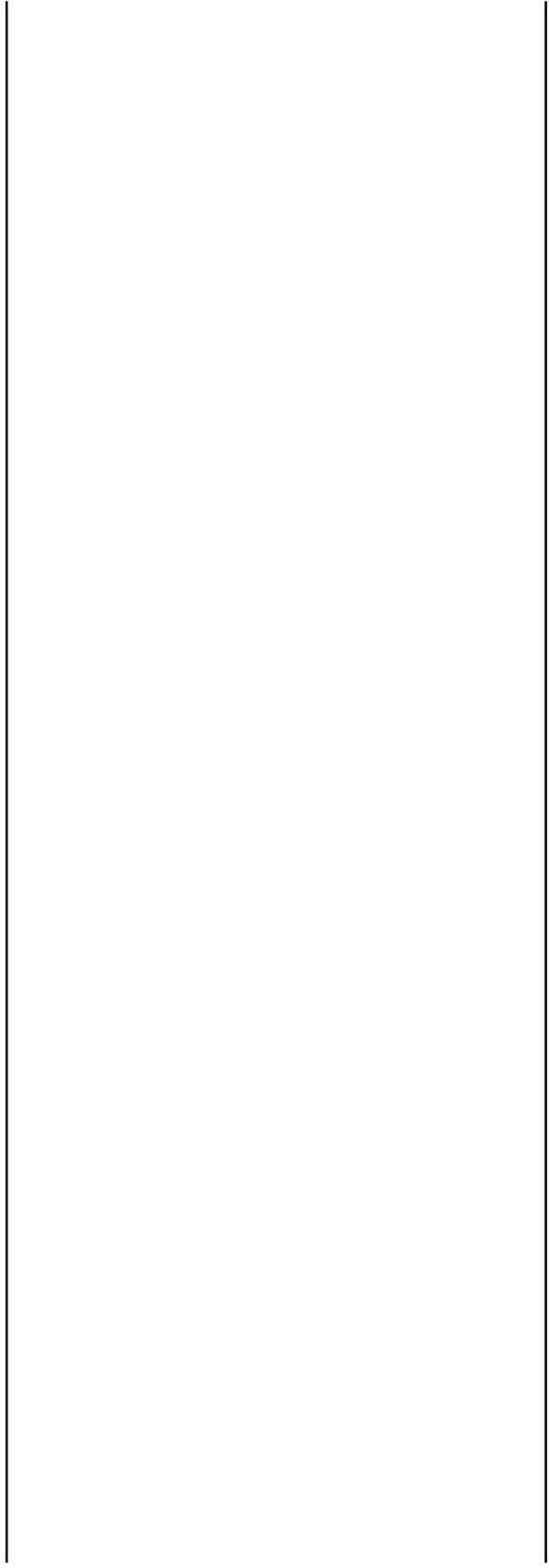




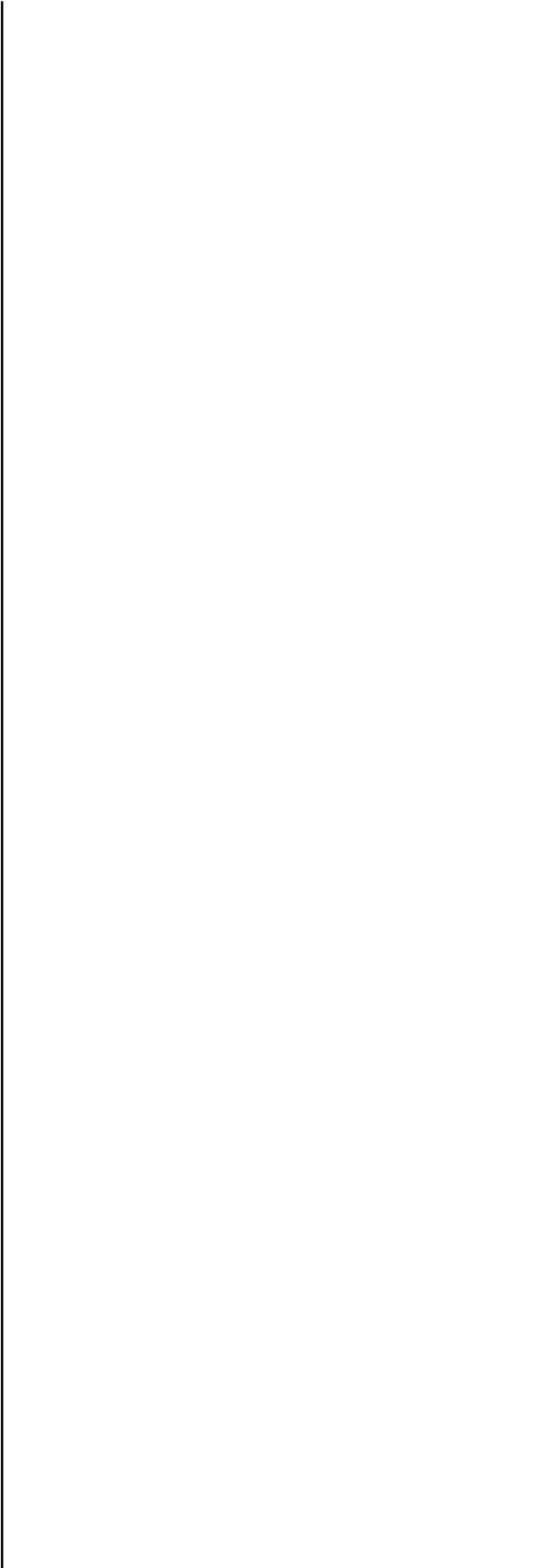


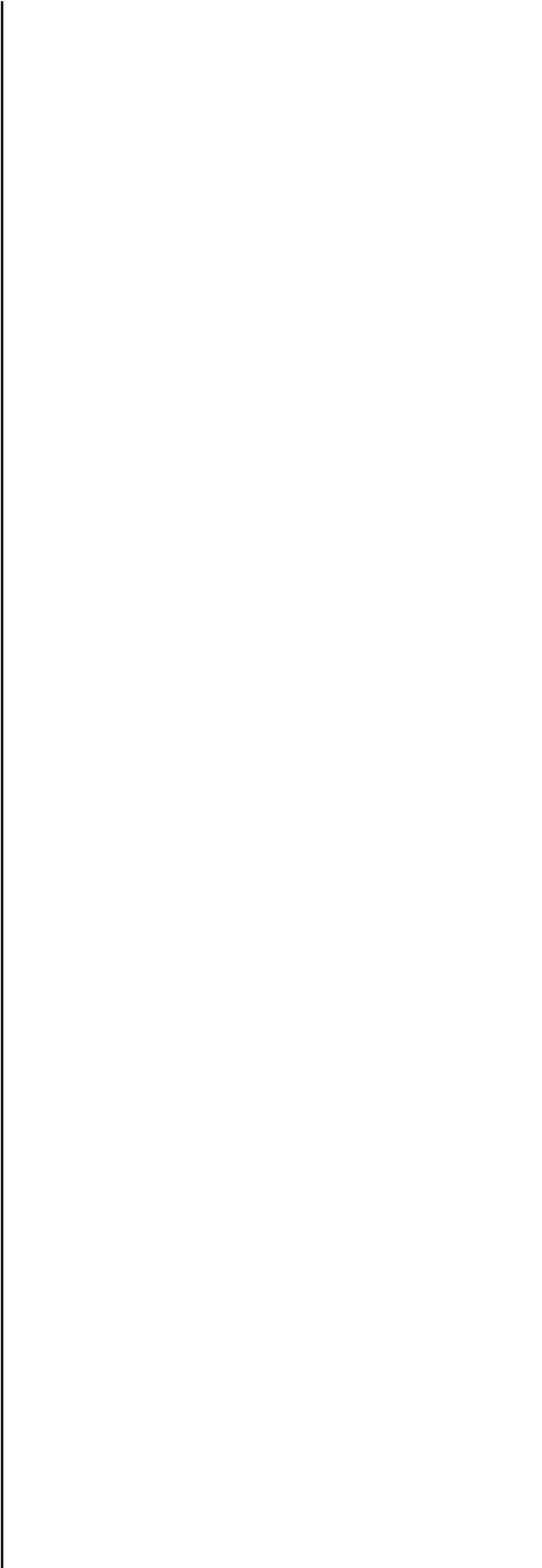


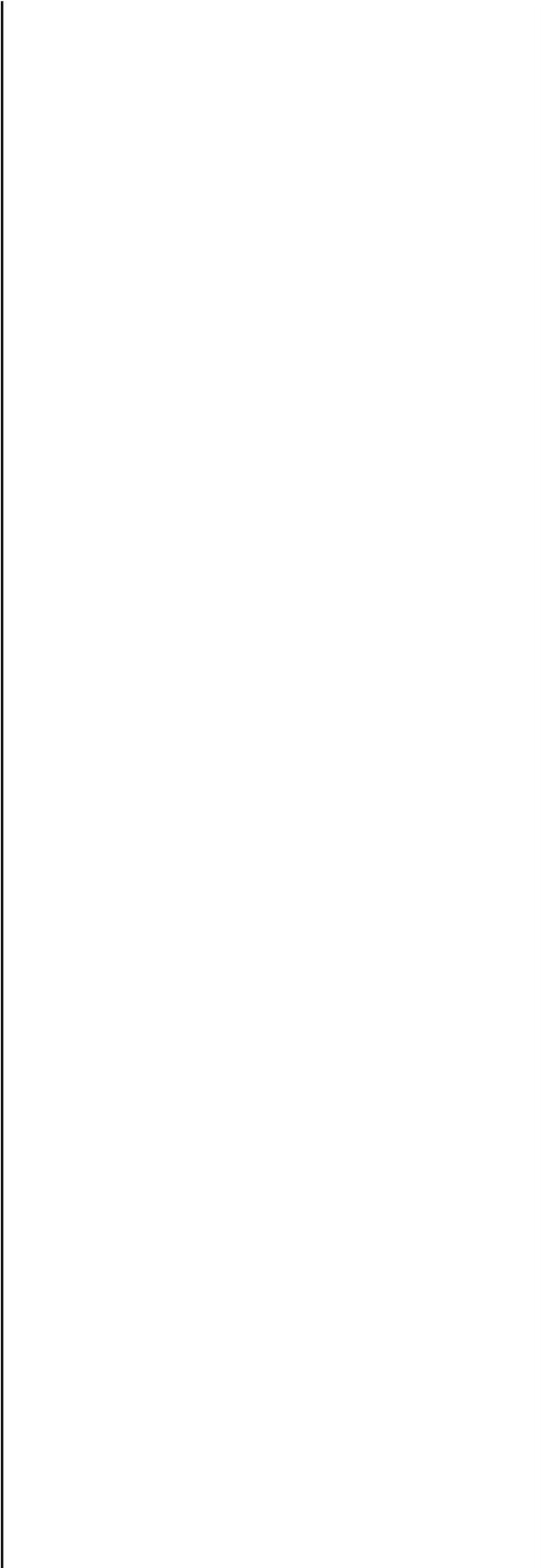


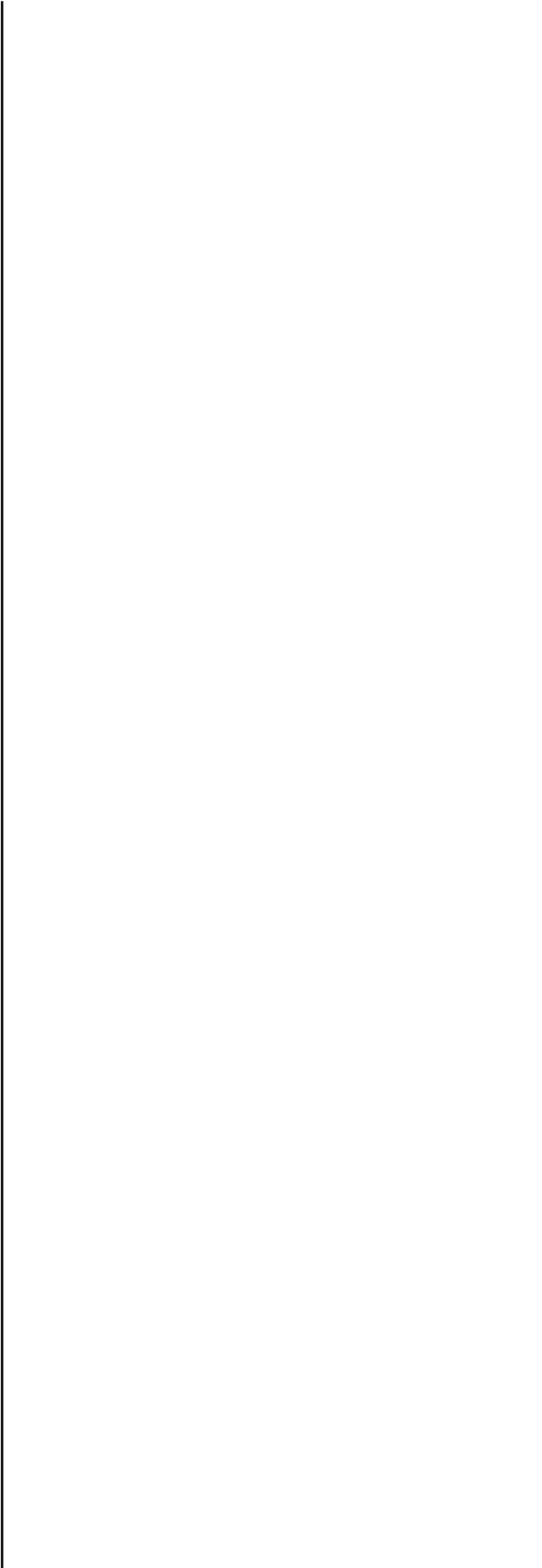


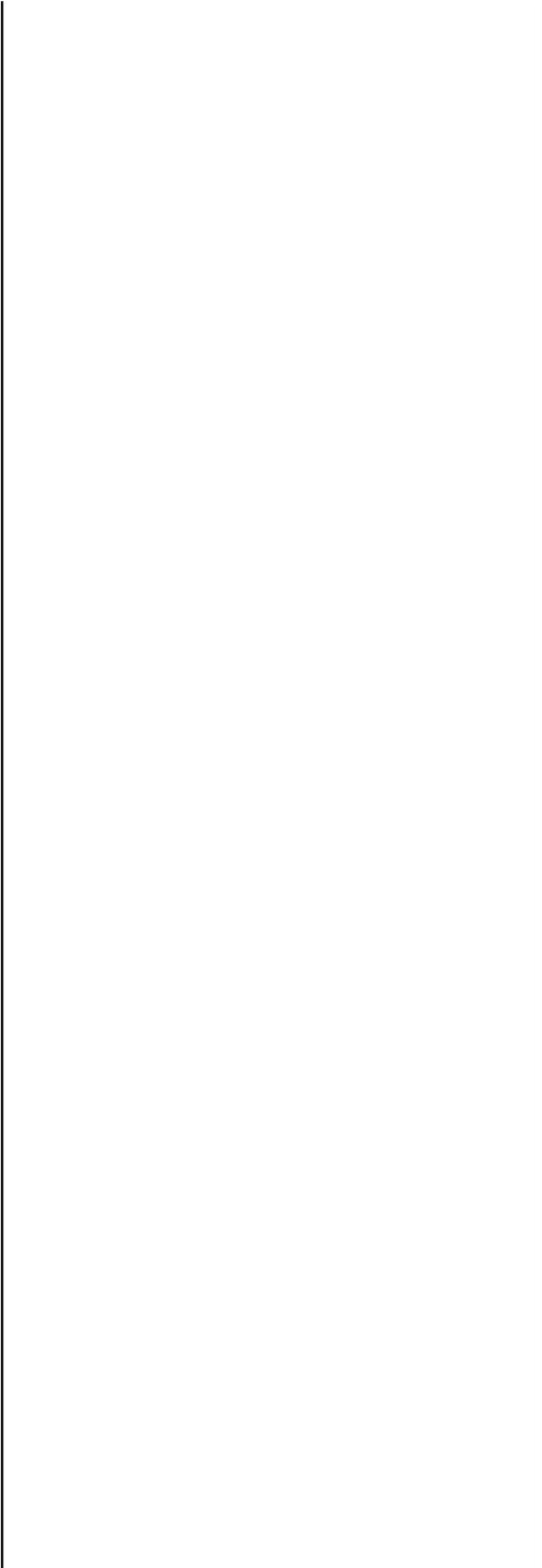


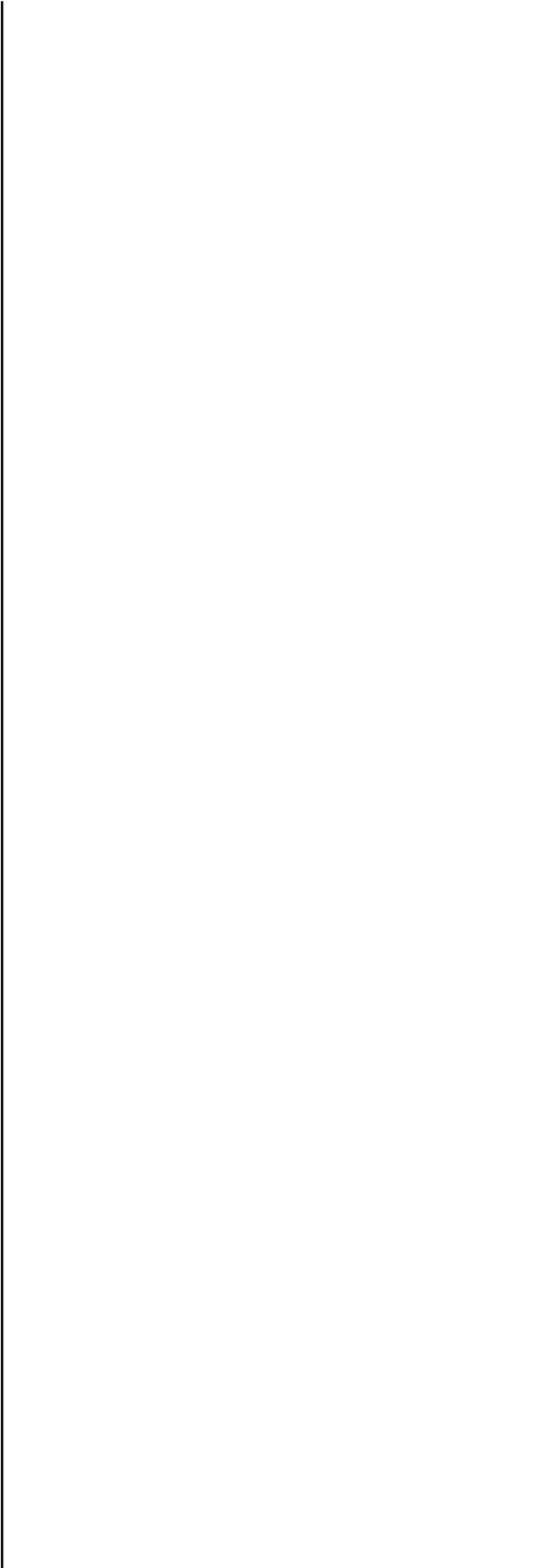


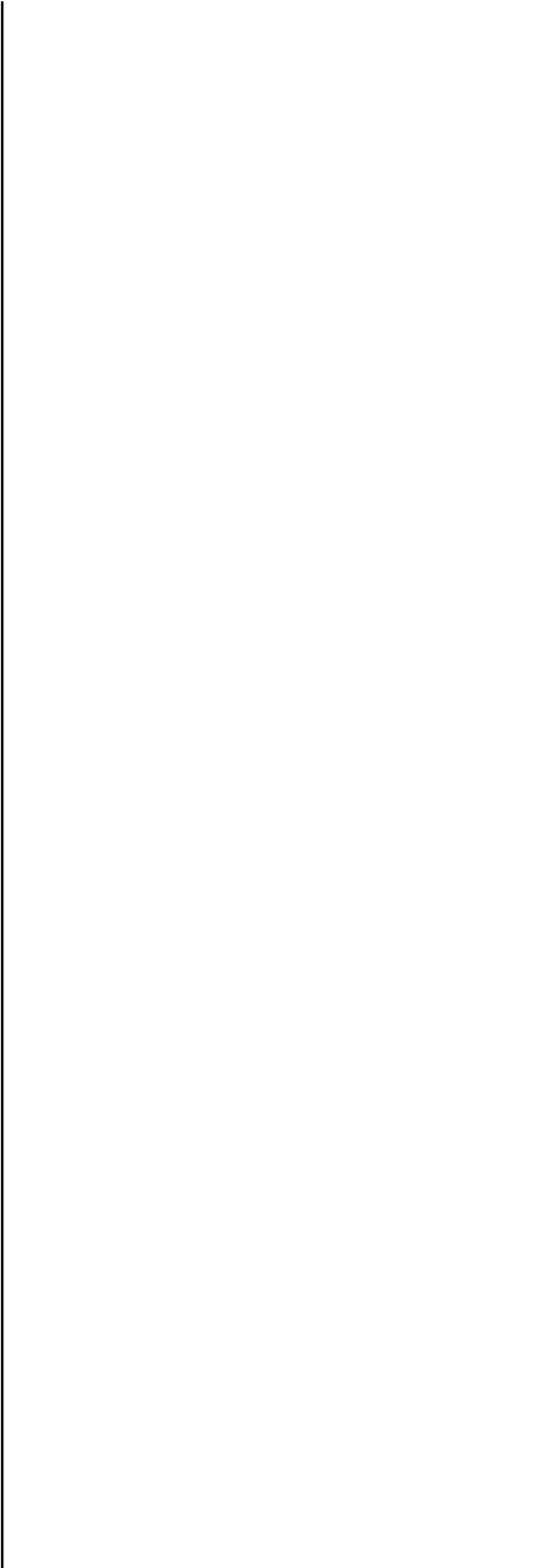


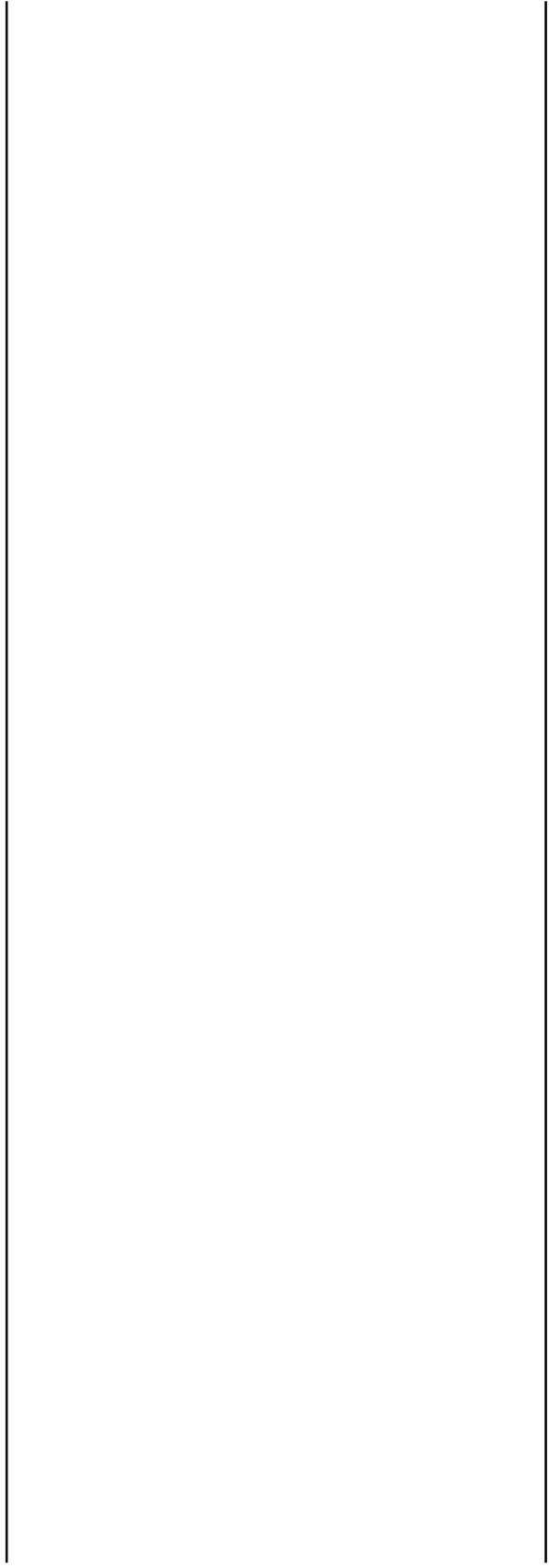


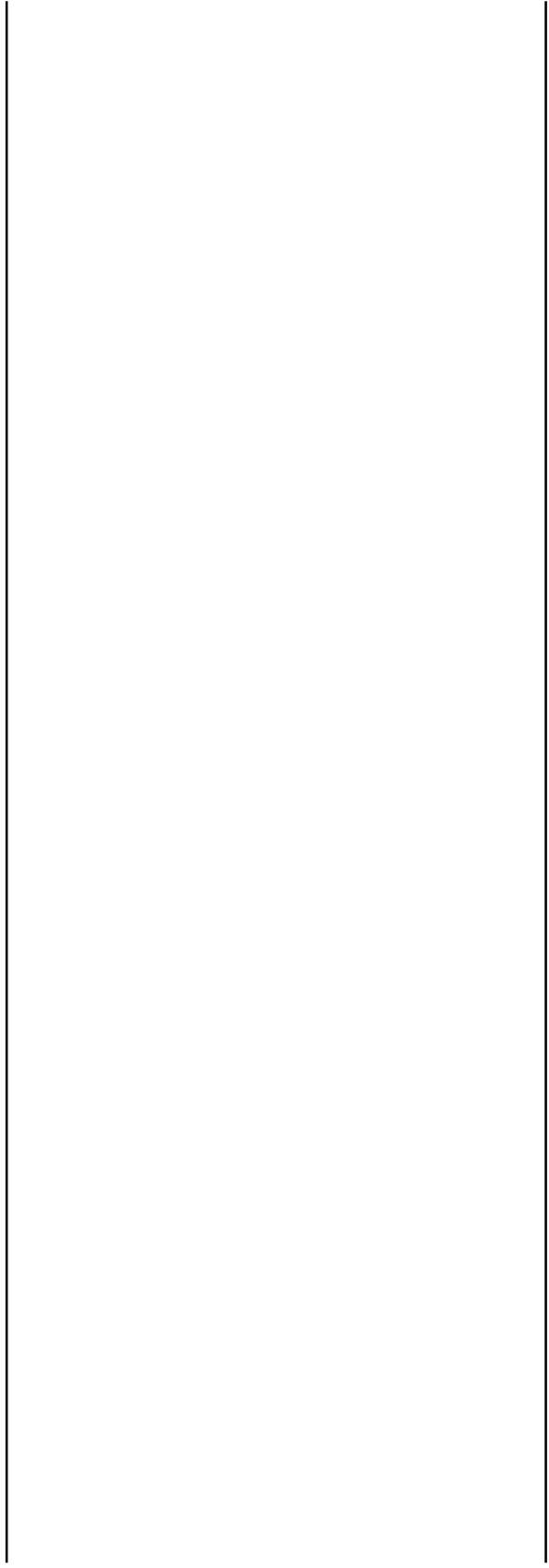


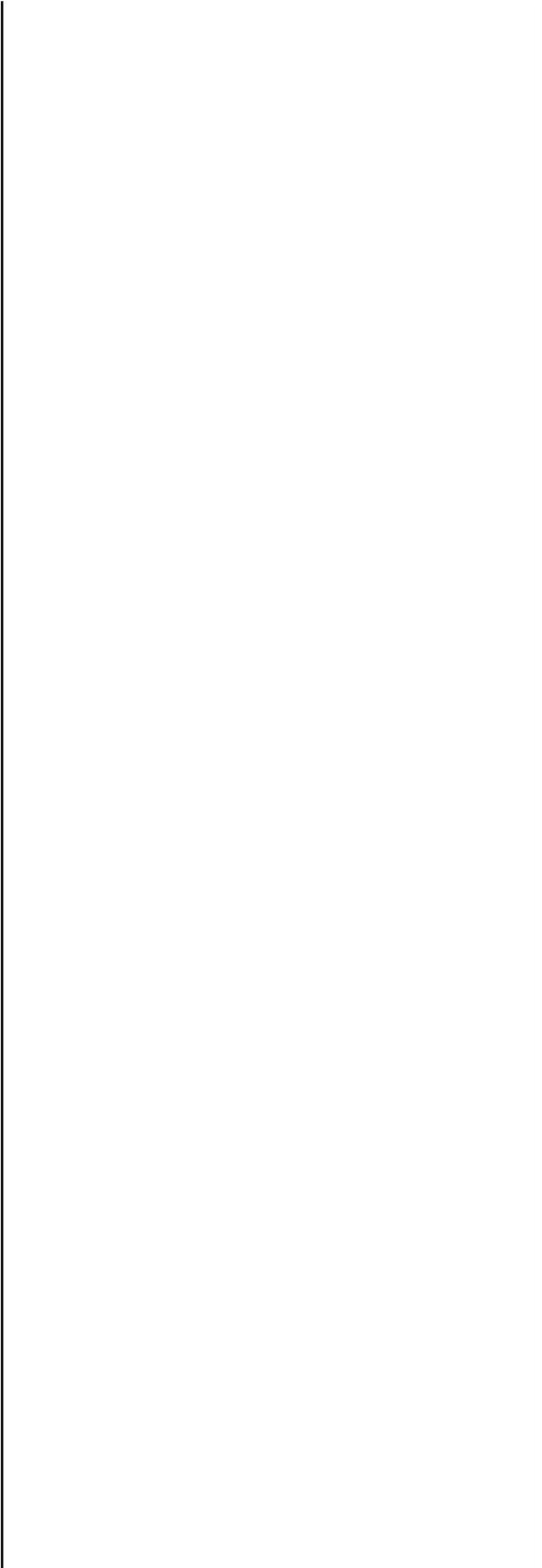


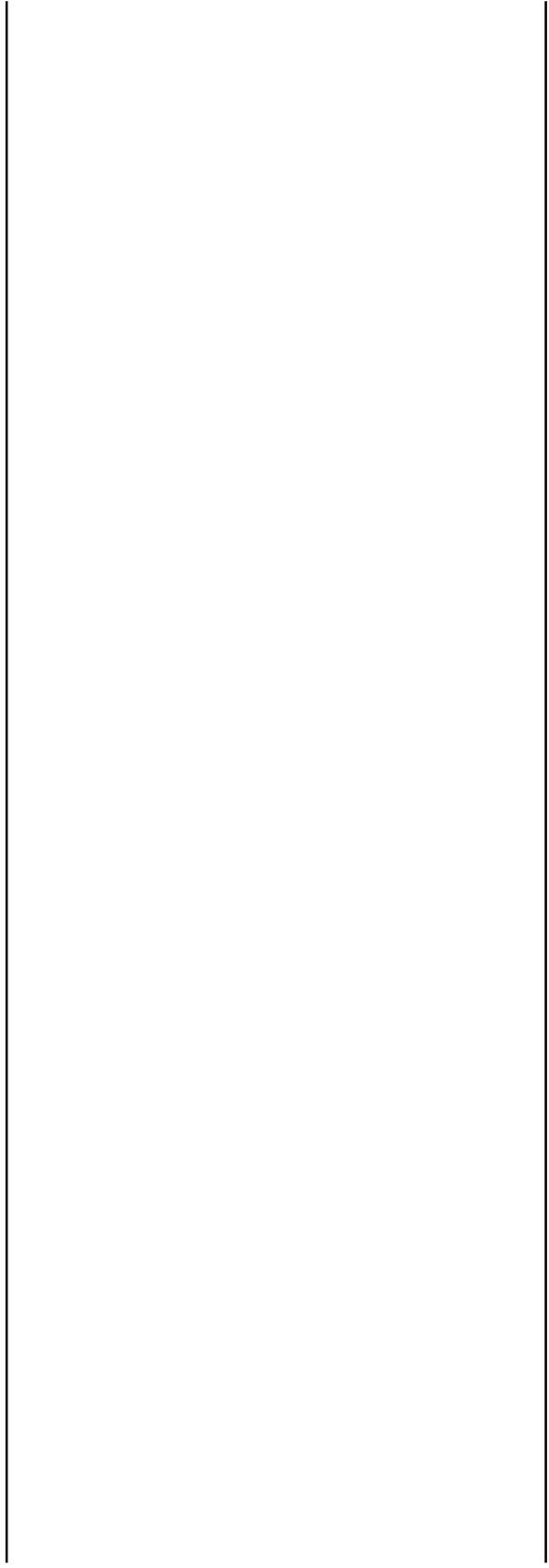






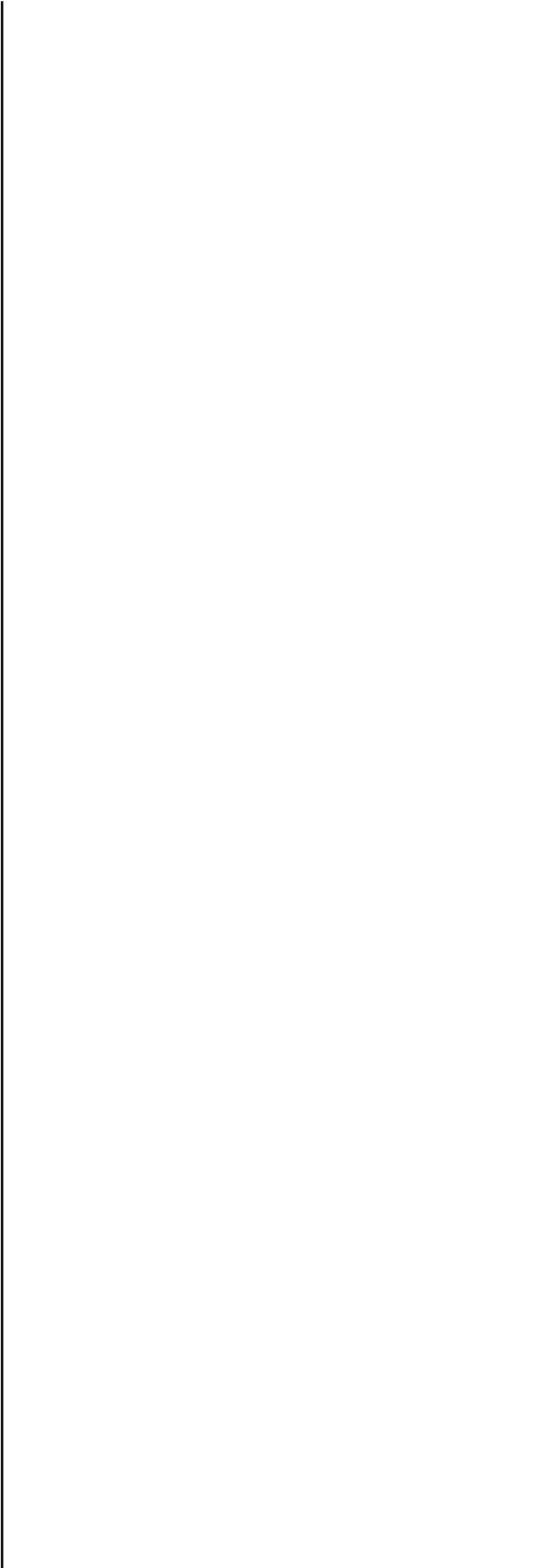


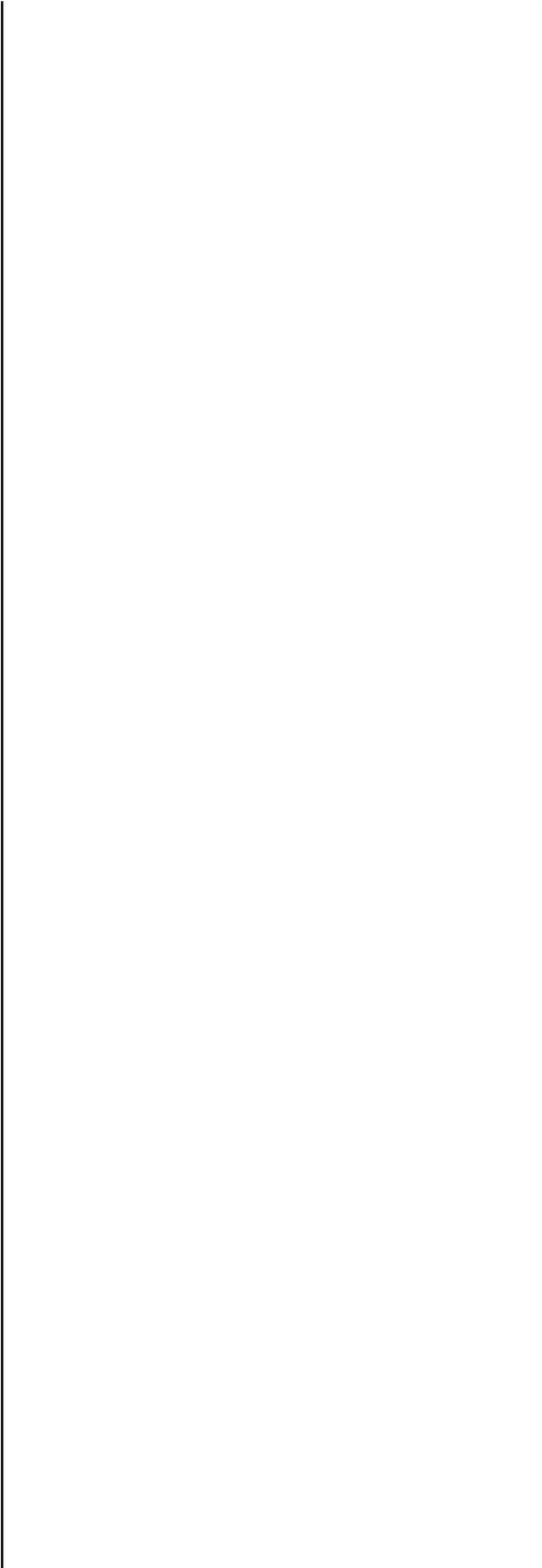




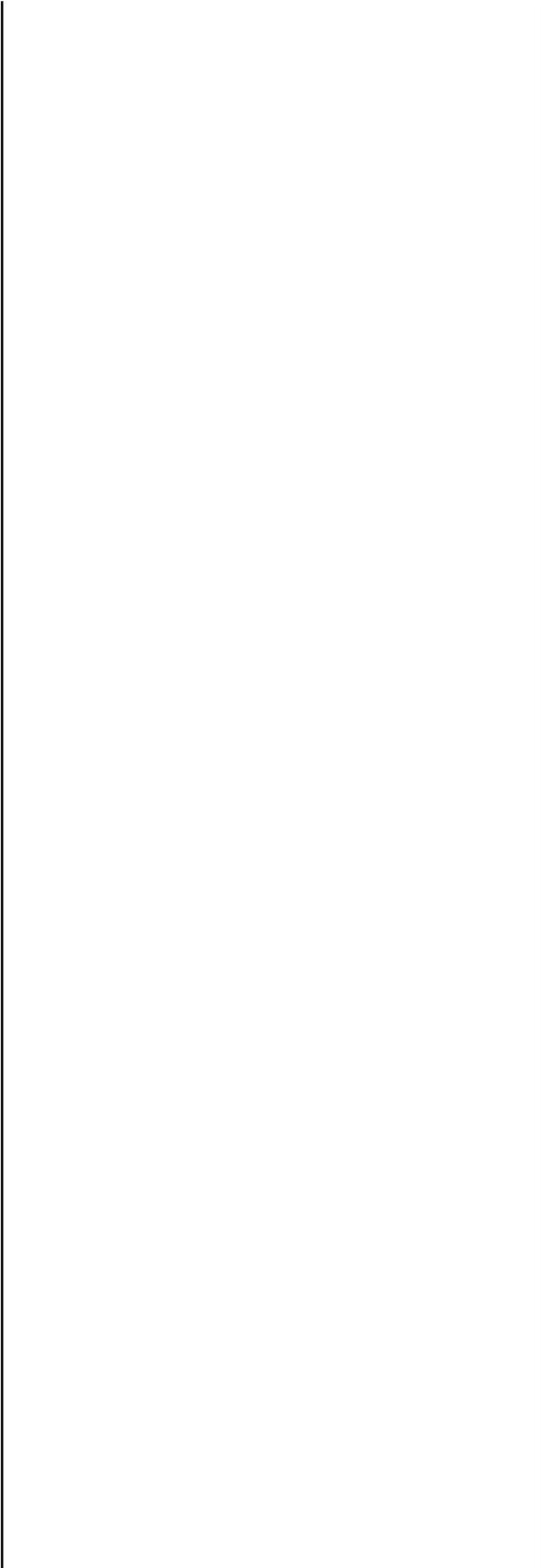


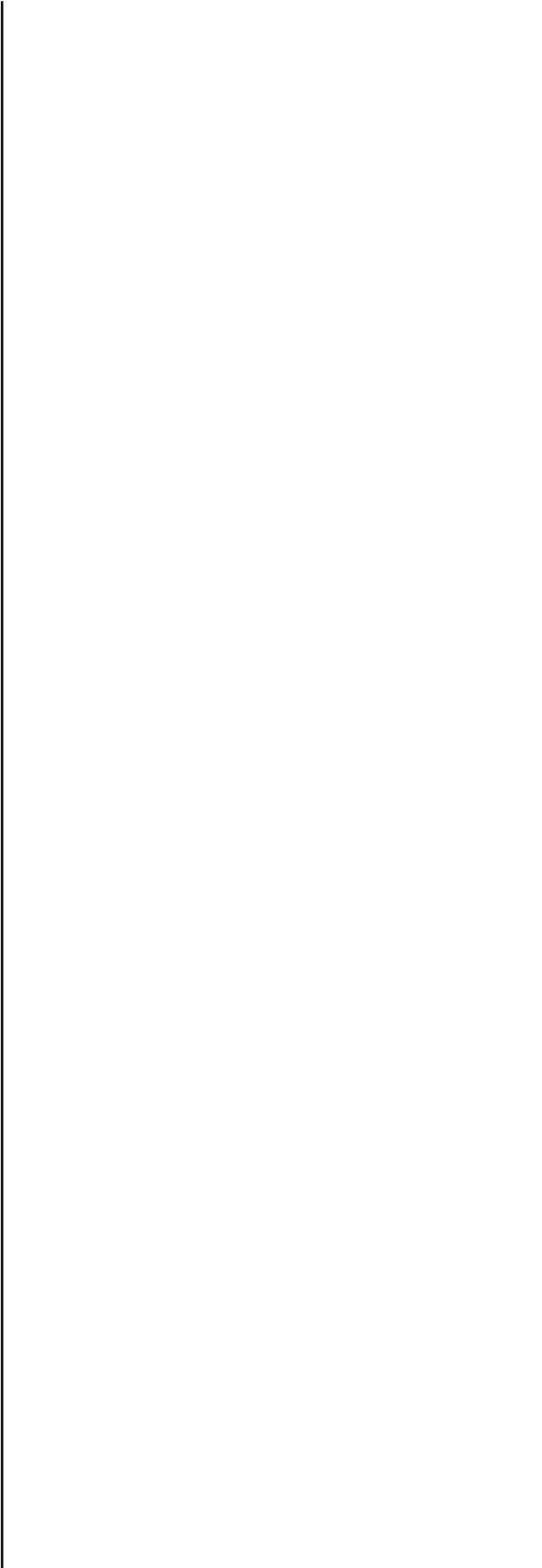


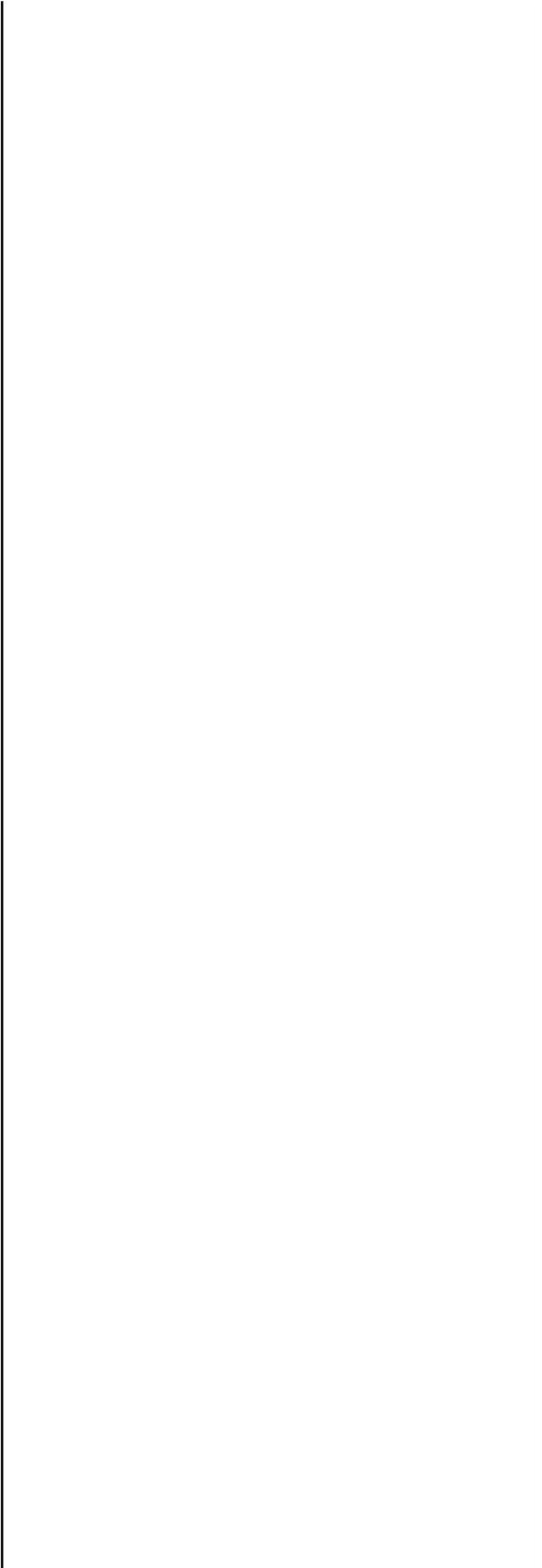






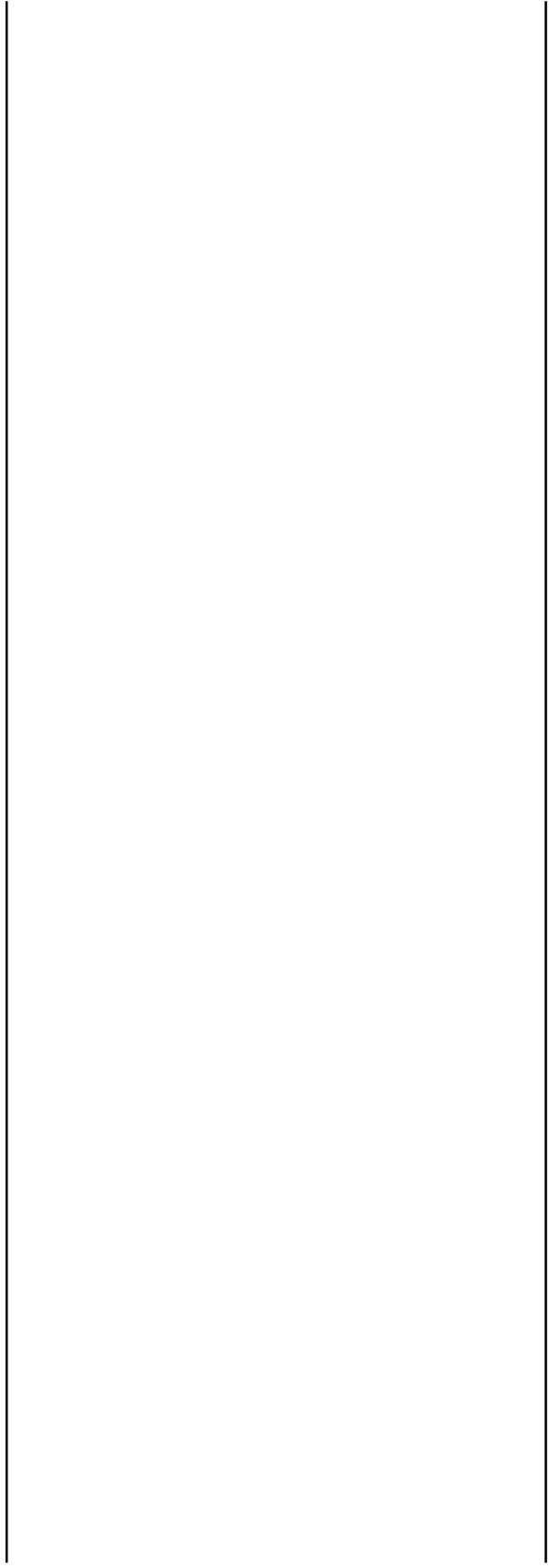


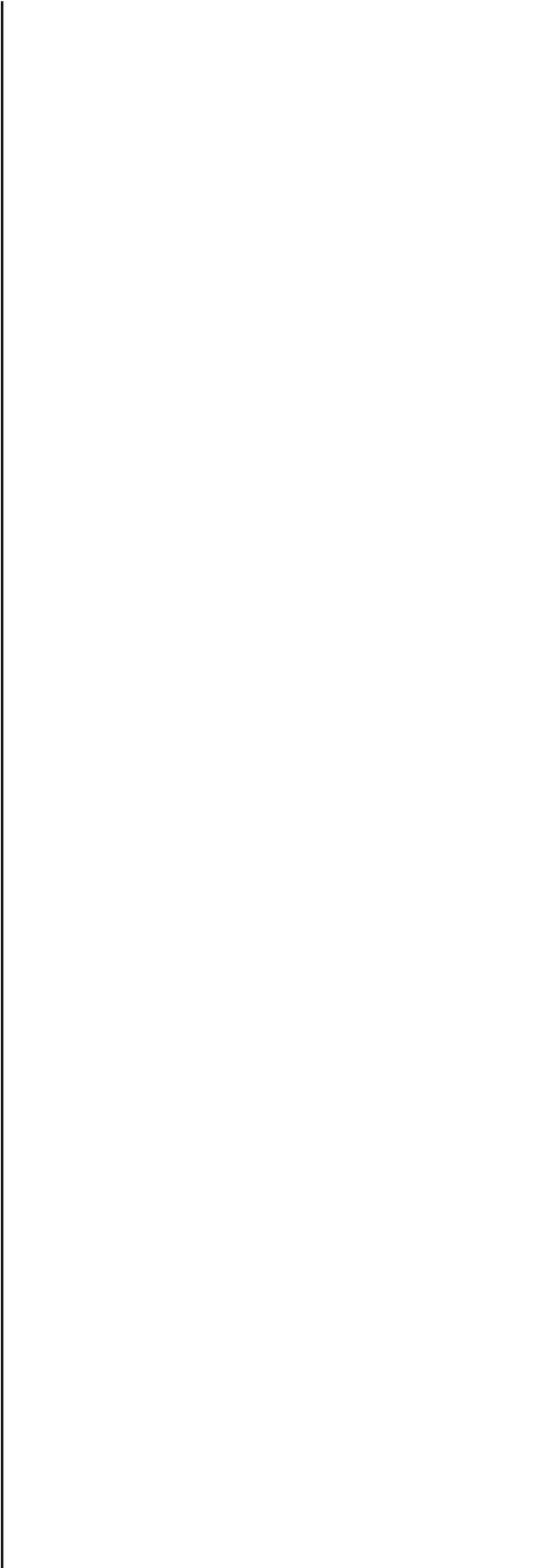


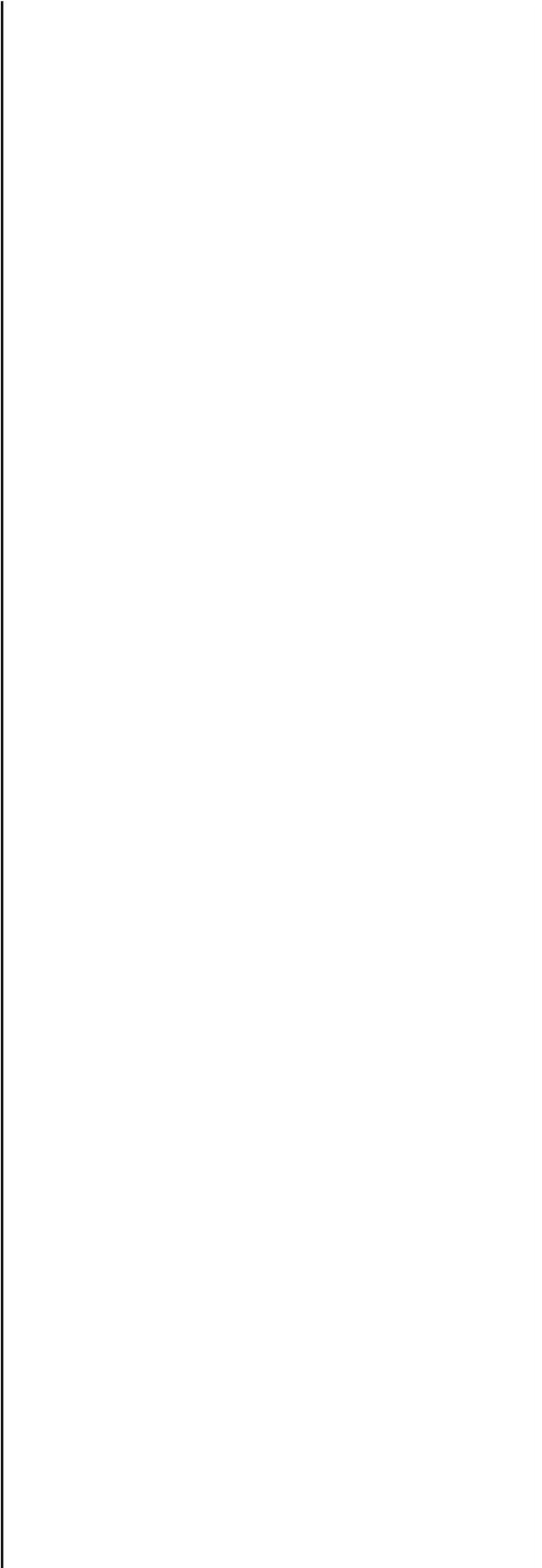


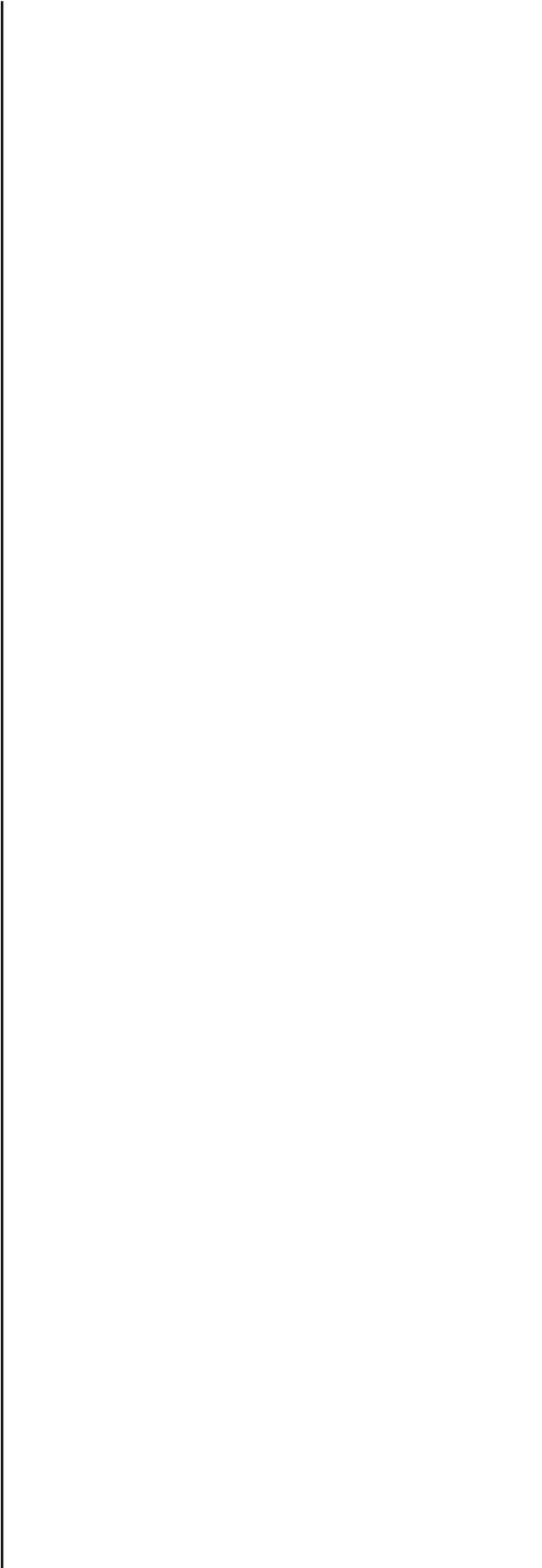






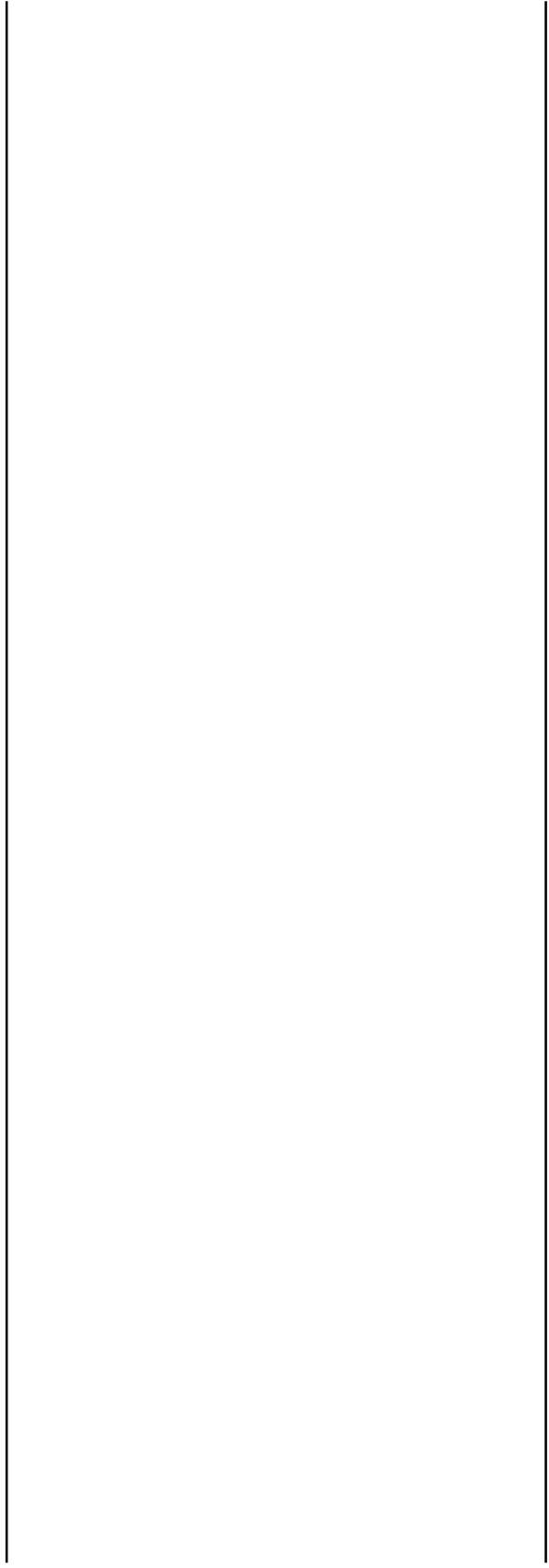






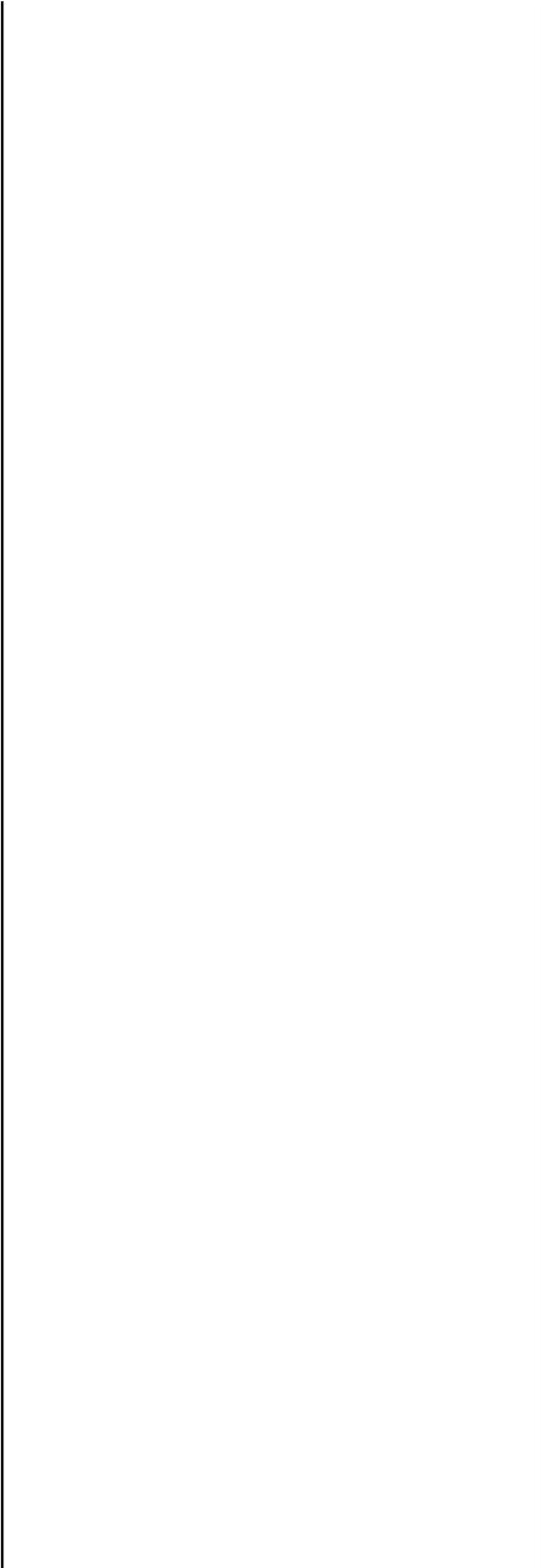




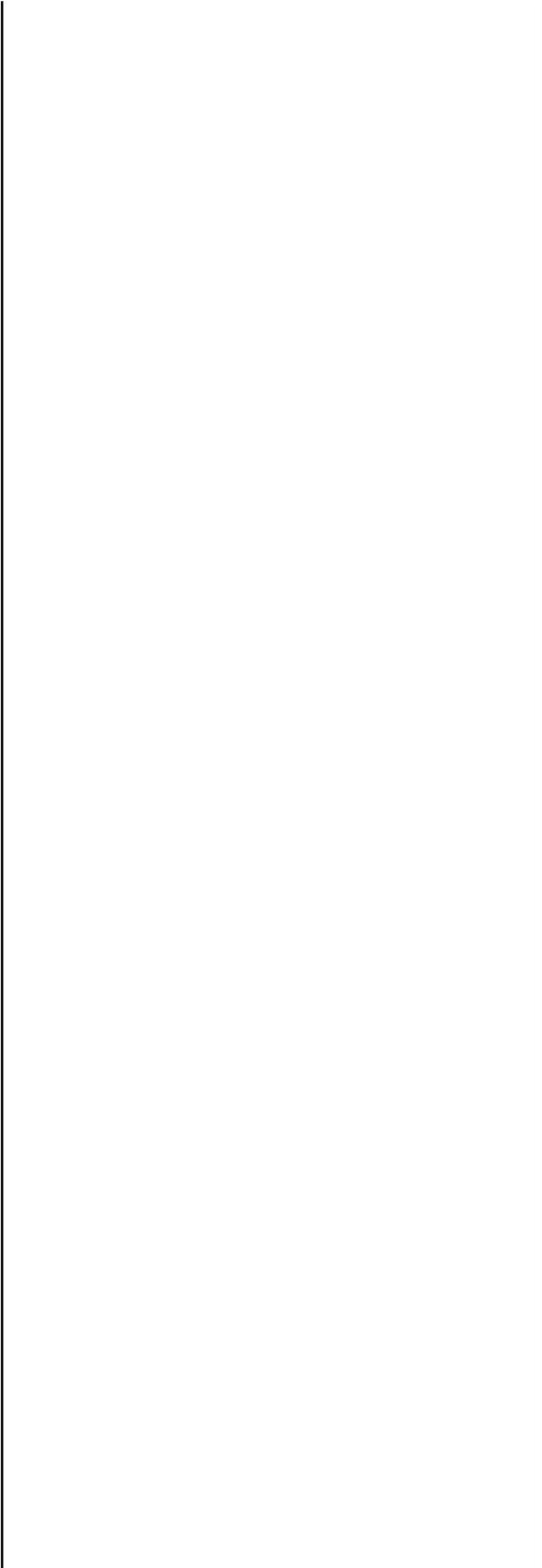




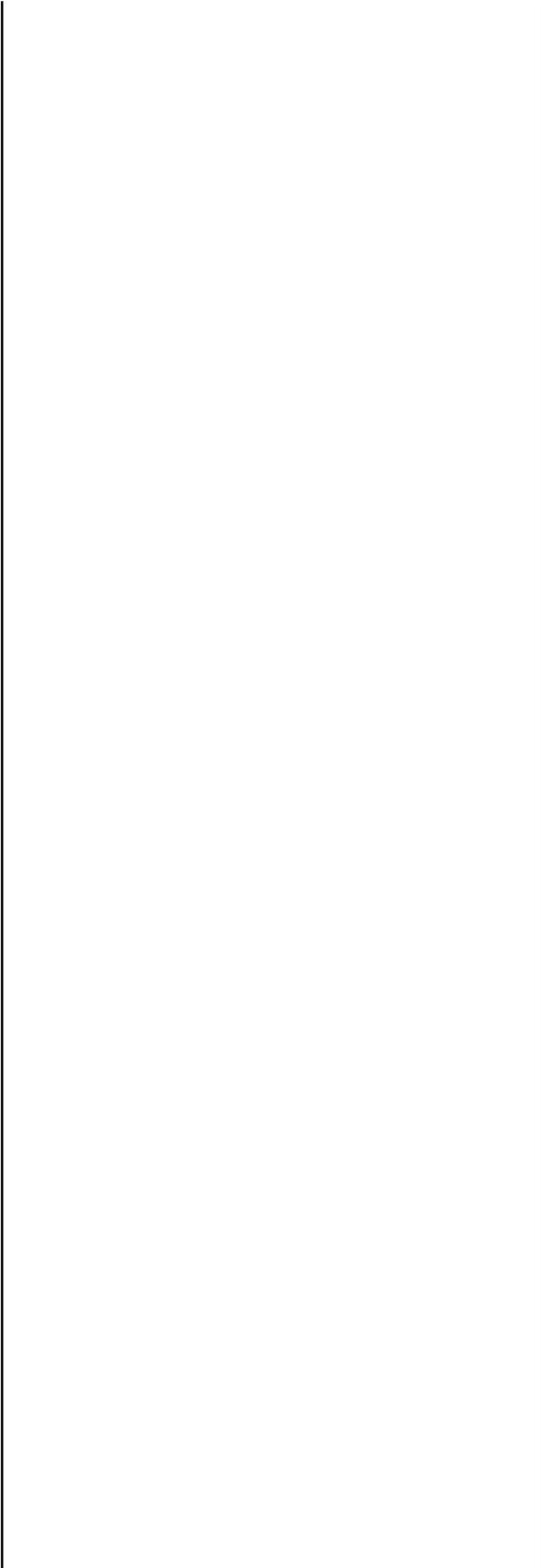




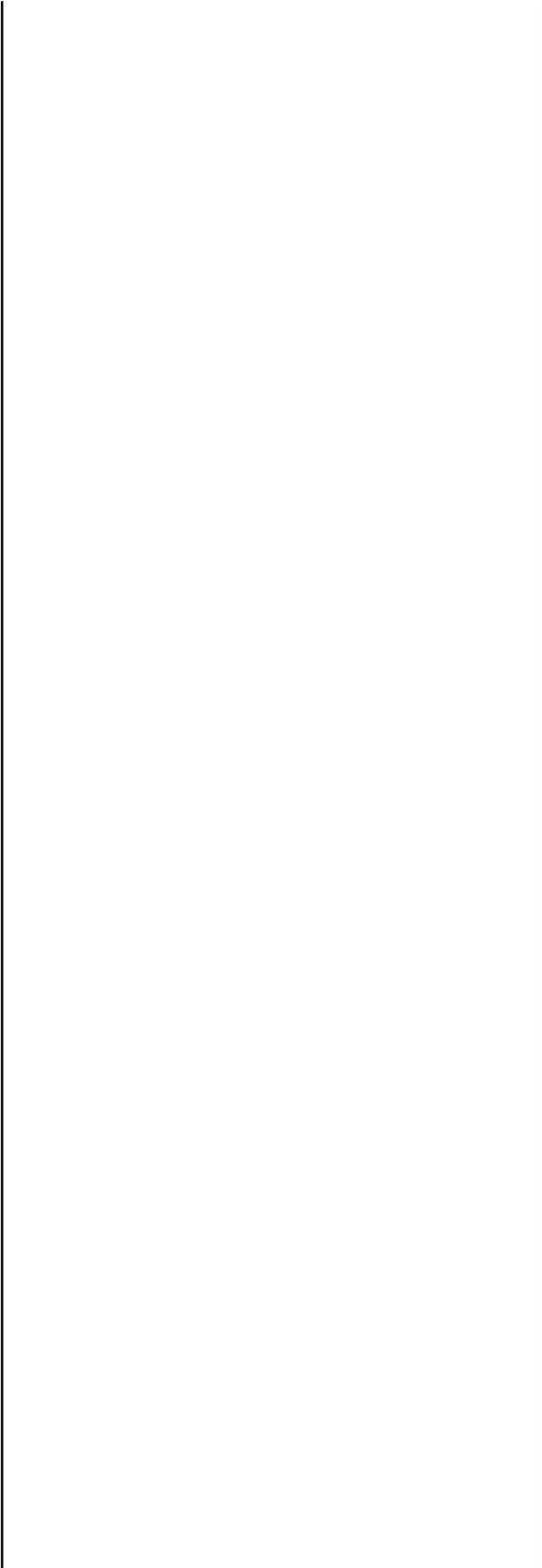




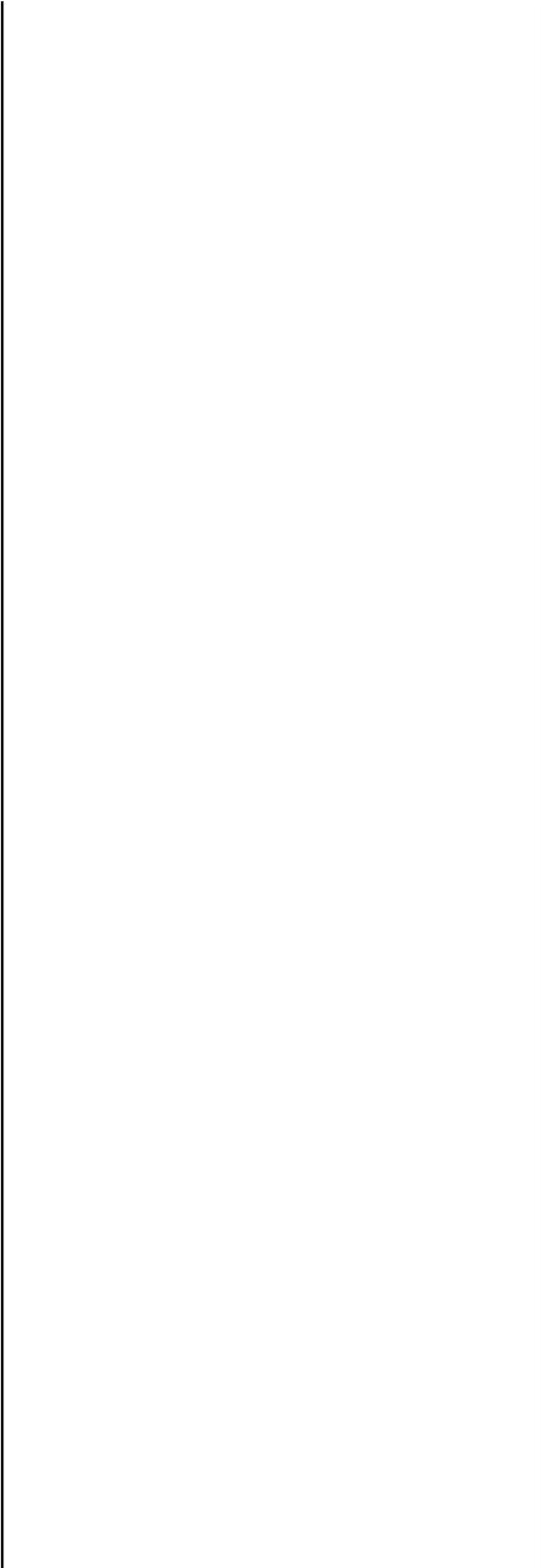




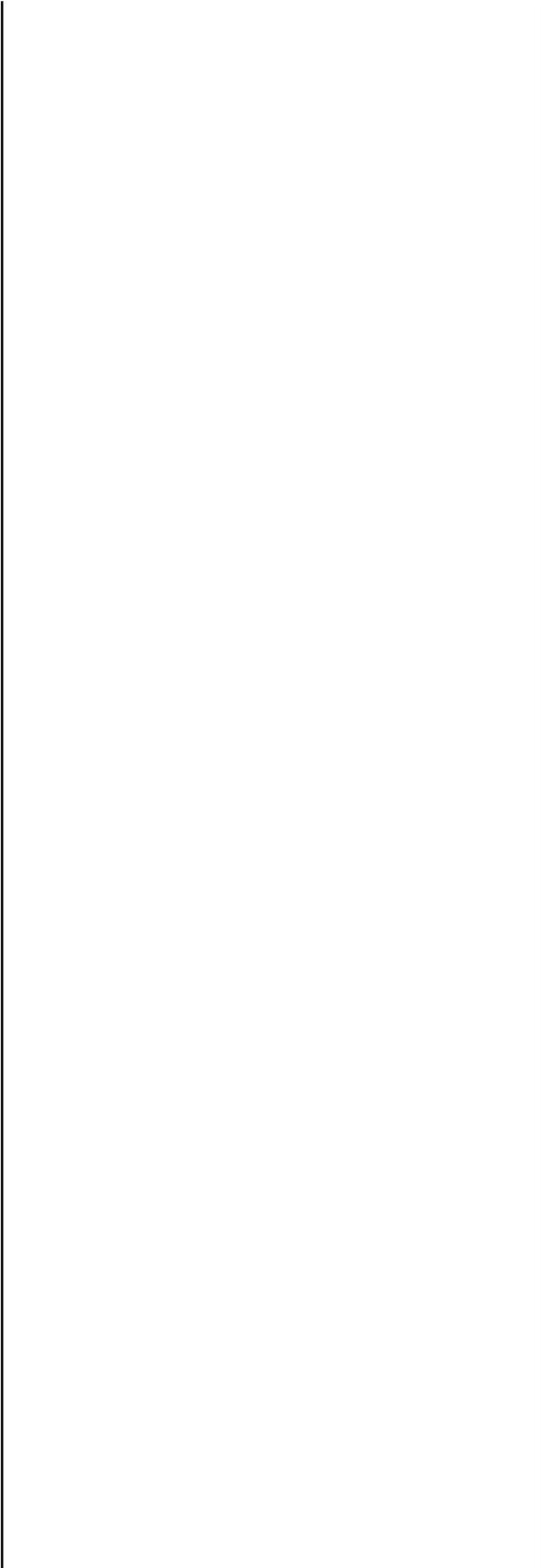


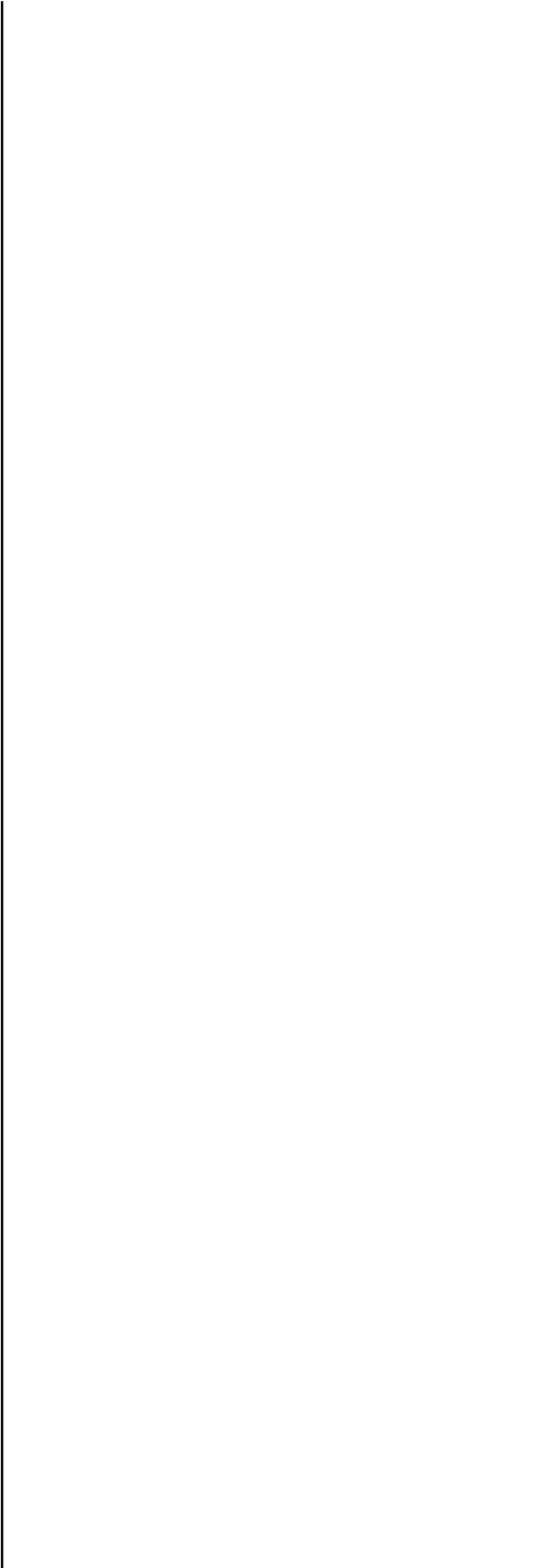


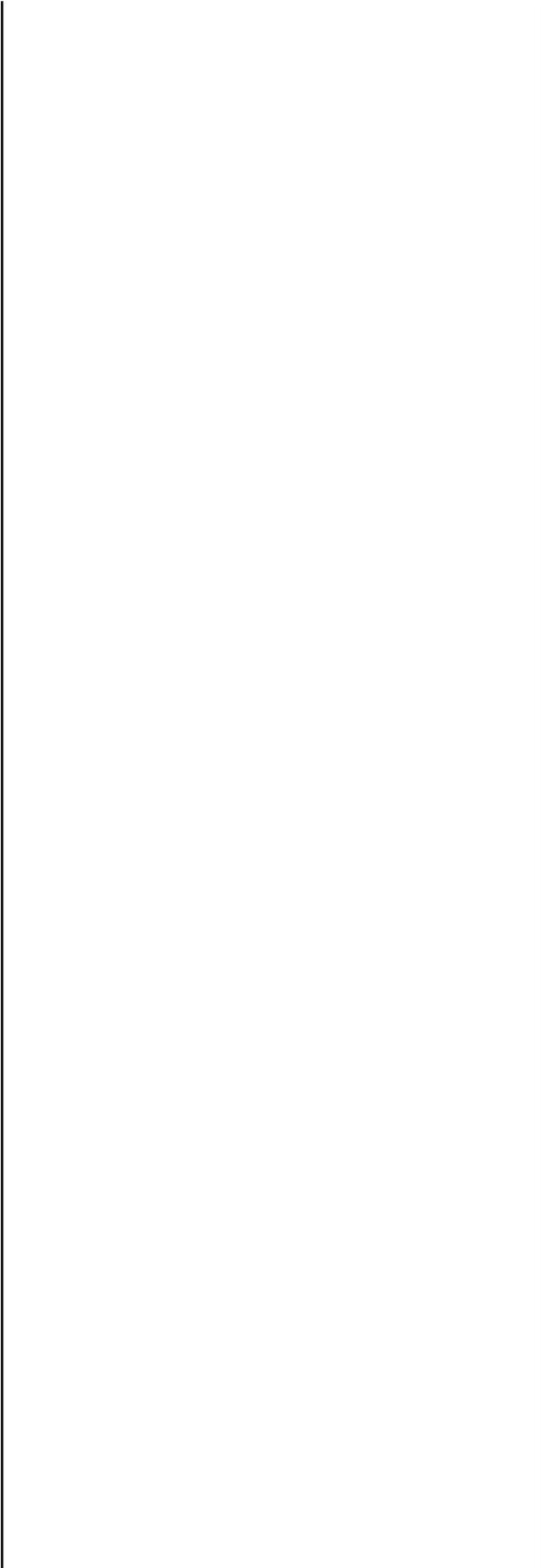


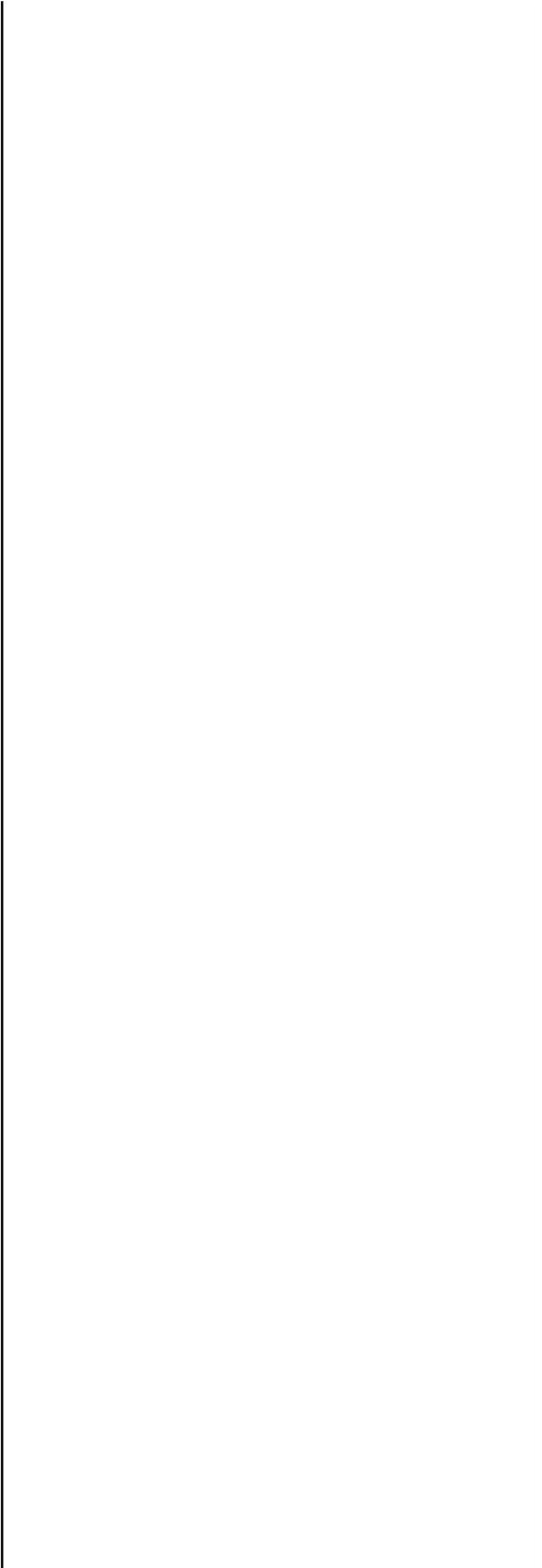


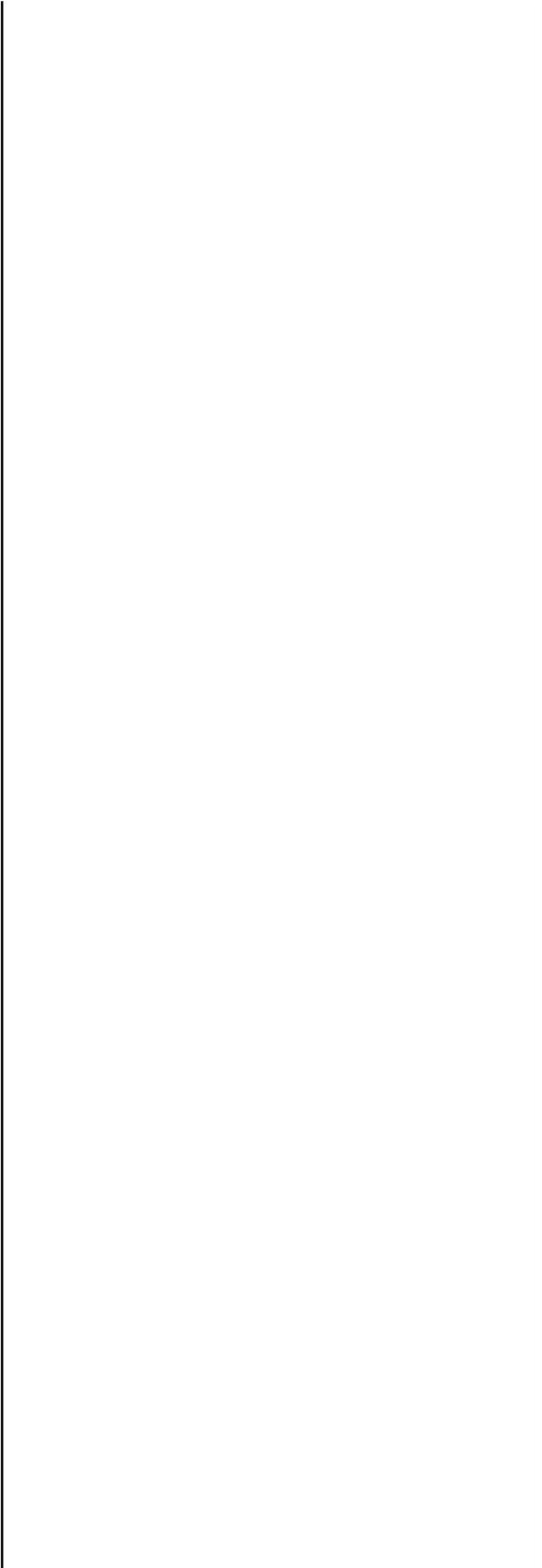


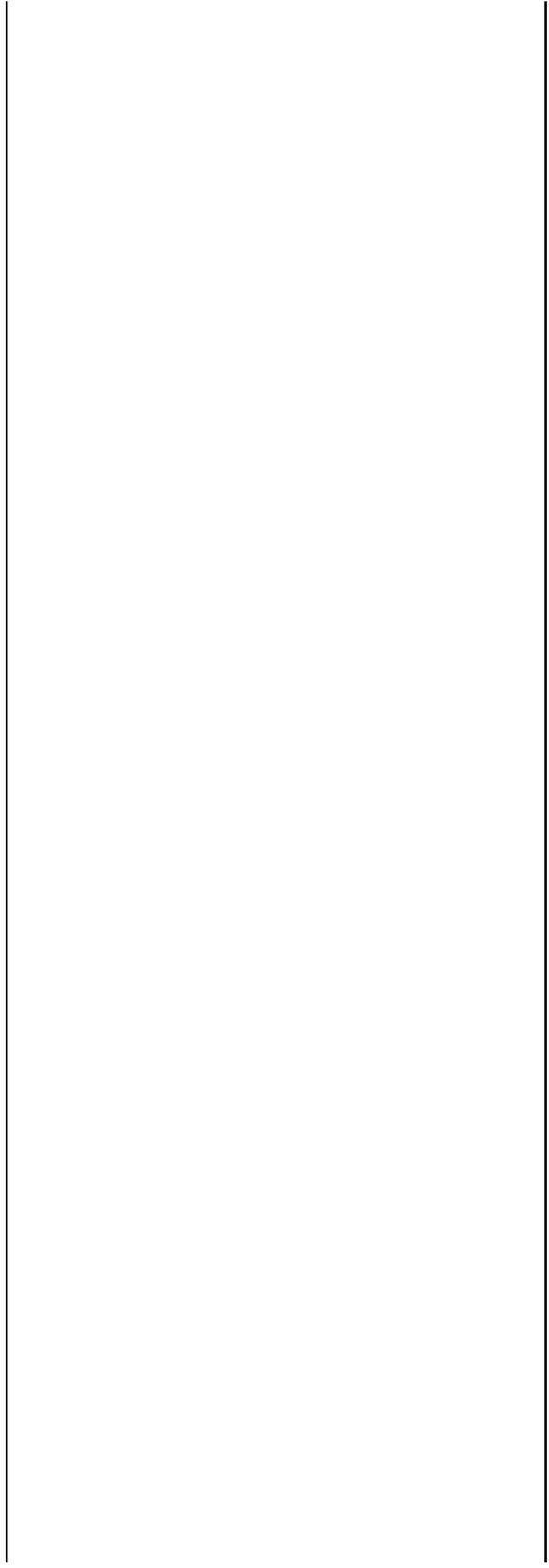


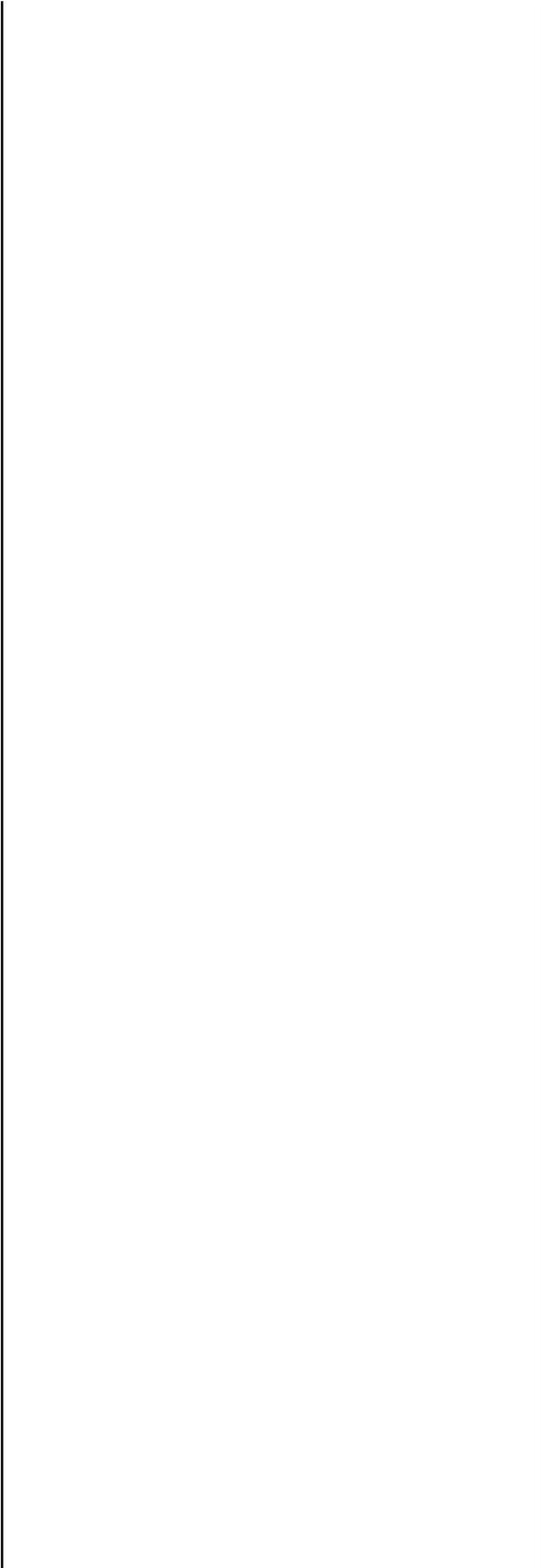


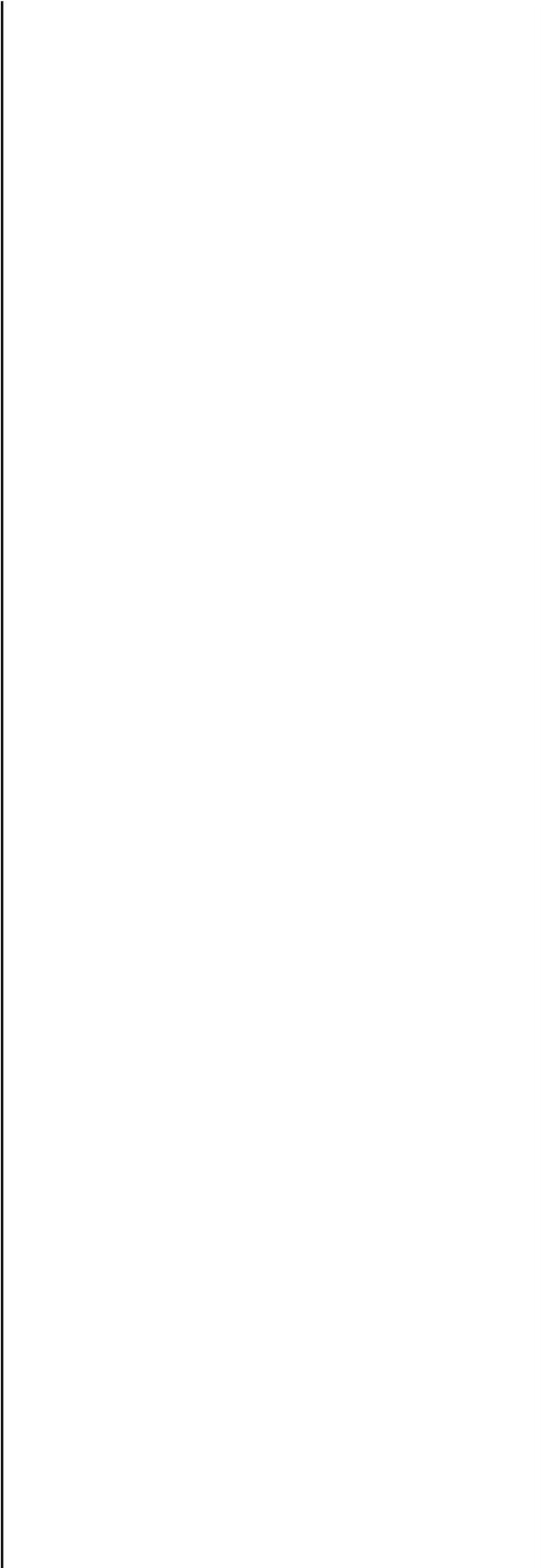


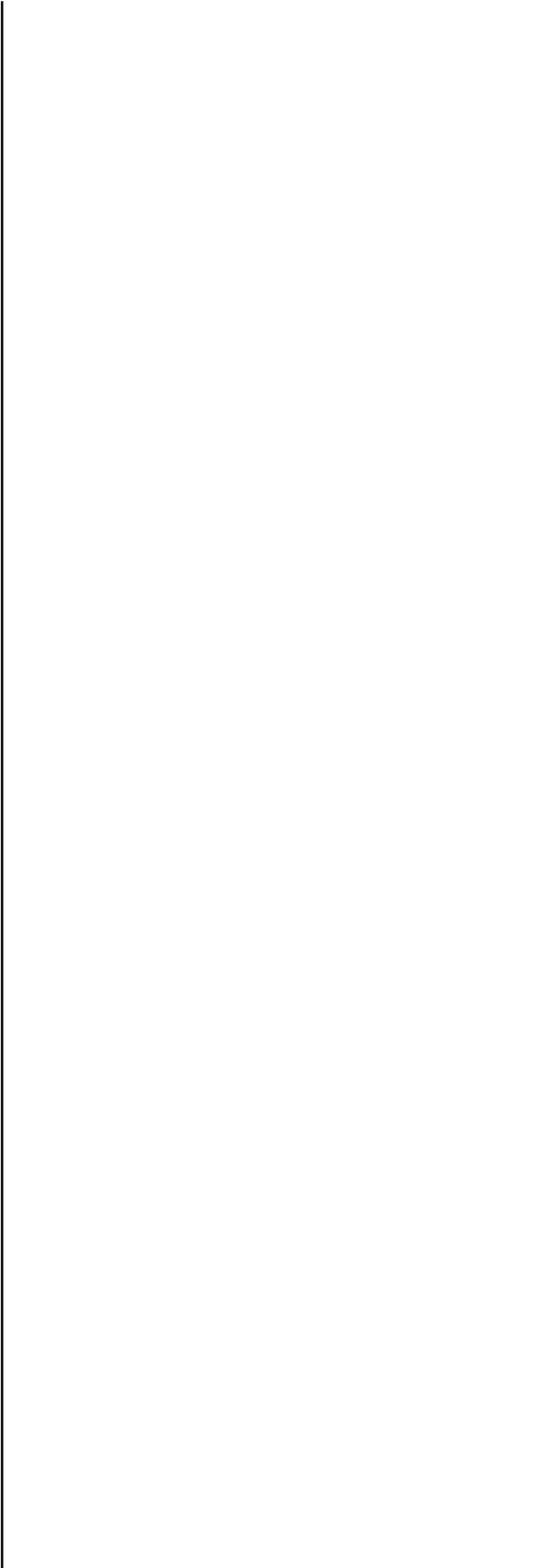


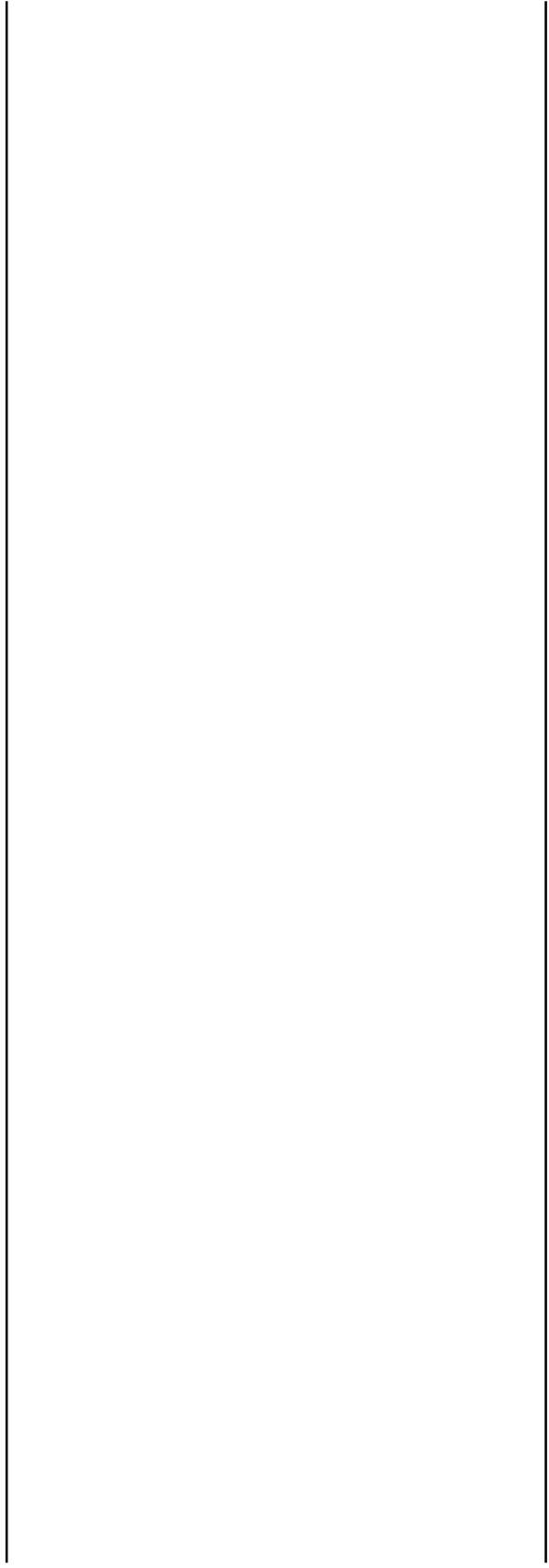


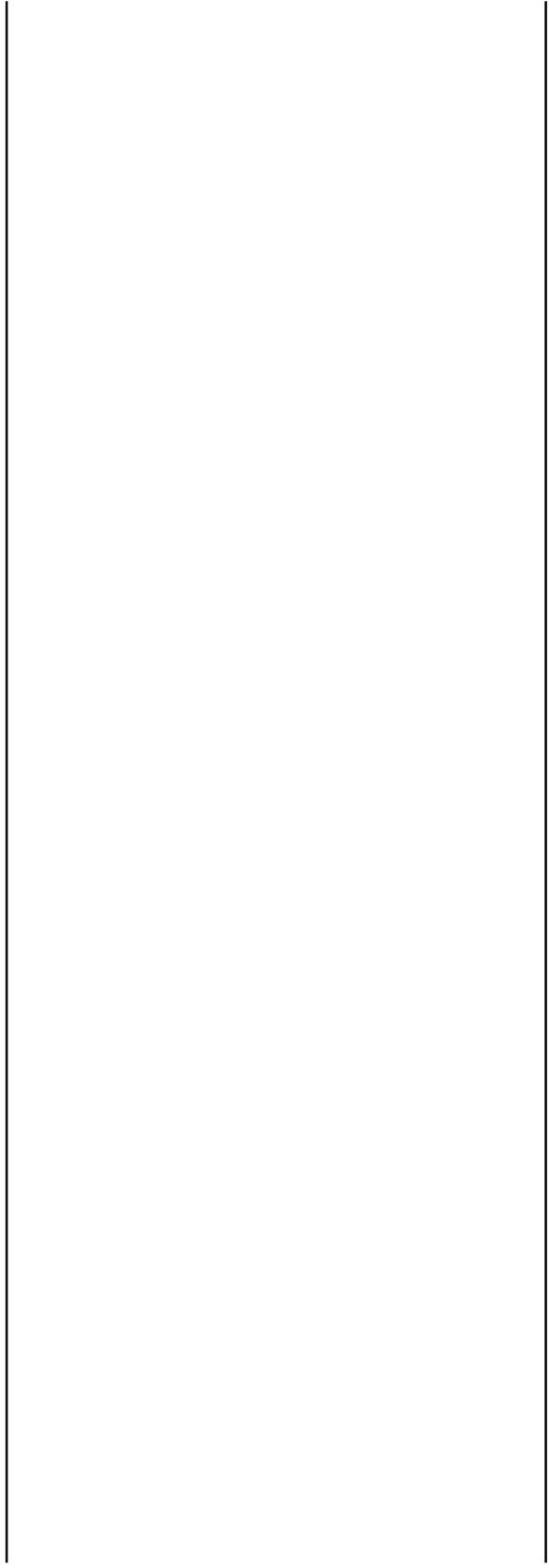






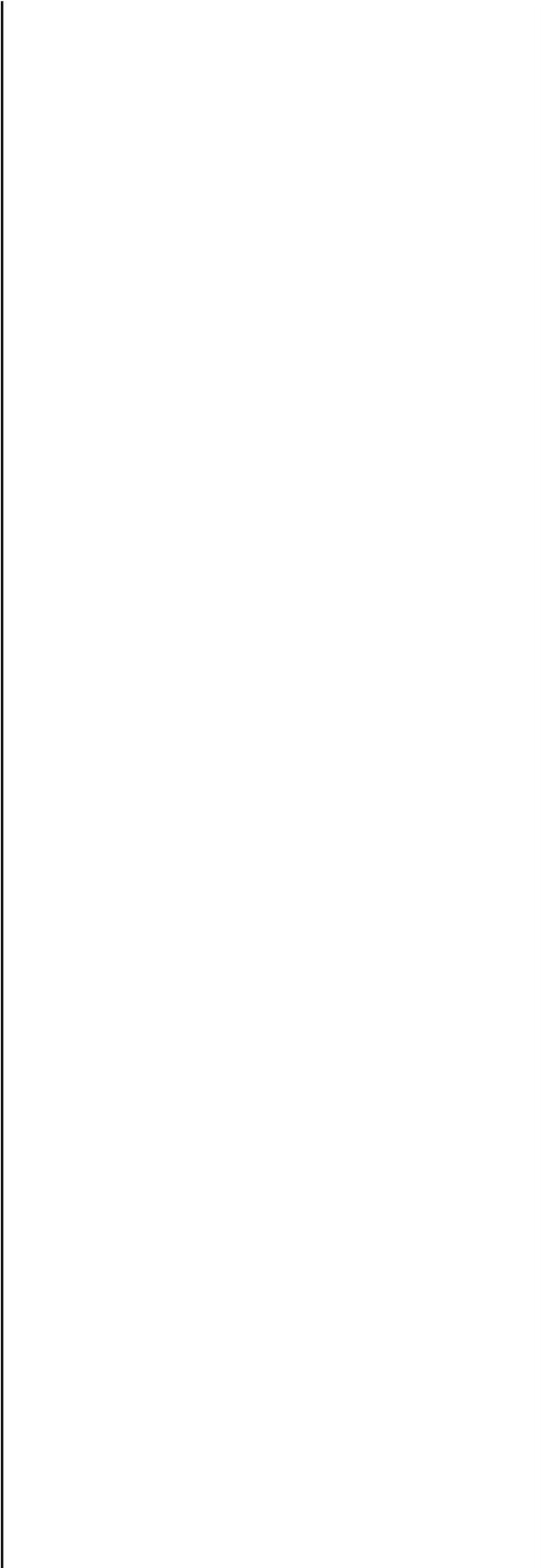




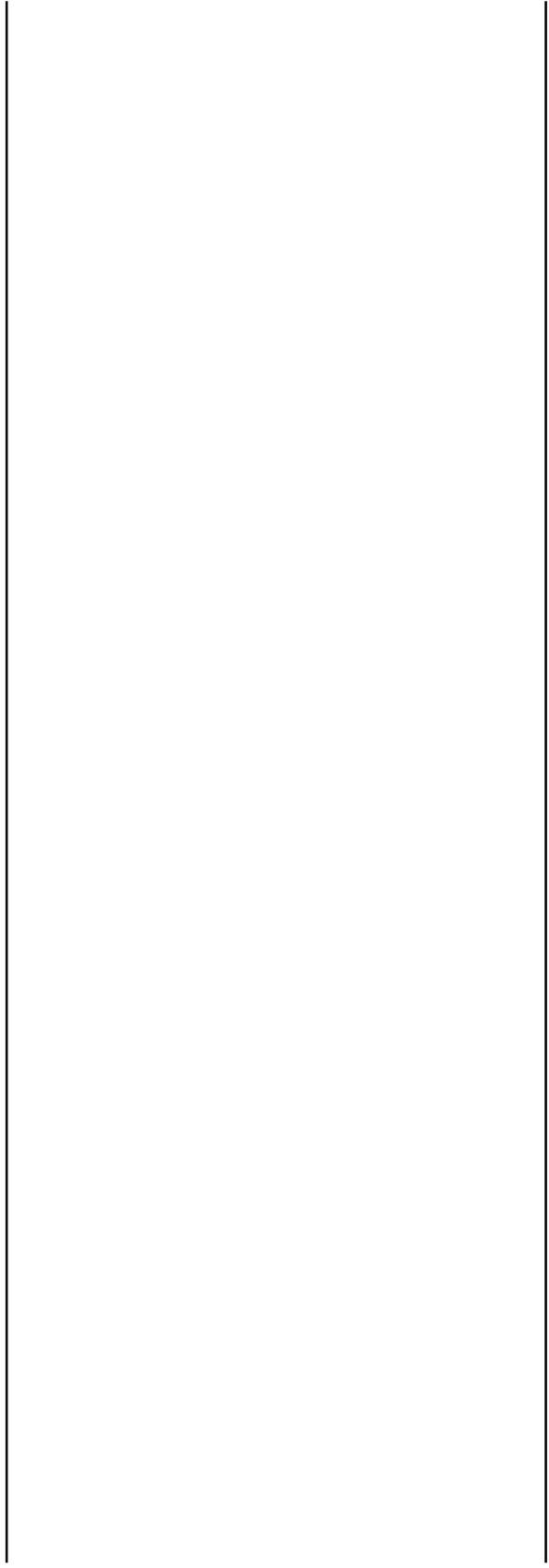


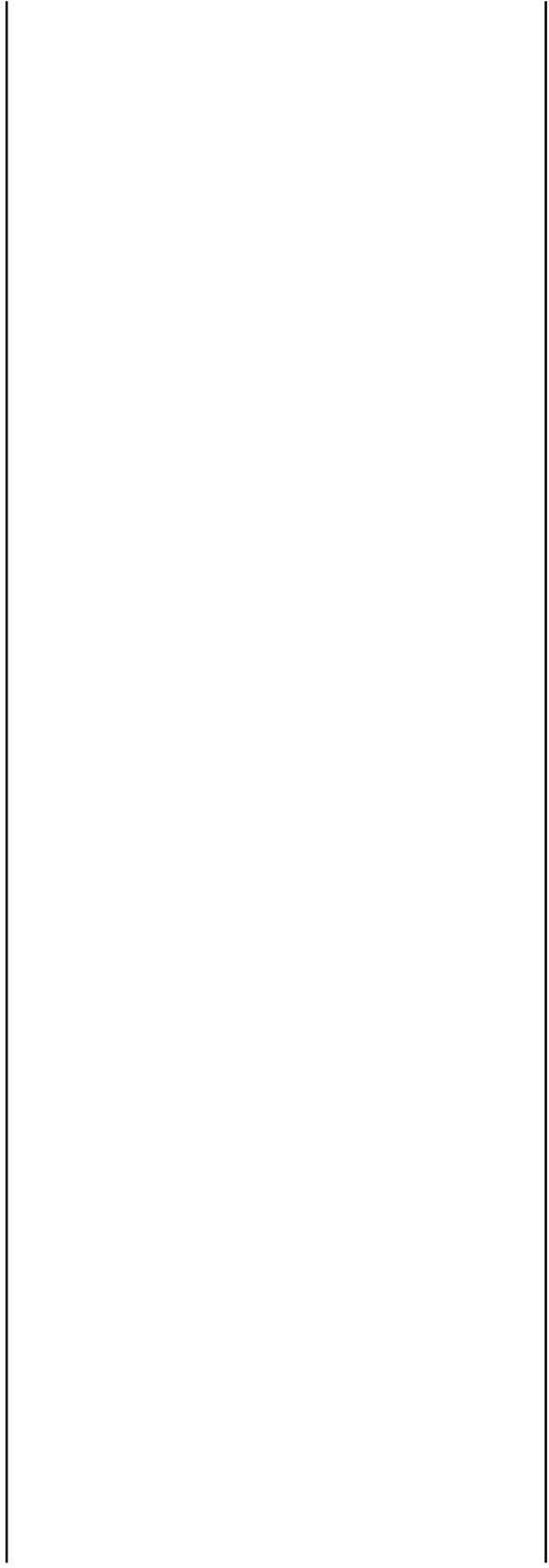


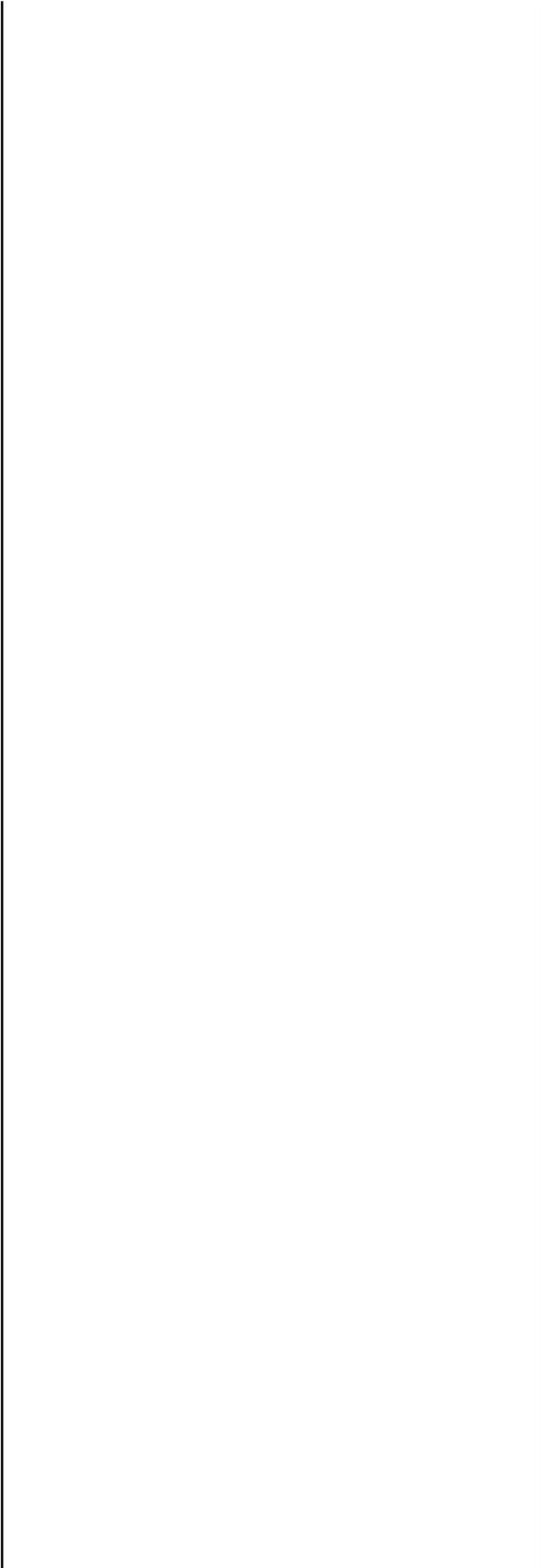




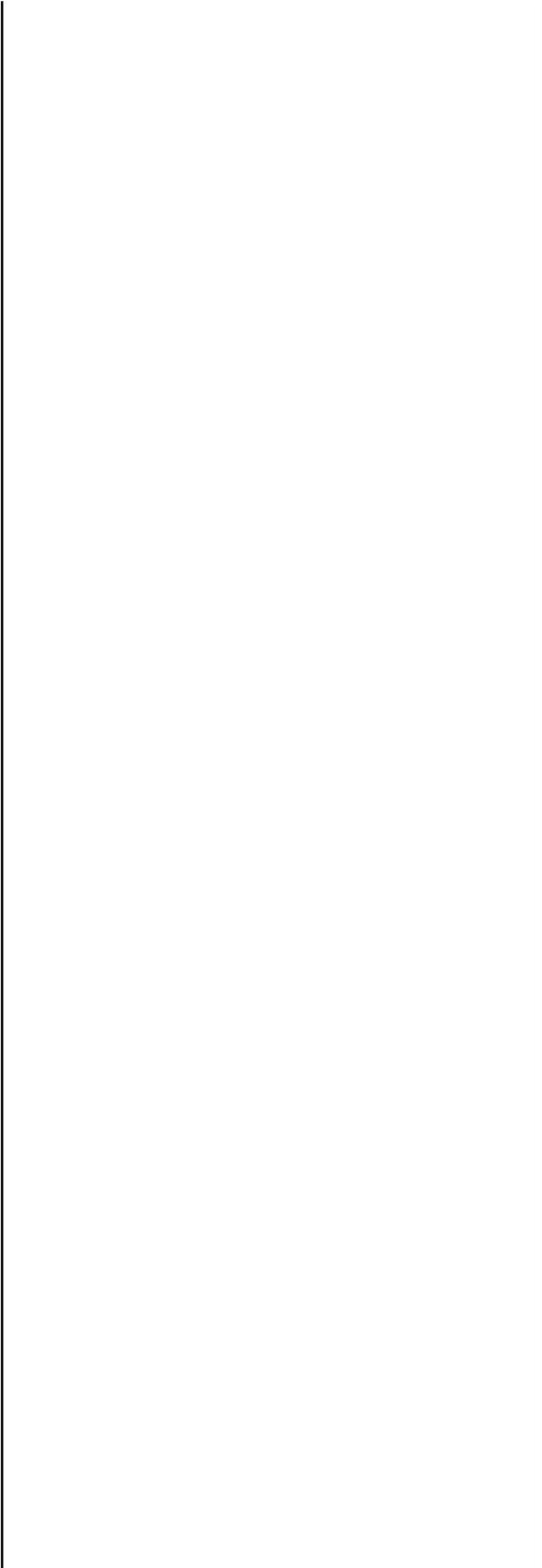


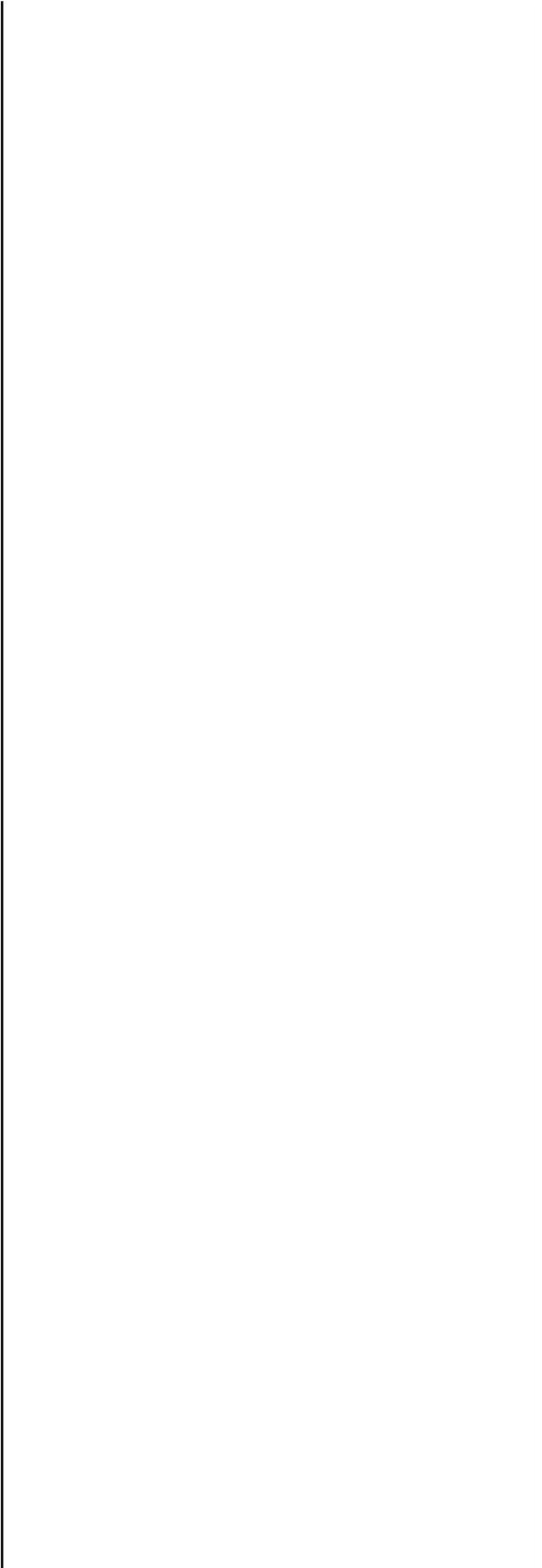




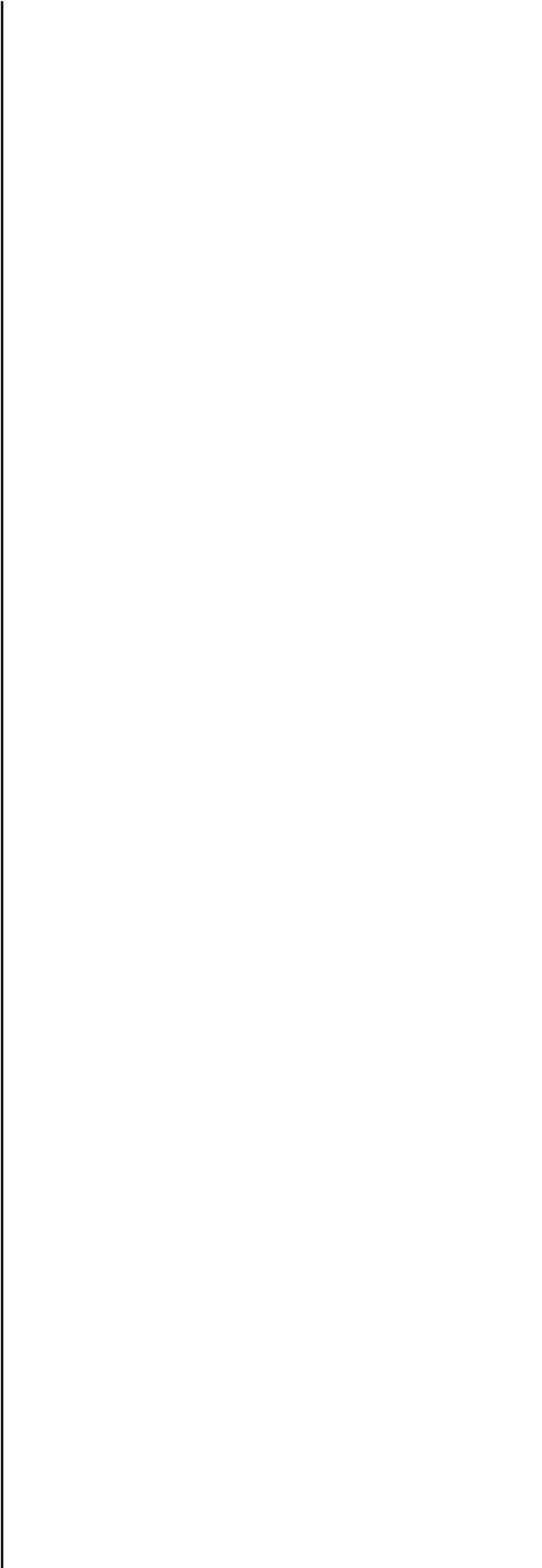


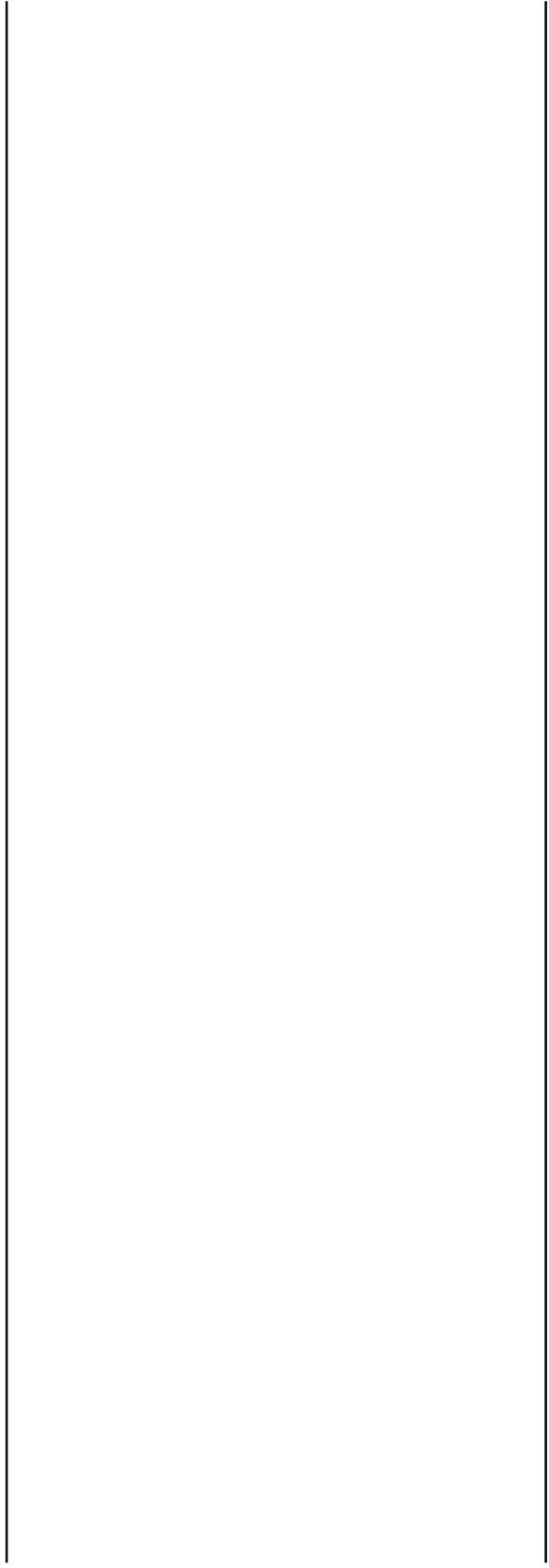


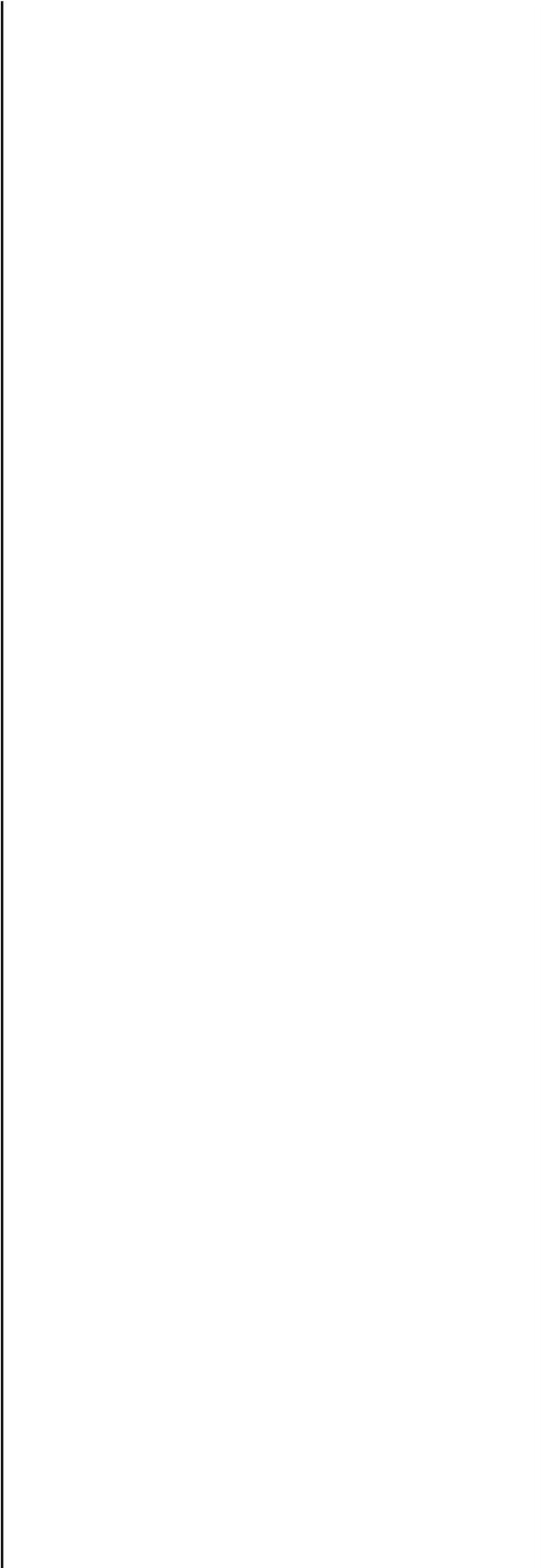


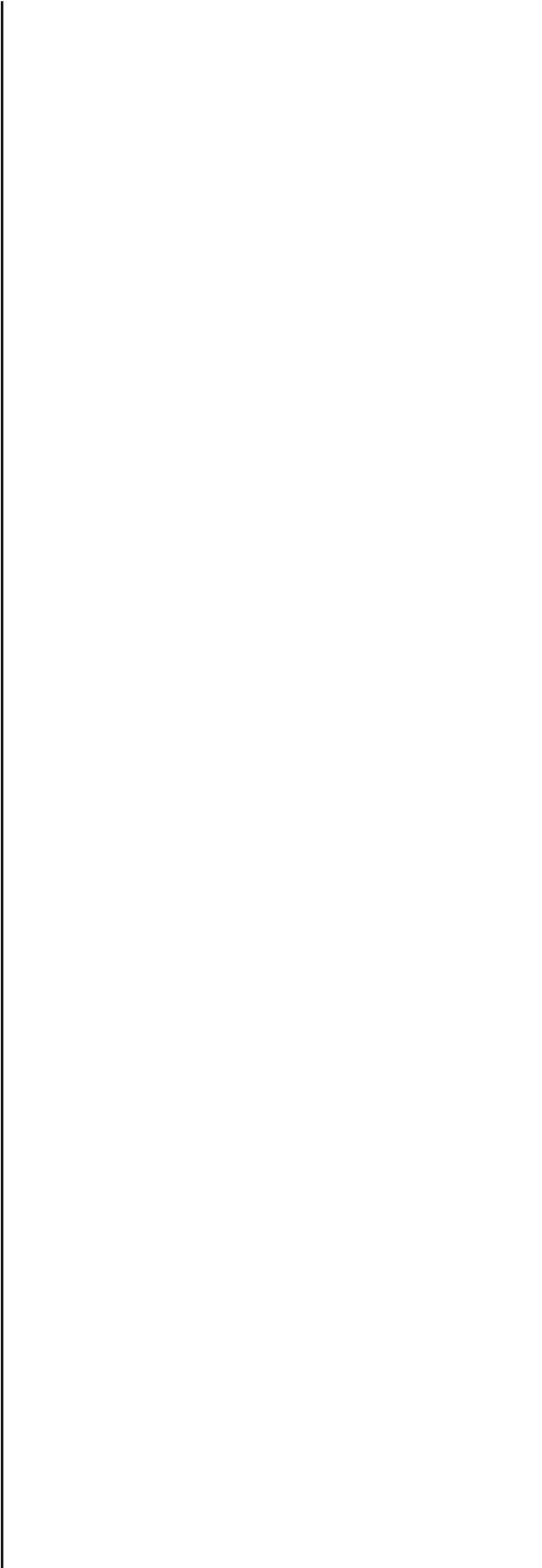






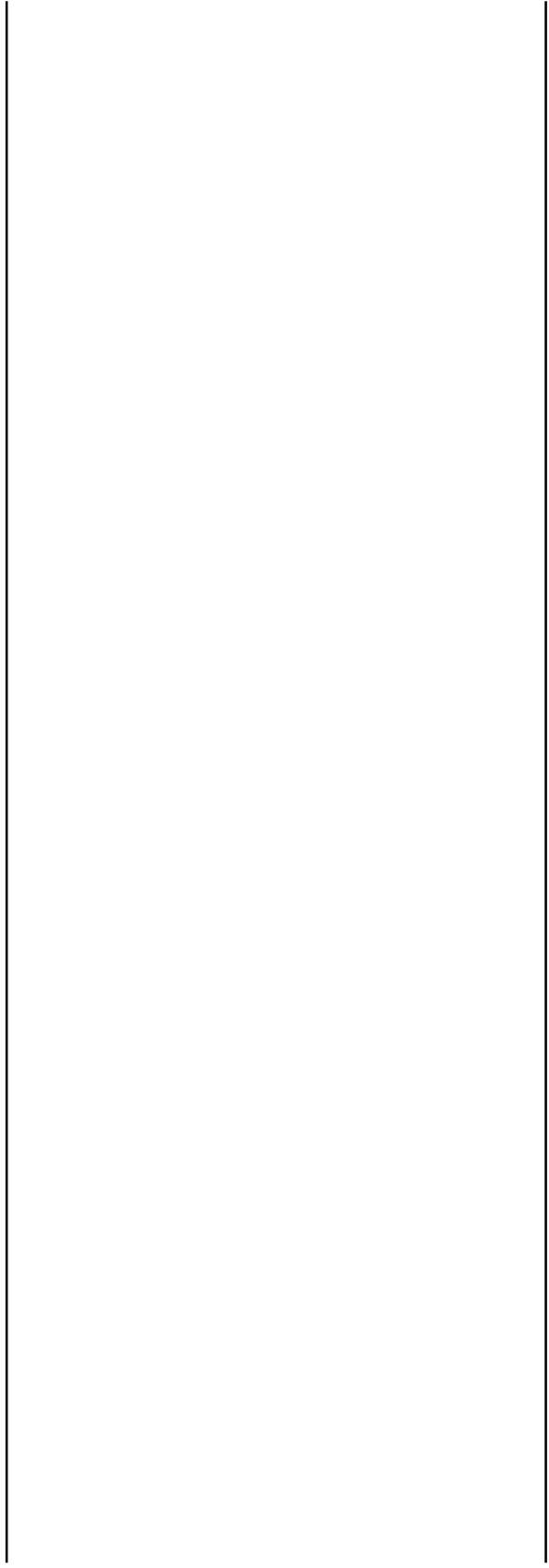




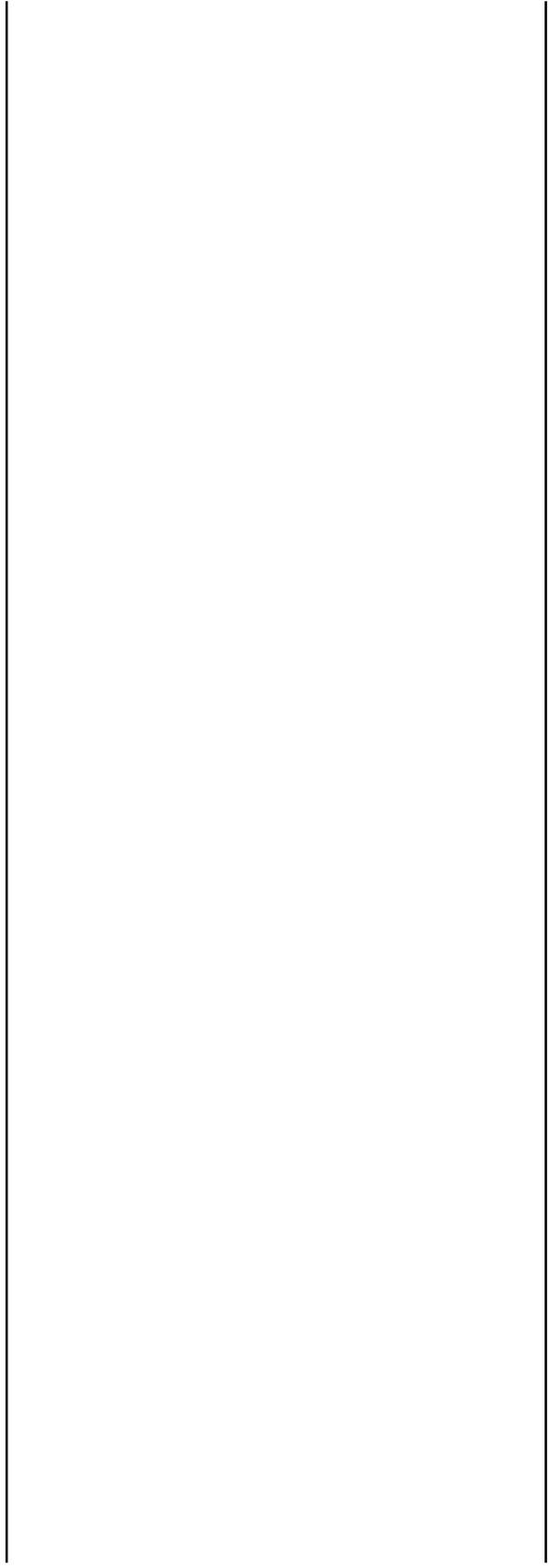


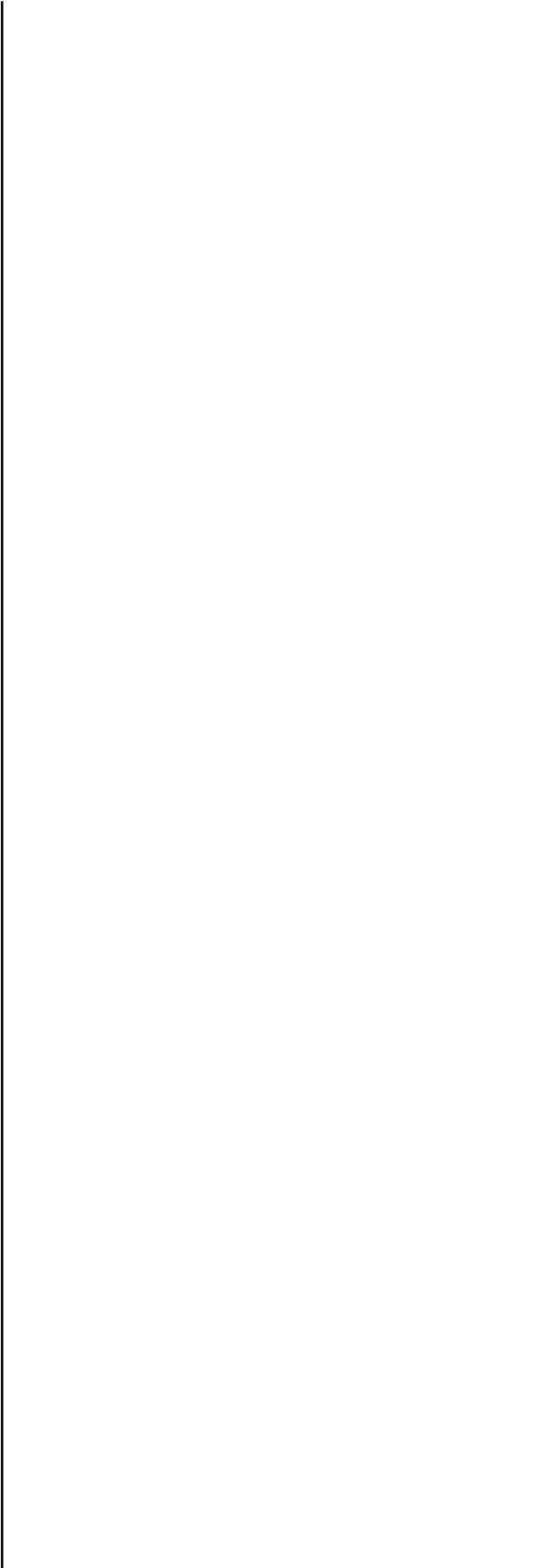


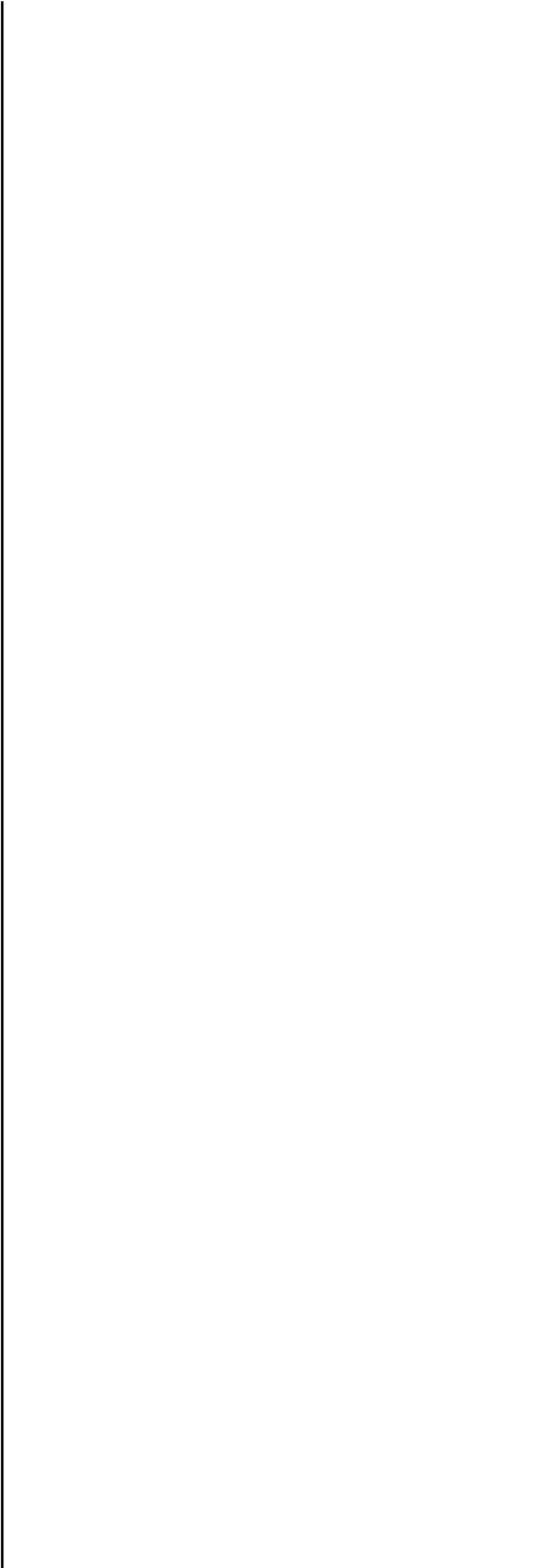






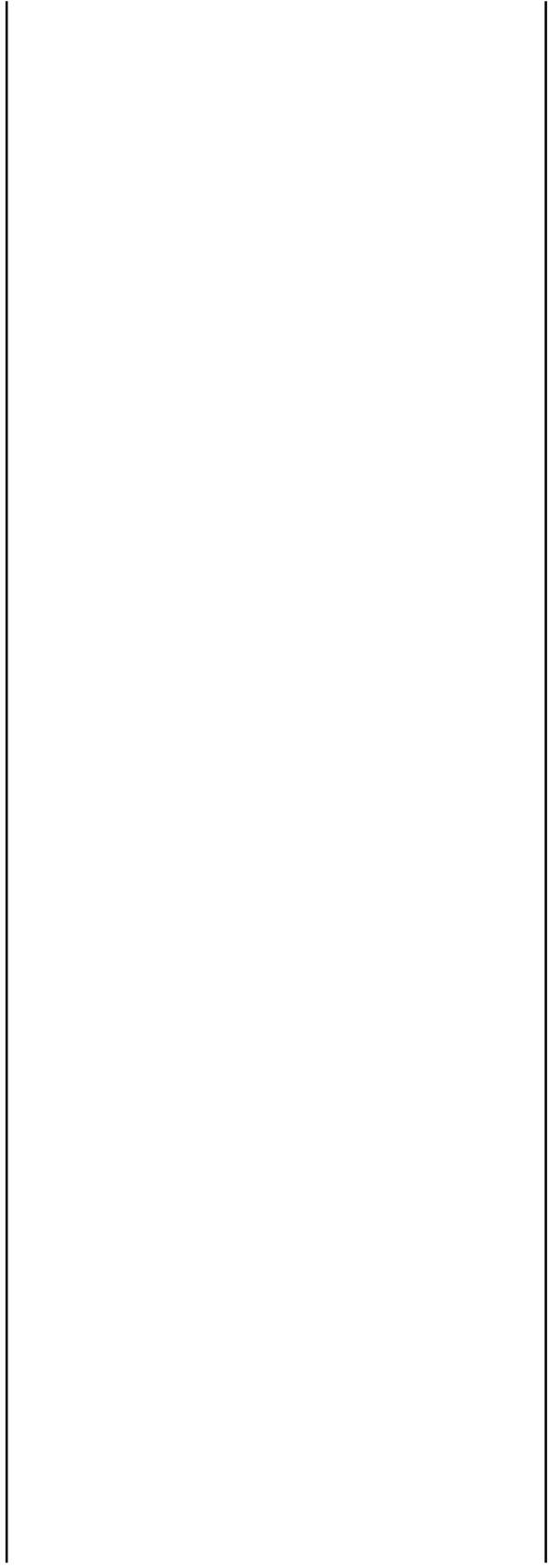






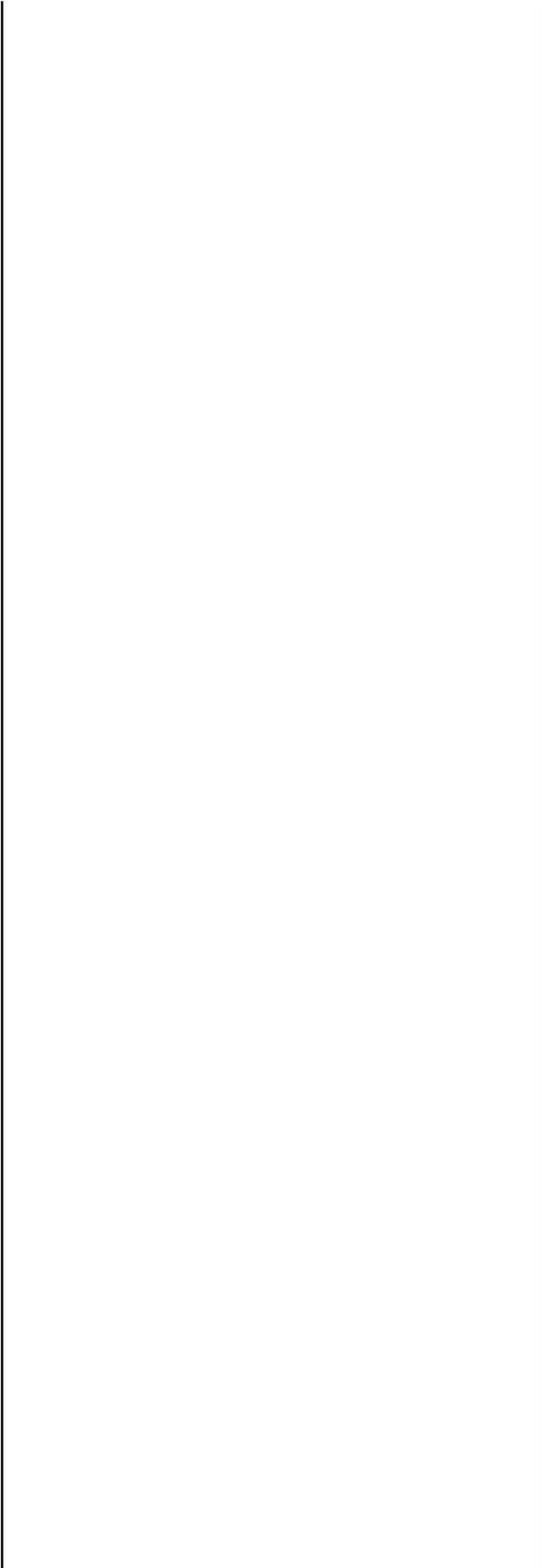




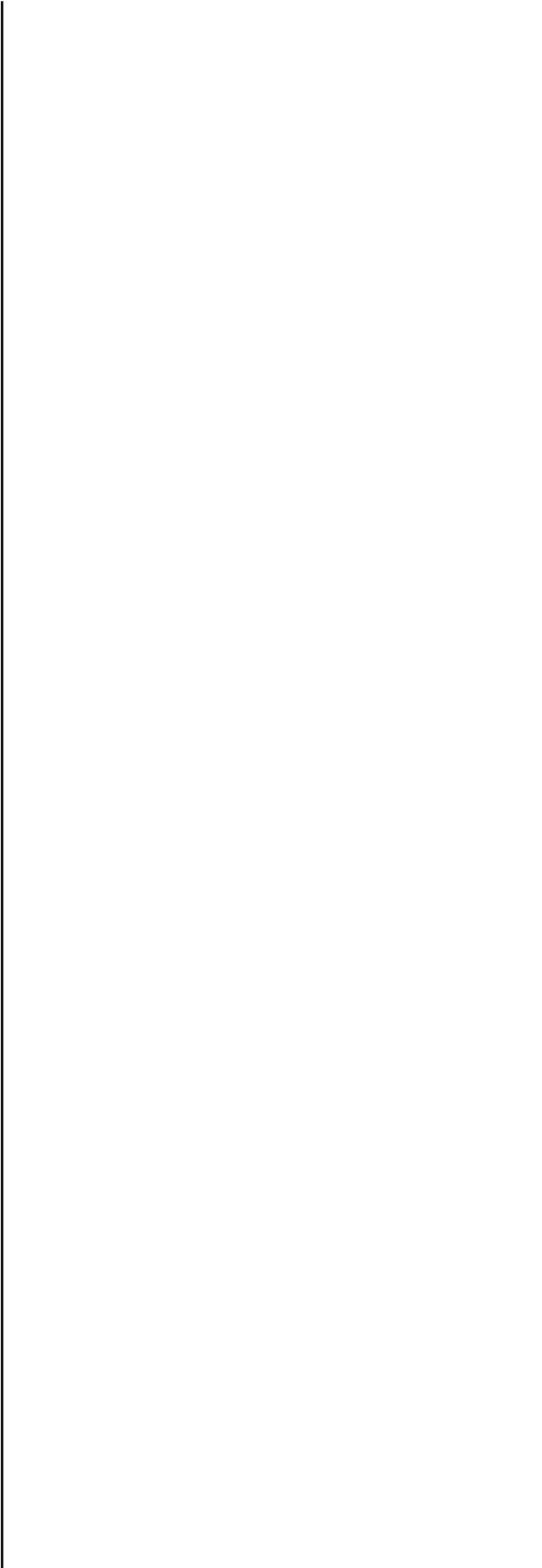


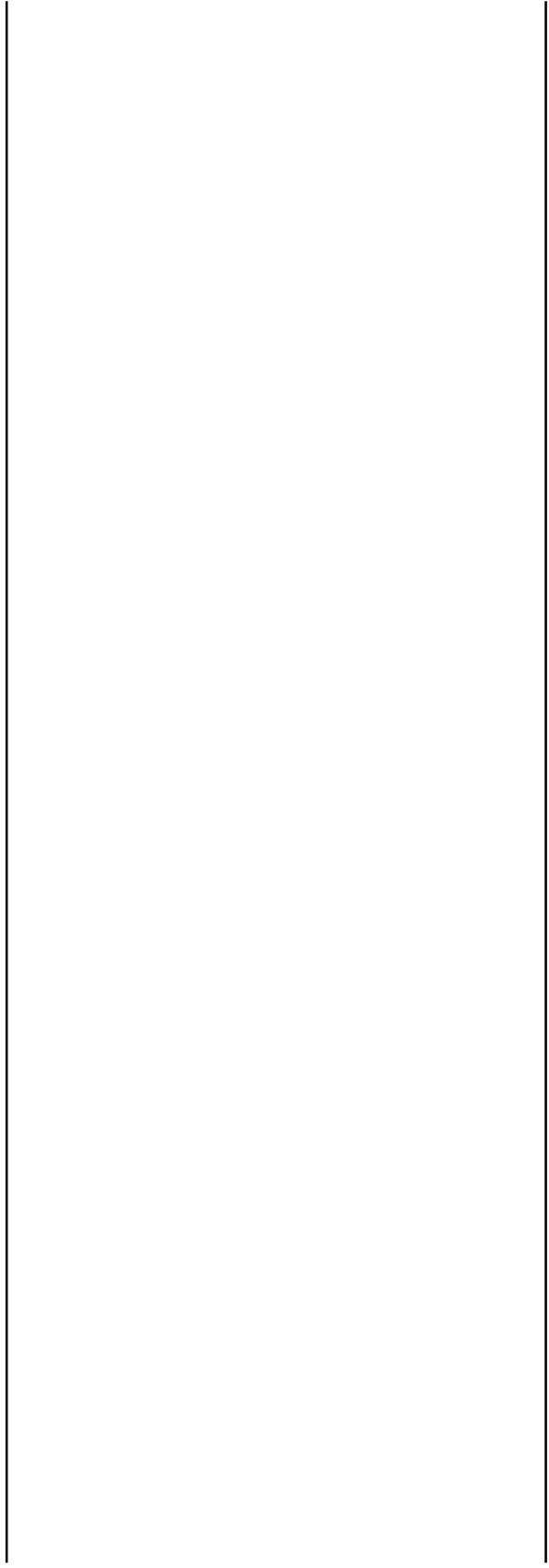












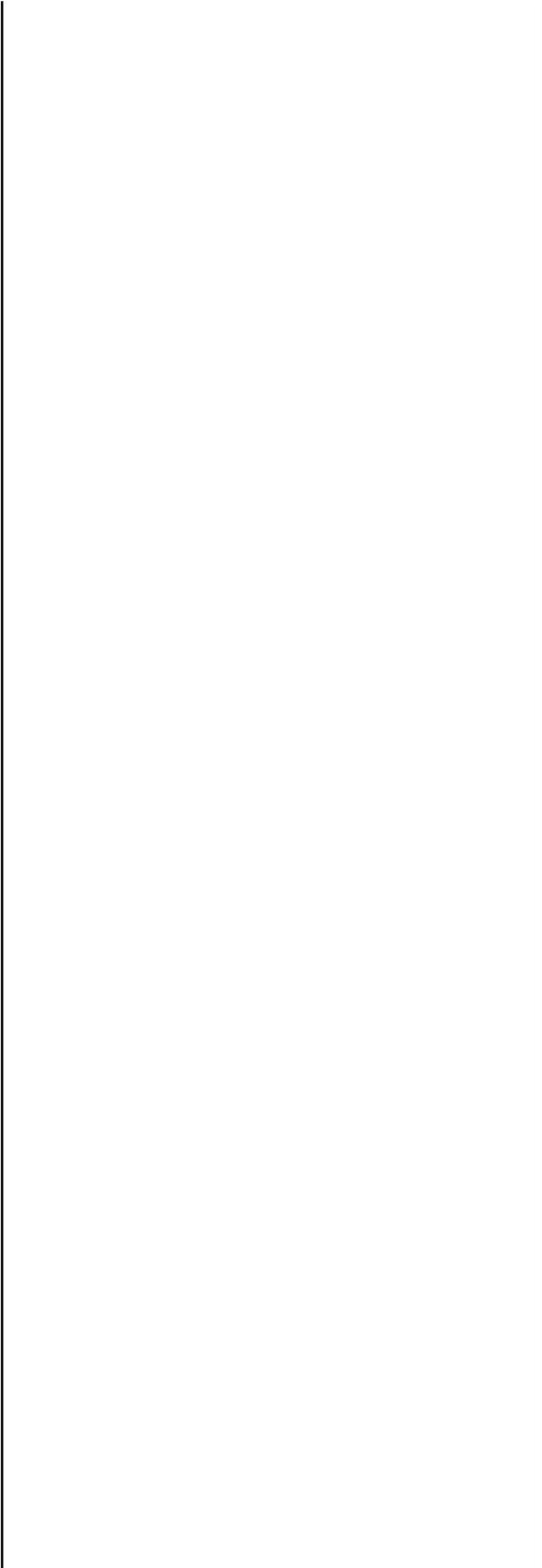


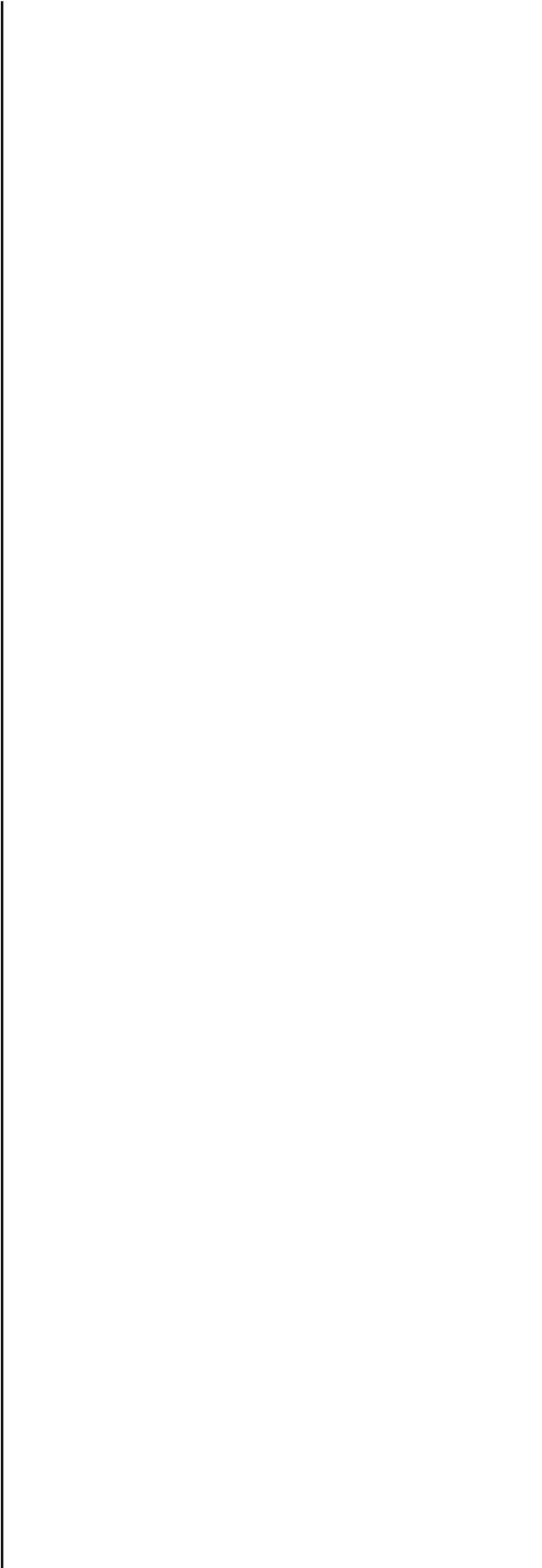


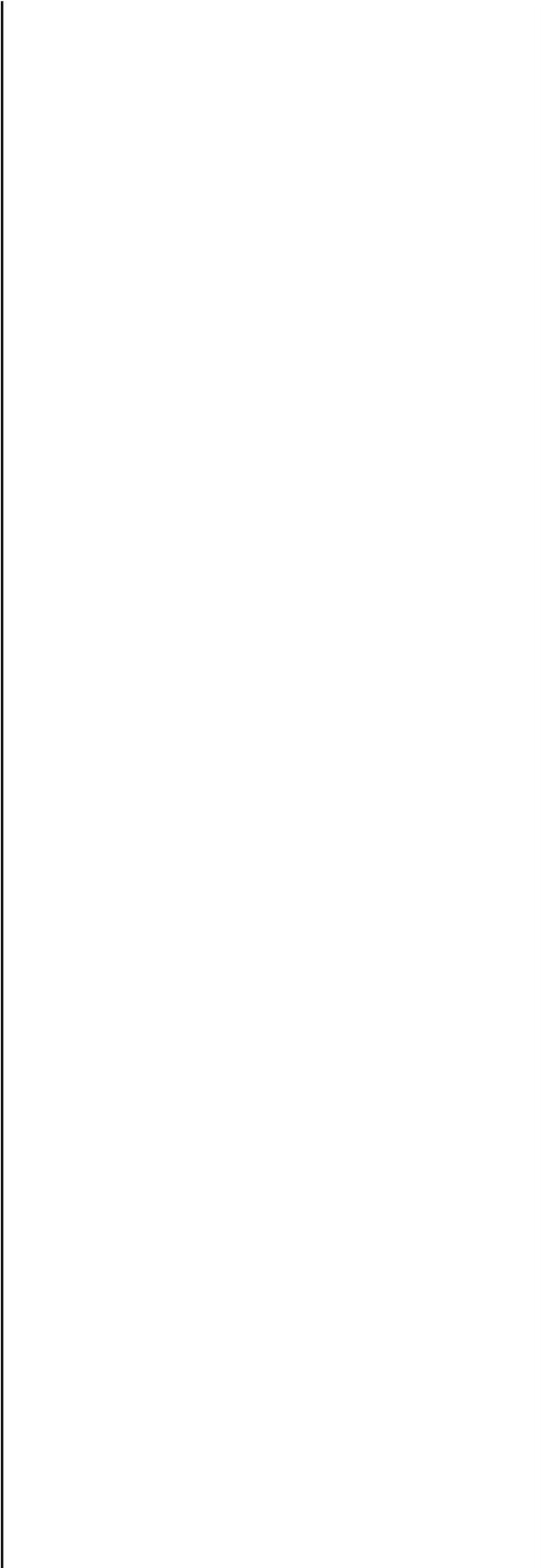


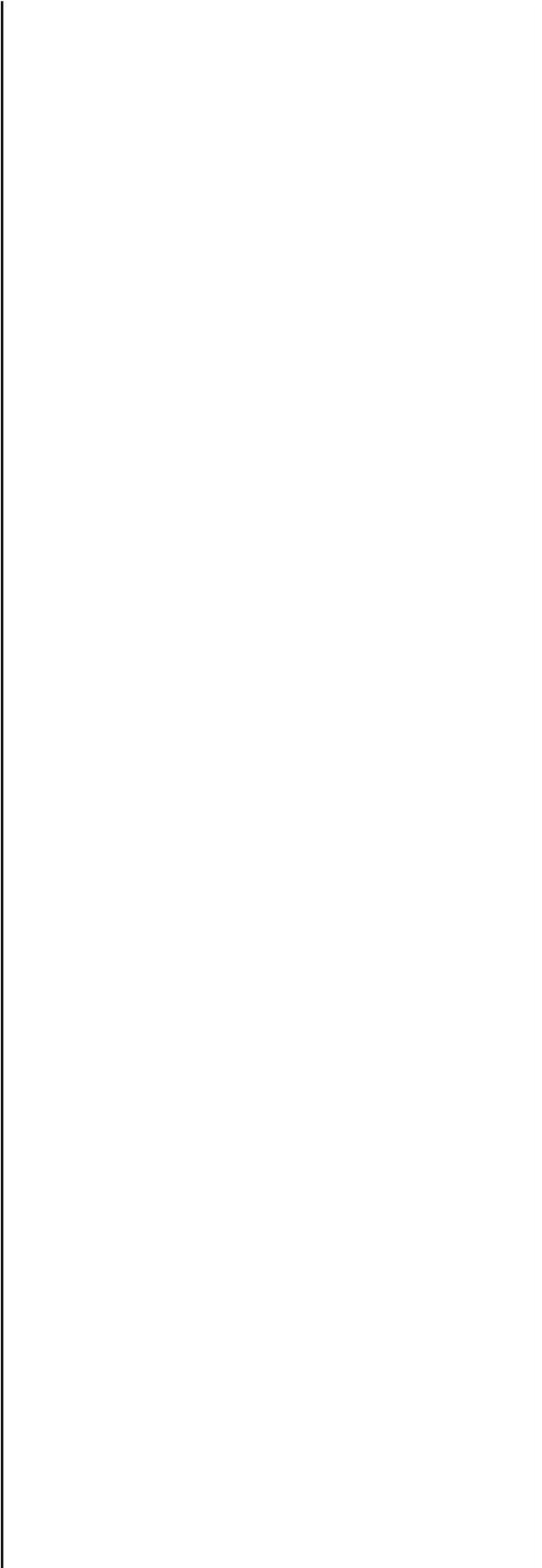






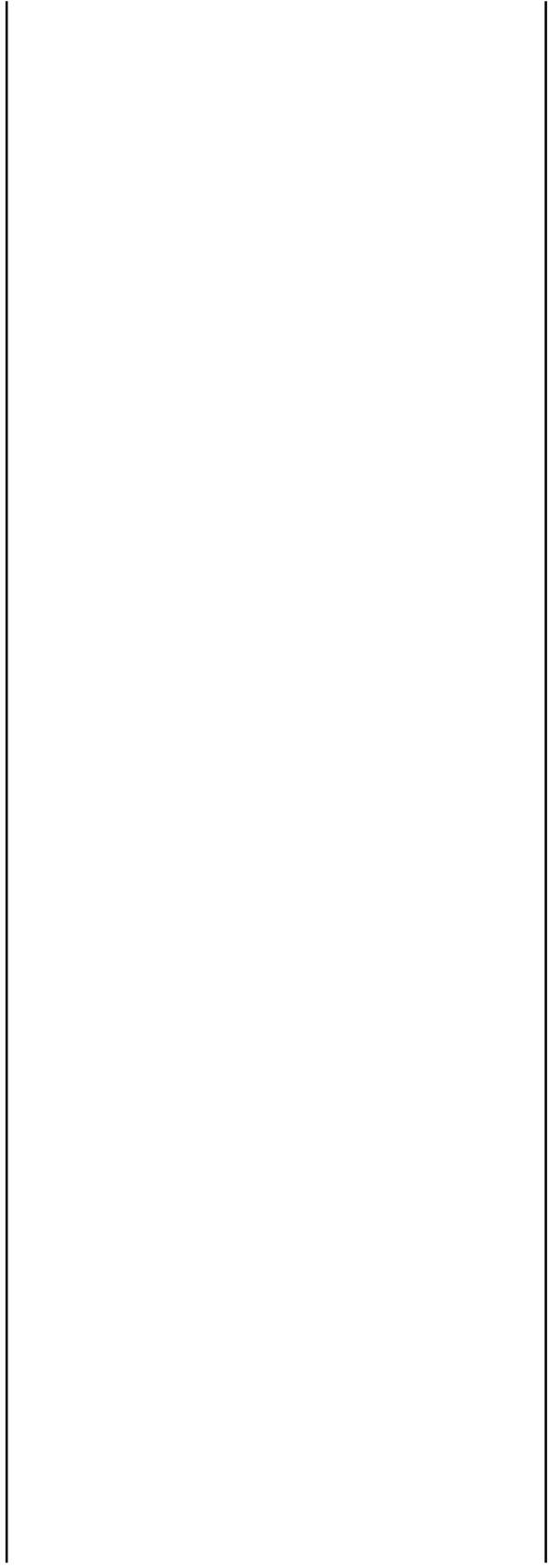


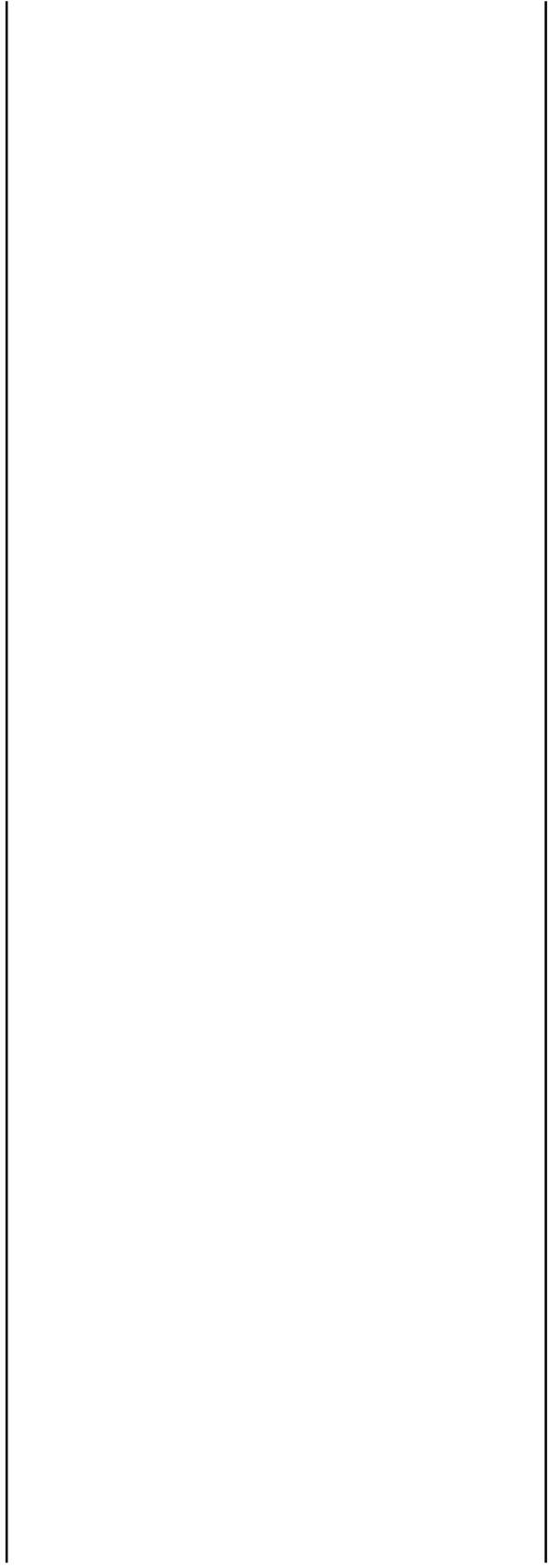


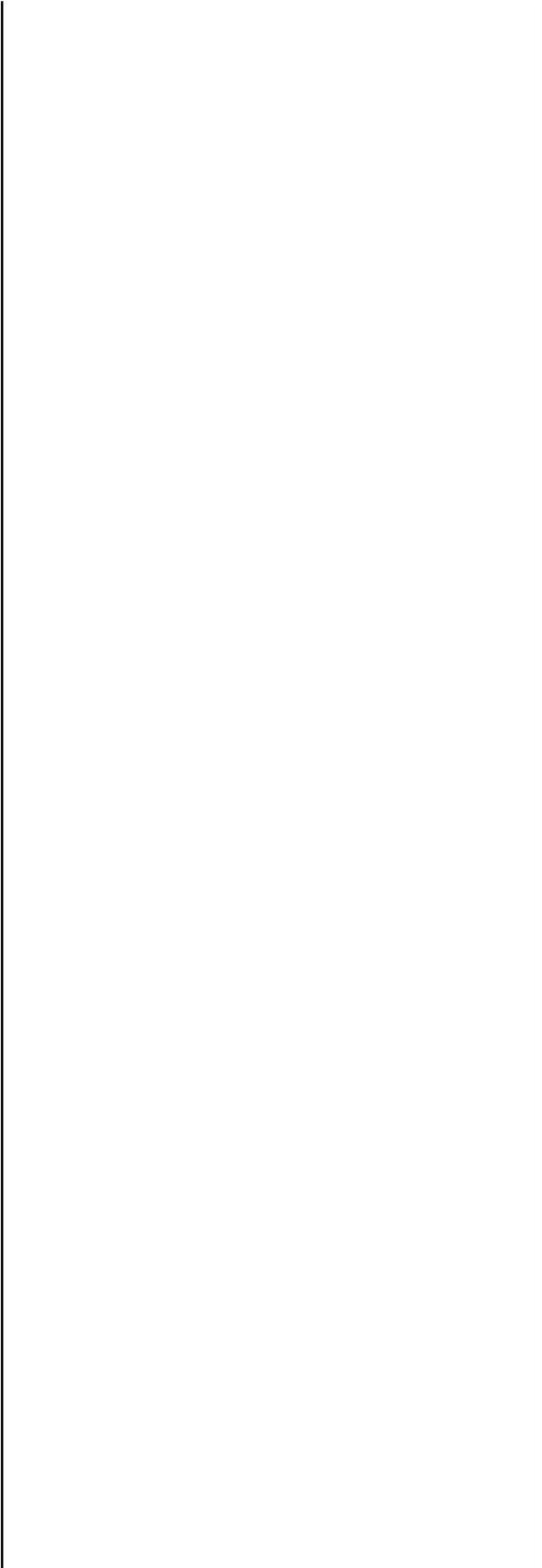




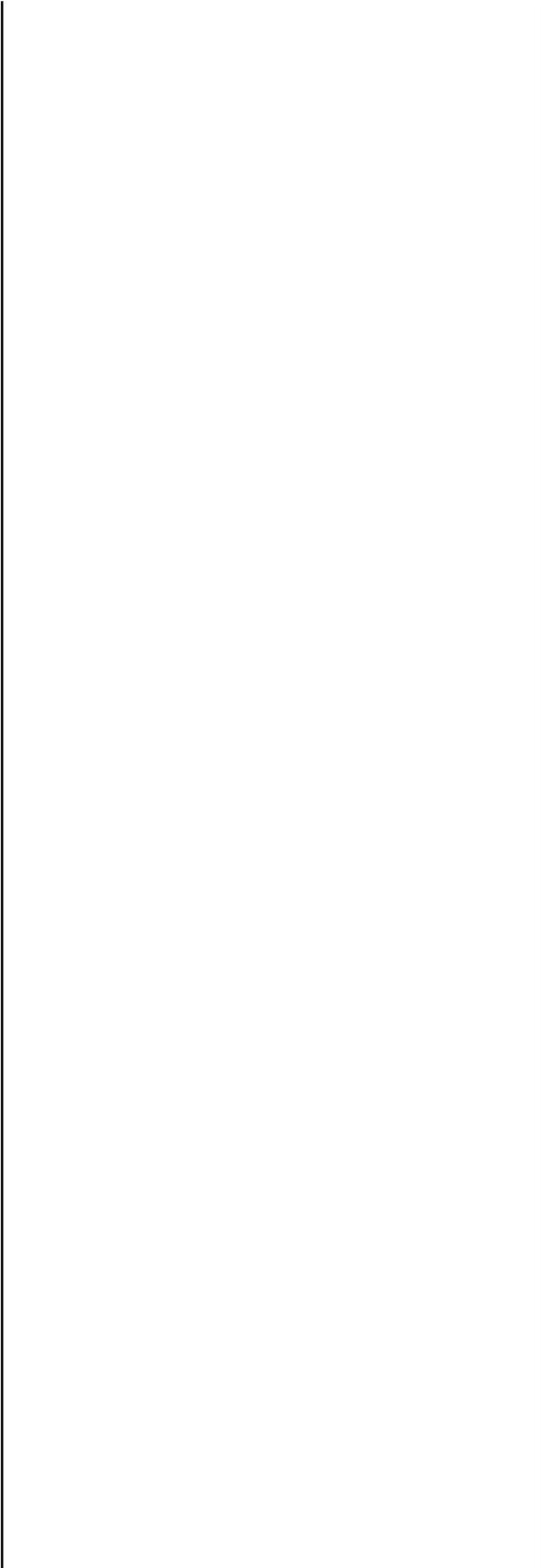


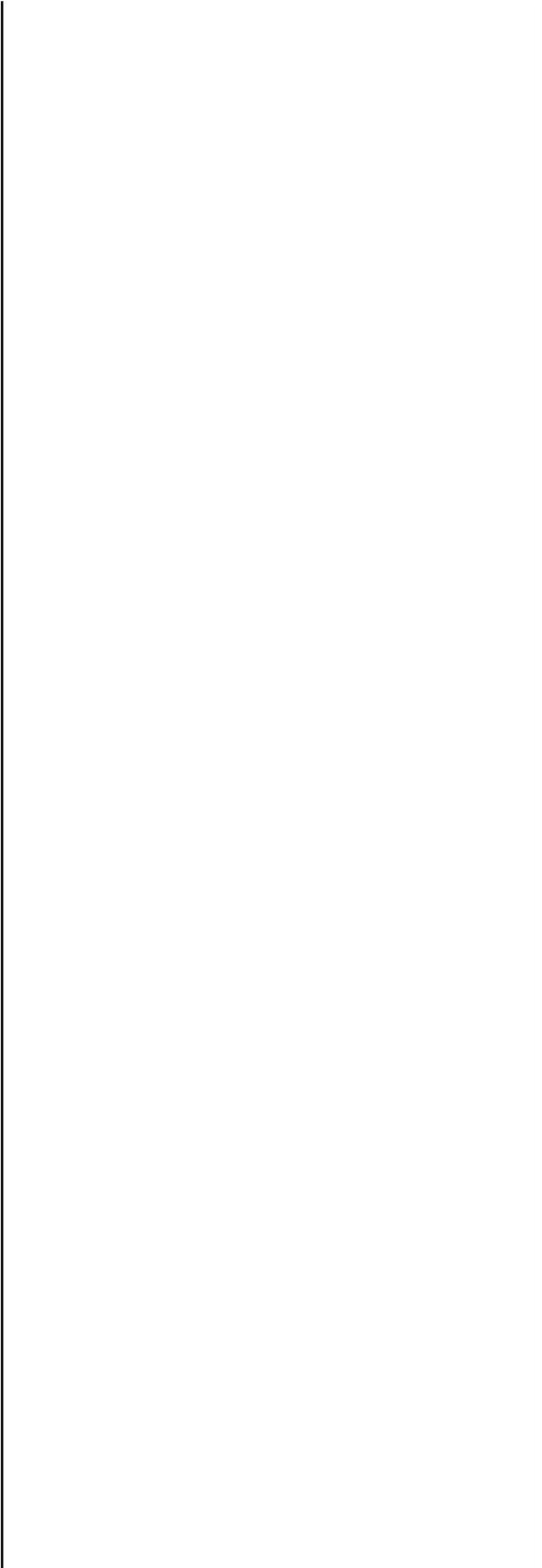


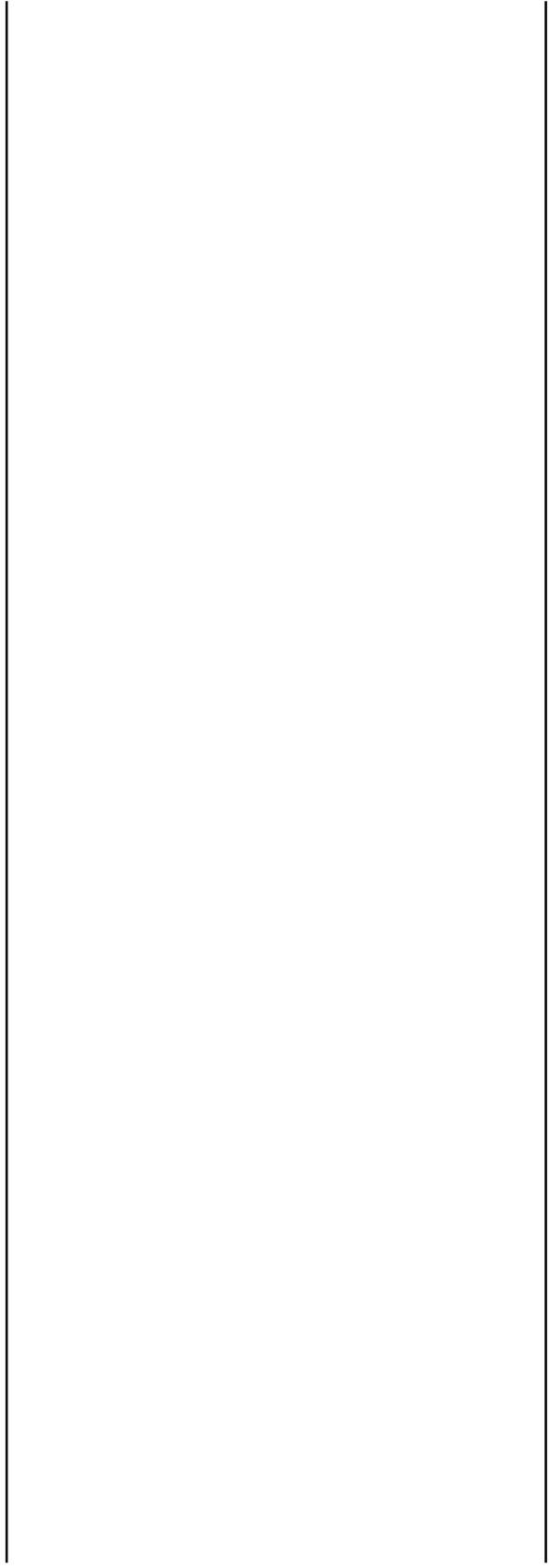


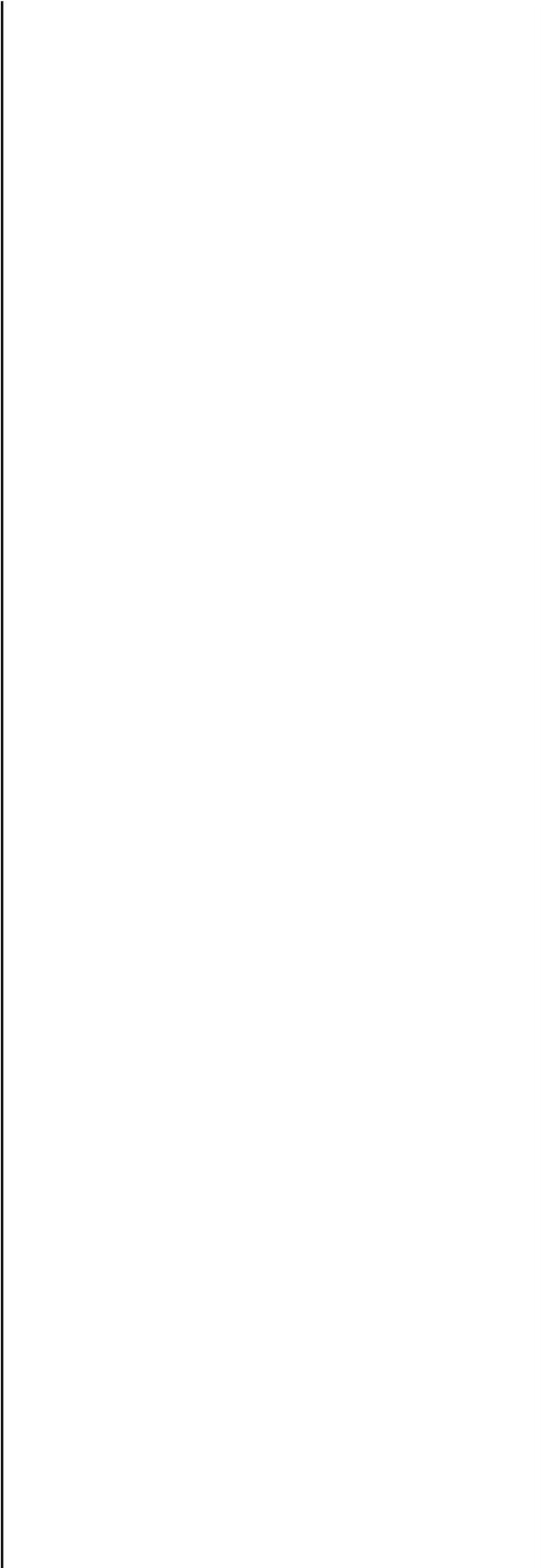


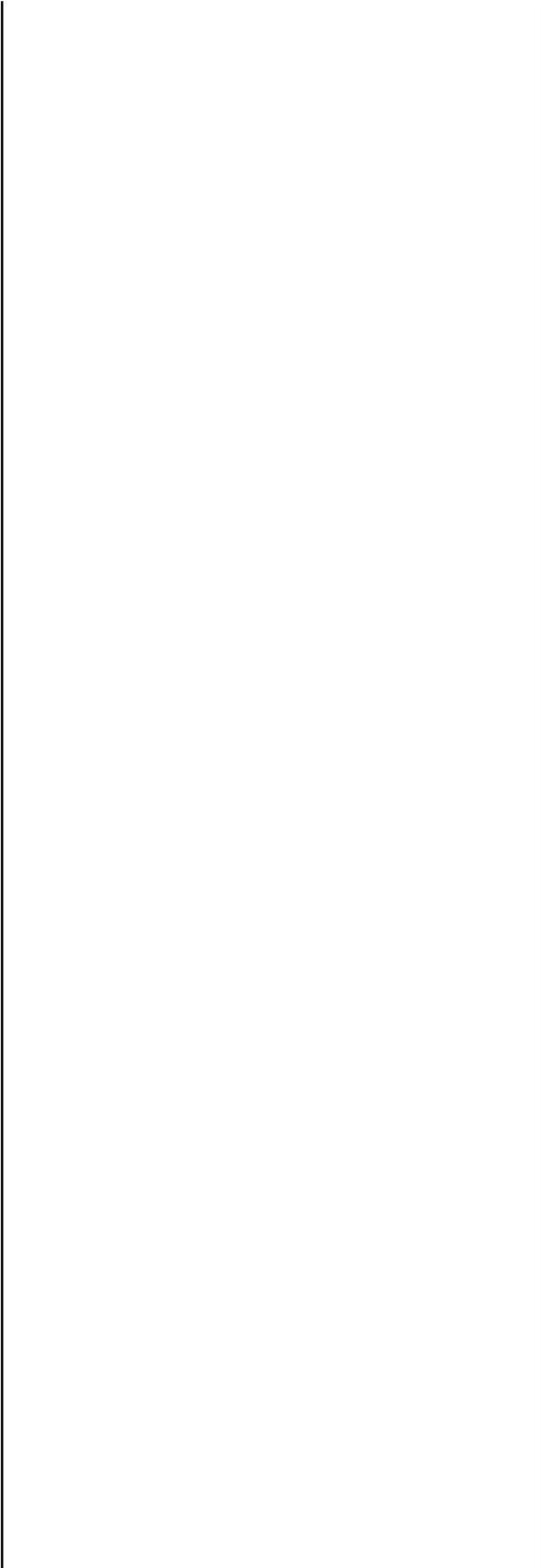






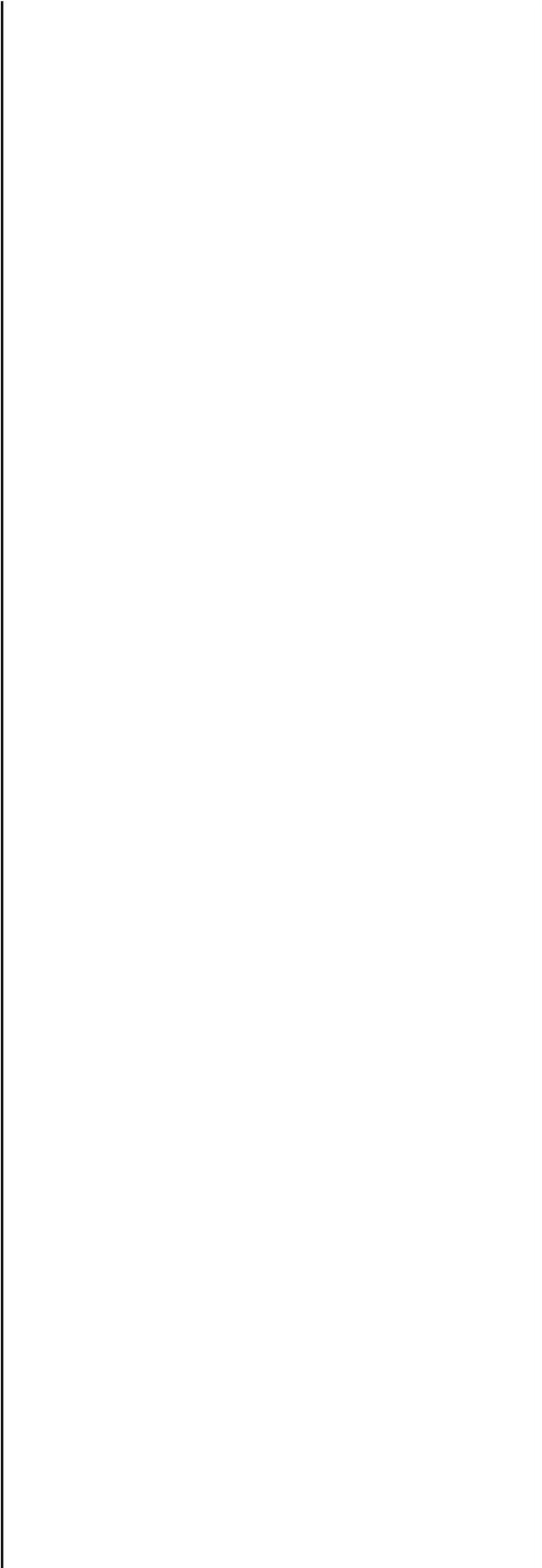


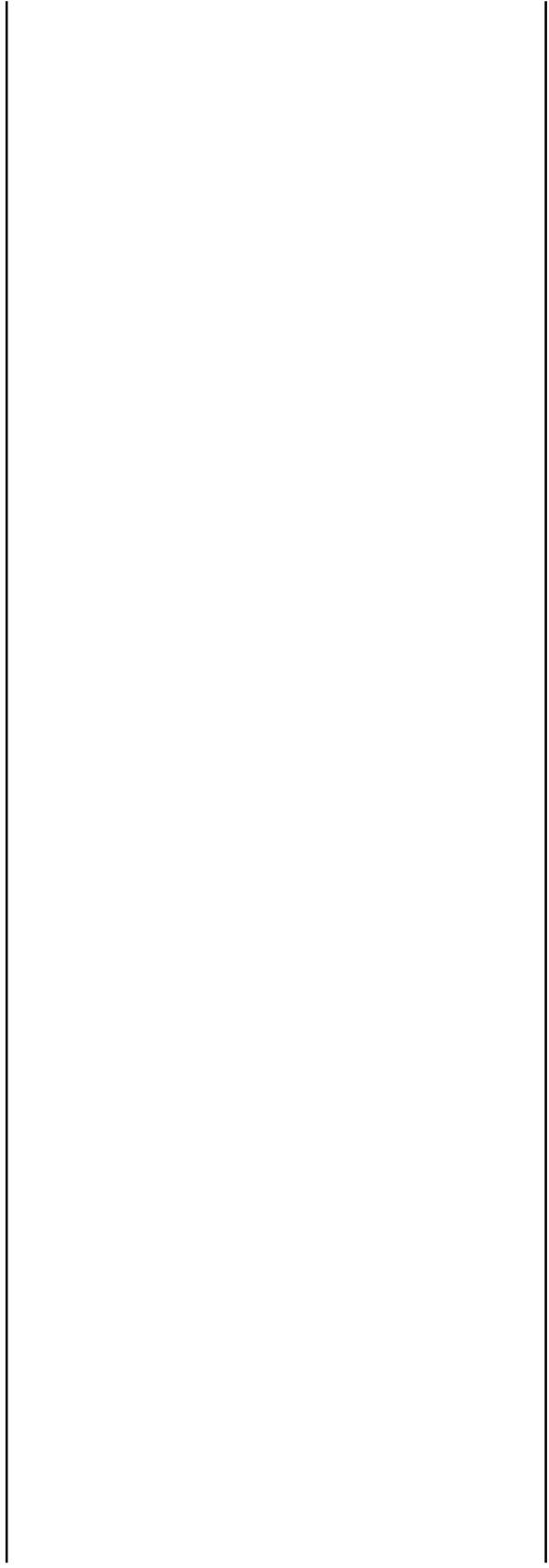


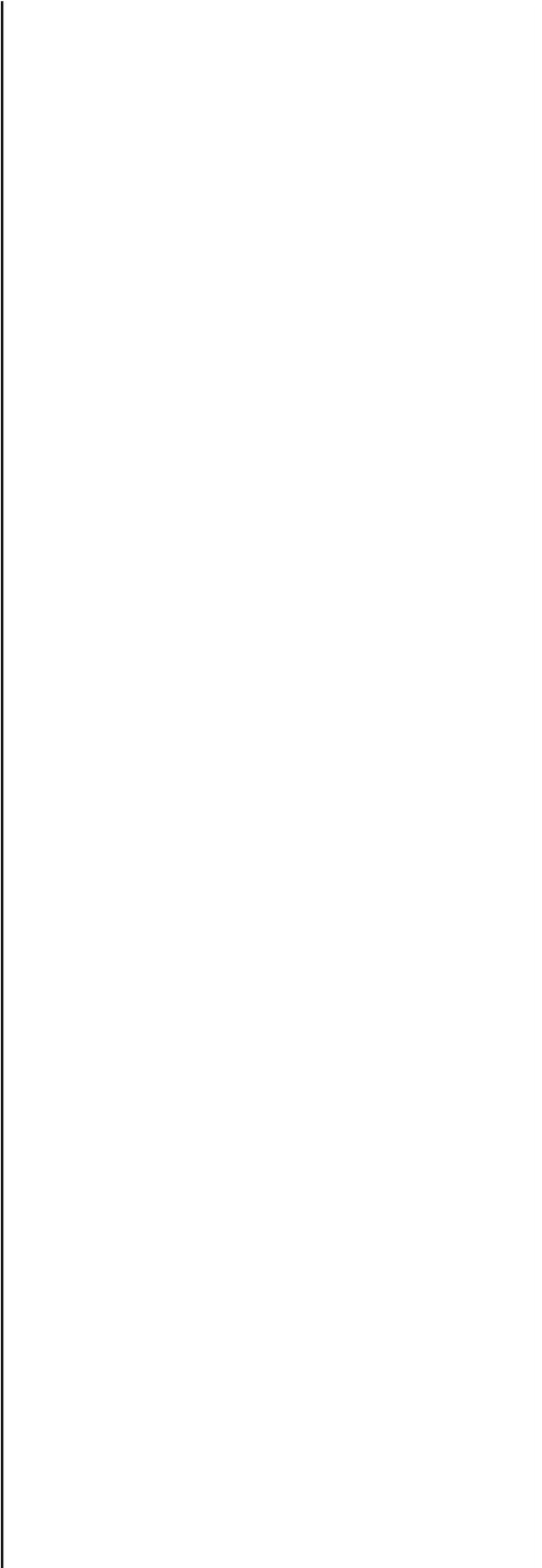




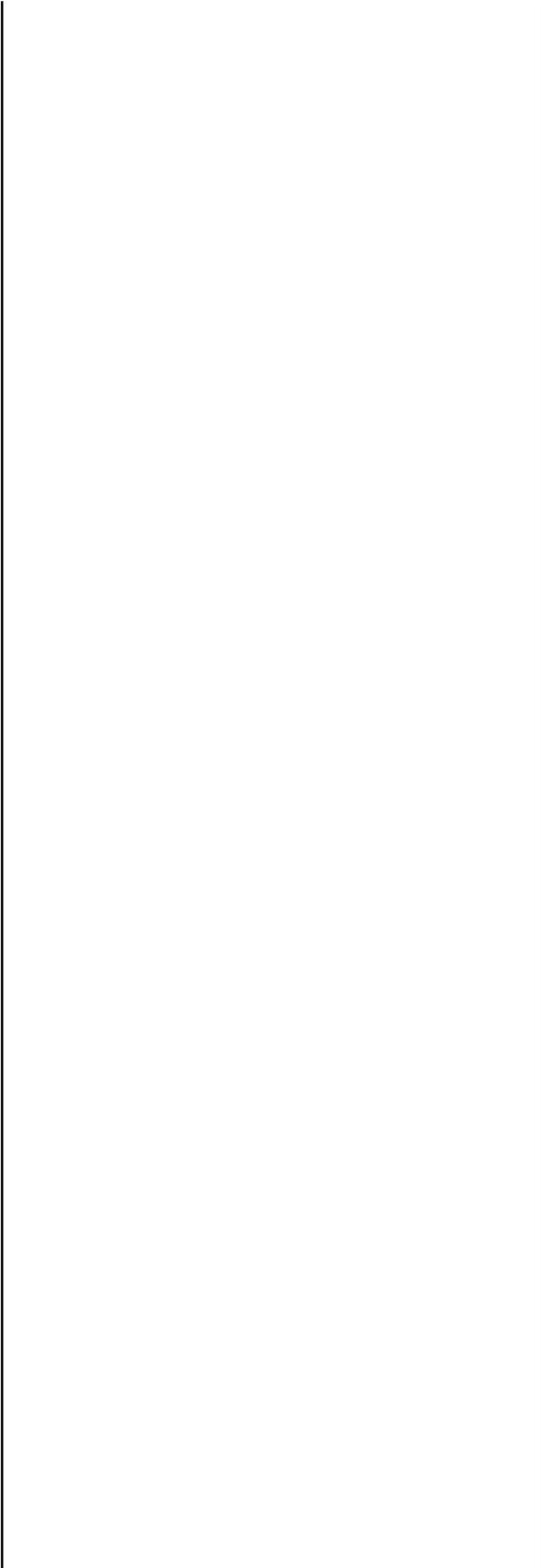


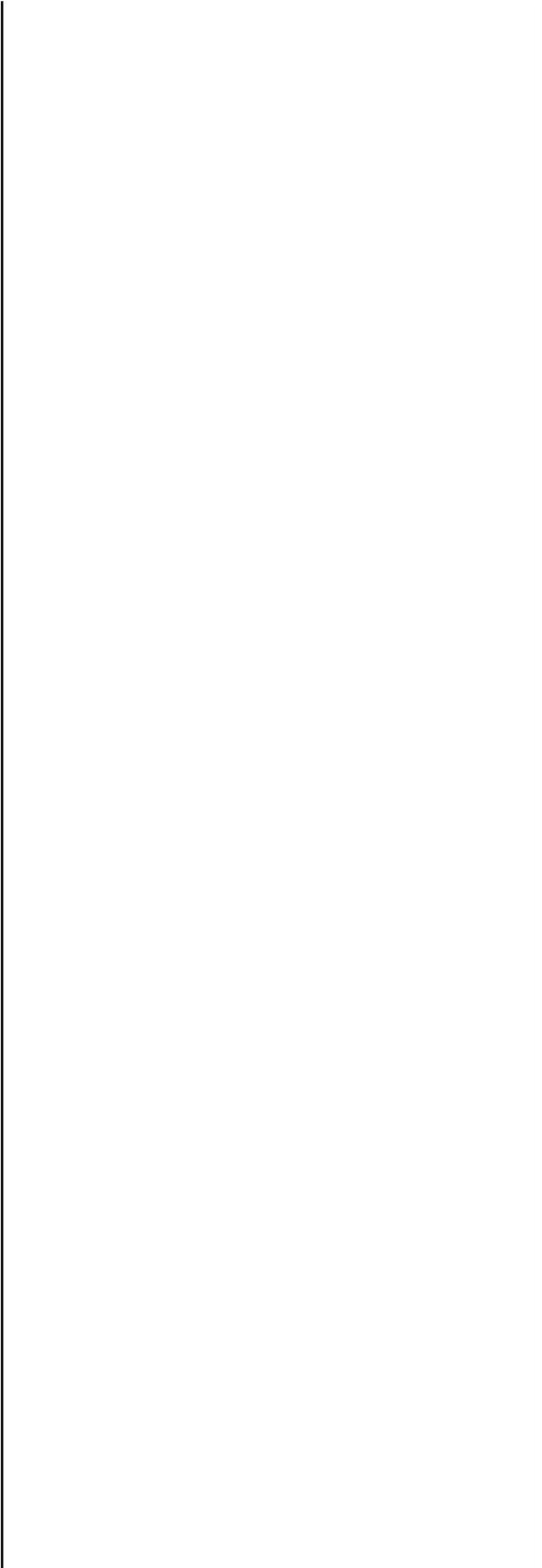






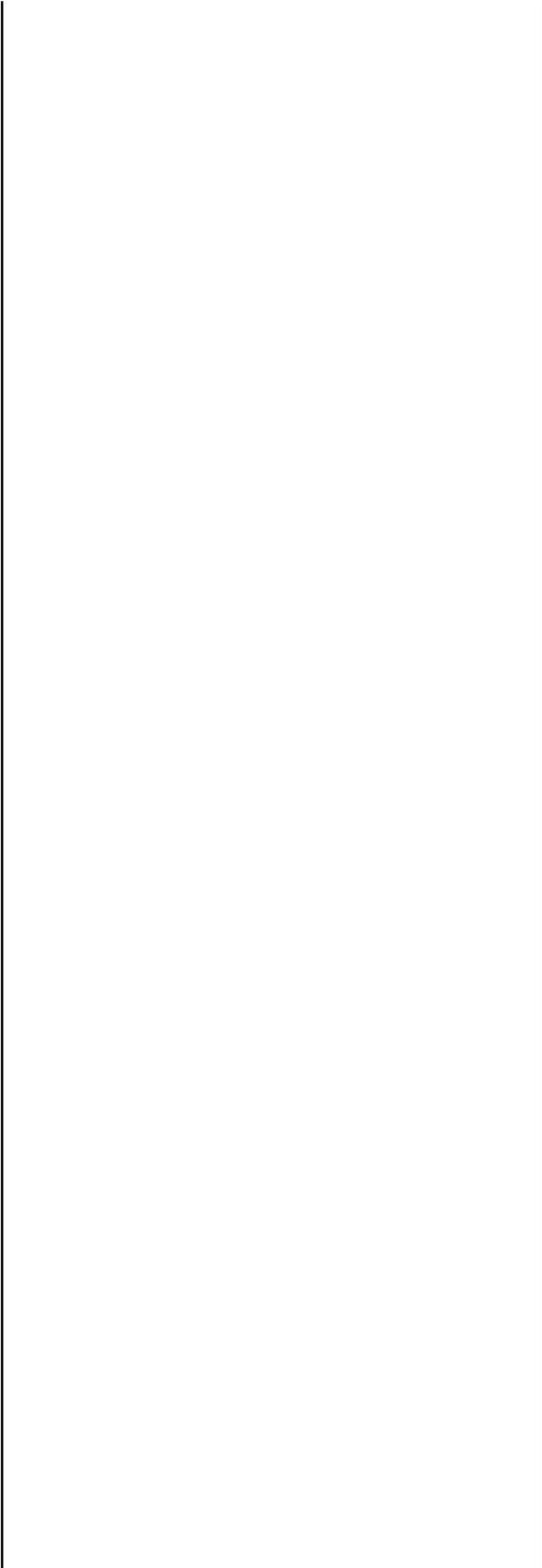


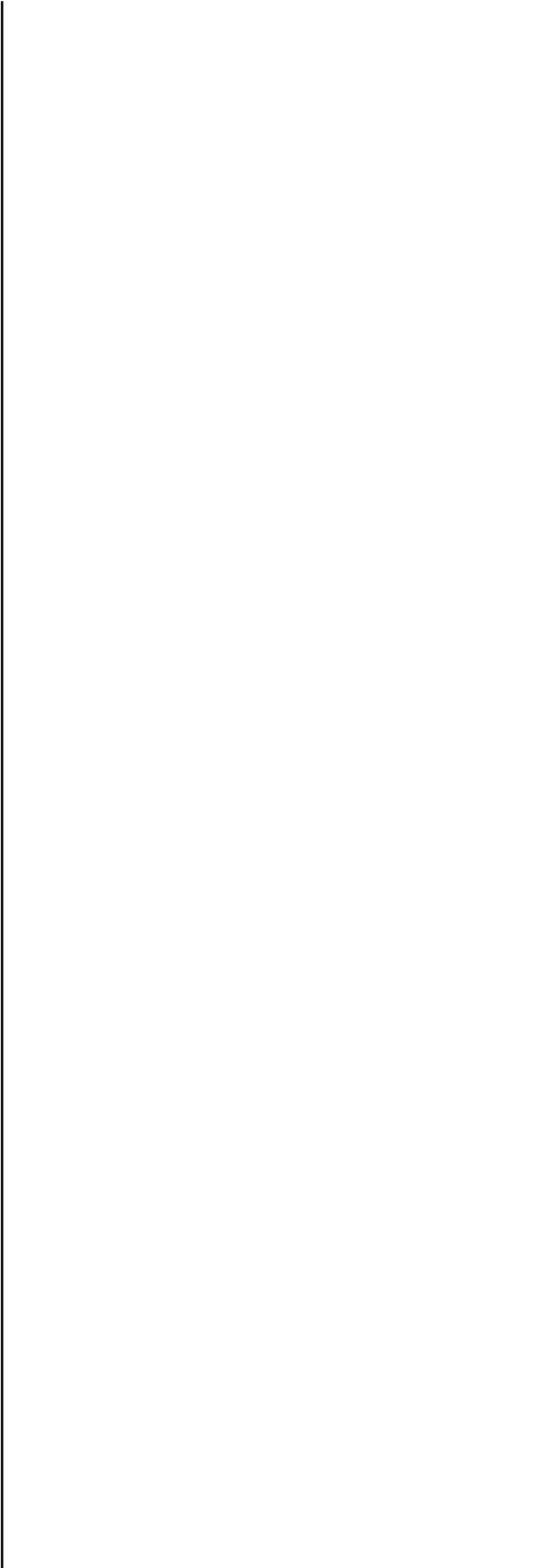


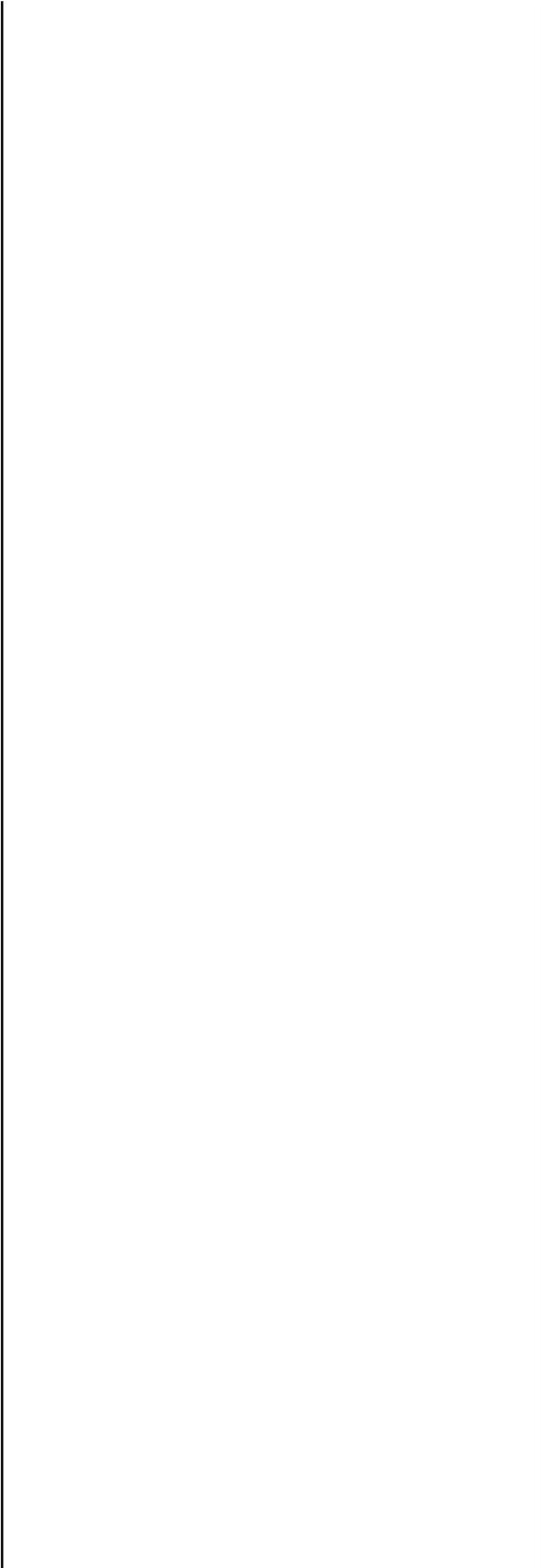


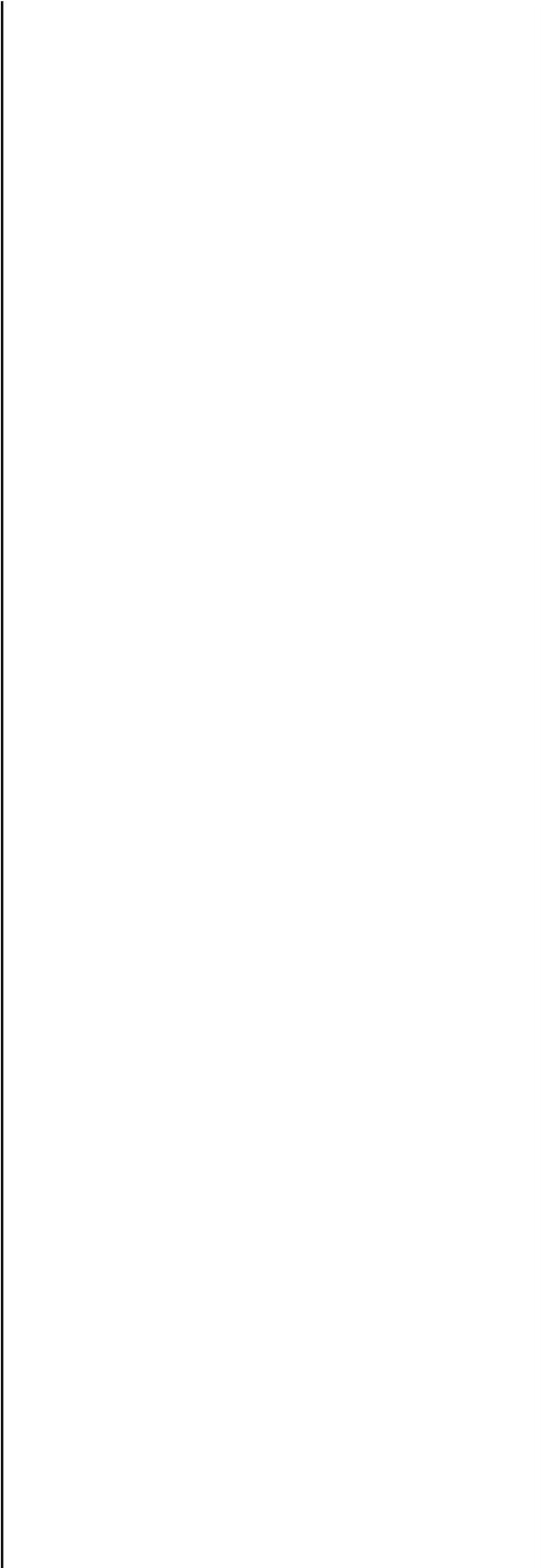


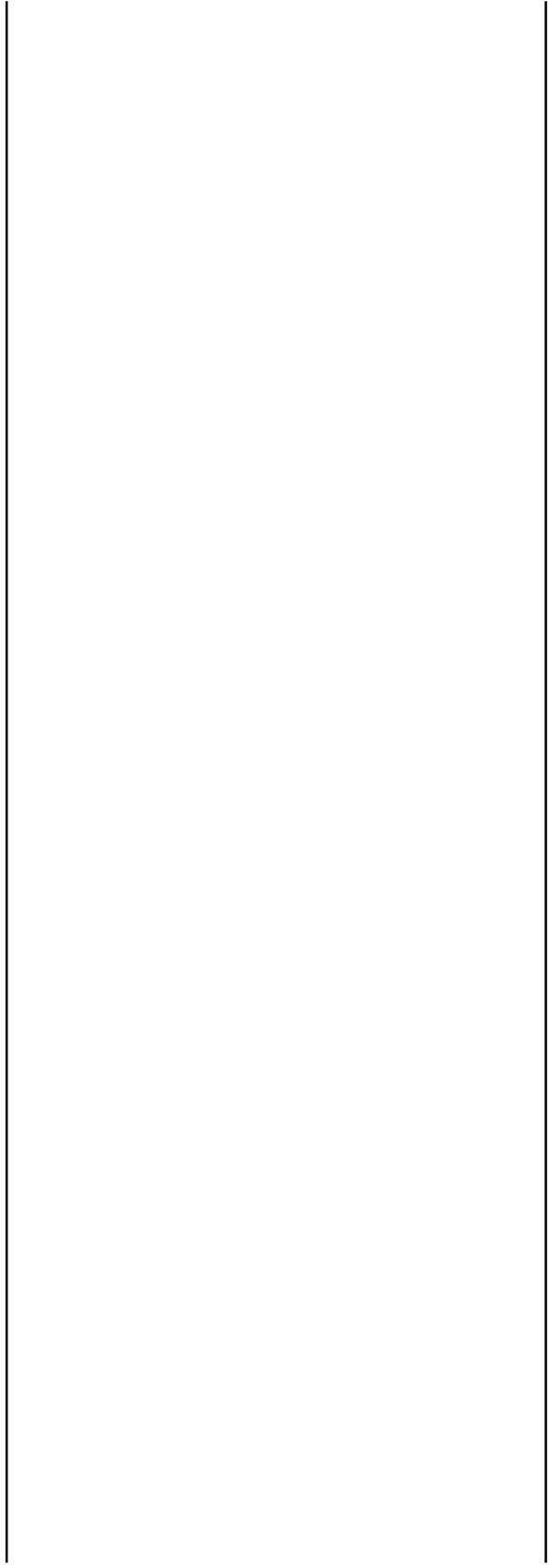




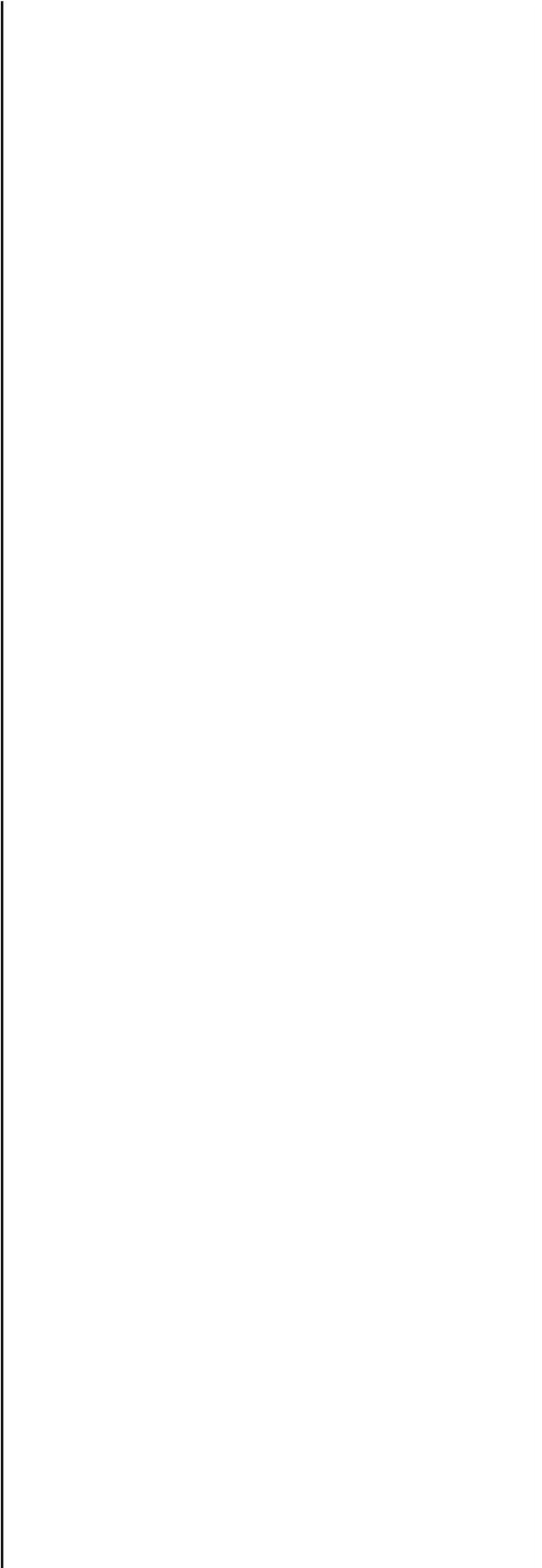


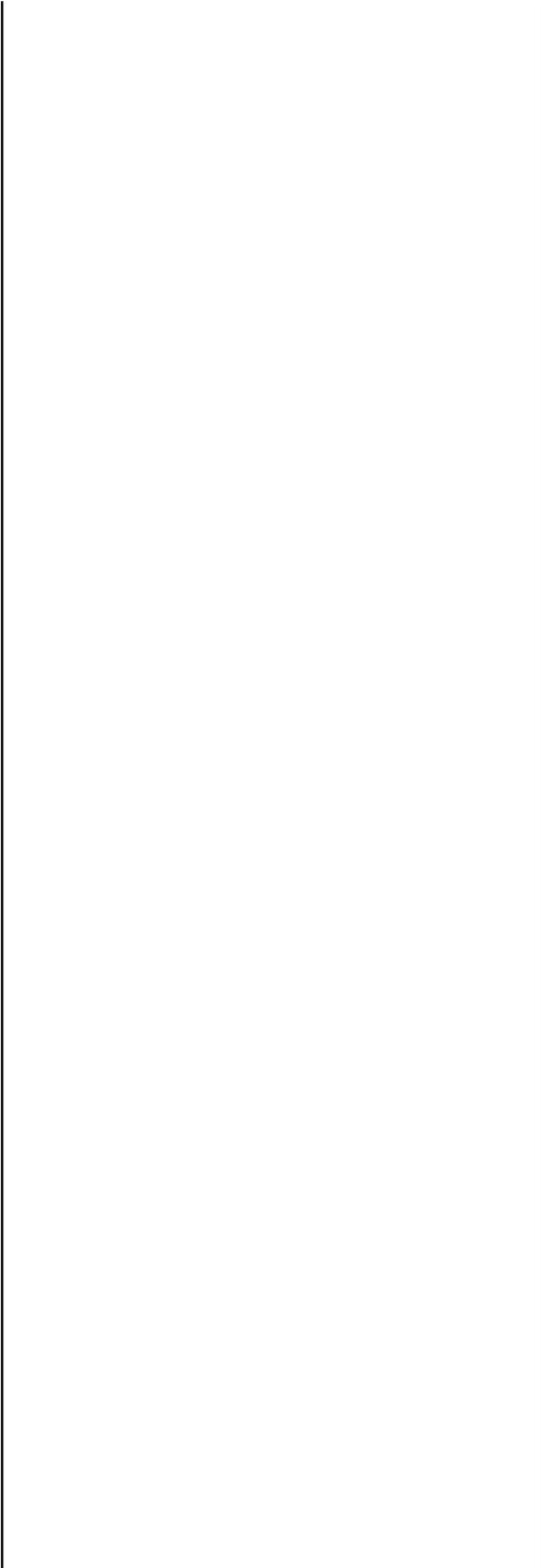


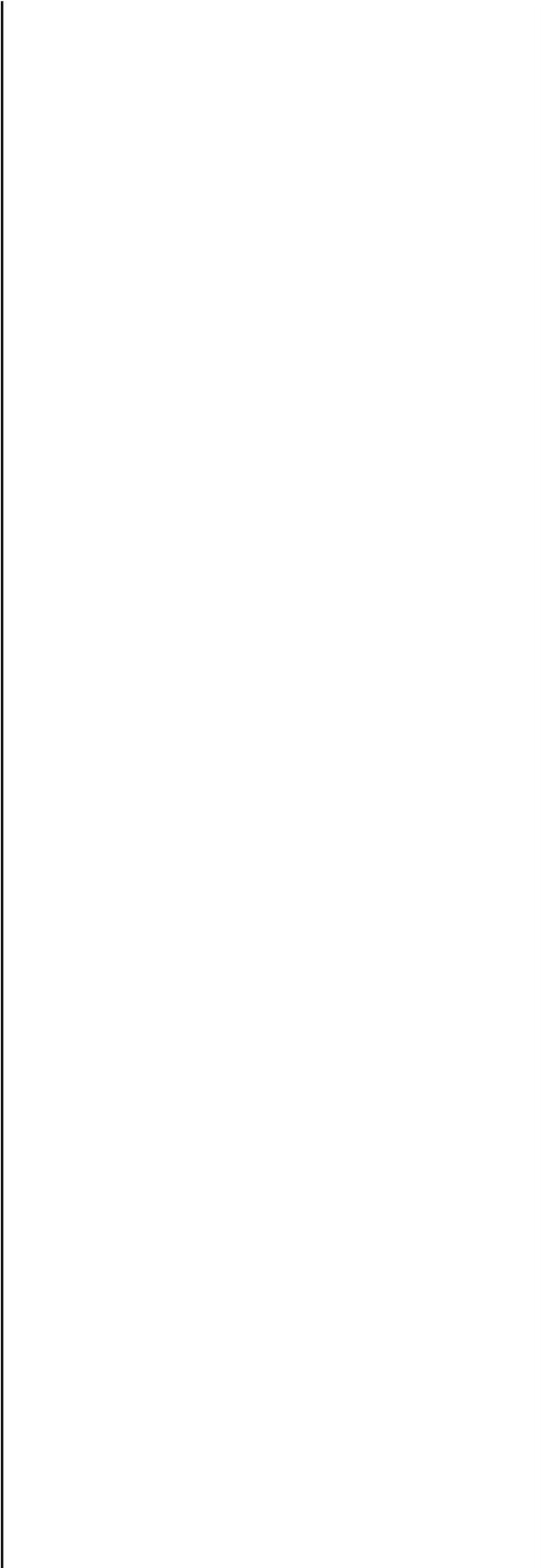


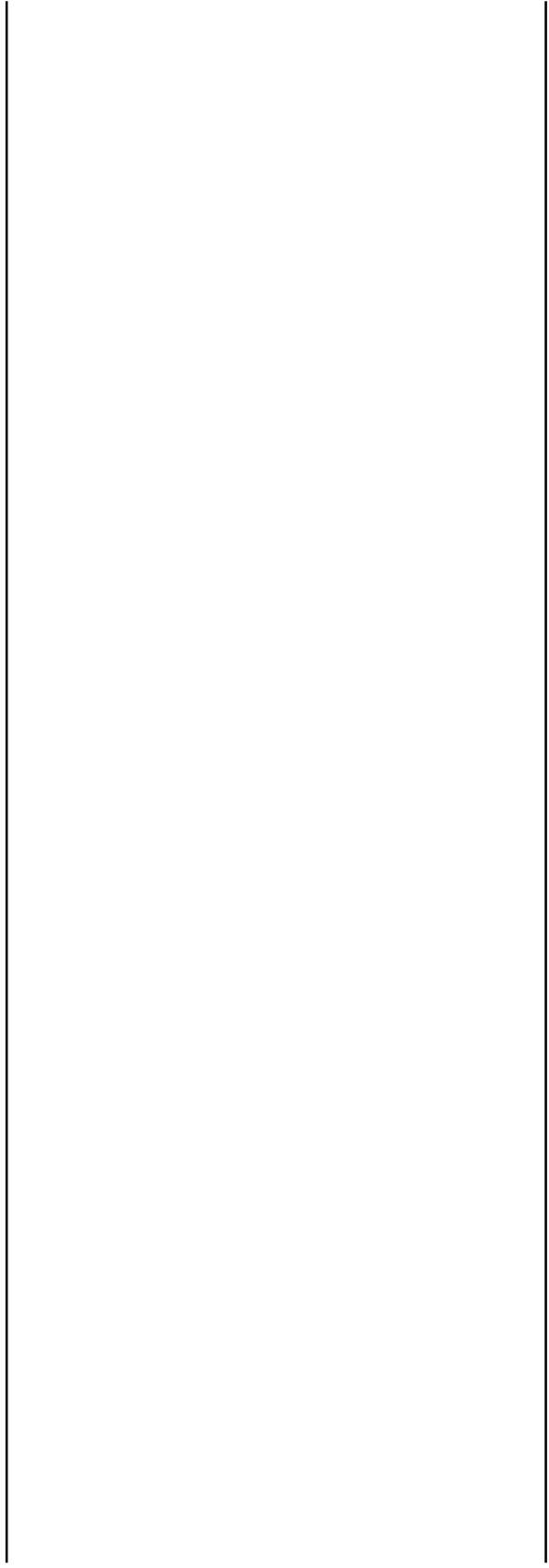




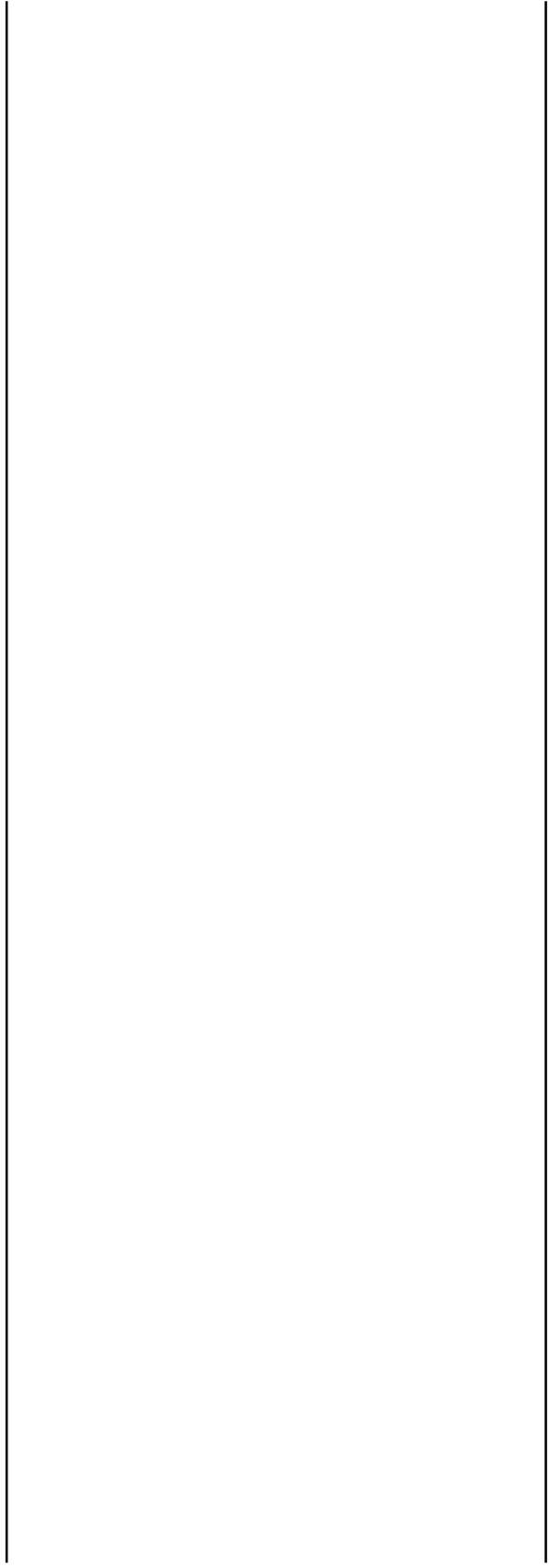


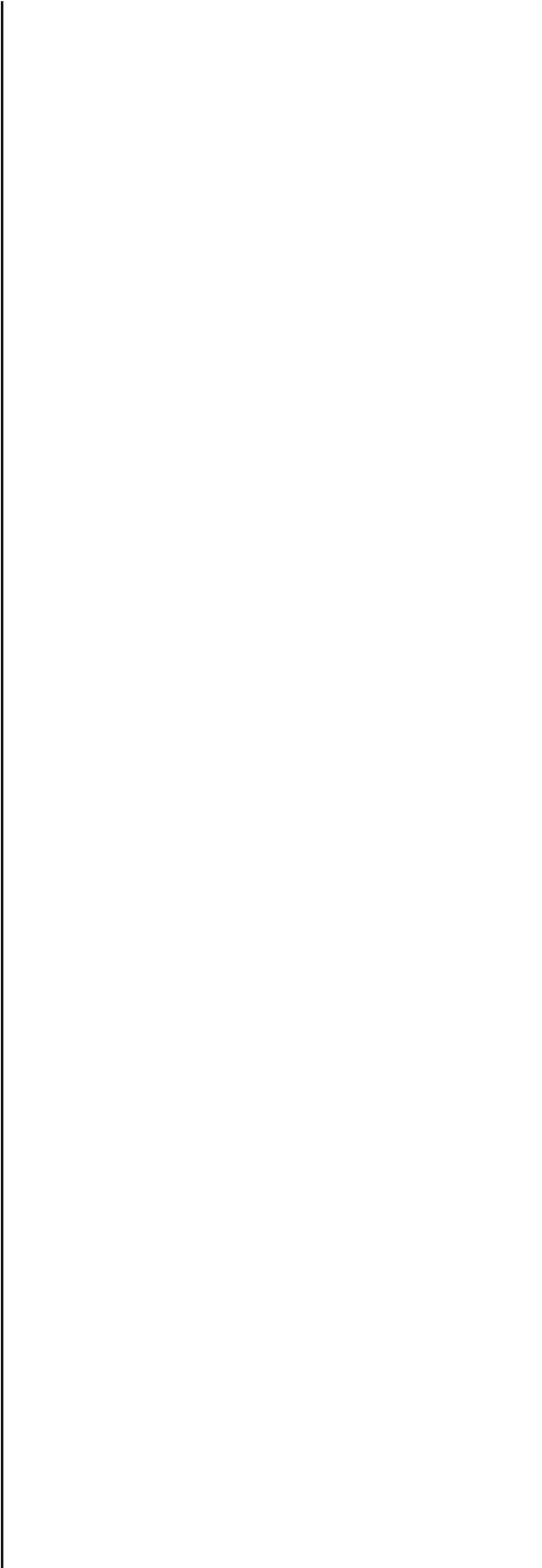


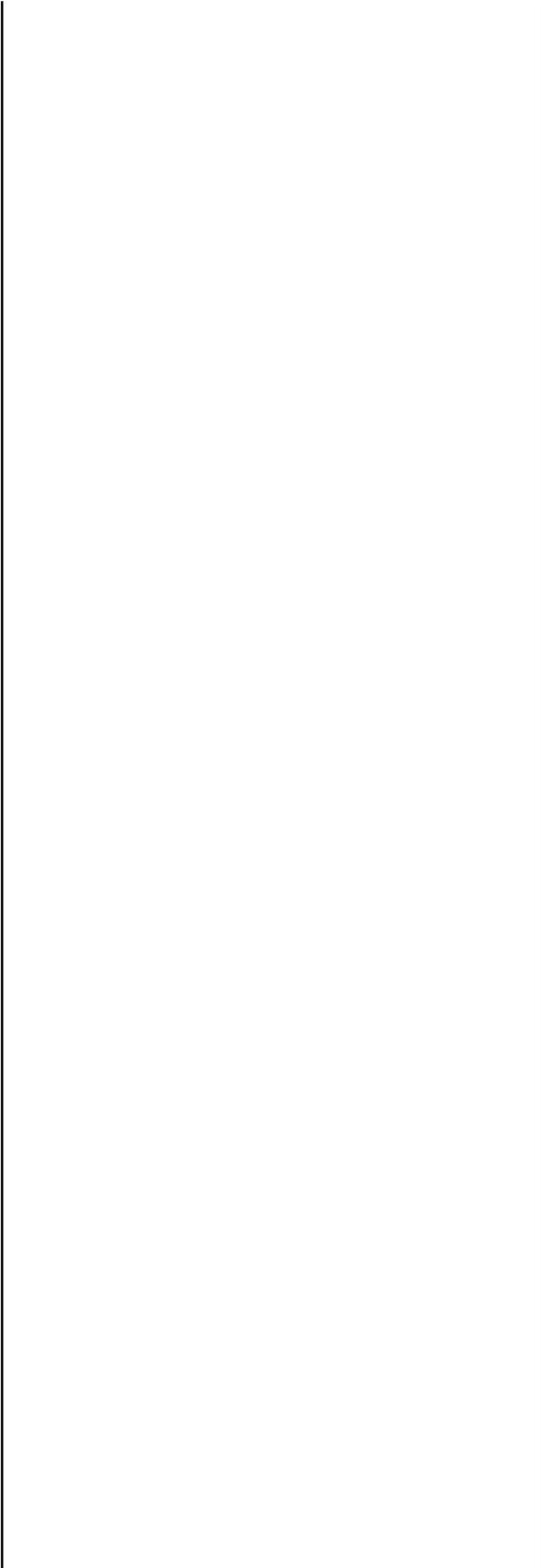


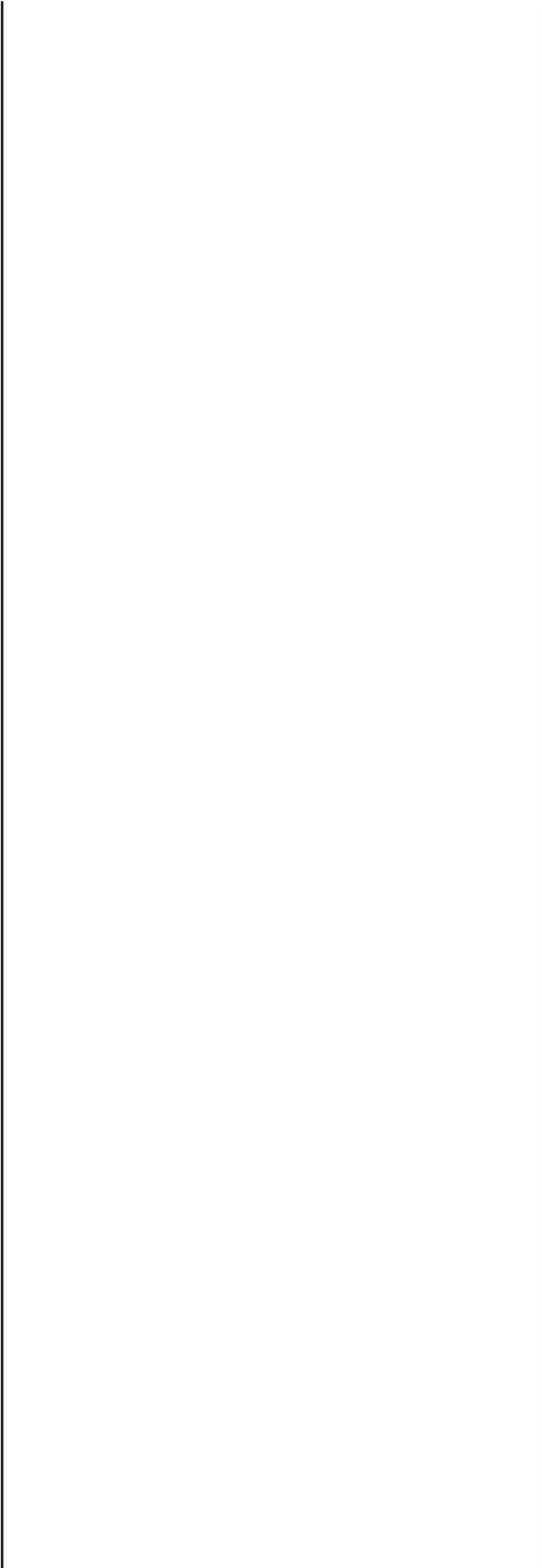


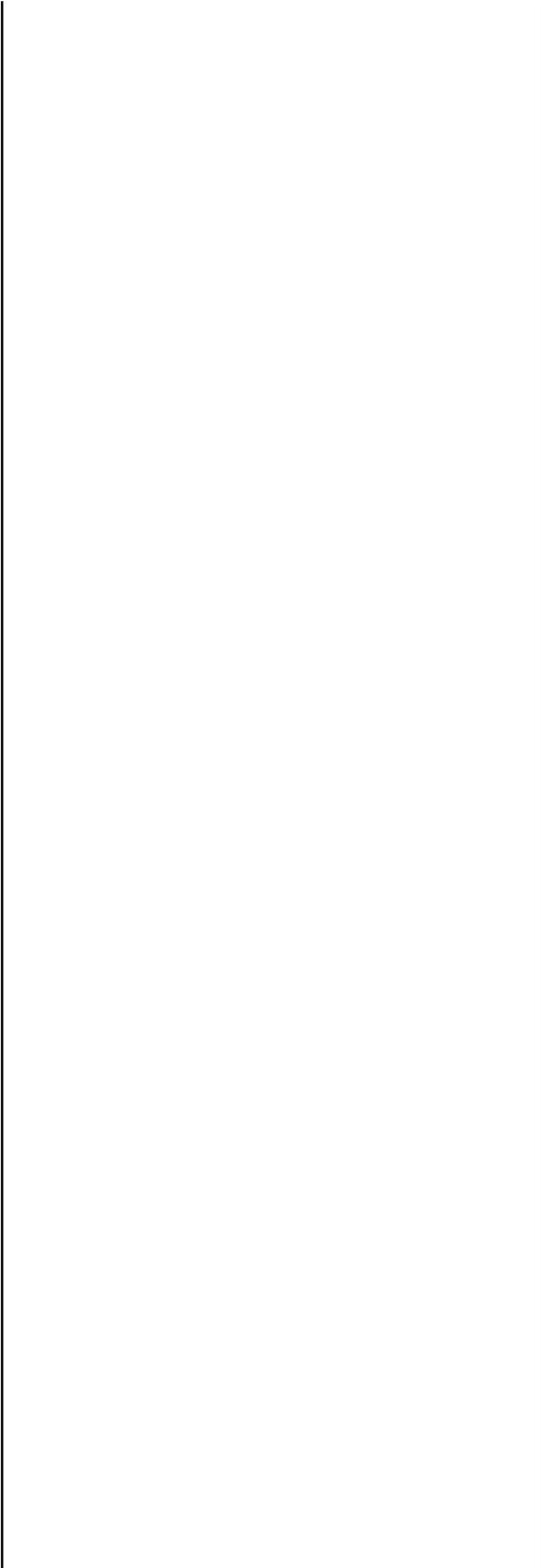


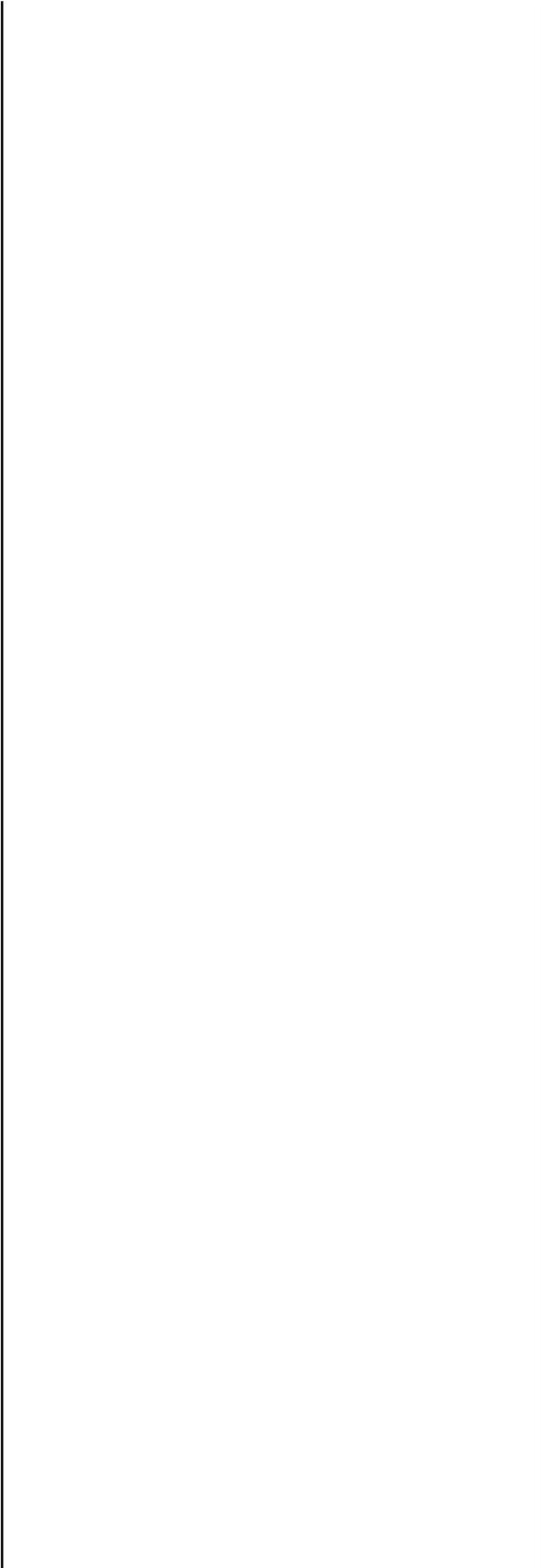


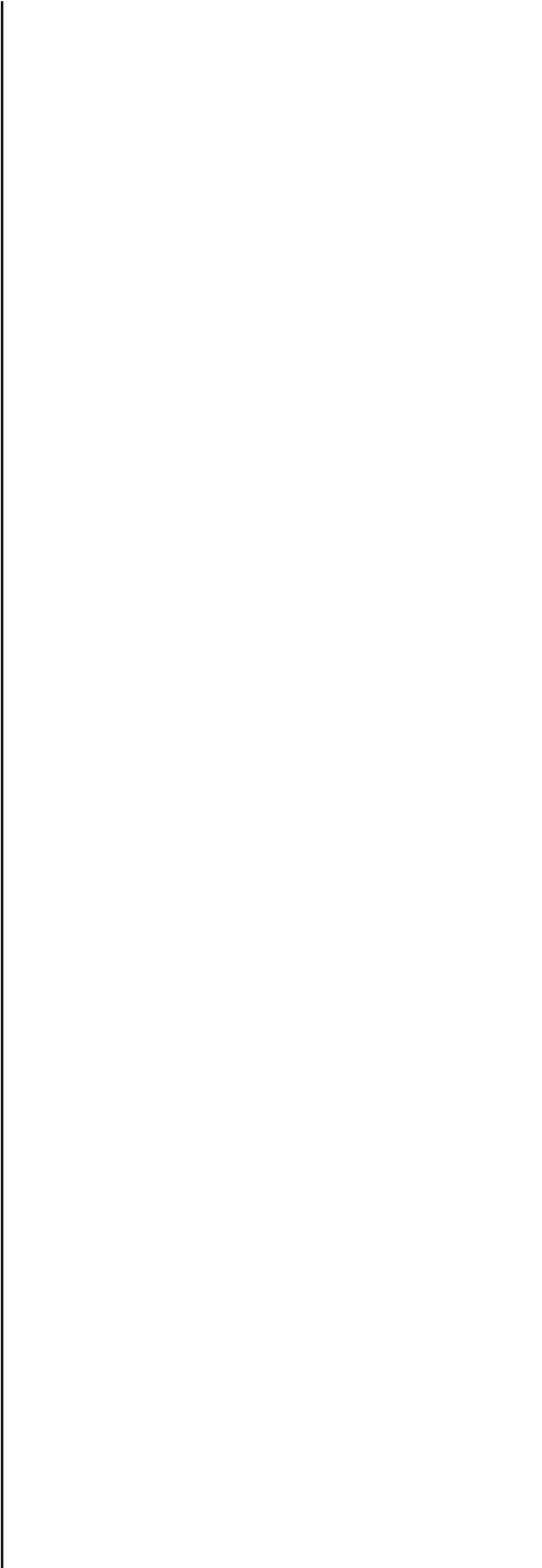


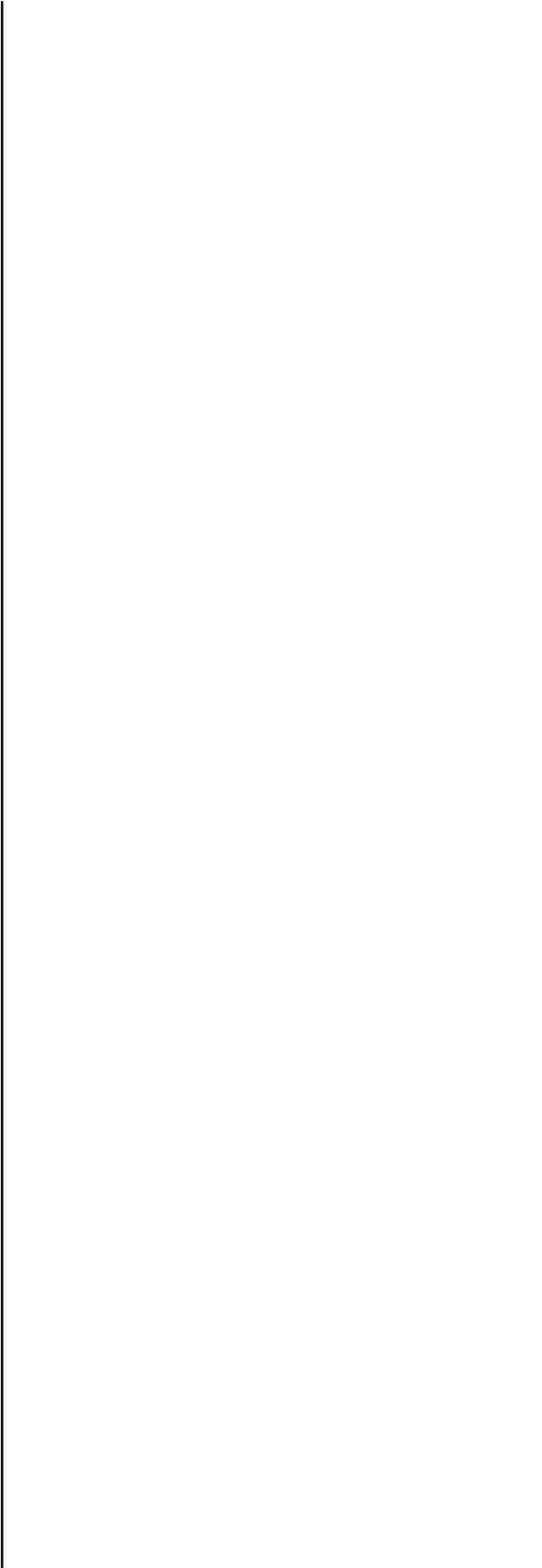












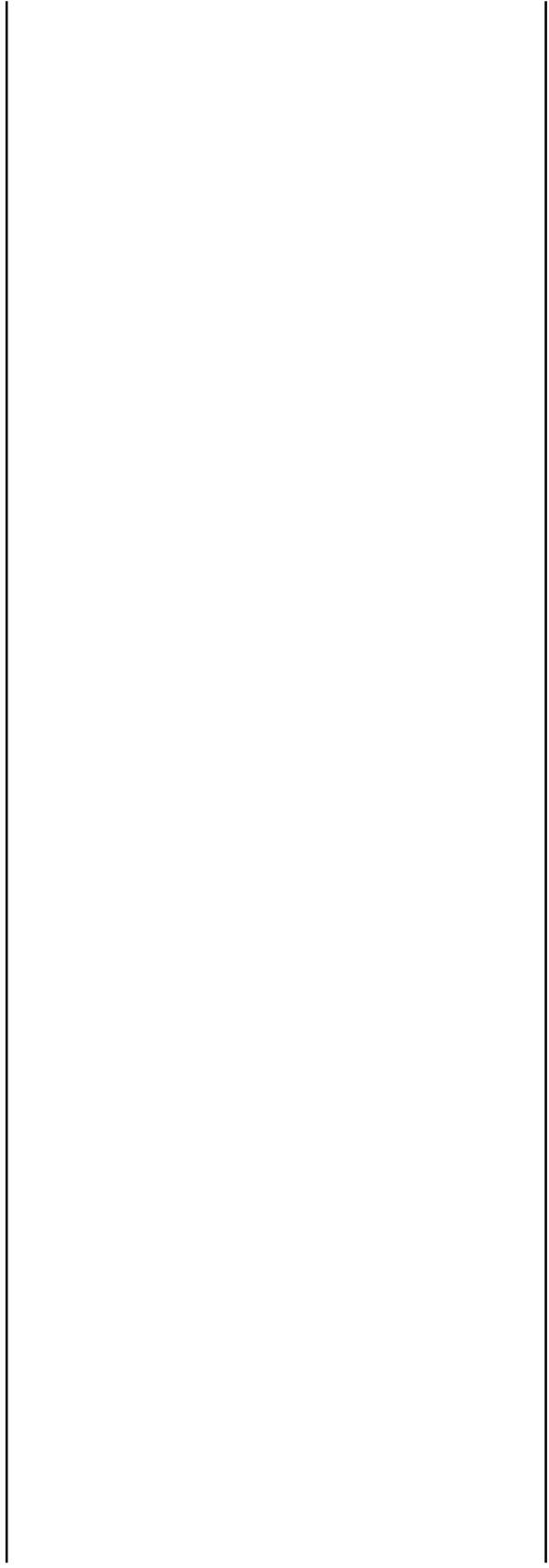


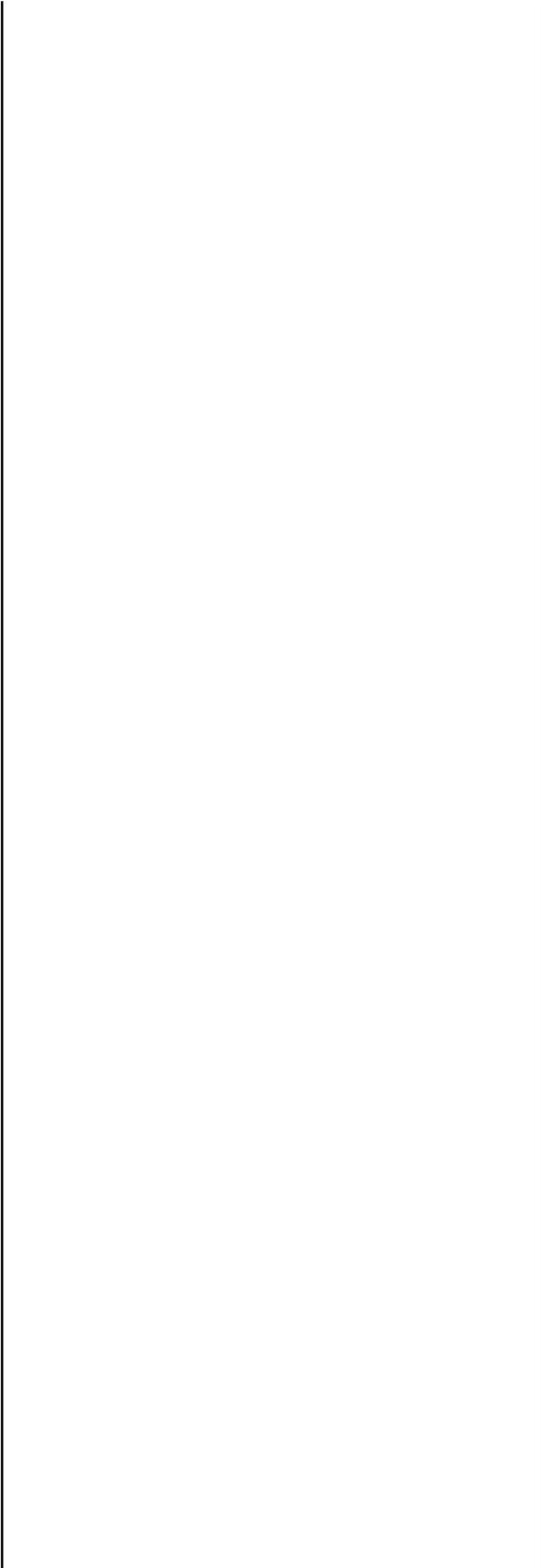






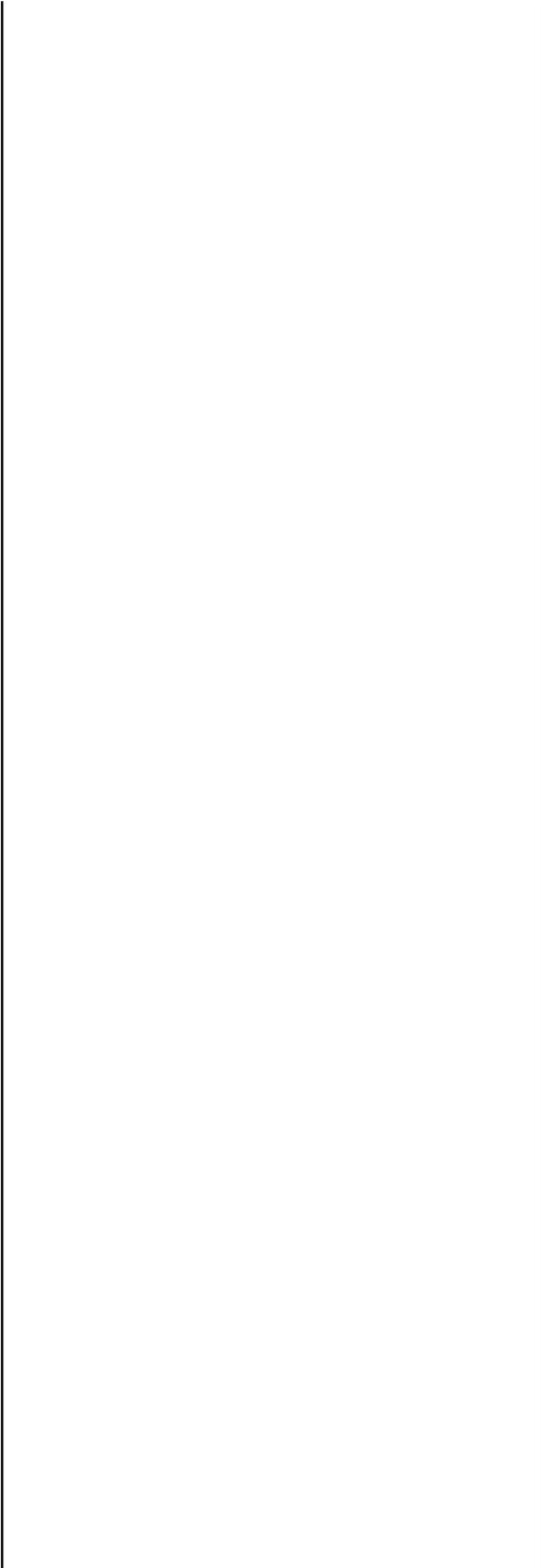


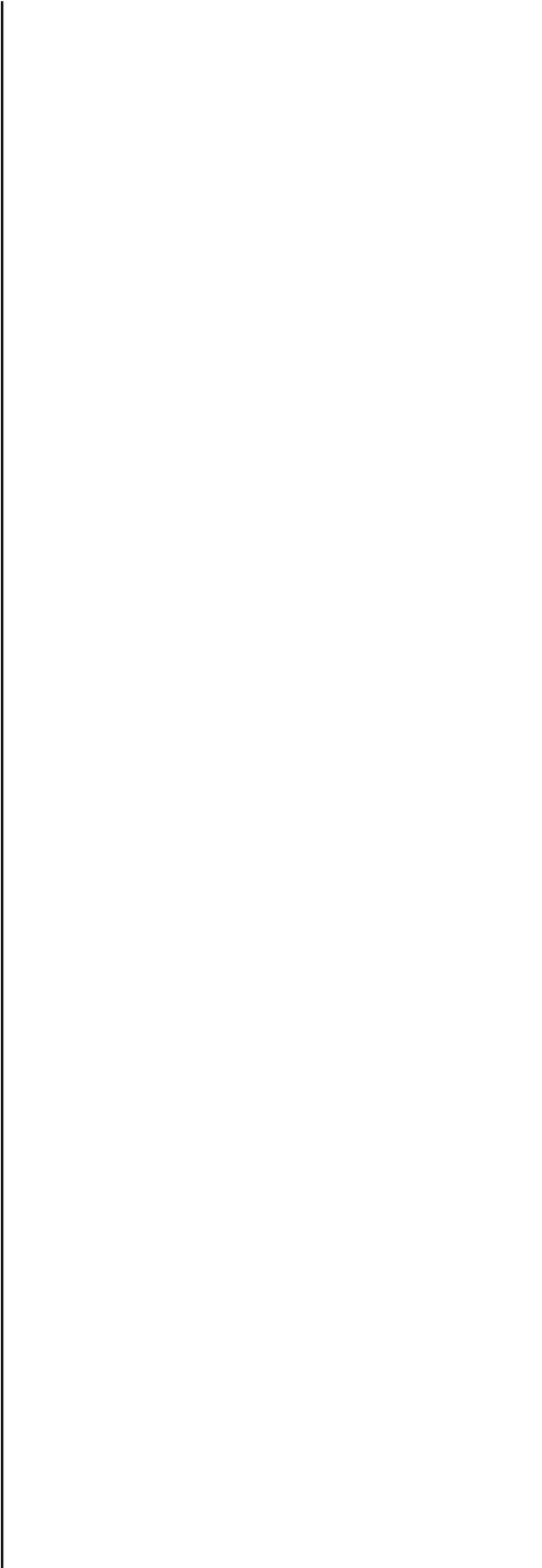


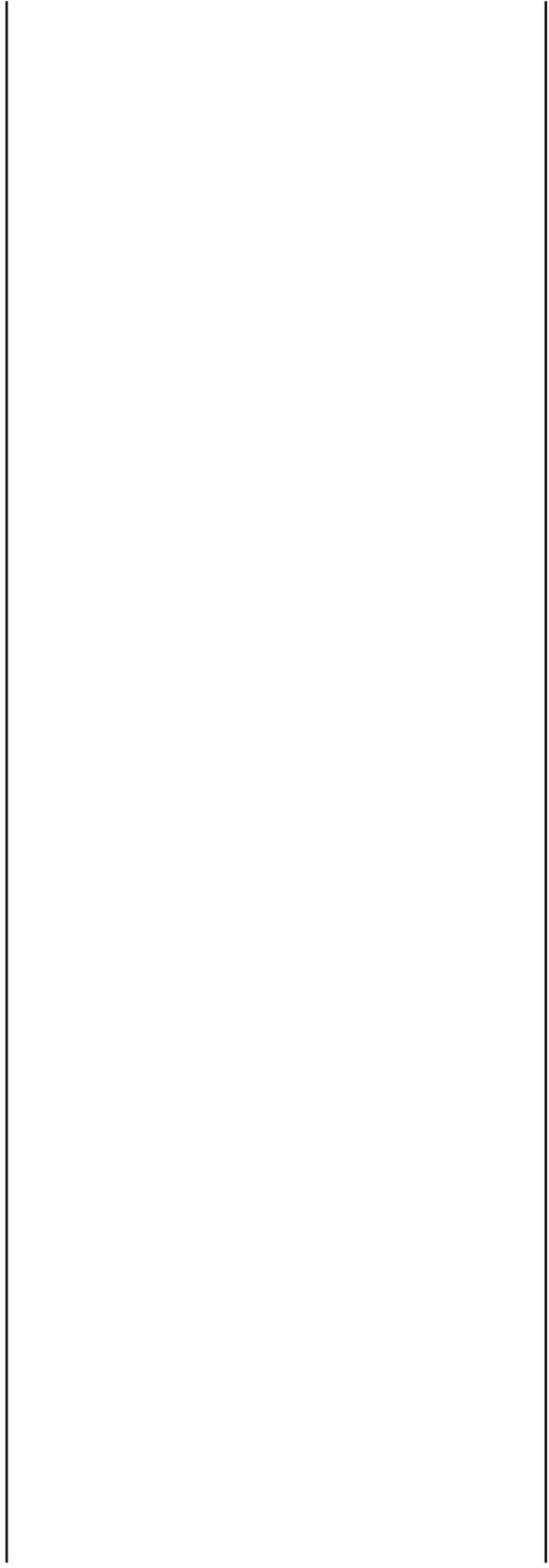


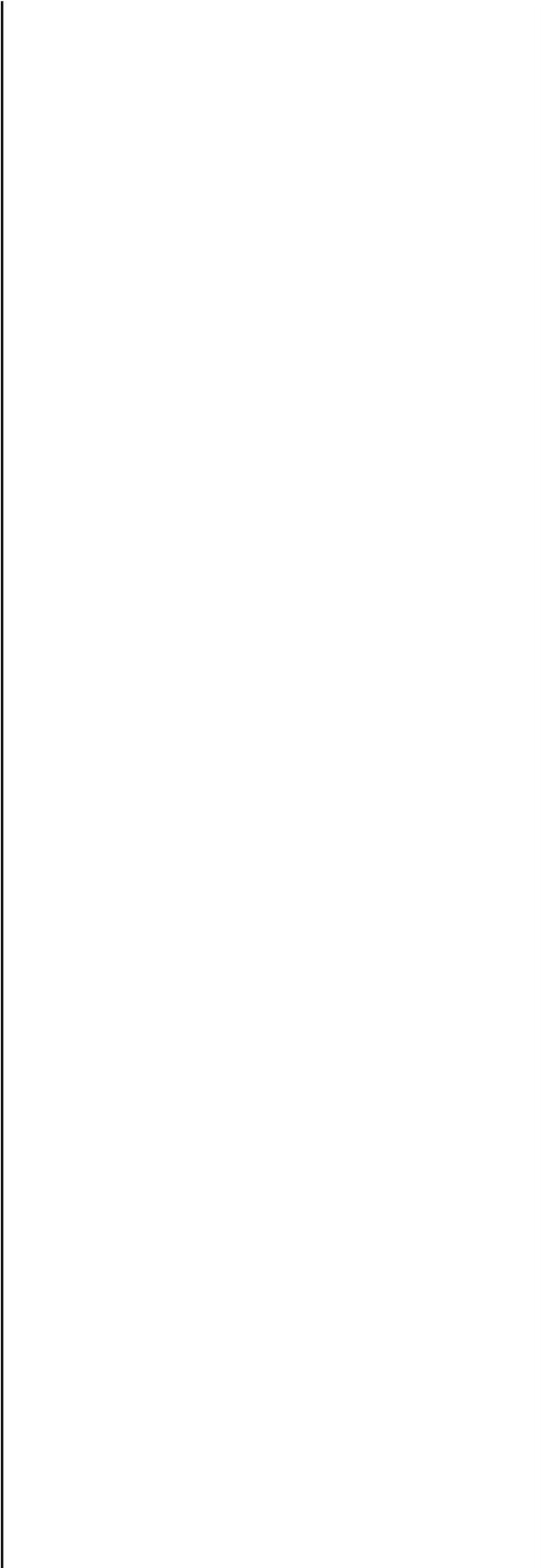


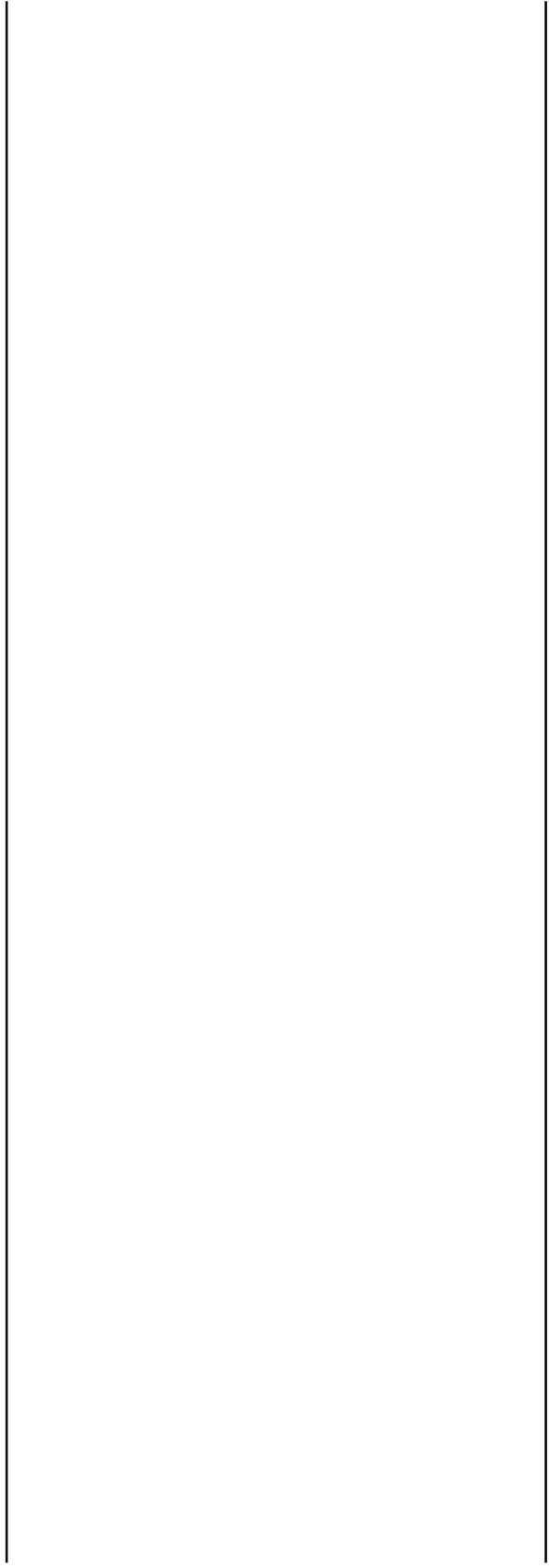


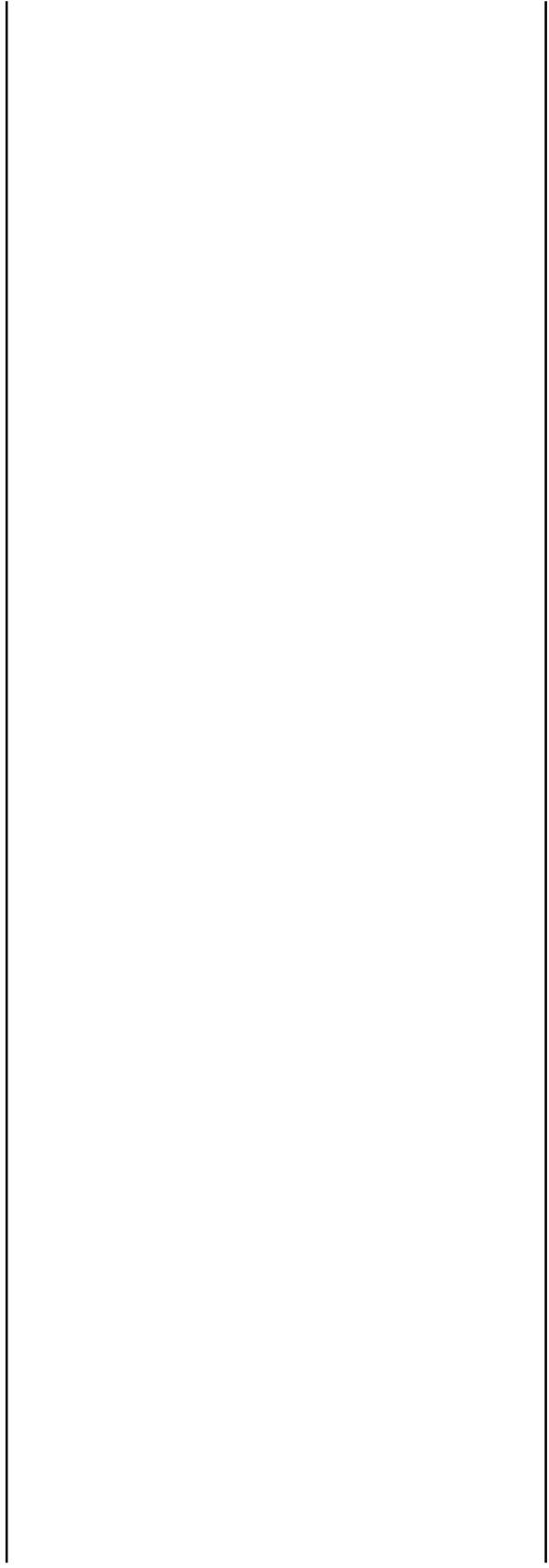


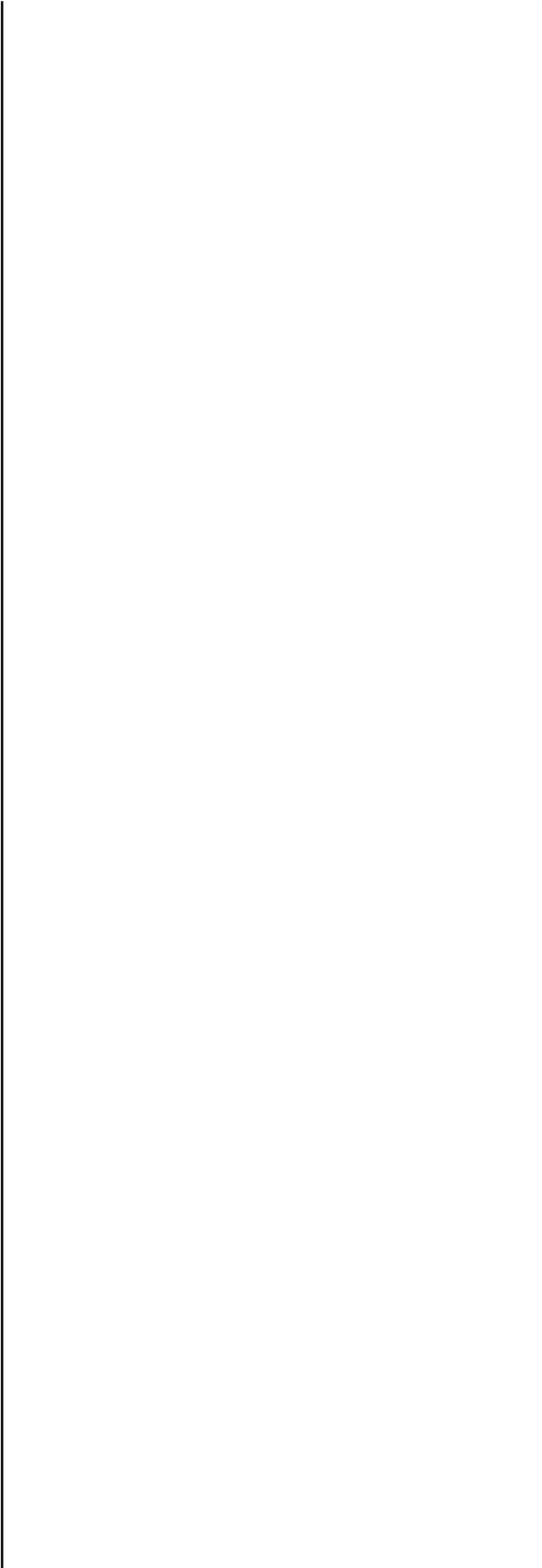


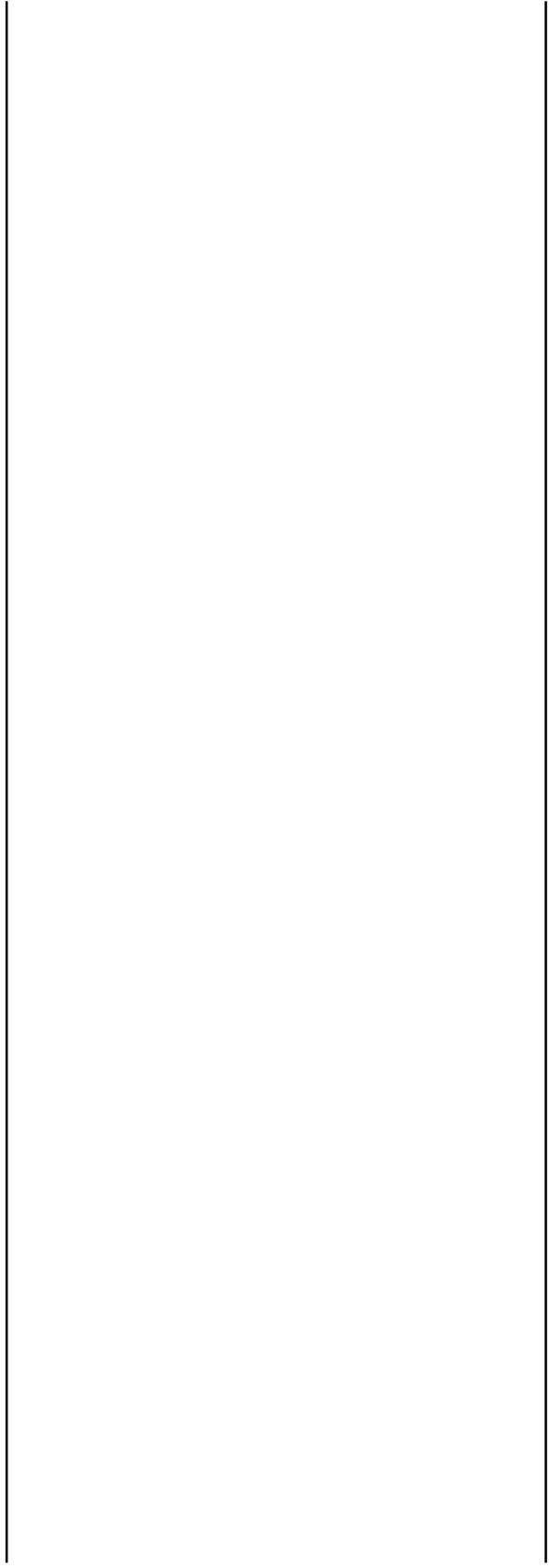


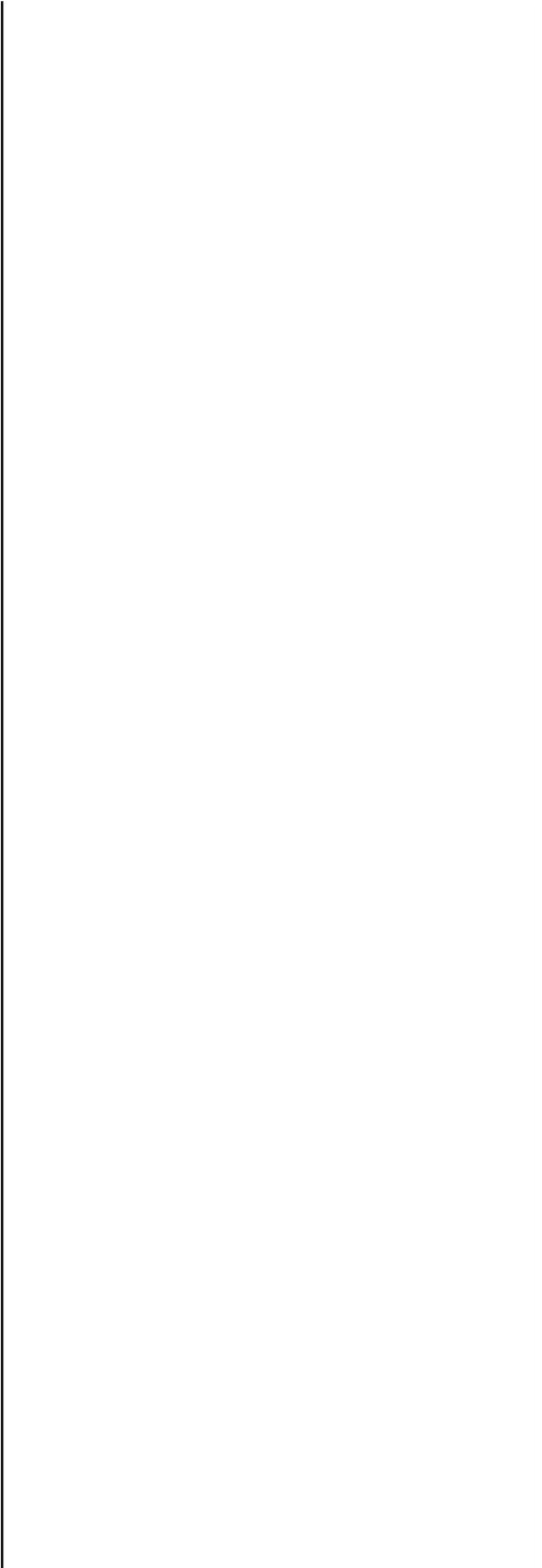




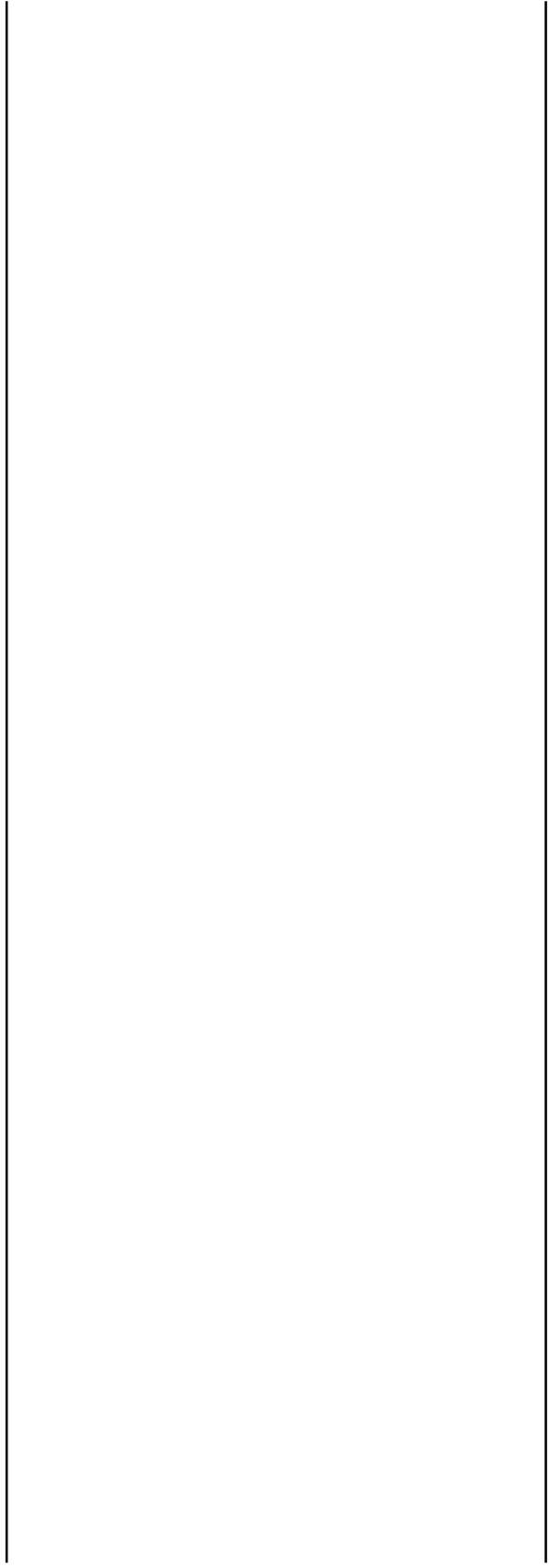


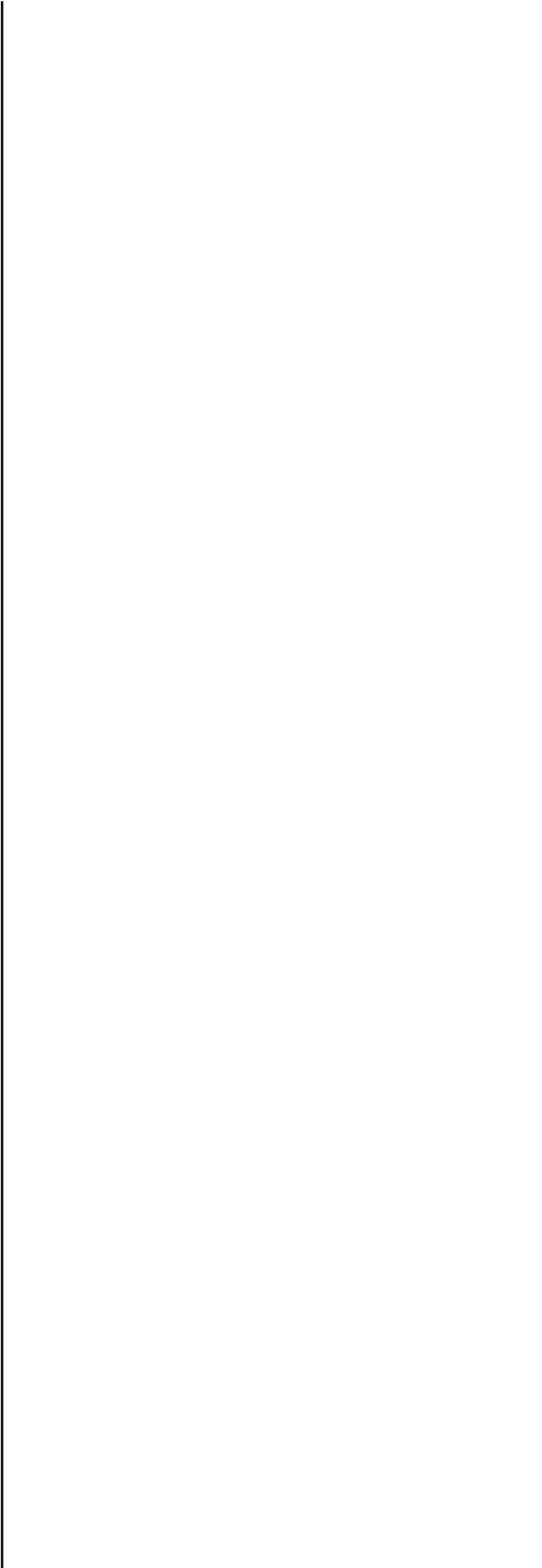




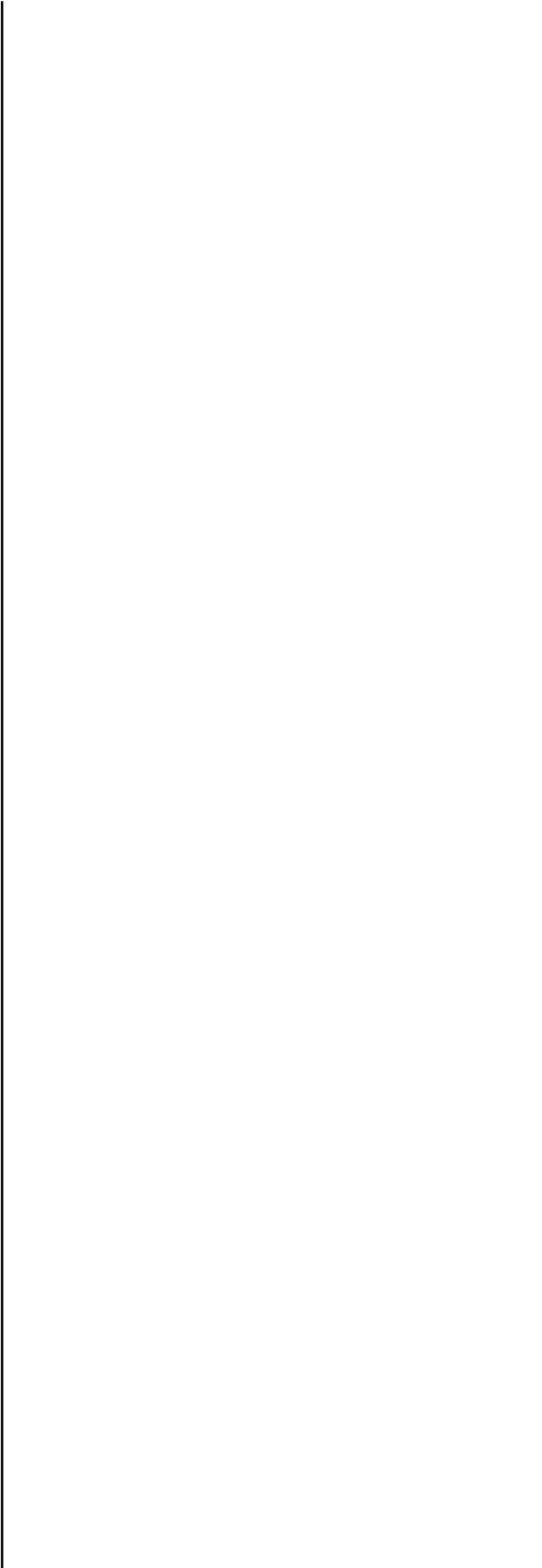






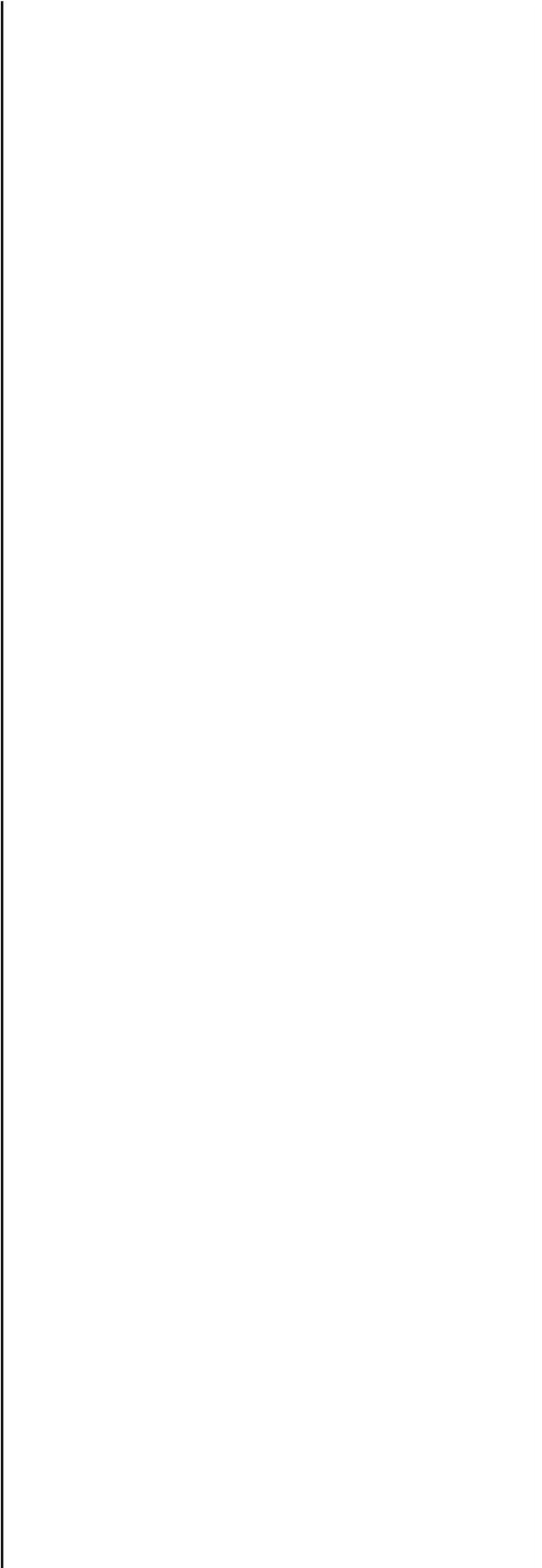


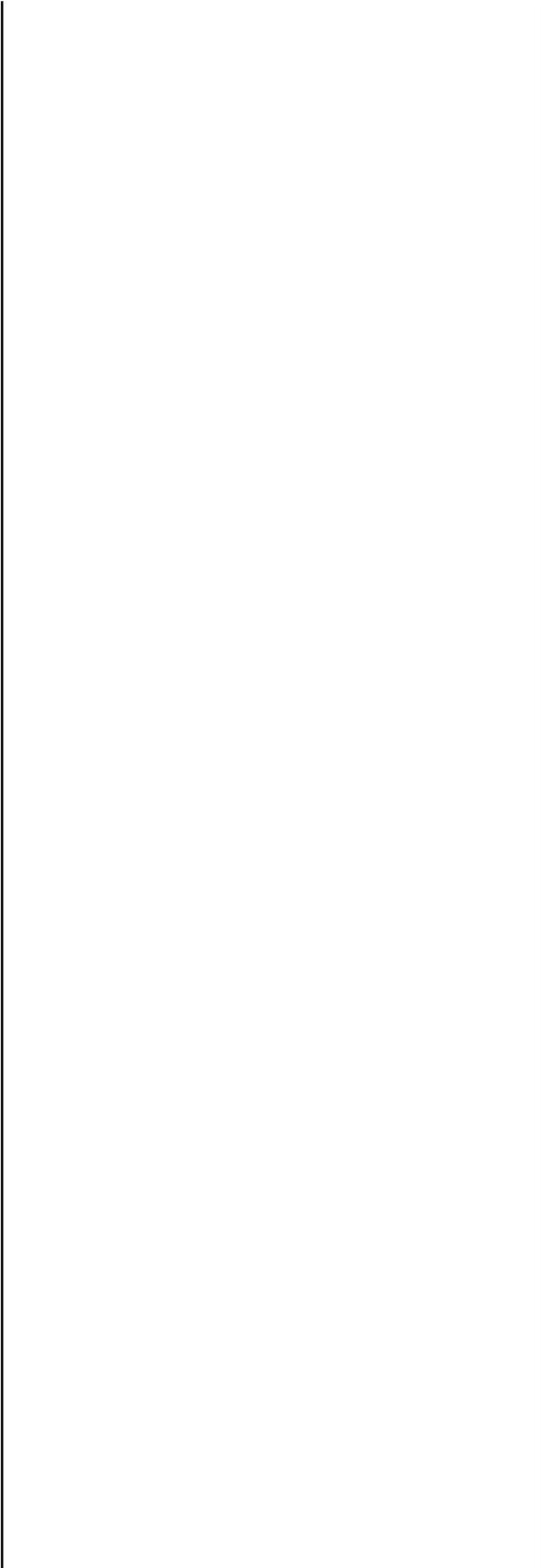


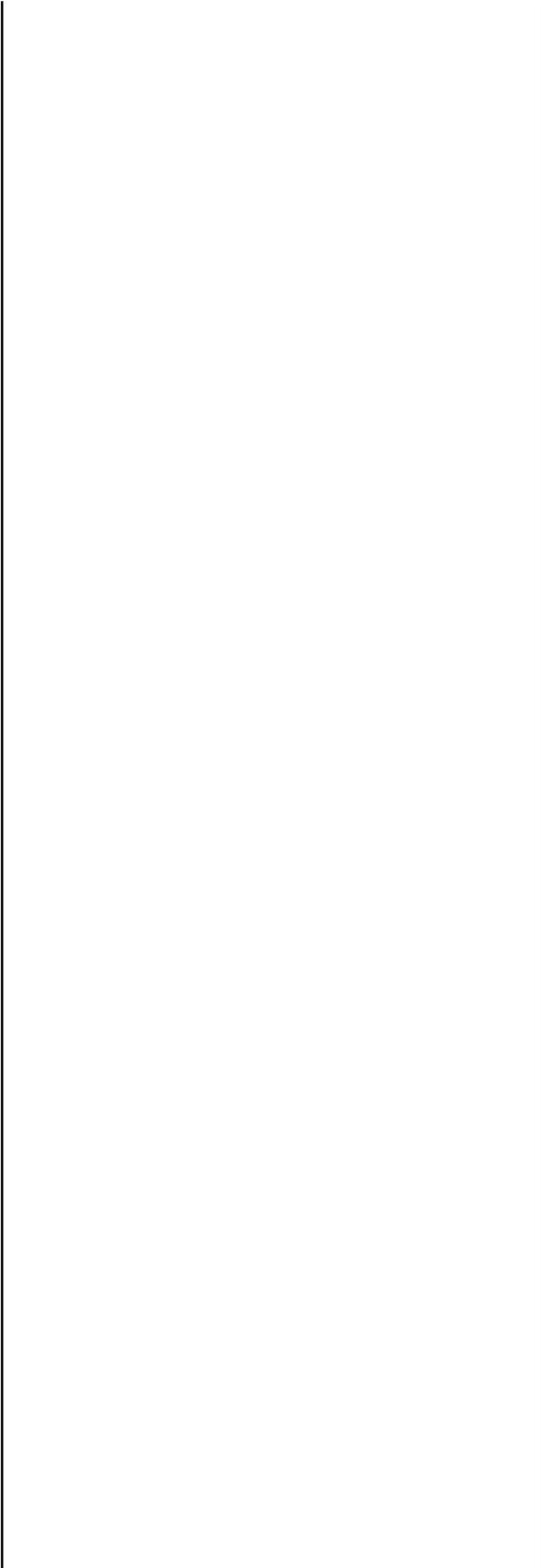




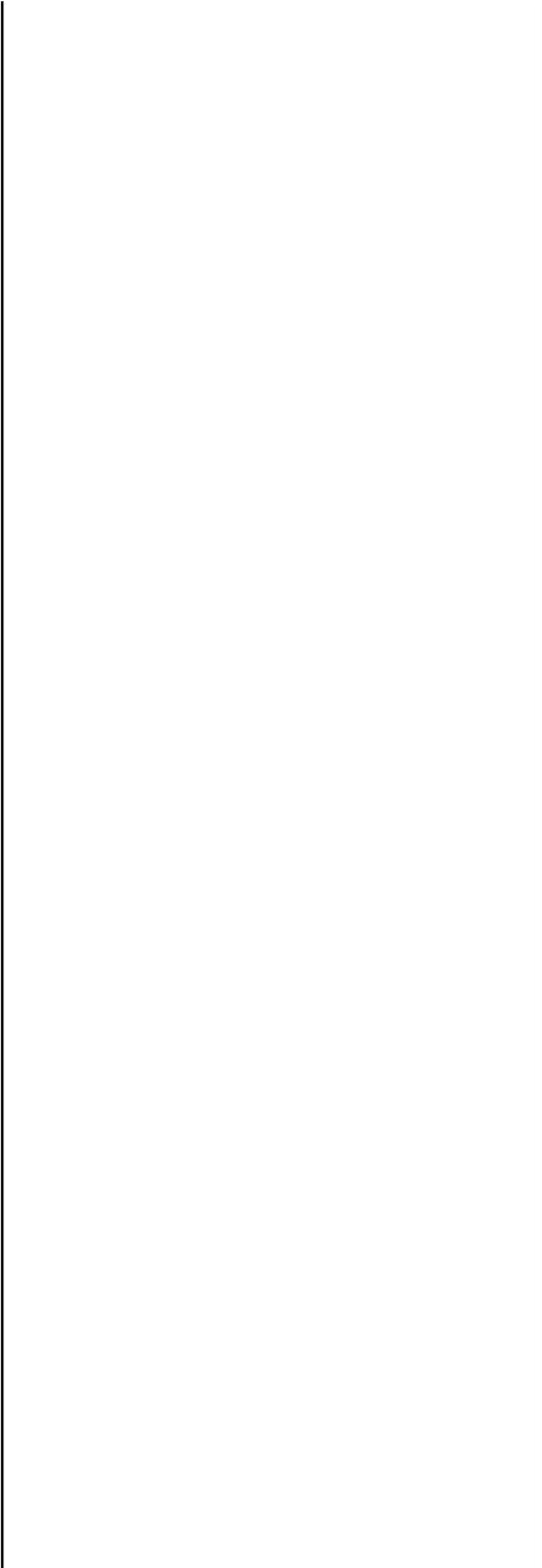


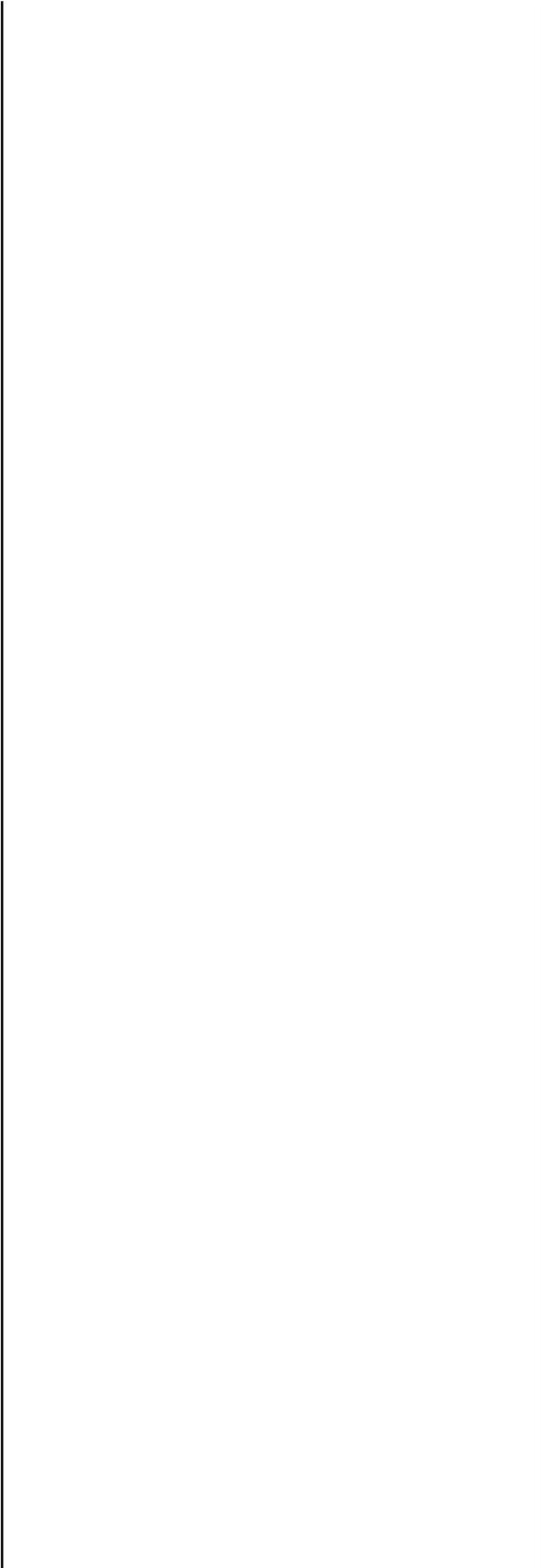




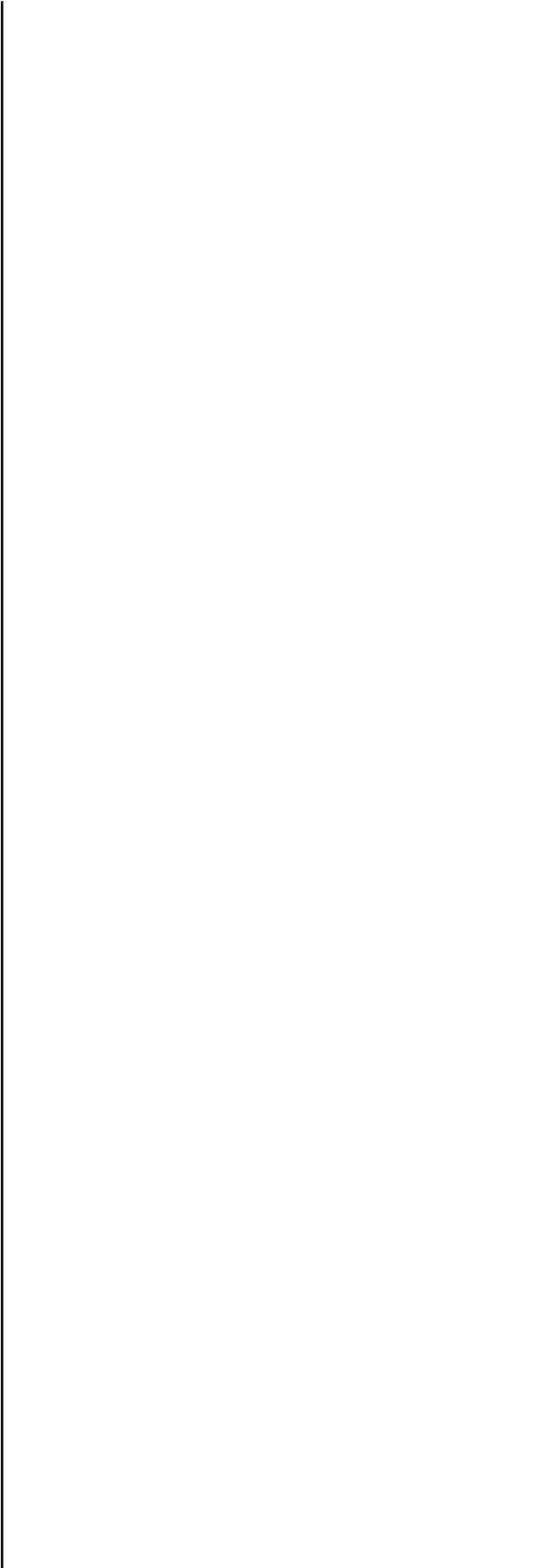


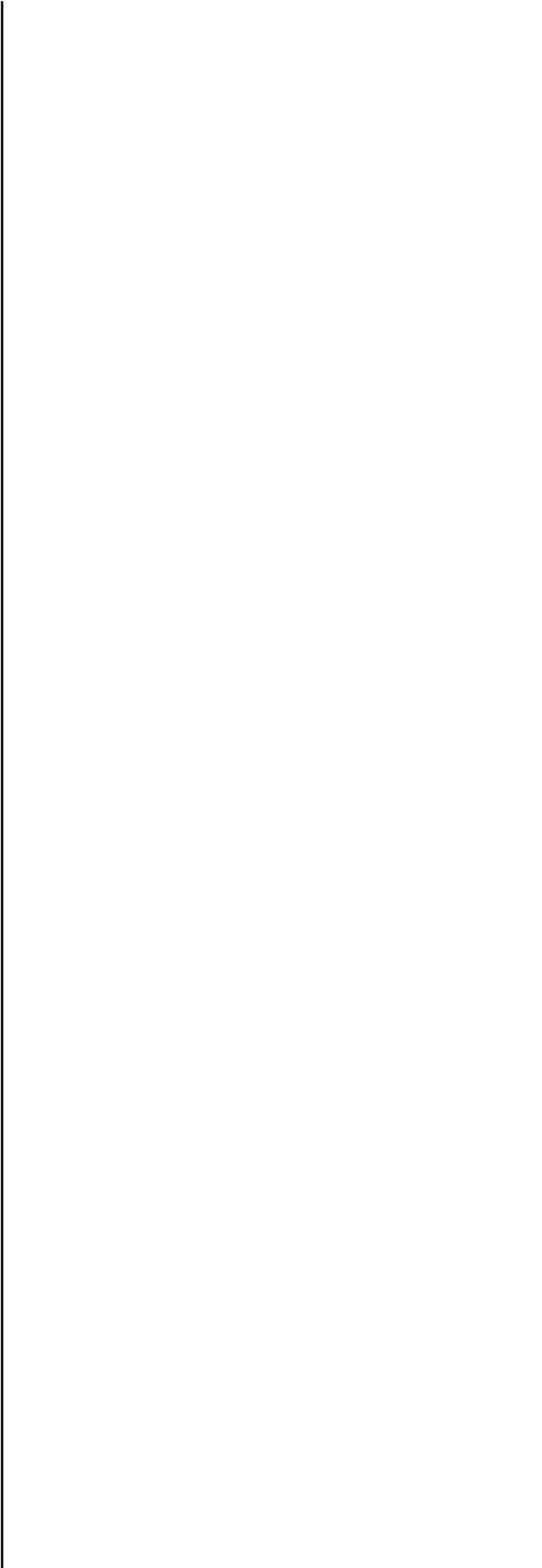


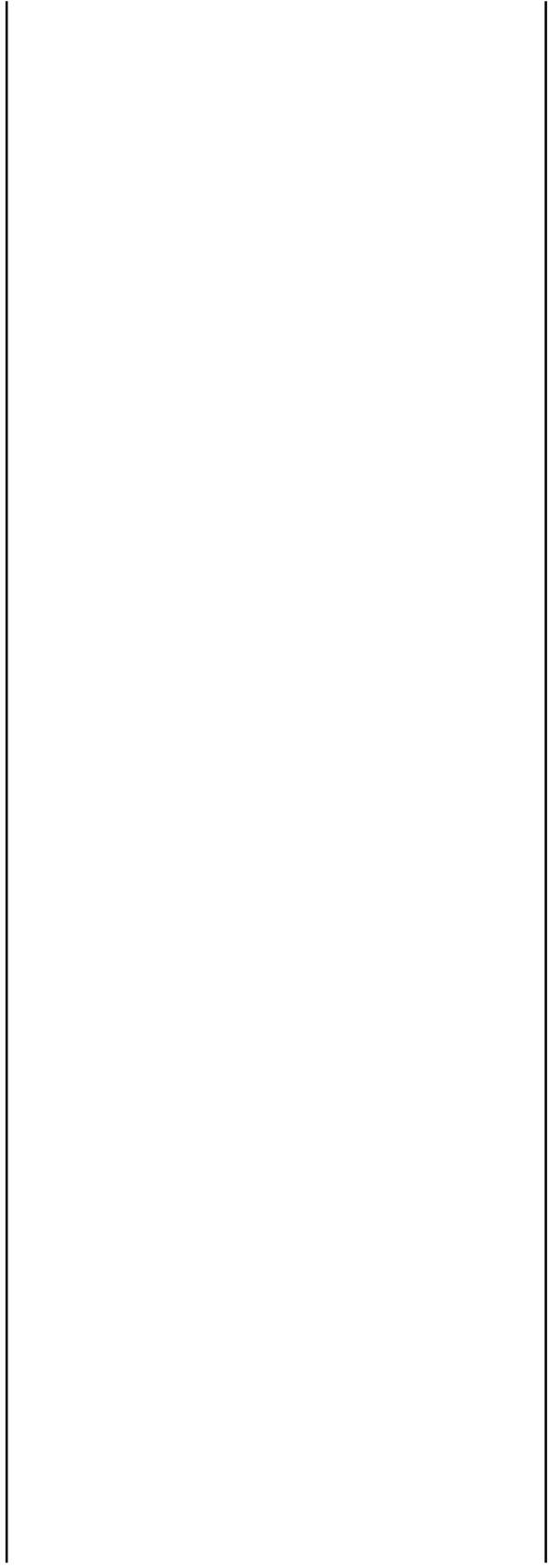




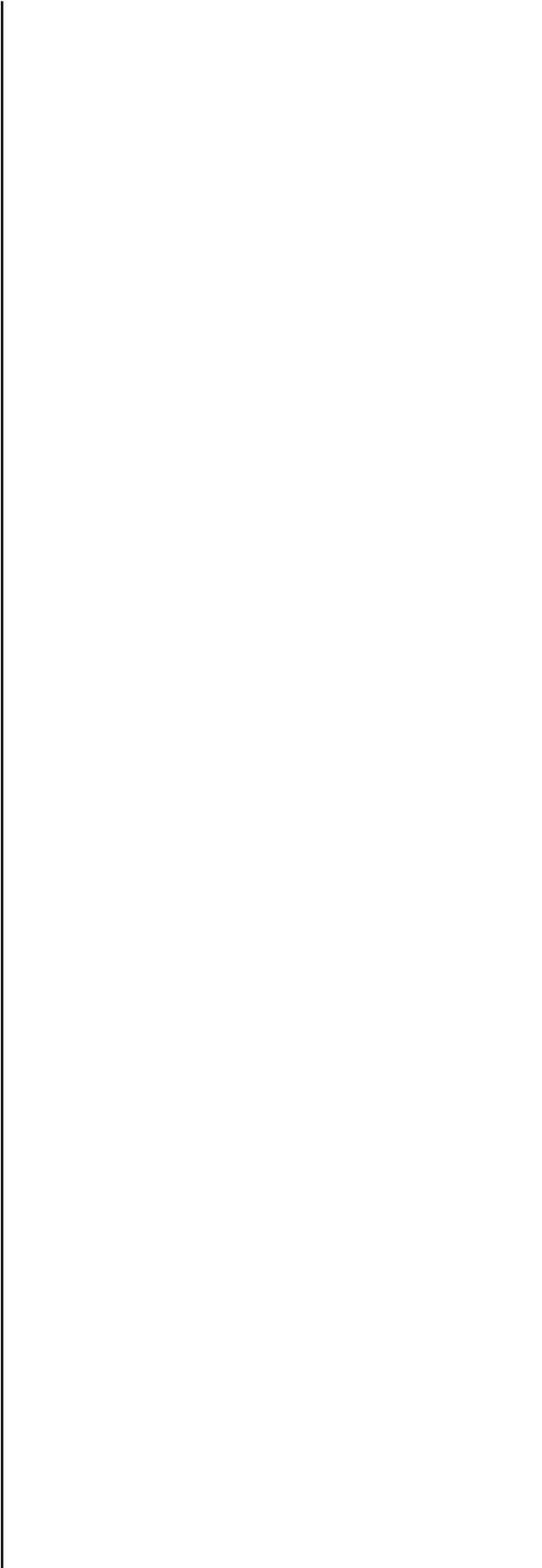


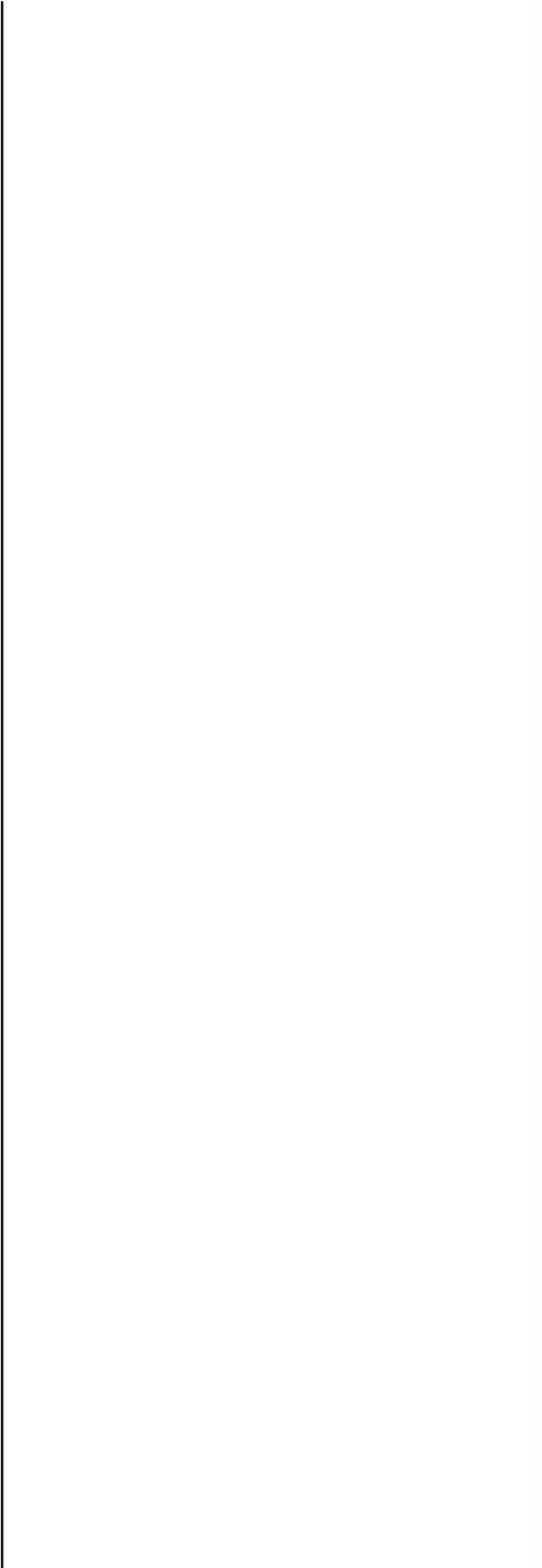


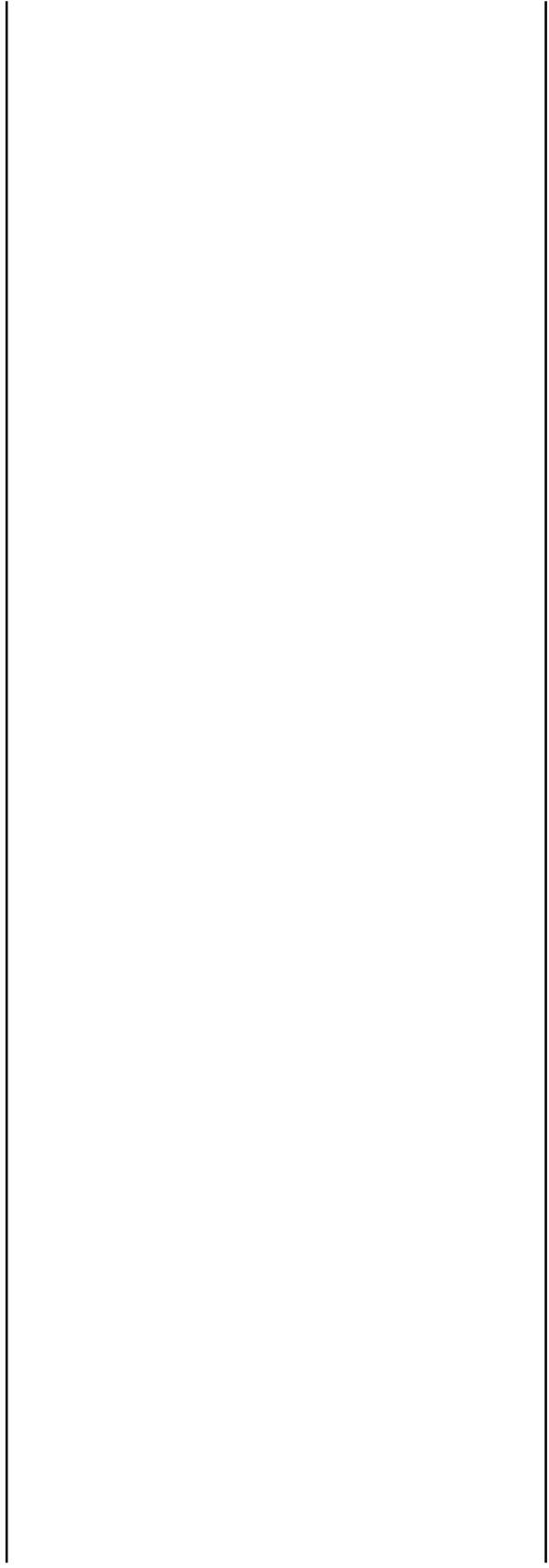


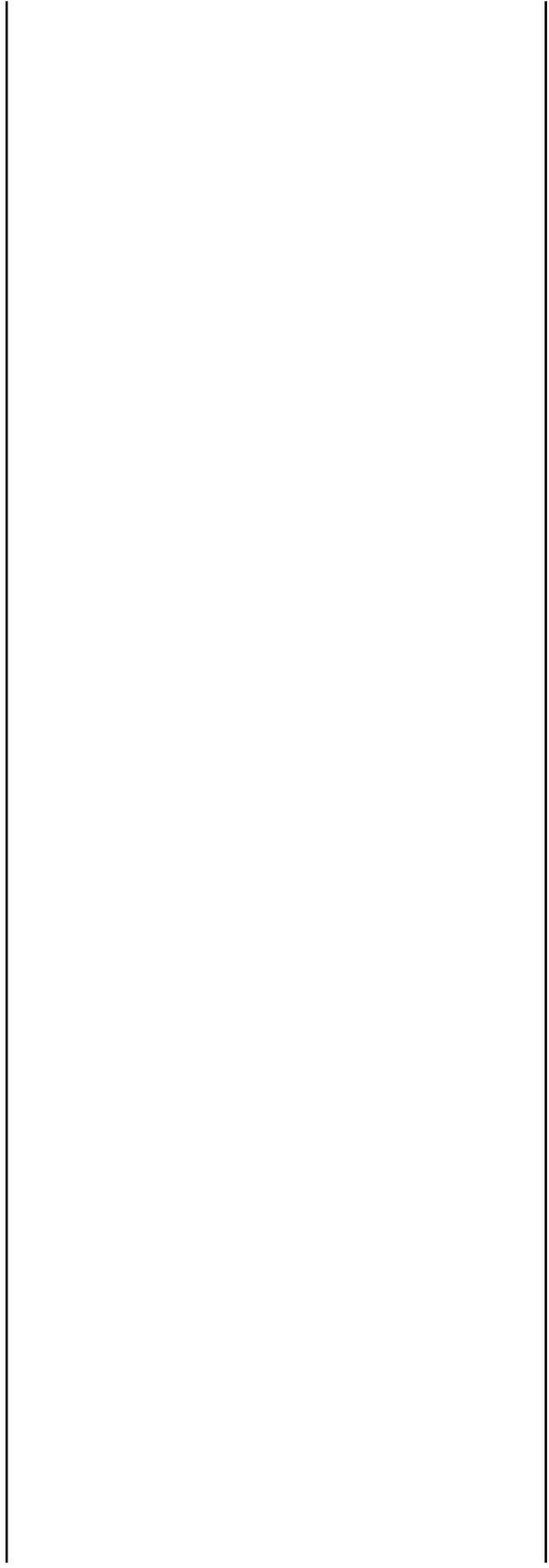


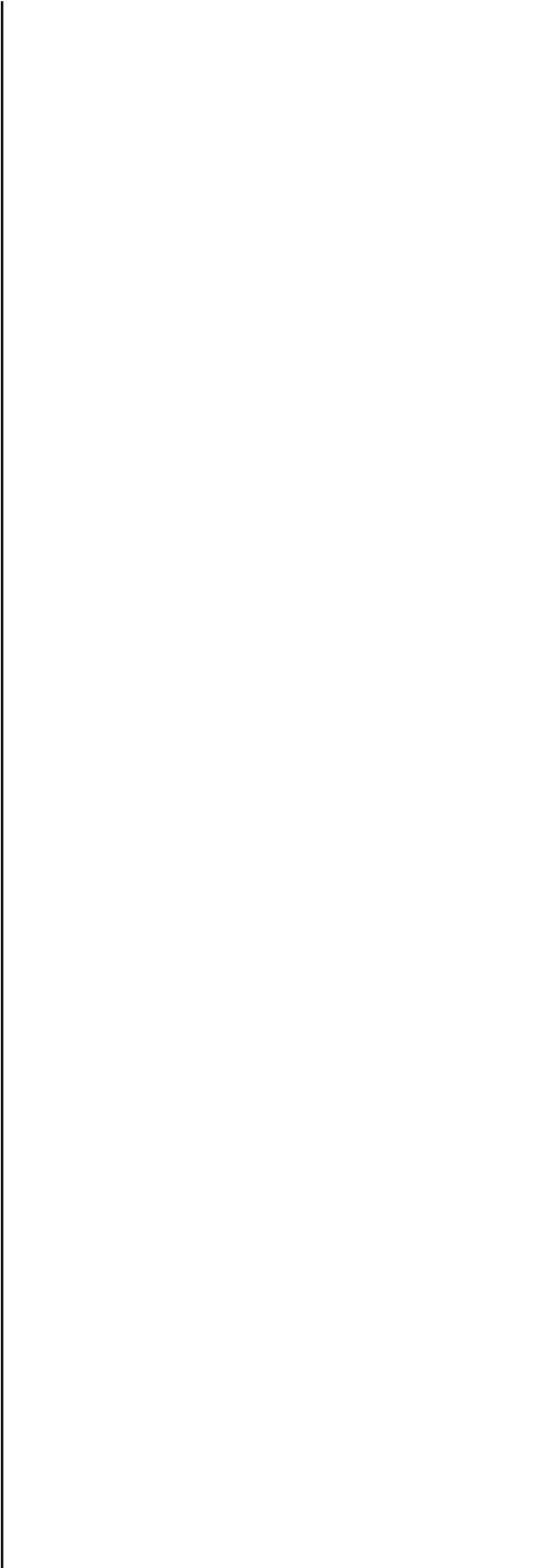


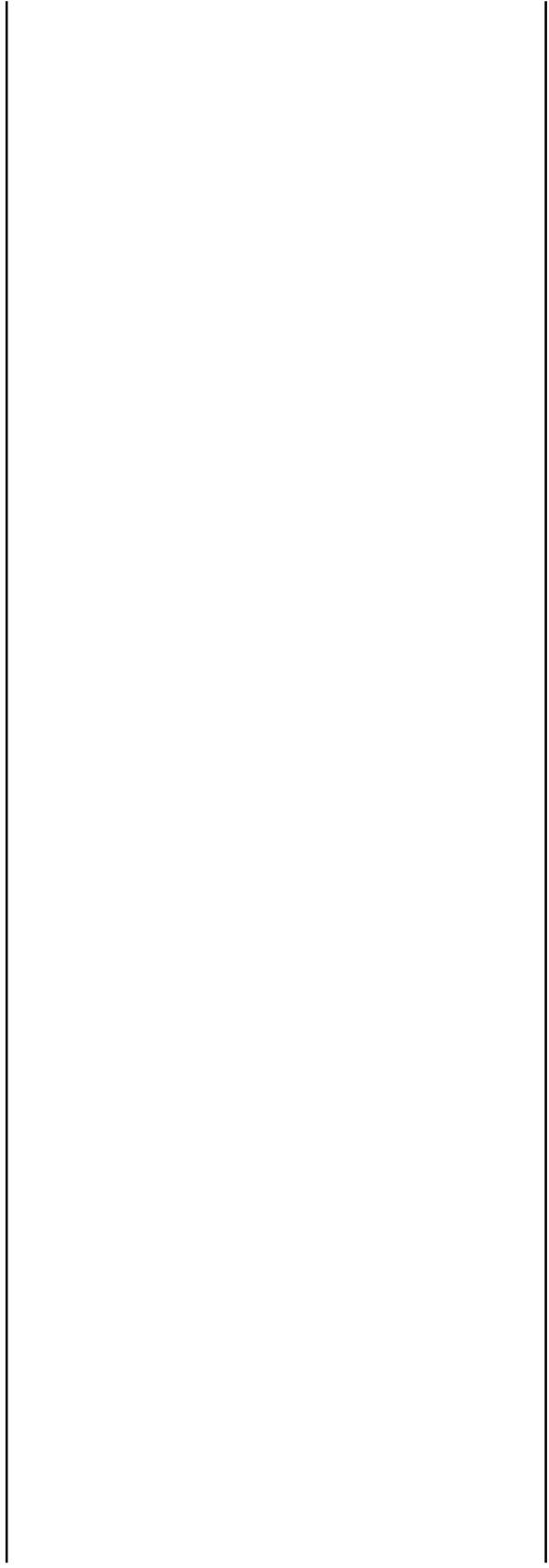


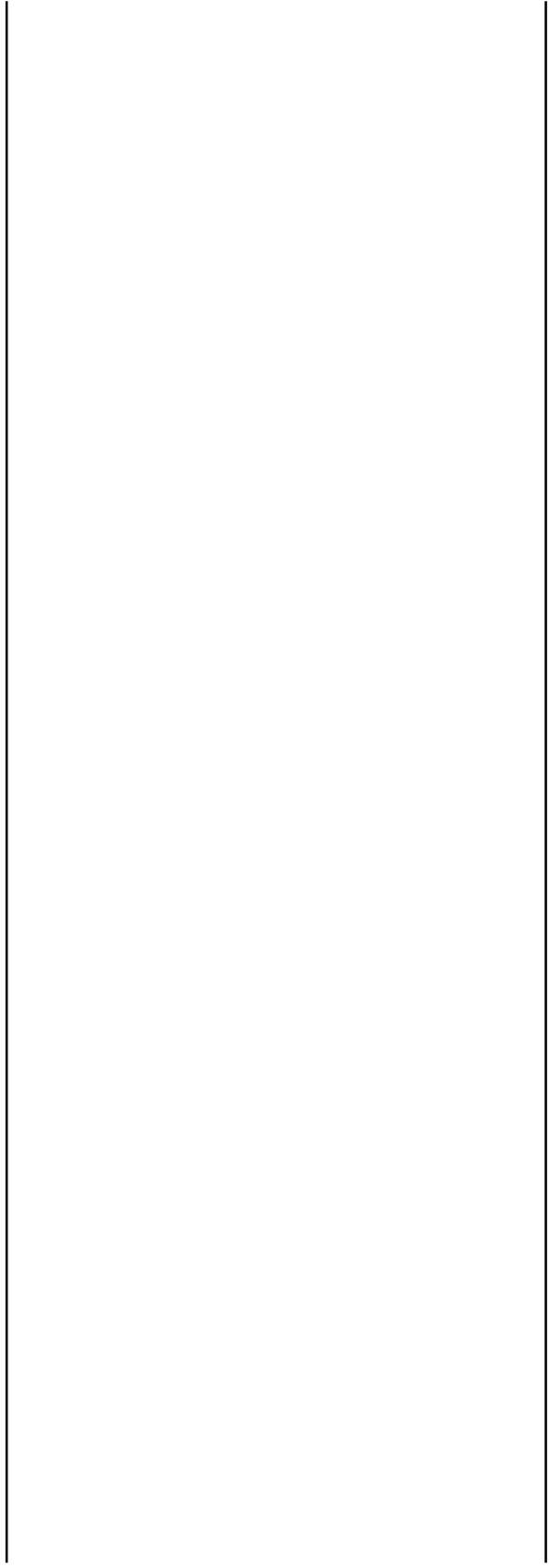


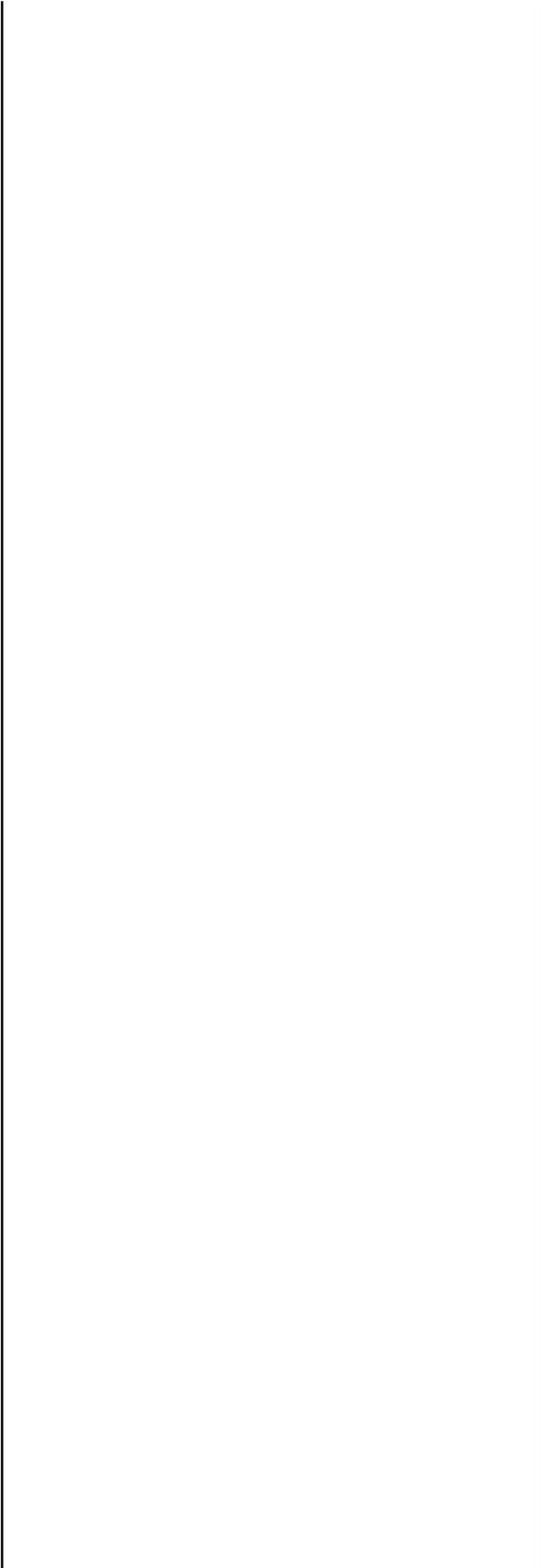


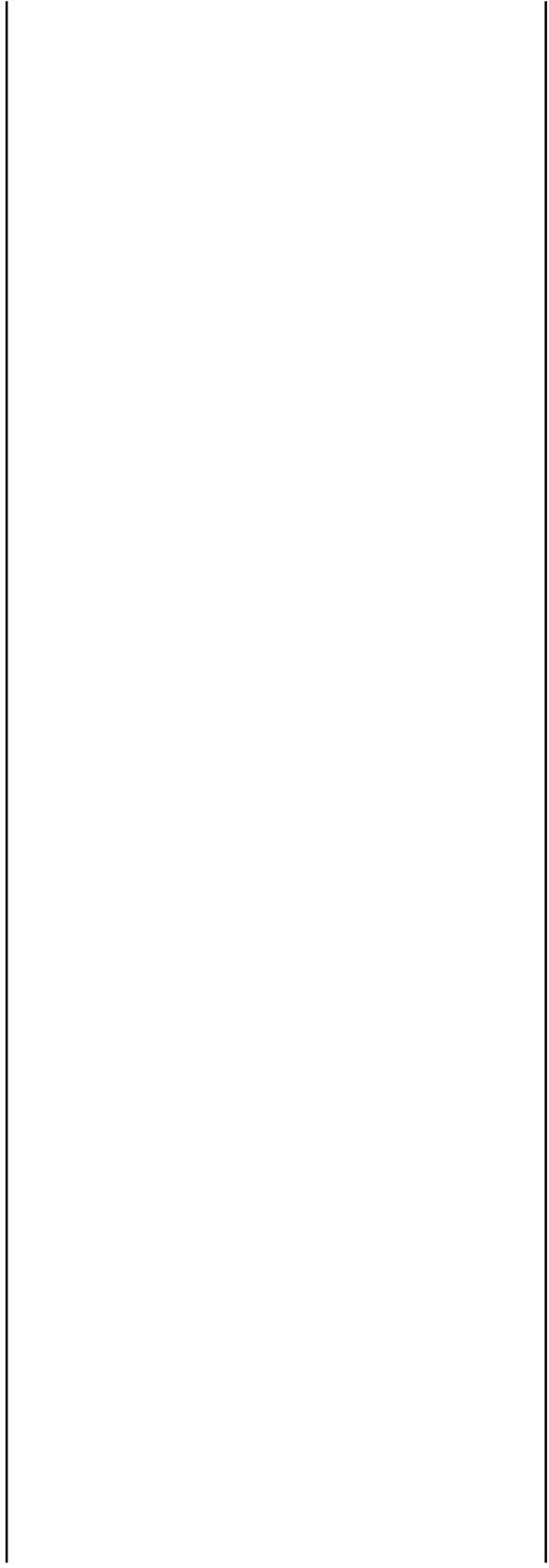


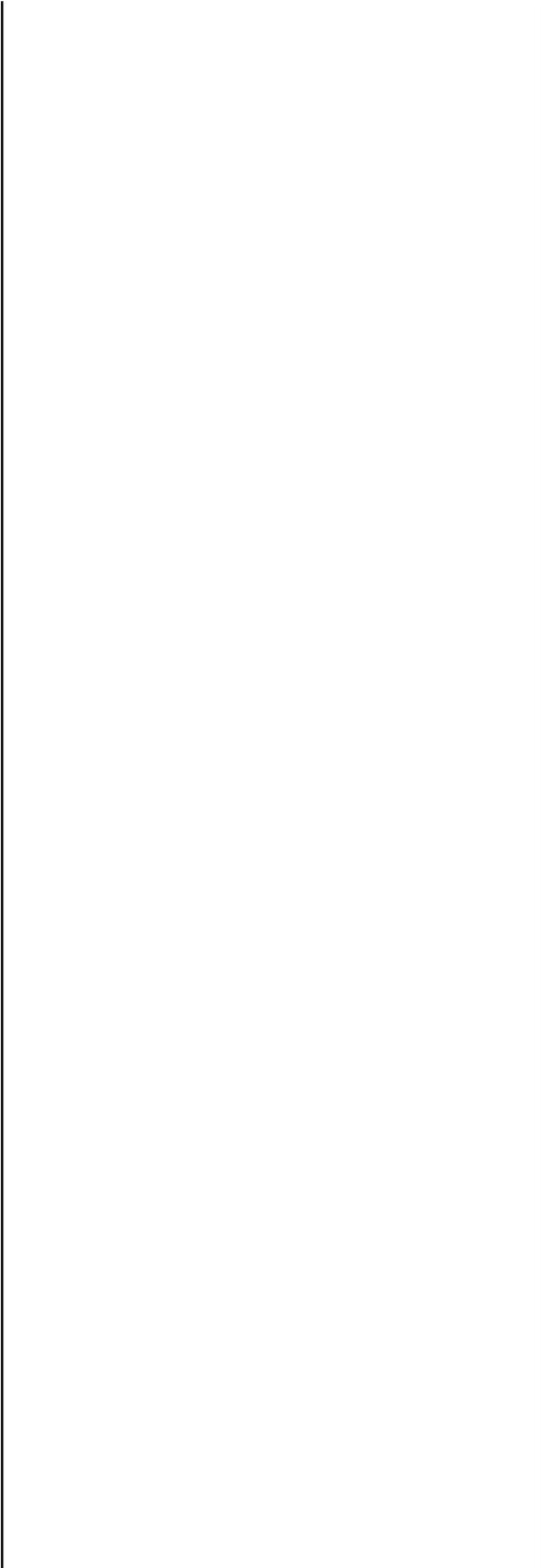








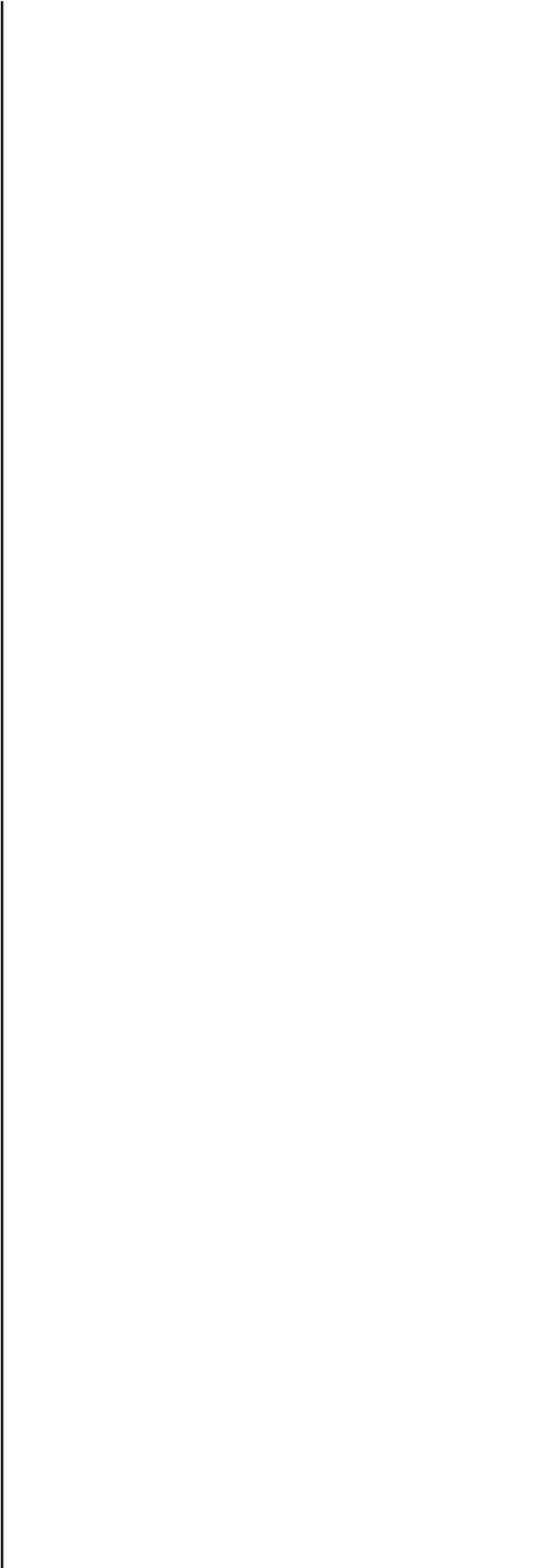


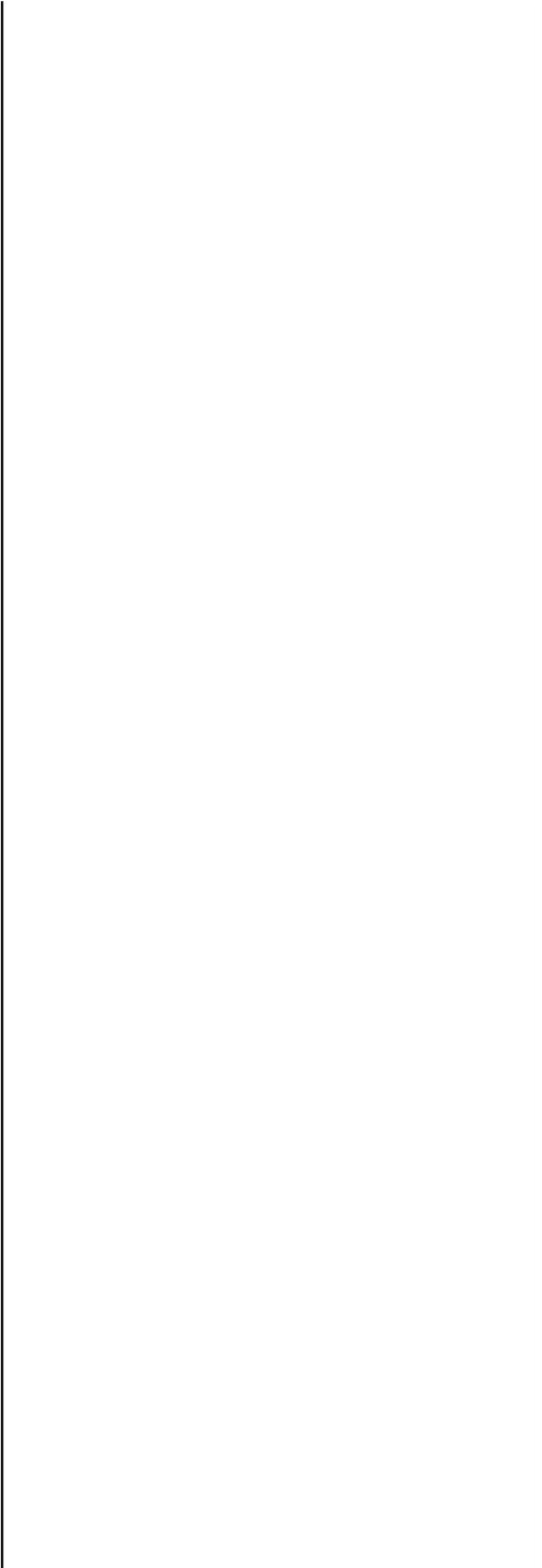


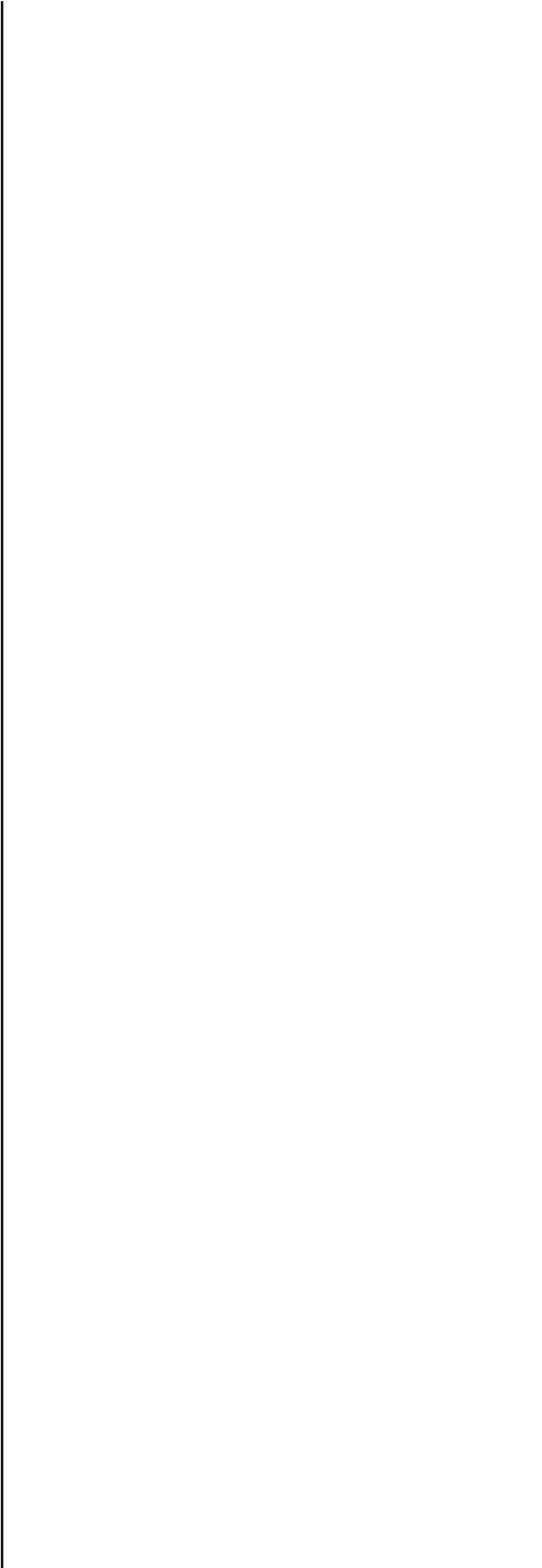


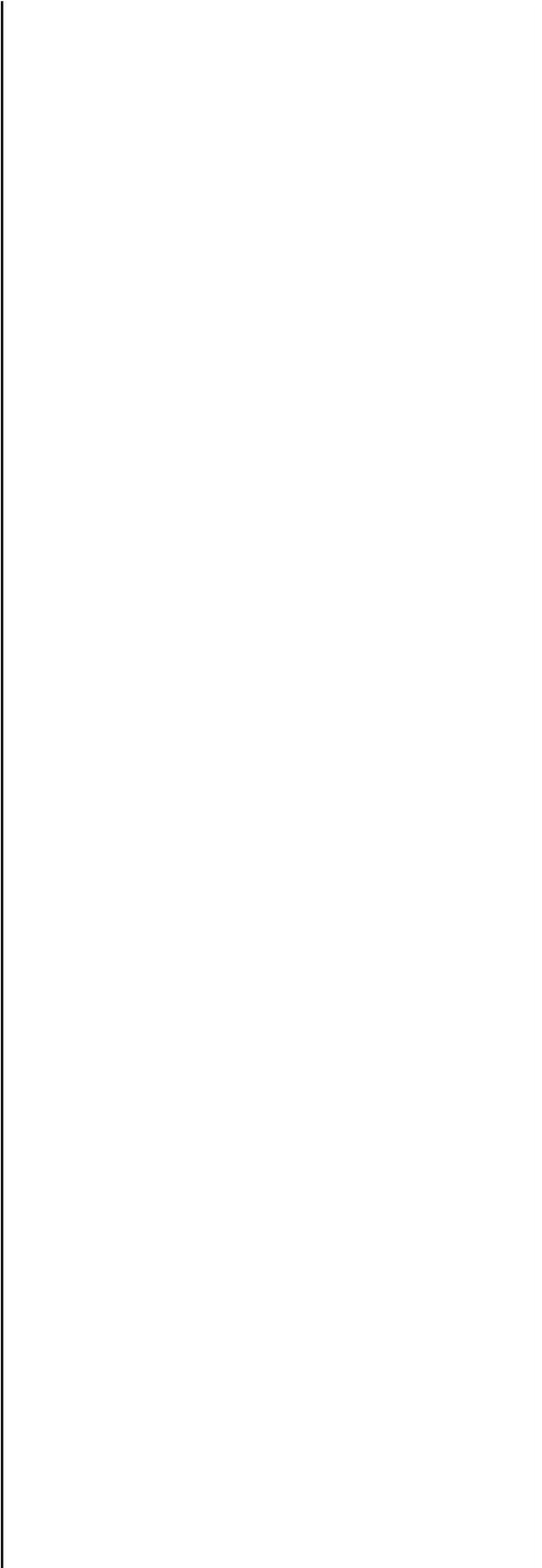


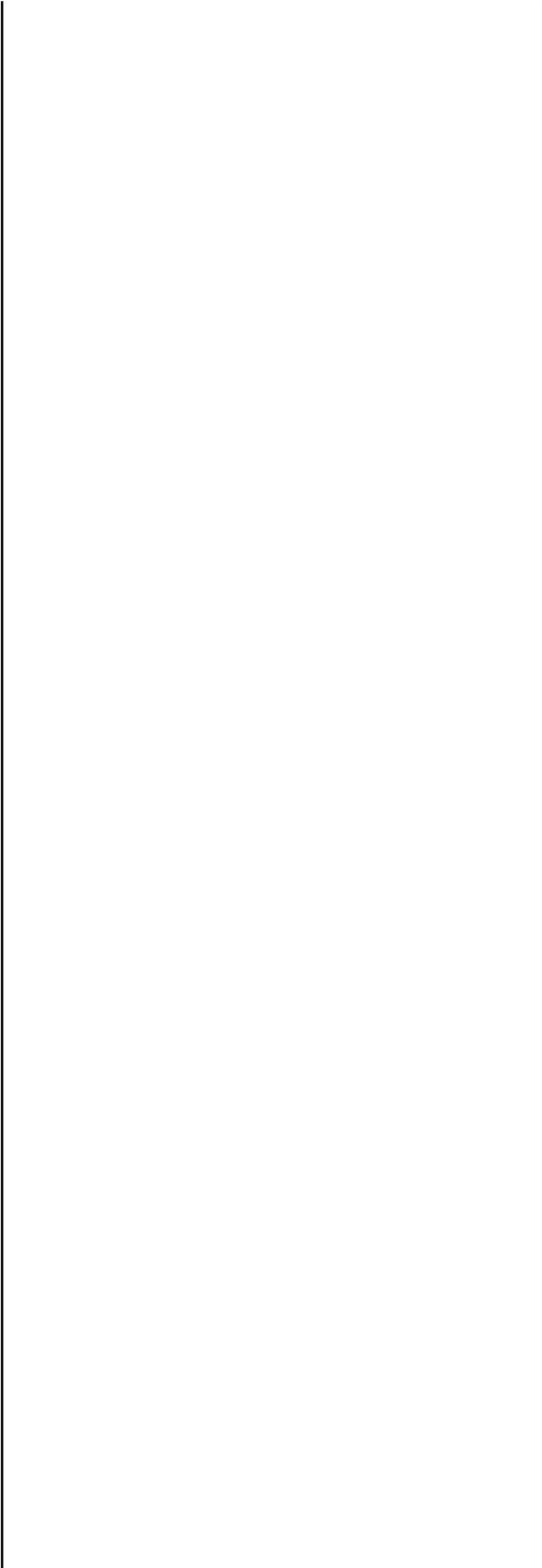


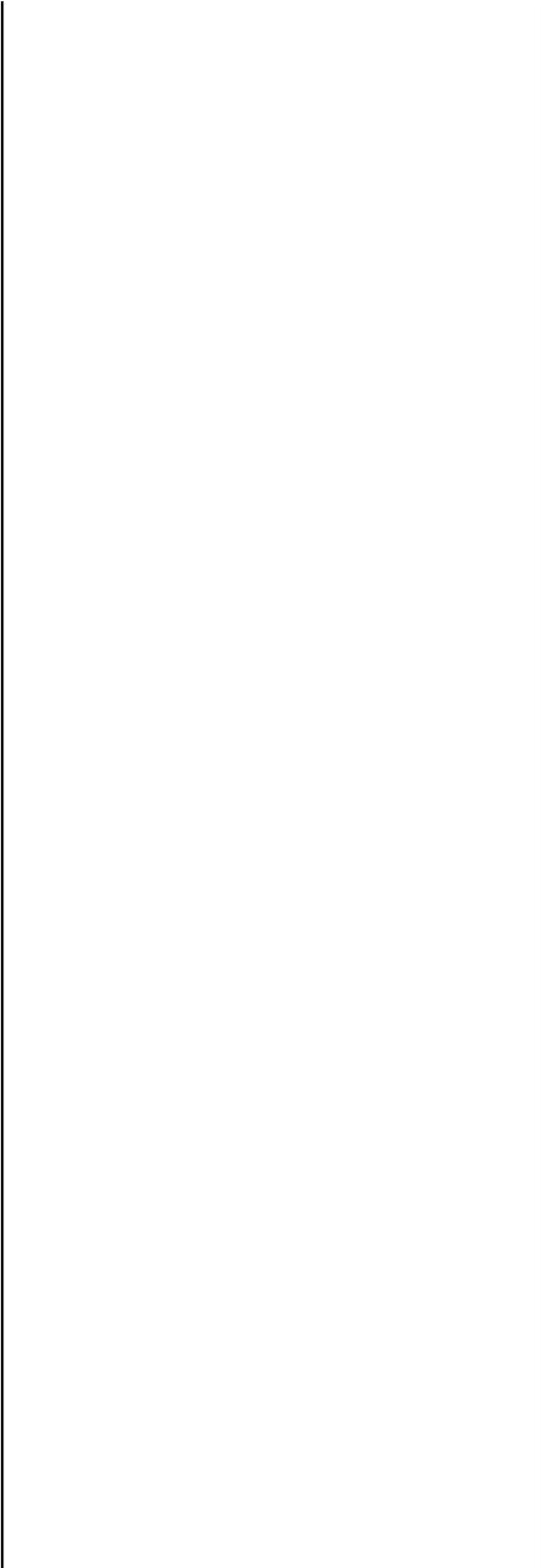


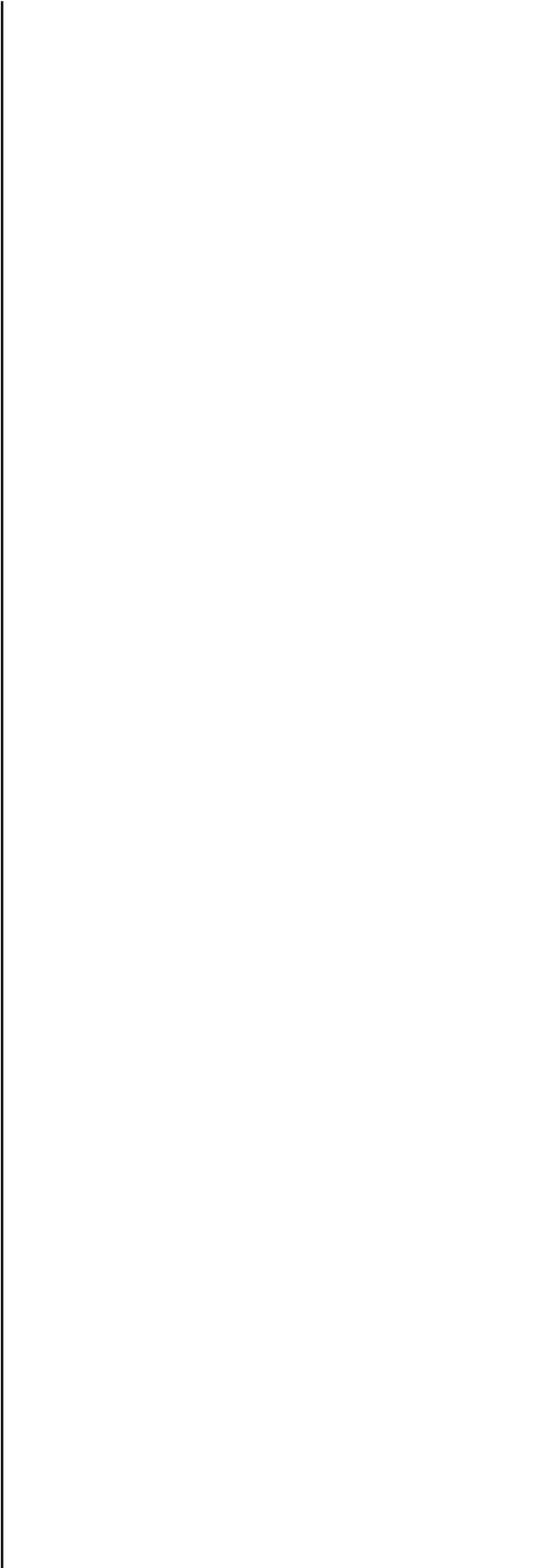


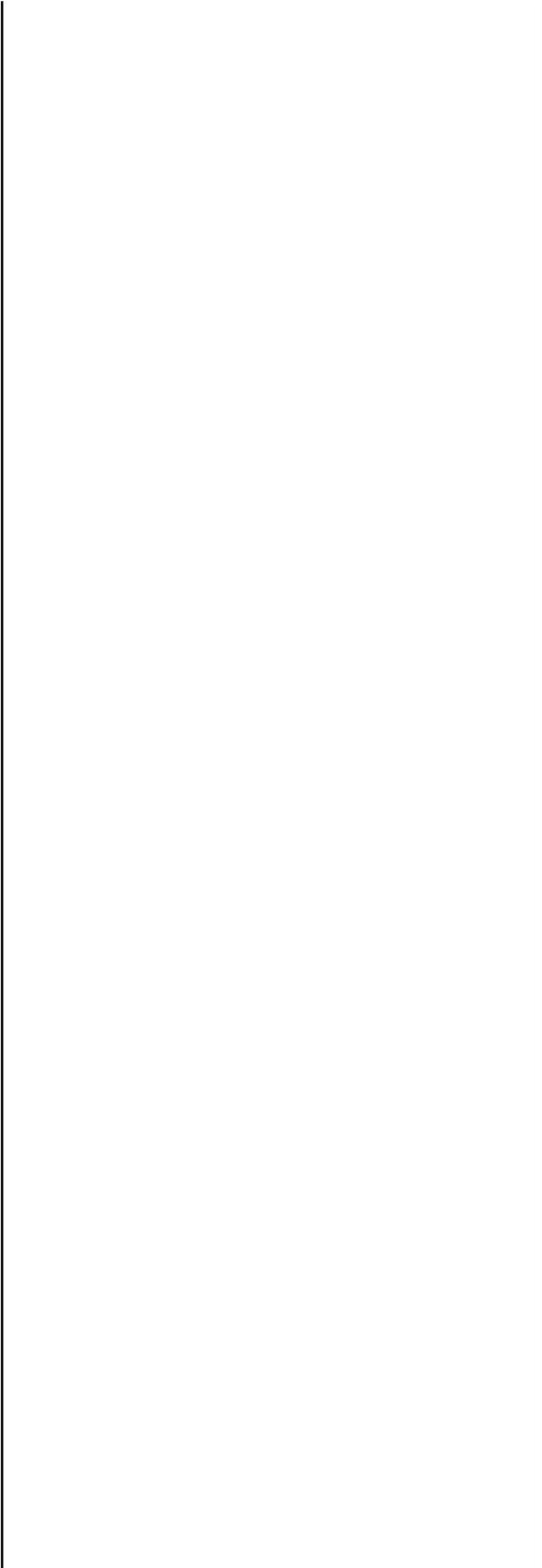


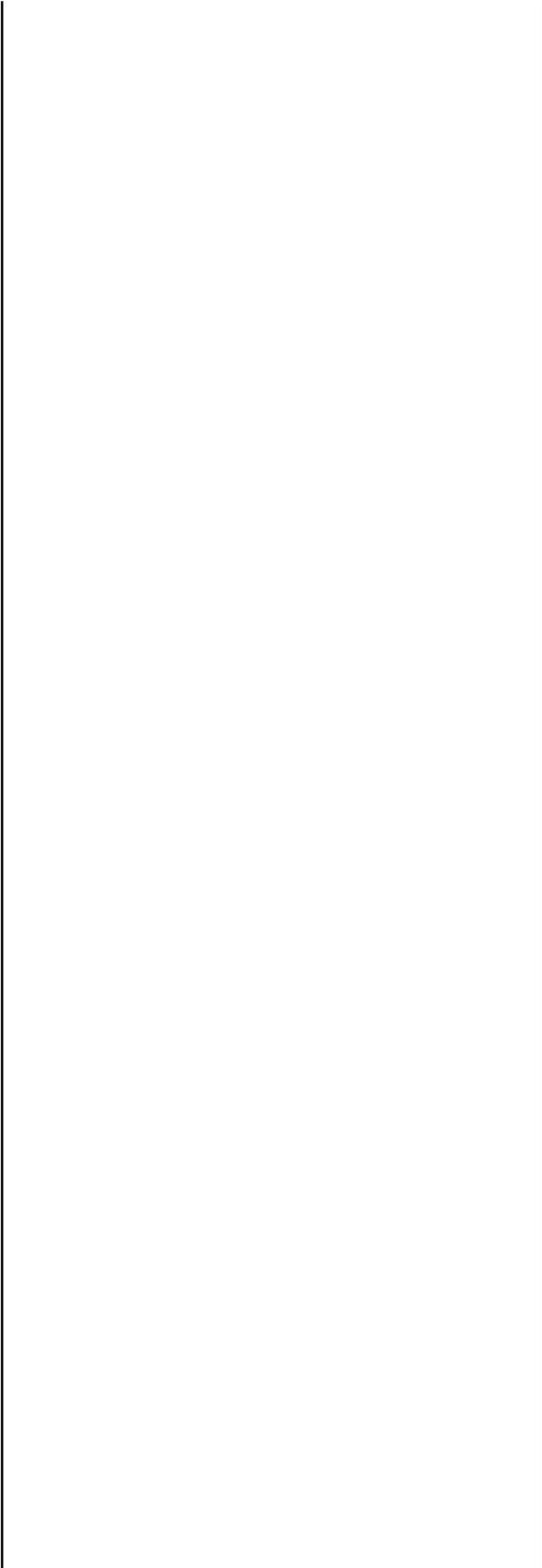


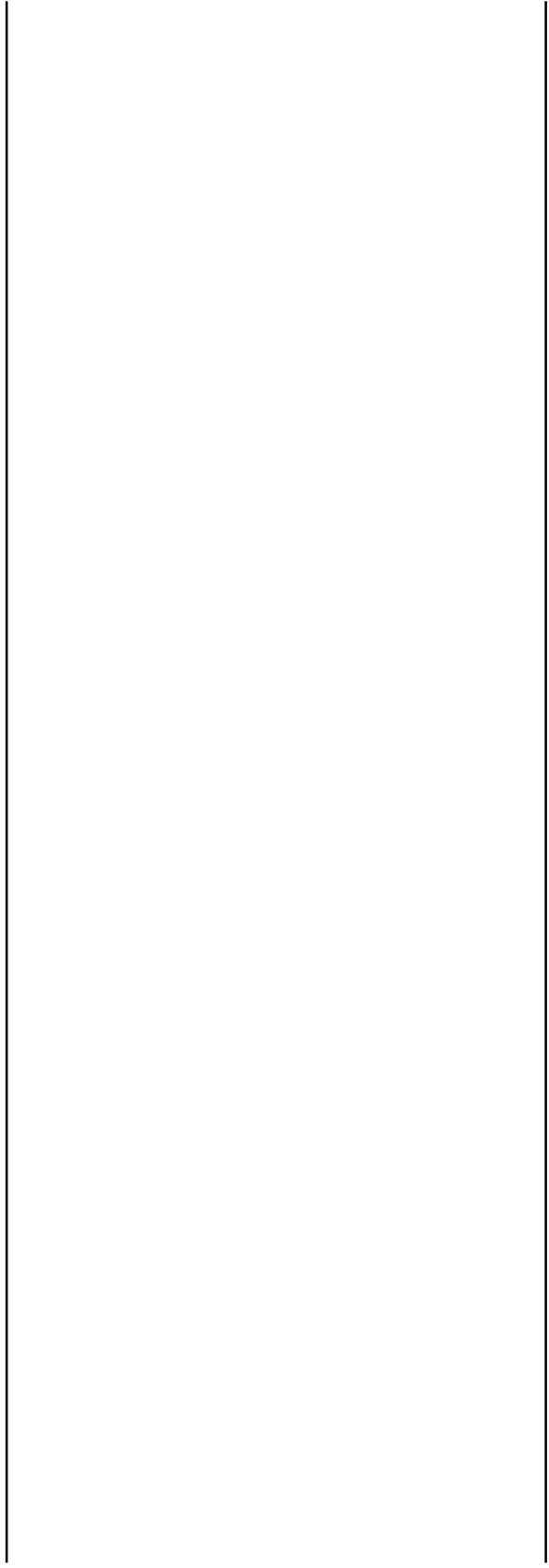




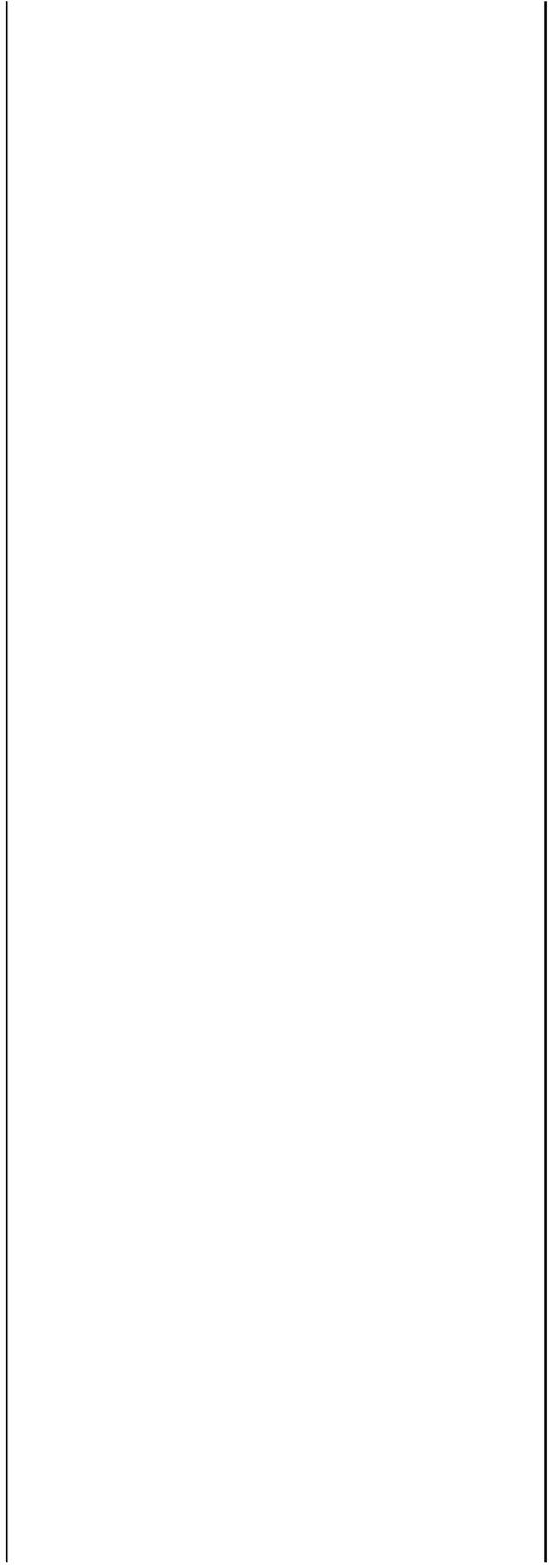














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Repricing Review

ID	Name	Unit	Prod Grp Code	Product	Function
10265156	Nelson, Megan	CORP	CFO	CFO	TRE
10265157	Padilla, Norma	CORP	CFO	CFO	TRE
10269032	Canell, Ross	CORP	CFO	CFO	TRE
10268248	Pearce, Tameka	CORP	CFO	CFO	TRE
10269036	Ho, Hsing-Hsien	CORP	CFO	CFO	TRE
10265730	Park, Jennifer	CORP	CFO	CFO	PCC
10266694	Doshi, Jignesh	CORP	CFO	CFO	PCC
10267425	Swaminathan, Ramesh	CORP	CFO	CFO	PCC
10267488	Daly, Brian	CORP	CFO	CFO	PCC
10269680	Ladejobi, Kuburat	CORP	CFO	CFO	PCC
10270034	Horan, Kevin	CORP	CFO	CFO	PCC
10270036	Mak, Vincent	CORP	CFO	CFO	PCC
10270769	Haseruck, Dirk	CORP	CFO	CFO	PCC
10271165	Siu, Jason	CORP	CFO	CFO	PCC
10269035	Del Mistro, Peter	CORP	CFO	CFO	PCC
10200379	Klass, Gregory A	CORP	CFO	CFO	PCC
10265727	Ng, Jamie	CORP	CFO	CFO	PCC
10268251	Boychuk, Thomas	CORP	CFO	CFO	PCC
10270035	Mugnier, Arnaud	CORP	CFO	CFO	PCC
10269038	Richards, Anubhav	CORP	CFO	CFO	PCC
10269681	Dresch, Shannon	CORP	CFO	CFO	PCC
10271433	Coalter, Lucia	CORP	CFO	CFO	PCC

Dec 1 HC Detail

Communication Manager	Maj Grp	Min Grp	Dept	Hire Date	File To	Reg	Timing
Boyle,J			21505	07-Mar-07	Corp	A	Q2
Boyle,J			28989	05-Mar-07	Corp	A	Q2
Fleming,D			28988	30-Apr-07	Corp	A	Q2
Smith,K			22393	23-Apr-07	Corp	A	Q2
			28988	30-Apr-07	Corp	A	Q2
Bernard,C			46066	12-Mar-07	Corp	A	Q2
Bernard,C			46064	26-Mar-07	Corp	A	Q2
Bernard,C			46063	09-Apr-07	Corp	A	Q2
Bernard,C			46070	02-Apr-07	Corp	A	Q2
Bernard,C			46065	07-May-07	Corp	A	Q2
Bernard,C			46063	14-May-07	Corp	A	Q2
Bernard,C			46070	14-May-07	Corp	A	Q2
Bernard,C			22968	21-May-07	Corp	A	Q2
Bernard,C			22968	29-May-07	Corp	A	Q2
Fox,G			22395	30-Apr-07	Corp	A	Q2
Pearn,F			23291	19-Mar-07	Corp	A	Q2
Pearn,F			23291	15-Mar-07	Corp	A	Q2
Pearn,F			26644	16-Apr-07	Corp	A	Q2
Pearn,F			23291	14-May-07	Corp	A	Q2
Scicutella,L			46067	30-Apr-07	Corp	A	Q2
Scicutella,L			46069	14-May-07	Corp	A	Q2
Scicutella,L			46067	30-May-07	Corp	A	Q2

Comp Added Details -- from Bonus / Manually Calc'd -- for Repricing

Bns Hire Cat	Tag	Bns Line	Bonus (bns qte)	TCP (bns qte)	Comp TCE (bns qte)	New Quote	Bns Sal
N	NGNH	USD	5000	45119.27	62000	USD	CRD
N	NGNH	USD	7000	65215.11	67000	USD	CRD
N	NGNH	USD	4000	34811.46	54000	USD	CRD
N	NGNH	USD	6000	43500	71000	USD	CRD
N	NGNH	USD	4000	36537.19	59000	USD	CRD
N	NGNH	USD	12000	59415.94	74500	USD	CRD
N	NGNH	USD	22000	87384.55	122000	USD	B
N	G	USD	60000	140000	190000	USD	B
N	NGNH	USD	11250	63288.53	93250	USD	CRD
N	NGNH	USD	4500	40466.23	67500	USD	CRD
N	G	USD	325000	415865.4	500000	USD	B
N	NGNH	USD	0	34605.48	65000	USD	CRD
N	G	USD	40000	99999.94	160000	USD	B
N	NGNH	USD	6000	35294.71	61000	USD	CRD
N	NGNH	USD	7500	61875	105000	USD	B
N	NGNH	USD	5000	65576.95	95000	USD	B
N	NGNH	USD	0	57865.37	85000	USD	B
N	NGNH	USD	7500	50423.07	79500	USD	CRD
N	NGNH	USD	7000	45942.37	82000	USD	CRD
N	NGNH	USD	10000	49038.5	80000	USD	CRD
N	NGNH	USD	10000	55432.63	97500	USD	B
N	NGNH	USD	10000	52576.94	100000	USD	B

Dece

Sal Trtmnt	Approach	NOTES	Comp Rate	Curren	Comp Rate USD	Est Bon Amt
Incremental	GrossUp		59000	USD	59000	6670
Incremental	GrossUp		62100	USD	62100	9338
Incremental	GrossUp		52500	USD	52500	5336
Incremental	GrossUp		65000	USD	65000	8004
Incremental	GrossUp		55000	USD	55000	5336
Incremental	GrossUp		65000	USD	65000	16008
Neutral	GrossUp		100000	USD	100000	29348
Neutral	Bonus		130000	USD	130000	60000
Incremental	GrossUp		85000	USD	85000	15008
Incremental	GrossUp		65000	USD	65000	6003
Neutral	TCE		200000	USD	200000	300000
Incremental	GrossUp		65000	USD	65000	0.01
Neutral	Bonus		120000	USD	120000	40000
Incremental	GrossUp		57000	USD	57000	8004
Neutral	GrossUp		97500	USD	97500	10005
Neutral	GrossUp		90000	USD	90000	6670
Neutral	GrossUp		85000	USD	85000	0.01
Incremental	GrossUp		74000	USD	74000	10005
Incremental	GrossUp		76300	USD	76300	9338
Incremental	GrossUp		70000	USD	70000	13340
Neutral	GrossUp		87500	USD	87500	13340
Neutral	GrossUp		90000	USD	90000	13340

Number 1 Headcount Details (at January 14, 2008)

EstBo	Bonus in USD	Total BG USD	Total Comp USD	House Local	House USD	TC+ in Quote Terms
USD	6670	0	65670	0	0	65670
USD	9338	0	71438	0	0	71438
USD	5336	0	57836	0	0	57836
USD	8004	0	73004	0	0	73004
USD	5336	0	60336	0	0	60336
USD	16008	0	81008	0	0	81008
USD	29348	0	129348	0	0	129348
USD	60000	0	190000	0	0	190000
USD	15008	0	100008	0	0	100008
USD	6003	0	71003	0	0	71003
USD	300000	0	500000	0	0	500000
USD	0.01	0	65000.01	0	0	65000.01
USD	40000	0	160000	0	0	160000
USD	8004	0	65004	0	0	65004
USD	10005	0	107505	0	0	107505
USD	6670	0	96670	0	0	96670
USD	0.01	0	85000.01	0	0	85000.01
USD	10005	0	84005	0	0	84005
USD	9338	0	85638	0	0	85638
USD	13340	0	83340	0	0	83340
USD	13340	0	100840	0	0	100840
USD	13340	0	103340	0	0	103340

Repricing Review

Dec 1 HC Detail

<u>ID</u>	<u>Name</u>	<u>Unit</u>	<u>Prod Grp Code</u>	<u>Product</u>	<u>Function</u>	<u>Communication Manager</u>
10261792	Babar, Usman	CORP	CFO	CFO	PCC	Bernard,C
10262645	Loredo, Lucero	CORP	CFO	CFO	PCC	Bernard,C
10263069	Shah, Amit	CORP	CFO	CFO	PCC	Bernard,C
10264078	Silverberg, Marc	CORP	CFO	CFO	PCC	Bernard,C
10262780	Zgaljardic, Maryann	CORP	CFO	CFO	PCC	Fox,G
10262794	McDermott, Maegan	CORP	CFO	CFO	PCC	Fox,G
10261791	Ested, Latisha	CORP	CFO	CFO	PCC	Pearn,F
10262775	Jamal, Muhammad Ali	CORP	CFO	CFO	PCC	Pearn,F
10262790	Kunde, Kunal	CORP	CFO	CFO	PCC	Pearn,F
10263662	Zhou, Yu	CORP	CFO	CFO	PCC	Pearn,F
10256322	Ruffin, Arthur	CORP	CFO	CFO	PCC	Scicutella,L
10264388	Castellano, Thomas	CORP	CFO	CFO	PCC	Scicutella,L
10264399	Dotro, Frank	CORP	CFO	CFO	PCC	Scicutella,L
10263346	Williams, Carmen	CORP	CFO	CFO	TRE	Birney,J
10264662	Linton, Kristy	CORP	CFO	CFO	TRE	Boyle,J
10265155	Wilson, Steve	CORP	CFO	CFO	TRE	Boyle,J
10264603	Rejas, Janice	CORP	CFO	CFO	TRE	Fleming,D
10264488	Estevez, Patricia	CORP	CFO	CFO	TRE	Smith,K
10262648	Srivareerat, Manu	CORP	CFO	CFO	TRE	Younis,N
10264669	Weisberg, Joy	CORP	CFO	CFO	TRE	

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<u>Maj Grp</u>	<u>Min Grp</u>	<u>Dept</u>	<u>Hire Date</u>	<u>File To</u>	<u>Reg</u>	<u>Timing</u>	<u>Bns Hire Cat</u>	<u>Tag</u>	<u>Bns Line</u>
		22968	04-Dec-06	Corp	A	Q1	N	NGNH	USD
		46063	11-Dec-06	Corp	A	Q1	N	NGNH	USD
		46071	24-Jan-07	Corp	A	Q1	N	NGNH	USD
		46064	05-Feb-07	Corp	A	Q1	N	NGNH	USD
		23508	02-Jan-07	Corp	A	Q1	N	NGNH	USD
		22395	02-Jan-07	Corp	A	Q1	N	NGNH	USD
		23291	04-Dec-06	Corp	A	Q1	N	NGNH	USD
		47795	08-Jan-07	Corp	A	Q1	N	NGNH	USD
		23291	04-Jan-07	Corp	A	Q1	N	NGNH	USD
		23291	22-Jan-07	Corp	A	Q1	N	NGNH	USD
		46069	24-Jan-07	Corp	A	Q1	N	NGNH	USD
		46069	16-Feb-07	Corp	A	Q1	N	NGNH	USD
		20941	12-Feb-07	Corp	A	Q1	N	NGNH	USD
		22978	16-Jan-07	Corp	A	Q1	N	NGNH	USD
		21505	20-Feb-07	Corp	A	Q1	N	NGNH	USD
		21505	26-Feb-07	Corp	A	Q1	N	NGNH	USD
		28988	12-Feb-07	Corp	A	Q1	N	NGNH	USD
		22393	20-Feb-07	Corp	A	Q1	N	NGNH	USD
		22876	02-Jan-07	Corp	A	Q1	N	NGNH	USD
		28988	14-Feb-07	Corp	A	Q1	N	NGNH	USD

Comp Added Details -- from Bonus / Manually Calc'd -- for Repricing

Bonus (bns qte)	TCP (bns qte)	Comp TCE (bns qte)	New Quote	Bns Sal	Sal Trtmnt	Approach	NOTES
54000	179000	184000	USD	B	Neutral	Bonus	
25000	114519.32	120000	USD	B	Neutral	Bonus	
18000	99923	118000	USD	B	Neutral	Bonus	
8000	61647.02	68000	USD	CRD	Incremental	Bonus	
12000	86865.37	97000	USD	B	Neutral	TCE	
10000	71653.9	80000	USD	CRD	Incremental	Bonus	
13000	104346.25	108000	USD	B	Neutral	Bonus	
15000	88557.68	100000	USD	B	Neutral	TCE	
15000	80480.87	90000	USD	CRD	Incremental	Bonus	
15000	77019.33	90000	USD	CRD	Incremental	Bonus	
5000	70538.4	85000	USD	CRD	Incremental	Bonus	
20000	95384.54	120000	USD	B	Neutral	Bonus	
12000	77384.6	97000	USD	CRD	Incremental	Bonus	
10000	70646.14	82000	USD	CRD	Incremental	Bonus	
3500	40807.75	53500	USD	CRD	Incremental	Bonus	
10000	47191.17	60000	USD	CRD	Incremental	Bonus	
17500	79038.4	97500	USD	B	Neutral	TCE	
7000	62961.63	82000	USD	CRD	Incremental	Bonus	
10000	62846.1	70000	USD	CRD	Incremental	Bonus	
0	34665.85	40000	USD	CRD	Incremental	Bonus	

December 1 Headcount Details (at January 14, 2008)

Comp Rate	Curren	Comp Rate USD	Est Bon Amt	EstBoi	Bonus in USD	Total BG USE	Total Comp U
130000	USD	130000	54000	USD	54000	0	184000
95000	USD	95000	25000	USD	25000	0	120000
100000	USD	100000	18000	USD	18000	0	118000
70000	USD	70000	8000	USD	8000	0	78000
85500	USD	85500	11500	USD	11500	0	97000
72500	USD	72500	10000	USD	10000	0	82500
95000	USD	95000	13000	USD	13000	0	108000
87500	USD	87500	12500	USD	12500	0	100000
76500	USD	76500	15000	USD	15000	0	91500
76500	USD	76500	15000	USD	15000	0	91500
80000	USD	80000	5000	USD	5000	0	85000
100000	USD	100000	20000	USD	20000	0	120000
85000	USD	85000	12000	USD	12000	0	97000
74000	USD	74000	10000	USD	10000	0	84000
51200	USD	51200	3500	USD	3500	0	54700
52300	USD	52300	10000	USD	10000	0	62300
86000	USD	86000	11500	USD	11500	0	97500
75000	USD	75000	7000	USD	7000	0	82000
62100	USD	62100	10000	USD	10000	0	72100
40000	USD	40000	0.01	USD	0.01	0	40000.01

House Local	House USD	TC+ in Quote Terms	NEW BONUS (in quote)	Explanation
0	0	184000		
0	0	120000		
0	0	118000		
0	0	78000		
0	0	97000		
0	0	82500		
0	0	108000		
0	0	100000		
0	0	91500		
0	0	91500		
0	0	85000		
0	0	120000		
0	0	97000		
0	0	84000		
0	0	54700		
0	0	62300		
0	0	97500		
0	0	82000		
0	0	72100		
0	0	40000.01		

Rearcigna Review

Dec 1 HC Detail															Comp Added Details -- from Bonus / Manually Calc'd -- for Reporting										December 1 Headcount Details (at January 14, 2008)														
ID	Name	LE	Prod/Op Code	Product	Function	Communication Manager	Mkt Org	Mkt Grp	Dist	Hire Date	File To	Res	Training	Bsa Hrs Cat	Tag	Prs Lst	Bonus (Res. \$)	TCF (Res. \$)	Comp TCF (Res. \$)	New Grate	Res Sal	SA Thresh	Approach	NOTES	Comp Rate	Currency	Comp Rate USD	Est. Bn Adj	Est Bn Bonus in USD	Total EO USD	Total Comp. Lf	Hours Local	Hours USD	TC in Quatr Term	2007-2008	2008-2009	2009-2010		
10215455	Hausel, Gerald	CORP	CFO	CFO	PVC	Scottsdale, L			26066	05-Aug-02	Corp	A	Contn	C	G	USD	50000	152692.35	165000	USD	B	Neutral			120000	USD	120000	42692	USD	42692	0	162692	0	0	162692	45000	45000	45000	His gte was for 160 TC -- they was pro-rated to 107 to paid bonus was off by \$2308
10204248	von Ruffler, Karen	CORP	CFO	CFO	TRE	Bovle, J			28989	16-Oct-00	Corp	A	Contn	C	MGMNH	USD	80000	188999.98	220000	USD	B	Neutral			130000	USD	130000	80000	USD	80000	0	220000	0	0	220000	87000	87000	87000	New figure = 200 bonus. She was on LOA.
10239000	Cuartho, Nicole	CORP	CFO	CFO	TRE	Bovle, J			21505	20-Jun-05	Corp	A	Contn	C	MGMNH	USD	25000	129999.98	130000	USD	B	Neutral			105000	USD	105000	25000	USD	25000	0	130000	0	0	130000	45000	45000	45000	Top performer that was on LOA. New bonus = 2006 bonus
10204684	Kanamori, Yasuichi	CORP	CFO	CFO	TRE	Younis, N			22876	20-Nov-00	Corp	A	Contn	C	MGMNH	USD	30000	112233.38	115000	USD	B	Neutral			85000	USD	85000	17233	USD	17233	0	112233	0	0	112233	20000	20000	20000	replaced base on paid but paid salary was lower than anticipated salary because was on monthly payroll & pro-rated to be weekly during the middle of the year. Bonus not meant to be \$1,200 to truly be "some neutral"

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