

Employee Survey Index			
STIP Plan Year	Year STIP Award Paid	Performance Target	Result
2006	2007	68.0%	64.0%
2007	2008	66.0%	64.26%
2008	2009	66.0%	68.6%
2009	2010	69.5%	66.7%
2010	2011	68.7%	na