

<b>Employee Survey Index</b>			
<b>STIP Plan Year</b>	<b>Year STIP Award Paid</b>	<b>Performance Target</b>	<b>Result</b>
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