

PLSG compensation survey 2007
COMPANY ROLL UPS

12 COMPANY ROLL UPS	<u>CEO</u> 12	<u>COO</u> 2	<u>CSO</u> 7	<u>CFO</u> 2	<u>VP</u> 3	<u>Director</u> 6	<u>Manager</u> 7
Base Salary-annual	\$ 141,500	\$ 130,000	\$ 110,571	\$ 147,500	\$ 109,333	\$ 83,417	\$ 68,214
High	\$ 260,000	\$ 140,000	\$ 140,000	\$ 175,000	\$ 153,000	\$ 95,000	\$ 87,500
Low	\$ 66,000	\$ 120,000	\$ 48,000	\$ 120,000	\$ 75,000	\$ 60,000	\$ 40,000
Incentive Oppy-% of base	9.2%	0.0%	5.0%	2.9%	2.1%	1.7%	0.6%
Equity-fully diluted %	11.4%	0.2%	5.3%	0.1%	0.3%	3.5%	1.4%

COMPANY ROLL UPS

8 COMPANY ROLL UPS	<u>CEO</u> 8	<u>COO</u> 2	<u>CSO</u> 5	<u>CFO</u> 2	<u>VP</u> 3	<u>Director</u> 5	<u>Manager</u> 6
Base Salary-annual	\$ 166,250	\$ 130,000	\$ 132,000	\$ 147,500	\$ 109,333	\$ 88,100	\$ 72,917
High	\$ 260,000	\$ 140,000	\$ 140,000	\$ 175,000	\$ 153,000	\$ 95,000	\$ 87,500
Low	\$ 125,000	\$ 120,000	\$ 66,000	\$ 120,000	\$ 75,000	\$ 85,000	\$ 55,000
Incentive Oppy-% of base	10.0%	0.0%	7.5%	4.4%	3.1%	2.5%	0.9%
Equity-fully diluted %	6.3%	0.3%	1.8%	0.1%	0.4%	3.9%	1.5%