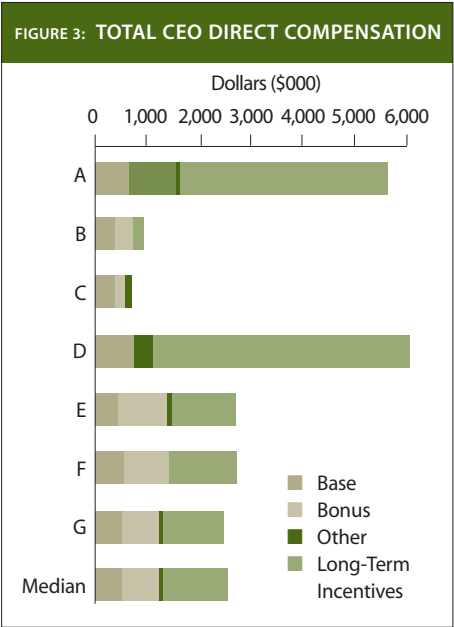
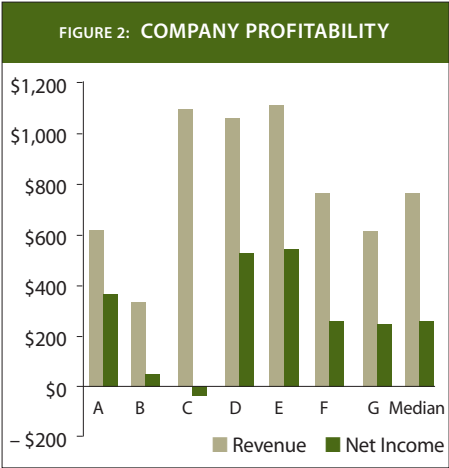
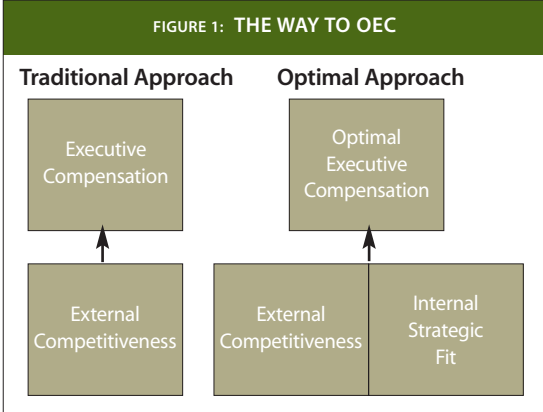


Finding the Sweet Spots: Optimal Executive Compensation

By Jonathan Lee, JL Strategy

Figures, page 1 of 2



Finding the Sweet Spots: Optimal Executive Compensation

By Jonathan Lee, JL Strategy

Figures, page 2 of 2

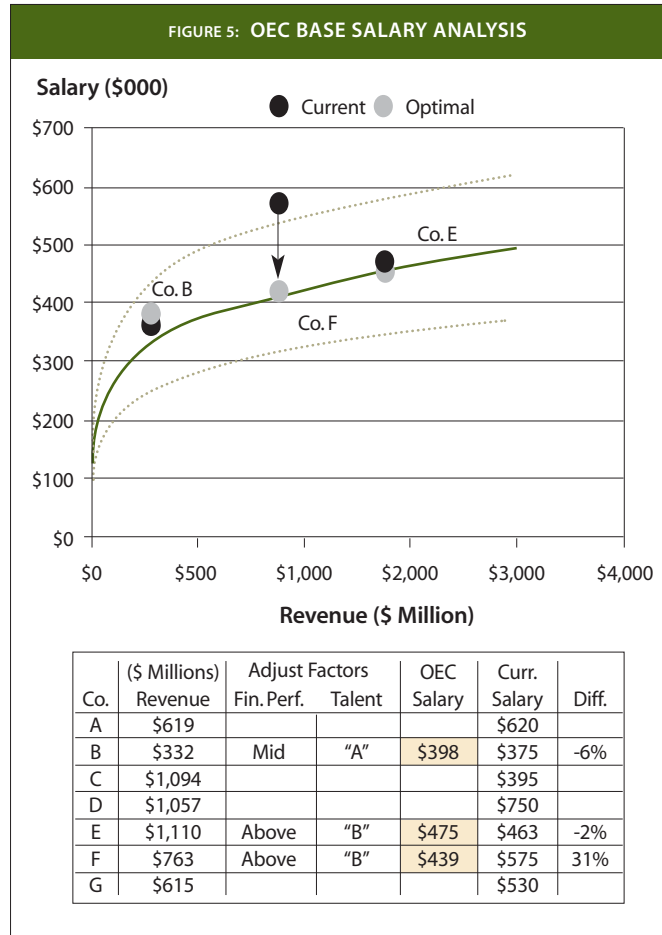


FIGURE 4: OEC STRATEGIC FACTORS MODEL

	Leading Indicators	Progressive Measures	Desired Results
Internal Factors	Ownership Intensity	Risk Tolerance	Business Intensity
Ext. Benchmarks	Tenure/Talent	Financial Performance	Stock Performance