

## Unionized Incentive Compensation Payouts by Year

Union	1998	1999	2000	2001	2002	2003	2004	2005	2006	Average	Average Comments
<b>CCROU/TCRC</b>	2.39%	2.38%	1.87%	2.60%	1.08%	n/a	n/a	n/a	n/a	2.06%	1998 to 2002
<b>CPPA</b>	n/a	0.23%	4.06%	0.00%	2.44%	0.76%	3.64%	4.90%	4.88%	2.95%	Excludes 1999 - partial year 2002-2006
<b>IBEW</b>	0.87%	1.32%	2.41%	0.64%	0.01%	3.00%	2.50%	1.40%	3.03%	1.79%	Excludes 1998 - partial year 1999-2006
<b>RCTC</b>	0.66%	1.05%	1.95%	0.00%	1.36%	0.69%	4.29%	4.78%	4.09%	2.28%	Excludes 1998 - partial year 1999-2006
<b>TC USWA</b>	3.05%	3.04%	3.09%	4.73%	5.00%	3.76%	4.69%	4.83%	5.00%	4.13%	1998 to 2006
<b>BMWE (TCRC)</b>	n/a	n/a	n/a	n/a	1.75%	2.50%	2.50%	1.60%	3.14%	2.30%	2002 to 2006
<b>CAW</b>	n/a	n/a	n/a	n/a	n/a	n/a	0.59%	0.78%	1.99%	1.12%	2004 to 2006
									<b>Average</b>	<b>2.38%</b>	