

**Board Compensation - Average Total Cash Compensation**

	<b>2010</b>	<b>2011</b>	<b>% Difference</b>
Chairman	\$71,515	\$72,750	1.7%
Director	\$48,896	\$48,985	0.2%

Source: Total Compensation Solutions - 2011/2012 BOD Compensation Report  
[www.total-comp.com](http://www.total-comp.com)