

ESO Holdings and Valuation

<u>Executive Benefits</u>	<u>Value as of October 29, 2007</u>	
Retiree Medical - Eligible for participation on the same basis as employees generally		na
Supplemental Annuity (1) - Present value as of November 1, 2007		\$23,765,706
Non-Qualified Deferred Compensation		\$5,437,236
401k Plan		\$405,024
Employee Stock Ownership Plan		\$308,067
Retirement Accumulation Plan		\$172,677
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<u>Outstanding Stock Awards (2)</u>		
<u>Stock Options</u>	<u>Shares</u>	<u>Value at \$67.42</u>
2003 Performance Year (expire 1/2014)	137,221	\$1,038,763
2002 Performance Year (expire 1/2013)	171,328	\$5,371,989
2001 Performance Year (expire 1/2012) (3)	183,133	\$2,504,344
2001 Performance Year (expire 9/2011)	753,770	\$20,819,127
2000 Performance Year (expire 1/2011) (3)	257,857	\$0
1999 Performance Year (expire 1/2010)	381,580	\$9,020,074
TOTAL	1,884,889	\$38,754,297
<u>Restricted Stock</u>		
2006 Performance Year (vest 25% per year) (4)	279,677	\$18,855,823
2005 Performance Year (vest 25% per year) (5)	210,125	\$14,166,628
2004 Performance Year (vest 1/09)	551,057	\$37,152,263
2003 Performance Year (vest 1/08)	185,646	\$12,516,253
TOTAL	1,226,505	\$82,690,967
<u>Managing Partner Plan (6)</u>		
MP Converted 2006 Award (vest 1/10)	121,363	\$8,182,293
Employee Portion of 2007 Award	27,739	\$1,870,163
2008 Award Cancelled	0	\$0
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Executive Benefits		\$30,088,710
Total Outstanding Stock		\$131,497,720
TOTAL		\$161,586,430

- (1) To receive the Supplemental Annuity, the Board must approve the termination as Retirement eligible. If awarded, the annual benefit is subject to a non-compete provision
- (2) Eligible for Career Retirement if termination is for other than cause. Allows for continued vesting of shares and exercisability of options subject to non-compete conditions
- (3) Awards are 100% fully vested and not subject to forfeiture
- (4) 2006 stock award vests 25% in Jan 2008, 25% in Jan 2009, 25% in Jan 2010 and 25% in Jan 2011
- (5) 2005 stock award vested 25% in Jan 2007 and will vest 25% in Jan 2008, 25% in Jan 2009 and 25% in 2010
- (6) 2006 Participation Units converted to Restricted Shares in 2007 and are eligible for Career Retirement