



Executive Stock Ownership Guidelines

Executive officers are encouraged to be stockholders of the Company through purchases of common stock or through their participation in the Company's equity benefit plans. Stock ownership guidelines have been established by the Board of Directors for members of the Company's global leadership council to better ensure they each maintain an appropriate equity stake in the Corporation. These guidelines provide that, within specified transition periods, the named individuals should attain and hold shares of common stock of the Company, (not including unexercised stock options) of a specified amount based on the named individual's base salary and target bonus.

The targeted ownership levels are as follows:

Chief Executive Officer	2x base salary plus target bonus
Corporate Senior Vice Presidents	1x base salary plus target bonus