

Unionized Incentive Compensation Payouts by Year

Union	1998	1999	2000	2001	2002	2003	2004	2005	2006	AV
CCROU/TCRC	2.39%	2.38%	1.87%	2.60%	1.08%	n/a	n/a	n/a	n/a	n/a
CPPA	n/a	0.23%	4.06%	0.00%	2.44%	0.76%	3.64%	4.90%	4.88%	
IBEW	0.87%	1.32%	2.41%	0.64%	0.01%	3.00%	2.50%	1.40%	3.03%	
RCIC	0.66%	1.05%	1.95%	0.00%	1.36%	0.69%	4.29%	4.78%	4.09%	
TC USWA	3.05%	3.04%	3.09%	4.73%	5.00%	3.76%	4.69%	4.83%	5.00%	
BMWE (TCRC)	n/a	n/a	n/a	n/a	1.75%	2.50%	2.50%	1.60%	3.14%	
CAW	n/a	n/a	n/a	n/a	n/a	n/a	0.59%	0.78%	1.99%	