

Symbol	Company Name	ESOs	SARs	ESPP	RSAs	RSUs	RS	Cash	Option	TSR	Target	Comments
AA	<a href="#">Alcoa Inc.</a>	x			x		x					Performance Stock Awards based on sales and prof targets, RSA/PC FV= \$16.15
AXP	<a href="#">American Express Company</a>	x			x		x	x				RSA FV = \$45.11
BA	<a href="#">The Boeing Company</a>	x				x	x	x				PCA initial value: \$100 and payout from \$0-\$200, RSU FV = \$71.44
BAC	<a href="#">Bank of America Corporation</a>			x	x	x	x	x				RSA/U FV: \$14.49
CAT	<a href="#">Caterpillar Inc.</a>	x	x			x						FMV for RSU= stock price - PV of exp div during vesting, RSU FV = \$97.51
CSCO	<a href="#">Cisco Systems, Inc.</a>			x	x	x						FV for RSU= stock price - PV of exp div during vesting, exp div = 0%, RSA/U FV= \$20.62, No ESOs granted in 2011, Issues Restored Options
CVX	<a href="#">Chevron Corporation</a>	x										
DD	<a href="#">E.I. du Pont de Nemours and C</a>	x				x				x		TSR based on corp rev growth relative to peers, award range from 0%-200% of org grant, FV est w/ Monte Carlo, TSR/RSU FV= \$
DIS	<a href="#">The Walt Disney Company</a>	x				x	x					RSU FV = \$39.62
GE	<a href="#">General Electric Company</a>	x				x	x					RSUs only issued settleable in equity, RSU FV = \$16.74
HD	<a href="#">The Home Depot, Inc.</a>	x		x	x		x		x	x		TSR compared to percentile ranking againsts companies of S&P 500 index, ESPP sold at 85% of market value, RSU/PC FV = \$35
HPQ	<a href="#">Hewlett-Packard Company</a>	x		x	x	x			x	x		TSR relative to S&P 500 3 yr pd, award range from 0%-200% of org grant, TSR FV est w/ Monte Carlo, RSU FV= \$38, ESPP at 9
IBM	<a href="#">International Business Machin</a>			x		x	x					ESPP at 95% FV, RSU/Performance Share Units FV = \$154
INTC	<a href="#">Intel Corporation</a>	x		x		x				x		TSR vs peer group 3 yr pd, FV for RSU= stock price - PV of exp div during vesting, RSU FV calculated w/ Monte Carlo, RSU FV =
JNJ	<a href="#">Johnson &amp; Johnson</a>	x				x	x					RSU FV = \$55.90
JPM	<a href="#">JP Morgan Chase &amp; Co.</a>	x	x			x						RSU FV = \$44.05,
KFT	<a href="#">Kraft Foods Inc.</a>	x			x							RSA FV= \$31.97
KO	<a href="#">The Coca-Cola Company</a>	x				x	x					FV for RSU= stock price - PV of exp div during vesting, PC Awards settled in equity except when death or disability, RSU FV = \$5
MCD	<a href="#">McDonald's Corporation</a>	x			x		x					RSU FV = stock prcie - PV of exp div during vesting, RSU FV = \$67.96,
MMM	<a href="#">3M Company</a>	x		x	x	x	x		x			Reload Options, Perf Criteria Factors: Sales Growth, ROI Capital and new product sales, ESPP 85%, RSU FV = \$89.46
MRK	<a href="#">Merck &amp; Co., Inc.</a>	x				x	x	x				RSU FV = \$36.36
MSFT	<a href="#">Microsoft Corporation</a>			x	x		x					PC Awards grants between 0%-150% number of shares depending on performance, RSA FV = \$22.17, ESPP at 90% market value
PFE	<a href="#">Pfizer Inc.</a>	x	x			x				x		RSU FV = \$18.91, TSR target shares determined by ref to FV of SBP to similar employees in industry group peers,
PG	<a href="#">The Procter &amp; Gamble Compa</a>	x			x	x	x					In 2011, implementes PSP (performance stock program) for the first time
T	<a href="#">AT&amp;T Inc.</a>	x			x		x	x				RSU FV = \$28.17,
TRV	<a href="#">The Travelers Companies, Inc.</a>	x				x	x					Performance awards are based on adj return on equity, perf awards 50%-130%, RSU FV = \$56.39,
UTX	<a href="#">United Technologies Corporat</a>	x	x		x		x	x				PC Awards FV = \$87.65,
VZ	<a href="#">Verizon Communications Inc.</a>					x		x			x	RSU paid in cash upon vesting, Performance Stock Units paid in cash upon vesting, options not granted since 2004, RSU FV= \$36
WMT	<a href="#">Wal-Mart Stores, Inc.</a>	x			x		x	x	x			Perf awards range from 0%-150% of original award amount, RSA FV = \$55.03, .
XOM	<a href="#">Exxon Mobil Corporation</a>				x							Not granted stock options since 2003, Restricted Stock is settled by cash, RSU FV= \$68.74
	<b>Total Granted</b>	24	4	8	15	19	19	8	4	5	1	
	<b>Dow 30 Participation Rate</b>	80%	13%	27%	50%	63%	63%	27%	13%	17%	3%	

**Key.**

ESOs: Employee Stock Options

ESPP: Employee Stock Purchasing Plan

RSUs: Restricted Stock Units

PC Cash: Cash-settled Performance Condition

TSR: Total Shareholder Return: Relative TSR

SARs: Stock Appreciation Rights

RSAs: Restricted Stock Awards

PC RS: Stock-settled Performance Condition

PC Both: Both Stock and Cash-settled Performance Condition

Price Target: Absolute TSR

**Source: Company 10-K Reports for FY2011****Prepared****Date: September 5, 2013****© Montgomery Investment Technology, Inc.**