

## INTERNAL EQUITY

	State Funded	Non-State Funded	Total	Range	INTERNAL EQUITY	
					Below	Over
Number Positions	46	17	63	.1% to 1.9%	6.3%	33.3%
Below Equity	30	5	35	2.0% to 3.9%	31.7%	6.3%
% below equity	65.2%	29.4%	55.5%	4.0% to 5.9%	12.7%	0.0%
				6.0% to 7.9%	3.2%	1.6%
				8.0% to 9.9%	0.0%	0.0%
				Over 10%	1.6%	3.2%
				<b>Total:</b>	<b>55.5%</b>	<b>44.4%</b>

## MARKET EQUITY

<b>PROFESSIONAL:</b>				MARKET EQUITY	
	Total	Range	Below	Over	
Surveyed Positions	33	.1% to 9.9%	21.2%	15.2%	
below market	28	10% to 14.9%	33.3%		
% below market	84.8%	15% to 19.9%	9.1%		
		20% to 50%	12.1%		
		Over 50%	9.1%		
		<b>Total:</b>	<b>84.8%</b>	<b>15.2%</b>	

<b>EXECUTIVE:</b>				MARKET EQUITY	
	Total	Range	Below	Over	
Surveyed Positions	11	.1% to 9.9%	27.2%	18.2%	
below market	8	10% to 14.9%	18.2%	9.1%	
% below market	72.7%	15% to 19.9%	18.2%		
		20% to 50%	9.1%		
		Over 50%	0.0%		
		<b>Total:</b>	<b>72.7%</b>	<b>27.3%</b>	

Executive does not include President/VPs

## FUNDS

Amounts are for state funded positions only

<b>PROFESSIONAL:</b>		Total
Internal Equity		\$43,000
100% to Market		\$200,321
90% to Market		\$117,979

<b>EXECUTIVE:</b>		Total
100% to Market		\$62,501
90% to Market		\$26,514