Executive Compensation: Six Questions That Need Answering

by

John M. Abowd and David S. Kaplan

April 1999

SUPPLEMENTARY CHARTS

©1999 John M. Abowd and David S. Kaplan
May not be reproduced without permission
1996 CEO Compensation S&P 500
(thousands of 1998 US Dollars)

- Salary + Annual bonus: 2,043
- Benefits: 149
- Performance-based long term: 399
- Restricted stock: 381
- Options: 2,887
Real Total Compensation of CEOs, by Components
(12 OECD Countries 1984-1996)
Real Total Compensation of HRDs, by Components
(12 OECD Countries 1984-1996)
Total Compensation of HRDs at Purchasing Power Parity Exchange Rates
(12 OECD Countries 1984-1996)
Total Compensation of Manufacturing Operatives at Purchasing Power Parity Exchange Rates (12 OECD Countries 1984-1996)
Total Taxes, Private After Tax Compensation, and Public Benefits for CEOs
(12 OECD Countries 1984-1996)

Thousands of 1998 US dollars at annual average OECD ppp rates

Country - Year

- All payroll and income taxes
- Private net compensation
- Public benefits
Total Taxes, Private After Tax Compensation, and Public Benefits for HRDs
(12 OECD Countries 1984-1996)
Ratio of CEO Total Compensation To That Of Manufacturing Operatives (1984-1996)

Country - Year

Ratio to Manufacturing Operative
Ratio of HRD Total Compensation To That Of Manufacturing Operatives (1984-1996)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>France</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Germany</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Italy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Japan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Netherlands</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spain</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Switzerland</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United Kingdom</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United States</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>