

# THE SHAREHOLDER FORUM

TM

## Shareholder Support Rankings

Shareholder Support Rankings™ are calculated in relation to the total voting rights of all classes of a company's stock as of the record date for the vote, with "Absent" votes including abstentions and broker non-votes as well as shares not present, based on data from SEC filing records for all companies in the Russell 3000® Index provided according to Shareholder Forum specifications by Morningstar, Inc.

### 100 Highest Paid US Chief Executives

Compensation research provided by [Equilar](#) for The New York Times

### Shareholder Support 2011 "Say on Pay" Votes

### Conventional Percentages of For & Against

CEO Pay for 2011	Ticker symbol links to company information provided by <a href="#">Morningstar</a>		<u>Support</u>	<u>Absent</u>	<u>Dissent</u>	<u>For</u>	<u>Against</u>
1	\$84.5	<a href="#">VIAB</a> Viacom, Inc.	82.0%	14.6%	3.4%	96.0%	4.0%
2	\$76.1	<a href="#">OXY</a> Occidental Petroleum Corp.	72.4%	20.7%	6.9%	91.3%	8.7%
3	\$70.1	<a href="#">ORCL</a> Oracle Corporation	51.8%	22.2%	26.0%	66.6%	33.4%
4	\$32.9	<a href="#">DTV</a> DIRECTV	74.1%	22.9%	3.0%	96.1%	3.9%
5	\$32.6	<a href="#">SWK</a> Stanley Black & Decker Inc	30.6%	21.6%	47.7%	39.1%	60.9%
6	\$28.2	<a href="#">CMCSA</a> Comcast Corp	71.6%	15.3%	13.1%	84.5%	15.5%
7	\$28.0	<a href="#">DIS</a> Walt Disney Co	57.6%	25.4%	17.0%	77.2%	22.8%
8	\$26.5	<a href="#">F</a> Ford Motor Co	67.0%	28.2%	4.7%	93.4%	6.6%
9	\$25.2	<a href="#">IBM</a> International Business Machines	59.3%	36.3%	4.4%	93.0%	7.0%
10	\$22.9	<a href="#">EMR</a> Emerson Electric Co.	70.8%	26.1%	3.1%	95.8%	4.2%
11	\$21.7	<a href="#">SBUX</a> Starbucks Corporation	71.4%	27.2%	1.4%	98.0%	2.0%
12	\$21.6	<a href="#">JNJ</a> Johnson & Johnson	39.8%	34.9%	25.3%	61.2%	38.8%
13	\$20.6	<a href="#">PM</a> Philip Morris International, Inc.	56.7%	30.1%	13.2%	81.1%	18.9%
14	\$20.2	<a href="#">T</a> AT&T Inc	54.5%	42.4%	3.1%	94.6%	5.4%
15	\$20.0	<a href="#">ABT</a> Abbott Laboratories	55.4%	29.2%	15.5%	78.2%	21.8%
16	\$19.7	<a href="#">MMM</a> 3M Co	61.6%	34.0%	4.4%	93.4%	6.6%
17	\$19.5	<a href="#">UTX</a> United Technologies Corp	74.7%	23.4%	1.9%	97.6%	2.4%
18	\$19.4	<a href="#">BK</a> Bank of New York Mellon	61.4%	23.3%	15.4%	80.0%	20.0%
19	\$19.2	<a href="#">KO</a> Coca-Cola Co	66.5%	31.9%	1.6%	97.7%	2.3%
20	\$19.1	<a href="#">LMT</a> Lockheed Martin Corporation	55.3%	19.5%	25.2%	68.7%	31.3%
21	\$19.1	<a href="#">CCE</a> Coca-Cola Enterprises Inc	78.7%	16.6%	4.7%	94.3%	5.7%
22	\$18.9	<a href="#">CSCO</a> Cisco Systems Inc	57.3%	40.2%	2.5%	95.8%	4.2%
23	\$18.8	<a href="#">APC</a> Anadarko Petroleum Corp	56.5%	28.3%	15.3%	78.7%	21.3%
24	\$17.9	<a href="#">COP</a> ConocoPhillips	42.9%	27.1%	29.9%	58.9%	41.1%
25	\$17.9	<a href="#">VZ</a> Verizon Communications Inc	56.9%	38.1%	4.9%	92.1%	7.9%
26	\$17.7	<a href="#">DOW</a> Dow Chemical Co	67.5%	22.5%	10.0%	87.1%	12.9%
27	\$17.6	<a href="#">QCOM</a> Qualcomm, Inc.	70.3%	26.0%	3.7%	95.1%	4.9%
28	\$17.6	<a href="#">WFC</a> Wells Fargo & Co	73.9%	23.8%	2.3%	96.9%	3.1%
29	\$16.8	<a href="#">RAI</a> Reynolds American Inc	67.7%	26.7%	5.6%	92.4%	7.6%
30	\$16.8	<a href="#">NWS</a> News Corp	54.2%	16.8%	29.1%	65.1%	34.9%
31	\$16.8	<a href="#">AMP</a> Ameriprise Financial Inc	72.3%	18.1%	9.6%	88.2%	11.8%
32	\$16.6	<a href="#">CNX</a> Consol Energy Inc	46.5%	16.8%	36.7%	55.9%	44.1%
33	\$16.3	<a href="#">AXP</a> American Express Co	62.3%	28.5%	9.2%	87.1%	12.9%
34	\$16.2	<a href="#">PRU</a> Prudential Financial Inc	52.4%	39.4%	8.2%	86.5%	13.5%
35	\$16.1	<a href="#">USB</a> U.S. Bancorp	65.2%	30.8%	4.0%	94.3%	5.7%
36	\$15.9	<a href="#">AFL</a> Aflac Inc	80.8%	17.9%	1.3%	98.4%	1.6%
37	\$15.6	<a href="#">TRW</a> TRW Automotive Holdings Corp	83.5%	13.0%	3.4%	96.0%	4.0%

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38	\$15.5	<a href="#">CVS</a> CVS Caremark Corp	71.9%	21.9%	6.2%	92.1%	7.9%
39	\$15.3	<a href="#">PH</a> Parker Hannifin Corporation	66.7%	18.4%	14.9%	81.7%	18.3%
40	\$15.2	<a href="#">JCI</a> Johnson Controls Inc	47.9%	23.2%	28.9%	62.4%	37.6%
41	\$15.1	<a href="#">CI</a> Cigna Corp	55.6%	25.1%	19.3%	74.2%	25.8%
42	\$15.1	<a href="#">GE</a> General Electric Co	45.2%	43.1%	11.7%	79.5%	20.5%
43	\$15.0	<a href="#">MYL</a> Mylan Inc	44.9%	29.6%	25.5%	63.8%	36.2%
44	\$15.0	<a href="#">D</a> Dominion Resources Inc	60.2%	36.2%	3.6%	94.4%	5.6%
45	\$14.9	<a href="#">COF</a> Capital One Financial Corp	65.4%	24.8%	9.8%	87.0%	13.0%
46	\$14.8	<a href="#">HON</a> Honeywell International, Inc.	71.3%	22.9%	5.8%	92.5%	7.5%
47	\$14.7	<a href="#">CAH</a> Cardinal Health Inc	71.8%	19.5%	8.8%	89.1%	10.9%
48	\$14.5	<a href="#">SLB</a> Schlumberger NV	69.0%	29.9%	1.1%	98.5%	1.5%
49	\$14.2	<a href="#">GILD</a> Gilead Sciences Inc	57.6%	23.8%	18.6%	75.6%	24.4%
50	\$14.2	<a href="#">CL</a> Colgate-Palmolive Company	65.2%	32.7%	2.1%	96.9%	3.1%
51	\$14.1	<a href="#">GS</a> Goldman Sachs Group Inc	51.8%	29.2%	19.0%	73.2%	26.8%
52	\$14.0	<a href="#">MMC</a> Marsh & McLennan Companies	55.4%	23.5%	21.1%	72.5%	27.5%
53	\$14.0	<a href="#">PEP</a> PepsiCo Inc	63.7%	33.3%	3.0%	95.4%	4.6%
54	\$13.9	<a href="#">EL</a> Estee Lauder Cos Inc	95.7%	2.3%	2.0%	98.0%	2.0%
55	\$13.9	<a href="#">MET</a> MetLife Inc	79.5%	19.0%	1.6%	98.1%	1.9%
56	\$13.8	<a href="#">CB</a> Chubb Corp	72.8%	23.4%	3.8%	95.0%	5.0%
57	\$13.8	<a href="#">BA</a> Boeing Co	67.3%	28.9%	3.8%	94.7%	5.3%
58	\$13.8	<a href="#">GD</a> General Dynamics	72.3%	16.8%	10.9%	86.9%	13.1%
59	\$13.7	<a href="#">MSI</a> Motorola Solutions, Inc.	68.6%	22.8%	8.6%	88.9%	11.1%
60	\$13.7	<a href="#">LLL</a> L-3 Communications Holdings	44.9%	25.9%	29.2%	60.6%	39.4%
61	\$13.7	<a href="#">HES</a> Hess Corp	68.3%	21.9%	9.9%	87.4%	12.6%
62	\$13.5	<a href="#">KFT</a> Kraft Foods Inc	54.9%	34.5%	10.6%	83.8%	16.2%
63	\$13.4	<a href="#">WLP</a> WellPoint Inc	62.3%	25.7%	12.0%	83.8%	16.2%
64	\$13.1	<a href="#">NKE</a> Nike, Inc.	79.7%	19.3%	0.9%	98.8%	1.2%
65	\$13.1	<a href="#">PG</a> Procter & Gamble Co	58.0%	40.5%	1.5%	97.5%	2.5%
66	\$13.1	<a href="#">CAR</a> Avis Budget Group Inc	75.6%	20.7%	3.6%	95.4%	4.6%
67	\$13.1	<a href="#">EOG</a> EOG Resources	52.8%	14.0%	33.3%	61.3%	38.7%
68	\$12.7	<a href="#">LLY</a> Eli Lilly and Company	66.6%	24.5%	8.9%	88.3%	11.7%
69	\$12.5	<a href="#">CCK</a> Crown Holdings Inc	67.1%	17.9%	15.1%	81.7%	18.3%
70	\$12.4	<a href="#">EMC</a> EMC Corporation	69.7%	29.1%	1.2%	98.3%	1.7%
71	\$12.4	<a href="#">MON</a> Monsanto Company	46.0%	30.1%	23.9%	65.8%	34.2%
72	\$12.4	<a href="#">EBAY</a> eBay Inc	61.2%	16.6%	22.2%	73.4%	26.6%
73	\$12.3	<a href="#">AA</a> Alcoa Inc	43.9%	47.9%	8.2%	84.2%	15.8%
74	\$12.3	<a href="#">MMI</a> Motorola Mobility Holdings, Inc.	63.8%	27.1%	9.1%	87.5%	12.5%

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75	\$12.3	<a href="#">JCP</a>	J.C. Penney Co Inc	59.4%	17.6%	23.1%	72.0%	28.0%
76	\$12.3	<a href="#">DE</a>	Deere & Co	71.5%	27.1%	1.4%	98.1%	1.9%
77	\$12.1	<a href="#">TXN</a>	Texas Instruments, Inc.	74.0%	23.7%	2.3%	97.0%	3.0%
78	\$12.1	<a href="#">OMX</a>	OfficeMax Inc	69.9%	14.6%	15.5%	81.8%	18.2%
79	\$12.1	<a href="#">BWA</a>	BorgWarner Inc	78.9%	19.5%	1.6%	98.0%	2.0%
80	\$12.0	<a href="#">V</a>	Visa, Inc.	63.0%	36.0%	1.0%	98.4%	1.6%
81	\$11.8	<a href="#">M</a>	Macy's Inc	65.2%	17.8%	16.9%	79.4%	20.6%
82	\$11.6	<a href="#">PNC</a>	PNC Financial Services Group	73.4%	23.6%	3.0%	96.1%	3.9%
83	\$11.6	<a href="#">APD</a>	Air Products & Chemicals Inc	64.9%	23.8%	11.3%	85.2%	14.8%
84	\$11.6	<a href="#">NEM</a>	Newmont Mining Corporation	66.5%	31.2%	2.2%	96.7%	3.3%
85	\$11.6	<a href="#">ETN</a>	Eaton Corp	76.4%	18.7%	4.9%	94.0%	6.0%
86	\$11.5	<a href="#">SUN</a>	Sunoco, Inc.	57.4%	33.1%	9.5%	85.8%	14.2%
87	\$11.3	<a href="#">DD</a>	E.I. du Pont de Nemours & Co	64.4%	34.2%	1.4%	97.8%	2.2%
88	\$11.3	<a href="#">MWV</a>	MeadWestvaco Corporation	79.8%	14.3%	5.9%	93.1%	6.9%
89	\$11.0	<a href="#">ADM</a>	Archer-Daniels Midland Co	57.1%	30.5%	12.4%	82.1%	17.9%
90	\$11.0	<a href="#">WHR</a>	Whirlpool Corporation	76.2%	21.8%	1.9%	97.5%	2.5%
91	\$10.9	<a href="#">CHTR</a>	Charter Communications Inc	67.9%	16.3%	15.7%	81.2%	18.8%
92	\$10.9	<a href="#">BMJ</a>	Bristol-Myers Squibb Company	64.0%	32.5%	3.5%	94.8%	5.2%
93	\$10.8	<a href="#">MAT</a>	Mattel, Inc.	73.1%	21.8%	5.1%	93.5%	6.5%
94	\$10.5	<a href="#">AGP</a>	Amerigroup Corporation	79.9%	12.8%	7.3%	91.6%	8.4%
95	\$10.4	<a href="#">A</a>	Agilent Technologies Inc	69.9%	27.3%	2.8%	96.2%	3.8%
96	\$10.3	<a href="#">ESRX</a>	Express Scripts	79.7%	18.2%	2.1%	97.4%	2.6%
97	\$10.3	<a href="#">MUR</a>	Murphy Oil Corporation	78.0%	20.9%	1.1%	98.6%	1.4%
98	\$10.1	<a href="#">CPB</a>	Campbell Soup Co	81.0%	16.7%	2.3%	97.2%	2.8%
99	\$10.0	<a href="#">ITT</a>	ITT Corp	70.4%	25.0%	4.7%	93.8%	6.2%
100	\$10.0	<a href="#">PX</a>	Praxair, Inc.	75.0%	21.8%	3.2%	95.9%	4.1%

### Median References:

\$14.1	NY Times/Equilar Top 100	66.6%	23.8%	6.1%	92.1%	7.9%
NA	Russell 3000 Index (2,731 reporting SOP votes)	72.4%	21.0%	2.8%	96.3%	3.7%

### Average References:

\$17.2	NY Times/Equilar Top 100	64.9%	25.1%	10.0%	86.8%	13.2%
NA	Russell 3000 Index (2,731 reporting SOP votes)	69.9%	23.7%	6.4%	91.6%	8.4%
NA	Top 500 Russell 3000 based on support	88.4%	10.2%	1.5%	98.4%	1.6%
NA	Bottom 500 Russell 3000 based on support	45.3%	39.7%	15.0%	78.7%	21.3%