

	Washington Post	L.A. Times	Towers Perrin
Cash Severance			
Base Salary used for Severance ¹	\$2,900,000	\$2,900,000	\$1,900,000
Bonus used for Severance ²	\$19,557,000	\$19,557,000	\$10,230,738
Total Base + Bonus used for Severance	\$22,457,000	\$22,457,000	\$12,130,738
3x Severance Benefit	\$67,371,000	\$67,371,000	\$36,392,209
Plus: Prorata Bonus ³	\$20,461,473	\$20,461,473	\$0
Total Cash Severance Value⁴	\$87,832,473	\$87,832,473	\$36,392,209
Retirement Benefits ⁵	\$23,765,534	\$23,765,534	\$22,340,419
Equity Acceleration ⁶	<i>Not referenced</i>	\$3,000,000	\$1,609,148
Health and Welfare Benefit Continuation	\$135,969	\$135,969	\$45,651
Total Benefit Upon Termination Following a Change in Control	\$111,733,976	\$114,733,976	\$60,387,427
	<i>Disclosed as "approximately \$112 million"</i>	<i>Disclosed as "approximately \$115 million"</i>	

Footnotes:

- ¹ Post and Times use 2006 base salary (as disclosed in most recent proxy); Towers Perrin uses 2007 salary on which actual calculation will be based
- ² Post and Times use 2005 bonus paid in 2006 (as disclosed in most recent proxy); Towers Perrin uses average of 2006 bonus (\$20,461,473) and 2007 bonus (assumed to be \$0)
- ³ Post and Times number represents 2006 bonus to be paid (proxy disclosure assumes 12/31/06). Towers Perrin number represents 2007 bonus not yet paid (assumed to be \$0)
- ⁴ Mr. Mozilo elected to forgo all cash severance payment. Total cash severance value shown for illustrative purposes only.
- ⁵ Post and Times number represents present value of accumulated benefit for SERP and qualified plans as of 12/31/06. Towers Perrin number represents present value of lump sum payout for SERP and qualified plans as of 7/1/08
- ⁶ Times number is an estimate; Towers Perrin is based on \$7.00 stock price and 7/1/08 transaction date.