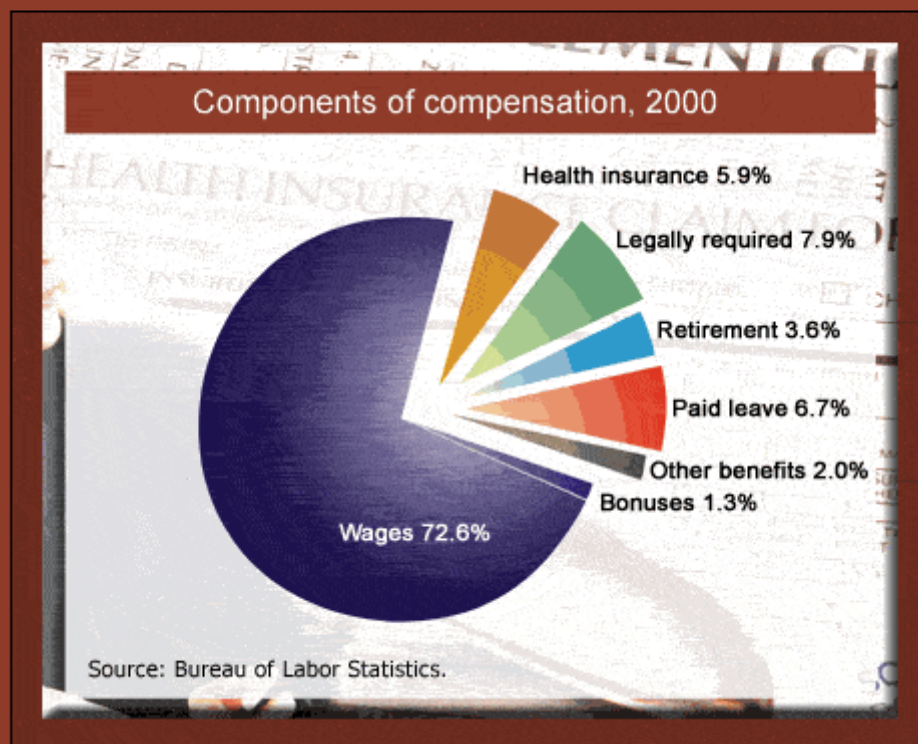


Benefits' share of compensation costs has remained relatively steady since the late 1970s.

Legally required benefits (Social Security, Medicare, unemployment insurance, and workers' compensation) account for the largest share of benefit costs -- nearly three-tenths of the total.

Vacations, holidays, sick leave, and other paid leave account for about a quarter of benefit costs.



DID YOU KNOW?

Stock option and related stock-purchase plans are available to less than 10 percent of the workforce.