



INVESTOR ALERT

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...Where the Executives Are All Above Average

Whenever the executive compensation program is targeted at the 75th percentile for the purpose of retaining management that is delivering 50th percentile performance, then there is a disconnect. Call it simple but to pay above-average compensation for average performance just isn't attractive to investors.

So if organization states that it pays 75th percentile for target performance, then before you invest, make sure that target performance is at the 75th percentile as well.