

## 10 Customer Advocate's ESOP Stock Portfolios

Hours Worked	Years Of Service	Annual Compensation	ESOP Share Value	Stock Appreciation In 2010
1912	1	\$ 15,943	\$ 4,958	\$ 1,127
1640	2	\$ 29,612	\$ 9,208	\$ 2,093
2226	3	\$ 28,439	\$ 16,869	\$ 3,834
2411	4	\$ 26,240	\$ 21,752	\$ 4,944
2033	5	\$ 26,399	\$ 31,962	\$ 7,264
2080	6	\$ 29,976	\$ 45,121	\$ 10,255
2080	7	\$ 28,211	\$ 70,876	\$ 16,108
2080	8	\$ 29,439	\$ 82,365	\$ 18,719
1624	9	\$ 23,546	\$ 130,560	\$ 29,673
2331	10	\$ 32,887	\$ 186,474	\$ 42,380