

Effective: May 1, 2002

**NEWCO CORPORATION**

AAP Site: San Jose

**ANNUALIZED COMPENSATION COMPLIANCE REPORT**  
by Job Group

JOB GROUP	TOTAL		MALES		FEM		BLK		HSP		AMI		ASN		MIN		NON-MIN	
	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.	# of Emps	Annualized Comp.
10 Executives/Officers	14	3,249,376	14	3,249,376									4	908,076	4	908,076	10	2,341,300
11 Managers & Directors	92	11,106,280	72	9,079,424	20	2,026,856			1	100,984			46	5,783,492	47	5,884,476	45	5,221,804
12 Supervisors & Asst Supvrs	19	1,154,920	11	710,216	8	444,704	1	67,184	1	42,744			10	633,516	12	743,444	7	411,476
13 Professionals - Technical	207	14,899,288	178	12,993,956	29	1,905,332	1	65,000	4	250,952			142	9,998,300	147	10,314,252	60	4,585,036
14 Professionals - Admin	67	3,611,764	24	1,400,880	43	2,210,884	2	138,372	7	446,004			36	1,809,236	45	2,393,612	22	1,218,152
15 Sales	62	5,611,840	40	4,523,168	22	1,088,672	1	115,024			1	42,016	4	365,196	6	522,236	56	5,089,604
16 Technicians-Lvl 1: Layout	21	1,579,448	6	516,360	15	1,063,088							19	1,321,996	19	1,321,996	2	257,452
17 Technicians-Lvl 2: MFG/E	48	1,602,057	37	1,265,659	11	336,398	7	227,323	2	66,081			38	1,274,811	47	1,568,216	1	33,841
18 Clerical - Admin	55	1,993,648	10	382,158	45	1,611,490	4	126,172	8	303,846			24	786,219	36	1,216,238	19	777,410
19 Clerical - Operations	29	688,313	18	435,635	11	252,678	8	149,822					21	538,491	29	688,313		
20 Operatives	221	4,813,182	96	2,197,249	125	2,615,932	31	597,001	22	497,328			167	3,699,612	220	4,793,942	1	19,240