NON-UNION MERIT INCREASES

	No. of Companies Surveyed	Actual 2002 Merit Increase	Projected 2003 Merit Increase
[1]William M. Mercer, Inc.			
National			
Executives	1,252	4.1%	4.1%
Exempt	1,381	3.9%	3.9%
Non-Exempt	1,381	3.8%	3.8%
Utilities			
Executives	44	4.9%	4.5%
Exempt	50	4.0%	4.0%
Non-Exempt	51	3.8%	3.9%
NE Region			
Executives	775	4.1%	4.0%
Exempt	845	3.8%	3.9%
Non-Exempt	841	3.7%	3.8%
Compensation Resources			
National			
Executives	700	3.9%	4.0%
Exempt	789	3.7%	3.8%
Non-Exempt	787	3.7%	3.8%
Utilities			
Executives	43	4.2%	4.1%
Exempt	50	3.8%	3.9%
Non-Exempt	49	3.7%	3.8%
NY City (Average data)			
Executives	24	3.8%	3.9%
Exempt	28	3.6%	3.7%
Non-Exempt	28	3.6%	3.7%
[1]Hewitt Associates			
National			
Executives	762	4.1%	4.0%
Exempt	826	3.8%	3.8%
Non-Exempt	683	3.7%	3.8%
Utilities			
Executives	34	5.0%	4.4%
Exempt	41	4.1%	3.8%
Non-Exempt	31	3.8%	3.7%

[1] Averages