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| <b>GBS-125</b> | <b>General Business Sales - Rep 2 (Hunter &amp; Farmer)</b> |
|----------------|---|

**Function:** Individual contributor sales job responsible for moderately complex sales of products/services with responsibility for BOTH HUNTER and FARMER selling activities

| <b>&lt;</b> | <b>=</b> | <b>&gt;</b> | <b>N/A</b> | <b>Job Component Statements</b>  |
|-------------|----------|-------------|------------|--|
|             | 100%     |             |            | <b>1</b> Individual contributor HUNTER/FARMER sales/account management job responsible for moderately complex sales of products/services and/or accounts |
|             | 92%      | 8%          |            | <b>2</b> Prospects for new customers   |
|             | 100%     |             |            | <b>3</b> Sells to new accounts/customers   |
|             | 100%     |             |            | <b>4</b> Sells to current customers (account penetration activities)   |
|             | 100%     |             |            | <b>5</b> Account retention (post-sale) activities  |
| 4%          | 96%      |             |            | <b>6</b> Knowledge of a broad range of reported BU products/services   |
| 4%          | 96%      |             |            | <b>7</b> Knowledge of a broad range of competitors' products/services  |
|             | 100%     |             |            | <b>8</b> @Sales cycle less than 1 year   |
|             | 100%     |             |            | <b>9</b> @Sales cycle 1 year or longer   |
|             | 100%     |             |            | <b>10</b> Sells ONLY to Government Accounts  |
| 8%          |          | 92%         |            | <b>11 #</b> PRIMARY focus is selling equipment   |
| 88%         |          | 12%         |            | <b>12 #</b> PRIMARY focus is selling wireline AND/OR wireless services   |
| 4%          | 96%      |             |            | <b>13 #</b> Sales accounts EVENLY SPLIT between wireline/wireless services and equipment   |
| 12%         |          | 88%         |            | <b>14</b> Reported BU has international sales  |
|             |          | 100%        |            | <b>15</b> Job has responsibility for closing international sales   |
| 50%         | 42%      | 8%          |            | <b>Reports To</b> General Business Sales - 1st Level Management (GBS-050)  |
| 19%         | 81%      |             |            | <b>Education</b> Equivalent of Bachelor's degree (no specific discipline required)   |
| 4%          | 92%      | 4%          |            | <b>Experience</b> 2 - 5 years sales experience usually in telecommunications, electronics or high-tech environment(s)                                    |
|             | 100%     |             |            | <b>Overall Job Match</b>   |

**GBS-125 General Business Sales - Rep 2 (Hunter & Farmer)**

| <b>Total Cash</b>                      |      | <b>Company Count</b> | <b>EE Count</b> | <b>10th Percentile</b> | <b>25th Percentile</b> | <b>Median (50th Pctile)</b> | <b>Average</b> | <b>75th Percentile</b> | <b>90th Percentile</b> |
|--|------|----------------------|-----------------|------------------------|------------------------|-----------------------------|----------------|------------------------|------------------------|
| <b>Target</b>                          |      |                      |                 |                        |                        |                             |                |                        |                        |
|  | 2005 | 22                   | 3039            | \$62.2                 | \$67.9                 | \$76.9                      | \$77.7         | \$86.2                 | \$96.5                 |
|  | 2004 | 17                   | 1439            | \$61.5                 | \$68.1                 | \$77.9                      | \$78.5         | \$87.0                 | \$98.4                 |
| <b>Actual</b>                          |      |                      |                 |                        |                        |                             |                |                        |                        |
|  | 2004 | 17                   | 1439            | \$64.5                 | \$74.0                 | \$87.8                      | \$94.5         | \$105.9                | \$132.2                |
| <b>Percent of 2004 Target Achieved</b> |      | 17                   | 1439            | 86.1%                  | 94.9%                  | 110.4%                      | 122.3%         | 137.5%                 | 174.9%                 |

| <b>2005 Targeted Mix Profile</b>             |                         | <b>Avg % of Mix</b> | <b>Company Count</b> | <b>EE Count</b> | <b>10th Percentile</b> | <b>25th Percentile</b> | <b>Median (50th Pctile)</b> | <b>Average</b> | <b>75th Percentile</b> | <b>90th Percentile</b> |
|--|-------------------------|---------------------|----------------------|-----------------|------------------------|------------------------|-----------------------------|----------------|------------------------|------------------------|
| <b>Base &lt; 60% of Target Total Cash</b>    |                         |                     |                      |                 |                        |                        |                             |                |                        |                        |
|  | Current Actual Base Pay | 53%                 | 17                   | 2208            | \$34.5                 | \$37.0                 | \$40.6                      | \$42.4         | \$46.9                 | \$52.5                 |
|  | Target Variable Pay     | 47%                 | 17                   | 2208            | \$27.6                 | \$29.0                 | \$40.0                      | \$37.1         | \$41.2                 | \$46.2                 |
|  | 2005 Target Total Cash  | 100%                | 17                   | 2208            | \$63.8                 | \$68.4                 | \$79.6                      | \$79.5         | \$87.2                 | \$97.1                 |
| <b>Base = 60% - 79% of Target Total Cash</b> |                         |                     |                      |                 |                        |                        |                             |                |                        |                        |
|  | Current Actual Base Pay | 63%                 | 17                   | 772             | \$35.8                 | \$41.4                 | \$45.2                      | \$46.9         | \$52.0                 | \$61.6                 |
|  | Target Variable Pay     | 37%                 | 17                   | 772             | \$20.0                 | \$22.0                 | \$27.9                      | \$27.4         | \$29.0                 | \$34.8                 |
|  | 2005 Target Total Cash  | 100%                | 17                   | 772             | \$56.2                 | \$67.8                 | \$72.4                      | \$74.3         | \$80.0                 | \$92.7                 |
| <b>Base = 80% - 99% of Target Total Cash</b> |                         |                     |                      |                 |                        |                        |                             |                |                        |                        |
|  | Current Actual Base Pay | 91%                 | 1                    | 59              |                        |                        |                             |                |                        |                        |
|  | Target Variable Pay     | 9%                  | 1                    | 59              |                        |                        |                             |                |                        |                        |
|  | 2005 Target Total Cash  | 100%                | 1                    | 59              |                        |                        |                             |                |                        |                        |

| <b>2004 LTI</b> | <b>Jobs Eligible</b> | <b>Equity Only</b> | <b>Cash Only</b> | <b>Employee Choice - Cash/Equity</b> | <b>Company Choice - Cash/Equity</b> |
|-----------------|----------------------|--------------------|------------------|--------------------------------------|-------------------------------------|
|                 | 8%                   | 50%                | 50%              | 0%                                   | 0%                                  |
| <b>2005 LTI</b> | <b>Jobs Eligible</b> | <b>Equity Only</b> | <b>Cash Only</b> | <b>Employee Choice - Cash/Equity</b> | <b>Company Choice - Cash/Equity</b> |
|                 | 0%                   |                    |                  |                                      |                                     |

Other Pay Data Displays

|                            | Avg Rev (\$MM) | Co Cnt | EE Cnt | 2005 Target Total Annual Cash |        |        |         |
|----------------------------|----------------|--------|--------|-------------------------------|--------|--------|---------|
|                            |                |        |        | 25th                          | 50th   | Avg    | 75th    |
| <b>Industry Group</b>      |                |        |        |                               |        |        |         |
| ICP/CLEC/BTS/Data/Colo/Sat | \$12,790       | 7      | 389    | \$82.0                        | \$90.0 | \$92.0 | \$101.1 |
| IXC/ILEC                   | \$38,275       | 9      | 1406   | \$77.5                        | \$82.9 | \$83.8 | \$89.5  |
| Wireless                   | \$18,207       | 6      | 1244   | \$62.8                        | \$66.6 | \$66.4 | \$70.6  |

**Metro Area**

|                          |          |    |     |        |        |        |        |
|--------------------------|----------|----|-----|--------|--------|--------|--------|
| Atlanta, GA              | \$23,914 | 6  | 107 | \$70.0 | \$80.0 | \$82.1 | \$95.1 |
| Boston, MA               | \$25,011 | 6  | 32  | \$62.5 | \$66.4 | \$73.2 | \$86.2 |
| Chicago, IL              | \$38,085 | 9  | 153 | \$75.5 | \$81.2 | \$81.8 | \$89.0 |
| Dallas/Ft. Worth, TX     | \$38,990 | 8  | 92  | \$71.7 | \$78.7 | \$77.9 | \$81.2 |
| Denver, CO               | \$16,839 | 7  | 83  | \$70.8 | \$80.0 | \$82.4 | \$96.1 |
| Los Angeles, CA          | \$40,107 | 9  | 234 | \$75.7 | \$84.5 | \$83.9 | \$90.9 |
| Minneapolis/St. Paul, MN | \$12,183 | 10 | 53  | \$70.0 | \$78.8 | \$78.6 | \$86.4 |
| New York, NY             | \$25,679 | 8  | 120 | \$65.5 | \$74.5 | \$78.8 | \$96.2 |
| Phoenix, AZ              | \$12,860 | 6  | 77  | \$70.0 | \$74.2 | \$77.0 | \$80.1 |
| San Francisco, CA        | \$40,422 | 7  | 124 | \$80.2 | \$86.3 | \$86.3 | \$91.2 |
| Seattle, WA              | \$18,106 | 9  | 48  | \$69.7 | \$82.0 | \$82.6 | \$95.5 |
| St. Louis, MO            | \$34,719 | 6  | 24  | \$70.4 | \$77.9 | \$76.2 | \$83.3 |
| Washington, DC           | \$21,548 | 7  | 38  | \$63.3 | \$72.4 | \$78.0 | \$89.2 |

**Regional**

|             |          |    |      |        |        |        |        |
|-------------|----------|----|------|--------|--------|--------|--------|
| Metro - All | \$27,433 | 21 | 2903 | \$68.2 | \$77.4 | \$78.1 | \$86.5 |
| Rural - All | \$13,239 | 11 | 136  | \$62.9 | \$67.5 | \$68.8 | \$73.4 |

|                     |          |    |     |        |        |        |        |
|---------------------|----------|----|-----|--------|--------|--------|--------|
| North Central - All | \$29,918 | 18 | 828 | \$68.6 | \$77.1 | \$77.1 | \$84.1 |
| Northeast - All     | \$24,064 | 11 | 320 | \$64.4 | \$70.5 | \$76.2 | \$88.0 |
| South Central - All | \$25,376 | 14 | 659 | \$68.9 | \$75.8 | \$76.3 | \$82.1 |
| Southeast - All     | \$17,546 | 13 | 634 | \$64.4 | \$72.1 | \$75.2 | \$84.0 |
| Western - All       | \$35,317 | 15 | 598 | \$76.5 | \$83.9 | \$83.6 | \$90.7 |

**Other Pay Data Displays**

|                       | Avg Rev (\$MM) | Co Cnt | EE Cnt | 2005 Target Total Annual Cash |        |        |        |
|-----------------------|----------------|--------|--------|-------------------------------|--------|--------|--------|
|                       |                |        |        | 25th                          | 50th   | Avg    | 75th   |
| North Central - Metro | \$31,335       | 17     | 759    | \$69.4                        | \$77.8 | \$77.6 | \$84.5 |
| North Central - Rural | \$14,332       | 10     | 69     | \$62.9                        | \$67.7 | \$71.2 | \$77.5 |
| Northeast - Metro     | \$24,299       | 11     | 312    | \$64.5                        | \$71.1 | \$76.6 | \$88.2 |
| Northeast - Rural     | \$14,897       | 4      | 8      | \$55.9                        | \$58.1 | \$58.9 | \$64.4 |
| South Central - Metro | \$25,783       | 14     | 636    | \$69.0                        | \$76.2 | \$76.6 | \$82.3 |
| South Central - Rural | \$14,118       | 5      | 23     | \$67.3                        | \$69.9 | \$69.6 | \$72.6 |
| Southeast - Metro     | \$17,993       | 13     | 605    | \$64.6                        | \$72.5 | \$75.7 | \$85.2 |
| Southeast - Rural     | \$8,213        | 5      | 29     | \$62.4                        | \$66.0 | \$65.3 | \$69.9 |
| Western - Metro       | \$35,516       | 14     | 591    | \$76.8                        | \$83.9 | \$83.7 | \$90.7 |
| Western - Rural       | \$18,498       | 4      | 7      | \$61.1                        | \$66.8 | \$69.6 | \$76.3 |