

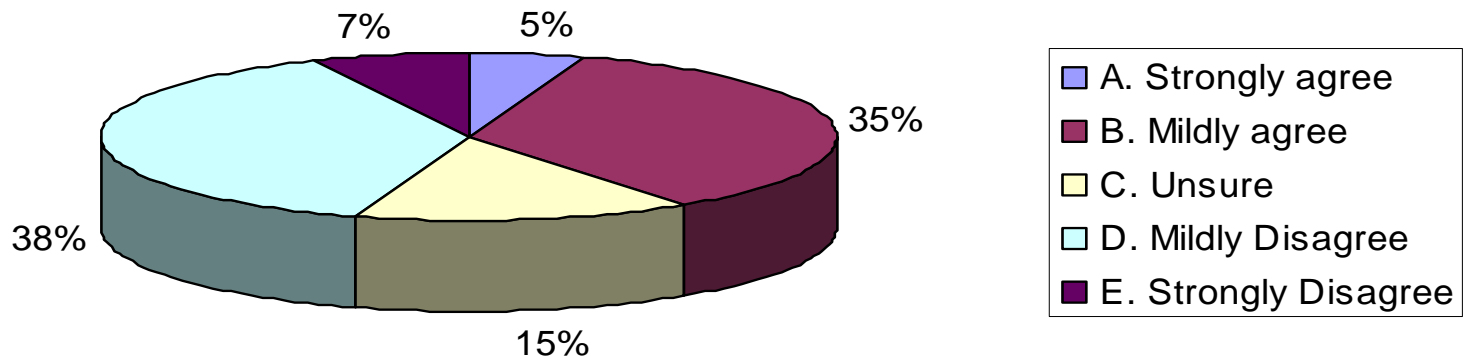
# 2008 Sr. Management Survey

Preview of results

A stylized silhouette of a mountain range in a darker shade of teal, located in the bottom right corner of the slide.

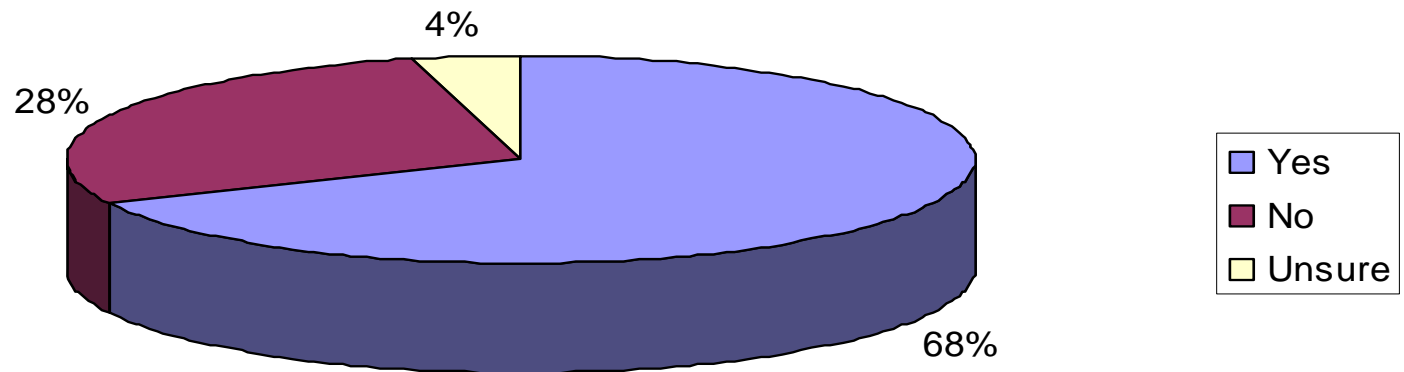
# Global Optimism vs. Pessimism

**Will the Global Economy Significantly Improve in 2008?**



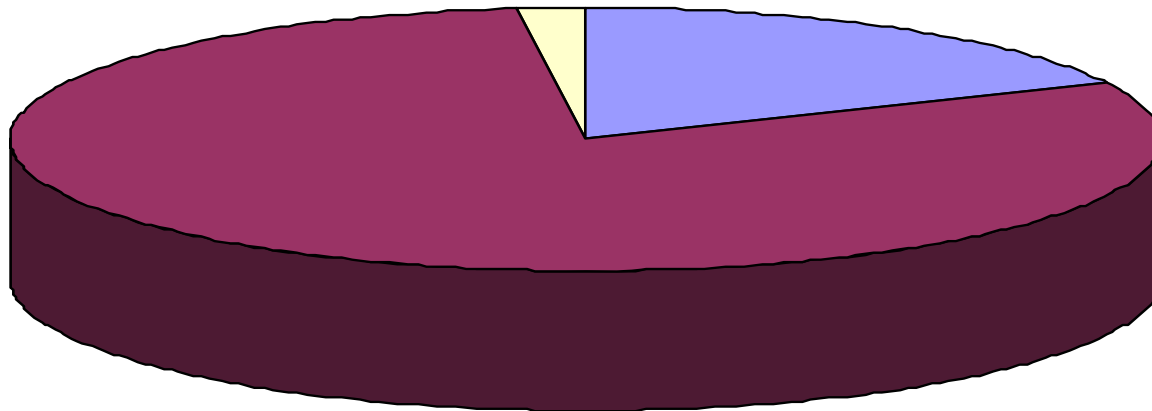
# Organizations Continue to Hire

Do you expect to hire additional employees during 2008?



# Organizations Slow to Reduce

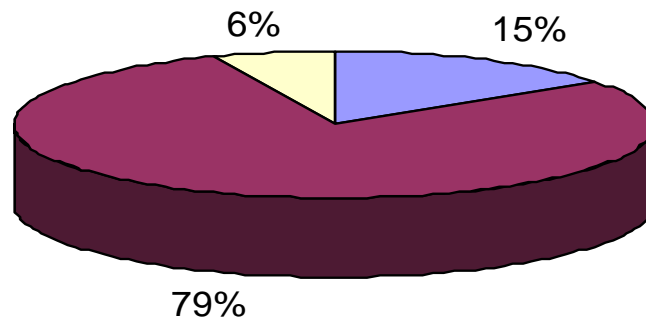
Do you expect to reduce the number of employees in 2008?



- Yes
- No
- Unsure

# Most Boards Stable in 2008

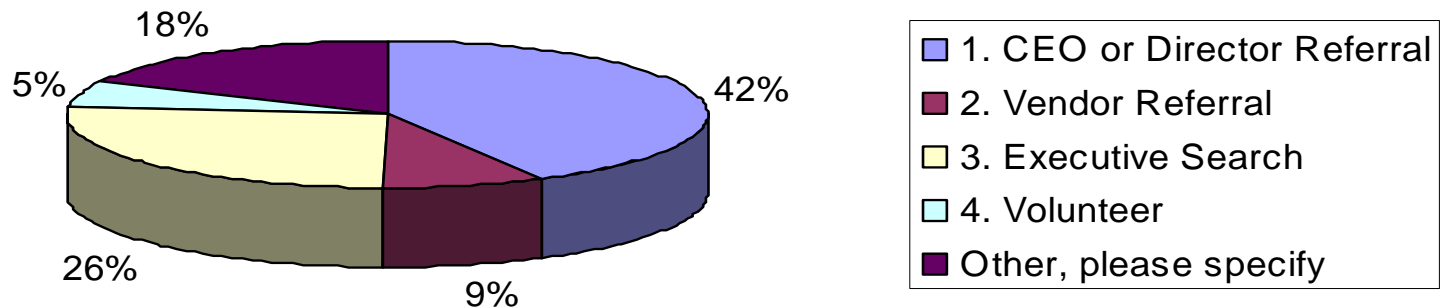
Board changes in 2008?



- A. Expect a greater number of Board members.
- B. Expect the size of our Board to remain the same.
- C. Expect a smaller number of Board members.

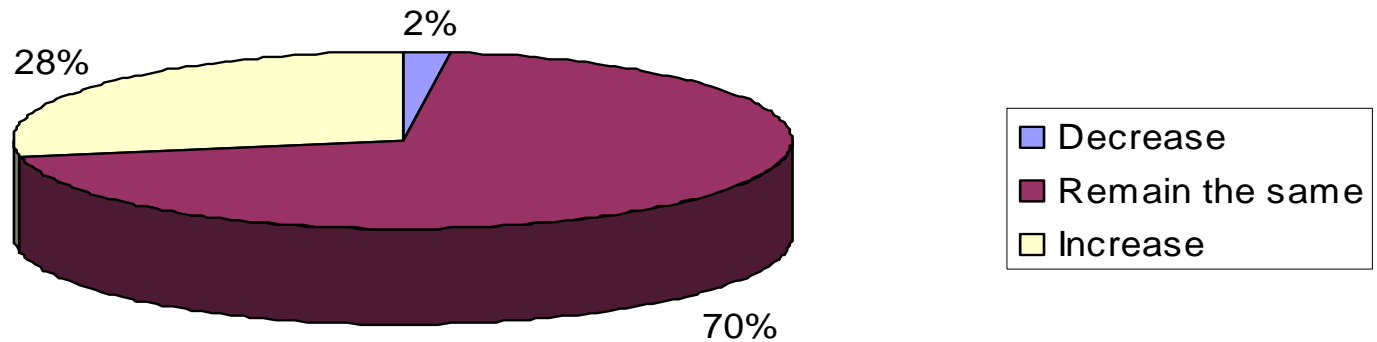
# Referrals Still Staff Boards

**From what sources have you hired Independent Directors during the past 2 years? (Select all that apply.)**



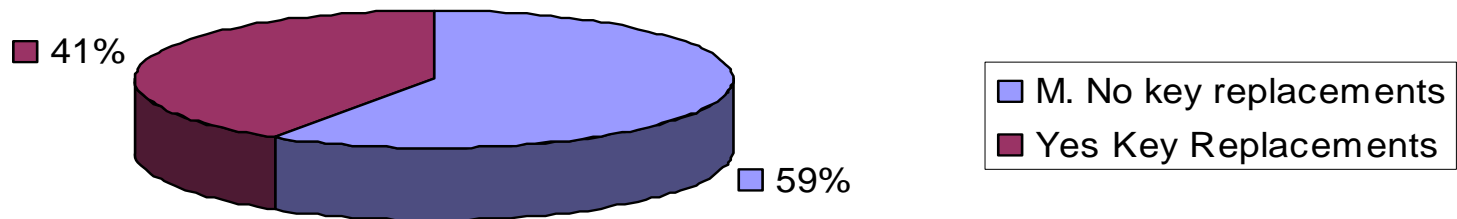
# Conferencing Up – Travel Down

More Electronic Conferencing in 2008?



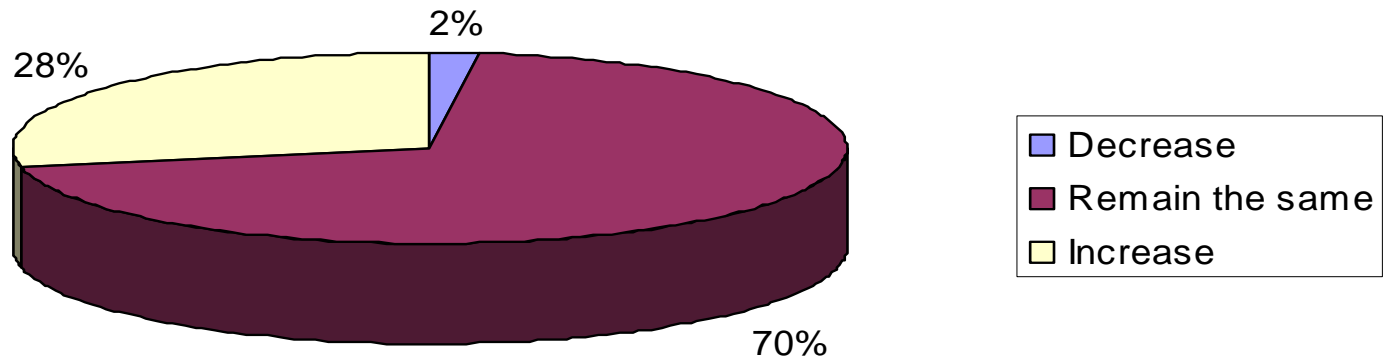
# Significant Management Turnover Anticipated for 2008

Changes in Upper Management in 2008?



# Home – Based Workdays on the Rise

More Telecommuting in 2008?



# C-Level Responds

2008 Respondent Job Category

