

TABLE 4—CROSS-SECTIONAL INFORMATION ON COMPONENTS OF COMPENSATION
(In thousands of US\$ (2000); standard deviations in parentheses)

Variable	Rank	Old	New restricted	New all
Salary and bonus	All	219 (114)	838 (1,066)	667 (905)
	CEO	261 (115)	1,037 (1,365)	1,127 (1,282)
	Non-CEO	179 (97)	640 (576)	552 (738)
Value of options granted	All	79 (338)	2,401 (13,225)	903 (3,753)
	CEO	111 (439)	3,402 (18,172)	1,782 (7,169)
	Non-CEO	51 (198)	1,401 (4,237)	681 (2,106)
Value of restricted stock granted	All	11 (95)	187 (1,633)	152 (936)
	CEO	8 (72)	242 (2,021)	298 (1,464)
	Non-CEO	13 (112)	133 (1,118)	115 (743)
Change in wealth from options held	All	5 (134)	785 (14,636)	281 (8,710)
	CEO	7 (167)	1,667 (17,078)	1,474 (13,567)
	Non-CEO	3 (94)	-76 (11,706)	-18 (6,939)
Change in wealth from stock held	All	-3 (439)	-40 (5,681)	125 (4,350)
	CEO	0.434 (479)	-14 (6,712)	264 (6,791)
	Non-CEO	-7 (398)	-64 (4,496)	90 (3,473)