

3c. Payments made to insiders within the period of January 7, 2008 and January 6, 2009

Name	Compensation	Bonus	Incentive Program	Change in Control	Deferred Compensation	Severance	Expatriate Assignment	Expenses	Consulting Services	Other	Total
*OTHER INSIDERS	\$795,304	\$557,751	\$0	\$0	\$0	\$0	\$0	\$164,964	\$0	\$50,214	\$1,568,234
ALLEN HOLMES	\$298,472	\$319,436	\$0	\$0	\$176,134	\$990,132	\$0	\$55,755	\$20,200	\$44,569	\$1,904,699
CHARLES HOOSE	\$57,654	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13,075	\$70,729
CHARLES YANG	\$0	\$0	\$0	\$0	\$31,348	\$0	\$78,652	\$0	\$395,655	\$1,664,192	\$2,169,848
CORSTIAAN DE JONG	\$399,927	\$394,280	\$0	\$0	\$0	\$0	\$0	\$129,716	\$0	\$36,976	\$960,899
DALE YOUNG	\$300,401	\$221,270	\$0	\$0	\$0	\$0	\$0	\$182,894	\$0	\$25,012	\$729,577
EDWARD DINEEN	\$550,418	\$679,988	\$0	\$0	\$10,324	\$0	\$0	\$156,997	\$0	\$33,605	\$1,431,333
ERIC SILVA	\$323,274	\$306,748	\$0	\$0	\$84,847	\$0	\$0	\$56,873	\$0	\$20,001	\$791,744
GARY KOEHLER	\$192,772	\$131,440	\$0	\$74,405	\$35,701	\$0	\$0	\$58,975	\$0	\$11,551	\$504,846
GERALD O'BRIEN	\$300,281	\$255,949	\$0	\$0	\$0	\$0	\$0	\$111,025	\$0	\$19,463	\$686,717
JAMES BAYER	\$420,309	\$440,211	\$0	\$0	\$0	\$0	\$0	\$39,622	\$0	\$38,951	\$939,092
JAMES ROECKER	\$239,444	\$175,633	\$0	\$831,004	\$0	\$0	\$0	\$0	\$0	\$14,344	\$1,260,424
JESUS CHAGOYA	\$199,500	\$135,954	\$0	\$0	\$92,769	\$0	\$0	\$43,053	\$0	\$12,596	\$483,872
JOSE RODRIGUEZ	\$24,823	\$276,588	\$0	\$0	\$143,661	\$1,008,051	\$0	\$0	\$0	\$32,471	\$1,485,595
JOSEPH FONTENOT	\$192,372	\$235,373	\$0	\$1,632,386	\$1,218,290	\$411,902	\$0	\$76,400	\$57,856	\$35,228	\$3,859,806
JOSEPH LEE	\$268,404	\$193,814	\$0	\$0	\$0	\$0	\$0	\$125,985	\$0	\$33,613	\$621,816
KAREN TWITCHELL	\$327,281	\$310,596	\$0	\$0	\$0	\$0	\$0	\$81,419	\$0	\$26,641	\$745,937
KEVIN CADENHEAD	\$7,828	\$133,952	\$0	\$0	\$5,704	\$0	\$0	\$0	\$0	\$16,300	\$163,783
MARIO PORTELA	\$290,000	\$222,477	\$0	\$0	\$0	\$0	\$0	\$157,481	\$0	\$47,745	\$717,702
MICHAEL FERRO	\$199,572	\$136,536	\$0	\$507,256	\$0	\$0	\$0	\$8,367	\$0	\$12,603	\$864,334
MICHELLE MILLER	\$34,350	\$125,034	\$0	\$0	\$13,758	\$241,137	\$0	\$234	\$60,801	\$12,886	\$488,200
MORRIS GELB	\$710,384	\$1,284,275	\$0	\$0	\$3,279,547	\$4,577,305	\$0	\$81,930	\$0	\$294,113	\$10,227,554
PATRICK QUARLES	\$71,763	\$190,986	\$0	\$0	\$0	\$0	\$0	\$43,554	\$0	\$25,979	\$332,281
STEPHEN WILLIAMS	\$153,692	\$186,243	\$0	\$0	\$216,617	\$0	\$0	\$150,749	\$0	\$22,856	\$730,157
W NORMAN PHILLIPS JR	\$347,893	\$420,420	\$82,082	\$0	\$1,057,778	\$2,016,019	\$0	\$88,443	\$63,155	\$77,641	\$4,153,430
WENDY JOHNSON	\$232,696	\$133,952	\$0	\$89,786	\$0	\$0	\$0	\$33,498	\$0	\$14,507	\$504,440
TOTAL PAYMENTS	\$6,938,813	\$7,468,908	\$82,082	\$3,134,837	\$6,366,478	\$9,244,547	\$78,652	\$1,847,935	\$597,667	\$2,637,131	\$38,397,049

Specific Notes

The Debtors' cash management system requires the transfer of funds to Debtor and non-Debtor affiliates on a periodic basis. These transfers are excluded from the Debtors' responses to SOFA Question 3c.

"Other Insiders" consists of people holding the title of Vice President or below who did not receive more than \$450,000 from the Debtor in the 12 months before the petition date.