

EXECUTIVE COMPENSATION REVIEW

Dated November 20, 2009

Direct Reports of Jeff Fegan

- Market Study conducted by independent third-party consulting firm: AON
- Reviewed Market Information from published survey data in the Transportation Industry
- Positions included Executive Vice President, Airport Operations, Executive Vice President, Finance, CFO, Executive Vice President, Revenue Management, Executive Vice President, Marketing & Terminal Management, and Executive Vice President, Administration & Diversity
- Study recommended increasing the salary range by 1.4%; however, this was not done.
- While all the EVP salaries are within the established range, the actual salaries varying depending on the position. The base salaries of EVPs ranged from 82.9% of market to 126.8% of market, while Total Cash Compensation from 61.7% to 102.7%

EXECUTIVE COMPENSATION REVIEW For CEO dated November 24, 2008

- Market Study conducted by independent third-party Consulting firm: AON
- Reviewed CEO Pay in the transportation industry with similar budgets and headcount, Airports and Local public entities
- Jeff Fegan's Pay is closest to the 25% percentile for All organization and for Profit Organization, 50% for Nonprofit Organizations, and 75th percentile for local organizations and US International Airports. US International Airports included: Atlanta, Boston, Chicago, Houston, LAX, NJ and NY port Authority, San Francisco, Miami, and Nashville.
- CEO Pay can vary depending on the tenure of the incumbent, performance of individual and the Airport,
- Additional variables include the size, breadth and complexity of the responsibilities
- DFW, to our knowledge, is the largest independently managed airport in the U.S. It has a more complex structure and larger employee population as it operates as it is an independent entity and not a department of a city. Therefore, it is a self-contained organization that operates it's own support services such as police, fire, finance, information technology, and marketing.

Compensation Review: Pay Above \$100,000

- Annual salary review for all positions other than CEO and EVPs is conducted by DFW Compensation staff and verified and validated by AON, third-party consultant
- Positions paid over \$100,000 include Executives, Senior Staff, Management, Professionals, and Information Technology positions, and Captains in Public Safety
- There are currently approximately 104 employees who are paid over \$100,000.
- Published surveys are used to establish salary ranges for these pay bands. The job descriptions of the benchmarked positions are matched with those in these published surveys. Survey data is not available by pay only by position.
- The surveys used were conducted by: Hay, Mercer, Watson Wyatt . The IT structure was developed by AON using the Radford survey data. These are all third party independent reputable consulting firms.
- The Department of Public Safety pay ranges are developed through local customized survey.
- These positions are not benchmarked against other Airports because the recruiting pool is typically local.