

TOP CSU EXECUTIVE COMPENSATION INCREASES ADOPTED BY THE BOARD OF TRUSTEES ON OCTOBER 27, 2005

| Campus Presidents | | Raise in \$ | New Salary | % increase in salary | Housing Increase in \$ | Housing Allowance - new | Increase in car allowance^ | Total Compensation Increase* |
|--------------------------|--------------------------|------------------|--------------------|----------------------|------------------------|-------------------------|----------------------------|------------------------------|
| BA | Horace Mitchell | \$29,040 | \$249,048 | 13.2% | \$20,000 | \$50,000 | \$3,000 | \$52,040 |
| CI | Richard R. Rush | \$28,248 | \$231,624 | 13.9% | \$31,248 | \$60,000 | \$3,000 | \$62,496 |
| CH | Paul J. Zingg | \$32,748 | \$237,756 | 16.0% | \$20,000 | \$50,000 | \$3,000 | \$55,748 |
| DH | James E. Lyons, Sr. | \$28,188 | \$241,788 | 13.2% | | Provided | \$3,000 | \$31,188 |
| EB | Norma Rees | \$27,444 | \$235,332 | 13.2% | \$31,248 | \$60,000 | \$3,000 | \$61,692 |
| FR | John Welty | \$29,604 | \$253,836 | 13.2% | | Provided | \$3,000 | \$32,604 |
| FU | Milton Gordon | \$47,100 | \$255,024 | 22.7% | | Provided | \$3,000 | \$50,100 |
| HU | Rollin C. Richmond | \$30,360 | \$260,376 | 13.2% | \$21,992 | \$50,000 | \$3,000 | \$55,352 |
| LB | Robert Maxson | \$32,412 | \$277,896 | 13.2% | | Provided | \$3,000 | \$35,412 |
| LA | James Rosser | \$31,590 | \$270,906 | 13.2% | \$31,248 | \$60,000 | \$3,000 | \$65,838 |
| MA | William Eisenhardt | \$31,992 | \$220,116 | 17.0% | | Provided | \$3,000 | \$34,992 |
| MB | Diane Cordero de Noriega | \$13,008 | \$220,116 | 6.3% | \$36,804 | \$36,804 | \$3,000 | \$52,812 |
| NO | Jolene Koester | \$47,580 | \$255,024 | 22.9% | | Provided | \$3,000 | \$50,580 |
| PO | Michael Ortiz | \$32,748 | \$237,756 | 16.0% | | Provided | \$3,000 | \$35,748 |
| SA | Alexander Gonzalez | \$34,020 | \$255,024 | 15.4% | \$23,196 | \$60,000 | \$3,000 | \$60,216 |
| SB | Albert K. Karnig | \$30,768 | \$237,072 | 14.9% | \$26,000 | \$50,000 | \$3,000 | \$59,768 |
| SD | Stephen Weber | \$30,528 | \$261,744 | 13.2% | | Provided | \$3,000 | \$33,528 |
| SF | Robert Corrigan | \$30,456 | \$261,144 | 13.2% | \$23,196 | \$60,000 | \$3,000 | \$56,652 |
| SJ | Don Kassing | \$25,020 | \$255,024 | 10.9% | | Provided | \$3,000 | \$28,020 |
| SL | Warren Baker | \$33,456 | \$286,896 | 13.2% | \$23,196 | \$60,000 | \$3,000 | \$59,652 |
| SM | Karen S. Haynes | \$26,856 | \$230,232 | 13.2% | \$23,196 | \$60,000 | \$3,000 | \$53,052 |
| SO | Ruben Armiñana | \$29,496 | \$252,948 | 13.2% | \$23,196 | \$60,000 | \$3,000 | \$55,692 |
| ST | Hamid Shirvani | \$7,068 | \$237,072 | 3.1% | \$26,996 | \$50,000 | \$3,000 | \$37,064 |
| ALL CAMPUSES | | \$689,730 | \$5,723,754 | | \$361,516 | \$766,804 | \$69,000 | \$1,120,246 |
| System Officers | | Raise in \$ | Salary - new | % increase in salary | Housing Increase in \$ | Housing Allowance - new | Increase in car allowance | Total Compensation Increase* |
| Chancellor | Charles B. Reed | \$45,808 | \$362,500 | 14.5% | n/a | provided | \$3,000 | \$48,808 |
| Exec. V.C. & CFO | Richard West | \$40,896 | \$280,056 | 17.1% | | | \$3,000 | \$43,896 |
| V.C. Human Resources | Jackie R. McClain | \$36,666 | \$246,186 | 17.5% | | | \$3,000 | \$39,666 |
| General Counsel | Christine Helwick | \$34,330 | \$230,002 | 17.5% | | | \$3,000 | \$37,330 |
| ALL CO EXECUTIVES | | \$157,700 | \$1,118,744 | | | | \$12,000 | \$169,700 |

* Excludes any additional compensation that may be provided from other sources. E.g., Chancellor Reed receives an additional \$30,000 per year from the CSU Foundation.

^ With increases, the car allowance for all executive is now \$1,000 per month