

2003 CEO Compensation at Orange County Public Companies - Detail by Company
Vivient Consulting

Company	Fiscal Year End (FYE)	Pay Rank	CEO	Title	Beneficial Ownership	Compensation for 2003 Fiscal Year						Aggregate Equity Values ⁽²⁾		Financial Performance				
						Salary (\$000s)	Bonus (\$000s)	Other (\$000s)	Long-Term ⁽¹⁾ (\$000s)	Total (\$000s)	1-Year Change	Options Granted (000s)	Options & Restricted Stock (\$000s)	1-Year Change	Revenue 2003 FY (\$MM)	1-Year Growth	Net Income 2003 FY (\$MM)	1-Year TSR
Advanced Medical Optics, Inc.	12/31/2003	28.	James V. Mazzo	Pres. & CEO	1.1%	\$475	\$500	\$412	\$0	\$1,387	n/a*	120	\$5,355	262%	\$601	12%	\$10 ↓	64%
<i>* Incumbent's 2002 compensation was for a partial year because the company was spun off from Allergan in July 2002</i>																		
Allergan, Inc.	12/31/2003	4.	David E. I. Pyott	Chair., Pres. & CEO	<1%	\$1,069	\$1,075	\$49	\$6,657	\$8,850	327%	300	\$33,019	85%	\$1,755	27%	-\$53 ↓	34%
Alliance Imaging, Inc.	12/31/2003	21.	Richard N. Zehner	Fmr. Chair. & CEO *	<1%	\$577	\$0	\$1,592 **	\$0	\$2,169	203%	0	\$0	-100%	\$415	1%	-\$32 ↓	-30%
<i>* Served as CEO through April 2003 and Chairman through November 2003; remains employed by company under the title Founder ** Payment in exchange for cancellation of stock options</i>																		
Alliance Imaging, Inc.	12/31/2003	37.	Paul S. Viviano *	CEO, Pres., & Chair. **	<1%	\$397	\$385	\$1	\$0	\$783	n/a*	1,000	\$0	n/a*				
<i>* Joined company in January 2003, so prior-year compensation information is not available ** Joined company as Pres. & COO and became Pres. & CEO in April 2003; chairman title was added in November 2003</i>																		
American Vanguard Corp.	12/31/2003	14.	Eric G. Wintemute	Pres. and CEO	5.4%	\$620	\$0	\$6	\$2,940	\$3,566	563%	n/a*	\$2,562	68%	\$125	24%	\$10 ↑	155%
<i>* Company does not grant stock options</i>																		
Apria Healthcare Group, Inc.	12/31/2003	23.	Lawrence M. Higby	Pres. & CEO	1.3%	\$687	\$700	\$4	\$440	\$1,831	-55%	464	\$6,344	172%	\$1,381	10%	\$116 ↑	28%
Beckman Coulter, Inc.	12/31/2003	6.	John P. Wareham	Chair., Pres. & CEO	1.7%	\$775	\$707	\$91	\$5,563	\$7,136	193%	240	\$25,858	302%	\$2,193	7%	\$207 ↑	74%
Bridgford Foods Corp.	10/31/2003	56.	Robert E. Schulze	President	1.6%	\$238	\$30	\$0	n/a *	\$268	-14%	n/a *	n/a *	n/a *	\$136	-2%	\$1 ↑	-31%
<i>* Incumbent does not receive long-term incentives</i>																		
Broadcom Corp.	12/31/2003	16.	Alan E. Ross *	Pres. & CEO	<1%	\$522	\$250	\$174	\$2,104	\$3,050	n/a*	250	\$7,970	n/a*	\$1,610	49%	-\$960 ↑	126%
<i>* Joined company in January 2003, so prior-year compensation information is not available</i>																		
Calavo Growers, Inc.	10/31/2003	50.	Lecil E. Cole	Chair., Pres. & CEO	11.4%	\$273	\$150	\$17	\$0	\$440	1%	0	n/a	n/a	\$247	2%	\$7 ↑	48%
Ceradyne, Inc.	12/31/2003	48.	Joel P. Moskowitz	Chair., CEO & Pres.	7.8%	\$321	\$182	\$0	\$0	\$503	49%	38	\$1,627	2858%	\$101	66%	\$11 ↑	337%
Corinthian Colleges, Inc.	6/30/2003	32.	David G. Moore	Chair., Pres. & CEO	3.6%	\$450	\$657	\$9	\$0	\$1,116	33%	75	\$18,816	75%	\$517	53%	\$66 ↑	43%
CorVel Corporation	3/31/2003	51.	V. Gordon Clemons	Chair., Pres. & CEO	10.4%	\$350	\$0	\$1	\$0	\$351	31%	0	\$251	-18%	\$283	20%	\$17 ↑	9%
Downey Financial Corp.	12/31/2003	38.	Daniel Rosenthal	Pres. & CEO	<1%	\$350	\$403	\$6	\$0	\$759	57%	n/a*	\$1,019	63%	\$613 **	-12%	\$102 ↓	27%
<i>* Company does not grant stock options ** Interest income plus non-interest income</i>																		
Edwards Lifesciences Corp.	12/31/2003	31.	Michael A. Mussallem	Chair. & CEO	1.5%	\$665	\$356	\$182	\$0	\$1,203	-11%	347	\$13,838	49%	\$861	22%	\$79 ↑	18%
Emulex Corp.	6/29/2003	29.	Paul F. Folino	Chair. & CEO	1.0%	\$514	\$326	\$12	\$449	\$1,301	-61%	325	\$5,310	-5%	\$308	21%	\$66 ↑	2%
Exult Software Corp.	12/31/2003	1.	L. George Klaus	Chair., Pres. & CEO	9.0%	\$668	\$802	\$4	\$38,250	\$39,724	3114%	0	\$44,055	6949%	\$155	8%	\$9 ↑	921%
Exult, Inc.	12/31/2003	45.	James C. Madden	Chair., Pres. & CEO	5.7%	\$450	\$25	\$56	\$0	\$531	-67%	250	\$5,344 *	330%	\$480	18%	\$15 ↑	126%
<i>* Includes unvested restricted stock with a value of \$2,513,000 as estimated by Vivient Consulting</i>																		
FileNET Corporation	12/31/2003	24.	Lee D. Roberts	Chair. & CEO	<1%	\$525	\$256	\$8	\$967	\$1,756	124%	60	\$10,459	424%	\$365	5%	\$11 ↑	122%
The First American Corp.	12/31/2003	12.	Parker S. Kennedy	Chair., Pres. & CEO	4.4%	\$612	\$2,000	\$13	\$2,252	\$4,877	212%	80	\$2,079	-16%	\$6,214	32%	\$451 ↑	36%
Fluor Corporation	12/31/2003	11.	Alan L. Boeckmann	Chair. & CEO	<1%	\$927	\$1,175 *	\$394	\$2,589 *	\$5,085	13%	213	\$14,597	307%	\$8,806	-12%	\$157 ↓	44%
<i>* \$343,000 in long-term incentive cash payments that were reported as bonuses were reclassified as long-term compensation</i>																		
Health Care Property Investors, Inc.	12/31/2003	5.	Kenneth B. Roath	Chair., Former CEO *	<1%	\$423	\$0	\$18	\$6,992	\$7,433	45%	200	\$16,623	42%	\$400	15%	\$122 ↑	41%
<i>* In May 2003, became Chairman only</i>																		
Health Care Property Investors, Inc.	12/31/2003	19.	James F. Flaherty III	Pres. & CEO *	<1%	\$530	\$1,200	\$9	\$574	\$2,314	-14%	300	\$5,141	124%				
<i>* Became CEO in May 2003</i>																		
Hines Horticulture, Inc.	12/31/2003	49.	Robert A. Ferguson	CEO, Pres. & Dir.	1.5%	\$230	\$206	\$7	\$0	\$443	-14%	100	\$0	0%	\$338	0%	\$10 ↑	52%
ICU Medical, Inc.	12/31/2003	44.	George A. Lopez	Chair., Pres. & CEO	23.7%	\$340	\$187	\$48	\$0	\$575	-96%	200	\$63,485	-7%	\$107	22%	\$22 ↑	-8%
Impac Mortgage Holdings, Inc.	12/31/2003	10.	Joseph R. Tomkinson	Chair. & CEO	<1%	\$453	\$4,477	\$516	\$71	\$5,517	52%	150	\$5,527	156%	\$435	75%	\$127 ↑	76%
Ingram Micro, Inc.	1/3/2004	18.	Kent B. Foster	Chair. & CEO	1.6%	\$1,177	\$1,192	\$29	\$0	\$2,398	-17%	761	\$11,170	1068%	\$22,613	1%	\$149 ↑	30%
Microsemi Corp.	9/28/2003	46.	James J. Peterson	Pres. & CEO	<1%	\$450	\$0	\$6	\$75	\$531	-18%	330	\$5,109	1944%	\$197	-8%	-\$11 ↓	188%
Nationwide Health Properties, Inc.	12/31/2003	30.	R. Bruce Andrews	Pres. & CEO	<1%	\$480	\$384	\$31	\$335	\$1,230	24%	50	\$760	2433%	\$162	7%	\$46 ↑	41%
New Century Financial Corp.	12/31/2003	15.	Robert K. Cole	Chair. & CEO	5.0%	\$405	\$2,411	\$7	\$397	\$3,220	21%	113	\$22,122	260%	\$976	61%	\$245 ↑	136%
New Horizons Worldwide, Inc.	12/31/2003	53.	Thomas J. Bresnan	Pres., CEO & Dir.	6.0%	\$315	\$9	\$0	\$22	\$346	-74%	0	\$0	0%	\$139	2%	\$1 ↑	44%
Newport Corporation	12/31/2003	22.	Robert G. Deuster	Chair., Pres. & CEO	2.2%	\$360	\$0	\$42	\$1,557	\$1,959	425%	200	\$7,779	55%	\$135	-18%	-\$13 ↑	32%
Oakley, Inc.	12/31/2003	57.	Jim Jannard	Chair. & CEO	63.0%	\$0	\$0	\$0	\$0	\$0	0%	0	\$87	n/m*	\$522	7%	\$38 ↓	36%
<i>* Not meaningful because prior year aggregate equity value was \$0</i>																		
Onyx Acceptance Corporation	12/31/2003	33.	John W. Hall	Pres., CEO & Dir.	14.4%	\$669	\$167	\$1	\$66	\$903	69%	31	\$5,882	4606%	\$119 *	14%	\$6 ↑	332%
<i>* Interest income plus net gain on sale of contracts plus servicing fee income</i>																		
Pacific Sunwear of California, Inc.	1/31/2004	2.	Greg H. Weaver	Chair. & CEO	3.8%	\$850	\$1,700	\$55	\$15,243	\$17,848	745%	0	\$20,373	64%	\$1,040	23%	\$80 ↑	90%
PacificCare Health Systems, Inc.	12/31/2003	7.	Howard G. Phanstiel	Chair. & CEO	1.5%	\$976	\$2,000	\$404	\$2,998	\$6,378	112%	450	\$54,179	523%	\$11,009	-1%	\$243 ↑	141%
Powerwave Technologies, Inc.	12/28/2003	47.	Bruce C. Edwards	Pres. & CEO	1.4%	\$438	\$0	\$30	\$36	\$504	-67%	0	\$802	n/m*	\$239	-38%	-\$33 ↓	44%
<i>* Not meaningful because prior year aggregate equity value was \$0</i>																		
Printronic, Inc.	3/28/2003	52.	Robert A. Kleist	Pres. & CEO	20.8%	\$277	\$50	\$22	\$0	\$349	-2%	0	\$102	-40%	\$138	-6%	\$3 ↑	-18%
QLogic Corp.	3/30/2003	13.	H. K. Desai	Chair., Pres. & CEO	1.5%	\$487	\$957	\$10	\$2,560	\$4,014	419%	394	\$8,775	-53%	\$441	28%	\$103 ↑	-23%
Quest Software Inc.	12/31/2003	54.	Vincent C. Smith	Chair. & CEO	37.0%	\$0	\$200	\$127	\$0	\$327	738%	750	\$8,379	421%	\$304	19%	\$22 ↑	38%

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						Salary (\$000s)	Bonus (\$000s)	Other (\$000s)	Long-Term ⁽¹⁾ (\$000s)	Total (\$000s)	1-Year Change	Options Granted (000s)	Options & Restricted Stock (\$000s)	1-Year Change	Revenue 2003 FY (\$MM)	1-Year Growth	Net Income 2003 FY (\$MM)	1-Year TSR	
Quiksilver, Inc.	10/31/2003	8.	Robert B. McKnight, Jr.	Chair. & CEO	4.1%	\$750	\$1,875	\$6	\$3,605	\$6,236	92%	200	\$13,717	40%	\$975	38%	\$59	↑	43%
RemedyTemp, Inc.	9/28/2003	25.	Greg Palmer	Pres. & CEO	2.9%	\$500	\$115	\$0	\$1,003	\$1,618	-43%	n/a*	\$0	0%	\$482	4%	-\$29	↓	-4%
<i>* Company does not grant stock options</i>																			
Resources Connection, Inc.	5/31/2003	36.	Donald B. Murray	Chair., Pres. & CEO	4.6%	\$453	\$356	\$2	\$0	\$811	44%	38	\$408	47%	\$202	11%	\$13	↓	-12%
SimpleTech, Inc.	12/31/2003	55.	Manouch Moshayedi	Chair. & CEO	18.9%	\$250	\$0	\$44	\$0	\$294	-2%	250	\$693	n/m*	\$212	20%	-\$2	↓	99%
<i>* Not meaningful because prior year aggregate equity value was \$0</i>																			
Standard Pacific Corp.	12/31/2003	3.	Stephen J. Scarborough	Chair. & CEO	2.7%	\$804	\$7,540	\$5	\$1,207	\$9,556	87%	40	\$29,016	182%	\$2,360	25%	\$204	↑	97%
Sybron Dental Specialties, Inc.	9/30/2003	26.	Floyd W. Pickrell Jr.	Pres. & CEO	3.8%	\$550	\$991	\$21	\$0	\$1,562	180%	0	\$16,605	14215%	\$526	15%	\$57	↑	79%
The TriZetto Group, Inc.	12/31/2003	43.	Jeffrey H. Margolis	Chair., Pres. & CEO	6.0%	\$397	\$82	\$6	\$99	\$584	-63%	150	\$444	202%	\$290	9%	-\$27	↑	5%
TTM Technologies, Inc.	12/31/2003	42.	Kenton K. Alder	CEO, Pres. & Dir.	1.1%	\$273	\$75	\$2	\$263	\$613	69%	210	\$8,448	2208%	\$180	102%	\$7	↑	412%
United PanAm Financial Corp.	12/31/2003	20.	Guillermo Bron	Chair. & CEO	65.0%	\$150	\$128	\$2	\$1,984	\$2,264	1389%	0	\$5,428	389%	\$105 *	44%	\$13	↑	167%
<i>* Interest income plus non-interest income</i>																			
Universal Electronics, Inc.	12/31/2003	40.	Paul D. Arling	Chair. & CEO	3.0%	\$425	\$283	\$6	\$0	\$714	125%	0	\$2,140	108%	\$120	15%	\$6	↑	31%
Valeant Pharmaceuticals Int'l.	12/31/2003	27.	Robert W. O'Leary	Chair. & CEO	<1%	\$835	\$500	\$85	\$0	\$1,420	n/a*	678	\$22,469	864%	\$686	-7%	-\$56	↑	134%
<i>* Became CEO in June 2002, so prior-year compensation was for a partial year</i>																			
Water Pik Technologies, Inc.	12/31/2003	35.	Michael P. Hoopis	Pres. & CEO	5.0%	\$504	\$281	\$42	\$0	\$827	-7%	0	\$3,850	392%	\$305	8%	\$11	↑	67%
Westcorp *	12/31/2003	39.	Ernest S. Rady **	Chair. & CEO	55.0%	\$348	\$250	\$140	\$0	\$738	81%	40	\$5,771	290%	\$1,355 ***	10%	\$124	↑	76%
<i>* Owns a majority of WFS Financial ** Also serves as Chair. of WFS and holds options in Westcorp and WFS *** Interest income plus non-interest income</i>																			
Western Digital Corp.	6/27/2003	9.	Matthew E. Massengill	Chair. & CEO	<1%	\$700	\$1,050	\$3	\$4,132 *	\$5,885	122%	400	\$12,313	469%	\$2,719	26%	\$182	↑	229%
<i>* Also received 1.4 million restricted stock units; no value was disclosed</i>																			
The Wet Seal, Inc.	1/31/2004	41.	Peter D. Whitford *	CEO	<1%	\$420 **	\$200	\$2	\$0	\$622	n/a*	300	\$0	n/a*	\$518	-12%	-\$47	↓	-2%
<i>* Joined the company in June 2003 ** Salary is for partial year; annualized salary is \$750,000</i>																			
WFS Financial, Inc. *	12/31/2003	34.	Thomas A. Wolfe **	Vice Chair., Pres. & CEO	<1%	\$487	\$300	\$104	\$0	\$891	19%	35 ***	\$2,970	376%	\$1,136	21%	\$162	↑	103%
<i>* Majority owned by Westcorp ** Incumbent also serves as President of Westcorp and holds options in WFS and Westcorp *** Options in Westcorp</i>																			
William Lyon Homes	12/31/2003	17.	General William Lyon	Chair. & CEO	38.3%	\$600	\$2,368	\$0	n/a*	\$2,968	20%	n/a*	n/a*	n/a*	\$898	46%	\$72	↑	188%
<i>* Incumbent does not receive long-term incentives</i>																			
						75th Percentile	\$620	\$957	\$49	\$1,771	\$3,220	124%	300	\$13,808	422%	\$976	24%	\$103	124%
						Median	\$475	\$283	\$10	\$66	\$1,301	38%	135	\$5,478	177%	\$435	14%	\$15	44%
						25th Percentile	\$350	\$82	\$4	\$0	\$584	-12%	23	\$856	46%	\$200	2%	\$5	29%

(1) Realized gains on exercised stock options + the value of restricted stock grants made during the fiscal year + the value of long-term incentive plan payouts
(2) The in-the-money value of unexercised stock options (both exercisable and unexercisable) plus the aggregate value of unvested restricted stock (if reported)