

ITT EDUCATIONAL SERVICES INC
Form DEF 14A
March 12, 2009
UNITED STATES

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

SCHEDULE 14A INFORMATION

Proxy Statement Pursuant to Section 14(a) of the Securities

Exchange Act of 1934 (Amendment No.)

Filed by the Registrant

Filed by a party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**
- Definitive Proxy Statement
- Definitive Additional Materials
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ITT EDUCATIONAL SERVICES, INC.

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

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ITT Educational Services, Inc.

2009 Annual Meeting

Notice and Proxy Statement

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ITT EDUCATIONAL SERVICES, INC.

13000 North Meridian Street

Carmel, IN 46032-1404

NOTICE OF ANNUAL MEETING OF SHAREHOLDERS

TO BE HELD MAY 5, 2009

The 2009 Annual Meeting of Shareholders of ITT Educational Services, Inc. ("ITT/ESI") will be held at the Intercontinental Chicago O'Hare, 5300 North River Road, Rosemont, IL 60018, on Tuesday, May 5, 2009, at 11:30 a.m., local time, for the following purposes:

1. To consider and vote upon two proposals described in the accompanying Proxy Statement providing for:

Proposal One: Election of three Directors to serve until the 2012 Annual Meeting of Shareholders and until their successors are elected and have qualified.

Proposal Two: Ratification of the appointment of PricewaterhouseCoopers LLP to serve as ITT/ESI's independent registered public accounting firm for its fiscal year ending December 31, 2009.

2. To act upon such other matters that may properly come before the meeting.

All shareholders of record at the close of business on March 6, 2009 will be entitled to vote at the meeting.

It is important that your shares be represented at this meeting. Whether or not you expect to be present, please vote as soon as possible. We have provided information on available voting methods in the accompanying Proxy Statement. If you attend the meeting, you may revoke your proxy and vote in person.

By Order of the Board of Directors,

Clark D. Elwood

Senior Vice President, General

Counsel and Secretary

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ITT EDUCATIONAL SERVICES, INC.

13000 North Meridian Street

Carmel, IN 46032-1404

PROXY STATEMENT

Annual Meeting of Shareholders

May 5, 2009

This Proxy Statement and accompanying proxy are being provided to shareholders on or about March 20, 2009 in connection with the solicitation by the Board of Directors of ITT Educational Services, Inc. ("ITT/ESI," "we" or "us") of proxies to be voted at the 2009 Annual Meeting of Shareholders ("Annual Meeting") to be held at 11:30 a.m., local time, Tuesday, May 5, 2009, at the Intercontinental Chicago O'Hare, 5300 North River Road, Rosemont, IL 60018, for the purposes set forth in the accompanying notice.

QUESTIONS AND ANSWERS ABOUT THE ANNUAL MEETING AND VOTING

Why did I receive a Notice of Internet Availability of Proxy Materials?

Many of our shareholders will receive a Notice of Internet Availability of Proxy Materials (the "Notice"), which was or will be sent to shareholders on or about March 20, 2009. We are furnishing our proxy materials to our shareholders on the Internet, unless the shareholder has previously requested printed copies. Printed copies of our proxy materials furnished at the previous request of our shareholders were or will be sent to those shareholders on or about March 20, 2009.

If you received a Notice by mail or e-mail, you will not receive a printed copy of our proxy materials unless you request such a copy in the manner described in the Notice. The Notice also instructs you as to how you may access and review this Proxy Statement and our 2008 Annual Report on Form 10-K, and how you may submit your proxy to vote at the Annual Meeting.

Who is entitled to vote at the Annual Meeting?

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Holders of our common stock outstanding at the close of business on March 6, 2009, the record date for the Annual Meeting (the "Record Date"), are entitled to vote their shares at the Annual Meeting. As of the Record Date, 38,320,318 shares of our common stock were issued and outstanding. Each share of our common stock is entitled to one vote on each matter properly brought before the Annual Meeting.

What will shareholders vote on at the Annual Meeting and how does the Board of Directors recommend that I vote?

There are two proposals that shareholders will vote on at the Annual Meeting:

- election of three directors to serve until the 2012 Annual Meeting of Shareholders and until their successors are elected and have qualified; and
- ratification of the appointment of PricewaterhouseCoopers LLP ("PWC") to serve as our independent registered public accounting firm for our fiscal year ending December 31, 2009.

The Board of Directors recommends that you vote FOR both proposals.

What is the difference between holding shares as a shareholder of record and as a beneficial owner?

If your shares are registered directly in your name with our transfer agent, American Stock Transfer & Trust Company, you are considered, with respect to those shares, the "shareholder of record." The Notice has been or will be sent directly to you, unless you previously requested printed copies of our proxy materials.

If your shares are held in a stock brokerage account or by a bank or other holder of record, you are considered the "beneficial owner" of those shares held in "street name." The Notice has been or will be sent to you by your

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broker, bank or other holder of record who is considered, with respect to those shares, to be the shareholder of record. As the beneficial owner, you have the right to direct your broker, bank or other holder of record on how to vote the shares in your account.

How do I vote?

Record Holders

If you are a record holder, you may vote by using any of the following methods.

Through the Internet. You may submit a proxy through the Internet by following the instructions on the Notice or the instructions on the proxy card if you previously requested to receive paper copies of proxy materials or you request paper copies in connection with this Annual Meeting. If you submit a proxy through the Internet, you do not need to return a proxy card. The Internet voting facility for shareholders of record will close at 11:59 p.m., Eastern Time, on May 4, 2009.

By Telephone. If you receive a proxy card by mail because you have previously requested to receive paper copies of proxy materials or you request paper copies in connection with this Annual Meeting, you may submit a proxy by telephone by dialing the toll-free telephone number shown on the proxy card and following the recorded instructions. If you submit a proxy by telephone, you do not need to return a proxy card. The telephone voting facility for shareholders of record will close at 11:59 p.m., Eastern Time, on May 4, 2009.

By Mail. If you receive a proxy card by mail because you have previously requested to receive paper copies of proxy materials or you request paper copies in connection with this Annual Meeting, you may vote by completing, signing, dating and mailing that proxy card in the pre-addressed postage-prepaid envelope that will be included when the proxy card is sent to you.

In Person at the Annual Meeting. If you attend the Annual Meeting, you may vote your shares in person. We encourage you, however, to vote by proxy card, through the Internet or by telephone even if you plan to attend the meeting so that your shares will be voted in the event you later decide not to attend the meeting.

Beneficial Owners

If you are a beneficial shareholder, you may vote by using any voting instruction card provided by your broker, bank or other record holder or by following their instructions for voting through the Internet or by telephone. If you are a beneficial shareholder who would like to vote in person at the Annual Meeting, you must obtain a legal proxy from your broker, bank or other holder of record and present it at the Annual Meeting.

What does it mean if I receive more than one Notice or proxy card?

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If you received more than one Notice or proxy card, your shares are registered in more than one name or are registered in different accounts. Please follow the voting instructions included in **each** Notice and proxy card to ensure that all of your shares are voted.

May I change my vote after I have submitted a proxy?

If you are a shareholder of record, you have the power to revoke your proxy at any time before the shares it represents are voted, by:

- delivering to our Secretary an instrument revoking the proxy;
- delivering a new proxy in writing, through the Internet or by telephone, dated after the date of the proxy being revoked and, in the case of telephone or Internet voting, before 11:59 p.m., Eastern Time, on May 4, 2009; or
- attending the Annual Meeting and voting in person (attendance without casting a ballot will not, by itself, constitute revocation of a proxy).

If you are a beneficial shareholder, you may submit new voting instructions by contacting your broker, bank or other holder of record. You may also revoke your previous voting instructions by voting in person at the Annual

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Meeting if you obtain a legal proxy from your broker, bank or other holder of record and present it at the Annual Meeting.

How will the proxies be voted?

Clark D. Elwood and Daniel M. Fitzpatrick, two of our executive officers, have been selected by our Board of Directors to serve as proxy holders for the Annual Meeting. All shares of our common stock represented by properly delivered proxies received in time for the Annual Meeting will be voted at the Annual Meeting by the proxy holders in the manner specified by the shareholder. If a written proxy card is signed by a shareholder and returned without instructions, the shares of our common stock represented by the proxy will be voted FOR the election of the three director nominees named in this Proxy Statement, and FOR the ratification of the appointment of PWC.

What is the quorum required at the Annual Meeting?

In order for business to be conducted at the Annual Meeting, a quorum must be present. A quorum will be present if the holders of a majority of the shares issued and outstanding as of the Record Date and entitled to vote are represented in person or by proxy at the Annual Meeting. Votes cast by proxy or in person at the Annual Meeting will be tabulated by the election inspector appointed for the meeting and will determine whether a quorum is present. The election inspector will treat abstentions and broker non-votes as shares that are present for purposes of determining the presence of a quorum. A broker non-vote occurs when a broker, bank or other holder of record holding shares for a beneficial owner does not vote on a particular proposal because that holder does not have discretionary voting power for that particular item and has not received voting instructions from the beneficial owner.

What are the voting requirements to approve each of the proposals?

Election of Three Directors. To be elected, a Director nominee must receive a majority of the votes cast with respect to such Director, which means that the number of shares voted "for" that Director's election must exceed the number of shares voted "against" that Director's election. Shareholders will not be allowed to cumulate their votes in the election of Directors. Abstentions and broker non-votes will not be considered as votes cast on this proposal and therefore will have no effect on the outcome of this proposal.

Ratification of the Appointment of the Independent Registered Public Accounting Firm. The affirmative vote of a majority of the shares of our common stock represented in person or by proxy at the Annual Meeting is required to ratify the appointment by the Audit Committee of the Board of Directors of PWC as our independent registered public accounting firm for our fiscal year ending December 31, 2009. Abstentions and broker non-votes will be counted for purposes of determining whether a quorum is present and will be considered shares represented at the Annual Meeting. Accordingly, an abstention or broker non-vote will have the same effect as a vote against this proposal.

Could other matters be decided at the Annual Meeting?

As of the date of this Proxy Statement, our Board of Directors is not aware of any matters, other than those described in this Proxy Statement, which are to be voted on at the Annual Meeting. If any other matters are properly raised at the Annual Meeting, however, the persons named as proxy holders intend to vote the shares represented by your proxy in accordance with their judgment on such matters.

Who is paying for the costs of this proxy solicitation?

We will pay all expenses of solicitation of proxies. Our officers, Directors and other employees may solicit proxies, without additional compensation, by telephone, electronic mail, facsimile or mail, or by meetings with shareholders or their representatives. We also will reimburse brokers, banks and other record holders for their charges and expenses in forwarding proxy material to beneficial owners.

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PROPOSAL ONE: ELECTION OF THREE DIRECTORS TO SERVE UNTIL THE 2012 ANNUAL MEETING OF SHAREHOLDERS AND UNTIL THEIR SUCCESSORS ARE ELECTED AND HAVE QUALIFIED

Our Board of Directors currently consists of nine Directors divided into three classes. Each class contains three Directors. The term of one class expires each year. Generally, each Director serves until the annual meeting of shareholders held in the year that is three years after the Director's election and thereafter until the Director's successor is elected and has qualified. There is a vacancy in the class of Directors whose terms expire at the 2010 Annual Meeting of Shareholders. Our Board of Directors intends to fill that vacancy when a suitable candidate has been identified. Proxies cannot be voted for a greater number of persons than the number of persons nominated for election to our Board of Directors named in this Proxy Statement.

At the meeting, three Directors are to be elected to hold office for a three-year term to expire at the 2012 Annual Meeting of Shareholders and until their successors are elected and have qualified. The proxy holders intend to vote such proxy for the election to the Board of Directors of Joanna T. Lau, Samuel L. Odle and John A. Yena, three current Directors whose terms expire this year, unless you direct them to vote otherwise.

The voting standard for election of the Director nominees is a majority vote standard. This majority vote standard is in effect because this is an uncontested election of Directors (i.e., the number of nominees for Director did not exceed the number of Directors to be elected, as of the date that was 14 days in advance of the date that this Proxy Statement was filed with the U.S. Securities and Exchange Commission ("SEC")). For any contested elections, the Directors would be elected by a plurality of the shares of our common stock voted in person or by proxy at the meeting.

All of the Director nominees for this Annual Meeting are currently serving on our Board of Directors. If any nominee is not elected at the Annual Meeting, he or she is expected to tender his or her resignation to our Board of Directors. Our Board of Directors will act on the tendered resignation and publicly disclose its decision regarding the tendered resignation within 90 days from the date of the certification of the election results. In making its decision regarding the tendered resignation, our Board of Directors may consider any factors or other information that it considers appropriate and relevant. If a Director's resignation is not accepted by our Board of Directors, the Director will continue to serve until the end of the term of his or her class and until his or her successor is duly elected, or his or her earlier resignation or removal. If a Director's resignation is accepted by our Board of Directors, then the Board may fill the resulting vacancy or decrease the size of the Board.

Each of the nominees has consented to serve as a Director. If for any reason a nominee should become unable or unwilling to accept nomination or election, the proxy holders intend to vote the proxy for the election of such other person as our Board, upon the recommendation of the Nominating and Corporate Governance Committee, may select. Alternatively, our Board may reduce the number of Directors to eliminate the vacancy.

Our Board of Directors does not have a policy with respect to the Directors' attendance at our annual shareholder meetings, but all of our Directors are encouraged to attend those meetings. Our 2008 Annual Meeting of Shareholders was held on May 6, 2008, and all nine members of our Board of Directors at that time attended that meeting.

A brief summary of each Director's principal occupation, business affiliations and other information follows. Unless otherwise indicated, each Director's principal occupation has been the same for the past five years. There is no family relationship between any of our Directors or executive officers.

Nominees for Director

Term Expiring at the 2009 Annual Meeting.

Joanna T. Lau, age 50, has served as chairperson and chief executive officer of Lau Acquisition Corporation (doing business as LAU Technologies), a management consulting and investment firm, since March 1990. She is also a director of DSW Inc. Ms. Lau has been a Director of ours since October 2003.

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Samuel L. Odle, age 59, has served as president and chief executive officer of Methodist Hospital (“MH”) and Indiana University Hospital (“IUH”) and executive vice president of Clarian Health Partners (“Clarian”), an Indianapolis-based private, non-profit healthcare organization comprised of MH, IUH and Riley Hospital for Children, since July 2004. Mr. Odle served as chief administrative officer of MH and senior vice president of Clarian from January 1997 through June 2004. Mr. Odle has been a Director of ours since January 2006.

John A. Yena, age 68, has served as chairman of the board of Johnson & Wales University (“J&W”), a postsecondary educational institution, since June 2004. Mr. Yena served as president and chief executive officer of J&W from June 1989 through May 2004. He is also a director of Bancorp Rhode Island, Inc. Mr. Yena has been a Director of ours since May 2006.

The Board of Directors recommends a vote FOR each of the nominees listed above.

Directors Continuing in Office

Term Expiring at the 2010 Annual Meeting.

John F. Cozzi, age 47, has served as a managing director of AEA Investors LP, a private equity firm, since January 2004. Mr. Cozzi has been a Director of ours since October 2003.

Kevin M. Modany, age 42, has served as our Chairman since February 2008 and as our Chief Executive Officer since April 2007. He has also served as our President since April 2005. From April 2005 through March 2007, Mr. Modany also served as our Chief Operating Officer. From January 2003 through May 2005, he served as our Chief Financial Officer. From July 2002 through April 2005, Mr. Modany served as a Senior Vice President of ours. Mr. Modany has been a Director of ours since July 2006.

Term Expiring at the 2011 Annual Meeting.

John E. Dean, age 58, is an attorney who has specialized in higher education law since April 1985. Mr. Dean has been a partner at the Law Offices of John E. Dean since June 2005. He was a partner of the Dean Blakey law firm from June 2002 through May 2005. Mr. Dean has also served as a principal of Washington Partners, LLC, a public affairs firm, since June 2002. Mr. Dean has been a Director of ours since December 1994.

James D. Fowler, Jr., age 64, served as senior vice president and director, human resources of ITT Industries, Inc., an industrial, commercial machinery and equipment company now known as ITT Corporation, from November 2000 until his retirement in October 2002. Mr. Fowler has been a Director of ours since April 1994.

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Vin Weber, age 56, has been a partner at Clark & Weinstock Inc. ("C&W"), a management and public policy consulting firm, since 1994, and the chief executive officer of C&W since 2007. He is also a director of Lenox Group, Inc. Mr. Weber has been a Director of ours since December 1994.

Meetings, Independence and Committees of the Board of Directors

Meetings. During 2008, there were six regular meetings of the Board of Directors. During 2008, each of the Directors attended 75% or more of the aggregate number of meetings of the Board of Directors and the standing Board committees on which he or she served.

Independent Directors. Our Board of Directors currently contains seven non-employee Directors: Messrs. Cozzi, Dean, Fowler, Odle, Weber and Yena, and Ms. Lau. As permitted by the rules of the New York Stock Exchange ("NYSE"), our Board of Directors has adopted categorical standards to assist it in making determinations of independence. Any transactions, relationships or arrangements that we may have with any of our Directors are immaterial, so long as none of those transactions, relationships or arrangements caused the Director to violate any of our categorical standards of independence. Our categorical standards of independence are attached to this Proxy Statement as Appendix A. They are also contained in Section 5 of our Corporate Governance Guidelines and are posted on our website at www.ittesi.com. Our Board of Directors has determined that each of our current non-employee Directors is independent, and each of the non-employee Directors in 2008 was independent, pursuant to our categorical standards of independence and in accordance with Section 303A.02 of the NYSE Listed Company Manual. In the application of our categorical standards of independence to determine the independence of each non-

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employee Director for service on our Board of Directors and on its Audit, Compensation, Nominating and Corporate Governance and Academic Committees, there were no transactions, relationships or arrangements with our non-employee Directors that were required to be disclosed pursuant to Item 404(a) of Regulation S-K under the Securities Exchange Act of 1934 (“1934 Act”), or if not disclosed, that our Board considered.

The non-employee Directors on our Board of Directors meet at regularly scheduled executive sessions without our management. The Directors on our Board of Directors who are determined to be independent meet by themselves in executive session at least once annually. Our Board of Directors has chosen the Chair of the Nominating and Corporate Governance Committee, currently John A. Yena, to preside over the executive sessions of our non-employee and independent Directors (“Presiding Director”). Interested parties may send communications to the non-employee Directors, independent Directors or the entire Board of Directors by e-mail to PresidingDirector@ittesi.com or by regular mail addressed to:

ITT Educational Services, Inc.

13000 North Meridian Street

Carmel, IN 46032-1404

Attention: Presiding Director

Although such communications are available to any Director who wishes to review them, our General Counsel initially reviews all communications and forwards to the Presiding Director those communications that meet certain criteria set by the non-employee Directors.

Committees. The standing committees of the Board of Directors are the Audit Committee, the Compensation Committee, the Nominating and Corporate Governance Committee and the Academic Committee.

Audit Committee. Our Audit Committee was established in accordance with Section 3(a)(58)(A) of the 1934 Act. Our Board of Directors has adopted a written charter for the Audit Committee, a current copy of which may be obtained from our website at www.ittesi.com. The functions of the Audit Committee are to assist the Board of Directors in its oversight of:

- the integrity of our financial statements and other financial information provided by us to any governmental body or the public;
- our compliance with legal and regulatory requirements;
- our systems of internal controls regarding finance, accounting, legal compliance and ethics that our management and the Board of Directors establish;
- our auditing, accounting and financial reporting processes generally;
- the qualifications, independence and performance of our independent registered public accounting firm; and
- the performance of our compliance and internal audit functions.

The Audit Committee also performs other functions as detailed in the Audit Committee’s charter, including, without limitation, appointing, compensating, retaining and overseeing our independent registered public accounting firm and pre-approving all services to be provided to us by our independent registered public accounting firm.

The Audit Committee held five meetings during 2008. The members of the Audit Committee throughout 2008 were John F. Cozzi, John E. Dean and Joanna T. Lau. Thomas I. Morgan was also a member of the Audit Committee in 2008 through June 16, 2008, the date of his resignation from our Board of Directors. The current members of the Audit Committee are John F. Cozzi, John E. Dean (Chairperson) and Joanna T. Lau. Our Board of Directors has determined that John F. Cozzi is an "audit committee financial expert," as that term is defined in Item 407(d)(5) of Regulation S-K under the 1934 Act, and is independent pursuant to our categorical standards of independence, Section 303A.02 of the NYSE Listed Company Manual and Rule 10A-3 of the 1934 Act. Each of the current members of the Audit Committee is independent and each of the members of the Audit Committee in 2008 was independent, pursuant to our categorical standards of independence, Section 303A.02 of the NYSE Listed Company Manual and Rule 10A-3 of the 1934 Act.

Compensation Committee. Our Board of Directors has adopted a written charter for the Compensation Committee. A current copy of the charter may be obtained from our website at www.ittesi.com. The principal function of the Compensation Committee is to discharge the Board of Directors' responsibilities relating to compensation of our Directors and officers. The Compensation Committee has overall responsibility and authority for approving and evaluating our Director and officer compensation plans, policies and programs. The Compensation

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Committee also performs other functions as detailed in the Compensation Committee's charter. The Committee's charter provides that it may delegate some or all of its responsibility and authority to subcommittees and/or our executive officers when the Compensation Committee deems the delegation to be appropriate. The elements of the compensation program for our executives presently consist of base salary, non-equity incentive compensation, equity-based compensation, qualified retirement savings, nonqualified deferred compensation, pension benefits, employee benefits, perquisites, and potential payments upon termination of employment or a change in control of us. See "Compensation of Executive Officers and Directors—Compensation Discussion and Analysis." Each element is determined by the Compensation Committee with the assistance of an independent compensation consultant, upon the recommendation of our Chief Executive Officer, except for each element of our Chief Executive Officer's compensation, which is determined solely by the Compensation Committee with the assistance of an independent compensation consultant. See "Compensation of Executive Officers and Directors – Compensation Discussion and Analysis – Design and Determinations."

The elements of the compensation program for our non-employee Directors presently consist of an annual retainer, equity-based compensation, nonqualified deferred compensation, perquisites and potential payments upon termination of services as a non-employee Director or a change in control of us. See "Compensation of Executive Officers and Directors – Director Compensation." Each element is determined by the Compensation Committee with the assistance of an independent compensation consultant and our Chief Executive Officer.

The compensation consulting firm currently used by the Compensation Committee is Farient Advisors LLC ("Farient"). The Committee previously used Mercer (US) Inc. ("Mercer"). The consulting firm is retained directly by the Compensation Committee and has helped the Compensation Committee develop an appropriate agenda for performing the Compensation Committee's responsibilities. In this regard, the consultant advises and assists the Compensation Committee:

- in determining the appropriate objectives and goals of our executive and Director compensation programs;
- in designing compensation programs that fulfill those objectives and goals;
- regarding the external and internal equity of our executive officers' total compensation and the primary components of that compensation;
- in evaluating the effectiveness of our compensation programs;
- in identifying appropriate pay positioning strategies and pay levels in our executive compensation program; and
- in identifying comparable companies and compensation surveys for the Compensation Committee to use to benchmark the appropriateness and competitiveness of our executive compensation program.

The Compensation Committee has retained the consultant as an outside advisor to provide information and objective advice regarding executive and Director compensation. All of the decisions with respect to our executive and Director compensation, however, are made by the Compensation Committee alone and may reflect factors and considerations other than, or that may differ from, the information and recommendations provided by the consultant. The consultant may, from time to time, contact our executive officers for information necessary to fulfill its assignment and may make reports and presentations to and on behalf of the Compensation Committee that our executive officers also receive. We did not have any other business relationship with Farient or Mercer during 2008.

The Compensation Committee held five meetings during 2008. The members of the Compensation Committee throughout 2008 were, and the current members are, James D. Fowler, Jr., Samuel L. Odle (Chairperson), Vin Weber and John A. Yena. Each of the current members of the Compensation Committee is independent, pursuant to our categorical standards of independence and Section 303A.02 of the NYSE Listed Company Manual. None of the Compensation Committee members during 2008 was:

- an officer or employee of ours;
- a former officer of ours; or

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- involved in a relationship requiring disclosure as a related person transaction pursuant to Item 404 of Regulation S-K under the 1934 Act or as an interlocking executive officer/director pursuant to Item 407(e)(4)(iii) of Regulation S-K under the 1934 Act.

Nominating and Corporate Governance Committee. Our Board of Directors has adopted a written charter for the Nominating and Corporate Governance Committee. A current copy of the charter may be obtained from our website at www.ittesi.com. The functions of the Nominating and Corporate Governance Committee, which are detailed in its charter, are to:

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- assist the Board of Directors by identifying individuals qualified to become Directors, and recommend to the Board of Directors the Director nominees for each annual meeting of shareholders;
- develop and recommend to the Board the Corporate Governance Guidelines applicable to us;
- lead the Board of Directors in its annual review of the Board of Directors' performance; and
- recommend to the Board of Directors Board members for each standing Board committee.

The Nominating and Corporate Governance Committee held three meetings during 2008. The members of the Nominating and Corporate Governance Committee throughout 2008 were, and the current members are, James D. Fowler, Jr., Samuel L. Odle, Vin Weber and John A. Yena (Chairperson). Each of the current members of the Nominating and Corporate Governance Committee is independent, pursuant to our categorical standards of independence and Section 303A.02 of the NYSE Listed Company Manual.

The Nominating and Corporate Governance Committee will consider Director candidates recommended by our shareholders. A shareholder who wishes to recommend a Director candidate for consideration by the Nominating and Corporate Governance Committee should send the recommendation to our Secretary at ITT Educational Services, Inc., 13000 North Meridian Street, Carmel, Indiana 46032-1404, who will forward it to the Committee. Any such recommendation should include a description of the candidate's qualifications for Board service, the candidate's written consent to be considered for nomination and to serve if nominated and elected, and addresses and telephone numbers for contacting the shareholder and the candidate for more information. A shareholder who wishes to nominate an individual as a Director candidate at an annual meeting of shareholders, rather than recommend the individual to the Nominating and Corporate Governance Committee as a nominee, must comply with the advance notice requirements set forth in our By-Laws. See "Shareholder Proposals for 2010 Annual Meeting."

The Nominating and Corporate Governance Committee selects nominees for Directors on the basis of each candidate's broad experience, judgment, integrity, ability to make independent inquiries, understanding of our business environment and willingness to devote adequate time to the duties of our Board of Directors. The Nominating and Corporate Governance Committee identifies possible nominees for a Director who meet specified objectives in terms of the composition of our Board of Directors that are established by law, the NYSE and/or our Board of Directors, taking into account such factors as geographic, occupational, gender, race and age diversity. The only minimum specified qualities and skills that the Nominating and Corporate Governance Committee believes are necessary for one or more of our Directors to possess and the only specific standards for the overall structure and composition of our Board of Directors are those imposed by law and the NYSE or contained in our Corporate Governance Guidelines and the charters of the standing committees of our Board of Directors, such as independence, financial expertise and age.

The Nominating and Corporate Governance Committee utilizes various resources for identifying nominees for Directors, including, but not limited to, recommendations of our Directors, management and shareholders, the media, industry affiliations, government service and search firms. The Nominating and Corporate Governance Committee evaluates nominees for Directors by assessing the nominees' qualities, skills and potential contributions to our Board based on available information, against the qualities, skills and contributions sought and the current composition of our Board.

Academic Committee. Our Board of Directors has adopted a written charter for the Academic Committee. A current copy of the charter may be obtained from our website at www.ittesi.com. The functions of the Academic Committee, which are detailed in its charter, are to assist our Board of Directors in:

- ensuring that our programs and services fulfill their commitment to serve the public good;
- overseeing the integrity of our academic affairs, including our curricula;
- overseeing our academic policies;

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- providing guidance on our academic activities; and
- overseeing our fulfillment of accreditation criteria.

The Academic Committee was formed in October 2008 and did not hold any meetings in 2008. The members of the Academic Committee in 2008 were, and the current members are, James D. Fowler, Jr., Samuel L. Odle, Vin Weber and John A. Yena (Chairperson). Each of the current members of the Academic Committee is independent, pursuant to our categorical standards of independence and Section 303A.02 of the NYSE Listed Company Manual.

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PROPOSAL TWO: RATIFICATION OF THE APPOINTMENT OF PRICEWATERHOUSECOOPERS LLP TO SERVE AS ITT/ESI'S INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR ITS FISCAL YEAR ENDING DECEMBER 31, 2009

The Audit Committee of our Board of Directors has appointed PWC to serve as our independent registered public accounting firm for our fiscal year ending December 31, 2009. This firm has audited our financial statements since 1994. Although shareholder ratification of the selection of PWC to serve as our independent registered public accounting firm is not legally required, our Board of Directors has determined to afford our shareholders the opportunity to express their opinions on the matter of auditors and, accordingly, is submitting to our shareholders at the Annual Meeting a proposal to ratify the Audit Committee's appointment of PWC. If a majority of the shares represented at the Annual Meeting, in person or by proxy, are not voted in favor of the ratification of the appointment of PWC, the Audit Committee will consider the facts and circumstances surrounding the vote and may reconsider such appointment. Notwithstanding this selection, and the ratification of this selection by shareholders, the Audit Committee, in its discretion, may direct the appointment of a different independent registered public accounting firm at any time during the year if the Audit Committee determines that such a change would be in our best interests. A representative of PWC is not expected to be present at the meeting.

The Board of Directors recommends a vote FOR the ratification of the appointment of PricewaterhouseCoopers LLP to serve as our independent registered public accounting firm for our fiscal year ending December 31, 2009.

INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

Audit Committee Report

The Audit Committee oversees our financial reporting process on behalf of our Board of Directors. Our management has the primary responsibility for our financial statements and the reporting process, including the system of disclosure controls and procedures and internal control over financial reporting. PWC, who is our independent registered public accounting firm, is responsible for expressing an opinion on the conformity of our audited financial statements with generally accepted accounting principles. The Audit Committee has reviewed and discussed with our management and PWC the audited financial statements for our 2008 fiscal year. The Audit Committee also has reviewed and discussed with our management and PWC our management's report and PWC's attestation report on internal control over financial reporting in accordance with Section 404 of the Sarbanes-Oxley Act of 2002.

The Audit Committee discussed with PWC the matters required to be discussed by Statement on Auditing Standards No. 61, Communication with Audit Committees (Codification of Statements on Auditing Standards, AU 380), as adopted by the Public Company Accounting Oversight Board ("PCAOB") in Rule 3200T. This discussion involved certain information relating to PWC's judgments about the quality, not just the acceptability, of our accounting principles and included such other matters as are required to be discussed with the Audit Committee under standards established by the PCAOB.

The Audit Committee also has received the written disclosures and the letter from PWC required by applicable requirements of the PCAOB regarding PWC's communications with the Audit Committee concerning independence, and has discussed with PWC its independence from us and our management. In addition, the Audit Committee considered whether PWC's independence would be jeopardized by providing non-audit services to us.

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Based on the review and discussions referred to above, the Audit Committee recommended to our Board of Directors, and the Board has approved, that the audited financial statements for our 2008 fiscal year be included in our Annual Report on Form 10-K for the fiscal year ended December 31, 2008 for filing with the SEC.

Audit Committee

John F. Cozzi

John E. Dean, Chair

Joanna T. Lau

Notwithstanding anything to the contrary set forth in any of our previous filings under the Securities Act of 1933, as amended (the "1933 Act") or the 1934 Act that may incorporate future filings (including this Proxy Statement, in whole or in part), the preceding Audit Committee Report shall not be incorporated by reference in any such filings.

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Audit, Audit-Related, Tax and All Other Fees

The following table sets forth fees for audit services provided by PWC for the audit of our consolidated financial statements for the years ended December 31, 2008 and 2007, and fees billed for other services rendered by PWC during those periods:

<u>Type of Service</u>	<u>2008</u>	<u>2007</u>
Audit	\$803,000 ⁽¹⁾	\$762,593 ⁽²⁾
Audit-Related	\$64,000 ⁽³⁾	\$75,425 ⁽³⁾
Tax	\$144,930 ⁽⁴⁾	\$111,810 ⁽⁴⁾
All Other	\$-- ⁽⁵⁾	\$-- ⁽⁵⁾

- (1) Represents fees for the following services associated with the audit or review of our financial statements:
- auditing our annual consolidated financial statements for our 2008 fiscal year;
 - reviewing our financial statements included in our Quarterly Reports on Form 10-Q which were filed with the SEC in our 2008 fiscal year;
 - conducting internal control reviews and assisting with internal control reporting requirements in 2008;
 - conducting statutory audits (such as federal and state student financial aid compliance audits) for 2008; and
 - providing other audit services in connection with statutory and regulatory filings or engagements for our 2008 fiscal year.

Those services were rendered in both the 2008 and 2009 calendar years.

- (2) Represents fees for the following services associated with the audit or review of our financial statements:
- auditing our annual consolidated financial statements for our 2007 fiscal year;
 - reviewing our financial statements included in our Quarterly Reports on Form 10-Q which were filed with the SEC in our 2007 fiscal year;
 - conducting internal control reviews and assisting with internal control reporting requirements in 2007;
 - conducting statutory audits (such as federal and state student financial aid compliance audits) for 2007; and
 - providing other audit services in connection with statutory and regulatory filings or engagements for our 2007 fiscal year.

Those services were rendered in both the 2007 and 2008 calendar years.

- (3) Represents fees for services rendered in the period indicated that were related to the performance of the audit or review of our financial statements and were not reported as Audit services. The nature of those services included, without limitation:
- financial statement audits of our employee benefit plans; and
 - assistance with respect to accounting, financial reporting and disclosure treatment of transactions or events, including:
 - consultations with us;
 - assistance with understanding and implementing related final and proposed rules, guidance, standards and interpretations from accounting rulemakers, the SEC and the NYSE; and
 - helping us assess the actual or potential impact of final or proposed rules, guidance, standards and interpretations from accounting rulemakers, the SEC and the NYSE.
- (4) Represents fees for tax services rendered in the period indicated. The nature of those services included, without limitation:
- the preparation and/or review of original and amended income, franchise and other tax returns with respect to international, federal, state and local tax authorities;
 - assistance with tax audits and appeals before federal, state and local tax authorities; and
 - tax advice and assistance related to employee benefit plans and statutory, regulatory or administrative developments, and tax credits and refund opportunities.

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- (5) PWC did not render any services in the period indicated, other than those services reported as Audit, Audit-Related or Tax services.

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Audit and Non-Audit Services Pre-Approval Policy

The Audit Committee has adopted a policy that sets forth the procedures and conditions pursuant to which services proposed to be performed by our independent registered public accounting firm may be pre-approved by the Audit Committee. Under the Audit Committee's policy, unless a type of service has received pre-approval by the Audit Committee without consideration of specific case-by-case services ("general pre-approval"), it requires specific pre-approval by the Audit Committee if it is to be provided by our independent registered public accounting firm.

For both types of pre-approval, the Audit Committee considers whether such services are consistent with the SEC's rules on auditor independence. The Audit Committee also considers whether our independent registered public accounting firm is best positioned to provide the most effective and efficient service, for reasons such as its familiarity with our business, people, culture, accounting systems, risk profile and other factors, and whether the service might enhance our ability to manage or control risk or improve audit quality. All such factors are considered as a whole, and no one factor is necessarily determinative.

In deciding whether to pre-approve any audit and non-audit services, the Audit Committee is also mindful of the relationship between fees for audit and non-audit services and may determine, for each fiscal year, the appropriate ratio between the total amount of fees for audit, audit-related and tax services and the total amount of fees for certain permissible non-audit services classified as all other services.

The term of any general pre-approval is 12 months from the date of pre-approval, unless the Audit Committee considers a different period and states otherwise and except that the pre-approvals related to an audit of our annual consolidated financial statements will last until that audit is completed. The Audit Committee annually reviews and pre-approves the services that may be provided by our independent registered public accounting firm without obtaining specific pre-approval. The Audit Committee may add to or subtract from the list of general pre-approved services from time to time, based on subsequent determinations.

The policy does not delegate the Audit Committee's responsibilities to pre-approve services performed by our independent registered public accounting firm to our management. The Audit Committee may delegate either type of pre-approval authority to one or more of its members. The member to whom such authority is delegated must report, for informational purposes only, any pre-approval decisions to the Audit Committee at its next scheduled meeting. The Audit Committee has delegated both types of pre-approval authority to the Chairperson of the Audit Committee with respect to any requests for services to be performed by our independent registered public accounting firm that cannot be delayed without inconvenience until the next scheduled Audit Committee meeting.

Pre-approval fee levels or budgeted amounts for all services to be provided by our independent registered public accounting firm are established annually by the Audit Committee. Any proposed services exceeding those levels or amounts require specific pre-approval by the Audit Committee.

All requests or applications for services to be provided by our independent registered public accounting firm that do not require specific approval by the Audit Committee are submitted to our Chief Financial Officer and must include a detailed description of the services to be rendered. Our Chief Financial Officer will determine whether such services are included within the list of services that have received the general pre-approval of the Audit Committee.

Requests or applications to provide services that require specific approval by the Audit Committee are submitted to the Audit Committee by both our independent registered public accounting firm and Chief Financial Officer.

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All of the fees reported in the table above as "Audit," "Audit-Related" and "Tax" services rendered by PWC in our 2008 and 2007 fiscal years were pre-approved by the Audit Committee.

The annual audit services engagement terms and fees are subject to the specific pre-approval of the Audit Committee. Audit services include all services performed to comply with the PCAOB's standards, including, without limitation, the annual financial statement audit (including required quarterly reviews), subsidiary audits, equity investment audits and other procedures required to be performed by our independent registered public accounting firm to be able to form an opinion on our consolidated financial statements. These other procedures include information systems and procedural reviews and testing performed in order to understand and place reliance on the systems of internal control, and consultations relating to the audit or quarterly review. Audit services also include services performed in connection with the independent registered public accounting firm's report on internal control

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over financial reporting. The Audit Committee monitors the audit services engagement as necessary and also approves, if necessary, any changes in terms, conditions and fees resulting from changes in audit scope, our structure or other items.

In addition to the annual audit services engagement approved by the Audit Committee, the Audit Committee may grant general pre-approval of other audit services, which are those services that our independent registered public accounting firm reasonably can provide. Other audit services include:

- statutory audits (such as federal and state student financial aid compliance audits) or financial audits for our subsidiaries or affiliates;
- services associated with SEC registration statements, periodic reports and other documents filed with the SEC or other documents issued in connection with securities offerings; and
- consultations with our management concerning accounting, financial reporting or treatment of transactions or events.

Any audit services that the Audit Committee generally pre-approves are reflected in the minutes of the Audit Committee meeting at which the services were pre-approved. All other audit services not reflected in the Audit Committee's meeting minutes must be specifically approved by the Audit Committee before they are performed.

Audit-related services are assurance and related services that are reasonably related to the performance of the audit or review of our financial statements or that are traditionally performed by the independent registered public accounting firm. Since the Audit Committee believes that the provision of audit-related services does not impair the independence of the auditor and is consistent with the SEC's rules on auditor independence, the Audit Committee may grant general pre-approval to audit-related services. Audit-related services include, among others:

- due diligence services pertaining to potential business acquisitions or dispositions;
- consultations concerning accounting, financial reporting or disclosure treatment of transactions or events not classified as "audit services";
- assistance with understanding and implementing new and proposed accounting and financial reporting guidance from rulemaking authorities;
- financial statement audits of employee benefit plans;
- assistance with assessing the actual or potential impact of final or proposed rules, standards or interpretations from accounting authorities;
- agreed-upon or expanded audit procedures related to accounting and/or billing records required to respond to or comply with financial, accounting or regulatory reporting matters;
- attest services not required by statute or regulation;
- information systems reviews not performed in connection with the financial statement audit;
- subsidiary or equity investee audits not required by statute or regulation that are incremental to the audit of the consolidated financial statements;
- review of the effectiveness of the internal audit function;
- general assistance with understanding and implementing requirements of SEC rules and stock exchange listing standards; and
- consultations and audits in connection with acquisitions.

Any audit-related services that the Audit Committee generally pre-approves are reflected in the minutes of the Audit Committee meeting at which the services were pre-approved. All other audit-related services not reflected in the Audit Committee's meeting minutes must be specifically approved by the Audit Committee before they are performed.

Tax services include tax compliance, planning and advice, as well as tax only valuation services, including transfer pricing and cost segregation. Since the Audit Committee believes that the provision of tax services does not impair our independent registered public accounting firm's independence, and the SEC has stated that the independent registered public accounting firm may provide such services, the Audit Committee believes it may grant general pre-approval to tax services. The Audit Committee will not permit the retention of the independent registered public accounting firm in connection with a transaction initially recommended by our independent registered public accounting firm, the sole business purpose of which may be tax avoidance and the tax treatment of which may not be supported in the Internal Revenue Code of 1986, as amended (the "IRC") and related regulations. The Audit Committee will consult with our Chief Financial Officer or outside counsel to determine that the tax planning and reporting positions are consistent with the policy.

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Any tax services that the Audit Committee generally pre-approves are reflected in the minutes of the Audit Committee meeting at which the services were pre-approved. All tax services not reflected in the Audit Committee's meeting minutes must be specifically approved by the Audit Committee before they are performed.

The Audit Committee believes, based on the SEC's rules prohibiting the independent registered public accounting firm from providing specific non-audit services, that other types of non-audit services are permitted. Accordingly, the Audit Committee believes it may grant general pre-approval to those permissible non-audit services classified as all other services that it believes are routine and recurring services, would not impair the independence of our independent registered public accounting firm and are consistent with the SEC's rules on auditor independence.

Any other services that the Audit Committee generally pre-approves are reflected in the minutes of the Audit Committee meeting at which the services were pre-approved. All other services not reflected in the Audit Committee's meeting minutes must be specifically approved by the Audit Committee before they are performed.

SECTION 16(a) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE

Section 16(a) of the 1934 Act requires our executive officers and Directors, and persons who own more than 10% of our common stock, to file reports of ownership with the SEC. These persons also are required to furnish us with copies of all Section 16(a) forms they file. Based solely on our review of copies of such forms received by us, or written representations from certain reporting persons that no Forms 5 were required for those persons, we believe that, during 2008, all of our executive officers, Directors and greater than 10% shareholders complied with all applicable filing requirements.

EXECUTIVE OFFICERS

<u>Name</u>	<u>Age</u>	<u>Position</u>
Kevin M. Modany	42	Chairman, Chief Executive Officer and President
David E. Catalano	43	Senior Vice President, Business Development
Jeffrey R. Cooper	57	Senior Vice President, Chief Compliance Officer
Clark D. Elwood	48	Senior Vice President, General Counsel and Secretary
Nina F. Esbin	52	Senior Vice President, Human Resources
Eugene W. Feichtner	53	Senior Vice President, Operations
Daniel M. Fitzpatrick	49	Senior Vice President, Chief Financial Officer
June M. McCormack	59	President, Online Division
Glenn E. Tanner	61	Senior Vice President, Marketing
Martin Van Buren	41	Senior Vice President, Chief Information Officer

Kevin M. Modany has served as our Chairman since February 2008 and as our Chief Executive Officer since April 2007. He has also served as our President since April 2005. From April 2005 through March 2007, Mr. Modany also served as our Chief Operating Officer. From January 2003 through May 2005, he served as our Chief Financial Officer. From July 2002 through April 2005, Mr. Modany served as a Senior Vice President of ours. Mr. Modany has been a Director of ours since July 2006.

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David E. Catalano has served as our Senior Vice President, Business Development since November 2007. Mr. Catalano served as chief executive officer of Midwest Bankers Holdings, Inc., a commercial lending and advisory firm, from September 1996 through October 2007.

Jeffrey R. Cooper has served as our Senior Vice President, Chief Compliance Officer since November 2004. Mr. Cooper served as vice president of Great American Financial Resources, Inc. ("GAFRI"), the annuity and life insurance operations of American Financial Group, from June 1999 through October 2004, and as chief compliance officer of GAFRI from June 1997 through October 2004.

Clark D. Elwood has served as a Senior Vice President of ours since December 1996, as our Secretary since October 1992 and as our General Counsel since May 1991.

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Nina F. Esbin has served as our Senior Vice President, Human Resources since January 2004.

Eugene W. Feichtner has served as our Senior Vice President, Operations since March 2004. From March 2002 through February 2004, he served as our Vice President, National Operations Director.

Daniel M. Fitzpatrick has served as our Senior Vice President, Chief Financial Officer since June 2005. From July 1998 through May 2005, he served as senior vice president and controller of Education Management Corporation, a provider of postsecondary education.

June M. McCormack, has served as our President, Online Division since May 2008. Ms. McCormack served as executive vice president, servicing, information technology and sales marketing of SLM Corporation (“SLM”) from October 2005 through December 2007, as executive vice president, servicing and sales marketing of SLM from June 2004 through September 2005, and as executive vice president guarantor services and sales marketing from April 2001 through May 2004.

Glenn E. Tanner has served as Senior Vice President, Marketing since April 2007. From October 2002 through March 2007, he served as our Vice President, Marketing.

Martin Van Buren, has served as our Senior Vice President, Chief Information Officer since April 2008. From January 2004 through March 2008, he served as our Vice President, Information Technology.

COMPENSATION OF EXECUTIVE OFFICERS AND DIRECTORS

Compensation Discussion and Analysis

Overview. This discussion explains the compensation program for our executives, including the Named Executive Officers. The individuals included as Named Executive Officers in this Proxy Statement are:

- Kevin M. Modany, who served as our Chief Executive Officer during all of 2008;
- Daniel M. Fitzpatrick, who served as our Chief Financial Officer during all of 2008; and
- Clark D. Elwood, Eugene W. Feichtner and Glenn E. Tanner, who were our three other most highly compensated executive officers during 2008.

This discussion describes the following:

the objectives of our compensation program;

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- what our compensation program is designed to reward and not reward;
- each element of compensation;
- why we choose to pay each compensation element;
- how we determine the amount to pay and, where applicable, the formula with respect to each compensation element; and
- how each compensation element and our decisions regarding that element relate to our overall compensation objectives and affect our decisions regarding other compensation elements.

The Compensation Committee of our Board of Directors has overall responsibility and authority for approving and evaluating the compensation programs and policies pertaining to our executives and Directors. Each year, the Compensation Committee reviews all elements of all of our executive officers' compensation and the internal pay equity of our Chief Executive Officer's compensation compared to our other executive officers' compensation. Based on its review of all of the elements of our executive officers' compensation, the Compensation Committee found the compensation paid to our executive officers in 2008 to be reasonable in light of market practices and performance, and to be effective in promoting the Committee's compensation objectives, as described below. See *Compensation Objectives.*"

The Compensation Committee directly retains consultants from independent compensation consulting firms to provide advice on aspects of our executive and Director compensation programs. The Committee requests written reports and holds meetings with such consultants which are not attended by any of our employees in order to obtain independent opinions on compensation proposals. The independent consultants help the Committee determine the amount and, where applicable, the formula for each element of the compensation program for each executive. The Compensation Committee retained the independent compensation consulting firm Mercer (US) Inc. to advise it on

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2008 compensation determinations. In 2008, the Committee conducted a rigorous request for proposal process in which it reviewed and evaluated a number of compensation consulting firms. As a result of that review and evaluation, in July 2008, the Compensation Committee retained the independent compensation consulting firm of Farient Advisors LLC. For additional information about the role of the compensation consultant, see “Proposal One: Election of Three Directors to Serve Until the 2012 Annual Meeting of Shareholders and Until Their Successors are Elected and have Qualified – Meetings, Independence and Committees of the Board of Directors *Committees – Compensation Committee.*”

When making executive compensation decisions, the Compensation Committee also considers, for all executives other than our Chief Executive Officer, the recommendation of our Chief Executive Officer. Our Chief Executive Officer’s compensation is determined solely by the Compensation Committee with the assistance of the independent compensation consultant. Our Chief Executive Officer plays a significant role in the process of determining the compensation elements and the value of those elements for our other executives by:

- evaluating executive performance;
- recommending financial and operating performance targets and goals; and
- recommending salary levels, non-equity incentive compensation awards (i.e., annual bonus awards), equity-based compensation awards and perquisites.

The Compensation Committee has met, and will continue to meet, in executive sessions which are not attended by any of our employees. The Committee regularly reports its activities to our Board of Directors.

The Compensation Committee met in executive session in January 2009 to review the overall performance of our Chief Executive Officer during 2008, particularly with respect to our long range strategies and the achievement of both financial and non-financial goals and objectives. Consideration was given to our Chief Executive Officer’s role in building shareholder value and improving our shareholders’ return on invested capital. The Compensation Committee also met with our Chief Executive Officer to review the overall performance of the other Named Executive Officers during 2008. The Committee reviewed a tally of the total compensation received by each of the Named Executive Officers in 2008 and information from its compensation consultant.

Compensation Objectives. The Compensation Committee is guided by the following objectives in determining the compensation of our executives:

- ***Competition.*** The Committee believes that compensation should reflect the competitive marketplace in order for us to attract, retain and motivate talented executives.
- ***Accountability for Business Performance.*** Compensation should be tied in part to our financial and operating results in order for us to hold our executives accountable, through their compensation, for our performance.
- ***Accountability for Individual Performance.*** Compensation should be tied in part to the executive’s individual performance to encourage and reflect individual contributions to our performance.
- ***Alignment with Shareholder Interests.*** Compensation should be tied in part to increases in the price of our common stock through equity-based compensation awards in order to align the executives’ interests with those of our shareholders.
- ***Focus.*** The Committee believes that certain elements of compensation should provide some security to our executives to allow them to continue to focus on our financial and operating results, their individual performance and their job responsibilities.

Design and Determinations. Our executive compensation program is designed to attract, retain and motivate skilled executives and to provide incentives which vary upon the attainment of short- and long-term performance goals. The goal of the compensation program for our executives is to reward each of our executives based on the short- and long-term performance of both the executive and us. Under this pay-for-performance philosophy, the better the performance, the greater the increase in shareholder value and compensation that should result.

The Compensation Committee believes that its goal for the compensation program can best be achieved by paying our executives:

- a reasonable amount of stable compensation (in the form of base salary, employee benefits, perquisites, qualified retirement savings and nonqualified deferred compensation) to help them maintain a reasonable standard of living and provide for their families, so that they can focus their energies and efforts on our financial and operating performance and increasing shareholder value; and

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- performance-based compensation (in the form of annual bonus awards and equity-based compensation awards) to help motivate them to achieve our financial and operating goals and increase shareholder value by conditioning a significant portion of their total compensation on producing the individual and company results that are necessary to achieve those goals.

In determining and recommending the compensation of our executives, the Compensation Committee and our Chief Executive Officer make subjective assessments after deliberate and thorough review and consideration of a number of factors. These factors include:

- the competitive marketplace and, in particular, how the level of an executive's compensation compares with the compensation paid to executives in the same or similar positions and with similar responsibilities at comparator companies;
- the level and area of job responsibilities of the executive;
- the executive's individual performance in his or her position and as it relates to his or her specific job responsibilities;
- the executive's contribution toward achieving our financial and operating results; and
- our overall financial and operating results.

The Committee considers these factors when determining both actual pay levels, such as salary increases, and targeted pay levels, such as annual bonus awards.

The Compensation Committee also annually reviews the tally of total compensation of our executives in order to determine that the amount of compensation is within appropriate competitive parameters. The tally information is not, however, a key factor in the Committee's current compensation decisions, because the tally information is reflective of past performance and past competitive market practice.

The Compensation Committee receives information on the value that could be realized by the Named Executive Officers from compensation paid to them in prior years, such as gains on prior stock option awards. The Compensation Committee recognizes, however, that the realization of the value from prior equity-based compensation is, in large part, a function of the personal investment decisions made by the Named Executive Officers. Therefore, the Committee does not factor in the value realized from prior equity-based compensation awards granted to the Named Executive Officers in setting any of the subsequent compensation to be paid to the Named Executive Officers.

Benchmarking. The Compensation Committee believes that compensation decisions are complex and should be made after a review of our performance and compensation levels paid to executives in the same or similar positions at other comparator companies.

In setting and administering the compensation program and policies for our executives, the Committee attempts to target the total direct compensation of our executives, which includes both the stable and performance-based elements, to the upper third of the range of compensation provided to executives of comparator companies. The upper third of the range is targeted in order to attract and retain a higher than average level of executive, who is tasked with producing financial and operational results that are higher than average. Consistent with our pay-for-performance philosophy:

- base salary levels for our executives, in the aggregate, have generally been targeted at the median of the range of compensation provided to executives of comparator companies;

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- annual bonus awards for our executives have generally been targeted at the median of the range; and
- equity incentive compensation for our executives has generally been targeted in the upper quarter of the range.

As a result, in order to reach the upper third of the range for total direct compensation, the incentive compensation portion must be payable at a higher level, which will only occur if the executive and the company achieve high levels of performance.

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The companies used for the comparisons vary from time to time. In 2008, the primary comparator companies within our industry that the Compensation Committee used to benchmark the appropriateness and competitiveness of our executive compensation program were as follows:

- Apollo Group, Inc.;
- Career Education Corp.;
- Corinthian Colleges, Inc.;
- DeVry, Inc.;
- Education Management LLC;
- Laureate Education, Inc.;
- Learning Tree International, Inc.;
- Lincoln Educational Services Corporation;
- Strayer Education, Inc.; and
- Universal Technical Institute, Inc.

In 2008, the Compensation Committee also benchmarked our executive compensation against the following subset of six of the comparator companies that were selected due to their size, type of operations and longevity in the industry:

- Apollo Group, Inc.;
- Career Education Corp.;
- Corinthian Colleges, Inc.;
- DeVry, Inc.;
- Education Management LLC; and
- Laureate Education, Inc.

To determine the range of compensation in 2008, the Compensation Committee supplemented the compensation data of the comparator companies within our industry with summary statistics of compensation data obtained from several published third-party compensation surveys of hundreds of companies in:

- the services industry that were comparable to us in terms of size (i.e., revenue); and
- the general industry, in a few instances, where there was insufficient data in the surveys of companies in our industry or the services industry.

In 2009, the Compensation Committee benchmarked the appropriateness and competitiveness of our executive compensation program against a market composite that consisted of ten companies in our industry and broad market surveys of companies with annual revenues of between \$500 million and \$2 billion. The ten companies in our industry that were used include:

- Apollo Group, Inc.;
- Capella Education Company;
- Career Education Corp.;
- Corinthian Colleges, Inc.;
- DeVry, Inc.;
- Education Management LLC;
- Learning Tree International, Inc.;
- Lincoln Educational Services Corporation;
- Strayer Education, Inc.; and
- Universal Technical Institute, Inc.

In 2009, the Compensation Committee also reviewed compensation information of 14 high performing companies in the consumer services industry with similar size, growth and margin characteristics as us. The Committee did not benchmark our 2009 executive compensation against those companies, but instead used such information as a second check of the industry-specific data to ensure relevance. The 14 companies in the consumer services industry that were used include:

- Ameristar Casinos, Inc.;
- CEC Entertainment, Inc.;
- Chipotle Mexican Grill, Inc.;
- Choice Hotels International, Inc.;
- Gaylord Entertainment Company;
- Life Time Fitness, Inc.;
- Panera Bread Company;
- Service Corporation International;
- Sonic Corp.;
- Sotheby's;
- Stewart Enterprises, Inc.;
- Texas Roadhouse, Inc.;
- Vail Resorts, Inc.; and
- Weight Watchers International, Inc.

Pay-For-Performance. The total compensation paid to our executive officers depends on both the executive's individual performance and our financial and operating performance. Under the Compensation Committee's pay-for-performance philosophy with respect to executive compensation, there is a direct correlation between the Committee's subjective assessment of each executive officer and the amount of compensation that the Committee determines to pay to the executive officer. As a result, the higher the Compensation Committee's subjective assessment of an executive officer's performance, the higher the amount of compensation that the Committee will approve for that executive officer, relative to his or her level and area of responsibility, the competitive marketplace for the same or similar positions and his or her contribution toward achieving our results.

The Compensation Committee believes that performance-based compensation should provide our executives with an opportunity to earn an increasingly greater amount of compensation for increasingly better financial and operating results and higher shareholder value. The potential value of the performance-based compensation elements, such as annual bonus awards and equity-based compensation awards, is based entirely on improving our financial and operating results. See “*Compensation Elements*.” For example, the four performance measures under our 2008 Executive Bonus Parameters were diluted earnings per share, total student enrollment, Free Cash Flow (as defined below) and graduate employment rate. These measures are the more significant measures on which our operational performance is reviewed by our management and our Board of Directors, and they are reflective of our overall financial and operational growth and, ultimately, return to shareholders. The Committee believes that, as a result, our executive compensation is closely aligned with company performance.

In addition, the Compensation Committee has selected nonqualified stock options as the principal form of equity-based compensation awards to be granted to our Named Executive Officers. The future value of the stock option awards are entirely dependent on our executives’ ability to produce the financial and operating results necessary for the share price of our common stock to increase. Given the long-term nature of the equity-based compensation awards, they also correspond to our long-term financial and operating performance. The Compensation Committee believes that, over the long-term, the price of our common stock will not increase significantly, if we do not fulfill our long-term financial and operating goals. For this reason, the Compensation Committee also believes that the expense to us of the compensation paid to our executives correlates to the benefits we expect to receive in return for the compensation, because that expense is reflected in our financial results.

The Compensation Committee recognizes that unforeseen circumstances may arise in the future after targets associated with performance-based compensation have been established. As a result, the Compensation Committee has reserved the discretion to adjust performance targets and awards in the event any unforeseen situation arises. The Compensation Committee believes that talented executives cannot be recruited, retained or motivated if the executives perceive the performance targets to be unreasonable or unachievable. The Compensation Committee monitors and evaluates the Named Executive Officer’s progress in achieving the targets of our performance-based compensation. If an unforeseen situation were to arise that could jeopardize all or part of the Named Executive Officers’ achievement of the targets notwithstanding the Named Executive Officers’ individual performance, the Compensation Committee may decide to adjust the targets, grant additional awards or provide the Named Executive Officer with a different financial incentive. In January 2009, the Compensation Committee adjusted the target levels in the Free Cash Flow category under our 2008 Executive Bonus Parameters due to circumstances that negatively affected our cash flows in 2008. Those circumstances were unforeseen at the time the Free Cash Flow target levels were originally established in January 2008, and they were not a result of any actions or the performance of us or any of the Named Executive Officers. See “*Compensation Elements – Annual Bonus Awards*.” The Compensation Committee did not make any other adjustments to the targets or awards of any of the performance-based compensation granted to our Named Executive Officers related to 2008.

The Compensation Committee also believes that performance-based compensation should represent an increasingly greater percentage of an executive’s total compensation the higher the executive’s position within the organization. The Compensation Committee recognizes that our executives face a commensurate downside risk from performance-based compensation, such that the level of compensation paid corresponds directly to the level of results achieved.

The Compensation Committee applies the same pay-for-performance philosophy for executive compensation in determining our Chief Executive Officer’s compensation that it applies in determining the compensation of the other executive officers. The Compensation Committee has established a higher level of compensation for our Chief Executive Officer than the levels for our other executive officers, due to:

- the high level of responsibility that he has with us;
- the substantial duties and responsibilities that he has to us; and
- the fact that the market and comparator compensation information demonstrates higher levels of compensation for chief executive officers both within and outside of our industry.

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Certain Policies. We do not have any policies regarding automatic adjustment or recovery of compensation paid or awarded to our executives in the event any of the performance measures upon which that compensation was paid or awarded are restated or adjusted, such that the compensation paid or awarded would have been less under the

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restated or adjusted performance measures. The Compensation Committee believes that the cause of any subsequent restatement or adjustment to the results of the performance measure(s) used to trigger compensation should be thoroughly examined to assess each executive's culpability for the restatement or adjustment, instead of establishing a policy that requires an automatic adjustment or recovery of compensation. We did not experience any restatement or adjustment in 2008 to the results of any performance measures upon which our executives were compensated, so no consideration was given by the Compensation Committee in 2008 whether to adjust or recover any compensation payments or awards to our executives.

We do not impose any specific equity or security ownership requirements on our executives. We believe that the equity-based compensation paid to our executives serves to align their interests with those of our shareholders. We believe that it is improper and inappropriate for any employee or Director to engage in short-term or speculative transactions involving our securities. It is our policy that our executives and Directors are prohibited from purchasing or selling any publicly traded options for our securities, including the trading of any call or put, the writing of any call or put, hedging or the use of collars.

Compensation Elements. The elements of our compensation program, a description of the purpose of each element and the objectives that each element supports are shown in the table below. See "*Compensation Objectives.*" We believe that each element is a typical component of an executive's compensation and is, therefore, necessary for us to attract, retain and motivate talented executives.

Compensation Element	Purpose	Link to Compensation Objectives
Base Salary	Fixed component used to help us motivate and hold accountable our executives for our financial and operating results and their individual performance.	<ul style="list-style-type: none"> • Competition • Accountability for Business Performance • Accountability for Individual Performance
Annual Bonus Awards	Variable component used to help us incentivize, motivate and hold accountable our executives for our financial and operating results and their individual performance.	<ul style="list-style-type: none"> • Competition • Accountability for Business Performance • Accountability for Individual Performance
Equity-Based Compensation (i.e., Time-Based Stock Options and/or Restricted Stock Unit Awards)	Used to create performance incentives and promote equity ownership in us by our executives.	<ul style="list-style-type: none"> • Competition • Accountability for Business Performance • Accountability for Individual Performance
	Aligns the executives' interests with those of our shareholders.	<ul style="list-style-type: none"> • Alignment with Shareholder Interests
Qualified Retirement Savings (i.e., 401(k) Plan Contributions)	Used to help us provide stable compensation and some security to our executives, in order to help them save for retirement on a tax-deferred basis.	<ul style="list-style-type: none"> • Competition • Accountability for Individual Performance • Focus

Nonqualified Deferred Compensation

Provides some security to our executives and helps them save a portion of their compensation for retirement on a tax-deferred basis.

- Competition
- Accountability for Individual Performance
- Focus

Compensation Element	Purpose	Link to Compensation Objectives
Pension Benefits (i.e., Qualified and Nonqualified Retirement Plan Earnings)	Allows executives to focus on their job responsibilities while employed and provides some security upon retirement.	<ul style="list-style-type: none"> Benefit accruals under our pension plans were frozen as of March 31, 2006.
Employee Benefits	Provides stable compensation and some security to our executives, in order to allow them to focus on their individual performance and achieving our financial and operating results.	<ul style="list-style-type: none"> Competition Focus
Perquisites	Used to recognize and reward our executives based on their responsibilities and efforts to achieve our financial and operating results and increase shareholder value.	<ul style="list-style-type: none"> Competition Focus
	Helps our executives focus on their job responsibilities.	
Potential Payments Upon Termination of Employment or a Change in Control of Us	Provides for payments in connection with a change in control and/or involuntary termination of employment.	<ul style="list-style-type: none"> Competition Accountability for Business Performance Accountability for Individual Performance Alignment with Shareholder Interests Focus
	Provides some security to our executives to help them focus on their job responsibilities and to encourage them to remain employed with us during a critical time of a potential change in control.	

Base Salary. Salaries provide a necessary element of stability in the total compensation program and, as such, are not subject to significant variability. Salaries are set and administered to reflect the value of the job in the marketplace and individual contribution and performance over time. Increases in base salary are based on individual and company performance, as well as a comparison of the base salaries of executives in the same or similar positions at the comparator companies that the Committee uses for benchmarking. Each executive's performance is evaluated annually based on his or her achievement of specific goals. The specified goals pertain to the executive's areas of responsibility and, depending on the goal, the results may be measured by the performance of the individual or the entire company. The executive's overall performance rating is reduced to one of five levels that are either at, above or below satisfactory performance. The Compensation Committee believes that it is progressively more challenging for an executive to achieve a higher overall performance rating.

The Compensation Committee authorized a salary increase for the Named Executive Officers in:

- January 2008 that became effective on March 31, 2008; and
- January 2009 that becomes effective on March 30, 2009.

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The following table sets forth the annualized base salary information for each of the Named Executive Officers as of March 31, 2008 and March 30, 2009.

<u>Named Executive Officer</u>	<u>Annualized Base Salary</u>	<u>Dollar Increase</u>	<u>Percentage Increase Over Prior Year</u>	<u>Interval From Last Increase</u>
Kevin M. Modany				
2008	\$675,000	\$45,000	7.1%	12 months
2009	\$725,000	\$50,000	7.4%	12 months
Daniel M. Fitzpatrick				
2008	\$285,000	\$21,700	8.2%	12 months
2009	\$305,000	\$20,000	7.0%	12 months
Clark D. Elwood				
2008	\$280,000	\$19,900	7.7%	12 months
2009	\$300,000	\$20,000	7.1%	12 months
Eugene W. Feichtner				
2008	\$245,000	\$15,000	6.5%	12 months
2009	\$275,000	\$30,000	12.2%	12 months
Glenn E. Tanner				
2008	\$185,000	\$13,300	7.7%	12 months
2009	\$230,000	\$45,000	24.3%	12 months

Annual Bonus Awards. The annual bonus award to our executives is intended to serve as an incentive to achieve performance targets established by the Compensation Committee for a specified fiscal year. The outcome with respect to the relevant performance targets under our bonus parameters is substantially uncertain at the time the performance targets are established by the Compensation Committee and communicated to our executives. Annual bonuses are a form of performance-based compensation for our executives. The amount of the annual bonus payout opportunity is based on the total bonus amounts available to executives in the same or similar positions at the comparator companies that the Committee uses for benchmarking.

Pursuant to the SEC's regulations, our annual bonus awards are typically classified in the tables in our proxy statements as non-equity incentive plan compensation, instead of bonus compensation, due to the annual bonus awards being based on pre-established performance targets. For our 2008 bonus awards, however, an additional amount was awarded by our Compensation Committee as a result of an adjustment to the target levels in the Free Cash Flow category, which additional amount is classified in the tables in this Proxy Statement as bonus compensation. We refer to the non-equity incentive plan compensation as our "bonus" compensation internally and in previous filings with the SEC. Throughout this Proxy Statement in the narrative and in the footnotes to the tables, when we refer to "annual bonus awards" and related items, we mean the non-equity incentive plan and bonus compensation and related items shown in the columns in the tables in this Proxy Statement. See "-- Summary Compensation Table."

The annual bonus parameters are typically based on our primary financial and operating goals for the ensuing year. While the bonus parameters reflect our financial and operating goals, as opposed to the individual executive's performance goals, achievement of our financial and operating goals depends on, and is affected by, each executive's performance with respect to his or her individual goals. The Compensation Committee may, in its sole discretion, modify the bonus parameters at any time prior to the payment of the annual bonus awards under the parameters.

In January 2008, the Compensation Committee approved the 2008 Executive Bonus Parameters for participation by our executives, including the Named Executive Officers. In January 2009, the Compensation Committee considered the fact that the disruption in the student financing market in 2008 as a result of the general economic turmoil and credit crisis caused the target levels in the Free Cash Flow category under the 2008 Executive Bonus Parameters to be unachievable. The Compensation Committee noted that the target levels in the Free Cash Flow category were set at a time when the full effect of the credit crisis could not accurately be foreseen, and that the fact that those levels were unachievable was in

no way related to the performance of our executives. Based on the Compensation Committee's pay-for-performance philosophy and its recognition that executives are less likely to be retained or motivated if performance targets are set at a level that are not achievable, the Committee determined to adjust the target levels in the Free Cash Flow category of the 2008 Executive Bonus Parameters to levels that were challenging but achievable.

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The annual bonus awards payable to individual participants under the 2008 Executive Bonus Parameters were based on a formula that took into account our ability to achieve specified targets in 2008 in each of four performance categories, each weighted equally, as shown in the following table:

Performance Points ⁽¹⁾	<u>2008 Performance Category</u>			<u>Graduate Employment Percentage ⁽⁵⁾</u>
	<u>EPS ⁽²⁾</u>	<u>Percentage Increase in Total Student Enrollment ⁽³⁾</u>	<u>Free Cash Flow ⁽⁴⁾</u>	
5	≥ \$4.62	≥ 10.00%	≥ \$111.0 million	≥ 84.00%
4	\$4.56 to \$4.61	9.00% to 9.99%	\$108.0 million to \$110.9 million	82.00% to 83.99%
3	\$4.50 to \$4.55	8.00% to 8.99%	\$105.0 million to \$107.9 million	80.00% to 81.99%
2	\$4.44 to \$4.49	7.00% to 7.99%	\$102.0 million to \$104.9 million	78.00% to 79.99%
1	≤ \$4.43	≤ 6.99%	≤ \$101.9 million	≤ 77.99%

- (1) Under the formula, each performance category is assigned the performance points associated with our actual 2008 performance in that category.
- (2) Represents our diluted earnings per share (“EPS”) in 2008.
- (3) Represents the percentage increase in total student enrollment at our institutes as of December 31, 2008 compared to the total student enrollment at our institutes as of December 31, 2007.
- (4) Defined as our net cash flows from operating activities, less:
 - capital expenditures, net (excluding facility purchases); and
 - any change in restricted cash

(“Free Cash Flow”) in 2008. This is a Non-GAAP financial measure. The Compensation Committee believes that the Non-GAAP Free Cash Flow measure improves its ability to measure the amount of cash that is generated from our operations and, therefore, is a better measure to assess our performance for purposes of performance-based bonus compensation. The target levels shown for the Free Cash Flow category are the adjusted target levels approved by the Compensation Committee in January 2009.

- (5) Represents the percentage of Employable Graduates (as defined below) from our institutes’ programs of study in the third and fourth calendar quarters of 2007 and first and second calendar quarters of 2008 who either obtained employment by December 31, 2008, or were already employed, in positions that required the direct or indirect use of skills taught in their programs of study. Employable Graduates include all of the graduates from our institutes, except for those graduates who:
 - have been admitted into other programs of study at postsecondary educational institutions that are scheduled to begin within one academic year following their graduation;
 - possessed visas that did not permit them to work in the United States following their graduation;
 - were personally suffering from a health condition that prevented them from working;
 - were actively engaged in U.S. military service; or
 - moved out of the Continental United States with a spouse or parent who was actively engaged in U.S. military service.

The 2008 Executive Bonus Parameters established for each participant a standard bonus target percentage of annualized base salary as of December 31, 2008, ranging from 10% to 100%, with the percentage depending on the participant’s position. The following table sets forth the standard bonus target percentage of annualized base salary as of December 31, 2008 for each of the Named Executive Officers under the 2008 Executive Bonus Parameters.

2008 Standard Bonus

<u>Named Executive Officer</u>	<u>Target Percentage of Annualized Base Salary</u>
Kevin M. Modany	100%
Daniel M. Fitzpatrick	60%
Clark D. Elwood	55%
Eugene W. Feichtner	55%
Glenn E. Tanner	45%

The maximum bonus percentage under the 2008 Executive Bonus Parameters ranged from 25% to 200% of the standard bonus target percentage of annualized base salary as of December 31, 2008, depending on the weighted average performance points associated with the actual results achieved with respect to each performance category. To determine the weighted average performance points, the sum of the performance points associated with the actual

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performance in the four performance categories was divided by four. The following table sets forth the maximum bonus percentage associated with each range of weighted average performance points under the 2008 Executive Bonus Parameters.

<u>Weighted Average Performance Points</u>	<u>Maximum Bonus Percentage</u>
4.76 – 5.00	200.0%
4.51 – 4.75	187.5%
4.26 – 4.50	175.0%
4.01 – 4.25	162.5%
3.76 – 4.00	150.0%
3.51 – 3.75	137.5%
3.26 – 3.50	125.0%
3.01 – 3.25	112.5%
2.76 – 3.00	100.0%
2.51 – 2.75	87.5%
2.26 – 2.50	75.0%
2.01 – 2.25	62.5%
1.76 – 2.00	50.0%
1.51 – 1.75	41.7%
1.26 – 1.50	33.3%
1.01 – 1.25	25.0%

The following table sets forth the actual results achieved and the resulting performance points associated with each performance category under the 2008 Executive Bonus Parameters.

EPS		Percentage Increase in Total Student Enrollment		Free Cash Flow		Graduate Employment Percentage	
<u>2008 Results</u>	<u>Performance</u>	<u>2008 Results</u>	<u>Performance</u>	<u>2008 Results</u>	<u>Performance</u>	<u>2008 Results</u>	<u>Performance</u>
	<u>Points</u>		<u>Points</u>		<u>Points</u>		<u>Points</u>
\$5.17	5	16.9%	5	\$159.8 million	5	81.4%	3

The weighted average performance points associated with the actual results achieved with respect to the 2008 performance categories were 4.50, which resulted in a maximum bonus percentage of 175.0% under the 2008 Executive Bonus Parameters. The Compensation Committee's adjustment to the target levels in the Free Cash Flow category caused the maximum bonus percentage to increase from 125.0% to 175.0%. The additional amount received by each Named Executive Officer as a result of such increase is shown in the Bonus column of the Summary Compensation Table. See "– Summary Compensation Table."

A participant's annual bonus award may be more or less than the participant's potential award as calculated under the formula. A participant's actual annual bonus award is based on a discretionary assessment of the participant's individual performance and contribution toward achieving the specified targets in the four performance categories that is made by the Compensation Committee upon the recommendation of our Chief Executive Officer, except for our Chief Executive Officer's annual bonus award, which is made by the Committee without a recommendation from our Chief Executive Officer. The total amount available for the payment of bonuses for each year is capped at an amount equal to the cumulative sum of the products of each participant's bonus percentage multiplied by each participant's annualized base salary as of the end of the

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year. The Committee also took into consideration the individual performance of each participant in determining the amount of the participant's 2008 annual bonus award.

On January 19, 2009, the Compensation Committee approved the payment of a 2008 annual bonus award in cash to each of the Named Executive Officers, as follows:

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<u>Named Executive Officer</u>	<u>2008 Annual Bonus Award</u>	<u>2008 Bonus Percentage of 2008 Annualized Base Salary</u> ⁽¹⁾	<u>Percentage Increase over 2007 Bonus Award</u>
Kevin M. Modany	\$1,181,250	175.0%	18.7%
Daniel M. Fitzpatrick	\$299,250	105.0%	1.0%
Clark D. Elwood	\$269,500	96.3%	0.5%
Eugene W. Feichtner	\$235,813	96.3%	(0.6)%
Glenn E. Tanner	\$145,688	78.8%	0.6%

(1) As of March 31, 2008.

In January 2009, the Compensation Committee also approved the 2009 Executive Bonus Parameters for participation by our executives, including the Named Executive Officers. Bonuses payable to individual participants will be paid in cash and based on a formula that takes into account our ability to achieve specified targets in 2009 in each of the following four performance categories, each weighted equally:

- Our EPS in 2009.
- The percentage increase in total student enrollment at our institutes as of December 31, 2009 compared to the total student enrollment at our institutes as of December 31, 2008.
- Our Free Cash Flow in 2009.
- The percentage of Employable Graduates from our institutes' programs of study in the third and fourth calendar quarters of 2008 and first and second calendar quarters of 2009 who either obtain employment by December 31, 2009, or are already employed, in positions that require the direct or indirect use of skills taught in their programs of study.

Each target level associated with each incremental bonus percentage is progressively higher and, therefore, more of a challenge to achieve. If we applied the actual results that we achieved in 2008 with respect to each of the four performance factors to the 2009 performance categories, the weighted average performance points under the 2009 performance categories would be 3.00, for a maximum bonus percentage of 100.0%, compared to 4.50 under the 2008 performance categories, for a maximum bonus percentage of 175.0%. At the time that the Compensation Committee approved the target levels under the 2009 Executive Bonus Parameters, we publicly disclosed that the range of \$6.25 to \$6.45 was our internal goal for our 2009 earnings per share. The mid-point of that range was the basis for the target level associated with 2.00 performance points in the earnings per share performance category of the 2009 Executive Bonus Parameters. We subsequently announced that we have revised our internal goal for our 2009 earnings per share to a range of \$6.50 to \$6.75. The Compensation Committee has not adjusted, however, the target levels in the earnings per share performance category of the 2009 Executive Bonus Parameters.

The 2009 Executive Bonus Parameters establish for each participant a standard bonus target percentage of annualized base salary as of December 31, 2009, ranging from 10% to 100%, with the percentage depending on the participant's position. The following table sets forth the standard bonus target percentage of annualized base salary as of December 31, 2009 for each of the Named Executive Officers under the 2009 Executive Bonus Parameters.

<u>Named Executive Officer</u>	<u>2009 Standard Bonus Target Percentage of Annualized Base Salary</u>
Kevin M. Modany	100%
Daniel M. Fitzpatrick	65%
Clark D. Elwood	65%
Eugene W. Feichtner	60%
Glenn E. Tanner	60%

The maximum bonus percentage under the 2009 Executive Bonus Parameters ranges from 25% to 200% of the standard bonus target percentage of annualized base salary as of December 31, 2009 and is based on the weighted average performance points associated with the actual results achieved with respect to each performance category. The maximum bonus percentage associated with each range of weighted average performance points under the 2009 Executive Bonus Parameters is the same as the range under the 2008 Executive Bonus Parameters.

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Equity-Based Compensation. The Compensation Committee believes that equity-based compensation related to our long-term performance should be a major component of the total compensation for executives. The Committee believes that the use of our common stock in the payment of this compensation will enhance our executives' commitment to our long-term performance because equity-based compensation awards, such as time-based stock options, restricted stock and restricted stock units ("RSUs"), are directly related to the performance of our common stock. The type and value of the equity-based compensation awards vary based on the executive's level and individual performance.

In 2008, as a guideline for determining the amount (based on fair value, determined by using a Black-Scholes pricing model) of the annual equity-based compensation award to grant to our executives, the Compensation Committee used a percentage of the executive's annualized base salary, ranging from 33% to 425%, with the percentage depending on market comparisons and the executive's responsibilities, performance and contributions. The percentage applicable to each of the Named Executive Officers in 2008 was as follows:

<u>Named Executive Officer</u>	<u>Percentage of 2008 Annualized Base Salary</u> ⁽¹⁾
Kevin M. Modany	425%
Daniel M. Fitzpatrick	211%
Clark D. Elwood	214%
Eugene W. Feichtner	245%
Glenn E. Tanner	195%

(1) As of March 31, 2008.

On January 21, 2008, the Compensation Committee authorized the grant of nonqualified stock options to purchase shares of our common stock under the 2006 ITT Educational Services, Inc. Equity Compensation Plan ("2006 Equity Compensation Plan") to the Named Executive Officers effective on January 30, 2008. See "-- Grants of Plan-Based Awards Table." The amounts of the equity awards in 2008 to the Named Executive Officers were based on the percentage of base salary set forth above.

In 2009, the Compensation Committee decided to change its method of determining the amount of equity-based compensation grants to our executive officers, as a result of its review of its previous method and the recommendation of Fariant. Instead of the previous value-based method, the Committee has moved to a fixed share range method. The Compensation Committee made this change after determining that the volatility component of the valuation method can cause the value of the equity-based compensation to be non-reflective of our performance. Higher stock volatility, as has been the case with our common stock in recent periods, leads to higher relative option values under the valuation method, which is not always indicative of actual stock price performance. By establishing a fixed number of shares for equity grants, those grants will have a higher intrinsic value when the market price of our common stock is higher and a lower intrinsic value when the market price of our common stock is lower. As a result, the Compensation Committee believes that the intrinsic value of the equity-based compensation is tied more closely to company and individual performance, since our executives will need to produce the financial and operating results necessary for the share price of our common stock to increase, which is the only way that the stock options will have value to the executive.

The Compensation Committee determined the ranges of the fixed share amounts to be granted to our executives as a percentage of our outstanding common stock. The Compensation Committee reviewed equity compensation awards in the previous two years granted to executives in the same or similar positions at the comparator companies that the Committee uses for benchmarking, and calculated the percentage that those awards bore to the applicable company's outstanding common shares in order to develop fixed share grant guidelines for the Committee's use in making future equity compensation awards. The Committee intends for the fixed share grant guidelines to provide an equity compensation opportunity to our executives in the upper quartile of peer practices over time based on the percentage of common shares outstanding, although it is not the intent of the Committee to make adjustments on an annual basis to achieve this positioning, and actual pay opportunity will vary with performance from year-to-year. The Compensation Committee currently intends to utilize those fixed share grant guidelines for the next three to five years, but it retains the discretion to modify the guidelines, or the entire grant method, at any time. The Committee also expects that it would reset the guidelines, if the market price of our common stock substantially increases or decreases from its current level and is sustained at that different level for an extended period of time.

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For the stock option grants to executives in 2009, the Compensation Committee utilized the applicable ranges determined as described above, and set the exact number of stock options to grant to each executive based on the executive's individual performance in 2008 and, for all executives other than our Chief Executive Officer, the recommendation of our Chief Executive Officer. Specifically, on January 19, 2009, the Compensation Committee authorized the grant of nonqualified stock options to purchase shares of our common stock under the 2006 Equity Compensation Plan to the Named Executive Officers, effective on January 28, 2009, as follows:

<u>Named Executive Officer</u>	<u>Number of Securities Underlying Option Granted</u>	<u>Exercise Price</u>	<u>Expiration Date</u>	<u>Grant Date ⁽¹⁾</u>	<u>Date Compensation Committee Took Action</u>
Kevin M. Modany	100,000	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Daniel M. Fitzpatrick	20,000	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Clark D. Elwood	20,000	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Eugene W. Feichtner	17,500	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾
Glenn E. Tanner	17,500	\$121.56 ⁽²⁾	01/28/16	01/28/09	01/19/09 ⁽³⁾

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- (1) The effective date of the stock option grant.
 - (2) Nonqualified stock option granted at 100% of the closing market price of a share of our common stock on January 28, 2009, the effective date of the grant. One-third of the option is exercisable on the anniversary date of the grant in each of the years 2010, 2011 and 2012.
 - (3) The stock option was granted by the Compensation Committee during a Committee meeting on January 19, 2009, and became effective on January 28, 2009, which was the fourth business day following the date we publicly disclosed our financial and operating results for the fiscal quarter and year ended December 31, 2008.

The Compensation Committee is responsible for determining equity-based compensation paid to our executives. All equity-based compensation awards to our executive officers are granted exclusively by our Compensation Committee. The Compensation Committee has delegated limited authority to our Chief Executive Officer to grant equity-based compensation awards to our newly-hired executives (excluding our executive officers) and other key employees.

Equity-based compensation is granted to our executives and other key employees under the following circumstances:

- the Compensation Committee has typically made grants to our executives and other key employees annually during its first regularly scheduled meeting of the calendar year, which grants become effective prospectively on the fourth business day following the public disclosure of our financial and operating results for our prior fiscal year;
- the Compensation Committee has typically made grants to our newly-hired executive officers at a Committee meeting occurring either:
 - prior to the date that the executive officer's employment with us begins, in which case the effective date of the grant is typically the executive officer's first day of employment with us but, if the markets are closed on that day, is the next subsequent day that the markets are open; or
 - after the executive officer's employment with us begins, in which case the effective date of the grant is the date of the Committee meeting or a subsequent date specified by the Committee at its meeting; and
- pursuant to authority delegated to him by the Compensation Committee, our Chief Executive Officer typically grants equity-based compensation to our newly-hired executives (excluding our executive officers) and other key employees on the newly-hired

employee's first day of employment with us.

In each of the above circumstances, the exercise price of any stock option granted is the closing market price of a share of our common stock on the effective date of the stock option grant. In addition, the number of any RSUs or shares of restricted stock is based on the closing market price of a share of our common stock on the effective date of the RSU or restricted stock grant.

We do not time our release of material non-public information for the purpose of affecting the value of our executives' compensation, nor do we time our grants of equity-based compensation to take advantage of material non-public information. Nevertheless, our process for granting equity-based compensation (as described above) may

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result in equity-based compensation, including stock options, being granted to our executives and other key employees at times when our Board of Directors or the Compensation Committee is in possession of material non-public information about us. This possibility is not taken into account in determining whether to make the equity-based compensation awards or the amount or value of those awards.

Retirement Plans.

Qualified Retirement Savings. Our executives participate in our ESI 401(k) Plan, a qualified defined contribution plan, that is designed to provide substantially all of our employees with a tax-deferred, long-term savings vehicle. See “– Equity Compensation and Qualified Savings Plans –*ESI 401(k) Plan.*”

Nonqualified Deferred Compensation. Due to federal limitations that preclude our highly-compensated employees from fully participating in the ESI 401(k) Plan, we established the ESI Excess Savings Plan, an unfunded, nonqualified deferred compensation plan for a select group of our management, including the Named Executive Officers. We froze the ESI Excess Savings Plan, effective for plan years beginning on and after January 1, 2008, such that executives may no longer make elective deferrals and we no longer make contributions under the ESI Excess Savings Plan. Amounts previously credited to an executive under the ESI Excess Savings Plan will, however, continue to accrue interest in accordance with the terms of the ESI Excess Savings Plan until those amounts are distributed pursuant to the plan’s terms. See “– Nonqualified Deferred Compensation Plans –*ESI Excess Savings Plan.*”

In addition, we have established the ESI Executive Deferred Bonus Compensation Plan (the “Deferred Bonus Plan”), an unfunded, nonqualified deferred compensation plan, for a select group of our management and highly-compensated employees, including the Named Executive Officers. The Deferred Bonus Plan allows eligible employees to defer payment of all or a portion of his or her annual bonus compensation and to earn interest on any annual bonus compensation in the form of cash that is deferred. See “– Nonqualified Deferred Compensation Plan –*Deferred Bonus Plan.*”

The terms of the ESI Excess Savings Plan and the Deferred Bonus Plan, including the interest rate on the earnings on the Named Executive Officers’ account balances under each plan, are based on common and typical terms and types of nonqualified deferred compensation plans that had been adopted by other publicly traded companies at the time that we adopted those plans.

Pension Benefits. Pension benefits provide retirement compensation which is based on the salary and bonus compensation paid to the employee during his or her employment. We froze the benefit accruals under the ESI Pension Plan and ESI Excess Pension Plan for all participants in the plans on March 31, 2006, such that no further benefits accrue under those plans after March 31, 2006. Participants do, however, continue to be credited with vesting service and interest according to the terms of those plans. See “– Pension Plan –*ESI Pension Plan*” and *ESI Excess Pension Plan.*”

Employee Benefits and Perquisites.

Employee Benefits. All of our executives are eligible to participate in our employee benefits, which include medical and dental benefits, vision insurance, life insurance, flexible spending account, tuition reimbursement, business travel and accident insurance, disability insurance, vacation leave, sick leave, bereavement leave, ITT Technical Institute tuition discounts and an employee assistance program that can help employees find answers to various kinds of personal concerns by offering consultation, support, information, planning and referrals. The employee benefits are generally available on a non-discriminatory basis to all full-time and part-time regular employees.

Perquisites. We also provide limited perquisites to our executives, including the Named Executive Officers, that vary based on the executive's level. The perquisites include use of a company car for our Chief Executive Officer only, a tax return preparation and financial planning allowance, tickets to sporting, theater and other events, enhanced disability benefits, an annual physical examination and, for newly-hired executive officers from outside the Indianapolis metropolitan area whom we ask to relocate, relocation assistance. The value and type of perquisites made available to our executives are based on the value and type of perquisites that had been made available to executives at other publicly-traded companies at the time that we began making those perquisites available, and at the time of each subsequent annual review by the Compensation Committee of those perquisites. The Compensation

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Committee believes that our executives value the perquisites provided to them and, given that the cost to us of the perquisites is not significant, the Committee has determined to continue providing these perquisites to our executives.

The perquisites that we provided to our Named Executive Officers in 2008 are disclosed in the Summary Compensation Table and footnotes thereto in this Proxy Statement. See “– Summary Compensation Table.” In January 2009, the Compensation Committee approved the value and type of perquisites in 2009 for the Named Executive Officers, which are consistent with the value and type of perquisites provided to them in 2008. The aggregate incremental cost to us in 2009 for providing all of the 2009 perquisites to the Named Executive Officers is not expected to exceed \$125,000.

Potential Payments Upon Termination of Employment or a Change In Control of Us. Our executive officers, including the Named Executive Officers, participate in the ITT Educational Services, Inc. Senior Executive Severance Plan (the “Senior Executive Severance Plan”), which provides for severance benefits if:

- we terminate the executive’s employment, other than for cause, or when the executive terminates his or her employment for good reason, in each case within two years after the occurrence of a change in control of us;
- we terminate the executive’s employment, other than for cause, if a change in control is imminent.

The benefits vary depending on the executive’s level and include, among other things, two or three times the executive’s base salary and bonus and a stipend equal to two or three times the annual cost of certain employee benefits. See “– Potential Payments Upon Termination or Change in Control –*Senior Executive Severance Plan.*”

The Compensation Committee believes that a change in control transaction, or potential change in control transaction, would create uncertainty regarding the continued employment of our executives. This is because many change in control transactions result in significant organizational changes, particularly at the senior executive level. In order to encourage our executives to remain employed with us during an important time when their continued employment in connection with or following a transaction is often uncertain and to help keep our executives focused on our business rather than on their personal financial security, we believe that providing certain of our executives with severance benefits upon the specified terminations of employment is in the best interests of our company and our shareholders. The Committee also believes that severance benefits are even more effective in achieving those purposes at companies, like ours, where executives do not have significant amounts of wealth accumulation from previous compensation awards.

The benefits under the Senior Executive Severance Plan are not payable merely because a change in control transaction occurs or is imminent. Instead, payment of the severance benefits is only triggered if a change in control has occurred or is imminent and certain types of termination of employment occur within certain limited time periods. The Compensation Committee has determined that this “double trigger” requirement is appropriate and reasonable.

If benefits are triggered under the Senior Executive Severance Plan, our Chief Executive Officer would be entitled to payments under the “three times” multiplier and the other covered executives would be entitled to payments under the “two times” multiplier. Our Chief Executive Officer would also be entitled to certain benefits that would not be available to the other covered executives, including that our Chief Executive Officer would receive a tax gross-up payment on any excise taxes and that his severance benefits would not be limited in the event of the imposition of an excise tax. The Compensation Committee believes that our Chief Executive Officer should receive the higher multiplier and the enhanced benefits given his high level of responsibility and the substantial duties that he has with us, as well as the fact that it is common market practice for a chief executive officer to receive a higher level of severance benefits than other executive officers.

The amount and type of severance pay made available to our executive officers are based on common and typical amounts and types of severance pay that are made available to executives by other publicly traded companies at the time that these benefits were determined.

In addition, some of the awards granted under our equity compensation plans and all or a portion of the contributions, benefits and earnings under our qualified savings plan, nonqualified deferred compensation plans and pension plans may vest and/or become payable to the participating employees, including the Named Executive Officers, if the participating employee's employment terminates in certain situations or we undergo a change in control. See "– Potential Payments Upon Termination or Change In Control." The accelerated vesting and payments

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are useful in providing security to our executives and helps them to focus on their job responsibilities, instead of the safety of compensation that they have previously been awarded or paid. Further, the accelerated vesting of equity compensation awards upon a change in control:

- provides employees with the same opportunities as shareholders, who are free to sell their equity at the time of the change in control event and thereby realize the value created at the time of the transaction;
- ensures that employees do not have the fate of their outstanding equity tied to the future success of the new and different company that results from the change in control;
- can be a strong retention device during change in control discussions, particularly for those employees whose equity represents a significant portion of their total pay package; and
- treats all employees the same regardless of their employment status after the transaction.

The Impact of Accounting and Tax Treatments on the Compensation. Section 162(m) of the IRC limits the allowable deduction for compensation paid or accrued with respect to the chief executive officer and each of the three other most highly compensated executive officers (other than the chief financial officer) of a publicly held corporation to no more than \$1 million per year. Certain compensation is exempt from this deduction limitation, including performance-based compensation paid under a plan administered by a committee of outside directors, the material terms of which have been approved by our shareholders.

In light of Section 162(m), it is the policy of the Compensation Committee to modify, where necessary, our executive compensation program to maximize the tax deductibility of compensation paid to our executive officers. Accordingly, our equity incentive compensation plans include a fixed limit on the awards that may be granted to any individual in any given year. Any future gains that may be realized upon the stock options granted under our equity incentive compensation plans will qualify as “performance-based compensation” and will be fully deductible by us.

At the same time, the Compensation Committee also believes that the overall performance of our senior executives cannot in all cases be reduced to a fixed formula and that the prudent use of discretion in determining pay levels is in our best interests and those of our shareholders. Under some circumstances (other than in the context of our employee incentive stock plans), the Committee’s use of discretion in determining appropriate amounts of compensation may be essential. In those situations where discretion is or can be used by the Compensation Committee, compensation may not be fully deductible. The Committee does not believe that such loss of deductibility will have any material impact on our financial condition.

Section 409A of the IRC provides certain requirements for deferred compensation arrangements. Those requirements, among other things, limit flexibility with respect to the time and form of payment of deferred compensation. If a payment or award constitutes deferred compensation subject to Section 409A and the applicable requirements are not satisfied, the recipient could be subject to tax on the award and all other deferred compensation of the same type, and an additional 20% tax and interest at the underpayment rate plus 1%, at the time the legally binding right to the payment or award arises or, if later, when that right ceases to be subject to a substantial risk of forfeiture. We have made modifications to our plans and arrangements such that payments or awards under those arrangements either are intended to not constitute “deferred compensation” for Section 409A purposes (and will thereby be exempt from Section 409A’s requirements) or, if they constitute “deferred compensation,” are intended to comply with the Section 409A statutory provisions and final regulations.

Compensation Committee Report

The Compensation Committee has reviewed and discussed the Compensation Discussion and Analysis required by Item 402(b) of Regulation S-K under the 1934 Act with our management. Based on that review and discussions, the Compensation Committee recommended to our Board of Directors that the Compensation Discussion and Analysis be included in our Annual Report on Form 10-K for the fiscal year ended December 31, 2008 and in our Proxy Statement for our 2009 Annual Meeting of Shareholders for filing with the U.S. Securities and Exchange Commission

("SEC").

Compensation Committee

James D. Fowler, Jr.

Samuel L. Odle, Chair

Vin Weber

John A. Yena

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Summary Compensation Table

The following table sets forth information regarding the compensation of the Named Executive Officers for each of our last three completed fiscal years.

Summary Compensation Table for Fiscal Years 2008, 2007 and 2006

Name and Principal Position (a)	Year Salary ⁽¹⁾		Bonus ⁽²⁾	Stock Awards ⁽³⁾	Option Awards ⁽⁴⁾	Non-Equity Incentive Plan Compensation ⁽⁵⁾	Change in Pension Value and Non-qualified Deferred Compensation Earnings ⁽⁶⁾	All Other Compensation ⁽⁷⁾	Total ⁽⁸⁾
	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
	2008	\$663,750	\$337,500	\$300,056	\$1,957,325	\$843,750	\$ 3,032	\$49,574	\$4,154,987
Kevin M. Modany	2007	\$555,625	\$ 0	\$225,042	\$ 879,474	\$995,039	\$ 8,979	\$66,522	\$2,730,681
	2006	\$326,878	\$ 0	\$ 0	\$ 71,802	\$436,400	\$13,426	\$31,244	\$ 879,750
Chairman, Chief Executive Officer and President	2008	\$279,575	\$ 85,500	\$ 0	\$ 430,393	\$213,750	\$ 0	\$16,094	\$1,025,312
Daniel M. Fitzpatrick	2007	\$259,350	\$ 0	\$ 0	\$ 190,290	\$296,213	\$ 0	\$14,369	\$ 760,222
	2006	\$244,377	\$ 0	\$ 0	\$ 106,855	\$278,500	\$ 0	\$37,361	\$ 667,093
Senior Vice President and Chief Financial Officer	2008	\$275,025	\$ 77,000	\$ 0	\$ 383,285	\$192,500	\$15,378	\$12,930	\$ 956,118
Clark D. Elwood	2007	\$256,600	\$ 0	\$ 0	\$ 187,928	\$268,228	\$41,750	\$12,523	\$ 767,029
	2006	\$242,078	\$ 0	\$ 0	\$ 10,083	\$253,800	\$20,850	\$11,462	\$ 538,273
Senior Vice President, General Counsel and Secretary	2008	\$241,250	\$ 67,375	\$ 0	\$ 381,748	\$168,438	\$20,505	\$11,835	\$ 891,151
Eugene W. Feichtner	2007	\$223,050	\$ 0	\$ 0	\$ 166,229	\$237,188	\$44,186	\$ 8,993	\$ 679,646
Senior Vice President, Operations		\$199,158	\$ 0	\$ 0	\$ 5,042	\$189,600	\$28,996	\$10,193	\$ 432,989

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Glenn E. Tanner	2008	\$181,675	\$ 41,625	\$ 0	\$ 348,844	\$104,063	\$10,601	\$ 6,608	\$ 693,416
Senior Vice	2007	\$168,900	\$ 0	\$ 0	\$ 305,581	\$144,872	\$ 6,489	\$ 5,676	\$ 631,518
President,	2006	\$158,855	\$ 0	\$ 0	\$ 0	\$ 96,300	\$22,203	\$ 5,325	\$ 282,683
Marketing									

- (1) Amounts shown represent the dollar value of base salary earned during each of the years indicated.
- (2) Amounts shown represent the dollar value of discretionary bonus amounts earned in the stated year and paid in the subsequent year. Under Item 402(a) of Regulation S-K under the 1934 Act, any portion of our annual bonus award that is paid above the amounts earned by the Named Executive Officer under the pre-established performance targets is to be reported in this column. The amounts earned under the pre-established performance targets are reported in column (g), "Non-Equity Incentive Plan Compensation," of the Summary Compensation Table. Following the end of 2008, the Compensation Committee exercised its discretion and adjusted the target levels in the Free Cash Flow category under our 2008 Executive Bonus Parameters, resulting in an additional amount being awarded to each Named Executive Officer in excess of the amount that was earned under the original target levels in that category. See "-- Compensation Discussion and Analysis --*Compensation Elements --Annual Bonus Awards.*" Those additional amounts are shown in this column. Amounts shown in this column also include any portion of the award that may have been deferred by the Named Executive Officers under the Deferred Bonus Plan. See "-- Nonqualified Deferred Compensation Plan ~~Deferred Bonus Plan.~~"
- (3) Amounts shown represent the dollar amount recognized for financial statement reporting purposes with respect to each year indicated, computed in accordance with the Financial Accounting Standards Board's Statement of Financial Accounting Standards ("SFAS") No. 123R, "Share-Based Payment" ("SFAS No. 123R") (except excluding any estimated amount for forfeitures related to service-based vesting conditions), of all stock awards held by the Named Executive Officer. The dollar amount recognized for financial statement reporting purposes with respect to each year indicated includes any earnings, such as dividends, that may be received on the stock awards. There were no forfeitures with respect to any stock awards held by the Named Executive Officers during any of the years indicated. To determine the fair value of stock awards, we use the closing market price of a share of our common stock on the effective date of the stock award. The amounts ultimately realized by the Named Executive Officers from the stock awards will depend on the price of our common stock in the future and may be quite different from the values shown.
- (4) Amounts shown represent the dollar amount recognized for financial statement reporting purposes with respect to each year indicated, computed in accordance with SFAS No. 123R (except excluding any estimated amount for forfeitures related to service-based vesting conditions), of all option awards held by the Named Executive Officer. The option awards relate solely to shares of our common stock. The values reported for:

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- 2008 relate to stock options held by the Named Executive Officers that were granted in 2008 and 2007;
- 2007 relate to stock options held by the Named Executive Officers that were granted in 2007; and
- 2006 relate to stock options held by the Named Executive Officers that were granted in 2006, 2005 and 2003.

In accordance with SFAS No. 123R, the values reported for Mr. Tanner for 2008 and 2007 reflect the fact that, because he is retirement eligible, we accelerated recognition of the entire stock option expense related to stock options granted to him in that year, instead of recognizing the expense over the vesting period as we have done for the other Named Executive Officers who are not retirement eligible. None of the Named Executive Officers has received any Stock Appreciation Rights (“SARs”) from us. There were no forfeitures with respect to any option awards held by the Named Executive Officers during any of the years indicated. The fair value of the stock options granted prior to January 1, 2005 was determined using the Black-Scholes model. We have used a binomial option pricing model to determine the fair value of the stock options granted on and after January 1, 2005, which, similar to the Black-Scholes model, takes into account the variables defined below:

- “Volatility” is a statistical measure of the extent to which the stock price is expected to fluctuate during a period and combines our historical stock price volatility and the implied volatility as measured by actively traded stock options.
- “Expected life” is the weighted average period that those stock options are expected to remain outstanding, based on the historical patterns of our stock option exercises, as adjusted to reflect the current position-level demographics of the stock option grantees.
- “Risk-free interest rate” is based on interest rates for terms that are similar to the expected life of the stock options.
- “Dividend yield” is based on our historical and expected future dividend payment practices.

The assumptions supporting those variables were consistent under both option pricing models. The following table sets forth the assumptions supporting those variables that were used to determine the values reported with respect to the stock options held by the Named Executive Officers that were granted in 2003 through 2008:

	Assumptions Associated with Stock Options Granted In					
	2008	2007	2006	2005	2004	2003
Volatility	53%	35%	42%	44%	58%	57%
Expected life (in years)	4.0	4.7	4.0	4.0	5.0	5.0
Risk-free interest rate	2.7%	4.5%-4.8%	4.3%	4.0%	3.3%	2.7%
Dividend yield	None	None	None	None	None	None

The amounts ultimately realized by the Named Executive Officers from the option awards will depend on the price of our common stock in the future and may be quite different from the values shown.

- (5) Amounts shown represent the dollar value of all amounts earned for services performed during each of the years indicated pursuant to awards under non-equity incentive plans. There were no earnings on any outstanding non-equity incentive plan awards during any of the years indicated. The amounts reported are the annual bonus awards earned in the stated year in accordance with pre-established performance targets and paid in the subsequent year. Under Item 402(a) of Regulation S-K under the 1934 Act, our annual bonus award is defined to be non-equity incentive plan compensation, instead of bonus compensation, to the extent that the outcome with respect to the relevant performance targets under our bonus parameters is substantially uncertain at the time the performance targets are established by the Compensation Committee and communicated to the participants. As a result, the annual bonus award is intended to serve as an incentive for performance to occur over a specified fiscal year, which causes it to be reported in this column. In the event that a portion of an annual bonus award is paid above the amounts earned by meeting the pre-established performance targets, that additional amount is reported in column (d), “Bonus,” of the Summary Compensation Table. Amounts shown in this column include any portion of the award that may have been deferred by the Named Executive Officers under the Deferred Bonus Plan. See “– Nonqualified Deferred Compensation Plans –*Deferred Bonus Plan.*”
- (6) Amounts shown represent the sum of:
- the aggregate increase in actuarial present value of the Named Executive Officer’s accumulated benefit on an annualized basis under all defined benefit and actuarial pension plans (including supplemental plans) from the pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the prior completed fiscal year to the pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the covered fiscal year; and
 - the above-market or preferential earnings on compensation that is deferred on a basis that is not tax-qualified, including such earnings on nonqualified defined contribution plans.

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The pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements prior to 2008 was September 30 in each fiscal year. Effective in 2008, we changed the pension plan measurement date for financial statement reporting purposes to December 31. As a result, the two measurement dates for the calculation of the aggregate change in actuarial present value for 2008 were September 30, 2007 and December 31,

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2008. As permitted by SEC interpretations, the amount of the aggregate increase in actuarial present value of each of the Named Executive Officers' accumulated benefit shown in the table for our 2008 fiscal year has been pro-rated by 12/15ths in order to annualize the amounts for the year in which we changed the pension plan measurement date. The aggregate change in actuarial present value of the Named Executive Officer's accumulated benefit on an annualized basis under each of the following plans is presented in the table below:

- the Retirement Plan for Salaried Employees of ITT Corporation (the "Old Pension Plan"), a non-contributory defined benefit pension plan;
- the ESI Pension Plan, a cash balance defined benefit plan; and
- the ESI Excess Pension Plan, an unfunded, nonqualified retirement plan.

See "-- Pension Plans." In addition, the above-market or preferential earnings on compensation that is deferred on a basis that is not tax-qualified for the benefit of the Named Executive Officers under the ESI Excess Savings Plan, an unfunded, nonqualified retirement plan are specified in the table below. There were no above-market or preferential earnings on compensation that is deferred on a basis that is not tax-qualified for the benefit of the Named Executive Officers under the Deferred Bonus Plan, an unfunded, nonqualified deferred compensation plan, in 2008, 2007 or 2006. See "-- Nonqualified Deferred Compensation Plans."

Named Executive Officer	Old Pension Plan Aggregate Change in Present Value of Accumulated Benefit	ESI Pension Plan Aggregate Change in Present Value of Accumulated Benefit	ESI Excess Pension Plan Aggregate Change in Present Value of Accumulated Benefit	ESI Excess Savings Plan Above-Market or Preferential Earnings on Deferred Compensation ^(A)	Total
Kevin M. Modany					
2008	\$ 0	\$ 902	\$ 1,162	\$968	\$ 3,032
2007	\$ 0	\$ 3,797	\$ 4,896	\$286	\$ 8,979
2006	\$ 0	\$ 3,357	\$10,057	\$ 12	\$13,426
Daniel M. Fitzpatrick					
2008	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2007	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2006	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Clark D. Elwood					
2008	\$ 2,387	\$ 6,998	\$ 5,496	\$497	\$15,378
2007	\$ (342)	\$23,396	\$18,373	\$323	\$41,750
2006	\$ (711)	\$ 7,862	\$13,475	\$224	\$20,850
Eugene W. Feichtner					
2008	\$ 5,749	\$11,544	\$ 3,142	\$ 70	\$20,505
2007	\$ 862	\$34,032	\$ 9,264	\$ 28	\$44,186
2006	\$ 182	\$13,877	\$14,913	\$ 24	\$28,996
Glenn E. Tanner					
2008	\$(3,610)	\$13,978	\$ 0	\$233	\$10,601
2007	\$(6,489)	\$12,965	\$ 0	\$ 13	\$ 6,489
2006	\$(6,852)	\$29,055	\$ 0	\$ 0	\$22,203

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- (A) Interest is above-market only if the rate of interest exceeds 120% of the applicable federal long-term rate, with compounding (as prescribed under Section 1274(d) of the IRC), at the rate that corresponds most closely to the rate under the applicable plan at the time the interest rate or formula is set. In the event of a discretionary reset of the interest rate, the requisite calculation is made on the basis of the interest rate at the time of such reset, rather than when originally established. Only the above-market portion of the interest is included.
- (7) Amounts shown represent all other compensation for each of the years indicated that could not properly be reported in columns (c) through (h) of the Summary Compensation Table, as follows:

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Named Executive Officer	Perquisites ^(A)						ITT/ESI Contributions Under		
	Use of a Company Car ^(B)	Tax Return and Financial Planning Allowance ^(C)		Enhanced Disability Benefits ^(E)		Perquisites Total	ESI 401(k) Plan ^(G)	ESI Excess Savings Plan ^(H)	Perquisites and ITT/ESI Contributions Total ^(I)
		Event Tickets ^(D)	Relocation Assistance ^(F)	Disability Benefits ^(E)	Relocation Assistance ^(F)				
Kevin M. Modany									
2008	\$13,795	\$13,500	\$ 8,740	\$5,771	\$ 0	\$41,806	\$7,768	\$ 0	\$49,574
2007	\$24,271	\$12,283	\$ 8,037	\$5,387	\$ 0	\$49,978	\$7,881	\$8,663	\$66,522
2006	\$11,471	\$ 475	\$ 7,162	\$2,261	\$ 0	\$21,369	\$7,569	\$2,306	\$31,244
Daniel M. Fitzpatrick									
2008	\$ 0	\$ 2,850	\$ 3,002	\$2,437	\$ 0	\$ 8,289	\$7,805	\$ 0	\$16,094
2007	\$ 0	\$ 2,633	\$ 1,704	\$2,251	\$ 0	\$ 6,588	\$7,781	\$ 0	\$14,369
2006	\$ 0	\$ 2,475	\$ 4,267	\$1,683	\$21,605	\$30,030	\$7,331	\$ 0	\$37,361
Clark D. Elwood									
2008	\$ 0	\$ 2,800	\$ 0	\$2,394	\$ 0	\$ 5,194	\$7,736	\$ 0	\$12,930
2007	\$ 0	\$ 2,601	\$ 0	\$2,224	\$ 0	\$ 4,825	\$6,723	\$ 975	\$12,523
2006	\$ 0	\$ 2,461	\$ 0	\$1,672	\$ 0	\$ 4,133	\$6,495	\$ 834	\$11,462
Eugene W. Feichtner									
2008	\$ 0	\$ 2,450	\$ 2,510	\$2,095	\$ 0	\$ 7,055	\$4,780	\$ 0	\$11,835
2007	\$ 0	\$ 1,275	\$ 784	\$1,967	\$ 0	\$ 4,026	\$4,679	\$ 288	\$ 8,993
2006	\$ 0	\$ 1,992	\$ 2,256	\$1,375	\$ 0	\$ 5,623	\$4,570	\$ 0	\$10,193
Glenn E. Tanner									
2008	\$ 0	\$ 1,850	\$ 841	\$1,582	\$ 0	\$ 4,273	\$2,335	\$ 0	\$ 6,608
2007	\$ 0	\$ 0	\$ 0	\$1,468	\$ 0	\$ 1,468	\$3,135	\$ 1,073	\$ 5,676
2006	\$ 0	\$ 0	\$ 760	\$ 0	\$ 0	\$ 760	\$4,565	\$ 0	\$ 5,325

- (A) Amounts shown represent the aggregate incremental cost to us for the perquisites provided to the Named Executive Officers in each of the years indicated.
- (B) The methodology for computing the aggregate incremental cost to us for providing use of a company car involves compiling the expenses that were paid by us or reimbursed to the Named Executive Officer for the Named Executive Officer's use of the vehicle. Those expenses include:
- the lease payments on the car, including a pre-payment in 2007, that were paid by us;
 - the cost of insurance premiums relating to the car that were paid by us;
 - the cost of gasoline used in the car that was paid or reimbursed by us; and
 - the cost of maintenance and repairs of the car that was paid or reimbursed by us.
- (C) The methodology for computing the aggregate incremental cost to us for providing a tax return and financial planning allowance involves determining the sum of all receipts for tax return and financial planning services that are submitted by and reimbursed to the Named Executive Officer up to the amount of the allowance authorized by the Compensation Committee (i.e., 2% of annualized base salary as of the effective date of any increase in base salary for that fiscal year for Mr. Modany, and 1% of annualized base salary as of the effective date of any increase in base salary for each of the other Named Executive Officers).
- (D) The methodology for computing the aggregate incremental cost to us for providing event tickets involves identifying the specific events that the Named Executive Officer and his guests attended during the year and attributing the actual costs paid by us or reimbursed to the Named Executive Officer for the Named Executive Officer and his guests to attend the event. Those costs include:
- the portion of a license fee for a private suite and associated spectator seats used by the Named Executive Officer and his guests;
 - the cost of food and beverages consumed by the Named Executive Officer and his guests in connection with the event;
 - the cost of tickets used by the Named Executive Officer and his guests to attend the event; and
 - the cost of parking fees incurred by the Named Executive Officer and his guests to attend the event.
- (E) The methodology for computing the aggregate incremental cost to us for providing enhanced disability benefits involves:
- multiplying the monthly charge to us per employee for the enhanced short-term disability benefits by the number of months;

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- multiplying the annual charge to us per \$100 of coverage for the enhanced long-term disability benefits by the number of \$100 increments in the coverage; and
 - adding together the sum of the amounts calculated in the prior two bullet points.
- (F) The methodology for computing the aggregate incremental cost to us for providing relocation assistance involves compiling all of the reimbursable expenses, as specified in our relocation assistance program, that have been paid by us or the Named Executive Officer with respect to the relocation. Those expenses include:
- transportation and lodging costs for the Named Executive Officer and members of his household to search for a new residence;

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- temporary living expenses for the Named Executive Officer in the new location (which cannot exceed 25% of the total dollar amount of the Named Executive Officer's relocation assistance);
- transportation and lodging costs incurred by the Named Executive Officer and members of his household when moving to the new location;
- the cost of moving the household goods of the Named Executive Officer and members of his household;
- the cost associated with the sale of the Named Executive Officer's principal residence at the old location;
- the cost associated with the purchase of the Named Executive Officer's principal residence at the new location; and
- miscellaneous costs incurred by the Named Executive Officer with respect to relocating to a new principal residence (which cannot exceed 20% of the total dollar amount of the Named Executive Officer's relocation assistance).

The total dollar amount of the assistance authorized by the Compensation Committee is 50% of the Named Executive Officer's annualized base salary as of the date the relocation begins.

- (G) Amounts shown represent our contributions or other allocations made under the ESI 401(k) Plan, a defined contribution plan, for the benefit of the Named Executive Officers in each of the years indicated. See “– Equity Compensation and Qualified Savings Plan *ESI 401(k) Plan.*”
- (H) Amounts shown represent our contributions or other allocations made under the ESI Excess Savings Plan for the benefit of the Named Executive Officers in each of the years indicated. See “– Nonqualified Deferred Compensation Plan *ESI Excess Savings Plan.*”
- (I) Amounts shown do not include our cost for employee benefits that do not discriminate in scope, terms or operation in favor of our executive officers and that are available generally to all full-time and part-time regular employees, including, without limitation, medical and dental benefits, vision insurance, life insurance, flexible spending account, business travel and accident insurance, and disability insurance.
- (8) Amounts shown represent the sum of the dollar values for each compensation element in columns (c) through (i) in each of the years indicated.

Amount of Salary and Bonus in Proportion to Total Compensation

The goal of the compensation program for our executives is to reward each of our executives based on the short- and long-term performance of both the executive and us. Under this pay-for-performance philosophy, the better the performance, the greater the compensation and increased shareholder value that should result. Based on this, the Compensation Committee believes that equity-based compensation related to long-term performance should be a major component of our senior executives' compensation. The salary, non-equity incentive plan compensation (including for 2008 the additional bonus amount awarded under modified performance targets), and salary and non-equity incentive plan compensation, as a percentage of each Named Executive Officer's total compensation for the years indicated was as follows:

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Named <u>Executive Officer</u>	<u>Salary</u>	Non-Equity	Salary and	<u>Total</u>	Salary as a	Non-Equity	Salary and
		Incentive Plan	Non-Equity		Percentage of	Incentive Plan	Non-Equity
		<u>Compensation</u> ⁽¹⁾	<u>Compensation</u> ⁽¹⁾	<u>Compensation</u> ⁽²⁾	<u>Compensation</u>	<u>Compensation</u>	<u>Compensation</u>
Kevin M. Modany							
2008	\$663,750	\$1,181,250	\$1,845,000	\$4,154,987	16.0%	28.4%	44.4%
2007	\$555,625	\$ 995,039	\$1,550,664	\$2,730,681	20.4%	36.4%	56.8%
2006	\$326,878	\$ 436,400	\$ 763,278	\$ 879,750	37.2%	49.6%	86.8%
Daniel M. Fitzpatrick							
2008	\$279,575	\$ 299,250	\$ 578,825	\$1,025,312	27.3%	29.2%	56.5%
2007	\$259,350	\$ 296,213	\$ 555,563	\$ 760,222	34.1%	39.0%	73.1%
2006	\$244,377	\$ 278,500	\$ 522,877	\$ 667,093	36.6%	41.8%	78.4%
Clark D. Elwood							
2008	\$275,025	\$ 269,500	\$ 544,525	\$ 956,118	28.8%	28.2%	57.0%
2007	\$256,600	\$ 268,228	\$ 524,828	\$ 767,029	33.5%	35.0%	68.4%
2006	\$242,078	\$ 253,800	\$ 495,878	\$ 538,273	45.0%	47.2%	92.1%
Eugene W. Feichtner							
2008	\$241,250	\$ 235,813	\$ 477,063	\$ 891,151	27.1%	26.5%	53.5%
2007	\$223,050	\$ 237,188	\$ 460,238	\$ 679,646	32.8%	34.9%	67.7%
2006	\$199,158	\$ 189,600	\$ 388,758	\$ 432,989	46.0%	43.8%	89.8%
Glenn E. Tanner							
2008	\$181,675	\$ 145,688	\$ 327,363	\$ 693,416	26.2%	21.0%	47.2%
2007	\$168,900	\$ 144,872	\$ 313,772	\$ 631,518	26.8%	22.9%	49.7%
2006	\$158,855	\$ 96,300	\$ 255,155	\$ 282,683	56.2%	34.1%	90.3%

- (1) The amounts of non-equity incentive plan compensation reported in this table include the amounts of such compensation and any other bonus amounts earned in the stated year and paid in the subsequent year, which are reported in the Non-Equity Incentive Plan Compensation and Bonus columns of the Summary Compensation Table.
- (2) Amounts shown represent the sum of the dollar values for each compensation element that we are required to report in the Summary Compensation Table for each of the years indicated. See “– Summary Compensation Table.”

Generally, the amount of salary has represented less than 35%, and the amount of salary and non-equity incentive plan compensation combined has represented 45% to 75%, of the Named Executive Officer’s total compensation. In order to reduce our future compensation costs upon our adoption of SFAS No. 123R in 2006, most of the equity-based compensation that would have been granted to the Named Executive Officers in 2006 was granted to them in 2005, and all of that equity-based compensation was fully vested upon the grant date. For the same reason, on October 24, 2005, the Compensation Committee also accelerated the vesting of all unvested, nonqualified stock options to purchase shares of our common stock previously granted to the Named Executive Officers that had exercise prices greater than the closing price of our common stock on that date. As a result, the dollar value of the equity-based compensation attributed to the Named Executive Officers was lower in 2006 and somewhat lower in 2007 and 2008, which distorts the relative percentages that a Named Executive Officer’s salary and non-equity incentive plan compensation represented of his total compensation in each of those years.

In addition, depending on our performance, the amount of non-equity incentive plan compensation in any year, if any is payable, can range from 11.25% to 200% of the Named Executive Officer’s salary, depending on the Named Executive Officer’s position. See “– Compensation Discussion and Analysis –*Compensation Elements –Annual Bonus Awards.*” As a result, the better our performance in any year, the greater percentage that non-equity incentive plan compensation will represent of the Named Executive Officer’s total compensation for that year. This result corresponds to the goal of the compensation program for our executives and with the Compensation Committee’s intentions.

Grants of Plan-Based Awards Table

The following table sets forth information regarding grants of plan-based awards in 2008 to each of our Named Executive Officers.

Grants of Plan-Based Awards in Fiscal Year 2008

Named Executive Officer (a)	Grant Date (b)	Date Compensation Committee Took Action to Grant Awards (c)	Estimated Possible Payouts Under Non-Equity Incentive Plan Awards ⁽²⁾			All Other Option Awards: Number of Securities Underlying Options (g)	Exercise or Base Price of Option Awards (\$/sh) ⁽⁶⁾ (h)	Grant Date Fair Value of Stock and Option Awards ⁽⁷⁾ (i)
			Threshold ⁽³⁾ (d)	Target ⁽⁴⁾ (e)	Maximum ⁽⁵⁾ (f)			
Kevin M. Modany								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	74,147	\$88.38 ⁽¹⁰⁾	\$2,779,771
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$168,750	\$675,000	\$1,350,000	N/A	N/A	N/A
Daniel M. Fitzpatrick								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	15,508	\$88.38 ⁽¹⁰⁾	\$581,395
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$42,750	\$171,000	\$342,000	N/A	N/A	N/A
Clark D. Elwood								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	15,508	\$88.38 ⁽¹⁰⁾	\$581,395
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$38,500	\$154,000	\$308,000	N/A	N/A	N/A
Eugene W. Feichtner								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	15,508	\$88.38 ⁽¹⁰⁾	\$581,395
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$33,688	\$134,750	\$269,500	N/A	N/A	N/A
Glenn E. Tanner								
2006 Equity Compensation Plan Award ⁽⁸⁾	01/30/08	01/21/08 ⁽⁹⁾	N/A	N/A	N/A	9,305	\$88.38 ⁽¹⁰⁾	\$348,845
2008 Bonus Parameters ⁽¹¹⁾	N/A	01/21/08	\$20,813	\$83,250	\$166,500	N/A	N/A	N/A

“N/A” means not applicable.

- (1) Defined as the date of the grant for financial statement reporting purposes pursuant to SFAS No. 123R.
- (2) Amounts shown represent the dollar value of the estimated possible payout upon satisfaction of the conditions subject to the non-equity incentive plan award granted in the fiscal year.
- (3) “Threshold” refers to the minimum amount payable for a certain level of performance under the plan.
- (4) “Target” refers to the amount payable, if the specified performance target(s) are reached.
- (5) “Maximum” refers to the maximum payout possible under the plan.
- (6) Amounts shown represent the per-share exercise or base price of the options granted in the fiscal year.
- (7) Amounts shown represent the grant date fair value, computed in accordance with SFAS No. 123R, of each option award granted to the Named Executive Officer in 2008. There were no adjustments or amendments made in 2008 to the exercise price of any option awards held by any of the Named Executive Officers, whether through amendment, cancellation or replacement grants, or any other means (such as a repricing), or that otherwise materially modified any option awards.
- (8) Represents a nonqualified stock option to purchase our common stock that was granted under the 2006 Equity Compensation Plan. See “– Equity Compensation and Qualified Savings Plans –2006 Equity Compensation Plan.”
- (9) The stock option was granted by the Compensation Committee during a Committee meeting on January 21, 2008 and became effective on January 30, 2008, which was the fourth business day following the date we publicly disclosed our financial and operating results for the fiscal year ended December 31, 2007.

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- (10) Nonqualified stock option granted at 100% of the closing market price of a share of our common stock on the effective date of the grant. One-third of the shares subject to each option granted is exercisable on the anniversary date of the grant in each of the years 2009, 2010 and 2011.
- (11) Represents awards that could be earned pursuant to the 2008 Executive Bonus Parameters that were approved by the Compensation Committee on January 21, 2008. Amounts actually earned in 2008 are reported in the Summary Compensation Table for that year in the “Non-Equity Incentive Plan Compensation” and “Bonus” columns. See “– Summary Compensation Table.”

Employment Contracts

We have not entered into an employment contract, whether written or oral, with any of the Named Executive Officers.

Non-Equity Incentive Plan

The annual bonus award is intended to serve as an incentive for performance to occur over a specified fiscal year, because the outcome with respect to the relevant performance targets under our bonus parameters is substantially uncertain at the time the performance targets are established by the Compensation Committee and communicated to the participants. Pursuant to the SEC’s regulations, our annual bonus awards are typically classified in the tables in our proxy statements as non-equity incentive plan compensation, instead of bonus compensation, due to the annual bonus awards being based on pre-established performance targets. For our 2008 bonus awards, however, an additional amount was awarded by our Compensation Committee, which is classified in the tables in this Proxy Statement as bonus compensation. We refer to the non-equity incentive plan compensation as our “bonus” compensation internally and in previous filings with the SEC. Throughout this Proxy Statement in the narrative and in the footnotes to the tables, when we refer to “annual bonus awards” and related items, we mean the non-equity incentive plan and bonus compensation and related items shown in the columns in the tables in this Proxy Statement. See “– Summary Compensation Table.” For a detailed description of the 2008 Executive Bonus Parameters and the annual bonus awards made to the Named Executive Officers under those parameters, see “– Compensation Discussion and Analysis *Compensation Elements – Annual Bonus Awards*.”

Under the Deferred Bonus Plan, each eligible employee may elect to defer payment of all or a portion of his or her annual bonus award in the form of cash and/or shares of our common stock. See “– Nonqualified Deferred Compensation Plan *Deferred Bonus Plan*.” None of the Named Executive Officers deferred payment of any portion of his annual bonus award in 2006, 2007 or 2008.

Equity Compensation and Qualified Savings Plans

1997 Stock Plan. On May 13, 1997, our shareholders approved our adoption of the 1997 ITT Educational Services, Inc. Incentive Stock Plan (the “1997 Stock Plan”), which became effective on the same date and provides for the grant of:

- stock options that are intended to qualify as “incentive stock options” under Section 422 of the IRC;
- nonqualified stock options;
- SARs;

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- performance shares and restricted stock; or
- any combination of the foregoing, as the Compensation Committee may determine, as well as substitute stock options, SARs and restricted stock. The 1997 Stock Plan expired on May 13, 2007.

The only awards that have been granted under the 1997 Stock Plan are nonqualified stock options and restricted stock. As a result of our shareholders' approval of our adoption of the 2006 Equity Compensation Plan at the 2006 Annual Meeting of Shareholders on May 9, 2006, no awards have been, or will be, made under the 1997 Stock Plan after May 9, 2006. As of December 31, 2008, the total number of shares of our common stock that were subject to outstanding awards granted under the 1997 Stock Plan with respect to:

- unexercised nonqualified stock option awards was 1,012,042; and
- restricted stock awards was 8,178.

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Recipients of awards under the 1997 Stock Plan must be, or have been at the time of grant, key employees (including any officer or Director who is also an employee) whose responsibilities and decisions directly affect our performance or the performance of any of our subsidiaries or other affiliates.

The Compensation Committee administers the 1997 Stock Plan and made determinations with respect to the designation of those employees who would receive awards, the number of shares to be covered by options and restricted stock awards, the exercise price of options and other option terms and conditions. The Compensation Committee may impose such additional terms and conditions on an award as it deems advisable. Shares of our common stock issued under the 1997 Stock Plan may be made available from the authorized but unissued shares of our common stock, from treasury stock or from shares purchased on the open market.

Nonqualified stock options under the 1997 Stock Plan must expire within ten years after grant. The exercise price for nonqualified stock options must be at least equal to the fair market value of our common stock on the date of grant. A nonqualified stock option may be exercised only by the employee who received the option (or his or her estate or designated beneficiary) within:

- five years after the date of his or her termination of employment resulting from the employee's death, total disability or retirement, but in no event later than the expiration of the original term of the option; or
- three months after the date of his or her termination of employment resulting from any other reason, except for the employee's voluntary resignation or termination for cause, but in no event later than the expiration of the original term of the option.

If an optionee voluntarily resigns or is terminated for cause, the nonqualified stock options are canceled immediately.

Restricted shares of our common stock awarded under the 1997 Stock Plan are issued subject to a restriction period set by the Compensation Committee during which time the shares may not be sold, transferred, assigned or pledged. In the event an employee terminates employment during a restriction period, all such shares still subject to restrictions will be forfeited by the employee and reacquired by us. The restrictions may be waived, in the discretion of the Compensation Committee, in the event of the awardee's retirement, total disability, death or in cases of special circumstances. The Compensation Committee has waived forfeiture of the shares in the event of the awardee's retirement, total disability or death. The period of restriction applicable to all outstanding restricted stock awards under the 1997 Stock Plan is time-based and is three years. The recipient, as owner of the awarded shares, has all other rights of a shareholder, including the right to vote the shares and receive dividends and other distributions during the restriction period.

The 1997 Stock Plan provides for the automatic protection of intended economic benefits by key employees upon the occurrence of an acceleration event. See Exhibit No. 10.8 to our Quarterly Report on Form 10-Q for the second fiscal quarter ended June 30, 1997, Exhibit No. 10.38 to our Quarterly Report on Form 10-Q for the second fiscal quarter ended June 30, 2003 and Exhibit No. 10.58 to our Quarterly Report on Form 10-Q for the third fiscal quarter ended September 30, 2006 filed with the SEC for a complete copy of the 1997 Stock Plan, as amended. Notwithstanding any other provisions of the 1997 Stock Plan, upon the occurrence of an acceleration event:

- all options will generally become exercisable immediately for a period of 60 calendar days;
- options will continue to be exercisable for a period of seven months in the case of an employee whose employment is terminated other than for cause or who voluntarily terminates employment because of a good faith belief that such employee will not be able to discharge his or her duties;
- "limited stock appreciation rights" will be granted automatically on all outstanding options not otherwise covered by a SAR, which will generally be exercisable immediately in full, will entitle the holders to the same exercise period referred to in the bullets above and will be settled fully in cash based on a formula price generally reflecting the highest price paid for a share of our common stock during the 60-day period preceding the exercise date; and

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- restrictions applicable to awards of restricted stock will be waived automatically.

Options or restricted shares which are granted, accelerated or enhanced upon the occurrence of a takeover may give rise, in whole or in part, to “excess parachute payments” within the meaning of Section 280G of the IRC and, to such extent, will be nondeductible by us and subject to a 20% excise tax to the awardee.

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An “acceleration event” is generally defined in the 1997 Stock Plan as any of the following events:

- a report on Schedule 13D is filed with the SEC pursuant to Section 13(d) of the 1934 Act disclosing that any person (within the meaning of Section 13(d) of the 1934 Act), other than us, ITT Corporation (a Nevada corporation (“ITT Nevada”) that was formerly affiliated with ITT Corporation, an Indiana corporation), one of our subsidiaries or any employee benefit plan sponsored by us, ITT Nevada or one of our subsidiaries, is the beneficial owner directly or indirectly of 20% or more of the outstanding shares of our common stock;
- any person (within the meaning of Section 13(d) of the 1934 Act), other than us, ITT Nevada, one of our subsidiaries or any employee benefit plan sponsored by us, ITT Nevada or one of our subsidiaries, purchases shares pursuant to a tender offer or exchange offer to acquire any shares of our common stock (or securities convertible into our common stock) for cash, securities or any other consideration, provided that after consummation of the offer, the person in question is the beneficial owner (as such term is defined in Rule 13d-3 under the 1934 Act) directly or indirectly of 15% or more of the outstanding shares of our common stock (calculated as provided in paragraph (d) of Rule 13d-3 under the 1934 Act in the case of rights to acquire our common stock);
- our shareholders approve:
 - any consolidation or merger of us in which we are not the continuing or surviving corporation or pursuant to which shares of our common stock would be converted into cash, securities or other property, other than a merger of us in which holders of our common stock immediately prior to the merger have the same proportionate ownership of common stock of the surviving corporation immediately after the merger as immediately before; or
 - any sale, lease, exchange or other transfer (in one transaction or a series of related transactions) of all or substantially all of our assets; or
- a change in a majority of the members of our Board of Directors within a 12-month period, unless the election or nomination for election by our shareholders of each new Director during such 12-month period was approved by the vote of two-thirds of the Directors then still in office who were Directors at the beginning of such 12-month period.

2006 Equity Compensation Plan. On May 9, 2006, our shareholders approved our adoption of the 2006 Equity Compensation Plan, which became effective on the same date and provides that awards may be granted to our and our subsidiaries’ employees and Directors. The approximate number of persons eligible to participate in the 2006 Equity Compensation Plan is 650. The 2006 Equity Compensation Plan permits the grant of the following types of awards:

- stock options (incentive and nonqualified);
- SARs;
- restricted stock;
- RSUs;
- performance shares;
- performance units; and
- other stock-based awards.

No award may be granted under the 2006 Equity Compensation Plan after May 9, 2016.

Administration. The 2006 Equity Compensation Plan is administered by a committee consisting of two or more members of our Board of Directors (the “Plan Committee”). It is intended that each member of the Plan Committee will be a “non-employee director” within the meaning of Rule 16b-3 of the 1934 Act, an “outside director” under regulations promulgated under Section 162(m) of the IRC, and an “independent director” under the NYSE listing standards. Our Board of Directors has currently designated the Compensation Committee as the Plan Committee for the 2006 Equity Compensation Plan; however, the entire Board will act as the Plan Committee with respect to awards to non-employee Directors. Subject to applicable law, the Plan Committee may delegate its authority under the 2006 Equity Compensation Plan.

Shares Subject to the 2006 Equity Compensation Plan. The total number of shares of our common stock available for awards under the 2006 Equity Compensation Plan is 4,000,000, subject to antidilution adjustments. Each share underlying stock options and SARs granted under the 2006 Equity Compensation Plan, and not forfeited or terminated, will reduce the number of shares available for future awards under the 2006 Equity Compensation Plan by one share. The delivery of a share in connection with a “full-value award” (i.e., an award of restricted stock,

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RSUs, performance shares, performance units or any other stock-based award with value denominated in shares) will reduce the number of shares remaining for other awards by three shares.

The source of shares for issuance under the 2006 Equity Compensation Plan may be authorized and unissued shares or treasury shares.

If an award under the 2006 Equity Compensation Plan is forfeited or terminated for any reason before being exercised, fully vested or settled, as the case may be, then the shares underlying that award will be added back to the remaining shares and will be available for future awards under the 2006 Equity Compensation Plan. The number of shares available for future awards under the 2006 Equity Compensation Plan, however, will be reduced by: (a) any shares subject to an award that are withheld or otherwise not issued upon the exercise of the award to satisfy the participant's tax withholding obligations or to pay the exercise price of the award; and (b) shares subject to an award that is settled in cash in lieu of shares.

Pursuant to the 2006 Equity Compensation Plan, subject to antidilution adjustments:

- the maximum aggregate number of shares that may be delivered in connection with stock options intended to be incentive stock options under Section 422 of the IRC ("incentive stock options") may not exceed 4,000,000 shares;
- the maximum aggregate number of shares that may be granted to an individual participant during any calendar year pursuant to:
 - all forms of awards is 200,000 shares;
 - incentive stock options is 200,000 shares;
 - restricted stock and RSU awards is 100,000 shares; and
 - performance share awards is 100,000 shares; and
- the maximum aggregate compensation that may be paid pursuant to performance units awarded in any one calendar year to an individual participant is \$1,000,000, or a number of shares having an aggregate fair market value not in excess of that amount.

Further, no incentive stock option will be granted to a participant if as a result of such grant the aggregate fair market value of shares with respect to which incentive stock options are exercisable for the first time in any calendar year would exceed \$100,000.

No Repricing. The 2006 Equity Compensation Plan prohibits repricing of stock options or SARs, including by way of an exchange for another award with a lower exercise price, unless shareholder approval is obtained.

Stock Options. Stock options granted under the 2006 Equity Compensation Plan may be either nonqualified or incentive stock options. Each option grant will be evidenced by an award agreement between the optionee and us setting forth the terms and conditions of the option. The Plan Committee will set the exercise price of each option, provided that the exercise price may not be less than 100% of the fair market value of our common stock on the date the option is granted. The 2006 Equity Compensation Plan defines "fair market value" as the closing price of our common stock on the effective date of the option grant or, if that date is not a trading day, on the most recent trading day prior to the effective date of the option grant. In addition, in the case of an incentive stock option granted to a participant who, at the time the option is granted, owns stock representing more than 10% of the voting power of all classes of our stock, the exercise price of the incentive stock option will not be less than 110% of the fair market value of our common stock on the effective date of the option grant.

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The Plan Committee will determine the term of each stock option that it grants under the 2006 Equity Compensation Plan; however, the term may not exceed seven years from the date of grant. Moreover, in the case of an incentive stock option granted to a participant who, at the time the option is granted, owns stock representing more than 10% of the voting power of all classes of our stock, the term of the option may not exceed five years from the date of grant.

If an optionee's employment or service terminates due to death, disability or retirement:

- all of the optionee's stock options with time-based vesting provisions will become immediately exercisable and will remain exercisable until the earlier of:
 - the date three years after the date of the optionee's death, disability or retirement, or

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- the date the options expire in accordance with their terms; and
- with respect to the optionee's options with performance-based vesting provisions:
 - the optionee will forfeit all such options that are not exercisable as of the date of death, disability or retirement; and
 - options that were exercisable as of the date of death, disability or retirement will remain exercisable until the earlier of (a) the date three years after such date, or (b) the date the options expire in accordance with their terms.

In both cases, incentive stock options will not be exercisable for more than three months following an optionee's death or retirement or more than one year following the termination of an optionee's employment by reason of disability.

Upon termination by us of an optionee's employment or service without cause, or upon termination of employment or service by the optionee for a reason other than death, disability or retirement:

- an optionee will forfeit all of his or her options that had not yet become exercisable; and
- options that were exercisable as of the date of the optionee's termination will remain exercisable until the earlier of (a) the date 90 days after the date of termination, or (b) the date the options expire in accordance with their terms.

Upon termination of employment or service for cause, an optionee will immediately forfeit all of his or her outstanding options.

SARs. SAR grants may be either freestanding or tandem with option grants. Each SAR grant will be evidenced by an agreement that will specify the number of shares to which the SAR pertains, the grant price, the term of the SAR and such other provisions as the Plan Committee shall determine. The grant price of a freestanding SAR will not be less than 100% of the fair market value of our common stock on the effective date of the SAR grant, and the grant price of a tandem SAR will equal the exercise price of the related option. The Plan Committee will determine the term of each SAR that it grants under the 2006 Equity Compensation Plan; however, the term may not exceed seven years from the date of grant.

Upon exercise of a SAR, the holder will receive payment from us in an amount equal to the product of (a) the excess of the fair market value of our common stock on the date of exercise over the grant price and (b) the number of shares with respect to which the SAR is exercised. At the discretion of the Plan Committee, payment to the holder of a SAR may be in cash, shares of our common stock or a combination thereof.

If the employment or service of a holder of a SAR is terminated, the SAR will be treated in the same manner as options are treated.

Restricted Stock and Restricted Stock Units. Each restricted stock or RSU grant will be evidenced by an agreement that specifies the applicable period of restriction, the number of restricted shares or RSUs granted, the vesting or settlement date, and such other provisions as the Plan Committee determines.

The period of restriction applicable to an award of restricted stock or RSUs will be (a) at least three years in the case of a time-based period of restriction, and (b) at least one year in the case of a performance-based period of restriction.

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Participants holding restricted stock may exercise full voting rights and will receive all regular cash dividends paid with respect to those shares. Except as otherwise determined by the Plan Committee, all other distributions paid with respect to the restricted stock will be credited to the participant subject to the same restrictions on transferability and forfeitability as the underlying restricted stock.

When the applicable period of restriction on the restricted stock ends, the stock will become freely transferable, and the participant will be entitled to receive a certificate evidencing those shares. When the applicable period of restriction ends, RSUs will be settled and paid. The Plan Committee shall determine whether the RSUs will be settled by delivery of shares or payment in cash of an amount equal to the fair market value of the shares on the settlement date, or a combination thereof.

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With respect to restricted stock with a time-based period of restriction:

- upon a participant's death or disability, the period of restriction will lapse immediately; and
- upon termination of a participant's employment or service with us for any reason other than death or disability, the participant will forfeit all unvested restricted stock immediately after the termination of employment or service.

With respect to restricted stock with a performance-based period of restriction, upon termination of a participant's employment or service with us for any reason, the participant will forfeit all unvested restricted stock immediately after the termination of employment or service.

With respect to RSUs with a time-based period of restriction:

- upon a participant's death or disability, the period of restriction will lapse immediately, and the RSUs will be settled immediately thereafter;
- upon termination of a participant's employment or service with us due to retirement, the participant will retain his or her unvested RSUs, the period of restriction will lapse in accordance with its original terms and the settlement of the RSUs will occur on the specified settlement date; and
- upon termination of a participant's employment or service with us for any reason other than death, disability or retirement, the participant will forfeit all of his or her unvested RSUs immediately after the termination of employment or service.

With respect to RSUs with a performance-based period of restriction, upon termination of a participant's employment or service with us for any reason, the participant will forfeit all of his or her unvested RSUs immediately after the termination of employment or service.

Performance Shares and Performance Units. Each grant of performance shares and performance units will be evidenced by an agreement that specifies the number granted, the applicable performance measures and performance periods, and such other provisions as the Plan Committee determines. Except as otherwise provided in the applicable award agreement, upon termination of employment or service or upon a change in control or subsidiary disposition, the performance period for performance shares and performance units must be at least one year.

A participant will not have voting rights or other rights as a shareholder with respect to the shares subject to an award of performance shares or performance units until the time, if at all, when shares are issued to the participant pursuant to the terms of the applicable award agreement.

As soon as practicable following the completion of the performance period applicable to outstanding performance shares or performance units, the Plan Committee will certify in writing the extent to which the applicable performance measures have been attained and the resulting final value of the award earned by the participant and to be paid upon its settlement. The Plan Committee, in its sole discretion as specified in the award agreement, may pay earned performance shares or performance units by delivery of shares or by payment in cash or a combination thereof.

If a participant terminates employment or service with us for any reason prior to the end of the performance period respecting an award of performance shares or performance units, the participant will forfeit any and all right to payment under the performance shares or performance units.

Other Stock-Based Awards. The Plan Committee has the right to grant other stock-based awards that may include, without limitation, grants of shares based on attainment of performance measures, payment of shares as a bonus or in lieu of cash based on attainment of performance measures, and the payment of shares in lieu of cash under other of our incentive or bonus programs.

Except as otherwise provided in the applicable award agreement, upon a termination of employment or service or upon a change in control or subsidiary disposition, other stock-based awards will have a minimum period of restriction of three years, which period may, in the Plan Committee's discretion, lapse on a pro-rated, graded, or cliff (i.e., all at once) basis. In the Plan Committee's discretion, however, up to 5% of the shares available for issuance as full-value awards under the 2006 Equity Compensation Plan may have a shorter period of restriction, but in no case less than one year. Moreover, an award of payment in shares in lieu of cash under other of our incentive or bonus programs, or awards to non-employee Directors as part of their retainer or other Board fees, will not be subject to the minimum period of restriction limitations described above and will not be applied against or included when calculating the 5% limitation.

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The Plan Committee may determine to pay a non-employee Director's regular annual retainer, retainer for Board committee memberships, retainer for chairperson duties, fees for attendance at Board or Board committee meetings, or any other retainers or fees in the form of an other stock-based award under the 2006 Equity Compensation Plan. The Plan Committee may also determine to permit the non-employee Directors to elect whether to receive all or a portion of such retainers and fees in the form of other stock-based award. Any such other stock-based awards would not be subject to any restrictions (other than restrictions applicable to our "affiliates").

Performance-Based Awards. The Plan Committee may grant awards that are intended to qualify as "performance-based compensation" for purposes of deductibility under Section 162(m) of the IRC. For any such award, the Plan Committee will establish the goals to be used within 90 days after the commencement of the performance period, or, if the number of days in the performance period is less than 90, the number of days equal to 25% of the performance period applicable to such award. The 2006 Equity Compensation Plan sets forth certain performance measures from which the Plan Committee may select for these awards. The Plan Committee may establish performance measures, in its discretion, on a corporate-wide basis or with respect to one or more business units, divisions, subsidiaries, business segments, functions, salary grade levels, or positions, and in either absolute terms or relative to the performance of one or more comparable companies or an index covering multiple companies. In addition, unless otherwise determined by the Plan Committee, measurement of performance measures will exclude the impact of charges for restructurings, discontinued operations, extraordinary items, and other unusual or non-recurring items, as well as the cumulative effects of tax or accounting changes, each as determined in accordance with generally accepted accounting principles or identified in our financial statements, notes to the financial statements, management's discussion and analysis, or other filings with the SEC.

Change in Control, Cash-Out and Subsidiary Disposition. Except as otherwise provided in the applicable award agreement, if we experience a change in control:

- any and all outstanding stock options and SARs granted under the 2006 Equity Compensation Plan with time-based vesting provisions will become immediately exercisable;
- any restrictions imposed on restricted stock, RSUs and other stock-based awards granted under the 2006 Equity Compensation Plan with time-based vesting provisions will lapse; and
- any and all performance shares, performance units and other awards (if performance-based) granted under the 2006 Equity Compensation Plan will vest on a pro rata monthly basis, including full credit for partial months elapsed, and will be paid (a) based on the level of performance achieved as of the date of the change in control, if determinable, or (b) at the target level, if not determinable.

In addition, the Plan Committee may, in its sole discretion, determine that: (a) all outstanding stock options and SARs will be terminated upon the occurrence of a change in control and that each participant will receive, with respect to each share subject to the options or SARs, an amount in cash equal to the excess of the consideration payable with respect to one share in connection with the change in control over the option's exercise price or the SAR's grant price; and (b) options and SARs outstanding as of the date of the change in control may be cancelled and terminated without payment, if the consideration payable in connection with the change in control is less than the option's exercise price or the SAR's grant price.

Further, the Plan Committee has the authority to provide for the automatic full vesting and exercisability of one or more outstanding unvested awards under the 2006 Equity Compensation Plan and the termination of restrictions on transfer and repurchase or forfeiture rights on the awards, in connection with a disposition of a subsidiary of ours, but only with respect to those participants who are at the time engaged primarily in service with the subsidiary involved in the subsidiary disposition.

A change in control means the occurrence of one or more of the following:

- the acquisition by any person (within the meaning of Section 13(d) of the 1934 Act), other than us, a subsidiary of ours or any employee benefit plan sponsored by us or a subsidiary of ours, of a beneficial ownership directly or indirectly of 20% or more of the outstanding shares of our common stock; the purchase by any person (within the meaning of Section 13(d) of the 1934 Act), other than us, a subsidiary of ours or any employee benefit plan sponsored by us or a subsidiary of ours, of shares pursuant to a tender offer or exchange offer to acquire our common stock (or securities convertible into common stock) for cash, securities or any other consideration, provided that after consummation of the offer, the person in question is the beneficial owner (as such term is defined in Rule 13d-3 under the 1934 Act), directly or indirectly, of 15% or more of the outstanding shares of our common stock (calculated as provided in paragraph (d) of Rule 13d-3 under the 1934 Act in the case of rights to acquire common stock);

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- our stockholders approve (a) any consolidation or merger of us in which we are not the continuing or surviving corporation or pursuant to which shares of our common stock would be converted into cash, securities or other property, other than a merger of us in which holders of our common stock immediately prior to the merger have the same proportionate ownership of common stock of the surviving corporation immediately after the merger as immediately before, or (b) any sale, lease, exchange or other transfer (in one transaction or a series of related transactions) of all or substantially all of our assets;
- a change in a majority of the members of our Board of Directors within a 12-month period, unless the election or nomination for election by our stockholders of each new Director during such 12-month period was approved by the vote of two-thirds of the Directors then still in office who were Directors at the beginning of such 12-month period; or
- the liquidation or dissolution of us.

Notwithstanding any other provision of the 2006 Equity Compensation Plan, with respect to any provision or feature of the plan that constitutes or provides for a deferred compensation plan subject to IRC Section 409A, no event or transaction will constitute a change in control unless it is a change in control within the meaning of IRC Section 409A.

Adjustments of Awards Upon the Occurrence of Certain Unusual or Nonrecurring Events. The Plan Committee may make adjustments in the terms and conditions of, and the criteria included in, awards under the 2006 Equity Compensation Plan in recognition of unusual or nonrecurring events (including, without limitation, changes in capitalization) affecting us or our financial statements or of changes in applicable law, regulations, or accounting principles, whenever the Plan Committee determines that such adjustments are appropriate to prevent dilution or enlargement of the benefits or potential benefits intended to be made available under the 2006 Equity Compensation Plan. With respect to any awards intended to comply with the performance-based exception under the 2006 Equity Compensation Plan, unless otherwise determined by the Plan Committee, any such exception will be specified at such times and in such manner as will not cause such awards to fail to qualify under the performance-based exception.

IRC Section 409A Compliance. The 2006 Equity Compensation Plan has been designed so that certain types of awards (such as options, SARs and restricted stock) generally will not be “deferred compensation” for IRC Section 409A purposes and will thereby be exempt from Section 409A’s requirements. Certain other types of awards, however, may be deferred compensation under Section 409A, and in those cases, the 2006 Equity Compensation Plan is intended to comply with the Section 409A standards. For example, with respect to any award that constitutes deferred compensation within the meaning of Section 409A, any amount payable on account of separation from service to a “specified employee,” as defined in Section 409A, will not be paid earlier than the date that is six months following the specified employee’s separation from service.

See Exhibit No. 10.55 to our Current Report on Form 8-K, dated May 9, 2006, Exhibit 10.57 to our Quarterly Report on Form 10-Q for the third fiscal quarter ended September 30, 2006 and Exhibit 10.61 to our Quarterly Report on Form 10-Q for the second fiscal quarter ended June 30, 2007 filed with the SEC for a complete copy of the 2006 Equity Compensation Plan, as amended.

2008 Awards. During 2008, the following equity-based compensation awards were granted under the 2006 Equity Compensation Plan:

- nonqualified stock options to our key employees to purchase an aggregate of 177,543 shares of our common stock;
- RSUs to our key employees representing an aggregate of 32,082 shares of our common stock; and
- RSUs to our non-employee Directors representing an aggregate of 11,696 shares of our common stock.

Equity Compensation Plan Information. The following table sets forth information, as of December 31, 2008, about shares of our common stock that may be issued under our equity compensation plans that (a) have been approved by our shareholders and (b) have not been approved by our shareholders.

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Equity Compensation Plan Information

<u>Plan Category</u>	<u>Number of Securities to be Issued Upon Exercise of Outstanding Options, Warrants and Rights</u> (a)	<u>Weighted Average Exercise Price of Outstanding Options, Warrants and Rights</u> (b)	<u>Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans (Excluding Securities Reflected in Column (a))</u> (c)
Equity compensation plans approved by security holders ⁽¹⁾	1,513,896	\$56.83 ⁽²⁾	3,274,202 ⁽³⁾⁽⁴⁾⁽⁵⁾
Equity compensation plans not approved by security holders ⁽⁶⁾	166,564	35.55 ⁽²⁾	N/A ⁽⁷⁾
Total	1,680,460	\$54.89 ⁽²⁾	3,274,202

- (1) These equity compensation plans include the 1997 Stock Plan and the 2006 Equity Compensation Plan. The material terms of each of these plans are described above in this Proxy Statement. See “1997 Stock Plan” and “2006 Equity Compensation Plan.”
- (2) The weighted average exercise price is calculated based on those awards included in column (a) that have a specified exercise price, namely, outstanding stock options. Since the outstanding RSUs and the shares credited under the ESI Non-Employee Directors Deferred Compensation Plan (the “Directors Deferred Compensation Plan”) that are included in column (a) have no exercise price, they have been excluded from the weighted average exercise price calculations in this column (b).
- (3) This number does not include any shares under the 1997 Stock Plan, because all shares to be issued upon exercise of outstanding stock option awards under the 1997 Stock Plan are included in column (a), and no new awards will be made under the 1997 Stock Plan. The total number of shares of our common stock available for awards under the 2006 Equity Compensation Plan is 4,000,000, subject to antidilution adjustments. Each share underlying stock options and SARs granted under the 2006 Equity Compensation Plan, and not forfeited or terminated, will reduce the number of shares available for future awards under the 2006 Equity Compensation Plan by one share. The delivery of a share in connection with a “full-value award” (i.e., an award of restricted stock, RSUs, performance shares, performance units or any other stock-based award with value denominated in shares) will reduce the number of shares remaining for other awards by three shares.
- (4) The aggregate fair market value (determined on the date of grant) of the shares subject to incentive stock options awarded to employees under the 1997 Stock Plan or the 2006 Equity Compensation Plan that become exercisable for the first time by the employee in any calendar year may not exceed \$100,000.
- (5) Securities remaining available for future issuance under the 2006 Equity Compensation Plan include stock options (incentive and nonqualified), SARs, restricted stock, RSUs, performance shares, performance units and other stock-based awards, or any combination of the foregoing, as the Compensation Committee and Board of Directors may determine. The maximum number of performance shares under the 2006 Equity Compensation Plan that may be granted to any eligible participant in any given calendar year is 100,000 shares.
- (6) These equity compensation plans include the:
- 1999 Outside Directors Stock Option Plan (the “1999 Directors Stock Plan”);
 - the Directors Deferred Compensation Plan; and
 - Deferred Bonus Plan.

The material terms of each of these plans are described elsewhere in this Proxy Statement. See “– Director Compensation –1999 Directors Stock Plan” and “Directors Deferred Compensation Plan,” and “– Nonqualified Deferred Compensation Plan and Deferred Bonus Plan.”

- (7) This number does not include any shares under the 1999 Directors Stock Plan, because all shares to be issued upon exercise of outstanding stock option awards under the 1999 Directors Stock Plan are included in column (a), and no new awards will be made under the 1999 Directors Stock Plan. There is no limit on the number of shares of our common stock available for future issuance under either the Directors Deferred Compensation Plan or the Deferred Bonus Plan.

ESI 401(k) Plan. On May 16, 1998, we established the ESI 401(k) Plan, a qualified defined contribution plan. The ESI 401(k) Plan is designed to provide substantially all of our employees with a tax-deferred, long-term savings vehicle. We make matching contributions in the form of cash and in an amount equal to (a) 100% of the first 1% of the employee’s salary that the employee contributes to the plan and (b) 50% of the next 4% of the employee’s salary that the employee contributes to the plan. Our matching contributions vest 100% upon completion of the third full year that the employee is employed by us. Employees can elect to contribute from 1% to the maximum amount of

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their salaries that is permitted by federal law, and they have a choice of 21 investment funds in which to invest their contributions.

After age 59½, employees may withdraw most of their and our vested contributions, including rollover, matching, employee pre-tax and predecessor plan contributions, and the earnings thereon. Regardless of the employee's age, our retirement contributions made before January 1, 2002 and the earnings thereon may not be withdrawn while the employee is still employed by us. Prior to age 59½, withdrawals by an employee are limited to rollover and predecessor plan contributions, unless the employee qualifies for a financial hardship withdrawal. Upon termination of employment, the employee may withdraw all amounts attributable to the employee's contributions and our vested contributions. Payments are normally made in a single lump sum, but if the employee's balance is above a threshold amount, the employee may elect to receive payment in annual or monthly installments over a period not to exceed 20 years.

Outstanding Equity Awards at Fiscal Year-End Table

The following table sets forth information concerning the outstanding equity awards granted by us to the Named Executive Officers that were outstanding on December 31, 2008.

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Outstanding Equity Awards at Fiscal Year-End 2008

Named <u>Executive Officer</u> (a)	Option Awards		Option Awards		Stock Awards	
	Number of Securities Underlying <u>Unexercised Options</u>		Option Exercise Price (d)	Option Expiration Date (e)	Number of Shares or Units of Stock that have Not <u>Vested</u> ⁽³⁾ (f)	Market Value of Shares or Units of Stock that have <u>Not</u> <u>Vested</u> ⁽⁴⁾ (g)
	<u>Exercisable</u> ⁽¹⁾ (b)	<u>Unexercisable</u> ⁽²⁾ (c)				
Kevin M. Modany						
06/24/02 Award ⁽⁵⁾	30,000	0	\$23.410	06/26/12		
01/22/03 Award ⁽⁶⁾	20,000	0	\$23.700	01/24/13		
01/19/04 Award ⁽⁷⁾	27,000	0	\$51.200	01/21/14		
02/02/05 Award ⁽⁸⁾	22,400	0	\$49.740	02/02/12		
05/04/05 Award ⁽⁹⁾	12,000	0	\$45.700	05/04/12		
11/02/05 Award ⁽¹⁰⁾	40,140	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	13,763	27,526	\$77.600	01/31/14		
04/02/07 Award - Option ⁽¹²⁾	23,094	46,188	\$82.200	04/02/14		
04/02/07 Award - RSUs ⁽¹³⁾					18,249	\$1,733,290
01/30/08 Award ⁽¹⁴⁾	0	74,147	\$88.380	01/30/15		
Daniel M. Fitzpatrick						
06/06/05 Award ⁽¹⁵⁾	18,245	0	\$47.220	06/06/12		
11/02/05 Award ⁽¹⁰⁾	19,790	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	7,250	14,500	\$77.600	01/31/14		
01/30/08 Award ⁽¹⁴⁾	0	15,508	\$88.380	01/30/15		
Clark D. Elwood						
11/02/05 Award ⁽¹⁰⁾	6,597	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	7,160	14,320	\$77.600	01/31/14		
01/30/08 Award ⁽¹⁴⁾	0	15,508	\$88.380	01/30/15		
Eugene W. Feichtner						
01/23/01 Award ⁽¹⁶⁾	12,000	0	\$ 9.719	01/25/11		
01/22/02 Award ⁽¹⁷⁾	10,000	0	\$17.250	01/24/12		
01/22/03 Award ⁽⁶⁾	15,000	0	\$23.700	01/24/13		
01/19/04 Award ⁽⁷⁾	18,000	0	\$51.200	01/21/14		
02/02/05 Award ⁽⁸⁾	14,800	0	\$49.740	02/02/12		
11/02/05 Award ⁽¹⁰⁾	15,840	0	\$55.600	11/02/12		
01/31/07 Award ⁽¹¹⁾	6,333	12,667	\$77.600	01/31/14		
01/30/08 Award ⁽¹⁴⁾	0	15,508	\$88.380	01/30/15		
Glenn E. Tanner						
01/22/03 Award ⁽⁶⁾	10,000	0	\$23.700	01/24/13		
01/19/04 Award ⁽⁷⁾	9,000	0	\$51.200	01/21/14		
02/02/05 Award ⁽⁸⁾	7,500	0	\$49.740	02/02/12		
11/02/05 Award ⁽¹⁰⁾	8,000	0	\$55.600	11/02/12		

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01/31/07 Award ⁽¹¹⁾	3,546	7,094	\$77.600	01/31/14
01/30/08 Award ⁽¹⁴⁾	0	9,305	\$88.380	01/30/15

- (1) Amounts shown represent on an award-by-award basis, the number of securities underlying unexercised options that are exercisable.
- (2) Amounts shown represent on an award-by-award basis, the number of securities underlying unexercised options that are unexercisable. These options will become exercisable on their scheduled vesting dates as noted in the footnotes below, except that the options will become immediately exercisable upon the occurrence of an acceleration event or change in control, or upon termination of employment due to death, disability or retirement.
- (3) Amounts shown represent the total number of shares of our common stock that have not vested.
- (4) Amounts shown represent the aggregate market value of shares of our common stock that have not vested. The aggregate market value is calculated by multiplying the number of shares or units by the closing market price of a share of our common stock on December 31, 2008.

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- (5) This stock option award vested in three equal installments on June 24, 2003, 2004 and 2005.
- (6) This stock option award vested in three equal installments on January 22, 2004, 2005 and 2006.
- (7) This stock option award vested in two installments: one-third on January 19, 2005; and two-thirds on October 24, 2005.
- (8) This stock option award vested in one installment on October 24, 2005.
- (9) This stock option award vested in three equal installments on May 4, 2006, 2007 and 2008.
- (10) This stock option award vested immediately on November 2, 2005.
- (11) This stock option award vests in three equal installments on January 31, 2008, 2009 and 2010.
- (12) This stock option award vests in three equal installments on April 2, 2008, 2009 and 2010.
- (13) This RSU award vests in full on April 2, 2012.
- (14) This stock option award vests in three equal installments on January 30, 2009, 2010 and 2011.
- (15) This stock option award vested in three equal installments on June 6, 2006, 2007 and 2008.
- (16) This stock option award vested in three equal installments on January 23, 2002, 2003 and 2004.
- (17) This stock option award vested in three equal installments on January 22, 2003, 2004 and 2005.

Option Exercises and Stock Vested Table

None of the Named Executive Officers exercised any stock options to purchase our common stock during 2008. No shares of our common stock under any stock awards granted to the Named Executive Officers vested during 2008.

Pension Benefits Table

The following table sets forth information concerning the Named Executive Officers' pension benefits under each pension plan in which we participated.

Pension Benefits

<u>Named Executive Officer</u>	<u>Plan Name</u> ⁽¹⁾	<u>Number of Years of Credited Service</u> ⁽²⁾	<u>Present Value of Accumulated Benefit</u> ⁽³⁾	<u>Payments During Last Fiscal Year</u> ⁽⁴⁾
Kevin M. Modany	Old Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
	ESI Pension Plan	7 ⁽⁶⁾	\$ 27,254	\$ 0
	ESI Excess Pension Plan	7 ⁽⁶⁾	\$ 35,139	\$ 0
Daniel M. Fitzpatrick	Old Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
	ESI Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
	ESI Excess Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0
Clark D. Elwood	Old Pension Plan	11.5 ⁽⁷⁾	\$ 74,312	\$ 0
	ESI Pension Plan	25 ⁽⁶⁾	\$156,493	\$ 0

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Eugene W. Feichtner	ESI Excess Pension Plan	25 ⁽⁶⁾	\$122,894	\$ 0
	Old Pension Plan	16.6 ⁽⁷⁾	\$141,369	\$ 0
	ESI Pension Plan	30 ⁽⁶⁾	\$217,312	\$ 0
	ESI Excess Pension Plan	30 ⁽⁶⁾	\$ 59,154	\$ 0
Glenn E. Tanner	Old Pension Plan	16.5 ⁽⁷⁾	\$150,903	\$12,343 ⁽⁸⁾
	ESI Pension Plan	29 ⁽⁶⁾	\$222,151	\$ 0
	ESI Excess Pension Plan	0 ⁽⁵⁾	\$ 0	\$ 0

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- (1) Includes each plan that provides for specific retirement payments and benefits, or payments and benefits that will be provided primarily following retirement, including, without limitation, tax-qualified defined benefit plans and supplemental executive retirement plans, but excluding tax-qualified defined contribution plans and nonqualified defined contribution plans.
 - (2) Computed as of the same pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the last completed fiscal year.
 - (3) Amounts shown represent the actuarial present value of the Named Executive Officer's accumulated benefit under the plan, computed as of the same pension plan measurement date used for financial statement reporting purposes with respect to our audited financial statements for the last completed fiscal year. The estimated amounts assume that the Named Executive Officer's retirement age is the normal retirement age as defined in the plan or, if not so defined, the earliest time at which a participant may retire under the plan without any benefit reduction due to age. The estimated amounts are based on the Named Executive Officer's most current compensation subject to the plan and, as such, future levels of the Named Executive Officer's compensation are not estimated for purposes of the calculation. The estimated amounts used to quantify the present value of the accumulated benefit under the Old Pension Plan assume a normal retirement age of 65 using the RP-2000 mortality table and a 6.25% discount rate as of December 31, 2008 for each of the Named Executive Officers who participates in the plan. No mortality is assumed prior to age 65 for any of the Named Executive Officers in the estimated amounts shown for the Old Pension Plan. See Note 9 of the Notes to Consolidated Financial Statements set forth in our Annual Report on Form 10-K for the fiscal year ended December 31, 2008 filed with the SEC for a discussion of the valuation method and all material assumptions applied in quantifying the present value of the accumulated benefit under the ESI Pension Plan and ESI Excess Pension Plan.

- (4) Amounts shown represent the dollar amount of any payments and benefits paid to the Named Executive Officer under each plan identified during 2008.
- (5) The Named Executive Officer's employment with us, or his eligibility to participate in the plan, began after participation in the plan by new eligible employees had ended.
- (6) The Named Executive Officer's number of years of credited service with respect to the ESI Pension Plan and the ESI Excess Pension Plan is different from the Named Executive Officer's number of actual years of service with us, because:
- any benefit service with ITT Corporation or any of its affiliated companies that was credited to the participating employee under the Old Pension Plan or the Retirement Plan for Salaried Employees of ITT Nevada (the "Nevada Pension Plan"), is treated as benefit service with us under the ESI Pension Plan and the ESI Excess Pension Plan;
 - the ESI Pension Plan covers only most of our eligible salaried employees who were employed by us prior to June 2, 2003; and
 - the ESI Excess Pension Plan covers only a select group of our management and highly-compensated employees who were employed by us prior to June 2, 2003.

The number of years of credited service attributed to each Named Executive Officer reflects the Named Executive Officer's actual service with us or an affiliated company under the ESI Pension Plan and the ESI Excess Pension Plan through the date that the plans were frozen. The number of years of actual service with us or an affiliated company by each Named Executive Officer who participates in the ESI Pension Plan or the ESI Excess Pension Plan and the difference between that Named Executive Officer's actual service and credited service under the ESI Pension Plan and the ESI Excess Pension Plan are as follows:

Named Executive Officer	Actual Years of Service With Us or an Affiliated Company (a)	Credit Years of Service Under the Plans (b)	Difference (b-a)
Kevin M. Modany	6.5	7	0.5
Clark D. Elwood	24.5	25	0.5
Eugene W. Feichtner	29.6	30	0.4
Glenn E. Tanner	29.5	29	(0.5)

The number of actual years of service with us or an affiliated company under the ESI Pension Plan and the ESI Excess Pension Plan, rounded to the nearest whole year in accordance with each plan's terms, is the same as the number of credited years of service under the ESI Pension Plan and the ESI Excess Pension Plan and, therefore, no benefit augmentation resulted under the ESI Pension Plan or the ESI Excess Pension Plan to any of the Named Executive Officers as a result of the difference in the number of years of actual service from the number of years of credited service. The benefit accruals under the ESI Pension Plan and the ESI Excess Pension Plan for all participants in the plans were frozen on March 31, 2006, such that no further benefits accrue under those plans after March 31, 2006. See "-- Pension Plan" and "-- ESI Excess Pension Plan."

- (7) The Named Executive Officer's number of years of credited service under the Old Pension Plan is different from the Named Executive Officer's number of actual years of service with us, because our participation in the Old Pension Plan ended on December 19, 1995. The number of years of credited service attributed to each Named Executive Officer reflects the Named Executive Officer's actual service with a participating company under the Old Pension Plan through the end of our participation in the Old Pension Plan. See "--

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Pension Plans –*Old Pension Plan.*” The number of years of actual service with us or an affiliated company by each Named Executive Officer who participated in the Old Pension Plan and the difference between that Named Executive Officer’s actual service and credited service under the Old Pension Plan are as follows:

<u>Named Executive Officer</u>	Actual Years of Service With Us or an Affiliated Company (a)	Credit Years of Service Under the Plan (b)	Difference (b-a)
Clark D. Elwood	24.5	11.5	(13)
Eugene W. Feichtner	29.6	16.6	(13)
Glenn E. Tanner	29.5	16.5	(13)

The number of actual years of service with us or an affiliated company is greater than the number of credited years of service under the Old Pension Plan and, therefore, no benefit augmentation resulted under the Old Pension Plan to any of the Named Executive Officers as a result of the difference in the number of years of actual service from the number of years of credited service.

- (8) Mr. Tanner previously qualified for, elected to receive and has begun receiving the early retirement annual benefit under the Old Pension Plan, which is paid in the form of a life annuity by ITT Corporation. Since we are no longer affiliated with ITT Corporation, Mr. Tanner’s continued employment with us does not prevent him from being retired under the terms of the Old Pension Plan.

Pension Plans

Old Pension Plan. Prior to December 19, 1995, we participated in the Old Pension Plan, a non-contributory defined benefit pension plan that covered substantially all of our eligible salaried employees, including our executive officers. We paid the entire cost of the Old Pension Plan with respect to our employees. Normal retirement age under the Old Pension Plan is 65.

The annual pension amounts to 2% of a participant’s average final compensation (as defined below) for each of the first 25 years of benefit service, plus 1.5% of a participant’s average final compensation for each of the next 15 years of benefit service prior to December 19, 1995, reduced by 1.25% of the participant’s primary Social Security benefit for each year of benefit service to a maximum of 40 years; provided that no more than 50% of the participant’s primary Social Security benefit is used for such reduction. A participant’s average final compensation (including salary plus approved bonus payments) is defined under the Old Pension Plan as the total of (a) a participant’s average annual base salary for the five calendar years of the last 120 consecutive calendar months of eligibility service affording the highest such average, plus (b) a participant’s average annual compensation not including base salary (such as approved bonus compensation and overtime) for the five calendar years of the participant’s last 120 consecutive calendar months of eligibility service affording the highest such average. The dollar value of base salary and approved bonus (which may include non-equity incentive plan compensation under Item 402(d) of Regulation S-K under the 1934 Act), whether cash and/or non-cash, are the components of the compensation that are used for purposes of determining “average final compensation” under the Old Pension Plan, but annual compensation in excess of \$160,000 and compensation accrued after December 18, 1995 are not taken into account. The Old Pension Plan also provides for: (a) undiscounted early retirement pensions for participants who retire at or after age 60 and prior to normal retirement age following completion of 15 years of eligibility service; and (b) discounted early retirement pensions for participants who retire between ages 55 and 59 and whose age and years of eligibility service equate to at least 80. A participant is vested in benefits accrued under the Old Pension Plan upon completion of five years of eligibility service. A participant may receive a distribution in the form of a qualified joint and survivor annuity or a life annuity. The amount of the resulting monthly benefit under a joint and survivor annuity is typically less than a life annuity based solely on the participant’s life expectancy. No extra years of credited service under the Old Pension Plan have been granted to any of the Named Executive Officers. As of December 31, 2008, Mr. Tanner was the only Named Executive Officer who qualified for early retirement under the Old Pension Plan based on age and years of service. Mr. Tanner has elected to receive and has begun receiving the early retirement annual benefit under the Old Pension Plan. See “– Pension Benefits Table.” ITT Corporation is

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responsible for all benefits accrued under the Old Pension Plan and for administering those benefits with respect to its own employees as well as our retirees.

ESI Pension Plan. On June 9, 1998, we established the ESI Pension Plan that, prior to June 2, 2003, covered most of our eligible salaried employees, including our executive officers. The purpose for establishing the ESI Pension Plan was to replace the Nevada Pension Plan. We participated in the Nevada Pension Plan, which covered

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substantially all of our eligible salaried employees, including our executive officers, from December 20, 1995 to June 9, 1998. The Nevada Pension Plan was terminated and liquidated in June 2000 and is no longer in existence. Effective June 2, 2003, the ESI Pension Plan was amended to cover only most of our eligible salaried employees, including our executive officers, who were employed by us prior to June 2, 2003. The benefit accruals under the ESI Pension Plan for all participants in the plan were frozen on March 31, 2006, such that no further benefits accrue under that plan after March 31, 2006.

The ESI Pension Plan is a cash balance defined benefit plan, which provides a set benefit to participating employees at their retirement that is not affected by the amount of our contributions to the ESI Pension Plan trust or the investment gains or losses with respect to such contributions. The ESI Pension Plan credited a bookkeeping account associated with each participating employee with:

- an amount based on the employee's compensation, age and years of benefit service (the "Pay Credit") at the end of each plan year (i.e., January 1 through December 31, except for the first plan year of June 9, 1998 through December 31, 1998) through March 31, 2006 of the 2006 plan year;
- interest on the balance in the bookkeeping account at the end of each plan year at the fixed rate of 8%, compounded annually, for Pay Credits credited to the bookkeeping account for plan years prior to the 2002 plan year; and
- interest on Pay Credits credited to the bookkeeping account at the end of each plan year at a variable rate ranging from 6% to 12%, compounded annually, for Pay Credits credited to the bookkeeping account for the 2002 and subsequent plan years.

The variable rate for a plan year is the average of the 30-year U.S. Treasury Bond (or a comparable instrument) rates on each of March 31, June 30 and September 30 of the immediately preceding plan year. At retirement, the participating employee will receive a benefit equal to the value of the bookkeeping account associated with such employee. We pay the entire cost of the ESI Pension Plan. The Pay Credit equals a percentage of the participating employee's compensation (consisting of base salary, overtime pay and bonuses (which may include non-equity incentive plan compensation under Item 402(a) of Regulation S-K under the 1934 Act) whether cash and/or non-cash) for the plan year and is determined under the following schedule according to points based on the participating employee's age and years of benefit service:

<u>Standard Schedule Allocation Percentage</u>		
<u>Points</u>	<u>Prior to 2002</u>	<u>Beginning in 2002</u>
1-29	2.0	2.5
30-34	2.5	2.5
35-39	3.0	3.0
40-44	3.5	3.5
45-49	4.0	4.0
50-54	4.5	4.5
55-59	5.5	5.5
60-64	6.5	6.5