

# Morgan Stanley

## Employee Profile

**MSID:** 14723

<b>Name:</b> <span style="border: 1px solid red; padding: 2px;">Westerfield, John E.</span>	<b>Effective Dt:</b> Mar 21 2003	<b>Birthdate:</b> Feb 27 1939
<b>Division:</b> Fixed Income	<b>Empl Status:</b> Active	<b>Age:</b> 66
<b>Job Title:</b> Managing Director, Division Mgm	<b>Hire Dt:</b> Jul 15 1985	<b>Gender:</b> Male
<b>Location:</b> NY-1211	<b>Rehire Dt:</b> Apr 19 1993	<b>Race:</b> US-White
<b>Home Ctry:</b> USA	<b>Term Dt:</b> Jan 31 1992	<b>Citizen:</b> USA

### EDUCATION/LANGUAGES:

<u>YR</u>	<u>Educational Inst</u>	<u>Degree</u>	<u>Major</u>	<u>Languages</u>	<u>Speak</u>	<u>Read</u>	<u>Write</u>	<u>Nat'lty</u>
06/1985	Harvard Univ	Master of Business A	Business					
06/1981	Dartmouth College	Bachelor of Arts	Government					
06/1977		High School Graduate						
		Registered Rep						

### PREVIOUS EMPLOYMENT:

<u>Start Dt</u>	<u>End Dt</u>	<u>Employer</u>	<u>Title</u>
Feb 1 1992	Apr 1 1993	Greylock Realty Corp.	Senior Vice Pres
Jun 1 1984	Sep 1 1984	Drexel Burnham Lambert	Associate
Jul 1 1981	Aug 1 1983	Morgan Guaranty	Assistant Treasurer

### JOB HISTORY:

<u>Date</u>	<u>Job Title</u>	<u>Level</u>	<u>Sal Plan</u>	<u>FLSA</u>	<u>Empl Class</u>
Dec 1 2001	Managing Director, Division Mgm	Managing Director	EX	EX	Perm
Jun 8 2000	MD, SPG Principal Transactions	Managing Director	EX	FX	Perm
Dec 1 1999	Managing Director, Division Mgm	Managing Director	EX	EX	Perm
Dec 1 1995	MD Finance Mgr	Managing Director	EX	EX	Perm
Aug 21 1995	Exec Dir Finance Mgr	Executive Director	ST	EX	Perm
Apr 19 1993	Rehire Exec Dir IBD	Executive Director	IB	EX	Perm
Jan 1 1992	Exec Dir IBD	Executive Director	IB	EX	Perm
Jan 1 1990	VP IBD	Vice President	IB	EX	Perm
Jul 25 1988	Associate IBD '85	Associate	IB	EX	Perm
Jul 15 1985	Hire Associate '85	Associate	IB	EX	Perm

### ORGANIZATION HISTORY:

<u>Date</u>	<u>Cost Center</u>	<u>Department</u>	<u>Division</u>	<u>CC Location</u>
May 1 1994	1702 - SPG Principal Trans-Americas	Credit Products Group	Fixed Income	New York
Apr 19 1993 Rehire	9142 - NY RE Banking	Real Estate	IBD	New York
Jan 4 1988	9142 - NY RE Banking	Real Estate	IBD	New York
Mar 2 1987	D141 - NY MSR Mgmt	Real Estate	IBD	New York
Jul 15 1985 Hire	9142 - NY RE Banking	Real Estate	IBD	New York


## Employee Profile

MSID: 14773

## LOCATIONS:

Date	Home Country	Intl Status	Intl Class	Location
Mar 21 2003	United States	Local	Local	NY-1221
Apr 19 1993	Rehire United States	Local	Local	NY-1535
Jul 15 1985	Hire United States	Local	Local	NY-1787

This was 2003 and 2004 -- Westerfield's compensation went up from here



## COMPENSATION HISTORY:

Year	Base	Quarterlies	Bonus	Other	Exec Comp	Total	YOY%
2005	\$ 250,000.00 USD	0.00	0.00	0.00	0.00	0.00	N/A
2004	\$ 250,000.00 USD	0.00	\$ 3,295,000.00 USD	\$ 551,667.00 USD	\$ 1,655,000.00 USD	\$ 5,751,667.00 USD	0.21
2003	\$ 250,000.00 USD	0.00	\$ 3,025,000.00 USD	0.00	\$ 1,475,000.00 USD	\$ 4,750,000.00 USD	0.58
2002	\$ 250,000.00 USD	0.00	\$ 1,962,500.00 USD	0.00	\$ 787,500.00 USD	\$ 3,000,000.00 USD	+0.23
2001	\$ 250,000.00 USD	0.00	\$ 2,575,000.00 USD	0.00	\$ 1,175,000.00 USD	\$ 4,000,000.00 USD	0.14
2000	\$ 180,000.00 USD	0.00	\$ 2,608,750.00 USD	\$ 17,400.00 USD	\$ 711,250.00 USD	\$ 3,500,000.00 USD	0.08
1999	\$ 190,000.00 USD	0.00	\$ 2,421,250.00 USD	0.00	\$ 648,750.00 USD	\$ 3,250,000.00 USD	0.44
1998	\$ 165,000.00 USD	0.00	\$ 1,649,500.00 USD	0.00	\$ 435,500.00 USD	\$ 2,250,000.00 USD	-0.25
1997	\$ 165,000.00 USD	0.00	\$ 1,669,500.00 USD	\$ 3,228,046.00 USD	\$ 415,500.00 USD	\$ 3,650,000.00 USD	0.67
1996	\$ 165,000.00 USD	0.00	\$ 867,444.00 USD	\$ 2,414,490.00 USD	\$ 253,066.00 USD	\$ 1,800,000.00 USD	1.4
1995	\$ 100,000.00 USD	\$ 30,000.00 USD	\$ 511,500.00 USD	\$ 2,025,594.00 USD	\$ 108,500.00 USD	\$ 750,000.00 USD	0.02
1994	\$ 95,000.00 USD	\$ 35,000.00 USD	\$ 519,700.00 USD	0.00	\$ 85,250.00 USD	\$ 735,000.00 USD	0.13
1993	\$ 85,000.00 USD	\$ 31,875.00 USD	\$ 460,625.00 USD	0.00	\$ 72,500.00 USD	\$ 650,000.00 USD	N/A
1992	\$ 85,000.00 USD	0.00	0.00	0.00	0.00	0.00	N/A
1991	\$ 80,000.00 USD	\$ 30,000.00 USD	\$ 250,000.00 USD	0.00	\$ 40,000.00 USD	\$ 400,000.00 USD	0.23
1990	\$ 75,000.00 USD	\$ 28,125.00 USD	\$ 221,875.00 USD	0.00	0.00	\$ 124,000.00 USD	-0.13
1989	\$ 70,000.00 USD	0.00	\$ 385,000.00 USD	0.00	0.00	\$ 375,000.00 USD	0.36
1988	\$ 65,000.00 USD	0.00	\$ 210,000.00 USD	0.00	0.00	\$ 275,000.00 USD	0.49
1987	\$ 60,000.00 USD	0.00	\$ 125,000.00 USD	0.00	0.00	\$ 185,000.00 USD	0.17
1986	\$ 55,000.00 USD	0.00	\$ 84,000.00 USD	0.00	0.00	\$ 135,000.00 USD	0.89
1985	\$ 47,500.00 USD	0.00	\$ 7,234.00 USD	\$ 7,550.00 USD	0.00	\$ 71,700.00 USD	N/A