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Bear Stearns Cioffi and Tannin Compensation Table

Bear Stearns Companies, Inc.

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CIOFFI AND TANNIN

W2 Year	Empld	Name	Fiscal Year	COMPENSATION						EQUITY DISTRIBUTIONS						Tax Wage Updates (Non Cash)						Other Cash		Deferred from Bonus					
				Regular Earnings	Retro Salary	Bonus*	Special Interim Bonus/ Mid-Year Payment	Non-Tax Company Loan	Bonus Pay Date	Total Comp	Stock Bonus w/o FICA	Stock Options Exercised	Long Term Incentive Stk Award	RSU Distribution	RSU Prem Distribution	RSU Prem Prev FICA taxed	Cap Plan Stock Distribution	Total Equity Distribution	Tax Expense	TAS Earnings	Imputed Interest	Forfeiture	CAP Plan FICA Adjustment	RSU Prem Distribution	FICA Def Vested Prem RSU	Total Non-Cash Updates	Referral Fee	CAP Plan Deferral	Restricted Stock Units Deferral
2008	4095BA	Tannin, Matthew M.	2007	41,795.92		750,000.00			1/28/2008	791,795.92	20,205.03					20,205.03	6.52	449.78					456.30		225,000.00				225,000.00
2007	4095BA	Tannin, Matthew M.	2006	249,999.88		2,250,000.00			1/31/2007	2,499,999.88						117,994.57						32,420.86	32,420.86	693,750.00				812,500.00	
2006	4095BA	Tannin, Matthew M.	2005	244,230.66	11,538.46	1,793,269.00			1/25/2006	2,049,038.12						139,810.32						19,917.59	19,917.59				566,250.00		
2005	4095BA	Tannin, Matthew M.	2004	175,000.02		950,000.00			1/19/2005	1,125,000.02						0.00						10,239.11	10,239.11				260,000.00		
2004	4095BA	Tannin, Matthew M.	2003	150,961.52	1,923.08	375,000.00			1/8/2004	527,884.60						0.00						0.00	7,500.00				75,000.00		
2008	S577CA	Cioffi, Ralph	2007							0.00	173,971.93					1,881,946.07						0.00						0.00	
2007	S577CA	Cioffi, Ralph	2006	230,769.12		17,378,000.00			1/31/2007	17,647,882.12						3,149,497.76						-2,939,976.00		6,658,950.00				7,462,500.00	
2006	S577CA	Cioffi, Ralph	2005	246,153.74	7,692.31	15,209,308.00			1/24/2006	15,463,154.05						2,197,121.31						0.00		6,151,469.50				7,363,799.00	
2005	S577CA	Cioffi, Ralph	2004	200,000.06		7,746,000.00			1/19/2005	7,946,000.06						5,013,590.27						0.00		3,002,050.00				3,598,000.00	
2004	S577CA	Cioffi, Ralph	2003	200,000.06		4,275,000.00			1/8/2004	4,475,000.06						5,040,113.56						0.00		1,515,613.00				1,875,751.00	

* Bonuses for listed fiscal year were actually paid in following fiscal year and charged back.
 For example a bonus listed for FY 2006 was actually paid in 2007 and hit 2007 W2 but was charged back to the prior fiscal year 2006