

KILROY REALTY CORP
Form DEF 14A
April 11, 2007

United States Securities and Exchange Commission

Washington, DC 20549

SCHEDULE 14A INFORMATION

PROXY STATEMENT PURSUANT TO SECTION 14(A) OF THE SECURITIES EXCHANGE ACT OF 1934

Filed by the Registrant ☒ x

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))**
- ☒ x Definitive proxy statement
- ☐ " Definitive additional materials
- ☐ " Soliciting Material Pursuant to §240.14a-12

KILROY REALTY CORPORATION

(Name of Registrant as Specified In Its Charter)

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

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KILROY REALTY CORPORATION

12200 W. OLYMPIC BOULEVARD, SUITE 200

LOS ANGELES, CALIFORNIA 90064

April 10, 2007

Dear Stockholder:

You are cordially invited to attend the 2007 annual meeting of stockholders of KILROY REALTY CORPORATION to be held on May 17, 2007, at 9:00 a.m. (local time) at our corporate offices located at 12200 West Olympic Boulevard, Suite 200, Los Angeles, California 90064.

Information about the meeting and the various matters on which the stockholders will act is included in the Notice of Annual Meeting of Stockholders and Proxy Statement that follow. Also included is a Proxy Card and postage-paid return envelope.

It is important that your shares be represented at the meeting. Whether or not you plan to attend, we hope that you will complete and return your Proxy Card in the enclosed envelope as promptly as possible.

Sincerely,

Richard E. Moran Jr.

Executive Vice President,

Chief Financial Officer and Secretary

KILROY REALTY CORPORATION

12200 W. OLYMPIC BOULEVARD, SUITE 200

LOS ANGELES, CALIFORNIA 90064

NOTICE OF ANNUAL MEETING OF STOCKHOLDERS

TO BE HELD MAY 17, 2007

To the Stockholders of Kilroy Realty Corporation:

NOTICE IS HEREBY GIVEN that the annual meeting of stockholders (the "Annual Meeting") of Kilroy Realty Corporation, a Maryland corporation (the "Company"), will be held at the Company's principal executive offices located at 12200 West Olympic Boulevard, Suite 200, Los Angeles, California 90064 on May 17, 2007, at 9:00 a.m. (local time), for the following purposes:

1. To elect one director to the Company's Board of Directors (the "Board") to serve until the annual meeting of stockholders in the year 2010 and until his successor is duly elected and qualifies; and
2. To transact such other business as may properly come before the meeting or any adjournment(s) or postponement(s) thereof.

The Company's Board has fixed the close of business on March 12, 2007 as the record date for determining the stockholders entitled to receive notice of and to vote at the Annual Meeting or any adjournment(s) or postponement(s) thereof.

The enclosed proxy card is solicited by the Board of the Company, which recommends that stockholders vote FOR the election of the Board's nominee named therein. Please refer to the attached Proxy Statement, which forms a part of this Notice and is incorporated herein by reference, for further information with respect to the business to be transacted at the Annual Meeting.

STOCKHOLDERS ARE CORDIALLY INVITED TO ATTEND THE ANNUAL MEETING IN PERSON. YOUR VOTE IS IMPORTANT. ACCORDINGLY, YOU ARE URGED TO COMPLETE, SIGN, DATE AND RETURN THE ACCOMPANYING PROXY CARD WHETHER OR NOT YOU PLAN TO ATTEND THE ANNUAL MEETING.

By Order of the Board of Directors,

Richard E. Moran Jr.

Executive Vice President,

Chief Financial Officer and Secretary

April 10, 2007

Los Angeles, California

KILROY REALTY CORPORATION

12200 W. OLYMPIC BOULEVARD, SUITE 200

LOS ANGELES, CALIFORNIA 90064

ANNUAL MEETING OF STOCKHOLDERS

TO BE HELD MAY 17, 2007

PROXY STATEMENT

INTRODUCTION

General

This Proxy Statement is furnished in connection with the solicitation by the Board of Directors (the "Board") of Kilroy Realty Corporation, a Maryland corporation (the "Company"), of proxies from the holders of the Company's issued and outstanding shares of common stock, par value \$.01 per share (the "Common Stock"), to be exercised at the Annual Meeting of Stockholders (the "Annual Meeting") to be held on May 17, 2007 at the Company's principal executive offices located at 12200 West Olympic Boulevard, Suite 200, Los Angeles, California 90064 at 9:00 a.m. (local time), including any adjournment(s) or postponement(s), for the purposes set forth in the accompanying Notice of Annual Meeting of Stockholders.

At the Annual Meeting, the stockholders of the Company will be asked to consider and vote upon the following proposals (the "Proposals"):

1. To elect one director to the Company's Board to serve until the annual meeting of stockholders in the year 2010 and until his successor is duly elected and qualifies; and
2. To transact such other business as may properly come before the Annual Meeting or any adjournment(s) or postponement(s) thereof.

Only the holders of record of the shares of Common Stock at the close of business on March 12, 2007 (the "Record Date") are entitled to notice of and to vote at the Annual Meeting. Each share of Common Stock is entitled to one vote on each matter voted on at the meeting. As of the Record Date, 32,698,554 shares of Common Stock were outstanding. This Proxy Statement and enclosed form of proxy are first being mailed to the stockholders of the Company on or about April 16, 2007.

A majority of the shares of Common Stock outstanding must be represented at the Annual Meeting in person or by proxy to constitute a quorum for the transaction of business at the Annual Meeting. Shares represented by proxies that reflect abstentions or broker non-votes will be counted as shares that are present and entitled to vote for purposes of determining the presence of a quorum. In order to be elected as a director, a nominee must receive a plurality of all the votes cast at the Annual Meeting at which a quorum is present. For purposes of calculating votes cast in the election of the director, abstentions or broker non-votes will not be counted as votes cast and will have no effect on the result of the vote on the Proposal regarding the election of the director.

The shares of Common Stock represented by all properly executed proxies returned to the Company will be voted at the Annual Meeting as indicated or, if no instruction is given, will be voted FOR the election of the director nominee named in this Proxy Statement. As to any other business that may properly come before the Annual Meeting, all properly executed proxies will be voted by the persons named in the proxy card, at their discretion. The Company does not presently know of any other business that may come before the Annual

Meeting. Any person giving a proxy has the right to revoke it at any time before it is exercised (i) by filing with the Secretary of the Company a duly signed revocation or a proxy bearing a later date or (ii) by electing to vote in person at the Annual Meeting. Mere attendance at the Annual Meeting will not revoke a proxy.

NO PERSON IS AUTHORIZED TO GIVE ANY INFORMATION OR TO MAKE ANY REPRESENTATIONS ON BEHALF OF THE COMPANY WITH RESPECT TO THE PROPOSALS OTHER THAN THOSE CONTAINED IN THIS PROXY STATEMENT, AND, IF GIVEN OR MADE, SUCH INFORMATION MUST NOT BE RELIED UPON AS HAVING BEEN AUTHORIZED AND THE DELIVERY OF THIS PROXY STATEMENT SHALL, UNDER NO CIRCUMSTANCES, CREATE ANY IMPLICATION THAT THERE HAS BEEN NO CHANGE IN THE AFFAIRS OF THE COMPANY SINCE THE DATE HEREOF.

The Company's principal executive offices are located at 12200 W. Olympic Boulevard, Suite 200, Los Angeles, California 90064, telephone (310) 481-8400, and the Company's website is www.kilroyrealty.com. References herein to the Company refer to Kilroy Realty Corporation and its subsidiaries, unless the context otherwise requires.

The date of this Proxy Statement is April 10, 2007.

PROPOSAL 1: ELECTION OF DIRECTOR

Pursuant to the Company's articles of incorporation, as amended and supplemented (the "Charter"), the Company's bylaws, as amended (the "Bylaws"), and resolutions adopted by the Company's Board, the Board presently consists of seven directors and is divided into three classes serving staggered three-year terms. Pursuant to the Charter, at each annual meeting the successors to the class of directors whose terms expire at such meeting shall be elected to hold office for a term expiring at the annual meeting of stockholders held in the third year following the year of their election. The terms of two of the directors, Messrs. D. Eathe and Dickey, will expire at the Annual Meeting. As previously disclosed in our public filings, Mr. D. Eathe advised the Company that he has decided to retire from the Board upon completion of his existing term. Accordingly, if elected at the Annual Meeting, Mr. Dickey will hold office for a term of three years until the annual meeting of stockholders to be held in the year 2010, and until his successor is duly elected and qualifies. One Board seat will remain vacant while the Nominating/Corporate Governance Committee is conducting a search to identify a qualified director candidate.

Except as otherwise instructed, proxies solicited by this Proxy Statement will be voted for the election of the nominee to the Board listed below. The nominee has consented to be named in this Proxy Statement and to serve as a director if elected. The information below relating to the nominee for election as director and to each of the other directors whose terms of office continue after the Annual Meeting has been furnished to the Company by the respective individuals.

The Board recommends a vote FOR the election of William P. Dickey, to serve until the annual meeting of stockholders to be held in the year 2010 and until his successor is duly elected and qualifies.

Nominees for Director

The following table sets forth certain current information with respect to the nominee for director to the Board of the Company:

Name	Age	Director Since	Position With The Company
William P. Dickey	64	1997	Director

The following is a biographical summary of the experience of the nominee for director to the Board of the Company:

William P. Dickey has been a member of the Company's Board since the completion of its initial public offering in January 1997. Mr. Dickey has served as the President of The Dermot Company, Inc., a real estate investment and management company since 1990. From 1986 to 1990, Mr. Dickey was a Managing Director of Real Estate for the First Boston Corporation. Prior to 1986, Mr. Dickey was a partner at the New York law firm of Cravath, Swaine & Moore, where he started as an associate beginning in 1974. Mr. Dickey is on the board of directors of Vera Institute of Justice, a non-profit organization. Mr. Dickey received his undergraduate degree from the United States Air Force Academy, his Masters Degree from Georgetown University and his Juris Doctor Degree from Columbia Law School.

Vote Required

The election of the director requires the plurality of the votes cast by the holders of the shares of Common Stock entitled to vote, either present in person or by proxy at the Annual Meeting.

The Board recommends a vote FOR the election of William P. Dickey, to serve until the annual meeting of stockholders to be held in the year 2010 and until his successor is duly elected and qualifies.

Directors Continuing in Office

Information concerning the other directors of the Company whose terms do not expire at the Annual Meeting is set forth below.

Name	Age	Position With The Company	Term Expiration
John B. Kilroy, Sr.	84	Chairman of the Board	2008
John B. Kilroy, Jr.	58	President, Chief Executive Officer and Director	2009
Edward F. Brennan, Ph.D.	55	Director	2008
Dale F. Kinsella	58	Director	2009
Matthew J. Hart	54	Director	2008

John B. Kilroy, Sr. has served as the Company's Chairman of the Board since its incorporation in September 1996. In 1947, Mr. Kilroy founded the businesses that were incorporated in 1952 as the entity known as Kilroy Industries ("KI"). Mr. Kilroy served as KI's President from 1952 until 1981 and from 1997 through the present, and has served as the Chairman of its Board of Directors since 1954. Mr. Kilroy is a nationally recognized member of the real estate community, providing the Company with strategic leadership and a broad based network of relationships. Mr. Kilroy is the father of John B. Kilroy, Jr., the Company's President and Chief Executive Officer.

John B. Kilroy, Jr. has served as the Company's President, Chief Executive Officer and Director since its incorporation in September 1996. Prior to joining the Company, Mr. Kilroy served in the same capacity for KI, the predecessor to the Company, and was responsible for the overall management of all facets of KI and its various affiliates since 1981. Mr. Kilroy has been involved in all aspects of commercial and industrial real estate development, construction, acquisition, sales, leasing, financing, and entitlement since 1967 and worked for KI for over 30 years. Mr. Kilroy became President of KI in 1981 and was elected Chief Executive Officer in 1991. Prior to that time, he held positions as Executive Vice President and Vice President - Leasing & Marketing. He is a trustee of the El Segundo Employers Association, and a past trustee of Viewpoint School, the Jefferson Center For Character Education and the National Fitness Foundation. Mr. Kilroy is also Chairman of the Board of The New Majority Los Angeles chapter. Mr. Kilroy attended the University of Southern California. Mr. Kilroy is the son of John B. Kilroy, Sr., the Chairman of the Company's Board.

Edward F. Brennan, Ph.D. has been a member of the Company's Board since July 2003. Dr. Brennan is currently President and Chief Executive Officer of CryoCor and has served in that capacity since April 2006. Dr. Brennan is also a member of the board of directors of CryoCor. Dr. Brennan has been a member of the board of directors of HemoSense since 2000 and has served as its Chairman of the board since January 2004. Dr. Brennan was also a managing partner of Perennial Investments, a Seattle-based venture capital firm from 2001 through 2002. Prior to that time, he served as Vice President at Tredegar Investments. He also served on the board of directors of Molecumetrics, Inc., wholly-owned by Tredegar Corp. Dr. Brennan has participated in the development, management and financing of new medical technology ventures for 27 years, including scientific and executive positions with Syntex, Inc., UroSystems, Inc., Medtronic Inc., DepoMed Systems, Inc. and CadiaGenesis Corp. Dr. Brennan also serves on the board of several private companies and previously served on the board of the American Heart Association, Santa Clara chapter. Dr. Brennan holds a B.A. degree in chemistry and biology and a Ph.D. in biology from the University of California, Santa Cruz.

Dale F. Kinsella has been a member of the Company's Board since the completion of its initial public offering in January 1997. Mr. Kinsella is currently a partner with the law firm of Kinsella, Weitzman, Iser, Kump & Aldisert, LLP. Previously, he was a partner with the Los Angeles law firm of Greenberg, Glusker, Fields, Claman, Machtinger & Kinsella, LLP. Prior to that, he had been a partner with the law firm of Kinsella, Boesch, Fujikawa & Towle. Mr. Kinsella received his undergraduate degree from the University of California at Santa Barbara and his Juris Doctor degree from the University of California at Los Angeles.

Matthew J. Hart has been a member of the Company's Board since the completion of its initial public offering in January 1997. Mr. Hart is President and Chief Operating Officer of Hilton Hotels Corporation. He has responsibility for all operational aspects of the company, including owned and managed hotel operations, franchising, and brand development. Mr. Hart had been Executive Vice President and Chief Financial Officer since joining Hilton in May 1996. Prior to joining Hilton, Mr. Hart was Senior Vice President and Treasurer for the Walt Disney Company. Before joining Disney, Mr. Hart served as Executive Vice President and Chief Financial Officer for the Host Marriott Corporation. He held various financial positions at Marriott Corporation (prior to the formation of Host Marriott), which he joined in 1981. Mr. Hart was a lending officer with Bankers Trust Company in New York from 1976 until 1981. Mr. Hart is on the board of directors of Hilton Hotels Corporation, US Airways Inc., and Heal the Bay, a non-profit organization. He graduated cum laude from Vanderbilt University in 1974 and received his MBA from Columbia University in 1976.

Board of Directors Meetings and Attendance at Board Meetings and Annual Meetings of Stockholders

During the year ended December 31, 2006, the Board held eight meetings. All directors attended 75% or more of the total number of meetings of the Board and meetings of the Board committees on which each director served held during the year. Directors are encouraged to attend in person the annual meeting of stockholders of the Company. All seven directors attended the 2006 annual meeting.

Independent Directors

Each of Messrs. D Eathe, Dickey, Hart and Kinsella and Dr. Brennan are considered by the Board to be Independent Directors. An Independent Director is a director who (i) is not an employee, officer or affiliate of the Company or any of its subsidiaries or divisions, or a relative of a principal executive officer, and who is not an individual member of an organization acting as an advisor, consultant or legal counsel receiving compensation from the Company in addition to director's fees and (ii) satisfies the independence standards set forth in the current listing standards of the New York Stock Exchange (NYSE). In addition, in accordance with the Company's corporate governance guidelines, no Independent Director may be a director, officer or affiliate of another entity with which the Company has entered into a transaction or transactions during the preceding fiscal year valued in the aggregate at greater than \$100,000.

Non-Management Directors

Each of Messrs. Kilroy, Sr., D Eathe, Dickey, Hart and Kinsella and Dr. Brennan, are considered by the Board to be Non-Management Directors. Non-Management Directors are all those directors who are not company officers (as that term is defined in Rule 16a-1(f) under the Securities Act of 1933), and includes Mr. Kilroy, Sr. who is not independent because he is the father of John B. Kilroy, Jr., our President and Chief Executive Officer. Meetings of the Non-Management Directors are generally held on the date of each regularly scheduled Board meeting and on an as-needed basis. Mr. Kinsella presides over these meetings.

Board Committees

The Board of the Company has a standing Audit Committee, Executive Compensation Committee, Nominating/Corporate Governance Committee, Independent Committee and Executive Committee.

Audit Committee. The Audit Committee consists of three Independent Directors: Mr. Hart, who serves as its Chairman, and Messrs. D Eathe and Dickey. These directors satisfy the enhanced independence standards applicable to audit committees pursuant to Rule 10A-3(b)(i) under the Securities Exchange Act of 1934, as amended (the Exchange Act) and the NYSE listing standards. Each of Messrs. Hart, D Eathe and Dickey is financially literate and is an audit committee financial expert as determined by the Board in accordance with rules promulgated by the Securities and Exchange Commission. As previously disclosed in our public filings, Mr. D Eathe will retire from the Board upon completion of his existing term, which expires on May 17, 2007, the

date of the Annual Meeting. Following the Annual Meeting, Dr. Brennan will serve as a member of the Audit Committee. Dr. Brennan satisfies the enhanced independence standards applicable to audit committees pursuant to Rule 10A-3(b)(i) under the Exchange Act and the NYSE listing standards and is financially literate as determined by the Board in accordance with rules promulgated by the Securities and Exchange Commission. The Audit Committee's purpose is to assist the Board in fulfilling its oversight responsibilities regarding the Company's accounting and system of internal controls, the quality and integrity of the Company's financial reports and the independence and performance of the Company's independent public accountants. The Audit Committee is governed by a written charter adopted by the Board, a copy of which is attached as Appendix A to this Proxy Statement. The charter is also available on the Company's website at <http://www.kilroyrealty.com> and available in print to any security holder upon request. The Audit Committee held six meetings during 2006. Information regarding the specific functions performed by the Audit Committee is set forth in the Report of the Audit Committee below.

Executive Compensation Committee. The Executive Compensation Committee currently consists of the Company's five Independent Directors. During 2006, the Executive Compensation Committee consisted of three Independent Directors: Dr. Brennan, who served as its Chairman, and Messrs. D. Eathe and Kinsella. The function of the Executive Compensation Committee is to (i) establish, review, modify and adopt remuneration levels for executive officers of the Company, and (ii) implement the Company's 2006 Incentive Award Plan (the 2006 Plan) and any other incentive programs. The Executive Compensation Committee is governed by a written charter adopted by the Board, which is available on the Company's website at <http://www.kilroyrealty.com> and available in print to any security holder upon request. The Executive Compensation Committee held eleven meetings during 2006.

Nominating/Corporate Governance Committee. The Nominating/Corporate Governance Committee consists of the Company's five Independent Directors. Mr. Dickey serves as its Chairman. The purpose of the Nominating/Corporate Governance Committee is to (i) identify individuals qualified to become Board members, (ii) recommend director nominees for the annual meeting of stockholders and fill board vacancies, (iii) oversee the Board's annual self-assessment procedures and the self-assessment procedures for the committees of the Board; and (iv) provide ongoing guidance and oversight with respect to corporate governance matters. The charter of the Nominating/Corporate Governance Committee, the Company's Corporate Governance Guidelines and the Company's Code of Business Conduct and Ethics, each of which was adopted by the Board, are available on the Company's website at <http://www.kilroyrealty.com> and are available in print to any security holder upon request. The Nominating/Corporate Governance Committee held two meetings during 2006.

Independent Committee. The Independent Committee consists of the Company's five Independent Directors. Mr. Kinsella serves as its Chairman. The Independent Committee has the authority to approve transactions between the Company and its affiliates, including its officers and directors, and any of their respective affiliates. The Independent Committee did not hold any meetings during 2006.

Executive Committee. The Executive Committee consists of Mr. Kilroy, Jr., who serves as its Chairman, and Messrs. Kilroy, Sr. and Kinsella. Subject to the Company's conflict of interest policies, the Executive Committee has authority to acquire and dispose of real property and the power to authorize, on behalf of the full Board, the execution of certain contracts and agreements, including those related to the borrowing of money by the Company (and, consistent with the Agreement of Limited Partnership as amended from time to time of Kilroy Realty, L.P. (the Operating Partnership), to cause the Operating Partnership to take such actions). The Executive Committee did not hold any meetings during 2006.

Report of the Audit Committee

The Audit Committee of the Company's Board is composed of Independent Directors who satisfy the requirements of Section 10A-3(m) of the Exchange Act and Rule 10A-3(b)(i), and the current listing standards of the New York Stock Exchange. The Audit Committee operates pursuant to a written charter adopted by the Board on March 8, 2004.

The Audit Committee oversees the Company's financial reporting process on behalf of the Board. In fulfilling its oversight responsibilities, the Audit Committee approves the selection of the Company's independent auditors and reviews and discusses the audited financial statements included in the Company's Annual Report on Form 10-K with management, including the reasonableness of significant judgments and the clarity of disclosures in the financial statements. Management has the primary responsibility for the financial statements and the reporting process, including the Company's internal control over financial reporting.

The Company's independent auditors are responsible for performing an audit of the Company's financial statements and expressing an opinion on the conformity of those audited financial statements with generally accepted accounting principles. The Audit Committee reviewed and discussed the audited financial statements of the Company as of and for the year ended December 31, 2006 with management and the Company's independent auditors. The Audit Committee discussed with the Company's independent auditors their judgments as to the Company's accounting principles and such other matters as are required to be discussed with the Audit Committee under generally accepted auditing standards Statement of Auditing Standard Number 61, Communications with Audit Committees, as currently in effect. In addition, the Audit Committee received the written disclosures and the letter from the independent auditors required by Independence Standards Board Standard No. 1 (Independence Discussions with Audit Committees), as currently in effect, and it discussed with the Company's independent auditors their independence from the Company. The Audit Committee also considered the compatibility of the independent auditors' provision of non-audit services with the auditors' independence.

The Audit Committee discussed with the Company's independent auditors the overall scope of their respective audits. The Audit Committee meets with the independent auditors, with and without management present, to discuss the results of their examinations, their evaluations of the Company's internal control over financial reporting, and the overall quality of the Company's financial reporting. In the performance of their oversight function, the members of the Audit Committee relied upon the information, opinions, reports and statements presented to them by the Company's management and by the Company's independent auditors. The Audit Committee held six meetings during fiscal year 2006.

In reliance on the reviews and discussions referred to above, the Audit Committee recommended to the Board (and the Board approved) that the audited financial statements as of and for the year ended December 31, 2006 be included in the Company's Annual Report on Form 10-K for the year ended December 31, 2006, filed with the Securities and Exchange Commission on February 28, 2007.

Audit Committee

Matthew J. Hart, Chairman

John R. D. Eathe

William P. Dickey

Qualifications of Director Nominees

The Nominating/Corporate Governance Committee has established *Standards for Overall Structure and Composition of the Board and Minimum Director Qualifications* as a guideline in considering nominations to the Company's Board. The criteria include: loyalty, reputation, character, knowledge, experience, education, business judgment, diligence, stock ownership, independence and ability to contribute to Board balance and diversity. The criteria are not exhaustive and the Nominating/Corporate Governance Committee and the Board may consider other qualifications and attributes, which they believe are appropriate in evaluating the ability of an individual to serve as a member of the Board.

Nominating/Corporate Governance Committee's Process for Identifying and Evaluating Nominees for Director

Prior to each annual meeting of security holders at which directors are to be elected, and whenever there is otherwise a vacancy on the Board, the Nominating/Corporate Governance Committee will consider incumbent Board members and other well-qualified individuals as potential director nominees. The Nominating/Corporate Governance Committee will review each potential candidate's qualifications in light of the Company's *Standards for Overall Structure and Composition of the Board and Minimum Director Qualifications*, described above. The Nominating/Corporate Governance Committee will select the candidate or candidates it believes are the most qualified to recommend to the Board for selection as a director nominee. Candidates recommended by a security holder are evaluated in the same manner as candidates identified by a Nominating/Corporate Governance Committee member.

Manner by which Security Holders May Recommend Director Candidates

The Nominating/Corporate Governance Committee will consider director candidates recommended by security holders of the Company. All recommendations must be directed to the Nominating/Corporate Governance Committee c/o Secretary at 12200 W. Olympic Boulevard, Suite 200, Los Angeles, California 90064. Recommendations for director nominees to be considered at the 2008 annual meeting of stockholders must be received in writing not later than December 14, 2007. Each security holder recommending a person as a director candidate must provide the Company with the following information for the Committee to determine whether the recommended director candidate is independent from the security holder, or each member of the security holder group, that has recommended the director candidate:

If the recommending security holder or any member of the recommending security holder group is a natural person, whether the recommended director candidate is the recommending security holder, a member of the recommending security holder group, or a member of the immediate family of the recommending security holder or any member of the recommending security holder group;

If the recommending security holder or any member of the recommending security holder group is an entity, whether the recommended director candidate or any immediate family member of the recommended director candidate is an employee of the recommending security holder or any member of the recommending security holder group or has been at any time during the current or preceding calendar year;

Whether the recommended director candidate or any immediate family member of the recommended director candidate has accepted directly or indirectly any consulting, advisory, or other compensatory fees from the recommending security holder or any member of the group of recommending security holders, or any of their respective affiliates during the current or preceding calendar year;

Whether the recommended director candidate is an executive officer, director (or person fulfilling similar functions) of the recommending security holder or any member of the recommending security holder group, or any of their respective affiliates; and

Whether the recommended director candidate controls the recommending security holder or any member of the recommending security holder group.

The recommending security holder must also provide supplemental information that the Nominating/Corporate Governance Committee may request to determine whether the recommended director candidate (i) is qualified to serve on the Audit Committee, (ii) meets the standards of independence established by the NYSE, and (iii) satisfies the *Standards for Overall Structure and Composition of the Board and Minimum Director Qualifications*, described above. In addition, the recommending security holder must include the consent of the recommended director candidate and the recommended director candidate must make himself or herself reasonably available to be interviewed by the Nominating/Corporate Governance Committee. The Nominating/Corporate Governance Committee will consider all recommended director candidates submitted to it

in accordance with these established procedures, though it will only recommend to the Board as potential nominees those candidates it believes are most qualified. However, the Nominating/Corporate Governance Committee will not consider any director candidate if the candidate's candidacy or, if elected, Board membership, would violate controlling state law or federal law.

Security Holder Communications with the Board

Security holders may send correspondence to the Board c/o Secretary at 12200 W. Olympic Boulevard, Suite 200, Los Angeles, California 90064. The Secretary will review all correspondence addressed to the Board, or any individual Board member, for any inappropriate correspondence and correspondence more suitably directed to management. The Secretary will summarize all correspondence not forwarded to the Board and make the correspondence available to the Board for its review at the Board's request. The Secretary will forward security holder communications to the Board prior to the next regularly scheduled meeting of the Board following the receipt of the communication as appropriate.

Interested Party Communications with the Non-Management Directors

Any interested party may send correspondence to the Non-Management Directors as a group, or to Mr. Kinsella directly, c/o Secretary at 12200 W. Olympic Boulevard, Suite 200, Los Angeles, California 90064. The Secretary will review all correspondence addressed to the Non-Management Directors, or to Mr. Kinsella individually, for any inappropriate correspondence and correspondence more suitably directed to management. The Secretary will summarize all correspondence not forwarded to the Non-Management Directors and make the correspondence available to the Non-Management Directors for their review at the Non-Management Directors' request. The Secretary will forward interested party communications to the Non-Management Directors promptly following the receipt of the communication as appropriate.

Code of Business Conduct and Ethics

The Company's Board of Directors has adopted a Code of Business Conduct and Ethics that applies to the Company's directors, officers (including the Chief Executive Officer, Chief Financial Officer, Controller and other members of senior financial management), employees, agents and consultants. This Code of Business Conduct and Ethics satisfies the requirements of a code of business conduct and ethics under the NYSE listing standards and a code of ethics within the meaning of Section 406 of the Sarbanes-Oxley Act of 2002 and applicable Securities and Exchange Commission rules. This Code of Business Conduct and Ethics is available on the Company's website at <http://www.kilroyrealty.com> and a copy will be provided to any person without charge, upon request sent to the Company's principal executive offices c/o Secretary at 12200 West Olympic Boulevard, Suite 200, Los Angeles, California 90064. Amendments to, or waivers from, a provision of this Code of Business Conduct and Ethics that apply to the Company's directors or executive officers, including the Chief Executive Officer, Chief Financial Officer, Controller and other members of senior financial management, may be made only by the Board or a Board committee and will be promptly posted on the Company's website.

CERTAIN INFORMATION WITH RESPECT TO NAMED EXECUTIVE OFFICERS

The following sets forth certain current information with respect to the Company's named executive officers (the "NEOs") as defined on page 11:

Name	Age	Position
John B. Kilroy, Jr.	58	President, Chief Executive Officer and Director
Jeffrey C. Hawken	48	Executive Vice President and Chief Operating Officer
Richard E. Moran Jr.	55	Executive Vice President, Chief Financial Officer and Secretary
Steven R. Scott	50	Senior Vice President, San Diego
Tyler H. Rose	46	Senior Vice President and Treasurer

John B. Kilroy, Jr. has served as the President and Chief Executive Officer of the Company since its incorporation in September 1996. Biographical information regarding Mr. Kilroy, Jr. is set forth under Proposal 1: Election of Director Directors Continuing in Office.

Jeffrey C. Hawken has served as Executive Vice President and Chief Operating Officer of the Company since the completion of its initial public offering in January 1997. Prior to that time, Mr. Hawken served in the same capacity for KI and was responsible for the management and operations of KI's real estate portfolio and served on KI's acquisitions and executive committees. Mr. Hawken joined KI in 1980, as a Senior Financial Analyst, and has been involved in property and asset management with the Company since May 1983. Since that time, he attained the designation of Real Property Administrator through the Building Owner's and Manager's Association ("BOMA"). Mr. Hawken is a director for BOMA, Greater Los Angeles and also participates on the executive committee, the Owners Advisory Council and Political Action Committee. Mr. Hawken is an active member of the Young President's Organization, Santa Monica Bay Chapter and participates on the executive committee and is currently the Member Forum Chair. He is also a member of the Board of The New Majority Los Angeles chapter and currently serves as membership chairman. Mr. Hawken holds a Bachelor of Science degree in Business Administration from the University of Southern California. Mr. Hawken is a licensed Real Estate Broker in the State of California.

Richard E. Moran Jr. has served as the Company's Executive Vice President, Chief Financial Officer and Secretary since December 1996. Prior to that time, Mr. Moran was Executive Vice President, Chief Financial Officer and Secretary of Irvine Apartment Communities, Inc. from 1993 to 1996. Prior to that, Mr. Moran was Executive Vice President, Corporate Finance and Treasurer of The Irvine Company, where he was employed from 1977 to 1993. Previously, he was a certified public accountant and was employed by the public accounting firm of Coopers & Lybrand. He is a member of the Urban Land Institute and serves on the Policy Advisory Board for the Center for Real Estate and Urban Economics at the University of California, Berkeley. Mr. Moran received a Master of Business Administration degree from Harvard Business School and a Bachelor of Science degree in Accounting from Boston College.

Steven R. Scott is currently a Senior Vice President of the Company and has served in that capacity since he joined the Company in January 1998. He has more than 20 years of real estate experience. From January 1996 to December 1997, Mr. Scott was Senior Vice President with CB Richard Ellis in San Diego, where he concentrated in corporate services, build-to-suits, and brokerage in the mid-San Diego County markets of Sorrento Mesa, Torrey Pines, University Towne Centre and the I-15 Corridor. Prior to CB Richard Ellis, he was affiliated with the San Diego office of Grubb & Ellis Company for 13 years, most recently as Senior Marketing Consultant. Mr. Scott holds a Bachelor of Science degree in Business Administration from San Diego State University.

Tyler H. Rose was appointed Senior Vice President and Treasurer in March 1997. Mr. Rose was Senior Vice President, Corporate Finance of Irvine Apartment Communities, Inc. from 1995 to 1997, and was appointed Treasurer in 1996. Prior to that, Mr. Rose was Vice President, Corporate Finance of The Irvine Company from 1994 to 1995. From 1986 to 1994, Mr. Rose was employed at J.P. Morgan & Co., serving in its Real Estate Corporate Finance Group until 1992 and as Vice President of its Australia Mergers and Acquisitions Group from 1992 to 1994. Mr. Rose also served for two years as a financial analyst for General Electric Company. Mr. Rose holds a Master of Business Administration degree from The University of Chicago Graduate School of Business and a Bachelor of Arts degree in Economics from the University of California, Berkeley.

COMPENSATION DISCUSSION AND ANALYSIS

This Compensation Discussion and Analysis section discusses the compensation practices for our NEOs. Our NEOs consist of our Chief Executive Officer, our Chief Operating Officer, our Chief Financial Officer (which comprise our three mostly highly paid executive officers) and our two next most highly paid executive officers. Throughout this Proxy Statement, we refer to our (i) Chief Executive Officer, Chief Operating Officer and Chief Financial Officer collectively as our Executive Management Team, (ii) two next most highly paid executive officers as our Senior Managers, and (iii) Executive Management Team and our Senior Managers, together with our other executive officers as our executive officers.

Compensation Committee Interlocks and Insider Participation

Compensation paid to the NEOs is determined at the sole discretion of the Executive Compensation Committee (the Compensation Committee). The Compensation Committee is currently composed of the Company's five Independent Directors. In 2006, the Compensation Committee was composed of three Independent Directors, including Dr. Brennan, who served as its Chairman, and Messrs. D. Eathe and Kinsella. There are no Compensation Committee interlocks, and none of our employees participate on the Compensation Committee.

Role of the Executive Compensation Committee

The Compensation Committee is responsible for:

Reviewing and approving our compensation philosophy;

Reviewing and approving corporate goals and objectives relating to the compensation of our Chief Executive Officer, evaluating the performance of our Chief Executive Officer in light of those goals and objectives and reviewing and approving the compensation of our Chief Executive Officer based on such evaluation;

Reviewing and approving all compensation for our other executive officers, including cash and equity incentive compensation awards, and all executive officers' employment agreements and severance arrangements;

Administering, reviewing and approving all annual bonus, long-term incentive compensation, stock option, and other equity-based, employee pension and welfare benefit plans;

Reviewing and approving our policy with respect to change of control or parachute payments; and

Preparing the Executive Compensation Committee Report.

The Compensation Committee's Charter, posted on our website at <http://www.kilroyrealty.com>, reflects these various responsibilities, and the Compensation Committee and Board periodically review and revise the Charter. The Compensation Committee's membership is determined by the Board and is composed entirely of Independent Directors. There were eleven meetings of the Compensation Committee in 2006, five of which were executive sessions with no Company employees present. The Compensation Committee has the authority to engage the services of outside advisors, experts and others to assist the Compensation Committee. In accordance with the Compensation Committee's Charter, the Compensation Committee may retain independent compensation and other management consultants, who otherwise do not advise the Company, to assist with, among other things, evaluating our various compensation programs and levels of salary, bonus and other awards payable to our key personnel, as well as to advise the Compensation Committee with respect to the development of performance objectives that will contribute to our short-term and long-term profitability.

Compensation Objectives

We believe that the compensation programs for our executive officers should be closely aligned with the performance of the Company on both a short-term and long-term basis. Our strong performance in 2006

exemplifies our continued achievement of industry-leading results, including creation of value through our development program, strong leasing results, maintenance of high occupancy rates, and a strong balance sheet. In accordance with our goal of linking our executive compensation program to our performance, the compensation paid to our executive officers for fiscal year 2006 reflects our strong results.

Our compensation philosophy for our executive officers is based on the following principles:

Our compensation programs should help the Company to attract and retain individuals of superior ability and managerial talent;

Our compensation programs should ensure executive officer compensation is aligned with the Company's corporate strategies and business objectives and the long-term interests of the Company's stockholders;

Our compensation programs should serve to increase the incentive to achieve key strategic and financial performance measures by linking incentive award opportunities to the achievement of performance goals in these areas;

Our compensation programs should utilize stock-based compensation to reinforce the link between executive compensation and the interests of stockholders; and

Our compensation programs should be competitive relative to the compensation paid to similarly situated executives of our peer companies.

We believe that compensation should be structured to ensure that a significant portion of compensation opportunity will be directly related to our stock performance and other factors that directly and indirectly influence stockholder value. To that end, the total compensation program for our executive officers may consist of the following components:

Base salaries;

Annual incentive cash bonus;

Annual and long-term vesting equity compensation; and

Multi-year outperformance incentive award.

In setting compensation, our philosophy is to set goals designed to link each NEO's compensation to the Company's performance. Consistent with our performance-based philosophy, each executive officer is provided with a base salary and a significant incentive-based compensation component. For our Executive Management Team, we reserve the largest potential compensation awards for performance- and incentive-based programs. Those programs include annual and long-term vesting awards based on the independent financial performance of the Company. Those programs provide compensation in the form of both cash and equity, to provide incentives to reward both short-term and long-term performance of the Company. The allocation of total compensation between cash and equity compensation is reviewed annually in comparison to the Peer Group (as defined on page 14), while also considering the balance between providing short-term incentives and long-term vesting incentives to align the interests of management with stockholders, in light of the executive officer's current equity holdings.

Stock Ownership Guidelines

We believe our Executive Management Team should hold a material amount of our stock to link their long-term economic interest directly to that of our stockholders. Accordingly, we have established stock ownership guidelines as follows:

Named Executive	Ownership Requirement as a % of	Ownership Requirement Met as of
	Base Salary	December 31, 2006
John B. Kilroy, Jr.	500%	Yes
Jeffrey C. Hawken	300%	Yes
Richard E. Moran Jr.	300%	Yes

Determination of Compensation Awards

The Compensation Committee retained Strategic Apex Group, independent compensation consultants, to assist it in the review of our compensation programs. The compensation consultants engaged by the Compensation Committee are independent consultants specializing in compensation matters in the REIT and real estate industries. The compensation consultants evaluated the following in recommending the amount of executive compensation relative to the market, as well as the desired mix of base salary, annual incentives and long-term compensation opportunities:

Our performance as compared to other REITs, with an emphasis on office REITs, and as compared to other publicly traded real estate companies engaged in activities similar to those engaged in by us, with an emphasis on those with significant development activities; and

The current economic environment of the real estate industry and the markets specific to our properties.

The compensation consultants provided advice to the Compensation Committee with respect to competitive practices, the amounts and nature of compensation paid to executive officers, structuring our various compensation programs and recommending the appropriate levels of salary, bonus and other awards payable to our Executive Management Team. Based upon the compensation consultants' recommendations, our executive compensation package for our Executive Management Team consists of a fixed base salary and performance-based cash and stock-based incentive awards, with a significant portion weighted towards the performance-based components to ensure that total compensation reflects the overall success or failure of the Company and to motivate our Executive Management Team to meet appropriate performance measures, thereby maximizing total return to stockholders.

To aid the Compensation Committee in reviewing our compensation programs, our President and Chief Executive Officer and our Chief Financial Officer provided recommendations to the Compensation Committee regarding the compensation of all executive officers. The Compensation Committee also reviewed the performance of each member of our Executive Management Team.

Limitation on Deductibility of Executive Compensation. Section 162(m) of the Internal Revenue Code limits the deductibility of compensation paid to certain of our executive officers. To qualify for deductibility under Section 162(m), compensation in excess of \$1,000,000 per year paid to our NEOs at the end of each fiscal year generally must be performance-based compensation as determined under Section 162(m), which includes most stock option and other incentive arrangements, the material terms of which have been approved by stockholders.

Despite the fact that our incentive bonuses are determined based on the evaluation of our performance and take into consideration certain financial and strategic goals, the Compensation Committee does not apply these factors on a strict formulaic basis. As a result, our incentive compensation may not satisfy the requirements of

Section 162(m). We believe that we qualify as a REIT under the Internal Revenue Code and are not subject to Federal income taxes, and that as a result the payment of compensation that does not satisfy the requirements of Section 162(m) does not have a material adverse consequence to us, provided we continue to distribute 90% of our taxable income. The Compensation Committee reserves the right to design programs that recognize a full range of performance criteria important to our success, even where the compensation paid under such programs may not be deductible.

Compensation Benchmarking and Peer Group

A comprehensive review of our executive compensation programs was conducted for 2006 to ensure that (1) pay opportunities are competitive with the current market, (2) there is an appropriate link between performance and pay, and (3) the programs support our stated compensation philosophy. In connection with the 2006 review, the independent compensation consultant surveyed the compensation practices of our Peer Group and utilized other well-established executive compensation surveys to assess our competitiveness and advise the Compensation Committee. The Peer Group consisted of the following thirteen leading REIT and real estate companies: St. Joe Co, Archstone-Smith Trust, Developers Diversified, Maguire Properties, ProLogis, Catellus Development, SL Green Realty, Mack-Cali Realty, Boston Properties, Arden Realty, Trizec Properties, AMB Property and Vornado Realty. The Peer Group and the compensation surveys are periodically reviewed and updated by the Compensation Committee. We generally set base salary structures and annual incentive targets between the 50th and 75th percentile for all our NEOs.

Policies with Respect to Equity Compensation Awards

The Compensation Committee, based upon the recommendations of the independent compensation consultant, evaluates the allocation of equity awards among stock option grants, restricted stock grants, stock appreciation rights, participation units and the various other products available under our 2006 Plan by reference to the Peer Group discussed above. We grant all equity incentive awards based on the fair market value as of the date of grant, or vest restricted stock awards based on the fair market value as of the vesting date. The 2006 Plan provides that the exercise price for stock options and SARs will not be less than fair market value of a share of common stock on the date of grant. Under the 2006 Plan, the fair market value of a share of common stock will generally be equal to the closing price of a share on the NYSE on the date on which the determination is being made.

Restricted stock awards are generally made under the compensation programs discussed above at the first meeting of the Compensation Committee following the applicable fiscal year. We may also make grants of equity incentive awards at the discretion of the Compensation Committee or the Board in connection with the hiring of new executive officers.

2006 Executive Compensation Elements

The principal elements of 2006 compensation for our NEOs were base salary, cash incentive and equity incentives. The allocation of compensation across our compensation elements for 2006 reflects our philosophy of maintaining a strong relationship between performance and pay and is consistent with the practices of our Peer Group and industry surveys.

The allocation of compensation for our Executive Management Team for 2006 was as follows:

Compensation Element

(using 2006 target compensation amounts)

	John B. Kilroy, Jr.	Jeffrey C. Hawken	Richard E. Moran Jr.
Salary	11%	14%	20%
Cash Incentive	17%	16%	16%
Equity Incentive	73%	70%	64%

The allocation of compensation across our compensation elements for 2006 for our Senior Managers based on actual 2006 compensation was as follows: (i) 10% salary, 13% cash incentive, and 76% equity incentive for Steven R. Scott; and (ii) 20% salary, 24% cash incentive; and 56% equity incentive for Tyler H. Rose. Incentive compensation for our Senior Managers is discretionary. The allocation across compensation elements has remained relatively consistent.

Base Compensation

For 2006 we provided our NEOs with a base salary that is structured between the 50th and 75th percentile of the Peer Group. In approving 2006 base salaries for our executive officers, the Compensation Committee reviewed the market data from our Peer Group and relevant compensation surveys. The Compensation Committee also considered the performance of each executive, the performance of the Company, the contribution of each executive to our overall results, input from our Chief Executive Officer, and the desire to retain the executive. No formulaic base salary increases are provided to the NEOs. Upon review of the independently prepared comparison of base salary levels among the Peer Group of companies, we found that the median base salary level had increased. Consistent with our compensation philosophy, the Compensation Committee approved increases to salaries so we could maintain our relative position amongst our Peer Group and better compete to retain top executive talent.

Performance-Based Compensation

Performance Goals

We structure our compensation programs to reward our executive officers based on our performance. This allows our executive officers to receive bonus compensation in the event certain specified corporate performance measures are achieved. In determining the compensation awarded to each executive officer based on performance, we evaluate our performance in a number of areas.

We had two performance-based incentive programs for 2006 for the Executive Management Team: (i) the annual bonus program, which consisted of an annual cash component, a short-term vesting restricted stock component, and a long-term vesting restricted stock component and (ii) the annual long-term incentive award program. The general criteria (with the relative weightings expressed in parentheses) for both programs for evaluating our performance reflected our key financial and strategic priorities for 2006 and included 2006 funds from operations (20%), 2006 total leasing targets (10%), 2006 total revenue targets (20%), and 2006 development and redevelopment starts (50%). We believe that these measures are fundamental to enhancing stockholder value, and we focused on both operational and financial performance measures to reward our Executive Management Team for its contribution to our performance in a cross-section of key areas. We set the target performance levels for each of the performance criteria based on our 2006 business plan and believed that it was likely that the Executive Management Team would achieve the target performance levels. We also believed that it would require exceptional performance by our Executive Management Team and was possible but not likely that our Executive Management Team would achieve the exceptional performance levels.

The amounts paid under each of our programs were determined based upon our actual performance measured against the performance criteria. In the event certain threshold performance levels were exceeded but applicable target levels were not achieved, the Executive Management Team was entitled to earn proportionate awards. Incentive amounts paid under the performance-based programs may be adjusted by the Compensation Committee to account for unusual events such as extraordinary transactions, asset dispositions and purchases, and mergers and acquisitions if, and to the extent, the Compensation Committee does not consider the effect of such events indicative of our performance. Payments under each of the programs were contingent upon continued employment, though pro rata bonus payments would have been paid in the event of death or disability based on actual performance at the date relative to the targeted performance measures for each program.

2006 Annual Bonus Program

The 2006 annual bonus program (the Annual Bonus Program) was comprised of a cash component, a short-term vesting restricted stock component and a long-term vesting restricted stock component. Under the Annual Bonus Program, each member of the Executive Management Team was eligible to earn different amounts of incentive compensation depending on the level of performance achieved. The Executive Management Team had to exceed a minimum threshold performance level for each of the performance criteria to earn incentive compensation with respect to each individual performance criterion under this program.

Under this program, upon achieving certain levels of performance, the amount that each member of the Executive Management Team could earn in cash and short-term vesting restricted stock was capped (the Short-Term Component Cap). When calculating the total payout for each member of the Executive Management Team under this program, the payout under each of the performance criteria was calculated independently. In the event that the Executive Management Team achieved performance levels such that the calculated total payout would exceed the Short-Term Component Cap, the members of the Executive Management Team were eligible to earn incentive compensation in excess of the Short-Term Component Cap under the long-term vesting restricted stock component in the form of restricted stock.

2006 Annual Bonus Program Cash Component

Under the cash component of the Annual Bonus Program, our President and Chief Executive Officer was eligible to earn up to 158% of his 2006 base salary in the event target performance levels were achieved for all of the performance criteria and had the ability to earn additional incentive compensation up to a maximum payout of 262% of his 2006 base salary depending on the level of performance achieved for each performance criteria. Our Chief Operating Officer was eligible to earn up to 114% of his 2006 base salary in the event target performance levels were achieved for all of the performance criteria and had the ability to earn additional incentive compensation up to a maximum payout of 152% of his 2006 base salary depending on the level of performance achieved for each performance criteria. Our Chief Financial Officer was eligible to earn up to 82% of his 2006 base salary in the event target performance levels were achieved for all of the performance criteria and had the ability to earn additional incentive compensation up to a maximum payout of 109% of his 2006 base salary depending on the level of performance achieved for each performance criteria. We believe that the payment of this portion of the annual incentive bonus in cash provides incentives necessary to retain executive officers and reward them for short-term company performance.

2006 Annual Bonus Program Short-Term Vesting Restricted Stock Component

Under the short-term vesting restricted stock component of the Annual Bonus Program, our President and Chief Executive Officer was eligible to earn up to 53% of his 2006 base salary in the event target performance levels were achieved for all of the performance criteria and had the ability to earn additional incentive compensation up to a maximum payout of 66% of his 2006 base salary depending on the level of performance achieved for each performance criteria. Our Chief Operating Officer was eligible to earn up to 38% of his 2006 base salary in the event target performance levels were achieved for all of the performance criteria and had the ability to earn additional incentive compensation up to a maximum payout of 51% of his 2006 base salary depending on the level of performance achieved for each performance criteria. Our Chief Financial Officer was eligible to earn up to 27% of his 2006 base salary in the event target performance levels were achieved for all of the performance criteria and had the ability to earn additional incentive compensation up to a maximum payout of 36% of his 2006 base salary depending on the level of performance achieved for each performance criteria. We believe that the payment of this portion of the annual incentive bonus in restricted stock provides incentives necessary to retain executive officers and reward them for short-term company performance while creating long-term incentives to sustain performance. Individual awards under this component were made under our 2006 Plan and were paid in restricted stock that will vest over a one-year service period ending December 31, 2007 based on continued employment through that date.

2006 Annual Bonus Program Long-Term Vesting Restricted Stock Component

Under the long-term vesting restricted stock component of the Annual Bonus Program, the members of the Executive Management Team had the ability to earn incentive compensation in excess of the respective Short-Term Component Caps, including an uncapped component, in the event exceptional performance levels were achieved. If exceptional performance levels were achieved for the 2006 funds from operations, 2006 total leasing and 2006 total revenue components, our President and Chief Executive Officer was eligible to earn up to 36% of his 2006 base salary, our Chief Operating Officer was eligible to earn up to 21% of his 2006 base salary and our Chief Financial Officer was eligible to earn up to 15% of his 2006 base salary. If exceptional performance levels were achieved for the 2006 development and redevelopment starts, our President and Chief Executive Officer was eligible to earn up to 36% of his 2006 base salary, our Chief Operating Officer was eligible to earn up to 21% of his 2006 base salary and our Chief Financial Officer was eligible to earn up to 15% of his 2006 base salary. Further, for each additional 100,000 square feet of 2006 development and redevelopment starts in excess of 468,000 square feet, our President and Chief Executive Officer earned an additional 175% of his annual 2006 base salary and our Chief Operating Officer and our Chief Financial Officer each earned an additional 75% of their annual 2006 base salaries. In the event the Short-Term Component Cap was exceeded but the exceptional performance levels were not achieved, the Executive Management Team had the ability to earn proportionate awards. Awards under this component will vest 34% on December 31, 2007, 33% on December 31, 2008 and 33% on December 31, 2009 based on continued employment through the applicable vesting date.

Long-Term Incentive Compensation

We believe that, while the annual incentive program provides awards for positive short-term and mid-term performance, the interests of our stockholders are best served by giving key employees a direct interest in the performance of our common stock through stock-based incentives. We believe that share performance, over the long-term, will reflect executive performance and that such arrangements further reinforce management goals and incentives to enhance total stockholder return. Accordingly, a portion of our executive incentive compensation package is comprised of annual stock-based incentives that motivate executives to increase the total return to our stockholders through both increases in cash available for distribution as well as the quoted market price per share.

In granting stock-based awards, the Compensation Committee takes into account such factors as it determines to be appropriate under the circumstances, including an assessment of the executive's achieved performance goals and objectives, and the amounts and value of long-term compensation and stock-based compensation received by similarly situated executives at competitor companies. Because the Executive Management Team is primarily responsible for managing our overall performance, annual long-term restricted stock awards are granted to our Executive Management Team based upon the achievement of pre-determined corporate performance targets. For 2006, corporate targets were measured on the basis of achieving targeted funds from operations, revenue, leasing and development and redevelopment starts. Because of their more narrow and focused responsibilities, annual long-term restricted stock awards are granted to our Senior Managers and our other executive officers on a discretionary basis depending upon Company performance, individual performance and current economic and real estate market conditions.

2006 Annual Long-Term Incentive Program

Under this program, based upon the performance criteria set forth above, the Executive Management Team was eligible to earn up to an aggregate of \$3.4 million, with our President and Chief Executive Officer eligible to earn up to 211% of his base salary, our Chief Operating Officer eligible to earn up to 191% of his base salary, and our Chief Financial Officer eligible to earn up to 123% of his base salary depending on the level of targeted performance achieved. In the event the threshold was exceeded and the target levels were not achieved, the executive officers were eligible to earn a proportionate award. Individual awards under this component were made under the 2006 Plan and were paid in restricted stock. These awards will vest over a two-year service period in two parts, 50% on December 31, 2007 and 50% on December 31, 2008 based on continued employment through the applicable vesting date.

Discretionary Long-Term Vesting Equity Incentive Awards

Our Senior Managers, along with other selected Company employees, are eligible to participate in our annual award of restricted stock grants, which are an important component of the compensation necessary to attract and retain talented executive officers. Discretionary equity grants are made under the 2006 Plan. Guidelines for the number of restricted stock awards granted to each executive officer are determined based upon several factors, including the executive officer's salary grade, performance and the value of the stock at the time of grant. As a result, additional grants other than the annual award may be made following a significant change in job responsibility or in recognition of a significant achievement.

Equity Compensation Plan Information

The following table provides information as of December 31, 2006 with respect to shares of our common stock that may be issued under our existing equity compensation plans.

Plan Category	Number of Shares of Common Stock to be Issued Upon Exercise of Outstanding Options(a)	Weighted- Average Exercise Price of Outstanding Options(b)	Number of Shares of Common Stock Remaining Available for Future Issuance Under Equity Compensation Plans (Excluding Shares Reflected in Column (a)) (c)(1)
Equity Compensation plans approved by stockholders	47,000(2)	\$ 24.33	1,535,000
Equity Compensation plans not approved by stockholders	N/A	N/A	N/A
Total	47,000	\$ 24.33	1,535,000

(1) Includes shares available for future restricted stock grants under the 2006 Plan.

(2) Issued under the Company's 1997 Stock Option and Incentive Plan.

Defined Contribution Plans

We have a Section 401(k) Savings/Retirement Plan (the "401(k) Plan") to cover our eligible employees and any designated affiliate. The 401(k) Plan permits our eligible employees to defer up to 60% of their annual compensation, subject to certain limitations imposed by the Internal Revenue Code. The employees' elective deferrals are immediately vested and non-forfeitable upon contribution to the 401(k) Plan. We currently make matching contributions to the 401(k) Plan in an amount equal to fifty cents for each dollar of participant contributions, up to a maximum of five percent of the participant's annual salary and subject to certain other limits. Participants vest immediately in the amounts contributed by us. Our employees are eligible to participate in the 401(k) Plan after three months of credited service with us. The 401(k) Plan qualifies under Section 401 of the Internal Revenue Code so that contributions by employees to the 401(k) Plan, and income earned on plan contributions, are not taxable to employees until withdrawn from the 401(k) Plan.

Severance and Change in Control Arrangements

Each of John B. Kilroy, Jr., Jeffrey C. Hawken, and Richard E. Moran Jr., has entered into a three-year employment agreement with us. Tyler H. Rose has entered into a one-year employment agreement with us. All of these agreements are subject to automatic one-year renewals if not terminated by either party and provide for severance benefits under certain events.

John B. Kilroy, Jr., Jeffrey C. Hawken, and Richard E. Moran Jr.

The employment agreements of Mr. Kilroy, Mr. Hawken and Mr. Moran provide that in the event that the employment of the executive is terminated without Cause or for Good Reason (as defined in the applicable

Employment Agreement), such terminated executive is entitled to receive the following payments and benefits (together with the Severance Payment, the Termination Benefits): (i) accrued but unpaid compensation through the date of termination; (ii) annual incentive compensation, based on actual performance prior to the date of termination and reasonably anticipated performance through the remainder of the year; (iii) full vesting of time-based equity awards; (iv) vesting of performance-based cash or equity awards (excluding outperformance incentive awards) as governed by the applicable plans, programs, and agreements, but with the objectives of such awards deemed to be met at the greater of (a) target on the date of termination or (b) actual performance as of the date of termination and reasonably anticipated performance through the remainder of the year; (v) all payments due under any other compensatory or benefit plan; (vi) the settlement of any deferral arrangements in accordance with the plans and programs governing the deferral; and (vii) continuation health coverage for the terminated executive, his spouse and his dependents, as applicable, for three years after the date of termination, at our expense, except that if we cannot secure continuation health coverage for Mr. Moran (or health coverage under a separate health plan) at commercially reasonable rates, as determined in the sole discretion of the Compensation Committee, after the end of the applicable COBRA coverage period, then we shall pay Mr. Moran, in lieu of such health coverage, \$50,000 for each of the three years after the date of his termination (the Moran Health Benefits). In addition, each executive is entitled to receive a severance payment (the Severance Payment) equal to (i) three times annual base salary, and (ii) three times the average of the two highest target annual incentives (*e.g.*, the sum of the annual cash award target and the annual stock target as detailed for each executive above, which sum may be increased for the determination of the Severance Payment only if the Board or the Compensation Committee specifically approves such increase) during the three preceding full performance years, except that the actual annual incentive earned by the executive in 2006 shall be used instead of the 2006 target annual incentive when making such determination and the target annual incentives shall never be less than the annual cash award target and the annual stock target set forth in the applicable employment agreement.

As defined in the Employment Agreements, Good Reason includes the right of the executives to terminate employment with us in the twelfth month following a Change in Control of the Company (as defined below). Also, a non-extension by us of the term of the Employment Agreements will be deemed a termination of the relevant executive's employment without Cause.

In the event that the employment of an executive is terminated due to his retirement or death, such terminated executive is entitled to receive the Termination Benefits, except that (i) his Severance Payment shall equal (a) his annual base salary and (b) the average of his two highest target annual incentives (*e.g.*, the sum of the annual cash award target and the annual stock target as detailed for each executive above, which sum may be increased for the determination of the Severance Payment only if the Board or the Compensation Committee specifically approves such increase) during the three preceding full performance years, except that the actual annual incentive earned by the executive in 2006 shall be used instead of the 2006 target annual incentive when making such determination and the target annual incentives shall never be less than the annual cash award target and the annual stock target set forth in the applicable employment agreement, and (ii) if the executive is Mr. Moran, he will have the opportunity to receive the Moran Health Benefits only upon retirement and not upon death.

In the event that the employment of an executive is terminated due to his disability, such terminated executive is entitled to receive the Termination Benefits, except that his Severance Payment shall equal (i) two times his annual base salary and (ii) two times the average of his two highest target annual incentives (*e.g.*, the sum of the annual cash award target and the annual stock target as detailed for each executive above, which sum may be increased for the determination of the Severance Payment only if the Board or the Compensation Committee specifically approves such increase) during the three preceding full performance years, except that the actual annual incentive earned by the executive in 2006 shall be used instead of the 2006 target annual incentive when making such determination and the target annual incentives shall never be less than the annual cash award target and the annual stock target set forth in the applicable employment agreement.

In the event of a Change in Control of the Company, the executives are generally entitled to receive gross-ups from us for any excise taxes imposed, pursuant to Section 4999 of the Internal Revenue Code, on the payments and benefits that the executives will receive upon such Change in Control under the Employment

Agreements or under any other arrangement with us. We agree to place such gross-ups, payments and benefits in separate rabbi trusts on behalf of each executive within thirty (30) days after the Change in Control.

Change in Control is defined in each executive's Employment Agreement as follows: (i) a transaction or series of transactions (other than an offering of stock to the general public through a registration statement filed with the Securities and Exchange Commission) whereby any person or related group of persons (as such terms are used in Sections 13(d) and 14(d)(2) of the Exchange Act) (other than the Company, any of its subsidiaries, an employee benefit plan maintained by the Company or any of its subsidiaries or a person that, prior to such transaction, directly or indirectly controls, is controlled by, or is under common control with, the Company) directly or indirectly acquires beneficial ownership (within the meaning of Rule 13d-3 under the Exchange Act) of securities of the Company and immediately after such acquisition possesses more than 50% of the total combined voting power of the Company's securities outstanding immediately after such acquisition; (ii) during any period of two consecutive years, individuals who, at the beginning of such period, constitute the Board together with any new director(s) (other than a director designated by a person who shall have entered into an agreement with the Company to effect a transaction described in Section 8(c)(i) hereof or Section 8(c)(iii) hereof) whose election by the Board or nomination for election by the Company's stockholders was approved by a vote of at least two-thirds of the directors then still in office who either were directors at the beginning of the two-year period or whose election or nomination for election was previously so approved, cease for any reason to constitute a majority thereof; (iii) the consummation by the Company (whether directly involving the Company or indirectly involving the Company through one or more intermediaries) of (x) a merger, consolidation, reorganization, or business combination or (y) a sale or other disposition of all or substantially all of the Company's assets in any single transaction or series of related transactions or (z) the acquisition of assets or stock of another entity, in each case other than a transaction: (A) which results in the Company's voting securities outstanding immediately before the transaction continuing to represent (either by remaining outstanding or by being converted into voting securities of the Company or the person that, as a result of the transaction, controls, directly or indirectly, the Company or owns, directly or indirectly, all or substantially all of the Company's assets or otherwise succeeds to the business of the Company (the Company or such person, the Successor Entity)) directly or indirectly, at least a majority of the combined voting power of the Successor Entity's outstanding voting securities immediately after the transaction, and (B) after which no person or group (as such terms are used in Sections 13(d) and 14(d)(2) of the Exchange Act) beneficially owns (within the meaning of Rule 13d-3 under the Exchange Act) voting securities representing 50% or more of the combined voting power of the Successor Entity; provided, however, that no person or group shall be treated for purposes of this Section 8(c)(iii)(B) as beneficially owning 50% or more of combined voting power of the Successor Entity solely as a result of the voting power held in the Company prior to the consummation of the transaction; or (iv) the Company's stockholders approve a liquidation or dissolution of the Company and all material contingencies to such liquidation or dissolution have been satisfied or waived.

Tyler H. Rose

The employment agreement of Mr. Rose provides that in the event of death, the executive's estate will receive monthly payments of the executive's annual salary, plus one-twelfth of any bonus to be received, for a period equal to the lesser of the term remaining under the employment agreement or one year. In addition, in the event of a termination by us without cause, a termination of employment resulting from disability, or a termination by the executive for good reason, the terminated executive will be entitled to (i) severance equal to the sum of two times the executive's average annual base compensation and two times the highest annual bonus received during the preceding 36-month period and (ii) continued receipt of certain benefits including medical insurance, life and disability insurance and the receipt of other customary benefits established by us for our executive employees for two years following the date of termination.

Steven R. Scott

Mr. Scott is party to an employment arrangement with us whereby if he is terminated for reasons other than his negligence or willful misconduct, Mr. Scott shall be entitled to a severance payment equal to three months of his base compensation.

Other Elements of Compensation and Perquisites

To assist us in attracting and retaining key executives critical to our long-term success, we provide our NEOs with perquisites as follows:

Employee Healthcare Premiums. We, at our sole cost, provide to each executive officer, the executive officer's spouse and children such health, dental and optical insurance as we may from time to time make available to our other executives of the same level of employment.

Supplemental Healthcare Insurance. We, at our sole cost, provide to each executive officer supplemental healthcare insurance, which consists of an annual benefit per executive officer for reimbursed medical expenses during a calendar year.

Automobile Allowance. We provide each executive officer and certain other employees with an automobile allowance during the term of such employee's employment with us as we in our sole discretion may from time to time make available to our other employees of the same level of employment.

Automobile Reimbursements. We reimburse our executive officers and certain other employees for certain automobile-related expenses during the term of their employment.

Automobile Lease. We, at our sole cost, lease a car for John B. Kilroy, Jr.

Club Dues. We, at our sole cost, pay certain club dues for John B. Kilroy, Jr. and Jeffrey C. Hawken.

Executive Compensation Committee Report

The Compensation Committee has reviewed and discussed our Compensation Discussion and Analysis section with management, and based on the review and discussions, recommended to the Board that the Compensation Discussion and Analysis section be included in the annual meeting proxy statement on Schedule 14A.

Executive Compensation Committee

Edward F. Brennan, Ph.D., Chairman

John R. D. Eathe

Dale F. Kinsella

Executive Compensation

Summary Compensation Table

The following table sets forth summary information regarding our compensation practices for each of our NEOs for all services rendered to us in all capacities in 2006.

Name & Principal Position (a)	Year (b)	Salary	Stock Awards	Bonus	Option Awards	Non Equity Incentive Plan Compensation	Change in Pension Value & Nonqualified Deferred Compensation	All Other Compensation	Total
		(\$) (c)	(\$) (d)	(\$) (e)	(\$) (f)	(\$) (g)	(\$) (h)	(\$) (i)	(\$) (j)
John B. Kilroy, Jr.	2006	\$ 950,000	\$ 3,103,916(1)			\$ 2,490,000		\$ 83,292	\$ 6,627,208
Jeffrey C. Hawken	2006	\$ 460,000	\$ 1,235,224(2)			\$ 698,250		\$ 41,830	\$ 2,435,304
Richard E. Moran Jr.	2006	\$ 430,000	\$ 846,663(3)			\$ 468,825		\$ 36,370	\$ 1,781,858
Steven R. Scott	2006	\$ 275,000	\$ 389,071(4)	\$ 350,000				\$ 29,332	\$ 1,043,403
Tyler H. Rose	2006	\$ 275,000	\$ 237,177(5)	\$ 325,000				\$ 26,945	\$ 864,122

- (1) Includes \$20,812 related to restricted stock grants made in 2004 with respect to the 2003 performance period; \$249,511 related to restricted stock grants made in 2005 with respect to the 2004 performance period; \$810,573 related to restricted stock grants made in 2006 with respect to the 2005 performance period; and \$2,023,020 related to restricted stock grants made in 2007 with respect to the 2006 performance period.
- (2) Includes \$13,875 related to restricted stock grants made in 2004 with respect to the 2003 performance period; \$164,492 related to restricted stock grants made in 2005 with respect to the 2004 performance period; \$526,253 related to restricted stock grants made in 2006 with respect to the 2005 performance period; and \$530,605 related to restricted stock grants made in 2007 with respect to the 2006 performance period.
- (3) Includes \$8,325 related to restricted stock grants made in 2004 with respect to the 2003 performance period; \$99,804 related to restricted stock grants made in 2005 with respect to the 2004 performance period; \$324,230 related to restricted stock grants made in 2006 with respect to the 2005 performance period; and \$414,304 related to restricted stock grants made in 2007 with respect to the 2006 performance period.
- (4) Includes \$112,416 related to restricted stock grants made in 2004 with respect to the 2003 performance period; \$99,948 related to restricted stock grants made in 2005 with respect to the 2004 performance period; and \$176,707 related to restricted stock grants made in 2006 with respect to the 2005 performance period.
- (5) Includes \$74,952 related to restricted stock grants made in 2004 with respect to the 2003 performance period; \$74,964 related to restricted stock grants made in 2005 with respect to the 2004 performance period; and \$87,261 related to restricted stock grants made in 2006 with respect to the 2005 performance period.
- (6) Includes the perquisites identified in the table below and our 401(k) matching contribution.

The following table identifies perquisites provided to our NEOs in 2006.

Executive Officers	Employee Healthcare	Supplemental Healthcare	Automobile Allowance	Automobile Reimbursements	Automobile Lease	Telephone Bills	Club Dues	Total Benefits
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	Premiums	Insurance								
John B. Kilroy, Jr.	\$ 2,167	\$ 8,750	\$ 19,440	\$ 18,918	\$ 8,847	\$ 6,573	\$ 8,597	\$ 73,292		
Jeffrey C. Hawken	\$ 2,167	\$ 8,750	\$ 9,000	\$ 6,316			\$ 8,097	\$ 34,330		
Richard E. Moran Jr.	\$ 2,167	\$ 8,750	\$ 9,000	\$ 6,453				\$ 26,370		
Steven R. Scott	\$ 2,167	\$ 8,750	\$ 6,600	\$ 1,815				\$ 19,332		
Tyler H. Rose	\$ 2,167	\$ 8,750	\$ 6,600	\$ 1,928				\$ 19,445		

Grants of Plan-Based Awards

The following table sets forth summary information regarding all grants of plan-based awards made to our NEOs for the year ended December 31, 2006.

Grants of Plan-Based Awards

Name (a)	Grant Date (1) (b)	Estimated Future Payouts Under Non-Equity				Estimated Future Payouts Under Equity			All Other Stock Awards:	All Other Options Awards:	Exercise or Base Price of Option	Grant Date Fair Value (l)
		Incentive Plan Awards				Incentive Plan Awards			Number of Shares of Stock or Units (#)	Number of Securities Underlying Options (#)	Awards (\$/Sh) (k)	
		Approval Date (2)	Threshold (\$) (c)	Target (\$) (d)	Maximum (\$) (e)	Threshold (\$) (f)	Target (\$) (g)	Maximum (\$) (h)				
John B. Kilroy, Jr.	1/11/2006(2)	1/11/2006							5,671			\$ 375,000
	1/11/2006(3)	1/11/2006							20,110			\$ 1,329,866
Jeffrey C. Hawken	1/11/2006(2)	1/11/2006							3,403			\$ 225,000
	1/11/2006(3)	1/11/2006							13,407			\$ 886,578
Richard E. Moran Jr.	1/11/2006(2)	1/11/2006							2,269			\$ 150,000
	1/11/2006(3)	1/11/2006							8,044			\$ 531,947
Steven R. Scott	2/16/2006	2/16/2006							14,254			\$ 1,000,000
Tyler H. Rose	2/16/2006	2/16/2006							7,127			\$ 500,000

(1) Table excludes shares granted in 2007 for 2006 performance period. For the 2006 performance period, on February 7, 2007, we granted 140,109 shares of restricted stock to John B. Kilroy, Jr., 35,571 shares of restricted stock to Jeffrey C. Hawken, 28,679 shares of restricted stock to Richard E. Moran Jr., 22,656 shares of restricted stock to Steven R. Scott, and 8,496 shares of restricted stock to Tyler H. Rose.

(2) Granted pursuant to our 2005 annual bonus program.

(3) Granted pursuant to our 2005 annual long-term incentive program.

Outstanding Equity Awards at Fiscal Year End

The following table sets forth summary information regarding the outstanding equity awards granted to each of our NEOs at December 31, 2006

Outstanding Equity Awards at Fiscal Year-End

Name (a)	Option Awards					Stock Awards			
	Number of Securities Underlying Unexercised Options (#) Exercisable (b)	Number of Securities Underlying Unexercised Options (#) Unexercisable (c)	Equity Incentive Plan Awards:	Option Exercise Price (\$) (e)	Option Expiration Date (f)	Number of Shares or Units of Stock That Have Not Vested (#) (g)	Market Value of Shares or Units of Stock That Have Not Vested (\$) (1) (h)	Equity Incentive Plan Awards:	Equity Incentive Plan
			Number of					Number of	
			Securities					Securities	
			Underlying					Underlying	
Unexercised	Unexercised	Options (#)	Options (#)	Options (#)	Options (#)	Options (#)	Options (#)	Options (#)	Options (#)
John B. Kilroy, Jr.						39,126	\$ 3,051,828		
Jeffrey C. Hawken						25,707	\$ 2,005,146		
Richard E. Moran Jr.						15,651	\$ 1,220,778		
Steven R. Scott						30,383	\$ 2,369,874		
Tyler H. Rose						18,686	\$ 1,457,508		

(1) Calculated based on closing stock price of \$78.00 on December 29, 2006.

Option Exercises and Vested Stock

The following table summarizes the option exercises and vesting of stock awards for each of our NEOs for the year ended December 31, 2006.

Option Exercises and Stock Vested

Name (a)	Option Awards		Stock Awards	
	Number of Shares Acquired on Exercise (#) (b)	Value Realized on Exercise (\$) (c)	Number of Shares Acquired on Vesting (#) (d)	Value Realized on Vesting (\$) (e)
John B. Kilroy, Jr.		\$	37,748	\$ 2,672,824
Jeffrey C. Hawken		\$	24,561	\$ 1,737,794
Richard E. Moran Jr.		\$	15,099	\$ 1,069,118
Steven R. Scott		\$	5,647	\$ 394,897
Tyler H. Rose		\$	3,966	\$ 277,954

Potential Payments Upon Termination or Change of Control

The information in this section sets forth the value of benefits and payments to each of the NEOs upon the triggering events indicated and is based upon the terms of employment agreements in effect as of the date of this Proxy Statement as described in **Severance and Change in Control Arrangements** above. As required by the SEC rules, these estimated values assume that the triggering event took place on December 29, 2006, the last business day of the fiscal year. The payments and benefits that would be provided to the NEOs in each of these events are more fully described in the Compensation Discussion and Analysis section above.

	John B. Kilroy, Jr.	Jeffrey C. Hawken	Richard E. Moran Jr.	Steven R. Scott	Tyler H. Rose
Summary of Cash Severance Payment					
Voluntary Termination	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Involuntary for Cause Termination	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Involuntary Not-For-Cause Termination or for good reason	\$ 32,637,998	\$ 10,512,509	\$ 8,205,672	\$ 68,750	\$ 1,073,333
Retirement	\$ 10,879,333	\$ 3,504,170	\$ 2,735,224	\$ 0	\$ 0
Death	\$ 10,879,333	\$ 3,504,170	\$ 2,735,224	\$ 0	\$ 550,000
Disability	\$ 21,758,665	\$ 7,008,339	\$ 5,470,448	\$ 0	\$ 1,073,333

In addition to the payments described in the table above, upon a change in control, (i) Mr. Kilroy would have been entitled to full vesting of his outstanding restricted stock valued at \$3,051,828 based on the closing price of our common stock on December 29, 2006; (ii) Mr. Hawken would have been entitled to full vesting of his outstanding restricted stock valued at \$2,005,146 based on the closing price of our common stock on December 29, 2006; and (iii) Mr. Moran would have been entitled to full vesting of his outstanding restricted stock valued at \$1,220,778 based on the closing price of our common stock on December 29, 2006. Upon certain terminations of employment as set forth in **Severance and Change in Control Arrangements**, (i) Mr. Kilroy would have been entitled to full vesting of his outstanding restricted stock valued at \$3,051,828 based on the closing price of our common stock on December 29, 2006, \$54,215 in health benefits calculated based on assumptions we use for financial reporting purposes, and the cash and restricted stock awards earned under our 2006 Annual Bonus Program and 2006 Annual Long-Term Incentive Program as set forth in **Performance-Based Compensation**, including the full vesting of such restricted stock awards; (ii) Mr. Hawken would have been entitled to full vesting of his outstanding restricted stock valued at \$2,005,146 based on the closing price of our common stock on December 29, 2006, \$54,215 in health benefits calculated based on assumptions we use for financial reporting purposes, and the cash and restricted stock awards earned under our 2006 Annual Bonus Program and 2006 Annual Long-Term Incentive Program as set forth in **Performance-Based Compensation**, including the full

vesting of such restricted stock awards; and (iii) Mr. Moran would have been entitled to full vesting of his outstanding restricted stock valued at \$1,220,778 based on the closing price of our common stock on December 29, 2006, \$54,215 in health benefits calculated based on assumptions we use for financial reporting purposes or the Moran Health Benefits, as applicable, and the cash and restricted stock awards earned under our 2006 Annual Bonus Program and 2006 Annual Long-Term Incentive Program as set forth in Performance-Based Compensation, including the full vesting of such restricted stock awards.

Director Compensation

Under the 2006 compensation program, we paid each of our non-employee directors annual cash compensation of \$30,000 for services rendered and \$1,500 for each Board meeting attended by such director. Each non-employee director also received annual compensation of \$5,000 for each committee of which he is a member, with the exception of the members of the Audit Committee who received additional annual cash compensation of \$7,500. The Chairman of each committee received additional annual cash compensation of \$10,000, with the exception of the Chairman of the Audit Committee who received additional annual cash compensation of \$20,000. Effective January 1, 2007, we will pay each of our non-employee directors annual cash compensation of \$35,000 for services rendered and \$2,000 for each Board meeting attended by such director. Each non-employee director will also receive annual compensation of \$1,000 for each committee of which he is a member. The Chairman of each committee will receive additional annual cash compensation of \$10,000, with the exception of the Chairman of the Audit Committee and the Chairman of the Compensation Committee who will receive additional annual cash compensation of \$20,000. Directors are reimbursed for reasonable expenses incurred to attend director and committee meetings and incident to their service as a director. Our officers who are directors are not paid any directors fees.

In addition, in May 2006, each non-employee director received an annual grant authorized under the 1997 Stock Incentive Plan of restricted shares of Common Stock that vest in equal annual installments over two years. Each non-employee director grant provides that the restricted shares will vest in full in the event of a change of control of the Company (as defined in the 1997 Stock Incentive Plan) or a termination of the non-employee director's directorship for any reason other than the director's voluntary resignation or retirement. Effective January 1, 2007, each non-employee director will receive an annual grant authorized under the 2006 Plan of restricted shares of common stock valued at \$100,000 that will vest in equal annual installments over two years.

Further, non-employee directors are encouraged to hold significant equity interests in the Company. The Board expects each non-employee director to own or to acquire, within five years of first becoming a director or by February 10, 2009, whichever is later, shares of our common stock having a market value of at least \$100,000.

The following table sets forth summary information regarding our compensation practices for each of our directors for 2006.

Name	Fees Earned or Paid in Cash	Stock Awards	Option Awards	Non-Equity Incentive Plan Compensation	Change in Pension Value & Nonqualified Deferred Compensation Earnings	All Other Compensation	Total
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
John B. Kilroy Jr.	\$	\$	\$	\$	\$	\$	\$
John B. Kilroy Sr.	\$ 51,500	\$ 20,000	\$	\$	\$	\$ 11,400	\$ 82,900
Edward F. Brennan, Ph.D.	\$ 71,500	\$ 27,020	\$	\$	\$	\$	\$ 98,520
John R. D'Eathe	\$ 69,000	\$ 20,000	\$	\$	\$	\$	\$ 89,000
William P. Dickey	\$ 72,500	\$ 20,000	\$	\$	\$	\$	\$ 92,500
Matthew J. Hart	\$ 84,000	\$ 20,000	\$	\$	\$	\$	\$