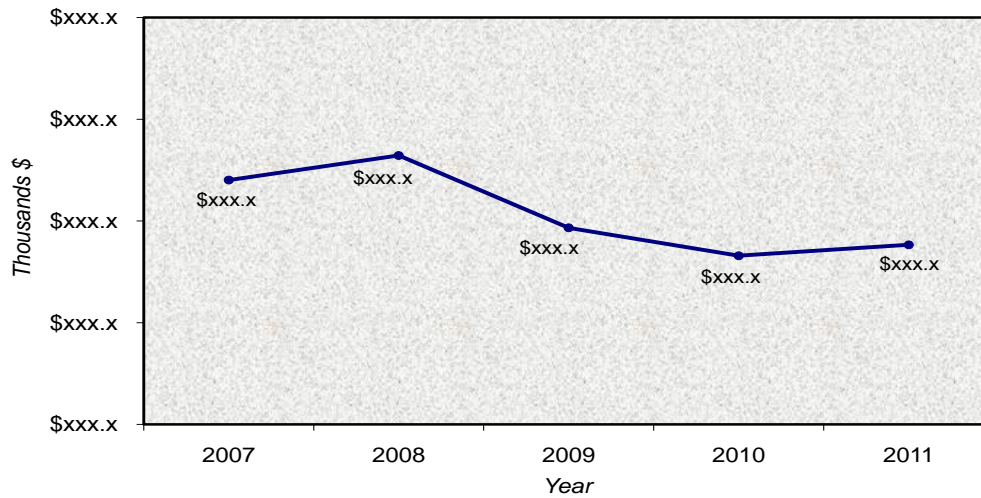


### Average Base Salary Trends



### Annual Base Salary & Annual Total Compensation

	# OF ORGS	# OF INCS	AVG. BASE SALARY	AVG. TOTAL COMP.	MEDIAN	WEIGHTED AVG. BASE SALARY	WEIGHTED AVG. TOTAL COMP.
All Employers	1050	1050	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
<b>BY ORGANIZATION REVENUE (MILLIONS)</b>							
Not Reported	65	65	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Up to 20.0	135	135	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
20.0 up to 75.0	295	295	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
75.0 up to 300.0	280	280	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
300.0 up to 1000.0	175	175	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
1000.0 up to 3000.0	83	83	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
3000.0 and Up	17	17	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
<b>BY ORGANIZATION SIZE</b>							
Up to 100	108	108	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
101 to 200	167	167	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
201 to 500	278	278	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
501 to 1000	185	185	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
1001 to 5000	252	252	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Over 5000	60	60	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
<b>BY INDUSTRY</b>							
Banking and Finance	112	112	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Healthcare	341	341	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Hospitality	26	26	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Insurance	83	83	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Mfg. & Distribution	199	199	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Not-For-Profit	115	115	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Services	111	111	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x
Utilities	63	63	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x	\$xxx.x

**Executive Incentives**

% OF ORGS WITH EMPLOYMENT CONTRACT	AVG. LENGTH OF CONTRACT	% WITH TERMINATION AGREEMENT
XX.X	X.X	XX.X

% OF ORGS REPORTING TENURE	AVERAGE LENGTH OF TENURE (YEARS)
XX.X	X.X

PERQUISITES (% OFFERING)	
Annual Physical Exam	x.x
Car Allowance	x.x
Club Membership(s)	x.x
Company Car	x.x
Housing Allowance	x.x
Spouse Travel Allowance	x.x
Supplemental Disability Program	x.x
Supplemental Executive Retirement Plan	x.x
Supplemental Life Insurance	x.x
Supplemental Medical Coverage	x.x
Voluntary Deferred Compensation Program	x.x
% Do Not Offer Perquisites for this Position	x.x

LONG-TERM INCENTIVES (LTI) (% OFFERING)	
Incentive Stock Options - Non-Qualified	x.x
Incentive Stock Options - Qualified	x.x
Long-Term Cash	x.x
Performance Share Plans	x.x
Performance Unit Plans	x.x
Phantom Stock - Appreciation Only	x.x
Phantom Stock - Full Value	x.x
Restricted Stock/Restricted Stock Units	x.x
Stock Appreciation Rights	x.x
% Do Not Offer LTI for this Position	x.x

% OF ORGS WITH STOCK GUIDELINES
XX.X

SHORT-TERM INCENTIVES				
% NOT ELIGIBLE	AVG. THRESHOLD %	AVG. TARGET %	AVG. MAXIMUM %	AVG. ANNUAL INCENTIVE (\$)
XX.X	XX.X	XX.X	XX.X	XXX.X

SHORT-TERM INCENTIVES (% OFFERING)	
EVA (Economic Value-Added)	x.x
Personal Performance	x.x
Profits	x.x
Return on Assets	x.x
Return on Equity	x.x
Return on Sales	x.x
Unit Performance	x.x
% with None Offered for this Position	x.x

REWARD SYSTEMS (% OFFERING)	
Bonus	x.x
Deferred Profit Sharing	x.x
Incentive Pay	x.x
Key Contributor	x.x
Non-Deferred Profit Sharing	x.x
% None Offered	x.x