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General Overview

Industry Breakouts

Banking and Finance

Includes banking, credit union, financial brokerage and mortgage organizations.

Healthcare

Includes direct care facilities such as critical access hospitals, hospitals, long-term care facilities and managed care entities. Also includes medical practice and diagnostic facilities. Does not include non-patient care entities such as pharmaceutical firms, health insurance providers or independent living facilities.

Hospitality

Includes hotels, inns, resorts, restaurants, casinos and other similar organizations.

Insurance

Includes organizations providing sales, service and basic insurance programs for the public and private sector.

Mfg. and Distribution

Includes facilities producing durable or non-durable tangible goods. Includes organizations primarily involved in the distribution, warehousing or transportation of goods.

Not-For-Profit

Includes associations, libraries, museums, educational institutions, religious organizations and government entities.

Services

Includes law, accounting, and engineering firms, cable companies, real estate/construction companies, household goods moving companies or trucking, technology and data processing organizations, and business and personal service companies.

Utilities

Includes electric power, natural gas, water, sewage, and other similar organizations.

Geographic Breakouts

National	Includes the Midwest, Northeast, South Central, Southeast, and West regions.
Midwest	Includes the states of Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
Northeast	Includes the states of Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, and Virginia.
South Central	Includes the states of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.
Southeast	Includes the states of Florida, Georgia, North Carolina, South Carolina, Virginia, and West Virginia.
West	Includes the states of Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Data Presentation

Average Base Salary Trends

Where available, historical data is given to demonstrate pay trends. Please note changes to geographic breakouts may account for differences in historical data published in prior years' editions of Executive Compensation. Salary figures are expressed in thousands of dollars.

Average Base Salary, Bonus, and Total Compensation

National and regional tables present executive and senior management median base salary, average base salary, weighted base salary, % of incumbents eligible for bonus, % of incumbents who received a bonus, average bonus paid, and weighted average bonus paid, average total compensation, and weighted total compensation by position. Each region includes breakouts by revenue, organization size, and industry. An organization's annual revenue size is expressed in millions. All salary information is expressed in thousands. A breakout of data will not display when there is less than five organizations that provide an average base salary.

Executive Incentives

For each executive position, data is presented on employment contracts, perquisites, long-term incentives, stock guidelines, short-term incentives, and reward systems. When incentive data is provided by less than five organizations, (---) is displayed.