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ESOP Executive Compensation Data

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You can choose one or two of the survey items listed below to customize your data. Camille Kerr of the NCEO will help you pick the items and set up the analysis in the way that will be most useful to you. This sheet is intended to be a companion to a conversation about customization.

1. How many full and part-time employees do you have?

- | | |
|-----------------|-----------------|
| A. 100 or fewer | 140 respondents |
| B. 101 to 500 | 138 respondents |
| C. 501 to 1,000 | 23 respondents |
| D. Over 1,000 | 15 respondents |

2. Which of the below best describes your industry?

- | | |
|--|----------------|
| A. Construction | 38 respondents |
| B. Consulting/Analysis | 20 respondents |
| C. Engineering/Architecture/Related Fields | 31 respondents |
| D. FIRE (Finance, Insurance, Real Estate) | 22 respondents |
| E. Health Care | 8 respondents |
| F. Manufacturing | 82 respondents |
| G. Retail | 23 respondents |
| H. Service | 12 respondents |
| I. Technology | 22 respondents |
| J. Transport/Distribution | 7 respondents |
| K. Wholesale | 42 respondents |
| L. Other | 8 respondents |

3. Where is your company's headquarters?

- | | |
|--|-----------------|
| A. West (AK, CA, HI, NV, OR, WA) | 50 respondents |
| B. Midwest (MN, IA, MO, WI, IL, MI, IN, OH) | 127 respondents |
| C. Northeast (NY, ME, VT, NH, MA, CT, RI, PA, NJ) | 53 respondents |
| D. Mid-Atlantic / Southeast (KY, WV, DE, MD, DC, VA, TN, NC, AR, LA, MS, AL, GA, SC, FL) | 44 respondents |
| E. Mountains / Plains (ID, MT, ND, SD, WY, UT, CO, NE, KS, AZ, NM, OK, TX) | 42 respondents |

4. What was the approximate average annual change in your stock value over the past five years?

- | | |
|----------------------------|-----------------|
| A. Increase of 20% or more | 72 respondents |
| B. Increase of 10% to 19% | 95 respondents |
| C. 0% to 10% increase | 106 respondents |
| D. Decrease in stock value | 37 respondents |

- 5. When did you start your ESOP?** *(enter the year)*
- | | |
|--------------------|----------------|
| A. 1985 or earlier | 50 respondents |
| B. 1986 to 1995 | 72 respondents |
| C. 1996 to 2000 | 67 respondents |
| D. 2001 to 2005 | 75 respondents |
| E. 2006 to 2009 | 49 respondents |
- 6. What percentage of the company's shares is owned by the ESOP?**
- | | |
|------------------|-----------------|
| A. Less than 30% | 54 respondents |
| B. 30% to 50% | 52 respondents |
| C. 51% to 99% | 59 respondents |
| D. 100% | 149 respondents |
- 7. Is your company an S or C corporation?**
- | | |
|------------------|-----------------|
| A. C corporation | 88 respondents |
| B. S corporation | 127 respondents |
- 8. Is your company's stock traded on a stock a stock exchange?**
- | | |
|--------|-----------------|
| A. No | 311 respondents |
| B. Yes | 4 respondents |
- 9. What was the dollar value of your company's revenues in the most recently completed fiscal year?**
- | | |
|------------------------|-----------------|
| A. Up to \$10 million | 64 respondents |
| B. \$10 to 50 million | 146 respondents |
| C. \$50 to 200 million | 83 respondents |
| D. Over \$200 million | 22 respondents |
- 18. What percentage of payroll did your company contribute to the ESOP in the most recently completed fiscal year?**
- | | |
|--------------------|----------------|
| A. No contribution | 27 respondents |
| B. 4% or less | 52 respondents |
| C. 5% to 8% | 70 respondents |
| D. 9% to 14% | 63 respondents |
| E. 15% to 24% | 54 respondents |
| F. 25% or higher | 27 respondents |
- 21. What was the total equity value of your company at the end of the most recently completed fiscal year?**
- | | |
|------------------|----------------|
| A. Under \$3m | 53 respondents |
| B. \$3 to \$6m | 50 respondents |
| C. \$6 to \$10m | 46 respondents |
| D. \$10 to \$20m | 47 respondents |
| E. \$20 to \$40m | 45 respondents |
| F. Over \$40m | 35 respondents |