## **Sample Compensation Tables (page 1 of 3)**

A. Compensation Percentiles						r			
		CEO	CFO	COO	CIO	DIV VP	HR	SALES	SVCS VP
Base pay	n	112	90	42	20	31	53	66	20
	10 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	25 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	50 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	75 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	90 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	n	82	68	34	16	25	37	54	16
	10 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
C	25 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
Cash incentives	50 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	75 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	90 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	n	35	24	7	6	8	11	16	6
	10 <sup>th</sup> percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
Stock-based	25 <sup>th</sup> percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
compensation	50 <sup>th</sup> percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
	75 <sup>th</sup> percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
	90 <sup>th</sup> percentile	\$000,000	\$000,000	-	-	-	\$000,000	\$000,000	-
Total pay	n	112	90	42	20	31	53	66	20
	10 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	25 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	50 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	75 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000
	90 <sup>th</sup> percentile	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000	\$000,000

Respondents who answered with a zero or skipped the question are excluded from all percentile calculations.

Please note that, because not all companies use the same kinds of compensation, the values for a given percentile of total pay do not necessarily equal the sum of the corresponding values of base pay, cash incentives, and stock-based compensation.

## **Sample Compensation Tables (page 2 of 3)**

B. Forms of Cor	npensation	CE	O CFO	coo	CIO	DI\	/ VP	Н	R	SAL	ES S	VCS VP
	n	11		29	14		39		2		69	58
Percentage of respondents offering this type of compensation	Cash incentives	0	% 0%	0%	0%		0%	0	%	C	)%	0%
	Stock-based compensation	0	% 0%	0%	0%		0%	0	%	C	)%	0%
	Qualified retirement plans	0	% 0%	0%	0%		0%	0	%	C	)%	0%
C. Components	of Total Pay	CEO.	CFO	600	CIO	DIV	V/D		<b>.</b>	CALL		VCC VD
•	n	CEO 112		COO 42	CIO 20	DIV	31	H 5		SALI	56 S	VCS VP 20
	10 <sup>th</sup> percentile	0%		0%	0%		0%	09			%	0%
Base pay as a	25 <sup>th</sup> percentile	0%		0%	0%		0%	09			%	0%
percentage of	50 <sup>th</sup> percentile	0%		0%	0%		0%	09			%	0%
total pay	75 <sup>th</sup> percentile	0%		0%	0%		0%	09			%	0%
	90 <sup>th</sup> percentile	0%		0%	0%		0%	09			%	0%
Incentives (cash	n	112	90	42	20		31	5	3	6	56	20
and stock-	10 <sup>th</sup> percentile	0%	0%	0%	0%		0%	09	6	0	%	0%
based) as a	25 <sup>th</sup> percentile	0%	0%	0%	0%		0%	09	6	0	%	0%
percentage of	50 <sup>th</sup> percentile	0%	0%	0%	0%	0%		0%		0	%	0%
total pay	75 <sup>th</sup> percentile	0%		0%	0%	0%		0%		0%		0%
total pay	90 <sup>th</sup> percentile	0%	0%	0%	0%	0%		0%		0%		0%
D. ESOP Benefit Level			E. Retirement Co	ontributions					DIV			svcs
			L. Retirement et	Sittibutions	CEO	CFO	coo	CIO	VP	HR	SALES	VP
	n	111		n	108	88	29	14	38	51	70	56
Total ESOP contributions as percentage of eligible payroll	10 <sup>th</sup> percentile	0%	Non-ESOP retirement	10 <sup>th</sup> percentile	0%	0%	0%	0%	0%	0%	0%	0%
	25 <sup>th</sup> percentile	0%		25 <sup>th</sup> percentile	0%	0%	0%	0%	0%	0%	0%	0%
	50 <sup>th</sup> percentile	0%	contributions as	50 <sup>th</sup> percentile	0%	0%	0%	0%	0%	0%	0%	0%
	75 <sup>th</sup> percentile	0%	percentage of	75 <sup>th</sup> percentile	0%	0%	0%	0%	0%	0%	0%	0%
	90 <sup>th</sup> percentile	0%	base pay	90 <sup>th</sup> percentile	0%	0%	0%	0%	0%	0%	0%	0%

## **Sample Compensation Tables (page 3 of 3)**

F. Dollar Retiren	nent								
Contributions		CEO	CFO	coo	CIO	DIV VP	HR	SALES	SVCS VP
Contributions to a qualified retirement plan, excluding	n	65	48	23	11	16	24	37	11
	10 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	25 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	50 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	75 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
the ESOP	90 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	n	68	62	29	16	26	34	47	15
	10 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
ESOP*	25 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	50 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	75 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	90 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
Total	n	94	76	35	19	29	40	56	16
	10 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
retirement	25 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
additions	50 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	75 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
	90 <sup>th</sup> percentile	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000	\$0,000
G Change from	nrior vear								
G. Change from prior year		CEO	CFO	coo	CIO	DIV VP	HR	SALES	SVCS VP
Expected change in total compensation from 2021-2022	n	64	50	28	7	34	23	22	19
	10 <sup>th</sup> percentile	0%	0%	0%	-	0%	0%	0%	0%
	25 <sup>th</sup> percentile	0%	0%	0%	-	0%	0%	0%	0%
	50 <sup>th</sup> percentile	0%	0%	0%	-	0%	0%	0%	0%
	75 <sup>th</sup> percentile	0%	0%	0%	-	0%	0%	0%	0%
	90 <sup>th</sup> percentile	0%	0%	0%	-	0%	0%	0%	0%

<sup>\*</sup>Contributions, dividends, and/or earnings distributions made to the ESOP into the individual's account.

Respondents who answered with a zero or skipped the question are excluded from all percentile calculations.