

# 2023 ESOP Executive and Director Compensation Survey

Q1. When did your company establish its ESOP? Please answer with a 4-digit year.

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Q2. What percentage of the company's shares are owned by the ESOP? (Include allocated and unallocated shares.)

Percentage between 0 and 100

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Q3. Is your company an S or C corporation?

S corporation

C corporation

Q4. What was your company contribution to the ESOP in the most recent plan year as a **percentage of covered compensation?**

(For example, if you contributed \$100,000 to the ESOP for the most recent plan year and covered compensation for all ESOP participants is \$1,000,000, your contribution is 10% of covered compensation; enter 10.)

Percentage between 0 and 100

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## Executive Compensation

Q5. Please indicate which of the following executive officers you have (select all that apply). Choose the description that best fits each of the officers at your company.

You will only be prompted to give compensation data for these officers in the questions to follow.

- CEO/President
  - CFO/Top Finance/Accounting Executive
  - COO/Chief Operating Officer
  - CIO/Chief Information Officer
  - Top Divisional Vice President
  - Top Human Resources/Personnel Professional
  - Top Sales/Marketing Executive
  - Top Manufacturing/Products/Services Vice President
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Q6. Indicate compensation for each executive position. Estimated amounts are fine. Please exclude payments made on compensation granted in earlier years and provide all answers in dollars. Rather than leaving blanks, write in **0** for any types you don't pay.

To determine the value of equity compensation: Use the present value of stock-based compensation granted during the last fiscal year. If you do not know the value for stock options and SARs, you can use one-third of the grant price as an estimate. If you do not know the value for restricted or other full value awards, use the value of the award at grant date.

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Q7. For each executive position, indicate the value of contributions made to a 401(k), defined benefit, or other qualified retirement plans, **excluding the ESOP**, in the most recently completed plan year. Estimated amounts are fine. Please write in **0** if you don't contribute to retirement plans aside from the ESOP.

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Q8. Please indicate below any other type or kind of executive pay you offer not captured above.

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Q9. What is your current plan for granting equity compensation to executives? (Select all that apply)

- N/A - No equity compensation granted to executives
  - On Hire
  - Tenure-based
  - Based on an individual performance metric
  - Based on a company performance metric
  - On a discretionary basis
  - Annually
  - Periodically, less often than annually
  - Other \_\_\_\_\_
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Q10. Please indicate which (if any) executives have direct share ownership outside the ESOP (founding shares, vested restricted stock, granted on hire, etc.) Check all that apply.

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Board of Directors Compensation

Q11. How many of the following individuals are on your board currently? (The sum of your answers for A- through E should equal the total number of directors on your board.)

	Number
A. The CEO (or if you do not have a CEO, the top executive officer)	
B. Current employees who are officers of the company other than the CEO	
C. Current employees who are not officers of the company	
D. Affiliated directors (i.e., non 僱員-employees with an ownership or business interest in the company, retired employees, or family members of employees, owners, or business partners)	
E. Independent directors (i.e., directors with no current or past employment with the company or direct financial relationship, other than compensation for director services)	

Q12. Please indicate pay amounts for each type of director you have. Columns A thru D should roughly equal the total pay column.

For example, you paid your independent director a total of \$10,000 last year: \$5,000 for their retainer, \$5,000 in fees for the three meetings they attended, \$0 for equity compensation.

	Total pay last year	A. Retainer	B. Fees for board meetings	C. Equity compensation such as SARs	D. Other (please specify below)
Inside Director					
Affiliated Director					
Independent Director					

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Q13. Please specify any OTHER director compensation amounts above.

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Q14. What do you typically pay for each of the types of meetings below? Here we want a PER meeting fee amount.

	Board meetings	Committee meetings
Inside Director		
Affiliated Director		
Independent Director		

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Q15. Do you presently conduct annual performance reviews of your board?

- Yes
- No

## Demographics

Q16. Which of the below best describes your industry?

- Construction
  - Manufacturing
  - Wholesale trade
  - Retail trade
  - Finance, insurance, real estate
  - Engineering or architecture
  - All other professional, scientific and technical services
  - Health care and social assistance
  - Information, technology (computers, biotechnology, software)
  - Other (please specify) \_\_\_\_\_
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Q17. How many full- and part-time employees does your company currently have?

\_\_\_\_\_

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Q18. Where is your company's headquarters?

- State \_\_\_\_\_
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Q19. What was the company's average **annual** change in stock price over the past five years? (If your company has had an ESOP for fewer than five years, answer for the number of years the plan has been in place.)

- Negative (we had a loss)
  - 0-10%
  - 11-20%
  - 21% or higher
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Q20. Please choose a category below for the dollar value of your company's revenues in the most recently completed fiscal year.

- Up to \$10 million
- \$10 million to \$50 million
- \$51 million to \$200 million
- \$201 million to \$500 million
- \$501 million or more

Q21. If you would like to receive a discount on the purchase of the full report, please provide your contact information below. All identifying information will be removed from the database and your answers will not be associated with your company in any way.

- Name \_\_\_\_\_
  - Company \_\_\_\_\_
  - Email address \_\_\_\_\_
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Q22. Thank you for your participation!

If you have any final comments, additions or clarifications, please enter them here.

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