

# SAMPLE

## (100) CHIEF EXECUTIVE OFFICER 2015 NATIONAL EXECUTIVE COMPENSATION SURVEY

Determines the basic objectives of the organizational unit; formulates plans and policies and allocates resources for the achievement of these objectives. Interprets and applies policies established by the owners of the enterprise or their representatives (Bd. of Directors, Trustees, etc.). Organizes the unit and determines allocation of duties and authorities to subordinates. Exercises controls to see that objectives are achieved in accordance with basic organization policy. Fully accountable for the results of the activity of the organizational unit. This is usually a single incumbent position.

Data Effective: January 31, 2015			BASE PAY						VARIABLE PAY					TOTAL CASH COMPENSATION						
	# of Orgs	# of Execs	Mean	10th	25th	Median	75th	90th	Mean	25th	Median	75th	Target Incent Mean	Mean	10th	25th	Median	75th	90th	# of >5% Owner
Total Responses	1,292	1,357	\$254,100	\$111,216	\$154,460	\$220,000	\$300,000	\$425,000	\$180,226	\$40,000	\$98,614	\$190,800	39%	\$334,982	\$120,000	\$176,000	\$254,683	\$375,000	\$591,053	523
<b>MANUFACTURING BY SALES VOLUME (IN MILLIONS)</b>																				
\$0 - 4.9	30	32	\$157,440	\$89,250	\$114,516	\$136,950	\$173,875	\$300,000	\$62,319	\$20,000	\$25,000	\$120,000	22%	\$182,757	\$104,400	\$120,000	\$151,125	\$220,000	\$316,489	24
\$5.0 - 9.9	77	85	\$175,404	\$101,400	\$120,000	\$170,000	\$205,000	\$270,660	\$96,015	\$25,000	\$48,000	\$115,000	27%	\$217,199	\$105,000	\$150,000	\$195,500	\$259,787	\$350,000	56
\$10.0 - 14.9	78	83	\$182,337	\$116,150	\$137,000	\$172,535	\$225,000	\$264,530	\$79,061	\$29,500	\$43,838	\$147,000	26%	\$210,913	\$116,500	\$144,300	\$193,440	\$260,000	\$325,200	44
\$15.0 - 24.9	83	85	\$212,084	\$140,036	\$177,000	\$197,281	\$235,884	\$283,250	\$125,424	\$20,000	\$53,963	\$120,000	25%	\$268,156	\$150,000	\$186,500	\$227,568	\$275,000	\$363,500	44
\$25.0 - 49.9	124	130	\$262,680	\$124,500	\$176,821	\$234,638	\$284,096	\$402,000	\$139,779	\$44,582	\$80,000	\$187,500	35%	\$325,043	\$138,100	\$195,520	\$268,700	\$375,000	\$525,496	61
\$50.0 - 99.9	104	109	\$283,479	\$168,584	\$206,000	\$255,000	\$335,000	\$401,774	\$201,240	\$98,614	\$147,000	\$185,000	40%	\$388,715	\$172,613	\$250,000	\$335,000	\$445,000	\$630,630	43
\$100.0 - 249.9	65	68	\$338,150	\$200,000	\$263,000	\$334,255	\$389,715	\$486,855	\$296,868	\$60,555	\$109,000	\$182,500	53%	\$499,681	\$241,500	\$302,500	\$389,715	\$522,500	\$661,269	21
\$250.0 - 499.9	23	24	\$447,717	\$253,340	\$321,000	\$433,387	\$525,000	\$701,605	\$244,644	\$46,804	\$212,140	\$271,284	54%	\$590,426	\$260,000	\$356,875	\$509,725	\$738,142	\$969,279	6
\$500.0+	28	30	\$543,863	\$251,280	\$304,904	\$525,000	\$750,000	\$1,020,000	\$571,364	\$86,300	\$298,923	\$713,000	60%	\$981,909	\$323,817	\$474,605	\$651,550	\$1,353,216	\$1,995,500	3
<b>NON-MANUFACTURING BY SALES VOLUME (IN MILLIONS)</b>																				
\$0 - 4.9	117	128	\$145,176	\$70,000	\$83,500	\$110,000	\$174,000	\$250,000	\$84,212	\$10,150	\$72,000	\$101,000	21%	\$177,413	\$75,000	\$94,500	\$142,000	\$205,000	\$315,000	51
\$5.0 - 9.9	79	81	\$198,582	\$102,000	\$122,000	\$177,986	\$240,000	\$323,567	\$122,205	\$58,975	\$100,000	\$134,450	29%	\$228,756	\$110,000	\$130,406	\$200,000	\$264,000	\$400,000	35
\$10.0 - 14.9	62	64	\$199,445	\$114,400	\$135,750	\$182,500	\$250,000	\$306,500	\$100,957	\$35,971	\$84,174	\$150,000	18%	\$248,346	\$116,000	\$158,780	\$236,550	\$311,947	\$382,000	25
\$15.0 - 24.9	89	93	\$224,044	\$143,500	\$159,500	\$200,635	\$250,016	\$310,335	\$153,332	\$35,000	\$75,000	\$170,000	26%	\$286,696	\$150,000	\$184,000	\$248,183	\$328,478	\$445,832	29
\$25.0 - 49.9	78	82	\$236,785	\$150,000	\$170,192	\$225,000	\$295,152	\$329,586	\$103,505	\$50,000	\$83,728	\$150,000	29%	\$274,653	\$151,500	\$189,600	\$257,500	\$315,526	\$376,880	26
\$50.0 - 99.9	82	86	\$255,455	\$146,450	\$203,533	\$250,000	\$300,000	\$355,250	\$131,340	\$42,829	\$80,400	\$173,019	35%	\$313,489	\$166,762	\$220,000	\$300,000	\$362,000	\$517,967	27
\$100.0 - 249.9	82	84	\$352,848	\$170,000	\$240,615	\$327,427	\$417,025	\$554,832	\$219,831	\$97,462	\$154,500	\$289,116	56%	\$470,615	\$182,000	\$256,776	\$394,343	\$568,849	\$840,000	17
\$250.0 - 499.9	44	44	\$367,539	\$206,000	\$247,335	\$321,562	\$487,640	\$591,053	\$283,757	\$73,208	\$187,500	\$365,625	48%	\$522,316	\$225,000	\$270,100	\$380,790	\$647,682	\$1,221,956	5
\$500.0+	36	38	\$495,732	\$182,279	\$300,000	\$510,000	\$630,726	\$800,000	\$456,680	\$121,900	\$288,288	\$682,770	60%	\$772,144	\$275,000	\$378,800	\$599,144	\$913,300	\$1,864,835	6
<b>ALL BY SALES VOLUME (IN MILLIONS)</b>																				
\$0 - 4.9	147	160	\$147,629	\$72,000	\$86,450	\$120,000	\$173,875	\$262,500	\$79,621	\$10,150	\$55,000	\$120,000	21%	\$178,482	\$75,500	\$100,000	\$149,695	\$205,000	\$315,745	75
\$5.0 - 9.9	156	166	\$186,714	\$101,400	\$120,000	\$175,000	\$220,000	\$300,000	\$105,204	\$30,000	\$80,000	\$117,000	28%	\$222,838	\$105,000	\$136,000	\$199,574	\$264,000	\$400,000	91
\$10.0 - 14.9	140	147	\$189,785	\$114,400	\$137,000	\$175,000	\$225,750	\$275,000	\$90,188	\$30,000	\$73,393	\$147,000	21%	\$227,211	\$116,150	\$150,000	\$207,500	\$295,000	\$350,341	69
\$15.0 - 24.9	172	178	\$218,333	\$140,036	\$169,800	\$200,000	\$249,470	\$302,000	\$139,378	\$27,500	\$60,000	\$152,335	26%	\$277,842	\$150,000	\$184,860	\$234,447	\$300,000	\$403,000	73
\$25.0 - 49.9	202	212	\$252,664	\$137,700	\$175,380	\$230,170	\$291,108	\$369,850	\$127,413	\$46,285	\$80,000	\$157,599	32%	\$305,553	\$150,000	\$194,791	\$261,463	\$338,750	\$475,000	87
\$50.0 - 99.9	186	195	\$271,120	\$164,777	\$204,055	\$250,000	\$324,575	\$399,840	\$173,280	\$66,822	\$130,995	\$185,000	38%	\$355,538	\$168,945	\$232,000	\$309,649	\$405,607	\$565,420	70
\$100.0 - 249.9	147	152	\$346,273	\$183,840	\$250,000	\$330,056	\$400,000	\$505,000	\$254,592	\$66,460	\$128,438	\$244,000	55%	\$483,618	\$200,000	\$275,500	\$391,968	\$547,036	\$756,713	38
\$250.0 - 499.9	67	68	\$395,837	\$212,100	\$256,275	\$346,875	\$500,140	\$681,865	\$269,347	\$48,917	\$198,140	\$350,000	51%	\$546,354	\$244,670	\$276,514	\$432,662	\$685,952	\$1,221,956	11
\$500.0+	64	68	\$516,966	\$195,700	\$300,000	\$525,000	\$700,000	\$875,000	\$514,022	\$121,900	\$293,606	\$693,258	60%	\$864,687	\$277,580	\$405,000	\$617,138	\$1,097,910	\$1,864,835	9