

Position Report

Direct Report to Top Financial (CFO), Not Matched Elsewhere (FI2)

Finance

Data Effective 4/1/2022

		# Firms	# Employees	Base Salary	Actual Cash Incentive	Actual Total Cash Compensation	Target Incentive as Pct Salary	Target Incentive	Target Cash Compensation	LTI Value	Actual Total Direct Compensation	Target Total Direct Compensation
Corporate	All Firms	95	208	\$282,658	\$149,025	\$431,683	47.9%	\$148,153	\$412,890	\$616,821	\$725,552	\$706,759
Unit	All Firms	19	69	\$286,275	\$165,662	\$451,937	37.3%	\$113,482	\$399,757	\$205,059	\$607,126	\$554,946
Corporate and Unit	All Firms	104	277	\$283,559	\$153,169	\$436,728	45.0%	\$138,622	\$409,618	\$473,119	\$696,053	\$668,943
Organizational Revenue												
Corporate	Below \$100M	16	21	\$239,008	\$81,573	\$320,581	33.4%	\$106,788	\$320,370	\$166,923	\$415,966	\$415,755
	\$100M to < \$300M	16	17	\$217,802	\$64,064	\$281,866	17.2%	\$41,630	\$242,289	\$441,767	\$334,921	\$295,345
	\$300M to < \$1B	12	17	\$261,908	\$63,079	\$324,987	25.3%	\$71,879	\$312,646	\$4,702,221	\$2,542,029	\$2,529,688
	\$1B to < \$3B	14	35	\$243,005	\$22,760	\$265,765	17.6%	\$42,249	\$277,893	\$67,765	\$281,507	\$293,635
	\$3B to < \$10B	21	44	\$274,636	\$241,236	\$515,872	88.6%	\$229,877	\$491,664	\$109,096	\$551,615	\$527,407
	\$10B to < \$20B	7	18	\$312,917	\$211,973	\$524,890	61.6%	\$197,371	\$510,287	\$203,717	\$680,593	\$665,991
	\$20B to < \$30B	4	16									
	\$30B and Above	5	40	\$396,798	\$243,580	\$640,378	47.2%	\$201,951	\$598,749	\$437,473	\$976,903	\$935,275
Unit	Below \$100M	1	1									
	\$100M to < \$300M	1	1									
	\$300M to < \$1B	4	9									
	\$1B to < \$3B	6	14	\$244,797	\$135,326	\$380,124	33.5%	\$82,966	\$327,763	\$62,616	\$436,407	\$384,047
	\$3B to < \$10B	6	13	\$256,925	\$131,295	\$388,220	37.8%	\$102,016	\$358,941	\$29,962	\$398,832	\$369,553
	\$10B to < \$20B	2	19									
	\$20B to < \$30B	2	9									
	\$30B and Above	2	3									
Corporate and Unit	Below \$100M	17	22	\$237,824	\$81,253	\$319,078	33.5%	\$104,891	\$318,876	\$166,923	\$410,127	\$409,925
	\$100M to < \$300M	17	18	\$217,590	\$61,250	\$278,840	16.1%	\$38,818	\$241,312	\$441,767	\$328,948	\$291,420
	\$300M to < \$1B	16	26	\$240,353	\$136,348	\$376,701	29.5%	\$70,623	\$297,395	\$2,725,377	\$1,846,979	\$1,767,673
	\$1B to < \$3B	19	49	\$244,986	\$56,462	\$301,448	22.5%	\$55,723	\$293,886	\$59,411	\$326,910	\$319,348
	\$3B to < \$10B	25	57	\$269,001	\$211,523	\$480,524	75.0%	\$195,252	\$456,157	\$97,791	\$509,955	\$485,589
	\$10B to < \$20B	9	37	\$327,833	\$188,392	\$516,224	51.7%	\$172,892	\$500,725	\$270,072	\$750,173	\$734,673
	\$20B to < \$30B	6	25	\$312,495	\$189,367	\$501,861	38.9%	\$153,318	\$465,812	\$366,110	\$788,055	\$752,006
	\$30B and Above	6	43	\$395,356	\$252,630	\$647,985	48.5%	\$205,017	\$600,373	\$402,316	\$971,710	\$924,098
Levels from CEO												
Corporate	CEO / Chairman	0	0									
	Direct Report to CEO	4	4									
	2 Below CEO	37	108	\$284,694	\$153,663	\$438,357	36.7%	\$125,164	\$406,374	\$297,559	\$571,703	\$539,720
	3 Below CEO	8	16	\$270,436	\$65,688	\$336,124	26.9%	\$81,388	\$347,836	\$100,192	\$401,659	\$413,371
	4 Below CEO	3	5									
	5 or More Below CEO	0	0									
Unit	CEO / Chairman	0	0									
	Direct Report to CEO	0	0									
	2 Below CEO	8	18	\$334,659	\$172,759	\$507,419	38.8%	\$148,165	\$482,825	\$360,716	\$695,962	\$671,368
	3 Below CEO	7	23	\$257,760	\$145,033	\$402,793	39.2%	\$102,415	\$360,174	\$128,572	\$520,592	\$477,973
	4 Below CEO	3	4									
	5 or More Below CEO	2	2									
Corporate and Unit	CEO / Chairman	0	0									
	Direct Report to CEO	4	4									
	2 Below CEO	41	126	\$291,124	\$155,441	\$446,566	36.8%	\$127,750	\$415,805	\$308,085	\$586,628	\$555,867
	3 Below CEO	12	39	\$265,381	\$111,203	\$376,584	34.5%	\$95,979	\$358,899	\$144,195	\$487,762	\$470,076
	4 Below CEO	6	9	\$249,266	\$97,102	\$346,368	30.9%	\$83,624	\$332,890	\$103,472	\$436,704	\$423,226
	5 or More Below CEO	2	2									