

SAMPLE



**2022-2023 Annual Salary
Budget Planning Survey
September 2022
Data Effective April 1, 2022**

About Compensation Resources

EA Compensation Resources LLC, an EisnerAmper Company (“Compensation Resources”), provides compensation and human resource consulting services to mid- and small-cap public companies, private, family-owned, and closely-held firms, as well as not-for-profit organizations. Compensation Resources specializes in executive compensation, sales compensation, pay-for-performance and incentive compensation, and performance management programs.

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Table of Contents

I. Participant Demographics.....	1
II. General Compensation	2
III. Short-Term Incentive Plans.....	6
IV. Long-Term Incentive Plans.....	8
V. Compensation Package Mix.....	11
VI. Survey Participants	13

SAMPLE

I. Participant Demographics

Company Type	
Type	Percentage
Publicly-Traded	34.0%
Privately-Held	35.9%
Not-for-Profit	30.1%
Total # Participants	103

Revenue	
Revenue Category	Percentage
Less than \$9.9 million	11.7%
\$10.0 million - \$49.9 million	12.6%
\$50.0 million - \$99.9 million	2.9%
\$100.0 million - \$499.9 million	7.8%
\$500.0 million - \$999.9 million	7.8%
More than \$1 billion	16.6%

Industry	
Industry Descriptor	Percentage
Agriculture, Forestry, Fishing and Hunting	3.9%
Utilities	7.8%
Construction	1.0%
Manufacturing, Durable Goods	13.6%
Manufacturing, Non-durable Goods	5.8%
Wholesale Trade	0.0%
Retail Trade	2.9%
Transportation / Warehousing	1.9%
Publishing, Media, and Telecommunications	1.9%
Finance, Insurance, and Real Estate	17.5%
Services (including Business & Professional)	10.7%
Information Technology & Pharmaceutical	2.9%
Educational	2.9%
Health Care and Social Assistance	8.7%
Accommodation and Food Services	1.0%
Public Administration	1.0%
Other	16.5%

II. General Compensation

Executive, Management, and Exempt Salaried

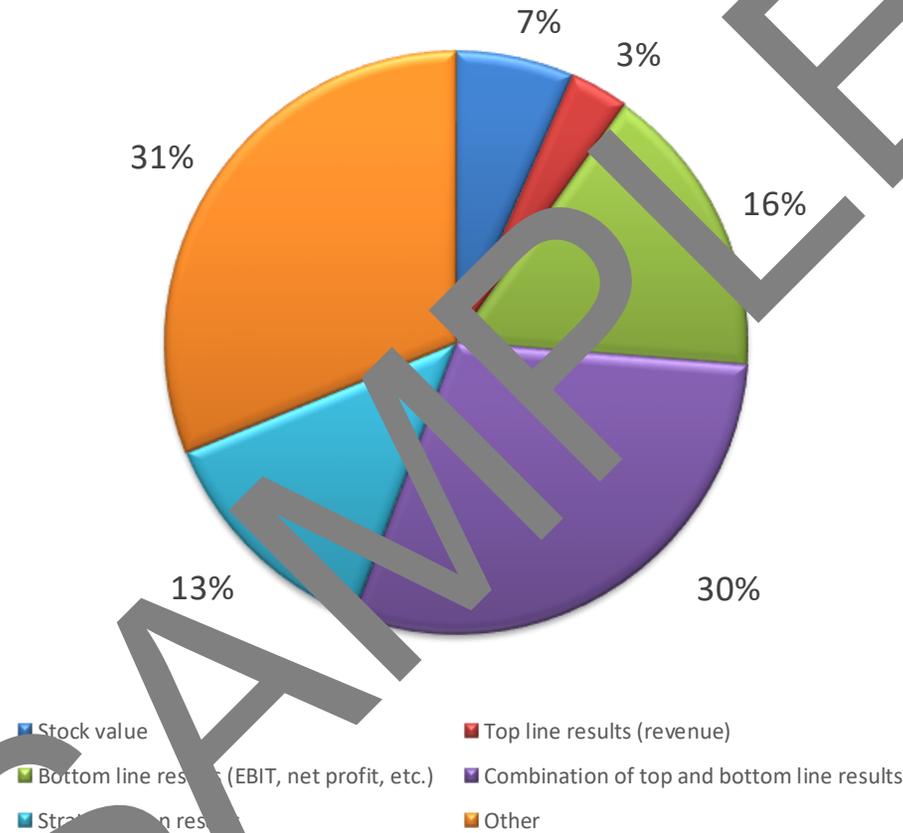
Reported average merit/salary increase percent budget for the time periods indicated (12-month timeframe)

With Zeros: represents all participant responses, including those that indicated 0%.

BY COMPANY TYPE	Executive			Management			Exempt Salaried		
	Budgeted 2022	Actual 2022	Projected 2023	Budgeted 2022	Actual 2022	Projected 2023	Budgeted 2022	Actual 2022	Projected 2023
All with Zeros									
All without Zeros									
Publicly-Traded with Zeros									
Publicly-Traded without Zeros									
Privately-Held with Zeros									
Privately-Held without Zeros									
Not-for-Profit with Zeros									
Not-for-Profit without Zeros									

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What will the reward performance matrix be based on?



VI. Survey Participants

List contains only organizations that gave permission to publish their name.

AAM	Garmin International, Inc.	Rio Tinto
Advisor Group	Grande Cheese Company	Schreiber Foods
American National Insurance Company	Gulf Coast Regional Blood Center	Signature Bank
Ameritas	Kelsey-Seybold	Snap One
Amica Mutual Insurance Company	Lee County Electric Cooperative	Southern Company Services
Armstrong World Industries	LG Electronics USA, Inc.	Southwest Gas Corporation
Astron Solutions	Marsh McLennan	Southwest Power Pool
Avis Budget Group, Inc.	MassMutual	SRC, Inc.
Barnabas Foundation	MillerKnoll	Serumo Food and Consumer Technologies
Boston College	Modern Language Association	Texas Health Services
Brotherhood Mutual	Munich Reinsurance America Corporation	The Estée Lauder Companies
BSI	National Grid	The H.O. Seiffert Company
California Casualty Management Company	New York City Bar Association	The Lubrizol Corporation
Cheniere Energy	NorthWestern Energy	The National Academies of Sciences, Engineering, and Medicine
Christ Church of Oak Brook	Novo Nordisk	The Planning Council
Citizens Property Insurance Corporation	NuStar Energy	The Progressive Corporation
CrossPoint Community Church	Omnitrans	The Sherwin-Williams Company
Delta Community Supports	Orbit Irrigation	Think Bank
Dominion Energy, Inc.	Owens Illinois Glass	UMass Memorial
Eastman	Oxford Industries	University of Minnesota
Endo Pharmaceuticals	Parsons	Valmont Industries
Ethan Allen Global Inc.	PerkinElmer	Verizon
Farm Credit Bank of Texas	Prudential	Wearwell LLC
Father Flanagan's Boys Home (Boys Town)	Quantum Corporation	White Castle System, Inc.
FHI360	RAND Corporation	
Freeport-McMoRan Inc.	Regeneron Pharmaceuticals	