

# 2023-2024 Annual Salary Budget Planning Survey July 2023

Data Effective April 1, 2023

SAMPLE

## 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 base pay administration, executive compensation, sales compensation, pay-for-performance and incentive compensation, and performance management programs.

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## I. Participant Demographics

Company Type	
Type	Percentage
Publicly-Traded	27.4%
Privately-Held	28.2%
Not-for-Profit	44.4%
<b>Total # Participants</b>	<b>124</b>

Revenue	
Revenue Category	Percentage
Less than \$9.9 million	14.5%
\$10.0 million - \$49.9 million	16.1%
\$50.0 million - \$99.9 million	6.5%
\$100.0 million - \$499.9 million	16.1%
\$500.0 million - \$999.9 million	8.9%
More than \$1 billion	27.9%

Industry	
Industry Description	Percentage
Agriculture, Forestry, Fishing and Mining	0.8%
Utilities	5.6%
Construction	0.0%
Manufacturing, Durable Goods	8.1%
Manufacturing, Non-durable Goods	7.3%
Wholesale Trade	1.6%
Retail Trade	3.2%
Transportation / Warehousing	1.6%
Publishing, Media, and Telecommunications	4.0%
Finance, Insurance, and Real Estate	18.1%
Services (including Business & Professional)	11.3%
Biotechnology & Pharmaceutical	2.4%
Educational	5.6%
Health Care and Social Assistance	24.2%
Accommodation and Food Services	0.0%
Public Administration	1.6%
Other	4.8%

## 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 2023	Actual 2023	Projected 2024	Budgeted 2023	Actual 2023	Projected 2024	Budgeted 2023	Actual 2023	Projected 2024
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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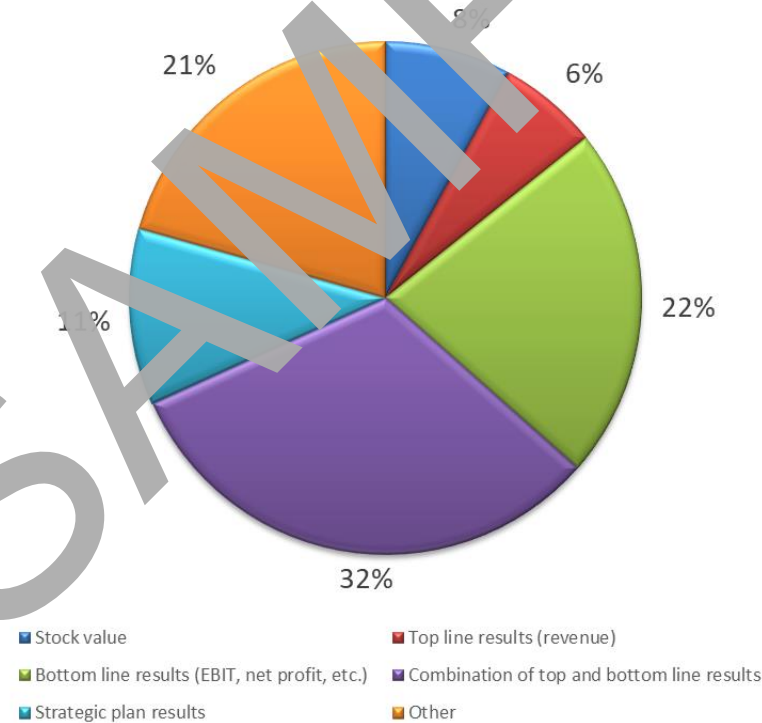
## IV. Long-Term Incentive Plans

*Long-term incentives are bonuses or awards that are provided to employees for their work or performance over a longer time period. The time period for an incentive to be considered a long-term incentive is greater than one (1) year.*

### FINDINGS:

- 55% of CEOs and other executives and officers are eligible for Long-Term Incentive Plans.
- Most respondents have selected 3 years as the length of the performance period.
- 63% of respondents stated that the size of the reward is determined as a percentage of salary.

**What will the reward performance matrix be based on?**



## VI. Survey Participants

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

Advisor Group	Friends of Scotchman Peaks Wilderness	Premier Health
AHRC Nassau	G&W Electric	Prudential Inc.
AIPSO	Garmin International	RAND Corporation
Ameren	Grande Cheese Company	Regeneron Pharmaceuticals
American Nuclear Insurers	HealthPoint Community Health Clinics	Saint Peter's University
Ameritas Life Insurance Company	Heartland Financial USA, Inc.	Sanofi
AMIB	Infotrust LLC	Schreiber Foods
Armstrong World Industries	International Rescue Committee	Slalom
Astron Solutions	J Paul Getty Trust	Snap One
Aultman Health Foundation	Jet Propulsion Laboratory	Somos Inc.
Avis Budget Group, Inc.	KNF Neuberger, Inc.	Southwest Gas Corporation
BFC Forms Service, Inc.	LG Electronics USA, Inc.	SRC, Inc.
Blue Cross Blue Shield of Michigan	Lionheart Children's Academy	TDS Telecom
Borough of Carlisle	MarshMcLennan	The Brookwood Community, Inc.
Boston College	MassMutual	The Estee Lauder Companies
Boys Town	Medical Mutual of Ohio	The H.O. Seiffert Company
Brotherhood Mutual	Merrimack Valley VMC, Inc.	The Hershey Company
BSI	Michigan Medicine - University of Michigan	The National Academies of Sciences, Engineering, and Medicine
California Casualty Management Company	Mission Mutual	The Port Authority NY/NJ
Central City Concern	National Grid	The Progressive Corporation
Chicken Soup for the Soul Entertainment	National Gypsum	The Sherwin-Williams Company
COUNTRY Financial	Nevada HANCO, Inc.	Tokio Marine America
Duke University	NorthWestern Energy	University of Minnesota
Eastman	NW Natural	UPMC
Endo Pharmaceuticals	OC International, Inc.	Valmont Industries
Energy Northwest	Omnitrans	Verizon
Erie Insurance	Onfi	Victoria's Secret & Co.
Ethan Allen Global, Inc.	Penn State Health	VineBrook Homes
Evangelical Presbyterian Church	Plant With Purpose	Vision Service Provider (VSP)
Freeport-McMoRan, Inc.	Population Council	World Gospel Mission