



Proxy survey of executive compensation in the Russell 2000 Index

December 2017

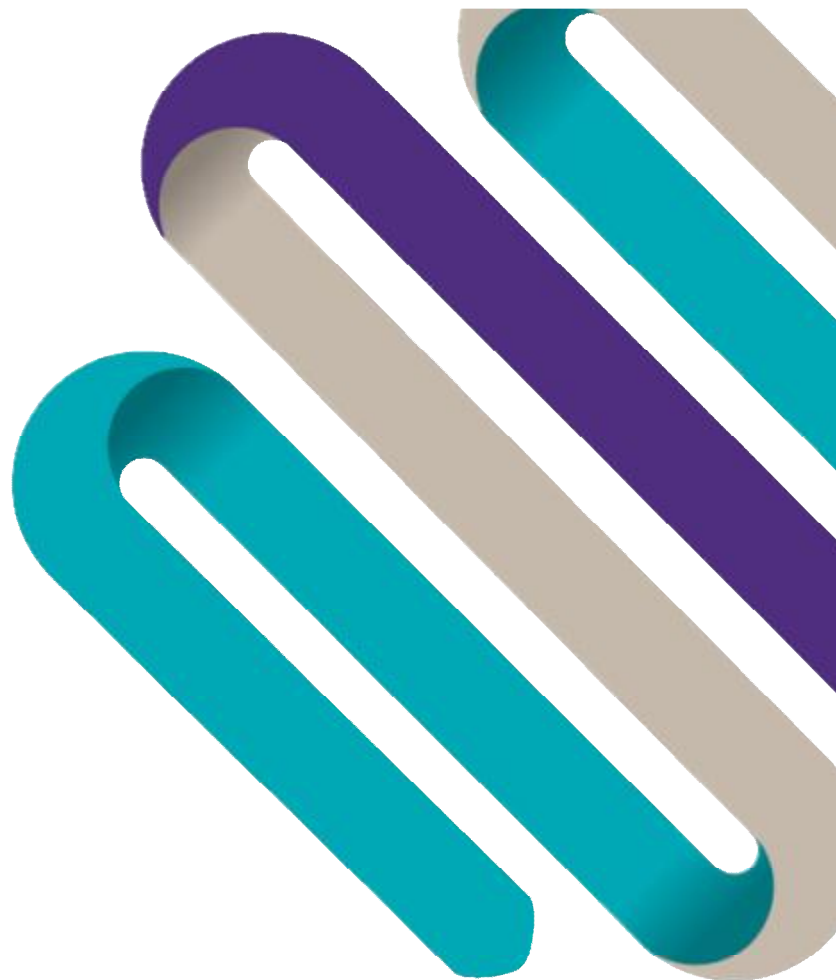
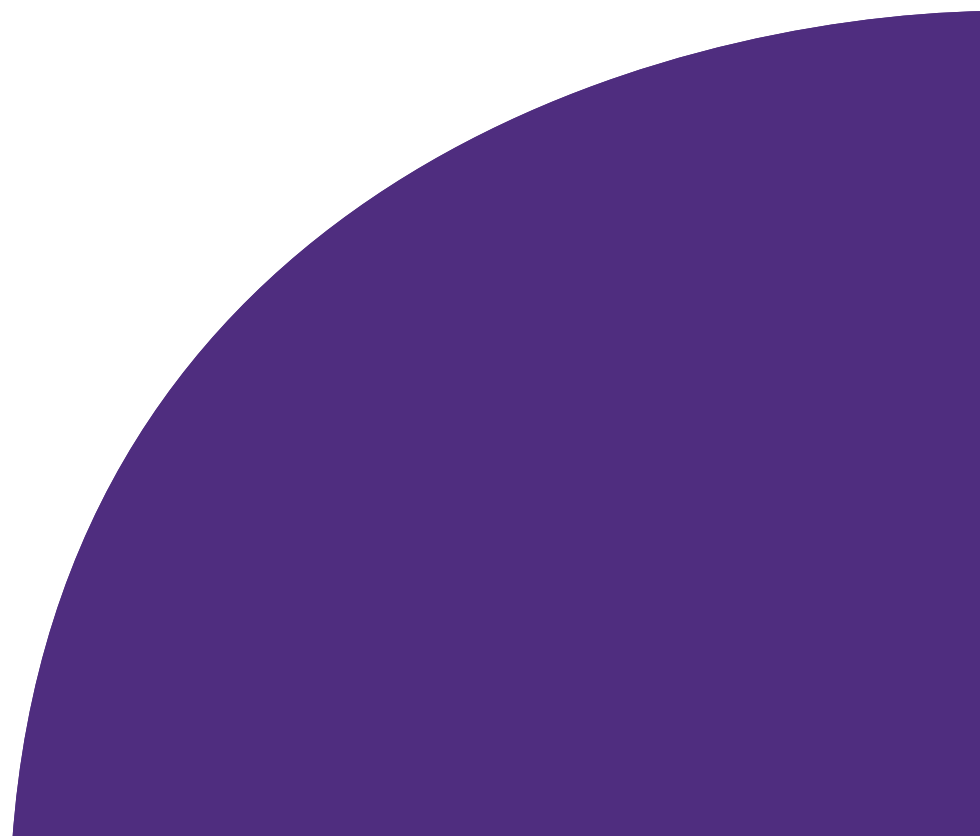


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Executive summary



Executive summary

Background and total direct compensation

This Proxy Survey of Executive Compensation in the Russell 2000 Index presents the most recent executive compensation data reported for Russell 2000 executives, grouped into these three financial categories:

1. Emerging/Growth (annual revenues less than \$750 million)
2. Mid-Size (annual revenues less than \$1.5 billion)
3. Stable/Mature (annual revenues greater than \$1.5 billion)

Data was also grouped into the following industry segments:

1. Energy and Utilities
2. Financials
3. Healthcare
4. Industrials
5. Information Technology

Executive summary

Background and total direct compensation

The survey covers the top six executive positions at the companies, focusing on the executives' total direct compensation (salary plus annual and long-term incentives) and equity plan type prevalence (performance equity vs. options vs. full-value stock awards).

When looking at the included Russell 2000 Index industries, the median total direct compensation for CEOs increases significantly as Emerging/Growth institutions grow to Stable/Mature institutions:

1. Emerging/Growth: \$1,166,552
2. Mid-Size: \$2,478,251
3. Stable/Mature: \$3,786,931

Executive summary

2016-2017 year-over-year trends

In a year-over-year comparison, when analyzing trends for revenue and assets in each company category, we note the following observations:

- Pre-Revenue/Startup median revenue increased 6% whereas median assets decreased 5%
- Revenue-Generating/Emerging median revenue increased 5% and median assets increased 2%
- Large/Mature median revenue did not change whereas median assets increased 4%

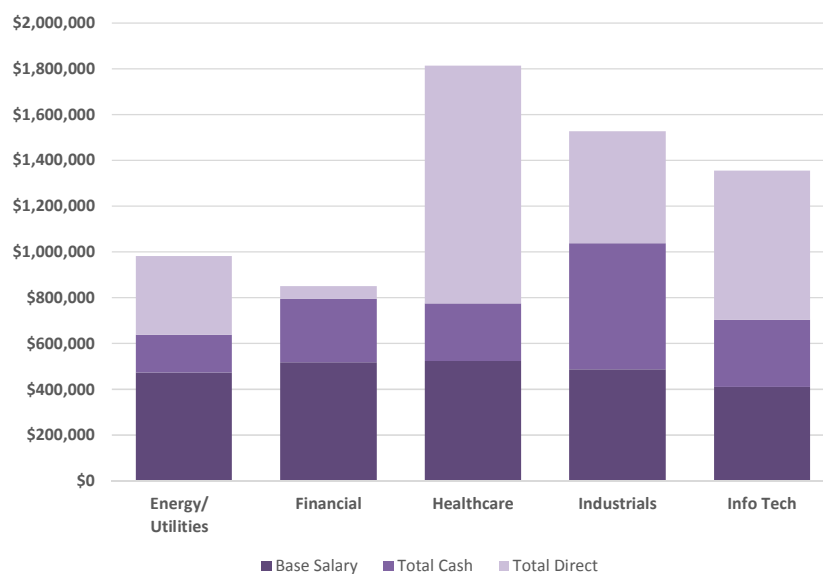
Additionally, we observed that median CEO total direct compensation follows comparable trends:

- Pre-Revenue/Startup median CEO compensation increased 12%
- Revenue-Generating/Emerging median CEO compensation increased 18%
- Large/Mature median CEO compensation increased 5%

Executive summary

Median total direct compensation

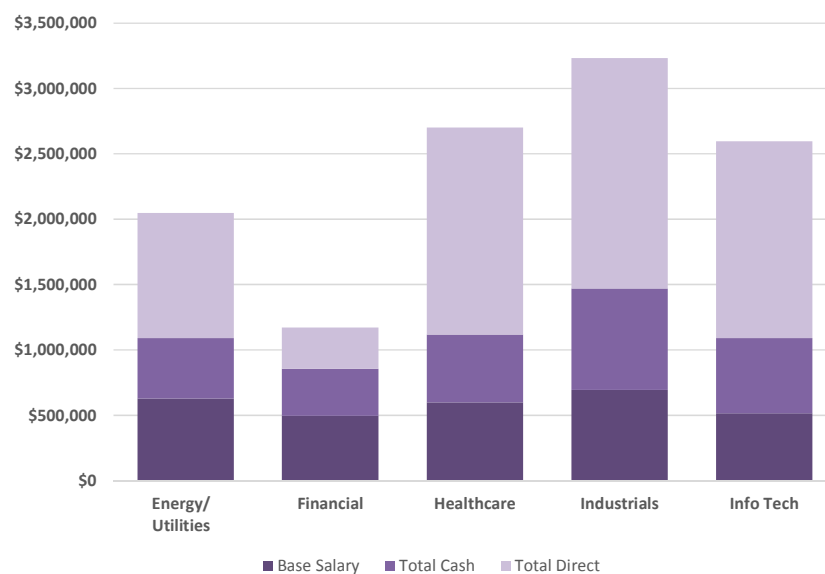
We are summarizing the median total direct compensation by industry for the Chief Executive Officer position at Emerging/Growth companies:



Executive summary

Median total direct compensation

We are summarizing the median total direct compensation by industry for the Chief Executive Officer position at Mid-Size companies:



Executive summary

Median total direct compensation

We are summarizing the median total direct compensation by industry for the Chief Executive Officer position at Stable/Mature companies:



Executive summary

Annual and long-term incentives

Most industries are characterized by increases in “at risk” compensation, as companies place more compensation at-risk to ensure pay-for-performance linkage. This linkage is critical in emerging and mature public companies, with scrutiny by shareholder advisory groups influencing the voting patterns of the companies’ shareholders and institutional investors.

As shown on the following page, the use and value of annual incentive and equity compensation increases progressively based on a company's size. Median annual incentive awards for the CEO position range from 50% to 94% of salary at Emerging/Growth companies, from 70% to 105% of salary at Mid-Size companies, and from 89% to 141% at Stable/Mature companies. Similarly, median long-term incentive awards range from 33% to 214% of salary at Emerging/Growth companies, from 70% to 273% of salary at Mid-Size companies, and from 174% to 320% of salary at Stable/Mature companies.

Executive summary

Median annual and long-term incentives

Emerging/Growth Organizations

Industry	Median Annual Incentive Award %	Median Long-Term Incentive Award %
Energy/Utilities	73%	106%
Financial	53%	33%
Healthcare	50%	214%
Industrials	94%	78%
Info Tech	85%	151%

Mid-Size Organizations

Industry	Median Annual Incentive Award %	Median Long-Term Incentive Award %
Energy/Utilities	94%	98%
Financial	75%	70%
Healthcare	70%	257%
Industrials	105%	217%
Info Tech	102%	273%

Executive summary

Median annual and long-term incentives

Mature Organizations:

Industry	Median Annual Incentive Award %	Median Long-Term Incentive Award %
Energy/Utilities	108%	216%
Financial	141%	174%
Healthcare	89%	240%
Industrials	114%	242%
Info Tech	102%	320%

Executive summary

Equity incentives

Nearly all companies have implemented a portfolio of equity based incentives as their long-term incentive strategy. A typical equity incentive portfolio will include restricted stock with service based vesting, stock options and performance-based equity incentives.

As companies grow, they use performance-based equity more significantly, according to the survey. Performance-based equity was offered to CEOs, on average, at Emerging/Growth companies 30% of the time, at Mid-Size companies 54% of the time, and at Mature companies 66% of the time. Of those awarding performance-based equity, common performance metrics include efficiency ratio, growth in earnings per share, and return on assets.

Lastly, full-value stock awards with service based vesting are still highly prevalent in this industry, much more so than in general industry. Emerging/Growth companies continue to use stock awards as their most common equity vehicle, and on average, 66% of the largest companies use them as well.

Executive summary

Types of equity incentive plan prevalence

Emerging/Growth Organizations

Industry	# of Companies	Performance Based Awards	Time Vested Options	RSU/RSA Time Vested Shares
Energy/Utilities	21	33%	14%	43%
Financial	11	45%	0%	27%
Healthcare	25	12%	64%	36%
Industrials	22	41%	23%	59%
Info Tech	15	33%	60%	67%

Mid-Size Organizations

Industry	# of Companies	Performance Based Awards	Time Vested Options	RSU/RSA Time Vested Shares
Energy/Utilities	16	69%	25%	44%
Financial	30	53%	17%	37%
Healthcare	13	38%	62%	54%
Industrials	17	65%	35%	76%
Info Tech	20	45%	20%	55%

Executive summary

Types of equity incentive plan prevalence

Mature Organizations

Industry	# of Companies	Performance Based Awards	Time Vested Options	RSU/RSA Time Vested Shares
Energy/Utilities	18	67%	22%	67%
Financial	17	65%	35%	53%
Healthcare	15	67%	53%	73%
Industrials	22	77%	32%	73%
Info Tech	18	50%	44%	61%

Executive summary

Board of Director compensation trends

Board of Director compensation is commonplace in public companies, and is typically a combination of cash based retainers, committee chair stipends, meeting fees, and equity. Compensation is reflective of work expectations of Directors and the time demands associated with that of the committees they serve.

Meeting fees paid for regular and telephonic board meetings are not as prevalent as previously reported as companies are moving towards cash based retainers in lieu of meeting fees.

As shown on the following page, the median total compensation for Chairman of the board increases significantly as pre-revenue companies grow to large/ mature companies:

1. Pre-Revenue/Startup: \$157,500
2. Revenue-Generating/Emerging: \$252,150
3. Large/Mature: \$272,551



Methodology



Methodology

Grant Thornton LLP has compiled the following compensation data from Proxy statements of public medical device and biopharmaceutical companies filed with the Securities and Exchange Commission ("SEC"):

- Base Salary: Annual fixed amount of compensation that each employee receives
- Total Cash Compensation: Base salary plus annual incentives
- Total Direct Compensation: Total cash compensation plus long-term incentives
 - Long-term incentive values reflect the grant-date fair value, as reported

The compensation data was gathered for the following seven executive positions, as available:

- Chief Executive Officer ("CEO")
- Chief Operating Officer ("COO")
- Chief Financial Officer ("CFO")
- 2nd highest paid named executive officer ("#2 Rank")
- 3rd highest paid named executive officer ("#3 Rank")
- 4th highest paid named executive officer ("#4 Rank")
- 5th highest paid named executive officer ("#5 Rank")
- Chairman of the Board

Methodology

Grant Thornton LLP segmented the results by the following industry segments and revenue groupings to identify competitive compensation levels and trends:

- Energy and Utilities
 - Pre-revenue/startup: annual revenues less than \$250 million
 - Revenue-generating/emerging: annual revenues of \$250 million to \$1 billion
 - Large/mature: annual revenues greater than \$1 billion
- Financials
 - Pre-revenue/startup: annual revenues less than \$100 million
 - Revenue-generating/emerging: annual revenues of \$100 million to \$500 million
 - Large/mature: annual revenues greater than \$500 million
- Healthcare
 - Pre-revenue/startup: annual revenues less than \$100 million
 - Revenue-generating/emerging: annual revenues of \$100 million to \$500 million
 - Large/mature: annual revenues greater than \$500 million

Methodology

Grant Thornton LLP segmented the results by the following industry segments and revenue groupings to identify competitive compensation levels and trends:

- Industrials
 - Pre-revenue/startup: annual revenues less than \$750 million
 - Revenue-generating/emerging: annual revenues of \$750 million to \$1.5 billion
 - Large/mature: annual revenues greater than \$1.5 billion
- Information Technology
 - Pre-revenue/startup: annual revenues less than \$250 million
 - Revenue-generating/emerging: annual revenues of \$250 million to \$750 million
 - Large/mature: annual revenues greater than \$750 million

Market data by position



Chief Executive Officer

Top executive for the organization. Responsible for the overall success and creation of shareholder value. Manages the profitability and growth of the organization. Develops and establishes long-range plans and strategies, and represents the organization to external constituents, authorities, and the public. Reports to the Board of Directors.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Base Salary	\$405,000	\$495,000	\$559,349	\$643,579	101
	Total Cash	\$632,700	\$789,895	\$959,634	\$1,186,500	101
	Total Direct	\$815,014	\$1,166,552	\$1,998,825	\$3,136,160	101
	Short Term Incentive (%)	43%	65%	90%	130%	101
	Long Term Incentive (%)	0%	77%	166%	495%	101
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Base Salary	\$525,000	\$623,077	\$710,000	\$844,422	89
	Total Cash	\$886,756	\$1,206,733	\$1,661,600	\$2,036,475	89
	Total Direct	\$1,627,735	\$2,478,251	\$3,914,564	\$5,694,372	89
	Short Term Incentive (%)	58%	100%	137%	192%	89
	Long Term Incentive (%)	59%	215%	394%	734%	89
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Base Salary	\$712,927	\$800,000	\$915,577	\$1,000,000	73
	Total Cash	\$1,091,500	\$1,729,649	\$2,177,630	\$2,465,698	73
	Total Direct	\$2,410,500	\$3,786,931	\$5,561,146	\$6,900,544	73
	Short Term Incentive (%)	49%	115%	140%	174%	73
	Long Term Incentive (%)	133%	248%	400%	589%	73

Chief Financial Officer

Establishes, implements and maintains the financial plans and policies of the organization, including fiscal controls, preparation and interpretation of financial reports, and safeguarding of the organization's assets. Develops and maintains overall accounting policies and controls. Establishes and maintains good corporate relations with the investments and banking communities. Assists in long-range planning and advises management on financial affairs. May manage one or more significant staff functions, but primary focus is the management of the organization's finances.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Base Salary	\$274,997	\$326,250	\$360,000	\$391,997	89
	Total Cash	\$350,435	\$453,440	\$540,334	\$678,233	89
	Total Direct	\$438,598	\$587,153	\$1,059,755	\$1,383,929	89
	Short Term Incentive (%)	28%	40%	61%	93%	89
	Long Term Incentive (%)	0%	52%	123%	223%	89
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Base Salary	\$308,000	\$355,769	\$425,000	\$500,000	93
	Total Cash	\$446,000	\$605,135	\$801,248	\$1,075,614	93
	Total Direct	\$707,675	\$1,063,694	\$1,881,656	\$2,365,909	93
	Short Term Incentive (%)	41%	69%	105%	160%	93
	Long Term Incentive (%)	47%	120%	282%	388%	93
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Base Salary	\$368,407	\$430,616	\$490,000	\$527,404	71
	Total Cash	\$571,276	\$700,000	\$881,004	\$1,146,916	71
	Total Direct	\$868,058	\$1,320,094	\$1,749,822	\$2,560,818	71
	Short Term Incentive (%)	34%	75%	101%	139%	71
	Long Term Incentive (%)	63%	133%	205%	300%	71

Chief Operating Officer

Directs and controls the organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. Oversees the designed, operation and improvement of the system that creates and delivers the organization's products or services. Ensures the achievement of short- and long- range goals for operations, human resources, financial performance and growth.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Base Salary	\$302,065	\$333,007	\$390,000	\$416,349	30
	Total Cash	\$382,379	\$471,511	\$606,716	\$649,782	30
	Total Direct	\$423,863	\$665,682	\$1,048,755	\$1,328,414	30
	Short Term Incentive (%)	19%	46%	73%	85%	30
	Long Term Incentive (%)	4%	28%	103%	220%	30
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Base Salary	\$342,750	\$401,804	\$471,459	\$530,000	35
	Total Cash	\$501,072	\$707,024	\$948,654	\$1,102,584	35
	Total Direct	\$797,457	\$1,183,228	\$1,902,572	\$2,468,678	35
	Short Term Incentive (%)	42%	79%	109%	153%	35
	Long Term Incentive (%)	44%	106%	213%	340%	35
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Base Salary	\$456,515	\$489,456	\$634,485	\$673,274	29
	Total Cash	\$660,183	\$1,015,244	\$1,428,631	\$1,619,821	29
	Total Direct	\$1,198,822	\$1,630,549	\$2,522,737	\$2,904,593	29
	Short Term Incentive (%)	54%	108%	129%	183%	29
	Long Term Incentive (%)	96%	147%	214%	261%	29

2nd highest paid

Second highest paid executive according to base salary. Common 2nd highest paid positions include: Chief Financial Officer, Chief Operating Officer and President.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Base Salary	\$285,786	\$339,512	\$395,533	\$426,745	96
	Total Cash	\$380,491	\$491,070	\$605,343	\$798,013	96
	Total Direct	\$465,391	\$700,029	\$1,080,778	\$1,454,747	96
	Short Term Incentive (%)	32%	43%	72%	99%	96
	Long Term Incentive (%)	0%	43%	112%	218%	96
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Base Salary	\$338,750	\$400,000	\$495,000	\$574,333	85
	Total Cash	\$488,579	\$707,024	\$997,308	\$1,464,406	85
	Total Direct	\$845,287	\$1,554,174	\$2,320,604	\$3,193,510	85
	Short Term Incentive (%)	41%	80%	113%	167%	85
	Long Term Incentive (%)	71%	139%	293%	412%	85
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Base Salary	\$431,277	\$490,000	\$580,000	\$690,000	65
	Total Cash	\$689,768	\$905,323	\$1,251,881	\$1,622,410	65
	Total Direct	\$1,307,449	\$1,660,400	\$2,392,764	\$2,889,369	65
	Short Term Incentive (%)	56%	81%	122%	169%	65
	Long Term Incentive (%)	93%	145%	234%	355%	65

3rd highest paid

Third highest paid executive according to base salary. Common 3rd highest paid positions include: Division Executive Vice President, Senior Executive Vice President and Executive Vice President.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Base Salary	\$262,548	\$307,457	\$360,755	\$410,045	99
	Total Cash	\$334,484	\$442,464	\$544,785	\$672,380	99
	Total Direct	\$418,733	\$556,148	\$874,221	\$1,327,072	99
	Short Term Incentive (%)	28%	39%	60%	97%	99
	Long Term Incentive (%)	0%	37%	114%	193%	99
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Base Salary	\$320,420	\$357,875	\$415,118	\$489,334	79
	Total Cash	\$450,173	\$573,333	\$795,566	\$1,043,634	79
	Total Direct	\$718,578	\$1,085,754	\$1,626,016	\$2,122,282	79
	Short Term Incentive (%)	40%	69%	103%	156%	79
	Long Term Incentive (%)	48%	109%	224%	307%	79
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Base Salary	\$357,763	\$402,451	\$473,572	\$515,642	58
	Total Cash	\$553,192	\$671,150	\$867,669	\$1,177,928	58
	Total Direct	\$944,955	\$1,222,245	\$1,564,311	\$2,255,672	58
	Short Term Incentive (%)	29%	73%	100%	143%	58
	Long Term Incentive (%)	71%	138%	202%	274%	58

4th highest paid

Fourth highest paid executive according to base salary. Common 4th highest paid positions include: Vice President – Sales, Vice President – Marketing, Chief Strategy Officer and Director.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Base Salary	\$233,802	\$284,135	\$330,552	\$370,850	66
	Total Cash	\$301,260	\$374,316	\$486,662	\$589,975	66
	Total Direct	\$351,185	\$551,084	\$761,575	\$1,046,736	66
	Short Term Incentive (%)	24%	39%	51%	77%	66
	Long Term Incentive (%)	15%	45%	92%	277%	66
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Base Salary	\$268,391	\$319,070	\$367,615	\$433,683	76
	Total Cash	\$366,065	\$493,637	\$610,691	\$861,043	76
	Total Direct	\$584,434	\$722,799	\$1,338,102	\$1,957,762	76
	Short Term Incentive (%)	32%	55%	80%	117%	76
	Long Term Incentive (%)	45%	87%	198%	273%	76
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Base Salary	\$341,811	\$380,430	\$424,154	\$500,000	54
	Total Cash	\$486,034	\$612,261	\$767,086	\$970,985	54
	Total Direct	\$742,357	\$1,014,321	\$1,222,836	\$1,701,556	54
	Short Term Incentive (%)	27%	71%	87%	129%	54
	Long Term Incentive (%)	56%	92%	143%	207%	54

5th highest paid

Fifth highest paid executive according to base salary. Common 5th highest paid positions include: Chief Business Officer, Vice President – R&D and Vice President – Finance.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Base Salary	\$203,625	\$262,734	\$309,920	\$355,064	46
	Total Cash	\$246,945	\$350,167	\$461,020	\$516,606	46
	Total Direct	\$303,078	\$465,992	\$638,531	\$828,076	46
	Short Term Incentive (%)	25%	36%	42%	62%	46
	Long Term Incentive (%)	0%	29%	75%	155%	46
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Base Salary	\$264,033	\$294,084	\$328,723	\$411,250	56
	Total Cash	\$342,703	\$430,669	\$548,822	\$729,367	56
	Total Direct	\$470,137	\$604,578	\$874,294	\$1,039,326	56
	Short Term Incentive (%)	17%	51%	74%	97%	56
	Long Term Incentive (%)	28%	47%	96%	189%	56
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Base Salary	\$310,000	\$357,500	\$400,000	\$451,773	53
	Total Cash	\$472,598	\$577,697	\$682,560	\$863,891	53
	Total Direct	\$653,981	\$922,642	\$1,034,397	\$1,220,520	53
	Short Term Incentive (%)	40%	63%	84%	101%	53
	Long Term Incentive (%)	41%	77%	118%	163%	53

Chairman of the Board

Responsible for leading the Board of Directors. This individual provides leadership to an organization's officer and executive team, and ensures the organization is fulfilling its duties to their shareholders.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$66.4	\$106.3	\$171.1	\$217.6	-
	Assets (Millions)	\$131.4	\$287.8	\$1,740.1	\$3,614.9	-
	Annual Retainer Compensation	\$45,000	\$65,000	\$83,750	\$100,000	106
	Cash Compensation	\$8,000	\$12,000	\$15,000	\$21,000	106
	Equity Compensation	\$60,000	\$94,456	\$130,000	\$235,524	106
	Total Compensation	\$92,100	\$157,500	\$188,750	\$311,459	106
\$250M - \$1B	Revenue (Millions)	\$366.4	\$546.7	\$765.6	\$938.0	-
	Assets (Millions)	\$499.4	\$894.6	\$1,766.4	\$5,073.4	-
	Annual Retainer Compensation	\$95,000	\$110,000	\$135,000	\$226,000	96
	Cash Compensation	\$10,500	\$12,000	\$18,900	\$20,800	96
	Equity Compensation	\$85,500	\$126,000	\$185,000	\$262,736	96
	Total Compensation	\$195,000	\$252,150	\$300,276	\$409,672	96
\$1B +	Revenue (Millions)	\$1,427.2	\$1,788.0	\$2,984.8	\$4,297.3	-
	Assets (Millions)	\$1,357.1	\$2,015.5	\$3,331.5	\$7,532.5	-
	Annual Retainer Compensation	\$113,750	\$135,000	\$185,000	\$225,000	75
	Cash Compensation	\$10,500	\$12,000	\$13,125	\$14,550	75
	Equity Compensation	\$108,750	\$127,500	\$162,350	\$195,500	75
	Total Compensation	\$235,000	\$272,551	\$316,250	\$378,000	75

**Russell 2000 Index –
Energy and Utilities**



Chief Executive Officer – energy and utilities

Top executive for the organization. Responsible for the overall success and creation of shareholder value. Manages the profitability and growth of the organization. Develops and establishes long-range plans and strategies, and represents the organization to external constituents, authorities, and the public. Reports to the Board of Directors.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	21
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	21
	Base Salary	\$307,500	\$472,500	\$525,000	\$563,550	21
	Total Cash	\$525,000	\$638,250	\$1,026,000	\$1,301,500	21
	Total Direct	\$868,302	\$981,759	\$1,898,815	\$2,735,621	21
	Short Term Incentive (%)	32%	73%	108%	193%	21
	Long Term Incentive (%)	0%	106%	188%	318%	21
\$250M - \$1B	Revenue (Millions)	\$434	\$546	\$635	\$699	16
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	16
	Base Salary	\$487,377	\$628,170	\$713,109	\$765,366	16
	Total Cash	\$886,052	\$1,089,966	\$1,337,462	\$1,562,002	16
	Total Direct	\$1,314,662	\$2,048,536	\$3,219,133	\$4,848,550	16
	Short Term Incentive (%)	55%	94%	126%	162%	16
	Long Term Incentive (%)	79%	98%	377%	465%	16
\$1B +	Revenue (Millions)	\$1,372	\$1,560	\$2,001	\$4,246	18
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	18
	Base Salary	\$593,653	\$750,000	\$795,672	\$1,052,758	18
	Total Cash	\$750,000	\$1,567,987	\$2,074,776	\$2,464,882	18
	Total Direct	\$1,981,542	\$3,644,119	\$4,284,991	\$5,056,556	18
	Short Term Incentive (%)	31%	108%	133%	168%	18
	Long Term Incentive (%)	129%	216%	282%	465%	18

Chief Financial Officer – energy and utilities

Establishes, implements and maintains the financial plans and policies of the organization, including fiscal controls, preparation and interpretation of financial reports, and safeguarding of the organization's assets. Develops and maintains overall accounting policies and controls. Establishes and maintains good corporate relations with the investments and banking communities. Assists in long-range planning and advises management on financial affairs. May manage one or more significant staff functions, but primary focus is the management of the organization's finances.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	19
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	19
	Base Salary	\$261,250	\$309,000	\$322,000	\$380,000	19
	Total Cash	\$319,573	\$386,250	\$531,120	\$738,728	19
	Total Direct	\$430,126	\$550,000	\$683,646	\$1,370,134	19
	Short Term Incentive (%)	11%	51%	67%	99%	19
	Long Term Incentive (%)	0%	65%	131%	235%	19
\$250M - \$1B	Revenue (Millions)	\$433.9	\$545.7	\$635.4	\$698.9	14
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	14
	Base Salary	\$310,327	\$326,683	\$372,857	\$423,500	14
	Total Cash	\$464,195	\$527,701	\$767,946	\$874,471	14
	Total Direct	\$644,518	\$912,462	\$1,297,091	\$2,126,342	14
	Short Term Incentive (%)	43%	64%	105%	147%	14
	Long Term Incentive (%)	36%	91%	231%	284%	14
\$1B +	Revenue (Millions)	\$1,372.3	\$1,560.0	\$2,001.2	\$4,245.6	18
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	18
	Base Salary	\$326,082	\$389,697	\$433,904	\$504,354	18
	Total Cash	\$435,195	\$623,613	\$746,554	\$987,911	18
	Total Direct	\$618,709	\$976,275	\$1,299,133	\$1,443,480	18
	Short Term Incentive (%)	39%	68%	91%	126%	18
	Long Term Incentive (%)	47%	67%	128%	188%	18

Chief Operating Officer – energy and utilities

Directs and controls the organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. Oversees the designed, operation and improvement of the system that creates and delivers the organization's products or services. Ensures the achievement of short- and long- range goals for operations, human resources, financial performance and growth.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	6
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	6
	Base Salary	\$328,750	\$353,654	\$380,577	\$390,674	6
	Total Cash	\$488,135	\$575,572	\$904,517	\$1,079,754	6
	Total Direct	\$550,286	\$643,102	\$1,661,664	\$2,014,255	6
	Short Term Incentive (%)	30%	73%	150%	187%	6
	Long Term Incentive (%)	12%	115%	208%	249%	6
\$250M - \$1B	Revenue (Millions)	\$433.9	\$545.7	\$635.4	\$698.9	8
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	8
	Base Salary	\$419,520	\$475,634	\$512,500	\$564,135	8
	Total Cash	\$594,968	\$737,949	\$924,688	\$1,089,125	8
	Total Direct	\$1,229,585	\$1,777,836	\$2,502,541	\$3,243,503	8
	Short Term Incentive (%)	53%	63%	88%	127%	8
	Long Term Incentive (%)	85%	238%	381%	424%	8
\$1B +	Revenue (Millions)	\$1,372.3	\$1,560.0	\$2,001.2	\$4,245.6	8
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	8
	Base Salary	\$340,002	\$375,484	\$463,845	\$487,421	8
	Total Cash	\$471,254	\$608,760	\$721,996	\$823,634	8
	Total Direct	\$851,850	\$985,435	\$1,132,709	\$1,308,936	8
	Short Term Incentive (%)	19%	62%	74%	108%	8
	Long Term Incentive (%)	74%	88%	114%	123%	8

2nd highest paid – energy and utilities

Second highest paid executive according to base salary. Common 2nd highest paid positions include: Chief Financial Officer, Chief Operating Officer and President.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	19
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	19
	Base Salary	\$225,500	\$285,621	\$321,025	\$376,000	19
	Total Cash	\$290,574	\$465,500	\$584,161	\$773,364	19
	Total Direct	\$426,922	\$699,611	\$794,049	\$1,370,134	19
	Short Term Incentive (%)	14%	56%	90%	145%	19
	Long Term Incentive (%)	5%	105%	173%	235%	19
\$250M - \$1B	Revenue (Millions)	\$433.9	\$545.7	\$635.4	\$698.9	15
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	15
	Base Salary	\$333,618	\$425,000	\$461,150	\$503,750	15
	Total Cash	\$558,309	\$638,512	\$919,871	\$1,103,451	15
	Total Direct	\$814,160	\$1,510,947	\$1,850,780	\$2,824,284	15
	Short Term Incentive (%)	46%	63%	112%	149%	15
	Long Term Incentive (%)	46%	87%	256%	386%	15
\$1B +	Revenue (Millions)	\$1,372.3	\$1,560.0	\$2,001.2	\$4,245.6	17
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	17
	Base Salary	\$343,750	\$425,006	\$460,000	\$519,538	17
	Total Cash	\$568,051	\$716,716	\$804,384	\$1,210,008	17
	Total Direct	\$984,991	\$1,247,427	\$1,565,866	\$2,021,268	17
	Short Term Incentive (%)	34%	71%	108%	135%	17
	Long Term Incentive (%)	62%	96%	141%	257%	17

3rd highest paid – energy and utilities

Third highest paid executive according to base salary. Common 3rd highest paid positions include: Senior Vice President, Executive Vice President, General Counsel and Treasurer.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	19
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	19
	Base Salary	\$232,500	\$300,000	\$320,979	\$373,116	19
	Total Cash	\$293,055	\$467,654	\$531,120	\$636,215	19
	Total Direct	\$372,729	\$535,054	\$668,280	\$779,982	19
	Short Term Incentive (%)	21%	48%	75%	87%	19
	Long Term Incentive (%)	0%	0%	89%	150%	19
\$250M - \$1B	Revenue (Millions)	\$433.9	\$545.7	\$635.4	\$698.9	16
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	16
	Base Salary	\$300,086	\$331,940	\$383,250	\$466,784	16
	Total Cash	\$452,652	\$552,789	\$794,054	\$883,141	16
	Total Direct	\$626,423	\$855,546	\$1,349,555	\$1,668,933	16
	Short Term Incentive (%)	47%	61%	91%	136%	16
	Long Term Incentive (%)	25%	84%	220%	251%	16
\$1B +	Revenue (Millions)	\$1,372.3	\$1,560.0	\$2,001.2	\$4,245.6	16
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	16
	Base Salary	\$337,861	\$367,385	\$389,213	\$468,186	16
	Total Cash	\$433,904	\$632,931	\$718,198	\$802,245	16
	Total Direct	\$797,638	\$982,563	\$1,206,646	\$1,405,851	16
	Short Term Incentive (%)	26%	65%	73%	98%	16
	Long Term Incentive (%)	54%	76%	153%	856%	16

4th highest paid – energy and utilities

Fourth highest paid executive according to base salary. Common 4th highest paid positions include: Vice President – Exploration, Vice President – Energy, Vice President – Sales/Marketing, and Vice President – Land.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	14
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	14
	Base Salary	\$205,028	\$250,000	\$313,863	\$323,500	14
	Total Cash	\$265,277	\$335,648	\$378,288	\$483,811	14
	Total Direct	\$317,466	\$431,263	\$642,351	\$728,376	14
	Short Term Incentive (%)	0%	23%	56%	110%	14
	Long Term Incentive (%)	0%	40%	121%	145%	14
\$250M - \$1B	Revenue (Millions)	\$433.9	\$545.7	\$635.4	\$698.9	11
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	11
	Base Salary	\$269,569	\$317,309	\$368,077	\$420,262	11
	Total Cash	\$405,617	\$527,309	\$693,000	\$814,904	11
	Total Direct	\$583,788	\$1,015,027	\$1,390,322	\$1,825,317	11
	Short Term Incentive (%)	44%	66%	101%	117%	11
	Long Term Incentive (%)	63%	138%	222%	279%	11
\$1B +	Revenue (Millions)	\$1,372.3	\$1,560.0	\$2,001.2	\$4,245.6	15
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	15
	Base Salary	\$325,000	\$346,585	\$411,291	\$442,646	15
	Total Cash	\$527,995	\$593,750	\$631,973	\$918,827	15
	Total Direct	\$736,532	\$833,863	\$1,048,247	\$1,530,443	15
	Short Term Incentive (%)	57%	72%	79%	103%	15
	Long Term Incentive (%)	56%	69%	119%	160%	15

5th highest paid – energy and utilities

Fifth highest paid executive according to base salary. Common 5th highest paid positions include: Chief Commercial Officer, Division President, Vice President – Human Resources and Assistant Secretary.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	7
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	7
	Base Salary	\$236,250	\$250,000	\$280,794	\$295,698	7
	Total Cash	\$301,337	\$329,588	\$425,043	\$496,353	7
	Total Direct	\$342,876	\$438,500	\$619,238	\$753,757	7
	Short Term Incentive (%)	21%	24%	46%	76%	7
	Long Term Incentive (%)	0%	63%	73%	94%	1
\$250M - \$1B	Revenue (Millions)	\$433.9	\$545.7	\$635.4	\$698.9	11
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	11
	Base Salary	\$255,707	\$290,667	\$320,660	\$350,000	11
	Total Cash	\$349,218	\$440,667	\$561,191	\$638,512	11
	Total Direct	\$490,690	\$592,381	\$986,824	\$1,569,938	11
	Short Term Incentive (%)	33%	49%	75%	87%	11
	Long Term Incentive (%)	39%	66%	151%	236%	11
\$1B +	Revenue (Millions)	\$1,372.3	\$1,560.0	\$2,001.2	\$4,245.6	16
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	16
	Base Salary	\$301,094	\$339,481	\$396,251	\$447,968	16
	Total Cash	\$411,512	\$548,599	\$597,757	\$880,154	16
	Total Direct	\$641,985	\$858,680	\$1,059,164	\$1,322,921	16
	Short Term Incentive (%)	45%	62%	77%	104%	16
	Long Term Incentive (%)	45%	82%	126%	150%	16

Chairman of the Board

Responsible for leading the Board of Directors. This individual provides leadership to an organization's officer and executive team, and ensures the organization is fulfilling its duties to their shareholders.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$70.1	\$107.1	\$186.8	\$218.3	7
	Assets (Millions)	\$231.0	\$307.6	\$955.2	\$1,746.2	7
	Annual Retainer Compensation	\$57,500	\$100,000	\$106,250	\$146,700	7
	Cash Compensation	ISD	ISD	ISD	ISD	7
	Equity Compensation	\$62,500	\$70,000	\$100,000	\$106,000	7
	Total Compensation	\$119,250	\$150,000	\$198,500	\$242,000	7
\$250M - \$1B	Revenue (Millions)	\$433.9	\$545.7	\$635.4	\$698.9	8
	Assets (Millions)	\$1,178.7	\$1,801.1	\$2,736.0	\$3,483.6	8
	Annual Retainer Compensation	\$118,438	\$135,000	\$182,500	\$208,000	8
	Cash Compensation	ISD	ISD	ISD	ISD	8
	Equity Compensation	\$70,625	\$100,003	\$111,250	\$164,396	8
	Total Compensation	\$204,000	\$220,252	\$254,100	\$316,152	8
\$1B +	Revenue (Millions)	\$1,372.3	\$1,560.0	\$2,001.2	\$4,245.6	12
	Assets (Millions)	\$1,202.8	\$3,420.5	\$6,092.9	\$8,094.1	12
	Annual Retainer Compensation	\$114,375	\$140,000	\$206,250	\$247,500	12
	Cash Compensation	ISD	ISD	ISD	ISD	12
	Equity Compensation	\$102,500	\$125,000	\$133,750	\$145,000	12
	Total Compensation	\$233,750	\$262,500	\$327,500	\$349,400	12



Russell 2000 Index – Financials



Chief Executive Officer – financials

Top executive for the organization. Responsible for the overall success and creation of shareholder value. Manages the profitability and growth of the organization. Develops and establishes long-range plans and strategies, and represents the organization to external constituents, authorities, and the public. Reports to the Board of Directors.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	11
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	11
	Base Salary	\$412,308	\$517,500	\$627,500	\$700,000	11
	Total Cash	\$614,438	\$794,167	\$1,105,822	\$1,425,000	11
	Total Direct	\$772,577	\$851,124	\$1,356,525	\$1,789,192	11
	Short Term Incentive (%)	45%	53%	80%	131%	11
	Long Term Incentive (%)	0%	33%	40%	77%	11
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	30
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	30
	Base Salary	\$433,750	\$497,813	\$577,501	\$689,522	30
	Total Cash	\$682,559	\$858,216	\$1,097,250	\$1,704,623	30
	Total Direct	\$950,057	\$1,172,630	\$1,705,317	\$2,561,865	30
	Short Term Incentive (%)	52%	75%	108%	178%	30
	Long Term Incentive (%)	0%	70%	143%	288%	30
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	17
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	17
	Base Salary	\$727,500	\$862,110	\$1,000,000	\$1,041,085	17
	Total Cash	\$1,430,180	\$2,235,141	\$3,386,475	\$5,335,000	17
	Total Direct	\$2,360,000	\$3,918,360	\$6,151,400	\$7,649,905	17
	Short Term Incentive (%)	79%	141%	346%	393%	17
	Long Term Incentive (%)	91%	174%	323%	470%	17

Chief Financial Officer – financials

Establishes, implements and maintains the financial plans and policies of the organization, including fiscal controls, preparation and interpretation of financial reports, and safeguarding of the organization's assets. Develops and maintains overall accounting policies and controls. Establishes and maintains good corporate relations with the investments and banking communities. Assists in long-range planning and advises management on financial affairs. May manage one or more significant staff functions, but primary focus is the management of the organization's finances.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	12
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	12
	Base Salary	\$196,574	\$232,138	\$286,279	\$368,000	12
	Total Cash	\$272,489	\$316,222	\$437,958	\$719,093	12
	Total Direct	\$281,859	\$376,515	\$556,507	\$819,542	12
	Short Term Incentive (%)	28%	38%	53%	95%	12
	Long Term Incentive (%)	0%	25%	39%	62%	12
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	28
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	28
	Base Salary	\$236,260	\$300,983	\$350,500	\$391,301	28
	Total Cash	\$319,564	\$475,152	\$623,212	\$1,043,339	28
	Total Direct	\$417,646	\$601,107	\$875,226	\$1,157,559	28
	Short Term Incentive (%)	30%	51%	83%	160%	28
	Long Term Incentive (%)	20%	50%	76%	99%	28
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	17
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	17
	Base Salary	\$393,462	\$435,909	\$500,000	\$503,333	17
	Total Cash	\$643,462	\$774,510	\$1,175,492	\$1,483,925	17
	Total Direct	\$899,162	\$1,477,261	\$2,011,889	\$2,390,564	17
	Short Term Incentive (%)	59%	106%	199%	278%	17
	Long Term Incentive (%)	45%	66%	123%	436%	17

Chief Operating Officer – financials

Directs and controls the organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. Oversees the designed, operation and improvement of the system that creates and delivers the organization's products or services. Ensures the achievement of short- and long- range goals for operations, human resources, financial performance and growth.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	7
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	7
	Base Salary	\$205,758	\$315,084	\$345,042	\$385,000	7
	Total Cash	\$297,822	\$315,084	\$514,142	\$725,116	7
	Total Direct	\$315,084	\$348,336	\$594,089	\$924,682	7
	Short Term Incentive (%)	7%	43%	62%	86%	7
	Long Term Incentive (%)	0%	23%	27%	53%	7
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	12
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	12
	Base Salary	\$304,996	\$354,973	\$417,500	\$470,000	12
	Total Cash	\$492,737	\$605,874	\$756,777	\$1,060,754	12
	Total Direct	\$672,115	\$924,588	\$1,159,899	\$1,313,780	12
	Short Term Incentive (%)	52%	71%	89%	121%	12
	Long Term Incentive (%)	19%	30%	109%	126%	12
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	9
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	9
	Base Salary	\$259,823	\$550,000	\$675,000	\$707,063	9
	Total Cash	\$361,715	\$1,434,375	\$1,872,842	\$2,739,527	9
	Total Direct	\$885,294	\$1,861,716	\$3,530,076	\$4,937,277	9
	Short Term Incentive (%)	59%	113%	178%	281%	9
	Long Term Incentive (%)	41%	63%	196%	665%	9

2nd highest paid – financials

Second highest paid executive according to base salary. Common 2nd highest paid positions include: Chief Financial Officer, Chief Operating Officer and President.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	11
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	11
	Base Salary	\$254,674	\$289,111	\$345,042	\$400,000	11
	Total Cash	\$338,181	\$387,337	\$571,588	\$808,390	11
	Total Direct	\$392,610	\$417,871	\$707,781	\$1,063,221	11
	Short Term Incentive (%)	35%	41%	63%	98%	11
	Long Term Incentive (%)	0%	25%	31%	57%	11
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	27
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	27
	Base Salary	\$300,300	\$350,000	\$407,654	\$475,385	27
	Total Cash	\$450,000	\$550,308	\$761,006	\$1,116,213	27
	Total Direct	\$532,386	\$759,780	\$1,110,200	\$1,401,251	27
	Short Term Incentive (%)	45%	63%	82%	179%	27
	Long Term Incentive (%)	0%	42%	85%	135%	27
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	17
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	17
	Base Salary	\$484,135	\$508,333	\$673,921	\$706,500	17
	Total Cash	\$808,294	\$1,196,900	\$1,811,421	\$3,683,750	17
	Total Direct	\$1,450,410	\$1,809,345	\$3,470,677	\$5,524,205	17
	Short Term Incentive (%)	54%	135%	214%	456%	17
	Long Term Incentive (%)	64%	122%	193%	269%	17

3rd highest paid – financials

Third highest paid executive according to base salary. Common 3rd highest paid positions include: Chief Lending Officer, Chief Credit Officer, General Counsel and Secretary.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	11
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	11
	Base Salary	\$212,464	\$265,108	\$310,042	\$375,000	11
	Total Cash	\$311,300	\$330,967	\$447,197	\$742,991	11
	Total Direct	\$355,502	\$396,238	\$561,730	\$832,323	11
	Short Term Incentive (%)	32%	47%	57%	98%	11
	Long Term Incentive (%)	0%	24%	42%	63%	11
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	28
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	28
	Base Salary	\$268,112	\$309,550	\$366,400	\$396,713	28
	Total Cash	\$364,255	\$495,465	\$633,692	\$1,065,551	28
	Total Direct	\$481,158	\$649,990	\$967,834	\$1,451,917	28
	Short Term Incentive (%)	36%	53%	86%	167%	28
	Long Term Incentive (%)	20%	43%	77%	124%	28
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	13
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	13
	Base Salary	\$395,000	\$425,000	\$500,000	\$770,250	13
	Total Cash	\$757,874	\$1,001,339	\$2,235,141	\$2,344,527	13
	Total Direct	\$905,000	\$1,422,703	\$2,459,175	\$4,018,048	13
	Short Term Incentive (%)	92%	129%	181%	535%	13
	Long Term Incentive (%)	41%	61%	141%	0%	13

4th highest paid – financials

Fourth highest paid executive according to base salary. Common 4th highest paid positions include: Chief Risk Officer, Executive Vice President – Retail Banking and Senior Vice President – Administration / Operations.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	10
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	10
	Base Salary	\$172,265	\$209,843	\$230,628	\$273,606	10
	Total Cash	\$228,088	\$279,401	\$301,452	\$350,656	10
	Total Direct	\$276,427	\$322,190	\$349,572	\$489,492	10
	Short Term Incentive (%)	23%	35%	41%	57%	10
	Long Term Incentive (%)	0%	28%	46%	57%	10
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	24
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	24
	Base Salary	\$269,605	\$285,500	\$327,500	\$348,360	24
	Total Cash	\$353,161	\$420,239	\$580,101	\$873,475	24
	Total Direct	\$442,999	\$599,609	\$783,659	\$1,086,663	24
	Short Term Incentive (%)	33%	51%	80%	182%	24
	Long Term Incentive (%)	20%	45%	71%	108%	24
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	14
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	14
	Base Salary	\$321,611	\$367,565	\$433,654	\$488,570	14
	Total Cash	\$553,539	\$617,565	\$972,767	\$1,411,575	14
	Total Direct	\$703,865	\$969,446	\$1,623,775	\$2,586,631	14
	Short Term Incentive (%)	62%	82%	129%	298%	14
	Long Term Incentive (%)	17%	46%	78%	487%	14

5th highest paid – financials

Fifth highest paid executive according to base salary. Common 5th highest paid positions include: Regional Executive, Senior Vice President – Retail and Executive Vice President – Human Resources.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	7
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	7
	Base Salary	\$153,478	\$171,186	\$194,808	\$216,774	7
	Total Cash	\$196,985	\$220,500	\$268,351	\$294,150	7
	Total Direct	\$199,991	\$261,167	\$304,528	\$317,790	7
	Short Term Incentive (%)	23%	35%	36%	39%	7
	Long Term Incentive (%)	0%	0%	20%	37%	7
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	22
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	22
	Base Salary	\$221,223	\$258,750	\$272,754	\$311,319	22
	Total Cash	\$297,825	\$363,309	\$534,346	\$704,250	22
	Total Direct	\$342,978	\$477,749	\$673,880	\$867,628	22
	Short Term Incentive (%)	32%	40%	73%	117%	22
	Long Term Incentive (%)	18%	25%	54%	94%	22
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	16
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	16
	Base Salary	\$297,831	\$347,813	\$443,090	\$495,846	16
	Total Cash	\$470,523	\$663,123	\$977,175	\$1,268,750	16
	Total Direct	\$533,351	\$1,030,569	\$1,384,463	\$2,239,504	16
	Short Term Incentive (%)	48%	71%	115%	198%	16
	Long Term Incentive (%)	20%	41%	119%	306%	16

Chairman of the Board

Responsible for leading the Board of Directors. This individual provides leadership to an organization's officer and executive team, and ensures the organization is fulfilling its duties to their shareholders.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$68.7	\$73.0	\$90.7	\$95.7	7
	Assets (Millions)	\$1,553.1	\$1,854.3	\$2,191.3	\$3,092.3	7
	Annual Retainer Compensation	\$35,750	\$60,000	\$82,500	\$112,000	7
	Cash Compensation	ISD	ISD	ISD	ISD	7
	Equity Compensation	ISD	ISD	ISD	ISD	7
	Total Compensation	\$53,250	\$70,000	\$106,750	\$154,400	7
\$100M - \$500M	Revenue (Millions)	\$146.0	\$177.0	\$244.2	\$327.6	16
	Assets (Millions)	\$2,477.6	\$4,006.4	\$4,818.1	\$7,491.7	16
	Annual Retainer Compensation	\$35,910	\$53,668	\$112,750	\$137,500	16
	Cash Compensation	ISD	ISD	ISD	ISD	16
	Equity Compensation	\$26,280	\$50,000	\$91,430	\$135,000	16
	Total Compensation	\$64,348	\$123,930	\$162,620	\$222,500	16
\$500M +	Revenue (Millions)	\$830.7	\$1,029.3	\$1,192.1	\$2,424.8	8
	Assets (Millions)	\$3,175.0	\$5,562.6	\$23,174.7	\$38,729.5	8
	Annual Retainer Compensation	\$55,000	\$100,000	\$145,000	\$193,200	8
	Cash Compensation	ISD	ISD	ISD	ISD	8
	Equity Compensation	ISD	ISD	ISD	ISD	8
	Total Compensation	\$88,000	\$220,000	\$265,000	\$349,000	8

**Russell 2000 Index –
Healthcare**



Chief Executive Officer – healthcare

Top executive for the organization. Responsible for the overall success and creation of shareholder value. Manages the profitability and growth of the organization. Develops and establishes long-range plans and strategies, and represents the organization to external constituents, authorities, and the public. Reports to the Board of Directors.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	25
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	25
	Base Salary	\$425,000	\$523,551	\$549,016	\$578,430	25
	Total Cash	\$638,571	\$775,600	\$859,447	\$926,209	25
	Total Direct	\$742,500	\$1,813,265	\$2,939,129	\$3,525,397	25
	Short Term Incentive (%)	39%	50%	69%	78%	25
	Long Term Incentive (%)	0%	214%	435%	475%	25
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	13
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	13
	Base Salary	\$558,846	\$600,000	\$618,000	\$645,000	13
	Total Cash	\$875,000	\$1,118,750	\$1,206,733	\$1,310,643	13
	Total Direct	\$1,545,460	\$2,700,321	\$3,626,971	\$5,231,231	13
	Short Term Incentive (%)	57%	70%	86%	120%	13
	Long Term Incentive (%)	63%	257%	435%	1012%	13
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	15
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	15
	Base Salary	\$745,443	\$866,499	\$903,890	\$1,014,957	15
	Total Cash	\$1,026,127	\$1,784,406	\$2,259,382	\$2,302,427	15
	Total Direct	\$2,325,774	\$3,638,586	\$5,662,246	\$6,617,553	15
	Short Term Incentive (%)	35%	89%	163%	166%	15
	Long Term Incentive (%)	154%	240%	399%	505%	15

Chief Financial Officer – healthcare

Establishes, implements and maintains the financial plans and policies of the organization, including fiscal controls, preparation and interpretation of financial reports, and safeguarding of the organization's assets. Develops and maintains overall accounting policies and controls. Establishes and maintains good corporate relations with the investments and banking communities. Assists in long-range planning and advises management on financial affairs. May manage one or more significant staff functions, but primary focus is the management of the organization's finances.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	22
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	22
	Base Salary	\$325,811	\$339,615	\$359,214	\$386,070	22
	Total Cash	\$394,196	\$458,708	\$514,305	\$583,072	22
	Total Direct	\$465,144	\$755,957	\$1,158,100	\$1,349,868	22
	Short Term Incentive (%)	31%	36%	43%	50%	22
	Long Term Incentive (%)	0%	98%	218%	375%	22
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	14
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	14
	Base Salary	\$341,870	\$371,904	\$424,043	\$446,540	14
	Total Cash	\$496,728	\$575,373	\$670,284	\$737,542	14
	Total Direct	\$723,936	\$977,198	\$1,621,683	\$1,804,407	14
	Short Term Incentive (%)	39%	44%	65%	92%	14
	Long Term Incentive (%)	67%	157%	230%	321%	14
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	13
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	13
	Base Salary	\$436,450	\$471,154	\$490,054	\$634,608	13
	Total Cash	\$564,443	\$647,751	\$947,271	\$1,107,992	13
	Total Direct	\$1,092,618	\$1,617,648	\$2,109,051	\$2,379,522	13
	Short Term Incentive (%)	22%	34%	83%	114%	13
	Long Term Incentive (%)	128%	184%	230%	310%	13

Chief Operating Officer – healthcare

Directs and controls the organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. Oversees the designed, operation and improvement of the system that creates and delivers the organization's products or services. Ensures the achievement of short- and long- range goals for operations, human resources, financial performance and growth.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	10
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	10
	Base Salary	\$322,753	\$375,250	\$401,558	\$430,961	10
	Total Cash	\$446,130	\$469,122	\$569,285	\$663,210	10
	Total Direct	\$557,095	\$736,939	\$1,216,076	\$2,315,210	10
	Short Term Incentive (%)	25%	34%	49%	63%	10
	Long Term Incentive (%)	4%	87%	291%	1154%	10
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	5
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	5
	Base Salary	\$345,000	\$407,877	\$429,292	\$455,467	5
	Total Cash	\$463,126	\$562,917	\$622,473	\$867,914	5
	Total Direct	\$663,276	\$1,307,664	\$2,320,185	\$2,986,653	5
	Short Term Incentive (%)	38%	43%	45%	89%	5
	Long Term Incentive (%)	68%	183%	272%	502%	5
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	5
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	5
	Base Salary	\$482,125	\$622,263	\$646,725	\$651,694	5
	Total Cash	\$939,663	\$1,167,321	\$1,293,450	\$1,374,559	5
	Total Direct	\$1,293,450	\$2,015,678	\$2,392,764	\$2,554,003	5
	Short Term Incentive (%)	51%	100%	118%	133%	5
	Long Term Incentive (%)	51%	147%	173%	255%	5

2nd highest paid – healthcare

Second highest paid executive according to base salary. Common 2nd highest paid positions include: Chief Financial Officer, Chief Operating Officer, Chief Medical Officer and President.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	28
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	28
	Base Salary	\$281,414	\$359,349	\$411,625	\$444,416	28
	Total Cash	\$372,849	\$477,258	\$585,799	\$653,822	28
	Total Direct	\$525,596	\$726,659	\$1,584,262	\$2,517,643	28
	Short Term Incentive (%)	30%	35%	48%	58%	28
	Long Term Incentive (%)	0%	114%	387%	564%	28
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	12
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	12
	Base Salary	\$337,631	\$389,167	\$442,350	\$556,900	12
	Total Cash	\$548,055	\$596,673	\$655,605	\$942,745	12
	Total Direct	\$850,136	\$1,385,837	\$2,143,284	\$3,381,177	12
	Short Term Incentive (%)	41%	48%	68%	97%	12
	Long Term Incentive (%)	125%	187%	240%	614%	12
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	14
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	14
	Base Salary	\$452,289	\$483,313	\$641,761	\$803,051	14
	Total Cash	\$577,376	\$910,632	\$1,304,724	\$1,677,674	14
	Total Direct	\$1,166,757	\$1,892,867	\$2,301,461	\$2,580,876	14
	Short Term Incentive (%)	27%	61%	114%	139%	14
	Long Term Incentive (%)	125%	164%	199%	287%	14

3rd highest paid – healthcare

Third highest paid executive according to base salary. Common 3rd highest paid positions include: Chief Technology Officer, Chief Scientific Officer, Chief Development Officer and President of R&D.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	27
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	27
	Base Salary	\$285,570	\$355,354	\$394,870	\$410,084	27
	Total Cash	\$399,482	\$466,542	\$563,557	\$609,883	27
	Total Direct	\$458,342	\$807,862	\$1,302,064	\$2,515,740	27
	Short Term Incentive (%)	30%	39%	49%	54%	27
	Long Term Incentive (%)	0%	105%	276%	702%	27
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	15
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	15
	Base Salary	\$347,861	\$378,750	\$421,439	\$464,365	15
	Total Cash	\$450,062	\$515,118	\$680,769	\$763,298	15
	Total Direct	\$612,357	\$959,998	\$1,592,265	\$1,798,885	15
	Short Term Incentive (%)	37%	42%	53%	88%	15
	Long Term Incentive (%)	61%	149%	234%	323%	15
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	12
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	12
	Base Salary	\$392,060	\$407,008	\$460,014	\$742,841	12
	Total Cash	\$473,987	\$625,694	\$936,462	\$1,089,227	12
	Total Direct	\$898,009	\$1,199,490	\$1,633,964	\$2,312,993	12
	Short Term Incentive (%)	17%	49%	101%	116%	12
	Long Term Incentive (%)	81%	114%	214%	319%	12

4th highest paid – healthcare

Fourth highest paid executive according to base salary. Common 4th highest paid positions include: General Counsel, Secretary, Senior Vice President – Administration and Vice President – Finance.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	15
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	15
	Base Salary	\$315,584	\$340,000	\$377,500	\$446,170	15
	Total Cash	\$407,100	\$463,975	\$538,042	\$747,667	15
	Total Direct	\$628,323	\$1,202,793	\$1,582,718	\$2,636,352	15
	Short Term Incentive (%)	32%	39%	45%	56%	15
	Long Term Incentive (%)	119%	221%	318%	500%	15
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	13
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	13
	Base Salary	\$325,000	\$338,106	\$362,708	\$434,204	13
	Total Cash	\$425,829	\$494,356	\$520,466	\$669,726	13
	Total Direct	\$608,446	\$709,616	\$1,466,489	\$1,648,130	13
	Short Term Incentive (%)	35%	42%	50%	60%	13
	Long Term Incentive (%)	55%	116%	222%	330%	13
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	10
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	10
	Base Salary	\$336,250	\$381,300	\$439,726	\$509,899	10
	Total Cash	\$429,268	\$570,514	\$799,880	\$978,284	10
	Total Direct	\$665,129	\$879,227	\$1,300,448	\$1,812,385	10
	Short Term Incentive (%)	20%	38%	65%	107%	10
	Long Term Incentive (%)	54%	81%	132%	179%	10

5th highest paid – healthcare

Fifth highest paid executive according to base salary. Common 5th highest paid positions include: Chief Clinical Officer, Chief Business Officer, Senior Vice President – Finance and Vice President – US Operations.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	12
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	12
	Base Salary	\$322,218	\$345,950	\$371,850	\$383,320	12
	Total Cash	\$449,079	\$465,418	\$594,206	\$611,705	12
	Total Direct	\$781,197	\$1,025,692	\$1,494,712	\$2,748,110	12
	Short Term Incentive (%)	32%	41%	50%	63%	12
	Long Term Incentive (%)	112%	160%	297%	562%	12
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	10
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	10
	Base Salary	\$302,917	\$324,509	\$343,845	\$389,700	10
	Total Cash	\$360,612	\$477,330	\$517,791	\$577,504	10
	Total Direct	\$574,363	\$629,622	\$955,220	\$1,099,429	10
	Short Term Incentive (%)	26%	42%	58%	64%	10
	Long Term Incentive (%)	26%	129%	161%	213%	10
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	8
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	8
	Base Salary	\$298,333	\$321,506	\$392,510	\$427,142	8
	Total Cash	\$362,645	\$576,229	\$586,213	\$613,971	8
	Total Direct	\$689,466	\$928,627	\$1,032,846	\$1,097,041	8
	Short Term Incentive (%)	13%	43%	61%	88%	8
	Long Term Incentive (%)	69%	98%	124%	147%	8

Chairman of the Board

Responsible for leading the Board of Directors. This individual provides leadership to an organization's officer and executive team, and ensures the organization is fulfilling its duties to their shareholders.

		P25	P50	P75	P90	# of Participants
\$0 - \$100M	Revenue (Millions)	\$0.0	\$5.4	\$17.3	\$75.9	17
	Assets (Millions)	\$67.5	\$113.2	\$248.3	\$391.5	17
	Annual Retainer Compensation	\$57,500	\$72,500	\$80,000	\$82,500	17
	Cash Compensation	ISD	ISD	ISD	ISD	17
	Equity Compensation	\$83,500	\$95,465	\$138,251	\$201,479	17
	Total Compensation	\$141,197	\$165,465	\$214,934	\$269,479	17
\$100M - \$500M	Revenue (Millions)	\$160.1	\$279.8	\$356.5	\$444.0	9
	Assets (Millions)	\$301.9	\$386.1	\$628.2	\$763.9	9
	Annual Retainer Compensation	\$69,500	\$90,000	\$95,000	\$98,000	9
	Cash Compensation	ISD	ISD	ISD	ISD	9
	Equity Compensation	\$106,013	\$133,113	\$192,589	\$240,627	9
	Total Compensation	\$165,000	\$222,000	\$262,618	\$316,152	9
\$500M +	Revenue (Millions)	\$720.1	\$1,047.5	\$2,119.0	\$7,028.0	8
	Assets (Millions)	\$903.7	\$2,071.8	\$2,290.6	\$2,636.9	8
	Annual Retainer Compensation	\$107,500	\$150,000	\$192,500	\$212,000	8
	Cash Compensation	ISD	ISD	ISD	ISD	8
	Equity Compensation	\$95,000	\$105,000	\$159,990	\$178,000	8
	Total Compensation	\$222,750	\$265,051	\$300,250	\$328,000	8



Russell 2000 Index – Industrials



Chief Executive Officer – industrials

Top executive for the organization. Responsible for the overall success and creation of shareholder value. Manages the profitability and growth of the organization. Develops and establishes long-range plans and strategies, and represents the organization to external constituents, authorities, and the public. Reports to the Board of Directors.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	22
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	22
	Base Salary	\$400,000	\$486,667	\$598,077	\$689,680	22
	Total Cash	\$520,000	\$1,038,150	\$1,661,600	\$1,720,091	22
	Total Direct	\$799,689	\$1,528,245	\$2,312,701	\$3,037,722	22
	Short Term Incentive (%)	21%	94%	133%	248%	22
	Long Term Incentive (%)	32%	78%	196%	281%	22
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	17
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	17
	Base Salary	\$615,000	\$694,458	\$809,692	\$852,496	17
	Total Cash	\$861,239	\$1,470,103	\$1,547,878	\$1,914,155	17
	Total Direct	\$2,235,322	\$3,232,358	\$3,895,860	\$4,282,764	17
	Short Term Incentive (%)	52%	105%	123%	173%	17
	Long Term Incentive (%)	164%	217%	314%	409%	17
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	22
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	22
	Base Salary	\$761,178	\$842,500	\$941,827	\$998,598	22
	Total Cash	\$1,090,124	\$1,899,471	\$2,285,624	\$2,751,910	22
	Total Direct	\$2,712,116	\$4,009,574	\$5,091,929	\$5,817,004	22
	Short Term Incentive (%)	60%	114%	165%	194%	22
	Long Term Incentive (%)	120%	242%	330%	453%	22

Chief Financial Officer – industrials

Establishes, implements and maintains the financial plans and policies of the organization, including fiscal controls, preparation and interpretation of financial reports, and safeguarding of the organization's assets. Develops and maintains overall accounting policies and controls. Establishes and maintains good corporate relations with the investments and banking communities. Assists in long-range planning and advises management on financial affairs. May manage one or more significant staff functions, but primary focus is the management of the organization's finances.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	22
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	22
	Base Salary	\$273,778	\$303,310	\$350,003	\$394,156	22
	Total Cash	\$328,645	\$494,240	\$631,816	\$818,148	22
	Total Direct	\$411,366	\$653,495	\$930,742	\$1,753,398	22
	Short Term Incentive (%)	19%	58%	94%	122%	22
	Long Term Incentive (%)	33%	48%	94%	215%	22
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	17
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	17
	Base Salary	\$335,577	\$388,550	\$461,000	\$498,856	17
	Total Cash	\$420,024	\$635,561	\$734,680	\$839,025	17
	Total Direct	\$730,348	\$1,068,843	\$1,336,608	\$1,596,112	17
	Short Term Incentive (%)	24%	68%	104%	111%	17
	Long Term Incentive (%)	55%	110%	163%	203%	17
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	22
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	22
	Base Salary	\$396,703	\$442,070	\$508,750	\$529,740	22
	Total Cash	\$604,737	\$748,028	\$1,025,253	\$1,288,708	22
	Total Direct	\$936,057	\$1,387,316	\$1,929,656	\$2,164,488	22
	Short Term Incentive (%)	44%	89%	116%	177%	22
	Long Term Incentive (%)	72%	143%	186%	214%	22

Chief Operating Officer – industrials

Directs and controls the organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. Oversees the designed, operation and improvement of the system that creates and delivers the organization's products or services. Ensures the achievement of short- and long- range goals for operations, human resources, financial performance and growth.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	8
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	8
	Base Salary	\$338,164	\$392,676	\$402,335	\$408,748	8
	Total Cash	\$679,141	\$790,030	\$851,438	\$1,198,724	8
	Total Direct	\$849,917	\$1,257,610	\$1,464,186	\$2,283,014	8
	Short Term Incentive (%)	77%	100%	139%	227%	8
	Long Term Incentive (%)	36%	83%	113%	338%	8
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	3
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	3
	Base Salary	ISD	ISD	ISD	ISD	3
	Total Cash	ISD	ISD	ISD	ISD	3
	Total Direct	ISD	ISD	ISD	ISD	3
	Short Term Incentive (%)	ISD	ISD	ISD	ISD	3
	Long Term Incentive (%)	ISD	ISD	ISD	ISD	3
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	9
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	9
	Base Salary	\$475,000	\$625,000	\$655,000	\$684,000	9
	Total Cash	\$807,206	\$1,055,495	\$1,352,968	\$1,536,038	9
	Total Direct	\$1,629,513	\$2,366,911	\$2,576,594	\$2,841,884	9
	Short Term Incentive (%)	62%	77%	129%	162%	9
	Long Term Incentive (%)	149%	191%	214%	255%	9

2nd highest paid – industrials

Second highest paid executive according to base salary. Common 2nd highest paid positions include: Chief Financial Officer, Chief Operating Officer and President.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	20
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	20
	Base Salary	\$286,595	\$355,762	\$396,965	\$433,000	20
	Total Cash	\$341,029	\$525,041	\$799,136	\$1,139,086	20
	Total Direct	\$453,671	\$745,575	\$1,362,264	\$1,734,819	20
	Short Term Incentive (%)	19%	66%	99%	141%	20
	Long Term Incentive (%)	16%	48%	98%	124%	20
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	15
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	15
	Base Salary	\$386,323	\$431,277	\$515,770	\$561,667	15
	Total Cash	\$635,023	\$718,431	\$780,957	\$1,046,334	15
	Total Direct	\$1,004,372	\$1,286,170	\$1,400,766	\$1,856,894	15
	Short Term Incentive (%)	40%	79%	108%	148%	15
	Long Term Incentive (%)	83%	127%	167%	258%	15
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	18
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	18
	Base Salary	\$458,261	\$511,589	\$568,957	\$671,500	18
	Total Cash	\$702,705	\$1,029,560	\$1,220,947	\$1,434,578	18
	Total Direct	\$1,396,705	\$1,828,976	\$2,413,179	\$2,959,705	18
	Short Term Incentive (%)	64%	86%	118%	163%	18
	Long Term Incentive (%)	115%	144%	215%	331%	18

3rd highest paid – industrials

Third highest paid executive according to base salary. Common 3rd highest paid positions include: Senior Vice President – Operations, Vice President – Marketing, Corporate Secretary and General Manager.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	19
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	19
	Base Salary	\$225,976	\$303,374	\$337,750	\$350,935	19
	Total Cash	\$285,542	\$494,251	\$596,956	\$792,157	19
	Total Direct	\$360,107	\$515,056	\$902,222	\$1,757,721	19
	Short Term Incentive (%)	7%	71%	124%	144%	19
	Long Term Incentive (%)	27%	42%	92%	280%	19
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	14
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	14
	Base Salary	\$350,236	\$365,405	\$460,300	\$505,499	14
	Total Cash	\$517,276	\$659,982	\$695,448	\$886,776	14
	Total Direct	\$811,328	\$983,928	\$1,587,076	\$1,939,125	14
	Short Term Incentive (%)	25%	64%	90%	105%	14
	Long Term Incentive (%)	59%	113%	158%	221%	14
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	17
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	17
	Base Salary	\$368,445	\$442,854	\$475,000	\$597,252	17
	Total Cash	\$587,561	\$782,325	\$850,000	\$1,154,234	17
	Total Direct	\$947,263	\$1,381,880	\$1,828,143	\$2,250,790	17
	Short Term Incentive (%)	35%	74%	89%	129%	17
	Long Term Incentive (%)	93%	141%	188%	225%	17

4th highest paid – industrials

Fourth highest paid executive according to base salary. Common 4th highest paid positions include: Vice President of Finance, Controller, Vice President – Human Resources and General Counsel.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	17
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	17
	Base Salary	\$202,796	\$267,318	\$300,000	\$316,103	17
	Total Cash	\$263,219	\$358,518	\$507,000	\$570,591	17
	Total Direct	\$309,839	\$464,098	\$682,297	\$731,887	17
	Short Term Incentive (%)	14%	65%	74%	79%	17
	Long Term Incentive (%)	12%	38%	59%	80%	17
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	13
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	13
	Base Salary	\$277,129	\$365,000	\$387,090	\$398,333	13
	Total Cash	\$445,348	\$484,231	\$646,498	\$677,625	13
	Total Direct	\$608,560	\$697,151	\$980,445	\$1,341,169	13
	Short Term Incentive (%)	24%	60%	73%	96%	13
	Long Term Incentive (%)	43%	61%	125%	168%	13
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	14
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	14
	Base Salary	\$348,875	\$400,853	\$425,975	\$463,941	14
	Total Cash	\$436,827	\$623,316	\$745,358	\$869,919	14
	Total Direct	\$768,021	\$956,555	\$1,197,493	\$1,550,965	14
	Short Term Incentive (%)	19%	65%	92%	136%	14
	Long Term Incentive (%)	69%	96%	150%	173%	14

5th highest paid – industrials

Fifth highest paid executive according to base salary. Common 5th highest paid positions include: Chief Strategy Officer, Vice President – Sales, Division Senior Vice President and Executive Vice President.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	11
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	11
	Base Salary	\$198,565	\$253,764	\$278,765	\$285,282	11
	Total Cash	\$269,523	\$337,463	\$408,743	\$501,434	11
	Total Direct	\$287,990	\$391,584	\$485,959	\$617,604	11
	Short Term Incentive (%)	0%	50%	73%	85%	11
	Long Term Incentive (%)	0%	24%	35%	53%	11
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	13
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	13
	Base Salary	\$300,000	\$337,000	\$363,102	\$384,549	13
	Total Cash	\$405,000	\$466,511	\$555,217	\$569,384	13
	Total Direct	\$548,314	\$672,760	\$772,947	\$815,680	13
	Short Term Incentive (%)	20%	50%	68%	80%	13
	Long Term Incentive (%)	32%	49%	70%	76%	13
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	17
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	17
	Base Salary	\$295,673	\$357,477	\$395,604	\$506,244	17
	Total Cash	\$448,674	\$583,021	\$629,817	\$719,632	17
	Total Direct	\$596,522	\$922,489	\$1,011,474	\$1,222,394	17
	Short Term Incentive (%)	21%	65%	87%	101%	17
	Long Term Incentive (%)	49%	71%	103%	157%	17

Chairman of the Board

Responsible for leading the Board of Directors. This individual provides leadership to an organization's officer and executive team, and ensures the organization is fulfilling its duties to their shareholders.

		P25	P50	P75	P90	# of Participants
\$0 - \$750M	Revenue (Millions)	\$322.2	\$419.4	\$578.2	\$639.1	9
	Assets (Millions)	\$217.1	\$447.7	\$634.7	\$1,343.4	9
	Annual Retainer Compensation	\$50,000	\$75,000	\$110,000	\$156,000	9
	Cash Compensation	ISD	ISD	ISD	ISD	9
	Equity Compensation	\$65,500	\$80,250	\$121,250	\$190,415	9
	Total Compensation	\$120,000	\$160,500	\$285,000	\$330,440	9
\$750M - \$1.5B	Revenue (Millions)	\$962.1	\$1,149.4	\$1,196.7	\$1,318.9	12
	Assets (Millions)	\$592.7	\$1,062.7	\$1,546.7	\$1,846.7	12
	Annual Retainer Compensation	\$73,750	\$127,500	\$189,375	\$199,500	12
	Cash Compensation	ISD	ISD	ISD	ISD	12
	Equity Compensation	\$88,120	\$99,989	\$140,000	\$280,279	12
	Total Compensation	\$176,234	\$207,490	\$280,000	\$479,500	12
\$1.5B +	Revenue (Millions)	\$1,811.1	\$2,426.2	\$3,053.3	\$4,179.0	13
	Assets (Millions)	\$1,517.8	\$1,899.3	\$2,095.1	\$2,603.0	13
	Annual Retainer Compensation	\$120,000	\$125,000	\$135,000	\$183,000	13
	Cash Compensation	\$12,000	\$12,000	\$12,000	\$12,900	13
	Equity Compensation	\$123,750	\$135,000	\$168,000	\$198,000	13
	Total Compensation	\$250,000	\$294,300	\$305,000	\$370,000	13

**Russell 2000 Index –
Information Technology**



Chief Executive Officer – information technology

Top executive for the organization. Responsible for the overall success and creation of shareholder value. Manages the profitability and growth of the organization. Develops and establishes long-range plans and strategies, and represents the organization to external constituents, authorities, and the public. Reports to the Board of Directors.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Base Salary	\$362,191	\$409,750	\$496,672	\$501,158	15
	Total Cash	\$613,374	\$702,697	\$795,950	\$893,554	15
	Total Direct	\$1,001,436	\$1,355,385	\$1,983,696	\$4,067,176	15
	Short Term Incentive (%)	40%	85%	103%	112%	15
	Long Term Incentive (%)	87%	151%	254%	753%	15
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Base Salary	\$488,500	\$516,635	\$618,750	\$685,668	18
	Total Cash	\$813,719	\$1,092,152	\$1,287,385	\$1,390,923	18
	Total Direct	\$2,095,633	\$2,597,048	\$3,544,889	\$4,918,890	18
	Short Term Incentive (%)	84%	102%	118%	140%	18
	Long Term Incentive (%)	221%	273%	426%	739%	18
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Base Salary	\$650,000	\$700,481	\$851,452	\$1,019,231	16
	Total Cash	\$1,309,391	\$1,511,250	\$1,776,457	\$2,379,344	16
	Total Direct	\$2,915,483	\$3,556,377	\$4,918,114	\$5,478,900	16
	Short Term Incentive (%)	76%	102%	126%	196%	16
	Long Term Incentive (%)	173%	320%	417%	471%	16

Chief Financial Officer – information technology

Establishes, implements and maintains the financial plans and policies of the organization, including fiscal controls, preparation and interpretation of financial reports, and safeguarding of the organization's assets. Develops and maintains overall accounting policies and controls. Establishes and maintains good corporate relations with the investments and banking communities. Assists in long-range planning and advises management on financial affairs. May manage one or more significant staff functions, but primary focus is the management of the organization's finances.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Base Salary	\$287,500	\$313,804	\$344,378	\$363,813	15
	Total Cash	\$385,130	\$437,430	\$552,144	\$585,056	15
	Total Direct	\$486,812	\$862,548	\$1,021,499	\$1,609,691	15
	Short Term Incentive (%)	24%	48%	69%	75%	15
	Long Term Incentive (%)	0%	86%	167%	307%	15
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Base Salary	\$326,969	\$355,577	\$399,089	\$454,170	18
	Total Cash	\$460,927	\$583,399	\$702,026	\$761,316	18
	Total Direct	\$1,117,269	\$1,547,468	\$1,885,469	\$2,430,656	18
	Short Term Incentive (%)	45%	63%	74%	97%	18
	Long Term Incentive (%)	124%	273%	361%	401%	18
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Base Salary	\$310,000	\$398,189	\$403,269	\$417,642	17
	Total Cash	\$468,318	\$666,048	\$773,189	\$846,040	17
	Total Direct	\$899,091	\$1,396,503	\$1,717,052	\$2,272,529	17
	Short Term Incentive (%)	54%	75%	94%	142%	17
	Long Term Incentive (%)	101%	160%	272%	379%	17

Chief Operating Officer – information technology

Directs and controls the organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. Oversees the designed, operation and improvement of the system that creates and delivers the organization's products or services. Ensures the achievement of short- and long- range goals for operations, human resources, financial performance and growth.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Base Salary	ISD	ISD	ISD	ISD	4
	Total Cash	ISD	ISD	ISD	ISD	4
	Total Direct	ISD	ISD	ISD	ISD	4
	Short Term Incentive (%)	ISD	ISD	ISD	ISD	4
	Long Term Incentive (%)	ISD	ISD	ISD	ISD	4
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Base Salary	\$302,382	\$322,625	\$427,116	\$454,208	7
	Total Cash	\$480,174	\$509,060	\$754,570	\$823,749	7
	Total Direct	\$777,110	\$863,446	\$1,296,460	\$1,885,892	7
	Short Term Incentive (%)	30%	67%	92%	111%	7
	Long Term Incentive (%)	93%	122%	177%	292%	7
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Base Salary	\$262,290	\$378,750	\$431,010	\$589,563	6
	Total Cash	\$605,351	\$789,889	\$1,069,908	\$1,346,845	6
	Total Direct	\$892,367	\$1,334,279	\$1,601,074	\$1,927,900	6
	Short Term Incentive (%)	84%	89%	104%	255%	6
	Long Term Incentive (%)	76%	126%	201%	246%	6

2nd highest paid – information technology

Second highest paid executive according to base salary. Common 2nd highest paid positions include: Chief Financial Officer, Chief Operating Officer and President.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Base Salary	\$292,511	\$333,728	\$354,259	\$371,509	14
	Total Cash	\$372,327	\$430,927	\$559,479	\$597,942	14
	Total Direct	\$541,741	\$863,935	\$1,071,272	\$1,321,432	14
	Short Term Incentive (%)	17%	56%	71%	84%	14
	Long Term Incentive (%)	33%	93%	176%	253%	14
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Base Salary	\$331,595	\$381,100	\$432,750	\$464,831	19
	Total Cash	\$552,561	\$645,716	\$757,967	\$996,072	19
	Total Direct	\$1,095,076	\$1,522,001	\$2,040,649	\$2,446,784	19
	Short Term Incentive (%)	51%	69%	99%	108%	19
	Long Term Incentive (%)	118%	248%	382%	397%	19
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Base Salary	\$432,198	\$500,000	\$579,735	\$727,560	13
	Total Cash	\$702,781	\$937,971	\$1,528,986	\$1,635,876	13
	Total Direct	\$1,702,193	\$1,944,710	\$2,445,751	\$2,673,850	13
	Short Term Incentive (%)	59%	84%	137%	191%	13
	Long Term Incentive (%)	93%	200%	375%	471%	13

3rd highest paid – information technology

Third highest paid executive according to base salary. Common 3rd highest paid positions include: Chief Product Officer, Senior Vice President – Sales, General Counsel and Secretary.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Base Salary	\$232,944	\$300,875	\$322,951	\$354,625	14
	Total Cash	\$287,234	\$423,632	\$534,770	\$563,348	14
	Total Direct	\$407,052	\$611,952	\$921,764	\$1,686,560	14
	Short Term Incentive (%)	19%	48%	71%	87%	14
	Long Term Incentive (%)	22%	124%	186%	355%	14
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Base Salary	\$302,846	\$340,000	\$427,308	\$466,936	17
	Total Cash	\$450,346	\$556,298	\$704,682	\$787,640	17
	Total Direct	\$843,250	\$1,206,732	\$1,845,853	\$2,195,767	17
	Short Term Incentive (%)	58%	69%	96%	103%	17
	Long Term Incentive (%)	110%	187%	306%	418%	17
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Base Salary	\$350,000	\$388,500	\$407,812	\$414,573	13
	Total Cash	\$631,115	\$768,688	\$809,616	\$931,159	13
	Total Direct	\$1,286,115	\$1,535,621	\$1,717,052	\$2,016,360	13
	Short Term Incentive (%)	72%	92%	108%	156%	13
	Long Term Incentive (%)	101%	182%	272%	308%	13

4th highest paid – information technology

Fourth highest paid executive according to base salary. Common 4th highest paid positions include: Senior Vice President – Global Services, Executive President – Engineering, Executive Vice President – Enterprise Solutions and General Manager.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Base Salary	\$255,425	\$267,455	\$287,754	\$292,669	8
	Total Cash	\$275,861	\$363,970	\$438,397	\$498,400	8
	Total Direct	\$467,972	\$613,035	\$670,659	\$750,825	8
	Short Term Incentive (%)	9%	38%	56%	83%	8
	Long Term Incentive (%)	46%	74%	92%	128%	8
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Base Salary	\$286,250	\$306,673	\$347,151	\$413,469	14
	Total Cash	\$364,931	\$451,687	\$505,066	\$642,533	14
	Total Direct	\$636,316	\$894,591	\$1,229,367	\$1,489,526	14
	Short Term Incentive (%)	20%	47%	60%	74%	14
	Long Term Incentive (%)	64%	153%	234%	350%	14
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Base Salary	\$352,000	\$364,769	\$403,269	\$435,750	13
	Total Cash	\$572,000	\$643,149	\$764,720	\$828,575	13
	Total Direct	\$1,014,034	\$1,185,928	\$1,290,598	\$1,673,222	13
	Short Term Incentive (%)	54%	75%	92%	113%	13
	Long Term Incentive (%)	91%	143%	192%	213%	13

5th highest paid – information technology

Fifth highest paid executive according to base salary. Common 5th highest paid positions include: Chief Security Officer, Senior Vice President – Product Development, Vice President – Professional Services and Senior Vice President – Strategy.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Base Salary	\$270,188	\$274,759	\$275,080	\$275,550	6
	Total Cash	\$283,544	\$369,435	\$448,413	\$462,522	6
	Total Direct	\$431,272	\$541,414	\$610,446	\$639,216	6
	Short Term Incentive (%)	3%	34%	63%	70%	6
	Long Term Incentive (%)	47%	54%	69%	74%	6
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Base Salary	\$267,056	\$281,150	\$295,000	\$304,111	7
	Total Cash	\$345,574	\$390,300	\$438,270	\$482,918	7
	Total Direct	\$478,190	\$634,315	\$824,169	\$942,655	7
	Short Term Incentive (%)	27%	43%	47%	58%	7
	Long Term Incentive (%)	64%	91%	110%	167%	7
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Base Salary	\$357,255	\$382,629	\$405,938	\$435,260	12
	Total Cash	\$482,273	\$705,564	\$786,563	\$836,090	12
	Total Direct	\$837,688	\$931,545	\$990,263	\$1,028,428	12
	Short Term Incentive (%)	54%	69%	88%	106%	12
	Long Term Incentive (%)	33%	53%	127%	172%	12

Chairman of the Board

Responsible for leading the Board of Directors. This individual provides leadership to an organization's officer and executive team, and ensures the organization is fulfilling its duties to their shareholders.

		P25	P50	P75	P90	# of Participants
\$0 - \$250M	Revenue (Millions)	\$74.4	\$150.3	\$196.5	\$215.5	-
	Assets (Millions)	\$109.8	\$144.8	\$265.0	\$300.4	-
	Annual Retainer Compensation	\$53,750	\$62,500	\$76,250	\$90,080	18
	Cash Compensation	ISD	ISD	ISD	ISD	18
	Equity Compensation	\$60,380	\$100,000	\$125,000	\$150,000	18
	Total Compensation	\$115,570	\$160,500	\$180,000	\$211,500	18
\$250M - \$750M	Revenue (Millions)	\$278.0	\$359.8	\$470.4	\$577.1	-
	Assets (Millions)	\$355.5	\$545.7	\$761.0	\$892.4	-
	Annual Retainer Compensation	\$87,500	\$97,500	\$100,000	\$112,000	20
	Cash Compensation	\$20,000	\$20,000	\$20,000	\$20,000	20
	Equity Compensation	\$115,000	\$165,000	\$208,750	\$247,420	20
	Total Compensation	\$217,500	\$265,000	\$323,750	\$345,920	20
\$750M +	Revenue (Millions)	\$867.4	\$1,187.8	\$1,707.1	\$3,605.0	-
	Assets (Millions)	\$1,230.8	\$1,402.2	\$1,659.5	\$2,657.0	-
	Annual Retainer Compensation	\$97,500	\$130,000	\$157,500	\$165,000	18
	Cash Compensation	\$12,000	\$12,000	\$12,000	\$12,000	18
	Equity Compensation	\$129,300	\$150,000	\$165,000	\$203,000	18
	Total Compensation	\$254,300	\$265,000	\$315,000	\$319,481	18

**Appendix –
participant list**



Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
2U INC	\$205.86	\$244.32	(\$20.68)	\$3,045.20
8X8 INC	\$253.39	\$333.86	(\$4.75)	\$1,225.92
AAC HOLDINGS INC	\$279.77	\$383.88	(\$0.59)	\$190.56
AAR CORP	\$1,767.60	\$1,504.10	\$50.20	\$1,346.45
ACCELERATE DIAGNOSTICS INC	\$0.25	\$82.85	(\$66.37)	\$1,097.53
ACTUANT CORP -CL A	\$1,149.41	\$1,442.54	(\$105.17)	\$1,522.17
ACXIOM CORP	\$880.25	\$1,234.54	\$4.11	\$1,992.77
ADAMS RESOURCES & ENERGY INC	\$1,099.54	\$246.87	\$2.51	\$181.12
ADVANCED ENERGY INDUSTRIES INC	\$483.70	\$571.53	\$116.95	\$3,383.97
AEROHIVE NETWORKS INC	\$169.83	\$136.48	(\$36.91)	\$213.33
AIRCASTLE LTD	\$765.65	\$7,244.67	\$151.45	\$1,830.89
AKOUSTIS TECHNOLOGIES INC	\$0.49	\$18.09	(\$9.11)	\$116.17
ALLIED MOTION TECHNOLOGIES	\$245.89	\$179.92	\$9.08	\$268.44
ALMOST FAMILY INC	\$623.54	\$658.71	\$17.65	\$617.91
ALPHA AND OMEGA SEMICONDUCTR	\$383.34	\$398.41	\$13.83	\$442.17
AMBER ROAD INC	\$73.16	\$110.49	(\$18.73)	\$202.59
AMERICAN EQTY INVT LIFE HLDG	\$2,220.28	\$56,053.47	\$83.24	\$2,618.75
AMERICAN RENAL ASSOCS HLDGS	\$749.77	\$986.02	(\$0.39)	\$379.47
AMERICAN SOFTWARE -CL A	\$106.29	\$148.77	\$14.62	\$368.92
AMKOR TECHNOLOGY INC	\$3,893.64	\$4,092.09	\$164.19	\$2,765.96
ANALOGIC CORP	\$486.37	\$538.08	(\$74.24)	\$1,001.18
ANWORTH MTG ASSET CORP	\$125.64	\$5,395.78	\$22.49	\$545.01
ARCBEST CORP /DE/	\$2,700.22	\$1,309.99	\$18.65	\$837.49
ARCHROCK INC	\$807.07	\$2,414.78	(\$54.13)	\$850.90
ARTESIAN RESOURCES -CL A	\$79.09	\$450.98	\$12.95	\$373.18
ATHERSYS INC	\$17.35	\$19.06	(\$15.34)	\$208.03
AVISTA CORP	\$1,442.48	\$5,309.76	\$137.23	\$3,364.73
AXOGEN INC	\$41.11	\$46.36	(\$14.41)	\$681.95

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
BALDWIN & LYONS -CL B	\$316.52	\$1,154.14	\$28.95	\$347.05
BANCORPSOUTH INC	\$762.21	\$14,724.39	\$132.73	\$2,854.43
BARRETT BUSINESS SVCS INC	\$840.59	\$597.76	\$18.80	\$441.09
BAZAARVOICE INC	\$201.24	\$321.96	(\$15.94)	\$413.38
BIOTIME INC	\$5.92	\$142.57	\$33.57	\$266.10
BLACK HILLS CORP	\$1,572.97	\$6,515.44	\$72.97	\$3,489.71
BLACKBAUD INC	\$730.82	\$1,310.21	\$41.52	\$4,870.30
BLACKLINE, INC.	\$123.12	\$420.44	(\$39.16)	\$1,863.70
BLUE BIRD CORP	\$932.01	\$277.87	\$7.23	\$490.02
BLUEBIRD BIO INC	\$6.16	\$1,118.12	(\$263.51)	\$6,334.47
BOSTON BEER INC -CL A	\$906.45	\$623.30	\$87.35	\$2,091.73
BRIGHTCOVE INC	\$150.27	\$136.42	(\$9.99)	\$276.98
BRINKS CO	\$3,020.60	\$1,994.80	\$36.20	\$3,835.44
BRISTOW GROUP INC	\$1,400.50	\$3,113.85	(\$170.54)	\$333.27
BRYN MAWR BANK CORP	\$171.03	\$3,421.53	\$36.04	\$747.64
CABOT MICROELECTRONICS CORP	\$430.45	\$727.93	\$59.85	\$2,446.62
CALIFORNIA RESOURCES CORP	\$1,547.00	\$6,354.00	\$279.00	\$471.79
CALLON PETROLEUM CO/DE	\$200.85	\$2,267.59	(\$91.81)	\$2,238.04
CAPSTEAD MORTGAGE CORP	\$214.79	\$13,576.88	\$82.87	\$847.65
CARBO CERAMICS INC	\$103.05	\$723.46	(\$80.13)	\$224.78
CARBONITE INC	\$206.99	\$144.76	(\$4.10)	\$630.90
CARRIZO OIL & GAS INC	\$443.59	\$1,626.33	(\$675.47)	\$1,164.64
CASELLA WASTE SYS INC -CL A	\$565.03	\$631.51	(\$6.85)	\$775.87
CATALYST PHARMACEUTICALS, INC.	\$0.00	\$41.71	(\$18.07)	\$241.83
CECO ENVIRONMENTAL CORP	\$417.01	\$498.63	(\$38.22)	\$302.47
CELLEX THERAPEUTICS INC	\$6.79	\$383.36	(\$128.53)	\$310.89
CEVA INC	\$72.65	\$242.50	\$13.10	\$1,057.14
CHASE CORP	\$238.09	\$262.82	\$32.81	\$1,111.98

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
CHEMED CORP	\$1,576.88	\$880.06	\$108.74	\$3,548.29
CHESAPEAKE UTILITIES CORP	\$498.86	\$1,229.22	\$44.68	\$1,316.51
CIMPRESS NV	\$2,135.41	\$1,679.87	(\$71.71)	\$3,428.74
CITIZENS INC	\$245.41	\$1,583.67	\$1.97	\$379.62
CLEAN ENERGY FUELS CORP	\$402.66	\$897.26	(\$12.15)	\$354.50
CNO FINANCIAL GROUP INC	\$3,992.40	\$31,975.20	\$358.20	\$4,021.26
COMFORT SYSTEMS USA INC	\$1,634.34	\$708.90	\$64.90	\$1,645.04
COMMUNITY HEALTH SYSTEMS INC	\$18,438.00	\$21,944.00	(\$1,706.00)	\$677.08
CONNECTICUT WATER SVC INC	\$99.41	\$784.50	\$23.39	\$717.88
CONNECTONE BANCORP INC	\$171.16	\$4,426.35	\$31.08	\$859.60
CONTANGO OIL & GAS CO	\$78.18	\$376.51	(\$58.03)	\$102.18
CONTINENTAL BUILDING PRODS	\$461.38	\$634.75	\$44.02	\$1,032.12
CONTROL4 CORP	\$208.80	\$165.06	\$12.95	\$731.98
CORCEPT THERAPEUTICS INC	\$81.32	\$68.75	\$8.14	\$2,232.10
CROSS COUNTRY HEALTHCARE INC	\$833.54	\$388.38	\$7.97	\$487.85
CSG SYSTEMS INTL INC	\$760.96	\$891.88	\$62.88	\$1,426.86
CSW INDUSTRIALS INC	\$327.08	\$397.66	\$11.07	\$775.77
CYTOMX THERAPEUTICS INC	\$15.04	\$199.13	(\$58.90)	\$736.78
DENBURY RESOURCES INC	\$960.57	\$4,274.58	(\$976.18)	\$490.65
DIEBOLD NIXDORF, INC	\$3,316.30	\$5,270.30	(\$176.70)	\$1,457.25
DIGITALGLOBE INC	\$725.40	\$3,009.90	\$26.50	\$2,143.12
DURECT CORP	\$14.03	\$40.51	(\$34.51)	\$117.60
DXP ENTERPRISES INC	\$962.09	\$611.53	\$7.70	\$558.08
DYCOM INDUSTRIES INC	\$3,066.88	\$1,899.31	\$157.22	\$2,730.37
DYNEGY INC	\$4,318.00	\$13,053.00	(\$1,240.00)	\$1,635.51
DYNEX CAPITAL INC	\$88.54	\$3,397.73	\$43.10	\$344.64
ECLIPSE RESOURCES CORP	\$235.03	\$1,197.86	(\$203.81)	\$581.08
EL PASO ELECTRIC CO	\$886.94	\$3,376.28	\$96.77	\$2,324.55

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
ELECTRONICS FOR IMAGING INC	\$992.07	\$1,481.50	\$45.55	\$1,430.61
EMERGENT BIOSOLUTIONS INC	\$488.78	\$970.11	\$62.52	\$1,684.98
ENERSYS	\$2,367.15	\$2,293.03	\$160.21	\$3,010.73
ENSTAR GROUP LTD	\$1,131.00	\$12,865.74	\$252.84	\$4,417.27
ENTEGRIS INC	\$1,175.27	\$1,699.53	\$97.15	\$4,643.62
ENTELLUS MEDICAL INC	\$75.18	\$72.09	(\$28.73)	\$371.80
ERA GROUP INC	\$247.23	\$955.17	(\$7.98)	\$228.97
ESCO TECHNOLOGIES INC	\$571.46	\$978.37	\$45.88	\$1,496.91
ESSA BANCORP, INC.	\$67.15	\$1,772.48	\$7.73	\$187.51
EVERTEC INC	\$389.51	\$885.66	\$75.04	\$1,085.72
EVOLENT HEALTH INC	\$254.19	\$1,199.84	(\$159.74)	\$1,111.81
EVOLUTION PETROLEUM CORP	\$34.49	\$88.27	\$8.04	\$244.84
EXONE CO	\$47.79	\$104.18	(\$14.60)	\$170.57
EXTERRAN CORP	\$1,029.25	\$1,374.78	(\$194.37)	\$1,155.07
FARMERS NATL BANC CORP/OH	\$95.74	\$1,966.11	\$20.56	\$399.39
FIDELITY & GUARANTY LIFE	\$1,139.00	\$27,035.00	\$97.00	\$1,834.68
FIRST BANCORP/NC	\$156.54	\$3,614.86	\$27.51	\$907.37
FIRST DEFIANCE FINANCIAL CP	\$121.41	\$2,477.60	\$28.84	\$550.08
FIRST INTERNET BANCORP	\$72.98	\$1,854.34	\$12.07	\$317.09
GENER8 MARITIME INC	\$404.62	\$2,992.67	\$67.31	\$382.58
GENERAL CABLE CORP/DE	\$3,858.40	\$2,241.60	(\$93.80)	\$1,042.37
GENIE ENERGY LTD	\$212.11	\$121.81	(\$24.53)	\$141.15
GENMARK DIAGNOSTICS, INC.	\$49.27	\$80.32	(\$50.60)	\$407.25
GENWORTH FINANCIAL INC	\$8,307.00	\$104,658.00	(\$248.00)	\$1,652.02
GIBALTAR INDUSTRIES INC	\$1,007.98	\$918.25	\$33.72	\$1,050.73
GIGAMON INC	\$310.86	\$401.00	\$49.43	\$1,421.57
GLOBAL BRASS & COPPER HOLDINGS, INC.	\$1,338.50	\$582.60	\$32.20	\$766.68
GRAHAM CORP	\$91.77	\$151.57	\$5.02	\$188.25

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
GREEN BANCORP, INC.	\$169.74	\$4,024.82	(\$0.97)	\$821.68
GREEN PLAINS INC	\$3,410.88	\$2,506.49	\$10.66	\$763.32
GREENHILL & CO INC	\$335.52	\$456.68	\$60.76	\$542.38
GRIFFON CORP	\$1,957.16	\$1,782.10	\$30.01	\$1,065.67
GTT COMMUNICATIONS INC	\$521.69	\$953.26	\$5.26	\$1,504.36
HALLADOR ENERGY CO	\$278.92	\$528.51	\$12.51	\$154.17
HALYARD HEALTH, INC.	\$1,592.30	\$2,071.80	\$39.80	\$1,972.28
HANCOCK HOLDING CO	\$982.95	\$23,975.30	\$149.30	\$4,132.39
HARSCO CORP	\$1,451.22	\$1,581.39	(\$86.34)	\$1,708.93
HCI GROUP INC	\$257.01	\$670.06	\$29.02	\$343.62
HEARTLAND EXPRESS INC	\$612.94	\$738.23	\$56.39	\$1,776.85
HELIX ENERGY SOLUTIONS GROUP	\$487.58	\$2,246.94	(\$81.45)	\$1,007.40
HERON THERAPEUTICS INC	\$1.28	\$67.48	(\$173.14)	\$827.37
HORIZON BANCORP/IN	\$144.50	\$3,141.16	\$23.91	\$641.90
HUB GROUP, INC.	\$3,572.79	\$1,360.26	\$74.81	\$1,477.09
ICF INTERNATIONAL INC	\$1,185.10	\$1,085.57	\$46.58	\$1,005.16
IDERA PHARMACEUTICALS, INC.	\$16.20	\$113.23	(\$38.39)	\$233.39
IGNYTA INC	\$0.00	\$144.91	(\$103.64)	\$866.07
IMMERSION CORP	\$57.09	\$103.77	(\$40.03)	\$236.37
IMPAC MORTGAGE HOLDINGS INC	\$561.36	\$4,863.73	\$46.67	\$273.65
INDEPENDENCE CONTRACT DRILLING, INC.	\$70.06	\$302.11	(\$22.18)	\$122.49
INDEPENDENCE HOLDING CO	\$310.55	\$1,134.46	\$22.05	\$407.20
INFINERA CORP	\$870.14	\$1,198.58	(\$23.93)	\$1,240.34
INNERWORKINGS INC	\$1,090.70	\$591.00	\$4.37	\$582.08
INOVIO PHARMACEUTICALS INC	\$35.37	\$173.71	(\$73.74)	\$452.61
INSMED INC	\$0.00	\$237.96	(\$176.27)	\$1,684.78
INSTRUCTURE INC	\$110.88	\$111.34	(\$53.57)	\$1,022.39
INTERFACE INC	\$958.62	\$839.57	\$54.16	\$1,404.02

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
INTERNATIONAL SEAWAYS INC	\$398.32	\$1,662.52	(\$18.22)	\$589.05
INTERSECT ENT INC	\$78.71	\$129.78	(\$25.22)	\$864.39
INVACARE CORP	\$1,047.47	\$903.74	(\$42.86)	\$509.42
INVESTORS TITLE CO	\$138.49	\$228.94	\$19.52	\$357.96
J2 GLOBAL INC	\$874.26	\$2,062.33	\$152.44	\$3,528.40
JONES ENERGY, INC.	\$127.85	\$1,886.70	(\$42.55)	\$85.31
KADANT INC	\$414.13	\$470.69	\$32.07	\$1,250.05
KEARNY FINANCIAL CORP.	\$150.44	\$4,818.13	\$18.60	\$1,215.87
KELLY SERVICES INC -CL A	\$5,276.80	\$2,028.10	\$120.80	\$1,007.67
KEMPER CORP/DE	\$2,514.40	\$8,210.50	\$12.70	\$3,287.95
KIMBALL INTERNATIONAL -CL B	\$669.93	\$313.75	\$37.51	\$715.00
KNOWLES CORP	\$859.30	\$1,515.10	\$19.10	\$1,481.59
KORN/FERRY INTERNATIONAL	\$1,621.67	\$2,062.90	\$84.18	\$2,394.60
KURA ONCOLOGY INC	\$0.00	\$69.82	(\$27.56)	\$297.82
LAKELAND FINANCIAL CORP	\$171.82	\$4,290.03	\$52.08	\$1,208.30
LANDAUER INC	\$149.24	\$190.82	\$17.75	\$659.37
LENDINGCLUB CORP	\$1,192.13	\$5,562.63	(\$145.97)	\$2,337.04
LIGAND PHARMACEUTICAL INC	\$108.97	\$601.59	(\$2.37)	\$3,059.62
LSI INDUSTRIES INC	\$331.39	\$256.68	\$3.00	\$176.73
LUMENTUM HOLDINGS INC	\$1,001.60	\$1,232.90	(\$103.40)	\$3,882.21
MACROGENICS INC	\$91.88	\$311.26	(\$58.53)	\$725.92
MADRIGAL PHARMACEUTICALS INC	\$0.00	\$41.21	(\$26.39)	\$624.68
MAMMOTH ENERGY SERVICES INC	\$231.00	\$420.55	(\$88.41)	\$877.99
MANITOWOC CO	\$1,613.10	\$1,517.80	(\$368.60)	\$1,338.57
MANTECH INTL CORP	\$1,601.60	\$1,598.46	\$56.39	\$1,803.91
MARLIN BUSINESS SERVICES INC	\$100.01	\$892.16	\$17.28	\$274.43
MATRIX SERVICE CO	\$1,197.51	\$586.03	(\$0.18)	\$375.07
MATSON INC	\$1,941.60	\$2,015.50	\$80.50	\$1,174.32

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
MAXWELL TECHNOLOGIES INC	\$121.24	\$140.87	(\$23.71)	\$178.02
MCDERMOTT INTL INC	\$2,635.98	\$3,222.23	\$34.12	\$1,879.91
MEDIDATA SOLUTIONS INC	\$463.38	\$817.89	\$28.98	\$4,400.43
META FINANCIAL GROUP INC	\$182.17	\$4,006.42	\$33.22	\$815.79
MGE ENERGY INC	\$544.75	\$1,801.06	\$75.56	\$2,289.82
MICROSTRATEGY INC	\$512.16	\$768.32	\$90.91	\$1,513.98
MIDSTATES PETROLEUM CO INC	\$241.75	\$760.94	\$1,333.01	\$382.24
MILACRON HOLDINGS CORP	\$1,166.70	\$1,722.00	\$30.50	\$1,242.89
MINERVA NEUROSCIENCES INC	\$0.00	\$132.94	(\$31.05)	\$231.58
MODEL N INC	\$106.97	\$112.97	(\$33.11)	\$423.30
MOOG INC -CL A	\$2,411.94	\$3,041.86	\$126.75	\$3,143.65
MSA SAFETY INC	\$1,149.53	\$1,353.92	\$92.69	\$3,023.07
MULTI-COLOR CORP	\$923.30	\$1,091.99	\$61.00	\$1,405.98
MUTUALFIRST FINANCIAL INC	\$72.88	\$1,553.13	\$13.24	\$285.95
MYR GROUP INC	\$1,142.49	\$573.50	\$21.43	\$525.93
NANOMETRICS INC	\$221.13	\$287.83	\$44.04	\$720.15
NATIONAL WESTERN LIFE GROUP	\$682.37	\$11,894.98	\$100.89	\$1,300.16
NATURAL GAS SERVICES GROUP	\$71.65	\$293.52	\$6.47	\$356.90
NAVIGANT CONSULTING INC	\$1,034.48	\$1,054.80	\$58.10	\$813.02
NCI BUILDING SYSTEMS INC	\$1,684.93	\$1,058.30	\$51.03	\$1,130.79
NELNET INC	\$1,181.24	\$27,180.11	\$256.75	\$2,449.96
NEOGEN CORP	\$361.77	\$528.41	\$43.79	\$3,066.29
NEOPHOTONICS CORP	\$413.67	\$390.89	(\$0.21)	\$226.99
NEW JERSEY RESOURCES CORP	\$1,880.91	\$3,727.08	\$131.67	\$3,843.41
NEWPARK RESOURCES INC	\$471.50	\$798.18	(\$40.71)	\$748.65
NIC INC	\$317.92	\$240.86	\$55.83	\$1,126.51
NORTHFIELD BANCORP INC	\$135.04	\$3,850.09	\$26.13	\$833.91
NORTHWEST NATURAL GAS CO	\$693.08	\$3,079.80	\$58.90	\$1,901.72

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
NUVASIVE INC	\$962.07	\$1,570.80	\$37.15	\$2,891.36
NXSTAGE MEDICAL INC	\$366.38	\$317.21	(\$4.77)	\$1,777.62
OASIS PETROLEUM INC	\$704.67	\$6,178.63	(\$243.02)	\$2,243.52
ONE GAS, INC.	\$1,427.23	\$4,942.79	\$140.10	\$4,023.51
ONEBEACON INSURANCE GROUP	\$1,193.90	\$3,589.90	\$107.40	\$1,713.88
ORION GROUP HOLDINGS INC	\$578.24	\$447.68	(\$3.62)	\$202.99
OSI SYSTEMS INC	\$960.95	\$1,230.09	\$21.08	\$1,651.82
OWENS & MINOR INC	\$9,723.43	\$2,717.75	\$108.79	\$1,504.32
PACIFIC ETHANOL INC	\$1,624.76	\$708.24	\$1.42	\$210.77
PACIFIC PREMIER BANCORP INC	\$186.19	\$4,036.31	\$40.10	\$1,622.54
PAR PACIFIC HOLDINGS INC	\$1,865.05	\$1,145.43	(\$45.84)	\$961.09
PAREXEL INTERNATIONAL CORP	\$2,441.50	\$2,313.40	\$107.30	\$4,500.89
PARK ELECTROCHEMICAL CORP	\$114.61	\$308.58	\$9.28	\$382.07
PATTERN ENERGY GROUP INC.	\$354.05	\$3,752.77	(\$17.11)	\$2,021.81
PEOPLES BANCORP INC/OH	\$167.02	\$3,432.35	\$31.16	\$604.27
PHARMERICA CORP	\$2,091.10	\$1,299.50	\$21.60	\$911.85
PHH CORP	\$948.00	\$3,175.00	(\$202.00)	\$686.25
PHI INC	\$634.10	\$1,448.44	(\$26.68)	\$184.68
PIPER JAFFRAY COS	\$769.87	\$2,125.50	(\$21.95)	\$942.99
PLANTRONICS INC /CA/	\$881.18	\$1,017.16	\$82.60	\$1,524.41
POWELL INDUSTRIES INC	\$565.24	\$462.52	\$15.51	\$331.21
PRA HEALTH SCIENCES INC	\$1,811.71	\$2,190.39	\$68.18	\$5,156.88
PRIMERICA INC	\$1,519.08	\$11,438.94	\$219.41	\$3,985.60
PROGRESS SOFTWARE CORP	\$405.34	\$754.83	(\$55.73)	\$2,023.25
PROTHENA CORP PLC	\$1.06	\$459.98	(\$160.11)	\$2,215.01
QAD INC	\$277.97	\$280.89	(\$15.45)	\$710.81
QUIDEL CORP /DE/	\$191.60	\$388.25	(\$13.81)	\$1,368.26
QUOTIENT LTD	\$22.23	\$109.97	(\$85.07)	\$192.48

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
REALPAGE INC	\$568.13	\$788.10	\$16.65	\$3,592.38
REGIONAL MANAGEMENT CORP	\$240.52	\$712.22	\$24.03	\$287.76
RENEWABLE ENERGY GROUP INC	\$2,041.23	\$1,136.60	\$44.33	\$468.09
RESOURCES CONNECTION INC	\$583.41	\$364.13	\$18.65	\$470.93
REX AMERICAN RESOURCES CORP	\$453.80	\$454.02	\$32.33	\$578.99
RIGEL PHARMACEUTICALS INC	\$20.38	\$78.13	(\$69.22)	\$466.47
RING ENERGY INC	\$30.85	\$307.60	(\$37.64)	\$629.84
RLI CORP	\$823.53	\$2,777.63	\$114.92	\$2,603.51
RTI SURGICAL INC	\$272.87	\$368.03	(\$14.40)	\$265.66
RUBICON PROJECT INC	\$278.22	\$519.78	(\$18.05)	\$177.09
RUSH ENTERPRISES INC\TX\	\$4,214.61	\$2,603.05	\$40.58	\$2,020.59
SAFEGUARD SCIENTIFICS INC	\$0.00	\$231.83	(\$22.26)	\$287.81
SANGAMO THERAPEUTICS INC	\$19.39	\$157.89	(\$71.66)	\$1,035.15
SCICLONE PHARMACEUTICALS INC	\$160.10	\$241.90	\$30.73	\$581.94
SCIENCE APPLICATIONS INTERNATIONAL CORP	\$4,450.00	\$2,042.00	\$148.00	\$3,226.96
SHUTTERSTOCK, INC.	\$494.32	\$501.78	\$32.63	\$1,349.52
SILVERCREST ASSET MGT	\$80.26	\$112.28	\$5.02	\$132.14
SOUTHERN MISSOURI BANCORP INC	\$72.27	\$1,707.71	\$15.55	\$317.27
SOUTHWEST GAS HOLDINGS INC	\$2,460.49	\$5,581.13	\$152.04	\$3,920.36
SPARK ENERGY INC	\$546.70	\$376.17	\$14.44	\$184.45
SPARTON CORP	\$397.56	\$217.14	\$1.32	\$229.66
SPS COMMERCE INC	\$193.30	\$298.37	\$5.71	\$846.73
SRC ENERGY INC	\$107.15	\$1,024.11	(\$219.19)	\$1,916.03
STATE NATIONAL COS INC	\$217.07	\$2,876.74	\$49.08	\$886.50
STEELCASE INC	\$3,032.40	\$1,792.00	\$124.60	\$1,687.80
STEMLINE THERAPEUTICS INC	\$1.04	\$68.12	(\$38.30)	\$343.71
SYKES ENTERPRISES INC	\$1,460.04	\$1,236.40	\$62.39	\$1,241.21
SYSTEMAX INC	\$1,680.10	\$566.10	(\$7.90)	\$1,056.26

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
TELADOC INC	\$123.16	\$303.67	(\$74.22)	\$1,811.07
TELENAV INC	\$169.58	\$259.56	(\$47.26)	\$283.45
TERRAFORM GLOBAL INC	\$214.32	\$2,448.28	(\$53.03)	\$545.89
TERRITORIAL BANCORP INC	\$70.17	\$1,877.56	\$16.35	\$292.78
TG THERAPEUTICS INC	\$0.15	\$54.78	(\$78.25)	\$554.90
TRICO BANCSHARES	\$218.03	\$4,517.97	\$44.81	\$949.55
TRINET GROUP INC	\$3,060.31	\$2,095.14	\$61.41	\$2,410.57
TRIPLE-S MANAGEMENT CORP	\$2,984.81	\$2,219.00	\$17.44	\$586.92
U S PHYSICAL THERAPY INC	\$356.55	\$351.23	\$20.55	\$854.68
UMB FINANCIAL CORP	\$999.11	\$20,682.53	\$158.80	\$3,676.87
UMPQUA HOLDINGS CORP	\$1,210.58	\$24,813.12	\$232.94	\$4,505.80
UNIFIRST CORP	\$1,468.05	\$1,702.01	\$125.03	\$3,192.53
UNIT CORP	\$602.18	\$2,479.30	(\$135.62)	\$990.08
UNITED COMMUNITY FINL CORP	\$92.81	\$2,191.35	\$18.83	\$459.27
UNITED NATURAL FOODS INC	\$9,274.47	\$2,886.56	\$130.16	\$1,962.61
UNITIL CORP	\$383.40	\$1,128.20	\$27.10	\$733.98
UNIVEST CORP OF PENNSYLVANIA	\$182.57	\$4,230.53	\$19.51	\$781.46
VANDA PHARMACEUTICALS INC	\$146.02	\$210.37	(\$18.01)	\$704.08
VEECO INSTRUMENTS INC	\$332.45	\$758.53	(\$122.21)	\$873.30
VICOR CORP	\$200.28	\$154.07	(\$6.25)	\$845.90
VIRTUS INVESTMENT PTNRS INC	\$322.55	\$824.39	\$48.50	\$840.18
VISHAY PRECISION GROUP INC	\$224.93	\$270.51	\$6.40	\$326.27
VIVEVE MEDICAL INC	\$7.14	\$14.55	(\$20.11)	\$105.95
VIVINT SOLAR INC	\$135.17	\$2,126.36	\$17.99	\$428.22
WAGeworks INC	\$364.71	\$1,343.35	\$20.21	\$2,530.49
WASHINGTONFIRST BANKSHARES	\$101.35	\$2,002.91	\$18.01	\$457.43
WEST CORP	\$2,291.96	\$3,440.84	\$193.39	\$1,963.90
WESTERN ASSET MTG CAPITAL CP	\$52.55	\$3,156.02	(\$25.02)	\$422.13

Participant list

Company Name	Revenues (in millions)	Total Assets (in millions)	Net Income (in millions)	Market Capitalization (in millions)
WRIGHT MEDICAL GROUP NV	\$690.36	\$2,290.59	(\$164.93)	\$2,745.10
XO GROUP INC.	\$152.12	\$210.19	\$12.12	\$512.91
YRC WORLDWIDE INC	\$4,697.50	\$1,770.00	\$21.50	\$440.74
ZIX CORP	\$60.14	\$82.36	\$5.84	\$268.05

About us

The professionals within the Human Capital Services (HCS) practice have extensive experience with compensation, in addition to health & welfare, retirement, human resources, and employment tax issues. The Grant Thornton HCS practice is a full-service human capital consulting provider, but we also provide advice and counsel via our other lines of service in the Audit, Tax, and Business Advisory services. Our collective background and credentials include public sector decision-makers, accountants, actuaries, ERISA practitioners, technology practitioners, former private-sector compensation and benefit administrators, and former IRS and other regulatory agency officials.

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