



Proxy Survey of Executive Compensation in the Russell 2000 Index

October 2020



Table of Contents

Section	Pages
Executive Summary	3 – 14
Methodology	15 – 18
Market Data by Sector	19 – 114
Survey Constituents	115 – 140



GICS Sector	Pages
All Companies	19 – 26
Communications	27 – 34
Consumer Discretionary	35 – 42
Consumer Staples	43 – 50
Energy	51 – 58
Financials	59 – 66
Health Care	67 – 74
Industrials	75 – 82
Information Technology	83 – 90
Materials	91 – 98
Real Estate	99 – 106
Utilities	107 – 114



Grant Thornton



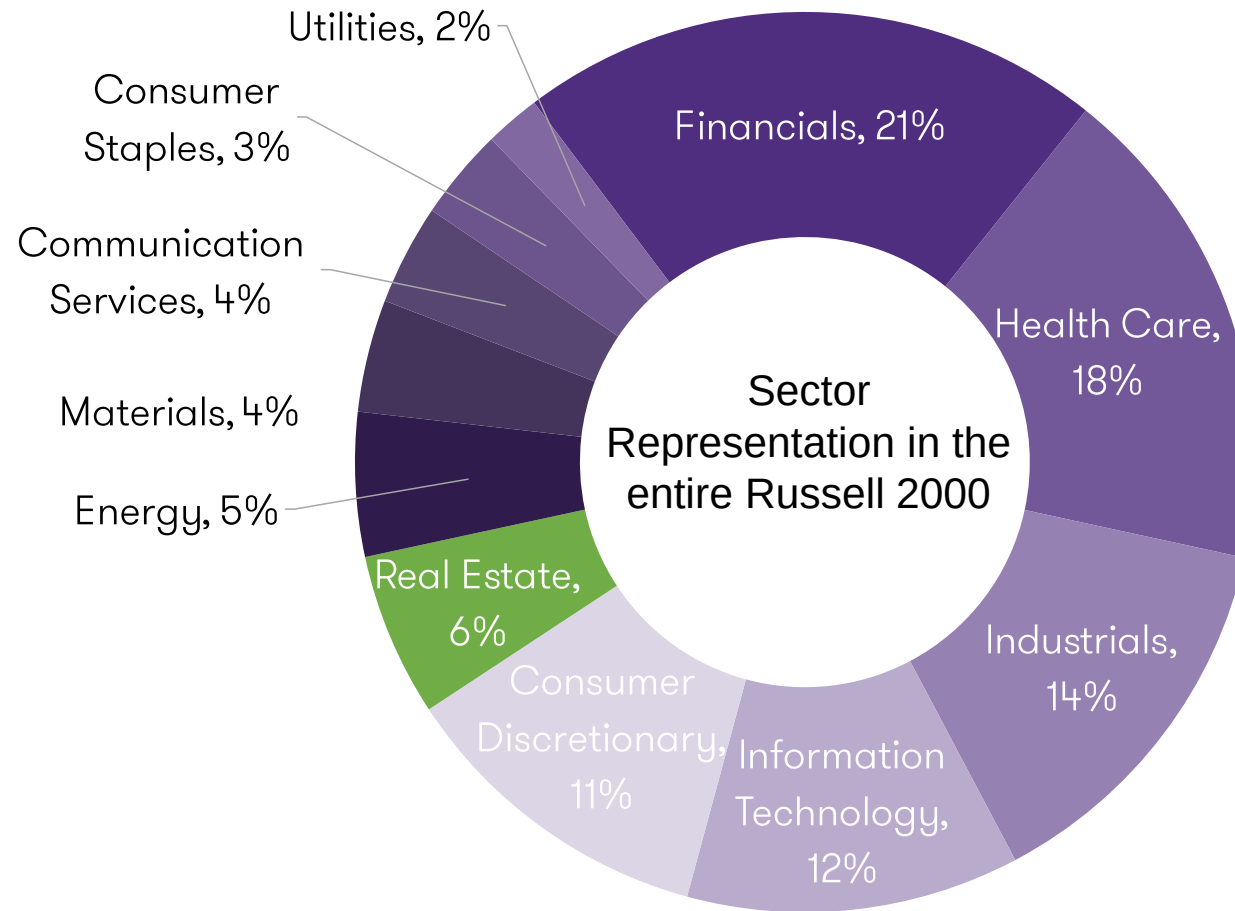
Executive Summary



Executive Summary – Index and Sectors in the Survey

- This proxy survey of executive compensation in the Russell 2000 index presents the most recently reported proxy compensation data in 11 Global Industry Classification Standard (GICS) sectors:
 - Communications
 - Consumer Discretionary
 - Consumer Staples
 - Energy
 - Financials
 - Health Care
 - Industrials
 - Information Technology
 - Materials
 - Real Estate
 - Utilities

Executive Summary – R2000 Sector Representation

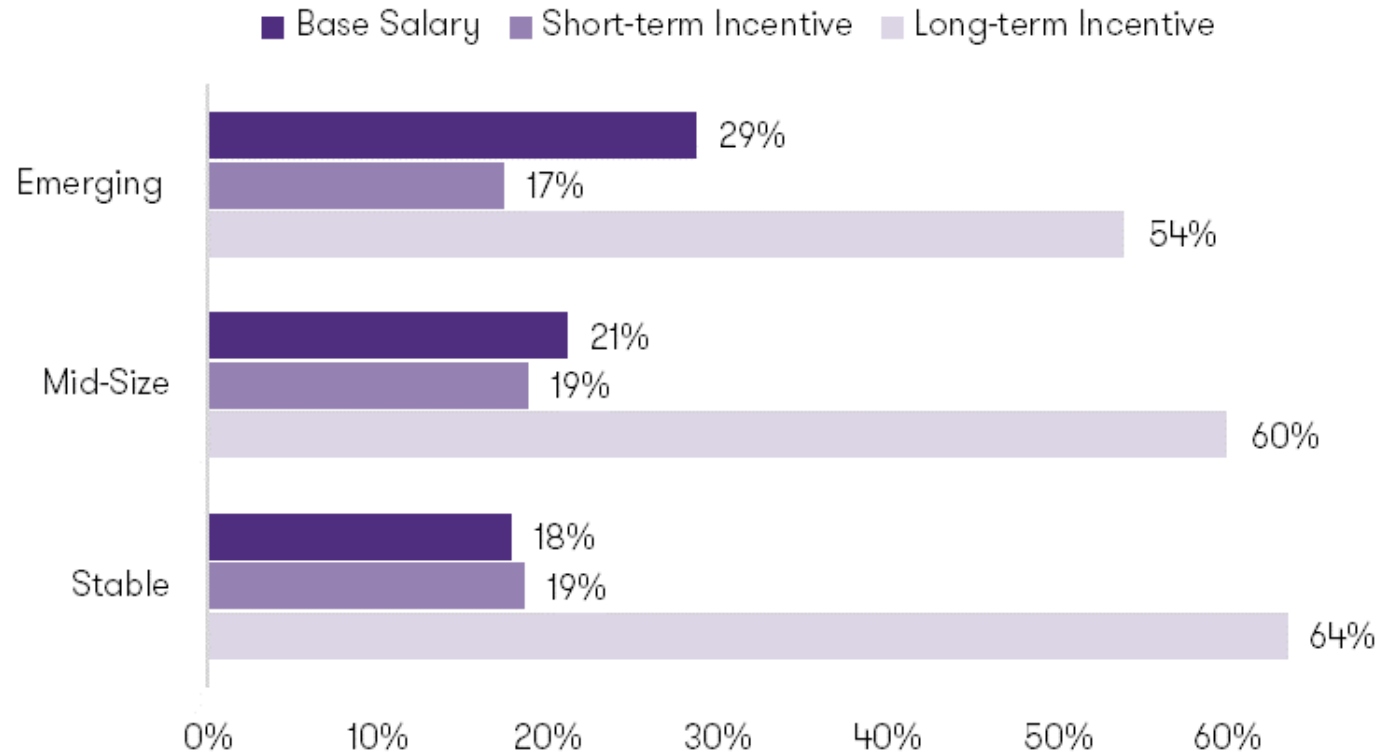


Executive Summary – Revenue Cuts

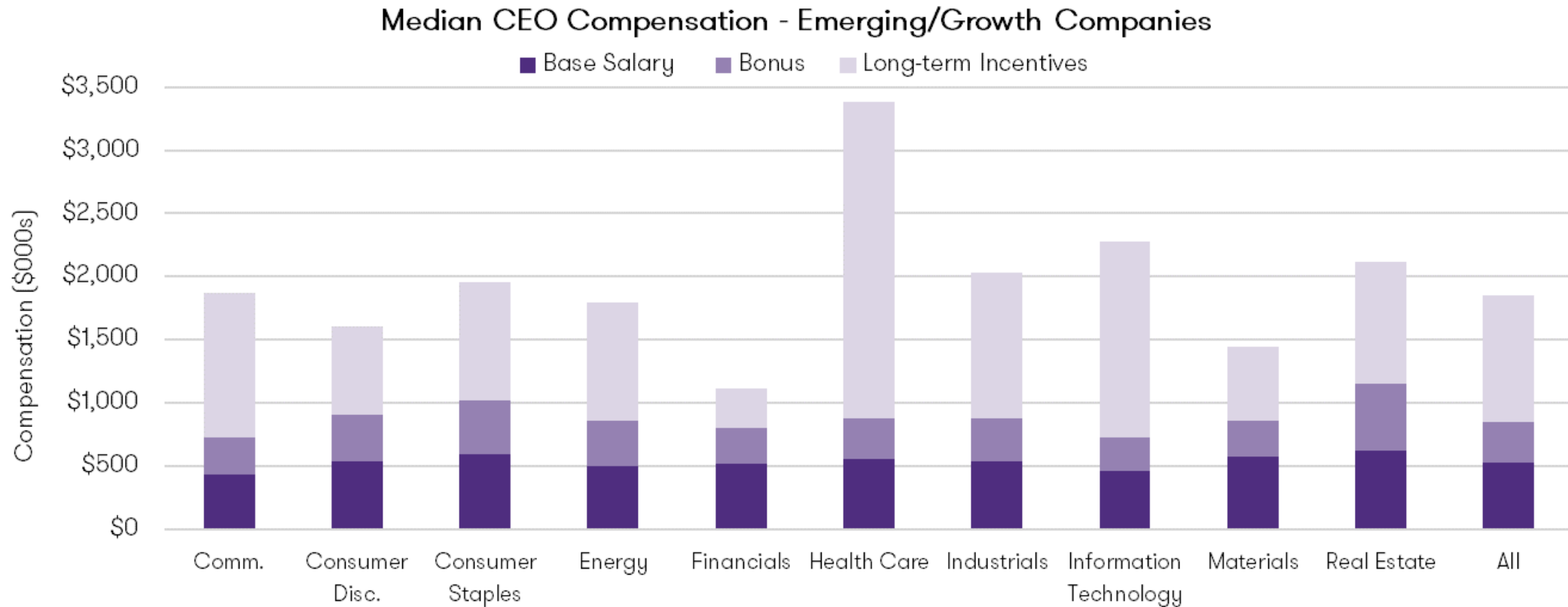
- Compensation data for each sector (with the exception of Utilities) was grouped into revenue cuts of:
 - Emerging/Growth: less than \$500M
 - Mid-Size: between \$500M and \$1.5B
 - Stable/Mature: over \$1.5B
- All sectors with the exception of Utilities had enough companies in each of the revenue cuts to establish reliable market data. The Utilities sector has fewer than 40 organizations in the Russell 2000; as such, we have included all of the companies in the "Mid-Size" cut.
- Prior versions of Grant Thornton's Russell 2000 study used different Emerging/Growth, Mid-Size, and Stable/Mature revenue cuts for each sector to create an equal number of organizations in each revenue group. This survey report uses the same revenue cuts for each sector.
- **This survey, for the first time, includes all companies in the Russell 2000.**

Executive Summary – CEO Pay Mix

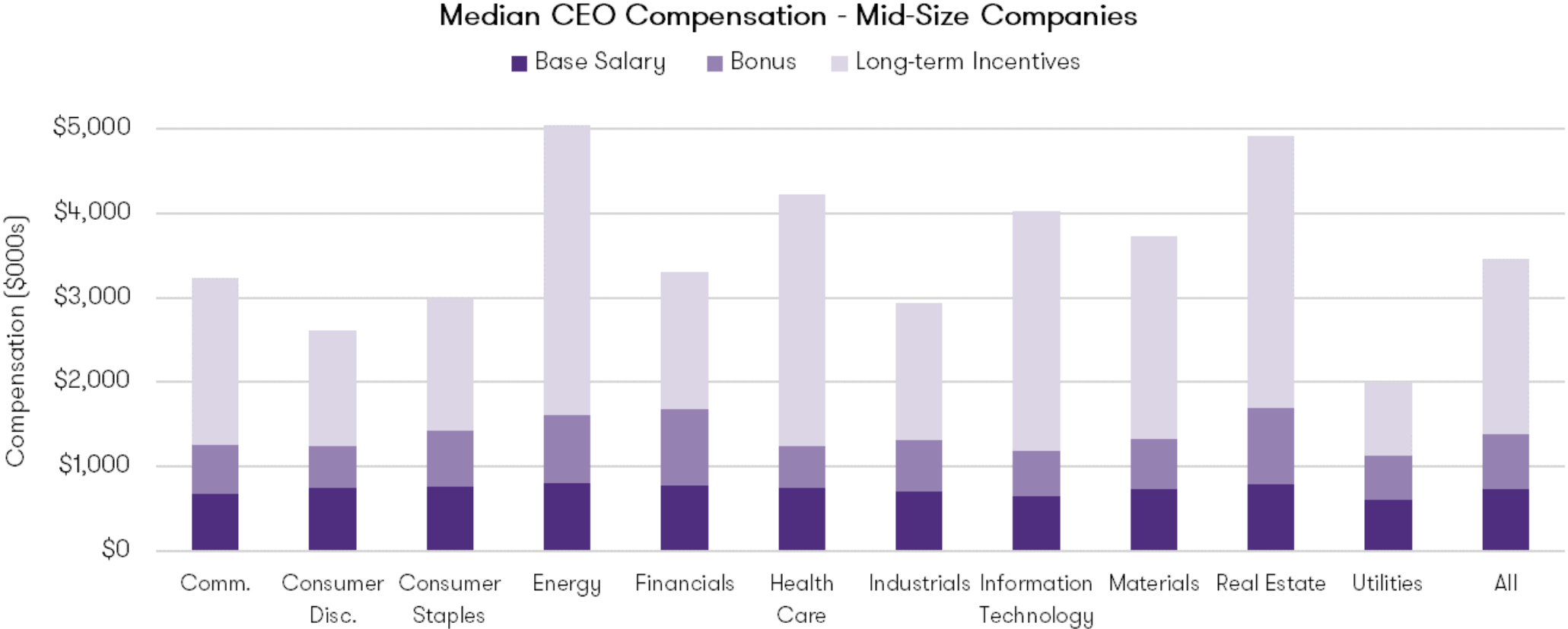
- The chart on the right details the median pay mix for all CEOs across each of our designated revenue cuts.
- Overall, GT's analysis found that the median CEO total cash compensation ranged between 37% to 46% of total direct compensation, with long-term incentives representing more than 54% of total direct compensation across all revenue sizes.
- A summary of short- and long-term incentives, as a percentage of base salary, is presented on pages 12 and 13 within this Executive Summary.



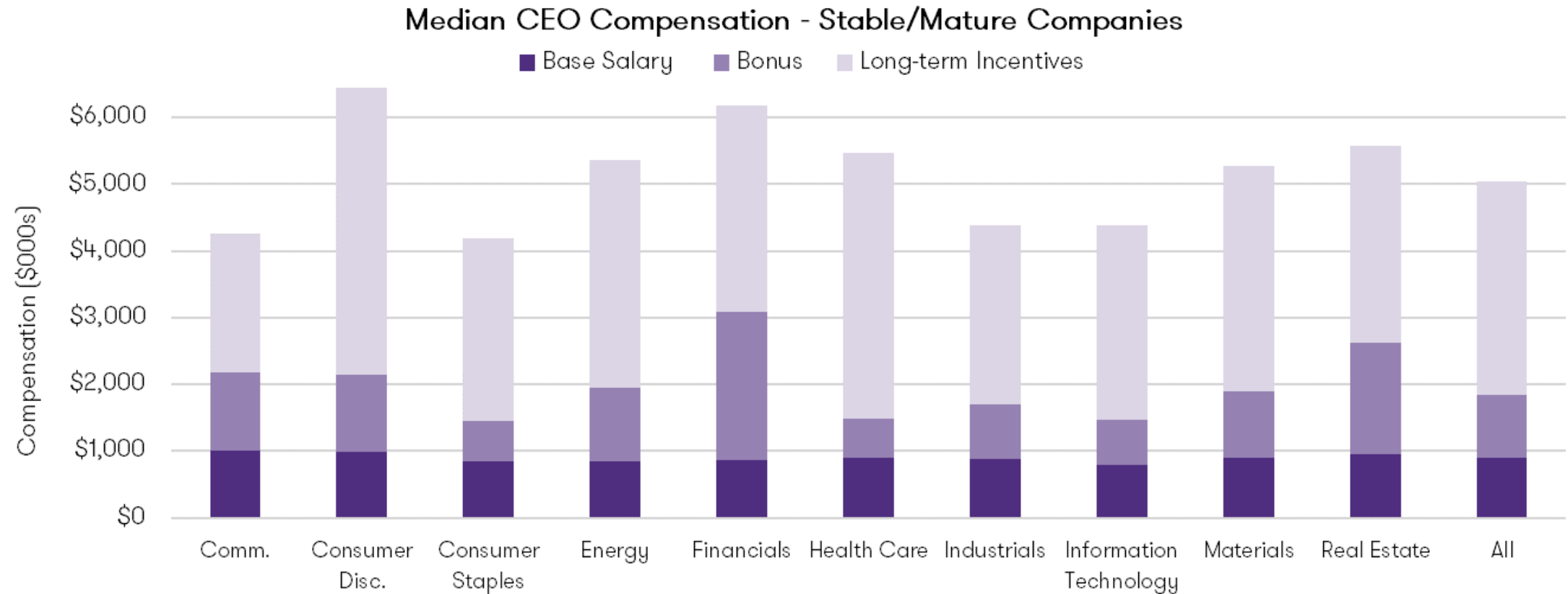
Executive Summary – CEO Compensation: Emerging/Growth (<\$500M)



Executive Summary – CEO Compensation: Mid-Size (\$500M – \$1.5B)



Executive Summary – CEO Compensation: Stable/Mature (>\$1.5B)



Executive Summary – CEO Annual & Long-term Incentives

- A prominent trend in executive compensation is the increased use of performance-based compensation. Many industries are placing a higher degree of compensation “at risk” in an effort to create a stronger tie between company performance and the payouts of annual and long-term incentive (LTI) plans. Design mechanics, such as plan metrics, performance periods, threshold and maximum goal levels, and threshold and maximum performance levels, often vary by industry and a company’s stage in their “life cycle.”
- The use of performance-based pay is especially critical for public companies, as both proxy advisors and institutional investors (generally) have stated preferences for pay programs that align executive pay with shareholder outcomes. As a best practice, organizations should continue to review the alignment of their pay programs with their short- and long-term business strategies to ensure that plans are motivating, incentivizing, and rewarding the appropriate behaviors.
- The tables on the following pages detail the median annual and long-term incentive awards as a percentage of salary for sectors in each revenue range.

Executive Summary – CEO Short-term Incentive

- The table at right shows median annual incentive payouts for CEOs in each of the three revenue ranges.
- Annual or short-term incentive payouts (as a percentage of salary) are generally increased in the Mid and Stable revenue cuts for each sector.
- Health Care, which contains a number of pre-revenue pharmaceuticals and biotechnology companies, has relatively low bonus payouts as a percentage of salary for each revenue cut.
- Financials, Energy and Real Estate, especially for the Mid and Stable revenue cuts, have the highest annual incentive levels.

Sector	Median Short-term Incentive (% of Salary)		
	Emerging	Mid	Stable
Communications	64%	93%	129%
Consumer Discretionary	66%	95%	125%
Consumer Staples	93%	105%	66%
Energy	94%	115%	152%
Financials	52%	110%	272%
Health Care	63%	85%	74%
Industrials	88%	99%	106%
Information Technology	60%	85%	102%
Materials	38%	82%	109%
Real Estate	119%	150%	178%
Utilities	-	99%	-
Russell 2000 - All	63%	101%	120%

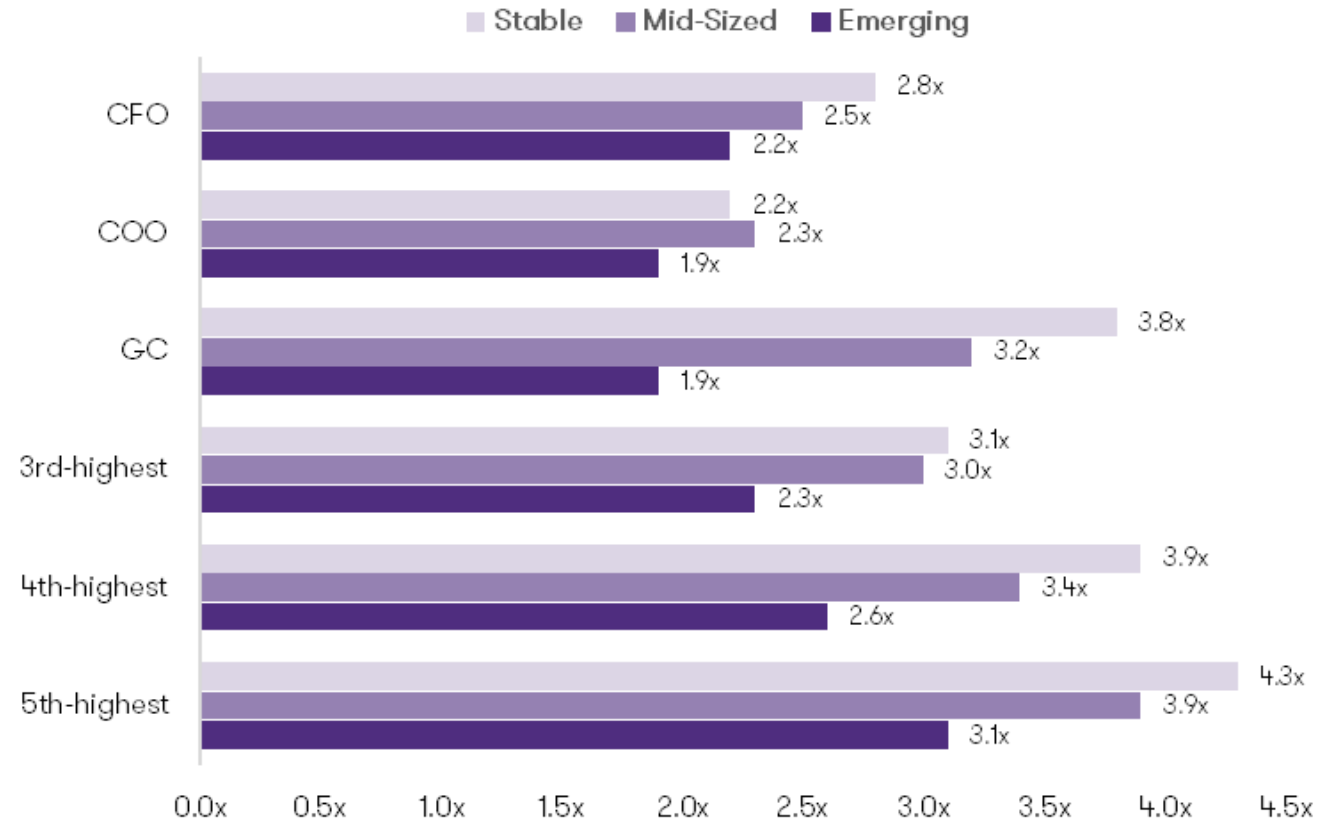
Executive Summary – CEO Long-term Incentive

- The table at right shows median long-term incentive payouts for CEOs in each of the three revenue ranges.
- Total long-term incentives tend to increase in the Mid and Stable revenue cuts.
- Health Care, which historically places a high emphasis on long-term incentives, has the largest incentive levels as a percentage of salary for the Emerging and Stable revenue cuts.

Sector	Median Long-term Incentive (% of Salary)		
	Emerging	Mid	Stable
Communications	246%	195%	216%
Consumer Discretionary	98%	176%	388%
Consumer Staples	153%	103%	252%
Energy	175%	364%	418%
Financials	50%	136%	270%
Health Care	424%	379%	525%
Industrials	154%	216%	316%
Information Technology	263%	475%	330%
Materials	109%	300%	318%
Real Estate	236%	398%	287%
Utilities	-	123%	-
Russell 2000 - All	150%	240%	325%

All Companies – CEO TDC Pay Ratio to Other Executives

- GT's analysis found that the median CEO total direct compensation (TDC) ranged between 1.9x to 4.3x the levels of total direct compensation for other executives. These ratios differed depending upon the organization's revenue size and level of the executive. The chart to the right summarizes these findings.





Grant Thornton

Methodology



Methodology – Compensation Elements

GT collected compensation data from companies' most recently disclosed proxy statements. Compensation for organizations with Dec. 31 fiscal year-ends is generally current for their 2019 fiscal year. It is important to note that pay levels provided in this survey do not include any salary reductions or other impacts from the COVID-19 pandemic.

We have provided compensation data for the following elements:

- Base salaries: salaries as disclosed in the Summary Compensation Table.
- Total Cash Compensation: (i) base salaries + (ii) total annual bonuses, including both Discretionary and Non-Equity Incentive Plan Payouts, as disclosed in the Summary Compensation Table.
- Total Direct Compensation: (i) Total Cash Compensation + (ii) long-term incentive, which are measured using the grant-date fair value of all equity awards (includes stock options, restricted stock, restricted stock units, performance-based equity, and cash long-term incentive plans).
- Short-term Incentive %: expressed as the total value of annual bonuses divided by base salary.
- Long-term Incentive %: expressed as the total value of equity awards divided by base salary.

Methodology – Benchmark Positions and Ranks

Position	Position Description
Chief/Principal Executive Officer [CEO]	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.
Chief/Principal Financial Officer [CFO]	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. Assists in long-range planning and advises management on financial affairs.
Chief Operating Officer [COO]	Directs and controls the organization's processes and operations as necessary to ensure efficient and effective execution of policies and procedures. Oversees the design, 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.

Methodology – Benchmark Positions and Ranks (continued)

Position	Position Description
General Counsel/Top Legal Officer (GC)	Manages legal functions to ensure the organization's legal position is developed and maintained. Establishes legal services required by the organization and ensures that the organization is protected from any legal action. Provides executives with guidance in identifying the critical problems to which the application of legal principles yields the greatest opportunities for reducing risks and maximizing profits.
3 rd -Highest-Paid Executive	Third-highest-paid executive according to TDC. Common positions include: Senior Vice President – Operations, General Counsel, and Division President.
4 th -Highest-Paid Executive	Fourth-highest-paid executive according to TDC. Common positions include: Chief Sales Officer, Chief Marketing Officer, and Chief Human Resources Officer.
5 th -Highest-Paid Executive	Fifth-highest-paid executive according to TDC. Common positions include: Chief Administrative Officer, Chief Technology Officer, and Chief Information Officer.

Position matches were not used/included for revenue ranges with less than five incumbents (listed in the charts as ISD)



Grant Thornton

All Companies



All Companies – Chief Executive Officer

All Industries: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 894	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$414	\$532	\$642	\$768
		Total Cash	\$600	\$855	\$1,170	\$1,586
		Total Direct	\$988	\$1,856	\$3,671	\$5,953
		Short Term Incentive (%)	35%	63%	100%	148%
		Long Term Incentive (%)	37%	150%	430%	868%
\$500 - \$1,500M	N = 438	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$570	\$734	\$840	\$973
		Total Cash	\$927	\$1,385	\$2,024	\$2,601
		Total Direct	\$2,124	\$3,458	\$4,996	\$6,668
		Short Term Incentive (%)	53%	101%	150%	216%
		Long Term Incentive (%)	115%	240%	415%	681%
\$1,500M+	N = 340	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$721	\$899	\$1,000	\$1,144
		Total Cash	\$1,241	\$1,839	\$2,606	\$3,738
		Total Direct	\$3,326	\$5,044	\$6,797	\$8,842
		Short Term Incentive (%)	72%	120%	175%	286%
		Long Term Incentive (%)	204%	325%	443%	657%

All Companies – Chief Financial Officer

All Industries: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 692	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$270	\$335	\$387	\$444
		Total Cash	\$359	\$481	\$619	\$765
		Total Direct	\$526	\$846	\$1,438	\$2,175
		Short Term Incentive (%)	28%	46%	70%	109%
		Long Term Incentive (%)	37%	93%	231%	468%
\$500 - \$1,500M	N = 381	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$350	\$410	\$467	\$533
		Total Cash	\$513	\$678	\$875	\$1,213
		Total Direct	\$959	\$1,366	\$1,953	\$2,767
		Short Term Incentive (%)	42%	70%	106%	155%
		Long Term Incentive (%)	81%	146%	264%	448%
\$1,500M+	N = 272	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$424	\$487	\$575	\$668
		Total Cash	\$694	\$870	\$1,189	\$1,639
		Total Direct	\$1,282	\$1,770	\$2,418	\$3,592
		Short Term Incentive (%)	55%	83%	127%	203%
		Long Term Incentive (%)	116%	162%	245%	411%

All Companies – Chief Operating Officer

All Industries: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 240	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$290	\$351	\$422	\$476
		Total Cash	\$402	\$553	\$711	\$933
		Total Direct	\$573	\$990	\$1,604	\$2,791
		Short Term Incentive (%)	31%	49%	77%	121%
		Long Term Incentive (%)	36%	100%	216%	631%
\$500 - \$1,500M	N = 146	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$375	\$450	\$538	\$646
		Total Cash	\$599	\$739	\$1,005	\$1,399
		Total Direct	\$1,048	\$1,490	\$2,165	\$3,212
		Short Term Incentive (%)	46%	76%	107%	155%
		Long Term Incentive (%)	72%	144%	277%	433%
\$1,500M+	N = 114	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$437	\$552	\$643	\$774
		Total Cash	\$751	\$1,095	\$1,472	\$2,252
		Total Direct	\$1,494	\$2,286	\$3,250	\$4,384
		Short Term Incentive (%)	66%	100%	148%	231%
		Long Term Incentive (%)	119%	187%	268%	501%

All Companies – General Counsel / Top Legal Officer

All Industries: GC		P25	P50	P75	P90	
\$0 - \$500M	N = 223	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$283	\$337	\$398	\$445
		Total Cash	\$387	\$500	\$662	\$775
		Total Direct	\$604	\$1,000	\$1,514	\$2,032
		Short Term Incentive (%)	32%	48%	70%	110%
		Long Term Incentive (%)	61%	133%	247%	453%
\$500 - \$1,500M	N = 198	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$327	\$368	\$409	\$461
		Total Cash	\$462	\$562	\$739	\$984
		Total Direct	\$813	\$1,077	\$1,459	\$2,042
		Short Term Incentive (%)	37%	60%	91%	134%
		Long Term Incentive (%)	80%	119%	195%	310%
\$1,500M+	N = 132	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$382	\$425	\$489	\$571
		Total Cash	\$578	\$732	\$966	\$1,422
		Total Direct	\$1,040	\$1,327	\$1,868	\$2,396
		Short Term Incentive (%)	45%	76%	113%	163%
		Long Term Incentive (%)	100%	131%	178%	281%

All Companies – 3rd-Highest-Paid

All Industries: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 749	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$270	\$335	\$391	\$444
		Total Cash	\$360	\$488	\$614	\$741
		Total Direct	\$500	\$813	\$1,356	\$2,061
		Short Term Incentive (%)	25%	43%	65%	100%
		Long Term Incentive (%)	32%	88%	210%	386%
\$500 - \$1,500M	N = 420	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$341	\$394	\$450	\$513
		Total Cash	\$499	\$635	\$811	\$1,152
		Total Direct	\$824	\$1,152	\$1,671	\$2,443
		Short Term Incentive (%)	34%	63%	97%	141%
		Long Term Incentive (%)	65%	116%	197%	354%
\$1,500M+	N = 309	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$406	\$470	\$555	\$678
		Total Cash	\$648	\$855	\$1,127	\$1,633
		Total Direct	\$1,242	\$1,621	\$2,186	\$3,204
		Short Term Incentive (%)	52%	83%	120%	200%
		Long Term Incentive (%)	108%	151%	207%	304%

All Companies – 4th-Highest-Paid

All Industries: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 427	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$250	\$305	\$369	\$427
		Total Cash	\$337	\$438	\$568	\$685
		Total Direct	\$451	\$702	\$1,198	\$1,939
		Short Term Incentive (%)	26%	42%	65%	92%
		Long Term Incentive (%)	32%	75%	197%	342%
\$500 - \$1,500M	N = 323	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$301	\$356	\$412	\$475
		Total Cash	\$450	\$550	\$721	\$970
		Total Direct	\$723	\$1,003	\$1,415	\$1,978
		Short Term Incentive (%)	32%	60%	85%	134%
		Long Term Incentive (%)	57%	105%	194%	309%
\$1,500M+	N = 248	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$368	\$427	\$500	\$591
		Total Cash	\$579	\$750	\$955	\$1,377
		Total Direct	\$963	\$1,306	\$1,870	\$2,318
		Short Term Incentive (%)	45%	74%	112%	165%
		Long Term Incentive (%)	90%	124%	177%	256%

All Companies – 5th-Highest-Paid

All Industries: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 209	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$240	\$290	\$348	\$403
		Total Cash	\$300	\$408	\$536	\$675
		Total Direct	\$414	\$595	\$1,112	\$1,698
		Short Term Incentive (%)	26%	43%	60%	93%
		Long Term Incentive (%)	29%	68%	185%	297%
\$500 - \$1,500M	N = 193	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$277	\$330	\$390	\$434
		Total Cash	\$397	\$529	\$641	\$855
		Total Direct	\$604	\$884	\$1,160	\$1,673
		Short Term Incentive (%)	37%	59%	91%	143%
		Long Term Incentive (%)	48%	91%	166%	297%
\$1,500M+	N = 155	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$347	\$397	\$459	\$545
		Total Cash	\$522	\$675	\$852	\$1,227
		Total Direct	\$878	\$1,161	\$1,583	\$1,883
		Short Term Incentive (%)	43%	69%	105%	150%
		Long Term Incentive (%)	74%	117%	163%	231%



Grant Thornton

Communications



Communications – Chief Executive Officer

Communication Services: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 34	Revenue (Millions)	\$141	\$248	\$338	\$464
		Assets (Millions)	\$230	\$401	\$689	\$1,102
		Base Salary	\$300	\$438	\$551	\$893
		Total Cash	\$487	\$726	\$993	\$1,400
		Total Direct	\$1,067	\$1,869	\$2,957	\$4,387
		Short Term Incentive (%)	5%	64%	93%	120%
		Long Term Incentive (%)	0%	246%	489%	867%
\$500 - \$1,500M	N = 18	Revenue (Millions)	\$626	\$992	\$1,328	\$1,462
		Assets (Millions)	\$1,042	\$1,391	\$2,710	\$3,877
		Base Salary	\$573	\$682	\$904	\$1,216
		Total Cash	\$801	\$1,254	\$1,688	\$2,628
		Total Direct	\$2,676	\$3,234	\$4,551	\$5,513
		Short Term Incentive (%)	68%	93%	116%	126%
		Long Term Incentive (%)	150%	195%	418%	641%
\$1,500M+	N = 13	Revenue (Millions)	\$2,022	\$2,557	\$4,195	\$7,666
		Assets (Millions)	\$3,857	\$6,509	\$12,228	\$17,259
		Base Salary	\$950	\$1,000	\$1,180	\$1,250
		Total Cash	\$2,103	\$2,175	\$2,737	\$3,102
		Total Direct	\$3,266	\$4,267	\$8,687	\$10,121
		Short Term Incentive (%)	112%	129%	154%	194%
		Long Term Incentive (%)	160%	216%	437%	562%

Communications – Chief Financial Officer

Communication Services: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 27	Revenue (Millions)	\$141	\$248	\$338	\$464
		Assets (Millions)	\$230	\$401	\$689	\$1,102
		Base Salary	\$273	\$328	\$374	\$420
		Total Cash	\$293	\$385	\$579	\$708
		Total Direct	\$528	\$1,109	\$1,414	\$2,576
		Short Term Incentive (%)	0%	30%	57%	82%
		Long Term Incentive (%)	37%	176%	288%	591%
\$500 - \$1,500M	N = 12	Revenue (Millions)	\$626	\$992	\$1,328	\$1,462
		Assets (Millions)	\$1,042	\$1,391	\$2,710	\$3,877
		Base Salary	\$334	\$448	\$536	\$629
		Total Cash	\$547	\$724	\$968	\$1,025
		Total Direct	\$1,191	\$1,704	\$2,424	\$3,536
		Short Term Incentive (%)	49%	63%	93%	128%
		Long Term Incentive (%)	142%	205%	368%	495%
\$1,500M+	N = 9	Revenue (Millions)	\$2,022	\$2,557	\$4,195	\$7,666
		Assets (Millions)	\$3,857	\$6,509	\$12,228	\$17,259
		Base Salary	\$526	\$568	\$700	\$749
		Total Cash	\$984	\$1,127	\$1,512	\$2,155
		Total Direct	\$1,705	\$2,306	\$2,880	\$3,602
		Short Term Incentive (%)	70%	111%	139%	238%
		Long Term Incentive (%)	69%	134%	261%	319%

Communications – Chief Operating Officer

Communication Services: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 8	Revenue (Millions)	\$141	\$248	\$338	\$464
		Assets (Millions)	\$230	\$401	\$689	\$1,102
		Base Salary	\$283	\$313	\$356	\$467
		Total Cash	\$367	\$413	\$520	\$689
		Total Direct	\$747	\$1,022	\$2,666	\$3,339
		Short Term Incentive (%)	22%	36%	57%	80%
		Long Term Incentive (%)	66%	92%	807%	1118%
\$500 - \$1,500M	N = 5	Revenue (Millions)	\$626	\$992	\$1,328	\$1,462
		Assets (Millions)	\$1,042	\$1,391	\$2,710	\$3,877
		Base Salary	\$350	\$367	\$405	\$462
		Total Cash	\$350	\$601	\$660	\$744
		Total Direct	\$1,290	\$1,655	\$2,045	\$2,761
		Short Term Incentive (%)	0%	60%	63%	64%
		Long Term Incentive (%)	155%	394%	423%	664%
\$1,500M+	N = 7	Revenue (Millions)	\$2,022	\$2,557	\$4,195	\$7,666
		Assets (Millions)	\$3,857	\$6,509	\$12,228	\$17,259
		Base Salary	\$571	\$600	\$673	\$831
		Total Cash	\$1,109	\$1,360	\$2,010	\$2,634
		Total Direct	\$1,905	\$2,897	\$3,222	\$3,268
		Short Term Incentive (%)	99%	112%	153%	293%
		Long Term Incentive (%)	103%	151%	184%	235%

Communications – General Counsel / Top Legal Officer

Communication Services: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$141	\$248	\$338	\$464
		Assets (Millions)	\$230	\$401	\$689	\$1,102
		Base Salary	\$285	\$355	\$382	\$425
		Total Cash	\$364	\$479	\$541	\$574
		Total Direct	\$633	\$831	\$1,164	\$1,460
		Short Term Incentive (%)	30%	43%	54%	64%
		Long Term Incentive (%)	78%	118%	198%	240%
\$500 - \$1,500M	N = 11	Revenue (Millions)	\$626	\$992	\$1,328	\$1,462
		Assets (Millions)	\$1,042	\$1,391	\$2,710	\$3,877
		Base Salary	\$350	\$361	\$472	\$505
		Total Cash	\$389	\$605	\$738	\$950
		Total Direct	\$902	\$1,083	\$1,449	\$1,905
		Short Term Incentive (%)	28%	58%	103%	145%
		Long Term Incentive (%)	99%	130%	180%	437%
\$1,500M+	N = 7	Revenue (Millions)	\$2,022	\$2,557	\$4,195	\$7,666
		Assets (Millions)	\$3,857	\$6,509	\$12,228	\$17,259
		Base Salary	\$451	\$494	\$748	\$756
		Total Cash	\$838	\$1,090	\$2,080	\$2,901
		Total Direct	\$1,377	\$1,938	\$2,925	\$3,940
		Short Term Incentive (%)	96%	126%	176%	285%
		Long Term Incentive (%)	93%	125%	156%	214%

Communications – 3rd-Highest-Paid

Communication Services: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 27	Revenue (Millions)	\$141	\$248	\$338	\$464
		Assets (Millions)	\$230	\$401	\$689	\$1,102
		Base Salary	\$278	\$325	\$400	\$494
		Total Cash	\$368	\$424	\$525	\$733
		Total Direct	\$505	\$822	\$1,317	\$2,356
		Short Term Incentive (%)	4%	45%	56%	76%
		Long Term Incentive (%)	0%	83%	229%	393%
\$500 - \$1,500M	N = 14	Revenue (Millions)	\$626	\$992	\$1,328	\$1,462
		Assets (Millions)	\$1,042	\$1,391	\$2,710	\$3,877
		Base Salary	\$353	\$393	\$493	\$672
		Total Cash	\$475	\$664	\$796	\$987
		Total Direct	\$1,007	\$1,236	\$1,902	\$2,735
		Short Term Incentive (%)	39%	46%	66%	117%
		Long Term Incentive (%)	100%	160%	273%	508%
\$1,500M+	N = 11	Revenue (Millions)	\$2,022	\$2,557	\$4,195	\$7,666
		Assets (Millions)	\$3,857	\$6,509	\$12,228	\$17,259
		Base Salary	\$540	\$600	\$700	\$726
		Total Cash	\$1,002	\$1,127	\$1,436	\$2,343
		Total Direct	\$1,620	\$2,081	\$2,849	\$3,327
		Short Term Incentive (%)	75%	104%	128%	223%
		Long Term Incentive (%)	69%	134%	207%	265%

Communications – 4th-Highest-Paid

Communication Services: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 16	Revenue (Millions)	\$141	\$248	\$338	\$464
		Assets (Millions)	\$230	\$401	\$689	\$1,102
		Base Salary	\$274	\$316	\$333	\$370
		Total Cash	\$336	\$394	\$472	\$541
		Total Direct	\$536	\$720	\$934	\$1,476
		Short Term Incentive (%)	12%	43%	50%	64%
		Long Term Incentive (%)	67%	88%	144%	294%
\$500 - \$1,500M	N = 11	Revenue (Millions)	\$626	\$992	\$1,328	\$1,462
		Assets (Millions)	\$1,042	\$1,391	\$2,710	\$3,877
		Base Salary	\$293	\$352	\$362	\$460
		Total Cash	\$428	\$547	\$717	\$746
		Total Direct	\$1,029	\$1,190	\$1,595	\$1,674
		Short Term Incentive (%)	42%	53%	86%	178%
		Long Term Incentive (%)	132%	206%	301%	468%
\$1,500M+	N = 10	Revenue (Millions)	\$2,022	\$2,557	\$4,195	\$7,666
		Assets (Millions)	\$3,857	\$6,509	\$12,228	\$17,259
		Base Salary	\$481	\$531	\$592	\$663
		Total Cash	\$828	\$850	\$1,087	\$2,109
		Total Direct	\$1,284	\$1,590	\$2,214	\$3,246
		Short Term Incentive (%)	58%	75%	119%	146%
		Long Term Incentive (%)	62%	129%	160%	198%

Communications – 5th-Highest-Paid

Communication Services: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 9	Revenue (Millions)	\$141	\$248	\$338	\$464
		Assets (Millions)	\$230	\$401	\$689	\$1,102
		Base Salary	\$271	\$277	\$284	\$323
		Total Cash	\$275	\$343	\$404	\$431
		Total Direct	\$460	\$649	\$738	\$1,209
		Short Term Incentive (%)	13%	25%	44%	46%
		Long Term Incentive (%)	67%	101%	150%	257%
\$500 - \$1,500M	N = 8	Revenue (Millions)	\$626	\$992	\$1,328	\$1,462
		Assets (Millions)	\$1,042	\$1,391	\$2,710	\$3,877
		Base Salary	\$281	\$330	\$373	\$426
		Total Cash	\$347	\$526	\$599	\$631
		Total Direct	\$928	\$1,025	\$1,076	\$1,719
		Short Term Incentive (%)	14%	48%	50%	72%
		Long Term Incentive (%)	92%	125%	193%	2237%
\$1,500M+	N = 5	Revenue (Millions)	\$2,022	\$2,557	\$4,195	\$7,666
		Assets (Millions)	\$3,857	\$6,509	\$12,228	\$17,259
		Base Salary	\$333	\$351	\$391	\$544
		Total Cash	\$666	\$864	\$1,844	\$1,999
		Total Direct	\$924	\$1,104	\$2,103	\$2,779
		Short Term Incentive (%)	90%	121%	185%	1240%
		Long Term Incentive (%)	38%	61%	120%	177%



Grant Thornton

Consumer Discretionary



Consumer Discretionary – Chief Executive Officer

Consumer Discretionary: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 43	Revenue (Millions)	\$215	\$285	\$424	\$462
		Assets (Millions)	\$188	\$345	\$531	\$702
		Base Salary	\$390	\$542	\$696	\$777
		Total Cash	\$545	\$908	\$1,132	\$1,596
		Total Direct	\$1,107	\$1,607	\$2,435	\$4,738
		Short Term Incentive (%)	10%	66%	106%	148%
		Long Term Incentive (%)	34%	98%	225%	610%
\$500 - \$1,500M	N = 74	Revenue (Millions)	\$669	\$846	\$1,108	\$1,309
		Assets (Millions)	\$615	\$802	\$1,153	\$2,104
		Base Salary	\$554	\$750	\$875	\$1,081
		Total Cash	\$805	\$1,248	\$2,147	\$2,833
		Total Direct	\$1,718	\$2,611	\$5,077	\$7,472
		Short Term Incentive (%)	34%	95%	146%	196%
		Long Term Incentive (%)	86%	176%	360%	659%
\$1,500M+	N = 81	Revenue (Millions)	\$2,005	\$2,665	\$4,037	\$9,289
		Assets (Millions)	\$1,888	\$2,488	\$3,767	\$6,809
		Base Salary	\$840	\$995	\$1,100	\$1,169
		Total Cash	\$1,471	\$2,147	\$2,950	\$3,984
		Total Direct	\$4,451	\$6,453	\$8,323	\$10,839
		Short Term Incentive (%)	81%	125%	193%	325%
		Long Term Incentive (%)	250%	388%	587%	713%

Consumer Discretionary – Chief Financial Officer

Consumer Discretionary: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 39	Revenue (Millions)	\$215	\$285	\$424	\$462
		Assets (Millions)	\$188	\$345	\$531	\$702
		Base Salary	\$258	\$331	\$400	\$441
		Total Cash	\$335	\$504	\$595	\$682
		Total Direct	\$596	\$850	\$998	\$1,573
		Short Term Incentive (%)	18%	50%	67%	100%
		Long Term Incentive (%)	40%	76%	120%	601%
\$500 - \$1,500M	N = 61	Revenue (Millions)	\$669	\$846	\$1,108	\$1,309
		Assets (Millions)	\$615	\$802	\$1,153	\$2,104
		Base Salary	\$340	\$385	\$500	\$575
		Total Cash	\$400	\$606	\$925	\$1,213
		Total Direct	\$770	\$1,151	\$1,788	\$2,587
		Short Term Incentive (%)	28%	64%	121%	152%
		Long Term Incentive (%)	70%	126%	215%	396%
\$1,500M+	N = 63	Revenue (Millions)	\$2,005	\$2,665	\$4,037	\$9,289
		Assets (Millions)	\$1,888	\$2,488	\$3,767	\$6,809
		Base Salary	\$445	\$500	\$600	\$670
		Total Cash	\$668	\$847	\$1,165	\$1,635
		Total Direct	\$1,308	\$1,716	\$2,483	\$3,556
		Short Term Incentive (%)	53%	84%	111%	171%
		Long Term Incentive (%)	106%	162%	245%	358%

Consumer Discretionary – Chief Operating Officer

Consumer Discretionary: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 23	Revenue (Millions)	\$215	\$285	\$424	\$462
		Assets (Millions)	\$188	\$345	\$531	\$702
		Base Salary	\$233	\$316	\$350	\$397
		Total Cash	\$349	\$407	\$540	\$741
		Total Direct	\$618	\$918	\$1,161	\$2,074
		Short Term Incentive (%)	25%	48%	63%	70%
		Long Term Incentive (%)	85%	122%	198%	524%
\$500 - \$1,500M	N = 29	Revenue (Millions)	\$669	\$846	\$1,108	\$1,309
		Assets (Millions)	\$615	\$802	\$1,153	\$2,104
		Base Salary	\$350	\$475	\$536	\$651
		Total Cash	\$511	\$741	\$925	\$1,181
		Total Direct	\$770	\$1,340	\$2,144	\$2,733
		Short Term Incentive (%)	24%	58%	93%	116%
		Long Term Incentive (%)	62%	130%	198%	357%
\$1,500M+	N = 35	Revenue (Millions)	\$2,005	\$2,665	\$4,037	\$9,289
		Assets (Millions)	\$1,888	\$2,488	\$3,767	\$6,809
		Base Salary	\$548	\$600	\$737	\$833
		Total Cash	\$794	\$1,154	\$1,650	\$2,815
		Total Direct	\$1,623	\$2,451	\$3,439	\$5,005
		Short Term Incentive (%)	54%	97%	142%	269%
		Long Term Incentive (%)	118%	180%	265%	394%

Consumer Discretionary – General Counsel / Top Legal Officer

Consumer Discretionary: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 5	Revenue (Millions)	\$215	\$285	\$424	\$462
		Assets (Millions)	\$188	\$345	\$531	\$702
		Base Salary	\$284	\$297	\$313	\$367
		Total Cash	\$422	\$429	\$540	\$708
		Total Direct	\$757	\$812	\$829	\$1,112
		Short Term Incentive (%)	44%	48%	73%	91%
		Long Term Incentive (%)	88%	119%	135%	153%
\$500 - \$1,500M	N = 27	Revenue (Millions)	\$669	\$846	\$1,108	\$1,309
		Assets (Millions)	\$615	\$802	\$1,153	\$2,104
		Base Salary	\$350	\$380	\$410	\$485
		Total Cash	\$432	\$633	\$880	\$1,199
		Total Direct	\$805	\$1,116	\$1,693	\$2,170
		Short Term Incentive (%)	26%	58%	115%	134%
		Long Term Incentive (%)	46%	85%	155%	418%
\$1,500M+	N = 32	Revenue (Millions)	\$2,005	\$2,665	\$4,037	\$9,289
		Assets (Millions)	\$1,888	\$2,488	\$3,767	\$6,809
		Base Salary	\$422	\$479	\$554	\$600
		Total Cash	\$615	\$784	\$972	\$1,483
		Total Direct	\$1,053	\$1,505	\$1,925	\$2,602
		Short Term Incentive (%)	37%	66%	104%	158%
		Long Term Incentive (%)	92%	128%	184%	309%

Consumer Discretionary – 3rd-Highest-Paid

Consumer Discretionary: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 38	Revenue (Millions)	\$215	\$285	\$424	\$462
		Assets (Millions)	\$188	\$345	\$531	\$702
		Base Salary	\$243	\$325	\$357	\$439
		Total Cash	\$348	\$439	\$536	\$602
		Total Direct	\$538	\$702	\$1,016	\$1,344
		Short Term Incentive (%)	21%	46%	68%	111%
		Long Term Incentive (%)	21%	99%	151%	422%
\$500 - \$1,500M	N = 65	Revenue (Millions)	\$669	\$846	\$1,108	\$1,309
		Assets (Millions)	\$615	\$802	\$1,153	\$2,104
		Base Salary	\$338	\$384	\$477	\$534
		Total Cash	\$418	\$652	\$793	\$1,214
		Total Direct	\$738	\$1,140	\$1,699	\$2,471
		Short Term Incentive (%)	24%	56%	100%	149%
		Long Term Incentive (%)	55%	108%	175%	369%
\$1,500M+	N = 70	Revenue (Millions)	\$2,005	\$2,665	\$4,037	\$9,289
		Assets (Millions)	\$1,888	\$2,488	\$3,767	\$6,809
		Base Salary	\$435	\$500	\$672	\$766
		Total Cash	\$715	\$895	\$1,197	\$1,853
		Total Direct	\$1,315	\$1,700	\$2,386	\$3,515
		Short Term Incentive (%)	47%	86%	117%	201%
		Long Term Incentive (%)	119%	162%	230%	342%

Consumer Discretionary – 4th-Highest-Paid

Consumer Discretionary: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 21	Revenue (Millions)	\$215	\$285	\$424	\$462
		Assets (Millions)	\$188	\$345	\$531	\$702
		Base Salary	\$218	\$262	\$310	\$375
		Total Cash	\$293	\$416	\$478	\$504
		Total Direct	\$380	\$605	\$941	\$1,742
		Short Term Incentive (%)	10%	44%	73%	82%
		Long Term Incentive (%)	27%	70%	136%	366%
\$500 - \$1,500M	N = 51	Revenue (Millions)	\$669	\$846	\$1,108	\$1,309
		Assets (Millions)	\$615	\$802	\$1,153	\$2,104
		Base Salary	\$316	\$364	\$425	\$482
		Total Cash	\$432	\$550	\$718	\$993
		Total Direct	\$708	\$1,003	\$1,519	\$1,831
		Short Term Incentive (%)	29%	53%	84%	116%
		Long Term Incentive (%)	50%	100%	161%	336%
\$1,500M+	N = 58	Revenue (Millions)	\$2,005	\$2,665	\$4,037	\$9,289
		Assets (Millions)	\$1,888	\$2,488	\$3,767	\$6,809
		Base Salary	\$399	\$481	\$599	\$711
		Total Cash	\$617	\$757	\$939	\$1,360
		Total Direct	\$1,005	\$1,378	\$1,973	\$2,532
		Short Term Incentive (%)	32%	64%	94%	137%
		Long Term Incentive (%)	75%	128%	217%	260%

Consumer Discretionary – 5th-Highest-Paid

Consumer Discretionary: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 13	Revenue (Millions)	\$215	\$285	\$424	\$462
		Assets (Millions)	\$188	\$345	\$531	\$702
		Base Salary	\$218	\$272	\$310	\$329
		Total Cash	\$237	\$361	\$393	\$434
		Total Direct	\$346	\$483	\$759	\$1,397
		Short Term Incentive (%)	6%	32%	44%	60%
		Long Term Incentive (%)	18%	55%	135%	267%
\$500 - \$1,500M	N = 30	Revenue (Millions)	\$669	\$846	\$1,108	\$1,309
		Assets (Millions)	\$615	\$802	\$1,153	\$2,104
		Base Salary	\$277	\$340	\$408	\$428
		Total Cash	\$350	\$526	\$708	\$947
		Total Direct	\$552	\$935	\$1,314	\$1,807
		Short Term Incentive (%)	27%	56%	87%	117%
		Long Term Incentive (%)	43%	91%	155%	332%
\$1,500M+	N = 35	Revenue (Millions)	\$2,005	\$2,665	\$4,037	\$9,289
		Assets (Millions)	\$1,888	\$2,488	\$3,767	\$6,809
		Base Salary	\$375	\$439	\$538	\$607
		Total Cash	\$543	\$680	\$861	\$1,116
		Total Direct	\$927	\$1,187	\$1,692	\$2,074
		Short Term Incentive (%)	33%	58%	87%	129%
		Long Term Incentive (%)	67%	127%	164%	287%



Grant Thornton

Consumer Staples



Consumer Staples – Chief Executive Officer

Consumer Staples: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 13	Revenue (Millions)	\$180	\$259	\$361	\$391
		Assets (Millions)	\$144	\$261	\$432	\$461
		Base Salary	\$422	\$600	\$650	\$709
		Total Cash	\$657	\$1,020	\$1,222	\$1,677
		Total Direct	\$1,156	\$1,956	\$2,964	\$4,766
		Short Term Incentive (%)	56%	93%	136%	204%
		Long Term Incentive (%)	20%	153%	234%	667%
\$500 - \$1,500M	N = 17	Revenue (Millions)	\$732	\$1,027	\$1,330	\$1,349
		Assets (Millions)	\$531	\$909	\$1,136	\$1,549
		Base Salary	\$630	\$767	\$843	\$970
		Total Cash	\$831	\$1,424	\$2,202	\$3,088
		Total Direct	\$1,130	\$2,999	\$4,198	\$4,546
		Short Term Incentive (%)	53%	105%	170%	201%
		Long Term Incentive (%)	49%	103%	261%	342%
\$1,500M+	N = 21	Revenue (Millions)	\$2,268	\$3,451	\$7,508	\$19,962
		Assets (Millions)	\$1,964	\$2,271	\$3,727	\$7,004
		Base Salary	\$755	\$850	\$1,056	\$1,164
		Total Cash	\$1,212	\$1,446	\$1,924	\$3,600
		Total Direct	\$2,828	\$4,181	\$6,022	\$7,024
		Short Term Incentive (%)	52%	66%	102%	200%
		Long Term Incentive (%)	0%	252%	351%	438%

Consumer Staples – Chief Financial Officer

Consumer Staples: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 15	Revenue (Millions)	\$180	\$259	\$361	\$391
		Assets (Millions)	\$144	\$261	\$432	\$461
		Base Salary	\$225	\$297	\$347	\$365
		Total Cash	\$310	\$481	\$544	\$630
		Total Direct	\$486	\$738	\$1,117	\$1,447
		Short Term Incentive (%)	23%	43%	65%	95%
		Long Term Incentive (%)	23%	92%	177%	323%
\$500 - \$1,500M	N = 11	Revenue (Millions)	\$732	\$1,027	\$1,330	\$1,349
		Assets (Millions)	\$531	\$909	\$1,136	\$1,549
		Base Salary	\$396	\$466	\$558	\$690
		Total Cash	\$543	\$740	\$1,040	\$1,366
		Total Direct	\$784	\$1,128	\$1,412	\$1,724
		Short Term Incentive (%)	26%	40%	124%	169%
		Long Term Incentive (%)	46%	56%	100%	184%
\$1,500M+	N = 16	Revenue (Millions)	\$2,268	\$3,451	\$7,508	\$19,962
		Assets (Millions)	\$1,964	\$2,271	\$3,727	\$7,004
		Base Salary	\$435	\$463	\$565	\$630
		Total Cash	\$612	\$770	\$1,024	\$1,154
		Total Direct	\$1,092	\$1,342	\$1,549	\$2,339
		Short Term Incentive (%)	35%	56%	103%	118%
		Long Term Incentive (%)	77%	125%	176%	326%

Consumer Staples – Chief Operating Officer

Consumer Staples: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 6	Revenue (Millions)	\$180	\$259	\$361	\$391
		Assets (Millions)	\$144	\$261	\$432	\$461
		Base Salary	\$290	\$328	\$403	\$415
		Total Cash	\$427	\$586	\$722	\$775
		Total Direct	\$778	\$957	\$984	\$1,054
		Short Term Incentive (%)	27%	53%	127%	164%
		Long Term Incentive (%)	56%	76%	117%	631%
\$500 - \$1,500M	N = 8	Revenue (Millions)	\$732	\$1,027	\$1,330	\$1,349
		Assets (Millions)	\$531	\$909	\$1,136	\$1,549
		Base Salary	\$383	\$420	\$446	\$492
		Total Cash	\$475	\$626	\$720	\$1,034
		Total Direct	\$561	\$954	\$1,487	\$1,957
		Short Term Incentive (%)	30%	56%	84%	117%
		Long Term Incentive (%)	31%	51%	87%	213%
\$1,500M+	N = 8	Revenue (Millions)	\$2,268	\$3,451	\$7,508	\$19,962
		Assets (Millions)	\$1,964	\$2,271	\$3,727	\$7,004
		Base Salary	\$551	\$586	\$647	\$683
		Total Cash	\$726	\$1,027	\$1,889	\$2,087
		Total Direct	\$1,095	\$1,927	\$2,264	\$2,527
		Short Term Incentive (%)	41%	105%	192%	205%
		Long Term Incentive (%)	0%	11%	125%	246%

Consumer Staples – General Counsel / Top Legal Officer

Consumer Staples: General Counsel		P25	P50	P75	P90
\$0 - \$500M	N = 4	Revenue (Millions)	ISD	ISD	ISD
		Assets (Millions)	ISD	ISD	ISD
		Base Salary	ISD	ISD	ISD
		Total Cash	ISD	ISD	ISD
		Total Direct	ISD	ISD	ISD
		Short Term Incentive (%)	ISD	ISD	ISD
		Long Term Incentive (%)	ISD	ISD	ISD
\$500 - \$1,500M	N = 4	Revenue (Millions)	ISD	ISD	ISD
		Assets (Millions)	ISD	ISD	ISD
		Base Salary	ISD	ISD	ISD
		Total Cash	ISD	ISD	ISD
		Total Direct	ISD	ISD	ISD
		Short Term Incentive (%)	ISD	ISD	ISD
		Long Term Incentive (%)	ISD	ISD	ISD
\$1,500M+	N = 10	Revenue (Millions)	\$2,268	\$3,451	\$7,508
		Assets (Millions)	\$1,964	\$2,271	\$3,727
		Base Salary	\$413	\$456	\$460
		Total Cash	\$511	\$596	\$653
		Total Direct	\$712	\$1,021	\$1,320
		Short Term Incentive (%)	7%	38%	41%
		Long Term Incentive (%)	35%	97%	155%

Consumer Staples – 3rd-Highest-Paid

Consumer Staples: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 12	Revenue (Millions)	\$180	\$259	\$361	\$391
		Assets (Millions)	\$144	\$261	\$432	\$461
		Base Salary	\$197	\$294	\$354	\$380
		Total Cash	\$281	\$437	\$603	\$717
		Total Direct	\$575	\$780	\$996	\$1,096
		Short Term Incentive (%)	29%	48%	77%	98%
		Long Term Incentive (%)	30%	75%	141%	906%
\$500 - \$1,500M	N = 16	Revenue (Millions)	\$732	\$1,027	\$1,330	\$1,349
		Assets (Millions)	\$531	\$909	\$1,136	\$1,549
		Base Salary	\$362	\$458	\$543	\$607
		Total Cash	\$502	\$611	\$770	\$1,099
		Total Direct	\$559	\$906	\$1,204	\$1,591
		Short Term Incentive (%)	7%	43%	75%	120%
		Long Term Incentive (%)	26%	49%	98%	114%
\$1,500M+	N = 17	Revenue (Millions)	\$2,268	\$3,451	\$7,508	\$19,962
		Assets (Millions)	\$1,964	\$2,271	\$3,727	\$7,004
		Base Salary	\$438	\$470	\$635	\$688
		Total Cash	\$608	\$732	\$1,005	\$1,583
		Total Direct	\$946	\$1,243	\$1,631	\$2,205
		Short Term Incentive (%)	36%	48%	100%	195%
		Long Term Incentive (%)	0%	80%	157%	258%

Consumer Staples – 4th-Highest-Paid

Consumer Staples: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 5	Revenue (Millions)	\$180	\$259	\$361	\$391
		Assets (Millions)	\$144	\$261	\$432	\$461
		Base Salary	\$280	\$303	\$333	\$345
		Total Cash	\$395	\$453	\$488	\$578
		Total Direct	\$549	\$593	\$650	\$907
		Short Term Incentive (%)	41%	61%	81%	92%
		Long Term Incentive (%)	42%	53%	55%	97%
\$500 - \$1,500M	N = 13	Revenue (Millions)	\$732	\$1,027	\$1,330	\$1,349
		Assets (Millions)	\$531	\$909	\$1,136	\$1,549
		Base Salary	\$297	\$400	\$452	\$531
		Total Cash	\$528	\$617	\$700	\$860
		Total Direct	\$690	\$817	\$1,081	\$1,344
		Short Term Incentive (%)	29%	54%	106%	121%
		Long Term Incentive (%)	36%	53%	94%	101%
\$1,500M+	N = 14	Revenue (Millions)	\$2,268	\$3,451	\$7,508	\$19,962
		Assets (Millions)	\$1,964	\$2,271	\$3,727	\$7,004
		Base Salary	\$371	\$416	\$464	\$506
		Total Cash	\$474	\$630	\$823	\$975
		Total Direct	\$739	\$1,129	\$1,563	\$1,893
		Short Term Incentive (%)	37%	43%	99%	113%
		Long Term Incentive (%)	39%	98%	146%	231%

Consumer Staples – 5th-Highest-Paid

Consumer Staples: 5th-Highest Rank		P25	P50	P75	P90
\$0 - \$500M	N = 4	Revenue (Millions)	ISD	ISD	ISD
		Assets (Millions)	ISD	ISD	ISD
		Base Salary	ISD	ISD	ISD
		Total Cash	ISD	ISD	ISD
		Total Direct	ISD	ISD	ISD
		Short Term Incentive (%)	ISD	ISD	ISD
		Long Term Incentive (%)	ISD	ISD	ISD
\$500 - \$1,500M	N = 6	Revenue (Millions)	\$732	\$1,027	\$1,330
		Assets (Millions)	\$531	\$909	\$1,136
		Base Salary	\$303	\$379	\$432
		Total Cash	\$547	\$623	\$665
		Total Direct	\$686	\$839	\$1,139
		Short Term Incentive (%)	54%	110%	157%
		Long Term Incentive (%)	11%	57%	140%
\$1,500M+	N = 8	Revenue (Millions)	\$2,268	\$3,451	\$7,508
		Assets (Millions)	\$1,964	\$2,271	\$3,727
		Base Salary	\$375	\$396	\$437
		Total Cash	\$541	\$683	\$807
		Total Direct	\$819	\$1,032	\$1,547
		Short Term Incentive (%)	39%	62%	107%
		Long Term Incentive (%)	28%	108%	190%



Grant Thornton

Energy



Energy – Chief Executive Officer

Energy: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 39	Revenue (Millions)	\$116	\$234	\$369	\$436
		Assets (Millions)	\$303	\$488	\$1,026	\$1,553
		Base Salary	\$416	\$500	\$591	\$700
		Total Cash	\$500	\$863	\$1,188	\$1,431
		Total Direct	\$1,024	\$1,792	\$2,674	\$4,450
		Short Term Incentive (%)	67%	94%	132%	185%
		Long Term Incentive (%)	48%	175%	349%	662%
\$500 - \$1,500M	N = 35	Revenue (Millions)	\$759	\$923	\$1,187	\$1,337
		Assets (Millions)	\$1,280	\$2,036	\$3,584	\$5,529
		Base Salary	\$670	\$800	\$850	\$961
		Total Cash	\$1,217	\$1,613	\$2,109	\$3,036
		Total Direct	\$2,987	\$5,036	\$5,950	\$7,437
		Short Term Incentive (%)	64%	115%	191%	274%
		Long Term Incentive (%)	231%	364%	511%	648%
\$1,500M+	N = 17	Revenue (Millions)	\$2,028	\$2,408	\$4,219	\$7,173
		Assets (Millions)	\$1,787	\$2,165	\$5,275	\$5,806
		Base Salary	\$700	\$839	\$896	\$984
		Total Cash	\$1,619	\$1,950	\$2,283	\$2,745
		Total Direct	\$3,225	\$5,360	\$7,057	\$8,522
		Short Term Incentive (%)	132%	152%	172%	179%
		Long Term Incentive (%)	203%	418%	475%	686%

Energy – Chief Financial Officer

Energy: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 34	Revenue (Millions)	\$116	\$234	\$369	\$436
		Assets (Millions)	\$303	\$488	\$1,026	\$1,553
		Base Salary	\$251	\$295	\$356	\$414
		Total Cash	\$314	\$431	\$600	\$778
		Total Direct	\$586	\$858	\$1,395	\$2,023
		Short Term Incentive (%)	44%	59%	99%	116%
		Long Term Incentive (%)	54%	141%	257%	650%
\$500 - \$1,500M	N = 30	Revenue (Millions)	\$759	\$923	\$1,187	\$1,337
		Assets (Millions)	\$1,280	\$2,036	\$3,584	\$5,529
		Base Salary	\$323	\$418	\$450	\$478
		Total Cash	\$517	\$663	\$869	\$1,005
		Total Direct	\$1,151	\$1,514	\$2,042	\$2,781
		Short Term Incentive (%)	52%	77%	130%	150%
		Long Term Incentive (%)	124%	198%	339%	452%
\$1,500M+	N = 12	Revenue (Millions)	\$2,028	\$2,408	\$4,219	\$7,173
		Assets (Millions)	\$1,787	\$2,165	\$5,275	\$5,806
		Base Salary	\$381	\$406	\$492	\$539
		Total Cash	\$663	\$819	\$1,097	\$1,273
		Total Direct	\$1,073	\$1,584	\$2,654	\$3,452
		Short Term Incentive (%)	84%	120%	143%	161%
		Long Term Incentive (%)	111%	144%	315%	514%

Energy – Chief Operating Officer

Energy: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 17	Revenue (Millions)	\$116	\$234	\$369	\$436
		Assets (Millions)	\$303	\$488	\$1,026	\$1,553
		Base Salary	\$300	\$330	\$426	\$477
		Total Cash	\$538	\$618	\$723	\$1,085
		Total Direct	\$649	\$1,139	\$1,603	\$2,201
		Short Term Incentive (%)	79%	90%	124%	145%
		Long Term Incentive (%)	34%	90%	271%	357%
\$500 - \$1,500M	N = 22	Revenue (Millions)	\$759	\$923	\$1,187	\$1,337
		Assets (Millions)	\$1,280	\$2,036	\$3,584	\$5,529
		Base Salary	\$379	\$450	\$471	\$524
		Total Cash	\$674	\$724	\$903	\$1,099
		Total Direct	\$1,453	\$1,975	\$2,539	\$2,964
		Short Term Incentive (%)	55%	84%	109%	159%
		Long Term Incentive (%)	159%	275%	386%	465%
\$1,500M+	N = 12	Revenue (Millions)	\$2,028	\$2,408	\$4,219	\$7,173
		Assets (Millions)	\$1,787	\$2,165	\$5,275	\$5,806
		Base Salary	\$357	\$462	\$580	\$600
		Total Cash	\$807	\$1,044	\$1,165	\$1,305
		Total Direct	\$1,317	\$2,403	\$2,771	\$4,663
		Short Term Incentive (%)	99%	115%	130%	153%
		Long Term Incentive (%)	143%	202%	395%	577%

Energy – General Counsel / Top Legal Officer

Energy: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 9	Revenue (Millions)	\$116	\$234	\$369	\$436
		Assets (Millions)	\$303	\$488	\$1,026	\$1,553
		Base Salary	\$307	\$351	\$352	\$416
		Total Cash	\$415	\$496	\$696	\$766
		Total Direct	\$708	\$1,000	\$1,385	\$1,661
		Short Term Incentive (%)	46%	69%	99%	106%
		Long Term Incentive (%)	66%	150%	197%	217%
\$500 - \$1,500M	N = 24	Revenue (Millions)	\$759	\$923	\$1,187	\$1,337
		Assets (Millions)	\$1,280	\$2,036	\$3,584	\$5,529
		Base Salary	\$337	\$382	\$424	\$459
		Total Cash	\$495	\$623	\$780	\$1,031
		Total Direct	\$976	\$1,303	\$1,881	\$2,376
		Short Term Incentive (%)	54%	73%	98%	129%
		Long Term Incentive (%)	117%	185%	294%	339%
\$1,500M+	N = 12	Revenue (Millions)	\$2,028	\$2,408	\$4,219	\$7,173
		Assets (Millions)	\$1,787	\$2,165	\$5,275	\$5,806
		Base Salary	\$354	\$403	\$436	\$450
		Total Cash	\$650	\$741	\$925	\$1,221
		Total Direct	\$925	\$1,312	\$2,164	\$2,355
		Short Term Incentive (%)	75%	90%	140%	194%
		Long Term Incentive (%)	105%	148%	276%	294%

Energy – 3rd-Highest-Paid

Energy: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 25	Revenue (Millions)	\$116	\$234	\$369	\$436
		Assets (Millions)	\$303	\$488	\$1,026	\$1,553
		Base Salary	\$253	\$315	\$363	\$401
		Total Cash	\$323	\$582	\$628	\$693
		Total Direct	\$401	\$769	\$1,317	\$1,648
		Short Term Incentive (%)	50%	79%	99%	108%
		Long Term Incentive (%)	42%	129%	219%	338%
\$500 - \$1,500M	N = 34	Revenue (Millions)	\$759	\$923	\$1,187	\$1,337
		Assets (Millions)	\$1,280	\$2,036	\$3,584	\$5,529
		Base Salary	\$348	\$406	\$450	\$463
		Total Cash	\$561	\$717	\$880	\$1,031
		Total Direct	\$1,162	\$1,596	\$1,999	\$2,785
		Short Term Incentive (%)	51%	74%	111%	147%
		Long Term Incentive (%)	128%	241%	334%	426%
\$1,500M+	N = 16	Revenue (Millions)	\$2,028	\$2,408	\$4,219	\$7,173
		Assets (Millions)	\$1,787	\$2,165	\$5,275	\$5,806
		Base Salary	\$340	\$414	\$508	\$559
		Total Cash	\$753	\$857	\$1,220	\$1,381
		Total Direct	\$1,167	\$1,488	\$2,481	\$3,126
		Short Term Incentive (%)	87%	123%	158%	170%
		Long Term Incentive (%)	119%	166%	230%	468%

Energy – 4th-Highest-Paid

Energy: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 14	Revenue (Millions)	\$116	\$234	\$369	\$436
		Assets (Millions)	\$303	\$488	\$1,026	\$1,553
		Base Salary	\$213	\$281	\$341	\$379
		Total Cash	\$299	\$442	\$560	\$592
		Total Direct	\$353	\$738	\$971	\$1,213
		Short Term Incentive (%)	46%	55%	94%	120%
		Long Term Incentive (%)	40%	74%	154%	200%
\$500 - \$1,500M	N = 28	Revenue (Millions)	\$759	\$923	\$1,187	\$1,337
		Assets (Millions)	\$1,280	\$2,036	\$3,584	\$5,529
		Base Salary	\$279	\$329	\$398	\$424
		Total Cash	\$428	\$603	\$686	\$807
		Total Direct	\$878	\$1,076	\$1,557	\$1,982
		Short Term Incentive (%)	53%	74%	96%	150%
		Long Term Incentive (%)	96%	155%	281%	359%
\$1,500M+	N = 14	Revenue (Millions)	\$2,028	\$2,408	\$4,219	\$7,173
		Assets (Millions)	\$1,787	\$2,165	\$5,275	\$5,806
		Base Salary	\$306	\$365	\$447	\$508
		Total Cash	\$614	\$696	\$822	\$1,368
		Total Direct	\$893	\$962	\$1,977	\$2,440
		Short Term Incentive (%)	75%	90%	138%	194%
		Long Term Incentive (%)	102%	120%	195%	291%

Energy – 5th-Highest-Paid

Energy: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 6	Revenue (Millions)	\$116	\$234	\$369	\$436
		Assets (Millions)	\$303	\$488	\$1,026	\$1,553
		Base Salary	\$251	\$257	\$289	\$500
		Total Cash	\$291	\$448	\$528	\$939
		Total Direct	\$369	\$698	\$974	\$1,174
		Short Term Incentive (%)	74%	85%	92%	93%
		Long Term Incentive (%)	28%	45%	122%	151%
\$500 - \$1,500M	N = 15	Revenue (Millions)	\$759	\$923	\$1,187	\$1,337
		Assets (Millions)	\$1,280	\$2,036	\$3,584	\$5,529
		Base Salary	\$263	\$324	\$404	\$419
		Total Cash	\$496	\$557	\$593	\$721
		Total Direct	\$823	\$975	\$1,512	\$1,794
		Short Term Incentive (%)	57%	86%	117%	154%
		Long Term Incentive (%)	100%	143%	258%	275%
\$1,500M+	N = 6	Revenue (Millions)	\$2,028	\$2,408	\$4,219	\$7,173
		Assets (Millions)	\$1,787	\$2,165	\$5,275	\$5,806
		Base Salary	\$292	\$369	\$441	\$478
		Total Cash	\$555	\$712	\$1,139	\$1,348
		Total Direct	\$828	\$1,128	\$1,655	\$2,008
		Short Term Incentive (%)	81%	96%	162%	182%
		Long Term Incentive (%)	109%	117%	146%	193%

Financials



Financials – Chief Executive Officer

Financials: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 266	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$415	\$521	\$662	\$807
		Total Cash	\$585	\$803	\$1,160	\$1,598
		Total Direct	\$750	\$1,117	\$1,779	\$2,877
		Short Term Incentive (%)	33%	52%	84%	140%
		Long Term Incentive (%)	19%	50%	107%	257%
\$500 - \$1,500M	N = 79	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$600	\$780	\$900	\$1,013
		Total Cash	\$1,140	\$1,675	\$2,249	\$3,759
		Total Direct	\$2,186	\$3,303	\$4,638	\$6,142
		Short Term Incentive (%)	79%	110%	157%	385%
		Long Term Incentive (%)	88%	136%	285%	532%
\$1,500M+	N = 12	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$414	\$871	\$1,000	\$1,000
		Total Cash	\$2,566	\$3,081	\$4,260	\$6,828
		Total Direct	\$3,904	\$6,176	\$7,424	\$8,566
		Short Term Incentive (%)	204%	272%	568%	787%
		Long Term Incentive (%)	179%	270%	409%	493%

Financials – Chief Financial Officer

Financial Services: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 211	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$237	\$295	\$358	\$400
		Total Cash	\$296	\$421	\$545	\$691
		Total Direct	\$364	\$520	\$777	\$1,123
		Short Term Incentive (%)	25%	38%	59%	120%
		Long Term Incentive (%)	15%	40%	73%	166%
\$500 - \$1,500M	N = 75	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$375	\$410	\$483	\$531
		Total Cash	\$604	\$775	\$1,067	\$1,725
		Total Direct	\$895	\$1,277	\$1,832	\$3,083
		Short Term Incentive (%)	50%	83%	144%	263%
		Long Term Incentive (%)	47%	86%	158%	310%
\$1,500M+	N = 11	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$451	\$556	\$611	\$675
		Total Cash	\$1,284	\$1,519	\$2,016	\$3,024
		Total Direct	\$1,960	\$2,599	\$3,439	\$4,364
		Short Term Incentive (%)	154%	193%	327%	429%
		Long Term Incentive (%)	147%	192%	224%	359%

Financials – Chief Operating Officer

Financial Services: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 96	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$254	\$330	\$389	\$446
		Total Cash	\$342	\$462	\$625	\$853
		Total Direct	\$400	\$570	\$931	\$1,545
		Short Term Incentive (%)	27%	41%	67%	104%
		Long Term Incentive (%)	17%	39%	76%	133%
\$500 - \$1,500M	N = 36	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$380	\$492	\$558	\$715
		Total Cash	\$633	\$866	\$1,324	\$2,204
		Total Direct	\$968	\$1,465	\$2,130	\$3,449
		Short Term Incentive (%)	51%	74%	107%	228%
		Long Term Incentive (%)	50%	92%	151%	315%
\$1,500M+	N = 7	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$557	\$632	\$738	\$750
		Total Cash	\$1,320	\$1,487	\$1,981	\$2,781
		Total Direct	\$1,759	\$2,361	\$3,720	\$4,274
		Short Term Incentive (%)	148%	164%	176%	271%
		Long Term Incentive (%)	63%	114%	185%	228%

Financials – General Counsel / Top Legal Officer

Financial Services: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 31	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$224	\$316	\$369	\$427
		Total Cash	\$372	\$463	\$698	\$1,071
		Total Direct	\$484	\$745	\$1,071	\$1,723
		Short Term Incentive (%)	44%	51%	101%	190%
		Long Term Incentive (%)	37%	56%	147%	254%
\$500 - \$1,500M	N = 27	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$335	\$366	\$424	\$500
		Total Cash	\$546	\$650	\$1,101	\$1,622
		Total Direct	\$808	\$1,070	\$2,204	\$2,762
		Short Term Incentive (%)	57%	77%	144%	243%
		Long Term Incentive (%)	52%	123%	183%	308%
\$1,500M+	N = 7	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$492	\$548	\$573	\$576
		Total Cash	\$1,096	\$1,270	\$1,400	\$1,431
		Total Direct	\$1,742	\$1,887	\$2,050	\$2,269
		Short Term Incentive (%)	112%	123%	149%	178%
		Long Term Incentive (%)	96%	135%	142%	164%

Financials – 3rd-Highest-Paid

Financial Services: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 217	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$249	\$300	\$359	\$407
		Total Cash	\$312	\$419	\$546	\$685
		Total Direct	\$375	\$538	\$768	\$1,107
		Short Term Incentive (%)	23%	37%	56%	100%
		Long Term Incentive (%)	12%	37%	60%	130%
\$500 - \$1,500M	N = 74	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$366	\$415	\$500	\$550
		Total Cash	\$596	\$707	\$1,140	\$1,826
		Total Direct	\$890	\$1,245	\$1,665	\$2,749
		Short Term Incentive (%)	49%	74%	121%	262%
		Long Term Incentive (%)	53%	94%	140%	247%
\$1,500M+	N = 11	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$484	\$578	\$648	\$750
		Total Cash	\$1,318	\$1,722	\$2,947	\$4,497
		Total Direct	\$1,954	\$2,668	\$4,274	\$4,997
		Short Term Incentive (%)	145%	183%	311%	789%
		Long Term Incentive (%)	130%	159%	194%	200%

Financials – 4th-Highest-Paid

Financial Services: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 132	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$227	\$289	\$338	\$377
		Total Cash	\$290	\$395	\$495	\$603
		Total Direct	\$353	\$508	\$710	\$1,044
		Short Term Incentive (%)	26%	38%	55%	86%
		Long Term Incentive (%)	15%	37%	67%	192%
\$500 - \$1,500M	N = 61	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$348	\$400	\$458	\$504
		Total Cash	\$573	\$722	\$980	\$1,615
		Total Direct	\$819	\$1,037	\$1,486	\$2,496
		Short Term Incentive (%)	55%	74%	124%	364%
		Long Term Incentive (%)	49%	73%	122%	247%
\$1,500M+	N = 10	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$363	\$450	\$548	\$571
		Total Cash	\$1,157	\$1,322	\$1,990	\$3,108
		Total Direct	\$1,677	\$2,023	\$2,647	\$3,935
		Short Term Incentive (%)	129%	160%	407%	830%
		Long Term Incentive (%)	128%	146%	195%	247%

Financials – 5th-Highest-Paid

Financial Services: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 86	Revenue (Millions)	\$64	\$158	\$293	\$414
		Assets (Millions)	\$221	\$555	\$1,704	\$4,477
		Base Salary	\$194	\$258	\$310	\$375
		Total Cash	\$276	\$362	\$464	\$602
		Total Direct	\$340	\$478	\$608	\$1,089
		Short Term Incentive (%)	26%	39%	60%	178%
		Long Term Incentive (%)	14%	36%	85%	227%
\$500 - \$1,500M	N = 42	Revenue (Millions)	\$678	\$863	\$1,127	\$1,336
		Assets (Millions)	\$850	\$1,324	\$2,495	\$7,377
		Base Salary	\$297	\$373	\$425	\$497
		Total Cash	\$520	\$630	\$858	\$1,247
		Total Direct	\$677	\$904	\$1,174	\$1,496
		Short Term Incentive (%)	46%	66%	112%	250%
		Long Term Incentive (%)	34%	68%	94%	210%
\$1,500M+	N = 6	Revenue (Millions)	\$1,928	\$2,534	\$4,183	\$7,294
		Assets (Millions)	\$1,893	\$2,742	\$4,637	\$7,460
		Base Salary	\$354	\$483	\$544	\$557
		Total Cash	\$1,264	\$1,326	\$1,447	\$2,255
		Total Direct	\$1,443	\$1,725	\$2,262	\$3,095
		Short Term Incentive (%)	147%	173%	367%	630%
		Long Term Incentive (%)	48%	115%	182%	218%



Grant Thornton

Health Care



Health Care – Chief Executive Officer

Health Care: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 243	Revenue (Millions)	\$20	\$60	\$153	\$311
		Assets (Millions)	\$120	\$224	\$465	\$703
		Base Salary	\$493	\$559	\$636	\$732
		Total Cash	\$671	\$885	\$1,132	\$1,405
		Total Direct	\$1,791	\$3,386	\$5,065	\$8,020
		Short Term Incentive (%)	45%	63%	84%	119%
		Long Term Incentive (%)	190%	424%	745%	1276%
\$500 - \$1,500M	N = 33	Revenue (Millions)	\$651	\$831	\$991	\$1,159
		Assets (Millions)	\$924	\$1,254	\$1,750	\$2,256
		Base Salary	\$600	\$739	\$892	\$950
		Total Cash	\$1,050	\$1,235	\$1,843	\$2,171
		Total Direct	\$2,474	\$4,222	\$5,674	\$7,533
		Short Term Incentive (%)	47%	85%	130%	183%
		Long Term Incentive (%)	167%	379%	533%	771%
\$1,500M+	N = 18	Revenue (Millions)	\$2,063	\$3,371	\$5,503	\$9,370
		Assets (Millions)	\$2,442	\$3,239	\$5,597	\$8,376
		Base Salary	\$521	\$899	\$996	\$1,064
		Total Cash	\$900	\$1,478	\$1,874	\$4,302
		Total Direct	\$4,158	\$5,478	\$7,144	\$8,700
		Short Term Incentive (%)	33%	74%	109%	312%
		Long Term Incentive (%)	332%	525%	752%	1678%

Health Care – Chief Financial Officer

Health Care: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 180	Revenue (Millions)	\$20	\$60	\$153	\$311
		Assets (Millions)	\$120	\$224	\$465	\$703
		Base Salary	\$301	\$383	\$426	\$463
		Total Cash	\$405	\$540	\$627	\$717
		Total Direct	\$906	\$1,376	\$1,997	\$2,694
		Short Term Incentive (%)	35%	46%	59%	86%
		Long Term Incentive (%)	123%	198%	361%	592%
\$500 - \$1,500M	N = 28	Revenue (Millions)	\$651	\$831	\$991	\$1,159
		Assets (Millions)	\$924	\$1,254	\$1,750	\$2,256
		Base Salary	\$366	\$420	\$496	\$531
		Total Cash	\$504	\$648	\$805	\$1,001
		Total Direct	\$1,062	\$1,553	\$2,325	\$2,868
		Short Term Incentive (%)	35%	59%	98%	142%
		Long Term Incentive (%)	119%	211%	364%	458%
\$1,500M+	N = 16	Revenue (Millions)	\$2,063	\$3,371	\$5,503	\$9,370
		Assets (Millions)	\$2,442	\$3,239	\$5,597	\$8,376
		Base Salary	\$466	\$525	\$605	\$628
		Total Cash	\$723	\$783	\$1,085	\$2,076
		Total Direct	\$2,012	\$2,661	\$3,452	\$5,211
		Short Term Incentive (%)	39%	64%	112%	216%
		Long Term Incentive (%)	199%	274%	435%	510%

Health Care – Chief Operating Officer

Health Care: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 85	Revenue (Millions)	\$20	\$60	\$153	\$311
		Assets (Millions)	\$120	\$224	\$465	\$703
		Base Salary	\$329	\$402	\$440	\$475
		Total Cash	\$421	\$566	\$669	\$792
		Total Direct	\$930	\$1,386	\$2,502	\$3,719
		Short Term Incentive (%)	38%	45%	60%	75%
		Long Term Incentive (%)	126%	195%	424%	697%
\$500 - \$1,500M	N = 19	Revenue (Millions)	\$651	\$831	\$991	\$1,159
		Assets (Millions)	\$924	\$1,254	\$1,750	\$2,256
		Base Salary	\$341	\$400	\$502	\$598
		Total Cash	\$535	\$598	\$788	\$1,033
		Total Direct	\$1,014	\$1,381	\$2,111	\$2,686
		Short Term Incentive (%)	42%	58%	89%	179%
		Long Term Incentive (%)	84%	164%	263%	555%
\$1,500M+	N = 9	Revenue (Millions)	\$2,063	\$3,371	\$5,503	\$9,370
		Assets (Millions)	\$2,442	\$3,239	\$5,597	\$8,376
		Base Salary	\$438	\$525	\$581	\$940
		Total Cash	\$718	\$917	\$1,731	\$2,420
		Total Direct	\$1,110	\$1,961	\$3,367	\$6,062
		Short Term Incentive (%)	54%	66%	151%	242%
		Long Term Incentive (%)	87%	180%	417%	622%

Health Care – General Counsel / Top Legal Officer

Health Care: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 72	Revenue (Millions)	\$20	\$60	\$153	\$311
		Assets (Millions)	\$120	\$224	\$465	\$703
		Base Salary	\$347	\$397	\$430	\$492
		Total Cash	\$453	\$565	\$661	\$729
		Total Direct	\$954	\$1,388	\$1,975	\$2,694
		Short Term Incentive (%)	32%	42%	52%	74%
		Long Term Incentive (%)	103%	200%	342%	628%
\$500 - \$1,500M	N = 18	Revenue (Millions)	\$651	\$831	\$991	\$1,159
		Assets (Millions)	\$924	\$1,254	\$1,750	\$2,256
		Base Salary	\$344	\$400	\$419	\$449
		Total Cash	\$480	\$545	\$735	\$862
		Total Direct	\$975	\$1,124	\$1,520	\$1,970
		Short Term Incentive (%)	37%	45%	81%	95%
		Long Term Incentive (%)	102%	135%	233%	307%
\$1,500M+	N = 13	Revenue (Millions)	\$2,063	\$3,371	\$5,503	\$9,370
		Assets (Millions)	\$2,442	\$3,239	\$5,597	\$8,376
		Base Salary	\$385	\$400	\$484	\$544
		Total Cash	\$531	\$769	\$853	\$1,410
		Total Direct	\$862	\$1,553	\$1,848	\$2,440
		Short Term Incentive (%)	39%	76%	109%	154%
		Long Term Incentive (%)	85%	150%	253%	405%

Health Care – 3rd-Highest-Paid

Health Care: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 221	Revenue (Millions)	\$20	\$60	\$153	\$311
		Assets (Millions)	\$120	\$224	\$465	\$703
		Base Salary	\$340	\$391	\$430	\$469
		Total Cash	\$457	\$552	\$635	\$719
		Total Direct	\$896	\$1,287	\$1,916	\$2,667
		Short Term Incentive (%)	34%	42%	55%	75%
		Long Term Incentive (%)	100%	187%	344%	547%
\$500 - \$1,500M	N = 34	Revenue (Millions)	\$651	\$831	\$991	\$1,159
		Assets (Millions)	\$924	\$1,254	\$1,750	\$2,256
		Base Salary	\$351	\$412	\$462	\$582
		Total Cash	\$533	\$605	\$807	\$1,000
		Total Direct	\$894	\$1,221	\$1,899	\$2,636
		Short Term Incentive (%)	32%	59%	96%	152%
		Long Term Incentive (%)	92%	137%	293%	408%
\$1,500M+	N = 18	Revenue (Millions)	\$2,063	\$3,371	\$5,503	\$9,370
		Assets (Millions)	\$2,442	\$3,239	\$5,597	\$8,376
		Base Salary	\$468	\$509	\$525	\$649
		Total Cash	\$690	\$813	\$1,171	\$2,136
		Total Direct	\$1,449	\$2,192	\$2,844	\$3,612
		Short Term Incentive (%)	39%	66%	118%	210%
		Long Term Incentive (%)	146%	245%	385%	462%

Health Care – 4th-Highest-Paid

Health Care: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 114	Revenue (Millions)	\$20	\$60	\$153	\$311
		Assets (Millions)	\$120	\$224	\$465	\$703
		Base Salary	\$325	\$380	\$428	\$471
		Total Cash	\$438	\$541	\$640	\$744
		Total Direct	\$839	\$1,291	\$1,972	\$2,572
		Short Term Incentive (%)	32%	43%	53%	72%
		Long Term Incentive (%)	101%	190%	331%	473%
\$500 - \$1,500M	N = 28	Revenue (Millions)	\$651	\$831	\$991	\$1,159
		Assets (Millions)	\$924	\$1,254	\$1,750	\$2,256
		Base Salary	\$312	\$370	\$405	\$491
		Total Cash	\$464	\$520	\$662	\$852
		Total Direct	\$803	\$1,127	\$1,389	\$1,851
		Short Term Incentive (%)	37%	49%	75%	116%
		Long Term Incentive (%)	78%	149%	225%	283%
\$1,500M+	N = 14	Revenue (Millions)	\$2,063	\$3,371	\$5,503	\$9,370
		Assets (Millions)	\$2,442	\$3,239	\$5,597	\$8,376
		Base Salary	\$384	\$410	\$495	\$560
		Total Cash	\$561	\$648	\$1,144	\$1,683
		Total Direct	\$925	\$1,614	\$2,233	\$2,750
		Short Term Incentive (%)	39%	51%	136%	194%
		Long Term Incentive (%)	93%	147%	251%	375%

Health Care – 5th-Highest-Paid

Health Care: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 50	Revenue (Millions)	\$20	\$60	\$153	\$311
		Assets (Millions)	\$120	\$224	\$465	\$703
		Base Salary	\$321	\$370	\$408	\$435
		Total Cash	\$402	\$518	\$612	\$678
		Total Direct	\$838	\$1,089	\$1,548	\$2,364
		Short Term Incentive (%)	26%	42%	51%	59%
		Long Term Incentive (%)	122%	184%	275%	391%
\$500 - \$1,500M	N = 15	Revenue (Millions)	\$651	\$831	\$991	\$1,159
		Assets (Millions)	\$924	\$1,254	\$1,750	\$2,256
		Base Salary	\$336	\$351	\$397	\$450
		Total Cash	\$432	\$530	\$618	\$723
		Total Direct	\$705	\$1,037	\$1,324	\$1,760
		Short Term Incentive (%)	26%	58%	82%	99%
		Long Term Incentive (%)	73%	111%	216%	347%
\$1,500M+	N = 9	Revenue (Millions)	\$2,063	\$3,371	\$5,503	\$9,370
		Assets (Millions)	\$2,442	\$3,239	\$5,597	\$8,376
		Base Salary	\$380	\$443	\$500	\$533
		Total Cash	\$474	\$813	\$1,060	\$1,312
		Total Direct	\$825	\$1,593	\$1,724	\$2,126
		Short Term Incentive (%)	38%	81%	112%	131%
		Long Term Incentive (%)	81%	107%	213%	267%



Grant Thornton

Industrials



Industrials – Chief Executive Officer

Industrials: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 48	Revenue (Millions)	\$240	\$336	\$404	\$457
		Assets (Millions)	\$208	\$384	\$571	\$1,026
		Base Salary	\$434	\$542	\$638	\$810
		Total Cash	\$589	\$883	\$1,497	\$1,904
		Total Direct	\$903	\$2,032	\$3,346	\$6,125
		Short Term Incentive (%)	19%	88%	125%	214%
		Long Term Incentive (%)	41%	154%	322%	463%
\$500 - \$1,500M	N = 93	Revenue (Millions)	\$732	\$875	\$1,192	\$1,395
		Assets (Millions)	\$728	\$985	\$1,327	\$1,901
		Base Salary	\$560	\$700	\$800	\$890
		Total Cash	\$902	\$1,313	\$1,680	\$2,263
		Total Direct	\$1,815	\$2,933	\$4,343	\$5,222
		Short Term Incentive (%)	56%	99%	150%	208%
		Long Term Incentive (%)	132%	216%	321%	440%
\$1,500M+	N = 103	Revenue (Millions)	\$1,939	\$2,460	\$3,765	\$5,748
		Assets (Millions)	\$1,798	\$2,369	\$3,343	\$4,857
		Base Salary	\$743	\$889	\$983	\$1,050
		Total Cash	\$1,221	\$1,707	\$2,340	\$3,087
		Total Direct	\$3,367	\$4,389	\$6,226	\$7,424
		Short Term Incentive (%)	67%	106%	147%	214%
		Long Term Incentive (%)	208%	316%	415%	510%

Industrials – Chief Financial Officer

Industrials: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 41	Revenue (Millions)	\$240	\$336	\$404	\$457
		Assets (Millions)	\$208	\$384	\$571	\$1,026
		Base Salary	\$275	\$325	\$365	\$405
		Total Cash	\$387	\$451	\$638	\$770
		Total Direct	\$515	\$827	\$1,085	\$1,712
		Short Term Incentive (%)	27%	50%	89%	107%
		Long Term Incentive (%)	41%	89%	153%	248%
\$500 - \$1,500M	N = 71	Revenue (Millions)	\$732	\$875	\$1,192	\$1,395
		Assets (Millions)	\$728	\$985	\$1,327	\$1,901
		Base Salary	\$319	\$405	\$451	\$480
		Total Cash	\$463	\$641	\$795	\$889
		Total Direct	\$753	\$1,165	\$1,501	\$1,749
		Short Term Incentive (%)	39%	61%	89%	117%
		Long Term Incentive (%)	82%	120%	182%	274%
\$1,500M+	N = 89	Revenue (Millions)	\$1,939	\$2,460	\$3,765	\$5,748
		Assets (Millions)	\$1,798	\$2,369	\$3,343	\$4,857
		Base Salary	\$420	\$473	\$535	\$605
		Total Cash	\$698	\$857	\$1,043	\$1,417
		Total Direct	\$1,338	\$1,677	\$2,095	\$3,037
		Short Term Incentive (%)	51%	83%	120%	201%
		Long Term Incentive (%)	126%	165%	216%	308%

Industrials – Chief Operating Officer

Industrials: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 14	Revenue (Millions)	\$240	\$336	\$404	\$457
		Assets (Millions)	\$208	\$384	\$571	\$1,026
		Base Salary	\$259	\$290	\$398	\$422
		Total Cash	\$366	\$502	\$776	\$821
		Total Direct	\$556	\$851	\$1,337	\$1,719
		Short Term Incentive (%)	30%	81%	103%	135%
		Long Term Incentive (%)	38%	74%	143%	236%
\$500 - \$1,500M	N = 32	Revenue (Millions)	\$732	\$875	\$1,192	\$1,395
		Assets (Millions)	\$728	\$985	\$1,327	\$1,901
		Base Salary	\$373	\$408	\$464	\$552
		Total Cash	\$544	\$729	\$923	\$1,064
		Total Direct	\$813	\$1,172	\$1,630	\$2,197
		Short Term Incentive (%)	43%	80%	99%	125%
		Long Term Incentive (%)	67%	100%	153%	274%
\$1,500M+	N = 41	Revenue (Millions)	\$1,939	\$2,460	\$3,765	\$5,748
		Assets (Millions)	\$1,798	\$2,369	\$3,343	\$4,857
		Base Salary	\$403	\$482	\$575	\$659
		Total Cash	\$625	\$900	\$1,119	\$1,284
		Total Direct	\$1,231	\$1,675	\$2,318	\$2,885
		Short Term Incentive (%)	53%	88%	102%	204%
		Long Term Incentive (%)	120%	154%	236%	301%

Industrials – General Counsel / Top Legal Officer

Industrials: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 9	Revenue (Millions)	\$240	\$336	\$404	\$457
		Assets (Millions)	\$208	\$384	\$571	\$1,026
		Base Salary	\$291	\$300	\$335	\$411
		Total Cash	\$375	\$438	\$599	\$706
		Total Direct	\$450	\$609	\$1,022	\$1,157
		Short Term Incentive (%)	46%	49%	74%	83%
		Long Term Incentive (%)	28%	56%	93%	124%
\$500 - \$1,500M	N = 42	Revenue (Millions)	\$732	\$875	\$1,192	\$1,395
		Assets (Millions)	\$728	\$985	\$1,327	\$1,901
		Base Salary	\$319	\$348	\$377	\$400
		Total Cash	\$431	\$528	\$625	\$729
		Total Direct	\$708	\$834	\$1,061	\$1,185
		Short Term Incentive (%)	30%	50%	76%	101%
		Long Term Incentive (%)	66%	89%	120%	144%
\$1,500M+	N = 48	Revenue (Millions)	\$1,939	\$2,460	\$3,765	\$5,748
		Assets (Millions)	\$1,798	\$2,369	\$3,343	\$4,857
		Base Salary	\$385	\$416	\$463	\$521
		Total Cash	\$579	\$675	\$864	\$1,213
		Total Direct	\$1,056	\$1,296	\$1,522	\$1,900
		Short Term Incentive (%)	47%	76%	114%	153%
		Long Term Incentive (%)	104%	130%	161%	197%

Industrials – 3rd-Highest-Paid

Industrials: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 36	Revenue (Millions)	\$240	\$336	\$404	\$457
		Assets (Millions)	\$208	\$384	\$571	\$1,026
		Base Salary	\$284	\$316	\$379	\$400
		Total Cash	\$371	\$444	\$658	\$798
		Total Direct	\$519	\$674	\$972	\$1,505
		Short Term Incentive (%)	18%	43%	78%	118%
		Long Term Incentive (%)	33%	74%	114%	199%
\$500 - \$1,500M	N = 89	Revenue (Millions)	\$732	\$875	\$1,192	\$1,395
		Assets (Millions)	\$728	\$985	\$1,327	\$1,901
		Base Salary	\$310	\$372	\$425	\$468
		Total Cash	\$459	\$594	\$711	\$848
		Total Direct	\$713	\$1,039	\$1,293	\$1,669
		Short Term Incentive (%)	33%	61%	88%	105%
		Long Term Incentive (%)	60%	100%	145%	201%
\$1,500M+	N = 105	Revenue (Millions)	\$1,939	\$2,460	\$3,765	\$5,748
		Assets (Millions)	\$1,798	\$2,369	\$3,343	\$4,857
		Base Salary	\$404	\$448	\$502	\$570
		Total Cash	\$626	\$841	\$975	\$1,231
		Total Direct	\$1,135	\$1,529	\$1,902	\$2,333
		Short Term Incentive (%)	48%	76%	112%	170%
		Long Term Incentive (%)	108%	147%	193%	283%

Industrials – 4th-Highest-Paid

Industrials: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 25	Revenue (Millions)	\$240	\$336	\$404	\$457
		Assets (Millions)	\$208	\$384	\$571	\$1,026
		Base Salary	\$225	\$265	\$312	\$411
		Total Cash	\$268	\$391	\$498	\$693
		Total Direct	\$384	\$548	\$810	\$1,057
		Short Term Incentive (%)	1%	49%	73%	167%
		Long Term Incentive (%)	17%	48%	100%	274%
\$500 - \$1,500M	N = 69	Revenue (Millions)	\$732	\$875	\$1,192	\$1,395
		Assets (Millions)	\$728	\$985	\$1,327	\$1,901
		Base Salary	\$289	\$320	\$380	\$434
		Total Cash	\$367	\$490	\$608	\$744
		Total Direct	\$571	\$768	\$1,047	\$1,335
		Short Term Incentive (%)	25%	50%	71%	93%
		Long Term Incentive (%)	50%	86%	122%	218%
\$1,500M+	N = 81	Revenue (Millions)	\$1,939	\$2,460	\$3,765	\$5,748
		Assets (Millions)	\$1,798	\$2,369	\$3,343	\$4,857
		Base Salary	\$368	\$417	\$458	\$510
		Total Cash	\$530	\$734	\$907	\$1,124
		Total Direct	\$941	\$1,273	\$1,593	\$2,002
		Short Term Incentive (%)	42%	75%	99%	151%
		Long Term Incentive (%)	94%	126%	165%	206%

Industrials – 5th-Highest-Paid

Industrials: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 7	Revenue (Millions)	\$240	\$336	\$404	\$457
		Assets (Millions)	\$208	\$384	\$571	\$1,026
		Base Salary	\$220	\$240	\$300	\$358
		Total Cash	\$276	\$300	\$599	\$628
		Total Direct	\$363	\$533	\$902	\$1,417
		Short Term Incentive (%)	27%	50%	77%	84%
		Long Term Incentive (%)	16%	67%	222%	237%
\$500 - \$1,500M	N = 35	Revenue (Millions)	\$732	\$875	\$1,192	\$1,395
		Assets (Millions)	\$728	\$985	\$1,327	\$1,901
		Base Salary	\$228	\$299	\$362	\$411
		Total Cash	\$303	\$454	\$566	\$672
		Total Direct	\$469	\$609	\$765	\$948
		Short Term Incentive (%)	26%	45%	73%	106%
		Long Term Incentive (%)	30%	68%	101%	139%
\$1,500M+	N = 56	Revenue (Millions)	\$1,939	\$2,460	\$3,765	\$5,748
		Assets (Millions)	\$1,798	\$2,369	\$3,343	\$4,857
		Base Salary	\$352	\$386	\$439	\$464
		Total Cash	\$508	\$675	\$830	\$892
		Total Direct	\$862	\$1,117	\$1,402	\$1,644
		Short Term Incentive (%)	48%	72%	94%	120%
		Long Term Incentive (%)	87%	116%	143%	190%



Grant Thornton

Information Technology



Information Technology – Chief Executive Officer

Information Technology: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 121	Revenue (Millions)	\$130	\$263	\$357	\$439
		Assets (Millions)	\$179	\$359	\$634	\$977
		Base Salary	\$375	\$465	\$575	\$714
		Total Cash	\$545	\$725	\$1,026	\$1,236
		Total Direct	\$1,046	\$2,282	\$4,286	\$6,774
		Short Term Incentive (%)	17%	60%	102%	122%
		Long Term Incentive (%)	50%	263%	754%	1281%
\$500 - \$1,500M	N = 47	Revenue (Millions)	\$620	\$869	\$1,125	\$1,320
		Assets (Millions)	\$936	\$1,348	\$1,690	\$2,414
		Base Salary	\$495	\$645	\$734	\$800
		Total Cash	\$864	\$1,180	\$1,775	\$2,166
		Total Direct	\$2,796	\$4,022	\$6,037	\$7,436
		Short Term Incentive (%)	47%	85%	133%	213%
		Long Term Incentive (%)	287%	475%	661%	1256%
\$1,500M+	N = 27	Revenue (Millions)	\$1,981	\$2,651	\$4,301	\$6,521
		Assets (Millions)	\$1,979	\$3,117	\$4,567	\$5,405
		Base Salary	\$668	\$785	\$944	\$1,034
		Total Cash	\$1,093	\$1,467	\$2,173	\$3,205
		Total Direct	\$3,302	\$4,385	\$6,350	\$8,362
		Short Term Incentive (%)	60%	102%	156%	206%
		Long Term Incentive (%)	209%	330%	565%	1069%

Information Technology – Chief Financial Officer

Information Technology: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 116	Revenue (Millions)	\$130	\$263	\$357	\$439
		Assets (Millions)	\$179	\$359	\$634	\$977
		Base Salary	\$271	\$326	\$365	\$391
		Total Cash	\$346	\$412	\$564	\$689
		Total Direct	\$585	\$894	\$1,635	\$2,557
		Short Term Incentive (%)	8%	38%	68%	95%
		Long Term Incentive (%)	39%	141%	383%	810%
\$500 - \$1,500M	N = 48	Revenue (Millions)	\$620	\$869	\$1,125	\$1,320
		Assets (Millions)	\$936	\$1,348	\$1,690	\$2,414
		Base Salary	\$329	\$392	\$425	\$481
		Total Cash	\$461	\$635	\$713	\$844
		Total Direct	\$1,096	\$1,627	\$2,519	\$3,108
		Short Term Incentive (%)	40%	58%	80%	113%
		Long Term Incentive (%)	156%	264%	377%	525%
\$1,500M+	N = 28	Revenue (Millions)	\$1,981	\$2,651	\$4,301	\$6,521
		Assets (Millions)	\$1,979	\$3,117	\$4,567	\$5,405
		Base Salary	\$419	\$458	\$508	\$605
		Total Cash	\$707	\$804	\$1,091	\$1,424
		Total Direct	\$1,279	\$1,918	\$2,325	\$2,857
		Short Term Incentive (%)	55%	77%	126%	164%
		Long Term Incentive (%)	111%	190%	288%	428%

Information Technology – Chief Operating Officer

Information Technology: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 19	Revenue (Millions)	\$130	\$263	\$357	\$439
		Assets (Millions)	\$179	\$359	\$634	\$977
		Base Salary	\$292	\$325	\$355	\$425
		Total Cash	\$404	\$506	\$628	\$730
		Total Direct	\$589	\$997	\$1,688	\$3,068
		Short Term Incentive (%)	37%	60%	87%	103%
		Long Term Incentive (%)	75%	159%	287%	485%
\$500 - \$1,500M	N = 24	Revenue (Millions)	\$620	\$869	\$1,125	\$1,320
		Assets (Millions)	\$936	\$1,348	\$1,690	\$2,414
		Base Salary	\$329	\$365	\$403	\$444
		Total Cash	\$522	\$608	\$725	\$1,038
		Total Direct	\$945	\$1,560	\$2,035	\$2,197
		Short Term Incentive (%)	53%	82%	108%	149%
		Long Term Incentive (%)	143%	245%	315%	421%
\$1,500M+	N = 9	Revenue (Millions)	\$1,981	\$2,651	\$4,301	\$6,521
		Assets (Millions)	\$1,979	\$3,117	\$4,567	\$5,405
		Base Salary	\$400	\$436	\$557	\$700
		Total Cash	\$614	\$703	\$1,292	\$1,800
		Total Direct	\$1,025	\$1,793	\$2,602	\$3,057
		Short Term Incentive (%)	60%	81%	99%	141%
		Long Term Incentive (%)	99%	115%	235%	341%

Information Technology – General Counsel / Top Legal Officer

Information Technology: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 34	Revenue (Millions)	\$130	\$263	\$357	\$439
		Assets (Millions)	\$179	\$359	\$634	\$977
		Base Salary	\$271	\$307	\$337	\$381
		Total Cash	\$334	\$398	\$480	\$658
		Total Direct	\$591	\$997	\$1,678	\$3,114
		Short Term Incentive (%)	24%	40%	51%	80%
		Long Term Incentive (%)	66%	181%	316%	849%
\$500 - \$1,500M	N = 17	Revenue (Millions)	\$620	\$869	\$1,125	\$1,320
		Assets (Millions)	\$936	\$1,348	\$1,690	\$2,414
		Base Salary	\$337	\$365	\$398	\$444
		Total Cash	\$441	\$519	\$565	\$745
		Total Direct	\$1,096	\$1,220	\$1,560	\$1,779
		Short Term Incentive (%)	30%	42%	57%	72%
		Long Term Incentive (%)	158%	177%	255%	362%
\$1,500M+	N = 18	Revenue (Millions)	\$1,981	\$2,651	\$4,301	\$6,521
		Assets (Millions)	\$1,979	\$3,117	\$4,567	\$5,405
		Base Salary	\$342	\$392	\$440	\$511
		Total Cash	\$511	\$616	\$711	\$966
		Total Direct	\$1,179	\$1,458	\$1,783	\$2,016
		Short Term Incentive (%)	37%	56%	89%	111%
		Long Term Incentive (%)	166%	186%	237%	332%

Information Technology – 3rd-Highest-Paid

Information Technology: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 110	Revenue (Millions)	\$130	\$263	\$357	\$439
		Assets (Millions)	\$179	\$359	\$634	\$977
		Base Salary	\$271	\$320	\$359	\$400
		Total Cash	\$337	\$400	\$611	\$689
		Total Direct	\$568	\$858	\$1,505	\$2,408
		Short Term Incentive (%)	3%	40%	64%	92%
		Long Term Incentive (%)	36%	104%	310%	660%
\$500 - \$1,500M	N = 47	Revenue (Millions)	\$620	\$869	\$1,125	\$1,320
		Assets (Millions)	\$936	\$1,348	\$1,690	\$2,414
		Base Salary	\$348	\$382	\$425	\$452
		Total Cash	\$473	\$606	\$742	\$838
		Total Direct	\$922	\$1,508	\$1,788	\$2,347
		Short Term Incentive (%)	27%	55%	92%	120%
		Long Term Incentive (%)	139%	196%	292%	405%
\$1,500M+	N = 28	Revenue (Millions)	\$1,981	\$2,651	\$4,301	\$6,521
		Assets (Millions)	\$1,979	\$3,117	\$4,567	\$5,405
		Base Salary	\$355	\$450	\$498	\$560
		Total Cash	\$515	\$668	\$948	\$1,340
		Total Direct	\$1,097	\$1,529	\$2,078	\$2,397
		Short Term Incentive (%)	39%	66%	102%	146%
		Long Term Incentive (%)	90%	161%	212%	321%

Information Technology – 4th-Highest-Paid

Information Technology: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 63	Revenue (Millions)	\$130	\$263	\$357	\$439
		Assets (Millions)	\$179	\$359	\$634	\$977
		Base Salary	\$259	\$305	\$342	\$398
		Total Cash	\$323	\$413	\$536	\$682
		Total Direct	\$557	\$787	\$1,261	\$1,804
		Short Term Incentive (%)	18%	42%	66%	87%
		Long Term Incentive (%)	5%	99%	294%	405%
\$500 - \$1,500M	N = 38	Revenue (Millions)	\$620	\$869	\$1,125	\$1,320
		Assets (Millions)	\$936	\$1,348	\$1,690	\$2,414
		Base Salary	\$316	\$360	\$400	\$423
		Total Cash	\$457	\$525	\$653	\$840
		Total Direct	\$902	\$1,364	\$1,681	\$2,050
		Short Term Incentive (%)	39%	57%	77%	113%
		Long Term Incentive (%)	137%	197%	311%	416%
\$1,500M+	N = 19	Revenue (Millions)	\$1,981	\$2,651	\$4,301	\$6,521
		Assets (Millions)	\$1,979	\$3,117	\$4,567	\$5,405
		Base Salary	\$400	\$432	\$502	\$585
		Total Cash	\$679	\$767	\$995	\$1,624
		Total Direct	\$1,220	\$1,344	\$1,930	\$2,280
		Short Term Incentive (%)	51%	78%	111%	163%
		Long Term Incentive (%)	101%	150%	175%	220%

Information Technology – 5th-Highest-Paid

Information Technology: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 33	Revenue (Millions)	\$130	\$263	\$357	\$439
		Assets (Millions)	\$179	\$359	\$634	\$977
		Base Salary	\$224	\$288	\$327	\$360
		Total Cash	\$287	\$335	\$459	\$598
		Total Direct	\$417	\$681	\$1,121	\$1,530
		Short Term Incentive (%)	0%	29%	61%	84%
		Long Term Incentive (%)	6%	69%	258%	390%
\$500 - \$1,500M	N = 23	Revenue (Millions)	\$620	\$869	\$1,125	\$1,320
		Assets (Millions)	\$936	\$1,348	\$1,690	\$2,414
		Base Salary	\$283	\$333	\$381	\$428
		Total Cash	\$418	\$543	\$603	\$689
		Total Direct	\$781	\$1,084	\$1,379	\$1,519
		Short Term Incentive (%)	27%	63%	78%	89%
		Long Term Incentive (%)	91%	151%	197%	332%
\$1,500M+	N = 12	Revenue (Millions)	\$1,981	\$2,651	\$4,301	\$6,521
		Assets (Millions)	\$1,979	\$3,117	\$4,567	\$5,405
		Base Salary	\$330	\$353	\$426	\$489
		Total Cash	\$560	\$590	\$651	\$819
		Total Direct	\$963	\$1,173	\$1,438	\$1,562
		Short Term Incentive (%)	42%	55%	80%	93%
		Long Term Incentive (%)	111%	166%	202%	259%



Grant Thornton

Materials



Materials – Chief Executive Officer

Materials: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 15	Revenue (Millions)	\$148	\$210	\$325	\$467
		Assets (Millions)	\$164	\$252	\$602	\$713
		Base Salary	\$432	\$580	\$630	\$661
		Total Cash	\$545	\$866	\$1,041	\$1,232
		Total Direct	\$1,126	\$1,450	\$2,231	\$2,285
		Short Term Incentive (%)	24%	38%	72%	106%
		Long Term Incentive (%)	56%	109%	199%	248%
\$500 - \$1,500M	N = 21	Revenue (Millions)	\$931	\$1,098	\$1,315	\$1,486
		Assets (Millions)	\$993	\$1,324	\$1,604	\$2,237
		Base Salary	\$650	\$735	\$915	\$969
		Total Cash	\$1,034	\$1,331	\$2,045	\$2,560
		Total Direct	\$2,325	\$3,727	\$4,709	\$5,867
		Short Term Incentive (%)	28%	82%	143%	209%
		Long Term Incentive (%)	221%	300%	339%	351%
\$1,500M+	N = 30	Revenue (Millions)	\$1,775	\$2,257	\$3,616	\$4,769
		Assets (Millions)	\$1,897	\$2,657	\$3,992	\$5,529
		Base Salary	\$816	\$900	\$1,000	\$1,154
		Total Cash	\$1,599	\$1,896	\$2,300	\$4,397
		Total Direct	\$4,289	\$5,282	\$6,708	\$7,341
		Short Term Incentive (%)	84%	109%	161%	217%
		Long Term Incentive (%)	193%	318%	418%	515%

Materials – Chief Financial Officer

Materials: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 13	Revenue (Millions)	\$148	\$210	\$325	\$467
		Assets (Millions)	\$164	\$252	\$602	\$713
		Base Salary	\$265	\$318	\$350	\$374
		Total Cash	\$318	\$442	\$483	\$510
		Total Direct	\$463	\$639	\$749	\$841
		Short Term Incentive (%)	23%	29%	48%	49%
		Long Term Incentive (%)	19%	59%	70%	120%
\$500 - \$1,500M	N = 20	Revenue (Millions)	\$931	\$1,098	\$1,315	\$1,486
		Assets (Millions)	\$993	\$1,324	\$1,604	\$2,237
		Base Salary	\$364	\$406	\$446	\$454
		Total Cash	\$516	\$613	\$751	\$995
		Total Direct	\$989	\$1,317	\$1,507	\$2,185
		Short Term Incentive (%)	31%	66%	103%	185%
		Long Term Incentive (%)	88%	156%	234%	332%
\$1,500M+	N = 27	Revenue (Millions)	\$1,775	\$2,257	\$3,616	\$4,769
		Assets (Millions)	\$1,897	\$2,657	\$3,992	\$5,529
		Base Salary	\$410	\$488	\$566	\$717
		Total Cash	\$644	\$922	\$1,025	\$1,502
		Total Direct	\$1,185	\$1,777	\$1,973	\$2,654
		Short Term Incentive (%)	55%	81%	113%	169%
		Long Term Incentive (%)	114%	146%	189%	268%

Materials – Chief Operating Officer

Materials: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 6	Revenue (Millions)	\$148	\$210	\$325	\$467
		Assets (Millions)	\$164	\$252	\$602	\$713
		Base Salary	\$298	\$340	\$385	\$407
		Total Cash	\$381	\$421	\$542	\$619
		Total Direct	\$614	\$634	\$657	\$885
		Short Term Incentive (%)	8%	33%	53%	62%
		Long Term Incentive (%)	13%	54%	111%	140%
\$500 - \$1,500M	N = 7	Revenue (Millions)	\$931	\$1,098	\$1,315	\$1,486
		Assets (Millions)	\$993	\$1,324	\$1,604	\$2,237
		Base Salary	\$321	\$386	\$493	\$551
		Total Cash	\$479	\$686	\$917	\$1,103
		Total Direct	\$711	\$911	\$1,887	\$2,731
		Short Term Incentive (%)	62%	78%	117%	164%
		Long Term Incentive (%)	88%	105%	230%	325%
\$1,500M+	N = 12	Revenue (Millions)	\$1,775	\$2,257	\$3,616	\$4,769
		Assets (Millions)	\$1,897	\$2,657	\$3,992	\$5,529
		Base Salary	\$407	\$475	\$562	\$709
		Total Cash	\$940	\$1,190	\$1,507	\$1,790
		Total Direct	\$1,472	\$2,333	\$3,336	\$4,474
		Short Term Incentive (%)	76%	116%	237%	271%
		Long Term Incentive (%)	163%	210%	395%	810%

Materials – General Counsel / Top Legal Officer

Materials: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 5	Revenue (Millions)	\$148	\$210	\$325	\$467
		Assets (Millions)	\$164	\$252	\$602	\$713
		Base Salary	\$320	\$350	\$390	\$426
		Total Cash	\$398	\$431	\$445	\$485
		Total Direct	\$532	\$575	\$775	\$880
		Short Term Incentive (%)	14%	18%	27%	38%
		Long Term Incentive (%)	49%	62%	88%	94%
\$500 - \$1,500M	N = 16	Revenue (Millions)	\$931	\$1,098	\$1,315	\$1,486
		Assets (Millions)	\$993	\$1,324	\$1,604	\$2,237
		Base Salary	\$290	\$389	\$406	\$442
		Total Cash	\$447	\$578	\$697	\$768
		Total Direct	\$836	\$1,094	\$1,294	\$1,567
		Short Term Incentive (%)	22%	70%	86%	110%
		Long Term Incentive (%)	99%	124%	186%	222%
\$1,500M+	N = 14	Revenue (Millions)	\$1,775	\$2,257	\$3,616	\$4,769
		Assets (Millions)	\$1,897	\$2,657	\$3,992	\$5,529
		Base Salary	\$405	\$425	\$527	\$599
		Total Cash	\$646	\$752	\$1,100	\$1,644
		Total Direct	\$1,111	\$1,251	\$1,885	\$2,190
		Short Term Incentive (%)	37%	62%	110%	159%
		Long Term Incentive (%)	84%	99%	148%	170%

Materials – 3rd-Highest-Paid

Materials: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 14	Revenue (Millions)	\$148	\$210	\$325	\$467
		Assets (Millions)	\$164	\$252	\$602	\$713
		Base Salary	\$267	\$324	\$350	\$395
		Total Cash	\$322	\$414	\$483	\$566
		Total Direct	\$449	\$615	\$725	\$763
		Short Term Incentive (%)	16%	31%	46%	59%
		Long Term Incentive (%)	15%	53%	84%	118%
\$500 - \$1,500M	N = 20	Revenue (Millions)	\$931	\$1,098	\$1,315	\$1,486
		Assets (Millions)	\$993	\$1,324	\$1,604	\$2,237
		Base Salary	\$321	\$394	\$406	\$439
		Total Cash	\$448	\$575	\$701	\$813
		Total Direct	\$844	\$1,048	\$1,258	\$1,577
		Short Term Incentive (%)	34%	61%	97%	176%
		Long Term Incentive (%)	101%	116%	160%	209%
\$1,500M+	N = 28	Revenue (Millions)	\$1,775	\$2,257	\$3,616	\$4,769
		Assets (Millions)	\$1,897	\$2,657	\$3,992	\$5,529
		Base Salary	\$414	\$472	\$564	\$687
		Total Cash	\$654	\$840	\$1,138	\$1,644
		Total Direct	\$1,198	\$1,439	\$1,994	\$2,516
		Short Term Incentive (%)	53%	77%	119%	174%
		Long Term Incentive (%)	94%	134%	178%	238%

Materials – 4th-Highest-Paid

Materials: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 8	Revenue (Millions)	\$148	\$210	\$325	\$467
		Assets (Millions)	\$164	\$252	\$602	\$713
		Base Salary	\$271	\$294	\$309	\$323
		Total Cash	\$358	\$418	\$448	\$474
		Total Direct	\$512	\$579	\$629	\$702
		Short Term Incentive (%)	30%	36%	48%	62%
		Long Term Incentive (%)	34%	49%	61%	79%
\$500 - \$1,500M	N = 15	Revenue (Millions)	\$931	\$1,098	\$1,315	\$1,486
		Assets (Millions)	\$993	\$1,324	\$1,604	\$2,237
		Base Salary	\$287	\$320	\$402	\$443
		Total Cash	\$451	\$541	\$689	\$798
		Total Direct	\$818	\$911	\$1,065	\$1,329
		Short Term Incentive (%)	32%	70%	92%	123%
		Long Term Incentive (%)	70%	105%	145%	190%
\$1,500M+	N = 24	Revenue (Millions)	\$1,775	\$2,257	\$3,616	\$4,769
		Assets (Millions)	\$1,897	\$2,657	\$3,992	\$5,529
		Base Salary	\$394	\$432	\$528	\$599
		Total Cash	\$666	\$759	\$1,033	\$1,377
		Total Direct	\$1,032	\$1,277	\$1,801	\$2,228
		Short Term Incentive (%)	40%	70%	111%	134%
		Long Term Incentive (%)	95%	125%	176%	222%

Materials – 5th-Highest-Paid

Materials: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 5	Revenue (Millions)	\$148	\$210	\$325	\$467
		Assets (Millions)	\$164	\$252	\$602	\$713
		Base Salary	\$220	\$275	\$280	\$296
		Total Cash	\$280	\$291	\$307	\$362
		Total Direct	\$368	\$444	\$532	\$597
		Short Term Incentive (%)	0%	23%	32%	40%
		Long Term Incentive (%)	35%	44%	49%	97%
\$500 - \$1,500M	N = 11	Revenue (Millions)	\$931	\$1,098	\$1,315	\$1,486
		Assets (Millions)	\$993	\$1,324	\$1,604	\$2,237
		Base Salary	\$272	\$305	\$368	\$385
		Total Cash	\$366	\$469	\$492	\$599
		Total Direct	\$586	\$791	\$896	\$1,084
		Short Term Incentive (%)	7%	60%	94%	102%
		Long Term Incentive (%)	85%	102%	143%	168%
\$1,500M+	N = 17	Revenue (Millions)	\$1,775	\$2,257	\$3,616	\$4,769
		Assets (Millions)	\$1,897	\$2,657	\$3,992	\$5,529
		Base Salary	\$370	\$413	\$507	\$527
		Total Cash	\$638	\$653	\$990	\$1,171
		Total Direct	\$890	\$1,213	\$1,615	\$1,801
		Short Term Incentive (%)	43%	63%	104%	150%
		Long Term Incentive (%)	69%	107%	176%	196%



Grant Thornton

Real Estate



Real Estate – Chief Executive Officer

Real Estate: CEO		P25	P50	P75	P90	
\$0 - \$500M	N = 68	Revenue (Millions)	\$105	\$197	\$311	\$418
		Assets (Millions)	\$897	\$1,780	\$2,771	\$3,671
		Base Salary	\$458	\$625	\$750	\$840
		Total Cash	\$827	\$1,155	\$1,911	\$2,236
		Total Direct	\$1,400	\$2,117	\$4,050	\$5,468
		Short Term Incentive (%)	45%	119%	176%	218%
		Long Term Incentive (%)	75%	236%	336%	430%
\$500 - \$1,500M	N = 20	Revenue (Millions)	\$607	\$744	\$1,013	\$1,092
		Assets (Millions)	\$2,110	\$3,735	\$4,683	\$5,985
		Base Salary	\$679	\$795	\$878	\$930
		Total Cash	\$925	\$1,687	\$2,033	\$2,367
		Total Direct	\$3,196	\$4,921	\$5,722	\$6,112
		Short Term Incentive (%)	16%	150%	190%	219%
		Long Term Incentive (%)	295%	398%	554%	611%
\$1,500M+	N = 7	Revenue (Millions)	\$1,766	\$2,254	\$4,066	\$6,893
		Assets (Millions)	\$4,133	\$4,345	\$6,779	\$7,147
		Base Salary	\$845	\$950	\$991	\$1,054
		Total Cash	\$2,189	\$2,618	\$3,062	\$3,175
		Total Direct	\$5,285	\$5,586	\$7,356	\$8,866
		Short Term Incentive (%)	135%	178%	219%	230%
		Long Term Incentive (%)	257%	287%	525%	651%

Real Estate – Chief Financial Officer

Real Estate: CFO		P25	P50	P75	P90	
\$0 - \$500M	N = 66	Revenue (Millions)	\$105	\$197	\$311	\$418
		Assets (Millions)	\$897	\$1,780	\$2,771	\$3,671
		Base Salary	\$275	\$350	\$420	\$466
		Total Cash	\$459	\$681	\$883	\$1,050
		Total Direct	\$673	\$990	\$1,608	\$2,041
		Short Term Incentive (%)	56%	90%	129%	164%
		Long Term Incentive (%)	64%	110%	208%	329%
\$500 - \$1,500M	N = 20	Revenue (Millions)	\$607	\$744	\$1,013	\$1,092
		Assets (Millions)	\$2,110	\$3,735	\$4,683	\$5,985
		Base Salary	\$373	\$458	\$508	\$530
		Total Cash	\$516	\$811	\$1,100	\$1,193
		Total Direct	\$1,128	\$1,643	\$2,176	\$2,471
		Short Term Incentive (%)	49%	107%	132%	142%
		Long Term Incentive (%)	116%	227%	263%	341%
\$1,500M+	N = 7	Revenue (Millions)	\$1,766	\$2,254	\$4,066	\$6,893
		Assets (Millions)	\$4,133	\$4,345	\$6,779	\$7,147
		Base Salary	\$494	\$543	\$610	\$622
		Total Cash	\$1,161	\$1,225	\$1,447	\$1,598
		Total Direct	\$2,174	\$2,467	\$2,687	\$3,343
		Short Term Incentive (%)	97%	143%	153%	178%
		Long Term Incentive (%)	169%	205%	333%	424%

Real Estate – Chief Operating Officer

Real Estate: COO		P25	P50	P75	P90	
\$0 - \$500M	N = 28	Revenue (Millions)	\$105	\$197	\$311	\$418
		Assets (Millions)	\$897	\$1,780	\$2,771	\$3,671
		Base Salary	\$316	\$368	\$445	\$487
		Total Cash	\$496	\$713	\$934	\$1,137
		Total Direct	\$891	\$1,184	\$1,666	\$2,279
		Short Term Incentive (%)	49%	88%	128%	152%
		Long Term Incentive (%)	99%	151%	237%	284%
\$500 - \$1,500M	N = 7	Revenue (Millions)	\$607	\$744	\$1,013	\$1,092
		Assets (Millions)	\$2,110	\$3,735	\$4,683	\$5,985
		Base Salary	\$483	\$552	\$587	\$686
		Total Cash	\$793	\$934	\$1,229	\$1,320
		Total Direct	\$1,913	\$2,391	\$2,924	\$3,302
		Short Term Incentive (%)	21%	105%	136%	139%
		Long Term Incentive (%)	248%	279%	327%	339%
\$1,500M+	N = 1	Revenue (Millions)	ISD	ISD	ISD	ISD
		Assets (Millions)	ISD	ISD	ISD	ISD
		Base Salary	ISD	ISD	ISD	ISD
		Total Cash	ISD	ISD	ISD	ISD
		Total Direct	ISD	ISD	ISD	ISD
		Short Term Incentive (%)	ISD	ISD	ISD	ISD
		Long Term Incentive (%)	ISD	ISD	ISD	ISD

Real Estate – General Counsel / Top Legal Officer

Real Estate: General Counsel		P25	P50	P75	P90	
\$0 - \$500M	N = 32	Revenue (Millions)	\$105	\$197	\$311	\$418
		Assets (Millions)	\$897	\$1,780	\$2,771	\$3,671
		Base Salary	\$256	\$325	\$367	\$391
		Total Cash	\$433	\$585	\$747	\$961
		Total Direct	\$632	\$955	\$1,432	\$1,894
		Short Term Incentive (%)	60%	76%	123%	197%
		Long Term Incentive (%)	57%	122%	219%	268%
\$500 - \$1,500M	N = 8	Revenue (Millions)	\$607	\$744	\$1,013	\$1,092
		Assets (Millions)	\$2,110	\$3,735	\$4,683	\$5,985
		Base Salary	\$375	\$397	\$412	\$528
		Total Cash	\$711	\$761	\$905	\$1,376
		Total Direct	\$1,286	\$1,404	\$1,548	\$2,818
		Short Term Incentive (%)	82%	103%	135%	156%
		Long Term Incentive (%)	124%	169%	192%	248%
\$1,500M+	N = 3	Revenue (Millions)	\$1,766	\$2,254	\$4,066	\$6,893
		Assets (Millions)	\$4,133	\$4,345	\$6,779	\$7,147
		Base Salary	\$429	\$500	\$500	\$500
		Total Cash	\$879	\$908	\$1,141	\$1,282
		Total Direct	\$1,710	\$2,041	\$2,744	\$3,166
		Short Term Incentive (%)	112%	154%	164%	171%
		Long Term Incentive (%)	185%	238%	326%	379%

Real Estate – 3rd-Highest-Paid

Real Estate: 3rd-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 60	Revenue (Millions)	\$105	\$197	\$311	\$418
		Assets (Millions)	\$897	\$1,780	\$2,771	\$3,671
		Base Salary	\$272	\$326	\$379	\$450
		Total Cash	\$463	\$644	\$787	\$1,044
		Total Direct	\$675	\$959	\$1,505	\$1,996
		Short Term Incentive (%)	65%	90%	127%	165%
		Long Term Incentive (%)	71%	145%	203%	310%
\$500 - \$1,500M	N = 17	Revenue (Millions)	\$607	\$744	\$1,013	\$1,092
		Assets (Millions)	\$2,110	\$3,735	\$4,683	\$5,985
		Base Salary	\$391	\$431	\$506	\$538
		Total Cash	\$545	\$726	\$1,056	\$1,203
		Total Direct	\$1,165	\$1,653	\$2,178	\$2,473
		Short Term Incentive (%)	57%	101%	130%	144%
		Long Term Incentive (%)	125%	193%	258%	363%
\$1,500M+	N = 6	Revenue (Millions)	\$1,766	\$2,254	\$4,066	\$6,893
		Assets (Millions)	\$4,133	\$4,345	\$6,779	\$7,147
		Base Salary	\$478	\$494	\$539	\$576
		Total Cash	\$988	\$1,102	\$1,215	\$1,397
		Total Direct	\$1,919	\$2,326	\$2,711	\$3,480
		Short Term Incentive (%)	94%	144%	156%	160%
		Long Term Incentive (%)	205%	227%	375%	426%

Real Estate – 4th-Highest-Paid

Real Estate: 4th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 45	Revenue (Millions)	\$105	\$197	\$311	\$418
		Assets (Millions)	\$897	\$1,780	\$2,771	\$3,671
		Base Salary	\$234	\$281	\$350	\$387
		Total Cash	\$387	\$496	\$686	\$857
		Total Direct	\$558	\$790	\$1,128	\$1,543
		Short Term Incentive (%)	58%	80%	129%	174%
		Long Term Incentive (%)	59%	116%	174%	251%
\$500 - \$1,500M	N = 12	Revenue (Millions)	\$607	\$744	\$1,013	\$1,092
		Assets (Millions)	\$2,110	\$3,735	\$4,683	\$5,985
		Base Salary	\$353	\$375	\$414	\$432
		Total Cash	\$516	\$615	\$818	\$1,036
		Total Direct	\$852	\$1,164	\$1,459	\$2,052
		Short Term Incentive (%)	33%	81%	115%	140%
		Long Term Incentive (%)	118%	153%	208%	266%
\$1,500M+	N = 5	Revenue (Millions)	\$1,766	\$2,254	\$4,066	\$6,893
		Assets (Millions)	\$4,133	\$4,345	\$6,779	\$7,147
		Base Salary	\$407	\$444	\$447	\$479
		Total Cash	\$802	\$850	\$1,032	\$1,060
		Total Direct	\$1,322	\$1,502	\$2,041	\$2,064
		Short Term Incentive (%)	77%	106%	143%	149%
		Long Term Incentive (%)	115%	134%	225%	233%

Real Estate – 5th-Highest-Paid

Real Estate: 5th-Highest Rank		P25	P50	P75	P90	
\$0 - \$500M	N = 16	Revenue (Millions)	\$105	\$197	\$311	\$418
		Assets (Millions)	\$897	\$1,780	\$2,771	\$3,671
		Base Salary	\$258	\$300	\$344	\$373
		Total Cash	\$352	\$465	\$662	\$789
		Total Direct	\$471	\$903	\$1,124	\$1,434
		Short Term Incentive (%)	11%	57%	106%	145%
		Long Term Incentive (%)	67%	165%	189%	239%
\$500 - \$1,500M	N = 8	Revenue (Millions)	\$607	\$744	\$1,013	\$1,092
		Assets (Millions)	\$2,110	\$3,735	\$4,683	\$5,985
		Base Salary	\$279	\$300	\$332	\$487
		Total Cash	\$347	\$504	\$613	\$1,186
		Total Direct	\$957	\$1,002	\$1,164	\$2,536
		Short Term Incentive (%)	32%	85%	114%	136%
		Long Term Incentive (%)	145%	209%	303%	376%
\$1,500M+	N = 4	Revenue (Millions)	\$1,766	\$2,254	\$4,066	\$6,893
		Assets (Millions)	\$4,133	\$4,345	\$6,779	\$7,147
		Base Salary	\$343	\$384	\$418	\$434
		Total Cash	\$670	\$817	\$951	\$1,027
		Total Direct	\$1,132	\$1,309	\$1,553	\$1,868
		Short Term Incentive (%)	75%	110%	145%	150%
		Long Term Incentive (%)	120%	128%	155%	197%



Grant Thornton

Utilities



Utilities – Chief Executive Officer

Utilities: CEO		P25	P50	P75	P90	
All Orgs	N = 34	Revenue (Millions)	\$281	\$738	\$1,209	\$1,736
		Assets (Millions)	\$935	\$3,241	\$6,294	\$8,244
		Base Salary	\$488	\$606	\$711	\$886
		Total Cash	\$809	\$1,133	\$1,600	\$1,981
		Total Direct	\$956	\$1,991	\$3,164	\$3,979
		Short Term Incentive (%)	66%	99%	122%	135%
		Long Term Incentive (%)	55%	123%	233%	255%

Utilities – Chief Financial Officer

Utilities: CFO		P25	P50	P75	P90	
All Orgs	N = 28	Revenue (Millions)	\$281	\$738	\$1,209	\$1,736
		Assets (Millions)	\$935	\$3,241	\$6,294	\$8,244
		Base Salary	\$378	\$394	\$444	\$463
		Total Cash	\$610	\$686	\$729	\$785
		Total Direct	\$777	\$1,149	\$1,244	\$1,339
		Short Term Incentive (%)	43%	70%	81%	87%
		Long Term Incentive (%)	43%	102%	125%	141%

Utilities – Chief Operating Officer

Utilities: COO		P25	P50	P75	P90	
All Orgs	N = 14	Revenue (Millions)	\$281	\$738	\$1,209	\$1,736
		Assets (Millions)	\$935	\$3,241	\$6,294	\$8,244
		Base Salary	\$309	\$319	\$346	\$445
		Total Cash	\$496	\$546	\$626	\$703
		Total Direct	\$558	\$861	\$1,121	\$1,344
		Short Term Incentive (%)	44%	65%	79%	86%
		Long Term Incentive (%)	39%	74%	112%	200%

Utilities – General Counsel / Top Legal Officer

Utilities: General Counsel		P25	P50	P75	P90
All Orgs	N = 18				
	Revenue (Millions)	\$281	\$738	\$1,209	\$1,736
	Assets (Millions)	\$935	\$3,241	\$6,294	\$8,244
	Base Salary	\$304	\$353	\$378	\$404
	Total Cash	\$487	\$570	\$610	\$742
	Total Direct	\$780	\$961	\$1,119	\$1,370
	Short Term Incentive (%)	57%	64%	73%	93%
	Long Term Incentive (%)	82%	100%	123%	167%

Utilities – 3rd-Highest-Paid

Utilities: 3rd-Highest Rank		P25	P50	P75	P90	
All Orgs	N = 29	Revenue (Millions)	\$281	\$738	\$1,209	\$1,736
		Assets (Millions)	\$935	\$3,241	\$6,294	\$8,244
		Base Salary	\$314	\$358	\$380	\$432
		Total Cash	\$471	\$574	\$653	\$715
		Total Direct	\$724	\$936	\$1,154	\$1,258
		Short Term Incentive (%)	42%	60%	73%	93%
		Long Term Incentive (%)	38%	95%	116%	149%

Utilities – 4th-Highest-Paid

Utilities: 4th-Highest Rank		P25	P50	P75	P90	
All Orgs	N = 26	Revenue (Millions)	\$281	\$738	\$1,209	\$1,736
		Assets (Millions)	\$935	\$3,241	\$6,294	\$8,244
		Base Salary	\$280	\$300	\$346	\$386
		Total Cash	\$412	\$480	\$576	\$625
		Total Direct	\$531	\$772	\$937	\$1,093
		Short Term Incentive (%)	43%	55%	66%	81%
		Long Term Incentive (%)	47%	75%	103%	175%

Utilities – 5th-Highest-Paid

Utilities: 5th-Highest Rank		P25	P50	P75	P90	
All Orgs	N = 15	Revenue (Millions)	\$281	\$738	\$1,209	\$1,736
		Assets (Millions)	\$935	\$3,241	\$6,294	\$8,244
		Base Salary	\$297	\$319	\$350	\$383
		Total Cash	\$438	\$516	\$572	\$602
		Total Direct	\$545	\$768	\$858	\$1,065
		Short Term Incentive (%)	42%	54%	67%	74%
		Long Term Incentive (%)	40%	67%	84%	118%



Grant Thornton

Appendix



Survey Constituents

Company	Ticker
1-800-FLOWERS.COM, Inc.	FLWS
1Life Healthcare, Inc.	ONEM
1st Constitution Bancorp	FCCY
1st Source Corporation	SRCE
22nd Century Group, Inc.	XXII
3D Systems Corporation	DDD
8x8, Inc.	EGHT
A10 Networks, Inc.	ATEN
AAON, Inc.	AAON
AAR Corp.	AIR
Aaron's Holdings Company, Inc.	AAN
Abercrombie & Fitch Co.	ANF
ABM Industries Incorporated	ABM
Abraxas Petroleum Corporation	AXAS
Acacia Communications, Inc.	ACIA
Acacia Research Corporation	ACTG
ACADIA Pharmaceuticals Inc.	ACAD
Acadia Realty Trust	AKR
Accelerate Diagnostics, Inc.	AXDX
Accelaron Pharma Inc.	XLRN
ACCO Brands Corporation	ACCO
Accuray Incorporated	ARAY
AcelRx Pharmaceuticals, Inc.	ACRX
ACI Worldwide, Inc.	ACIW
Aclaris Therapeutics, Inc.	ACRS

Company	Ticker
ACNB Corporation	ACNB
Acorda Therapeutics, Inc.	ACOR
Acushnet Holdings Corp.	GOLF
Adamas Pharmaceuticals, Inc.	ADMS
Addus HomeCare Corporation	ADUS
Adesto Technologies Corporation	IOTS
ADMA Biologics, Inc.	ADMA
Adtalem Global Education Inc.	ATGE
ADTRAN, Inc.	ADTN
Advanced Disposal Services, Inc.	ADSW
Advanced Drainage Systems, Inc.	WMS
Advanced Emissions Solutions, Inc.	ADES
Advanced Energy Industries, Inc.	AEIS
AdvanSix Inc.	ASIX
Aegion Corporation	AEGN
Aerie Pharmaceuticals, Inc.	AERI
Aerojet Rocketdyne Holdings, Inc.	AJRD
AeroVironment, Inc.	AVAV
Agenus Inc.	AGEN
AgeX Therapeutics, Inc.	AGE
Agilysys, Inc.	AGYS
Agree Realty Corporation	ADC
Air Transport Services Group, Inc.	ATSG
Airgain, Inc.	AIRG
AK Steel Corporation	AKS

Company	Ticker
Akcea Therapeutics, Inc.	AKCA
Akebia Therapeutics, Inc.	AKBA
Akorn, Inc.	AKRX
Akoustis Technologies, Inc.	AKTS
Alamo Group Inc.	ALG
Alarm.com Holdings, Inc.	ALRM
Albany International Corp.	AIN
Albireo Pharma, Inc.	ALBO
Alector, Inc.	ALEC
Alerus Financial Corporation	ALRS
Alexander & Baldwin, Inc.	ALEX
Alexander's, Inc.	ALX
Alexium International Group Limited	AJX
Alico, Inc.	ALCO
Allegheny Technologies Incorporated	ATI
Allegiance Bancshares, Inc.	ABTX
Allegiant Travel Company	ALGT
ALLETE, Inc.	ALE
Allied Motion Technologies Inc.	AMOT
Allscripts Healthcare Solutions, Inc.	MDRX
Alpha and Omega Semiconductor Limited	AOSL
Alphatec Holdings, Inc.	ATEC
Altair Engineering Inc.	ALTR
Altra Industrial Motion Corp.	AIMC
Altus Midstream Company	ALTM

Survey Constituents

Company	Ticker
AMAG Pharmaceuticals, Inc.	AMAG
Amalgamated Bank	AMAL
Ambac Financial Group, Inc.	AMBC
Ambarella, Inc.	AMBA
Amber Road, Inc.	AMBR
AMC Entertainment Holdings, Inc.	AMC
Amedisys, Inc.	AMED
Amerant Bancorp Inc.	AMTB
Ameresco, Inc.	AMRC
American Assets Trust, Inc.	AAT
American Axle & Manufacturing Holdings, Inc.	AXL
American Eagle Outfitters, Inc.	AEO
American Equity Investment Life Holding Company	AEL
American Finance Trust, Inc.	AFIN
American National Bankshares Inc.	AMNB
American Public Education, Inc.	APEI
American Realty Investors, Inc.	ARL
American Renal Associates Holdings, Inc.	ARA
American Software, Inc.	AMSW.A
American States Water Company	AWR
American Superconductor Corporation	AMSC
American Vanguard Corporation	AVD
American Woodmark Corporation	AMWD
America's Car-Mart, Inc.	CRMT
Ameris Bancorp	ABCB

Company	Ticker
AMERISAFE, Inc.	AMSF
Ames National Corporation	ATLO
Amicus Therapeutics, Inc.	FOLD
Amkor Technology, Inc.	AMKR
AMN Healthcare Services, Inc.	AMN
Amneal Pharmaceuticals, Inc.	AMRX
Amphastar Pharmaceuticals, Inc.	AMPH
Amyris, Inc.	AMRS
AnaptysBio, Inc.	ANAB
AngioDynamics, Inc.	ANGO
ANI Pharmaceuticals, Inc.	ANIP
Anika Therapeutics, Inc.	ANIK
Antares Pharma, Inc.	ATRS
Anterix Inc.	ATEX
Apogee Enterprises, Inc.	APOG
Apollo Commercial Real Estate Finance, Inc.	ARI
Apollo Medical Holdings, Inc.	AMEH
AppFolio, Inc.	APPF
Appian Corporation	APPN
Applied Industrial Technologies, Inc.	AIT
Applied Optoelectronics, Inc.	AAOI
Apyx Medical Corporation	APYX
Aratana Therapeutics, Inc.	PETX
ArcBest Corporation	ARCB
Arch Resources, Inc.	ARCH

Company	Ticker
Archrock, Inc.	AROC
Arcosa, Inc.	ACA
Arcus Biosciences, Inc.	RCUS
Ardelyx, Inc.	ARDX
Arena Pharmaceuticals, Inc.	ARNA
Ares Commercial Real Estate Corporation	ACRE
Ares Management Corporation	ARES
Argan, Inc.	AGX
Arlo Technologies, Inc.	ARLO
Armada Hoffer Properties, Inc.	AHH
Armstrong Flooring, Inc.	AFI
ArQule, Inc.	ARQL
Array Technologies, Inc.	ARRY
Arrow Financial Corporation	AROW
Arrowhead Pharmaceuticals, Inc.	ARWR
Artesian Resources Corporation	ARTN.A
Artisan Partners Asset Management Inc.	APAM
Arvinas, Inc.	ARVN
Asbury Automotive Group, Inc.	ABG
Ascena Retail Group, Inc.	ASNA
ASGN Incorporated	ASGN
Ashford Hospitality Trust, Inc.	AHT
Assembly Biosciences, Inc.	ASMB
Assertio Holdings, Inc.	ASRT
Associated Capital Group, Inc.	AC

Survey Constituents

Company	Ticker
Astec Industries, Inc.	ASTE
Astronics Corporation	ATRO
AstroNova, Inc.	ALOT
At Home Group Inc.	HOME
Athenex, Inc.	ATNX
Athersys, Inc.	ATHX
Atkore International Group Inc.	ATKR
Atlantic Capital Bancshares, Inc.	ACBI
Atlantic Power Corporation	ATP
Atlantic Union Bankshares Corporation	AUB
Atlas Air Worldwide Holdings, Inc.	AAWW
ATN International, Inc.	ATNI
AtriCure, Inc.	ATRC
Atrion Corporation	ATRI
Avalon GloboCare Corp.	AVCO
Avanos Medical, Inc.	AVNS
Avaya Holdings Corp.	AVYA
Avedro, Inc.	AVDR
Avid Bioservices, Inc.	CDMO
Avid Technology, Inc.	AVID
Avis Budget Group, Inc.	CAR
Avista Corporation	AVA
Axcelis Technologies, Inc.	ACLS
AxoGen, Inc.	AXGN
Axon Enterprise, Inc.	AAXN

Company	Ticker
Axonics Modulation Technologies, Inc.	AXNX
Axos Financial, Inc.	AX
AXT, Inc.	AXTI
AZZ Inc.	AZZ
B&G Foods, Inc.	BGS
B. Riley Financial, Inc.	RILY
Badger Meter, Inc.	BMI
Balchem Corporation	BCPC
Banc of California, Inc.	BANC
BancFirst Corporation	BANF
BancorpSouth Bank	BXS
Bandwidth Inc.	BAND
Bank First Corporation	BFC
Bank of Commerce Holdings	BOCH
Bank of Marin Bancorp	BMRC
Bank7 Corp.	BSVN
BankFinancial Corporation	BFIN
Bankwell Financial Group, Inc.	BWFG
Banner Corporation	BANR
Bar Harbor Bankshares	BHB
Barnes & Noble Education, Inc.	BNED
Barnes Group Inc.	B
Barrett Business Services, Inc.	BBSI
Bassett Furniture Industries, Incorporated	BSET
BayCom Corp	BCML

Company	Ticker
BBX Minerals Limited	BBX
BCB Bancorp, Inc.	BCBP
Beacon Roofing Supply, Inc.	BECN
Beazer Homes USA, Inc.	BZH
Bed Bath & Beyond Inc.	BBBY
Bel Fuse Inc.	BELF.B
Belden Inc.	BDC
Benchmark Electronics, Inc.	BHE
Benefitfocus, Inc.	BNFT
Benefytt Technologies, Inc.	BFYT
Berkshire Hills Bancorp, Inc.	BHLB
Berry Corporation	BRY
BG Staffing, Inc.	BGSF
Big Lots, Inc.	BIG
Biglari Holdings Inc.	BH.A
BioCryst Pharmaceuticals, Inc.	BCRX
BioDelivery Sciences International, Inc.	BDSI
Biohaven Pharmaceutical Holding Company Ltd.	BHVN
BioLife Solutions, Inc.	BLFS
BioSpecifics Technologies Corp.	BSTC
BioTelemetry, Inc.	BEAT
BJ's Restaurants, Inc.	BJRI
BJ's Wholesale Club Holdings, Inc.	BJ
Black Hills Corporation	BKH
Blackbaud, Inc.	BLKB

Survey Constituents

Company	Ticker
BlackLine, Inc.	BL
Blackstone Mortgage Trust, Inc.	BXMT
Bloom Energy Corporation	BE
Bloomin' Brands, Inc.	BLMN
Blucora, Inc.	BCOR
Blue Bird Corporation	BLBD
Bluegreen Vacations Corporation	BXG
BlueLinx Holdings Inc.	BXC
Blueprint Medicines Corporation	BPMC
Bluerock Residential Growth REIT, Inc.	BRG
BMC Stock Holdings, Inc.	BMCH
Boingo Wireless, Inc.	WIFI
Boise Cascade Company	BCC
Bonanza Creek Energy, Inc.	BCEI
Boot Barn Holdings, Inc.	BOOT
Boston Omaha Corporation	BOMN
Boston Private Financial Holdings, Inc.	BPFH
Bottomline Technologies (de), Inc.	EPAY
Box, Inc.	BOX
Boyd Gaming Corporation	BYD
Brady Corporation	BRC
Braemar Hotels & Resorts, Inc.	BHR
Bridge Bancorp, Inc.	BDGE
BridgeBio Pharma, Inc.	BBIO
Bridgewater Bancshares, Inc.	BWB

Company	Ticker
Bridgford Foods Corporation	BRID
Briggs & Stratton Corporation	BGG
Brigham Minerals, Inc.	MNRL
Brightcove Inc.	BCOV
BrightSphere Investment Group Inc.	BSIG
BrightView Holdings, Inc.	BV
Brinker International, Inc.	EAT
Bristow Group Inc.	VTOL
Brookdale Senior Living Inc.	BKD
Brookline Bancorp, Inc.	BRKL
Brooks Automation, Inc.	BRKS
BRP Group, Inc.	BRP
BRT Apartments Corp.	BRT
Bryn Mawr Bank Corporation	BMTC
Builders FirstSource, Inc.	BLDR
Business First Bancshares, Inc.	BFST
Byline Bancorp, Inc.	BY
C&F Financial Corporation	CFFI
Cactus, Inc.	WHD
Cadence Bancorporation	CADE
Caesars Entertainment, Inc.	ERI
CAI International, Inc.	CAI
CalAmp Corp.	CAMP
Calavo Growers, Inc.	CVGW
Caleres, Inc.	CAL

Company	Ticker
California Water Service Group	CWT
Calix, Inc.	CALX
Callaway Golf Company	ELY
Callon Petroleum Company	CPE
Cal-Maine Foods, Inc.	CALM
Calyxt, Inc.	CLXT
Cambium Networks Corporation	CMBM
Cambridge Bancorp	CATC
Camden National Corporation	CAC
Camping World Holdings, Inc.	CWH
Cannae Holdings, Inc.	CNNE
Capital Bancorp, Inc.	CBNK
Capital City Bank Group, Inc.	CCBG
Capitol Federal Financial, Inc.	CFFN
Capstar Financial Holdings, Inc.	CSTR
Cara Therapeutics, Inc.	CARA
Carbon Black, Inc.	CBLK
Cardiovascular Systems, Inc.	CSII
Cardlytics, Inc.	CDLX
Cardtronics plc	CATM
Care.com, Inc.	CRCM
CareDx, Inc	CDNA
CareTrust REIT, Inc.	CTRE
CarGurus, Inc.	CARG
Carolina Financial Corporation	CARO

Survey Constituents

Company	Ticker
Carpenter Technology Corporation	CRS
Carriage Services, Inc.	CSV
Carrizo Oil & Gas, Inc.	CRZO
Carrols Restaurant Group, Inc.	TAST
Cars.com, LLC	CARS
Carter Bank & Trust	CARE
Casa Systems, Inc.	CASA
Casella Waste Systems, Inc.	CWST
CASI Pharmaceuticals, Inc.	CASI
Casper Sleep Inc.	CSPR
Cass Information Systems, Inc.	CASS
Castle Biosciences, Inc.	CSTL
Castlight Health, Inc.	CSLT
Catalyst Pharmaceuticals, Inc.	CPRX
CatchMark Timber Trust, Inc.	CTT
Cathay General Bancorp	CATY
Cavco Industries, Inc.	CVCO
cbdMD, Inc.	YCBD
CBIZ, Inc.	CBZ
CBL & Associates Properties, Inc.	CBL
CBTX, Inc.	CBTX
CECO Environmental Corp.	CECE
Cedar Realty Trust, Inc.	CDR
Celsius Holdings, Inc.	CELH
CenterState Bank Corporation	CSFL

Company	Ticker
Central Garden & Pet Company	CENT
Central Pacific Financial Corp.	CPF
Central Valley Community Bancorp	CVCY
Centric Brands Inc.	CTRC.Q
Century Aluminum Company	CENX
Century Bancorp, Inc.	CNBKA
Century Casinos, Inc.	CNTY
Century Communities, Inc.	CCS
Cerecor Inc.	CERC
Cerus Corporation	CERS
CEVA, Inc.	CEVA
ChannelAdvisor Corporation	ECOM
Charah Solutions, Inc.	CHRA
Charilaos Apostolides Public Ltd	CHAP
Chart Industries, Inc.	GTLS
Chase Corporation	CCF
Chatham Lodging Trust	CLDT
Checkpoint Therapeutics, Inc.	CKPT
Chegg, Inc.	CHGG
Chemical Financial Corporation	CHFC
ChemoCentryx, Inc.	CCXI
Chemung Financial Corporation	CHMG
Chesapeake Lodging Trust	CHSP
Chesapeake Utilities Corporation	CPK
Chico's FAS, Inc.	CHS

Company	Ticker
Chimerix, Inc.	CMRX
ChromaDex Corporation	CDXC
Churchill Downs Incorporated	CHDN
Chuy's Holdings, Inc.	CHUY
CIM Commercial Trust Corporation	CMCT
Cincinnati Bell Inc.	CBB
Circle Property Plc	CRC
CIRCOR International, Inc.	CIR
Cirrus Logic, Inc.	CRUS
Cision Ltd.	CISN
Citi Trends, Inc.	CTRN
Citizens & Northern Corporation	CZNC
Citizens, Inc.	CIA
City Holding Company	CHCO
Civista Bancshares, Inc.	CIVB
Clarus Corporation	CLAR
Clean Energy Fuels Corp.	CLNE
Clear Channel Outdoor Holdings, Inc.	CCO
Clearfield, Inc.	CLFD
Clearwater Paper Corporation	CLW
Clearway Energy, Inc.	CWEN
Cleveland-Cliffs Inc.	CLF
Clipper Realty Inc.	CLPR
Cloudera, Inc.	CLDR
Clovis Oncology, Inc.	CLVS

Survey Constituents

Company	Ticker
CMC Materials, Inc.	CCMP
CNB Financial Corporation	CCNE
CNO Financial Group, Inc.	CNO
CNX Resources Corporation	CNX
Coastal Financial Corporation	CCB
Coca-Cola Consolidated, Inc.	COKE
Coda Octopus Group, Inc.	CODA
Codexis, Inc.	CDXS
Codorus Valley Bancorp, Inc.	CVLY
Coeur Mining, Inc.	CDE
Cogent Communications Holdings, Inc.	CCOI
Cohen & Steers, Inc.	CNS
Coherus BioSciences, Inc.	CHRS
Cohu, Inc.	COHU
Collectors Universe, Inc.	CLCT
Collegium Pharmaceutical, Inc.	COLL
Colony Bankcorp, Inc.	CBAN
Colony Credit Real Estate, Inc.	CLNC
Columbia Banking System, Inc.	COLB
Columbia Financial, Inc.	CLBK
Columbus McKinnon Corporation	CMCO
Comfort Systems USA, Inc.	FIX
Commercial Metals Company	CMC
Commercial Vehicle Group, Inc.	CVGI
Community Bank System, Inc.	CBU

Company	Ticker
Community Bankers Trust Corporation	ESXB
Community Health Systems, Inc.	CYH
Community Healthcare Trust Incorporated	CHCT
Community Trust Bancorp, Inc.	CTBI
Commvault Systems, Inc.	CVLT
Compass Minerals International, Inc.	CMP
Computer Programs and Systems, Inc.	CPSI
CompX International Inc.	CIX
comScore, Inc.	SCOR
Comstock Resources, Inc.	CRK
Comtech Telecommunications Corp.	CMTL
Concrete Pumping Holdings, Inc.	BBCP
Conduent Incorporated	CNDT
Conformis, Inc.	CFMS
CONMED Corporation	CNMD
Connecticut Water Service, Inc.	CTWS
ConnectOne Bancorp, Inc.	CNOB
Conn's, Inc.	CONN
CONSOL Energy Inc.	CEIX
Consolidated Communications Holdings, Inc.	CNSL
Construction Partners, Inc.	ROAD
Continental Building Products, Inc.	CBPX
Control4 Corporation	CTRL
Contura Energy, Inc.	CTRA
Cooper Tire & Rubber Company	CTB

Company	Ticker
Cooper-Standard Holdings Inc.	CPS
Corbus Pharmaceuticals Holdings, Inc.	CRBP
Corcept Therapeutics Incorporated	CORT
CoreCivic, Inc.	CXW
Core-Mark Holding Company, Inc.	CORE
CorEnergy Infrastructure Trust, Inc.	CORR
CorePoint Lodging Inc.	CPLG
Corindus Vascular Robotics, Inc.	CVRS
Cornerstone Building Brands, Inc.	CNR
Cornerstone OnDemand, Inc.	CSOD
CorVel Corporation	CRVL
Covanta Holding Corporation	CVA
Covenant Logistics Group, Inc.	CVTI
Cowen Inc.	COWN
CRA International, Inc.	CRAI
Cracker Barrel Old Country Store, Inc.	CBRL
Craft Brew Alliance, Inc.	BREW
Crawford & Company	CRD.B
Cray Inc.	CRAY
Crocs, Inc.	CROX
Cross Country Healthcare, Inc.	CCRN
CrossFirst Bankshares, Inc.	CFB
CryoLife, Inc.	CRY
Cryoport, Inc.	CYRX
CSG Systems International, Inc.	CSGS

Survey Constituents

Company	Ticker
CSW Industrials, Inc.	CSWI
CTO Realty Growth, Inc.	CTO
CTS Corporation	CTS
Cubic Corporation	CUB
Cue Biopharma, Inc.	CUE
Culp, Inc.	CULP
Cumulus Media Inc.	CMLS
CURO Group Holdings Corp.	CURO
Cushman & Wakefield plc	CWK
Customers Bancorp, Inc.	CUBI
Cutera, Inc.	CUTR
CVB Financial Corp.	CVBF
CVR Energy, Inc.	CVI
Cyclerion Therapeutics, Inc.	CYCN
Cytokinetics, Incorporated	CYTK
CytomX Therapeutics, Inc.	CTMX
Cytosorbents Corporation	CTSO
Daily Journal Corporation	DJCO
Daktronics, Inc.	DAKT
Dana Incorporated	DAN
Darling Ingredients Inc.	DAR
DASAN Zhong Solutions, Inc.	DZSI
Daseke, Inc.	DSKE
Dave & Buster's Entertainment, Inc.	PLAY
Dean Foods Company	DF

Company	Ticker
Deciphera Pharmaceuticals, Inc.	DCPH
Deckers Outdoor Corporation	DECK
Del Frisco's Restaurant Group, Inc.	DFRG
Del Taco Restaurants, Inc.	TACO
Delek US Holdings, Inc.	DK
Delta Apparel, Inc.	DLA
Deluxe Corporation	DLX
Denali Therapeutics Inc.	DNLI
Denbury Inc.	DNR
Denny's Corporation	DENN
Dermira, Inc.	DERM
Designer Brands Inc.	DBI
DHI Group, Inc.	DHX
Diamond Hill Investment Group, Inc.	DHIL
Diamond Offshore Drilling, Inc.	DO
Diamond S Shipping Inc.	DSSI
DiamondRock Hospitality Company	DRH
Dicerna Pharmaceuticals, Inc.	DRNA
Diebold Nixdorf, Incorporated	DBD
Digi International Inc.	DGII
Digimarc Corporation	DMRC
Digital Turbine, Inc.	APPS
Dillard's, Inc.	DDS
Dime Community Bancshares, Inc.	DCOM
Dine Brands Global, Inc.	DIN

Company	Ticker
Diodes Incorporated	DIOD
Diplomat Pharmacy, Inc.	DPLO
DMC Global Inc.	BOOM
DNB Financial Corporation	DNBF
Domo, Inc.	DOMO
Donegal Group Inc.	DGICA
Donnelley Financial Solutions, Inc.	DFIN
Dorian LPG Ltd.	LPG
Dorman Products, Inc.	DORM
Douglas Dynamics, Inc.	PLOW
Dova Pharmaceuticals, Inc.	DOVA
Dril-Quip, Inc.	DRQ
Drive Shack Inc.	DS
DSP Group, Inc.	DSPG
Ducommun Incorporated	DCO
Duluth Holdings Inc.	DLTH
DXP Enterprises, Inc.	DXPE
Dycom Industries, Inc.	DY
Dynavax Technologies Corporation	DVAX
e.l.f. Beauty, Inc.	ELF
Eagle Bancorp, Inc.	EGBN
Eagle Bulk Shipping Inc.	EGLE
Eagle Pharmaceuticals, Inc.	EGRX
Earthstone Energy, Inc.	ESTE
Easterly Government Properties, Inc.	DEA

Survey Constituents

Company	Ticker
EastGroup Properties, Inc.	EGP
Eaton Vance Senior Floating-Rate Trust	EFR
Ebix, Inc.	EBIX
Echo Global Logistics, Inc.	ECHO
Edgewell Personal Care Company	EPC
Editas Medicine, Inc.	EDIT
eGain Corporation	EGAN
eHealth, Inc.	EHTH
Eidos Therapeutics, Inc.	EIDX
El Pollo Loco Holdings, Inc.	LOCO
electroCore, Inc.	ECOR
Electronics for Imaging, Inc.	EFII
Elevate Credit, Inc.	ELVT
EMC Insurance Group Inc.	EMCI
EMCOR Group, Inc.	EME
Emerald Holding, Inc.	EEX
Emergent BioSolutions Inc.	EBS
Empire Resorts, Inc.	NYNY
Employers Holdings, Inc.	EIG
Enanta Pharmaceuticals, Inc.	ENTA
Encore Capital Group, Inc.	ECPG
Encore Wire Corporation	WIRE
Endurance International Group Holdings, Inc.	EIGI
Energy Fuels Inc.	UUUU
Energy Recovery, Inc.	ERII

Company	Ticker
Enerpac Tool Group Corp.	EPAC
EnerSys	ENS
Ennis, Inc.	EBF
Enova International, Inc.	ENVA
Enphase Energy, Inc.	ENPH
EnPro Industries, Inc.	NPO
Entegra Financial Corp.	ENFC
Entercom Communications Corp.	ETM
Enterprise Bancorp, Inc.	EBTC
Enterprise Financial Services Corp	EFSC
Entravision Communications Corporation	EVC
Envestnet, Inc.	ENV
Enzo Biochem, Inc.	ENZ
Epizyme, Inc.	EPZM
ePlus inc.	PLUS
Equity Bancshares, Inc.	EQBK
Eros STX Global Corporation	EROS
Escalade, Incorporated	ESCA
ESCO Technologies Inc.	ESE
Esperion Therapeutics, Inc.	ESPR
Esquire Financial Holdings, Inc.	ESQ
ESSA Bancorp, Inc.	ESSA
Essential Properties Realty Trust, Inc.	EPRT
Eternal Energy Public Company Limited	EE
Ethan Allen Interiors Inc.	ETH

Company	Ticker
Evans Bancorp, Inc.	EVBN
Eventbrite, Inc.	EB
Everbridge, Inc.	EVBG
Everi Holdings Inc.	EVRI
EverQuote, Inc.	EVER
EVERTEC, Inc.	EVTC
EVI Industries, Inc.	EVI
EVO Payments, Inc.	EVOP
Evolent Health, Inc.	EVH
Evolus, Inc.	EOLS
Evolution Petroleum Corporation	EPM
Evoqua Water Technologies Corp.	AQUA
Exagen Inc.	XGN
Exantas Capital Corp.	XAN
Exela Technologies, Inc.	XELA
ExlService Holdings, Inc.	EXLS
eXp World Holdings, Inc.	EXPI
Exponent, Inc.	EXPO
Express, Inc.	EXPR
Exterran Corporation	EXTN
Extreme Networks, Inc.	EXTR
EyePoint Pharmaceuticals, Inc.	EYPT
EZCORP, Inc.	EZPW
Falcon Minerals Corporation	FLMN
Farmer Bros. Co.	FARM

Survey Constituents

Company	Ticker
Farmers & Merchants Bancorp, Inc.	FMAO
Farmers National Banc Corp.	FMNB
Farmland Partners Inc.	FPI
FARO Technologies, Inc.	FARO
Fate Therapeutics, Inc.	FATE
FB Financial Corporation	FBK
FBL Financial Group, Inc.	FFG
Federal Agricultural Mortgage Corporation	AGM
Federal Signal Corporation	FSS
FedNat Holding Company	FNHC
Ferro Corporation	FOE
FibroGen, Inc.	FGEN
Fidelity D & D Bancorp, Inc.	FDBC
Fiesta Restaurant Group, Inc.	FRGI
Financial Institutions, Inc.	FISI
Finisar Corporation	FNSR
First Bancorp	FBNC
First BanCorp.	FBP
First Bank	FRBA
First Busey Corporation	BUSE
First Business Financial Services, Inc.	FBIZ
First Capital, Inc.	FCAP
First Choice Bancorp	FCBP
First Commonwealth Financial Corporation	FCF
First Community Bankshares, Inc.	FCBC

Company	Ticker
First Financial Bancorp.	FFBC
First Financial Bankshares, Inc.	FFIN
First Financial Corporation	THFF
First Financial Northwest, Inc.	FFNW
First Foundation Inc.	FFWM
First Guaranty Bancshares, Inc.	FGBI
First Industrial Realty Trust, Inc.	FR
First Internet Bancorp	INBK
First Interstate BancSystem, Inc.	FIBK
First Merchants Corporation	FRME
First Mid Bancshares, Inc.	FMBH
First Midwest Bancorp, Inc.	FMBI
First Northwest Bancorp	FNWB
FirstCash, Inc.	FCFS
Fitbit, Inc.	FIT
Five Prime Therapeutics, Inc.	FPRX
Five9, Inc.	FIVN
Flagstar Bancorp, Inc.	FBC
Flexion Therapeutics, Inc.	FLXN
Flexsteel Industries, Inc.	FLXS
Flotek Industries, Inc.	FTK
Fluent, Inc.	FLNT
Fluidigm Corporation	FLDM
Flushing Financial Corporation	FFIC
FNCB Bancorp, Inc.	FNCB

Company	Ticker
Focus Financial Partners Inc.	FOCS
Forescout Technologies, Inc.	FSCT
Forestar Group Inc.	FOR
FormFactor, Inc.	FORM
Forrester Research, Inc.	FORR
Forterra, Inc.	FRTA
Forum Energy Technologies, Inc.	FET
Forward Air Corporation	FWRD
Fossil Group, Inc.	FOSL
Foundation Building Materials, Inc.	FBM
Four Corners Property Trust, Inc.	FCPT
Fox Factory Holding Corp.	FOXF
Franklin Covey Co.	FC
Franklin Electric Co., Inc.	FELE
Franklin Financial Services Corporation	FRAF
Franklin Street Properties Corp.	FSP
Frequency Therapeutics, Inc.	FREQ
Freshpet, Inc.	FRPT
Front Yard Residential Corporation	RESI
Frontier Communications Corporation	FTR
FRP Holdings, Inc.	FRPH
FS Bancorp, Inc.	FSBW
FTI Consulting, Inc.	FCN
FTS International, Inc.	FTSI
Fulton Financial Corporation	FULT

Survey Constituents

Company	Ticker
Funko, Inc.	FNKO
FutureFuel Corp.	FF
FVCBankcorp, Inc.	FVCB
G Capital Berhad	GCAP
Gaia, Inc.	GAIA
GAMCO Investors, Inc.	GBL
GameStop Corp.	GME
Gannett Co., Inc.	GCI
GATX Corporation	GATX
GCP Applied Technologies Inc.	GCP
Genco Shipping & Trading Limited	GNK
Gencor Industries, Inc.	GENC
Generac Holdings Inc.	GNRC
General Finance Corporation	GFN
Genesco Inc.	GCO
Genesis Healthcare, Inc.	GEN
Genie Energy Ltd.	GNE
GenMark Diagnostics, Inc.	GNMK
Genomic Health, Inc.	GHDX
Genther Incorporated	THRM
Genworth Financial, Inc.	GNW
Geospace Technologies Corporation	GEOS
German American Bancorp, Inc.	GABC
Getty Realty Corp.	GTY
Gibraltar Industries, Inc.	ROCK

Company	Ticker
G-III Apparel Group, Ltd.	GIII
Glacier Bancorp, Inc.	GBCI
Gladstone Commercial Corporation	GOOD
Gladstone Land Corporation	LAND
Glatfelter Corporation	GLT
Glaukos Corporation	GKOS
Global Blood Therapeutics, Inc.	GBT
Global Medical REIT Inc.	GMRE
Global Net Lease, Inc.	GNL
Global Water Resources, Inc.	GWRS
Globus Medical, Inc.	GMED
Glu Mobile Inc.	GLUU
GlycoMimetics, Inc.	GLYC
GMS Inc.	GMS
Gogo Inc.	GOGO
Gold Resource Corporation	GORO
Golden Entertainment, Inc.	GDEN
Goodrich Petroleum Corporation	GDP
Goosehead Insurance, Inc.	GSHD
GoPro, Inc.	GPRO
GP Strategies Corporation	GPX
Graham Corporation	GHM
Granite Construction Incorporated	GVA
Granite Point Mortgage Trust Inc.	GPMT
Gray Television, Inc.	GTN

Company	Ticker
Great Lakes Dredge & Dock Corporation	GLDD
Great Southern Bancorp, Inc.	GSBC
Great Western Bancorp, Inc.	GWB
Green Brick Partners, Inc.	GRBK
Green Dot Corporation	GDOT
Green Plains Inc.	GPRE
Greencore Group plc	GNC
Greene County Bancorp, Inc.	GCBC
Greenhill & Co., Inc.	GHL
Greenlane Holdings, Inc.	GNLN
Greif, Inc.	GEF
Griffin Industrial Realty, Inc.	GRIF
Griffon Corporation	GFF
Gritstone Oncology, Inc.	GRTS
Group 1 Automotive, Inc.	GPI
Groupon, Inc.	GRPN
GSI Technology, Inc.	GSIT
GTT Communications, Inc.	GTT
GTY Technology Holdings Inc.	GTYH
Guaranty Bancshares, Inc.	GNTY
Guess?, Inc.	GES
Gulfport Energy Corporation	GPOR
GWG Holdings, Inc.	GWGH
H&E Equipment Services, Inc.	HEES
H.B. Fuller Company	FUL

Survey Constituents

Company	Ticker
Haemonetics Corporation	HAE
Hallador Energy Company	HNRG
Hallmark Financial Services, Inc.	HALL
Halozyne Therapeutics, Inc.	HALO
Hamilton Beach Brands Holding Company	HBB
Hamilton Lane Incorporated	HLNE
Hancock Whitney Corporation	HWC
Hanger, Inc.	HNGR
Hanmi Financial Corporation	HAFC
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI
HarborOne Bancorp, Inc.	HONE
Harmonic Inc.	HLIT
Harpoon Therapeutics, Inc.	HARP
Harsco Corporation	HSC
Haverty Furniture Companies, Inc.	HVT
Hawaiian Holdings, Inc.	HA
Hawkins, Inc.	HWKN
Hawthorn Bancshares, Inc.	HWBK
Haynes International, Inc.	HAYN
HBT Financial, Inc.	HBT
HCI Group, Inc.	HCI
Health Catalyst, Inc.	HCAT
Healthcare Realty Trust Incorporated	HR
Healthcare Services Group, Inc.	HCSG
HealthEquity, Inc.	HQY

Company	Ticker
HealthStream, Inc.	HSTM
Heartland Express, Inc.	HTLD
Heartland Financial USA, Inc.	HTLF
Hecla Mining Company	HL
Heidrick & Struggles International, Inc.	HSII
Helen of Troy Limited	HELE
Helios Technologies, Inc.	HLIO
Helix Energy Solutions Group, Inc.	HLX
Hemisphere Media Group, Inc.	HMTV
Herc Holdings Inc.	HRI
Heritage Commerce Corp	HTBK
Heritage Financial Corporation	HFWA
Heritage Insurance Holdings, Inc.	HRTG
Heritage-Crystal Clean, Inc	HCCI
Herman Miller, Inc.	MLHR
Heron Therapeutics, Inc.	HRTX
Hersha Hospitality Trust	HT
Hertz Global Holdings, Inc.	HTZ
Heska Corporation	HSKA
HF Foods Group Inc.	HFFG
Hibbett Sports, Inc.	HIBB
HighPoint Resources Corporation	HPR
Hillenbrand, Inc.	HI
Hilltop Holdings Inc.	HTH
Hingham Institution for Savings	HIFS

Company	Ticker
HMS Holdings Corp.	HMSY
HNI Corporation	HNI
Home Bancorp, Inc.	HBCP
Home Bancshares, Inc. (Conway, AR)	HOMB
HomeStreet, Inc.	HMST
HomeTrust Bancshares, Inc.	HTBI
Homology Medicines, Inc.	FIXX
Hooker Furniture Corporation	HOFT
HOOKIPA Pharma Inc.	HOOK
Hope Bancorp, Inc.	HOPE
Horace Mann Educators Corporation	HMN
Horizon Bancorp, Inc.	HBNC
Hostess Brands, Inc.	TWNK
Houghton Mifflin Harcourt Company	HMHC
Houlihan Lokey, Inc.	HLI
Howard Bancorp, Inc.	HBMD
Hub Group, Inc.	HUBG
Hurco Companies, Inc.	HURC
Huron Consulting Group Inc.	HURN
Hyster-Yale Materials Handling, Inc.	HY
i3 Verticals, Inc.	IIIV
IBERIABANK Corporation	IBKC
ICF International, Inc.	ICFI
Ichor Holdings, Ltd.	ICHR
Ideanomics, Inc.	IDEX

Survey Constituents

Company	Ticker
IDT Corporation	IDT
IES Holdings, Inc.	IESC
II-VI Incorporated	IIVI
Immersion Corporation	IMMR
ImmunoGen, Inc.	IMGN
Impinj, Inc.	PI
Independence Contract Drilling, Inc.	ICD
Independence Holding Company	IHC
Independence Realty Trust, Inc.	IRT
Independent Bank Corp.	INDB
Independent Bank Corporation	IBCP
Independent Bank Group, Inc.	IBTX
Industrial Logistics Properties Trust	ILPT
Infinera Corporation	INFN
Information Services Group, Inc.	III
Ingevity Corporation	NGVT
Ingles Markets, Incorporated	IMKT.A
InnerWorkings, Inc.	INWK
Innophos Holdings, Inc.	IPHS
Innospec Inc.	IOSP
Innovative Industrial Properties, Inc.	IIPR
Innoviva, Inc.	INVA
Inogen, Inc.	INGN
Inovalon Holdings, Inc.	INOV
Inovio Pharmaceuticals, Inc.	INO

Company	Ticker
Inphi Corporation	IPHI
Inseego Corp.	INSG
Insight Enterprises, Inc.	NSIT
Insmid Incorporated	INSM
Insperty, Inc.	NSP
Inspire Medical Systems, Inc.	INSP
Inspired Entertainment, Inc.	INSE
Installed Building Products, Inc.	IBP
Insteel Industries, Inc.	IIIN
Instructure, Inc.	INST
Integer Holdings Corporation	ITGR
Intellabridge Technology Corp.	INTL
Intellia Therapeutics, Inc.	NTLA
Intelligent Systems Corporation	INS
Inter Parfums, Inc.	IPAR
Intercept Pharmaceuticals, Inc.	ICPT
InterDigital, Inc.	IDCC
Interface, Inc.	TILE
International Bancshares Corporation	IBOC
International Money Express, Inc.	IMXI
International Seaways, Inc.	INSW
International Speedway Corporation	ISCA
Intersect ENT, Inc.	XENT
Intra-Cellular Therapies, Inc.	ITCI
Intrepid Potash, Inc.	IPI

Company	Ticker
IntriCon Corporation	IIN
Invacare Corporation	IVC
Investar Holding Corporation	ISTR
Investors Bancorp, Inc.	ISBC
Investors Real Estate Trust	IRET
Investors Title Company	ITIC
Invitae Corporation	NVTA
iRadimed Corporation	IRMD
iRhythm Technologies, Inc.	IRTC
Iridium Communications Inc.	IRDM
iRobot Corporation	IRBT
Ironwood Pharmaceuticals, Inc.	IRWD
iStar Inc.	STAR
Iteris, Inc.	ITI
Itron, Inc.	ITRI
J & J Snack Foods Corp.	JJSF
J. Alexander's Holdings, Inc.	JAX
J. C. Penney Company, Inc.	JCP
J.Jill, Inc.	JILL
J2 Global, Inc.	JCOM
Jack in the Box Inc.	JACK
JELD-WEN Holding, Inc.	JELD
Jernigan Capital, Inc.	JCAP
John B. Sanfilippo & Son, Inc.	JBSS
John Bean Technologies Corporation	JBT

Survey Constituents

Company	Ticker
Johnson Outdoors Inc.	JOUT
Jounce Therapeutics, Inc.	JNCE
K12 Inc.	LRN
Kadant Inc.	KAI
Kadmon Holdings, Inc.	KDMN
Kaiser Aluminum Corporation	KALU
Kala Pharmaceuticals, Inc.	KALA
KalVista Pharmaceuticals, Inc.	KALV
Kaman Corporation	KAMN
Karyopharm Therapeutics Inc.	KPTI
KB Home	KBH
KBR, Inc.	KBR
Kearny Financial Corp.	KRNY
Kelly Services, Inc.	KELY.A
Kennametal Inc.	KMT
Kennedy-Wilson Holdings, Inc.	KW
Kforce Inc.	KFRC
Kimball Electronics, Inc.	KE
Kimball International, Inc.	KBAL
Kindred Biosciences, Inc.	KIN
Kinsale Capital Group, Inc.	KNSL
Kite Realty Group Trust	KRG
KKR Real Estate Finance Trust Inc.	KREF
KLX Energy Services Holdings, Inc.	KLXE
Knoll, Inc.	KNL

Company	Ticker
Knowles Corporation	KN
Kontoor Brands, Inc.	KTB
Koppers Holdings Inc.	KOP
Korn Ferry	KFY
Kraton Corporation	KRA
Kratos Defense & Security Solutions, Inc.	KTOS
Kronos Worldwide, Inc.	KRO
KVH Industries, Inc.	KVHI
L.B. Foster Company	FSTR
La Jolla Pharmaceutical Company	LJPC
Ladder Capital Corp	LADR
Lakeland Bancorp, Inc.	LBAI
Lakeland Financial Corporation	LKFN
Lancaster Colony Corporation	LANC
Landec Corporation	LNDC
Lands' End, Inc.	LE
Lannett Company, Inc.	LCI
Lantheus Holdings, Inc.	LNTH
Laredo Petroleum, Inc.	LPI
Lattice Semiconductor Corporation	LSCC
Laureate Education, Inc.	LAUR
Lawson Products, Inc.	LAWS
La-Z-Boy Incorporated	LZB
LCI Industries	LCII
LCNB Corp.	LCNB

Company	Ticker
Leaf Group Ltd.	LEAF
Lee Enterprises, Incorporated	LEE
Legacy Housing Corporation	LEGH
LegacyTexas Financial Group, Inc.	LTXB
LeMaitre Vascular, Inc.	LMAT
LendingClub Corporation	LC
Level One Bancorp, Inc.	LEVL
Lexicon Pharmaceuticals, Inc.	LXRX
Lexington Realty Trust	LXP
LGI Homes, Inc.	LGIH
LHC Group, Inc.	LHCG
Liberty Latin America Ltd.	LILA
Liberty Oilfield Services Inc.	LBRT
Liberty TripAdvisor Holdings, Inc.	LTRP.A
Lifetime Brands, Inc.	LCUT
LifeVantage Corporation	LFVN
Ligand Pharmaceuticals Incorporated	LGND
Limelight Networks, Inc.	LLNW
Limoneira Company	LMNR
Lindblad Expeditions Holdings, Inc.	LIND
Lindsay Corporation	LNN
Liquidia Technologies, Inc.	LQDA
Liquidity Services, Inc.	LQDT
Lithia Motors, Inc.	LAD
Live Oak Bancshares, Inc.	LOB

Survey Constituents

Company	Ticker
Livent Corporation	LTHM
LivePerson, Inc.	LPSN
LiveRamp Holdings, Inc.	RAMP
LiveXLive Media, Inc.	LIVX
LogicBio Therapeutics, Inc.	LOGC
Louisiana-Pacific Corporation	LPX
LSB Industries, Inc.	LXU
LSC Communications, Inc.	LKSD.Q
LTC Properties, Inc.	LTC
Lumber Liquidators Holdings, Inc.	LL
Lumentum Holdings Inc.	LITE
Luminex Corporation	LMNX
Luther Burbank Corporation	LBC
Lydall, Inc.	LDL
M.D.C. Holdings, Inc.	MDC
M/I Homes, Inc.	MHO
Macatawa Bank Corporation	MCBC
Mack-Cali Realty Corporation	CLI
Mackinac Financial Corporation	MFNC
MACOM Technology Solutions Holdings, Inc.	MTSI
MacroGenics, Inc.	MGNX
Magellan Health, Inc.	MGLN
Magnite, Inc.	RUBI
Magnolia Oil & Gas Corporation	MGY
MainStreet Bancshares, Inc.	MNSB

Company	Ticker
Majesco	MJCO
Malibu Boats, Inc.	MBUU
Malvern Bancorp, Inc.	MLVF
Mammoth Energy Services, Inc.	TUSK
MannKind Corporation	MNKD
ManTech International Corporation	MANT
Marchex, Inc.	MCHX
Marcus & Millichap, Inc.	MMI
Marine Products Corporation	MPX
MarineMax, Inc.	HZO
Marlin Business Services Corp.	MRLN
Marriott Vacations Worldwide Corporation	VAC
Marrone Bio Innovations, Inc.	MBII
Marten Transport, Ltd.	MRTN
Masonite International Corporation	DOOR
MasTec, Inc.	MTZ
MasterCraft Boat Holdings, Inc.	MCFT
Matador Resources Company	MTDR
Materion Corporation	MTRN
Matrix Service Company	MTRX
Matson, Inc.	MATX
Matthews International Corporation	MATW
Maui Land & Pineapple Company, Inc.	MLP
Maxar Technologies Inc.	MAXR
MAXIMUS, Inc.	MMS

Company	Ticker
MaxLinear, Inc.	MXL
Mayville Engineering Company, Inc.	MEC
MBIA Inc.	MBI
MBT Financial Corp.	MBTF
McGrath RentCorp	MGRC
MDC Partners Inc.	MDCA
Medallion Financial Corp.	MFIN
Medifast, Inc.	MED
Medpace Holdings, Inc.	MEDP
MEI Pharma, Inc.	MEIP
MeiraGTx Holdings plc	MGTX
Menlo Therapeutics Inc.	MNLO
Mercantile Bank Corporation	MBWM
Merchants Bancorp	MBIN
Mercury Systems, Inc.	MRCY
Meredith Corporation	MDP
Meridian Bancorp, Inc.	EBSB
Meridian Bioscience, Inc.	VIVO
Merit Medical Systems, Inc.	MMSI
Meritage Homes Corporation	MTH
Meritor, Inc.	MTOR
Mersana Therapeutics, Inc.	MRSN
Mesa Air Group, Inc.	MESA
Mesa Laboratories, Inc.	MLAB
Meta Financial Group, Inc.	CASH

Survey Constituents

Company	Ticker
Methaq Real Estate Investment Company P.S.C.	MEET
Methode Electronics, Inc.	MEI
MetroCity Bankshares, Inc.	MCBS
Metropolitan Bank Holding Corp.	MCB
MGE Energy, Inc.	MGEE
MGP Ingredients, Inc.	MGPI
MicroStrategy Incorporated	MSTR
Mid Penn Bancorp, Inc.	MPB
Middlesex Water Company	MSEX
Midland States Bancorp, Inc.	MSBI
MidWestOne Financial Group, Inc.	MOFG
Milacron Holdings Corp.	MCRN
Miller Industries, Inc.	MLR
Minerals Technologies Inc.	MTX
Mirati Therapeutics, Inc.	MRTX
Misonix, Inc.	MSON
Mistras Group, Inc.	MG
Mitek Systems, Inc.	MITK
Miton UK MicroCap Trust plc	MINI
MMA Capital Holdings, Inc.	MMAC
MobileIron, Inc.	MOBL
Model N, Inc.	MODN
Modine Manufacturing Company	MOD
Moelis & Company	MC
Molecular Templates, Inc.	MTEM

Company	Ticker
Momenta Pharmaceuticals, Inc.	MNTA
Monarch Casino & Resort, Inc.	MCRI
Monmouth Real Estate Investment Corporation	MNR
Monotype Imaging Holdings Inc.	TYPE
Monro, Inc.	MNRO
Montage Resources Corporation	MR
Moog Inc.	MOG.A
Morphic Holding, Inc.	MORF
Motorcar Parts of America, Inc.	MPAA
Movado Group, Inc.	MOV
Mr. Cooper Group Inc.	COOP
MRC Global Inc.	MRC
MSA Safety Incorporated	MSA
MSG Networks Inc.	MSGN
MTS Systems Corporation	MTSC
Mueller Industries, Inc.	MLI
Mueller Water Products, Inc.	MWA
Multi-Color Corporation	LABL
Murphy USA Inc.	MUSA
MutualFirst Financial, Inc.	MFSF
MVB Financial Corp.	MVBF
Myers Industries, Inc.	MYE
MYR Group Inc.	MYRG
Myriad Genetics, Inc.	MYGN
NACCO Industries, Inc.	NC

Company	Ticker
NanoString Technologies, Inc.	NSTG
Napco Security Technologies, Inc.	NSSC
Natera, Inc.	NTRA
Nathan's Famous, Inc.	NATH
National Bank Holdings Corporation	NBHC
National Bankshares, Inc.	NKSH
National Beverage Corp.	FIZZ
National CineMedia, Inc.	NCMI
National Energy Services Reunited Corp.	NESR
National General Holdings Corp.	NGHC
National Health Investors, Inc.	NHI
National HealthCare Corporation	NHC
National Presto Industries, Inc.	NPK
National Research Corporation	NRC
National Storage Affiliates Trust	NSA
National Vision Holdings, Inc.	EYE
National Western Life Group, Inc.	NWLI
Natural Gas Services Group, Inc.	NGS
Natural Grocers by Vitamin Cottage, Inc.	NGVC
Nature's Sunshine Products, Inc.	NATR
Natus Medical Incorporated	NTUS
Navistar International Corporation	NAV
NBT Bancorp Inc.	NBTB
NCS Multistage Holdings, Inc.	NCSM
Neenah, Inc.	NP

Survey Constituents

Company	Ticker
Nelnet, Inc.	NNI
Neogen Corporation	NEOG
NeoGenomics, Inc.	NEO
NeoPhotonics Corporation	NPTN
NETGEAR, Inc.	NTGR
NetScout Systems, Inc.	NTCT
Neuhof Textil-Holding Aktiengesellschaft	SPN
Neuronetics, Inc.	STIM
Nevro Corp.	NVRO
New Jersey Resources Corporation	NJR
New Senior Investment Group Inc.	SNR
NewAge, Inc.	NBEV
Newmark Group, Inc.	NMRK
Newmont Corporation	NEWM
Newpark Resources, Inc.	NR
NexPoint Residential Trust, Inc.	NXRT
NextCure, Inc.	NXTC
NextGen Healthcare, Inc.	NXGN
NexTier Oilfield Solutions Inc.	NEX
NGM Biopharmaceuticals, Inc.	NGM
NI Holdings, Inc.	NODK
NIC Inc.	EGOV
Nicolet Bankshares, Inc.	NCBS
NII Holdings, Inc.	NIHD
Nine Energy Service, Inc.	NINE

Company	Ticker
NL Industries, Inc.	NL
nLIGHT, Inc.	LASR
NMI Holdings, Inc.	NMIH
NN, Inc.	NNBR
Noodles & Company	NDLS
Northeast Bank	NBN
Northern Oil and Gas, Inc.	NOG
Northfield Bancorp, Inc. (Staten Island, NY)	NFBK
Northrim BanCorp, Inc.	NRIM
Northwest Bancshares, Inc.	NWBI
Northwest Natural Holding Company	NWN
Northwest Pipe Company	NWPX
NorthWestern Corporation	NWE
Norwood Financial Corp.	NWFL
Novanta Inc.	NOVT
Novavax, Inc.	NVAX
NOW Inc.	DNOW
NuVasive, Inc.	NUVA
NV5 Global, Inc.	NVEE
NVE Corporation	NVEC
Oak Valley Bancorp	OVLY
Oasis Crescent Property Fund	OAS
Oceaneering International, Inc.	OII
OceanFirst Financial Corp.	OCFC
Ocular Therapeutix, Inc.	OCUL

Company	Ticker
Ocwen Financial Corporation	OCN
Office Properties Income Trust	OPI
OFG Bancorp	OFG
Ohio Valley Banc Corp.	OVBC
Oil States International, Inc.	OIS
Oil-Dri Corporation of America	ODC
Old Line Bancshares, Inc.	OLBK
Old National Bancorp	ONB
Old Second Bancorp, Inc.	OSBC
Olympic Steel, Inc.	ZEUS
Omega Flex, Inc.	OFLX
Omeros Corporation	OMER
Omnicell, Inc.	OMCL
On Deck Capital, Inc.	ONDK
ONE Gas, Inc.	OGS
One Liberty Properties, Inc.	OLP
OneSpan Inc.	OSPN
OneWater Marine Inc.	ONEW
Onto Innovation Inc.	ONTO
Ontrak, Inc.	CATS
Ooma, Inc.	OOMA
OP Bancorp	OPBK
OPKO Health, Inc.	OPK
Oportun Financial Corporation	OPRT
Oppenheimer Holdings Inc.	OPY

Survey Constituents

Company	Ticker
OptimizeRx Corporation	OPRX
OptiNose, Inc.	OPTN
Option Care Health, Inc.	OPCH
Opus Bank	OPB
OraSure Technologies, Inc.	OSUR
ORBCOMM Inc.	ORBC
Organogenesis Holdings Inc.	ORGO
Origin Bancorp, Inc.	OBNK
Orion Engineered Carbons S.A.	OEC
Ormat Technologies, Inc.	ORA
Orrstown Financial Services, Inc.	ORRF
Orthofix Medical Inc.	OFIX
OrthoPediatrics Corp.	KIDS
OSI Systems, Inc.	OSIS
Osmotica Pharmaceuticals plc	OSMT
Otter Tail Corporation	OTTR
Overseas Shipholding Group, Inc.	OSG
Overstock.com, Inc.	OSTK
Owens & Minor, Inc.	OMI
Oxford Industries, Inc.	OXM
P.A.M. Transportation Services, Inc.	PTSI
Pacific Biosciences of California, Inc.	PACB
Pacific Drilling S.A.	PACD
Pacific Mercantile Bancorp	PMBC
Pacific Premier Bancorp, Inc.	PPBI

Company	Ticker
Pacira BioSciences, Inc.	PCRX
Palatin Technologies, Inc.	PTN
Palomar Holdings, Inc.	PLMR
Panhandle Oil and Gas Inc.	PHX
Papa John's International, Inc.	PZZA
Par Pacific Holdings, Inc.	PARR
PAR Technology Corporation	PAR
Paratek Pharmaceuticals, Inc.	PRTK
Pareteum Corporation	TEUM
Park Aerospace Corp.	PKE
Park National Corporation	PRK
Parke Bancorp, Inc.	PKBK
Park-Ohio Holdings Corp.	PKOH
Parsons Corporation	PSN
Party City Holdco Inc.	PRTY
Patrick Industries, Inc.	PATK
Pattern Energy Group Inc.	PEGI
Patterson Companies, Inc.	PDCO
PaySign, Inc.	PAYS
PC Connection, Inc.	CNXN
PCB Bancorp	PCB
PCM, Inc.	PCMI
PCSB Financial Corporation	PCSB
PDC Energy, Inc.	PDCE
PDF Solutions, Inc.	PDFS

Company	Ticker
PDL BioPharma, Inc.	PDLI
PDL Community Bancorp	PDLB
Peabody Energy Corporation	BTU
Peapack-Gladstone Financial Corporation	PGC
Pebblebrook Hotel Trust	PEB
Penn National Gaming, Inc.	PENN
Penn Virginia Corporation	PVAC
Penns Woods Bancorp, Inc.	PWOD
Pennsylvania Real Estate Investment Trust	PEI
PennyMac Financial Services, Inc.	PFSI
PennyMac Mortgage Investment Trust	PMT
Peoples Bancorp Inc.	PEBO
Peoples Bancorp of North Carolina, Inc.	PEBK
Peoples Financial Services Corp.	PFIS
Perdoceo Education Corporation	PRDO
Perficient, Inc.	PRFT
Performance Food Group Company	PFGC
Personalis, Inc.	PSNL
Perspecta Inc.	PRSP
PetIQ, Inc.	PETQ
PetMed Express, Inc.	PETS
Pfenex Inc.	PFNX
PGT Innovations, Inc.	PGTI
PhaseBio Pharmaceuticals, Inc.	PHAS
Phibro Animal Health Corporation	PAHC

Survey Constituents

Company	Ticker
Photronics, Inc.	PLAB
Phreesia, Inc.	PHR
Phunware, Inc.	PHUN
Physicians Realty Trust	DOC
PICO Holdings, Inc.	PICO
Piedmont Office Realty Trust, Inc.	PDM
Pieris Pharmaceuticals, Inc.	PIRS
Ping Identity Holding Corp.	PING
Piper Sandler Companies	PIPR
Pitney Bowes Inc.	PBI
PJT Partners Inc.	PJT
Plantronics, Inc.	PLT
PlayAGS, Inc.	AGS
Plexus Corp.	PLXS
Plug Power Inc.	PLUG
PNM Resources, Inc.	PNM
Polaris Media ASA	POL
PolarityTE, Inc.	PTE
Portland General Electric Company	POR
Portola Pharmaceuticals, Inc.	PTLA
Potbelly Corporation	PBPB
PotlatchDeltic Corporation	PCH
Powell Industries, Inc.	POWL
Power Integrations, Inc.	POWI
PQ Group Holdings Inc.	PQG

Company	Ticker
PRA Group, Inc.	PRAA
Precigen, Inc.	PGEN
Precision BioSciences, Inc.	DTIL
Preferred Apartment Communities, Inc.	APTS
Preferred Bank	PFBC
Preformed Line Products Company	PLPC
Premier Financial Bancorp, Inc.	PFBI
Premier Financial Corp.	PFC
Prestige Consumer Healthcare Inc.	PBH
PRGX Global, Inc.	PRGX
PriceSmart, Inc.	PSMT
PrimeEnergy Resources Corporation	PNRG
Primo Water Corporation	PRMW
Primoris Services Corporation	PRIM
Principia Biopharma Inc.	PRNB
Priority Technology Holdings, Inc.	PRTH
ProAssurance Corporation	PRA
Professional Holding Corp.	PFHD
Progenics Pharmaceuticals, Inc.	PGNX
Progress Software Corporation	PRGS
Progyny, Inc.	PGNY
ProPetro Holding Corp.	PUMP
PROS Holdings, Inc.	PRO
ProSight Global, Inc.	PROS
Protagonist Therapeutics, Inc.	PTGX

Company	Ticker
Protective Insurance Corporation	PTVC.B
Proto Labs, Inc.	PRLB
Provident Bancorp, Inc.	PVBC
Provident Financial Holdings, Inc.	PROV
Provident Financial Services, Inc.	PFS
Prudential Bancorp, Inc.	PBIP
PS Business Parks, Inc.	PSB
PT Adaro Energy Tbk	ADRO
PTC Therapeutics, Inc.	PTCT
Publicis Groupe S.A.	PUB
Puma Biotechnology, Inc.	PBYI
Pure Cycle Corporation	PCYO
Purple Innovation, Inc.	PRPL
Pzena Investment Management, Inc	PZN
Q2 Holdings, Inc.	QTWO
QAD Inc.	QADA
QCR Holdings, Inc.	QCRH
QEP Resources, Inc.	QEP
QTS Realty Trust, Inc.	QTS
Quad/Graphics, Inc.	QUAD
Quaker Chemical Corporation	KWR
Qualys, Inc.	QLYS
Quanex Building Products Corporation	NX
Quanterix Corporation	QTRX
Quidel Corporation	QDEL

Survey Constituents

Company	Ticker
QuinStreet, Inc.	QNST
Quotient Technology Inc.	QUOT
R. R. Donnelley & Sons Company	RRD
R1 RCM Inc.	RCM
Ra Pharmaceuticals, Inc.	RARX
Radian Group Inc.	RDN
Radiant Logistics, Inc.	RLGT
Radius Health, Inc.	RDUS
RadNet, Inc.	RDNT
Rafael Holdings, Inc.	RFL
Ramaco Resources, Inc.	METC
Rambus Inc.	RMBS
Rapid7, Inc.	RPD
Raven Industries, Inc.	RAVN
Rayonier Advanced Materials Inc.	RYAM
RBB Bancorp	RBB
RBC Bearings Incorporated	ROLL
RCI Hospitality Holdings, Inc.	RICK
RE/MAX Holdings, Inc.	RMAX
Reading International, Inc.	RDI
Ready Capital Corporation	RC
Realogy Holdings Corp.	RLGY
Reata Pharmaceuticals, Inc.	RETA
Recro Pharma, Inc.	REPH
Red Lion Hotels Corporation	RLH

Company	Ticker
Red River Bancshares, Inc.	RRBI
Red Robin Gourmet Burgers, Inc.	RRGB
Red Rock Resorts, Inc.	RRR
Redfin Corporation	RDFN
REGENXBIO Inc.	RGNX
Regional Management Corp.	RM
Regis Corporation	RGS
Reliant Bancorp, Inc.	RBNC
Renasant Corporation	RNST
Renewable Energy Group, Inc.	REGI
Rent-A-Center, Inc.	RCII
Repligen Corporation	RGEN
Republic Bancorp, Inc.	RBCA.A
Republic First Bancorp, Inc.	FRBK
Resources Connection, Inc.	RGP
Restore plc	RST
Retail Opportunity Investments Corp.	ROIC
Retail Value Inc.	RVI
Retrophin, Inc.	RTRX
REV Group, Inc.	REVG
Revlon, Inc.	REV
Revolution Medicines, Inc.	RVMD
REX American Resources Corporation	REX
Rexford Industrial Realty, Inc.	REXR
Rexnord Corporation	RXN

Company	Ticker
RGC Resources, Inc.	RGCO
RH	RH
Ribbon Communications Inc.	RBBN
Richmond Mutual Bancorporation, Inc.	RMBI
Rigel Pharmaceuticals, Inc.	RIGL
RigNet, Inc.	RNET
Rimini Street, Inc.	RMNI
Ring Energy, Inc.	REI
Rite Aid Corporation	RAD
Riverview Bancorp, Inc.	RVSB
RLI Corp.	RLI
RLJ Lodging Trust	RLJ
Roadrunner Transportation Systems, Inc.	RRTS
Rockwell Medical, Inc.	RMTI
Rocky Brands, Inc.	RCKY
Rogers Corporation	ROG
RPC, Inc.	RES
RPT Realty	RPT
RTW Venture Fund Limited	RTW
Rush Enterprises, Inc.	RUSH.B
Ruth's Hospitality Group, Inc.	RUTH
Ryerson Holding Corporation	RYI
Ryman Hospitality Properties, Inc.	RHP
S&T Bancorp, Inc.	STBA
Sabra Health Care REIT, Inc.	SBRA

Survey Constituents

Company	Ticker
Safehold Inc.	SAFE
Safety Insurance Group, Inc.	SAFT
Saga Communications, Inc.	SGA
Saia, Inc.	SAIA
SailPoint Technologies Holdings, Inc.	SAIL
Sally Beauty Holdings, Inc.	SBH
Sanderson Farms, Inc.	SAFM
SandRidge Energy, Inc.	SD
Sandy Spring Bancorp, Inc.	SASR
Sangamo Therapeutics, Inc.	SGMO
Sanmina Corporation	SANM
Saul Centers, Inc.	BFS
SB One Bancorp	SBBX
ScanSource, Inc.	SCSC
Schnitzer Steel Industries, Inc.	SCHN
Scholar Rock Holding Corporation	SRRK
Scholastic Corporation	SCHL
Schrödinger, Inc.	SDGR
Schweitzer-Mauduit International, Inc.	SWM
Science Applications International Corporation	SAIC
Scientific Games Corporation	SGMS
Sculptor Capital Management, Inc.	OZM
Seacoast Banking Corporation of Florida	SBCF
SEACOR Holdings Inc.	CKH
SEACOR Marine Holdings Inc.	SMHI

Company	Ticker
SeaSpine Holdings Corporation	SPNE
SeaWorld Entertainment, Inc.	SEAS
SecureWorks Corp.	SCWX
Select Bancorp, Inc.	SLCT
Select Energy Services, Inc.	WTTR
Select Interior Concepts, Inc.	SIC
Select Medical Holdings Corporation	SEM
Selective Insurance Group, Inc.	SIGI
Semtech Corporation	SMTC
Seneca Foods Corporation	SENE.A
Senseonics Holdings, Inc.	SENS
Sensient Technologies Corporation	SXT
Seres Therapeutics, Inc.	MCRB
Seritage Growth Properties	SRG
ServisFirst Bancshares, Inc.	SFBS
Shake Shack Inc.	SHAK
SharpSpring, Inc.	SHSP
Shenandoah Telecommunications Company	SHEN
ShockWave Medical, Inc.	SWAV
Shoe Carnival, Inc.	SCVL
Shore Bancshares, Inc.	SHBI
ShotSpotter, Inc.	SSTI
Shutterfly, Inc.	SFLY
Shutterstock, Inc.	SSTK
SI-BONE, Inc.	SIBN

Company	Ticker
Siebert Financial Corp.	SIEB
Sientra, Inc.	SIEN
Sierra Bancorp	BSRR
SIGA Technologies, Inc.	SIGA
Silicon Laboratories Inc.	SLAB
Silk Road Medical, Inc.	SILK
SilverBow Resources, Inc.	SBOW
Silvercrest Asset Management Group Inc.	SAMG
Silvergate Capital Corporation	SI
Simmons First National Corporation	SFNC
Simpson Manufacturing Co., Inc.	SSD
Simulations Plus, Inc.	SLP
SiteOne Landscape Supply, Inc.	SITE
SJW Group	SJW
Skyline Champion Corporation	SKY
SkyWest, Inc.	SKYW
Sleep Number Corporation	SNBR
SM Energy Company	SM
SMART Global Holdings, Inc.	SGH
Smart Sand, Inc.	SND
SmartFinancial, Inc.	SMBK
Smith & Wesson Brands, Inc.	SWBI
Solaris Oilfield Infrastructure, Inc.	SOI
Sonic Automotive, Inc.	SAH
Sonim Technologies, Inc.	SONM

Survey Constituents

Company	Ticker
Sonos, Inc.	SONO
Sorrento Therapeutics, Inc.	SRNE
South Jersey Industries, Inc.	SJI
South Plains Financial, Inc.	SPFI
South State Corporation	SSB
Southern First Bancshares, Inc.	SFST
Southern Missouri Bancorp, Inc.	SMBC
Southern National Bancorp of Virginia, Inc.	SONA
Southside Bancshares, Inc.	SBSI
Southwest Gas Holdings, Inc.	SWX
Southwestern Energy Company	SWN
SP Plus Corporation	SP
Spark Energy, Inc.	SPKE
Spark Therapeutics, Inc.	ONCE
SpartanNash Company	SPTN
Spero Therapeutics, Inc.	SPRO
Spire Inc.	SR
Spirit Airlines, Inc.	SAVE
Spirit of Texas Bancshares, Inc.	STXB
Spok Holdings, Inc.	SPOK
Sportsman's Warehouse Holdings, Inc.	SPWH
Sprout Social, Inc.	SPT
SPS Commerce, Inc.	SPSC
SPX Corporation	SPXC
SPX FLOW, Inc.	FLOW

Company	Ticker
STAAR Surgical Company	STAA
STAG Industrial, Inc.	STAG
Stamps.com Inc.	STMP
Standard Motor Products, Inc.	SMP
Standex International Corporation	SXI
StarTek, Inc.	SRT
State Auto Financial Corporation	STFC
Steelcase Inc.	SCS
Stepan Company	SCL
Sterling Bancorp, Inc. (Southfield, MI)	SBT
Sterling Construction Company, Inc.	STRL
Steven Madden, Ltd.	SHOO
Stewart Information Services Corporation	STC
Stifel Financial Corp.	SF
Stitch Fix, Inc.	SFIX
Stock Yards Bancorp, Inc.	SYBT
Stoneridge, Inc.	SRI
Stratasys Ltd.	SSYS
Strategic Education, Inc.	STRA
Stratus Properties Inc.	STRS
Strongbridge Biopharma plc	SBBP
Sturm, Ruger & Company, Inc.	RGR
Summit Financial Group, Inc.	SMMF
Summit Hotel Properties, Inc.	INN
Summit Materials, Inc.	SUM

Company	Ticker
SunCoke Energy, Inc.	SXC
Sunnova Energy International Inc.	NOVA
SunPower Corporation	SPWR
Sunrun Inc.	RUN
Sunstone Hotel Investors, Inc.	SHO
Superior Group of Companies, Inc.	SGC
Supernus Pharmaceuticals, Inc.	SUPN
Surgalign Holdings, Inc.	RTIX
Surgery Partners, Inc.	SGRY
Surmodics, Inc.	SRDX
Sutro Biopharma, Inc.	STRO
SVMK Inc.	SVMK
Swedbank AB (publ)	FSB
Sykes Enterprises, Incorporated	SYKE
Synalloy Corporation	SYNL
Synaptics Incorporated	SYNA
Synchronoss Technologies, Inc.	SNCR
Syndax Pharmaceuticals, Inc.	SNDX
Syneos Health, Inc.	SYNH
Synlogic, Inc.	SYBX
Syros Pharmaceuticals, Inc.	SYRS
Systemax Inc.	SYX
Tabula Rasa HealthCare, Inc.	TRHC
Tactile Systems Technology, Inc.	TCMD
Talos Energy Inc.	TALO

Survey Constituents

Company	Ticker
Tandem Diabetes Care, Inc.	TNDM
Tanger Factory Outlet Centers, Inc.	SKT
Target Hospitality Corp.	TH
Taylor Morrison Home Corporation	TMHC
Team, Inc.	TISI
Tech Data Corporation	TECD
TechTarget, Inc.	TTGT
TEGNA Inc.	TGNA
Tejon Ranch Co.	TRC
Teladoc Health, Inc.	TDOC
Telenav, Inc.	TNAV
Tellurian Inc.	TELL
Telrad Networks Ltd.	TLRD
Tenable Holdings, Inc.	TENB
Tenet Healthcare Corporation	THC
Tennant Company	TNC
Tenneco Inc.	TEN
Terex Corporation	TEX
TerraForm Power, Inc.	TERP
Terreno Realty Corporation	TRNO
Territorial Bancorp Inc.	TBNK
TESSCO Technologies Incorporated	TESS
Tetra Tech, Inc.	TTEK
TETRA Technologies, Inc.	TTI
Texas Roadhouse, Inc.	TXRH

Company	Ticker
The Andersons, Inc.	ANDE
The Bancorp, Inc.	TBBK
The Bank of Princeton	BPRN
The Boston Beer Company, Inc.	SAM
The Brink's Company	BCO
The Buckle, Inc.	BKE
The Cato Corporation	CATO
The Cheesecake Factory Incorporated	CAKE
The Chefs' Warehouse, Inc.	CHEF
The Children's Place, Inc.	PLCE
The Community Financial Corporation	TCFC
The Container Store Group, Inc.	TCS
The E.W. Scripps Company	SSP
The Eastern Company	EML
The Ensign Group, Inc.	ENSG
The First Bancorp, Inc.	FNLC
The First Bancshares, Inc.	FBMS
The First of Long Island Corporation	FLIC
The GEO Group, Inc.	GEO
The Gorman-Rupp Company	GRC
The Greenbrier Companies, Inc.	GBX
The Habit Restaurants, Inc.	HABT
The Hackett Group, Inc.	HCKT
The Joint Corp.	JYNT
The Liberty Braves Group	BATRA

Company	Ticker
The Lovesac Company	LOVE
The Manitowoc Company, Inc.	MTW
The Marcus Corporation	MCS
The Michaels Companies, Inc.	MIK
The ODP Corporation	ODP
The Pennant Group, Inc.	PNTG
The Providence Service Corporation	PRSC
The RealReal, Inc.	REAL
The RMR Group Inc.	RMR
The Shyft Group, Inc.	SHYF
The Simply Good Foods Company	SMPL
The St. Joe Company	JOE
The York Water Company	YORW
TherapeuticsMD, Inc.	TXMD
Thermon Group Holdings, Inc.	THR
Tidewater Inc.	TDW
Tilly's, Inc.	TLYS
Timberland Bancorp, Inc.	TSBK
TimkenSteel Corporation	TMST
Tiptree Inc.	TIPT
Titan International, Inc.	TWI
Titan Machinery Inc.	TITN
Tivity Health, Inc.	TVTY
TiVo Corporation	TIVO
Tompkins Financial Corporation	TMP

Survey Constituents

Company	Ticker
Tootsie Roll Industries, Inc.	TR
TopBuild Corp.	BLD
TowneBank	TOWN
TPG RE Finance Trust, Inc.	TRTX
TPI Composites, Inc.	TPIC
Transcat, Inc.	TRNS
Transcontinental Realty Investors, Inc.	TCI
TransEnterix, Inc.	TRXC
Translate Bio, Inc.	TBIO
TransMedics Group, Inc.	TMDX
Travelzoo	TZOO
Trecora Resources	TREC
Tredegar Corporation	TG
Trex Company, Inc.	TREX
TRI Pointe Group, Inc.	TPH
Tribune Publishing Company	TPCO
TriCo Bancshares	TCBK
TriMas Corporation	TRS
TriNet Group, Inc.	TNET
Trinseo S.A.	TSE
Triple-S Management Corporation	GTS
TriState Capital Holdings, Inc.	TSC
Triumph Bancorp, Inc.	TBK
Triumph Group, Inc.	TGI
Tronox Holdings plc	TROX

Company	Ticker
TrueBlue, Inc.	TBI
TrueCar, Inc.	TRUE
Trupanion, Inc.	TRUP
TrustCo Bank Corp NY	TRST
Trustmark Corporation	TRMK
TTEC Holdings, Inc.	TTEC
TTM Technologies, Inc.	TTMI
Tupperware Brands Corporation	TUP
Turning Point Brands, Inc.	TPB
Tutor Perini Corporation	TPC
Twin Disc, Incorporated	TWIN
Twin River Worldwide Holdings, Inc.	TRWH
Twist Bioscience Corporation	TWST
U.S. Concrete, Inc.	USCR
U.S. Physical Therapy, Inc.	USPH
U.S. Silica Holdings, Inc.	SLCA
U.S. Well Services, Inc.	USWS
U.S. Xpress Enterprises, Inc.	USX
UFP Industries, Inc.	UFPI
UFP Technologies, Inc.	UFPT
Ultra Clean Holdings, Inc.	UCTT
Ultragenyx Pharmaceutical Inc.	RARE
UMB Financial Corporation	UMBF
UMH Properties, Inc.	UMH
Unifi, Inc.	UFI

Company	Ticker
UniFirst Corporation	UNF
Union Bankshares, Inc.	UNB
Unisys Corporation	UIS
United Bankshares, Inc.	UBSI
United Community Banks, Inc.	UCBI
United Community Financial Corp.	UCFC
United Financial Bancorp, Inc.	UBNK
United Fire Group, Inc.	UFCS
United Insurance Holdings Corp.	UIHC
United Natural Foods, Inc.	UNFI
United Security Bancshares	UBFO
United States Lime & Minerals, Inc.	USLM
Uniti Group Inc.	UNIT
Unitil Corporation	UTL
Unity Bancorp, Inc.	UNTY
Universal Corporation	UVV
Universal Electronics Inc.	UEIC
Universal Health Realty Income Trust	UHT
Universal Insurance Holdings, Inc.	UVE
Universal Logistics Holdings, Inc.	ULH
Univest Financial Corporation	UVSP
Upland Software, Inc.	UPLD
Upwork Inc.	UPWK
Urban Edge Properties	UE
Urstadt Biddle Properties Inc.	UBA

Survey Constituents

Company	Ticker
US Ecology, Inc.	ECOL
USA Technologies, Inc.	USAT
USANA Health Sciences, Inc.	USNA
Utah Medical Products, Inc.	UTMD
Valhi, Inc.	VHI
Valley National Bancorp	VLV
Value Line, Inc.	VALU
Vanda Pharmaceuticals Inc.	VNDA
Vapotherm, Inc.	VAPO
Varex Imaging Corporation	VREX
Varonis Systems, Inc.	VRNS
VBI Vaccines Inc.	VBIV
Vector Group Ltd.	VGR
Vectrus, Inc.	VEC
Veeco Instruments Inc.	VECO
Vera Bradley, Inc.	VRA
Veracyte, Inc.	VCYT
Vericel Corporation	VCEL
Verint Systems Inc.	VRNT
Veritex Holdings, Inc.	VBTX
Veritiv Corporation	VRTV
Verra Mobility Corporation	VRRM
Verso Corporation	VRS
Viad Corp	VVI
Viavi Solutions Inc.	VIAV

Company	Ticker
Vicor Corporation	VICR
Viela Bio, Inc.	VIE
ViewRay, Inc.	VRAY
Village Super Market, Inc.	VLGE.A
Vince Holding Corp.	VNCE
Vir Biotechnology, Inc.	VIR
VirnetX Holding Corp	VHC
Virtus Investment Partners, Inc.	VRTS
Virtusa Corporation	VRTU
Vishay Intertechnology, Inc.	VSH
Vishay Precision Group, Inc.	VPG
Vista Outdoor Inc.	VSTO
Visteon Corporation	VC
Vivint Solar, Inc.	VSLR
Vocera Communications, Inc.	VCRA
Vonage Holdings Corp.	VG
Voyager Therapeutics, Inc.	VYGR
VSE Corporation	VSEC
W&T Offshore, Inc.	WTI
Wabash National Corporation	WNC
Waddell & Reed Financial, Inc.	WDR
WageWorks, Inc.	WAGE
Waitr Holdings Inc.	WTRH
Walker & Dunlop, Inc.	WD
Warrior Met Coal, Inc.	HCC

Company	Ticker
Washington Federal, Inc.	WAFD
Washington Prime Group Inc.	WPG
Washington Real Estate Investment Trust	WRE
Washington Trust Bancorp, Inc.	WASH
Waterstone Financial, Inc.	WSBF
Watts Water Technologies, Inc.	WTS
WD-40 Company	WDFC
Weis Markets, Inc.	WMK
Welbilt, Inc.	WBT
Werner Enterprises, Inc.	WERN
WesBanco, Inc.	WSBC
West Bancorporation, Inc.	WTBA
Westamerica Bancorporation	WABC
Western New England Bancorp, Inc.	WNEB
Westwood Holdings Group, Inc.	WHG
Weyco Group, Inc.	WEYS
Whitestone REIT	WSR
Whiting Petroleum Corporation	WLL
WideOpenWest, Inc.	WOW
Willdan Group, Inc.	WLDN
William Lyon Homes	WLH
Willis Lease Finance Corporation	WLFC
WillScot Mobile Mini Holdings Corp.	WSC
Wingstop Inc.	WING
Winmark Corporation	WINA

Survey Constituents

Company	Ticker
Winnebago Industries, Inc.	WGO
WisdomTree Investments, Inc.	WETF
Wolverine World Wide, Inc.	WWW
Workiva Inc.	WK
World Acceptance Corporation	WRLD
World Fuel Services Corporation	INT
Worthington Industries, Inc.	WOR
Wrap Technologies, Inc.	WRTC
WSFS Financial Corporation	WSFS
WW International, Inc.	WW
X4 Pharmaceuticals, Inc.	XFOR
XBiotech Inc.	XBIT
Xencor, Inc.	XNCR
Xenia Hotels & Resorts, Inc.	XHR
Xeris Pharmaceuticals, Inc.	XERS
Xperi Holding Corporation	XPER
Yelp Inc.	YELP
YETI Holdings, Inc.	YETI
Yext, Inc.	YEXT
Youngevity International, Inc.	YGYI
YRC Worldwide Inc.	YRCW
ZAGG Inc	ZAGG
Zix Corporation	ZIXI
Zogenix, Inc.	ZGNX
Zumiez Inc.	ZUMZ

Company	Ticker
Zuora, Inc.	ZUO
Zur Rose Group AG	ROSE
Zynex, Inc.	ZYXI

About Us

The professionals within the Human Capital Services (HCS) practice have extensive experience with compensation, in addition to health and 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 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.

Survey Team:

Eric Gonzaga, Managing Principal, National Compensation Consulting Practice

Eric Myszka, West Region Leader, Senior Manager

Rob Storricks, Manager

Jordan Bridges, Manager

Nick Martell, Manager

Mason Hodges, Senior Associate

Contact Us



Eric Gonzaga

Managing Principal
Human Capital Services
T +1 612 677 5336
E Eric.Gonzaga@us.gt.com



Eric Myszka

West Region Leader
Human Capital Services
T +1 949 431 9031
E Eric.Myszka@us.gt.com



Rob Storricks

Manager
Human Capital Services
T +1 612 677 5105
E Rob.Storricks@us.gt.com



Mason Hodges

Senior Associate
Human Capital Services
T +1 612 677 5173
E Mason.Hodges@us.gt.com

