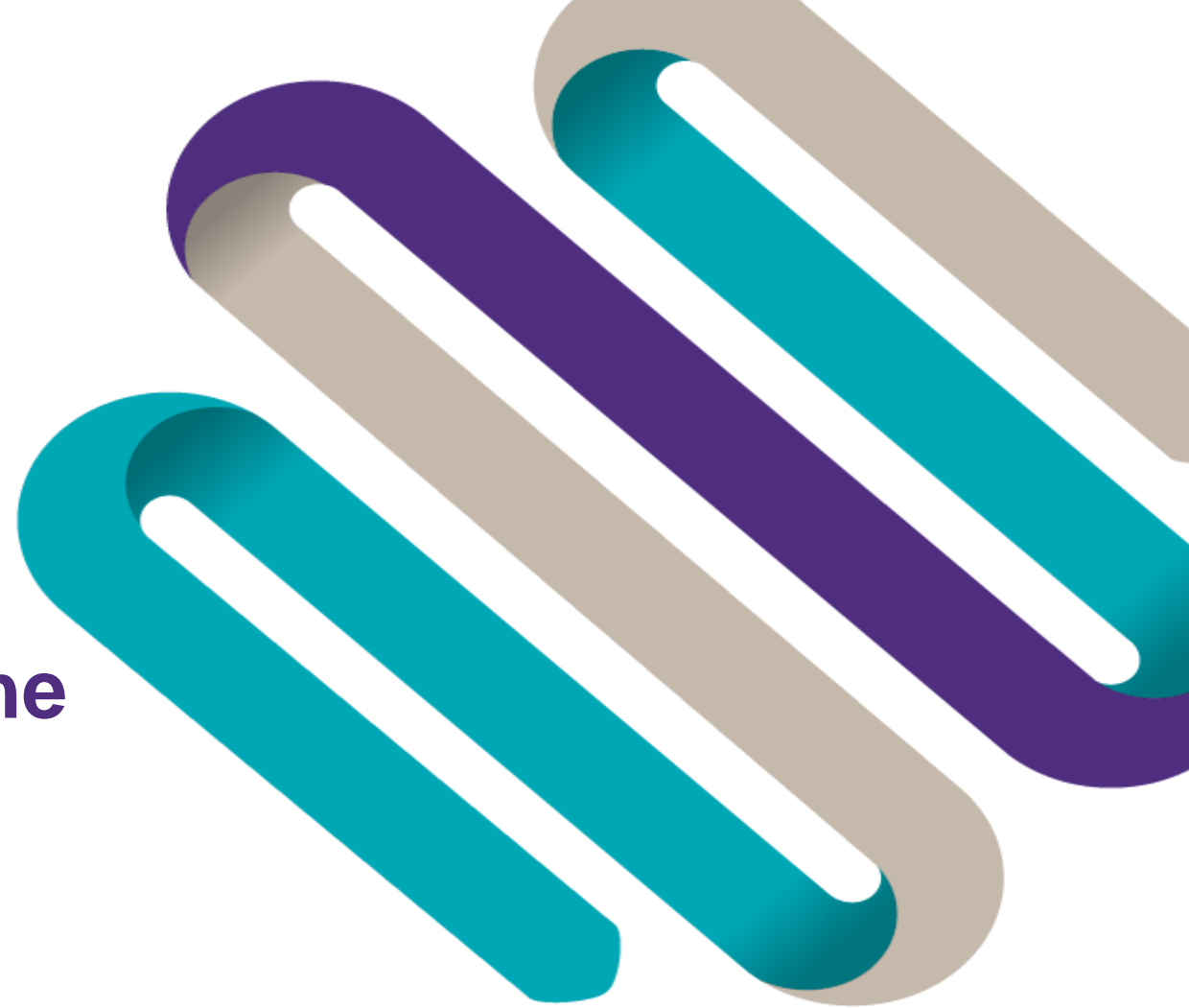




Proxy Survey of Executive Compensation in the Russell 2000 Index



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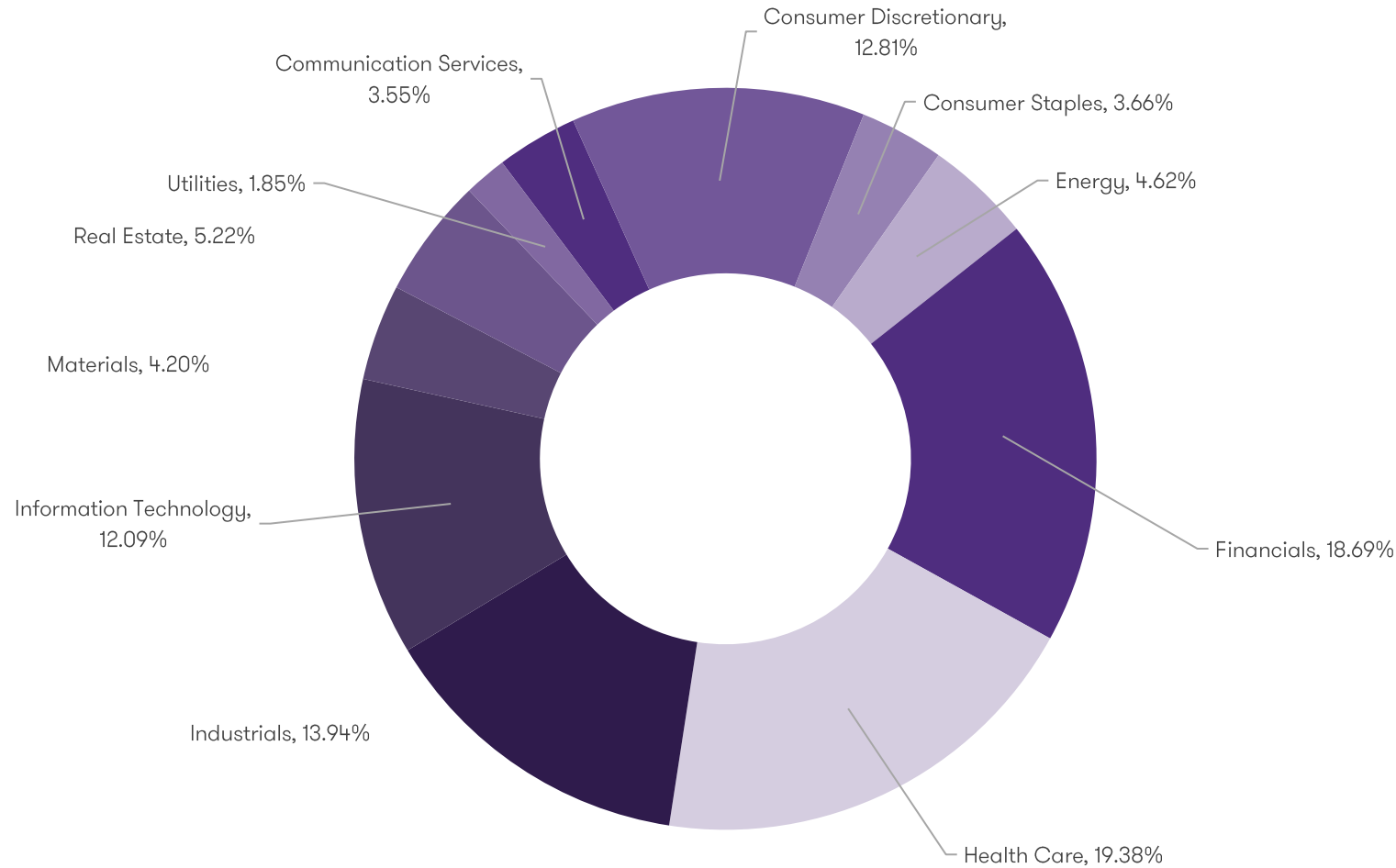


Executive Summary

Executive Summary – Index and Sectors in the Survey

- This survey of executive compensation in the Russell 2000 Index presents the most recently reported proxy data for companies 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



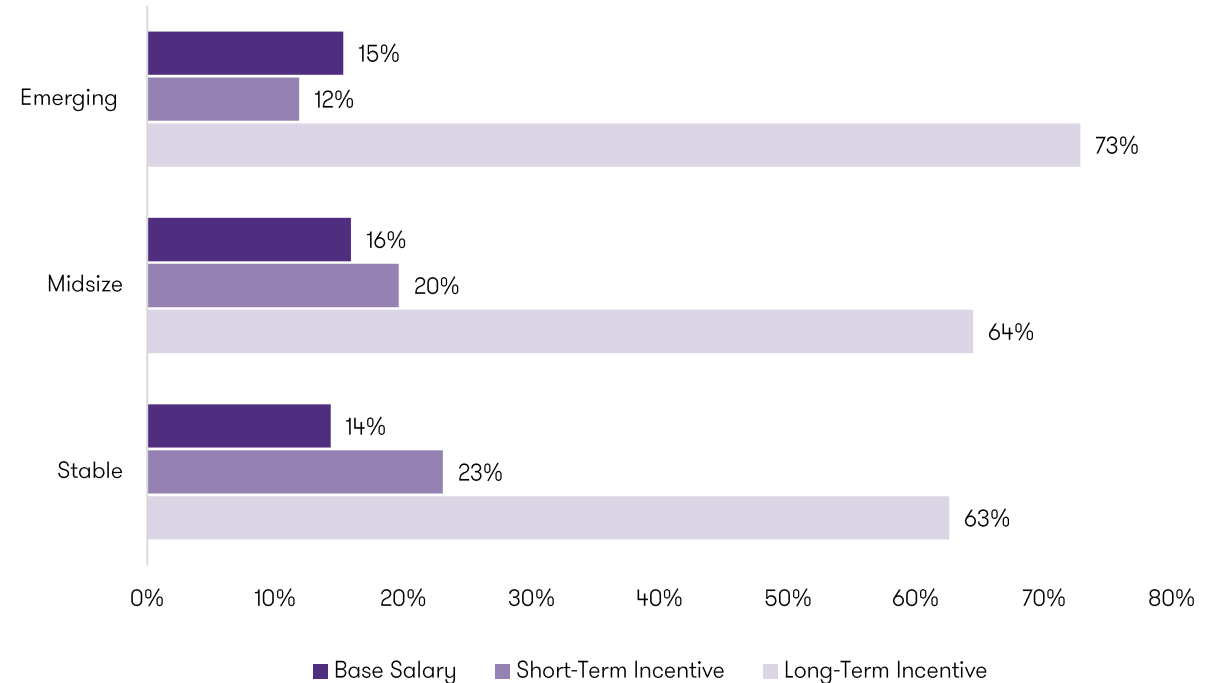
Sector representation in the entire Russell 2000

Executive Summary – Revenue Ranges

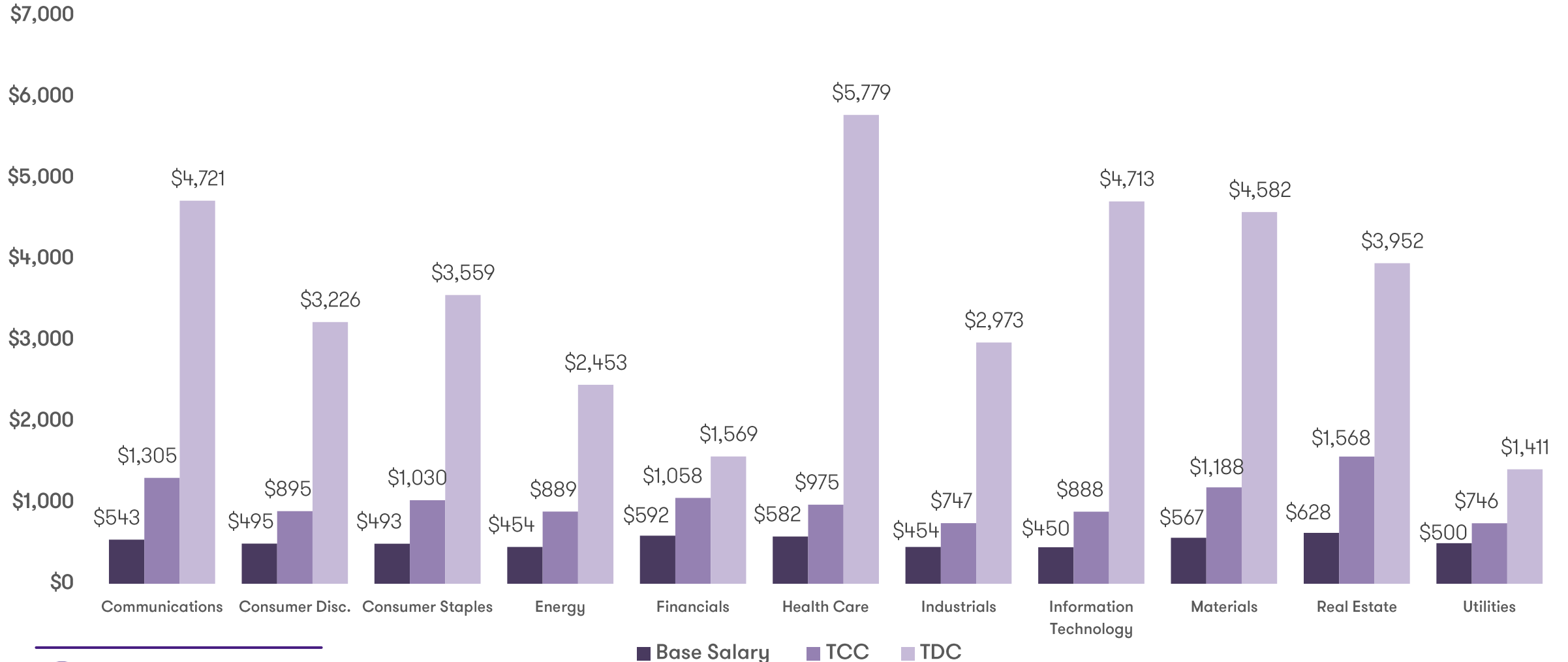
- Compensation data for each sector was grouped into revenue ranges of:
 - Emerging/Growth: less than \$500M
 - Midsize: between \$500M and \$1.5B
 - Stable/Mature: over \$1.5B

Executive Summary – CEO Pay Mix

- The chart on the right details the main components of the median compensation package for all CEOs across each of our designated revenue ranges.
- Overall, GT’s analysis found that the median CEO total cash compensation – comprised of base salaries and short-term incentives – ranged between 27% and 37% of total direct compensation (TDC), with long-term incentives (LTI) representing more than 63% of total direct compensation across all revenue sizes.
- A summary of short-term incentives and LTI, as a percentage of base salary, is presented on pages 12 and 13 within this Executive Summary.



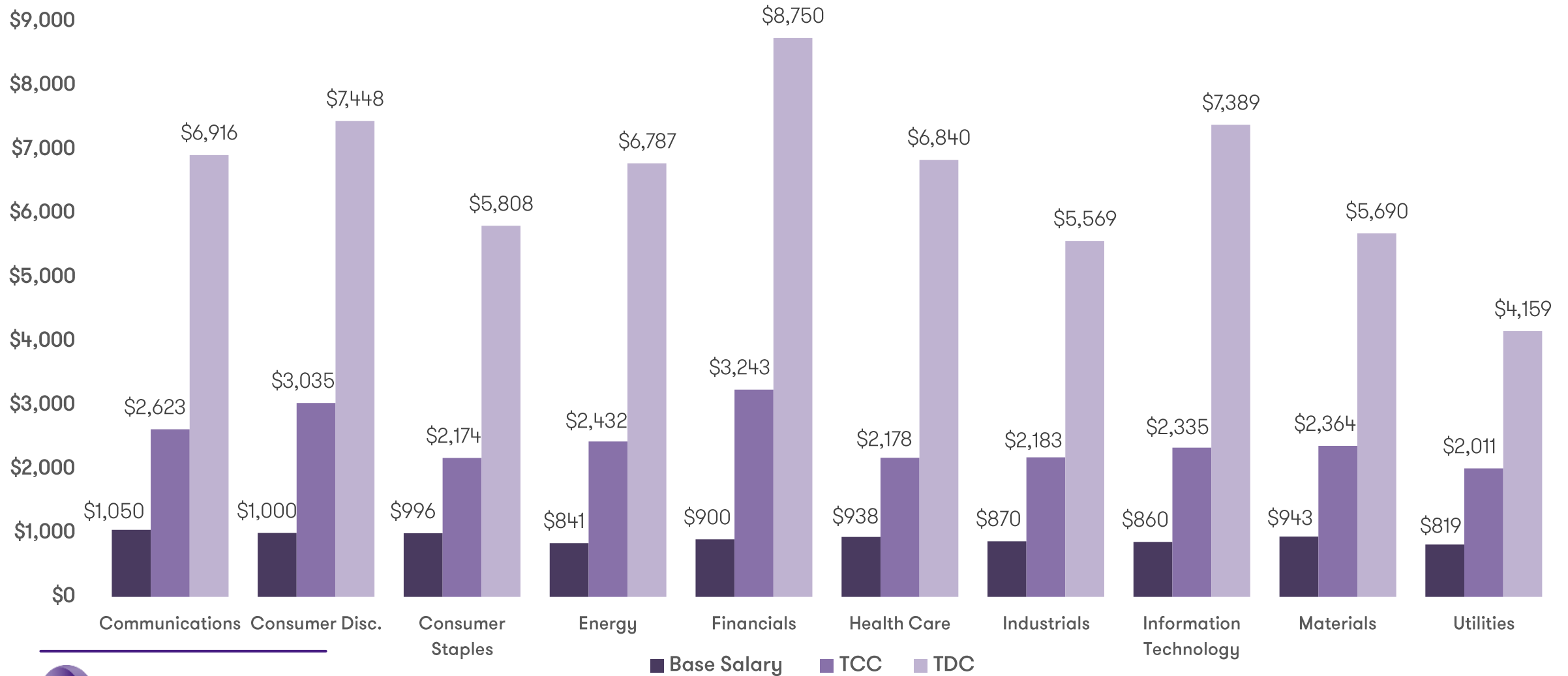
Executive Summary – CEO Median Pay for Emerging Organizations (<\$500M Rev)



Executive Summary – CEO Median Pay for Midsize Organizations (\$500M to \$1.5B Rev)



Executive Summary – CEO Median Pay for Stable/Mature Organizations (>\$1.5B Rev)



Executive Summary – CEO Short & 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 short-term incentives and LTI. 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 its “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 short-term and LTI award levels 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 significantly higher in the Midsize and Stable revenue ranges for each sector.
- Utilities and Industrials provide some of the smallest bonuses across all revenue ranges while Real Estate and Financials provide some of the largest.
- Real Estate and Communications offer the largest incentives in the Emerging revenue range.

Sector	Median Short-Term Incentive (% of Salary)		
	Emerging	Midsize	Stable
Communications	141%	102%	149%
Consumer Discretionary	82%	135%	221%
Consumer Staples	101%	110%	128%
Energy	92%	141%	165%
Financials	73%	140%	249%
Health Care	66%	116%	139%
Industrials	59%	110%	155%
Information Technology	95%	124%	170%
Materials	135%	160%	165%
Real Estate	148%	221%	33%
Utilities	50%	111%	101%
Russell 2000 - All	75%	130%	169%

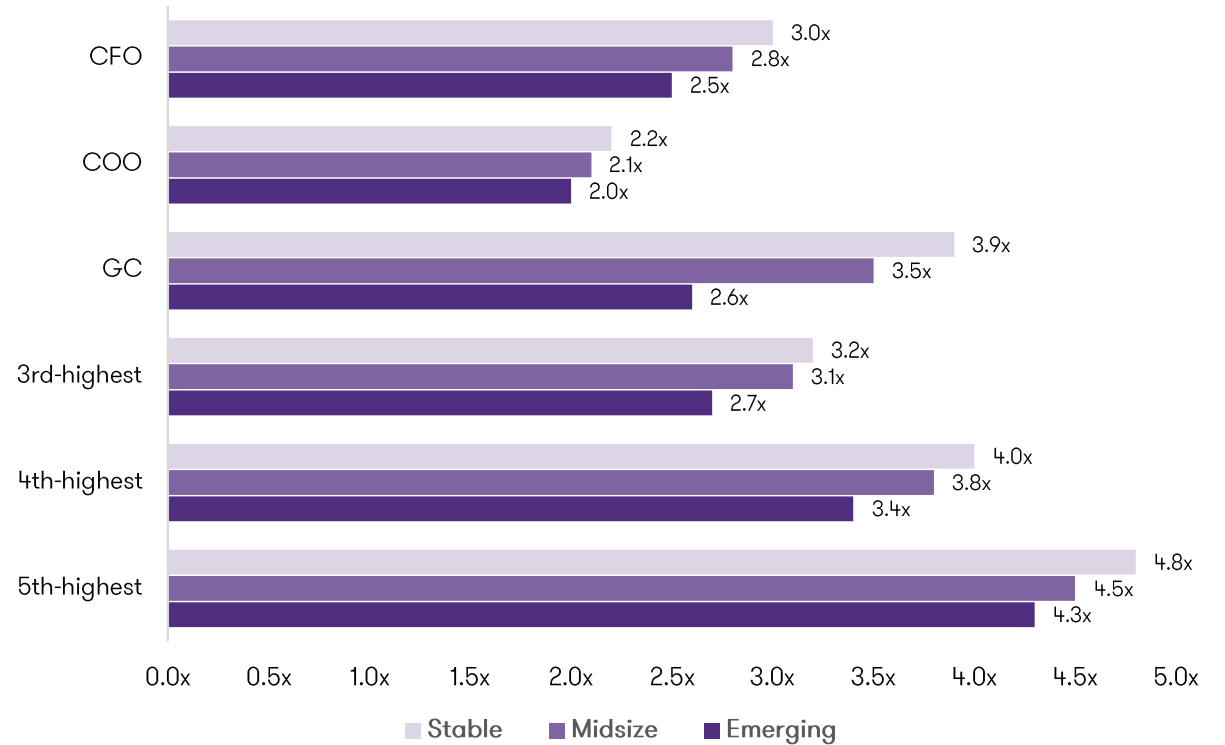
Executive Summary – CEO Long-Term Incentive

- The table at right shows median LTI awards for CEOs in each of the three revenue ranges.
- Health Care, Energy, and Information Technology sectors awarded some of the highest LTI awards in each of the revenue ranges.
- Information Technology, which typically places a high emphasis on LTI awards, has the largest incentive levels as a percentage of salary across all revenue ranges (Emerging, Midsize, Stable).

Sector	Median Long-Term Incentive (% of Salary)		
	Emerging	Midsize	Stable
Communications	492%	475%	361%
Consumer Discretionary	368%	296%	444%
Consumer Staples	291%	27%	336%
Energy	330%	472%	493%
Financials	67%	174%	499%
Health Care	759%	606%	451%
Industrials	329%	291%	380%
Information Technology	808%	788%	578%
Materials	759%	283%	355%
Real Estate	304%	568%	0%
Utilities	61%	160%	273%
Russell 2000 - All	404%	341%	414%

Executive Summary – CEO TDC Pay Ratio to Other Executives

- GT’s analysis found that the median CEO total direct compensation (TDC) ranged between 2.0x to 4.8x 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.





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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 2021 fiscal year.

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 bonuses and non-equity incentive plan payouts, as disclosed in the Summary Compensation Table
- Total Direct Compensation: (i) total cash compensation + (ii) long-term incentives, 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

Title	Position Description
Chief/Principal Executive Officer (CEO)	Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization.
Chief/Principal Financial Officer (CFO)	Develops the financial well-being of an organization by providing financial projections and accounting services, preparing growth plans, and directing staff. Directs and coordinates financial affairs according to financial principles and government regulations.
Chief Operating Officer (COO)	Heads, plans, oversees, and coordinates the entire operation of an organization toward the achievement of established policies, goals, and operating objectives. Collaborates in the planning and formulation of organization policies and practices.
General Counsel	Provides legal counsel on general employment law, mergers and acquisitions and compliance. Evaluates legal documents and contracts to limit risk and maximize benefits.

Methodology – Benchmark Positions (cont.)

Title	Position Description
Division/Business President	Directs, plans, approves, revises, and implements overall corporate growth strategies and personnel activities. Oversees a broad range of activities or functions in the organization.
Chief Human Resources Officer	Directs, plans, develops, establishes, implements, and administers the personnel and human resources management function in accordance with objectives of organization. Directs human resource functions including staffing, employee orientation, education, and training, management development, employee and labor relations, affirmative action compliance, policies and procedures, workers compensation administration, wage and salary administration, benefits administration, organization development, and employee assistance.
Top Business Development/ Strategy Executive	Directs and oversees all marketing and sales functions. Plans, develops, and implements objectives, policies, and programs for marketing and sales activities of the organization.
Chief Information Officer/ Chief Technology Officer	Directs, develops, administers, and coordinates all phases of an organization's computer department, including systems design, programming, installation, and operation. Collaborates with the CEO and board of directors, setting the short- and long-term strategic objectives while providing the management necessary to achieve profits, growth, or other goals of the organization.

Methodology – Benchmark Positions (cont.)

Title	Position Description
Chief Medical Officer	Oversees clinical operations, health care providers, support staff, and programs of a medical organization. Defines the overall business strategy and direction of the organization, and directs the overall clinical vision for the organization.
Chief Investment Officer	Heads, coordinates, and directs all parts of organization's financial investment programs concerned with safekeeping, control, and accounting for assets and securities according to financial principles and government regulations, and oversees the investment staff. Collaborates with the CEO, board of directors, and other officers to establish financial and investment budgets and objectives.
Top Finance/Controller (non-CFO)	Heads the accounting operation of an organization's accounting division, including the maintenance of accounting principles, practices, and procedures. Directs and plans the maintenance of fiscal records and preparation of financial reports that summarize and forecast company business activity and financial position in areas of income, expenses, and earnings, based on past, present, and expected operations.
Top Banking/Lending Executive	Directs loan operations of financial institutions, such as bank, finance company, mortgage banking company, savings and loan association, or trust company. Plans, develops, and establishes policies and objectives of function in accordance with objectives of organization.

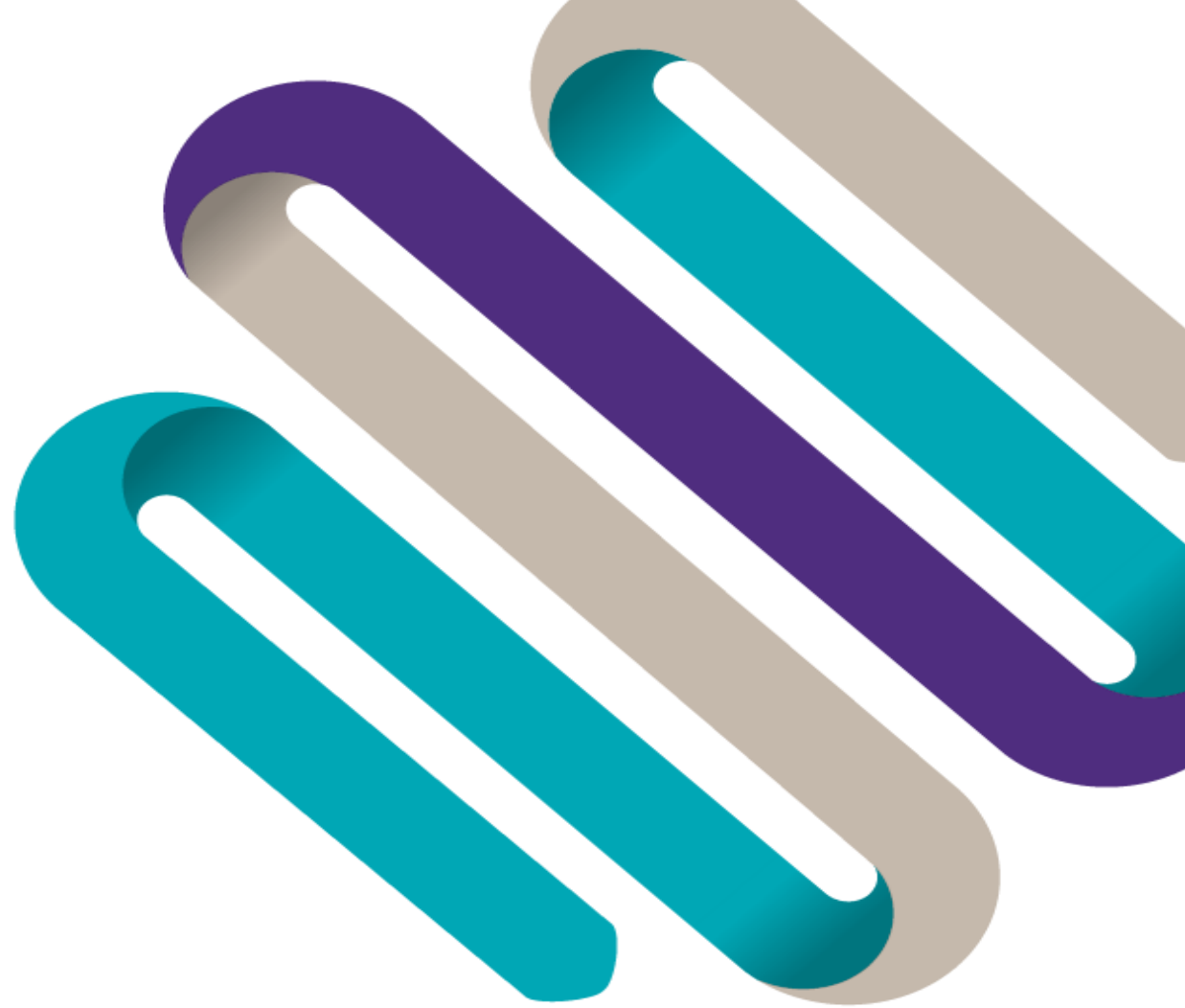
Methodology – Benchmark Positions (cont.)

Title	Position Description
Top Scientific / R&D Executive	Directs, develops, administers, and coordinates all aspects of an organization's scientific operations. Collaborates with the CEO and board of directors, to establish the short- and long-term strategic objectives to achieve profits, growth, or other goals of the organization.
Top Product Development Officer	Directs and oversees all activities and staff of supervisory, professional, and support personnel concerned with planning, research, and development of new or improvement of existing products, processes, and services, and new ventures. Plans, develops, and establishes policies, procedures, and objectives of all the organization's research and development functions in accordance with organization's objectives.
Top Investor Relations Executive	Plans, directs, oversees, and coordinates the investor and shareholder relations function and activities of employees engaged in maintaining and improving the relationships between the organization and various investors such as shareholders, the banking community, the investing public, financial investors, and institutional investors. Develops and implements methods and procedures for monitoring work activities, such as preparation of records of expenditures, progress reports, etc.
Top Risk Management Executive	Directs risk management personnel and activities, and develops and implements self-insurance coverages for businesses and organizations, utilizing knowledge of tax and insurance strategies, securities, insurance, pension plans, and real estate. Comprehends organization's assets, liabilities, cash flow, insurance coverage, tax status, and financial objectives.



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All Companies



All Companies – Chief Executive Officer

CEO: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 1008	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$433	\$551	\$663	\$800
		Total Cash	\$698	\$978	\$1,386	\$2,002
		Total Direct	\$1,489	\$3,599	\$6,785	\$11,554
		Short Term Incentive (%)	48%	75%	124%	200%
		Long Term Incentive (%)	79%	404%	1065%	2235%
\$500 - \$1,500M	N = 511	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$593	\$740	\$866	\$1,000
		Total Cash	\$1,170	\$1,655	\$2,357	\$3,325
		Total Direct	\$2,904	\$4,658	\$7,745	\$13,550
		Short Term Incentive (%)	85%	130%	187%	294%
		Long Term Incentive (%)	150%	341%	674%	1618%
\$1.5B+	N = 398	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$793	\$924	\$1,030	\$1,200
		Total Cash	\$1,698	\$2,413	\$3,289	\$4,548
		Total Direct	\$4,704	\$6,454	\$9,268	\$13,832
		Short Term Incentive (%)	101%	169%	244%	344%
		Long Term Incentive (%)	258%	414%	609%	977%

All Companies – Chief Financial Officer

CFO: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 834	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$281	\$350	\$416	\$464
		Total Cash	\$392	\$567	\$717	\$916
		Total Direct	\$725	\$1,426	\$2,662	\$4,846
		Short Term Incentive (%)	37%	54%	90%	140%
		Long Term Incentive (%)	56%	209%	568%	1515%
\$500 - \$1,500M	N = 470	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$365	\$422	\$480	\$530
		Total Cash	\$601	\$782	\$1,010	\$1,299
		Total Direct	\$1,075	\$1,644	\$2,691	\$4,537
		Short Term Incentive (%)	56%	86%	130%	181%
		Long Term Incentive (%)	92%	187%	388%	859%
\$1.5B+	N = 398	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$425	\$500	\$579	\$699
		Total Cash	\$788	\$1,032	\$1,405	\$2,020
		Total Direct	\$1,527	\$2,162	\$2,945	\$4,545
		Short Term Incentive (%)	75%	117%	162%	249%
		Long Term Incentive (%)	120%	197%	306%	555%

All Companies – Chief Operating Officer

COO: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 123	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$329	\$393	\$470	\$551
		Total Cash	\$500	\$669	\$904	\$1,280
		Total Direct	\$921	\$1,767	\$3,387	\$5,411
		Short Term Incentive (%)	41%	65%	106%	195%
		Long Term Incentive (%)	74%	210%	480%	1294%
\$500 - \$1,500M	N = 69	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$385	\$469	\$550	\$719
		Total Cash	\$743	\$970	\$1,375	\$1,895
		Total Direct	\$1,360	\$2,237	\$3,759	\$7,081
		Short Term Incentive (%)	71%	102%	151%	231%
		Long Term Incentive (%)	100%	196%	505%	1044%
\$1.5B+	N = 53	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$420	\$606	\$747	\$916
		Total Cash	\$817	\$1,253	\$1,770	\$2,284
		Total Direct	\$1,647	\$2,972	\$4,515	\$7,163
		Short Term Incentive (%)	75%	102%	152%	220%
		Long Term Incentive (%)	121%	208%	419%	807%

All Companies – General Counsel

GC: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 270	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$286	\$347	\$410	\$458
		Total Cash	\$394	\$540	\$663	\$834
		Total Direct	\$817	\$1,385	\$2,534	\$3,429
		Short Term Incentive (%)	38%	53%	80%	129%
		Long Term Incentive (%)	82%	212%	514%	1059%
\$500 - \$1,500M	N = 222	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$335	\$386	\$424	\$495
		Total Cash	\$512	\$690	\$877	\$1,215
		Total Direct	\$962	\$1,324	\$1,858	\$2,750
		Short Term Incentive (%)	50%	80%	116%	175%
		Long Term Incentive (%)	93%	160%	265%	444%
\$1.5B+	N = 215	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$394	\$435	\$500	\$595
		Total Cash	\$686	\$880	\$1,153	\$1,473
		Total Direct	\$1,274	\$1,635	\$2,132	\$2,903
		Short Term Incentive (%)	67%	100%	140%	177%
		Long Term Incentive (%)	100%	148%	221%	375%

All Companies – Division/Business President

Division / Business President: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 236	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$291	\$350	\$408	\$500
		Total Cash	\$406	\$562	\$757	\$957
		Total Direct	\$623	\$895	\$1,599	\$3,254
		Short Term Incentive (%)	35%	57%	92%	125%
		Long Term Incentive (%)	38%	81%	182%	618%
\$500 - \$1,500M	N = 275	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$350	\$404	\$461	\$552
		Total Cash	\$531	\$738	\$988	\$1,429
		Total Direct	\$921	\$1,352	\$2,150	\$3,419
		Short Term Incentive (%)	48%	78%	121%	200%
		Long Term Incentive (%)	76%	124%	262%	541%
\$1.5B+	N = 284	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$427	\$496	\$568	\$721
		Total Cash	\$778	\$1,007	\$1,410	\$1,989
		Total Direct	\$1,433	\$1,947	\$2,923	\$4,949
		Short Term Incentive (%)	69%	117%	160%	219%
		Long Term Incentive (%)	104%	165%	269%	506%

All Companies – Chief HR Officer

CHRO: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 27	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$244	\$305	\$375	\$424
		Total Cash	\$417	\$512	\$628	\$674
		Total Direct	\$669	\$1,125	\$1,807	\$2,609
		Short Term Incentive (%)	36%	59%	73%	116%
		Long Term Incentive (%)	100%	157%	339%	918%
\$500 - \$1,500M	N = 39	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$288	\$326	\$386	\$430
		Total Cash	\$428	\$562	\$711	\$1,051
		Total Direct	\$759	\$1,121	\$2,005	\$2,671
		Short Term Incentive (%)	41%	81%	127%	173%
		Long Term Incentive (%)	89%	135%	282%	606%
\$1.5B+	N = 50	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$358	\$399	\$445	\$518
		Total Cash	\$621	\$762	\$966	\$1,203
		Total Direct	\$1,122	\$1,466	\$1,994	\$2,226
		Short Term Incentive (%)	67%	96%	122%	157%
		Long Term Incentive (%)	107%	141%	229%	369%

All Companies – Top Business Development/Strategy

Top Business Development: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 280	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$280	\$350	\$405	\$466
		Total Cash	\$418	\$574	\$712	\$885
		Total Direct	\$951	\$1,707	\$3,038	\$5,305
		Short Term Incentive (%)	37%	58%	99%	146%
		Long Term Incentive (%)	114%	321%	797%	1740%
\$500 - \$1,500M	N = 166	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$321	\$375	\$441	\$504
		Total Cash	\$500	\$656	\$876	\$1,151
		Total Direct	\$852	\$1,461	\$2,416	\$4,465
		Short Term Incentive (%)	49%	75%	110%	156%
		Long Term Incentive (%)	80%	164%	427%	975%
\$1.5B+	N = 133	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$400	\$450	\$541	\$633
		Total Cash	\$703	\$895	\$1,202	\$1,701
		Total Direct	\$1,301	\$1,802	\$2,619	\$3,820
		Short Term Incentive (%)	61%	96%	148%	222%
		Long Term Incentive (%)	105%	170%	277%	498%

All Companies – Chief Information/Technology Officer

CIO / CTO: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 110	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$270	\$323	\$398	\$448
		Total Cash	\$357	\$487	\$622	\$933
		Total Direct	\$857	\$1,847	\$3,853	\$8,647
		Short Term Incentive (%)	24%	50%	77%	131%
		Long Term Incentive (%)	113%	351%	891%	2417%
\$500 - \$1,500M	N = 64	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$314	\$386	\$440	\$502
		Total Cash	\$469	\$661	\$813	\$986
		Total Direct	\$896	\$1,226	\$2,461	\$4,754
		Short Term Incentive (%)	42%	68%	104%	137%
		Long Term Incentive (%)	76%	145%	425%	1069%
\$1.5B+	N = 35	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$348	\$425	\$520	\$702
		Total Cash	\$653	\$852	\$1,124	\$1,383
		Total Direct	\$1,294	\$1,765	\$2,517	\$3,819
		Short Term Incentive (%)	55%	84%	142%	152%
		Long Term Incentive (%)	102%	143%	404%	715%

All Companies – Chief Medical Officer/Top Clinical Executive

Chief Medical Officer: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 111	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$398	\$445	\$468	\$492
		Total Cash	\$565	\$652	\$728	\$843
		Total Direct	\$1,387	\$2,301	\$3,620	\$5,024
		Short Term Incentive (%)	40%	48%	62%	92%
		Long Term Incentive (%)	206%	375%	694%	1244%
\$500 - \$1,500M	N = 8	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$408	\$448	\$498	\$562
		Total Cash	\$611	\$748	\$807	\$934
		Total Direct	\$2,366	\$3,587	\$5,140	\$7,420
		Short Term Incentive (%)	53%	61%	77%	85%
		Long Term Incentive (%)	337%	739%	1335%	4428%
\$1.5B+	N = 2	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

All Companies – Chief Investment Officer

Chief Investment Officer: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 32	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$269	\$364	\$447	\$560
		Total Cash	\$431	\$641	\$1,061	\$1,874
		Total Direct	\$790	\$1,259	\$2,441	\$3,532
		Short Term Incentive (%)	63%	98%	169%	278%
		Long Term Incentive (%)	60%	165%	328%	516%
\$500 - \$1,500M	N = 16	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$366	\$438	\$489	\$536
		Total Cash	\$744	\$1,028	\$1,229	\$2,795
		Total Direct	\$1,530	\$2,287	\$3,629	\$6,431
		Short Term Incentive (%)	81%	150%	174%	595%
		Long Term Incentive (%)	152%	255%	415%	913%
\$1.5B+	N = 8	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$419	\$524	\$626	\$668
		Total Cash	\$1,105	\$1,947	\$2,311	\$3,323
		Total Direct	\$1,848	\$2,672	\$4,443	\$6,625
		Short Term Incentive (%)	103%	188%	488%	764%
		Long Term Incentive (%)	45%	224%	318%	628%

All Companies – Top Finance/Accounting/Controller (non-CFO)

Top Finance / Controller (non CFO): All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 54	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$203	\$278	\$322	\$386
		Total Cash	\$298	\$394	\$499	\$679
		Total Direct	\$519	\$794	\$1,280	\$2,392
		Short Term Incentive (%)	31%	51%	79%	104%
		Long Term Incentive (%)	60%	113%	319%	588%
\$500 - \$1,500M	N = 39	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$245	\$289	\$320	\$379
		Total Cash	\$357	\$499	\$778	\$919
		Total Direct	\$481	\$828	\$1,219	\$1,564
		Short Term Incentive (%)	38%	73%	117%	223%
		Long Term Incentive (%)	42%	65%	178%	231%
\$1.5B+	N = 33	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$250	\$295	\$368	\$424
		Total Cash	\$405	\$559	\$712	\$830
		Total Direct	\$658	\$906	\$1,171	\$1,405
		Short Term Incentive (%)	60%	77%	104%	117%
		Long Term Incentive (%)	60%	99%	162%	236%

All Companies – Top Banking/Lending Executive

Top Banking / Lending Executive: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 122	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$258	\$313	\$353	\$400
		Total Cash	\$374	\$450	\$591	\$721
		Total Direct	\$453	\$592	\$787	\$1,152
		Short Term Incentive (%)	39%	49%	67%	97%
		Long Term Incentive (%)	19%	42%	61%	112%
\$500 - \$1,500M	N = 29	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$356	\$395	\$425	\$489
		Total Cash	\$588	\$712	\$805	\$955
		Total Direct	\$843	\$1,062	\$1,328	\$1,819
		Short Term Incentive (%)	63%	78%	94%	102%
		Long Term Incentive (%)	59%	81%	118%	183%
\$1.5B+	N = 2	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

All Companies – Top Scientific Executive/Top R&D Executive

Top Scientific / R&D: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 109	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$388	\$434	\$461	\$512
		Total Cash	\$562	\$636	\$711	\$788
		Total Direct	\$1,674	\$2,527	\$3,577	\$4,954
		Short Term Incentive (%)	40%	48%	56%	76%
		Long Term Incentive (%)	232%	418%	712%	1333%
\$500 - \$1,500M	N = 9	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$377	\$399	\$427	\$604
		Total Cash	\$562	\$627	\$1,009	\$1,039
		Total Direct	\$897	\$927	\$1,322	\$3,056
		Short Term Incentive (%)	39%	54%	85%	102%
		Long Term Incentive (%)	63%	83%	193%	316%
\$1.5B+	N = 4	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

All Companies – Top Product Development Executive

Top Product Development Executive: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 37	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$290	\$350	\$403	\$506
		Total Cash	\$383	\$515	\$743	\$917
		Total Direct	\$1,448	\$2,948	\$7,697	\$18,767
		Short Term Incentive (%)	36%	49%	90%	196%
		Long Term Incentive (%)	217%	526%	2783%	10041%
\$500 - \$1,500M	N = 19	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$330	\$348	\$414	\$445
		Total Cash	\$437	\$584	\$709	\$849
		Total Direct	\$1,115	\$2,132	\$2,767	\$3,792
		Short Term Incentive (%)	18%	57%	80%	109%
		Long Term Incentive (%)	154%	299%	649%	825%
\$1.5B+	N = 21	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$391	\$445	\$550	\$700
		Total Cash	\$702	\$949	\$1,438	\$2,258
		Total Direct	\$1,105	\$1,990	\$3,500	\$5,939
		Short Term Incentive (%)	60%	120%	162%	234%
		Long Term Incentive (%)	84%	148%	231%	328%

All Companies – Top Investor Relations Executive

Top Investor Relations Executive: All Industries			P25	P50	P75	P90
\$0 - \$500M	N = 0	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
\$500 - \$1,500M	N = 0	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
\$1.5B+	N = 3	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

All Companies – Top Risk Management Executive

Top Risk Management Executive: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 36	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$278	\$321	\$360	\$418
		Total Cash	\$397	\$490	\$604	\$753
		Total Direct	\$464	\$616	\$930	\$1,151
		Short Term Incentive (%)	41%	51%	66%	85%
		Long Term Incentive (%)	23%	39%	76%	116%
\$500 - \$1,500M	N = 19	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$333	\$400	\$423	\$455
		Total Cash	\$534	\$692	\$806	\$961
		Total Direct	\$923	\$1,093	\$1,272	\$2,238
		Short Term Incentive (%)	65%	84%	106%	162%
		Long Term Incentive (%)	65%	90%	144%	401%
\$1.5B+	N = 3	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

All Companies – 3rd-Highest-Paid Executive

3rd-Highest-Paid Executive: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 903	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$296	\$351	\$420	\$473
		Total Cash	\$425	\$571	\$708	\$908
		Total Direct	\$690	\$1,332	\$2,559	\$4,414
		Short Term Incentive (%)	36%	53%	83%	128%
		Long Term Incentive (%)	48%	182%	508%	1048%
\$500 - \$1,500M	N = 480	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$357	\$404	\$467	\$536
		Total Cash	\$568	\$761	\$1,005	\$1,323
		Total Direct	\$1,065	\$1,525	\$2,472	\$4,116
		Short Term Incentive (%)	54%	85%	126%	196%
		Long Term Incentive (%)	82%	169%	348%	731%
\$1.5B+	N = 388	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$423	\$495	\$582	\$700
		Total Cash	\$766	\$1,013	\$1,413	\$2,056
		Total Direct	\$1,479	\$1,990	\$2,942	\$4,812
		Short Term Incentive (%)	67%	112%	159%	228%
		Long Term Incentive (%)	116%	175%	291%	509%

All Companies – 4th-Highest-Paid Executive

4 th -Highest-Paid Executive: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 506	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$279	\$338	\$410	\$461
		Total Cash	\$387	\$533	\$682	\$815
		Total Direct	\$595	\$1,054	\$1,933	\$3,228
		Short Term Incentive (%)	36%	51%	78%	128%
		Long Term Incentive (%)	41%	134%	353%	701%
\$500 - \$1,500M	N = 388	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$330	\$390	\$435	\$500
		Total Cash	\$508	\$675	\$827	\$1,127
		Total Direct	\$870	\$1,229	\$1,854	\$2,877
		Short Term Incentive (%)	46%	73%	106%	151%
		Long Term Incentive (%)	70%	132%	268%	449%
\$1.5B+	N = 362	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$388	\$450	\$525	\$602
		Total Cash	\$692	\$899	\$1,181	\$1,602
		Total Direct	\$1,234	\$1,615	\$2,345	\$3,706
		Short Term Incentive (%)	67%	100%	147%	196%
		Long Term Incentive (%)	98%	151%	239%	424%

All Companies – 5th-Highest-Paid Executive

5th-Highest-Paid Executive: All Industries		P25	P50	P75	P90	
\$0 - \$500M	N = 360	Revenue (Millions)	\$46	\$155	\$284	\$400
		Assets (Millions)	\$294	\$584	\$1,603	\$5,149
		Base Salary	\$263	\$317	\$395	\$438
		Total Cash	\$354	\$490	\$629	\$757
		Total Direct	\$536	\$847	\$1,568	\$2,660
		Short Term Incentive (%)	32%	48%	71%	103%
		Long Term Incentive (%)	35%	107%	281%	579%
\$500 - \$1,500M	N = 320	Revenue (Millions)	\$639	\$860	\$1,142	\$1,323
		Assets (Millions)	\$919	\$1,458	\$2,952	\$14,266
		Base Salary	\$309	\$355	\$410	\$500
		Total Cash	\$474	\$607	\$794	\$1,005
		Total Direct	\$792	\$1,044	\$1,530	\$2,393
		Short Term Incentive (%)	42%	73%	102%	146%
		Long Term Incentive (%)	60%	117%	214%	391%
\$1.5B+	N = 290	Revenue (Millions)	\$1,917	\$2,608	\$4,122	\$6,951
		Assets (Millions)	\$1,916	\$3,098	\$5,281	\$8,914
		Base Salary	\$361	\$425	\$490	\$575
		Total Cash	\$591	\$788	\$1,050	\$1,342
		Total Direct	\$998	\$1,332	\$1,937	\$2,812
		Short Term Incentive (%)	61%	89%	131%	167%
		Long Term Incentive (%)	83%	119%	177%	365%



Grant Thornton

Communications



Communications – Chief Executive Officer

CEO: Communication Services		P25	P50	P75	P90	
\$0 - \$500M	N = 33	Revenue (Millions)	\$108	\$227	\$384	\$455
		Assets (Millions)	\$223	\$760	\$1,066	\$1,380
		Base Salary	\$450	\$543	\$600	\$740
		Total Cash	\$789	\$1,305	\$1,920	\$3,547
		Total Direct	\$2,396	\$4,721	\$8,609	\$18,723
		Short Term Incentive (%)	50%	141%	220%	713%
		Long Term Incentive (%)	200%	492%	1282%	3629%
\$500 - \$1,500M	N = 25	Revenue (Millions)	\$638	\$766	\$1,032	\$1,363
		Assets (Millions)	\$851	\$1,051	\$2,324	\$3,747
		Base Salary	\$521	\$650	\$833	\$1,187
		Total Cash	\$1,021	\$1,570	\$2,179	\$3,189
		Total Direct	\$2,512	\$5,387	\$6,974	\$14,418
		Short Term Incentive (%)	67%	102%	197%	260%
		Long Term Incentive (%)	111%	475%	893%	2906%
\$1.5B+	N = 18	Revenue (Millions)	\$2,080	\$2,702	\$3,604	\$4,958
		Assets (Millions)	\$5,248	\$6,788	\$10,916	\$14,061
		Base Salary	\$947	\$1,050	\$1,314	\$1,397
		Total Cash	\$1,709	\$2,623	\$3,225	\$4,003
		Total Direct	\$5,168	\$6,916	\$9,123	\$12,613
		Short Term Incentive (%)	98%	149%	181%	225%
		Long Term Incentive (%)	149%	361%	654%	884%

Communications – Chief Financial Officer

CFO: Communication Services		P25	P50	P75	P90	
\$0 - \$500M	N = 30	Revenue (Millions)	\$108	\$227	\$384	\$455
		Assets (Millions)	\$223	\$760	\$1,066	\$1,380
		Base Salary	\$272	\$321	\$415	\$498
		Total Cash	\$341	\$642	\$900	\$1,258
		Total Direct	\$1,229	\$1,675	\$3,417	\$6,091
		Short Term Incentive (%)	34%	86%	133%	198%
		Long Term Incentive (%)	104%	206%	1025%	1866%
\$500 - \$1,500M	N = 18	Revenue (Millions)	\$638	\$766	\$1,032	\$1,363
		Assets (Millions)	\$851	\$1,051	\$2,324	\$3,747
		Base Salary	\$400	\$448	\$515	\$621
		Total Cash	\$575	\$753	\$1,109	\$1,567
		Total Direct	\$1,491	\$2,017	\$3,088	\$4,716
		Short Term Incentive (%)	39%	64%	128%	213%
		Long Term Incentive (%)	97%	219%	368%	989%
\$1.5B+	N = 16	Revenue (Millions)	\$2,080	\$2,702	\$3,604	\$4,958
		Assets (Millions)	\$5,248	\$6,788	\$10,916	\$14,061
		Base Salary	\$499	\$613	\$714	\$1,025
		Total Cash	\$901	\$1,120	\$1,624	\$2,698
		Total Direct	\$1,748	\$3,092	\$4,773	\$7,154
		Short Term Incentive (%)	77%	98%	183%	393%
		Long Term Incentive (%)	100%	182%	435%	965%

Communications – Chief Operating Officer

COO: Communication Services			P25	P50	P75	P90
\$0 - \$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
\$500 - \$1,500M	N = 3	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
\$1.5B+	N = 3	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

Communications – General Counsel/Top Legal Officer

GC: Communication Services		P25	P50	P75	P90	
\$0 - \$500M	N = 10	Revenue (Millions)	\$108	\$227	\$384	\$455
		Assets (Millions)	\$223	\$760	\$1,066	\$1,380
		Base Salary	\$300	\$320	\$467	\$744
		Total Cash	\$369	\$491	\$707	\$1,299
		Total Direct	\$920	\$1,296	\$1,883	\$3,013
		Short Term Incentive (%)	16%	60%	70%	114%
		Long Term Incentive (%)	132%	165%	236%	325%
\$500 - \$1,500M	N = 8	Revenue (Millions)	\$638	\$766	\$1,032	\$1,363
		Assets (Millions)	\$851	\$1,051	\$2,324	\$3,747
		Base Salary	\$279	\$392	\$485	\$594
		Total Cash	\$391	\$611	\$961	\$1,209
		Total Direct	\$989	\$1,314	\$1,555	\$1,839
		Short Term Incentive (%)	33%	44%	104%	134%
		Long Term Incentive (%)	144%	192%	273%	317%
\$1.5B+	N = 10	Revenue (Millions)	\$2,080	\$2,702	\$3,604	\$4,958
		Assets (Millions)	\$5,248	\$6,788	\$10,916	\$14,061
		Base Salary	\$550	\$582	\$746	\$848
		Total Cash	\$1,078	\$1,258	\$1,421	\$1,842
		Total Direct	\$1,777	\$2,075	\$2,640	\$6,488
		Short Term Incentive (%)	42%	107%	158%	192%
		Long Term Incentive (%)	103%	142%	186%	479%

Communications – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Communication Services		P25	P50	P75	P90	
\$0 - \$500M	N = 29	Revenue (Millions)	\$108	\$227	\$384	\$455
		Assets (Millions)	\$223	\$760	\$1,066	\$1,380
		Base Salary	\$273	\$326	\$396	\$537
		Total Cash	\$490	\$710	\$915	\$1,258
		Total Direct	\$958	\$1,442	\$3,143	\$4,868
		Short Term Incentive (%)	39%	77%	163%	386%
		Long Term Incentive (%)	53%	183%	575%	1004%
\$500 - \$1,500M	N = 22	Revenue (Millions)	\$638	\$766	\$1,032	\$1,363
		Assets (Millions)	\$851	\$1,051	\$2,324	\$3,747
		Base Salary	\$368	\$424	\$499	\$549
		Total Cash	\$579	\$710	\$1,012	\$1,190
		Total Direct	\$1,311	\$1,517	\$2,572	\$4,392
		Short Term Incentive (%)	47%	82%	113%	142%
		Long Term Incentive (%)	81%	220%	368%	895%
\$1.5B+	N = 17	Revenue (Millions)	\$2,080	\$2,702	\$3,604	\$4,958
		Assets (Millions)	\$5,248	\$6,788	\$10,916	\$14,061
		Base Salary	\$543	\$620	\$725	\$900
		Total Cash	\$926	\$1,398	\$1,651	\$2,698
		Total Direct	\$1,898	\$2,542	\$3,211	\$5,755
		Short Term Incentive (%)	79%	125%	150%	184%
		Long Term Incentive (%)	100%	185%	232%	514%

Communications – 4th-Highest-Paid

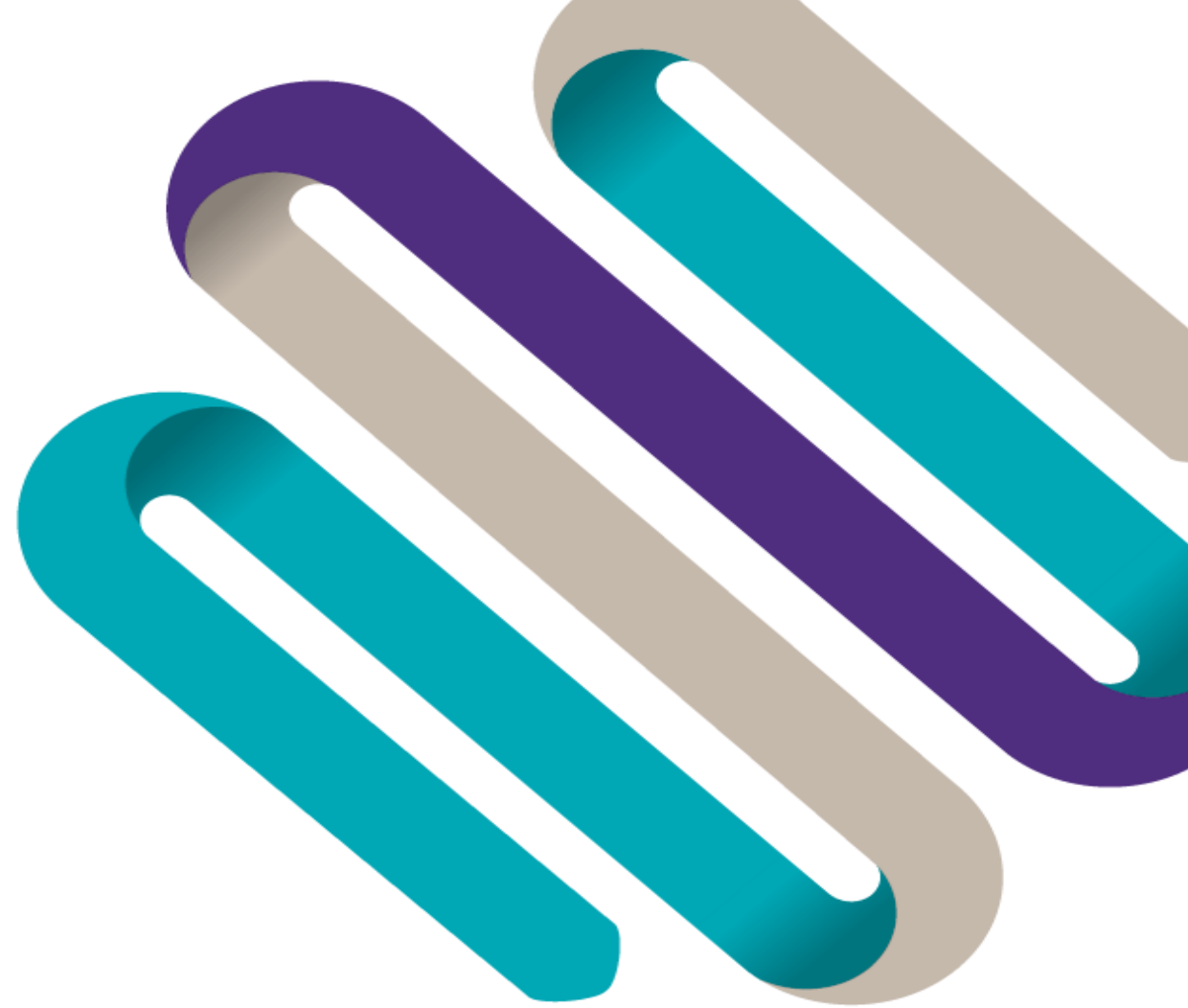
4 th -Highest-Paid Executive: Communication Services		P25	P50	P75	P90	
\$0 - \$500M	N = 15	Revenue (Millions)	\$108	\$227	\$384	\$455
		Assets (Millions)	\$223	\$760	\$1,066	\$1,380
		Base Salary	\$300	\$340	\$444	\$551
		Total Cash	\$491	\$639	\$845	\$1,053
		Total Direct	\$1,040	\$1,444	\$2,768	\$2,928
		Short Term Incentive (%)	48%	79%	103%	123%
		Long Term Incentive (%)	136%	165%	388%	818%
\$500 - \$1,500M	N = 13	Revenue (Millions)	\$638	\$766	\$1,032	\$1,363
		Assets (Millions)	\$851	\$1,051	\$2,324	\$3,747
		Base Salary	\$298	\$390	\$414	\$554
		Total Cash	\$405	\$564	\$698	\$875
		Total Direct	\$1,044	\$1,364	\$1,834	\$2,683
		Short Term Incentive (%)	18%	42%	68%	82%
		Long Term Incentive (%)	161%	251%	376%	659%
\$1.5B+	N = 16	Revenue (Millions)	\$2,080	\$2,702	\$3,604	\$4,958
		Assets (Millions)	\$5,248	\$6,788	\$10,916	\$14,061
		Base Salary	\$472	\$575	\$684	\$1,010
		Total Cash	\$877	\$1,180	\$1,802	\$2,700
		Total Direct	\$1,640	\$1,898	\$2,857	\$4,463
		Short Term Incentive (%)	79%	96%	154%	187%
		Long Term Incentive (%)	77%	128%	189%	328%

Communications – 5th-Highest-Paid

5th-Highest-Paid Executive: Communication Services			P25	P50	P75	P90
\$0 - \$500M	N = 12	Revenue (Millions)	\$108	\$227	\$384	\$455
		Assets (Millions)	\$223	\$760	\$1,066	\$1,380
		Base Salary	\$292	\$303	\$395	\$560
		Total Cash	\$452	\$533	\$672	\$784
		Total Direct	\$899	\$1,068	\$1,968	\$2,213
		Short Term Incentive (%)	29%	61%	93%	147%
		Long Term Incentive (%)	137%	205%	322%	558%
\$500 - \$1,500M	N = 11	Revenue (Millions)	\$638	\$766	\$1,032	\$1,363
		Assets (Millions)	\$851	\$1,051	\$2,324	\$3,747
		Base Salary	\$253	\$375	\$474	\$550
		Total Cash	\$287	\$630	\$846	\$990
		Total Direct	\$984	\$1,008	\$1,521	\$1,631
		Short Term Incentive (%)	27%	68%	81%	89%
		Long Term Incentive (%)	11%	172%	284%	477%
\$1.5B+	N = 12	Revenue (Millions)	\$2,080	\$2,702	\$3,604	\$4,958
		Assets (Millions)	\$5,248	\$6,788	\$10,916	\$14,061
		Base Salary	\$419	\$509	\$629	\$819
		Total Cash	\$853	\$1,053	\$1,119	\$1,276
		Total Direct	\$1,143	\$1,423	\$2,035	\$2,273
		Short Term Incentive (%)	67%	95%	113%	154%
		Long Term Incentive (%)	86%	114%	154%	165%



Grant Thornton



Consumer Discretionary

Consumer Discretionary – Chief Executive Officer

CEO: Consumer Discretionary		P25	P50	P75	P90	
\$0 - \$500M	N = 63	Revenue (Millions)	\$142	\$259	\$376	\$418
		Assets (Millions)	\$231	\$451	\$689	\$827
		Base Salary	\$342	\$495	\$641	\$843
		Total Cash	\$460	\$895	\$1,436	\$2,181
		Total Direct	\$1,453	\$3,226	\$6,589	\$16,155
		Short Term Incentive (%)	0%	82%	130%	199%
		Long Term Incentive (%)	85%	368%	1267%	3299%
\$500 - \$1,500M	N = 83	Revenue (Millions)	\$703	\$938	\$1,212	\$1,330
		Assets (Millions)	\$654	\$968	\$1,578	\$2,338
		Base Salary	\$552	\$735	\$856	\$1,000
		Total Cash	\$1,021	\$1,549	\$2,525	\$3,566
		Total Direct	\$2,803	\$4,527	\$7,555	\$18,723
		Short Term Incentive (%)	64%	135%	201%	307%
		Long Term Incentive (%)	138%	296%	662%	3234%
\$1.5B+	N = 94	Revenue (Millions)	\$2,081	\$2,775	\$4,575	\$7,855
		Assets (Millions)	\$1,536	\$2,534	\$4,264	\$7,713
		Base Salary	\$836	\$1,000	\$1,124	\$1,224
		Total Cash	\$2,171	\$3,035	\$4,236	\$5,334
		Total Direct	\$5,535	\$7,448	\$11,549	\$14,559
		Short Term Incentive (%)	148%	221%	303%	423%
		Long Term Incentive (%)	275%	444%	631%	993%

Consumer Discretionary – Chief Financial Officer

CFO: Consumer Discretionary		P25	P50	P75	P90	
\$0 - \$500M	N = 49	Revenue (Millions)	\$142	\$259	\$376	\$418
		Assets (Millions)	\$231	\$451	\$689	\$827
		Base Salary	\$280	\$365	\$428	\$463
		Total Cash	\$438	\$613	\$757	\$873
		Total Direct	\$721	\$1,123	\$2,353	\$8,250
		Short Term Incentive (%)	30%	64%	100%	133%
		Long Term Incentive (%)	56%	129%	562%	2506%
\$500 - \$1,500M	N = 66	Revenue (Millions)	\$703	\$938	\$1,212	\$1,330
		Assets (Millions)	\$654	\$968	\$1,578	\$2,338
		Base Salary	\$344	\$400	\$477	\$540
		Total Cash	\$607	\$763	\$930	\$1,169
		Total Direct	\$1,045	\$1,446	\$2,315	\$6,989
		Short Term Incentive (%)	50%	86%	117%	170%
		Long Term Incentive (%)	77%	150%	306%	1155%
\$1.5B+	N = 94	Revenue (Millions)	\$2,081	\$2,775	\$4,575	\$7,855
		Assets (Millions)	\$1,536	\$2,534	\$4,264	\$7,713
		Base Salary	\$462	\$525	\$588	\$729
		Total Cash	\$868	\$1,205	\$1,592	\$2,280
		Total Direct	\$1,744	\$2,175	\$3,283	\$4,252
		Short Term Incentive (%)	93%	132%	178%	252%
		Long Term Incentive (%)	115%	197%	275%	571%

Consumer Discretionary – Chief Operating Officer

COO: Consumer Discretionary			P25	P50	P75	P90
\$0 - \$500M	N = 9	Revenue (Millions)	\$142	\$259	\$376	\$418
		Assets (Millions)	\$231	\$451	\$689	\$827
		Base Salary	\$367	\$457	\$552	\$616
		Total Cash	\$552	\$771	\$957	\$1,071
		Total Direct	\$2,637	\$3,556	\$3,705	\$8,136
		Short Term Incentive (%)	26%	63%	109%	376%
		Long Term Incentive (%)	368%	610%	1047%	2633%
\$500 - \$1,500M	N = 15	Revenue (Millions)	\$703	\$938	\$1,212	\$1,330
		Assets (Millions)	\$654	\$968	\$1,578	\$2,338
		Base Salary	\$443	\$527	\$595	\$738
		Total Cash	\$888	\$1,318	\$1,596	\$2,126
		Total Direct	\$1,628	\$2,312	\$4,083	\$6,357
		Short Term Incentive (%)	94%	120%	182%	306%
		Long Term Incentive (%)	130%	202%	427%	614%
\$1.5B+	N = 10	Revenue (Millions)	\$2,081	\$2,775	\$4,575	\$7,855
		Assets (Millions)	\$1,536	\$2,534	\$4,264	\$7,713
		Base Salary	\$634	\$674	\$874	\$905
		Total Cash	\$1,574	\$1,757	\$2,164	\$2,814
		Total Direct	\$2,329	\$3,029	\$6,334	\$14,172
		Short Term Incentive (%)	139%	167%	195%	238%
		Long Term Incentive (%)	165%	179%	342%	1301%

Consumer Discretionary – General Counsel/Top Legal Officer

GC: Consumer Discretionary		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$142	\$259	\$376	\$418
		Assets (Millions)	\$231	\$451	\$689	\$827
		Base Salary	\$258	\$311	\$323	\$325
		Total Cash	\$346	\$404	\$532	\$704
		Total Direct	\$764	\$1,066	\$1,670	\$6,330
		Short Term Incentive (%)	22%	51%	89%	128%
		Long Term Incentive (%)	86%	225%	486%	1387%
\$500 - \$1,500M	N = 36	Revenue (Millions)	\$703	\$938	\$1,212	\$1,330
		Assets (Millions)	\$654	\$968	\$1,578	\$2,338
		Base Salary	\$322	\$377	\$406	\$477
		Total Cash	\$398	\$655	\$817	\$1,122
		Total Direct	\$849	\$1,142	\$1,446	\$3,180
		Short Term Incentive (%)	28%	80%	107%	210%
		Long Term Incentive (%)	73%	123%	220%	699%
\$1.5B+	N = 42	Revenue (Millions)	\$2,081	\$2,775	\$4,575	\$7,855
		Assets (Millions)	\$1,536	\$2,534	\$4,264	\$7,713
		Base Salary	\$375	\$445	\$500	\$590
		Total Cash	\$663	\$901	\$1,181	\$1,430
		Total Direct	\$1,289	\$1,599	\$2,031	\$3,208
		Short Term Incentive (%)	71%	111%	156%	170%
		Long Term Incentive (%)	98%	142%	236%	324%

Consumer Discretionary – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Consumer Discretionary		P25	P50	P75	P90	
\$0 - \$500M	N = 53	Revenue (Millions)	\$142	\$259	\$376	\$418
		Assets (Millions)	\$231	\$451	\$689	\$827
		Base Salary	\$258	\$338	\$408	\$461
		Total Cash	\$375	\$495	\$726	\$847
		Total Direct	\$639	\$1,147	\$2,038	\$3,046
		Short Term Incentive (%)	0%	56%	88%	124%
		Long Term Incentive (%)	48%	120%	472%	855%
\$500 - \$1,500M	N = 71	Revenue (Millions)	\$703	\$938	\$1,212	\$1,330
		Assets (Millions)	\$654	\$968	\$1,578	\$2,338
		Base Salary	\$355	\$400	\$494	\$583
		Total Cash	\$545	\$762	\$1,006	\$1,347
		Total Direct	\$1,030	\$1,456	\$2,096	\$5,202
		Short Term Incentive (%)	42%	90%	122%	166%
		Long Term Incentive (%)	63%	138%	260%	864%
\$1.5B+	N = 95	Revenue (Millions)	\$2,081	\$2,775	\$4,575	\$7,855
		Assets (Millions)	\$1,536	\$2,534	\$4,264	\$7,713
		Base Salary	\$442	\$515	\$642	\$756
		Total Cash	\$878	\$1,240	\$1,735	\$2,407
		Total Direct	\$1,701	\$2,174	\$3,514	\$5,032
		Short Term Incentive (%)	90%	140%	192%	287%
		Long Term Incentive (%)	131%	184%	280%	506%

Consumer Discretionary – 4th-Highest-Paid

4 th -Highest-Paid Executive: Consumer Discretionary		P25	P50	P75	P90	
\$0 - \$500M	N = 20	Revenue (Millions)	\$142	\$259	\$376	\$418
		Assets (Millions)	\$231	\$451	\$689	\$827
		Base Salary	\$204	\$293	\$325	\$346
		Total Cash	\$312	\$390	\$527	\$723
		Total Direct	\$518	\$758	\$1,167	\$1,648
		Short Term Incentive (%)	26%	57%	75%	103%
		Long Term Incentive (%)	55%	73%	218%	474%
\$500 - \$1,500M	N = 52	Revenue (Millions)	\$703	\$938	\$1,212	\$1,330
		Assets (Millions)	\$654	\$968	\$1,578	\$2,338
		Base Salary	\$349	\$413	\$457	\$573
		Total Cash	\$519	\$713	\$896	\$1,166
		Total Direct	\$862	\$1,228	\$1,684	\$2,671
		Short Term Incentive (%)	29%	78%	102%	132%
		Long Term Incentive (%)	70%	110%	170%	463%
\$1.5B+	N = 81	Revenue (Millions)	\$2,081	\$2,775	\$4,575	\$7,855
		Assets (Millions)	\$1,536	\$2,534	\$4,264	\$7,713
		Base Salary	\$395	\$488	\$550	\$700
		Total Cash	\$770	\$1,068	\$1,316	\$1,905
		Total Direct	\$1,346	\$1,916	\$2,474	\$3,244
		Short Term Incentive (%)	80%	120%	153%	186%
		Long Term Incentive (%)	93%	151%	229%	305%

Consumer Discretionary – 5th-Highest-Paid

5th-Highest-Paid Executive: Consumer Discretionary			P25	P50	P75	P90
\$0 - \$500M	N = 12	Revenue (Millions)	\$142	\$259	\$376	\$418
		Assets (Millions)	\$231	\$451	\$689	\$827
		Base Salary	\$280	\$301	\$317	\$339
		Total Cash	\$372	\$476	\$575	\$611
		Total Direct	\$648	\$791	\$926	\$1,120
		Short Term Incentive (%)	54%	72%	82%	99%
		Long Term Incentive (%)	61%	108%	159%	167%
\$500 - \$1,500M	N = 43	Revenue (Millions)	\$703	\$938	\$1,212	\$1,330
		Assets (Millions)	\$654	\$968	\$1,578	\$2,338
		Base Salary	\$315	\$350	\$418	\$524
		Total Cash	\$439	\$652	\$839	\$1,016
		Total Direct	\$728	\$1,104	\$1,482	\$2,540
		Short Term Incentive (%)	23%	84%	108%	136%
		Long Term Incentive (%)	70%	117%	194%	512%
\$1.5B+	N = 67	Revenue (Millions)	\$2,081	\$2,775	\$4,575	\$7,855
		Assets (Millions)	\$1,536	\$2,534	\$4,264	\$7,713
		Base Salary	\$359	\$451	\$518	\$592
		Total Cash	\$683	\$972	\$1,209	\$1,570
		Total Direct	\$1,032	\$1,497	\$2,070	\$3,023
		Short Term Incentive (%)	70%	120%	146%	182%
		Long Term Incentive (%)	75%	113%	186%	294%



Grant Thornton

Consumer Staples



Consumer Staples – Chief Executive Officer

CEO: Consumer Staples		P25	P50	P75	P90	
\$0 - \$500M	N = 22	Revenue (Millions)	\$128	\$247	\$389	\$463
		Assets (Millions)	\$192	\$372	\$590	\$1,030
		Base Salary	\$418	\$493	\$616	\$689
		Total Cash	\$665	\$1,030	\$1,431	\$1,998
		Total Direct	\$1,649	\$3,559	\$5,172	\$12,836
		Short Term Incentive (%)	41%	101%	146%	200%
		Long Term Incentive (%)	96%	291%	828%	2141%
\$500 - \$1,500M	N = 17	Revenue (Millions)	\$956	\$1,142	\$1,186	\$1,302
		Assets (Millions)	\$697	\$1,019	\$1,145	\$2,318
		Base Salary	\$688	\$770	\$869	\$1,091
		Total Cash	\$1,228	\$1,513	\$2,073	\$2,992
		Total Direct	\$1,228	\$1,758	\$4,273	\$9,734
		Short Term Incentive (%)	59%	110%	160%	181%
		Long Term Incentive (%)	0%	27%	263%	492%
\$1.5B+	N = 24	Revenue (Millions)	\$2,080	\$3,922	\$5,623	\$11,508
		Assets (Millions)	\$1,909	\$2,703	\$3,713	\$5,147
		Base Salary	\$899	\$996	\$1,128	\$1,200
		Total Cash	\$1,520	\$2,174	\$3,122	\$3,662
		Total Direct	\$3,706	\$5,808	\$6,744	\$8,266
		Short Term Incentive (%)	80%	128%	193%	220%
		Long Term Incentive (%)	182%	336%	451%	578%

Consumer Staples – Chief Financial Officer

CFO: Consumer Staples		P25	P50	P75	P90	
\$0 - \$500M	N = 18	Revenue (Millions)	\$128	\$247	\$389	\$463
		Assets (Millions)	\$192	\$372	\$590	\$1,030
		Base Salary	\$285	\$348	\$373	\$415
		Total Cash	\$352	\$571	\$778	\$964
		Total Direct	\$551	\$1,228	\$2,790	\$6,891
		Short Term Incentive (%)	7%	67%	119%	168%
		Long Term Incentive (%)	54%	200%	692%	1836%
\$500 - \$1,500M	N = 16	Revenue (Millions)	\$956	\$1,142	\$1,186	\$1,302
		Assets (Millions)	\$697	\$1,019	\$1,145	\$2,318
		Base Salary	\$394	\$448	\$484	\$538
		Total Cash	\$579	\$711	\$782	\$926
		Total Direct	\$632	\$977	\$1,507	\$2,314
		Short Term Incentive (%)	35%	51%	85%	116%
		Long Term Incentive (%)	6%	78%	165%	437%
\$1.5B+	N = 23	Revenue (Millions)	\$2,080	\$3,922	\$5,623	\$11,508
		Assets (Millions)	\$1,909	\$2,703	\$3,713	\$5,147
		Base Salary	\$430	\$481	\$572	\$646
		Total Cash	\$687	\$826	\$1,197	\$1,351
		Total Direct	\$1,086	\$1,708	\$2,123	\$2,550
		Short Term Incentive (%)	55%	80%	116%	147%
		Long Term Incentive (%)	56%	121%	194%	257%

Consumer Staples – Chief Operating Officer

COO: Consumer Staples		P25	P50	P75	P90	
\$0 - \$500M	N = 3	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
\$500 - \$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
\$1.5B+	N = 6	Revenue (Millions)	\$2,080	\$3,922	\$5,623	\$11,508
		Assets (Millions)	\$1,909	\$2,703	\$3,713	\$5,147
		Base Salary	\$430	\$633	\$823	\$858
		Total Cash	\$750	\$943	\$1,586	\$2,218
		Total Direct	\$1,230	\$2,233	\$3,255	\$3,606
		Short Term Incentive (%)	77%	91%	125%	174%
		Long Term Incentive (%)	76%	110%	124%	309%

Consumer Staples – General Counsel/Top Legal Officer

GC: Consumer Staples		P25	P50	P75	P90	
\$0 - \$500M	N = 3	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
		Revenue (Millions)	\$956	\$1,142	\$1,186	\$1,302
Assets (Millions)	\$697	\$1,019	\$1,145	\$2,318		
\$500 - \$1,500M	N = 5	Base Salary	\$300	\$384	\$402	\$446
		Total Cash	\$534	\$623	\$744	\$816
		Total Direct	\$856	\$1,192	\$1,488	\$1,656
		Short Term Incentive (%)	66%	78%	94%	106%
		Long Term Incentive (%)	107%	116%	155%	207%
		Revenue (Millions)	\$2,080	\$3,922	\$5,623	\$11,508
		Assets (Millions)	\$1,909	\$2,703	\$3,713	\$5,147
		Base Salary	\$400	\$450	\$563	\$593
\$1.5B+	N = 13	Total Cash	\$568	\$747	\$1,000	\$1,088
		Total Direct	\$971	\$1,292	\$1,455	\$2,080
		Short Term Incentive (%)	52%	66%	96%	144%
		Long Term Incentive (%)	76%	108%	143%	211%

Consumer Staples – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Consumer Staples		P25	P50	P75	P90	
\$0 - \$500M	N = 22	Revenue (Millions)	\$128	\$247	\$389	\$463
		Assets (Millions)	\$192	\$372	\$590	\$1,030
		Base Salary	\$292	\$328	\$349	\$358
		Total Cash	\$358	\$530	\$614	\$675
		Total Direct	\$756	\$1,025	\$2,113	\$5,619
		Short Term Incentive (%)	7%	61%	99%	123%
		Long Term Incentive (%)	57%	132%	445%	1659%
\$500 - \$1,500M	N = 18	Revenue (Millions)	\$956	\$1,142	\$1,186	\$1,302
		Assets (Millions)	\$697	\$1,019	\$1,145	\$2,318
		Base Salary	\$389	\$429	\$498	\$558
		Total Cash	\$579	\$719	\$861	\$865
		Total Direct	\$594	\$872	\$1,185	\$1,971
		Short Term Incentive (%)	40%	65%	78%	107%
		Long Term Incentive (%)	0%	72%	125%	210%
\$1.5B+	N = 23	Revenue (Millions)	\$2,080	\$3,922	\$5,623	\$11,508
		Assets (Millions)	\$1,909	\$2,703	\$3,713	\$5,147
		Base Salary	\$423	\$481	\$583	\$666
		Total Cash	\$711	\$830	\$1,029	\$1,285
		Total Direct	\$1,086	\$1,380	\$1,845	\$2,233
		Short Term Incentive (%)	51%	73%	93%	147%
		Long Term Incentive (%)	63%	105%	131%	296%

Consumer Staples – 4th-Highest-Paid

4th-Highest-Paid Executive: Consumer Staples		P25	P50	P75	P90	
\$0 - \$500M	N = 9	Revenue (Millions)	\$128	\$247	\$389	\$463
		Assets (Millions)	\$192	\$372	\$590	\$1,030
		Base Salary	\$262	\$315	\$340	\$348
		Total Cash	\$315	\$594	\$796	\$899
		Total Direct	\$315	\$939	\$1,930	\$3,316
		Short Term Incentive (%)	24%	98%	132%	170%
		Long Term Incentive (%)	7%	115%	203%	779%
\$500 - \$1,500M	N = 14	Revenue (Millions)	\$956	\$1,142	\$1,186	\$1,302
		Assets (Millions)	\$697	\$1,019	\$1,145	\$2,318
		Base Salary	\$315	\$399	\$495	\$528
		Total Cash	\$491	\$531	\$661	\$777
		Total Direct	\$491	\$629	\$971	\$1,440
		Short Term Incentive (%)	11%	29%	52%	78%
		Long Term Incentive (%)	0%	23%	117%	215%
\$1.5B+	N = 22	Revenue (Millions)	\$2,080	\$3,922	\$5,623	\$11,508
		Assets (Millions)	\$1,909	\$2,703	\$3,713	\$5,147
		Base Salary	\$368	\$421	\$454	\$597
		Total Cash	\$581	\$690	\$952	\$1,097
		Total Direct	\$887	\$1,168	\$1,453	\$2,122
		Short Term Incentive (%)	50%	74%	107%	143%
		Long Term Incentive (%)	51%	102%	157%	222%

Consumer Staples – 5th-Highest-Paid

5th-Highest-Paid Executive: Consumer Staples		P25	P50	P75	P90	
\$0 - \$500M	N = 4	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
		\$500 - \$1,500M	N = 11	Revenue (Millions)	\$956	\$1,142
		Assets (Millions)	\$697	\$1,019	\$1,145	\$2,318
		Base Salary	\$347	\$410	\$549	\$650
		Total Cash	\$541	\$735	\$793	\$816
		Total Direct	\$655	\$795	\$1,169	\$1,317
		Short Term Incentive (%)	26%	56%	100%	102%
		Long Term Incentive (%)	0%	43%	96%	134%
\$1.5B+	N = 19	Revenue (Millions)	\$2,080	\$3,922	\$5,623	\$11,508
		Assets (Millions)	\$1,909	\$2,703	\$3,713	\$5,147
		Base Salary	\$377	\$415	\$489	\$530
		Total Cash	\$476	\$639	\$840	\$1,020
		Total Direct	\$883	\$1,061	\$1,209	\$1,859
		Short Term Incentive (%)	35%	60%	88%	140%
		Long Term Incentive (%)	43%	85%	152%	223%



Grant Thornton

Energy



Energy – Chief Executive Officer

CEO: Energy		P25	P50	P75	P90	
\$0 - \$500M	N = 34	Revenue (Millions)	\$125	\$206	\$323	\$416
		Assets (Millions)	\$325	\$597	\$1,003	\$1,592
		Base Salary	\$317	\$454	\$627	\$734
		Total Cash	\$559	\$889	\$1,378	\$1,752
		Total Direct	\$1,461	\$2,453	\$3,431	\$8,941
		Short Term Incentive (%)	58%	92%	121%	149%
		Long Term Incentive (%)	123%	330%	551%	1124%
\$500 - \$1,500M	N = 32	Revenue (Millions)	\$755	\$903	\$1,232	\$1,311
		Assets (Millions)	\$1,391	\$1,879	\$2,609	\$4,827
		Base Salary	\$507	\$712	\$873	\$1,000
		Total Cash	\$1,127	\$1,695	\$2,199	\$2,754
		Total Direct	\$2,907	\$5,415	\$8,028	\$10,129
		Short Term Incentive (%)	109%	141%	176%	219%
		Long Term Incentive (%)	295%	472%	629%	1499%
\$1.5B+	N = 23	Revenue (Millions)	\$2,127	\$2,598	\$4,178	\$16,558
		Assets (Millions)	\$3,281	\$4,774	\$6,335	\$9,864
		Base Salary	\$722	\$841	\$994	\$1,225
		Total Cash	\$1,629	\$2,432	\$2,954	\$3,702
		Total Direct	\$4,847	\$6,787	\$9,157	\$14,304
		Short Term Incentive (%)	109%	165%	221%	276%
		Long Term Incentive (%)	328%	493%	733%	1114%

Energy – Chief Financial Officer

CFO: Energy		P25	P50	P75	P90	
\$0 - \$500M	N = 27	Revenue (Millions)	\$125	\$206	\$323	\$416
		Assets (Millions)	\$325	\$597	\$1,003	\$1,592
		Base Salary	\$250	\$316	\$377	\$476
		Total Cash	\$412	\$565	\$760	\$971
		Total Direct	\$683	\$1,182	\$1,643	\$3,436
		Short Term Incentive (%)	56%	74%	100%	121%
		Long Term Incentive (%)	69%	203%	289%	599%
\$500 - \$1,500M	N = 31	Revenue (Millions)	\$755	\$903	\$1,232	\$1,311
		Assets (Millions)	\$1,391	\$1,879	\$2,609	\$4,827
		Base Salary	\$400	\$431	\$469	\$515
		Total Cash	\$675	\$881	\$1,121	\$1,324
		Total Direct	\$1,398	\$1,996	\$3,045	\$3,492
		Short Term Incentive (%)	80%	109%	148%	182%
		Long Term Incentive (%)	175%	298%	394%	705%
\$1.5B+	N = 24	Revenue (Millions)	\$2,127	\$2,598	\$4,178	\$16,558
		Assets (Millions)	\$3,281	\$4,774	\$6,335	\$9,864
		Base Salary	\$415	\$482	\$566	\$635
		Total Cash	\$812	\$995	\$1,379	\$1,789
		Total Direct	\$2,019	\$2,489	\$3,976	\$4,909
		Short Term Incentive (%)	77%	113%	168%	255%
		Long Term Incentive (%)	208%	316%	448%	768%

Energy – Chief Operating Officer

COO: Energy		P25	P50	P75	P90	
\$0 - \$500M	N = 6	Revenue (Millions)	\$125	\$206	\$323	\$416
		Assets (Millions)	\$325	\$597	\$1,003	\$1,592
		Base Salary	\$301	\$343	\$370	\$381
		Total Cash	\$496	\$552	\$636	\$690
		Total Direct	\$975	\$1,115	\$1,144	\$3,402
		Short Term Incentive (%)	60%	72%	92%	108%
		Long Term Incentive (%)	98%	169%	238%	773%
\$500 - \$1,500M	N = 8	Revenue (Millions)	\$755	\$903	\$1,232	\$1,311
		Assets (Millions)	\$1,391	\$1,879	\$2,609	\$4,827
		Base Salary	\$340	\$347	\$419	\$478
		Total Cash	\$610	\$730	\$953	\$1,093
		Total Direct	\$1,490	\$1,718	\$2,924	\$3,747
		Short Term Incentive (%)	79%	105%	126%	155%
		Long Term Incentive (%)	207%	283%	440%	700%
\$1.5B+	N = 3	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

Energy – General Counsel/Top Legal Officer

GC: Energy		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$125	\$206	\$323	\$416
		Assets (Millions)	\$325	\$597	\$1,003	\$1,592
		Base Salary	\$306	\$350	\$383	\$397
		Total Cash	\$507	\$579	\$677	\$784
		Total Direct	\$763	\$967	\$1,230	\$1,712
		Short Term Incentive (%)	54%	68%	86%	104%
		Long Term Incentive (%)	71%	90%	218%	307%
\$500 - \$1,500M	N = 19	Revenue (Millions)	\$755	\$903	\$1,232	\$1,311
		Assets (Millions)	\$1,391	\$1,879	\$2,609	\$4,827
		Base Salary	\$398	\$400	\$437	\$467
		Total Cash	\$753	\$784	\$955	\$1,003
		Total Direct	\$1,589	\$2,025	\$2,484	\$2,801
		Short Term Incentive (%)	80%	100%	122%	133%
		Long Term Incentive (%)	227%	317%	341%	451%
\$1.5B+	N = 12	Revenue (Millions)	\$2,127	\$2,598	\$4,178	\$16,558
		Assets (Millions)	\$3,281	\$4,774	\$6,335	\$9,864
		Base Salary	\$373	\$418	\$427	\$430
		Total Cash	\$729	\$825	\$1,031	\$1,207
		Total Direct	\$1,545	\$2,027	\$2,356	\$3,738
		Short Term Incentive (%)	78%	117%	141%	156%
		Long Term Incentive (%)	169%	238%	455%	609%

Energy – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Energy		P25	P50	P75	P90	
\$0 - \$500M	N = 28	Revenue (Millions)	\$125	\$206	\$323	\$416
		Assets (Millions)	\$325	\$597	\$1,003	\$1,592
		Base Salary	\$237	\$333	\$374	\$495
		Total Cash	\$364	\$542	\$690	\$868
		Total Direct	\$641	\$843	\$1,362	\$3,532
		Short Term Incentive (%)	36%	63%	87%	135%
		Long Term Incentive (%)	44%	114%	223%	593%
\$500 - \$1,500M	N = 29	Revenue (Millions)	\$755	\$903	\$1,232	\$1,311
		Assets (Millions)	\$1,391	\$1,879	\$2,609	\$4,827
		Base Salary	\$392	\$400	\$464	\$506
		Total Cash	\$719	\$879	\$1,021	\$1,323
		Total Direct	\$1,409	\$1,850	\$3,001	\$3,472
		Short Term Incentive (%)	89%	109%	150%	172%
		Long Term Incentive (%)	192%	298%	335%	606%
\$1.5B+	N = 22	Revenue (Millions)	\$2,127	\$2,598	\$4,178	\$16,558
		Assets (Millions)	\$3,281	\$4,774	\$6,335	\$9,864
		Base Salary	\$402	\$472	\$567	\$599
		Total Cash	\$666	\$979	\$1,289	\$1,679
		Total Direct	\$1,608	\$2,276	\$3,900	\$4,875
		Short Term Incentive (%)	56%	113%	151%	190%
		Long Term Incentive (%)	199%	344%	547%	751%

Energy – 4th-Highest-Paid

4 th -Highest-Paid Executive: Energy		P25	P50	P75	P90	
\$0 - \$500M	N = 13	Revenue (Millions)	\$125	\$206	\$323	\$416
		Assets (Millions)	\$325	\$597	\$1,003	\$1,592
		Base Salary	\$249	\$333	\$450	\$460
		Total Cash	\$436	\$565	\$785	\$1,172
		Total Direct	\$833	\$1,015	\$3,907	\$4,236
		Short Term Incentive (%)	49%	63%	97%	160%
		Long Term Incentive (%)	111%	191%	574%	882%
\$500 - \$1,500M	N = 24	Revenue (Millions)	\$755	\$903	\$1,232	\$1,311
		Assets (Millions)	\$1,391	\$1,879	\$2,609	\$4,827
		Base Salary	\$337	\$398	\$400	\$463
		Total Cash	\$587	\$732	\$910	\$985
		Total Direct	\$1,325	\$1,740	\$2,537	\$3,341
		Short Term Incentive (%)	72%	85%	117%	137%
		Long Term Incentive (%)	184%	287%	348%	507%
\$1.5B+	N = 24	Revenue (Millions)	\$2,127	\$2,598	\$4,178	\$16,558
		Assets (Millions)	\$3,281	\$4,774	\$6,335	\$9,864
		Base Salary	\$357	\$425	\$519	\$665
		Total Cash	\$717	\$821	\$1,042	\$1,460
		Total Direct	\$1,422	\$2,148	\$2,792	\$4,168
		Short Term Incentive (%)	62%	105%	138%	155%
		Long Term Incentive (%)	143%	249%	367%	537%

Energy – 5th-Highest-Paid

5th-Highest-Paid Executive: Energy		P25	P50	P75	P90	
\$0 - \$500M	N = 9	Revenue (Millions)	\$125	\$206	\$323	\$416
		Assets (Millions)	\$325	\$597	\$1,003	\$1,592
		Base Salary	\$230	\$290	\$321	\$336
		Total Cash	\$316	\$498	\$580	\$596
		Total Direct	\$726	\$940	\$1,031	\$1,744
		Short Term Incentive (%)	42%	68%	79%	83%
		Long Term Incentive (%)	56%	126%	182%	411%
\$500 - \$1,500M	N = 19	Revenue (Millions)	\$755	\$903	\$1,232	\$1,311
		Assets (Millions)	\$1,391	\$1,879	\$2,609	\$4,827
		Base Salary	\$286	\$349	\$401	\$427
		Total Cash	\$499	\$725	\$783	\$883
		Total Direct	\$993	\$1,366	\$2,046	\$2,496
		Short Term Incentive (%)	78%	100%	114%	128%
		Long Term Incentive (%)	169%	244%	323%	404%
\$1.5B+	N = 14	Revenue (Millions)	\$2,127	\$2,598	\$4,178	\$16,558
		Assets (Millions)	\$3,281	\$4,774	\$6,335	\$9,864
		Base Salary	\$288	\$333	\$428	\$580
		Total Cash	\$573	\$725	\$809	\$984
		Total Direct	\$1,181	\$1,347	\$1,955	\$3,583
		Short Term Incentive (%)	73%	98%	116%	129%
		Long Term Incentive (%)	154%	174%	369%	446%



Grant Thornton

Financials



Financials – Chief Executive Officer

CEO: Financials		P25	P50	P75	P90	
\$0 - \$500M	N = 212	Revenue (Millions)	\$112	\$183	\$279	\$368
		Assets (Millions)	\$2,508	\$4,246	\$7,137	\$9,559
		Base Salary	\$492	\$592	\$727	\$846
		Total Cash	\$764	\$1,058	\$1,511	\$1,920
		Total Direct	\$1,082	\$1,569	\$2,516	\$4,606
		Short Term Incentive (%)	47%	73%	111%	200%
		Long Term Incentive (%)	30%	67%	145%	351%
\$500 - \$1,500M	N = 98	Revenue (Millions)	\$592	\$767	\$1,055	\$1,266
		Assets (Millions)	\$2,490	\$14,357	\$20,334	\$26,957
		Base Salary	\$677	\$800	\$934	\$1,000
		Total Cash	\$1,438	\$1,981	\$2,907	\$5,413
		Total Direct	\$2,635	\$3,608	\$6,582	\$10,893
		Short Term Incentive (%)	97%	140%	216%	563%
		Long Term Incentive (%)	114%	174%	424%	814%
\$1.5B+	N = 29	Revenue (Millions)	\$1,839	\$2,270	\$3,993	\$8,297
		Assets (Millions)	\$3,342	\$8,749	\$18,840	\$45,085
		Base Salary	\$681	\$900	\$1,000	\$1,036
		Total Cash	\$2,118	\$3,243	\$5,500	\$10,022
		Total Direct	\$5,349	\$8,750	\$14,289	\$20,942
		Short Term Incentive (%)	151%	249%	834%	1135%
		Long Term Incentive (%)	285%	499%	783%	2119%

Financials – Chief Financial Officer

CFO: Financials		P25	P50	P75	P90	
\$0 - \$500M	N = 181	Revenue (Millions)	\$112	\$183	\$279	\$368
		Assets (Millions)	\$2,508	\$4,246	\$7,137	\$9,559
		Base Salary	\$279	\$334	\$389	\$449
		Total Cash	\$389	\$518	\$683	\$900
		Total Direct	\$492	\$685	\$1,112	\$1,789
		Short Term Incentive (%)	37%	52%	81%	119%
		Long Term Incentive (%)	23%	49%	82%	267%
\$500 - \$1,500M	N = 95	Revenue (Millions)	\$592	\$767	\$1,055	\$1,266
		Assets (Millions)	\$2,490	\$14,357	\$20,334	\$26,957
		Base Salary	\$361	\$425	\$500	\$525
		Total Cash	\$664	\$826	\$1,144	\$1,887
		Total Direct	\$1,006	\$1,446	\$2,282	\$3,558
		Short Term Incentive (%)	61%	94%	147%	405%
		Long Term Incentive (%)	67%	106%	237%	468%
\$1.5B+	N = 32	Revenue (Millions)	\$1,839	\$2,270	\$3,993	\$8,297
		Assets (Millions)	\$3,342	\$8,749	\$18,840	\$45,085
		Base Salary	\$388	\$483	\$620	\$745
		Total Cash	\$972	\$1,442	\$2,047	\$2,883
		Total Direct	\$1,711	\$2,639	\$3,266	\$5,750
		Short Term Incentive (%)	135%	179%	380%	536%
		Long Term Incentive (%)	130%	189%	322%	576%

Financials – Chief Operating Officer

COO: Financials		P25	P50	P75	P90	
\$0 - \$500M	N = 29	Revenue (Millions)	\$112	\$183	\$279	\$368
		Assets (Millions)	\$2,508	\$4,246	\$7,137	\$9,559
		Base Salary	\$337	\$425	\$500	\$560
		Total Cash	\$495	\$625	\$990	\$1,588
		Total Direct	\$775	\$942	\$1,513	\$2,846
		Short Term Incentive (%)	38%	58%	80%	227%
		Long Term Incentive (%)	40%	63%	151%	224%
\$500 - \$1,500M	N = 13	Revenue (Millions)	\$592	\$767	\$1,055	\$1,266
		Assets (Millions)	\$2,490	\$14,357	\$20,334	\$26,957
		Base Salary	\$492	\$562	\$602	\$778
		Total Cash	\$1,113	\$1,379	\$1,564	\$4,246
		Total Direct	\$1,313	\$2,332	\$4,332	\$10,372
		Short Term Incentive (%)	102%	134%	177%	309%
		Long Term Incentive (%)	57%	101%	321%	591%
\$1.5B+	N = 2	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

Financials – General Counsel/Top Legal Officer

GC: Financials		P25	P50	P75	P90	
\$0 - \$500M	N = 43	Revenue (Millions)	\$112	\$183	\$279	\$368
		Assets (Millions)	\$2,508	\$4,246	\$7,137	\$9,559
		Base Salary	\$270	\$330	\$390	\$454
		Total Cash	\$392	\$565	\$763	\$974
		Total Direct	\$504	\$821	\$1,197	\$2,060
		Short Term Incentive (%)	43%	66%	99%	138%
		Long Term Incentive (%)	33%	58%	148%	272%
\$500 - \$1,500M	N = 35	Revenue (Millions)	\$592	\$767	\$1,055	\$1,266
		Assets (Millions)	\$2,490	\$14,357	\$20,334	\$26,957
		Base Salary	\$350	\$400	\$488	\$500
		Total Cash	\$661	\$832	\$1,238	\$1,620
		Total Direct	\$1,005	\$1,296	\$2,024	\$3,231
		Short Term Incentive (%)	68%	98%	177%	380%
		Long Term Incentive (%)	63%	113%	194%	314%
\$1.5B+	N = 17	Revenue (Millions)	\$1,839	\$2,270	\$3,993	\$8,297
		Assets (Millions)	\$3,342	\$8,749	\$18,840	\$45,085
		Base Salary	\$405	\$490	\$568	\$640
		Total Cash	\$970	\$1,150	\$1,525	\$1,971
		Total Direct	\$1,506	\$1,900	\$2,729	\$5,280
		Short Term Incentive (%)	90%	154%	200%	352%
		Long Term Incentive (%)	85%	129%	219%	505%

Financials – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Financials		P25	P50	P75	P90	
\$0 - \$500M	N = 198	Revenue (Millions)	\$112	\$183	\$279	\$368
		Assets (Millions)	\$2,508	\$4,246	\$7,137	\$9,559
		Base Salary	\$289	\$338	\$383	\$450
		Total Cash	\$401	\$510	\$670	\$914
		Total Direct	\$500	\$661	\$1,020	\$1,887
		Short Term Incentive (%)	37%	52%	75%	123%
		Long Term Incentive (%)	24%	46%	83%	197%
\$500 - \$1,500M	N = 95	Revenue (Millions)	\$592	\$767	\$1,055	\$1,266
		Assets (Millions)	\$2,490	\$14,357	\$20,334	\$26,957
		Base Salary	\$384	\$432	\$500	\$588
		Total Cash	\$702	\$942	\$1,301	\$2,032
		Total Direct	\$1,129	\$1,480	\$2,464	\$4,035
		Short Term Incentive (%)	73%	104%	187%	308%
		Long Term Incentive (%)	61%	108%	246%	478%
\$1.5B+	N = 31	Revenue (Millions)	\$1,839	\$2,270	\$3,993	\$8,297
		Assets (Millions)	\$3,342	\$8,749	\$18,840	\$45,085
		Base Salary	\$465	\$500	\$631	\$700
		Total Cash	\$1,053	\$1,655	\$2,821	\$5,313
		Total Direct	\$1,949	\$2,976	\$6,063	\$10,188
		Short Term Incentive (%)	118%	194%	465%	714%
		Long Term Incentive (%)	102%	201%	352%	1335%

Financials – 4th-Highest-Paid

4 th -Highest-Paid Executive: Financials		P25	P50	P75	P90	
\$0 - \$500M	N = 134	Revenue (Millions)	\$112	\$183	\$279	\$368
		Assets (Millions)	\$2,508	\$4,246	\$7,137	\$9,559
		Base Salary	\$263	\$321	\$373	\$418
		Total Cash	\$373	\$466	\$624	\$787
		Total Direct	\$450	\$638	\$899	\$1,292
		Short Term Incentive (%)	37%	50%	72%	104%
		Long Term Incentive (%)	21%	42%	77%	149%
\$500 - \$1,500M	N = 83	Revenue (Millions)	\$592	\$767	\$1,055	\$1,266
		Assets (Millions)	\$2,490	\$14,357	\$20,334	\$26,957
		Base Salary	\$347	\$400	\$450	\$513
		Total Cash	\$629	\$784	\$1,077	\$1,853
		Total Direct	\$951	\$1,130	\$1,881	\$2,974
		Short Term Incentive (%)	60%	83%	151%	373%
		Long Term Incentive (%)	55%	97%	166%	311%
\$1.5B+	N = 29	Revenue (Millions)	\$1,839	\$2,270	\$3,993	\$8,297
		Assets (Millions)	\$3,342	\$8,749	\$18,840	\$45,085
		Base Salary	\$417	\$497	\$531	\$542
		Total Cash	\$922	\$1,212	\$1,750	\$2,800
		Total Direct	\$1,506	\$2,270	\$4,095	\$6,163
		Short Term Incentive (%)	94%	160%	380%	520%
		Long Term Incentive (%)	101%	170%	388%	924%

Financials – 5th-Highest-Paid

5th-Highest-Paid Executive: Financials		P25	P50	P75	P90	
\$0 - \$500M	N = 113	Revenue (Millions)	\$112	\$183	\$279	\$368
		Assets (Millions)	\$2,508	\$4,246	\$7,137	\$9,559
		Base Salary	\$254	\$300	\$350	\$383
		Total Cash	\$347	\$425	\$555	\$739
		Total Direct	\$424	\$574	\$750	\$1,186
		Short Term Incentive (%)	32%	47%	66%	97%
		Long Term Incentive (%)	21%	38%	63%	113%
\$500 - \$1,500M	N = 78	Revenue (Millions)	\$592	\$767	\$1,055	\$1,266
		Assets (Millions)	\$2,490	\$14,357	\$20,334	\$26,957
		Base Salary	\$311	\$363	\$424	\$503
		Total Cash	\$524	\$693	\$947	\$1,430
		Total Direct	\$834	\$1,008	\$1,664	\$2,228
		Short Term Incentive (%)	54%	82%	120%	226%
		Long Term Incentive (%)	49%	83%	133%	224%
\$1.5B+	N = 23	Revenue (Millions)	\$1,839	\$2,270	\$3,993	\$8,297
		Assets (Millions)	\$3,342	\$8,749	\$18,840	\$45,085
		Base Salary	\$389	\$422	\$490	\$561
		Total Cash	\$807	\$1,164	\$1,782	\$2,256
		Total Direct	\$1,475	\$2,332	\$3,412	\$7,077
		Short Term Incentive (%)	87%	143%	351%	406%
		Long Term Incentive (%)	95%	165%	362%	1249%



Grant Thornton

Health Care



Health Care – Chief Executive Officer

CEO: Health Care		P25	P50	P75	P90	
\$0 - \$500M	N = 320	Revenue (Millions)	\$0	\$48	\$185	\$311
		Assets (Millions)	\$244	\$381	\$605	\$946
		Base Salary	\$506	\$582	\$661	\$761
		Total Cash	\$790	\$975	\$1,235	\$1,655
		Total Direct	\$3,596	\$5,779	\$8,619	\$13,132
		Short Term Incentive (%)	51%	66%	87%	139%
		Long Term Incentive (%)	431%	759%	1302%	2280%
\$500 - \$1,500M	N = 45	Revenue (Millions)	\$646	\$966	\$1,118	\$1,171
		Assets (Millions)	\$940	\$1,563	\$2,024	\$2,556
		Base Salary	\$575	\$768	\$937	\$1,034
		Total Cash	\$1,225	\$1,694	\$1,947	\$2,876
		Total Direct	\$4,413	\$6,928	\$9,540	\$35,867
		Short Term Incentive (%)	91%	116%	165%	205%
		Long Term Incentive (%)	322%	606%	1009%	3829%
\$1.5B+	N = 21	Revenue (Millions)	\$1,793	\$2,225	\$3,439	\$6,499
		Assets (Millions)	\$2,425	\$2,896	\$5,250	\$7,360
		Base Salary	\$750	\$938	\$1,000	\$1,030
		Total Cash	\$1,482	\$2,178	\$3,483	\$4,120
		Total Direct	\$4,302	\$6,840	\$7,592	\$11,415
		Short Term Incentive (%)	98%	139%	250%	300%
		Long Term Incentive (%)	282%	451%	570%	883%

Health Care – Chief Financial Officer

CFO: Health Care		P25	P50	P75	P90	
\$0 - \$500M	N = 249	Revenue (Millions)	\$0	\$48	\$185	\$311
		Assets (Millions)	\$244	\$381	\$605	\$946
		Base Salary	\$314	\$405	\$440	\$479
		Total Cash	\$497	\$610	\$683	\$782
		Total Direct	\$1,378	\$2,193	\$3,329	\$5,270
		Short Term Incentive (%)	40%	48%	65%	105%
		Long Term Incentive (%)	210%	398%	768%	1637%
\$500 - \$1,500M	N = 38	Revenue (Millions)	\$646	\$966	\$1,118	\$1,171
		Assets (Millions)	\$940	\$1,563	\$2,024	\$2,556
		Base Salary	\$380	\$449	\$497	\$529
		Total Cash	\$594	\$754	\$920	\$1,027
		Total Direct	\$1,426	\$2,021	\$2,844	\$6,768
		Short Term Incentive (%)	51%	68%	92%	149%
		Long Term Incentive (%)	166%	301%	647%	2302%
\$1.5B+	N = 21	Revenue (Millions)	\$1,793	\$2,225	\$3,439	\$6,499
		Assets (Millions)	\$2,425	\$2,896	\$5,250	\$7,360
		Base Salary	\$403	\$539	\$577	\$700
		Total Cash	\$877	\$1,110	\$1,627	\$2,421
		Total Direct	\$2,179	\$2,680	\$4,824	\$7,588
		Short Term Incentive (%)	75%	118%	239%	931%
		Long Term Incentive (%)	178%	322%	427%	738%

Health Care – Chief Operating Officer

COO: Health Care		P25	P50	P75	P90	
\$0 - \$500M	N = 38	Revenue (Millions)	\$0	\$48	\$185	\$311
		Assets (Millions)	\$244	\$381	\$605	\$946
		Base Salary	\$353	\$436	\$487	\$527
		Total Cash	\$558	\$671	\$860	\$975
		Total Direct	\$1,183	\$2,436	\$3,409	\$5,534
		Short Term Incentive (%)	46%	63%	75%	92%
		Long Term Incentive (%)	146%	351%	605%	1420%
\$500 - \$1,500M	N = 9	Revenue (Millions)	\$646	\$966	\$1,118	\$1,171
		Assets (Millions)	\$940	\$1,563	\$2,024	\$2,556
		Base Salary	\$425	\$467	\$483	\$486
		Total Cash	\$775	\$821	\$970	\$1,293
		Total Direct	\$1,360	\$2,296	\$2,506	\$15,174
		Short Term Incentive (%)	70%	82%	100%	175%
		Long Term Incentive (%)	100%	322%	334%	2963%
\$1.5B+	N = 2	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

Health Care – General Counsel/Top Legal Officer

GC: Health Care		P25	P50	P75	P90	
\$0 - \$500M	N = 95	Revenue (Millions)	\$0	\$48	\$185	\$311
		Assets (Millions)	\$244	\$381	\$605	\$946
		Base Salary	\$330	\$404	\$439	\$470
		Total Cash	\$458	\$582	\$655	\$751
		Total Direct	\$1,433	\$2,124	\$2,960	\$3,503
		Short Term Incentive (%)	40%	48%	65%	96%
		Long Term Incentive (%)	207%	413%	619%	1180%
\$500 - \$1,500M	N = 21	Revenue (Millions)	\$646	\$966	\$1,118	\$1,171
		Assets (Millions)	\$940	\$1,563	\$2,024	\$2,556
		Base Salary	\$349	\$390	\$478	\$504
		Total Cash	\$542	\$618	\$800	\$942
		Total Direct	\$1,137	\$1,494	\$3,103	\$4,989
		Short Term Incentive (%)	50%	61%	81%	94%
		Long Term Incentive (%)	105%	196%	372%	1119%
\$1.5B+	N = 16	Revenue (Millions)	\$1,793	\$2,225	\$3,439	\$6,499
		Assets (Millions)	\$2,425	\$2,896	\$5,250	\$7,360
		Base Salary	\$405	\$432	\$516	\$589
		Total Cash	\$638	\$903	\$1,295	\$1,536
		Total Direct	\$1,328	\$2,061	\$2,775	\$6,223
		Short Term Incentive (%)	60%	111%	157%	190%
		Long Term Incentive (%)	111%	229%	294%	530%

Health Care – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Health Care		P25	P50	P75	P90	
\$0 - \$500M	N = 301	Revenue (Millions)	\$0	\$48	\$185	\$311
		Assets (Millions)	\$244	\$381	\$605	\$946
		Base Salary	\$355	\$416	\$453	\$498
		Total Cash	\$535	\$626	\$699	\$842
		Total Direct	\$1,364	\$2,204	\$3,289	\$4,747
		Short Term Incentive (%)	40%	49%	66%	98%
		Long Term Incentive (%)	194%	386%	668%	1119%
\$500 - \$1,500M	N = 43	Revenue (Millions)	\$646	\$966	\$1,118	\$1,171
		Assets (Millions)	\$940	\$1,563	\$2,024	\$2,556
		Base Salary	\$366	\$426	\$494	\$513
		Total Cash	\$583	\$764	\$938	\$1,072
		Total Direct	\$1,163	\$2,115	\$3,202	\$5,986
		Short Term Incentive (%)	56%	71%	93%	158%
		Long Term Incentive (%)	120%	299%	621%	2027%
\$1.5B+	N = 20	Revenue (Millions)	\$1,793	\$2,225	\$3,439	\$6,499
		Assets (Millions)	\$2,425	\$2,896	\$5,250	\$7,360
		Base Salary	\$418	\$514	\$575	\$720
		Total Cash	\$756	\$888	\$1,481	\$2,935
		Total Direct	\$1,887	\$2,664	\$4,021	\$7,645
		Short Term Incentive (%)	71%	99%	181%	308%
		Long Term Incentive (%)	162%	307%	423%	522%

Health Care – 4th-Highest-Paid

4 th -Highest-Paid Executive: Health Care		P25	P50	P75	P90	
\$0 - \$500M	N = 163	Revenue (Millions)	\$0	\$48	\$185	\$311
		Assets (Millions)	\$244	\$381	\$605	\$946
		Base Salary	\$341	\$408	\$455	\$489
		Total Cash	\$512	\$599	\$691	\$794
		Total Direct	\$1,221	\$1,825	\$2,682	\$3,482
		Short Term Incentive (%)	39%	49%	64%	98%
		Long Term Incentive (%)	153%	299%	496%	884%
\$500 - \$1,500M	N = 38	Revenue (Millions)	\$646	\$966	\$1,118	\$1,171
		Assets (Millions)	\$940	\$1,563	\$2,024	\$2,556
		Base Salary	\$352	\$400	\$462	\$501
		Total Cash	\$534	\$698	\$802	\$934
		Total Direct	\$925	\$1,423	\$2,247	\$2,829
		Short Term Incentive (%)	49%	62%	82%	115%
		Long Term Incentive (%)	101%	188%	319%	697%
\$1.5B+	N = 21	Revenue (Millions)	\$1,793	\$2,225	\$3,439	\$6,499
		Assets (Millions)	\$2,425	\$2,896	\$5,250	\$7,360
		Base Salary	\$400	\$430	\$565	\$625
		Total Cash	\$733	\$900	\$1,280	\$2,239
		Total Direct	\$1,381	\$2,407	\$3,527	\$6,859
		Short Term Incentive (%)	75%	93%	180%	258%
		Long Term Incentive (%)	149%	256%	370%	680%

Health Care – 5th-Highest-Paid

5th-Highest-Paid Executive: Health Care		P25	P50	P75	P90	
\$0 - \$500M	N = 112	Revenue (Millions)	\$0	\$48	\$185	\$311
		Assets (Millions)	\$244	\$381	\$605	\$946
		Base Salary	\$339	\$404	\$438	\$470
		Total Cash	\$466	\$586	\$667	\$748
		Total Direct	\$961	\$1,612	\$2,536	\$3,137
		Short Term Incentive (%)	35%	45%	59%	79%
		Long Term Incentive (%)	120%	275%	463%	641%
\$500 - \$1,500M	N = 33	Revenue (Millions)	\$646	\$966	\$1,118	\$1,171
		Assets (Millions)	\$940	\$1,563	\$2,024	\$2,556
		Base Salary	\$337	\$386	\$441	\$499
		Total Cash	\$515	\$611	\$788	\$886
		Total Direct	\$787	\$1,191	\$1,709	\$2,422
		Short Term Incentive (%)	43%	57%	80%	118%
		Long Term Incentive (%)	88%	138%	233%	414%
\$1.5B+	N = 16	Revenue (Millions)	\$1,793	\$2,225	\$3,439	\$6,499
		Assets (Millions)	\$2,425	\$2,896	\$5,250	\$7,360
		Base Salary	\$382	\$436	\$516	\$590
		Total Cash	\$589	\$800	\$1,032	\$1,536
		Total Direct	\$956	\$1,560	\$2,387	\$3,275
		Short Term Incentive (%)	58%	72%	135%	180%
		Long Term Incentive (%)	100%	144%	293%	428%



Grant Thornton

Industrials



Industrials – Chief Executive Officer

CEO: Industrials		P25	P50	P75	P90	
\$0 - \$500M	N = 72	Revenue (Millions)	\$21	\$139	\$356	\$443
		Assets (Millions)	\$254	\$469	\$705	\$989
		Base Salary	\$374	\$454	\$558	\$816
		Total Cash	\$487	\$747	\$1,136	\$1,694
		Total Direct	\$1,420	\$2,973	\$6,437	\$35,066
		Short Term Incentive (%)	0%	59%	119%	198%
		Long Term Incentive (%)	67%	329%	1373%	12818%
\$500 - \$1,500M	N = 90	Revenue (Millions)	\$644	\$889	\$1,113	\$1,264
		Assets (Millions)	\$813	\$1,118	\$1,553	\$2,222
		Base Salary	\$631	\$748	\$850	\$929
		Total Cash	\$1,049	\$1,567	\$2,057	\$2,702
		Total Direct	\$2,669	\$4,093	\$6,171	\$15,629
		Short Term Incentive (%)	78%	110%	167%	229%
		Long Term Incentive (%)	177%	291%	554%	1564%
\$1.5B+	N = 105	Revenue (Millions)	\$1,809	\$2,554	\$3,887	\$4,855
		Assets (Millions)	\$1,729	\$2,604	\$4,131	\$5,738
		Base Salary	\$790	\$870	\$975	\$1,084
		Total Cash	\$1,427	\$2,183	\$2,703	\$3,364
		Total Direct	\$4,490	\$5,569	\$7,370	\$9,576
		Short Term Incentive (%)	83%	155%	204%	250%
		Long Term Incentive (%)	275%	380%	576%	890%

Industrials – Chief Financial Officer

CFO: Industrials		P25	P50	P75	P90	
\$0 - \$500M	N = 57	Revenue (Millions)	\$21	\$139	\$356	\$443
		Assets (Millions)	\$254	\$469	\$705	\$989
		Base Salary	\$275	\$328	\$356	\$407
		Total Cash	\$316	\$488	\$689	\$830
		Total Direct	\$747	\$1,448	\$2,315	\$5,147
		Short Term Incentive (%)	9%	45%	84%	114%
		Long Term Incentive (%)	81%	207%	808%	1762%
\$500 - \$1,500M	N = 91	Revenue (Millions)	\$644	\$889	\$1,113	\$1,264
		Assets (Millions)	\$813	\$1,118	\$1,553	\$2,222
		Base Salary	\$349	\$400	\$452	\$506
		Total Cash	\$531	\$722	\$906	\$1,224
		Total Direct	\$979	\$1,370	\$2,080	\$2,960
		Short Term Incentive (%)	56%	82%	117%	145%
		Long Term Incentive (%)	98%	162%	248%	571%
\$1.5B+	N = 102	Revenue (Millions)	\$1,809	\$2,554	\$3,887	\$4,855
		Assets (Millions)	\$1,729	\$2,604	\$4,131	\$5,738
		Base Salary	\$438	\$490	\$558	\$625
		Total Cash	\$759	\$1,008	\$1,286	\$1,531
		Total Direct	\$1,445	\$1,980	\$2,661	\$3,725
		Short Term Incentive (%)	72%	109%	142%	175%
		Long Term Incentive (%)	120%	183%	250%	431%

Industrials – Chief Operating Officer

COO: Industrials		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$21	\$139	\$356	\$443
		Assets (Millions)	\$254	\$469	\$705	\$989
		Base Salary	\$300	\$363	\$381	\$425
		Total Cash	\$399	\$490	\$639	\$995
		Total Direct	\$636	\$1,420	\$3,534	\$5,167
		Short Term Incentive (%)	18%	45%	95%	134%
		Long Term Incentive (%)	38%	78%	651%	1420%
\$500 - \$1,500M	N = 10	Revenue (Millions)	\$644	\$889	\$1,113	\$1,264
		Assets (Millions)	\$813	\$1,118	\$1,553	\$2,222
		Base Salary	\$428	\$443	\$464	\$530
		Total Cash	\$622	\$766	\$1,168	\$1,658
		Total Direct	\$1,046	\$2,194	\$4,889	\$5,947
		Short Term Incentive (%)	62%	75%	125%	187%
		Long Term Incentive (%)	106%	141%	873%	1107%
\$1.5B+	N = 11	Revenue (Millions)	\$1,809	\$2,554	\$3,887	\$4,855
		Assets (Millions)	\$1,729	\$2,604	\$4,131	\$5,738
		Base Salary	\$410	\$575	\$668	\$1,000
		Total Cash	\$790	\$1,342	\$1,695	\$1,931
		Total Direct	\$1,452	\$2,865	\$4,597	\$6,036
		Short Term Incentive (%)	85%	93%	154%	202%
		Long Term Incentive (%)	182%	243%	316%	405%

Industrials – General Counsel/Top Legal Officer

GC: Industrials		P25	P50	P75	P90	
\$0 - \$500M	N = 20	Revenue (Millions)	\$21	\$139	\$356	\$443
		Assets (Millions)	\$254	\$469	\$705	\$989
		Base Salary	\$237	\$316	\$350	\$374
		Total Cash	\$336	\$413	\$502	\$578
		Total Direct	\$565	\$903	\$1,824	\$2,889
		Short Term Incentive (%)	8%	43%	61%	74%
		Long Term Incentive (%)	56%	114%	361%	1626%
\$500 - \$1,500M	N = 37	Revenue (Millions)	\$644	\$889	\$1,113	\$1,264
		Assets (Millions)	\$813	\$1,118	\$1,553	\$2,222
		Base Salary	\$307	\$360	\$386	\$412
		Total Cash	\$401	\$546	\$726	\$832
		Total Direct	\$760	\$1,084	\$1,289	\$1,607
		Short Term Incentive (%)	36%	69%	93%	128%
		Long Term Incentive (%)	76%	137%	172%	283%
\$1.5B+	N = 54	Revenue (Millions)	\$1,809	\$2,554	\$3,887	\$4,855
		Assets (Millions)	\$1,729	\$2,604	\$4,131	\$5,738
		Base Salary	\$400	\$432	\$481	\$520
		Total Cash	\$676	\$834	\$1,020	\$1,263
		Total Direct	\$1,263	\$1,475	\$1,834	\$2,203
		Short Term Incentive (%)	63%	91%	118%	162%
		Long Term Incentive (%)	100%	145%	181%	233%

Industrials – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Industrials		P25	P50	P75	P90	
\$0 - \$500M	N = 61	Revenue (Millions)	\$21	\$139	\$356	\$443
		Assets (Millions)	\$254	\$469	\$705	\$989
		Base Salary	\$275	\$327	\$350	\$401
		Total Cash	\$327	\$417	\$581	\$838
		Total Direct	\$612	\$951	\$2,298	\$5,797
		Short Term Incentive (%)	0%	43%	72%	124%
		Long Term Incentive (%)	46%	160%	503%	2158%
\$500 - \$1,500M	N = 83	Revenue (Millions)	\$644	\$889	\$1,113	\$1,264
		Assets (Millions)	\$813	\$1,118	\$1,553	\$2,222
		Base Salary	\$335	\$378	\$439	\$485
		Total Cash	\$492	\$664	\$887	\$1,063
		Total Direct	\$906	\$1,354	\$1,874	\$2,507
		Short Term Incentive (%)	50%	79%	112%	147%
		Long Term Incentive (%)	80%	161%	222%	515%
\$1.5B+	N = 98	Revenue (Millions)	\$1,809	\$2,554	\$3,887	\$4,855
		Assets (Millions)	\$1,729	\$2,604	\$4,131	\$5,738
		Base Salary	\$414	\$461	\$520	\$591
		Total Cash	\$700	\$909	\$1,121	\$1,461
		Total Direct	\$1,419	\$1,698	\$2,231	\$3,203
		Short Term Incentive (%)	54%	96%	138%	178%
		Long Term Incentive (%)	128%	169%	243%	396%

Industrials – 4th-Highest-Paid

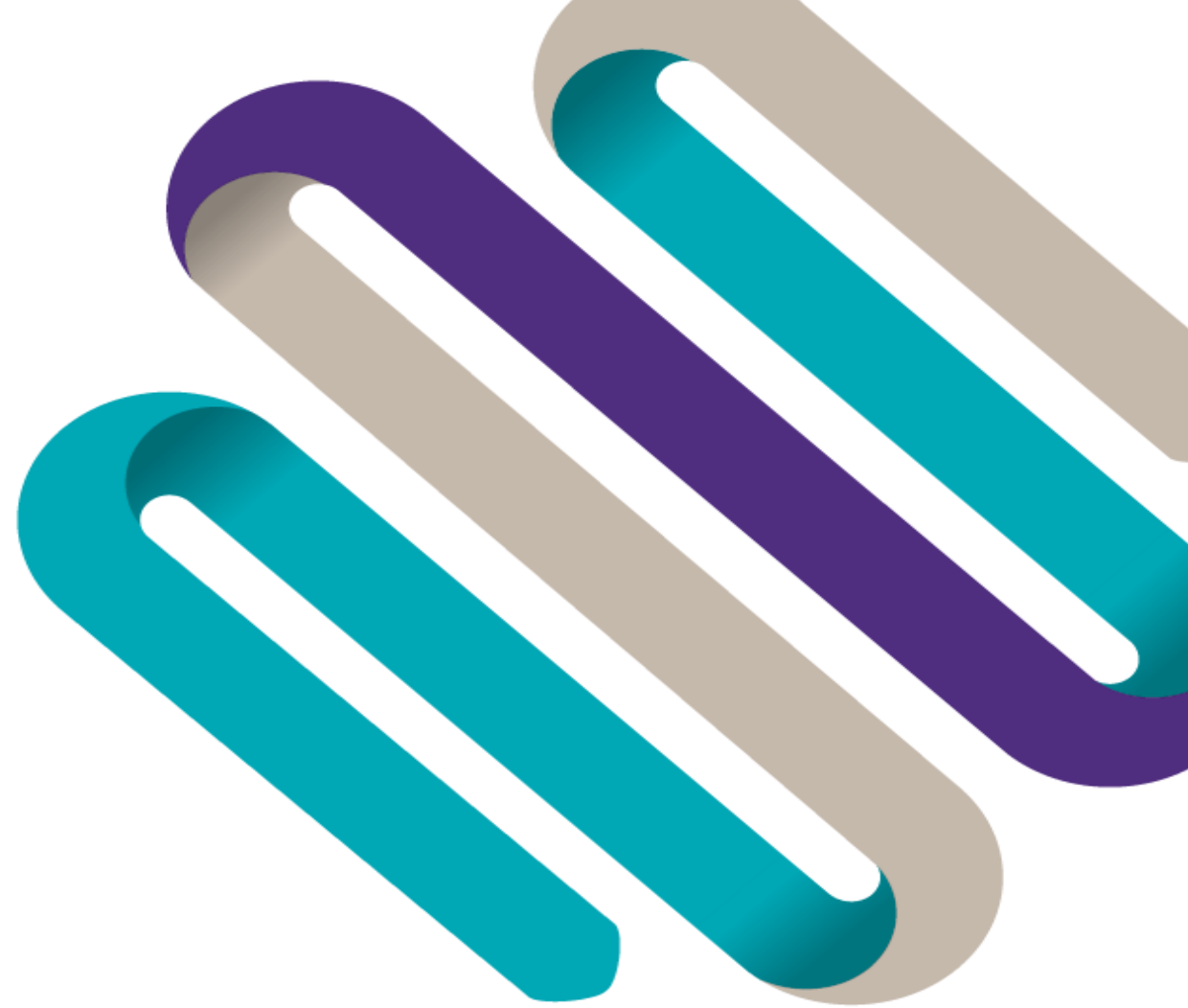
4th-Highest-Paid Executive: Industrials		P25	P50	P75	P90	
\$0 - \$500M	N = 31	Revenue (Millions)	\$21	\$139	\$356	\$443
		Assets (Millions)	\$254	\$469	\$705	\$989
		Base Salary	\$292	\$315	\$349	\$387
		Total Cash	\$347	\$464	\$551	\$700
		Total Direct	\$555	\$810	\$1,254	\$2,805
		Short Term Incentive (%)	10%	50%	78%	128%
		Long Term Incentive (%)	42%	103%	221%	590%
\$500 - \$1,500M	N = 71	Revenue (Millions)	\$644	\$889	\$1,113	\$1,264
		Assets (Millions)	\$813	\$1,118	\$1,553	\$2,222
		Base Salary	\$314	\$357	\$393	\$450
		Total Cash	\$473	\$585	\$740	\$856
		Total Direct	\$776	\$1,084	\$1,403	\$1,926
		Short Term Incentive (%)	44%	68%	95%	125%
		Long Term Incentive (%)	64%	120%	171%	306%
\$1.5B+	N = 90	Revenue (Millions)	\$1,809	\$2,554	\$3,887	\$4,855
		Assets (Millions)	\$1,729	\$2,604	\$4,131	\$5,738
		Base Salary	\$391	\$445	\$496	\$562
		Total Cash	\$659	\$842	\$1,027	\$1,258
		Total Direct	\$1,134	\$1,505	\$2,090	\$2,765
		Short Term Incentive (%)	55%	97%	127%	168%
		Long Term Incentive (%)	100%	148%	216%	303%

Industrials – 5th-Highest-Paid

5th-Highest-Paid Executive: Industrials		P25	P50	P75	P90	
\$0 - \$500M	N = 25	Revenue (Millions)	\$21	\$139	\$356	\$443
		Assets (Millions)	\$254	\$469	\$705	\$989
		Base Salary	\$184	\$298	\$331	\$408
		Total Cash	\$253	\$394	\$488	\$595
		Total Direct	\$353	\$747	\$1,056	\$1,523
		Short Term Incentive (%)	0%	35%	60%	78%
		Long Term Incentive (%)	13%	83%	143%	515%
\$500 - \$1,500M	N = 54	Revenue (Millions)	\$644	\$889	\$1,113	\$1,264
		Assets (Millions)	\$813	\$1,118	\$1,553	\$2,222
		Base Salary	\$278	\$336	\$368	\$397
		Total Cash	\$422	\$515	\$615	\$773
		Total Direct	\$645	\$896	\$1,225	\$1,499
		Short Term Incentive (%)	42%	64%	91%	115%
		Long Term Incentive (%)	68%	104%	159%	276%
\$1.5B+	N = 70	Revenue (Millions)	\$1,809	\$2,554	\$3,887	\$4,855
		Assets (Millions)	\$1,729	\$2,604	\$4,131	\$5,738
		Base Salary	\$369	\$422	\$466	\$513
		Total Cash	\$575	\$745	\$949	\$1,069
		Total Direct	\$977	\$1,322	\$1,692	\$1,996
		Short Term Incentive (%)	53%	81%	116%	138%
		Long Term Incentive (%)	89%	124%	169%	214%



Grant Thornton



Information Technology

Information Technology – Chief Executive Officer

CEO: Information Technology		P25	P50	P75	P90	
\$0 - \$500M	N = 142	Revenue (Millions)	\$112	\$215	\$316	\$424
		Assets (Millions)	\$261	\$399	\$779	\$1,526
		Base Salary	\$368	\$450	\$539	\$688
		Total Cash	\$600	\$888	\$1,221	\$1,756
		Total Direct	\$1,403	\$4,713	\$7,804	\$13,195
		Short Term Incentive (%)	36%	95%	137%	201%
		Long Term Incentive (%)	96%	808%	1572%	2824%
\$500 - \$1,500M	N = 63	Revenue (Millions)	\$572	\$748	\$964	\$1,183
		Assets (Millions)	\$1,012	\$1,296	\$1,824	\$2,965
		Base Salary	\$534	\$650	\$745	\$824
		Total Cash	\$969	\$1,384	\$1,778	\$2,128
		Total Direct	\$3,866	\$6,150	\$9,460	\$15,959
		Short Term Incentive (%)	75%	124%	160%	191%
		Long Term Incentive (%)	425%	788%	1416%	2293%
\$1.5B+	N = 29	Revenue (Millions)	\$1,879	\$2,408	\$3,557	\$6,813
		Assets (Millions)	\$1,672	\$2,462	\$4,689	\$7,708
		Base Salary	\$766	\$860	\$1,000	\$1,160
		Total Cash	\$2,072	\$2,335	\$2,774	\$3,400
		Total Direct	\$6,078	\$7,389	\$12,366	\$14,844
		Short Term Incentive (%)	130%	170%	223%	267%
		Long Term Incentive (%)	368%	578%	888%	1723%

Information Technology – Chief Financial Officer

CFO: Information Technology		P25	P50	P75	P90	
\$0 - \$500M	N = 125	Revenue (Millions)	\$112	\$215	\$316	\$424
		Assets (Millions)	\$261	\$399	\$779	\$1,526
		Base Salary	\$281	\$320	\$376	\$418
		Total Cash	\$351	\$519	\$628	\$819
		Total Direct	\$896	\$1,777	\$3,715	\$6,523
		Short Term Incentive (%)	28%	56%	88%	122%
		Long Term Incentive (%)	135%	381%	921%	2501%
\$500 - \$1,500M	N = 59	Revenue (Millions)	\$572	\$748	\$964	\$1,183
		Assets (Millions)	\$1,012	\$1,296	\$1,824	\$2,965
		Base Salary	\$380	\$405	\$440	\$475
		Total Cash	\$597	\$761	\$872	\$1,003
		Total Direct	\$1,675	\$2,456	\$3,547	\$5,042
		Short Term Incentive (%)	60%	89%	111%	146%
		Long Term Incentive (%)	220%	414%	628%	1109%
\$1.5B+	N = 31	Revenue (Millions)	\$1,879	\$2,408	\$3,557	\$6,813
		Assets (Millions)	\$1,672	\$2,462	\$4,689	\$7,708
		Base Salary	\$394	\$493	\$547	\$612
		Total Cash	\$823	\$946	\$1,251	\$1,466
		Total Direct	\$1,602	\$2,681	\$3,048	\$4,660
		Short Term Incentive (%)	86%	113%	151%	175%
		Long Term Incentive (%)	161%	311%	450%	575%

Information Technology – Chief Operating Officer

COO: Information Technology		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$112	\$215	\$316	\$424
		Assets (Millions)	\$261	\$399	\$779	\$1,526
		Base Salary	\$279	\$348	\$383	\$440
		Total Cash	\$515	\$560	\$723	\$1,650
		Total Direct	\$1,894	\$3,032	\$6,327	\$7,866
		Short Term Incentive (%)	58%	75%	97%	200%
		Long Term Incentive (%)	357%	459%	1516%	6304%
\$500 - \$1,500M	N = 7	Revenue (Millions)	\$572	\$748	\$964	\$1,183
		Assets (Millions)	\$1,012	\$1,296	\$1,824	\$2,965
		Base Salary	\$368	\$390	\$478	\$500
		Total Cash	\$556	\$768	\$1,321	\$1,619
		Total Direct	\$1,664	\$2,803	\$5,701	\$8,607
		Short Term Incentive (%)	53%	109%	164%	221%
		Long Term Incentive (%)	166%	436%	926%	1747%
\$1.5B+	N = 7	Revenue (Millions)	\$1,879	\$2,408	\$3,557	\$6,813
		Assets (Millions)	\$1,672	\$2,462	\$4,689	\$7,708
		Base Salary	\$458	\$609	\$710	\$846
		Total Cash	\$924	\$1,253	\$1,389	\$1,771
		Total Direct	\$3,126	\$4,515	\$6,035	\$9,551
		Short Term Incentive (%)	77%	102%	119%	140%
		Long Term Incentive (%)	397%	441%	650%	1082%

Information Technology – General Counsel/Top Legal Officer

GC: Information Technology		P25	P50	P75	P90	
\$0 - \$500M	N = 37	Revenue (Millions)	\$112	\$215	\$316	\$424
		Assets (Millions)	\$261	\$399	\$779	\$1,526
		Base Salary	\$260	\$313	\$350	\$385
		Total Cash	\$340	\$490	\$573	\$654
		Total Direct	\$1,013	\$1,663	\$3,355	\$7,346
		Short Term Incentive (%)	22%	50%	72%	101%
		Long Term Incentive (%)	171%	408%	851%	2911%
\$500 - \$1,500M	N = 24	Revenue (Millions)	\$572	\$748	\$964	\$1,183
		Assets (Millions)	\$1,012	\$1,296	\$1,824	\$2,965
		Base Salary	\$344	\$378	\$398	\$442
		Total Cash	\$450	\$651	\$760	\$889
		Total Direct	\$1,106	\$1,491	\$2,191	\$2,645
		Short Term Incentive (%)	45%	79%	101%	125%
		Long Term Incentive (%)	164%	263%	388%	804%
\$1.5B+	N = 19	Revenue (Millions)	\$1,879	\$2,408	\$3,557	\$6,813
		Assets (Millions)	\$1,672	\$2,462	\$4,689	\$7,708
		Base Salary	\$386	\$430	\$488	\$521
		Total Cash	\$729	\$858	\$959	\$1,116
		Total Direct	\$1,525	\$1,695	\$2,206	\$2,648
		Short Term Incentive (%)	79%	100%	123%	144%
		Long Term Incentive (%)	149%	166%	339%	665%

Information Technology – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Information Technology		P25	P50	P75	P90	
\$0 - \$500M	N = 123	Revenue (Millions)	\$112	\$215	\$316	\$424
		Assets (Millions)	\$261	\$399	\$779	\$1,526
		Base Salary	\$275	\$323	\$364	\$413
		Total Cash	\$400	\$525	\$683	\$841
		Total Direct	\$714	\$1,410	\$3,175	\$6,035
		Short Term Incentive (%)	35%	60%	92%	122%
		Long Term Incentive (%)	80%	241%	780%	1704%
\$500 - \$1,500M	N = 62	Revenue (Millions)	\$572	\$748	\$964	\$1,183
		Assets (Millions)	\$1,012	\$1,296	\$1,824	\$2,965
		Base Salary	\$351	\$390	\$424	\$456
		Total Cash	\$515	\$669	\$788	\$846
		Total Direct	\$1,134	\$1,832	\$2,748	\$4,094
		Short Term Incentive (%)	51%	70%	98%	121%
		Long Term Incentive (%)	161%	326%	579%	1080%
\$1.5B+	N = 30	Revenue (Millions)	\$1,879	\$2,408	\$3,557	\$6,813
		Assets (Millions)	\$1,672	\$2,462	\$4,689	\$7,708
		Base Salary	\$383	\$465	\$551	\$601
		Total Cash	\$819	\$912	\$1,077	\$1,368
		Total Direct	\$1,552	\$2,211	\$2,863	\$3,901
		Short Term Incentive (%)	80%	101%	129%	162%
		Long Term Incentive (%)	149%	240%	433%	575%

Information Technology – 4th-Highest-Paid

4 th -Highest-Paid Executive: Information Technology		P25	P50	P75	P90	
\$0 - \$500M	N = 59	Revenue (Millions)	\$112	\$215	\$316	\$424
		Assets (Millions)	\$261	\$399	\$779	\$1,526
		Base Salary	\$278	\$310	\$380	\$419
		Total Cash	\$361	\$465	\$620	\$732
		Total Direct	\$592	\$1,250	\$2,451	\$4,813
		Short Term Incentive (%)	22%	49%	85%	116%
		Long Term Incentive (%)	75%	258%	589%	952%
\$500 - \$1,500M	N = 45	Revenue (Millions)	\$572	\$748	\$964	\$1,183
		Assets (Millions)	\$1,012	\$1,296	\$1,824	\$2,965
		Base Salary	\$316	\$365	\$400	\$437
		Total Cash	\$452	\$613	\$768	\$845
		Total Direct	\$1,200	\$1,723	\$2,293	\$3,082
		Short Term Incentive (%)	37%	71%	96%	135%
		Long Term Incentive (%)	182%	327%	417%	631%
\$1.5B+	N = 29	Revenue (Millions)	\$1,879	\$2,408	\$3,557	\$6,813
		Assets (Millions)	\$1,672	\$2,462	\$4,689	\$7,708
		Base Salary	\$380	\$440	\$500	\$558
		Total Cash	\$730	\$848	\$946	\$1,352
		Total Direct	\$1,346	\$1,695	\$2,170	\$3,246
		Short Term Incentive (%)	73%	88%	126%	190%
		Long Term Incentive (%)	114%	190%	310%	494%

Information Technology – 5th-Highest-Paid

5th-Highest-Paid Executive: Information Technology		P25	P50	P75	P90	
\$0 - \$500M	N = 37	Revenue (Millions)	\$112	\$215	\$316	\$424
		Assets (Millions)	\$261	\$399	\$779	\$1,526
		Base Salary	\$250	\$303	\$354	\$381
		Total Cash	\$334	\$476	\$587	\$819
		Total Direct	\$557	\$1,312	\$2,258	\$4,046
		Short Term Incentive (%)	36%	51%	76%	130%
		Long Term Incentive (%)	71%	233%	495%	1280%
\$500 - \$1,500M	N = 34	Revenue (Millions)	\$572	\$748	\$964	\$1,183
		Assets (Millions)	\$1,012	\$1,296	\$1,824	\$2,965
		Base Salary	\$323	\$353	\$408	\$452
		Total Cash	\$435	\$588	\$653	\$940
		Total Direct	\$961	\$1,376	\$2,006	\$2,805
		Short Term Incentive (%)	25%	67%	85%	134%
		Long Term Incentive (%)	99%	216%	408%	511%
\$1.5B+	N = 23	Revenue (Millions)	\$1,879	\$2,408	\$3,557	\$6,813
		Assets (Millions)	\$1,672	\$2,462	\$4,689	\$7,708
		Base Salary	\$356	\$425	\$457	\$549
		Total Cash	\$627	\$753	\$923	\$1,079
		Total Direct	\$1,146	\$1,315	\$1,805	\$2,561
		Short Term Incentive (%)	64%	79%	100%	139%
		Long Term Incentive (%)	103%	150%	230%	493%



Grant Thornton

Materials



Materials – Chief Executive Officer

CEO: Materials		P25	P50	P75	P90	
\$0 - \$500M	N = 21	Revenue (Millions)	\$59	\$189	\$338	\$420
		Assets (Millions)	\$183	\$546	\$839	\$1,160
		Base Salary	\$475	\$567	\$650	\$800
		Total Cash	\$550	\$1,188	\$2,105	\$2,768
		Total Direct	\$3,077	\$4,582	\$9,333	\$23,354
		Short Term Incentive (%)	73%	135%	209%	278%
		Long Term Incentive (%)	270%	759%	1617%	7767%
\$500 - \$1,500M	N = 20	Revenue (Millions)	\$805	\$1,072	\$1,397	\$1,442
		Assets (Millions)	\$1,023	\$1,426	\$2,016	\$2,477
		Base Salary	\$700	\$813	\$959	\$1,048
		Total Cash	\$1,549	\$1,916	\$2,441	\$2,621
		Total Direct	\$3,336	\$4,635	\$5,382	\$6,917
		Short Term Incentive (%)	88%	160%	172%	200%
		Long Term Incentive (%)	217%	283%	398%	502%
\$1.5B+	N = 37	Revenue (Millions)	\$1,858	\$2,622	\$4,828	\$5,866
		Assets (Millions)	\$2,013	\$3,306	\$4,624	\$5,891
		Base Salary	\$849	\$943	\$1,025	\$1,148
		Total Cash	\$1,553	\$2,364	\$3,290	\$3,822
		Total Direct	\$4,365	\$5,690	\$7,430	\$10,078
		Short Term Incentive (%)	82%	165%	248%	273%
		Long Term Incentive (%)	226%	355%	532%	765%

Materials – Chief Financial Officer

CFO: Materials		P25	P50	P75	P90	
\$0 - \$500M	N = 23	Revenue (Millions)	\$59	\$189	\$338	\$420
		Assets (Millions)	\$183	\$546	\$839	\$1,160
		Base Salary	\$209	\$294	\$358	\$396
		Total Cash	\$328	\$476	\$584	\$898
		Total Direct	\$724	\$1,462	\$3,164	\$6,685
		Short Term Incentive (%)	26%	79%	115%	140%
		Long Term Incentive (%)	89%	209%	1044%	2779%
\$500 - \$1,500M	N = 21	Revenue (Millions)	\$805	\$1,072	\$1,397	\$1,442
		Assets (Millions)	\$1,023	\$1,426	\$2,016	\$2,477
		Base Salary	\$375	\$422	\$465	\$510
		Total Cash	\$620	\$912	\$1,040	\$1,289
		Total Direct	\$1,105	\$1,439	\$1,893	\$2,585
		Short Term Incentive (%)	52%	104%	133%	170%
		Long Term Incentive (%)	100%	147%	195%	402%
\$1.5B+	N = 37	Revenue (Millions)	\$1,858	\$2,622	\$4,828	\$5,866
		Assets (Millions)	\$2,013	\$3,306	\$4,624	\$5,891
		Base Salary	\$442	\$520	\$600	\$743
		Total Cash	\$757	\$935	\$1,464	\$1,776
		Total Direct	\$1,450	\$2,162	\$2,749	\$3,071
		Short Term Incentive (%)	55%	103%	134%	189%
		Long Term Incentive (%)	121%	173%	246%	314%

Materials – Chief Operating Officer

COO: Materials		P25	P50	P75	P90	
\$0 - \$500M	N = 3	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
\$500 - \$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
\$1.5B+	N = 7	Revenue (Millions)	\$1,858	\$2,622	\$4,828	\$5,866
		Assets (Millions)	\$2,013	\$3,306	\$4,624	\$5,891
		Base Salary	\$372	\$500	\$593	\$1,064
		Total Cash	\$677	\$917	\$1,405	\$2,151
		Total Direct	\$1,097	\$1,647	\$2,064	\$2,497
		Short Term Incentive (%)	66%	83%	127%	209%
		Long Term Incentive (%)	32%	112%	159%	202%

Materials – General Counsel/Top Legal Officer

GC: Materials		P25	P50	P75	P90	
\$0 - \$500M	N = 9	Revenue (Millions)	\$59	\$189	\$338	\$420
		Assets (Millions)	\$183	\$546	\$839	\$1,160
		Base Salary	\$244	\$334	\$350	\$416
		Total Cash	\$311	\$513	\$637	\$749
		Total Direct	\$782	\$1,171	\$1,552	\$2,230
		Short Term Incentive (%)	24%	50%	90%	104%
		Long Term Incentive (%)	80%	227%	364%	455%
\$500 - \$1,500M	N = 13	Revenue (Millions)	\$805	\$1,072	\$1,397	\$1,442
		Assets (Millions)	\$1,023	\$1,426	\$2,016	\$2,477
		Base Salary	\$300	\$375	\$422	\$456
		Total Cash	\$616	\$635	\$820	\$958
		Total Direct	\$1,026	\$1,369	\$1,645	\$1,699
		Short Term Incentive (%)	76%	95%	111%	129%
		Long Term Incentive (%)	100%	122%	250%	274%
\$1.5B+	N = 22	Revenue (Millions)	\$1,858	\$2,622	\$4,828	\$5,866
		Assets (Millions)	\$2,013	\$3,306	\$4,624	\$5,891
		Base Salary	\$391	\$450	\$488	\$569
		Total Cash	\$780	\$872	\$1,082	\$1,265
		Total Direct	\$1,322	\$1,578	\$2,078	\$2,381
		Short Term Incentive (%)	69%	112%	127%	146%
		Long Term Incentive (%)	102%	133%	176%	257%

Materials – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Materials		P25	P50	P75	P90	
\$0 - \$500M	N = 18	Revenue (Millions)	\$59	\$189	\$338	\$420
		Assets (Millions)	\$183	\$546	\$839	\$1,160
		Base Salary	\$234	\$300	\$346	\$387
		Total Cash	\$320	\$513	\$574	\$809
		Total Direct	\$768	\$1,290	\$3,126	\$4,886
		Short Term Incentive (%)	27%	88%	116%	138%
		Long Term Incentive (%)	79%	257%	973%	1511%
\$500 - \$1,500M	N = 20	Revenue (Millions)	\$805	\$1,072	\$1,397	\$1,442
		Assets (Millions)	\$1,023	\$1,426	\$2,016	\$2,477
		Base Salary	\$370	\$421	\$443	\$466
		Total Cash	\$609	\$768	\$998	\$1,272
		Total Direct	\$993	\$1,362	\$1,653	\$2,370
		Short Term Incentive (%)	72%	92%	133%	200%
		Long Term Incentive (%)	97%	131%	180%	265%
\$1.5B+	N = 34	Revenue (Millions)	\$1,858	\$2,622	\$4,828	\$5,866
		Assets (Millions)	\$2,013	\$3,306	\$4,624	\$5,891
		Base Salary	\$432	\$476	\$586	\$751
		Total Cash	\$768	\$1,049	\$1,421	\$1,827
		Total Direct	\$1,406	\$1,824	\$2,477	\$2,719
		Short Term Incentive (%)	66%	115%	140%	179%
		Long Term Incentive (%)	112%	155%	203%	253%

Materials – 4th-Highest-Paid

4 th -Highest-Paid Executive: Materials			P25	P50	P75	P90
\$0 - \$500M	N = 12	Revenue (Millions)	\$59	\$189	\$338	\$420
		Assets (Millions)	\$183	\$546	\$839	\$1,160
		Base Salary	\$229	\$271	\$336	\$406
		Total Cash	\$321	\$478	\$542	\$634
		Total Direct	\$424	\$756	\$1,713	\$2,348
		Short Term Incentive (%)	42%	52%	82%	90%
		Long Term Incentive (%)	35%	89%	378%	464%
\$500 - \$1,500M	N = 18	Revenue (Millions)	\$805	\$1,072	\$1,397	\$1,442
		Assets (Millions)	\$1,023	\$1,426	\$2,016	\$2,477
		Base Salary	\$334	\$360	\$419	\$449
		Total Cash	\$574	\$669	\$778	\$871
		Total Direct	\$912	\$1,181	\$1,496	\$1,707
		Short Term Incentive (%)	64%	81%	107%	128%
		Long Term Incentive (%)	80%	122%	213%	303%
\$1.5B+	N = 33	Revenue (Millions)	\$1,858	\$2,622	\$4,828	\$5,866
		Assets (Millions)	\$2,013	\$3,306	\$4,624	\$5,891
		Base Salary	\$394	\$450	\$516	\$569
		Total Cash	\$658	\$876	\$1,145	\$1,410
		Total Direct	\$1,067	\$1,501	\$1,971	\$2,399
		Short Term Incentive (%)	54%	109%	131%	171%
		Long Term Incentive (%)	95%	135%	180%	236%

Materials – 5th-Highest-Paid

5th-Highest-Paid Executive: Materials		P25	P50	P75	P90	
\$0 - \$500M	N = 7	Revenue (Millions)	\$59	\$189	\$338	\$420
		Assets (Millions)	\$183	\$546	\$839	\$1,160
		Base Salary	\$251	\$285	\$324	\$376
		Total Cash	\$353	\$490	\$648	\$769
		Total Direct	\$520	\$683	\$1,280	\$2,406
		Short Term Incentive (%)	40%	72%	92%	116%
		Long Term Incentive (%)	57%	107%	219%	421%
\$500 - \$1,500M	N = 14	Revenue (Millions)	\$805	\$1,072	\$1,397	\$1,442
		Assets (Millions)	\$1,023	\$1,426	\$2,016	\$2,477
		Base Salary	\$323	\$350	\$413	\$451
		Total Cash	\$503	\$609	\$798	\$972
		Total Direct	\$803	\$1,048	\$1,253	\$1,547
		Short Term Incentive (%)	53%	75%	113%	148%
		Long Term Incentive (%)	73%	109%	128%	183%
\$1.5B+	N = 30	Revenue (Millions)	\$1,858	\$2,622	\$4,828	\$5,866
		Assets (Millions)	\$2,013	\$3,306	\$4,624	\$5,891
		Base Salary	\$355	\$405	\$458	\$553
		Total Cash	\$588	\$784	\$982	\$1,101
		Total Direct	\$980	\$1,232	\$1,663	\$2,069
		Short Term Incentive (%)	58%	107%	125%	142%
		Long Term Incentive (%)	100%	112%	155%	272%



Grant Thornton

Real Estate



Real Estate – Chief Executive Officer

CEO: Real Estate		P25	P50	P75	P90	
\$0 - \$500M	N = 66	Revenue (Millions)	\$116	\$211	\$330	\$408
		Assets (Millions)	\$1,241	\$1,903	\$2,942	\$4,573
		Base Salary	\$503	\$628	\$785	\$865
		Total Cash	\$899	\$1,568	\$2,231	\$2,714
		Total Direct	\$1,850	\$3,952	\$5,463	\$6,492
		Short Term Incentive (%)	89%	148%	207%	286%
		Long Term Incentive (%)	185%	304%	449%	603%
\$500 - \$1,500M	N = 26	Revenue (Millions)	\$568	\$730	\$959	\$1,332
		Assets (Millions)	\$2,984	\$4,179	\$5,064	\$7,303
		Base Salary	\$607	\$788	\$900	\$1,150
		Total Cash	\$2,079	\$2,617	\$3,340	\$4,440
		Total Direct	\$4,922	\$7,361	\$9,162	\$13,740
		Short Term Incentive (%)	179%	221%	333%	413%
		Long Term Incentive (%)	413%	568%	685%	915%
\$1.5B+	N = 5	Revenue (Millions)	\$2,906	\$3,771	\$6,421	\$7,358
		Assets (Millions)	\$1,801	\$2,022	\$5,216	\$6,412
		Base Salary	\$400	\$1,000	\$1,000	\$1,300
		Total Cash	\$530	\$1,899	\$6,000	\$9,900
		Total Direct	\$1,899	\$12,500	\$12,608	\$58,852
		Short Term Incentive (%)	27%	33%	500%	890%
		Long Term Incentive (%)	0%	0%	661%	13637%

Real Estate – Chief Financial Officer

CFO: Real Estate		P25	P50	P75	P90	
\$0 - \$500M	N = 58	Revenue (Millions)	\$116	\$211	\$330	\$408
		Assets (Millions)	\$1,241	\$1,903	\$2,942	\$4,573
		Base Salary	\$297	\$362	\$444	\$495
		Total Cash	\$477	\$771	\$1,045	\$1,165
		Total Direct	\$813	\$1,476	\$2,082	\$3,031
		Short Term Incentive (%)	61%	115%	152%	192%
		Long Term Incentive (%)	79%	176%	306%	476%
\$500 - \$1,500M	N = 24	Revenue (Millions)	\$568	\$730	\$959	\$1,332
		Assets (Millions)	\$2,984	\$4,179	\$5,064	\$7,303
		Base Salary	\$398	\$458	\$525	\$603
		Total Cash	\$968	\$1,165	\$1,455	\$1,961
		Total Direct	\$1,997	\$2,665	\$4,199	\$5,416
		Short Term Incentive (%)	123%	150%	183%	241%
		Long Term Incentive (%)	224%	351%	442%	704%
\$1.5B+	N = 6	Revenue (Millions)	\$2,906	\$3,771	\$6,421	\$7,358
		Assets (Millions)	\$1,801	\$2,022	\$5,216	\$6,412
		Base Salary	\$497	\$501	\$675	\$802
		Total Cash	\$746	\$1,366	\$1,893	\$2,655
		Total Direct	\$1,869	\$2,450	\$3,765	\$4,376
		Short Term Incentive (%)	60%	118%	249%	289%
		Long Term Incentive (%)	36%	233%	324%	384%

Real Estate – Chief Operating Officer

COO: Real Estate		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$116	\$211	\$330	\$408
		Assets (Millions)	\$1,241	\$1,903	\$2,942	\$4,573
		Base Salary	\$376	\$475	\$538	\$615
		Total Cash	\$811	\$870	\$1,310	\$2,013
		Total Direct	\$1,225	\$2,132	\$3,150	\$4,541
		Short Term Incentive (%)	75%	130%	168%	250%
		Long Term Incentive (%)	99%	183%	274%	604%
\$500 - \$1,500M	N = 2	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
\$1.5B+	N = 0	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

GC: Real Estate		P25	P50	P75	P90	
\$0 - \$500M	N = 28	Revenue (Millions)	\$116	\$211	\$330	\$408
		Assets (Millions)	\$1,241	\$1,903	\$2,942	\$4,573
		Base Salary	\$316	\$375	\$408	\$459
		Total Cash	\$490	\$728	\$954	\$1,100
		Total Direct	\$732	\$1,181	\$1,624	\$2,450
		Short Term Incentive (%)	59%	111%	147%	164%
		Long Term Incentive (%)	55%	117%	209%	314%
\$500 - \$1,500M	N = 16	Revenue (Millions)	\$568	\$730	\$959	\$1,332
		Assets (Millions)	\$2,984	\$4,179	\$5,064	\$7,303
		Base Salary	\$368	\$400	\$475	\$538
		Total Cash	\$739	\$944	\$1,228	\$1,885
		Total Direct	\$1,538	\$1,929	\$2,356	\$3,527
		Short Term Incentive (%)	93%	124%	177%	302%
		Long Term Incentive (%)	183%	237%	269%	388%
\$1.5B+	N = 2	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 – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Real Estate		P25	P50	P75	P90	
\$0 - \$500M	N = 52	Revenue (Millions)	\$116	\$211	\$330	\$408
		Assets (Millions)	\$1,241	\$1,903	\$2,942	\$4,573
		Base Salary	\$310	\$361	\$416	\$502
		Total Cash	\$519	\$751	\$958	\$1,106
		Total Direct	\$831	\$1,487	\$2,147	\$2,546
		Short Term Incentive (%)	59%	110%	138%	176%
		Long Term Incentive (%)	110%	186%	343%	480%
\$500 - \$1,500M	N = 25	Revenue (Millions)	\$568	\$730	\$959	\$1,332
		Assets (Millions)	\$2,984	\$4,179	\$5,064	\$7,303
		Base Salary	\$350	\$425	\$500	\$535
		Total Cash	\$785	\$1,159	\$1,400	\$2,114
		Total Direct	\$1,687	\$2,639	\$3,649	\$4,206
		Short Term Incentive (%)	129%	150%	200%	326%
		Long Term Incentive (%)	226%	349%	436%	522%
\$1.5B+	N = 5	Revenue (Millions)	\$2,906	\$3,771	\$6,421	\$7,358
		Assets (Millions)	\$1,801	\$2,022	\$5,216	\$6,412
		Base Salary	\$344	\$501	\$732	\$743
		Total Cash	\$607	\$661	\$1,732	\$2,493
		Total Direct	\$1,732	\$2,278	\$2,885	\$3,396
		Short Term Incentive (%)	48%	96%	137%	235%
		Long Term Incentive (%)	77%	98%	322%	570%

Real Estate – 4th-Highest-Paid

4 th -Highest-Paid Executive: Real Estate		P25	P50	P75	P90	
\$0 - \$500M	N = 40	Revenue (Millions)	\$116	\$211	\$330	\$408
		Assets (Millions)	\$1,241	\$1,903	\$2,942	\$4,573
		Base Salary	\$262	\$323	\$381	\$450
		Total Cash	\$375	\$577	\$880	\$1,081
		Total Direct	\$712	\$1,044	\$1,524	\$2,423
		Short Term Incentive (%)	56%	91%	143%	183%
		Long Term Incentive (%)	71%	127%	248%	417%
\$500 - \$1,500M	N = 19	Revenue (Millions)	\$568	\$730	\$959	\$1,332
		Assets (Millions)	\$2,984	\$4,179	\$5,064	\$7,303
		Base Salary	\$367	\$400	\$489	\$525
		Total Cash	\$742	\$978	\$1,385	\$1,683
		Total Direct	\$1,317	\$2,019	\$2,365	\$3,062
		Short Term Incentive (%)	101%	130%	177%	229%
		Long Term Incentive (%)	132%	190%	271%	344%
\$1.5B+	N = 5	Revenue (Millions)	\$2,906	\$3,771	\$6,421	\$7,358
		Assets (Millions)	\$1,801	\$2,022	\$5,216	\$6,412
		Base Salary	\$266	\$351	\$500	\$560
		Total Cash	\$511	\$556	\$1,500	\$2,220
		Total Direct	\$1,500	\$2,158	\$2,836	\$3,362
		Short Term Incentive (%)	96%	109%	200%	290%
		Long Term Incentive (%)	102%	169%	469%	702%

Real Estate – 5th-Highest-Paid

5th-Highest-Paid Executive: Real Estate		P25	P50	P75	P90	
\$0 - \$500M	N = 24	Revenue (Millions)	\$116	\$211	\$330	\$408
		Assets (Millions)	\$1,241	\$1,903	\$2,942	\$4,573
		Base Salary	\$202	\$299	\$375	\$398
		Total Cash	\$302	\$617	\$848	\$934
		Total Direct	\$634	\$880	\$1,381	\$1,581
		Short Term Incentive (%)	54%	101%	140%	170%
		Long Term Incentive (%)	55%	126%	207%	260%
\$500 - \$1,500M	N = 13	Revenue (Millions)	\$568	\$730	\$959	\$1,332
		Assets (Millions)	\$2,984	\$4,179	\$5,064	\$7,303
		Base Salary	\$342	\$361	\$388	\$465
		Total Cash	\$619	\$734	\$945	\$1,086
		Total Direct	\$1,251	\$1,556	\$2,090	\$2,629
		Short Term Incentive (%)	77%	119%	145%	245%
		Long Term Incentive (%)	123%	218%	250%	352%
\$1.5B+	N = 4	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



Grant Thornton

Utilities



Utilities – Chief Executive Officer

CEO: Utilities		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$63	\$143	\$318	\$473
		Assets (Millions)	\$290	\$459	\$1,067	\$1,540
		Base Salary	\$326	\$500	\$607	\$650
		Total Cash	\$435	\$746	\$1,018	\$1,411
		Total Direct	\$902	\$1,411	\$1,970	\$3,331
		Short Term Incentive (%)	11%	50%	96%	131%
		Long Term Incentive (%)	29%	61%	134%	3048%
\$500 - \$1,500M	N = 11	Revenue (Millions)	\$635	\$860	\$1,329	\$1,419
		Assets (Millions)	\$3,124	\$4,065	\$6,608	\$6,854
		Base Salary	\$644	\$715	\$770	\$803
		Total Cash	\$1,319	\$1,538	\$1,624	\$2,108
		Total Direct	\$2,340	\$2,985	\$3,197	\$3,611
		Short Term Incentive (%)	92%	111%	130%	141%
		Long Term Incentive (%)	114%	160%	249%	266%
\$1.5B+	N = 9	Revenue (Millions)	\$1,809	\$1,992	\$2,236	\$2,653
		Assets (Millions)	\$7,309	\$8,667	\$9,356	\$10,622
		Base Salary	\$809	\$819	\$958	\$1,037
		Total Cash	\$1,527	\$2,011	\$2,141	\$2,187
		Total Direct	\$3,915	\$4,159	\$5,094	\$5,304
		Short Term Incentive (%)	86%	101%	142%	150%
		Long Term Incentive (%)	257%	273%	305%	400%

Utilities – Chief Financial Officer

CFO: Utilities		P25	P50	P75	P90	
\$0 - \$500M	N = 11	Revenue (Millions)	\$63	\$143	\$318	\$473
		Assets (Millions)	\$290	\$459	\$1,067	\$1,540
		Base Salary	\$224	\$280	\$362	\$405
		Total Cash	\$239	\$392	\$572	\$700
		Total Direct	\$425	\$694	\$918	\$1,786
		Short Term Incentive (%)	0%	14%	48%	63%
		Long Term Incentive (%)	26%	40%	168%	328%
\$500 - \$1,500M	N = 10	Revenue (Millions)	\$635	\$860	\$1,329	\$1,419
		Assets (Millions)	\$3,124	\$4,065	\$6,608	\$6,854
		Base Salary	\$371	\$418	\$479	\$490
		Total Cash	\$571	\$710	\$780	\$855
		Total Direct	\$848	\$1,097	\$1,313	\$1,457
		Short Term Incentive (%)	49%	62%	72%	86%
		Long Term Incentive (%)	54%	107%	111%	121%
\$1.5B+	N = 9	Revenue (Millions)	\$1,809	\$1,992	\$2,236	\$2,653
		Assets (Millions)	\$7,309	\$8,667	\$9,356	\$10,622
		Base Salary	\$409	\$435	\$454	\$475
		Total Cash	\$729	\$779	\$825	\$855
		Total Direct	\$1,235	\$1,377	\$1,403	\$1,500
		Short Term Incentive (%)	67%	80%	89%	94%
		Long Term Incentive (%)	125%	130%	143%	172%

Utilities – Chief Operating Officer

COO: Utilities		P25	P50	P75	P90	
\$0 - \$500M	N = 0	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
\$500 - \$1,500M	N = 0	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
\$1.5B+	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

Utilities – General Counsel/Top Legal Officer

GC: Utilities			P25	P50	P75	P90
\$0 - \$500M	N = 2	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
		Revenue (Millions)	\$635	\$860	\$1,329	\$1,419
Assets (Millions)	\$3,124	\$4,065	\$6,608	\$6,854		
\$500 - \$1,500M	N = 8	Base Salary	\$324	\$358	\$408	\$420
		Total Cash	\$506	\$626	\$695	\$702
		Total Direct	\$682	\$970	\$1,088	\$1,153
		Short Term Incentive (%)	52%	59%	74%	87%
		Long Term Incentive (%)	59%	89%	108%	110%
		Revenue (Millions)	\$1,809	\$1,992	\$2,236	\$2,653
		Assets (Millions)	\$7,309	\$8,667	\$9,356	\$10,622
		Base Salary	\$365	\$389	\$410	\$434
\$1.5B+	N = 6	Total Cash	\$603	\$652	\$701	\$729
		Total Direct	\$858	\$1,108	\$1,176	\$1,213
		Short Term Incentive (%)	67%	68%	71%	78%
		Long Term Incentive (%)	77%	112%	126%	133%

Utilities – 3rd-Highest-Paid

3rd-Highest-Paid Executive: Utilities		P25	P50	P75	P90	
\$0 - \$500M	N = 9	Revenue (Millions)	\$63	\$143	\$318	\$473
		Assets (Millions)	\$290	\$459	\$1,067	\$1,540
		Base Salary	\$220	\$304	\$311	\$359
		Total Cash	\$253	\$304	\$436	\$516
		Total Direct	\$346	\$470	\$551	\$1,569
		Short Term Incentive (%)	5%	17%	37%	52%
		Long Term Incentive (%)	17%	20%	40%	487%
\$500 - \$1,500M	N = 11	Revenue (Millions)	\$635	\$860	\$1,329	\$1,419
		Assets (Millions)	\$3,124	\$4,065	\$6,608	\$6,854
		Base Salary	\$334	\$362	\$402	\$411
		Total Cash	\$520	\$573	\$660	\$693
		Total Direct	\$703	\$947	\$1,037	\$1,132
		Short Term Incentive (%)	44%	55%	68%	85%
		Long Term Incentive (%)	50%	101%	108%	119%
\$1.5B+	N = 9	Revenue (Millions)	\$1,809	\$1,992	\$2,236	\$2,653
		Assets (Millions)	\$7,309	\$8,667	\$9,356	\$10,622
		Base Salary	\$409	\$431	\$453	\$466
		Total Cash	\$729	\$779	\$825	\$855
		Total Direct	\$1,201	\$1,235	\$1,377	\$1,522
		Short Term Incentive (%)	68%	83%	89%	94%
		Long Term Incentive (%)	104%	127%	139%	184%

Utilities – 4th-Highest-Paid

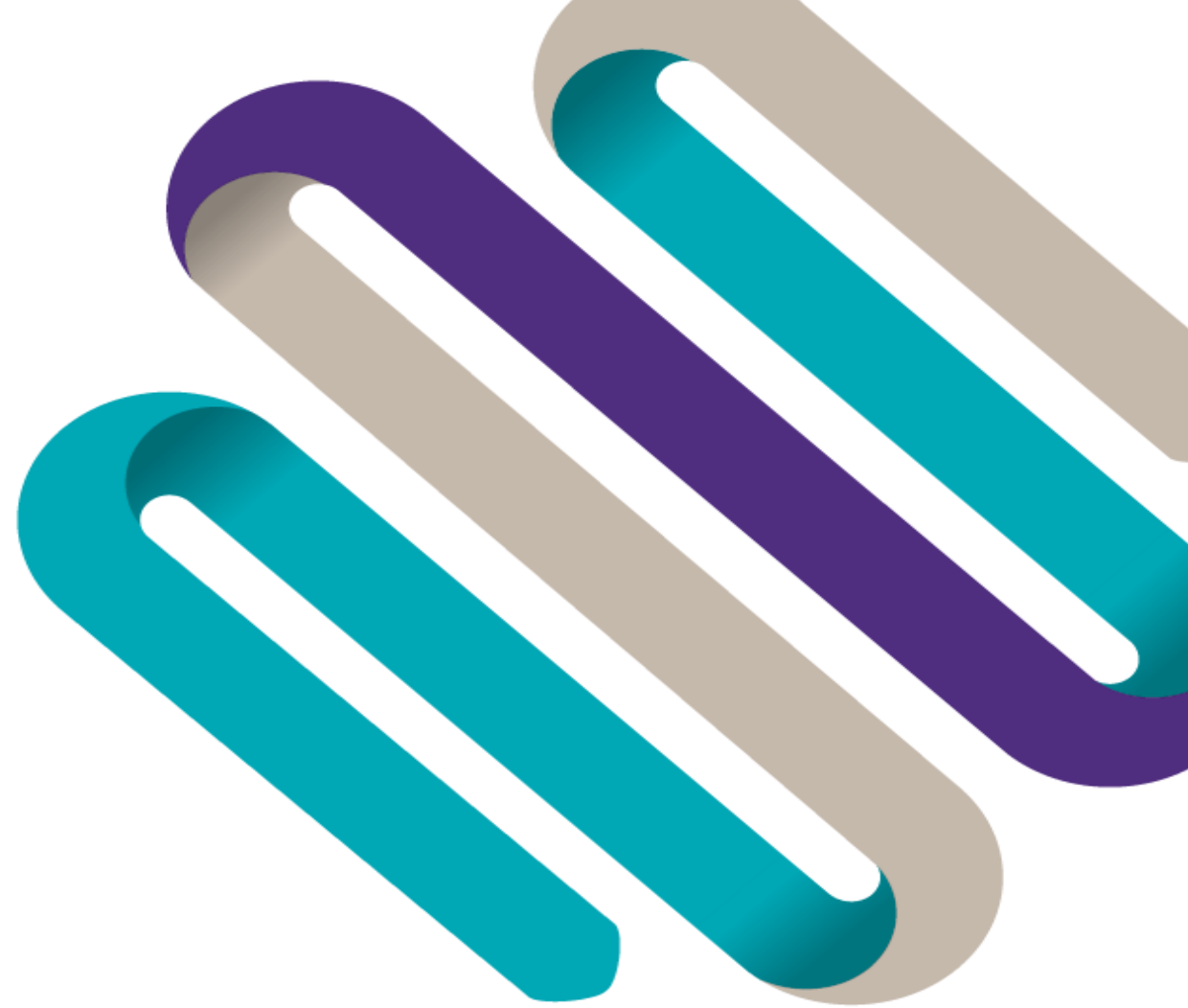
4 th -Highest-Paid Executive: Utilities		P25	P50	P75	P90	
\$0 - \$500M	N = 8	Revenue (Millions)	\$63	\$143	\$318	\$473
		Assets (Millions)	\$290	\$459	\$1,067	\$1,540
		Base Salary	\$245	\$325	\$325	\$333
		Total Cash	\$319	\$441	\$500	\$554
		Total Direct	\$396	\$506	\$902	\$1,569
		Short Term Incentive (%)	17%	40%	54%	70%
		Long Term Incentive (%)	24%	30%	304%	329%
\$500 - \$1,500M	N = 10	Revenue (Millions)	\$635	\$860	\$1,329	\$1,419
		Assets (Millions)	\$3,124	\$4,065	\$6,608	\$6,854
		Base Salary	\$310	\$321	\$359	\$407
		Total Cash	\$452	\$468	\$577	\$597
		Total Direct	\$642	\$698	\$896	\$957
		Short Term Incentive (%)	41%	51%	58%	63%
		Long Term Incentive (%)	56%	66%	94%	100%
\$1.5B+	N = 9	Revenue (Millions)	\$1,809	\$1,992	\$2,236	\$2,653
		Assets (Millions)	\$7,309	\$8,667	\$9,356	\$10,622
		Base Salary	\$345	\$373	\$414	\$426
		Total Cash	\$635	\$678	\$699	\$757
		Total Direct	\$1,074	\$1,103	\$1,114	\$1,237
		Short Term Incentive (%)	66%	69%	89%	102%
		Long Term Incentive (%)	99%	120%	128%	140%

Utilities – 5th-Highest-Paid

5th-Highest-Paid Executive: Utilities		P25	P50	P75	P90	
\$0 - \$500M	N = 4	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
		Revenue (Millions)	\$635	\$860	\$1,329	\$1,419
Assets (Millions)	\$3,124	\$4,065	\$6,608	\$6,854		
\$500 - \$1,500M	N = 9	Base Salary	\$308	\$323	\$343	\$377
		Total Cash	\$437	\$481	\$556	\$601
		Total Direct	\$622	\$692	\$801	\$933
		Short Term Incentive (%)	40%	43%	60%	72%
		Long Term Incentive (%)	59%	69%	75%	82%
		Revenue (Millions)	\$1,809	\$1,992	\$2,236	\$2,653
		Assets (Millions)	\$7,309	\$8,667	\$9,356	\$10,622
\$1.5B+	N = 9	Base Salary	\$313	\$339	\$379	\$400
		Total Cash	\$520	\$585	\$644	\$700
		Total Direct	\$777	\$847	\$984	\$1,057
		Short Term Incentive (%)	62%	69%	73%	86%
		Long Term Incentive (%)	77%	92%	97%	115%



Grant Thornton



Appendix

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
AADI	Aadi Bioscience, Inc.	AGEN	Agenus Inc.	AMBC	Ambac Financial Group, Inc.
AAT	American Assets Trust, Inc.	AGIO	Agios Pharmaceuticals, Inc.	AMLX	Amylyx Pharmaceuticals, Inc.
ABCL	AbCellera Biologics Inc.	AGM	Federal Agricultural Mortgage Corporation	AMNB	American National Bankshares Inc.
ABSI	Absci Corporation	AGYS	Agilysys, Inc.	AMOT	Allied Motion Technologies Inc.
ABTX	AquaBounty Technologies, Inc.	AHH	Armada Hoffer Properties, Inc.	AMPH	Amphastar Pharmaceuticals, Inc.
ABUS	Arbutus Biopharma Corporation	AI	C3.ai, Inc.	AMPL	Amplitude, Inc.
AC	Associated Capital Group, Inc.	AIP	Arteris, Inc.	AMPS	Altus Power, Inc.
ACAD	ACADIA Pharmaceuticals Inc.	AIRS	AirSculpt Technologies, Inc.	AMPY	Amplify Energy Corp.
ACCD	Accolade, Inc.	AIV	Apartment Investment and Management Company	AMRS	Amyris, Inc.
ACET	Adicet Bio, Inc.	AKR	Acadia Realty Trust	AMSF	AMERISAFE, Inc.
ACHR	Archer Aviation Inc.	AKRO	Akero Therapeutics, Inc.	AMSWA	American Software, Inc.
ACLX	Arcellx, Inc.	AKTS	Akoustis Technologies, Inc.	AMTB	Amerant Bancorp Inc.
ACMR	ACM Research, Inc.	AKYA	Akoya Biosciences, Inc.	AMTX	Aemetis, Inc.
ACNB	ACNB Corporation	ALBO	Albireo Pharma, Inc.	AMWL	American Well Corporation
ACRE	Ares Commercial Real Estate Corporation	ALCO	Alico, Inc.	ANAB	AnaptysBio, Inc.
ACRS	Aclaris Therapeutics, Inc.	ALEC	Alector, Inc.	ANGO	AngioDynamics, Inc.
ACVA	ACV Auctions Inc.	ALEX	Alexander & Baldwin, Inc.	ANIK	Anika Therapeutics, Inc.
ADC	Agree Realty Corporation	ALKT	Alkami Technology, Inc.	ANIP	ANI Pharmaceuticals, Inc.
ADMA	ADMA Biologics, Inc.	ALLO	Allogene Therapeutics, Inc.	ANTX	AN2 Therapeutics, Inc.
ADPT	Adaptive Biotechnologies Corporation	ALPN	Alpine Immune Sciences, Inc.	AOMR	Angel Oak Mortgage, Inc.
ADTH	AdTheorent Holding Company, Inc.	ALRS	Alerus Financial Corporation	AORT	Artivion, Inc.
AERI	Aquila European Renewables Plc	ALVR	AlloVir, Inc.	APEI	American Public Education, Inc.
AEVA	Aeva Technologies, Inc.	ALXO	ALX Oncology Holdings Inc.	APLS	Apellis Pharmaceuticals, Inc.
AFCG	AFC Gamma, Inc.	AMAL	Amalgamated Financial Corp.	APPF	AppFolio, Inc.
AFMD	Affimed N.V.	AMBA	Ambarella, Inc.	APPH	AppHarvest, Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
APPN	Appian Corporation	ATRI	Atrion Corporation	BCML	BayCom Corp
ARCT	Arcturus Therapeutics Holdings Inc.	ATRO	Astronics Corporation	BCOV	Brightcove Inc.
AREN	The Arena Group Holdings, Inc.	AUPH	Aurinia Pharmaceuticals Inc.	BCRX	BioCryst Pharmaceuticals, Inc.
ARI	Apollo Commercial Real Estate Finance, Inc.	AURA	Aura Biosciences, Inc.	BDN	Brandywine Realty Trust
ARIS	Aris Water Solutions, Inc.	AVAV	AeroVironment, Inc.	BEAM	Beam Therapeutics Inc.
ARLO	Arlo Technologies, Inc.	AVDX	AvidXchange Holdings, Inc.	BFC	Bank First Corporation
AROW	Arrow Financial Corporation	AVID	Avid Technology, Inc.	BFLY	Butterfly Network, Inc.
ARQT	Arcutis Biotherapeutics, Inc.	AVIR	Atea Pharmaceuticals, Inc.	BFS	Saul Centers, Inc.
ARR	ARMOUR Residential REIT, Inc.	AVNW	Aviat Networks, Inc.	BFST	Business First Bancshares, Inc.
ARTNA	Artesian Resources Corporation	AVPT	AvePoint, Inc.	BGRY	Berkshire Grey, Inc.
ARVN	Arvinas, Inc.	AVTE	Aerovate Therapeutics, Inc.	BH	Bumrungrad Hospital Public Company Limited
ARWR	Arrowhead Pharmaceuticals, Inc.	AVXL	Anavex Life Sciences Corp.	BHB	Bar Harbor Bankshares
ASAN	Asana, Inc.	AWR	American States Water Company	BHIL	Benson Hill, Inc.
ASLE	AerSale Corporation	AXGN	AxoGen, Inc.	BHLB	Berkshire Hills Bancorp, Inc.
ASPN	Aspen Aerogels, Inc.	AXNX	Axonics, Inc.	BHR	Braemar Hotels & Resorts Inc.
ASTR	Astra Space, Inc.	AXSM	Axsome Therapeutics, Inc.	BHVN	Biohaven Ltd.
ATEC	Alphatec Holdings, Inc.	AXTI	AXT, Inc.	BIGC	BigCommerce Holdings, Inc.
ATEN	A10 Networks, Inc.	BANC	Banc of California, Inc.	BIRD	Allbirds, Inc.
ATER	Aterian, Inc.	BAND	Bandwidth Inc.	BKKT	Bakkt Holdings, Inc.
ATEX	Anterix Inc.	BANF	BancFirst Corporation	BL	BlackLine, Inc.
ATHA	Athira Pharma, Inc.	BASE	Couchbase, Inc.	BLDE	Blade Air Mobility, Inc.
ATLC	Atlantius Holdings Corporation	BBCP	Concrete Pumping Holdings, Inc.	BLFS	BioLife Solutions, Inc.
ATOM	Atomera Incorporated	BBIO	BridgeBio Pharma, Inc.	BLFY	Blue Foundry Bancorp
ATRA	Atara Biotherapeutics, Inc.	BBW	Build-A-Bear Workshop, Inc.	BLI	Berkeley Lights, Inc.
ATRC	AtriCure, Inc.	BCBP	BCB Bancorp, Inc.	BLND	Blend Labs, Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
BLNK	Blink Charging Co.	BY	Byline Bancorp, Inc.	CELU	Celularity Inc.
BLUE	bluebird bio, Inc.	BYND	Beyond Meat, Inc.	CENN	Cenntro Electric Group Limited
BMRC	Bank of Marin Bancorp	CAC	Camden National Corporation	CERE	Cerevel Therapeutics Holdings, Inc.
BNFT	Benefitfocus, Inc.	CARA	Cara Therapeutics, Inc.	CERS	Cerus Corporation
BNGO	Bionano Genomics, Inc.	CARE	Carter Bankshares, Inc.	CEVA	CEVA, Inc.
BNL	Broadstone Net Lease, Inc.	CASA	Casa Systems, Inc.	CFB	CrossFirst Bankshares, Inc.
BOC	Boston Omaha Corporation	CASS	Cass Information Systems, Inc.	CFFN	Capitol Federal Financial, Inc.
BOOM	DMC Global Inc.	CATC	Cambridge Bancorp	CGEM	Cullinan Oncology, Inc.
BOXD	Boxed, Inc.	CBAN	Colony Bankcorp, Inc.	CHCO	City Holding Company
BPMC	Blueprint Medicines Corporation	CBL	CBL & Associates Properties, Inc.	CHCT	Community Healthcare Trust Incorporated
BRBS	Blue Ridge Bankshares, Inc.	CBNK	Capital Bancorp, Inc.	CHRS	Coherus BioSciences, Inc.
BRCC	BRC Inc.	CBTX	CBTX, Inc.	CHUY	Chuy's Holdings, Inc.
BRDS	Bird Global, Inc.	CCB	Coastal Financial Corporation	CIFR	Cipher Mining Inc.
BRG	Breville Group Limited	CCBG	Capital City Bank Group, Inc.	CINC	CinCor Pharma, Inc.
BRKL	Brookline Bancorp, Inc.	CCCC	C4 Therapeutics, Inc.	CIO	City Office REIT, Inc.
BRMK	Broadmark Realty Capital Inc.	CCF	Chase Corporation	CISO	Cerberus Cyber Sentinel Corporation
BRSP	BrightSpire Capital, Inc.	CCNE	CNB Financial Corporation	CIVB	Civista Bancshares, Inc.
BRT	BRT Apartments Corp.	CCSI	Consensus Cloud Solutions, Inc.	CIX	CompX International Inc.
BSRR	Sierra Bancorp	CCXI	ChemoCentryx, Inc.	CLAR	Clarus Corporation
BTAI	BioXcel Therapeutics, Inc.	CDLX	Cardlytics, Inc.	CLBK	Columbia Financial, Inc.
BTRS	BTRS Holdings Inc	CDMO	Avid Bioservices, Inc.	CLDT	Chatham Lodging Trust
BUSE	First Busey Corporation	CDNA	CareDx, Inc	CLDX	Celldex Therapeutics, Inc.
BVS	Bioventus Inc.	CDRE	Cadre Holdings, Inc.	CLFD	Clearfield, Inc.
BWB	Bridgewater Bancshares, Inc.	CDXS	Codexis, Inc.	CLNE	Clean Energy Fuels Corp.
BWFG	Bankwell Financial Group, Inc.	CELH	Celsius Holdings, Inc.	CLPR	Clipper Realty Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
CLSK	CleanSpark, Inc.	CSTL	Castle Biosciences, Inc.	DGII	Digi International Inc.
CMAX	CareMax, Inc.	CSTR	CapStar Financial Holdings, Inc.	DHIL	Diamond Hill Investment Group, Inc.
CMBM	Cambium Networks Corporation	CSV	Carriage Services, Inc.	DHX	DHI Group, Inc.
CMPO	CompoSecure, Inc.	CTBI	Community Trust Bancorp, Inc.	DIBS	1stdibs.Com, Inc.
CMRX	Chimerix, Inc.	CTIC	CTI BioPharma Corp.	DICE	DICE Therapeutics, Inc.
CNOB	ConnectOne Bancorp, Inc.	CTKB	Cytek Biosciences, Inc.	DJCO	Daily Journal Corporation
CNTY	Century Casinos, Inc.	CTLP	Cantaloupe, Inc.	DM	Desktop Metal, Inc.
CNVY	Convey Health Solutions Holdings, Inc.	CTO	CTO Realty Growth, Inc.	DMRC	Digimarc Corporation
COCO	The Vita Coco Company, Inc.	CTRE	CareTrust REIT, Inc.	DNLI	Denali Therapeutics Inc.
COGT	Cogent Biosciences, Inc.	CTT	CTT - Correios De Portugal, S.A.	DNMR	Danimer Scientific, Inc.
COLL	Collegium Pharmaceutical, Inc.	CTV	Innovid Corp.	DOC	Physicians Realty Trust
CORT	Corcept Therapeutics Incorporated	CUTR	Cutera, Inc.	DOCN	DigitalOcean Holdings, Inc.
CORZ	Core Scientific, Inc.	CVBF	CVB Financial Corp.	DOMO	Domo, Inc.
COUR	Coursera, Inc.	CYBE	CyberOptics Corporation	DRQ	Dril-Quip, Inc.
CPF	Central Pacific Financial Corp.	CYRX	Cryoport, Inc.	DSGN	Design Therapeutics, Inc.
CPRX	Catalyst Pharmaceuticals, Inc.	CYTK	Cytokinetics, Incorporated	DSGR	Distribution Solutions Group, Inc.
CPSI	Computer Programs and Systems, Inc.	CZNC	Citizens & Northern Corporation	DSP	Viant Technology Inc.
CPSS	Consumer Portfolio Services, Inc.	DAWN	Day One Biopharmaceuticals, Inc.	DTC	Solo Brands, Inc.
CRBU	Caribou Biosciences, Inc.	DC	Dakota Gold Corp.	DUOL	Duolingo, Inc.
CRDO	Credo Technology Group Holding Ltd	DCGO	DocGo Inc.	DVAX	Dynavax Technologies Corporation
CRGE	Charge Enterprises, Inc.	DCOM	Dime Community Bancshares, Inc.	DX	Dynex Capital, Inc.
CRNC	Cerence Inc.	DCPH	Deciphera Pharmaceuticals, Inc.	DYN	Dyne Therapeutics, Inc.
CRNX	Crinetics Pharmaceuticals, Inc.	DCT	Duck Creek Technologies, Inc.	DZSI	DZS Inc.
CSII	Cardiovascular Systems, Inc.	DEA	Easterly Government Properties, Inc.	EB	Eventbrite, Inc.
CSR	Centerspace	DENN	Denny's Corporation	EBF	Ennis, Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
EBTC	Enterprise Bancorp, Inc.	ERII	Energy Recovery, Inc.	FCPT	Four Corners Property Trust, Inc.
ECOM	Emerge Commerce Ltd.	ESMT	EngageSmart, Inc.	FDMT	4D Molecular Therapeutics, Inc.
ECVT	Ecovyst Inc.	ESPR	Esperion Therapeutics, Inc.	FF	FutureFuel Corp.
EDIT	Editas Medicine, Inc.	ESQ	Esquire Financial Holdings, Inc.	FFIC	Flushing Financial Corporation
EFC	Ellington Financial Inc.	ESTE	Earthstone Energy, Inc.	FFIE	Faraday Future Intelligent Electric Inc.
EFSC	Enterprise Financial Services Corp	ETWO	E2open Parent Holdings, Inc.	FFIN	First Financial Bankshares, Inc.
EGAN	eGain Corporation	EVBG	Everbridge, Inc.	FFWM	First Foundation Inc.
EGBN	Eagle Bancorp, Inc.	EVCM	EverCommerce Inc.	FGBI	First Guaranty Bancshares, Inc.
EGIO	Edgio, Inc.	EVER	EverQuote, Inc.	FGEN	FibroGen, Inc.
EGRX	Eagle Pharmaceuticals, Inc.	EVGO	EVgo, Inc.	FHTX	Foghorn Therapeutics Inc.
EGY	VAALCO Energy, Inc.	EVLV	Evolv Technologies Holdings, Inc.	FIGS	FIGS, Inc.
EIG	Employers Holdings, Inc.	EVOP	EVO Payments, Inc.	FISI	Financial Institutions, Inc.
EIGR	Eiger BioPharmaceuticals, Inc.	EW CZ	European Wax Center, Inc.	FLIC	The First of Long Island Corporation
ELF	e.l.f. Beauty, Inc.	EW TX	Edgewise Therapeutics, Inc.	FLL	Full House Resorts, Inc.
ENFN	Enfusion, Inc.	EXPO	Exponent, Inc.	FLYW	Flywire Corporation
ENOB	Enochian Biosciences, Inc.	EYPT	EyePoint Pharmaceuticals, Inc.	FMAO	Farmers & Merchants Bancorp, Inc.
ENTA	Enanta Pharmaceuticals, Inc.	FARO	FARO Technologies, Inc.	FMBH	First Mid Bancshares, Inc.
ENVX	Enovix Corporation	FATE	Fate Therapeutics, Inc.	FMNB	Farmers National Banc Corp.
EOLS	Evolus, Inc.	FBIZ	First Business Financial Services, Inc.	FMTX	Forma Therapeutics Holdings, Inc.
EP	Empire Petroleum Corporation	FBMS	The First Bancshares, Inc.	FNA	Paragon 28, Inc.
EPRT	Essential Properties Realty Trust, Inc.	FBNC	First Bancorp	FNLC	The First Bancorp, Inc.
EQBK	Equity Bancshares, Inc.	FC	Franklin Covey Co.	FOLD	Amicus Therapeutics, Inc.
EQC	Equity Commonwealth	FCBC	First Community Bankshares, Inc.	FORG	ForgeRock, Inc.
EQRX	EQRx, Inc.	FCEL	FuelCell Energy, Inc.	FORR	Forrester Research, Inc.
ERAS	Erasca, Inc.	FCF	First Commonwealth Financial Corporation	FPI	Farmland Partners Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
FRBA	First Bank	GNTY	Guaranty Bancshares, Inc.	HDSN	Hudson Technologies, Inc.
FRBK	Republic First Bancorp, Inc.	GOEV	Canoo Inc.	HEAR	Turtle Beach Corporation
FREE	Whole Earth Brands, Inc.	GOGO	Gogo Inc.	HFWA	Heritage Financial Corporation
FRPH	FRP Holdings, Inc.	GOSS	Gossamer Bio, Inc.	HIFS	Hingham Institution for Savings
FRST	Primis Financial Corp.	GPMT	Granite Point Mortgage Trust Inc.	HIMS	Hims & Hers Health, Inc.
FSBC	Five Star Bancorp	GRC	The Gorman-Rupp Company	HIPO	Hippo Holdings Inc.
FSLY	Fastly, Inc.	GREE	Greenidge Generation Holdings Inc.	HLGN	Heliogen, Inc.
FSP	Franklin Street Properties Corp.	GRNA	GreenLight Biosciences Holdings	HLNE	Hamilton Lane Incorporated
FSR	Fisker Inc.	GRWG	GrowGeneration Corp.	HLVX	HilleVax, Inc.
FTCI	FTC Solar, Inc.	GSAT	Globalstar, Inc.	HMST	HomeStreet, Inc.
FULC	Fulcrum Therapeutics, Inc.	GSBC	Great Southern Bancorp, Inc.	HNST	The Honest Company, Inc.
FVCB	FVCBankcorp, Inc.	GSHD	Goosehead Insurance, Inc	HONE	HarborOne Bancorp, Inc.
FXLV	F45 Training Holdings Inc.	GTY	Getty Realty Corp.	HPK	HighPeak Energy, Inc.
GABC	German American Bancorp, Inc.	GWH	ESS Tech, Inc.	HRMY	Harmony Biosciences Holdings, Inc.
GBIO	Generation Bio Co.	GWRS	Global Water Resources, Inc.	HRTX	Heron Therapeutics, Inc.
GBL	GAMCO Investors, Inc.	HAFC	Hanmi Financial Corporation	HSKA	Heska Corporation
GBT	BMTC Group Inc.	HALO	Halozyme Therapeutics, Inc.	HSTM	HealthStream, Inc.
GCBC	Greene County Bancorp, Inc.	HASI	Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HT	Hersha Hospitality Trust
GDYN	Grid Dynamics Holdings, Inc.	HAYN	Haynes International, Inc.	HTBI	HomeTrust Bancshares, Inc.
GERN	Geron Corporation	HBCP	Home Bancorp, Inc.	HTBK	Heritage Commerce Corp
GEVO	Gevo, Inc.	HBNC	Horizon Bancorp, Inc.	HUMA	Humacyte, Inc.
GKOS	Glaukos Corporation	HBT	HBT Financial, Inc.	HYFM	Hydrofarm Holdings Group, Inc.
GLUE	Monte Rosa Therapeutics, Inc.	HCAT	Health Catalyst, Inc.	HYLN	Hyllion Holdings Corp.
GMRE	Global Medical REIT Inc.	HCI	HCI Group, Inc.	HYMC	Hycroft Mining Holding Corporation
GNL	Global Net Lease, Inc.	HCKT	The Hackett Group, Inc.	HYZN	Hyzon Motors Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
IAS	Integral Ad Science Holding Corp.	INSM	Insmmed Incorporated	JOBY	Joby Aviation, Inc.
IBCP	Independent Bank Corporation	INSP	Inspire Medical Systems, Inc.	JOE	The St. Joe Company
IBRX	ImmunityBio, Inc.	INST	Instructure Holdings, Inc.	JYNT	The Joint Corp.
ICPT	Intercept Pharmaceuticals, Inc.	INSW	International Seaways, Inc.	KALV	KalVista Pharmaceuticals, Inc.
ICVX	Icosavax, Inc.	INTA	Intapp, Inc.	KDNY	Chinook Therapeutics, Inc.
IDCC	InterDigital, Inc.	INVA	Innoviva, Inc.	KIDS	OrthoPediatrics Corp.
IDYA	IDEAYA Biosciences, Inc.	INVE	Identiv, Inc.	KLR	Kaleyra, Inc.
IGMS	IGM Biosciences, Inc.	IONQ	IonQ, Inc.	KNBE	KnowBe4
III	Information Services Group, Inc.	IOVA	iovance Biotherapeutics, Inc.	KNSA	Kiniksa Pharmaceuticals, Ltd.
IIIV	i3 Verticals, Inc.	IPI	Intrepid Potash, Inc.	KNTE	Kinnate Biopharma Inc.
IIPR	Innovative Industrial Properties, Inc.	IPSC	Century Therapeutics, Inc.	KNTK	Kinetik Holdings Inc.
IMAX	IMAX Corporation	IRMD	IRadimed Corporation	KOD	Kodiak Sciences Inc.
IMGN	ImmunoGen, Inc.	IRNT	IronNet, Inc.	KORE	KORE Group Holdings, Inc.
IMGO	Imago BioSciences, Inc.	IRT	Independence Realty Trust, Inc.	KPTI	Karyopharm Therapeutics Inc.
IMVT	Immunovant, Inc.	IRTC	iRhythm Technologies, Inc.	KREF	KKR Real Estate Finance Trust Inc.
IMXI	International Money Express, Inc.	IRWD	Ironwood Pharmaceuticals, Inc.	KRG	Kite Realty Group Trust
INBK	First Internet Bancorp	ISEE	IVERIC bio, Inc.	KRNY	Kearny Financial Corp.
INBX	Inhibrx, Inc.	ITCI	Intra-Cellular Therapies, Inc.	KRON	Kronos Bio, Inc.
INDI	indie Semiconductor, Inc.	ITIC	Investors Title Company	KROS	Keros Therapeutics, Inc.
INDT	INDUS Realty Trust, Inc.	ITOS	iTeos Therapeutics, Inc.	KRT	Karat Packaging Inc.
INGN	Inogen, Inc.	IVT	InvenTrust Properties Corp.	KRTX	Karuna Therapeutics, Inc.
INN	Summit Hotel Properties, Inc.	IVVD	Invivyd, Inc.	KRUS	Kura Sushi USA, Inc.
INO	Inovio Pharmaceuticals, Inc.	JANX	Janux Therapeutics, Inc.	KRYS	Krystal Biotech, Inc.
INSE	Inspired Entertainment, Inc.	JMSB	John Marshall Bancorp, Inc.	KURA	Kura Oncology, Inc.
INSG	Inseego Corp.	JNCE	Jounce Therapeutics, Inc.	KW	Kennedy-Wilson Holdings, Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
KYMR	Kymera Therapeutics, Inc.	LPRO	Open Lending Corporation	MCS	The Marcus Corporation
KZR	Kezar Life Sciences, Inc.	LPSN	LivePerson, Inc.	MDGL	Madrigal Pharmaceuticals, Inc.
LADR	Ladder Capital Corp	LQDA	Liquidia Corporation	MDXG	MiMedx Group, Inc.
LASR	nLIGHT, Inc.	LQDT	Liquidity Services, Inc.	ME	23andMe Holding Co.
LAW	CS Disco, Inc.	LTC	LTC Properties, Inc.	METC	Ramaco Resources, Inc.
LAZR	Luminar Technologies, Inc.	LTCH	Latch, Inc.	MFA	MFA Financial, Inc.
LBAI	Lakeland Bancorp, Inc.	LTHM	Livent Corporation	MGNI	Magnite, Inc.
LBC	Luther Burbank Corporation	LUNG	Pulmonx Corporation	MGNX	MacroGenics, Inc.
LEGH	Legacy Housing Corporation	LVLU	Lulu's Fashion Lounge Holdings, Inc.	MGPI	MGP Ingredients, Inc.
LEU	Centrus Energy Corp.	LWLG	Lightwave Logic, Inc.	MGTX	MeiraGTx Holdings plc
LFG	Liberty Financial Group Limited	LXFR	Luxfer Holdings PLC	MIRM	Mirum Pharmaceuticals, Inc.
LGND	Ligand Pharmaceuticals Incorporated	LXP	LXP Industrial Trust	MITK	Mitek Systems, Inc.
LICY	Li-Cycle Holdings Corp.	LXRX	Lexicon Pharmaceuticals, Inc.	MKFG	Markforged Holding Corporation
LIDR	AEye, Inc.	LYEL	Lyell Immunopharma, Inc.	ML	MoneyLion Inc.
LIND	Lindblad Expeditions Holdings, Inc.	MAPS	WM Technology, Inc.	MLAB	Mesa Laboratories, Inc.
LKFN	Lakeland Financial Corporation	MARA	Marathon Digital Holdings, Inc.	MLNK	MeridianLink, Inc.
LMAT	LeMaitre Vascular, Inc.	MASS	908 Devices Inc.	MN	Manganese X Energy Corp.
LMND	Lemonade, Inc.	MBI	MBIA Inc.	MNKD	MannKind Corporation
LNDC	Lifecore Biomedical, Inc.	MBIN	Merchants Bancorp	MNRL	Monumental Minerals Corp.
LNTH	Lantheus Holdings, Inc.	MBWM	Mercantile Bank Corporation	MNTK	Montauk Renewables, Inc.
LOB	Live Oak Bancshares, Inc.	MCB	Metropolitan Bank Holding Corp.	MNTS	Momentus Inc.
LOCL	Local Bounti Corporation	MCBC	Macatawa Bank Corporation	MNTV	Momentive Global Inc.
LOCO	El Pollo Loco Holdings, Inc.	MCBS	MetroCity Bankshares, Inc.	MODN	Model N, Inc.
LOVE	The Lovesac Company	MCRB	Seres Therapeutics, Inc.	MOFG	MidWestOne Financial Group, Inc.
LPG	Dorian LPG Ltd.	MCRI	Monarch Casino & Resort, Inc.	MORF	Morphic Holding, Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
MPB	Mid Penn Bancorp, Inc.	NEXT	NextDecade Corporation	NTLA	Intellia Therapeutics, Inc.
MPX	Marine Products Corporation	NFBK	Northfield Bancorp, Inc. (Staten Island, NY)	NTST	NETSTREIT Corp.
MRSN	Mersana Therapeutics, Inc.	NG	NovaGold Resources Inc.	NTUS	Natus Medical Incorporated
MSBI	Midland States Bancorp, Inc.	NGM	NGM Biopharmaceuticals, Inc.	NUTX	Nutex Health Inc.
MSEX	Middlesex Water Company	NHI	National Health Investors, Inc.	NUVB	Nuvation Bio Inc.
MSGE	Madison Square Garden Entertainment Corp.	NIC	Nicolet Bankshares, Inc.	NUVL	Nuvalent, Inc.
MTTR	Matterport, Inc.	NKLA	Nikola Corporation	NVRO	Nevro Corp.
MULN	Mullen Automotive, Inc.	NKTR	Nektar Therapeutics	NVTA	Invitae Corporation
MVBF	MVB Financial Corp.	NKTX	Nkarta, Inc.	NWPX	Northwest Pipe Company
MVIS	MicroVision, Inc.	NL	NL Industries, Inc.	NXRT	NexPoint Residential Trust, Inc.
MVST	Microvast Holdings, Inc.	NMIH	NMI Holdings, Inc.	NYMT	New York Mortgage Trust, Inc.
MXCT	MaxCyte, Inc.	NN	NextNav Inc.	OBNK	Origin Bancorp, Inc.
MYFW	First Western Financial, Inc.	NNOX	Nano-X Imaging Ltd.	OCFC	OceanFirst Financial Corp.
MYPS	PLAYSTUDIOS, Inc.	NODK	NI Holdings, Inc.	OCGN	Ocugen, Inc.
NABL	N-able, Inc.	NOG	Northern Oil and Gas, Inc.	OCUL	Ocular Therapeutix, Inc.
NAPA	The Duckhorn Portfolio, Inc.	NOTV	Inotiv, Inc.	OFG	OFG Bancorp
NARI	Inari Medical, Inc.	NOVA	Sunnova Energy International Inc.	OFIX	Orthofix Medical Inc.
NATR	Nature's Sunshine Products, Inc.	NPK	National Presto Industries, Inc.	OFLX	Omega Flex, Inc.
NAUT	Nautilus Biotechnology, Inc.	NPTN	NeoPhotonics Corporation	OLO	Olo Inc.
NBHC	National Bank Holdings Corporation	NRC	National Research Corporation	OLP	One Liberty Properties, Inc.
NBN	Northeast Bank	NRDS	NerdWallet, Inc.	OM	Outset Medical, Inc.
NBTB	NBT Bancorp Inc.	NRDY	Nerdy, Inc.	OMIC	Singular Genomics Systems, Inc.
NC	NACCO Industries, Inc.	NRIX	Nurix Therapeutics, Inc.	ONCT	Oncternal Therapeutics, Inc.
NDLS	Noodles & Company	NSSC	Napco Security Technologies, Inc.	ONDS	Ondas Holdings Inc.
NEO	NeoGenomics, Inc.	NSTG	NanoString Technologies, Inc.	ONL	Orion Office REIT Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
ONTF	ON24, Inc.	PCYO	Pure Cycle Corporation	PLYM	Plymouth Industrial REIT, Inc.
OOMA	Ooma, Inc.	PD	PagerDuty, Inc.	PMVP	PMV Pharmaceuticals, Inc.
OPAD	Offerpad Solutions Inc.	PDFS	PDF Solutions, Inc.	PNT	POINT Biopharma Global Inc.
OPFI	OppFi Inc.	PEBO	Peoples Bancorp Inc.	PNTG	The Pennant Group, Inc.
OPRX	OptimizeRx Corporation	PEPG	PepGen Inc.	POSH	Poshmark
ORC	Orchid Island Capital, Inc.	PETS	PetMed Express, Inc.	POWL	Powell Industries, Inc.
ORGN	Origin Materials, Inc.	PFBC	Preferred Bank	POWW	AMMO, Inc.
ORGO	Organogenesis Holdings Inc.	PFC	Premier Financial Corp.	PRAX	Praxis Precision Medicines, Inc.
ORRF	Orrstown Financial Services, Inc.	PFHD	Professional Holding Corp.	PRCH	Porch Group, Inc.
OSBC	Old Second Bancorp, Inc.	PFIS	Peoples Financial Services Corp.	PRCT	PROCEPT BioRobotics Corporation
OSPN	OneSpan Inc.	PFS	Provident Financial Services, Inc.	PRDS	Pardes Biosciences, Inc.
OSUR	OraSure Technologies, Inc.	PFSW	PFSweb, Inc.	PRK	Park National Corporation
OSW	OneSpaWorld Holdings Limited	PGC	Peapack-Gladstone Financial Corporation	PRLB	Proto Labs, Inc.
OTLK	Outlook Therapeutics, Inc.	PGEN	Precigen, Inc.	PRM	Perimeter Solutions, SA
OUST	Ouster, Inc.	PHAT	Phathom Pharmaceuticals, Inc.	PRO	PROS Holdings, Inc.
PACB	Pacific Biosciences of California, Inc.	PHR	Phreesia, Inc.	PRTA	Prothena Corporation plc
PACK	Ranpak Holdings Corp.	PI	Impinj, Inc.	PRVB	Provention Bio, Inc.
PAR	PAR Technology Corporation	PING	Ping Identity Holding Corp.	PSB	Philippine Savings Bank
PAYA	Parsifal Yachting Holding Public Limited	PKBK	Parke Bancorp, Inc.	PSTL	Postal Realty Trust, Inc.
PAYO	Payoneer Global Inc.	PKE	Park Aerospace Corp.	PTGX	Protagonist Therapeutics, Inc.
PBFS	Pioneer Bancorp, Inc.	PL	Planet Labs PBC	PTRA	Proterra Inc.
PCB	PCB Bancorp	PLBY	PLBY Group, Inc.	PUBM	PubMatic, Inc.
PCSB	PCSB Financial Corporation	PLL	Piedmont Lithium Inc.	PVBC	Provident Bancorp, Inc.
PCT	PureCycle Technologies, Inc.	PLM	Polman S.A.	PZN	Pzena Investment Management, Inc.
PCVX	Vaxcyte, Inc.	PLMR	Palomar Holdings, Inc.	QCRH	QCR Holdings, Inc.

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
QLYS	Qualys, Inc.	RIDE	Lordstown Motors Corp.	RXDX	Prometheus Biosciences, Inc.
QSI	Quantum-Si incorporated	RIGL	Rigel Pharmaceuticals, Inc.	RXXR	Recursion Pharmaceuticals, Inc.
QTRX	Quanterix Corporation	RIOT	Riot Platforms, Inc.	RXST	RxSight, Inc.
QTWO	Q2 Holdings, Inc.	RKLB	Rocket Lab USA, Inc.	SAGE	Sage Therapeutics, Inc.
RADI	Radius Global Infrastructure, Inc.	RKLY	Rockley Photonics Holdings Limited	SAIL	Steel Authority of India Limited
RAPT	RAPT Therapeutics, Inc.	RLAY	Relay Therapeutics, Inc.	SAMG	Silvercrest Asset Management Group Inc.
RBB	RBB Bancorp	RLMD	Relmada Therapeutics, Inc.	SANA	Sana Biotechnology, Inc.
RBCAA	Republic Bancorp, Inc.	RLYB	Rallybio Corporation	SAVA	Cassava Sciences, Inc.
RBOT	Vicarious Surgical Inc.	RM	Regional Management Corp.	SBCF	Seacoast Banking Corporation of Florida
RC	Ready Capital Corporation	RMAX	RE/MAX Holdings, Inc.	SBOW	SilverBow Resources, Inc.
RCKT	Rocket Pharmaceuticals, Inc.	RMBS	Rambus Inc.	SBSI	Southside Bancshares, Inc.
RCUS	Arcus Biosciences, Inc.	RMNI	Rimini Street, Inc.	SBT	Sterling Bancorp, Inc. (Southfield, MI)
RDBX	Redbox Entertainment Inc.	RNA	Avidity Biosciences, Inc.	SD	SandRidge Energy, Inc.
RDUS	Radius Health, Inc.	ROIC	Retail Opportunity Investments Corp.	SDGR	Schrödinger, Inc.
RDVT	Red Violet, Inc.	ROOT	Root, Inc.	SEAT	Vivid Seats Inc.
RDW	Redwire Corporation	ROVR	Rover Group, Inc.	SEER	Seer, Inc.
REAL	The RealReal, Inc.	RPAY	Repay Holdings Corporation	SENS	Senseonics Holdings, Inc.
REI	Ring Energy, Inc.	RPT	RPT Realty	SFBS	ServisFirst Bancshares, Inc.
RELY	Remitly Global, Inc.	RRBI	Red River Bancshares, Inc.	SFST	Southern First Bancshares, Inc.
RENT	Rent the Runway, Inc.	RSI	Rush Street Interactive, Inc.	SG	Sweetgreen, Inc.
REPL	Replimune Group, Inc.	RSVR	Reservoir Media, Inc.	SGHT	Sight Sciences, Inc.
REPX	Riley Exploration Permian, Inc.	RTL	The Necessity Retail REIT, Inc.	SGMO	Sangamo Therapeutics, Inc.
RETA	Reata Pharmaceuticals, Inc.	RUTH	Ruth's Hospitality Group, Inc.	SHBI	Shore Bancshares, Inc.
RGNX	REGENXBIO Inc.	RVMD	Revolution Medicines, Inc.	SHCR	Sharecare, Inc.
RICK	RCI Hospitality Holdings, Inc.	RVNC	Revance Therapeutics, Inc.	SHEN	Shenandoah Telecommunications Company

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
SHLS	Shoals Technologies Group, Inc.	SPNE	SeaSpine Holdings Corporation	SYBT	Stock Yards Bancorp, Inc.
SI	Silvergate Capital Corporation	SPSC	SPS Commerce, Inc.	TALS	Talaris Therapeutics, Inc.
SIBN	SI-BONE, Inc.	SPT	Sprout Social, Inc.	TARS	Tarsus Pharmaceuticals, Inc.
SIGA	SIGA Technologies, Inc.	SRCE	1st Source Corporation	TBBK	The Bancorp, Inc.
SILK	Silk Road Medical, Inc.	SRDX	Surmodics, Inc.	TBK	Trailbreaker Resources Ltd.
SITM	SiTime Corporation	SRG	Seritage Growth Properties	TBPH	Theravance Biopharma, Inc.
SKIN	The Beauty Health Company	SRNE	Sorrento Therapeutics, Inc.	TCBK	TriCo Bancshares
SKLZ	Skillz Inc.	SSTI	ShotSpotter, Inc.	TCBX	Third Coast Bancshares, Inc.
SKT	Tanger Factory Outlet Centers, Inc.	STAA	STAAR Surgical Company	TCDA	Tricida, Inc.
SKYT	SkyWater Technology, Inc.	STAR	iStar Inc.	TCMD	Tactile Systems Technology, Inc.
SLDP	Solid Power, Inc.	STBA	S&T Bancorp, Inc.	TCX	Tucows Inc.
SLGC	SomaLogic, Inc.	STEM	Stem, Inc.	TDUP	ThredUp Inc.
SLP	Simulations Plus, Inc.	STKS	The ONE Group Hospitality, Inc.	TDW	Tidewater Inc.
SMBC	Southern Missouri Bancorp, Inc.	STOK	Stoke Therapeutics, Inc.	TELL	Tellurian Inc.
SMBK	SmartFinancial, Inc.	STON	Equinor ASA	TGAN	Transphorm, Inc.
SMFR	Samad Misr EGYFERT.S.A.E	STR	Sitio Royalties Corp.	TGTX	TG Therapeutics, Inc.
SMMF	Summit Financial Group, Inc.	STRC	Sarcos Technology and Robotics Corporation	TH	Target Hospitality Corp.
SMRT	SmartRent, Inc.	STRO	Sutro Biopharma, Inc.	THFF	First Financial Corporation
SNCE	Science 37 Holdings, Inc.	STRS	Stratus Properties Inc.	THR	Thermon Group Holdings, Inc.
SNDX	Syndax Pharmaceuticals, Inc.	STRY	Starry Group Holdings, Inc.	THRN	Thorne HealthTech, Inc.
SOI	Solaris Oilfield Infrastructure, Inc.	SUMO	Sumo Logic, Inc.	THRX	Theseus Pharmaceuticals, Inc.
SOND	Sonder Holdings Inc.	SUNL	Sunlight Financial Holdings Inc.	TIG	Trean Insurance Group, Inc.
SPCE	Virgin Galactic Holdings, Inc.	SWAV	ShockWave Medical, Inc.	TIL	Instil Bio, Inc.
SPFI	South Plains Financial, Inc.	SWKH	SWK Holdings Corporation	TKNO	Alpha Teknova, Inc.
SPIR	Spire Global, Inc.	SWTX	SpringWorks Therapeutics, Inc.	TLS	Telos Corporation

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company	Ticker	Company
TMCI	Treace Medical Concepts, Inc.	UE	Urban Edge Properties	VERI	Veritone, Inc.
TMDX	TransMedics Group, Inc.	UEC	Uranium Energy Corp.	VERU	Veru Inc.
TMP	Tompkins Financial Corporation	UFPT	UFP Technologies, Inc.	VERV	Verve Therapeutics, Inc.
TNGX	Tango Therapeutics, Inc.	UHT	Universal Health Realty Income Trust	VIA	Via Renewables, Inc.
TNYA	Tenaya Therapeutics, Inc.	UMH	UMH Properties, Inc.	VICR	Vicor Corporation
TOI	The Oncology Institute, Inc.	UNTY	Unity Bancorp, Inc.	VIEW	View, Inc.
TPB	Turning Point Brands, Inc.	UONE	Urban One, Inc.	VITL	Vital Farms, Inc.
TPTX	Turning Point Therapeutics, Inc.	UPLD	Upland Software, Inc.	VIVO	VIVO Cannabis Inc.
TRC	Tejon Ranch Co.	URG	Ur-Energy Inc.	VLD	Velo3D, Inc.
TRNO	Terreno Realty Corporation	USCB	USCB Financial Holdings, Inc.	VLDR	Velodyne Lidar, Inc.
TRNS	Transcat, Inc.	USER	UserTesting, Inc.	VLTA	Volta Inc.
TRST	TrustCo Bank Corp NY	USLM	United States Lime & Minerals, Inc.	VMEO	Vimeo, Inc.
TRTX	TPG RE Finance Trust, Inc.	USPH	U.S. Physical Therapy, Inc.	VNDA	Vanda Pharmaceuticals Inc.
TSP	TuSimple Holdings Inc.	UTI	Universal Technical Institute, Inc.	VPG	Vishay Precision Group, Inc.
TSVT	2seventy bio, Inc.	UTL	Unitil Corporation	VRAY	ViewRay, Inc.
TTCF	Tattooed Chef, Inc.	UTMD	Utah Medical Products, Inc.	VRDN	Viridian Therapeutics, Inc.
TTGT	TechTarget, Inc.	UUUU	Energy Fuels Inc.	VRE	Veris Residential, Inc.
TTI	TETRA Technologies, Inc.	UVSP	Univest Financial Corporation	VRNS	Varonis Systems, Inc.
TTSH	Tile Shop Holdings, Inc.	VALU	Value Line, Inc.	VTGN	VistaGen Therapeutics, Inc.
TVTX	Travere Therapeutics, Inc.	VBIV	VBI Vaccines Inc.	VTNR	Vertex Energy, Inc.
TWO	Two Harbors Investment Corp.	VBTX	Veritex Holdings, Inc.	VTYX	Ventyx Biosciences, Inc.
TWST	Twist Bioscience Corporation	VCEL	Vericel Corporation	VUZI	Vuzix Corporation
TYDE	Cryptyde, Inc.	VCYT	Veracyte, Inc.	VWE	Vintage Wine Estates, Inc.
TYRA	Tyra Biosciences, Inc.	VEL	Velocity Financial, Inc.	VXRT	Vaxart, Inc.
UBA	Urstadt Biddle Properties Inc.	VERA	Vera Therapeutics, Inc.	WABC	Westamerica Bancorporation

Survey Constituents (Emerging/Growth)

Ticker	Company	Ticker	Company
WASH	Washington Trust Bancorp, Inc.	YORW	The York Water Company
WDFC	WD-40 Company	YOU	Clear Secure, Inc.
WEAV	Weave Communications, Inc.	ZETA	Zeta Global Holdings Corp.
WEJO	Wejo Group Limited	ZEV	Lightning eMotors, Inc.
WETF	WisdomTree, Inc.	ZGNX	Zogenix, Inc.
WEYS	Weyco Group, Inc.	ZNTL	Zentalis Pharmaceuticals, Inc.
WHD	Cactus, Inc.	ZUO	Zuora, Inc.
WINA	Winmark Corporation	ZYXI	Zynex, Inc.
WING	Wingstop Inc.	AAON	AAON, Inc.
WK	Workiva Inc.	ABR	Arbor Realty Trust, Inc.
WKHS	Workhorse Group Inc.		
WLDN	Willdan Group, Inc.		
WRE	West Real Estate SA		
WSBF	Waterstone Financial, Inc.		
WTBA	West Bancorporation, Inc.		
WULF	TeraWulf Inc.		
XERS	Xeris Biopharma Holdings, Inc.		
XMTR	Xometry, Inc.		
XNCR	Xencor, Inc.		
XOS	Xos, Inc.		
XPEL	XPEL, Inc.		
XPOF	Xponential Fitness, Inc.		
XXII	22nd Century Group, Inc.		
YEXT	Yext, Inc.		
YMAB	Y-mAbs Therapeutics, Inc.		

Survey Constituents (Midsize)

Ticker	Company
ACEL	Accel Entertainment, Inc.
ACIW	ACI Worldwide, Inc.
ACLS	Axcelis Technologies, Inc.
ACT	Enact Holdings, Inc.
ADTN	ADTRAN Holdings, Inc.
ADUS	Addus HomeCare Corporation
AEIS	Advanced Energy Industries, Inc.
AGTI	Agiliti, Inc.
AGX	Argan, Inc.
AHT	Ashford Hospitality Trust, Inc.
AIN	Albany International Corp.
AKA	a.k.a. Brands Holding Corp.
ALE	ALLETE, Inc.
ALG	Alamo Group Inc.
ALHC	Alignment Healthcare, Inc.
ALKS	Alkermes plc
ALRM	Alarm.com Holdings, Inc.
ALTG	Alta Equipment Group Inc.
ALTO	Alto Ingredients, Inc.
ALTR	Altair Engineering Inc.
AMEH	Apollo Medical Holdings, Inc.
AMK	AssetMark Financial Holdings, Inc.
AMRC	Ameresco, Inc.
AOSL	Alpha and Omega Semiconductor Limited
APAM	Artisan Partners Asset Management Inc.

Ticker	Company
APLE	Apple Hospitality REIT, Inc.
APOG	Apogee Enterprises, Inc.
APPS	Digital Turbine, Inc.
AQUA	Evoqua Water Technologies Corp.
AROC	Archrock, Inc.
ARRY	Array Technologies, Inc.
ASB	Associated Banc-Corp
ASTE	Astec Industries, Inc.
ATCX	Atlas Technical Consultants, Inc.
ATGE	Adtalem Global Education Inc.
ATIP	ATI Physical Therapy, Inc.
ATNI	ATN International, Inc.
AUB	Atlantic Union Bankshares Corporation
AUD	Audacy, Inc.
AVA	Avista Corporation
AVD	American Vanguard Corporation
AVNS	Avanos Medical, Inc.
AVO	Mission Produce, Inc.
AX	Axos Financial, Inc.
AZZ	AZZ Inc.
B	Barnes Group Inc.
BALY	Bally's Corporation
BANR	Banner Corporation
BARK	BARK, Inc.
BBSI	Barrett Business Services, Inc.

Ticker	Company
BCOR	Berjaya Philippines Inc.
BCPC	Balchem Corporation
BE	Bloom Energy Corporation
BGFV	Big 5 Sporting Goods Corporation
BJRI	BJ's Restaurants, Inc.
BKE	The Buckle, Inc.
BKU	BankUnited, Inc.
BLBD	Blue Bird Corporation
BLKB	Blackbaud, Inc.
BMBL	Bumble Inc.
BMI	Badger Meter, Inc.
BODY	The Beachbody Company, Inc.
BOOT	Boot Barn Holdings, Inc.
BOX	Box, Inc.
BRBR	BellRing Brands, Inc.
BRC	Brady Corporation
BRP	BRP Group, Inc.
BRY	Berry Corporation
BSIG	BrightSphere Investment Group Inc.
BVH	Bluegreen Vacations Holding Corporation
BW	Babcock & Wilcox Enterprises, Inc.
BXMT	Blackstone Mortgage Trust, Inc.
CADE	Cadence Bank
CALX	Calix, Inc.
CARG	CarGurus, Inc.

Survey Constituents (Midsize)

Ticker	Company	Ticker	Company	Ticker	Company
CARS	Cars.com Inc.	CRAI	CRA International, Inc.	DFIN	Donnelley Financial Solutions, Inc.
CASH	Pathward Financial, Inc.	CRD.A	Crawford & Company	DGICA	Donegal Group Inc.
CATO	The Cato Corporation	CRMT	America's Car-Mart, Inc.	DIN	Dine Brands Global, Inc.
CATY	Cathay General Bancorp	CRVL	CorVel Corporation	DLTH	Duluth Holdings Inc.
CBU	Community Bank System, Inc.	CSGS	CSG Systems International, Inc.	DNUT	Krispy Kreme, Inc.
CBZ	CBIZ, Inc.	CSTE	Caesarstone Ltd.	DO	Diamond Offshore Drilling, Inc.
CCOI	Cogent Communications Holdings, Inc.	CSWI	CSW Industrials, Inc.	DOMA	Doma Holdings Inc.
CDE	Coeur Mining, Inc.	CTOS	Custom Truck One Source, Inc.	DORM	Dorman Products, Inc.
CEIX	CONSOL Energy Inc.	CTRN	Citi Trends, Inc.	DOUG	Douglas Elliman Inc.
CHGG	Chegg, Inc.	CTS	CTS Corporation	DRH	DiamondRock Hospitality Company
CIM	Chimera Investment Corporation	CUBI	Customers Bancorp, Inc.	DXLG	Destination XL Group, Inc.
CIR	CIRCOR International, Inc.	CURO	CURO Group Holdings Corp.	DXPE	DXP Enterprises, Inc.
CIVI	Civitas Resources, Inc.	CURV	Torrid Holdings Inc.	EAF	GrafTech International Ltd.
CLOV	Clover Health Investments, Corp.	CVGW	Calavo Growers, Inc.	EBC	Eastern Bankshares, Inc.
CMCO	Columbus McKinnon Corporation	CVLG	Covenant Logistics Group, Inc.	EBIX	Ebix, Inc.
CMLS	Cumulus Media Inc.	CVLT	Commvault Systems, Inc.	EGHT	8x8, Inc.
CMTL	Comtech Telecommunications Corp.	CVT	Cvent Holding Corp.	EGLE	Eagle Bulk Shipping Inc.
CNMD	CONMED Corporation	CWEN	Clearway Energy, Inc.	EHTH	eHealth, Inc.
CNNE	Cannae Holdings, Inc.	CWST	Casella Waste Systems, Inc.	EMBC	Embecta Corp.
CNS	Cohen & Steers, Inc.	CWT	California Water Service Group	ENV	Envestnet, Inc.
CNSL	Consolidated Communications Holdings, Inc.	CYXT	Cyxta Technologies, Inc.	ENVA	Enova International, Inc.
COHU	Cohu, Inc.	DBRG	DigitalBridge Group, Inc.	EPAC	Energpac Tool Group Corp.
COLB	Columbia Banking System, Inc.	DCO	Ducommun Incorporated	ESE	ESCO Technologies Inc.
COOK	Traeger, Inc.	DDD	3D Systems Corporation	ESGR	Enstar Group Limited
CPK	Chesapeake Utilities Corporation	DEN	Denbury Inc.	ESNT	Essent Group Ltd.

Survey Constituents (Midsize)

Ticker	Company	Ticker	Company	Ticker	Company
ESRT	Empire State Realty Trust, Inc.	FUBO	fuboTV Inc.	HLIT	Harmonic Inc.
ETD	Ethan Allen Interiors Inc.	FULT	Fulton Financial Corporation	HLLY	Holley Inc.
ETRN	Equitrans Midstream Corporation	FWRG	First Watch Restaurant Group, Inc.	HLMN	Hillman Solutions Corp.
EVC	Entravision Communications Corporation	GATX	GATX Corporation	HLTH	Cue Health Inc.
EVH	Evolent Health, Inc.	GBCI	Glacier Bancorp, Inc.	HLX	Helix Energy Solutions Group, Inc.
EVRI	Everi Holdings Inc.	GCMG	Grosvenor Capital Management, L.P.	HMN	Horace Mann Educators Corporation
EVTC	EVERTEC, Inc.	GCP	GCP Infrastructure Investments Limited	HMPT	Home Point Capital Inc.
EXLS	ExlService Holdings, Inc.	GDEN	Golden Entertainment, Inc.	HNGR	Hanger, Inc.
EXTR	Extreme Networks, Inc.	GDOT	Green Dot Corporation	HOMB	Home Bancshares, Inc. (Conway, AR)
EZPW	EZCORP, Inc.	GIC	Global Industrial Company	HOPE	Hope Bancorp, Inc.
FA	First Advantage Corporation	GLDD	Great Lakes Dredge & Dock Corporation	HP	Helmerich & Payne, Inc.
FBK	FB Financial Corporation	GLRE	Greenlight Capital Re, Ltd.	HQY	HealthEquity, Inc.
FBP	First BanCorp.	GLT	Glatfelter Corporation	HR	Healthcare Realty Trust Incorporated
FFBC	First Financial Bancorp.	GNK	Genco Shipping & Trading Limited	HRT	HireRight Holdings Corporation
FHI	Federated Hermes, Inc.	GPOR	Gulfport Energy Corporation	HSII	Heidrick & Struggles International, Inc.
FIBK	First Interstate BancSystem, Inc.	GPRO	GoPro, Inc.	HTLD	Heartland Express, Inc.
FIZZ	National Beverage Corp.	GRBK	Green Brick Partners, Inc.	HTLF	Heartland Financial USA, Inc.
FLGT	Fulgent Genetics, Inc.	GRPN	Groupon, Inc.	HURN	Huron Consulting Group Inc.
FLNC	Fluence Energy, Inc.	GTLS	Chart Industries, Inc.	HVT	Haverty Furniture Companies, Inc.
FNKO	Funko, Inc.	HAE	Haemonetics Corporation	HWC	Hancock Whitney Corporation
FOR	Forestar Group Inc.	HCC	Warrior Met Coal, Inc.	HWKN	Hawkins, Inc.
FORM	FormFactor, Inc.	HCCI	Heritage-Crystal Clean, Inc	IBOC	International Bancshares Corporation
FOXF	Fox Factory Holding Corp.	HEES	H&E Equipment Services, Inc.	IBTX	Independent Bank Group, Inc.
FRME	First Merchants Corporation	HL	Hecla Mining Company	ICHR	Ichor Holdings, Ltd.
FSS	Federal Signal Corporation	HLIO	Helios Technologies, Inc.	IDT	IDT Corporation

Survey Constituents (Midsize)

Ticker	Company	Ticker	Company	Ticker	Company
IIIN	Insteel Industries, Inc.	LC	LendingClub Corporation	MLR	Miller Industries, Inc.
INDB	Independent Bank Corp.	LCUT	Lifetime Brands, Inc.	MMI	Marcus & Millichap, Inc.
INFN	Infinera Corporation	LFST	LifeStance Health Group, Inc.	MMSI	Merit Medical Systems, Inc.
INNV	InnovAge Holding Corp.	LIVN	LivaNova PLC	MNRO	Monro, Inc.
IOSP	Innospec Inc.	LL	LL Flooring Holdings, Inc.	MOV	Movado Group, Inc.
IPAR	Inter Parfums, Inc.	LNN	Lindsay Corporation	MPAA	Motorcar Parts of America, Inc.
IRDM	Iridium Communications Inc.	LPI	Lithium Power International Limited	MPLN	MultiPlan Corporation
ITGR	Integer Holdings Corporation	LSEA	Landsea Homes Corporation	MQ	Marqeta, Inc.
JACK	Jack in the Box Inc.	LTH	Life Time Group Holdings, Inc.	MRTN	Marten Transport, Ltd.
JBI	Janus International Group, Inc.	LXU	LSB Industries, Inc.	MSTR	MicroStrategy Incorporated
JBSS	John B. Sanfilippo & Son, Inc.	LYLT	Loyalty Ventures Inc.	MTSI	MACOM Technology Solutions Holdings, Inc.
JJSF	J&J Snack Foods Corp.	LZ	LegalZoom.com, Inc.	MWA	Mueller Water Products, Inc.
JOUT	Johnson Outdoors Inc.	MAC	The Macerich Company	MXL	MaxLinear, Inc.
JRVR	James River Group Holdings, Ltd.	MATV	Mativ Holdings, Inc.	MYE	Myers Industries, Inc.
KAI	Kadant Inc.	MAX	MediaAlpha, Inc.	MYGN	Myriad Genetics, Inc.
KAMN	Kaman Corporation	MBUU	Malibu Boats, Inc.	NE	Noble Corporation Plc
KBAL	Kimball International, Inc.	MCFT	MasterCraft Boat Holdings, Inc.	NEOG	Neogen Corporation
KE	Kimball Electronics, Inc.	MEDP	Medpace Holdings, Inc.	NEX	NexTier Oilfield Solutions Inc.
KN	Knowles Corporation	MEG	Montrose Environmental Group, Inc.	NGVC	Natural Grocers by Vitamin Cottage, Inc.
KNSL	Kinsale Capital Group, Inc.	MEI	Methode Electronics, Inc.	NGVT	Ingevity Corporation
KODK	Eastman Kodak Company	MGEE	MGE Energy, Inc.	NHC	National HealthCare Corporation
KOS	Kosmos Energy Ltd.	MGI	MoneyGram International, Inc.	NNI	Nelnet, Inc.
KTOS	Kratos Defense & Security Solutions, Inc.	MGRC	McGrath RentCorp	NOVT	Novanta Inc.
LANC	Lancaster Colony Corporation	MGY	Magnolia Oil & Gas Corporation	NPO	EnPro Industries, Inc.
LAUR	Laureate Education, Inc.	MKTW	MarketWise, Inc.	NR	Newpark Resources, Inc.

Survey Constituents (Midsize)

Ticker	Company	Ticker	Company	Ticker	Company
NTCT	NetScout Systems, Inc.	PAHC	Phibro Animal Health Corporation	PRTH	Priority Technology Holdings, Inc.
NTGR	NETGEAR, Inc.	PBH	Prestige Consumer Healthcare Inc.	PRTS	CarParts.com, Inc.
NUVA	NuVasive, Inc.	PCH	PotlatchDeltic Corporation	PRVA	Privia Health Group, Inc.
NVEE	NV5 Global, Inc.	PCRX	Pacira BioSciences, Inc.	PTCT	PTC Therapeutics, Inc.
NWBI	Northwest Bancshares, Inc.	PDM	Piedmont Office Realty Trust, Inc.	PTEN	Patterson-UTI Energy, Inc.
NWE	NorthWestern Corporation	PEB	Pebblebrook Hotel Trust	PTLO	Portillo's Inc.
NWLI	National Western Life Group, Inc.	PECO	Phillips Edison & Company, Inc.	PTSI	P.A.M. Transportation Services, Inc.
NWN	Northwest Natural Holding Company	PETQ	PetIQ, Inc.	PUMP	ProPetro Holding Corp.
NX	Quanex Building Products Corporation	PGNY	Progyny, Inc.	PWP	Perella Weinberg Partners
NXGN	NextGen Healthcare, Inc.	PGRE	Paramount Group, Inc.	PWSC	PowerSchool Holdings, Inc.
OB	Outbrain Inc.	PGTI	PGT Innovations, Inc.	QNST	QuinStreet, Inc.
OFC	Corporate Office Properties Trust	PJT	PJT Partners Inc.	QUOT	Quotient Technology Inc.
OIS	Oil States International, Inc.	PLAB	Photronics, Inc.	RAMP	LiveRamp Holdings, Inc.
OMCL	Omniceil, Inc.	PLAY	Dave & Buster's Entertainment, Inc.	RBBN	Ribbon Communications Inc.
ONB	Old National Bancorp	PLOW	Douglas Dynamics, Inc.	RCKY	Rocky Brands, Inc.
ONEM	1Life Healthcare, Inc	PLPC	Preformed Line Products Company	RCM	R1 RCM Inc.
ONEW	OneWater Marine Inc.	POWI	Power Integrations, Inc.	RDN	Radian Group Inc.
ONTO	Onto Innovation Inc.	PPBI	Pacific Premier Bancorp, Inc.	RDNT	RadNet, Inc.
OPRT	Oportun Financial Corporation	PR	Permian Resources Corporation	RES	RPC, Inc.
OPY	Oppenheimer Holdings Inc.	PRA	ProAssurance Corporation	REX	REX American Resources Corporation
ORA	Ormat Technologies, Inc.	PRAA	PRA Group, Inc.	RGP	Resources Connection, Inc.
OSIS	OSI Systems, Inc.	PRDO	Perdoceo Education Corporation	RGR	Sturm, Ruger & Company, Inc.
OTTR	Otter Tail Corporation	PRFT	Perficient, Inc.	RHP	Ryman Hospitality Properties, Inc.
OUT	Outfront Media Inc.	PRGS	Progress Software Corporation	RLGT	Radiant Logistics, Inc.
OXM	Oxford Industries, Inc.	PRPL	Purple Innovation, Inc.	RLI	RLI Corp.

Survey Constituents (Midsize)

Ticker	Company	Ticker	Company	Ticker	Company
RLJ	RLJ Lodging Trust	SITC	SITE Centers Corp.	SUPN	Supernus Pharmaceuticals, Inc.
RMBL	RumbleON, Inc.	SJW	SJW Group	SWBI	Smith & Wesson Brands, Inc.
RMR	The RMR Group Inc.	SKIL	Skillssoft Corp.	SWI	SolarWinds Corporation
RNST	Renasant Corporation	SLAB	Silicon Laboratories Inc.	SWIM	Latham Group, Inc.
ROAD	Construction Partners, Inc.	SLCA	U.S. Silica Holdings, Inc.	SXC	SunCoke Energy, Inc.
ROCC	Ranger Oil Corporation	SLQT	SelectQuote, Inc.	SXI	Standex International Corporation
ROCK	Gibraltar Industries, Inc.	SMP	Standard Motor Products, Inc.	SXT	Sensient Technologies Corporation
ROG	Rogers Corporation	SMPL	The Simply Good Foods Company	TALO	Talos Energy Inc.
ROLL	RBC Bearings Incorporated	SMTC	Semtech Corporation	TCBI	Texas Capital Bancshares, Inc.
RPD	Rapid7, Inc.	SNCY	Sun Country Airlines Holdings, Inc.	TCS	The Container Store Group, Inc.
RVLV	Revolve Group, Inc.	SNPO	Snap One Holdings Corp.	TENB	Tenable Holdings, Inc.
RWT	Redwood Trust, Inc.	SOVO	Sovos Brands, Inc.	TG	Tredegar Corporation
RYAM	Rayonier Advanced Materials Inc.	SOY	SunOpta Inc.	TGI	Triumph Group, Inc.
SAFT	Safety Insurance Group, Inc.	SP	SP Plus Corporation	THRM	Gentherm Incorporated
SASR	Sandy Spring Bancorp, Inc.	SPWR	SunPower Corporation	THRY	Thryv Holdings, Inc.
SBRA	Sabra Health Care REIT, Inc.	SPXC	SPX Technologies, Inc.	TILE	Interface, Inc.
SCU	Sculptor Capital Management, Inc.	SQSP	Squarespace, Inc.	TIPT	Tiptree Inc.
SCVL	Shoe Carnival, Inc.	SRI	Stoneridge, Inc.	TLYS	Tilly's, Inc.
SCWX	SecureWorks Corp.	SSB	SouthState Corporation	TMST	TimkenSteel Corporation
SENEA	Seneca Foods Corporation	SSTK	Shutterstock, Inc.	TNC	Tennant Company
SFNC	Simmons First National Corporation	STAG	STAG Industrial, Inc.	TOWN	TowneBank
SGC	Superior Group of Companies, Inc.	STEP	StepStone Group Inc.	TR	Tootsie Roll Industries, Inc.
SHAK	Shake Shack Inc.	STER	Sterling Check Corp.	TREE	LendingTree, Inc.
SHO	Sunstone Hotel Investors, Inc.	STGW	Stagwell Inc.	TRMK	Trustmark Corporation
SHYF	The Shyft Group, Inc.	STRA	Strategic Education, Inc.	TRS	TriMas Corporation

Survey Constituents (Midsize)

Ticker	Company	Ticker	Company	Ticker	Company
TRUP	Trupanion, Inc.	VREX	Varex Imaging Corporation	ZIP	ZipRecruiter, Inc.
TWNK	Hostess Brands, Inc.	VRNT	Verint Systems Inc.	ZUMZ	Zumiez Inc.
TWOU	2U, Inc.	VRRM	Verra Mobility Corporation	ZWS	Zurn Elkay Water Solutions Corporation
UBSI	United Bankshares, Inc.	VRTS	Virtus Investment Partners, Inc.		
UCBI	United Community Banks, Inc.	VSEC	VSE Corporation		
UDMY	Udemy, Inc.	VTOL	Bristow Group Inc.		
UEIC	Universal Electronics Inc.	VVI	Viad Corp		
UFCS	United Fire Group, Inc.	VVNT	Vivint Smart Home, Inc.		
UFI	Unifi, Inc.	WAFD	Washington Federal, Inc.		
UMBF	UMB Financial Corporation	WD	Walker & Dunlop, Inc.		
UNIT	Uniti Group Inc.	WOW	WideOpenWest, Inc.		
UP	Wheels Up Experience Inc.	WRBY	Warby Parker Inc.		
UPWK	Upwork Inc.	WRLD	World Acceptance Corporation		
USNA	USANA Health Sciences, Inc.	WSBC	WesBanco, Inc.		
UTZ	Utz Brands, Inc.	WSFS	WSFS Financial Corporation		
UVE	Universal Insurance Holdings, Inc.	WTI	W&T Offshore, Inc.		
VAL	Valaris Limited	WTTR	Select Energy Services, Inc.		
VCSA	Vacasa, Inc.	WW	WW International, Inc.		
VCTR	Victory Capital Holdings, Inc.	XHR	Xenia Hotels & Resorts, Inc.		
VECO	Veeco Instruments Inc.	XPER	Xperi Inc.		
VG	Volcanic Gold Mines Inc.	XPRO	Expro Group Holdings N.V.		
VGR	Vector Group Ltd.	YELP	Yelp Inc.		
VIAV	Viavi Solutions Inc.	ZD	Ziff Davis, Inc.		
VIR	Vir Biotechnology, Inc.	ZGN	Ermenegildo Zegna N.V.		
VLY	Valley National Bancorp	ZIMV	ZimVie Inc.		

Survey Constituents (Mature)

Ticker	Company	Ticker	Company	Ticker	Company
AAN	The Aaron's Company, Inc.	ANF	Abercrombie & Fitch Co.	BHE	Benchmark Electronics, Inc.
AAWW	Atlas Air Worldwide Holdings, Inc.	APG	APi Group Corporation	BHG	Bright Health Group, Inc.
ABCB	Ameris Bancorp	ARCB	ArcBest Corporation	BIG	Big Lots, Inc.
ABG	Asbury Automotive Group, Inc.	ARCH	Arch Resources, Inc.	BIPC	Brookfield Infrastructure Corporation
ABM	ABM Industries Incorporated	ARGO	Argo Group International Holdings, Ltd.	BKD	Brookdale Senior Living Inc.
ACA	Arcosa, Inc.	ARKO	Arko Corp.	BKH	Black Hills Corporation
ACCO	ACCO Brands Corporation	ARNC	Arconic Corporation	BLMN	Bloomin' Brands, Inc.
ADNT	Adient plc	ASGN	ASGN Incorporated	BTU	Peabody Energy Corporation
ADV	Advantage Solutions Inc.	ASIX	AdvanSix Inc.	BV	BrightView Holdings, Inc.
AEL	American Equity Investment Life Holding Company	ASO	Academy Sports and Outdoors, Inc.	BXC	BlueLinx Holdings Inc.
AEO	American Eagle Outfitters, Inc.	ATI	ATI Inc.	BZH	Beazer Homes USA, Inc.
AHCO	AdaptHealth Corp.	ATKR	Atkore Inc.	CAKE	The Cheesecake Factory Incorporated
AIMC	Altra Industrial Motion Corp.	ATSG	Air Transport Services Group, Inc.	CAL	Caleres, Inc.
AIR	AAR Corp.	AVAH	Aveanna Healthcare Holdings Inc.	CALM	Cal-Maine Foods, Inc.
AIT	Applied Industrial Technologies, Inc.	AVNT	Avient Corporation	CANO	Cano Health, Inc.
AJRD	Aerojet Rocketdyne Holdings, Inc.	AVYA	Avaya Inc.	CBRL	Cracker Barrel Old Country Store, Inc.
ALGT	Allegiant Travel Company	AXL	American Axle & Manufacturing Holdings, Inc.	CBT	Cabot Corporation
ALIT	Alight, Inc.	BBBY	Bed Bath & Beyond Inc.	CCO	Clear Channel Outdoor Holdings, Inc.
AMKR	Amkor Technology, Inc.	BCC	Boise Cascade Company	CCRN	Cross Country Healthcare, Inc.
AMN	AMN Healthcare Services, Inc.	BCO	The Brink's Company	CCS	Century Communities, Inc.
AMR	Alpha Metallurgical Resources, Inc.	BDC	Belden Inc.	CENT	Central Garden & Pet Company
AMRK	A-Mark Precious Metals, Inc.	BECN	Beacon Roofing Supply, Inc.	CENX	Century Aluminum Company
AMRX	Amneal Pharmaceuticals, Inc.	BFH	Bread Financial Holdings, Inc.	CHEF	The Chefs' Warehouse, Inc.
AMWD	American Woodmark Corporation	BGCP	BGC Partners, Inc.	CHRD	Chord Energy Corporation
ANDE	The Andersons, Inc.	BGS	B&G Foods, Inc.	CHS	Chico's FAS, Inc.

Survey Constituents (Mature)

Ticker	Company	Ticker	Company	Ticker	Company
CHX	ChampionX Corporation	CVET	Covetrus, Inc.	ENR	Energizer Holdings, Inc.
CLW	Clearwater Paper Corporation	CVI	CVR Energy, Inc.	ENS	EnerSys
CMC	Commercial Metals Company	CWH	Camping World Holdings, Inc.	ENSG	The Ensign Group, Inc.
CMPR	Cimpres plc	CWK	Cushman & Wakefield plc	EPC	Edgewell Personal Care Company
CNDT	Conduent Incorporated	CXW	CoreCivic, Inc.	EXPI	eXp World Holdings, Inc.
CNK	Cinemark Holdings, Inc.	CYH	Community Health Systems, Inc.	EXPR	Express, Inc.
CNO	CNO Financial Group, Inc.	DAN	Dana Incorporated	EYE	National Vision Holdings, Inc.
CNR	Condor Gold Plc	DBD	Diebold Nixdorf, Incorporated	FBC	Futebol Clube do Porto - Futebol, S.A.D.
CNX	CNX Resources Corporation	DBI	Designer Brands Inc.	FCFS	FirstCash Holdings, Inc.
CNXN	PC Connection, Inc.	DDS	Dillard's, Inc.	FDP	Fresh Del Monte Produce Inc.
CODI	Compass Diversified	DFH	Dream Finders Homes, Inc.	FELE	Franklin Electric Co., Inc.
COKE	Coca-Cola Consolidated, Inc.	DIOD	Diodes Incorporated	FIX	Comfort Systems USA, Inc.
COMM	CommScope Holding Company, Inc.	DK	Delek US Holdings, Inc.	FL	Foot Locker, Inc.
COMP	Compass, Inc.	DLX	Deluxe Corporation	FLR	Fluor Corporation
CONN	Conn's, Inc.	DNOW	NOW Inc.	FLWS	1-800-FLOWERS.COM, Inc.
COOP	Mr. Cooper Group Inc.	DOOR	Masonite International Corporation	FN	Fabrinet
COWN	Cowen Inc.	DSEY	Diversey Holdings, Ltd.	FOA	Finance Of America Companies Inc.
CPE	Callon Petroleum Company	DSKE	Daseke, Inc.	FOCS	Focus Financial Partners Inc.
CRC	California Resources Corporation	DY	Dycom Industries, Inc.	FOSL	Fossil Group, Inc.
CRK	Comstock Resources, Inc.	EAT	Brinker International, Inc.	FRG	Franchise Group, Inc.
CROX	Crocs, Inc.	EBS	Emergent BioSolutions Inc.	FTDR	Frontdoor, Inc.
CRS	Carpenter Technology Corporation	ECPG	Encore Capital Group, Inc.	FUL	H.B. Fuller Company
CRSR	Corsair Gaming, Inc.	ELY	Topgolf Callaway Brands Corp.	FWRD	Forward Air Corporation
CSTM	Constellium SE	EME	EMCOR Group, Inc.	GBX	The Greenbrier Companies, Inc.
CVCO	Cavco Industries, Inc.	ENDP	Endo International plc	GCI	Gannett Co., Inc.

Survey Constituents (Mature)

Ticker	Company
GCO	Genesco Inc.
GEF	Greif, Inc.
GEO	The GEO Group, Inc.
GES	Guess?, Inc.
GFF	Griffon Corporation
GHC	Graham Holdings Company
GIII	G-III Apparel Group, Ltd.
GMS	GMS Inc.
GNW	Genworth Financial, Inc.
GOLF	Acushnet Holdings Corp.
GPI	Group 1 Automotive, Inc.
GPRE	Green Plains Inc.
GT	The Goodyear Tire & Rubber Company
GTN	Gray Television, Inc.
GVA	Granite Construction Incorporated
HA	Hawaiian Holdings, Inc.
HAIN	The Hain Celestial Group, Inc.
HCSG	Healthcare Services Group, Inc.
HELE	Helen of Troy Limited
HGV	Hilton Grand Vacations Inc.
HI	Hillenbrand, Inc.
HIBB	Hibbett, Inc.
HLF	Herbalife Nutrition Ltd.
HLI	Houlihan Lokey, Inc.
HNI	HNI Corporation

Ticker	Company
HOUS	Anywhere Real Estate Inc.
HOV	Hovnanian Enterprises, Inc.
HRI	Herc Holdings Inc.
HSC	Harsco Corporation
HTH	Hilltop Holdings Inc.
HUBG	Hub Group, Inc.
HY	Hyster-Yale Materials Handling, Inc.
HZO	MarineMax, Inc.
IBP	Installed Building Products, Inc.
ICFI	ICF International, Inc.
IEA	Informa plc
IESC	IES Holdings, Inc.
IGT	International Game Technology PLC
IHRT	iHeartMedia, Inc.
IMKTA	Ingles Markets, Incorporated
INT	World Fuel Services Corporation
IRBT	iRobot Corporation
ITRI	Itron, Inc.
JBT	John Bean Technologies Corporation
JELD	JELD-WEN Holding, Inc.
JOAN	JOANN Inc.
JXN	Jackson Financial Inc.
KALU	Kaiser Aluminum Corporation
KAR	KAR Auction Services, Inc.
KBH	KB Home

Ticker	Company
KELYA	Kelly Services, Inc.
KFRC	Kforce Inc.
KFY	Korn Ferry
KLIC	Kulicke and Soffa Industries, Inc.
KMT	Kennametal Inc.
KOP	Koppers Holdings Inc.
KRO	Kronos Worldwide, Inc.
KTB	Kontoor Brands, Inc.
KWR	Quaker Chemical Corporation
LBRT	Liberty Energy Inc.
LCII	LCI Industries
LE	Lands' End, Inc.
LGF.A	Lions Gate Entertainment Corp.
LGIH	LGI Homes, Inc.
LHCG	LHC Group, Inc.
LILAK	Liberty Global plc
LNW	Light & Wonder, Inc.
LRN	Stride, Inc.
LZB	La-Z-Boy Incorporated
MANT	ManTech International Corporation
MATW	Matthews International Corporation
MATX	Matson, Inc.
MAXR	Maxar Technologies Inc.
MC	Moelis & Company
MCY	Mercury General Corporation

Survey Constituents (Mature)

Ticker	Company	Ticker	Company	Ticker	Company
MD	Pediatric Medical Group, Inc.	NSIT	Insight Enterprises, Inc.	POR	Portland General Electric Company
MDC	M.D.C. Holdings, Inc.	NSP	Insperity, Inc.	PRG	PROG Holdings, Inc.
MDRX	Veradigm Inc.	NUS	Nu Skin Enterprises, Inc.	PRIM	Primoris Services Corporation
MED	Medifast, Inc.	ODP	The ODP Corporation	PRMW	Primo Water Corporation
MHO	M/I Homes, Inc.	OEC	Orion Engineered Carbons S.A.	PRTY	Party City Holdco Inc.
MLI	Mueller Industries, Inc.	OGS	ONE Gas, Inc.	PSMT	PriceSmart, Inc.
MLKN	MillerKnoll, Inc.	OI	O-I Glass, Inc.	PSN	Parsons Corporation
MMS	Maximus, Inc.	OII	Oceaneering International, Inc.	PTVE	Pactiv Evergreen Inc.
MOD	Modine Manufacturing Company	OMI	Owens & Minor, Inc.	PZZA	Papa John's International, Inc.
MODV	ModivCare Inc.	OPCH	Option Care Health, Inc.	QRTEA	Qurate Retail, Inc
MOG.A	Moog Inc.	OPK	OPKO Health, Inc.	QUAD	Quad/Graphics, Inc.
MRC	MRC Global Inc.	OSCR	Oscar Health, Inc.	RAD	Rite Aid Corporation
MTDR	Matador Resources Company	OSTK	Overstock.com, Inc.	RCII	Upbound Group, Inc.
MTH	Meritage Homes Corporation	PARR	Par Pacific Holdings, Inc.	RDFN	Redfin Corporation
MTOR	Meritor, Inc.	PATK	Patrick Industries, Inc.	REVG	REV Group, Inc.
MTRN	Materion Corporation	PBF	PBF Energy Inc.	REZI	Resideo Technologies, Inc.
MTW	The Manitowoc Company, Inc.	PBI	Pitney Bowes Inc.	RFP	Resolute Forest Products Inc.
MTX	Minerals Technologies Inc.	PDCO	Patterson Companies, Inc.	RILY	B. Riley Financial, Inc.
MUR	Murphy Oil Corporation	PFSI	PennyMac Financial Services, Inc.	RRR	Red Rock Resorts, Inc.
MUSA	Murphy USA Inc.	PIPR	Piper Sandler Companies	RUN	Sunrun Inc.
MYRG	MYR Group Inc.	PLCE	The Children's Place, Inc.	RUSHA	Rush Enterprises, Inc.
NAVI	Navient Corporation	PLUS	ePlus inc.	RXT	Rackspace Technology, Inc.
NBR	Nabors Industries Ltd.	PLXS	Plexus Corp.	RYI	Ryerson Holding Corporation
NJR	New Jersey Resources Corporation	PNM	PNM Resources, Inc.	SABR	Sabre Corporation
NMRK	Newmark Group, Inc.	POLY	Polymetal International plc	SAFM	Sanderson Farms, Inc.

Survey Constituents (Mature)

Ticker	Company	Ticker	Company	Ticker	Company
SAH	Sonic Automotive, Inc.	SMCI	Super Micro Computer, Inc.	TPC	Tutor Perini Corporation
SAIA	Saia, Inc.	SNBR	Sleep Number Corporation	TPH	Tri Pointe Homes, Inc.
SANM	Sanmina Corporation	SNEX	StoneX Group Inc.	TPIC	TPI Composites, Inc.
SATS	EchoStar Corporation	SONO	Sonos, Inc.	TRN	Trinity Industries, Inc.
SAVE	Spirit Airlines, Inc.	SPNT	SiriusPoint Ltd.	TROX	Tronox Holdings plc
SBGI	Sinclair Broadcast Group, Inc.	SPTN	SpartanNash Company	TRTN	Triton International Limited
SBH	Sally Beauty Holdings, Inc.	SPWH	Sportsman's Warehouse Holdings, Inc.	TSE	Trinseo PLC
SCHL	Scholastic Corporation	SR	Spire Inc.	TTEC	TTEC Holdings, Inc.
SCHN	Schnitzer Steel Industries, Inc.	SSD	Simpson Manufacturing Co., Inc.	TTMI	TTM Technologies, Inc.
SCL	Stepan Company	SSP	The E.W. Scripps Company	TUP	Tupperware Brands Corporation
SCS	Steelcase Inc.	STC	Stewart Information Services Corporation	TWI	Titan International, Inc.
SCSC	ScanSource, Inc.	STRL	Sterling Infrastructure, Inc.	TXRH	Texas Roadhouse, Inc.
SEAS	SeaWorld Entertainment, Inc.	SUM	Summit Materials, Inc.	UCTT	Ultra Clean Holdings, Inc.
SEM	Select Medical Holdings Corporation	SWX	Southwest Gas Holdings, Inc.	UFPI	UFP Industries, Inc.
SFIX	Stitch Fix, Inc.	SYNA	Synaptics Incorporated	UIS	Unisys Corporation
SFM	Sprouts Farmers Market, Inc.	TA	TravelCenters of America Inc.	ULCC	Frontier Group Holdings, Inc.
SGH	SMART Global Holdings, Inc.	TBI	TrueBlue, Inc.	ULH	Universal Logistics Holdings, Inc.
SGRY	Surgery Partners, Inc.	TDS	Telephone and Data Systems, Inc.	UNF	UniFirst Corporation
SHOO	Steven Madden, Ltd.	TEN	Tenaris S.A.	UNFI	United Natural Foods, Inc.
SIG	Signet Jewelers Limited	TEX	Terex Corporation	URBN	Urban Outfitters, Inc.
SIGI	Selective Insurance Group, Inc.	TGNA	TEGNA Inc.	USM	United States Cellular Corporation
SJI	South Jersey Industries, Inc.	THS	TreeHouse Foods, Inc.	UVV	Universal Corporation
SKY	Skyline Champion Corporation	TITN	Titan Machinery Inc.	VC	Visteon Corporation
SKYW	SkyWest, Inc.	TMHC	Taylor Morrison Home Corporation	VHI	Valhi, Inc.
SM	SM Energy Company	TNET	TriNet Group, Inc.	VLGEA	Village Super Market, Inc.

Survey Constituents (Mature)

Ticker	Company
VRTV	Veritiv Corporation
VSH	Vishay Intertechnology, Inc.
VSTO	Vista Outdoor Inc.
VVX	V2X, Inc.
VZIO	VIZIO Holding Corp.
WBT	Weebit Nano Limited
WEBR	Weber Inc.
WERN	Werner Enterprises, Inc.
WFRD	Weatherford International plc
WGO	Winnebago Industries, Inc.
WIRE	Encore Wire Corporation
WISH	ContextLogic Inc.
WLY	John Wiley & Sons, Inc.
WMK	Weis Markets, Inc.
WNC	Wabash National Corporation
WOR	Worthington Industries, Inc.
WTS	Watts Water Technologies, Inc.
WWW	Wolverine World Wide, Inc.
XRX	Xerox Holdings Corporation
ZEUS	Olympic Steel, Inc.

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