

050 Independent Chief Executive Officer

	Count	Base Salary				Total Annual Cash				Total Direct Cash		Org Net Revenue (Millions)
		25th %ile	Median	Average	75th %ile	25th %ile	Median	Average	75th %ile	Median	Average	Median
All Systems												
Net Revenue												
Systems < \$500M Net Rev												
Systems \$250M to \$750M Net Rev												
Systems \$500M to \$1.0B Net Rev												
Systems \$750M to \$2.0B Net Rev												
Systems > \$1.5B Net Rev												
Regions												
Great Lakes												
North Central												
Northeast												
South Central												
Southeast												
West												

	Count	STI Award				STI Target Opp (%)			STI Maximum Opp (%)		
		25th %ile	Median	Average	75th %ile	Count	Median	Average	Count	Median	Average
All Systems											
Net Revenue											
Systems < \$500M Net Rev											
Systems \$250M to \$750M Net Rev											
Systems \$500M to \$1.0B Net Rev											
Systems \$750M to \$2.0B Net Rev											
Systems > \$1.5B Net Rev											
Regions											
Great Lakes											
North Central											
Northeast											
South Central											
Southeast											
West											

*** indicates insufficient data for confidential reporting

PARTICIPATE PURCHASE BENEFIT

