



2022 CFO COMPENSATION ANALYSIS

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Industry	Location	Annual Revenues (\$MM)	Cash Compensation			
				Range from Low - High	Average	
Great Lakes Region						
Electronics manufacturer	Elyria, OH	\$ 150	Salary	265	315	280
			Bonus	30%	60%	48%
Media and information services	Cleveland, OH	\$ 110	Salary	210	250	230
			Bonus	25%	35%	30%
Packaging manufacturer, management and brokerage	Chicago, IL	\$ 110	Salary	210	265	250
			Bonus	30%	40%	38%
National distributor of consumable healthcare supplies	Chicago, IL	\$ 110	Salary	230	300	265
			Bonus	30%	50%	40%
Technology company	Cleveland, OH	\$ 110	Salary	200	270	235
			Bonus	30%	60%	46%
Retail technology solutions provider	Cincinnati, OH	\$ 80	Salary	185	265	215
			Bonus	25%	40%	32%
Industrial products distributor	Dayton, OH	\$ 80	Salary	190	245	220
			Bonus	30%	50%	40%
Rental B2B equipment services	Chicago, IL	\$ 75	Salary	235	270	255
			Bonus	30%	40%	33%
Manufacturer and distributor of adhesives	Cincinnati, OH	\$ 50	Salary	220	265	240
			Bonus	30%	40%	33%
Manufacturer of advanced automated industrial equipment	Dayton, OH	\$ 45	Salary	180	195	190
			Bonus	30%	40%	35%
Specialty equipment rental	Chicago, IL	\$ 35	Salary	230	260	240
			Bonus	35%	40%	38%
Industrial equipment repair and remanufacturer	Warren, OH	\$ 35	Salary	195	240	220
			Bonus	30%	40%	32%
Specialty components manufacturer	Youngstown, OH	\$ 35	Salary	190	240	210
			Bonus	30%	40%	32%
Finance and insurance platform	Detroit, MI	\$ 30	Salary	210	260	240
			Bonus	30%	45%	34%
B2B services - equipment rental and services	Chicago, IL	\$ 20	Salary	190	260	220
			Bonus	35%	50%	40%
Transportation-related MRO outsourced services	Chicago, IL	\$ 25	Salary	\$ 210	\$ 265	\$ 245
			Bonus	20%	35%	30%
B2B Product and accessory rental services	Chicago, IL	\$ 60	Salary	\$ 240	\$ 300	\$ 273
			Bonus	20%	40%	36%
Midwest Region						
Producer and distributor of health care products	Des Moines, IA	\$ 300	Salary	315	370	330
			Bonus	35%	50%	45%
Fluids, equipment and services provider	Des Moines, IA	\$ 250	Salary	265	345	310
			Bonus	40%	50%	47%
Manufacturer and distributor of automotive electronics	Des Moines, IA	\$ 110	Salary	235	315	273

Industry	Location	Annual Revenues (\$MM)	Cash Compensation			
				Range from Low - High	Average	
			Bonus	35%	50%	43%
Distributor of building products	Kansas City, MO	\$ 110	Salary	250	285	268
			Bonus	30%	50%	40%
Distributor of industrial parts and components	Davenport, IA	\$ 70	Salary	160	250	203
			Bonus	30%	45%	38%
Manufacturer and distributor of after-market automotive components	Kansas City, MO	\$ 50	Salary	220	280	236
			Bonus	30%	50%	35%
Southeast Region						
Manufacturer and distributor of commercial hospitality equipment	Miami, FL	\$ 1,200	Salary	420	525	473
			Bonus	50%	100%	65%
Specialty gear and equipment	Raleigh, NC	\$ 25	Salary	\$ 240	\$ 300	\$ 273
			Bonus	20%	40%	36%
Manufacturer and distributor of food products	West Palm Beach, FL	\$ 70	Salary	250	285	263
			Bonus	35%	50%	40%
Developer and distributor of specialty pet products	Orlando, FL	\$ 70	Salary	260	315	292
			Bonus	30%	50%	36%
Specialty healthcare services provider	Fort Lauderdale, FL	\$ 50	Salary	265	295	273
			Bonus	30%	50%	35%
Manufacturer and distributor of specialty building products	Jacksonville, FL	\$ 45	Salary	210	265	236
			Bonus	30%	40%	35%
Industrial environmental services	Huntsville, AL	\$ 35	Salary	210	250	231
			Bonus	35%	45%	40%
Healthcare services organization - multi location	Tampa, FL	\$ 35	Salary	240	285	252
			Bonus	30%	50%	39%
Specialty equipment rental	Raleigh, NC	\$ 35	Salary	225	270	247
			Bonus	35%	50%	40%
Chemistry testing services	Memphis, TN	\$ 15	Salary	160	210	182
			Bonus	25%	35%	27%
Construction related distributor	Tampa, FL	\$ 150	Salary	\$ 225	\$ 300	\$ 250
			Bonus	20%	50%	35%
Mid Atlantic Region						
Automotive component manufacturer	Harrisburg, PA	\$ 150	Salary	200	240	215
			Bonus	30%	40%	36%
Manufacturer of industrial equipment	Wilmington, DE	\$ 110	Salary	260	315	289
			Bonus	35%	50%	41%
Manufacturer of vehicle components	West Chester, PA	\$ 110	Salary	225	250	233
			Bonus	25%	35%	29%
Specialty commercial contractor	New York, NY	\$ 100	Salary	265	340	292
			Bonus	30%	50%	41%
Specialty logistics	Philadelphia, PA	\$ 65	Salary	245	340	273
			Bonus	35%	45%	40%

Industry	Location	Annual Revenues (\$MM)	Cash Compensation			
				Range from Low - High	Average	
Specialty ingredient developer/distributor	Hackensack, NJ	\$ 80	Salary	235	315	273
			Bonus	35%	45%	40%
Specialty chemical manufacturer	Pittsburgh, PA	\$ 45	Salary	210	265	233
			Bonus	35%	60%	43%
Utility services company	Lehigh Valley, PA	\$ 45	Salary	205	265	231
			Bonus	35%	40%	37%
Media and information services	New York, NY	\$ 35	Salary	265	340	296
			Bonus	30%	50%	38%
Information and knowledge management services	Washington, D.C.	\$ 35	Salary	290	340	300
			Bonus	35%	50%	40%
Single family office	New York, NY	na	Salary	315	420	368
			Bonus	35%	65%	45%
Edutech	Herndon, VA	\$ 40	Salary	225	300	250
			Bonus	20%	50%	35%
Specialized industrial manufacturer	Closter, NJ	\$ 60	Salary	225	300	250
			Bonus	20%	50%	35%
New England Region						
Media and advertising services	New Haven, CT	\$ 80	Salary	265	345	300
			Bonus	25%	50%	35%
Specialty equipment rental	Boston, MA	\$ 60	Salary	235	315	268
			Bonus	35%	50%	40%
Construction material manufacturer	Portland, ME	\$ 35	Salary	200	245	235
			Bonus	20%	50%	30%
Specialty industrial composite materials manufacturer	Portland, ME	\$ 30	Salary	170	220	189
			Bonus	20%	50%	30%
South and Mountain Regions						
B2C services	Oklahoma City, OK	\$ 575	Salary	370	580	420
			Bonus	50%	100%	63%
Commercial facility services	Dallas/Fort Worth, TX	\$ 400	Salary	315	475	370
			Bonus	35%	75%	47%
Oilfield services	Houston, TX	\$ 160	Salary	240	315	268
			Bonus	30%	50%	45%
Electric utility infrastructure services	Houston, TX	\$ 70	Salary	235	315	273
			Bonus	30%	50%	42%
Aftermarket parts distributor	Las Vegas, NV	\$ 35	Salary	210	235	220
			Bonus	20%	40%	30%
Operator of a national retirement services firm	Houston, TX	\$ 35	Salary	245	265	257
			Bonus	40%	50%	45%
Healthcare services platform	Austin, TX	\$ 30	Salary	250	285	257
			Bonus	40%	50%	45%
Heavy construction	Denver, CO	\$ 700	Salary	245	475	315
			Bonus	25%	50%	35%

Industry	Location	Annual Revenues (\$MM)	Cash Compensation			
				Range from Low - High	Average	
West Coast Region						
Consumer financial services/fintech	San Jose, CA	\$ 650	Salary	340	630	473
			Bonus	60%	100%	75%
Global logistics services	Seattle, WA	\$ 350	Salary	250	380	300
			Bonus	35%	50%	41%
Multi store regional specialty retailer	Los Angeles, CA	\$ 150	Salary	280	370	321
			Bonus	50%	60%	57%
Fintech	San Jose, CA	\$ 65	Salary	265	315	258
			Bonus	30%	50%	38%
Consumer financial services	San Diego, CA	\$ 60	Salary	275	315	300
			Bonus	40%	50%	42%
Electronics manufacturer	San Jose, CA	\$ 25	Salary	230	265	243
			Bonus	25%	35%	30%
Technology consulting	San Diego, CA	\$ 25	Salary	200	300	244
			Bonus	15%	50%	31%
e-commerce fulfillment	Santa Clarita, CA	\$ 100	Salary	250	290	268
			Bonus	30%	40%	36%
Construction services	Sacramento, CA	\$ 100	Salary	250	290	269
			Bonus	30%	40%	35%