

2023 CFO COMPENSATION ANALYSIS

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EXPERTISE DELIVERING TO YOUR SPECIFIC NEEDS

Industry	Location	Annual Revenues (\$MM)	Cash Compensation (\$,000)			
			Salary	Bonus	Range from Low - High	Average
Electronics manufacturer	Elyria, OH	\$ 150	\$ 265	\$ 315	\$ 280	30% 60% 48%
Media and information services	Cleveland, OH	\$ 110	\$ 210	\$ 250	\$ 230	25% 35% 30%
Packaging manufacturer, management and brokerage	Chicago, IL	\$ 110	\$ 210	\$ 265	\$ 250	30% 40% 38%
National distributor of consumable healthcare supplies	Chicago, IL	\$ 110	\$ 230	\$ 300	\$ 265	30% 50% 40%
Technology company	Cleveland, OH	\$ 110	\$ 200	\$ 270	\$ 235	30% 60% 46%
Retail technology solutions provider	Cincinnati, OH	\$ 80	\$ 185	\$ 265	\$ 215	25% 40% 32%
Industrial products distributor	Dayton, OH	\$ 80	\$ 190	\$ 245	\$ 220	30% 50% 40%
Rental B2B equipment services	Chicago, IL	\$ 75	\$ 235	\$ 270	\$ 255	30% 40% 33%
Manufacturer and distributor of adhesives	Cincinnati, OH	\$ 50	\$ 220	\$ 265	\$ 240	30% 40% 33%
Manufacturer of advanced automated industrial equipment	Dayton, OH	\$ 45	\$ 180	\$ 195	\$ 190	30% 40% 35%
Specialty equipment rental	Chicago, IL	\$ 35	\$ 230	\$ 260	\$ 240	35% 40% 38%
Industrial equipment repair and remanufacturer	Warren, OH	\$ 35	\$ 195	\$ 240	\$ 220	30% 40% 32%
Specialty components manufacturer	Youngstown, OH	\$ 35	\$ 190	\$ 240	\$ 210	30% 40% 32%
Finance and insurance platform	Detroit, MI	\$ 30	\$ 210	\$ 260	\$ 240	30% 45% 34%
B2B services - equipment rental and services	Chicago, IL	\$ 20	\$ 190	\$ 260	\$ 220	35% 50% 40%
Transportation-related MRO outsourced services	Chicago, IL	\$ 25	\$ 210	\$ 265	\$ 245	20% 35% 30%
B2B product and accessory rental services	Chicago, IL	\$ 60	\$ 240	\$ 300	\$ 273	20% 40% 36%
B2C technical services company	Cleveland, OH	\$ 50	\$ 225	\$ 300	\$ 245	25% 45% 35%
B2B services and manufacturing company	Chicago, IL	\$ 400	\$ 310	\$ 400	\$ 365	40% 60% 50%

Great Lakes Region

Industry	Location	Annual Revenues (\$MM)	Cash Compensation (\$,000)		
			Salary	Bonus	Average
Producer and distributor of health care products	Des Moines, IA	\$ 300	\$ 315	\$ 370	\$ 330
			35%	50%	45%
Fluids, equipment and services provider	Des Moines, IA	\$ 250	\$ 265	\$ 345	\$ 310
			40%	50%	47%
Manufacturer and distributor of automotive electronics	Des Moines, IA	\$ 110	\$ 235	\$ 315	\$ 273
			35%	50%	43%
Distributor of building products	Kansas City, MO	\$ 110	\$ 250	\$ 285	\$ 268
			30%	50%	40%
Distributor of industrial parts and components	Davenport, IA	\$ 70	\$ 160	\$ 250	\$ 203
			30%	45%	38%
Manufacturer and distributor of after-market automotive components	Kansas City, MO	\$ 60	\$ 220	\$ 280	\$ 236
			30%	50%	35%

Industry	Location	Annual Revenues (\$MM)	Cash Compensation (\$,000)		
			Salary	Bonus	Average

Southeast Region

Manufacturer and distributor of commercial hospitality equipment	Miami, FL	\$ 1,200	\$ 420	\$ 525	\$ 473
			50%	100%	65%
Specialty gear and equipment	Raleigh, NC	\$ 25	\$ 240	\$ 300	\$ 273
			20%	40%	36%
Manufacturer and distributor of food products	West Palm Beach, FL	\$ 70	\$ 250	\$ 285	\$ 263
			35%	50%	40%
Developer and distributor of specialty pet products	Orlando, FL	\$ 70	\$ 260	\$ 315	\$ 292
			30%	50%	36%
Specialty healthcare services provider	Fort Lauderdale, FL	\$ 50	\$ 265	\$ 295	\$ 273
			30%	50%	35%
Manufacturer and distributor of specialty building products	Jacksonville, FL	\$ 45	\$ 210	\$ 265	\$ 236
			30%	40%	35%
Industrial environmental services	Huntsville, AL	\$ 35	\$ 210	\$ 250	\$ 231
			35%	45%	40%
Healthcare services organization - multi location	Tampa, FL	\$ 35	\$ 240	\$ 285	\$ 252
			30%	50%	39%
Specialty equipment rental	Raleigh, NC	\$ 35	\$ 225	\$ 270	\$ 247
			35%	50%	40%
Chemistry testing services	Memphis, TN	\$ 15	\$ 160	\$ 210	\$ 182
			25%	35%	27%
Construction related distributor	Tampa, FL	\$ 150	\$ 225	\$ 300	\$ 250
			20%	50%	35%
B2B services company	Sarasota, FL	\$ 40	\$ 210	\$ 300	\$ 245
			25%	50%	35%
Environmental services company	Tampa, FL	\$ 50	\$ 210	\$ 300	\$ 245
			25%	50%	35%
Healthcare services organization - multi location	Nashville, TN	\$ 350	\$ 285	\$ 450	\$ 375
			30%	50%	40%

Industry	Location	Annual Revenues (\$MM)
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Cash Compensation (\$,000)		
Range from Low - High	Average	

Mid Atlantic Region

Automotive component manufacturer	Harrisburg, PA	\$ 150	Salary Bonus	\$ 200 30%	\$ 240 40%	\$ 215 36%
Manufacturer of industrial equipment	Wilmington, DE	\$ 110	Salary Bonus	\$ 260 35%	\$ 315 50%	\$ 289 41%
Manufacturer of vehicle components	West Chester, PA	\$ 110	Salary Bonus	\$ 225 25%	\$ 250 35%	\$ 233 29%
Specialty commercial contractor	New York, NY	\$ 100	Salary Bonus	\$ 265 30%	\$ 340 50%	\$ 292 41%
Specialty logistics	Philadelphia, PA	\$ 65	Salary Bonus	\$ 245 35%	\$ 340 45%	\$ 273 40%
Specialty ingredient developer/distributor	Hackensack, NJ	\$ 80	Salary Bonus	\$ 235 35%	\$ 315 45%	\$ 273 40%
Specialty chemical manufacturer	Pittsburgh, PA	\$ 45	Salary Bonus	\$ 210 35%	\$ 265 60%	\$ 233 43%
Utility services company	Lehigh Valley, PA	\$ 45	Salary Bonus	\$ 205 35%	\$ 265 40%	\$ 231 37%
Media and information services	New York, NY	\$ 35	Salary Bonus	\$ 265 30%	\$ 340 50%	\$ 296 38%
Information and knowledge management services	Washington, D.C.	\$ 35	Salary Bonus	\$ 290 35%	\$ 340 50%	\$ 300 40%
Edutech	Herndon, VA	\$ 40	Salary Bonus	\$ 225 20%	\$ 300 50%	\$ 250 35%
Specialized industrial manufacturer	Closter, NJ	\$ 60	Salary Bonus	\$ 225 20%	\$ 300 50%	\$ 250 35%

Industry	Location	Annual Revenues (\$MM)
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Cash Compensation (\$,000)		
Range from Low - High	Average	

New England Region

Media and advertising services	New Haven, CT	\$ 80	Salary Bonus	\$ 265 25%	\$ 345 50%	\$ 300 35%
Specialty equipment rental	Boston, MA	\$ 60	Salary Bonus	\$ 235 35%	\$ 315 50%	\$ 268 40%
Construction material manufacturer	Portland, ME	\$ 35	Salary Bonus	\$ 200 20%	\$ 245 50%	\$ 235 30%
Specialty industrial composite materials manufacturer	Portland, ME	\$ 30	Salary Bonus	\$ 170 20%	\$ 220 50%	\$ 189 30%

Industry	Location	Annual Revenues (\$MM)
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Cash Compensation (\$,000)		
Range from Low - High	Average	

South and Mountain Regions

B2C services	Oklahoma City, OK	\$ 575	Salary Bonus	\$ 370 50%	\$ 580 100%	\$ 420 63%
Commercial facility services	Dallas/Fort Worth, TX	\$ 400	Salary	\$ 315	\$ 475	\$ 370

Industry	Location	Annual Revenues (\$MM)		Cash Compensation (\$,000)		
				Range from Low - High		Average
			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%
Technology company	Dallas, TX	\$ 40	Salary	\$ 215	\$ 265	\$ 245
			Bonus	25%	50%	35%
B2C services	Dallas, TX	\$ 50	Salary	\$ 210	\$ 325	\$ 240
			Bonus	25%	50%	40%
Precision component manufacturer	Dallas, TX	\$ 100	Salary	\$ 210	\$ 285	\$ 255
			Bonus	25%	50%	40%
Civil construction and upstream energy services	Houston	\$ 300	Salary	\$ 280	\$ 400	\$ 350
			Bonus	40%	75%	50%
Environmental services company	Houston	\$ 200	Salary	\$ 300	\$ 400	\$ 350
			Bonus	40%	75%	50%

Industry	Location	Annual Revenues (\$MM)		Cash Compensation (\$,000)		
				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%