

Industry	Location	Annual Revenues (\$MM)		Cash Compensation		
				Range from Low - High		Average
Great Lakes Region						
Electronics manufacturer	Elyria, OH	\$ 150	Salary Bonus	\$ 265 30%	\$ 315 60%	\$ 280 48%
Media and information services	Cleveland, OH	\$ 110	Salary Bonus	\$ 210 25%	\$ 250 35%	\$ 230 30%
Packaging manufacturer, management and brokerage	Chicago, IL	\$ 110	Salary Bonus	\$ 210 30%	\$ 265 40%	\$ 250 38%
National distributor of consumable healthcare supplies	Chicago, IL	\$ 110	Salary Bonus	\$ 230 30%	\$ 300 50%	\$ 265 40%
Technology company	Cleveland, OH	\$ 110	Salary Bonus	\$ 200 30%	\$ 270 60%	\$ 235 46%
Retail technology solutions provider	Cincinnati, OH	\$ 80	Salary Bonus	\$ 185 25%	\$ 265 40%	\$ 215 32%
Industrial products distributor	Dayton, OH	\$ 80	Salary Bonus	\$ 190 30%	\$ 245 50%	\$ 220 40%
Rental B2B equipment services	Chicago, IL	\$ 75	Salary Bonus	\$ 235 30%	\$ 270 40%	\$ 255 33%
Manufacturer and distributor of adhesives	Cincinnati, OH	\$ 50	Salary Bonus	\$ 220 30%	\$ 265 40%	\$ 240 33%
Manufacturer of advanced automated industrial equipment	Dayton, OH	\$ 45	Salary Bonus	\$ 180 30%	\$ 195 40%	\$ 190 35%
Specialty equipment rental	Chicago, IL	\$ 35	Salary Bonus	\$ 230 35%	\$ 260 40%	\$ 240 38%
Industrial equipment repair and remanufacturer	Warren, OH	\$ 35	Salary Bonus	\$ 195 30%	\$ 240 40%	\$ 220 32%
Specialty components manufacturer	Youngstown, OH	\$ 35	Salary Bonus	\$ 190 30%	\$ 240 40%	\$ 210 32%
Finance and insurance platform	Detroit, MI	\$ 30	Salary Bonus	\$ 210 30%	\$ 260 45%	\$ 240 34%
B2B services - equipment rental and services	Chicago, IL	\$ 20	Salary Bonus	\$ 190 35%	\$ 260 50%	\$ 220 40%
Transportation-related MRO outsourced services	Chicago, IL	\$ 25	Salary Bonus	\$ 210 20%	\$ 265 35%	\$ 245 30%
B2B product and accessory rental services	Chicago, IL	\$ 60	Salary Bonus	\$ 240 20%	\$ 300 40%	\$ 273 36%
B2C technical services company	Cleveland, OH	\$ 50	Salary Bonus	\$ 225 25%	\$ 300 45%	\$ 245 35%
B2B services and manufacturing company	Chicago, IL	\$ 400	Salary Bonus	\$ 310 40%	\$ 400 60%	\$ 365 50%
Specialty chemical Manufacturer	Cleveland, OH	\$ 50	Salary Bonus	\$ 210 25%	\$ 280 50%	\$ 240 40%
Pharma and life sciences services company	Chicago, IL	\$ 80	Salary Bonus	\$ 300 25%	\$ 375 50%	\$ 325 40%

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Midwest Region						
Producer and distributor of health care products	Des Moines, IA	\$ 400	Salary Bonus	\$ 315 35%	\$ 370 50%	\$ 330 45%
Fluids, equipment and services provider	Des Moines, IA	\$ 250	Salary Bonus	\$ 265 40%	\$ 345 50%	\$ 310 47%
Manufacturer and distributor of automotive electronics	Des Moines, IA	\$ 110	Salary Bonus	\$ 235 35%	\$ 315 50%	\$ 273 43%
Distributor of building products	Kansas City, MO	\$ 110	Salary Bonus	\$ 250 30%	\$ 285 50%	\$ 268 40%
Distributor of industrial parts and components	Davenport, IA	\$ 70	Salary Bonus	\$ 160 30%	\$ 250 45%	\$ 203 38%
Manufacturer and distributor of after-market automotive components	Kansas City, MO	\$ 60	Salary Bonus	\$ 220 30%	\$ 280 50%	\$ 236 35%
Southeast Region						
Manufacturer and distributor of commercial hospitality equipment	Miami, FL	\$ 1,200	Salary Bonus	\$ 420 50%	\$ 525 100%	\$ 473 65%
Specialty gear and equipment	Raleigh, NC	\$ 25	Salary Bonus	\$ 240 20%	\$ 300 40%	\$ 273 36%
Manufacturer and distributor of food products	West Palm Beach, FL	\$ 70	Salary Bonus	\$ 250 35%	\$ 285 50%	\$ 263 40%
Developer and distributor of specialty pet products	Orlando, FL	\$ 70	Salary Bonus	\$260.00 30%	\$ 315.00 50%	\$ 292.00 36%
Specialty healthcare services provider	Fort Lauderdale, FL	\$ 50	Salary Bonus	\$ 265 30%	\$ 295 50%	\$ 273 35%
Manufacturer and distributor of specialty building products	Jacksonville, FL	\$ 45	Salary Bonus	\$ 210 30%	\$ 265 40%	\$ 236 35%
Industrial environmental services	Huntsville, AL	\$ 35	Salary Bonus	\$ 210 35%	\$ 250 45%	\$ 231 40%
Healthcare services organization - multi location	Tampa, FL	\$ 35	Salary Bonus	\$ 240 30%	\$ 285 50%	\$ 252 39%
Specialty equipment rental	Raleigh, NC	\$ 35	Salary Bonus	\$ 225 35%	\$ 270 50%	\$ 247 40%
Chemistry testing services	Memphis, TN	\$ 15	Salary Bonus	\$ 160 25%	\$ 210 35%	\$ 182 27%
Construction related distributor	Tampa, FL	\$ 150	Salary Bonus	\$ 225 20%	\$ 300 50%	\$ 250 35%
B2B services company	Sarasota, FL	\$ 40	Salary Bonus	\$ 210 25%	\$ 300 50%	\$ 245 35%
Environmental services company	Tampa, FL	\$ 50	Salary Bonus	\$ 210 25%	\$ 300 50%	\$ 245 35%
Healthcare services organization - multi location	Nashville, TN	\$ 350	Salary Bonus	\$ 285 30%	\$ 450 50%	\$ 375 40%
Hospitality services	Atlanta, GA	\$ 25	Salary Bonus	\$ 210 30%	\$ 250 50%	\$ 220 40%

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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%
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%
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 Bonus	\$ 315 35%	\$ 475 75%	\$ 370 47%
Oilfield services	Houston, TX	\$ 160	Salary Bonus	\$ 240 30%	\$ 315 50%	\$ 268 45%
Electric utility infrastructure services	Houston, TX	\$ 70	Salary Bonus	\$ 235 30%	\$ 315 50%	\$ 273 42%
Aftermarket parts distributor	Las Vegas, NV	\$ 35	Salary Bonus	\$ 210 20%	\$ 235 40%	\$ 220 30%

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Operator of a national retirement services firm	Houston, TX	\$ 35	Salary Bonus	\$ 245 40%	\$ 265 50%	\$ 257 45%
Healthcare services platform	Austin, TX	\$ 30	Salary Bonus	\$ 250 40%	\$ 285 50%	\$ 257 45%
Heavy construction	Denver, CO	\$ 700	Salary Bonus	\$ 245 25%	\$ 475 50%	\$ 315 35%
Technology company	Dallas, TX	\$ 40	Salary Bonus	\$ 215 25%	\$ 265 50%	\$ 245 35%
B2C services	Dallas, TX	\$ 50	Salary Bonus	\$ 210 25%	\$ 325 50%	\$ 240 40%
Precision component manufacturer	Dallas, TX	\$ 100	Salary Bonus	\$ 210 25%	\$ 285 50%	\$ 255 40%
Civil construction and upstream energy services	Houston	\$ 300	Salary Bonus	\$ 280 40%	\$ 400 75%	\$ 350 50%
Environmental services company	Houston	\$ 200	Salary Bonus	\$ 300 40%	\$ 400 75%	\$ 350 50%
Commercial mechanical contractor	Phoenix, AZ	\$ 400	Salary Bonus	\$ 300 40%	\$ 450 75%	\$ 350 40%
Technology consulting and services	Dallas, TX	\$ 160	Salary Bonus	\$ 250 40%	\$ 340 75%	\$ 310 40%
West Coast Region						
Consumer financial services/fintech	San Jose, CA	\$ 650	Salary Bonus	\$ 340 60%	\$ 630 100%	\$ 473 75%
Global logistics services	Seattle, WA	\$ 350	Salary Bonus	\$ 250 35%	\$ 380 50%	\$ 300 41%
Multi store regional specialty retailer	Los Angeles, CA	\$ 150	Salary Bonus	\$ 280 50%	\$ 370 60%	\$ 321 57%
Fintech	San Jose, CA	\$ 65	Salary Bonus	\$ 265 30%	\$ 315 50%	\$ 258 38%
Consumer financial services	San Diego, CA	\$ 60	Salary Bonus	\$ 275 40%	\$ 315 50%	\$ 300 42%
Electronics manufacturer	San Jose, CA	\$ 25	Salary Bonus	\$ 230 25%	\$ 265 35%	\$ 243 30%
Technology consulting	San Diego, CA	\$ 25	Salary Bonus	\$ 200 15%	\$ 300 50%	\$ 244 31%
e-commerce fulfillment	Santa Clarita, CA	\$ 100	Salary Bonus	\$ 250 30%	\$ 290 40%	\$ 268 36%
Construction services	Sacramento, CA	\$ 100	Salary Bonus	\$ 250 30%	\$ 290 40%	\$ 269 35%