HARVEST
CFO EXECUTIVE SEARCH
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	Industry	Location	Annual Revenues ($MM)		Cash Compensation Range from Low - High		Cash Compensation 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%
	B2C technical services company	Cleveland, OH	$ 50	Salary	$ 225	$ 300	$ 245
				Bonus	25%	45%	35%
	B2B services and manufacturing company	Chicago, IL	$ 400	Salary	$ 310	$ 400	$ 365
				Bonus	40%	60%	50%
	Specialty chemical Manufacturer	Cleveland, OH	$ 50	Salary	$ 210	$ 280	$ 240
				Bonus	25%	50%	40%
	Pharma and life sciences services company	Chicago, IL	$ 80	Salary	$ 300	$ 375	$ 325
				Bonus	25%	50%	40%

	Industry	Location	Annual Revenues ($MM)		Cash Compensation Range from Low - High		Average
	Specialty Industrial Products Manufacturer	Cleveland, OH	$ 75	Salary	$ 250	$ 325	$ 275
				Bonus	25%	50%	40%
	Specialty Medical Products Manufacturer	Dayton, OH	$ 35	Salary	$ 220	$ 310	$ 250
				Bonus	25%	50%	40%
	Industrial Products Distributor	Marietta, OH	$ 100	Salary	$ 210	$ 275	$ 235
				Bonus	25%	50%	35%
	Defense Industry Manufacturer	NE Ohio	$ 60	Salary	$ 210	$ 260	$ 230
				Bonus	25%	50%	30%
	Plastics Manufacturer	Northern Michigan	$ 220	Salary	$ 210	$ 335	$ 245
				Bonus	25%	50%	35%
Midwest Region							
	Producer and distributor of health care products	Des Moines, IA	$ 400	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
				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	Kansas City, MO	$ 60	Salary	$ 220	$ 280	$ 235
				Bonus	30%	50%	35%
	Niche Hospitality Industry Products Company	Chicago, IL	$ 80	Salary	$ 235	$ 280	$ 250
				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	$ 260.00	$ 315.00	$ 292.00
				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

	Industry	Location	Annual Revenues ($MM)		Cash Compensation Range from Low - High		Average
				Bonus	25%	35%	27%
	Construction related distributor	Tampa, FL	$ 150	Salary	$ 225	$ 300	$ 250
				Bonus	20%	50%	35%
	B2B services company	Sarasota, FL	$ 40	Salary	$ 210	$ 300	$ 245
				Bonus	25%	50%	35%
	Environmental services company	Tampa, FL	$ 50	Salary	$ 210	$ 300	$ 245
				Bonus	25%	50%	35%
	Healthcare services organization - multi location	Nashville, TN	$ 350	Salary	$ 285	$ 450	$ 375
				Bonus	30%	50%	40%
	Hospitality services	Atlanta, GA	$ 25	Salary	$ 210	$ 250	$ 220
				Bonus	30%	50%	40%
	Media and Marketing Company	SE Florida	$ 90	Salary	$ 245	$ 375	$ 285
				Bonus	30%	50%	40%
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%
	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%
	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%
	Niche Talent Agency	New York, NY	$ 20	Salary	$ 250	$ 350	$ 275
				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%

	Industry	Location	Annual Revenues ($MM)		Cash Compensation Range from Low - High		Average
	Specialty industrial composite materials manufacturer	Portland, ME	$ 30	Salary	$ 170	$ 220	$ 189
				Bonus	20%	50%	30%
	Defense Industry Electronics Manufacturer	New Hampshire	$ 50	Salary	$ 200	$ 310	$ 235
				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, T	$ 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%
	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%
	Commercial mechanical contractor	Phoenix, AZ	$ 400	Salary	$ 300	$ 450	$ 350
				Bonus	40%	75%	40%
	Technology consulting and services	Dallas, TX	$ 160	Salary	$ 250	$ 340	$ 310
				Bonus	40%	75%	40%
	Energy Industry MRO Services	Houston, TX	$ 25	Salary	$ 210	$ 250	$ 220
				Bonus	40%	75%	40%
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%

	Industry	Location	Annual Revenues ($MM)		Cash Compensation Range from Low - High		Cash Compensation Average
	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%
	Wholesale Food Distributor	Los Angeles, CA	$ 400	Salary	$ 310	$ 400	$ 350
				Bonus	30%	40%	35%