

SIDE BY SIDE TOTAL REWARDS BENCHMARKING

NOTES	John Doe 1 Competitor Peer Group 1		John Doe 2 Competitor Peer Group 2		John Doe 3 Competitor Peer Group 3		John Doe 4 Competitor Peer Group 4	
Notes								
LOCATION								
Office	New York		London		Kansas City		New York	
NET REVENUE	150M		750M		500M		78M	
BASE								
Effective Date	20-Jan-25		01-Jan-24		01-Oct-22		01-Nov-23	
Local Currency	USD 900		GBP 600		USD 850		USD 850	
USD	900		795		850		850	
ANNUAL BONUS								
Target %	50%		66%		50%		50%	
Max %	100%		100%		100%		100%	
Target Amt.	450		525		425		425	
TOTAL CASH COMP	1,350		1,320		1,275		1,275	
PSA								
Target Amt.	450		525		500		400	
RSU								
Cash Amt	225		200		225		250	
EPSP								
Multiple of Base	1.75		1.98		1.85		1.85	
YTD EPSP Amt.	1,575		1,575		1,575		1,575	
Performance @ 54%	851		851		851		851	
TOTAL DIRECT COMP	2,876		2,895		2,851		2,776	
ALLOWANCES								
Car	65		20		20		8	
Housing	---		---		---		---	
Home Leave	---		---		---		---	
Tuition	---		---		---		---	
Internet	---		---		---		---	
Cell Phone	---		2		---		---	
Tax Prep	---		---		3		---	
Total	65		22		23		8	
BENEFITS								
401k Employer Match	23		23		23		23	
Vacation Days	74		65		70		70	
Ind l Medical/Dental/ Vision Plans- Employer Contrib.	67		13		-		-	
Pension Contribution	-		47		-		-	
Pension Cash Allowance	45		-		-		-	
Executive Savings Plan	-		-		-		75	
SERP	-		-		-		-	
Total	208		147		92		167	
TOTAL REWARDS	3,149		3,064		2,966		2,951	

**Please note all figures are in 000's*