

Input Company Logo Here

SIDE BY SIDE TOTAL REWARDS BENCHMARKING

NOTES	Employee Name Company Name	Employee Name Company Name	Employee Name Company Name	Employee Name Company Name
	Notes	test test	test test	test test
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 I Medical/Dental/ Vision Plans- Employer Contrib.				
Pension Contribution	67	13	-	-
Pension Cash Allowance	-	47	-	-
Executive Savings Plan	45	-	-	-
SERP	-	-	-	75
Total	208	147	92	167
TOTAL REWARDS	3,149	3,064	2,966	2,951

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