

2010 Industry Compensation Survey

Job Code: 02	Job Title: Chief Executive Officer — Single Line of Business					
At the highest level in the organization, the CEO is responsible for leading and directing the organizations toward its primary objectives which are generally based on profit or return on assets. Establishes current and long-range objectives, plans, and policies subject to approval by the Board of Directors or parent company executives.						
Position Match:	Less than	4%	Equal to	70%	Greater than	26%
					Average length of time in position:	6.4 years

Survey Scope Measure	Base Salary (\$000)							Bonus (\$000)						
	No. of Org.	No. of Incumb.	25th %ile	Unwtd. Avg.	Wtd. Avg.	50th %ile	75th %ile	No. of Org.	No. of Incumb.	25th %ile	Unwtd. Avg.	Wtd. Avg.	50th %ile	75th %ile
All Respondents	55	60	120.0	167.9	155.0	156.0	195.8	40	36	39.4	101.7	107.3	61.5	160.4
Gross Leasing Portfolio														
Less than \$10 M	3	3	--	115.0	115.0	120.0	--	3	2	--	112.0	128.0	80.0	--
\$10 M to \$20 M	4	4	--	124.8	124.8	119.5	--	1	1	--	--	--	--	--
\$20 M to \$50 M	13	17	100.7	124.8	92.0	131.0	170.0	8	7	18.0	38.5	37.7	42.0	54.0
\$50 M to \$100 M	8	8	98.0	154.6	154.6	122.5	171.0	5	5	50.0	132.9	132.9	84.0	200.0
\$100 M to \$500 M	13	14	146.7	186.9	182.5	177.2	200.0	11	10	36.8	83.4	88.1	52.5	101.5
\$500 M to \$1 B	5	5	230.0	279.9	279.9	250.0	345.0	4	4	--	139.3	139.3	109.0	--
\$1 B to \$5 B	6	6	160.5	181.7	181.7	167.0	215.5	5	5	159.7	170.4	170.4	180.6	184.9
Over \$5 B	1	1	--	--	--	--	--	1	1	--	--	--	--	--
Total Annual Volume														
Less than \$5 M	4	4	--	119.0	119.0	120.0	--	3	2	--	112.0	128.0	80.0	--
\$5 M to \$50 M	22	26	86.0	130.5	108.2	128.0	170.0	13	12	18.0	51.0	51.6	40.0	60.0
\$50 M to \$100 M	8	8	107.8	159.0	159.0	125.5	157.2	7	6	40.9	127.4	141.3	50.0	214.7
\$100 M to \$500 M	14	14	160.5	227.7	227.7	197.0	268.8	10	10	55.1	106.0	106.0	67.0	143.8
Over \$500 M	5	6	162.0	205.6	192.2	230.0	236.0	5	4	180.6	178.6	214.3	184.9	216.5