



**2021-2022 Annual Salary
Budget Planning Survey**

August 2021

Data Effective April 1, 2021

About Compensation Resources

EA Compensation Resources LLC, an Eisner Group Advisory Company (“Compensation Resources”), provides compensation and human resource consulting services to mid- and small-cap public companies, private, family-owned, and closely-held firms, as well as not-for-profit organizations. Compensation Resources specializes in executive compensation, sales compensation, pay-for-performance and incentive compensation, and performance management programs

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SAMPLE

I. Participant Demographics

Company Type	
Type	Percentage
Publicly-Traded	39.4%
Privately-Held	31.0%
Not-for-Profit	29.6%
Total # Participants	71

Revenue	
Revenue Category	Percentage
Less than \$9.9 million	11.3%
\$10.0 million - \$49.9 million	9.9%
\$50.0 million - \$99.9 million	4.2%
\$100.0 million - \$499.9 million	12.7%
\$500.0 million - \$999.9 million	12.7%
More than \$1 billion	49.2%

Industry	
Industry Descriptor	Percentage
Agriculture, Forestry, Fishing and Mining	2.8%
Utilities	8.5%
Construction	0.0%
Manufacturing, Durable Goods	8.5%
Manufacturing, Nondurable Goods	9.9%
Wholesale Trade	0.0%
Retail Trade	2.8%
Transportation / Warehousing	1.4%
Publishing, Media, and Telecommunications	1.4%
Finance, Insurance, and Real Estate	18.3%
Services (including Business & Professional)	8.5%
Biotechnology & Pharmaceutical	4.2%
Educational	7.0%
Health Care and Social Assistance	11.3%
Accommodation and Food Services	1.4%
Public Administration	4.2%
Other	9.8%

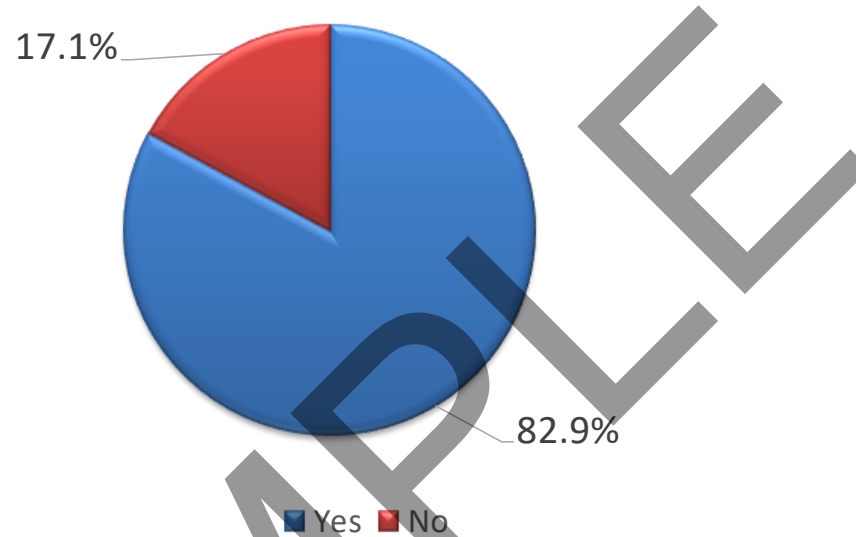
II. General Compensation

Reported average merit/salary increase percent budget for the time periods indicated (12 month timeframe)

With Zeros: represents all participant responses, including those that indicated 0%.

BY COMPANY TYPE	Executive		Management		Exempt Salaried		Non-Exempt Salaried		Hourly/Production	
	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022
All with Zeros										
All without Zeros										
BY COMPANY TYPE	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022
	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022	Actual 2021	Projected 2022
Publicly-Traded with Zeros										
Publicly-Traded without Zeros										
Privately-Held with Zeros										
Privately-Held without Zeros										
Not-for-Profit with Zeros										
Not-for-Profit without Zeros										

Prevalence of a formal Compensation or Total Rewards Philosophy



Reported Target Market Positioning

Position Level	Percentile
CEO/President	55.2%
Executives and Officers	54.7%
Sr. Managers and Directors	52.7%
Managers	51.3%
Exempt Salaried	51.2%
Non-Exempt Salaried	51.1%
Hourly	51.8%

VI. Survey Participants

List contains only organizations that gave permission to publish their name.

Acxiom
American National Insurance Company
Amica Mutual Ins Co
Avis Budget Group, Inc.
Boston College
Brotherhood Mutual Insurance Company
California Casualty Management Company
Centerra-SRS
Compeer Financial
Conagra Brands
Decatur Utilities
Duke University
Eastman Chemical Company
Encompass World Partners
Father Flanagan's Boys Home
FHI360
FourFront LLC
Freeport-McMoRan Inc.

Garmin International, Inc.
Grande Cheese Company
Herman Miller
Hudson Valley Credit Union
J. Paul Getty Trust
John Crane
LG&E and KU
Lifetime Healthcare Companies-Excellus BCBS
Mauser Packaging Solutions
Medical Mutual of Ohio
Mission India
Mutual of Omaha
National Grid
Novo Nordisk
NuStar Energy L.P.
Omnitrans
Oxford Industries Inc
Penn State Health

Premier health
Prudential
Puraglobe USA
RAND Corporation
Sierra Nevada Corporation
Southern Company
Southwest Gas Corporation
SRC, Inc.
Terumo Blood and Cell Technologies
The Estee Lauder Companies
The H.O. Seiffert Company
The Lubrizol Corporation
The Port Authority NY/NJ
The Sherwin-Williams Company
University of Pennsylvania
Verizon
Wycliffe Bible Translators Inc
Zoetis, Inc.