

2024 CEO, President & Board Compensation Report

LOCATION	ANNUAL REVENUE	TITLE	BASE SALARY	BONUS	TOTAL CASH COMPENSATION	SIGN-ON?	EQUITY	RELOCATION PACKAGE	RESULT
AEROSPACE/DEFENSE									
Midwest	\$90M	Site General Manager	\$250,000	\$37,500	\$287,500	N/A	\$150K over two years	N/A	Accepted
AGRICULTURE									
West	\$30M	CEO	\$365,000	\$182,500	\$547,500	N/A	\$2.35M total incentive units	N/A	Accepted
Midwest	Startup	CEO	\$300,000	\$90,000	\$390,000	N/A	~\$1M RSUs	N/A	Accepted
Midwest	\$15M	President	\$285,000	\$85,500	\$370,500	\$50K	N/A	\$60K	Accepted
Midwest	\$13M	President	\$235,000	\$70,500	\$305,500	N/A	N/A	\$25K	Accepted
Midwest	\$10M	President/CEO	\$250,000	\$50,000	\$300,000	N/A	Equity included	N/A	Accepted
West	\$6B	President	\$185,000	\$45,000	\$230,000	\$20K	\$254.5K	N/A	Accepted
BUSINESS SERVICES									
Northeast	\$130M	CEO	\$410,000	\$225,500	\$635,500	N/A	\$3-4M at exit	N/A	Accepted
BUSINESS, PROFESSIONAL & CONSUMER SERVICES									
Midwest	\$40M	CEO	\$330,000	\$109,989	\$439,989	N/A	3.25% annual profits interest pool	6 months housing allotment	Accepted
Southwest	\$40M	CEO	\$250,000	\$125,000	\$375,000	\$35K	4% ownership stake	N/A	Accepted
ENERGY & PUBLIC UTILITIES									
South	\$750M	General Manager	\$300,000	\$36,000	\$336,000	\$25K	N/A	N/A	Accepted
FINANCIAL SERVICES									
South	\$30B	VP / General Manager, Card Partnerships	\$300,000	\$103,500	\$403,500	\$350K	\$75K one-year target	N/A	Accepted
HEALTHCARE									
South	Privately Held	CEO, Data Innovation Division	\$400,000	\$200,000	\$600,000	\$150K	10% non-diluted equity position	\$50K	Accepted
Southwest	\$28M	CEO	\$250,000	\$50,000	\$300,000	\$50K	\$10-15M at exit	N/A	Accepted
Southwest	\$20M	CEO, Healthcare Division A	\$200,000	\$75,000	\$275,000	N/A	\$10-15M at exit	N/A	Accepted
Southwest	\$20M	CEO, Healthcare Division B	\$200,000	\$75,000	\$275,000	N/A	\$10-15M at exit	N/A	Accepted
Southwest	\$20M	CEO, Healthcare Division C	\$200,000	\$75,000	\$275,000	N/A	\$10-15M at exit	N/A	Accepted
West	\$28M	CEO, Healthcare Division D	\$200,000	\$75,000	\$275,000	N/A	\$10-15M at exit	N/A	Accepted
INDUSTRIAL PRODUCTS / DISTRIBUTION									
Midwest	\$100M	CEO	\$350,000	\$175,000	\$525,000	N/A	\$4-5M at exit	N/A	Accepted
Northeast	\$60M	CEO	\$325,000	\$162,500	\$487,500	N/A	3% common equity fully diluted basis	\$55K	Accepted
Northeast	\$250M	President, Materials Division	\$300,000	\$120,000	\$420,000	N/A	~\$2.24M	N/A	Accepted
Midwest	\$10M-25M	CEO	\$275,000	\$137,500	\$412,500	N/A	2% company equity	N/A	Accepted
Midwest	\$280M	General Manager	\$300,000	\$90,000	\$390,000	N/A	N/A	N/A	Accepted
Northeast	\$280M	VP / General Manager	\$300,000	\$90,000	\$390,000	N/A	N/A	N/A	Accepted
Midwest	\$15M	CEO	\$265,000	\$79,500	\$344,500	N/A	N/A	N/A	Accepted
South	\$25M	CEO	\$235,000	\$82,250	\$317,250	N/A	4% company equity	N/A	Accepted
Midwest	\$50M	General Manager	\$200,000	\$50,000	\$250,000	N/A	Minimum equity stake of \$250K	N/A	Accepted
Midwest	\$150M	Deputy General Manager	\$190,000	\$30,400	\$220,400	\$20K	N/A	N/A	Accepted
TECHNOLOGY, MEDIA & TELECOMMUNICATIONS									
Midwest	\$20M	President, Analytics	\$300,000	\$150,000	\$450,000	\$50K	30K shares of common stock	N/A	Accepted
West	\$7M	CEO	\$350,000	\$50,000	\$400,000	N/A	1,056 shares of RSUs	N/A	Accepted
Southwest	\$800M	SVP & General Manager	\$280,000	\$112,000	\$392,000	\$10K	Annual grant of \$140K	N/A	Accepted

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