

**ALL FOUNDATIONS (PRIVATE AND COMMUNITY)
EXECUTIVE SUMMARY - All Foundations**

Position	# Ees	# Fdns	Annual Base Salary (\$000) May 1, 2020		
			25 th Percentile	50 th Percentile	75 th Percentile
			10 - Chief Executive Officer	100	10
20 - Chief Operating Officer	100	10	\$100.0	\$100.0	\$100.0
10010 - Top Program Position (Single Incumbent)	100	10	\$100.0	\$100.0	\$100.0
10011 - Top Program Position (Multiple Incumbents)	100	10	\$100.0	\$100.0	\$100.0
20010 - Top Grants Management Position	100	10	\$100.0	\$100.0	\$100.0
21010 - Top Public Policy Position	100	10	\$100.0	\$100.0	\$100.0
22510 - Top Evaluation Position	100	10	\$100.0	\$100.0	\$100.0
25010 - Top Research Position	100	10	\$100.0	\$100.0	\$100.0
26010 - Chief Learning Officer	100	10	\$100.0	\$100.0	\$100.0
27010 - Top Communications Position	100	10	\$100.0	\$100.0	\$100.0
40010 - Top Investment Position	100	10	\$100.0	\$100.0	\$100.0
49010 - Chief of Staff	100	10	\$100.0	\$100.0	\$100.0
50010.1 - Chief Financial Officer, with Administration	100	10	\$100.0	\$100.0	\$100.0
50010.2 - Chief Financial Officer, with Investment Management	100	10	\$100.0	\$100.0	\$100.0
50010.3 - Chief Financial Officer, Finance and Accounting Only	100	10	\$100.0	\$100.0	\$100.0
55010 - Top Legal Position	100	10	\$100.0	\$100.0	\$100.0
57510 - Top Human Resources Position	100	10	\$100.0	\$100.0	\$100.0
70010 - Top Administration Position	100	10	\$100.0	\$100.0	\$100.0
80010 - Top Information Technology Position	100	10	\$100.0	\$100.0	\$100.0
92010 - Top Development Position	100	10	\$100.0	\$100.0	\$100.0
93010 - Top Donor Services Position	100	10	\$100.0	\$100.0	\$100.0

DATA EFFECTIVE: MAY 1, 2020

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FOUNDATIONS 2020 - SECTION XVI - I



ALL FOUNDATIONS (PRIVATE AND COMMUNITY)

Executive Positions - All Foundations

Position 10010 - Top Program Position (Single Incumbent)

POSITION AND INCUMBENT DATA

Number of Incumbents:	100	Number of Foundations:	10
Percent of Incumbents by Foundation Type:		Private:	50%
		Community:	50%
Match:	+ 33%	= 33%	- 33%
Officer Status:	Yes 50%	Senior Leadership Team:	Yes 50%
Cash Incentive / Bonus Awards Received:	50%	Most Prevalent Level of Education:	Degree

Tenure and Scope of Supervision	n	10th	25th	50th	Mean	75th	90th
Years Employed by Foundation	100	10	10	10	10	10	10
Years in Position	100	10	10	10	10	10	10
Number of Direct Reports	100	10	10	10	10	10	10

COMPENSATION DATA (\$000) EFFECTIVE MAY 1, 2020

Compensation	Incumbent								Foundation		
	n	10th	25th	50th	Mean	62.5th	75th	90th	n	50th	Mean
Annual Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Annual Cash Incentives / Bonuses	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
Annual Total Cash	100	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	\$110.0	10	\$110.0	\$110.0
Est. Total Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	100	\$150.0	\$150.0

BENEFITS / PERQUISITES DATA - ANNUAL COST TO FOUNDATION (\$000)

Benefits / Perquisites	Incumbent								Foundation		
	n	10th	25th	50th	Mean	62.5th	75th	90th	n	50th	Mean
Medical / Dental / Vision	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
Life Insurance	100	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	10	\$20.0	\$20.0
Retirement	100	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	10	\$30.0	\$30.0
Deferred Compensation	100	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	10	\$30.0	\$30.0
457(f) Plan	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
457(b) Plan	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
Other Plans	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
Short-Term Disability	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
Long-Term Disability	100	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	10	\$20.0	\$20.0
Long-Term Care	100	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	10	\$30.0	\$30.0
Automobile Allowance	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
Housing Allowance	100	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	\$20.0	10	\$20.0	\$20.0
Entertainment Allowance	100	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	\$30.0	10	\$30.0	\$30.0
Country / Social Club Membership	100	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	\$10.0	10	\$10.0	\$10.0
Total Cost: Benefits / Perquisites	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0

EXECUTIVE PRACTICES

Practice	Incumbent	
	n	%
Sabbaticals	100	50%
Written Employment Contract including Severance Agreement	100	50%
Written Employment Contract excluding Severance Agreement	100	50%
Stand-Alone Severance Agreements	100	50%
Discretionary Grantmaking	100	50%
	n	Mean
Annual Maximum Discretionary Grant Amount (Mean) (\$000)	100	\$100.0