

Position 10025 - Account Executive

Match to Account Executive if responsible for selling on television, radio or multiple platforms including digital (e.g., television / radio plus digital). Plans and executes advertising sales to assigned clients. Accountable for achieving or exceeding assigned sales quota and service goals. Identifies, researches and develops relationships with local advertising clients. Reviews and evaluates market research and ratings data. Monitors local competition. Prepares for and executes the sales process, from making initial contact to closing the sale to maintaining ongoing relationships with the client to making incremental sales. Coordinates orders, traffic and documentation required for the accurate and timely insertions of advertisements. Prepares regular sales activity reports. Creates and maintains up-to-date client and prospect database. **NEGOTIATIONS / INTERACTIONS:** Negotiates and closes sales. Cultivates and maintains effective, ongoing communications and relations with customers. Interacts with peers in the sales organization to improve sales processes. Serves as a public relations representative and builder of the company's image in the local community and with assigned clients. **EXPERIENCE:** Typically has 2 or more years of progressively complex sales related experience.

POSITION INFORMATION

# of Incumbents Reported	100	Match: Greater: 0%	Equal: 100%	Less: 0%				
# of Companies with Match	10	FLSA: Exempt: 100%	Average Number of Employees Supervised: 0					
Union	In Collective Bargaining Unit:			50%				
Geographic Composition	East: 20%	South: 20%	Midwest: 20%	Mountain: 10%	Southwest: 10%	West: 20%		
Industry	TV: 20%	Local Radio: 20%	National Radio: 20%	MSO: 20%	Other: 20%			
Market Rank	Top 3: 12%	4-10: 12%	11-25: 12%	26-50: 12%	51-75: 12%	76-100: 12%	>100: 12%	Corp: 16%

SHORT-TERM INCENTIVE ("STI") PLANS

Companies Offering		Incumbent Eligibility			
% of Companies Offering:	50%	% of Incumbents Eligible:	50%		
Sales Incentive Only	20%	Sales Incentive Only	25%		
Commission Only	20%	Commission Only	25%		
Sales Incentive + Commission	20%	Sales Incentive + Commission	25%		
Sales Incentive / Commission + Company STI	20%	Sales Incentive / Commission + Company STI	13%		
Company STI Only	10%	Company STI Only	13%		
Varying Plan Type by Incumbent	10%	% of Eligible Incumbents Who Received in Last 12 Months:	50%		
Reported Awards at Target (as % of Base)					
Incentive Plan Type	Co n	25th	50th	Mean	75th
All Plan Types	10	10.0%	10.0%	10.0%	10.0%
Sales Incentive Only	4				
Commission Only	2				
Sales Incentive / Commission + Company STI	1				
Company STI Only	0				

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering: 50%	% of Incumbents Eligible: 50%
LTI Received	% of Eligible Incumbents Who Received in Last 12 Months: 50%	

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2015 and 2014	10									
Base Salary	50th: 103%	Mean: 103%	Actual TCC	50th: 103%	Mean: 103%	TDC	50th: 103%	Mean: 103%		

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
All Incumbents										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

Position 10025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Industry - Television										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - All Industries Markets - Top 3										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - All Industries Markets - 4-10										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - All Industries Markets - 11-25										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - All Industries Markets - 26-50										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

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TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Market Rank - All Industries Markets - 51-75										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - All Industries Markets - 76-100										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - All Industries Markets - 100+										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - TV Market 1 - New York										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Market Rank - TV Market 2 - Los Angeles										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

Position 10025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Market Rank - TV Market 3 - Chicago										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Sales Revenue - Individual \$2.5M - \$5M										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Sales Revenue - Individual \$1.5M - \$2.5M										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Sales Revenue - Individual \$1M - \$1.5M										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Sales Revenue - Individual \$750K - \$1M										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

Position 10025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Sales Revenue - Individual \$500K - \$750K										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Sales Revenue - Individual \$250K - \$500K										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Sales Revenue - Team >= \$20M										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
U.S. Region - East										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
U.S. Region - South										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

Position 10025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
U.S. Region - Midwest										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
U.S. Region - Southwest										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
U.S. Region - West										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Metropolitan Area - New York-Northern New Jersey-Long Island										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Metropolitan Area - Philadelphia-Camden-Wilmington										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

Position 10025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Metropolitan Area - Atlanta-Sandy Springs-Marietta										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Metropolitan Area - Chicago-Naperville-Joliet										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Metropolitan Area - Dallas-Fort Worth-Arlington										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Metropolitan Area - Houston-Sugar Land-Baytown										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		
Metropolitan Area - Los Angeles-Long Beach-Santa Ana										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

Position 10025 - Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions)	INCUMBENT							COMPANY		
	n	10th	25th	50th	Mean	75th	90th	n	50th	Mean
Specialty / Scope - New Business & Existing Accounts										
Base Salary	100	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	\$100.0	10	\$100.0	\$100.0
Target Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Total Cash Compensation	100	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	\$150.0	10	\$150.0	\$150.0
Actual Cash Awards as % of Base Salary	100	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	10	50.0%	50.0%
Target LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Annualized Value of LTI Awards	100	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	\$25.0	10	\$25.0	\$25.0
Total Direct Compensation	100	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	\$175.0	10	\$175.0	\$175.0
LTI as % of Base Salary	100	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	10	25.0%	25.0%
Annual Revenue Target (in \$MM)	50							3		

SAMPLE