

Position 111316 - Manager, Physical Production - All Entertainment

Leads aspects of the physical production function. The physical production function plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development. Obtains needed resources. Develops and monitors physical production budgets and schedules. Scope typically includes post production and technical support. Drives the development of physical production blueprints for assigned productions. Manages multiple projects in varying stages of development. Ensures approval of locations, venues and sub-contractors. Oversees hiring and/or approval of key below the line personnel and crew. SCOPE: Accountable for the management of a section of work. ROLE IN STRATEGY / PLANNING: Translates approved objectives into work plans and procedures. Enforces applicable policies and may recommend changes. Makes near-term plans for section of work. Allocates available resources to meet operating plans. NEGOTIATIONS / INTERACTIONS: Interacts with direct reports and peers in management / customers / vendors to share information, transact business agreements and improve cross-departmental processes. ASSIGNMENT OF WORK: Typically manages supervisors and/or individual contributors. Ensures the ongoing training and development of direct reports. May be an individual contributor that does not manage employees. OVERSIGHT RECEIVED: Work is reviewed from a short-term perspective against objectives, budgets and schedules. EXPERIENCE: Typically has 7 or more years of experience with 3 or more years of management experience.

POSITION INFORMATION

| | | | | | |
|----------------------------------|--------------------------|--------------------------------------|---|-----------------------------|----------------|
| # of Incumbents Reported | 71 | Match: | Greater: 15% | Equal: 65% | Less: 45% |
| # of Companies with Match | 17 | FLSA: | Exempt: 70% | Employment Contract: | 81% |
| Remote Work | In-Office or Hybrid: 16% | | | Permanent Remote: 5% | |
| Geographic Composition | East: 9% | South: 55% | Midwest: 80% | Mountain: 31% | Southwest: 49% |
| Industry / Division | Film: 49% | Television: 95% | Location-Based Branded Entertainment: 24% | | |
| | Home Entertainment: 3% | Music Entertainment: 23% | Consumer Products / Licensing: 26% | | |
| | Stage Production: 48% | Multiple Industries / Divisions: 91% | Other Entertainment: 99% | | |

SHORT-TERM INCENTIVE ("STI") PLANS

| | | | | |
|----------------------------|---|------------------|---|------------------------------|
| STI Eligibility | % of Companies Offering: | 78% | % of Incumbents Eligible: | 69% |
| STI Awards Received | Short-Term Incentive Paid as % of Target (Mean): | 95% | % of Eligible Incumbents Who Received in Last 12 Months: | 68% |
| STI Targets | % of Companies with Incentive Targets: | 65% | | |
| | Company (Mean) %: | 50th: 64% | Mean: 14% | Incumbent-Weighted %: |
| | | 50th: 65% | Mean: 41% | |

LONG-TERM INCENTIVE ("LTI") PLANS

| | | | | |
|----------------------------|---|-----|----------------------------------|-----|
| LTI Eligibility | % of Companies Offering: | 47% | % of Incumbents Eligible: | 15% |
| LTI Awards Received | % of Eligible Incumbents Who Received in Last 12 Months: | 26% | | |

PAIRED COMPARISON: YEAR-TO-YEAR

| | | | | | |
|--|------------------|-----------------|-------------------|------------------|------------------|
| # of Companies with Match in Both Current Year and Prior Year | | | | | 15 |
| Base Salary | 50th: 54% | Mean: 9% | Actual TCC | 50th: 21% | Mean: 95% |
| | | | TDC | 50th: 35% | Mean: 28% |

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|---------|-----------|-----------|-----------|-----------|-----------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| All Incumbents | | | | | | | | | | | |
| Base Salary | 99 | \$375.2 | \$834.4 | \$1,857.3 | \$373.5 | \$485.6 | \$176.5 | \$1,542.3 | 20 | \$1,057.3 | \$1,884.6 |
| Target Total Cash Compensation | 39 | \$426.8 | \$1,323.0 | \$2,626.9 | \$1,017.9 | \$5,103.0 | \$463.9 | \$7,020.7 | 17 | \$963.7 | \$553.9 |
| Actual Total Cash Compensation | 53 | \$760.4 | \$1,071.2 | \$2,116.1 | \$3,473.2 | \$3,954.8 | \$1,793.7 | \$11,004.3 | 19 | \$2,418.9 | \$2,272.6 |
| Actual Cash Awards as % of Base Salary | 45 | 46.6% | 5.3% | 46.8% | 19.5% | 71.7% | 94.4% | 23.9% | 16 | 52.1% | 17.7% |
| Target LTI Awards | 12 | \$208.6 | \$300.5 | \$1,415.0 | \$2,338.1 | \$1,288.8 | \$3,844.2 | | 9 | \$2,832.5 | \$3,218.3 |
| Annualized Value of LTI Awards | 13 | | | | | | | | 2 | | |
| Target Total Direct Compensation | 14 | | | | | | | | 2 | | |
| Actual Total Direct Compensation | 51 | \$351.5 | \$1,459.9 | \$3,708.8 | \$5,213.3 | \$4,116.5 | \$2,660.9 | \$19,761.8 | 19 | \$283.2 | \$4,970.5 |
| LTI as % of Base Salary | 54 | 100.0% | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 200.0% | 14 | 200.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 35 | \$274.9 | \$2,514.7 | \$2,089.0 | \$264.4 | \$1,593.3 | \$2,400.8 | \$2,552.3 | 15 | \$4,692.2 | \$1,291.8 |
| Actual Total Direct Compensation - Ongoing | 71 | \$81.8 | \$92.6 | \$122.0 | \$137.4 | \$136.0 | \$179.4 | \$224.9 | 16 | \$99.7 | \$114.5 |
| LTI as % of Base Salary - Ongoing | 58 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| U.S. Region - East | | | | | | | | | | | |
| Base Salary | 26 | \$381.6 | \$472.1 | \$314.1 | \$646.8 | \$2,250.2 | \$2,100.3 | \$2,778.5 | 21 | \$879.1 | \$1,726.2 |
| Target Total Cash Compensation | 34 | \$650.3 | \$877.5 | \$3,132.7 | \$4,107.2 | \$2,842.3 | \$3,225.0 | \$2,054.6 | 14 | \$205.2 | \$2,493.7 |
| Actual Total Cash Compensation | 48 | \$743.5 | \$212.0 | \$616.2 | \$1,002.6 | \$1,950.6 | \$5,804.3 | \$1,674.3 | 24 | \$3,319.7 | \$3,681.9 |
| Actual Cash Awards as % of Base Salary | 54 | 64.7% | 86.7% | 74.7% | 67.5% | 72.4% | 92.7% | 54.9% | 16 | 73.9% | 26.6% |
| Target LTI Awards | 13 | \$192.5 | \$637.3 | \$3,055.7 | \$3,747.8 | \$1,889.1 | \$4,710.1 | | 6 | \$3,855.1 | \$247.1 |
| Annualized Value of LTI Awards | 10 | | | | | | | | 3 | | |
| Target Total Direct Compensation | 13 | \$491.9 | \$4,212.3 | \$3,043.7 | \$3,845.1 | \$8,355.6 | \$8,625.9 | | 9 | \$2,272.3 | \$3,899.4 |
| Actual Total Direct Compensation | 76 | \$616.1 | \$528.7 | \$2,127.6 | \$682.6 | \$5,888.2 | \$9,872.7 | \$4,809.4 | 24 | \$556.7 | \$4,601.8 |
| LTI as % of Base Salary | 53 | 100.0% | 100.0% | 100.0% | 200.0% | 100.0% | 200.0% | 200.0% | 11 | 100.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 36 | \$58.1 | \$2,479.4 | \$3,577.7 | \$1,286.0 | \$3,008.7 | \$4,887.0 | \$8,077.7 | 12 | \$4,076.4 | \$2,863.7 |
| Actual Total Direct Compensation - Ongoing | 49 | \$82.0 | \$94.7 | \$120.4 | \$138.2 | \$136.0 | \$185.3 | \$224.8 | 17 | \$100.6 | \$120.3 |
| LTI as % of Base Salary - Ongoing | 53 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 12 | 100.0% | 100.0% |
| U.S. Region - West | | | | | | | | | | | |
| Base Salary | 89 | \$538.8 | \$614.4 | \$336.2 | \$1,246.2 | \$2,583.3 | \$2,534.3 | \$2,338.4 | 21 | \$1,332.8 | \$2,099.5 |
| Target Total Cash Compensation | 28 | \$772.2 | \$1,199.0 | \$1,959.4 | \$1,775.7 | \$5,612.5 | \$2,349.7 | \$8,945.0 | 18 | \$830.8 | \$4,166.0 |
| Actual Total Cash Compensation | 31 | \$322.2 | \$92.8 | \$3,189.4 | \$1,142.8 | \$2,017.4 | \$5,849.9 | \$610.3 | 22 | \$1,357.9 | \$2,244.4 |
| Actual Cash Awards as % of Base Salary | 42 | 61.1% | 86.3% | 5.4% | 15.7% | 1.1% | 41.7% | 38.8% | 16 | 14.5% | 27.2% |
| Target LTI Awards | 14 | | | | | | | | 2 | | |
| Annualized Value of LTI Awards | 12 | \$296.5 | \$1,206.4 | \$408.0 | \$3,876.5 | \$1,615.0 | \$4,226.5 | | 7 | \$2,078.3 | \$969.7 |
| Target Total Direct Compensation | 13 | \$1,854.9 | \$1,159.0 | \$2,375.9 | \$6,489.6 | \$10,600.4 | \$2,858.5 | | 7 | \$8,624.3 | \$6,467.9 |
| Actual Total Direct Compensation | 92 | \$623.1 | \$1,153.8 | \$1,736.6 | \$504.8 | \$2,011.7 | \$2,418.9 | \$16,054.3 | 23 | \$2,491.2 | \$3,132.3 |
| LTI as % of Base Salary | 59 | 100.0% | 100.0% | 100.0% | 200.0% | 200.0% | 100.0% | 600.0% | 13 | 100.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 39 | \$178.8 | \$1,057.2 | \$525.3 | \$449.2 | \$1,303.7 | \$376.4 | \$1,154.2 | 8 | \$2,373.4 | \$3,669.0 |
| Actual Total Direct Compensation - Ongoing | 51 | \$81.9 | \$95.5 | \$120.9 | \$138.1 | \$136.0 | \$177.7 | \$225.0 | 24 | \$100.1 | \$108.6 |
| LTI as % of Base Salary - Ongoing | 56 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |
| Metropolitan Area - New York-Newark-Jersey City | | | | | | | | | | | |
| Base Salary | 84 | \$437.0 | \$901.5 | \$1,084.4 | \$259.3 | \$1,084.3 | \$1,991.7 | \$857.6 | 19 | \$996.4 | \$1,288.2 |
| Target Total Cash Compensation | 16 | \$721.1 | \$1,378.2 | \$3,846.3 | \$4,552.6 | \$3,454.8 | \$3,052.4 | \$4,343.2 | 17 | \$2,376.2 | \$1,531.6 |
| Actual Total Cash Compensation | 56 | \$278.4 | \$749.6 | \$1,750.4 | \$3,507.8 | \$1,789.3 | \$477.9 | \$8,113.1 | 21 | \$2,966.7 | \$1,229.5 |
| Actual Cash Awards as % of Base Salary | 52 | 78.1% | 56.3% | 6.6% | 70.0% | 82.3% | 63.0% | 94.1% | 15 | 10.0% | 49.7% |
| Target LTI Awards | 13 | \$136.9 | \$507.5 | \$911.9 | \$3,813.0 | \$810.4 | \$1,031.4 | | 9 | \$1,388.5 | \$384.0 |
| Annualized Value of LTI Awards | 14 | | | | | | | | 3 | | |
| Target Total Direct Compensation | 12 | \$4,758.7 | \$2,761.0 | \$6,998.5 | \$5,393.6 | \$6,098.7 | \$2,979.2 | | 8 | \$5,922.7 | \$483.1 |
| Actual Total Direct Compensation | 91 | \$516.6 | \$845.6 | \$2,444.7 | \$7,005.1 | \$8,423.8 | \$10,532.8 | \$1,021.4 | 24 | \$3,090.3 | \$3,232.1 |
| LTI as % of Base Salary | 43 | 100.0% | 100.0% | 100.0% | 100.0% | 200.0% | 400.0% | 400.0% | 8 | 200.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 64 | \$261.7 | \$1,532.0 | \$1,943.7 | \$1,677.6 | \$2,389.5 | \$1,696.2 | \$4,221.9 | 11 | \$4,199.4 | \$2,947.1 |
| Actual Total Direct Compensation - Ongoing | 100 | \$81.5 | \$91.6 | \$119.4 | \$137.9 | \$136.0 | \$181.5 | \$224.8 | 14 | \$98.5 | \$114.0 |
| LTI as % of Base Salary - Ongoing | 51 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 12 | 100.0% | 100.0% |

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| Metropolitan Area - Los Angeles-Long Beach-Anaheim | | | | | | | | | | | |
| Base Salary | 90 | \$564.5 | \$389.7 | \$970.1 | \$1,672.3 | \$792.3 | \$1,826.9 | \$775.4 | 24 | \$755.6 | \$1,646.8 |
| Target Total Cash Compensation | 40 | \$154.5 | \$717.3 | \$1,370.2 | \$3,344.9 | \$1,050.5 | \$947.5 | \$5,711.3 | 18 | \$2,869.1 | \$789.3 |
| Actual Total Cash Compensation | 48 | \$544.6 | \$314.3 | \$3,315.4 | \$1,090.5 | \$4,900.4 | \$5,080.4 | \$2,475.3 | 20 | \$551.9 | \$1,461.0 |
| Actual Cash Awards as % of Base Salary | 57 | 45.0% | 15.9% | 49.0% | 9.0% | 50.1% | 72.6% | 65.1% | 17 | 63.2% | 72.0% |
| Target LTI Awards | 12 | \$110.3 | \$777.9 | \$1,284.1 | \$862.9 | \$657.6 | \$529.3 | | 8 | \$2,915.3 | \$151.1 |
| Annualized Value of LTI Awards | 13 | | | | | | | | 3 | | |
| Target Total Direct Compensation | 14 | | | | | | | | 4 | | |
| Actual Total Direct Compensation | 63 | \$315.6 | \$1,009.0 | \$5,388.8 | \$2,471.7 | \$1,326.6 | \$3,883.5 | \$585.7 | 21 | \$1,722.5 | \$7,768.9 |
| LTI as % of Base Salary | 44 | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 300.0% | 500.0% | 9 | 100.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 35 | \$113.0 | \$100.8 | \$3,321.8 | \$2,187.3 | \$2,089.2 | \$4,793.0 | \$8,711.3 | 8 | \$484.4 | \$2,094.3 |
| Actual Total Direct Compensation - Ongoing | 59 | \$81.3 | \$96.3 | \$118.3 | \$137.5 | \$136.0 | \$181.4 | \$224.9 | 21 | \$100.6 | \$112.4 |
| LTI as % of Base Salary - Ongoing | 52 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 13 | 100.0% | 100.0% |
| Specialty / Scope - Manages Staff | | | | | | | | | | | |
| Base Salary | 108 | \$494.4 | \$633.1 | \$677.8 | \$595.1 | \$1,188.6 | \$2,204.2 | \$3,252.1 | 24 | \$1,647.5 | \$1,391.3 |
| Target Total Cash Compensation | 28 | \$774.3 | \$1,196.3 | \$3,650.1 | \$2,158.3 | \$2,087.0 | \$3,598.8 | \$4,450.0 | 14 | \$175.8 | \$3,427.9 |
| Actual Total Cash Compensation | 58 | \$755.7 | \$836.1 | \$1,922.3 | \$1,483.2 | \$3,704.3 | \$868.8 | \$290.9 | 21 | \$312.3 | \$4,244.2 |
| Actual Cash Awards as % of Base Salary | 40 | 30.2% | 47.6% | 90.9% | 40.0% | 89.4% | 75.8% | 65.7% | 15 | 92.0% | 24.7% |
| Target LTI Awards | 12 | \$247.8 | \$234.5 | \$2,341.0 | \$2,308.6 | \$1,020.6 | \$187.4 | | 7 | \$2,923.8 | \$2,913.6 |
| Annualized Value of LTI Awards | 12 | \$83.5 | \$1,916.7 | \$4,388.7 | \$4,474.6 | \$4,575.1 | \$2,361.5 | | 8 | \$3,386.4 | \$228.3 |
| Target Total Direct Compensation | 12 | \$769.8 | \$3,538.7 | \$6,451.9 | \$2,137.3 | \$9,598.9 | \$975.5 | | 6 | \$8,864.0 | \$4,584.1 |
| Actual Total Direct Compensation | 109 | \$326.6 | \$515.3 | \$3,674.3 | \$6,109.5 | \$2,529.5 | \$3,305.0 | \$15,983.7 | 19 | \$1,098.6 | \$8,695.1 |
| LTI as % of Base Salary | 49 | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 200.0% | 200.0% | 9 | 200.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 68 | \$66.6 | \$2,566.2 | \$1,463.6 | \$4,640.3 | \$4,966.6 | \$995.2 | \$2,790.4 | 11 | \$137.0 | \$5,142.2 |
| Actual Total Direct Compensation - Ongoing | 53 | \$81.7 | \$95.0 | \$121.8 | \$137.9 | \$136.0 | \$174.4 | \$224.9 | 23 | \$98.0 | \$112.0 |
| LTI as % of Base Salary - Ongoing | 54 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |
| Specialty / Scope - Individual Contributor | | | | | | | | | | | |
| Base Salary | 62 | \$263.6 | \$511.4 | \$619.9 | \$1,874.9 | \$1,417.2 | \$2,320.2 | \$1,381.1 | 20 | \$510.1 | \$1,562.3 |
| Target Total Cash Compensation | 33 | \$1,082.7 | \$541.3 | \$4,347.0 | \$4,574.1 | \$1,265.7 | \$3,221.5 | \$6,789.8 | 16 | \$2,870.8 | \$2,268.3 |
| Actual Total Cash Compensation | 25 | \$318.8 | \$546.2 | \$2,464.0 | \$1,930.8 | \$1,469.3 | \$4,996.3 | \$466.7 | 19 | \$2,119.4 | \$4,209.2 |
| Actual Cash Awards as % of Base Salary | 47 | 2.6% | 21.2% | 92.5% | 80.5% | 11.4% | 28.0% | 38.9% | 14 | 51.1% | 63.2% |
| Target LTI Awards | 13 | \$181.3 | \$255.5 | \$631.6 | \$176.8 | \$4,252.2 | \$299.0 | | 5 | \$3,602.4 | \$2,132.2 |
| Annualized Value of LTI Awards | 14 | | | | | | | | 3 | | |
| Target Total Direct Compensation | 14 | \$898.8 | \$445.7 | \$3,470.5 | \$5,915.8 | \$4,300.2 | \$2,919.7 | | 5 | \$1,058.2 | \$3,988.6 |
| Actual Total Direct Compensation | 45 | \$412.1 | \$1,295.6 | \$4,438.1 | \$924.1 | \$2,857.0 | \$10,240.2 | \$13,437.1 | 25 | \$3,238.9 | \$4,216.3 |
| LTI as % of Base Salary | 14 | 100.0% | 100.0% | 100.0% | 200.0% | 100.0% | 300.0% | 600.0% | 11 | 200.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 48 | \$256.5 | \$959.4 | \$2,390.3 | \$3,632.6 | \$4,642.7 | \$5,066.7 | \$6,217.8 | 13 | \$1,822.6 | \$1,463.1 |
| Actual Total Direct Compensation - Ongoing | 62 | \$80.8 | \$91.6 | \$121.7 | \$138.2 | \$136.0 | \$187.9 | \$225.0 | 22 | \$98.6 | \$108.6 |
| LTI as % of Base Salary - Ongoing | 55 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 14 | 100.0% | 100.0% |

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Senior Level | | | | | | | | | | | |
| Base Salary | 26 | \$479.8 | \$898.7 | \$1,064.9 | \$444.2 | \$796.9 | \$3,402.7 | \$3,914.5 | 20 | \$1,465.0 | \$1,345.2 |
| Target Total Cash Compensation | 44 | \$305.2 | \$1,479.7 | \$2,880.4 | \$4,581.5 | \$4,877.5 | \$1,860.8 | \$3,150.9 | 18 | \$1,832.9 | \$3,907.5 |
| Actual Total Cash Compensation | 89 | \$126.8 | \$168.8 | \$2,350.8 | \$436.2 | \$450.6 | \$1,919.7 | \$9,520.7 | 22 | \$1,695.4 | \$4,546.9 |
| Actual Cash Awards as % of Base Salary | 38 | 1.3% | 29.0% | 10.1% | 23.4% | 47.8% | 13.6% | 71.0% | 15 | 29.9% | 60.2% |
| Target LTI Awards | 12 | | | | | | | | 4 | | |
| Annualized Value of LTI Awards | 10 | \$138.7 | \$770.2 | \$2,987.9 | \$1,273.0 | \$3,505.0 | \$1,742.5 | | 6 | \$1,278.7 | \$810.0 |
| Target Total Direct Compensation | 12 | | | | | | | | 4 | | |
| Actual Total Direct Compensation | 64 | \$160.7 | \$392.7 | \$4,389.1 | \$9,326.3 | \$3,269.3 | \$987.6 | \$9,433.6 | 21 | \$1,361.4 | \$6,699.9 |
| LTI as % of Base Salary | 26 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 400.0% | 500.0% | 13 | 200.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 59 | \$147.1 | \$1,101.2 | \$3,543.9 | \$464.2 | \$2,980.6 | \$2,087.8 | \$6,146.4 | 10 | \$289.6 | \$4,094.6 |
| Actual Total Direct Compensation - Ongoing | 46 | \$80.4 | \$92.3 | \$119.1 | \$137.9 | \$136.0 | \$171.9 | \$225.0 | 25 | \$100.7 | \$111.8 |
| LTI as % of Base Salary - Ongoing | 52 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 9 | 100.0% | 100.0% |
| Specialty / Scope - Benchmark Level | | | | | | | | | | | |
| Base Salary | 66 | \$573.9 | \$991.4 | \$1,715.3 | \$1,762.0 | \$1,650.1 | \$3,039.8 | \$936.8 | 24 | \$430.0 | \$668.2 |
| Target Total Cash Compensation | 39 | \$588.4 | \$1,333.6 | \$1,942.8 | \$2,139.0 | \$2,106.1 | \$2,439.7 | \$8,801.8 | 14 | \$1,212.7 | \$1,173.4 |
| Actual Total Cash Compensation | 58 | \$815.8 | \$883.1 | \$399.6 | \$1,061.4 | \$468.2 | \$285.4 | \$7,318.1 | 22 | \$931.3 | \$2,184.4 |
| Actual Cash Awards as % of Base Salary | 50 | 93.6% | 12.9% | 93.9% | 20.9% | 71.0% | 6.5% | 48.5% | 18 | 38.2% | 92.3% |
| Target LTI Awards | 12 | | | | | | | | 3 | | |
| Annualized Value of LTI Awards | 11 | \$298.5 | \$1,230.4 | \$3,708.3 | \$3,094.1 | \$3,228.8 | \$578.5 | | 7 | \$4,704.0 | \$4,698.4 |
| Target Total Direct Compensation | 11 | \$4,761.3 | \$5,072.8 | \$1,267.7 | \$1,949.5 | \$2,678.3 | \$14,874.0 | | 7 | \$6,869.5 | \$2,097.9 |
| Actual Total Direct Compensation | 106 | \$626.7 | \$1,596.3 | \$480.2 | \$7,310.8 | \$8,685.3 | \$11,234.4 | \$19,987.5 | 21 | \$4,489.1 | \$5,608.1 |
| LTI as % of Base Salary | 12 | 100.0% | 100.0% | 100.0% | 100.0% | 300.0% | 100.0% | 300.0% | 11 | 200.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 13 | \$93.7 | \$312.8 | \$3,300.7 | \$1,734.9 | \$2,846.4 | \$3,855.0 | \$6,933.8 | 10 | \$4,153.7 | \$3,240.6 |
| Actual Total Direct Compensation - Ongoing | 116 | \$81.6 | \$93.3 | \$121.1 | \$137.7 | \$136.0 | \$174.2 | \$225.0 | 25 | \$100.6 | \$120.2 |
| LTI as % of Base Salary - Ongoing | 56 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 13 | 100.0% | 100.0% |
| Specialty / Scope - Comedy and Drama | | | | | | | | | | | |
| Base Salary | 35 | \$560.4 | \$440.3 | \$756.2 | \$273.7 | \$223.3 | \$1,936.0 | \$1,603.9 | 21 | \$139.9 | \$1,983.2 |
| Target Total Cash Compensation | 37 | \$273.5 | \$565.6 | \$4,325.6 | \$2,027.2 | \$2,703.4 | \$4,622.5 | \$3,348.3 | 18 | \$2,250.3 | \$2,527.6 |
| Actual Total Cash Compensation | 77 | \$723.2 | \$708.2 | \$2,096.3 | \$1,732.6 | \$3,102.7 | \$2,007.5 | \$9,422.2 | 21 | \$1,946.9 | \$2,176.6 |
| Actual Cash Awards as % of Base Salary | 36 | 34.9% | 44.4% | 24.3% | 35.4% | 29.0% | 87.6% | 54.4% | 14 | 94.0% | 40.9% |
| Target LTI Awards | 11 | \$114.8 | \$585.9 | \$3,311.8 | \$3,491.4 | \$2,372.4 | \$2,878.3 | | 5 | \$2,534.7 | \$1,175.2 |
| Annualized Value of LTI Awards | 13 | | | | | | | | 2 | | |
| Target Total Direct Compensation | 14 | | | | | | | | 4 | | |
| Actual Total Direct Compensation | 44 | \$441.7 | \$936.0 | \$4,304.2 | \$3,349.3 | \$8,083.2 | \$5,107.5 | \$17,934.7 | 25 | \$4,477.6 | \$1,768.7 |
| LTI as % of Base Salary | 20 | 100.0% | 100.0% | 100.0% | 200.0% | 100.0% | 400.0% | 500.0% | 13 | 100.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 63 | \$205.3 | \$2,019.5 | \$4,104.8 | \$2,589.6 | \$3,626.9 | \$1,200.3 | \$4,980.4 | 13 | \$2,247.8 | \$1,251.0 |
| Actual Total Direct Compensation - Ongoing | 74 | \$81.2 | \$92.8 | \$120.8 | \$138.3 | \$136.0 | \$173.5 | \$224.9 | 24 | \$99.6 | \$114.7 |
| LTI as % of Base Salary - Ongoing | 51 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 9 | 100.0% | 100.0% |

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Entire Show | | | | | | | | | | | |
| Base Salary | 80 | \$609.2 | \$982.7 | \$661.7 | \$997.3 | \$2,745.9 | \$2,453.8 | \$3,133.0 | 19 | \$1,357.7 | \$642.9 |
| Target Total Cash Compensation | 31 | \$805.8 | \$694.8 | \$1,283.2 | \$3,280.1 | \$436.5 | \$3,046.3 | \$8,324.6 | 14 | \$2,930.0 | \$4,380.5 |
| Actual Total Cash Compensation | 82 | \$90.0 | \$285.9 | \$652.3 | \$4,333.4 | \$1,799.2 | \$7,211.8 | \$1,516.3 | 19 | \$3,079.3 | \$2,425.9 |
| Actual Cash Awards as % of Base Salary | 33 | 98.6% | 83.5% | 72.9% | 43.0% | 84.0% | 63.9% | 61.4% | 15 | 22.0% | 96.2% |
| Target LTI Awards | 11 | \$140.8 | \$104.2 | \$3,877.3 | \$1,107.4 | \$1,692.2 | \$2,395.5 | | 6 | \$827.0 | \$383.0 |
| Annualized Value of LTI Awards | 13 | | | | | | | | 2 | | |
| Target Total Direct Compensation | 13 | \$2,211.1 | \$1,917.1 | \$3,773.5 | \$7,882.9 | \$1,524.7 | \$14,331.1 | | 5 | \$2,829.8 | \$1,428.2 |
| Actual Total Direct Compensation | 45 | \$728.6 | \$235.9 | \$3,012.1 | \$8,447.9 | \$8,910.9 | \$13,653.5 | \$16,326.0 | 19 | \$3,340.0 | \$6,547.9 |
| LTI as % of Base Salary | 20 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 200.0% | 400.0% | 8 | 100.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 58 | \$172.0 | \$2,587.5 | \$3,182.0 | \$4,872.3 | \$3,414.3 | \$4,675.7 | \$5,348.6 | 14 | \$1,395.6 | \$1,698.8 |
| Actual Total Direct Compensation - Ongoing | 87 | \$81.6 | \$95.3 | \$119.3 | \$137.8 | \$136.0 | \$179.3 | \$224.8 | 16 | \$98.1 | \$112.4 |
| LTI as % of Base Salary - Ongoing | 51 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 14 | 100.0% | 100.0% |
| Specialty / Scope - Feature Films | | | | | | | | | | | |
| Base Salary | 39 | \$609.0 | \$420.3 | \$780.9 | \$755.0 | \$613.6 | \$3,158.0 | \$2,419.2 | 21 | \$167.3 | \$1,099.6 |
| Target Total Cash Compensation | 57 | \$519.1 | \$571.4 | \$495.7 | \$1,670.5 | \$3,910.7 | \$7,221.1 | \$6,634.5 | 16 | \$3,413.7 | \$323.3 |
| Actual Total Cash Compensation | 76 | \$163.4 | \$438.4 | \$1,886.3 | \$2,285.1 | \$2,833.8 | \$5,054.4 | \$5,061.7 | 24 | \$422.6 | \$4,042.7 |
| Actual Cash Awards as % of Base Salary | 31 | 20.8% | 62.5% | 81.6% | 8.4% | 62.0% | 89.0% | 60.7% | 18 | 10.8% | 24.9% |
| Target LTI Awards | 13 | | | | | | | | 3 | | |
| Annualized Value of LTI Awards | 14 | | | | | | | | 4 | | |
| Target Total Direct Compensation | 13 | | | | | | | | 4 | | |
| Actual Total Direct Compensation | 114 | \$530.7 | \$1,500.8 | \$4,259.2 | \$7,272.2 | \$8,545.5 | \$1,501.6 | \$6,087.9 | 24 | \$4,870.6 | \$6,642.9 |
| LTI as % of Base Salary | 64 | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 200.0% | 700.0% | 10 | 200.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 25 | \$218.5 | \$937.1 | \$2,366.2 | \$501.6 | \$3,152.7 | \$5,651.4 | \$2,520.2 | 12 | \$3,278.6 | \$1,651.2 |
| Actual Total Direct Compensation - Ongoing | 57 | \$80.3 | \$95.0 | \$118.5 | \$138.2 | \$136.0 | \$188.0 | \$225.0 | 25 | \$99.0 | \$118.5 |
| LTI as % of Base Salary - Ongoing | 58 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 11 | 100.0% | 100.0% |
| Specialty / Scope - Episodic | | | | | | | | | | | |
| Base Salary | 83 | \$664.7 | \$132.7 | \$1,180.2 | \$1,508.0 | \$1,876.4 | \$1,502.9 | \$2,844.8 | 19 | \$812.7 | \$710.7 |
| Target Total Cash Compensation | 55 | \$1,218.3 | \$331.2 | \$4,420.2 | \$4,219.3 | \$4,632.7 | \$6,686.6 | \$5,922.6 | 18 | \$539.6 | \$1,197.5 |
| Actual Total Cash Compensation | 94 | \$730.1 | \$1,161.8 | \$420.7 | \$4,720.5 | \$1,157.5 | \$4,639.3 | \$3,977.7 | 21 | \$2,769.8 | \$3,343.3 |
| Actual Cash Awards as % of Base Salary | 20 | 31.1% | 46.1% | 98.0% | 58.4% | 25.4% | 24.9% | 2.6% | 14 | 1.1% | 17.3% |
| Target LTI Awards | 12 | \$209.2 | \$985.9 | \$2,036.8 | \$3,928.7 | \$2,956.5 | \$1,533.3 | | 5 | \$2,004.0 | \$772.4 |
| Annualized Value of LTI Awards | 11 | \$281.7 | \$1,525.2 | \$1,612.5 | \$2,565.2 | \$210.9 | \$2,940.0 | | 6 | \$3,849.1 | \$3,314.1 |
| Target Total Direct Compensation | 13 | | | | | | | | 4 | | |
| Actual Total Direct Compensation | 25 | \$807.8 | \$758.5 | \$241.9 | \$4,047.1 | \$3,583.9 | \$8,464.3 | \$10,814.2 | 24 | \$1,776.9 | \$1,688.7 |
| LTI as % of Base Salary | 27 | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 200.0% | 700.0% | 8 | 100.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 63 | \$45.4 | \$2,250.2 | \$727.7 | \$573.0 | \$1,906.0 | \$3,957.5 | \$2,642.4 | 14 | \$3,168.0 | \$1,740.2 |
| Actual Total Direct Compensation - Ongoing | 83 | \$80.0 | \$94.4 | \$120.6 | \$137.6 | \$136.0 | \$186.4 | \$225.0 | 24 | \$99.6 | \$112.5 |
| LTI as % of Base Salary - Ongoing | 61 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 13 | 100.0% | 100.0% |

Position 111316 - Manager, Physical Production - All Entertainment

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Digital Streaming | | | | | | | | | | | |
| Base Salary | 104 | \$458.1 | \$939.1 | \$1,959.5 | \$919.3 | \$1,722.3 | \$2,279.7 | \$1,333.4 | 21 | \$1,603.4 | \$579.2 |
| Target Total Cash Compensation | 21 | \$120.1 | \$1,096.2 | \$3,769.6 | \$3,135.6 | \$1,288.4 | \$4,388.8 | \$6,903.0 | 17 | \$801.8 | \$3,634.6 |
| Actual Total Cash Compensation | 63 | \$572.4 | \$873.8 | \$2,558.0 | \$4,926.2 | \$3,174.7 | \$4,597.9 | \$9,794.6 | 22 | \$406.8 | \$784.6 |
| Actual Cash Awards as % of Base Salary | 50 | 35.5% | 83.3% | 30.4% | 35.7% | 15.3% | 93.5% | 66.6% | 18 | 15.1% | 51.0% |
| Target LTI Awards | 11 | \$142.1 | \$630.0 | \$3,324.9 | \$1,304.5 | \$2,086.4 | \$856.9 | | 7 | \$4,072.0 | \$1,740.9 |
| Annualized Value of LTI Awards | 12 | \$289.6 | \$636.1 | \$4,257.8 | \$992.4 | \$4,368.8 | \$2,824.9 | | 7 | \$3,753.4 | \$2,432.0 |
| Target Total Direct Compensation | 11 | | | | | | | | 4 | | |
| Actual Total Direct Compensation | 78 | \$404.4 | \$1,212.6 | \$3,855.8 | \$4,205.7 | \$6,693.6 | \$4,285.9 | \$6,152.8 | 25 | \$1,682.8 | \$788.4 |
| LTI as % of Base Salary | 35 | 100.0% | 100.0% | 100.0% | 200.0% | 200.0% | 300.0% | 200.0% | 13 | 100.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 45 | \$229.5 | \$72.2 | \$2,744.3 | \$2,608.4 | \$4,608.0 | \$593.2 | \$4,086.4 | 12 | \$3,104.5 | \$2,892.6 |
| Actual Total Direct Compensation - Ongoing | 70 | \$81.7 | \$91.9 | \$120.4 | \$137.6 | \$136.0 | \$177.9 | \$224.8 | 20 | \$100.5 | \$118.2 |
| LTI as % of Base Salary - Ongoing | 53 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 14 | 100.0% | 100.0% |
| Specialty / Scope - Virtual Reality | | | | | | | | | | | |
| Base Salary | 106 | \$564.3 | \$285.0 | \$1,534.1 | \$239.8 | \$794.2 | \$2,247.5 | \$3,443.7 | 19 | \$564.2 | \$1,395.9 |
| Target Total Cash Compensation | 20 | \$414.5 | \$641.7 | \$2,466.2 | \$3,615.4 | \$838.6 | \$343.7 | \$7,639.0 | 14 | \$1,846.2 | \$3,381.1 |
| Actual Total Cash Compensation | 44 | \$220.7 | \$382.0 | \$2,358.8 | \$1,744.6 | \$3,410.9 | \$2,060.2 | \$1,877.1 | 21 | \$2,495.7 | \$4,265.9 |
| Actual Cash Awards as % of Base Salary | 35 | 60.5% | 52.3% | 53.4% | 4.3% | 8.8% | 59.5% | 61.2% | 14 | 32.4% | 66.1% |
| Target LTI Awards | 12 | | | | | | | | 4 | | |
| Annualized Value of LTI Awards | 13 | | | | | | | | 3 | | |
| Target Total Direct Compensation | 14 | \$3,405.3 | \$1,156.6 | \$1,756.8 | \$2,422.9 | \$4,385.5 | \$3,357.0 | | 7 | \$8,225.1 | \$3,019.2 |
| Actual Total Direct Compensation | 79 | \$198.3 | \$1,184.4 | \$5,255.2 | \$8,224.1 | \$7,441.3 | \$2,133.9 | \$6,899.2 | 19 | \$1,362.7 | \$1,244.0 |
| LTI as % of Base Salary | 32 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 400.0% | 300.0% | 12 | 100.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 69 | \$98.3 | \$648.3 | \$221.3 | \$625.0 | \$1,644.5 | \$4,447.4 | \$3,293.2 | 9 | \$1,771.1 | \$2,914.3 |
| Actual Total Direct Compensation - Ongoing | 44 | \$82.2 | \$96.3 | \$120.1 | \$138.0 | \$136.0 | \$175.2 | \$225.0 | 22 | \$99.8 | \$112.7 |
| LTI as % of Base Salary - Ongoing | 58 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 9 | 100.0% | 100.0% |
| Union Status - Non-Union | | | | | | | | | | | |
| Base Salary | 75 | \$114.2 | \$872.3 | \$930.6 | \$1,255.6 | \$551.0 | \$2,593.5 | \$3,332.8 | 20 | \$1,660.3 | \$344.1 |
| Target Total Cash Compensation | 63 | \$1,010.5 | \$1,509.7 | \$1,776.0 | \$1,930.5 | \$362.6 | \$7,185.0 | \$3,310.3 | 15 | \$3,093.0 | \$3,733.2 |
| Actual Total Cash Compensation | 80 | \$560.5 | \$1,307.1 | \$2,668.1 | \$3,802.4 | \$2,642.9 | \$3,052.1 | \$11,397.1 | 19 | \$2,666.7 | \$1,000.4 |
| Actual Cash Awards as % of Base Salary | 43 | 73.9% | 68.7% | 75.5% | 33.2% | 74.1% | 81.4% | 0.9% | 18 | 70.1% | 26.4% |
| Target LTI Awards | 11 | | | | | | | | 2 | | |
| Annualized Value of LTI Awards | 11 | \$294.6 | \$2,210.0 | \$4,198.5 | \$4,586.3 | \$3,569.9 | \$5,326.6 | | 5 | \$3,859.7 | \$2,803.3 |
| Target Total Direct Compensation | 13 | | | | | | | | 3 | | |
| Actual Total Direct Compensation | 25 | \$568.7 | \$294.3 | \$2,672.2 | \$7,514.6 | \$1,137.6 | \$12,398.1 | \$19,159.1 | 23 | \$4,560.4 | \$7,358.4 |
| LTI as % of Base Salary | 46 | 100.0% | 100.0% | 100.0% | 200.0% | 100.0% | 300.0% | 600.0% | 14 | 200.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 26 | \$129.2 | \$2,385.6 | \$675.3 | \$3,987.1 | \$2,614.7 | \$819.4 | \$3,514.7 | 14 | \$1,023.2 | \$5,207.7 |
| Actual Total Direct Compensation - Ongoing | 73 | \$80.9 | \$93.3 | \$122.4 | \$137.7 | \$136.0 | \$171.4 | \$224.8 | 19 | \$100.3 | \$115.2 |
| LTI as % of Base Salary - Ongoing | 55 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 9 | 100.0% | 100.0% |

Position 111316 - Manager, Physical Production - Film

Leads aspects of the physical production function. The physical production function plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development. Obtains needed resources. Develops and monitors physical production budgets and schedules. Scope typically includes post production and technical support. Drives the development of physical production blueprints for assigned productions. Manages multiple projects in varying stages of development. Ensures approval of locations, venues and sub-contractors. Oversees hiring and/or approval of key below the line personnel and crew. SCOPE: Accountable for the management of a section of work. ROLE IN STRATEGY / PLANNING: Translates approved objectives into work plans and procedures. Enforces applicable policies and may recommend changes. Makes near-term plans for section of work. Allocates available resources to meet operating plans. NEGOTIATIONS / INTERACTIONS: Interacts with direct reports and peers in management / customers / vendors to share information, transact business agreements and improve cross-departmental processes. ASSIGNMENT OF WORK: Typically manages supervisors and/or individual contributors. Ensures the ongoing training and development of direct reports. May be an individual contributor that does not manage employees. OVERSIGHT RECEIVED: Work is reviewed from a short-term perspective against objectives, budgets and schedules. EXPERIENCE: Typically has 7 or more years of experience with 3 or more years of management experience.

POSITION INFORMATION

| | | | | | |
|----------------------------------|--------------------------|--------------------------------------|---|-----------------------------|----------------|
| # of Incumbents Reported | 61 | Match: | Greater: 58% | Equal: 94% | Less: 20% |
| # of Companies with Match | 22 | FLSA: | Exempt: 83% | Employment Contract: | 53% |
| Remote Work | In-Office or Hybrid: 92% | | | Permanent Remote: | 56% |
| Geographic Composition | East: 21% | South: 52% | Midwest: 73% | Mountain: 35% | Southwest: 21% |
| | West: 94% | | | | |
| Industry / Division | Film: 1% | Television: 61% | Location-Based Branded Entertainment: 56% | | |
| | Home Entertainment: 34% | Music Entertainment: 8% | Consumer Products / Licensing: 47% | | |
| | Stage Production: 8% | Multiple Industries / Divisions: 91% | Other Entertainment: 64% | | |

SHORT-TERM INCENTIVE ("STI") PLANS

| | | | | |
|----------------------------|---|------------------|---|------------------------------|
| STI Eligibility | % of Companies Offering: | 1% | % of Incumbents Eligible: | 91% |
| STI Awards Received | Short-Term Incentive Paid as % of Target (Mean): | 77% | % of Eligible Incumbents Who Received in Last 12 Months: | 71% |
| STI Targets | % of Companies with Incentive Targets: | | | 68% |
| | Company (Mean) %: | 50th: 98% | Mean: 50% | Incumbent-Weighted %: |
| | | | 50th: 63% | Mean: 8% |

LONG-TERM INCENTIVE ("LTI") PLANS

| | | | | |
|----------------------------|---|-----|----------------------------------|-----|
| LTI Eligibility | % of Companies Offering: | 65% | % of Incumbents Eligible: | 35% |
| LTI Awards Received | % of Eligible Incumbents Who Received in Last 12 Months: | | | 77% |

PAIRED COMPARISON: YEAR-TO-YEAR

| | | | | | | | | | | | |
|--|------------------|------------------|-------------------|------------------|------------------|------------|------------------|------------------|--|--|----|
| # of Companies with Match in Both 2022 and 2021 | | | | | | | | | | | 10 |
| Base Salary | 50th: 81% | Mean: 57% | Actual TCC | 50th: 62% | Mean: 73% | TDC | 50th: 20% | Mean: 14% | | | |

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| All Incumbents | | | | | | | | | | | |
| Base Salary | 38 | \$586.2 | \$796.6 | \$1,327.3 | \$2,241.0 | \$1,917.4 | \$1,447.0 | \$993.7 | 23 | \$1,677.5 | \$892.8 |
| Target Total Cash Compensation | 71 | \$1,074.5 | \$1,521.2 | \$4,331.5 | \$3,513.6 | \$341.0 | \$5,164.8 | \$8,686.8 | 17 | \$1,888.2 | \$3,787.8 |
| Actual Total Cash Compensation | 23 | \$151.7 | \$439.2 | \$2,915.1 | \$207.9 | \$2,934.0 | \$2,427.2 | \$2,305.5 | 21 | \$2,625.4 | \$1,030.9 |
| Actual Cash Awards as % of Base Salary | 51 | 49.1% | 56.2% | 80.0% | 6.7% | 80.1% | 50.0% | 13.8% | 14 | 46.9% | 62.3% |
| Target LTI Awards | 12 | | | | | | | | 2 | | |
| Annualized Value of LTI Awards | 10 | | | | | | | | 4 | | |
| Target Total Direct Compensation | 13 | | | | | | | | 3 | | |
| Actual Total Direct Compensation | 67 | \$542.7 | \$1,366.6 | \$5,195.3 | \$8,664.0 | \$8,812.9 | \$7,413.0 | \$15,901.9 | 22 | \$2,092.9 | \$8,368.4 |
| LTI as % of Base Salary | 30 | 100.0% | 100.0% | 100.0% | 100.0% | 300.0% | 100.0% | 600.0% | 12 | 200.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 24 | \$293.0 | \$1,912.0 | \$1,743.7 | \$2,237.5 | \$2,034.4 | \$1,505.9 | \$1,968.0 | 14 | \$1,592.4 | \$5,087.1 |
| Actual Total Direct Compensation - Ongoing | 119 | \$80.1 | \$93.0 | \$122.0 | \$138.2 | \$136.0 | \$182.9 | \$224.8 | 16 | \$99.9 | \$115.4 |
| LTI as % of Base Salary - Ongoing | 51 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|---------|------------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| U.S. Region - West | | | | | | | | | | | |
| Base Salary | 90 | \$593.7 | \$453.7 | \$1,608.8 | \$1,628.3 | \$917.9 | \$1,959.9 | \$2,491.5 | 22 | \$1,340.4 | \$536.3 |
| Target Total Cash Compensation | 63 | \$161.5 | \$1,429.8 | \$3,851.2 | \$1,482.6 | \$4,909.7 | \$6,479.0 | \$783.1 | 18 | \$2,833.0 | \$1,526.8 |
| Actual Total Cash Compensation | 81 | \$828.9 | \$1,388.5 | \$1,785.3 | \$3,925.4 | \$1,404.6 | \$7,317.1 | \$9,468.7 | 23 | \$2,183.7 | \$1,329.8 |
| Actual Cash Awards as % of Base Salary | 32 | 38.0% | 55.5% | 63.1% | 55.6% | 38.1% | 12.3% | 20.3% | 15 | 10.4% | 79.3% |
| Target LTI Awards | 11 | \$260.4 | \$654.9 | \$2,879.8 | \$707.3 | \$613.2 | \$1,567.8 | | 9 | \$1,934.0 | \$3,198.6 |
| Annualized Value of LTI Awards | 12 | \$225.5 | \$774.7 | \$2,243.8 | \$3,108.1 | \$2,910.7 | \$2,237.6 | | 7 | \$1,641.1 | \$3,468.6 |
| Target Total Direct Compensation | 11 | \$3,060.9 | \$181.2 | \$5,215.4 | \$3,142.4 | \$2,191.3 | \$13,183.2 | | 9 | \$10,377.5 | \$5,423.8 |
| Actual Total Direct Compensation | 98 | \$223.3 | \$304.4 | \$5,373.1 | \$1,217.5 | \$349.8 | \$6,020.1 | \$3,081.4 | 24 | \$1,139.3 | \$8,499.4 |
| LTI as % of Base Salary | 35 | 100.0% | 100.0% | 100.0% | 200.0% | 100.0% | 100.0% | 300.0% | 13 | 200.0% | 300.0% |
| Annualized Value of LTI Awards - Ongoing | 27 | \$182.6 | \$1,587.0 | \$2,130.5 | \$3,664.3 | \$3,102.4 | \$4,963.3 | \$7,651.7 | 14 | \$900.9 | \$4,718.9 |
| Actual Total Direct Compensation - Ongoing | 88 | \$80.6 | \$96.4 | \$118.8 | \$138.2 | \$136.0 | \$174.3 | \$224.8 | 16 | \$99.9 | \$111.3 |
| LTI as % of Base Salary - Ongoing | 59 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 9 | 100.0% | 100.0% |
| Metropolitan Area - Los Angeles-Long Beach-Anaheim | | | | | | | | | | | |
| Base Salary | 27 | \$505.3 | \$158.6 | \$1,472.8 | \$2,074.0 | \$460.5 | \$3,326.5 | \$2,597.0 | 22 | \$134.1 | \$324.7 |
| Target Total Cash Compensation | 33 | \$995.8 | \$1,126.1 | \$2,426.6 | \$1,521.4 | \$269.6 | \$6,667.1 | \$1,296.9 | 15 | \$640.6 | \$2,594.5 |
| Actual Total Cash Compensation | 78 | \$416.9 | \$1,169.0 | \$2,900.3 | \$4,623.3 | \$236.9 | \$6,497.6 | \$4,414.6 | 19 | \$2,784.2 | \$2,898.9 |
| Actual Cash Awards as % of Base Salary | 55 | 67.9% | 11.8% | 9.3% | 39.7% | 97.9% | 54.3% | 48.4% | 18 | 11.6% | 66.0% |
| Target LTI Awards | 12 | | | | | | | | 4 | | |
| Annualized Value of LTI Awards | 11 | | | | | | | | 4 | | |
| Target Total Direct Compensation | 11 | \$4,385.5 | \$3,564.4 | \$5,848.1 | \$8,015.7 | \$4,863.7 | \$11,481.6 | | 7 | \$5,154.0 | \$332.4 |
| Actual Total Direct Compensation | 80 | \$657.4 | \$323.0 | \$5,404.0 | \$383.7 | \$4,403.2 | \$9,199.5 | \$15,608.8 | 19 | \$1,629.2 | \$7,822.1 |
| LTI as % of Base Salary | 48 | 100.0% | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 600.0% | 10 | 200.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 41 | \$79.4 | \$1,706.3 | \$1,559.4 | \$2,906.2 | \$3,202.0 | \$5,600.5 | \$7,216.4 | 9 | \$1,183.7 | \$5,526.6 |
| Actual Total Direct Compensation - Ongoing | 87 | \$81.2 | \$91.6 | \$120.6 | \$138.2 | \$136.0 | \$179.0 | \$224.8 | 15 | \$98.9 | \$121.4 |
| LTI as % of Base Salary - Ongoing | 58 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |

SAMPLE

Position 111316 - Manager, Physical Production - Television

Leads aspects of the physical production function. The physical production function plans, provides, manages and tracks all needed sets, equipment and below the line personnel needed during production. Determines physical production requirements in all stages of development. Obtains needed resources. Develops and monitors physical production budgets and schedules. Scope typically includes post production and technical support. Drives the development of physical production blueprints for assigned productions. Manages multiple projects in varying stages of development. Ensures approval of locations, venues and sub-contractors. Oversees hiring and/or approval of key below the line personnel and crew. SCOPE: Accountable for the management of a section of work. ROLE IN STRATEGY / PLANNING: Translates approved objectives into work plans and procedures. Enforces applicable policies and may recommend changes. Makes near-term plans for section of work. Allocates available resources to meet operating plans. NEGOTIATIONS / INTERACTIONS: Interacts with direct reports and peers in management / customers / vendors to share information, transact business agreements and improve cross-departmental processes. ASSIGNMENT OF WORK: Typically manages supervisors and/or individual contributors. Ensures the ongoing training and development of direct reports. May be an individual contributor that does not manage employees. OVERSIGHT RECEIVED: Work is reviewed from a short-term perspective against objectives, budgets and schedules. EXPERIENCE: Typically has 7 or more years of experience with 3 or more years of management experience.

POSITION INFORMATION

| | | | | | |
|----------------------------------|--------------------------|--------------------------------------|--|---------------------------------|--------------------------|
| # of Incumbents Reported | 61 | Match: | Greater: 72% | Equal: 82% | Less: 20% |
| # of Companies with Match | 21 | FLSA: | Exempt: 47% | Employment Contract: 74% | Union: 57% |
| Remote Work | In-Office or Hybrid: 33% | | | Permanent Remote: 96% | |
| Geographic Composition | East: 18% | South: 37% | Midwest: 8% | Mountain: 56% | Southwest: 68% West: 81% |
| Industry / Division | Film: 3% | Television: 79% | Location-Based Branded Entertainment: 7% | | |
| | Home Entertainment: 31% | Music Entertainment: 64% | Consumer Products / Licensing: 61% | | |
| | Stage Production: 27% | Multiple Industries / Divisions: 26% | Other Entertainment: 83% | | |

SHORT-TERM INCENTIVE ("STI") PLANS

| | | |
|----------------------------|---|---|
| STI Eligibility | % of Companies Offering: 13% | % of Incumbents Eligible: 12% |
| STI Awards Received | Short-Term Incentive Paid as % of Target (Mean): 83% | % of Eligible Incumbents Who Received in Last 12 Months: 19% |
| STI Targets | % of Companies with Incentive Targets: 27% | |
| | Company (Mean) %: 50th: 15% Mean: 1% | Incumbent-Weighted %: 50th: 14% Mean: 91% |

LONG-TERM INCENTIVE ("LTI") PLANS

| | | |
|----------------------------|---|--------------------------------------|
| LTI Eligibility | % of Companies Offering: 99% | % of Incumbents Eligible: 40% |
| LTI Awards Received | % of Eligible Incumbents Who Received in Last 12 Months: 33% | |

PAIRED COMPARISON: YEAR-TO-YEAR

| | | | | | | | | | | |
|--|-----------|-----------|-------------------|-----------|-----------|------------|-----------|-----------|--|--|
| # of Companies with Match in Both 2022 and 2021 | 15 | | | | | | | | | |
| Base Salary | 50th: 33% | Mean: 74% | Actual TCC | 50th: 53% | Mean: 13% | TDC | 50th: 50% | Mean: 77% | | |

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| All Incumbents | | | | | | | | | | | |
| Base Salary | 27 | \$343.4 | \$992.6 | \$121.0 | \$1,596.1 | \$2,512.4 | \$2,653.2 | \$1,233.0 | 21 | \$1,095.2 | \$711.3 |
| Target Total Cash Compensation | 41 | \$1,036.3 | \$1,510.2 | \$279.5 | \$3,456.2 | \$5,015.6 | \$4,614.8 | \$5,111.3 | 16 | \$3,596.7 | \$565.6 |
| Actual Total Cash Compensation | 87 | \$591.1 | \$865.1 | \$419.0 | \$3,009.8 | \$1,365.2 | \$3,066.8 | \$4,175.3 | 20 | \$3,257.0 | \$1,272.5 |
| Actual Cash Awards as % of Base Salary | 59 | 56.6% | 48.4% | 21.6% | 89.6% | 95.2% | 0.1% | 69.8% | 18 | 90.1% | 52.9% |
| Target LTI Awards | 13 | | | | | | | | 2 | | |
| Annualized Value of LTI Awards | 10 | | | | | | | | 2 | | |
| Target Total Direct Compensation | 14 | | | | | | | | 4 | | |
| Actual Total Direct Compensation | 89 | \$315.3 | \$1,294.4 | \$3,054.3 | \$770.0 | \$2,413.2 | \$972.6 | \$16,148.5 | 19 | \$2,830.8 | \$6,834.4 |
| LTI as % of Base Salary | 13 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 11 | 100.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 53 | \$276.8 | \$2,095.2 | \$242.6 | \$1,649.1 | \$4,292.6 | \$647.9 | \$8,397.0 | 8 | \$952.0 | \$3,868.5 |
| Actual Total Direct Compensation - Ongoing | 107 | \$81.7 | \$92.2 | \$121.6 | \$138.1 | \$136.0 | \$170.6 | \$225.0 | 15 | \$99.6 | \$111.3 |
| LTI as % of Base Salary - Ongoing | 56 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 14 | 100.0% | 100.0% |

Position 111316 - Manager, Physical Production - Television

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|---|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| U.S. Region - West | | | | | | | | | | | |
| Base Salary | 23 | \$602.1 | \$310.1 | \$1,416.3 | \$1,782.3 | \$2,248.9 | \$2,857.9 | \$3,313.1 | 23 | \$1,495.0 | \$1,924.3 |
| Target Total Cash Compensation | 35 | \$193.4 | \$1,125.2 | \$4,146.7 | \$3,284.1 | \$1,296.6 | \$2,183.8 | \$1,735.8 | 17 | \$1,764.2 | \$3,041.7 |
| Actual Total Cash Compensation | 107 | \$820.8 | \$147.5 | \$849.6 | \$2,740.1 | \$3,334.5 | \$6,038.6 | \$5,286.9 | 21 | \$1,846.7 | \$3,697.9 |
| Actual Cash Awards as % of Base Salary | 41 | 46.9% | 37.9% | 9.4% | 73.6% | 49.0% | 8.1% | 76.8% | 14 | 9.7% | 92.3% |
| Target LTI Awards | 13 | | | | | | | | 4 | | |
| Annualized Value of LTI Awards | 12 | | | | | | | | 4 | | |
| Target Total Direct Compensation | 14 | | | | | | | | 2 | | |
| Actual Total Direct Compensation | 110 | \$678.5 | \$648.2 | \$3,960.3 | \$8,896.8 | \$9,450.6 | \$13,155.1 | \$2,696.2 | 20 | \$933.7 | \$1,731.5 |
| LTI as % of Base Salary | 19 | 100.0% | 100.0% | 100.0% | 200.0% | 100.0% | 400.0% | 300.0% | 9 | 200.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 14 | \$289.1 | \$2,652.2 | \$4,199.3 | \$3,120.4 | \$1,178.3 | \$2,210.9 | \$3,969.3 | 15 | \$2,207.6 | \$4,091.4 |
| Actual Total Direct Compensation - Ongoing | 62 | \$80.1 | \$96.0 | \$121.6 | \$137.6 | \$136.0 | \$173.9 | \$224.9 | 19 | \$100.5 | \$110.7 |
| LTI as % of Base Salary - Ongoing | 50 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |
| Metropolitan Area - Los Angeles-Long Beach-Anaheim | | | | | | | | | | | |
| Base Salary | 48 | \$127.9 | \$682.9 | \$1,230.8 | \$2,097.7 | \$1,606.0 | \$280.1 | \$2,940.6 | 20 | \$1,123.8 | \$1,763.3 |
| Target Total Cash Compensation | 57 | \$929.3 | \$792.2 | \$1,619.1 | \$1,075.3 | \$3,275.1 | \$7,034.1 | \$5,655.7 | 14 | \$1,400.8 | \$296.9 |
| Actual Total Cash Compensation | 28 | \$590.6 | \$789.6 | \$672.8 | \$2,857.8 | \$2,430.3 | \$6,273.7 | \$8,301.4 | 21 | \$1,628.0 | \$3,541.4 |
| Actual Cash Awards as % of Base Salary | 52 | 63.2% | 71.6% | 4.7% | 57.3% | 48.2% | 9.8% | 90.4% | 15 | 37.6% | 84.5% |
| Target LTI Awards | 14 | | | | | | | | 3 | | |
| Annualized Value of LTI Awards | 12 | | | | | | | | 4 | | |
| Target Total Direct Compensation | 14 | \$5,056.7 | \$3,533.0 | \$5,237.3 | \$3,758.4 | \$13,281.2 | \$4,419.6 | | 9 | \$8,515.1 | \$1,997.8 |
| Actual Total Direct Compensation | 97 | \$595.2 | \$1,359.3 | \$119.1 | \$6,231.5 | \$7,830.9 | \$13,407.5 | \$14,921.2 | 20 | \$3,897.8 | \$8,294.6 |
| LTI as % of Base Salary | 60 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 700.0% | 10 | 200.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 19 | \$127.3 | \$781.9 | \$2,929.7 | \$1,469.1 | \$2,072.4 | \$5,154.0 | \$3,766.9 | 12 | \$3,249.0 | \$457.6 |
| Actual Total Direct Compensation - Ongoing | 107 | \$82.0 | \$92.2 | \$120.4 | \$138.0 | \$136.0 | \$183.6 | \$224.8 | 18 | \$99.6 | \$115.8 |
| LTI as % of Base Salary - Ongoing | 59 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 14 | 100.0% | 100.0% |
| Specialty / Scope - Individual Contributor | | | | | | | | | | | |
| Base Salary | 68 | \$381.9 | \$100.4 | \$556.8 | \$1,179.3 | \$1,629.6 | \$142.6 | \$3,120.2 | 21 | \$884.4 | \$631.8 |
| Target Total Cash Compensation | 22 | \$439.6 | \$1,161.3 | \$3,010.6 | \$2,313.2 | \$1,197.9 | \$3,628.0 | \$2,425.6 | 16 | \$320.5 | \$4,154.2 |
| Actual Total Cash Compensation | 57 | \$281.8 | \$1,431.3 | \$1,195.0 | \$163.5 | \$289.5 | \$5,031.9 | \$7,888.0 | 24 | \$2,156.3 | \$4,489.5 |
| Actual Cash Awards as % of Base Salary | 33 | 54.4% | 62.6% | 78.2% | 50.0% | 23.2% | 19.0% | 56.5% | 15 | 57.7% | 94.2% |
| Target LTI Awards | 13 | | | | | | | | 3 | | |
| Annualized Value of LTI Awards | 11 | \$151.9 | \$2,461.6 | \$3,564.1 | \$1,039.8 | \$4,377.7 | \$914.0 | | 6 | \$1,431.7 | \$4,686.7 |
| Target Total Direct Compensation | 11 | \$4,610.5 | \$5,046.1 | \$6,184.5 | \$4,943.9 | \$11,948.6 | \$14,353.3 | | 7 | \$8,856.6 | \$2,141.2 |
| Actual Total Direct Compensation | 80 | \$170.1 | \$231.2 | \$3,769.4 | \$7,416.0 | \$208.8 | \$707.8 | \$3,492.9 | 20 | \$3,706.8 | \$8,571.2 |
| LTI as % of Base Salary | 64 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 600.0% | 12 | 200.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 51 | \$154.7 | \$1,139.7 | \$1,897.8 | \$1,627.9 | \$1,421.0 | \$4,149.9 | \$9,558.6 | 15 | \$2,764.5 | \$3,067.6 |
| Actual Total Direct Compensation - Ongoing | 64 | \$81.0 | \$93.2 | \$121.2 | \$137.9 | \$136.0 | \$185.4 | \$224.8 | 23 | \$99.4 | \$113.5 |
| LTI as % of Base Salary - Ongoing | 51 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|---------|-----------|------------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Benchmark Level | | | | | | | | | | | |
| Base Salary | 87 | \$89.0 | \$348.5 | \$490.8 | \$2,067.9 | \$1,770.9 | \$2,746.4 | \$1,074.6 | 24 | \$120.1 | \$752.1 |
| Target Total Cash Compensation | 34 | \$492.8 | \$748.4 | \$475.4 | \$443.3 | \$4,105.5 | \$226.1 | \$2,856.1 | 17 | \$3,201.4 | \$681.0 |
| Actual Total Cash Compensation | 30 | \$191.5 | \$127.0 | \$3,556.8 | \$546.7 | \$2,369.8 | \$7,115.8 | \$2,865.0 | 24 | \$1,237.5 | \$4,356.5 |
| Actual Cash Awards as % of Base Salary | 25 | 85.6% | 73.3% | 37.1% | 94.4% | 88.2% | 18.3% | 45.1% | 18 | 32.4% | 39.7% |
| Target LTI Awards | 11 | \$228.0 | \$289.8 | \$2,561.3 | \$508.0 | \$1,799.1 | \$4,193.2 | | 9 | \$1,004.2 | \$2,323.3 |
| Annualized Value of LTI Awards | 10 | \$195.1 | \$1,679.6 | \$4,386.0 | \$240.9 | \$2,010.1 | \$2,939.0 | | 7 | \$1,257.9 | \$3,534.5 |
| Target Total Direct Compensation | 12 | \$5,243.6 | \$560.3 | \$4,162.6 | \$9,743.1 | \$3,856.7 | \$2,199.0 | | 8 | \$3,361.6 | \$2,432.2 |
| Actual Total Direct Compensation | 72 | \$656.7 | \$227.9 | \$1,813.2 | \$2,978.7 | \$6,259.3 | \$7,840.9 | \$20,632.7 | 19 | \$3,910.7 | \$5,185.4 |
| LTI as % of Base Salary | 45 | 100.0% | 100.0% | 100.0% | 200.0% | 300.0% | 300.0% | 600.0% | 10 | 100.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 46 | \$145.4 | \$1,216.6 | \$599.5 | \$2,208.1 | \$3,161.1 | \$956.5 | \$3,431.2 | 8 | \$2,725.4 | \$1,236.7 |
| Actual Total Direct Compensation - Ongoing | 50 | \$80.9 | \$94.0 | \$121.7 | \$138.2 | \$136.0 | \$187.2 | \$224.9 | 21 | \$98.8 | \$118.7 |
| LTI as % of Base Salary - Ongoing | 61 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 11 | 100.0% | 100.0% |
| Specialty / Scope - Entire Show | | | | | | | | | | | |
| Base Salary | 87 | \$441.4 | \$833.7 | \$1,858.5 | \$1,886.3 | \$1,473.0 | \$1,263.5 | \$1,170.7 | 19 | \$1,607.9 | \$143.9 |
| Target Total Cash Compensation | 35 | \$1,205.5 | \$1,120.3 | \$1,844.0 | \$470.7 | \$321.8 | \$6,239.3 | \$9,705.6 | 17 | \$1,073.6 | \$1,512.1 |
| Actual Total Cash Compensation | 45 | \$290.1 | \$793.6 | \$885.8 | \$1,956.5 | \$3,382.3 | \$2,881.6 | \$10,796.0 | 21 | \$3,297.3 | \$1,008.0 |
| Actual Cash Awards as % of Base Salary | 50 | 8.3% | 58.0% | 88.4% | 50.2% | 95.1% | 79.5% | 4.5% | 15 | 6.5% | 4.3% |
| Target LTI Awards | 14 | \$85.7 | \$212.7 | \$3,321.0 | \$942.4 | \$2,474.2 | \$4,161.7 | | 9 | \$3,358.0 | \$3,997.6 |
| Annualized Value of LTI Awards | 13 | \$266.3 | \$1,360.6 | \$4,451.0 | \$1,085.1 | \$3,565.4 | \$4,391.7 | | 8 | \$662.3 | \$1,016.3 |
| Target Total Direct Compensation | 12 | \$577.6 | \$5,230.3 | \$3,597.0 | \$7,631.5 | \$10,198.7 | \$4,837.2 | | 5 | \$5,079.3 | \$8,411.9 |
| Actual Total Direct Compensation | 67 | \$829.6 | \$880.8 | \$5,210.0 | \$8,604.3 | \$878.1 | \$13,023.8 | \$5,383.5 | 24 | \$1,674.8 | \$5,756.8 |
| LTI as % of Base Salary | 46 | 100.0% | 100.0% | 100.0% | 100.0% | 300.0% | 400.0% | 400.0% | 12 | 100.0% | 100.0% |
| Annualized Value of LTI Awards - Ongoing | 52 | \$40.0 | \$818.7 | \$894.1 | \$4,247.9 | \$1,945.6 | \$4,220.2 | \$4,014.1 | 10 | \$4,186.6 | \$2,088.2 |
| Actual Total Direct Compensation - Ongoing | 64 | \$81.5 | \$95.0 | \$119.7 | \$138.1 | \$136.0 | \$184.2 | \$224.9 | 20 | \$98.5 | \$114.1 |
| LTI as % of Base Salary - Ongoing | 50 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 14 | 100.0% | 100.0% |
| Specialty / Scope - Episodic | | | | | | | | | | | |
| Base Salary | 50 | \$381.9 | \$157.2 | \$746.9 | \$1,988.8 | \$1,902.1 | \$3,152.9 | \$1,381.5 | 21 | \$1,150.9 | \$1,118.6 |
| Target Total Cash Compensation | 23 | \$472.2 | \$378.0 | \$4,004.3 | \$2,181.3 | \$5,476.1 | \$4,986.1 | \$8,043.5 | 18 | \$691.6 | \$3,011.6 |
| Actual Total Cash Compensation | 105 | \$428.0 | \$726.0 | \$1,469.0 | \$3,139.8 | \$2,044.5 | \$6,637.5 | \$8,694.2 | 23 | \$394.7 | \$3,932.0 |
| Actual Cash Awards as % of Base Salary | 44 | 88.7% | 90.5% | 79.9% | 92.9% | 65.0% | 74.6% | 34.5% | 15 | 91.9% | 33.2% |
| Target LTI Awards | 13 | \$85.3 | \$654.5 | \$2,274.3 | \$3,347.8 | \$2,961.9 | \$2,334.0 | | 8 | \$3,585.2 | \$827.9 |
| Annualized Value of LTI Awards | 14 | \$269.6 | \$510.6 | \$4,461.8 | \$3,955.9 | \$3,114.2 | \$4,573.5 | | 8 | \$1,968.8 | \$2,540.2 |
| Target Total Direct Compensation | 11 | \$4,848.4 | \$1,096.5 | \$2,920.7 | \$7,104.9 | \$5,401.1 | \$2,557.8 | | 6 | \$8,913.2 | \$10,063.1 |
| Actual Total Direct Compensation | 66 | \$535.2 | \$371.6 | \$2,621.5 | \$3,731.2 | \$1,514.7 | \$4,084.4 | \$4,894.6 | 23 | \$289.8 | \$5,655.7 |
| LTI as % of Base Salary | 51 | 100.0% | 100.0% | 100.0% | 100.0% | 200.0% | 100.0% | 100.0% | 13 | 200.0% | 200.0% |
| Annualized Value of LTI Awards - Ongoing | 37 | \$90.1 | \$1,762.3 | \$4,028.8 | \$480.3 | \$1,575.7 | \$5,718.7 | \$9,273.0 | 8 | \$3,423.7 | \$299.7 |
| Actual Total Direct Compensation - Ongoing | 108 | \$82.2 | \$92.0 | \$121.5 | \$137.6 | \$136.0 | \$174.7 | \$225.0 | 25 | \$100.0 | \$113.6 |
| LTI as % of Base Salary - Ongoing | 57 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 10 | 100.0% | 100.0% |

TOTAL DIRECT COMPENSATION - (In \$USD Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | | COMPANY | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 65th | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Digital Streaming | | | | | | | | | | | |
| Base Salary | 23 | \$356.1 | \$189.8 | \$1,958.7 | \$717.1 | \$1,461.5 | \$822.0 | \$2,666.0 | 22 | \$1,329.4 | \$631.0 |
| Target Total Cash Compensation | 29 | \$587.5 | \$1,163.0 | \$1,115.7 | \$2,838.2 | \$4,823.2 | \$1,466.5 | \$179.5 | 18 | \$3,137.9 | \$1,987.8 |
| Actual Total Cash Compensation | 68 | \$657.8 | \$251.5 | \$501.9 | \$2,857.3 | \$5,053.8 | \$3,248.8 | \$4,759.3 | 21 | \$1,556.8 | \$3,314.2 |
| Actual Cash Awards as % of Base Salary | 16 | 4.9% | 40.6% | 1.4% | 90.3% | 26.6% | 25.9% | 25.0% | 18 | 1.6% | 23.3% |
| Target LTI Awards | 14 | \$91.0 | \$347.9 | \$1,486.5 | \$479.7 | \$1,193.3 | \$1,790.6 | | 8 | \$3,197.9 | \$1,968.8 |
| Annualized Value of LTI Awards | 14 | \$256.2 | \$2,362.6 | \$1,290.1 | \$2,906.4 | \$4,660.3 | \$2,713.2 | | 6 | \$2,366.4 | \$4,221.5 |
| Target Total Direct Compensation | 11 | \$1,832.8 | \$2,215.9 | \$1,819.9 | \$6,559.4 | \$499.9 | \$13,213.3 | | 7 | \$9,942.1 | \$1,510.6 |
| Actual Total Direct Compensation | 116 | \$394.6 | \$1,392.1 | \$567.5 | \$2,048.3 | \$4,936.6 | \$7,098.4 | \$11,656.0 | 20 | \$2,353.7 | \$1,238.7 |
| LTI as % of Base Salary | 48 | 16.0% | 70.1% | 69.0% | 95.2% | 13.5% | 57.7% | 200.0% | 13 | 78.3% | 16.7% |
| Annualized Value of LTI Awards - Ongoing | 40 | \$172.7 | \$2,609.4 | \$403.4 | \$834.1 | \$5,045.9 | \$3,005.0 | \$5,883.7 | 12 | \$2,047.4 | \$4,026.2 |
| Actual Total Direct Compensation - Ongoing | 93 | \$80.5 | \$93.5 | \$118.8 | \$138.4 | \$136.0 | \$170.6 | \$224.9 | 15 | \$100.6 | \$112.8 |
| LTI as % of Base Salary - Ongoing | 50 | 32.3% | 10.0% | 46.6% | 70.8% | 23.7% | 45.5% | 4.3% | 13 | 23.0% | 39.4% |

SAMPLE