

Position Report

Top Information Services (IN1)												
Information Systems												
Data Effective 4/1/2020												
		# Firms	# Employees	Base Salary	Actual Cash Incentive	Actual Total Cash Compensation	Target Incentive as Pct Salary	Target Incentive	Target Cash Compensation	LTI Value	Actual Total Direct Compensation	Target Total Direct Compensation
Corporate	All Firms	104	107	\$382,522	\$290,126	\$672,648	63.3%	\$304,531	\$661,438	\$940,090	\$1,357,947	\$1,346,737
Unit	All Firms	12	19	\$337,502	\$148,651	\$486,153	47.3%	\$172,240	\$500,677	\$501,961	\$856,020	\$870,543
Corporate and Unit	All Firms	111	126	\$375,733	\$268,792	\$644,526	60.8%	\$284,003	\$637,196	\$873,418	\$1,282,260	\$1,274,930
Organizational Revenue												
Corporate	Below \$100M	4	4									
	\$100M to < \$300M	7	7	\$246,598	\$73,314	\$319,912	30.0%	\$87,098	\$321,253	\$192,234	\$402,298	\$403,639
	\$300M to < \$1B	12	12	\$268,869	\$97,042	\$365,911	38.6%	\$110,153	\$360,663	\$157,724	\$484,204	\$478,956
	\$1B to < \$3B	29	29	\$320,298	\$143,744	\$464,042	52.2%	\$170,755	\$473,388	\$243,703	\$648,920	\$658,267
	\$3B to < \$10B	19	19	\$333,968	\$183,683	\$517,651	55.2%	\$198,508	\$522,028	\$273,412	\$661,552	\$665,929
	\$10B to < \$20B	9	9	\$472,167	\$468,192	\$940,359	90.0%	\$470,100	\$890,033	\$1,278,227	\$2,218,586	\$2,168,260
	\$20B to < \$30B	6	6	\$449,458	\$323,948	\$773,406	69.9%	\$317,442	\$766,900	\$673,693	\$1,447,099	\$1,440,593
	\$30B and Above	18	21	\$598,808	\$729,644	\$1,328,452	101.5%	\$712,919	\$1,277,779	\$2,648,693	\$3,598,761	\$3,548,087
Unit	Below \$100M	2	2									
	\$100M to < \$300M	0	0									
	\$300M to < \$1B	0	0									
	\$1B to < \$3B	1	1									
	\$3B to < \$10B	2	4									
	\$10B to < \$20B	0	0									
	\$20B to < \$30B	3	3									
	\$30B and Above	5	9	\$354,870	\$233,109	\$587,979	58.5%	\$224,267	\$579,137	\$847,420	\$1,364,912	\$1,356,070
Corporate and Unit	Below \$100M	6	6	\$237,200	\$37,875	\$275,075	27.6%	\$65,824	\$292,053	\$12,546	\$277,166	\$294,144
	\$100M to < \$300M	7	7	\$246,598	\$73,314	\$319,912	30.0%	\$87,098	\$321,253	\$192,234	\$402,298	\$403,639
	\$300M to < \$1B	12	12	\$268,869	\$97,042	\$365,911	38.6%	\$110,153	\$360,663	\$157,724	\$484,204	\$478,956
	\$1B to < \$3B	30	30	\$325,188	\$140,356	\$465,544	50.6%	\$166,161	\$474,732	\$243,703	\$644,259	\$653,448
	\$3B to < \$10B	21	23	\$324,662	\$153,477	\$478,139	51.4%	\$180,645	\$497,453	\$253,671	\$621,518	\$640,832
	\$10B to < \$20B	9	9	\$472,167	\$468,192	\$940,359	90.0%	\$470,100	\$890,033	\$1,278,227	\$2,218,586	\$2,168,260
	\$20B to < \$30B	8	9	\$434,710	\$312,043	\$746,753	66.0%	\$296,284	\$730,994	\$594,334	\$1,341,087	\$1,325,328
	\$30B and Above	20	30	\$519,395	\$573,337	\$1,092,731	87.5%	\$555,283	\$1,056,169	\$2,032,057	\$2,853,848	\$2,817,285
Levels from CEO												
Corporate	CEO / Chairman	0	0									
	Direct Report to CEO	17	17	\$493,659	\$536,017	\$1,029,676	79.5%	\$572,159	\$1,032,162	\$3,601,523	\$2,936,365	\$2,938,851
	2 Below CEO	25	25	\$349,078	\$234,806	\$583,884	50.1%	\$194,507	\$535,805	\$448,568	\$817,139	\$769,060
	3 Below CEO	1	1									
	4 Below CEO	0	0									
	5 or More Below CEO	1	1									
Unit	CEO / Chairman	0	0									
	Direct Report to CEO	1	1									
	2 Below CEO	6	7	\$389,976	\$262,943	\$652,918	64.2%	\$274,804	\$623,285	\$1,072,931	\$1,401,824	\$1,372,190
	3 Below CEO	3	6									
	4 Below CEO	0	0									
	5 or More Below CEO	1	1									
Corporate and Unit	CEO / Chairman	0	0									
	Direct Report to CEO	18	18	\$492,178	\$508,577	\$1,000,756	75.4%	\$541,250	\$1,003,359	\$3,601,523	\$2,801,517	\$2,804,120
	2 Below CEO	30	32	\$357,199	\$240,395	\$597,594	53.0%	\$209,814	\$553,899	\$604,247	\$937,483	\$893,788
	3 Below CEO	4	7									
	4 Below CEO	0	0									
	5 or More Below CEO	2	2									