

Executives

	Typical U.S. <u>Dist.</u>	Distributors Over \$20 <u>Million</u>	Typical Private <u>Distributor</u>	Typical Public <u>Distributor</u>
CEO/President				
Salary	135,000	187,517	180,828	296,200
Total Compensation	187,114	293,201	287,328	500,461
Change from Previous Year (%)	1	3	3	3
Bonus (% of salary)	56	65	64	94
Bonus Paid (% of firms)	76	83	83	90
Age	54	54	54	55
Years with Company	25	26	26	21
% of Equity Owned	51	46	48	1
Company Founder (% of firms)	31	21	22	5
CEO Benefits & Perks (% of firms)				
Company Car & Expenses	85	84	84	84
Supplemental Life Insurance*	56	56	56	56
Supplemental Medical Insurance*	27	18	18	16
Tax Return Preparation	52	44	46	27
Club Dues & Expenses	35	40	40	38
Personal Tax & Financial Planning	38	36	37	24
Annual Physical Examination	20	25	24	42
Low or No-interest Loans	11	9	10	2
Supplemental Retirement Benefits*	12	13	11	33
Deferred Compensation	14	20	17	51
First Class Air Travel	8	12	12	11
Use of Corporate Aircraft	3	5	5	9

*Beyond customary company-wide benefits

	Typical U.S. <u>Dist.</u>	Distributors Over \$20 <u>Million</u>	Typical Private <u>Distributor</u>	Typical Public <u>Distributor</u>
COO/VP/#2 Officer				
Salary	104,570	140,000	135,100	155,000
Total Compensation	140,734	217,052	219,054	192,873
Change from Previous Year (%)	4	4	5	3
Bonus (% of salary)	44	48	48	48
Bonus Paid (% of firms)	82	88	89	92
Age	50	50	50	52
Years with Company	19	20	20	15
% of Equity Owned	9	0	1	0
Company Founder (% of firms)	8	6	6	0
COO/VP Benefits & Perks (% of firms)				
Company Car & Expenses	74	75	75	73
Supplemental Life Insurance*	45	45	44	54
Supplemental Medical Insurance*	24	15	14	23
Tax Return Preparation	34	28	28	27
Club Dues & Expenses	24	27	26	31
Personal Tax & Financial Planning	26	24	23	23
Annual Physical Examination	16	20	19	46
Low or No-interest Loans	8	6	6	4
Supplemental Retirement Benefits*	12	12	11	31
Deferred Compensation	15	21	20	46
First Class Air Travel	5	7	6	8
Use of Corporate Aircraft	2	4	4	0

*Beyond customary company-wide benefits