

## Companies with revenue of \$51 million to \$100 million

A. Types of board members	CEO	Officer employees	Non-officer employees	Affiliated directors	Independent directors
n	50	50	50	50	50
% with at least one	X%	X%	X%	X%	X%

B. Director Compensation		Inside	Affiliated	Independent
		n	48	18
Percentage of companies offering each form of pay	Retainer	\$XX	\$XX	\$XX
	Fee per meeting	\$XX	\$XX	\$XX
	Fee per interim meeting	\$XX	\$XX	\$XX
	Fee per committee meeting	\$XX	\$XX	\$XX
	Deferred compensation	\$XX	\$XX	\$XX
	Stock-based compensation	\$XX	\$XX	\$XX
Retainer amounts	n	4	5	21
	10 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	25 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	50 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	75 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	90 <sup>th</sup> percentile	\$XX	\$XX	\$XX
Fee per board meeting amounts	n	5	5	22
	10 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	25 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	50 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	75 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	90 <sup>th</sup> percentile	\$XX	\$XX	\$XX
Total director pay amounts*	n	12	14	36
	10 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	25 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	50 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	75 <sup>th</sup> percentile	\$XX	\$XX	\$XX
	90 <sup>th</sup> percentile	\$XX	\$XX	\$XX

C. Trustee type	
n	49
Outside, fully directed	X%
Outside, partially directed	X%
Outside, discretionary	X%
Inside, individual	X%
Inside, committee	X%
Insider+outsider committee	X%

D. Outside trustee compensation	
n	29
10 <sup>th</sup> percentile	\$XX
25 <sup>th</sup> percentile	\$XX
50 <sup>th</sup> percentile	\$XX
75 <sup>th</sup> percentile	\$XX
90 <sup>th</sup> percentile	\$XX

E. Additional Fees for Chairs	Board chair	Comm. Chair
	n	50
% that pay add'l fees	22%	18%
10 <sup>th</sup> percentile	\$XX	\$XX
25 <sup>th</sup> percentile	\$XX	\$XX
50 <sup>th</sup> percentile	\$XX	\$XX
75 <sup>th</sup> percentile	\$XX	\$XX
90 <sup>th</sup> percentile	\$XX	\$XX

Respondents who answered with a zero or skipped the question are excluded from all percentile calculations.