



Club 50 meeting

The Club 50 Remuneration Survey

How much do we make?



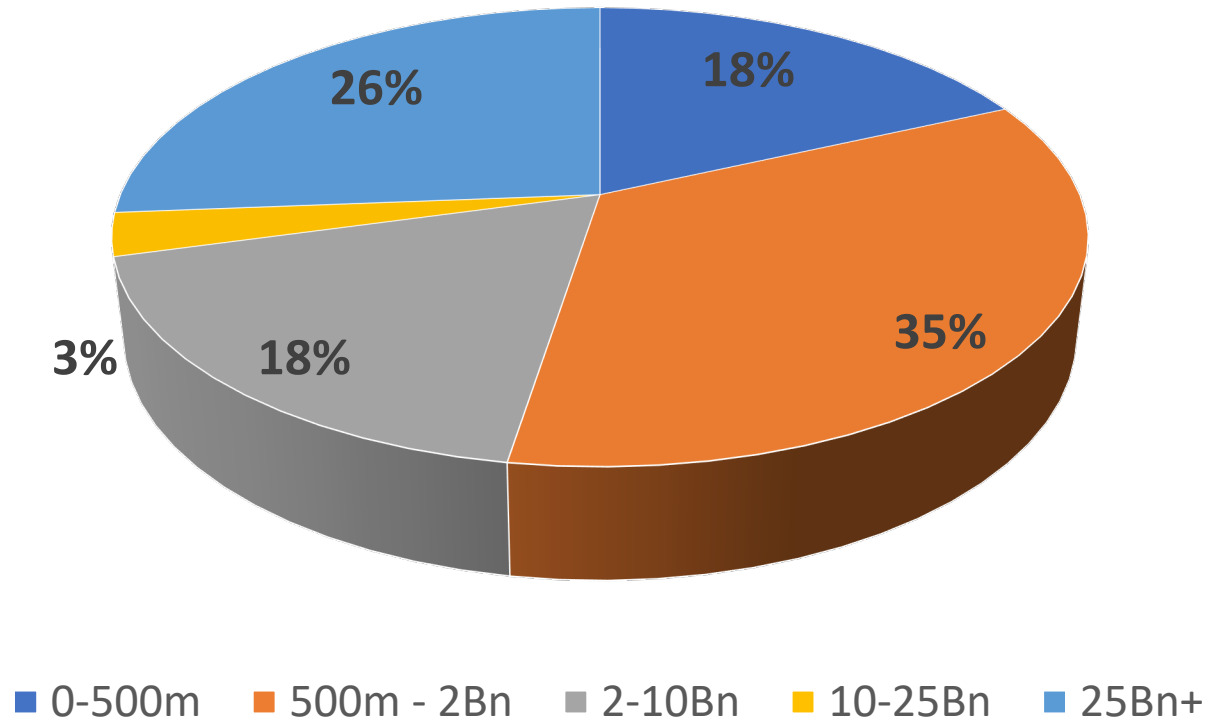
Background

- What do we earn?
- What are the key components of those earnings
- Which key factors my impact those earnings
- 2 parts
 - Demographics
 - Remuneration components



Who are we?

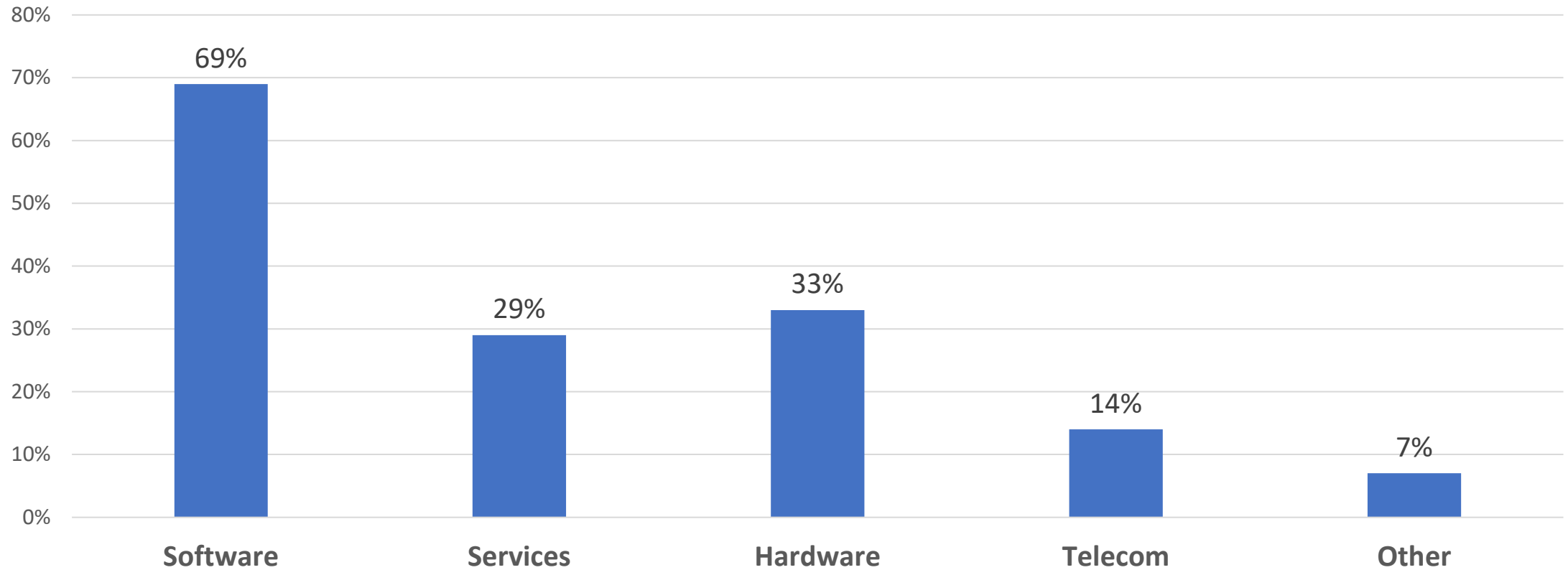
Company Size





Who are we?

Company offers





The unanswered question

Share based incentives

- How do we quantify them?



Compensation

- **Average OTE? \$560,000**
- **Made up of**
 - **Base salary – 58%**
 - **Bonus – 8%**
 - **Commission/variable sales compensation – 28%**
 - **MBOs – 1%**
 - **Other – 5%**



Shares - % of members receiving

- Share incentives (company not traded) 21%
- Incentives based on market value? 5%
- Stock options? 26%
- Restricted stock units? 64%
- Other (please specify) 7%



- **What makes a difference?**

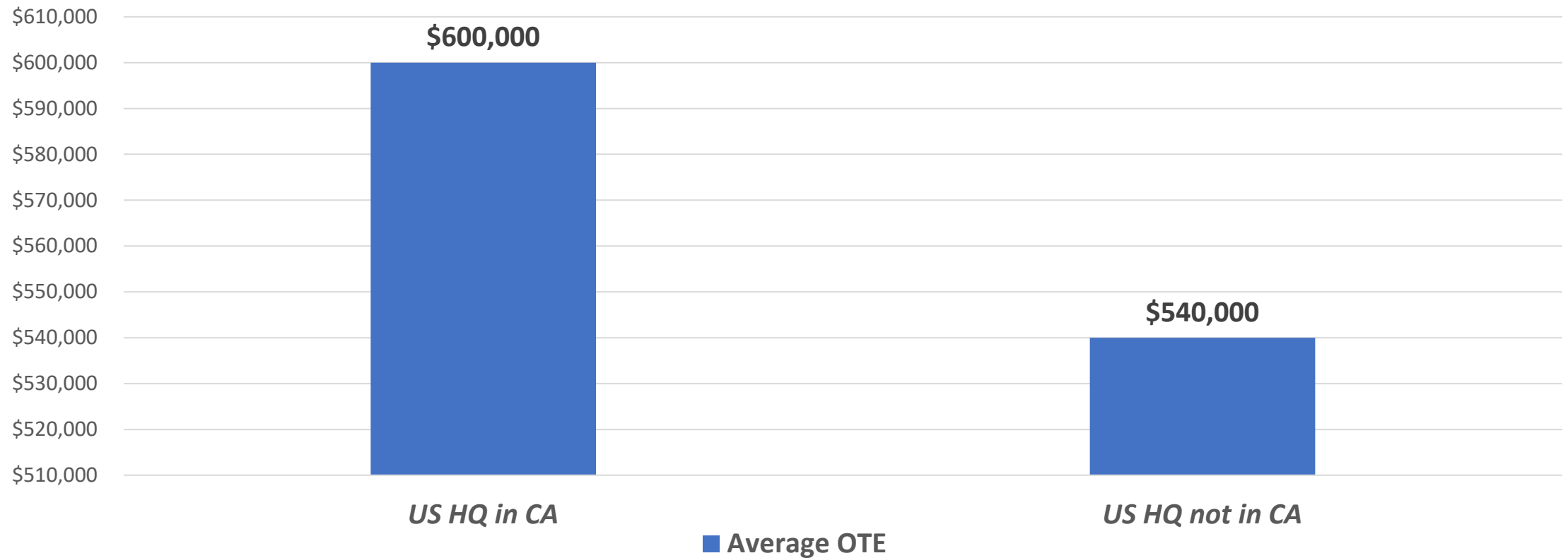


Remuneration by Company size





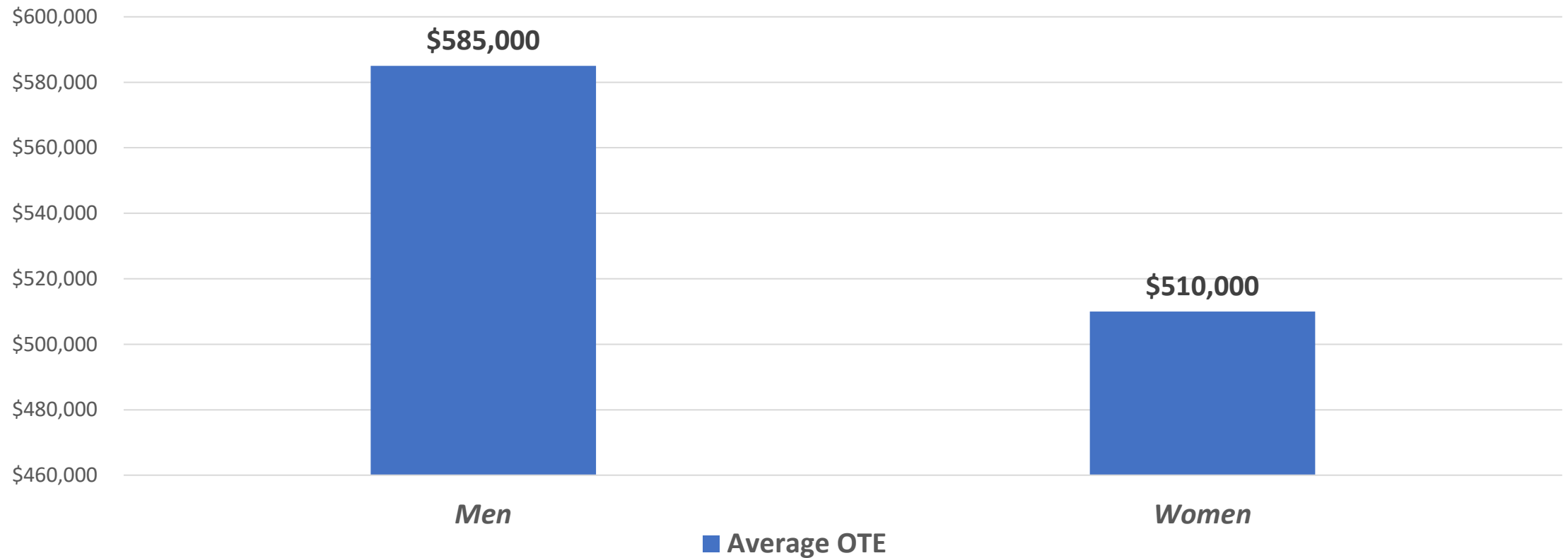
Remuneration by US HQ location





Remuneration by Gender

- *69% Men 31% Women in Group*





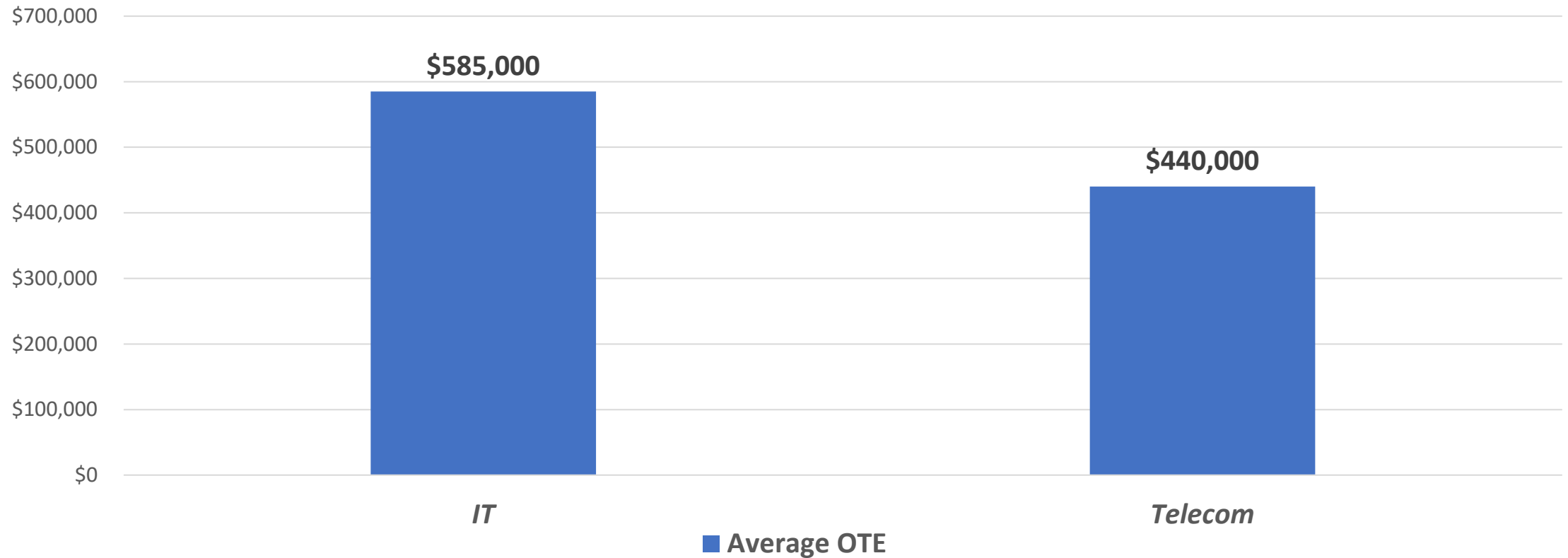
Remuneration by Ethnicity

- Group by Ethnicity
 - White – 90%
 - Hispanic or Latino – 7%
 - Black/African American? 2%
- Average non – white OTE is significantly higher



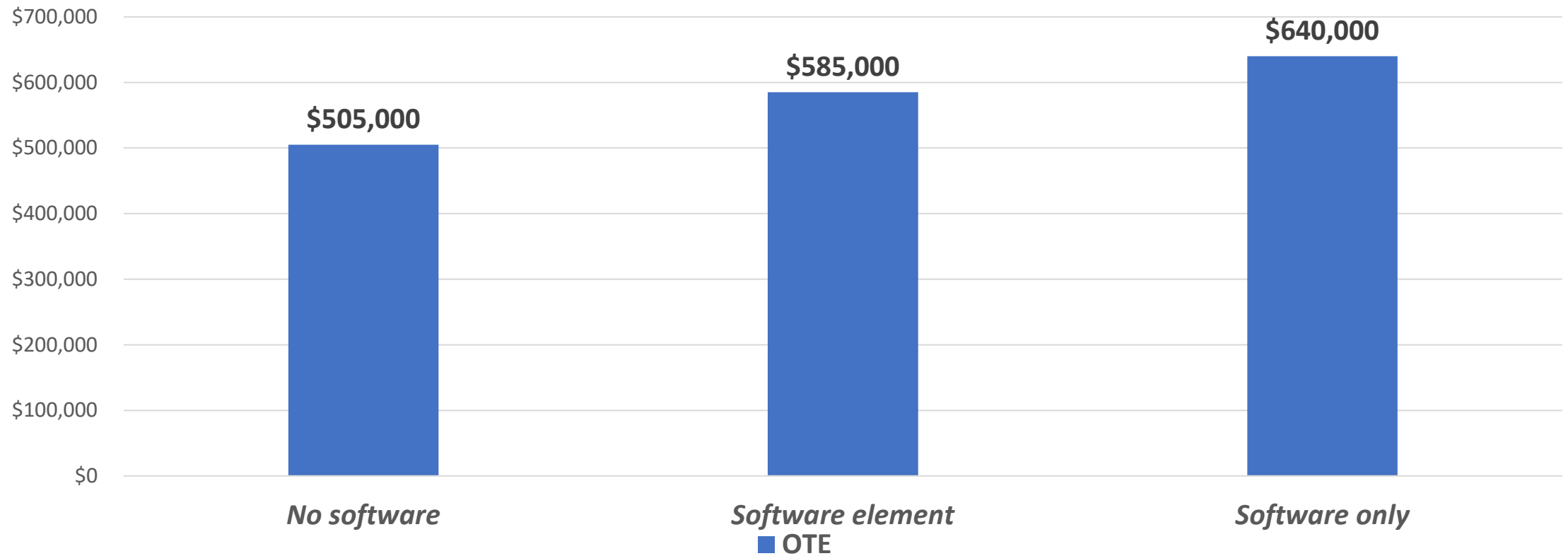
Remuneration by Type of Company

- *IT and Telecom*



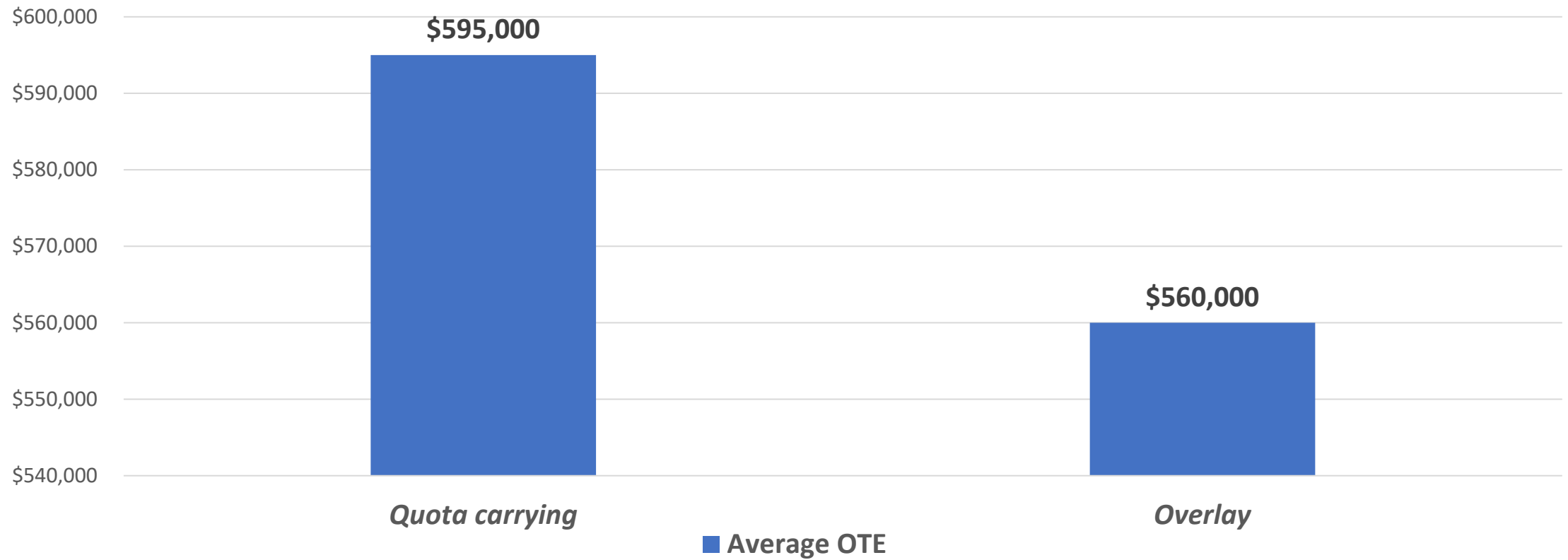


Remuneration by Software





Quota carrying vs Overlay





Report structure – closeness to CEO

Report Structure	% of Members	OTE
Direct to CEO	2%	\$750,000
Your Direct boss reports to the CEO	52%	\$630,000
You are 2 reports from the CEO	38%	\$495,000
You are 3 or more reports from the CEO	7%	\$365,000



No of Reports

Number of reports	% of Members	OTE
1-30	25%	\$370,000
31-60	22%	\$505,000
61-100	13%	\$555,000
101-200	15%	\$790,000
200+	25%	\$675,000

Note! Matrixed or non matrixed has no discernable impact



The unanswered question

Share based incentives

- How do we quantify them?



Next steps

1. Share based incentives - How do we quantify them?
2. Other key questions?