



The Compensation Data Report reports the following compensation elements for each position:

Number of Incumbents Reported

Number of Companies with Match

FLSA

Geographic Composition

Percentage of Companies Offering Short-Term Incentives, by Plan Type

Incumbent Eligibility for Short Term Incentive Plan

Base Salary

Target Total Cash Compensation

Actual Total Cash Compensation

Actual Cash Awards as % of Base Salary

Base Salary and Total Cash Compensation by U.S. Region, U.S. Subregion & Metro Area

Urban vs. Rural

Specialty: Residential or Residential & Commercial

Paired Comparison Position Match Analysis for Base Salary, Actual Total Cash Compensation and Total Direct Compensation

Differentials (of average pay between organization levels by job family category)

For Executive Positions, we provide a Regression Report, corresponding to company revenue size and number of subscribers