

Position 22012 - Vice President, Original Programming

Original programming focuses on developing new, original programming only. Responsible for original programming activities, including identifying program requirements, and seeking and ensuring the development and production of programs to serve those needs. Ensures a steady flow of quality, cost-effective original programs to the company. Provides creative insight and direction on aspects of original programming including editorial direction, execution, production and packaging of programming, series, specials and pilots. May request and evaluate submissions. Monitors production companies and producers on aspects of original production such as budget, casting, scripts, creative content, communications, final delivery and critique. Recommends program renewals, cancellations and scheduling changes. Advocates for programs with network to gain maximum marketing and promotional exposure. Participates in ensuring that original programs meet the company's standards for quality and content. SCOPE: Accountable for the management of all, or a discrete portion, of a function. Is second or third level position with shared accountability for the function. Or is the top position at the Vice President level with full accountability for the function. ROLE IN STRATEGY / PLANNING: Executes and/or adjusts the approved strategies of the function. Translates approved strategies into short- and mid-term objectives for area of accountability. Sets, approves and adjusts some policies and operating procedures. Outcomes directed and influenced have significant impact on function's short- to mid-term results. Evaluates performance of area of accountability against desired outcomes. Obtains and allocates resources to achieve strategic and operating goals. NEGOTIATIONS / INTERACTIONS: Interacts with senior management to keep abreast of plans and strategies impacting area of accountability. Interacts with major decision makers to convince and influence business decisions. Builds and enhances high level internal and external relationships. Conducts complex negotiations to secure production and acting talent for original programs. Negotiates program terms with producer, talent and/or production company. ASSIGNMENT OF WORK: Directs subordinate directors accountable for achieving outcomes for the function. Ensures that direct reports have appropriate resources to achieve defined objectives. OVERSIGHT RECEIVED: Work is reviewed from a mid-term perspective against the function's goals. EXPERIENCE: Is a proven leader in setting direction for, and achieving objectives of, a function.

POSITION INFORMATION

| | | | | | |
|----------------------------------|-----------|---------------|--------------|---------------|--------------------------|
| # of Incumbents Reported | 100 | Match: | Greater: 0% | Equal: 100% | Less: 0% |
| # of Companies with Match | 10 | FLSA: | Exempt: 100% | | |
| Geographic Composition | East: 20% | South: 20% | Midwest: 20% | Mountain: 20% | Southwest: 20% West: 20% |

SHORT-TERM INCENTIVE ("STI") PLANS

| | | | | |
|----------------------------|---|--------------------|---------------------------------------|---------------------------------------|
| STI Eligibility | % of Companies Offering: | 50% | % of Incumbents Eligible: | 50% |
| STI Awards Received | Avg Bonus Paid as % of Target: | 100% | % of Eligible Incumbents Recd: | 50% |
| STI Targets | % of Cos with Incentive Targets: | 50% | | |
| | Target %: | 25th: 10.0% | 50th: 10.0% | Mean: 10.0% 75th: 10.0% |

LONG-TERM INCENTIVE ("LTI") PLANS

| | | | | |
|------------------------|---|-----|----------------------------------|-----|
| LTI Eligibility | % of Companies Offering: | 50% | % of Incumbents Eligible: | 50% |
| LTI Received | % of Eligible Incumbents Who Received in Last 12 Months: | | | 50% |

PAIRED COMPARISON: YEAR-TO-YEAR

| | | | | | |
|--|--------------------|-------------------|-------------------|-------------------|-------------------------------------|
| # of Companies with Match in Both 2015 and 2014 | | | | | 10 |
| Paired Comparison | Base Salary | 50th: 103% | Mean: 103% | Actual TCC | 50th: 103% Mean: 103% |
| | TDC | 50th: 103% | Mean: 103% | | |

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| All Incumbents | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |

Position 22012 - Vice President, Original Programming

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|-----------|-----------|---------|---------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Industry - Cable Programmers | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Revenues (in \$MM) | 100 | | | \$1,000.0 | \$1,000.0 | | | 10 | \$1,000.0 | \$1,000.0 |
| Basic Subscribers (in MM) | 100 | | | 50 | 50 | | | 10 | 50 | 50 |
| Specialty / Scope - Drama | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Revenues (in \$MM) | 100 | | | \$1,000.0 | \$1,000.0 | | | 10 | \$1,000.0 | \$1,000.0 |
| Basic Subscribers (in MM) | 100 | | | 50 | 50 | | | 10 | 50 | 50 |
| Specialty / Scope - Alternative | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Revenues (in \$MM) | 100 | | | \$1,000.0 | \$1,000.0 | | | 10 | \$1,000.0 | \$1,000.0 |
| Basic Subscribers (in MM) | 100 | | | 50 | 50 | | | 10 | 50 | 50 |
| Specialty / Scope - Comedy & Drama | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Revenues (in \$MM) | 100 | | | \$1,000.0 | \$1,000.0 | | | 10 | \$1,000.0 | \$1,000.0 |
| Basic Subscribers (in MM) | 100 | | | 50 | 50 | | | 10 | 50 | 50 |

SAMPLE

Position 22012 - Vice President, Original Programming

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|-----------|-----------|---------|---------|---------|-----------|-----------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Revenues - Revenues > \$2 Billion | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Revenues (in \$MM) | 100 | | | \$1,000.0 | \$1,000.0 | | | 10 | \$1,000.0 | \$1,000.0 |
| Basic Subscribers (in MM) | 100 | | | 50 | 50 | | | 10 | 50 | 50 |
| Cumulative Basic Subscribers - Subscribers >= 125 Million | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
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| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Revenues (in \$MM) | 100 | | | \$1,000.0 | \$1,000.0 | | | 10 | \$1,000.0 | \$1,000.0 |
| Basic Subscribers (in MM) | 100 | | | 50 | 50 | | | 10 | 50 | 50 |
| Cumulative Basic Subscribers - Subscribers < 125 Million | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
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| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Revenues (in \$MM) | 100 | | | \$1,000.0 | \$1,000.0 | | | 10 | \$1,000.0 | \$1,000.0 |
| Basic Subscribers (in MM) | 100 | | | 50 | 50 | | | 10 | 50 | 50 |

SAMPLE

Position 70025 - Advertising Sales Account Executive

Makes sales to specific advertising accounts. Implements approved advertising sales strategies, sales marketing campaigns and promotions within a territory and/or with assigned accounts. Accountable for achieving advertising sales goals or quotas. Carries out the entire sales process from initial contact to close. Sells the benefits and features of new advertising programs and products to customers. Accountable for servicing accounts. SCOPE: Implements activities that generally impact discrete components / processes of the work of own unit / team / projects. Assists on new and innovative projects and initiatives. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and/or managers to exchange semi-complex information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short-term assignments that often require the application of independent judgment. Implements assigned projects independently with regular guidance. May direct an account service representative who handles accounts on a daily basis once accounts are sold. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. EXPERIENCE: Typically has 3 or more years of progressively complex related experience.

POSITION INFORMATION

| | | | | | |
|----------------------------------|-----------|---------------|--------------|---------------|--------------------------|
| # of Incumbents Reported | 100 | Match: | Greater: 0% | Equal: 100% | Less: 0% |
| # of Companies with Match | 10 | FLSA: | Exempt: 100% | | |
| Geographic Composition | East: 20% | South: 20% | Midwest: 20% | Mountain: 20% | Southwest: 20% West: 20% |

SHORT-TERM INCENTIVE ("STI") PLANS

| Companies Offering | | Incumbent Eligibility | | | |
|--|------|---|------|------|------|
| % of Companies Offering: | 50% | % of Incumbents Eligible: | 50% | | |
| Sales Incentive / Commission: | 25% | Sales Incentive / Commission: | 33% | | |
| Sales Incentive / Commission + Company STI: | 25% | Sales Incentive / Commission + Company STI: | 33% | | |
| Company STI Only: | 25% | Company STI Only: | 33% | | |
| Varying Plan Type by Incumbent: | 25% | % of Eligible Incumbents Who Received in Last 12 Months: | 50% | | |
| Reported Awards at Target (as % of Base) | | | | | |
| Incentive Plan Type | Co n | 25th | 50th | Mean | 75th |
| All Plan Types | 10 | 10% | 10% | 10% | 10% |
| Sales Incentive Only | 10 | 10% | 10% | 10% | 10% |
| Commission Plans Only | 10 | 10% | 10% | 10% | 10% |
| Sales Incentive / Commission + Company STI | 10 | 10% | 10% | 10% | 10% |
| Company Bonus Only | 10 | 10% | 10% | 10% | 10% |

LONG-TERM INCENTIVE ("LTI") PLANS

| | | |
|------------------------|---|--------------------------------------|
| LTI Eligibility | % of Companies Offering: 50% | % of Incumbents Eligible: 50% |
| LTI Received | % of Eligible Incumbents Who Received in Last 12 Months: 50% | |

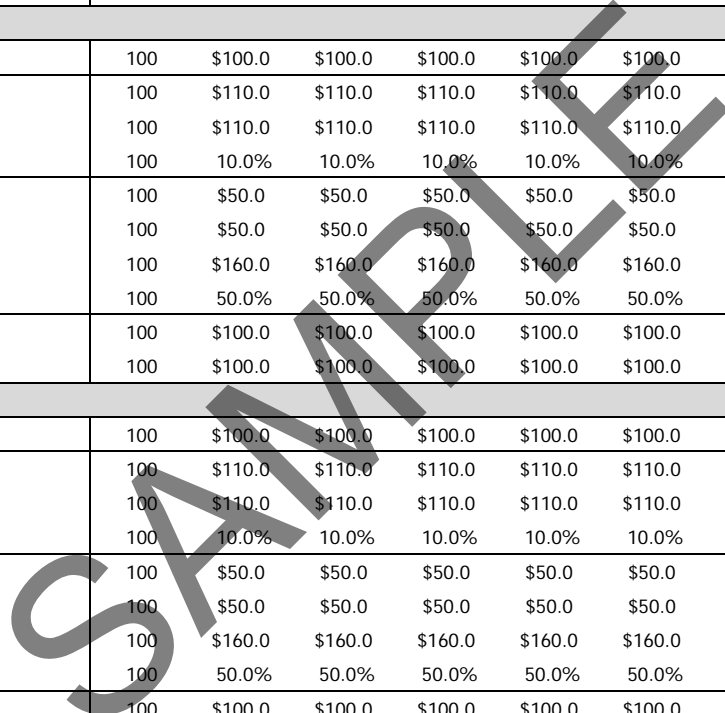
PAIRED COMPARISON: YEAR-TO-YEAR

| | | | | | |
|--|--------------------|-------------------|-------------------|-------------------|-------------------------------------|
| # of Companies with Match in Both 2015 and 2014 | 10 | | | | |
| Paired Comparison | Base Salary | 50th: 103% | Mean: 103% | Actual TCC | 50th: 103% Mean: 103% |
| | TDC | 50th: 103% | Mean: 103% | | |

Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| All Incumbents | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Industry - Cable Programmers | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Industry - National Broadcast Networks | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Industry - Other Media | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

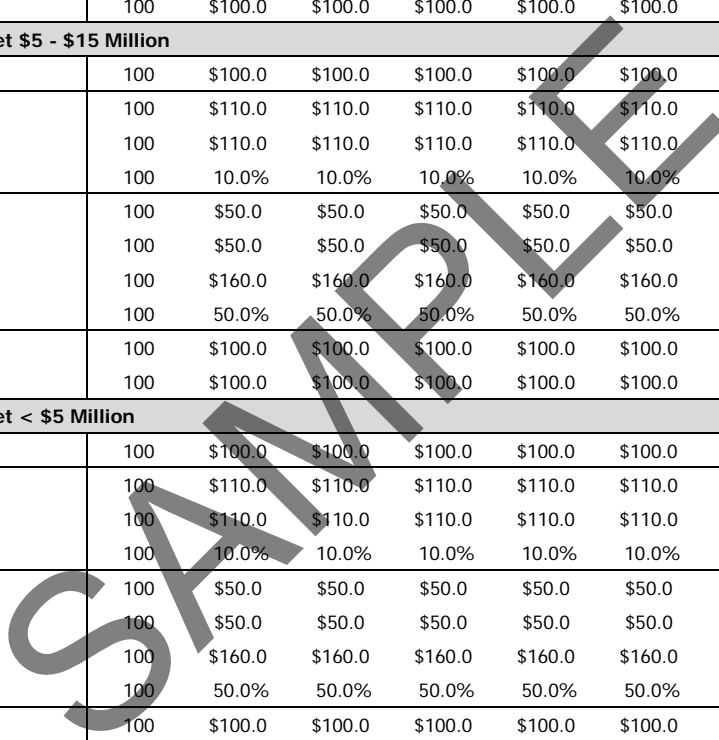
| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Regional | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Specialty / Scope - Channel or Time Slot | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Specialty / Scope - Direct Response | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Specialty / Scope - Digital Media | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |

SAMPLE

Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

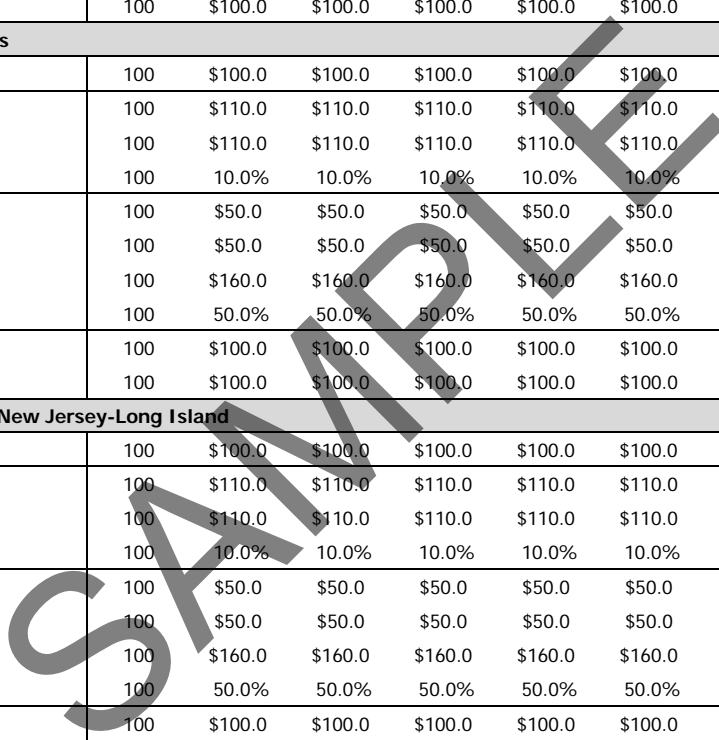
| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Sales Revenue Targets - Individual Target > \$15 Million | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Sales Revenue Targets - Individual Target \$5 - \$15 Million | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Sales Revenue Targets - Individual Target < \$5 Million | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Sales Revenue Targets - Team Target >= \$100 Million | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

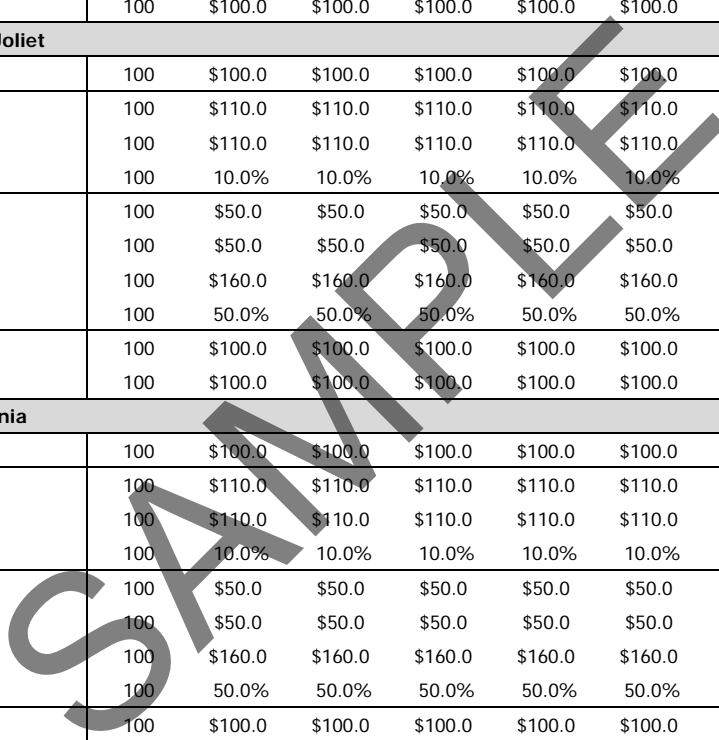
| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Sales Revenue Targets - Team Target < \$100 Million | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Tenure - Eligible for a Full Year of Awards | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Metropolitan Area - New York-Northern New Jersey-Long Island | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Metropolitan Area - Atlanta-Sandy Springs-Marietta | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

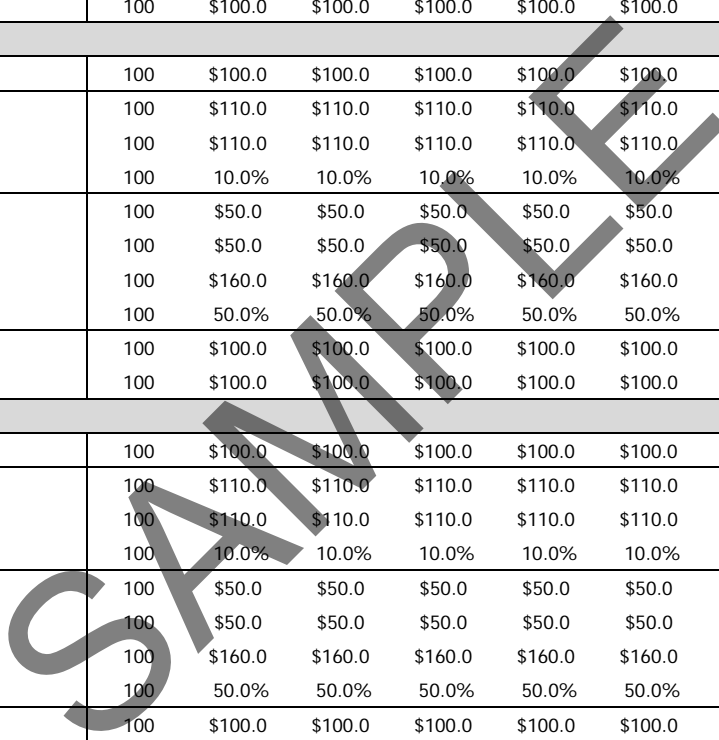
| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Metropolitan Area - Miami-Fort Lauderdale-Pompano Beach | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Metropolitan Area - Chicago-Naperville-Joliet | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Metropolitan Area - Detroit-Warren-Livonia | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Metropolitan Area - Los Angeles-Long Beach-Santa Ana | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| U.S. Region - East | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| U.S. Region - South | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| U.S. Region - Midwest | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| U.S. Region - West | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |



Position 70025 - Advertising Sales Account Executive

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - National & Regional Territory | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Annual Revenue Team Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Annual Revenue Indiv Targets (in \$MM) | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |

SAMPLE

Position 30025 - Producer

Responsible for creative development, production, content quality and budget performance of program(s) which may include sports or news. Works with sales, marketing and promotions to maximize programs' revenue potential. Determines and maintains the creative vision and "look and feel" of program(s), aligned with department's vision. Makes the full scope of creative, content, production and many cost / benefit decisions for program(s). Oversees editing of final product. SCOPE: Implements activities that generally impact discrete components / processes of the work of own unit / team / projects. Assists on new and innovative projects and initiatives. KNOWLEDGE / PROBLEM SOLVING: Demonstrates proficiency in several areas of the professional function. Effectively resolves problems and roadblocks as they occur. NEGOTIATIONS / INTERACTIONS: Interacts with internal and external peers and/or managers to exchange semi-complex information related to assigned activities. ASSIGNMENT OF WORK: Receives work in the form of short-term assignments that often require the application of independent judgment. Implements assigned projects independently with regular guidance. OVERSIGHT RECEIVED: Work is subject to regular supervisory review at regular intervals. EXPERIENCE: Typically has 3 or more years of progressively complex related experience.

POSITION INFORMATION

| | | | | | |
|----------------------------------|-----------|---------------|--------------|---------------|--------------------------|
| # of Incumbents Reported | 100 | Match: | Greater: 0% | Equal: 100% | Less: 0% |
| # of Companies with Match | 10 | FLSA: | Exempt: 100% | | |
| Geographic Composition | East: 20% | South: 20% | Midwest: 20% | Mountain: 20% | Southwest: 20% West: 20% |

SHORT-TERM INCENTIVE ("STI") PLANS

| | | | | |
|----------------------------|---|--------------------|---------------------------------------|---------------------------------------|
| STI Eligibility | % of Companies Offering: | 50% | % of Incumbents Eligible: | 50% |
| STI Awards Received | Avg Bonus Paid as % of Target: | 100% | % of Eligible Incumbents Recd: | 50% |
| STI Targets | % of Cos with Incentive Targets: | 50% | | |
| | Target %: | 25th: 10.0% | 50th: 10.0% | Mean: 10.0% 75th: 10.0% |

LONG-TERM INCENTIVE ("LTI") PLANS

| | | | | |
|------------------------|---|-----|----------------------------------|-----|
| LTI Eligibility | % of Companies Offering: | 50% | % of Incumbents Eligible: | 50% |
| LTI Received | % of Eligible Incumbents Who Received in Last 12 Months: | | | 50% |

PAIRED COMPARISON: YEAR-TO-YEAR

| | | | | | |
|--|--------------------|-------------------|-------------------|-------------------|-------------------------------------|
| # of Companies with Match in Both 2015 and 2014 | | | | | 10 |
| Paired Comparison | Base Salary | 50th: 103% | Mean: 103% | Actual TCC | 50th: 103% Mean: 103% |
| | TDC | 50th: 103% | Mean: 103% | | |

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| All Incumbents | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Industry - Cable Programmers | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Industry - Other Media | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Specialty / Scope - Iconic Production | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Specialty / Scope - Not Iconic Production | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |

Position 30025 - Producer

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Long-Form | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Specialty / Scope - Segment / Feature | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Specialty / Scope - On-Air Promo / Interstitial | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Specialty / Scope - Live Sports | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |

Position 30025 - Producer

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Specialty / Scope - Digital Media | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Specialty / Scope - News | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Metropolitan Area - New York-Northern New Jersey-Long Island | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Metropolitan Area - Washington-Arlington-Alexandria | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |

Position 30025 - Producer

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| Metropolitan Area - Atlanta-Sandy Springs-Marietta | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Metropolitan Area - Miami-Fort Lauderdale-Pompano Beach | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Metropolitan Area - Chicago-Naperville-Joliet | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| Metropolitan Area - Los Angeles-Long Beach-Santa Ana | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |

TOTAL DIRECT COMPENSATION - (In Thousands)

| TOTAL DIRECT COMPENSATION (see Terminology tab for cut definitions) | INCUMBENT | | | | | | | COMPANY | | |
|--|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | n | 10th | 25th | 50th | Mean | 75th | 90th | n | 50th | Mean |
| U.S. Region - East | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| U.S. Region - South | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| U.S. Region - Midwest | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| U.S. Region - Southwest | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |
| U.S. Region - West | | | | | | | | | | |
| Base Salary | 100 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | \$100.0 | 10 | \$100.0 | \$100.0 |
| Target Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Total Cash Compensation | 100 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | \$110.0 | 10 | \$110.0 | \$110.0 |
| Actual Cash Awards as % of Base Salary | 100 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% | 10 | 10.0% | 10.0% |
| Target LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Annualized Value of LTI Awards | 100 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | \$50.0 | 10 | \$50.0 | \$50.0 |
| Total Direct Compensation | 100 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | \$160.0 | 10 | \$160.0 | \$160.0 |
| LTI as % of Base Salary | 100 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% | 10 | 50.0% | 50.0% |