

# INVESTOR RELATIONS PROFESSION COMPENSATION REPORT



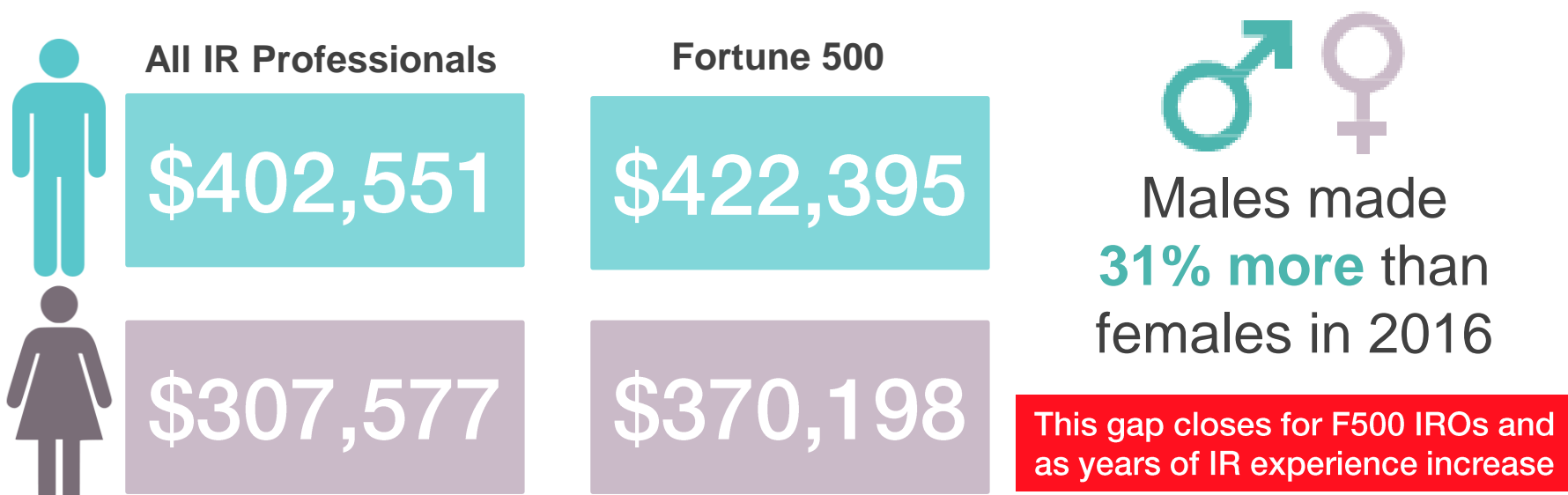
BASED ON A 2016 SURVEY BY NIRI AND KORN FERRY

## \$201,894

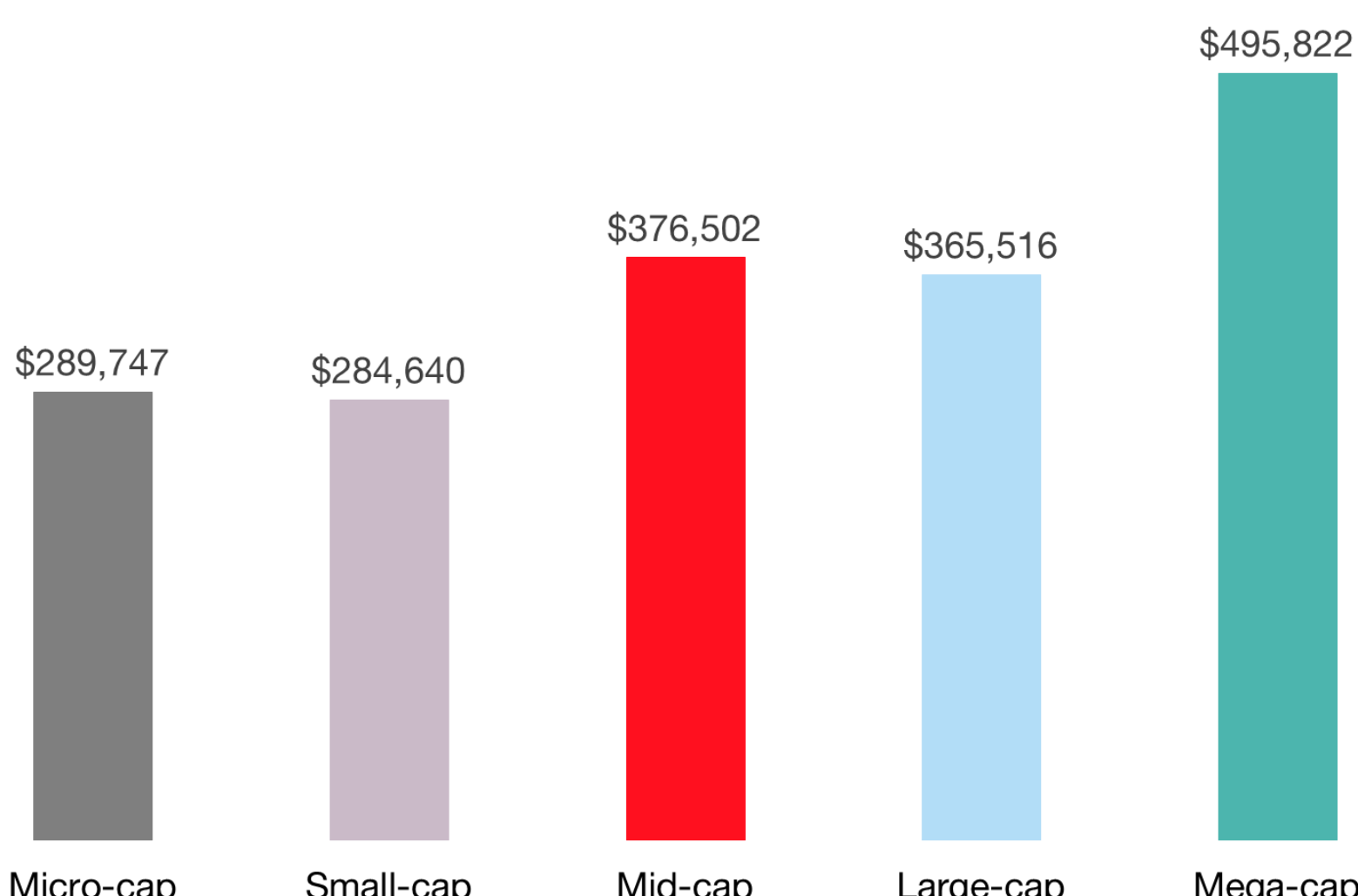
North American IR Professionals mean base salary in 2016. Stock bonus was **\$110,615**. Total cash compensation was **\$362,245**.

### SIGNIFICANT DRIVERS OF IR COMPENSATION

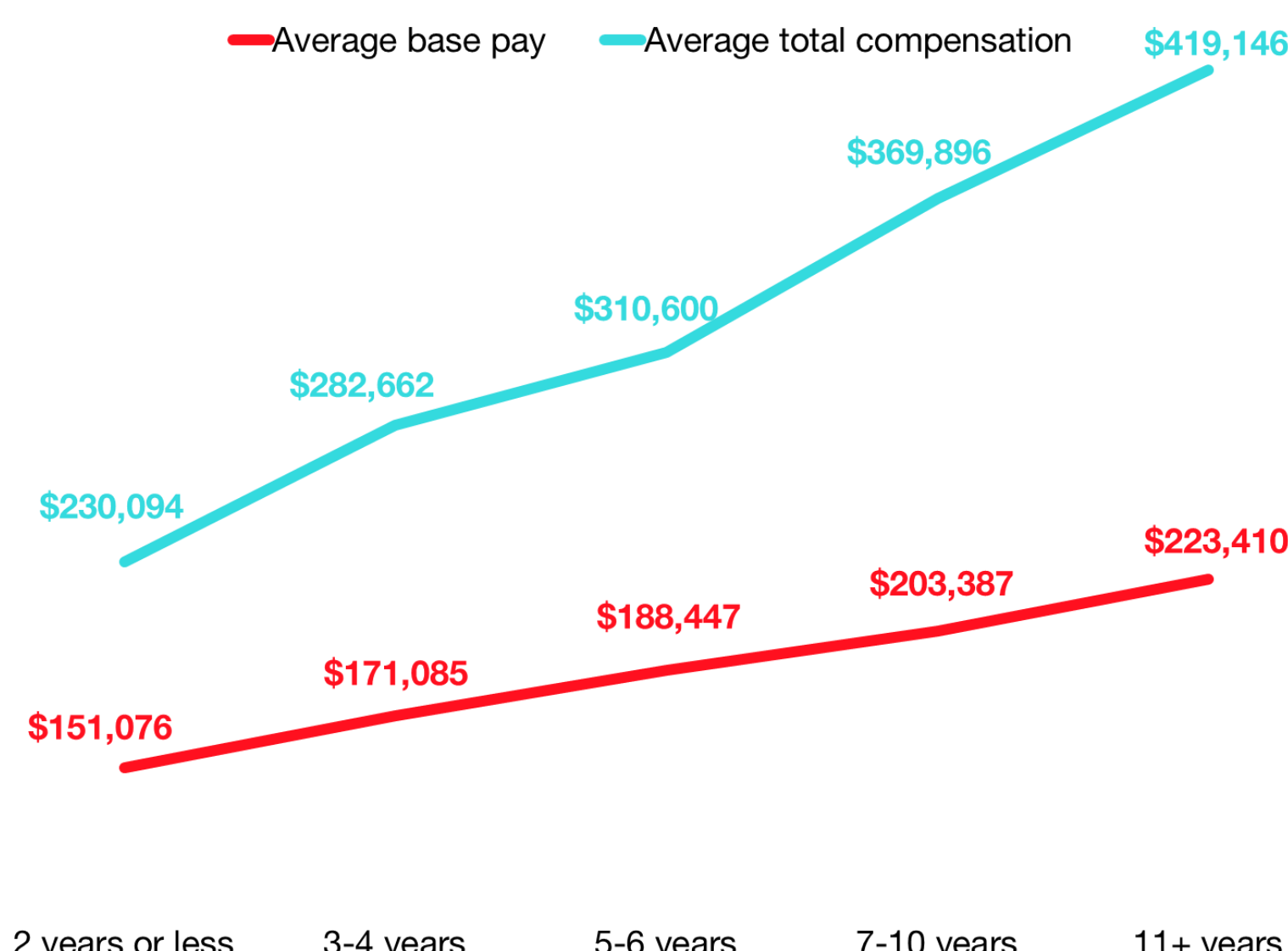
#### GENDER



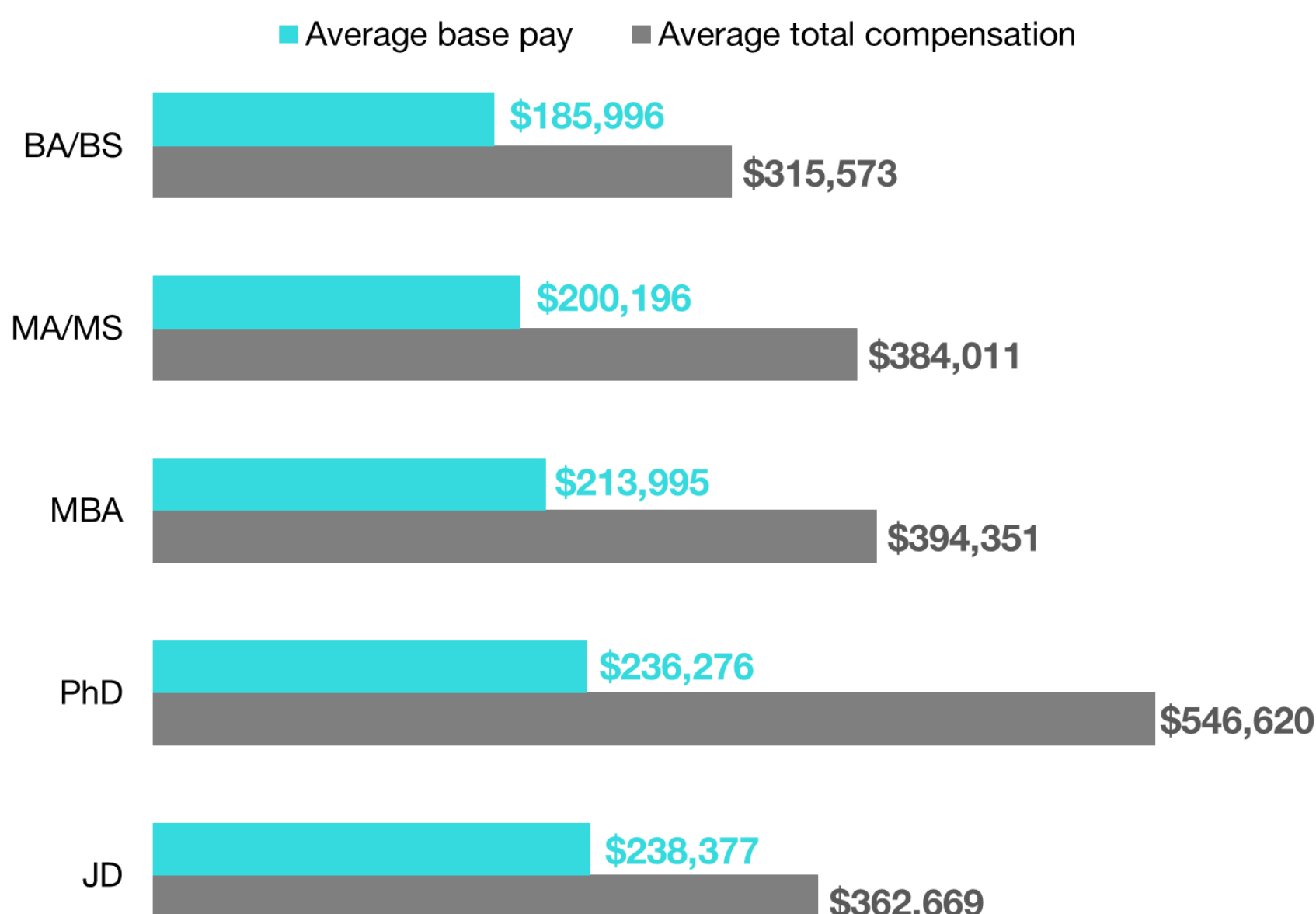
#### MARKET CAP



#### YEARS OF IR EXPERIENCE



#### DEGREE TYPE



#### BENEFITS AND EQUITY



Typical cash bonus was **\$77,335** (+12% from 2013).



401(k), health insurance and life insurance remain top **3 most popular benefits**