



**Senior Executive Compensation at Mid-Sized Businesses**

***Greenwich Insights – Summary of Key Findings - Compensation***

- Our latest Commercial Banking study reveals that the national average for CEO’s annual compensation at mid-sized businesses (\$5-\$500 million) is \$289,506. Regionally, the averages differ, as follows:
  - **Midwest:** \$229,513
  - **West:** \$202,929
  - **South:** \$189,032
  - **Northeast:** \$175,535
- Average annual bonuses, as a percent of salary, vary widely among titles and regions:
  - **Midwest:** CEO (52%); Executive VP (44%); Treasurer (25%); Accountant (5%); General Manager (14%)
  - **West:** CEO (37%); Executive VP (26%); Treasurer (17%); Accountant (8%); General Manager (5%)
  - **South:** CEO (42%); Executive VP (33%); Treasurer (16%); Accountant (47%); General Manager (30%)
  - **Northeast:** CEO (42%); Executive VP (25%); Treasurer (16%); Accountant (20%); General Manager (14%)
- Overall, 73% of respondents feel they are fairly paid.

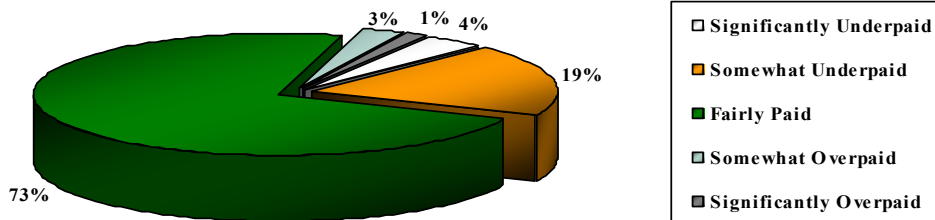
**Average Total Compensation by Title and Industry\***

Title	Annual Base Salary	Bonus (% of Salary)	Total Compensation
President, CEO, Chairman, Owner	\$203,577	42%	\$289,507
CFO	\$135,876	22%	\$166,421
Finance - Executive VP, Senior VP, VP	\$121,803	32%	\$161,012
Controller/Assistant Controller	\$109,174	15%	\$125,550
Treasurer	\$96,220	12%	\$107,343
Consultant/Financial Advisor	\$98,863	4%	\$102,818
Manager - Office Manager, General Manager	\$76,416	14%	\$87,443
Accountant, Bookkeeper, Credit Manager	\$66,548	20%	\$79,911
Assistant treasurer	\$72,093	6%	\$76,490

Industry	Annual Base Salary	Bonus (% of Salary)	Total Compensation
Wholesale Durables	\$126,515	43%	\$180,916
Machinery, Metal Fabricating	\$128,819	19%	\$153,295
Light Manufacturing	\$123,941	21%	\$149,969
Healthcare	\$116,369	21%	\$140,806
Other Business Services	\$116,203	17%	\$135,958
Wholesale Nondurables	\$104,469	21%	\$126,407
Retail Trade	\$108,673	13%	\$122,800
Agriculture	\$96,094	14%	\$109,547

\* Mid-sized businesses (\$5-\$500 million)

**Compensation Satisfaction Levels**



***About Greenwich Business Forum***

- Greenwich Business Forum is an online panel of over 30,000 financial decision makers at small (\$1-\$10 million) and midsize companies (\$10-\$500 million) in the United States.
- Regular research topics include: economic outlook, business compensation, insurance, credit/loan pricing, and other topics impacting strategic and management issues.

For additional information, please visit [www.greenwichbusinessforum.com](http://www.greenwichbusinessforum.com) or contact Sara Hayes at [shayes@greenwich.com](mailto:shayes@greenwich.com) or (203) 625-5174.