

<b>Survey Name:</b>	<b>2020 United States ERS</b>	<b>Refinement:</b>	<b>All Data</b>
<b>Job Family:</b>	<b>Legal, Compliance &amp; Audit</b>	<b>Scale:</b>	<b>In Whole Numbers</b>
<b>Job Sub-family:</b>	<b>Corporate Compliance &amp; Legal Leadership</b>	<b>Currency:</b>	<b>US Dollar</b>
<b>Job Code:</b>	<b>LCA.01.R01.ERG</b>	<b>Number of Organizations:</b>	<b>47</b>
<b>Job Title:</b>	<b>Head of Corporate Compliance &amp; Legal - Global</b>	<b>Number of Observations:</b>	<b>49</b>
<b>Job Type:</b>	<b>Combined Job</b>	<b>Position Class:</b>	<b>-</b>
<b>Job Description:</b>	<b>Associated Specializations: Head of Corporate Compliance &amp; Legal - E32, E33, E34, E41</b>		

\* More than 25% of the rates within the sample are supplied by one organization

\*\* Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
<b>Base Salary</b>	<b>47</b>	<b>49</b>		<b>310,237</b>	<b>365,000</b>	<b>496,247</b>	<b>446,620</b>	<b>564,150</b>	<b>750,000</b>
STI Threshold % Base	14	14		8.2	14.8	26.0	26.3	34.5	47.7
STI Target	38	40		129,040	194,323	368,880	284,900	463,260	735,000
STI Target % of Base	38	40		40.0	51.3	69.4	65.0	83.8	100.0
STI Maximum % Base	30	31		69.0	100.0	140.0	130.0	170.0	232.0
STI Actual	37	38		81,708	164,793	424,348	332,887	487,709	974,314
STI Actual % Base	37	38		27.4	36.3	76.1	71.6	97.9	144.6
<b>Total Cash - Actual</b>	<b>47</b>	<b>49</b>		<b>355,421</b>	<b>492,277</b>	<b>829,923</b>	<b>686,523</b>	<b>957,360</b>	<b>1,499,625</b>
Total Cash Actual - Receivers	39	40		424,888	531,671	906,577	763,861	1,050,385	1,692,832
<b>Total Cash - Target</b>	<b>43</b>	<b>45</b>		<b>385,730</b>	<b>488,000</b>	<b>810,146</b>	<b>684,000</b>	<b>1,001,670</b>	<b>1,338,336</b>
Total Cash Target - Receivers	38	40		451,320	601,153	855,237	717,950	1,042,335	1,348,056
LTI (B-S)	31	32		102,868	356,309	998,923	686,395	1,435,924	2,783,034
LTI % of Base (B-S)	31	32		30.3	75.8	171.6	132.5	252.9	370.9
<b>TDC Actual (B-S)</b>	<b>47</b>	<b>49</b>		<b>387,600</b>	<b>578,093</b>	<b>1,482,281</b>	<b>907,904</b>	<b>2,056,874</b>	<b>3,599,990</b>
TDC Actual (B-S) Rcvrs	31	32		604,089	843,874	1,972,173	1,623,693	2,746,116	4,081,074
<b>TDC Target (B-S)</b>	<b>43</b>	<b>45</b>		<b>465,100</b>	<b>606,365</b>	<b>1,465,548</b>	<b>756,200</b>	<b>2,194,601</b>	<b>3,518,366</b>
TDC Target (B-S), Rcvrs	26	27		552,852	882,179	2,030,309	1,544,700	2,894,670	4,156,179
Tenure - Organization	42	44		2	3	11	8	18	26