

100-0 Top Executive - Worldwide**US**

Responsible for the overall performance, profitability, and growth for the agency on a Worldwide basis. Fully accountable for financial results. Typically reports to the Board of Directors or Top Executive, depending on organizational accountability. Note: This is generally a single incumbent position. Only one employee, the most senior individual, should be reported with Worldwide accountability. Identifies, develops, and directs the implementation of business strategy. This is your top level position within each job family. Usually only one employee, the most senior, is matched at this level. Typically has 12 or more years of experience.

| (Compensation data displayed in whole numbers in US Dollar) | Num Orgs | Num Obs | 25th %ile | Median | Mean | 75th %ile |
|---|-----------|-----------|----------------|----------------|------------------|------------------|
| Annual Base Salary (Comp1) | 23 | 31 | 500,000 | 600,000 | 653,726 | 800,000 |
| Tuition Allowance | 0 | 0 | -- | -- | -- | -- |
| Car Allowance | 8 | 8 | 6,950 | 12,500 | 15,306 | 23,063 |
| Housing Allowance | 1 | 1 | -- | -- | -- | -- |
| Cost of Living Allowance (COLA) | 0 | 0 | -- | -- | -- | -- |
| Other Guaranteed Allowances | 2 | 2 | -- | -- | -- | -- |
| Annual Guaranteed Cash (Comp2) | 23 | 31 | 524,000 | 615,000 | 659,972 | 800,000 |
| Short-term Incentive (Actual) | 16 | 22 | 140,674 | 341,608 | 506,357 | 911,719 |
| Target Annual Total Cash (Comp3 Target) | 20 | 26 | 695,000 | 952,188 | 1,011,055 | 1,162,500 |
| Annual Total Cash (Comp3 Actual) | 23 | 31 | 575,000 | 750,000 | 1,019,322 | 1,316,000 |
| Total Direct Compensation (Comp4 Actual) | 23 | 31 | 672,697 | 950,000 | 1,443,246 | 1,831,000 |