

Executive Summary

As of March 31, 2013, the average total annual income of respondents in the survey was \$104,303 (including salaries, fees, cash bonuses, commissions, and profit received from the respondents' primary jobs during the preceding 12-month period—but specifically excluding overtime pay).

Base salaries and incomes vary widely. As Exhibit 1 shows, survey respondents at or below the 10th percentile earn a base salary under \$55,660, while those at or above the 90th percentile earn \$147,000 or more. Exhibit 2 shows that survey respondents at or below the 10th percentile earn a total annual income under \$57,410, while those at or above the 90th percentile earn \$162,000 or more.

Both Exhibits 1 and 2 indicate no increase in median base salary and total annual income from 2012 to 2013.

**EXHIBIT 1: BASE SALARY STATISTICS
(ALL RESPONDENTS)**

	2012	2013	% Change in Base Salary from 2012
Number of Responses	12,720	10,627	
Average	\$95,603	\$96,168	0.6%
Percentile 10	\$56,000	\$55,660	-0.6%
Percentile 25	\$68,640	\$68,000	-0.9%
Median	\$90,000	\$90,000	0.0%
Percentile 75	\$116,000	\$117,000	0.9%
Percentile 90	\$144,000	\$147,000	2.1%

**EXHIBIT 2: TOTAL ANNUAL INCOME STATISTICS
(ALL RESPONDENTS)**

	2012	2013	% Change in Total Income from 2012
Number of Responses	12,720	10,627	
Average	\$103,497	\$104,303	0.8%
Percentile 10	\$58,000	\$57,410	-1.0%
Percentile 25	\$71,000	\$70,120	-1.2%
Median	\$94,117	\$94,100	0.0%
Percentile 75	\$124,523	\$125,664	0.9%
Percentile 90	\$160,000	\$162,000	1.3%

A matched sample comparison is an excellent indicator of year-to-year changes in compensation as presented in Exhibits 3 and 4. These tables compare the compensation data of the 2,958 respondents who participated in both this and last years' survey. As indicated by these tables, the median total annual income increased 1.1%. Per Exhibit 4, a matched sample comparison of the last three years of survey data is presented. The percent change in median income from 2011 through 2013 is 8.1%.

**EXHIBIT 3: TOTAL ANNUAL INCOME STATISTICS
(MATCHED SAMPLE) 2012 - 2013**

	2012	2013	% Change in Total Income from 2012
Number of Responses	2,958	2,958	
Average	\$103,560	\$105,497	1.9%
Percentile 10	\$57,400	\$60,000	4.5%
Percentile 25	\$70,200	\$72,500	3.3%
Median	\$95,000	\$96,000	1.1%
Percentile 75	\$126,000	\$127,000	0.8%
Percentile 90	\$160,000	\$161,972	1.2%

**EXHIBIT 4: TOTAL ANNUAL INCOME STATISTICS
(MATCHED SAMPLE) 2011-2013**

	2011	2012	2013	% Change in total income from 2011
Number of Responses	951	951	951	
Average	\$101,057	\$109,933	\$109,731	8.6%
Percentile 10	\$58,800	\$64,400	\$66,500	13.1%
Percentile 25	\$72,000	\$78,500	\$78,500	9.0%
Median	\$93,000	\$100,260	\$100,500	8.1%
Percentile 75	\$122,000	\$131,466	\$130,000	6.6%
Percentile 90	\$150,000	\$161,760	\$165,000	10.0%

**EXHIBIT 5: CHANGE IN MEDIAN TOTAL ANNUAL INCOME BY SUBREGION
(MATCHED SAMPLE) 2012 - 2013**

		2012	2013	
	# of Respondents	Median	Median	% Change in total Income from 2012
New England	176	\$91,286	\$95,000	4.1%
Middle Atlantic	428	\$93,731	\$93,950	0.2%
Middle Southeast	319	\$95,000	\$96,000	1.1%
Lower Southeast	223	\$100,000	\$98,000	-2.0%
Great Lakes	521	\$91,000	\$91,000	0.0%
Central Plains	140	\$95,500	\$87,525	-8.4%
Upper Mountain	37	\$92,700	\$98,005	5.7%
South Central	427	\$95,000	\$105,000	10.5%
Lower Mountain	221	\$91,500	\$92,332	0.9%
Pacific Northwest	153	\$92,000	\$90,000	-2.2%
Pacific Southwest	293	\$102,000	\$110,000	7.8%