



2023

# National Executive Compensation Survey

Cascade Employers Association

[www.cascadeemployers.com](http://www.cascadeemployers.com)

503.585.4320



# 2023 National Executive Compensation Survey

*An Employer Associations of America (EAA) Sponsored Survey coordinated by HR Source in cooperation with 13 associations nationwide. This report contains data from 44 states, 22 of which have a specific breakout category.*

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## Confidential Survey Report

This survey is provided with the understanding that the information will:

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  - be restricted to authorized personnel only
  - not be used in collective bargaining or grievance proceedings
  - protect organizational identity completely
- 



## National surveys produced by the EAA include:

- National Benefits Survey
- National Business Trends Survey
- National Executive Compensation Survey
- National IT & Engineering Compensation Survey
- National Policies & Practices Survey
- National Sales Compensation Survey
- National Wage & Salary Survey

Contact your local association (see page 2) for more information.

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# 2023 NATIONAL EXECUTIVE COMPENSATION SURVEY

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## INTRODUCTION

The 48th annual *National Executive Compensation Survey* was conducted by HR Source in cooperation with 13 other Employer Associations of America (EAA) representing a total of 44 states. Participating associations are listed on the previous page. Questions about this report should be directed to the coordinating association, HR Source: 800-448-4584.

**Participants:** A total of 1,607 organizations participated in this year's survey. Participants contributed compensation data for 10,059 executives in the 47 positions analyzed in this report.

**Compensation data** for each position has multiple breakout categories in addition to the “all organizations” provided at the start of each job. Breakouts are shown where there are *at least 5* organizations providing data. The breakouts are:

- **Sales Volume** (9 categories sectioned by manufacturing, non-manufacturing and all combined)
- **Employment Size** (8 categories)
- **Industry** (By major NAICS category)
- **Region** (6 categories for manufacturing and non-manufacturing – see map on page 21)
- **State** (This report contains data from 44 states, 22 of which have a specific breakout category)
- **Metropolitan Statistical Area (MSA)** (31 Metropolitan Statistical Areas represented)

### Additional Data

<b>Benefits and Perquisites:</b>	In addition to cash compensation for each position, this report summarizes data for a variety of benefits and perquisites for two different categories of breakouts: manufacturing vs non-manufacturing and public vs private.
<b>Stock Ownership:</b>	A unique feature of this survey is the reporting of information on stock ownership by executives, especially for privately held organizations.
<b>Data Effective Date:</b>	February 1, 2023

# PARTICIPANT LIST

18 Degrees, Inc.  
417 Magazine  
7 17 Credit Union

## A

A & D Environmental Services  
A Raymond Corporate North America, Inc.  
A to Z Machine Company  
A. R. Arena Products, Inc.  
A&E Incorporated  
Aagard  
ABCO Automation Inc  
AbeTech  
Abide, Inc.  
Abilities First  
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All-Color Powder Coating, Inc  
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Alliant Enterprises, LLC  
Allied Plastics LLC  
Allsup, LLC  
Almon Inc  
Alpha Source, Inc  
Altimate Medical Holding Inc  
Aluminum Coil Anodizing Corporation  
AMECO  
American Academy of Dermatology  
American Academy of Pediatrics  
American Academy of Periodontology  
American Academy of Physical Medicine and Rehabilitation (AAPM&R)  
American Bolt Corp  
American College of Osteopathic Family Physicians  
American Door Works & Mid-Central Door Company

American Library Association  
American Massage Therapy Association  
American Medical Technologists  
American Packaging Corp.  
American Paper & Packaging Inc.  
American Property Casualty Insurance Association  
American Savings Bank  
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American Swedish Institute  
American Transmission Company, LLC  
Americollect, Inc.  
Amerilab Technologies I  
Amherst H. Wilder Foundation  
AMPCO Metal Inc.  
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Anew: Building Beyond Violence and Abuse  
Anguil Environmental Systems  
Annex Medical, Inc.  
Annex Wealth Management  
Apex International  
Aqua Finance, Inc.  
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Arlington Heights Park District  
Arnold Magnetic Technologies Corp.  
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## B

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BRS CPAs & Advisors  
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Burgaflex North America  
Burke Group  
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Butzel Long  
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Cadillac Products Packaging Company  
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CBRE Group, Inc.  
CBT Company  
CCF  
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Cedarburg Light & Water Utility  
Centennial, Inc  
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CentroMotion  
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Charlotte Center City Partners  
Charlotte Latin School  
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Chef Craft  
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Chicago Firefighters Credit Union  
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Children & Family Services Center  
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Childress Klein Properties  
Christianity Today International  
Ci-Dell Plastics, Inc.  
Cincinnati Incorporated  
Circle, Inc.  
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Citrosuco North America, Inc.  
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City of Fayetteville  
City of Kaukauna  
City of Nixa

City of Wyoming  
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Clarke  
Clasen Quality Chocolate  
Clemco Industries Corp.  
Cleveland Hearing & Speech Center  
Cleveland Sight Center  
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CMD Technology Group, Inc.  
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CNH Industrial Reman  
COA Youth & Family Centers  
Coalition for Children, Youth & Families Inc.  
Coilcraft, Inc.  
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Education  
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Community Health Programs, Inc.- CHP  
Community Park District of La Grange Park  
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Complete HealthCare Solutions, Inc  
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Confianz Global, Inc  
Connexus Credit Union  
ConServe  
Construction Forms, Inc.  
Continental Properties  
Control Concepts Inc.  
ControlAir LLC  
Copeland Buhl  
COPFCU (Cincinnati Ohio Police Federal Credit  
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Cornell Communications, Inc.  
Corporate Central Credit Union  
CORRU-SEALS, Inc.  
Cortec Cop  
Corvac Composites LLC  
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## PARTICIPANT LIST

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 Covenant Harbor Bible Camp  
 CoxHealth Foundation  
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 Crest Electronics, Inc.  
 Crisis Prevention Institute  
 Crystal Flash  
 Culp Elliott & Carpenter  
 CURE International  
 Curran, Berger & Kludt  
 Custer Inc  
 Custom Wire Technologies, Inc.  
 CWMF Corporation  
 Cybernet Systems Corp.  
 Cyberpower System

### D

Daikin Applied Americas, Inc.  
 Dairy Farmers of Wisconsin  
 Data Business Equipment, Inc.  
 Data Recognition Corporation  
 Daubert Industries Inc.  
 Dave Fox Remodeling, Inc.  
 David J Frank Landscape Contracting  
 DaVinci Education  
 DCI, Inc.  
 DDRB  
 de maximus Data Management Solutions, Inc.  
 Decatur Public Library  
 DecoPac, Inc.  
 Dedicated Computing LLC  
 Delta Dental Plan of Missouri  
 Delta T Systems, Inc  
 Deltrol Controls  
 DEMA Engineering Company  
 Dermatology Associates of Rochester  
 Derse  
 Desert Aire LLC  
 Design Specialties  
 Destination Ann Arbor  
 Detroit Employment Solutions Corporation  
 Detroit Stoker Company  
 Detroit Zoological Society  
 DeWys Metal Solutions aka DeWys  
 Manufacturing  
 DHI Corp

Diagnostic Laboratory Services Inc.  
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 Diversified Manufacturing & Assembly  
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 DSA Systems, Inc.  
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 Durst Image Technology US, LLC  
 Dutch American Foods, Inc.  
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 Dynamic Sealing Technologies, Inc.  
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 Fayetteville Technical Community College  
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 Flynn  
 FMC  
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 Fortifi Bank  
 Forward Corporation - CES  
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 Fox Communities Credit Union  
 Fox River Water Reclamation District  
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 Friends of the Public Garden  
 Fristam Pumps  
 FTL Labs Corp  
 Fujifilm Cellular Dynamics Inc.  
 Fujirebio Diagnostics Inc  
 FUN.com  
 Functional Training Services  
 Furlani Foods, LLC

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 Gardey Financial Advisors LLC  
 Garrison Dental Solutions  
 Gateway Region YMCA  
 Gay & Robinson, Inc.  
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 Glenview Public Library  
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 GMI Companies  
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 GNS North America  
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 GPS Education Partners, Inc.  
 Grand Rapids Chair Company  
 Grand Rapids Community College  
 Grand Rapids Foam Technologies  
 Granger Waste Services  
 Granite Microsystems Inc. dba GMI Solutions  
 Great Lakes Veneer, Inc.  
 Great Lakes Water Authority  
 Great Midwest Bank  
 Great Northern Corporation  
 Greater Cincinnati Foundation  
 Greater Milwaukee Foundation  
 Greater Springfield Senior Services, Inc  
 Grede  
 Greene County  
 Greenheck Fan Corporation  
 GreenMark Equipment LLC  
 Gregory's Foods, Inc.  
 Grover Corporation  
 Grow Cedar Valley  
 Grow Food Northampton  
 Grupo Antolin - North America, Inc.  
 GS Global Resources  
 GS Plastic Optics  
 Guardian Water and Power  
 Gun Lake Casino  
 GUY & O'NEILL, INC.

## H

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 H.O Bostrom  
 HA-International

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 Hahn Plastics Automation, Inc.  
 Hale Makua Health Services  
 Hallite Seals  
 Hallmark Building Supplies, Inc.  
 Hamacher Resource Group, Inc  
 Hammes Company  
 Hand in Hand  
 Handle It Inc  
 Harada Industry of America, Inc.  
 Harbor Industries, Inc.  
 Harbor Steel Supply Corporation  
 Harken  
 Harter Secrest & Emery LLP  
 Hatco Corporation  
 Haviland Enterprises Inc  
 Hawai'i Visitors & Convention Bureau  
 Hawaii Biotech Inc.  
 Hawaii Community Foundation  
 Hawaii Dental Service  
 Hawaii Employers Mutual Insurance Co. (HEMIC)  
 Hawaii Gas  
 Hawaii Health Systems Corporation  
 Hawaii National Bank  
 HAYES PERFORMANCE SYSTEMS  
 Hazekamp Meats Inc.  
 HBA of Greater Springfield  
 HealthPartners  
 Heartland Industries  
 HellermannTyton Corporation  
 Helwig Carbon Products, Inc.  
 HemoSonics, LLC  
 Hennepin County  
 Hennepin Healthcare Research Institute  
 Hentzen Coatings, Inc.  
 Heraeus Electro-Nite  
 Herb Pharm, LLC  
 Heritage Christian Services, Inc.  
 Heritage Hemp CBD  
 Herker Industries  
 Herzing University  
 HGA  
 Highland Hospital  
 Hills Developers  
 Hillside Children's Center  
 Hilltop Companies/Hilltop Basic Resources, Inc.  
 Hilltown Community Development Corp.  
 Hino Motors Sales U.S.A. Inc.  
 Hipp Design + Consulting, Inc.  
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Horton Inc  
Hospice of Davidson County  
Hospice of Southern Illinois  
Household Utilities, Inc.  
Housing Forward  
HTT Inc.  
Hudson Precision Products Company  
Hunter Engineering Company  
Hupy and Abraham, S.C.  
Husco International Inc  
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Hydro-Thermal Corporation

### I

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Illinois Library Association  
Illinois Park & Recreation Association  
ILSCO LLC  
Impact Group  
ImpactLife  
Inalfa Roof Systems, Incorporated  
Inclusive Housing Resources  
INCOE Corporation  
INDA, Assoc of the Nonwoven Fabrics Industries  
Independent Pharmacy Coop  
Indoff Inc.  
Industrial Indexing Systems, Inc.  
Ingleside Machine Co., Inc.  
Injectec, Inc.  
Innoseal  
Innovairre Communications  
InPwr Inc  
Inside Edge Commercial Interior Services, LLC  
InSight Youth and Family Connections, Inc.  
Institute of Real Estate Management  
Instrument Development Co., LLC  
INT

Integrated Packaging Machinery  
Intellihot  
International Dehydrated Foods Inc.  
International Foundation of Employee Benefit Plans  
International Thermal Systems LLC  
Intertractor America Corp  
IntraHealth International  
Iowa State University Foundation  
Island Energy Services Downstream LLC  
Island Holdings Inc.  
Island Insurance Company Ltd.  
ITC Incorporated  
Itu AbsorbTech, inc  
ITW Evercoat  
iWMS Americas  
Ixonix Bank

### J

J.M. Grimstad  
J.W. Speaker  
Jack's Abby Brewery and Restaurant  
Jagemann Stamping  
James Campbell Company LLC  
Jarvis Airfoil, Inc.  
JDS Consulting  
Jet Edge Waterjet Systems  
JET Engineering, Inc  
Jewish Family Service  
Jireh Metal Products  
JMN Logistics  
Jobs Work MKE  
Joe Wilde Company LLC  
John Henry Foster Co. Inc.  
John Michael Kohler Arts Center  
Johnson & Quin  
Johnson Health Tech North America  
Joint Venture Hospital Laboratories  
Jones Dairy Farm  
Jordan Valley  
Jorgensen Conveyors, Inc.  
Jost International - Grand Haven, MI  
JR Automation  
JTB Hawaii Inc  
JULIE, Inc.  
June Tailor Inc

### K

K.G. Stevens Inc.  
Kaanapali Beach Hotel  
Kahler Automation

Kalmbach Media  
Kamehameha Schools  
Kapco, Inc.  
Karl Dungs  
Kaskaskia Valley Community Credit Union  
KAT Logistics Inc.  
Kauai Island Utility Cooperative  
Kaysun Corporation  
KDV Label, LLC  
Kelle Company  
Kendall Packaging Corp.  
Kent Adhesive Products Co  
Kepner Products Company  
KI  
King Juice Company Inc  
King Solutions, Inc.  
Kinship MKE, Inc.  
KLH Industries  
Knapp Manufacturing  
KNF Neuberger Inc  
Koeze Co.  
Kolbi Pipe Marker Co.  
Kolene Corporation  
Kondex Corporation  
Koops  
Kraft Heinz Company  
Krauss Maffei  
Krones, Inc  
Krueger Bearings  
Krusinski Construction Company  
KSM INDUSTRIES  
KSS Architects  
Kuakini Health System  
Kubota Engine America  
Kuhn North America, Inc.  
Kurt Manufacturing  
Kusel Equipment Co.  
KUTOL PRODUCTS COMPANY, INC.

### L

L. E. Sauer Machine Company  
L.B. White Co., LLC  
La Grange Park Public Library District  
Laacke & Joys  
Lacks Enterprises  
Laffey, Leitner & Goode LLC  
Lake Shore Systems, Inc DBA Trident Maritime Systems  
Lakeland Supply, Inc.  
Lakeside Bottling Company  
Lakeside Foods  
Lakeside Manufacturing

## PARTICIPANT LIST

## M

Lakeside Surfaces LLC,  
 Lakeview Industries, Inc.  
 Lakeview Specialty Hospital & Rehab  
 Lamplight, a W.C. Bradley Company  
 Landsman Development Corp.  
 Lannon Stone Products  
 Larson Engineering, Inc.  
 Laszeray Technology, LLC  
 LayerZero Power Systems, Inc.  
 LDV, Inc.  
 Leader Dogs for the Blind  
 Leader Paper Products, Inc.  
 LeadingAge Illinois  
 League of Minnesota Cities  
 LeChase Construction Services LLC  
 Leland Management, Inc.  
 Lerdahl Business Interiors, Inc.  
 Lester Building Systems  
 Level 10, LLC  
 LG Electronics  
 Liberty Bank for Savings  
 LiDestri Food and Drink  
 Life Link III  
 LifePath  
 LifeSecure Insurance Company  
 Liliuokalani Trust  
 LimPro Metal Fabrication  
 Linton Crystal Technologies  
 Liphatech, Inc.  
 Lippert Tile Co., Inc. dba Lippert Flooring & Tile  
 Liturgical Publications Inc  
 Liv Communities  
 LMT Onsrud  
 Lock Joint Tube Inc  
 Logical Images, Inc./DBA VisualDX  
 Lollypop Farm, Humane Society of Greater  
   Rochester  
 Lorin Industries  
 LT Hampel Corp.  
 Lumbermen Associates Inc  
 Lumbermens  
 Lumeris  
 Lumetrics  
 Luther Manor  
 Lutheran Church Missouri Synod  
 Lutheran Social Service of Minnesota  
 Lutheran Social Services of Wisconsin & Upper  
   Michigan, Inc.

M & N Structures, Inc  
 M B Dynamics Inc  
 M-B-W, Inc.  
 M.E. Dey & Co Inc  
 Mackey Mitchell Architects, PC  
 Maco PKG  
 MacPhail Center for Music  
 MACtac  
 Madison County Government  
 Magis Advisory Group  
 Maglio Companies  
 Magna Mirrors  
 Magnetic Inspection Laboratories  
 Magnetic Products, Incorporated  
 Mallard Creek Polymers  
 Management of Transportation Services, Inc.  
   (MTS)  
 Mantaline Corporation  
 MARINI MANUFACTURING  
 Marlin Technologies, Inc  
 Marsh Electronics Inc.  
 Marshall W. Nelson & Assoc., Inc.  
 Martin Engineering Company  
 Martin Tractor  
 Mary Cariola Children's Center  
 Massman Companies  
 Master Appliance Corp.  
 Masterclock Inc.  
 Masterson Company  
 MasterTag  
 Matlab Inc  
 Matrix NDI  
 Matsura Machinery USA  
 Mattox Plumbing, LLC  
 Mayhew Bestway  
 Maysteel Industries LLC  
 Mazak Corporation  
 McAlpin Industries Inc.  
 MCD, Inc.  
 McNally Industries, LLC  
 MCNC  
 McQuaid Jesuit  
 MDA Leadership Consulting  
 mDesign Home Decor  
 MEA  
 MEC  
 Mech-Tronics  
 Medbio LLC  
 Meister Media Worldwide  
 Members First Credit Union  
 Metal Components

Metal Edge International Inc  
 Metalcraft, Inc.  
 Metcut Research  
 Metropolitan Detroit Area Hospital Services, Inc.  
 Metso McCloskey USA LLC dba Lippmann  
   Milwaukee  
 Meyer Aluminium Blanks, Inc  
 MGS Mfg. Group, Inc.  
 Michelle Kern  
 Michels Corporation  
 Michigan Association for Education of Young  
   Children  
 Michigan Basic Property Insurance Association  
 Michigan Milk Producers Association  
 Michigan Municipal League  
 Michigan Turkey Producers LLC  
 Mid West Fabricating Co  
 Mid-Ohio Food Collective  
 Millerbernd Manufacturing  
 Milsco LLC  
 Milwaukee Area Technical College  
 Milwaukee Bearing & Machining Inc.  
 Milwaukee Brewers  
 Milwaukee Cylinder  
 Milwaukee Public Museum  
 Milwaukee Public Schools  
 MIM Software Inc  
 Minneapolis Clinic of Neurology  
 Minneapolis College of Art and Design  
 Minneapolis Glass Company  
 Minneapolis Institute of Art  
 Minnesota Air, Inc.  
 Minnesota River Area Agency on Aging, Inc.  
 Minnetonka Moccasin Company, i  
 Miro Manufacturing  
 Missouri Botanical Garden  
 Missouri Enterprise  
 Missouri State University  
 Mitotec Precision  
 MJM Industries, Inc.  
 mk North America, Inc.  
 MLG Services Corp  
 Mo-Tech Corp.  
 Modern Molding Inc.  
 Modern Process Equipment Inc.  
 Mohagen Hansen Architecture Interiors  
 Mold-Rite Plastics  
 Molded Rubber & Plastics  
 Monroe 2-Orleans BOCES  
 Montgomery County Land Reutilization Corp  
 Moraine Park Technical College  
 Morrison Products Inc  
 Mosby Building Arts, Ltd

# PARTICIPANT LIST

Mostly Serious Interactive Agency  
Mother's Brewing Co - Springfield, MO  
Motherboard Express Company  
Motis, LLC  
MPRO  
MRMC/Flight For Life  
MSS Solutions, LLC  
Mt. Elliott Cemetery Association  
Mt. Prospect Park District  
Mueller Sports Medicine Inc  
Multi-Bank Securities, Inc.  
Multicircuits Inc  
Municipal Employees' Retirement System  
Muscatine Power and Water  
Muth Mirror Systems

## N

Naismith Mem. Basketball Hall of Fame  
Naperville Park District  
Nasco Education, LLC  
Nationai CooperativeRx  
National Board of Certification & Recertification  
for Nurse Anesthetists NBCRNA  
National Bulk Equipment  
National Cart Co.  
National Presto Industries, Inc  
National Psychology Training Consortium  
National Safety Council  
National Telephone Supply Co  
Naviant, Inc.  
Navigant Credit Union  
NCSolutions  
Near North Montessori School  
Nederman  
Neighborhood House  
NEL Frequency Controls, Inc.  
NeoCoil  
NeoGraf Solutions LLC  
NeoNova Network Services  
Nesnah Ventures  
Nestle Purina Petcare Global Resources, Inc.  
Network180  
Netzsch USA Holdings  
Neu Tool and Supply  
New England Dermatology & Laser Center  
New Holland Brewing Company  
New Lenox Public Library District  
New Wave Design and Verification  
Newport Public Library  
Nexben, Inc.  
Neyer Properties  
NHK International Corporation

Nichols Paper and Supply  
Nicolet Plastics LLC  
NLB Corporation  
NMG Aerospace  
Nol-Tec Systems, Inc.  
Nonotuck Community School  
NonProfit Data Management (NPDM)  
Norma Michigan, Inc.  
Nortera Foods USA Inc.  
North Carolina State Ports Authority  
North Shore Water Reclamation District  
North Suburban Library District  
Northeast Interior Systems  
Northeast Recycling Council, Inc.(NERC)  
Northern Labs, Inc.  
Northern Metal Products  
Northern X-Ray dba NXC Imaging  
NorthShore Care Supply  
Northwestern Extract  
NuAire, Inc.  
Nuvaira, Inc.  
NVNA and Hospice

## O

Oahu Transit Services, Inc.  
Oak Park Public Library  
Oakland County - Human Resources  
Oakwood School  
Oberlin Filter Company  
Ocean State Credit Union  
ODL, Inc.  
OEC Graphics, Inc.  
OEM Fabricators, Inc.  
Office Evolution Corporation  
Ogura Corporation  
Old Missouri Bank  
Olsen Tool & Plastics, Inc  
Omega Design Corp  
OMNI Technologies  
OMT-Veyhl USA Corp.  
Oncology Practice Solutions  
One Community Bank  
ONEFIRE, Inc.  
Open Door Health Center of Illinois  
Open Door Mission Inc.  
Opportunities Industrialization Center Inc  
Opportunity Partners  
Oregon Episcopal School  
Orion Magazine  
Orolia USA, Inc.  
ORYMCA  
Otto Engineering

OwnersEdge  
Oxbo International Corporation  
Oxygen Service Company  
Ozark City Hall  
Ozark Trails Council  
Ozarks Transportation Organization

## P

Pacific Floorcare  
Pacific Guardian Life  
Packer Fastener  
PACOR Inc  
Palatine Public Library District  
Paletti USA  
Par Pacific Holdings, Inc.  
Park Industries  
Parkside Credit Union  
Parkwood LLC  
Partners for Community Development, Inc.  
Partners for Sacred Places  
PAV YMCA  
PAWS Chicago  
Pay-Tel Communications Inc  
Peace Coffee  
PEC Solutions LLC  
Penfield Children's Center  
Penn Stainless Products, Inc.  
Petron  
PFlow Industries  
PGM Corp.  
Phi Delta Theta Fraternity  
Phillips & Temro  
Phoenix Products, LLC  
PHS West, LLC  
Physical Electronics  
PICS Telecom International Corp.  
Pieper Electric  
Pilot Precision Products LLC  
Pinehurst Medical Clinic Inc  
Pioneer Cladding & Glazing Systems, Inc  
Pioneer Valley Educational Press Inc  
Pipp Mobile Storage Systems Inc  
Pipp Mobile Storage Systems, Inc.  
Pittsford Volunteer Ambulance  
Pivot Point Inc  
Placon Corporation  
Plank Enterprises Inc  
Planned Parenthood of Central and Western  
New York  
Plasan North America  
Plastic Bottle Corporation  
Plymold

# PARTICIPANT LIST

Pohlad Companies  
Poly Vinyl Co.  
Polyfab LLC  
Portal, inc  
Post Holdings, Inc.  
Powell Fabrication & Manufacturing LLC  
Power Electric  
Power/mation  
Prasco  
Praxis Packaging  
Precision Aerospace  
Precision Drawn Metals, Inc.  
Precision Optical Transceivers  
Precision Rail and Mfg  
Prefere Melamines, LLC  
Premer Aluminum LLC  
PremierBank  
Premold Corp  
Pressure Technology  
Price Electric Cooperative  
Pride Engineering, LLC  
Prinsco  
Priority Envelope  
Process Displays, LLC.  
Process Retail Group  
Productive Living Board  
Professional Center for Child Development  
Professional Office Services  
Progressive Metal Manufacturing  
Propper International Sales Inc.  
Protect-all, Inc  
Proven Partners Group  
PSCO Kieffer, Inc.  
Pulse Technologies Inc  
Puna Plantation Hawaii Ltd dba KTA Super  
Stores  
Punahou School  
Putzmeister  
Pyromatics Corp.

## Q

Quabbin Wire & Cable Co., Inc.  
Quadion LLC  
Quality Edge  
Quirk Wire Co.

## R

R.E. Warner & Associates, Inc.  
R.H. White Construction Co.  
R.P. Fedder Industrial  
R&B Wagner

R&R Insurance Services, Inc.  
Racine Kenosha Community Action Agency  
Radiophone  
Radyne Corporation / Inductotherm Group  
Ranken Technical College  
Rapid Packaging  
Rattunde Corp  
Rayus Radiology (formerly Center for Diagnostic Imaging)  
RBP Chemical Technology INC  
RCS SYSTEMS INC  
Rebound Communications  
Red Barn Holdings Bettcher  
Redpath and Company  
Rehabilitation Hospital of the Pacific  
Rehmann  
Rehoboth Beach Country Club  
Reich Tool & Design  
Reinders, Inc  
Reinhart Boerner Van Deuren  
REJIS Commission  
RenewAire  
RENK America  
Republic Refrigeration, Inc.  
Request Foods  
RES Exhibit Services/EMR of Rochester  
Res Manufacturing Company  
Reserve Advisors  
Revcor  
Revere Electric Supply Company  
RGL Logistics  
Rhode Island Medical Imaging, Inc.  
Richardson Industries, Inc.  
Richwood Bank  
RICO Manufacturing, Inc.  
Ridgeview Medical Center  
Rigid Hitch, Inc.  
Rippe Associates  
Ripple Behavior Solutions LLC  
River Run Computers  
Robertson Ryan & Associates  
Rochester Area Community Foundation  
Rochester Colonial Manufacturing Corporation  
Rochester District Heating Cooperative  
Rochester Gear Inc.  
Rochester Presbyterian Home Inc.  
Rochester Regional Health  
RochesterWorks, Inc.  
Rockwern Academy  
Roelution 226 LLC  
Rolling Oaks Hospitality, Inc.  
RoMan Manufacturing Inc  
Rotochopper

Rowleys Wholesale  
RVNAhealth (RVNA)  
RW Troxell & Company  
RWC, Incorporated

## S

SACO AEI Polymers  
SAF-HOLLAND Inc  
Safco Dental Supply  
SAFCO Dental Supply Co.  
Safety Technology International, Inc.  
Saginaw Valley State University  
Saint John's On The Lake  
Saint Louis Zoo  
Saint Ursula Academy of Cincinnati, Inc.  
Salo  
Samaritan Inter Faith Counseling Center dba  
SamaraCare  
SAMES KREMLIN Inc.  
Sanderson MacLeod, Inc.  
Sandwich Isles Communications, Inc.  
Santa Maria Community Services, Inc.  
Sarens Nuclear & Industrial Services  
Saville  
Scan Pac Manufacturing Inc.  
Schaumburg Township District Library  
Scherer Bros. Lumber Co.  
Schiller Grounds Care  
School Sisters of St. Francis  
Schuette Metals  
Schwartz Farms, Inc.  
Scioto Properties LLC  
Scott Bader Inc  
SEAM Group  
SecureFutures  
Seda North America  
Sehlhorst Equipment Services  
Seiler Instrument & Manufacturing Company  
Selzer-OrnstConstruction Co  
Semblex Corporation  
Senior Age  
Sentry Equipment Corporation  
Serigraph  
Serve You Rx  
Server Products, Inc.  
Service Metal Products  
Sewer Equipment Co. of America  
SFM Mutual Insurance Company  
Shakopee Public Utilities  
Shape Corp.  
Share Corporation  
Shaw Electric

## PARTICIPANT LIST

Shaw/Stewart Lumber Co.  
 Sheldon Manufacturing, Inc.  
 Shelton Holdings LLC & Shelly Eurocars LLC  
 Sherpa LLC  
 Sholom  
 Sho-Me Power Electric Cooperative  
 Shorr Packaging Corp.  
 Showdown Displays  
 SICO America Inc.  
 Sightline Commercial Solutions  
 Signicast  
 Silverson Machines, Inc.  
 Simcote, Inc.  
 SimuTech Group, Inc.  
 Siouxland Fabricating  
 Sirchie  
 Sisters of St. Dominic  
 Sisters of St. Joseph  
 Six-Point Creative  
 Skyline Displays  
 Skyre, Inc.  
 Skyware Global  
 Smalley Steel Ring Co  
 Smalley Steel Ring Company  
 Smart Vision Lights  
 Smead Manufacturing Co.  
 Smith College  
 SMSC Gaming Enterprise  
 Snap-on Tools  
 Snyder Construction Group  
 Society of Manufacturing Engineers  
 Society of St. Vincent de Paul  
 Sojourner Family Peace Center  
 Solon Manufacturing Company  
 South Central Indiana REMC  
 South West Special Recreation Association  
 Southeastern Wisconsin Regional Planning  
 Commission  
 Southwest Baptist University  
 Sparks Belting  
 SPAULDING CLINICAL RESEARCH LLC  
 Spaulding Medical LLC  
 SPC Mechanical  
 Specialty Manufacturing, Inc.  
 Species360  
 Spectrum Industries  
 Spectrum Industries Inc  
 Spee-Dee Packaging Machinery  
 SpiritJets  
 Spiritus Systems  
 SPM Swiss Precision Machining, LLC  
 Springfield Chamber of Commerce  
 Springfield Contractors Association

Springfield Sign  
 SRC Logistics, Inc.  
 SSM International Finance  
 SSP Fittings Corp  
 St Olaf College  
 ST. CLOUD EAR, NOSE & THROAT CLINIC PA  
 St. Coletta  
 St. Francis Healthcare System  
 St. Louis Blues/Enterprise Center/Stifel Theatre  
 St. Louis Science Center  
 St. Marcus Lutheran School  
 St. Monica's Senior Living, Inc.  
 Staab Construction Corp.  
 Standard Electric Supply Co  
 Standard Imaging  
 Standard Process, Inc.  
 Stanek Tool LLC  
 Starbridge  
 State Industrial Products Inc.  
 Steel Craft Corporation  
 Steel King Industries  
 Stein Industries, Inc.  
 Stella & Chewy's  
 Stellar Manufacturing Company  
 Sterling Products, Inc.  
 Stored Energy Concepts, Inc.  
 Strata Company  
 Strategic Management Society  
 Striegel Knobloch & Co, LLC  
 Strohwig Industries, Inc.  
 Structural Concepts Corporation  
 Structures, Inc  
 Studio Source Yearbooks  
 Suburban Enterprises  
 Sugar Grove Public Library District  
 Sullivan Precision Plate LLC  
 Sumitomo Electric Carbide Manufacturing, Inc.  
 Sumitomo Electric Carbide, Inc.  
 Summit Electric, Inc.  
 SUN SOLAR, LLC  
 Sunshine Village  
 Sunstar Engineering Americas  
 Superior Die Set  
 Superior Roll Forming  
 Supply Chain Solutions, Inc.  
 Surdex Corporation  
 SURFACE ENHANCEMENT TECHNOLOGIES  
 Suspa Inc.  
 Susssex IM  
 Sutphen Corporation  
 Synergis Technologies LLC  
 Systems, LLC

## T

Table 3 Restaurant Group, LLC  
 Tape Products Company  
 Tech Defenders  
 TERRYBERRY COMPANY LLC  
 Terumo Cardiovascular Systems  
 The AmeriLux Family of Companies  
 The Aquinas Institute of Rochester  
 The Arc of Illinois  
 The Arc of the Ozarks  
 The Armor Group, Inc.  
 The Bar Plan Mutual Insurance Co.  
 The Brewer Company  
 The Brickle Group  
 The Cancer Center of Hawaii  
 The Christian and Missionary Alliance  
 The Cincinnati Woman's Club  
 The City Mission  
 The Dieringer Research Group, Inc.  
 The Equitable Bank, SSB  
 The Gebauer Company  
 The Goodman Group  
 The Gund Company, Inc.  
 The Harbour  
 The Howard Company  
 The Industrial Controls Company Inc  
 The Johnson Foundation  
 The Jor-Mac Company  
 The Malish Corporation  
 The Meritex Company  
 The Morton Arboretum  
 The Narragansett Bay Commission  
 The Oakwood Group  
 The October Company, Inc.  
 The Penworthy Company LLC  
 The Pittsfield Cooperative Bank  
 The Presbyterian Homes Inc  
 The Queen's Medical Center  
 The RDI Group  
 The Saint Louis Brewery, LLC  
 The Salvation Army  
 The Scharine Group Inc  
 The Strong  
 The Summit Federal Credit Union  
 The Threshold Incorporated  
 The Traditional Bakery Inc. dba Panera  
 The University of St. Thomas  
 The Vollrath Company LLC  
 The Zekelman Holocaust Center  
 TheraMotion  
 Thermo-Tech Windows LLC

# PARTICIPANT LIST

Think Small  
 Thorley Wealth Management, Inc.  
 Thresholds  
 THS National LLC  
 Thule, Inc.  
 Tiara Yachts  
 TIDI PRODUCTS LLC  
 Timber Products Company (Lane)  
 Time Investment Company, Inc  
 Time Timer LLC  
 Tinius Olsen Testing Machine Company  
 TJ Hale  
 TLP  
 TLX Technologies  
 TNT Crust, LLC  
 Toll Company  
 Tolomatic, Inc.  
 Tommy Car Wash Systems  
 Toolcraft Machining, Inc  
 Tooling Systems Group  
 Tools, Inc.  
 Topflight Grain Cooperative  
 TORMACH, INC  
 Toshiba America Energy Systems  
 TowerCo  
 Trace-A-Matic Corporation  
 Traffic and Parking Control Co., Inc.  
 Tram, Inc.  
 Trans International LLC  
 Trans-Matic  
 TRC Global Mobility Inc  
 Treadwell Corporation  
 Trenwa, Inc.  
 Trew  
 Tri Tower Telecom Corporation  
 Triad Technologies  
 Tribute Technology  
 Trijicon, Inc.  
 Trillium Health  
 Trinity Logistics Corporation  
 Triton Trailers  
 Trova Design Consultants, Inc.  
 Troxler Electronic Laboratories Inc  
 TruStile Doors  
 TruStone Financial Credit Union  
 TT&E Iron and Metal and Affiliates  
 Turfco Mfg Inc  
 Twin Cities Spine Center  
 Twin City Die Casting Company  
 Tylok International Inc

## U

U S Axle Inc  
 UCare  
 UCP of Western MA  
 UFS, LLC  
 Uline  
 Ultrafab Inc.  
 Umoja Student Development Corporation  
 Undercover, Inc.  
 Uni-Systems Engineering  
 Unico, LLC  
 Uniform Law Commission  
 Unison Credit Union  
 United Church of God  
 United Consumer Financial Services  
 United Disability Services of Akron  
 United Performing Arts Fund  
 United Way of Greater Milwaukee & Waukesha  
 County  
 United Way of Greater Rochester and the Finger  
 Lakes  
 Unity Manufacturing Company  
 Universal Technologies of WI  
 Universal Welding & Engineering  
 University Health Alliance  
 Upper Peninsula Power Co.  
 Ursuline Sisters of Cleveland  
 USEMCO Inc.  
 UTC RETAIL

## V

Van Andel Institute  
 Van Eerden Foodservice (VEC INC)  
 Vantor Corporation  
 Vanteon  
 Variety FoodServices  
 Varitronics  
 VEAP  
 Vector Surgical  
 Veit & Company, Inc.  
 Vendors Exchange International  
 Venturedyne Ltd.  
 Vera French Community Mental Health Center  
 Viastore Systems Inc.  
 Vibro/Dynamics LLC  
 Victory Mission- Ministry  
 Videk, Incorporated  
 Vietri Inc  
 Villa of Hope  
 Visa Lighting an Oldenburg Group Company

Vision Clinic  
 Visit Cincy  
 Visiting Nurse Association of Greater St. Louis  
 Vista Maria  
 VITAL WorkLife  
 Vivacity Tech PBC  
 VLink, Inc.  
 Vogel Seed & Fertilizer  
 Volta Power Systems  
 VP Supply Corp.  
 VSM Abrasives Corporation  
 Vulcan Industries Corporation  
 Vuzix Corporation

## W

W.K. Kellogg Foundation  
 Walker Forge  
 Walker Forge, Inc.  
 Walsh College of Accountancy and Business  
 Administration  
 War Memorial Center  
 Warne Scope Mounts  
 Warren Township  
 Washington University School of Medicine  
 Water Quality Association  
 WaterStone Bank  
 Waubensee Community College  
 Waukesha County  
 Waukesha Metal Products  
 Waukesha State Bank  
 Wausau Coated Products, Inc.  
 Wausau Homes, Inc.  
 Wausau Window & Wall Systems  
 Wayne County Airport Authority  
 Waytek  
 WB Industries  
 WB Manufacturing LLC  
 WCS Industries  
 Webb Chemical Service Corporation  
 Weber Packaging Solutions, Inc  
 Weiss North America Inc  
 Weiss-Aug Group - Diemasters  
 WeldFab Manufacturing LLC  
 Wells Vehicle Electronics  
 Wenthe-Davidson Engineering Co.  
 Wesco Inc.  
 Wesco Industrial Products LLC  
 West Chicago Park District  
 Western Building Products  
 Western Mass Heating, Cooling & Plumbing  
 Western New England University  
 Western Smokehouse Partners

## PARTICIPANT LIST

WHEDa  
 White Oak Partners  
 Whittet-Higgins Co.  
 WI Lutheran Child & Family Service  
 Wigwam Mills  
 Wilcox & Flegel  
 Wilderness Inquiry  
 Will Burt Co  
 Willard Financial Group, LLC  
 William Butterworth Foundation  
 Willow Domestic Violence Center (formerly  
 Alternatives for Battered Women)  
 Wilmac  
 WIN Technology  
 Winco Stamping, Inc  
 Windings, Inc.  
 Winter Equipment Co Inc  
 Wipaire  
 Wisconsin Dells Visitor & Convention Bureau  
 Wisconsin Evangelical Lutheran Synod (WELS)  
 Wisconsin Health Fund  
 Wisconsin Hospital Association  
 Wisconsin Humane Society  
 Wisconsin Metal Parts, Inc.  
 Wisconsin Vision Associates>>> Fait Distribution  
 Wixon, Inc  
 WM Uniform  
 Wm. K. Walthers, Inc  
 Wolf Paving Co, Inc.  
 Wolter Inc  
 Wolverine Solutions Group  
 Woodridge Park District  
 Worcester Art Museum  
 Work Sharp  
 Workers' Compensation Reinsurance Association  
 (WCRA)  
 Wunderlich-Malec Engineering  
 WXXI Public Broadcasting Council  
 Wyffels Hybrids Inc  
 Wysocki Family of Companies

### X

Xymox Technologies, Inc.

### Y

Y. Hata & Co.  
 Yankee Mattress  
 Yazaki North America, Inc.  
 YMCA of Greater Rochester  
 YMCA of the North

York Repair, Inc.  
 Yushin America, Inc.  
 YWCA Minneapolis

### Z

Zenar Corporation  
 Zens Manufacturing  
 Zero Zone, Inc.  
 Ziebart International Corporation  
 Zoological Society of Milwaukee



## DEFINITIONS

### **TYPE OF OWNERSHIP: PUBLIC VS. PRIVATE ORGANIZATIONS**

Relates to stock of organization: publicly held or privately held. Private companies include the following ownership types: Closed Corporations; Mutual or Cooperative; Individual Proprietorship; or Partnership.

### **STOCK PURCHASE:**

A plan under which executives obligate themselves to purchase a definite number of shares of stock either through payroll deductions or cash outlay at time of purchase. Price is usually "pegged" at time of purchase or time of first deduction, whichever is more favorable to the executive.

### **STOCK OPTIONS:**

Long term incentive vehicle through which an executive is granted an option to buy a specific number of shares of stock at a price specified at the time the option is granted. The executive must exercise the option within a specified period of time.

- **Incentive stock options (ISO's)** are options to purchase shares of common stock for no less than 100% of fair market value at the time of grant. These options must be exercised in the sequence in which they were granted. The income gained from selling such options qualifies for long term capital gains treatment if the stock is held for at least one year after exercising the options.
- **Non-qualified stock options (NQSO's)** are also options to purchase shares of organization stock. Income gained from the exercise of NQSO's is taxable as ordinary income at the time the option is exercised. NQSO's may be granted at less than market price, do not have to be exercised in the sequence in which they were granted and have no specified holding period after exercise.
- **Stock Appreciation Right (SARP)** is an accessory of non-qualified stock options which allows the turning in of option shares (so long as they are exercisable at the time) for a payment equal to the amount by which the then current value of the shares exceeds their option price. Incentive options are those plans that are tied to the performance of the executive.
- **Restricted Stock Grant** is a non-qualified option which is granted subject to substantial restrictions on the employee's control of the stock (contingent on future services, etc.) and normally includes a forfeiture provision.

### **AUTOMOBILE:**

Approximate cost of vehicle provided to the executive with few or no restrictions on usage or monthly allowance program whereby the organization reimburses expenses based on a fixed monthly sum calculated from projected business use of an employee-owned car. Also included is whether direct expenses (such as gas or maintenance) are paid for by the organization.

### **SPECIAL INSURANCE:**

Additional coverage provided beyond those available to all employees. Under All-Expense Medical Insurance, only those plans are included which pay 100% of all medical expenses.

### **CLUB MEMBERSHIPS:**

Memberships partially or wholly paid by the organization.

### **TYPES OF RETIREMENT PLANS:**

**Supplemental Pension Plan:** A defined benefits plan to which the employer contributes and to which an employee may contribute which provides for the payment of stated benefits. Such a plan would state either (a) the benefits to be received by employees after retirement or (b) the method of determining such benefits.

**Supplemental Thrift/401(k) Plan:** A defined contribution plan which provides employee benefits based solely on the amount contributed to the participant's account including any earnings, expenses, gains and losses.

## PARTICIPANT DEMOGRAPHICS

## TOTAL INDUSTRY

	Percent %	# of Orgs
All Manufacturing	42.3%	662
All Non-Manufacturing	57.7%	902

## SPECIFIC INDUSTRY

	Percent %	# of Orgs
Accommodation and Food Services	0.8%	13
Administrative and Support and Waste Management and Remediation Services	0.3%	5
Agriculture, Forestry, Fishing and Hunting	1.0%	16
Arts, Entertainment and Recreation	2.4%	37
Construction	3.8%	59
Durable Goods Manufacturing	33.5%	524
Education Services	4.7%	73
Financial and Insurance	5.4%	85
Health Care and Social Assistance	10.7%	167
Information	1.7%	26
Management of Companies and Enterprises	0.4%	6
Mining	0.1%	2
Non-Durable Goods Manufacturing	8.8%	138
Professional, Scientific and Technical Services	8.6%	134
Public Administration	1.7%	26
Real Estate Rental and Leasing	1.3%	20
Retail Trade	1.5%	23
Services (except Public Administration)	5.6%	88
Transportation and Warehousing	1.8%	28
Utilities	1.6%	25
Wholesale Trade	4.1%	64
Don't know	0.3%	5

## EMPLOYMENT SIZE

	Percent %	# of Orgs
1-24	8.2%	128
25 - 49	10.8%	169
50 - 74	15.0%	235
75 - 99	8.9%	139
100 - 199	25.7%	401
200 - 499	18.2%	285
500 - 999	6.8%	106
1000+	6.3%	99

## PARTICIPANT DEMOGRAPHICS

## ORGANIZATION TYPE

	Percent %	# of Orgs
Public	4.8%	62
Private	95.2%	1232

## CORPORATE SALES VOLUME OR ANNUAL OPERATING BUDGET

In millions	Percent %	# of Orgs
\$0 - 4.9	12.4%	194
\$5.0 - 9.9	10.2%	159
\$10.0 - 14.9	10.9%	171
\$15.0 - 24.9	12.1%	189
\$25.0 - 49.9	15.9%	248
\$50.0 - 99.9	14.3%	224
\$100.0 - 249.9	12.3%	193
\$250.0 - 499.9	6.2%	97
\$500.0+	5.6%	88

## GEOGRAPHIC REGION

*Includes multiple reported locations*

	Percent %	# of Orgs
Central	10.7%	168
Great Lakes	71.2%	1,113
Mountain	1.7%	27
Northeast	15.6%	244
Pacific	5.0%	78
Southeast	9.1%	142

## PARTICIPANT DEMOGRAPHICS

**STATES BY REGION**  
*Includes multiple reported locations*

<b>Central Region</b>	<b>Percent % of Region</b>	<b># of Orgs</b>
Arkansas	1.2%	2
Iowa	16.1%	27
Kansas	1.2%	2
Missouri	62.5%	105
Nebraska	0.6%	1
North Dakota	2.4%	4
Oklahoma	0.6%	1
South Dakota	1.8%	3
Texas	13.7%	23

<b>Great Lakes Region</b>	<b>Percent % of Region</b>	<b># of Orgs</b>
Illinois	15.0%	167
Indiana	1.3%	14
Michigan	18.2%	203
Minnesota	16.2%	180
Ohio	12.1%	135
Wisconsin	37.2%	414

<b>Mountain Region</b>	<b>Percent % of Region</b>	<b># of Orgs</b>
Arizona	29.6%	8
Colorado	37.0%	10
Idaho	7.4%	2
Montana	3.7%	1
Nevada	18.5%	5
New Mexico	0.0%	0
Utah	3.7%	1
Wyoming	0.0%	0

<b>Northeast Region</b>	<b>Percent % of Region</b>	<b># of Orgs</b>
Connecticut	5.3%	13
Delaware	0.8%	2
District of Columbia	0.4%	1
Maine	0.0%	0
Maryland	0.8%	2
Massachusetts	32.8%	80
New Hampshire	0.8%	2
New Jersey	2.9%	7
New York	34.4%	84
Pennsylvania	15.6%	38
Rhode Island	6.1%	15
Vermont	0.0%	0

## PARTICIPANT DEMOGRAPHICS

**STATES BY REGION**  
*Includes multiple reported locations*

<b>Pacific Region</b>	<b>Percent % of Region</b>	<b># of Orgs</b>
Alaska	0.0%	0
California	28.2%	22
Hawaii	51.3%	40
Oregon	12.8%	10
Washington	7.7%	6

<b>Southeast Region</b>	<b>Percent % of Region</b>	<b># of Orgs</b>
Alabama	1.4%	2
Florida	13.9%	20
Georgia	8.3%	12
Kentucky	8.3%	12
Louisiana	0.0%	0
Mississippi	0.7%	1
North Carolina	53.5%	77
South Carolina	6.3%	9
Tennessee	4.2%	6
Virginia	3.5%	5
West Virginia	0.0%	0

# 2023 NATIONAL EXECUTIVE COMPENSATION SURVEY

## MAP of U.S. REGIONS

