



2016-2017 Northwest Executive Compensation Survey

32nd Annual Edition

Data compiled from 307 Northwest organizations

THE SURVEY

All information is collected in a confidential manner. Only averages and trends are reported.

Data are summarized separately for privately held and publicly traded companies. Breakouts are provided by revenue / asset size, and also by industry (to view a sample, visit salarysurveys.milliman.com).

Included are updated, independent, objective data on:

- Base Salaries
- Bonuses
- Total Cash Compensation
- Equity Compensation
- Pay Relationships to CEO
- Perquisites
- Incentive Plan Performance Measures
- Long-Term Incentive Plans
- Retirement Plans
- Annual Pay Adjustment Trends

SCHEDULE

Effective date of data: August 2016 (or most recent proxy)
Data submission due: October 14
Results publication: January 2017

PARTICIPANT DISCOUNT PRICING

\$495

Nonparticipant pricing: \$695

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Job Titles

1. GENERAL INDUSTRY

- 1.01 Chief Executive Officer (CEO)
- 1.02a President / CEO - Group of Subsidiaries / Divisions
- 1.02b President / CEO - Singular Subsidiary / Division
- 1.03 Chief Financial Officer (CFO)
- 1.04 Chief Operating Officer (COO)
- 1.06 Chief Administrative Officer (CAO)
- 1.07 Top Strategic Planning Executive
- 1.08 Chief Information Officer (CIO)
- 1.09 Chief Technology Officer (CTO)
- 1.10 Top Marketing and Sales Executive
- 1.11 Top Marketing Executive
- 1.12 Top Sales Executive
- 1.13 Top Human Resources Executive
- 1.14 Top Legal Executive / General Counsel
- 1.15 Top Manufacturing Executive

2. BANKING INDUSTRY

- 2.01 Chief Credit Administration Officer
- 2.02 Chief Lending Officer
- 2.03 Chief Retail Banking Officer

3. BIOTECH / BIOPHARMACEUTICAL INDUSTRY

- 3.01 Chief Medical Officer

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