

CEO AND EXECUTIVE COMPENSATION IN PRIVATELY HELD COMPANIES 2011

A groundbreaking report that will:

- Help you craft compensation practices that motivate and reward the right activities, attitudes and outputs by your executive team
- Enable you to attract and retain the right senior talent
- Provide benchmarks on CEO compensation relative to peers

Who Should Buy This Report:

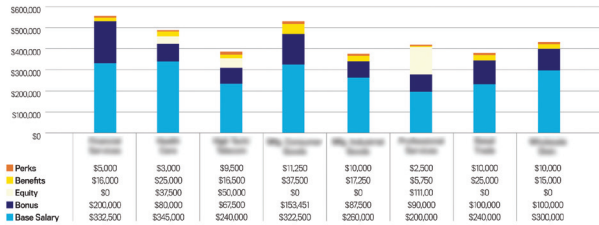
- Private company CEOs
- Company owners
- Senior HR executives
- Public and Private Company Boards Members
- Chairmen of the Board
- Members of the Compensation Consulting Committee
- CFOs
- Private equity firms
- Venture capital firms
- Executive search professionals
- Business valuation consultants and lawyers involved in business valuation
- Compensation consultants

While a lot of attention is placed on CEO compensation at America's largest public companies, until now there has been almost no reliable data on private companies. Existing surveys rely upon job-seekers and other unreliable sources.

342 charts and graphs
 Visit chiefexecutive.net/research for full list

Chief Executive RESEARCH

2010 Median Total CEO Compensation by Industry



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Chief Executive RESEARCH

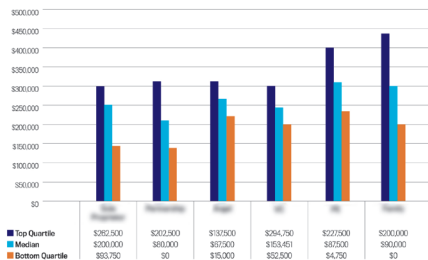
2010 CEO Bonuses by Industry



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2010 CEO Base Salary by Ownership Type



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In developing The CEO and Executive Compensation Report for Private Companies, Chief Executive Group gathered primary data and best practices on over 1,600 current CEO and senior executive positions at 789 companies. Plus, we've analyzed best practices specific to private companies, including phantom equity, appreciation rights and other innovative techniques you can use to better align your team.

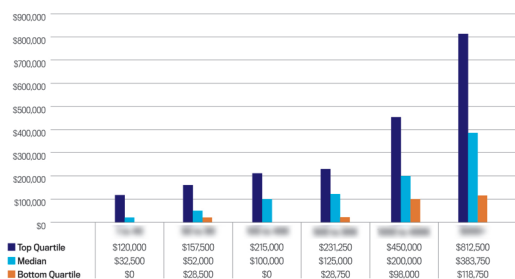
Use The CEO and Executive Compensation Report for Private Companies to uncover best practices on:

- > Incentive compensation plans
- > Equity awards
- > Vesting strategies and triggers
- > Retention practices
- > Benefits packages
- > Perquisite packages
- > Cost/benefits of various compensation levers

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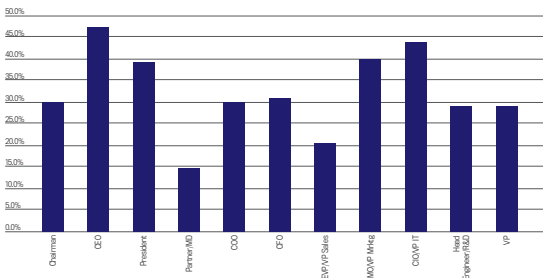
2010 CEO Bonus by Number of Employees



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Percentage of Executives Receiving Equity Appreciation Gains in 2010, By Title



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Benchmark equity compensation plans:

- > How much equity comparable companies give to key executives by position, company size, type of ownership, profitability, industry and more
- > Impact of equity grants on company growth and profitability
- > How shares and options in private companies are valued and administered
- > What types of vesting plans exist and what are some key benchmarks and best practices

Benchmark your company's CEO and senior executive compensation practices vs. other companies of comparable size and profile in terms of:

- > 2010 Base Salaries
- > 2010 Bonuses
- > 2010 Equity Gains
- > Value of benefits and perk packages for CEOs and other senior executives
- > 2011 Increases in Salaries and Target Bonuses

Uncover salary, bonus, benefits, perks and equity compensation levels for key senior executives:

- > Chairman (when not also CEO)
- > President (when not also CEO)
- > Partner/Managing Director
- > Chief Operating Officer/General Manager
- > Top Finance Executive (CFO, VP Finance, etc.)
- > Top Sales Executive (EVP Sales & Marketing, VP Sales, etc.)
- > Top Marketing Executive (EVP or VP Marketing, etc.)
- > Top IT Executive (CIO, VP IT, etc.)
- > Top R&D/Engineering Executive
- > Other Senior Executives

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PRICE

- The Complete Executive Compensation Report for Private Companies (includes CEO Compensation & Senior Executive Compensation (Parts I and II))**

- > 402 page, two-volume set
- > 342 Charts & Graphs

Single user, single site license: \$1,995 (20% savings over parts I and II purchased separately)

OR

- The Compensation Report for Private Companies (Part I: CEO Compensation)**

- > 120 pages
- > 96 Charts & Graphs

Single user, single site license: \$1,495

- The Compensation Report for Private Companies (Part II: Senior Executive Compensation)**

- > 282 pages
- > 246 Charts & Graphs

Single user, single site license: \$995

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To find out how we can customize this research and help your company develop a more effective compensation program, please contact: Wayne Cooper, 203.930.2702 wcooper@chiefexecutive.net