

# 2011 Financial Executive Compensation Survey Report

An examination of over 500 financial  
executives' compensation and  
compensation issues

*Building meaningful long-term relationships!*

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**MyCFOnetwork is the nation's largest, exclusive, invite-only community and forum for the distinguished Chief Financial Officer. Our community offers discreet and useful networking opportunities as well as "Go-To" resources, intelligence, and professional tools for financial executives.**



MyCFOnetwork's membership includes some of the best-known and highly acclaimed CFOs and financial executives in the business.

MyCFOnetwork is a community of proven professionals with the desire to interact and exchange ideas, learn new trends, share experiences, and utilize established resources.

MyCFOnetwork has a presence in eight of the top markets in the United States: Dallas, Houston, Los Angeles, San Francisco, New York, Washington D.C., Atlanta, and Chicago.

MyCFOnetwork thoroughly screens each member request to verify that the prospect requesting membership is truly a CFO or corporate financial executive.

## Executive Summary

MyCFOnetwork's membership consists primarily of small to middle market private company CFOs that have expressed a strong desire to benchmark their compensation components against one another.

The majority of the compensation surveys published are slanted toward publicly traded Fortune 1000 executives, making it very difficult if not impossible for the smaller company executives to determine their fair market value.

Our analysis provides insight into salaries, bonuses, and other compensation issues of more than 500 financial executives from public and private companies as well as non-profit and government organizations.

This report is based on data collected during Q1, 2011.

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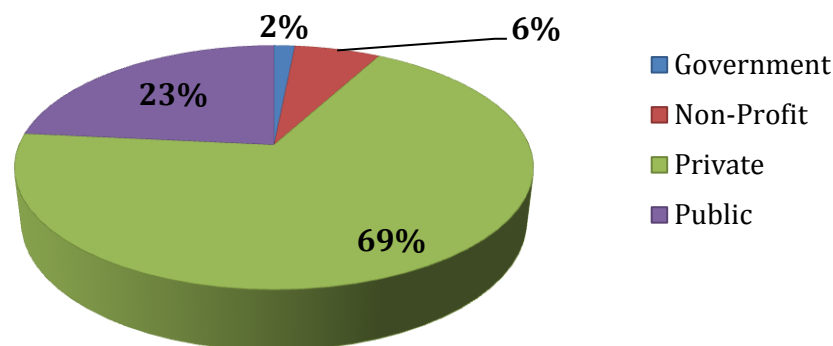
**“most surveys end up  
with a strong slant of  
public company CFOs”**

## Survey Participant Overview

Surveys were collected from Chief Financial Officers and other financial executives across a wide range of industries throughout the United States. The data for this report was collected during Q1, 2011.

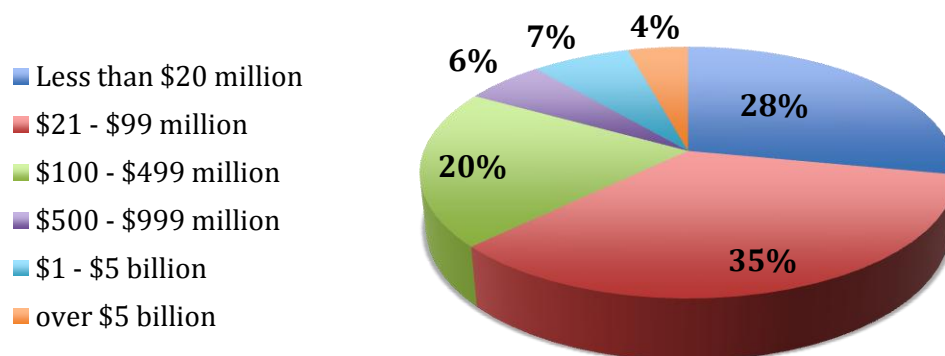
More than 500 respondents from private, public, non-profit, and government entities shared detailed information regarding their salaries, bonuses, and other compensation issues.

**Response Percent by Entity Type**



Compensation details from private company financial executives accounted for 69% of this analysis.

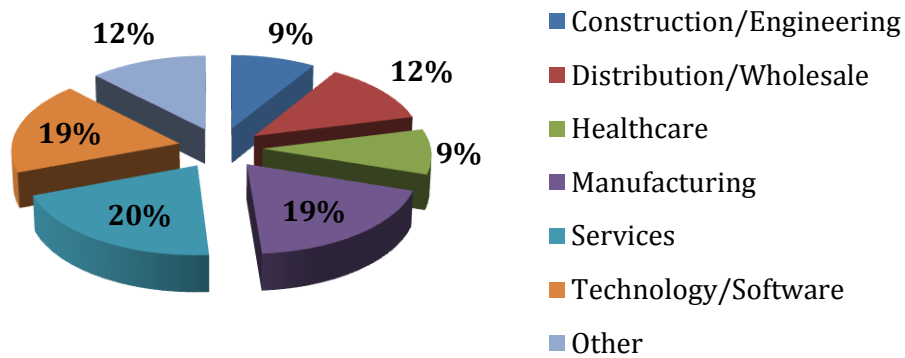
**Response Percent by Company Size**



The representation of companies with annual revenues from less than \$20 million to \$499 million was an overwhelming 83%.

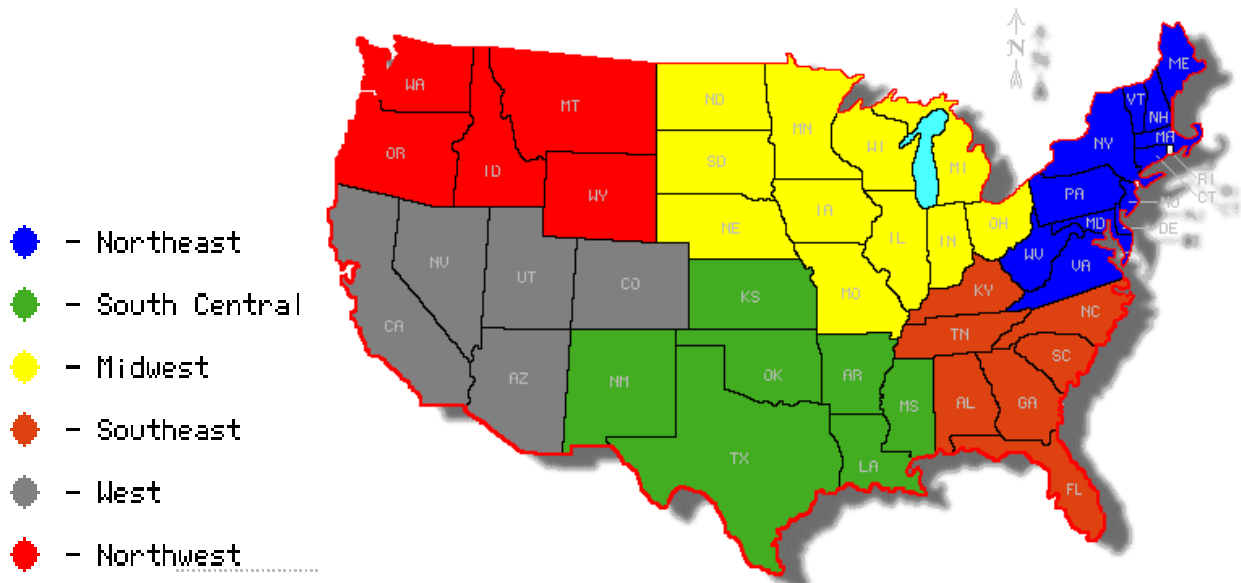
Industry analysis includes participants from 24 industries. Over one-third of respondents represent manufacturing, services, and technology/software.

### Percent of Respondents by Industry



Six major geographic regions were identified and used for this analysis. Survey respondents were included in one of these regions based on the location of their corporate headquarters.

### Geographic Regions



## Participant Details

Chief Financial Officers reported 71.2% of survey data while respondents with Vice President of Finance and Controller titles contributed over 8% each. Other non-CFO financial executives provided the remaining 12.4% of data.

Participant Titles	Response Percent	Response Count
CFO	71.2	366
CAO	1.6	8
Controller	8.1	42
VP, Finance	8.3	43
VP, Audit	.6	3
Treasurer	1.2	6
Division CFO	1.7	9
Division Controller	.6	3
Division VP, Finance	.8	4
Other	6.2	32

Private company financial executives made a significant contribution, 68.7% of data collected and respondents with public employers reported 23.3%. Non-profit and government participants accounted for the remaining 8%.

Company Type	Response Percent	Response Count
Private	68.7	354
Public	23.3	121
Non-profit	6.4	33
Government	1.6	8



More than 60% of participants are financial leaders of companies with annual revenue less than \$100 million. Financial executives employed by companies with annual revenue more than \$100 million but less than \$1 billion reported 25.8% of data. Only 4.3% of participants represent companies over \$5 billion in annual revenue.

Revenue	Response Percent	Response Count
Less than \$20 million	28.0	144
\$21 - \$99 million	34.8	179
\$100 - \$499 million	20.2	104
\$500 - \$999 million	5.6	29
\$1 - \$5 billion	7.0	36
over \$5 billion	4.3	22

Participants from the services, manufacturing, and technology/software industries reported more than one-third of survey data, 12%, 19%, and 19% respectively. Respondents whose employers are in the environmental, government, and internet/multimedia industries represented less than 3% of the results.

A notable amount of data, 32%, was collected from respondents whose company headquarters are located in the Southern Central region of the United States, followed closely by corporate locations in the Northeast at 26%. Participants with corporate offices in the Midwest, West, Northwest, and Southeast regions reported a cumulative 42% of responses.

### **This survey report highlights:**

- Level of responsibility
- Employer type
- Employer size by annual revenue
- Employer industry
- Geographic region by employer corporate headquarters

First, we summarize median compensation of financial executives. Second, we analyze other incentives and components. Finally, we discuss executive employment agreements.