# **INVESTOR RELATIONS**

**PROFESSION** 

COMPENSATION



**BASED ON A 2016 SURVEY BY NIRI AND** REPORT **KORN FERRY** 

\$201,894

North American IR Professionals mean base salary in 2016. Stock bonus was \$110,615. Total cash compensation was \$362,245.

#### SIGNIFICANT DRIVERS OF IR COMPENSATION

### **GENDER**



\$422,395

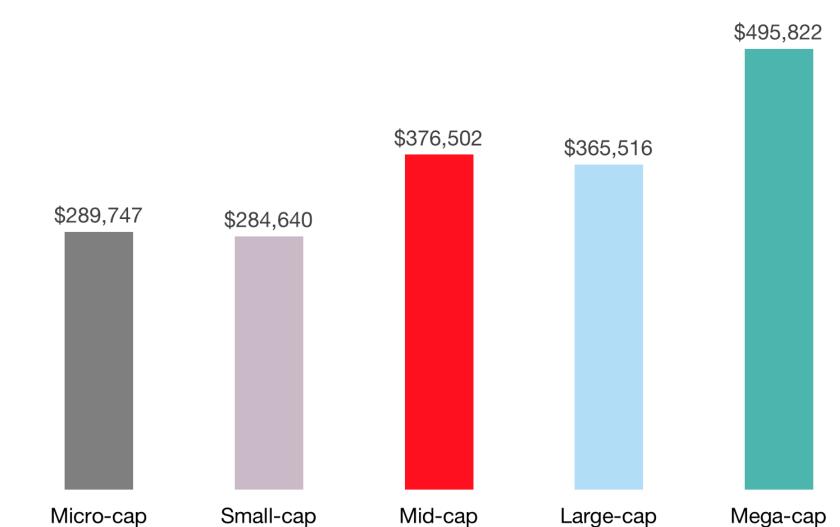
Fortune 500

\$370,198

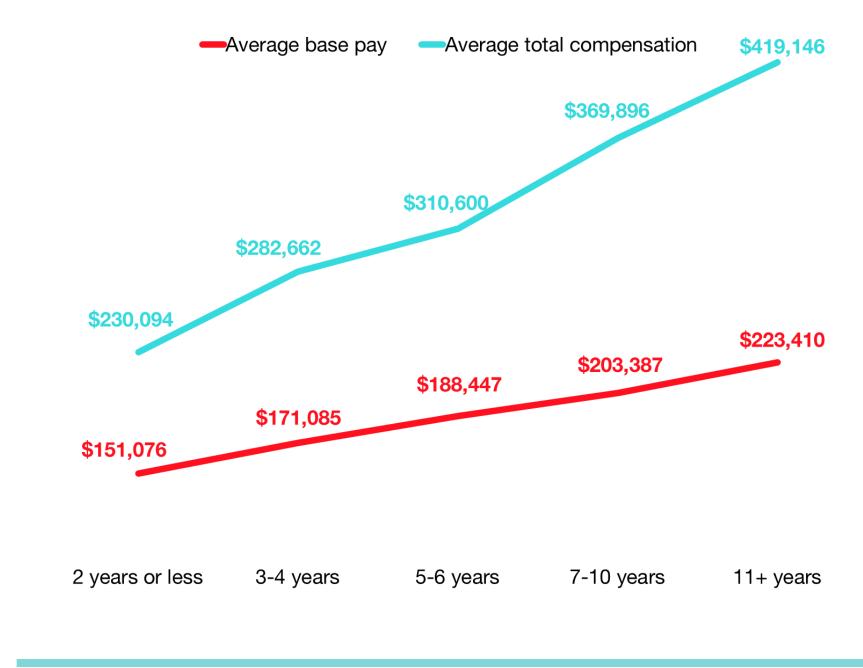
Males made 31% more than females in 2016

This gap closes for F500 IROs and as years of IR experience increase

#### MARKET CAP

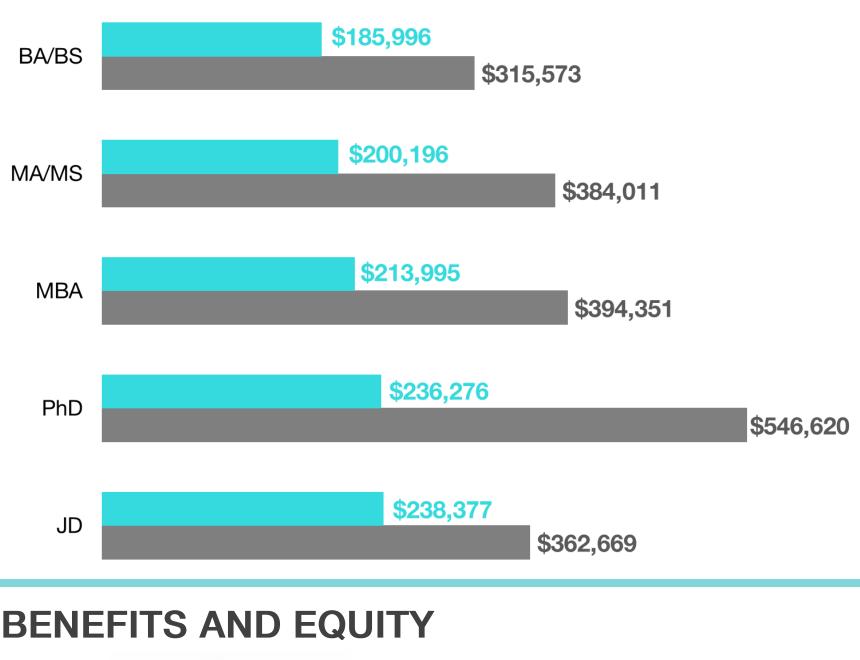


## YEARS OF IR EXPERIENCE



#### Average base pay

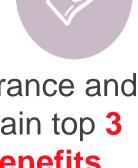
**DEGREE TYPE** 



■ Average total compensation







life insurance remain top 3 most popular benefits

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