

# Your Executive Pay Survey May Be Costing You Too Much



## Equilar TrueView

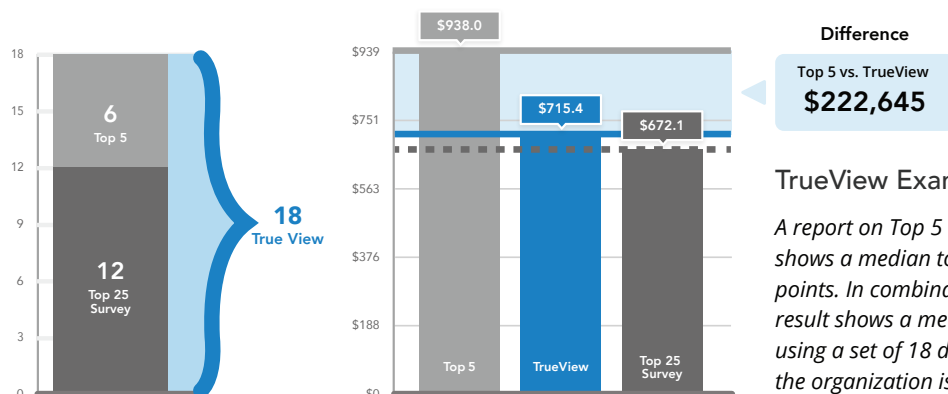
### TrueView Can Save You Over \$200,000 for a Single Position

Equilar TrueView (ETV) seamlessly integrates high quality, verifiable data from Top 5 proxy data with the large database of the Top 25 Survey. Combined together using the same SEC disclosure guidelines for proxy data, ETV provides an unrivaled **Single Reliable Data Source**.

Using Top 5 alone may provide a relatively small sample size for many executive positions. This can result in significant bias in pay analyses. However, ETV solves these challenges by yielding a superior blended result and setting a new standard for executive compensation accuracy and insight.

Executive Count

Median Compensation



#### TrueView Example

A report on Top 5 Chief Information Officers within the software sector shows a median total compensation of \$938,000 with only 6 data points. In combination with the Top 25 Survey, the TrueView blended result shows a median total compensation of approximately \$715,400 using a set of 18 data points. In this example, the opportunity cost to the organization is over \$222,000 by not using TrueView.

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#### 1. Sample data has the following parameters:

- Generates revenue more than \$1BN and less than \$5BN
- #1 executive in the Information/Information Technology role
- Technology sector