



PayScale Market Report



Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Job Code: Robert Lichtenthal CEO

Job Title: Chief Executive Officer (CEO)

Labor Market: Buffalo, New York, United States

Years of Experience: 39

Report Date: Wednesday, January 18, 2017

Company: ExecRank

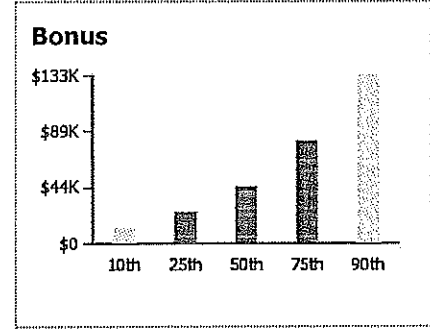
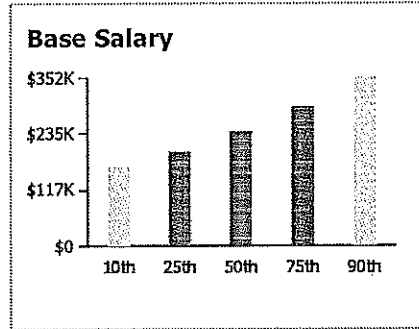
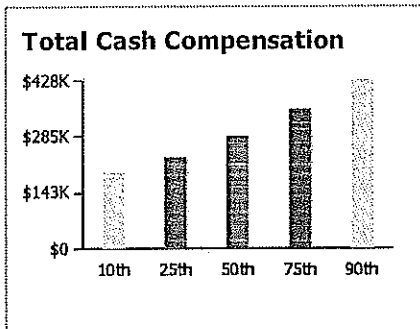
PayScale Market Report



Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Compensation Summary

This PayScale compensation report represents a snapshot of market results for the position **Robert Lichtenthal CEO - Chief Executive Officer (CEO)** and location **Buffalo, New York, United States**. To ensure the most accurate report, confirm that the PayScale Job and profile details on the following page describe this position and labor market accurately.



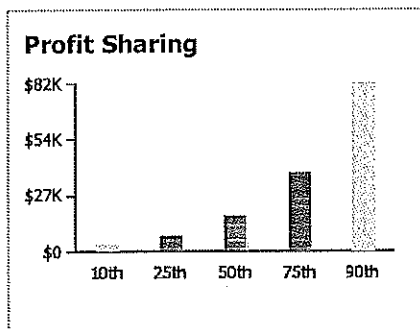
Total Cash Compensation	
10th:	\$192,165
25th:	\$232,324
50th:	\$286,578 <i>Your Target</i>
75th:	\$353,578
90th:	\$427,725
Average:	\$289,765

Base Salary	
10th:	\$164,793
25th:	\$196,634
50th:	\$239,112 <i>Your Target</i>
75th:	\$291,854
90th:	\$352,087
Average:	\$241,678

100% Reported

Bonus	
10th:	\$13,180
25th:	\$24,570
50th:	\$45,582 <i>Your Target</i>
75th:	\$80,998
90th:	\$133,022
Average:	\$49,183

56% Reported



Profit Sharing	
10th:	\$3,176
25th:	\$7,494
50th:	\$17,207 <i>Your Target</i>
75th:	\$38,241
90th:	\$81,616
Average:	\$20,037

15% Reported

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Job Summary

Determine overarching goals and initiatives. Establish positive relationships with stakeholders and other business leaders. Drive strategic planning, business development, and fiscal operations. Typical years experience in field of 39 years. Typically holds Master of Business Administration (MBA). Supervisory Role: Yes. Number Supervised: 250 people. Highest Level Managed: Senior Management Level. People Management Tasks: Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually. Total Assets Under Management: \$430,000,000 total. Manages budgets of approximately \$102,000,000. Signing Authority: Yes. Annual Revenue: \$75,000,000. Stock Exchange Listing: Not applicable / Unknown.

Answers to Compensable Factors

Ordered by matching precedence

1. PayScale Job Title: Chief Executive Officer (CEO)
2. Location: Buffalo-Cheektowaga-Tonawanda, New York Metropolitan Area
3. Annual Revenue: \$75,000,000
4. Budget Managed: \$102,000,000
5. Years Experience in Field/Career: 39
6. Avg. Size of Competing Organizations: 250
7. Organization Type: Government - State & Local
8. Degree: Master of Business Administration (MBA)
9. Stock Exchange Listing: Not applicable / Unknown
10. Total Assets Under Management: \$430,000,000
11. Highest Level Managed: Senior Management Level
12. Maximum Amount Typically Authorized: -Not Specified-
13. Skill/Specialty: Skipped
14. Certification/License: Skipped
15. Number Supervised: 250
16. People Management Tasks: Hire employees, Mentor and advise, Promote employees, Assign and evaluate work, Terminate employees, Review performance annually
17. Industry: Water Utilities
18. Government Contractor: No
19. Signing Authority: Yes
20. Supervisory Role: Yes

Report Stats

Report date: **January 18, 2017**

Effective date: **December 19, 2016**

Algorithm version: **2016.11**

Profiles analyzed: **5,577**

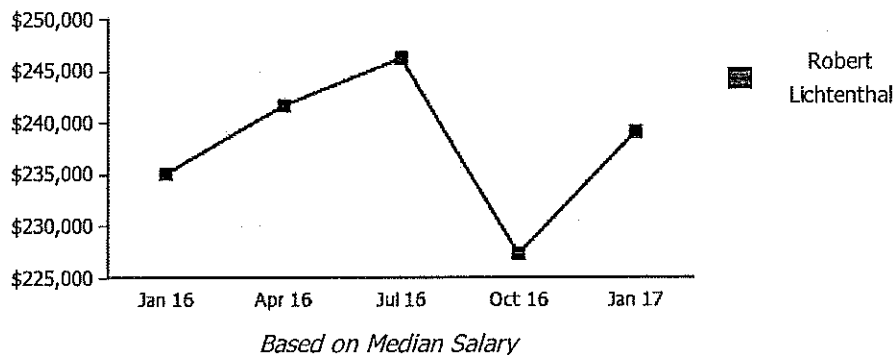
Report rating (1 to 5): **2.3**. Pay has significant variability for this job in this labor market.

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Market Trends

The following chart lists market rate changes for the position **Robert Lichtenthal CEO - Chief Executive Officer (CEO)** and location **Buffalo, New York, United States**. Each rate of change is annualized for the current year and measured in 3 month increments.

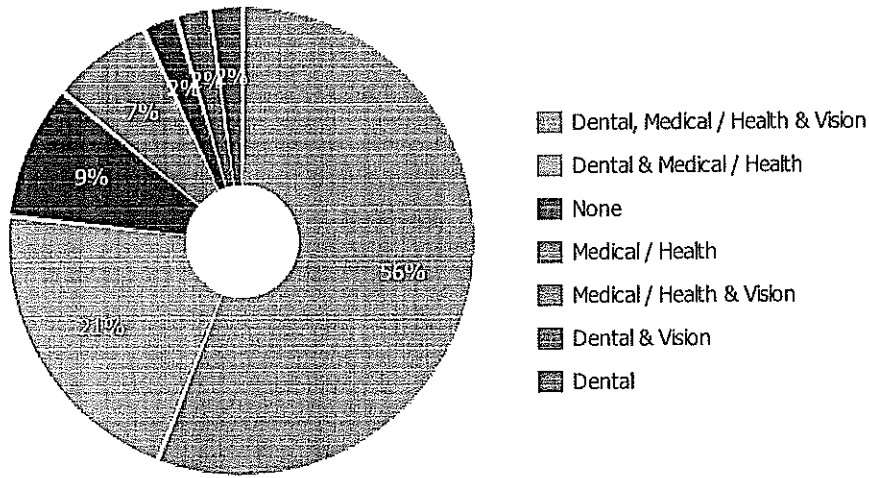
Estimated Annual Market Change % (12 months): **1.7%**



Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Benefits Summary

The following chart lists popular benefits for the position **Robert Lichtenthal CEO - Chief Executive Officer (CEO)** and location **Buffalo, New York, United States**. The percentages represent the distribution of data collected from individuals who have reported receiving such benefits from their employers.



Benefit	Percent Received
Dental, Medical / Health & Vision	56%
Dental & Medical / Health	21%
None	9%
Medical / Health	7%
Medical / Health & Vision	2%
Dental & Vision	2%
Dental	2%

Other Popular Benefits for this Position:

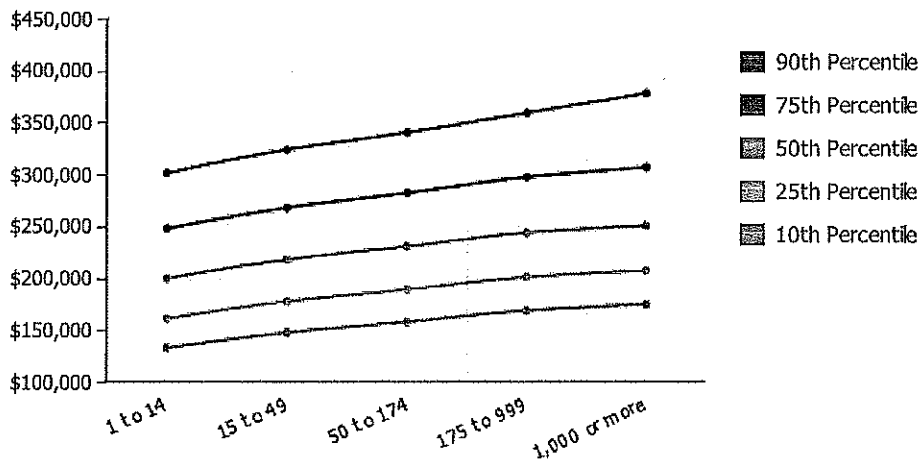
- 401(k)
- Cell Phone
- Life Insurance/Disability
- Paid Holidays / Vacation
- Company Car / Automobile

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Compensation Influencers

The following section provides unique data on factors that influence compensation for this position. Use this information to evaluate how pay varies based on position requirements (experience level, education, certifications, et cetera).

Salary by Company Size (People)

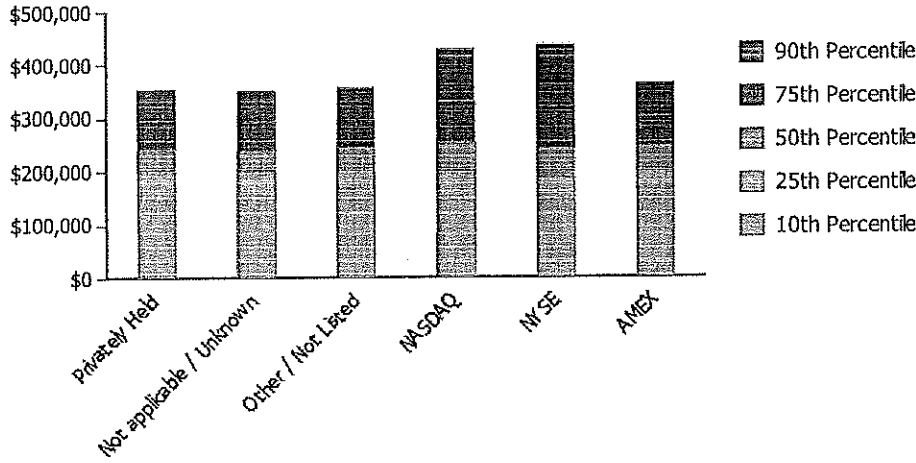


	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
1 to 14	19.5%	\$132,617	\$161,055	\$199,737	\$247,874	\$301,586
15 to 49	20.4%	\$147,621	\$177,637	\$218,049	\$268,075	\$324,031
50 to 174	19.9%	\$158,022	\$189,134	\$230,775	\$282,333	\$340,535
175 to 999	19.9%	\$168,818	\$201,058	\$243,983	\$297,491	\$359,350
1,000 or more	20.4%	\$174,710	\$207,359	\$250,749	\$306,940	\$378,067

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Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

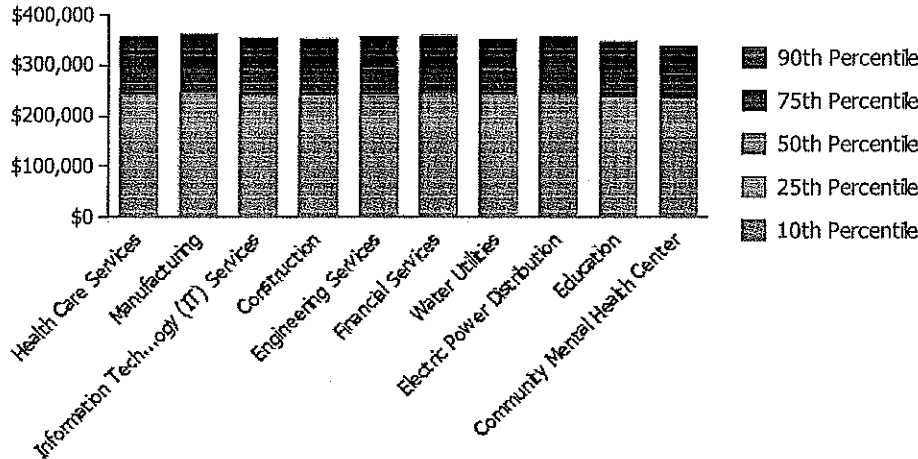
Salary by Stock Exchange



	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Privately Held	47.7%	\$164,935	\$198,001	\$241,950	\$295,556	\$354,476
Not applicable / Unknown	24.5%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Other / Not Listed	17.1%	\$167,734	\$200,228	\$243,251	\$296,326	\$356,582
NASDAQ	3.7%	\$157,110	\$196,459	\$253,041	\$330,204	\$429,230
NYSE	3.6%	\$146,867	\$184,406	\$239,893	\$320,703	\$437,212
AMEX	1.7%	\$167,325	\$200,678	\$245,103	\$300,371	\$363,843

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary By Organization's Product/Business



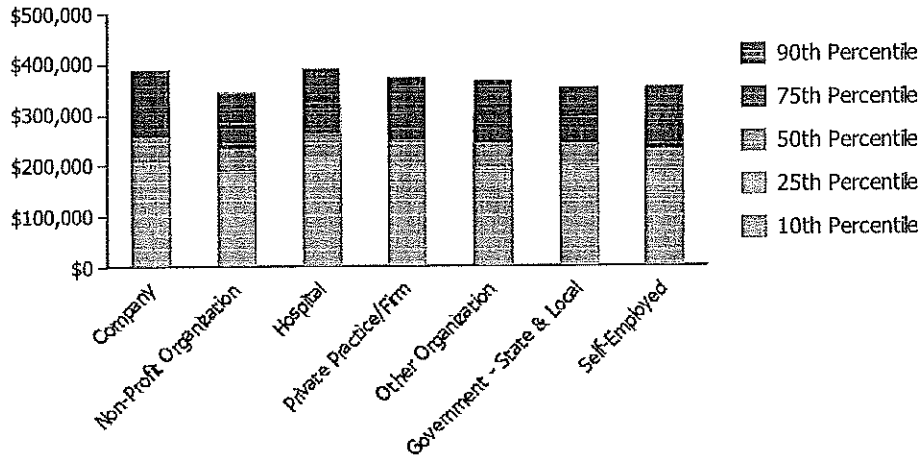
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Health Care Services	8.5%	\$165,685	\$197,966	\$241,304	\$295,524	\$358,035
Manufacturing	5.7%	\$168,444	\$200,800	\$244,465	\$299,197	\$362,185
Information Technology (IT) Services	5.2%	\$164,004	\$195,971	\$238,878	\$292,506	\$354,212
Construction	3.3%	\$162,859	\$194,702	\$237,388	\$290,823	\$352,635
Engineering Services	2.8%	\$165,834	\$197,556	\$240,471	\$294,554	\$357,414
Financial Services	2.4%	\$167,142	\$199,094	\$242,110	\$296,156	\$358,912
Water Utilities	2.4%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Electric Power Distribution	2.4%	\$167,557	\$199,154	\$241,920	\$295,571	\$357,227
Education	1.9%	\$162,605	\$193,397	\$234,747	\$286,608	\$346,803
Community Mental Health Center	1.9%	\$159,637	\$190,035	\$230,570	\$281,059	\$339,215

PayScale Market Report



Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

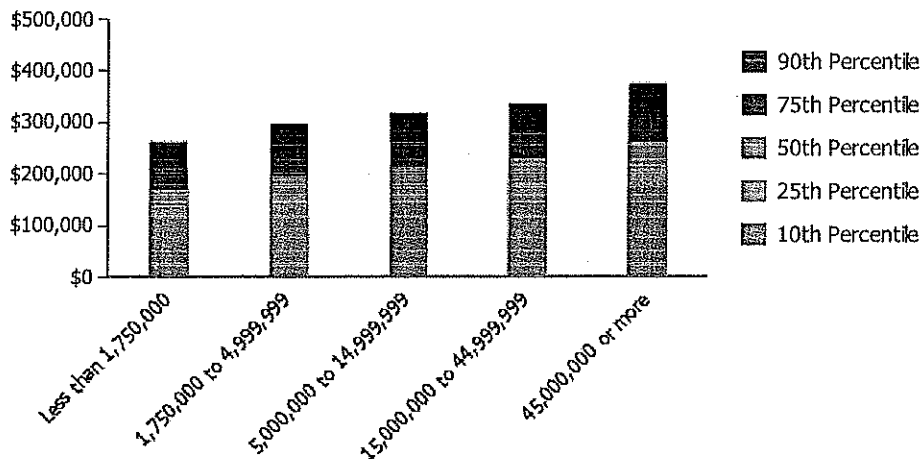
Salary by Employer Type



	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Company	62.6%	\$171,293	\$206,772	\$254,895	\$316,108	\$388,409
Non-Profit Organization	18.1%	\$157,289	\$188,224	\$230,150	\$282,755	\$343,057
Hospital	6.5%	\$179,552	\$214,310	\$261,381	\$320,716	\$389,600
Private Practice/Firm	4.4%	\$166,869	\$201,530	\$247,965	\$305,774	\$371,687
Other Organization	2.5%	\$159,409	\$194,027	\$240,540	\$298,749	\$365,586
Government - State & Local	1.4%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Self-Employed	1.3%	\$149,403	\$182,736	\$228,237	\$286,206	\$354,191

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary by Annual Revenue

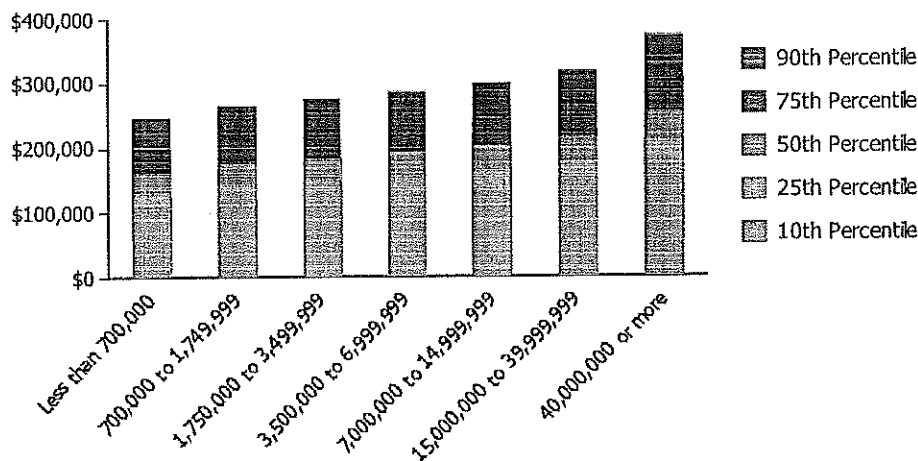


	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Less than 1,750,000	21.1%	\$113,368	\$135,867	\$167,148	\$208,762	\$261,765
1,750,000 to 4,999,999	18.3%	\$132,901	\$158,943	\$194,551	\$240,574	\$296,557
5,000,000 to 14,999,999	22.0%	\$144,510	\$172,651	\$210,775	\$259,289	\$316,862
15,000,000 to 44,999,999	18.8%	\$155,593	\$185,748	\$226,255	\$277,097	\$336,140
45,000,000 or more	19.8%	\$179,035	\$213,536	\$258,933	\$314,166	\$375,352

PayScale Market Report

Job: Robert Lichtenhal CEO - Chief Executive Officer (CEO)

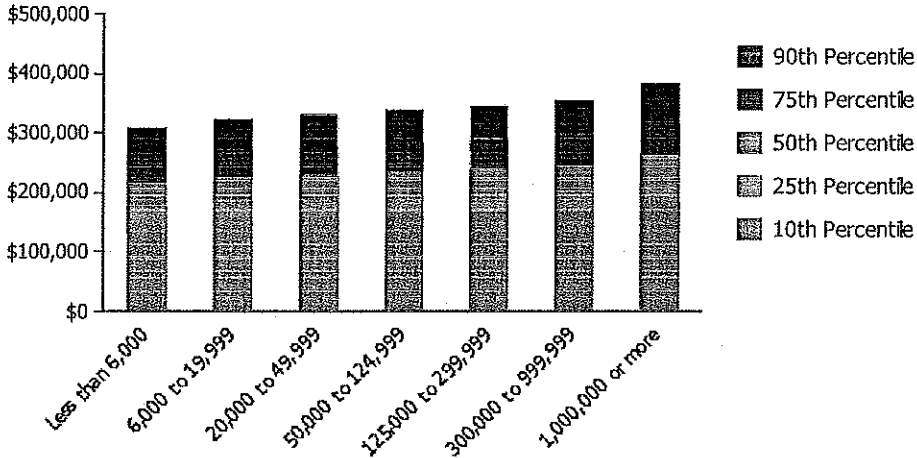
Salary by Budget Under Management



	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Less than 700,000	15.0%	\$107,575	\$129,995	\$160,383	\$199,555	\$247,339
700,000 to 1,749,999	13.7%	\$117,937	\$141,940	\$174,303	\$215,497	\$264,639
1,750,000 to 3,499,999	13.3%	\$123,890	\$148,858	\$182,452	\$225,001	\$275,315
3,500,000 to 6,999,999	14.3%	\$129,848	\$155,798	\$190,651	\$234,611	\$286,213
7,000,000 to 14,999,999	14.7%	\$136,932	\$164,062	\$200,435	\$246,120	\$299,355
15,000,000 to 39,999,999	14.6%	\$146,787	\$175,575	\$214,091	\$262,236	\$317,868
40,000,000 or more	14.4%	\$175,380	\$209,039	\$253,884	\$309,401	\$372,480

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary by Amount Authorized for Signing Authority



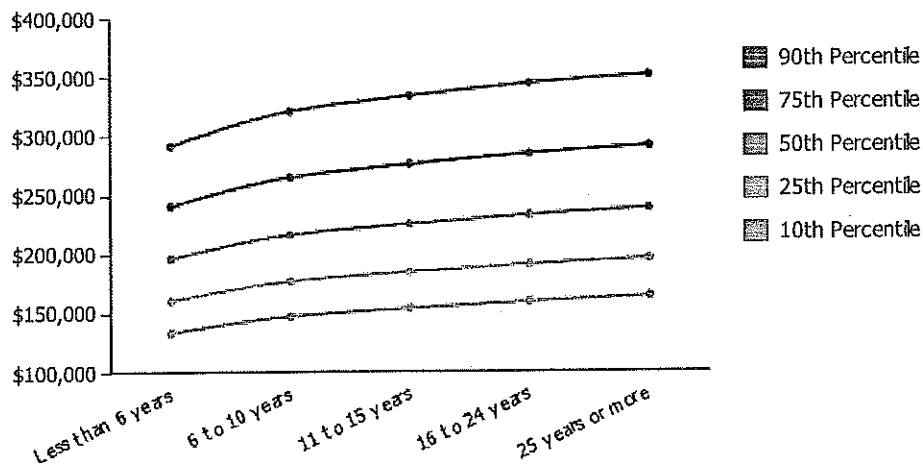
Base Salary - Your Search	Percent	10th	25th	50th	75th	90th
		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Less than 6,000	14.7%	\$149,619	\$177,777	\$214,729	\$259,485	\$308,744
6,000 to 19,999	14.4%	\$155,507	\$184,923	\$223,592	\$270,575	\$322,544
20,000 to 49,999	14.1%	\$158,924	\$189,076	\$228,753	\$277,052	\$330,639
50,000 to 124,999	15.0%	\$162,030	\$192,855	\$233,456	\$282,966	\$338,055
125,000 to 299,999	13.3%	\$165,101	\$196,595	\$238,117	\$288,840	\$345,441
300,000 to 999,999	14.2%	\$168,881	\$201,203	\$243,868	\$296,105	\$354,610
1,000,000 or more	14.3%	\$180,185	\$215,013	\$261,163	\$318,069	\$382,549

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Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary By Experience



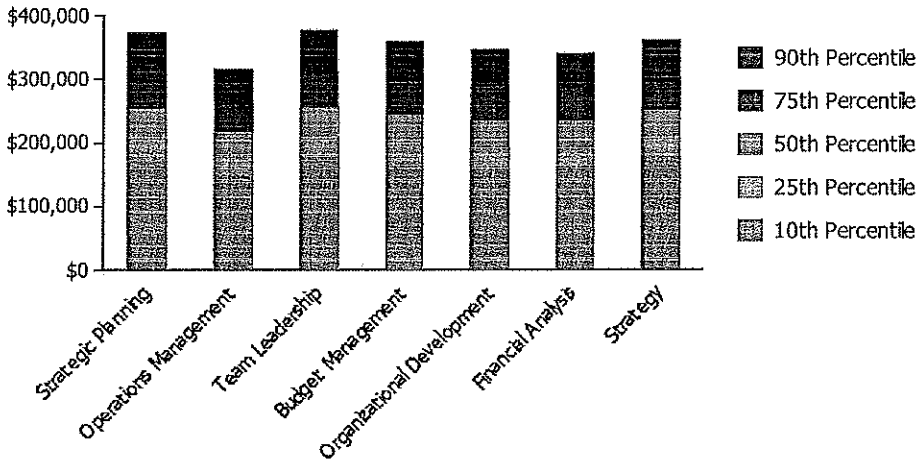
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Less than 6 years	19.1%	\$133,075	\$160,268	\$196,107	\$240,493	\$291,555
6 to 10 years	21.7%	\$146,932	\$176,640	\$215,886	\$264,523	\$320,417
11 to 15 years	18.2%	\$153,410	\$184,150	\$224,840	\$275,291	\$333,213
16 to 24 years	21.4%	\$159,064	\$190,571	\$232,382	\$284,253	\$343,721
25 years or more	19.7%	\$163,764	\$195,636	\$238,090	\$290,794	\$351,060

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Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary By Skill



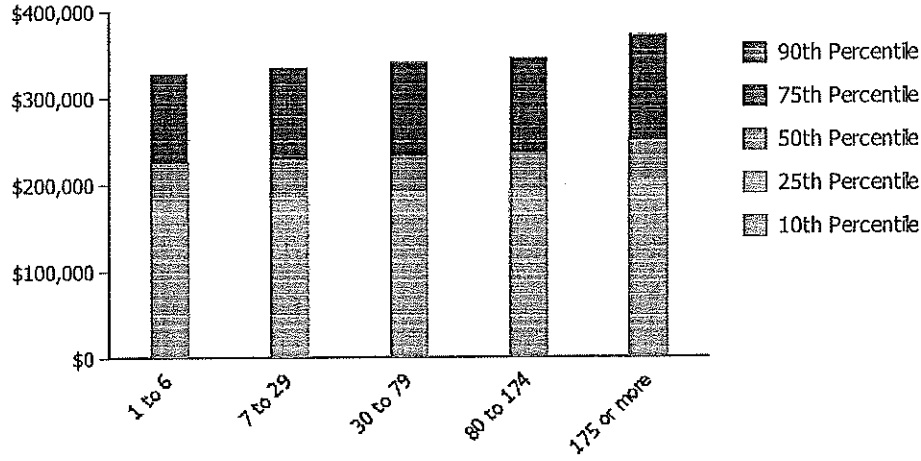
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Strategic Planning	26.1%	\$173,988	\$207,479	\$252,368	\$308,350	\$372,567
Operations Management	21.8%	\$148,603	\$177,199	\$215,220	\$262,294	\$315,921
Team Leadership	12.6%	\$173,590	\$207,431	\$252,995	\$310,310	\$377,006
Budget Management	11.8%	\$166,243	\$198,076	\$240,961	\$295,077	\$358,518
Organizational Development	9.2%	\$158,476	\$190,070	\$232,477	\$285,509	\$346,560
Financial Analysis	5.9%	\$159,845	\$190,483	\$231,389	\$282,269	\$340,572
Strategy	5.0%	\$175,943	\$207,380	\$249,131	\$301,125	\$361,415

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Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary by Number of Employees Supervised



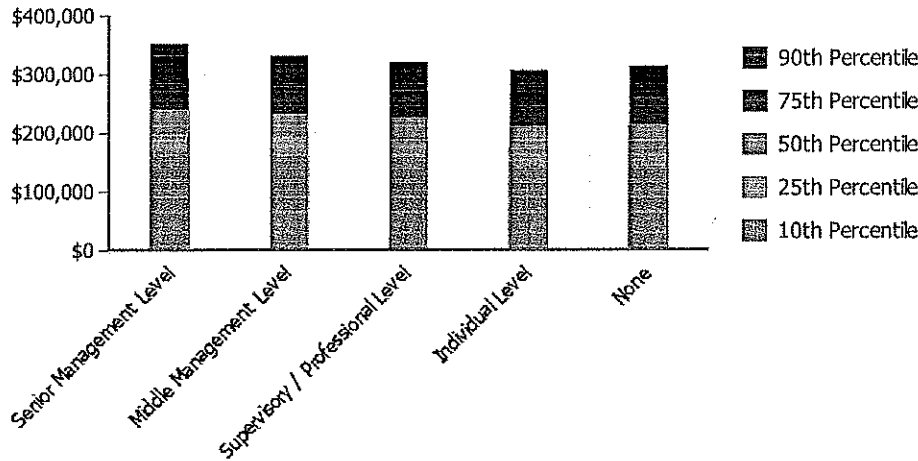
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
1 to 6	12.8%	\$154,795	\$184,586	\$224,245	\$273,306	\$329,003
7 to 29	19.8%	\$157,528	\$187,852	\$228,225	\$278,180	\$334,911
30 to 79	20.5%	\$160,010	\$190,829	\$231,875	\$282,690	\$340,447
80 to 174	18.5%	\$162,316	\$193,617	\$235,329	\$287,023	\$345,883
175 or more	21.5%	\$171,979	\$205,546	\$250,569	\$307,019	\$372,515

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Job: Robert Lichtenhal CEO - Chief Executive Officer (CEO)

Salary By People Types Managed



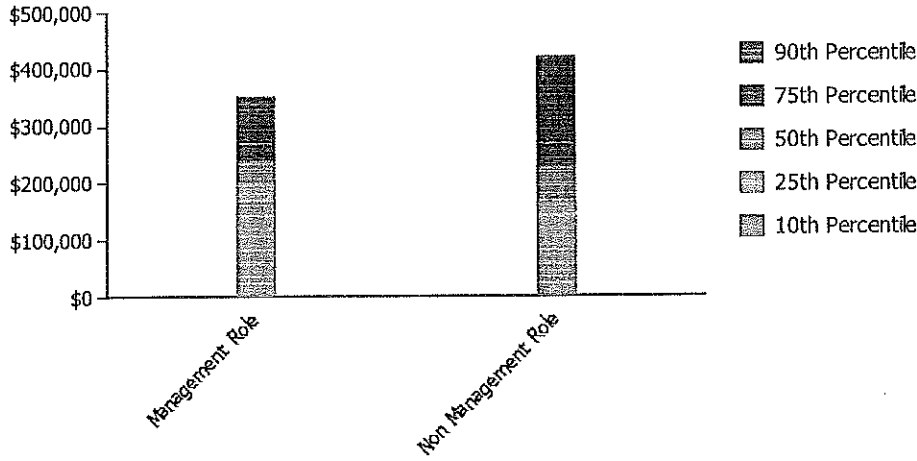
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Senior Management Level	64.7%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Middle Management Level	12.6%	\$161,749	\$191,413	\$230,561	\$278,315	\$331,430
Supervisory / Professional Level	11.5%	\$158,289	\$187,124	\$224,960	\$270,718	\$320,968
Individual Level	8.6%	\$143,426	\$171,869	\$209,486	\$255,494	\$306,708
None	2.6%	\$142,647	\$172,329	\$211,623	\$259,894	\$314,039

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Salary By Management Role



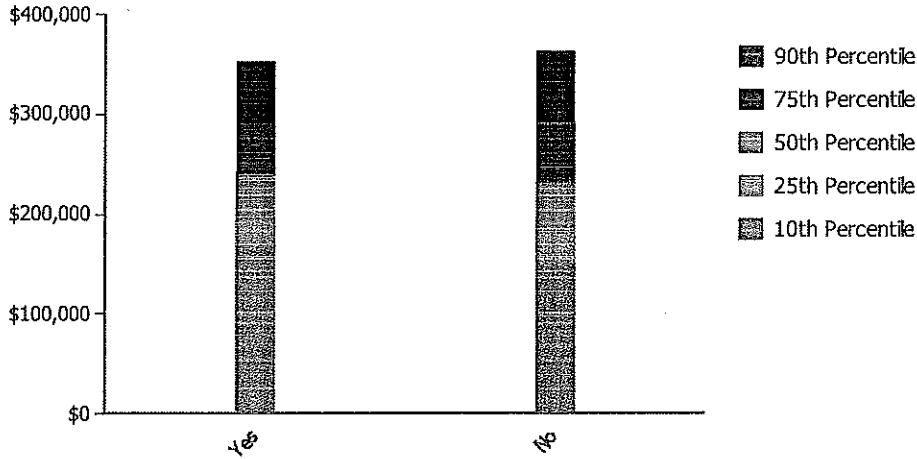
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Management Role	98.4%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Non Management Role	1.6%	\$128,369	\$167,521	\$226,550	\$310,337	\$420,482

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Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary By Signing Authority



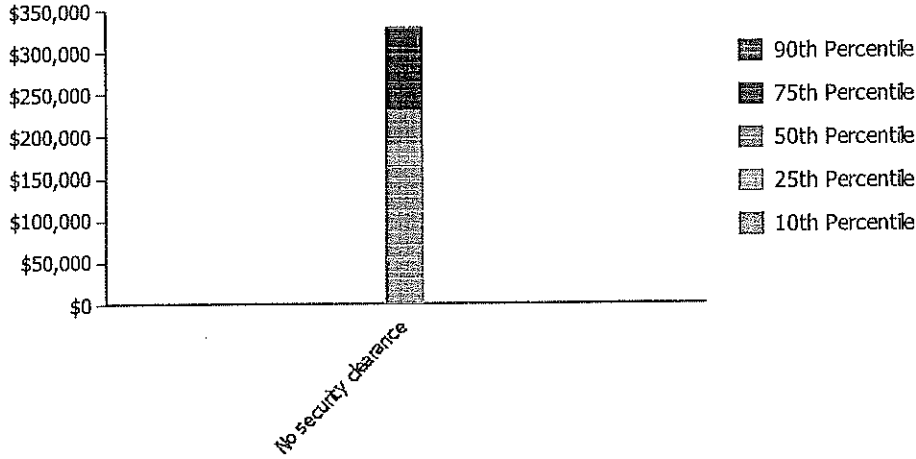
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Yes	95.5%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
No	4.5%	\$150,093	\$184,443	\$230,540	\$289,864	\$362,628

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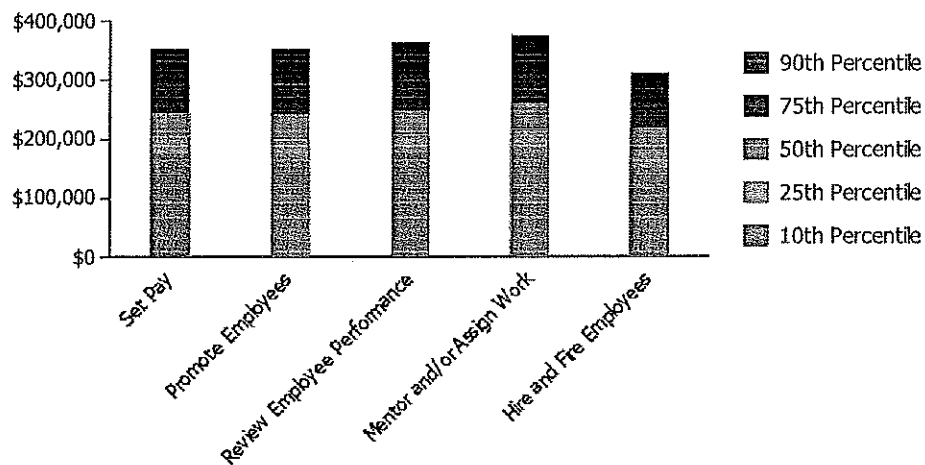
Salary by Security Clearance



	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
No security clearance	43.5%	\$162,903	\$191,652	\$229,738	\$276,475	\$329,003

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Average Base Pay by People Management Tasks



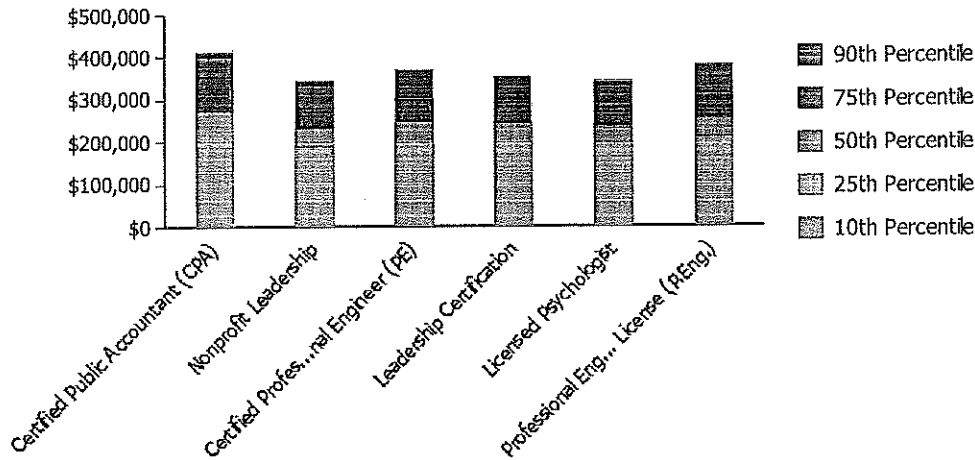
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Set Pay	88.0%	\$171,970	\$202,201	\$242,101	\$292,291	\$352,365
Promote Employees	6.4%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Review Employee Performance	2.5%	\$174,063	\$205,440	\$245,759	\$297,528	\$364,251
Mentor and/or Assign Work	1.7%	\$182,443	\$215,848	\$258,561	\$311,418	\$374,602
Hire and Fire Employees	1.4%	\$150,129	\$178,183	\$215,574	\$261,141	\$311,048

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Salary by Certification



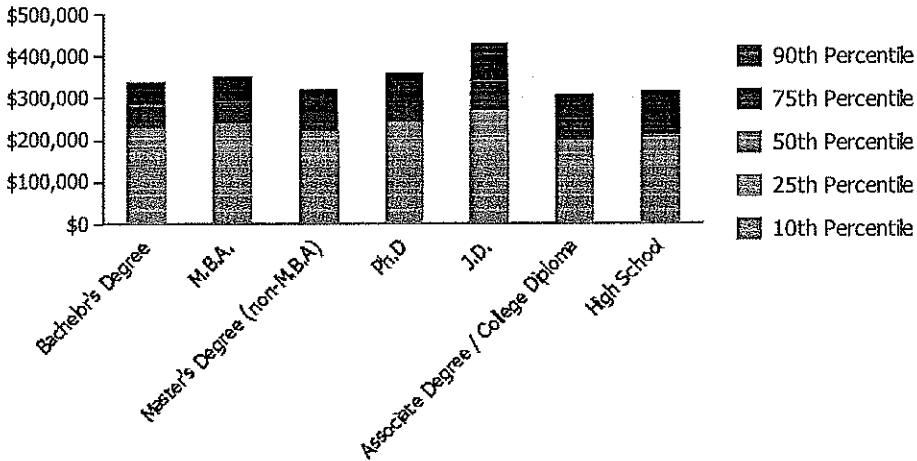
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Certified Public Accountant (CPA)	17.5%	\$184,711	\$220,285	\$269,556	\$334,064	\$413,649
Nonprofit Leadership	10.0%	\$153,870	\$185,763	\$228,466	\$281,940	\$343,810
Certified Professional Engineer (PE)	7.5%	\$166,400	\$198,942	\$243,246	\$300,290	\$369,440
Leadership Certification	5.0%	\$168,312	\$199,456	\$241,210	\$293,232	\$352,829
Licensed Psychologist	5.0%	\$160,737	\$190,931	\$231,598	\$282,626	\$341,698
Professional Engineer License (P.Eng.)	5.0%	\$172,483	\$205,035	\$249,751	\$307,792	\$378,766

PayScale Market Report



Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary by Degree

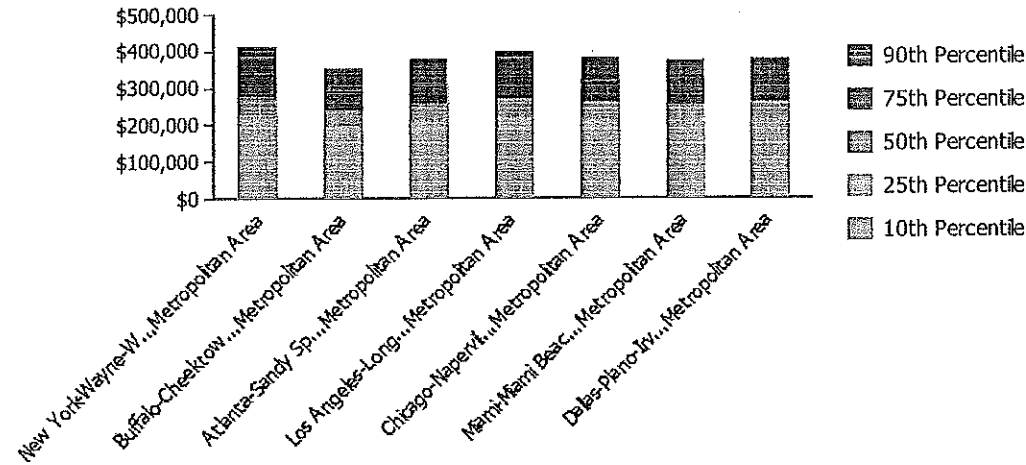


	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Bachelor's Degree	43.0%	\$153,339	\$185,535	\$228,632	\$281,407	\$339,357
M.B.A.	23.2%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Master's Degree (non-M.B.A.)	17.2%	\$151,132	\$180,951	\$220,395	\$268,369	\$321,084
Ph.D.	5.6%	\$166,110	\$198,058	\$240,518	\$294,436	\$359,675
J.D.	3.4%	\$173,249	\$212,406	\$267,426	\$340,102	\$429,510
Associate Degree / College Diploma	3.1%	\$124,104	\$154,428	\$196,433	\$249,477	\$309,117
High School	3.1%	\$139,607	\$169,593	\$210,329	\$260,666	\$316,051

PayScale Market Report

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Salary By Metropolitan Area



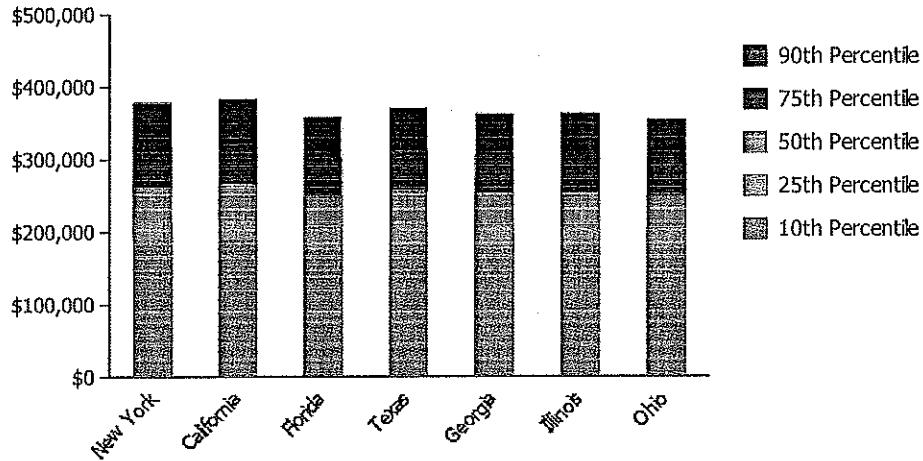
	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
New York-Wayne-White Plains, New York / New Jersey Metropolitan Area	10.7%	\$187,108	\$224,644	\$274,884	\$337,800	\$410,724
Buffalo-Cheektowaga-Tonawanda, New York Metropolitan Area	7.8%	\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
Atlanta-Sandy Springs-Marietta, Georgia Metropolitan Area	3.4%	\$175,814	\$210,233	\$256,162	\$313,076	\$377,709
Los Angeles-Long Beach-Glendale, California Metropolitan Area	2.9%	\$180,995	\$218,195	\$267,602	\$328,971	\$399,361
Chicago-Naperville-Joliet, Illinois Metropolitan Area	2.9%	\$179,377	\$214,186	\$260,580	\$317,952	\$382,912
Miami-Miami Beach-Kendall, Florida Metropolitan Area	2.4%	\$171,905	\$206,670	\$252,887	\$310,195	\$375,616
Dallas-Plano-Irving, Texas Metropolitan Area	2.0%	\$178,235	\$212,742	\$258,758	\$315,659	\$380,036

PayScale Market Report



Job: Robert Lichtenhal CEO - Chief Executive Officer (CEO)

Salary By State



	Percent	10th	25th	50th	75th	90th
Base Salary - Your Search		\$164,792	\$196,634	\$239,111	\$291,854	\$352,087
New York	22.1%	\$182,991	\$215,853	\$260,205	\$315,413	\$377,977
California	11.5%	\$186,523	\$219,944	\$264,959	\$320,801	\$383,740
Florida	5.5%	\$175,508	\$206,863	\$248,895	\$300,592	\$358,044
Texas	4.6%	\$179,951	\$212,491	\$256,230	\$310,211	\$370,461
Georgia	3.7%	\$177,483	\$209,316	\$251,986	\$304,436	\$362,641
Illinois	3.7%	\$177,693	\$209,539	\$252,218	\$304,662	\$362,833
Ohio	3.7%	\$174,206	\$205,276	\$246,849	\$297,813	\$354,155

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Anonymous Profiles

The following section provides a sampling of anonymous profiles used in this report. These are real-world profiles showing examples of compensation packages, skill sets, and experience levels of employed individuals that match your search criteria. Use this information to compare your position(s) to real people in the same position.

Profile No. 1

Bonus	\$100,000
Annual Salary	\$250,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Private Practice/Firm Employer's Product/Business: Management Consulting Number of Employees: 120
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	20
Job Location	State or Province: Illinois Country: United States
All other Benefits/Perks	Cell Phone, Company Pension Plan, Defined Contribution (DC) Retirement Plan
Health Benefit	Dental, Vision, Medical / Health
Vacation Time	5
Reasons we chose this profile	similar industry, same company type, similar employer size range, similar number of employees supervised, same people types managed

Profile No. 2

Bonus	\$150,000
Annual Salary	\$300,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Company Years with Employer: 10 Employer's Product/Business: Business Consulting Number of Employees: 250
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	15
Job Location	Country: United States. State or Province: Washington

PayScale Market Report

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Profile No. 3

Bonus	\$15,000
Annual Salary	\$175,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Company Employer's Product/Business: Portfolio Management
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	20
Job Location	Country: United States, State or Province: Utah
All other Benefits/Perks	Cell Phone, Life Insurance/Disability, Paid Holidays / Vacation, Paid Sick Leave
Health Benefit	Dental, Vision, Medical / Health
Vacation Time	3
Skill/Specialty	Financial Analysis, Strategic Planning
Job 5 Years Ago	Job 5 Years Ago: Chief Executive Officer (CEO)
Reasons we chose this profile	similar experience level, same education level, similar employer size range, similar number of employees supervised, similar company sales range, same people types managed

Profile No. 4

Bonus	\$50,000
Annual Salary	\$300,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Company Employer's Product/Business: Engineering Services Number of Employees: 850
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	10
Job Location	State or Province: California Country: United States
Health Benefit	Dental, Vision, Medical / Health

PayScale Market Report

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)



Profile No. 5

Bonus	\$90,000
Annual Salary	\$260,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Company Employer's Product/Business: Manufacturing Number of Employees: 2
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	10
Job Location	State or Province: North Carolina Country: United States
All other Benefits/Perks	401(k), Cell Phone
Health Benefit	Dental, Medical / Health
Vacation Time	3
Job 5 Years Ago Reasons we chose this profile	Job 5 Years Ago: Managing Director, Sales & Marketing same state, similar company sales range, same people types managed



Profile No. 6

Annual Salary	\$165,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	14
Job Offer Location Reasons we chose this profile	Country: United States, State or Province: New York similar experience level, similar industry, same company filing status, same people types managed

PayScale Market Report

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)



Profile No. 7

Annual Salary	\$185,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Company Employer's Product/Business: Manufacturing Number of Employees: 100
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	15
Job Location	State or Province: Illinois Country: United States
All other Benefits/Perks	401k
Health Benefit	Dental, Medical / Health
Vacation Time	6
Skill/Specialty	MBA, Budget Management, Contract Negotiation
Job 5 Years Ago	Job 5 Years Ago: Chief Executive Officer (CEO)
Reasons we chose this profile	same state, similar experience level, same company filing status



Profile No. 8

Bonus	\$100,000
Annual Salary	\$220,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Company Employer's Product/Business: Commodity Trading Number of Employees: 8
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	32
Job Location	State or Province: New York Country: United States
All other Benefits/Perks	401(k), Casual Dress/Atmosphere, Cell Phone
Health Benefit	Dental

PayScale Market Report

Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Profile No. 9

Bonus	\$15,000
Annual Salary	\$213,210 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Other Organization Employer's Product/Business: Dentist's Office Number of Employees: 13
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	49
Job Location	State or Province: Connecticut Country: United States
Certification	MBA
All other Benefits/Perks	401(k)
Health Benefit	Dental, Medical / Health
Vacation Time	4
Skill/Specialty	Overall Responsibility for All Operations
Job 5 Years Ago	Job 5 Years Ago: responsible for overall organization success similar experience level, same education level, similar employer size range, similar number of employees supervised, same company filing status, same people types managed
Reasons we chose this profile	

Profile No. 10

Bonus	\$20,000
Annual Salary	\$168,000 Salary Type: Standard Full-Time 40+ Hours Per Week
Current Employer	Employer Type: Company Employer's Product/Business: Water Treatment Products and Services Number of Employees: 25
Job/Position/Title	Chief Executive Officer (CEO)
Years In Field/Career	20
Job Location	State or Province: New York

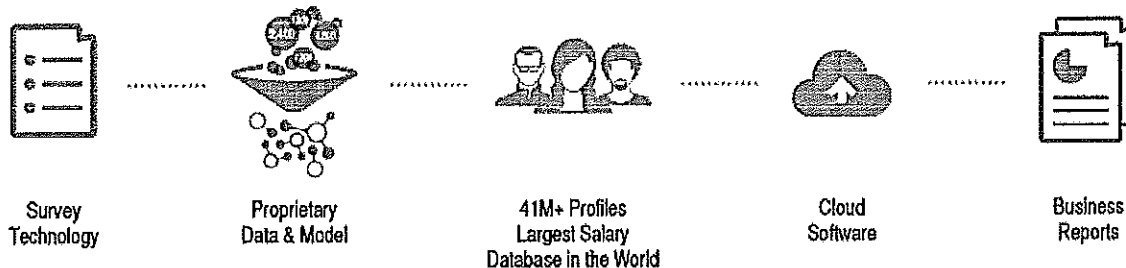
Job: Robert Lichtenthal CEO - Chief Executive Officer (CEO)

Employer List

PayScale was not able to generate an employer list for this report.

Job: Robert Lichtenhal CEO - Chief Executive Officer (CEO)

Methodology



Data Collection

At PayScale, we administer the largest real-time salary survey in the world with more than 150,000 new survey records being added every month for positions from every industry, company size and location. Our database of more than 54 million salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available.

We collect data 24/7/365 from visitors to our website, www.payscale.com. They come for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions.

Data Validation

Data Filtration

Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being used in our reports. Any data profile deemed questionable, incomplete, outside expectations or duplicated is discarded and not used in calculating compensation.

Defend Against Attempts to "Stuff the Ballot Box"

Our validation algorithm automatically detects and rejects excessive data coming from any one person or IP address.

Standardize the Data

You say "computer programmer," I say "software developer." PayScale technology normalizes data across multiple attributes to recognize that we're talking about the same job.

Data Accuracy

Our research has shown that our market data is not only within expected ranges, but is more accurate than reports from other data providers. This is because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.

Data Analysis and Reporting

Individual profiles are maintained in our database in their entirety, preserving the detailed data points that make each record unique. Our software does not modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help you avoid the shortcomings of traditional surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

Market Match™

The MarketMatch™ algorithm looks at more than 250 compensable factors and the relationships between those factors when finding the ideal matches for positions. For example, it has the intelligence to identify the facts that most employers pay more for employees with more experience or who are located in large urban areas. Even with as much data as we have (more than 15,000 job titles), there can still be gaps and in those cases, MarketMatch makes sophisticated mathematical predictions to get the answers you need.

