

2015 BDO 600 SURVEY OF BOARD COMPENSATION PRACTICES

The BDO 600: Survey of Board Compensation Practices of 600 Mid-Market Public Companies examines director compensation trends in publicly traded companies with annual revenues from \$25 million to \$1 billion in the energy, healthcare, manufacturing, real estate, retail and technology industries; and publicly-traded companies with assets from \$50 million to \$2 billion in the banking and financial services industries.

Overall Board Director Compensation Decelerated, Experienced Modest 6% Increase

OVERALL BOARD DIRECTOR COMPENSATION

\$139,048



2013



6%

\$147,551



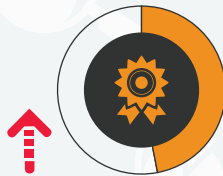
2014

This is half the growth rate seen between 2012 and 2013, when overall board compensation increased 12%

Full-Value Stock Awards Comprised Bulk of the Overall Board Director Compensation Package

FULL-VALUE STOCK AWARDS

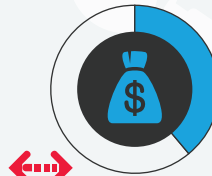
47%



Overall board director compensation continued to rely heavily on **full-value stock awards, which made up 47%** of the 2014 pay mix, up from 45% in 2013

BOARD RETAINERS AND FEES

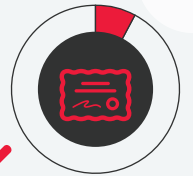
39%



For the second year in a row, **board retainers and fees made up 39%** of the overall compensation package for board directors

STOCK OPTIONS

8%



Stock options decreased to 8% of the overall compensation package for board directors, down from 10% in 2013

Energy Board Director Compensation Experienced 14% Year-Over-Year Pay Change, Outpaced Overall Board Compensation Growth and That of All Other Industries Analyzed

ENERGY



+14%

RETAIL



+11%

HEALTHCARE



+8%

TECHNOLOGY



+6%

REAL ESTATE



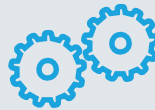
+5%

BANKING (Financial Services)



+3%

MANUFACTURING



+3%

NONBANKING (Financial Services)



-2%

For more information, visit <http://www.bdo.com/services/tax/compensation/> or contact Randy Ramirez, senior director of BDO's Global Employer Services practice: rramirez@bdo.com / 212-885-8000

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