

2015 / 2016 Not for Profit Compensation Survey - Matched Sample

Job Title	Increase
Chief Executive Officer	7.4%
Chief Operating Officer	7.4%
Chief Financial Officer	5.7%
Top Legal Officer	5.2%
Top HR Officer	4.5%
Top Development Executive	5.3%
Aggregate % Difference From Last Year	5.8%

Source: Total Compensation Solutions - 2015/2016 Not For Profit Compensation Survey