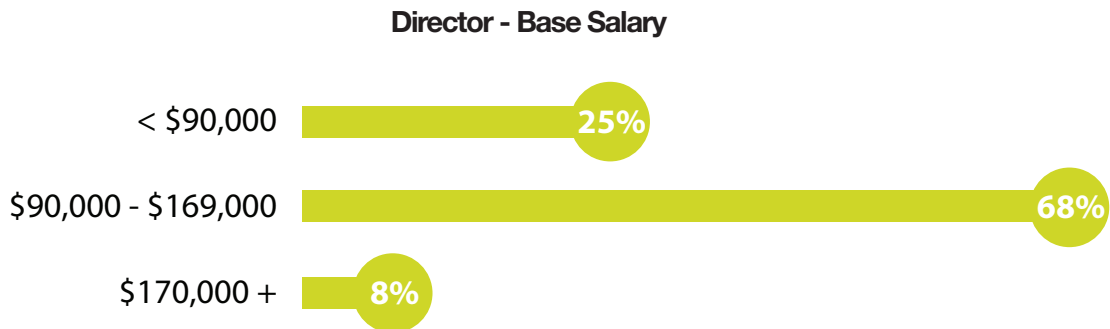


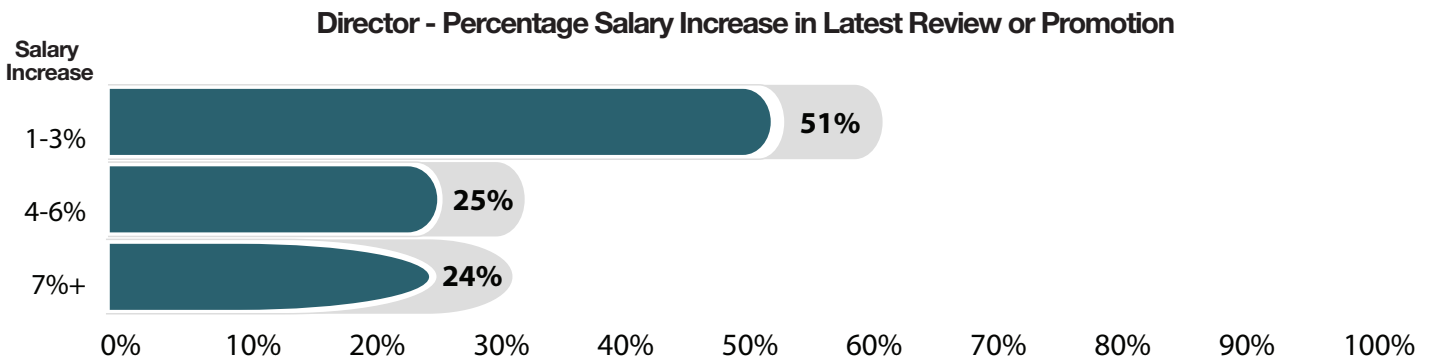
Corporate

Director of Communications

Directors' base salaries appear to have declined since 2017. Nearly one in 10 (8 percent) Directors reported a base salary of \$170K+ this year, down from 17 percent in 2017. One-quarter (25 percent) earned a base salary of less than \$90K. Directors' average salary is \$118,000 (vs. \$121,700 in 2017).



Fifty-one percent of Directors reported a 1-3 percent rise in 2018, a decline from 63 percent last year. In contrast, Corporate Directors are three times as likely to cite a 7 percent plus increase this year (24 percent vs. 8 percent).



Director - Average Salary

\$118,000