

EXHIBIT A

Compensation by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$500 thousand and \$1 million							
CEO/Executive Director	1,508	\$79,900	\$38,570	\$52,093	\$70,621	\$98,373	\$130,234
Top Administrative Position	95	\$56,891	\$30,114	\$40,696	\$52,064	\$67,466	\$85,173
Top Business Position	14	\$47,869		\$35,868	\$42,808	\$50,124	
Top Development Position	16	\$64,907		\$37,654	\$53,048	\$100,657	
Top Education Position	22	\$74,337	\$40,223	\$47,348	\$60,962	\$81,206	\$140,092
Top Finance Position	103	\$56,610	\$23,541	\$35,956	\$48,000	\$69,895	\$105,400
Top Operations Position	36	\$71,696	\$35,278	\$49,081	\$64,135	\$90,322	\$114,072
Top Program Position	25	\$76,584	\$40,000	\$57,330	\$72,169	\$85,164	\$101,195
Between \$1 million and \$5 million							
CEO/Executive Director	3,785	\$120,333	\$56,801	\$78,151	\$106,242	\$147,012	\$200,275
Top Administrative Position	261	\$84,607	\$41,669	\$56,000	\$77,518	\$107,438	\$141,399
Top Business Position	164	\$72,450	\$36,473	\$48,499	\$65,799	\$89,059	\$111,590
Top Development Position	60	\$105,776	\$42,422	\$66,732	\$112,413	\$131,537	\$150,071
Top Education Position	88	\$115,555	\$50,863	\$70,037	\$113,355	\$151,607	\$184,357
Top Facilities Position	5	\$81,273			\$75,000		
Top Finance Position	535	\$82,658	\$37,869	\$52,829	\$75,664	\$104,708	\$131,815
Top Human Resources Position	6	\$104,847			\$130,394		
Top Legal Position	11	\$153,866		\$127,935	\$162,394	\$176,643	
Top Marketing Position	7	\$142,295			\$139,994		
Top Operations Position	202	\$106,126	\$52,517	\$73,379	\$102,686	\$129,529	\$174,914
Top PR/Communications Position	7	\$108,317			\$111,409		
Top Program Position	60	\$117,730	\$55,749	\$81,654	\$120,993	\$146,503	\$172,449
Top Technology Position	16	\$118,467		\$107,839	\$125,480	\$145,546	
Greater than \$5 million							
CEO/Executive Director	3,702	\$287,847	\$107,529	\$146,222	\$219,112	\$343,652	\$517,141
Top Administrative Position	389	\$170,204	\$85,989	\$116,727	\$152,979	\$208,148	\$258,055

EXHIBIT A

Compensation by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$10 million and \$25 million							
CEO/Executive Director	103	\$156,853	\$92,555	\$121,813	\$147,704	\$189,858	\$216,388
Top Administrative Position	13	\$152,962		\$100,739	\$155,080	\$195,229	
Top Business Position	7	\$127,928			\$133,975		
Top Education Position	7	\$135,743			\$118,808		
Top Finance Position	26	\$111,357	\$71,801	\$97,093	\$112,235	\$134,776	\$149,903
Top Operations Position	20	\$138,381	\$99,619	\$116,772	\$140,867	\$157,791	\$169,363
Between \$25 million and \$50 million							
CEO/Executive Director	21	\$196,014	\$130,876	\$148,873	\$175,766	\$213,880	\$250,008
Top Finance Position	6	\$141,868			\$132,957		
Greater than \$50 million							
CEO/Executive Director	5	\$208,288			\$210,272		

EXHIBIT A

Compensation by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Elementary & Secondary Schools							
Between \$25 million and \$50 million							
CEO/Executive Director	105	\$475,255	\$195,626	\$343,417	\$456,816	\$588,142	\$688,924
Top Administrative Position	5	\$203,971			\$207,163		
Top Business Position	6	\$181,735			\$202,151		
Top Development Position	45	\$199,474	\$140,030	\$170,442	\$195,638	\$220,561	\$249,204
Top Education Position	7	\$177,728			\$167,883		
Top Facilities Position	13	\$175,493		\$136,899	\$182,525	\$198,180	
Top Finance Position	70	\$216,931	\$134,947	\$171,110	\$213,376	\$255,622	\$304,602
Top Operations Position	16	\$194,538		\$146,916	\$193,230	\$226,045	
Top Technology Position	27	\$149,553	\$122,077	\$129,079	\$141,840	\$155,833	\$190,367

EXHIBIT A

Compensation by State, NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	175	\$315,987	\$96,384	\$140,305	\$220,000	\$341,680	\$516,713
Top Administrative Position	29	\$178,381	\$92,584	\$119,046	\$150,707	\$194,584	\$230,637
Top Business Position	16	\$169,597		\$110,492	\$136,080	\$191,751	
Top Development Position	35	\$164,264	\$105,031	\$121,971	\$143,660	\$187,544	\$256,953
Top Education Position	7	\$125,670			\$132,519		
Top Finance Position	97	\$152,023	\$83,129	\$107,167	\$126,247	\$174,605	\$231,932
Top Human Resources Position	7	\$166,571			\$141,051		
Top Legal Position	8	\$300,730			\$309,894		
Top Operations Position	34	\$137,504	\$73,214	\$102,011	\$119,091	\$165,483	\$225,348
Top Technology Position	16	\$190,136		\$123,494	\$130,622	\$175,912	
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	24	\$50,881	\$21,930	\$32,013	\$48,235	\$70,281	\$78,138
Top Business Position	10	\$72,275		\$64,207	\$69,268	\$72,981	
Top Finance Position	10	\$56,964		\$31,460	\$60,674	\$68,484	
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$66,935	\$22,565	\$54,126	\$71,178	\$85,197	\$93,710
Top Business Position	7	\$77,622			\$62,954		
Top Education Position	5	\$92,513			\$99,208		
Top Finance Position	5	\$57,807			\$48,545		
Between \$1 million and \$5 million							
CEO/Executive Director	37	\$111,308	\$29,035	\$72,429	\$99,531	\$146,104	\$199,859
Top Business Position	18	\$111,280		\$82,340	\$105,402	\$124,182	
Top Finance Position	27	\$90,297	\$25,122	\$56,490	\$85,372	\$127,344	\$151,655

EXHIBIT A

Compensation by State and NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Diseases, Disorders, Medical Disciplines: Specifically Named Diseases							
CEO/Executive Director	28	\$94,564	\$54,772	\$62,875	\$90,648	\$116,357	\$142,990
Top Finance Position	7	\$102,464			\$100,107		
Top Operations Position	5	\$108,168			\$108,661		
Educational Institutions and Related Activities: Adult Education							
CEO/Executive Director	21	\$107,421	\$33,616	\$38,110	\$67,046	\$135,417	\$227,840
Educational Institutions and Related Activities: Education N.E.C.							
CEO/Executive Director	60	\$126,282	\$43,488	\$68,966	\$98,583	\$147,108	\$248,455
Top Development Position	5	\$126,864			\$121,471		
Top Finance Position	15	\$109,767		\$81,504	\$97,497	\$128,125	
Top Operations Position	6	\$118,608			\$107,249		
Educational Institutions and Related Activities: Educational Services							
CEO/Executive Director	56	\$190,194	\$53,011	\$60,000	\$83,844	\$125,098	\$190,880
Top Finance Position	9	\$88,674			\$85,000		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	264	\$127,858	\$41,458	\$64,953	\$100,001	\$144,254	\$229,809
Top Administrative Position	43	\$110,831	\$46,358	\$62,717	\$107,186	\$148,350	\$193,535
Top Business Position	15	\$75,585		\$46,615	\$68,012	\$103,485	
Top Development Position	12	\$148,435		\$121,111	\$137,812	\$167,014	
Top Education Position	7	\$91,498			\$102,547		
Top Finance Position	69	\$111,580	\$39,858	\$73,544	\$106,745	\$135,160	\$192,188
Top Operations Position	18	\$119,829		\$97,443	\$111,567	\$146,864	
Top Technology Position	8	\$118,660			\$123,284		

EXHIBIT A

Compensation by MSA, NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	50	\$325,958	\$103,047	\$164,519	\$225,967	\$317,825	\$607,733
Top Administrative Position	9	\$166,133			\$177,464		
Top Business Position	6	\$196,819			\$156,190		
Top Development Position	9	\$172,881			\$150,931		
Top Finance Position	29	\$142,827	\$92,728	\$109,806	\$127,378	\$174,479	\$198,067
Top Operations Position	10	\$136,616		\$112,259	\$126,050	\$144,602	
Employment, Job-Related							
Between \$1 million and \$5 million							
CEO/Executive Director	5	\$96,848			\$71,048		
Top Finance Position	7	\$93,014			\$85,323		
Environmental Quality, Protection and Beautification							
\$500 thousand or less							
CEO/Executive Director	6	\$56,193			\$63,820		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	8	\$67,618			\$67,590		
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$152,335			\$136,327		
Greater than \$5 million							
CEO/Executive Director	25	\$615,098	\$158,307	\$229,660	\$405,393	\$712,699	\$1,016,930
Top Administrative Position	6	\$322,712			\$242,730		
Top Finance Position	20	\$303,782	\$120,028	\$180,823	\$211,996	\$301,158	\$454,819
Top Human Resources Position	7	\$337,274			\$190,650		
Top Operations Position	10	\$583,409		\$312,905	\$401,396	\$748,118	

EXHIBIT A

Compensation by MSA, NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,784			\$81,269		
Between \$1 million and \$5 million							
CEO/Executive Director	11	\$156,779		\$116,783	\$138,904	\$172,824	
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$110,803			\$107,288		
Greater than \$5 million							
CEO/Executive Director	5	\$160,535			\$152,434		
Top Finance Position	5	\$128,031			\$139,867		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	15	\$58,568		\$43,877	\$55,333	\$69,105	
Between \$500 thousand and \$1 million							
CEO/Executive Director	21	\$80,561	\$34,304	\$60,000	\$77,001	\$87,300	\$125,000
Between \$1 million and \$5 million							
CEO/Executive Director	43	\$132,759	\$85,408	\$95,350	\$115,000	\$144,031	\$212,232
Top Finance Position	11	\$103,979		\$89,779	\$99,999	\$119,811	
Greater than \$5 million							
CEO/Executive Director	33	\$341,872	\$127,820	\$174,965	\$223,257	\$344,274	\$581,144
Top Development Position	5	\$203,092			\$151,338		
Top Finance Position	21	\$181,764	\$100,717	\$115,193	\$135,439	\$200,565	\$262,244

EXHIBIT A

Incumbent Compensation Increases by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
Top Technology Position	7	0.0%			1.8%		
Greater than \$5 million							
CEO/Executive Director	2,588	3.7%	-5.8%	0.0%	3.2%	8.1%	13.9%
Top Administrative Position	253	4.0%	-3.7%	0.1%	2.9%	8.1%	13.8%
Top Business Position	239	3.7%	-4.3%	0.3%	3.5%	6.4%	12.3%
Top Development Position	493	3.8%	-3.5%	0.6%	3.2%	6.9%	12.1%
Top Education Position	94	4.3%	-6.8%	-0.5%	2.9%	10.5%	18.3%
Top Facilities Position	41	4.1%	-4.9%	0.9%	3.2%	6.9%	13.7%
Top Finance Position	1,314	4.0%	-3.2%	0.7%	3.7%	7.5%	12.5%
Top Human Resources Position	86	4.4%	-3.7%	0.8%	3.2%	7.4%	14.3%
Top Legal Position	106	4.3%	-2.5%	1.3%	3.6%	7.7%	13.5%
Top Marketing Position	39	4.4%	-4.3%	0.3%	3.5%	9.1%	14.5%
Top Operations Position	283	5.3%	-2.7%	1.6%	4.8%	9.4%	14.1%
Top PR/Communications Position	45	4.4%	-0.6%	1.4%	2.9%	8.5%	11.6%
Top Program Position	57	3.1%	-6.0%	0.0%	4.5%	7.7%	11.9%
Top Technology Position	200	3.2%	-3.4%	0.8%	3.1%	5.1%	11.9%
Employment, Job-Related							
\$500 thousand or less							
CEO/Executive Director	421	1.9%	-7.4%	-0.5%	1.6%	5.0%	11.6%
Top Administrative Position	30	2.0%	-2.2%	0.0%	1.1%	4.0%	8.9%
Top Business Position	117	3.0%	-1.3%	0.7%	2.5%	4.8%	10.6%
Top Education Position	16	2.2%		-0.4%	1.5%	3.7%	
Top Finance Position	118	2.3%	-8.1%	0.0%	1.7%	5.9%	12.9%
Between \$500 thousand and \$1 million							
CEO/Executive Director	431	2.9%	-7.0%	-0.5%	1.9%	6.9%	13.0%

EXHIBIT A

Incumbent Compensation Increases by NTEE Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational Institutions and Related Activities: Charter Schools							
Between \$500 thousand and \$1 million							
CEO/Executive Director	26	2.6%	-7.7%	-0.7%	1.5%	6.2%	11.9%
Top Administrative Position	6	3.3%			0.9%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	84	4.2%	-4.7%	0.0%	3.4%	9.3%	15.2%
Top Administrative Position	6	-4.5%			-2.5%		
Top Finance Position	7	5.4%			5.4%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	155	4.2%	-4.7%	0.0%	3.7%	8.5%	14.7%
Top Administrative Position	10	3.5%		-0.7%	3.3%	7.4%	
Top Business Position	8	1.4%			0.8%		
Top Education Position	5	4.6%			6.7%		
Top Finance Position	16	1.7%		0.4%	1.1%	3.4%	
Top Operations Position	5	-2.1%			-3.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	134	4.9%	-5.2%	0.0%	4.5%	11.1%	13.7%
Top Administrative Position	6	7.0%			6.5%		
Top Business Position	10	8.8%		4.8%	7.4%	11.9%	
Top Finance Position	15	8.3%		4.8%	7.9%	12.3%	
Top Operations Position	13	6.8%		1.1%	6.6%	11.9%	
Between \$10 million and \$25 million							
CEO/Executive Director	58	2.3%	-9.6%	-2.8%	3.2%	8.3%	11.0%
Top Administrative Position	5	0.2%			0.9%		
Top Finance Position	17	4.9%		0.6%	7.3%	10.0%	
Top Operations Position	12	-0.4%		-4.8%	1.0%	5.3%	
Between \$25 million and \$50 million							
CEO/Executive Director	12	-2.0%		-7.0%	-4.9%	2.1%	

EXHIBIT A

Incumbent Compensation Increases by State, NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Diseases, Disorders, Medical Disciplines							
Greater than \$5 million							
CEO/Executive Director	12	6.1%		0.4%	3.7%	10.4%	
Top Finance Position	9	6.2%			8.6%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	57	1.4%	-9.0%	-1.8%	1.1%	6.8%	11.3%
Between \$500 thousand and \$1 million							
CEO/Executive Director	59	1.2%	-5.0%	-0.7%	0.3%	4.9%	9.8%
Top Administrative Position	7	-2.3%			-0.8%		
Between \$1 million and \$5 million							
CEO/Executive Director	133	3.0%	-6.2%	-0.9%	2.5%	7.6%	14.0%
Top Administrative Position	16	1.1%		-1.7%	0.8%	5.6%	
Top Business Position	8	4.3%			2.8%		
Top Finance Position	21	3.1%	-8.2%	-2.2%	3.6%	7.3%	14.3%
Greater than \$5 million							
CEO/Executive Director	127	4.6%	-3.6%	0.0%	4.2%	9.2%	13.8%
Top Administrative Position	22	5.7%	-6.4%	-2.5%	4.0%	14.7%	18.8%
Top Business Position	12	1.8%		-1.8%	1.9%	4.5%	
Top Development Position	22	1.4%	-5.6%	-0.4%	3.0%	4.8%	7.1%
Top Finance Position	69	2.9%	-5.3%	0.0%	3.4%	6.3%	10.2%
Top Legal Position	7	6.4%			4.5%		
Top Operations Position	18	3.1%		-1.7%	3.5%	7.3%	
Top Technology Position	8	4.8%			4.0%		

EXHIBIT A

Incumbent Compensation Increases by MSA, NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational Institutions and Related Activities							
Greater than \$5 million							
CEO/Executive Director	39	4.8%	-3.8%	0.0%	4.5%	9.7%	13.8%
Top Administrative Position	8	5.1%			5.8%		
Top Business Position	5	-0.3%			2.1%		
Top Development Position	5	3.9%			3.5%		
Top Finance Position	20	3.2%	-3.0%	0.0%	4.1%	5.8%	6.7%
Top Operations Position	5	2.7%			3.8%		
Health – General and Rehabilitative							
\$500 thousand or less							
CEO/Executive Director	6	0.3%			1.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	7	7.0%			5.9%		
Greater than \$5 million							
CEO/Executive Director	12	10.0%		2.7%	10.3%	15.4%	
Top Finance Position	12	5.3%		1.4%	6.2%	7.8%	
Top Operations Position	5	2.4%			6.6%		
Housing, Shelter							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	0.8%			0.0%		
Between \$1 million and \$5 million							
CEO/Executive Director	10	1.9%		-1.1%	0.3%	7.4%	
Greater than \$5 million							
CEO/Executive Director	7	2.0%			8.7%		

EXHIBIT A

Incumbent Compensation Increases by MSA, NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Community Improvement, Capacity Building							
Between \$1 million and \$5 million							
CEO/Executive Director	9	8.0%			7.7%		
Greater than \$5 million							
CEO/Executive Director	6	0.0%			0.2%		
Crime, Legal-Related							
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	4.3%			5.3%		
Between \$1 million and \$5 million							
CEO/Executive Director	6	2.8%			3.7%		
Diseases, Disorders, Medical Disciplines							
Between \$1 million and \$5 million							
CEO/Executive Director	5	3.7%			3.4%		
Educational Institutions and Related Activities							
\$500 thousand or less							
CEO/Executive Director	6	0.1%			0.5%		
Between \$500 thousand and \$1 million							
CEO/Executive Director	14	-0.5%		-4.0%	0.0%	4.0%	
Between \$1 million and \$5 million							
CEO/Executive Director	27	2.9%	-9.2%	-1.1%	3.0%	8.7%	13.8%
Top Finance Position	6	2.0%			2.8%		
Greater than \$5 million							
CEO/Executive Director	22	3.9%	-1.2%	0.2%	3.8%	8.4%	10.3%
Top Finance Position	18	2.2%		-3.5%	2.5%	5.4%	