



## **Filing Receipt**

**Filing Date - 2024-03-01 12:02:23 PM**

**Control Number - 56165**

**Item Number - 12**

# CFO Company-by-Company Proxy Data

Company	TTM Revenue	CFO Tenure as of 8/30/2023 (yrs)	Base Salary	Target Bonus	Target Total Cash	LTI	Target Total Compensation ↓
				% of Salary		\$ Value	
3M Company	\$33,054	3.2	\$1,106	115%	\$2,378	\$5,590	\$7,968
General Dynamics Corporation	\$40,859	9.7	\$900	115%	\$1,935	\$5,989	\$7,924
Delta Air Lines, Inc.	\$55,746	2.1	\$650	175%	\$1,788	\$4,500	\$6,288
Northrop Grumman Corporation	\$37,881	3.5	\$824	100%	\$1,648	\$3,546	\$5,194
FirstEnergy	\$12,698	3.3	\$875	90%	\$1,663	\$2,844	\$4,506
Sempra Energy	\$16,967	5.4	\$830	95%	\$1,619	\$2,506	\$4,125
The Sherwin-Williams Company	\$22,961	6.7	\$836	90%	\$1,588	\$2,345	\$3,933
Xcel Energy	\$15,237	3.4	\$700	80%	\$1,260	\$2,600	\$3,860
Waste Management, Inc.	\$20,021	3.6	\$738	100%	\$1,476	\$2,200	\$3,676
Constellation Energy Corporation	\$26,395	1.9	\$666	90%	\$1,266	\$2,277	\$3,543
WestRock Company	\$20,724	1.8	\$750	100%	\$1,500	\$1,958	\$3,458
Duke Energy	\$28,598	1.0	\$626	90%	\$1,189	\$2,116	\$3,305
Edison	\$17,174	7.0	\$735	85%	\$1,360	\$1,935	\$3,294
Public Service Enterprise Group	\$11,587	7.9	\$736	80%	\$1,324	\$1,950	\$3,274
Southern Company	\$27,653	2.0	\$719	80%	\$1,294	\$1,977	\$3,271
Consolidated Edison	\$15,542	18.0	\$864	75%	\$1,511	\$1,724	\$3,235
CenterPoint Energy	\$9,268	2.3	\$700	80%	\$1,260	\$1,820	\$3,080
PG&E	\$22,263	3.0	\$725	75%	\$1,269	\$1,800	\$3,069
PPL	\$8,662	4.2	\$651	80%	\$1,173	\$1,845	\$3,018
Exelon	\$19,892	0.9	\$650	90%	\$1,235	\$1,765	\$3,000
Eversource	\$12,670	1.3	\$625	80%	\$1,125	\$1,848	\$2,973
DTE Energy	\$16,190	3.5	\$670	75%	\$1,173	\$1,527	\$2,699
AES	\$12,953	1.5	\$580	100%	\$1,160	\$1,522	\$2,682
Entergy	\$13,318	0.8	\$625	75%	\$1,094	\$1,359	\$2,453
NextEra Energy	\$26,948	1.5	\$635	70%	\$1,080	\$1,321	\$2,400
Dominion Energy	\$18,345	0.8	\$600	70%	\$1,020	\$1,350	\$2,370
75th Percentile	\$26,810	4.0	\$806	99%	\$1,569	\$2,466	\$3,915
Median	\$19,119	3.1	\$709	88%	\$1,281	\$1,954	\$3,284
25th Percentile	\$13,798	1.6	\$650	80%	\$1,177	\$1,774	\$3,004

# Peer Group Market Values

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Company	Years in Role	Base Salary	Target Bonus (%)	Target Total Cash	Long-Term Incentives (\$)	Target Total Direct Compensation
Northrop Grumman Corporation	4	\$1,600,000	180%	\$4,480,000	\$14,326,141	\$18,806,141
The Southern Company	12	\$1,600,000	190%	\$4,640,000	\$14,000,000	\$18,640,000
Edison International	6	\$1,325,249	130%	\$3,048,073	\$13,152,254	\$16,200,327
WestRock Company	1	\$1,200,000	150%	\$3,000,000	\$12,838,998	\$15,838,998
The Sherwin-Williams Company	6	\$1,379,000	160%	\$3,585,400	\$11,856,219	\$15,441,619
Delta Air Lines, Inc.	7	\$950,000	200%	\$2,850,000	\$12,500,372	\$15,350,372
Duke Energy Corporation	9	\$1,390,500	165%	\$3,684,825	\$11,124,000	\$14,808,825
Eelon Corporation	10	\$1,305,930	155%	\$3,330,122	\$10,872,402	\$14,202,523
General Dynamics Corporation	9	\$1,700,000	180%	\$4,760,000	\$8,550,204	\$13,310,204
Public Service Enterprise Group Incorporated	15	\$1,421,400	140%	\$3,411,360	\$9,100,093	\$12,511,453
NextEra Energy, Inc.	0	\$1,500,000	150%	\$3,750,000	\$8,750,000	\$12,500,000
The AES Corporation	11	\$1,241,000	150%	\$3,102,500	\$9,307,500	\$12,410,000
PG&E Corporation	3	\$1,350,000	130%	\$3,105,000	\$9,250,000	\$12,355,000
Entergy Corporation	9	\$1,300,000	140%	\$3,120,000	\$9,116,792	\$12,236,792
3M Company	4	\$1,350,000	175%	\$3,715,500	\$8,451,606	\$12,167,106
Waste Management, Inc.	6	\$1,300,000	150%	\$3,250,000	\$8,650,225	\$11,900,225
Sempra	2	\$1,350,000	150%	\$3,375,000	\$8,500,000	\$11,875,000
CenterPoint Energy, Inc.	2	\$1,450,000	135%	\$3,407,500	\$7,975,000	\$11,382,500
Dominion Energy, Inc.	2	\$1,225,000	130%	\$2,817,500	\$8,300,091	\$11,117,591
Eversource Energy	1	\$1,004,424	131%	\$2,324,424	\$8,109,786	\$10,434,210
Constellation Energy Corporation	4	\$1,050,000	135%	\$2,467,500	\$7,533,000	\$10,000,500
Xcel Energy Inc.	1	\$1,200,000	125%	\$2,700,000	\$7,000,000	\$9,700,000
DTE Energy Company	2	\$1,276,923	122%	\$2,836,923	\$6,384,615	\$9,221,538
Consolidated Edison, Inc.	2	\$1,250,000	125%	\$2,812,500	\$5,625,000	\$8,437,500
PPL Corporation	2	\$1,133,000	125%	\$2,549,250	\$4,815,250	\$7,364,500
FirstEnergy Corp.	1	\$1,100,000	115%	\$2,365,000	\$4,950,000	\$7,315,000

## Statistics & Relative Positioning

75th Percentile	\$1,387,625	153%	\$3,541,890	\$11,001,188	\$14,657,250
Median	\$1,302,965	145%	\$3,112,500	\$8,700,113	\$12,295,898
25th Percentile	\$1,206,250	130%	\$2,822,356	\$8,008,697	\$10,805,055

# Proxy Data – CFO

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Company	Base Salary	Target Bonus (%)	Target Bonus (\$)	Target Total Cash	Long-Term Incentives (\$)	Target Total Direct Compensation
Edison International	\$1,281,813	80%	\$1,025,450	\$2,307,263	\$2,866,541	\$5,173,805
Northrop Grumman Corporation	\$800,000	100%	\$800,000	\$1,600,000	\$3,217,447	\$4,817,447
Exelon Corporation	\$822,376	100%	\$822,376	\$1,644,752	\$2,965,283	\$4,610,035
The Sherwin-Williams Company	\$800,000	90%	\$720,000	\$1,520,000	\$2,987,065	\$4,507,065
General Dynamics Corporation	\$900,000	115%	\$1,035,000	\$1,935,000	\$2,565,202	\$4,500,202
3M Company	\$1,083,240	100%	\$1,083,240	\$2,166,480	\$2,147,483	\$4,313,963
Delta Air Lines, Inc.	\$650,000	175%	\$1,137,500	\$1,787,500	\$4,500,000	\$6,287,500
Waste Management, Inc.	\$704,247	100%	\$704,247	\$1,408,494	\$2,586,033	\$3,994,527
Duke Energy Corporation	\$775,675	90%	\$698,108	\$1,473,783	\$2,327,025	\$3,800,808
Sempra	\$780,000	90%	\$702,000	\$1,482,000	\$2,318,000	\$3,800,000
Entergy Corporation	\$710,700	85%	\$604,095	\$1,314,795	\$2,135,909	\$3,450,704
WestRock Company	\$750,000	100%	\$750,000	\$1,500,000	\$1,762,500	\$3,262,500
Dominion Energy, Inc.	\$669,500	90%	\$602,550	\$1,272,050	\$1,900,117	\$3,172,167
FirstEnergy Corp.	\$725,000	85%	\$616,250	\$1,341,250	\$1,812,500	\$3,153,750
Consolidated Edison, Inc.	\$838,400	75%	\$628,800	\$1,467,200	\$1,676,800	\$3,144,000
Public Service Enterprise Group Incorporated	\$714,300	75%	\$535,725	\$1,250,025	\$1,850,000	\$3,100,025
The Southern Company	\$675,000	80%	\$540,000	\$1,215,000	\$1,856,250	\$3,071,250
Constellation Energy Corporation	\$650,000	90%	\$585,000	\$1,235,000	\$1,765,000	\$3,000,000
Xcel Energy Inc.	\$650,000	75%	\$487,500	\$1,137,500	\$1,740,283	\$2,877,783
CenterPoint Energy, Inc.	\$670,000	75%	\$502,500	\$1,172,500	\$1,675,000	\$2,847,500
PPL Corporation	\$632,500	80%	\$506,000	\$1,138,500	\$1,391,500	\$2,530,000
Eversource Energy	\$625,000	80%	\$500,000	\$1,125,000	\$1,375,000	\$2,500,000
The AES Corporation	\$580,000	100%	\$580,000	\$1,160,000	\$1,305,000	\$2,465,000
PG&E Corporation	\$615,000	75%	\$461,250	\$1,076,250	\$1,330,000	\$2,406,250
NextEra Energy, Inc.	\$635,000	70%	\$444,500	\$1,079,500	\$1,320,500	\$2,400,000
DTE Energy Company	\$623,077	71%	\$441,000	\$1,064,077	\$1,246,154	\$2,310,231

## Statistics & Relative Positioning

75th Percentile	\$795,000	100%	\$742,500	\$1,515,000	\$2,505,658	\$4,234,104
Median	\$707,474	88%	\$610,173	\$1,328,023	\$1,853,125	\$3,162,959
25th Percentile	\$650,000	76%	\$513,431	\$1,163,125	\$1,675,450	\$2,855,071



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				% of Salary		\$ Value	
Northrop Grumman Corporation	\$37,881	4.7	\$1,650	180%	\$4,620	\$16,691	\$21,311
General Dynamics Corporation	\$40,859	10.7	\$1,700	180%	\$4,760	\$15,463	\$20,223
Duke Energy	\$28,598	10.2	\$1,500	175%	\$4,125	\$15,750	\$19,875
Delta Air Lines, Inc.	\$55,746	7.3	\$950	200%	\$2,850	\$14,000	\$16,850
3M Company	\$33,054	5.2	\$1,425	175%	\$3,919	\$11,000	\$14,919
FirstEnergy	\$12,698	0.2	\$1,500	150%	\$3,750	\$10,245	\$13,995
AES	\$12,953	12.0	\$1,241	150%	\$3,103	\$10,424	\$13,527
The Sherwin-Williams Company	\$22,961	7.7	\$1,420	160%	\$3,692	\$9,585	\$13,277
Southern Company	\$27,653	0.3	\$1,450	130%	\$3,335	\$9,643	\$12,978
CenterPoint Energy	\$9,268	11.2	\$1,475	140%	\$3,540	\$9,329	\$12,869
Sempra Energy	\$16,967	5.3	\$1,400	160%	\$3,640	\$9,167	\$12,807
PG&E	\$22,263	6.2	\$1,400	135%	\$3,290	\$9,333	\$12,623
Constellation Energy Corporation	\$26,395	1.9	\$1,100	140%	\$2,640	\$9,900	\$12,540
NextEra Energy	\$26,948	1.5	\$1,500	150%	\$3,750	\$8,787	\$12,537
WestRock Company	\$20,724	2.5	\$1,227	150%	\$3,068	\$9,414	\$12,482
Waste Management, Inc.	\$20,021	6.8	\$1,350	150%	\$3,375	\$8,750	\$12,125
Edison	\$17,174	6.9	\$1,370	135%	\$3,220	\$8,628	\$11,848
Xcel Energy	\$15,237	2.0	\$1,200	125%	\$2,700	\$9,000	\$11,700
Dominion Energy	\$18,345	2.9	\$1,225	130%	\$2,818	\$8,300	\$11,118
Exelon	\$19,892	0.7	\$1,250	140%	\$3,000	\$8,000	\$11,000
Public Service Enterprise Group	\$11,587	1.0	\$1,250	130%	\$2,875	\$8,000	\$10,875
Eversource	\$12,670	2.3	\$1,295	125%	\$2,914	\$7,739	\$10,653
DTE Energy	\$16,190	4.2	\$1,340	125%	\$3,015	\$7,013	\$10,028
Consolidated Edison	\$15,542	2.7	\$1,300	125%	\$2,925	\$6,838	\$9,763
PPL	\$8,662	3.2	\$1,167	125%	\$2,626	\$6,010	\$8,636
Entergy	\$13,318	0.8	\$1,100	120%	\$2,420	\$6,018	\$8,438
75th Percentile	\$26,810	6.9	\$1,444	158%	\$3,679	\$10,159	\$13,464
Median	\$19,119	3.7	\$1,345	140%	\$3,161	\$9,248	\$12,538
25th Percentile	\$13,798	1.9	\$1,231	130%	\$2,885	\$8,075	\$11,029