



# SAMPLE

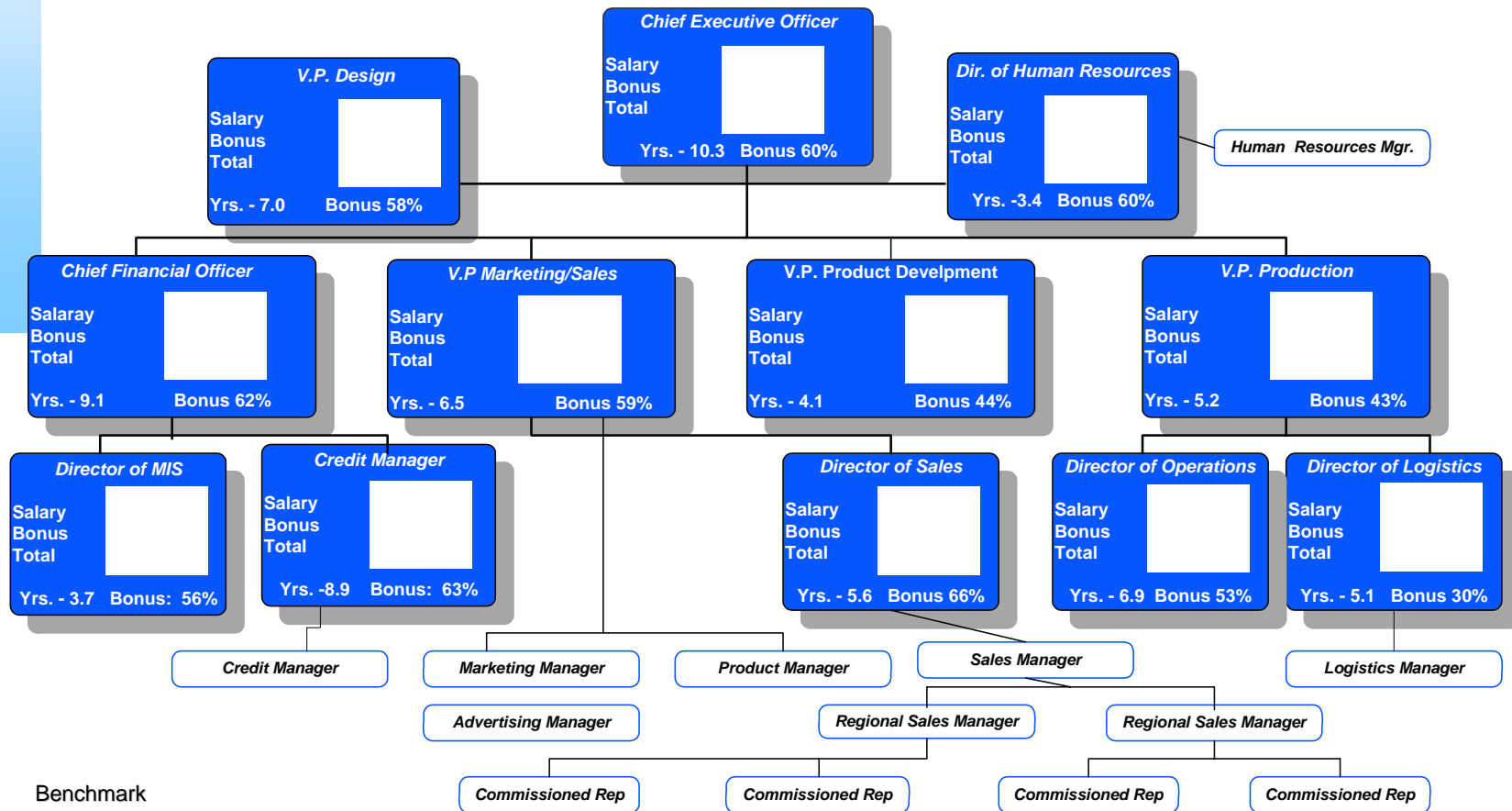
## 2004 SIA Compensation and Benefits Survey

All Companies

Benchmark

Senior Management

### Compensation



• The average compensation for a CEO in the Snow Industry is [ ] The 2001 number was [ ]

Prepared by sportMAP

- Average vacation days are: CEO 20, Other Senior Managers 18, Other managers 13.
- Average sick days are: CEO 6, Other Senior Managers 5, Other managers 5.

**Note:** Yrs. are average years in position - ex. CEO 10.3 years.

Bonus is number of respondents who were paid a bonus as a percent of all respondents- ex. 60% of all CEOs received a bonus.