

AETHOS CONSULTING GROUP

**CHAIN RESTAURANT CHIEF FINANCIAL
OFFICER COMPENSATION REPORT, USA**
(IN CONJUNCTION WITH THE RESTAURANT FINANCE MONITOR)

David Mansbach, CCP
Managing Director
AETHOS Consulting Group
Tel: 516-286-0150
Email: dmansbach@aethoscg.com

Web: www.aethoscg.com

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Enclosed is the Chief Financial Officer Compensation Report, presented by AETHOS Consulting Group.

This report is designed to provide current and credible compensation trends covering compensation information for the Chief Financial Officers (CFOs) within the chain restaurant industry. With more than 150 data points collected through our confidential survey, and additional data gathered from publicly traded restaurant companies, we have collected information from a diverse group of organizations throughout all segments of the industry, including quick service, fast casual, casual dining, and fine dining.

All data submitted by participants are regarded as highly confidential and only aggregate results have been reported. AETHOS guarantees that individual data will not be disclosed under any circumstances.

Information included in this report includes base salary and annual cash bonus (actual payouts over the last 12 months). AETHOS presents the data analysis for each compensation category in standard percentile format. A percentile is a measure of location in a distribution of numbers that defines the value below which a given percentage of the data fall:

- **25th percentile:** The point below which 25% of the data fall. If actual pay is compared to this point, it indicates whether pay is higher or lower than 25% of the incumbents whose data have been matched to that position.
- **50th percentile (median, or middle):** The point below which 50% of the data fall. If actual pay is compared to this point, it indicates whether pay is higher or lower than 50% of the incumbents whose data have been matched to that position.
- **75th percentile:** The point below which 75% of the data fall. If actual pay is compared to this point, it indicates whether pay is higher or lower than 75% of the incumbents whose data have been matched to that position.

AETHOS prefers the percentile format because it is a better reflection of real compensation levels and is less susceptible to statistical outliers.

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CFO (Annual Revenue of USD \$40 mil. - \$100 mil.)

	25 th Percentile	50 th Percentile	75 th Percentile
Base Salary	USD \$168,500	USD \$212,500	USD \$252,000
Annual Bonus	USD \$5,250	USD \$28,020	USD \$46,750
Total Annual Cash Compensation	USD \$209,000	USD \$248,750	USD \$286,250

Long-term/equity incentives are not included in data listed above.

- Median target annual cash bonus (as a % of base salary) is 27.5%.
- 47% of the CFOs in this data set receive long-term/equity incentives.

CFO (Annual Revenue of USD \$101 mil. - \$300 mil.)

	25 th Percentile	50 th Percentile	75 th Percentile
Base Salary	USD \$241,875	USD \$272,500	USD \$311,250
Annual Bonus	USD \$58,000	USD \$66,250	USD \$83,625
Total Annual Cash Compensation	USD \$307,125	USD \$354,000	USD \$405,750

Long-term/equity incentives are not included in data listed above.

- Median target annual cash bonus (as a % of base salary) is 32%.
- 55% of the CFOs in this data set receive long-term/equity incentives.

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CFO (Annual Revenue of USD \$300 mil. - \$700 mil.)

	25 th Percentile	50 th Percentile	75 th Percentile
Base Salary	USD \$325,500	USD \$374,900	USD \$405,300
Annual Bonus	USD \$75,020	USD \$122,050	USD \$182,500
Total Annual Cash Compensation	USD \$325,500	USD \$510,500	USD \$562,000

Long-term/equity incentives are not included in data listed above.

- Median target annual cash bonus (as a % of base salary) is 56%.
- 73.5% of the CFOs in this data set receive long-term/equity incentives.

CFO (Annual Revenue Greater than USD \$700 mil.)

	25 th Percentile	50 th Percentile	75 th Percentile
Base Salary	USD \$441,31	USD \$575,000	USD \$668,509
Annual Bonus	USD \$242,000	USD \$413,507	USD \$750,000
Total Annual Cash Compensation	USD \$741,837	USD \$1,002,000	USD \$1,402,000

Long-term/equity incentives are not included in data listed above.

- Median target annual cash bonus (as a % of base salary) is 77.5%.
- 100% of the CFOs in this data set receive long-term/equity incentives.
- This data set is entirely comprised of CFOs working for publicly traded companies.

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AUTHOR OF REPORT

David Mansbach, CCP, is Managing Director at AETHOS Consulting Group. With more than two decades of involvement, practice, and knowledge in the hospitality industry, his primary expertise includes executive recruitment, compensation planning, and business strategy consulting. He is also a Board Member for Wellness in the Schools, a national non-profit inspiring healthy eating, environmental awareness, and fitness as a way of life for kids throughout public school systems. A frequent lecturer on industry-related issues, David has written more than 100 articles surrounding human capital initiatives, including senior-level executive recruitment, total rewards design, corporate governance, and overall business strategy initiatives.

If you have any questions and/or are looking to receive more detailed findings, please contact David Mansbach at dmansbach@aethoscg.com.