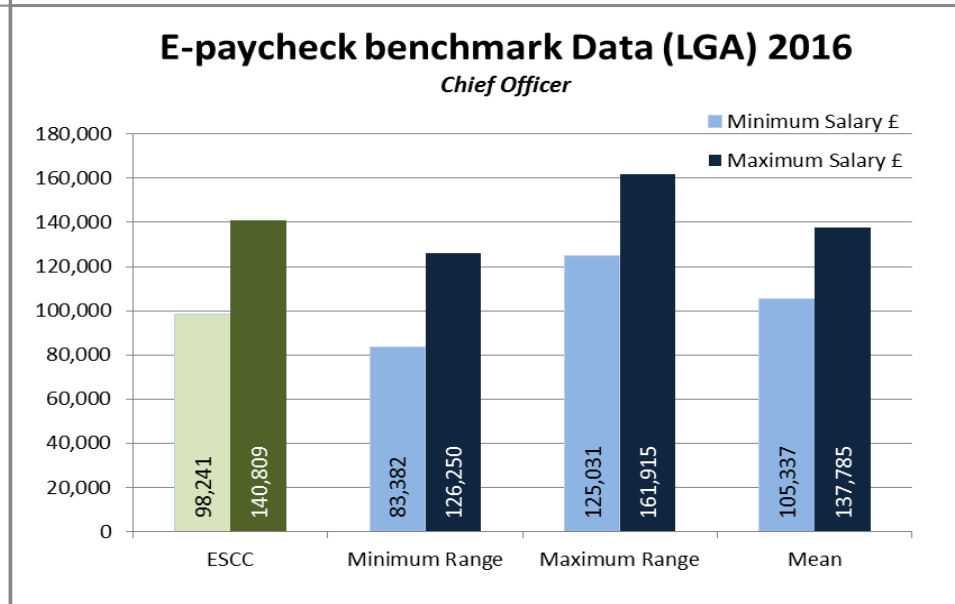
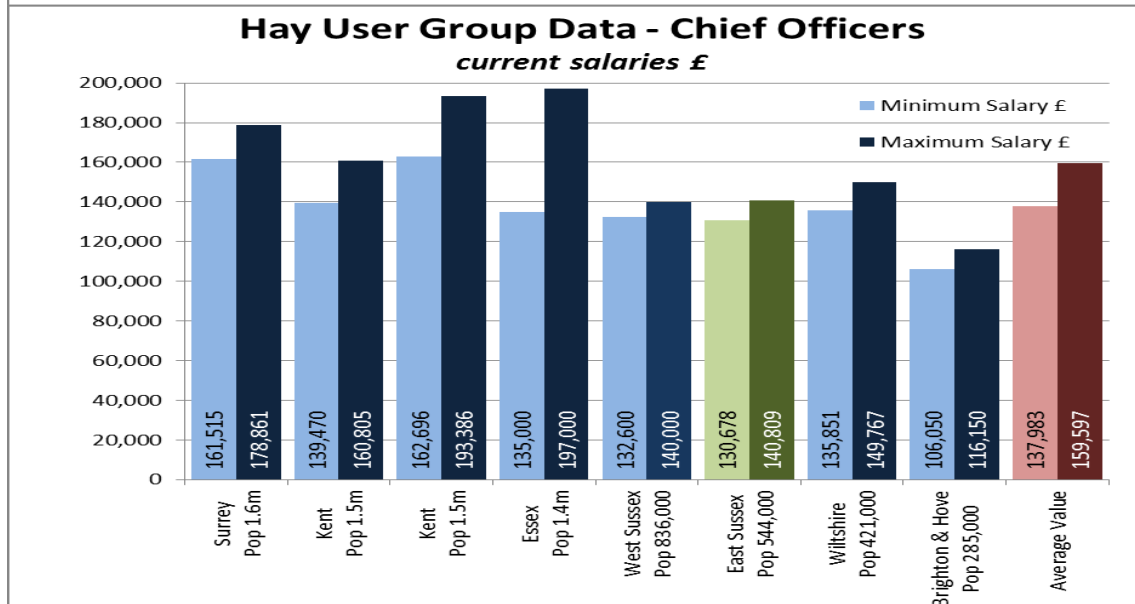
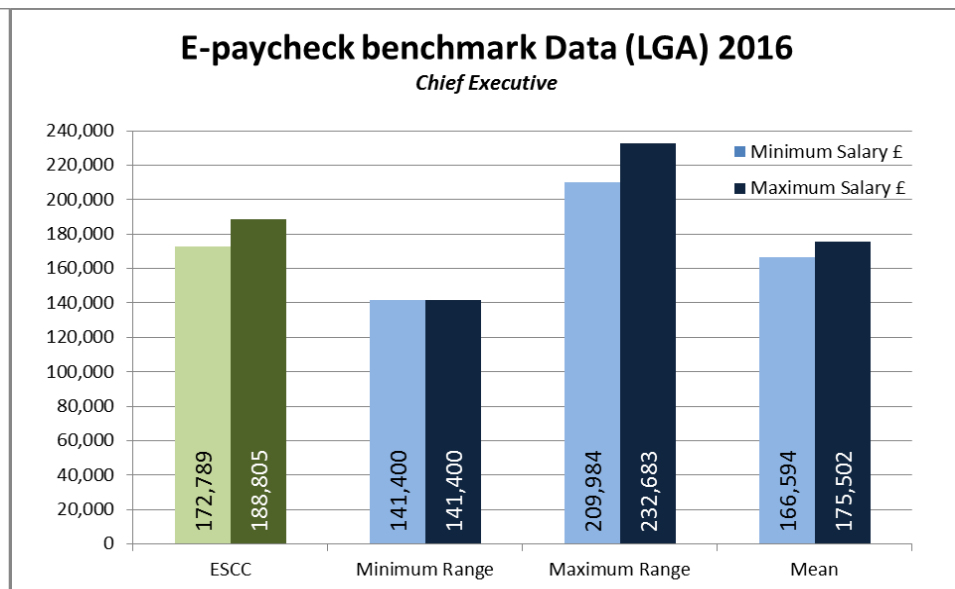
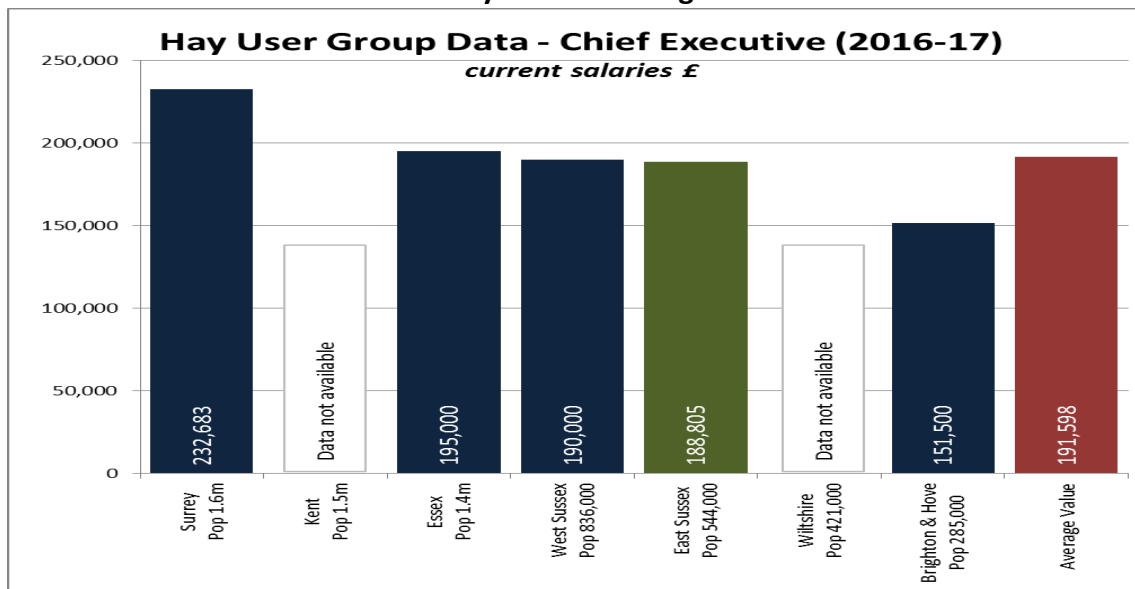


Chief Executive and Chief Officer Pay Benchmarking



Average pay:

Taken from Hay User Group Data

Tier 1	Lower Quartile (£)	Median (£)	Upper Quartile (£)	Tier 2	Lower Quartile (£)	Median (£)	Upper Quartile (£)
Chief Executive	188,805	190,000	195,000	Chief Officer	140,607	155,286	182,492
ESCC Chief Executive	176,793	180,797	184,801	ESCC Chief Officer	133,211	135,744	138,276