The following charts present numeric data in quartiles, values that divide a list of numbers into quarters.

- **25th Percentile/first quartile** = 25% of the data falls below this percentile.
- **50th Percentile/Median** = The median represents the middle number where 50% of answers are lower and 50% are higher.
- **75th Percentile/third quartile** = 75% of the data falls below this percentile. The data displayed on the following charts represent the total responses in the database based on the filter options selected.

On each of the horizontal bar graphs, the answers you provided are indicated bar a gray bar.
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Chief Method of Recruitment

- Use of a directors database/service (0%)
- Constituency Board/District Representation (8%)
- Use of search firm (11%)
- Networking/activity by a committee (11%)
- Networking/activity of the executive (29%)
- Networking/activity of the board (42%)
Role of Highest Executive Member

- Not a board member (12%)
- Board Chairman (44%)
- Director (63%)
Distribution Method of Meeting Materials

- Secured email (12%)
- In person at meetings (15%)
- Unsecured email (17%)
- US Mail (17%)
- Internal or external board portal (73%)
Annual Retainer Paid

- 25th Percentile: $17,000
- Median: $23,000
- 75th Percentile: $39,000

Dollars: $0, $20,000, $40,000, $60,000, $80,000

Year: 2017

Board of Directors

My Company (29th)
Yearly Trend: Annual Retainer Paid

Dollars

- $40,000
- $30,000
- $20,000
- $10,000
- $0

Year: 2017

Legend:
- My Company
- 25th Percentile
- 50th Percentile
- 75th Percentile
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On each of the horizontal bar graphs, the answers you provided are indicated by a gray bar.
Yearly Trend: Total Board Committees
Finance Committee: Compensation

- **Chair: Annual Retainer**
  - My Company: $2,750
  - 25th Percentile: $2,500
  - 50th Percentile: $13,000
  - 75th Percentile: $14,250

- **Chair: per Meeting Fee**
  - My Company: $750
  - 25th Percentile: $750
  - 50th Percentile: $1,500

- **Member: Annual Retainer**
  - My Company: $1,500
  - 25th Percentile: $1,500
  - 50th Percentile: $2,150
  - 75th Percentile: $5,500

- **Member: per Meeting Fee**
  - My Company: $750
  - 25th Percentile: $750
  - 50th Percentile: $2,000

**Legend**
- My Company
- 25th Percentile
- 50th Percentile
- 75th Percentile
Yearly Trend: Finance Committee Member per Meeting Fee

- **My Company**
- **25th Percentile**
- **50th Percentile**
- **75th Percentile**

<table>
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<tr>
<th>Year</th>
<th>My Company</th>
<th>25th Percentile</th>
<th>50th Percentile</th>
<th>75th Percentile</th>
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<tr>
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<tr>
<td>2017</td>
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<td>$750</td>
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<td>$1,500</td>
</tr>
</tbody>
</table>
Succession Planning & Evaluation

Created On: 2/26/2019
Created By: ABC-XYZ Company
John P. Doe

xx of xx slide(s) shown, with average of xx responses per slide.

Filters:
None

SAMPLE REPORT

The following charts present numeric data in quartiles, values that divide a list of numbers into quarters.

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On each of the horizontal bar graphs, the answers you provided are indicated bar a gray bar.
Board of Directors: Succession/Replacement Plan

- N/A - We do not have a succession/replacement plan (8%)
- Include use of search firm (15%)
- A written plan (known dates/intentions) (18%)
- Informal - undocumented plan or process (42%)
- A written process (action plans, next steps, schedules) (45%)
Succession Planning & Evaluation

Year: 2017

**Frequency of Review of Board: Directors Succession Planning**

- Less than once a year (0%)
- At end of term/re-nomination (5%)
- Never (8%)
- Only when change in circumstances requires (30%)
- Once a year (58%)
**Responsible for Board of Directors Succession Planning**

- Independent chair or lead outside director (0%)
- Compensation committee (3%)
- Highest Executive Manager (5%)
- Executive committee (8%)
- Entire board (18%)
- Nominating/governance committee (67%)
Highest Executive Manager: Succession/Replacement Plan

- N/A - We do not have a succession/replacement plan (2%)
- A written plan (known dates/intentions) (28%)
- Include use of search firm (30%)
- Informal - undocumented plan or process (32%)
- Identify interim executive (38%)
- Include internal candidate development plans (42%)
- A written process (action plans, next steps, schedules) (50%)
- Include emergency replacement plans (55%)