

Base and Total Compensation Comparison - RIAC vs. Medium-sized Hub Peers

Row Labels	Total Reported Compensation
Hillsborough County Aviation Authority (Tampa)	\$ 396,900
Memphis International Airport Authority	\$ 312,000
New Orleans Aviation Board	\$ 331,771
Jacksonville Aviation Authority	\$ 365,142
Nashville Airport Authority	\$ 345,600
Allegheny County Airports Authority (Pittsburgh)	\$ 295,000
Southwest Florida International Airport	\$ 298,007
Cincinnati/Northern Kentucky International Airport	\$ 280,000
Indianapolis Airport Authority	\$ 260,000
Ontario International Airport Authority	\$ 557,500
Austin Bergstrom International Airport	\$ 277,971
Richmond International Airport	\$ 300,000
RIAC/TF Green (PVD)	\$ 353,002
Lambert-St. Louis International Airport	\$ 212,108
City of Cleveland - Department of Port Control	\$ 234,000
Connecticut Airport Authority (Bradley)	\$ 297,000
San Diego County Regional Airport Authority	\$ 299,387
Raleigh-Durham International Airport	\$ 200,000
Kansas City International Airport	\$ 180,000
Dallas Love Field	\$ 163,687
Gerald R. Ford International Airport (Grand Rapids)	\$ 160,000
San Antonio International Airport	\$ 167,000
General Mitchell International Airport (Milwaukee)	\$ 175,000
Albany International Airport	\$ 181,000
Niagara Frontier Transportation Authority	\$ 138,049
Vancouver Airport Authority	\$ 675,000
Calgary Airport Authority	\$ 600,000
Edmonton International Airport	\$ 600,000
Aéroports de Montréal	\$ 469,960
Halifax International Airport	\$ 372,500
Average (Total)	\$ 316,586
Average (US)	\$ 271,205
Average (Canada)	\$ 543,492
Average (Authority - US)	\$ 318,298
Average (Other - US)	\$ 227,734

*Cost of living US only; based on 2010 Council for Community and Economic Research (C2ER);

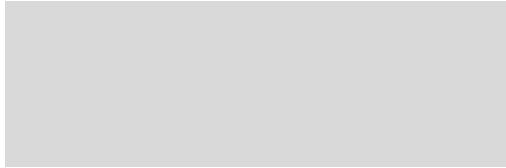
Base Pay	Bonus	Year	Governance Model
\$ 330,750	\$ 66,150	2015	Authority
\$ 312,000	\$ -	2016	Authority
\$ 331,771	\$ -	2016	City
\$ 315,142	\$ 50,000	2016	Authority
\$ 288,000	\$ 57,600	2015	Authority
\$ 295,000	\$ -	2015	Authority
\$ 298,007	\$ -	2011	County
\$ 280,000	\$ -	2015	County
\$ 260,000	\$ -	2014	Authority
\$ 398,500	\$ 159,000	2016	Authority
\$ 277,971	\$ -	2015	City
\$ 300,000	\$ -	2015	Commission
\$ 294,168	\$ 58,834	2015	Authority
\$ 212,108	\$ -	2015	City
\$ 234,000	\$ -	2015	City
\$ 270,000	\$ 27,000	2012	Authority
\$ 280,930	\$ 18,457	2014	Authority
\$ 200,000	\$ -	2012	Authority
\$ 180,000	\$ -	2016	City
\$ 163,687	\$ -	2015	City
\$ 160,000	\$ -	2016	County
\$ 167,000	\$ -	2015	City
\$ 175,000	\$ -	2015	County
\$ 181,000	\$ -	2013	County
\$ 138,049	\$ -	2012	Authority
\$ 450,000	\$ 225,000	2015	Authority
\$ 400,000	\$ 200,000	2016	Authority
\$ 400,000	\$ 200,000	2016	Authority
\$ 361,530	\$ 108,430	2010	Authority
\$ 248,630	\$ 123,870	2010	Authority
\$ 273,441	\$ 43,145	2014	
\$ 253,723	\$ 17,482	2015	
\$ 372,032	\$ 171,460	2013	
\$ 281,878	\$ 36,420	2014	
\$ 227,734	\$ -	2015	

factor estimated to closest metro area

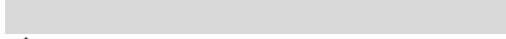
Passengers in Millions (Rounded)	Cost of Living Factor (Approx.)*
19	0.924
4	0.882
11	0.961
5	0.929
12	0.889
8	0.915
8	0.956
6	0.938
8	0.872
4	1.364
12	0.955
3	1.045
4	1.233
13	0.904
8	1.010
6	1.218
20	1.322
10	0.982
10	0.978
14	0.919
3	0.907
8	0.957
7	1.019
3	1.081
5	0.958
20	
15	
7	
15	
4	
9	
8	1.0047
12	
9	1.0407
8	0.9715

Cost of Living Adjusted Base

\$	357,955
\$	353,741
\$	345,235
\$	339,228
\$	323,960
\$	322,404
\$	311,723
\$	298,507
\$	298,165
\$	292,155
\$	291,069
\$	287,081
\$	238,579
\$	234,633
\$	231,683
\$	221,675
\$	212,503
\$	203,666
\$	184,049
\$	178,114
\$	176,406
\$	174,504
\$	171,737
\$	167,438
\$	144,101



\$	254,412
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\$	275,678
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\$	234,783
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