

**CEO Total Remuneration Comparison - RIAC vs. Peers**

Airports	Governance Model	Passengers in CY21	Year	Cost of Living Factor (Approx.)*	(1) CCER Cost of Living Adjusted Base	Base Pay	Bonus	(2) CCER Cost of Living Adjusted Bonus	(3) CCER Cost of Living Adjusted Retirement Defined Contribution	(3) CCER Cost of Living Adjusted Retirement Defined Benefit**	(4) CCER Cost of Living Adjusted Retention	(1)+(2)+(3)+(4) Total Remuneration (CCER Cost of Living Adjusted)
Hillsborough County Aviation Authority (Tampa)	Authority	18,115,213	2021	1.04	\$522,504	\$544,449	\$250,000	\$239,923		\$155,053		\$917,480
Port of Portland	Special Municipal District	11,806,921	2021	1.12	\$391,861	\$437,317	\$42,712	\$38,272		\$143,989		\$574,123
Allegheny County Airports Authority (Pittsburgh)	Authority	6,354,770	2021	1.03	\$400,215	\$410,220	\$164,250	\$160,244		\$209,030	\$58,537	\$828,025
Connecticut Airport Authority (Bradley)	Authority	4,619,644	2021	1.04	\$331,831	\$344,772	\$60,000	\$57,748		\$206,214		\$595,792
Greenville Spartanburg International Airport	Authority	1,799,877	2021	0.98	\$377,949	\$368,500	\$67,000	\$68,718		\$192,014	\$769,231	\$1,407,912
Columbus Regional Airport Authority (Columbus)	Authority	5,822,322	2021	0.99	\$358,837	\$356,325	\$89,080	\$89,708		\$237,343		\$685,888
Indianapolis Airport Authority	Authority	7,175,979	2021	0.93	\$372,168	\$345,000	\$ -	\$0	\$16,451			\$388,619
Cincinnati/Northern Kentucky International Airport	County	6,282,253	2021	0.94	\$390,542	\$367,500	\$70,000	\$74,389		\$221,058	\$31,881	\$717,870
Raleigh-Durham International Airport	Authority	8,795,128	2021	0.95	\$377,303	\$357,683	\$37,228	\$39,270		\$197,483		\$614,056
Reno-Tahoe International Airport	Authority	3,627,710	2021	1.06	\$282,845	\$299,250	\$ -	\$0		\$249,283		\$532,128
Memphis International Airport Authority	Authority	3,590,638	2021	0.90	\$373,295	\$337,459	\$12,979	\$14,357	\$20,243			\$407,896
Richmond International Airport	Authority	3,190,200	2021	0.98	\$320,164	\$312,800	\$31,280	\$32,016		\$106,456		\$458,636
Nashville Airport Authority	Authority	15,516,601	2021	0.97	\$343,018	\$334,100	\$64,000	\$65,708	\$62,628			\$471,355
Louisville International Airport	Authority	3,176,874	2021	1.03	\$303,801	\$311,700	\$44,000	\$42,885		\$182,320		\$529,006
Jacksonville Aviation Authority	Authority	4,931,404	2021	0.96	\$328,467	\$315,000	\$ 38,000	\$39,625		\$242,644		\$610,736
Charleston International Airport	Authority	4,181,588	2021	0.96	\$303,347	\$290,000	\$14,591	\$15,263		\$160,517		\$479,127
Norfolk International Airport	Authority	3,311,121	2021	0.99	\$265,861	\$264,000	\$ -	\$0		\$138,052		\$403,913
Orlando Sanford International Airport	Authority	2,396,108	2021	0.97	\$247,156	\$239,000	\$35,000	\$36,194		\$129,500		\$412,851
Halifax International Airport Authority	Authority	7,086,602	2021	1.26	\$276,239	\$346,956	\$150,926	\$120,164	\$43,600		\$55,248	\$495,250
Vancouver Airport Authority	Authority	1,076,458	2021	1.46	\$396,175	\$580,000	\$ -	\$0	\$2,083			\$398,258
<b>Summary Percentiles</b>		<b>25th %ile</b>			<b>\$303,688</b>	<b>\$312,525</b>	<b>\$36,671</b>	<b>\$37,753</b>	<b>\$16,451</b>	<b>\$149,521</b>	<b>\$49,406</b>	<b>\$447,190</b>
		<b>50th %ile</b>			<b>\$350,928</b>	<b>\$344,886</b>	<b>\$52,000</b>	<b>\$50,316</b>	<b>\$20,243</b>	<b>\$192,014</b>	<b>\$56,892</b>	<b>\$530,567</b>
		<b>75th %ile</b>			<b>\$381,097</b>	<b>\$367,750</b>	<b>\$74,770</b>	<b>\$78,219</b>	<b>\$43,600</b>	<b>\$215,044</b>	<b>\$236,210</b>	<b>\$632,014</b>
RIAC/Rhode Island T.F. Green Intl. (PVD)	Authority	2,334,295	2021	1.07	\$425,748	\$455,550	\$88,883	\$83,068	\$66,975			\$575,791 (58% of the array)
		<b>vs. 25th %ile</b>			<b>140%</b>	<b>146%</b>	<b>242%</b>	<b>220%</b>	<b>407%</b>	<b>0%</b>	<b>0%</b>	<b>129%</b>
		<b>vs. 50th %ile</b>			<b>121%</b>	<b>132%</b>	<b>171%</b>	<b>165%</b>	<b>331%</b>	<b>0%</b>	<b>0%</b>	<b>109%</b>
		<b>vs. 75th %ile</b>			<b>112%</b>	<b>124%</b>	<b>119%</b>	<b>106%</b>	<b>154%</b>	<b>0%</b>	<b>0%</b>	<b>91%</b>

\*Cost of living US only; based on data from The Council for Community and Economic Research (CCER); factor estimated to closest metro area

\*\*Reflects estimated annual employer contribution to fund the Defined Benefit program for the employee with CCER applied