

# Total Compensation Philosophy

At Siegfried, our people enhance their financial freedom, which is one of the reasons we emphasize a **total compensation** approach, which combines a competitive base salary with several energizing incentives, allowances, and other experiences.

**Over the last five years, our Professionals have earned an average of more than 40% of their base salary in incentive compensation.** When including 401k matching and profit sharing (subject to vesting), this averages closer to 50%.

## 2021 Total Compensation Details\*

There is **NO** cap when it comes to how much incentive compensation you can earn. The most successful professional in total compensation could earn upwards of 60 – 80% in incentives!



*\*Average across Professional Resources employed at the Firm for the entire year. Excludes all employees on Leave of Absence.*

Did you know that Attractive Compensation is one of the **5 Promises** we make to our employees? The others promises are: MY Journey®, Interesting and Challenging Work, Distinctive Culture, and a Compelling Business Strategy.



For more details on Siegfried's 5 Promises, visit our website: [siegfriedgroup.com/careers](http://siegfriedgroup.com/careers)

## Maximize Your Earning Power

We share a detailed Five Year Compensation model with you before you're even hired to help you understand how powerful this total compensation philosophy is and how exciting the possibilities are at Siegfried.

And, throughout your Siegfried career, we have initial and bi-annual compensation conversations to help you maximize your financial freedom and visualize your earning potential!