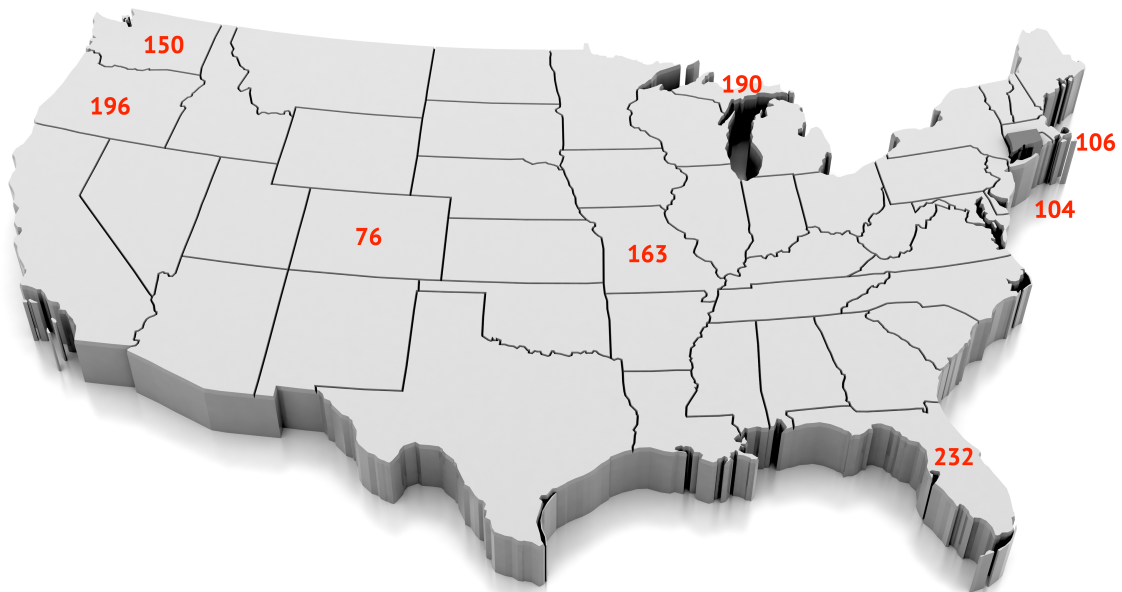


# CEO Pay Ratios in Eight States

## First Cut – Half Way There

As of March 31, 2019

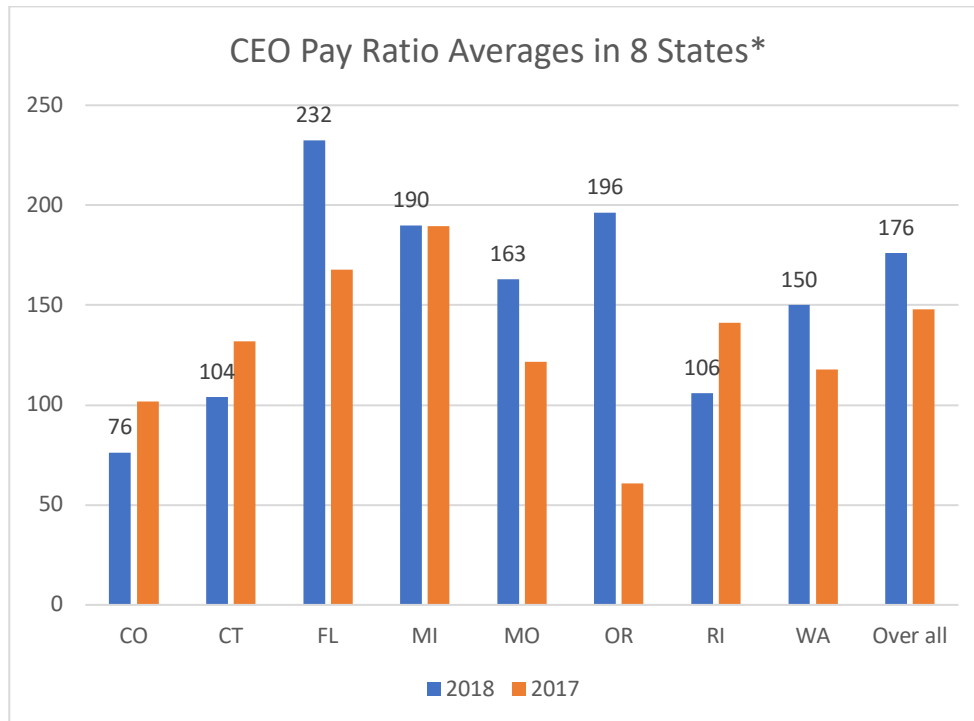


April 9, 2019

[reports@mylogiq.com](mailto:reports@mylogiq.com)

# CEO Pay Ratios Averages by State

## 2018 & 2017



\*As of March 31, 2019

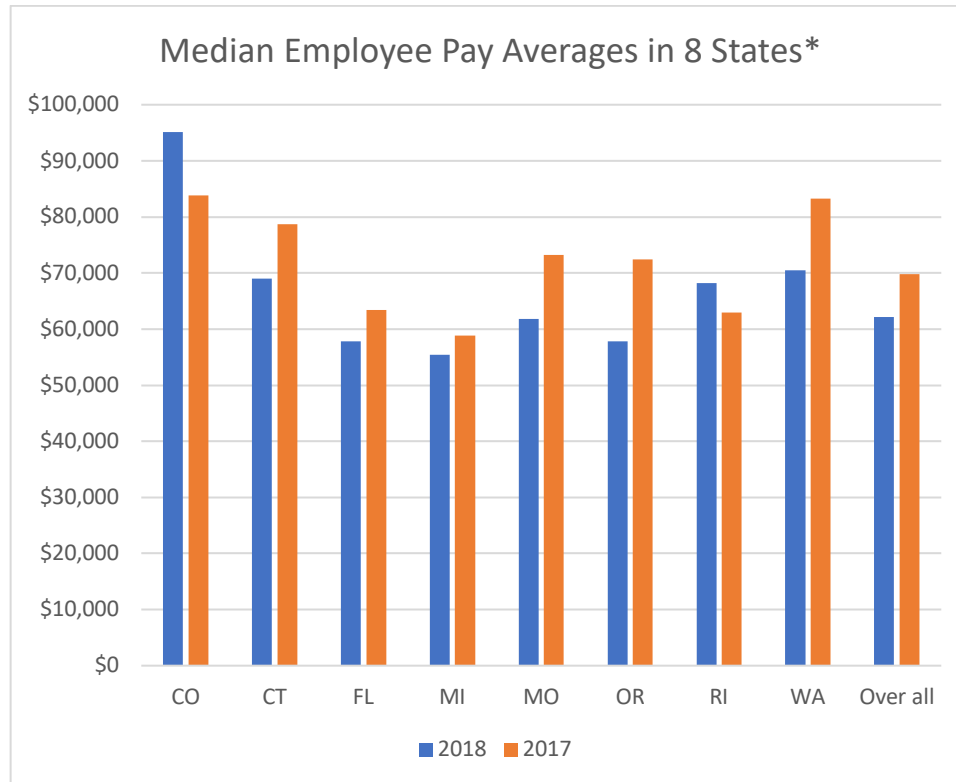
**Table 1: CEO Pay Ratios Averages in 8 States**

State	2018	2017
Colorado	76	102
Connecticut	104	132
Florida	232	168
Michigan	190	190
Missouri	163	122
Oregon	196	61
Rhode Island	106	141
Washington	150	118
<b>Overall Average</b>	<b>176</b>	<b>148</b>

\*As of March 31, 2019

# Employee Median Pay Averages by State

## 2018 & 2017



\*As of March 31, 2019

**Table 2: Employee Median Pay Averages in 8 States**

State	2018	2017
Colorado	\$95,100	\$83,839
Connecticut	\$68,950	\$78,700
Florida	\$57,815	\$63,446
Michigan	\$55,413	\$58,843
Missouri	\$61,829	\$73,186
Oregon	\$57,810	\$72,428
Rhode Island	\$68,235	\$62,938
Washington	\$70,445	\$83,218
<b>Overall Average</b>	<b>\$62,146</b>	<b>\$69,760</b>

\*As of March 31, 2019

# 2018 Average CEO Pay Ratios by State

76 = Colorado's  
Avg. CEO Pay Ratio



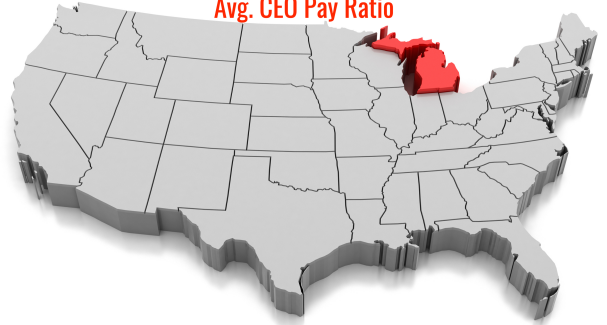
104 = Connecticut's  
Avg. CEO Pay Ratio



232 = Florida's  
Avg. CEO Pay Ratio



190 = Michigan's  
Avg. CEO Pay Ratio



163 = Missouri's  
Avg. CEO Pay Ratio



150 = Washington's  
Avg. CEO Pay Ratio





**TABLE 3: CEO PAY RATIO AVERAGES**

Category	CEO Pay Ratio 2018 Average*
S&P 500	272
Energy & Mining	154
Entertainment, Media, & Communications	248
Financial Services	86
Health Industries	149
Industrial Products	123
Pharmaceutical & Life Sciences	138
Retail Consumer	292
Technology	189
Other	127
<b>Source:</b> MYLOGIQ	

\*As of March 31, 2019

### Methodology:

MyLogIQ reviewed the publicly traded companies in these eight states that have disclosed CEO pay ratios in their 2019 annual proxy reports filed with the SEC through March 31, 2019 and in their 2018 annual proxy reports filed with the SEC. The CEO pay ratios disclosed in annual proxy reports are for the prior year. The internal pay ratio compares a CEO's total compensation with that company's median employee salary. This is the second year that publicly traded US companies have been mandated to disclose their pay ratios.

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