

# Average Service Anniversary Award Value

EXAMPLE

Weighted Distribution by Industry Sector

Industry Sector	1 YoS	5 YoS	10 YoS	15 YoS	20 YoS	25 YoS	30YoS	35 YoS	40 YoS
Healthcare	\$35	\$88	\$125	\$185	\$290	\$320	\$380	\$420	\$450
Financial and business services	\$37	\$165	\$320	\$460	\$685	\$950	\$1.300	\$1.600	\$2.000
Insurance	\$40	\$80	\$150	\$220	\$290	\$360	\$410	\$460	\$495
Technology	\$42	\$170	\$320	\$450	\$530	\$610	\$760	\$800	\$850
Biotech	\$45	\$210	\$345	\$520	\$710	\$860	\$950	1.050	\$1.150
Industrials	\$45	\$135	\$230	\$340	\$435	\$580	\$735	\$810	\$980
Consumer goods & services	\$48	\$85	\$210	\$315	\$420	\$515	\$650	\$700	\$730