

**2010 Columbus Distribution Center
Compensation Survey**

2010 Edition: Summary Report

Report ID = Sample Data

6/8/2010 08:39:48 AM

WMG Job Title	Established Ranges			Annual Current Paid Rates				Sample Size	
	Simple/Unweighted Averages			Weighted Averages				No. of Employees	No. of Companies
	Range Minimum	Control Point	Range Maximum	Base Pay July 1, 2010	FY09 Cash Incentive Pay	FY10 Cash Incentive Target %	Total Cash		
400 Warehouse/DC Supervisor	\$18.92	\$24.09	\$29.10	\$22.83	\$2.54	9.2%	\$23.96	477	19
401 Warehouse Manager - 1st Line	\$27.26	\$34.92	\$42.65	\$29.77	\$4.11	14.65%	\$31.82	146	15
402 Operations Manager	\$28.50	\$36.80	\$45.29	\$37.40	\$4.58	14.66%	\$40.08	82	17
403 Logistics/Operational Systems Analyst	\$20.25	\$25.43	\$31.26	\$22.79	\$1.63	10.0%	\$23.16	9	5
404 Maintenance Manager	\$26.29	\$33.63	\$40.94	\$32.78	\$4.89	14.18%	\$35.39	15	13
406 Transportation Manager	\$30.12	\$37.89	\$45.62	\$38.48	\$2.03	11.66%	\$39.64	14	9
407 DC Engineer	\$21.78	\$27.63	\$33.87	\$29.78	\$1.75	9.36%	\$30.33	16	7
408 Inventory Control Manager	\$29.40	\$35.43	\$44.60	\$34.10	\$4.61	13.72%	\$35.64	6	6
409 Security Supervisor	\$21.07	\$26.62	\$33.16	\$21.06	\$2.73	10.83%	\$22.43	10	6
500 Order Selector/Processor	\$10.38	\$12.43	\$15.73	\$12.43	\$0.70	5.34%	\$12.12	4732	15
501 Merchandise Handler	\$10.63	\$13.66	\$16.83	\$13.39	\$0.73	5.54%	\$13.61	2354	16
502 Outbound Loader	\$11.68	\$14.58	\$17.47	\$15.67	\$0.49	5.81%	\$15.83	264	6
503 DC Team Lead	\$12.38	\$17.30	\$17.93	\$15.74	\$0.71	4.0%	\$15.75	297	10
504 Forklift/Power Equipment Operator	\$11.49	\$13.85	\$16.49	\$14.58	\$0.49	9.21%	\$14.62	1163	11
506 Quality Assurance Inspector	\$11.92	\$13.96	\$15.99	\$15.02	\$0.44	5.01%	\$15.12	99	8
507 Maintenance Technician - General	\$14.13	\$17.13	\$21.21	\$19.45	\$0.58		\$19.50	129	13
508 Maintenance Technician - Senior	\$16.90	\$20.07	\$23.41	\$21.29	\$0.90	4.08%	\$21.57	146	14
509 Janitor/Custodian	\$10.53	\$12.91	\$15.65	\$13.38	\$0.37	5.7%	\$13.45	85	9
510 Maintenance Helper/Trainee	\$11.45	\$14.30	\$17.30	\$14.87	\$1.01	3.53%	\$14.90	75	8
518 General Clerk	\$11.27	\$13.99	\$16.41	\$14.44	\$0.63	5.23%	\$14.57	457	19

Empty Cell = No data or insufficient data for analysis.