

Consumer Products Sales Compensation Survey



Summary Report

REPRESENTS: 50th Percentile

PAY TYPE DISPLAYED: Annual Rate

WMG Job Title	PREVIOUS SALES YEAR						CURRENT SALES YEAR					TOTAL SAMPLE SIZE	
	Actual Base Pay	Actual Sales Incentive	Actual Base + Sales Incentive	Target Base + Target Sales Incentive (TTC)	Actual Non-Sales Variable Pay	Actual Total Earned	Target Base Pay	Target Sales Incentive	Target Base + Target Sales Incentive (TTC)	Target Non-Sales Variable Pay	Targeted Total	No. of Employees	No. of Companies
10110 Field Sales Rep 1	\$41,652	\$8,855	\$44,311	\$42,720	\$5,244	\$46,893	\$41,860	\$6,710	\$46,988	\$9,200	\$50,112	673	19
10120 Field Sales Rep 2	\$47,449	\$7,100	\$51,884	\$50,922	\$5,556	\$55,492	\$46,585	\$6,449	\$50,592	\$9,100	\$50,706	3521	24
10130 Field Sales Rep 3	\$67,600	\$12,564	\$77,476	\$86,560	\$7,046	\$77,476	\$69,495	\$14,510	\$83,158	\$6,930	\$83,158	623	19
10140 Field Sales Rep 4	\$78,802	\$19,278	\$92,473	\$96,100	\$10,769	\$92,473	\$79,121	\$7,222	\$94,056	\$12,408	\$94,615	255	14
10150 Field Sales Rep 5	\$88,104	\$17,255	\$111,896	\$113,761	\$11,550	\$111,896	\$91,009	\$22,171	\$113,761	\$11,896	\$113,761	43	7
10210 Sales Mgr 1A (Selling)	\$69,802	\$21,093	\$83,706	\$82,620	\$8,045	\$84,501	\$72,141	\$21,122	\$83,700	\$27,183	\$83,700	302	15
10211 Sales Mgr 1B (Non-Selling)	\$63,283	\$9,193	\$71,468	\$67,450	\$1,480	\$71,481	\$64,916	\$16,053	\$73,607	\$8,250	\$73,607	427	14
10220 Sales Mgr 2	\$104,784	\$21,500	\$126,800	\$120,637	\$4,966	\$131,000	\$106,345	\$28,798	\$127,376	\$19,715	\$130,870	313	20
10230 Sales Mgr 3	\$117,853	\$30,389	\$144,376	\$152,380	\$51,460	\$146,354	\$124,650	\$42,500	\$156,037	\$37,626	\$157,122	192	24
11130 Key Acct Sales Rep	\$103,000	\$25,656	\$119,746	\$132,500	\$1,654	\$123,786	\$106,063	\$25,728	\$127,921	\$14,411	\$128,831	425	28
11210 Key Acct Sales Mgr 1	\$92,000	\$14,700	\$105,000	\$91,500	\$2,170	\$106,425	\$86,100	\$17,220	\$105,936	\$21,386	\$107,690	209	20
12130 Large Strat Acct Sales Rep	\$104,690	\$24,867	\$119,095	\$118,500	\$3,517	\$121,446	\$106,900	\$28,050	\$125,500	\$16,324	\$125,685	343	26
12210 Large Strat Acct Sales Mgr 1	\$120,819	\$22,000	\$127,003	\$131,672	\$9,690	\$140,500	\$120,962	\$30,084	\$143,780	\$10,700	\$144,026	272	26
13120 Product Spec Sales Rep 2	\$66,766	\$15,867	\$73,855	\$71,832	\$13,954	\$80,363	\$65,051	\$13,500	\$72,700	\$10,200	\$72,898	126	8
13130 Product Spec Sales Rep 3	\$72,800	\$7,359	\$80,890	\$81,200	\$9,232	\$82,300	\$77,322	\$13,500	\$88,920	\$9,336	\$88,920	125	13
13140 Product Spec Sales Rep 4	\$90,600	\$19,324	\$107,878	\$116,781	\$21,011	\$108,265	\$95,500	\$20,000	\$110,909	\$20,486	\$110,909	37	10
13210 Product Spec Sales Mgr 1	\$103,936	\$21,831	\$103,936	\$102,399	\$26,383	\$129,472	\$78,000	\$27,083	\$93,000	\$10,700	\$93,000	75	12
13220 Product Spec Sales Mgr 2	\$110,720	\$21,324	\$129,291	\$131,016	\$93,062	\$129,291	\$106,699	\$25,000	\$133,374	\$63,675	\$133,374	33	9
14210 Product Spec Key Acct Sales Mgr	\$105,000	\$22,547	\$125,071	\$131,250	\$7,800	\$125,071	\$109,620	\$29,253	\$137,025	\$19,200	\$137,025	49	7
15130 Product Spec Large Strat Acct	\$96,330	\$16,367	\$107,060	\$115,500	\$7,501	\$113,680	\$100,000	\$15,000	\$113,690	\$8,677	\$125,440	30	5
15210 Product Spec Large Strat Acct	\$122,235	\$29,018	\$154,991	\$163,184	\$10,632	\$168,357	\$125,902	\$37,724	\$156,698	\$25,836	\$178,562	12	6
16220 Channel Sales Mgr 2	\$146,584	\$27,604	\$173,111	\$176,160		\$173,111	\$150,400	\$40,225	\$173,555		\$173,555	17	6

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data