

Retail Sales Compensation Survey

Detail Report

Report ID = SAMPLE REPORT - Fictitious Data



1075 Store Manager - Single Store

	April 1, 2009 Base Rate		Variable Pay Actual Earnings Previous Plan Year		Variable Pay Target Earnings Current Plan Year			Span of Control
	Annual	Hourly	Individual Variable Pay	Other Variable Pay	Individual Variable Pay	Other Variable Pay	Total Targeted Compensation	
90th Percentile	\$68,203	\$32.79	\$12,000	\$10,864	\$21,000	\$14,095	\$103,298	51
75th Percentile	\$55,411	\$26.64	\$5,064	\$6,000	\$12,300	\$8,076	\$75,787	21
50th Percentile	\$45,469	\$21.86	\$2,122	\$2,736	\$6,500	\$6,024	\$57,993	9
25th Percentile	\$38,272	\$18.40	\$1,014	\$1,084	\$4,000	\$3,844	\$46,116	4
10th Percentile	\$32,760	\$15.75	\$425	\$480	\$3,000	\$1,905	\$37,665	2
Number Of Employees	65,669	65,669	20,304	23,242	12,450	31,783	65,669	29,130
Employee Weighted Average	\$48,550	\$23.34	\$4,478	\$4,649	\$8,852	\$7,242	\$64,645	7
Number Of Companies	119	119	40	48	23	43	\$185	59
Company Weighted Average	\$54,806	\$26.35	\$3,676	\$6,511	\$7,290	\$8,491	\$70,587	5
Mean Earning Mix			4.1%	4.88%	4.43%	9.25%		
Percentage of Total Employees Eligible For Payment			52.98%	52.98%	44.22%	53.65%		
Percent Of Companies With Employees Eligible For Payment			45.38%	45.38%	47.06%	46.22%		
Percent Of Eligible Employees Actually Receiving Payment			3.87%	66.81%	42.87%	90.22%		
Percent Of Total Employees Receiving Payment			2.05%	35.39%	18.96%	48.4%		
Impact: Other Cash/Base Pay - Total Employee Count			2.85%	3.38%	4.35%	9.09%		
Impact: Other Cash/Base Pay - Employees Receiving Payment			9.87%	9.03%	18.61%	13.99%		
Employment Status	Percent Full Time:		99.67%	Percent Part Time:	0.33%	Percent Seasonal:	0.0%	
Union Status	Percent Union:		0.0%	Percent Non-Union:	100.0%			
FLSA Status	Percent Exempt:		82.69%	Percent Non-Exempt:	17.31%			
Job Match	Less Complex (L):		0.76%	Very Close Match (E):	98.66%	More Complex (H):	0.58%	

Empty Cell = Insufficient or no data for analysis.