

Distribution Center Compensation Survey



20XX Edition: Summary Report
 Report ID = SAMPLE REPORT
 Currency: US Dollars, Country: United States
 Report created for: Your Company
DATA FOR MY COMPANY DISPLAYED IN ITALICS

WMG Job Title	Established Ranges			In-Hire Rate	Actual Total Cash			Target Variable Cash %	Allowances	Shift Differential % of Base	Shift Differential Hourly Rate	Sample Size	
	Range Minimum	Control Point	Range Maximum		Base Pay	Actual Variable Cash	Actual Total Cash					No. of Employees	No. of Companies
EQO-T3 Equipment Operator - Career	12.45	15.77	19.16	13.02	14.53		14.61		2.62	5.2%	3.17	3144	20
FKL-T3 Forklift Operator - Career	11.97	15.28	16.21	12.98	15.26	6,793	15.30	4.7%			6.56	21820	81
RTN-A3 Returns Processor - Career	11.16	13.73	16.24	12.03	13.67	1,396	13.69				5.74	2076	31
TDR-T3 Truck Driver - Career	11.57	14.77	17.31	14.90	14.87	1,158	15.15	3.9%				4024	46
TDR-T4 Truck Driver Career - Specialist	18.04	22.44	27.41	18.16	22.73	1,472	22.78	2.8%	4.5			11485	59
SKT-T3 Vehicle Mechanic - Career	15.00	19.56	24.12		21.61	1,285	21.62					985	17
SKT-T4 Vehicle Mechanic - Specialist	18.82	24.33	29.85		25.36		25.36					244	7
YSW-T3 Yard Switcher - Career	14.08	16.19	18.36	14.76	17.49		17.50	1.2%	2.70			384	21
YSW-T4 Yard Switcher - Specialist	15.04	17.10	19.11	14.90	17.99	1,050	17.99		3.23			493	18
WHG-M0 Warehousing Supervisor	19.86	26.73	33.29		26.07	1,603	26.99	9%	3.07			7787	153
WHG-M1 Warehousing Tactical Manager	26.31	34.76	40.57		34.06	3,613	36.88	5.0%	3.48			2600	132
WHG-M2 Warehousing Strategic Manager	31.69	41.63	48.45		42.15	8,35	45.76	14.6%				757	43
DCM-M2 Distribution Center Strategic Manager	36.23	50.55	63.42		45.97	506	48.88	16.0%				1009	39
DCM-M3 Distribution Center General Manager	49.91	68.65	80.69		63.48	1,061	71.48	23.7%				1291	83
DCM-X1 Distribution Center Regional Manager	52.34	73.63	87.75		76.55	27,07	86.87	24.3%				144	27
DCM-X2 Distribution Center National Manager	78.54	109.86	140.79		109.77	35,00	134.89	29.4%	4.06			27	18
CUS-A1 Customer Service Rep - Entry	10.22	13.40	16.25	11.77	12.70	1,975	12.73	3.1%	0.22			3105	30
CUS-A3 Customer Service Rep - Career	11.39	14.75	17.99	13.07	14.25	847	14.43	4.9%	0.74			8426	85
CUS-M0 Customer Service Supervisor	20.72	26.70	32.32		24.50		25.96	7.7%				683	53
CUS-M1 Customer Service Tactical Manager	23.96	31.53	38.45		30.82	3,854	31.72	10.8%				509	55
CUS-M2 Customer Service Strategic Manager	30.22	40.85	50.83		40.49	5,436	44.05	11.6%				70	20
CUS-M3 Customer Service Top Manager	44.77	59.48	74.00		56.89	11,789	64.09	23.1%				30	14
ENG-P1 Industrial Engineer - Entry	22.44	28.60	34.80		28.98	28,656	29.71					44	12
ENG-P3 Industrial Engineer - Career	25.58	33.02	38.79		34.71	4,771	36.74	9.7%				192	32
ENG-P4 Industrial Engineer - Specialist	32.16	42.15	52.12		45.81	5,507	48.04	12.8%				76	22
ENG-M1 Engineering Tactical Manager	44.00	58.20	72.32		58.53	475	67.84	18.2%				37	17
INV-A1 Inventory Control Coordinator - Entry	11.00	15.60	19.62		16.30	81,301	16.33		0.27			557	22
INV-A3 Inventory Control Coordinator - Career	13.27	17.00	20.81	13.92	17.37	1,286	17.53	4.5%	2.40			2227	61