

Marketing Compensation Survey



Detail Report

Country: United States
1100 MARKETING SUPERVISOR

Currency: USD US Dollar

PAY TYPE DISPLAYED: Annual Rate

	Current Base Pay March 1, 2016	Most Recent FY Bonus Payout	Most Recent FY Other Variable Cash	Current Total Cash	Total LTI Value	Total LTI + Current Total Cash	Target Bonus Percent of Current Base	Span of Control
Highest	171,979	33,519		188,755		220,133	30.0%	9
90th Percentile	135,504	18,000		146,350		152,093	15.0%	6
75th Percentile	107,300	12,600		118,606		118,606	14.0%	4
50th Percentile	91,900	9,783		101,256		101,256	10.0%	2
25th Percentile	78,070	5,374		83,237		83,237	7.5%	1
10th Percentile	67,524	3,316		69,464		69,464	5.0%	1
Lowest	53,356	50		53,356		54,325	0.0%	1
Number Of Employees	143	117	5	143	18	143	126	67
Employee Weighted Average	96,385	10,254		104,803		107,526	10.3%	3
Number Of Companies	38	31		38	3	38	31	18
Company Weighted Average	91,775	1,260		100,677		101,508	11.29%	3
Earning Mix	90.52%	9.45%	0.03%	100%				
Percent Of Total Employees Eligible For Payment		8.14%	8.39%					
Percent Of Companies With Employees Eligible For Payment		36.84%	13.16%					
Percent Of Eligible Employees Actually Receiving Payment		92.86%	41.67%					
Percent Of Total Employees Receiving Payment		81.82%	3.5%					
Impact: Other Cash/Base Pay - Total Employee Count		8.7%	0.03%					
Impact: Other Cash/Base Pay - Employees Receiving Payment		10.44%	1.07%					
Percent of Total Employees Eligible for LTI by LTI Type:								
Appreciation Based LTI ONLY	0.0%							
Full Value LTI ONLY	12.59%							
Cash LTI ONLY	0.0%							
Combination Of LTI Types	0.0%							
Organization Level		Corporate Only:	32.87%	Business Unit:	11.89%	Both/Unknown:	55.24%	
Global Responsibility		Domestic USA Only:	86.71%	Total Global:	13.29%	Non-USA Only:	0.0%	
FLSA Status		Exempt:	99.3%	Non-Exempt:	0.7%			

Empty Cell = Insufficient or no data for analysis.