

Marketing Compensation Survey



LTI Detail Report

Country: United States

Currency: USD US Dollar

1102 MARKETING MGR/DIR B

PAY TYPE DISPLAYED: Annual Rate

		TOTAL COMPANIES REPORTING	TOTAL EMPLOYEES REPORTED	EMPLOYEE AVERAGE	10th PERCENTILE	25th PERCENTILE	50th PERCENTILE	75th PERCENTILE	90th PERCENTILE	PERCENT EMPLOYEES REPORTED
CASH COMPENSATION	ALL	110	803	198,024	139,220	163,296	191,577	224,173	263,920	100.0%
	CURRENT BASE PAY	110	803	170,037	123,600	141,000	161,084	188,700	226,100	100.0%
	MOST RECENT BONUS	80	609	35,163	11,512	21,500	31,197	44,956	64,192	75.84%
	OTHER VARIABLE COMP	12	106	9,992	4,544	6,711	7,452	13,930	16,716	13.2%
LTI ELIGIBILITY AND VALUATIONS	ALL	58	463	144,060	35,000	27,440	35,000	151,965	469,260	57.65%
	APPRECIATION BASED LTI	3	33							7.12%
	FULL VALUE LTI	30	243	109,403	15,000	28,000	65,144	250,272	670,329	52.48%
	CASH LTI	10	28	2,826	9,630	19,933	24,936	35,000	50,000	6.04%
	COMBINATION LTI	16	159	36,251	19,003	28,504	32,500	38,006	57,600	34.34%
TOTAL DIRECT COMPENSATION (CASH + LTI)		110	803	257,585	140,433	170,726	201,564	250,000	431,443	100.0%

Empty Cell = No data or insufficient data for analysis