

Retail Sales Compensation Survey



20XX Edition: Detail Report
 Report ID = SAMPLE REPORT
 Country: United States
 Pay Effective Date 1 March, 20XX

BUY-P2 Buyer - Intermediate

	Base Pay		Allowances		Variable Pay		Variable Pay		Total Target Pay		Total Actual Pay	
	Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly
90th Percentile	83,526	40.16			13,800	6.63	11,170	5.27	92,916	44.67	89,727	43.14
75th Percentile	75,000	36.06			10,108	4.86	7,480	3.6	78,750	37.86	77,580	37.30
50th Percentile	68,000	32.69			7,497	3.60	6,200	2.22	70,000	33.65	70,000	33.65
25th Percentile	60,000	28.85			4,078	1.96	2,430	0.98	61,480	29.56	61,294	29.47
10th Percentile	53,211	25.58			3,000	1.44	1,464	0.70	54,241	26.08	53,211	25.58
Number Of Employees		342						144		342		342
Market Average	68,400	32.88			7,800	3.75	5,349	2.57	71,983	34.61	70,652	33.97
Number Of Companies		39				21		21		39		39
Company Weighted Average	69,501	33.41			6,684	3.21	4,295	2.06	73,056	35.12	71,632	34.44
Earning Mix		93.04%						6.96%				100.0%
% of Total Employees Eligible for Payment						61.7%		61.7%				
% of Companies with Employees Eligible for Payment						66.67%		66.67%				
% of Eligible Employees Actually Receiving Payment								74.41%				
% of Total Employees Receiving Payment								45.91%				
Impact: Variable Pay/Base Pay - Total Employee Count								5.24%				
Impact: Variable Pay/Base Pay - Employees Receiving Payment								10.95%				
Employment Status		% Full Time	98.54%			% Part Time	0.88%			% Seasonal	0.58%	
Collective Status		% Collective				% Market Based	100.0%					
Overtime Eligibility		% Eligible	4.97%			% Not Eligible	95.03%					
Employee Age		Market Average	33.2			Company Average	34.0			50th Percentile	29.0	
Service Years		Market Average	5.8			Company Average	5.0			50th Percentile	3.0	
Gender		% Male	23.32%			% Female	76.68%					