

Retail Sales Compensation Survey



20XX Edition: Summary Report
 Report ID = SAMPLE REPORT
 Currency: US Dollar, Country: United States
 Report created for: Western Management Group
DATA FOR MY COMPANY DISPLAYED IN ITALICS

Represents: Employee Weighted Average
 Pay Effective Date 1 March, 20XX
 Pay Frequency: Annual Rate

Job Code	Job Title	Base Pay		Allowances		Variable Pay Target		Variable Pay Actual		Total Target Pay		Total Actual Pay		# of EE	# of CO
		Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly	Annual Rate	Hourly		
CUS-A1	Customer Service Representative - Entry	25,347	12.19			510	0.25	2,690	1.27	25,347	12.21	25,358	12.19	19,624	31
CUS-A2	Customer Service Representative - Intermediate	31,316	15.06			2,143	1.03	1,670	0.80	31,955	15.34	31,560	15.17	3,665	36
CUS-A3	Customer Service Representative - Career	33,023	15.88			528	0.25	1,433	0.69	33,161	15.94	33,042	15.89	3,217	16
CUS-A4	Customer Service Representative - Specialist	33,305	16.01			2,411	1.16	3,710	1.75	33,624	16.17	33,538	16.12	1,624	15
CUS-M0	Customer Service Supervisor	43,452	20.89			4,820	2.32	4,350	2.08	46,024	22.13	44,823	21.55	2,181	30
CUS-M1	Customer Service Tactical Manager	40,255	19.35			6,766	3.25	2,500	1.19	41,959	20.17	41,388	19.90	580	29
CUS-M2	Customer Service Strategic Manager	131,608	63.27			2,544	1.24	21,052	10.12	152,965	73.54	148,228	71.26	38	14
ECM-M1	E-Commerce Tactical Manager	105,040	50.50			14,713	7.18	11,116	5.34	117,277	56.38	114,134	54.87	121	18
ECM-M2	E-Commerce Strategic Manager	148,687	71.48	720	0.35	27,111	13.06	23,109	11.11	172,938	83.14	167,541	80.55	65	12
ECM-P1	E-Commerce Developer / Analyst - Entry	49,420	23.76			5,710	1.78	2,935	1.41	50,937	24.49	50,387	24.22	88	11
ECM-P2	E-Commerce Developer / Analyst - Intermediate	65,442	31.46	600	0.29	6,993	3.36	4,199	2.02	69,029	33.19	67,461	32.43	123	15
ECM-P3	E-Commerce Developer / Analyst - Career	79,264	38.71			10,085	4.85	5,809	2.79	83,204	40.00	81,080	38.98	128	15
ECM-P4	E-Commerce Developer / Analyst - Specialist	95,838	46.00			7,785	3.74	6,195	2.98	101,990	49.03	100,034	48.09	62	11
FIN-A3	Finance / Accounting Assistant - Career	17,021	8.50	600	0.29	2,636	1.27	1,264	0.61	52,378	25.18	52,300	25.14	201	15
FIN-M1	Finance / Accounting Tactical Manager	102,294	50.18			12,253	5.89	9,734	4.68	111,430	53.57	108,840	52.33	287	47
FIN-M2	Finance / Accounting Strategic Manager	134,590	64.71	360	0.17	25,734	12.37	22,227	10.69	151,560	72.87	146,975	70.66	88	25
FIN-P3	Finance / Accounting Representative - Career	67,810	32.60	600	0.29	6,240	3.00	5,299	2.55	69,424	33.38	69,058	33.20	561	45