

Sales and Service Compensation Survey



Breakout Report

REPRESENTS: Employee Weighted Average
PAY TYPE DISPLAYED: Annual Rate

10130 Field Sales Representative 3

Product Code	PREVIOUS SALES PLAN YEAR				CURRENT SALES PLAN YEAR					TOTAL SAMPLE SIZE		Relative Index
	Sales Incentive Earned	Base + Sales Incentive Earned	Non-Sales Variable Pay Earned	* Total Cash	Base Pay as of 1 April	Target Sales Incentive	Target Base + Target Sales Incentive (TTC)	Target Non-Sales Variable Pay	* Target Total Cash	# of Emps	# of Co's	
Product Code												
Food/Beverage /Tobacco Products/Food Service/Restaurant Equip/Supplies		\$69,547	\$11,380	\$80,689	\$71,165		\$72,402	\$10,327	\$81,851	2,778	8	81.57%
Healthcare/Pharmaceuticals/Cosmetics/Personal Care Products	\$95,119	\$131,289		\$131,724	\$86,423		\$115,828		\$150,000	1,847	6	133.17%
Wine	\$18,326	\$112,551	\$10,153	\$113,604	\$104,981	\$20,882	\$119,479	\$10,153	\$130,531	193	31	114.85%
Industry Code												
Commercial	\$59,925	\$108,546		\$113,583	\$72,466		\$87,900		\$104,667	943	8	114.83%
Consumer Products	\$22,406	\$75,260	\$11,344	\$84,381	\$73,178	\$18,400	\$77,774	\$10,310	\$85,209	3,382	50	85.31%
High Technology	\$62,164	\$110,538	\$7,148	\$110,824	\$80,000	\$52,030	\$105,158		\$105,168	3,159	13	112.04%
Geographic Area												
AL Alabama-Other	\$71,159	\$94,107		\$111,880	\$116,884	\$37,832	\$78,708		\$84,875	20	8	103.0%
AL Birmingham		\$76,091		\$66,319	\$64,098	\$57,167	\$88,598		\$95,661	14	7	86.26%
AZ Phoenix Metro	\$53,376	\$101,422		\$106,831	\$70,279	\$36,855	\$95,099		\$100,303	54	16	108.16%
CA California-Other		\$73,249		\$77,073	\$60,128	\$29,788	\$81,228		\$84,311	48	7	77.92%
CA Inland Empire	\$25,037	\$69,700		\$78,628	\$64,111	\$33,841	\$75,956		\$83,324	20	7	79.49%
Revenue Level												
Under \$100 Million	\$110,578	\$221,155		\$125,232	\$111,464	\$21,295	\$127,190		\$129,667	65	19	126.61%
\$150 to \$249 Million		\$7,717		\$93,947	\$79,053		\$91,106		\$91,168	31	5	94.98%
\$500.0 to \$999 Million	\$34,098	\$118,838		\$119,792	\$71,964	\$49,761	\$112,772		\$113,199	239	10	121.11%
Gender												
Female	\$45,665	\$83,331	\$11,306	\$90,795	\$71,594	\$33,055	\$82,461	\$10,469	\$89,150	1,514	36	91.79%
Male	\$60,402	\$87,773	\$13,108	\$96,501	\$73,514	\$42,505	\$87,925	\$12,895	\$96,080	2,838	46	97.56%
Job Focus Code												
General & Product Sales - Responsible for sales DIRECTLY to end user only	\$52,439	\$92,380	\$35,236	\$94,840	\$51,908	\$46,721	\$91,354		\$94,692	1,762	12	95.88%
General & Product Sales - Responsible for sales DIRECTLY to retailer only	\$37,638	\$75,129	\$11,425	\$83,878	\$74,758	\$26,798	\$76,988	\$10,389	\$84,429	3,461	24	84.8%
General & Product Sales - Responsible for sales INDIRECTLY through channels only	\$22,332	\$115,164	\$6,495	\$116,744	\$97,095	\$26,728	\$116,064	\$9,055	\$118,239	279	29	118.03%
Total Job												
Total Job	\$55,296	\$93,896	\$12,288	\$98,909	\$70,187	\$42,404	\$91,456	\$11,987	\$95,825	7,496	72	100.0%

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