

# Sales and Service Compensation Survey



## Detail Report

PAY TYPE DISPLAYED: Annual Rate

### 10130 Field Sales Representative 3

	PREVIOUS SALES PLAN YEAR				CURRENT SALES PLAN YEAR				
	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
<b>90th Percentile</b>	\$124,290	\$146,880	\$17,610	\$149,110	\$97,006	\$52,097	\$137,200	\$12,938	\$137,200
<b>75th Percentile</b>	\$72,021	\$108,432	\$14,088	\$109,192	\$84,900	\$54,780	\$102,925	\$12,780	\$103,986
<b>50th Percentile</b>	\$40,168	\$81,700	\$9,925	\$85,950	\$71,260	\$39,856	\$82,864	\$11,590	\$85,458
<b>25th Percentile</b>	\$16,649	\$62,338	\$8,022	\$73,747	\$57,149	\$30,000	\$65,500	\$8,000	\$76,386
<b>10th Percentile</b>	\$6,482	\$56,826	\$6,529	\$60,715	\$50,500	\$15,000	\$60,689	\$8,000	\$69,900
<b>Number Of Employees</b>	3,294	6,729	2,745	7,293	7,293	3,658	7,293	2,658	7,293
<b>Employee Weighted Average</b>	\$55,296	\$93,896	\$12,228	\$109,999	\$70,187	\$42,404	\$91,456	\$11,987	\$95,825
<b>Number Of Companies</b>	56	69	5	69	72	49	72	16	72
<b>Company Weighted Average</b>	\$34,231	\$113,315	\$11,114	\$115,535	\$91,972	\$35,765	\$113,826	\$13,749	\$116,173
<b>Current Incentive Leverage - Average</b>					28.82%	100%			
<b>Percent of Companies Providing Sales Incentive</b>	77.78%					68.06%			
<b>Percent of Employees Receiving Sales Incentive</b>	43.34%					48.8%			
<b>Percent of Companies Providing Non-Sales Variable Pay</b>			34.72%					22.22%	
<b>Percent of Employees Receiving Non-Sales Variable Pay</b>			36.62%					35.46%	
<b>Non-Sales Variable Pay Percent of Total Survey Earnings</b>			5.06%					4.55%	
<b>Non-Sales Variable Pay Paid to Receiving Employees - Average</b>			14.17%					13.58%	
<b>Gender</b>		<b>Male:</b> 32.2%			<b>Female:</b> 20.2%				