

Sales and Service Compensation Survey



Summary Report

REPRESENTS: Employee Weighted Average

PAY TYPE DISPLAYED: Annual Rate

WMG Job Title	PREVIOUS SALES PLAN YEAR				CURRENT SALES PLAN YEAR					TOTAL SAMPLE SIZE	
	Sales Incentives Earned	Current 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	No. of Employees	No. of Companies
10110 Field Sales Rep 1	\$28,177	\$59,848	\$3,258	\$59,933	\$43,874	\$38,387	\$73,406	\$7,117	\$73,875	3651	31
10120 Field Sales Rep 2	\$35,229	\$84,474	\$6,389	\$85,845	\$66,694	\$37,280	\$92,112	\$11,112	\$94,012	5943	53
10130 Field Sales Rep 3	\$55,296	\$93,896	\$12,288	\$98,909	\$70,187	\$42,401	\$91,116	\$11,987	\$95,825	7496	72
10140 Field Sales Rep 4	\$68,376	\$143,400	\$13,128	\$147,009	\$108,749	\$51,112	\$135,118	\$28,059	\$139,703	1322	27
10150 Field Sales Rep 5	\$158,937	\$165,911	\$31,675	\$175,956	\$122,502	\$61,115	\$124,460		\$175,936	448	11
10210 Sales Mgr 1A (Selling)	\$31,227	\$122,407	\$16,315	\$124,140	\$101,116	\$28,922	\$125,689	\$21,633	\$127,669	999	71
10211 Sales Mgr 1B (Non-Selling)	\$51,570	\$99,967	\$15,485	\$108,610	\$61,115	\$3,219	\$102,108		\$110,770	689	16
10220 Sales Mgr 2	\$28,498	\$133,250	\$32,900	\$144,811	\$123,701	\$32,309	\$140,455	\$44,909	\$152,703	1090	49
10230 Sales Mgr 3	\$160,089	\$202,364	\$42,655	\$222,900	\$160,117	\$60,468	\$194,564	\$47,789	\$208,661	401	27
10240 Sales Mgr 4					\$260,183		\$295,782		\$341,391	9	7
11130 Key Accts Sales Rep-Career Level	\$43,048	\$118,687	\$1,980	\$120,344	\$85,817	\$37,576	\$117,042	\$9,345	\$117,946	806	31
11140 Key Accts Sales Rep- Spec Level	\$58,335	\$122,231	\$2,686	\$135,972	\$105,965	\$77,350	\$131,251	\$26,771	\$145,308	777	17
11150 Key Accts Sales Rep-Expert Level	\$59,927	\$116,428	\$17,119	\$171,603	\$129,578	\$50,539	\$168,781		\$170,524	125	11
11210 Key Accts Sales Mgr 1	\$45,117	\$131,721	\$23,639	\$149,907	\$112,221	\$44,220	\$143,959	\$13,187	\$149,915	124	14
11220 Key Accts Sales Mgr 2	\$41,205	\$160,111	\$31,338	\$175,026	\$150,124	\$48,027	\$168,621	\$31,492	\$180,962	148	16
11230 Key Accts Sales Mgr 3	\$66,148	\$219,453		\$226,973	\$177,874	\$63,155	\$225,240		\$228,751	100	10
12130 Large Strat Accts Sales Rep-Career Level	\$12,056	\$133,072		\$141,599	\$111,570	\$53,643	\$151,241		\$159,979	430	14
12140 Large Strat Accts Sales Rep-Spec Level	\$64,036	\$183,439	\$43,434	\$194,641	\$134,656	\$37,195	\$162,252	\$15,532	\$164,945	496	37
12150 Large Strat Accts Sales Rep-Expert Level		\$229,328		\$235,364	\$155,547		\$177,031		\$187,802	13	6
12210 Large Strat Accts Sales Mgr 1	\$37,270	\$154,721	\$31,692	\$167,196	\$137,706	\$45,853	\$157,485	\$32,425	\$169,247	102	23
12220 Large Strat Accts Sales Mgr 2	\$53,945	\$223,010		\$225,294	\$180,805	\$62,782	\$233,124		\$238,041	108	18
12230 Large Strat Accts Sales Mgr 3	\$59,301	\$224,793	\$48,351	\$252,729	\$206,164	\$82,614	\$249,267	\$50,918	\$280,260	46	13
13120 Prod Spec Sales Rep 2	\$22,366	\$91,756		\$96,224	\$84,126		\$94,345		\$98,002	96	8
13130 Prod Spec Sales Rep 3	\$48,251	\$135,373	\$14,466	\$139,506	\$99,389	\$50,216	\$127,580		\$129,402	57	7
13140 Prod Spec Sales Rep 4	\$71,038	\$168,253		\$168,743	\$118,979		\$148,027		\$148,027	20	6
13210 Prod Spec Sales Mgr 1		\$142,135		\$142,522	\$117,178		\$144,945		\$145,913	34	6
13220 Prod Spec Sales Mgr 2		\$141,435		\$146,529	\$135,257		\$151,682		\$156,819	21	7