



2006 Compensation Survey

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For the exclusive use of:
Sample Company

Sales Representative

Job Code: SD-1

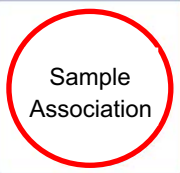
Sells the company's products to major accounts by contacting established customers and developing new prospects. This position covers the range of sales positions from entry level to very senior sales staff. Responsible for continual learning of products, technologies, advancements, and services. May develop through specialized training within product line(s)

Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary						Short-Term Incentives						Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	
All Organizations	19	451	66.1	71.2	77.3	71.4	18	416	6.8	9.7	11.7	9.7	19	451	73.7	79.7	87.9	80.4	
Revenue																			
< \$250MM	7	44	59.1	65.7	70.3	66.4	7	40	2.1	6.5	9.9	7.4	7	44	61.4	72.1	84.5	73.1	
>= \$250MM	11	406	66.7	71.7	77.9	72.0	10	375	7.2	10.0	11.8	9.9	11	406	74.5	80.3	88.1	81.1	

Your Organization's Data (All dollar amounts are displayed in \$000s)

Scope	Base Salary						Short-Term Incentives						Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	
Sample Company																			
Sales Representative	1	11	--	--	--	71.4	1	11	--	--	--	9.3	1	11	--	--	--	80.8	
Comparison to Market (All Orgs)	19	451	--	--	--	100.0%	18	416	--	--	--	96.3%	19	451	--	--	--	100.5%	



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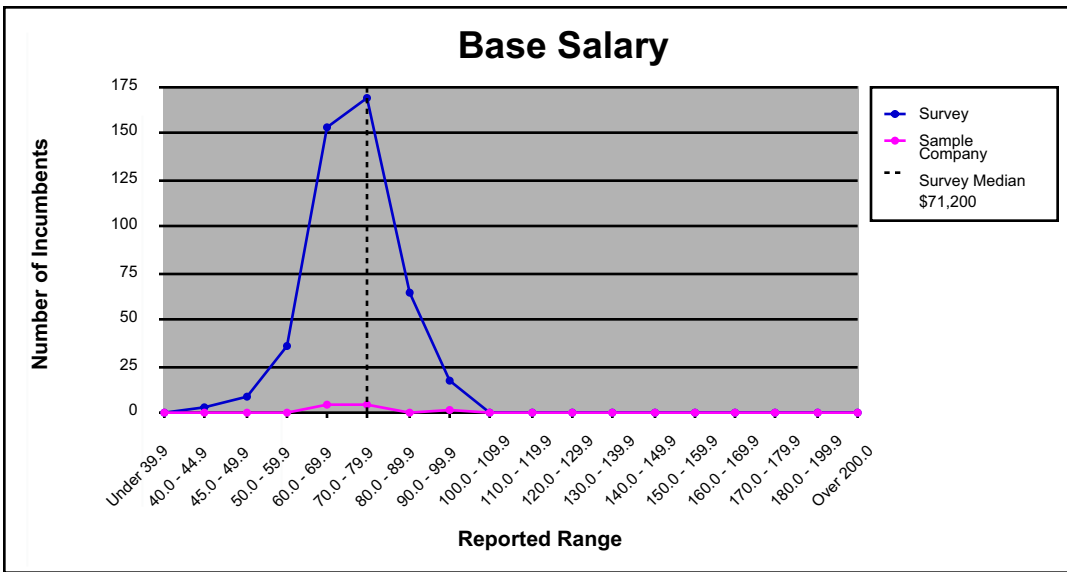
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Comparison of Your Company Incumbent Data with Total Survey Incumbent Data (All dollar amounts are displayed in \$000s)

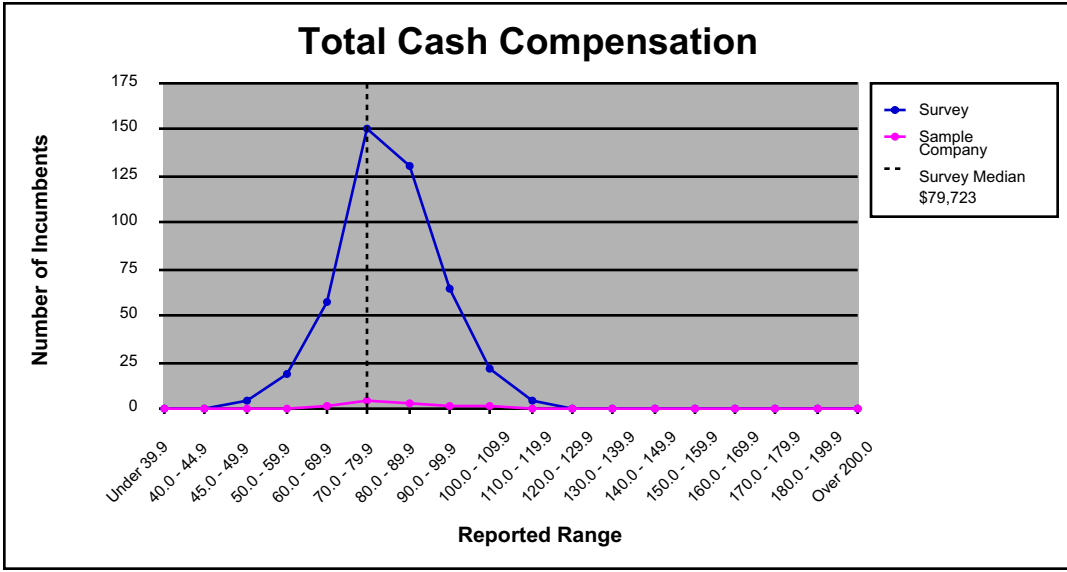
Base Salary (ee-wtd avg)

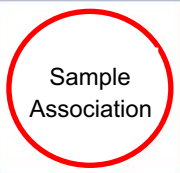
Reported Range	Survey	Sample Company
Over 200.0	--	--
180.0 - 199.9	--	--
170.0 - 179.9	--	--
160.0 - 169.9	--	--
150.0 - 159.9	--	--
140.0 - 149.9	--	--
130.0 - 139.9	--	--
120.0 - 129.9	--	--
110.0 - 119.9	--	--
100.0 - 109.9	--	--
90.0 - 99.9	17	2
80.0 - 89.9	64	--
70.0 - 79.9	169	5
60.0 - 69.9	154	4
50.0 - 59.9	36	--
45.0 - 49.9	8	--
40.0 - 44.9	3	--
Under 39.9	--	--
Total Count	451	11



Total Cash Compensation (ee-wtd avg)

Reported Range	Survey	Sample Company
Over 200.0	--	--
180.0 - 199.9	--	--
170.0 - 179.9	--	--
160.0 - 169.9	--	--
150.0 - 159.9	--	--
140.0 - 149.9	--	--
130.0 - 139.9	--	--
120.0 - 129.9	--	--
110.0 - 119.9	4	--
100.0 - 109.9	22	1
90.0 - 99.9	65	1
80.0 - 89.9	130	3
70.0 - 79.9	151	5
60.0 - 69.9	57	1
50.0 - 59.9	18	--
45.0 - 49.9	4	--
40.0 - 44.9	--	--
Under 39.9	--	--
Total Count	451	11





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Job Characteristics

Salary Range (\$000s)		
	50th pctile (median)	ee-wtd average
All Companies		
Range Minimum	54.8	54.9
Range Midpoint	70.0	70.9
Range Maximum	84.0	86.1
< \$250MM in Revenue		
Range Minimum	54.2	52.8
Range Midpoint	68.3	66.8
Range Maximum	82.3	80.7
>= \$250MM in Revenue		
Range Minimum	55.1	55.1
Range Midpoint	70.0	71.2
Range Maximum	84.0	86.6

Average Target Bonus (As a Percentage of Base Pay)				
	25th pctile	50th pctile (median)	75th pctile	ee-wtd average
All Companies				
< \$250MM in Revenue	5.6%	9.8%	10.0%	8.8%
>= \$250MM in Revenue	10.0%	11.0%	15.0%	12.3%

Job Match	
Greater Responsibility	0.0%
Equal Responsibility	100.0%
Less Responsibility	0.0%