

2009 / 2010 National Sales Compensation & Practices Survey

An Employer Associations of America (EAA) Sponsored Survey

MRA – The Management Association coordinated this survey in cooperation with 15 other associations nationwide who are part of the Employer Associations of America (EAA).

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Make data-driven decisions regarding wages, compensation, policies, and benefits. For a complete list of national and state surveys available from MRA please see the inside back cover of this report, or visit our website at www.mranet.org.

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 - *protect, completely, organizational identity*
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PART I: POSITION SUMMARY REPORTS

Sales Management Positions

Job Code		
10	Top Sales Executive	
	Straight Salary	1
	Base Salary + Commission.....	3
	Base Salary + Bonus	5
	Base Salary + Commission + Bonus	7
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
20	International Sales Manager	
	Straight Salary	9
	Base Salary + Commission.....	11
	Base Salary + Bonus	13
	Base Salary + Commission + Bonus	15
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
30	General Sales Manager	
	Straight Salary	17
	Base Salary + Commission.....	19
	Base Salary + Bonus	21
	Base Salary + Commission + Bonus	23
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
50	Sales Manager	
	Straight Salary	25
	Base Salary + Commission.....	27
	Base Salary + Bonus	29
	Base Salary + Commission + Bonus	31
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-

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Sales Management Positions *(cont'd)*

Job Code		Page
60	District Sales Manager	
	Straight Salary	33
	Base Salary + Commission.....	35
	Base Salary + Bonus	37
	Base Salary + Commission + Bonus	39
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data)	-
70	Sales Trainer	
	Straight Salary	41
	Base Salary + Commission (Insufficient Data)	-
	Base Salary + Bonus	43
	Base Salary + Commission + Bonus	45
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
 Outside Sales Positions 		
100	Field Sales Supervisor	
	Straight Salary	47
	Base Salary + Commission.....	49
	Base Salary + Bonus	51
	Base Salary + Commission + Bonus	53
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data)	-
110	National Accounts Manager	
	Straight Salary	55
	Base Salary + Commission.....	57
	Base Salary + Bonus	59
	Base Salary + Commission + Bonus	61
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
120	Sales Engineer	
	Straight Salary	63
	Base Salary + Commission.....	65
	Base Salary + Bonus	67
	Base Salary + Commission + Bonus	69
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
130	Sales Representative / Account Executive - Senior	
	Straight Salary	71
	Base Salary + Commission.....	73
	Base Salary + Bonus	75
	Base Salary + Commission + Bonus	77
	Straight Commission.....	79
	Commission + Bonus.....	81

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Outside Sales Positions *(cont'd)*

Job Code		Page
150	Sales Representative / Account Executive	
	Straight Salary	83
	Base Salary + Commission.....	85
	Base Salary + Bonus	87
	Base Salary + Commission + Bonus	89
	Straight Commission.....	91
	Commission + Bonus.....	93
160	Sales Representative – Junior	
	Straight Salary	95
	Base Salary + Commission.....	97
	Base Salary + Bonus	99
	Base Salary + Commission + Bonus	101
	Straight Commission.....	103
	Commission + Bonus.....	105
170	Sales Trainee	
	Straight Salary (Insufficient Data).....	-
	Base Salary + Commission (Insufficient Data)	-
	Base Salary + Bonus	107
	Base Salary + Commission + Bonus (Insufficient Data) ..	-
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-

Inside Sales Positions

200	Telephone Sales Representative / Inside Sales Representative	
	Straight Salary	109
	Base Salary + Commission.....	111
	Base Salary + Bonus	113
	Base Salary + Commission + Bonus	115
	Straight Commission.....	117
	Commission + Bonus (Insufficient Data).....	-
210	Order Processing Supervisor	
	Straight Salary	119
	Base Salary + Commission.....	121
	Base Salary + Bonus	123
	Base Salary + Commission + Bonus (Insufficient Data) ..	-
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
220	Telephone Order Processing Representative	
	Straight Salary	125
	Base Salary + Commission.....	127
	Base Salary + Bonus	129
	Base Salary + Commission + Bonus	131
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-

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Customer Service Positions

Job Code		Page
300	Customer Service Manager	
	Straight Salary	133
	Base Salary + Commission.....	135
	Base Salary + Bonus	137
	Base Salary + Commission + Bonus	139
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
310	Customer Service Supervisor	
	Straight Salary	141
	Base Salary + Commission (Insufficient Data)	-
	Base Salary + Bonus	143
	Base Salary + Commission + Bonus	145
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
320	Customer Service Representative III (Technical Advisor)	
	Straight Salary	147
	Base Salary + Commission.....	149
	Base Salary + Bonus	151
	Base Salary + Commission + Bonus (Insufficient Data) ..	-
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
330	Customer Service Representative II (Experienced)	
	Straight Salary	153
	Base Salary + Commission.....	155
	Base Salary + Bonus	157
	Base Salary + Commission + Bonus	159
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
350	Customer Service Representative I (Entry Level)	
	Straight Salary	161
	Base Salary + Commission.....	163
	Base Salary + Bonus	165
	Base Salary + Commission + Bonus	167
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-

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