

2007 / 2008 National Sales Compensation & Practices Survey

An Employers Association Group (EAG) Sponsored Survey

MRA – The Management Association coordinated this survey in cooperation with 17 other associations nationwide who are part of the Employers Association Group (EAG).

Coordinated and Provided by:
MRA – The Management Association

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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.

Confidential Survey Report

This survey is provided with the understanding that the information will:

- *remain strictly confidential*
- *be restricted to authorized personnel only*
- *not be used in collective bargaining or grievance proceedings*
- *protect, completely, organizational identity*

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Use of Employers Association Group (EAG) Surveys

The Employers Association Group (EAG) conducts and compiles annual surveys solely to assist management in determining relevant wages, salaries, benefits, and practices. The survey results are enhanced when used in conjunction with other sources of information.

Surveys provide a valuable tool for use in determining how a firm's pay structure relates to those in a given area. Survey users should not use the data as absolute compensation standards. Many factors, such as changes in the mix of participating companies or the level of employment in the community, can affect the data and the results. Please exercise care when utilizing survey data. Specific results should be examined in the context of overall survey findings and the general economic situation prevailing at the time the data were gathered.

Policy Statement – Administrative Board

Association surveys are most effectively used when employed as a guide for management together with other data to determine the organization's position and its alternatives and in advance of actual bargaining and as a reference during bargaining but removed from the actual bargaining sessions. Since this survey is confidential, it is suggested that no direct reference be made to it in bargaining or in discussions with employees. There is little to gain and much to lose by using or referring to our survey data directly in bargaining. Both legal and practical considerations are involved.

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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 <i>(cont'd)</i>		
<u>Job Code</u>		
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 (Insufficient Data) ..	-
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
 Outside Sales Positions		
<u>Job Code</u>		
100	Field Sales Supervisor	
	Straight Salary	45
	Base Salary + Commission)	47
	Base Salary + Bonus	49
	Base Salary + Commission + Bonus (Insufficient Data) ..	-
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
110	National Accounts Manager	
	Straight Salary	51
	Base Salary + Commission.....	53
	Base Salary + Bonus	55
	Base Salary + Commission + Bonus	57
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
120	Sales Engineer	
	Straight Salary	59
	Base Salary + Commission.....	61
	Base Salary + Bonus	63
	Base Salary + Commission + Bonus	65
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
130	Sales Representative / Account Executive - Senior	
	Straight Salary	67
	Base Salary + Commission.....	69
	Base Salary + Bonus	71
	Base Salary + Commission + Bonus	73
	Straight Commission.....	75
	Commission + Bonus.....	77

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Outside Sales Positions <i>(cont'd)</i>		
<u>Job Code</u>		
150	Sales Representative / Account Executive	
	Straight Salary	79
	Base Salary + Commission.....	81
	Base Salary + Bonus	83
	Base Salary + Commission + Bonus	85
	Straight Commission.....	87
	Commission + Bonus.....	89
160	Sales Representative – Junior	
	Straight Salary	91
	Base Salary + Commission.....	93
	Base Salary + Bonus	95
	Base Salary + Commission + Bonus	97
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
170	Sales Trainee	
	Straight Salary	99
	Base Salary + Commission (Insufficient Data)	-
	Base Salary + Bonus (Insufficient Data)	-
	Base Salary + Commission + Bonus (Insufficient Data) ..	-
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
 Inside Sales Positions		
<u>Job Code</u>		
200	Telephone Sales Representative / Inside Sales Representative	
	Straight Salary	101
	Base Salary + Commission.....	103
	Base Salary + Bonus	105
	Base Salary + Commission + Bonus	107
	Straight Commission.....	109
	Commission + Bonus.....	111
210	Order Processing Supervisor	
	Straight Salary	113
	Base Salary + Commission (Insufficient Data)	-
	Base Salary + Bonus	115
	Base Salary + Commission + Bonus	117
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
220	Telephone Order Processing Representative	
	Straight Salary	119
	Base Salary + Commission.....	121
	Base Salary + Bonus	123
	Base Salary + Commission + Bonus	125
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-

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Customer Service Positions		
<u>Job Code</u>		
300	Customer Service Manager	
	Straight Salary	127
	Base Salary + Commission.....	129
	Base Salary + Bonus	131
	Base Salary + Commission + Bonus	133
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
310	Customer Service Supervisor	
	Straight Salary	135
	Base Salary + Commission.....	137
	Base Salary + Bonus	139
	Base Salary + Commission + Bonus (Insufficient Data) ..	-
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
320	Customer Service Representative III (Technical Advisor)	
	Straight Salary	141
	Base Salary + Commission.....	143
	Base Salary + Bonus	145
	Base Salary + Commission + Bonus	147
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
330	Customer Service Representative II (Experienced)	
	Straight Salary	149
	Base Salary + Commission.....	151
	Base Salary + Bonus	153
	Base Salary + Commission + Bonus	155
	Straight Commission (Insufficient Data)	-
	Commission + Bonus (Insufficient Data).....	-
350	Customer Service Representative I (Entry Level)	
	Straight Salary	157
	Base Salary + Commission.....	159
	Base Salary + Bonus	161
	Base Salary + Commission + Bonus	163
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