

2010 Fragrance, Beauty & Personal Care Compensation Survey

Summary Report

Report ID = Sample Report



3/26/2010 07:51:30 AM

REPRESENTS: Employee Weighted Average

WMG Job Title	June 1, 2010 Base Pay	Most Recent FY Bonus Payout	Most Recent FY Profit Sharing Payout	Total Annual Compensation	2010 Target Bonus Percent	Span of Control	Total Number of Incumbents	Total Number of Companies
102 Scientist - Experienced/Fully Qual	\$68,476	\$5,402	\$11,039	\$72,576	8.81%		88	7
103 Scientist - Expert/Master	\$88,405	\$7,452	\$14,472	\$97,746	8.45%		33	7
104 Scientist - Consult/Principal	\$101,411	\$11,085	\$18,741	\$115,047	10.75%		12	5
111 Chemist - Entry/Assoc	\$51,880	\$2,826	\$3,008	\$54,708	4.43%		73	10
112 Chemist - Experienced/Fully Qual	\$58,561	\$3,554	\$500	\$59,544	2.86%		174	15
113 Chemist - Expert/Master	\$75,155	\$4,442	\$618	\$77,899	4.84%		42	8
122 Microbiologist - Exper/Fully Qual	\$56,347	\$3,495	\$539	\$57,174	2.92%		27	9
151 Technician - Entry	\$35,516	\$1,641	\$6,542	\$37,153	4.33%		15	7
152 Technician - Experienced	\$41,210	\$1,328	\$828	\$41,717	2.35%		147	14
153 Technician - Senior	\$43,176	\$2,832	\$417	\$43,531	0.75%		31	8
201 R&D Manager A	\$94,839	\$6,613		\$100,349	9.0%	2	18	8
203 R&D Manager B	\$114,428	\$9,143	\$19,875	\$122,811	11.51%	5	34	11
205 R&D Director	\$148,864	\$21,798		\$166,443	17.92%	12	31	11
207 R&D Vice President	\$219,446	\$58,466	\$50,558	\$264,041	27.5%	50	9	6
402 Process Devel Eng - Experienced	\$69,861	\$3,364		\$72,103	6.42%		9	5
411 Compounder-Entry	\$28,115	\$1,481		\$28,382	4.41%		72	5
417 Compounding Supv/Manager	\$58,359	\$4,871	\$11,848	\$62,325	7.0%	15	23	9
501 QA Manager A	\$79,569	\$4,507	\$710	\$82,434	10.71%	6	12	6
503 QA Manager B	\$92,656	\$4,783	\$845	\$97,455	9.41%	16	18	7
505 QA Director	\$129,188	\$14,143	\$4,070	\$141,772	16.26%	16	18	10
507 QA Vice President	\$191,964	\$49,494		\$200,213	21.25%	159	6	5
702 Compliance Spec - Experienced	\$60,111	\$5,511	\$13,800	\$64,246	9.0%		10	6
725 Regulatory Compliance Director	\$125,891	\$16,539		\$135,080	15.71%	4	9	8
852 Package Designer/Engr - Experienced	\$63,574	\$4,096	\$1,690	\$65,261	2.78%		27	9
853 Package Designer/Engr - Expert	\$78,920	\$6,594	\$6,004	\$85,639	5.21%		15	7
863 Packaging Design Engrg Mgr B	\$97,793	\$7,557	\$2,395	\$104,465	9.85%	3	30	9
865 Packaging Design Engrg Director	\$141,445	\$14,437	\$8,956	\$157,528	15.15%	8	13	7
916 Beauty & Frag Consult Jobs Combined	\$27,570	\$12,458		\$31,723	0.0%		249	5
931 Counter Manager	\$44,072	\$3,626	\$516	\$46,517	6.31%	1	61	5
961 Beauty/Frag Sales Mgr Multi-Store	\$66,627	\$2,791	\$578	\$67,856	6.08%	11	358	7
971 Regional Sales Mgr	\$96,372	\$5,471	\$948	\$97,351	3.01%	17	99	8
991 Area VP Sales	\$187,250	\$44,548	\$1,699	\$206,015	11.56%	28	22	7
4702 Assist Brand/Prod Mgr-Bach Entry	\$53,835	\$4,153	\$10,024	\$56,279	9.14%		15	6
4722 Associate Brand/Product Mgr	\$66,800	\$4,518	\$11,355	\$68,940	3.66%		36	8
4732 Brand/Product Manager	\$87,391	\$5,144	\$12,922	\$91,382	10.27%	2	69	13

Empty Cell = No data or insufficient data for analysis.