

High Technology Sales & Service Compensation Survey



Part of the WMG SalesSurveySuite™

2010 Edition: Detail Report

Report ID = Detail

06 January 2010

10110 FIELD SALES REPRESENTATIVE - ENTRY

	PREVIOUS SALES YEAR					CURRENT SALES YEAR					
	Actual Base Pay	Actual Sales Incentive	Actual Base + Sales Incentive	Target Base + Sales Incentive (TTC)	Actual Non-Sales Incentive	Actual Total Earned	Base Pay as of 1 Apr 2010	Target Sales Incentive	Target Base + Sales Incentive (TTC)	Target Non-Sales Incentive	Targeted Total Earned
90th Percentile	\$52,250	\$15,913	\$64,891	\$64,891	\$15,913	\$64,891	\$45,152	\$15,913	\$47,880	\$15,913	\$59,845
75th Percentile	\$41,440	\$8,292	\$51,037	\$51,037	\$8,292	\$51,037	\$43,138	\$8,292	\$47,460	\$8,292	\$45,040
50th Percentile	\$38,115	\$3,349	\$42,632	\$42,632	\$3,349	\$42,632	\$43,002	\$3,349	\$47,067	\$3,349	\$43,002
25th Percentile	\$33,768	\$2,889	\$37,721	\$37,721	\$2,889	\$37,721	\$40,058	\$2,889	\$40,997	\$2,889	\$38,922
10th Percentile	\$23,254	\$1,886	\$25,365	\$25,365	\$1,886	\$25,365	\$34,693	\$1,886	\$37,777	\$1,886	\$34,100
Number Of Employees	196	189	196	196	189	196	171	171	171	171	367
Employee Weighted Average	\$39,503	\$6,713	\$45,976	\$45,976	\$6,713	\$45,976	\$42,750	\$42,750	\$45,803	\$42,750	\$44,473
Number Of Companies	11	10	11	11	10	11	5	5	5	5	14
Company Weighted Average	\$46,870	\$12,282	\$57,809	\$57,809	\$12,282	\$57,809	\$46,623	\$46,623	\$48,182	\$46,623	\$53,648
Actual Incentive Leverage - Average	85.9%	14.1%	100%				85.9%	14.1%	100%		
Planned Incentive Leverage - Average	64.8%	35.2%	100%				73.9%	26.1%	100%		
Actual Earnings / Target - Average				102.7%							
Percent of Employees Exceeding Target				57.4%							
Percent of Companies Providing Sales Incentive		78.6%						86.4%			
Percent of Employees Receiving Sales Incentive		93.5%						90.2%			
Percent of Companies Providing Non-Sales Incentive					9.1%					9.1%	
Percent of Employees Receiving Non-Sales Incentive					8.1%					9.4%	
Non-Sales Incentive Percent of Total Survey Earnings						1.1%					1.3%
Non-Sales Incentive Paid to Receiving Employees - Average						3.2%					2.8%
Percent of Employees Eligible for LTI		Stock Option:	0.27%				Long Term Cash:	0.0%		Both Stock & Cash:	0.0%
FLSA Status		Exempt:	100.0%				Non-Exempt:	0.0%			

Empty Cell = No data or insufficient data for analysis.