

Retail Sales Compensation Survey



BREAKOUT REPORT

Report ID = SAMPLE REPORT - Fictitious Data

1075 Store Manager - Single Store

REPRESENTS: Employee Weighted Average

	April 1, 2010 Base Rate		Variable Pay Actual Earnings Previous Plan Year		Variable Pay Target Earnings Current Plan Year			Sample Size		
	Annual	Hourly	Individual Variable Pay	Other Variable Pay	Individual Variable Pay	Other Variable Pay	Total Targeted Compensation	No. of Employees	No. of Companies	Relative Index
Business Segment										
Big Box/Value Player	\$56,454	\$27.14	\$9,715	\$4,655	\$10,953	\$7,015	\$74,421	8,908	10	116.27%
Department Store	\$73,907	\$35.53	\$3,576	\$13,338	\$5,055	\$18,849	\$97,811	3,180	6	152.22%
Outlet	\$45,585	\$21.92	\$2,269	\$6,075	\$3,778	\$8,320	\$57,682	3,231	24	93.89%
Premium/High End/Luxury Goods Retail	\$54,224	\$26.07	\$3,082	\$5,260	\$5,013	\$4,276	\$63,513	3,204	21	111.68%
Service Retailer	\$42,288	\$20.33	\$7,173	\$2,827	\$15,297	\$1,550	\$59,135	9,172	7	87.1%
Specialty Retailers	\$44,076	\$21.19	\$3,095	\$3,133	\$5,426	\$6,174	\$55,676	30,333	53	90.78%
Product Category										
Apparel	\$47,279	\$22.73	\$2,026	\$2,620	\$4,024	\$7,104	\$58,406	14,876	48	97.38%
Electronics	\$47,041	\$22.62	\$19,127	\$3,279	\$18,633	\$1,729	\$67,403	4,944	7	96.89%
Footwear	\$38,098	\$18.32	\$2,430	\$1,647	\$3,817	\$3,856	\$45,771	4,813	8	78.47%
General Merchandise/Multiple Categories	\$62,093	\$29.85	\$9,261	\$6,891	\$8,840	\$10,115	\$81,049	15,283	21	127.89%
Jewelry & Fashion Accessories	\$48,872	\$23.50	\$2,427	\$6,680	\$10,239	\$6,305		1,608	7	100.66%
Number of Stores										
A. 1	\$46,465	\$22.34	\$5,576	\$6,258	\$6,156	\$9,803	\$62,424	30,156	64	95.7%
B. 2 - 5	\$49,237	\$23.67	\$22,309	\$16,656		\$8,785	\$58,022	13	7	101.41%
Total Square Footage										
A. Less Than 2,000	\$32,774	\$15.76	\$5,183	\$5,969	\$4,758	\$4,200	\$41,732	4,620	11	67.5%
B. 2,000 - 9,999	\$39,341	\$18.91	\$3,386	\$1,884	\$7,268	\$3,204	\$49,813	11,369	27	81.03%
C. 10000 - 24,999	\$52,501	\$25.24	\$3,334	\$9,339	\$5,629	\$12,962	\$71,092	3,814	12	108.13%
Total Annual Revenue										
A. Less Than \$500,000	\$31,273	\$15.04	\$5,178	\$1,691	\$4,973	\$3,326	\$39,573	5,400	20	64.41%
B. \$500,000 to \$999,999	\$37,991	\$18.26	\$3,043	\$2,990	\$4,974	\$4,349	\$47,314	5,549	30	78.25%
C. \$1,000,000 to \$4,999,999	\$48,326	\$23.23	\$2,881	\$8,679	\$5,399	\$6,149	\$59,875	11,129	46	99.53%
D. \$5,000,000 to \$14,999,999	\$60,710	\$29.19	\$10,466	\$7,810	\$12,923	\$15,408	\$89,041	3,771	20	125.04%
Employment Status										
Full Time	\$48,583	\$23.36	\$4,478	\$4,649	\$8,852	\$7,243	\$64,677	65,453	118	100.06%
Part Time	\$38,712	\$18.61		\$981		\$5,545	\$44,256	216	5	79.73%
FLSA										
Exempt	\$51,200	\$24.62	\$4,642	\$5,026	\$9,733	\$7,801	\$68,734	54,304	115	105.45%
Non-Exempt	\$35,889	\$17.25	\$3,909	\$2,309	\$5,978	\$4,308	\$46,175	11,365	37	73.92%
Total Job	\$48,550	\$23.34	\$4,478	\$4,649	\$8,852	\$7,242	\$64,645	65,669	119	100.0%