

201 & Marketing Compensation Survey



DETAIL REPORT

REPORT ID = MK12 STANDARD-Detail

1101 MARKETING COMMUNICATIONS MANAGER/DIRECTOR A

	PAY TYPE DISPLAYED: Annual Rate					
	Current Base Pay March 1, 2012	Most Recent FY Bonus Payout	Most Recent FY Profit Sharing	Current Total Compensation	Target Bonus	Span of Control
Highest	\$207,050	\$106,457	\$30,900	\$256,248	40.0%	51
90th Percentile	\$150,000	\$39,821	\$26,371	\$186,000	30.0%	12
75th Percentile	\$123,600	\$28,300	\$24,322	\$143,000	23.0%	7
50th Percentile	\$105,000	\$14,850	\$10,083	\$117,600	20.0%	3
25th Percentile	\$92,306	\$8,500	\$4,389	\$101,168	14.0%	2
10th Percentile	\$81,925	\$4,650	\$3,228	\$85,936	9.6%	1
Lowest	\$56,687	\$250	\$1,962	\$56,687	0.0%	1
Number Of Employees	755	605	275	755	630	253
Employee Weighted Average	\$110,115	\$19,873	\$12,362	\$126,001	17.8%	6
Number Of Companies	112	89	7	112	96	54
Company Weighted Average	\$107,330	\$11,100	\$12,000	\$121,243	15.05%	5
Earning Mix	84.78%	14.84%	36%	100%		
Percent Of Total Employees Eligible For Payment		12.98%	6.75%			
Percent Of Companies With Employees Eligible For Payment		8.29%	8.93%			
Percent Of Eligible Employees Actually Receiving Payment		86.18%	45.1%			
Percent Of Total Employees Receiving Payment		80.13%	3.05%			
Impact: Other Cash/Base Pay - Total Employee Count		14.46%	0.35%			
Impact: Other Cash/Base Pay - Employees Receiving Payment		17.58%	11.98%			
Percent of Total Employees Eligible for LTI	Stock Option:	26.75%	Long Term Cash:	1.85%	Both Stock & Cash:	5.17%
Organization Level	Corporate Only:	30.07%	Business Unit:	33.38%	Both or Unknown:	36.56%
Global Responsibility	Domestic USA Only:	96.82%	Total Global:	3.05%	Non-USA Only:	0.13%
FLSA Status	Exempt:	100.0%	Non-Exempt:	0.0%		

Empty Cell = Insufficient or no data for analysis.