

# U.S. Position Report

Field Sales-Direct Rep 3 Roll-Up (BQ13)

Data Effective 04/01/2013

Industry: ALDA

	# Incumbents Reporting	Average	10th Percentile	25th Percentile	50th Percentile	60th Percentile	75th Percentile	90th Percentile
Number Incumbents / Firms Matching	463	11						
<b>Incumbent Characteristics</b>								
% Empl with Exempt FLSA Status	463	75.0%						
Tenure with Firm (Years)	463	7.4	.7	2.1	4.5	5.8	9.3	21.0
Percent with Security Clearance	463	1.1%						
<b>Base Salary</b>								
Salary Range Minimum	341	\$82,517	\$60,400	\$64,278	\$80,800	\$80,800	\$107,232	\$111,516
Salary Range Midpoint	341	\$109,864	\$77,050	\$83,478	\$110,400	\$110,400	\$142,980	\$148,680
Salary Range Maximum	341	\$139,034	\$92,500	\$102,678	\$151,200	\$151,200	\$178,728	\$185,856
Base Salary	463	\$89,823	\$68,250	\$80,340	\$89,981	\$92,807	\$99,000	\$108,120
<b>Actual Cash Incentives</b>								
Sign-On Award Percent Receiving	463	0.0%						
Sign-On Award (Excl 0)	0							
Sales Award Percent Receiving	463	81.6%						
Sales Award (Excl 0)	378	\$44,777		\$23,741	\$36,580	\$44,307	\$57,699	
All Incentives Percent Receiving	463	87.4%						
All Incentives Award (Incl 0)	463	\$39,621	\$0	\$14,223	\$34,080	\$41,943	\$55,574	\$79,139
All Incentives Award (Excl 0)	405	\$45,335	\$9,699	\$22,309	\$39,206	\$45,749	\$60,617	\$84,575
All Incentives Award as % Base (Excl 0)	405	50.3%	11.3%	26.4%	44.2%	53.7%	66.7%	95.5%
Actual Cash Compensation	463	\$129,444	\$87,214	\$99,000	\$123,016	\$131,813	\$148,468	\$181,691
<b>Target Cash Incentives</b>								
Sales Target Award as % Base	416	48.1%		42.0%	42.9%	52.0%	58.0%	
All Incentives Target as % Base (Excl 0)	430	50.9%	30.0%	38.0%	55.9%	55.9%	57.7%	68.0%
Target Cash Compensation	463	\$131,506	\$98,540	\$111,005	\$130,168	\$139,116	\$148,821	\$166,605
<b>LTI / Total Direct Compensation</b>								
Percent Eligible	463	79.6%						
Percent Receiving	463	5.4%						
LTI Award Value (Incl 0)	463	\$602	\$0	\$0	\$0	\$0	\$0	\$0
LTI Award Value (Excl 0)	25	\$11,224	\$5,376	\$6,272	\$10,757	\$13,132	\$15,646	\$21,234
LTI Value as % Base (Excl 0)	25	10.7%	5.3%	6.2%	10.1%	13.2%	14.7%	16.0%
Option Value (Excl 0)	0							
RS Value (Excl 0)	25	\$11,224		\$6,272	\$10,757	\$13,132	\$15,646	
Total Direct Compensation	463	\$130,046	\$87,214	\$99,000	\$123,016	\$131,995	\$148,468	\$182,556