

Participant Profile Report

About Your Participant Profile Report

Use your Participant Profile Report to learn how your company compensates employees compared to the other companies in your industry and geographic area.

Report Contents

Your company's reported base wage or salary is shown for each job that was reported on the survey forms. If you reported more than one incumbent in a job, the average salary is displayed. No information is shown for jobs that your company did not match and report.

The *Survey* column shows the average of what other survey participants in the same industry and geographic areas paid. A *Variance* is shown to indicate how much your company's pay differs from the average.

To help you obtain an overall picture of your company's pay competitiveness at a glance, a red or green symbol is displayed: **RED** for jobs where your company pays below the average; **GREEN** for jobs where your company pays above the average.

This report is designed to provide a quick assessment. It should be used in conjunction with other survey report materials as well as your own analysis to gain a full understanding of the competitiveness of your company's wage and salary practices. Further, customized analysis including report results in Excel or Access, are available for additional cost.

Participant Profile Report

Accounting / Finance

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

Survey Title	XYZ Job Title	Variance				Variance			
		Survey	XYZ	\$	%	Survey	XYZ	\$	%
Accounting Clerk / Bookkeeper	AP Controller	22.82	18.75	-4.07	-17.7%	23.51	18.75	-4.76	-25.4%
Controller	Payroll Support	128,114	97,510	-30,604	-31.4%	127,161	97,510	-29,650	-30.4%
Payroll Clerk		25.38	15.01	-10.37	-40.9%	27.08	15.01	-12.07	-80.4%

Executive

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

Survey Title	XYZ Job Title	Variance				Variance			
		Survey	XYZ	\$	%	Survey	XYZ	\$	%
President / Chief Executive Officer	CEO	223,711	149,760	-73,954	-49.4%	277,410	149,760	-127,650	-85.2%
Top Information Systems Executive	Director of IT	150,068	109,990	-43,077	-39.2%	173,913	109,990	-63,922	-58.1%
Top Operations Executive	Director of Operations	129,740	125,008	-34,732	-27.8%	172,734	125,008	-47,726	-38.2%
Top Sales and Marketing Executive	Director of Sales	150,240	113,006	-37,234	-32.9%	172,837	113,006	-59,831	-52.9%

Human Resources

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

Survey Title	XYZ Job Title	Variance				Variance			
		Survey	XYZ	\$	%	Survey	XYZ	\$	%
Human Resources Generalist	HR Generalist	65,688	68,640	2,952	4.3%	67,243	68,640	1,397	2.0%

Materials - Handling / Warehouse

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

Survey Title	XYZ Job Title	Variance				Variance			
		Survey	XYZ	\$	%	Survey	XYZ	\$	%
Fork Truck Driver / Material Handler	Forklift	18.69	16.75	-1.94	-11.6%	18.76	16.75	-2.01	-12.0%
Order Filler	Order Filler	17.22	15.00	-2.22	-14.8%	17.02	15.00	-2.02	-13.5%
Warehouse Supervisor	Warehouse Supervisor	68,333	47,996	-20,337	-42.4%	64,956	47,996	-16,960	-35.3%
Warehouse Worker	Receiving Clerk	18.95	14.75	-4.20	-28.5%	19.84	14.75	-5.09	-34.5%

Materials - Supply Chain

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

Survey Title	XYZ Job Title	Variance				Variance			
		Survey	XYZ	\$	%	Survey	XYZ	\$	%
Buyer	Supplies Buyer	60,850	53,793	-7,057	-13.2%	60,125	53,793	-6,332	-11.8%
Logistics Manager	Transportation Manager	81,887	75,005	-6,882	-9.2%	81,049	75,005	-6,044	-8.1%

Production Management

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

Survey Title	XYZ Job Title	Variance				Variance			
		Survey	XYZ	\$	%	Survey	XYZ	\$	%
Production Supervisor	Production Supervisor	68,596	58,081	-10,515	-18.1%	67,886	58,081	-9,805	-16.9%

Product Development

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

<u>Survey Title</u>	<u>XYZ Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>
Product Manager	Product Manager	84,740	84,663	-077	-0.1%	101,557	84,663	-16,894	-20.0%

Sales and Marketing

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

<u>Survey Title</u>	<u>XYZ Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>
Director of Business Development	Business Development	127,689	67,496	-60,193	-89.2%	131,894	67,496	-64,398	-95.4%
Manager, Marketing	Marketing Manager	89,350	54,496	-34,854	-64.0%	96,812	54,496	-42,316	-77.7%

Across Industries - Assembly

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

<u>Survey Title</u>	<u>XYZ Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>
General Production Assembler	Assembler	17.21	14.00	-3.21	-22.9%	15.97	14.00	-1.97	-14.1%

Across Industries - Facilities

----- Same Industry -----

***** Misc Manufacturing Industries *****

----- Same Area -----

***** Within 20 Miles of Minneapolis *****

<u>Survey Title</u>	<u>XYZ Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>XYZ</u>	<u>\$</u>	<u>%</u>
Facilities Maintenance - General	Maintenance Tech	23.45	17.25	-6.20	-36.0%	24.07	17.25	-6.82	-39.5%
Maintenance Electrician	Maintenance Electrician	35.82	32.40	-3.42	-10.5%	33.14	32.40	-0.74	-2.3%
Manager, Facilities	Maintenance Manager	89,094	72,010	-17,084	-23.7%	93,543	72,010	-21,533	-29.9%