

# Compensation

## 36 Executive Level Management Compensation

	HIGH	LOW	MEAN	MEDIAN	RESPONDENTS
<b>OVERALL</b>					
Executive Level Management	\$2,085,000	\$50,000	\$229,153	\$172,000	135
<b>INDIVIDUAL TITLES</b>					
CEO	\$1,000,000	\$65,000	\$275,158	\$245,000	19
COO	\$305,000	\$65,000	\$188,300	\$194,000	10
CFO	\$350,000	\$80,000	\$185,000	\$125,000	3
Other C-level Executive	\$410,000	\$62,800	\$221,780	\$197,500	10
President	\$990,000	\$55,000	\$293,929	\$245,000	14
Owner/Partner	\$2,085,000	\$50,000	\$225,777	\$123,500	30
Other	\$720,000	\$64,000	\$207,143	\$147,000	46

## Executive Level Management Compensation 37

	HIGH	LOW	MEAN	MEDIAN	RESPONDENTS
<b>TYPE OF BUSINESS</b>					
Retailer	\$2,085,000	\$55,000	\$292,410	\$175,000	21
Manufacturer	\$1,000,000	\$60,000	\$223,209	\$192,500	46
Both Retailer/Manufacturer	\$990,000	\$63,000	\$252,419	\$198,000	37
Other	\$550,000	\$50,000	\$167,355	\$144,000	31
<b>TYPE OF RETAIL</b>					
Department Store	\$470,000	\$62,800	\$226,628	\$170,500	18
Vertical/Single Label	\$720,000	\$80,000	\$224,393	\$164,000	14
Other Retailer	\$2,085,000	\$55,000	\$317,665	\$188,500	26
<b>COMPANY SIZE: EMPLOYEES</b>					
Under 100	\$2,085,000	\$50,000	\$196,786	\$150,000	80
100 to 999	\$1,000,000	\$80,000	\$310,466	\$275,000	29
1,000 or more	\$990,000	\$55,000	\$238,050	\$172,000	26
<b>JOB RESPONSIBILITIES</b>					
Corporate Function	\$2,085,000	\$50,000	\$236,306	\$150,000	106
Brand Specific Function	\$720,000	\$60,000	\$203,010	\$175,000	29

## 38 Executive Level Management Compensation

	HIGH	LOW	MEAN	MEDIAN	RESPONDENTS
<b>STATE/COUNTRY</b>					
New York	\$1,000,000	\$60,000	\$254,450	\$177,500	40
California	\$720,000	\$55,000	\$179,309	\$139,500	44
Other U.S. States	\$2,085,000	\$50,000	\$287,343	\$191,000	30
Outside the U.S.	\$700,000	\$62,800	\$202,276	\$160,000	21
<b>REGION</b>					
Northeast Region	\$1,000,000	\$60,000	\$252,673	\$182,500	52
New England Division	\$550,000	\$89,000	\$284,857	\$275,000	7
Middle Atlantic Division	\$1,000,000	\$60,000	\$247,667	\$175,000	45
Midwest Region	\$355,300	\$106,000	\$194,433	\$122,000	3
East North Central Division	\$355,300	\$106,000	\$194,433	\$122,000	3
South Region	\$2,085,000	\$125,000	\$528,500	\$246,000	6
South Atlantic Division	\$2,085,000	\$192,000	\$1,138,500	\$1,138,500	2
West South Central Division	\$300,000	\$125,000	\$223,500	\$234,500	4
West Region	\$720,000	\$50,000	\$184,804	\$144,000	53
Mountain Division	\$325,000	\$50,000	\$173,571	\$135,000	7
Pacific Division	\$720,000	\$55,000	\$186,513	\$147,000	46