



2007 IDFA Industry Compensation Survey

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This is a sample standard report...

...to assist you in evaluating the *2007 IDFA Industry Compensation Survey* report.

This sample report contains data for only one position:
Milk Receiver

The complete report contains the following sections:

- Participant List
- Executive Summary
- 2006/2007 Merit Increase Budgets
- How to Read the Report
- About Salary.com
- Survey Methodology (including Data Definitions)
- Data for **65 different positions**

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Milk Receiver

Job Code: SC16SJ0027

Receives all incoming shipments of milk, ensuring accurate receiving weights and sampling procedures. Ensures that equipment is maintained in a clean and sanitary condition at all times.

Cash Compensation (All dollar amounts are displayed in \$000s)

Scope	Base Salary							Short-term Incentives							Total Cash Compensation						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
All Organizations	47	265	28.3	32.1	34.2	32.5	32.0	10	29	0.5	1.2	1.5	1.1	1.2	47	265	28.7	32.6	34.7	32.6	32.2
Ownership Type	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Public	7	36	31.9	33.6	34.8	33.6	32.6	3	10						7	36	33.1	33.6	35.0	33.9	33.2
Private	40	229	28.2	31.3	34.1	32.3	31.8	7	19	0.4	1.2	1.4	0.9	1.1	40	229	28.3	31.5	34.1	32.4	32.0
Number of Employees (FTEs)	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
<= 150	18	49	30.4	33.3	34.3	32.9	32.8	4	7						18	49	30.4	33.4	34.9	33.1	33.2
151 - 475	19	76	27.0	29.6	32.7	31.6	30.8	6	22	0.4	0.9	1.4	0.9	0.9	19	76	27.0	29.7	32.7	31.9	31.1
> 475	10	140	29.3	33.4	34.7	32.8	32.6	0	0						10	140	29.3	33.4	34.7	32.8	32.6
Revenue	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
<= \$145M	12	29	27.4	29.9	37.8	32.2	31.9	2	3						12	29	27.4	30.0	37.8	32.3	32.0
> \$145M	11	65	28.1	31.2	33.3	32.2	30.6	1	4						11	65	28.1	31.2	33.3	32.3	30.7
Region	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Northeast	12	29	27.3	30.7	34.7	32.3	31.6	3	8						12	29	27.7	30.8	34.7	32.4	31.7
Midwest	18	151	29.4	33.4	34.7	31.8	33.0	2	5						18	151	29.7	33.4	34.7	31.8	33.2
SubRegion	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Great Lakes	14	74	31.1	33.6	34.8	33.5	33.4	2	5						14	74	31.5	33.6	35.5	33.6	33.6
Mid Atlantic	6	11	29.4	32.5	36.3	33.5	32.9	0	0						6	11	29.4	32.5	36.3	33.5	32.9
State	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Wisconsin	10	44	31.1	33.6	34.8	33.0	32.8	1	1						10	44	31.1	33.6	35.5	33.1	33.0
Pennsylvania	5	9	28.4	31.0	34.5	32.0	31.3	0	0						5	9	28.4	31.0	34.5	32.0	31.3



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Milk Receiver

Job Code: SC16SJ0027

Job Characteristics

Job Match	
Greater Responsibility	8.5%
Equal Responsibility	87.2%
Less Responsibility	4.3%

FLSA Status	
Exempt	0.0%
Non-Exempt	100.0%

Average Weekly Hours Worked			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
40.0	40.0	40.5	41.0

Pay Type	
Salaried	0.0%
Hourly	100.0%

Average Target Bonus (As a Percentage of Base Pay)			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
1.8%	3.0%	5.3%	3.3%

2006 Profit Sharing (\$000s)				
	25th pctile	50th pctile (median)	75th pctile	org-wtd average
Cash Portion	-	-	-	-
Deferred Portion	0.8	2.8	3.4	2.6
Total	1.4	2.3	3.2	2.5

Non-Exempt Positions

Skill Level	
Unskilled	13.3%
Semi-Skilled	62.2%
Skilled	24.4%