



This is a sample report...

...to assist you in evaluating the *2007 Merchant Risk Council Compensation Survey* report.

This sample report contains data for only one position:
Sr. Fraud Prevention Analyst/Investigator

The complete report contains the following sections:

- Executive Summary
- How to Read the Report
- Participant List
- Survey Methodology (including Data Definitions)
- About Survey Sponsors
- Data for **8 different positions**

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2007 Merchant Risk Council Compensation Survey

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Sr. Fraud Prevention Analyst/Investigator

Job Code: LE11SJ0008

Performs some or all of the following: Reviews and investigates complex CNP orders to detect fraudulent transactions. Performs real time analysis of high-risk orders and reviews after-the-fact reports to identify unauthorized credit card use. Analyzes transactional records and databases to determine fraud trends and adjusts scoring algorithms to prevent CNP fraud. Cancels fraudulent transactions and serves as a point of contact between customers, credit card companies, and/or shipping carriers where necessary. Mentors lower-level analysts and serves as a backup for Fraud Analysis/Investigations Supervisor. Typically require a bachelor's degree and 1-3 years of experience in the field or in a related area. Familiar with standard fraud prevention concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A certain degree of creativity and latitude is expected.

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	24	69	29.5	35.3	42.9	35.1	36.7	10	18	1.7	3.5	4.7	3.0	3.3	24	69	30.8	36.8	45.7	36.0	38.1
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	19	57	31.7	36.4	43.7	36.4	37.9	9	17	1.7	3.4	4.8	2.9	3.2	19	57	31.7	38.5	47.0	37.3	39.4
Private	5	12	27.4	30.6	37.4	28.9	32.0	1	1						5	12	28.1	33.3	37.5	30.0	32.9
Organization 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
Retail Trade	17	48	27.0	33.0	42.5	32.8	34.7	6	12	1.7	3.9	4.7	2.9	3.5	17	48	27.0	33.5	42.5	33.7	35.9
Nonstore Retailers	10	37	26.3	32.8	42.0	32.5	33.4	2	7						10	37	26.3	32.8	42.0	32.9	33.9
Headcount	#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
< 1,000	10	31	28.5	32.8	40.0	31.9	34.0	3	4						10	31	30.4	33.4	40.0	32.6	34.9
1,001 - 6,000	6	18	26.7	34.3	38.2	32.4	33.6	3	9						6	18	26.7	35.5	39.8	33.5	34.7
> 6,000	8	20	32.9	42.4	49.8	42.5	42.4	4	5						8	20	32.9	44.9	54.7	43.5	44.6
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
\$75M - \$1B	8	24	25.8	30.2	38.5	30.2	32.3	2	5						8	24	25.8	30.2	39.0	30.5	32.7
> \$1B	10	25	32.4	40.7	44.3	41.3	40.1	5	9	2.3	3.4	4.8	3.2	3.5	10	25	33.6	41.7	48.0	42.4	41.9
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
South	8	18	27.8	35.3	46.0	34.0	37.1	5	9	1.4	3.5	4.8	2.7	3.2	8	18	27.8	37.9	49.7	35.4	39.1
Midwest	5	17	29.6	33.3	39.9	34.6	34.5	0	0						5	17	29.6	33.3	39.9	34.6	34.5
West Coast	5	10	35.6	41.5	42.7	38.1	39.6	2	4						5	10	35.6	41.6	46.8	39.6	41.3



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

Scope	Base Salary							Short-term Incentive						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
Great Lakes	5	17	29.6	33.3	39.9	34.6	34.5	0	0						5	17	29.6	33.3	39.9	34.6	34.5
South Central	5	9	28.7	35.5	48.5	38.1	38.0	3	6						5	9	28.7	37.3	51.5	39.6	39.6



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Job Characteristics

Job Match	
Greater Responsibility	20.8%
Equal Responsibility	58.3%
Less Responsibility	20.8%

FLSA Status	
Exempt	37.5%
Non-Exempt	62.5%

Average Weekly Hours Worked			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
40.0	40.0	40.0	41.3

Pay Type	
Salaried	45.8%
Hourly	54.2%

Eligible for Short-Term Incentives?	
Yes	41.7%
No	58.3%

Average Target Bonus (As a Percentage of Base Pay)			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
4.5%	5.0%	10.0%	6.7%

Salary Range (\$000s)				
	25th pctile	50th pctile (median)	75th pctile	org-wtd average
Range Minimum	25.0	28.6	34.5	30.4
Range Maximum	38.7	44.1	59.9	47.4