



2007 Natural Products Association Retail Compensation Survey

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This is a sample report...

...to assist you in evaluating the *2007 Natural Products Association Retail Compensation Survey* report.

This sample report contains data for only one position:
Cashier - Full Time

The complete report contains the following sections:

- Participant List
- Executive Summary
- How to Interpret the Survey Results
- About Survey Sponsor
- Survey Methodology (including Data Definitions)
- Data for **20 different positions**

To purchase the complete report, please contact **Salary.com Surveys**:

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Cashier - Full Time

Job Code: OF13000031

Main duties include ringing up sales and bagging items. May require a high school diploma or its equivalent. No experience necessary. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager. Full-time status requires working more than 35 hours a week.

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	18	89	17.9	19.9	22.9	21.6	20.5	7	15	0.1	0.4	1.3	1.4	0.9	18	89	17.9	20.0	23.2	22.1	20.8
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
Private	17	82	17.9	20.8	22.9	21.9	20.6	7	15	0.1	0.4	1.3	1.4	0.9	17	82	17.9	20.8	23.5	22.4	20.9
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
<= 10	5	7	16.1	18.7	22.9	20.4	19.3	3	5						5	7	16.2	19.1	23.5	21.0	19.7
11 - 25	8	37	17.9	19.9	22.4	20.3	20.1	2	4						8	37	17.9	19.9	22.4	20.3	20.1
> 25	5	45	18.4	20.8	27.0	22.9	22.3	2	6						5	45	18.6	20.8	28.8	23.8	23.1
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
<= \$1.25M	6	16	15.5	17.9	20.0	18.7	18.1	4	8						6	16	15.5	18.1	20.4	19.0	18.4
> \$1.25M	10	60	18.5	20.8	25.5	22.6	21.7	3	7						10	60	18.5	21.0	25.5	23.2	22.1
Average Sq Ft of Store	#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
> 2500	12	67	18.2	18.9	22.9	21.8	20.5	7	15	0.1	0.4	1.3	1.4	0.9	12	67	18.2	19.2	23.9	22.5	21.1
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
West Coast	10	72	18.5	19.9	25.5	22.2	21.2	4	10						10	72	18.8	20.0	25.5	22.8	21.8
Sub-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
Pacific Northwest	6	54	18.5	19.9	23.9	21.2	21.1	2	4						6	54	18.8	19.9	24.9	21.3	21.4



Cashier - Full Time

Job Code: OF13000031

Job Characteristics

Pay Type	
Salaried	0.0%
Hourly	100.0%

Average Weekly Hours Worked			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
37.9	40.0	40.0	37.8