



This is a sample report...

...to assist you in evaluating the *2007 Greater Richmond Compensation Survey* report.

This sample report contains data for only one position – Warehouse Supervisor

The complete report contains the following sections:

- Executive Summary
- How to Read the Report
- Participant List
- Survey Methodology (including Data Definitions)
- About Survey Sponsors
- All Organization Summary
- Data for **183 positions in 16 job families**

To purchase the complete report, please contact **The Titan Group, LLC**

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E-Mail: admin@titanhr.com



Warehouse Supervisor

Job Code: MM18000045

Supervises the receiving, storing, packing, and shipping of merchandise or materials. Maintains stock records and schedules. Requires a high school diploma or its equivalent with at least 4 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A certain degree of creativity and latitude is required. Typically reports to a manager.

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	21	38	30.0	42.1	49.6	41.2	41.3	7	9	2.0	5.0	10.4	7.0	6.6	21	38	30.0	42.6	54.2	42.8	43.5
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	10	19	30.3	42.4	49.6	41.6	41.9	4	4						10	19	30.3	43.4	54.9	42.9	44.4
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
100 - 300	5	6	27.5	42.1	49.6	37.7	39.3	3	3						5	6	27.5	44.1	61.6	42.1	44.5
301 - 600	7	10	30.0	44.5	52.7	40.6	42.3	2	2						7	10	30.0	45.7	52.7	40.9	42.8
> 4000	5	16	29.9	42.6	54.4	42.2	42.3	1	2						5	16	29.9	42.6	57.7	43.0	43.6
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
\$20M - \$150M	8	10	30.2	40.3	50.1	39.1	40.4	3	3						8	10	30.2	41.3	54.9	41.7	43.6
Industry	#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
Manufacturing	9	10	40.7	48.5	55.9	49.8	48.1	6	7	1.8	3.7	12.5	7.2	6.6	9	10	41.7	52.7	64.4	54.8	52.5



Warehouse Supervisor

Job Code: MM18000045

Job Characteristics

Job Match	
Greater Responsibility	14.3%
Equal Responsibility	76.2%
Less Responsibility	9.5%

FLSA Status	
Exempt	61.9%
Non-Exempt	38.1%

Average Weekly Hours Worked			
25th pctile	50th pctile (median)	75th pctile	org-wtd average
40.0	40.0	40.0	40.1

Pay Type	
Salaried	66.7%
Hourly	33.3%

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