

This is a sample report...

The final report will contain the following sections:

- Executive Summary
- Participant List
- How to Read this Report
- Maps of Regions and Sub-Regions
- Data Confidentiality
- About Salary.com
- National Summary
- Compensation data by Job (only one job has been included in this sample)
- Survey Methodology (including Data Definitions)

To participate please follow the instructions on our website.

Or, contact **Salary.com Surveys**:

- Phone: 800-573-7781
- Email: surveys@salary.com



2008 Six Sigma Compensation Survey

salary.com surveys

Black Belt - Engineering/Manufacturing Functions - Senior Job Code: GBP3

Assists Master Black Belts who lead and manage Six Sigma project portfolios in order to accomplish measurable business process improvements. Employs Six Sigma methodology and analytics into organizational operations in order to accomplish business objectives. Works with Six Sigma-certified professionals in the planning, designing, and implementation of key projects. Spends majority of time on Six Sigma projects in manufacturing or engineering and may spend a small portion of their time filling their other roles in the organization. Requires training and certification through a Six Sigma accredited organization.

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	12	32	77.7	87.7	92.0	87.2	85.2	8	23	3.3	10.1	22.8	8.1	12.3	12	32	79.1	90.9	102.7	93.1	92.4
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	10	23	78.2	87.7	92.2	86.1	85.4	6	14						10	23	79.1	90.9	105.7	90.9	92.9
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
<= 10,000	10	28	76.9	84.6	91.8	86.5	83.8	7	21	1.5	9.3	25.4	7.4	11.9	10	28	78.0	90.9	101.6	92.1	90.9
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
<= \$10B	7	25	80.2	89.4	92.1	88.9	88.2	6	21	1.4	9.0	18.1	7.1	10.4	7	25	80.2	100.7	113.1	94.9	97.2



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	#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
Mfg.	11	24	77.3	86.5	92.1	85.7	84.6	7	15						11	24	78.7	90.0	103.2	90.4	91.6



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Long-Term Incentive Compensation (All dollar amounts are displayed in \$000s)

Type	2005 Annual Grant Value						
	#orgs	#ees	25th pctile	50th pctile (median)	75th pctile	ee-wtd average	org-wtd average
Options*							
Full Value Shares							
Long-Term Cash							
Total Long-Term Incentive							

*Options are included at present value. See survey methodology for more details on these calculations.

Long-Term Incentive Plan Design

Long-Term Incentive Eligibility		Frequency of Grants		Average Vesting Period	
Yes	8.3%	More than once a year	--	Less than 1 year	--
No	91.7%	Every Year	100.0%	1 Year	--
		Every 2 Years	--	2 Years	--
		Every 3 Years	--	3 Years	100.0%
		Less than every three years	--	4 Years	--
				5 Years	--
				More than 5 Years	--

Percentage of Organizations Offering LTI Grants by Ownership Type

	Public	Private	Not-for-Profit
Options	20.00%	--	--
Full Value Shares	--	--	--
Long-Term Cash	--	--	--



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Job Characteristics

Job Match

Greater Responsibility	--
Equal Responsibility	94.4%
Less Responsibility	5.6%

Average Target Bonus (As a Percentage of Base Pay)

25th pctile	50th pctile (median)	75th pctile	org-wtd average
1.2%	9.4%	11.6%	13.6%

Short-Term Incentive Eligibility

Yes	66.7%
No	33.3%

Employees with Six Sigma Certification

Yes	93.8%
No	6.3%

Percent of Employees Who Report to:

CEO	--
Top Management	6.3%
Director	15.6%
Manager	75.0%
Supervisor	3.1%
Other	--