

2009

# American Staffing Association Staffing Industry Compensation Survey

**Percentage of Incs with Base Pay > 50% of Total Cash Compensation** xx%  
**Degree of Match** Less: xx% Equal: xx% More: xx%

## 100 Sales/Account Representative I

Minimum one year experience. Sells to assigned clients and develops prospective clients. Accounts typically are of moderate size. Responsibilities include selling directly to current clients, developing prospective clients, maintaining records and documenting sales calls, and understanding fundamental aspects of the operating system. College degree preferred. Reports to the Branch Manager. This position may also be titled as Staffing Coordinator.

(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	25th %ile	Median	Mean	75th %ile
<b>All Participants Analysis</b>						
Base Pay - Incumbent Weighted	xx	x,xxx	xx.x	xx.x	xx.x	xx.x
Base Pay - Organization Weighted	xx	x,xxx	xx.x	xx.x	xx.x	xx.x
Total Cash Compensation	xx	x,xxx	xx.x	xx.x	xx.x	xx.x

### Variable Pay Eligibility Analysis

Base Pay - Variable Pay Eligible	xx	x,xxx	xx.x	xx.x	xx.x	xx.x
Base Pay - Not Variable Pay Eligible	xx	x,xxx	xx.x	xx.x	xx.x	xx.x
Variable Pay - Receiving	xx	x,xxx	xx.x	xx.x	xx.x	xx.x
Total Cash Compensation - Receiving	xx	x,xxx	xx.x	xx.x	xx.x	xx.x

<b>Sales Responsibility (\$000s)</b>	xx	x,xxx.x	x,xxx.x	x,xxx.x	x,xxx.x	x,xxx.x
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<b>Number of Branch Offices</b>	xx	x,xxx	xx	xx	xx	xx
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Turnover	Num Orgs	Org Wtd	Long-term Incentives	Inc Wtd
2008 Turnover (Mean)	xx	xx%	Percent Eligible	xx%

Certification Earned	Num Orgs	Org Wtd	Inc Wtd
CSP™ (Certified Staffing Professional™)	x	xx %	xx %
TSC™ (Technical Services Certified™)	x	xx %	xx %
CSP™ and TSC™	x	xx %	xx %
Neither CSP™ or TSC™	x	xx %	xx %
Don't Know	x	xx %	xx %

\*More than 30% of sample supplied by one organization

Org Weighted Components of Total Cash Compensation	Num Orgs	Component Included	Num Orgs	Mean Percentage
Base Pay	xx	xx%	xx	xx
Bonus/Incentive (Non-Commission)	xx	xx%	xx	xx
Commission	xx	xx%	xx	xx
Override	xx	xx%	xx	xx

Org Weighted Components of Commissions	Num Orgs	Mean Percentage
Sales	xx	xx
Gross Margin	xx	xx
Other	xx	xx

Perf Measures Used for Bonus/ Incentive (Non-Commission) Plans	Num Orgs	Num Orgs
Target Sales	xx	Profit Before Taxes
Target Hours Billed	xx	Net Operating Profit
Gross Margin	xx	Reduction of Operating Exp

Variable Pay	Num Orgs	Org Wtd	Inc Wtd
Percent Eligible		xx%	xx %
Actual as Percent of Pay (Mean)	xx	xx.x%	xx.x %
Target Percent of Pay (Mean)	xx	xx.x %	xx.x %
Threshold Percent of Annual Sales Objective (Mean)	xx	xx.x %	xx.x %
Percent Capped			xx%

Reimbursement/ Expense	Company Car Provided	Personal Car Used for Business	Company Cell Phone Provided	Personal Cell Phone Used for Business
Num Orgs	xx	xx	xx	xx
Mthly \$ Exp (Org Wtd Mean)	xxx	xxx	xx	xx
Mthly \$ Exp (Inc Wtd Mean)	xxx	xxx	xx	xx

100 Sales/Account Representative I

(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	Base Pay					Variable Pay				Total Cash Compensation				
			25th %ile	Median	Inc Wtd Mean	Org Wtd Mean	75th %ile	Median	Inc Wtd Mean	Org Wtd Mean	Rcvng Count	25th %ile	Median	Inc Wtd Mean	Org Wtd Mean	75th %ile
<b>Org Gross Revenue/Sales</b>																
Less than \$15 Million	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
\$15 Million < \$50 Million	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
\$50 Million or More	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
<b>Total Employment (FTEs)</b>																
Less than 100	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
100 < 500	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
500 or More	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
<b>Organization Type</b>																
National	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
Regional	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
Local/Metropolitan	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
<b>Degree of Match</b>																
Less than Description	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
Equal to Description	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
More than Description	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
<b>Certification Earned</b>																
CSP™	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
TSC™	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
CSP™ and TSC™	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x
Neither CSP™ or TSC™	x	xx	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx.x	xx	xx.x	xx.x	xx.x	xx.x	xx.x

\*More than 30% of sample supplied by one organization



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## Commission Plan Description

### 100 Sales/Account Representative I

<b>Organization Code</b>	<b>Commission Plan Description</b>
A	Plan Description.
B	Plan Description.
C	Plan Description.
D	Plan Description.
E	Plan Description.
F	Plan Description.
G	Plan Description.
H	Plan Description.
I	Plan Description.
J	Plan Description.
K	Plan Description.
L	Plan Description.
M	Plan Description.

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## Bonus/Incentive (Non-Commission) Plan Description

### 100 Sales/Account Representative I

Organization Code	Bonus/Incentive (Non-Commission) Plan Description
A	Plan Description.
B	Plan Description.
C	Plan Description.
D	Plan Description.
E	Plan Description.