

## INTRODUCTION

About This Report .....	1
Survey Methodology .....	2
Definitions.....	2

## COMPENSATION OUTLOOK

Slow and Steady Economic Growth .....	4
Salary Budgets Inch Higher.....	4
Inflation picks up.....	5
Unemployment Rate drops.....	5
Summary.....	5

## EXECUTIVE SUMMARY

Respondent Profile .....	7
Compensation Summary by Job Title.....	11
Salary Practices.....	12
Employee Benefit Practices.....	12

## COMPENSATION INFORMATION

Demographic Information by Job Title .....	15
CEO and Chairman.....	16
CEO/President.....	17
Chief Operating Officer (COO).....	18
Chief Financial Officer (CFO).....	19
Chief Legal Officer (CLO).....	20
Chief Sales Executive (CSE).....	21
Chief Marketing Executive (CME) .....	22
V.P. of Sales & Marketing.....	23
V.P. of Human Resources.....	24
V.P. of Information Systems.....	25
V.P. of Operations .....	26
V.P. of Creative Services .....	27
Sales Director .....	28
Regional Coaching/Development Manager .....	29
Senior Sales Coach .....	30
Call Center Director .....	31
Conference/Special Events Manager .....	32
Sales Promotion Director .....	33
Marketing Director.....	34
Product Development Director.....	35
Creative Services Manager .....	36
Communications Manager .....	37
Distributor/Consultant Training Manager .....	38
Senior Instructional/Training Manager.....	39
Senior Buyer .....	40
Buyer.....	41
President of International .....	42
V.P. of International Marketing .....	43
Group Controller, International.....	44
General Manager/Country Manager.....	45

**EMPLOYEE BENEFITS BY NUMBER OF U.S.  
CORPORATE EMPLOYEES**

All Respondents and Number of U.S. Corporate Employees.....	47
Salary Practices.....	47
Employee Benefits Practices.....	48
Paid Time Off Practices.....	52
Executive Benefits and Perquisites Practices.....	53
Short-Term Incentive Practices.....	56
Long-Term Incentive Practices.....	58

**EMPLOYEE BENEFITS BY PREDOMINANT SALES  
APPROACH AND COMPANY STATUS**

Salary Practices.....	61
Employee Benefits Practices.....	62
Paid Time Off Practices.....	66
Executive Benefits and Perquisites Practices.....	67
Short-Term Incentive Practices.....	70
Long-Term Incentive Practices.....	72