

Manufacturing and Operations Compensation Survey

Quality of Match

Less: 1% Equal: 98% More: 2%

620.124.420 Quality Assurance Specialist - Intermediate

Under general supervision, supports quality engineers in semi-standard processes to ensure compliance with standards. Works with quality assurance engineers and manufacturing staff to ensure inspection and testing procedures are implemented and maintained. Assists in the development of standards to meet quality specifications and recommends changes to basic procedures. Requires ability to use judgement. Typically requires some college or technical training and one to three years related experience.

National Compensation Analysis	Num Orgs	Num Obs	10th %ile	25th %ile	Median	75th %ile	90th %ile	Mean
Base Salary								
Base Salary – Incumbent Weighted (All)	38	172	44.3	52.0	61.8	72.5	77.6	61.9
Base Salary – Organization Weighted (All)	38	N/A	43.3	50.8	57.1	71.6	76.9	59.8
Base Salary – Incentive Eligible	27	93	46.7	53.3	59.7	70.6	77.5	62.1
Incentives (% of Base Salary)								
Annual Incentive Threshold (AI/E)	*6	20	4.0	8.5	10.0	10.0	10.0	8.9
Annual Incentive Target (AI/E)	21	79	2.5	4.0	10.0	15.0	25.0	10.9
Annual Incentive Maximum (AI/E)	16	55	5.0	5.0	11.3	40.0	40.0	17.9
Annual Incentive Granted (AI/R)	21	77	2.6	2.8	7.6	10.4	12.7	7.2
Profit Sharing Granted (PS/R)	*3	7	--	--	--	--	--	2.1
Total Cash Compensation								
Target Total Cash Comp	33	160	45.0	53.8	66.1	76.2	85.3	65.5
Target Total Cash Comp – Rcvng	21	79	53.3	56.7	68.2	78.2	90.6	69.7
Total Cash Compensation (I/R)	24	84	49.4	55.8	62.9	76.5	88.7	66.2
Total Cash Compensation – Incumbent Weighted (All)	38	172	45.0	53.4	64.3	75.4	83.0	64.1
Total Cash Compensation – Organization Weighted (All)	38	N/A	43.4	52.3	61.5	73.8	82.6	62.1
Long-term Incentives (% of Base Salary)								
Long-term Incentives Granted – Expected Value (LTI/R)	3	3	--	--	--	--	--	6.4
Total Direct Compensation								
Total Direct Compensation – Expected Value (LTI/R)	3	3	--	--	--	--	--	70.4
Total Direct Compensation – Expected Value (All)	38	172	45.0	53.4	64.3	75.5	83.0	64.2

* More than 35% of the rates within the sample are supplied by one organization.

Note: Above compensation data are displayed in Cdn \$000s for a full-time equivalent employee. Please refer to the Terms and Definitions in the "Using the Survey Results" section of the report for an explanation of the specific items on this page, including the Black-Scholes methodology.