

Survey Name: 2022 United States MBD/TRS - All MBD Modules
Job Family: Finance
Job Sub-family: Finance Generalists
Job Code: FIN.02.001.M40
Job Title: Finance Business Partners - Senior Manager (M4)
Job Type: Job
Job Description:

Refinement: All Data
Scale: In Whole Numbers
Currency: US Dollar
Number of Organizations: 164
Number of Observations: 950
Position Class: 52-60

Finance Business Partners advise and support the business in areas related to future state financial performance including: •Finance consulting and coaching (e.g., interpreting financial results and measures in the context of business operations) •Providing forward looking financial insight on market conditions, competitors, and alternative business scenarios •Improving the quality of internal and external financial data to drive business decision making and performance A Senior Manager (M4) typically manages a department or small unit that includes multiple teams led by Managers and/or Team Leaders. Responsibilities typically include: • Ownership of short to mid-term (1-3 years) execution of functional strategy and the operational direction of the Department. • Problems faced are often complex and require extensive investigation and analysis. • Requires ability to influence others to accept practices and approaches, and ability to communicate and influence executive leadership.

* More than 25% of the rates within the sample are supplied by one organization

** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	164	950		135,000	151,253	171,512	170,000	190,324	209,160
Salary Min	91	609	*	104,575	113,300	123,362	115,555	134,123	151,200
Salary Mid	89	607	*	139,000	154,070	166,992	170,000	173,410	191,640
Salary Max	91	609	*	171,700	191,710	212,533	225,100	226,600	237,360
Total Guaranteed Cash Comp	164	950		135,000	151,253	171,539	170,000	190,324	209,160
STI Threshold % Base	20	52		5.8	10.0	11.5	10.0	14.4	15.8
STI Target	112	726		19,857	25,099	40,343	36,389	55,782	67,437
STI Target % of Base	112	726		15.0	15.0	22.4	20.0	30.0	35.0
STI Maximum % Base	60	293		20.0	22.5	34.2	35.0	40.0	50.0
STI Actual	102	723		15,000	25,515	48,111	41,407	65,822	92,653
STI Actual % Base	102	723		9.7	16.1	26.9	24.2	35.6	50.2
Sales Incentive (Target)	1	1	**	--	--	--	--	--	--
Sales Incentive Target % Base	1	1	**	--	--	--	--	--	--
Sales Incentive Actual	3	3	**	--	--	--	--	--	--
Sales Incentive Actual % Base	3	3	**	--	--	--	--	--	--
Profit Sharing Actual	3	8	**	--	--	--	--	--	--
Profit Sharing Actual % Base	3	8	**	--	--	--	--	--	--
Total Cash - Target	134	784		158,755	181,500	213,099	209,037	245,392	271,843
Total Cash Target - Receivers	113	727		162,012	184,000	216,111	212,569	247,725	272,648
Total Cash - Actual	164	950		146,258	169,067	208,242	200,052	242,842	283,269
Total Cash Actual - Receivers	103	725		158,219	179,748	219,816	213,451	258,186	291,471
LTI (B-S)	45	365	*	11,278	22,146	30,759	24,939	36,892	51,360
LTI % of Base (B-S)	45	365	*	6.8	11.5	16.3	14.1	20.9	25.7
TDC Target (B-S)	134	784		160,665	183,790	227,005	219,115	265,105	297,537
TDC Target (B-S) Rcvrs	36	345	*	194,678	225,024	261,785	263,462	292,111	321,499
TDC Actual (B-S)	164	950		148,332	171,018	220,060	208,460	264,960	309,400
TDC Actual (B-S) Rcvrs	45	365	*	189,298	224,989	268,223	273,058	305,756	333,409
Tenure - Organization	152	841		2	4	11	10	16	22