

US MBD

Executive Survey

Optimize your executive compensation strategy

Effective leadership is key in driving organizational success. The US MBD: Executive Survey delivers executive salary data across numerous industries, positions, and geographical locations to help empower your company for continued success.



974 positions published

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Top 20 matched positions

1. General Project Management – Senior Manager II
2. General Information Technology – Senior Manager II
3. Manufacturing Production – Senior Manager II
4. General Engineering – Senior Manager II
5. Software Development Engineering (High Tech) – Senior Manager II
6. Account Management/Key Accounts – Senior Manager II
7. General Product Marketing & Management – Senior Manager II
8. Business Development Strategy & Planning – Senior Manager II
9. General Field Sales – Senior Manager II
10. Financial Planning & Analysis – Senior Manager II
11. Legal Counsel: General Business – Senior Manager II
12. HR Business Partners – Senior Manager II
13. Technical Project Management – Senior Manager II
14. General Marketing – Senior Manager II
15. General Human Resources – Senior Manager II
16. Business Operations Strategy & Planning – Senior Manager II
17. Manufacturing Single Plant Management – Senior Manager II
18. Legal Counsel: General Business – Sub-function Executive 1
19. Product/Brand Marketing – Senior Manager II
20. Procurement – Senior Manager II



Position families analyzed

- Administration, facilities & secretarial
- Communications & corporate affairs
- Construction
- Creative & design
- Data analytics/warehousing, & business intelligence
- Engineering & science
- Finance
- General management
- Healthcare/pharmacy services
- Hospitality (food service & lodging)
- Human resources
- Insurance
- IT, telecom & internet
- Legal, compliance & audit
- Production & skilled trades
- Project/program management
- Quality management
- Real estate management, property development & investment
- Sales, marketing & product management
- Supply chain



Career streams analyzed

- Executive



Data collected

- Base pay
- Long-term incentive eligibility and grants
- Organization data
- Short-term incentive eligibility and amounts
- Geographic responsibility
- Years in organization
- Years in position



2,489 companies submitting data

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Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive these great benefits:

- A discount on the survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer companies or competitors that you select.



Survey schedule

Participation runs from February through April with results published in August.



Pricing

\$5,000 – Participants **\$11,050 – Non-participants**

Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



Sample report

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	77	503	*	40,000	45,760	60,928	53,456	72,084	91,987
Salary Min	41	106		42,200	48,000	55,714	52,900	61,033	73,960
Salary Mid	42	111		54,700	60,000	71,137	67,100	76,250	94,000
Salary Max	41	106		70,080	72,825	88,052	81,100	95,186	122,200
STI Threshold % Base	6	12	*	--	--	3.1	2.8	--	--
STI Target	34	112	*	2,036	2,668	5,926	4,289	8,542	12,560
STI Target % of Base	34	112	**	--	--	7.2	7.0	--	--
STI Maximum % Base	16	62	**	--	--	11.7	8.0	--	--
STI Actual	28	101	*	1,871	2,367	5,886	4,180	8,114	12,700
STI Actual % Base	28	101	**	--	--	7.2	5.7	--	--
Sales Incentive (Target)	9	53	*	11,692	13,288	19,636	16,513	22,223	30,250
Sales Incentive Target % Base	9	53	**	--	--	28.4	20.0	--	--
Sales Incentive Actual	12	61	*	7,328	13,235	45,910	31,777	70,230	106,142
Sales Incentive Actual % Base	12	61	*	9.7	21.3	94.9	40.9	164.4	244.3
Profit Sharing Actual	2	2	**	--	--	--	--	--	--
Profit Sharing Actual % Base	2	2	**	--	--	--	--	--	--
Total Cash - Target	61	262		49,864	58,334	79,249	74,380	94,791	116,840
Total Cash Target - Receivers	40	155		54,601	69,784	89,263	85,244	102,797	130,082
Total Cash - Actual	77	503	*	40,019	46,010	67,693	56,476	80,000	114,305
Total Cash Actual - Receivers	41	164		56,616	70,716	94,153	88,520	114,902	140,855
LTI (B-S)	5	11	**	--	--	17,845	5,000	--	--
LTI % of Base (B-S)	5	11	*	--	--	20.9	7.6	--	--
TDC Target (B-S)	61	262		49,864	58,334	79,987	75,108	94,825	122,771
TDC Target (B-S), Rcvrs	4	10	*	--	--	--	--	--	--
TDC Actual (B-S)	77	503	*	40,019	46,010	68,083	56,476	81,360	115,461
TDC Actual (B-S) Rcvrs	5	11	*	--	--	100,709	85,982	--	--
Tenure - Organization	73	496	*	0	1	7	3	7	19

Contact us to order or for more information

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