



Survey Name:	2021 United States SIRS Benchmark Survey - Life Sciences	Refinement:	All Data
Job Family:	Quality Management	Scale:	In Whole Numbers
Job Sub-family:	Manufacturing/Product Quality	Currency:	US Dollar
Job Code:	QLT.03.R01.P20	Number of Organizations:	110
Job Title:	Manufacturing Quality - Experienced Professional (P2)	Number of Observations:	2501
Job Type:	Mercer Combined Job	Position Class:	47-51
Job Description:	Associated Specializations: Good Clinical Practices (GCP) (Life Sciences) - P20; Good Manufacturing Practices (GMP) - P20; Manufacturing Process Definition & Improvement - P20; Manufacturing Quality Assurance - P20; Manufacturing Quality Control - P20; Manufacturing Quality Improvement - P20; Manufacturing Quality: Validation - P20		

* 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	110	2,501		58,214	68,696	79,046	79,435	88,485	97,297
Salary Min	72	1,821		46,900	52,000	60,518	63,600	66,000	73,100
Salary Mid	72	1,821		67,000	69,000	82,079	82,300	91,000	95,260
Salary Max	72	1,821		84,600	87,100	104,011	105,840	117,900	123,000
STI Threshold % Base	10	365	**	--	--	3.0	2.4	--	--
STI Target	79	2,050		3,993	5,674	6,765	6,554	7,627	9,255
STI Target % of Base	79	2,050		5.0	8.0	8.4	8.0	10.0	10.0
STI Maximum % Base	28	698	**	--	--	14.8	15.0	--	--
STI Actual	71	1,672		3,711	5,304	7,891	7,270	9,789	12,854
STI Actual % Base	71	1,672		4.8	6.7	9.4	8.9	11.7	14.4
Sales Incentive (Target)	0	0		--	--	--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual	0	0		--	--	--	--	--	--
Sales Incentive Actual % Base	0	0		--	--	--	--	--	--
Profit Sharing Actual	4	30	*	--	--	--	--	--	--
Profit Sharing Actual % Base	4	30	*	--	--	--	--	--	--
Total Cash - Target	98	2,297		62,315	72,459	84,847	84,996	95,278	104,677
Total Cash Target - Receivers	79	2,050		63,448	75,612	86,326	86,487	96,333	105,846
Total Cash - Actual	110	2,501		58,870	72,019	84,368	84,753	95,145	105,728
Total Cash Actual - Receivers	73	1,695		72,006	80,889	90,440	88,931	98,845	109,526
LTI (B-S)	17	231	*	5,113	6,071	10,783	9,906	12,691	16,973
LTI % of Base (B-S)	17	231	*	5.4	6.8	11.7	9.9	13.9	20.9
TDC Target (B-S)	98	2,297		62,315	72,488	85,932	85,611	96,718	108,140
TDC Target (B-S), Rcvrs	17	231	*	91,161	100,381	112,807	109,873	119,266	132,149
TDC Actual (B-S)	110	2,501		58,870	72,019	85,364	85,122	96,301	109,256
TDC Actual (B-S) Rcvrs	17	231	*	91,439	101,862	114,599	111,385	122,242	135,999
Tenure - Organization	105	2,401		1	2	7	5	9	17