

<b>Survey Name:</b>	2021 United States RET	<b>Refinement:</b>	All Data
<b>Job Family:</b>	Retail	<b>Scale:</b>	In Whole Numbers
<b>Job Sub-family:</b>	Retail Store Management	<b>Currency:</b>	US Dollar
<b>Job Code:</b>	RET.01.002.M20	<b>Number of Organizations:</b>	28
<b>Job Title:</b>	Multi-Store Management (Retail) - Team Leader (Professionals)	<b>Number of Observations:</b>	917
<b>Job Type:</b>	Job	<b>Position Class:</b>	51-55
<b>Job Description:</b>	Oversees the operation of a number of retail stores in a given geographic area or product category/group in order to achieve revenue and customer service goals. A Team Leader (M2)		

\* More than 35% 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
<b>Base Salary</b>	<b>28</b>	<b>917</b>		<b>55,000</b>	<b>61,712</b>	<b>71,351</b>	<b>67,596</b>	<b>76,783</b>	<b>93,203</b>
Salary Min	16	707	*	34,500	50,000	54,570	57,200	58,968	67,860
Salary Max	16	707	*	74,470	77,300	86,806	85,800	88,504	101,764
Base Salary Incentive Eligible	15	611	*	52,392	60,892	71,241	66,300	76,565	95,132
Base Salary Not Incentive Eligible	15	306		59,212	63,833	71,569	70,000	77,036	86,139
STI Threshold % Base	1	2	**	--	--	--	--	--	--
STI Target % of Base	11	416	**	--	--	13.9	15.0	--	--
STI Maximum % Base	6	332	**	--	--	19.2	20.0	--	--
STI Actual % Base	8	363	**	--	--	12.1	11.0	--	--
STI Actual	8	363	**	--	--	9,407	8,101	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual % Base	1	1	**	--	--	--	--	--	--
Sales Incentive Actual	1	1	**	--	--	--	--	--	--
Sales Incentive (Target)	0	0		--	--	--	--	--	--
<b>Total Cash - Actual</b>	<b>28</b>	<b>917</b>		<b>55,000</b>	<b>63,278</b>	<b>75,089</b>	<b>70,918</b>	<b>81,086</b>	<b>100,448</b>
<b>TDC Actual (B-S)</b>	<b>28</b>	<b>917</b>		<b>55,000</b>	<b>63,278</b>	<b>75,089</b>	<b>70,918</b>	<b>81,086</b>	<b>100,448</b>
Total Number of Stores/Restaurants	9	416	**	--	--	13	12	--	--
Annual Net Sales Revenue	4	39	**	--	--	21,608,582	16,743,106	--	--
Standard Work Week	24	831		40	40	40	40	40	40
Tenure - Organization	26	881		2	3	8	6	11	19
Tenure - Position	20	478		1	2	4	3	6	9