

Survey Name:	2021 United States MBD/TRS - Logistics and Supply Chain	Refinement:	All Data
Job Family:	Legal, Compliance & Audit	Scale:	In Whole Numbers
Job Sub-family:	Compliance	Currency:	US Dollar
Job Code:	LCA.07.125.P20	Number of Organizations:	23
Job Title:	International Trade Compliance - Experienced Professional (P2)	Number of Observations:	70
Job Type:	Job	Position Class:	47-51
Job Description:	Develops and manages comprehensive internal export and import controls to ensure compliance with regulatory agencies in the conduct of international marketing, sales, supply chain and other business activities. Establishes business processes for submitting to and obtaining from the government all necessary export and import licenses, permits, certifications, and technology release determinations. Establishes and maintains relations with appropriate government regulatory agencies. Establishes operational processes for ensuring trade compliance through gate reviews of technical data, foreign travel, foreign visits and export and import shipments. Maintains applicable trade compliance records in accordance with regulatory requirements. Supports law department in investigating and resolving compliance problems, questions, or complaints. Establishes and maintains training and audit/assessment programs to ensure implementation and effectiveness of internal controls. Generates performance metrics for export and import processes. An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: <ul style="list-style-type: none"> • Works independently with general supervision. • Problems faced are difficult but typically not complex. • May influence others within the job area through explanation of facts, policies and practices. 		

* 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	23	70	*	61,730	68,469	76,621	74,953	80,101	98,987
Salary Min	16	36		54,944	57,203	61,233	58,400	67,496	72,900
Salary Mid	16	36		71,162	73,800	80,438	80,500	84,370	96,600
Salary Max	16	36		86,100	92,300	100,151	98,250	109,690	120,400
STI Threshold % Base	1	2	**	--	--	--	--	--	--
STI Target	12	49	*	1,935	2,177	3,841	3,085	3,938	7,600
STI Target % of Base	12	49	**	--	--	4.9	5.0	--	--
STI Maximum % Base	8	38	**	--	--	9.8	10.0	--	--
STI Actual	13	44	*	1,334	2,097	3,206	2,386	3,249	7,674
STI Actual % Base	13	44	*	1.8	2.8	4.1	3.2	3.8	8.3
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	1	2	**	--	--	--	--	--	--
Profit Sharing Actual % Base	1	2	**	--	--	--	--	--	--
Total Cash - Target	21	63	*	63,441	70,117	79,886	76,384	85,602	103,006
Total Cash Target - Receivers	12	49	*	66,036	72,140	81,083	76,527	84,963	103,734
Total Cash - Actual	23	70	*	62,764	69,896	78,833	76,136	84,598	101,338
Total Cash Actual - Receivers	14	46	*	64,931	71,384	79,890	77,246	84,598	99,973
LTI (B-S)	1	3	**	--	--	--	--	--	--
LTI % of Base (B-S)	1	3	**	--	--	--	--	--	--
TDC Target (B-S)	21	63	*	63,441	70,117	80,377	76,384	88,541	103,006
TDC Target (B-S), Rcvrs	1	3	**	--	--	--	--	--	--
TDC Actual (B-S)	23	70	*	62,764	69,896	79,275	76,229	85,966	101,867
TDC Actual (B-S) Rcvrs	1	3	**	--	--	--	--	--	--
Tenure - Organization	22	64	*	1	2	6	3	6	15