

**CRT.03.002.M30 - Multi-Media Web Design - Manager (M3)\***

(Compensation Data Displayed in US)	Num Orgs	Num Obs	25th %ile	Median	Mean	75th %ile
Annual Base Salary	10	17	102,870	116,966	124,573	149,448
Short-term Incentive Target (% of Base)	5	11	--	15	14.5	--
Short-term Incentive Actual (% of Base)	7	12	8.5	10.4	12	15.5
Short-term Incentive Actual Amount	7	12	8,551	12,595	14,432	18,811
Target Total Cash Compensation	5	11	--	125,804	141,900	--
Total Cash Compensation	10	17	111,448	125,600	134,760	163,910
Total Cash Compensation- Receiving	7	12	108,905	120,533	132,274	162,605
Long-term Incentive Actual	1	2	--	--	--	--
Total Direct Compensation	10	17	111,448	125,600	138,110	163,910
Total Direct Compensation - Receiving	1	2	--	--	--	--

Sample

	Frequency %
Long-term Incentive Eligibility	100%
Of Those LTI Eligible, LTI Receivers	--%

\*More than 25% of sample supplied by one organization.