

Survey Name: 2019 United States MBD/TRS - Executive
Job Family: Supply Chain
Job Sub-family: Supply Chain Leadership
Job Code: SCN.01.001.E13
Job Title: Head of Supply Chain - Country Multi-Profit Center/Group (E1)
Job Type: Job

Refinement: All Data
Scale: In Whole Numbers
Currency: US Dollar
Number of Organizations: 13
Number of Observations: 14
Position Class: 58-66

Job Description: Accountable for all processes and teams associated with: •Procurement •Supply Chain Planning & Management •Logistics Operations & Optimization •Materials Management •Warehousing, Distribution & Transportation •Import/Export & Customs Operations Establishes and implements strategies that have short to mid-term (1-3 years) impact on business results in alignment with parent/independent organization objectives. • Leads multiple teams of directors/senior managers, and managers. • Develops short to mid-term (1-3 years) plans for optimizing the organization, function, or sub-function and the talent required to execute strategies in job area.

* 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	13	14		179,511	209,964	242,250	235,000	267,747	326,560
Salary Min	10	11		115,381	153,100	172,446	166,900	178,500	274,670
Salary Mid	10	11		177,463	220,000	256,090	241,900	255,000	412,654
Salary Max	10	11		214,804	305,028	346,855	316,900	428,320	556,000
STI Threshold % Base	0	0		--	--	--	--	--	--
STI Target	10	10		18,095	45,217	76,823	66,883	88,491	201,131
STI Target % of Base	10	10		6.5	23.7	31.0	30.0	37.5	63.0
STI Maximum % Base	4	4	*	--	--	--	--	--	--
STI Actual	12	13		21,948	41,911	108,496	79,200	171,848	261,020
STI Actual % Base	12	13		10.7	23.2	40.9	35.7	57.1	90.2
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	3	3	**	--	--	--	--	--	--
Profit Sharing Actual % Base	3	3	**	--	--	--	--	--	--
Total Cash - Target	10	10		201,580	251,955	318,910	299,449	357,065	518,817
Total Cash Target - Receivers	10	10		201,580	251,955	318,910	299,449	357,065	518,817
Total Cash - Actual	13	14		218,789	236,451	344,634	306,673	406,319	580,647
Total Cash Actual - Receivers	12	13		217,799	240,743	353,452	312,000	448,281	584,201
LTI (B-S)	5	5		--	--	--	--	--	--
LTI % of Base (B-S)	5	5		--	--	--	--	--	--
TDC Target (B-S)	10	10		225,394	281,577	373,370	317,189	434,675	724,497
TDC Target (B-S), Rcvrs	5	5		--	--	--	--	--	--
TDC Actual (B-S)	13	14		232,019	265,452	383,535	306,673	406,319	797,462
TDC Actual (B-S) Rcvrs	5	5		--	--	--	--	--	--
Tenure - Organization	13	14		2	9	15	12	20	34