

<b>Survey Name:</b>	2019 United States MBD/TRS - Mercer/Gartner Information Technology	<b>Refinement:</b>	All Data
<b>Job Family:</b>	IT, Telecom & Internet	<b>Scale:</b>	In Whole Numbers
<b>Job Sub-family:</b>	IT, Telecom & Internet Generalists	<b>Currency:</b>	US Dollar
<b>Job Code:</b>	ITC.02.000.P20	<b>Number of Organizations:</b>	225
<b>Job Title:</b>	IT, Telecom & Internet Generalists - Experienced Professional (P2)	<b>Number of Observations:</b>	2519
<b>Job Type:</b>	Core Job	<b>Position Class:</b>	46-51
<b>Job Description:</b>	Positions in this sub-family are responsible for managing or performing work across multiple areas of an organization's IT platform/infrastructure including analysis, development, and administration of: •IT Systems Software, Hardware, and Databases •Data & Voice Networks •Data Processing Operations •End User Technology & Software Support •Conducts cost/benefit analyses for proposed IT projects as input to the organization's IT roadmap An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: • 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
<b>Base Salary</b>	<b>225</b>	<b>2,519</b>		<b>58,344</b>	<b>66,888</b>	<b>78,748</b>	<b>75,000</b>	<b>89,651</b>	<b>102,440</b>
Salary Min	137	1,736	*	51,000	54,924	63,707	62,920	72,500	76,458
Salary Mid	141	1,678	**	--	--	83,460	82,500	--	--
Salary Max	137	1,736	**	--	--	100,311	103,002	--	--
STI Threshold % Base	23	484	**	--	--	2.4	1.5	--	--
STI Target	104	1,222	*	1,813	3,850	7,341	7,899	9,270	12,044
STI Target % of Base	104	1,222	**	--	--	8.4	10.0	--	--
STI Maximum % Base	50	934	**	--	--	16.3	20.0	--	--
STI Actual	106	1,149	*	2,148	3,065	9,608	8,152	11,698	16,627
STI Actual % Base	106	1,149	*	3.0	4.2	10.7	10.2	13.1	23.5
Sales Incentive (Target)	1	12	**	--	--	--	--	--	--
Sales Incentive Target % Base	1	12	**	--	--	--	--	--	--
Sales Incentive Actual	0	0		--	--	--	--	--	--
Sales Incentive Actual % Base	0	0		--	--	--	--	--	--
Profit Sharing Actual	7	21	*	--	--	6,431	3,726	--	--
Profit Sharing Actual % Base	7	21	*	--	--	8.8	4.4	--	--
<b>Total Cash - Target</b>	<b>213</b>	<b>2,464</b>		<b>58,815</b>	<b>68,939</b>	<b>82,382</b>	<b>78,062</b>	<b>94,806</b>	<b>110,062</b>
Total Cash Target - Receivers	105	1,234	*	61,101	75,678	89,964	89,443	102,929	118,556
<b>Total Cash - Actual</b>	<b>225</b>	<b>2,519</b>		<b>59,150</b>	<b>68,691</b>	<b>83,185</b>	<b>78,062</b>	<b>95,000</b>	<b>110,946</b>
Total Cash Actual - Receivers	112	1,167	*	62,595	76,933	92,245	90,248	103,650	121,906
LTI (B-S)	7	21	*	--	--	8,788	5,102	--	--
LTI % of Base (B-S)	7	21	*	--	--	10.3	5.1	--	--
<b>TDC Target (B-S)</b>	<b>213</b>	<b>2,464</b>		<b>58,815</b>	<b>68,939</b>	<b>82,457</b>	<b>78,062</b>	<b>95,000</b>	<b>110,276</b>
TDC Target (B-S), Rcvrs	7	21	*	--	--	108,252	104,296	--	--
<b>TDC Actual (B-S)</b>	<b>225</b>	<b>2,519</b>		<b>59,150</b>	<b>68,691</b>	<b>83,258</b>	<b>78,062</b>	<b>95,000</b>	<b>111,402</b>
TDC Actual (B-S) Rcvrs	7	21	*	--	--	107,941	103,950	--	--
Tenure - Organization	203	2,059		1	3	10	6	15	23