




2014

TALENT MANAGEMENT COMPENSATION REPORT

**New
Talent Management
Network**



Second place is good too, right?

We don't think so either.

Our clients want to win. They know that only the highest performing, most engaged talent can deliver what they've promised their customers and investors. They rely on The Talent Strategy Group to quickly elevate their company's talent quality and to radically simplify their talent building practices.

Our global team of consultants (all former human resource executives) can help you to transform your company's talent into a key competitive asset. We will work with you to create a talent strategy, identify high potential talent, accelerate talent development and elevate performance across your company.

We help the world's largest and most successful companies to build better talent faster. Let's talk about how we can get your talent into first place.

Visit us at www.talentstrategygroup.com or contact us at info@talentstrategygroup.com



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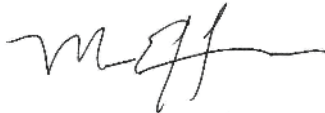
ABOUT THIS REPORT

The New Talent Management Network exists to elevate the quality of the talent management function. One way we pursue that outcome is through conducting original research on talent management topics that interest our members. And, what's more interesting than how much money we (and your peers) make?

We solicited data from our members and with the support of the Institute for Corporate Productivity (i4cp) using a brief, confidential survey administered in July – September 2014. We received data from 71 companies and present that information here. The compensation figures listed may have been adjusted based on various factors and should be taken as a rough guide to compensation levels with reasonable variance around the mean.

Thank you for your participation and your interest.

Best regards,

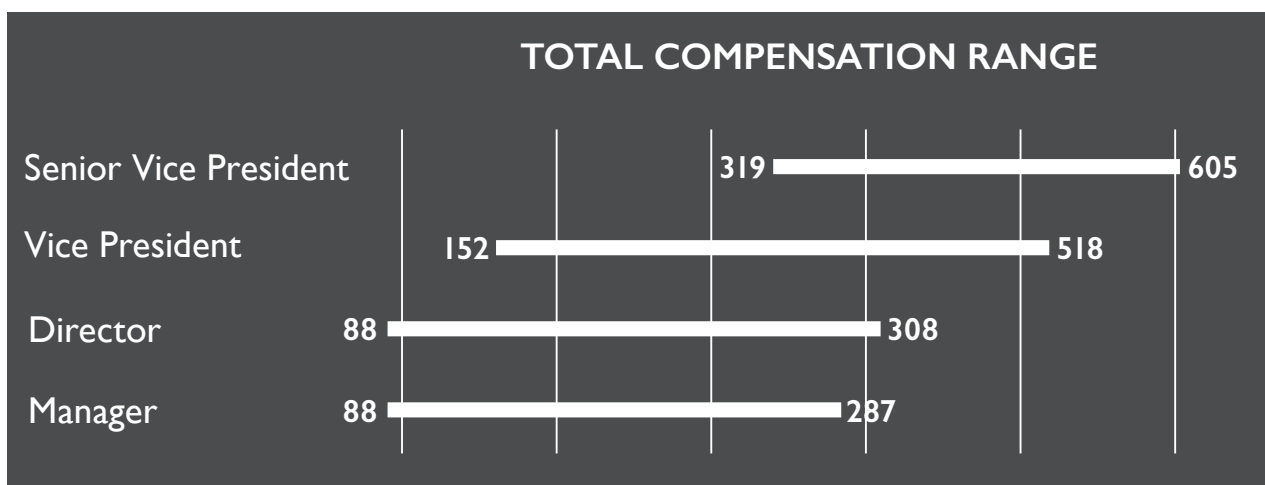
A handwritten signature in black ink, appearing to read 'm. effron', with a long horizontal flourish extending to the right.

Marc Effron

Founder, New Talent Management Network
President, The Talent Strategy Group

TALENT MANAGEMENT

LEVEL	BASE	BONUS		TOTAL CASH	LTI		TOTAL COMP
Senior Vice President	\$263	37%	\$99	\$362	33%	\$91	\$452
Vice President	210	24	51	261	21	45	306
Director	157	19	30	188	10	16	205
Manager	114	13	15	129	3	3	133



NOTE: All compensation figures are in USD000's



No consultants. No vendors.

The i4cp 2015 Conference

MARCH 16 - 19 | SCOTTSDALE, AZ

Network and collaborate with HR, talent and learning leaders at one of 2015's most anticipated events: the i4cp 2015 Conference. The event is closed to consultants and vendors, ensuring an exclusive setting to advance the people practices that drive market performance.

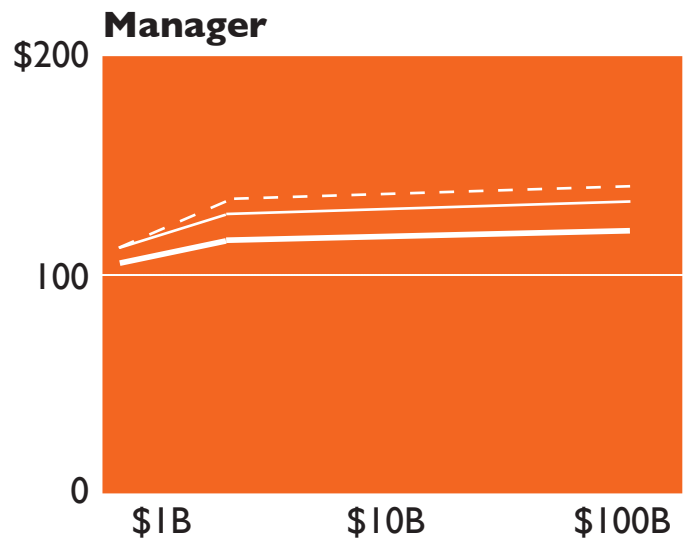
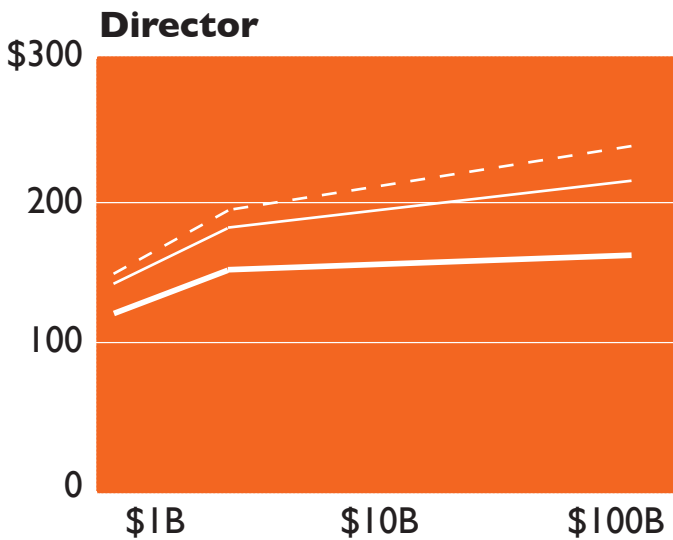
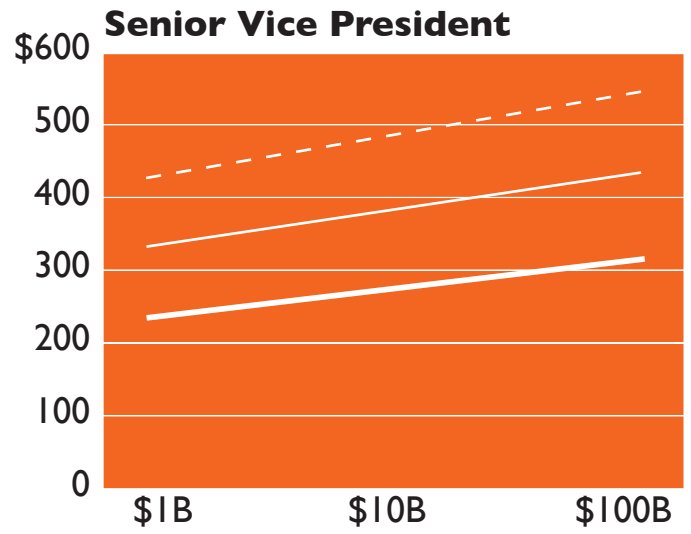
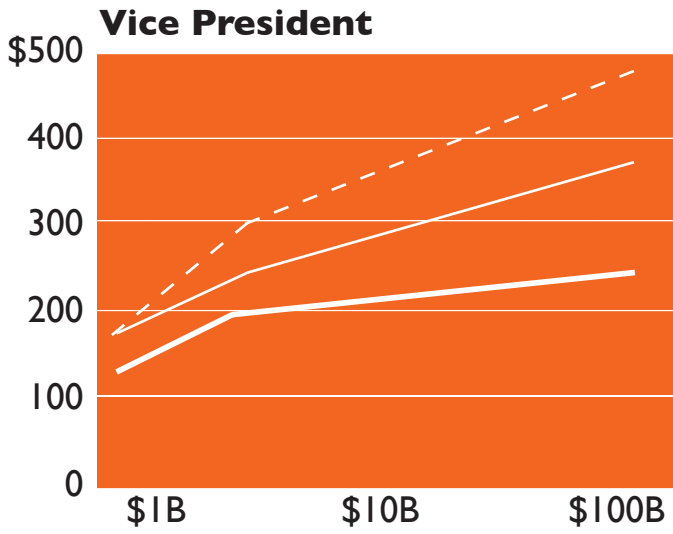
Sign up now at i4cp.com/conference



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CORPORATE PRODUCTIVITY
Peers. Research. Tools. Data.

TALENT MANAGEMENT

(BY COMPANY REVENUE)*



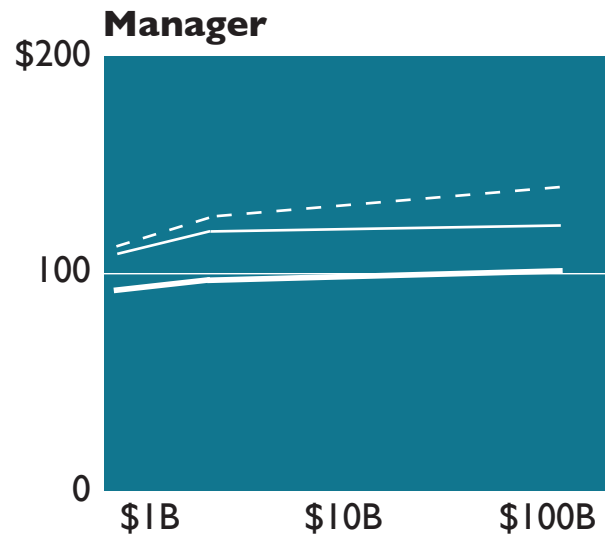
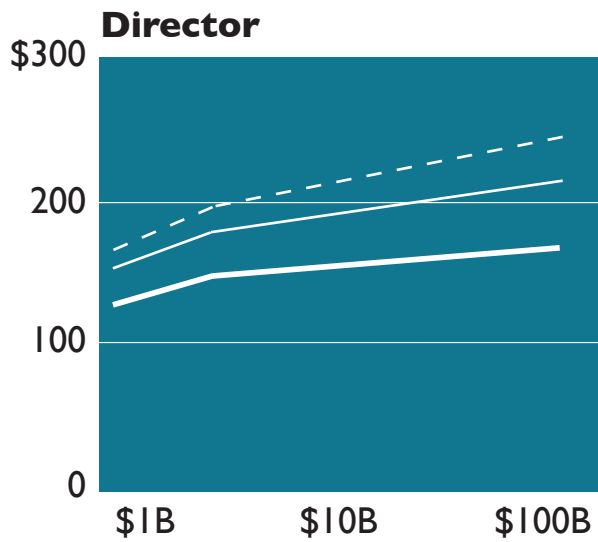
KEY:

- BASE SALARY
- BASE + BONUS
- BASE + BONUS + LONG-TERM INCENTIVE

*Charts aren't meaningfully different when analysis is based on employee count rather than revenue.

ORGANIZATION DEVELOPMENT

LEVEL	BASE	BONUS		TOTAL CASH	LTI		TOTAL COMP
Vice President	\$205	22%	\$45	\$250	28%	\$57	\$308
Director	156	21	33	190	14	22	213
Manager	110	13	14	125	4	5	130



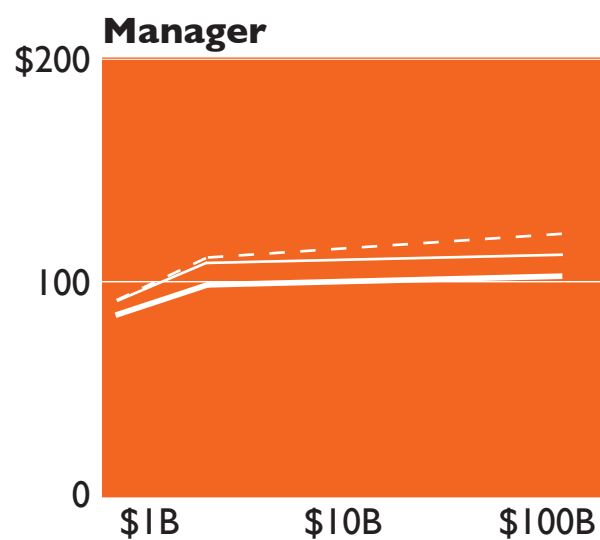
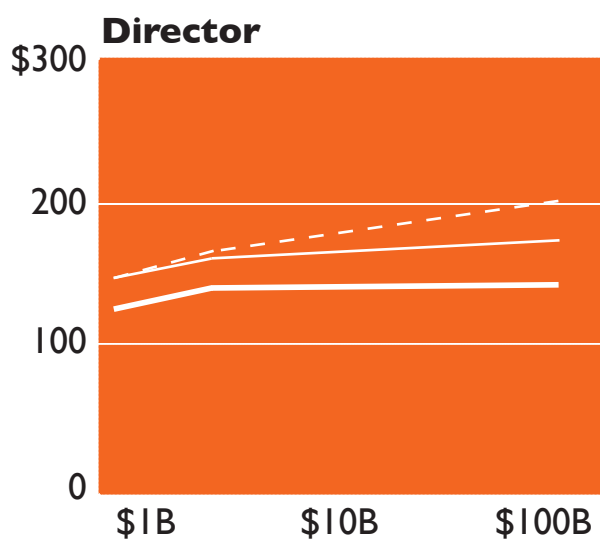
KEY:

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NOTE: All compensation figures are in USD000's

LEARNING & DEVELOPMENT

LEVEL	BASE	BONUS		TOTAL CASH	LTI		TOTAL COMP
Vice President	\$182	24%	\$44	\$226	16%	\$29	\$254
Director	137	16	22	159	6	8	167
Manager	97	9	9	106	1	1	107



KEY:

- BASE SALARY
- BASE + BONUS
- BASE + BONUS + LONG-TERM INCENTIVE

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SUPPLEMENTARY BENEFITS AND INFORMATION

WHICH OBJECTIVES ARE USED TO CALCULATE
AN EMPLOYEE'S BONUS AT EACH LEVEL?

	ONLY INDIVIDUAL OBJECTIVES	MAINLY INDIVIDUAL; SOME CORPORATE OR REGIONAL	ROUGHLY BALANCED INDIVIDUAL AND CORPORATE/ REGIONAL OBJECTIVES	MAINLY CORPORATE OR REGIONAL; SOME INDIVIDUAL	ONLY CORPORATE OR REGIONAL OBJECTIVES
Executive Vice President	3%	19%	9%	25%	44%
Senior Vice President	0%	22%	25%	22%	31%
Vice President	0%	27%	32%	29%	12%
Director	8%	25%	38%	19%	11%
Manager	9%	41%	29%	10%	10%

IS THERE AN OPTION FOR INDIVIDUALS TO CHOOSE THE MIX OF ELEMENTS (I.E. STOCK OPTIONS, RESTRICTED STOCK, CASH) IN THEIR LONG TERM INCENTIVES GRANT?

NO 91%

	VACATION DAYS*	% RECEIVING CAR ALLOWANCE	AVERAGE \$
Executive Vice President	23.5	30%	\$1,344/mo
Senior Vice President	21	19%	\$1,062
Vice President	18.5	10%	\$625
Director	17.5	7%	\$562
Manager	16	4%	\$208

	VALUE OF ALL OTHER BENEFITS
Executive Vice President	\$1,462/mo
Senior Vice President	\$1,152
Vice President	\$839
Director	\$589
Manager	\$465

