



2008 WAREHOUSING SALARIES AND WAGES

**COMPENSATION OVERVIEW**

Overall total salaries and wages for warehouse employees as of January 1, 2008 were as follows:

	(n)	Average	Median	Percentiles		
				25th	75 <sup>th</sup>	90 <sup>th</sup>
<b>Salary + Bonus</b>		\$	\$	\$	\$	\$
Vice President of Logistics	47	167,327	150,000	132,000	190,000	287,000
Vice President Marketing/Sales	30	137,661	115,697	102,921	155,000	223,179
Director of Logistics	58	122,985	121,064	99,000	145,000	165,600
General Manager	126	107,922	100,000	76,960	130,000	172,027
Operations Manager	223	77,122	73,708	62,100	85,500	96,000
Traffic Manager	81	73,803	72,500	58,510	85,215	93,500
Customer Service Manager	98	61,098	57,791	47,424	71,654	82,915
Office Manager	49	55,951	55,000	47,000	60,000	79,000
Warehouse Supervisor	599	48,270	47,000	42,592	52,584	60,280
Sales Person (Includes salary, bonus, commission & any other cash compensation)	87	75,327	69,228	47,385	92,000	130,000
				Percentiles		
Hourly Wage	(n)	Average	Median	25th	75 <sup>th</sup>	90 <sup>th</sup>
		\$	\$	\$	\$	\$
Forklift Operator	121	13.26	12.60	11.50	14.72	17.10
Order Filler/Picker	110	12.71	12.00	10.50	14.33	16.51
Shipping/Receiving Clerk	101	13.63	13.14	11.30	15.32	17.00
Customer Service Representative	97	14.26	13.52	12.54	15.50	17.64
Warehouse Worker	80	12.14	11.78	10.22	13.46	15.00