

2015 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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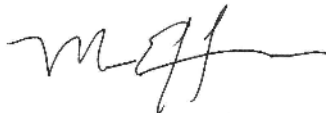
ABOUT THIS REPORT

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?

In August/September 2015, we solicited data from our members and other contacts and received data from 56 companies. The compensation figures listed 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. Please join the New Talent Management Network at no cost at www.NewTMN.com.

Best regards,

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

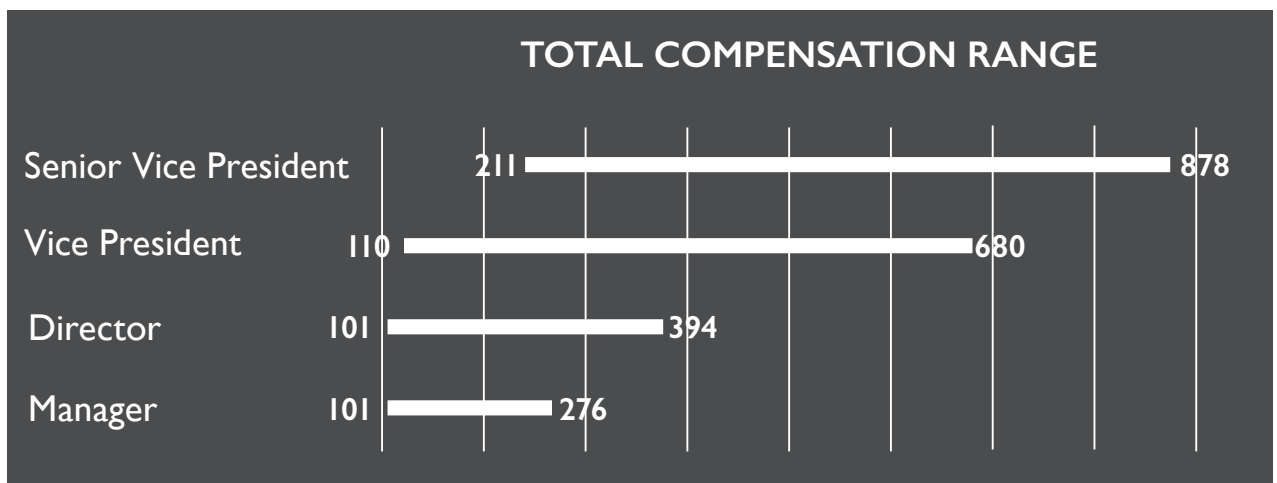
Marc Efron

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

TALENT MANAGEMENT

LEVEL	BASE	BONUS		TOTAL CASH	LTI		TOTAL COMP
Senior Vice President*	\$267	48%	\$139	\$467	40%	\$121	\$527
Vice President*	254	38	94	347	26	75	422
Director	160	24	41	201	13	26	227
Manager	153	15	21	174	9	12	188

*There was no meaningful difference in compensation when these roles were indicated as being the company's "Top Talent Management job"



NOTE: All compensation figures are in USD000's

UPDATE YOUR STATUS

TALENT

Ace
Artist
Authority
Buff
Connoisseur
Doyen
Graduate
Guru
Hot Shot
Old Hand
Old Pro
Professional
Shark
Virtuoso
Whiz

HR LEADERS BECOME MORE VALUABLE AT THE TALENT MANAGEMENT INSTITUTE

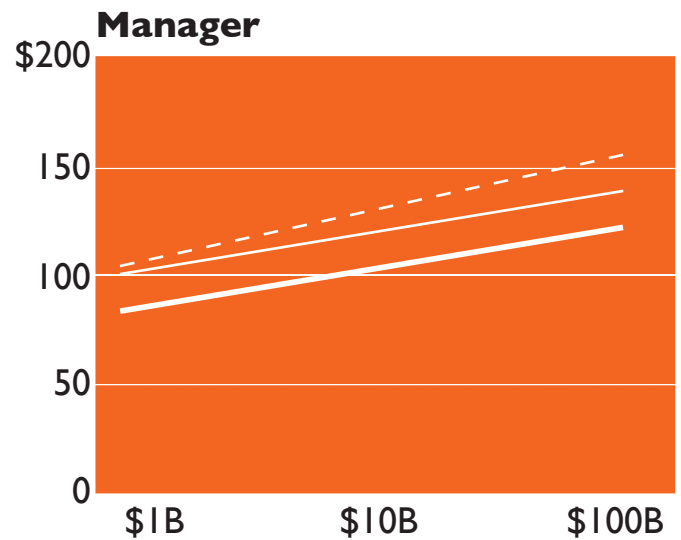
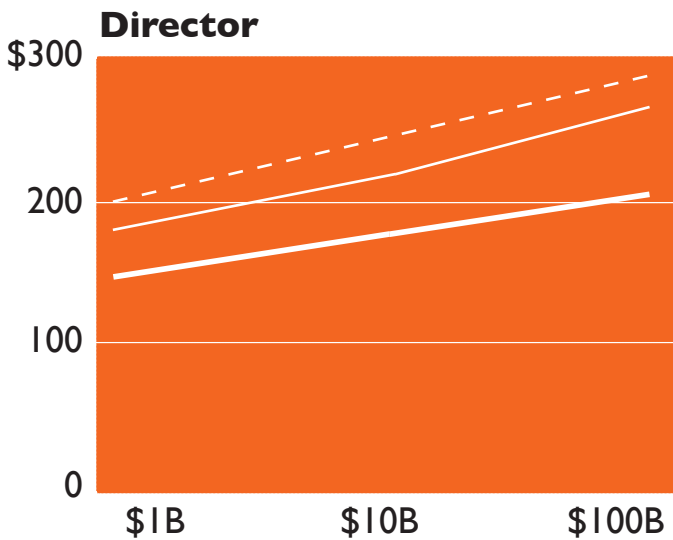
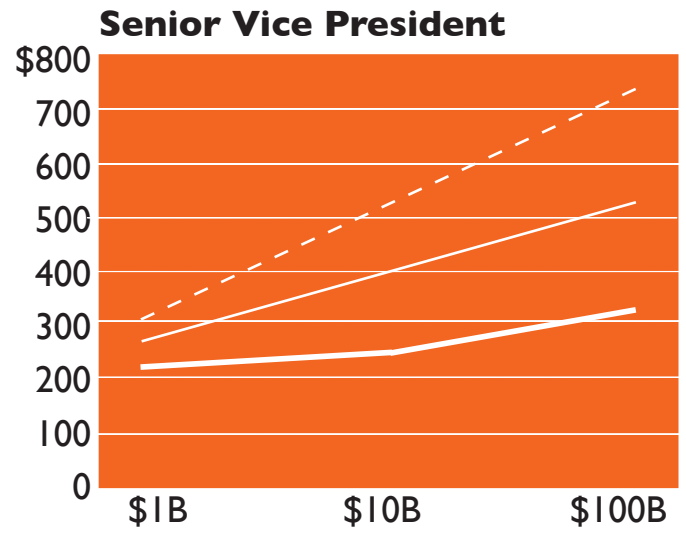
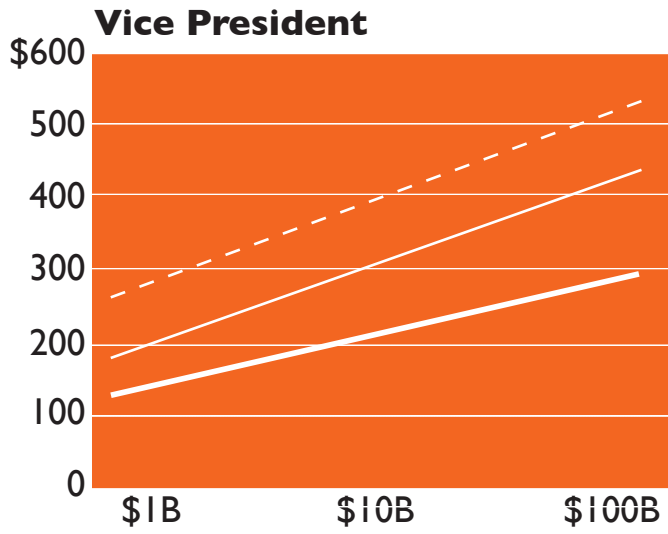
Talent is today's hottest issue – how to identify the best, build them fast and keep them “here and happy.” The Talent Management Institute (TMI) teaches you how to achieve all of that and more. In four days you get the practical insights, powerful tools and helpful feedback you need to build and execute brilliant talent processes.

It's the “go to” course. In just four years TMI has become the most popular course of its kind. Its public and private sessions have helped more than 1,000 HR leaders become incredible talent builders.

Register today! Every TMI course has sold out and our March 2016 course is filling up quickly. Register today at talentmanagement.institute and download our brochure at <http://bit.ly/TMI2015bro>.



TALENT MANAGEMENT BY COMPANY REVENUE*



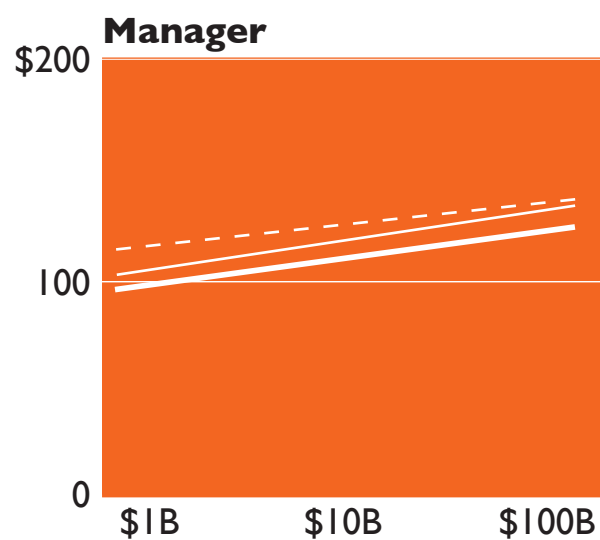
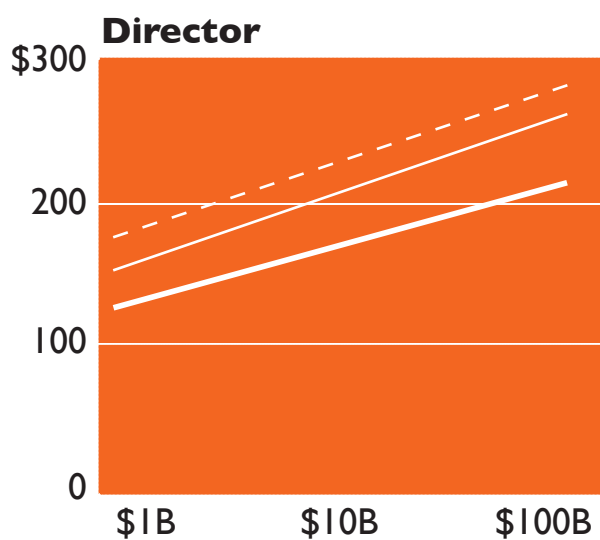
KEY:

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

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

LEARNING & DEVELOPMENT

LEVEL	BASE	BONUS		TOTAL CASH	LTI		TOTAL COMP
Vice President	\$233	40%	\$99	\$332	32%	\$83	\$416
Director	168	23	44	212	8	12	224
Manager	117	10	12	129	3	3	132



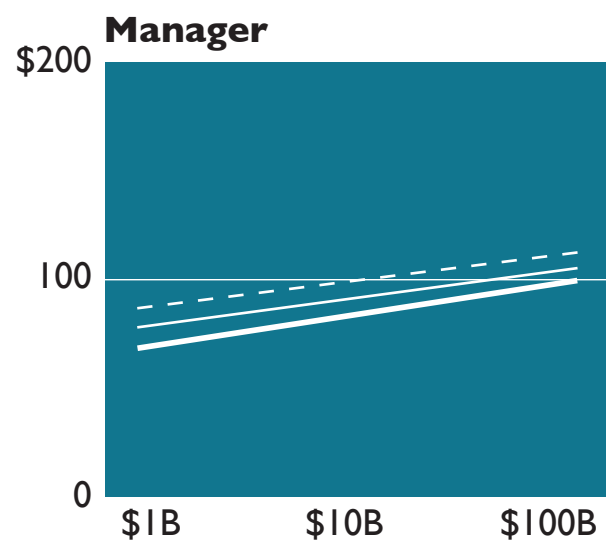
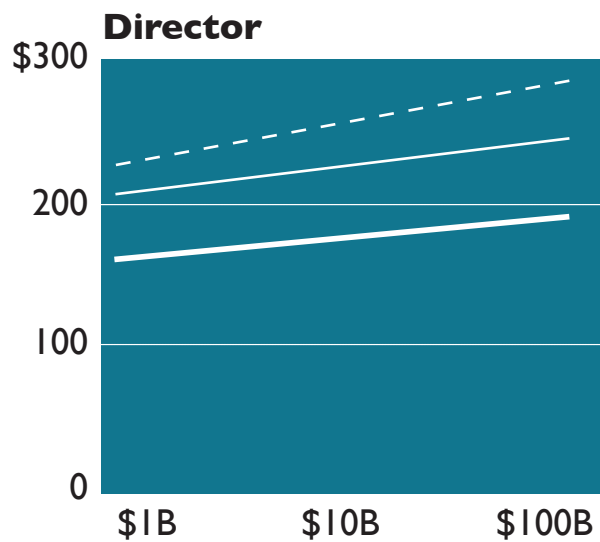
KEY:

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NOTE: All compensation figures are in USD000's

ORGANIZATION DEVELOPMENT

LEVEL	BASE	BONUS		TOTAL CASH	LTI		TOTAL COMP
Vice President	\$224	30%	\$77	\$301	33%	\$93	\$394
Director	187	27	50	237	21	39	276
Manager	143	10	13	156	2	5	158



KEY:

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

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SUPPLEMENTARY BENEFITS AND INFORMATION

WHAT TYPE OF 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	0%	0%	24%	43%	33%
Senior Vice President	0%	0%	37%	50%	13%
Vice President	6%	6%	45%	33%	9%
Director	5%	21%	38%	23%	10%
Manager	8%	23%	24%	20%	18%

**DO YOU USE A FORMAL PERFORMANCE RATING
TO HELP CALCULATE AN INDIVIDUAL'S BONUS?**

YES

72%

	VACATION DAYS*	% RECEIVING CAR ALLOWANCE & AVERAGE \$	
Executive Vice President	25	64%	\$1,125/mo
Senior Vice President	25	57%	\$911
Vice President	24	52%	\$736
Director	19	18%	\$646
Manager	19	3%	\$375

	VALUE OF ALL OTHER BENEFITS
Executive Vice President	\$964/mo
Senior Vice President	\$830
Vice President	\$705
Director	\$338
Manager	\$335

