



2006 WAREHOUSING SALARIES AND WAGES

COMPENSATION OVERVIEW

Overall total salaries and wages for warehouse employees as of January 1, 2006 were as follows:

| | (n) | Average | Median | Percentiles | | |
|--|-----|---------|---------|------------------|------------------|------------------|
| | | | | 25 th | 75 th | 90 th |
| Salary + Bonus | | \$ | \$ | \$ | \$ | \$ |
| Vice President of Logistics | 96 | 168,419 | 151,250 | 111,750 | 215,700 | 250,000 |
| Vice President Marketing/Sales | 53 | 142,846 | 138,000 | 100,000 | 163,500 | 221,000 |
| Director of Logistics | 119 | 119,765 | 113,000 | 90,000 | 143,300 | 175,000 |
| General Manager | 266 | 88,907 | 85,000 | 69,600 | 100,008 | 124,620 |
| Operations Manager | 330 | 70,849 | 67,886 | 56,000 | 81,000 | 102,031 |
| Traffic Manager | 125 | 63,855 | 61,500 | 49,100 | 74,500 | 91,574 |
| Customer Service Manager | 123 | 54,484 | 52,000 | 41,587 | 62,000 | 81,974 |
| Office Manager | 125 | 48,812 | 47,220 | 40,000 | 54,827 | 63,860 |
| Warehouse Supervisor | 835 | 45,932 | 44,000 | 38,983 | 52,100 | 60,000 |
| Sales Person | | | | | | |
| (Includes salary, bonus, commission & any other cash compensation) | 89 | 87,299 | 75,000 | 50,000 | 100,000 | 150,312 |
| Hourly Wage | | \$ | \$ | \$ | \$ | \$ |
| Forklift Operator | 263 | 12.92 | 12.50 | 11.25 | 14.08 | 16.25 |
| Order Filler/Picker | 163 | 11.57 | 11.39 | 10.00 | 12.87 | 14.50 |
| Shipping/Receiving Clerk | 178 | 13.16 | 12.91 | 11.25 | 14.43 | 16.50 |
| Customer Service Representative | 189 | 13.33 | 12.98 | 11.72 | 14.70 | 16.38 |
| Warehouse Worker | 182 | 11.19 | 11.00 | 9.79 | 12.27 | 13.92 |