

Interactive Exercise

Course 76: Sales Compensation and Expense Allowances

We begin by opening ERI's **Salary Assessor**. Data is reported for more than 16,000 jobs. Pay ranges are shown based upon location, industry, revenue, years of experience, and employee performance level.

The default tab is *Job Report*, which is what we need for this analysis.

In the *Job Title* field begin typing "Sales Account Manager." When it is highlighted in the list, select it. For *Area*, enter "Boulder, Colorado," and for *Industry*, "Computers and Computer Peripheral Equipment and Software Wholesalers." Enter "100,000,000" for *Analysis Based on Revenue* and select **July 1, 2026**, for the *Salary Planning Date*.

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Salary Assessor **Job Report** Benchmark List Geographic List Advanced Reports Compensation Management Survey Management Total Compensation Benefits

Organization Name (Optional)
Your Organization Name

Sales Account Manager
All Incumbent Average: \$147,197 ERI: 82062 | eDOT: 164167014 | SOC: 112022

Job Title
Sales Account Manager

Area
Boulder, Colorado

Industry
Computers and Computer Peripheral E

eSIC Code: 5045

NAICS: 423430

usSEC: 5045

Analysis Based on
Revenue

Salary Planning Date
7/1/2026

Salaries By Experience/Size Salaries By Level

Compensation Type Base Salaries **Pay Period** Annual [Years of Experience](#) [Percentiles](#)

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
16	143,920	156,853	173,089	189,825	206,390
12	133,551	145,669	160,949	176,363	191,581
8	121,859	133,050	147,197	161,481	175,239
4	107,570	117,586	130,327	143,139	155,572
1	95,561	104,544	116,045	127,590	138,838

Survey Description eDOT Description Adjustments Job Characteristics

Job Title: Sales Account Manager

Alternate Titles:

With **Base Salaries** under *Compensation Type* selected, base salary data for this job at different performance levels now display in the *Salaries by Experience/Size* table. But we need years of experience data for 10 years and 7 years so select the **Years of Experience** link.

Job Report

Benchmark List

Geographic List

Advanced Reports

Compensation Management

Survey Management

Total Compensation

Benefits

Sales Account Manager

All Incumbent Average: \$147,197 ERI: 82062 | eDOT: 164167014 | SOC: 112022

Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
16	143,920	156,853	173,089	189,825	206,390
12	133,551	145,669	160,949	176,363	191,581
8	121,859	133,050	147,197	161,481	175,239
4	107,570	117,586	130,327	143,139	155,572
1	95,561	104,544	116,045	127,590	138,838

Select **Show All** in the “Change Years of Experience” box and press **OK**.

Change Years of Experience

Default

Show All

Add Experience

Experience	
16	
12	
8	
4	
1	

Cancel

OK

We also want to see data for the median not the mean, so select the **Percentiles** link.

Sales Account Manager

All Incumbent Average: \$147,197

ERI: 82062 | eDOT: 164167014 | SOC: 112022



Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
16	143,920	156,853	173,089	189,825	206,390
15	141,382	154,116	170,128	186,495	202,747
14	138,819	151,352	167,130	183,152	199,080

In the *Average* column, select **Median** and then press the **OK** button.

Modify Percentiles



Default

Low Percentile	Low Percentile	Average	High Percentile	High Percentile
10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile

☐ Display in Thousands

[Cancel](#)

OK

The *Salaries By Experience Size* table now displays competitive median salary data for 10 and 7 years of experience.

Sales Account Manager

All Incumbent Median: \$145,471

ERI: 82062 | eDOT: 164167014 | SOC: 112022



Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries ▼

Pay Period

Annual ▼

🕒 Years of Experience

📊 Percentiles

Years of Experience	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
16	143,920	156,853	171,105	189,825	206,390
15	141,382	154,116	168,173	186,495	202,747
14	138,819	151,352	165,205	183,152	199,080
13	136,215	148,543	162,182	179,779	195,366
12	133,551	145,669	159,085	176,363	191,581
11	130,808	142,708	155,894	172,880	187,701
10	127,963	139,638	152,582	169,268	183,699
9	124,989	136,430	149,119	165,479	179,552
8	121,859	133,050	145,471	161,481	175,239
7	118,543	129,467	141,604	157,237	170,706

A simple way to set sales incentives is to grade bonus pay by the amount that an employee exceeds quota.

Example 1: Henry Smith, a Sales Account Manager with 10 years of experience, met quota so his incentive would be the median incentive.

Example 2: Jane Caldwell, on the other hand, has 7 years' experience and exceeded quota by 20%, so she would receive an incentive at 20% above median or at the 70th percentile.

To view incentive data for the job, select **Incentive** in the drop-down under *Compensation Type*.

Job Report

Benchmark List

Geographic List

Advanced Reports

Compensation Management

Survey Management

Total Compensation

Benefits

Sales Account Manager

All Incumbent Median: \$15,902

ERI: 82062 | eDOT: 164167014 | SOC: 112022

Salaries By Experience/Size

Salaries By Level

Compensation Type

Incentive

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
16	20,362	22,218	24,263	26,951	29,328
15	19,429	21,205	23,164	25,721	27,987
14	18,514	20,210	22,085	24,516	26,672
13	17,614	19,232	21,022	23,334	25,380
12	16,728	18,269	19,975	22,174	24,110
11	15,853	17,319	18,941	21,034	22,859
10	14,989	16,379	17,919	19,907	21,625
9	14,134	15,449	16,907	18,789	20,407
8	13,285	14,526	15,902	17,679	19,205
7	12,733	13,927	15,252	16,962	18,435

To make the adjustment for 70th percentile, select **Percentiles** again.

In the *Modify Percentiles* box, use the first *High Percentile* drop-down to change “75th Percentile” to “70th Percentile” and Press **OK**.

Modify Percentiles

Default

Low Percentile	Low Percentile	Average	High Percentile	High Percentile
10th Percentile	25th Percentile	Median	70th Percentile	90th Percentile

Cancel

OK

Now, the competitive bonus for Jane Caldwell with 7 years’ experience and at the 70th percentile performance level is displayed along with the Median performance level for Henry Smith with 10 years’ experience.

Sales Account Manager

All Incumbent Median: \$15,902

ERI: 82062 | eDOT: 164167014 | SOC: 112022



Salaries By Experience/Size

Salaries By Level

Compensation Type

Incentive

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Median	70th Percentile	90th Percentile
16	20,362	22,218	24,263	26,358	29,328
15	19,429	21,205	23,164	25,156	27,987
14	18,514	20,210	22,085	23,980	26,672
13	17,614	19,232	21,022	22,828	25,380
12	16,728	18,269	19,975	21,697	24,110
11	15,853	17,319	18,941	20,580	22,859
10	14,989	16,379	17,919	19,475	21,625
9	14,134	15,449	16,907	18,379	20,407
8	13,285	14,526	15,902	17,292	19,205
7	12,733	13,927	15,252	16,590	18,435

This ends the tutorial portion of this exercise. Please close out this PDF window. Then press the **Next** button on the *Problem Statement* page to continue.