



Frontline Retail 2002 Retail Executive Salary Guide

<i>Number of Stores Managed</i>	<i>Average Annual Salary - Bonus Not Included</i>	<i>Standard Deviation</i>	<i>Salary Range - Bonus Not Included</i>	<i>Bonus Average Expressed as a % of Annual Salary</i>
<i>Up to 10 Stores</i>	\$49,000	\$6,482	\$55,482 \$42,518	16.6%
<i>11 to 20 Stores</i>	\$61,000	\$8,573	\$69,573 \$52,427	17.8%
<i>21 to 50 Stores</i>	\$83,000	\$9,672	\$92,672 \$73,328	15.8%
<i>Over 50 Stores</i>	\$126,000	\$22,548	\$148,548 \$103,452	27.3%
<i>General Managers Over 50 Stores</i>	\$153,000	\$24,800	\$177,800 \$128,200	36.5%

(Responsible for all areas of retail operations)

Total Number Surveyed is 426. Salaries are rounded to the nearest thousand dollars.