

2004 Credit Union Management Compensation Survey - JOB STUDY TITLE/LEVEL REPORT

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Reporting Level: Study Job Title: Training VP/AVP/Manager Level: 3

Jobs Reported On:

AVP Training & Emp
Dir, Training
Training Manager
Training Mgr
VP T&D

AVP, Employee Development
MGR - TRAINING/DEVELOPMENT
Training Manager
Training/Compliance Manager

AVP, Employee Development
Training & MSA Manager
Training Manager
Traininig Director

SUMMARY:

	# Comp.	Avg Revenue	Avg Size	Incum.	Average Salary		Weighted Average Salary	25th Percentile Salary	50th Percentile Salary	75th Percentile Salary	Average Cash Incentive	Avg Ret Defined Benefit	Avg Ret Detined Contribu	Avg Ret SERP
					High	Low								
All Respondents	13	\$1,373,741,274	401	13	\$90,000	\$57,024	\$69,625	\$60,616	\$63,683	\$82,553	\$4,309		\$4,242	
> 300 FTEs	7		562	7	\$90,000	\$57,024	\$68,393	\$57,300	\$62,486	\$86,170	\$4,279			
< 300 FTEs	6		213	6	\$90,000	\$59,144	\$71,062	\$61,396	\$67,321	\$84,468	\$4,369			
> \$1.25 Billion	4	\$2,657,674,804	548	4	\$86,170	\$57,300	\$69,023	\$59,694	\$66,311	\$78,352	\$4,778			
< \$1.25 Billion	9	\$803,104,150	336	9	\$90,000	\$57,024	\$69,892	\$60,815	\$63,683	\$84,468	\$3,935			