

TRUE WAGE SALARY REPORT

YNEZ GONZALEZ

HR Manager | XYZ Corp
212 1st Avenue | Salt Lake City, Utah

REPORT SCOPE

IT Manager

- 10 years of experience
- Salt Lake City Area
- 250-500 FTEs
- \$40M in revenue
- Healthcare industry

Effective 8/22/2016

Dear Ms. Ynez Gonzalez,

Thank you for choosing **True Wage** for your compensation benchmarking needs. This report summarizes the available data for the job of IT Manager using the various employee- and organization-based scopes requested during our conversations. This report is based on 75 positions in the market from 46 organizations that fit into the Report Scope and should provide an accurate sense of competitive compensation for someone in this role.

If you have any questions about interpreting the data in this report, please follow up with us directly at surveys@truewage.com.

Sincerely,

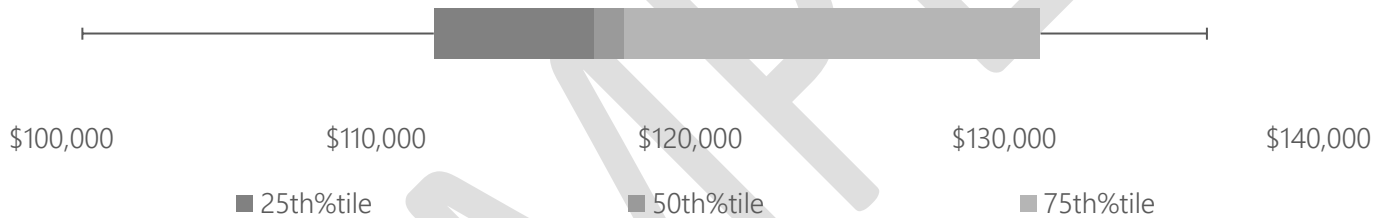
The True Wage Team

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BENCHMARK DESCRIPTION

Manages the development and implementation of Information Technology projects that span multiple functional areas or manages daily operations of a large functional area. Responsibilities may include managing medium-sized teams that require considerably operational investment, providing direction to business management, and leading several functional areas and disciplines. This role works with senior executives within a department, has latitude for decision-making across the company, works more closely with senior management regarding highly sensitive financial or operational decisions, and has a comprehensive and in-depth understanding of business operations. Requires 6 to 10 years of experience in information technology. Frequently reports to an Information Technology Director or Head of Information Technology.

COMPENSATION SUMMARY



The following table indicates total cash compensation using the market scopes provided. All values are in U.S. Dollar (USD) and represent annualized figures.

	Prevalence	25 th %tile	50 th %tile	75 th %tile
Base Salary		\$111,850	\$118,240	\$132,415
Actual STI % of Base Salary	87%	6.0%	8.7%	10.2%
Target STI % of Base Salary		13.2%	15.0%	18.5%
Actual Total Cash		\$118,560	\$128,510	\$145,920
Target Total Cash		\$126,615	\$135,975	\$156,915

Positions at this level generally not eligible for long-term incentives (LTI). No data is available.

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EXPERT'S TAKE

The market for the role of IT Manager in a small healthcare organization in the St. Lake City metropolitan area is not significantly higher or lower than it is for comparable positions in other organizations in different industries, revenue levels, or nearby areas. The reason is because market demand is relatively high and supply is relatively low for IT talent across the workforce, which is not expected to change in the near future. IT Managers are able to command a premium compared to managerial talent in other functions – due to the combination of technical and managerial skills necessary to perform in the job, especially in cases where the particular area of IT managed is highly specialized. Also, because most IT departments are structured with both a managerial and technical career ladder, it can be difficult in some situations to attract candidates to or retain employees in the managerial side of the business – which subtracts from the labor supply.

Individuals at the 25th percentile of the market for base salary tend to be relatively new to management while those at the 75th percentile tend to have been in the role longer or have a more coveted set of skills or experiences. Individuals in this job should expect to receive some short-term incentive opportunity tied to the success of the overall organization, but not any kind of long-term incentive. The majority of the total cash compensation opportunity should be weighted toward base salary, since the role is not involved with selling or working with external customers.

OUR METHODOLOGY

True Wage's goal is to help you make informed decisions about compensation. We use a broad selection of reputable third-party surveys in order to compile and present competitive market data. We never rely on self-reported compensation information, which can be misleading and reported inconsistently. If you would like details on how the data in this report was collected, please reach out to us at surveys@truewage.com.