



GATEWAY

RECRUITING

WWW.GATEWAYRECRUITING.COM

SALARY SURVEY

Trade Compliance
2016

Gateway Recruiting was launched to provide timely and focused recruitment services and solutions to emerging, expanding and established companies.

Our extensive background and broad experience have enabled us to tailor each candidate search to the specific requirements of the client. Where other firms tend to be short sighted in placement, we view each open position with bifocals - we understand the need for just-in-time resources, however, we also understand the need to support the client's long-term talent pipeline as they explore change and grow.

The Gateway Recruiting approach delivers the best talent for companies whose bottom line is both profit and people!

Gateway Recruiting

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Our Services

Retained Search

If you have an urgent position that must be filled within a certain time constraint, or that is a confidential replacement, or addition to your team; you will directly benefit from our retained searches. Our retained searches offer our clients the highest level of service within our firm and include a (position specific) dedicated team and dedicated time allowance to ensure fulfilling your need (s) as efficiently as possible. We have the ability to customize each search, including payment terms and conditions, to meet your individual company's needs. Gateway Recruiting guarantees our retained searches in writing.

Contract Staffing

This service will allow you to maximize your work force flexibility in today's rapidly changing business environment. You can lower head count, lower payroll, and adjust staff levels as workloads change. All you need to do is approve time sheets and pay weekly invoices, and let Gateway Recruiting handle everything else. Fees are per hour, and are based on the difficulty of the position. We have staff available and can usually have someone at your offices performing in days.

Contingency Search

With this level of search between Gateway Recruiting and your company, Gateway Recruiting will be able to take immediate action on critical and urgent searches on an on-going basis. Contingency-based searches are typically awarded to Gateway Recruiting on Exclusive Basis. You will not incur any costs for contingency search until you hire a candidate that we have referred. We are dedicated to providing the best quality candidate for all positions, in a timely manner.

Interim Executive Services

Based on our extensive database of experienced executives and senior managers, we can also serve as interim CEO, COO, Vice President of Marketing, or Vice President of Business Development. Interim participation is available on a part-time or full-time basis until your executive search has been completed.

Trade Compliance/Supply Chain Verticals:

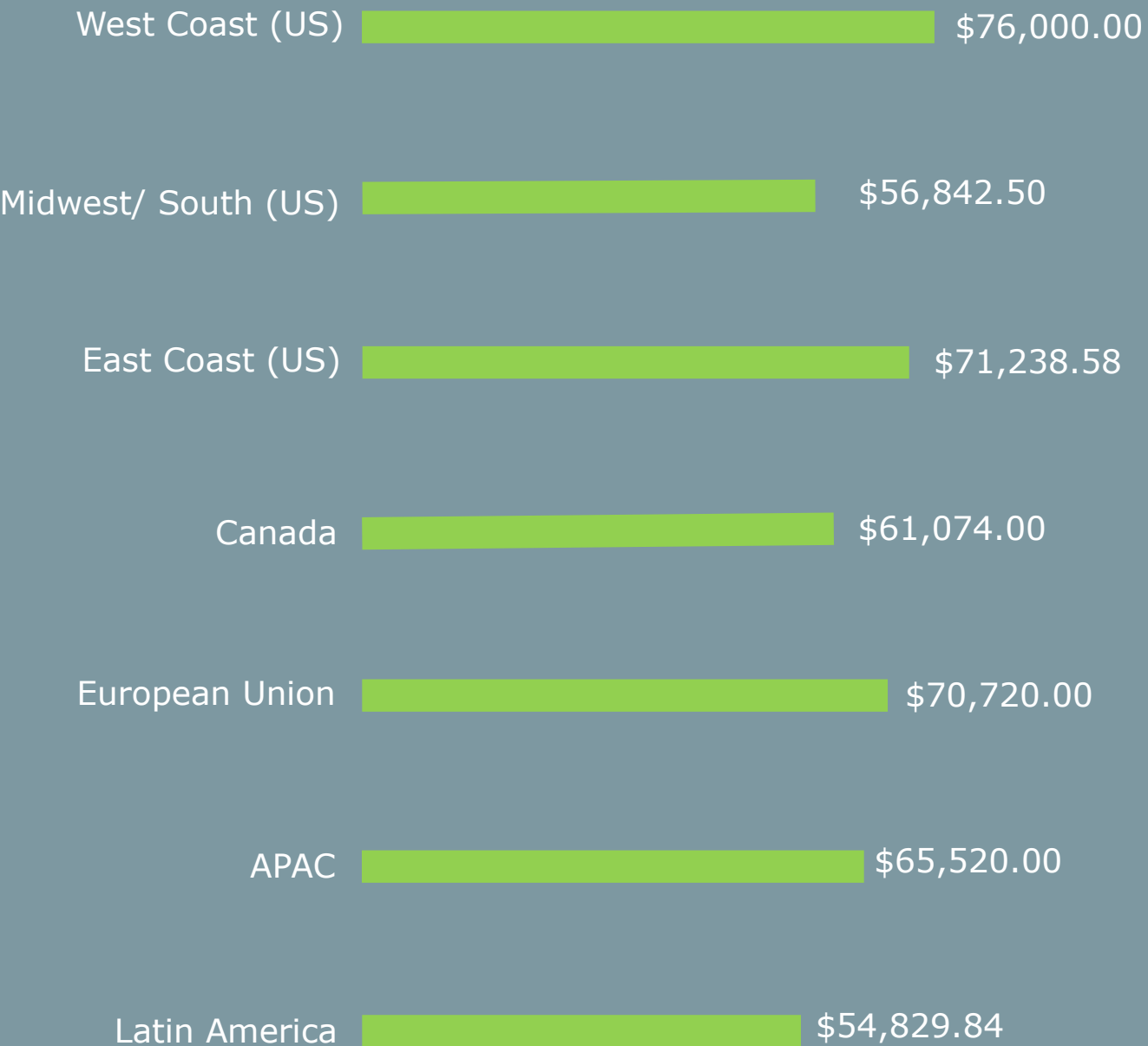
Customs/NAFTA	Global Logistics
Export Compliance	EMEA Compliance
SAP GTS	APAC Compliance
ECCN Classification	Domestic/ International Transportation
HTS Classification	WMS and TMS Implementations
Supply Chain / Operations	Regulatory Compliance
Capacity Management	FDA Compliance

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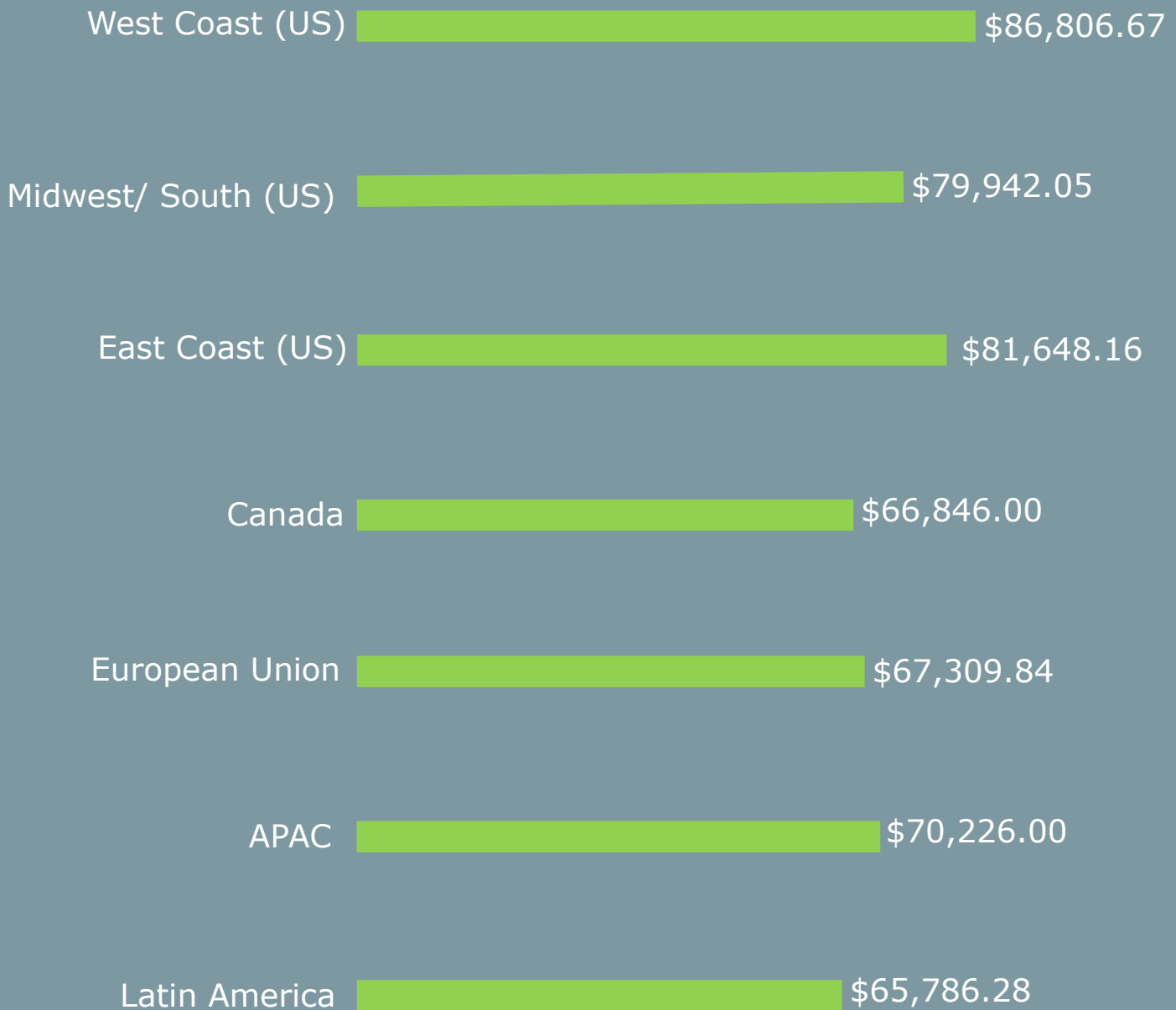
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ASSOCIATE Average Salary by Region

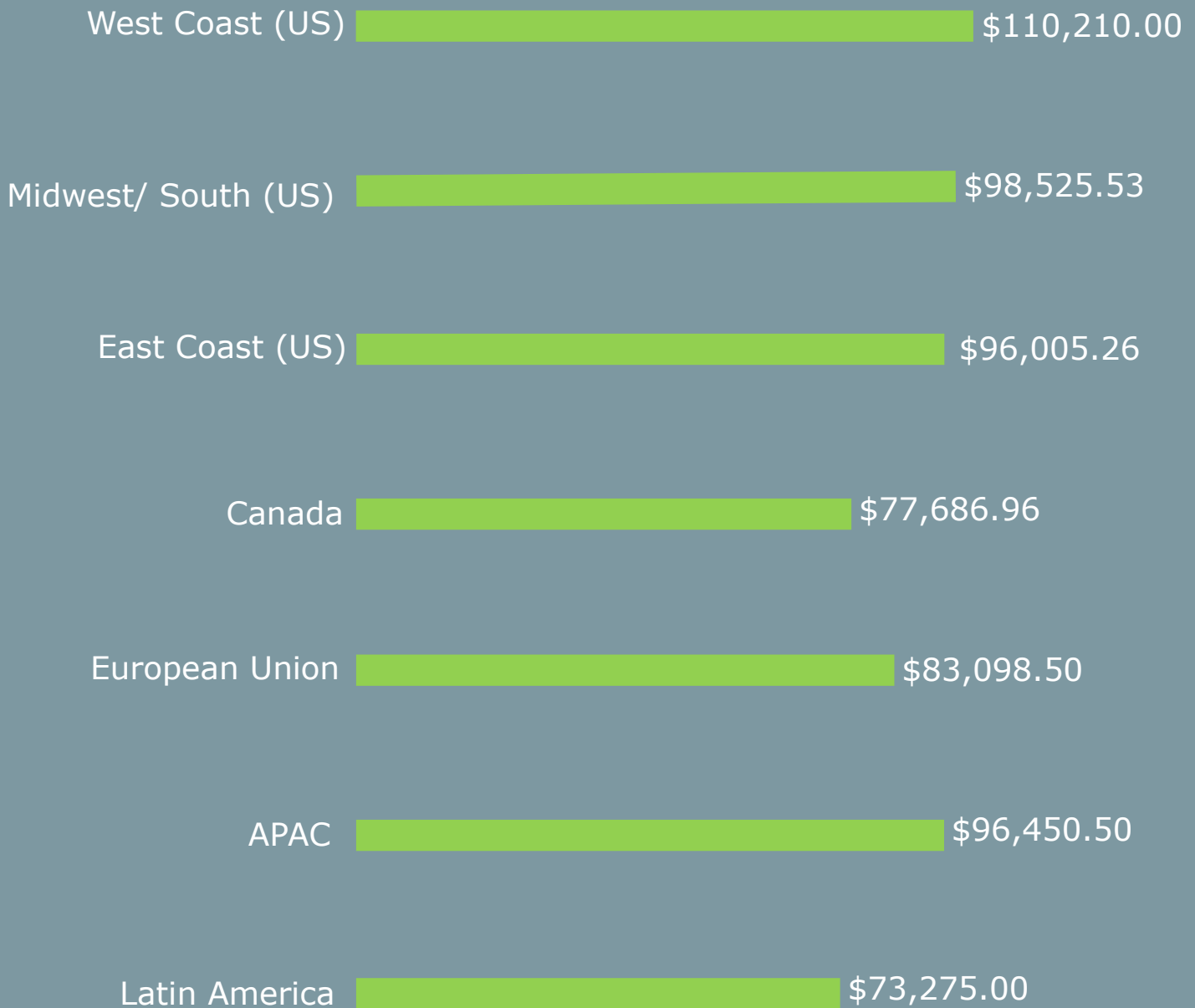


SENIOR ASSOCIATE Average Salary by Region



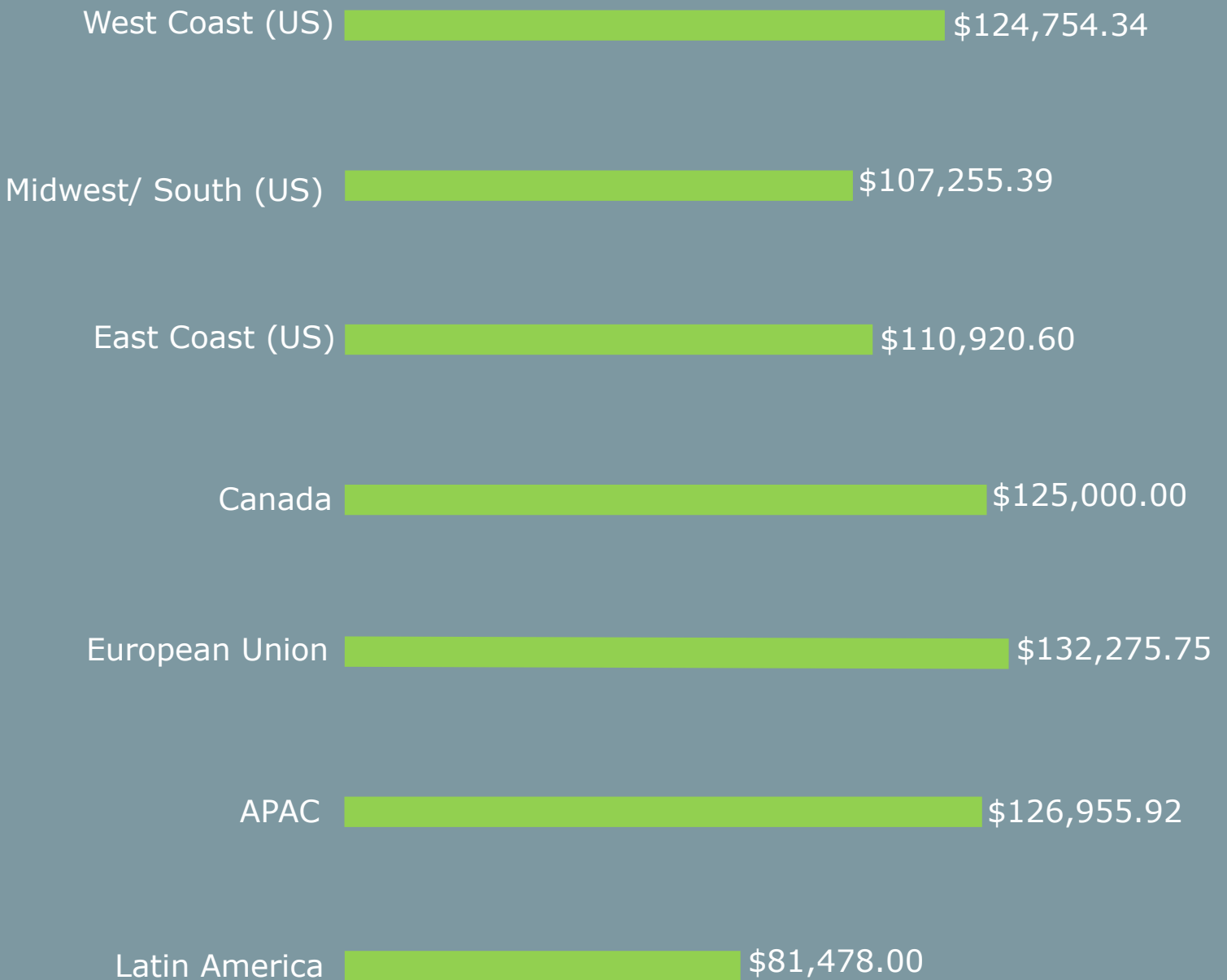
MANAGER (NO DIRECT REPORTS)

Average Salary by Region



MANAGER (DIRECT REPORTS)

Average Salary by Region



DIRECTOR Average Salary by Region



VICE PRESIDENT Average Salary by Region



Average Salary Globally per Title



Associate \$61,395.00

Senior Associate \$82,359.64

Manager (No Direct Reports) \$97,682.99

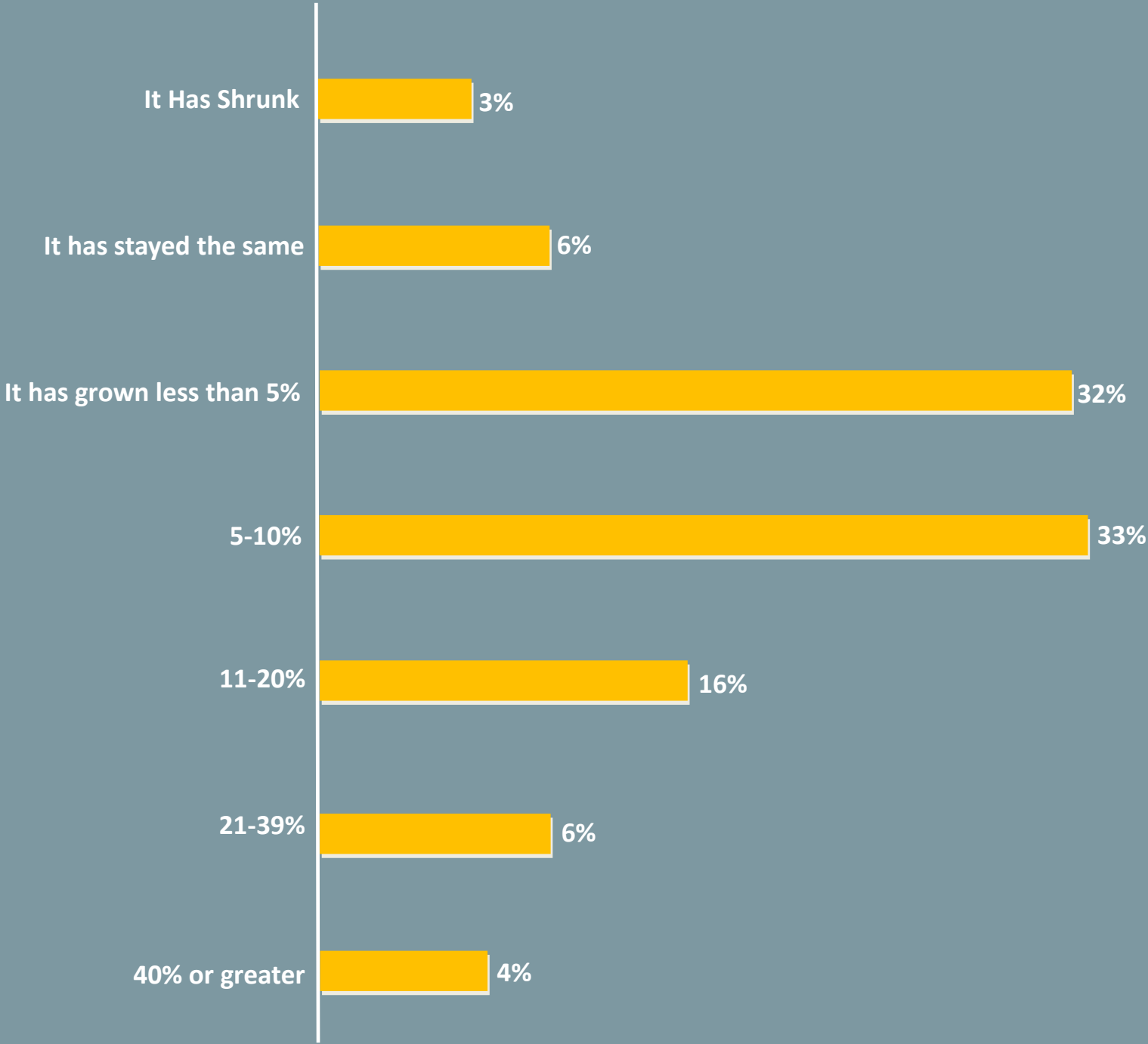
Manager (Direct Reports) \$112,946.86

Director \$155,653.84

Vice President \$172,750.00



How much has your salary grown in last 3 years?



Did you receive a bonus last year?

YES

NO

Trade Compliance Professionals– Whole Industry



Associate



Senior Associate



Manager (No Direct Reports)



Manager (Direct Reports)



Director



Vice President



Average Bonus Percentage Received

Trade Compliance Professionals– Whole Industry

10.5%

Associate (2 years or less)

6%

Senior Associate (2-5 years)

5%

Manager (No Direct Reports)

7%

Manager (Direct Reports)

10%

Director

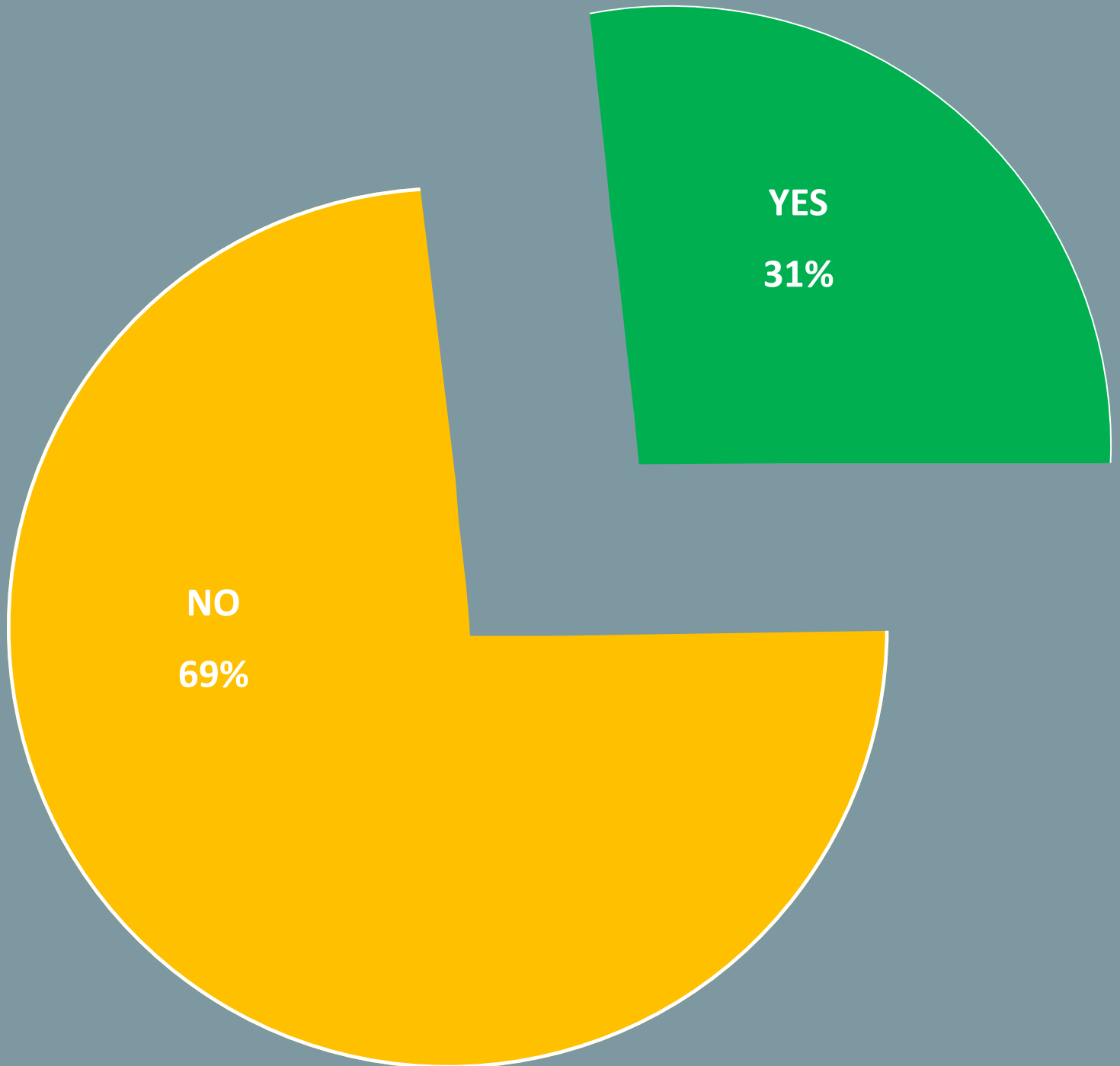
17%

Vice President

35%



Do you receive stock options or stock grants?



Where does your group report?

Compliance is its own group

14%

Tax/ Finance

14%

Legal

27%

Supply-Chain Logistics

34%

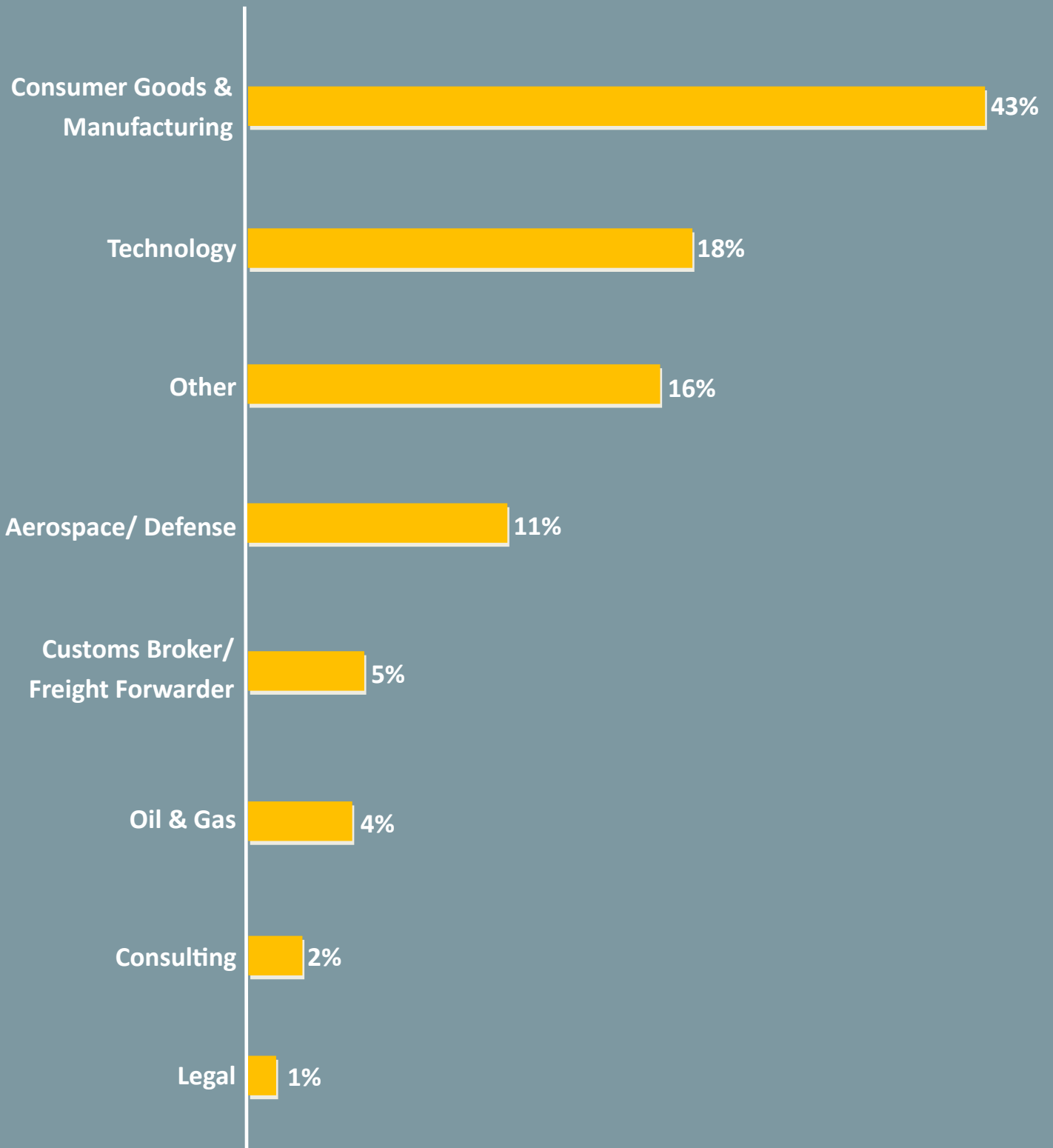
Sales

1%

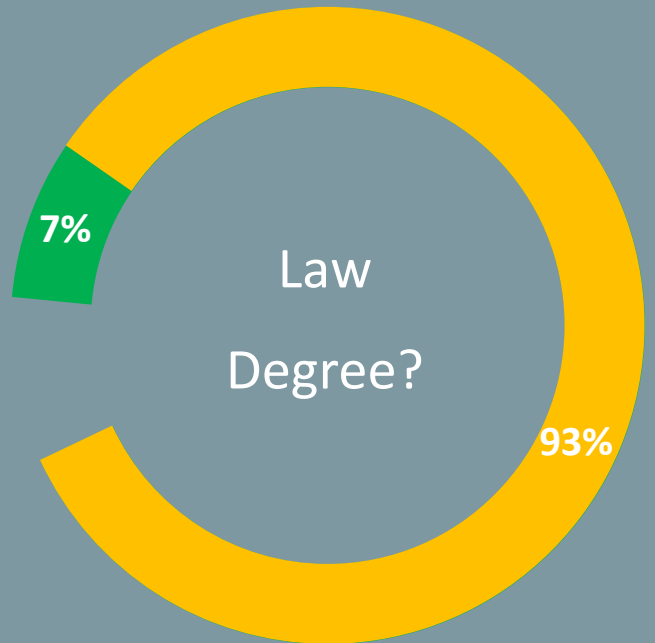
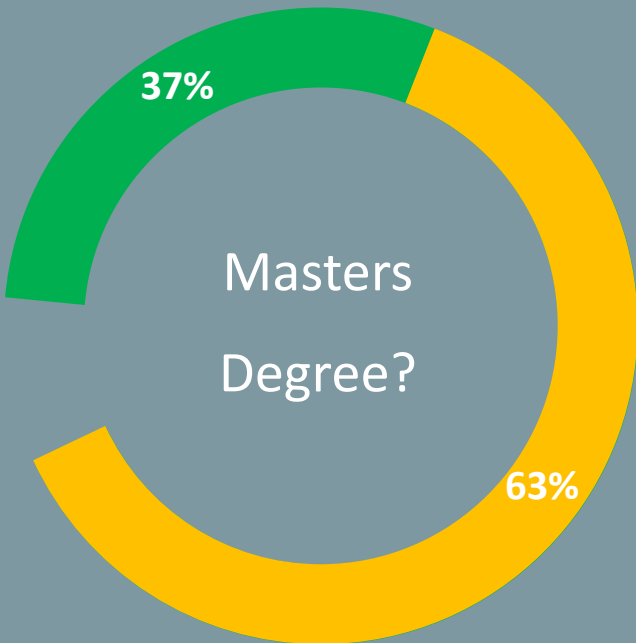
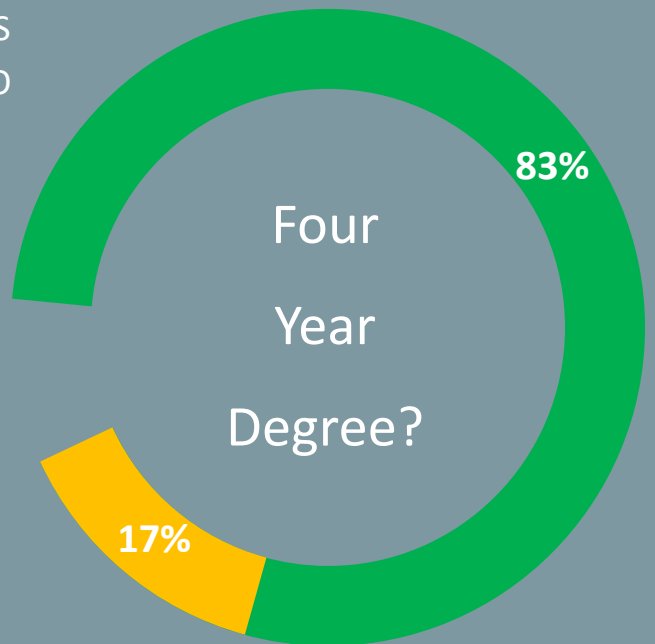
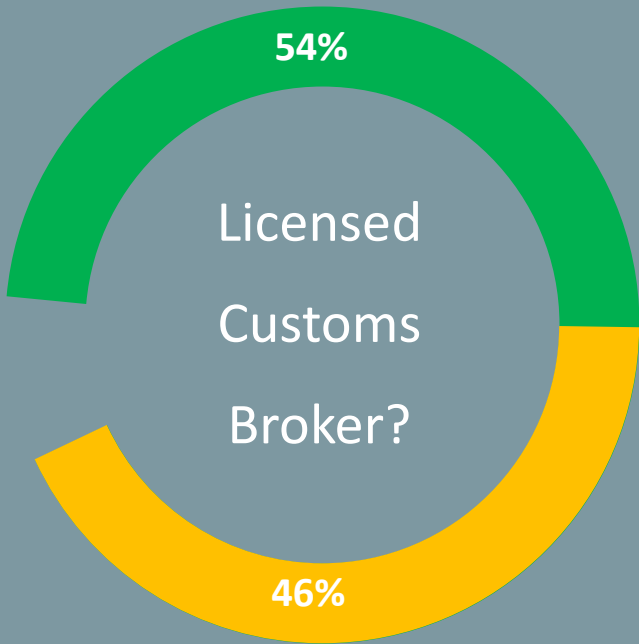
Other

10%

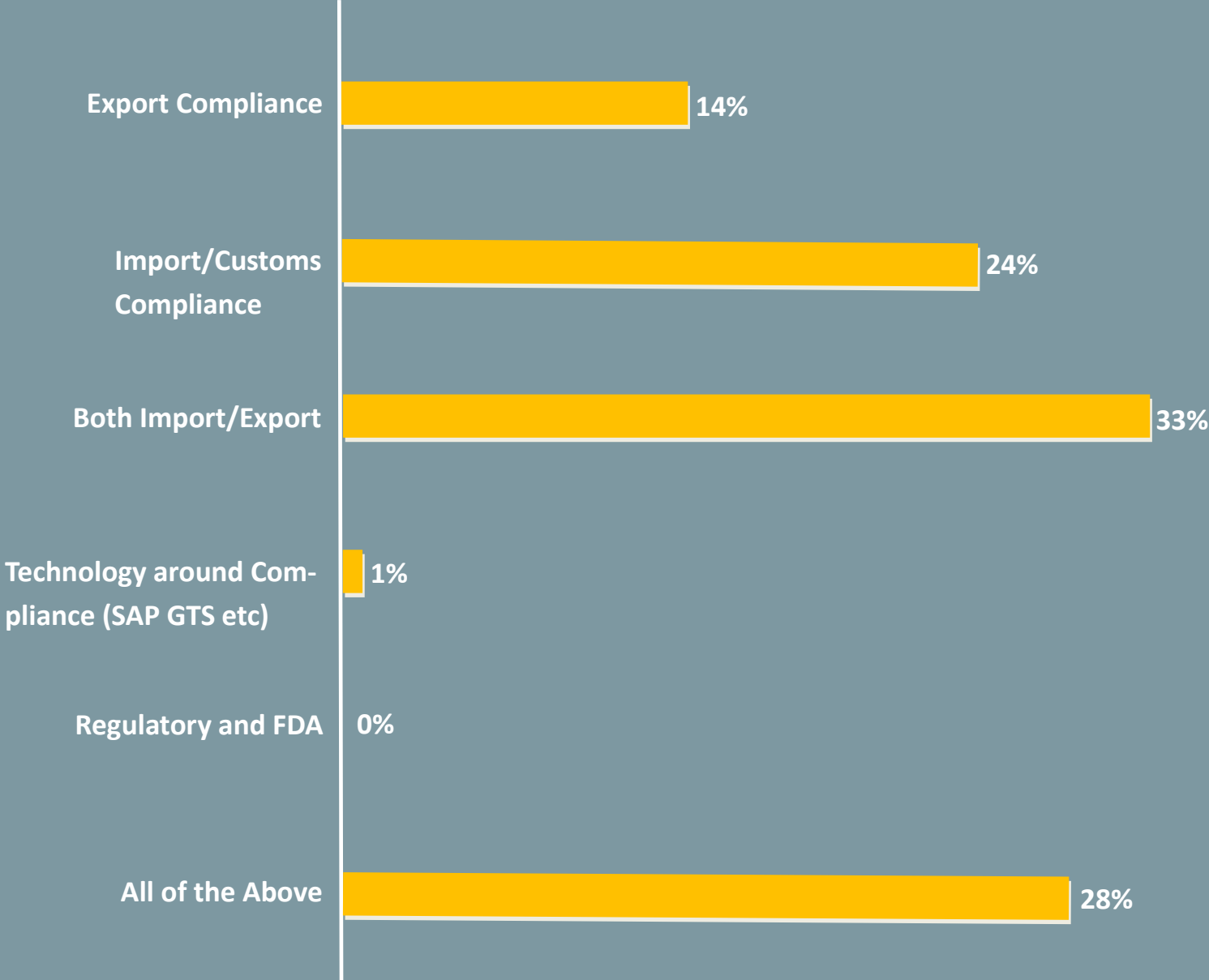
Industry Participation



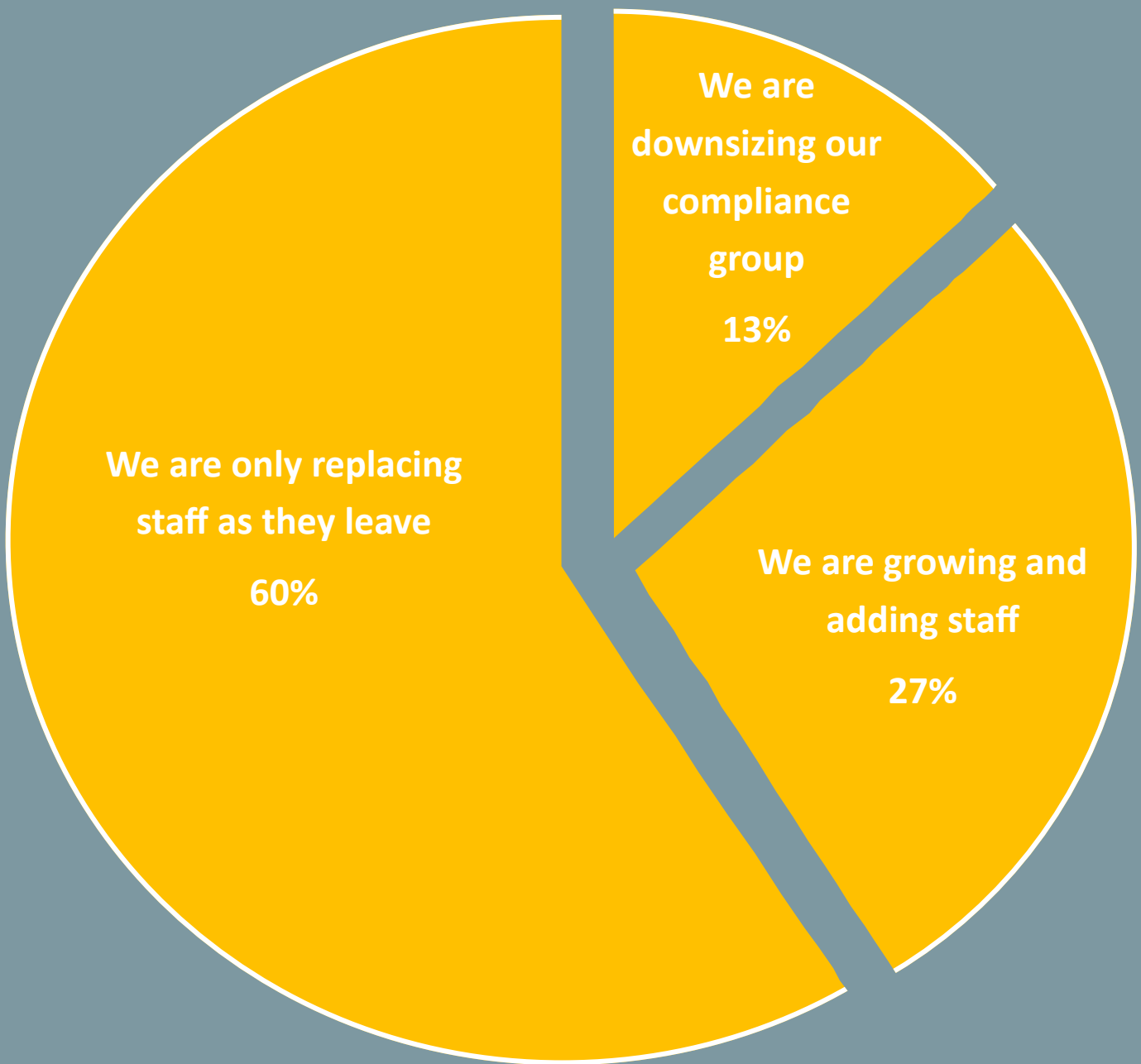
Trade Compliance Professionals



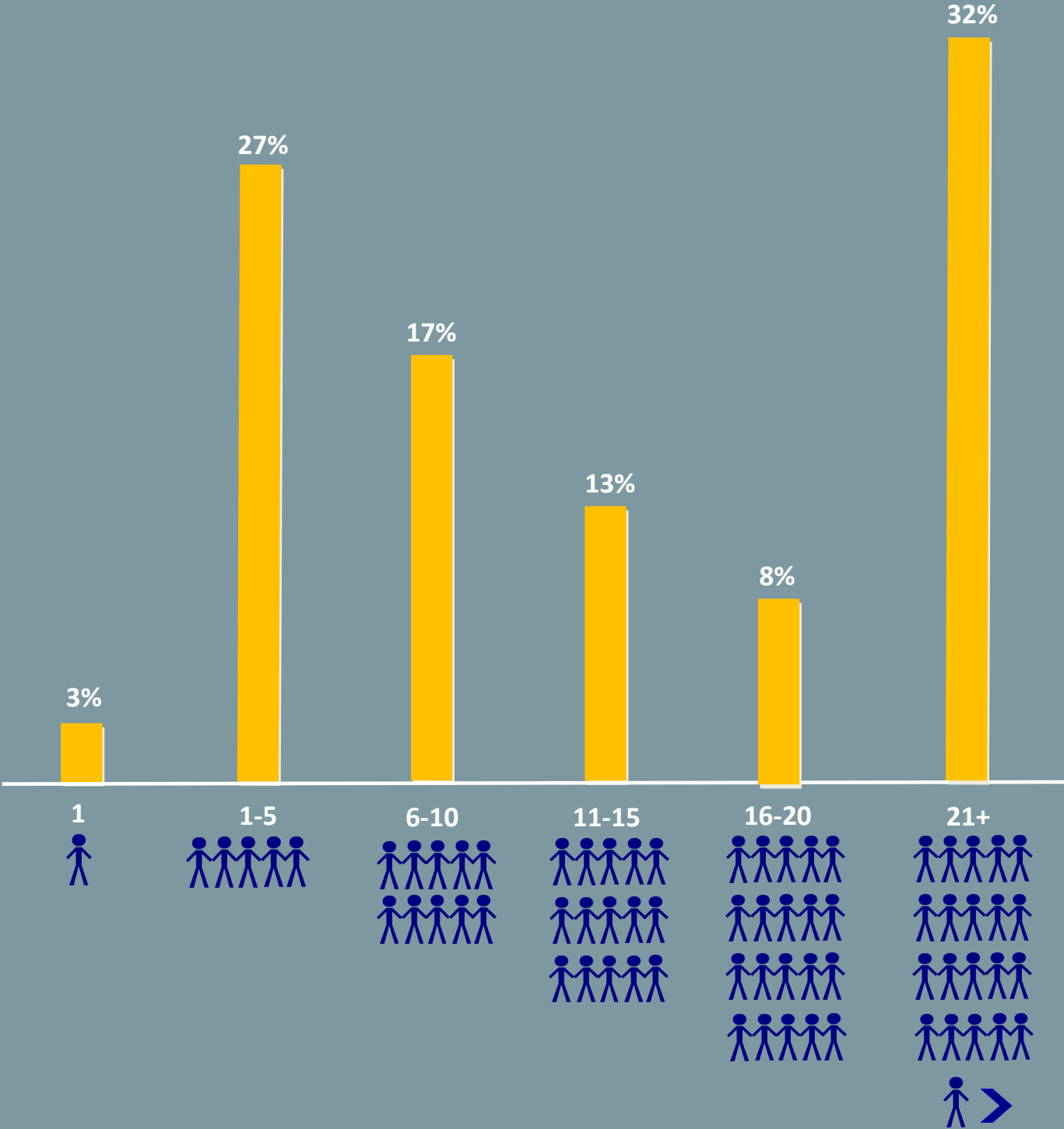
What is the primary function of your role?



What is the growth of your group currently?

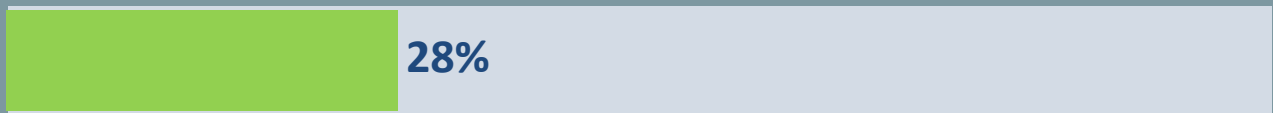


How big is your Organization's Trade Compliance Group globally?



Highest ranking compliance professional in your organization

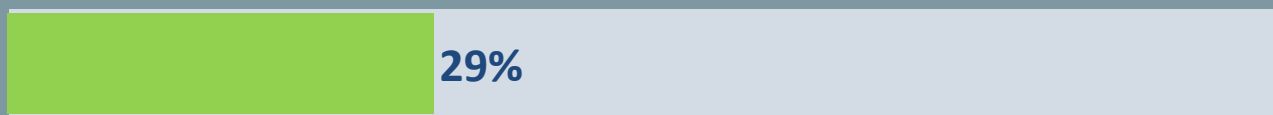
Vice President



Director



Manager



Does your group use External Consultants to help with Compliance?

