

PRODUCT #75021

Employee Compensation Survey

2008 Edition

\$125 AAIA MEMBER

\$250 NON-MEMBER

NUMBER OF COPIES: _____

NAME _____

COMPANY _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

COUNTRY _____

PHONE _____

E-MAIL _____

PAYMENT

CHECK ENCLOSED AMOUNT: \$ _____

(IN U.S. FUNDS, PAYABLE TO THE AUTOMOTIVE AFTERMARKET INDUSTRY ASSOCIATION)

VISA MASTERCARD AMEX

CARDHOLDER NAME _____

ACCOUNT NUMBER _____

EXPIRATION DATE _____

CARDHOLDER SIGNATURE _____

\$10 WILL BE ADDED FOR INTERNATIONAL SHIPPING.

To order, fax to 301-654-3299.

Mail form to:
Automotive Aftermarket Industry Association
Payment Section
Department 79385; Baltimore, MD 21279-0385

Order online at www.aftermarket.org.



TO ORDER ONLINE

1. Visit www.aftermarket.org. Enter the AAIA Commerce Center.
2. Login using your User Name (e-mail address) and Password. If you do not know your User Name and Password, contact member services at 301.654.6664.
3. Click on the link for "Publications" at the top of the page.
4. Choose your desired publication by clicking its title.
5. The product specific page will appear. Click "Add to Cart." Click "View Cart."
6. Click "Checkout."
7. Fill in your billing information and click "Place my Order."

Executive Summary

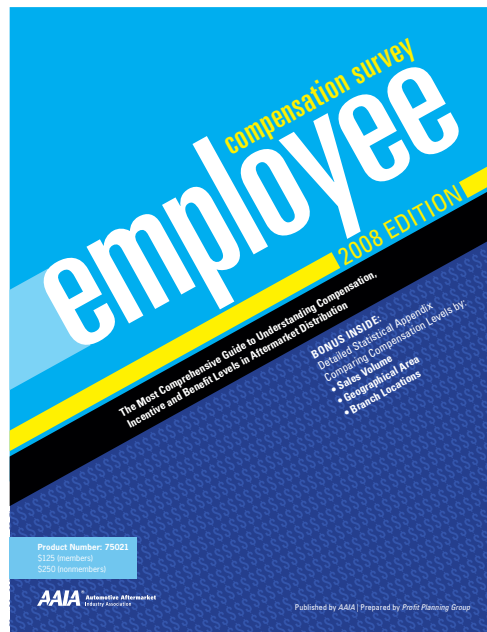
employee compensation survey

2008 EDITION

The Most Comprehensive Guide to Understanding Compensation, Incentive and Benefit Levels in Aftermarket Distribution

- BONUS INSIDE:**
- Detailed Statistical Appendix Comparing Compensation Levels by:
 - Sales Volume
 - Geographical Area
 - Branch Locations

2008 Employee Compensation Survey – Understanding Compensation in Aftermarket



The 2008 survey was done in conjunction with 30 industry associations and includes compensation data from 1,704 U.S. firms for more than 7,000 locations.

all participants. This report provides information on both executive and employee compensation, including salaries, bonuses, commissions and perks. Volume I also includes details on fringe benefit packages, such as retirement programs, vacation policies and health insurance.

Volume II takes advantage of the large sample of firms to provide compensation information at its most detailed level. This cross-industry report provides break-outs for companies in 20 different sales volume categories ranging from less than \$1 million to more than \$1 billion. More than 100 geographic areas, including major regions, states and metropolitan areas are represented. For each of these break-outs, sections on executive compensation, employee compensation and employee benefits are provided. This information can be used to make valid comparisons with companies of all sizes and types in specific markets.

According to the 2008 Employee Compensation Survey, the typical aftermarket distribution firm surveyed has 51 full-time employees and total company sales of \$7.9 million. In comparison, the typical U.S. distributor has 47 full-time employees and \$16.1 million in annual company sales. In addition, executive compensation at aftermarket distributor companies continued to be lower than at distribution companies in other U.S. industries.

As part of its biennial series, AAIA's 2008 Employee Compensation Survey analyzes the compensation and benefits of aftermarket distributors. This report provides up-to-date information on both executive and employee compensation, as well as details on benefit packages. The 2008 Employee Compensation Survey represents the most thorough look at compensation and benefits ever undertaken in the distribution industries.

The 2008 survey was done in conjunction with 30 industry associations and includes compensation data from 1,704 U.S. firms for more than 7,000 locations. Of that total, 46 were members of AAIA. The complete results are presented in two documents. Combined, they provide the most complete source of information about compensation and benefit practices available for distribution industries.

Volume I of the 2008 Employee Compensation Survey presents analysis of participating AAIA firms. Where appropriate, AAIA results are compared with the results of

General Information from the 2008 Employee Compensation Survey		
	Typical U.S. Distributor	Typical Aftermarket Firm
Number of Firms Reporting	1,704	46
Total Company Sales Volume	\$16,159,893	\$7,986,365
Typical Branch Sales Volume	\$7,193,583	\$1,642,107
Number of Full-time Employees	47.8	51.3
Employee Turnover Rate	17%	18%
Scope of Operations		
Local	25%	30%
Regional	59%	54%
National	11%	9%
International	5%	7%
Total Firms	100%	100%
Organizational Structure		
Sole Proprietorship	1%	0%
Partnership	2%	0%
S Corporation	53%	61%
C Corporation	37%	35%
Limited Liability Corp. (LLC)	7%	4%
Limited Liability Partnership (LLP)	1%	0%
Total Firms	100%	100%

Note: Percentages may not sum to 100 percent due to rounding.

The 2008 Employee Compensation Survey is available to AAIA members for \$125 and to non-members for \$250. Companies that participate in the survey receive a free copy of the final report. To order a copy, contact AAIA at 301-654-6664 or visit www.aftermarket.org.

