

2016 Wholesale / Distribution Compensation & Benefits Benchmarking Study

How do your salary and benefits




Against other local distribution companies?


Compiled & Published by:



WHOLESALE / DISTRIBUTION COMPENSATION & BENEFITS BENCHMARKING REPORT



Of the 691 companies solicited, we had 48 responses up from 31 responses in 2014.



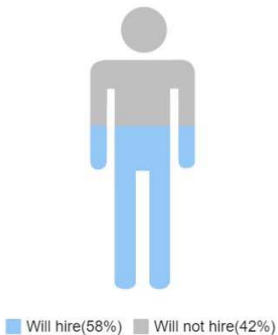
Of the 48 respondents, there were 32 companies with over 50 employees, and 16 companies with under 50 employees.



Of the companies reporting, the most respondents were in the \$26-50.9 million range (15 companies).



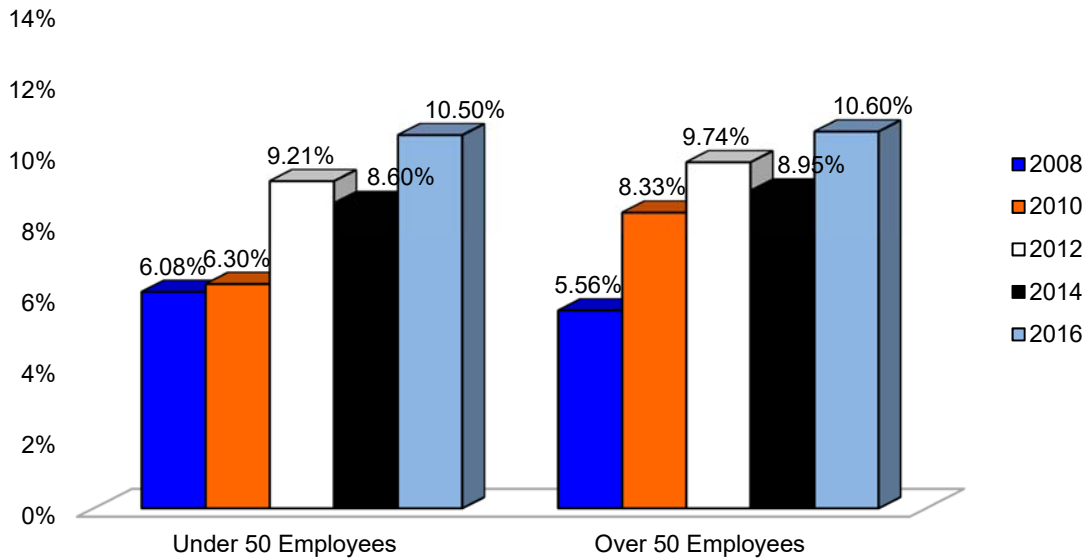
How many companies will hire additional employees?



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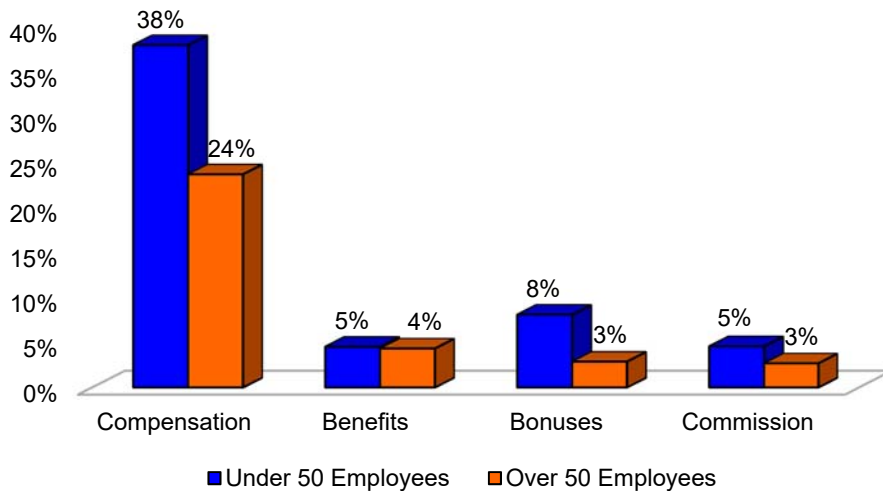
One way to gauge a company's success is to divide profits after taxes by total assets. The percentage calculated is Return on Total Assets (ROTA). The average ROTA for the past five years is:

Return on Total Assets (ROTA)



By calculating gross margin, wholesale/distributors have a measurement tool to utilize when compensating employees. From the graph below, you can see how gross margin is broken down as a percentage of various compensation components:

Relative Expense as a Percentage of Gross Margin



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