SALARY SURVEY
Trade Compliance 2017
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
301 Main Plaza #187 New Braunfels, TX 78130
Phone: 877-336-7010
Email: info@GatewayRecruiting.com

www.gatewayrecruiting.com
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.

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ASSOCIATE Average Salary by Region

- West Coast (US): $79,875.00
- Midwest/ South (US): $63,435.56
- East Coast (US): $52,520.00
- Canada: $62,500.00
- European Union: $73,450.00
- APAC: $69,250.00
- Latin America: $52,750.00
SENIOR ASSOCIATE Average Salary by Region

- West Coast (US): $97,897.71
- Midwest/ South (US): $81,640.00
- East Coast (US): $87,799.35
- Canada: $82,420.44
- European Union: $79,924.00
- APAC: $84,760.00
- Latin America: $66,820.00
MANAGER (NO DIRECT REPORTS)
Average Salary by Region

- West Coast (US): $122,824.00
- Midwest/ South (US): $106,462.24
- East Coast (US): $98,306.36
- Canada: $78,866.67
- European Union: $86,060.00
- APAC: $107,354.00
- Latin America: $75,680.80
MANAGER (DIRECT REPORTS)
Average Salary by Region

West Coast (US) $124,103.47
Midwest/ South (US) $111,979.07
East Coast (US) $116,791.45
Canada $97,240.00
European Union $140,868.47
APAC $133,247.24
Latin America $82,940.26
DIRECTOR Average Salary by Region

- West Coast (US): $184,781.73
- Midwest/South (US): $150,590.81
- East Coast (US): $167,368.57
- Canada: $135,076.42
- European Union: $153,765.02
- APAC: $185,892.58
- Latin America: $115,279.03
VICE PRESIDENT Average Salary by Region

<table>
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<th>Region</th>
<th>Average Salary</th>
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<tr>
<td>West Coast (US)</td>
<td>$215,780.45</td>
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<tr>
<td>Midwest/ South (US)</td>
<td>$186,500.00</td>
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<tr>
<td>East Coast (US)</td>
<td>$189,166.67</td>
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<tr>
<td>Canada</td>
<td>$179,444.22</td>
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<tr>
<td>European Union</td>
<td>$174,542.50</td>
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Average Salary Globally per Title

- **Associate**: $64,825.79
- **Senior Associate**: $83,037.36
- **Manager (No Direct Reports)**: $96,507.72
- **Manager (Direct Reports)**: $115,309.99
- **Director**: $156,107.74
- **Vice President**: $189,086.77
How much has your salary grown in last 3 years?

- It Has Shrunk: 3%
- It has stayed the same: 8%
- It has grown less than 5%: 34%
- 5-10%: 27%
- 11-20%: 15%
- 21-39%: 10%
- 40% or greater: 3%
Did you receive a bonus last year?

- **Yes**: 71%
- **No**: 29%

**Trade Compliance Professionals – Whole Industry**

- **Associate**: 42%
- **Senior Associate**: 49%
- **Manager (No Direct Reports)**: 63%
- **Manager (Direct Reports)**: 77%
- **Director**: 89%
- **Vice President**: 75%
Average Bonus Percentage Received

- Associate: 2.63%
- Senior Associate: 3.65%
- Manager (No Direct Reports): 6.44%
- Manager (Direct Reports): 10.12%
- Director: 18.30%
- Vice President: 19.21%
Do you receive stock options or stock grants?

- **YES** 30%
- **NO** 70%
Where does your group report?

- Compliance is its own group: 14%
- Tax/Finance: 12%
- Legal: 31%
- Supply-Chain Logistics: 33%
- Sales: 1%
- Other: 9%
Industry Participation

- Consumer Goods & Manufacturing: 31%
- Technology: 24%
- Aerospace/Defense: 18%
- Oil & Gas: 8%
- Other: 7%
- Consulting: 5%
- Customs Broker/Freight Forwarder: 4%
- Legal: 3%
Highest Level of Education
All Trade Compliance Professionals

- 4 Year Degree: 86%
- Masters Degree: 35%
- Law Degree: 11%
- Licensed Customs Broker: 52%
What is the primary function of your role?

- Export Compliance: 18%
- Import/Customs Compliance: 16%
- Both Import/Export: 33%
- Technology around Compliance (SAP GTS etc): 1%
- Regulatory and FDA: 3%
- All of the Above: 29%
What is the growth of your group currently?

- We are only replacing staff as they leave: 56%
- We are downsizing our compliance group: 13%
- We are growing and adding staff: 31%
How big is your Organization’s Trade Compliance Group globally?

- 1 person: 5%
- 1-5 people: 26%
- 6-10 people: 14%
- 11-15 people: 16%
- 16-20 people: 9%
- 21+ people: 30%
Highest ranking compliance professional in your organization

Vice President
28%

Director
46%

Manager
26%
Does your group use External Consultants to help with Compliance?

- **NO**
  - 42%

- **YES**
  - 58%