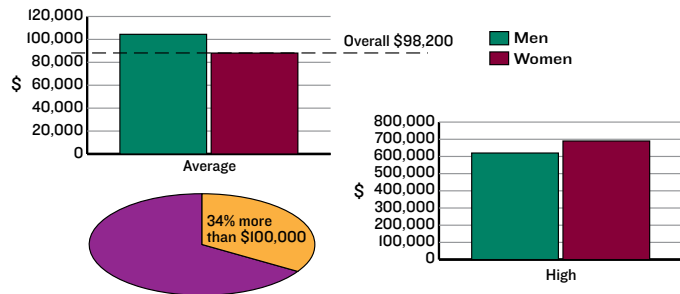


ISM's 2010 SALARY SURVEY Results – Summary

(for data collected January and February 2010, and reporting information from 2009)

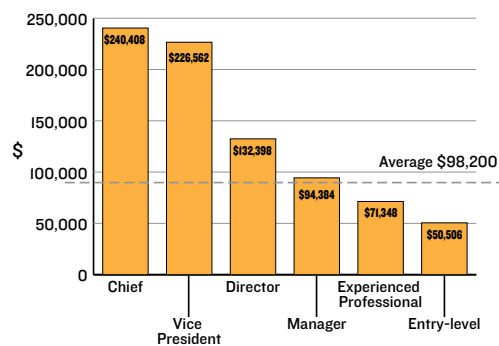
Introduction

The Institute for Supply Management™ (ISM) surveyed supply management professionals during January and February 2010 to determine average salaries in the supply management profession. This report presents summary results of the survey that is based upon salaries earned during the 2009 calendar year. A full report is available to ISM members in the online Career Center. Nonmembers may also purchase the full report. The full report provides breakdowns of salary by job title, years of experience, education level, certification status, buying responsibility, location and other factors. Demographic information on the respondents is also reported.



Salary Information

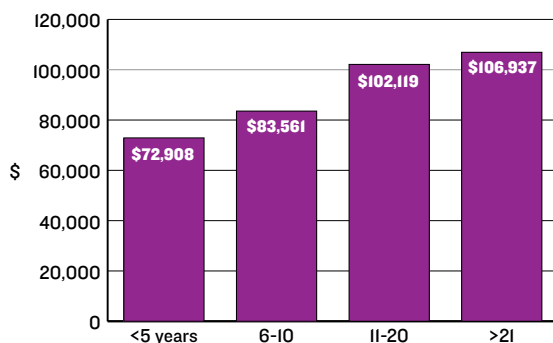
The average annual compensation (which includes wages, bonuses and other income received before taxes and deductions) of the supply management professionals who responded to the survey was \$98,200. This breaks down to an average of \$104,443 for the men who responded and \$88,078 for the women who responded. The reported high salary was \$620,000 for the men and \$690,000 for the women. In all, 34 percent of respondents reported earning a salary of \$100,000 or more.



Average Salary by Position

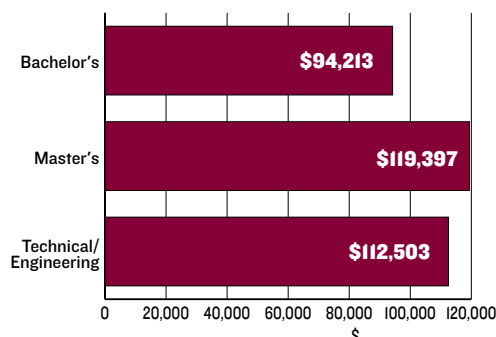
Average salary by position covered a range of nearly \$193,000. Average salary by job title is reported below.

Chief, Purchasing/Supply Management/Sourcing	\$240,408
Vice President, Purchasing/Supply Management/Sourcing	\$226,562
Director, Purchasing/Supply Management/Sourcing	\$132,398
Manager, Purchasing/Supply Management/Sourcing	\$94,384
Experienced Supply Management Professional	\$71,348
Entry-level Supply Management Professional	\$50,506



Average Salary by Years of Work Experience

In terms of experience in the supply management field, those with five or fewer years of experience earned an average salary of \$72,908; those with six to 10 years of experience earned an average salary of \$83,561; and those with 11 to 20 years of experience earned an average salary of \$102,119. Respondents with the most experience, 21 years or more, earned an average salary of \$106,937.

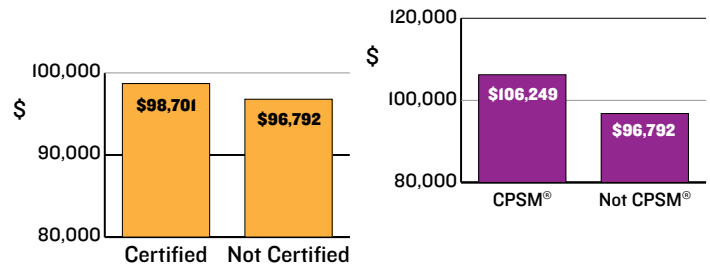


Average Salary by Education Level

In general, salary levels increase with the educational level of the respondent. Respondents with a bachelor's degree or higher typically reported earning salaries that were higher than the overall average. Those with a bachelor's degree earn an average of \$94,213, while the average for those with a master's degree was 21 percent higher at \$119,387. Among all degree holders, average salaries were highest for respondents with a technical/engineering degree. They reported an average salary of \$112,503.

Average Salary by Certification

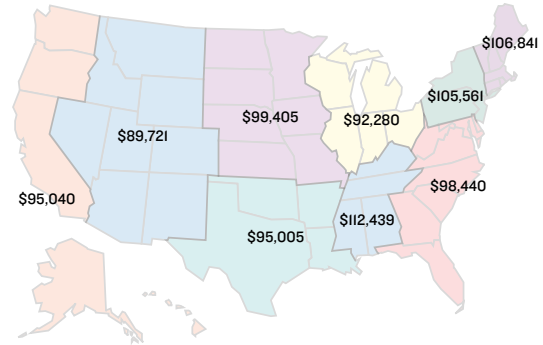
Respondents who hold one or more certifications reported an average salary that was higher than those who do not. Overall, those who hold one or more certifications earned an average of \$98,701, while those who do not hold a certification earned an average of \$96,792. Specifically, respondents who hold the Certified Professional in Supply Management® (CPSM®) designation (12.4 percent of all respondents) earned an average salary that was almost 10 percent higher than those who do not hold any certifications. Those who hold the CPSM® designation earned an average salary of \$106,249.



Average Salary by Geographic Region

Average salaries vary by location. The average salary by geographic region is reported below.

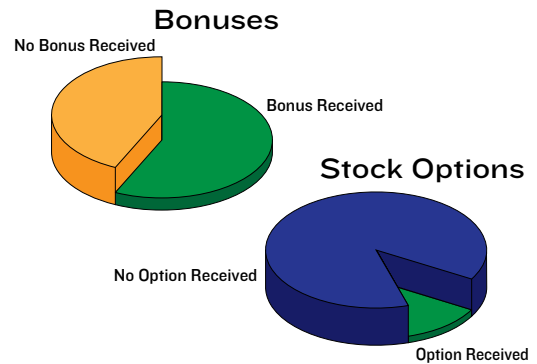
Pacific (AK, CA, HI, OR, WA)	\$95,040
Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	\$89,721
West North Central (IA, KS, MN, MO, ND, NE, SD)	\$99,405
West South Central (AR, LA, OK, TX)	\$95,005
East North Central (IL, IN, MI, OH, WI)	\$92,280
East South Central (AL, KY, MS, TN)	\$112,439
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$98,440
Middle Atlantic (NJ, NY, PA)	\$105,561
New England (CT, MA, ME, NH, RI, VT)	\$106,841



Bonuses and Stock Options

Bonuses were earned by 57 percent of all respondents. Respondents were instructed to include any bonuses earned as part of the gross salary they reported. The average bonus received was \$18,504, which represented approximately one-fifth of the total gross salary received. The highest reported bonus was \$370,000.

Stock options were earned by 12 percent of all respondents. The average estimated dollar value of the stock options received was \$26,533. The reported high for stock options received was \$338,000.



Organizational Size

The average salary earned increased with the size of the organization, both in terms of annual revenue and number of employees. In terms of revenue, above-average salaries are reported in organizations with total gross revenues of more than \$10 billion. In terms of employee size, above-average salaries are reported by respondents in organizations with between 2,001 and 5,000 total employees.

Industry

Industries with average salaries that exceeded the overall average included Construction; Finance and Insurance; Healthcare and Social Assistance; Management and Administrative Services; Real Estate, Rental and Leasing; Mining; Utilities; Transportation and Warehousing; and Manufacturing. Industries with average salaries that fell below the overall average included Agriculture, Forestry, Fishing and Hunting; Other Services; Retail Trade; Accommodation and Food Services; Wholesale Trade; Arts, Entertainment and Recreation; Information; Government/Public Administration; Educational Services; and Professional, Scientific and Technical Services.

How the Survey Was Conducted

The survey was conducted by ISM during January and February 2010. The survey form was developed by ISM staff and posted to an external Web site. A random sample of customers with an e-mail address on file was pulled from the ISM database that included members and nonmembers. An e-mail message with a link to the online survey was sent to each of these customers requesting that they respond to the survey. A total of 974

completed responses was received, which represents a response rate of 7.3 percent. The responses were tabulated by ISM staff. The confidence interval for the overall mean salary is plus or minus approximately 4 percent (or plus or minus \$3,948). For the first time, we asked if respondents were employed the full year. Forty-one, or 4 percent, of the respondents indicated they were not employed the full year. The results posted exclude those not employed for the full calendar year of 2009.