

# ***The Foushée Group, Inc.***

***Consultants to Management,  
Compensation Program Development  
and Compensation Research***



***Invites You to Participate  
in America's Only  
Comprehensive Study  
Of Compensation Practices  
for Security & Compliance Positions***

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## ***About the Foushée Group, Inc.***

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The Foushée Group is a leading management consulting firm specializing in compensation program development, compensation research and custom salary survey's, with a special emphasis in the fields of Environmental, Health and Safety, Security, Compliance and Ethics. Since 1980 the firm has conducted comprehensive studies, specific projects and specialized surveys for over 920 companies in a wide range of industries. Their experience in this endeavor has provided them with a unique expertise to produce America's only comprehensive studies of compensation practices for these critical disciplines.

## ***Key Features of the Survey***

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### ***Job Descriptions and Leveling Guides***

Comprehensive job descriptions which include the principle accountabilities, nature and scope of the position and level of supervision received. In addition, qualification guidelines define the optimum level of education and experience required to perform the work.

### ***Survey Questionnaire***

To expedite the survey input process the survey questionnaire is sent to participants electronically, or on a CD ROM (CD disk) for electronic input.

### ***The Survey Report***

The report includes 164 pages of text and tables detailing the compensation practices on 73 executive, management, professional and technical positions. The Security & Compliance positions represent the entire spectrum of jobs from the entry level technician through the Top Global Security (Chief Security Officer) and Top Compliance & Ethics Executive, guaranteeing you data for most, if not all of the Security & Compliance disciplines in the organization.

The Security & Compliance survey process of collecting and reporting data adheres to both the spirit and the letter of the antitrust "***Safe Harbor Guidelines***" as defined by the U.S. Department of Justice.

More than **150** organizations will participate in this year's survey representing almost every industry that employs security & compliance personnel. Historically, the survey has reported compensation practices for over **17,000** full-time employees. The participating organizations' sales revenue range from just under \$250 Million to over \$150 Billion. A list of the 2011 participants and subscribers appears below in this brochure.

### ***Comprehensive Information***

The report provides extensive data by organization level, geographic region, industry sector and annual financial dimensions (revenue or operating budget) of the participating organizations for each survey position.

## ***Special Breakout Reports***

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In addition to the annual survey report, survey participants may order special breakout reports by specific companies, job families, select industries, company revenue and geographic area.

## ***Survey Schedule***

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To assist you in your scheduling of resources for the survey input, the following information is provided:

**November 16th** - Survey questionnaire to be sent to those who have registered to participate;

**January 31st** - Survey questionnaire input deadline for participants;

**March 19th** - Survey report published and distributed to participants.

### ***Participant Price—Survey Report***

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Each organization that participates in the annual survey will receive the comprehensive Survey Report for **\$600**, including shipping and handling. An E-version of the survey that allows in depth data analysis, is available for an additional **\$100** (a \$100 savings) during the participant sign-up period.

### ***Non-Participant Purchase Price***

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Those organizations who elect not to participate in the survey will be able to purchase the Survey Report **only one time** as a non-participant for **\$1025** including shipping; thereafter, they **must** participate to obtain a copy of the report.

## ***73 Positions in the Survey***

A total of 32 management, 34 professional and 7 technical positions are included in the following disciplines:

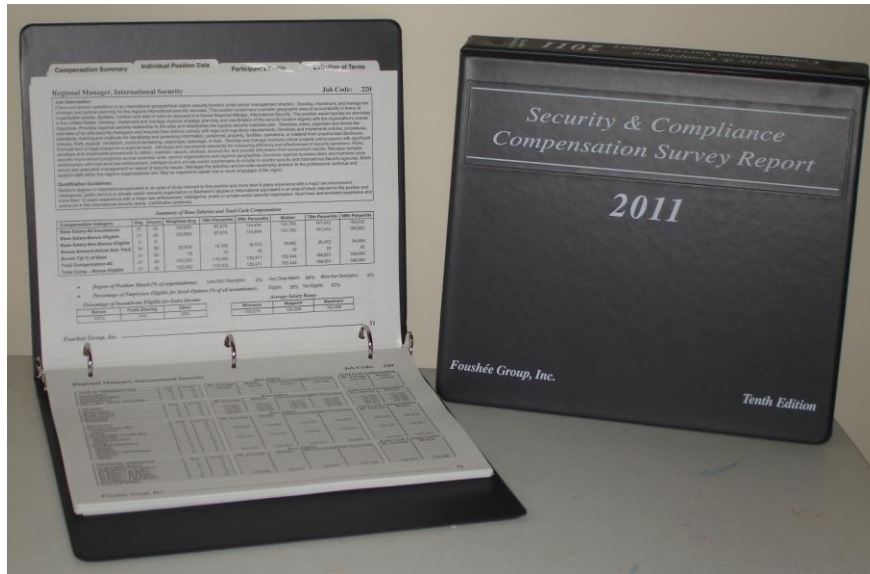
Classified Security Projects  
Corporate Investigation  
Console Operator  
Computer & Info. Security  
Domestic Security  
Emergency Preparedness  
Executive Protection  
Global Compliance & Ethics  
Global Security  
International Security

Network Security  
Nuclear Accountability  
Nuclear Materials  
Physical Security-Unarmed  
Protective Forces – Armed  
Regional/ Bus. Unit Security  
Regulatory Compliance  
Security Clearance  
Security Programs  
Security Systems & Training

## ***Participants and Subscribers***

Abbott Laboratories	Eugene Water & Electric Board	PG&E
Aerojet General Corp., Inc.	Exelon Corporation	Pratt & Whitney
Adventist Health Care	Fed. Reserve of Atlanta	Premera Blue Cross
AFLAC	Fed. Reserve Board	Principal Financial Group, Inc.
Altegrity (USIS)	Fed. Reserve of Boston	Progressive Insurance, Inc.
American Express, Inc.	Fed. Reserve of Chicago	Prudential Financial
American International Grp.	Fed. Reserve of Cleveland	Public Service Enterprise Grp.
Amgen Inc.	Fed. Reserve of Dallas	Qualcomm Incorporated
AMTRAK	Fed. Reserve of Kansas City	Quintiles TransNational Corp.
ARAMARK	Fed. Reserve of Minneapolis	Qwest Communications
Argonne National Lab	Fed. Reserve of New York	RAND Corporation
AstraZeneca Pharmaceuticals	Fed. Reserve of Philadelphia	Rio Tinto , England
AT&T	Fed. Reserve of Richmond	Roche Diagnostics, Inc.
B&W Y-12 LLC	Fed. Reserve of San Francisco	Sandia National Laboratory
Baker Hughes Corporation	Fed. Reserve of St. Louis	Savannah River Nuclear Solutions
Bank of America	FMC Technologies	Science Applications International
Bank of New York Mellon Corp.	General Dynamics C4 Sys.	Sempra Energy
Battelle	GenOn, Inc.	Simon Property Group
BB&T	Genzyme Corp	Sony Pictures Entertainment
Bechtel Corporation	Global Industries	Southern California Edison
Bechtel Marine Propulsion	Georgia Pacific	Southern Company
Boise, Inc.	Halliburton, Inc.	Spectra Energy
BP America, Inc.	Hewlett Packard Corp.	SRA International, Inc.
Brookhaven National Lab	Honeywell FM&T	SRI International, Inc.
CACI International, Inc.	Idaho National Lab	State Street Corporation
Capital One, Inc.	Institute for Defense Analysis	Stephens Group, Inc.
Cardinal Health, Inc	Jet Propulsion Laboratory	Sunoco, Inc.
Cargill Incorporated	Johnson Controls	Takeda Pharmaceuticals
Carolinas HealthCare Sys.	Kellogg Brown & Root (KBR)	Target Corporation
Century Link, Inc.	Kimberly Clark Corporation	TECO Energy, Inc.
Charles Stark Draper Lab	Koch Industries, Inc.	Temple-Inland, Inc.
Chesapeake Energy Corp.	Kohler Company	The Coca-Cola Company
Chevron Corporation	Lawrence Livermore Natl. Lab.	The John Hopkins University
CIGNA Corporation	Limited Brands	The Travelers Companies
CME Group	Los Alamos National Lab	The Vanguard Group
CNA Insurance	Mattel, Inc.	The Walt Disney Company
Cobham, Inc.	Mayo Clinic	Tiffany & Co.
Comcast Cable Comp.	McKesson Corporation	TransUnion, LLC.
ConocoPhillips Comp.	Memorial Herman Healthcare Sys.	TriWest Healthcare Alliance
Constellation Energy, Inc.	MIT Lincoln Laboratory	University of Texas-Applied Res. Lab.
Corning, Inc.	MITRE Corporation	URS Energy & Construction, Inc.
Cox Enterprises, Inc.	Monsanto Company	US Steel Corporation
Cummins, Inc.	National Renewable Energy Lab.	United States Enrichment Corp.
CUNA Mutual Group	National Security Technologies	Valero Energy Corporation
Delta Air Lines	Navistar International Corp.	Verizon Wireless, Inc.
Devon Energy, Inc	NextEra Energy, Inc.	VISA
Dominion Resources, Inc.	NISource, Inc.	Wackenhut Services, Inc.
Duke Energy Corporation	Northrop Grumman Newport News	WAL-MART STORES, INC.
DynMcDermott Petroleum Op.	Northrop Grumman, Inc.	Waste Management
E.I. du Pont de Nemours Co.	Novartis Pharmaceuticals, Inc.	WellPoint, Inc.
Erlanger Health System	Oak Ridge Associated Universities	Wells Fargo & Company
Erie Insurance	Oak Ridge National Laboratory	World Bank Group
Estee Lauder Companies	PNC Financial Services Group	Xcel Energy

# Sample of Survey Report Data



## Summary of Results

### Top Security Executive, Domestic

Job Code: 300

#### Job Description:

This is the most senior domestic security management position in the organization with direct line responsibility. This position is accountable for developing, implementing and directing a responsible domestic security program for the organization. Directs the security staff in identifying, developing, implementing and maintaining security processes across the organization to reduce risks, respond to incidents, and limit exposure to liability in order to reduce financial loss to the organization. Identify significant security risks, design and implement strategies and programs to prevent/reduce loss of organization assets. Implement risk reduction through increased security awareness. Through subordinate managers, coordinate and implement site security, operations and activities to ensure protection of executives, managers, employees, physical and information assets, while ensuring optimal use of personnel and equipment. Develops and ensures services in response to criminal financial loss, crimes against persons, sabotage, threats, emergencies, illegal acts, and property or environmental crimes. May be responsible for ensuring the safety of all network and information system environments for the corporation and operating business units. Incumbent may be responsible for network/IS technical security architecture, network and system designs, implementation and management of systems and programs for the prevention of system hacking and virus protection. Develops and implements intrusion detection systems to prevent abuse and virus release within the organization. Researches and deploys state-of-the-art technology solutions and innovative security management techniques to safeguard organization assets. Directs the approach, deployment and execution of investigations. Develops and manages the capital and expense budget for the unit's domestic security operations. Develops close relationships with high-level domestic law enforcement and international counterparts to include in-country security and international security agencies, intelligence and private sector counterparts. Briefs senior and executive management on status of security issues.

#### Qualification Guidelines:

Master's degree in an area of study relevant to this position and more than 15 years experience with a major corporation and/or law enforcement, intelligence, public service or private sector security organization or Bachelor's degree or international equivalent in an area of study relevant to this position and more than 20 years experience with a major law enforcement, intelligence, public or private sector security organization. Has had exposure in the international security arena. Certification preferred.

#### Summary of Base Salaries and Total Cash Compensation

Compensation Category	Org.	Incum.	Weighted Avg.	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Base Salary-All Incumbents	57	57	186,916	160,900	174,000	184,760	199,808	210,800
Base Salary-Bonus Eligible	51	51	185,860	160,900	173,750	184,220	196,052	210,000
Base Salary-Non-Bonus Eligible	6	6	195,892	166,250	178,225	200,500	211,412	220,925
Bonus Amount-Actual Amt. Paid	42	42	47,017	10,087	20,000	41,538	55,569	100,803
Bonus Tgt % of Base	38	38	26	14	20	25	30	35
Total Compensation-All	57	57	221,560	174,540	186,568	210,594	229,869	288,496
Total Comp. - Bonus Eligible	51	51	224,579	175,400	186,582	213,617	230,147	292,932

- *Responsible for ensuring safety of all network and IS systems for the company* Yes 18% No 82%
- *Degree of Position Match (% of organizations):* Less than Description: 12% Very Close Match: 88% More than Description: 0%
- *Percentage of Employees Eligible for Stock Options (% of all incumbents):* Eligible: 47% Not Eligible: 53%

#### Percentage of Incumbents Eligible for Extra Income

Bonus	Profit Sharing	Other
89%	16%	46%

#### Average Salary Range

Minimum	Midpoint	Maximum
143,370	181,185	220,171

## Detail Breakouts

### Top Security Executive, Domestic

Job Code: 300

TYPE OF ORGANIZATION	Org.	Incum.	Base Salary				Total Cash Compensation	
			Wt. Average	Median	10th Percentile	90th Percentile	Wt. Average	Median
Corporation	37	37	188,298	184,220	164,959	216,340	228,450	210,100
Group/Subsidiary	5	5	184,346	178,340	173,700	200,289	235,683	230,426
Division/Plant	5	5	220,030	217,945	178,419	263,270	220,030	217,945
Res. Labs., Govt., Education	10	10	183,836	185,650	153,600	213,665	189,766	188,150

REGION	Org.	Incum.	Base Salary				Total Cash Compensation	
			Wt. Average	Median	10th Percentile	90th Percentile	Wt. Average	Median
West Coast	8	8	182,413	175,600	172,795	198,788	188,901	182,284
South Central	12	12	183,798	182,500	161,336	211,665	221,978	210,925
North Central	12	12	195,974	188,052	166,123	236,550	246,427	218,222
Southeast	9	9	186,125	184,760	167,855	208,305	212,732	210,684
Northeast	16	16	185,156	182,750	154,250	217,685	223,890	216,408

INDUSTRY	Org.	Incum.	Base Salary				Total Cash Compensation	
			Wt. Average	Median	10th Percentile	90th Percentile	Wt. Average	Median
Durable Goods Mfg.	5	5	180,142	178,340	152,085	207,675	209,394	207,404
Technology	3	3						
Other	2	2						
Non-Durable Goods Mfg.	5	5	171,922	166,200	161,221	186,963	221,202	217,945
Chemicals	0	0						
Pharmaceutical	3	3						
Other	2	2						
Non-Manufacturing	47	47	189,231	185,179	164,959	220,160	222,892	228,000
Energy	5	5	189,434	185,560	182,180	198,485	224,300	226,227
Utilities	10	10	189,333	184,970	176,840	209,703	231,421	222,222
Research Laboratories	5	5	201,296	204,236	189,158	211,150	204,056	210,100
Services	4	4						
Other	23	23	185,448	175,700	156,180	229,140	218,652	205,000

FINANCIAL DIMENSION	Org.	Incum.	Base Salary				Total Cash Compensation	
			Wt. Average	Median	10th Percentile	90th Percentile	Wt. Average	Median
Under \$500 Million	4	4						
\$500 Million < \$1 Billion	6	6	190,565	190,657	174,992	206,046	223,512	227,802
\$1 Billion < \$3 Billion	6	6	187,867	192,494	160,132	210,975	196,664	206,424
\$3 Billion < \$5 Billion	7	7	170,445	166,200	153,584	188,536	206,053	213,600
\$5 Billion < \$10 Billion	9	9	195,457	185,000	175,020	222,173	227,770	207,404
\$10 Billion < \$20 Billion	8	8	198,083	199,701	172,170	228,853	262,736	250,600
Over \$20 Billion	17	17	186,589	180,300	163,060	216,280	230,281	225,245

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**Sign-up to participate at our website:**

**[www.FousheeSurvey.com](http://www.FousheeSurvey.com)**

**239-282-1929**

### Our Other Compensation Survey

**Environmental, Health and Safety Compensation Survey.** More than 134 organizations reporting salary, bonus, and total cash compensation for over 20,500 employees in 163 positions. This is the most widely endorsed compensation survey in America for these critical positions. The survey has been conducted for **25 years** and the latest report was published July, 2011.