

A photograph of a blue staircase railing with brass handrails against a blue wall. The railing consists of a blue handrail, vertical blue balusters, and brass-colored handrails. The wall is a vibrant blue with vertical paneling. The railing is set against a blue wall, and the brass handrails are mounted on the wall. The railing is made of blue metal, and the handrails are made of brass. The background is a blue wall with vertical paneling. The railing is set against a blue wall, and the brass handrails are mounted on the wall. The railing is made of blue metal, and the handrails are made of brass. The background is a blue wall with vertical paneling.

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2017 Survey Review

Erin Kale & Annie Geckle



2017 List of Participants

- Anheuser-Busch InBev -- Anheuser-Busch
- Bacardi Limited -- Bacardi USA
- Boston Beer
- Brown-Forman
- Campari America
- Constellation Brands
- Delicato Family Vineyards
- Diageo North America
- E & J Gallo
- Edrington Group USA
- Heineken USA
- LVMH Moet Hennessy -- Moet Hennessy USA
- LVMH Moet Hennessy – Domaine Chandon & Newton
- Markstein Sales Company
- New Belgium Brewing Company
- North American Breweries
- Pabst Brewing
- Pernod Ricard SA -- Pernod Ricard USA
- Remy Cointreau USA
- Sazerac
- Sidney Frank Importing
- Sierra Nevada Brewing
- The Wine Group
- Treasury Wine Estates
- William Grant & Sons



Highlights from this year's survey

- Data from 10,157 incumbents
- The same company analysis contains data from 4,958 incumbents
- In total we were able to provide data on 249 jobs

New data this year

- Digital Marketing Manager (Levels 1 and 2)
- BWS Specific Positions: Winemaker, Viticulturist, Master Distiller, Distillery Worker, Bottling Maintenance Supervisor, Hospitality Manager.
- Chief Operating Officer



Spring Meeting Match Updates:

Brand/Product Management Family:

Brand/Product Management Assistant (2003)

- Increase of 3.3%
- Assistant Brand/Product Manager (1101) – Updated matching guidelines to specify that this is an entry level college graduate position
- Decrease of 7.2%
- Brand/Product Manager I (1100)
- Increase of 3.3%



Spring Match Meeting Updates – Continued

Sales Family

Area District Manager (1124)

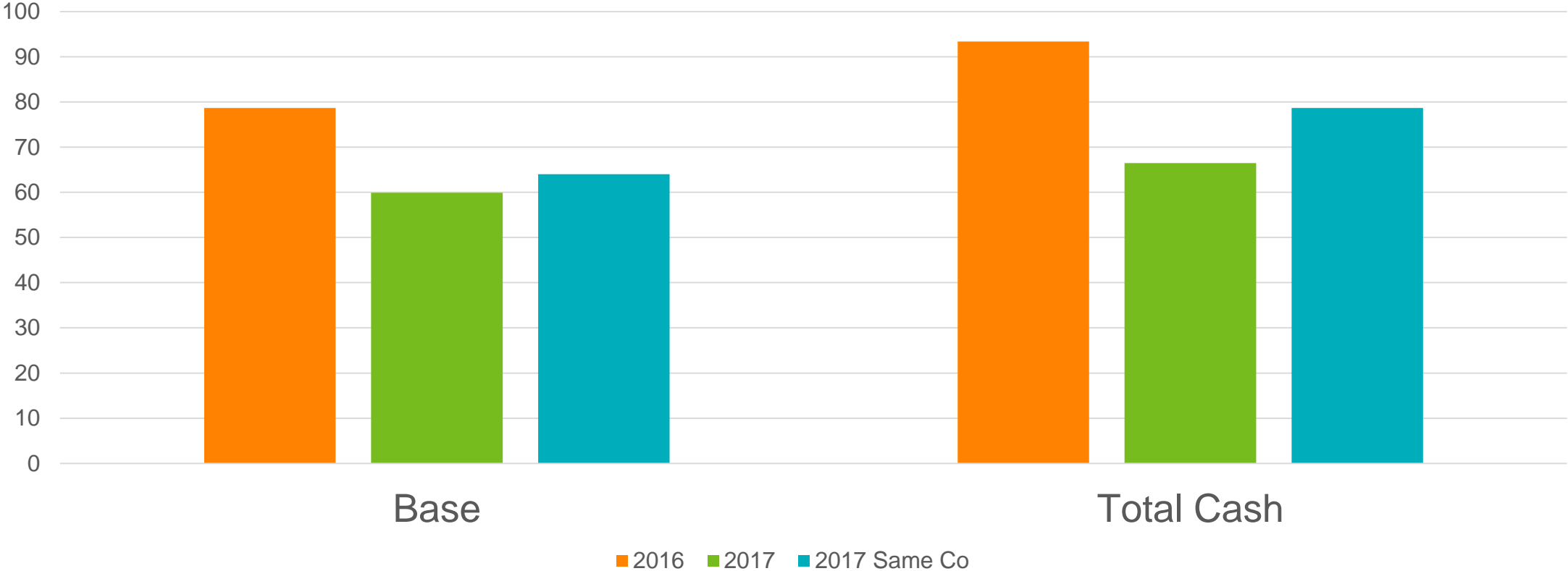
- Must at least manage internal employees, i.e. a team of Sales Reps
- Could also manage distributors in addition to internal management responsibilities
- Increase of 3.6%

2017 Base Salary Data (1124)		
P50	No. of Incs.	No. of Orgs
99.8	545	13

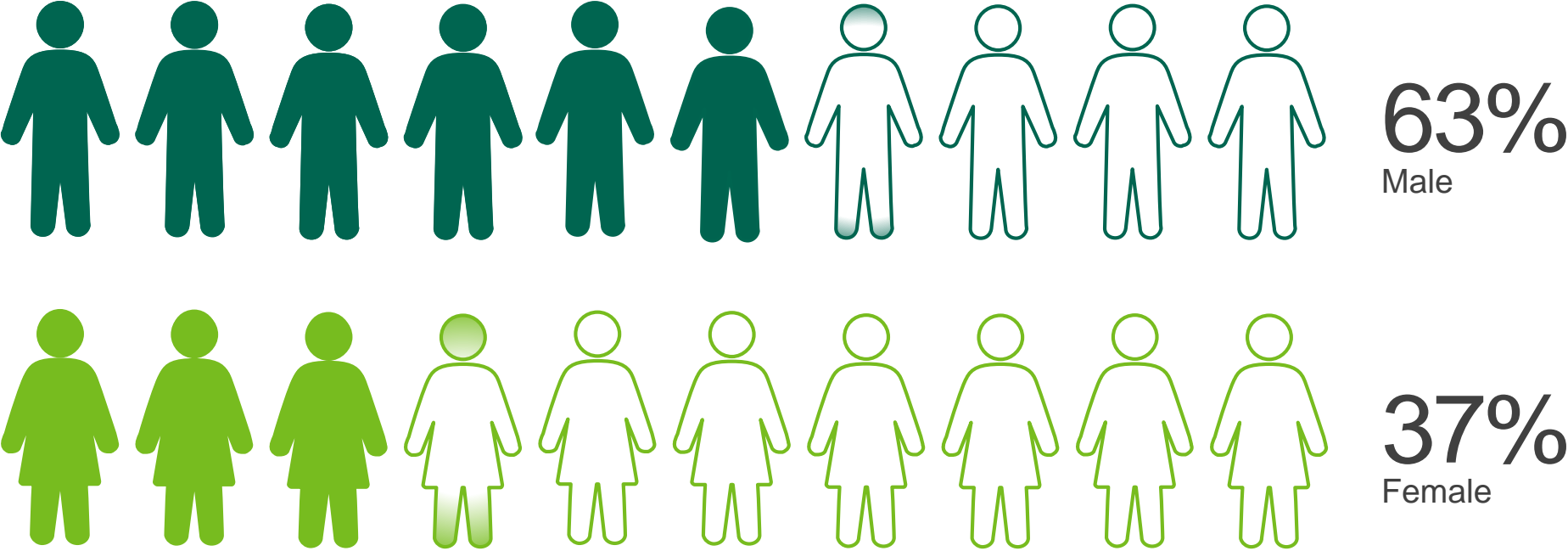
2016 Base Salary Data (1124)		
P50	No. of Incs.	No. of Orgs
96.4	290	7



Sales Representative II – Year over Year



Gender – New This Year!



Questions?

