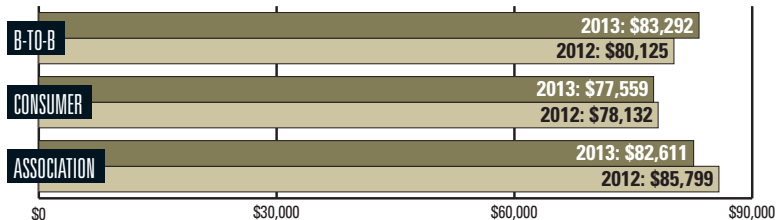


Mean Base Salary: 2012 vs. 2013

B-to-b and association ad sales directors saw their base salaries head in opposite directions, while their consumer counterparts saw base pay stay relatively flat.



Average Commission Compared to Total Compensation

Total compensation and average commissions went up for all three publishing segments in the 2013 survey.

