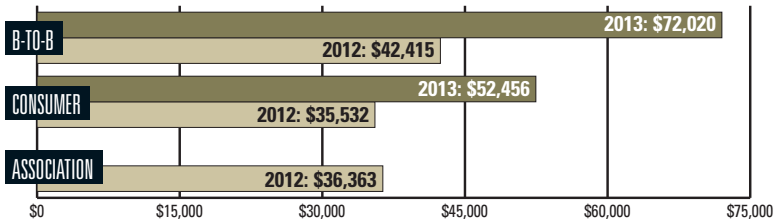


Mean Base Salary: 2012 vs. 2013

Base salaries returned to historical norms for consumer ad sales or regional managers after a tough 2012, while b-to-b pay reached new levels.



Average Commission Compared to Total Compensation

Similar to the trend in base salary, b-to-b ad sales manager commission and total compensation rose significantly. Consumer managers stayed close to where they've been in the past.

