

2012 FOOD RETAIL SALARIES

POSITION	SMALL COMPANY (\$500M-\$2B)	MEDIUM COMPANY (\$2B-\$10B)	LARGE COMPANY (\$10B+)
CHIEF EXECUTIVE OFFICER	\$605,000	\$850,000	\$1,750,000
CHIEF OPERATING OFFICER	\$350,000	\$600,000	\$750,000
CHIEF FINANCIAL OFFICER	\$325,000	\$450,000	\$600,000
CHIEF MARKETING OFFICER	\$315,000	\$450,000	\$600,000
CHIEF INFORMATION OFFICER	\$250,000	\$325,000	\$425,000
SVP MERCHANDISING	\$250,000	\$275,000	\$350,000
SVP OPERATIONS	\$250,000	\$275,000	\$350,000
VP MARKETING	\$190,000	\$235,000	\$300,000
VP OPERATIONS	\$185,000	\$225,000	\$245,000
VP GROCERY	\$185,000	\$220,000	\$235,000
VP PERISHABLES	\$185,000	\$225,000	\$240,000
VP NON-PERISHABLES	\$185,000	\$210,000	\$225,000
VP GENERAL MERCHANDISE	\$185,000	\$210,000	\$225,000
VP MERCHANDISING	\$185,000	\$225,000	\$250,000
VP MEAT/SEAFOOD	\$155,000	\$175,000	\$200,000
VP PRODUCE/FLORAL	\$150,000	\$170,000	\$210,000
VP DISTRIBUTION	\$170,000	\$210,000	\$235,000
VP REAL ESTATE	\$155,000	\$210,000	\$230,000
VP HR-PEOPLE RESOURCES	\$155,000	\$220,000	\$240,000
VP LOSS PREVENTION	\$125,000	\$165,000	\$210,000
VP RISK MANAGEMENT	\$125,000	\$165,000	\$200,000
DIRECTOR ADVERTISING	\$125,000	\$160,000	\$190,000
DIRECTOR TRAINING	\$115,000	\$125,000	\$140,000
DIRECTOR WAREHOUSE	\$115,000	\$125,000	\$150,000
DIRECTOR TRANSPORTATION	\$110,000	\$120,000	\$145,000
DIRECTOR MEAT/SEAFOOD	\$115,000	\$125,000	\$145,000
DIRECTOR SEAFOOD	\$110,000	\$120,000	\$140,000
DIRECTOR PRODUCE	\$110,000	\$125,000	\$150,000
DIRECTOR FLORAL	\$100,000	\$110,000	\$140,000
DIRECTOR DELI/BAKERY	\$100,000	\$115,000	\$130,000
DIRECTOR GROCERY	\$120,000	\$140,000	\$150,000
DIRECTOR GENERAL MERCHANDISE	\$110,000	\$130,000	\$140,000
DIRECTOR OPERATIONS	\$125,000	\$150,000	\$160,000
DIRECTOR REAL ESTATE	\$120,000	\$140,000	\$155,000
DIRECTOR INTERNAL AUDIT	\$120,000	\$135,000	\$150,000
DISTRICT MANAGER	\$120,000	\$140,000	\$150,000
CATEGORY MANAGER	\$95,000	\$115,000	\$120,000

The table excludes bonuses, special incentives or other compensation factors for corporate office employees and does not cover divisional offices. It is a sampling of the industry based on salary ranges at companies that are seeking to fill vacancies, on current salary data, and Securities and Exchange Commission filings. Salaries have been rounded off to the nearest \$5,000. Consolidation, acquisitions and other market factors have warranted a regrouping of the sizes of companies versus previous years.

SOURCE: Austin-Michael Executive Search, www.austin-michael.com