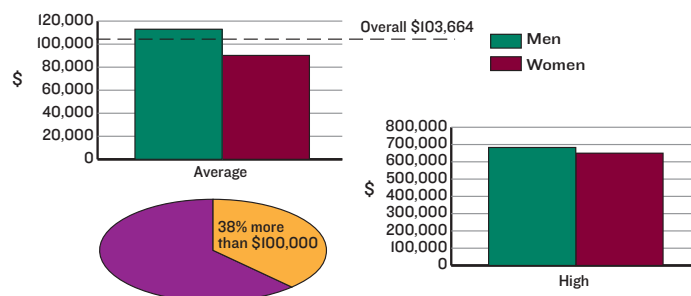


ISM's 2011 SALARY SURVEY Results — Summary

(for data collected January and February 2011, and reporting information from 2010)

Introduction

The Institute for Supply Management™ (ISM) surveyed supply management professionals during January and February 2011 to determine average salaries in the supply management profession. This report presents summary results of the survey that is based on salaries earned during the 2010 calendar year. A full report is available to ISM members in the Online Career Center. Nonmembers may also purchase the full report. The full report provides breakdowns of salary by job title, years of experience, education level, certification status, buying responsibility, location and other factors. Demographic information on the respondents is also reported.

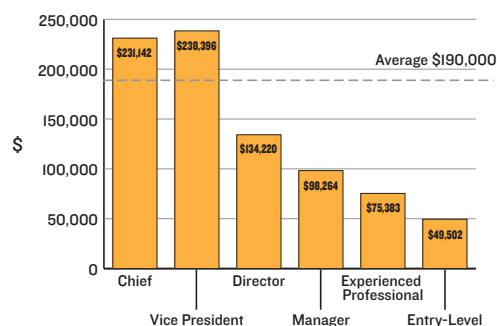


Salary Information

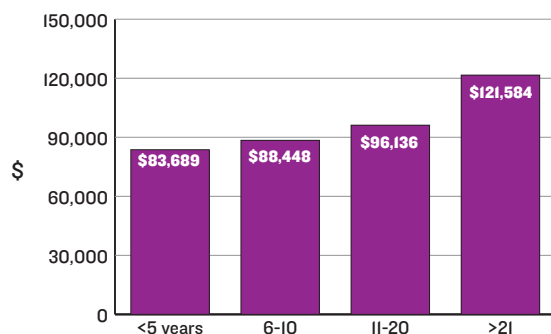
The average annual compensation for supply management professionals who responded to the survey was \$103,664 (which includes wages, bonuses and other income received before taxes and deductions). The average salary for the men who responded was \$112,952, compared with \$90,200 for women respondents. The median salary was \$87,000, with the highest salary reported at \$683,000 and the lowest at \$16,000. In all, 38 percent of respondents reported earning \$100,000 or more.

Average Salary by Position

Average salary by position covered a range of nearly \$190,000. Average salary by job title is reported below.

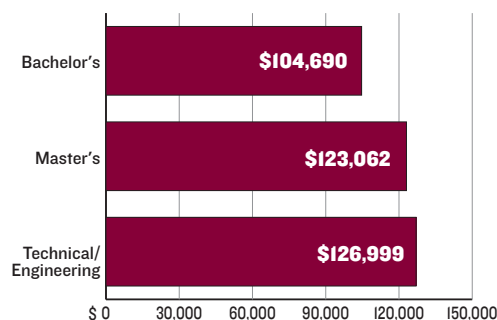


	Total	Men	Women
Chief, Purchasing/Supply Management/Sourcing	\$231,142	\$258,619	\$207,100
Vice President, Purchasing/Supply Management/Sourcing	\$238,396	\$252,623	\$206,857
Director, Purchasing/Supply Management/Sourcing	\$134,220	\$138,179	\$122,196
Manager, Purchasing/Supply Management/Sourcing	\$98,264	\$102,614	\$89,621
Experienced Supply Management Professional	\$75,383	\$76,687	\$74,399
Entry-Level Supply Management Professional	\$49,502	\$39,669	\$52,452



Average Salary by Years of Work Experience

In terms of experience in the supply management field, those with five or less years of experience earned an average salary of \$83,689; those with six to 10 years of experience earned an average salary of \$88,448; and those with 11 to 20 years of experience earned an average salary of \$96,136. Respondents with the most experience, 20 years or more, earned an average salary of \$121,584.

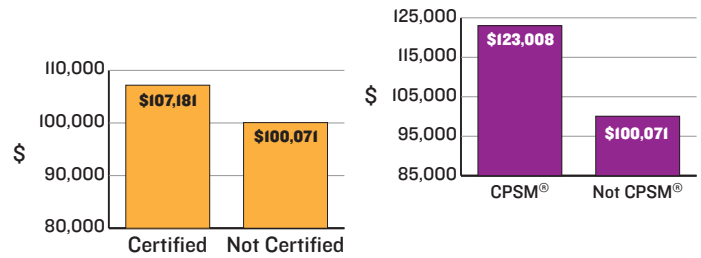


Average Salary by Education Level

One of the major factors affecting salary and professional achievement continued to be education. Respondents with a bachelor's degree or higher typically reported earning salaries that were higher than the overall average. Those with a bachelor's degree earned an average of \$104,690, while the average for those with a master's degree was 18 percent higher at \$123,062. Among all degree holders, average salaries were highest for respondents with a technical/engineering degree. They reported an average salary of \$126,999.

Average Salary by Certification

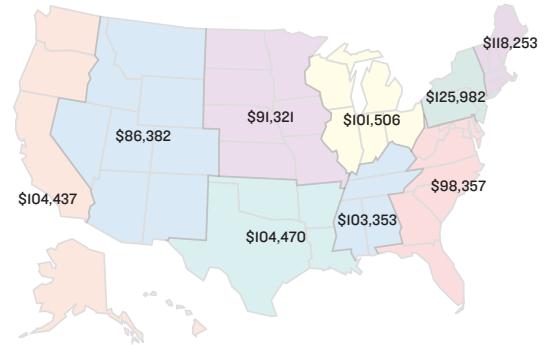
Respondents who hold one or more certifications reported an average salary that was higher than those who do not. The average salary for respondents with one or more credentials was \$107,181, compared with \$100,071 for those without a credential. The salary for those with a credential increased 8.6 percent over 2009 (\$98,701). Respondents who hold a CPSM® designation are earning 23 percent more in average salary compared with those without credentials. Specifically, respondents with a CPSM® are earning an average salary of \$123,008, compared with \$100,071 who lack a designation.



Average Salary by Geographic Region

Average salaries vary by location. The average salary by geographic region is reported below.

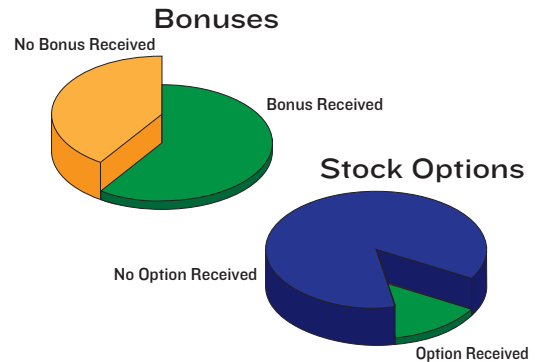
Pacific (AK, CA, HI, OR, WA)	\$104,437
Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	\$86,382
West North Central (IA, KS, MN, MO, ND, NE, SD)	\$91,321
West South Central (AR, LA, OK, TX)	\$104,470
East North Central (IL, IN, MI, OH, WI)	\$101,506
East South Central (AL, KY, MS, TN)	\$98,357
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$103,353
Middle Atlantic (NJ, NY, PA)	\$125,982
New England (CT, MA, ME, NH, RI, VT)	\$118,253



Bonuses and Stock Options

Bonuses were earned by 59.7 percent of all respondents. The average bonus received was \$21,139, which represented 20.4 percent of the total gross salary received. The highest reported bonus was \$259,000.

Stock options were earned by 14 percent of all respondents. The average estimated dollar value of the stock options received was \$29,975.



Organizational Size

The average salary earned typically increased with the size of the organization, both in terms of annual revenue and number of employees. In terms of revenue, above-average salaries were reported in organizations with total gross revenues of more than \$1.1 billion to \$10 billion, and those with more than \$10 billion. In terms of employee size, above-average salaries were reported by respondents in organizations with between 2,001 to 5,000 employees, and with 5,001 or more employees.

Industry

Industries with average salaries that exceeded the overall average included: Accommodation and Food Services; Finance and Insurance; Information; Manufacturing; Mining; and Utilities. Industries with average salaries that fell below the overall average included: Agriculture, Forestry, Fishing and Hunting; Arts, Entertainment and Recreation; Construction; Educational Services; Government/Public Administration; Healthcare and Social Assistance; Other Services; Management and Administrative Services; Professional, Scientific and Technical Services; Real Estate, Rental and Leasing; Retail Trade; Transportation and Warehousing; and Wholesale Trade.

How the Survey Was Conducted

For the sixth year in a row, ISM has collected information from various supply management professionals. The survey was conducted during January and February of 2011. Random samples of customers were pulled from an ISM database that included both members and non-members. An e-mail message requesting participation was then sent to these customers. In all, a total of 743 responses were received, representing a response rate of 7.1 percent. ISM staff tabulated the responses

and set the confidence interval for the overall mean salary as plus or minus approximately 4.7 percent. Respondents were asked to report salary information for the 2010 calendar year. Salary included wages, bonuses and other income received before taxes and deductions. For the second time, we asked if respondents were employed the full year. Eighteen, or 2.4 percent, of the respondents indicated they were not employed for the full year (compared with 4 percent in 2009). The results posted exclude those not employed for the full calendar year of 2010.