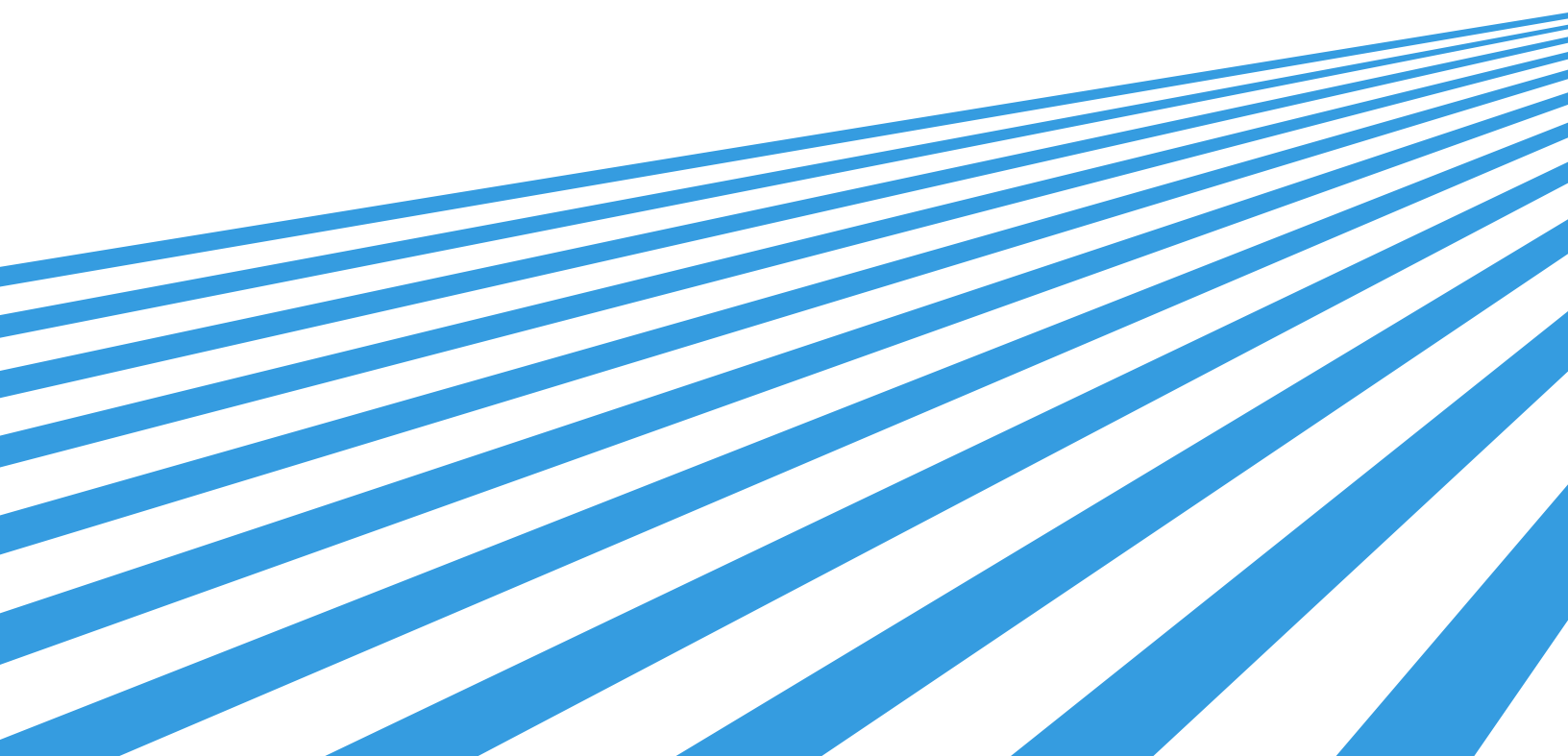


# SALARY SURVEY | 2021

TRADE COMPLIANCE



## Gateway Recruiting

301 Main Plaza

#187 New Braunfels, TX 78130

Phone: 877-336-7010

Email: [info@GatewayRecruiting.com](mailto:info@GatewayRecruiting.com)

[www.gatewayrecruiting.com](http://www.gatewayrecruiting.com)

## Our Services

### Retained Search

If you have an urgent position that must be filled within a certain time constraint, or that is a confidential replacement, or addition to your team; you will directly benefit from our retained searches. Our retained searches offer our clients the highest level of service within our firm and include a (position specific) dedicated team and dedicated time allowance to ensure fulfilling your need (s) as efficiently as possible. We have the ability to customize each search, including payment terms and conditions, to meet your individual company's needs. Gateway Recruiting guarantees our retained searches in writing.

### Contract Staffing

This service will allow you to maximize your work force flexibility in today's rapidly changing business environment. You can lower head count, lower payroll, and adjust staff levels as workloads change. All you need to do is approve time sheets and pay weekly invoices, and let Gateway Recruiting handle everything else. Fees are per hour, and are based on the difficulty of the position. We have staff available and can usually have someone at your offices performing in days.

### Contingency Search

With this level of search between Gateway Recruiting and your company, Gateway Recruiting will be able to take immediate action on critical and urgent searches on an on-going basis. Contingency-based searches are typically awarded to Gateway Recruiting on Exclusive Basis. You will not incur any costs for contingency search until you hire a candidate that we have referred. We are dedicated to providing the best quality candidate for all positions, in a timely manner.

### Trade Compliance Consulting Services

Based on our extensive list of active consultants we have the ability to provide on demand consulting services to our clients in the field of Trade Compliance. If you are going through a consent agreement or an audit, we can provide on demand consultants to come in and help in your compliance project. If you just need consultants for a classification project, or a new ERP roll out, we have you covered as well! Check our pricing compared to the competition and you will be pleased with the impact on your bottom line.

### Trade Compliance/Supply Chain Verticals

Customs/Import Compliance  
Export Compliance  
SAP GTS  
ECCN Classification  
HTS Classification  
Supply Chain / Operations  
Capacity Management

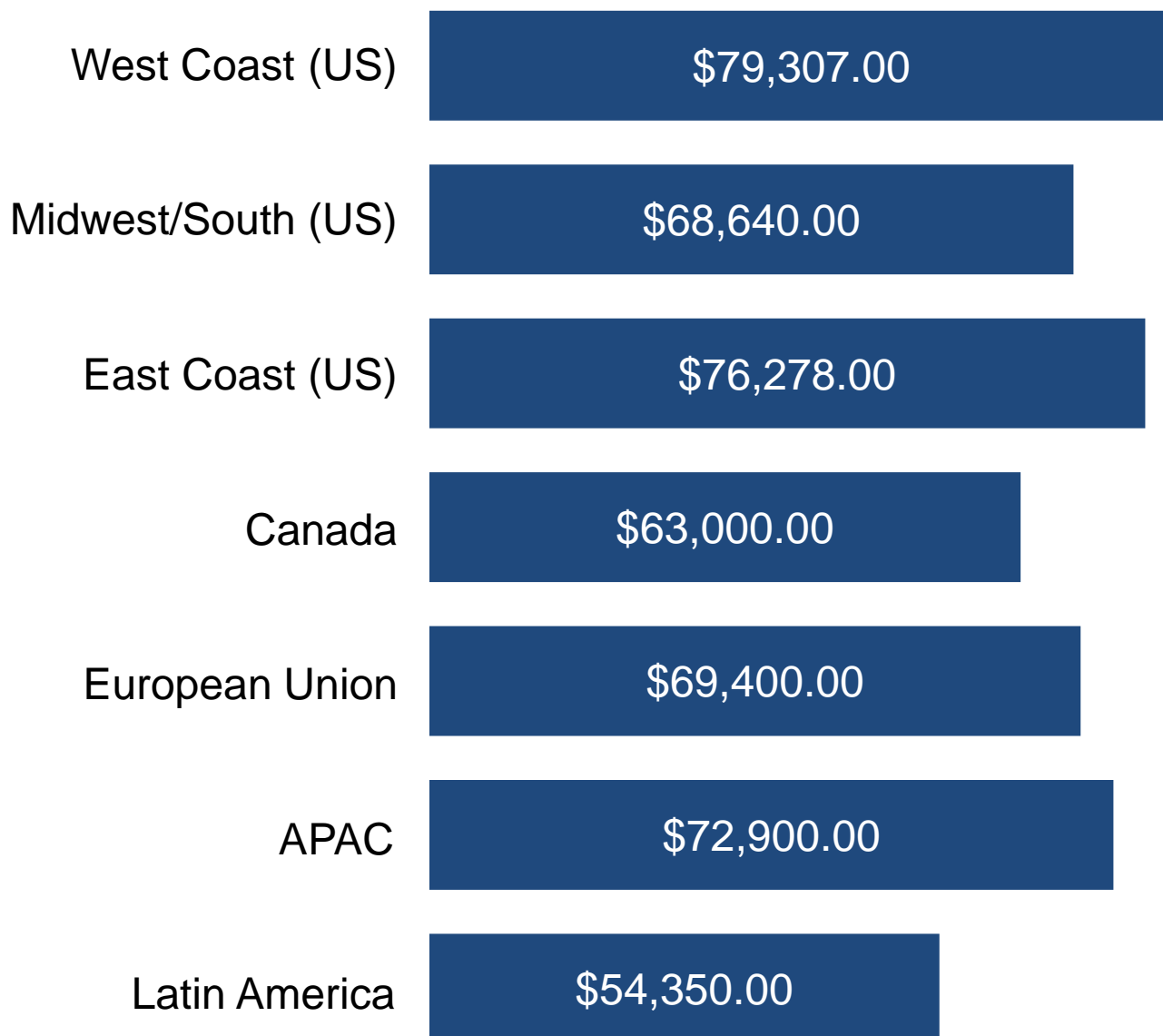
Global Logistics  
EMEA Compliance  
APAC Compliance  
Domestic/ International Transportation  
WMS and TMS Implementations  
Regulatory Compliance  
FDA Compliance

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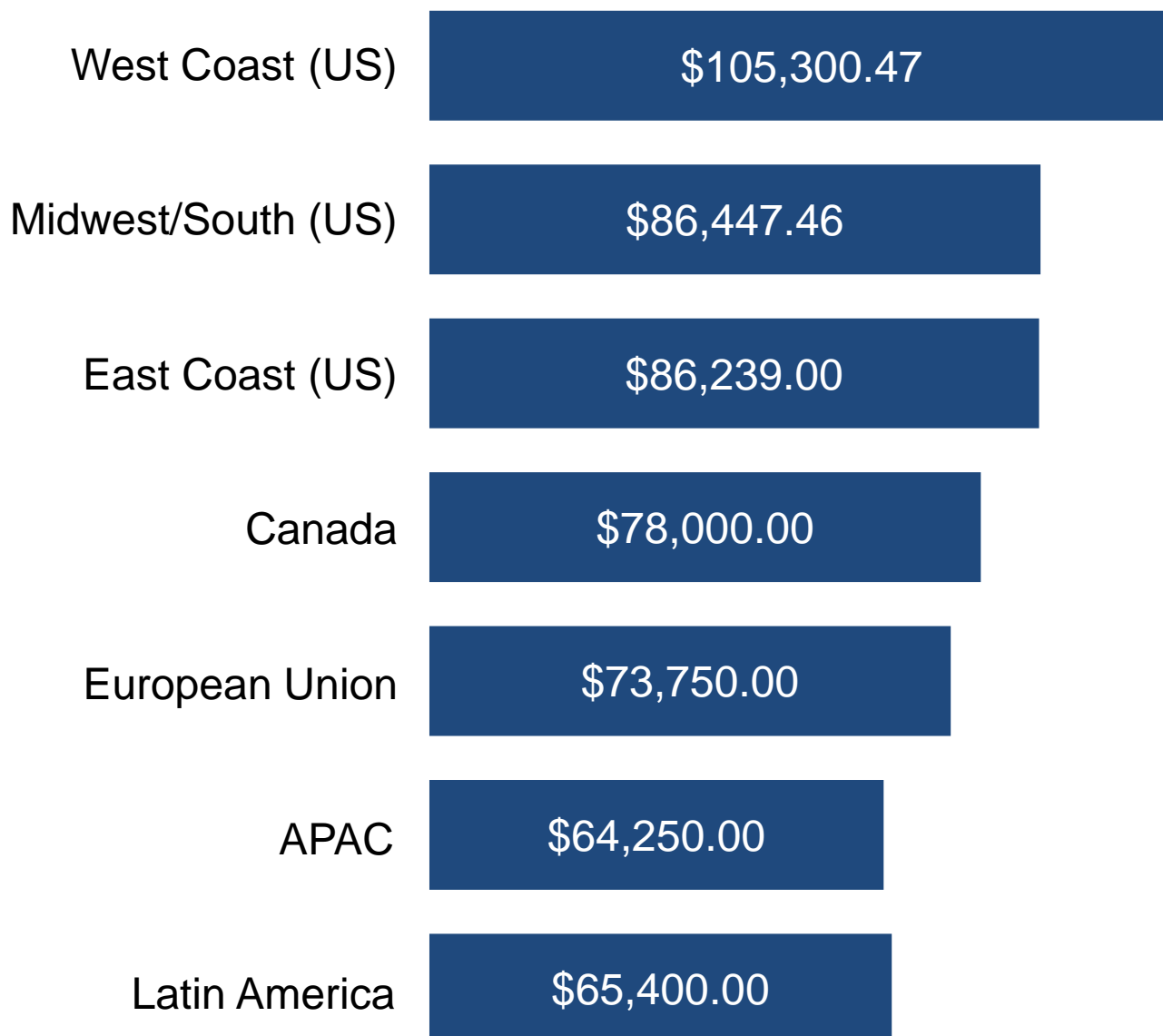
## ASSOCIATE

## Average Salary by Region



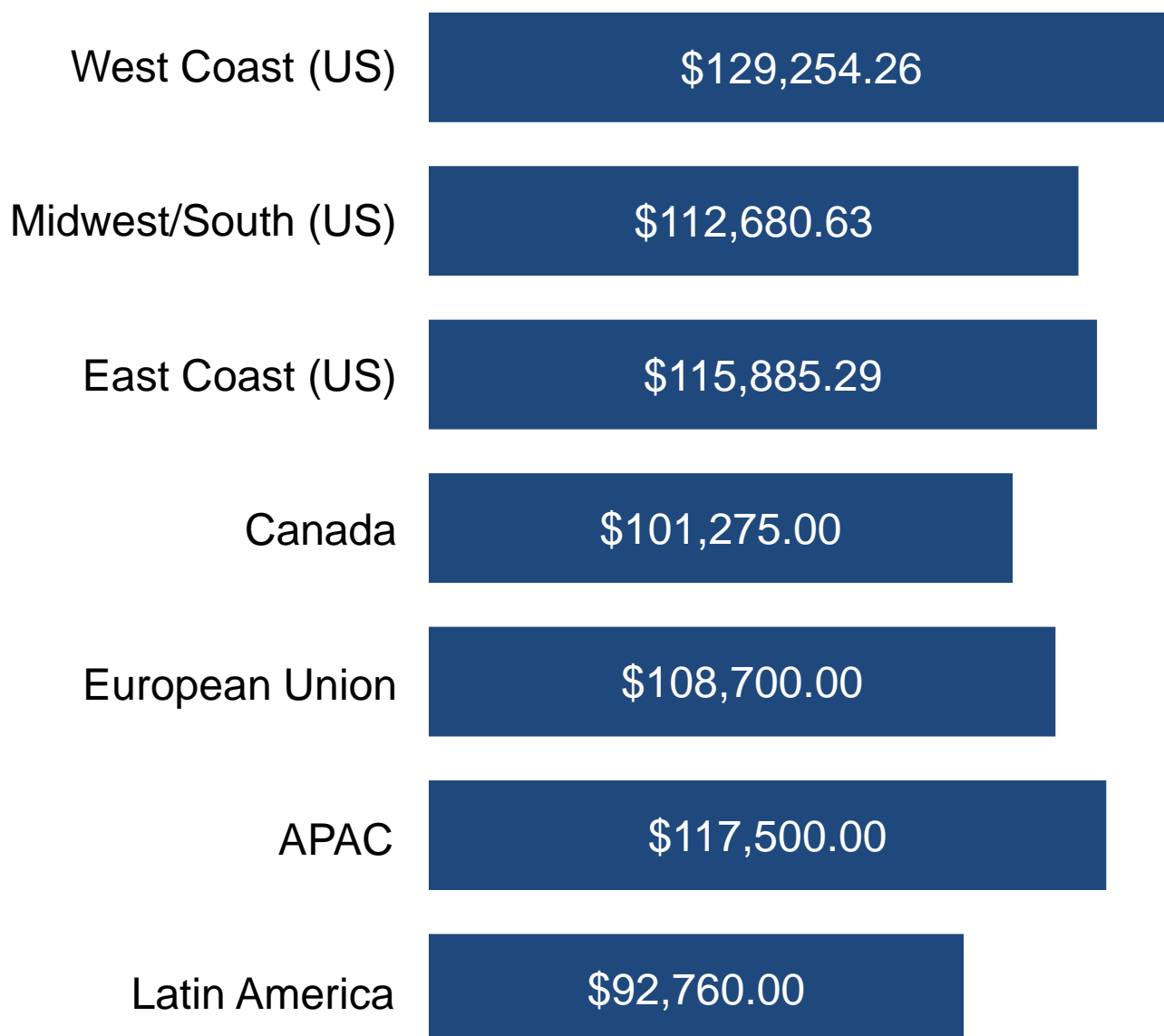
# SENIOR ASSOCIATE

## Average Salary by Region



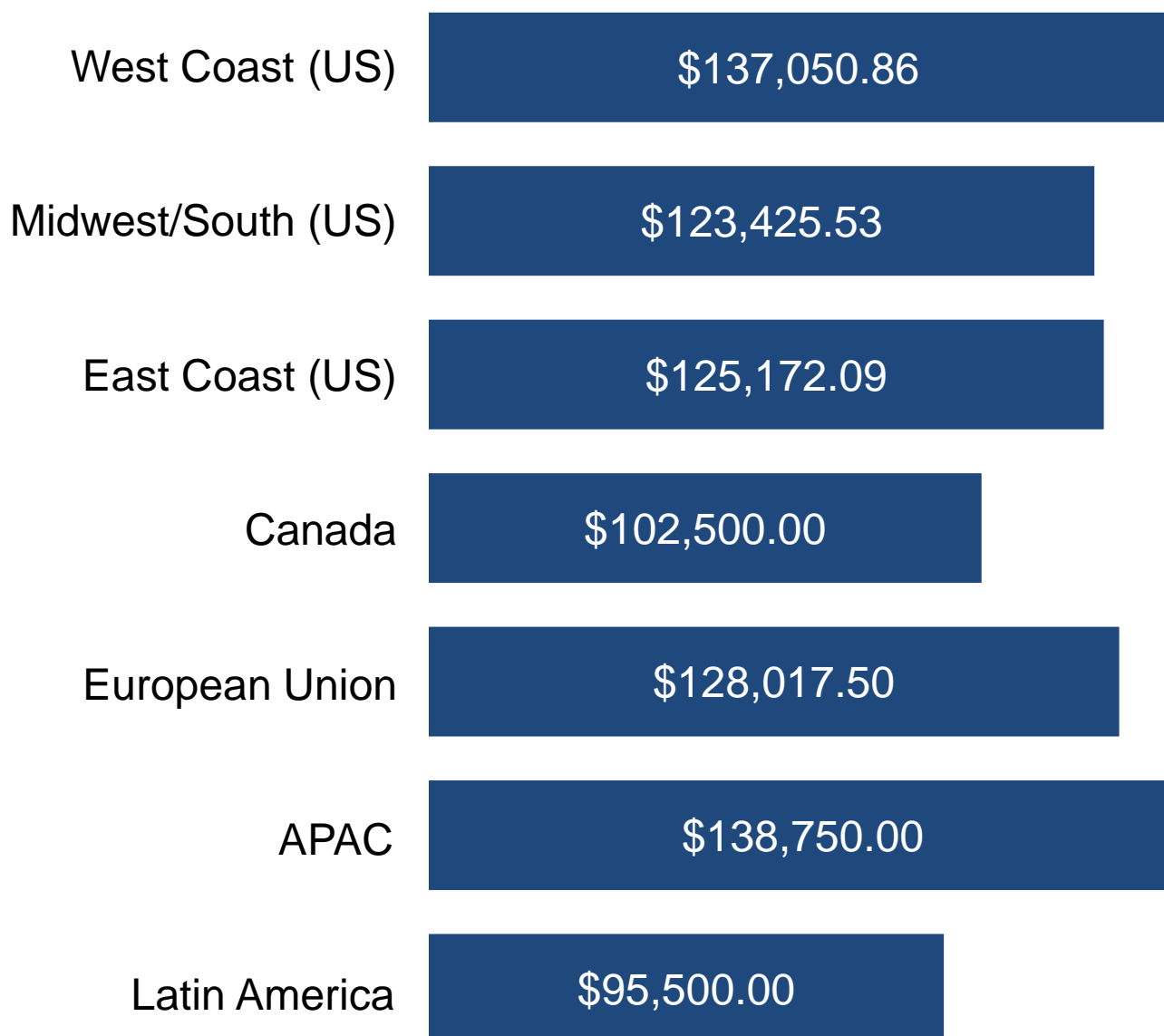
# MANAGER (NO DIRECT REPORTS)

## Average Salary by Region



# MANAGER (DIRECT REPORTS)

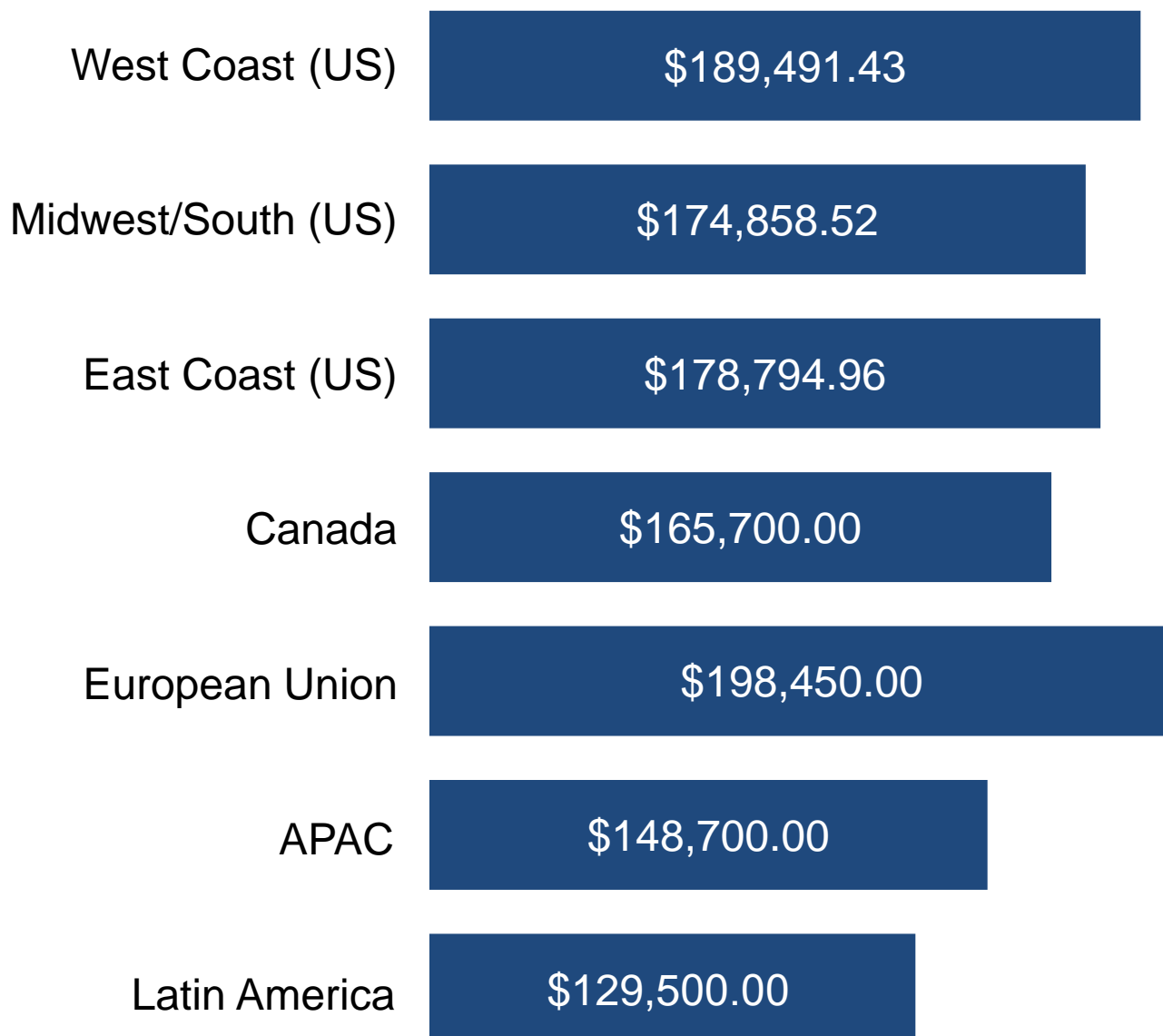
## Average Salary by Region





# DIRECTOR

## Average Salary by Region

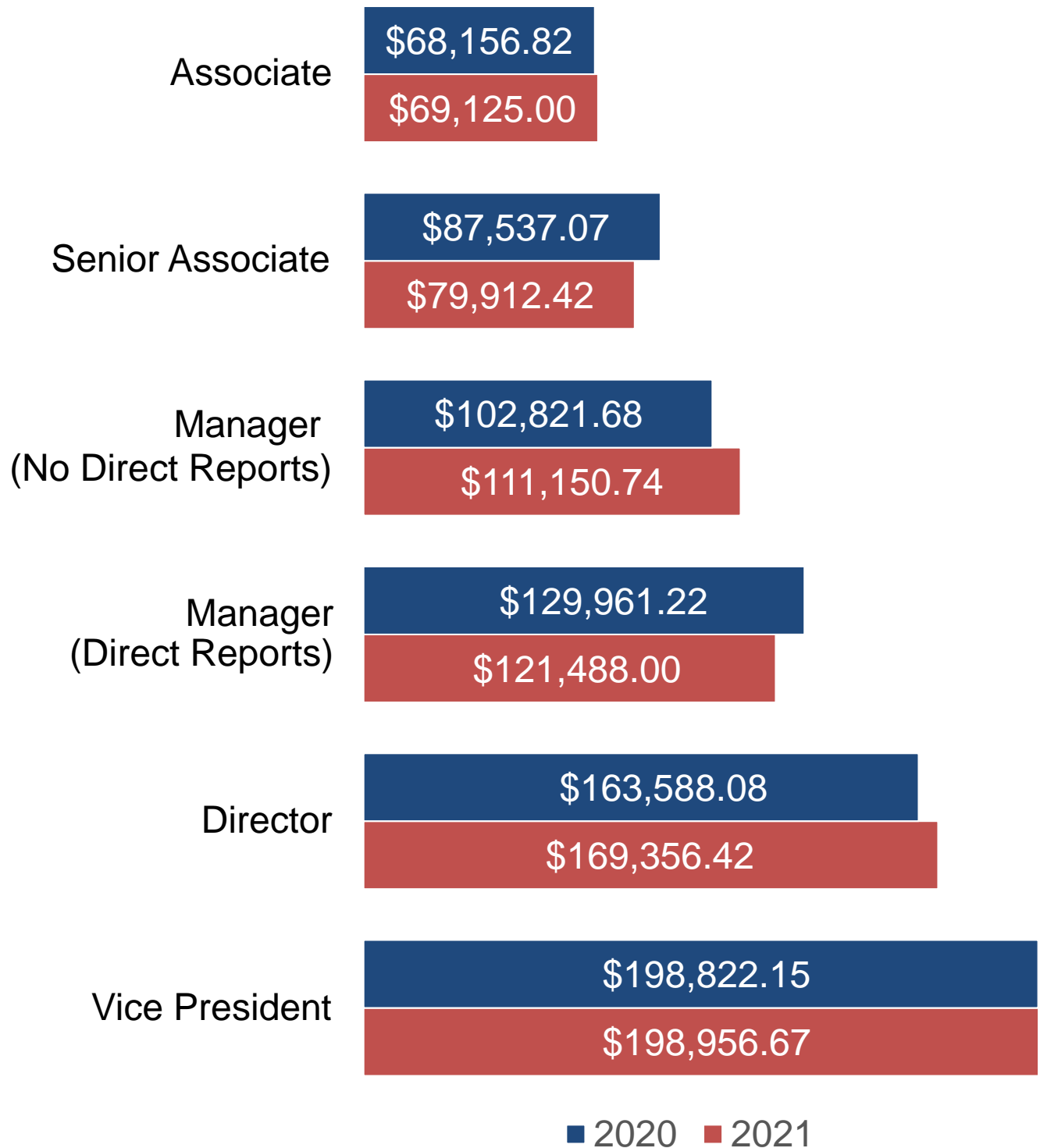


## VICE PRESIDENT

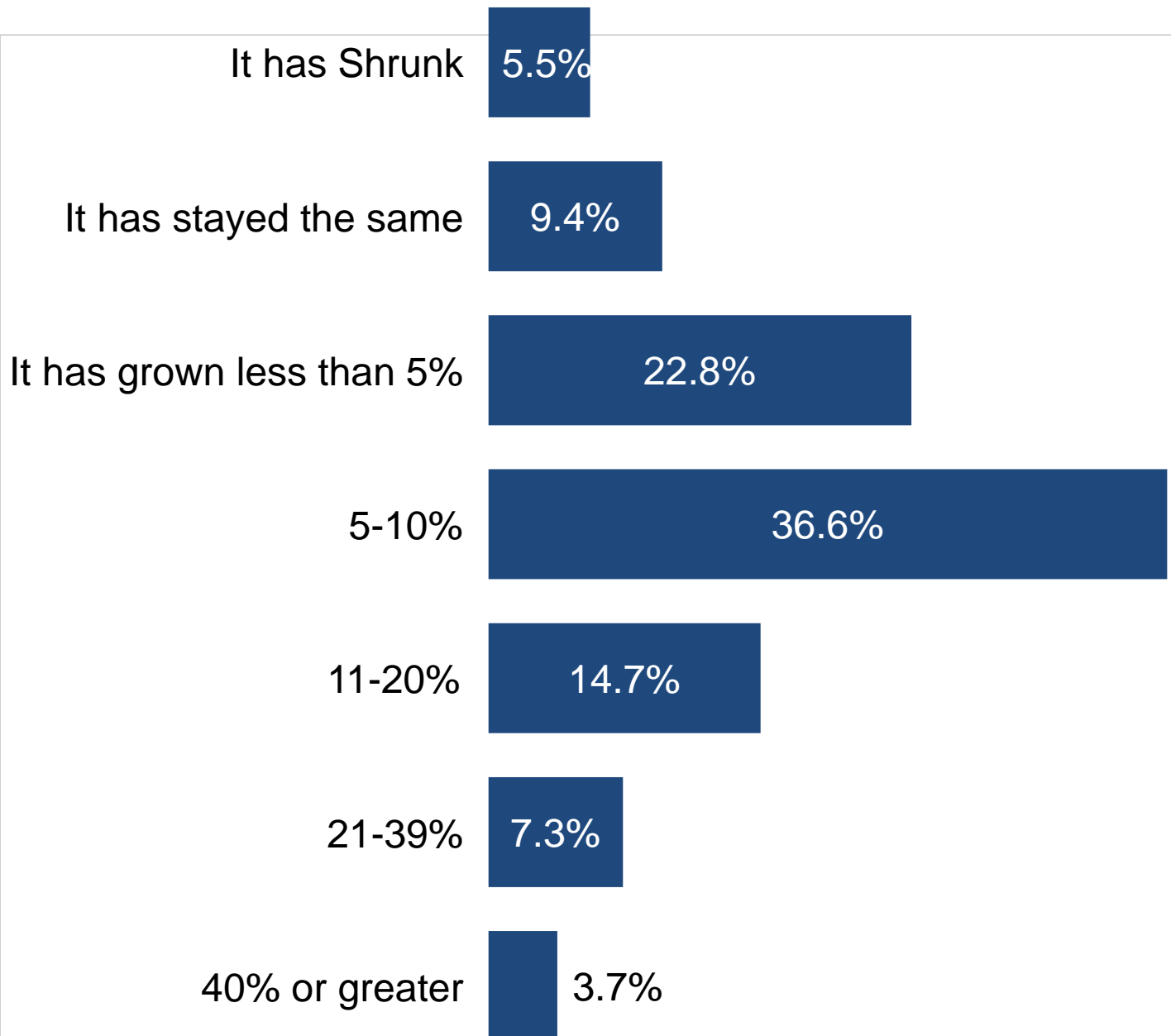
### Average Salary by Region

West Coast (US)	\$211,250.00
Midwest/South (US)	\$195,333.33
East Coast (US)	\$198,200.00
Canada	\$195,700.00
European Union	\$194,300.00

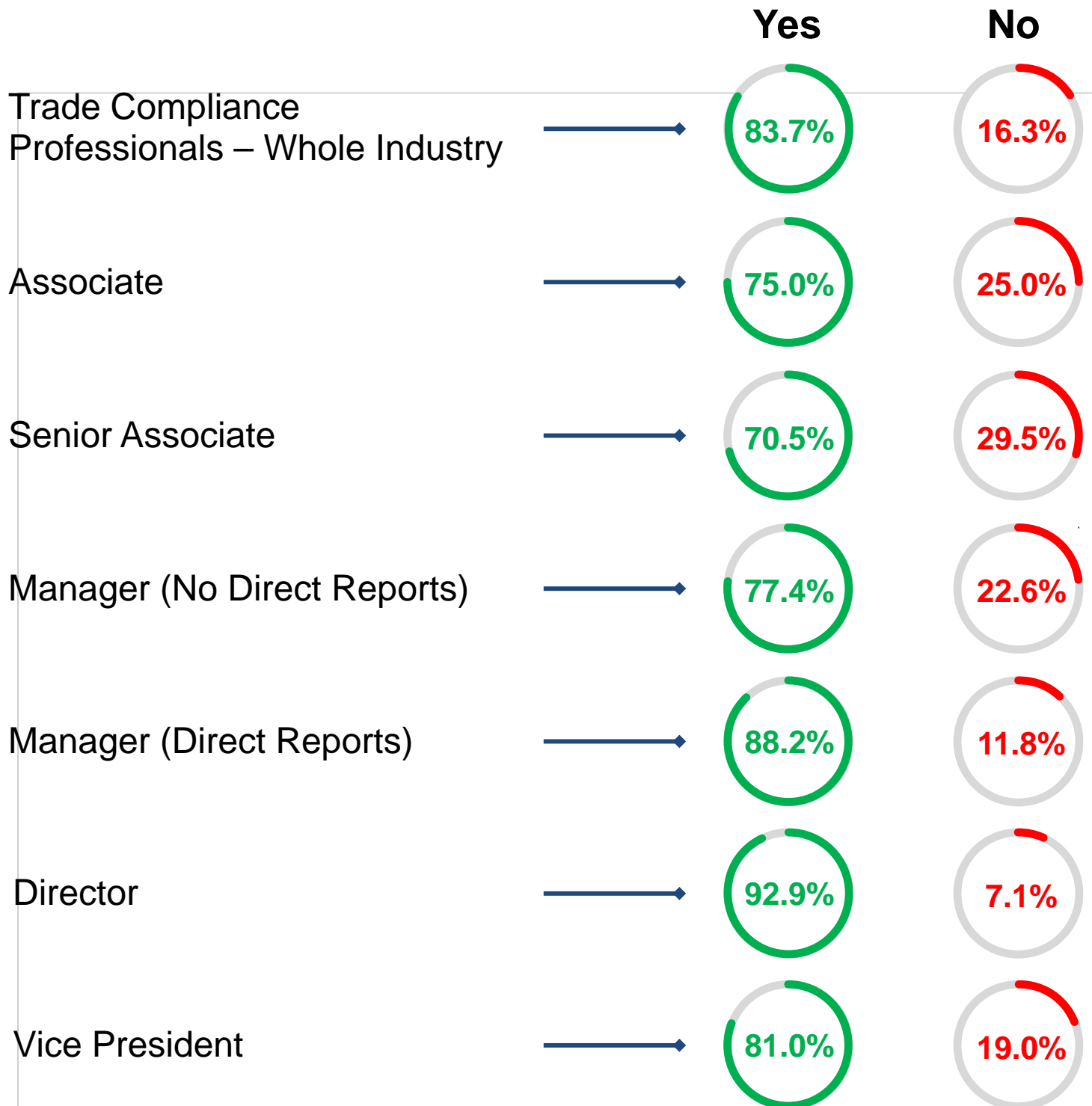
## AVERAGE SALARY GLOBALLY PER TITLE



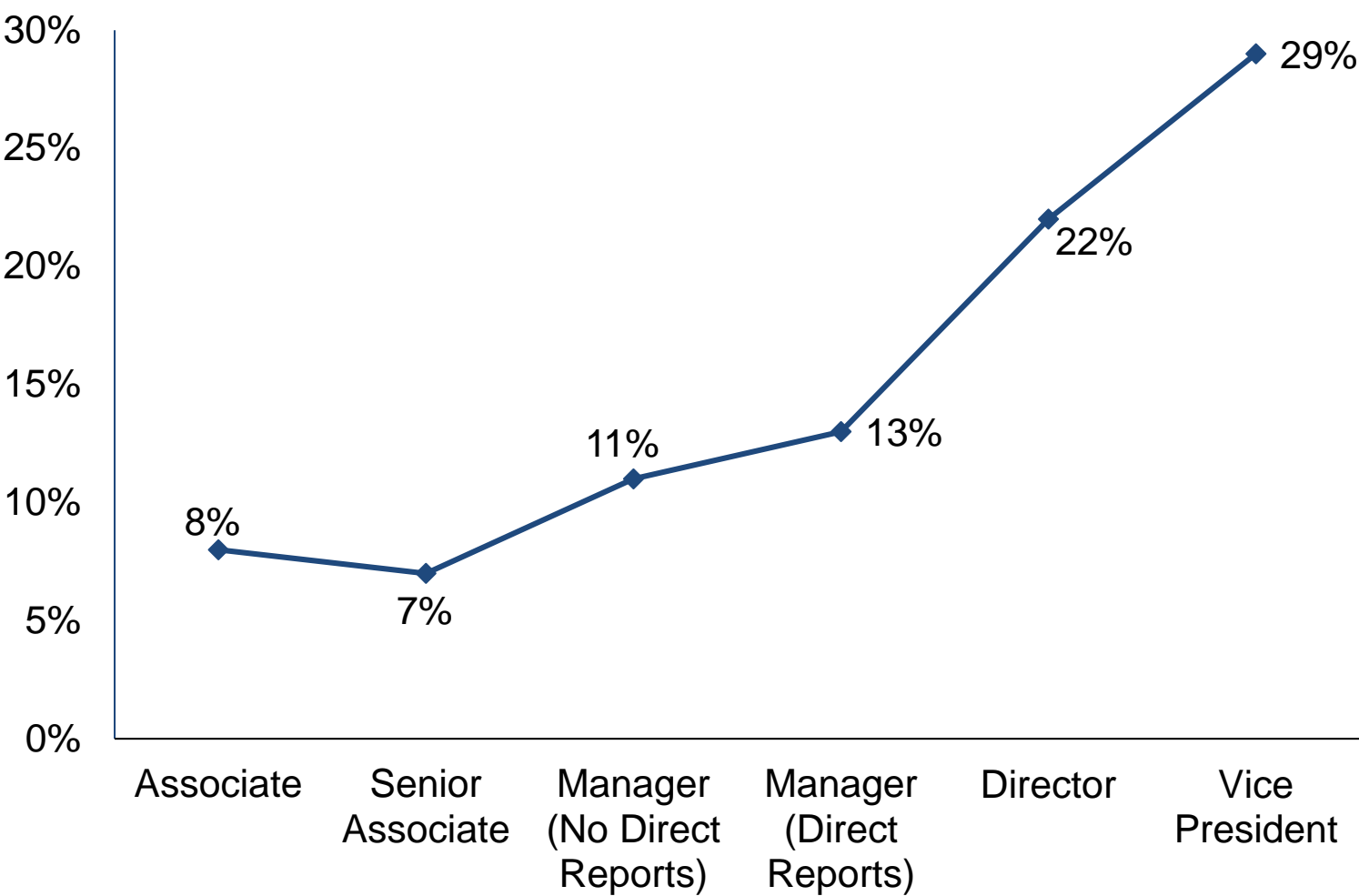
## HOW MUCH HAS YOUR SALARY GROWN IN LAST 3 YEARS?



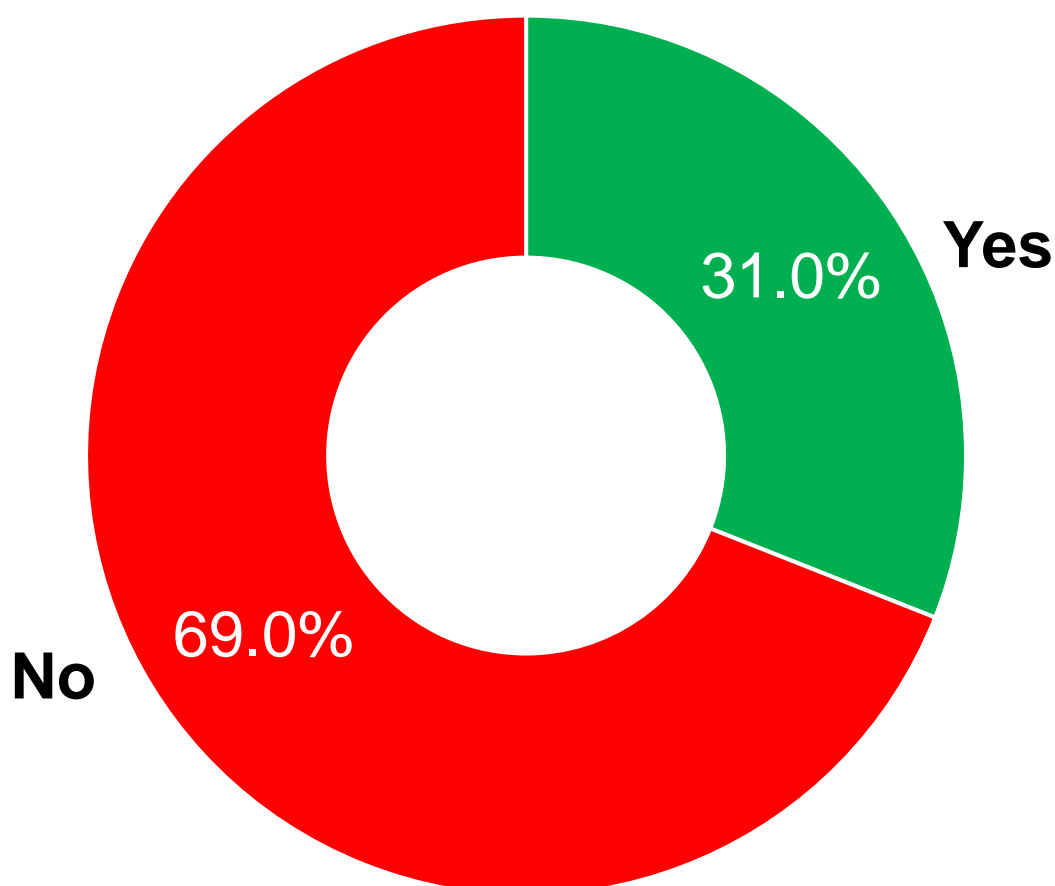
## DID YOU RECEIVE A BONUS LAST YEAR?



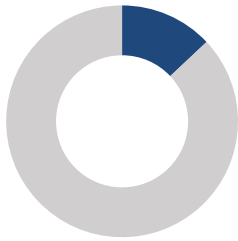
# AVERAGE BONUS PERCENTAGE RECEIVED



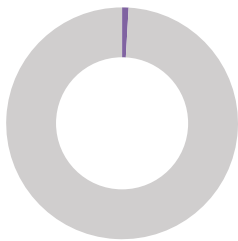
## DO YOU RECEIVE STOCK OPTIONS OR STOCK GRANTS?



## WHERE DOES YOUR GROUP REPORT?

**13.0%**Compliance is  
its own group**35.8%**

Legal

**28.9%**Supply-Chain  
Logistics**0.9%**

Sales

**10.2%**

Tax/Finance

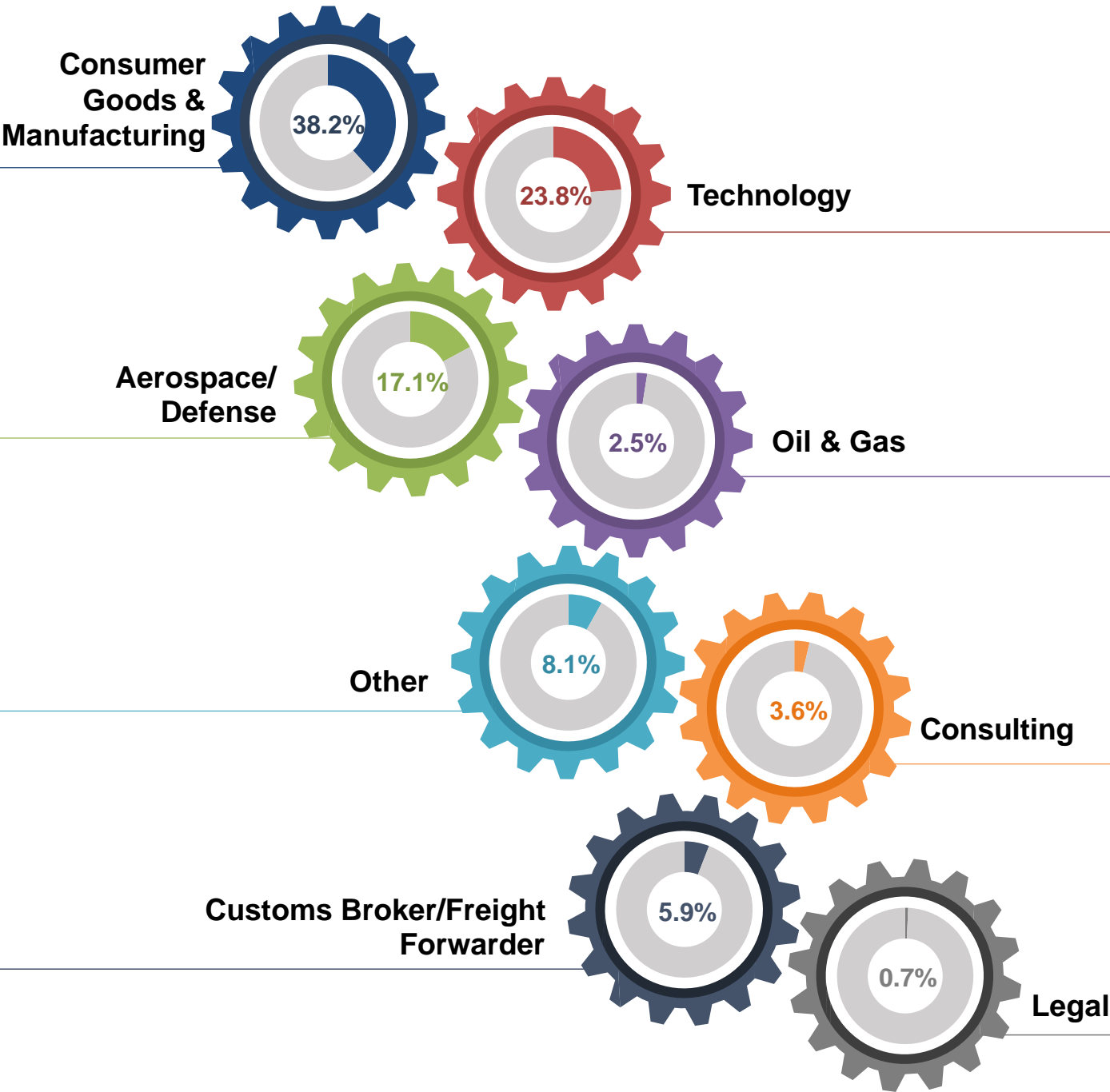
**11.2%**

Other

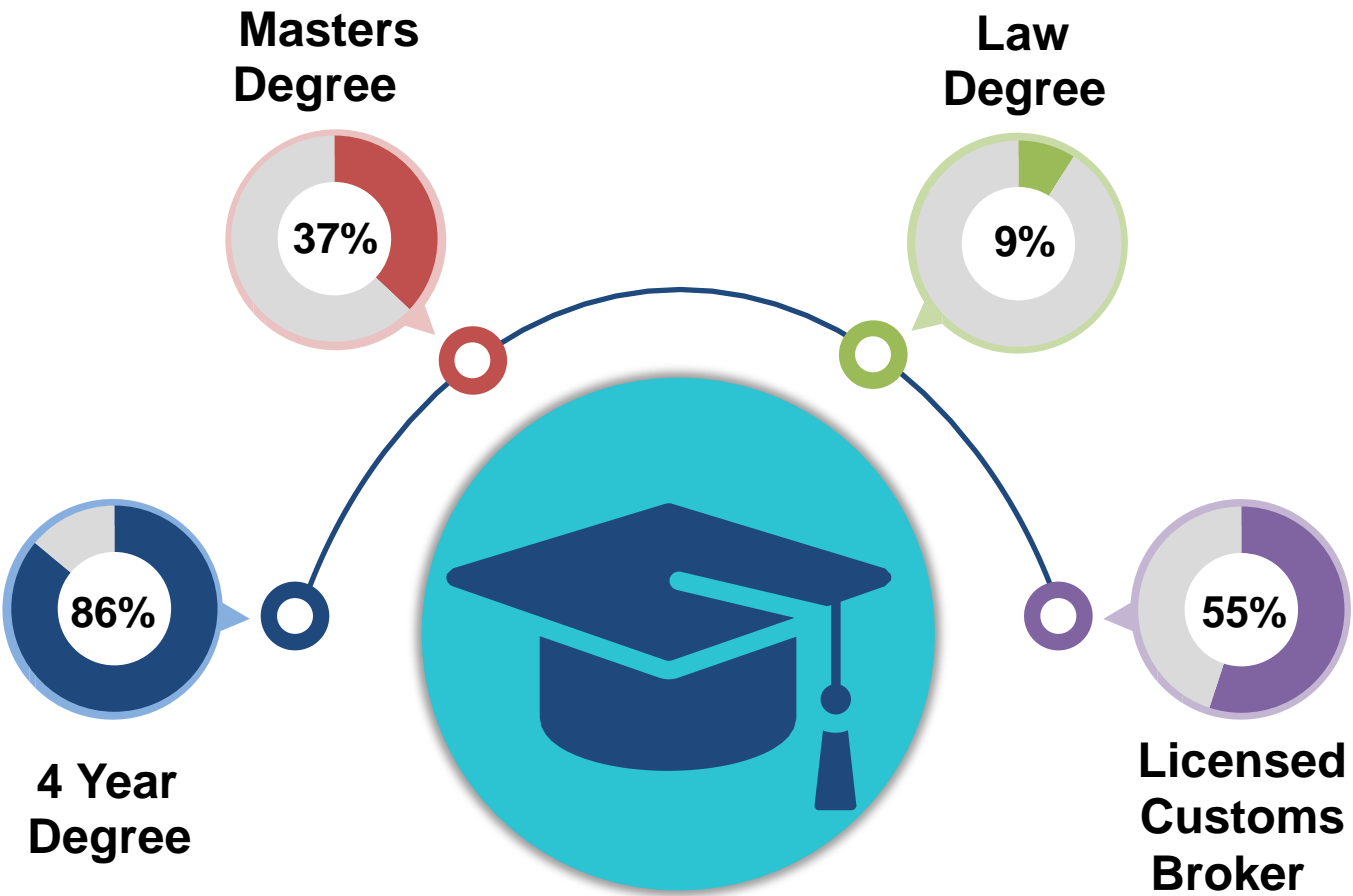




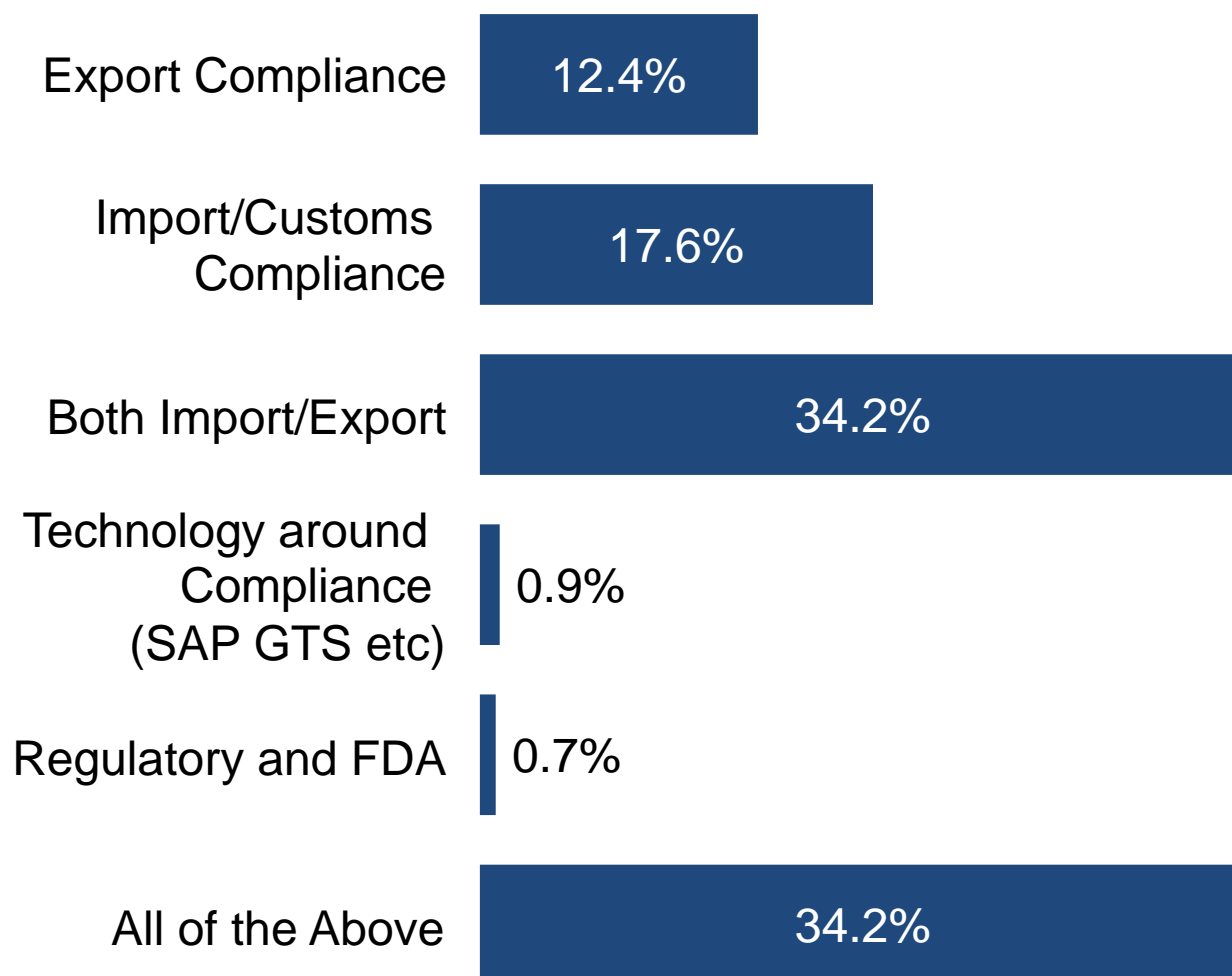
# INDUSTRY PARTICIPATION



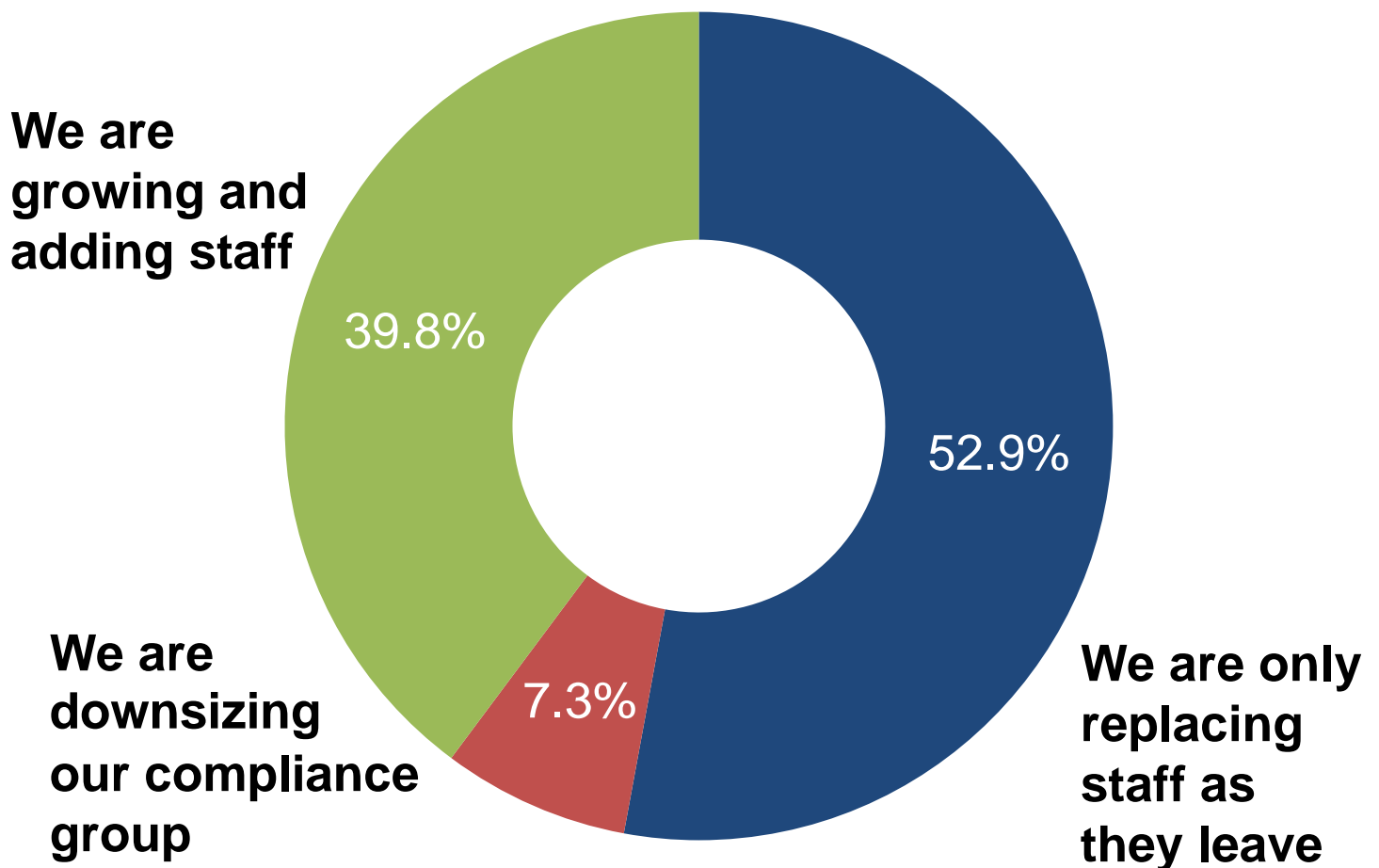
# HIGHEST LEVEL OF EDUCATION: ALL TRADE COMPLIANCE PROFESSIONALS



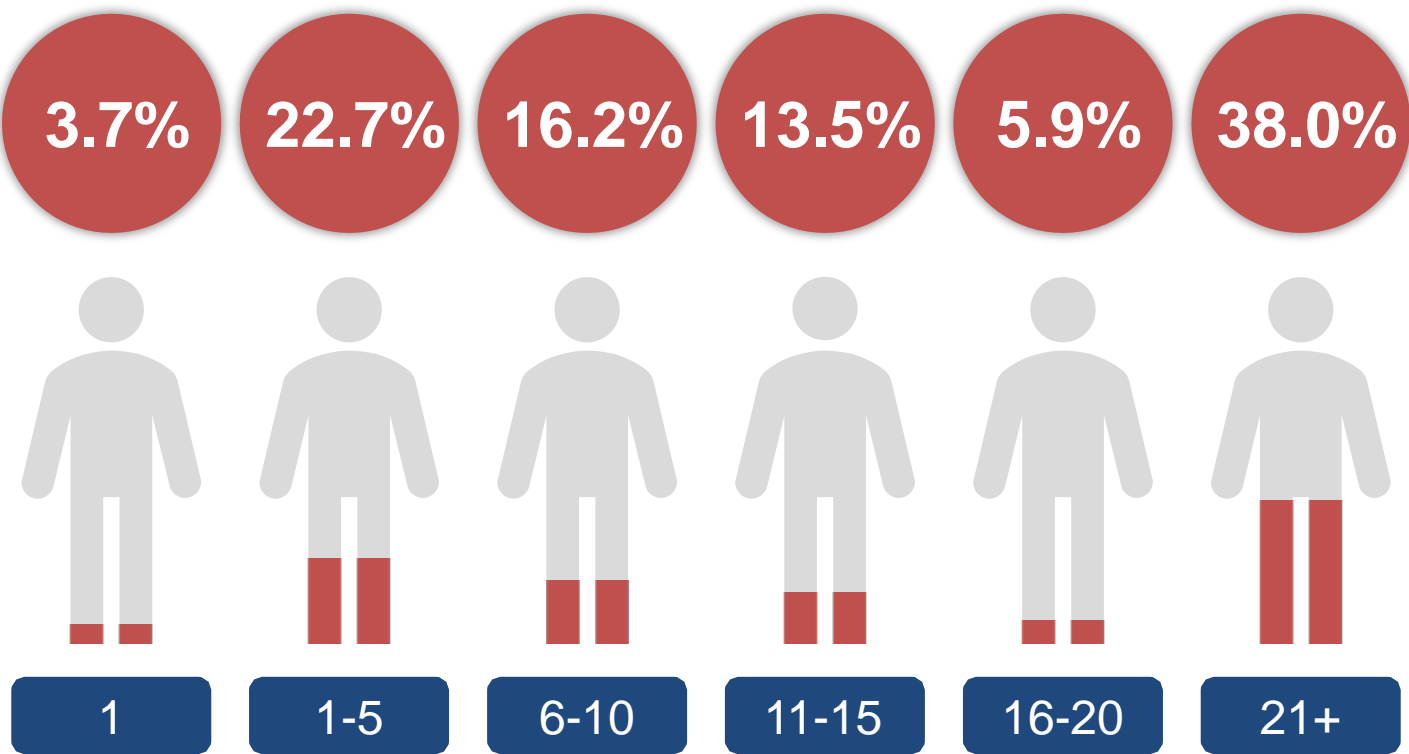
# WHAT IS THE PRIMARY FUNCTION OF YOUR ROLE?



## WHAT IS THE GROWTH OF YOUR GROUP CURRENTLY?

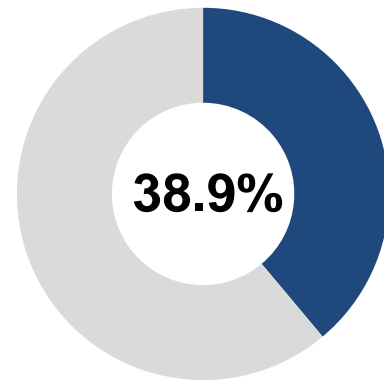


# HOW BIG IS YOUR ORGANIZATION'S TRADE COMPLIANCE GROUP GLOBALLY?

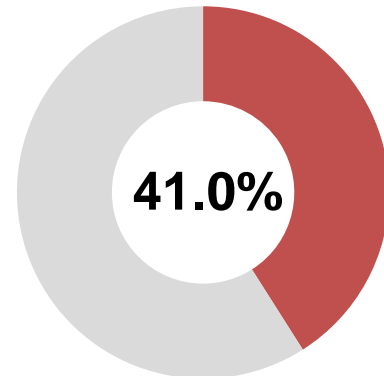


# HIGHEST RANKING COMPLIANCE PROFESSIONAL IN YOUR ORGANIZATION

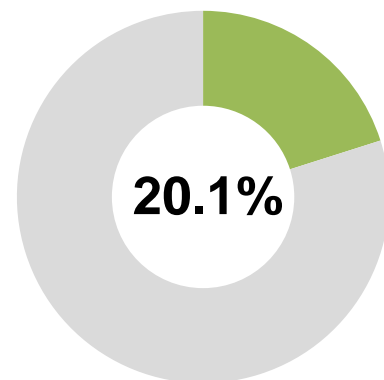
**Vice  
President**



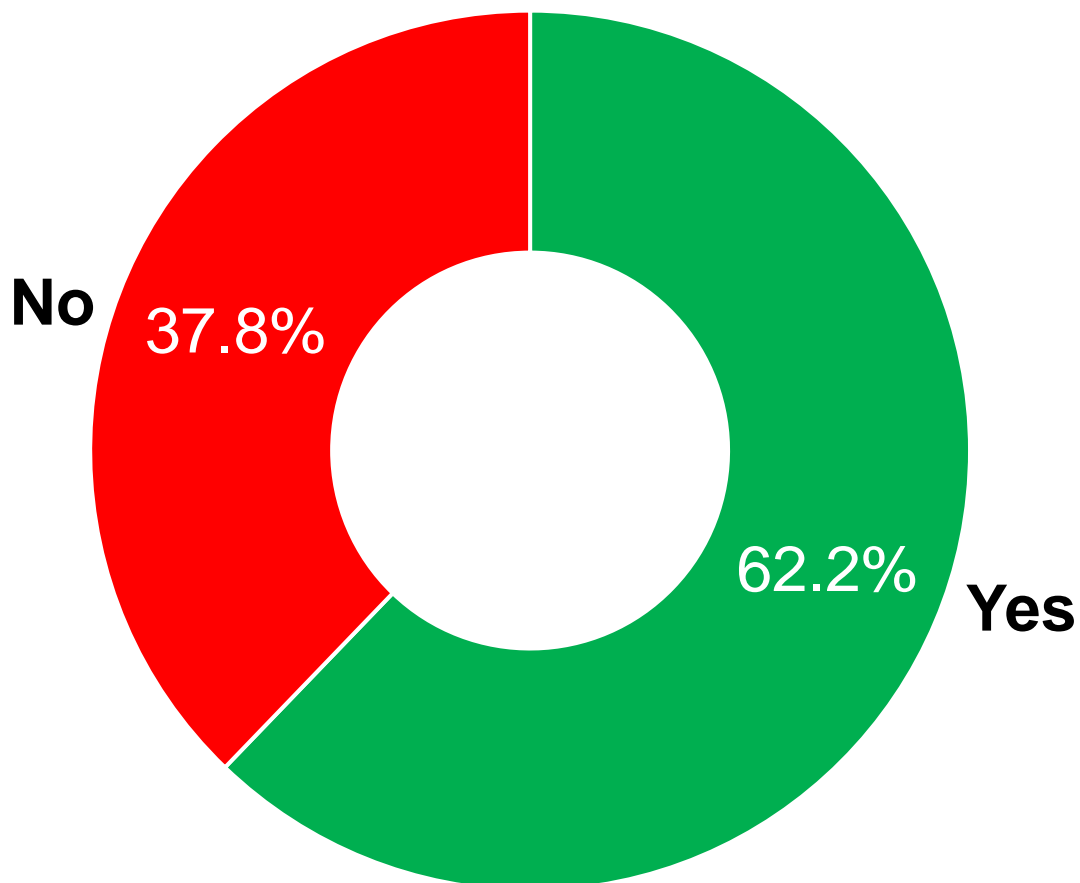
**Director**



**Manager**



## DOES YOUR GROUP USE EXTERNAL CONSULTANTS TO HELP WITH COMPLIANCE?



## DO YOU WORK REMOTE?

