

2016 CSR General Industry – U.S.

AAS072 Food and Beverage Service

Data in effect: February 2016

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Participation Terms

By participating in Willis Towers Watson's surveys, you will be deemed to have agreed to the following participation terms on behalf of your company and you represent that you have authority to submit data. As a participant in this survey, your company's name will be included on survey participant lists. Survey participants must submit data on a timely basis and provide an accurate and complete data submission, including completion of all sections of the participant materials (e.g., HR Policies & Practices sections, Benefits Design Practices sections, individual employee compensation data and long-term incentive information). Data may be submitted directly via the Willis Towers Watson portal hosted in the USA where such data will be stored. If your company's data submission is late or does not meet the requirements for a particular survey, Willis Towers Watson may, at its discretion, limit/deny access to such survey results. For select surveys, participants must submit executive data to purchase executive products, middle management, professional and support data to purchase non-executive products and industry-specific functions/disciplines/positions to purchase associated industry-specific survey products.

Confidentiality and Use of Data. Participant data submitted to the surveys will be held in confidence. Willis Towers Watson takes reasonable security precautions, including the same precautions Willis Towers Watson takes to protect its own confidential information, to prevent unauthorized access. Participant data will be used by Willis Towers Watson for purposes of creating aggregated survey results which are presented in a manner that protects individual company confidentiality. Willis Towers Watson reserves the right to use participant data in multiple surveys, where relevant, which may be available to participants and non-participants. Participant data and survey results may be used by Willis Towers Watson for training, quality assurance, research and development, general promotional activities such as trends analysis and compensation and/or benefits consulting services (e.g., market/job pricings) that are provided to survey participants and other selected clients of Willis Towers Watson.

Data Protection. Willis Towers Watson may pass participant data, which may include individually identifiable information, within its global network of offices and affiliates (including the Willis Towers Watson Global Resource Centre) and to subcontractors and providers of IT outsourcing who will be subject to appropriate data protection standards. The Global Resource Centre is located in Manila, The Philippines, and will be used to analyze such data in connection with the surveys. The Manila corporate entity is a wholly owned subsidiary in the Willis Towers Watson group, and it is governed by the same information security policies and internal controls that govern Willis Towers Watson. Irrespective of where Willis Towers Watson receives or stores such data, Willis Towers Watson confirms that, acting as data processor, Willis Towers Watson will take appropriate technical, physical and organizational/administrative measures to protect such data against accidental or unlawful destruction or accidental loss or unauthorized alteration, disclosure or access. Willis Towers Watson will use such data only for the purposes described above or for other reasonable purposes which are related to the surveys and services, unless a participant instructs Willis Towers Watson otherwise. Participant and Willis Towers Watson shall each comply with applicable data privacy legislation and regulations.

AAS072 Food and Beverage Service

All Organization Summary

Description:

Performs routine duties related to serving food and beverages, as well as clearing dishes and cleaning | May operate dishwasher or assist with washing dishes, glassware, silverware, utensils, pots, pans, etc. | Collects and disposes of garbage left at tables | May assist with stocking food inventory and with light cooking.

CAREER BAND AND LEVEL	ORGS	INCS	ANNUAL SALARY							BONUS AND/OR OTHER CASH COMPENSATION					TOTAL CASH COMPENSATION						
			INC AVG (\$000)	ORG AVG (\$000)	10th (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	90th (\$000)	% OF INCS RECVG	INC AVG PAID (\$000)	% OF ORGS PAYING	ORG AVG PAID (\$000)	% OF ORGS AVG SAL	INC AVG (\$000)	ORG AVG (\$000)	10th (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	90th (\$000)
All Organizations																					
W1 - Entry	45	3,189	24.7	24.3	20.9	22.0	24.0	26.4	28.6	13.1	2.3	24.4	1.5	5.9	25.8	24.6	21.1	22.3	24.0	26.7	29.1
W2 - Intermediate	32	1,000	24.9	27.5	20.9	23.8	27.1	30.5	35.9	6.2	0.8	21.9	1.1	4.0	25.1	27.7	21.2	23.9	27.1	30.9	36.8
W3 - Senior	9	232	29.1	29.3		26.8	29.2	32.2		8.6	1.3	33.3	1.3	4.9	29.6	29.7		27.0	29.9	32.2	
W4 - Lead	8	2,043	25.8	26.8		24.1	27.6	28.4		6.5	0.6	37.5	0.6	1.9	25.9	26.9		24.1	27.6	28.9	

Midpoint Analysis			
	ORGS	ORG AVG MID (\$000)	ORG AVG COMPA-RATIO
W1	39	25.6	95.2
W2	26	27.6	99.7
W3	8	28.8	101.6
W4	7	28.5	93.9

Organization Size Analysis												
	Under 1,000 FTEs			1,000 - 4,999 FTEs			5,000 - 19,999 FTEs			20,000 FTEs or More		
	ORGS	ORG AVG SAL (\$000)	ORG AVG TOTAL COMP (\$000)	ORGS	ORG AVG SAL (\$000)	ORG AVG TOTAL COMP (\$000)	ORGS	ORG AVG SAL (\$000)	ORG AVG TOTAL COMP (\$000)	ORGS	ORG AVG SAL (\$000)	ORG AVG TOTAL COMP (\$000)
W1				15	25.3	25.8	25	24.3	24.5			
W2				7	26.4	26.8	17	27.9	28.1	6	25.8	25.9
W3												
W4												

FLSA Status		
	% NONEXEMPT	% EXEMPT
W1	100.0	
W2	100.0	
W3	100.0	
W4	100.0	

See the Compensation Differentials section to estimate compensation for unpublished geographic areas or industry classifications.

Additional statistics can be found in our online data analysis tools.

AAS072 Food and Beverage Service

For-Profit Organizations

CAREER BAND AND LEVEL	ORGS	INCS	ANNUAL SALARY						BONUS AND/OR OTHER CASH COMPENSATION					TOTAL CASH COMPENSATION					MIDPOINTS	
			INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	MEDIAN HRLY RATE	% OF INCS RECVG	INC AVG PAID (\$000)	% OF ORGS PAYING	ORG AVG PAID (\$000)	% OF AVG SAL	INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	ORGS	AVG MID (\$000)
United States																				
United States																				
W1 - Entry	15	1,987	23.9	23.0	21.4	22.0	23.8	10.57	4.3	2.4	40.0	2.0	8.1	25.2	23.6	21.8	23.0	23.8	12	24.7
W2 - Intermediate	11	371	22.4	25.9	21.1	25.4	30.6	12.23	27.7	1.0	54.5	1.2	4.4	22.9	26.5	22.1	26.5	31.1	9	26.2
Region																				
West Coast																				
W1 - Entry	6	1,674	24.0	23.9	21.7	22.8	26.7	10.97	34.1	3.9	33.3	3.9	15.7	25.3	24.7	22.0	22.8	27.7		
Subregion																				
Pacific Southwest States																				
W1 - Entry	6	1,674	24.0	23.9	21.7	22.8	26.7	10.97	34.1	3.9	33.3	3.9	15.7	25.3	24.7	22.0	22.8	27.7		

SAMPLE

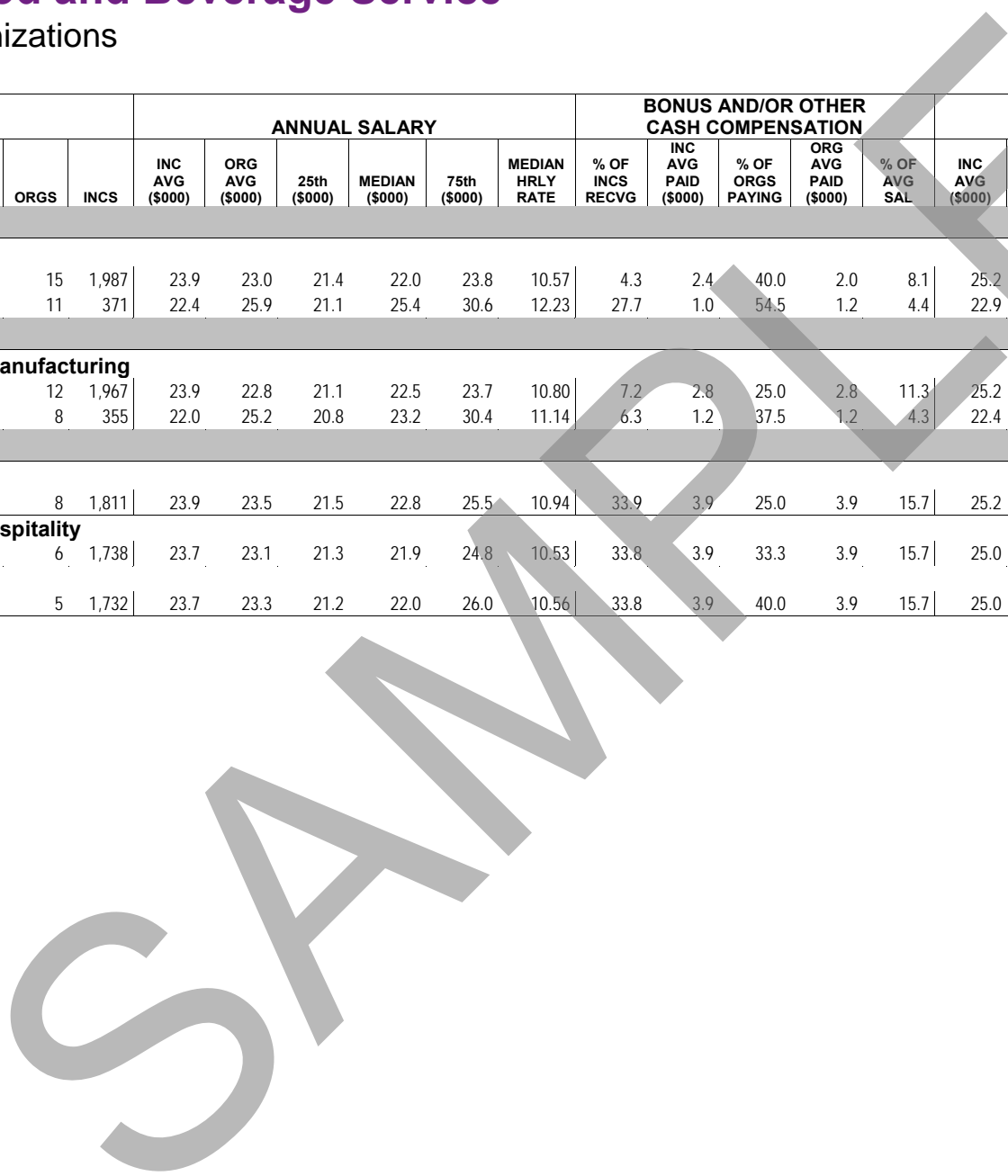
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For-Profit Organizations

CAREER BAND AND LEVEL	ORGS	INCS	ANNUAL SALARY						BONUS AND/OR OTHER CASH COMPENSATION					TOTAL CASH COMPENSATION					MIDPOINTS	
			INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	MEDIAN HRLY RATE	% OF INCS RECVG	INC AVG PAID (\$000)	% OF ORGS PAYING	ORG AVG PAID (\$000)	% OF AVG SAL	INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	ORGS	AVG MID (\$000)
All Organizations																				
All Organizations																				
W1 - Entry	15	1,987	23.9	23.0	21.4	22.0	23.8	10.57	4.3	2.4	40.0	2.0	8.1	25.2	23.6	21.8	23.0	23.8	12	24.7
W2 - Intermediate	11	371	22.4	25.9	21.1	25.4	30.6	12.23	27.7	1.0	54.5	1.2	4.4	22.9	26.5	22.1	26.5	31.1	9	26.2
Supersector																				
Supersector: All Nonmanufacturing																				
W1 - Entry	12	1,967	23.9	22.8	21.1	22.5	23.7	10.80	7.2	2.8	25.0	2.8	11.3	25.2	23.3	21.5	22.5	23.7	9	24.7
W2 - Intermediate	8	355	22.0	25.2	20.8	23.2	30.4	11.14	6.3	1.2	37.5	1.2	4.3	22.4	25.6	21.1	23.4	30.4	6	25.4
Services																				
Sector: Services																				
W1 - Entry	8	1,811	23.9	23.5	21.5	22.8	25.5	10.94	33.9	3.9	25.0	3.9	15.7	25.2	24.2	21.9	22.8	25.5	6	26.2
Group: Leisure and Hospitality																				
W1 - Entry	6	1,738	23.7	23.1	21.3	21.9	24.8	10.53	33.8	3.9	33.3	3.9	15.7	25.0	23.9	21.7	22.0	25.8		
Industry: Casinos																				
W1 - Entry	5	1,732	23.7	23.3	21.2	22.0	26.0	10.56	33.8	3.9	40.0	3.9	15.7	25.0	24.3	21.7	22.1	28.1		



AAS072 Food and Beverage Service

Not-For-Profit Organizations

CAREER BAND AND LEVEL	ORGS	INCS	ANNUAL SALARY						BONUS AND/OR OTHER CASH COMPENSATION					TOTAL CASH COMPENSATION					MIDPOINTS		
			INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	MEDIAN HRLY RATE	% OF INCS RECVG	INC AVG PAID (\$000)	% OF ORGS PAYING	ORG AVG PAID (\$000)	% OF AVG SAL	INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	ORGS	AVG MID (\$000)	
United States																					
United States																					
W1 - Entry	30	1,202	24.9	25.0	23.3	24.4	26.6	11.73	4.7	0.6	16.7	0.8	3.2	25.0	25.1	23.3	25.1	26.9	27	26.0	
W2 - Intermediate	21	629	26.6	28.3	24.1	27.1	30.9	13.03						26.7	28.3	24.3	27.1	30.9	17	28.2	
W3 - Senior	6	198	30.3	30.7	28.7	31.3	32.7	15.05						30.3	30.7	28.7	31.3	32.7	5	29.3	
W4 - Lead	6	394	27.3	27.2	25.3	27.6	28.9	13.27						27.4	27.3	25.3	27.6	29.2	5	29.3	
Region																					
Southeast																					
W1 - Entry	8	309	22.8	23.5	21.4	24.0	25.1	11.54	3.8	0.9	37.5	0.9	3.6	23.0	23.8	21.5	24.0	26.0	8	24.9	
W2 - Intermediate	7	305	23.5	25.1	23.7	24.1	26.5	11.61						23.6	25.1	23.7	24.4	26.5	7	25.9	
North Central																					
W1 - Entry	13	626	26.1	26.0	23.7	26.2	28.2	12.62						26.1	26.1	23.7	26.2	28.2	12	26.0	
W2 - Intermediate	10	263	30.1	29.2	25.8	28.2	33.2	13.57						30.1	29.2	25.8	28.2	33.2	8	29.1	
Subregion																					
Lower Southeast States																					
W1 - Entry	6	289	22.3	22.9	20.5	23.8	24.4	11.42	4.3	1.0	33.3	1.0	4.0	22.4	23.2	20.5	24.0	24.7	6	25.0	
W2 - Intermediate	6	302	23.5	24.8	22.9	24.1	26.8	11.57						23.6	24.9	22.9	24.3	26.8	6	26.2	
Great Lakes States																					
W1 - Entry	8	487	26.8	26.5	24.1	25.9	29.0	12.47						26.8	26.5	24.2	25.9	29.0	7	26.3	
W2 - Intermediate	7	141	31.4	30.7	27.8	28.9	36.3	13.87						31.4	30.7	27.8	28.9	36.3	5	30.7	
Central Plains States																					
W1 - Entry	6	139	24.2	25.1	22.8	25.4	27.2	12.21						24.2	25.1	22.8	25.4	27.2	6	25.5	

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Not-For-Profit Organizations

CAREER BAND AND LEVEL	ORGS	INCS	ANNUAL SALARY						BONUS AND/OR OTHER CASH COMPENSATION					TOTAL CASH COMPENSATION					MIDPOINTS		
			INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	MEDIAN HRLY RATE	% OF INCS RECVG	INC AVG PAID (\$000)	% OF ORGS PAYING	ORG AVG PAID (\$000)	% OF AVG SAL	INC AVG (\$000)	ORG AVG (\$000)	25th (\$000)	MEDIAN (\$000)	75th (\$000)	ORGS	AVG MID (\$000)	
All Organizations																					
All Organizations																					
W1 - Entry	30	1,202	24.9	25.0	23.3	24.4	26.6	11.73	4.7	0.6	16.7	0.8	3.2	25.0	25.1	23.3	25.1	26.9	27	26.0	
W2 - Intermediate	21	629	26.6	28.3	24.1	27.1	30.9	13.03						26.7	28.3	24.3	27.1	30.9	17	28.2	
W3 - Senior	6	198	30.3	30.7	28.7	31.3	32.7	15.05						30.3	30.7	28.7	31.3	32.7	5	29.3	
W4 - Lead	6	394	27.3	27.2	25.3	27.6	28.9	13.27						27.4	27.3	25.3	27.6	29.2	5	29.3	
Supersector																					
Supersector: All Nonmanufacturing																					
W1 - Entry	30	1,202	24.9	25.0	23.3	24.4	26.6	11.73	4.7	0.6	16.7	0.8	3.2	25.0	25.1	23.3	25.1	26.9	27	26.0	
W2 - Intermediate	21	629	26.6	28.3	24.1	27.1	30.9	13.03						26.7	28.3	24.3	27.1	30.9	17	28.2	
W3 - Senior	6	198	30.3	30.7	28.7	31.3	32.7	15.05						30.3	30.7	28.7	31.3	32.7	5	29.3	
W4 - Lead	6	394	27.3	27.2	25.3	27.6	28.9	13.27						27.4	27.3	25.3	27.6	29.2	5	29.3	
Services																					
Sector: Services																					
W1 - Entry	11	541	24.9	26.0	23.5	25.6	28.6	12.33						24.9	26.1	23.5	26.4	28.6	8	25.5	
W2 - Intermediate	8	202	27.2	29.1	23.5	28.3	35.1	13.61						27.2	29.1	23.5	28.3	35.1	5	26.8	
W4 - Lead	5	382	27.0	27.0	24.7	27.3	29.0	13.11						27.0	27.0	24.7	27.3	29.0			
Group: Associations, Foundations, Education and Government																					
W1 - Entry	11	541	24.9	26.0	23.5	25.6	28.6	12.33						24.9	26.1	23.5	26.4	28.6	8	25.5	
W2 - Intermediate	7	201	27.1	27.6	22.9	27.1	31.5	13.03						27.1	27.6	22.9	27.1	31.5	5	26.8	
W4 - Lead	5	382	27.0	27.0	24.7	27.3	29.0	13.11						27.0	27.0	24.7	27.3	29.0			
Industry: Baccalaureate and Graduate Colleges/Universities																					
W1 - Entry	6	381	24.3	25.1	23.1	24.8	27.1	11.93						24.3	25.1	23.1	24.8	27.1			
Health Care																					
Sector: Health Care																					
W1 - Entry	19	658	25.1	25.0	23.4	24.2	26.5	11.63	25.5	0.6	21.1	0.6	2.5	25.2	25.1	23.4	24.9	26.9	18	26.0	
W2 - Intermediate	13	427	26.4	27.8	24.1	27.1	29.6	13.03						26.5	27.8	24.3	27.1	29.6	12	28.8	
Group: Health Care Services																					
W1 - Entry	19	658	25.1	25.0	23.4	24.2	26.5	11.63	25.5	0.6	21.1	0.6	2.5	25.2	25.1	23.4	24.9	26.9	18	26.0	
W2 - Intermediate	13	427	26.4	27.8	24.1	27.1	29.6	13.03						26.5	27.8	24.3	27.1	29.6	12	28.8	
Industry: General Medical and Surgical Hospitals (Nonteaching)																					
W1 - Entry	5	243	23.4	23.6	21.6	24.0	25.5	11.52						23.6	23.7	21.6	24.0	25.8	5	23.9	
Industry: General Medical and Surgical Hospitals (Teaching)																					
W1 - Entry	11	412	25.6	25.0	23.4	24.1	26.3	11.57	9.0	0.6	27.3	0.6	2.5	25.8	25.1	23.4	24.1	26.5	11	26.1	
W2 - Intermediate	8	271	27.8	28.8	24.8	28.2	31.4	13.57						27.9	28.8	25.1	28.2	31.4	7	29.9	

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