Compensation & Practices Report

The Data You Need to Recruit, Retain, and Reward Top Talent

Access the Report

Questions? Email support@solomoncoyle.com

Solomon Coyle's Compensation and Practices Survey yields the commercial furniture industry's most comprehensive distributor salary, benefits, and HR policy and practices information. To keep it actionable, we run the survey and produce a new report every two years.

Our analysis covers the typical distributor positions for the surveyed period plus a number of increasingly common specialty sales roles. For each position we enable comparison by region, company size, revenue, years of experience and, when possible, market-specific data. Whether it's used to validate current plans, policies and practices or design better ones, our compensation research offers critical competitive advantage for staff recruitment, retention and performance.

Your Most Complete Source for Compensation & Practices Data:

- Industry breakouts for key distributor positions divided by region, company size, revenue and job competency level, and when possible, market-specific data
- Salary reports showing base pay, variable pay, and total compensation
- Compensation strategies
- Commission and bonus plan summaries and expense practices

Learn how we can help you.

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- Demographic and compensation trending data
- Sales plan types and policies
- Selected sales plan detail

Key Findings from the 2025 Report:

- **Turnover is trending down**, with overall rates dropping to 12.5% and voluntary exits now representing 66.5% of all turnover (down from 83.5%).
- **Sales performance softened**, with just 32.7 percent of dealers reporting quota attainment, down from 44 percent in the previous survey.
- **Structured onboarding is now standard,** with 78 percent of dealers reporting defined programs for sales teams, up from 70.6 percent.
- **Mentoring programs are gaining traction**, with over 60% of dealers offering them and nearly half lasting 7+ months.
- **Ramp-up time remains lengthy**, with more than 75% of dealers reporting that new sales hires require 13+ months to reach full productivity.
- **Compensation strategy remains conservative**, with 72.3% of dealers aiming to pay at or near market rate.

Access the 2025 Report

Non-participants may purchase the report below.

?

For Survey Participants:

Visit bi.solomoncoyle.com to access the full report and compensation analysis tool.

Participant Login

Still have questions? Contact us at support@solomoncoyle.com

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2025 Compensation & Practices Survey Report

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