



COMPENSATION BENCHMARK REVIEW

a Comprehensive User Guide

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800.929.8975 • compensation@agcareers.com



Canadian Edition



COMPENSATION BENCHMARK REVIEW

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CBR Timeline

April 1 - Data Collection begins
June 1 - All data is due
September - Data is released, in database
Year Round - Gain access to data or sign up to participate

THE SALARY SURVEY IN NORTH AMERICA

A salary survey designed specifically for the food and beverage community.

The Compensation Benchmark Review serves the unique needs of the food and beverage industry like no other survey can. Conducted by AgCareers.com, a trusted supplier of human resources services, this confidential tool had quickly become the standard for salary benchmarking. No matter how large or small, companies now have an effective and strategically sound solution to manage compensation programs. We invite you to explore this guide and learn more about our current survey offerings.

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COMPENSATION BENCHMARK REVIEW FAQ

Why the CBR?

The Compensation Benchmark Review is AgCareers.com's exclusive online salary survey tool. Along with our job board and talent recruitment resources, AgCareers.com has acquired a wealth of knowledge and familiarity with benchmarking standard and unique industry positions. This innovative offering is designed specifically for companies as a custom built resource driven by its own participants for fifteen years and counting.

The "CBR" as it is often referred, provides meaningful compensation data on a wide array of positions. Data is available in multiple reporting cuts to easily evaluate market values. North American companies, both large and small, utilize the survey annually to recruit and retain talent.

What is the timeline for collection of salary information?

For our U.S. clients, data collection begins in April, data is due June 1st. The updated reports are released within the survey database in September.

How is my company information submitted?

Clients are sent a dedicated data collection link to capture the components contributing to the compensation package of each employee. That information is then reviewed, validated and uploaded.

What type of employee data must I provide?

AgCareers.com collects data for a number of variables per employee, but only require the following:

- Client Position Title
- Location - Province
- Location - City or Rural
- Base Salary
- Performance Pay - Bonus / Incentive
- Exempt / Non-Exempt

Can other companies see my salary information?

All data is confidential. Every effort is made to ensure that the salary tables protect the confidentiality of contributor data and are statistically meaningful. A minimum number of cases (typically five) are assigned for each position. Some positions have been omitted because of the small sample size. Where the number of cases recorded equals the minimum, publishing is restricted to the median and average values only. The CBR is only available to those that supply data thus enhancing the resource's integrity and credibility.



COMPENSATION BENCHMARK REVIEW FAQ

What is the methodology for the Compensation Benchmark Review?

The survey is conducted through a secure online survey platform by employee representatives (typically HR or senior management) of subscribed companies. Compensation and benefit data for all current employees is provided to AgCareers.com. The data is employee record level – not averaged across employees for a given role – but employee by employee. We confirm that the salary data our clients report to us are not “outlying”; i.e., outside of the standard role range. Employees whom we identify as outliers are excluded from survey reports.

We work collectively with our clients in job mapping. We give clients our position descriptions so that they may identify key accountabilities for mapping their jobs to our standard position lists. We then review these matches to ensure that each role is a fit to our standard position, by accountability, duty, responsibility, reporting level, education requirement, and other relevant factors. We often ask clients to give us their own position descriptions and then have phone conversations and/or email correspondence with them in order to discuss these details before we finalize job mapping.

What demographic breakouts are included within the CBR?

Information can be reported geographically by location (regional and state), city vs. rural, and company size (both annual revenue and number of employees).

How do I access the results of the CBR?

The online format ensures that data is accessible year-round, 24 hours a day, 7 days a week. For those with Full Access subscriptions, they may access information for a 12 full months following a signed agreement. Basic Reports subscribers (no online database access) are simply emailed electronic PDFs of the Standard Reports, for only the positions contributed to the survey.

How do I know which subscription level is right for me?

See the pricing page for more details.

How many people can use a subscription?

There is no limit on the number of users that may have access to the CBR per company subscription. As a security measure, AgCareers.com request that each unique user be issued a personalized login for tracking and easy deactivation purposes.

Can I request training for more information on how to use the CBR?

Our customer care staff provide complimentary training, on-going customer support, and customized reporting per request (with approved subscription level). Simply contact compensation@agcareers.com for more information.



COMPENSATION BENCHMARKREVIEW

2022 - 2023 Participant List - CANADA

AgReserves

Bamford Produce

Bioriginal Food & Science Corp

Bunge

Cavendish Farms

Conestoga Meat Packers

Dan-D Foods Ltd.

Hayters Farm

Lamb Weston

Longview Farms

Paterson Global Foods

R.Dennigers

The Lamb Co.

The Scoular Company



COMPENSATION BENCHMARK REVIEW

2022 - 2023 Positions List - CANADA

Accountant
Accountant - Assistant
Accountant - Clerk
Accountant - Management
Accounting Manager
Accounts Payable/Receivable Clerk
Administrative Assistant
Analyst - Business
Analyst - Logistics
Assistant Plant Manager
Clerk
Director
Director - Operations
Electrician
Engineering Manager
Executive Assistant
Farm Manager
Financial Controller
Financial Controller Assistant
General Manager
Human Resources Assistant
Human Resources Generalist
Human Resources Manager
Human Resources Specialist
Intern
Inventory/Stocks Specialist
IT Network Administrator
IT PC Support
Key Account Manager
Laboratory Technician
Laborer
Logistics Assistant
Logistics Coordinator
Logistics Manager
Maintenance Manager
Maintenance Supervisor
Maintenance Worker
Manufacturing/Processing Manager - Site
Manufacturing/Processing Operations Manager
Manufacturing/Processing Operator
Manufacturing/Processing Operator - Lead
Manufacturing/Processing Planner
Manufacturing/Processing Supervisor
Marketing Coordinator
Marketing Manager
Mechanic
Merchandiser - Junior
Millwright
Occupational Health & Safety Coordinator
Occupational Health & Safety Manager
Operations Manager
Payroll Administrator
Power Engineer
Purchasing/Supply Manager
Purchasing/Supply Supervisor
Quality Assurance Manager
Quality Assurance Supervisor
Quality Assurance Technician
Receptionist
Sales Coordinator
Sales Manager - General
Sales Manager - Product
Sales Representative/Account Manager (Entry Level)
Sales Representative/Account Manager (Mid-Level)
Sales Representative/Account Manager (Senior Level)
Shipping Clerk
Shipping Coordinator
Site Operations Area Manager
Slaughter Processor - Packing/Scales
Supply Chain/Operations Coordinator
Supply Chain/Operations Manager
Terminal/Plant Manager (mid to large)
Terminal/Plant Manager (small)
Truck Driver - Route Sales/Delivery
Truck/Van/Forklift Driver
Vice President
Warehouse Manager
Warehouse Supervisor
Warehouse Worker



COMPENSATION BENCHMARK REVIEW

Canadian Sample Report

Accountant - 38: Accounting/Finance

Professional role required to analyze, report and give advice on the financial dealings of division, associated record-keeping and compliance requirements. Responsible for daily administration of financial and accounting practices of the company. Performs accounting duties as directed including budgeting and costing control. Responsible for costing and pricing of stock items, including in-progress and finished products. Responsible for calculating cost pricing of work in progress stock items. Assist management in preparing documentation for budgeting and financial reporting procedures. Analyze and report on project and product costing. Create production of daily and periodic cost statements. Tertiary qualifications in Accounting. CPA preferred.

			Base Pay					Actual Variable		Total Cash	
	No. of Orgs	No. of EEs	InterQuartile Ranges					Bonus/ Incentive/ Commission		Base + Actual Variable Pay	
			Average	Weighted Average	25th	Median	75th	No. of Orgs	Average	No. of Orgs	Average
Total Responses	17	67	64,568	65,388	58,000	65,000	71,075	8	2,577	17	65,619
Employment Size											
100 to 499	7	17	64,250	65,518	53,778	58,928	77,500	2	-	7	64,724
Revenue											
\$0 to \$49.9 Million	7	15	61,865	60,823	54,255	60,517	66,368	3	-	7	63,012
\$500 Million or more	7	36	63,064	65,821	60,433	66,803	71,075	5	2,337	7	64,471
Location Group											
Central	8	15	63,666	64,406	60,512	63,000	68,201	3	-	8	64,247
Prairies	11	39	65,338	65,657	55,000	66,711	74,265	5	2,418	11	66,351
City or Rural											
City	12	41	62,434	63,718	56,370	63,411	68,060	7	2,460	12	63,626
Rural	10	26	67,639	67,361	60,075	67,430	74,620	4	-	10	68,777

Legend: - - - Insufficient # of orgs reporting
 * - Data suppressed due to dominance
 †23 - Derived through dominance diffusion



COMPENSATION BENCHMARK REVIEW PACKAGES

	Full Access (US & Canada)	Full Access	Basic Reports
Country Access Choose Canadian or U.S. data or both	Canada and U.S.	Canada and U.S.	Canada and U.S.
Positions Access All-Access to all positions or limited-access to only positions submitted by participant	All	All	Limited
Online Access 24/7 access to AgCareers.com's interactive salary reporting tool	X	X	
Standard Reports Comprehensive market overview of salary and bonus with demographic breakouts by position	X	X	X
Advanced Reports Receive customized reporting by client request (Ex. Company Comparison, Employee Benchmarking, etc.)	X	X	

Key points for consideration when selecting a subscription:

Position Access – Choosing the Full Access subscription delivers immediate access to the online database, all available positions and all reporting features. If a client chooses the Basic Reports subscription, they must first submit data to the survey. The data is reviewed and then access or reporting is only for the positions contributed to the survey. The positions are not limited in number but by the positions the client is able to supply to the survey.

Online Access – Having an online subscription gives complete access to the interactive database. This allows the client to customize reports by demographic breakouts. Reports can also be easily exported to Excel as needed. For those choosing the Basic Reports subscription (no online database access), electronic PDFs of the Standard Reports are simply emailed to the client.

Subscription Length - All subscriptions are available for a full year, from date of signed agreement. Clients have a full year to utilize their subscription to the Compensation Benchmark Review. This often allows users to access both the current year's data when they sign up and the upcoming data released in September.

To be noted:

Subscriptions auto-renew, one year from the date of purchase, for continual uninterrupted access.

Renewal subscriptions must be canceled within 30 days of the agreement anniversary date.

Online access and data available expires if the subscription is not renewed.

COMPENSATION BENCHMARK REVIEW

Compensation Benchmark Review Agreement

Company Name: _____ **from here on known as the “Participant”**

agrees to participate in and submit confidential salary data for the COMPENSATION BENCHMARK REVIEW™ conducted by AgCareers.com. AgCareers.com agrees to treat all salary data submitted by organizations as confidential information for the aggregation and preparation of surveys and reports. Final survey reports will present results in such a manner as not to associate any salaries with any specific participating organizations.

Participant agrees that the salary information received is to be considered confidential and proprietary. Recipient will not disclose, publish or otherwise reveal any of the confidential information received from AgCareers.com to any other party whatsoever except with the specific prior written authorization of AgCareers.com.

Please select one of the subscription levels below:

Founding Participant Discount

- \$2,000 FULL ACCESS** (Reg. priced \$4000) - Canada and U.S. - Immediate online access to all positions and reporting options.
- \$1,750 FULL ACCESS** (Reg. priced \$3500) - Canada - Immediate online access to all positions and reporting options.
- \$750 BASIC REPORTS** (Reg. priced \$1500) - Canada - Electronic PDF of the standard compensation reports, limited to positions submitted by Participant.

The starting date of this agreement will be the date this agreement is signed and received by AgCareers.com.

Please note that this agreement will automatically renew on an annual basis from the signing date below unless AgCareers.com is notified differently by your organization prior to the signing date. AgCareers.com retains the right to modify pricing and agreement details and will request the execution of an updated agreement at such time. Please sign below if you agree with the terms and return a copy to AgCareers.com at fax no. 910.592.9410, or scan/ email to compensation@agcareers.com.

Signature: _____

Name, Title: _____

Date: _____

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Rachael Powell, HR Solutions

PO/Ref #: _____ **Payment Type:** _____ **A/P Contact Email:** _____

ACH / Check / Credit Card

Note: Online access assumes the AgCareers.com confidentiality agreement is in effect when Participant is provided access/data from AgCareers.com.

Limitation of Liability

The AgCareers.com COMPENSATION BENCHMARK REVIEW™ has been compiled using data which to the best of the knowledge, information and belief of and after due inquiry by AgCareers.com at the time of collection and at publishing was accurate and correct. AgCareers.com does not warrant the accuracy of the information provided in the COMPENSATION BENCHMARK REVIEW.