



COMPENSATION BENCHMARK REVIEW

a Comprehensive User Guide

AG Careers.com

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United States 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 - State
- 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 BENCHMARK REVIEW



2022-2023 Participants List - U.S.

AC Foods	Ocean Mist Farms
AgReserves	Opal Foods
Bioriginal Food & Science Corp	Organicgirl
Bunge	OSI Industries, Inc.
California Fresh Fruit Association	Reiter Affiliated Companies
Cavendish Farms	RiceTec
Clemens Food Group	Smithfield Hog Production Division
Driscoll's	Superior Foods
Florida Crystals	The Lamb Co.
Grimmway	The Scoular Company
Hormel Foods	US Sugar Corporation
Lamb Weston	Valley Agricultural Software
Lincoln Premium Poultry	Van Drunen
Milk Specialties	Wysocki Family of Companies



COMPENSATION BENCHMARK REVIEW

2022-2023 Positions List - U.S.

Accountant
Accountant - Assistant
Accountant - Clerk
Accountant - Management
Accounting Manager
Accounts Payable/Receivable Clerk
Accounts Payable/Receivable Manager
Administration Manager - Site
Administrative Assistant
Agronomist - Manager
Agronomist - Research
Agronomist Field I
Analyst - Business
Analyst - Finance
Analyst - Logistics
Assistant Plant Manager
Business Development Manager
Business Process Manager
Chief Executive Officer
Chief Financial Officer
Clerk
Communications/PR Specialist
Custom Applicator/Sprayer
Customer Service Coordinator
Customer Service Manager
Customer Service Representative
Data Processor
Director
Director - Human Resources
Director - Marketing
Director - Operations
Director- Finance
Dispatch/Stock Control Clerk
Electrician
Engineer
Engineering Manager
Environmental Manager
Environmental Specialist
Executive Assistant
Farm Director
Farm Manager
Farm Manager - Assistant
Farm Manager - Division
Farm Supervisor
Farm Worker
Feed Mill Manager
Field Technician
Finance Manager
Financial Controller
General Manager
Graphic Designer
Heavy Equipment Operator
Human Resources Assistant
Human Resources Business Partner
Human Resources Generalist
Human Resources Manager
Human Resources Manager - National
Human Resources Specialist
Intern
Inventory/Stocks Specialist
Inventory/Stocks Supervisor
Irrigation Manager
Irrigation Technician
IT Analyst/Programmer
IT Business Manager
IT Business Manager - National
IT Manager Support Programs
IT Network Administrator
IT PC Support
IT Programmer
IT Systems Analyst
IT Systems/Network Engineer
Key Account Manager
Laboratory Supervisor
Laboratory Technician
Laboratory Worker
Laborer
Lawyer
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
Millwright
Occupational Health & Safety Coordinator
Occupational Health & Safety Manager
Operations Manager
Payroll Administrator
Payroll Manager
Product (Brand) Manager
Project Manager
Purchasing/Supply Clerk
Purchasing/Supply Manager
Quality Assurance Manager
Quality Assurance Supervisor
Quality Assurance Technician
Receptionist
Regulatory Affairs Manager
Research & Development Manager
Research and Development Technician
Research Assistant
Research Scientist I
Research Scientist II
Research Scientist III
Risk Management Services Manager
Sales Coordinator
Sales Manager - General
Sales Manager - National
Sales Representative/Account Manager (Entry Level)
Sales Representative/Account Manager (Mid Level)
Sales Representative/Account Manager (Senior Level)
Sanitation Technician
Seed/Crop Production Manager
Service Technician
Shipping Clerk
Shipping Coordinator
Shipping Manager
Supply Chain/Operations Coordinator
Supply Chain/Operations Manager
Supply Chain/Operations Manager - National
Technical Assistant
Terminal/Plant Manager (mid to large)
Terminal/Plant Manager (small)
Training and Development Manager
Truck Driver - Feed
Truck/Van/Forklift Driver
Vice President
Warehouse Manager
Warehouse Supervisor
Warehouse Worker
Welder

COMPENSATION BENCHMARK REVIEW



U.S. Sample Report

COMPENSATION BENCHMARK		2021 Compensation Benchmark Review - US: All Companies - All Locations										AG careers.com
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. Perform 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.												
	No. of Orgs	No. of EEs	Base Pay				Actual Variable		Total Cash			
			Average	Weighted Average	25th	Median	75th	Bonus/ Incentive/ Commission	Base + Actual Variable Pay			
							No. of Orgs	Average	No. of Orgs	Average		
Total Responses	65	449	68,264	67,652	58,000	65,500	76,816	27	4,567	65	70,366	
Employment Size												
1 to 99	9	14	66,091	65,076	59,040	65,069	69,536	2	-	9	67,553	
100 to 499	23	60	71,245	70,299	57,798	70,067	82,175	11	7,002	23	73,829	
500 to 2,499	19	130	65,495	65,889	57,338	64,646	73,643	8	3,851	19	67,436	
2,500 or more	14	245	68,527	67,837	57,697	65,646	76,904	6	5,996	14	70,463	
Revenue												
\$0 to \$49.9 Million	10	23	71,429	71,445	63,550	70,134	81,292	6	6,567	10	75,555	
\$50 to \$99.9 Million	6	102	69,688	69,787	61,886	67,987	81,889	4	-	6	72,706	
\$100 to \$499.9 Million	19	63	69,776	66,754	55,479	63,567	79,338	5	5,567	19	71,113	
\$500 Million or more	30	261	65,925	66,652	57,767	65,000	74,875	12	4,627	30	67,696	
Location Group												
Mid-Atlantic	7	18	63,420	69,129	57,890	70,427	80,680	2	-	7	64,754	
Mid-West	37	245	68,009	68,499	60,980	67,360	76,372	19	3,652	37	71,081	
South	11	50	68,536	67,037	52,972	59,897	64,463	3	-	11	69,037	
South-West	9	20	74,020	68,721	54,658	65,647	83,351	1	-	9	74,775	
West	24	115	66,420	68,212	56,160	65,143	77,570	9	7,045	24	68,580	
City or Rural												
City	41	276	69,189	69,584	60,818	67,430	78,329	17	3,821	41	70,963	
Rural	39	173	67,650	64,569	55,175	62,316	71,736	10	6,487	39	70,340	



COMPENSATION BENCHMARK REVIEW PACKAGES

	Full Access (US & Canada)	Full Access	Basic Reports
Country Access Choose U.S. or Canadian data or both	U.S. and Canada	U.S. or Canada	U.S. or Canada
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) - U.S. and Canada - Immediate online access to all positions and reporting options.
- \$1,750 FULL ACCESS** (Reg. priced \$3500) - U.S. - Immediate online access to all positions and reporting options.
- \$750 BASIC REPORTS** (Reg. priced \$1500) - U.S. - 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.