



COMPENSATION BENCHMARK REVIEW

A Comprehensive User Guide

AG Careers.com

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Canadian Edition



COMPENSATION BENCHMARK REVIEW

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CBR Timeline

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

THE LEADING ONLINE AGRIBUSINESS SALARY SURVEY IN NORTH AMERICA

The Compensation Benchmark Review serves the unique needs of the agribusiness industry like no other survey can. Conducted by AgCareers.com, a trusted supplier of human resource services, this confidential tool has quickly become the standard in salary benchmarking within agriculture. 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 ag and food companies as a custom built resource driven by its own participants for ten 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. Over 150 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 Canadian clients, data collection begins in April, data is due June 1st. The updated reports are released within the survey database in August.

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 benefits and 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.

Which positions are available for benchmarking?

Every year over 11,000 Canadian employees are reported to AgCareers.com for salary benchmarking. A total of 150+ positions are available in the Canadian database. See the positions page for more details.



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?

Clients can focus on general ag and food trends or sector specific breakouts such as Ag Chem/Seed/Fertilizer, Commodities/Biofuels/Feed, Cooperatives/Ag Retail, Production/Processing, Produce/Farming, Equipment/Technical and many more.

Information is also 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

2020 - 2021 Participant List - CANADA

Ag Retail

Agromart Terminals Inc.
Alliance Agri Turf Inc.
Belmont Farm Supply
Bluewater Agromart
Brussels Agromart
Federated Co-operatives Limited
Fingal Farm Supply
G-Mac's Ag Team Inc.
Grand Falls Agromart
GROWMARK
Hartland Agromart
Harvex Agromart
Hoegy Farm Supply
Sillo Agriculture
Munro Agromart
Oxford Agropo
PEI Agromart
Rack Petroleum
Scotland Agromart
Settingingtons Fertilizer
Sprucedale Agromart
TCO Agromart Ltd.
The Agronomy Company of Canada
Truro Agromart
Underhill Farm Supply
Wellburn
West Gen

Commodities / Feed

Alliance One International
Cargill AgHorizons
Ceres Global Ag
Compass Minerals
Confidential Company
G3 Canada Limited
Grain Farmers of Ontario
Greenbelt Farms
Hi-Pro Feeds
IGPC Ethanol Inc.
Kemin Animal Nutrition & Health
Lamb Weston
NutriSource
Parrish and Heimbecker
Paterson Global Foods
Providence Grain Group Inc.
SGS Canada
South West Terminal
Superior Elevator ULC
The Scoular Company
Viterra
Winfield United Canada
Zinpro Corporation

Equipment & Technical

Farmers Edge Inc.
Moody's Equipment
Telus

Ag Chem / Fertilizer / Seed

ADAMA
Ag Quest Inc.
BASF
Bayer CropScience
Bio-Ag Consultants & Distributors, Inc.
Bioriginal Food & Sciences Corp.
Brett Young Seeds
Canterra Seeds
Cibus
Corteva
Engage Agro Corp
Enza Zaden North America
FP Genetics
Grodan/Roxul
International Raw Materials Ltd.
Keg River Chemical Corp
Lakeside Grain & Feed Limited
Nachurs Alpine Solutions
Novozymes
NuFarm
PickSeed Canada Inc.
Premier Tech
SeCan
Sevita International
Sharpe's Crop Services Ltd.
Syngenta
Vive Crop Protection
Wilbur-Ellis
Yara North America



COMPENSATION BENCHMARK REVIEW

2020 - 2021 Positions List - CANADA

Accountant	Executive Assistant	Manufacturing/Processing Planner	Sales Agronomist (0-2 years)
Accountant - Assistant	Farm Supervisor	Manufacturing/Processing Supervisor	Sales Agronomist (2-5 years)
Accountant - Clerk	Farm Worker	Marketing Assistant	Sales Agronomist (5+ years)
Accountant - Management	Finance Manager	Marketing Associate	Sales and Marketing Manager - National
Accounting Manager	Financial Controller	Marketing Coordinator	Sales Coordinator
Accounts Payable/Receivable Clerk	Financial Controller Assistant	Marketing Manager	Sales Manager - General
Accounts Payable/Receivable Manager	Formulator	Marketing Manager - National	Sales Manager - National
Administration Manager - Business	General Manager	Mechanic	Sales Manager - Product
Administration Manager - Site	Human Resources Assistant	Mechanical Tradesperson	Sales Manager - Regional/State
Administrative Assistant	Human Resources Business Partner	Merchandiser	Sales Representative/Account Manager (0-2 years)
Agronomist - Manager	Human Resources Generalist	Merchandiser - Junior	Sales Representative/Account Manager (2-5 years)
Agronomist - Research	Human Resources Manager	Merchandiser - Senior	Sales Representative/Account Manager (5+ years)
Agronomist Field I	Human Resources Specialist	Merchandising Manager	Seed/Crop Production Manager
Agronomist Field II	Inventory/Stocks Specialist	Millwright	Seed/Crop Production Supervisor
Analyst - Business	IT Analyst/Programmer	Nutritionist	Service Technician
Analyst - Logistics	IT Business Manager	Occupational Health & Safety Coordinator	Shipping Clerk
Branch Manager - Assistant	IT Business Manager - National	Occupational Health & Safety Manager	Shipping Coordinator
Branch Manager - Retail/Wholesale	IT Manager Support Programs	Occupational Health & Safety Officer	Shipping Manager
Business Development Manager	IT Network Administrator	Operations Manager	Site Operations Area Manager
Business Manager	IT PC Support	Payroll Administrator	Supply Chain/Operations Coordinator
Business Process Manager	IT Systems Analyst	Payroll Manager	Supply Chain/Operations Manager
Chief Executive Officer	Key Account Manager	Product (Brand) Manager	Supply Chain/Operations Manager - National
Chief Financial Officer	Laboratory Manager	Product Development Manager	Technical Assistant
Clerk	Laboratory Supervisor	Project Coordinator	Technical Representative
Communications/PR Manager	Laboratory Technician	Project Manager	Technical Services Manager
Communications/PR Specialist	Laboratory Worker	Purchasing/Supply Clerk	Terminal/Plant Manager (mid to large)
Company President	Laborer	Purchasing/Supply Manager	Terminal/Plant Manager (small)
Contract Administrator	Logistics Assistant	Purchasing/Supply Supervisor	Trader
Credit Manager	Logistics Coordinator	Quality Assurance Manager	Truck Driver - Feed
Custom Applicator/Sprayer	Logistics Manager	Quality Assurance Supervisor	Truck Driver - Route Sales/Delivery
Customer Service Coordinator	Logistics Planner	Quality Assurance Technician	Truck/Van/Forklift Driver
Customer Service Manager	Maintenance Manager	Receptionist	Vice President
Customer Service Representative	Maintenance Supervisor	Regulatory Affairs Associate	Warehouse Manager
Director	Maintenance Worker	Regulatory Affairs Manager	Warehouse Supervisor
Electrician	Manufacturing/Processing Manager - Site	Research & Development Manager	Warehouse Worker
Elevator Assistant	Manufacturing/Processing Operations Manager	Research Assistant	
Elevator Assistant - Senior	Manufacturing/Processing Operator	Research Scientist I	
Elevator Manager	Manufacturing/Processing Operator - Lead	Research Scientist II	
Engineer		Research Scientist III	
Engineering Manager			



COMPENSATION BENCHMARK REVIEW

Canadian Sample Report



2020 Compensation Benchmark Review - Canada: All Companies - All Locations



Manufacturing/Processing Operator - 115: Manufacturing/Processing

Operate equipment in a production or manufacturing environment. Work under the direction of the production manager in a variety of processes involved in the production or processing of a product. Operate and control machinery involved in the processing operation. Carry out maintenance procedures where appropriate and comply with occupational health and safety requirements at all times. Could involve quality control work according to set procedures. Relevant experience or training.

	No. of Orgs		No. of EEs		Base Pay			Actual Variable		Total Cash			
					Average	Weighted Average	InterQuartile Ranges			No. of Orgs	Average	No. of Orgs	Average
							25th	Median	75th				
Total Responses	22	722	47,556	48,070	41,998	47,102	52,601	10	1,760	22	48,322		
Employment Size													
1 to 99	10	96	47,852	45,968	38,118	44,607	50,386	3	2,171	10	48,503		
100 to 499	6	208	45,594	47,947	41,684	48,454	52,166	4	1,651	6	46,651		
500 to 2,499	3	148	52,926	*	-	*	-	2	-	3	53,854		
2,500 or more	3	270	45,122	*	-	*	-	1	-	3	45,527		
Revenue													
\$0 to \$49.9 Million	8	46	47,125	45,353	36,400	39,961	56,752	4	2,162	8	48,206		
\$500 Million or more	10	571	47,885	48,410	43,058	47,840	52,645	5	1,454	10	48,538		
Industry Group													
Ag Retail	4	59	48,800	*	-	*	-	2	-	4	49,700		
AgChem/Fertilizer/Seed	11	440	46,393	45,721	40,661	45,803	49,037	4	1,869	11	47,073		
Commodities/Feed	7	223	48,672	51,027	43,927	52,645	58,365	4	1,630	7	49,497		
Region													
Central	12	311	46,722	46,898	39,997	45,760	51,938	3	1,120	12	47,002		
Prairies	14	381	49,633	48,925	44,373	47,970	52,334	7	2,034	14	50,603		
West	3	19	50,597	51,351	-	52,952	-	0	-	3	50,597		
City or Rural													
City	11	295	48,346	49,874	44,799	48,089	54,139	6	1,834	11	49,276		
Rural	17	427	47,532	46,823	39,997	46,648	52,166	8	1,409	17	48,135		

Legend: "-" - Insufficient # of orgs reporting
 * - Data suppressed due to dominance



COMPENSATION BENCHMARK REVIEW PRICING

	Full Access (Canada and U.S.)	Full Access	Basic Reports
	\$4,000	\$3,500	\$1,500
Country Access Choose Canadian or U.S. data or both	Canada and U.S.	Canada or U.S.	Canada or U.S.
Positions Access All-Access to all 230 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. Clients do not have to submit data until the data collection phase, which begins in May. 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 provided for only 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:

- \$4,000 FULL ACCESS** - Canada and U.S. - Immediate online access to all positions and reporting options.
- \$3,500 FULL ACCESS** - Canada - Immediate online access to all positions and reporting options.
- \$1,500 BASIC REPORTS** - 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: _____



Rachael Powell, HR Solutions, 2020

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

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