



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

May 1 - Data Collection begins
July 1 - All data is due
September - 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 U.S. clients, data collection begins in May, data is due July 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 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 90,000 U.S. employees are reported to AgCareers.com for salary benchmarking. A total of 230+ positions are available in the U.S. 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 - US

Ag Chem / Fertilizer / Seed

Ag Alumni Seed
Ag Reliant Genetics
AgBiTech - USA
BASF
Bayer Corporation
Bioriginal Food & Science Corporation
Calyxt, Inc.
Certis, Inc.
Cibus US LLC
Compass Minerals
Corteva
Cytosome Laboratories
DLF Pickseed
Enza Zaden
Gowan Company
HM CLAUSE
Horizon Ag Products
Inari Agriculture
International Raw Materials Ltd.
Keg River Chemical Corp
Koppert Biological Systems, Inc.
KWS Betaseed
Life Science Innovations
Marrone Bio Innovations
MS Biotec
Nachurs Alpine Solutions
Noble Research Institute
Novozymes North America Inc.
NuFarm Americas Inc.
Pinnacle Ag Holdings LLC
Pivot Bio
Premier Tech
Rupp Seeds Inc.
S & W Seed Company
Telus
United Phosphorus
Vive Crop Protection
Wilbur-Ellis
Wyffels Hybrids
Yara America, Inc.

Commodities / Biofuels / Feed

AgReserves
Alliance One International
Caledonia Farmers Elevator
Cargill
Ceres Global Ag
CGB
CHS, Inc.
Clarkson Grain Group
Confidential Company
Farmers Union Industries, LLC
Fertilizer Dealer Supply
Glacial Lakes Energy
Kemin Industries
Lansing Trade Group
NutriQuest
Rice Tec
Simmons Prepared Foods
Sinclair Services Company
The Andersons
The DeLong Co., Inc.
The Gavilon Group
The Scouler Company
Trinidad Benham
United Animal Health
Zinpro

Cooperatives

Cooperative Producers, Inc.
Crystal Valley Co-op
Growmark
Heartland Coop
Heritage Cooperative
Hi-Line Cooperative
Landus Cooperative
Max Yield Cooperative
Pratum Co-op
Southern States Cooperative, Inc.
TopFlight Grain Co-Operative

Livestock Production/Processing

Alturas Ranches
Butterball
Cactus Feeders
Christensen Farms
Clemens Food Group
Country View Family Farms
Huvepharma, Inc.
Lincoln Premium Poultry
Niewoher Brothers
Opal Foods
OSI Group, LLC
Smithfield Hog Production Division
The Lamb Co.
The Maschhoffs
Tosh Farms
Valley Agricultural Software



COMPENSATION
BENCHMARK REVIEW

2020-2021 Participant List - US continued

Produce & Farming

American Plant Food Corporation
Black Gold Farms
California Fresh Fruit Association
Cavendish Farms
CLAAS of America
Del Monte Foods, Inc.
Driscoll's
Farmers Edge
Farmland Management Services
Grimmway
Grow West
J.G. Boswell Company
Lamb Weston
Mastronardi Produce USA, Inc.
Nichols Farms
Ocean Mist Farms
Organicgirl
Prima Wawona
Reiter Affiliated Companies
Royal Ridge Fruits & Dorsing Farms
R.D. Offutt Company
Semios Technology
Sensient Technologies
Superior Foods
The Morning Star Company
Trinitas Farming
Wysocki Family of Companies



COMPENSATION BENCHMARK REVIEW

2020-2021 Positions List - U.S.

Accountant	Customer Service Coordinator	Human Resources Manager
Accountant - Assistant	Customer Service Manager	Human Resources Manager - National
Accountant - Clerk	Customer Service Representative	Human Resources Specialist
Accountant - Management	Data Processor	Insurance Manager
Accounting Manager	Director	Intern
Accounts Payable/Receivable Clerk	Dispatch/Stock Control Clerk	Inventory/Stocks Specialist
Accounts Payable/Receivable Manager	Electrician	Inventory/Stocks Supervisor
Administration Manager - Business	Elevator Assistant	Irrigation Manager
Administration Manager - Purchase/Sales	Elevator Assistant - Senior	Irrigation Technician
Administration Manager - Site	Elevator Manager	IT Analyst/Programmer
Administrative Assistant	Engineer	IT Business Manager
Advisor - Government/Stakeholder Manager	Engineer - Ag Systems	IT Business Manager - National
Agribusiness Specialist	Engineering Manager	IT Configurator
Agronomist - Manager	Environmental Manager	IT Manager Support Programs
Agronomist - Research	Environmental Specialist	IT Network Administrator
Agronomist Field I	Environmental Technician	IT PC Support
Agronomist Field II	Executive Assistant	IT Programmer
Analyst - Business	Farm Director	IT Systems Analyst
Analyst - Commodity	Farm Manager	IT Systems/Network Engineer
Analyst - Logistics	Farm Manager - Assistant	IT Web Developer
Animal Health & Welfare	Farm Manager - Division	Key Account Manager
Auditor	Farm Manager - Trainee	Laboratory Manager
Branch Manager - Assistant	Farm Supervisor	Laboratory Supervisor
Branch Manager - Retail/Wholesale	Farm Worker	Laboratory Technician
Brand Manager - Assistant	Farm Worker - Trainee	Laboratory Worker
Business Development Manager	Farm-Swine - Farm Worker	Laborer
Business Manager	Farm-Swine - Nursery/Finishing	Lawyer
Business Process Manager	Farm Manager	Logistics Assistant
Chief Executive Officer	Farm-Swine - Sow Farm Manager	Logistics Coordinator
Chief Financial Officer	Farm-Swine - Sow Farm Supervisor	Logistics Manager
Chief Operating Officer	Feed Mill Manager	Logistics Planner
Clerk	Field Technician	Maintenance Manager
Communications/PR Manager	Finance Manager	Maintenance Supervisor
Communications/PR Specialist	Financial Controller	Maintenance Worker
Company President	Financial Controller Assistant	Manufacturing/Processing Manager - Site
Contract Administrator	Food Technologist	Manufacturing/Processing Operations Manager
Courier	Formulator	Manufacturing/Processing Operator
Credit Controller	General Manager	Manufacturing/Processing Operator - Lead
Credit Manager	Graphic Designer	Manufacturing/Processing Planner
C-Store Manager	Greenhouse Manager	
Custom Applicator/Sprayer	Greenhouse Technician	
	Human Resources Assistant	
	Human Resources Business Partner	
	Human Resources Generalist	



COMPENSATION BENCHMARK REVIEW

2020-2021 Positions List - U.S.

Manufacturing/Processing Supervisor
Marketing Assistant
Marketing Associate
Marketing Coordinator
Marketing Manager
Marketing Manager - National
Mechanic
Mechanical Tradesperson
Merchandiser
Merchandiser - Junior
Merchandiser - Senior
Merchandising Manager
Millwright
Nutritionist
Occupational Health & Safety Coordinator
Occupational Health & Safety Manager
Occupational Health & Safety Officer
Operations Manager
Paralegal
Parts/Warranty Clerk
Payroll Administrator
Payroll Manager
Pilot
Plant Breeder
Plant Breeder Assistant
Pressure Washer Operator
Pricing Coordinator
Pricing Manager
Product (Brand) Manager
Product Development Manager
Project Coordinator
Project Manager
Purchasing/Supply Clerk
Purchasing/Supply Manager
Purchasing/Supply Supervisor
Quality Assurance Manager
Quality Assurance Supervisor
Quality Assurance Technician
Receptionist
Regulatory Affairs Associate
Regulatory Affairs Manager
Research & Development Manager
Research Assistant
Research Scientist I
Research Scientist II
Research Scientist III
Research Station Manager
Retail Merchandise Salesperson
Risk Management Services Manager
Sales Agronomist (0-2 years)
Sales Agronomist (2-5 years)
Sales Agronomist (5+ years)
Sales and Marketing Manager - National
Sales Coordinator
Sales Manager - General
Sales Manager - National
Sales Manager - Product
Sales Manager - Regional/State
Sales Representative/Account Manager
(0-2 years)
Sales Representative/Account Manager
(2-5 years)
Sales Representative/Account Manager
(5+ years)
Sales Trainee
Seed/Crop Production Manager
Seed/Crop Production Supervisor
Service Technician
Shipping Clerk
Shipping Coordinator
Shipping Manager
Site Manager - Commodity
Site Operations Area Manager
State Manager - Commodity
Supply Chain/Operations Coordinator
Supply Chain/Operations Manager
Supply Chain/Operations Manager - National
Supply Chain/Operations Manager - Regional
Technical Assistant
Technical Representative
Technical Services - Vet
Technical Services - Vet Technician
Technical Services Manager
Technical/Development Manager
Technical/Development Manager - National
Terminal/Plant Manager (mid to large)
Terminal/Plant Manager (small)
Trader
Trader Assistant
Trading Manager
Trainee
Training and Development Manager
Treasury Associate
Treasury Manager
Truck Driver - Feed
Truck Driver - Hazmat
Truck Driver - Live Haul
Truck Driver - Route Sales/Delivery
Truck/Van/Forklift Driver
Vice President
VP - Merchandising & Transportation
Warehouse Manager
Warehouse Supervisor
Warehouse Worker
Weighbridge/Receivables Associate



COMPENSATION BENCHMARK REVIEW

U.S. Sample Report



2019 Compensation Benchmark Review - US: All Companies - All Locations



Manufacturing/Processing Operator - 115: All Jobs

Operate equipment in a production or manufacturing environment.

	No. of Orgs	No. of EEs	Base Pay						Actual Variable		Total Cash	
			Average	Weighted Average	InterQuartile Ranges			No. of Orgs	Average	Base + Actual Variable Pay		
					25th	Median	75th			No. of Orgs	Average	
Total Responses	56	5154	37,984	39,516	32,651	38,952	44,456	15	2,650	56	38,457	
Employment Size												
46 to 80	7	342	34,902	32,730	26,130	33,280	38,254	2	-	7	35,329	
81 to 500	23	726	37,053	37,126	29,848	35,821	41,280	7	2,615	23	37,482	
501 to 2500	10	501	39,121	37,924	31,994	37,003	41,819	4	1,320	10	39,547	
2501 or more	15	3584	40,379	41,455	35,748	40,593	45,781	1	-	15	40,404	
Revenue												
\$30 million or less	4	44	34,861	35,311	-	34,923	-	1	-	4	37,111	
\$30 million to \$100 million	15	573	35,527	30,751	21,608	30,496	35,771	6	2,790	15	35,974	
\$100 million to \$500 million	14	704	38,931	41,577	35,376	40,953	48,891	4	1,935	14	39,454	
\$500 million or more	23	3833	39,553	40,723	34,449	39,603	44,572	4	1,570	23	39,703	
Industry Group												
Ag Chem/Fertilizer/Seed	25	2124	39,651	42,669	36,402	41,909	47,499	6	2,353	25	39,946	
Commodities/Feed	12	1230	41,672	40,675	34,112	39,965	46,478	1	-	12	41,839	
Cooperative/Ag Retail	12	586	37,688	38,193	31,946	37,774	41,443	5	2,655	12	38,286	
Livestock Production/Processing	8	888	36,836	37,110	31,824	36,941	40,851	1	-	8	37,136	
Produce & Farming	6	326	30,545	27,501	23,318	26,749	30,786	3	3,414	6	32,189	
Location Group												
Mid-Atlantic	5	124	45,611	42,988	39,299	42,768	44,572	1	-	5	46,630	
Mid-West	40	2875	39,993	40,459	33,440	39,749	45,947	9	2,211	40	40,335	
South	23	871	35,780	35,981	28,612	35,173	41,787	3	2,383	23	35,903	
South-West	13	263	34,768	35,633	30,476	35,139	39,887	2	-	13	34,864	
West	23	1017	40,149	40,381	34,944	39,000	44,413	6	3,048	23	40,847	
City or Rural												
City	29	1488	39,656	41,374	32,426	40,135	48,750	7	1,669	29	39,922	
Rural	46	3666	37,387	38,762	32,972	38,945	43,302	12	2,805	46	37,875	



COMPENSATION BENCHMARK REVIEW PRICING

	Full Access (US & Canada)	Full Access	Basic Reports
	\$4,000	\$3,500	\$1,500
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 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** - U.S. and Canada - Immediate online access to all positions and reporting options.
- \$3,500 FULL ACCESS** - U.S. - Immediate online access to all positions and reporting options.
- \$1,500 BASIC REPORTS** - 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: _____



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

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.