



# COMPENSATION BENCHMARK REVIEW

A Comprehensive User Guide

**AG** Careers.com

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Canadian Edition



# COMPENSATION BENCHMARK REVIEW

## A Comprehensive User Guide

### *Table of Contents*

FAQ  
Participants  
Positions  
Sample Report  
Pricing  
Agreement

### *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 13,000 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](mailto:compensation@agcareers.com) for more information.



# COMPENSATION BENCHMARK REVIEW

2023 - 2024 Participant List - CANADA

## Ag Retail

Canterra Seeds  
Driscoll's  
Federated Co-operatives Limited  
Growmark  
Hayters Farm  
Longview Farms  
Lamb Weston  
The Lamb Co.  
The Rack Online  
WestGen

## Commodities / Feed

AgReserves  
Bunge  
Cargill  
Kemin Animal Nutrition & Health North America  
Louis Dreyfus  
Paterson Global Foods  
Parrish & Heimbecker Ltd.  
SGS Canada Inc  
The Scoular Company  
Viterra  
Wallenstein Feed & Supply Ltd.

## Equipment & Technical

Enns Brothers  
Farmers Edge Inc  
Telus

## Ag Chem / Fertilizer / Seed

AgraCity Crop and Nutrition Lt  
ADAMA  
A&L Laboratories  
BASF  
Bayer CropScience  
Brett Young Seeds  
Ceres Global Ag  
Cibus US LLC  
C&M Seeds  
Corteva Agriscience  
Cavendish Farms  
Farmer's Business Network, Inc.  
FP Genetics  
Gowan Company  
G-Mac's AgTeam LP  
International Raw Materials Ltd.  
Keg River Chemical Corp  
La Coop Federee / Sollio Agriculture  
Lallemand Plant Care  
Merck  
Nachurs Alpine Solutions  
Novozymes North America Inc.  
Nutrien Ag  
Premier Tech  
SeCan  
Sharpe's Crop Services Ltd.  
Simpson Seeds Inc  
South West Terminal  
Stoller Enterprises Ltd.  
Synergy AG  
Syngenta  
Vive Crop Protection  
Wilbur-Ellis



# COMPENSATION BENCHMARK REVIEW

## 2023 - 2024 Positions List - CANADA

Accountant	Engineering Manager	Manufacturing/Processing Operator -Lead	Sales Agronomist (Senior Level)
Accountant - Assistant	Environmental Manager	Manufacturing/Processing Planner	Sales and Marketing Manager - National
Accountant - Clerk	Executive Assistant	Manufacturing/Processing Supervisor	Sales Coordinator
Accountant - Management	Farm Director	Marketing Assistant	Sales Manager - General
Accounting Manager	Farm Manager	Marketing Associate	Sales Manager - National
Accounts Payable/Receivable Clerk	Farm Supervisor	Marketing Coordinator	Sales Manager - Product
Accounts Payable/Receivable Manager	Farm Worker	Marketing Manager	Sales Manager - Regional/State
Administration Manager – Business	Feed Mill Manager	Marketing Manager – National	Sales Representative/Account Manager (Entry Level)
Administration Manager - Site	Field Technician	Mechanic	Sales Representative/Account Manager (Mid-Level)
Administrative Assistant	Finance Manager	Mechanical Tradesperson	Sales Representative/Account Manager (Senior Level)
Agribusiness Specialist	Financial Controller	Merchandiser	Seed/Crop Production Manager
Agronomist - Manager	Financial Controller Assistant	Merchandiser - Junior	Seed/Crop Production Supervisor
Agronomist - Research	Food Safety Specialist	Merchandiser - Senior	Service Technician
Agronomist Field I	Formulator	Merchandising Manager	Services – Member Manager
Agronomist Field II	General Manager	Millwright	Shipping Clerk
Analyst - Business	Graphic Designer	Nutritionist	Shipping Coordinator
Analyst – Commodity	Heavy Equipment Operator	Occupational Health & Safety Coordinator	Site Operations Area Manager
Analyst – Finance	Human Resources Assistant	Occupational Health & Safety Manager	Supply Chain/Operations Coordinator
Analyst – Logistics	Human Resources Business Partner	Occupational Health & Safety Officer	Supply Chain/Operations Manager
Animal Health & Welfare	Human Resources Generalist	Operations Manager	Supply Chain/Operations Manager - National
Assistant Plant Manager	Human Resources Manager	Paralegal	Technical Assistant
Auditor	Human Resources Specialist	Payroll Administrator	Technical Representative
Branch Manager - Assistant	Inside Sales Representative	Payroll Manager	Technical Services – Vet
Branch Manager - Retail/Wholesale	Intern	Plant Breeder	Technical Services Manager
Business Development Manager	Inventory/Stocks Specialist	Port Terminal Engineering and Maintenance Worker	Technical/Development Manager
Business Manager	IT Analyst/Programmer	Power Engineer	Terminal/Plant Manager (mid to large)
Business Process Manager	IT Business Manager	Pricing Coordinator	Terminal/Plant Manager (small)
Chief Executive Officer	IT Business Manager – National	Product (Brand) Manager	Trader
Chief Financial Officer	IT Manager Support Programs	Product Development Manager	Trader Assistant
Chief Operating Officer	IT Network Administrator	Project Coordinator	Trading Manager
Clerk	IT PC Support	Project Manager	Training and Development Manager
Communications/PR Manager	IT Programmer	Purchasing/Supply Clerk	Truck Driver – Feed
Communications/PR Specialist	IT Systems Analyst	Purchasing/Supply Manager	Truck Driver – Hazmat
Company President	IT Web Developer	Purchasing/Supply Supervisor	Truck Driver - Route Sales/Delivery
Credit Controller	Key Account Manager	Quality Assurance Manager	Truck/Van/Forklift Driver
Credit Manager	Laboratory Manager	Quality Assurance Supervisor	Vice President
Customer Service Coordinator	Laboratory Supervisor	Quality Assurance Technician	Warehouse Manager
Customer Service Manager	Laboratory Technician	Receptionist	Warehouse Supervisor
Customer Service Representative	Laboratory Worker	Regulatory Affairs Associate	Warehouse Worker
Data Processor	Laborer	Regulatory Affairs Manager	Welder
Director	Lawyer	Research & Development Manager	
Director - Human Resources	Logistics Assistant	Research Assistant	
Director - Marketing	Logistics Coordinator	Research Scientist I	
Director - Operations	Logistics Manager	Research Scientist II	
Director- Finance	Logistics Planner	Research Scientist III	
Dispatch/Stock Control Clerk	Maintenance Manager	Research Station Manager	
Electrician	Maintenance Supervisor	Retail Merchandise Manager	
Elevator Assistant	Maintenance Worker	Retail Merchandise Salesperson	
Elevator Assistant - Senior	Manufacturing/Processing Manager - Site	Sales Agronomist (Entry Level)	
Elevator Manager	Manufacturing/Processing Operations Manager	Sales Agronomist (Mid Level)	
Engineer	Manufacturing/Processing Operator		



# 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		Base Pay					Actual Variable		Total Cash	
			InterQuartile Ranges					Bonus/ Incentive/ Commission		Base + Actual Variable Pay	
			Average	Weighted Average	25th	Median	75th	No. of Orgs	Average	No. of Orgs	Average
<b>Total Responses</b>	22	722	47,556	48,070	41,998	47,102	52,601	10	1,760	22	48,322
<b>Employment Size</b>											
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
<b>Revenue</b>											
\$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
<b>Industry Group</b>											
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
<b>Region</b>											
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
<b>City or Rural</b>											
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
<b>Country Access</b> Choose Canadian or U.S. data or both	Canada and U.S.	Canada or U.S.	Canada or U.S.
<b>Positions Access</b> All-Access to all 230 positions or limited-access to only positions submitted by participant	All	All	Limited
<b>Online Access</b> 24/7 access to AgCareers.com's interactive salary reporting tool	X	X	
<b>Standard Reports</b> Comprehensive market overview of salary and bonus with demographic breakouts by position	X	X	X
<b>Advanced Reports</b> 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](mailto:compensation@agcareers.com).

**Signature:** \_\_\_\_\_

**Name, Title:** \_\_\_\_\_

**Date:** \_\_\_\_\_

The logo for AgCareers.com, featuring the letters 'AG' in a large, green, serif font, with 'Careers.com' in a smaller, green, sans-serif font to its right.

\_\_\_\_\_  
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.