



COMPENSATION BENCHMARK REVIEW

a Comprehensive User Guide

AG Careers.com

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United States Edition



COMPENSATION BENCHMARK REVIEW

A Comprehensive User Guide

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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 80,000 U.S. employees are reported to AgCareers.com for salary benchmarking. A total of 240+ 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

2023-2024 Participant List - US

Ag Chem / Fertilizer / Seed

Ag Alumni Seed
AgBiTech - USA
AgReliant Genetics, LLC
American Plant Food
BarenBrug
Barkley Seed, Inc.
BASF
Bejo Seeds
Calyxt
Certis, Inc
Cibus US LLC
Corteva Agriscience
Cytosyme Laboratories
Dellavalle Laboratory, Inc.
DLF Pickseed Canada
EarthOptics
Farmer's Business Network, Inc.
GDM Seeds
Gowan Company
Grow West
Hi-Line Cooperative Inc.
HM Clause
ICL Specialty Products Inc
Inari Agriculture
International Raw Materials Ltd.
Kemin Animal Nutrition & Health North America
Koppert Biological Systems, Inc.
Lallemand Plant Care
Merck
Nachurs Alpine Solutions
Noble Research
Novozymes North America Inc.
Novus Ag
Nutrien Ag
Oro Agri
Pivot Bio
PowerPollen & Accelerated Ag Technologies
PremierTech
RiceTec
Sakata Seed America, Inc
SemiosBIO Technologies Inc.
Sensient Technologies Corporation

SGS Canada Inc
Stine Seed Company
Syngenta
Telus
The Andersons, Inc.
The Arthur Companies
Valley Agricultural Software
Vive Crop Protection
Wilbur-Ellis
Wyffels Hybrids

Commodities / Biofuels / Feed

Attebury Grain LLC
Bartlett and Company
Bunge
Caledonia Farmers Elevator
Cargill
Ceres Global Ag
CGB Enterprises, Inc.
Clarkson Grain Group
CoMark Equity Alliance LLC
Glacial Lakes Energy, LLC
Kalmbach Feeds, Inc.
NutriQuest
Riverhead Resources
The DeLong Co., Inc
The Scoular Company
United Animal Health
Viterra
Zinpro Corporation

Cooperatives/ Ag Retail

CFO Systems
CHS, Inc
Growmark
MaxYield Cooperative
Pratum Co-op
Lamb Weston
Louis Dreyfus

Livestock Production/Processing

Aviagen
Cactus Feeders
Christensen Farm & Feedlots, Inc
Foster Farms US
Hormel Foods
Iowa Select Farms
Lincoln Premium Poultry
Murphy Family Ventures
OSI Industries, Inc.
Pig Hill
Sinclair Services Company
Smithfield Hog Production Division
The Maschhoffs

Produce & Farming

AC Foods
AgReserves
Amway Corp
Black Gold Farms
Cavendish Farms
Central Coast Agriculture
CLAAS of America
Country Financial
CSS Farms
Driscoll's
Farmers Edge Inc
Florida Crystal Corporation
Grimmway
J.G. Boswell Company
Navajo Agricultural Products Industry
Ocean Mist Farms
Pacific Ag Management US
Premier Crop Systems
R. D. Offutt Company
Reiter Affiliated Companies
Trinitas Farming
US Sugar Corporation
Van Drunen
Vayda
Wonderful Orchards
Wysocki Family of Companies



COMPENSATION BENCHMARK REVIEW



2023-2024 Positions List - U.S.

Accountant
Accountant - Assistant
Accountant - Clerk
Accountant - Management
Accounting Manager
Accounts Payable/Receivable Clerk
Accounts Payable/Receivable Manager
Administration Manager - Business
Administration Manager - Regional
Administration Manager - Site
Administrative Assistant
Advisor - Government/Stakeholder
Manager
Advisor – Government/Stakeholder
Relations
Agribusiness Specialist
Agronomist - Manager
Agronomist - Research
Agronomist Field I
Agronomist Field II
Analyst - Business
Analyst - Commodity
Analyst - Finance
Analyst – Logistics
Animal Health & Welfare
Assistant Plant Manager
Auditor
Branch Manager - Retail/Wholesale
Business Development Manager
Business Manager
Business Process Manager
Chief Executive Officer
Chief Financial Officer
Chief Operating Officer
Clerk
Commercial Manager
Communications/PR Manager
Communications/PR Specialist
Company President
Company Secretary
Contract Administrator
Courier
Credit Controller
Credit Manager
C-Store Manager
C-Store Manager – Assistant
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
Elevator Assistant
Elevator Assistant - Senior
Elevator Manager
Engineer
Engineer - Ag Systems
Engineering Manager
Environmental Manager
Environmental Specialist
Environmental Technician
Executive Assistant
Farm AI Technician
Farm Director
Farm Manager
Farm Manager - Assistant
Farm Manager - Division
Farm Poultry – Farm Manager
Farm Supervisor
Farm Worker
Farm-Beef - Farm Manager
Farm-Beef - Farm Worker
Farm-Poultry - Breeder/Hatchery Manager
Farm-Poultry – Breeder/Hatchery Manager
Farm-Poultry - Farm Manager
Farm-Swine - Farm Worker
Farm-Swine - Nursery Worker
Farm-Swine - Nursery/Finishing Farm Manager
Farm-Swine - Sow Farm Manager
Farm-Swine - Sow Farm Supervisor
Feed Mill Manager
Field Technician
Finance Manager
Financial Controller
Financial Controller Assistant
Food Safety Specialist
Food Scientist
Formulator
General Manager
Graphic Designer
Greenhouse Manager
Greenhouse Technician
Heavy Equipment Operator
Human Resources Assistant
Human Resources Business Partner
Human Resources Generalist
Human Resources Manager
Human Resources Manager - National
Human Resources Specialist
Inside Sales Representative
Insurance Manager
Intern
Inventory/Stocks Specialist
Inventory/Stocks Supervisor
Irrigation Manager
Irrigation Technician
IT Analyst/Programmer
IT Business Manager
IT Business Manager - National
IT Configurator
IT Manager Support Programs
IT Network Administrator
IT PC Support
IT Programmer
IT Systems Analyst
IT Systems/Network Engineer
IT Web Developer
Key Account Manager
Laboratory Manager
Laboratory Supervisor
Laboratory Technician
Laboratory Worker
Laborer
Lawyer
Logistics Assistant
Logistics Coordinator
Logistics Manager
Logistics Planner
Maintenance Manager
Maintenance Supervisor
Maintenance Worker
Manufacturing Assembly
Manufacturing/Processing Manager - Site
Manufacturing/Processing Operations
Manager
Manufacturing/Processing Operator
Manufacturing/Processing Operator Lead
Manufacturing/Processing Planner
Manufacturing/Processing Supervisor
Marketing Assistant
Marketing Associate
Marketing Coordinator
Marketing Manager
Marketing Manager - National



COMPENSATION BENCHMARK REVIEW

2023-2024 Positions List - U.S.

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
Power Engineer
Pressure Washer Operator
Pricing Coordinator
Pricing Manager
Product (Brand) Manager
Product Development Manager
Project Assistant
Project Coordinator
Project Manager
Province/Region Manager – Commodity
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 and Development Technician
Research Assistant
Research Scientist I
Research Scientist II
Research Scientist III
Research Station Manager
Retail Merchandise Salesperson
Risk Management Services Manager

Sales Agronomist (Entry Level)
Sales Agronomist (Mid Level)
Sales Agronomist (Senior Level)
Sales and Marketing Manager - National
Sales Coordinator
Sales Manager - General
Sales Manager - National
Sales Manager - Product
Sales Manager - Regional/State
Sales Representative/Account Manager (Entry Level)
Sales Representative/Account Manager (Mid-Level)
Sales Representative/Account Manager (Senior Level)
Sales Trainee
Sanitation Manager
Sanitation Technician
Security Officer
Seed/Crop Production Manager
Seed/Crop Production Supervisor
Service Representative - Sow Farm
Service Technician
Services - Member Manager
Shipping Clerk
Shipping Coordinator
Shipping Manager
Site Manager - Commodity
Site Operations Area Manager
Supply Chain/Operations Coordinator
Supply Chain/Operations Manager
Supply Chain/Operations Manager - National
Technical Assistant
Technical Representative
Technical Services - Vet
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
Welder



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	25th	Median	75th	No. of Orgs	Average	Base + Actual Variable Pay	
										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	46	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	8	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	36,636	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	35,961	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	39,696	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: _____

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

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