



# COMPENSATION BENCHMARK REVIEW

A Comprehensive User Guide

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Canadian Edition



# COMPENSATION BENCHMARK REVIEW

## A Comprehensive User Guide

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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 the Talent Solutions Group, 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.



# COMPENSATION BENCHMARK REVIEW FAQ

## Why the CBR?

The Compensation Benchmark Review is the Talent Solutions Group's exclusive online salary survey tool. Along with our job board and talent recruitment resources, the Talent Solutions Group 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 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?

CareersInFood.com collects data for a number of variables per employee, but only requires the following:

- Client Position Title
- Location - Province
- Location - City or Rural
- Base Salary
- Performance Pay - Bonus / Incentive

## 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 data for all current employees is provided to CareersInFood.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 province), 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, each user will 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@careersinfood.com](mailto:compensation@careersinfood.com) for more information.

A decorative graphic in the top left corner featuring a circular inset photo of two people in business attire, overlaid with several semi-transparent circles in shades of green and blue.

# COMPENSATION BENCHMARK REVIEW

2023 - 2024 Participant List - CANADA

AgReserves

Bamford Produce

Bunge

Cavendish Farms

Conestoga Meat Packers

Dan-D Foods Ltd.

Driscoll's

Hayters Farm

Lamb Weston

Longview Farms

Paterson Global Foods

R.Dennigers

The Lamb Co.

The Scoular Company



# COMPENSATION BENCHMARK REVIEW

2023 - 2024 Positions List - CANADA

Accountant	Manufacturing/Processing Operator
Accountant - Assistant	Manufacturing/Processing Operator - Lead
Accountant - Clerk	Manufacturing/Processing Planner
Accounting Manager	Manufacturing/Processing Supervisor
Administrative Assistant	Marketing Manager
Analyst - Business	Mechanic
Analyst - Logistics	Merchandiser - Junior
Assistant Plant Manager	Millwright
Clerk	Occupational Health & Safety Coordinator
Director	Occupational Health & Safety Manager
Director - Operations	Operations Manager
Electrician	Payroll Administrator
Engineering Manager	Purchasing/Supply Manager
Executive Assistant	Purchasing/Supply Supervisor
Farm Manager	Quality Assurance Manager
Financial Controller	Quality Assurance Supervisor
Financial Controller Assistant	Quality Assurance Technician
General Manager	Receptionist
Human Resources Assistant	Sales Coordinator
Human Resources Generalist	Sales Manager - General
Human Resources Manager	Sales Manager - Product
Human Resources Specialist	Sales Representative/Account Manager (Entry Level)
Inventory/Stocks Specialist	Sales Representative/Account Manager (Mid-Level)
IT Network Administrator	Sales Representative/Account Manager (Senior Level)
IT PC Support	Shipping Clerk
Key Account Manager	Shipping Coordinator
Laborer	Site Operations Area Manager
Logistics Assistant	Slaughter Processor - Packing/Scales
Logistics Coordinator	Terminal/Plant Manager (mid to large)
Logistics Manager	Terminal/Plant Manager (small)
Maintenance Manager	Truck Driver - Route Sales/Delivery
Maintenance Supervisor	Truck/Van/Forklift Driver
Maintenance Worker	Warehouse Manager
Manufacturing/Processing Manager - Site	Warehouse Supervisor
Manufacturing/Processing Operations Manager	Warehouse Worker



# COMPENSATION BENCHMARK REVIEW

## Canadian Sample Report

### 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.

			Base Pay					Actual Variable		Total Cash	
	No. of Orgs	No. of EEs	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>	17	67	64,568	65,388	58,000	65,000	71,075	8	2,577	17	65,619
<b>Employment Size</b>											
100 to 499	7	17	64,250	65,518	53,778	58,928	77,500	2	-	7	64,724
<b>Revenue</b>											
\$0 to \$49.9 Million	7	15	61,865	60,823	54,255	60,517	66,368	3	-	7	63,012
\$500 Million or more	7	36	63,064	65,821	60,433	66,805	71,075	5	2,337	7	64,471
<b>Location Group</b>											
Central	8	15	63,666	64,406	60,512	63,000	68,201	3	-	8	64,247
Prairies	11	39	65,338	65,657	55,000	66,711	74,265	5	2,418	11	66,351
<b>City or Rural</b>											
City	12	41	62,434	63,718	56,370	63,411	68,060	7	2,460	12	63,626
Rural	10	26	67,639	67,361	60,075	67,430	74,620	4	-	10	68,777

**Legend:** " " - Insufficient # of orgs reporting  
 \* - Data suppressed due to dominance  
 123 - Derived through dominance diffusion



# COMPENSATION BENCHMARK REVIEW PACKAGES

	Full Access (US & Canada)	Full Access	Basic Reports
<b>Country Access</b> Choose Canadian or U.S. data or both	Canada and U.S.	Canada and U.S.	Canada and U.S.
<b>Positions Access</b> All-Access to all 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. 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 CareersInFood.com. CareersInFood.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 CareersInFood.com to any other party whatsoever except with the specific prior written authorization of CareersInFood.com.

**Please select one of the subscription levels below:**

### Founding Participant Discount

- \$2,000 FULL ACCESS** (Reg. priced \$4000) - Canada and U.S. - Immediate online access to all positions and reporting options.
- \$1,750 FULL ACCESS** (Reg. priced \$3500) - Canada - Immediate online access to all positions and reporting options.
- \$750 BASIC REPORTS** (Reg. priced \$1500) - 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 CareersInFood.com.

Please note that this agreement will automatically renew on an annual basis from the signing date below unless CareersInFood.com is notified differently by your organization 30 days prior to the signing date. CareersInFood.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 CareersInFood.com at fax no. 910.592.9410, or scan/email to [compensation@careersinfood.com](mailto:compensation@careersinfood.com).

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

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

Rachael Powell, HR Solutions

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

**PO/Ref #:** \_\_\_\_\_ **Payment Type:** \_\_\_\_\_ **A/P Contact Email:** \_\_\_\_\_

ACH / Check / Credit Card

Note: Online access assumes the CareersInFood.com confidentiality agreement is in effect when Participant is provided access/data from CareersInFood.com.

### Limitation of Liability

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