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COMPENSATION BENCHMARK REVIEW

A COMPREHENSIVE OVERVIEW



Canadian Edition





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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 and sign up to participate

THE LEADING ONLINE AGRICULTURE & FOOD SALARY SURVEY IN NORTH AMERICA

The Compensation Benchmark Review serves the unique needs of the agriculture and food industry as no other survey can. Conducted by AgCareers, a trusted supplier of human resource services, this confidential tool has quickly become the standard in salary benchmarking within agriculture and food. 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.



FAQ

Why the CBR?

The Compensation Benchmark Review is AgCareers' exclusive online salary survey tool. Along with our job board and talent recruitment resources, AgCareers has acquired a wealth of knowledge and familiarity with benchmarking standards 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 twenty 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 175 North American companies, both large and small, utilize the survey annually to recruit and retain talent.

What is the timeline for salary information collection?

For our Canadian clients, data collection begins in April, and 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 secure, company-specific data-collection link to capture the components that contribute to each employee's compensation package. That information is then reviewed, validated and uploaded.

What type of employee data must I provide?

AgCareers collects data per employee, and require only the following data points:

- Client Position Title
- Location - State
- Location - City or Rural
- Base Salary
- Performance Pay - Bonus

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) is assigned for each position. Some positions were omitted due to 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 who 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 for salary benchmarking. A total of 200+ positions are available in the Canadian database. See the positions page for more details.



FAQ

What is the methodology for the Compensation Benchmark Review?

The survey is conducted via a secure online platform by employee representatives (typically HR or senior management) of subscribing companies. Compensation data for all current employees is provided to AgCareers. 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 is not “outlying”; i.e., outside of the standard role range. Employees identified as outliers are excluded from survey reports.

We work collectively with our clients in job mapping. We provide clients with our position descriptions so they can identify key accountabilities to map their jobs to our standard position lists. We then review these matches to ensure that each role is a fit with our standard position, including accountability, duties, responsibilities, reporting level, education requirements, and other relevant factors. We often ask clients to provide their own position descriptions and then have phone conversations and/or email correspondence with them 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/Feed, Ag Retail, Equipment/Technical and many more. Information is also reported geographically by location (regional and provincial), city vs. rural, and company size (both annual revenue and number of employees).

How do I access the results of the CBR?

The online reporting platform provides convenient access to data and customization. Data is also available in Excel format and exportable files for use with HRIS. For those with Full Access subscriptions, they may access information for a 12 full months following the signing of an 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 who may have access to the CBR under a company subscription. As a security measure, AgCareers requests that each unique user be issued a personalized login for tracking and easy deactivation.

Can I request training to learn more about using the CBR?

Our customer care staff provide complimentary training, ongoing customer support, and customized reporting upon request (with an approved subscription level). Simply contact compensation@agcareers.com for more information.



2025-2026 PARTICIPANTS LIST - CANADA

Ag Retail

ABS/PIC/Genus Americas
Advantage Ag
AFS Agro
Ag Retail
AgReserves
AgriTeam Services Inc.
Ceres Global Ag
Driscoll's
Emerge Ag Solutions
Growmark
International Raw Materials Ltd.
Longview Farms
McEwen's Fuel & Fertilizer
Nutrien Ag
Olds Fertilizers & Agri Services
Premier Tech
Rack Petroleum
Sturgeon Valley Fertilizer Ltd.
Synergy AG
The Rack Online
United Farmers of Alberta Co-operative Ltd
Veikley Agro Inc
Warrington AgroDynamic Ltd

Commodities / Feed

Alco Energy Canada
Bamford Produce
Bunge
Cargill
Columbia Grain International, LLC
Conestoga Meat Packers
Dan-D Foods Ltd.
Federated Co-operatives
Limited
FP Genetics
Hayters Farm
Lamb Weston
Louis Dreyfus
More Than Just Food
Parrish & Heimbecker Ltd.
R.Dennigers
Simpson Seeds Inc
The Andersons, Inc
The Lamb Co.
The Little Potato Company
The Scoular Company
Viterra

Equipment & Technical

A&L Laboratories
AgWest Ltd.
CLAAS of America
Farmers Edge Inc

Ag Chem / Fertilizer / Seed

ADAMA
Ag-Quest Inc.
AgraCity Crop and Nutrition Lt
BASF
Bayer CropScience
Belchim Crop Protection Canada
Brett Young Seeds
Canterra Seeds
Cavendish Farms
Corteva Agriscience
Farmer's Business Network, Inc.
G-Mac's AgTeam LP
Gowan Company
ICL Specialty Products Inc
ICMS, Inc.
La Coop Federee / Sollio Agriculture
Lallemand Plant Care
Land O' Lakes
Merck
Nachurs Alpine Solutions
Novonesis
Paterson Global Foods
PRT Growing Services
Redfern Farm Services Ltd
SeCan
South West Terminal
Stoller Enterprises Ltd.
Syngenta
Vive Crop Protection
Wilbur-Ellis



2025-2026 POSITIONS LIST - CANADA

Accountant	Customer Service Representative	IT Manager Support Programs
Accountant - Assistant	Data Processor	IT Network Administrator
Accountant - Clerk	Director	IT PC Support
Accountant - Management	Director - Human Resources	IT Programmer
Accounting Manager	Director - Marketing	IT Systems Analyst
Accounts Payable/Receivable Clerk	Director - Operations	IT Web Developer
Accounts Payable/Receivable Manager	Director- Finance	Key Account Manager
Administration Manager - Business	Dispatch/Stock Control Clerk	Laboratory Manager
Administration Manager - Site	Electrician	Laboratory Supervisor
Administrative Assistant	Elevator Assistant	Laboratory Technician
Advisor - Government/Stakeholder Manager	Elevator Assistant - Senior	Laboratory Worker
Agribusiness Specialist	Elevator Manager	Laborer
Agronomist - Manager	Engineer	Lawyer
Agronomist - Research	Engineering Manager	Logistics Assistant
Agronomist Field I	Environmental Manager	Logistics Coordinator
Agronomist Field II	Environmental Specialist	Logistics Manager
Analyst - Business	Executive Assistant	Logistics Planner
Analyst - Commodity	Farm Manager	Maintenance Manager
Analyst - Finance	Farm Supervisor	Maintenance Supervisor
Analyst - Logistics	Farm Worker	Maintenance Worker
Animal Health & Welfare	Feed Mill Manager	Manufacturing/Processing Manager - Site
Assistant Plant Manager	Field Technician	Manufacturing/Processing Operations Manager
Auditor	Finance Manager	Manufacturing/Processing Operator
Branch Manager - Assistant	Financial Controller	Manufacturing/Processing Operator - Lead
Branch Manager - Retail/Wholesale	Financial Controller Assistant	Manufacturing/Processing Planner
Business Development Manager	Food Safety Specialist	Manufacturing/Processing Supervisor
Business Manager	Formulator	Marketing Assistant
Business Process Manager	General Manager	Marketing Associate
C-Store Manager - Assistant	Graphic Designer	Marketing Coordinator
Chief Executive Officer	Greenhouse Technician	Marketing Manager
Chief Financial Officer	Heavy Equipment Operator	Marketing Manager - National
Chief Operating Officer	Human Resources Assistant	Mechanic
Clerk	Human Resources Business Partner	Merchandiser
Commercial Manager	Human Resources Generalist	Merchandiser - Junior
Communications/PR Manager	Human Resources Manager	Merchandiser - Senior
Communications/PR Specialist	Human Resources Specialist	Merchandising Manager
Company President	Inside Sales Representative	Millwright
Credit Controller	Intern	Nutritionist
Credit Manager	Inventory/Stocks Specialist	Occupational Health & Safety Coordinator
Custom Applicator/Sprayer	Inventory/Stocks Supervisor	Occupational Health & Safety Manager
Customer Service Coordinator	IT Analyst/Programmer	Occupational Health & Safety Officer
Customer Service Manager	IT Business Manager	Operations Manager
	IT Business Manager - National	



2025-2026 POSITIONS LIST - CANADA

Paralegal	Seed/Crop Production Supervisor
Payroll Administrator	Service Technician
Payroll Manager	Services - Member Manager
Performance/Reporting Manager	Shipping Clerk
Plant Breeder	Shipping Coordinator
Power Engineer	Site Operations Area Manager
Pricing Manager	Slaughter Processor - Packing/Scales
Product (Brand) Manager	Supply Chain/Operations Coordinator
Product Development Manager	Supply Chain/Operations Manager
Project Assistant	Supply Chain/Operations Manager - National
Project Coordinator	Supply Chain/Operations Manager - Regional
Project Manager	Technical Representative
Purchasing/Supply Clerk	Technical Services Manager
Purchasing/Supply Manager	Technical/Development Manager
Purchasing/Supply Supervisor	Terminal/Plant Manager (mid to large)
Quality Assurance Manager	Terminal/Plant Manager (small)
Quality Assurance Supervisor	Trader
Quality Assurance Technician	Trader Assistant
Receptionist	Trading Manager
Regulatory Affairs Associate	Trainee
Regulatory Affairs Manager	Training and Development Manager
Research & Development Manager	Truck Driver - Hazmat
Research and Development Technician	Truck Driver - Route Sales/Delivery
Research Assistant	Truck/Van/Forklift Driver
Research Scientist I	Vice President
Research Scientist II	Warehouse Manager
Research Scientist III	Warehouse Supervisor
Research Station Manager	Warehouse Worker
Retail Merchandise Manager	Welder
Retail Merchandise Salesperson	
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)	
Seed/Crop Production Manager	



CANADIAN SAMPLE REPORT

2025 Compensation Benchmark Review Canada - Agriculture and Food: All Companies - All Locations

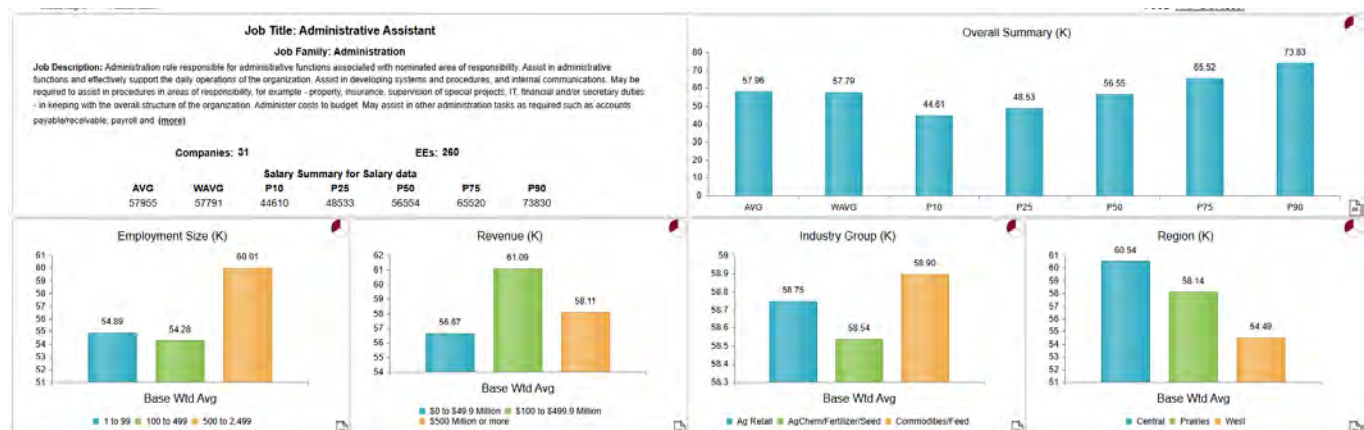


Field Technician - 17: Research and Development

A field support function required for sample collection, sample analysis, information recording and looking after the practical tasks involved in field operations. Order, check, pack and dispatch equipment and supplies for field surveys. Collect, record and transport samples as per requirements of study. Collate information collected from a range of samples and carry out computer processing of the data. Assist with all aspects of supporting personnel in the field. Maintain equipment and supplies required for the operation of field studies. Undertake manual operations as required for specific task. Relevant experience, education or training.

	Base Pay							Actual Variable		Total Cash	
	InterQuartile Ranges							Bonus/ Incentive/ Commission		Base + Actual Variable Pay	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	No. of Orgs	Average	No. of Orgs	Average
Total Responses	35	260	62,469	63,793	54,769	66,333	72,600	17	5,567	35	72,548
Employment Size											
1 to 99	8	34	60,568	61,235	55,214	63,254	65,265	7	3,002	8	70,325
100 to 499	10	57	62,648	62,568	56,974	64,852	65,741	2	-	10	66,258
500 to 2,499	8	149	63,105	65,437	55,079	62,458	67,635	6	3,511	8	70,369
2,500 or more	9	20	63,504	66,568	56,898	61,865	67,987	2	-	9	67,597
Revenue											
\$0 to \$49.9 Million	6	14	60,012	62,358	58,625	63,258	67,595	5	2,747	6	71,359
\$50 to \$99.9 Million	7	10	61,654	64,867	56,684	64,854	66,568	6	3,058	7	71,658
\$100 to \$499.9 Million	8	25	61,605	61,091	55,724	64,582	66,619	2	-	8	68,254
\$500 Million or more	14	211	61,258	63,215	60,568	64,852	67,256	9	3,208	14	70,658
Industry Group											
Ag Retail	6	44	61,023	61,846	60,586	64,156	68,459	2	-	6	68,945
AgChem/Fertilizer/Seed	5	60	62,548	63,789	59,265	63,897	68,954	5	2,568	5	72,848
Commodities/Feed	11	65	60,568	61,235	58,658	64,258	66,456	5	1,756	11	71,568
Equipment/Technical	7	51	61,026	61,235	59,126	65,023	67,596	5	1,869	7	72,694
Food/Beverage Processing	6	40	62,387	63,658	58,148	64,210	68,124	5	3,654	6	71,365
Region											
Atlantic	6	50	61,235	63,254	59,874	63,568	68,501	5	2,402	6	70,125
Central	6	82	62,548	63,548	58,642	64,520	68,502	5	2,606	6	70,654
Northern	10	51	62,798	63,215	58,658	64,879	68,952	6	2,369	10	71,658
Prairies	8	52	62,231	63,745	59,632	64,873	68,953	15	2,915	8	70,369
West	5	25	62,348	61,568	58,456	64,256	69,856	5	1,966	5	71,568
City or Rural											
City	21	97	61,796	65,011	58,456	64,858	72,816	10	3,651	21	71,369
Rural	14	163	62,025	65,863	59,658	65,897	70,369	13	2,233	14	72,489

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





PRICING	FULL ACCESS (NORTH AMERICA)	FULL ACCESS	BASIC REPORT
	\$4,000 / YR	\$3,500 / YR	\$1,500 / YR
MARKET DATA Choose the market data that meets your benchmarking needs: U.S. or Canada	U.S. and Canada	Choose One: U.S. or Canada	Choose One: U.S. or Canada
POSITIONS Choose access to all available positions or limited to those you have in your company	All	All	Limited
ONLINE PLATFORM Choose our online platform or PDF copies of each position	✓	✓	PDF Reports
DATA VISUALIZATION View compensation data with a graphic representation of key data points	✓	✓	X
DATA EXPORTS Excel file of all comp data from the online platform for searching & using with your HRIS or benchmarking program	✓	✓	X
CUSTOMER SUPPORT Additional user support with the online platform custom reporting by request	✓	✓	X
MARKET RESEARCH Agriculture & Food HR Review and Total Rewards & Benefits Survey	✓	✓	✓

Key point 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 April. 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 only for the positions that contributed to the survey. The positions are not limited in number, but rather by the positions the client can 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), the Standard Reports are emailed to the client as PDFs.

Subscription Length - All subscriptions are available for a full year, from the date of the 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 1 year from the date of purchase for continual, uninterrupted access.

Renewal subscriptions must be cancelled within 30 days of the agreement anniversary date.

Online/Data access expires if the subscription is not renewed.



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. AgCareers 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 a manner that does not associate any salaries with any specific participating organizations.

Participant agrees that the salary information received is confidential and proprietary. Recipient will not disclose, publish or otherwise reveal any of the confidential information received from AgCareers to any other party whatsoever except with the specific prior written authorization of AgCareers.

Please select one of the subscription levels below:

- ☐ **\$4,000/YR FULL ACCESS - Canada and U.S.**
Immediate online access to all positions and reporting options.
- ☐ **\$3,500/YR FULL ACCESS - Canada**
Immediate online access to all positions and reporting options.
- ☐ **\$1,500/YR BASIC REPORTS - Canada**
Electronic PDF of the standard compensation reports, limited to positions submitted by Participant.

The effective date of this agreement will be the date it is signed and received by AgCareers.

Please note that this agreement will automatically renew on an annual basis from the signing date below, unless your organization notifies AgCareers otherwise prior to that date. AgCareers reserves the right to modify pricing and agreement details and will request execution of an updated agreement at that time. Please sign below if you agree to the terms and return a copy to AgCareers.com at the fax number. 910.592.9410, or scan/ email to compensation@agcareers.com.

Signature: _____

Name, Title: _____

Date: _____

AG
careers.com
Mary Barefoot, HR Solutions

PO/REF #: _____ **Payment Type:** _____ **A/P Contact Email:** _____

Note: Online access assumes the AgCareers confidentiality agreement is in effect when Participant is provided access to AgCareers data.

Limitation of Liability

The AgCareers Compensation Benchmark Review™ has been compiled using data that, to the best of AgCareers' knowledge, information and belief, and after due inquiry, was accurate and correct at the time of collection and at publication. AgCareers does not warrant the accuracy of the information provided in the Compensation Benchmark Review.