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COMPENSATION **BENCHMARK REVIEW**

A COMPREHENSIVE OVERVIEW



United States 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. 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 U.S. 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
- 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) 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 80,000 U.S. employees are reported to AgCareers for salary benchmarking. A total of 240+ positions are available in the U.S. 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/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 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 - U.S.

Ag Chem / Fertilizer / Seed

AG Alumni Seed
American Plant Food
BarenBrug
Barkley Seed, Inc.
Bejo Seeds
BrettYoung Seeds
Certis, Inc.
Corteva Agriscience
Dellavalle Laboratory, Inc.
DLF Pickseed
EarthOptics
Farmer's Business Network, Inc.
Gowan Company
GreenPoint AG
Grow West
Hi-Line Cooperative Inc.
HM Clause
ICL Specialty Products Inc
Inari Agriculture
International Raw Materials Ltd.
Lallemand Plant Care
Novonosis
Novus Ag
Nutrien Ag
Oro Agri
Pivot Bio
PowerPollen & Accelerated Ag
Technologies
Pratum Co-op
Premier Tech
ProFarm Group Inc
Proseed Inc
RiceTec
Rocky Mountain Agronomics
S & W Seed Company
Sakata Seed America, Inc
Stine Seed Company
Syngenta
The Arthur Companies
The Wenger Group, Inc
Titan Pro SCI
United Genetics
Vive Crop Protection
Wilbur-Ellis
Wyffels Hybrids

Commodities / Biofuels / Feed

Attebury Grain LLC
Bunge
Cardinal Ethanol
Ceres Global Ag
CGB Enterprises, Inc.
Clarkson Grain Group
Columbia Grain International, LLC
CoMark Equity Alliance LLC
Feed Energy Company
Glacial Lakes Energy, LLC
Illinois Corn
Louis Dreyfus
Mercer Landmark Inc
Milk Specialties
PacificAg
The Andersons, Inc.
The DeLong Co., Inc
The Scoular Company
United Animal Health
Viterra

Cooperatives / Ag Retail

Ag Partners Cooperative
AgWest Ltd.
Bratney Companies
Caledonia Farmers Elevator
CFO Systems
CHS, Inc.
CLAAS of America
Edwards Greenhouse
Growmark
Kanza Cooperative Association
Keystone Cooperative
Landus Cooperative
Southern States Cooperative, Inc.
The Equity

Livestock Production / Processing

ABS/PIC/Genus Americas
Aviagen
Cactus Feeders
Christensen Farm & Feedlots, Inc
Dykhuis Farms, Inc.
Foster Farms US

Herbruck Poultry Ranch, Inc.
Hormel Foods
Iowa Select Farms
JBS Pork
Lincoln Premium Poultry
Merck
Murphy Family Ventures
OSI Industries, Inc.
Pig Hill
Professional Swine Management (Carthage System)
Ralco Nutrition Inc.
smaXtec Inc.
Smithfield Hog Production Division
The Maschhoffs
United Producers, Inc.
Valley Agricultural Software

Produce & Farming

AC Foods
AgReserves
Amway Corp
Cavendish Farms
CSS Farms
Driscoll's
F & S Fresh Foods
Farmers Edge Inc
Florida Crystals Corporation
Fowler Packing Company
Grimmway
Growers Transplanting, Inc.
Hillandale Farms US
J.G. Boswell Company
Lamb Weston
Navajo Agricultural Products Industry
Ocean Mist Farms
Pacific Ag Management
R. D. Offutt Company
Reiter Affiliated Companies
Sun World International
United Exports International
US Sugar Corporation
Van Drunen
Vayda
Wonderful Orchards
Wysocki Family of Companies



2025-2026 POSITIONS LIST - U.S.

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



2025-2026 POSITIONS LIST - U.S.

Manufacturing/Processing Planner	Research Scientist I	Trader Assistant
Manufacturing/Processing Supervisor	Research Scientist II	Trading Manager
Marketing Assistant	Research Scientist III	Trainee
Marketing Associate	Research Station Manager	Training and Development Manager
Marketing Coordinator	Retail Merchandise Manager	Treasury Associate
Marketing Manager	Retail Merchandise Salesperson	Treasury Manager
Marketing Manager - National	Risk Management Services Manager	Truck Driver - Feed
Mechanic	Sales Agronomist (Entry Level)	Truck Driver - Hazmat
Mechanical Tradesperson	Sales Agronomist (Mid Level)	Truck Driver - Live Haul
Merchandiser	Sales Agronomist (Senior Level)	Truck Driver - Route Sales/Delivery
Merchandiser - Junior	Sales and Marketing Manager - National	Truck/Van/Forklift Driver
Merchandiser - Senior	Sales Coordinator	Vice President
Merchandising Manager	Sales Manager -	VP - Merchandising & Transportation
Millwright	Sales Manager - National	Warehouse Manager
Nutritionist	Sales Manager - Product	Warehouse Supervisor
Occupational Health & Safety Coordinator	Sales Manager - Regional/State	Warehouse Worker
Occupational Health & Safety Manager	Sales Representative/Account Manager (Entry Level)	Weighbridge/Receivables Associate
Occupational Health & Safety Officer	Sales Representative/Account Manager (Mid-Level)	Welder
Operations Manager	Sales Representative/Account Manager (Senior Level)	
Paralegal	Sales Trainee	
Parts/ Warranty Clerk	Sanitation Manager	
Parts/Warranty Manager	Sanitation Technician	
Payroll Administrator	Security Officer	
Payroll Manager	Seed/Crop Production Manager	
Performance/Reporting Manager	Seed/Crop Production Supervisor	
Personal Assistant	Service Center Manager	
Pilot	Service Center/Member Services Associate	
Plant Breeder	Service Representative - Nursery/Finishing Farm	
Plant Breeder Assistant	Service Representative - Sow Farm	
Power Engineer	Service Technician	
Pressure Washer Operator	Shipping Clerk	
Pricing CoordinatorPricing Manager	Shipping Coordinator	
Product (Brand) Manager	Shipping Manager	
Product Development Manager	Site Manager - Commodity	
Project Assistant	Site Operations Area Manager	
Project Coordinator	Slaughter Processor - Packing/Scales	
Project Manager	Supply Chain/Operations Coordinator	
Province/Region Manager - Commodity	Supply Chain/Operations Manager	
Purchasing/Supply Clerk	Supply Chain/Operations Manager - National	
Purchasing/Supply Manager	Supply Chain/Operations Manager - Regional	
Purchasing/Supply Supervisor	Technical Assistant	
Quality Assurance Manager	Technical Representative	
Quality Assurance Supervisor	Technical Services - Vet	
Quality Assurance Technician	Technical Services - Vet Technician	
Receptionist	Technical Services Manager	
Regulatory Affairs Associate	Technical/Development Manager	
Regulatory Affairs Manager	Technical/Development Manager - National	
Research & Development Manager	Terminal/Plant Manager (mid to large)	
Research and Development Technician	Terminal/Plant Manager (small)	
Research Assistant	Trader	



U.S. SAMPLE REPORT

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

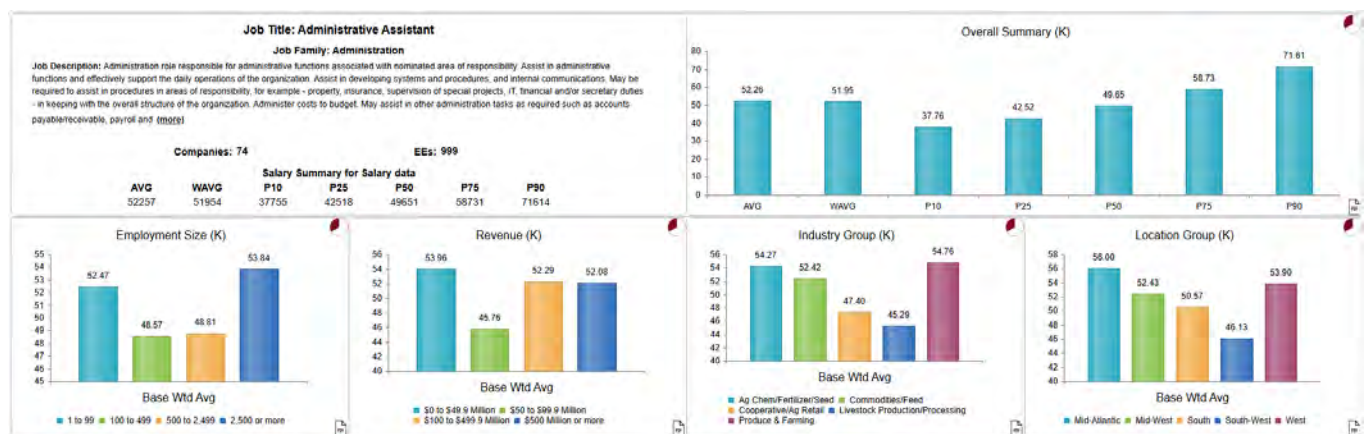


Field Technician - 17: Research and Development

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	52,469	53,793	44,769	56,333	62,600	17	5,567	35	62,548
Employment Size											
1 to 99	8	34	50,568	51,235	45,214	53,254	55,265	7	3,002	8	60,325
100 to 499	10	57	52,648	52,568	46,974	54,852	55,741	4	-	10	60,215
500 to 2,499	8	149	53,105	55,437	45,079	52,458	57,635	6	3,511	8	60,369
2,500 or more	9	20	53,504	56,568	46,898	51,865	57,987	4	-	9	60,235
Revenue											
\$0 to \$49.9 Million	6	14	50,012	52,358	48,625	53,258	57,595	5	2,747	6	61,359
\$50 to \$99.9 Million	7	10	51,654	54,867	46,684	54,854	56,568	6	3,058	7	61,658
\$100 to \$499.9 Million	8	25	51,605	51,091	45,724	54,582	56,619	2	-	8	60,365
\$500 Million or more	14	211	51,258	53,215	50,568	54,852	57,256	9	3,208	14	60,658
Industry Group											
AgChem/Fertilizer/Seed	5	60	52,548	53,789	49,658	53,897	58,954	5	2,568	5	62,848
Commodities/Feed	5	35	50,568	51,235	50,485	54,258	56,456	5	1,756	5	61,568
Cooperative/Ag Retail	7	40	51,026	51,235	49,658	55,023	57,596	5	1,869	7	62,694
Livestock Production/Processing	5	54	50,001	50,235	49,568	53,987	57,464	6	3,765	5	61,569
Produce & Farming	7	51	52,358	53,879	50,025	53,589	57,895	5	2,816	7	62,564
Food & Beverage	6	20	52,387	53,658	50,689	54,210	58,124	5	3,654	6	61,365
Region											
Mid-Atlantic	6	50	51,235	53,254	50,238	53,568	58,501	5	2,402	6	60,125
Mid-West	6	82	52,548	53,548	50,485	54,520	58,502	5	2,606	6	60,654
North-East	5	51	52,798	53,215	51,582	54,879	58,952	6	2,369	5	61,658
South	8	52	52,231	53,745	50,358	54,873	58,953	15	2,915	8	60,369
South-West	5	15	52,147	53,854	50,235	53,691	59,658	2	-	5	60,658
West	5	10	52,348	51,568	50,002	54,256	59,856	5	1,966	5	61,568
City or Rural											
City	21	97	51,796	55,011	51,258	54,858	62,816	10	3,651	21	61,369
Rural	14	163	52,025	55,863	52,589	55,897	60,369	13	2,233	14	62,489

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 - U.S. and Canada**
 Immediate online access to all positions and reporting options.
- ☐ **\$3,500/YR FULL ACCESS - U.S.**
 Immediate online access to all positions and reporting options.
- ☐ **\$1,500/YR BASIC REPORTS - U.S.**
 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.