

2024 Fall Engineering & Operations Compensation Report

COMPANY DETAILS			CANDIDATE YEARS OF EXPERIENCE	OFFER COMPONENTS*				
COMPANY TYPE	ANNUAL REVENUE	U.S. REGION		TITLE	TOTAL COMPENSATION	BASE SALARY	ANNUAL BONUS	RESULT
Agriculture	\$100M	Midwest	30	Chief Operating Officer	\$900,000	\$600,000	\$300,000	Declined
Agriculture	\$900M	Midwest	18	Chief Production Officer	\$675,000	\$450,000	\$225,000	Accepted
Agriculture	\$40M	West	20	Chief Executive Officer	\$547,500	\$365,000	\$182,500	Accepted
Industrial Services	\$90M	Southeast	35	Chief Executive Officer	\$438,750	\$325,000	\$113,750	Accepted
Industrial Services	\$90M	Southeast	35	Chief Executive Officer	\$438,750	\$325,000	\$113,750	Declined
Industrial Services	\$450M	Midwest	25	Chief Commercial Officer	\$426,250	\$275,000	\$151,250	Accepted
Agriculture	Startup	Midwest	30	Chief Executive Officer	\$390,000	\$300,000	\$90,000	Accepted
Agriculture	\$900M	Midwest	32	Senior Director of Support Operations	\$372,400	\$280,000	\$92,400	Accepted
Industrial Services	\$20M	Northeast	21	General Manager	\$336,000	\$300,000	\$36,000	Accepted
Manufacturing	\$60M	Midwest	20	Chief Operating Officer	\$320,000	\$310,000	\$10,000	Accepted
Industrial Services	\$90M	Southeast	29	Chief Commercial Officer	\$319,950	\$237,000	\$82,950	Accepted
Agriculture	\$500M	West	30	Director, Integrated Business Planning	\$305,000	\$244,000	\$61,000	Accepted
Manufacturing	\$110M	Midwest	18	Site General Manager	\$287,500	\$250,000	\$37,500	Accepted
Agriculture	\$803M	Midwest	30	Director of Engineering	\$278,000	\$235,000	\$43,000	Accepted
Manufacturing	\$100M	Southeast	30	Chief Engineer of Laser Communications	\$275,000	\$275,000	N/A	Accepted
Manufacturing	\$60M	Southeast	15	Vice President of Operations	\$252,000	\$180,000	\$72,000	Accepted
Agriculture	\$15M	South	20	General Manager	\$247,000	\$190,000	\$57,000	Accepted
Manufacturing	\$100M	Midwest	15	Director of Procurement & Supply Chain	\$240,000	\$200,000	\$40,000	Accepted
Manufacturing	\$280M	Midwest	18	Director of Engineering	\$240,000	\$200,000	\$40,000	Accepted
Agriculture	\$500M	West	8	Associate Director of Integrated Business Planning	\$237,500	\$190,000	\$47,500	Declined
Manufacturing	\$280M	Midwest	25	Director of Engineering	\$237,500	\$190,000	\$47,500	Accepted
Manufacturing	\$3.4B	Southeast	15	Manager of Product Lines P&P	\$228,800	\$176,000	\$52,800	Declined
Agriculture	\$23B	Midwest	25	Wean-to-Market Technical Director	\$218,750	\$175,000	\$43,750	Accepted
Agriculture	\$900M	Midwest	15	Director of Maintenance	\$216,000	\$180,000	\$36,000	Accepted
Manufacturing	\$270M	Southeast	10	Operations Manager	\$212,400	\$180,000	\$32,400	Accepted
Manufacturing	\$3.4B	Southeast	10	Manager of Product Lines P&P	\$208,000	\$160,000	\$48,000	Accepted
Manufacturing	\$30M	Southeast	15	General Manager	\$204,000	\$170,000	\$34,000	Accepted
Agriculture	\$20B	Midwest	20	Senior Swine Veterinarian	\$172,500	\$150,000	\$22,500	Accepted
Agriculture	\$23B	Midwest	20	Senior Live Pork Veterinarian	\$168,000	\$140,000	\$28,000	Accepted
Agriculture	\$35M	Midwest	30	Vice President of Operations	\$165,000	\$145,000	\$20,000	Accepted
Manufacturing	\$100M	Southeast	10	Senior Electrical Engineer	\$155,000	\$155,000	N/A	Accepted
Agriculture	\$900M	Midwest	6	Assistant Director of Maintenance	\$144,000	\$120,000	\$24,000	Accepted
Agriculture	\$50M	Midwest	15	Assistant General Manager	\$120,000	\$100,000	\$20,000	Declined
Agriculture	\$50M	West	15	Feed Department Manager	\$90,000	\$90,000	N/A	Accepted

SOURCE: The data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients. Each row represents a unique candidate (i.e., no two rows are for the same candidate).

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