

2020 Spring Engineering & Operations Offer Report

Type of Company Annual Revenue U.S. Region of Position Years of Experience Title Base Salary Annual Bonus Total Compensation Consumer Goods \$250M-500M Midwest 29 Chief Executive Officer \$650,000 \$550,000 \$1,200,000 Industrial Products \$18-58 Midwest 38 Senior Vice President of Global Supply Chain \$425,000 \$600,000 \$1,025,000 Consumer Goods \$10M-25M Southeast 30 Chief Executive Officer \$450,000 \$400,000 \$900,000 Industrial Products \$100M-250M Midwest 28 Chief Executive Officer \$400,000 \$400,000 \$800,000 Business Services \$250M-500M West Coast 17 Head of Strategic Projects \$400,000 \$150,000 \$550,000 Consumer Goods \$250M-500M Southeast 25 Chief Operating Officer \$300,000 \$150,000 \$450,000 Industrial Products \$18-5B Midwest 32 Vice President of Quality \$285,000 \$97,500 \$422,500 <t< th=""><th></th><th>Company Dotails</th><th>2</th><th>30</th><th>Offic</th><th>yr Component</th><th></th><th>Non</th></t<>		Company Dotails	2	30	Offic	yr Component		Non
Comment County	Type of	Company Details		Years of				
Common Stands S100-2504 Southern 100 Combine Stands (1970) S400,000 S400,0		·						
		·						
Business Services								
Consumer Goods \$250000 500000 Seathbaster 255 Chief Operating Officer \$3500000 \$140,0000 \$44,757.50	Industrial Products	\$100M-250M	Midwest	28	Chief Executive Officer	\$400,000	\$400,000	\$800,000
Indicated Products Sile-Sis Moderat 32 Vice President of Cuarliny Sile-Sis	Business Services	\$250M-500M	West Coast	17	Head of Strategic Projects	\$400,000	\$150,000	\$550,000
Production Products Same West Coast Same Security Same S	Consumer Goods	\$250M-500M	Southeast	25	Chief Operating Officer	\$300,000	\$150,000	\$450,000
Commune Goods \$250M-500M Northeast 31 Concurrent Coort \$280,000 \$240,000 \$420,000	Industrial Products			32	Vice President of Quality			
Consumer Goods	Industrial Products	\$1B-5B	West Coast	33	General Manager	\$325,000	\$97,500	\$422,500
Pertinology								
	Consumer Goods	\$10M-25M	Southeast	28		\$275,000	\$137,500	\$412,500
Life Sciences \$1000k-120M	Technology	\$100M-250M	West Coast	14		\$250,000	\$125,000	\$375,000
Industrial Products	Chemicals	\$1B-5B	Northeast	24	Integrated Supply Chain Director	\$270,000	\$81,000	\$351,000
Public Private Equity	Life Sciences	\$100M-250M	Midwest	34	Director of Operations	\$250,000	\$87,500	\$337,500
Consumer Goods	Industrial Products	\$1M-10M	West Coast	26	Vice President of Engineering	\$288,000	\$48,000	\$336,000
Industrial Products S18-98 Midwest 30 General Manager \$925,000 \$78,750 \$193,750 \$297,000	Public/ Private Equity	\$500M-1B	Northeast	10	Chief Operating Officer	\$195,000	\$130,000	\$325,000
Bullding Products S18-58	Consumer Goods	\$10M-25M	Midwest	30	Chief Operating Officer	\$230,000	\$92,000	\$322,000
Consumer Goods	Industrial Products	\$1B-5B	Midwest	30	General Manager	\$225,000	\$78,750	\$303,750
Real Estate \$100H-25M Southeast \$12	Building Products	\$1B-5B	Midwest	20	Vice President, Manufacturing	\$220,000	\$77,000	\$297,000
Industrial Products \$23M-50M	Consumer Goods	\$50M-100M	Midwest	35	General Manager	\$225,000	\$67,500	\$292,500
Consumer Goods S1B-5B West Coast 14 Director of Operations Strategy & Innovation \$223,000 \$53,000 \$273,000 Consumer Goods \$100M-250M Midwest 13 Director of Product Development \$225,000 \$53,750 \$268,750 Consumer Goods \$100M-250M South 28 Senior Director of Distribution \$182,500 \$45,625 \$228,125 Consumer Goods \$25M-50M Southeast 13 Director of Engineering \$182,500 \$45,625 \$228,125 Consumer Goods \$25M-50M Southeast 13 Director of Engineering \$185,000 \$33,250 \$224,250 Industrial Products \$180,500 \$30,000 \$210,000 \$216,000 \$215,000 \$216,000	Real Estate	\$10M-25M	Southeast	12	Chief Operating Officer	\$250,000	\$37,500	\$287,500
Consumer Goods \$100M-250M Mildwest 13 Director of Product Development \$215,000 \$53,750 \$268,750 \$268,750 \$200,000 \$30,	Industrial Products	\$25M-50M	Southeast	15	Chief Operating Officer	\$220,000	\$53,325	\$273,325
Consumer Goods \$100M-250M Midwest 13 Director of Product Development \$218,000 \$53,750 \$268,750 Consumer Goods \$18-5B West Coast 13 Director of Strategic Initiatives \$200,000 \$30,000 \$230,000 Consumer Goods \$100M-250M South 28 Senior Director of Distribution \$182,500 \$45,625 \$228,125 Consumer Goods \$25M-50M Southeast 13 Director of Technology \$185,000 \$39,250 \$224,250 Industrial Products \$18-5B Midwest 30 Director of Engineering \$175,000 \$41,000 \$216,000 Healthcare \$50M-100M Southeast 30 Chef Operating Officer \$180,000 \$30,000 \$200,000 Retail \$250M-500M Mortest 21 Plant Manager \$175,000 \$34,000 \$200,000 Retail \$250M-500M Midwest 13 Director of Strategic Operations \$175,000 \$32,000 \$200,000 Consumer Goods \$252M-50M Southeast <td< td=""><td>Consumer Goods</td><td>\$1B-5B</td><td>West Coast</td><td>14</td><td>•</td><td>\$210,000</td><td>\$63,000</td><td>\$273,000</td></td<>	Consumer Goods	\$1B-5B	West Coast	14	•	\$210,000	\$63,000	\$273,000
Consumer Goods \$100M-250M South 28 Senior Director of Distribution \$182,500 \$45,625 \$228,125 Consumer Goods \$25M-50M Southeast 13 Director of Technology \$185,000 \$39,250 \$224,250 Industrial Products \$18-5B Midwest 30 Director of Engineering \$175,000 \$41,000 \$216,000 Healthcare \$500M-100M Southeast 30 Chief Operating Officer \$180,000 \$30,000 \$210,000 Professional Services \$500M-10 Northeast 9 Director of Strategic Operations \$170,000 \$34,000 \$204,000 Industrial Products \$50M-100M Northeast 21 Plant Manager \$175,000 \$25,000 \$200,000 Retail \$250M-500M Midwest 13 Director of Supply Chain \$155,000 \$38,750 \$193,750 Consumer Goods Fortune 500 West Coast 11 Supply Chain Operations \$165,000 \$24,750 \$189,750 Technology \$10M-25M West Coast	Consumer Goods	\$100M-250M	Midwest	13		\$215,000	\$53,750	\$268,750
Consumer Goods S25M-50M Southeast 13 Director of Technology \$185,000 \$39,250 \$224,250 Industrial Products \$18-58 Midwest 30 Director of Engineering \$175,000 \$41,000 \$216,000 \$	Consumer Goods	\$1B-5B	West Coast	13	Director of Strategic Initiatives	\$200,000	\$30,000	\$230,000
Consumer Goods S25M-50M Southeast 13 Director of Technology \$185,000 \$39,250 \$224,250	Consumer Goods	\$100M-250M	South	28	Senior Director of Distribution	\$182,500	\$45,625	\$228,125
Industrial Products	Consumer Goods	\$25M-50M	Southeast	13	Director of Technology	\$185.000	\$39.250	\$224,250
Healthcare	Industrial Products	\$1R-5R	Midwest	30		\$175,000		
Professional Services \$500M-1B					3 3			
Industrial Products S50M-100M								
Retail \$250M-500M Midwest 13 Director of Supply Chain \$155,000 \$38,750 \$193,750 Consumer Goods \$25M-50M Southeast 25 Chief Operating Officer \$160,000 \$32,000 \$192,000 Consumer Goods Fortune 500 West Coast 11 Senior Manager of Supply Chain Operations \$165,000 \$24,750 \$189,750 Technology \$10M-25M West Coast 18 Director of Sales Operations \$145,000 \$36,250 \$181,250 Industrial Products \$250M-500M Northeast 13 Director of Pricing \$150,000 \$30,000 \$180,000 Agriculture \$1B-5B West 15 Director of Supply Chain Risk Management \$150,000 \$30,000 \$180,000 Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$0 \$180,000 Technology \$100M-250M West 17 Director of Quality & Continuous Improvement \$140,000 \$35,000 \$175,000 Business Services \$50M-100M								
Consumer Goods \$25M-50M Southeast 25 Chief Operating Officer \$160,000 \$32,000 \$192,000 Consumer Goods Fortune 500 West Coast 11 Senior Manager of Supply Chain Operations \$165,000 \$24,750 \$189,750 Technology \$10M-25M West Coast 18 Director of Sales Operations \$145,000 \$36,250 \$181,250 Industrial Products \$250M-500M Northeast 13 Director of Fricing \$150,000 \$30,000 \$180,000 Agriculture \$18-5B West 15 Director of Supply Chain Risk Management \$150,000 \$30,000 \$180,000 Industrial Products \$25M-50M Southeast 14 Project Manager \$180,000 \$0 \$180,000 Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$40,500 \$175,500 Business Services \$50M-100M Southeast 17 General Manager \$140,000 \$35,000 \$175,000 Industrial Products \$50M-100M					-			,
Consumer Goods Fortune 500 West Coast 11 Senior Manager of Supply Chain Operations \$165,000 \$24,750 \$189,750 Technology \$10M-25M West Coast 18 Director of Sales Operations \$145,000 \$36,250 \$181,250 Industrial Products \$250M-500M Northeast 13 Director of Pricing \$150,000 \$30,000 \$180,000 Agriculture \$1B-5B West 15 Director of Supply Chain Risk Management \$150,000 \$30,000 \$180,000 Industrial Products \$25M-50M Southeast 14 Project Manager \$180,000 \$0 \$180,000 Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$40,500 \$175,500 Business Services \$50M-100M Southeast 17 General Manager \$140,000 \$35,000 \$175,000 Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$150,000 \$150,000 Consumer Goods \$50M-100M					11.7			
Consumer Goods Fortune St00 West Coast 11 Supply Chain Operations \$165,000 \$24,750 \$189,750 Technology \$10M-25M West Coast 18 Director of Sales Operations \$145,000 \$36,250 \$181,250 Industrial Products \$250M-500M Northeast 13 Director of Pricing \$150,000 \$30,000 \$180,000 Agriculture \$18-5B West 15 Director of Supply Chain Risk Management \$150,000 \$30,000 \$180,000 Industrial Products \$25M-50M Southeast 14 Project Manager \$180,000 \$0 \$180,000 Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$40,500 \$175,500 Business Services \$50M-100M Southeast 22 Director of Quality & Continuous Improvement \$140,000 \$35,000 \$175,000 Industrial Products \$1M-10M Southeast 17 General Manager \$150,000 \$150,000 \$150,000 Consumer Goods \$50M-100M		·						
Industrial Products \$250M-500M Northeast 13 Director of Pricing \$150,000 \$30,000 \$180,000 Agriculture \$18-5B West 15 Director of Supply Chain Risk Management \$150,000 \$30,000 \$180,000 Industrial Products \$25M-50M Southeast 14 Project Manager \$180,000 \$0 \$180,000 Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$40,500 \$175,500 Business Services \$50M-100M Southeast 22 Director of Quality & Continuous Improvement \$140,000 \$35,000 \$175,000 Industrial Products \$1M-10M Southeast 17 General Manager \$150,000 \$20,000 \$170,000 Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$15,000 \$165,000 Industrial Products \$250M-500M Northeast 13 Supply Chain Director \$130,000 \$26,000 \$156,000 Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$15,000 \$148,750 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$18-5B Midwest 17 Senior Project Manager \$135,000 \$6,250 \$135,000 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250	Consumer Goods	Fortune 500	West Coast	11	-	\$165,000	\$24,750	\$189,750
Agriculture \$18-58 West 15 Director of Supply Chain Risk Management \$150,000 \$30,000 \$180,000 Industrial Products \$25M-50M Southeast 14 Project Manager \$180,000 \$0 \$180,000 Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$40,500 \$175,500 Business Services \$50M-100M Southeast 22 Director of Quality & Continuous Improvement \$140,000 \$35,000 \$175,000 Industrial Products \$1M-10M Southeast 17 General Manager \$150,000 \$20,000 \$170,000 Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$150,000 \$165,000 Industrial Products \$250M-500M Northeast 13 Supply Chain Director \$130,000 \$26,000 \$156,000 Business Process Outsourcing \$250M-500M Northeast 10 Site Director of Operations \$125,000 \$18,750 \$143,750 Industrial Products	Technology			18	Director of Sales Operations			
Agriculture \$18-5B West 15 Risk Management \$150,000 \$30,000 \$180,000 Industrial Products \$25M-50M Southeast 14 Project Manager \$180,000 \$0 \$180,000 Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$40,500 \$175,500 Business Services \$50M-100M Southeast 22 Director of Quality & Continuous Improvement \$140,000 \$35,000 \$175,000 Industrial Products \$1M-10M Southeast 17 General Manager \$150,000 \$20,000 \$170,000 Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$15,000 \$165,000 Industrial Products \$50M-100M Southeast 13 Supply Chain Director \$130,000 \$26,000 \$156,000 Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeas	Industrial Products	\$250M-500M	Northeast	13		\$150,000	\$30,000	\$180,000
Technology \$100M-250M West 17 Director of Customer Experience \$135,000 \$40,500 \$175,500 Business Services \$50M-100M Southeast 22 Director of Quality & Continuous Improvement \$140,000 \$35,000 \$175,000 Industrial Products \$1M-10M Southeast 17 General Manager \$150,000 \$20,000 \$170,000 Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$165,000 Consumer Goods \$50M-100M Southeast 13 Supply Chain Director \$130,000 \$26,000 \$165,000 Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 <td>Agriculture</td> <td>\$1B-5B</td> <td>West</td> <td>15</td> <td>1</td> <td>\$150,000</td> <td>\$30,000</td> <td>\$180,000</td>	Agriculture	\$1B-5B	West	15	1	\$150,000	\$30,000	\$180,000
Business Services \$50M-100M Southeast 22 Director of Quality & Continuous Improvement \$140,000 \$35,000 \$175,000 Industrial Products \$1M-10M Southeast 17 General Manager \$150,000 \$20,000 \$170,000 Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$15,000 \$165,000 Consumer Goods \$50M-100M Southeast 13 Supply Chain Director \$130,000 \$26,000 \$156,000 Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$6,250 \$131,250 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Continuous Improvement \$140,000 \$140,000 \$140,000 Consumer Goods \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Consumer Goods \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Consumer Goods \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Consumer Goods \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Consumer Goods \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Consumer Goods \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Consumer Goods \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$125,000 \$125,000 \$125,000 Consumer Goods \$140,000 \$140,000 \$140,000 \$140,000 \$	Industrial Products	\$25M-50M	Southeast	14	Project Manager	\$180,000	\$0	\$180,000
Industrial Products \$1M-10M Southeast 17 General Manager \$150,000 \$20,000 \$170,000 Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$15,000 \$165,000 Consumer Goods \$50M-100M Southeast 13 Supply Chain Director \$130,000 \$26,000 \$156,000 Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$6,250 \$131,250 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250 Southeast 14 Process Engineering Manager \$125,000 \$12,500 \$12,500 \$12,500 \$131,250 Southeast 15 Process Engineering Manager \$125,000	Technology	\$100M-250M	West	17	·	\$135,000	\$40,500	\$175,500
Industrial Products \$50M-100M Northeast 23 Strategic Sourcing Manager \$150,000 \$15,000 \$165,000 Consumer Goods \$50M-100M Southeast 13 Supply Chain Director \$130,000 \$26,000 \$156,000 Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$6,250 \$131,250 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250	Business Services	\$50M-100M	Southeast	22		\$140,000	\$35,000	\$175,000
Consumer Goods \$50M-100M Southeast 13 Supply Chain Director \$130,000 \$26,000 \$156,000 Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$0 \$135,000 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250	Industrial Products	\$1M-10M	Southeast	17	General Manager	\$150,000	\$20,000	\$170,000
Industrial Products \$250M-500M Northeast 19 Plant Manager \$140,000 \$8,500 \$148,500 Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$0 \$135,000 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250	Industrial Products	\$50M-100M	Northeast	23	Strategic Sourcing Manager	\$150,000	\$15,000	\$165,000
Business Process Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$0 \$135,000 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250	Consumer Goods	\$50M-100M	Southeast	13	Supply Chain Director	\$130,000	\$26,000	\$156,000
Outsourcing \$250M-500M Southeast 10 Site Director \$125,000 \$18,750 \$143,750 Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$0 \$135,000 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250	Industrial Products	\$250M-500M	Northeast	19	Plant Manager	\$140,000	\$8,500	\$148,500
Industrial Products \$1M-10M Midwest 26 Director of Operations \$125,000 \$15,000 \$140,000 Industrial Products \$1M-10M Southeast 6 Plant Manager \$125,000 \$12,500 \$137,500 Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$0 \$135,000 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250		\$250M-500M	Southeast	10	Site Director	\$125,000	\$18,750	\$143,750
Retail \$1B-5B Midwest 17 Senior Project Manager \$135,000 \$0 \$135,000 Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250		\$1M-10M	Midwest	26	Director of Operations	\$125,000	\$15,000	\$140,000
Chemicals \$50M-100M Midwest 14 Process Engineering Manager \$125,000 \$6,250 \$131,250	Industrial Products	\$1M-10M	Southeast	6	Plant Manager	\$125,000	\$12,500	\$137,500
	Retail	\$1B-5B	Midwest	17	Senior Project Manager	\$135,000	\$0	\$135,000
Industrial Products \$25M-50M Southeast 29 Plant Manager \$105,000 \$21,000 \$126,000	Chemicals	\$50M-100M	Midwest	14	Process Engineering Manager	\$125,000	\$6,250	\$131,250
NOTES: These data points represent the top 50 offers accepted by Charles Aris operations and engineering candidates over the past two years. Each row represents a unique								

NOTES: These data points represent the top 50 offers accepted by Charles Aris operations and engineering candidates over the past two years. Each row represents a unique candidate (i.e., no two rows are for the same candidate). *Base salary plus target annual bonus only; does not include retirement contribution, profit sharing, sign-on, car allowance or other such cash equivalents.