



# 40th Annual Seed Industry Compensation & Benefits Survey

Titles Surveyed for 2017 / Base and Total Compensation  
(All titles are broken out by multiple revenue and product groups.)

### Administrative & Financial

Top Executive  
CFO / Controller  
Manager Accounting  
Accountant (Senior/Entry Levels)  
Top Human Resources Job  
Human Resources Generalist  
Executive Assistant (Top Level)  
Administrative Assistant  
Receptionist

### Nonexempt

Lead Production Worker  
Skilled Production Worker  
Semi-Skilled Production Worker  
Unskilled Production Worker  
Research Technician, Field (Top/Lower)

### Production & Quality Control

Top Production Job  
Production Manager  
Quality Control Manager  
Plant Manager  
Field Manager  
Inventory Control Analyst  
QC / Seed Lab Manager  
Quality Control Technician  
Head Grower  
Grower

### Research & Development

Top Research Job  
Research Scientist (Field/Lab)  
Associate Research Scientist (Field/Lab)  
Research Assistant (Field/Lab)  
Field Research Manager

### Sales & Marketing

Top Sales & Marketing Job  
Top Marketing Job  
Top Sales Job  
National Sales Manager  
Regional Sales Manager  
District Sales Manager (3 Levels)  
Product Manager  
Sr. Field Sales Agronomist  
Customer Service Manager  
Customer Service Rep

### Information Systems

Top MIS Job  
Systems Analyst  
Programmer / Analyst  
Network Administrator

### Benefits Policies Surveyed

Salary Increases  
Cost of Benefits  
Type of Benefit Plans  
Savings Plans  
Profit Sharing Plan  
Life Insurance  
Accidental Death & Dismemberment  
Long-Term Disability  
Short-Term Disability or Sick Leave  
Medical Coverage  
Dental Plan  
Vision Plan  
Holidays  
Vacation Days

Data confidentiality is maintained...  
All Safe Harbor Guidelines are followed

Join the survey group this year!  
A partial list of recent participants include:

- ◆ Advanta US, Inc.
- ◆ Agassiz Seeds, Inc.
- ◆ Albert Lea Seed House
- ◆ Ball Horticultural Company
- ◆ Barenbrug USA
- ◆ Bejo Seeds, Inc.
- ◆ Crookham Company
- ◆ DLF Pickseed USA
- ◆ Gardens Alive
- ◆ Harris Seeds
- ◆ Hubner Industries LLC
- ◆ J.R. Simplot Company
- ◆ Johnny's Selected Seeds
- ◆ Keithly Williams Seeds, Inc.
- ◆ Mustang Seeds
- ◆ OMG, A Cooperative
- ◆ Prairie Brand Seeds, LLC
- ◆ Pro Seeds
- ◆ Sakata Seed America, Inc.
- ◆ Renk Seed Company
- ◆ Ricetec
- ◆ Rupp Seeds Inc.
- ◆ Stokes Seeds
- ◆ West Coast Beet Seed Company

## Enroll Your Organization Today

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Company: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
E-mail: \_\_\_\_\_

Survey Fee (Based on gross revenue): *Electronic copy of report only*

Under \$20M \_\_\_\_\_ \$395 fee

Over \$20M \_\_\_\_\_ \$695 fee

*Make sure your salary practices are suited for these turbulent times and enroll today.*

Conducted by:

**WMS and Company, Inc.**

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