

32nd Annual Seed Industry Compensation & Benefits Survey



Endorsed by the
Independent
Professional Seed
Association

**Titles Surveyed for 2009 / 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

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

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

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

- ♦ Albert Lea Seed
- ♦ Barenburg USA
- ♦ Bayer Crop Science
- ♦ Becker Underwood, Inc.
- ♦ Bejo Seeds, Inc.
- ♦ Brotherton Seed Co., Inc.
- ♦ Caudill Seed & Warehouse Co.
- ♦ Grassland Oregon, Inc.
- ♦ Hoegemeyer Hybrids, Inc.
- ♦ Hubner Industries LLC
- ♦ J.R. Simplot Company
- ♦ L&H Seeds, Inc./Herrman
- ♦ Munson Hybrids
- ♦ Newsom Seed, Inc.
- ♦ Pannar Seed Inc.
- ♦ Peterson Farms Seed, Inc.
- ♦ Pfister Hybrid Corn Company
- ♦ Pickseed USA, Inc.
- ♦ Pybas Vegetable Seed Co. Inc.
- ♦ Renk Seed Company
- ♦ Richardson Seeds, Ltd.
- ♦ Round Butte Seed Growers
- ♦ Rupp Seed Inc.
- ♦ Seeds West, Inc.
- ♦ Silver Lane Hybrids Inc.
- ♦ Triumph Seed Company, Inc.
- ♦ Vilmorin Inc.

Enroll Your Organization by: June 19, 2009

Name: _____
Title: _____
Company: _____
Address: _____

Phone: _____ Fax: _____
E-mail: _____

Conducted by:

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Survey Fee (Based on your gross revenue):

Under \$20M -----\$395 fee

Over \$20M -----\$695 fee

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

