



# 34th Annual Seed Industry Compensation & Benefits Survey



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

**Titles Surveyed for 2011 / 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:**

- ◆ Alf Christianson Seed Co.
- ◆ Arrow Seed Company, Inc.
- ◆ Ball Horticultural Company
- ◆ Barenbrug USA
- ◆ Bayer
- ◆ Bejo Seeds, Inc.
- ◆ Blue River Hybrids, LLC
- ◆ Cal/West Seeds
- ◆ Caudill Seed Company Inc.
- ◆ Dairyland Seed Company, Inc.
- ◆ Doebler's PA Hybrids, Inc.
- ◆ Growmark Inc.
- ◆ Hoegemeyer Hybrids, Inc.
- ◆ Incotec
- ◆ J.R. Simplot Company
- ◆ Pannar Seed Inc.
- ◆ Pfister Seeds
- ◆ Pybas Vegetable Seed Co., Inc.
- ◆ Renk Seed Company
- ◆ Rice Tec, Inc.
- ◆ Rijk Zwaan USA
- ◆ Rupp Seeds, Inc.
- ◆ Sakata Seed America, Inc.
- ◆ Schillinger Genetics
- ◆ Seed Consultants, Inc.
- ◆ Seeds West, Inc.
- ◆ Shillinger Genetics, Inc.
- ◆ Speedling Incorporated
- ◆ Steyer Seeds, LLC
- ◆ Terral Seed, Inc.
- ◆ Walters Seed Company

**Conducted by:**

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## Enroll Your Organization Today

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

**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.***

