

33rd Annual Seed Industry Compensation & Benefits Survey



Titles Surveyed for 2010 / 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

**Endorsed by the
 Independent
 Professional Seed
 Association**

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

- ♦ Albert Lea Seed House
- ♦ Alf Christianson Seed Co.
- ♦ Arrow Seed Company, Inc.
- ♦ Barenbrug USA
- ♦ Bayer
- ♦ Becker Underwood, Inc.
- ♦ Bejo Seeds, Inc.
- ♦ Blue River Hybrids, LLC
- ♦ Brotherton Seed Co., Inc.
- ♦ Cal/West Seeds
- ♦ Caudill Seed Company
- ♦ Dairyland Seed Company, Inc.
- ♦ Hoegemeyer Hybrids, Inc.
- ♦ Hubner Industries LLC
- ♦ Incotec
- ♦ J.R. Simplot Company
- ♦ Newsom Seed, Inc.
- ♦ Pannar Seed Inc.
- ♦ Pfister Hybrid Corn Company
- ♦ Pickseed USA, Inc.
- ♦ Pybas Vegetable Seed Co. Inc.
- ♦ Renk Seed Company
- ♦ Rice Tec, Inc.
- ♦ Richardson Seeds, Ltd.
- ♦ Schillinger Genetics
- ♦ Seeds West, Inc.
- ♦ Terral Seed, Inc.

Enroll Your Organization by: June 14, 2010

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

 Phone: _____ Fax: _____
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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.***

