# 41st Annual Seed Industry Compensation & Benefits Survey

**Titles Surveyed for 2018 / 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  

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**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.*

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**Join the survey group this year!**  
A partial list of recent participants include:  
- Advanta US, Inc.  
- Agassiz Seeds, Inc.  
- Ball Horticultural Company  
- Bejo Seeds, Inc.  
- Crookham Company  
- DLF Pickseed USA  
- Emerald Seed  
- Gardens Alive  
- HeinzSeed Company  
- Hubner Industries LLC  
- J.R. Simplot Company  
- Johnny’s Selected Seeds  
- Mustang Seeds  
- OMG, A Cooperative  
- Peterson Farms Seeds  
- Prairie Brand Seeds, LLC  
- ProSeed  
- Sakata Seed America, Inc.  
- Renk Seed Company  
- Rupp Seeds Inc.  
- Stokes Seeds  
- West Coast Beet Seed Company