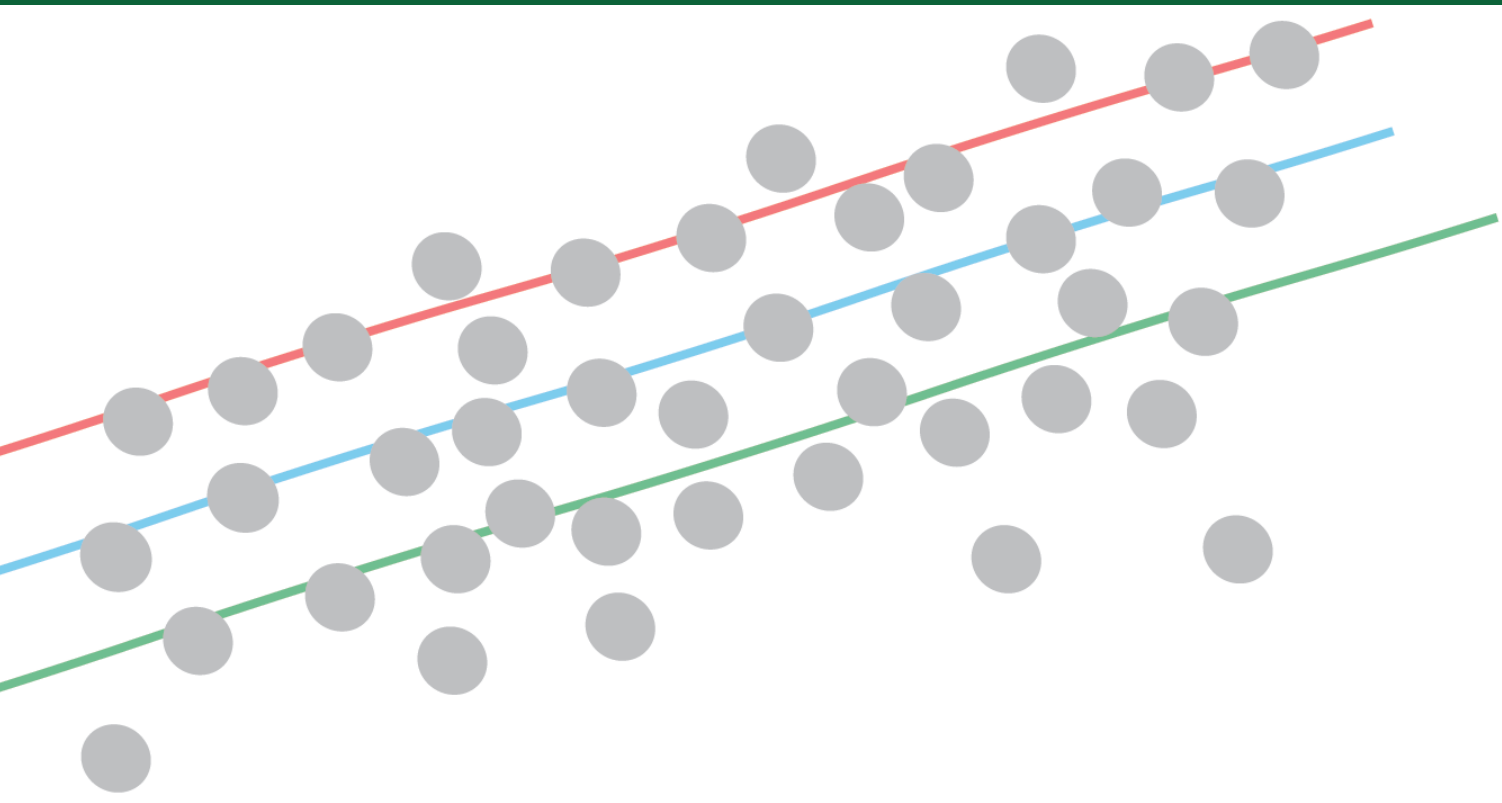


2015

Food & Beverage Manufacturing Executive Summary



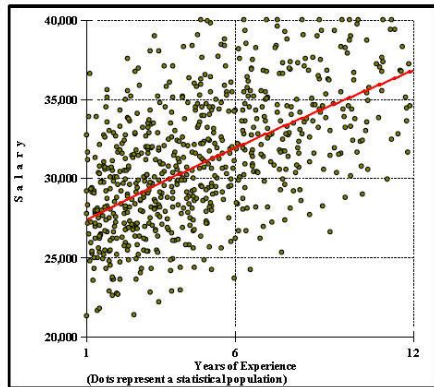
111 Academy Drive, Suite 270
Irvine, CA 92617
877-210-6563
www.salary-surveys.erieri.com

ERI's 2015 Food and Beverage Manufacturing Salary Survey provides market-based pay data for 141 benchmark jobs in this 282+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2015.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual direct compensation, incentive/variable pay, survey means, medians and percentiles, and graphs with data points. The survey contains three different sections of data: 1) public data, 2) ERI Assessor databases, and 3) data provided by participants. Please see the example format below:

| Categories | No. of Incumbents | Mean | First Decile | First Quartile | Median | Third Quartile | Ninth Decile | Rate of Error |
|------------------------------------|-------------------|----------|--------------|----------------|----------|----------------|--------------|---------------|
| Public Databases | | | | | | | | |
| Annual Salary | | \$35,965 | \$27,101 | \$30,225 | \$35,433 | \$44,396 | \$49,774 | |
| Incentive/Variable Pay | | | | | | | | |
| Total Direct Annual Compensation | | \$35,965 | \$27,101 | \$30,225 | \$35,433 | \$44,396 | \$49,774 | 0.3 |
| ERI Assessor Databases | | | | | | | | |
| Annual Salary | | \$31,953 | \$27,314 | \$29,227 | \$31,395 | \$34,214 | \$36,701 | |
| Incentive/Variable Pay | | \$442 | \$381 | \$407 | \$438 | \$477 | \$512 | |
| Total Direct Annual Compensation | | \$32,395 | \$27,695 | \$29,634 | \$31,833 | \$34,691 | \$37,213 | |
| Survey Participant Database | | | | | | | | |
| Annual Salary | | \$25,326 | \$17,244 | \$20,134 | \$23,138 | \$27,049 | \$30,810 | |
| Incentive/Variable Pay | | | | | | | | |
| Total Direct Annual Compensation | 116 | \$25,326 | \$17,244 | \$20,134 | \$23,138 | \$27,049 | \$30,810 | 1.6 |

Position Description
 Greets and assists callers in relaying incoming, outgoing, and/or interoffice calls. Operates switchboard equipment. Guides caller to destination and records name, time of call, nature of business, and person called upon. Supplies information to callers/visitors, takes messages, and announces callers/visitors. May issue visitor's pass when required. May perform clerical duties, such as word processing, proofreading, and sorting mail. May receive callers at establishment, determine nature of business, and arrange for appointment with person called upon. May type memos, correspondence, reports, and other documents. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. eDOT: 235.662-019



Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

| eDOT SCOs* | Mental & Stress Demands | Physical Demands | Other |
|---|--|---------------------------|-----------------------------------|
| eDOT code 235.662-019 | Understanding & Memory | Strength S | Far Acuity N |
| Occupational Code 235 | Memory F | Occasionally Lift/Carry O | Depth Perception N |
| Specific Vocational Preparation (SVP) 3 | Short Instruction Memory F | Frequently Lift/Carry O | Accommodation N |
| Education Level 6 | Detailed Instruction Memory F | Push/Pull N | Color Vision N |
| Worker Functions | Sustained Concentration & Persistence | Walking O | Field of Vision O |
| Data 6 | Short Instruction F | Sitting C | Environmental Conditions |
| People 6 | Detailed Instruction N | Standing O | Exposure to Weather N |
| Things 2 | Concentration & Attention F | Sit/Stand Option O | Extreme Cold N |
| Literacy Demands | Work Schedule F | Climbing N | Extreme Heat N |
| Mathematics Level 2 | Work Routine F | Balancing N | Wet and/or Humid N |
| Language Level 3 | Work Distractions F | Stooping N | Noise Intensity Level 2 |
| Reasoning Level 3 | Work Decisions F | Kneeling N | Vibration N |
| Aptitudes | Work Completion F | Crouching N | Atmospheric Conditions N |
| General Learning Ability 3 | Social Interaction | Crawling N | Proximity to Moving Parts N |
| Verbal Aptitude 4 | Public Interaction F | Reaching F | Exposure to Electrical Shock N |
| Numeric Aptitude 3 | Assignment/Assistance F | Reaching Upward F | Working in High Places N |
| Spatial Aptitude 2 | Work Review O | Reaching Downward O | Exposure to Radiation N |
| Form Perception 2 | Peer Interaction F | Handling C | Working With Explosives N |
| Clerical Perception 3 | Work Behavior F | Fingering F | Exposure to Toxic Chemicals N |
| Motor Coordination 3 | Adaptation | Feeling O | Exposure to Biohazards O |
| Finger Dexterity 3 | Adaptation to Change F | Keyboard Use F | Other Environmental Conditions N |
| Manual Dexterity 3 | Hazard Awareness O | Talking C | Additional Measures |
| Eye-Hand-Foot Coord. 1 | Travel O | Hearing F | Creativity O |
| Color Discrimination 1 | Independent Planning F | Tasting/Smelling N | Administrative Activity F |
| | | Near Acuity F | Discretion/Independent Judgment F |

* For an explanation of eDOT SCO values, please see the definitions on page 261.

Sample Information

| Benchmark Title | Mean Total Compensation |
|-------------------------------|-------------------------|
| Chief Human Resources Officer | \$259,191 |
| Maintenance Supervisor | \$70,081 |
| Food Chemist | \$81,918 |
| Logistics Coordinator | \$46,562 |
| Receptionist | \$33,352 |

Information is from ERI Assessor databases as of March 31, 2015.

Benchmark Job List

| | |
|---|----------------------------------|
| Accountant | Dairy Processing Operator |
| Accounting Clerk | Director Product Development |
| Accounting Manager | Distribution Manager |
| Administrative Assistant | Drafter (Moderate) |
| Area Sales Manager | Drafting Supervisor |
| Baker | Electrical Engineer |
| Baker Helper | Electronics Technician |
| Bakery Goods Sales Representative | Engineering Manager |
| Bakery Manager | Engineering Technician |
| Beer Sales Representative | Expediter |
| Beverage Sales Representative | Extractor Operator |
| Brewing Manager | Facilities Planner |
| Building & Facilities Manager | Food Chemist |
| Butcher | Food Technologist |
| Buttermaker | Food Tester |
| Buyer/Purchasing Agent | Forklift Operator |
| Calibration Technician | Grader Meat |
| Cheese Casting Machine Operator | Hand Packager |
| Cheesemaker | Hard Liquor Sales Representative |
| Chemical Engineer | Human Resources Analyst |
| Chemical Technician | Human Resources Assistant |
| Chemist | Human Resources Manager |
| Chief Executive Officer | HVAC Mechanic |
| Chief Financial Officer | Industrial Engineer |
| Chief Human Resources Officer | Industrial Hygienist |
| Chief Manufacturing Officer | Janitor |
| Chief Marketing & Sales Officer | Janitorial Supervisor |
| Chief Operating Officer | Labor Relations Manager |
| Coffee Sales Representative | Laboratory Aide |
| Compression Molding Operator | Laboratory Clerk |
| Computer Programmer | Light Truck Driver |
| Controller, Top Corporate | Logistics Coordinator |
| Cost Estimator | Machine Operator |
| Customer Service Manager | Machinery Mechanic |
| Customer Service Representative (General Calls) | Maintenance Electrician |

Maintenance Mechanic
Maintenance Supervisor
Maintenance Worker General
Manufacturing Engineer
Manufacturing Manager
Manufacturing Worker
Marketing Representative
Materials Handler
Materials Manager
Mechanical Engineer
Methods & Procedures Analyst
Microbiologist
Microbiology Technologist
Numerical Control Machine Operator
Numerical Control Machine Setup Operator
Numerical Control Programmer
Occupational Nurse
Order Clerk
Overhead Crane Operator
Package Designer
Packaging Engineer
Packaging Manager
Packaging Supervisor
Packaging/Filling Operator
Payroll Clerk
Payroll Supervisor
Pet Food Sales Representative
Plant Engineer
Plant Manager
Plumber
Preventive Maintenance Coordinator
Procurement Clerk
Product Or Brand Sales Manager
Production Foreman
Production Planner
Production Planning & Control Manager

Purchasing Manager
Quality Control Engineer
Quality Control Inspector
Quality Control Manager
Quality Control Technician
Quality Control Test Technician
Receptionist
Refrigeration Engineer
Refrigeration Mechanic
Regional Sales Manager
Research & Development Manager (Non-Technical)
Safety Manager
Sales Representative
Seafood Sales Representative
Shipping & Receiving Clerk
Shipping & Receiving Supervisor
Shipping Packer
Slaughter Laborer
Soft Drink Sales Representative
Strategic Planning Director
Strategic Planning Manager
Strategic Planning Supervisor
Systems Analyst
Time Clerk
Top Administrative Officer
Top Engineering Officer
Traffic Director
Transportation Manager
User Support Analyst
Vendor Quality Supervisor
Warehouse Manager
Warehouse Worker
Weigher
Wine Sales Representative
Workers' Compensation Administrator