



2019 Farm Service Group Exempt Staff Compensation Survey

Co-Sponsored by:

Ag Processing Inc
Bunge North America
Cargill AgHorizons
CHS Inc.

Administered by: Altura Consulting Group LLC

Participation Deadline: June 7, 2019

Survey Report Distribution: August 1, 2019

The **2019 Farm Service Group (FSG) Exempt Staff Compensation Survey** provides you with information on unique exempt positions in the agribusiness industry not typically found in other published surveys. There is **no cost** to participate and participants receive a complimentary copy of the full survey results.

Alphabetical List of Survey Positions by Job Family

Farm Service Group

- Accounting Manager
- Agronomist
- Country Safety Specialist
- Department Manager (Agronomy, Feed, Seed, Energy)
- Elevator Operations Manager I
- Elevator Operations Manager II
- Elevator Operations Manager, Senior
- Elevator Superintendent
- Elevator Supervisor
- Environmental Project Manager
- Field Sales Representative
- General Manager
- Logistics Analyst
- Logistics Coordinator
- Logistics Manager
- Market Advisor

- Operations Leader
- Operations Trainee
- Plant Manager
- Project Manager
- Regional Agronomy Manager
- Regional Operations Manager
- Sales Manager
- Seasoned Sales Representative

Merchandising

- Grain Originator
- Merchandising Manager
- Merchandising Manager, Senior
- Merchandising Trainee
- Merchant
- Senior Merchant

Executive

- Vice President, Operation

2018 Survey Participants – 23 firms (List below does not include two firms that asked not to be listed).

Ag Partners, L.L.C
Ag Processing Inc. (AGP)
Archer Daniels Midland Company
Bunge North America
Cargill, Inc.
Central Farmers Cooperative
CGB Enterprises, Inc.

CHS Inc.
Commodity Specialists Company
GROWMARK, Inc.
Land O'Lakes, Inc.
Landus Cooperative
Lansing Trade Group, LLC
Market Wise Ag Services

Michigan Agricultural Commodities, Inc.
Star of the West Milling Co.
The Andersons, Inc.
The Gavilon Group, LLC
United Farmers Cooperative
Viterra LLC
Wilbur-Ellis Feed, LLC



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Accounting Manager

Job Code: 9040

Responsible for managing all administrative and financial functions associated with a group of elevators, ensuring the performance of all financial/administrative, operations/processes in a manner that exceeds customer, state, federal, and company requirements. Representative tasks/duties include: Partnering with local management to provide financial expertise and provide inputs into financial issues.

	Number of:		** Salary (\$000's / Yr.)**					** Bonus Paid (\$000's / Yr.)**				** Total Comp (\$000's / Yr.)**				** Range (\$000's / Yr.)**			
	Firms	EEs	25P	Firm Avg	EE Wtd Avg	Median	75P	Firms	EEs	Median	EE Wtd Avg	25P	Firm Avg	EE Wtd Avg	Median	75P	Min	Mid	Max
All Organizations - 2018	15	148	88.7	103.4	98.2	97.0	109.1	11	89	14.1	13.9	106.1	110.8	106.5	108.8	109.1	79.8	103.8	132.8
All Organizations - 2017	18	111	87.9	110.2	97.4	93.8	107.0	13	59	19.5	16.3	107.0	122.7	109.8	107.4	107.4	79.8	105.2	130.6
Data by Number of Employees																			
Over 1,600	8	138	88.7	99.5	98.1	96.4	109.1	6	81	15.1	14.6	106.1	109.1	106.7	109.1	109.1	84.4	110.0	143.4
Data by Company Revenue																			
Under \$1.0 Billion	6	43	109.1	113.6	109.7	109.1	109.1	3	3	*	*	109.1	117.5	110.2	109.1	109.1	*	*	*
More than \$1.0 Billion	9	105	88.7	96.6	93.5	88.7	100.3	8	86	14.5	14.1	99.7	106.4	105.0	106.1	118.3	80.0	100.7	127.9
Data by Job Match Quality																			
Good	12	112	91.3	104.8	101.0	109.1	109.1	8	53	10.8	12.0	100.0	111.9	106.6	109.1	118.7	79.2	103.7	133.7

Notes:

Data not shown if fewer than 5 firms reported base salary, bonus, or pay range data.

* 25th and 75th Percentile data not shown if data reported for fewer than 6 individual employees.

Median Bonus Paid reflects only firms which paid incentives. Does not include firms paying no bonus (zero amounts).

Total Compensation information reflects all firms matching the job and paying bonus to individual employees, including firms not paying a bonus (zero amount) to an employee.

List of Invited Organizations

ADMIS, a division of ADM
 Advance Trading
 Ag Partners, LLC
 Ag Processing Inc.
 Agri Sales Inc.
 Agri Services of Brunswick
 Agrium U.S. Inc.
 Archer Daniels Midland Company
 Aurora Coop
 Aventine Renewable Energy, Inc.
 Bartlett and Company
 Broin Industries
 Bunge North America
 Cargill / Grain & Oilseed
 Central Farmers Cooperative
 Central Iowa Cooperative
 Central Valley Cooperative
 CGB Enterprises, Inc.
 CHS Inc.
 Clarkson Grain Company, Inc.
 Commodity Specialists Company
 ConAgra Foods, Inc.
 Co-op Country Farmers Elevator
 Cooperative Elevator Association
 Corn Products International, Inc.
 Corteva Agriscience
 Craig McNey & Associates
 Crossland LLC
 Dakota Midland Grain
 Decatur Co-Op Association
 Diamond V Mills, Inc.
 Dorchester Farmers Cooperative

Effingham Equity
 Farmers Co-Op Mill & Elevator
 Farmers Cooperative Association
 Farmers Cooperative Company
 Farmers Elevator Co.
 Flint Hills Resources
 Frenchman Valley Coop
 Genencor
 General Mills
 Greenbelt Elevator Co.
 GROWMARK, Inc.
 Heartland Co-op
 Hemlock Elevator Co.
 Heritage Cooperative, Inc.
 Hill's Pet Nutrition Inc.
 INTL FCStone Inc.
 INTL FCStone Inc.
 JBS
 Lamb Weston
 Land O'Lakes, Inc.
 Landus Cooperative
 Lansing Trade Group, LLC
 Legacy Farmers Coop
 Leland Farmers Co.
 Louis Dreyfus Company
 M & M Service Co.
 Market Wise Ag Services
 MaxYield Cooperative
 Michigan Agricultural Commodities, Inc.
 MIDCO, a subsidiary of Growmark
 Monsanto Company
 National Grain and Feed Association

NEW Cooperative, Inc.
 NewEdge USA LLC
 Nidera Inc.
 Noble Group
 North Central Farmers Elevator
 Otter Creek Ethanol
 Perdue Grain & Oilseed LLC
 POET, LLC
 Property Group Partners LLC
 Quaker Oats, a division of PepsiCo
 Red Star Yeast Company
 Renewable Energy Group, Inc.
 R.J. O'Brien
 Rosenthal Collins Group LLC
 Sioux River Ethanol
 South Dakota Wheat Growers
 Star of the West Milling Co.
 Stonington Coop Grain Co.
 Tama-Benton Cooperative
 Tate & Lyle
 The Andersons, Inc.
 The Gaviion Group, LLC
 The Scouler Company
 TransMarket Group, LLC
 United Farmers Cooperative
 United Services Association
 Viterra LLC
 West Texas Agriplex
 Wilbur-Ellis Feed, LLC
 ZEN-NOH Hay, Inc.

