

2025 Spring Engineering & Operations Compensation Report

Company Details			Candidate Years of Experience	Offer Components*				
Company Type	Annual Revenue	U.S. Region		Title	Total Compensation	Base Salary	Annual Bonus	Result
Industrial Services	\$90M	Southeast	35	Chief Executive Officer	\$438,750	\$325,000	\$113,750	Accepted
Industrial Services	\$90M	Southeast	35	Chief Executive Officer	\$438,750	\$325,000	\$113,750	Declined
Industrial Services	\$450M	Midwest	25	Chief Commercial Officer	\$426,250	\$275,000	\$151,250	Accepted
Agriculture	Startup	Midwest	30	Chief Executive Officer	\$390,000	\$300,000	\$90,000	Accepted
Industrial Services	\$90M	Southeast	29	Chief Commercial Officer	\$319,950	\$237,000	\$82,950	Accepted
Manufacturing	\$100M	Southeast	30	Chief Engineer of Laser Communications	\$275,000	\$275,000	N/A	Accepted
Agriculture	\$40M	Midwest	20	Vice President of Operations	\$251,000	\$221,000	\$30,000	Accepted
Agriculture	\$15M	South	20	General Manager	\$247,000	\$190,000	\$57,000	Accepted
Manufacturing	\$100M	Midwest	15	Director of Procurement & Supply Chain	\$240,000	\$200,000	\$40,000	Accepted
Manufacturing	\$280M	Midwest	18	Director of Engineering	\$240,000	\$200,000	\$40,000	Accepted
Manufacturing	\$280M	Midwest	25	Director of Engineering	\$237,500	\$190,000	\$47,500	Accepted
Manufacturing	\$3.4B	Southeast	15	Manager of Product Lines P&P	\$228,800	\$176,000	\$52,800	Declined
Agriculture	\$23B	Midwest	25	Wean-to-Market Technical Director	\$218,750	\$175,000	\$43,750	Accepted
Manufacturing	\$270M	Southeast	10	Operations Manager	\$212,400	\$180,000	\$32,400	Accepted
Manufacturing	\$3.4B	Southeast	10	Manager of Product Lines P&P	\$208,000	\$160,000	\$48,000	Accepted
Manufacturing	\$30M	Southeast	15	General Manager	\$204,000	\$170,000	\$34,000	Accepted
Manufacturing	\$150M	Northeast	10	NPI Program Manager	\$172,500	\$150,000	\$22,500	Accepted
Agriculture	\$20B	Midwest	20	Senior Swine Veterinarian	\$172,500	\$150,000	\$22,500	Accepted
Agriculture	\$23B	Midwest	20	Senior Live Pork Veterinarian	\$168,000	\$140,000	\$28,000	Accepted
Agriculture	\$60M	Midwest	10	Senior Manager of Quality Assurance	\$162,000	\$135,000	\$27,000	Accepted
Agriculture	\$60M	Midwest	20	Director of Supply Chain	\$155,250	\$135,000	\$20,250	Declined
Manufacturing	\$100M	Southeast	10	Senior Electrical Engineer	\$155,000	\$155,000	N/A	Accepted
Agriculture	\$15B	Midwest	5	Senior Swine Veterinarian	\$132,250	\$115,000	\$17,250	Declined
Agriculture	\$50M	Midwest	15	Assistant General Manager	\$120,000	\$100,000	\$20,000	Declined
Agriculture	\$50M	West	15	Feed Department Manager	\$90,000	\$90,000	N/A	Accepted

SOURCE: SOURCE: The data points are a subset of recently extended offers to Charles Aris candidates by Charles Aris clients from January 2024 to March 2025. Each row represents a unique candidate (i.e., no two rows are for the same candidate).