

2026

Spring Agriculture

COMPENSATION REPORT



JOB FUNCTION	INDUSTRY	ANNUAL REVENUE	TITLE	BASE SALARY	BONUS	TOTAL CASH COMPENSATION	RESULT
Operations	Food Manufacturing	\$100M	Chief Operations Officer	\$300,000	\$150,000	\$450,000	Accepted
Human Resources	Equipment Manufacturing	\$1.3B	Senior Vice President, Human Resources	\$325,000	\$113,750	\$438,750	Accepted
Sales	Crop Protection	\$70M	Chief Revenue Officer	\$275,000	\$125,000	\$400,000	Declined
Sales	Crop Protection	\$70M	Chief Revenue Officer	\$255,000	\$127,500	\$382,500	Accepted
Operations	Agriculture	\$600M	Director, Sustainability	\$250,000	\$25,000	\$275,000	Accepted
Operations	Livestock Production	\$40M	Vice President, Operations	\$221,000	\$30,000	\$251,000	Accepted
Human Resources	Food Manufacturing	\$100M	Vice President, Human Resources	\$200,000	\$50,000	\$250,000	Accepted
Operations	Food Manufacturing	\$100M	Director, Food Safety & Quality	\$190,000	\$47,500	\$237,500	Accepted
Logistics and Supply Chain	Animal Health	\$60M	Director, Supply Chain	\$180,000	\$36,000	\$216,000	Accepted
Human Resources	Agriculture	\$500M	Senior Manager, Human Resources	\$175,500	\$35,100	\$210,600	Accepted
Leadership	Agriculture	\$6M	CEO/President	\$200,000	N/A	\$200,000	Accepted
Operations	Livestock Production	\$3B	Staff Veterinarian	\$140,036	\$24,000	\$164,036	Accepted
Quality Assurance	Animal Health	\$60M	Senior Manager, Quality Assurance	\$135,000	\$27,000	\$162,000	Accepted
Sales	Agriculture	\$1M	Manager, Business Development	\$155,000	N/A	\$155,000	Accepted
Operations	Agriculture	\$7M	Director, Southern Regional Agronomy	\$95,000	N/A	\$95,000	Accepted

SOURCE: The data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients from Jan. 1, 2025 to Jan. 31, 2026. Each row represents a unique candidate (i.e., no two rows are for the same candidate).

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