

2026 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
Business & Consumer Services	\$120M	West	25	Chief Operations Officer	\$700,000	\$350,000	\$350,000	Accepted
Aerospace & Defense	\$100M	Southeast	27	Vice President, Strategy & Growth	\$560,000	\$350,000	\$210,000	Accepted
Food Manufacturing	\$100M	Midwest	20	Chief Operations Officer	\$450,000	\$300,000	\$150,000	Accepted
Industrial Products	\$85M	Northeast	18	Vice President, Sales	\$380,000	\$275,000	\$110,000	Accepted
Aerospace & Defense	\$100M	Northeast	9	Director, SIOP & Procurement	\$331,250	\$265,000	\$66,250	Accepted
Aerospace & Defense	\$100M	Northeast	27	Director, Lean Engineering & NPI	\$312,500	\$250,000	\$62,500	Accepted
Construction	\$1B AUM	Southeast	37	General Manager	\$305,000	\$235,000	\$70,000	Accepted
Aerospace & Defense	\$1B	Northeast	15	VCO, Operational Excellence Director	\$300,000	\$240,000	\$60,000	Accepted
Industrial Products	\$932M	Southeast	21	Vice President, Operations	\$294,000	\$210,000	\$84,000	Accepted
Manufacturing	\$891M	Midwest	37	Vice President, Infrastructure & Marine Business Segment	\$287,000	\$205,000	\$82,000	Accepted
Agriculture	\$600M	Midwest	20	Director, Sustainability	\$275,000	\$250,000	\$25,000	Accepted
Manufactuirng	\$100M	Mid-Atlantic	37	Senior Director, Programs	\$275,000	\$275,000	N/A	Accepted
Industrial Products	\$310M	Southeast	33	Key Account Manager	\$252,000	\$210,000	\$42,000	Accepted
Manufacturing	\$280M	Northeast	37	Director, Operations	\$241,500	\$210,000	\$31,500	Accepted
Agriculture	\$100M	Midwest	20	Director, Food Safety & Quality Assurance	\$237,500	\$190,000	\$47,500	Accepted
Industrial Products	\$310M	Midwest	27	Key Account Manager	\$234,000	\$195,000	\$39,000	Accepted
Healthcare	\$750M	Midwest	16	Senior Director, Operations	\$225,000	\$180,000	\$45,000	Accepted
Agriculture	\$60M	Midwest	20	Director, Supply Chain	\$216,000	\$180,000	\$36,000	Accepted
Industrial Products	\$100M	Northeast	22	Director, Operations	\$210,000	\$175,000	\$35,000	Accepted
Consumer Products	Undisclosed	West	14	Plant Manager	\$210,000	\$175,000	\$35,000	Accepted
Agriculture	\$6M	Southeast	15	President/CEO	\$200,000	\$200,000	N/A	Accepted
Healthcare	\$750M	Mid-Atlantic	16	Director, Operations	\$200,000	\$160,000	\$40,000	Declined
Aerospace & Defense	\$120M	Northeast	5	Manager, NPI & Operations Engineer	\$198,000	\$165,000	\$33,000	Accepted
Aerospace & Defense	\$100M	Midwest	34	CRO, New Business Director	\$198,000	\$165,000	\$33,000	Accepted
Agriculture	\$3B	Midwest	7	Staff Veterinarian	\$164,036	\$140,036	\$24,000	Accepted
Aerospace & Defense	\$120M	Northeast	34	NPI Project Engineer	\$143,000	\$130,000	\$13,000	Accepted
Agriculture	\$7M	Southeast	7	Director, Southern Regional Agronomy	\$95,000	\$95,000	N/A	Accepted

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

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