



Pearl Meyer

2018 Forest Products Industry
Compensation Survey

Position Report

Position Report

WOOD PROCUREMENT MANAGER (07-00-0210)

Function: Woodlands

Reports to and has same responsibility as Regional Wood Procurement Manager except at a lower organizational level.

Data Effective 04/01/2018	Total Firm Revenue				Geographic Region			Firm Headcount		
	All Firms	Under \$1B	\$1B to < \$3B	\$3B and Over	Midwest / Northeast	West	South	< 1000 U.S	1000 to < 5000 U.S	5000+ U.S
Number of Companies	19	6	4	9	9	8	14	5	8	6
Number of Employees - Total Sample	129	23	32	74	28	25	76	16	51	62
Number of Employees - Reweighted	129	21	32	69	28	21	72	10	49	53
Percent FLSA Exempt	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Salary Range										
Average Minimum	\$81,197	\$78,972		\$82,770	\$80,485	\$81,948	\$81,428	\$78,547	\$81,288	\$82,077
Average Midpoint	\$103,625	\$99,957		\$105,561	\$102,477	\$104,442	\$104,089	\$100,378	\$105,804	\$102,967
Average Maximum	\$124,492	\$121,416		\$125,784	\$124,316	\$123,590	\$124,994	\$122,210	\$127,035	\$123,857
Base Salary										
Average	\$106,061	\$98,681		\$107,746	\$107,375	\$109,935	\$103,516	\$97,881	\$105,430	\$110,655
10th Percentile	\$88,198	\$86,978		\$89,898	\$88,156	\$94,764	\$87,253	\$89,074	\$89,522	\$89,365
25th Percentile	\$95,040	\$89,537		\$95,874	\$97,196	\$100,300	\$93,942	\$92,700	\$95,600	\$97,487
50th Percentile	\$103,507	\$100,800		\$105,000	\$105,046	\$103,507	\$101,000	\$95,884	\$103,800	\$106,059
75th Percentile	\$114,135	\$107,635		\$116,801	\$111,788	\$118,163	\$110,111	\$101,511	\$111,500	\$125,355
90th Percentile	\$131,448	\$111,500		\$133,428	\$134,651	\$141,281	\$128,000	\$117,668	\$125,948	\$137,592
Annual Bonus										
Percent Eligible	99.2%	95.3%		100.0%	100.0%	100.0%	98.6%	100.0%	98.0%	100.0%
Percent Receiving	93.8%	95.3%		89.8%	85.7%	100.0%	94.4%	89.9%	98.0%	88.7%
Average Award (Incl \$0)	\$16,856	\$13,832		\$14,526	\$12,189	\$20,148	\$16,345	\$13,927	\$14,023	\$20,001
Average Award (Excl \$0)	\$17,970	\$14,517		\$16,169	\$14,220	\$20,148	\$17,313	\$15,496	\$14,316	\$22,556
Target Award \$ (Excl \$0)	\$14,240	\$16,454		\$15,226	\$12,410	\$12,594	\$15,694	\$13,590	\$16,487	\$12,881
Target Award as % of Base (Excl \$0)	13.5%	17.6%		13.5%	10.9%	12.3%	15.0%	14.4%	15.7%	11.5%
Total Cash Compensation										
Average	\$122,917	\$112,513		\$122,272	\$119,564	\$130,082	\$119,861	\$111,808	\$119,454	\$130,656
10th Percentile	\$98,261	\$97,885		\$98,261	\$91,500	\$98,496	\$98,261	\$99,774	\$103,089	\$98,261
25th Percentile	\$107,707	\$105,996		\$107,707	\$105,409	\$112,013	\$108,916	\$105,996	\$109,900	\$105,792
50th Percentile	\$118,508	\$112,500		\$118,508	\$118,707	\$115,551	\$117,668	\$113,371	\$118,650	\$121,661
75th Percentile	\$129,730	\$120,435		\$130,700	\$128,945	\$144,663	\$127,410	\$118,906	\$127,410	\$148,428
90th Percentile	\$157,055	\$124,000		\$156,352	\$144,295	\$192,081	\$146,421	\$120,435	\$135,100	\$176,020
Long-Term Incentives										
Percent Eligible	1.6%	0.0%		2.9%	7.1%	0.0%	0.0%	0.0%	2.0%	1.9%
Percent Receiving	1.6%	0.0%		2.9%	7.1%	0.0%	0.0%	0.0%	2.0%	1.9%
LTI Award \$ (Excl \$0)										
LTI Award as % of Base (Excl \$0)										

Position Report

MAINTENANCE SUPERVISOR (09-28-0213)

Function: Converting

Under general supervision of the Plant Production Manager or Plant Production Superintendent, exercises direction and control over building and equipment maintenance and service systems. Coordinates all maintenance with production in order to minimize downtime and continually carries on preventive maintenance to ensure the operation of all equipment in an economical and safe manner.

Data Effective 04/01/2018	Total Firm Revenue				Geographic Region			Firm Headcount		
	All Firms	Under \$1B	\$1B to < \$3B	\$3B and Over	Midwest / Northeast	West	South	< 1000 U.S	1000 to < 5000 U.S	5000+ U.S
Number of Companies	12	1	3	8	11	6	11	0	6	6
Number of Employees - Total Sample	450	3	7	440	191	80	179	0	31	419
Number of Employees - Reweighted	323	3	7	283	118	63	128	0	20	203
Percent FLSA Exempt	100.0%			100.0%	100.0%	100.0%	100.0%		100.0%	100.0%
Salary Range										
Average Minimum	\$74,791			\$74,671	\$74,562	\$75,770	\$74,496		\$72,176	\$74,826
Average Midpoint	\$96,497			\$96,291	\$96,074	\$98,429	\$95,986		\$94,242	\$96,178
Average Maximum	\$118,223			\$117,929	\$117,603	\$121,109	\$117,498		\$116,332	\$117,548
Base Salary										
Average	\$94,767			\$94,478	\$93,890	\$96,394	\$94,223		\$94,679	\$93,418
10th Percentile	\$75,000			\$75,000	\$76,120	\$75,000	\$72,000		\$70,302	\$74,620
25th Percentile	\$84,000			\$83,200	\$84,975	\$87,550	\$81,534		\$76,667	\$82,000
50th Percentile	\$94,649			\$94,356	\$92,988	\$95,004	\$95,790		\$94,530	\$92,772
75th Percentile	\$105,918			\$105,677	\$102,408	\$107,880	\$107,463		\$108,675	\$105,000
90th Percentile	\$114,964			\$114,493	\$113,300	\$117,213	\$114,012		\$119,474	\$114,127
Annual Bonus										
Percent Eligible	70.2%			71.3%	68.4%	73.7%	70.0%		75.3%	69.6%
Percent Receiving	52.6%			53.6%	50.1%	53.7%	55.8%		68.8%	52.6%
Average Award (Incl \$0)	\$3,191			\$3,316	\$3,360	\$3,012	\$3,309		\$6,955	\$2,885
Average Award (Excl \$0)	\$6,069			\$6,187	\$6,701	\$5,611	\$5,927		\$10,112	\$5,487
Target Award \$ (Excl \$0)	\$7,034			\$7,203	\$7,171	\$7,395	\$7,351		\$14,663	\$5,823
Target Award as % of Base (Excl \$0)	7.3%			7.4%	6.9%	7.5%	8.2%		15.1%	6.1%
Total Cash Compensation										
Average	\$97,958			\$97,793	\$97,250	\$99,406	\$97,531		\$101,634	\$96,303
10th Percentile	\$76,120			\$76,120	\$78,500	\$81,000	\$73,500		\$74,000	\$75,512
25th Percentile	\$85,528			\$85,000	\$85,709	\$88,457	\$83,947		\$84,762	\$84,182
50th Percentile	\$97,727			\$97,443	\$96,730	\$100,331	\$97,727		\$98,900	\$96,352
75th Percentile	\$109,441			\$109,242	\$106,050	\$110,350	\$110,455		\$115,591	\$107,410
90th Percentile	\$118,902			\$118,902	\$116,500	\$117,300	\$119,892		\$124,156	\$117,213
Long-Term Incentives										
Percent Eligible	0.0%			0.0%	0.0%	0.0%	0.0%		0.0%	0.0%
Percent Receiving	0.0%			0.0%	0.0%	0.0%	0.0%		0.0%	0.0%
LTI Award \$ (Excl \$0)										
LTI Award as % of Base (Excl \$0)										