



Pearl Meyer

2020 Forest Products Industry
Compensation Survey

Sample Document

Position Report

PROCESS ENGINEER (11-07-1212)

Function: Pulp and Paper

Performs chemical engineering work in the analysis, planning, and control of the manufacturing process for the production of pulp and paper products. May conduct studies and coordinate effluent treatment projects, and air quality studies. Usually a chemist, chemical engineer, or pulp technologist with two to five years of experience. Do not include new college recruits.

Data Effective 04/01/2020	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	17	5	5	7	14	9	13	1	10	6
Number of Employees - Total Sample	380	40	89	251	156	34	190	1	144	235
Number of Employees - Reweighted	380	26	72	197	156	34	160	1	144	167
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	\$66,271	\$64,621	\$61,055	\$69,307	\$66,109	\$69,628	\$66,682		\$62,819	\$69,587
Average Midpoint	\$85,295	\$80,978	\$80,977	\$88,358	\$84,637	\$91,229	\$85,396		\$81,283	\$88,958
Average Maximum	\$104,320	\$97,323	\$100,904	\$107,405	\$103,159	\$112,821	\$104,114		\$99,743	\$108,327
Base Salary										
Average	\$82,461	\$81,366	\$81,398	\$83,149	\$82,750	\$86,727	\$81,718		\$82,256	\$82,925
10th Percentile	\$72,346	\$71,703	\$68,000	\$74,341	\$72,000	\$75,000	\$73,260		\$71,026	\$74,500
25th Percentile	\$75,509	\$73,937	\$73,000	\$77,250	\$74,305	\$78,000	\$75,829		\$73,711	\$77,250
50th Percentile	\$80,637	\$76,730	\$77,760	\$81,289	\$80,332	\$83,964	\$80,112		\$78,388	\$81,289
75th Percentile	\$87,140	\$86,700	\$91,000	\$87,126	\$89,655	\$93,664	\$85,718		\$90,320	\$86,216
90th Percentile	\$96,549	\$95,685	\$100,635	\$95,340	\$100,500	\$103,443	\$93,600		\$100,500	\$94,500
Annual Bonus										
Percent Eligible	53.9%	100.0%	79.0%	43.1%	73.1%	76.5%	40.6%		89.6%	40.2%
Percent Receiving	43.4%	59.1%	74.1%	32.0%	53.2%	64.7%	37.4%		66.7%	36.6%
Average Award (Incl \$0)	\$1,526	\$1,382	\$2,627	\$1,419	\$1,397	\$3,907	\$1,431		\$1,901	\$1,623
Average Award (Excl \$0)	\$3,515	\$2,339	\$3,543	\$4,439	\$2,626	\$6,038	\$3,821		\$2,852	\$4,439
Target Award \$ (Excl \$0)	\$6,121	\$6,644	\$4,208	\$8,570	\$5,454	\$7,946	\$6,580		\$5,007	\$8,545
Target Award as % of Base (Excl \$0)	7.2%	7.9%	5.1%	9.8%	6.5%	8.8%	7.8%		6.0%	9.8%
Total Cash Compensation										
Average	\$83,988	\$82,748	\$84,025	\$84,568	\$84,147	\$90,634	\$83,148		\$84,157	\$84,548
10th Percentile	\$73,609	\$71,830	\$69,046	\$74,397	\$72,737	\$75,000	\$74,000		\$72,000	\$74,999
25th Percentile	\$76,220	\$74,465	\$74,000	\$77,250	\$75,830	\$80,000	\$76,500		\$74,107	\$77,976
50th Percentile	\$81,841	\$77,112	\$79,100	\$82,470	\$81,830	\$85,815	\$81,000		\$80,200	\$82,507
75th Percentile	\$89,620	\$89,687	\$95,850	\$88,666	\$91,829	\$98,300	\$87,600		\$92,350	\$88,648
90th Percentile	\$100,731	\$96,767	\$104,379	\$98,574	\$101,683	\$111,543	\$97,199		\$103,813	\$98,424
Long-Term Incentives										
Percent Eligible	6.1%	28.4%	0.0%	0.7%	14.7%	0.0%	0.0%		13.9%	0.7%
Percent Receiving	0.5%	0.0%	0.0%	0.7%	1.3%	0.0%	0.0%		0.0%	0.7%
LTI Award \$ (Excl \$0)										
LTI Award as % of Base (Excl \$0)										