



Continental Search

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**FEED MILL INDUSTRY:
HOW DOES YOUR SALARY STACK UP?
2019 EDITION**

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A Brief Introduction

Since 2002, Continental Search has been recruiting in animal nutrition, helping both commercial and integrated companies find great talent. Many of the positions for which we recruit are in feed milling. We created this survey for our clients and interested management professionals to allow them to make smart decisions when drafting an offer letter, getting salaries in line with the industry or when choosing negotiating compensation for a new job.

We reached out to nearly 1000 feed mill managers, assistants, superintendants and multi-site managers across the USA. Almost 100 responded with 60 of them being mill managers.

IMPORTANT NOTES

- You are seeing actual anonymous responses.
- Respondents provided their total compensation instead of base salary providing a clearer picture of earnings.
- We rounded the numbers for easy reading.
- This report is divided with integrated companies first and then commercial mills.
- This is our first annual survey for this field.

We hope you find our 2019 Feed Mill Salary Survey helpful. We would appreciate comments and suggestions for our 2020 survey. Please contact Maria@ContinentalSearch.com with feedback.

COMBINED ANALYSIS

- **65% of respondents have a college degree.** This is representative across all job titles.
- Of our respondents, **14% were multi-site managers, 64% were feed mill managers, 15% were assistant managers, 5% were superintendants and 2% were foremen.**
- **60% of the respondents work in commercial mills and 40% work for integrated mills.**

FACTORS INFLUENCING COMPENSATION

Other than tonnage and location, these factors influenced compensation compared to the average

- Tenure (increases)
- States having low/no income tax (decreases)
- Responsibility for a budget/Profit and Loss (increases)
- Ability to out perform industry norms (increases)

Integrated Facilities

MULTI-SITE MANAGERS

Region	Annual Tonnage	College Degree	W2 for 2018
Upper Midwest	350,000	Yes	\$90K- 100K
Midwest	1,800,000	Yes	\$130K - 140K

Both multi-site managers for integrated mills have college degrees. The tonnage is proportionate to their compensation.

FEED MILL MANAGERS

Region	Annual Tonnage	College Degree	W2 for 2018
Northeast	350,000	No	\$110K - 120K
Mid-Atlantic	500,000	No	\$100K - \$110K
Mid-Atlantic	650,000	No	\$90K - 100K
Mid-Atlantic	1,350,000	No	\$70K - \$80K
South East	100,000	Yes	\$60K - \$70K
South East	250,000	Yes	\$100K - \$110K
South East	250,000	No	\$90K - 100K
South East	300,000	Yes	\$80K - \$90K
South East	400,000	Yes	\$70K - \$80K
South East	400,000	Yes	\$100K - \$110K
South East	500,000	Yes	\$90K - 100K
South East	1,050,000	No	\$120K - 130K
Midwest	5,500	Yes	< \$60K
Midwest	60,000	Yes	< \$60K
Midwest	225,000	No	\$140K - \$150K
Midwest	225,000	Yes	\$90K - 100K
Midwest	250,000	Yes	\$110K - 120K
Midwest	250,000	Yes	\$90K - 100K
Midwest	250,000	No	\$80K - \$90K
Upper Midwest	400,000	Yes	\$90K - 100K
Midwest	400,000	Yes	\$80K - \$90K
Midwest	450,000	No	\$100K - \$110K
Plains States	150,000	Yes	\$80K - \$90K
Plains States	200,000	No	\$60K - \$70K
South West	150,000	No	> \$150K
South West	500,000	Yes	\$100K - \$110K
South West	36,000,000	No	\$70K - \$80K
West Coast	450,000	Yes	\$100K - \$110K

57% of the respondents have college degrees. The majority are in the Midwest (32%) and the Southeast (29%). Regarding compensation, most (a tie at 21%) earned \$90K to \$100K and \$100K to \$110K. The average pay of a feed mill manager in an integrated facility falls at \$90K to \$110K.

ASSISTANT FEED MILL MANAGERS

Region	Annual Tonnage	College Degree	2018 W-2
South East	442,000	No	\$60K- \$70K
South East	950,000	No	<\$60K
Upper Midwest	0	Yes	\$80K - \$90K
Midwest	200,000	Yes	\$60K – \$70K
Plains States	160,000	No	\$60K- \$70K

40% of the respondents have college degrees. Also, 60% of the assistant managers make \$60,000 to \$70,000. Based on tonnage, the respondent making the least amount of money is working at a mill that makes the highest volume of feed.

FOREMEN

Region	Annual Tonnage	College Degree	2018 W-2
Midwest	2,500	Yes	<\$60K
Upper Midwest	750,000	Yes	\$60K- \$70K

We only have two respondents and there is a stark difference in pay and tonnage.



Commercial Facilities

MULTI-SITE MANAGERS

Region	Annual Tonnage	College Degree	2018 W-2
Midwest	2,000	No	\$90K - \$100K
Midwest	20,000	Yes	<\$60K
Midwest	62,000	No	\$90K - \$100K
Midwest	300,000	Yes	\$110K - \$120K
Midwest	430,000	Yes	\$130K - \$140K
Midwest	500,000	Yes	>\$ 150k
Midwest	550,000	No	\$90K - \$100K
Midwest	1,200,000	No	\$100K - \$110K
Plains States	290,000	Yes	\$100K - \$110K
Plains States	400,000	Yes	\$140K - \$150K

64% of the multi-site managers in commercial mills have college degrees. The average salary of a multi-site manager, at 36%, is \$90K to \$100K, followed closely with \$100K to \$110K at 18%.

FEED MILL MANAGERS

Region	Annual Tonnage	College Degree	2018 W-2
North East	9,000	Yes	\$70K - \$80K
North East	30,000	No	\$80K - \$90K
North East	75,000	No	\$80K - \$90K
North East	80,000	Yes	\$110K - \$120K
North East	260,000	Yes	\$60K - \$70K
Mid-Atlantic	82,000	Yes	\$100K - \$110K
Mid-Atlantic	140,000	Yes	\$120K - \$130K
South East	n/a	Yes	\$70K - \$80K
South East	8,000	Yes	\$140K - \$150K
South East	40,000	Yes	\$100K - \$110K
South East	375,000	No	\$80K - \$90K
South East	1,000,000	Yes	\$100K - \$110K
Midwest	1,500	No	<\$60,000
Upper Midwest	6,000	Yes	\$60K - \$70K
Midwest	9,300	No	<\$60,000
Midwest	16,000	No	\$90K - \$100K
Midwest	17,000	No	\$90K - \$100K
Midwest	35,000	Yes	\$110K - \$120K
Midwest	40,000	Yes	\$80K - \$90K
Upper Midwest	45,000	Yes	\$100K - \$110K
Midwest	60,000	Yes	\$100K - \$110K
Midwest	75,000	Yes	\$110K - \$120K
Midwest	90,000	Yes	\$70K - \$80K

FEED MILL MANAGERS (continued)

Region	Annual Tonnage	College Degree	2018 W-2
Upper Midwest	100,000	Yes	\$110K - \$120K
Upper Midwest	100,000	Yes	\$110K - \$120K
Midwest	365,000	No	\$90K - \$100K
Midwest	500,000	Yes	<\$60,000
Midwest	1,500,000	No	>\$150k
West Coast	40,000	Yes	\$120K - \$130K
West Coast	300,000	No	\$110K - \$120K
West Coast	150,000	Yes	>\$150k

69% of these feed mill managers have college degrees. The majority are in the Midwest (38%) and the Northeast (19%). Regarding compensation, 19% earned \$110K to \$120K followed closely by 16% earning \$100K to \$110K. The average compensation for a feed mill manager for a commercial facility is \$100K to \$120K.

ASSISTANT FEED MILL MANAGERS

Region	Annual Tonnage	College Degree	2018 W-2
South East	125,000	No	\$70K - \$80K
Midwest	60,000	Yes	\$60K - \$70K
Midwest	40,000	Yes	\$70K - \$80K
Upper Midwest	1,200	Yes	<\$60K
Upper Midwest	1,600,000 metric tons	Yes	\$90K - \$100K
Plains States	500	Yes	<\$60K
Plains States	30,000,000	Yes	<\$60K
Plains States	5,000	Yes	<\$60K

78% of the assistant managers have a college degree. 56% earn less than \$60,000. 22% earn \$70K to \$80K.

SUPERINTENDENTS

Region	Annual Tonnage	College Degree	2018 W-2
Mid-Atlantic	1,000,000	No	140K - 150K
South East	9,000,000	Yes	140K - 150K
Midwest	50,000	Yes	60K - 70K
Plains States	50,000	No	60K - 70K

60% of the superintendents have a college degree. 40% earn \$60K to \$70K. 40% earn \$140K to \$150K. Those making six-figure salaries work in high-volume facilities.



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GREAT PEOPLE. GREAT CAREERS.

We hope this survey helps you make great hiring and career decisions.

If you would like to learn more about recruiting great feed mill management or where you can find a job where you fit the culture and that pays well, please contact us at [\(888\) 276-6789](tel:8882766789) or maria@continentalsearch.com.

Check out our job postings and recruiting advice at www.continentalsearch.com
