



**Continental Search**  
GREAT PEOPLE. GREAT CAREERS.



# FEED MILL INDUSTRY: MANAGEMENT SALARY SURVEY 2021 EDITION

# TABLE OF CONTENTS

<b>A Brief Introduction .....</b>	<b>3</b>
<b>Integrated Facilities .....</b>	<b>4</b>
<b>Commercial Facilities .....</b>	<b>6</b>

# 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 in 2019 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 to negotiate compensation for a new job. 2021 is our third year for this survey, and I would like to thank the participants for taking time to respond during the pandemic.

Each year we reach out to nearly 1000 feed mill managers, assistants, superintendents, and multi-site managers across the USA. Last year 80+ responded with 50+ of them being mill managers. In 2021 we had 70 respondents, with 39 being feed mill managers, down due to the extraordinary demand placed on feed mill managers during the COVID-19 pandemic.

## IMPORTANT NOTES

- Responses are 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 second annual survey for this field.
- We hope you find our 2021 Feed Mill Salary Survey helpful. We would appreciate comments and suggestions for our 2022 survey. Please contact [Maria@ContinentalSearch.com](mailto:Maria@ContinentalSearch.com) with feedback.

## COMBINED ANALYSIS

- **64% of respondents have a college degree.** This is representative across all job titles.
- Of our respondents, **23% were multi-site managers, 56% were feed mill managers, 11% were assistant managers, 7% were superintendents, and 3% were foremen.**
- **66% of the respondents work in commercial mills and 34% work for integrated mills.**
- This breakdown is very similar to last year.

## 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 outperform industry norms (increases)

# Integrated Facilities

MULTI-SITE MANAGERS			
Region	Annual Tonnage	College Degree	W2 for 2020
Midwest	250,000	Yes	\$120K - \$130K
Midwest	120,000	No	\$100K - \$110K
South East	4,524,000	No	\$100K - \$110K
South East	2,244,000	No	\$100K - \$110K
Upper Midwest	500,000	Yes	\$120K - \$130K
West Coast	55,000	No	120K - 130K

FEED MILL MANAGERS			
Region	Annual Tonnage	College Degree	W2 for 2020
Midwest	900,000	Yes	\$100K - \$110K
Midwest	465,000	No	\$110K - \$120K
Midwest	250,000	No	\$90K - \$100K
Midwest	540,000	Yes	\$120K - \$130K
Midwest	150,000	Yes	<\$60K
Plains States	100,000	Yes	\$80K - \$90K
South East	468,000	Yes	\$110K - \$120K
South East	780,000	No	\$130K - \$140K
South East	700,000	Yes	\$100K - \$110K
South East	550,000	Yes	\$120K - \$130K
South East	125,000	No	\$90K - \$100K
South East	500,000	Yes	\$90K - \$100K
South West	156,000	No	\$140K - \$150K
South West	120,000	Yes	\$120K - \$130K
West Coast	650,000	No	\$140K - \$150K

59% of the respondents had college degrees, the majority are in the Midwest (41%) and the Southeast (23%). 66% of the Feed Mill Managers earn between \$90K-130K. This is up from last year where 50% earned \$70-\$100K.

## ASSISTANT MANAGERS

Region	Annual Tonnage	College Degree	W2 for 2020
South West	350,000	Yes	\$70K - \$80K
Upper Midwest	520,000	Yes	\$60K - \$70K

We had two respondents in this category. Both has the college degree.

## SUPERINTENDENT

Region	Annual Tonnage	College Degree	W2 for 2020
Superintendent	500,000	Yes	<\$60K

We had one respondent in this category and he has a college degree.



# Commercial Facilities

MULTI-SITE MANAGERS			
Region	Annual Tonnage	College Degree	W2 for 2020
Mid-Atlantic	140,000	Yes	\$140K - \$150K
Midwest	35,000	Yes	\$80K - \$90K
Midwest	160,000	Yes	\$140K - \$150K
Midwest	15,000	Yes	\$80K - \$90K
Midwest	300,000	Yes	\$90K - \$100K
Plains States	250,000	Yes	\$140K - \$150K
South East	300,000	Yes	\$100K - \$110K
Upper Midwest	600,000	No	\$100K - \$110K
Upper Midwest	32,000	Yes	\$100K - \$110K
West Coast	200,000	No	>\$150k

Of the 10 respondents, 80% of these multi-site managers have college degrees. Incomes for this group break down as 2 at \$80K-\$90K, 1 at \$90K-\$100K, 3 at \$100K-\$110K, 3 at \$140K-\$150K and one over \$150K.

FEED MILL MANAGERS			
Region	Annual Tonnage	College Degree	W2 for 2020
Midwest	10,000	Yes	\$70K - \$80K
Midwest	48,000	Yes	\$110K - \$120K
Midwest	100,000	Yes	\$70K - \$80K
Midwest	25,000	Yes	\$80K - \$90K
Midwest	338,000	No	\$80K - \$90K
Midwest	20,000	Yes	\$130K - \$140K
Midwest	186,000	No	<\$60K
Midwest	186,000	No	<\$60K
Midwest	25,000	No	\$100K - \$110K
Midwest	300,000	Yes	\$60K - \$70K
Midwest	260,000	No	>\$150k
North East	85,000	Yes	\$100K - \$110K
Plains States	15,000	No	\$80K - \$90K
Plains States	10,000	No	\$80K - \$90K
Plains States	110,000	Yes	\$90K - \$100K
South East	95,000	Yes	\$100K - \$110K
South East	600,000	Yes	\$100K - \$110K
South East	150,000	Yes	\$80K - \$90K
Upper Midwest	4,000	Yes	\$60K - \$70K

## FEED MILL MANAGERS (CONTINUED...)

Region	Annual Tonnage	College Degree	W2 for 2020
Upper Midwest	78,000	No	\$80K - \$90K
Upper Midwest	30,000	No	\$100K - \$110K
Upper Midwest	560,000	Yes	\$110K - \$120K
Upper Midwest	30,000	No	\$90K - \$100K
Upper Midwest	900,000	Yes	\$100K - \$110K

We had 24 respondents. 58% of these feed mill managers have college degrees. The majority are in the Midwest (46%) and the Upper Midwest (25%). Regarding compensation, 8% earned <\$60K, followed closely by 17% earned \$60K-\$80K, 33% earned \$80K-\$100K, 33% earned \$100K-\$120K, 4% at \$130K-\$140K, and 4% over \$150K.

## ASSISTANT MANAGERS

Region	Annual Tonnage	College Degree	W2 for 2020
Mid-Atlantic	60,000	Yes	\$90K - \$100K
Plains States	42,000	Yes	\$70K - \$80K
Plains States	50,000	No	\$100K - \$110K
South West	150,000	Yes	\$70K - \$80K
South West	100,000	Yes	\$80K - \$90K
Upper Midwest	15,000	Yes	\$60K - \$70K

Of the six respondents, 83% of these Assistant Mill Managers have a college degree. Regarding compensation, 16% earned \$60K-\$70K, 33% earned \$70K-\$80K, and 50% earned \$80K-\$110K.

## SUPERINTENDENTS

Region	Annual Tonnage	College Degree	W2 for 2020
Mid-Atlantic	200,000	Yes	\$130K - \$140K
Midwest	600,000	Yes	\$60K - \$70K
Midwest	400,000	Yes	\$140K - \$150K
Midwest	0	Yes	\$80K - \$90K

All superintendents have a college degree. Out of 4, 1 earned \$60K-\$70K, 1 earned \$80K-\$90K, 1 earned \$130K-\$140K, and 1 earned \$140K-\$150K.



---

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:(888)276-6789) or [maria@continentalsearch.com](mailto:maria@continentalsearch.com).

Check out our job postings and recruiting advice at  
[www.continentalsearch.com](http://www.continentalsearch.com)

---