



**Continental Search**  
HIRE CONFIDENTLY.

**FEED MILL INDUSTRY:  
MANAGEMENT SALARY SURVEY  
2020 EDITION**



# TABLE OF CONTENTS

A Brief Introduction .....	3
Integrated Facilities .....	4
Commercial Facilities .....	6

## 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. 2020 is our second 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 almost 100 responded with 60 of them being mill managers. In 2020 we had 84 respondents, with 53 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 2020 Feed Mill Salary Survey helpful. We would appreciate comments and suggestions for our 2021 survey. Please contact [Maria@ContinentalSearch.com](mailto:Maria@ContinentalSearch.com) with feedback.

### COMBINED ANALYSIS

- **61% of respondents have a college degree.** This is representative across all job titles.
- Of our respondents, **17% were multi-site managers, 63% were feed mill managers, 11% were assistant managers, 8% were superintendents, and 1% were foremen.**
- **64% of the respondents work in commercial mills and 36% 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 2019
South East	4,525,000	No	\$100K - \$110K
South West	650,000	Yes	\$140K - \$150K
Upper Midwest	416,000	Yes	\$100K - \$110K

## FEED MILL MANAGERS

Region	Annual Tonnage	College Degree	W2 for 2019
Mid-Atlantic	325,000	No	\$110K - \$120K
Midwest	475,000	No	\$100K - \$110K
Midwest	180,000	Yes	\$70K - \$80K
Midwest	32,000	Yes	\$50K - \$60K
Midwest	156,000	Yes	\$90K - \$100K
Midwest	250,000	Yes	\$100K - \$110K
Midwest	300,000	Yes	\$60K - \$70K
Midwest	2,000	Yes	\$50K - \$60K
Midwest	185,000	No	\$90K - \$100K
North East	375,000	No	\$110K - \$120K
North East	20,000	Yes	\$70K - \$80K
Plains States	110,000	Yes	\$80K - \$90K
South East	410,800	No	\$110K - \$120K
South East	750,000	No	\$80K - \$120K
South East	422,000	No	\$70K - \$80K
South East	340,000	Yes	\$70K - \$80K
South East	390,000	No	\$80K - \$90K
South East	420,000	No	\$70K - \$80K
South East	560,000	Yes	\$60K - \$70K
South East	2000	Yes	\$60K - \$70K
South West	150,000	Yes	\$90K - \$100K
Upper Midwest	62,400	Yes	\$60K - \$70K

59% of the respondents had college degrees, the majority are in the Midwest (46%) and the Southeast (23%).

50% of the Feed Mill Managers earn between \$70K-100K.

## ASSISTANT MANAGERS

Region	Annual Tonnage	College Degree	W2 for 2019
Plains States	450,000	No	\$60K - \$70K
South East	390,000	Yes	\$60K- \$70K

We had two respondents in this category. One has a college degree.

## FOREMEN

Region	Annual Tonnage	College Degree	W2 for 2019
Midwest	2,400	Yes	<\$60K

## SUPERINTENDENT

Region	Annual Tonnage	College Degree	W2 for 2019
North East	988,000	Yes	\$80K - \$90K
South East	650,000	No	\$60K - \$70K

We had two respondents in this category. One has a college degree.





# Commercial Facilities

MULTI-SITE MANAGERS			
Region	Annual Tonnage	College Degree	W2 for 2019
Midwest	500,000	No	\$100K - \$110K
Midwest	20,000	No	\$90k - \$100K
Midwest	200,000	No	\$90k - \$100K
Midwest	15,000	Yes	\$70K - \$80K
North East	42,500	No	\$140K - \$150K
North East	50,000	Yes	\$100K - \$110K
Plains States	170,000	Yes	\$110K - \$120K
Plains States	600,000	Yes	\$130K - \$140K
Upper Midwest	575,000	Yes	\$110K - \$120K
West Coast	220,000	No	>\$150K
West Coast	1,200,000	Yes	\$90K - \$100K

Of the 11 respondents, 55% of these multi-site managers have college degrees. Incomes for this group break down as 27% at \$90K-\$100K, 18% at \$100K-\$110K, 18% at \$110K-\$120K, and one each at \$140K-\$150K and one over \$150K.

FEED MILL MANAGERS			
Region	Annual Tonnage	College Degree	W2 for 2019
Mid-Atlantic	20,000	Yes	\$110K - \$120K
Midwest	80,000	Yes	\$90K - \$100K
Midwest	30,000	Yes	\$90K - \$100K
Midwest	700,000	Yes	\$120K - \$130K
Midwest	300,000	No	\$90K - \$100K
Midwest	250,000	No	\$80K - \$90K
Midwest	360,000	No	\$80K - \$90K
Midwest	52,000	Yes	\$60K - \$70K
Midwest	15,000	No	\$90K - \$100K
Midwest	55,000	Yes	\$100K - \$110K
Midwest	90,000	Yes	\$110K - \$120K
Midwest	300,000	Yes	\$130K - \$140K
Midwest	15,000	Yes	\$70K - \$80K
Midwest	100	Yes	\$90K - \$100K
North East	52,000,000	No	\$90K - \$100K
North East	40,000	No	\$90K - \$100K
Plains States	1.7 million at 63DM	Yes	\$120K - \$130K
South East	140,000	Yes	\$130K - \$140K
South East	70,000	No	\$90K - \$100K

## FEED MILL MANAGERS (CONTINUED...)

Region	Annual Tonnage	College Degree	W2 for 2019
South East	120,000	No	\$80K - \$90K
South West	55,000	Yes	\$100K - \$110K
South West	100,000	Yes	\$80K - \$90K
Upper Midwest	20,000	Yes	\$90K - \$100K
Upper Midwest	30,000	No	\$90K - \$100K
Upper Midwest	90,000	No	\$90K - \$100K
Upper Midwest	40,000	Yes	\$110K - \$120K
Upper Midwest	396,000	Yes	\$110K - \$120K
Upper Midwest	50,000	Yes	\$100K - \$110K
Upper Midwest	15,000	No	\$70K - \$80K
West Coast	45,000	No	\$120K - \$130K
West Coast	72,600	Yes	\$100K - \$110K

61% of these feed mill managers have college degrees. The majority are in the Midwest (42%) and the Upper Midwest (23%). Regarding compensation, 35% earned \$90K-\$100K followed closely by 13% earning \$80K-\$90K, 13% earning \$100K-\$110K, and 13% earning \$110K-\$120K.

## ASSISTANT MANAGERS

Region	Annual Tonnage	College Degree	W2 for 2019
Midwest	60,000	No	<\$60K
Plains States	45,000	No	\$80K - \$90K
Plains States	420,000	Yes	\$60K - \$70K
South East	40,000	No	\$70K - \$80K
South West	150,000	Yes	\$60K - \$70K
Upper Midwest	10,000	Yes	<\$60K
Upper Midwest	820,000	Yes	\$100K - \$110K

58% of these Assistant Mill Managers have a college degree. 56% earn less than \$70K. 28% earn \$70K-\$90K.

## SUPERINTENDENTS

Region	Annual Tonnage	College Degree	W2 for 2019
Mid-Atlantic	175,000	Yes	>\$150K
Midwest	390,000	Yes	<\$60K
Midwest	70,000	Yes	\$70K - \$80K
Midwest	520,000	Yes	\$70K - \$80K
Upper Midwest	20 million bu.	No	\$70K - \$80K

80% of the superintendents have a college degree. 60% earn \$70K-\$80K. The one earning a six-figure salary works in a high-volume facility.



# Continental Search

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](mailto:maria@continentalsearch.com).

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

---