



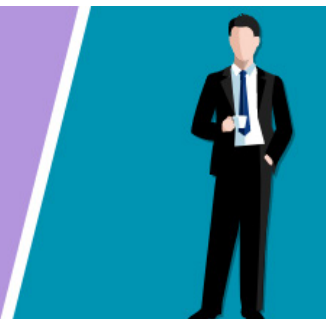
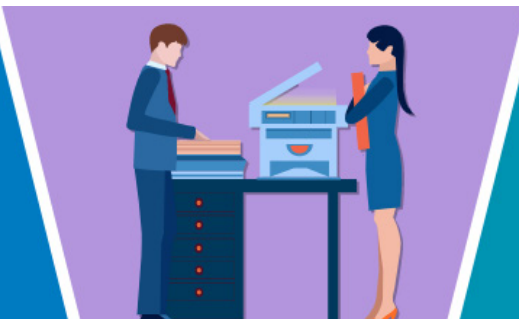
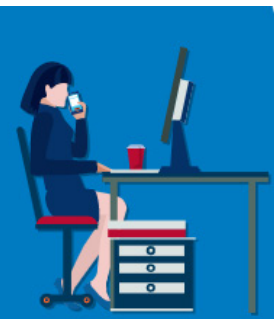
2 0 2 1
SALARY
SURVEY

SIGNS OF LIFE AFTER A
CHALLENGING YEAR

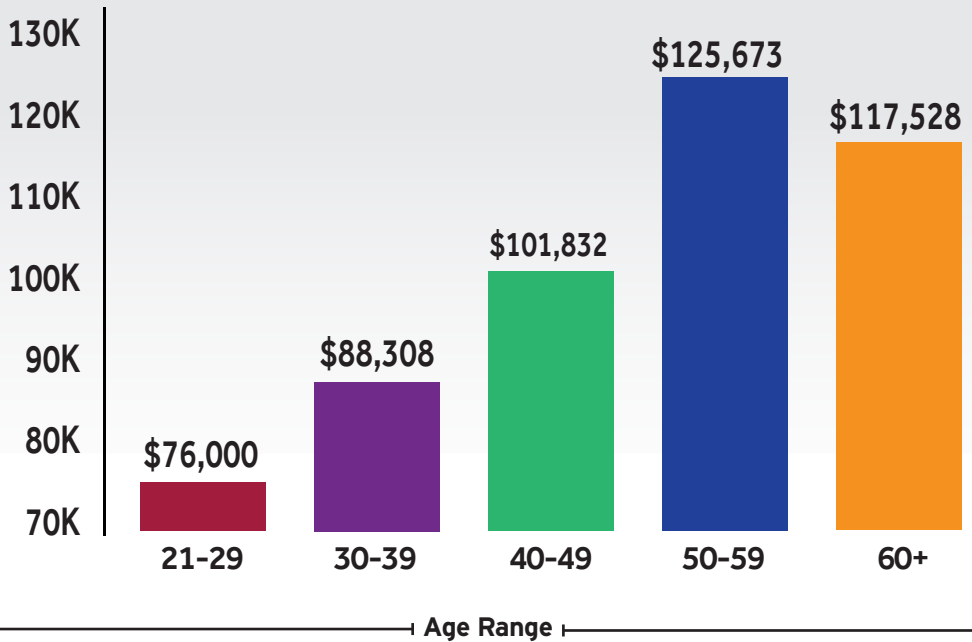
IndustryWeek.

AVERAGE SALARY BY JOB RESPONSIBILITY

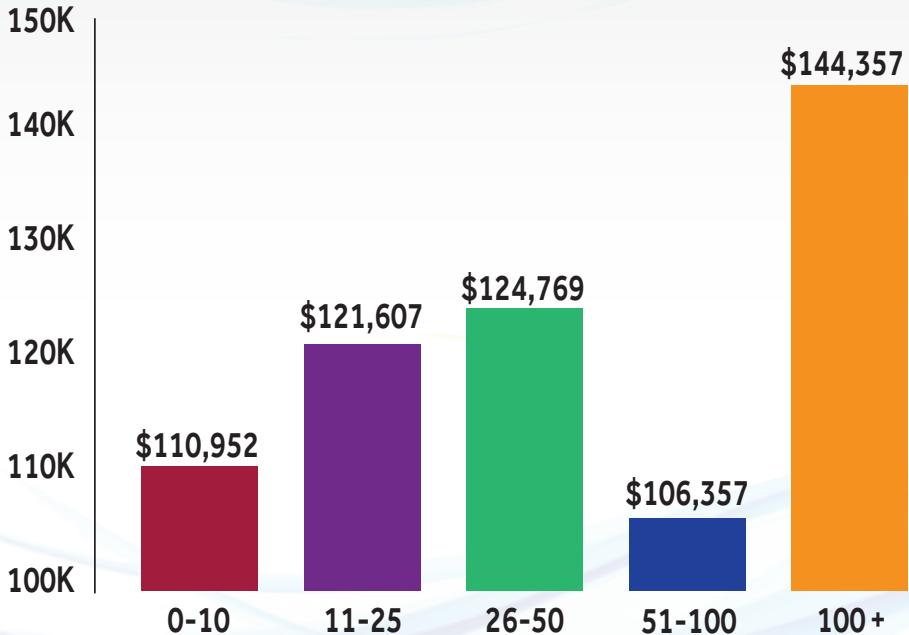
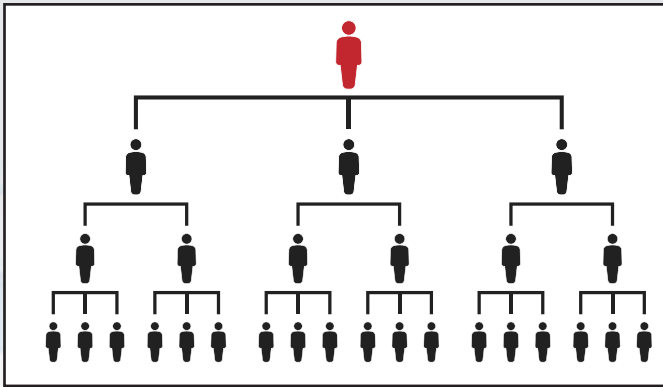
Position <i>(Percentage of respondents)</i>	Average Salary
Corporate Executive MGMT (CEO, COO, CFO, CTO, President, GM, etc.) (10%)	\$167,243
VP, Director, Manufacturing Production/Supply Chain (4%)	\$162,938
VP, Director Purchasing/Procurement/Sourcing (1%)	\$157,750
VP, Operations (3%)	\$157,053
R&D/Product Development MGMT (4%)	\$131,917
Lean/Continuous Improvement MGMT (4%)	\$124,500
Engineering MGMT (13%)	\$123,589
IT/IS MGMT (1%)	\$120,000
Sales/Marketing MGMT (8%)	\$118,431
Supply Chain/Logistics MGMT (3%)	\$103,925
Consulting/Education (5%)	\$101,690
HR MGMT (4%)	\$100,678
Quality MGMT (7%)	\$100,375
Operations MGMT (6%)	\$97,406
Manufacturing/Production MGMT (5%)	\$91,770
Plant/Facilities MGMT (5%)	\$91,720
Purchasing/Procurement/Sourcing MGMT (2%)	\$91,600
Environmental, Health or Safety MGMT (14%)	\$86,292
Financial MGMT/Controller (1%)	\$85,192
Administration (<1%)	\$72,750



AVERAGE SALARY BY AGE



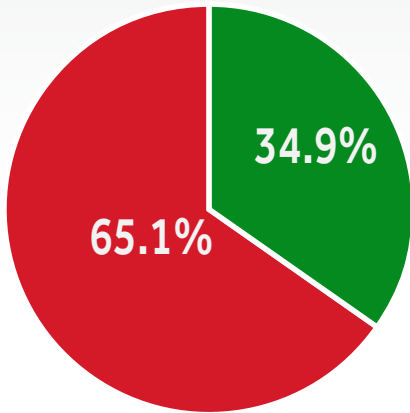
AVERAGE SALARY BY STAFF SIZE



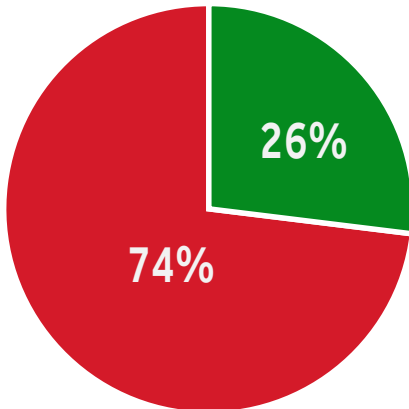
How many full-time people do you personally manage?

HAS YOUR COMPANY LOCATION STRUGGLED TO FILL A POSITION IN THE PAST YEAR DUE TO A LACK OF SKILLED CANDIDATES?

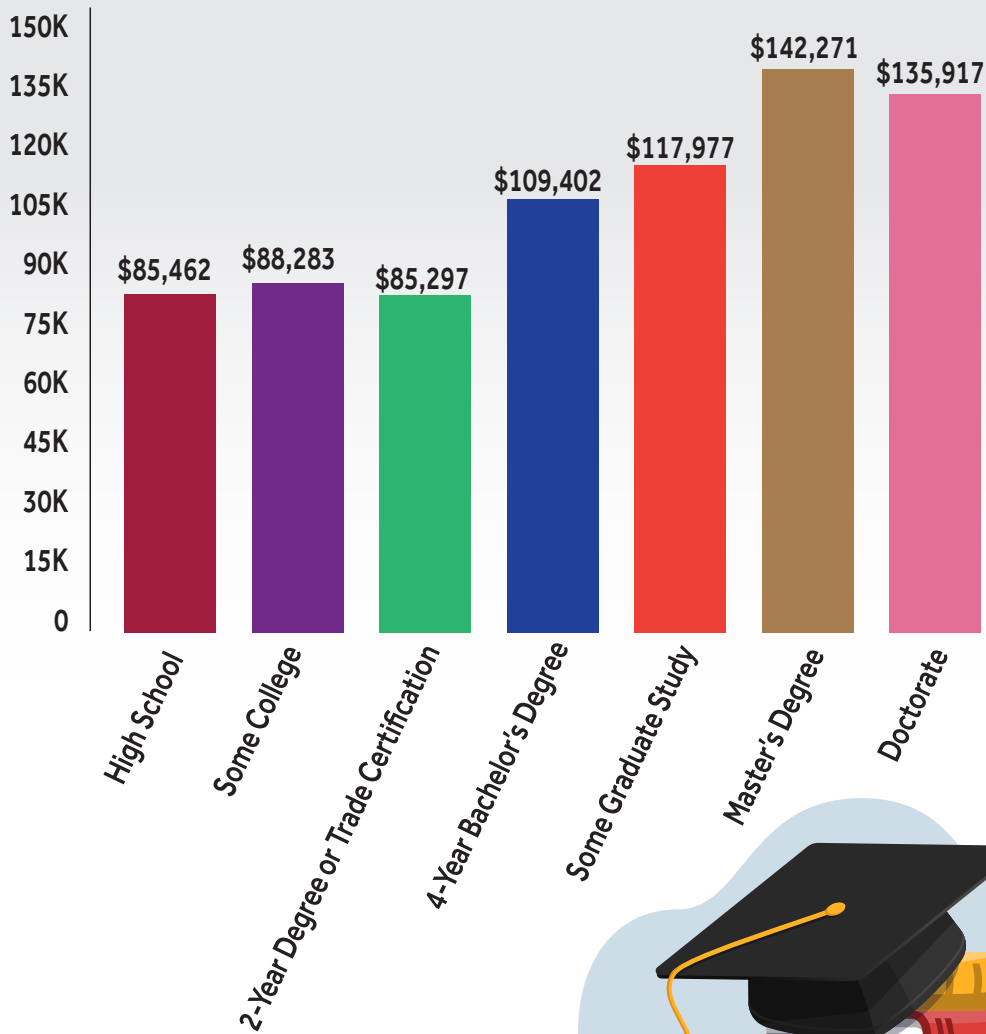
2017 Responses



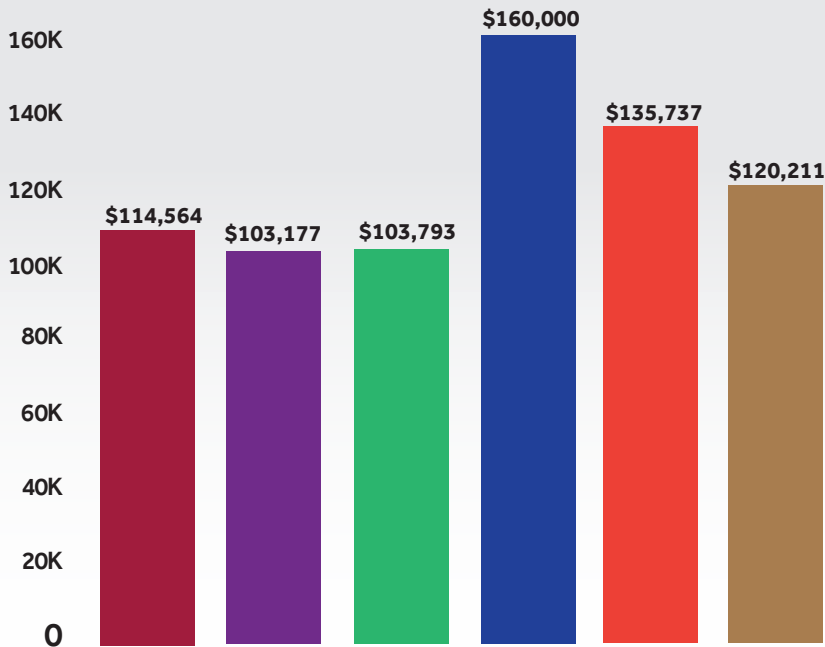
2021 Responses



AVERAGE SALARY BY EDUCATION LEVEL



AVERAGE SALARY BY ETHNIC BACKGROUND



White/Caucasian

Black/African-American

Hispanic/Latino

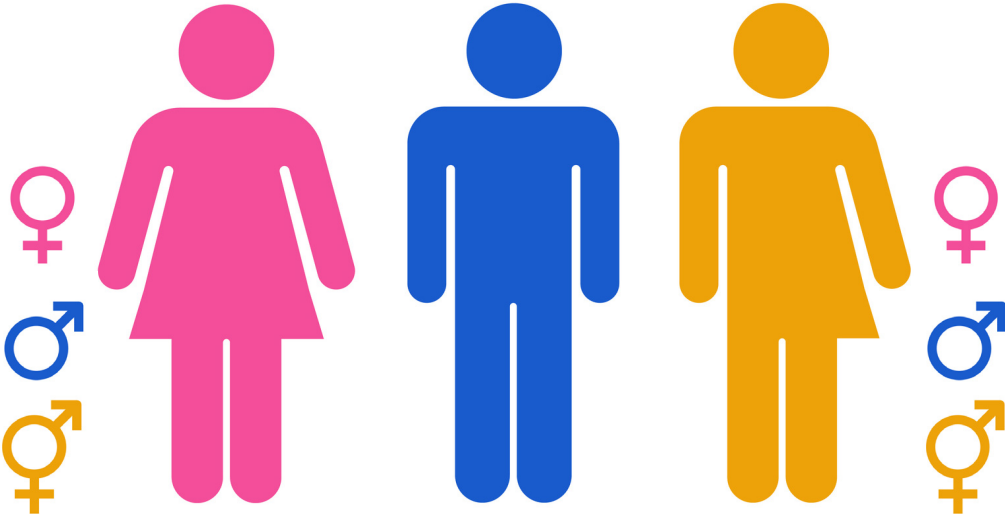
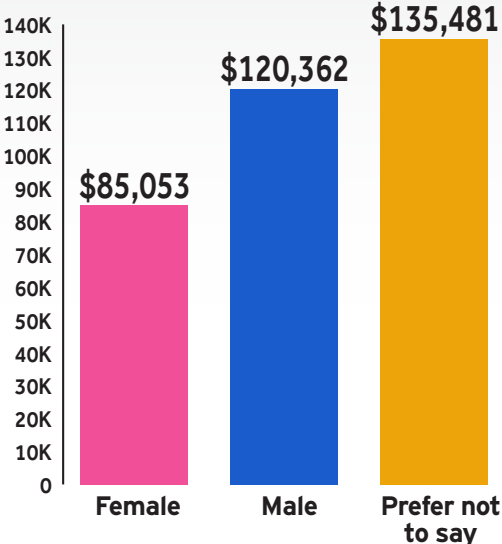
Native American or Alaskan

Asian or Pacific Islander

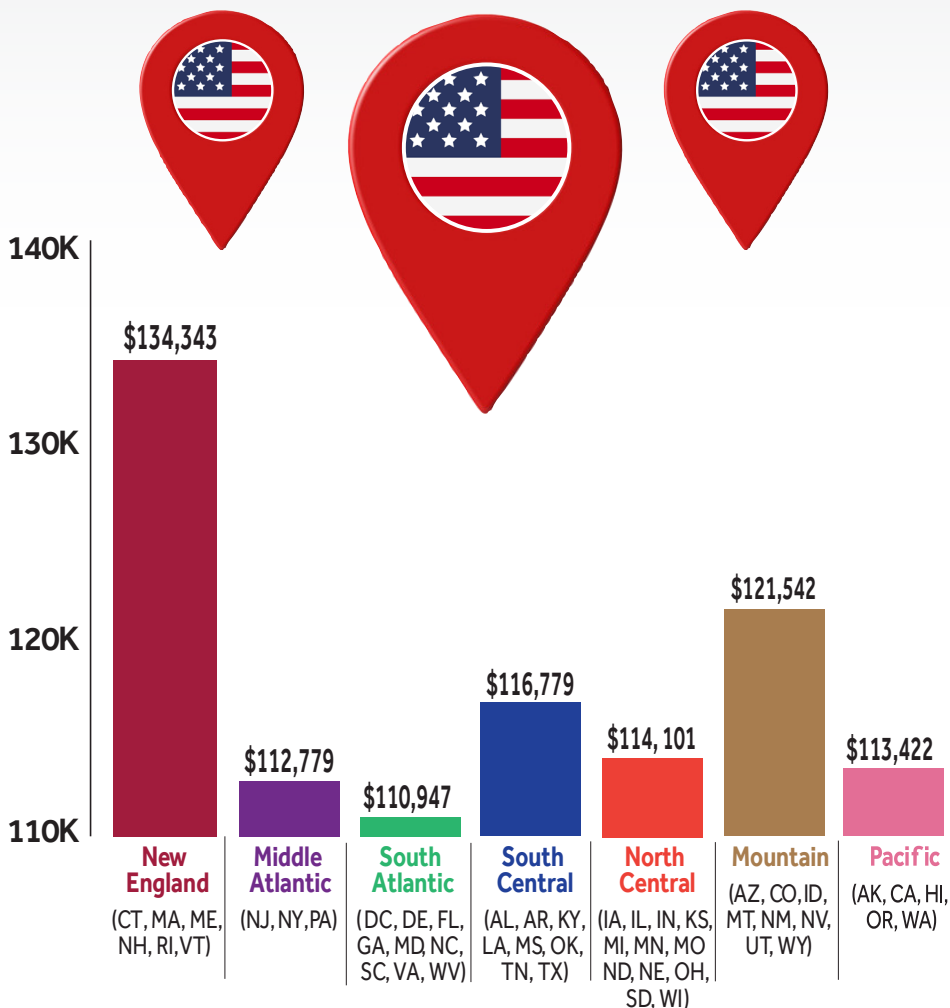
Other/Prefer not to say

*Single response only

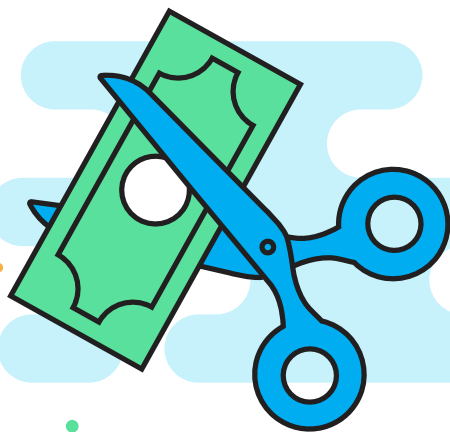
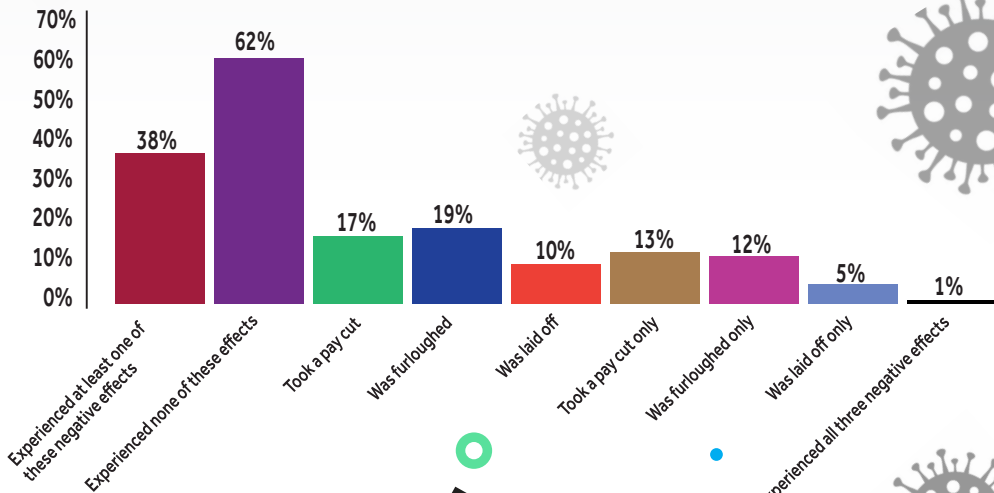
AVERAGE SALARY BY GENDER



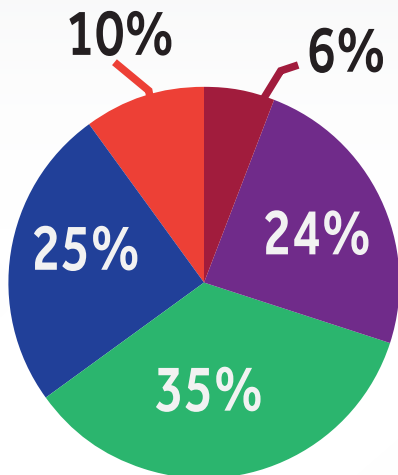
AVERAGE SALARY BY GEOGRAPHIC LOCATION



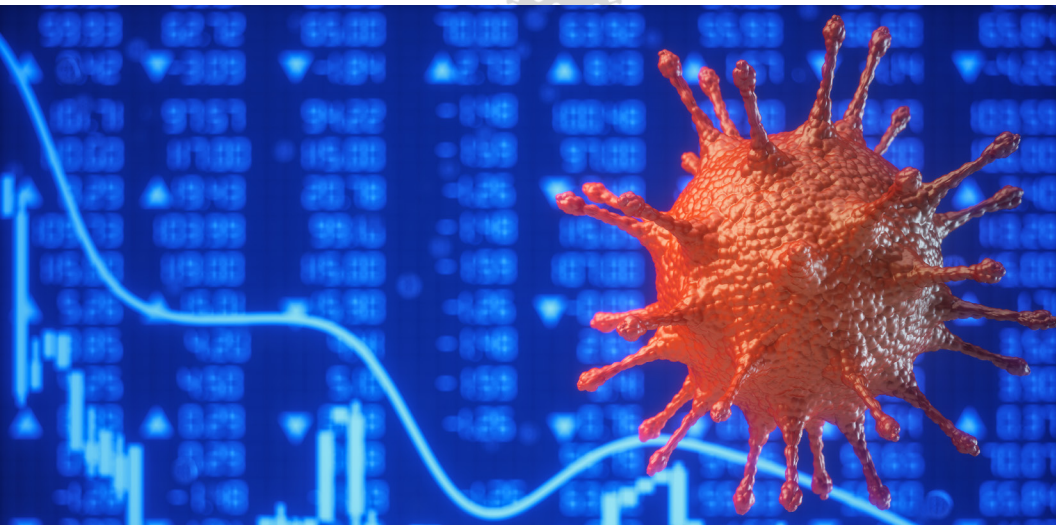
DID YOU TAKE A PAY CUT, OR WERE YOU LAID OFF OR FURLOUGHED DURING THE PAST YEAR DUE TO THE PANDEMIC?



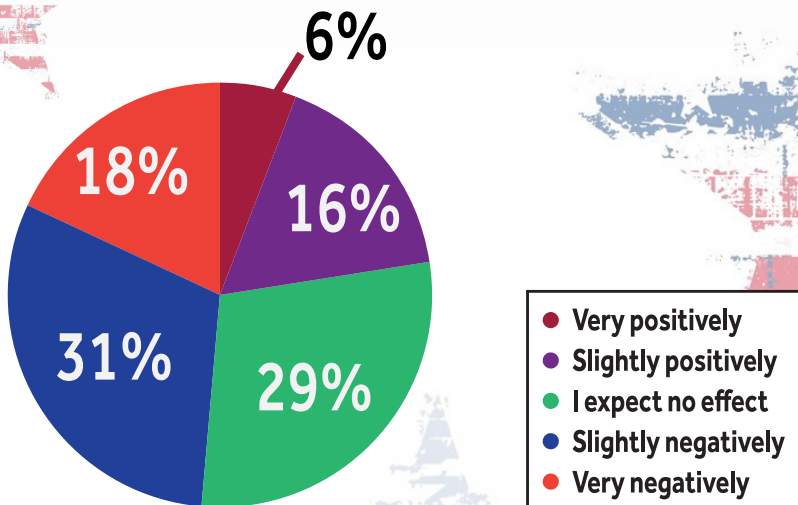
HOW IS YOUR COMPANY'S PERFORMANCE NOW COMPARED TO PRE-PANDEMIC?



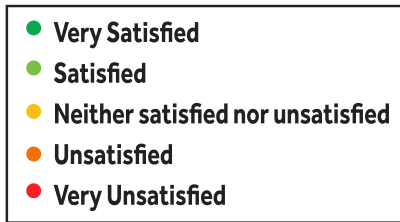
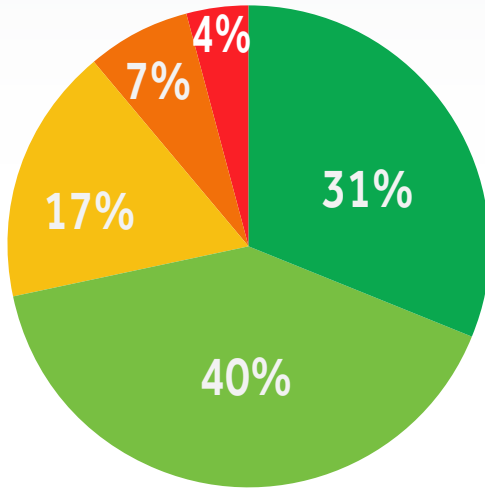
- Much worse
- Somewhat worse
- About the same
- Somewhat better
- Much better



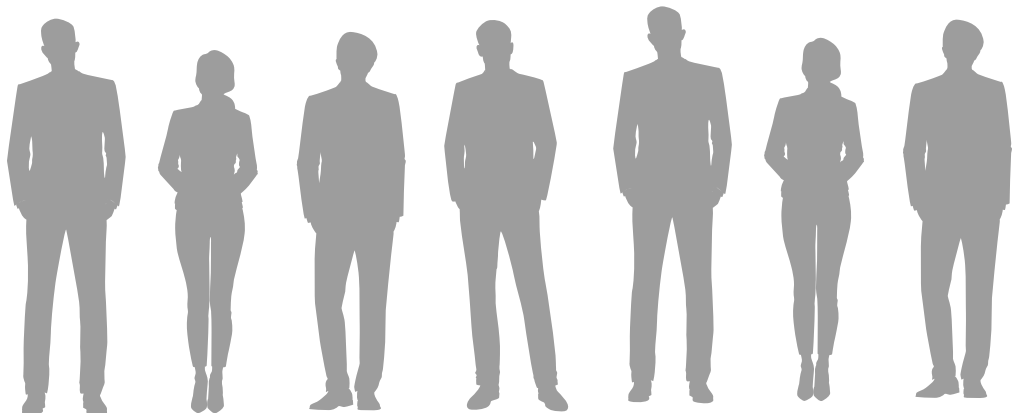
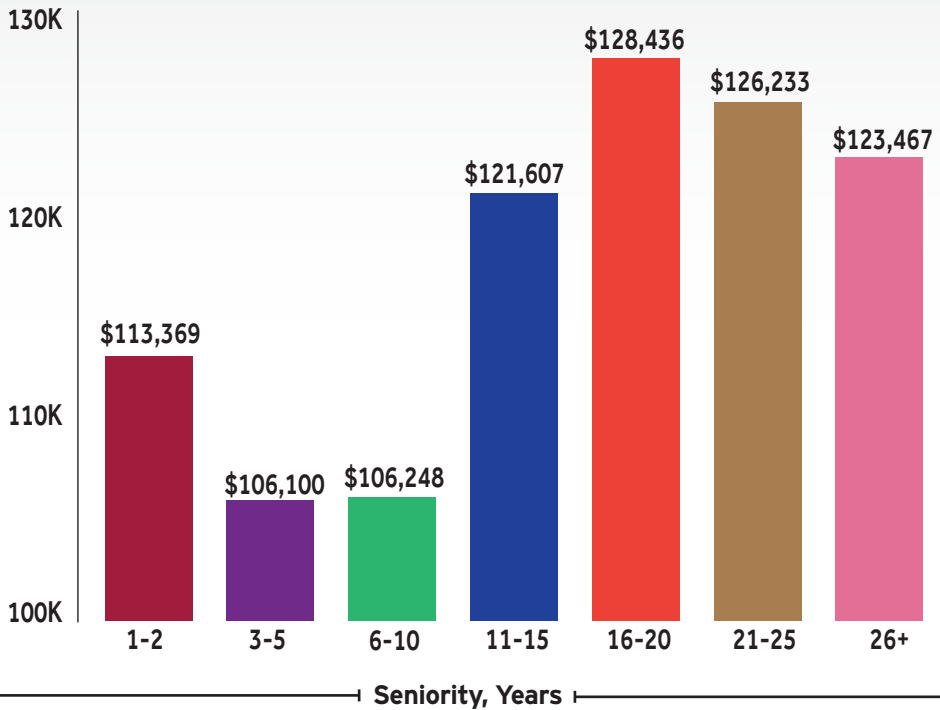
HOW DO YOU ANTICIPATE THE SHIFT IN U.S. PRESIDENTIAL ADMINISTRATIONS WILL AFFECT YOUR COMPANY?



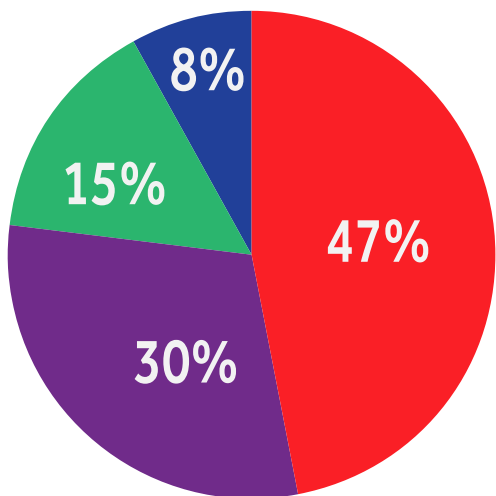
HOW SATISFIED ARE YOU WITH YOUR CURRENT JOB?



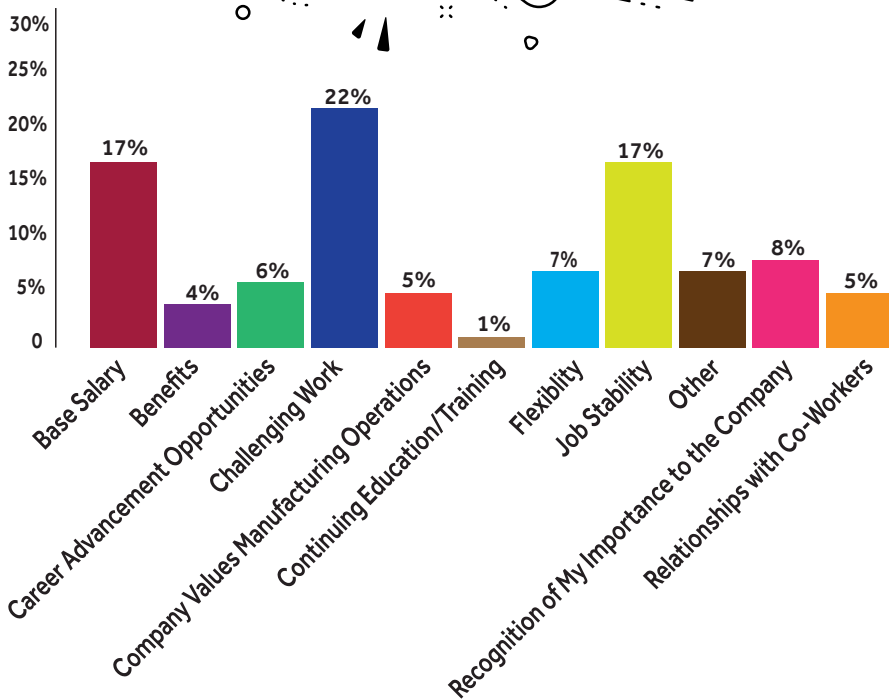
AVERAGE SALARY BY SENIORITY



HOW IMPORTANT IS SUSTAINABILITY TO YOUR COMPANY?

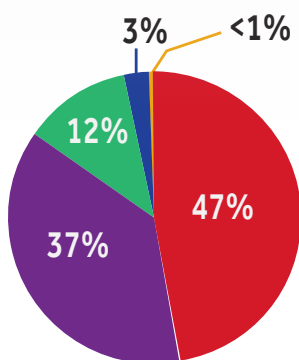


WHAT MATTERS MOST TO YOU ABOUT YOUR JOB?

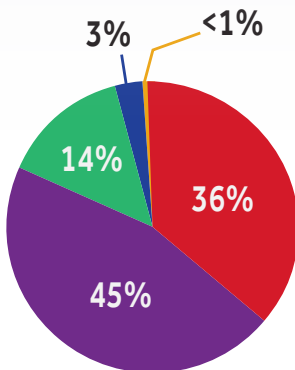


HOW SATISFIED ARE YOU WITH MANUFACTURING AS A CAREER PATH?

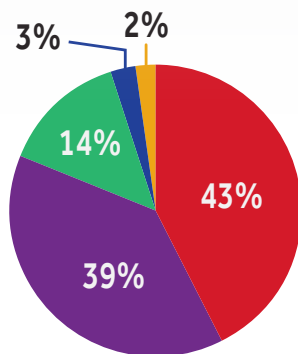
2017 Responses



2019 Responses



2021 Responses



● Very Satisfied
● Satisfied

● Neither satisfied
nor unsatisfied

● Unsatisfied
● Very unsatisfied

