

MODERN MATERIALS HANDLING®

2016 Annual

SALARY SURVEY

Prepared by:

PRG

PEERLESS RESEARCH GROUP



Background and Summary

Purpose of Study

1. To determine the current salaries and overall compensation for materials handling professionals
2. To examine materials handling pros' current job and overall career satisfaction

Specifically, the research examines:

Compensation:

- Salary level as well bonus plans

Job and career history

- # of years with current employer
- Job responsibilities
- # of years work in field

Satisfaction with career as a materials handling professional

- Job stability & Job-related pressures/stress

Demographics

Methodology

In, September 2016, an email invitation was sent to subscribers of *Modern Materials Handling* asking for their participation in this study. The email included a dedicated URL linked to a website which hosted the questionnaire.

Results are based on 603 qualified respondents.

Where available and applicable, 2016 results are trend to *MMH's* 2013, 2014 and 2015 Salary Surveys.

The margin of error for this study is +/- 4.1%, meaning if the entire population responded, results may vary by +/- 4.1%.

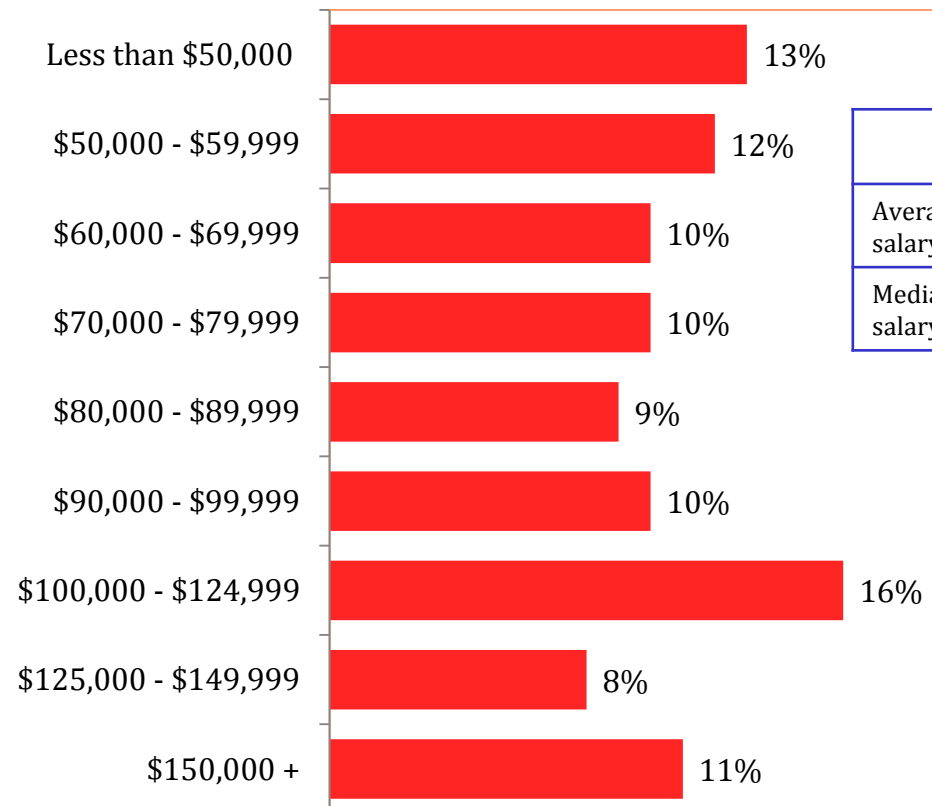
Definitions: The mean is the average of a given set of values. The median is the mid-point in a set of values where one-half of the values are more than the mid-point, the other half are lower.



Salary and Compensation



What is your current base annual salary for 2016? (not including bonuses and commissions)

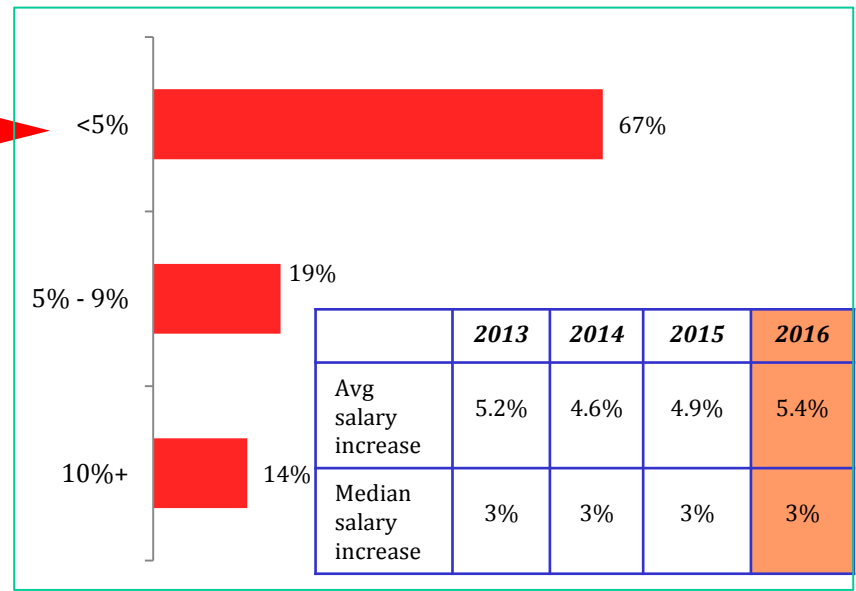
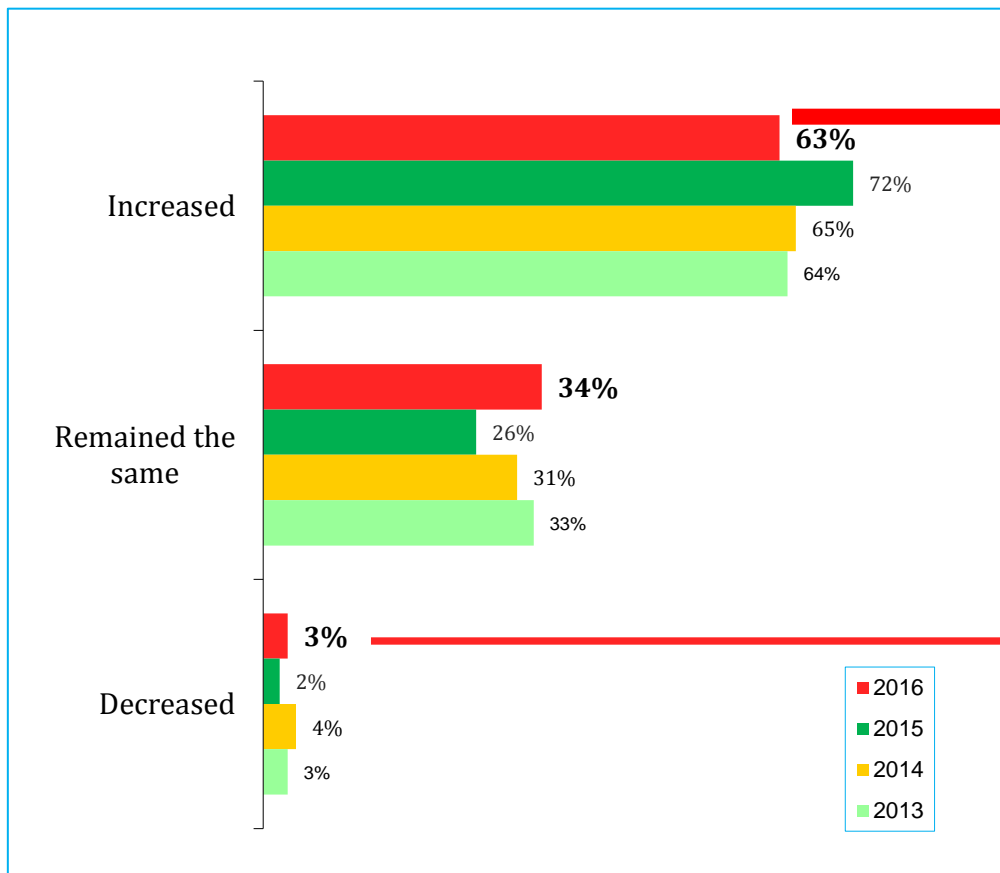


	2013	2014	2015	2016
Average salary	\$95,010	\$97,475	\$98,000	\$91,625
Median salary	\$83,910	\$84,000	\$85,000	\$82,000



How does your base salary compare with last year?

If your base salary changed over the past 12 months, by how much?

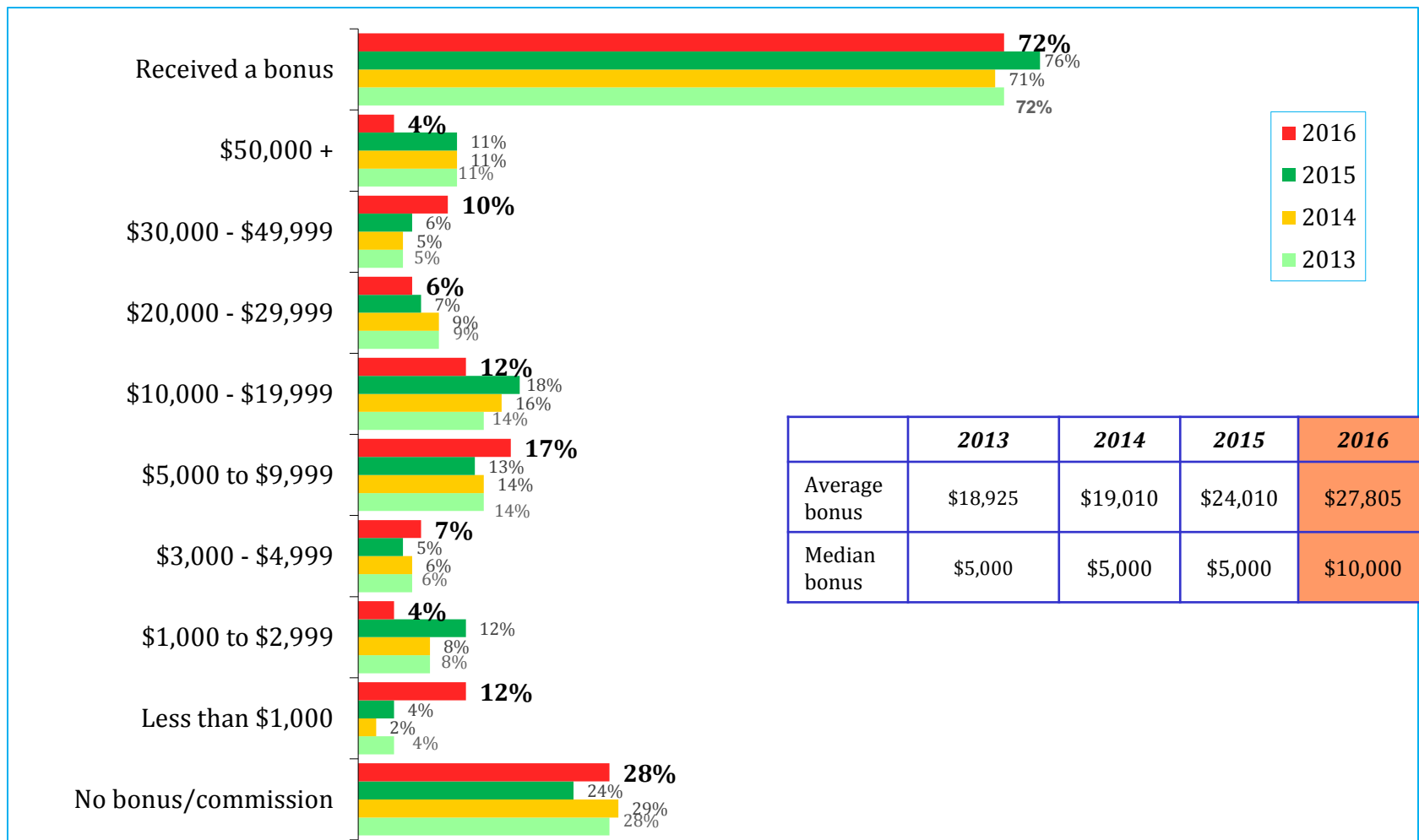


	2013	2014	2015	2016
Avg salary increase	5.2%	4.6%	4.9%	5.4%
Median salary increase	3%	3%	3%	3%

	2013	2014	2015	2016
Average salary decrease	14%	10%	12%	13%
Median salary decrease	10%	5.5%	10%	10%



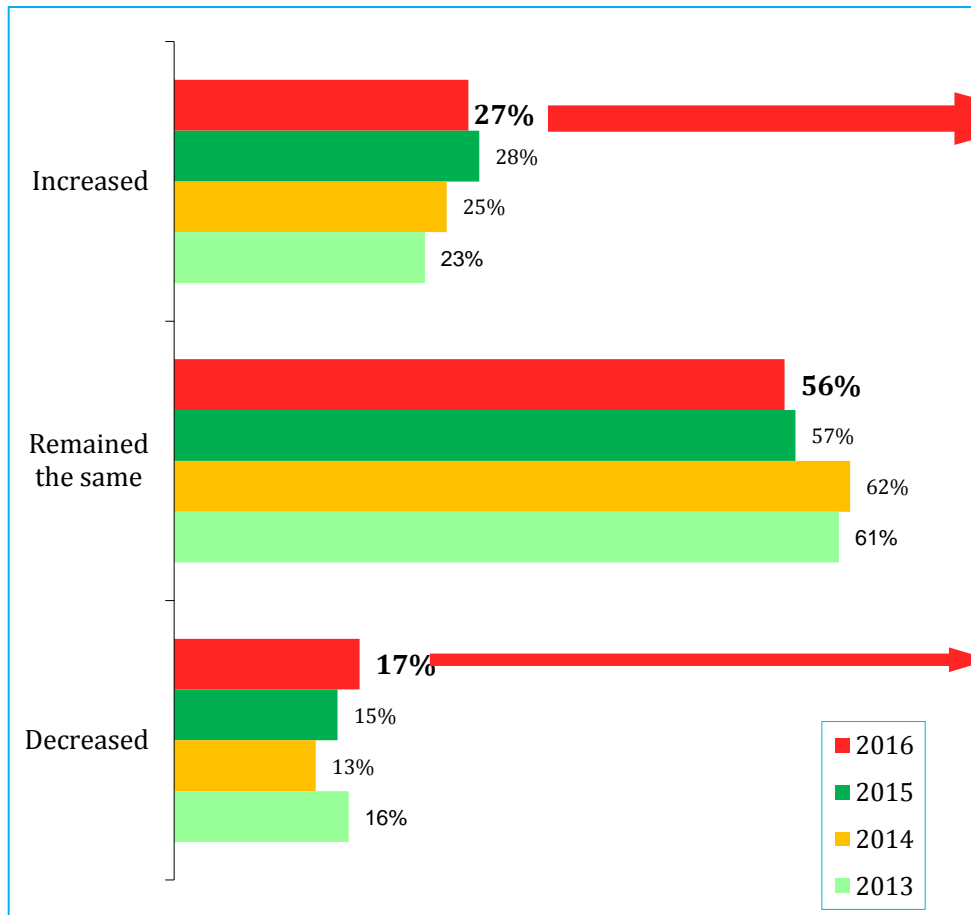
How much do you expect to earn in bonuses, commissions, etc. in 2016?





How does your bonus, commission, etc. plan compare with 2015?

If your bonus, commission, etc. plan increased/decreased compared with last year, how much?

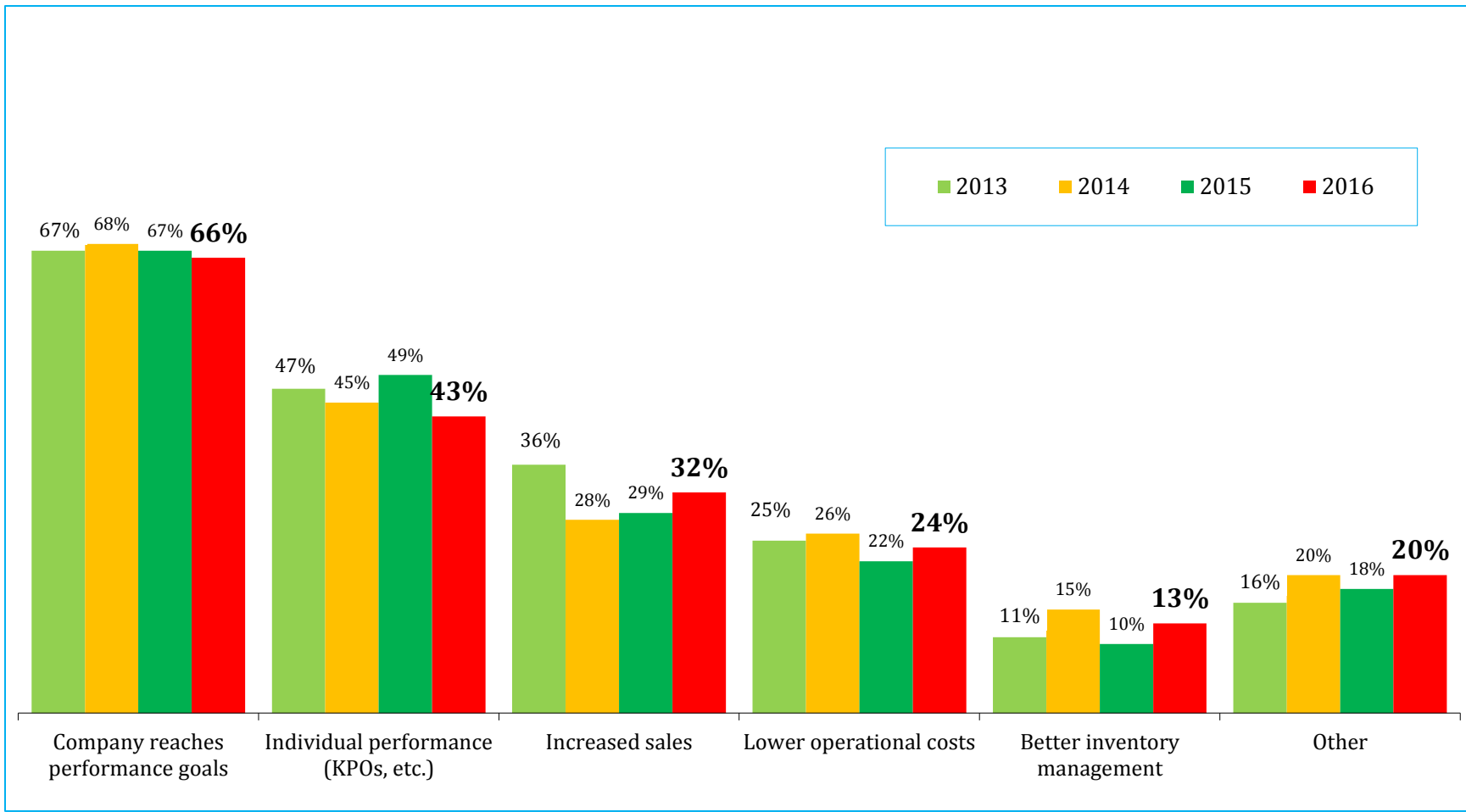


	2013	2014	2015	2016
Average increase	27%	23%	27%	24%
Median increase	10%	8%	6%	8%

	2013	2014	2015	2016
Average decrease	28%	35%	30%	35%
Median decrease	20%	20%	10%	20%



On what factors is your bonus determined?

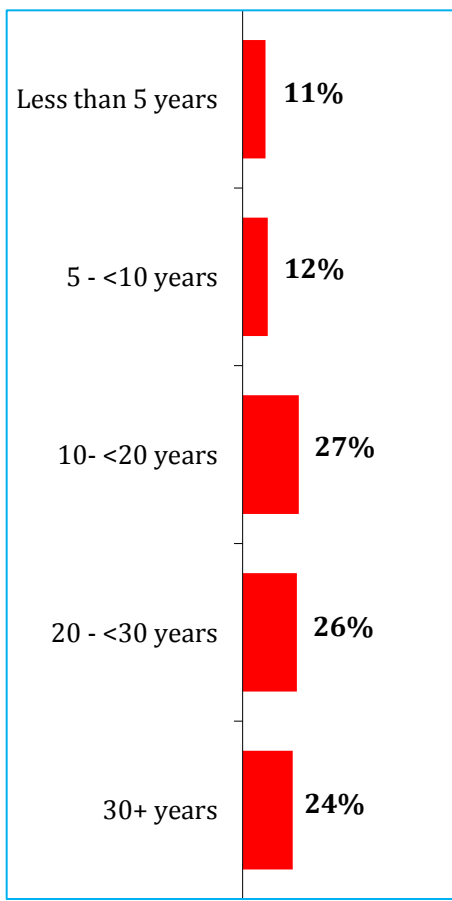




Career in Materials Handling



How long have you worked in the materials handling profession?

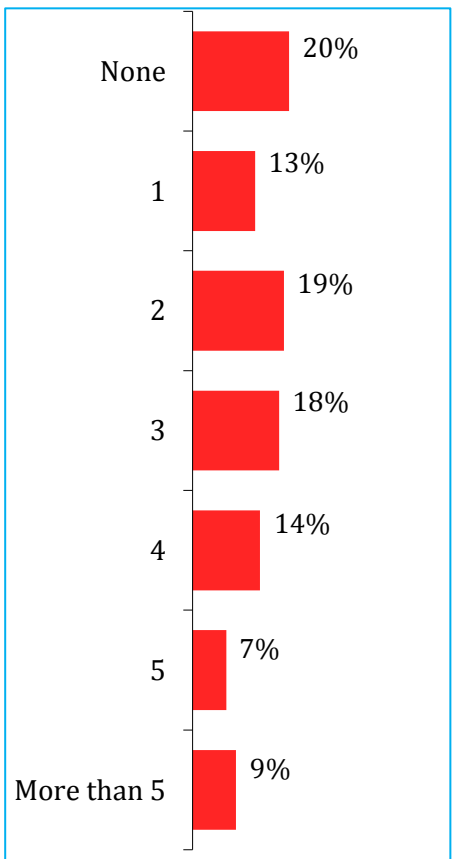


Years in the materials handling industry	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
Less than 5 years	\$68,915	\$71,750	\$79,020	\$72,725	\$55,000	\$63,000	\$62,000	\$55,000
5 years to less than 10 years	\$72,835	\$75,055	\$83,170	\$71,975	\$70,000	\$70,000	\$73,000	\$65,000
10 years to less than 15 years	\$88,490	\$90,515	\$82,440	\$89,555	\$75,600	\$85,000	\$80,000	\$83,615
15 years to less than 20 years	\$86,480	\$90,000	\$93,500	\$95,525	\$85,000	\$85,000	\$89,600	\$82,000
20 years or longer	\$105,625	\$102,285	\$105,935	\$106,920	\$90,000	\$92,500	\$96,000	\$95,505

	2013	2014	2015	2016
Average # of years	17.6	18.4	18.7	19.4



And, how many different companies have you worked for during your materials handling career?

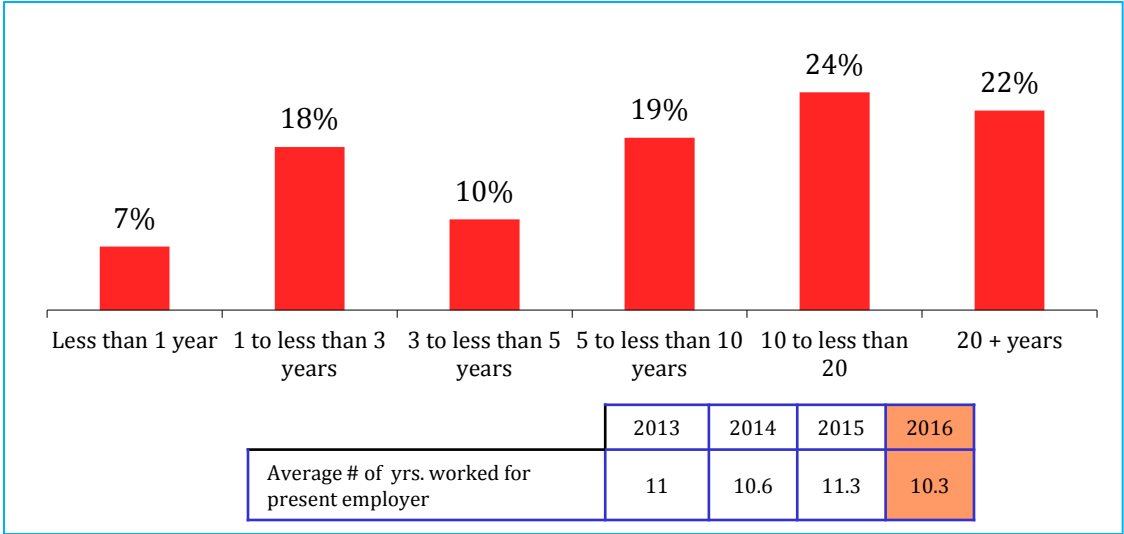


	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
No other company	\$86,825	\$84,770	\$82,815	\$82,267	\$68,000	\$69,000	\$74,000	\$70,000
1	\$86,595	\$90,160	\$88,150	\$83,225	\$79,000	\$75,000	\$75,600	\$76,500
2	\$88,950	\$92,725	\$99,870	\$85,975	\$84,000	\$85,000	\$85,000	\$82,000
3	\$95,675	\$92,750	\$95,950	\$93,105	\$85,000	\$86,500	\$83,000	\$83,615
4	\$97,560	\$101,815	\$90,985	\$105,055	\$90,000	\$98,500	\$80,000	\$90,000
5	\$98,770	\$100,055	\$116,670	\$105,190	\$88,000	\$95,000	\$117.0K	\$100,000
More than 5	\$96,175	\$95,715	\$94,900	\$100,635	\$87,000	\$89,000	\$95,500	\$92,300

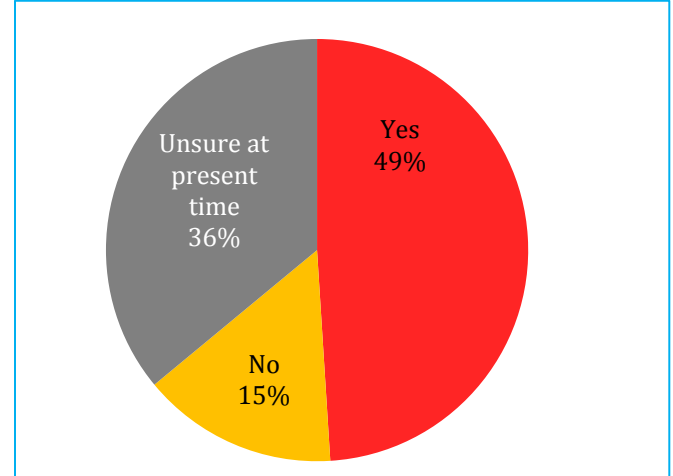
	2013	2014	2015	2016
Average # of cos. worked for	2.4	2.3		2.4



How many years have you worked for your present employer?



Do you see yourself finishing your career at your present company?

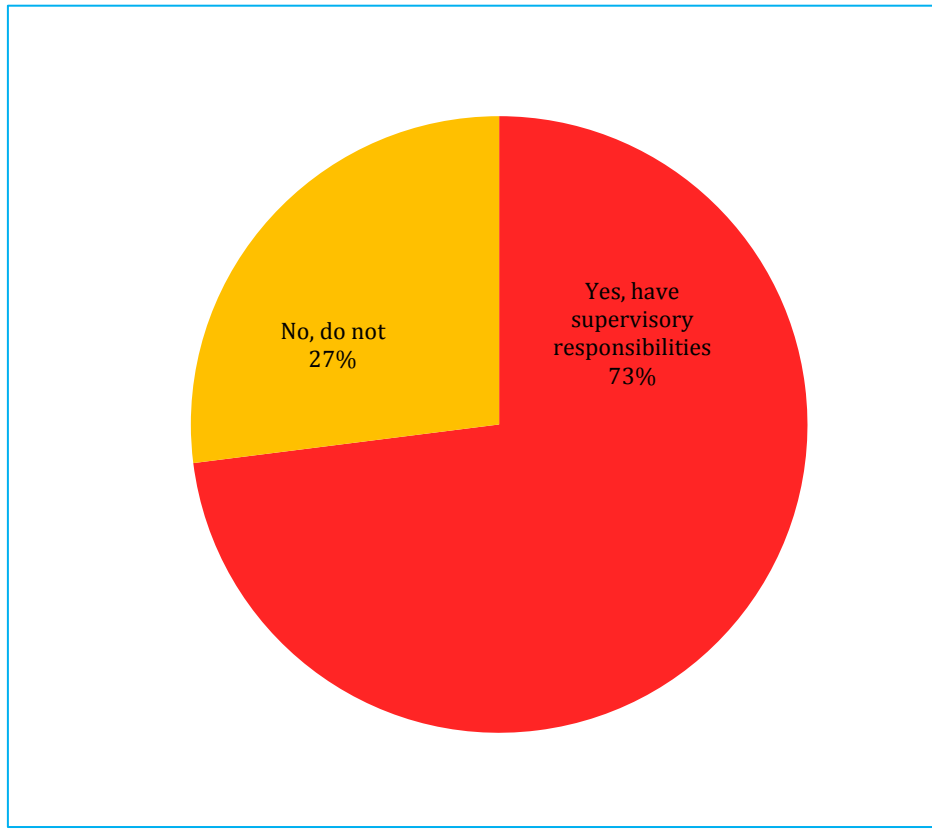


	Average Salary				Median Salary			
	2013 (\$)	2014 (\$)	2015 (\$)	2016 (\$)	2013	2014	2015	2016
< 3yrs	79,505	80,960	86,550	86,315	\$70.0K	\$75.0K	\$80.0K	\$77.5K
3 < 5yrs	87,102	94,025	81,050	95,160	\$85.0K	\$80.0K	\$82.0K	\$82.0K
5 < 10 yrs	85,315	94,480	98,750	90,210	\$75.0K	\$89,5K	\$85.0K	\$80.0K
10 < 20 yrs	95,275	90,125	93,340	89,505	\$86.0K	\$83,K	\$85.0K	\$83.0K
20+ yrs	103,610	102,835	102,950	101,105	\$90.0K	\$90,0K	\$88.0K	\$91.0K

	Average Salary			Median Salary		
	2014	2015	2016	2014	2015	2016
Yes	\$99,310	\$100,700	\$97,775	\$92K	\$90K	\$90K
No	\$84,935	\$89,320	\$90,525	\$75K	\$80K	\$74.5K
Unsure	\$83,630	\$86,920	\$83,625	\$76K	\$82K	\$75K



Do you have supervisory responsibilities?

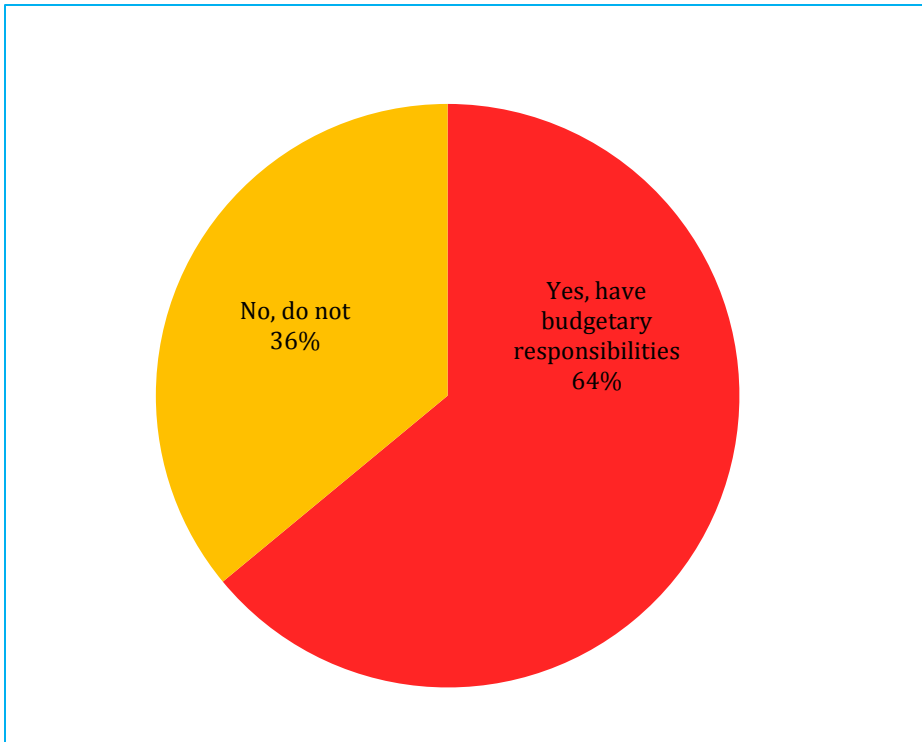


	Average Salary			
	2013	2014	2015	2016
If supervisor	\$101,500	\$98,285	\$98,065	\$97,030
If not supervisor	\$77,860	\$79,880	\$86,315	\$77,605

# of employees supervise			
	2014	2015	2016
Average	38	43	33
Median	10	9	10



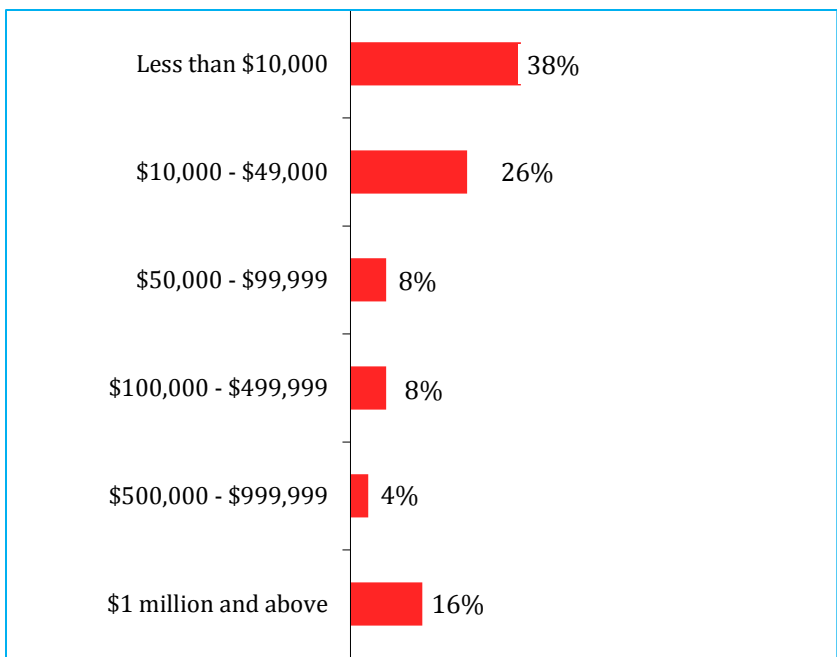
Do you have budgetary responsibilities?



	Average Salary			
	2013	2014	2015	2016
If budget responsibilities	\$104,455	\$103,165	\$101,620	\$99,985
If no budget responsibilities	\$74,300	\$75,065	\$80,995	\$77,020

What is the approximate spend level on a purchase before you require management approval?

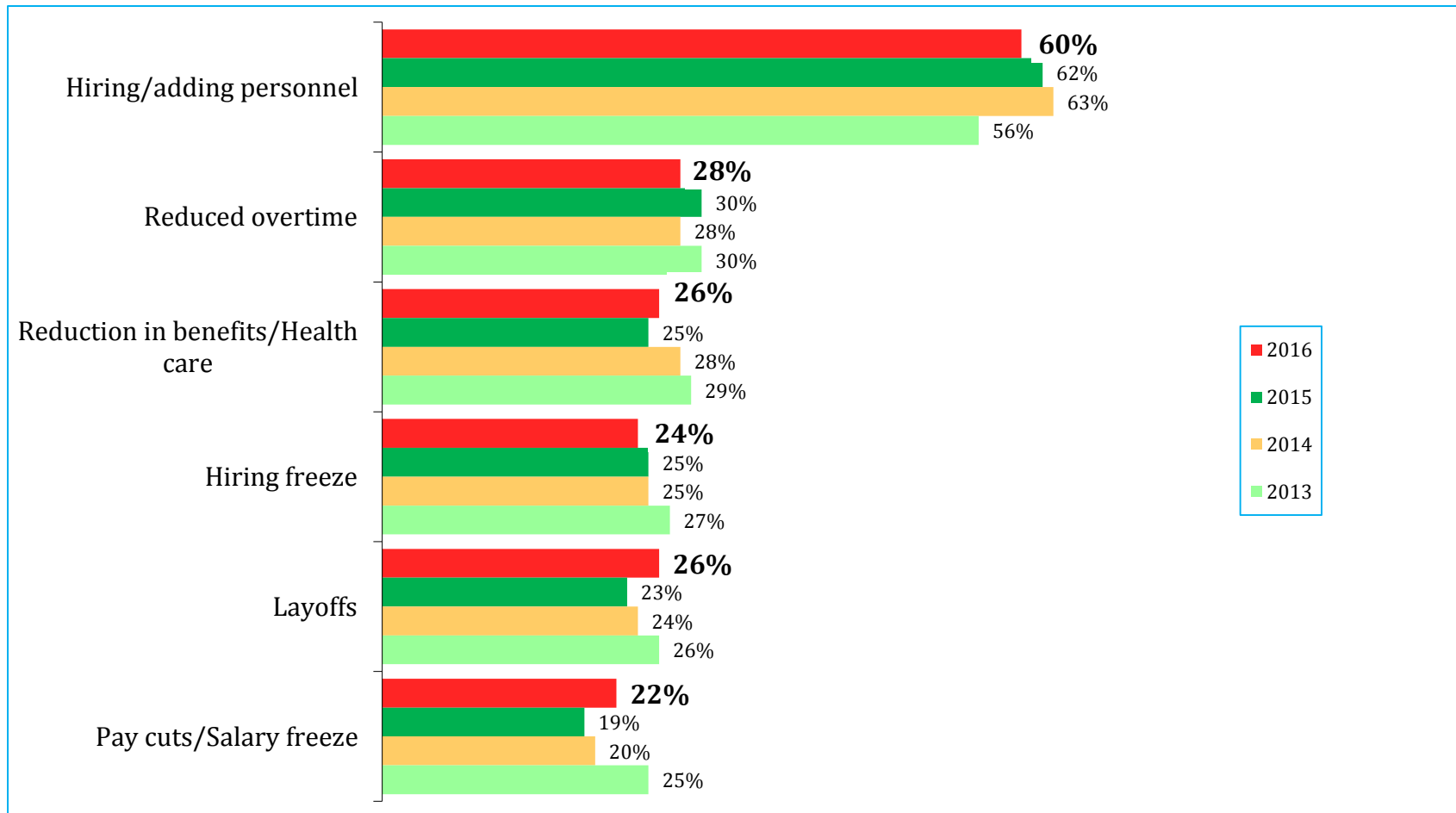
(among those w/budget authority)



	Budget level			
	2013	2014	2015	2016
Average	\$193,700	\$203,000	\$199,200	\$223,550
Median	\$9,790	\$16,000	\$9,860	\$28,285

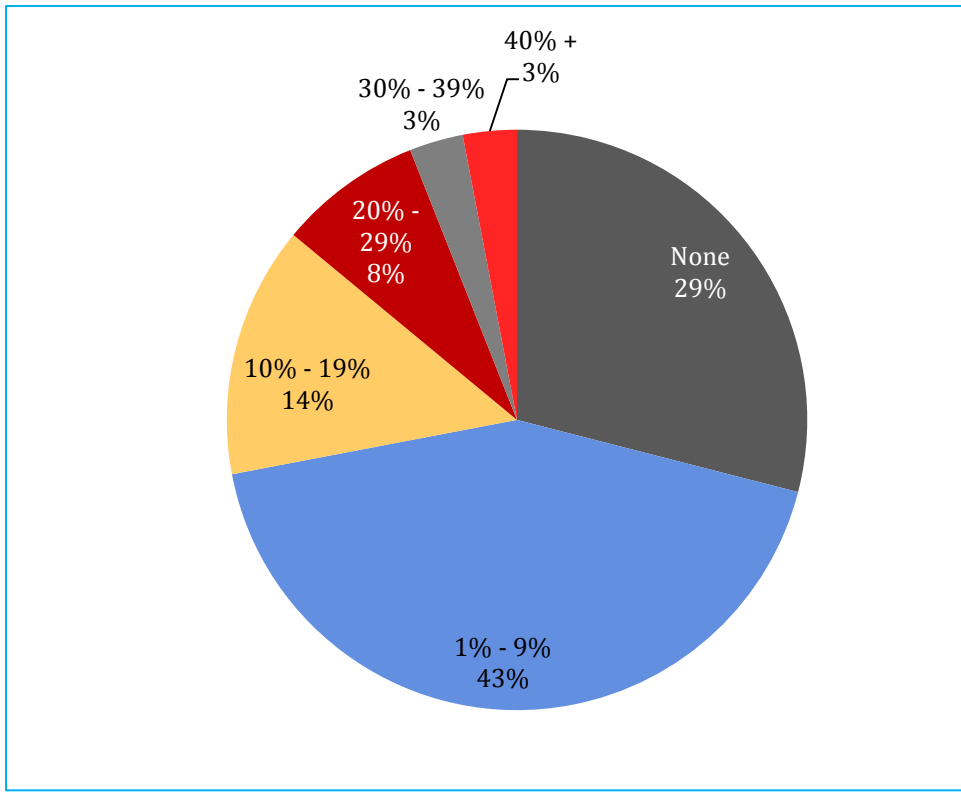


Has your company experienced any of the following during the last 12 months?

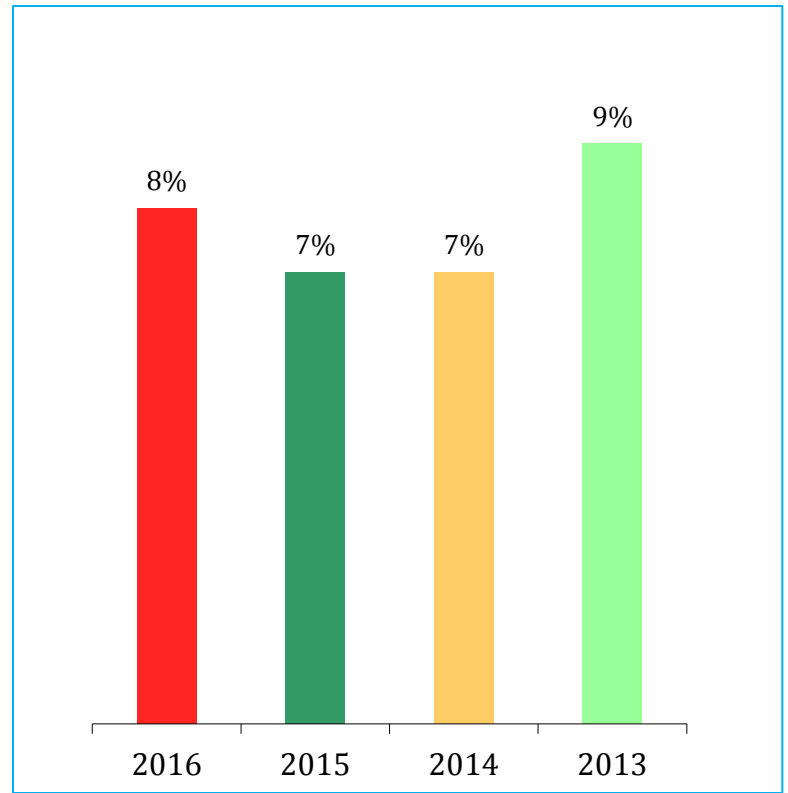




And, what has been the turnover rate in personnel within your department over the last 12 months?



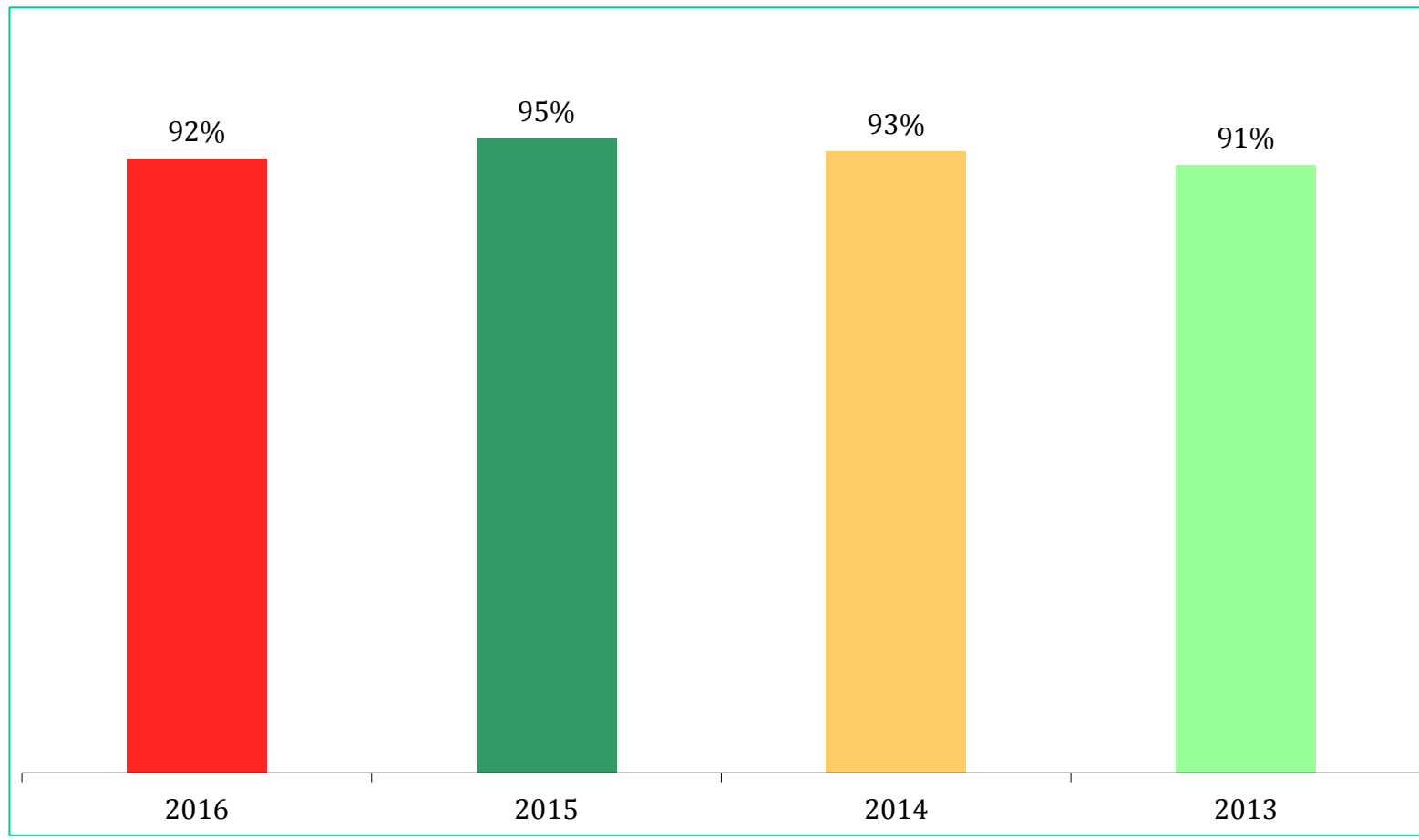
Have you personally been affected by layoffs in the past 12 months?



	<i>Turnover rate</i>			
	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>
Average	6.7%	7.8%	9.1%	8.7%



Would you recommend the materials handling profession to others?

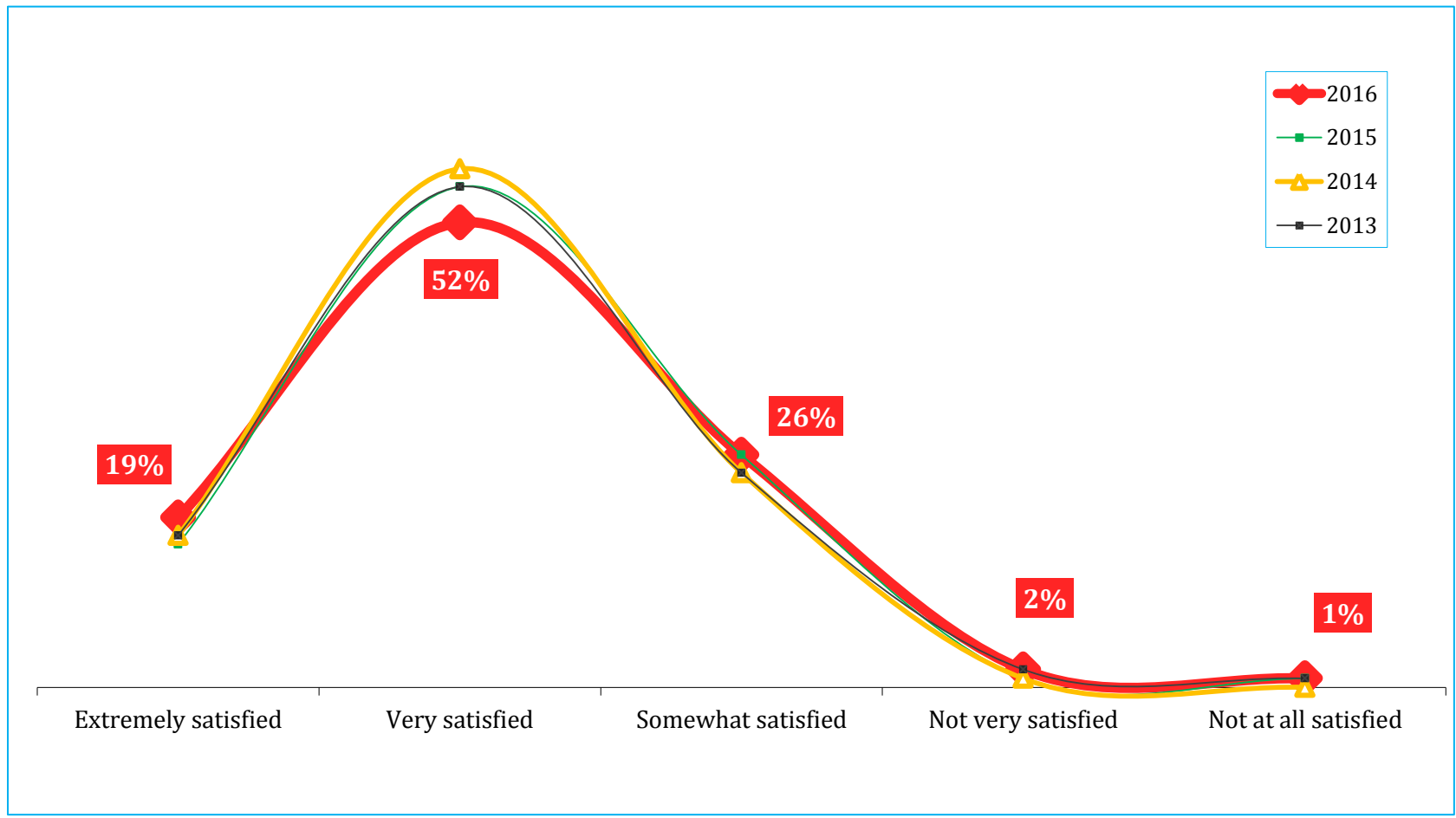




Job Satisfaction

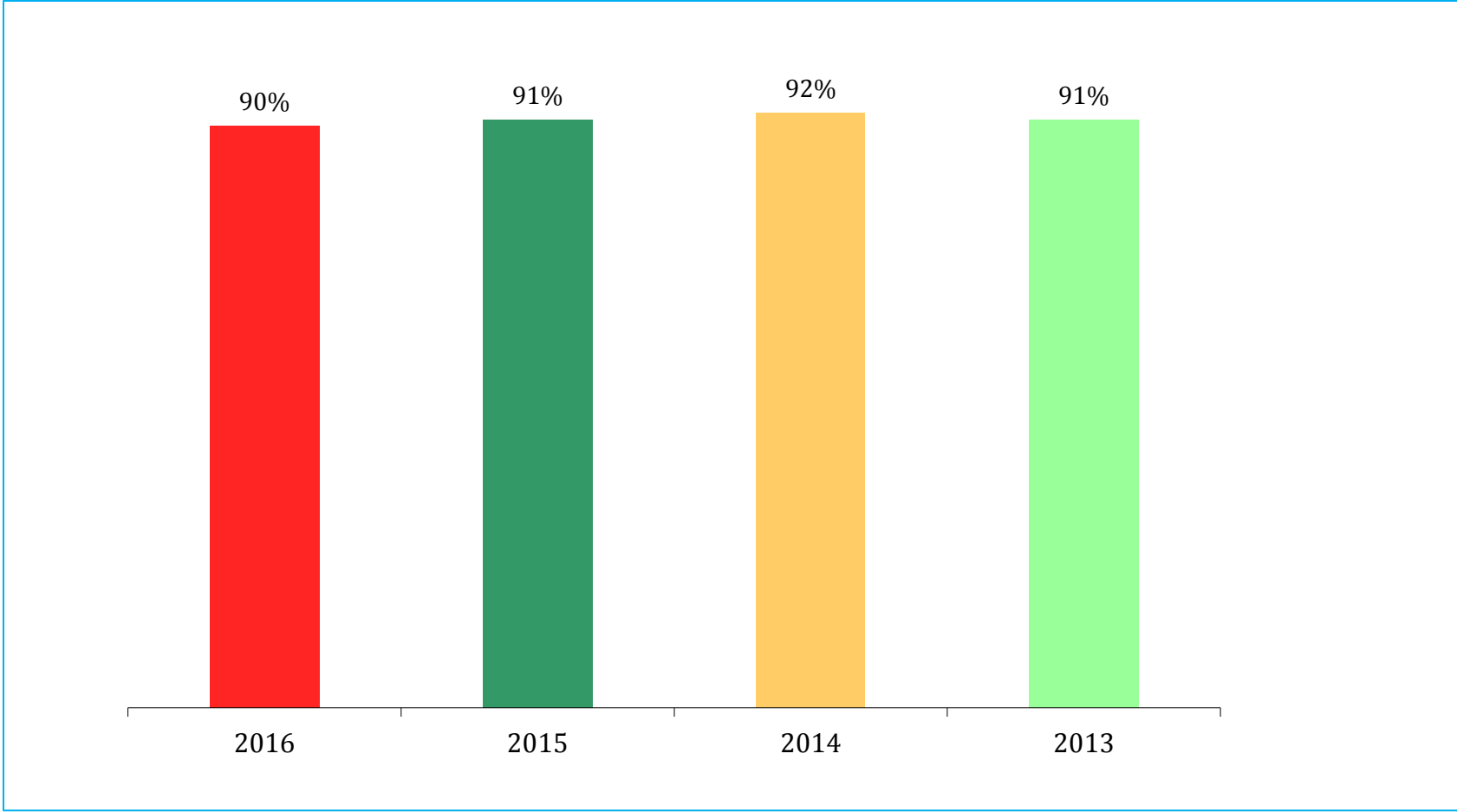


In general, how satisfied are you with your career in materials handling?



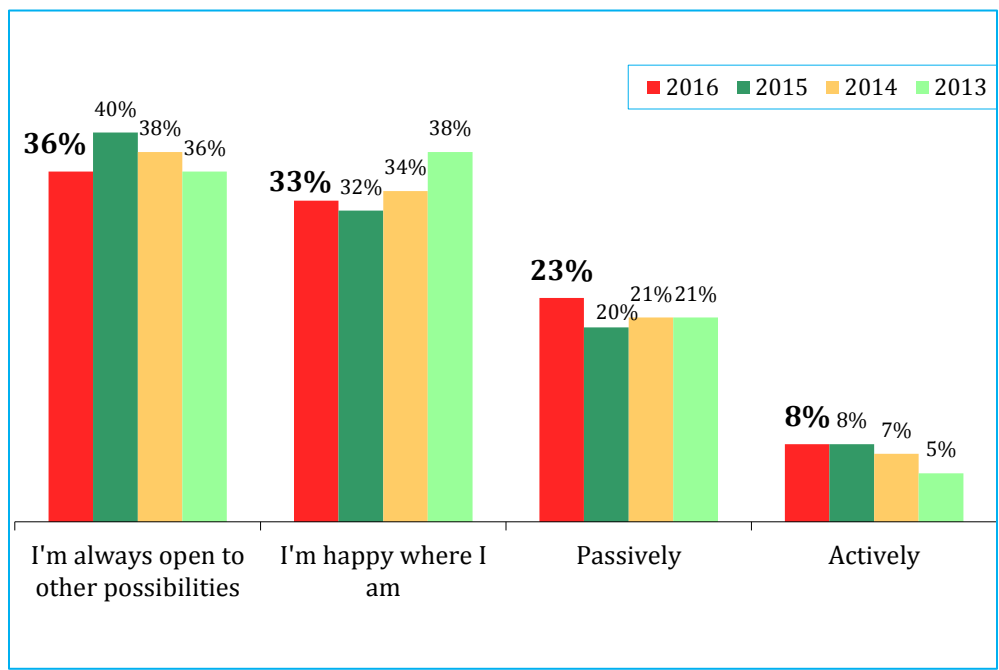


Do you like your current job? *(yes)*



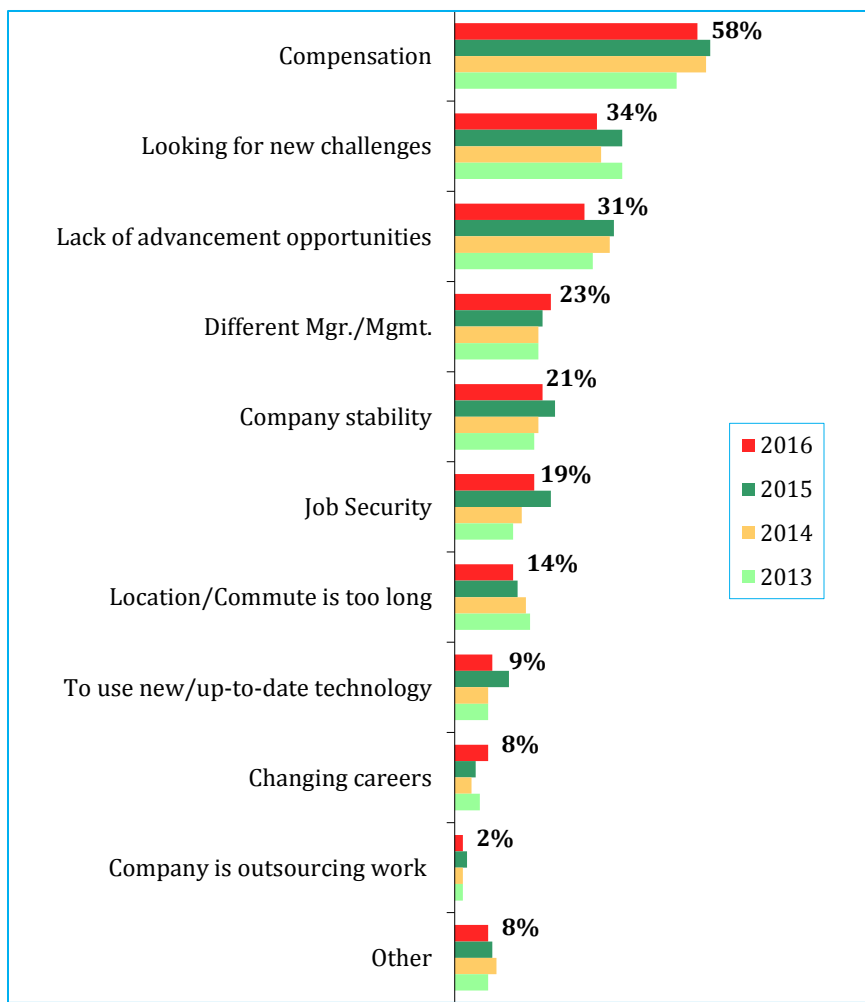


How actively are you seeking another job?



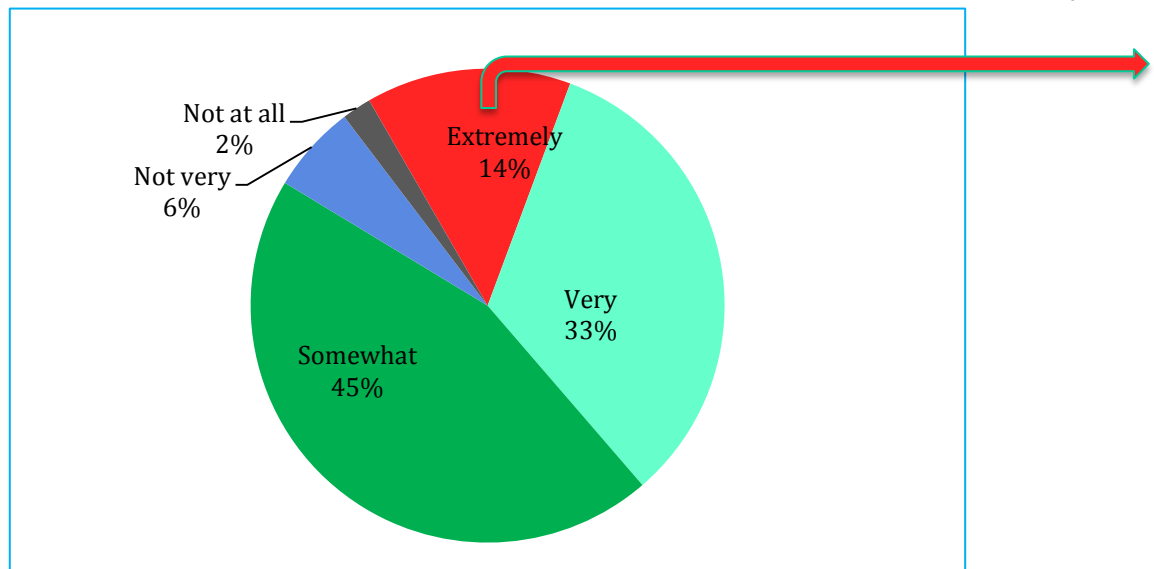
	Average Salary			
	2013	2014	2015	2016
Always open	\$88,330	\$85,560	\$95,150	\$86,135
Happy where I am	\$98,455	\$100,670	\$101,710	\$100,150
Passively	\$88,800	\$89,065	\$83,015	\$85,870
Actively	\$74,920	\$93,720	\$88,905	\$94,155

Why are you looking for another job? (If answered "Actively," "Passively," or "Always Open")

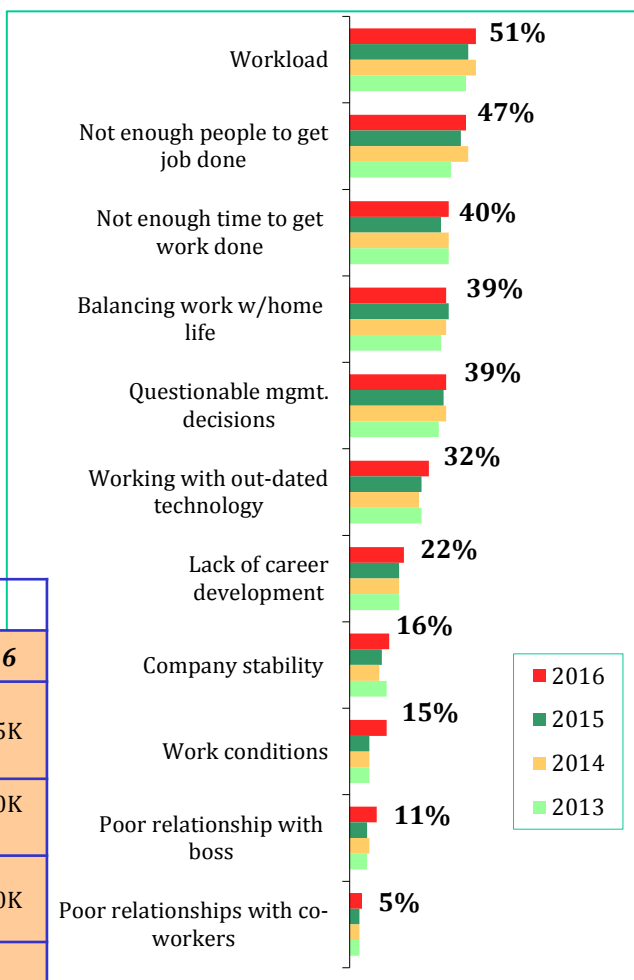




How stressful is your job?



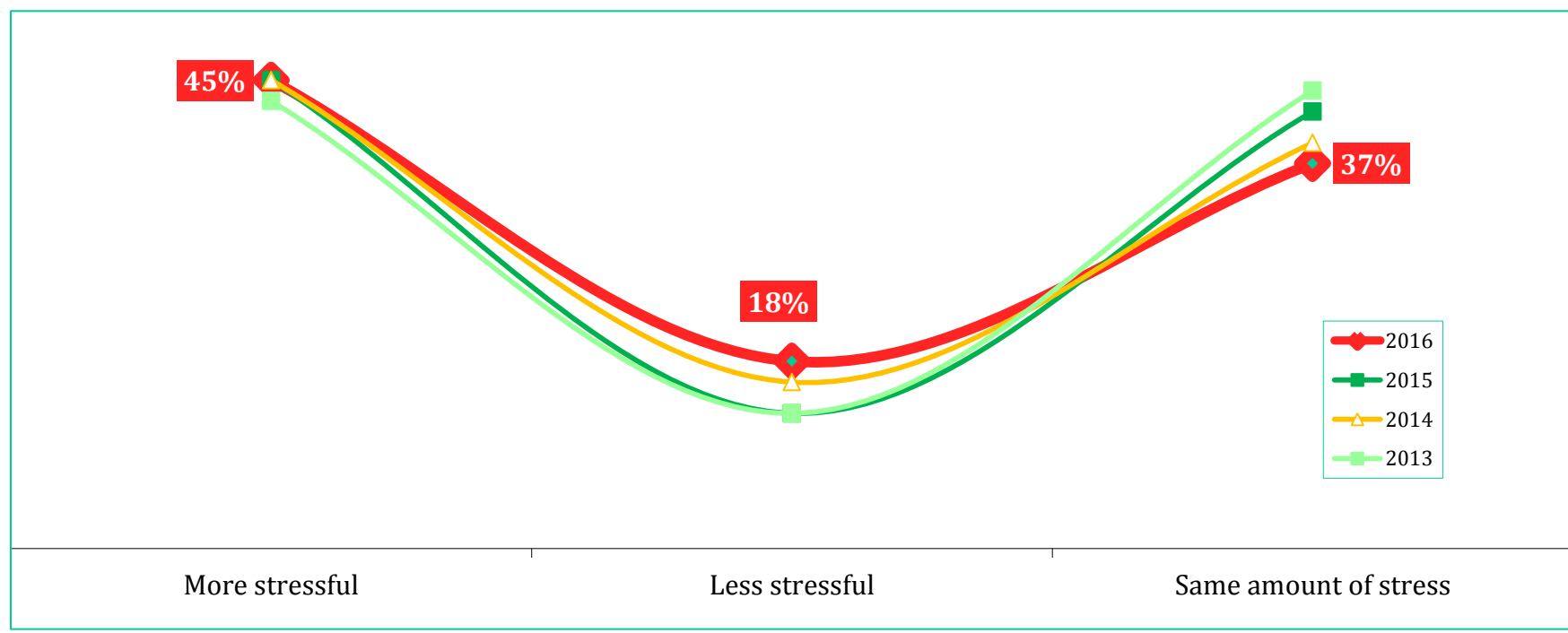
What factors most greatly contribute to your job stress? (Answering "Extremely" or "Very" stressful)



	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
Extremely stressful	\$100,960	\$91,858	\$91,170	\$103,830	\$82K	\$82K	\$78K	\$91.5K
Very stressful	\$93,100	\$98,650	\$98,950	\$90,950	\$85K	\$90K	\$94K	\$81.0K
Somewhat stressful	\$90,020	\$89,335	\$93,790	\$89,895	\$82K	\$80.6K	\$85K	\$83.0K
Not very/Not at all stressful	\$85,690	\$83,050	\$65,465	\$85,955	\$72.8K	\$63K	\$51K	\$75.0K



And how stressful is your job compared to 2 years ago?



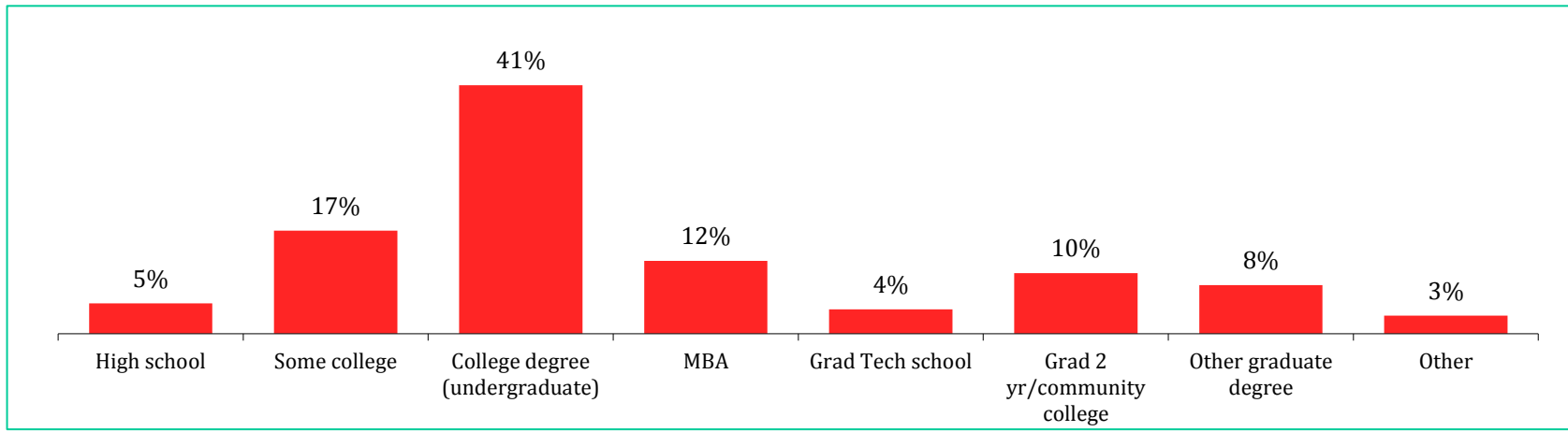
	<i>Average Salary</i>			
	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>
More stressful	\$87,560	\$91,780	\$93,040	\$93,490
Same level of stress	\$92,120	\$95,065	\$97,620	\$92,550
Less stressful	\$102,995	\$86,030	\$95,470	\$86,945



Demographic and Firmographic Profile



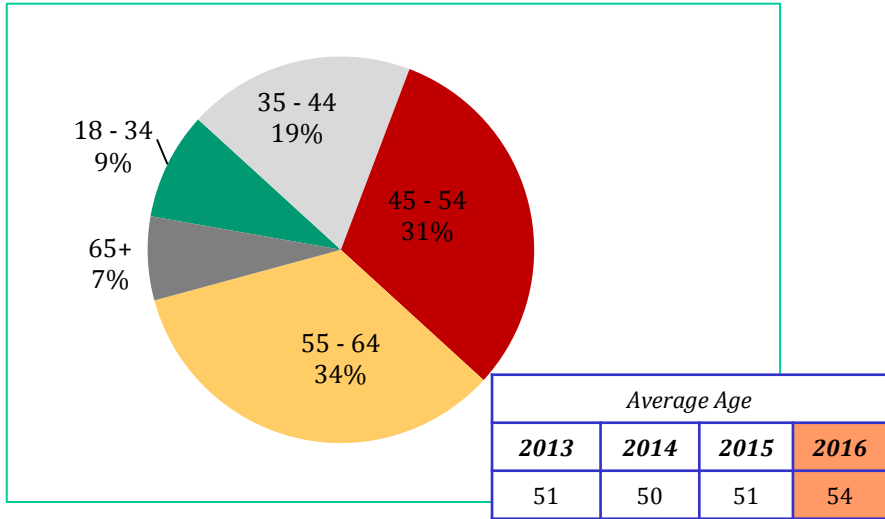
What is the highest level of education you have completed?



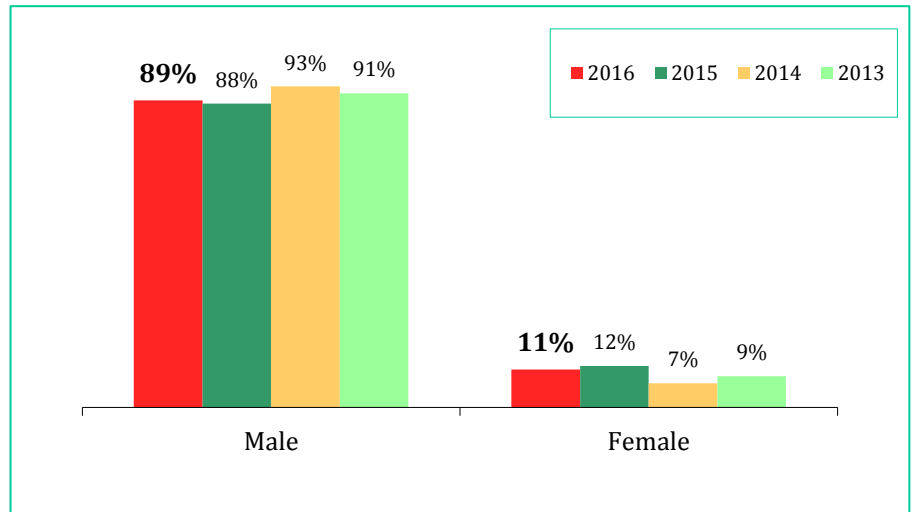
	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
MBA	\$114,715	\$123,250	\$135,535	\$123,100	\$101.5K	\$117K	\$110K	\$115K
Other graduate degree	\$125,245	\$104,440	\$118,060	\$110,625	\$100K	\$95K	\$90K	\$108K
College degree	\$98,510	\$100,975	\$98,365	\$96,595	\$87K	\$88K	\$87K	\$84K
2 year community/ Tech school	\$87,410	\$74,315	\$77,425	\$71,250	\$68K	\$72K	\$75K	\$67.5K
High school/some college	\$74,125	\$74,850	\$74,095	\$74,130	\$64.2K	\$65K	\$65K	\$69K



What is your age?



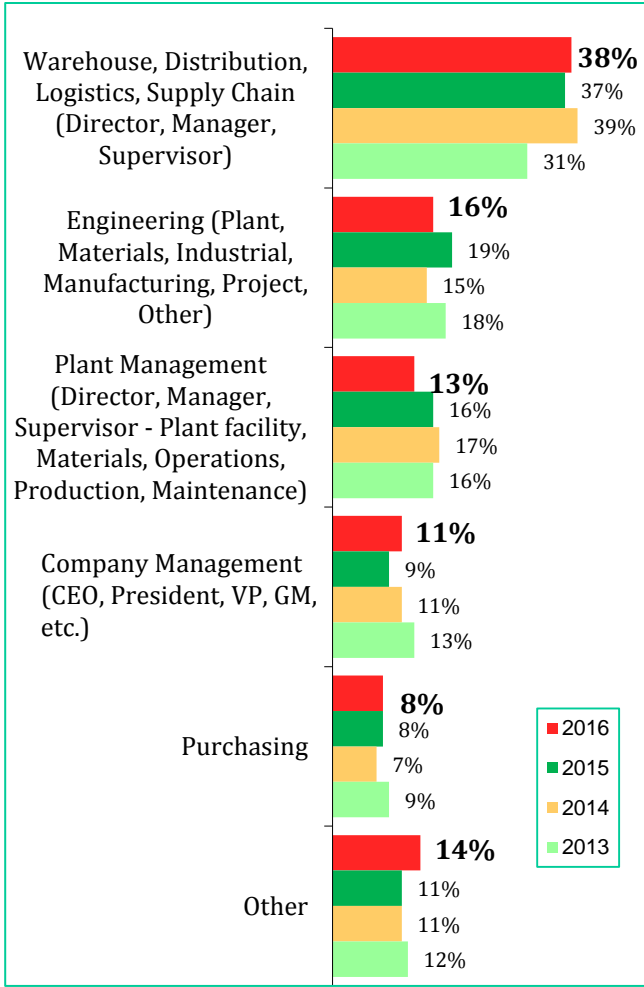
What is your gender?



	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
<35 years old	\$64,840	\$64,605	\$64,810	\$68,900	\$63.2K	\$61K	\$56.5K	\$60.0K
35 - 44	\$81,335	\$87,955	\$85,430	\$92,070	\$76.5K	\$83.2K	\$80.0K	\$85.0K
45 - 54	\$101,845	\$91,550	\$101,855	\$93,920	\$88K	\$89K	\$90.0K	\$84.0K
55 - 64	\$102,500	\$114,340	\$94,785	\$94,930	\$85K	\$94.6K	\$85.0K	\$85.0K
65+	\$108,105	\$87,060	\$115,260	\$98,685	\$96K	\$75K	\$68.0K	\$94.0K
Male	\$96,190	\$100,500	\$98,775	\$94,210	\$85K	\$87K	\$85.6K	\$85.0K
Female	\$68,020	\$73,560	\$90,400	\$74,760	\$65.5K	\$61.6K	\$68.0K	\$56.9K



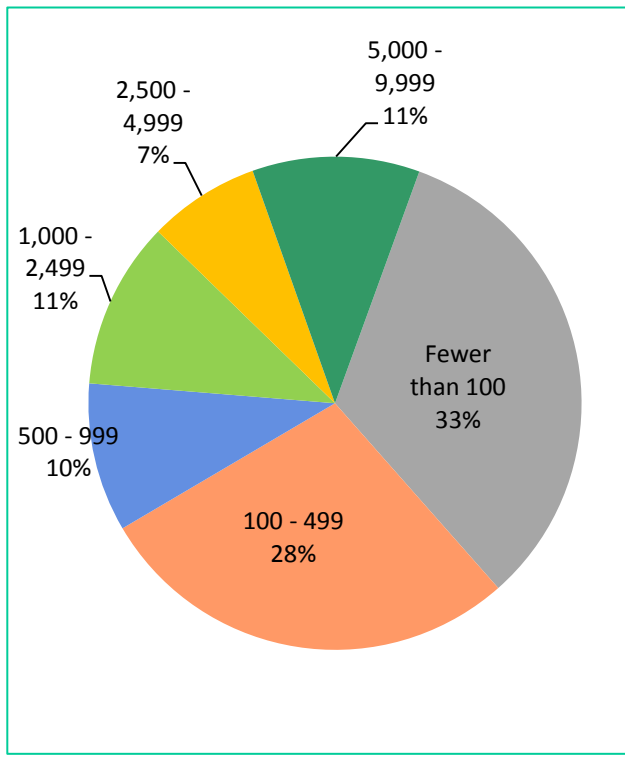
Which of the following best describes your primary role or primary job function?



Primary job function	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
Company management <i>CEO, President, VP, GM, etc.</i>	\$141,140	\$151,160	\$163,140	\$142,940	\$127.5K	\$136.5K	\$155.0K	\$125K
Engineering <i>Plant, materials, industrial, mfg., project, etc.</i>	\$101,045	\$90,535	\$88,840	\$93,185	\$87.5K	\$92.5K	\$86.0K	\$89.0K
Plant management <i>Director, manager, supervisor</i>	\$88,570	\$101,200	\$88,050	\$89,015	\$83.2K	\$87K	\$87.0K	\$83.0K
Warehouse, distribution, logistics <i>Director, manager, supervisor</i>	\$84,550	\$82,300	\$94,335	\$85,885	\$78.2K	\$76K	\$83.5K	\$80.0K
Purchasing	\$67,075	\$74,720	\$72,665	\$70,775	\$65K	\$65K	\$65.0K	\$61.0K



How many people does your company employ?

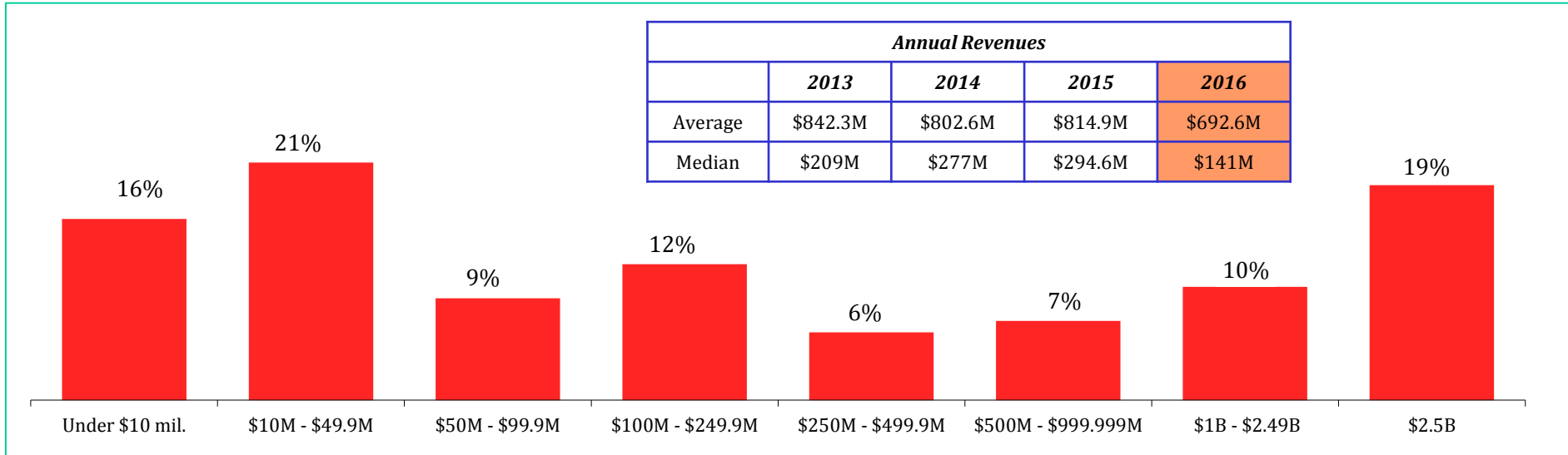


	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
Less than 100	\$78,180	\$79,650	\$77,270	\$74,465	\$65K	\$60K	\$60K	\$69K
100 - 499	\$89,550	\$84,215	\$84,060	\$87,060	\$75.3K	\$77K	\$75.6K	\$75.2K
500 - 999	\$95,620	\$90,875	\$95,835	\$95,835	\$85K	\$80.8K	\$85.6K	\$82.5K
1,000 - 4,999	\$104,220	\$104,125	\$92,945	\$92,945	\$90K	\$92.5K	\$88.8K	\$89.9K
5,000 +	\$103,715	\$102,715	\$112,190	\$111,100	\$98K	\$98.8K	\$105K	\$97.5K

# of employees				
	2013	2014	2015	2016
Average	3,203	3,340	3,253	3,163
Median	878	820	913	496



What do you estimate your company's revenues will be in 2016?



	Average Salary				Median Salary			
	2013	2014	2015	2016	2013	2014	2015	2016
Under \$10 million	\$69,955	\$70,140	\$75,575	\$68,400	\$60K	\$56K	\$59K	\$62K
\$10M - \$49.9M	\$84,175	\$79,620	\$75,915	\$81,110	\$69K	\$70K	\$65K	\$74.9K
\$50M - \$99.9M	\$82,690	\$93,320	\$83,170	\$91,470	\$76.5K	\$80.7K	\$80K	\$71K
\$100M - \$249.9M	\$105,605	\$86,015	\$93,470	\$87,050	\$85K	\$75K	\$87.5K	\$80K
\$250M - \$499.9M	\$98,985	\$103,500	\$92,935	\$101,000	\$96K	\$83K	\$90K	\$87.5K
\$500M - \$999.9M	\$112,480	\$104,785	\$106,115	\$93,990	\$89K	\$95K	\$100K	\$90K
\$1B - \$2.49B	\$105,750	\$110,260	\$98,870	\$105,935	\$100K	\$97K	\$95K	\$96K
\$2.5B+	\$108,070	\$108,090	\$118,395	\$116,300	\$99.6K	\$102.4K	\$107.4K	\$107K

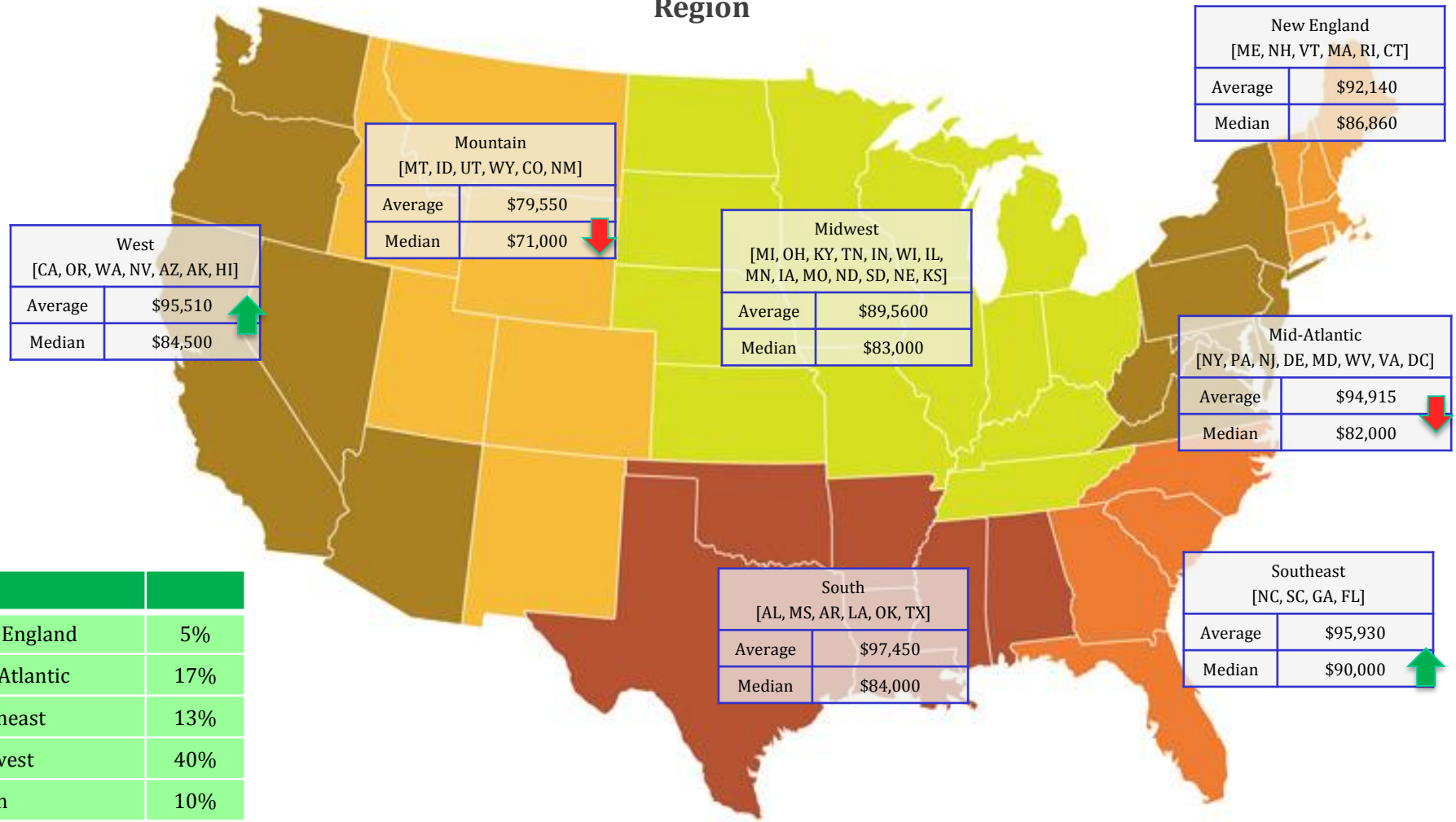


In which industry is your company?

<i>MANUFACTURING</i>	
Industrial Machinery	9%
Food, Beverage & Tobacco	6%
Automotive & Transportation Equipment	6%
Fabricated Metals	6%
Chemicals/Pharmaceuticals	4%
Computers & Electronics	3%
Electrical Equipment	3%
Textiles/Apparel	2%
Aerospace	2%
Paper/Printing	2%
Primary Metals	1%
Plastics & Rubber	1%
Furniture	1%
Other Manufacturing (specify)	16%
<i>NON-MANUFACTURING</i>	
Wholesale Trade	7%
Retail Trade	5%
3rd Party Logistics Provider	6%
Transportation/Warehousing Services	7%
Other Non-Manufacturing (specify)	13%



Region



New England	5%
Mid-Atlantic	17%
Southeast	13%
Midwest	40%
South	10%
Mountain	3%
West	12%