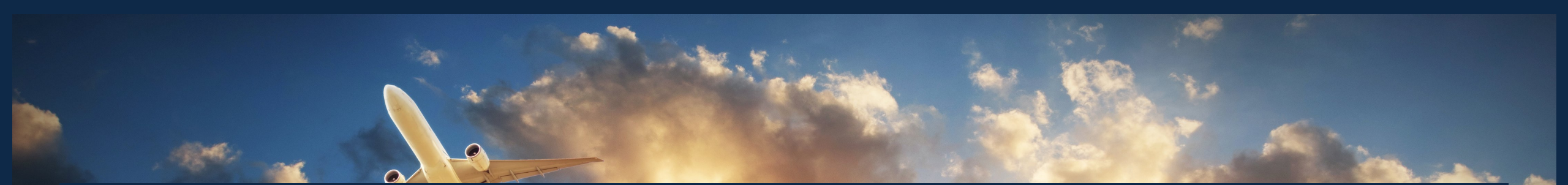




SUPPLY CHAIN
2021 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

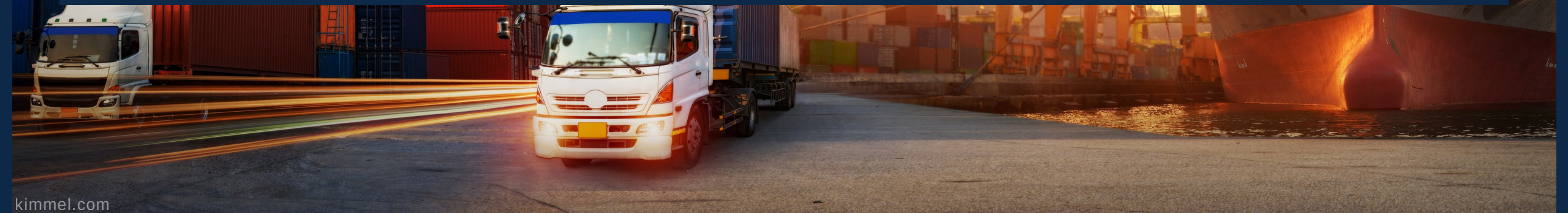


At Kimmel & Associates, we have a unique perspective on the supply chain industry. We continuously develop this perspective in part through the thousands of conversations that our consultants engage in every year with supply chain professionals across the country. Our goal is to use our placement compensation data to better serve the industry.

To that end, we are pleased to offer the **2021 Kimmel & Associates Supply Chain Compensation Review**. This review provides an average base salary range for a generalized list of positions within the supply chain sectors in the current market. It is not a traditional salary report; it is our informed unique perspective.

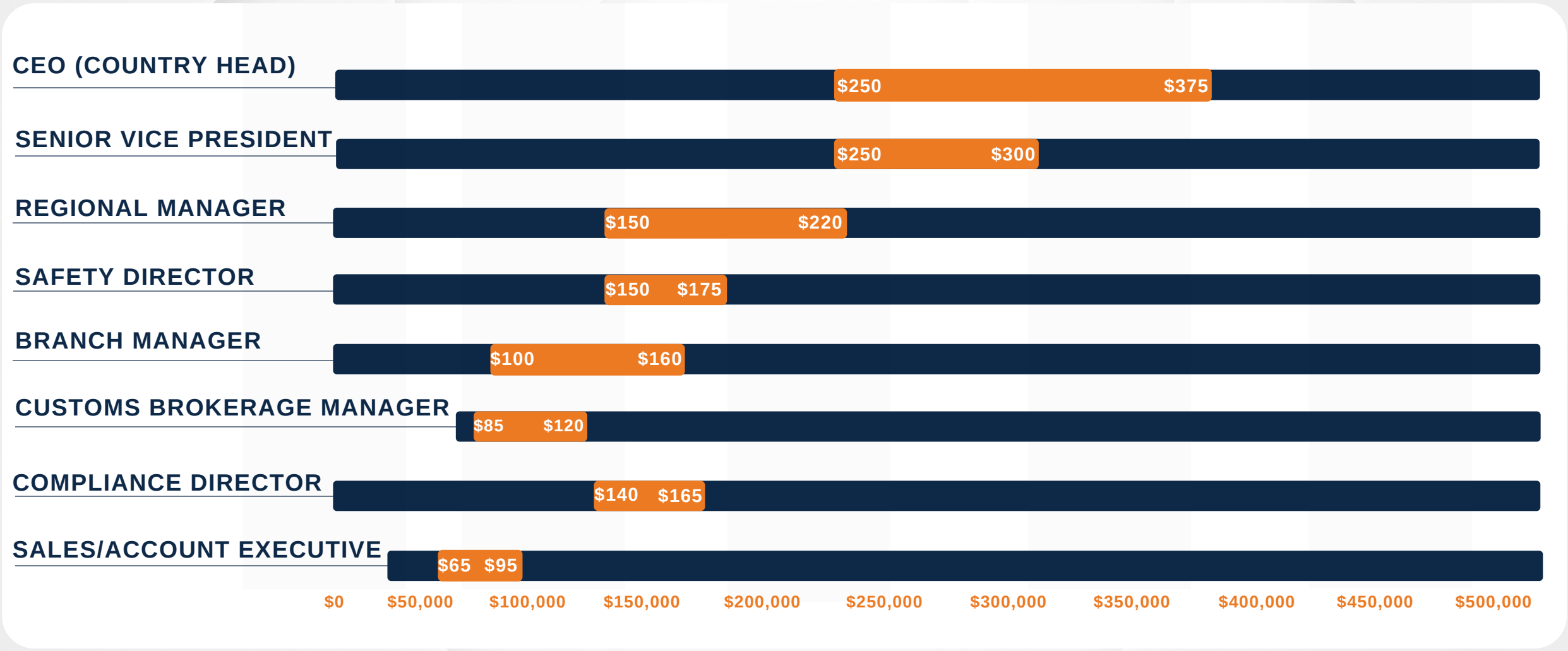
Specific compensation rates will vary depending on title, company, industry, and geographic region. Please give us a call; our consultants would be happy to discuss more detailed information as it relates to a specific position and territory.

We hope you benefit from the information provided here, and we look forward to continuing to serve the supply chain industry.



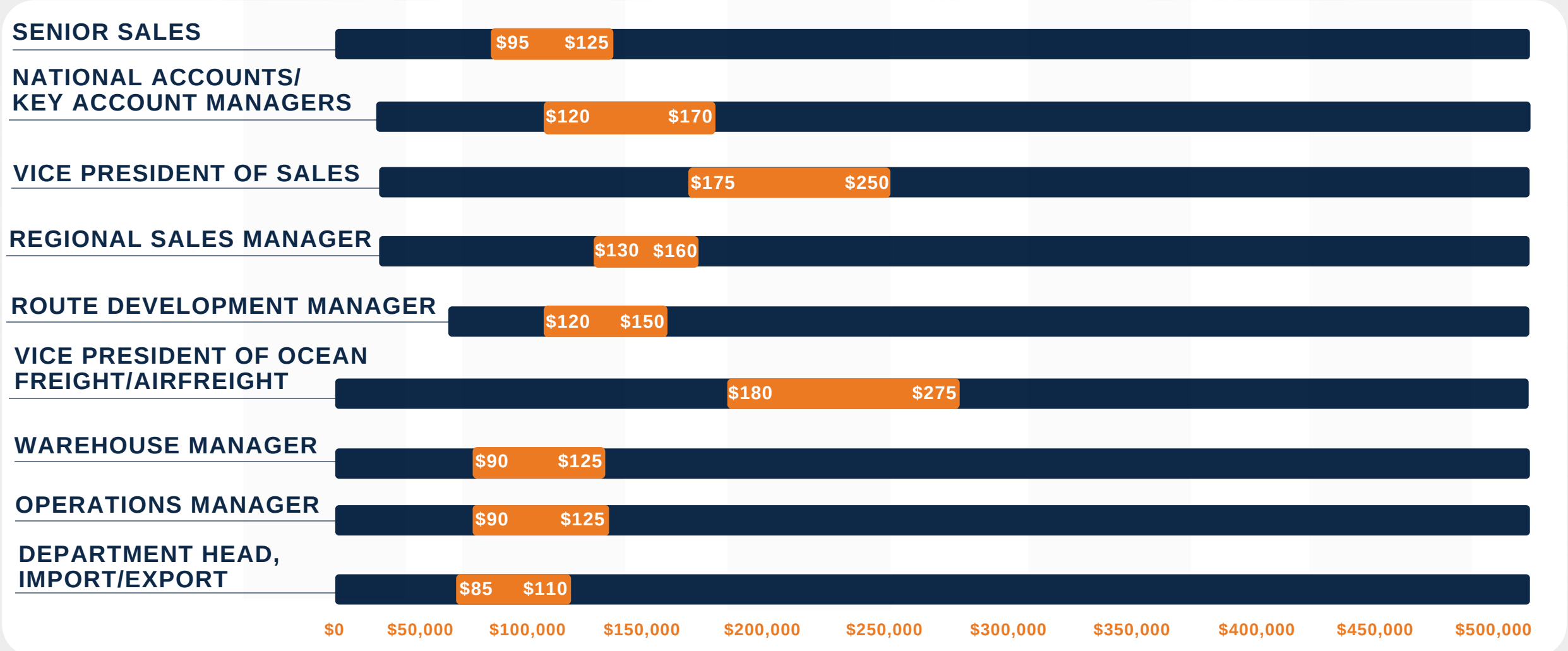
Freight Forwarding/Logistics

From Our Unique Perspective - SALARY RANGES



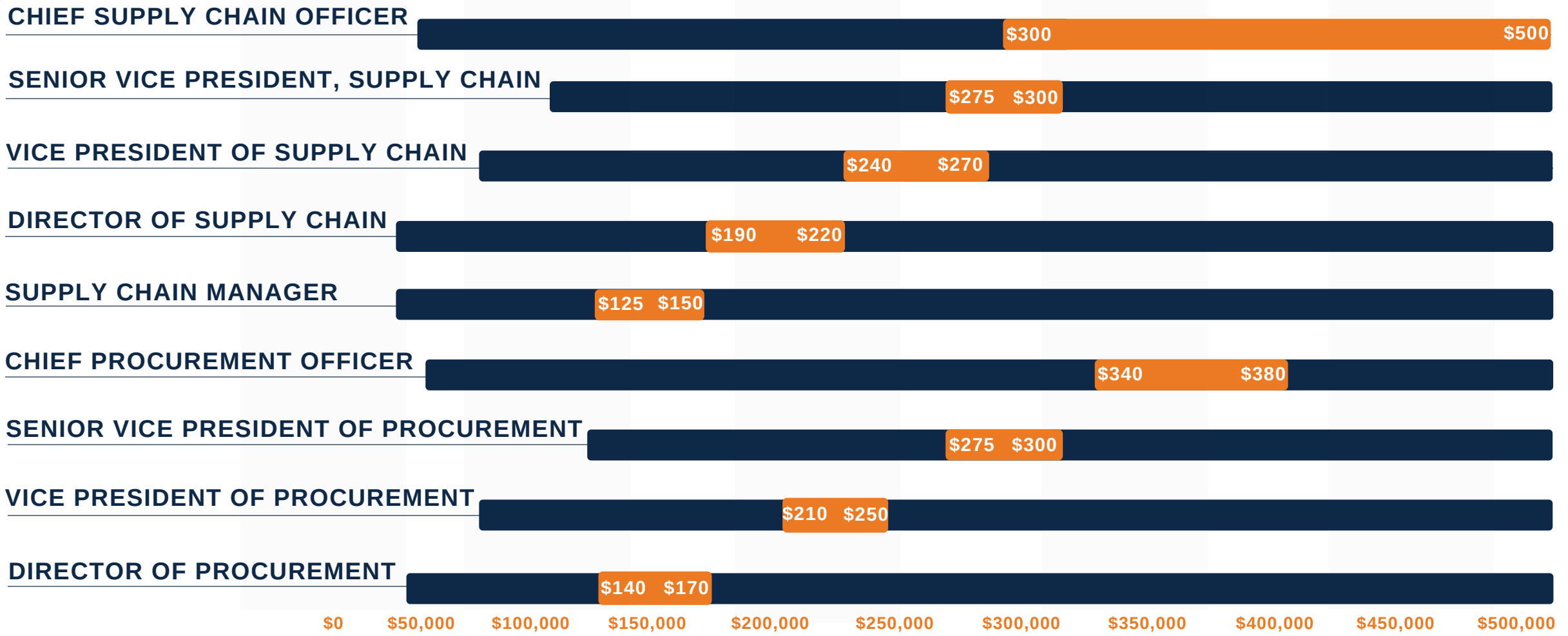
Freight Forwarding/Logistics

From Our Unique Perspective - SALARY RANGES



Manufacturing/Distribution

From Our Unique Perspective - SALARY RANGES



Manufacturing/Distribution

From Our Unique Perspective - SALARY RANGES

SENIOR VICE PRESIDENT OF DISTRIBUTION

\$250 \$280

VICE PRESIDENT OF DISTRIBUTION

\$190 \$240

DIRECTOR OF DISTRIBUTION

\$140 \$160

DC MANAGER

\$125 \$140

OPERATIONS MANAGER

\$115 \$130

VICE PRESIDENT OF TRANSPORTATION

\$210 \$240

DIRECTOR OF TRANSPORTATION

\$150 \$170

DIRECTOR OF MAINTENANCE

\$120 \$150

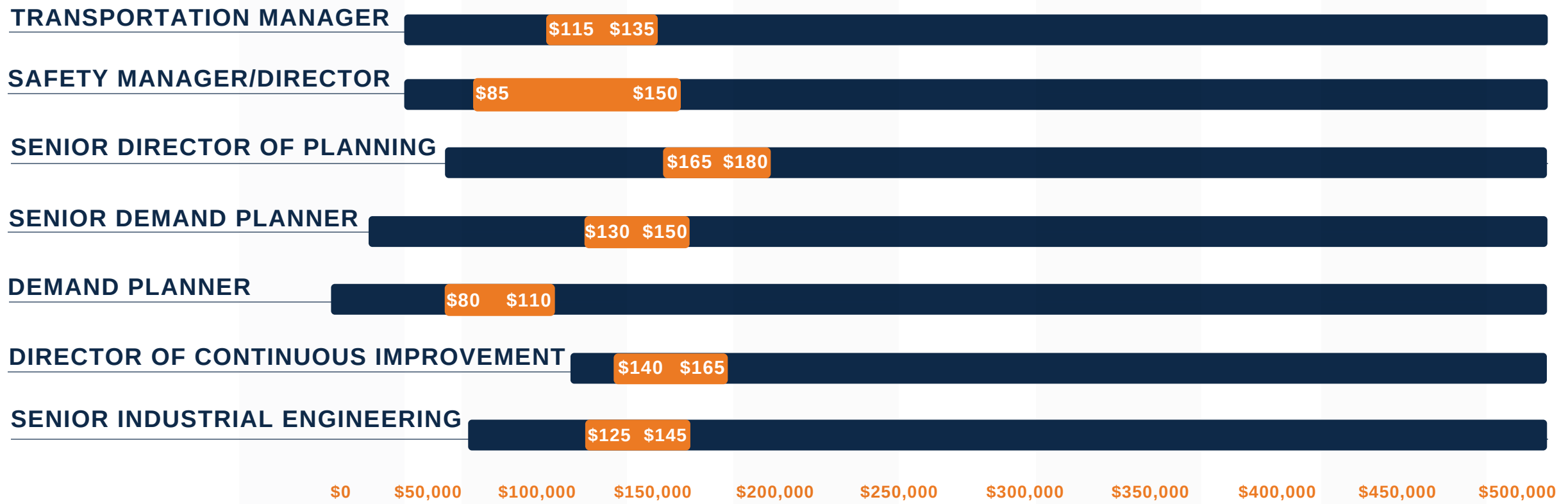
TERMINAL MANAGER

\$85 \$125

\$0 \$50,000 \$100,000 \$150,000 \$200,000 \$250,000 \$300,000 \$350,000 \$400,000 \$450,000 \$500,000

Manufacturing/Distribution

From Our Unique Perspective - SALARY RANGES





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