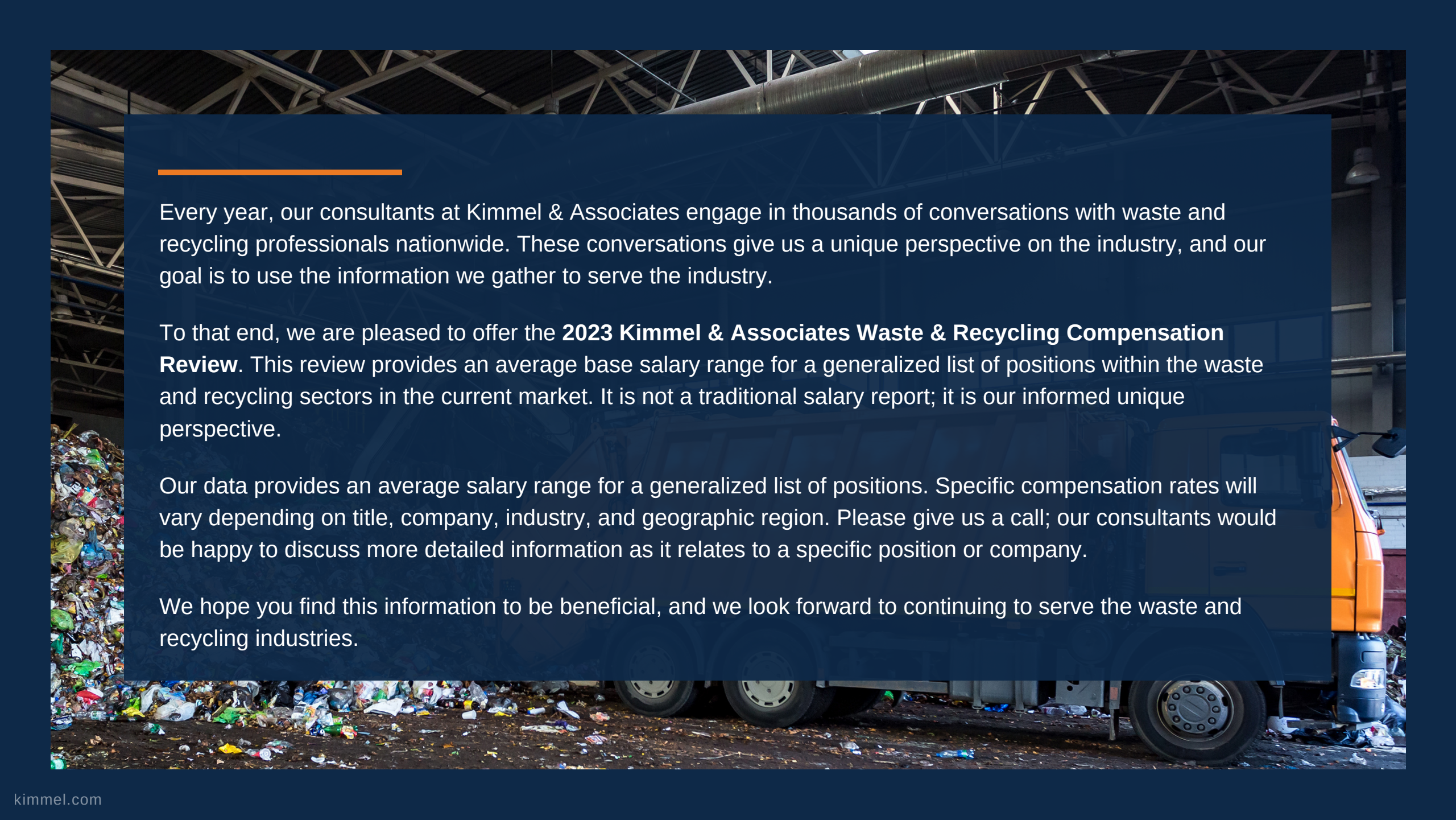




# WASTE & RECYCLING 2023 COMPENSATION REVIEW

*\*Salaries determined by Volume, Revenue, and Years of Experience*

KIMMEL & ASSOCIATES



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Every year, our consultants at Kimmel & Associates engage in thousands of conversations with waste and recycling professionals nationwide. These conversations give us a unique perspective on the industry, and our goal is to use the information we gather to serve the industry.

To that end, we are pleased to offer the **2023 Kimmel & Associates Waste & Recycling Compensation Review**. This review provides an average base salary range for a generalized list of positions within the waste and recycling sectors in the current market. It is not a traditional salary report; it is our informed unique perspective.

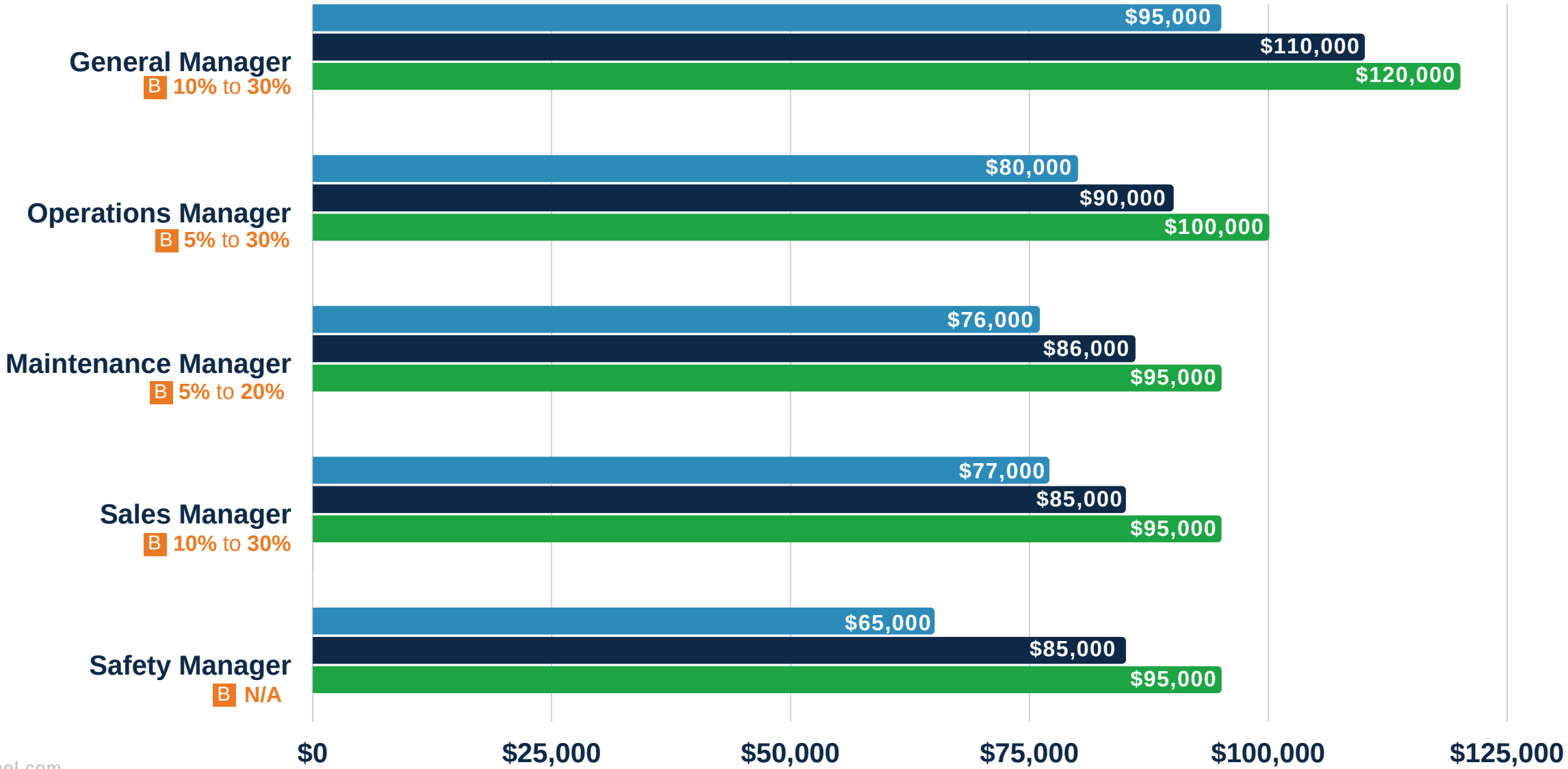
Our data provides an average salary range for a generalized list of positions. Specific compensation rates will vary depending on title, company, industry, and geographic region. Please give us a call; our consultants would be happy to discuss more detailed information as it relates to a specific position or company.

We hope you find this information to be beneficial, and we look forward to continuing to serve the waste and recycling industries.

# Hauling (\$400K-\$1M Monthly Revenue)

From Our Unique Perspective - SALARY RANGES

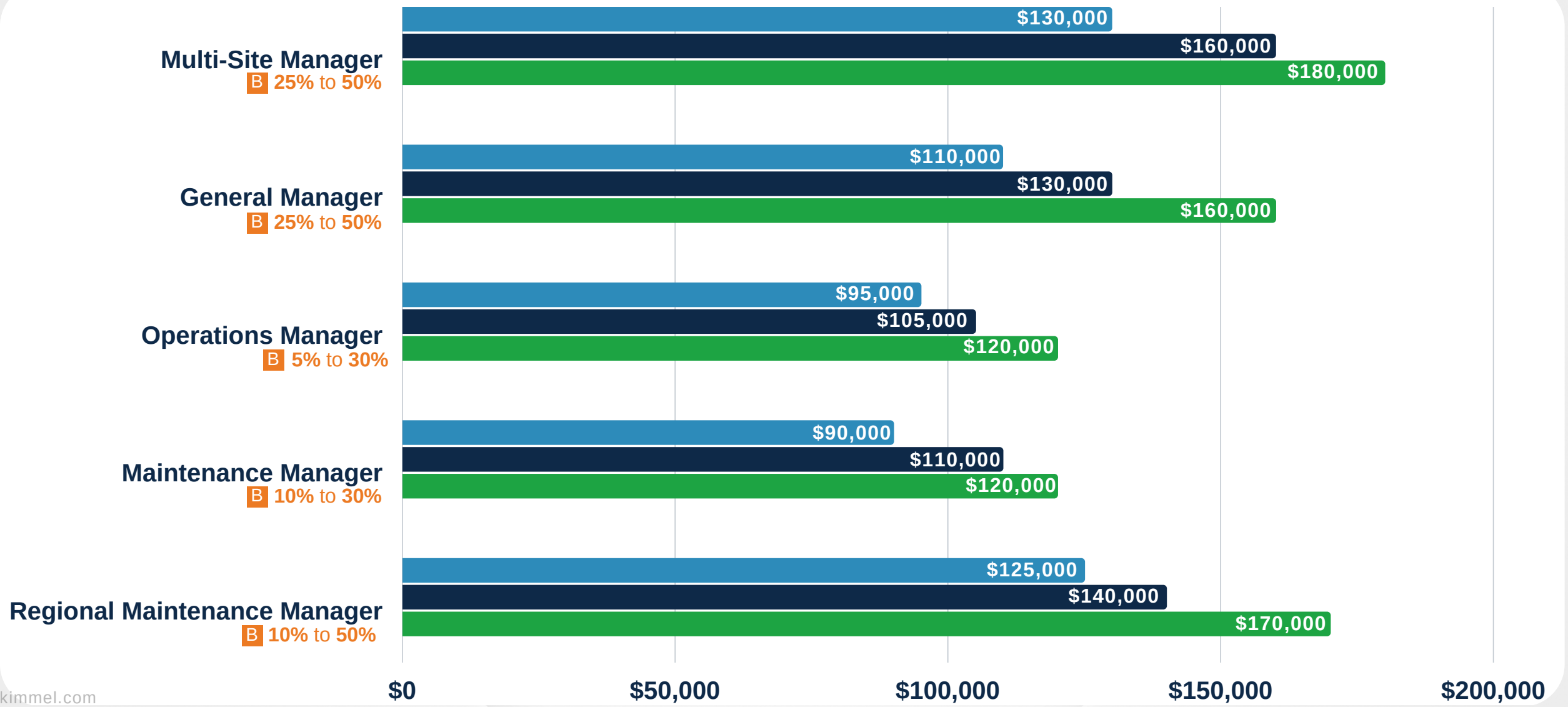
- Low-Range
- Mid-Range
- High-Range
- Average Bonus



# Hauling (\$1M+ Monthly Revenue)

From Our Unique Perspective - SALARY RANGES

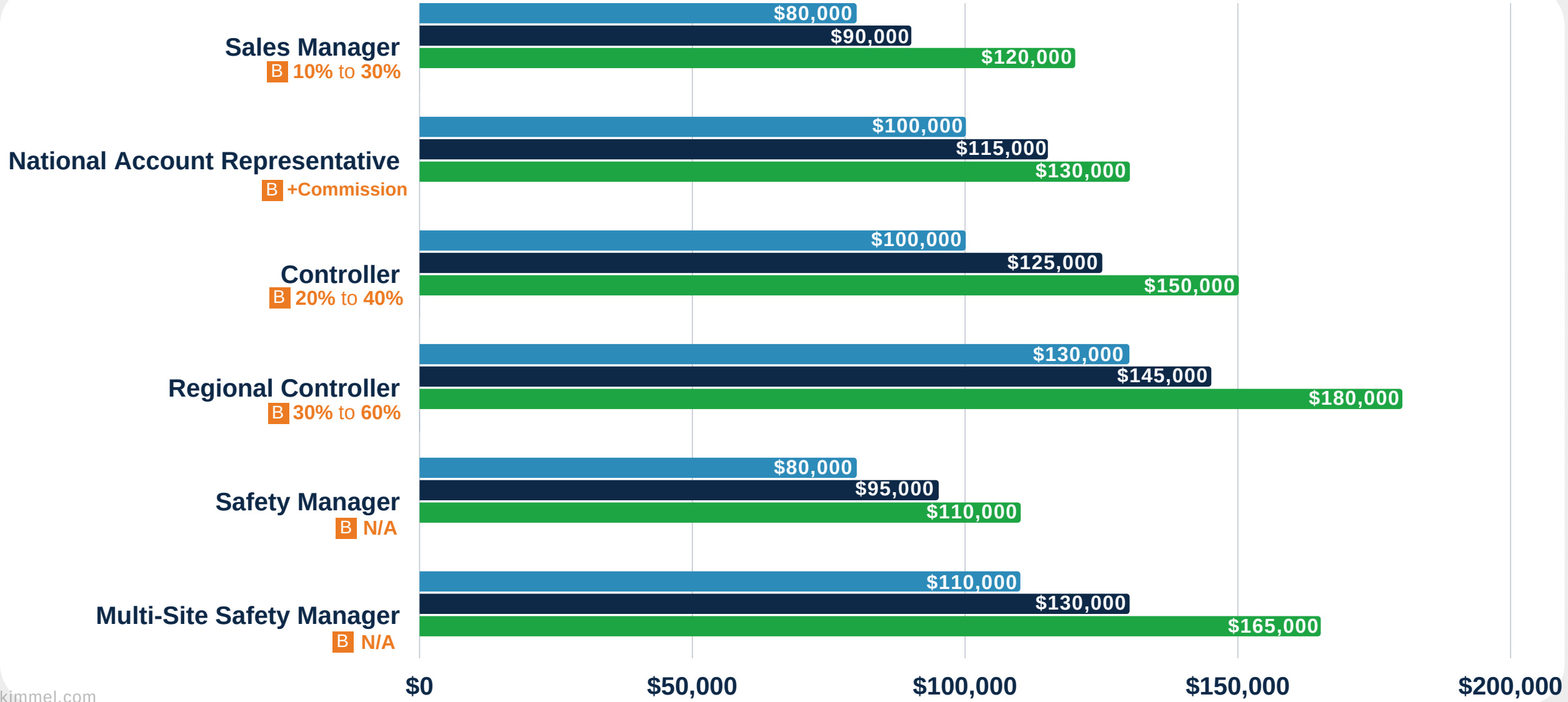
- Low-Range
- Mid-Range
- High-Range
- Average Bonus



# Hauling (\$1M+ Monthly Revenue)

From Our Unique Perspective - SALARY RANGES

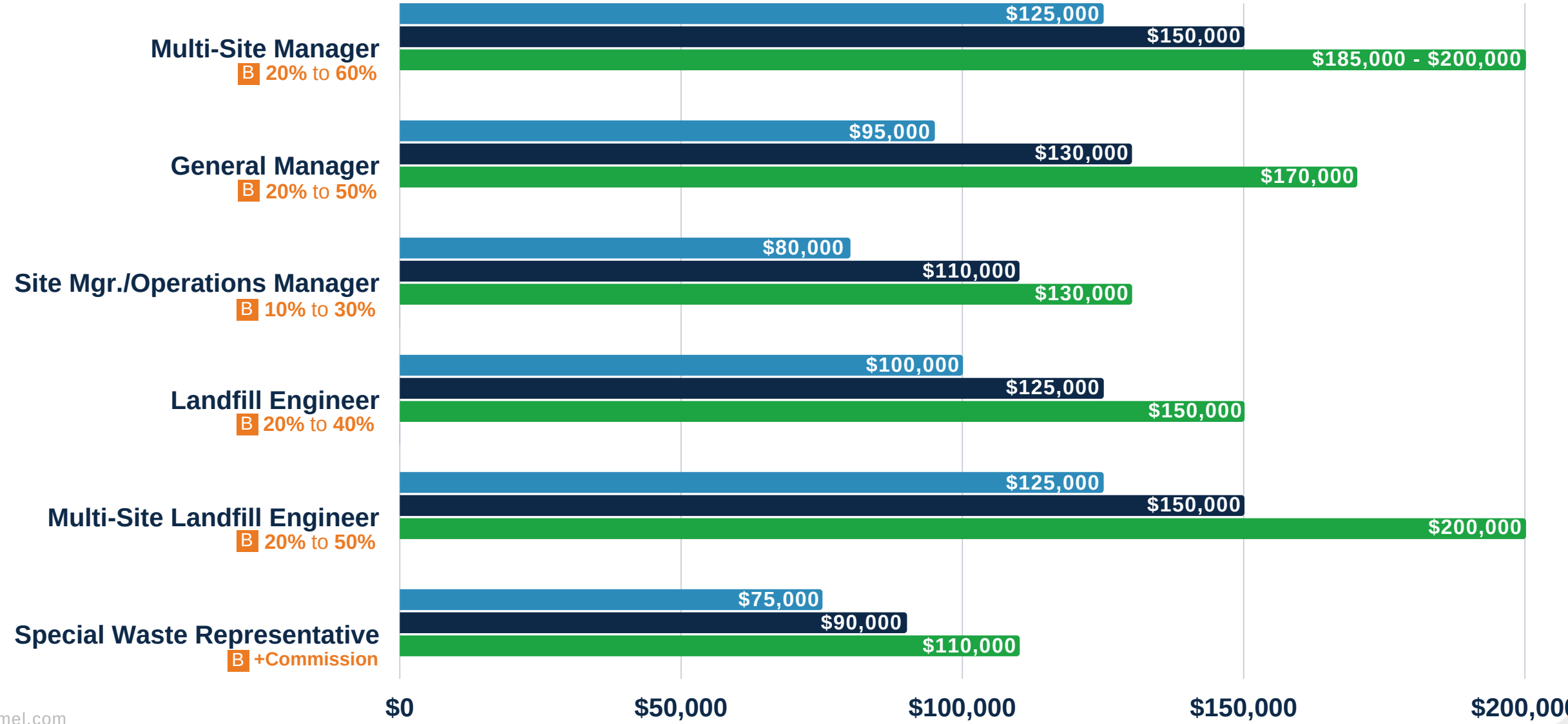
- Low-Range
- Mid-Range
- High-Range
- Average Bonus



# Landfill

From Our Unique Perspective - SALARY RANGES

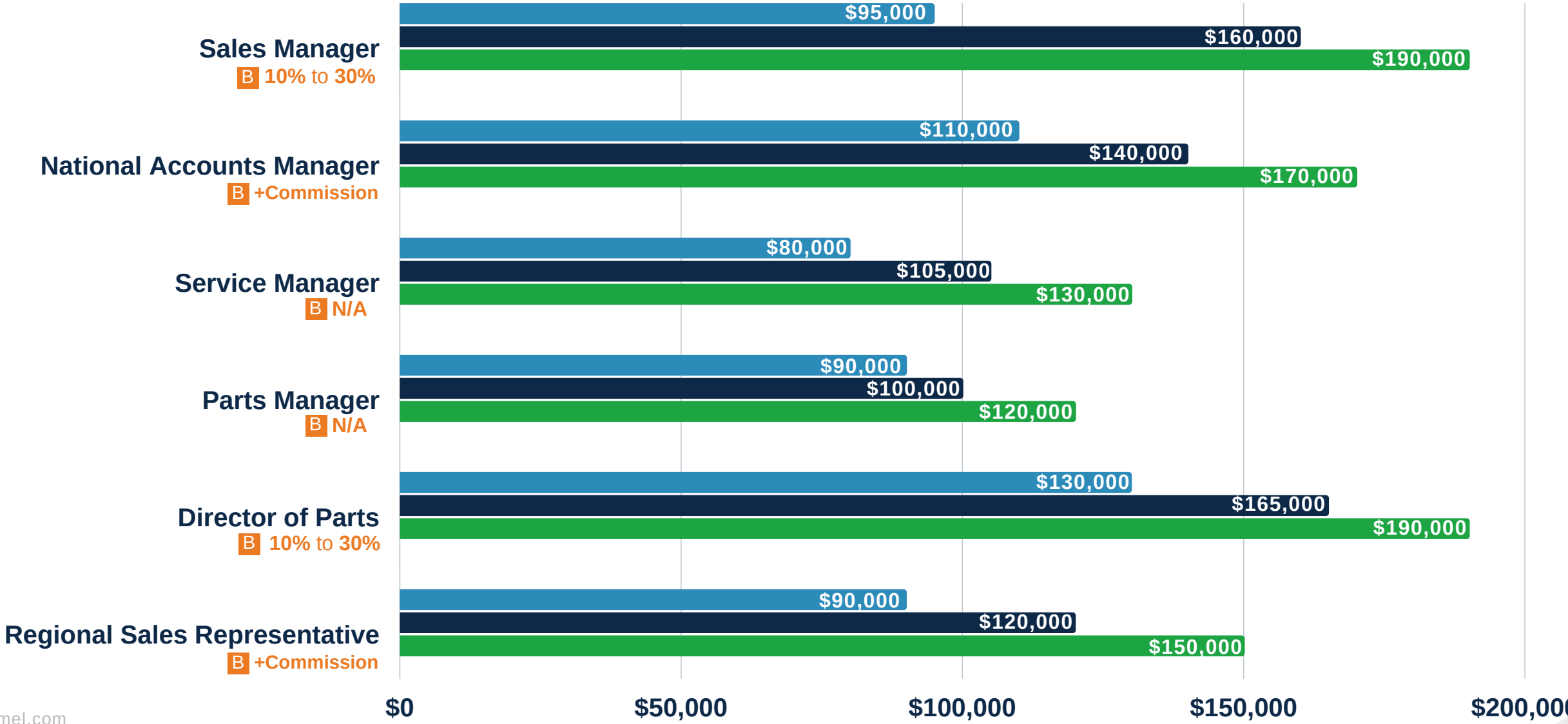
- Low-Range
- Mid-Range
- High-Range
- Average Bonus



# Equipment

From Our Unique Perspective - SALARY RANGES

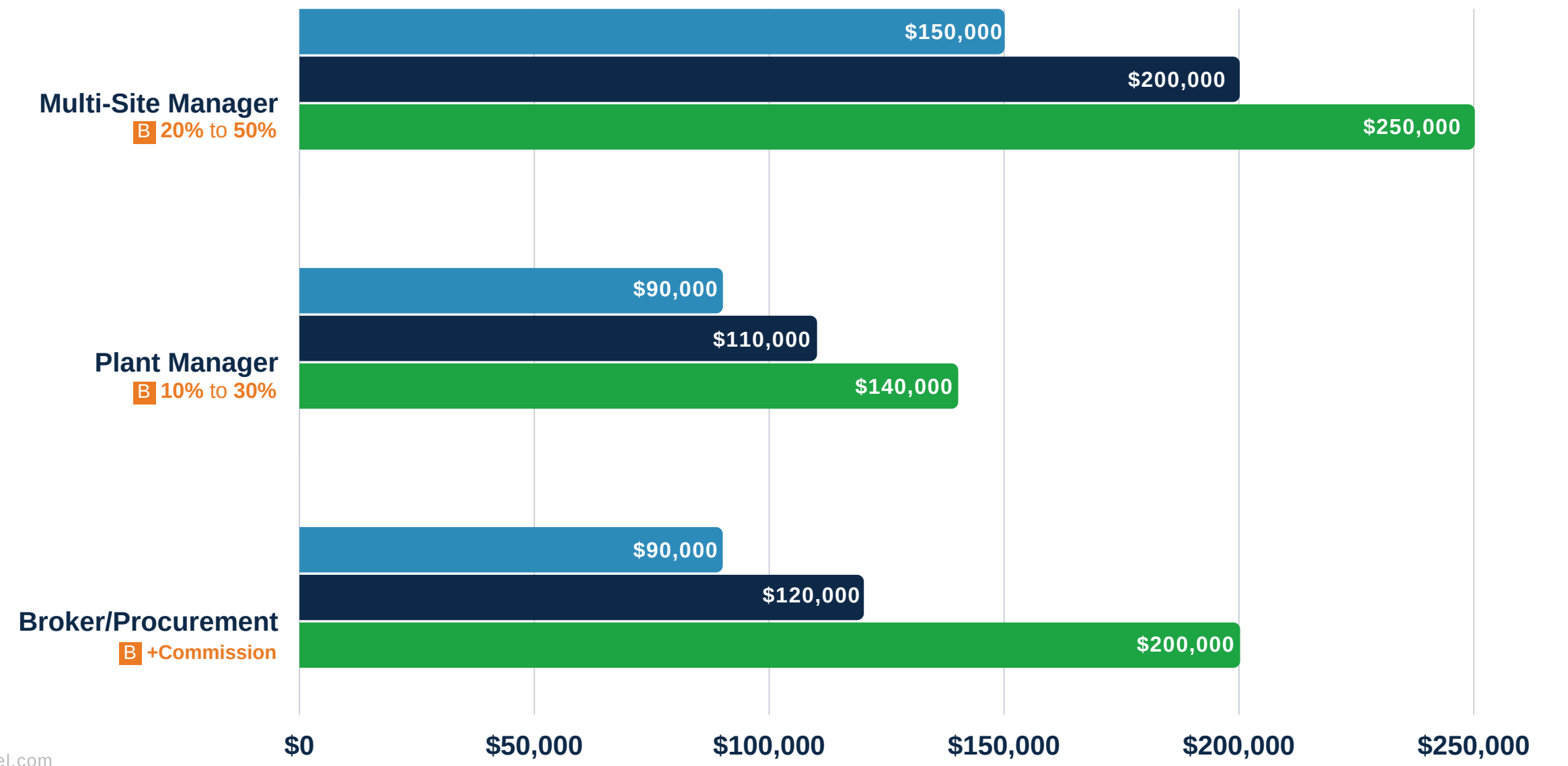
- Low-Range
- Mid-Range
- High-Range
- Average Bonus



# Recycling

From Our Unique Perspective - SALARY RANGES

- Low-Range
- Mid-Range
- High-Range
- Average Bonus



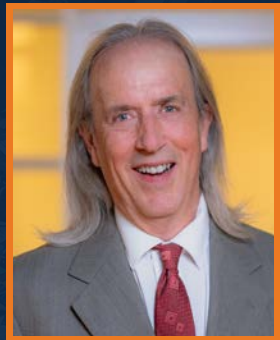




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