



SUPPLY CHAIN

2025 COMPENSATION REVIEW

KIMMEL & ASSOCIATES

At Kimmel & Associates, our unique perspective on the supply chain industry is built on the foundation of thousands of conversations with supply chain professionals nationwide. Combining these interactions with our placement compensation data allows us to provide valuable insights to better serve the industry.

We're proud to share the 2025 Kimmel & Associates Supply Chain Compensation Review. This report provides average base salary ranges for a wide variety of roles, delivering more than just numbers – it reflects our informed, unique perspective on the industry. Compensation rates will vary widely depending on job title, company size, industry, and geographic region. For information regarding specific roles or locations, our consultants are available to help.

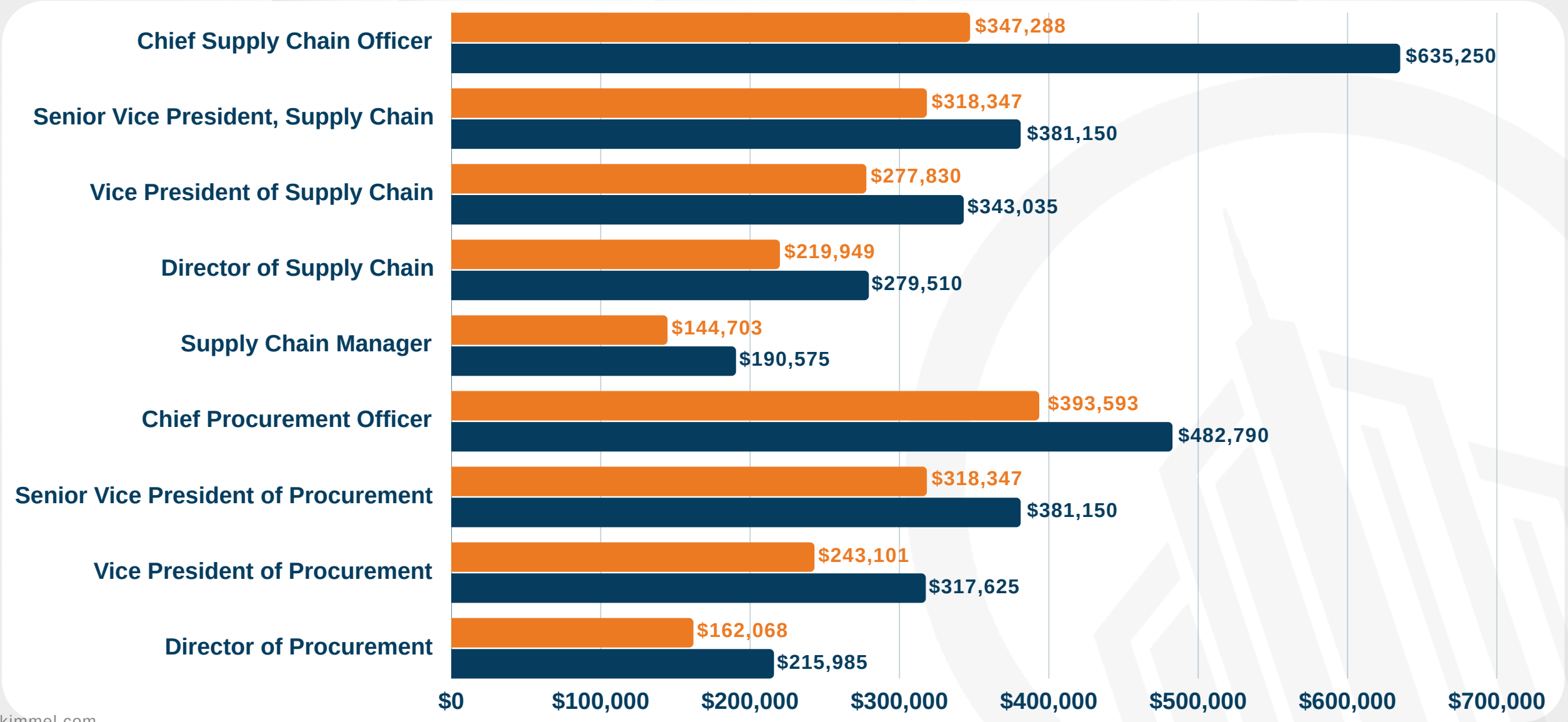
This review is designed to equip businesses and professionals with the knowledge they need to make strategic hires. As Executive Vice President Guy Ross recently noted, “Digital transformation, AI integration, new administration, mass deportations, tariffs, and climate change - has there ever been a time when the phrase *never a dull moment* has been more applicable? Having the right personnel in the right place is now more critical than ever.”

We hope you find this data valuable and look forward to continuing our commitment to serving the supply chain industry.

Manufacturing/Distribution

From Our Unique Perspective - SALARY RANGES

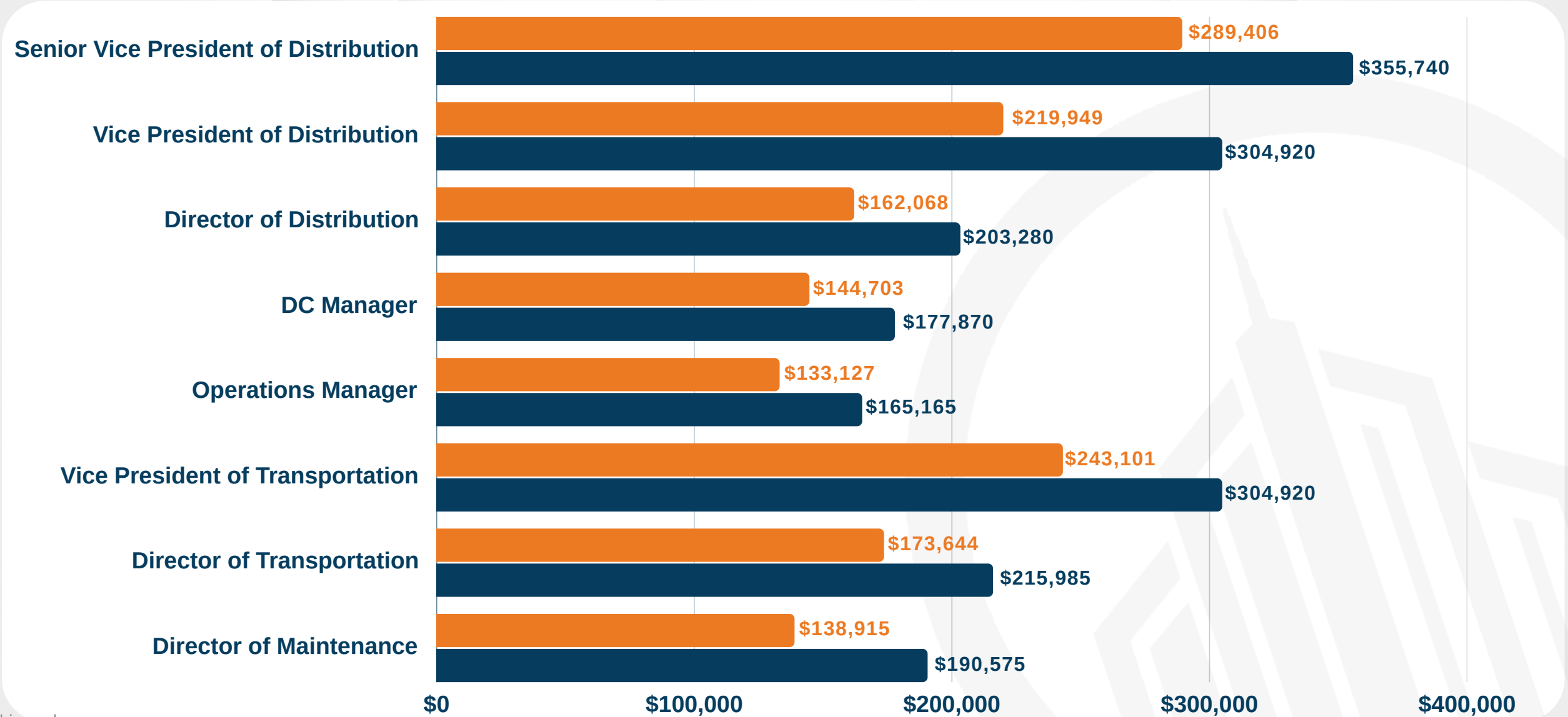
Starting Range
Ending Range



Manufacturing/Distribution

From Our Unique Perspective - SALARY RANGES

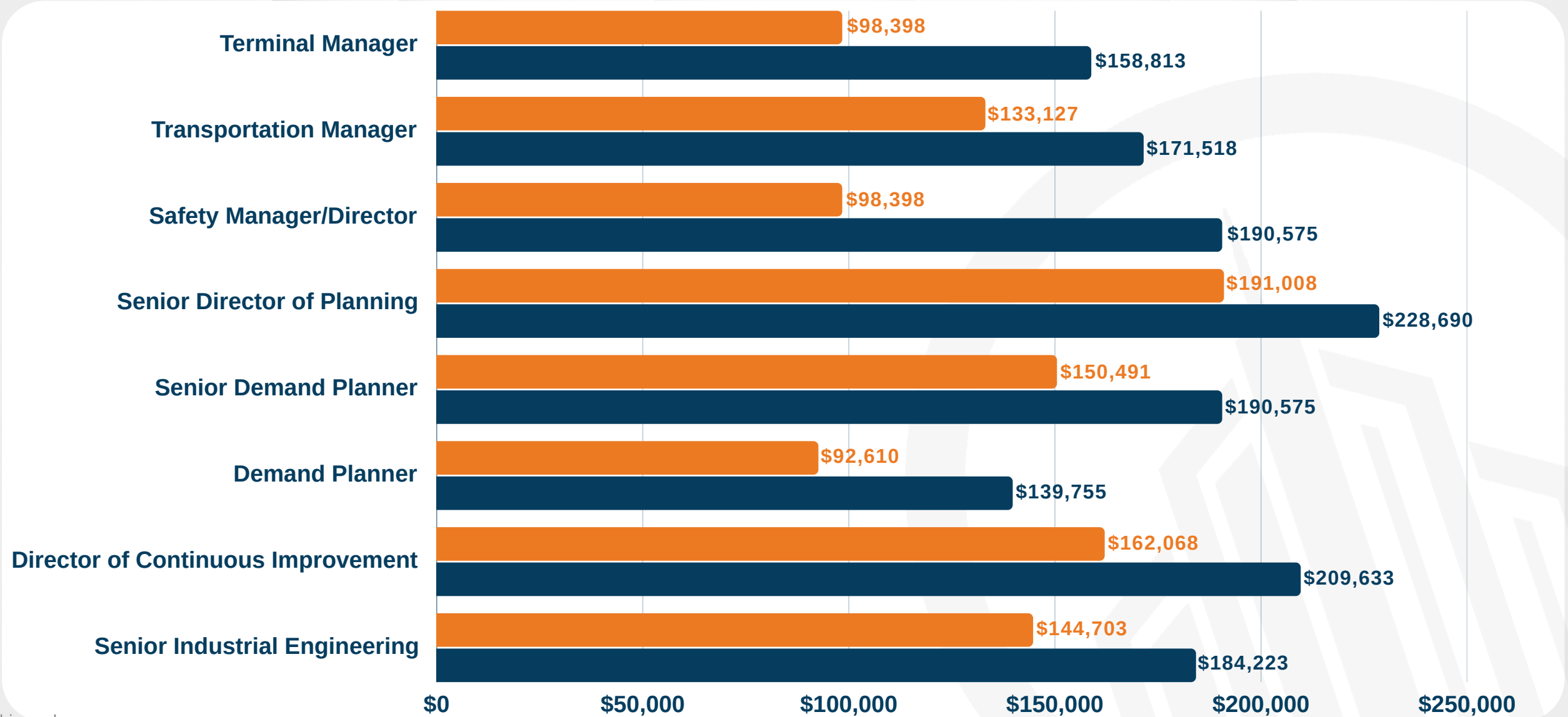
Starting Range
Ending Range



Manufacturing/Distribution

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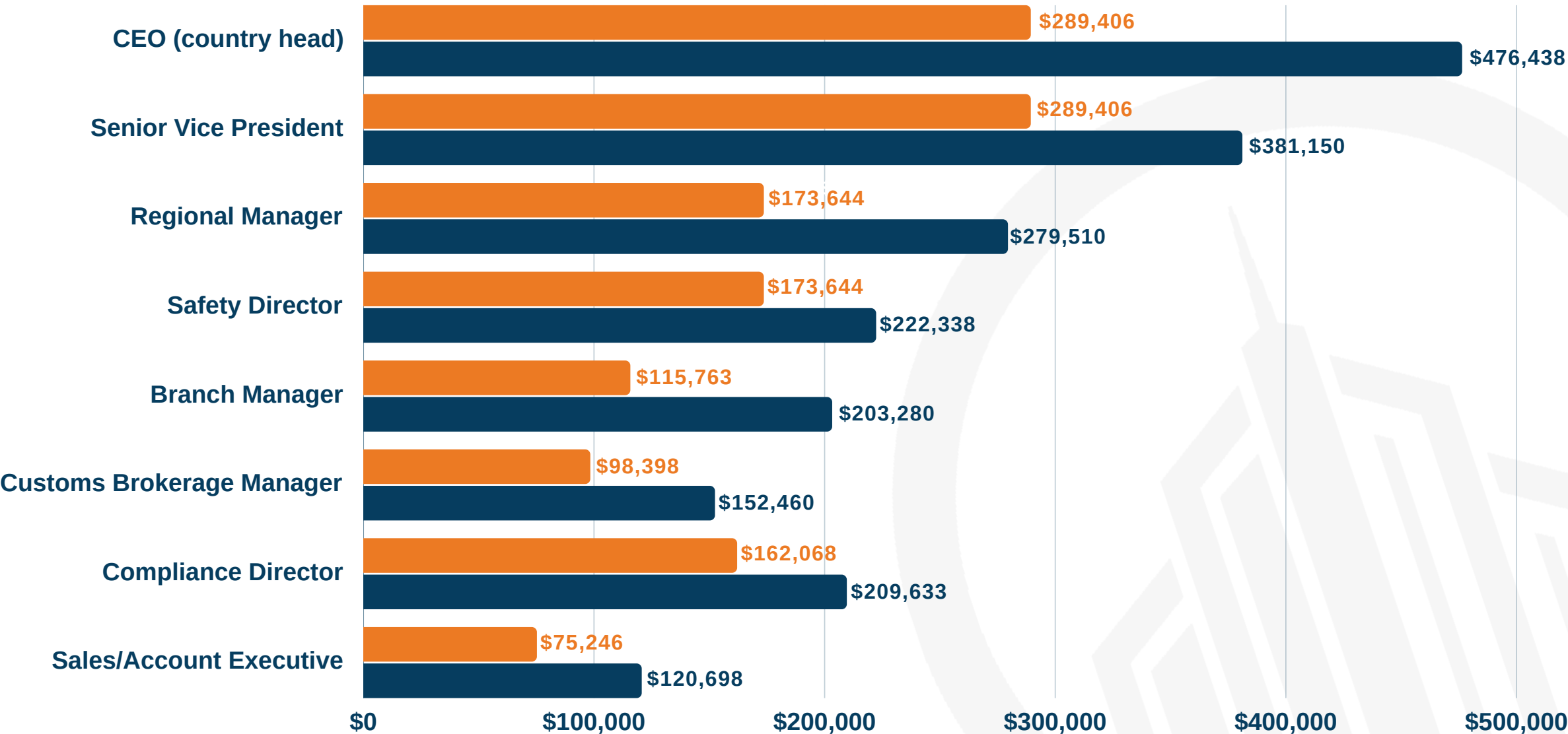
Starting Range
Ending Range



Freight Forwarding/Logistics

From Our Unique Perspective - SALARY RANGES

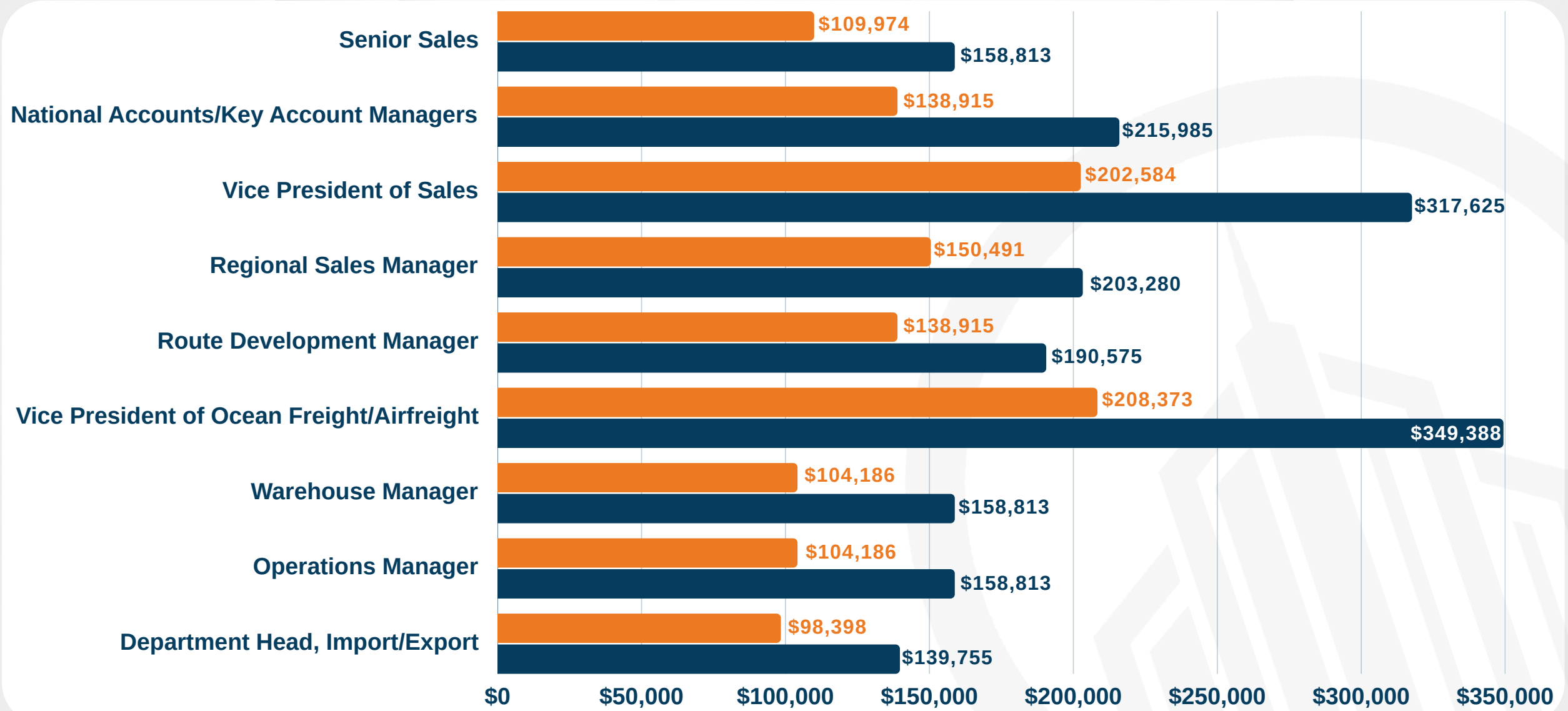
Starting Range
Ending Range



Freight Forwarding/Logistics

From Our Unique Perspective - SALARY RANGES

Starting Range
Ending Range





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