

— 2021 — SALARY SURVEY

September 2021



PRG
PEARL RESEARCH GROUP

MODERN
MATERIALS HANDLING



2021 SALARY SURVEY

PRG[®]
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

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 as 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 August 2021 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.

As an incentive to respond, participants were given an opportunity to enter a raffle for one of two \$100 Amazon.com e-cards.

Results are based on 165 qualified respondents.

Where available and applicable, 2021 results are trend to *MMH's* 2018, 2019 and 2020 Salary Surveys.

The margin of error for this study is +/- 6.4%, meaning if the entire population responded, results may vary by +/- 6.4%.

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.



2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Salary and Compensation

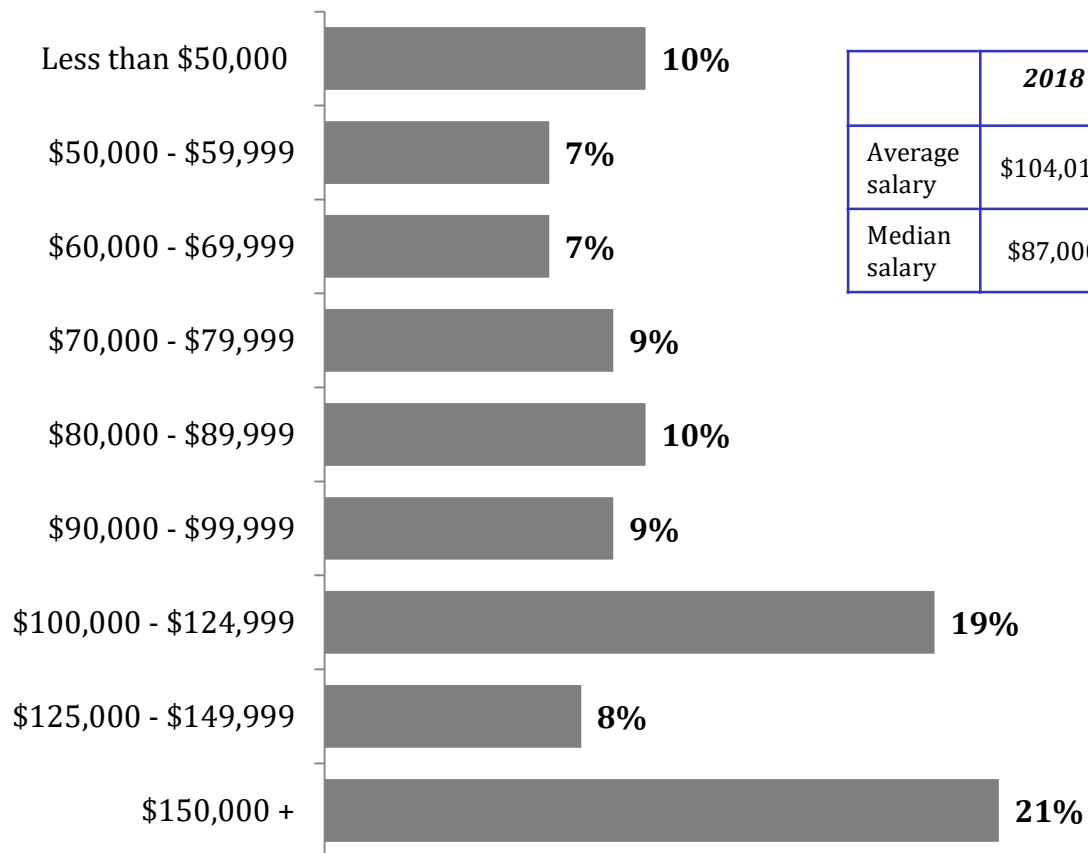


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

**What is your current base annual salary for 2020?
(not including bonuses and commissions)**



	2018	2019	2020	2021
Average salary	\$104,015	\$104,530	\$114,773	\$106,775
Median salary	\$87,000	\$92,000	\$98,000	\$97,000



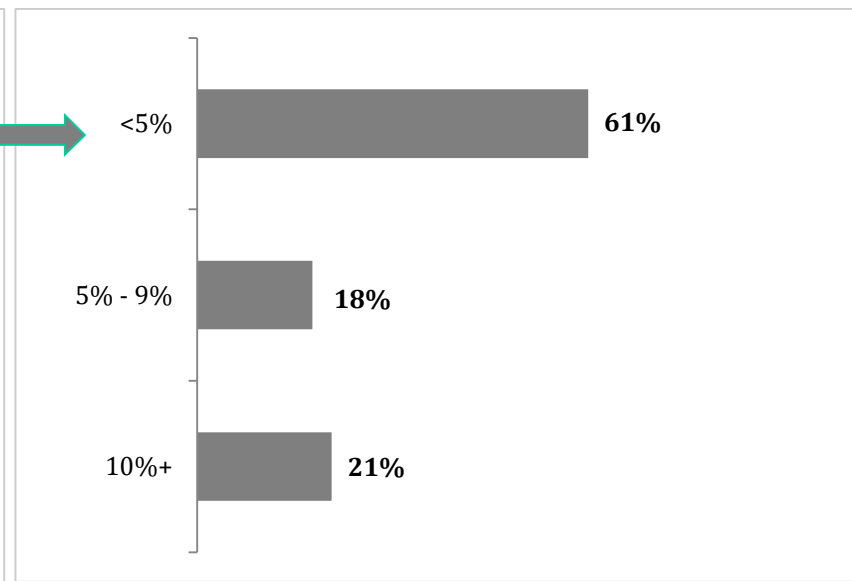
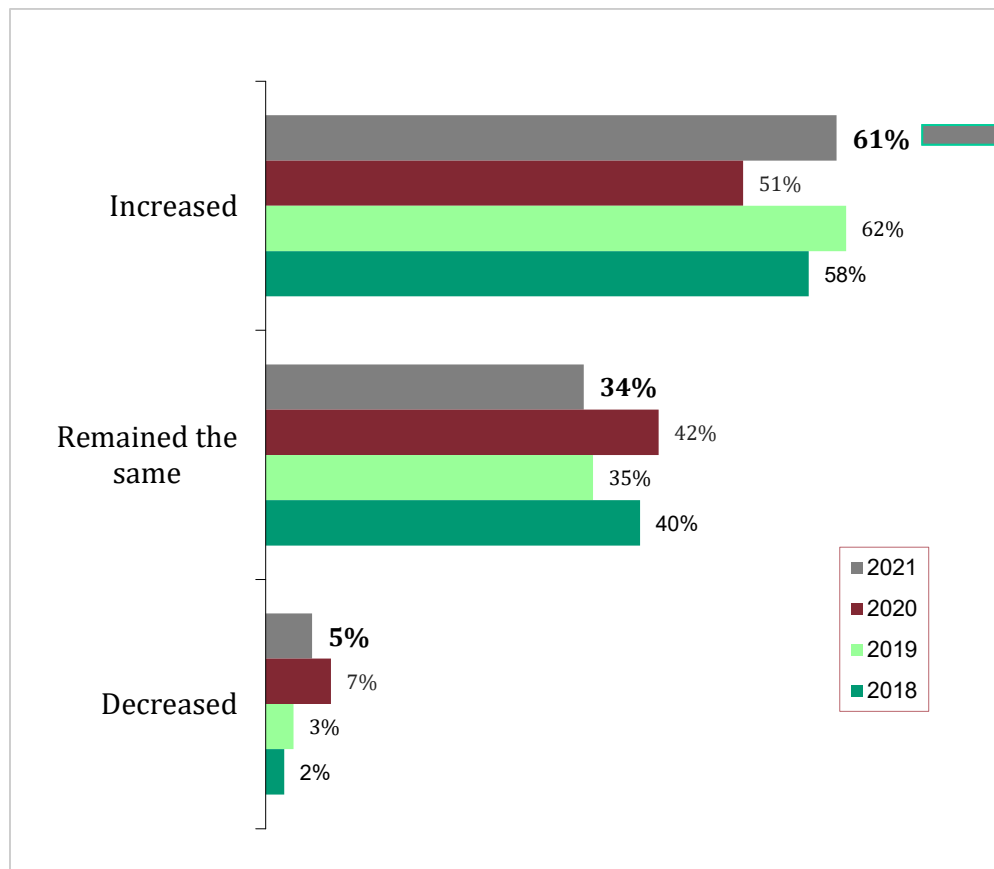
2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How does your base salary compare with last year?

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



	2018	2019	2020	2021
Avg salary increase	5.4%	5.6%	5.7%	6.1%
Median salary increase	3%	3%	3%	3%

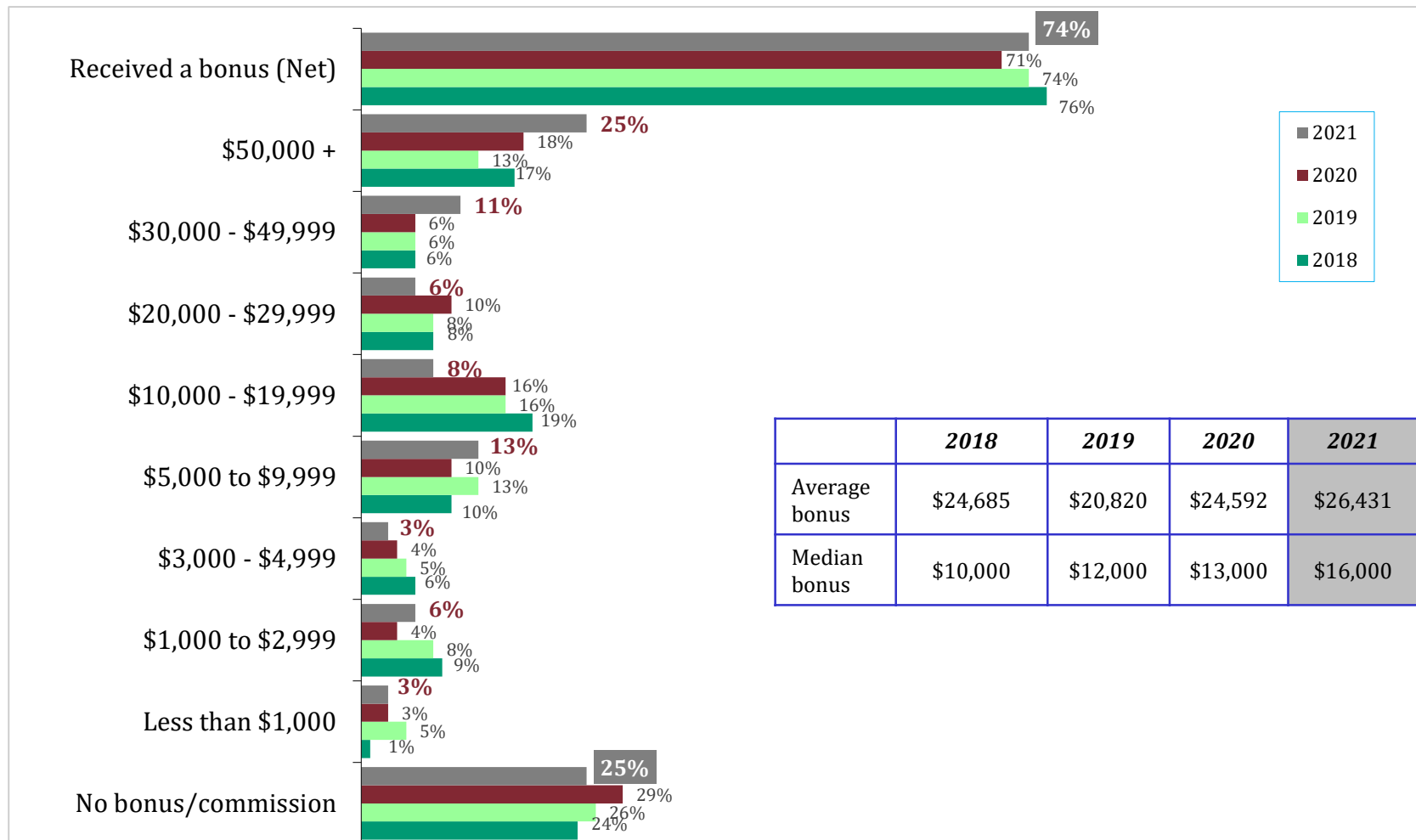


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How much do you expect to earn in bonuses, commissions, etc. in 2021?





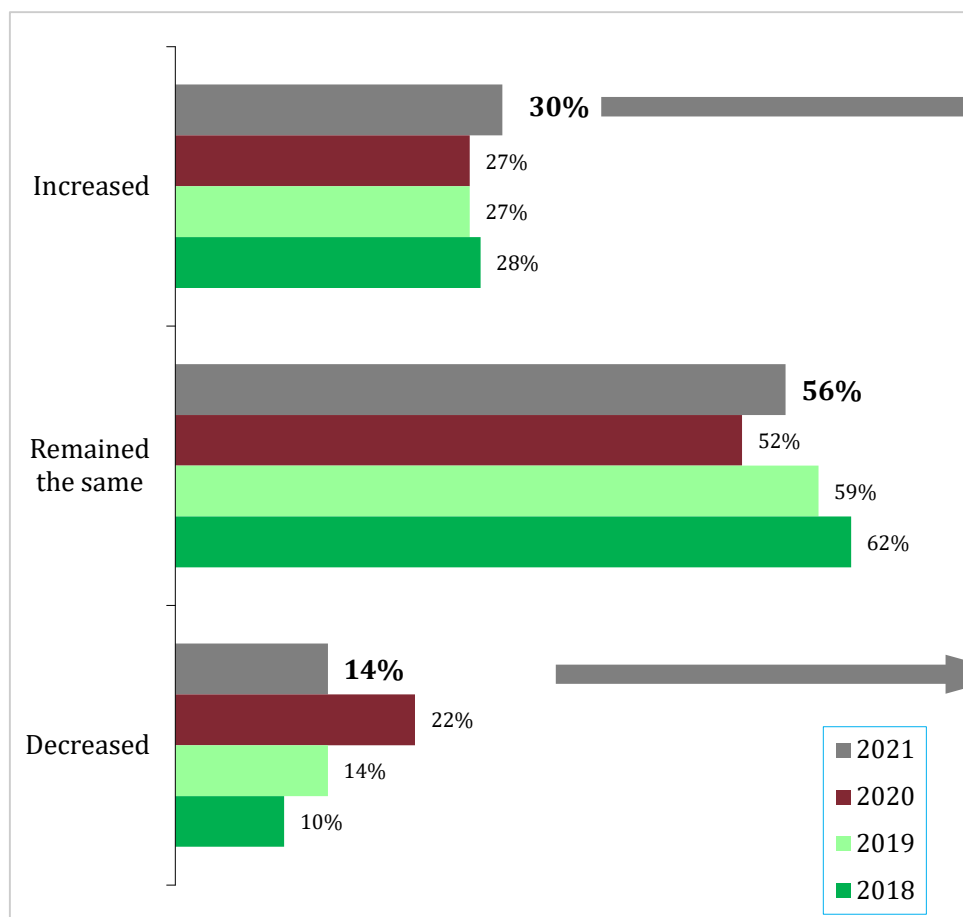
2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How does your bonus, commission, etc. plan compare with 2020?

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



	2018	2019	2020	2021
Average increase	24%	30%	29%	27%
Median increase	10%	10%	10%	10%

	2018	2019	2020	2021
Average decrease	30%	30%	29%	34%
Median decrease	15%	12%	14%	20%

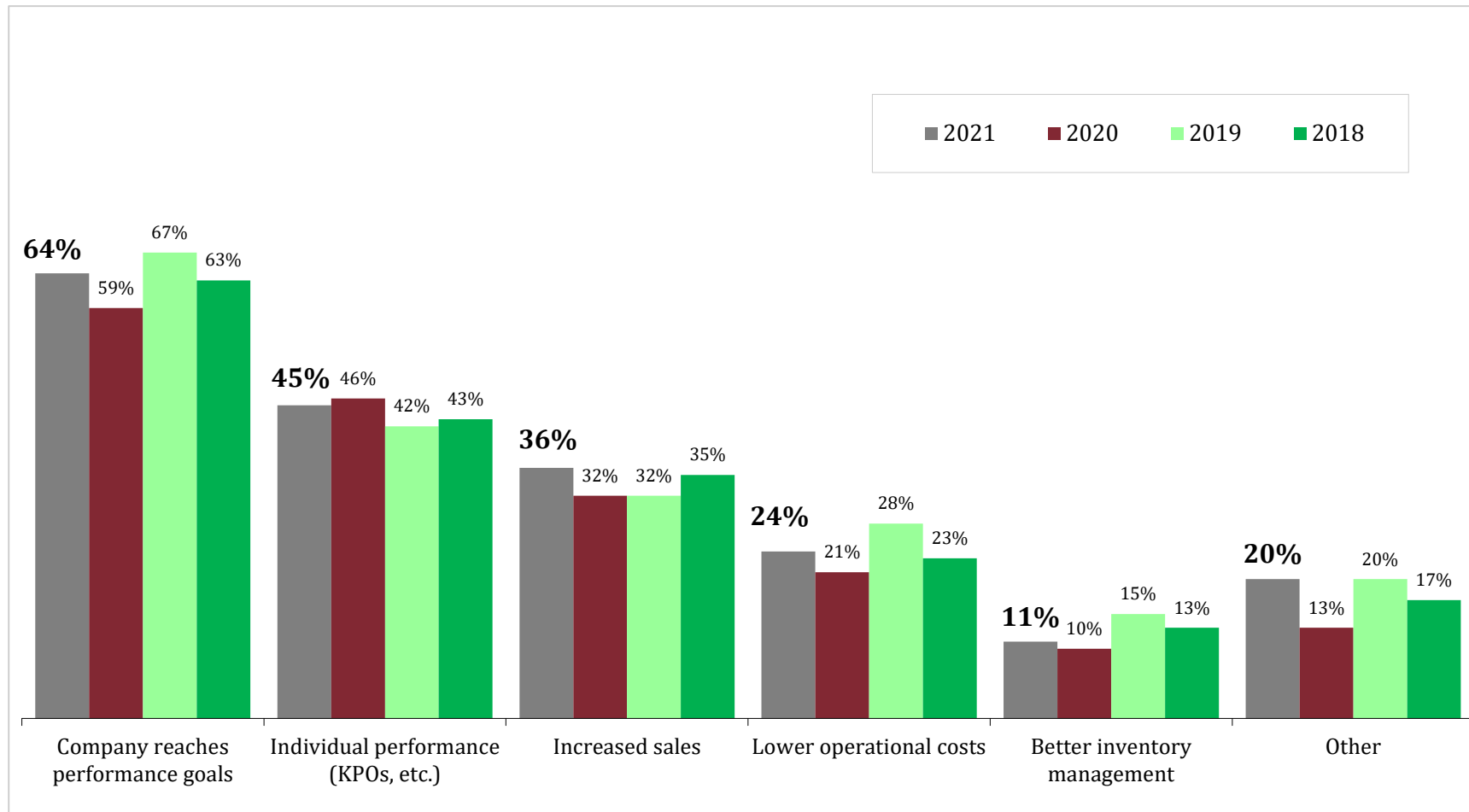


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

On what factors is your bonus determined?



*Note: Multiple answers accepted



2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Career in Materials Handling

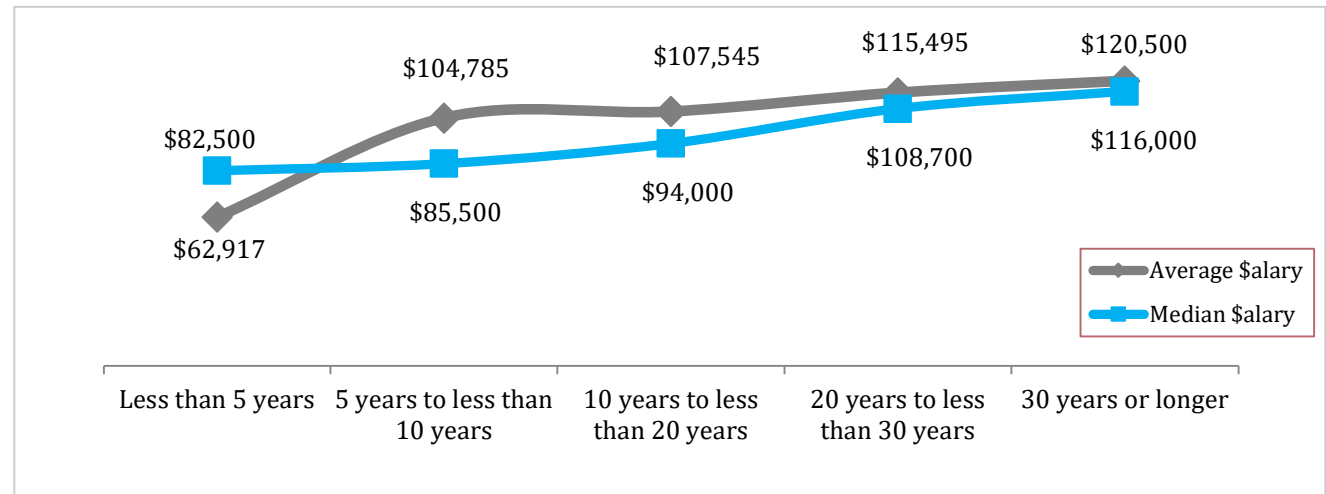
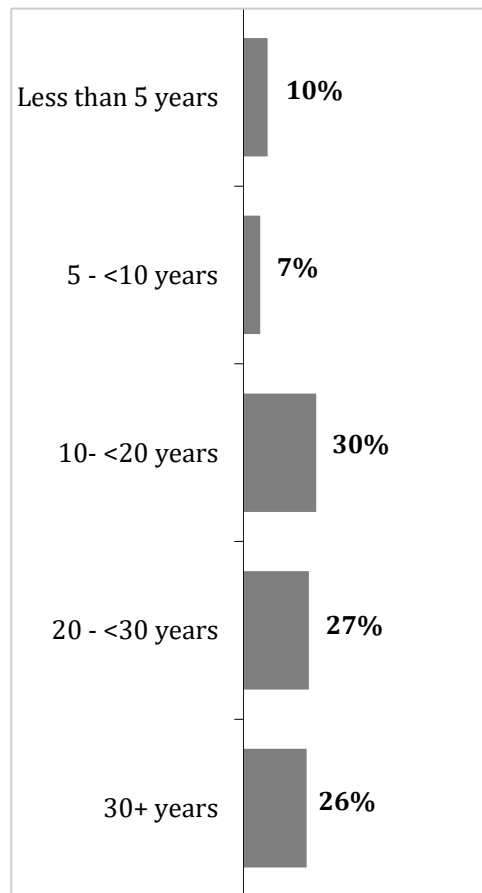


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How long have you worked in the materials handling profession?



Years in the materials handling industry	Average Salary			Median Salary		
	2018	2019	2020	2018	2019	2020
Less than 5 years	\$83,905	\$78,305	\$84,600	\$71,830	\$75,000	\$85,000
5 to less than 10 years	\$90,060	\$91,369	\$117,325	\$78,000	\$84,500	\$94,500
10 to less than 20 years	\$97,770	\$97,390	\$100,278	\$80,000	\$82,000	\$90,000
20 to less than 30 years	\$98,840	\$110,140	\$117,570	\$90,000	\$96,500	\$103,000
30 years or longer	\$128,210	\$119,455	\$129,698	\$102,500	\$111,000	\$126,000

Average # of years	2018	2019	2020	2021
	19.9	19.3	19.7	20.0

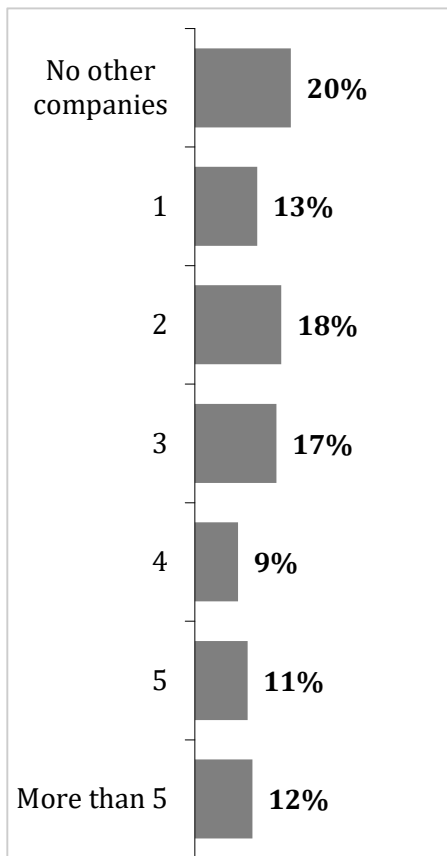


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How many different companies have you worked for during your materials handling career?



	Average Salary				Median Salary			
	2018	2019	2020	2021	2018	2019	2020	2021
No other company	\$91,990	\$101,165	\$93,594	\$97,622	\$76,000	\$87,000	\$82,000	\$84,000
1	\$82,910	\$85,960	\$95,178	\$104,517	\$78,000	\$79,000	\$84,000	\$105,000
2	\$94,600	\$100,150	\$123,087	\$99,834	\$90,000	\$93,000	\$93,000	\$85,000
3	\$119,440	\$107,640	\$114,921	\$108,152	\$83,500	\$86,500	\$86,500	\$97,000
4	\$110,190	\$117,880	\$131,523	\$156,414	\$104,000	\$89,000	\$89,000	\$150,000
5	\$124,530	\$110,040	\$134,848	\$103,567	\$127,000	\$98,500	\$98,500	\$105,500
More than 5	\$113,900	\$121,110	\$137,598	\$121,218	\$108,000	\$113,000	\$113,000	\$115,000

	2018	2019	2020	2021
Average # of cos. worked for	2.2	2.4	2.5	2.6

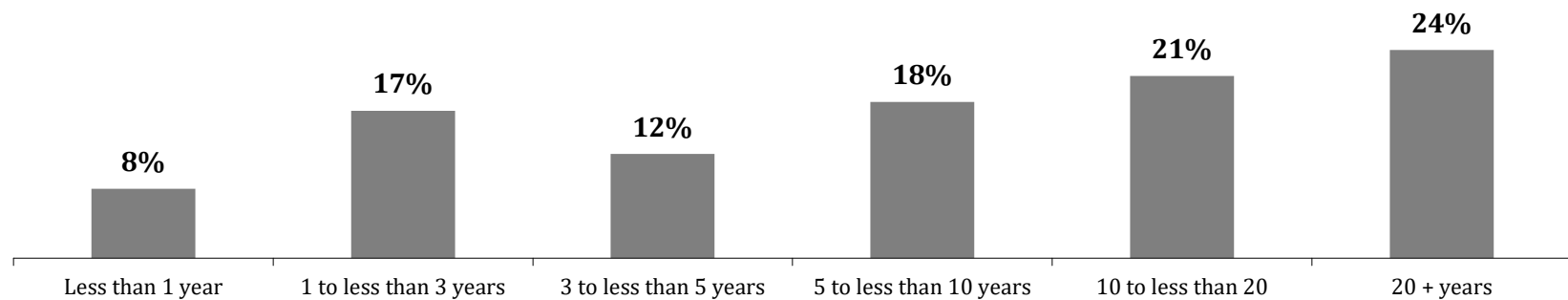


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How many years have you worked for your present employer?



	2018	2019	2020	2021
Average # of yrs. worked for present employer	10.9	10.0	10.3	10.1

	Average Salary				Median Salary			
	2018	2019	2020	2021	2018	2019	2020	2021
< 3yrs	\$88,515	\$98,055	\$101,571	\$105,958	\$87K	\$83K	\$95K	\$101K
3 < 5yrs	\$93,990	\$104,410	\$125,024	\$102,780	\$75K	\$89K	\$93K	\$80K
5 < 10 yrs	\$99,785	\$104,630	\$111,130	\$107,918	\$89K	\$87K	\$96K	\$95K
10 < 20 yrs	\$98,275	\$99,715	\$102,313	\$104,923	\$83.5K	\$87.5K	\$83K	\$96K
20+ yrs	\$118,930	\$111,990	\$120,249	\$110,620	\$98.5K	\$102K	\$103K	\$105K

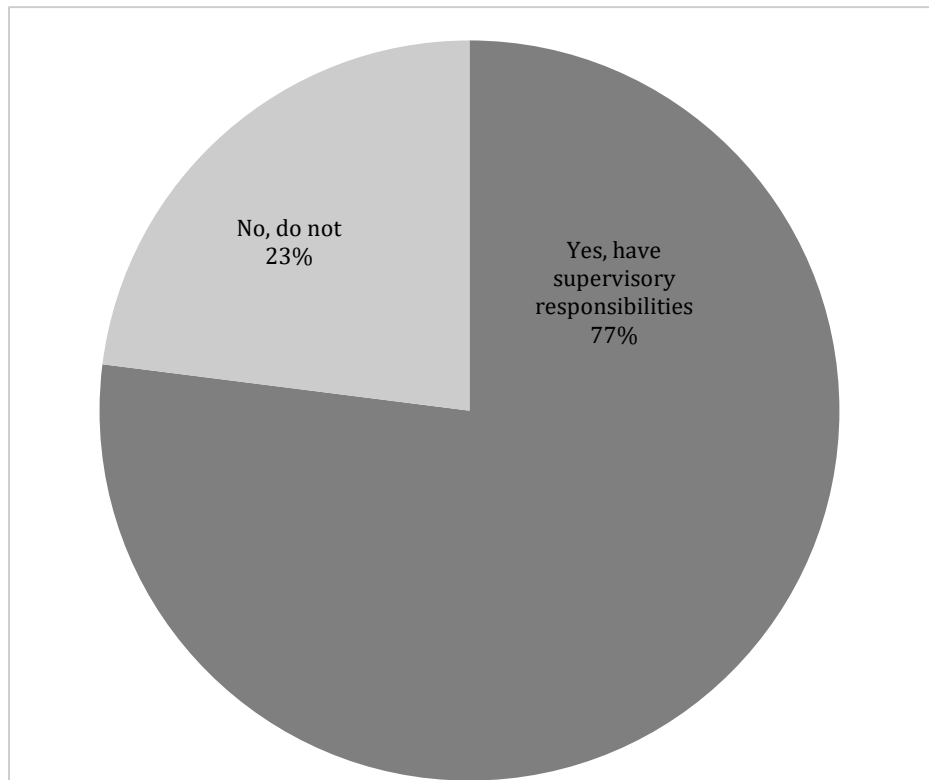


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Do you have supervisory responsibilities?



	Average Salary			
	2018	2019	2020	2021
If supervisor	\$115,750	\$111,030	\$121,167	\$116,661
If not supervisor	\$77,970	\$85,345	\$91,912	\$87,147

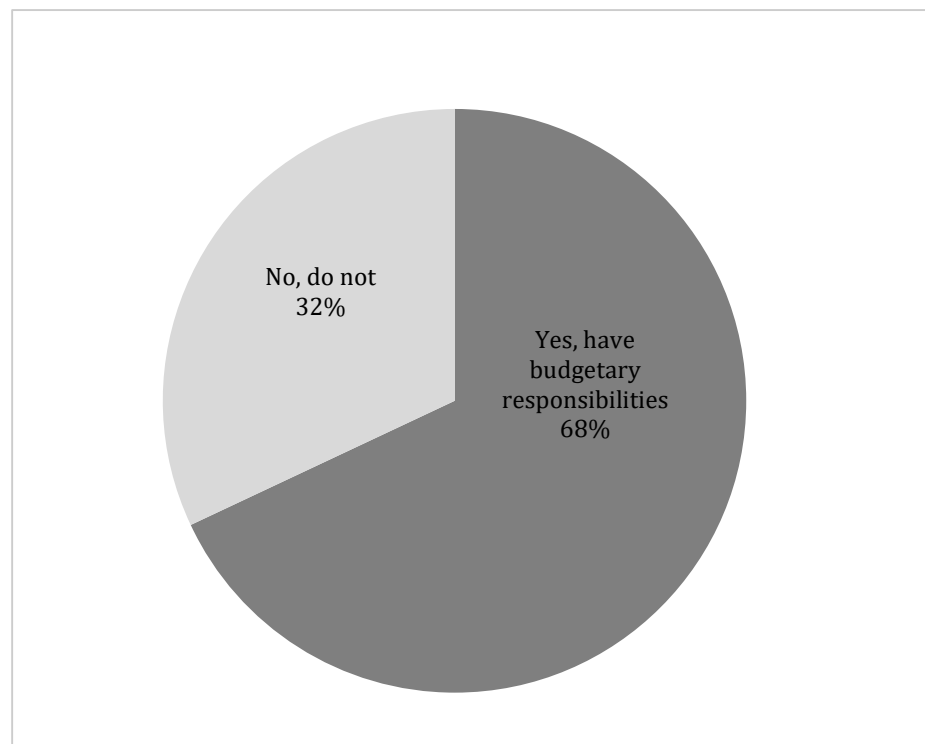


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

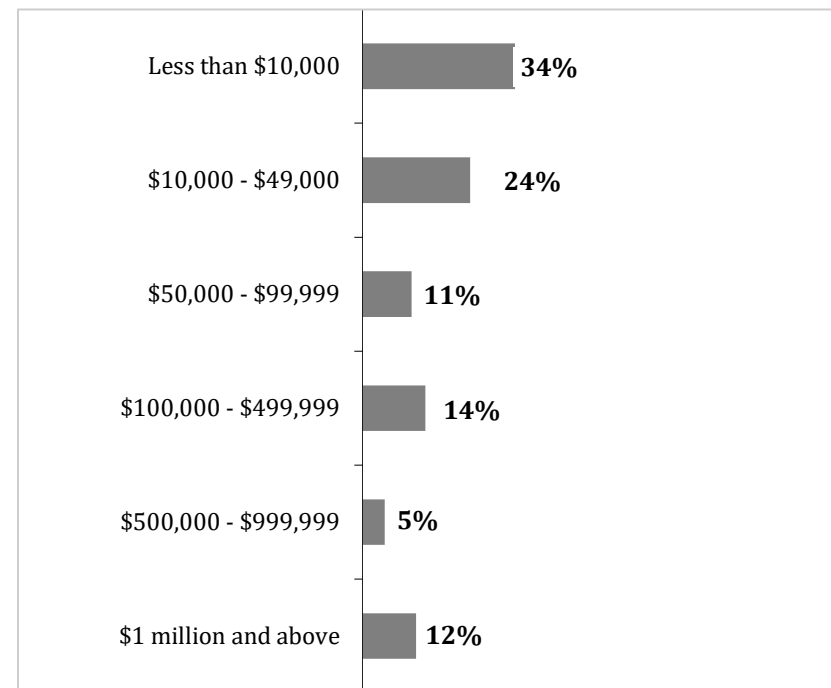
Do you have budgetary responsibilities?



	Average Salary			
	2018	2019	2020	2021
If budget responsibilities	\$114,500	\$115,375	\$124,013	\$116,587
If no budget responsibilities	\$84,245	\$84,460	\$93,955	\$94,295

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

(among those w/budget authority)



	Budget level			
	2018	2019	2020	2021
Average	\$244,420	\$208,700	\$215,985	\$219,140
Median	\$37,000	\$26,840	\$27,938	\$29,275

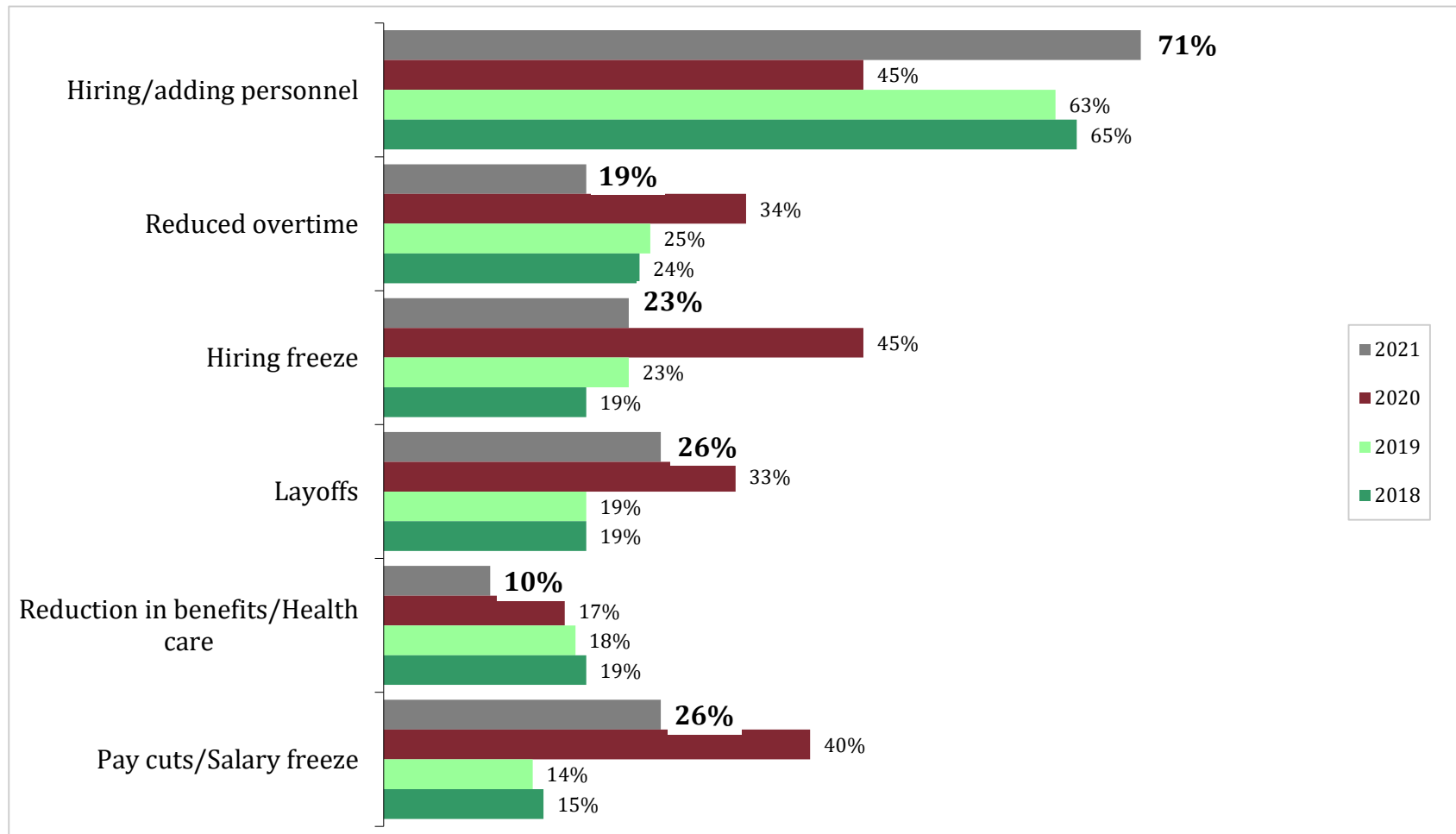


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

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



*Note: Multiple answers accepted

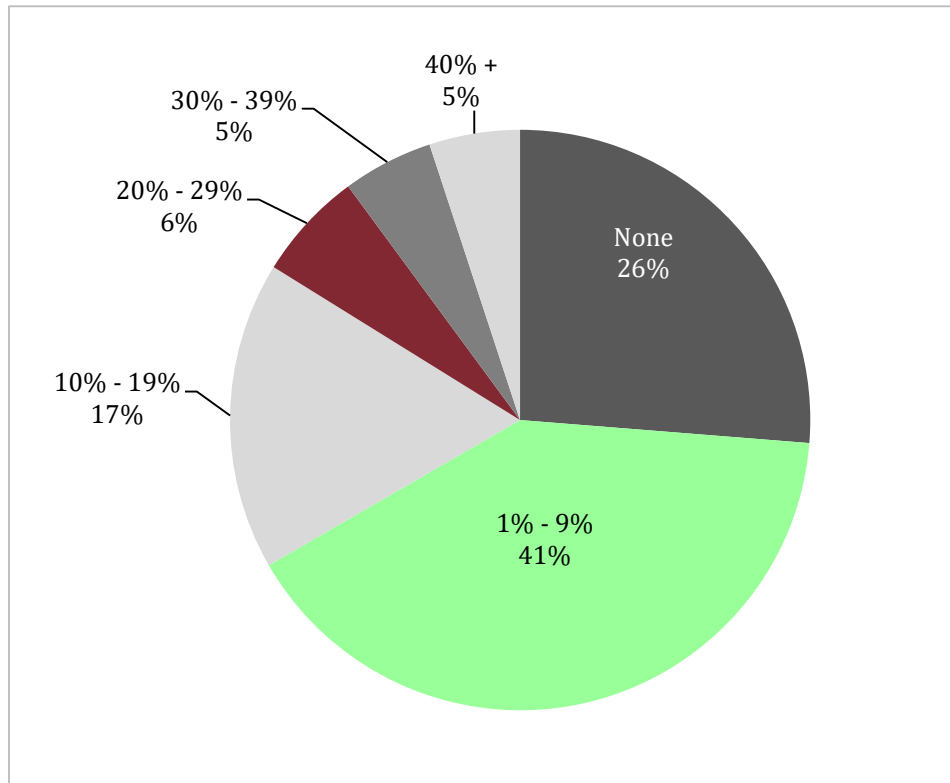


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

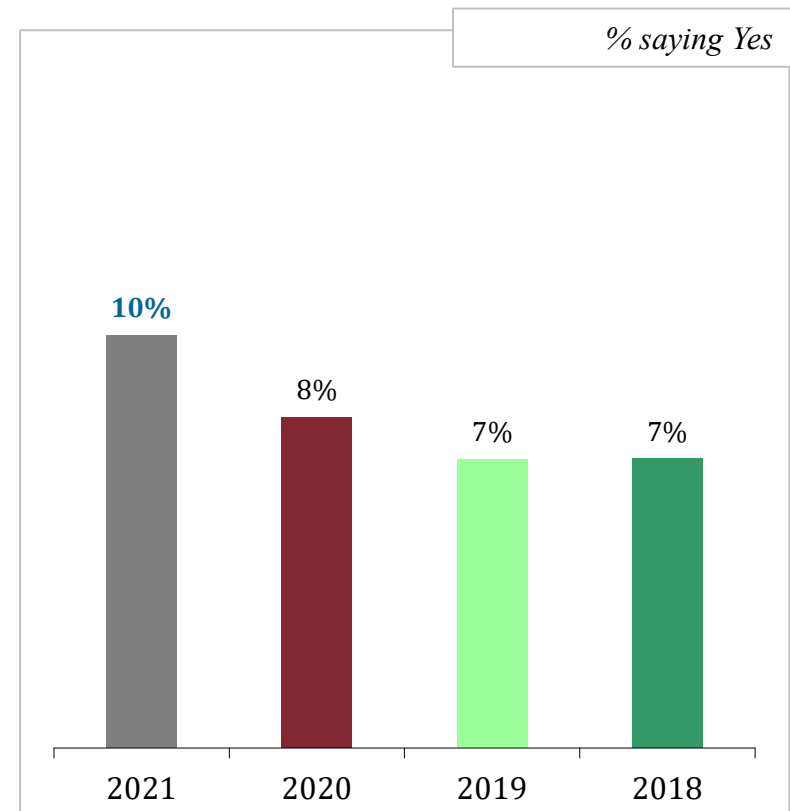
MODERN
MATERIALS HANDLING

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



	Turnover rate			
	2018	2019	2020	2021
Average	9.5%	10.2%	12.3%	10.1%

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



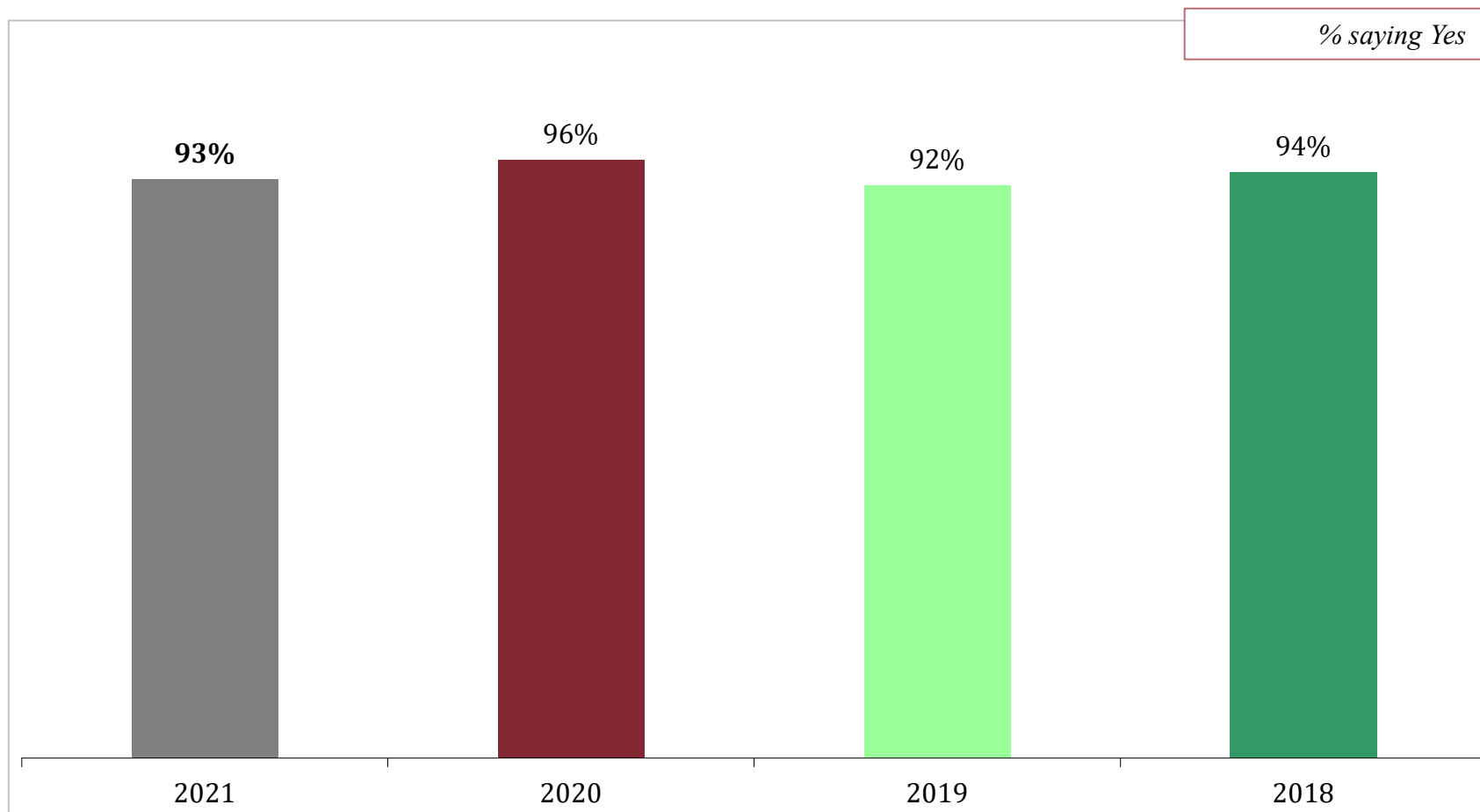


2021 SALARY SURVEY

PRG[®]
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Would you recommend the materials handling profession to others?





2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Job Satisfaction

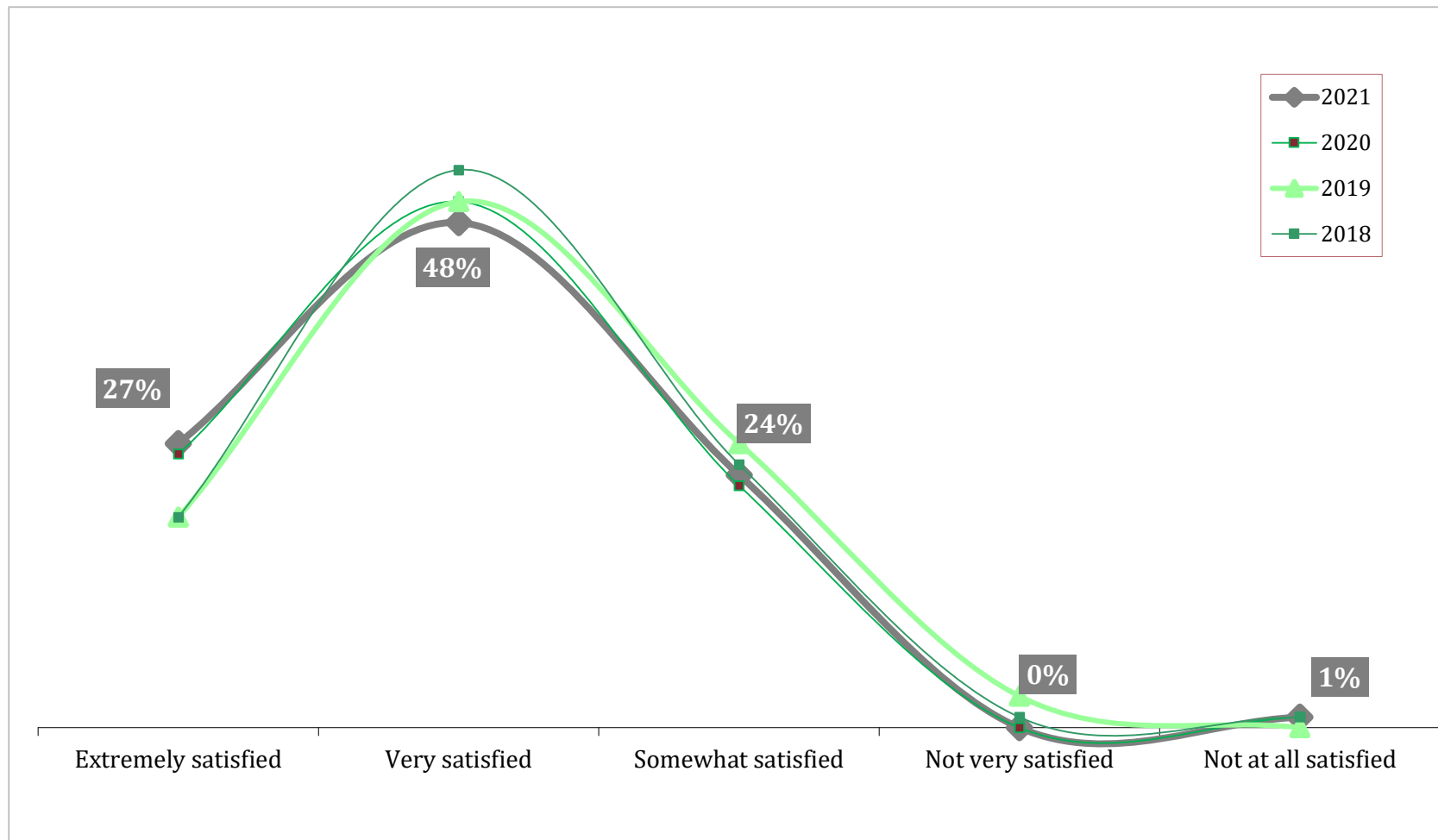


2021 SALARY SURVEY

PRG[®]
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

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



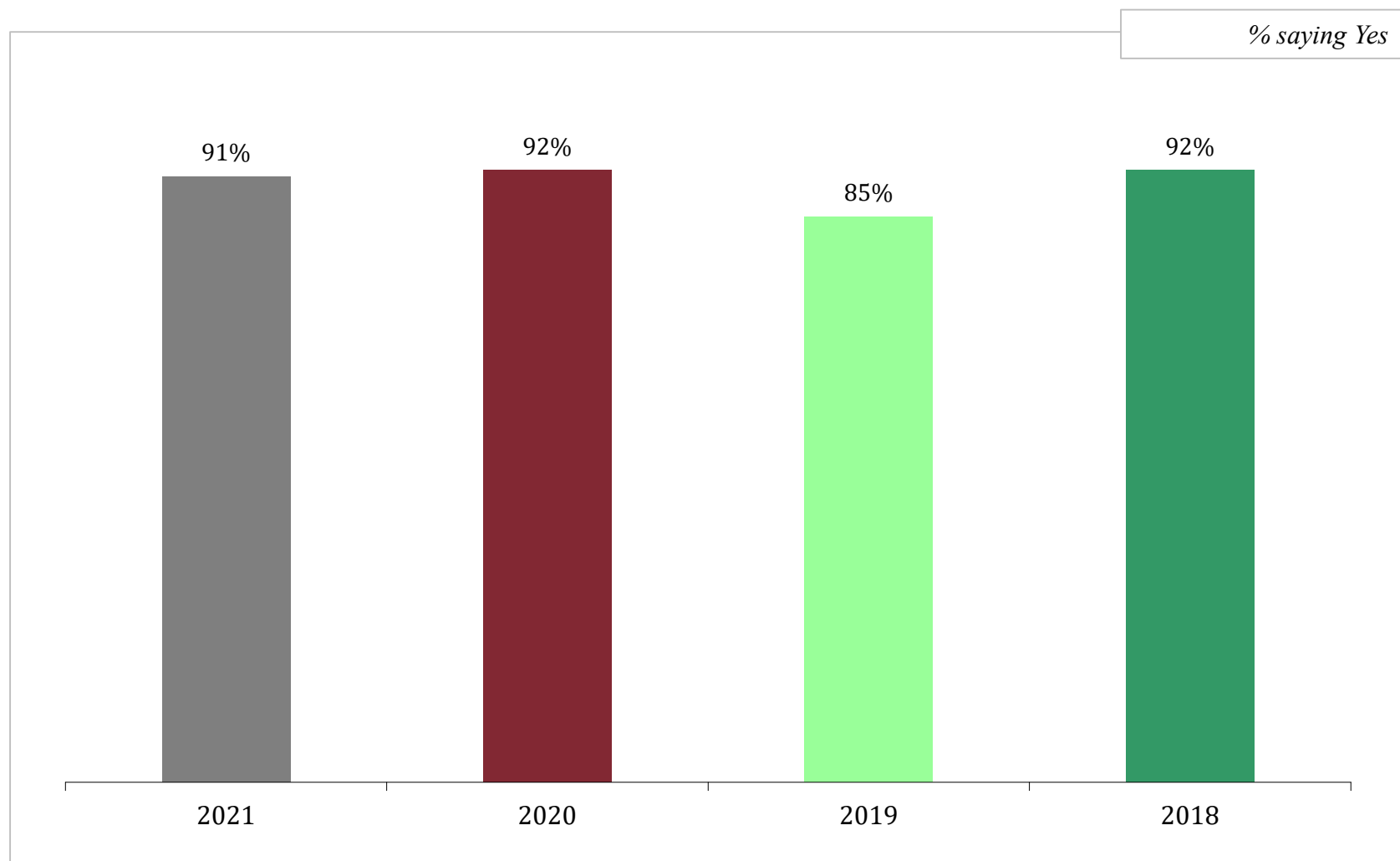


2021 SALARY SURVEY

PRG[®]
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Do you like your current job?



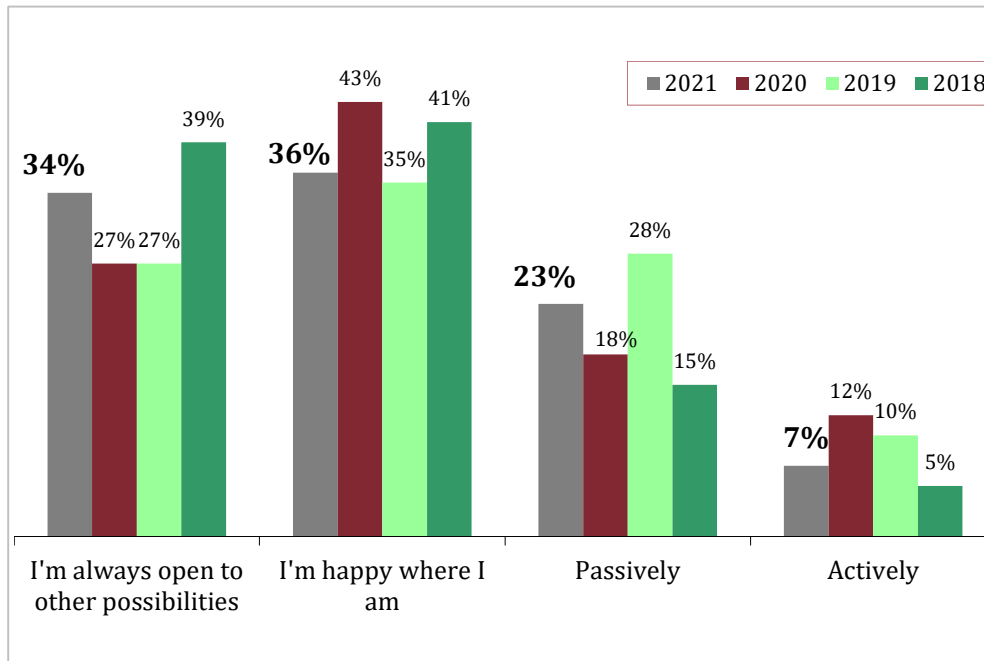


2021 SALARY SURVEY

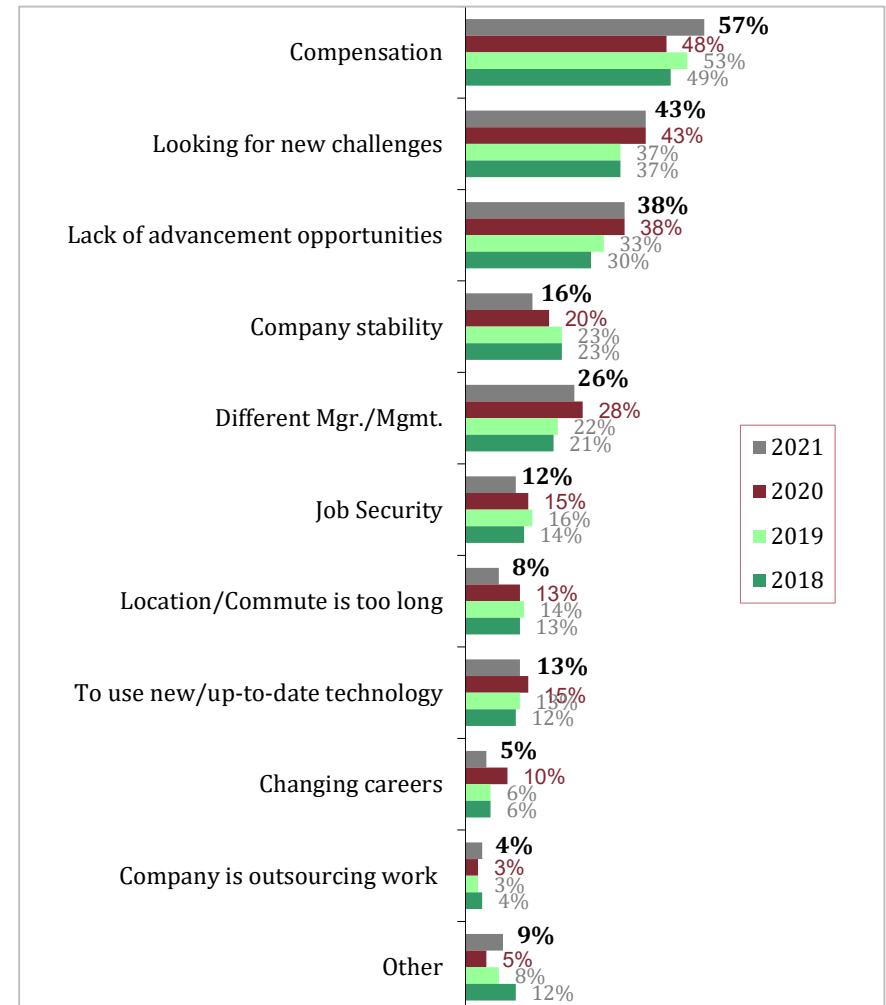
PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How actively are you seeking another job?



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



*Note: Multiple answers accepted

	Average Salary			
	2018	2019	2020	2021
Always open	\$95,515	\$95,400	\$114,781	\$103,535
Happy where I am	\$116,870	\$105,570	\$105,752	\$123,426
Passively	\$88,170	\$106,555	\$130,819	\$94,429
Actively	\$70,520	\$104,255	\$122,792	\$111,819

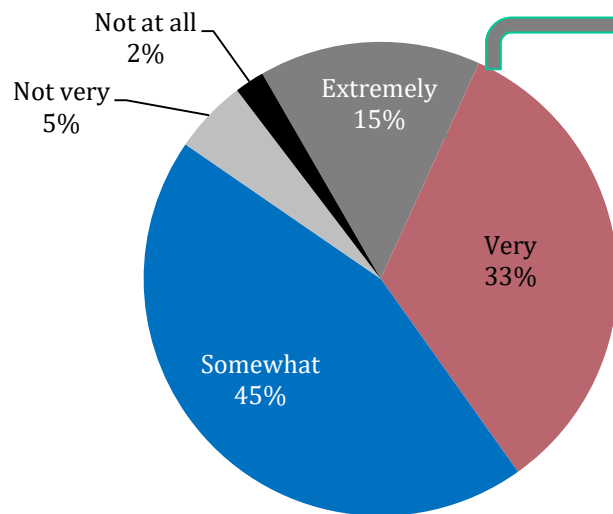


2021 SALARY SURVEY

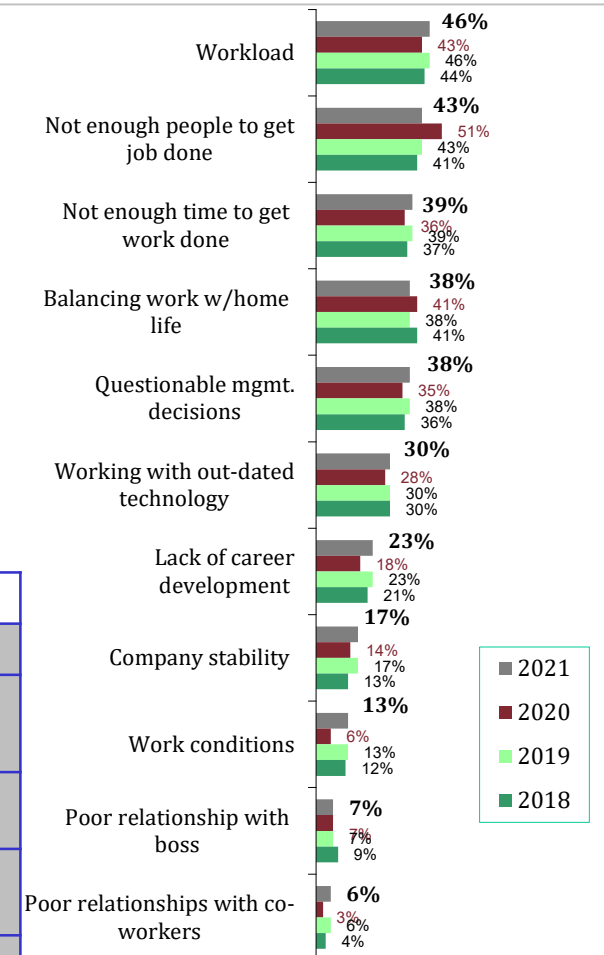
PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How stressful is your job?



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



*Note: Multiple answers accepted

	Average Salary				Median Salary			
	2018	2019	2020	2021	2018	2019	2020	2021
Extremely stressful	\$109,050	\$112,455	\$122,390	\$99,704	\$91K	\$87K	\$105K	\$95K
Very stressful	\$108,205	\$113,575	\$112,811	\$75,600	\$81K	\$100.5K	\$86.3K	\$70K
Somewhat stressful	\$105,165	\$97,425	\$114,087	\$98,462	\$90K	\$87K	\$117K	\$85K
Not very/Not at all stressful	\$79,730	\$111,780	\$114,579	\$80,785	\$72K	\$82K	\$95K	\$80K

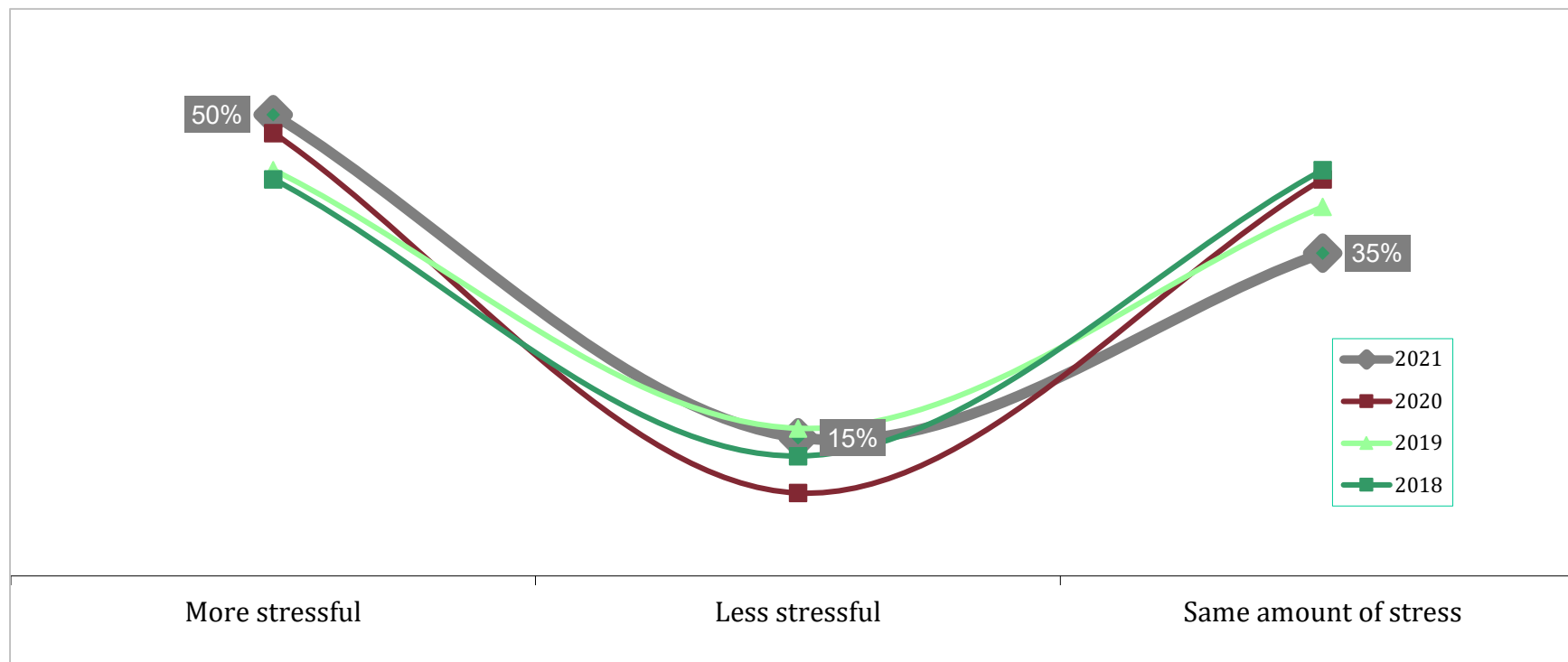


2021 SALARY SURVEY

PRG[®]
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

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



	Average Salary			
	2018	2019	2020	2021
More stressful	\$101,600	\$101,315	\$118,320	\$106,807
Same level of stress	\$108,410	\$108,005	\$113,719	\$117,214
Less stressful	\$94,845	\$99,215	\$103,990	\$98,911



2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Demographic and Firmographic Profile

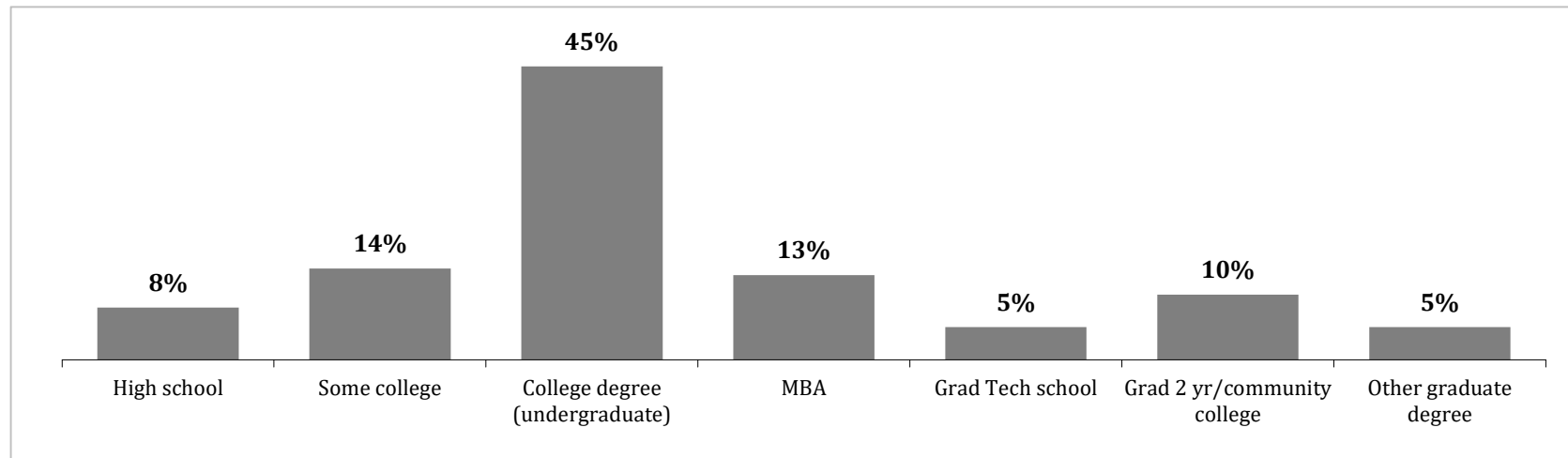


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

What is the highest level of education you have completed?



	Average Salary				Median Salary			
	2018	2019	2020	2021	2018	2019	2020	2021
MBA	\$120,240	\$131,883	\$128,617	\$160,000	\$100K	\$115K	\$125K	\$150K
Other graduate degree	\$118,255	\$112,475	\$110,917	\$120,455	\$92.7K	\$100K	\$99K	\$103K
College degree	\$103,420	\$112,289	\$106,255	\$113,665	\$85K	\$92K	\$93K	\$101K
2 year community/ Tech school	\$74,600	\$82,500	\$84,660	\$90,143	\$75K	\$83K	\$80K	\$83K
High school/some college	\$92,025	\$86,810	\$94,350	\$90,996	\$68K	\$81.5K	\$84K	\$85K

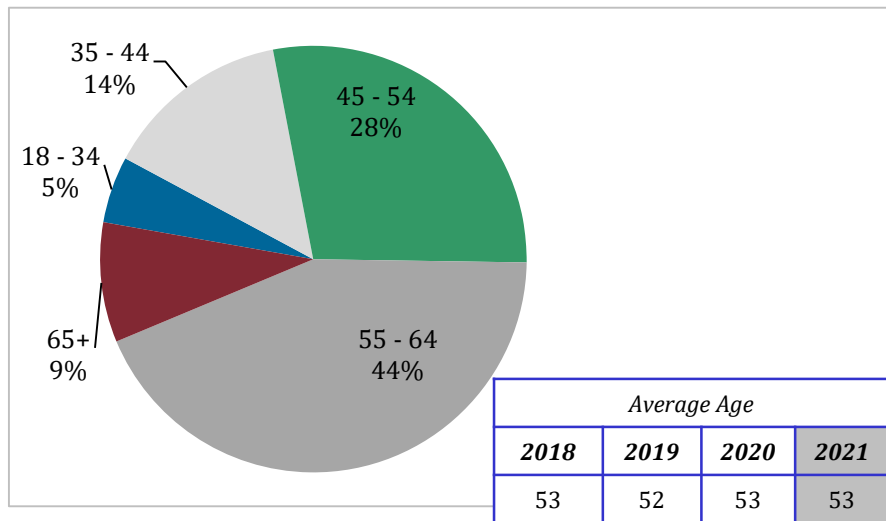


2021 SALARY SURVEY

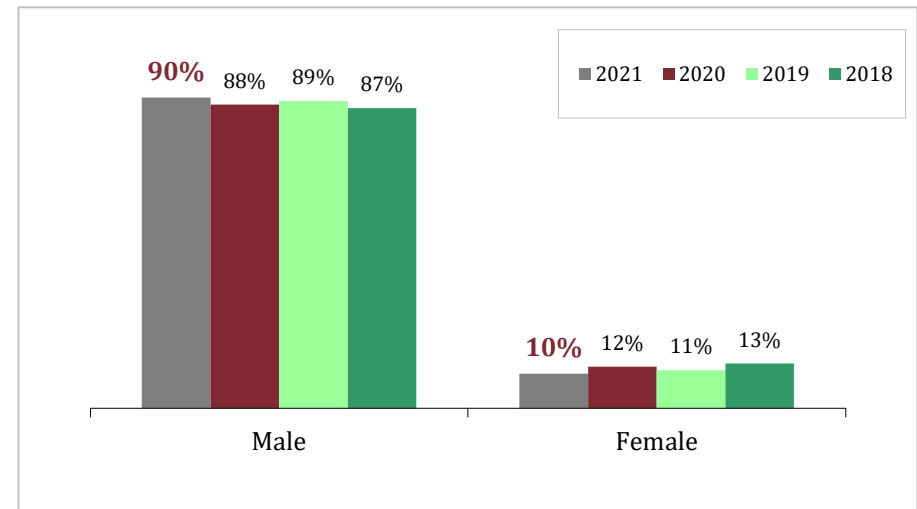
PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

What is your age?



What is your gender?



	Average Salary				Median Salary			
	2018	2019	2020	2021	2018	2019	2020	2021
<35 years old	\$62,975	\$78,085	\$80,200	\$80,520	\$54K	\$75K	\$85K	\$72K
35 – 44	\$92,005	\$120,525	\$120,486	\$98,727	\$81K	\$89K	\$95K	\$80K
45 – 54	\$101,875	\$102,175	\$114,013	\$128,361	\$90K	\$87K	\$100K	\$126K
55 – 64	\$106,130	\$111,250	\$120,440	\$113,258	\$94K	\$107K	\$105K	\$103K
65+	\$104,835	\$95,005	\$101,889	\$117,550	\$98K	\$81K	\$83K	\$80K
Male	\$106,820	\$105,525	\$114,675	\$114,552	\$91K	\$95.5K	\$98.5K	\$100K
Female	\$75,400	\$80,940	\$88,185	\$106,293	\$71K	\$77K	\$85K	\$100K

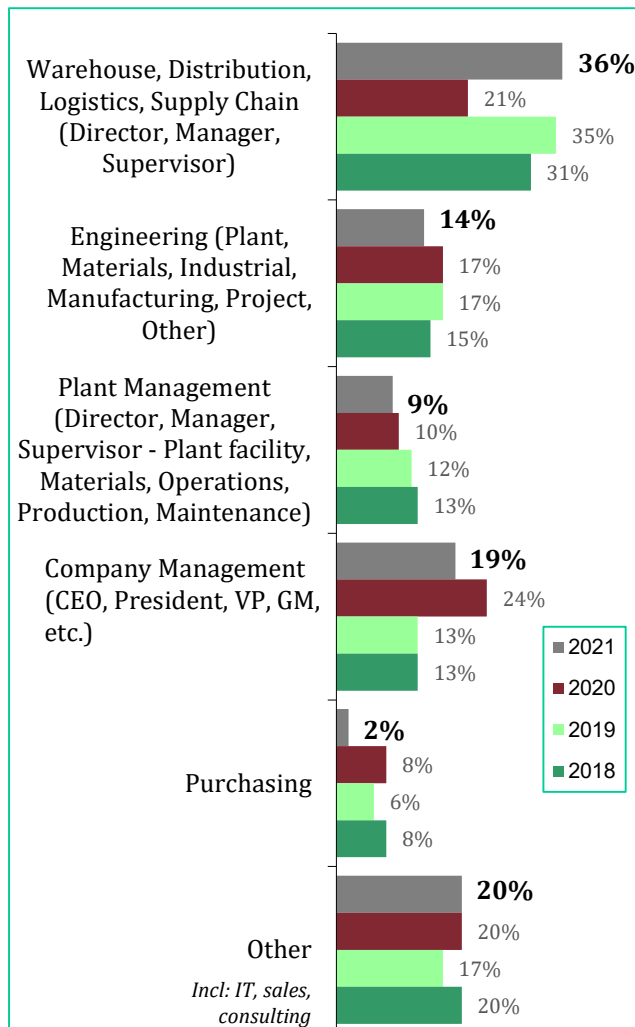


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

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



	Average Salary				Median Salary			
Primary job function	2018	2019	2020	2021	2018	2019	2020	2021
Company management CEO, President, VP, GM, etc.	\$171,340	\$161,400	\$166,633	\$145,772	\$175K	\$150K	\$160K	\$150K
Engineering Plant, materials, industrial, mfg., project, etc.	\$95,085	\$103,170	\$100,674	\$109,750	\$93.5K	\$99K	\$98K	\$110K
Plant management Director, manager, supervisor	\$95,945	\$97,305	\$109,200	\$92,283	\$89K	\$89K	\$94K	\$83.2K
Warehouse, distribution, logistics Director, manager, supervisor	\$95,835	\$93,980	\$91,941	\$105,668	\$90K	\$89.5K	\$86.5K	\$85K
Purchasing	\$60,950	\$75,760	\$94,601	\$99,785	\$56K	\$70.5K	\$87K	\$100K

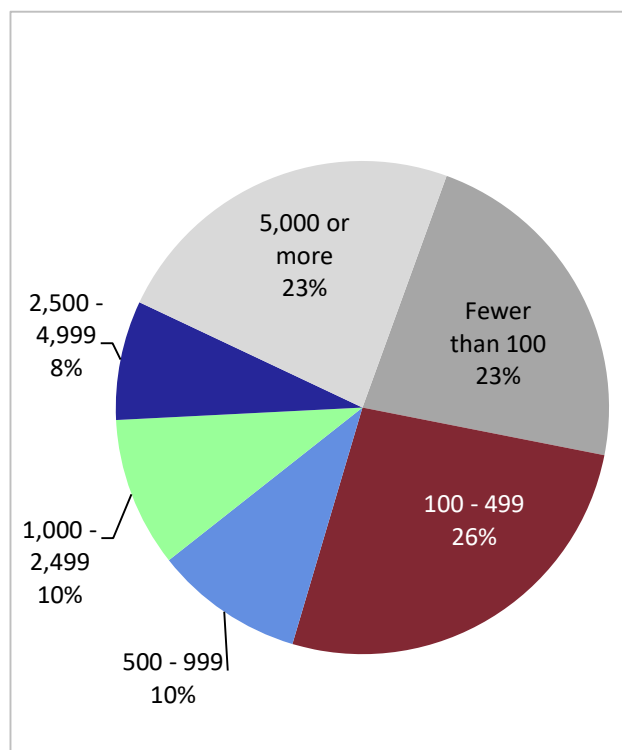


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

How many people does your company employ?



	Average Salary				Median Salary			
	2018	2019	2020	2021	2018	2019	2020	2021
Less than 100	\$88,800	\$78,260	\$76,728	\$89,433	\$76K	\$72K	\$72.5K	\$81.7K
100 - 499	\$96,260	\$101,565	\$101,968	\$103,673	\$80K	\$94.5K	\$95K	\$100K
500 - 999	\$104,940	\$108,395	\$110,137	\$91,357	\$90K	\$97K	\$98K	\$85K
1,000 - 4,999	\$99,405	\$114,910	\$113,255	\$125,667	\$91K	\$96.5K	\$100K	\$112K
5,000 +	\$112,050	\$118,725	\$131,875	\$112,684	\$111K	\$110K	\$120K	\$96.5K

# of employees				
	2018	2019	2020	2021
Average	2,887	2,508	3,007	2,707
Median	490	486	375	489

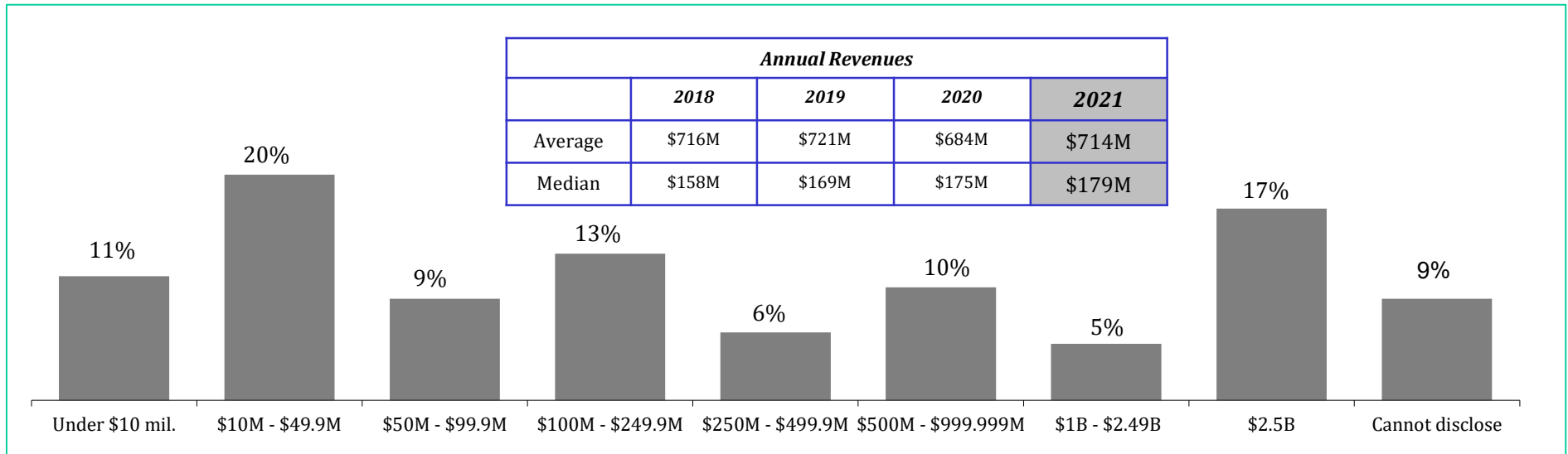


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

What do you estimate your company's revenues will be in 2021?



	Average Salary				Median Salary			
	2018	2019	2020	2021	2018	2019	2020	2021
Under \$10 million	\$79,295	\$81,640	\$81,427	\$82,729	\$65K	\$65K	\$65K	\$76K
\$10M - \$49.9M	\$88,900	\$77,315	\$83,154	\$85,600	\$80K	\$70K	\$80K	\$85K
\$50M - \$99.9M	\$88,570	\$100,900	\$102,692	\$106,400	\$83.5K	\$86K	\$77K	\$100K
\$100M - \$249.9M	\$106,905	\$96,645	\$101,309	\$102,293	\$89K	\$92K	\$87K	\$95K
\$250M - \$499.9M	\$123,350	\$133,710	\$135,102	\$133,220	\$89.5K	\$109K	\$107K	\$108K
\$500M - \$999.9M	\$121,405	\$108,115	\$115,728	\$112,500	\$120K	\$103K	\$98.5K	\$100K
\$1B - \$2.49B	\$92,920	\$118,880	\$111,698	\$	\$87K	\$111K	\$110K	\$110K
\$2.5B+	\$119,445	\$121,245	\$122,667	\$121,600	\$110K	\$111K	\$110K	\$112K

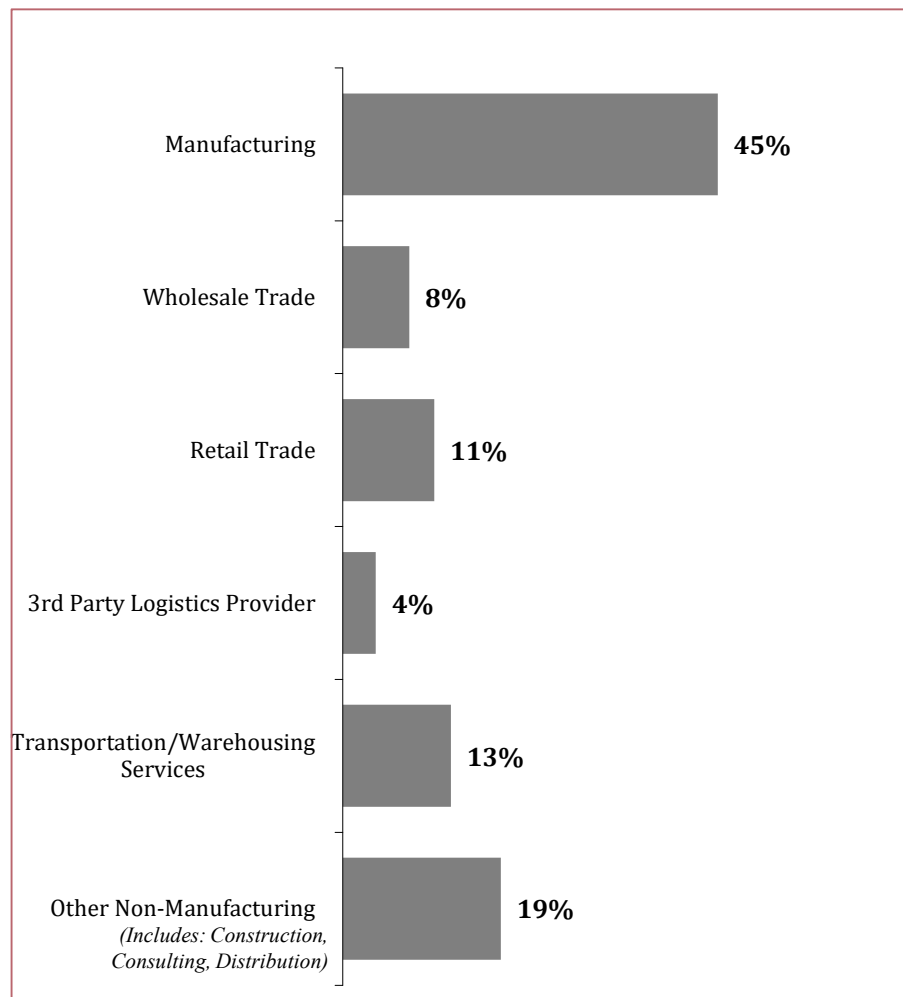


2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Which of the following best describes your company's business?



	Average Salary		Median Salary	
	2020	2021	2020	2021
Manufacturing	\$104,041	\$109,154	\$90K	\$98K
Wholesale Trade	\$102,125	\$106,670	\$86K	\$80K
Retail Trade	\$115,840	\$102,645	\$102K	\$100K
3rd Party Logistics Provider	\$96,050	\$93,056	\$83K	\$85K
Transportation/Warehousing Services	\$89,167	\$88,300	\$85K	\$80K
Other Non-Manufacturing	\$105,567	\$108,222	\$96K	\$100K



2021 SALARY SURVEY

PRG
PEERLESS RESEARCH GROUP

MODERN
MATERIALS HANDLING

Region

Canada	
Average	\$113,00
Median	\$100K

New England [ME, NH, VT, MA, RI, CT]	
Average	\$100,167
Median	\$95K

West [CA, OR, WA, NV, AZ, AK, HI]	
Average	\$109,856
Median	\$96K

Mountain [MT, ID, UT, WY, CO, NM]	
Average	\$96,375
Median	\$72K

Midwest [MI, OH, KY, TN, IN, WI, IL, MN, IA, MO, ND, SD, NE, KS]	
Average	\$107,954
Median	\$90K

Mid-Atlantic [NY, PA, NJ, DE, MD, WV, VA, DC]	
Average	\$109,539
Median	\$100K

South [AL, MS, AR, LA, OK, TX]	
Average	\$89,575
Median	\$90K

Southeast [NC, SC, GA, FL]	
Average	\$110,100
Median	\$112K

New England	6%
Mid-Atlantic	17%
Southeast	12%
Midwest	44%
South	5%
Mountain	2%
West	10%
Canada	4%