



2022

National Executive Compensation Survey

MRA - The Management Association
www.mranet.org
800.488.4845



The National Network for Local Workplace Solutions

2022 National Executive Compensation Survey

An Employer Associations of America (EAA) Sponsored Survey coordinated by HR Source in cooperation with 13 associations nationwide. This report contains data from 48 states, 19 of which have a specific breakout category.

Published: May 2022
Next Publication May 2023

Confidential Survey Report

This survey is provided with the understanding that the information will:

- remain strictly confidential
- be restricted to authorized personnel only
- not be used in collective bargaining or grievance proceedings
- protect organizational identity completely



National surveys produced by the EAA include:

- National Business Trends Survey
- National Executive Compensation Survey
- National IT & Engineering Compensation Survey
- National Policies & Practices Survey
- National Sales Compensation Survey
- National Wage & Salary Survey

Contact your local association (see page 2) for more information.

© 2022 Employer Associations of America (EAA): All rights reserved. This survey is provided to the recipient to use as an *internal* resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means (including use within consulting and/or fee-for-service work), without prior permission in writing from EAA or a survey co-sponsor named herein is prohibited.

2022 NATIONAL EXECUTIVE COMPENSATION SURVEY

TABLE OF CONTENTS

Co-sponsoring Associations	2
Introduction	3
Participant List	4 - 14
Definitions	15
Participant Demographics	16 - 19
Map of U.S. Regions	20
Summary of Supplemental Information	21 - 25
Board of Directors Pay	26 - 29
Salary Increases	30
CEO Compensation Chart	31
Using the Survey	33
100 Chief Executive Officer	34 - 35
105 Chief Operating Officer	36 - 37
110 Chief Executive - Multi Function Responsibility	38 - 39
115 Chief Operations Executive – Non-Manufacturing	40 - 41
120 Chief Information Officer (CIO)	42 - 43
200 Chief Financial Officer (CFO)	44 - 45
205 Finance Director (Not CFO)	46 - 47
210 Controller – Single Location	48 - 49
211 Controller – Multiple Locations	50 - 51
215 Chief Audit Executive	52
220 Corporate Treasurer	53
225 Chief Tax Executive	54
300 Human Resource VP/SVP	55 - 56
305 Human Resource Director	57 - 58
310 Compensation and Benefits Director	59
315 Chief Staff Legal Counsel	60
320 Chief Government Relations Executive	61
400 Vice President of Engineering	62
405 Director of Engineering	63 - 64
410 Industrial Engineering Head	65
415 Head Research Engineer	66
420 Head Product/Development Engineer	67
425 Facility Engineer	68
430 Chief Manufacturing Executive	69
435 Plant Manager	70 - 71
440 Manufacturing Director (Multi-Facility)	72
445 Manufacturing Manager (Single-Facility)	73
450 Materials Director	74
455 Purchasing Head	75
460 Quality Control Head	76
500 Chief Sales-Marketing Executive	77 - 78
505 Chief Marketing Executive (Excluding Sales)	79 - 80
510 Chief Sales Executive/Domestic Markets (Excluding Marketing)	81
515 Chief Business Development Executive	82 - 83
520 Director of Communications	84
525 Customer Service Director	85
530 General Sales Manager	86 - 87
535 District Sales Manager	88
540 Regional Sales Manager	89 - 90
545 Product/Brand Manager	91
600 Chief International Executive	92
605 Top Supply Chain Executive	93
610 Top International Marketing and Sales Executive	94
615 Top Sales Executive – Domestic/Foreign Markets	95
700 Chief Executive – Not-For-Profit	96
705 Program Director	97
710 Development Director	98
Supplemental Benefits/Perks	100 - 111