



THE  
**BRIDGER**  
GROUP

# 2026

## Salary Guide



### **Commercial & Residential**

Building Materials | Interior Products

# Table of Contents

## **03** Letter From the **Managing Partners**

---

## **04** What **Qualifies Us?**

---

## **05** 2026 **Salary Numbers**

---

- 5**.....Exterior Building Products
- 13**.....Interior Building Products
- 16**.....Mechanical, Electrical & Plumbing
- 21**.....Commercial Interiors
- 24**.....Residential Interiors
- 26**.....Builders & Contractors
- 28**.....Structural Building Products
- 32**.....Kitchen & Bathroom
- 33**.....Steel Construction
- 38**.....Distribution & Retail
- 41**.....C-Suite & Upper Leadership



# Letter from the **Managing Partners**



This is the fourth year we've released our Salary Guide. We've been thinking about **why people look to the past for answers about the future**. A 1966 "Newsweek" column joked that "Wall Street indexes predicted nine out of the last five recessions," and, frankly, the economist wasn't wrong.

It raises an interesting question: **Is there value** seeking answers when something already happened?

Examining the past is **less about predicting the future** with 100% accuracy and more about **seeing where we're headed**. It doesn't tell us the root cause of all our problems, but noticing even a slight shift in trends can **raise a warning flag** to dig in and investigate further.

While looking to the past doesn't magically answer our questions, it can help us **determine the right ones to ask**.



Whether it helps your company peer into its hiring future or not, we hope this year's Salary Guide provides your team with **helpful insights as you expand your team** in the coming year.

Jordan Underwood  
Managing Partner

Nick Underwood  
Managing Partner

# What Qualifies Us?



We're an **industry-specific talent recruitment firm** focused solely on supporting **building products** and **commercial interiors** manufacturers, distributors, and contractors. Our recruiters use their industry knowledge and expertise to help companies **across the US and Canada** find talent within their niche.



## A Long History of **Excellence**

**This isn't our first rodeo**, or our fifth, even our tenth. We've served businesses in this specific industry for **nearly 60 years**, bringing our relational understanding and research expertise to every search.



## Nationally **Recognized**

We've held a comfortable spot on **Hunt Scanlon's Top 50 Recruiters** list since 2024, and we're the **largest single-site search firm** in the building materials industry.



## We **Trust the Process**

We didn't get to where we are by throwing spaghetti at the wall. **We understand this industry**, its people, and what success requires.

It's why we're on **Inc.'s list of the fastest-growing private companies** in the US.



## We Take **Our Own Advice**

It's easy to tell other people what to do. It's harder to do it yourself! But **we practice what we preach**, and it shows in our employee satisfaction. We've been named one of **West Michigan's Best & Brightest Places to Work** since 2023.



# 2026 Salary Numbers



## Exterior Building Products

### Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Manager	\$100,000	\$115,000	\$130,000	\$167,500	\$167,500	\$167,500
Architectural Sales Manager	\$106,000	\$124,000	\$142,000	\$146,000	\$149,000	\$152,000
Architectural Sales Representative	\$95,300	\$108,200	\$121,200	\$144,000	\$144,100	\$144,400
Business Development Manager	\$108,000	\$116,500	\$125,000	\$157,000	\$157,000	\$157,000
Director of Sales & Marketing	\$175,000	\$188,000	\$201,000	\$259,000	\$259,000	\$259,000
District Sales Manager	\$82,000	\$87,000	\$92,000	\$147,000	\$148,500	\$150,000
Market Development Manager	\$68,800	\$78,300	\$88,000	\$115,200	\$115,200	\$115,200

**Disclaimer:** Information in the 2026 Salary Guide was gathered from a variety of reliable sources including the U.S. Bureau of Labor Statistics, online resources, and compensation data from our own searches spanning December 2024 through November 2025. This guide represents The Bridger Group's analysis of information obtained from sources believed to be reliable. No representation or warranty (express or implied) is given as to the accuracy and completeness of the information contained in the publication.

# Exterior Building Products



## Sales (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
National Sales Manager	\$82,500	\$88,800	\$95,000	\$150,000	\$150,000	\$150,000
Regional Sales Manager	\$88,700	\$98,700	\$108,600	\$149,200	\$150,200	\$151,200
Regional VP of Sales	\$200,000	\$220,800	\$241,700	\$325,000	\$325,000	\$325,000
Sales Engineer	\$125,000	\$137,500	\$150,000	\$160,000	\$160,000	\$160,000
Sales Manager	\$94,300	\$105,300	\$116,200	\$150,800	\$153,800	\$152,300
Sales Representative	\$73,300	\$83,200	\$93,000	\$115,700	\$119,900	\$124,000
Territory Sales Manager	\$72,300	\$80,000	\$87,600	\$135,600	\$135,800	\$136,000
Territory Sales Representative	\$78,300	\$91,250	\$104,200	\$135,800	\$136,700	\$137,500
VP of Sales & Marketing	\$160,000	\$184,200	\$208,300	\$262,500	\$262,500	\$262,500

# Exterior Building Products



## Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Marketing Manager	\$140,000	\$155,000	\$170,000	\$210,000	\$210,000	\$210,000

## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Engineer	\$101,700	\$113,300	\$125,000	\$126,700	\$126,700	\$126,700
Plant Engineer	\$96,000	\$104,000	\$112,000	\$115,000	\$115,000	\$115,000
Quality Engineer	\$85,000	\$97,500	\$110,000	\$105,000	\$105,000	\$105,000
Specification Manager	\$110,000	\$120,000	\$130,000	\$150,000	\$155,000	\$160,000
Specification Writer	\$75,000	\$100,000	\$125,000	\$125,000	\$125,000	\$125,000
Structural Engineer	\$75,000	\$107,500	\$140,000	\$75,000	\$107,500	\$140,000
Technical Service Engineer	\$80,000	\$90,000	\$100,000	\$93,300	\$93,300	\$93,300

# Exterior Building Products



## Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Fabrication Manager	\$70,000	\$75,000	\$80,000	\$95,000	\$95,000	\$95,000
Facilities Operations Engineer	\$97,000	\$121,000	\$145,000	\$121,000	\$121,000	\$121,000
Plant Manager	\$123,000	\$141,700	\$160,000	\$153,300	\$153,300	\$153,300
Safety Manager	\$110,000	\$120,000	\$130,000	\$150,000	\$150,000	\$150,000

## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Assistant Project Manager	\$65,000	\$76,300	\$87,500	\$87,500	\$88,800	\$90,000
Benefits & Payroll Manager	\$90,000	\$95,000	\$100,000	\$110,000	\$110,000	\$110,000
Branch Manager	\$92,900	\$95,700	\$98,600	\$147,100	\$147,100	\$147,100
CEO	\$250,000	\$325,000	\$400,000	\$400,000	\$450,000	\$500,000

# Exterior Building Products



## Operations (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Chief Financial Officer	\$100,000	\$150,000	\$200,000	\$150,000	\$150,000	\$150,000
Codes & Standards Manager	\$120,000	\$140,000	\$160,000	\$170,000	\$170,000	\$170,000
Construction Manager	\$100,000	\$125,000	\$150,000	\$150,000	\$150,000	\$150,000
Customer Service Lead	\$60,000	\$68,800	\$77,500	\$80,000	\$80,000	\$80,000
Director of Operations	\$163,300	\$191,700	\$220,000	\$246,700	\$246,700	\$246,700
Director of Quality	\$130,000	\$150,000	\$170,000	\$150,000	\$150,000	\$150,000
Distribution Center Manager	\$75,000	\$81,200	\$87,500	\$93,800	\$93,800	\$93,800
Environmental Manager	\$105,000	\$117,500	\$130,000	\$130,000	\$130,000	\$130,000
Estimator	\$82,900	\$98,600	\$114,300	\$108,571	\$110,700	\$112,900
Field Technical Representative	\$75,000	\$77,500	\$80,000	\$105,000	\$105,000	\$105,000
General Manager	\$131,000	\$145,400	\$159,800	\$178,000	\$180,500	\$183,000

# Exterior Building Products



## Operations (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Operations Manager	\$157,000	\$169,500	\$182,000	\$187,400	\$187,400	\$187,400
Director of [Product Category]	\$90,000	\$113,800	\$137,500	\$150,000	\$150,000	\$150,000
Product Manager	\$100,000	\$120,000	\$140,000	\$140,000	\$145,000	\$150,000
Project Director	\$150,000	\$172,500	\$195,000	\$200,000	\$200,000	\$200,000
Project Manager	\$76,200	\$86,000	\$95,900	\$97,900	\$102,900	\$107,900
Purchasing Agent	\$65,000	\$70,000	\$75,000	\$90,000	\$90,000	\$90,000
Regional HR Manager	\$80,000	\$87,500	\$95,000	\$93,000	\$93,000	\$93,000
Service Manager	\$87,500	\$98,800	\$110,000	\$117,500	\$117,500	\$117,500
Shipping & Receiving Lead	\$65,000	\$72,500	\$80,000	\$85,000	\$85,000	\$85,000
Training Manager	\$95,000	\$100,000	\$105,000	\$109,000	\$109,000	\$109,000
VP of [Product Category]	\$100,000	\$105,000	\$110,000	\$150,000	\$150,000	\$150,000

# Exterior Building Products



## Operations (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
VP of Estimation	\$212,500	\$250,000	\$287,500	\$325,000	\$325,000	\$325,000
VP of Operations	\$187,900	\$198,600	\$209,300	\$255,000	\$255,700	\$256,400
Warehouse Manager	\$78,300	\$85,800	\$93,300	\$95,300	\$95,300	\$95,300

## Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Design Manager	\$96,700	\$107,500	\$118,300	\$135,000	\$138,300	\$141,700
Detailer	\$40,000	\$55,000	\$70,000	\$60,000	\$60,000	\$60,000
Drafter	\$63,800	\$69,400	\$75,000	\$76,250	\$76,250	\$76,250

# Exterior **Building Products**



## **Finance**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Director of Finance	\$152,500	\$170,000	\$187,500	\$219,500	\$219,500	\$219,500
Pricing Administrator	\$50,000	\$60,000	\$70,000	\$65,000	\$65,000	\$65,000
Senior Accountant	\$90,000	\$105,000	\$120,000	\$110,000	\$110,000	\$110,000

# Interior Building Products

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Business Development Manager	\$85,000	\$92,500	\$100,000	\$140,000	\$140,000	\$140,000
Regional Sales Manager	\$95,000	\$114,500	\$134,000	\$158,000	\$158,000	\$158,000
Sales Representative	\$68,800	\$80,300	\$91,900	\$114,400	\$114,400	\$114,400

## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Senior Engineer	\$90,000	\$110,000	\$130,000	\$130,000	\$130,000	\$130,000
R&D Engineering Manager	\$100,000	\$120,000	\$140,000	\$120,000	\$120,000	\$120,000



# Interior **Building Products**



## **Manufacturing**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Plant Manager	\$82,500	\$95,000	\$107,500	\$112,000	\$112,000	\$112,000

## **Operations**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
General Manager	\$200,000	\$225,000	\$250,000	\$300,000	\$325,000	\$350,000
Product Specialist	\$75,000	\$87,500	\$100,000	\$150,000	\$150,000	\$150,000
Project Consultant	\$100,000	\$115,000	\$130,000	\$200,000	\$200,000	\$200,000
Project Manager	\$100,000	\$112,500	\$125,000	\$200,000	\$212,500	\$225,000

# Interior **Building Products**



## **Design**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Detailer	\$65,000	\$70,000	\$75,000	\$85,000	\$85,000	\$85,000

## **Finance**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Bookkeeper	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
Director of Finance	\$125,000	\$137,500	\$150,000	\$150,000	\$150,000	\$150,000

# Mechanical, Electrical & Plumbing

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Executive	\$80,000	\$85,000	\$90,000	\$110,000	\$110,000	\$110,000
Account Manager	\$120,000	\$130,000	\$140,000	\$180,000	\$180,000	\$180,000
Business Development Executive	\$175,000	\$121,500	\$250,000	\$200,000	\$225,000	\$250,000
Business Development Manager	\$95,000	\$115,000	\$135,000	\$110,000	\$110,000	\$110,000
Director of Sales & Marketing	\$140,000	\$150,000	\$160,000	\$200,000	\$200,000	\$200,000
Market Development Manager	\$115,000	\$125,000	\$135,000	\$150,000	\$150,000	\$150,000
National Sales Manager	\$125,000	\$141,700	\$158,300	\$150,000	\$150,000	\$150,000
Regional Sales Manager	\$117,500	\$132,000	\$146,500	\$164,500	\$166,000	\$167,500
Sales Manager	\$100,000	\$112,500	\$125,000	\$145,000	\$145,000	\$145,000
Sales Representative	\$100,000	\$111,400	\$122,800	\$161,300	\$161,300	\$161,300



# Mechanical, **Electrical & Plumbing**



## **Sales (Cont'd)**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Technical Sales Manager	\$80,000	\$90,000	\$100,000	\$110,000	\$110,000	\$110,000
Territory Sales Manager	\$81,100	\$87,800	\$94,400	\$117,800	\$117,800	\$117,800
Territory Sales Representative	\$90,000	\$105,000	\$120,000	\$140,000	\$140,000	\$140,000
VP of Sales	\$120,000	\$135,000	\$150,000	\$175,000	\$175,000	\$175,000

## **Marketing**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Field Marketing Engineer	\$100,000	\$110,000	\$120,000	\$110,000	\$110,000	\$110,000

# Mechanical, **Electrical & Plumbing**



## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Controls Engineer	\$115,000	\$130,000	\$145,000	\$130,000	\$130,000	\$130,000
Engineer	\$93,000	\$103,200	\$113,300	\$107,800	\$107,800	\$107,800
Firmware Developer	\$97,100	\$113,600	\$130,000	\$115,000	\$115,000	\$115,000
Project Engineer	\$80,000	\$100,000	\$120,000	\$100,000	\$110,000	\$120,000
Sales Engineer	\$86,600	\$100,400	\$114,300	\$128,000	\$128,600	\$129,200
Structural Engineer	\$120,000	\$135,000	\$150,000	\$145,000	\$145,000	\$145,000
Structural Engineering Manager	\$150,000	\$167,500	\$185,000	\$170,000	\$170,000	\$170,000

# Mechanical, **Electrical & Plumbing**



## **Manufacturing**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Production Manager	\$85,000	\$92,500	\$100,000	\$100,000	\$100,000	\$100,000
Production Planner	\$70,000	\$72,500	\$75,000	\$75,000	\$75,000	\$75,000

## **Operations**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Business Unit Manager	\$180,000	\$180,000	\$180,000	\$234,000	\$234,000	\$234,000
Customer Service Manager	\$115,000	\$132,500	\$150,000	\$125,000	\$125,000	\$125,000
Estimator	\$95,000	\$112,500	\$130,000	\$135,000	\$135,000	\$135,000
Product Manager	\$100,000	\$130,000	\$160,000	\$130,000	\$130,000	\$130,000
Project Manager	\$90,000	\$111,700	\$133,300	\$145,000	\$145,000	\$145,000

# Mechanical, **Electrical & Plumbing**



## **Operations (Cont'd)**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Quality Manager	\$95,000	\$105,000	\$115,000	\$100,000	\$100,000	\$100,000
Service Manager	\$85,000	\$102,500	\$120,000	\$125,000	\$125,000	\$125,000
Technical Service Advisor	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000
VP of Service & Parts	\$150,000	\$175,000	\$200,000	\$200,000	\$200,000	\$200,000

## **Finance**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Accountant	\$70,000	\$75,000	\$80,000	\$80,000	\$80,000	\$80,000
VP of Finance	\$170,000	\$185,000	\$200,000	\$185,000	\$185,000	\$185,000

# Commercial Interiors

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Business Development Manager	\$130,100	\$143,300	\$156,500	\$172,500	\$179,400	\$186,300
Director of Sales	\$125,000	\$140,000	\$155,000	\$167,500	\$167,500	\$167,500
National Account Manager	\$110,000	\$135,000	\$160,000	\$180,000	\$180,000	\$180,000
Regional Sales Manager	\$107,300	\$115,600	\$124,000	\$141,100	\$142,300	\$143,600
Sales Representative	\$68,400	\$79,300	\$90,200	\$123,500	\$128,100	\$132,700
Territory Sales	\$92,000	\$99,800	\$107,500	\$140,000	\$140,000	\$140,000
VP of Business Development	\$150,000	\$165,000	\$180,000	\$200,000	\$210,000	\$220,000
VP of Sales & Marketing	\$175,000	\$202,500	\$250,000	\$275,000	\$275,000	\$275,000



# Commercial Interiors



## Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Marketing Manager	\$120,000	\$125,000	\$130,000	\$130,000	\$135,000	\$140,000

## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Engineering	\$130,000	\$145,000	\$160,000	\$150,000	\$175,000	\$200,000

# Commercial Interiors



## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Estimator	\$80,000	\$94,500	\$109,000	\$94,000	\$94,000	\$94,000
Operations Manager	\$96,300	\$105,700	\$115,000	\$108,800	\$115,000	\$121,300
President	\$125,000	\$150,000	\$175,000	\$300,000	\$300,000	\$300,000
Product Director	\$115,000	\$125,300	\$137,500	\$140,000	\$142,500	\$145,000
Project Manager	\$77,500	\$92,300	\$107,100	\$114,900	\$116,400	\$117,800
Superintendent	\$103,300	\$114,200	\$125,000	\$138,300	\$138,300	\$138,300

## Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Designer	\$68,300	\$76,700	\$85,000	\$70,000	\$76,700	\$83,300

# Residential Interiors

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Business Development Manager	\$90,000	\$110,000	\$130,000	\$175,000	\$175,000	\$175,000
Business Development Representative	\$90,000	\$90,000	\$90,000	\$175,000	\$175,000	\$175,000
Business Development Specialist	\$73,300	\$76,700	\$80,000	\$136,700	\$136,700	\$136,700
Director of Sales	\$157,500	\$158,100	\$158,800	\$223,800	\$233,900	\$244,000
Regional VP of Sales	\$162,500	\$177,500	\$192,500	\$231,500	\$231,500	\$231,500
Sales Manager	\$106,700	\$121,700	\$136,700	\$140,000	\$140,000	\$140,000
Sales Representative	\$70,000	\$100,000	\$130,000	\$130,000	\$130,000	\$130,000



# Residential Interiors



## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Engineering Technician	\$60,000	\$62,500	\$65,000	\$70,000	\$70,000	\$70,000
Quality Engineer	\$70,000	\$77,500	\$85,000	\$85,000	\$85,000	\$85,000

## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
COO	\$250,000	\$300,000	\$350,000	\$400,000	\$400,000	\$400,000

# Builders & Contractors

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Manager	\$65,000	\$80,000	\$95,000	\$65,000	\$80,000	\$95,000
Business Development	\$80,000	\$95,000	\$110,000	\$80,000	\$95,000	\$110,000
Estimator	\$100,000	\$112,500	\$125,000	\$110,000	\$110,000	\$110,000
Sales Representative	\$115,000	\$122,500	\$130,000	\$150,000	\$175,000	\$200,000
Territory Sales Manager	\$100,000	\$105,000	\$110,000	\$100,000	\$105,000	\$110,000
Territory Sales Representative	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000



# Builders & Contractors



## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Branch Manager	\$140,000	\$140,000	\$140,000	\$140,000	\$140,000	\$140,000
Construction Market Leader	\$150,000	\$165,000	\$180,000	\$200,000	\$200,000	\$200,000
Product Specialist	\$65,000	\$80,000	\$95,000	\$65,000	\$80,000	\$95,000
Project Manager	\$100,000	\$115,000	\$130,000	\$120,000	\$120,000	\$120,000

# Structural Building Products

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Business Development Manager	\$77,000	\$87,000	\$97,000	\$121,000	\$121,000	\$121,000
Director of Sales & Marketing	\$150,000	\$167,500	\$185,000	\$216,700	\$216,700	\$216,700
National Sales Manager	\$110,000	\$120,000	\$130,000	\$180,000	\$180,000	\$180,000
Regional Sales Manager	\$95,000	\$102,500	\$110,000	\$140,000	\$140,000	\$140,000
Sales Representative	\$87,600	\$142,100	\$196,600	\$179,000	\$182,300	\$185,500
Territory Sales Manager	\$75,800	\$85,000	\$94,200	\$123,500	\$123,500	\$123,500
VP of Sales & Marketing	\$150,000	\$175,000	\$200,000	\$300,000	\$300,000	\$300,000

## Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Marketing Director	\$120,000	\$140,000	\$160,000	\$170,000	\$170,000	\$170,000



# Structural **Building Products**



## **Engineering**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Electrician	\$100,000	\$116,300	\$132,500	\$135,000	\$135,000	\$135,000
Engineer	\$75,000	\$87,500	\$100,000	\$90,000	\$90,000	\$90,000
Structural Engineer	\$100,000	\$137,500	\$175,000	\$150,000	\$175,000	\$200,000

## **Manufacturing**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Director of Material Take-Off	\$130,000	\$145,000	\$160,000	\$150,000	\$160,000	\$170,000
Lumber Grader	\$50,000	\$52,500	\$55,000	\$52,000	\$52,000	\$52,000
Manufacturing Lead	\$106,000	\$123,000	\$140,000	\$130,000	\$130,000	\$130,000
Plant Manager	\$137,500	\$158,800	\$180,000	\$195,000	\$200,000	\$205,000
Truss Technician	\$80,000	\$90,000	\$100,000	\$80,000	\$90,000	\$100,000

# Structural **Building Products**



## **Operations**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Director of Operations	\$150,000	\$162,500	\$175,000	\$200,000	\$200,000	\$200,000
EHS Coordinator	\$90,000	\$105,000	\$120,000	\$125,000	\$125,000	\$125,000
Operations Manager	\$70,000	\$70,000	\$70,000	\$100,000	\$100,000	\$100,000
Supply Chain Manager	\$80,000	\$100,000	\$120,000	\$120,000	\$120,000	\$120,000

## **Design**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Design Manager	\$100,000	\$125,000	\$150,000	\$150,000	\$150,000	\$150,000
Designer	\$77,500	\$88,800	\$100,000	\$87,500	\$92,500	\$97,500
Drafter	\$55,000	\$60,000	\$65,000	\$65,000	\$65,000	\$65,000

# Structural **Building Products**



## **Design (Cont'd)**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
EWP Designer	\$70,000	\$80,000	\$90,000	\$85,000	\$85,000	\$85,000
Product Development Manager	\$90,000	\$110,000	\$130,000	\$120,000	\$120,000	\$120,000
Truss Designer	\$72,000	\$81,000	\$90,000	\$89,500	\$92,000	\$94,500

## **Finance**

<b>Job Title</b>	<b>Base Low</b>	<b>Base Mid</b>	<b>Base High</b>	<b>Total Low</b>	<b>Total Mid</b>	<b>Total High</b>
Director of Finance	\$100,000	\$110,000	\$120,000	\$120,000	\$120,000	\$120,000

# Kitchen & Bathroom

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
A&D Sales Specialist	\$120,000	\$135,000	\$150,000	\$150,000	\$162,500	\$175,000
Business Development Manager	\$110,000	\$120,000	\$130,000	\$160,000	\$160,000	\$160,000
Business Development Representative	\$160,000	\$165,000	\$170,000	\$200,000	\$200,000	\$200,000
Director of Sales	\$120,000	\$137,500	\$155,000	\$170,000	\$170,000	\$170,000
Regional Sales Manager	\$85,000	\$95,000	\$105,000	\$142,500	\$142,500	\$142,500
Sales Representative	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000



# Steel Construction

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Executive	\$125,000	\$137,500	\$150,000	\$160,000	\$160,000	\$160,000
Account Manager	\$120,000	\$125,000	\$130,000	\$120,000	\$125,000	\$130,000
Business Development Manager	\$83,800	\$93,600	\$103,500	\$162,500	\$168,800	\$175,000
District Sales Manager	\$67,500	\$70,000	\$72,500	\$101,700	\$101,700	\$101,700
District Sales Representative	\$70,000	\$80,000	\$90,000	\$100,000	\$125,000	\$150,000
Regional Sales Manager	\$129,200	\$144,600	\$160,000	\$200,000	\$200,000	\$200,000
Regional VP of Sales	\$200,000	\$225,000	\$250,000	\$300,000	\$300,000	\$300,000
Sales Engineer	\$87,300	\$101,100	\$115,000	\$116,300	\$118,800	\$121,300
Sales Manager	\$65,000	\$77,500	\$90,000	\$150,000	\$150,000	\$150,000



# Steel Construction



## Sales (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Sales Representative	\$71,600	\$87,000	\$102,400	\$128,100	\$136,400	\$144,600
Territory Sales Manager	\$110,500	\$132,500	\$154,500	\$150,000	\$150,000	\$150,000
Territory Sales Representative	\$65,000	\$87,500	\$110,000	\$100,000	\$100,000	\$100,000

## Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Marketing Director	\$150,000	\$165,000	\$180,000	\$200,000	\$200,000	\$200,000

# Steel Construction



## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Engineering	\$175,000	\$182,500	\$190,000	\$220,000	\$220,000	\$220,000
Quality Engineer	\$80,000	\$89,200	\$98,300	\$95,000	\$95,000	\$95,000
Structural Engineer	\$96,400	\$119,700	\$143,000	\$149,000	\$149,000	\$149,000

## Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Plant Manager	\$90,000	\$107,500	\$125,000	\$150,000	\$150,000	\$150,000
Production Manager	\$65,000	\$76,300	\$87,500	\$90,000	\$95,000	\$100,000

# Steel Construction



## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Branch Manager	\$100,000	\$105,000	\$110,000	\$250,000	\$250,000	\$250,000
Data Analyst	\$80,000	\$95,000	\$110,000	\$100,000	\$100,000	\$100,000
Director of Operations	\$100,000	\$125,000	\$150,000	\$150,000	\$150,000	\$150,000
Estimating Manager	\$90,000	\$100,000	\$110,000	\$120,000	\$120,000	\$120,000
Estimator	\$96,300	\$110,000	\$123,750	\$125,000	\$125,000	\$125,000
HR Business Partner	\$90,000	\$95,000	\$100,000	\$115,000	\$115,000	\$115,000
Maintenance Manager	\$90,000	\$115,000	\$140,000	\$120,000	\$120,000	\$120,000
Operations Manager	\$80,000	\$87,500	\$95,000	\$200,000	\$200,000	\$200,000
Project Manager	\$96,300	\$113,800	\$131,300	\$130,000	\$130,000	\$130,000
Shipping Manager	\$70,000	\$88,000	\$106,000	\$120,000	\$120,000	\$120,000
VP of Operations	\$225,000	\$237,500	\$250,000	\$280,000	\$280,000	\$280,000

# Steel Construction



## Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
CAD Designer	\$70,000	\$83,800	\$97,500	\$90,000	\$90,000	\$90,000
Detailer	\$70,000	\$77,500	\$85,000	\$80,000	\$82,500	\$85,000
Truss Design Manager	\$80,000	\$100,000	\$120,000	\$120,000	\$120,000	\$120,000
Truss Designer	\$70,000	\$80,000	\$90,000	\$90,000	\$90,000	\$90,000

## Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Accountant	\$90,000	\$97,500	\$105,000	\$100,000	\$100,000	\$100,000
Controller	\$113,300	\$135,800	\$158,300	\$155,000	\$155,000	\$155,000

# Distribution & Retail

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Business Development Manager	\$96,300	\$105,000	\$113,800	\$163,800	\$163,800	\$163,800
Regional Sales Manager	\$150,000	\$162,500	\$175,000	\$205,000	\$215,000	\$225,000
Sales Consultant	\$75,000	\$77,500	\$80,000	\$85,000	\$87,500	\$90,000
Sales Manager	\$94,300	\$109,600	\$125,000	\$152,900	\$152,900	\$152,900
Sales Representative	\$74,200	\$88,000	\$101,900	\$132,800	\$154,500	\$176,300
Sales Specialist	\$85,700	\$113,200	\$140,700	\$185,700	\$214,300	\$242,900
Territory Sales Manager	\$83,300	\$93,300	\$103,300	\$153,300	\$153,300	\$153,300
Territory Sales Representative	\$77,500	\$91,300	\$105,000	\$141,300	\$141,300	\$141,300



# Distribution & Retail



## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Branch Manager	\$115,000	\$132,500	\$150,000	\$130,000	\$140,000	\$150,000
Estimator	\$84,500	\$88,600	\$82,800	\$85,300	\$89,000	\$92,800
General Manager	\$74,500	\$87,800	\$100,900	\$129,500	\$133,200	\$136,800
Market Manager	\$175,000	\$212,500	\$250,000	\$325,000	\$350,000	\$375,000
Materials Coordinator	\$77,500	\$85,000	\$92,500	\$90,000	\$92,500	\$95,000
Operations Manager	\$67,500	\$76,300	\$85,000	\$81,000	\$88,500	\$96,000
Product Manager	\$100,000	\$125,000	\$150,000	\$150,000	\$150,000	\$150,000
Project Manager	\$65,000	\$68,800	\$72,500	\$75,000	\$75,000	\$75,000

# Distribution & Retail



## Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
EWP Designer	\$72,000	\$82,500	\$93,000	\$90,000	\$92,000	\$94,000
Truss Designer	\$66,300	\$84,400	\$102,500	\$97,500	\$98,800	\$100,000

# C-Suite & Upper Leadership

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Sales	\$158,100	\$167,700	\$177,300	\$225,000	\$228,100	\$231,200
Director of Sales & Marketing	\$132,500	\$150,000	\$167,500	\$197,500	\$197,500	\$197,500
VP of Business Development	\$150,000	\$165,000	\$180,000	\$200,000	\$210,000	\$220,000
VP of Sales	\$171,700	\$190,600	\$209,400	\$269,700	\$269,700	\$269,700
VP of Sales & Marketing	\$170,000	\$203,800	\$237,500	\$271,900	\$278,100	\$284,400

## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Engineering	\$160,000	\$170,000	\$180,000	\$196,700	\$205,000	\$213,300



# C-Suite & Upper Leadership



## Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Material Take-Off	\$130,000	\$145,000	\$160,000	\$150,000	\$160,000	\$170,000

## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
CEO	\$250,000	\$235,000	\$400,000	\$400,000	\$450,000	\$500,000
COO	\$250,000	\$300,000	\$350,000	\$400,000	\$400,000	\$400,000
Director of Operations	\$148,000	\$172,500	\$197,000	\$218,000	\$218,000	\$218,000
Director of [Product Category]	\$900,000	\$113,800	\$137,500	\$150,000	\$150,000	\$150,000
Director of Quality	\$130,000	\$150,000	\$170,000	\$150,000	\$160,000	\$170,000
President	\$125,000	\$150,000	\$175,000	\$300,000	\$300,000	\$300,000

# C-Suite & Upper Leadership



## Operations (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
VP of [Product Category]	\$100,000	\$105,000	\$110,000	\$150,000	\$150,000	\$150,000
VP of Service & Parts	\$150,000	\$175,000	\$200,000	\$200,000	\$200,000	\$200,000
VP of Operations	\$192,500	\$203,400	\$214,400	\$258,100	\$258,800	\$259,400

## Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Chief Financial Officer	\$100,000	\$150,000	\$200,000	\$150,000	\$175,000	\$200,000
Director of Finance	\$132,500	\$146,900	\$161,300	\$177,300	\$177,300	\$177,300
VP of Finance Estimation	\$198,300	\$228,300	\$258,300	\$278,300	\$280,800	\$283,300