



THE
BRIDGER
GROUP

2026

Salary Guide



Commercial & Residential

Building Materials | Interior Products

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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	\$125,000	\$143,750	\$162,500
Architectural Sales Manager	\$106,000	\$124,000	\$142,000	\$137,800	\$161,200	\$184,600
Architectural Sales Representative	\$95,300	\$108,200	\$121,200	\$119,125	\$135,250	\$151,500
Business Development Manager	\$108,000	\$116,500	\$125,000	\$135,000	\$145,625	\$156,250
Director of Sales & Marketing	\$175,000	\$188,000	\$201,000	\$227,500	\$244,400	\$261,300
District Sales Manager	\$82,000	\$87,000	\$92,000	\$106,600	\$113,100	\$119,600
Market Development Manager	\$68,800	\$78,300	\$88,000	\$86,000	\$97,875	\$110,000

“Total” compensation numbers may be lower than the highest potential base salary based on employer projections.

Disclaimer: Information in the 2026 Salary Guide is based on compensation data from our firm’s 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	\$107,250	\$115,440	\$123,500
Regional Sales Manager	\$88,700	\$98,700	\$108,600	\$115,310	\$128,310	\$141,180
Regional VP of Sales	\$200,000	\$220,800	\$241,700	\$270,000	\$298,080	\$326,295
Sales Engineer	\$125,000	\$137,500	\$150,000	\$156,250	\$171,875	\$187,500
Sales Manager	\$94,300	\$105,300	\$116,200	\$122,590	\$136,890	\$151,060
Sales Representative	\$73,300	\$83,200	\$93,000	\$91,625	\$104,000	\$116,250
Territory Sales Manager	\$72,300	\$80,000	\$87,600	\$93,990	\$104,000	\$113,880
Territory Sales Representative	\$78,300	\$91,250	\$104,200	\$97,875	\$114,063	\$130,250
VP of Sales & Marketing	\$160,000	\$184,200	\$208,300	\$216,000	\$248,670	\$281,205

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	\$161,000	\$178,250	\$195,500

Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Engineer	\$101,700	\$113,300	\$125,000	\$116,955	\$130,295	\$143,750
Plant Engineer	\$96,000	\$104,000	\$112,000	\$110,400	\$119,600	\$128,800
Quality Engineer	\$85,000	\$97,500	\$110,000	\$97,750	\$112,125	\$126,500
Specification Manager	\$110,000	\$120,000	\$130,000	\$126,500	\$138,000	\$149,500
Specification Writer	\$75,000	\$100,000	\$125,000	\$82,500	\$110,000	\$137,500
Structural Engineer	\$75,000	\$107,500	\$140,000	\$86,250	\$123,625	\$161,000
Technical Service Engineer	\$80,000	\$90,000	\$100,000	\$92,000	\$103,500	\$115,000

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	\$84,000	\$90,000	\$96,000
Facilities Operations Engineer	\$97,000	\$121,000	\$145,000	\$111,550	\$139,150	\$166,750
Plant Manager	\$123,000	\$141,700	\$160,000	\$147,600	\$170,040	\$192,000
Safety Manager	\$110,000	\$120,000	\$130,000	\$126,500	\$138,000	\$149,500

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Assistant Project Manager	\$65,000	\$76,300	\$87,500	\$74,750	\$87,745	\$100,625
Benefits & Payroll Manager	\$90,000	\$95,000	\$100,000	\$103,500	\$109,250	\$115,000
Branch Manager	\$92,900	\$95,700	\$98,600	\$106,835	\$110,055	\$113,390
CEO	\$250,000	\$325,000	\$400,000	\$337,500	\$438,750	\$540,000

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	\$135,000	\$202,500	\$270,000
Codes & Standards Manager	\$120,000	\$140,000	\$160,000	\$138,000	\$161,000	\$184,000
Construction Manager	\$100,000	\$125,000	\$150,000	\$115,000	\$143,750	\$172,500
Customer Service Lead	\$60,000	\$68,800	\$77,500	\$72,000	\$82,560	\$93,000
Director of Operations	\$163,300	\$191,700	\$220,000	\$204,125	\$239,625	\$275,000
Director of Quality	\$130,000	\$150,000	\$170,000	\$162,500	\$187,500	\$212,500
Distribution Center Manager	\$75,000	\$81,200	\$87,500	\$86,250	\$93,380	\$100,625
Environmental Manager	\$105,000	\$117,500	\$130,000	\$120,750	\$135,125	\$149,500
Estimator	\$82,900	\$98,600	\$114,300	\$91,190	\$108,460	\$125,730
Field Technical Representative	\$75,000	\$77,500	\$80,000	\$82,500	\$85,250	\$88,000
General Manager	\$131,000	\$145,400	\$159,800	\$150,650	\$167,210	\$183,770

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	\$188,400	\$203,400	\$218,400
Director of [Product Category]	\$90,000	\$113,800	\$137,500	\$112,500	\$142,250	\$171,875
Product Manager	\$100,000	\$120,000	\$140,000	\$115,000	\$138,000	\$161,000
Project Director	\$150,000	\$172,500	\$195,000	\$187,500	\$215,625	\$243,750
Project Manager	\$76,200	\$86,000	\$95,900	\$87,630	\$98,900	\$110,285
Purchasing Agent	\$65,000	\$70,000	\$75,000	\$71,500	\$77,000	\$82,500
Regional HR Manager	\$80,000	\$87,500	\$95,000	\$92,000	\$100,625	\$109,250
Service Manager	\$87,500	\$98,800	\$110,000	\$105,000	\$118,560	\$132,000
Shipping & Receiving Lead	\$65,000	\$72,500	\$80,000	\$74,750	\$83,375	\$92,000
Training Manager	\$95,000	\$100,000	\$105,000	\$109,250	\$115,000	\$120,750
VP of [Product Category]	\$100,000	\$105,000	\$110,000	\$130,000	\$136,500	\$143,000

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	\$276,250	\$325,000	\$373,750
VP of Operations	\$187,900	\$198,600	\$209,300	\$244,270	\$258,180	\$272,090
Warehouse Manager	\$78,300	\$85,800	\$93,300	\$90,045	\$98,670	\$107,295

Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Design Manager	\$96,700	\$107,500	\$118,300	\$111,205	\$123,625	\$136,045
Detailer	\$40,000	\$55,000	\$70,000	\$44,000	\$60,500	\$77,000
Drafter	\$63,800	\$69,400	\$75,000	\$70,180	\$76,340	\$82,500

Exterior **Building Products**



Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Finance	\$152,500	\$170,000	\$187,500	\$190,625	\$212,500	\$234,375
Pricing Administrator	\$50,000	\$60,000	\$70,000	\$55,000	\$66,000	\$77,000
Senior Accountant	\$90,000	\$105,000	\$120,000	\$112,500	\$131,250	\$150,000

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	\$106,250	\$115,625	\$125,000
Regional Sales Manager	\$95,000	\$114,500	\$134,000	\$123,500	\$148,850	\$174,200
Sales Representative	\$68,800	\$80,300	\$91,900	\$86,000	\$100,375	\$114,875

Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Senior Engineer	\$90,000	\$110,000	\$130,000	\$103,500	\$126,500	\$149,500
R&D Engineering Manager	\$100,000	\$120,000	\$140,000	\$115,000	\$138,000	\$161,000



Interior **Building Products**



Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Plant Manager	\$82,500	\$95,000	\$107,500	\$99,000	\$114,000	\$129,000

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
General Manager	\$200,000	\$225,000	\$250,000	\$230,000	\$258,750	\$287,500
Product Specialist	\$75,000	\$87,500	\$100,000	\$82,500	\$96,250	\$110,000
Project Consultant	\$100,000	\$115,000	\$130,000	\$110,000	\$126,500	\$143,000
Project Manager	\$100,000	\$112,500	\$125,000	\$115,000	\$129,375	\$143,750

Interior **Building Products**



Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Detailer	\$65,000	\$70,000	\$75,000	\$71,500	\$77,000	\$82,500

Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Bookkeeper	\$65,000	\$70,000	\$75,000	\$71,500	\$77,000	\$82,500
Director of Finance	\$125,000	\$137,500	\$150,000	\$156,250	\$171,875	\$187,500

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	\$100,000	\$106,250	\$112,500
Account Manager	\$120,000	\$130,000	\$140,000	\$150,000	\$162,500	\$175,000
Business Development Executive	\$175,000	\$121,500	\$250,000	\$218,750	\$151,875	\$312,500
Business Development Manager	\$95,000	\$115,000	\$135,000	\$118,750	\$143,750	\$168,750
Director of Sales & Marketing	\$140,000	\$150,000	\$160,000	\$182,000	\$195,000	\$208,000
Market Development Manager	\$115,000	\$125,000	\$135,000	\$143,750	\$156,250	\$168,750
National Sales Manager	\$125,000	\$141,700	\$158,300	\$162,500	\$184,210	\$205,790
Regional Sales Manager	\$117,500	\$132,000	\$146,500	\$152,750	\$171,600	\$190,450
Sales Manager	\$100,000	\$112,500	\$125,000	\$130,000	\$146,250	\$162,500
Sales Representative	\$100,000	\$111,400	\$122,800	\$125,000	\$139,250	\$153,500



Mechanical, **Electrical & Plumbing**



Sales (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Technical Sales Manager	\$80,000	\$90,000	\$100,000	\$104,000	\$117,000	\$130,000
Territory Sales Manager	\$81,100	\$87,800	\$94,400	\$105,430	\$114,140	\$122,720
Territory Sales Representative	\$90,000	\$105,000	\$120,000	\$112,500	\$131,250	\$150,000
VP of Sales	\$120,000	\$135,000	\$150,000	\$162,000	\$182,250	\$202,500

Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Field Marketing Engineer	\$100,000	\$110,000	\$120,000	\$115,000	\$126,500	\$138,000

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	\$132,250	\$149,500	\$166,750
Engineer	\$93,000	\$103,200	\$113,300	\$106,950	\$118,680	\$130,295
Firmware Developer	\$97,100	\$113,600	\$130,000	\$106,810	\$124,960	\$143,000
Project Engineer	\$80,000	\$100,000	\$120,000	\$92,000	\$115,000	\$138,000
Sales Engineer	\$86,600	\$100,400	\$114,300	\$108,250	\$125,500	\$142,875
Structural Engineer	\$120,000	\$135,000	\$150,000	\$138,000	\$155,250	\$172,500
Structural Engineering Manager	\$150,000	\$167,500	\$185,000	\$172,500	\$192,625	\$212,750

Mechanical, **Electrical & Plumbing**



Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Production Manager	\$85,000	\$92,500	\$100,000	\$102,000	\$111,000	\$120,000
Production Planner	\$70,000	\$72,500	\$75,000	\$77,000	\$79,750	\$82,500

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Business Unit Manager	\$180,000	\$180,000	\$180,000	\$207,000	\$207,000	\$207,000
Customer Service Manager	\$115,000	\$132,500	\$150,000	\$138,000	\$159,000	\$180,000
Estimator	\$95,000	\$112,500	\$130,000	\$104,500	\$123,750	\$143,000
Product Manager	\$100,000	\$130,000	\$160,000	\$115,000	\$149,500	\$184,000
Project Manager	\$90,000	\$111,700	\$133,300	\$103,500	\$128,455	\$153,295

Mechanical, **Electrical & Plumbing**



Operations (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Quality Manager	\$95,000	\$105,000	\$115,000	\$114,000	\$126,000	\$138,000
Service Manager	\$85,000	\$102,500	\$120,000	\$102,000	\$123,000	\$144,000
Technical Service Advisor	\$90,000	\$90,000	\$90,000	\$99,000	\$99,000	\$99,000
VP of Service & Parts	\$150,000	\$175,000	\$200,000	\$195,000	\$227,500	\$260,000

Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Accountant	\$70,000	\$75,000	\$80,000	\$87,500	\$93,750	\$100,000
VP of Finance	\$170,000	\$185,000	\$200,000	\$221,000	\$240,500	\$260,000

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	\$162,625	\$179,125	\$195,625
Director of Sales	\$125,000	\$140,000	\$155,000	\$162,500	\$182,000	\$201,500
National Account Manager	\$110,000	\$135,000	\$160,000	\$137,500	\$168,750	\$200,000
Regional Sales Manager	\$107,300	\$115,600	\$124,000	\$139,490	\$150,280	\$161,200
Sales Representative	\$68,400	\$79,300	\$90,200	\$85,500	\$99,125	\$112,750
Territory Sales	\$92,000	\$99,800	\$107,500	\$115,000	\$124,750	\$134,375
VP of Business Development	\$150,000	\$165,000	\$180,000	\$202,500	\$222,750	\$243,000
VP of Sales & Marketing	\$175,000	\$202,500	\$250,000	\$236,250	\$273,375	\$337,500



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	\$138,000	\$143,750	\$149,500

Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Engineering	\$130,000	\$145,000	\$160,000	\$162,500	\$181,250	\$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	\$88,000	\$103,950	\$119,900
Operations Manager	\$96,300	\$105,700	\$115,000	\$115,560	\$126,840	\$138,000
President	\$125,000	\$150,000	\$175,000	\$168,750	\$202,500	\$236,250
Product Director	\$115,000	\$125,300	\$137,500	\$143,750	\$156,625	\$171,875
Project Manager	\$77,500	\$92,300	\$107,100	\$89,125	\$106,145	\$123,165
Superintendent	\$103,300	\$114,200	\$125,000	\$113,630	\$125,620	\$137,500

Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Designer	\$68,300	\$76,700	\$85,000	\$75,130	\$84,370	\$93,500

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	\$112,500	\$137,500	\$162,500
Business Development Representative	\$90,000	\$90,000	\$90,000	\$112,500	\$112,500	\$112,500
Business Development Specialist	\$73,300	\$76,700	\$80,000	\$91,625	\$95,875	\$100,000
Director of Sales	\$157,500	\$158,100	\$158,800	\$204,750	\$205,530	\$206,440
Regional VP of Sales	\$162,500	\$177,500	\$192,500	\$219,375	\$239,625	\$259,875
Sales Manager	\$106,700	\$121,700	\$136,700	\$138,710	\$158,210	\$177,710
Sales Representative	\$70,000	\$100,000	\$130,000	\$87,500	\$125,000	\$162,500



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	\$69,000	\$71,875	\$74,750
Quality Engineer	\$70,000	\$77,500	\$85,000	\$80,500	\$89,125	\$97,750

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
COO	\$250,000	\$300,000	\$350,000	\$275,000	\$330,000	\$385,000

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	\$81,250	\$100,000	\$118,750
Business Development	\$80,000	\$95,000	\$110,000	\$100,000	\$118,750	\$137,500
Estimator	\$100,000	\$112,500	\$125,000	\$125,000	\$140,625	\$156,250
Sales Representative	\$115,000	\$122,500	\$130,000	\$143,750	\$153,125	\$162,500
Territory Sales Manager	\$100,000	\$105,000	\$110,000	\$130,000	\$136,500	\$143,000
Territory Sales Representative	\$60,000	\$60,000	\$60,000	\$75,000	\$75,000	\$75,000



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	\$161,000	\$161,000	\$161,000
Construction Market Leader	\$150,000	\$165,000	\$180,000	\$172,500	\$189,750	\$207,000
Product Specialist	\$65,000	\$80,000	\$95,000	\$71,500	\$88,000	\$104,500
Project Manager	\$100,000	\$115,000	\$130,000	\$115,000	\$132,250	\$149,500

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	\$96,250	\$108,750	\$121,250
Director of Sales & Marketing	\$150,000	\$167,500	\$185,000	\$195,000	\$217,750	\$240,500
National Sales Manager	\$110,000	\$120,000	\$130,000	\$143,000	\$156,000	\$169,000
Regional Sales Manager	\$95,000	\$102,500	\$110,000	\$123,500	\$133,250	\$143,000
Sales Representative	\$87,600	\$142,100	\$196,600	\$109,500	\$177,625	\$245,750
Territory Sales Manager	\$75,800	\$85,000	\$94,200	\$98,540	\$110,500	\$122,460
VP of Sales & Marketing	\$150,000	\$175,000	\$200,000	\$202,500	\$236,250	\$270,000

Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Marketing Director	\$120,000	\$140,000	\$160,000	\$156,000	\$182,000	\$208,000



Structural Building Products



Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Electrician	\$100,000	\$116,300	\$132,500	\$110,000	\$127,930	\$145,750
Engineer	\$75,000	\$87,500	\$100,000	\$86,250	\$100,625	\$115,000
Structural Engineer	\$100,000	\$137,500	\$175,000	\$115,000	\$158,125	\$201,250

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	\$162,500	\$181,250	\$200,000
Lumber Grader	\$50,000	\$52,500	\$55,000	\$55,000	\$57,750	\$60,500
Manufacturing Lead	\$106,000	\$123,000	\$140,000	\$127,200	\$147,600	\$168,000
Plant Manager	\$137,500	\$158,800	\$180,000	\$165,000	\$190,560	\$216,000
Truss Technician	\$80,000	\$90,000	\$100,000	\$88,000	\$99,000	\$110,000

Structural **Building Products**



Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Operations	\$150,000	\$162,500	\$175,000	\$187,500	\$203,125	\$218,750
EHS Coordinator	\$90,000	\$105,000	\$120,000	\$99,000	\$115,500	\$132,000
Operations Manager	\$70,000	\$70,000	\$70,000	\$84,000	\$84,000	\$84,000
Supply Chain Manager	\$80,000	\$100,000	\$120,000	\$92,000	\$115,000	\$138,000

Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Design Manager	\$100,000	\$125,000	\$150,000	\$115,000	\$143,750	\$172,500
Designer	\$77,500	\$88,800	\$100,000	\$85,250	\$97,680	\$110,000
Drafter	\$55,000	\$60,000	\$65,000	\$60,500	\$66,000	\$71,500

Structural **Building Products**



Design (Cont'd)

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
EWP Designer	\$70,000	\$80,000	\$90,000	\$77,000	\$88,000	\$99,000
Product Development Manager	\$90,000	\$110,000	\$130,000	\$103,500	\$126,500	\$149,500
Truss Designer	\$72,000	\$81,000	\$90,000	\$79,200	\$89,100	\$99,000

Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Finance	\$100,000	\$110,000	\$120,000	\$125,000	\$137,500	\$150,000

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	\$168,750	\$187,500
Business Development Manager	\$110,000	\$120,000	\$130,000	\$137,500	\$150,000	\$162,500
Business Development Representative	\$160,000	\$165,000	\$170,000	\$200,000	\$206,250	\$212,500
Director of Sales	\$120,000	\$137,500	\$155,000	\$156,000	\$178,750	\$201,500
Regional Sales Manager	\$85,000	\$95,000	\$105,000	\$110,500	\$123,500	\$136,500
Sales Representative	\$100,000	\$100,000	\$100,000	\$125,000	\$125,000	\$125,000



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	\$156,250	\$171,875	\$187,500
Account Manager	\$120,000	\$125,000	\$130,000	\$150,000	\$156,250	\$162,500
Business Development Manager	\$83,800	\$93,600	\$103,500	\$104,750	\$117,000	\$129,375
District Sales Manager	\$67,500	\$70,000	\$72,500	\$87,750	\$91,000	\$94,250
District Sales Representative	\$70,000	\$80,000	\$90,000	\$87,500	\$100,000	\$112,500
Regional Sales Manager	\$129,200	\$144,600	\$160,000	\$167,960	\$187,980	\$208,000
Regional VP of Sales	\$200,000	\$225,000	\$250,000	\$270,000	\$303,750	\$337,500
Sales Engineer	\$87,300	\$101,100	\$115,000	\$109,125	\$126,375	\$143,750
Sales Manager	\$65,000	\$77,500	\$90,000	\$84,500	\$100,750	\$117,000



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	\$89,500	\$108,750	\$128,000
Territory Sales Manager	\$110,500	\$132,500	\$154,500	\$143,650	\$172,250	\$200,850
Territory Sales Representative	\$65,000	\$87,500	\$110,000	\$81,250	\$109,375	\$137,500

Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Marketing Director	\$150,000	\$165,000	\$180,000	\$195,000	\$214,500	\$234,000

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	\$218,750	\$228,125	\$237,500
Quality Engineer	\$80,000	\$89,200	\$98,300	\$92,000	\$102,580	\$113,045
Structural Engineer	\$96,400	\$119,700	\$143,000	\$110,860	\$137,655	\$164,450

Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Plant Manager	\$90,000	\$107,500	\$125,000	\$108,000	\$129,000	\$150,000
Production Manager	\$65,000	\$76,300	\$87,500	\$78,000	\$91,560	\$105,000

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	\$115,000	\$120,750	\$126,500
Data Analyst	\$80,000	\$95,000	\$110,000	\$88,000	\$104,500	\$121,000
Director of Operations	\$100,000	\$125,000	\$150,000	\$125,000	\$156,250	\$187,500
Estimating Manager	\$90,000	\$100,000	\$110,000	\$103,500	\$115,000	\$126,500
Estimator	\$96,300	\$110,000	\$123,750	\$105,930	\$121,000	\$136,125
HR Business Partner	\$90,000	\$95,000	\$100,000	\$99,000	\$104,500	\$110,000
Maintenance Manager	\$90,000	\$115,000	\$140,000	\$103,500	\$132,250	\$161,000
Operations Manager	\$80,000	\$87,500	\$95,000	\$96,000	\$105,000	\$114,000
Project Manager	\$96,300	\$113,800	\$131,300	\$110,745	\$130,870	\$150,995
Shipping Manager	\$70,000	\$88,000	\$106,000	\$80,500	\$101,200	\$121,900
VP of Operations	\$225,000	\$237,500	\$250,000	\$292,500	\$308,750	\$325,000

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	\$77,000	\$92,180	\$107,250
Detailer	\$70,000	\$77,500	\$85,000	\$77,000	\$85,250	\$93,500
Truss Design Manager	\$80,000	\$100,000	\$120,000	\$92,000	\$115,000	\$138,000
Truss Designer	\$70,000	\$80,000	\$90,000	\$77,000	\$88,000	\$99,000

Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Accountant	\$90,000	\$97,500	\$105,000	\$112,500	\$121,875	\$131,250
Controller	\$113,300	\$135,800	\$158,300	\$124,630	\$149,380	\$174,130

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	\$120,375	\$131,250	\$142,250
Regional Sales Manager	\$150,000	\$162,500	\$175,000	\$195,000	\$211,250	\$227,500
Sales Consultant	\$75,000	\$77,500	\$80,000	\$93,750	\$96,875	\$100,000
Sales Manager	\$94,300	\$109,600	\$125,000	\$122,590	\$142,480	\$162,500
Sales Representative	\$74,200	\$88,000	\$101,900	\$92,750	\$110,000	\$127,375
Sales Specialist	\$85,700	\$113,200	\$140,700	\$107,125	\$141,500	\$175,875
Territory Sales Manager	\$83,300	\$93,300	\$103,300	\$108,290	\$121,290	\$134,290
Territory Sales Representative	\$77,500	\$91,300	\$105,000	\$96,875	\$114,125	\$131,250



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	\$132,250	\$152,375	\$172,500
Estimator	\$84,500	\$88,600	\$82,800	\$92,950	\$97,460	\$91,080
General Manager	\$74,500	\$87,800	\$100,900	\$85,675	\$100,970	\$116,035
Market Manager	\$175,000	\$212,500	\$250,000	\$201,250	\$244,375	\$287,500
Materials Coordinator	\$77,500	\$85,000	\$92,500	\$85,250	\$93,500	\$101,750
Operations Manager	\$67,500	\$76,300	\$85,000	\$81,000	\$91,560	\$102,000
Product Manager	\$100,000	\$125,000	\$150,000	\$115,000	\$143,750	\$172,500
Project Manager	\$65,000	\$68,800	\$72,500	\$74,750	\$79,120	\$83,375

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	\$79,200	\$90,750	\$102,300
Truss Designer	\$66,300	\$84,400	\$102,500	\$72,930	\$92,840	\$112,750

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	\$205,530	\$218,010	\$230,490
Director of Sales & Marketing	\$132,500	\$150,000	\$167,500	\$172,250	\$195,000	\$217,750
VP of Business Development	\$150,000	\$165,000	\$180,000	\$202,500	\$222,750	\$243,000
VP of Sales	\$171,700	\$190,600	\$209,400	\$231,795	\$257,310	\$282,690
VP of Sales & Marketing	\$170,000	\$203,800	\$237,500	\$229,500	\$275,130	\$320,625

Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Engineering	\$160,000	\$170,000	\$180,000	\$200,000	\$212,500	\$225,000



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	\$162,500	\$181,250	\$200,000

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
CEO	\$250,000	\$325,000	\$400,000	\$337,500	\$438,750	\$540,000
COO	\$250,000	\$300,000	\$350,000	\$275,000	\$330,000	\$385,000
Director of Operations	\$148,000	\$172,500	\$197,000	\$185,000	\$215,625	\$246,250
Director of [Product Category]	\$900,000	\$113,800	\$137,500	\$112,500	\$142,250	\$171,875
Director of Quality	\$130,000	\$150,000	\$170,000	\$162,500	\$187,500	\$212,500
President	\$125,000	\$150,000	\$175,000	\$168,750	\$202,500	\$236,250

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	\$130,000	\$136,500	\$143,000
VP of Service & Parts	\$150,000	\$175,000	\$200,000	\$195,000	\$227,500	\$260,000
VP of Operations	\$192,500	\$203,400	\$214,400	\$250,250	\$264,420	\$278,720

Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Chief Financial Officer	\$100,000	\$150,000	\$200,000	\$135,000	\$202,500	\$270,000
Director of Finance	\$132,500	\$146,900	\$161,300	\$165,625	\$183,625	\$201,625
VP of Finance Estimation	\$198,300	\$228,300	\$258,300	\$257,790	\$296,790	\$335,790