

# Distillers and Brewers Compensation Survey



2020 Summary Report

REPRESENTS: Employee Weighted Average

WMG Job Title	Current Base Pay		Most Recent FY Bonus Payout		Current Total Compensation		Average Target Bonus Percent of Current Base	Total Number of Incumbents	Total Number of Companies
	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate			
2204 Cellar Crew Lead	\$58,157	\$27.96	\$2,509	\$1.21	\$59,627	\$28.67	5.11%	169	46
2205 Cellar Supervisor	\$77,665	\$37.34	\$8,522	\$4.10	\$82,556	\$39.64	10.22%	115	40
2207 Cellarmaster	\$88,747	\$42.67	\$8,683	\$4.17	\$94,365	\$45.37	3.63%	51	34
2208 Cellar Operations Director	\$137,166	\$65.95	\$25,248	\$12.14	\$150,533	\$72.37	20.41%	17	14
2216 Plant Manager 1	\$103,113	\$49.57			\$103,113	\$49.57		20	18
2231 Bottling Line Worker 1	\$41,934	\$20.16	\$1,714	\$0.82	\$42,217	\$20.30	3.64%	859	40
2234 Bottling Line Worker Lead	\$52,951	\$25.46	\$2,315	\$1.12	\$53,630	\$25.78	4.22%	238	39
2236 Bottling Line Supervisor	\$76,191	\$36.63	\$5,331	\$2.56	\$77,350	\$37.19	7.37%	161	40
2238 Bottling Operations Director	\$156,528	\$75.25	\$32,165	\$15.94	\$182,039	\$87.52	24.27%	26	18
2242 Inventory Analyst 2	\$58,708	\$28.22			\$58,708	\$28.22		20	11
2251 Warehouse Driver	\$47,532	\$22.85	\$1,060	\$0.99	\$47,770	\$22.97		121	22
3001 Sanitation Technician 1	\$41,822	\$20.11			\$41,822	\$20.11		16	7
3043 Environmental Health and Safety Specialist 3	\$88,987	\$42.32			\$88,987	\$42.32		14	9
3047 Environmental Health and Safety Manager	\$104,337	\$50.11	\$8,781	\$4.22	\$108,627	\$52.22	14.9%	38	27
3105 Receiving Supervisor	\$67,047	\$32.23			\$67,047	\$32.23		14	7
3112 Quality Control Technician 2	\$5,820	\$22.51	\$1,388	\$0.67	\$4,719	\$22.94		71	16
3146 Quality Supervisor	\$72,184	\$34.22	\$3,865	\$1.86	\$72,828	\$35.01	8.28%	47	28
3147 Quality Manager	\$98,710	\$47.46	\$8,099	\$3.89	\$103,653	\$49.83	12.69%	77	42
3153 Lab Technician 3	\$51,466	\$24.74	\$1,759	\$0.85	\$52,069	\$25.03	5.01%	70	22