

2015 Wine Industry Compensation Survey



Summary Report

REPRESENTS: Employee Weighted Average

PAY TYPE DISPLAYED: Annual Rate

WMG Job Title	Average Current Annual Base Pay	Most Recent Average FY Bonus Payout	Most Recent FY Other Cash Payout	Average Current Annual Compensation	Average Target Bonus Percent of Current Base	Total Number of Incumbents	Total Number of Companies
1042 Administrative Assistant 2	\$53,075	\$2,585	\$2,270	\$54,200	7.75%	96	43
5201 Loader/Stage	\$37,100	\$1,745		\$37,800	5.52%	141	19
5283 Light Truck Operator	\$38,161	\$1,561		\$39,600	5.3%	100	14
20030 Vineyard Worker 3	\$35,398	\$2,070	\$19	\$36,258	5.95%	198	32
22200 Vineyard Supervisor/Foreman	\$55,285	\$3,525	\$2,014	\$57,697	8.13%	178	49
24020 Tractor Driver 1	\$30,204	\$1,113		\$30,580		136	17
30010 Cellar Crew 1	\$34,049	\$1,203	\$850	\$34,655	5.19%	386	54
30200 Cellar Supervisor	\$55,932	\$3,607	\$2,616	\$57,947	8.35%	89	41
31010 Bottling Line Worker 1	\$33,807	\$764	\$740	\$34,203	5.75%	186	27
31040 Bottling Line Worker Lead	\$45,700	\$1,356	\$1,513	\$47,258	5.66%	98	29
33110 Assistant/Associate Winemaker	\$73,013	\$6,136	\$3,054	\$76,736	10.63%	140	79
43020 Tasting Room Host/Hostess 1	\$29,470	\$3,147	\$2,585	\$31,274	7.37%	419	54
60020 Customer Service Representative 2	\$44,991	\$2,024		\$46,230	5.95%	86	32
66320 Distributor Relationship Manager	\$98,201	\$18,425		\$113,437	18.73%	226	22
67220 Regional Sales Manager	\$114,957	\$23,352		\$133,621	25.93%	327	36

Empty Cell = No data or insufficient data for analysis

FICTITIOUS DATA