



2023 Offer Report Stiles Associates

Below, you'll find a sampling of mission-critical roles we filled in 2023 on behalf of client organizations. Both hiring authorities and candidates alike will find this beneficial to grasp a better understanding of the marketplace demands.

C-suite & President

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
CEO	Technology	\$200 million	Southwest	x	\$350K + 100% bonus
CEO	Construction	\$140 million	Southwest	x	\$360K + 70% bonus
Operating Partner	Mid-market PE firm	\$4 billion capital	USA	x	\$562,000
COO	Precision manufacturing	\$40 million	West Coast	x	\$280K + 75% bonus
CEO	Label designer & printer	\$60 million	Midwest	x	\$325K + 50% bonus
COO	Quality assurance solutions	\$4 billion	Midwest	x	\$325K + 40% bonus
COO	PPE provider	\$250 million	Northeast		\$300K + 50% bonus
Divisional President	Pet products provider	\$24 million	Midwest	x	\$275K + 24% bonus
COO	Components manufacturer	\$100 million	Mid-Atlantic		\$250K + 20% bonus
CFO	Fertilizer manufacturer	\$60 million	Midwest		\$165K + 15% bonus

Operations & Supply Chain

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
Vice President / GM	Global auto supplier	\$18 billion	Midwest	x	\$495K + 45% bonus
SVP, Operations	Personal care brand	\$800 million	Northeast	x	\$350K + 50% bonus
SVP, Operations	Wall décor & printing	\$135 million	Southeast		\$240K + 50% bonus
Dir., Project Management Integration	Personal care brand	\$5 million	Northeast	x	\$260K + 35% bonus
VP, Operations	Artisan personal care	\$7 million	Midwest	x	\$250K + 35% bonus
Operations Director	Radio & satellite comms.	\$500 million	West Coast	x	\$250K + 25% bonus
Director, Materials	Sustainable energy	\$6 billion	Midwest		\$200K + 45% bonus
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Director, Procurement	Personal care brand	\$800 million	Northeast	x	\$230K + 25% bonus
VP, Operations & Distribution	Floor care products	\$140 million	Mountain		\$250K + \$30K bonus
Director, Business Operations	Heating, A/C and plumbing	\$64 million	West Coast	x	\$220K + 20% bonus
Director, Logistics	Personal care brand	\$800 million	Northeast	x	\$210K + 25% bonus
Director, Operations	Building products distributor	\$2 billion	Midwest	x	\$195K + 30% bonus
Senior Manager, Demand Planning	Personal care brand	\$800 million	Northeast	x	\$210K + 20% bonus
Director, Operations	Sustainable energy	\$6 billion	Midwest		\$170K + 45% bonus
VP, Product Development	Firearm manufacturer	\$29 million	Midwest		\$210K + 10% bonus
Senior Manager, Supply Planning	Personal care brand	\$800 million	Northeast	x	\$190K + 20% bonus
R&D Leader	Coating solutions	\$36 million	Midwest		\$175K + 30% bonus
VP, Supply Chain	Components supplier	\$33 million	Southeast		\$180K + 20% bonus
General Manager	Healthcare apparel rental	\$83 million	Southwest		\$172K + 20% bonus
Director, Operations	Lighting manufacturer	\$393 million	Canada		\$170K + 20% bonus

Operations & Supply Chain (cont.)

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
Plant Manager	Plastic packaging	\$200 million	Southeast	x	\$170K + 20% bonus
Director, Operations	Sustainable energy	\$6 billion	Mid-Atlantic		\$150K + 35% bonus
Director, Supply Chain	Boat interior manufacturer	\$20 million	Midwest		\$183K + 10% bonus
Director, Materials	Auto & parts manufacturer	\$17 million	Southwest		\$150K + 25% bonus
Dir., Planning & Inventory Control	Auto manufacturer	\$2 billion	Southeast		\$150K + 25% bonus
Plant Manager	Funeral products & services	\$100 million	Midwest		\$155K + 20% bonus
VP, Operations & Supply Chain	Foodservice manufacturing	\$37 million	Northeast		\$160K + 15% bonus

Operational Excellence / Lean

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
VP, Quality	Interactive fitness training	\$1.5 billion	Mountain	x	\$285K + 30% bonus
Regional Lean Director	Sustainable energy	\$1.4 billion	South		\$235K + 20% bonus
Regional Lean Director	Sustainable energy	\$1.4 billion	Northeast	x	\$205K + 20% bonus
Director, Engineering	PPE provider	\$250 million	West Coast		\$210K + 15% bonus
Director, Engineering	Auto & parts manufacturer	\$2 billion	Southwest		\$217K
Director, Lean Transformation	Sustainable energy	\$1.4 billion	Southeast		\$178K + 20% bonus
Director, Continuous Improvement	Water filtration products	\$2.4 billion	Northwest	x	\$178K + 20% bonus
Director, Continuous Improvement	Copper products processor	\$232 million	Northeast		\$175K + 20% bonus
Director, Engineering / CI	Food importer & supplier	\$71 million	Midwest	x	\$170K + 20% bonus

Support Services

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
Sales Finance Manager	Personal care brand	\$800 million	Northeast	x	\$190K + 20% bonus
Director, Human Resources	Wine wholesaler & importer	\$10 million	Northeast		\$150K + 15% bonus