



2024 Q2 Stiles Associates Offer Report

Below, you'll find a sampling of mission-critical roles we filled in the second quarter of 2024 on behalf of client organizations. Both hiring authorities and candidates alike will find this beneficial to grasp a better understanding of the current marketplace demands.

2024 Q2 Sampling of Filled Searches

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
CEO	Foodservice wholesale distributor	\$100 Million	Midwest	x	\$400,000 + 50% bonus
VP, Business Transformation	Building products manufacturer	\$1.5 Billion	Midwest	x	\$310,000 + 40% bonus + sign-on
COO	Cabinetry manufacturer	\$32 Million	Southeast	x	\$280,000 + 75% bonus
SVP, Operations Strategy	Food distributor	\$6.5 Billion	Midwest	x	\$300,000 + 45% bonus
SVP, Supply Chain	Flooring importer + retailer	\$77 Million	Northeast	x	\$300,000 + 30% bonus + sign-on
General Manager	Aluminum railing + fencing	\$15 Million	Midwest	x	\$230,000 + 30% bonus + sign-on
General Manager	Contract manufacturer	\$30 Million	Southwest	x	\$325,000 + 30% bonus
SVP, Supply Chain Operations	Marketing solutions provider	\$51 Million	Southwest		\$235,000 + 25% bonus + sign-on
Director, Logistics	Personal care brand	\$800 Million	Northeast	x	\$220,000 + 25% bonus + sign-on
Vice President, Operations	Clinical footwear provider	\$20 Million	Midwest	x	\$220,000 + 30% bonus
Dir., Mfg. Engineering	Additive manufacturer startup	\$82 Million	Northeast		\$220,000 + sign-on
Director, Operations	Aluminum extrusion	\$10 Million	Midwest		\$180,000 + 12.5% bonus
Lean Leader	Interior construction PE group	\$250 Million	Southwest		\$160,000 + 25% bonus