



# 2024 Stiles Associates Compensation Report

Below, you'll find a sampling of mission-critical roles we filled in 2024 on behalf of client organizations.

## 2024 Sampling of Filled Searches

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
CEO	Foodservice wholesale distributor	\$100 Million	Midwest	x	\$400K + 50% bonus + relo
EVP, Lean Transformation	Fortune 500 manufacturer	\$12 Billion	Remote; USA	x	\$400K + 50% bonus
COO	Packaging printing equipment	\$300 Million	Midwest	x	\$315K + 50% bonus + relo
VP, Business Transformation	Building products manufacturer	\$1.5 Billion	Midwest	x	\$310K + 40% bonus + sign-on
COO	Cabinetry manufacturer	\$32 Million	Southeast	x	\$280K + 75% bonus + relo
President	Valves manufacturer	\$15 Million	Southeast	x	\$315K + 35% bonus + sign-on
SVP, Operations Strategy	Food distributor	\$6.5 Billion	Midwest	x	\$300K + 45% bonus
SVP, Supply Chain	Flooring importer + retailer	\$77 Million	Northeast	x	\$300K + 30% bonus + sign-on
President	Instrumentation manufacturing	\$50 Million	Northeast		\$340K + 20% bonus + relo
General Manager	Aluminum railing + fencing	\$15 Million	Midwest	x	\$230K + 30% bonus + sign-on
Director, Operations	Lighting products provider	\$500 Million	Midwest		\$270K + 20% bonus + sign-on
General Manager	Contract manufacturer	\$30 Million	Southwest	x	\$325K + 30% bonus
VP, Distribution Center Ops.	OEM parts distributor	\$2.5 Billion	Midwest		\$210K + 30% bonus + sign-on + relo
SVP, Supply Chain Ops.	Marketing solutions provider	\$51 Million	Southwest		\$235K + 25% bonus + sign-on
VP, Safety	Traffic control marking services	\$600 Million	Midwest	x	\$220K + 40% bonus
Director, Logistics	Personal care brand	\$800 Million	Northeast	x	\$220K + 25% bonus + sign-on
VP, Procurement	Marketing services provider	\$70 Million	Midwest	x	\$230K + 25% bonus

cont.

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
VP, Supply Chain	Headborne systems and PPE	\$300 Million	Southwest	x	\$220K + 33% bonus
VP, Operations	Clinical footwear provider	\$20 Million	Midwest	x	\$220K + 30% bonus + relo
VP, Operations	Vehicle manufacturer	\$10 Million	Northeast		\$220K + 25% bonus
General Manager	Building products manufacture	\$1.5 Billion	Southeast	x	\$210K + 20% bonus + sign-on
National Sales Manager	Commercial vehicle products	\$50 Million	Midwest		\$182K + \$89,450 bonus
Director, Operations	Label and packaging solutions	\$100 Million	Northeast		\$215K + 25% bonus + relo
Vice President	Safety services provider	\$10 Million	Midwest	x	\$210K + \$50K bonus
VP, Human Resources	Window and door manufacture	\$50 Million	Northeast		\$200K + \$40K bonus
Director, Americas Strategic Sourcing	Safety product manufacturer	\$2 Billion	Northeast	x	\$200K + 18% bonus
Director, Operational Excellence	Packaging manufacturer	\$50 Million	Midwest		\$195K + 20% bonus
Senior Director, Operations	Wholesale food distributor	\$5 Billion	Northeast	x	\$175K + 30% bonus
General Manager	Industrial machinery	\$50 Million	Midwest		\$190K + 15% bonus + sign-on
Director, Operations	Packaging manufacturer	\$150 Million	Northeast		\$185K + 20% bonus
VP, Quality & OpEx	Machined components provide	\$80 Million	Midwest		\$185K + \$37,000 bonus
Director, Manufacturing Engineering	Additive manufacturer startup	Pre-revenue	Northeast		\$220K + sign-on
Director, Supply Chain	Light systems and cases	\$460 Million	Northeast		\$175K + 20% bonus + relo
Director, Lean Improvement Office	Health system	\$1 Billion	West Coast		\$195K + relo
Director, Operations	Aluminum extrusion	\$10 Million	Midwest		\$180K + 12.5% bonus
Lean Leader	Interior construction PE group	\$250 Million	Southwest		\$160K + 25% bonus
Director, NPE & Development	Polyurethane provider	\$200 Million	Midwest		\$175K + \$16K bonus
IT Director	Wine producer	\$110 Million	Northeast		\$190K + bonus
Senior Manager, CI	Heating and cooling products	\$37 Billion	Southeast		\$160K + 12.5% bonus