



2025 Q1 Stiles Associates Compensation Report

Below, you'll find a sampling of mission-critical roles we filled in Q1 2025 on behalf of client organizations.

2025 Sampling of Filled Searches

Role	Client	Client Revenue	Location	Equity / LTIP	Compensation
COO	Agriscience	\$400M	Midwest	x	\$300K + 50% bonus + sign-on
CEO	Car wash chain	\$20M	Northeast	x	\$300K + \$100K bonus + sale bonus
Factory Manager	Technology	\$6B	Southeast		\$250K + 50% bonus + relo
General Manager	Rec vehicle components	\$300M	Mid-South	x	\$230K + \$62K bonus + relo
Global Facilities Leader	Safety equipment	\$2B	Northeast	x	\$220K + 22% bonus + sign-on
VP, Distribution	Lifting solutions	\$400M	Southwest	x	\$230K + 20% bonus
Director, Operations	Lighting + safety systems	\$300M	Midwest		\$220K + 20% bonus
SVP, Operational Excellence	Identity security	\$3B	UK		\$185K + \$57K bonus
Director, HS&E	Lifting solutions	\$400M	Flexible		\$180K + 25% bonus + sign-on
Plant Manager	Measurement solutions	\$200M	Midwest		\$170K + 15% bonus + sign-on