



# 2023

SALARY AND BENEFITS  
BENCHMARKING

## Salary Report



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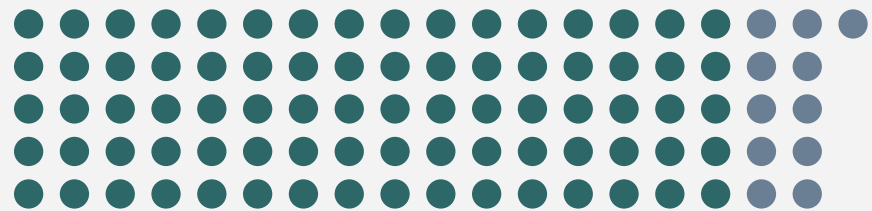
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# Introduction

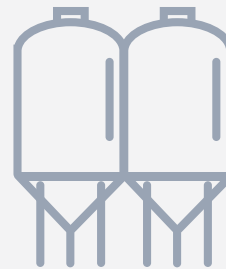
This report is a compilation of salary benchmarks for small brewery jobs. Brewers were sent a spreadsheet with job descriptions and definitions and asked to return with their jobs data populated.

We thank the breweries that participated as well as Emily Cripe and Mike Stuart for their help and feedback.

**91 JOBS SURVEYED**  
**80 JOBS PUBLISHED\***



*\*Insufficient data collected to publish 11 jobs surveyed. Those jobs do appear in the report that follows, but will have no wage or salary data.*



**60**  
**PARTICIPATING**  
**ORGANIZATIONS**



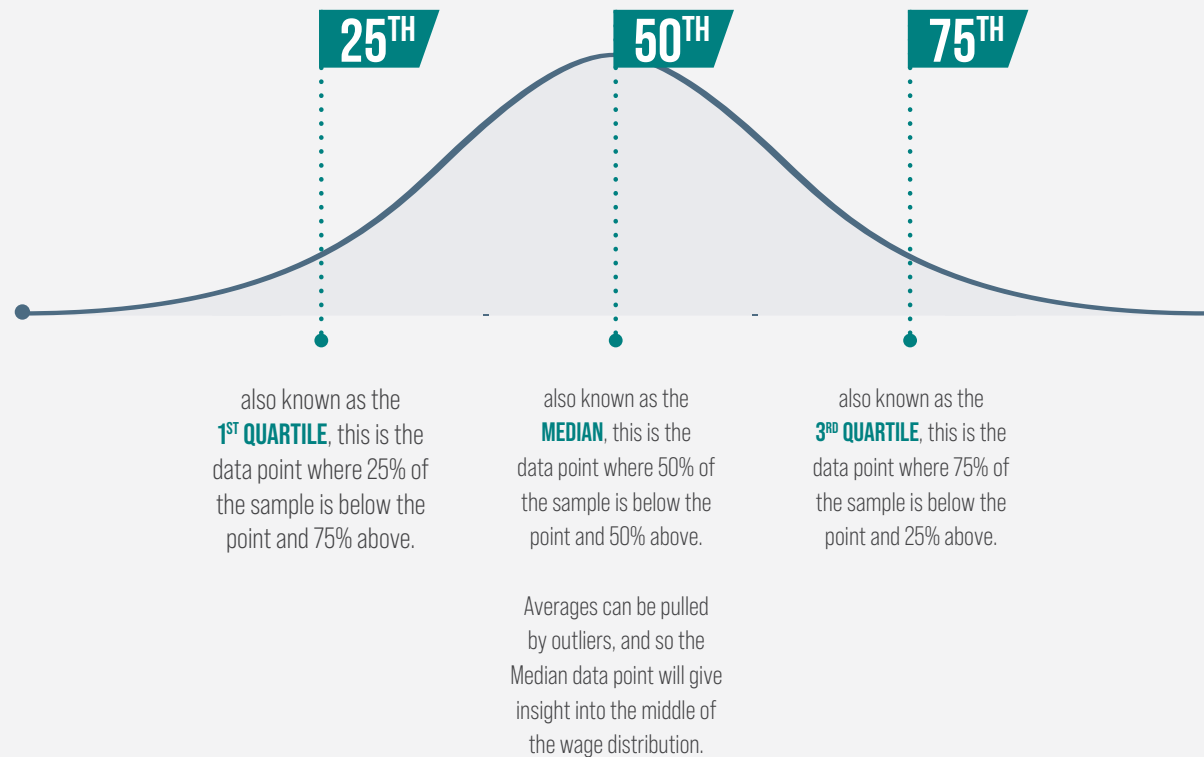
**7,396**  
**EMPLOYEES**  
**COVERED**

## DATA PRESENTATION AND LIMITS

### 5<sup>+</sup> ORGANIZATIONS OR MORE

To preserve anonymity, **only data points that represent five organizations or more** are presented. Any data point that comes from fewer than five organizations will be marked blank. One of the biggest contributing variables to differences in wage and salary levels is organizational size. Where the data meets the threshold of five organizations, data for specific size groupings is shown.

In addition to the average wage (annual or hourly), data on the 25th, 50th, and 75th percentile is presented for jobs that meet the five organization threshold (note: the threshold must be met within either the annual salary or hourly categories. So for example, even if 7 organizations provided data for a role, if only 4 provided hourly data and three annual salary, neither would be presented).

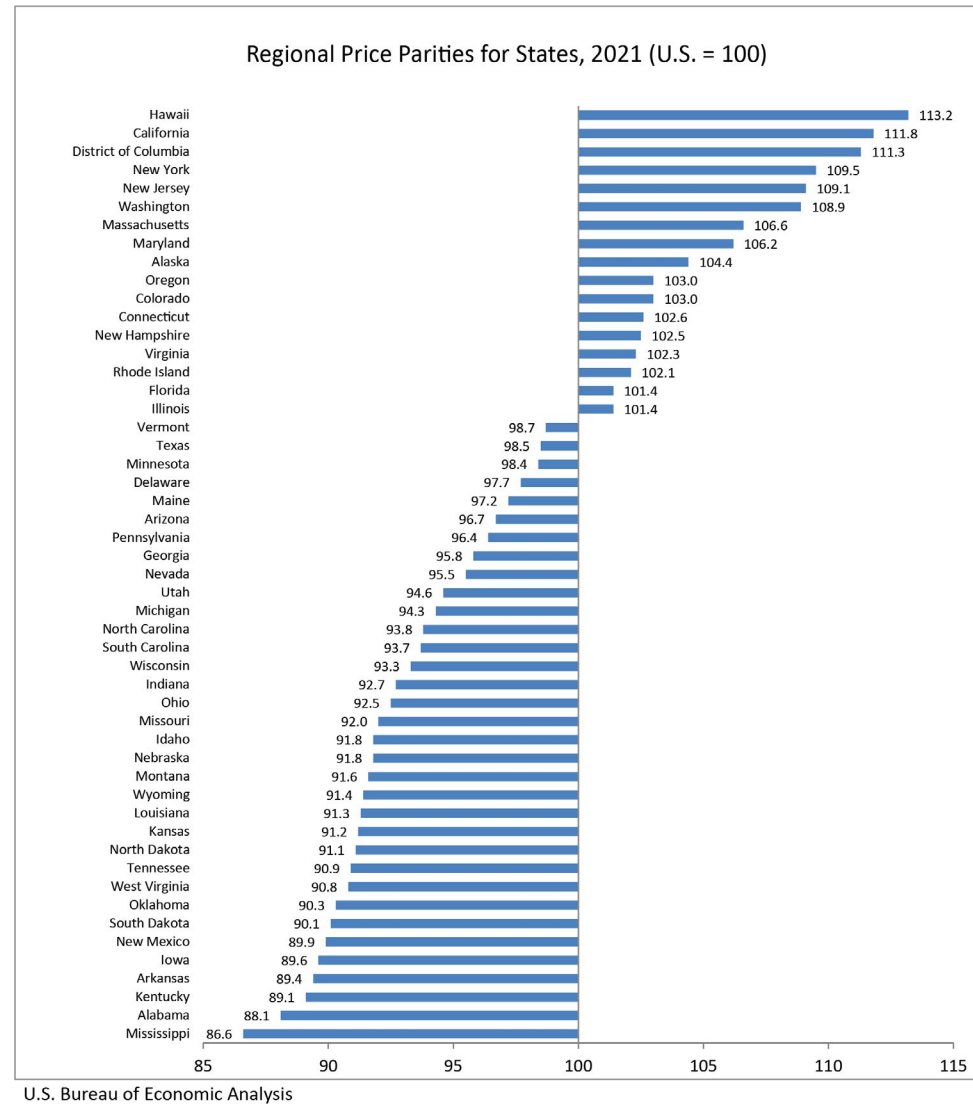


## COST OF LIVING ADJUSTMENTS

This data does not provide geographic averages. Regions have huge variations based on within regional variation, such as metro and urban/rural. In addition, organizational size still drives wage and salary levels far more than geography, and without enough sample size to present both variables jointly, geographic data might give a false sense of variations based on the interaction of size and geography.

We are providing two resources to help organizations think about geography while using these benchmarks. The first is a cost of living index (right). This data shows the regional price parities (RPPs) from the Bureau of Economic Analysis (BEA).

The second is an occupational geographic supplement leveraging data from the Bureau of Labor Statistics. This supplement will allow you to compare various common jobs in brewing and hospitality for various locations against national benchmarks. This supplement can be downloaded on the same benchmarking page you downloaded this report.





# Job 29130: Brewmaster

Brewmaster – Qualifications: College degree in a science field or 10+ years brewery experience and course work specific to brewing. Primary responsibilities: An expert at all aspects of brewing and recipes for new beers and making recommendations for portfolio. Typically a director or executive level position. May direct the work of the production manager, assistant brewmaster, and the quality manager/director.

**Exempt:** 96.7%  
**Non-Exempt:** 3.3%  
**Total No. Orgs:** 26  
**No. Empls:** 30

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
25	\$112,481	\$75,000	\$114,722	\$135,000	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	3	--	0	--
100,000-150,000 Barrels	2	--	0	--
50,000-99,999 Barrels	4	--	0	--
30,000-49,999 Barrels	9	\$118,023	1	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	5	\$69,658	0	--





# Job 29143: Head Brewer/Asst. Brewmaster

Head Brewer/Assistant Brewmaster – Qualifications: 5+ years practical brewing experience and formal training at an accredited brewing school or B.S. degree in an applicable science. 2+ years supervision experience. Primary Responsibilities: Supervises and schedules all brewing personnel. Accountable for meeting all standard operating procedures for brewing and product quality. Manages raw materials flow, and manufacturing processes of the Brewing department. Responsible for the overall quality and efficiency in wort production by facilitating and leading brew teams.

**Exempt:** 79.0%  
**Non-Exempt:** 21.0%  
**Total No. Orgs:** 44  
**No. Empls:** 81

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
39	\$72,556	\$63,643	\$73,721	\$82,500	5	\$25.57	\$21.06	\$24.42	\$28.25

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	1	--
100,000-150,000 Barrels	5	\$79,659	0	--
50,000-99,999 Barrels	4	--	0	--
30,000-49,999 Barrels	7	\$72,416	2	--
10,000-29,999 Barrels	7	\$62,667	1	--
<10,000 Barrels	12	\$56,629	1	--



# Job 29158: Brewing/Cellar Operator I (Entry)

Brewing/Cellar Operator I (Entry) (See Matrix B Tab) – Primary responsibility for all or part of the brewing process including mixing and blending raw materials, water, and other necessary ingredients; monitoring fermentation; checking on the quality of wort/beer both before and after fermentation and filtration; cleaning and sterilizing the brew tanks, filtering and processing equipment; and sensory evaluation. SKILL/KNOWLEDGE: Requires the ability to learn established quality and quantity requirements. Acquires job skills to perform very routine tasks. DUTIES AND TASKS: Duties and tasks are simple and repetitive. Follows existing policies, practices and procedures. Refers questions and problems to higher levels. Identifies and reports quality concerns. PERSONAL COMPETENCIES: Willingly asks questions and seeks direction. Works with others from other work areas. Understands and meets quality standards. Supports new ideas and helps to implement them. SUPERVISION GIVEN AND RECEIVED: Works under direct supervision. Follows detailed instructions and reports any deviation to lead/supervisor.

**Exempt:** 4.5%  
**Non-Exempt:** 95.5%  
**Total No. Orgs:** 39  
**No. Empls:** 177

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
6	\$45,735	\$43,160	\$44,554	\$47,962	33	\$23.10	\$19.00	\$21.79	\$31.43

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	5	\$26.87
100,000-150,000 Barrels	2	--	2	--
50,000-99,999 Barrels	2	--	4	--
30,000-49,999 Barrels	1	--	8	\$20.19
10,000-29,999 Barrels	0	--	9	\$15.32
<10,000 Barrels	1	--	5	\$17.30



# Job 29159: Brewing/Cellar Operator II

Brewing/Cellar Operator II (See Matrix B Tab) – Primary responsibility for all or part of the brewing process including mixing and blending raw materials, water, and other necessary ingredients; monitoring fermentation; checking on the quality of wort/beer both before and after fermentation and filtration; cleaning and sterilizing the brew tanks, filtering and processing equipment; and sensory evaluation. SKILL/KNOWLEDGE: Possesses all basic and some advanced skills and knowledge. Basic to thorough understanding of the total process flow. DUTIES AND TASKS: Duties and tasks are varied but standardized. Works on assignments that maybe semi-routine or moderately complex in nature where ability to recognize deviation from accepted practice is required and where judgment is required in resolving problems and making recommendations. PERSONAL COMPETENCIES: Willingly shares skills and knowledge and sets a good example for others. Effectively gives and receives feedback and participates in continuous improvement. SUPERVISION GIVEN AND RECEIVED: May work under minimum supervision on routine work and receive detailed instructions on new assignments. Assignments maybe received in the form of results expected, due dates and general procedures to follow.

**Exempt:** 2.1%  
**Non-Exempt:** 97.9%  
**Total No. Orgs:** 47  
**No. Empls:** 193

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
12	\$49,485	\$45,760	\$50,000	\$56,500	35	\$23.66	\$21.50	\$23.77	\$26.37

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	5	\$25.91
100,000-150,000 Barrels	2	--	3	--
50,000-99,999 Barrels	2	--	4	--
30,000-49,999 Barrels	2	--	10	\$24.21
10,000-29,999 Barrels	0	--	9	\$20.34
<10,000 Barrels	5	\$44,673	3	--



# Job 29160: Brewing/Cellar Operator III

Brewing/Cellar Operator III (See Matrix B Tab) – Primary responsibility for all or part of the brewing process including mixing and blending raw materials, water, and other necessary ingredients; monitoring fermentation; checking on the quality of wort/beer both before and after fermentation and filtration; cleaning and sterilizing the brew tanks, filtering and processing equipment; and sensory evaluation. SKILL/KNOWLEDGE: Has acquired and applies all necessary advanced skills and knowledge for one or more products, processes or areas. May possess advanced understanding of established procedures and ability to apply knowledge to unusual and complex production problems. A recognized expert in the areas to which assigned and may be sought out as the leader of a group or team. DUTIES AND TASKS: Works on assignments that are complex in nature and is a resource to others in the resolution of complex problems and issues. PERSONAL COMPETENCIES: Contributes to the development of the department. Recognizes, initiates, and leads improvement activities. Anticipates and plans for changes in client needs, new technology, and industry conditions. Evaluates resources, constraints, and organizational values when developing alternative, and commits to it. Impact of error in decision making or judgment has a significant impact to time, materials, customers, and other re-sources of the company. SUPERVISION GIVEN AND RECEIVED: Assignments are received in the form of results expected and broad goals. Incumbents have considerable freedom to decide on work priorities, procedures to be followed and may have substantial latitude for independent action in setting objectives and deciding how to proceed. Leads others effectively and gains cooperation without having formal authority over them.

**Exempt:** 3.6%  
**Non-Exempt:** 96.4%  
**Total No. Orgs:** 32  
**No. Empls:** 111

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
5	\$56,040	\$53,292	\$61,985	\$72,550	27	\$25.69	\$21.00	\$25.92	\$30.38

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	4	--
100,000-150,000 Barrels	1	--	4	--
50,000-99,999 Barrels	1	--	4	--
30,000-49,999 Barrels	2	--	7	\$27.47
10,000-29,999 Barrels	0	--	6	\$22.72
<10,000 Barrels	0	--	2	--



# Job 29116: Marketing Event Coordinator

Marketing Event Coordinator – Qualifications: College degree in marketing and 2+ years beer sales (including promotions and events) experience or 2+ years events management. Primary responsibilities include researching events occurring in the entire distribution area, determining which events would correspond best with current marketing plan. Research includes venue location, target consumer, cost analysis, and all other associated details. Manages all details for successful implementation of each major event. This activity would be done in close concert with the brewery sales representative assigned to each specific event. Budget management, computer skills, and travel are required aspects of the job. Manages the eventor staff and/ or tour staff.

**Exempt:** 64.3%  
**Non-Exempt:** 35.7%  
**Total No. Orgs:** 9  
**No. Empls:** 14

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
7	\$51,142	\$50,000	\$52,000	\$64,480	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	0	--
100,000-150,000 Barrels	0	--	0	--
50,000-99,999 Barrels	0	--	0	--
30,000-49,999 Barrels	2	--	1	--
10,000-29,999 Barrels	1	--	1	--
<10,000 Barrels	2	--	0	--



# Job 29769: Facilities Maintenance Worker I (Entry)

Facilities Maintenance Worker I (See Matrix C Tab) – Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. SKILL/KNOWLEDGE: Assists higher classified maintenance mechanics in the performance of the following types of maintenance work: 1) electrical, 2) plumbing–pipefitting, 3) welding, 4) sheet metal, 5) carpentry, 6) painting, and 7) mechanical. DUTIES AND TASKS: Works mainly from written and verbal instructions. Makes out material requisitions and obtains tools from storage area. PERSONAL COMPETENCIES: Identifies the job worked by properly completing labor and material distribution cards. SUPERVISION GIVEN AND RECEIVED: Receives direct supervision in the planning and completing of jobs assigned.

**Exempt:** 3.8%  
**Non-Exempt:** 96.2%  
**Total No. Orgs:** 15  
**No. Empls:** 26

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
1	--	--	--	--	14	\$20.30	\$18.18	\$20.00	\$25.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	3	--
100,000-150,000 Barrels	0	--	1	--
50,000-99,999 Barrels	0	--	2	--
30,000-49,999 Barrels	0	--	6	\$21.89
10,000-29,999 Barrels	0	--	2	--
<10,000 Barrels	1	--	0	--



# Job 29162: Packaging Supv/Mgr Level II

Packaging (Bottle, Can, Keg) Supervisor/ Manager Level II (See Matrix A Tab) – Responsible for the production or services of the packaging department or area. LEADERSHIP/SUPERVISION: Provides clear objectives and offers support as needed. Expresses how employees impact operational objectives. Completes objectives through lower level supervisors or senior exempt professionals who have some latitude. OPERATIONAL SCOPE: Manages one or multiple work groups or units in several different areas or a large functional unit. Receives information in the form of objectives and sets goals to meet objectives. Work is reviewed based on meeting objectives. RESPONSIBILITIES: Assists with developing budget and goals. Is the primary supplier of feedback to third level management. EDUCATION: Typically requires an Associates and/or the equivalent experience.

**Exempt:** 78.8%  
**Non-Exempt:** 21.2%  
**Total No. Orgs:** 22  
**No. Empls:** 33

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
17	\$74,805	\$65,269	\$70,991	\$78,596	5	\$27.80	\$26.09	\$28.23	\$28.37

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	1	--
100,000-150,000 Barrels	4	--	1	--
50,000-99,999 Barrels	4	--	1	--
30,000-49,999 Barrels	6	\$77,440	1	--
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	0	--



# Job 29164: Packaging Operator I (Entry)

Packaging (Bottle, Can, Keg) Operator I (Entry) (See Matrix B Tab) – Responsible for the safe and efficient operation of moderately complex, mechanically operated machinery in the production process. This includes start-up, operation, adjustment to proper parameters, preventative maintenance, trouble shooting, and cleaning of the equipment. Requires mechanical aptitude, provides assistance to Maintenance Mechanics. Loads/unloads material and finished product. SKILL/KNOWLEDGE: Requires the ability to learn established quality and quantity requirements. Acquires job skills to perform very routine tasks. DUTIES AND TASKS: Duties and tasks are simple and repetitive. Follows existing policies, practices and procedures. Refers questions and problems to higher levels. Identifies and reports quality concerns. PERSONAL COMPETENCIES: Willingly asks questions and seeks direction. Works with others from other work areas. Understands and meets quality standards. Supports new ideas and helps to implement them. SUPERVISION GIVEN AND RECEIVED: Works under direct supervision. Follows detailed instructions and reports any deviation to lead/supervisor.

**Exempt:** 0.0%  
**Non-Exempt:** 100.0%  
**Total No. Orgs:** 41  
**No. Empls:** 356

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
2	--	--	--	--	39	\$23.63	\$19.57	\$27.39	\$29.24

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	5	\$26.80
100,000-150,000 Barrels	2	--	3	--
50,000-99,999 Barrels	0	--	5	\$15.85
30,000-49,999 Barrels	0	--	12	\$19.11
10,000-29,999 Barrels	0	--	9	\$15.28
<10,000 Barrels	0	--	4	--





# Job 29165: Packaging Operator II

Packaging (Bottle, Can, Keg) Operator II (See Matrix B Tab) – Responsible for the safe and efficient operation of moderately complex, mechanically operated machinery in the production process. This includes start-up, operation, adjustment to proper parameters, preventative maintenance, trouble shooting, and cleaning of the equipment. Requires mechanical aptitude, provides assistance to Maintenance Mechanics. Loads/unloads material and finished product. SKILL/KNOWLEDGE: Possesses all basic and some advanced skills and knowledge. Basic to thorough understanding of the total process flow. DUTIES AND TASKS: Duties and tasks are varied but standardized. Works on assignments that maybe semi-routine or moderately complex in nature where ability to recognize deviation from accepted practice is required and where judgment is required in resolving problems and making recommendations. PERSONAL COMPETENCIES: Willingly shares skills and knowledge and sets a good example for others. Effectively gives and receives feedback and participates in continuous improvement. SUPERVISION GIVEN AND RECEIVED: May work under minimum supervision on routine work and receive detailed instructions on new assignments. Assignments maybe received in the form of results expected, due dates and general procedures to follow.

**Exempt:** 1.1%  
**Non-Exempt:** 98.9%  
**Total No. Orgs:** 40  
**No. Empls:** 188

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
5	\$41,386	\$44,948	\$45,000	\$53,000	35	\$21.48	\$18.75	\$20.92	\$25.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	5	\$23.01
100,000-150,000 Barrels	2	--	4	--
50,000-99,999 Barrels	0	--	6	\$18.50
30,000-49,999 Barrels	1	--	11	\$21.38
10,000-29,999 Barrels	0	--	5	\$18.58
<10,000 Barrels	2	--	3	--



# Job 29166: Packaging Operator III

Packaging (Bottle, Can, Keg) Operator III (See Matrix B Tab) – Responsible for the safe and efficient operation of moderately complex, mechanically operated machinery in the production process. This includes start-up, operation, adjustment to proper parameters, preventative maintenance, trouble shooting, and cleaning of the equipment. Requires mechanical aptitude, provides assistance to Maintenance Mechanics. Loads/unloads material and finished product. SKILL/KNOWLEDGE: Has acquired and applies all necessary advanced skills and knowledge for one or more products, processes or areas. May possess advanced understanding of established procedures and ability to apply knowledge to unusual and complex production problems. A recognized expert in the areas to which assigned and may be sought out as the leader of a group or team. DUTIES AND TASKS: Works on assignments that are complex in nature and is a resource to others in the resolution of complex problems and issues. PERSONAL COMPETENCIES: Contributes to the development of the department. Recognizes, initiates, and leads improvement activities. Anticipates and plans for changes in client needs, new technology, and industry conditions. Evaluates resources, constraints, and organizational values when developing alternative, and commits to it. Impact of error in decision making or judgment has a significant impact to time, materials, customers, and other re-sources of the company. SUPERVISION GIVEN AND RECEIVED: Assignments are received in the form of results expected and broad goals. Incumbents have considerable freedom to decide on work priorities, procedures to be followed and may have substantial latitude for independent action in setting objectives and deciding how to proceed. Leads others effectively and gains cooperation without having formal authority over them.

**Exempt:** 1.7%  
**Non-Exempt:** 98.3%  
**Total No. Orgs:** 27  
**No. Empls:** 60

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
4	--	--	--	--	23	\$21.77	\$20.77	\$22.50	\$25.15

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	3	--
100,000-150,000 Barrels	2	--	4	--
50,000-99,999 Barrels	0	--	3	--
30,000-49,999 Barrels	2	--	6	\$23.03
10,000-29,999 Barrels	0	--	6	\$18.37
<10,000 Barrels	0	--	0	--



# Job 29142: Quality Manager

Quality Manager – Qualifications: College degree or beyond in related science field such as chemistry, biology or microbiology, 5+ years experience in the quality field and 5+ years of experience in management. Six sigma black belt may be required. Primary responsibilities: All aspects of quality control, food safety, sensory science and management of the quality department staff.

**Exempt:** 97.4%  
**Non-Exempt:** 2.6%  
**Total No. Orgs:** 30  
**No. Empls:** 39

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
29	\$82,992	\$66,238	\$79,000	\$91,500	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	5	\$105,217	0	--
100,000-150,000 Barrels	5	\$82,378	0	--
50,000-99,999 Barrels	5	\$83,400	0	--
30,000-49,999 Barrels	7	\$67,020	0	--
10,000-29,999 Barrels	6	\$53,774	1	--
<10,000 Barrels	0	--	0	--



# Job 29176: Technician Lab

Technician Lab – Qualifications: Requires a Bachelor’s Degree (BS/BA) from a four year college or university or the equivalent in special training and work related experience with six (6) to twelve (12) months of on-the-job experience. Conducts day-to-day analysis to provide information and assist with product and process quality decisions. The Quality Assurance Technician will typically conduct analysis involving one, or more of the following disciplines: Analytical Chemistry, Microbiology, Sensory, Instrumentation/Metrology, Water Chemistry, Product Field Quality, Product Safety and/or Quality System. This position may have full ownership of their assigned area or they may operate under guidance and direction of more experienced personnel.

**Exempt:** 23.6%  
**Non-Exempt:** 76.4%  
**Total No. Orgs:** 25  
**No. Empls:** 55

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
9	\$53,898	\$51,480	\$55,650	\$60,044	16	\$22.69	\$20.20	\$22.74	\$24.80

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	3	--
100,000-150,000 Barrels	2	--	3	--
50,000-99,999 Barrels	3	--	1	--
30,000-49,999 Barrels	3	--	6	\$25.04
10,000-29,999 Barrels	0	--	3	--
<10,000 Barrels	0	--	0	--



# Job 29125: Chain Account Sales Manager (Grocery, Costco, etc.)

Chain Account Sales Manager (Grocery, Costco, etc.) – Qualifications: 3 years industry experience and selling products on a regional basis to large grocery/ club chains, distributor management, etc. Does not supervise. Develops and conducts chain headquarter presentations (using: Nielsen and market information, competitive activity analysis and wholesaler sales data). Communicates all related chain information to sales team, wholesalers and chains themselves to insure coordination of wholesaler pricing, management of wholesaler programs, and chain execution. Coordinates off sale programs with Marketing, Production and Sales Departments.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 27  
**No. Empls:** 52

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
27	\$95,682	\$79,896	\$96,500	\$112,425	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	3	--	0	--
100,000-150,000 Barrels	4	--	0	--
50,000-99,999 Barrels	5	\$100,212	0	--
30,000-49,999 Barrels	9	\$86,625	0	--
10,000-29,999 Barrels	4	--	0	--
<10,000 Barrels	1	--	0	--



# Job 29137: Field Sales Representative

Field Sales Representative – Qualifications: 2+ years previous sales experience and knowledge of beer and the beer industry. Strong interpersonal skills. Account/street level sales representative focused on retail accounts. May also be responsible for distributor partnerships. Develops local market and nurtures accounts.

**Exempt:** 97.1%  
**Non-Exempt:** 2.9%  
**Total No. Orgs:** 42  
**No. Empls:** 210

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
40	\$57,529	\$52,250	\$58,000	\$65,250	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	3	--		0	--		
100,000-150,000 Barrels	5	\$59,645		0	--		
50,000-99,999 Barrels	5	\$67,016		0	--		
30,000-49,999 Barrels	11	\$56,103		1	--		
10,000-29,999 Barrels	11	\$46,918		1	--		
<10,000 Barrels	4	--		0	--		



# Job 29194: Social Media Specialist

Social Media Specialist – Qualifications: 2–3 years’ applicable experience and may require a Bachelor’s degree. Responsible for execution of organizations overall web, digital marketing, and social media initiatives. Monitors internet trends and adheres to e–marketing best practices.

**Exempt:** 64.9%  
**Non-Exempt:** 35.1%  
**Total No. Orgs:** 30  
**No. Empls:** 37

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
17	\$55,728	\$50,000	\$57,500	\$62,967	13	\$22.85	\$20.00	\$21.00	\$25.00

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	1	--		1	--	
100,000-150,000 Barrels	4	--		0	--	
50,000-99,999 Barrels	3	--		0	--	
30,000-49,999 Barrels	5	\$61,946		4	--	
10,000-29,999 Barrels	2	--		5	\$22.12	
<10,000 Barrels	1	--		3	--	



# Job 29350: Human Resources Manager

HR Manager – Qualifications: First line supervisor. May require a Bachelor’s degree in Human Resources and 5+ years direct experience. May report to Director or VP of Human Resources. Develops, maintains, and administer personnel management programs in all functional areas of personnel/ labor relations. Responsibilities include employment, salary administration, benefits, training, EEO, and planning of staff. Responsible for setting and recommending policies. Must spend 100% of time in human resource responsibilities.

**Exempt:** 95.2%  
**Non-Exempt:** 4.8%  
**Total No. Orgs:** 15  
**No. Empls:** 21

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
14	\$77,275	\$68,438	\$76,000	\$86,325	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	0	--
100,000-150,000 Barrels	2	--	0	--
50,000-99,999 Barrels	2	--	0	--
30,000-49,999 Barrels	5	\$79,280	0	--
10,000-29,999 Barrels	3	--	1	--
<10,000 Barrels	0	--	0	--





# Job 29133: Purchasing Clerk

Purchasing Clerk – Qualifications: 1+ years of purchasing experience. Primary responsibilities: Relationships with vendors for brewing raw materials including hops, malt, glass, cardboard, etc. Makes recommendation on contracts and future vendor strategies. Works with production to understand inventory and future needs. Watches raw material trends to make recommendations to leadership on future purchasing strategies.

**Exempt:** 80.0%  
**Non-Exempt:** 20.0%  
**Total No. Orgs:** 9  
**No. Empls:** 10

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
9	\$67,586	\$55,000	\$64,480	\$73,848	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	2	--		0	--		
100,000-150,000 Barrels	3	--		0	--		
50,000-99,999 Barrels	2	--		0	--		
30,000-49,999 Barrels	2	--		0	--		
10,000-29,999 Barrels	0	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29302: Account Payable / Receivable Clerk

Account Payable/Receivable Clerk – Qualifications: Entry level accounting position, requires less than 2 years’ experience and may require a Bachelor’s degree. Works under general supervision. Performs a variety of general accounting tasks, specific to area of accounts payable or accounts receivable. Assist in month-end/year-end closing, data entry, review, verification, and matching invoices. Typically uses standard spreadsheet and database software.

**Exempt:** 23.6%  
**Non-Exempt:** 76.4%  
**Total No. Orgs:** 32  
**No. Empls:** 55

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
9	\$57,870	\$50,903	\$55,750	\$65,000	23	\$24.19	\$22.29	\$24.86	\$26.00

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--		3	--
100,000-150,000 Barrels	3	--		2	--
50,000-99,999 Barrels	2	--		3	--
30,000-49,999 Barrels	1	--		8	\$24.86
10,000-29,999 Barrels	0	--		5	\$24.79
<10,000 Barrels	1	--		2	--



# Job 29170: Warehouse/Distribution Handler I (Entry)

Warehouse/Distribution Handler I (Entry) (See Matrix B Tab) - Performs work which includes several “traditional” job classifications such as stock handler, inventory, and shipping and receiving. Work may be performed as an individual contributor or in a team environment. May require knowledge of DOT and OSHA regulations unique to their operation. May be trained or licensed to operate material handling equipment (i.e., fork lift, high boy). SKILL/KNOWLEDGE: Requires the ability to learn established quality and quantity requirements. Acquires job skills to perform very routine tasks. DUTIES AND TASKS: Duties and tasks are simple and repetitive. Follows existing policies, practices and procedures. Refers questions and problems to higher levels. Identifies and reports quality concerns. PERSONAL COMPETENCIES: Willingly asks questions and seeks direction. Works with others from other work areas. Understands and meets quality standards. Supports new ideas and helps to implement them. SUPERVISION GIVEN AND RECEIVED: Works under direct supervision. Follows detailed instructions and reports any deviation to lead/supervisor.

**Exempt:** 0.0%  
**Non-Exempt:** 100.0%  
**Total No. Orgs:** 20  
**No. Empls:** 122

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	17	\$24.01	\$19.00	\$27.39	\$29.24

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	5	\$25.10
100,000-150,000 Barrels	1	--	2	--
50,000-99,999 Barrels	1	--	1	--
30,000-49,999 Barrels	1	--	5	\$18.22
10,000-29,999 Barrels	0	--	3	--
<10,000 Barrels	0	--	1	--



# Job 29702: Supply Chain/Logistics Manager

Supply Chain/Logistics Manager – Qualifications: First-Line Supervisor. 5+ years’ experience in supply chain and/or logistics and may require a Bachelor’s degree in business. Responsible for the management of product workflow for productions, distribution, and inventory. Requires a developed understanding of client/production priorities and processes. Assists in the development of policies and systems; improves systems and processes and develops future strategies.

**Exempt:** 84.6%  
**Non-Exempt:** 15.4%  
**Total No. Orgs:** 19  
**No. Empls:** 26

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
17	\$87,283	\$75,750	\$87,367	\$94,375	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	3	--		1	--		
100,000-150,000 Barrels	4	--		0	--		
50,000-99,999 Barrels	4	--		0	--		
30,000-49,999 Barrels	4	--		1	--		
10,000-29,999 Barrels	1	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29771: Facilities Maintenance Worker III

Facilities Maintenance Worker III (See Matrix C Tab) – Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. SKILL/KNOWLEDGE: Performs specialized installation, fabrication and/or repair and maintenance of plant facilities and facilities equipment. Includes journey-level electrician and/or plumber and/or air conditioning mechanic and/or cabinet maker. DUTIES AND TASKS: Ability to work from schematics, blueprints, sketches, or oral directions. Working knowledge of national, state, and local codes and requirements. PERSONAL COMPETENCIES: May require skill to operate power and hand tools and/or knowledge of chemical, electrical, or mechanical theories related to specialty. SUPERVISION GIVEN AND RECEIVED: Usually requires a minimum of eight years related experience.

**Exempt:** 3.1%  
**Non-Exempt:** 96.9%  
**Total No. Orgs:** 13  
**No. Empls:** 32

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	10	\$37.84	\$32.30	\$39.55	\$45.45

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	3	--
100,000-150,000 Barrels	1	--	1	--
50,000-99,999 Barrels	0	--	0	--
30,000-49,999 Barrels	2	--	4	--
10,000-29,999 Barrels	0	--	2	--
<10,000 Barrels	0	--	0	--



# Job 29131: Operations/Production Manager/Director

Operations/Production Manager/Director - Qualifications: College degree or beyond, 5+ years management, 5+ year experience in manufacturing. Primary responsibilities: All areas of the manufacturing process including brewhouse, cellar, packaging, warehouse, maintenance, etc. Makes recommendations for future equipment and design needs. Responsible for the management of managers and full budgetary responsibility. Top level position in all manufacturing operations.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 25  
**No. Empls:** 32

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
25	\$115,528	\$91,350	\$104,500	\$139,750	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	4	--	0	--
100,000-150,000 Barrels	3	--	0	--
50,000-99,999 Barrels	2	--	0	--
30,000-49,999 Barrels	8	\$117,522	0	--
10,000-29,999 Barrels	7	\$73,992	0	--
<10,000 Barrels	1	--	0	--



# Job 29145: FOH Restaurant Manager

FOH Restaurant Manager – Manages all front-of-house operations and activities for a restaurant. Ensures team leaders and supervisors coordinate staff (hosts, cashiers, wait-staff, servers, bussers, etc.) to ensure the delivery of guest services. Oversees the cleanliness of dining and guest areas. Supervises shifts and ensures services meets restaurant standards, Enforce and monitor all restaurant health, food safety and sanitation standards. Coordinate and oversee the implementation of policies, procedures, standards, guidelines and training programs. Prepares and reviews schedules, duties and shift coverage. Compiles sales, inventory and personnel reports. May require a Bachelor’s degree or equivalent plus typically a minimum of 5 years’ experience in restaurant management.

**Exempt:** 90.6%  
**Non-Exempt:** 9.4%  
**Total No. Orgs:** 18  
**No. Empls:** 85

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
18	\$61,849	\$52,000	\$58,195	\$67,150	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	0	--
100,000-150,000 Barrels	0	--	0	--
50,000-99,999 Barrels	4	--	0	--
30,000-49,999 Barrels	6	\$65,761	0	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	5	\$64,600	0	--



# Job 29148: Restaurant General Manager

Restaurant General Manager – Qualifications: Responsible for the overall operation of food and beverage activities for the brewery. Formulates operational policies and procedures pertaining to the acquisition of food and beverages as well as delivery of product to customers. Budget management responsibility.

**Exempt:** 88.7%  
**Non-Exempt:** 11.3%  
**Total No. Orgs:** 25  
**No. Empls:** 62

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
24	\$85,645	\$75,000	\$80,448	\$100,005	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	4	--	0	--
100,000-150,000 Barrels	2	--	0	--
50,000-99,999 Barrels	5	\$92,740	1	--
30,000-49,999 Barrels	7	\$82,870	0	--
10,000-29,999 Barrels	1	--	0	--
<10,000 Barrels	4	--	0	--





# Job 29147: BOH Manager/Supervisor/Chef

BOH Manager/Supervisor/Chef – Qualifications: 5+ years food and beverage management. Responsible for all aspects of BOH operations. Must adhere to state regulations, and liability concerns.

**Exempt:** 86.5%  
**Non-Exempt:** 13.5%  
**Total No. Orgs:** 19  
**No. Empls:** 37

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
17	\$74,450	\$65,000	\$71,800	\$78,800	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	2	--		1	--		
100,000-150,000 Barrels	1	--		0	--		
50,000-99,999 Barrels	3	--		1	--		
30,000-49,999 Barrels	6	\$74,522		0	--		
10,000-29,999 Barrels	0	--		0	--		
<10,000 Barrels	4	--		0	--		



# Job 29186: Eventor – Facility

Eventor – Facility – Qualifications: 2+ years previous experience in events and promotions coordination. Responsible for coordination and execution of events and festivals in own venues.

**Exempt:** 54.5%  
**Non-Exempt:** 45.5%  
**Total No. Orgs:** 8  
**No. Empls:** 11

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
4	--	--	--	--	4	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	0	--		0	--	
100,000-150,000 Barrels	1	--		0	--	
50,000-99,999 Barrels	0	--		1	--	
30,000-49,999 Barrels	3	--		1	--	
10,000-29,999 Barrels	0	--		1	--	
<10,000 Barrels	0	--		1	--	



# Job 29136: Pub & Tasting Room Staff – Without Food (tasting room only) (Tips)

Pub & Tasting Room Staff – Without Food (tasting room only) (Tips) – Without food (tasting room only). Qualifications: 1+ years of bartending, food service or other hospitality experience, must have beer knowledge and public speaking abilities. Pours beer, serves customers, may sell retail soft goods. Must adhere to state regulations and liability concerns. May also restock merchandise, organize beer back stock, answer customer questions, sell POS for merchandise and packaged beer. (Report base hourly wage.)

**Exempt:** 0.0%  
**Non-Exempt:** 100.0%  
**Total No. Orgs:** 34  
**No. Empls:** 447

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
2	--	--	--	--	32	\$11.63	\$10.63	\$20.00	\$20.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	1	--
100,000-150,000 Barrels	2	--	1	--
50,000-99,999 Barrels	0	--	1	--
30,000-49,999 Barrels	0	--	6	\$18.14
10,000-29,999 Barrels	0	--	15	\$6.40
<10,000 Barrels	0	--	7	\$10.44



# Job 29174: Cook

Cook – Prepares, seasons and cooks soup, meats, vegetables and other foodstuff for customer consumption. Measures and mixes ingredients according to recipe, using a variety of kitchen utensils and equipment. Observes and tests food being cooked by tasting, smelling and piercing with a fork to determine food is appropriately cooked. Carves meats, portions food on serving plates, adds gravies and sauces, and garnishes servings to fill orders. Requires a High School diploma or equivalent and culinary training plus typically a minimum of 2 years related experience.

**Exempt:** 0.0%

**Non-Exempt:** 100.0%

**Total No. Orgs:** 32

**No. Empls:** 706

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
1	--	--	--	--	31	\$17.00	\$15.81	\$18.00	\$21.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	4	--
100,000-150,000 Barrels	1	--	2	--
50,000-99,999 Barrels	0	--	4	--
30,000-49,999 Barrels	0	--	10	\$17.55
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	9	\$13.68



# Job 29193: Dishwasher

Dishwasher - Responsible for ensuring all dishware, glassware and silverware are cleaned efficiently and promptly providing all facets of the dining venue with available stock of dishware, glassware and silverware on a continual basis. Requires a High School diploma or equivalent plus typically 0 to 1 year related experience.

**Exempt:** 0.0%

**Non-Exempt:** 100.0%

**Total No. Orgs:** 27

**No. Empls:** 243

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
0	--	--	--	--	27	\$15.88	\$15.00	\$16.42	\$18.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	4	--
100,000-150,000 Barrels	0	--	0	--
50,000-99,999 Barrels	0	--	5	\$14.57
30,000-49,999 Barrels	0	--	8	\$15.56
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	8	\$15.93



# Job 29123: Pub & Tasting Room Staff – With Food (restaurant/pub) (Tips)

Pub & Tasting Room Staff – With Food (restaurant/pub) (Tips) – With food (restaurant/pub). Qualifications: 1+ years of bartending, food service or other hospitality experience, must have beer knowledge and public speaking abilities. Pours beer, serves customers, may sell retail soft goods. Must adhere to state regulations and liability concerns. (Report base hourly wage.)

**Exempt:** 0.2%  
**Non-Exempt:** 99.8%  
**Total No. Orgs:** 26  
**No. Empls:** 1573

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	23	\$12.20	\$9.45	\$13.56	\$15.53

2022 Barrelage	No. Orgs.	Wtd. Avg			No. Orgs.	Wtd. Avg		
150,000+ Barrels	0	--			3	--		
100,000-150,000 Barrels	2	--			0	--		
50,000-99,999 Barrels	0	--			2	--		
30,000-49,999 Barrels	1	--			6	\$15.66		
10,000-29,999 Barrels	0	--			3	--		
<10,000 Barrels	0	--			8	\$9.74		



# Job 29126: Sales Regional Manager/Director

Sales Regional Manager/Director – Qualifications: 3 years management experience and 5 years industry and sales experience. Supervises a larger territory with Area Sales Managers. Manages wholesaler network performance to increase on and off-premise sales and brand awareness. Sets all on and off-premise sales and distribution goals for wholesaler network. Develops and communicates pricing programs. Manages, supervises and supports direct reports. Includes hiring, training and setting on and off-premise goals and objectives. Manages wholesaler, retail and brewer (assisting operations) inventory control. Completes regional monthly and quarterly on and off-premise sales forecasting (by flavor and package).

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 16  
**No. Empls:** 41

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
16	\$92,746	\$81,125	\$90,000	\$104,685	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	0	--
100,000-150,000 Barrels	1	--	0	--
50,000-99,999 Barrels	3	--	0	--
30,000-49,999 Barrels	6	\$86,944	0	--
10,000-29,999 Barrels	2	--	0	--
<10,000 Barrels	1	--	0	--



# Job 29161: Packaging Supv/Mgr Level I

Packaging (Bottle, Can, Keg) Supervisor/ Manager Level I (See Matrix A Tab) – Responsible for the production or services of the brewing/cellar department or area. LEADERSHIP/SUPERVISION: Supports and creates effective teams, units, and environments. Impacts and promotes organizational strategy and vision. Creates linkages for employees on how they impact business strategy. Completes objectives through supervisors or managers or senior exempt specialists who have significant latitude. OPERATIONAL SCOPE: May set direction for a major, multi-functional unit or department. Work is received in the form of objectives based on organizational goals and company policy. Work is reviewed in terms of meeting the organization’s objectives. RESPONSIBILITIES: Has responsibility/accountability over the unit/department for budgets, schedules and planning. EDUCATION: Typically requires a Bachelor’s degree with prior supervisory experience and extensive expertise of knowledge in the specified area. Incumbent usually has prior supervisory experience and extensive expertise of knowledge in the specified area.

**Exempt:** 59.1%  
**Non-Exempt:** 40.9%  
**Total No. Orgs:** 23  
**No. Empls:** 44

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
13	\$68,910	\$58,534	\$73,260	\$83,559	10	\$22.67	\$21.40	\$24.00	\$26.50

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	2	--
100,000-150,000 Barrels	3	--	1	--
50,000-99,999 Barrels	2	--	2	--
30,000-49,999 Barrels	4	--	1	--
10,000-29,999 Barrels	2	--	2	--
<10,000 Barrels	0	--	1	--





# Job 29155: Brewing/Cellar Supv/Mgr Level I

Brewing/Cellar Supervisor/Manager Level I (See Matrix A Tab) – Responsible for the production or services of the brewing/cellar department or area. LEADERSHIP/SUPERVISION: Completes responsibilities through supervision of nonexempt employees or entry exempt employees. OPERATIONAL SCOPE: Supervises a work group or unit of employees, which requires a functional or operational expertise. Receives information in the form of tasks. Work is reviewed based on meeting quality, schedules, and efficiency standards. RESPONSIBILITIES: Executes budgets, develops schedules, and enforces policies and procedures. Manages the planning function on a day-to-day basis. EDUCATION: Typically requires a Technical degree and/or the equivalent experience.

**Exempt:** 53.6%  
**Non-Exempt:** 46.4%  
**Total No. Orgs:** 26  
**No. Empls:** 69

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
15	\$66,880	\$60,428	\$68,385	\$77,984	11	\$24.84	\$18.16	\$25.50	\$30.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	3	--
100,000-150,000 Barrels	3	--	1	--
50,000-99,999 Barrels	2	--	2	--
30,000-49,999 Barrels	3	--	2	--
10,000-29,999 Barrels	2	--	2	--
<10,000 Barrels	2	--	1	--



# Job 29175: Analyst Lab

Analyst Lab – Qualifications: Requires a Bachelor’s Degree (BS/BA) from a four year college or university or the equivalent in special training and work related experience with a minimum of four (4) years of on-the-job experience. Develops, implements, executes, and improves methods to conduct day-to-day product and process analysis to provide information and to make informed product and process quality decisions. The Quality Assurance Analyst will typically conduct analysis involving one, or more of the following disciplines: Analytical Chemistry, Microbiology, Sensory, Instrumentation/ Metrology, Water Chemistry, Product Field Quality, Product Safety and/or Quality System. This position will have full or shared ownership of their assigned area and they will be capable of operating with minimal guidance and direction from their manager.

**Exempt:** 30.4%  
**Non-Exempt:** 69.6%  
**Total No. Orgs:** 17  
**No. Empls:** 23

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
8	\$56,368	\$57,063	\$59,250	\$62,778	9	\$26.42	\$23.00	\$26.25	\$31.56

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	1	--		1	--		
100,000-150,000 Barrels	1	--		3	--		
50,000-99,999 Barrels	2	--		2	--		
30,000-49,999 Barrels	4	--		1	--		
10,000-29,999 Barrels	0	--		2	--		
<10,000 Barrels	0	--		0	--		



# Job 29171: Warehouse/Distribution Handler II

Warehouse/Distribution Handler II (See Matrix B Tab) – Performs work which includes several “traditional” job classifications such as stock handler, inventory, and shipping and receiving. Work may be performed as an individual contributor or in a team environment. May require knowledge of DOT and OSHA regulations unique to their operation. May be trained or licensed to operate material handling equipment (i.e., fork lift, high boy). SKILL/KNOWLEDGE: Possesses all basic and some advanced skills and knowledge. Basic to thorough understanding of the total process flow. DUTIES AND TASKS: Duties and tasks are varied but standardized. Works on assignments that maybe semi-routine or moderately complex in nature where ability to recognize deviation from accepted practice is required and where judgment is required in resolving problems and making recommendations. PERSONAL COMPETENCIES: Willingly shares skills and knowledge and sets a good example for others. Effectively gives and receives feedback and participates in continuous improvement. SUPERVISION GIVEN AND RECEIVED: May work under minimum supervision on routine work and receive detailed instructions on new assignments. Assignments maybe received in the form of results expected, due dates and general procedures to follow.

**Exempt:** 0.0%  
**Non-Exempt:** 100.0%  
**Total No. Orgs:** 26  
**No. Empls:** 83

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
4	--	--	--	--	22	\$23.11	\$20.68	\$23.00	\$26.99

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	4	--
100,000-150,000 Barrels	2	--	2	--
50,000-99,999 Barrels	1	--	4	--
30,000-49,999 Barrels	1	--	8	\$23.00
10,000-29,999 Barrels	0	--	3	--
<10,000 Barrels	0	--	0	--



# Job 29172: Warehouse/Distribution Handler III

Warehouse/Distribution Handler III (See Matrix B Tab) – Performs work which includes several “traditional” job classifications such as stock handler, inventory, and shipping and receiving. Work may be performed as an individual contributor or in a team environment. May require knowledge of DOT and OSHA regulations unique to their operation. May be trained or licensed to operate material handling equipment (i.e., fork lift, high boy). SKILL/KNOWLEDGE: Has acquired and applies all necessary advanced skills and knowledge for one or more products, processes or areas. May possess advanced understanding of established procedures and ability to apply knowledge to unusual and complex production problems. A recognized expert in the areas to which assigned and may be sought out as the leader of a group or team. DUTIES AND TASKS: Works on assignments that are complex in nature and is a resource to others in the resolution of complex problems and issues. PERSONAL COMPETENCIES: Contributes to the development of the department. Recognizes, initiates, and leads improvement activities. Anticipates and plans for changes in client needs, new technology, and industry conditions. Evaluates resources, constraints, and organizational values when developing alternative, and commits to it. Impact of error in decision making or judgment has a significant impact to time, materials, customers, and other re-sources of the company. SUPERVISION GIVEN AND RECEIVED: Assignments are received in the form of results expected and broad goals. Incumbents have considerable freedom to decide on work priorities, procedures to be followed and may have substantial latitude for independent action in setting objectives and deciding how to proceed. Leads others effectively and gains cooperation without having formal authority over them.

**Exempt:** 13.0%  
**Non-Exempt:** 87.0%  
**Total No. Orgs:** 14  
**No. Empls:** 23

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
5	\$48,522	\$46,088	\$47,919	\$47,996	9	\$22.96	\$20.30	\$22.00	\$25.68

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	2	--
100,000-150,000 Barrels	1	--	3	--
50,000-99,999 Barrels	1	--	1	--
30,000-49,999 Barrels	2	--	2	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	1	--	0	--



# Job 29167: Warehouse/ Distribution Supv/Mgr Level I

Warehouse/Distribution Supervisor/Manager Level I (See Matrix A Tab) – Responsible for the production or services of the warehouse/distribution department or area. LEADERSHIP/SUPERVISION: Completes responsibilities through supervision of nonexempt employees or entry exempt employees. OPERATIONAL SCOPE: Supervises a work group or unit of employees, which requires a functional or operational expertise. Receives information in the form of tasks. Work is reviewed based on meeting quality, schedules, and efficiency standards. RESPONSIBILITIES: Executes budgets, develops schedules, and enforces policies and procedures. Manages the planning function on a day-to day basis. EDUCATION: Typically requires a Technical degree and/or the equivalent experience.

**Exempt:** 60.6%  
**Non-Exempt:** 39.4%  
**Total No. Orgs:** 23  
**No. Empls:** 33

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
13	\$68,183	\$61,000	\$65,762	\$79,674	10	\$23.52	\$22.07	\$25.00	\$28.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	2	--
100,000-150,000 Barrels	2	--	1	--
50,000-99,999 Barrels	3	--	1	--
30,000-49,999 Barrels	6	\$66,686	3	--
10,000-29,999 Barrels	1	--	3	--
<10,000 Barrels	0	--	0	--



# Job 29168: Warehouse/Distribution Supv/Mgr Level II

Warehouse/Distribution Supervisor/Manager Level II (See Matrix A Tab) – Responsible for the production or services of the warehouse/distribution department or area. LEADERSHIP/SUPERVISION: Provides clear objectives and offers support as needed. Expresses how employees impact operational objectives. Completes objectives through lower level supervisors or senior exempt professionals who have some latitude. OPERATIONAL SCOPE: Manages one or multiple work groups or units in several different areas or a large functional unit. Receives information in the form of objectives and sets goals to meet objectives. Work is reviewed based on meeting objectives. RESPONSIBILITIES: Assists with developing budget and goals. Is the primary supplier of feedback to third level management. EDUCATION: Typically requires an Associates and/or the equivalent experience.

**Exempt:** 60.0%  
**Non-Exempt:** 40.0%  
**Total No. Orgs:** 14  
**No. Empls:** 20

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
10	\$67,273	\$59,400	\$66,200	\$72,000	4	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	3	--		2	--	
100,000-150,000 Barrels	2	--		1	--	
50,000-99,999 Barrels	1	--		1	--	
30,000-49,999 Barrels	3	--		0	--	
10,000-29,999 Barrels	0	--		0	--	
<10,000 Barrels	0	--		0	--	



# Job 29636: Machine Maintenance Mechanic I (Entry)

Machine Maintenance Mechanic I (Entry) (See Matrix D Tab) - Maintains and repairs factory equipment and other industrial machinery, such as conveying systems, production machinery, and packaging equipment. Maintains and repairs factory equipment and other industrial machinery, such as conveying systems, production machinery, and packaging equipment. SKILL/KNOWLEDGE: Typically requires 2 years of technical training and less than 1 year of experience. First level of three levels of maintenance mechanic. DUTIES AND TASKS: With readily available technical guidance, keeps plant machinery and mechanical equipment in good repair. PERSONAL COMPETENCIES: Examines machines to diagnose trouble, dismantles machines, replaces defective parts, reassembles machines and makes necessary adjustments to ensure efficient operation. SUPERVISION GIVEN AND RECEIVED: At this level much of the time is spent assisting more experienced maintenance mechanics.

**Exempt:** 0.0%  
**Non-Exempt:** 100.0%  
**Total No. Orgs:** 14  
**No. Empls:** 23

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	11	\$25.19	\$23.12	\$26.00	\$28.70

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	5	\$28.39
100,000-150,000 Barrels	1	--	1	--
50,000-99,999 Barrels	1	--	1	--
30,000-49,999 Barrels	1	--	3	--
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	0	--



# Job 29614: Machine Maintenance Mechanic II

Machine Maintenance Mechanic II (See Matrix D Tab) – Maintains and repairs factory equipment and other industrial machinery, such as conveying systems, production machinery, and packaging equipment. Maintains and repairs factory equipment and other industrial machinery, such as conveying systems, production machinery, and packaging equipment. SKILL/KNOWLEDGE: Typically requires 2 years of technical training and 3+ years of related experience. Second of three levels of maintenance mechanic; experienced level. DUTIES AND TASKS: Under limited supervision and with minimal technical guidance, keeps plant machinery and mechanical equipment in good repair. PERSONAL COMPETENCIES: Examines machines to diagnose trouble, dismantles machines, replaces defective parts, reassembles machines and makes necessary adjustments to ensure efficient operation. May involve scraping of ways. May occasionally make replacement parts. SUPERVISION GIVEN AND RECEIVED: Performs intermediate troubleshooting, works with limited technical guidance and may provide work training to less experienced maintenance staff.

**Exempt:** 2.6%  
**Non-Exempt:** 97.4%  
**Total No. Orgs:** 17  
**No. Empls:** 77

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	14	\$32.91	\$29.52	\$35.60	\$37.85

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	5	\$34.47
100,000-150,000 Barrels	1	--	3	--
50,000-99,999 Barrels	2	--	3	--
30,000-49,999 Barrels	0	--	2	--
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	0	--





# Job 29683: Machine Maintenance Mechanic III

Machine Maintenance Mechanic III (See Matrix D Tab) – Maintains and repairs factory equipment and other industrial machinery, such as conveying systems, production machinery, and packaging equipment. Maintains and repairs factory equipment and other industrial machinery, such as conveying systems, production machinery, and packaging equipment. SKILL/KNOWLEDGE: Typically requires 2 years of technical training and 5+ years of related work experience. Third of three levels of maintenance mechanic; advanced level. DUTIES AND TASKS: Specific skills include mechanics, pneumatics, hydraulics, machining, welding and electrical. Duties include installation, maintenance and repair of production or processing equipment. PERSONAL COMPETENCIES: May fabricate machine guards, install or repair conveyers, replace motors, tear down or replace pumps, maintain fluid collection or distribution equipment or repair electro-mechanical equipment. SUPERVISION GIVEN AND RECEIVED: Performs advanced troubleshooting, works with general supervision and may provide work training to less experienced maintenance staff.

**Exempt:** 12.5%  
**Non-Exempt:** 87.5%  
**Total No. Orgs:** 12  
**No. Empls:** 48

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
2	--	--	--	--	10	\$32.58	\$30.10	\$33.15	\$35.29

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	4	--
100,000-150,000 Barrels	0	--	3	--
50,000-99,999 Barrels	0	--	2	--
30,000-49,999 Barrels	0	--	1	--
10,000-29,999 Barrels	1	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29184: Process Technician

Process Technician – Qualifications: 2+ years of brewing production experience with detailed working knowledge of production processes and general facility systems & procedures. Ability to troubleshoot and solve problems. May lead the work of others in a functional area. Provides standard or specialized assistance to production, engineering and programming by troubleshooting and directing to the appropriate resource, production process problems. Acts as a liaison between these groups, and provides technical support and consultation to project teams.

**Exempt:** 40.0%  
**Non-Exempt:** 60.0%  
**Total No. Orgs:** 4  
**No. Empls:** 5

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
2	--	--	--	--	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	1	--		0	--	
100,000-150,000 Barrels	0	--		1	--	
50,000-99,999 Barrels	0	--		0	--	
30,000-49,999 Barrels	0	--		1	--	
10,000-29,999 Barrels	1	--		0	--	
<10,000 Barrels	0	--		0	--	



# Job 29770: Facilities Maintenance Worker II

Facilities Maintenance Worker II (See Matrix C Tab) – Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. SKILL/KNOWLEDGE: Performs proficiently in multiple types of maintenance work: 1) electrical, 2) plumbing-pipefitting, 3) welding, 4) sheet-metal, 5) carpentry, 6) painting, and 7) mechanical. DUTIES AND TASKS: Works mainly from sketches, written or verbal instructions. Makes out material requisitions and obtains tools from storage area. Identifies the job worked by properly completing labor and material distribution cards. PERSONAL COMPETENCIES: Contributes recommendations for the improvement of work methods, safety, materials and tools. Plans and completes most jobs assigned with general supervision. SUPERVISION GIVEN AND RECEIVED: Assists in the training and instructing of lower grade personnel.

**Exempt:** 5.4%  
**Non-Exempt:** 94.6%  
**Total No. Orgs:** 20  
**No. Empls:** 37

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
4	--	--	--	--	16	\$29.83	\$24.91	\$30.40	\$35.60

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	2	--
100,000-150,000 Barrels	1	--	1	--
50,000-99,999 Barrels	2	--	3	--
30,000-49,999 Barrels	0	--	6	\$25.62
10,000-29,999 Barrels	0	--	3	--
<10,000 Barrels	0	--	0	--



# Job 29178: Facilities/Maintenance Supv/Mgr Level II

Facilities/Maintenance Supervisor/Manager Level II (See Matrix A Tab) – Responsible for the production or services of the facilities/maintenance department or area. LEADERSHIP/SUPERVISION: Provides clear objectives and offers support as needed. Expresses how employees impact operational objectives. Completes objectives through lower level supervisors or senior exempt professionals who have some latitude. OPERATIONAL SCOPE: Manages one or multiple work groups or units in several different areas or a large functional unit. Receives information in the form of objectives and sets goals to meet objectives. Work is reviewed based on meeting objectives. RESPONSIBILITIES: Assists with developing budget and goals. Is the primary supplier of feedback to third level management. EDUCATION: Typically requires an Associates and/or the equivalent experience.

**Exempt:** 82.4%  
**Non-Exempt:** 17.6%  
**Total No. Orgs:** 15  
**No. Empls:** 17

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
13	\$84,733	\$72,985	\$78,750	\$91,436	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	1	--
100,000-150,000 Barrels	4	--	1	--
50,000-99,999 Barrels	0	--	0	--
30,000-49,999 Barrels	6	\$80,181	0	--
10,000-29,999 Barrels	1	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29189: Pub & Tasting Room Staff – Without Food (tasting room only) (NO Tips)

Pub & Tasting Room Staff – Without Food (tasting room only) (NO Tips) – Without food (tasting room only). Qualifications: 1+ years of bartending, food service or other hospitality experience, must have beer knowledge and public speaking abilities. Pours beer, serves customers, may sell retail soft goods. Must adhere to state regulations and liability concerns.

**Exempt:** 13.0%  
**Non-Exempt:** 87.0%  
**Total No. Orgs:** 5  
**No. Empls:** 54

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
0	--	--	--	--	5	\$17.20	\$18.00	\$20.00	\$20.00

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	0	--		0	--		
100,000-150,000 Barrels	0	--		1	--		
50,000-99,999 Barrels	0	--		0	--		
30,000-49,999 Barrels	0	--		0	--		
10,000-29,999 Barrels	0	--		1	--		
<10,000 Barrels	0	--		3	--		



# Job 29187: Pub-Lead Bartender (NO Tips)

Pub-Lead Bartender (NO Tips) – Qualifications: 2+ years bartending experience and 1+ year supervision experience. Responsible for the pub in the absence of the Pub Manager. Responsible for supervision of part-time and full-time staff in the absence of the Pub Manager. Must adhere to state regulations and liability concerns as they relate to the pub. Maintains a complete pub/project recording including complete documentation of incidents as they relate to alcohol and liability issues. Accurately maintain cash register funds and daily balance sheets.

**Exempt:** 10.7%  
**Non-Exempt:** 89.3%  
**Total No. Orgs:** 6  
**No. Empls:** 28

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
1	--	--	--	--	5	\$20.74	\$18.00	\$18.72	\$23.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	1	--
100,000-150,000 Barrels	0	--	1	--
50,000-99,999 Barrels	0	--	1	--
30,000-49,999 Barrels	0	--	2	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29122: Tasting Room Assistant Manager

Tasting Room Assistant Manager – Qualifications: 2+ years’ retail sales and/or beer experience required and may require a Bachelor’s degree. Responsible for communicating the culture and beer as the first point of contact for guests visiting the brewery. Develop and manage best practices for guest interactions, tours and tasting, hiring and training of new tasting room employees, and oversight of logistics.

**Exempt:** 36.8%  
**Non-Exempt:** 63.2%  
**Total No. Orgs:** 26  
**No. Empls:** 57

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
10	\$58,294	\$57,475	\$61,600	\$62,500	16	\$18.90	\$18.59	\$21.00	\$31.25

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--		1	--
100,000-150,000 Barrels	2	--		1	--
50,000-99,999 Barrels	0	--		2	--
30,000-49,999 Barrels	3	--		7	\$21.87
10,000-29,999 Barrels	2	--		5	\$15.95
<10,000 Barrels	2	--		0	--



# Job 29190: Senior Field Sales Representative

Senior Field Sales Representative - Qualifications: 5+ years previous sales experience with strong knowledge of beer and the beer industry. In addition to duties of Field Sales Representative also has with advanced sales skill and expertise. Also responsible for distributor relationships wholesaler networks in assigned territories.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 15  
**No. Empls:** 81

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
15	\$81,249	\$70,000	\$83,103	\$100,000	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	1	--		0	--		
100,000-150,000 Barrels	4	--		0	--		
50,000-99,999 Barrels	4	--		0	--		
30,000-49,999 Barrels	4	--		0	--		
10,000-29,999 Barrels	0	--		0	--		
<10,000 Barrels	1	--		0	--		





# Job 29138: Sales Area/District Manager

Sales Area/District Manager – Qualifications: 5+ years of sales and industry experience, 2+ years management experience. Primary responsibilities: Sales in multiple metro markets. Reports to Regional Managers/Directors. Responsible for the performance of people, budget, business, and sales activities in assigned markets. Responsible for distributor relationships wholesaler networks in assigned territories.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 17  
**No. Empls:** 74

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
17	\$79,923	\$70,000	\$78,000	\$87,725	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	3	--	0	--
100,000-150,000 Barrels	1	--	0	--
50,000-99,999 Barrels	5	\$86,251	0	--
30,000-49,999 Barrels	4	--	0	--
10,000-29,999 Barrels	4	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29141: Branding/Marketing Director

Branding/Marketing Director – Qualifications: 10+ years of brand development and management experience. Primary responsibilities: Oversees brand development, marketing strategies, creative staff, full budget responsibility. Strategic leader. Responsible for 3 to 5 year strategic plan for company brand and image development and corresponding activities to reach the strategic plan. Top position reports to CEO.

**Exempt:** 97.8%  
**Non-Exempt:** 2.2%  
**Total No. Orgs:** 29  
**No. Empls:** 45

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
28	\$110,745	\$85,000	\$97,500	\$128,250	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	4	--	0	--
100,000-150,000 Barrels	4	--	0	--
50,000-99,999 Barrels	4	--	0	--
30,000-49,999 Barrels	9	\$97,882	0	--
10,000-29,999 Barrels	4	--	1	--
<10,000 Barrels	2	--	0	--



# Job 29153: Controller

Controller – Responsible for the day-to-day operation of the accounting office and its staff. Directs the efforts, quality and timeliness of aspects of general ledger, payroll, accounts payable, accounts receivable, general cashing, and income audit. Reports to the Chief Financial Officer.

**Exempt:** 96.3%  
**Non-Exempt:** 3.7%  
**Total No. Orgs:** 24  
**No. Empls:** 27

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
24	\$112,874	\$87,305	\$120,000	\$132,218	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	4	--	0	--
100,000-150,000 Barrels	4	--	0	--
50,000-99,999 Barrels	3	--	0	--
30,000-49,999 Barrels	5	\$103,595	0	--
10,000-29,999 Barrels	5	\$102,534	0	--
<10,000 Barrels	3	--	0	--



# Job 29157: Brewing/Cellar Supv/Mgr Level III

Brewing/Cellar Supervisor/Manager Level III (See Matrix A Tab) – Responsible for the production or services of the brewing/cellar department or area. LEADERSHIP/SUPERVISION: Supports and creates effective teams, units, and environments. Impacts and promotes organizational strategy and vision. Creates linkages for employees on how they impact business strategy. Completes objectives through supervisors or managers or senior exempt specialists who have significant latitude. OPERATIONAL SCOPE: May set direction for a major, multi-functional unit or department. Work is received in the form of objectives based on organizational goals and company policy. Work is reviewed in terms of meeting the organization’s objectives. RESPONSIBILITIES: Has responsibility/accountability over the unit/department for budgets, schedules and planning. EDUCATION: Typically requires a Bachelor’s degree with prior supervisory experience and extensive expertise of knowledge in the specified area. Incumbent usually has prior supervisory experience and extensive expertise of knowledge in the specified area.

**Exempt:** 68.0%  
**Non-Exempt:** 32.0%  
**Total No. Orgs:** 13  
**No. Empls:** 25

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
10	\$79,357	\$55,656	\$76,000	\$109,732	3	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	1	--		2	--		
100,000-150,000 Barrels	2	--		0	--		
50,000-99,999 Barrels	3	--		0	--		
30,000-49,999 Barrels	1	--		0	--		
10,000-29,999 Barrels	1	--		1	--		
<10,000 Barrels	2	--		0	--		



# Job 29117: Marketing Manager

Marketing Manager – Reports to Marketing and/or Sales Director. Qualifications: College degree in marketing and 4+ years direct marketing experience. May require 2+ years supervision experience. Primary responsibilities: Manages research and development and implementation of marketing strategies in accordance with the corporate marketing plan. Writes all ad copy and press releases.

**Exempt:** 91.3%  
**Non-Exempt:** 8.7%  
**Total No. Orgs:** 18  
**No. Empls:** 23

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
16	\$81,285	\$74,000	\$81,200	\$90,000	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	1	--		0	--		
100,000-150,000 Barrels	4	--		0	--		
50,000-99,999 Barrels	3	--		0	--		
30,000-49,999 Barrels	3	--		0	--		
10,000-29,999 Barrels	4	--		0	--		
<10,000 Barrels	1	--		1	--		



# Job 29163: Packaging Supv/Mgr Level III

Packaging (Bottle, Can, Keg) Supervisor/ Manager Level III (See Matrix A Tab) – Responsible for the production or services of the packaging department or area. LEADERSHIP/SUPERVISION: Supports and creates effective teams, units, and environments. Impacts and promotes organizational strategy and vision. Creates linkages for employees on how they impact business strategy. Completes objectives through supervisors or managers or senior exempt specialists who have significant latitude. OPERATIONAL SCOPE: May set direction for a major, multi-functional unit or department. Work is received in the form of objectives based on organizational goals and company policy. Work is reviewed in terms of meeting the organization’s objectives. RESPONSIBILITIES: Has responsibility/accountability over the unit/department for budgets, schedules and planning. EDUCATION: Typically requires a Bachelor’s degree with prior supervisory experience and extensive expertise of knowledge in the specified area. Incumbent usually has prior supervisory experience and extensive expertise of knowledge in the specified area.

**Exempt:** 86.7%  
**Non-Exempt:** 13.3%  
**Total No. Orgs:** 15  
**No. Empls:** 15

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
13	\$86,043	\$72,500	\$77,000	\$99,194	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	3	--		0	--		
100,000-150,000 Barrels	1	--		0	--		
50,000-99,999 Barrels	3	--		0	--		
30,000-49,999 Barrels	4	--		0	--		
10,000-29,999 Barrels	2	--		1	--		
<10,000 Barrels	0	--		1	--		



# Job 29121: Pub/Tasting Room Manager/Supervisor

Pub/Tasting Room Manager/Supervisor – Qualifications: 5+ years food and beverage management. Responsible for all aspects of pub operations. This is a public relations position and requires exceptional customer service skills. Must adhere to state regulations, and liability concerns. FOH/Restaurant manager position.

**Exempt:** 71.6%  
**Non-Exempt:** 28.4%  
**Total No. Orgs:** 30  
**No. Empls:** 74

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
26	\$63,591	\$63,100	\$65,000	\$74,984	4	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	0	--
100,000-150,000 Barrels	3	--	0	--
50,000-99,999 Barrels	2	--	1	--
30,000-49,999 Barrels	8	\$70,094	1	--
10,000-29,999 Barrels	6	\$54,426	2	--
<10,000 Barrels	4	--	0	--



# Job 29154: Chief Financial Officer

Chief Financial Officer - This is the highest level financial position in an organization. Reports to the Chief Executive Officer. Manages the entire range of financial activities of the organization including treasury, budget, tax and accounting functions. Establishes major economic objectives and policies. Prepares budgets, financial forecasts and cost analysis in the areas of income, expenses and earnings. Serves as part of the top management strategic planning team. Typically requires a CPA.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 25  
**No. Empls:** 25

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
25	\$147,783	\$88,596	\$130,410	\$214,000	0	--	--	--	--

2022 Barreage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	0	--
100,000-150,000 Barrels	2	--	0	--
50,000-99,999 Barrels	5	\$175,966	0	--
30,000-49,999 Barrels	9	\$169,564	0	--
10,000-29,999 Barrels	2	--	0	--
<10,000 Barrels	3	--	0	--





# Job 29181: Plant Engineer II

Plant Engineer II (See Matrix E Tab) – Conceives and develops solutions to engineering programs through the application of professionally accepted engineering techniques, practices and procedures. Ensures that engineering work conforms to high technical and organization standards and meets or exceeds all contract requirements. Ensures the predictability of designs and products. Compiles and evaluates design and data to determine adequacy of the product or software and the engineering effectiveness of the results compared to requirements and specifications. GENERAL CHARACTERISTICS: Work may require originality and judgment in the independent evaluation, selection, and application of standard and/or modified engineering techniques, procedures, and criteria. May be recognized as fully competent in all conventional aspects of the subject matter or functional area of assignments. DIRECTION RECEIVED: Receives instruction on specific assignment objectives, points of emphasis, reference and information sources, and possible solutions. May receive direct supervision on novel or controversial problems. Work is reviewed for application of sound engineering judgment and at times may make independent technical decisions on details of work covered by precedents. TYPICAL TASKS AND RESPONSIBILITIES: Assignments may include equipment design and development, test of materials, preparation of specifications, process study, research investigations, report preparation and other activities. May plan, schedule, and coordinate detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Devises new approaches to problems encountered. Performs work which involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of standard materials, and difficult coordination requirements. Work requires knowledge of principles, practices, and techniques commonly employed as well as some broad knowledge of precedents in specialty areas. DIRECTION OF OTHERS: May supervise the work of Drafters, Inspectors, Technicians or a few Engineers assigned to assist in the work.

**Exempt:** 90.9%  
**Non-Exempt:** 9.1%  
**Total No. Orgs:** 8  
**No. Empls:** 11

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
7	\$96,481	\$85,053	\$98,641	\$101,001	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	3	--	0	--
100,000-150,000 Barrels	4	--	0	--
50,000-99,999 Barrels	0	--	0	--
30,000-49,999 Barrels	0	--	1	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29132: Scheduler/Planner

Scheduler/Planner – Qualifications: 2+ years experience in production planning and inventory management. BS in business or production management and /or APICS certification. Strong computer skills. Primary responsibilities: Develops weekly/monthly production plans and forecasts in response to inventory and/or sales needs.

**Exempt:** 79.2%  
**Non-Exempt:** 20.8%  
**Total No. Orgs:** 15  
**No. Empls:** 24

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
11	\$76,691	\$65,750	\$71,552	\$86,623	4	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	3	--		2	--		
100,000-150,000 Barrels	3	--		0	--		
50,000-99,999 Barrels	2	--		0	--		
30,000-49,999 Barrels	2	--		2	--		
10,000-29,999 Barrels	1	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29169: Warehouse/Distribution Supv/Mgr Level III

Warehouse/Distribution Supervisor/Manager Level III (See Matrix A Tab) – Responsible for the production or services of the warehouse/distribution department or area. LEADERSHIP/SUPERVISION: Supports and creates effective teams, units, and environments. Impacts and promotes organizational strategy and vision. Creates linkages for employees on how they impact business strategy. Completes objectives through supervisors or managers or senior exempt specialists who have significant latitude. OPERATIONAL SCOPE: May set direction for a major, multi-functional unit or department. Work is received in the form of objectives based on organizational goals and company policy. Work is reviewed in terms of meeting the organization’s objectives. RESPONSIBILITIES: Has responsibility/accountability over the unit/department for budgets, schedules and planning. EDUCATION: Typically requires a Bachelor’s degree with prior supervisory experience and extensive expertise of knowledge in the specified area. Incumbent usually has prior supervisory experience and extensive expertise of knowledge in the specified area.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 8  
**No. Empls:** 9

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
8	\$81,414	\$62,500	\$80,000	\$100,940	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--		0	--
100,000-150,000 Barrels	2	--		0	--
50,000-99,999 Barrels	1	--		0	--
30,000-49,999 Barrels	2	--		0	--
10,000-29,999 Barrels	0	--		0	--
<10,000 Barrels	0	--		0	--



# Job 29156: Brewing/Cellar Supv/Mgr Level II

Brewing/Cellar Supervisor/Manager Level II (See Matrix A Tab) – Responsible for the production or services of the brewing/cellar department or area. LEADERSHIP/SUPERVISION: Provides clear objectives and offers support as needed. Expresses how employees impact operational objectives. Completes objectives through lower level supervisors or senior exempt professionals who have some latitude. OPERATIONAL SCOPE: Manages one or multiple work groups or units in several different areas or a large functional unit. Receives information in the form of objectives and sets goals to meet objectives. Work is reviewed based on meeting objectives. RESPONSIBILITIES: Assists with developing budget and goals. Is the primary supplier of feedback to third level management. EDUCATION: Typically requires an Associates and/or the equivalent experience.

**Exempt:** 50.0%  
**Non-Exempt:** 50.0%  
**Total No. Orgs:** 18  
**No. Empls:** 60

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
12	\$76,019	\$64,250	\$75,305	\$96,594	6	\$22.44	\$21.06	\$22.48	\$23.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	2	--
100,000-150,000 Barrels	2	--	1	--
50,000-99,999 Barrels	3	--	0	--
30,000-49,999 Barrels	5	\$69,560	1	--
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	1	--



# Job 29120: Point of Sales Clerk (Customer Service Representative)

Point of Sales Clerk (Customer Service Representative) – Qualifications: 2 years shipping/receiving experience and/or general clerical duties with customer service background. Primary Responsibilities: Receives, packs, documents and ships all distributor and catalog POS orders. Maintains customer database (catalog retail).

**Exempt:** 23.1%  
**Non-Exempt:** 76.9%  
**Total No. Orgs:** 6  
**No. Empls:** 13

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	3	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	0	--
100,000-150,000 Barrels	0	--	1	--
50,000-99,999 Barrels	0	--	1	--
30,000-49,999 Barrels	1	--	1	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29128: Order Fulfillment Specialist

Order Fulfillment Specialist – Qualifications: 2–3 years customer service experience. Enters, schedules, revises, and/or deletes orders and transactions regarding product (beer and soda), point-of-sale (POS) & returns/credits for all internal and external customers. Monitors inventories at all production / warehouse facilities. Identifies inventory shortages in production planning report and resolves them. Schedules freight carriers in order to build full truckloads for customers. Coordinates shipment of non-beverage items with product requests.

**Exempt:** 48.1%  
**Non-Exempt:** 51.9%  
**Total No. Orgs:** 11  
**No. Empls:** 27

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
5	\$61,357	\$55,620	\$59,740	\$67,146	6	\$23.28	\$22.05	\$23.00	\$23.67

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--		3	--
100,000-150,000 Barrels	2	--		1	--
50,000-99,999 Barrels	0	--		1	--
30,000-49,999 Barrels	2	--		1	--
10,000-29,999 Barrels	0	--		0	--
<10,000 Barrels	0	--		0	--



# Job 29129: Sales Analyst

Sales Analyst – Qualifications: College Degree and 2+ years of related work experience. Primary Responsibilities: Performs data entry and analysis of beer and soda syndicated database. Updates all individual market and summary databases. Generates ad hoc reports for specific market analysis. Incorporating Nielsen data into market PowerPoint presentations. Provides analytical support to Marketing, Finance and the CEO. Creates and distributes monthly chain network pricing and cover letters to chain buyers. Assembles summary depletion and chain depletion reports each month to sales personnel. Provides administrative support to the senior management team as needed and various other duties as assigned.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 14  
**No. Empls:** 17

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
14	\$73,092	\$63,000	\$75,000	\$89,158	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	0	--
100,000-150,000 Barrels	4	--	0	--
50,000-99,999 Barrels	2	--	0	--
30,000-49,999 Barrels	5	\$90,058	0	--
10,000-29,999 Barrels	1	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29134: Delivery Driver

Delivery Driver - Qualifications: 2+ years of experience in truck driving and some previous sales experience. May require a CDL. Delivers beer bottles, kegs, and cans to accounts in local territory. Takes orders and receives payments for deliveries. May be required to execute local bar promotional actives.

**Exempt:** 6.7%  
**Non-Exempt:** 93.3%  
**Total No. Orgs:** 22  
**No. Empls:** 60

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
1	--	--	--	--	21	\$21.88	\$19.38	\$23.06	\$27.66

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	4	--
100,000-150,000 Barrels	1	--	0	--
50,000-99,999 Barrels	0	--	5	\$19.13
30,000-49,999 Barrels	0	--	6	\$22.69
10,000-29,999 Barrels	0	--	3	--
<10,000 Barrels	0	--	3	--





# Job 29139: Sales Divisional Manager/Director

Sales Divisional Manager/Director – Qualifications: 10+ years of sales and management experience, 5+ years of industry experience. Primary responsibilities: Oversees all people, all distributors, pricing, programming, budget and forecasting for large multi-state territories. Responsible for revenue growth, profitability, people development, building distributor partnership, brand image and market development. Reports to top sales director/executive.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 15  
**No. Empls:** 47

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
15	\$117,835	\$102,534	\$120,290	\$134,465	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	4	--		0	--		
100,000-150,000 Barrels	3	--		0	--		
50,000-99,999 Barrels	2	--		0	--		
30,000-49,999 Barrels	4	--		0	--		
10,000-29,999 Barrels	2	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29140: Sales Director/Executive

Sales Director/Executive – Qualifications: 10+ years of sales development and management experience. Primary responsibilities: Oversees all sales activities, marketing strategies, sales staff, full budget responsibility. Responsible for all revenue generation. Able to interpret sales analytical data and make recommendations for future sales strategies to drive revenue and increase brand strength. Strategic leader. Responsible for 3 to 5 year strategic plan for company sales and brand image development and corresponding activities to reach the strategic plan. Recommends changes in portfolio. Top position reports to CEO.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 30  
**No. Empls:** 35

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
30	\$144,138	\$108,000	\$140,300	\$170,120	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	3	--	0	--
100,000-150,000 Barrels	2	--	0	--
50,000-99,999 Barrels	6	\$152,407	0	--
30,000-49,999 Barrels	11	\$140,872	0	--
10,000-29,999 Barrels	6	\$90,512	0	--
<10,000 Barrels	1	--	0	--



# Job 29146: Tour Guide

Tour Guide – Provides brewery tour to individuals or groups.

**Exempt:** 0.0%  
**Non-Exempt:** 100.0%  
**Total No. Orgs:** 8  
**No. Empls:** 70

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
0	--	--	--	--	8	\$14.71	\$11.00	\$13.00	\$17.38

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	4	--
100,000-150,000 Barrels	0	--	0	--
50,000-99,999 Barrels	0	--	2	--
30,000-49,999 Barrels	0	--	1	--
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	0	--



# Job 29149: Sous Chef

Sous Chef - Oversees food preparation and assists the Chef with overall operation of the kitchen. Supervises cooks and other kitchen personnel. Observes methods of food preparation and cooking, sizes of portions, and garnishing of foods to ensure food is prepared as prescribed. Manages menu planning, preparing and apportioning foods and minimizing spoilage and waste. Requires a High School diploma or equivalent and specialized training in food service plus typically a minimum of 3 to 5 years related experience.

**Exempt:** 51.5%  
**Non-Exempt:** 48.5%  
**Total No. Orgs:** 25  
**No. Empls:** 97

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
12	\$56,597	\$52,000	\$55,851	\$60,690	13	\$19.19	\$20.00	\$20.00	\$21.75

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--		2	--
100,000-150,000 Barrels	2	--		1	--
50,000-99,999 Barrels	2	--		2	--
30,000-49,999 Barrels	2	--		5	\$20.36
10,000-29,999 Barrels	0	--		0	--
<10,000 Barrels	4	--		2	--



# Job 29150: Chef

Chef – Responsible for overseeing back-of-house food activities, including food preparation, menu planning, training, and meeting budgetary guidelines. Estimates food consumption, purchases or requisitions foodstuffs and kitchen supplies. Devises special dishes and develops recipes. Establishes and maintains nutrition and sanitation standards. Requires completion of a formal training program at an accredited culinary institute plus typically a minimum of 5 years related experience.

**Exempt:** 92.1%  
**Non-Exempt:** 7.9%  
**Total No. Orgs:** 20  
**No. Empls:** 38

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
17	\$74,054	\$62,200	\$75,600	\$85,000	3	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	3	--	1	--
100,000-150,000 Barrels	2	--	0	--
50,000-99,999 Barrels	2	--	0	--
30,000-49,999 Barrels	4	--	1	--
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	5	\$58,663	0	--



# Job 29152: Human Resources Director

HR Director – Develops, maintains and administers personnel management programs encompassing all functional areas of personnel/labor relations. Responsibilities include employment, salary administration, benefits, training, EEO, and planning of staffing requirements. Incumbent must spend 100% of time in human resources activities and is responsible for recommending and setting personnel policies. Excludes incumbents who only administer personnel policies. Typically reports to the Chief Executive Officer.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 21  
**No. Empls:** 21

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
21	\$119,574	\$104,800	\$117,520	\$146,055	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	0	--
100,000-150,000 Barrels	3	--	0	--
50,000-99,999 Barrels	4	--	0	--
30,000-49,999 Barrels	6	\$124,081	0	--
10,000-29,999 Barrels	2	--	0	--
<10,000 Barrels	3	--	0	--



# Job 29177: Facilities/Maintenance Supv/Mgr Level I

Facilities/Maintenance Supervisor/Manager Level I (See Matrix A Tab) – Responsible for the production or services of the facilities/maintenance department or area. LEADERSHIP/SUPERVISION: Completes responsibilities through supervision of nonexempt employees or entry exempt employees. OPERATIONAL SCOPE: Supervises a work group or unit of employees, which requires a functional or operational expertise. Receives information in the form of tasks. Work is reviewed based on meeting quality, schedules, and efficiency standards. RESPONSIBILITIES: Executes budgets, develops schedules, and enforces policies and procedures. Manages the planning function on a day-to day basis. EDUCATION: Typically requires a Technical degree and/or the equivalent experience.

**Exempt:** 68.8%  
**Non-Exempt:** 31.3%  
**Total No. Orgs:** 7  
**No. Empls:** 16

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	4	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	1	--		2	--		
100,000-150,000 Barrels	0	--		0	--		
50,000-99,999 Barrels	1	--		2	--		
30,000-49,999 Barrels	0	--		0	--		
10,000-29,999 Barrels	1	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29179: Facilities/Maintenance Supv/Mgr Level III

Facilities/Maintenance Supervisor/Manager Level III (See Matrix A Tab) – Responsible for the production or services of the facilities/maintenance department or area. LEADERSHIP/SUPERVISION: Supports and creates effective teams, units, and environments. Impacts and promotes organizational strategy and vision. Creates linkages for employees on how they impact business strategy. Completes objectives through supervisors or managers or senior exempt specialists who have significant latitude. OPERATIONAL SCOPE: May set direction for a major, multi-functional unit or department. Work is received in the form of objectives based on organizational goals and company policy. Work is reviewed in terms of meeting the organization’s objectives. RESPONSIBILITIES: Has responsibility/accountability over the unit/department for budgets, schedules and planning. EDUCATION: Typically requires a Bachelor’s degree with prior supervisory experience and extensive expertise of knowledge in the specified area. Incumbent usually has prior supervisory experience and extensive expertise of knowledge in the specified area.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 12  
**No. Empls:** 13

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
12	\$102,824	\$90,000	\$107,866	\$120,000	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	3	--		0	--		
100,000-150,000 Barrels	2	--		0	--		
50,000-99,999 Barrels	3	--		0	--		
30,000-49,999 Barrels	3	--		0	--		
10,000-29,999 Barrels	1	--		0	--		
<10,000 Barrels	0	--		0	--		





# Job 29183: Process Analyst

Process Analyst – Qualifications: 5+ years of brewing production experience with detailed working knowledge of production processes and general facility systems & procedures. Ability to understand and read programming logic, troubleshoot and provide root cause analysis. May lead the work of others across multiple functional areas. Provides complex assistance to production, engineering and programming by troubleshooting and directing to the appropriate resource, production process problems. Acts as a liaison between these groups, and provides analytic support and consultation to project teams.

**Exempt:** 90.9%  
**Non-Exempt:** 9.1%  
**Total No. Orgs:** 6  
**No. Empls:** 11

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
5	\$81,332	\$72,100	\$84,031	\$100,900	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--		0	--
100,000-150,000 Barrels	2	--		0	--
50,000-99,999 Barrels	0	--		0	--
30,000-49,999 Barrels	1	--		1	--
10,000-29,999 Barrels	0	--		0	--
<10,000 Barrels	0	--		0	--



# Job 29185: Eventing Supervisor/Manager

Eventing Supervisor/Manager - Qualifications: Bachelor’s degree in marketing/business with 5+ years beer sales including promotions/events experience or 5+ years events management. Responsible for the management and development of eventing and the consumer experience. Conducts consumer research development, implementation and communication. Responsible for supervision/management of the event team.

**Exempt:** 70.6%  
**Non-Exempt:** 29.4%  
**Total No. Orgs:** 15  
**No. Empls:** 17

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
12	\$73,345	\$61,000	\$68,294	\$78,813	3	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	1	--		1	--		
100,000-150,000 Barrels	2	--		0	--		
50,000-99,999 Barrels	3	--		1	--		
30,000-49,999 Barrels	4	--		0	--		
10,000-29,999 Barrels	2	--		1	--		
<10,000 Barrels	0	--		0	--		



# Job 29191: Field Brander/Marketing

Field Brander/Marketing – Qualifications: 3+ years on-the-job work experience in a customer service/team based work environment. Responsible for the execution and operation of sponsored events within a territory, working closely with their manager, local sales teams and distributors to leverage opportunities through relationship building with local promoters, consumers, non-profit organizations (npo) and media outlets.

**Exempt:** 80.8%  
**Non-Exempt:** 19.2%  
**Total No. Orgs:** 11  
**No. Empls:** 26

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
9	\$64,607	\$54,663	\$67,280	\$78,409	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	4	--		0	--		
100,000-150,000 Barrels	1	--		0	--		
50,000-99,999 Barrels	2	--		0	--		
30,000-49,999 Barrels	1	--		2	--		
10,000-29,999 Barrels	1	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29195: On-Premise Key Accounts Manager

On-Premise Key Accounts Manager – Qualifications: 3 years industry experience and selling products on-premise to key accounts. Does not supervise. Develops and conducts presentations (using: Nielsen and market information, competitive activity analysis and sales data). Communicates all related key account information to sales team to insure coordination of pricing, management of programs, and account execution. Coordinates on-premise sale programs with Marketing, Production and Sales Departments.

**Exempt:** 96.8%  
**Non-Exempt:** 3.2%  
**Total No. Orgs:** 14  
**No. Empls:** 31

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
13	\$73,263	\$62,037	\$66,653	\$83,630	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
150,000+ Barrels	3	--		0	--
100,000-150,000 Barrels	2	--		0	--
50,000-99,999 Barrels	3	--		0	--
30,000-49,999 Barrels	4	--		0	--
10,000-29,999 Barrels	1	--		1	--
<10,000 Barrels	0	--		0	--



# Job 29313: Accountant, Senior

Accountant Senior - Qualifications: Top level for general accounting work. Requires a Bachelor’s degree in Accounting plus 5+ years’ related experience. Works under general direction and management and uses independent judgment, performs advanced and specialized accounting assignments, involving complex and/or confidential data. Analyzes information, generates reports, statements and makes recommendations. Provide leadership and direction to accounting team.

**Exempt:** 90.6%  
**Non-Exempt:** 9.4%  
**Total No. Orgs:** 25  
**No. Empls:** 33

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
23	\$80,853	\$73,182	\$80,000	\$88,250	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	4	--	0	--
100,000-150,000 Barrels	3	--	0	--
50,000-99,999 Barrels	6	\$79,099	0	--
30,000-49,999 Barrels	8	\$80,252	0	--
10,000-29,999 Barrels	2	--	2	--
<10,000 Barrels	0	--	0	--



# Job 29352: Human Resources Generalist

Human Resources Generalist – Qualifications: May require a degree in Human Resources and less than 4 years of experience. Typically reports to a Manger or Director. Responsible for several human resource activities including coordinating employment activities, employee relations complaints or grievances, administer employee records, ensure compliance with labor laws and regulations, coordinate employee training activities, administer compensation/benefits and performance programs.

**Exempt:** 65.4%  
**Non-Exempt:** 34.6%  
**Total No. Orgs:** 21  
**No. Empls:** 26

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
17	\$62,464	\$58,896	\$68,440	\$70,647	4	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	2	--	1	--
100,000-150,000 Barrels	3	--	0	--
50,000-99,999 Barrels	3	--	2	--
30,000-49,999 Barrels	6	\$65,501	1	--
10,000-29,999 Barrels	3	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29502: Sensory Program Manager

Sensory Program Manager – Qualifications: 5+ years’ experience and a Bachelor’s degree in Chemistry, Microbiology or related field. May report to a Manager or Director of Quality. Responsible for developing, implementing, executing, and improving methods to conduct day-to-day product and process analysis to provide information to make informed product and process decision in the area of sensory. May provide leadership and direction to team. Uses independent judgement, performs special projects and makes recommendations.

**Exempt:** 100.0%

**Non-Exempt:** 0.0%

**Total No. Orgs:** 6

**No. Empls:** 7

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
6	\$70,367	\$65,050	\$70,380	\$77,144	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	0	--
100,000-150,000 Barrels	1	--	0	--
50,000-99,999 Barrels	1	--	0	--
30,000-49,999 Barrels	3	--	0	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29869: Environmental, Health & Safety Manager

Environmental, Health & Safety Manager – Qualifications: This position is a: First-Line Supervisor. Highest Level Supervised: Non-Exempt/Non-Supv. Exempt Employees. Responsible for managing activities related to environmental and safety control. Plans, implements, and coordinates programs to reduce or eliminate occupational injuries, illnesses, deaths, and financial losses. Identifies and appraises conditions which could produce accidents and financial losses and evaluates potential extent of injuries resulting from accidents. Develops accident-prevention and loss-control systems and programs for incorporation into operational policies of organization.

**Exempt:** 85.7%  
**Non-Exempt:** 14.3%  
**Total No. Orgs:** 6  
**No. Empls:** 7

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
6	\$95,562	\$71,656	\$94,994	\$122,525	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	4	--	0	--
100,000-150,000 Barrels	0	--	0	--
50,000-99,999 Barrels	1	--	0	--
30,000-49,999 Barrels	1	--	0	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	0	--	0	--





# Job 29135: Eventor – Field

Eventor – Field – Qualifications: 2+ years previous experience in events and promotions coordination. Responsible for coordination and execution of events and festivals in larger venues. Excludes promotions at bars. Includes stand alone festivals and sponsorship events.

**Exempt:** 6.3%  
**Non-Exempt:** 93.8%  
**Total No. Orgs:** 9  
**No. Empls:** 48

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
3	--	--	--	--	6	\$18.31	\$18.00	\$18.00	\$18.50

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	1	--		0	--	
100,000-150,000 Barrels	0	--		0	--	
50,000-99,999 Barrels	1	--		1	--	
30,000-49,999 Barrels	1	--		2	--	
10,000-29,999 Barrels	0	--		3	--	
<10,000 Barrels	0	--		0	--	



# Job 29182: Plant Engineer III

Plant Engineer III (See Matrix E Tab) – Conceives and develops solutions to engineering programs through the application of professionally accepted engineering techniques, practices and procedures. Ensures that engineering work conforms to high technical and organization standards and meets or exceeds all contract requirements. Ensures the predictability of designs and products. Compiles and evaluates design and data to determine adequacy of the product or software and the engineering effectiveness of the results compared to requirements and specifications. GENERAL CHARACTERISTICS: Work requires application of intensive and diversified knowledge of engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods, and represents the organization in conferences to resolve important questions and to plan and coordinate work. DIRECTION RECEIVED: Receives little direct super-vision and guidance and only in terms of specific work objectives and critical issues. TYPICAL TASKS AND RESPONSIBILITIES: Plans, develops, or coordinates, and directs a large and important engineering project or a number of small projects with many complex features. Non-Supervisory Researcher – Carries out complex or novel research assignments requiring the development of new or improved techniques and procedures. Non-Supervisory Staff Specialist – Develops and evaluates plans and criteria for a variety of projects and activities to be carried out by others. DIRECTION OF OTHERS: Supervises, coordinates, and reviews the work of a small staff of Engineers and Technicians. Estimates personnel needs and schedules and assigns work to meet completion date.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 4  
**No. Empls:** 4

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
4	--	--	--	--	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	1	--	0	--
100,000-150,000 Barrels	0	--	0	--
50,000-99,999 Barrels	1	--	0	--
30,000-49,999 Barrels	2	--	0	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	0	--	0	--



# Job 29118: Point of Sales Department Manager

Point of Sales Department Manager – Qualifications: College degree and 2+ years of department management including inventory control and budget management experience. Primary Responsibilities: Accountable for all aspects of point of sale department. This includes (1) research and development, (2) negotiating competitive pricing, (3) purchasing, (4) maintaining inventories, and (5) filling and shipping customer orders, catalog sales, charitable donations, etc. Department budget and inventory controls maintenance. Monthly accounting of Coop budgets by distributor and Sales Manager.

**Exempt:** 71.4%  
**Non-Exempt:** 28.6%  
**Total No. Orgs:** 4  
**No. Empls:** 7

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
2	--	--	--	--	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	0	--		1	--	
100,000-150,000 Barrels	0	--		0	--	
50,000-99,999 Barrels	0	--		1	--	
30,000-49,999 Barrels	2	--		0	--	
10,000-29,999 Barrels	0	--		0	--	
<10,000 Barrels	0	--		0	--	



# Job 29188: Pub & Tasting Room Staff – With Food (restaurant/pub) (NO Tips)

Pub & Tasting Room Staff – With Food (restaurant/pub) (NO Tips) – With food (restaurant/pub). Qualifications: 1+ years of bartending, food service or other hospitality experience, must have beer knowledge and public speaking abilities. Pours beer, serves customers, may sell retail soft goods. Must adhere to state regulations and liability concerns.

**Exempt:** 8.3%  
**Non-Exempt:** 91.7%  
**Total No. Orgs:** 9  
**No. Empls:** 372

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
0	--	--	--	--	9	\$16.27	\$15.00	\$18.00	\$21.00

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	2	--
100,000-150,000 Barrels	0	--	1	--
50,000-99,999 Barrels	0	--	1	--
30,000-49,999 Barrels	0	--	3	--
10,000-29,999 Barrels	0	--	1	--
<10,000 Barrels	0	--	1	--



# Job 29200: Philanthropy Coordinator

Philanthropy Coordinator – Qualifications: 3+ years’ experience in the field or related field. Familiar with philanthropy concepts, practices, and procedures. Responsible for coordinating the organizations corporate giving and volunteer programs. Represents the organization in activities associates with volunteer and community activities. Implements and monitors policies or programs that promote good will and foster relationships in community.

**Exempt:** 66.7%  
**Non-Exempt:** 33.3%  
**Total No. Orgs:** 5  
**No. Empls:** 6

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
4	--	--	--	--	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	1	--		0	--	
100,000-150,000 Barrels	1	--		0	--	
50,000-99,999 Barrels	1	--		1	--	
30,000-49,999 Barrels	1	--		0	--	
10,000-29,999 Barrels	0	--		0	--	
<10,000 Barrels	0	--		0	--	



# Job 29434: Environmental, Health & Safety Coordinator

Environmental, Health & Safety Coordinator – Qualifications: Requires training or course work in the following areas: physical sciences, engineering, health science/industrial hygiene. Assists in the coordination and maintenance of environmental, health and safety programs with the aim of eliminating accidents, property loss, harm to the environment and compliance with all applicable regulations. This position may be responsible for one or more of the following areas: Safety, Industrial Hygiene, Environmental, or Hazardous Materials Transportation. Applies principles of physical science and engineering as required.

**Exempt:** 22.2%  
**Non-Exempt:** 77.8%  
**Total No. Orgs:** 5  
**No. Empls:** 9

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
2	--	--	--	--	3	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	0	--		0	--	
100,000-150,000 Barrels	1	--		0	--	
50,000-99,999 Barrels	0	--		0	--	
30,000-49,999 Barrels	1	--		1	--	
10,000-29,999 Barrels	0	--		2	--	
<10,000 Barrels	0	--		0	--	



# Job 29151: Sustainability Coordinator

Sustainability Coordinator – Provides strategic recommendations for implementation of energy efficient facilities and practices. Ensures coordination of efforts with all departments in the implementation of projects and programs. Develops measurement standards to identify the return on investment to the organization. Typically requires bachelor’s degree and 2 years of experience.

**Exempt:** 66.7%  
**Non-Exempt:** 33.3%  
**Total No. Orgs:** 3  
**No. Empls:** 3

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
2	--	--	--	--	1	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	0	--		1	--		
100,000-150,000 Barrels	0	--		0	--		
50,000-99,999 Barrels	1	--		0	--		
30,000-49,999 Barrels	1	--		0	--		
10,000-29,999 Barrels	0	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29180: Plant Engineer I

Plant Engineer I (See Matrix E Tab) – Conceives and develops solutions to engineering programs through the application of professionally accepted engineering techniques, practices and procedures. Ensures that engineering work conforms to high technical and organization standards and meets or exceeds all contract requirements. Ensures the predictability of designs and products. Compiles and evaluates design and data to determine adequacy of the product or software and the engineering effectiveness of the results compared to requirements and specifications. GENERAL CHARACTERISTICS: At the beginning to continuing level of engineering work, per-forms routine functions which require application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited exercise of judgment required. Typically receives or has received on-the-job or formal classroom instruction. DIRECTION RECEIVED: Supervision ranges from close supervision with specific and detailed instructions to more general supervision with the supervisor screening assignments to eliminate difficult problems. Work may be checked during progress and reviewed for accuracy upon completion. TYPICAL TASKS AND RESPONSIBILITIES: Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced Engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results and follows operations through a series of related detailed steps or processes. DIRECTION OF OTHERS: May supervise a few Aides or Technicians.

**Exempt:** 100.0%  
**Non-Exempt:** 0.0%  
**Total No. Orgs:** 4  
**No. Empls:** 5

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
4	--	--	--	--	0	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
150,000+ Barrels	0	--	0	--
100,000-150,000 Barrels	2	--	0	--
50,000-99,999 Barrels	1	--	0	--
30,000-49,999 Barrels	1	--	0	--
10,000-29,999 Barrels	0	--	0	--
<10,000 Barrels	0	--	0	--





# Job 29192: Compliance Coordinator

Compliance Coordinator – Qualifications: 2+ years of experience with regulatory agencies and/or compliance reporting. Degree in related field preferred. Prepares and files registrations, annual reports, and product approvals with appropriate federal, state and local taxing authorities. Coordinates research of intellectual property rights with outside council and acts as the hub for all internal communication regarding the status of all the above.

**Exempt:** 60.0%  
**Non-Exempt:** 40.0%  
**Total No. Orgs:** 11  
**No. Empls:** 10

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
8	\$69,772	\$58,960	\$68,980	\$81,306	3	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg		
150,000+ Barrels	2	--		0	--		
100,000-150,000 Barrels	1	--		1	--		
50,000-99,999 Barrels	2	--		1	--		
30,000-49,999 Barrels	3	--		1	--		
10,000-29,999 Barrels	0	--		0	--		
<10,000 Barrels	0	--		0	--		



# Job 29173: Field Service/Quality Technician

Field Service/Quality Technician – Qualifications: 2+ years of customer service experience preferably in sales; knowledge of craft brewing, beer quality, draft equipment and repair. Maintains a consistent cleaning schedule of field equipment while promoting quality knowledge and customer service for assigned accounts.

**Exempt:** 0.0%  
**Non-Exempt:** 100.0%  
**Total No. Orgs:** 2  
**No. Empls:** 2

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>			25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>
0	--	--	--	--	2	--	--	--	--

2022 Barrelage	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg	
150,000+ Barrels	0	--		0	--	
100,000-150,000 Barrels	0	--		0	--	
50,000-99,999 Barrels	0	--		0	--	
30,000-49,999 Barrels	0	--		1	--	
10,000-29,999 Barrels	0	--		0	--	
<10,000 Barrels	0	--		1	--	

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The 2023 Salary & Benefits Benchmarking Survey was developed in collaboration with the Craft Beer Human Resources (CBHR) group. Data can be found online at:

[BrewersAssociation.org/Statistics-and-Data/Brewery-Operations-Benchmarking-Survey](https://BrewersAssociation.org/Statistics-and-Data/Brewery-Operations-Benchmarking-Survey)

