



RECRUITING DIVISION

2022 Plastics Salary Survey Summary and Trends

About the Survey

1,016 plastics professionals* completed the 2022 Plastics Salary and Trends Survey, which asked participants about their compensation in 2021. It was conducted by the Recruiting Division of MBS Advisors (<http://recruiting.mbsadvisors.com>) in March of 2022. The survey was implemented using the online survey tool SurveyMonkey (www.surveymonkey.com), with oversight and analysis by Brand Beacon Consulting.

**1,016 people took the 2022 survey with 946 respondents answering the compensation questions in some way. However, due to inconsistent/incomplete survey response entry, the information in this report is based on responses from a sample of 917 respondents.*

Overall Average Compensation for the Calendar Year of 2021

Average Base Salary	\$104,647
Average Bonus / Incentive / Commission	\$ 32,641
Average Total Cash Compensation	\$137,288

Base salaries in the plastics industry decreased by 8.47% in 2021 and overall compensation decreased by 3.3% from the previous year.* There was an 18% increase in additional compensation from last year.

**Based on what MBS has seen during the past year and overall hiring market trends, the average salary decrease came as a surprise as most employers have been increasing wages to retain and attract talent. The decrease in average salary represented by this survey is likely the result of the following drivers.*

Possible drivers for the decrease in base salary in the 2022 survey:

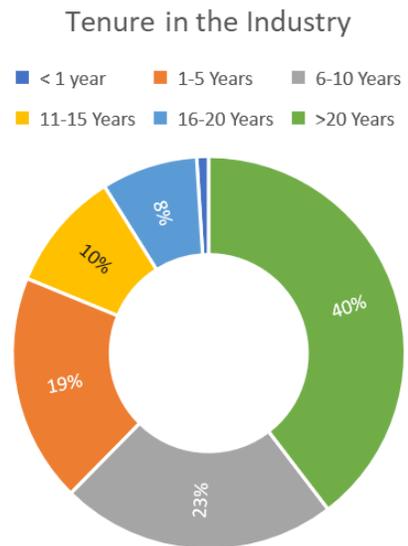
- **Gender** - higher proportion of female employees - 20% in 2022 versus 10% in 2021
- **Age** - higher proportion of younger employees (age 21 - 44) - 46% in 2022 versus 29% in 2021
- **Industry tenure** - higher proportion of employees with tenure of 5 years or less - 20% in 2022 versus 9% in 2021
- **Company tenure** - lower proportion of employees with tenure of 10 years or longer - 34% in 2022 versus 40% in 2021
- **Education** - higher proportion of employees with high school, professional certification or associate degrees - 31% in 2022 versus 23% in 2021
- **Retirement** - Another hypothesis about the salary decrease this year is the likelihood that many employees (who would be among the higher wage earners) took early retirement during the pandemic.

Respondent Profile

Below is a profile breakdown of the 2022 Salary Survey for Plastics Professionals respondents.

Gender	
Male	80%
Female	20%
Age	
21 - 34	17%
35 - 44	29%
45 - 54	22%
55 - 64	26%
65 +	6%
Tenure in the Plastics Industry	
< 1 Year	1%
1 - 5 Years	19%
6 - 10 Years	23%
11 - 15 Years	10%
16 - 20 Years	8%
> 20 Years	40%
Tenure with Company	
< 1 Year	6%
1 - 2 Years	12%
3 - 5 Years	27%
6 - 10 Years	21%
> 10 Years	34%

Education	
High School	8%
Professional Certificate Program	10%
Associates Degree	13%
Bachelor's Degree	44%
Master's Degree	19%
Doctoral Degree	5%
Other	1%



Average Compensation by Job Title

Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Accounts Payable/Receivable	4	\$33,750	\$9,625	\$43,375
Administrative Support	13	\$64,846	\$25,615	\$90,462
Advertising or Marketing Specialist	16	\$63,625	\$20,438	\$84,063
Applications Engineer, in the field	17	\$69,259	\$20,567	\$89,826
Applications Engineer, in the office	28	\$75,504	\$21,270	\$96,773
Automation Engineer	22	\$57,682	\$23,868	\$81,550
Chief Executive Officer	44	\$143,534	\$66,750	\$210,284
Chief Financial Officer	15	\$76,533	\$32,733	\$109,267
Chief Information Officer	13	\$69,769	\$31,231	\$101,000
Chief Operating Officer	22	\$93,036	\$37,636	\$130,673
CNC Machinist	19	\$66,316	\$22,816	\$89,132
Color Specialist	24	\$74,496	\$28,708	\$103,204
Consultant	18	\$99,764	\$31,767	\$131,531
Controller	14	\$70,250	\$35,894	\$106,144
Cost Analyst	12	\$62,299	\$21,292	\$83,591
Die Designer	8	\$62,375	\$17,500	\$79,875
Diemaker	4	\$84,750	\$21,250	\$106,000
Engineering Director or VP	14	\$150,143	\$92,429	\$242,571
Engineering Manager	38	\$110,457	\$31,445	\$141,902
Facility or Building Manager	2	\$110,000	\$13,500	\$123,500
Finance VP or Director	2	\$242,500	\$260,000	\$502,500
General Manager	17	\$141,193	\$19,647	\$160,840
Human Resources	4	\$71,059	\$7,813	\$78,871
Human Resources Manager	10	\$77,868	\$10,194	\$88,062
Industrial Engineer	3	\$96,667	\$9,000	\$105,667
Inside Sales/Customer Service	1	\$56,000	\$10,000	\$66,000
Lab Technician	1	\$40,000	\$10,000	\$50,000
Machine Designer	2	\$76,250	\$21,250	\$97,500
Maintenance Manager, process machinery	7	\$94,514	\$5,986	\$100,500
Maintenance Specialist, process machinery	4	\$82,875	\$16,250	\$99,125
Manufacturing Director	7	\$108,429	\$30,500	\$138,929
Manufacturing Engineer	7	\$105,474	\$5,609	\$111,083
Manufacturing Engineering Manager	4	\$114,644	\$13,250	\$127,894
Manufacturing Manager	12	\$99,667	\$10,458	\$110,125
Manufacturing VP or Director	7	\$151,000	\$49,571	\$200,571
Marketing Manager	12	\$115,998	\$50,479	\$166,477
Materials Engineer	9	\$234,944	\$18,202	\$253,147
Mold Designer	4	\$94,975	\$2,738	\$97,713
Mold Technician	3	\$74,333	\$4,167	\$78,500

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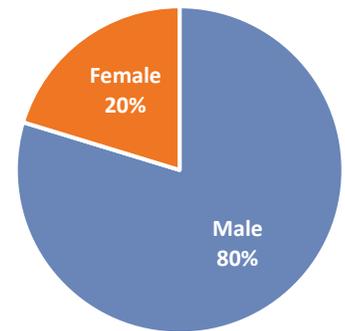
Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Moldmaker	3	\$70,153	\$3,333	\$73,487
Operations Director or Manager	10	\$123,937	\$38,008	\$161,945
Owner	2	\$99,000	\$31,000	\$130,000
Packaging Engineer	1	\$80,000	\$20,000	\$100,000
Plant Layout Engineer	1	\$45,000	\$5,000	\$50,000
Plant Manager	15	\$121,900	\$35,900	\$157,800
Plant or Building Engineer	1	\$72,889	\$4,000	\$76,889
President	16	\$218,792	\$128,200	\$346,992
Process Engineer	28	\$88,173	\$22,396	\$110,570
Process Technician	5	\$66,400	\$20,140	\$86,540
Product Designer or Engineer	15	\$105,724	\$9,796	\$115,520
Product Development VP or Manager	3	\$124,000	\$19,667	\$143,667
Product Manager or Product Specialist	8	\$114,425	\$47,976	\$162,401
Production Engineer	2	\$87,000	\$3,000	\$90,000
Production Manager	5	\$89,700	\$27,300	\$117,000
Production Supervisor	2	\$92,500	\$3,500	\$96,000
Program or Project Manager	9	\$106,339	\$16,403	\$122,742
Project Engineer	7	\$101,714	\$9,786	\$111,500
Purchasing Agent	1	\$55,000	\$2,000	\$57,000
Purchasing Director or Manager	8	\$103,963	\$26,368	\$130,330
Quality Director	6	\$122,300	\$57,533	\$179,833
Quality Engineer	5	\$89,200	\$24,660	\$113,860
Quality Manager	12	\$143,475	\$15,708	\$159,183
Quality Technician	1	\$45,000	\$45,000	\$90,000
R&D Engineer, chemicals, resins, additives	20	\$115,808	\$24,545	\$140,353
R&D Engineer, mechanical	9	\$113,446	\$9,222	\$122,668
R&D Engineer, other	7	\$120,662	\$22,385	\$143,047
R&D or Laboratory Manager	14	\$110,071	\$8,779	\$118,850
Safety Engineer	2	\$108,750	\$20,775	\$129,525
Safety Manager	3	\$87,000	\$75,000	\$162,000
Sales and Marketing Director	25	\$144,711	\$38,545	\$183,255
Sales and Marketing VP	19	\$166,874	\$63,905	\$230,779
Sales Manager	40	\$116,214	\$45,185	\$161,399
Sales Person or Account Manager	53	\$119,886	\$50,899	\$170,785
Shift Manager or Supervisor	1	\$60,000	\$40,000	\$100,000
Simulation Design Engineer	2	\$105,000	\$40,500	\$145,500
Supply Chain Manager	2	\$88,500	\$25,250	\$113,750
Supply Chain VP or Director	2	\$108,000	\$20,000	\$128,000
Technical support inside sales	5	\$90,400	\$13,100	\$103,500
Technical Support Manager	2	\$108,000	\$16,000	\$124,000
Technical Support, in office	7	\$84,286	\$13,429	\$97,714
Technical Support, in the field	14	\$79,571	\$12,279	\$91,850

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Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Technology Manager	5	\$74,000	\$8,900	\$82,900
Tooling Engineer	9	\$90,193	\$4,222	\$94,415
Tooling Manager	16	\$81,813	\$17,594	\$99,406
Training Manager	6	\$39,000	\$4,883	\$43,883
Other	15	\$110,277	\$33,782	\$144,059

Gender

	N	Base Average	Average Additional Compensation	Average Total Cash Compensation
Male	731	\$109,623	\$34,304	\$143,928
Female	186	\$85,090	\$26,102	\$111,191



Male/Female Makeup in the Plastics Industry

Notes about Gender for 2022

- Male respondents tend to be older - 59% of males are age 45+ while 32% of females are age 45+.
- Males have longer industry tenure - 64% of males have been in the industry for more than 10 years while 32% of females of been in the industry this long.
- Males have somewhat longer tenure with their companies - 56% of males have been with their companies for more than five years and 49% of females have been with their companies this long.

Age

	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
21 - 34	152	\$73,599	\$20,484	\$94,083
35 - 44	267	\$79,397	\$25,018	\$104,415
45 - 54	200	\$111,803	\$31,318	\$143,121
55 - 64	240	\$136,316	\$45,495	\$181,811
65+	58	\$146,531	\$50,958	\$197,489

Average Compensation by Tenure in the Plastics Industry

	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
< 1 Year	7	\$72,857	\$46,036	\$118,893
1 - 5 Years	166	\$68,466	\$21,676	\$90,142
6 - 10 Years	211	\$82,984	\$25,593	\$108,578
11 -15 Years	94	\$92,033	\$22,799	\$114,832
16 - 20 Years	69	\$107,073	\$27,191	\$134,263
> 20 years	370	\$136,587	\$44,842	\$181,429

Unsurprisingly, age and longer tenure equates to higher annual earnings.



Education

	N	Average Base Salary	Average Additional Comp	Average Total Comp
High School	61	\$96,305	\$35,634	\$131,939
Professional Certificate Program	87	\$70,593	\$16,589	\$87,183
Associate's Degree	127	\$79,430	\$29,265	\$108,695
Bachelor's Degree	415	\$108,799	\$34,246	\$143,045
Master's Degree	179	\$129,150	\$38,250	\$167,399
Doctoral Degree	45	\$119,778	\$32,318	\$152,096

Interesting to note that individuals with only a high school diploma earn a significantly higher wage than those who have completed a certificate program.

	High School		Associate's Degree		Professional Certificate Program	
	N	%	N	%	N	%
Under \$50,000	7	11%	6	5%	14	16%
\$50,000 - \$69,999	6	10%	17	13%	16	18%
\$70,000 - \$99,999	10	16%	47	37%	31	36%
\$100,000 - \$149,999	18	30%	40	31%	18	21%
\$150,000 - \$199,999	10	16%	10	8%	8	9%
\$200,000 or More	10	16%	7	6%	0	0%

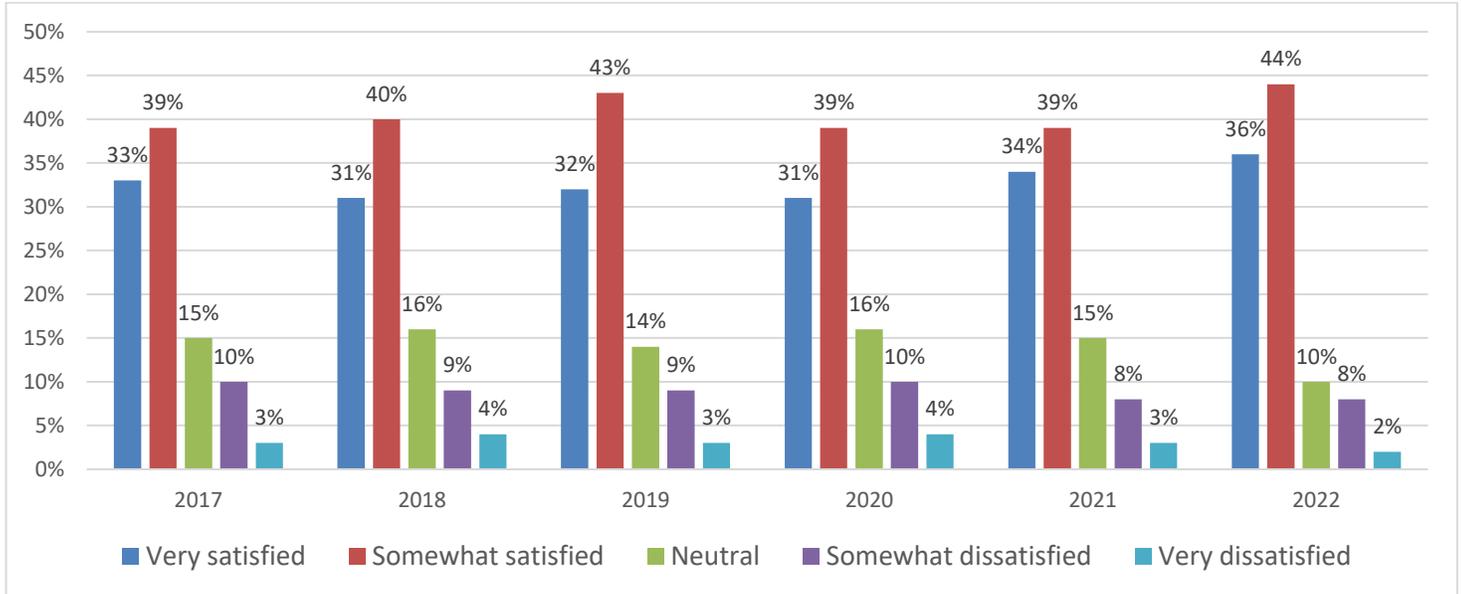
	Bachelor's Degree		Master's Degree		Doctoral Degree	
	N	%	N	%	N	%
Under \$50,000	5	1%	1	0.50%	0	0%
\$50,000 - \$69,999	41	10%	7	4%	0	0%
\$70,000 - \$99,999	105	25%	51	28%	14	31%
\$100,000 - \$149,999	128	31%	49	27%	9	20%
\$150,000 - \$199,999	72	17%	30	17%	11	24%
\$200,000 or More	64	15%	41	23%	11	24%

Average Compensation by Region

	N	Average Base Salary	Average Additional Compensation	Average Total Cash Compensation
East North Central	218	\$120,076	\$34,988	\$155,064
Mid Atlantic	120	\$104,176	\$31,197	\$135,373
New England	62	\$119,740	\$51,777	\$171,518
South Atlantic	220	\$90,249	\$37,409	\$127,659
South Central	88	\$112,764	\$27,036	\$139,799
West	103	\$96,214	\$19,346	\$115,560
West North Central	66	\$96,218	\$20,458	\$116,676
Outside US	40	\$95,532	\$34,951	\$130,483

Based on our data, average total compensation is highest in the New England and East North Central regions - above \$150,000. It is lowest in the West and West North Central regions. This has changed slightly from last year's survey. According to the 2021 salary survey, wages were highest in the South Central and East North Central regions of the United States.

Satisfaction with Current Position



Satisfaction ratings continue to skew toward the positive end of the scale. The top 2 box score has improved significantly since 2020. 80% are either very or somewhat satisfied in their current jobs - a strong score and the highest it has been over quite some time. At the top of the scale, 36% are very satisfied. Only 10% are dissatisfied to any degree.

Influential Factors Considering a job change

Survey participants were asked, “If you were to seek a job at another company, what would you look for?” Participants could choose all that apply from the list supplied.

This chart shows their responses in ranking order from most important to least.

Salary	71%
Benefits	62%
Company's financial performance	45%
Flexible hours	43%
Opportunity to work from home	37%
Company image and prestige	34%
Workplace health and safety of employees	29%
Remote work	25%
Social responsibility and / or diversity, values	20%
Hospitality and congeniality	18%
Social media, blogs	9%
Other	8%

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