

A woman with blonde hair tied back, wearing safety glasses, a dark blue t-shirt, and denim overalls, is working in a brewery. She is wearing black gloves and is focused on a large, complex metal pipe assembly. The background shows various pipes and equipment typical of a brewery.

2025

SALARY AND BENEFITS
BENCHMARKING

Salary Report

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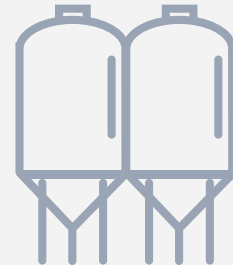
Introduction

This report is a compilation of salary benchmarks for jobs at small and independent breweries. Survey respondents provided data for the positions that exist at their breweries and each position was categorized into the closest associated job grouping.

We thank the breweries that participated.



67
JOBS PUBLISHED



92
PARTICIPATING
ORGANIZATIONS



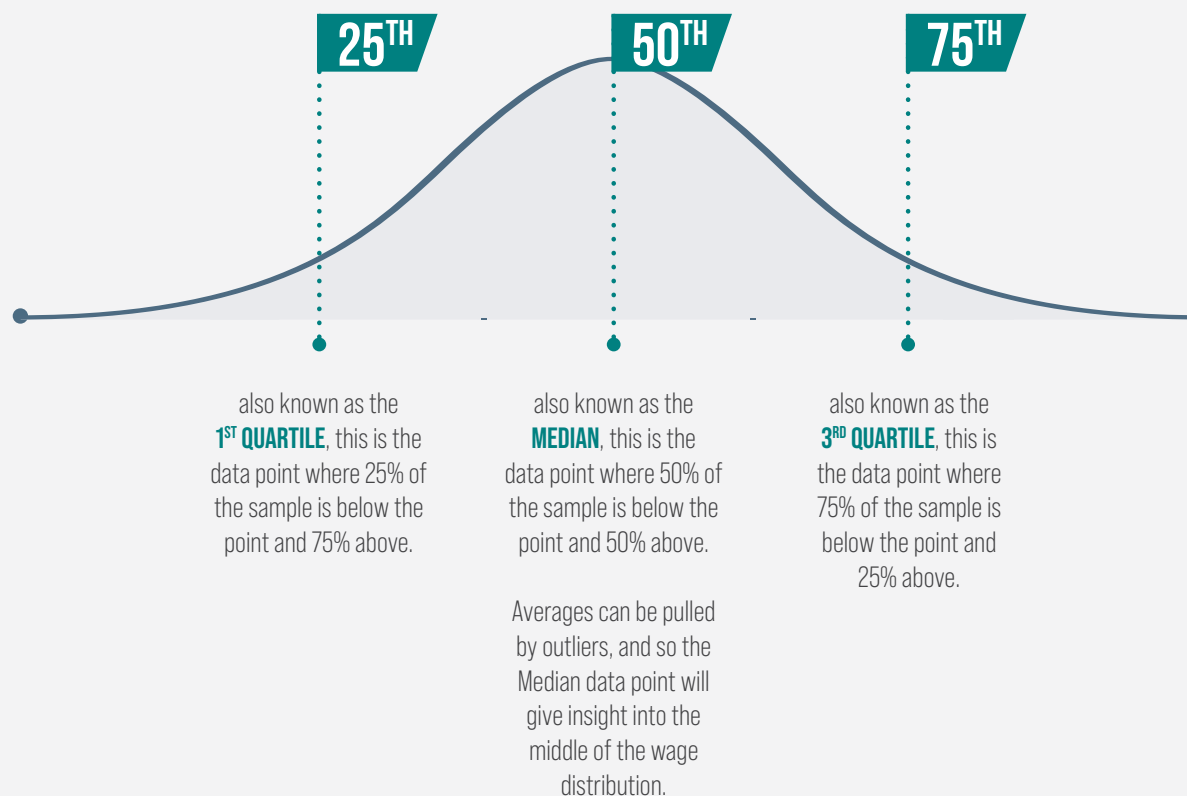
7,011
EMPLOYEES
COVERED

DATA PRESENTATION AND LIMITS

5⁺ 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).

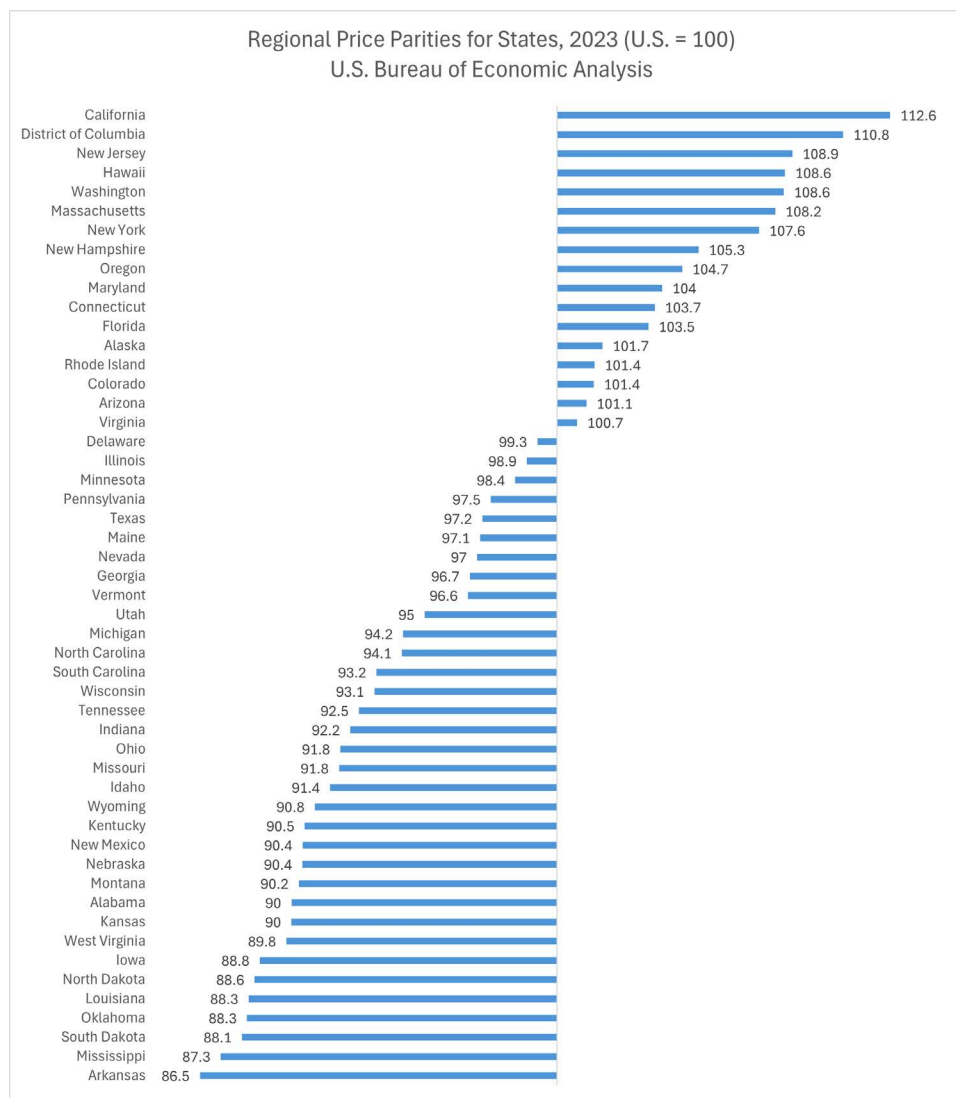


COST OF LIVING ADJUSTMENTS

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.



Account Payable / Receivable Clerk

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.

Exempt: 9.1%
Non-Exempt: 90.9%
Total No. Orgs: 5
No. Empls: 11

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

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	2	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	2	--
Onsite model	0	--	0	--
Distribution model	3	--	2	--

Accountant

Works under general direction and management and uses independent judgment, performs accounting assignments, involving complex and/or confidential data. Analyzes information, generates reports, statements and makes recommendations.

Exempt: 75.0%

Non-Exempt: 25.0%

Total No. Orgs: 17

No. Empls: 44

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
12	\$84,253	\$70,000	\$75,840	\$91,670	7	\$26.66	\$23.00	\$25.20	\$28.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	12	\$84,253	7	\$26.66
0-14 employees	0	--	0	--
15-59 employees	2	--	0	--
60+ employees	10	\$85,227	7	\$26.66
Onsite model	0	--	0	--
Distribution model	12	\$84,253	7	\$26.66

Bartender

Pouring and serving beer, lead customer tastings, educate guests about different styles and brewing processes, and help maintain cleanliness in the bar area. May also manage inventory, restock supplies, assist with special events or brewery tours, and ensure customers are of legal drinking age.

Exempt: 2.1%
Non-Exempt: 96.2%
Total No. Orgs: 49
No. Empls: 718

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
4	--	--	--	--	45	\$11.00	\$6.75	\$10.00	\$16.50

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	15	\$12.97
1K-10K BBL	1	--	16	\$8.97
10K BBL or more	2	--	14	\$12.34
0-14 employees	0	--	16	\$12.30
15-59 employees	2	--	17	\$8.89
60+ employees	2	--	12	\$12.86
Onsite model	1	--	21	\$12.53
Distribution model	3	--	23	\$10.72

Bartender (Lead)

Responsible for the pub in the absence of the Pub Manager. Responsible for supervision of 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: 5.1%
Non-Exempt: 94.9%
Total No. Orgs: 16
No. Empls: 39

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
4	--	--	--	--	12	\$14.34	\$11.44	\$11.63	\$15.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	3	--
1K-10K BBL	1	--	7	\$13.42
10K BBL or more	3	--	2	--
0-14 employees	0	--	2	--
15-59 employees	0	--	7	\$14.52
60+ employees	4	--	3	--
Onsite model	0	--	8	\$14.74
Distribution model	4	--	4	--

BOH Manager/Supervisor/Chef

Responsible for all aspects of back-of-house (BOH) operations. Must adhere to state regulations, and liability concerns.

Exempt: 52.7%

Non-Exempt: 47.3%

Total No. Orgs: 27

No. Empls: 112

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
19	\$64,460	\$50,000	\$60,000	\$73,000	14	\$23.07	\$16.50	\$24.00	\$27.84

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	4	--	3	--
1K-10K BBL	3	--	5	\$18.09
10K BBL or more	12	\$64,826	6	\$26.95
0-14 employees	1	--	0	--
15-59 employees	3	--	8	\$18.37
60+ employees	15	\$64,703	6	\$26.95
Onsite model	4	--	3	--
Distribution model	15	\$64,035	11	\$23.32

Branding/Marketing Director

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.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 16

No. Empls: 45

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
15	\$133,947	\$80,000	\$121,000	\$161,289	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	4	--	0	--
10K BBL or more	10	\$143,960	1	--
0-14 employees	0	--	0	--
15-59 employees	4	--	0	--
60+ employees	11	\$142,186	1	--
Onsite model	3	--	0	--
Distribution model	12	\$140,017	1	--

Branding/Marketing Manager

Manages research and development and implementation of branding and marketing strategies in accordance with the corporate marketing plan. Often writes ad copy and press releases.

Exempt: 93.4%

Non-Exempt: 6.6%

Total No. Orgs: 19

No. Empls: 61

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
16	\$114,817	\$75,920	\$115,000	\$140,400	3	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	2	--	2	--
1K-10K BBL	5	\$61,240	0	--
10K BBL or more	9	\$124,253	1	--
0-14 employees	2	--	2	--
15-59 employees	6	\$59,525	0	--
60+ employees	8	\$125,071	1	--
Onsite model	2	--	2	--
Distribution model	13	\$119,426	1	--

Branding/Marketing Staff

Responsible for the execution and operation of branding/marketing projects, and relationship-building with brewery partners, consumers, non-profit organizations, and media outlets.

Exempt: 55.0%

Non-Exempt: 45.0%

Total No. Orgs: 9

No. Empls: 40

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
5	\$63,603	\$35,469	\$65,000	\$75,000	4	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	5	\$63,603	4	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	5	\$63,603	4	--
Onsite model	0	--	0	--
Distribution model	5	\$63,603	4	--

Brewing/Cellar Staff

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.

Exempt: 3.3%
Non-Exempt: 96.7%
Total No. Orgs: 38
No. Empls: 338

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
14	\$65,082	\$58,562	\$65,021	\$65,021	28	\$24.75	\$20.50	\$24.00	\$26.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	3	--	2	--
1K-10K BBL	4	--	12	\$22.17
10K BBL or more	7	\$65,984	14	\$25.38
0-14 employees	5	\$47,260	3	--
15-59 employees	3	--	13	\$22.04
60+ employees	6	\$66,158	12	\$25.46
Onsite model	3	--	4	--
Distribution model	10	\$65,646	23	\$24.92

Business Administration Generalist

Responsibilities include overseeing various operational, financial, and administrative tasks across multiple departments, such as managing budgets, coordinating projects, streamlining processes, and supporting staff.

Exempt: 43.8%

Non-Exempt: 56.3%

Total No. Orgs: 22

No. Empls: 48

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
13	\$69,409	\$60,650	\$66,959	\$68,682	11	\$23.77	\$20.00	\$22.50	\$25.75

	No. Orgs.	Wtd. Avg		No. Orgs.	Wtd. Avg
1K BBL or Less	3	--		0	--
1K-10K BBL	2	--		5	\$25.15
10K BBL or more	8	\$72,536		6	\$22.08
0-14 employees	1	--		1	--
15-59 employees	5	\$50,108		4	--
60+ employees	7	\$75,371		6	\$22.08
Onsite model	2	--		1	--
Distribution model	11	\$69,440		10	\$21.69

Business Development Manager

Drives growth by identifying new market opportunities, partnerships, and distribution channels. Builds and maintains strategic relationships, negotiates agreements, and collaborates with sales and marketing teams to expand the brewery's reach and revenue potential.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 4

No. Empls: 74

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	2	--	1	--
0-14 employees	1	--	0	--
15-59 employees	0	--	0	--
60+ employees	2	--	1	--
Onsite model	1	--	0	--
Distribution model	2	--	1	--

Business/Sales Analyst

Collects, interprets, and reports on sales and/or operational data to guide strategic decision-making. Identifies trends, forecasts demand, and evaluates pricing and distribution performance to enhance the brewery's market presence and profitability.

Exempt: 95.1%

Non-Exempt: 4.9%

Total No. Orgs: 5

No. Empls: 81

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
4	--	--	--	--	2	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	4	--	2	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	4	--	2	--
Onsite model	0	--	0	--
Distribution model	4	--	2	--

Compliance

Ensures all brewery operations meet local, state, and federal regulations, including alcohol production, labeling, safety, and environmental standards. Maintains documentation, manages audits, and advises leadership on evolving regulatory requirements.

Exempt: 77.8%

Non-Exempt: 22.2%

Total No. Orgs: 3

No. Empls: 9

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	1	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	1	--
Onsite model	0	--	0	--
Distribution model	3	--	1	--

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 cashiering, and income audit.

Exempt: 76.2%

Non-Exempt: 23.8%

Total No. Orgs: 14

No. Empls: 21

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
12	\$116,571	\$83,000	\$99,225	\$132,012	2	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	1	--	1	--
10K BBL or more	10	\$118,244	1	--
0-14 employees	1	--	0	--
15-59 employees	3	--	1	--
60+ employees	8	\$118,062	1	--
Onsite model	0	--	0	--
Distribution model	12	\$116,571	2	--

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.

Exempt: 0.2%

Non-Exempt: 99.8%

Total No. Orgs: 34

No. Empls: 480

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
1	--	--	--	--	33	\$19.24	\$18.00	\$18.22	\$21.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	11	\$18.34
1K-10K BBL	0	--	8	\$19.71
10K BBL or more	1	--	14	\$19.30
0-14 employees	0	--	5	\$17.63
15-59 employees	0	--	11	\$17.76
60+ employees	1	--	17	\$19.51
Onsite model	0	--	11	\$20.28
Distribution model	1	--	22	\$19.04

Creative Manager/Director

Leads the brewery's creative vision across branding, packaging, marketing, and digital media. Develops cohesive visual strategies that reflect brand identity, engage consumers, and enhance the overall customer experience. Manages one or multiple work groups or units in several different areas or a large functional unit.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 8

No. Empls: 33

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
7	\$133,097	\$83,316	\$125,898	\$156,126	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	1	--	0	--
10K BBL or more	6	\$135,132	1	--
0-14 employees	0	--	0	--
15-59 employees	1	--	0	--
60+ employees	6	\$135,132	1	--
Onsite model	0	--	0	--
Distribution model	7	\$133,097	1	--

Creative Staff

Executes design and storytelling projects that bring the brewery's brand to life. Supports marketing initiatives through visual design, photography, copywriting, and digital media, ensuring consistency with brand guidelines and creative direction.

Exempt: 78.8%
Non-Exempt: 21.2%
Total No. Orgs: 17
No. Empls: 52

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
12	\$78,475	\$59,200	\$81,900	\$82,545	7	\$22.38	\$20.00	\$22.00	\$24.04

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	1	--	4	--
10K BBL or more	11	\$79,253	3	--
0-14 employees	0	--	0	--
15-59 employees	2	--	4	--
60+ employees	10	\$79,854	3	--
Onsite model	0	--	2	--
Distribution model	12	\$78,475	5	\$21.51

Customer Service Manager

Leads the customer service team to ensure exceptional guest experiences. Develops service standards, manages feedback, and resolves issues promptly to strengthen customer loyalty and uphold the brewery's reputation.

Exempt: 72.7%

Non-Exempt: 27.3%

Total No. Orgs: 4

No. Empls: 11

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

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	1	--
0-14 employees	1	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	1	--
Onsite model	0	--	0	--
Distribution model	4	--	1	--

Customer Service Staff

Engages with customers to deliver a welcoming, knowledgeable, and efficient service experience. Responds to inquiries, processes orders, and represents the brewery's brand values with professionalism and enthusiasm.

Exempt: 29.4%

Non-Exempt: 70.6%

Total No. Orgs: 3

No. Empls: 17

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

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	1	--
10K BBL or more	1	--	1	--
0-14 employees	0	--	0	--
15-59 employees	0	--	1	--
60+ employees	1	--	1	--
Onsite model	0	--	0	--
Distribution model	1	--	2	--

Delivery Driver

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: 1.6%
Non-Exempt: 98.4%
Total No. Orgs: 15
No. Empls: 64

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	13	\$24.14	\$19.37	\$21.00	\$25.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	1	--
1K-10K BBL	0	--	3	--
10K BBL or more	3	--	9	\$25.66
0-14 employees	0	--	1	--
15-59 employees	0	--	3	--
60+ employees	3	--	9	\$25.66
Onsite model	0	--	2	--
Distribution model	3	--	11	\$24.41

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.

Exempt: 0.0%

Non-Exempt: 100.0%

Total No. Orgs: 17

No. Empls: 84

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
1	--	--	--	--	16	\$16.60	\$15.00	\$17.35	\$17.50

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	4	--
1K-10K BBL	0	--	2	--
10K BBL or more	1	--	10	\$16.84
0-14 employees	0	--	0	--
15-59 employees	0	--	5	\$15.50
60+ employees	1	--	11	\$16.75
Onsite model	0	--	4	--
Distribution model	1	--	12	\$16.60

Engineer

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.

Exempt: 90.9%

Non-Exempt: 9.1%

Total No. Orgs: 5

No. Empls: 66

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
5	\$123,126	\$95,534	\$115,316	\$130,688	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	5	\$123,126	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	5	\$123,126	0	--
Onsite model	0	--	0	--
Distribution model	5	\$123,126	0	--

Environmental, Health & Safety Manager

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: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 3

No. Empls: 17

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	0	--
Onsite model	0	--	0	--
Distribution model	3	--	0	--

Events Manager/Director

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: 59.1%

Non-Exempt: 40.9%

Total No. Orgs: 13

No. Empls: 22

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
12	\$59,863	--	\$56,680	\$73,000	2	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	4	--	0	--
10K BBL or more	8	\$61,610	2	--
0-14 employees	0	--	0	--
15-59 employees	5	\$56,000	0	--
60+ employees	7	\$61,349	2	--
Onsite model	1	--	0	--
Distribution model	11	\$60,149	2	--

Events Staff

Responsible for coordination and execution of events and festivals in own venues or in larger off-site venues. May includes standalone festivals and sponsorship events.

Exempt: 41.4%

Non-Exempt: 56.9%

Total No. Orgs: 19

No. Empls: 58

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
7	\$54,739	\$22,880	\$46,800	\$55,167	12	\$21.56	#N/A	\$22.50	\$24.50

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	2	--	0	--
1K-10K BBL	1	--	3	--
10K BBL or more	4	--	9	\$21.40
0-14 employees	0	--	1	--
15-59 employees	3	--	4	--
60+ employees	4	--	7	\$23.89
Onsite model	2	--	2	--
Distribution model	5	\$55,013	9	\$23.76

Facilities Maintenance Manager/Director

Responsible for the production or services of the facilities/maintenance department or area. Provides clear objectives and offers support as needed. Expresses how employees impact operational objectives. Manages one or multiple work groups or units in several different areas or a large functional unit.

Exempt: 60.0%

Non-Exempt: 40.0%

Total No. Orgs: 14

No. Empls: 65

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
12	\$106,985	\$86,921	\$98,812	\$118,113	5	\$31.51	#N/A	\$26.75	\$29.52

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	11	\$107,847	5	\$31.51
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	12	\$106,985	5	\$31.51
Onsite model	1	--	0	--
Distribution model	11	\$107,847	5	\$31.51

Facilities Maintenance Staff

Perform work 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.

Exempt: 3.1%
Non-Exempt: 96.9%
Total No. Orgs: 18
No. Empls: 196

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
5	\$78,490	\$64,272	\$79,290	\$79,290	16	\$31.01	\$25.00	\$30.00	\$34.13

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	1	--
10K BBL or more	5	\$78,490	15	\$31.14
0-14 employees	0	--	0	--
15-59 employees	0	--	3	--
60+ employees	5	\$78,490	13	\$31.30
Onsite model	0	--	0	--
Distribution model	5	\$78,490	16	\$31.01

Finance Manager/Director

Oversees all financial activities including budgeting, forecasting, and reporting. Ensures fiscal responsibility, manages cash flow, and provides strategic insights to support growth, profitability, and long-term financial health of the brewery.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 8

No. Empls: 13

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
8	\$179,946	\$125,000	\$140,917	\$190,550	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	1	--	0	--
10K BBL or more	7	\$188,275	0	--
0-14 employees	0	--	0	--
15-59 employees	1	--	0	--
60+ employees	7	\$188,275	0	--
Onsite model	0	--	0	--
Distribution model	8	\$179,946	0	--

Head Brewer/Asst. Brewmaster

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: 34.4%
Non-Exempt: 63.8%
Total No. Orgs: 68
No. Empls: 276

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
47	\$79,872	\$60,000	\$71,177	\$85,020	42	\$25.46	\$22.00	\$24.25	\$27.31

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	11	\$73,087	11	\$24.69
1K-10K BBL	16	\$60,281	12	\$23.52
10K BBL or more	20	\$84,735	19	\$25.99
0-14 employees	13	\$70,080	9	\$25.49
15-59 employees	18	\$64,147	15	\$23.64
60+ employees	16	\$85,224	18	\$26.10
Onsite model	15	\$61,707	14	\$23.95
Distribution model	30	\$82,167	28	\$25.69

Human Resources 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.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 10

No. Empls: 24

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
10	\$159,024	\$105,525	\$121,955	\$150,440	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	9	\$162,764	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	10	\$159,024	0	--
Onsite model	1	--	0	--
Distribution model	9	\$162,764	0	--

Human Resources Generalist

Responsible for several human resource activities including coordinating employment activities, employee relations complaints or grievances, administering employee records, ensuring compliance with labor laws and regulations, coordinating employee training activities, and administering compensation/benefits and performance programs.

Exempt: 70.4%
Non-Exempt: 29.6%
Total No. Orgs: 9
No. Empls: 27

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
6	\$108,403	\$66,997	\$76,050	\$80,000	4	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	6	\$108,403	4	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	6	\$108,403	4	--
Onsite model	0	--	0	--
Distribution model	6	\$108,403	4	--

Human Resources Manager

Develops, maintains, and administers 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 on human resource responsibilities.

Exempt: 87.9%
Non-Exempt: 12.1%
Total No. Orgs: 11
No. Empls: 33

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
8	\$122,452	\$92,610	\$116,150	\$140,000	3	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	1	--	1	--
10K BBL or more	7	\$124,742	2	--
0-14 employees	0	--	0	--
15-59 employees	3	--	1	--
60+ employees	5	\$126,926	2	--
Onsite model	0	--	1	--
Distribution model	8	\$122,452	2	--

IT Manager/Director

Leads the brewery's technology strategy and infrastructure. Oversees systems, cybersecurity, and software integrations that support production, sales, and business operations, ensuring efficiency, data integrity, and digital innovation.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 1

No. Empls: 12

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
1	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	1	--	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	1	--	0	--
Onsite model	0	--	0	--
Distribution model	1	--	0	--

IT Staff

Supports the daily operation, maintenance, and troubleshooting of the brewery's technology systems. Assists with network administration, software updates, and user support to maintain smooth and secure digital operations.

Exempt: 85.0%
Non-Exempt: 15.0%
Total No. Orgs: 3
No. Empls: 40

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	1	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	1	--
Onsite model	0	--	0	--
Distribution model	3	--	1	--

Key Accounts Manager

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 ensure coordination of pricing, management of programs, and account execution. Coordinates on-premise sale programs with Marketing, Production and Sales Departments.

Exempt: 99.0%
Non-Exempt: 1.0%
Total No. Orgs: 11
No. Empls: 193

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
11	\$119,148	\$92,400	\$125,104	\$125,104	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	1	--	1	--
10K BBL or more	10	\$119,459	0	--
0-14 employees	0	--	0	--
15-59 employees	2	--	1	--
60+ employees	9	\$119,562	0	--
Onsite model	0	--	0	--
Distribution model	11	\$119,148	1	--

Legal

Advises leadership on regulatory, contractual, and intellectual property matters. Ensures compliance with alcohol laws, business licensing, and employment regulations while protecting the brewery's legal and financial interests.

Exempt: 88.9%

Non-Exempt: 11.1%

Total No. Orgs: 1

No. Empls: 9

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
1	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	1	--	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	1	--	0	--
Onsite model	0	--	0	--
Distribution model	1	--	0	--

Machine Maintenance Mechanic

Maintains and repairs factory equipment and other industrial machinery, such as conveying systems, production machinery, and packaging equipment.

Exempt: 7.1%
Non-Exempt: 92.9%
Total No. Orgs: 6
No. Empls: 70

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
1	--	--	--	--	5	\$26.00	\$20.00	\$22.65	\$28.85

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	1	--
1K-10K BBL	0	--	1	--
10K BBL or more	1	--	3	--
0-14 employees	0	--	1	--
15-59 employees	0	--	1	--
60+ employees	1	--	3	--
Onsite model	0	--	1	--
Distribution model	1	--	4	--

Operations/Production Analyst/Project Manager

Coordinates production and operations projects to improve efficiency, quality, and cost control. Analyzes workflow data, develops process improvements, and collaborates across departments to ensure timely, high-quality brewing and packaging outcomes.

Exempt: 61.0%

Non-Exempt: 39.0%

Total No. Orgs: 5

No. Empls: 41

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
4	--	--	--	--	2	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	2	--
0-14 employees	1	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	2	--
Onsite model	0	--	0	--
Distribution model	4	--	2	--

Operations/Production Manager/Director

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: 88.3%

Non-Exempt: 10.9%

Total No. Orgs: 43

No. Empls: 137

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
39	\$116,156	\$80,000	\$94,283	\$139,767	6	\$26.31	#N/A	#N/A	\$26.75

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	5	\$71,452	0	--
1K-10K BBL	13	\$74,245	3	--
10K BBL or more	21	\$126,280	3	--
0-14 employees	2	--	1	--
15-59 employees	17	\$75,181	2	--
60+ employees	20	\$126,712	3	--
Onsite model	8	\$75,714	1	--
Distribution model	30	\$119,845	5	\$26.27

Owner

Provides overall vision, leadership, and direction for the brewery. Oversees strategic growth, brand integrity, and financial health while fostering a culture of quality, innovation, and community engagement.

Exempt: 72.4%

Non-Exempt: 24.1%

Total No. Orgs: 18

No. Empls: 29

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
18	\$84,728	\$40,000	\$65,806	\$100,000	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	6	\$46,914	0	--
1K-10K BBL	8	\$89,594	0	--
10K BBL or more	4	--	0	--
0-14 employees	5	\$61,125	0	--
15-59 employees	8	\$76,765	0	--
60+ employees	5	\$143,200	0	--
Onsite model	8	\$57,164	0	--
Distribution model	10	\$104,943	0	--

Packaging Manager/Director

Responsible for the production or services of the packaging department or area. 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. Assists with developing budget and goals.

Exempt: 41.3%
Non-Exempt: 58.8%
Total No. Orgs: 21
No. Empls: 80

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
15	\$84,110	\$60,000	\$68,141	\$84,500	11	\$28.11	\$25.00	\$25.46	\$32.03

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	15	\$84,110	11	\$28.11
0-14 employees	0	--	0	--
15-59 employees	1	--	2	--
60+ employees	14	\$84,602	9	\$28.33
Onsite model	0	--	0	--
Distribution model	15	\$84,110	11	\$28.11

Packaging Staff

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.

Exempt: 0.6%

Non-Exempt: 99.4%

Total No. Orgs: 34

No. Empls: 523

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
7	\$59,118	\$50,505	\$50,505	\$63,000	28	\$20.40	\$18.12	\$20.00	\$21.50

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	3	--	7	\$18.75
10K BBL or more	4	--	21	\$20.60
0-14 employees	1	--	0	--
15-59 employees	2	--	9	\$19.04
60+ employees	4	--	19	\$20.63
Onsite model	2	--	0	--
Distribution model	5	\$59,143	28	\$20.40

President/CEO

Provides executive leadership and strategic direction across all brewery operations. Sets company vision, drives organizational performance, and cultivates partnerships that promote innovation, profitability, and sustainable growth.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 13

No. Empls: 14

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
12	\$117,756	\$60,000	\$75,000	\$135,000	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	4	--	0	--
10K BBL or more	7	\$157,296	1	--
0-14 employees	4	--	0	--
15-59 employees	4	--	0	--
60+ employees	4	--	1	--
Onsite model	1	--	0	--
Distribution model	9	\$129,230	1	--

Pub/Tasting Room Manager/Supervisor

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: 41.2%

Non-Exempt: 58.2%

Total No. Orgs: 46

No. Empls: 177

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
29	\$54,757	\$18,000	\$57,500	\$67,500	23	\$18.85	\$12.00	\$20.50	\$25.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	4	--	6	\$11.47
1K-10K BBL	12	\$50,103	5	\$18.55
10K BBL or more	13	\$55,534	12	\$21.76
0-14 employees	4	--	4	--
15-59 employees	12	\$50,221	8	\$13.19
60+ employees	13	\$56,031	11	\$22.51
Onsite model	5	\$55,000	8	\$16.10
Distribution model	24	\$54,745	14	\$20.10

Pub/Tasting Room Staff

Pours beer, serves customers, may sell retail soft goods or food if available.

Exempt: 0.1%

Non-Exempt: 99.9%

Total No. Orgs: 36

No. Empls: 889

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	33	\$13.27	\$8.50	\$14.00	\$16.65

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	8	\$7.21
1K-10K BBL	0	--	11	\$11.91
10K BBL or more	3	--	14	\$14.39
0-14 employees	0	--	3	--
15-59 employees	1	--	13	\$8.63
60+ employees	2	--	17	\$14.05
Onsite model	0	--	12	\$11.90
Distribution model	3	--	21	\$13.51

Quality Manager

Oversees all aspects of quality control, food safety, sensory science and management of the quality department staff. 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.

Exempt: 86.4%
Non-Exempt: 13.6%
Total No. Orgs: 26
No. Empls: 66

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
22	\$98,939	\$69,230	\$88,000	\$126,037	4	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	2	--	1	--
10K BBL or more	19	\$101,218	3	--
0-14 employees	1	--	0	--
15-59 employees	3	--	2	--
60+ employees	18	\$101,067	2	--
Onsite model	0	--	0	--
Distribution model	22	\$98,939	4	--

Quality Staff

Executes ongoing and ad hoc projects in quality control, food safety, and sensory science.

Exempt: 28.5%

Non-Exempt: 71.5%

Total No. Orgs: 20

No. Empls: 123

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
6	\$64,679	\$57,845	\$59,572	\$69,345	15	\$25.38	\$23.00	\$25.00	\$26.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	1	--	2	--
10K BBL or more	4	--	13	\$25.57
0-14 employees	1	--	0	--
15-59 employees	1	--	2	--
60+ employees	4	--	13	\$25.57
Onsite model	0	--	0	--
Distribution model	6	\$64,679	15	\$25.38

Research & Development

Explores new brewing techniques, ingredients, and product concepts to advance innovation. Collaborates with production and marketing teams to test recipes, refine processes, and bring creative new beers to market.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 4

No. Empls: 29

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

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	4	--	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	4	--	0	--
Onsite model	0	--	0	--
Distribution model	4	--	0	--

Restaurant General Manager

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: 95.8%

Non-Exempt: 4.2%

Total No. Orgs: 25

No. Empls: 48

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
23	\$85,098	\$70,000	\$80,000	\$106,080	2	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	6	\$65,188	0	--
10K BBL or more	16	\$89,406	2	--
0-14 employees	0	--	0	--
15-59 employees	6	\$67,071	0	--
60+ employees	17	\$88,334	2	--
Onsite model	3	--	0	--
Distribution model	20	\$85,687	2	--

Retail Manager/Supervisor

Oversees the brewery's retail operations. Manages staff, inventory, and sales performance to ensure a memorable customer experience and alignment with brand and financial objectives.

Exempt: 66.7%
Non-Exempt: 33.3%
Total No. Orgs: 6
No. Empls: 9

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
6	\$79,322	\$46,500	\$75,000	\$86,983	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	6	\$79,322	1	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	6	\$79,322	1	--
Onsite model	0	--	0	--
Distribution model	6	\$79,322	1	--

Retail Staff

Provides excellent service in the brewery's taproom or retail space. Educates customers on products, manages sales transactions, and contributes to an engaging and welcoming brand environment.

Exempt: 1.8%
Non-Exempt: 98.2%
Total No. Orgs: 8
No. Empls: 56

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
1	--	--	--	--	7	\$18.39	\$15.00	\$18.00	\$18.59

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	2	--
10K BBL or more	1	--	5	\$19.08
0-14 employees	0	--	0	--
15-59 employees	0	--	2	--
60+ employees	1	--	5	\$19.08
Onsite model	0	--	0	--
Distribution model	1	--	7	\$18.39

Sales Area/District Manager

Sales in multiple metro markets. 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: 18

No. Empls: 216

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
18	\$98,469	\$86,275	\$93,940	\$105,000	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	2	--	0	--
10K BBL or more	15	\$98,931	0	--
0-14 employees	0	--	0	--
15-59 employees	4	--	0	--
60+ employees	14	\$99,437	0	--
Onsite model	1	--	0	--
Distribution model	17	\$98,587	0	--

Sales Director/Executive

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.

Exempt: 92.6%

Non-Exempt: 7.4%

Total No. Orgs: 23

No. Empls: 27

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
22	\$149,791	\$85,000	\$127,308	\$160,000	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	4	--	1	--
10K BBL or more	18	\$165,776	0	--
0-14 employees	1	--	1	--
15-59 employees	6	\$72,083	0	--
60+ employees	15	\$176,951	0	--
Onsite model	1	--	0	--
Distribution model	20	\$155,774	1	--

Sales Divisional Manager/Director

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.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 18

No. Empls: 40

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
18	\$109,959	\$72,000	\$87,540	\$118,925	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	4	--	0	--
10K BBL or more	13	\$116,296	0	--
0-14 employees	2	--	0	--
15-59 employees	4	--	0	--
60+ employees	12	\$117,070	0	--
Onsite model	2	--	0	--
Distribution model	16	\$112,168	0	--

Sales Operations

Supports the sales team by managing logistics, reporting, and process optimization. Coordinates order fulfillment, maintains CRM data, and ensures smooth alignment between production, distribution, and customer demand.

Exempt: 90.9%
Non-Exempt: 9.1%
Total No. Orgs: 4
No. Empls: 33

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

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	2	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	2	--
Onsite model	0	--	0	--
Distribution model	3	--	2	--

Sales Regional Manager/Director

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.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 1

No. Empls: 30

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
1	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	1	--	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	1	--	0	--
Onsite model	0	--	0	--
Distribution model	1	--	0	--

Sales Representative

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. May also be responsible for distributor relationships wholesaler networks in assigned territories.

Exempt: 78.1%
Non-Exempt: 21.9%
Total No. Orgs: 37
No. Empls: 452

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
30	\$60,063	\$55,000	\$58,250	\$74,000	13	\$19.61	\$1.00	\$16.00	\$20.00

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	2	--	2	--
1K-10K BBL	13	\$47,491	2	--
10K BBL or more	15	\$61,387	9	\$20.82
0-14 employees	3	--	2	--
15-59 employees	12	\$47,311	3	--
60+ employees	15	\$61,510	8	\$19.23
Onsite model	5	\$51,000	2	--
Distribution model	25	\$60,183	11	\$19.93

Scheduler/Planner

Develops weekly/monthly production plans and forecasts in response to inventory and/or sales needs.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 4

No. Empls: 63

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

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	4	--	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	4	--	0	--
Onsite model	0	--	0	--
Distribution model	4	--	0	--

Security

Maintains a safe and secure environment for guests, staff, and property. Monitors facilities, enforces safety procedures, and assists in incident response to protect brewery operations and assets.

Exempt: 4.7%

Non-Exempt: 95.3%

Total No. Orgs: 3

No. Empls: 43

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	1	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	1	--
Onsite model	0	--	0	--
Distribution model	3	--	1	--

Social Media Specialist

Responsible for execution of organizations overall web, digital marketing, and social media initiatives. Monitors internet trends and adheres to e-marketing best practices.

Exempt: 50.0%

Non-Exempt: 50.0%

Total No. Orgs: 11

No. Empls: 20

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
8	\$69,519	\$64,749	\$69,000	\$75,000	4	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	2	--	1	--
10K BBL or more	6	\$78,593	3	--
0-14 employees	0	--	0	--
15-59 employees	2	--	1	--
60+ employees	6	\$78,593	3	--
Onsite model	2	--	1	--
Distribution model	6	\$78,593	3	--

Supply Chain/Logistics Manager

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: 72.5%

Non-Exempt: 27.5%

Total No. Orgs: 12

No. Empls: 40

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
9	\$106,752	\$68,648	\$89,000	\$105,748	4	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	9	\$106,752	4	--
0-14 employees	0	--	0	--
15-59 employees	1	--	0	--
60+ employees	8	\$108,057	4	--
Onsite model	0	--	0	--
Distribution model	9	\$106,752	4	--

Supply Chain/Logistics Staff

Responsible for the execution of product workflow for productions, distribution, and inventory.

Exempt: 42.1%

Non-Exempt: 57.9%

Total No. Orgs: 6

No. Empls: 38

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

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	4	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	4	--
Onsite model	0	--	0	--
Distribution model	3	--	4	--

Sustainability & Social Impact

Provides strategic recommendations for implementation of sustainability and social impact practices. Ensures coordination of efforts with all departments in the implementation of projects and programs.

Exempt: 100.0%

Non-Exempt: 0.0%

Total No. Orgs: 3

No. Empls: 7

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	0	--
10K BBL or more	3	--	0	--
0-14 employees	0	--	0	--
15-59 employees	0	--	0	--
60+ employees	3	--	0	--
Onsite model	0	--	0	--
Distribution model	3	--	0	--

Tour Guide

Provides brewery tour to individuals or groups

Exempt: 13.5%

Non-Exempt: 86.5%

Total No. Orgs: 7

No. Empls: 37

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
2	--	--	--	--	5	\$20.30	\$15.00	\$15.00	\$21.50

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	0	--	2	--
10K BBL or more	2	--	3	--
0-14 employees	0	--	0	--
15-59 employees	0	--	2	--
60+ employees	2	--	3	--
Onsite model	0	--	2	--
Distribution model	2	--	3	--

VP/Executive

Leads key divisions or strategic initiatives in alignment with the brewery's mission and goals. Oversees departmental performance, develops leadership talent, and drives innovation, efficiency, and sustainable growth.

Exempt: 83.3%

Non-Exempt: 16.7%

Total No. Orgs: 10

No. Empls: 18

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
9	\$220,321	\$71,000	\$130,000	\$205,000	1	--	--	--	--

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	1	--	0	--
1K-10K BBL	3	--	0	--
10K BBL or more	5	\$302,478	1	--
0-14 employees	2	--	0	--
15-59 employees	2	--	0	--
60+ employees	5	\$302,478	1	--
Onsite model	1	--	0	--
Distribution model	8	\$229,653	1	--

Warehouse/Distribution Manager

Responsible for the production or services of the warehouse/distribution department or area. Provides clear objectives and offers support as needed. Expresses how employees impact operational objectives. Manages one or multiple work groups or units in several different areas or a large functional unit. Assists with developing budget and goals.

Exempt: 45.2%

Non-Exempt: 54.8%

Total No. Orgs: 21

No. Empls: 73

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
11	\$76,649	\$56,200	\$65,499	\$83,364	12	\$25.99	\$22.50	\$25.00	\$27.51

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	2	--	3	--
10K BBL or more	9	\$77,712	9	\$26.45
0-14 employees	0	--	0	--
15-59 employees	4	--	4	--
60+ employees	7	\$78,861	8	\$26.62
Onsite model	0	--	1	--
Distribution model	11	\$76,649	11	\$26.18

Warehouse/Distribution Staff

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. 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.

Exempt: 1.3%
Non-Exempt: 98.7%
Total No. Orgs: 16
No. Empls: 150

ANNUAL SALARY					HOURLY				
NO. ORGS.	WTD. AVG	Percentiles			NO. ORGS.	WTD. AVG	Percentiles		
		25 TH	50 TH	75 TH			25 TH	50 TH	75 TH
3	--	--	--	--	13	\$23.34	\$21.00	\$23.03	\$25.29

	No. Orgs.	Wtd. Avg	No. Orgs.	Wtd. Avg
1K BBL or Less	0	--	0	--
1K-10K BBL	1	--	1	--
10K BBL or more	2	--	12	\$23.61
0-14 employees	0	--	0	--
15-59 employees	1	--	2	--
60+ employees	2	--	11	\$23.44
Onsite model	0	--	0	--
Distribution model	3	--	13	\$23.34

For further information:

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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

