



	<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
EXECUTIVE / OPERATIONS			
VP of Operations	139000	181000	277000
General Manager / Director of Operations	108300	143400	209200
MANUFACTURING OPERATIONS			
VP - Manufacturing Mexico	135800	170600	249800
General Manager / Director of Operations	103600	135400	204600
Plant Manager	93400	114900	168100
Operations Manager	82100	100600	125600
Production Manager	58100	70800	98100
Production Supervisor (Group Leader)	23300	29100	41100
ENGINEERING			
Engineering Director	87000	112900	145800
Engineering Manager	71800	87800	124400
R&D Manager	76100	95500	141500
Manufacturing Engineering Manager	69400	78000	99100
Test Engineering Manager	52600	71800	89300
Product Engineering Manager	51200	72500	88600
Industrial Engineering Manager	52100	69800	83900
Maintenance Manager	48500	61000	80500
Lean Manufacturing Manager / Continuous Improvement Manager	54300	73600	93200
Six Sigma Master Black Belt	65800	82600	107300
Six Sigma Black Belt	41800	58200	75100
Facilities Manager	51300	63000	83600
Tool Room Manager	47100	59900	80400
Manufacturing Engineer	27000	37500	60900
Industrial Engineer	24500	35200	57600
Design Engineer	36600	53200	80700
Product Engineer	28100	38800	62900
Mechanical Engineer	27900	29100	61700
Electrical Engineer	27300	36800	62300
Packaging Engineer	37000	50100	84500
RF Engineer	43000	57100	89900
Test Engineer	28500	56200	62500
Tool/Die Engineer	24200	35700	60100
QUALITY			
Quality Director	80500	99700	137300
Quality Assurance Manager	62700	76500	114200
Quality Control Supervisor	28300	38700	54600
Quality Engineer	24700	35500	59400
Supplier Quality Engineer	28100	43100	65500
MATERIALS			
Materials Director	82500	106400	140400
Materials Manager	68400	86200	119100
Purchasing Manager	64300	82200	107000
Commodity Manager	45700	60000	77300
Production Control Manager	57200	62500	76600
Production Control Supervisor	38500	48200	60300
Customs / Traffic Manager	47200	58800	78400
Warehouse Manager	41300	48500	64600
Master Production Scheduler	44700	55900	68600
Planner (Planner/Buyer)	26100	38400	52700
Buyer	31600	46900	74100



	<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
ACCOUNTING/FINANCE			
Finance Director	90200	112800	153300
Controller	81000	97400	134500
Finance Manager	63700	77500	98700
Accounting Manager	48600	58100	78300
Cost Accounting Manager	44500	58000	80000
Financial Analyst	29600	42600	63700
Cost Accountant	26700	39500	58500
Staff Accountant	23100	34300	52300
HUMAN RESOURCES			
Human Resource Director	81500	98200	139600
Human Resource Manager	58900	75500	111600
Human Resource Representative	24700	36800	60100
Organizational Development Manager	46800	57800	82500
Training Manager	33100	43600	62000
Compensation / Benefits Administrator	32800	49500	69200
HUMAN RESOURCES			
Environmental Health & Safety Manager	44700	59500	77900
Environmental Health & Safety Supervisor	29400	38000	54500
INFORMATION SYSTEMS			
MIS (Systems) Manager	50800	62600	84300
IT Project Manager	34100	49500	69800
Network Administrator	32900	41300	60300
Systems Analyst	23000	34200	52900
SALES / MARKETING			
VP Sales	105800	139700	213400
Sales Director	81300	118100	167500
Sales Manager	58400	82800	124800
Sales Representative	30400	50000	86800
Sales Engineer	26200	47600	74800
Marketing Manager	63200	80900	114500
Marketing Brand Manager	48700	70300	97700
Marketing Analyst	28300	42100	63700

SALARY RANGES

Determining salary ranges for your specific location may be affected by many factors including company size, benefits, location within Mexico, educational requirements, local unemployment rates, specific industry, etc. If you require a more precise Salary Range for any professional level position in Mexico or you wish to have a BIP expert determine competitive compensation packages, please call Barbachano International at (619) 427-2310.

THE DATA

The 2014 Salary Guide from Barbachano International, Inc. is designed to help you determine appropriate compensation for your professional positions in Mexico. The data presented in the guide has been carefully researched by our staff, based on thousands of screens, candidate and client salary data, as well as job placements throughout Mexico. However, this data is not scientific and for some position titles is based on limited data.

The salaries have been compiled resulting in ranges from low –mid -high in US Dollars. A current exchange rate of 13.00 Pesos per \$1 US dollar has been applied. The average company or plant size surveyed is 240 employees and the data is based primarily on Zone A cities. Zone B salary ranges must be adjusted as this zone's typical cost of living is generally 15 to 20% lower. The data includes yearly salary only and does not include bonuses, commissions, or other benefits. All salaries are in U.S. dollar denominations and are rounded to the nearest hundred.