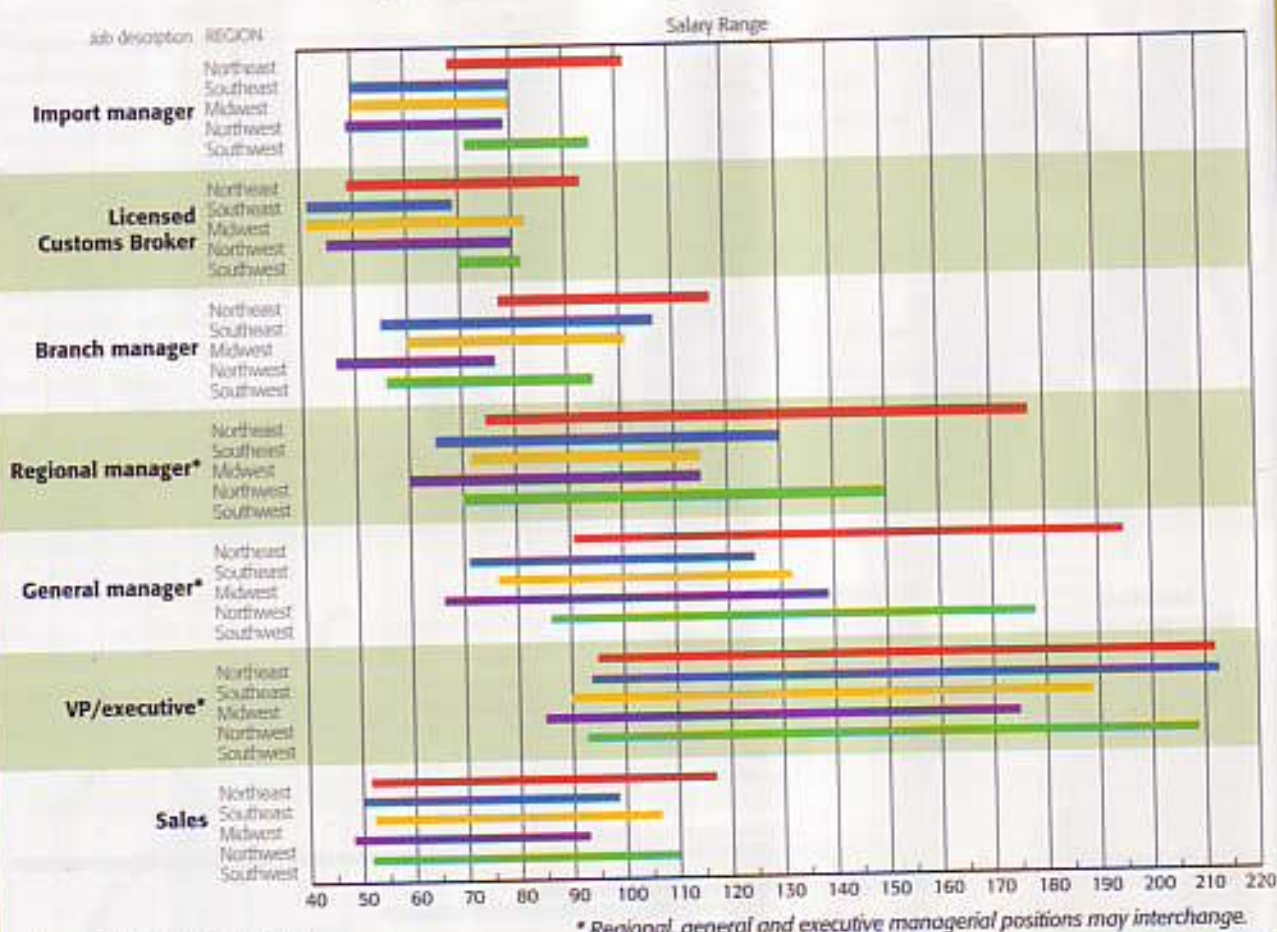


Average annual survey, in thousands of dollars, for international forwarders, customs brokers and logistics providers.



Source: Tyler Search Consultants

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nies. Managers at the large companies, however, often find that their jobs fall into specified compensation ranges designated by their employer from the advice given by outside consultants.

Conroy said these consulting firms often do an injustice to the logistics industry because they do not understand the complex skill sets required for specific logistics jobs. He cited the example of a veteran of a large integrated forwarding firm who was continually promised stock options that never materialized. That person joined a

large importer/exporter who offered a 20 percent pay hike plus stock options. "He's starting to build wealth now," Conroy said.

Small and mid-size firms are learning these lessons and they are increasing their compensation packages at a faster pace than the larger companies, Conroy said.

Relocation bonuses are also easier to secure today. They can range from a check for \$10,000 to a recent college graduate who is single and can probably move for a third of that amount, to \$60,000 for experienced professionals.

When it comes to experience, companies are very precise in defining their needs.

As always, companies in expensive cities such as New York, San Francisco and Los Angeles have trouble attracting candidates who must relocate. Jobs in high-cost areas command at least a 10 percent premium and a generous housing bonus because of the high cost of real estate. Even less costly locations are suffering somewhat in today's soft housing market because job candidates are

having trouble selling their houses. The company may therefore have to agree to purchase the house from the candidate to convince him to relocate.

Executive recruiters agree that this is a great time to be job hunting in the transportation and logistics industry for candidates with a college degree who can demonstrate a good work history and specialized job skills. ■