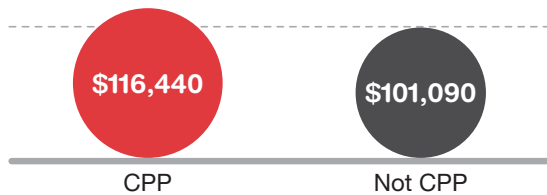


Certification Pays

- 19% of respondents are Certified Packaging Professionals (CPP)
- Engineers and R&D scientists who are CPPs earn more than those not certified



Why Join IoPP?

- 49% of respondents are IoPP members
- IoPP member respondents earn more on average than non-member respondents



A Narrowing Wage Gap?

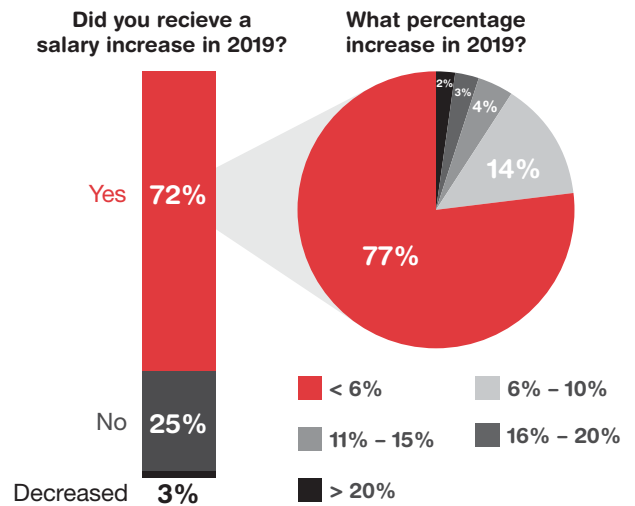
The difference between average earnings for males and females shrank from \$17,000 in 2019 to \$13,000 in 2020 – a possible sign of a narrowing pay gap.

Average Total Compensation



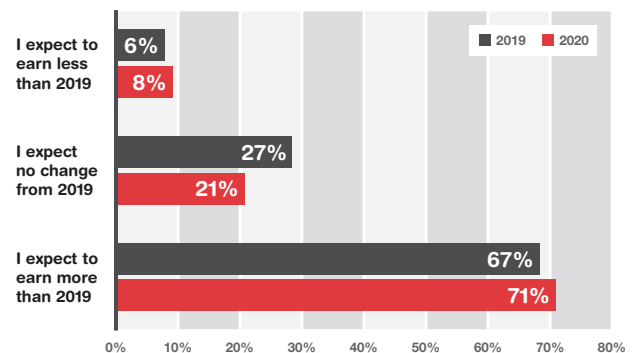
2019: A Good Year for Raises

- 72% of respondents reported that they received a pay raise in 2019.



Expect Salary Growth in 2020

- Among respondents, expectations for greater salary grew from 61% in 2018 to 67% in 2019 to 71% in 2020.



The Institute of Packaging Professionals' (IoPP) 2020 Salary Survey report is now available in the IoPP bookstore.

Visit www.iopp.org and click on Bookstore for more information and to access the report.

