

# BCN PEG | Job Postings and Compensation analysis

May 2025



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**DRAFT**

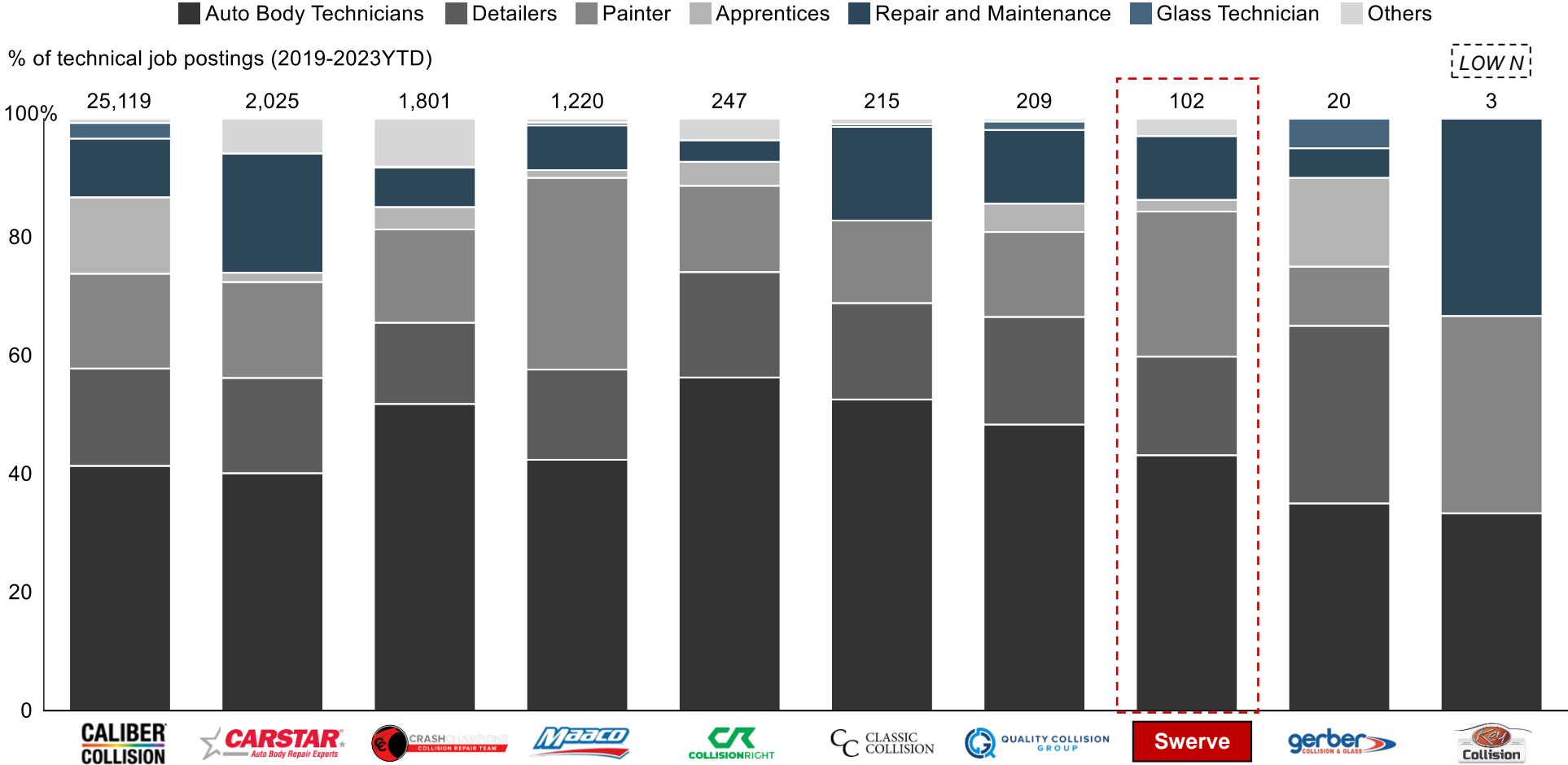
**BAIN & COMPANY** 

# Auto body technician related roles constitute majority of the total technician/ field related job postings across most players followed by detailers and painters

BCN updated  
06/08

JOB POSTINGS      KEY TITLES

/ TECHNICIAN ONLY / DIR



- Glass Technician**  
Auto glass technicians, auto glass installers etc.
- Repair & Maint.**  
Assemblers, Calibration technicians etc.
- Apprentices**  
Apprentice auto body technician, painter apprentice etc.
- Painter**  
Painter helper, automotive painter, paint technician etc.
- Detailer**  
Collision detailers, lead detailers etc.
- Autobody tech.**  
Auto body technician, Body repair technician etc.

Note: Others include generic titles such as car washers, technical assistants etc.  
Source: Aura, Bain analysis



# Swerve witnessed an increasing trend in number of job postings for technical/ field related roles between 2019-22

J O B P O S T I N G S

O V E R T I M E

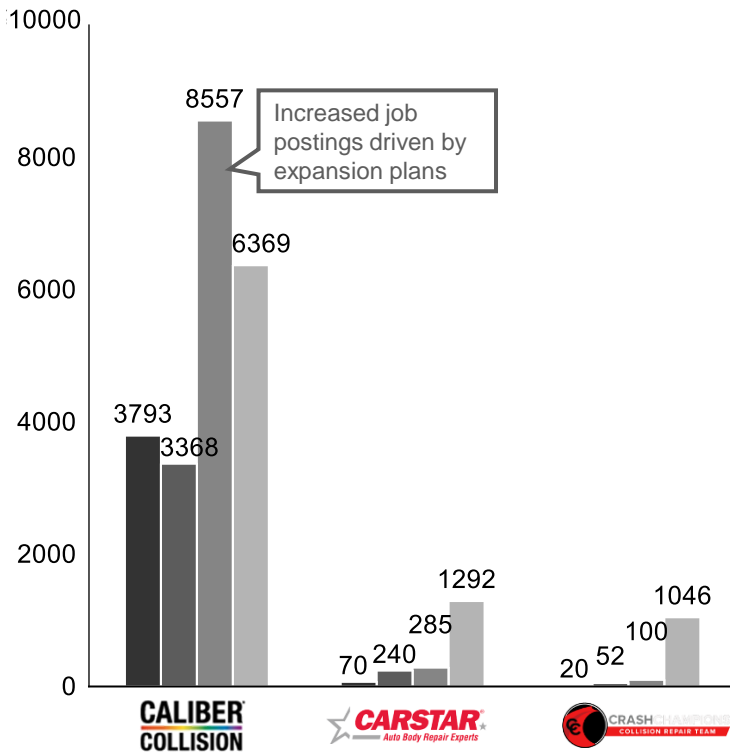
/ T E C H N I C I A N O N L Y / D I R

BCN updated  
06/08

## CarStar and Crash Champions increased job postings YoY

# of job postings

Job postings >1000

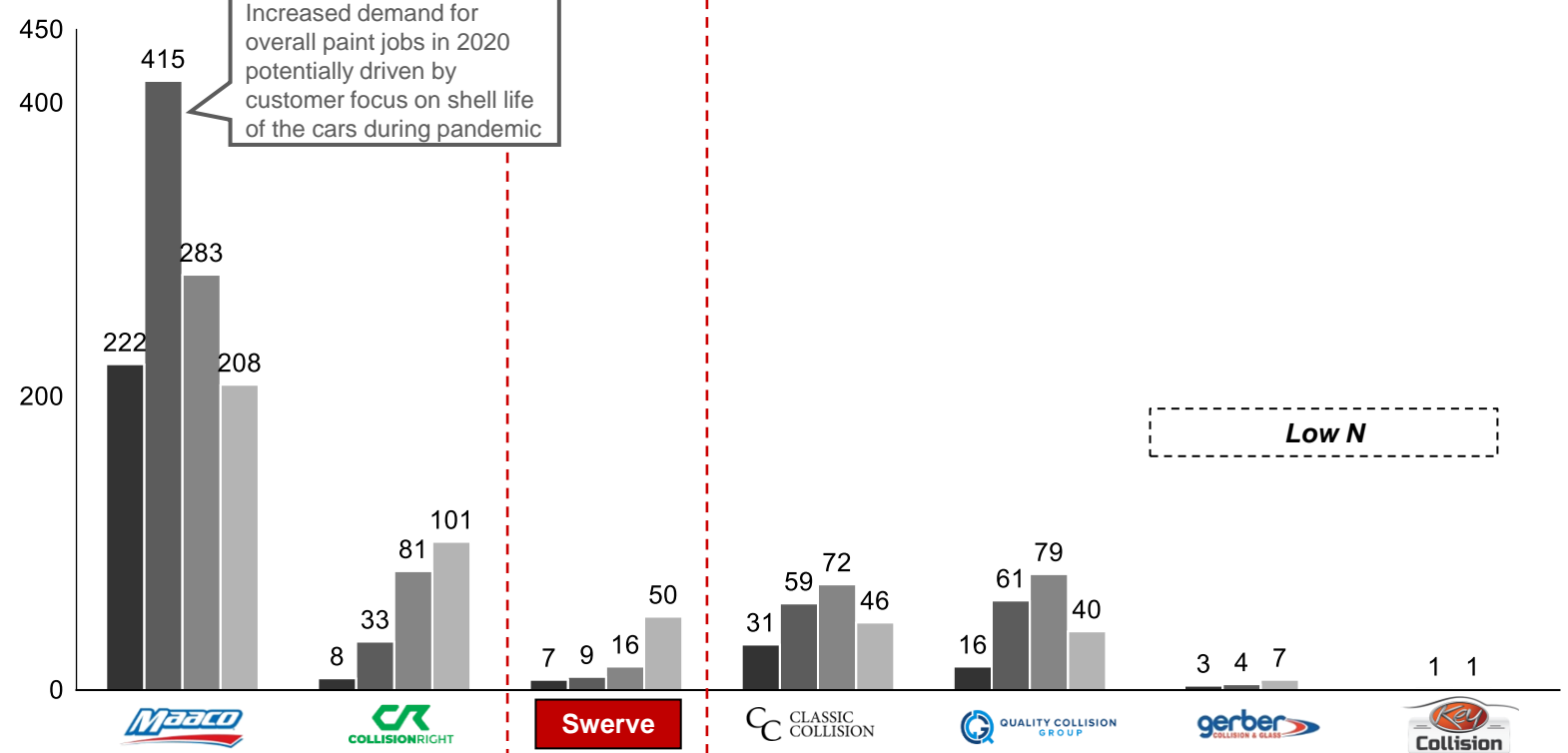


## Swerve and CollisionRight increased job postings in L4Y; Maaco witnessed high growth in job postings in 2020

2019 2020 2021 2022

# of job postings

Job postings <1000



Note: Bars hidden for years with no job postings data  
Source: Aura, Bain analysis

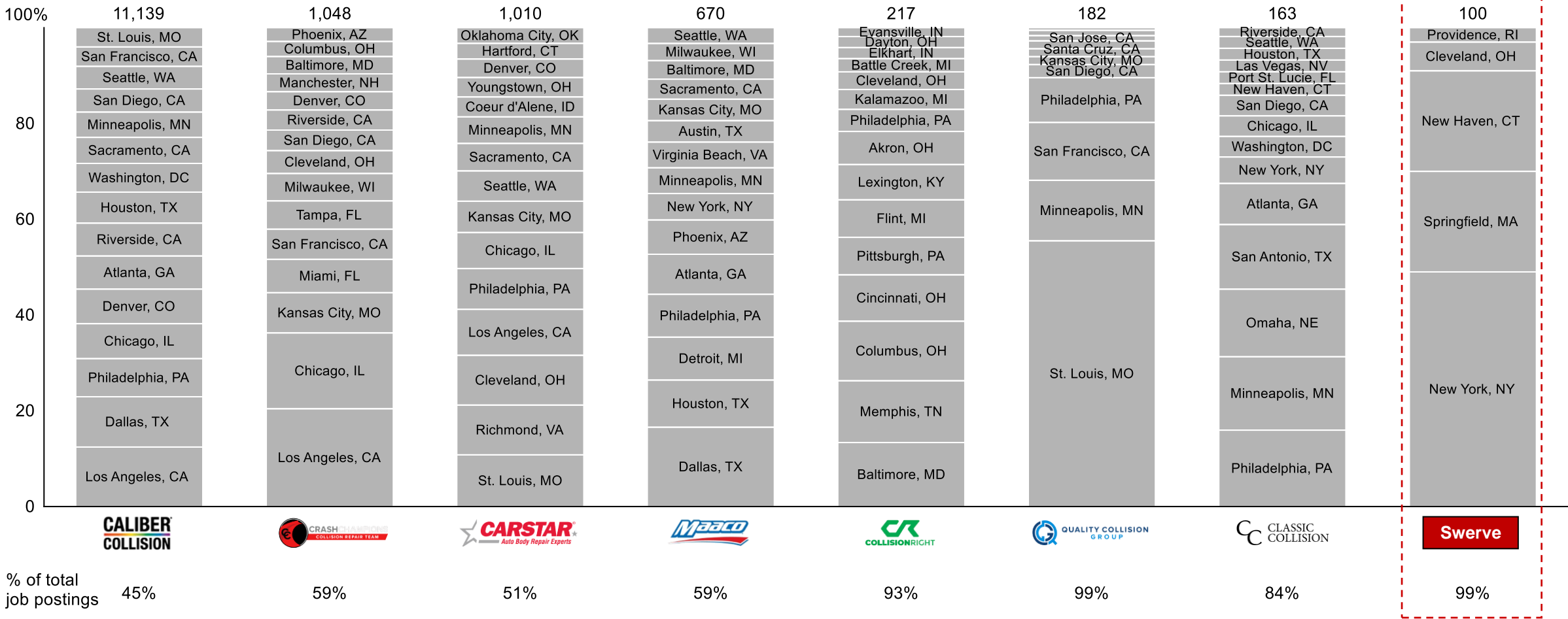


# Swerve has majority of job postings for technical/ field roles in New York and Massachusetts regions; Competitors hire technicians across MSAs in US

BCN updated  
06/08

J O B P O S T I N G S      G E O G R A P H Y      / T E C H N I C I A N   O N L Y   / D I R

% of job postings in top 15 MSAs (2019-2023YTD)

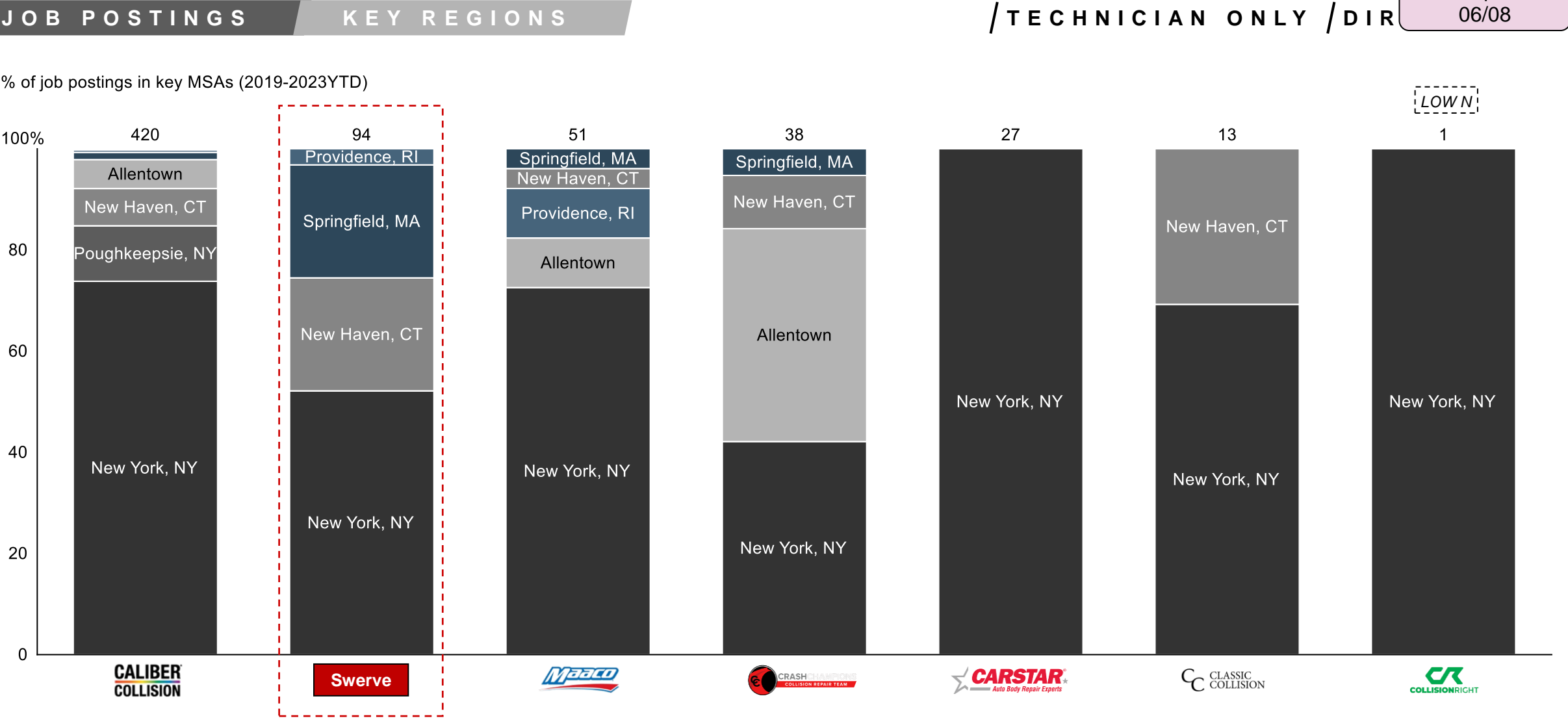


Note: Bars represent job postings in top 15 MSAs by # of job postings across players; Players with N<15 hidden from the chart; series represents respective MSA regions, for e.g. 'Los Angeles, CA' represent MSA region - Los Angeles-Long Beach-Anaheim, CA, USA; top lines across slides may not match since job postings location is not available for all postings | Source: Aura, Bain analysis



# Across players, majority of job postings for technical/ field related roles are published in NY-NJ-PA MSA; Swerve is hiring across regions incl. New Haven, Springfield etc.

BCN updated  
06/08



Note: Series shown for key cities with # of job postings across players; Players with N<15 hidden from the chart; series represents respective MSA regions, for e.g. 'New York, NY' represent MSA region – New York-Northern New Jersey-Long Island, NY-NJ-PA MSA | Source: Aura, Bain analysis



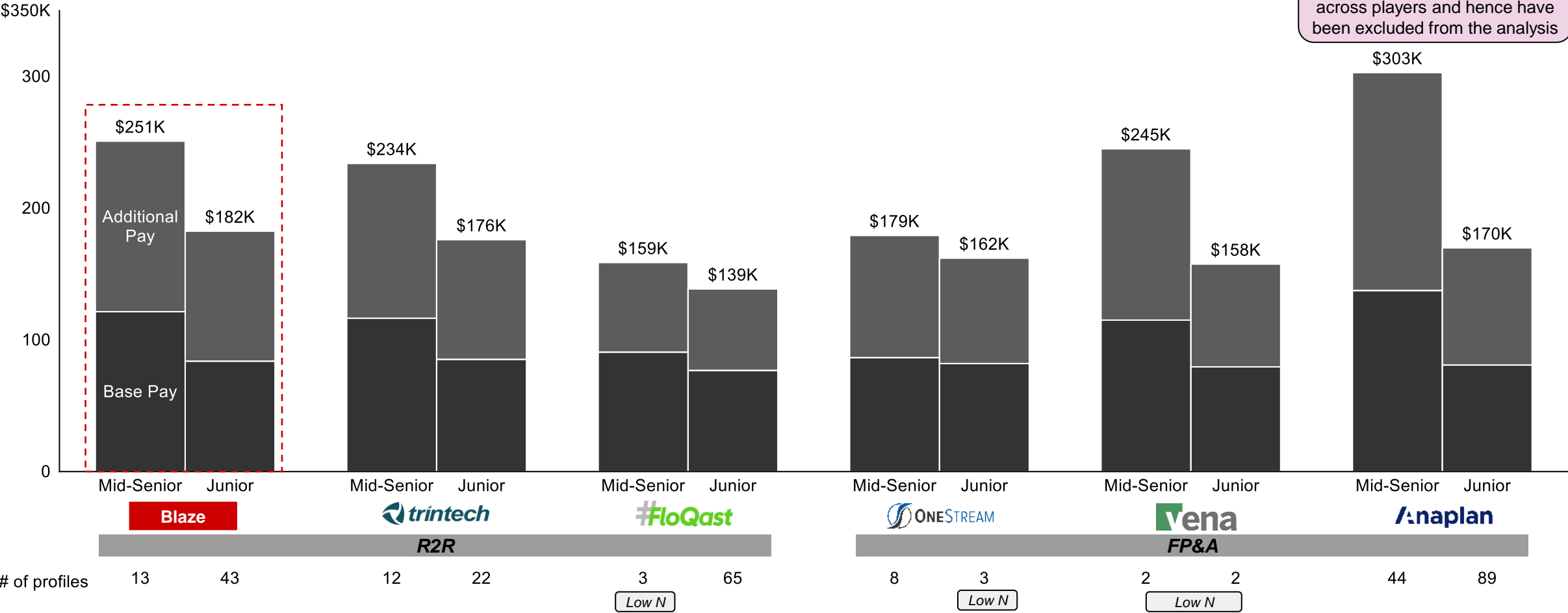
# Blaze has relatively higher average compensation for both Mid-Senior and Junior level roles compared to most peers

WORKFORCE

COMPENSATION BY SENIORITY

/ SALES ONLY / DIRECTIONAL

Employee avg. annual compensation (\$K)



Note: Each data point is an avg. salary data point for sample titles (e.g., VPs, Director of Sales/Marketing, Sales/Marketing Manager for Mid-Senior level; Acc. Specialist/ Acc. Exec. for junior level); # of profiles <=5 defined as low N  
Source: Glassdoor; Bain analysis

# Blaze offers competitive compensation across different sales roles compared to other players

WORKFORCE

COMPENSATION BY ROLES

/ SALES ONLY / DIRECTIONAL

