

ABMA AMERICAN BRUSH MANUFACTURERS ASSOCIATION

2012 Data Collection Survey

Somewhere within these pages, there may be a million dollar idea for your company!



This material is provided to Association members so that each member company can use it in making its own individual decisions regarding the operation of its business.

AMERICAN BRUSH MANUFACTURERS ASSOCIATION
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August 17, 2012

To: Key Contacts at Participating ABMA Member Companies

Data Collection Survey

Thank you for participating in the 2012 Data Collection Survey. 21 companies submitted data versus 22 in 2008.

This effort grew out of activities begun in the Statistical Committee of the Industrial Brush Division. After the Vision 2000 exercise during the 1998 Annual Convention, the ABMA Board decided to broaden the scope of this survey and reach out to the entire membership.

Please review the output of this survey. To make these surveys of more value to you and your peers in managing your businesses, your feedback is needed. Please contact one of the following individuals with your comments or suggestions:

1. Jill Shinnars of Pioneer Packaging at (413) 378-6930 or jillshinnars@pioneerpackaginginc.com.
2. Dave Parr of ABMA Staff at (720) 392-2262 or dparr@abma.org.

Thank you for participating in another ABMA member value program. Please talk to your peers and let them know what they missed by not participating.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'David C. Parr', is written in a cursive style.

David C. Parr
Executive Director

Enclosures

1. Premium Rates Per Month - Company Portion Per Each Please enter the whole dollar amount (no decimal) the company contributes monthly towards the Health Insurance Premium

	Response Average	Response Total	Response Count
Single Coverage	900.40	18,008	20
Husband/Wife Coverage	827.84	15,729	19
Family Coverage	1,037.75	20,755	20
Employee & Children	569.18	9,676	17
	answered question		21
	skipped question		0

2. Premium Rates Per Month - Employee Portion Per Each Please enter the whole dollar amount (no decimal) the employee contributes monthly towards the Health Insurance Premium

	Response Average	Response Total	Response Count
Single Coverage	499.75	9,995	20
Husband/Wife Coverage	363.45	7,269	20
Family Coverage	526.67	11,060	21
Employee & Children	235.29	4,000	17
	answered question		21
	skipped question		0



3. Premium Rates Per Month - Total Premium Per Each Please enter the whole dollar amount (no decimal) the total monthly Health Insurance Premium

	Response Average	Response Total	Response Count
Single Coverage	934.60	18,692	20
Husband/Wife Coverage	1,236.15	24,723	20
Family Coverage	1,537.90	32,296	21
Employee & Children	855.53	14,544	17
	answered question		21
	skipped question		0

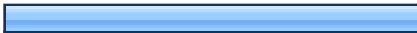

4. Describe elements of your Current Plan. Is your current plan:

	Yes	No	Response Count
HMO (Health Maintenance Organization)	42.1% (8)	57.9% (11)	19
PPO (Preferred Provider Organization)	81.0% (17)	19.0% (4)	21
Traditional Indemnity (Fully Insured) Plan	23.5% (4)	76.5% (13)	17
Self Insured Plan	16.7% (3)	83.3% (15)	18
Health Savings Account (HSA)	27.8% (5)	72.2% (13)	18
Health Reimbursement Account (HRA)	45.0% (9)	55.0% (11)	20
answered question			21
skipped question			0




5. Does your current plan offer an employee Life Insurance component?

		Response Percent	Response Count
Yes		65.0%	13
No		35.0%	7
answered question			20
skipped question			1

6. Does your current plan contain a Wellness Program component?

		Response Percent	Response Count
Yes		61.9%	13
No		38.1%	8
		answered question	21
		skipped question	0





7. Does your current plan offer Prescription coverage?

		Response Percent	Response Count
Yes, Fully Company Funded		9.5%	2
Yes, Company & Employee Co-Funded		81.0%	17
Yes, Fully Employee Funded		9.5%	2
No		0.0%	0
		answered question	21
		skipped question	0

**8. If your plan requires employee co-pay at the time of service, what is the co-pay amount?
(Nearest whole dollar, no decimals)**

	Response Average	Response Total	Response Count
Co-Pay Amount for Doctor Visit	26.58	505	19
Co-Pay Amount for Brand-Name Prescription	44.74	850	19
Co-Pay Amount for Generic Prescription	12.42	236	19
	answered question		19
	skipped question		2

9. Does your current plan offer Vision Care coverage?

		Response Percent	Response Count
Yes, Fully Company Funded		14.3%	3
Yes, Company & Employee Co-Funded		14.3%	3
Yes, Fully Employee Funded		19.0%	4
No		52.4%	11
	answered question		21
	skipped question		0

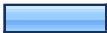

10. Does your current plan offer Dental Care coverage?

		Response Percent	Response Count
Yes, Fully Company Funded		15.0%	3
Yes, Company & Employee Co-Funded		25.0%	5
Yes, Fully Employee Funded		20.0%	4
No		40.0%	8
answered question			20
skipped question			1



11. Do you offer a Long Term Disability (LTD) plan?

		Response Percent	Response Count
Yes, Fully Company Funded		42.9%	9
Yes, Company & Employee Co-Funded		9.5%	2
Yes, Fully Employee Funded		14.3%	3
No		33.3%	7
answered question			21
skipped question			0



12. Do you offer a Long Term Care (LTC) plan?

		Response Percent	Response Count
Yes		15.0%	3
No		85.0%	17
answered question			20
skipped question			1

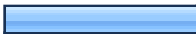

13. Do you have a Cafeteria Plan (IRS Sec. 125)?

		Response Percent	Response Count
Yes		57.1%	12
No		42.9%	9
answered question			21
skipped question			0



14. Do you offer an Employee Assistance Program (EAP)?

		Response Percent	Response Count
Yes		23.8%	5
No		76.2%	16
answered question			21
skipped question			0




15. Do you provide Travel Insurance for any employees?

		Response Percent	Response Count
Yes		28.6%	6
No		71.4%	15
answered question			21
skipped question			0




16. Do you have a formal Safety Program?

		Response Percent	Response Count
Yes		85.7%	18
No		14.3%	3
answered question			21
skipped question			0

17. The person responsible for this program is:

		Response Percent	Response Count
Full Time		68.4%	13
Part Time		15.8%	3
Outsourced		15.8%	3
answered question			19
skipped question			2

18. If part time, what job function is responsible for safety training and oversight?

		Response Percent	Response Count
Supervisor		33.3%	1
Operations Manager		33.3%	1
General Manager		0.0%	0
Human Resources		33.3%	1
answered question			3
skipped question			18

19. Loss Time Analysis (Use whole numbers without decimal)

	Response Average	Response Total	Response Count
Number of injuries resulting in lost work days:	1.39	25	18
Number of total work days lost due to injuries:	29.67	534	18
Number of total work days lost due to illness:	7.93	111	14
Total number of employees in work force:	72.76	1,237	17
answered question			18
skipped question			3

20. Do you require drug and alcohol testing?

	Yes	No	Response Count
Pre-employment	76.2% (16)	23.8% (5)	21
Accident related	60.0% (12)	40.0% (8)	20
Random	21.1% (4)	78.9% (15)	19
Reasonable suspicion/cause	71.4% (15)	28.6% (6)	21
answered question			21
skipped question			0

21. What percentages of your small packages do you ship with the following carriers? (Use whole numbers without decimals. Your answers should total 100)

	Response Average	Response Total	Response Count
DHL	0.50	7	14
Federal Express	18.22	328	18
United Parcel Service (UPS)	80.43	1,689	21
US Postal Service (USPS)	3.19	51	16
Other	2.50	25	10
answered question			21
skipped question			0

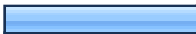

22. What are your respective percentage discount levels for LTL (less than truck load) shipments? (Use whole numbers without decimals)

	Response Average	Response Total	Response Count
Your highest discount percentage	78.76	1,339	17
Your lowest discount percentage	62.63	1,002	16
Your average discount percentage	71.56	1,145	16
answered question			17
skipped question			4




23. What percentage of your freight is sent FOB shipping point versus FOB destination? (Use whole numbers without decimals. Your answers should total 100)

	Response Average	Response Total	Response Count
FOB shipping point	64.10	1,346	21
FOB destination point	41.89	754	18
answered question			21
skipped question			0

24. Do you offer inbound freight allowances for refill or reworked product?

		Response Percent	Response Count
Yes		28.6%	6
No		71.4%	15
answered question			21
skipped question			0




25. Do you have your own company vehicles for delivery?

		Response Percent	Response Count
Yes, we have 1 delivery vehicle		28.6%	6
Yes, we have more than 1 delivery vehicle		4.8%	1
No		66.7%	14
answered question			21
skipped question			0



26. What is your standard lead time on shipments of the following:

	Same Day	1-2 Days	3-6 Days	1-2 Weeks	2-5 Weeks	>5 Weeks	Response Count
Stock items	42.9% (9)	42.9% (9)	9.5% (2)	4.8% (1)	0.0% (0)	0.0% (0)	21
Custom items	0.0% (0)	0.0% (0)	15.0% (3)	15.0% (3)	70.0% (14)	0.0% (0)	20
Rework items	0.0% (0)	16.7% (3)	22.2% (4)	44.4% (8)	16.7% (3)	0.0% (0)	18
answered question							21
skipped question							0

27. Where do you warehouse stock items? (Select all that may apply)

		Response Percent	Response Count
On-site company owned warehousing		100.0%	21
Off-site company owned warehousing		14.3%	3
Off-site leased or Public warehousing		4.8%	1
answered question			21
skipped question			0

28. Do you offer a standard purchase order your customer can use? If no, please go to question 30.

		Response Percent	Response Count
Yes		10.5%	2
No		89.5%	17
answered question			19
skipped question			2




29. If yes, what percentage of customers uses your standard purchase order form?

		Response Percent	Response Count
Less than 5%		50.0%	1
Less than 15%		50.0%	1
Less than 25%		0.0%	0
Over 25%		0.0%	0
answered question			2
skipped question			19

30. What is your minimum order value for parts / tooling?

		Response Percent	Response Count
None		30.0%	6
\$50 or less		10.0%	2
\$51-\$99		5.0%	1
\$100-\$199		35.0%	7
\$200 and greater		20.0%	4
answered question			20
skipped question			1

31. How long does it take to enter an order?

		Response Percent	Response Count
Less than 5 minutes		61.9%	13
5-10 minutes		28.6%	6
10-15 minutes		9.5%	2
Longer than 15 minutes		0.0%	0
answered question			21
skipped question			0

32. By percentage, please indicate how you receive an order. (Use whole numbers without decimals. Your answers should total 100)

	Response Average	Response Total	Response Count
Telephone	21.00	420	20
Fax	37.29	783	21
Mail	0.67	10	15
E-mail	34.05	715	21
EDI	6.88	117	17
E-commerce	2.88	46	16
In person (Trade show, etc)	0.69	9	13
answered question			21
skipped question			0



33. How do you send invoices? (Select all that apply)

		Response Percent	Response Count
Fax		57.1%	12
Mail		100.0%	21
e-mail		81.0%	17
EDI		52.4%	11
e-commerce or web based solution		14.3%	3
answered question			21
skipped question			0



34. Do you offer a discount for e-commerce orders?

		Response Percent	Response Count
No		100.0%	17
Yes, 1%		0.0%	0
Yes, 2%		0.0%	0
Yes, 3% or greater		0.0%	0
answered question			17
skipped question			4



35. What are your normal payment terms?

		Response Percent	Response Count
Net 30		81.0%	17
1%10/net 30		19.0%	4
2%10/net 30		0.0%	0
Terms beyond 30 days		0.0%	0
		answered question	21
		skipped question	0

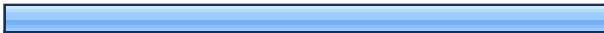

36. Do you accept either credit or debit cards? If no, please go to question 37.

		Response Percent	Response Count
Yes		85.7%	18
No		14.3%	3
		answered question	21
		skipped question	0



37. Do you charge a fee to use either credit or debit cards?

		Response Percent	Response Count
Yes		11.8%	2
No		88.2%	15
		answered question	17
		skipped question	4



38. Do you accept ACH or electronic banking payments?

		Response Percent	Response Count
Yes		90.5%	19
No		9.5%	2
answered question			21
skipped question			0



39. Do you send out order acknowledgments?

		Response Percent	Response Count
Yes		85.0%	17
No		15.0%	3
answered question			20
skipped question			1




40. Do you send out MSDS sheets with orders?

		Response Percent	Response Count
Yes		4.8%	1
No		95.2%	20
answered question			21
skipped question			0





41. Do your customers require letters of certification on your products?

		Response Percent	Response Count
Yes		47.6%	10
No		52.4%	11
		answered question	21
		skipped question	0



42. Is your pricing done:

		Response Percent	Response Count
Automatically		4.8%	1
Manually		28.6%	6
By Contract		0.0%	0
Some or all of the above		66.7%	14
		answered question	21
		skipped question	0




43. What kind of computer system do you utilize? (Select all that apply)

		Response Percent	Response Count
Mainframe with workstations		28.6%	6
PC Network with stand alone server		66.7%	14
PC network without stand alone server		19.0%	4
Independent PCs		4.8%	1
answered question			21
skipped question			0



44. How often do you back up your data?

		Response Percent	Response Count
Instant - Real Time		4.8%	1
Daily		95.2%	20
A few times a week		0.0%	0
Weekly		0.0%	0
Less than once a week		0.0%	0
answered question			21
skipped question			0



45. How do you back up your data?

		Response Percent	Response Count
Removable storage media		52.4%	11
Remote web based storage solution		42.9%	9
My backups never leave the premises		4.8%	1
		answered question	21
		skipped question	0





46. Does your company utilize CAD?

		Response Percent	Response Count
Yes		81.0%	17
No		19.0%	4
		answered question	21
		skipped question	0













47. Are you computer linked by EDI (Electric Data Interchange) to any of your customers?

		Response Percent	Response Count
Yes		61.9%	13
No		38.1%	8
		answered question	21
		skipped question	0





48. How often is your company website updated? (Please leave blank if your company does not have a website)

		Response Percent	Response Count
Daily		0.0%	0
Weekly		19.0%	4
Monthly		9.5%	2
Quarterly		23.8%	5
Semi-annually or less often		47.6%	10
answered question			21
skipped question			0



49. Which of the following web based solutions does your company utilize? (Select all that apply)

		Response Percent	Response Count
Web Conferencing/Training		40.0%	8
Blogs		30.0%	6
Wikis		0.0%	0
E-Commerce / Direct web sales		35.0%	7
Company Intranet		25.0%	5
Shared Web documents		20.0%	4
Shared Web calendar		15.0%	3
Paid search optimization		50.0%	10
You Tube		35.0%	7
Facebook		30.0%	6
LinkedIn		45.0%	9
Google+		25.0%	5
Social Networking "your company" pages / channels		25.0%	5
		answered question	20
		skipped question	1




50. Does your system support scannable barcodes? (Select all that may apply)

		Response Percent	Response Count
No		47.6%	10
Yes, for raw materials		42.9%	9
Yes, for in-process goods		38.1%	8
Yes, for finished goods		47.6%	10
answered question			21
skipped question			0

51. Do you utilize RFID?

		Response Percent	Response Count
Yes		9.5%	2
No		90.5%	19
answered question			21
skipped question			0




52. If your company uses a CRM system, do you know your user adoption rate?

		Response Percent	Response Count
Under 25% adoption rate		5.6%	1
25% to 50% adoption rate		0.0%	0
Over 50% adoption rate		5.6%	1
We do not have CRM, or I do not know the adoption rate.		88.9%	16
answered question			18
skipped question			3


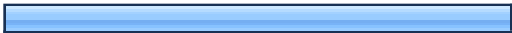
53. Quality Assurance Program Characteristics

	Yes	No	Response Count
We have a Quality Assurance Program	90.5% (19)	9.5% (2)	21
It is a formal written program	70.0% (14)	30.0% (6)	20
It has a quality manager	70.0% (14)	30.0% (6)	20
We provide a product warranty	68.4% (13)	31.6% (6)	19
answered question			21
skipped question			0


54. Who provides your product inspections? (Select all that apply)

		Response Percent	Response Count
Manufacturing personnel		95.2%	20
Shipping personnel		71.4%	15
Quality personnel		38.1%	8
		answered question	21
		skipped question	0

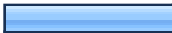

55. Is your company ISO certified?

		Response Percent	Response Count
Yes		23.8%	5
No		76.2%	16
		answered question	21
		skipped question	0



56. If yes, which designation do you hold?

		Response Percent	Response Count
ISO9001		100.0%	5
ISO9002		0.0%	0
ISO14000		0.0%	0
		answered question	5
		skipped question	16

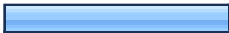


57. If no, do you intend to pursue ISO certification in the next three years?

		Response Percent	Response Count
Yes		25.0%	4
No		75.0%	12
		answered question	16
		skipped question	5

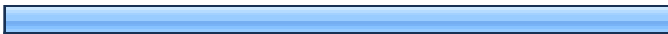
58. If yes to the previous question, which designation do you plan to pursue?

		Response Percent	Response Count
ISO9000		33.3%	1
ISO9001		66.7%	2
ISO14000		0.0%	0
		answered question	3
		skipped question	18



59. What type of entity is your company? (If you control more than one company, please answer for your primary or parent company.)

		Response Percent	Response Count
C Corporation		33.3%	7
S Corporation		61.9%	13
LLC		4.8%	1
Partnership		0.0%	0
Sole Proprietor		0.0%	0
		answered question	21
		skipped question	0

60. Is your company:

		Response Percent	Response Count
Public company		0.0%	0
Privately owned company		100.0%	21
		answered question	21
		skipped question	0

61. What is your inventory basis?

		Response Percent	Response Count
FIFO		73.7%	14
LIFO		26.3%	5
		answered question	19
		skipped question	2



62. How many times do you turn your inventory annually? (Please enter a whole number without decimal)

	Response Average	Response Total	Response Count
Raw Materials (RM) and Work in Process (WIP)	14.06	225	16
Finished Goods (FG)	8.33	125	15
answered question			17
skipped question			4

63. What is your payroll cycle?

	Weekly	Bi-weekly	Monthly	Response Count
Hourly employees	65.0% (13)	35.0% (7)	0.0% (0)	20
Salary employees	47.6% (10)	38.1% (8)	14.3% (3)	21
answered question				21
skipped question				0

64. How is payroll handled?

		Response Percent	Response Count
In house		33.3%	7
Outside service		66.7%	14
answered question			21
skipped question			0

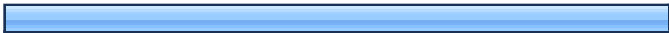


65. What is your average number of employees? (Please enter a whole number without decimal)

	Response Average	Response Total	Response Count
Full Time	65.71	1,380	21
Part Time	1.87	28	15
Temporary	4.06	65	16
Total	75.42	1,433	19
answered question			21
skipped question			0


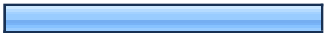
66. What percentage of your average number of employees are in the following areas: (Please enter whole number without decimal. Answers should total 100)

	Response Average	Response Total	Response Count
Sales - outside	3.67	66	18
Sales - inside	6.71	141	21
Office/Administrative	20.24	425	21
Operations/Factory	69.90	1,468	21
answered question			21
skipped question			0







67. What shifts does your company normally operate? (Select all that apply)

		Response Percent	Response Count
1st		100.0%	21
2nd		42.9%	9
3rd		19.0%	4
answered question			21
skipped question			0

68. Do you offer flexible hours?

		Response Percent	Response Count
Yes		52.4%	11
No		47.6%	10
answered question			21
skipped question			0

69. What types of flex time arrangements do you offer? (Select all that apply)

		Response Percent	Response Count
Flex start and quit times		64.3%	9
Flex to 4/10 hour day week		7.1%	1
Flex for summer/winter schedules		7.1%	1
Flex for tardy		42.9%	6
Flex for personal appointments		85.7%	12
Flex for individual needs		71.4%	10
answered question			14
skipped question			7

70. Please check any of the brush construction types that your company utilizes in manufacturing: (Brush manufacturers only...Select all that apply)

		Response Percent	Response Count
Staple set		77.8%	14
Fused		11.1%	2
Twisted-in-wire		27.8%	5
Mops-yarn		5.6%	1
Rollers		16.7%	3
Strip-metal		44.4%	8
Strip-flexible		22.2%	4
Hand drawn		33.3%	6
Mops-strip		5.6%	1
Upright brooms-wound		11.1%	2
Upright brooms-nailed or banded		5.6%	1
Power driven		50.0%	9
Epoxy set		33.3%	6
Cylinder-wound strip		44.4%	8
Anchor set		16.7%	3
Mops-sponge		0.0%	0
Ferrule set		5.6%	1
Wire Wound		22.2%	4
Wound and Tufted		22.2%	4
	Other (please specify)		1
answered question			18
skipped question			3

71. What percentage of sales is from product manufactured in house? (Please enter a whole number without decimal)

	Response Average	Response Total	Response Count
Percent	83.89	1,594	19
	answered question		19
	skipped question		2



72. What percentage of sales comes from outsourced, non-domestic imported items? (Please enter a whole number without decimal)

	Response Average	Response Total	Response Count
Percent	11.58	220	19
	answered question		19
	skipped question		2

73. What is your average gross margin percentage on RESOLD items? (Please enter a whole number without decimal)

	Response Average	Response Total	Response Count
Percent	25.35	431	17
	answered question		17
	skipped question		4



74. Does your company have fixed assets for manufacturing or distribution in a country outside of or in addition to the country where you are domiciled?

		Response Percent	Response Count
Yes		10.5%	2
No		89.5%	17
answered question			19
skipped question			2

75. Sales trends over the past:

	Up	Level	Down	Response Count
One Year	75.0% (15)	20.0% (4)	5.0% (1)	20
Three Years	73.7% (14)	26.3% (5)	0.0% (0)	19
Five Years	63.2% (12)	21.1% (4)	15.8% (3)	19
answered question				20
skipped question				1

76. Future sales forecast for the next year:

		Response Percent	Response Count
Up		68.4%	13
Level		31.6%	6
Down		0.0%	0
answered question			19
skipped question			2