

# ABMA AMERICAN BRUSH MANUFACTURERS ASSOCIATION

## 2015 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  
736 Main Ave, Suite 7 – Durango, CO 81301  
T (720) 392-2262 – F (866) 837-8450 – [www.abma.org](http://www.abma.org) - [info@abma.org](mailto:info@abma.org)



September 22, 2015

To: Key Contacts at Participating ABMA Member Companies

## Data Collection Survey

Thank you for participating in the 2015 Data Collection Survey. 23 companies submitted data versus 21 in 2012.

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](mailto:jillshinnars@pioneerpackaginginc.com).
2. Dave Parr of ABMA Staff at (720) 392-2262 or [dparr@abma.org](mailto: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,

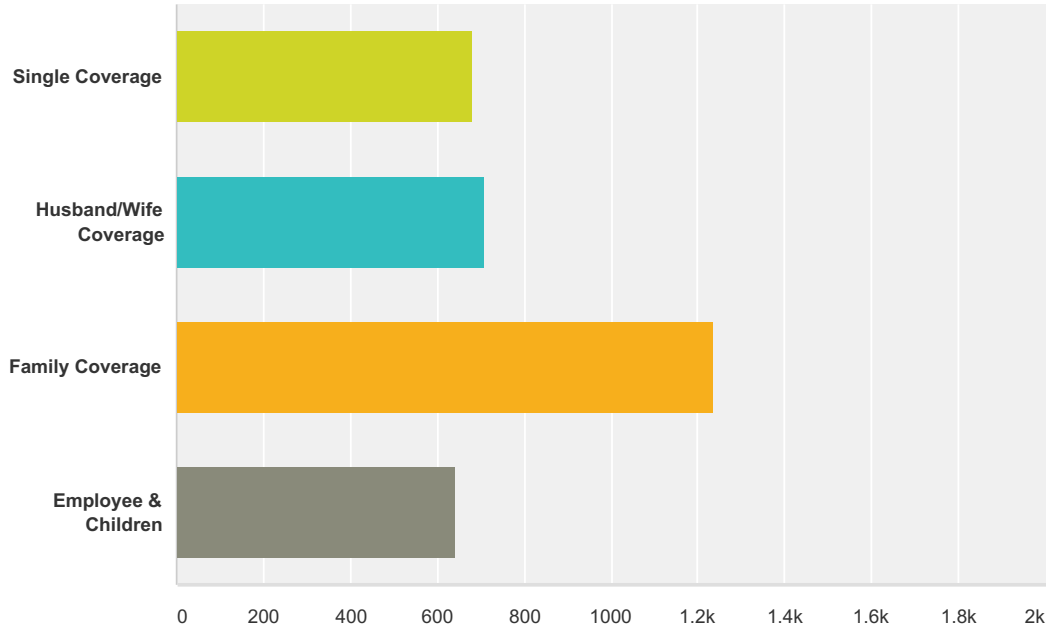
A handwritten signature in black ink, appearing to read "David C. Parr", is written over a light blue horizontal line.

David C. Parr  
Executive Director

Enclosures

**Q1 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. If zero (0) leave blank.

Answered: 21 Skipped: 2

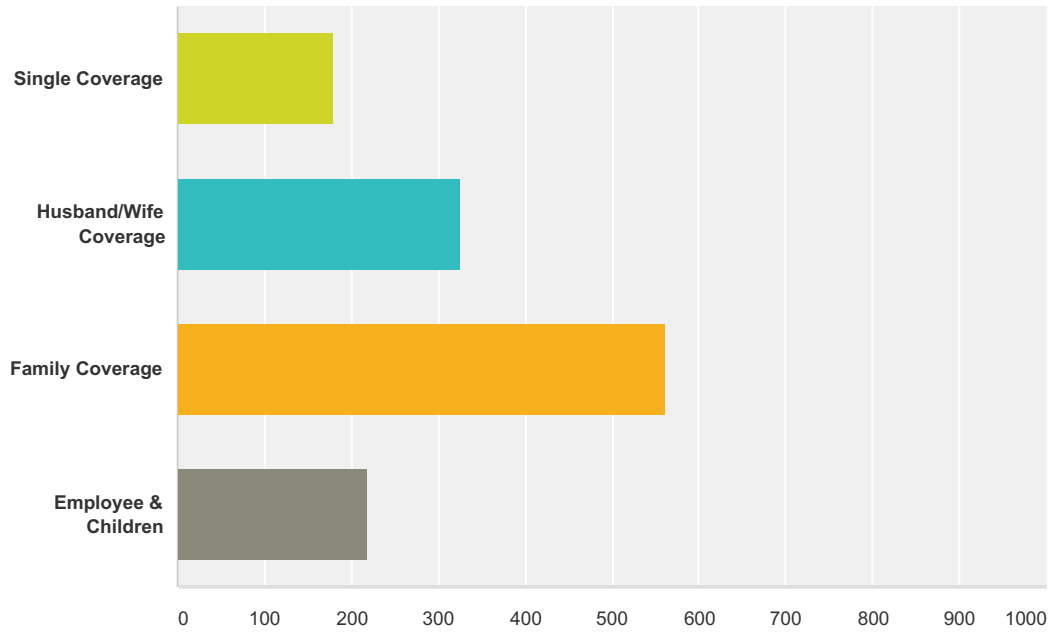


Answer Choices	Average Number	Total Number	Responses
Single Coverage	680	14,287	21
Husband/Wife Coverage	710	14,196	20
Family Coverage	1,236	24,723	20
Employee & Children	642	11,558	18
<b>Total Respondents: 21</b>			

**Q2 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. If zero (0) leave blank.

Answered: 20 Skipped: 3

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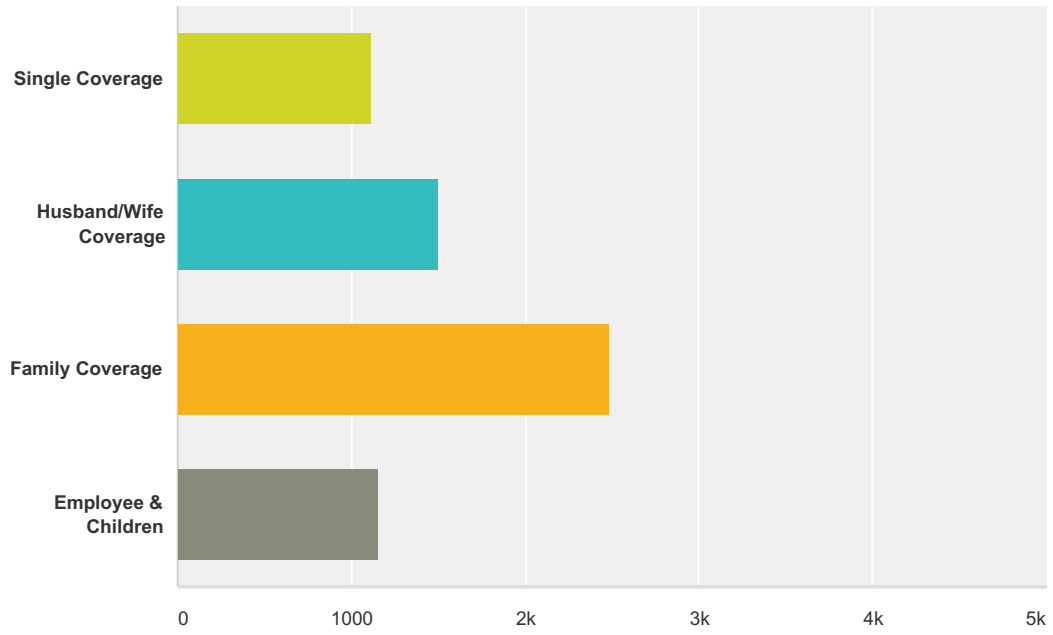


Answer Choices	Average Number	Total Number	Responses
Single Coverage	179	3,410	19
Husband/Wife Coverage	325	6,176	19
Family Coverage	562	10,679	19
Employee & Children	218	3,932	18
<b>Total Respondents: 20</b>			

**Q3 Premium Rates Per Month - Total Premium Per Each**  
Please enter the whole dollar amount (no decimal) the total monthly Health Insurance Premium

Answered: 21 Skipped: 2

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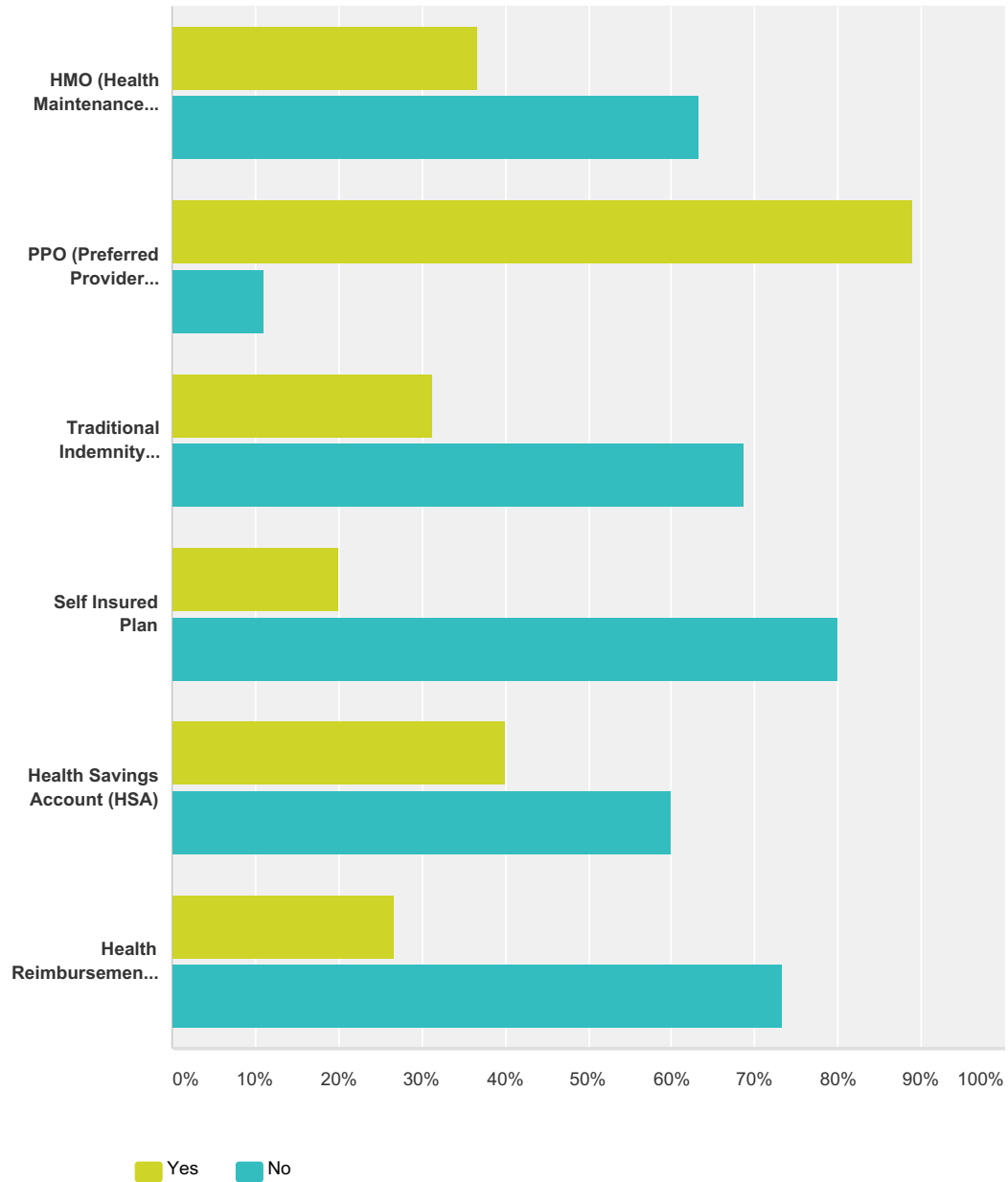


Answer Choices	Average Number	Total Number	Responses
Single Coverage	1,115	23,425	21
Husband/Wife Coverage	1,508	30,167	20
Family Coverage	2,485	49,691	20
Employee & Children	1,161	20,897	18
<b>Total Respondents: 21</b>			

### Q4 Describe elements of your Current Plan. Is your current plan:

Answered: 22 Skipped: 1

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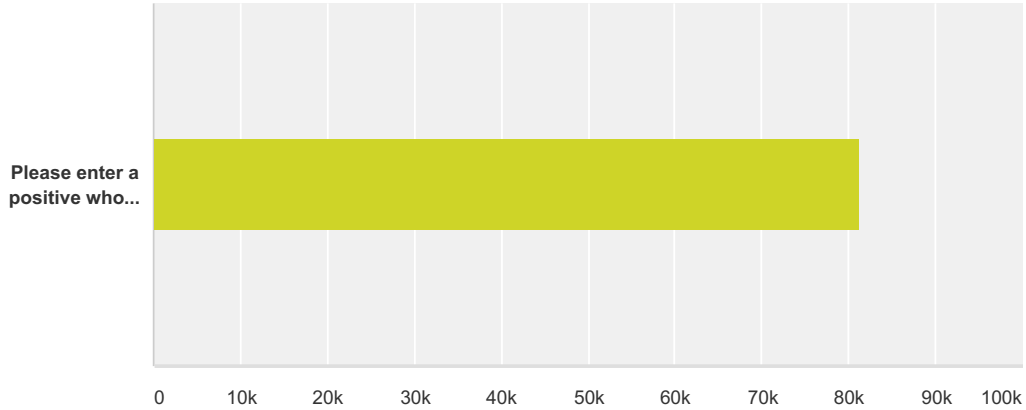


	Yes	No	Total
HMO (Health Maintenance Organization)	36.84% 7	63.16% 12	19
PPO (Preferred Provider Organization)	88.89% 16	11.11% 2	18
Traditional Indemnity (Fully Insured) Plan	31.25% 5	68.75% 11	16
Self Insured Plan	20.00% 3	80.00% 12	15
Health Savings Account (HSA)	40.00% 6	60.00% 9	15
Health Reimbursement Account (HRA)	26.67% 4	73.33% 11	15

**Q5 If you are Self Insured at what dollar**

**amount is your individual stop loss?(If you are not Self insured please leave blank)**

Answered: 4 Skipped: 19



Answer Choices	Average Number	Total Number	Responses
Please enter a positive whole dollar amount, i.e 25,000.	81,250	325,000	4
<b>Total Respondents: 4</b>			

**Q6 If you do not offer health insurance, do you offer a stipend to your employees to get coverage on their own? (If you offer health insurance, please leave blank)**

Answered: 0 Skipped: 23

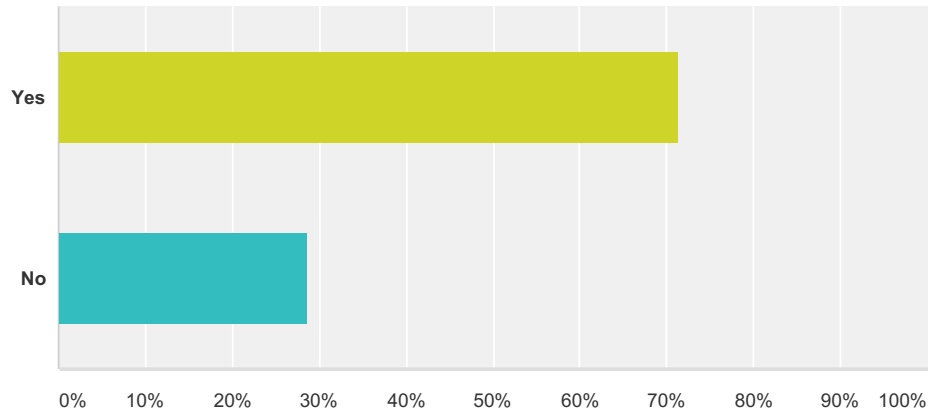
! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
<b>Total</b>	<b>0</b>

**Q7 Does your current plan offer an employee Life Insurance component?**

Answered: 21 Skipped: 2

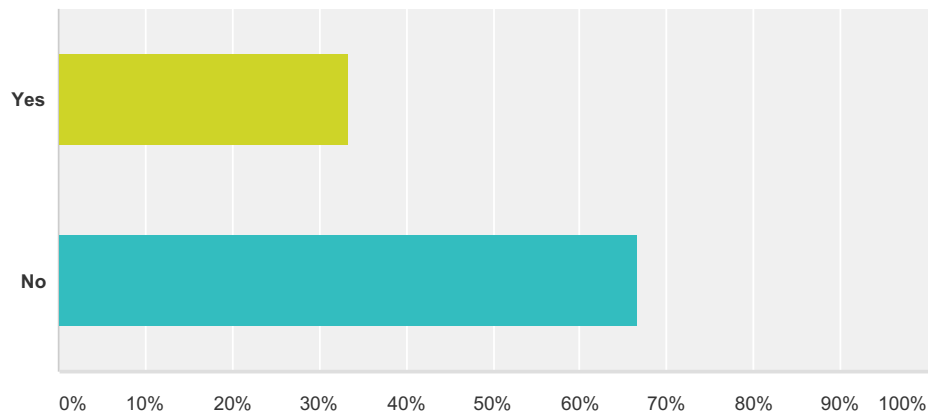
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Answer Choices	Responses	Count
Yes	71.43%	15
No	28.57%	6
<b>Total</b>		<b>21</b>

### Q8 Does your current plan contain a Wellness Program component?

Answered: 21 Skipped: 2



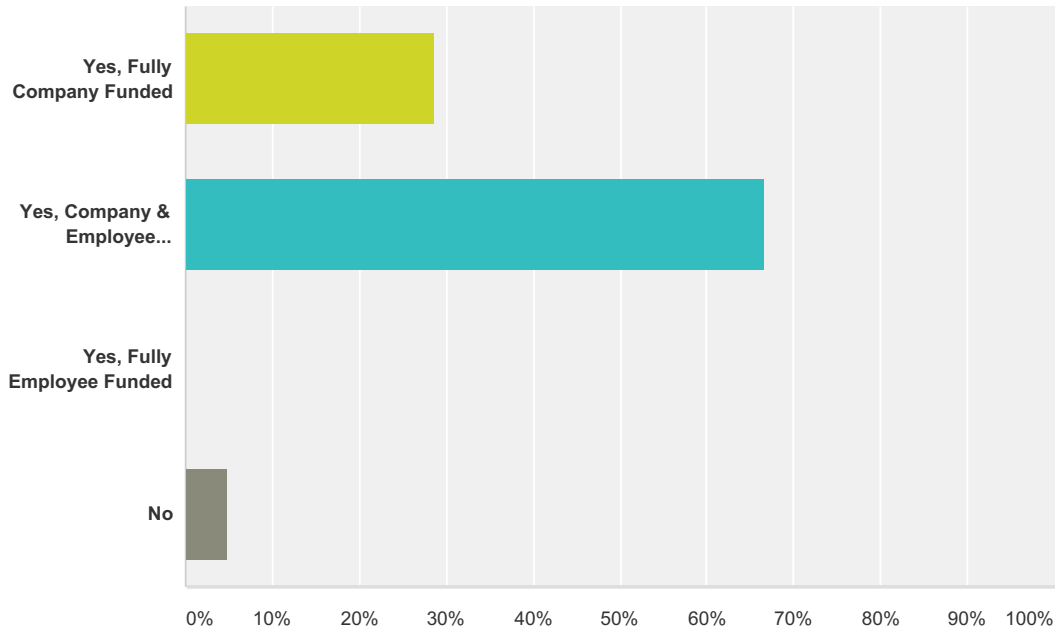
Answer Choices	Responses	Count
Yes	33.33%	7
No	66.67%	14
<b>Total</b>		<b>21</b>

### Q9 Does your current plan offer Prescription coverage?

Answered: 21 Skipped: 2



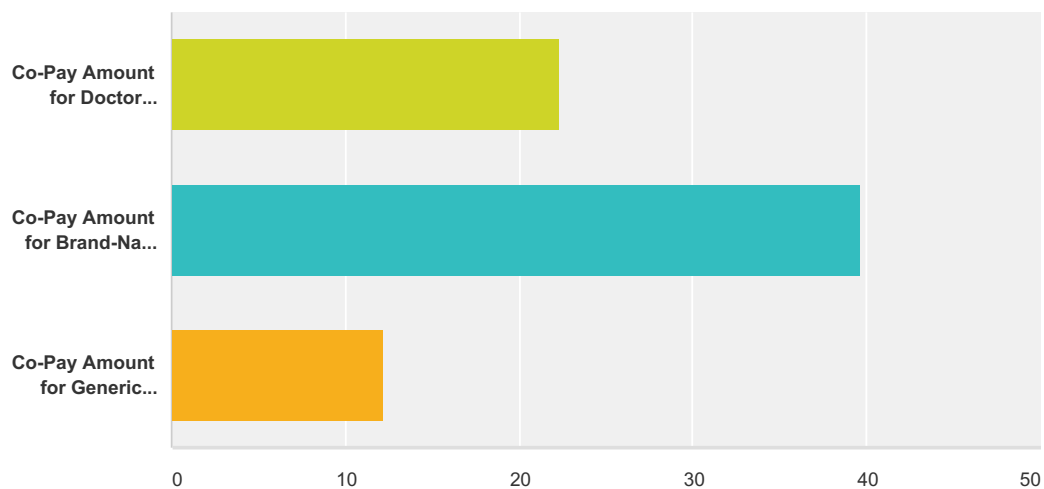
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Answer Choices	Responses
Yes, Fully Company Funded	28.57% 6
Yes, Company & Employee Co-Funded	66.67% 14
Yes, Fully Employee Funded	0.00% 0
No	4.76% 1
<b>Total</b>	<b>21</b>

### Q10 If your plan requires employee co-pay at the time of service, what is the co-pay amount?(Nearest whole dollar, no decimals)

Answered: 17 Skipped: 6



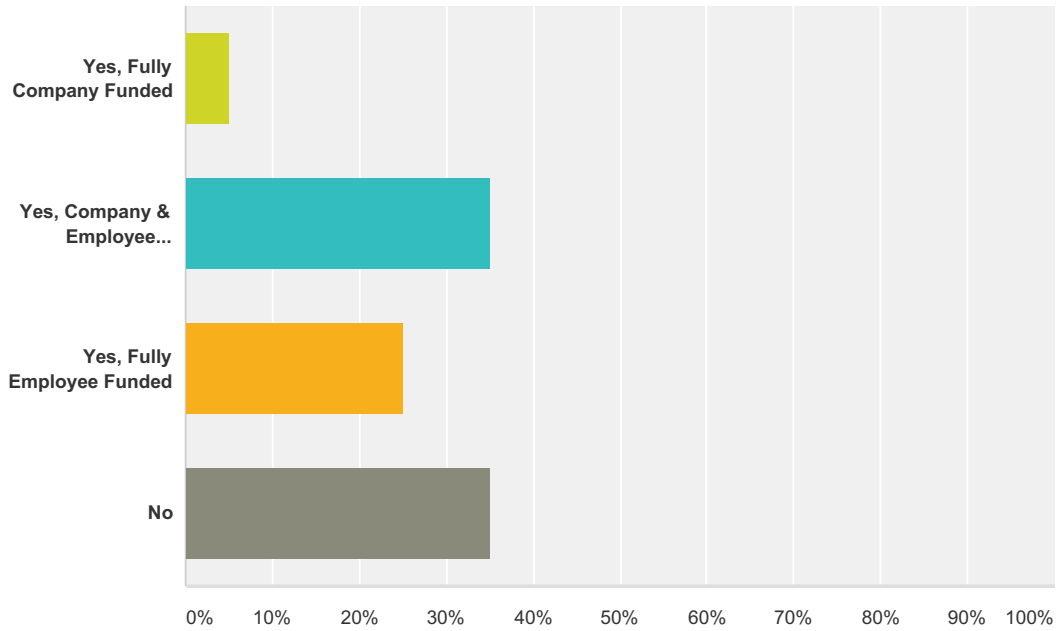
Answer Choices	Average Number	Total Number	Responses
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Co-Pay Amount for Doctor Visit	22	380	17
Co-Pay Amount for Brand-Name Prescription	40	635	16
Co-Pay Amount for Generic Prescription	12	196	16
<b>Total Respondents: 17</b>			

**Q11 Does your current plan offer Vision Care coverage?**

Answered: 20 Skipped: 3

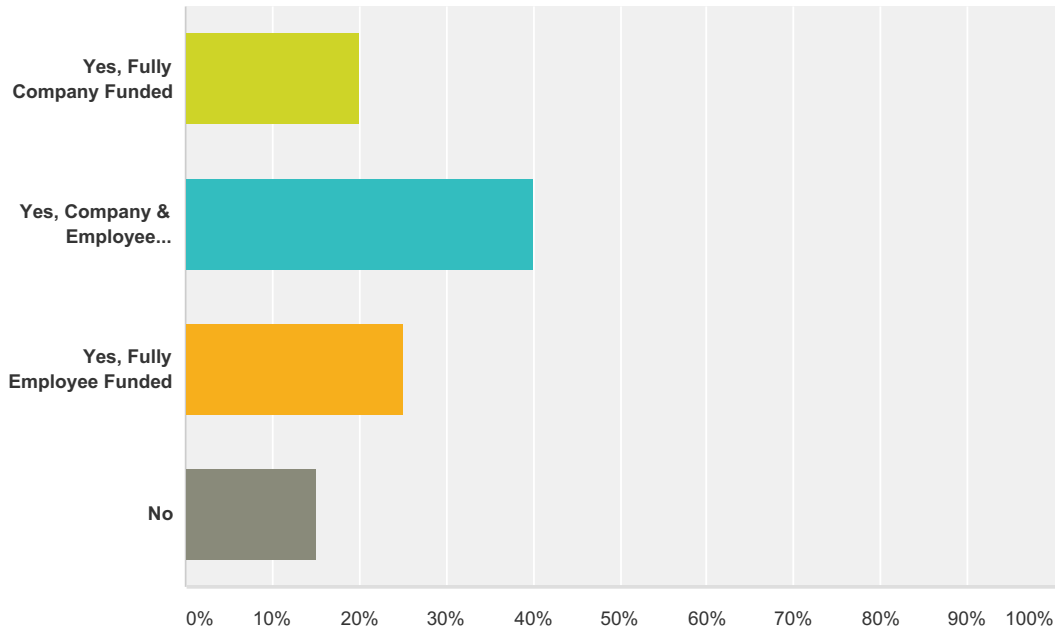


Answer Choices	Responses
Yes, Fully Company Funded	5.00% 1
Yes, Company & Employee Co-Funded	35.00% 7
Yes, Fully Employee Funded	25.00% 5
No	35.00% 7
<b>Total</b>	<b>20</b>

**Q12 Does your current plan offer Dental Care coverage?**

Answered: 20 Skipped: 3

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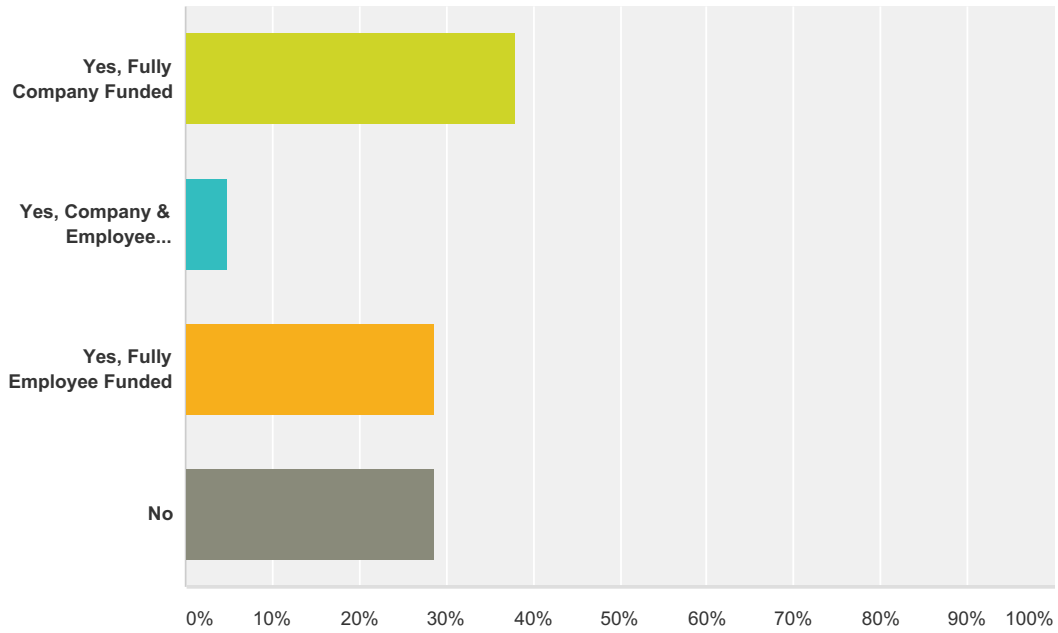


Answer Choices	Responses
Yes, Fully Company Funded	20.00% 4
Yes, Company & Employee Co-Funded	40.00% 8
Yes, Fully Employee Funded	25.00% 5
No	15.00% 3
<b>Total</b>	<b>20</b>

**Q13 Do you offer a Long Term Disability (LTD) plan?**

Answered: 21 Skipped: 2

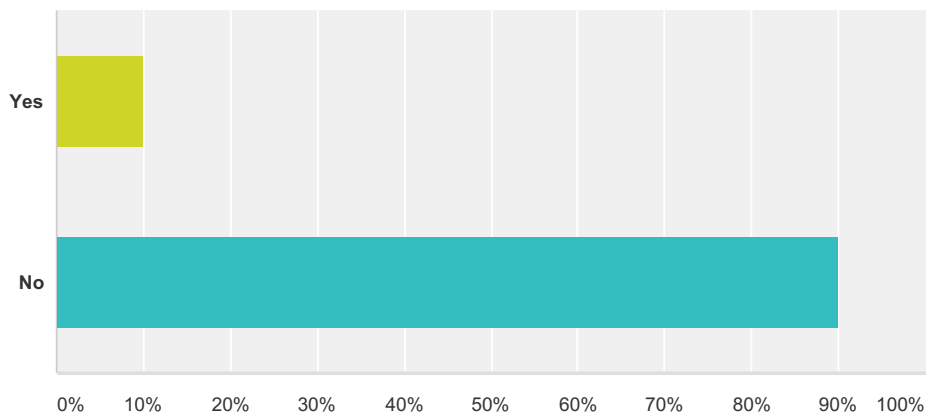
## ABMA Data Collection Survey 2015



Answer Choices	Responses
Yes, Fully Company Funded	38.10% 8
Yes, Company & Employee Co-Funded	4.76% 1
Yes, Fully Employee Funded	28.57% 6
No	28.57% 6
<b>Total</b>	<b>21</b>

### Q14 Do you offer a Long Term Care (LTC) plan?

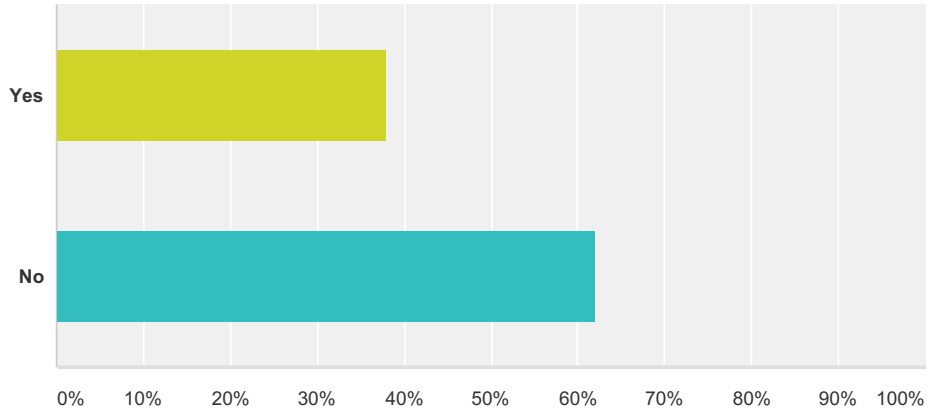
Answered: 20 Skipped: 3



Answer Choices	Responses
Yes	10.00% 2
No	90.00% 18

### Q15 Do you have a Cafeteria Plan (IRS Sec. 125)?

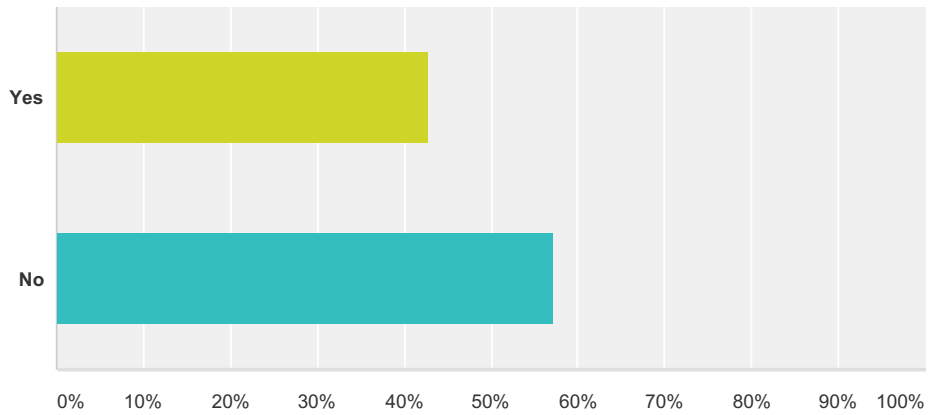
Answered: 21 Skipped: 2



Answer Choices	Responses
Yes	38.10% 8
No	61.90% 13
<b>Total</b>	<b>21</b>

### Q16 Do you offer an Employee Assistance Program (EAP)?

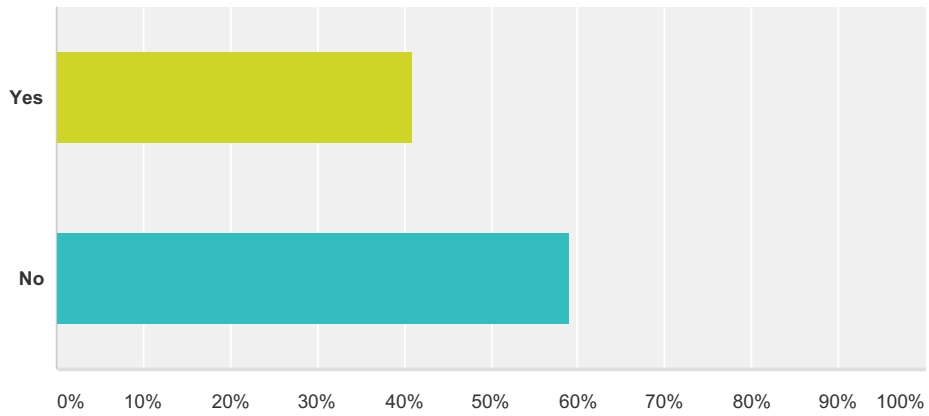
Answered: 21 Skipped: 2



Answer Choices	Responses
Yes	42.86% 9
No	57.14% 12
<b>Total</b>	<b>21</b>

### Q17 Do you provide Travel Insurance for any employees?

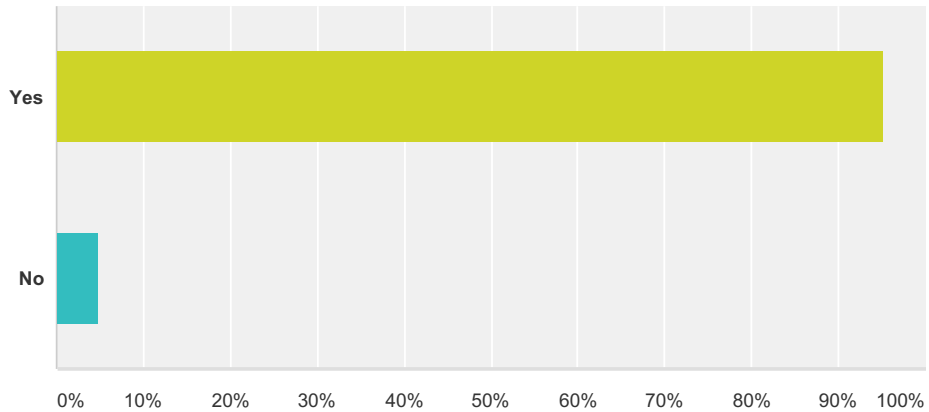
Answered: 22 Skipped: 1



Answer Choices	Responses	Count
Yes	40.91%	9
No	59.09%	13
<b>Total</b>		<b>22</b>

### Q18 Do you have a formal Safety Program?

Answered: 21 Skipped: 2

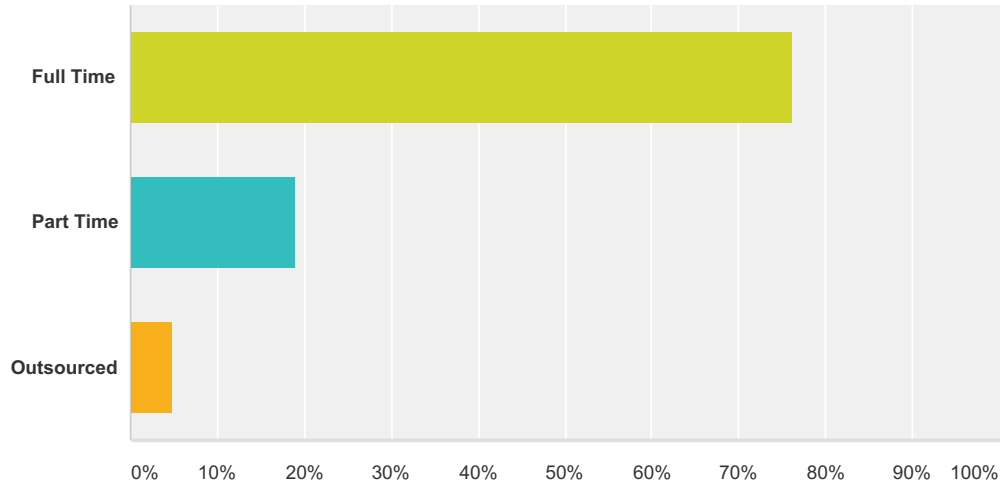


Answer Choices	Responses	Count
Yes	95.24%	20
No	4.76%	1
<b>Total</b>		<b>21</b>

### Q19 The person responsible for this program is:

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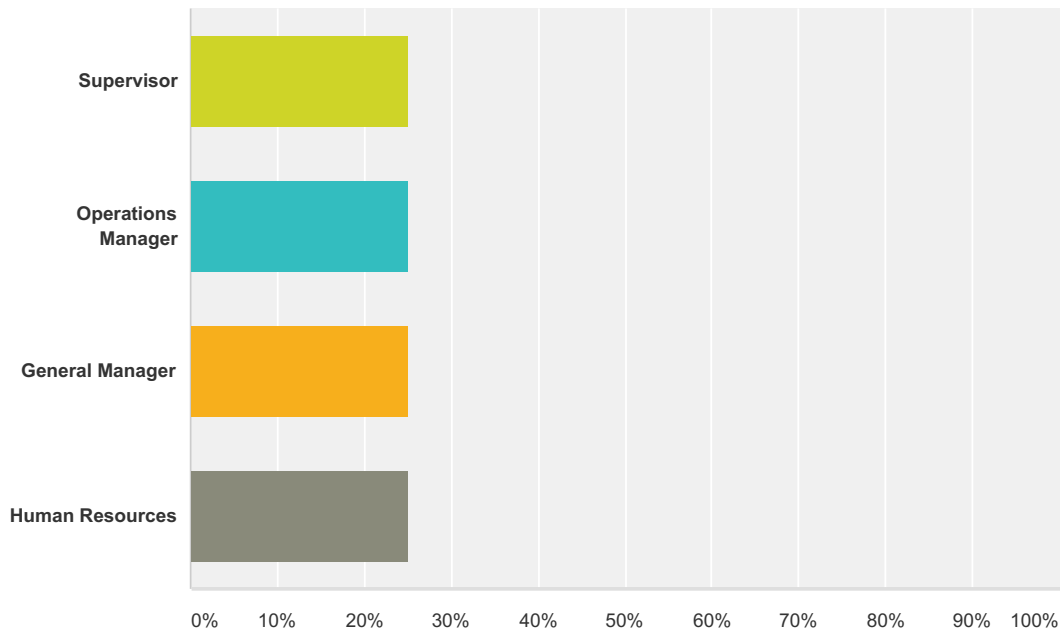
Answered: 21 Skipped: 2



Answer Choices	Responses
Full Time	76.19% 16
Part Time	19.05% 4
Outsourced	4.76% 1
<b>Total</b>	<b>21</b>

## Q20 If part time, what job function is responsible for safety training and oversight?

Answered: 4 Skipped: 19

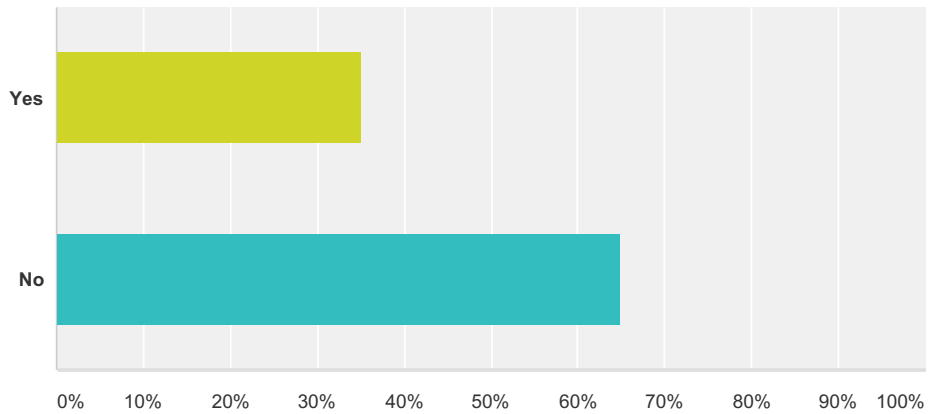


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Answer Choices	Responses
Supervisor	25.00% 1
Operations Manager	25.00% 1
General Manager	25.00% 1
Human Resources	25.00% 1
<b>Total</b>	<b>4</b>

### Q21 Do you offer a Safety Incentive / Rewards Program or similar?

Answered: 20 Skipped: 3



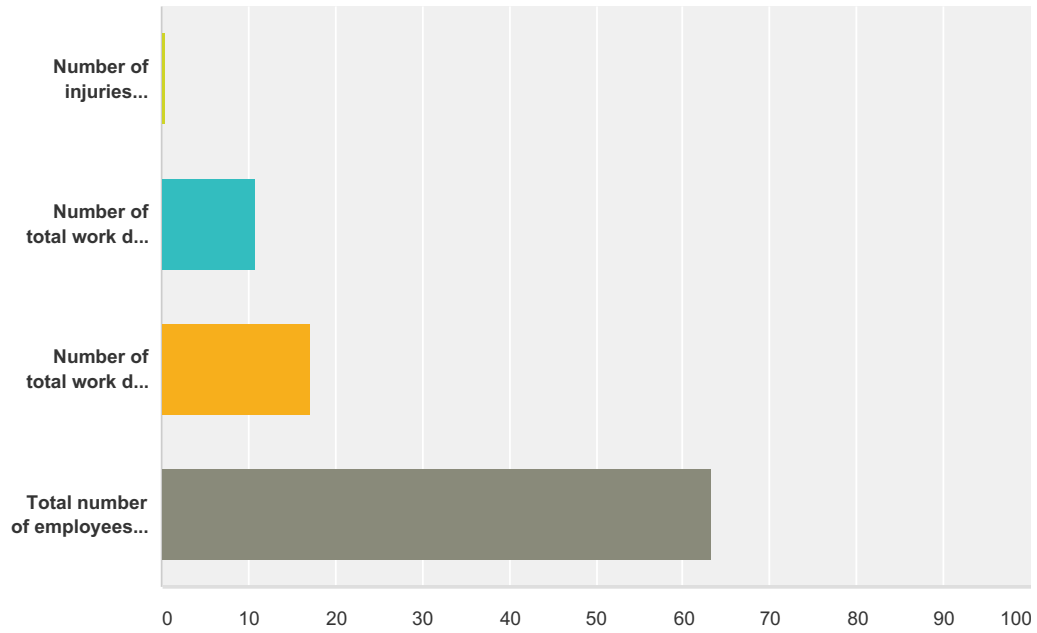
Answer Choices	Responses
Yes	35.00% 7
No	65.00% 13
<b>Total</b>	<b>20</b>

### Q22 Loss Time Analysis(Use whole numbers without decimal)

Answered: 20 Skipped: 3



## ABMA Data Collection Survey 2015

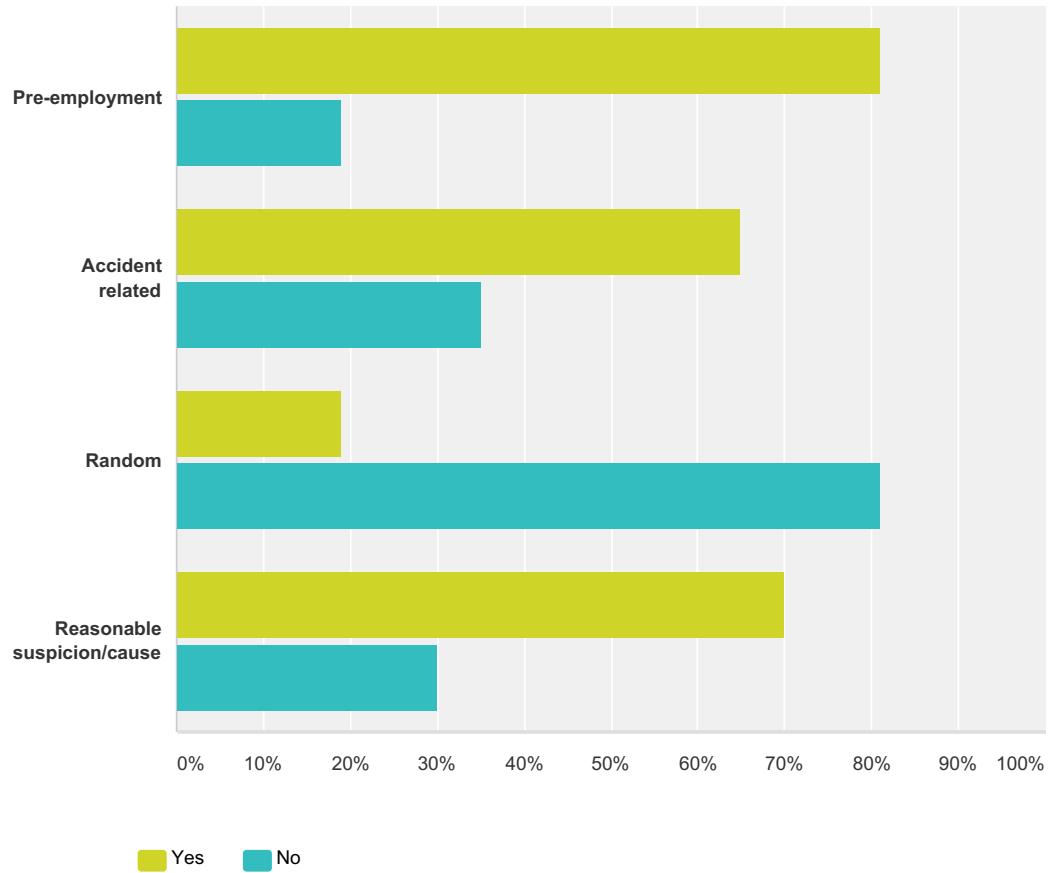


Answer Choices	Average Number	Total Number	Responses
Number of injuries resulting in lost work days:	0	9	19
Number of total work days lost due to injuries:	11	206	19
Number of total work days lost due to illness:	17	327	19
Total number of employees in work force:	63	1,266	20
<b>Total Respondents: 20</b>			

### Q23 Do you require drug and alcohol testing?

Answered: 21 Skipped: 2

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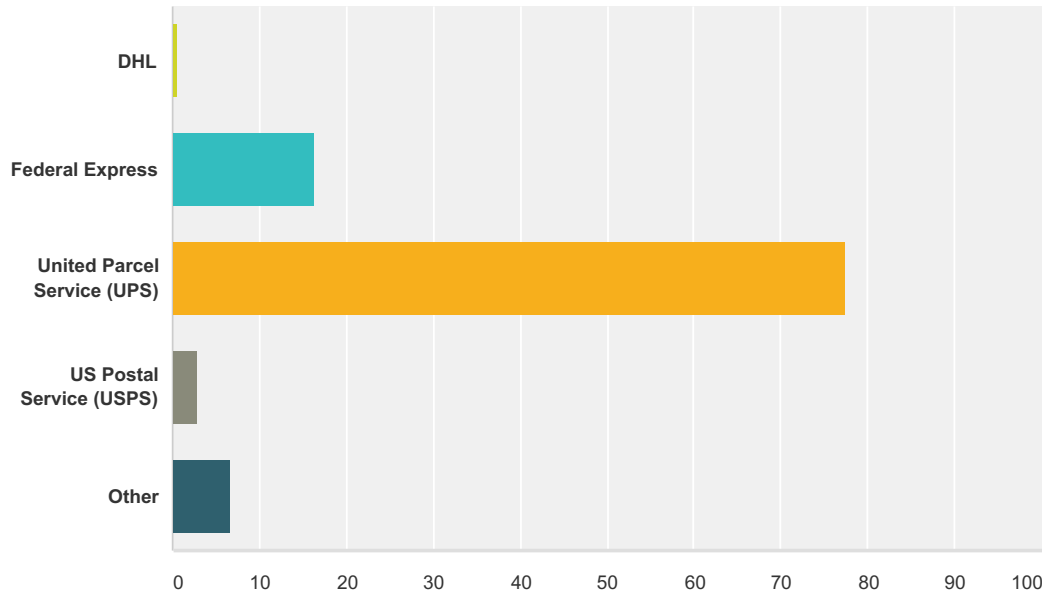


	Yes	No	Total
Pre-employment	80.95% 17	19.05% 4	21
Accident related	65.00% 13	35.00% 7	20
Random	19.05% 4	80.95% 17	21
Reasonable suspicion/cause	70.00% 14	30.00% 6	20

**Q24 What percentages of your small packages do you ship with the following carriers? (Use whole numbers without decimals. Your answers should total 100)**

Answered: 20 Skipped: 3

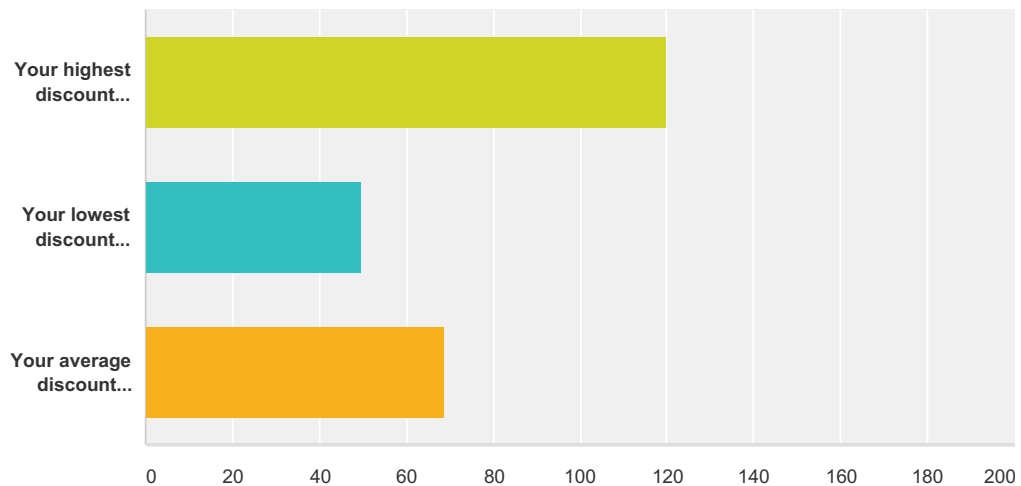
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Answer Choices	Average Number	Total Number	Responses
DHL	1	12	17
Federal Express	16	308	19
United Parcel Service (UPS)	78	1,550	20
US Postal Service (USPS)	3	37	13
Other	7	93	14
<b>Total Respondents: 20</b>			

### Q25 What are your respective percentage discount levels for LTL (less than truck load) shipments?(Use whole numbers without decimals)

Answered: 16 Skipped: 7

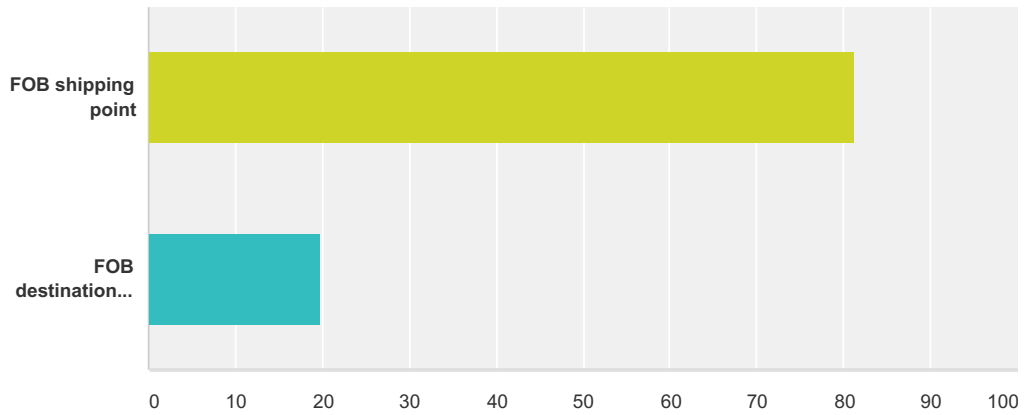


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Answer Choices	Average Number	Total Number	Responses
Your highest discount percentage	120	1,918	16
Your lowest discount percentage	50	793	16
Your average discount percentage	69	1,105	16
<b>Total Respondents: 16</b>			

**Q26 What percentage of your freight is sent FOB shipping point versus FOB destination? (Use whole numbers without decimals. Your answers should total 100)**

Answered: 20 Skipped: 3

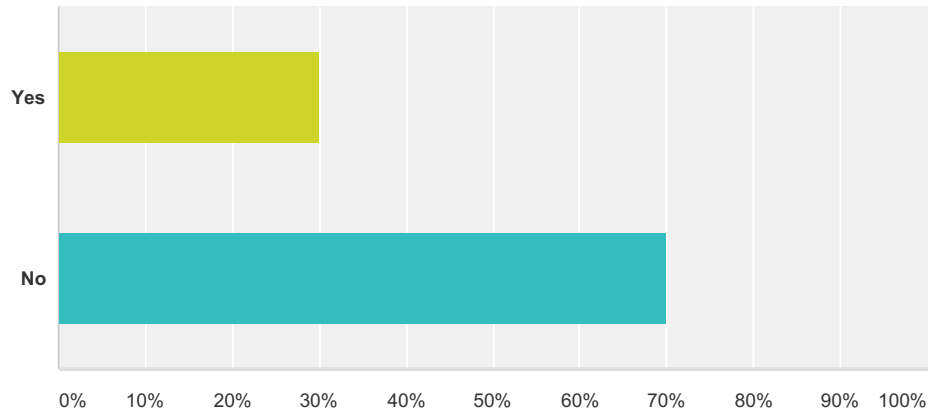


Answer Choices	Average Number	Total Number	Responses
FOB shipping point	81	1,625	20
FOB destination point	20	375	19
<b>Total Respondents: 20</b>			

**Q27 Do you offer inbound freight allowances for refill or reworked product?**

Answered: 20 Skipped: 3

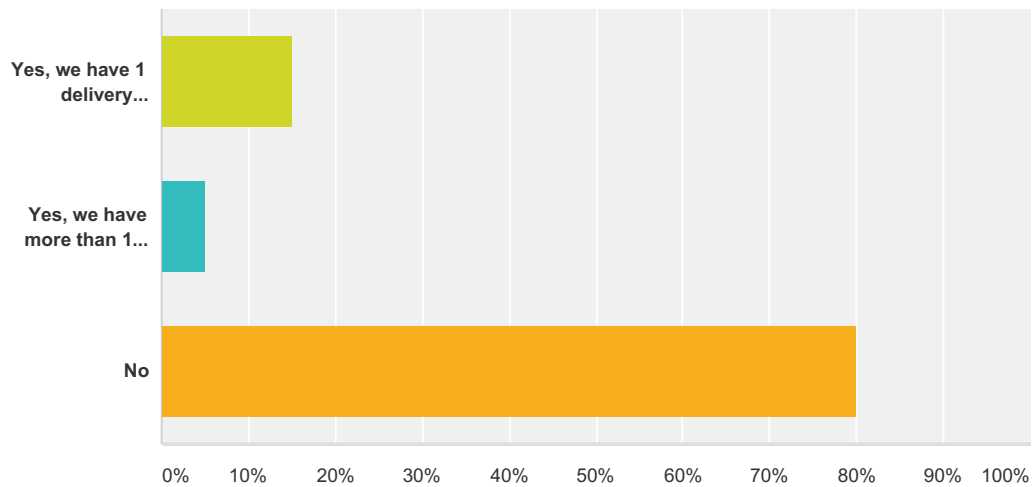
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Answer Choices	Responses	Count
Yes	30.00%	6
No	70.00%	14
<b>Total</b>		<b>20</b>

### Q28 Do you have your own company vehicles for delivery?

Answered: 20 Skipped: 3

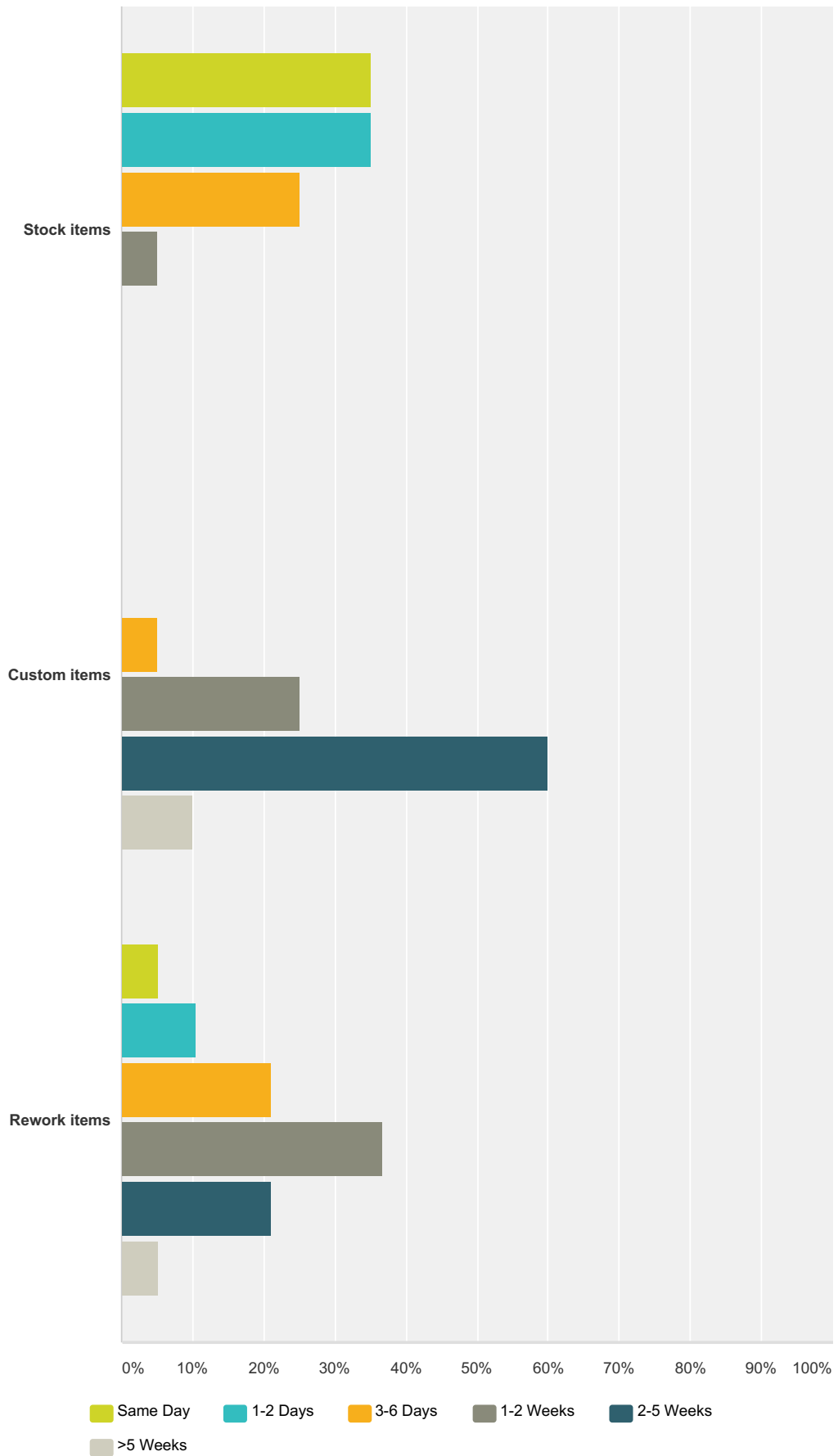


Answer Choices	Responses	Count
Yes, we have 1 delivery vehicle	15.00%	3
Yes, we have more than 1 delivery vehicle	5.00%	1
No	80.00%	16
<b>Total</b>		<b>20</b>

### Q29 What is your standard lead time on shipments of the following:

Answered: 20 Skipped: 3

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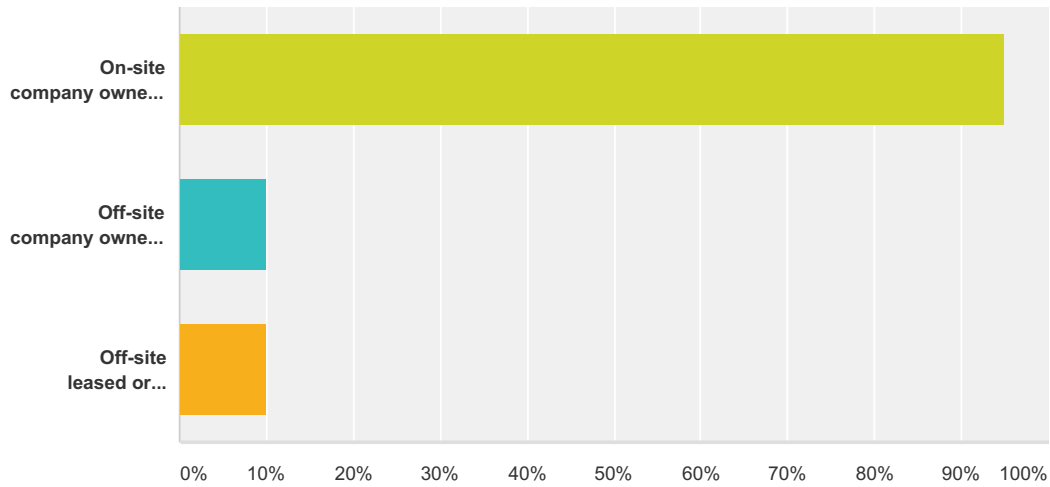


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	Same Day	1-2 Days	3-6 Days	1-2 Weeks	2-5 Weeks	>5 Weeks	Total
Stock items	35.00% 7	35.00% 7	25.00% 5	5.00% 1	0.00% 0	0.00% 0	20
Custom items	0.00% 0	0.00% 0	5.00% 1	25.00% 5	60.00% 12	10.00% 2	20
Rework items	5.26% 1	10.53% 2	21.05% 4	36.84% 7	21.05% 4	5.26% 1	19

**Q30 Where do you warehouse stock items?  
(Select all that may apply)**

Answered: 20 Skipped: 3

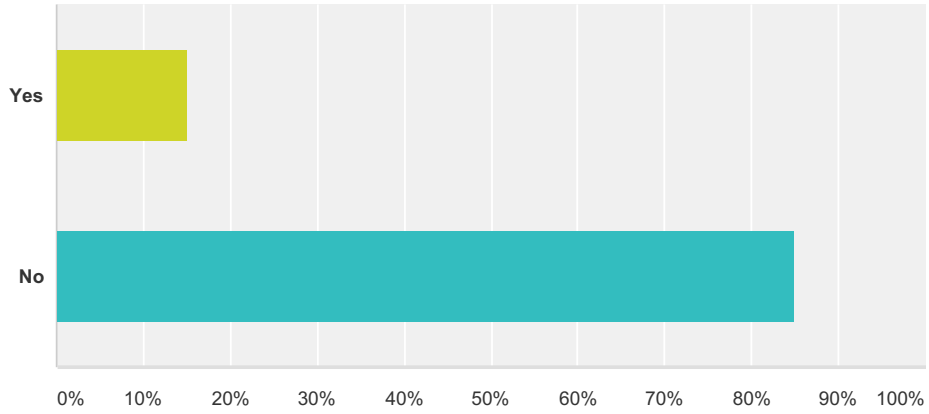


Answer Choices	Responses
On-site company owned warehousing	95.00% 19
Off-site company owned warehousing	10.00% 2
Off-site leased or Public warehousing	10.00% 2
<b>Total Respondents: 20</b>	

**Q31 Do you offer a standard purchase order your customer can use? If no, please go to question 30.**

Answered: 20 Skipped: 3

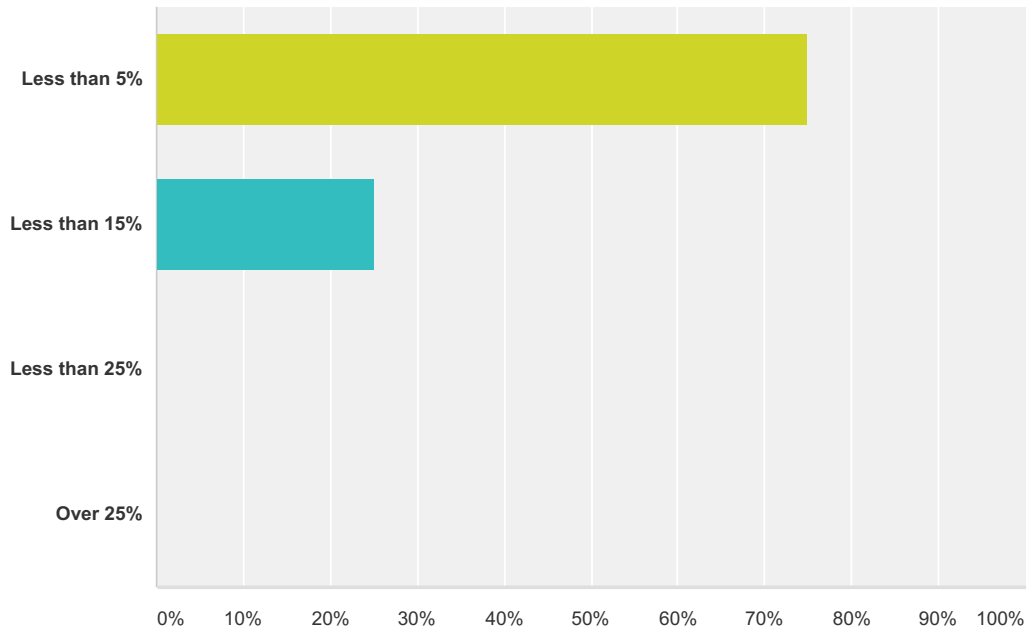
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Answer Choices	Responses	Count
Yes	15.00%	3
No	85.00%	17
<b>Total</b>		<b>20</b>

### Q32 If yes, what percentage of customers uses your standard purchase order form?

Answered: 4 Skipped: 19

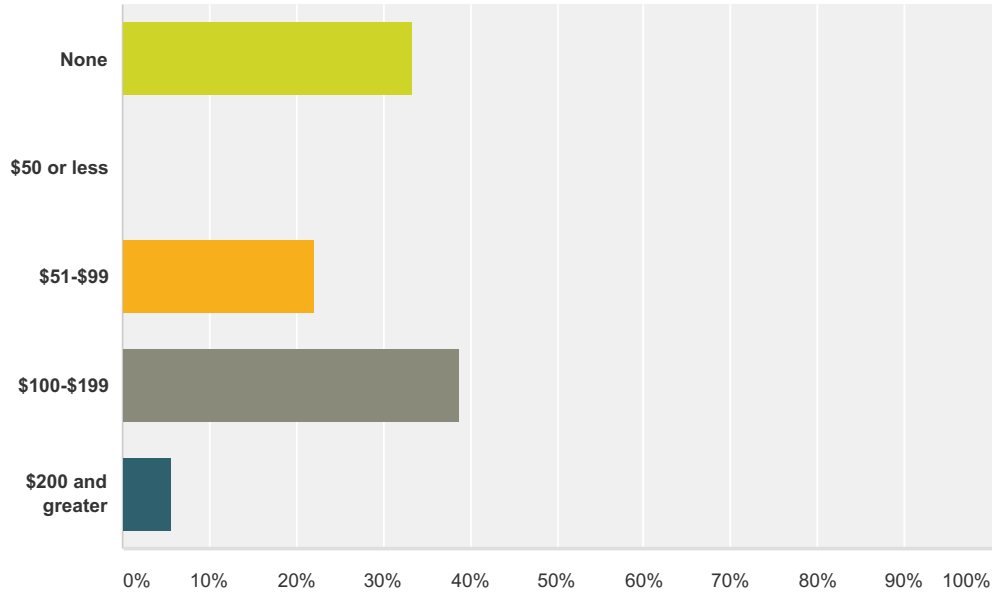


Answer Choices	Responses	Count
Less than 5%	75.00%	3
Less than 15%	25.00%	1
Less than 25%	0.00%	0
Over 25%	0.00%	0



### Q33 What is your minimum order value for parts / tooling?

Answered: 18 Skipped: 5

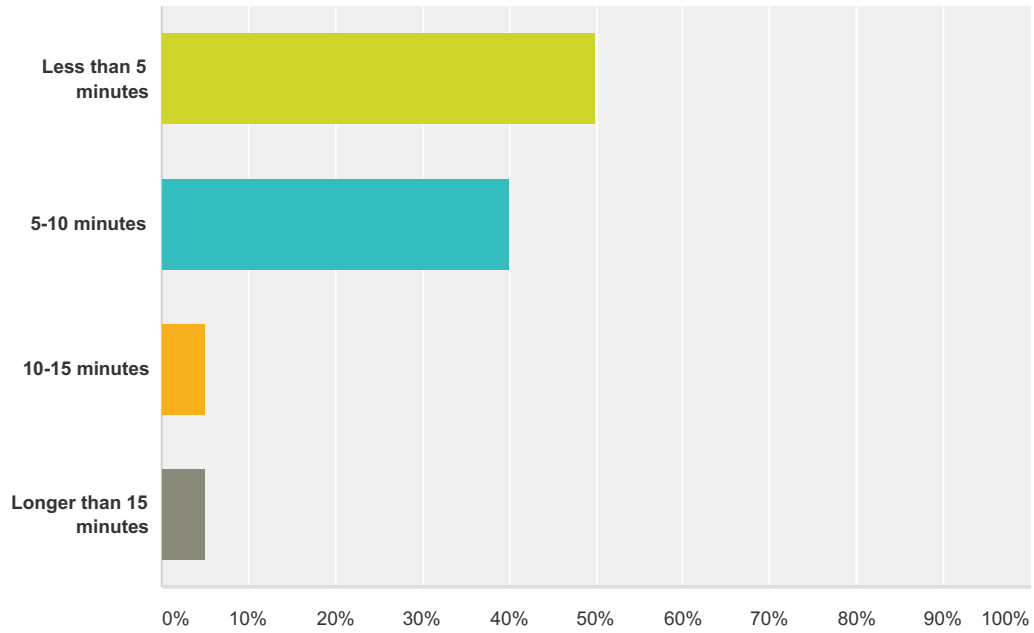


Answer Choices	Responses	
None	33.33%	6
\$50 or less	0.00%	0
\$51-\$99	22.22%	4
\$100-\$199	38.89%	7
\$200 and greater	5.56%	1
<b>Total</b>		<b>18</b>

### Q34 How long does it take to enter an order?

Answered: 20 Skipped: 3

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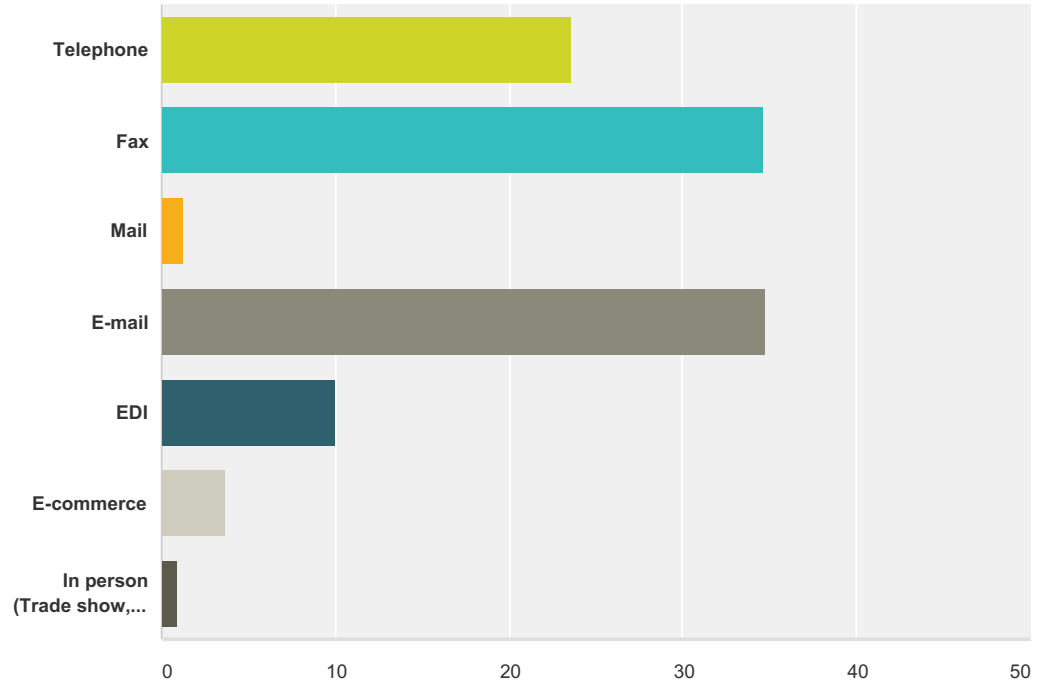


Answer Choices	Responses
Less than 5 minutes	50.00% 10
5-10 minutes	40.00% 8
10-15 minutes	5.00% 1
Longer than 15 minutes	5.00% 1
<b>Total</b>	<b>20</b>

**Q35 By percentage, please indicate how you receive an order.(Use whole numbers without decimals. Your answers should total 100)**

Answered: 20 Skipped: 3

## ABMA Data Collection Survey 2015

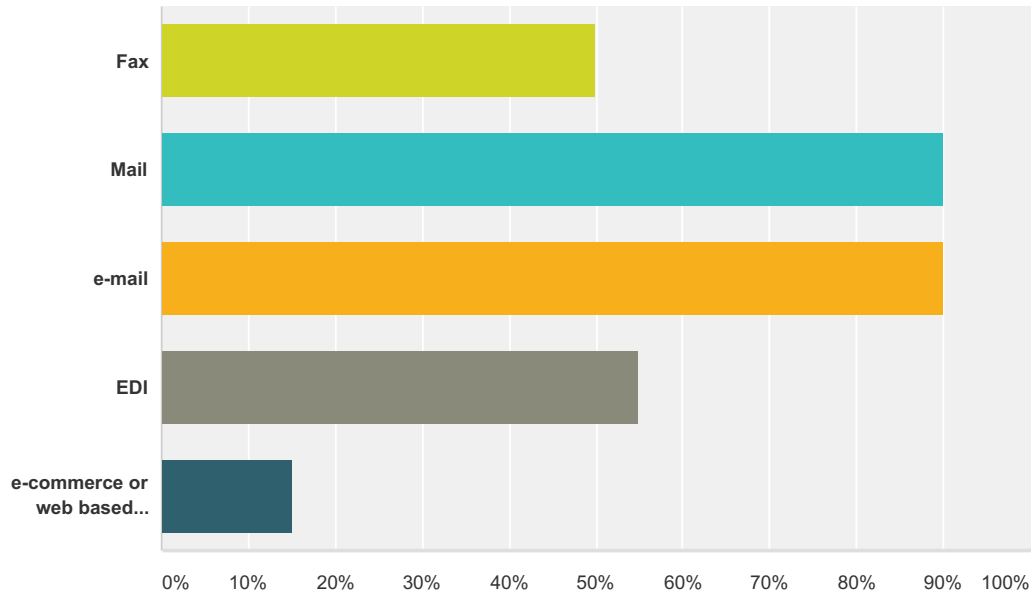


Answer Choices	Average Number	Total Number	Responses
Telephone	24	449	19
Fax	35	658	19
Mail	1	14	11
E-mail	35	696	20
EDI	10	130	13
E-commerce	4	44	12
In person (Trade show, etc)	1	9	10
<b>Total Respondents: 20</b>			

### Q36 How do you send invoices? (Select all that apply)

Answered: 20 Skipped: 3

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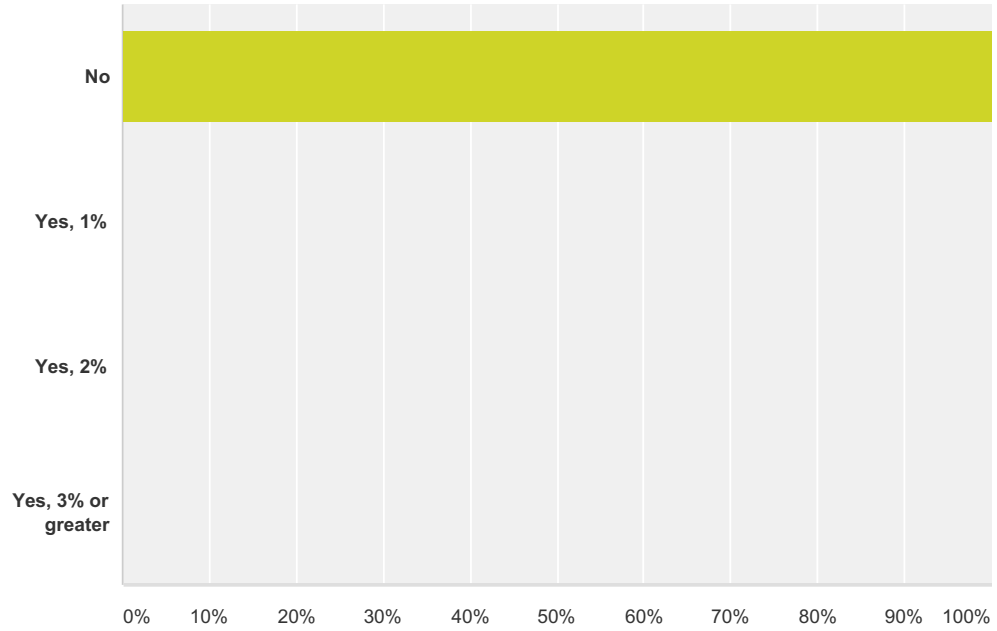


Answer Choices	Responses
Fax	50.00% 10
Mail	90.00% 18
e-mail	90.00% 18
EDI	55.00% 11
e-commerce or web based solution	15.00% 3
<b>Total Respondents: 20</b>	

### Q37 Do you offer a discount for e-commerce orders?

Answered: 20 Skipped: 3

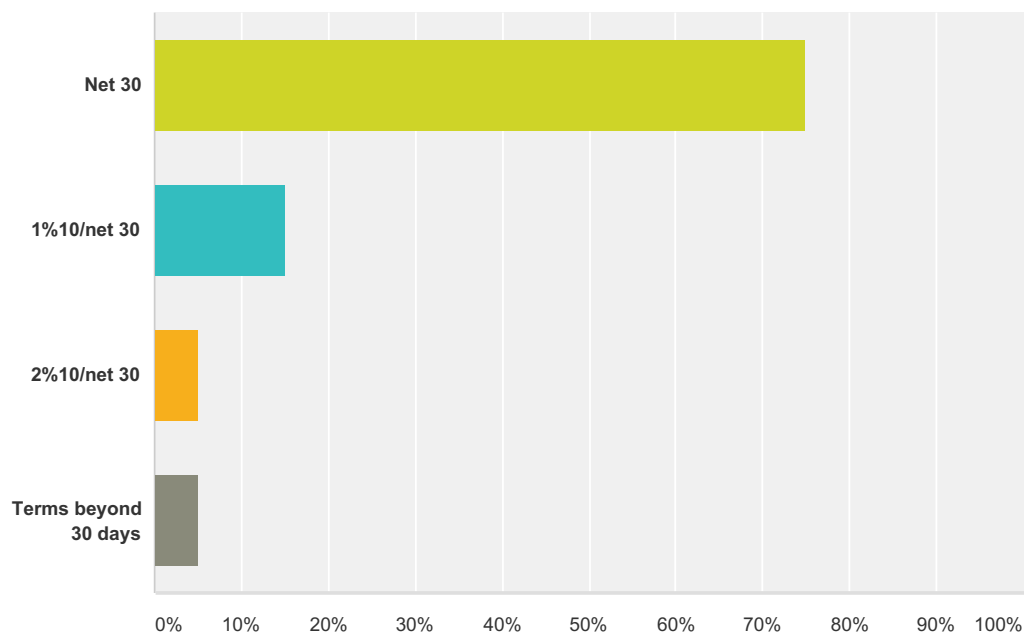
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Answer Choices	Responses	Count
No	100.00%	20
Yes, 1%	0.00%	0
Yes, 2%	0.00%	0
Yes, 3% or greater	0.00%	0
<b>Total</b>		<b>20</b>

### Q38 What are your normal payment terms?

Answered: 20 Skipped: 3

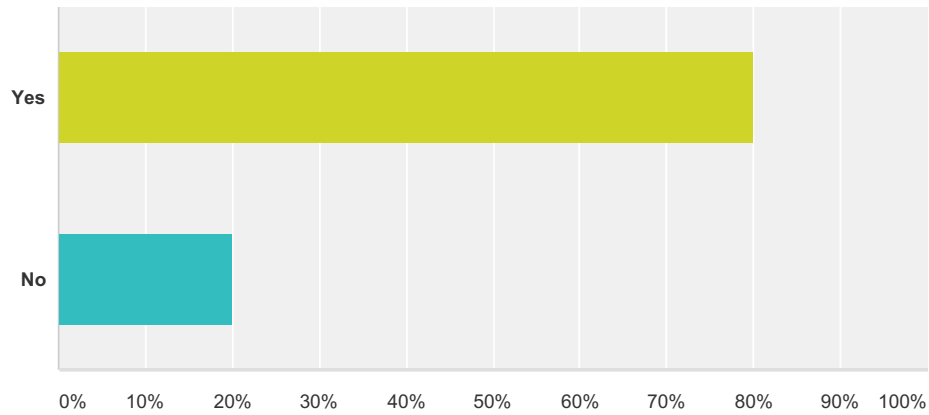


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Answer Choices	Responses
Net 30	75.00% 15
1%10/net 30	15.00% 3
2%10/net 30	5.00% 1
Terms beyond 30 days	5.00% 1
<b>Total</b>	<b>20</b>

### Q39 Do you accept either credit or debit cards? If no, please go to question 37.

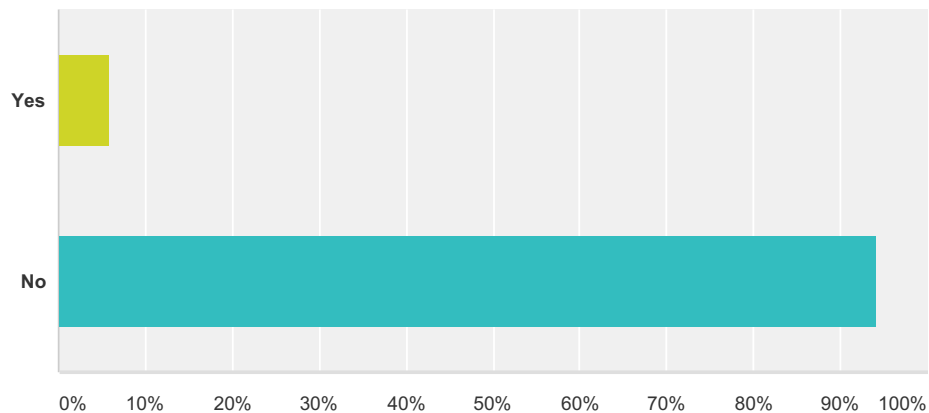
Answered: 20 Skipped: 3



Answer Choices	Responses
Yes	80.00% 16
No	20.00% 4
<b>Total</b>	<b>20</b>

### Q40 Do you charge a fee to use either credit or debit cards?

Answered: 17 Skipped: 6

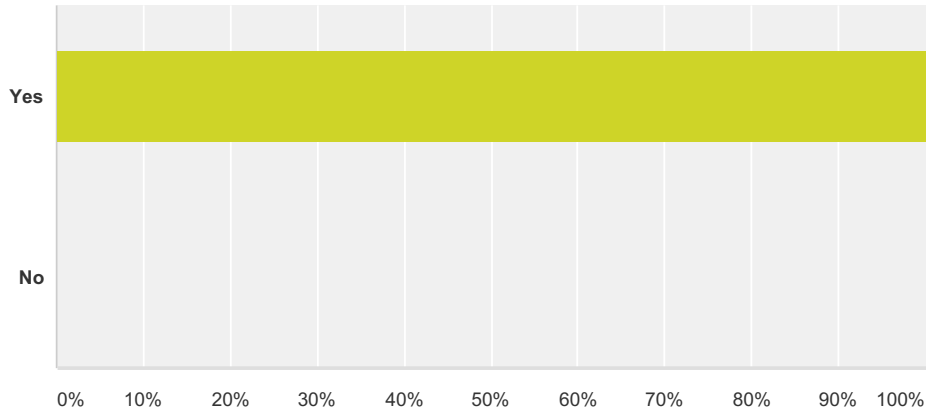


ABMA Data Collection Survey 2015

Answer Choices	Responses
Yes	5.88% 1
No	94.12% 16
<b>Total</b>	<b>17</b>

**Q41 Do you accept ACH or electronic banking payments?**

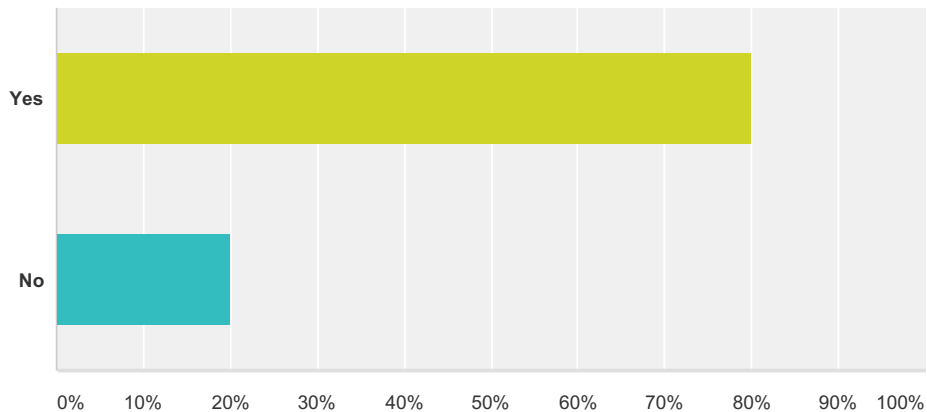
Answered: 20 Skipped: 3



Answer Choices	Responses
Yes	100.00% 20
No	0.00% 0
<b>Total</b>	<b>20</b>

**Q42 Do you send out order acknowledgments?**

Answered: 20 Skipped: 3



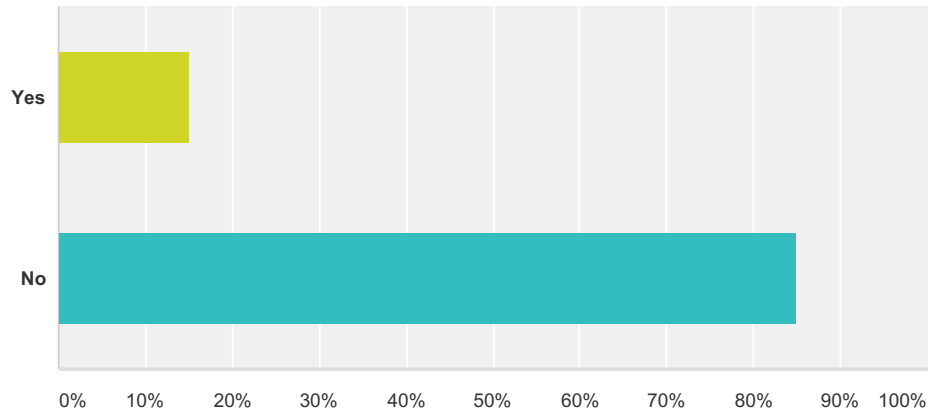
Answer Choices	Responses
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## ABMA Data Collection Survey 2015

Yes	80.00%	16
No	20.00%	4
<b>Total</b>		<b>20</b>

### Q43 Do you send out SDS sheets with orders?

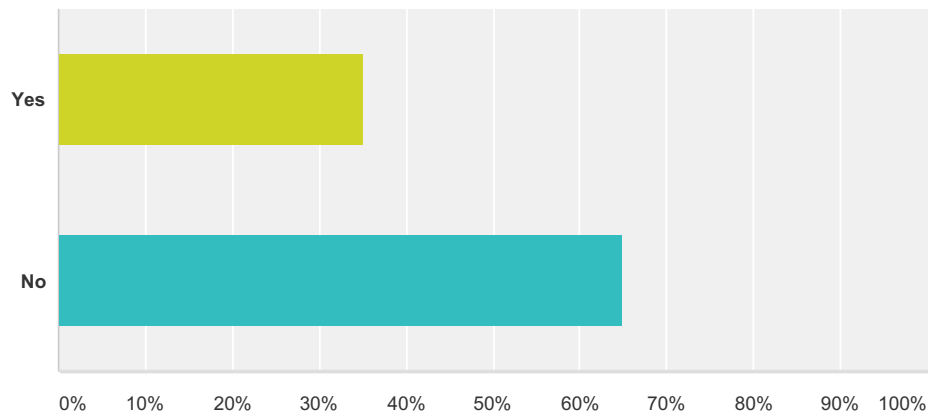
Answered: 20 Skipped: 3



Answer Choices	Responses
Yes	15.00% 3
No	85.00% 17
<b>Total</b>	<b>20</b>

### Q44 Do your customers require letters of certification on your products?

Answered: 20 Skipped: 3



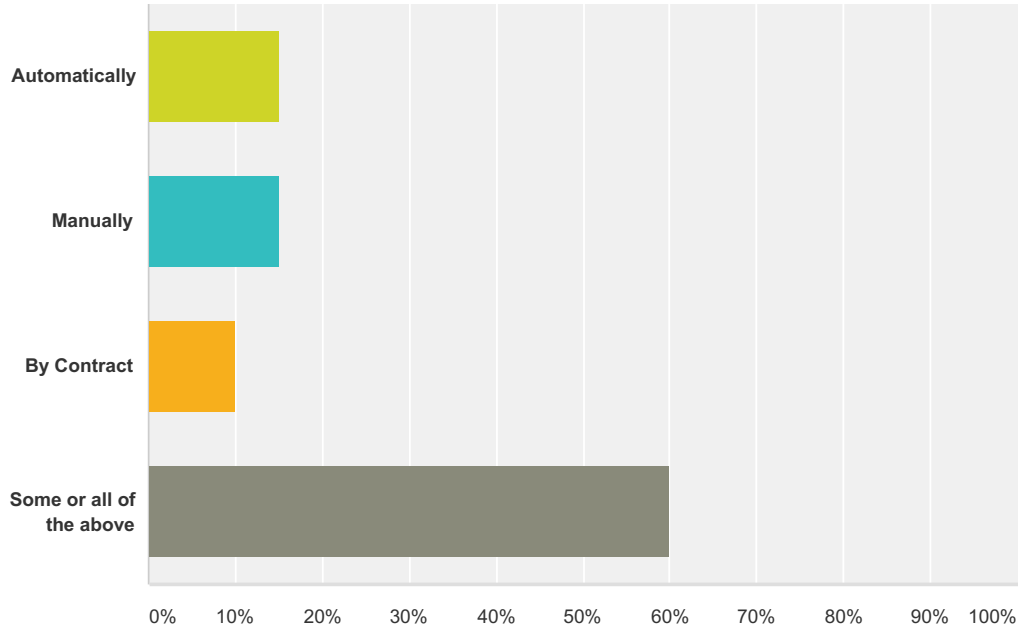
Answer Choices	Responses
Yes	35.00% 7



No	65.00%	13
<b>Total</b>		<b>20</b>

### Q45 Is your pricing done:

Answered: 20 Skipped: 3

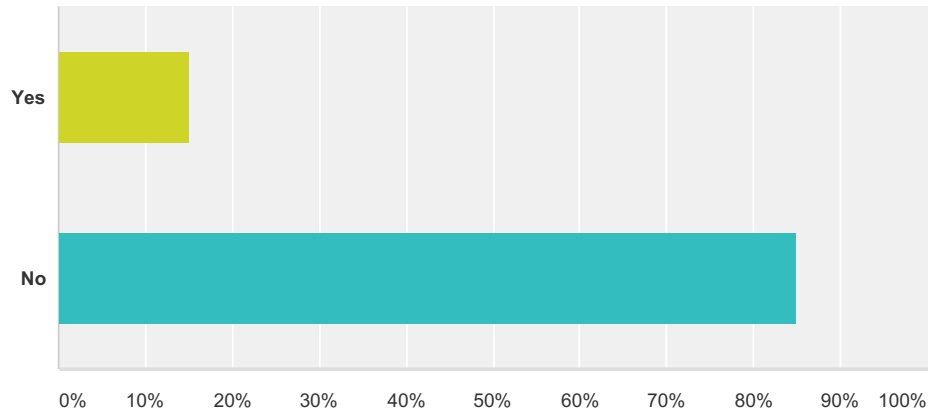


Answer Choices	Responses
Automatically	15.00% 3
Manually	15.00% 3
By Contract	10.00% 2
Some or all of the above	60.00% 12
<b>Total</b>	<b>20</b>

### Q46 Do you have or utilize a 3D printer?

Answered: 20 Skipped: 3

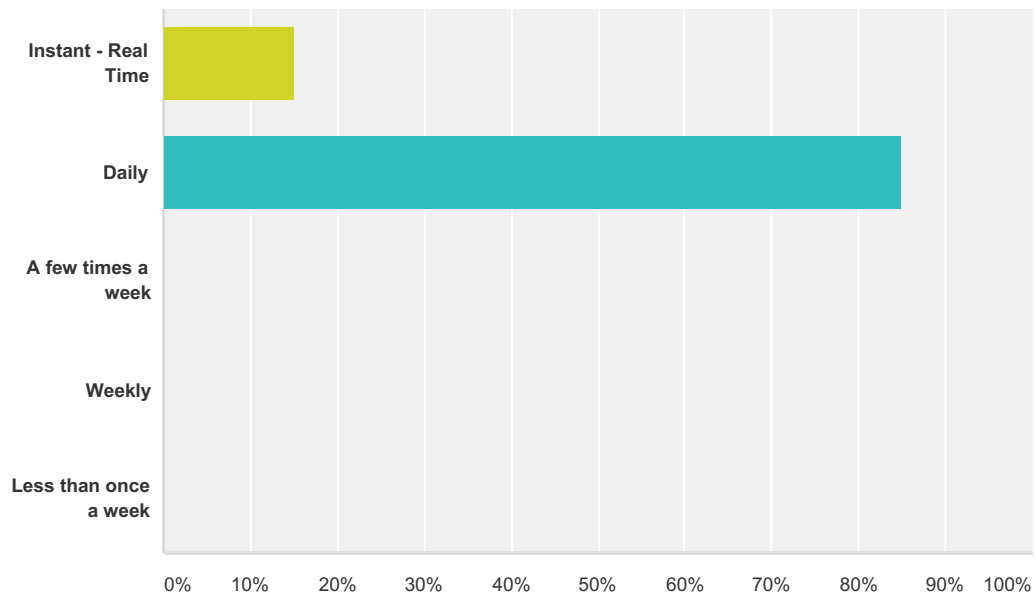
## ABMA Data Collection Survey 2015



Answer Choices	Responses	Count
Yes	15.00%	3
No	85.00%	17
<b>Total</b>		<b>20</b>

### Q47 How often do you back up your data?

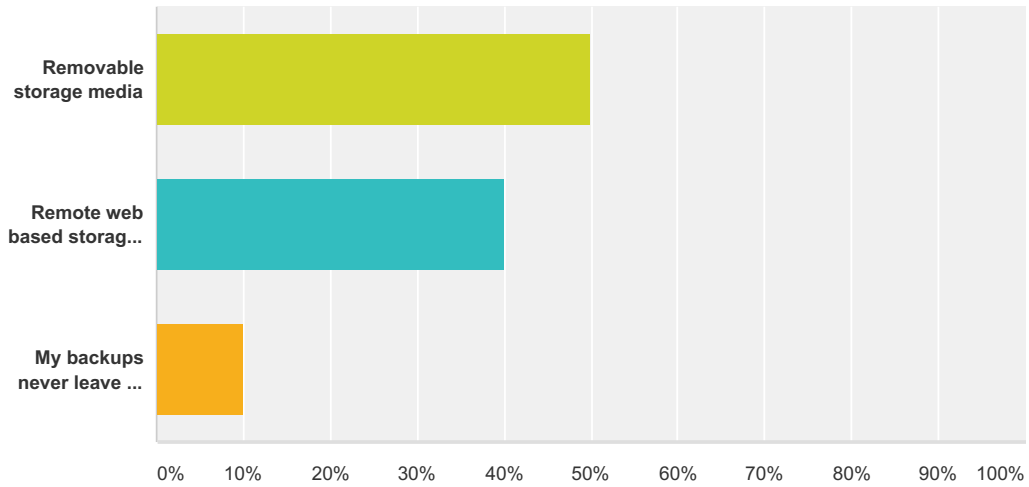
Answered: 20 Skipped: 3



Answer Choices	Responses	Count
Instant - Real Time	15.00%	3
Daily	85.00%	17
A few times a week	0.00%	0
Weekly	0.00%	0
Less than once a week	0.00%	0
<b>Total</b>		<b>20</b>

### Q48 How do you back up your data?

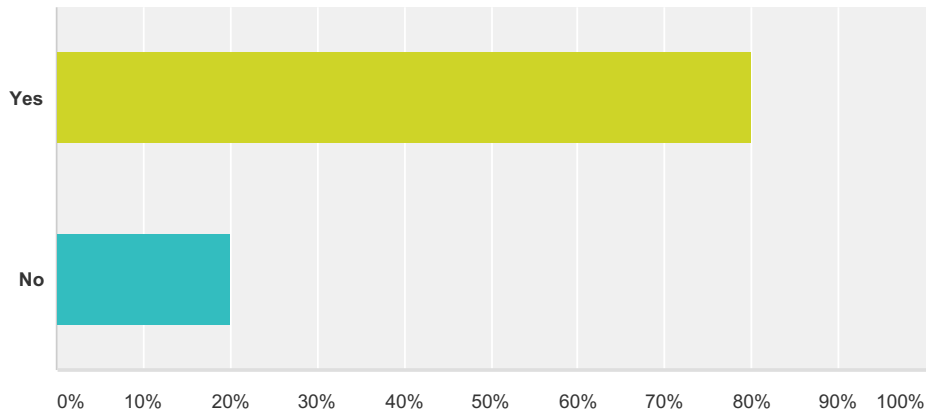
Answered: 20 Skipped: 3



Answer Choices	Responses
Removable storage media	50.00% 10
Remote web based storage solution	40.00% 8
My backups never leave the premises	10.00% 2
<b>Total</b>	<b>20</b>

### Q49 Does your company utilize CAD?

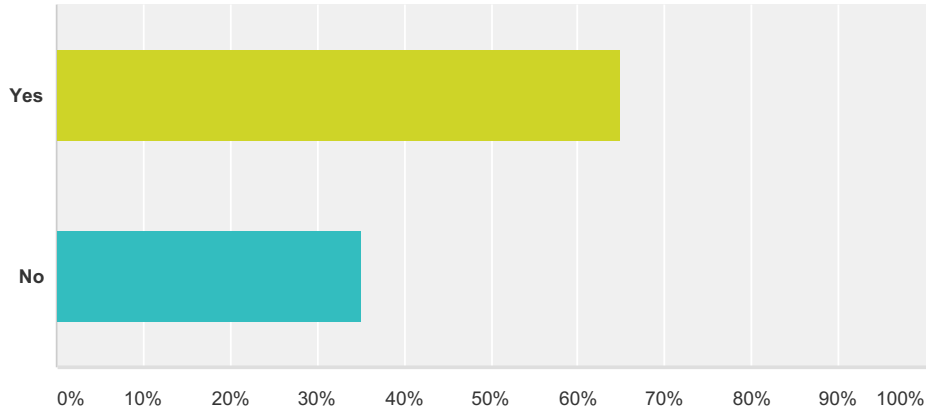
Answered: 20 Skipped: 3



Answer Choices	Responses
Yes	80.00% 16
No	20.00% 4
<b>Total</b>	<b>20</b>

**Q50 Are you computer linked by EDI (Electric Data Interchange) to any of your customers?**

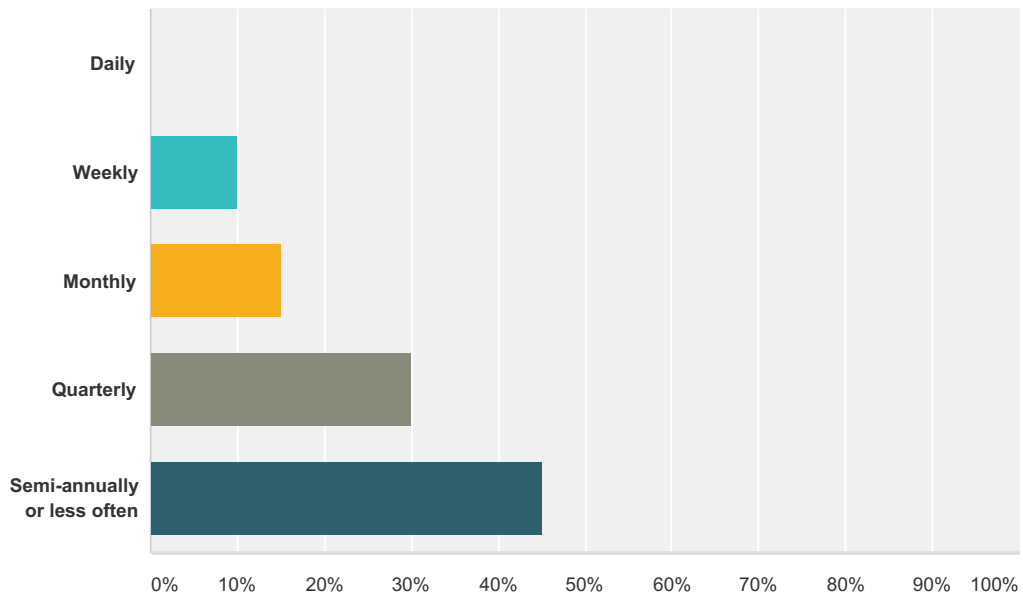
Answered: 20 Skipped: 3



Answer Choices	Responses	Count
Yes	65.00%	13
No	35.00%	7
<b>Total</b>		<b>20</b>

**Q51 How often is your company website updated? (Please leave blank if your company does not have a website)**

Answered: 20 Skipped: 3

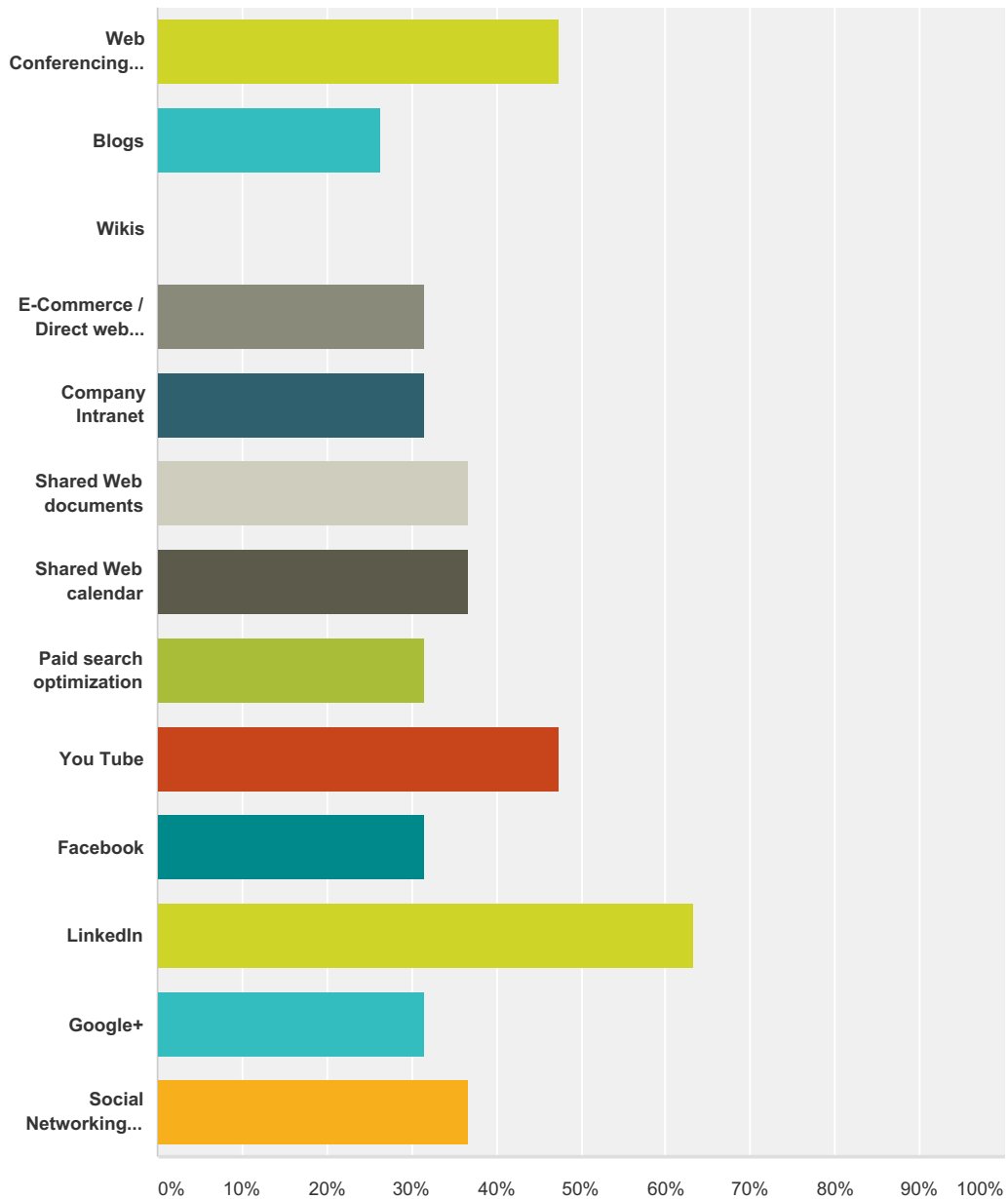


## ABMA Data Collection Survey 2015

Answer Choices	Responses
Daily	0.00% 0
Weekly	10.00% 2
Monthly	15.00% 3
Quarterly	30.00% 6
Semi-annually or less often	45.00% 9
<b>Total</b>	<b>20</b>

### Q52 Which of the following web based solutions does your company utilize? (Select all that apply)

Answered: 19 Skipped: 4

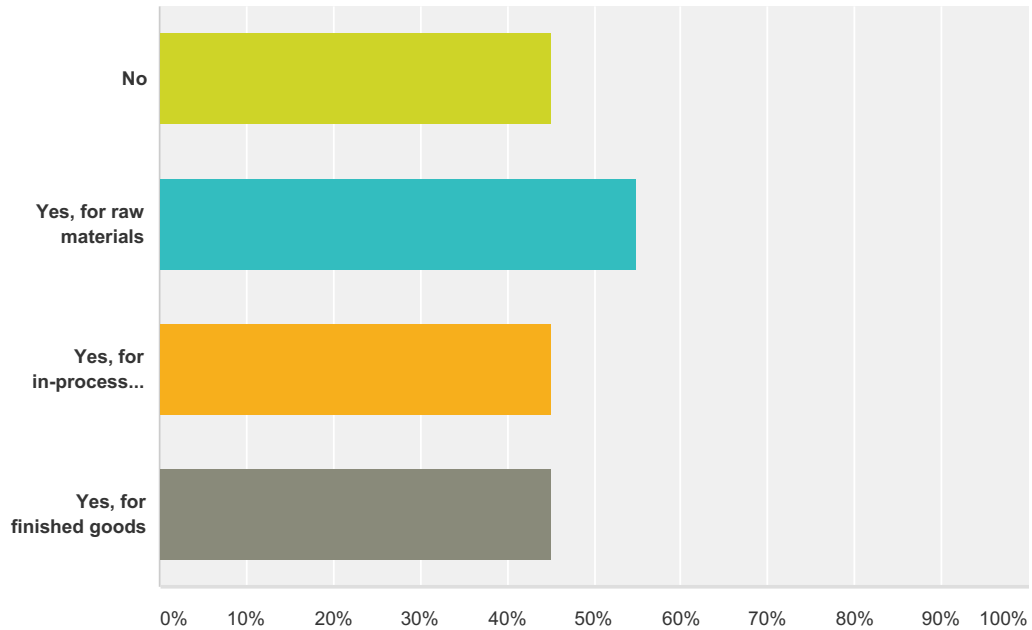


## ABMA Data Collection Survey 2015

Answer Choices	Responses
Web Conferencing/Training	47.37% 9
Blogs	26.32% 5
Wikis	0.00% 0
E-Commerce / Direct web sales	31.58% 6
Company Intranet	31.58% 6
Shared Web documents	36.84% 7
Shared Web calendar	36.84% 7
Paid search optimization	31.58% 6
You Tube	47.37% 9
Facebook	31.58% 6
LinkedIn	63.16% 12
Google+	31.58% 6
Social Networking "your company" pages / channels	36.84% 7
<b>Total Respondents: 19</b>	

### Q53 Does your system support scannable barcodes? (Select all that may apply)

Answered: 20 Skipped: 3



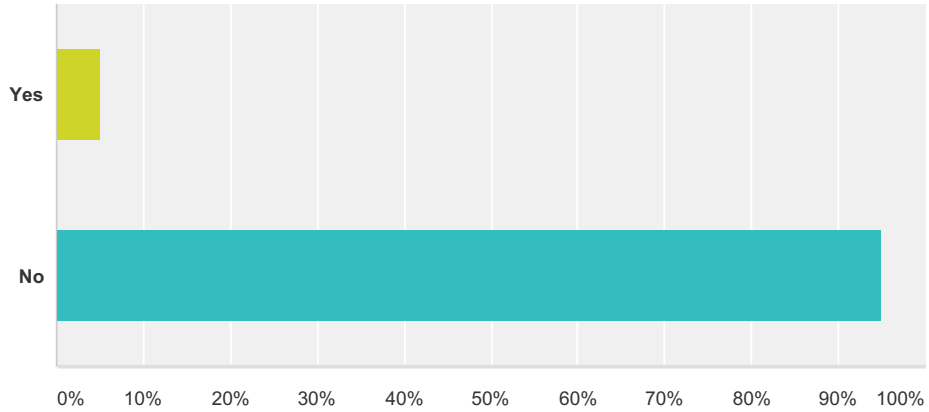
Answer Choices	Responses
No	45.00% 9

ABMA Data Collection Survey 2015

Yes, for raw materials	55.00%	11
Yes, for in-process goods	45.00%	9
Yes, for finished goods	45.00%	9
<b>Total Respondents: 20</b>		

**Q54 Do you utilize RFID?**

Answered: 20 Skipped: 3

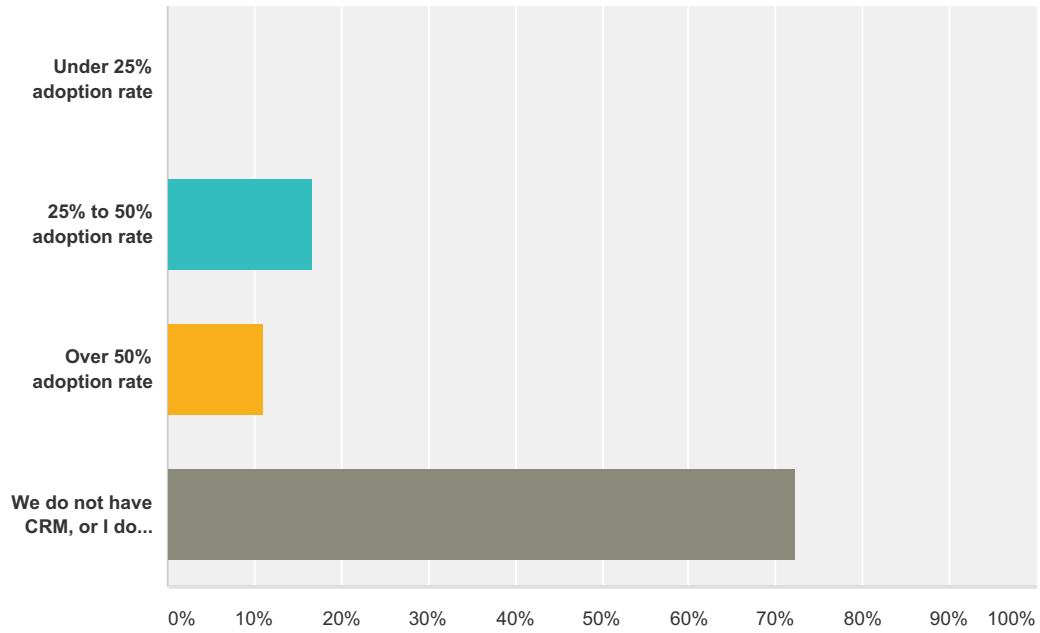


Answer Choices	Responses
Yes	5.00% 1
No	95.00% 19
<b>Total</b>	<b>20</b>

**Q55 If your company uses a CRM system, do you know your user adoption rate?**

Answered: 18 Skipped: 5

## ABMA Data Collection Survey 2015



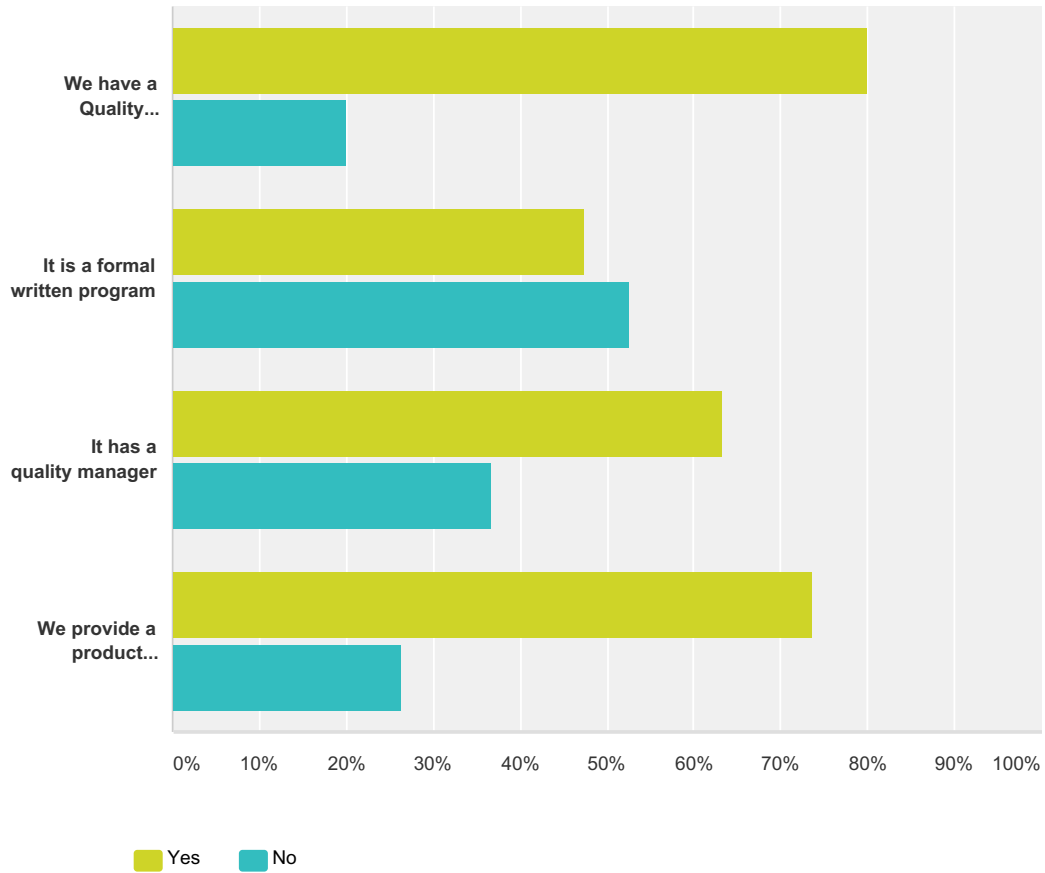
Answer Choices	Responses	
Under 25% adoption rate	0.00%	0
25% to 50% adoption rate	16.67%	3
Over 50% adoption rate	11.11%	2
We do not have CRM, or I do not know the adoption rate.	72.22%	13
<b>Total</b>		<b>18</b>

### Q56 Quality Assurance Program Characteristics

Answered: 20 Skipped: 3



## ABMA Data Collection Survey 2015

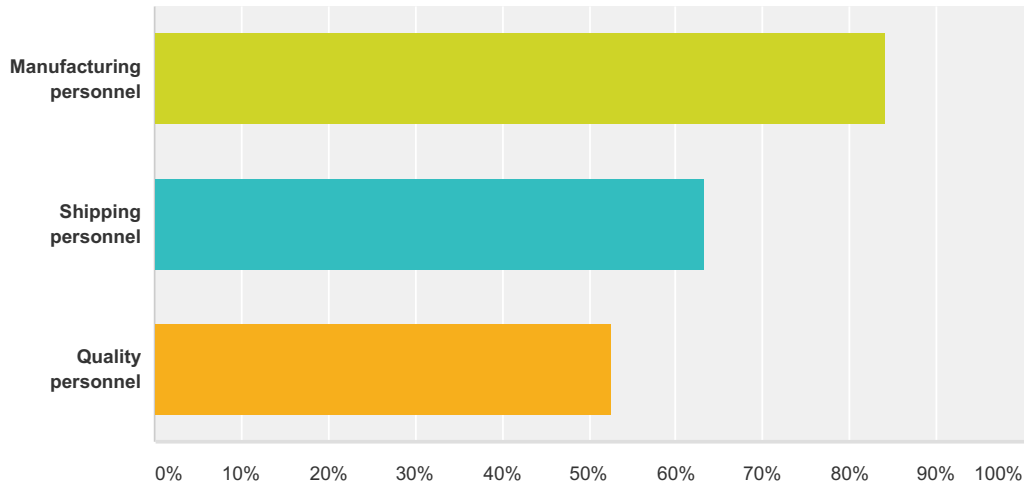


	Yes	No	Total
We have a Quality Assurance Program	80.00% 16	20.00% 4	20
It is a formal written program	47.37% 9	52.63% 10	19
It has a quality manager	63.16% 12	36.84% 7	19
We provide a product warranty	73.68% 14	26.32% 5	19

### Q57 Who provides your product inspections? (Select all that apply)

Answered: 19 Skipped: 4

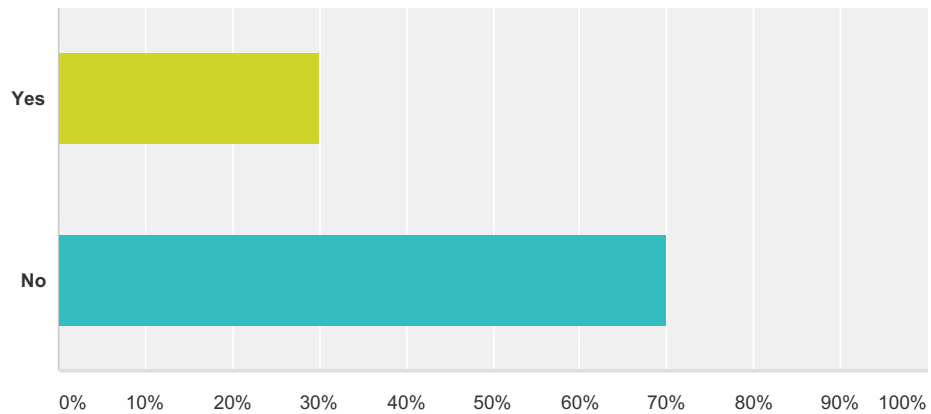
## ABMA Data Collection Survey 2015



Answer Choices	Responses	
Manufacturing personnel	84.21%	16
Shipping personnel	63.16%	12
Quality personnel	52.63%	10
<b>Total Respondents: 19</b>		

## Q58 Is your company ISO certified?

Answered: 20 Skipped: 3

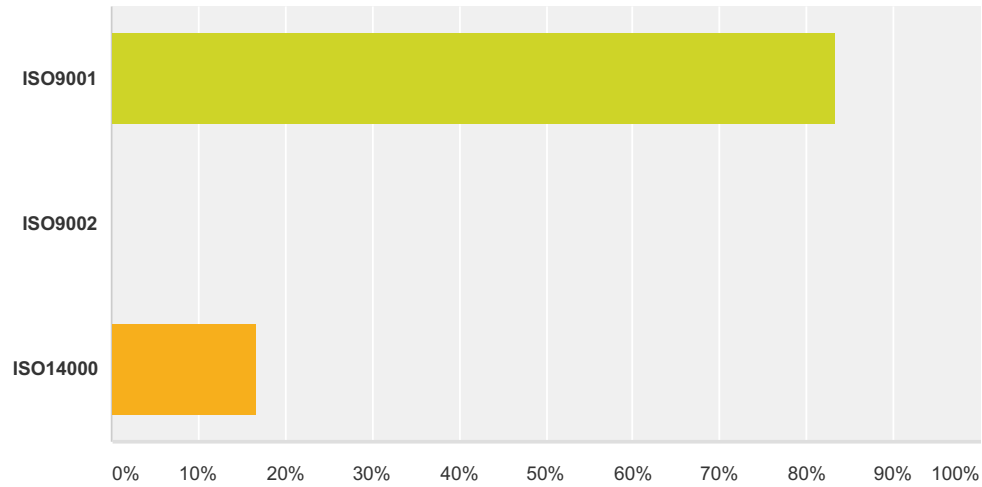


Answer Choices	Responses	
Yes	30.00%	6
No	70.00%	14
<b>Total</b>		<b>20</b>

## Q59 If yes, which designation do you hold?

Answered: 6 Skipped: 17

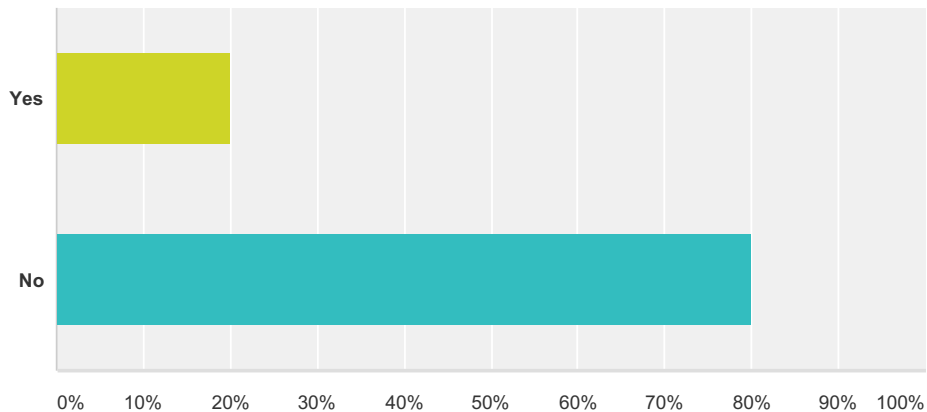
## ABMA Data Collection Survey 2015



Answer Choices	Responses
ISO9001	83.33% 5
ISO9002	0.00% 0
ISO14000	16.67% 1
<b>Total</b>	<b>6</b>

### Q60 If no, do you intend to pursue ISO certification in the next three years?

Answered: 15 Skipped: 8

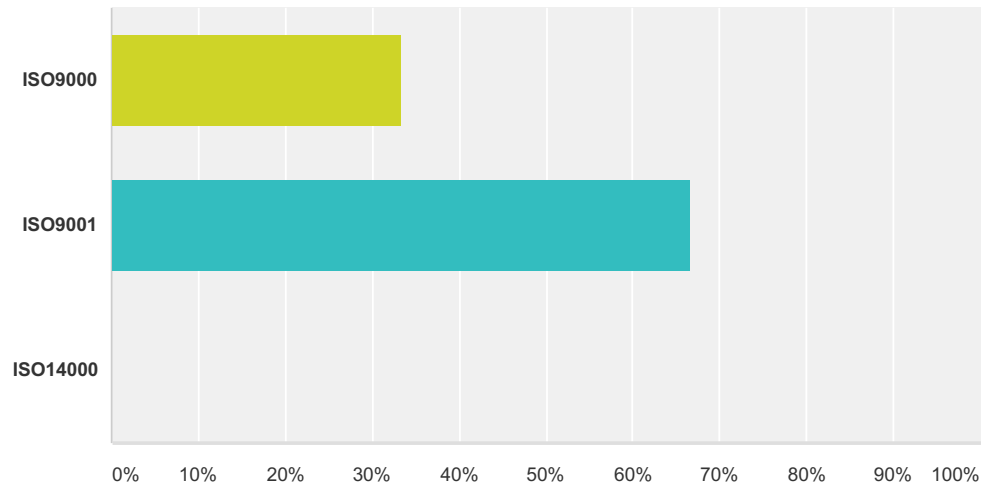


Answer Choices	Responses
Yes	20.00% 3
No	80.00% 12
<b>Total</b>	<b>15</b>

### Q61 If yes to the previous question, which designation do you plan to pursue?

Answered: 3 Skipped: 20

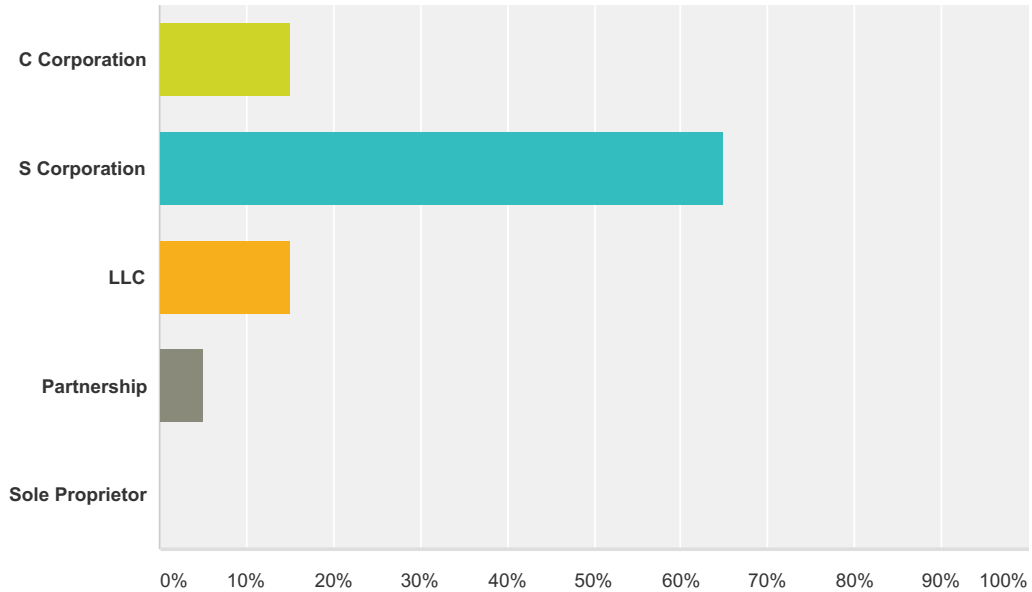
ABMA Data Collection Survey 2015



Answer Choices	Responses
ISO9000	33.33% 1
ISO9001	66.67% 2
ISO14000	0.00% 0
<b>Total</b>	<b>3</b>

**Q62 What type of entity is your company?  
(If you control more than one company,  
please answer for your primary or parent  
company.)**

Answered: 20 Skipped: 3



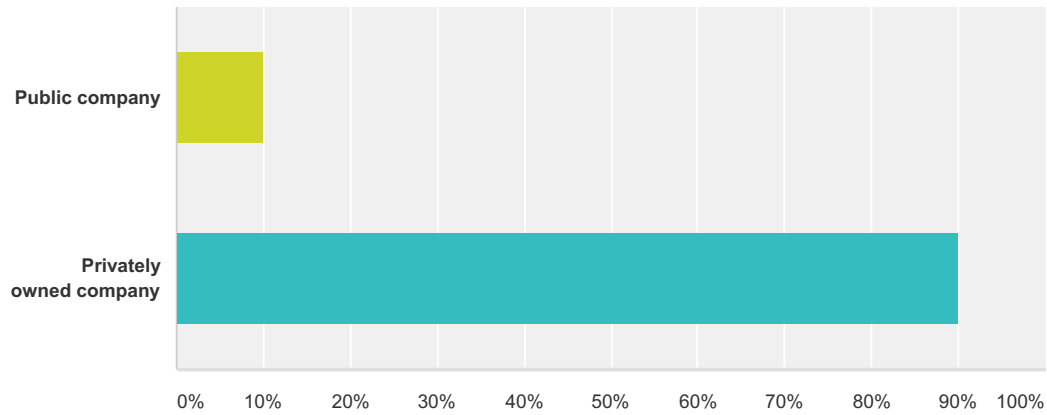
Answer Choices	Responses
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## ABMA Data Collection Survey 2015

C Corporation	15.00%	3
S Corporation	65.00%	13
LLC	15.00%	3
Partnership	5.00%	1
Sole Proprietor	0.00%	0
<b>Total</b>		<b>20</b>

### Q63 Is your company:

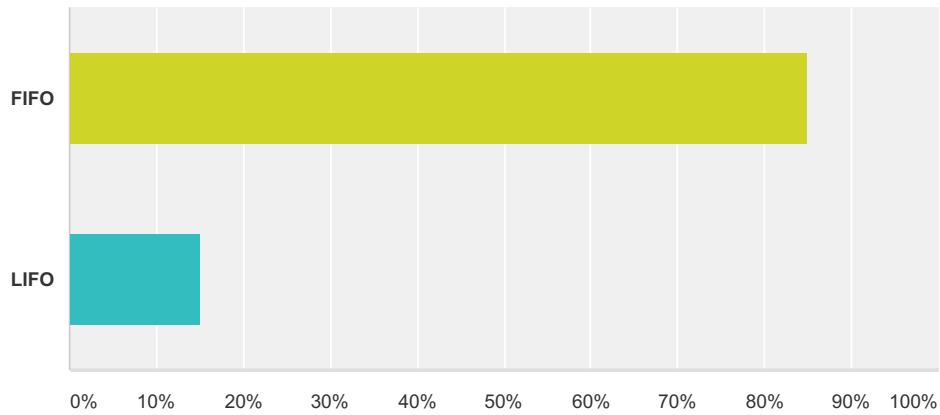
Answered: 20 Skipped: 3



Answer Choices	Responses
Public company	10.00% 2
Privately owned company	90.00% 18
<b>Total</b>	<b>20</b>

### Q64 What is your inventory basis?

Answered: 20 Skipped: 3



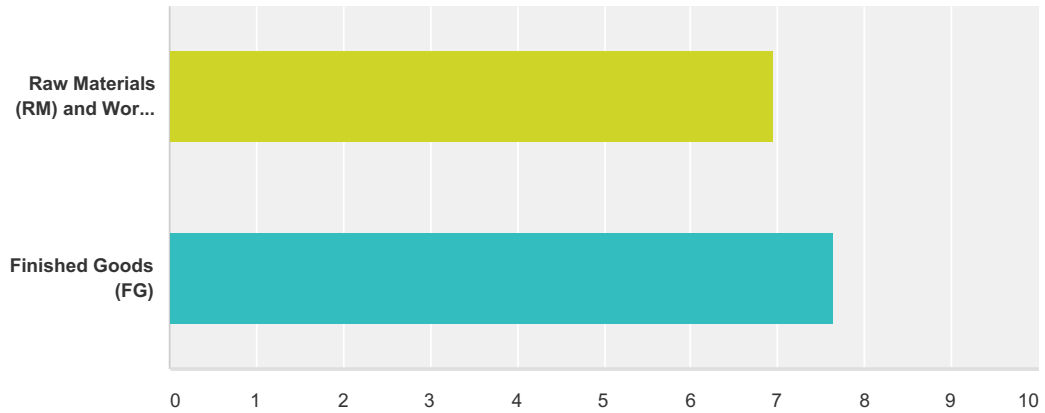
Answer Choices	Responses
----------------	-----------

ABMA Data Collection Survey 2015

FIFO	85.00%	17
LIFO	15.00%	3
<b>Total</b>		<b>20</b>

**Q65 How many times do you turn your inventory annually?(Please enter a whole number without decimal)**

Answered: 19 Skipped: 4

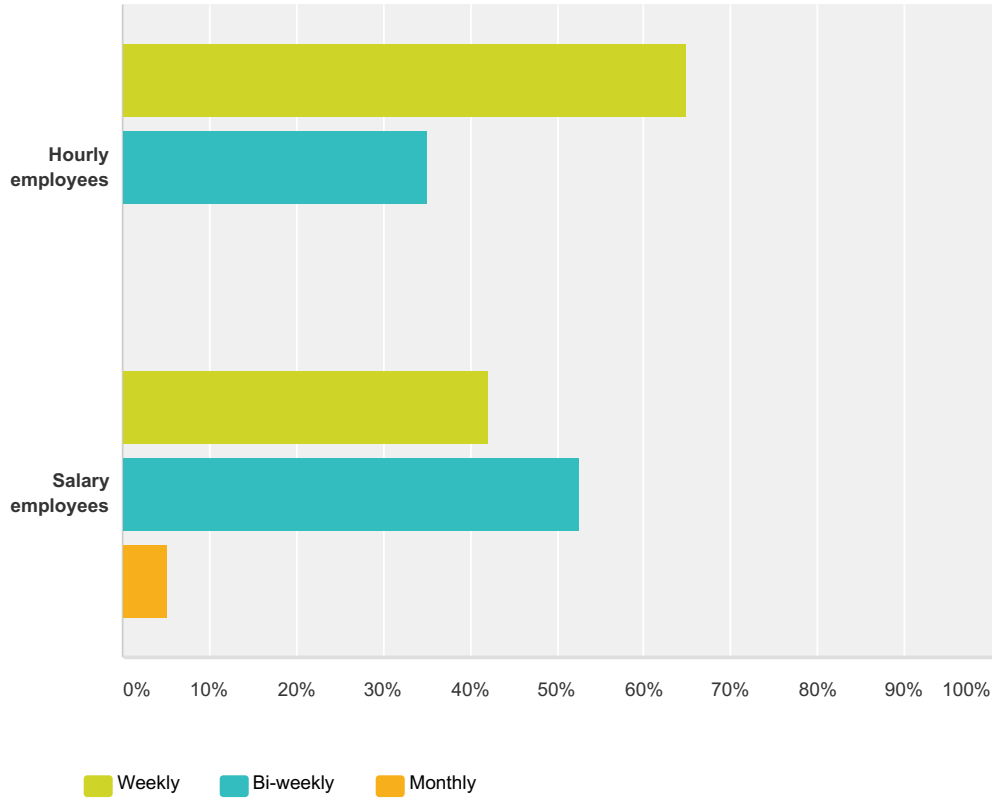


Answer Choices	Average Number	Total Number	Responses
Raw Materials (RM) and Work in Process (WIP)	7	132	19
Finished Goods (FG)	8	130	17
<b>Total Respondents: 19</b>			

**Q66 What is your payroll cycle?**

Answered: 20 Skipped: 3

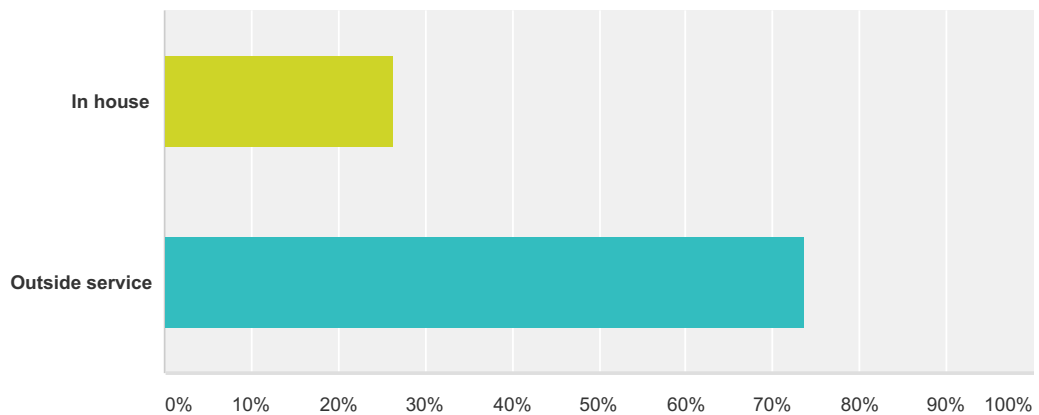
## ABMA Data Collection Survey 2015



	Weekly	Bi-weekly	Monthly	Total
Hourly employees	65.00% 13	35.00% 7	0.00% 0	20
Salary employees	42.11% 8	52.63% 10	5.26% 1	19

## Q67 How is payroll handled?

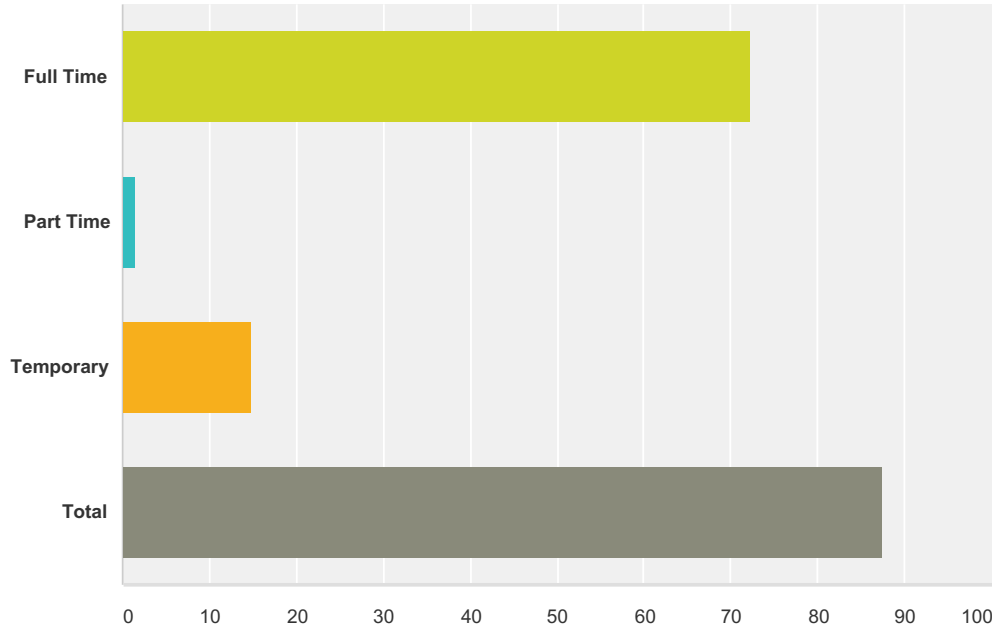
Answered: 19 Skipped: 4



Answer Choices	Responses
In house	26.32% 5
Outside service	73.68% 14

**Q68 What is your average number of employees?(Please enter a whole number without decimal)**

Answered: 20 Skipped: 3



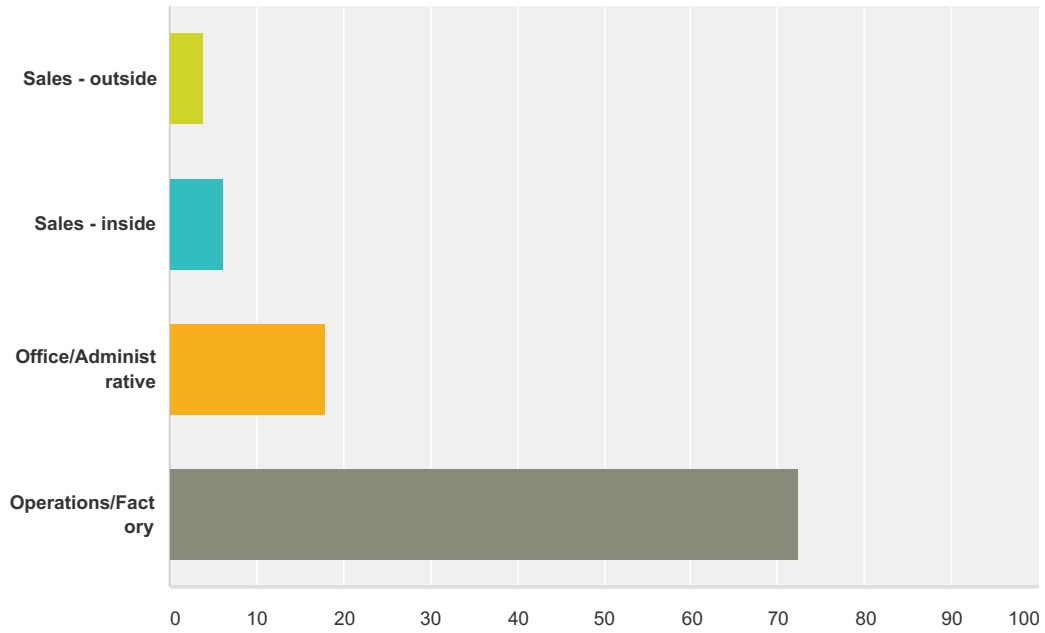
Answer Choices	Average Number	Total Number	Responses
Full Time	72	1,446	20
Part Time	1	22	16
Temporary	15	223	15
Total	88	1,576	18
<b>Total Respondents: 20</b>			

**Q69 What percentage of your average number of employees are in the following areas: (Please enter whole number without decimal. Answers should total 100)**

Answered: 20 Skipped: 3



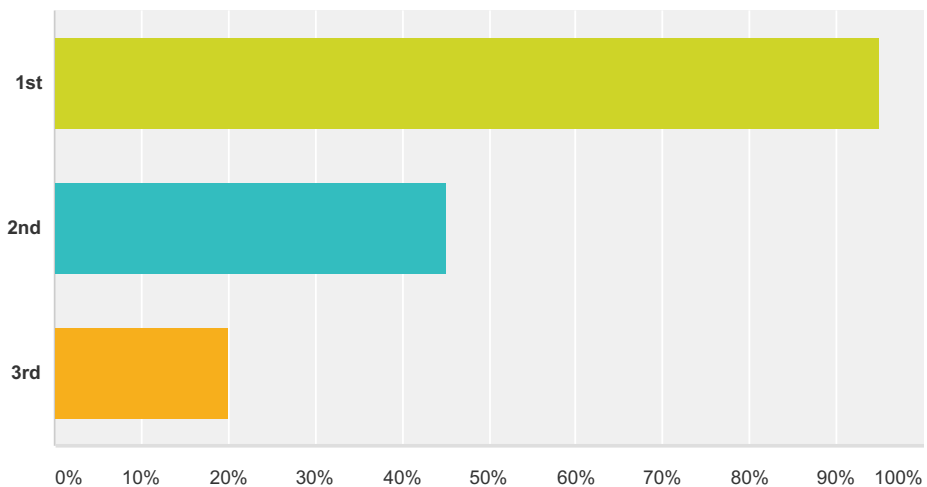
## ABMA Data Collection Survey 2015



Answer Choices	Average Number	Total Number	Responses
Sales - outside	4	71	18
Sales - inside	6	124	20
Office/Administrative	18	358	20
Operations/Factory	72	1,447	20
<b>Total Respondents: 20</b>			

### Q70 What shifts does your company normally operate?(Select all that apply)

Answered: 20 Skipped: 3

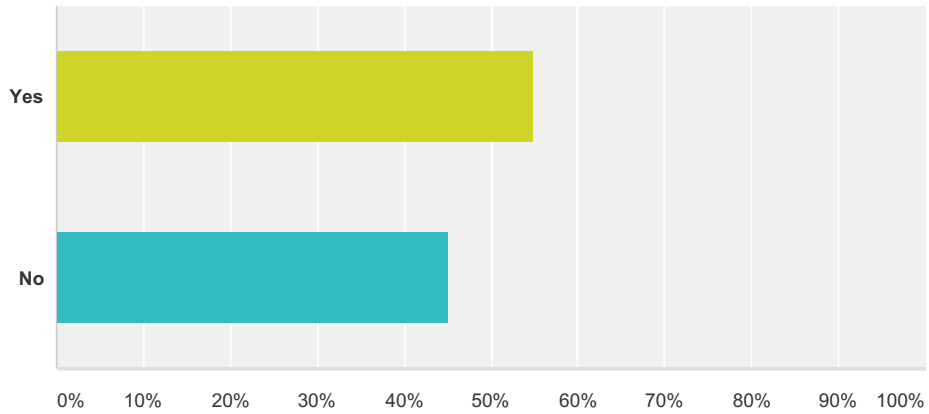


Answer Choices	Responses
1st	95.00%

2nd	45.00%	9
3rd	20.00%	4
<b>Total Respondents: 20</b>		

### Q71 Do you offer flexible hours?

Answered: 20 Skipped: 3

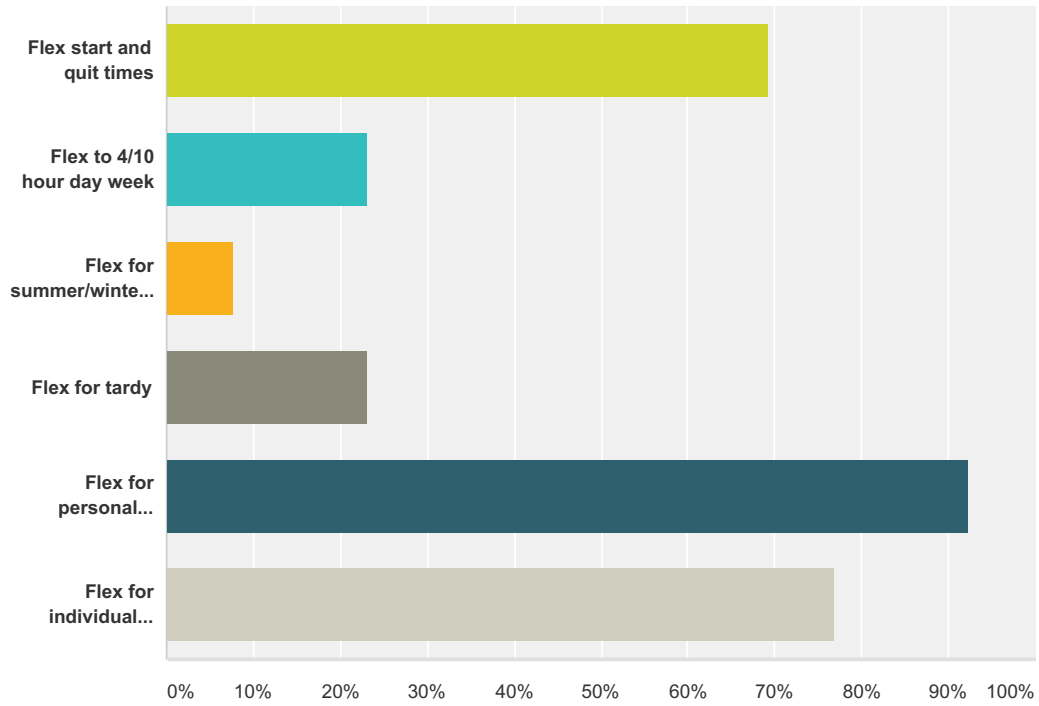


Answer Choices	Responses
Yes	55.00% 11
No	45.00% 9
<b>Total</b>	<b>20</b>

### Q72 What types of flex time arrangements do you offer?(Select all that apply)

Answered: 13 Skipped: 10

ABMA Data Collection Survey 2015

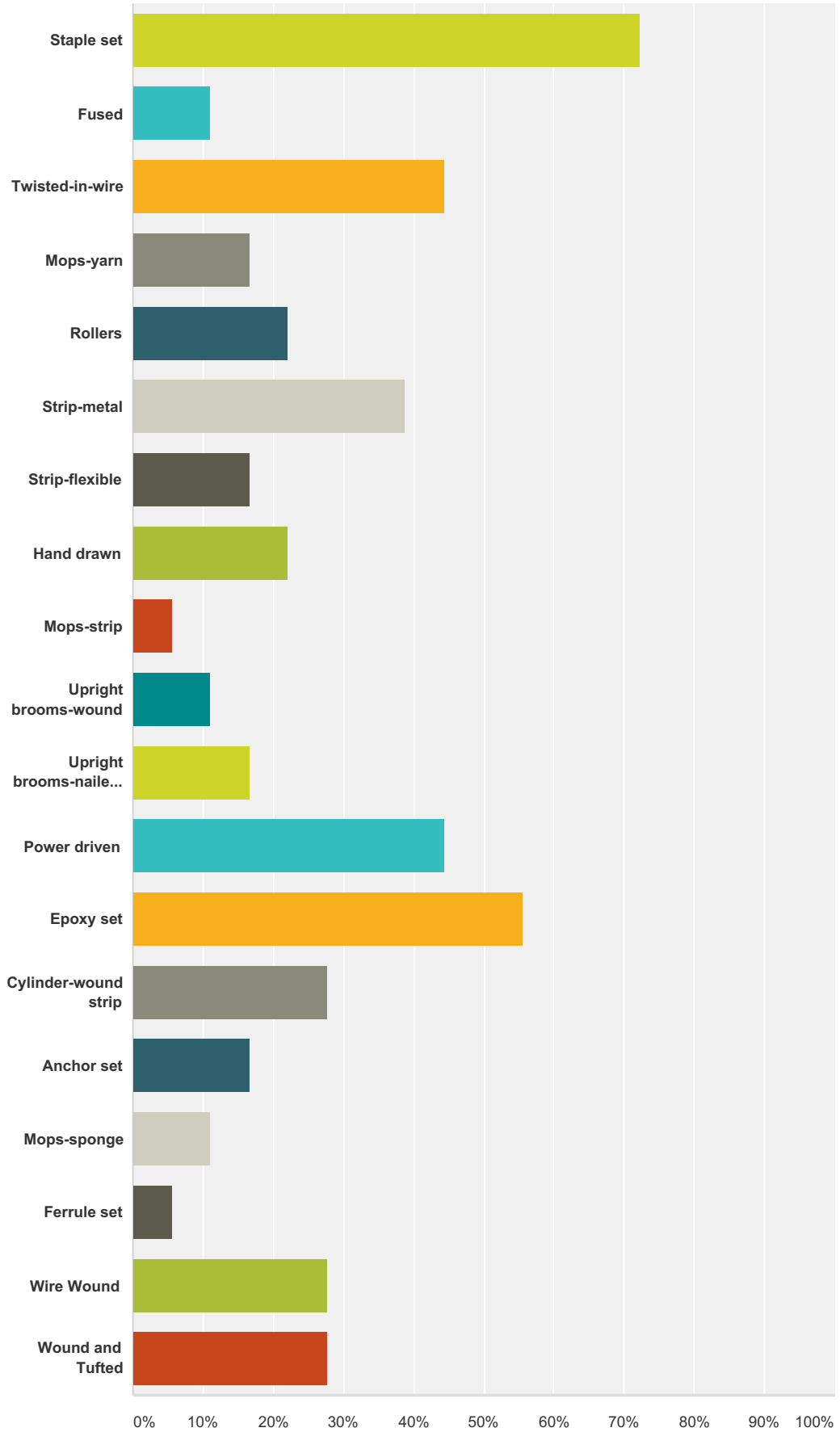


Answer Choices	Responses
Flex start and quit times	69.23% 9
Flex to 4/10 hour day week	23.08% 3
Flex for summer/winter schedules	7.69% 1
Flex for tardy	23.08% 3
Flex for personal appointments	92.31% 12
Flex for individual needs	76.92% 10
<b>Total Respondents: 13</b>	

**Q73 Please check any of the brush construction types that your company utilizes in manufacturing:(Brush manufacturers only...Select all that apply)**

Answered: 18 Skipped: 5

ABMA Data Collection Survey 2015

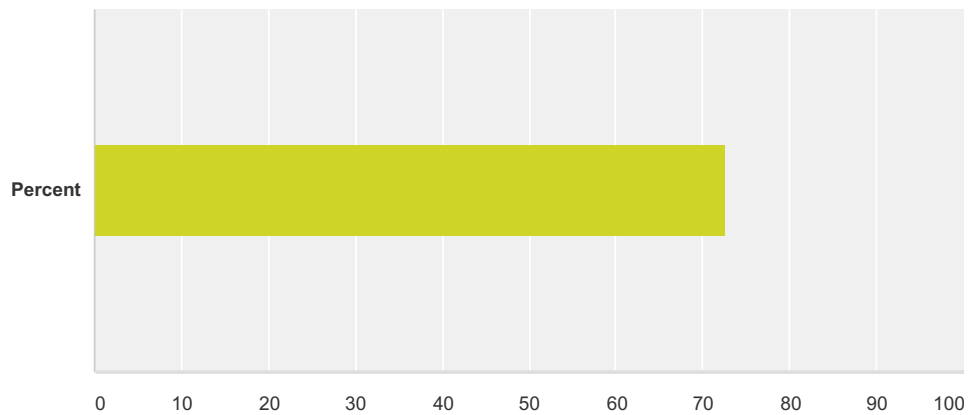


## ABMA Data Collection Survey 2015

Answer Choices	Responses	
Staple set	72.22%	13
Fused	11.11%	2
Twisted-in-wire	44.44%	8
Mops-yarn	16.67%	3
Rollers	22.22%	4
Strip-metal	38.89%	7
Strip-flexible	16.67%	3
Hand drawn	22.22%	4
Mops-strip	5.56%	1
Upright brooms-wound	11.11%	2
Upright brooms-nailed or banded	16.67%	3
Power driven	44.44%	8
Epoxy set	55.56%	10
Cylinder-wound strip	27.78%	5
Anchor set	16.67%	3
Mops-sponge	11.11%	2
Ferrule set	5.56%	1
Wire Wound	27.78%	5
Wound and Tufted	27.78%	5
<b>Total Respondents: 18</b>		

### Q74 What percentage of sales is from product manufactured in house?(Please enter a whole number without decimal)

Answered: 19 Skipped: 4

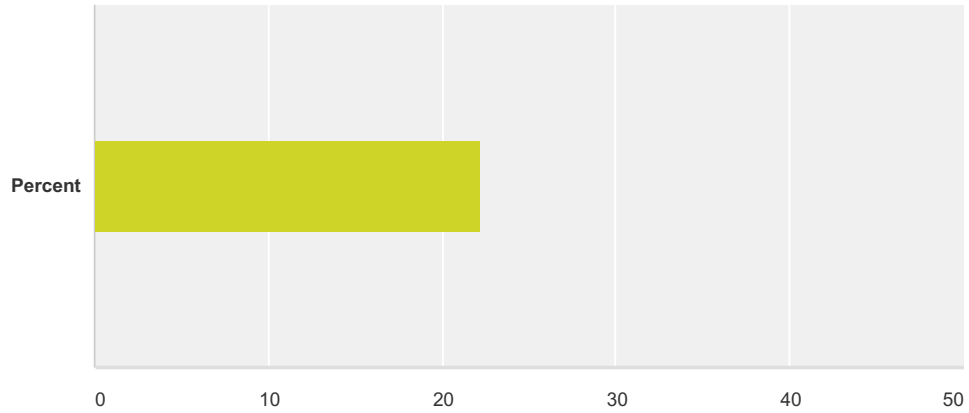


ABMA Data Collection Survey 2015

Answer Choices	Average Number	Total Number	Responses
Percent	73	1,379	19
<b>Total Respondents: 19</b>			

**Q75 What percentage of sales comes from outsourced, non-domestic imported items?  
(Please enter a whole number without decimal)**

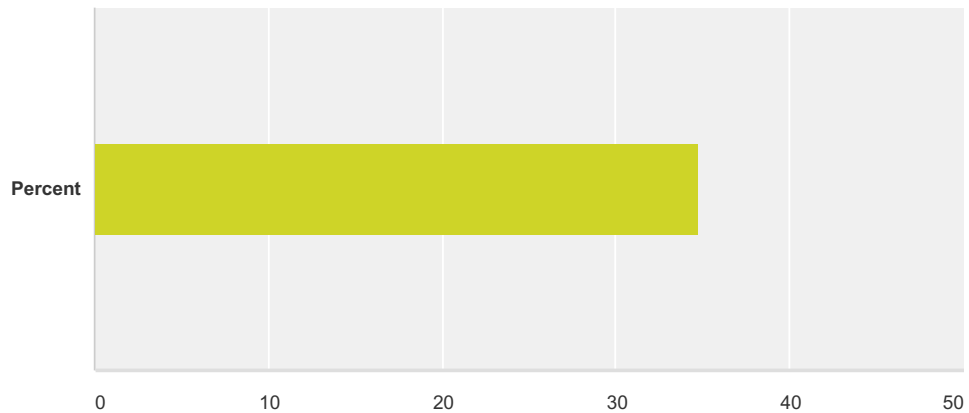
Answered: 19 Skipped: 4



Answer Choices	Average Number	Total Number	Responses
Percent	22	423	19
<b>Total Respondents: 19</b>			

**Q76 What is your average gross margin percentage on RESOLD items?(Please enter a whole number without decimal)**

Answered: 18 Skipped: 5

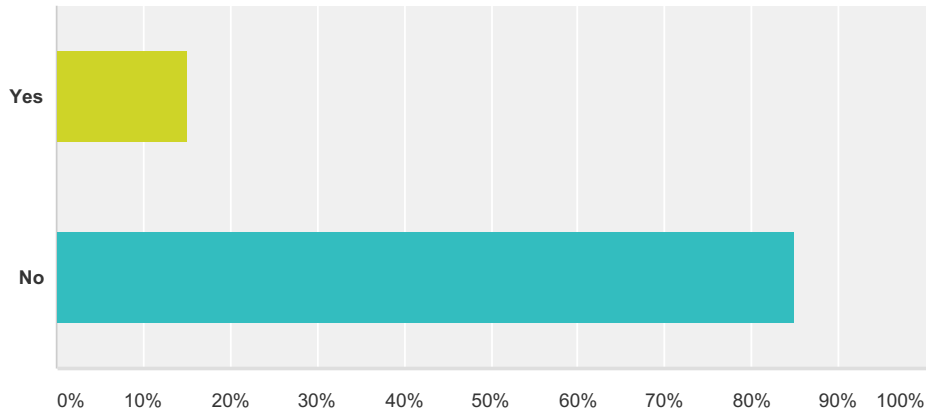


Answer Choices	Average Number	Total Number	Responses
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Percent	35	626	18
<b>Total Respondents: 18</b>			

**Q77 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?**

Answered: 20 Skipped: 3

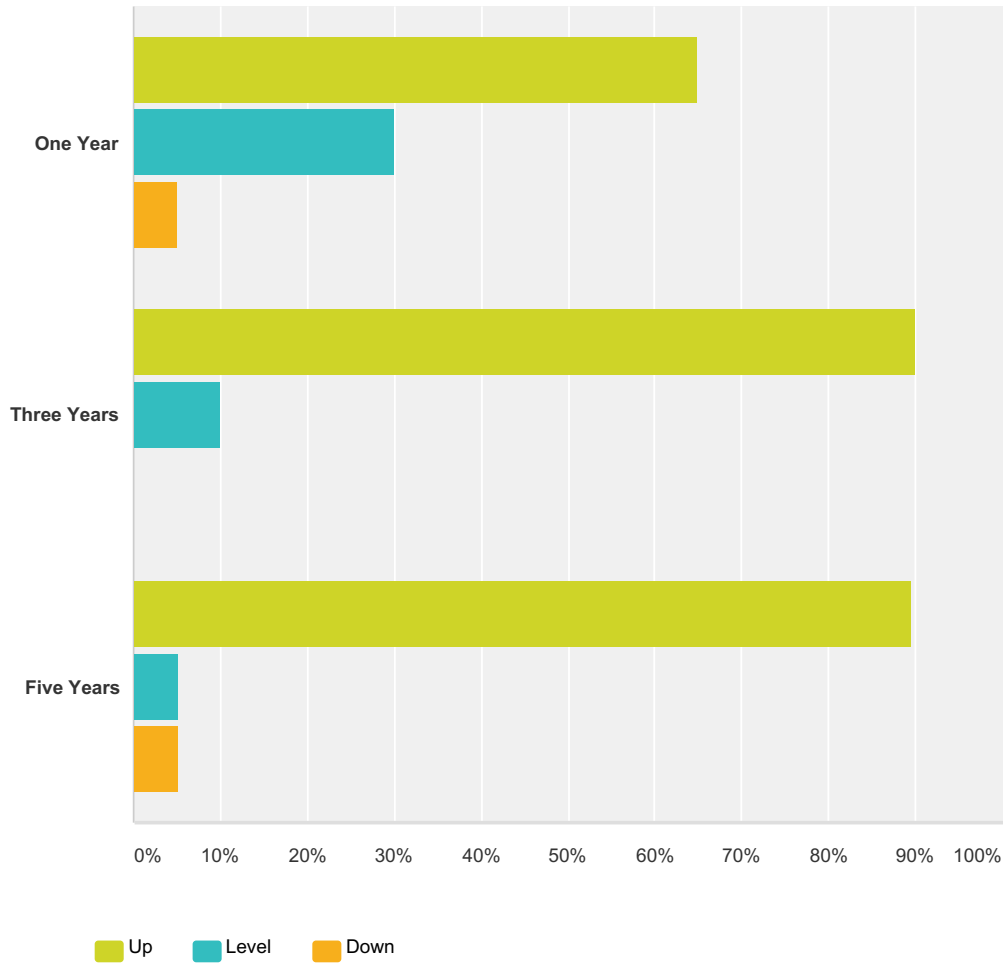


Answer Choices	Responses
Yes	15.00% 3
No	85.00% 17
<b>Total</b>	<b>20</b>

**Q78 Sales trends over the past:**

Answered: 20 Skipped: 3

## ABMA Data Collection Survey 2015



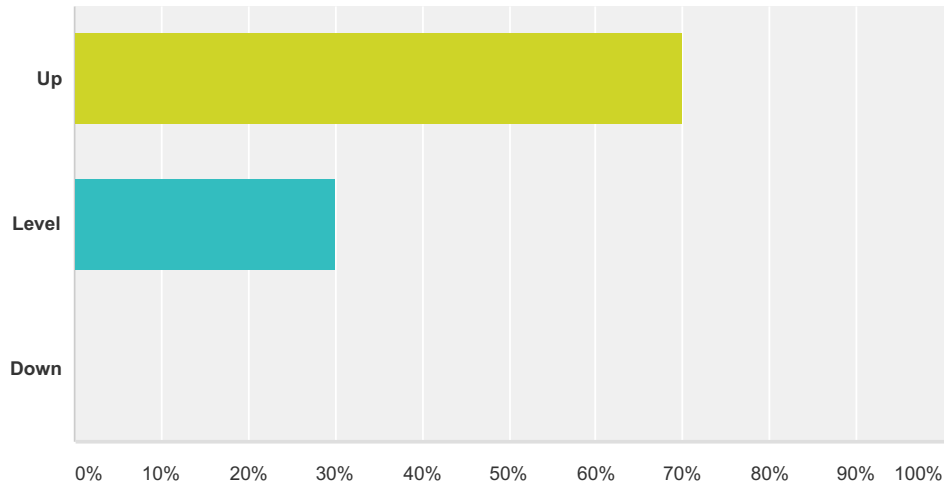
	Up	Level	Down	Total
One Year	65.00% 13	30.00% 6	5.00% 1	20
Three Years	90.00% 18	10.00% 2	0.00% 0	20
Five Years	89.47% 17	5.26% 1	5.26% 1	19

### Q79 Future sales forecast for the next year:

Answered: 20 Skipped: 3



### ABMA Data Collection Survey 2015



Answer Choices	Responses	
Up	70.00%	14
Level	30.00%	6
Down	0.00%	0
<b>Total</b>		<b>20</b>