



## 2018 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.



August 13, 2018

**To: Key Contacts at Participating ABMA Member Companies**

## Data Collection Survey

Thank you for participating in the 2018 Data Collection Survey. 21 companies submitted data versus 23 in 2015.

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,

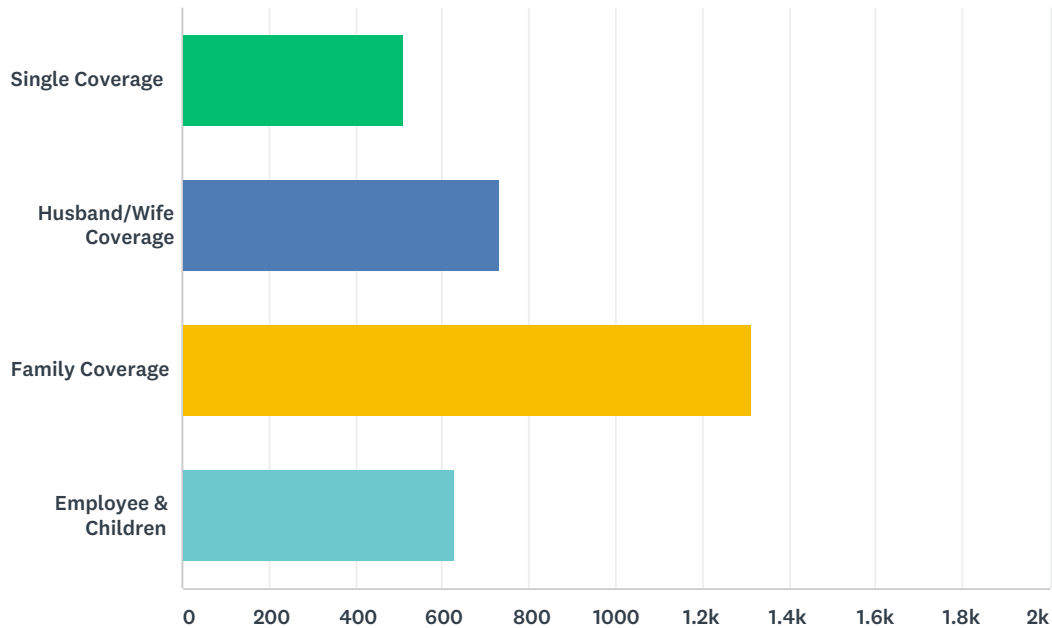
A handwritten signature in black ink, appearing to read "David C. Parr", written in a cursive style.

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.

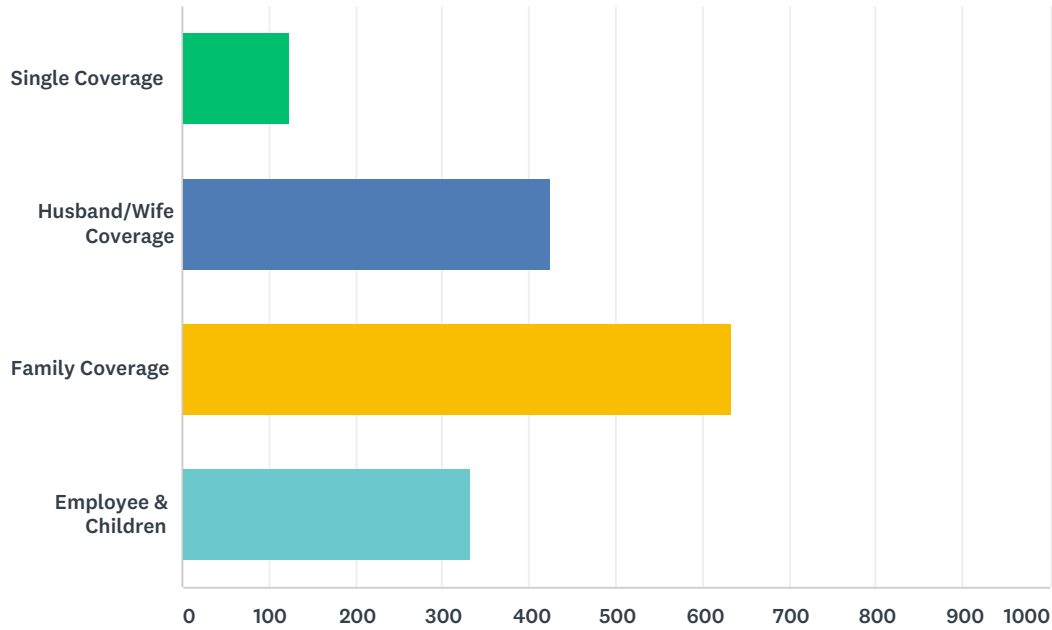
Answered: 16 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Single Coverage	511	7,663	15
Husband/Wife Coverage	734	11,014	15
Family Coverage	1,313	18,377	14
Employee & Children	626	8,768	14
Total Respondents: 16			

**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.

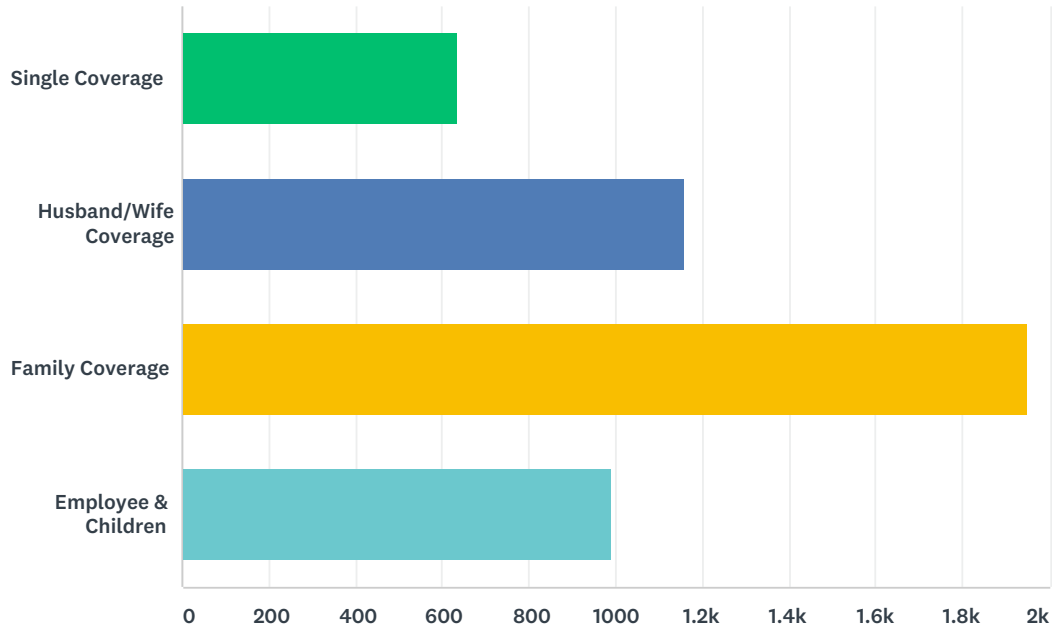
Answered: 15 Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Single Coverage	124	1,857	15
Husband/Wife Coverage	424	5,942	14
Family Coverage	635	8,886	14
Employee & Children	333	4,665	14
Total Respondents: 15			

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

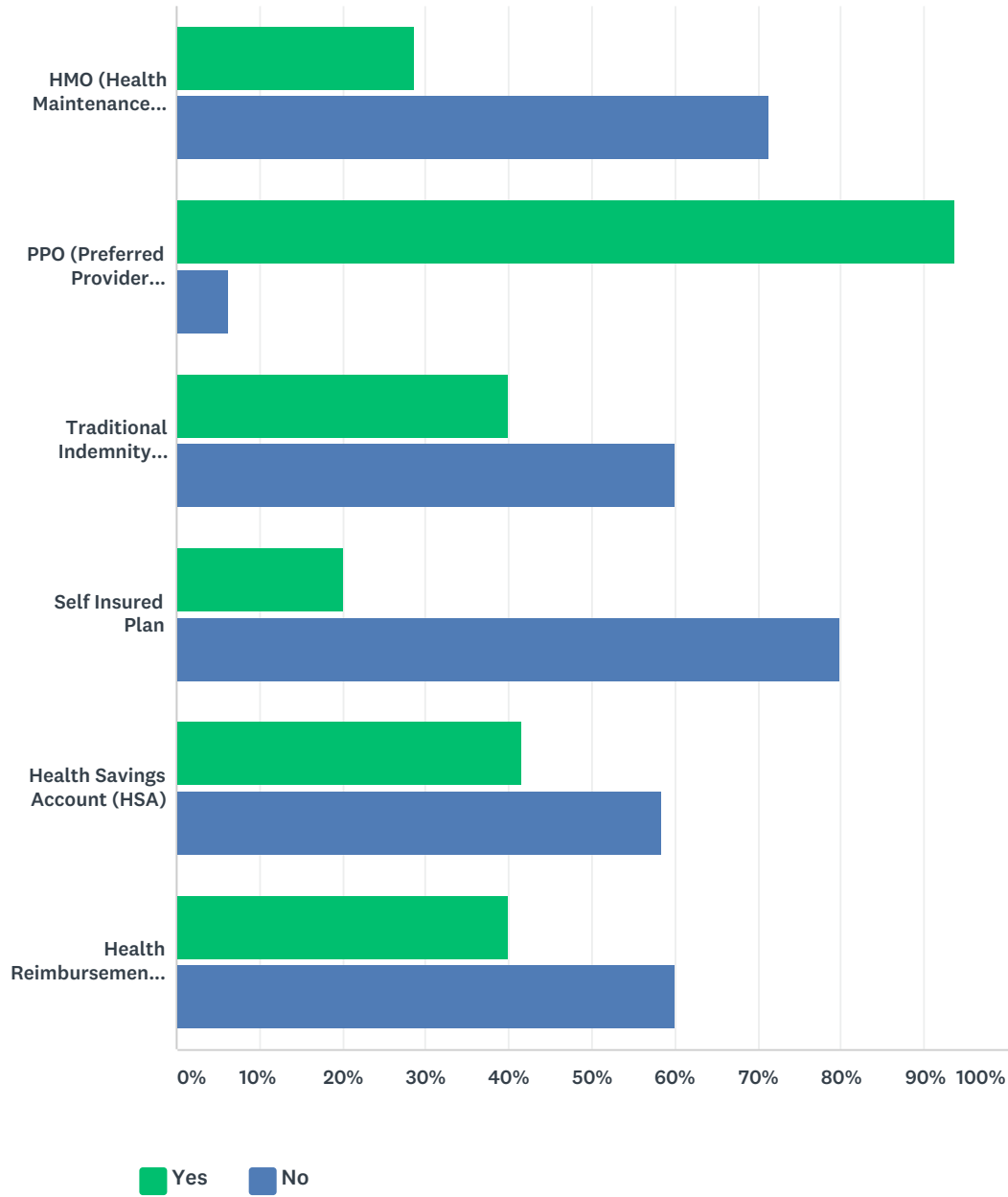
Answered: 16 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Single Coverage	635	9,519	15
Husband/Wife Coverage	1,160	17,405	15
Family Coverage	1,950	27,297	14
Employee & Children	992	13,884	14
Total Respondents: 16			

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

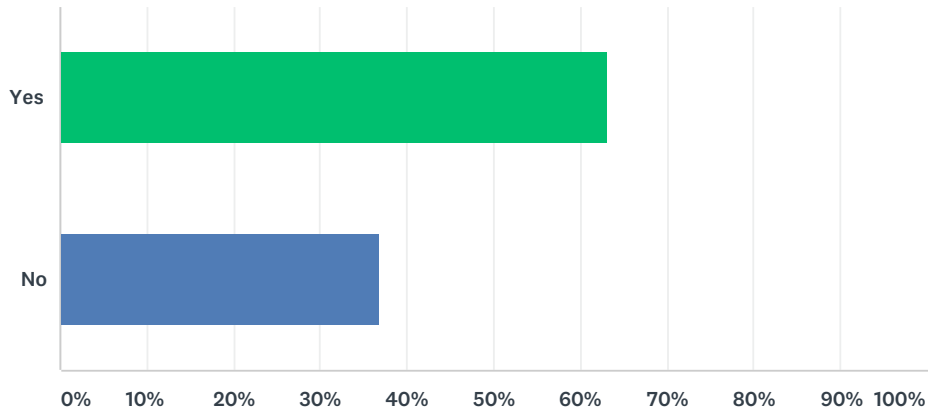
Answered: 18 Skipped: 3



	YES	NO	TOTAL
HMO (Health Maintenance Organization)	28.57% 4	71.43% 10	14
PPO (Preferred Provider Organization)	93.75% 15	6.25% 1	16
Traditional Indemnity (Fully Insured) Plan	40.00% 4	60.00% 6	10
Self Insured Plan	20.00% 2	80.00% 8	10
Health Savings Account (HSA)	41.67% 5	58.33% 7	12
Health Reimbursement Account (HRA)	40.00% 4	60.00% 6	10

Q5 Does your current plan offer an employee Life Insurance component?

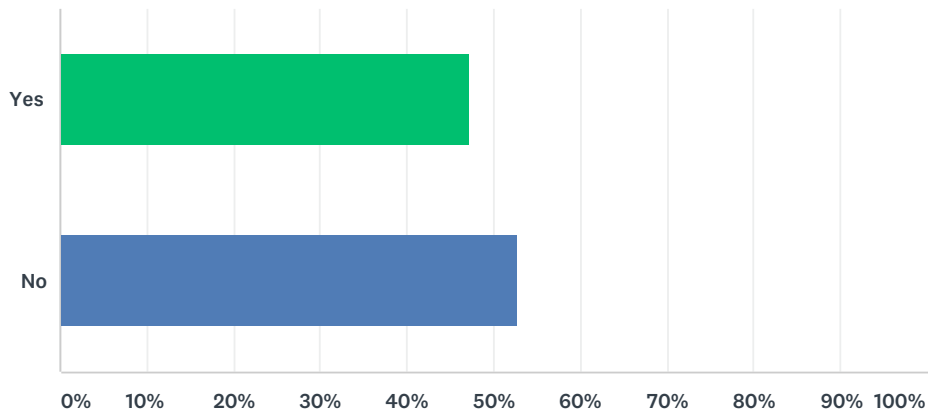
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	63.16% 12
No	36.84% 7
TOTAL	19

### Q6 Does your current plan contain a Wellness Program component?

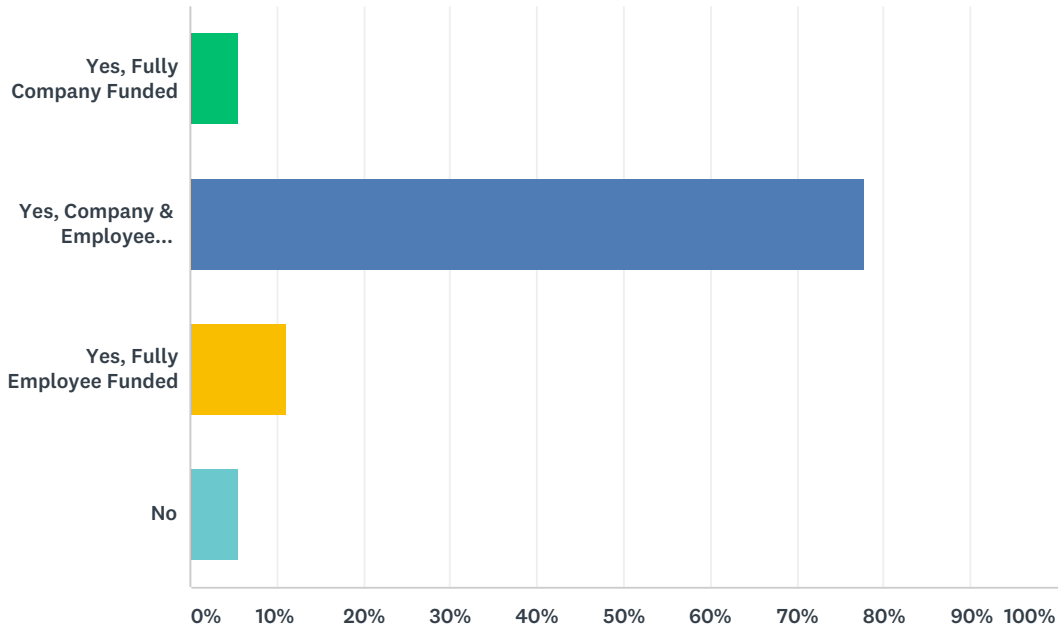
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	47.37% 9
No	52.63% 10
TOTAL	19

### Q7 Does your current plan offer Prescription coverage?

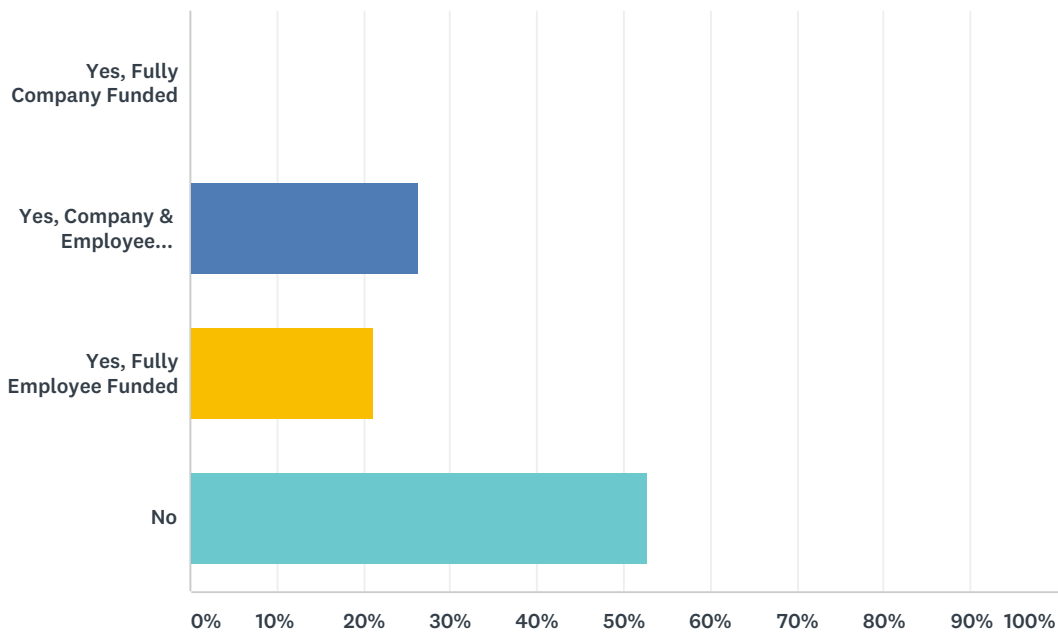
Answered: 18 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes, Fully Company Funded	5.56%	1
Yes, Company & Employee Co-Funded	77.78%	14
Yes, Fully Employee Funded	11.11%	2
No	5.56%	1
TOTAL		18

### Q8 Does your current plan offer Vision Care coverage?

Answered: 19 Skipped: 2

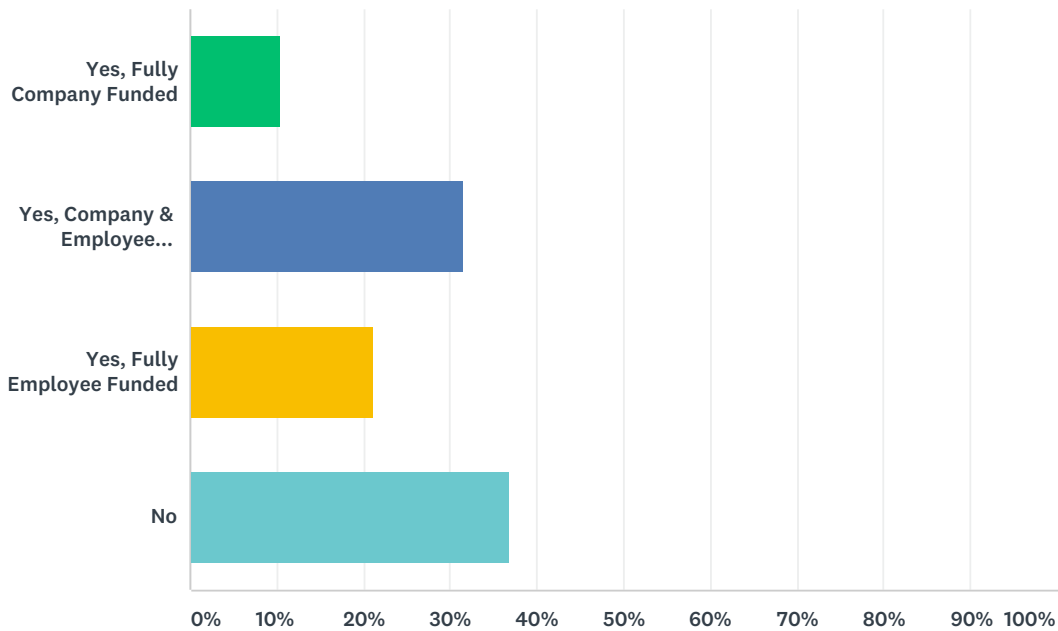




ANSWER CHOICES	RESPONSES
Yes, Fully Company Funded	0.00% 0
Yes, Company & Employee Co-Funded	26.32% 5
Yes, Fully Employee Funded	21.05% 4
No	52.63% 10
<b>TOTAL</b>	<b>19</b>

### Q9 Does your current plan offer Dental Care coverage?

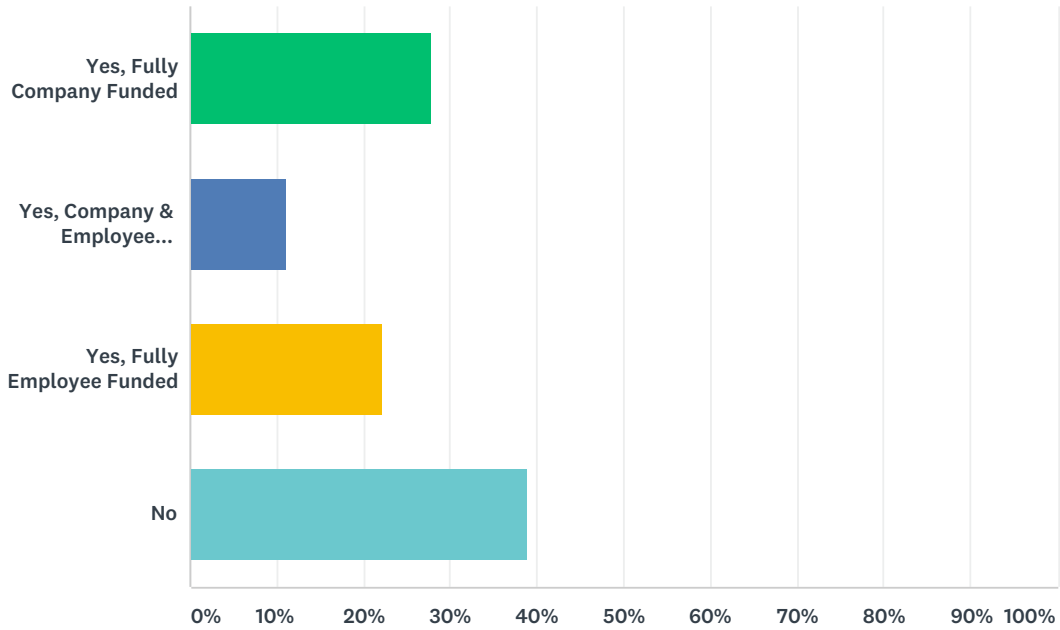
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes, Fully Company Funded	10.53% 2
Yes, Company & Employee Co-Funded	31.58% 6
Yes, Fully Employee Funded	21.05% 4
No	36.84% 7
<b>TOTAL</b>	<b>19</b>

### Q10 Do you offer a Long Term Disability (LTD) plan?

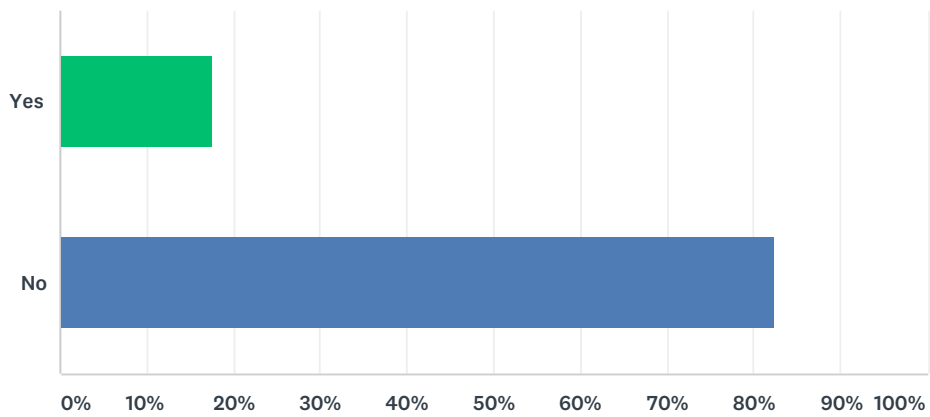
Answered: 18 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes, Fully Company Funded	27.78%	5
Yes, Company & Employee Co-Funded	11.11%	2
Yes, Fully Employee Funded	22.22%	4
No	38.89%	7
TOTAL		18

### Q11 Do you offer a Long Term Care (LTC) plan?

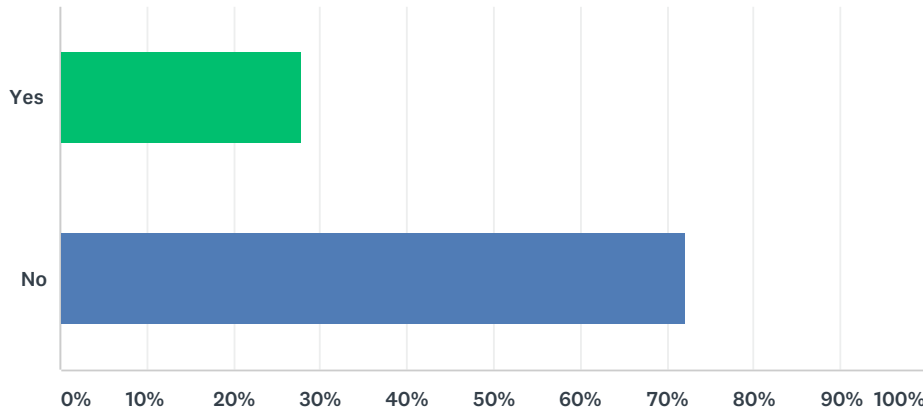
Answered: 17 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	17.65%	3
No	82.35%	14
TOTAL		17

### Q12 Do you offer an Employee Assistance Program (EAP)?

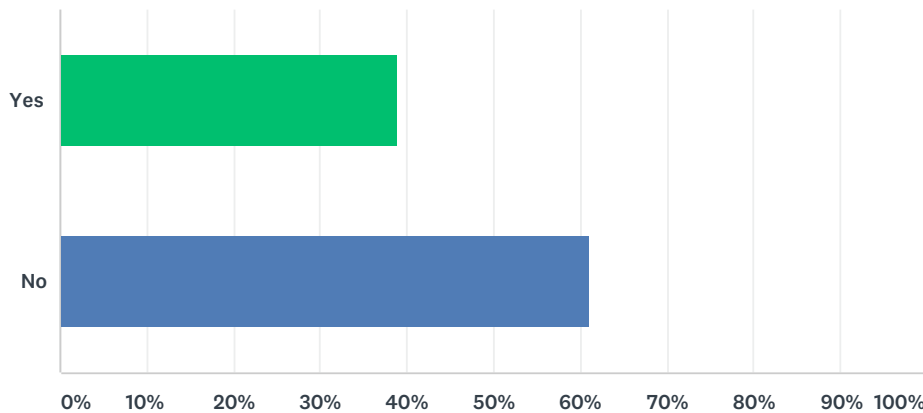
Answered: 18 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	27.78%	5
No	72.22%	13
TOTAL		18

### Q13 Do you provide Travel Insurance for any employees?

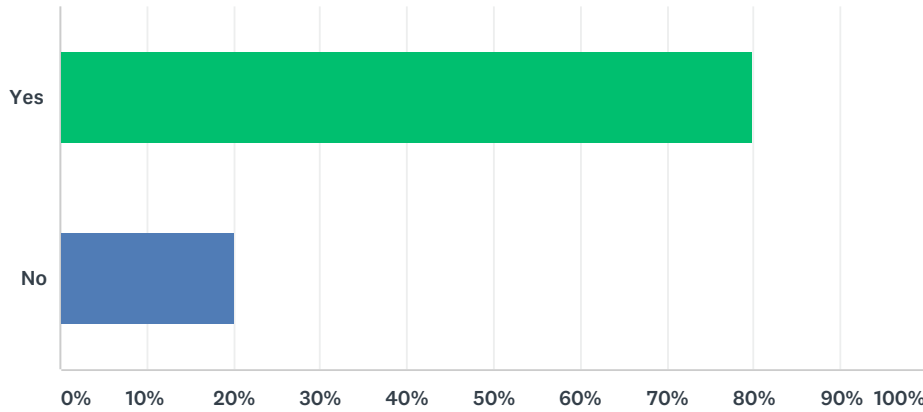
Answered: 18 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	38.89%	7
No	61.11%	11
TOTAL		18

### Q14 Do you have a formal Safety Program?

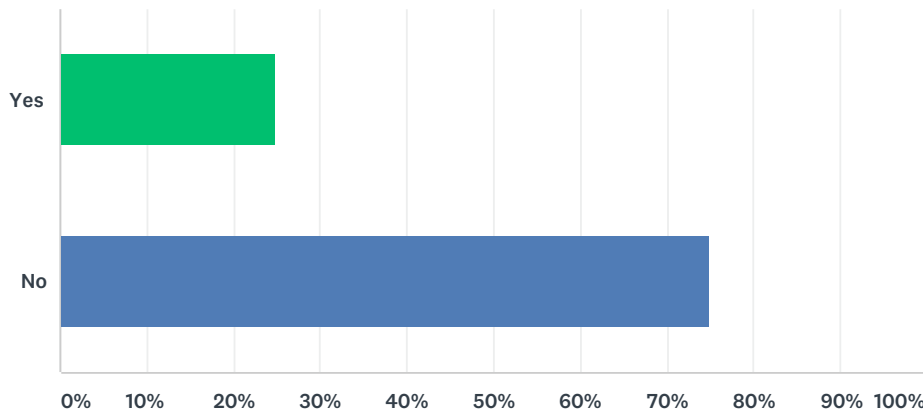
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	80.00%	16
No	20.00%	4
TOTAL		20

### Q15 Do you offer a Safety Incentive / Rewards Program or similar?

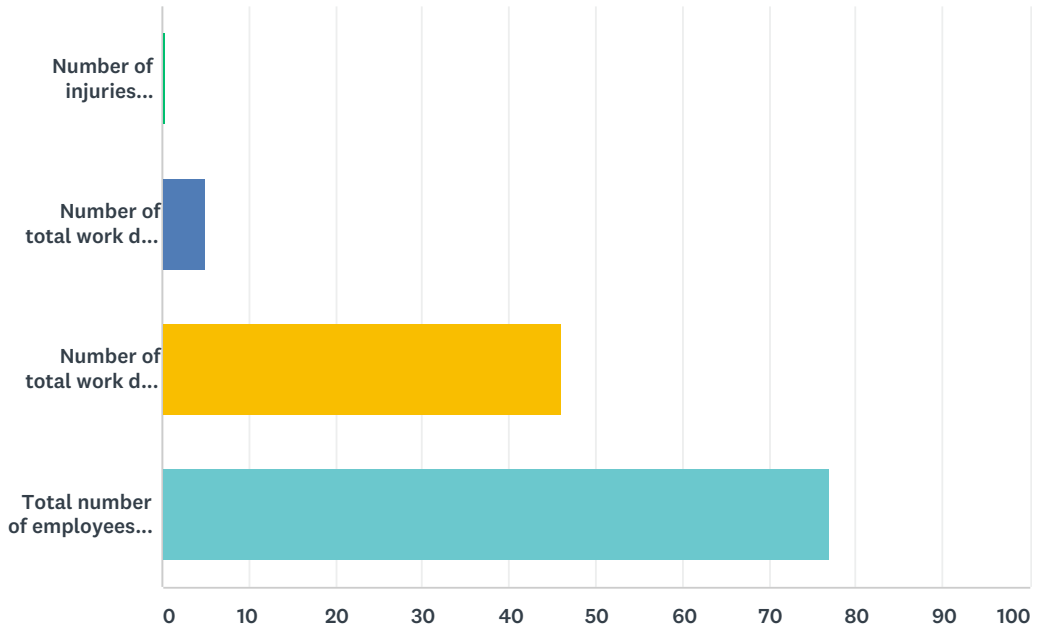
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	25.00%	5
No	75.00%	15
TOTAL		20

### Q16 Loss Time Analysis(Use whole numbers without decimal)

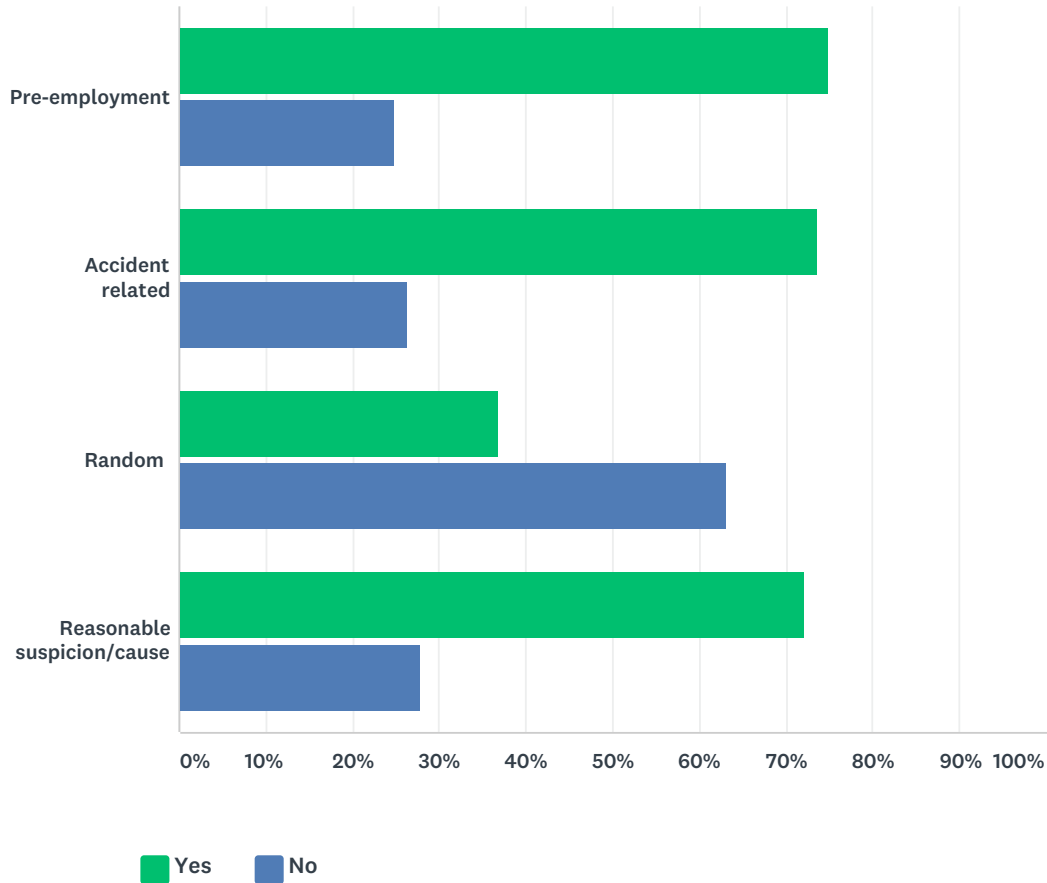
Answered: 19 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Number of injuries resulting in lost work days:	1	9	18
Number of total work days lost due to injuries:	5	89	18
Number of total work days lost due to illness:	46	645	14
Total number of employees in work force:	77	1,310	17
Total Respondents: 19			

### Q17 Do you require drug and alcohol testing?

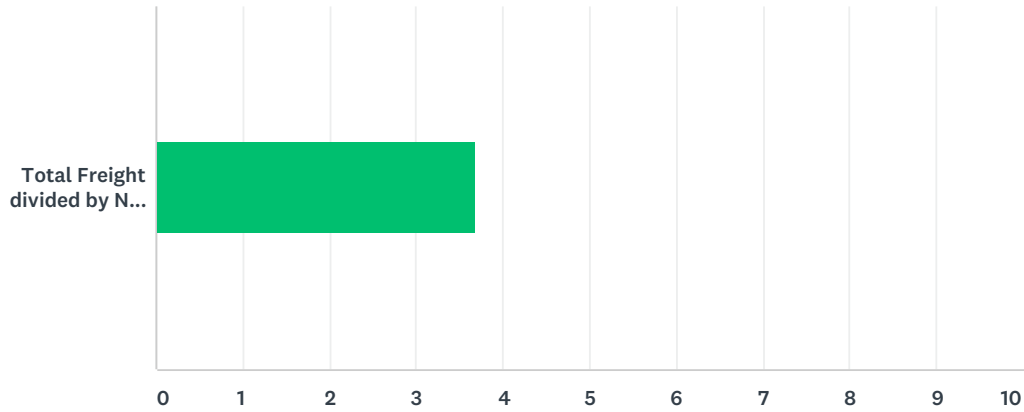
Answered: 20 Skipped: 1



	YES	NO	TOTAL
Pre-employment	75.00% 15	25.00% 5	20
Accident related	73.68% 14	26.32% 5	19
Random	36.84% 7	63.16% 12	19
Reasonable suspicion/cause	72.22% 13	27.78% 5	18

**Q18 What percentage of your sales is freight? (Total Freight divided by Net Sales) Round to nearest whole number, no decimals.**

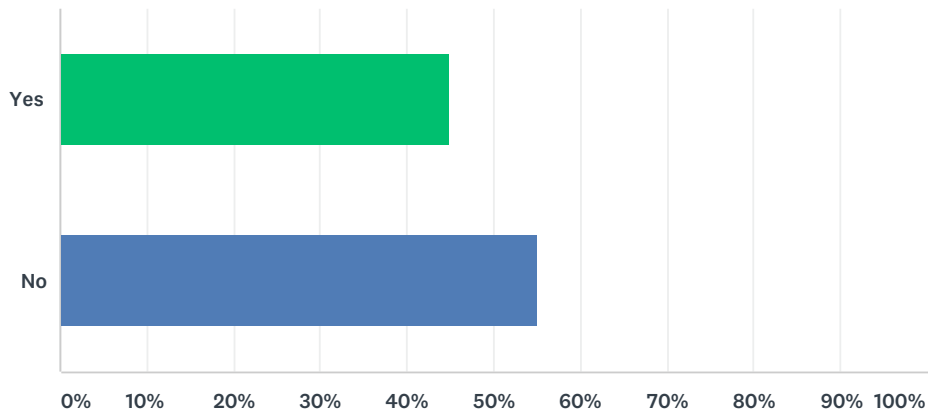
Answered: 16 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Total Freight divided by Net Sales	4	59	16
Total Respondents: 16			

### Q19 Do you use a 3rd party logistics company?

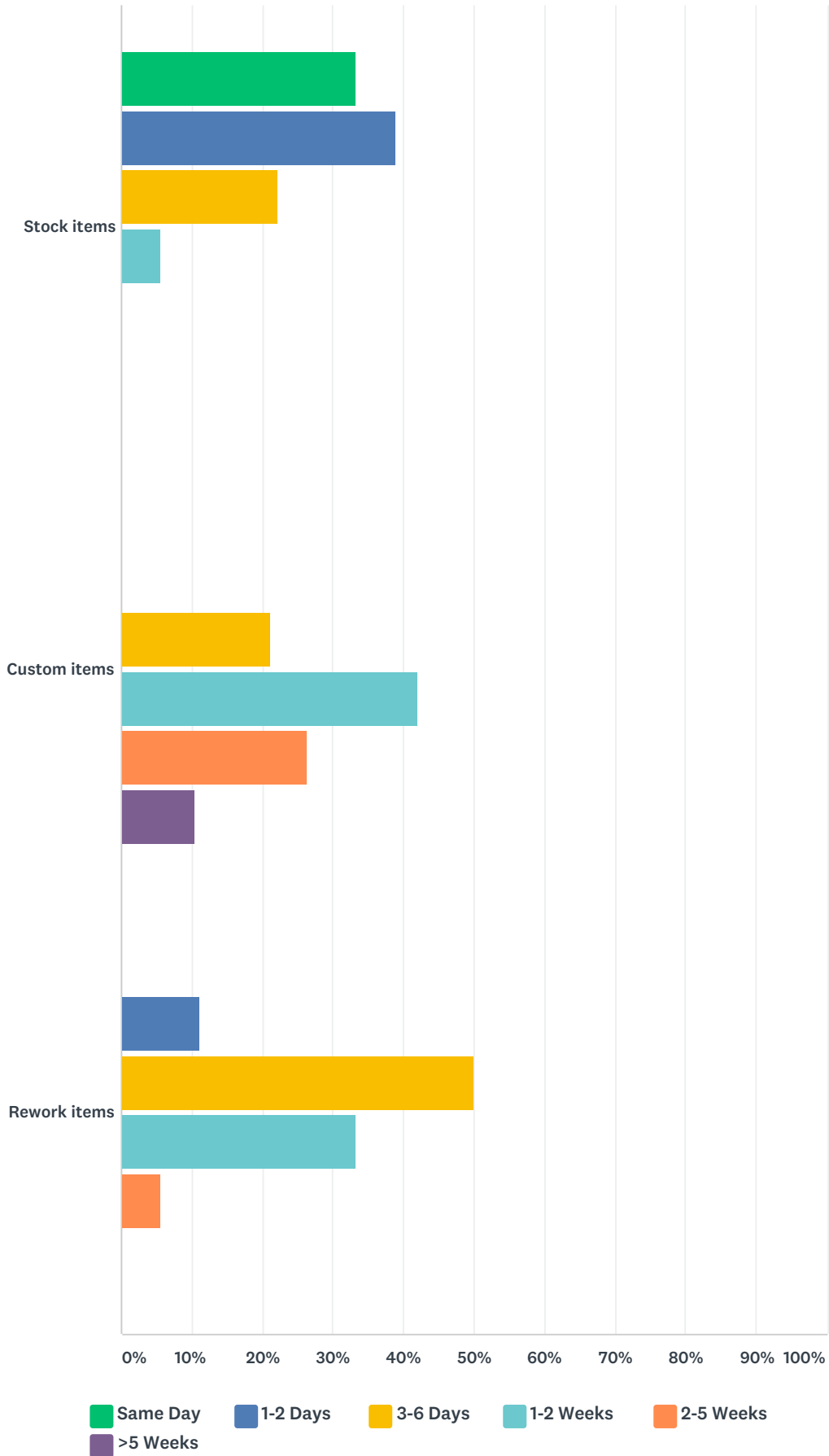
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	45.00% 9
No	55.00% 11
TOTAL	20

### Q20 What is your standard lead time on shipments of the following:

Answered: 19 Skipped: 2



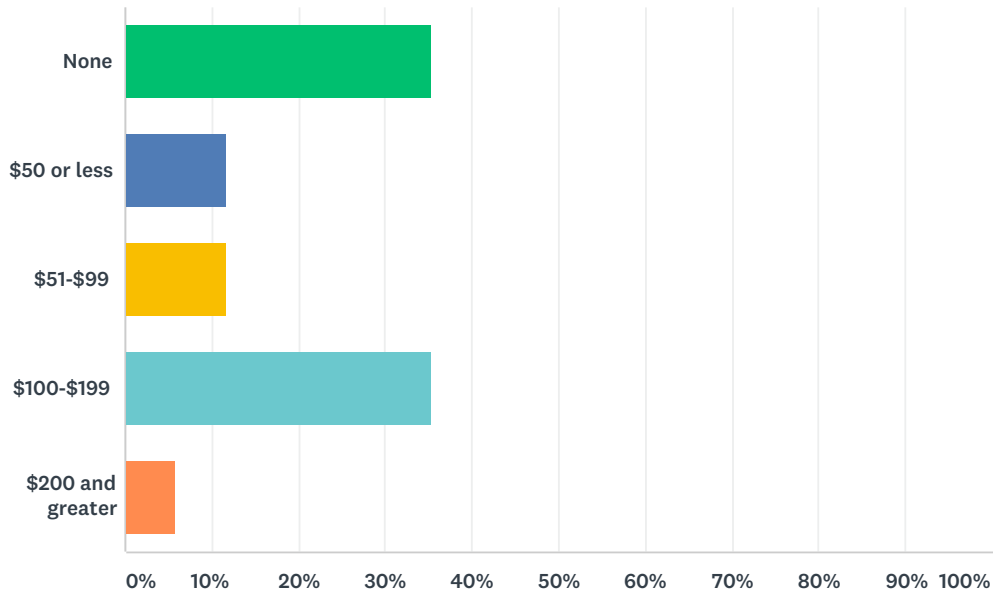
SAME DAY	1-2 DAYS	3-6 DAYS	1-2 WEEKS	2-5 WEEKS	>5 WEEKS	TOTAL
----------	----------	----------	-----------	-----------	----------	-------



Stock items	33.33% 6	38.89% 7	22.22% 4	5.56% 1	0.00% 0	0.00% 0	18
Custom items	0.00% 0	0.00% 0	21.05% 4	42.11% 8	26.32% 5	10.53% 2	19
Rework items	0.00% 0	11.11% 2	50.00% 9	33.33% 6	5.56% 1	0.00% 0	18

### Q21 What is your minimum order value for parts / tooling?

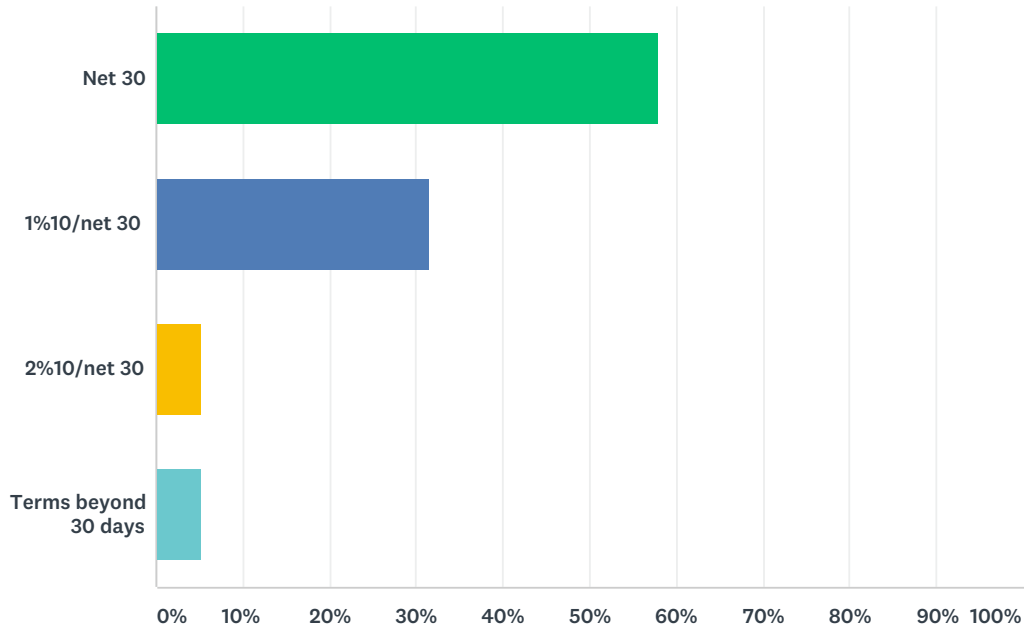
Answered: 17 Skipped: 4



ANSWER CHOICES	RESPONSES	Count
None	35.29%	6
\$50 or less	11.76%	2
\$51-\$99	11.76%	2
\$100-\$199	35.29%	6
\$200 and greater	5.88%	1
<b>TOTAL</b>		<b>17</b>

### Q22 What are your normal payment terms?

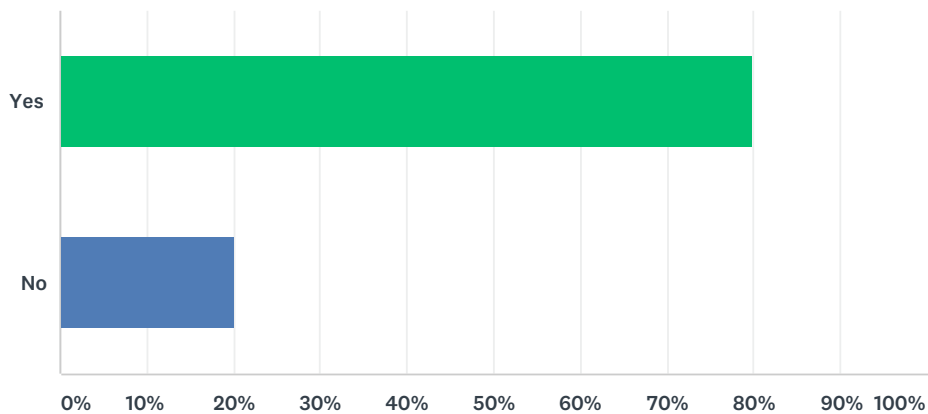
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
Net 30	57.89%	11
1%10/net 30	31.58%	6
2%10/net 30	5.26%	1
Terms beyond 30 days	5.26%	1
TOTAL		19

### Q23 Do you accept either credit or debit cards?

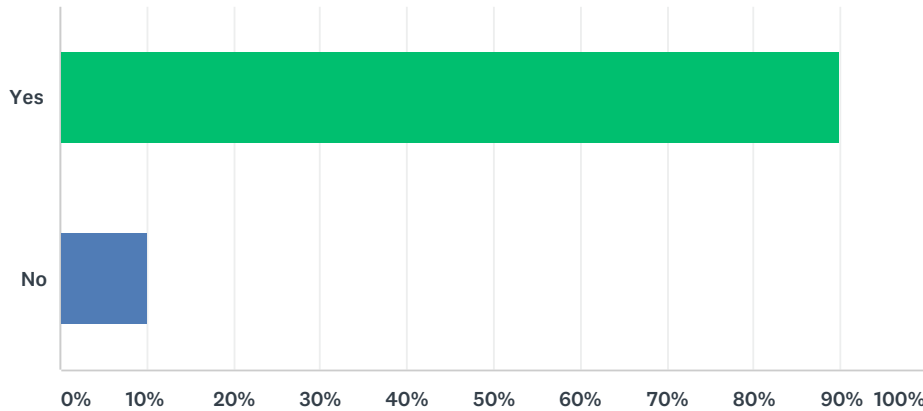
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	80.00%	16
No	20.00%	4
TOTAL		20

### Q24 Do you send out order acknowledgments?

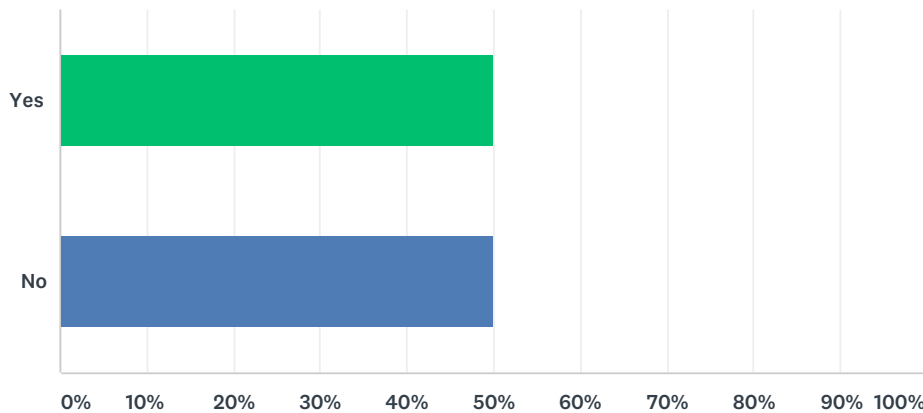
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	90.00%	18
No	10.00%	2
TOTAL		20

### Q25 Do your customers require letters of certification on your products?

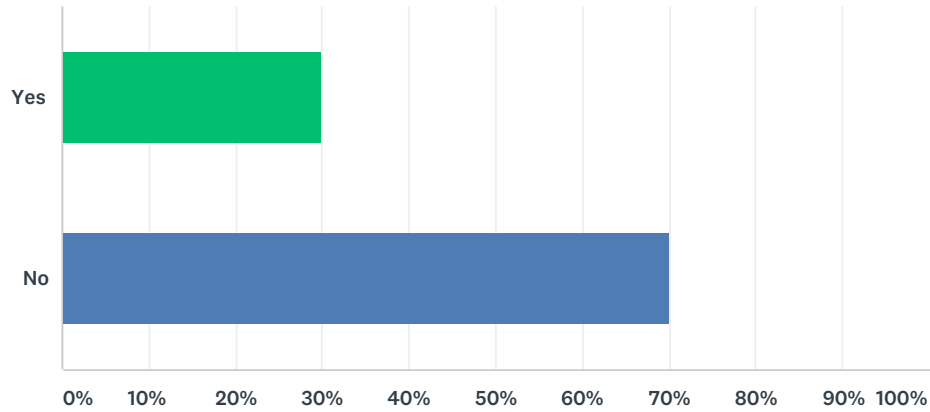
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	50.00%	10
No	50.00%	10
TOTAL		20

### Q26 Do you have or utilize a 3D printer?

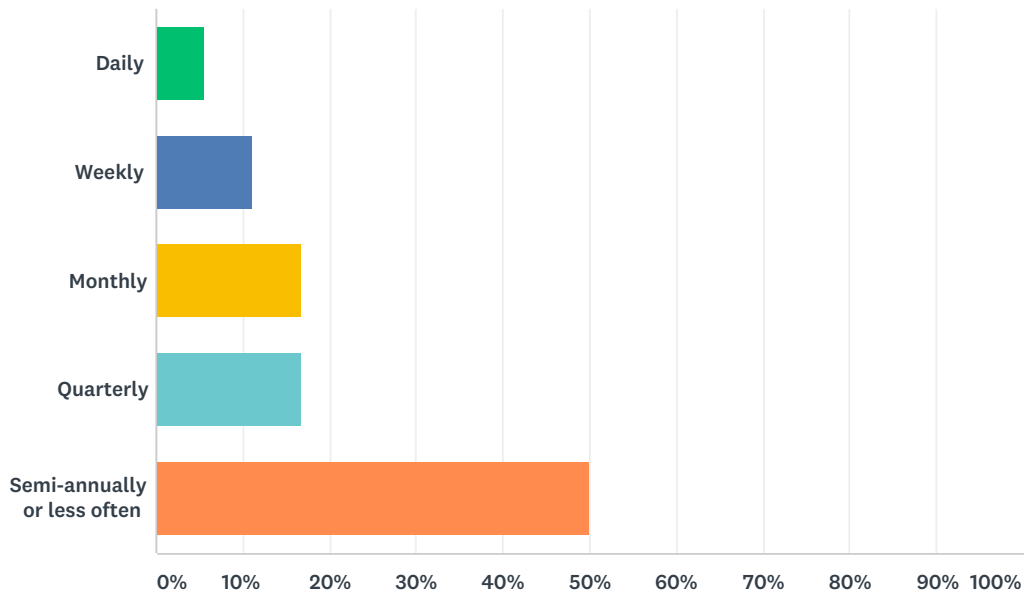
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	30.00%	6
No	70.00%	14
TOTAL		20

**Q27 How often is your company website updated? (Please leave blank if your company does not have a website)**

Answered: 18 Skipped: 3



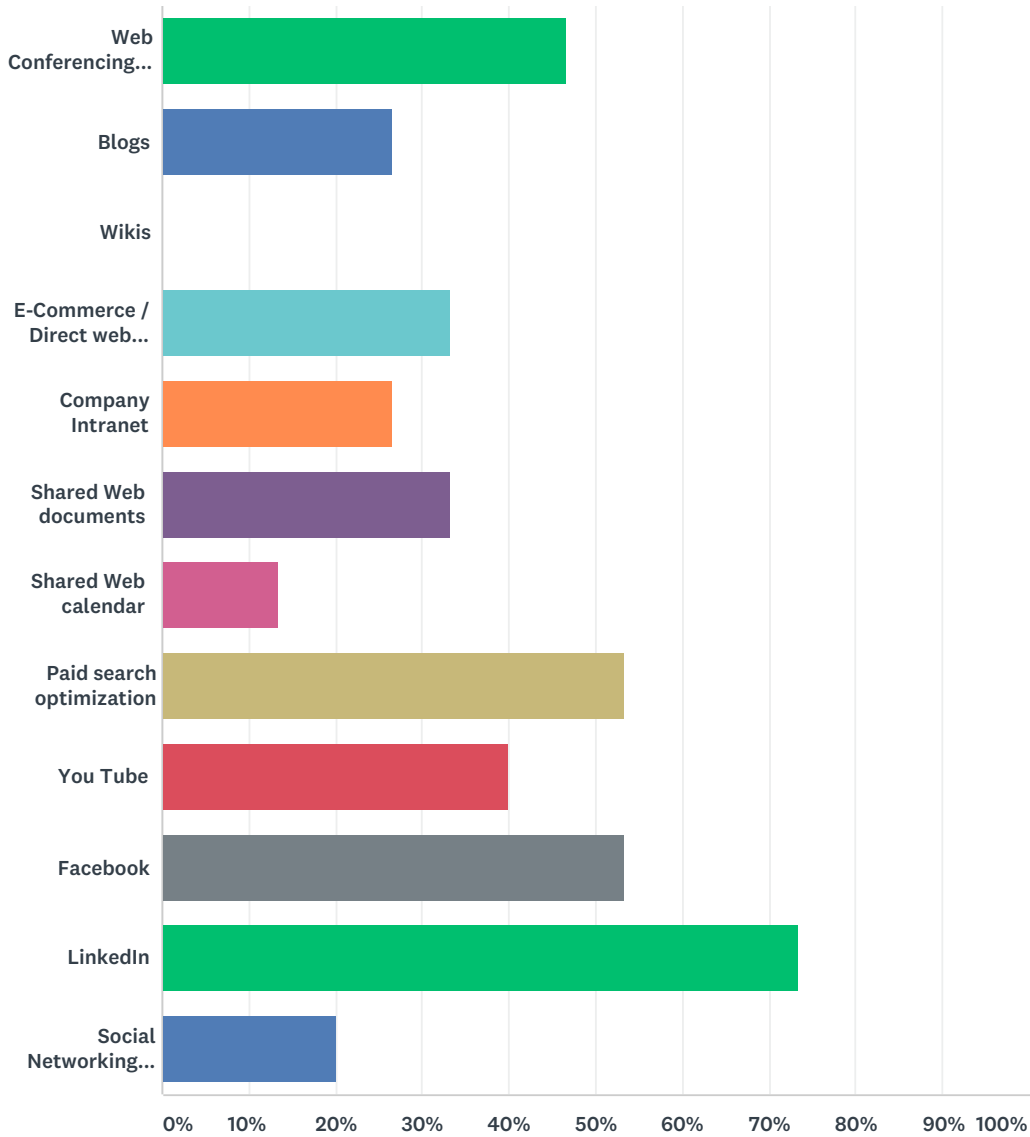
ANSWER CHOICES	RESPONSES	
Daily	5.56%	1
Weekly	11.11%	2
Monthly	16.67%	3
Quarterly	16.67%	3
Semi-annually or less often	50.00%	9

TOTAL

18

### Q28 Which of the following web based solutions does your company utilize? (Select all that apply)

Answered: 15 Skipped: 6

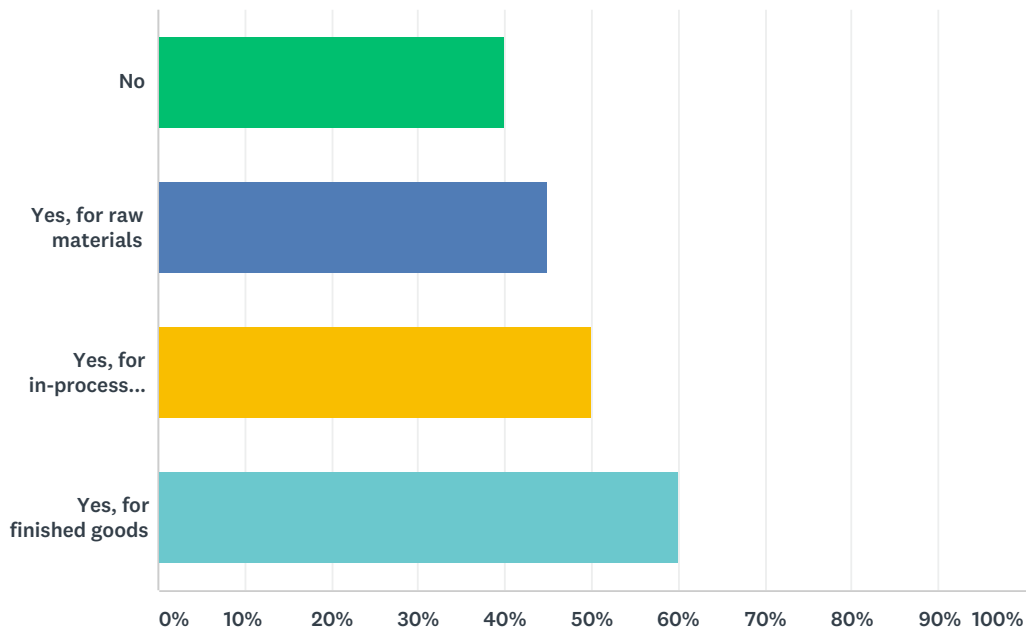


ANSWER CHOICES	RESPONSES
Web Conferencing/Training	46.67% 7
Blogs	26.67% 4
Wikis	0.00% 0
E-Commerce / Direct web sales	33.33% 5
Company Intranet	26.67% 4
Shared Web documents	33.33% 5

Shared Web calendar	13.33%	2
Paid search optimization	53.33%	8
You Tube	40.00%	6
Facebook	53.33%	8
LinkedIn	73.33%	11
Social Networking "your company" pages / channels	20.00%	3
Total Respondents: 15		

### Q29 Does your system support scannable barcodes? (Select all that may apply)

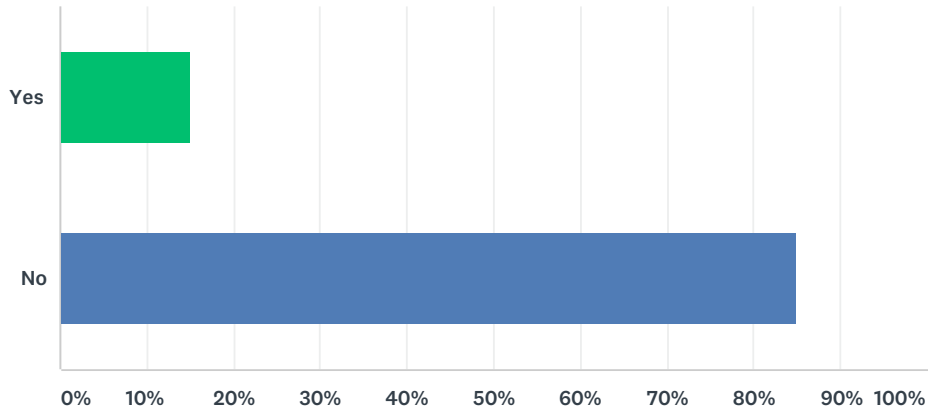
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES
No	40.00% 8
Yes, for raw materials	45.00% 9
Yes, for in-process goods	50.00% 10
Yes, for finished goods	60.00% 12
Total Respondents: 20	

### Q30 Do you utilize RFID?

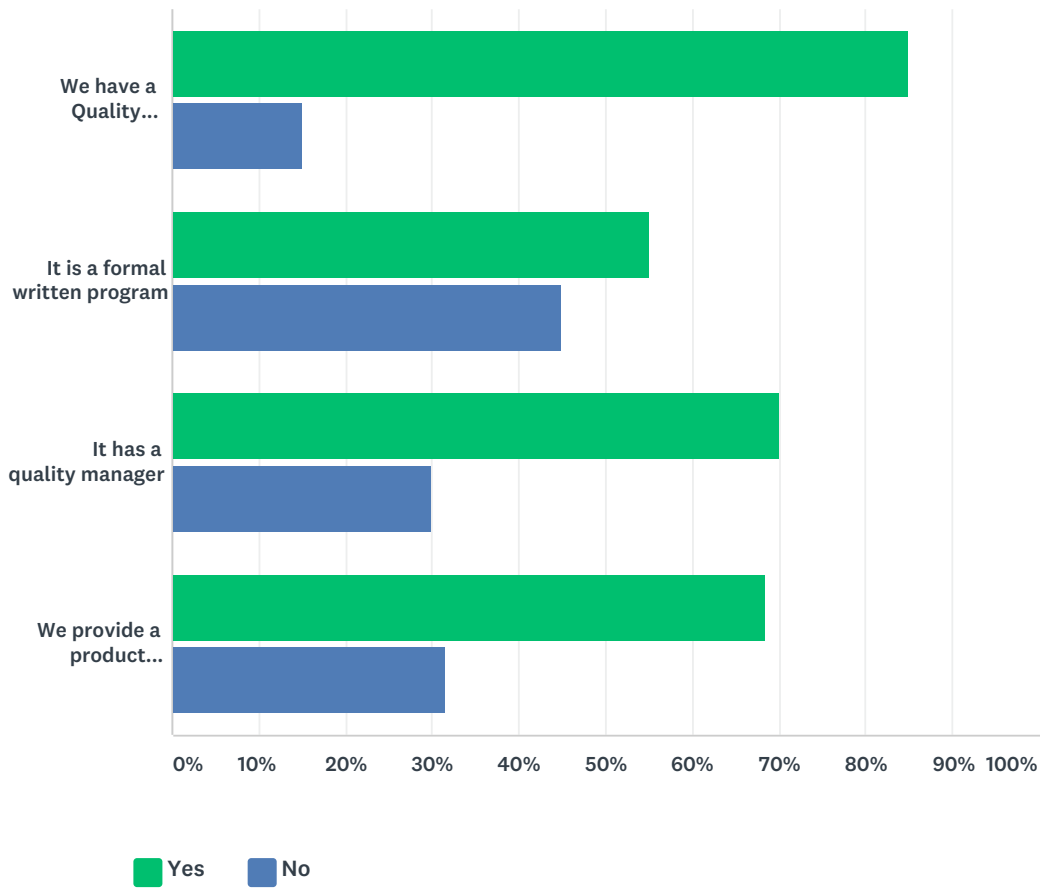
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	15.00%	3
No	85.00%	17
TOTAL		20

### Q31 Quality Assurance Program Characteristics

Answered: 20 Skipped: 1

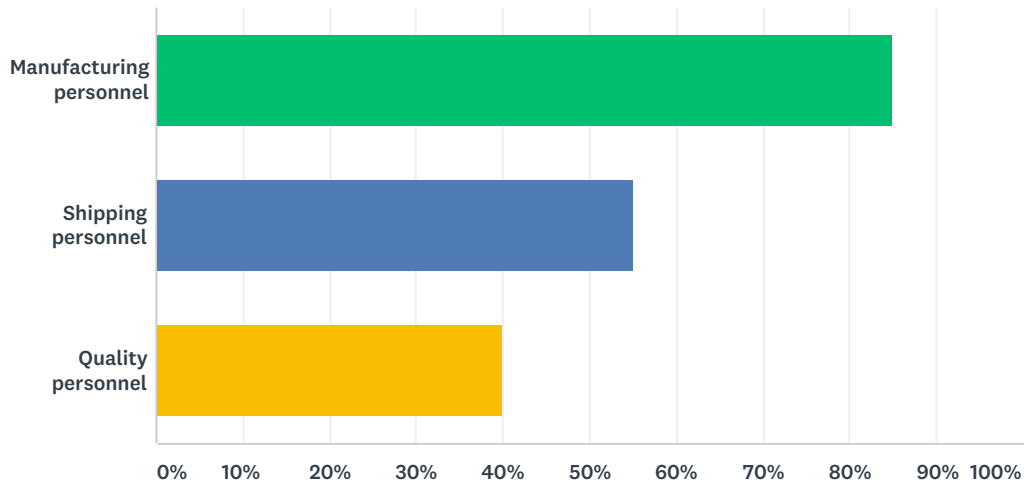


	YES	NO	TOTAL
We have a Quality Assurance Program	85.00% 17	15.00% 3	20

It is a formal written program	55.00% 11	45.00% 9	20
It has a quality manager	70.00% 14	30.00% 6	20
We provide a product warranty	68.42% 13	31.58% 6	19

### Q32 Who provides your product inspections? (Select all that apply)

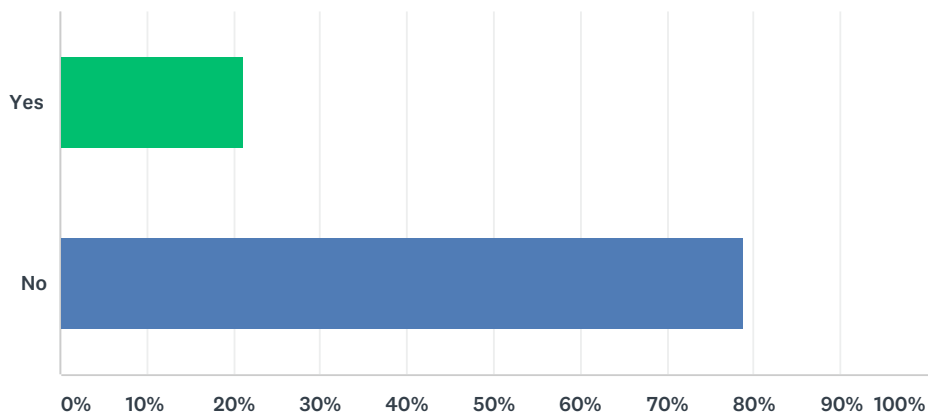
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES
Manufacturing personnel	85.00% 17
Shipping personnel	55.00% 11
Quality personnel	40.00% 8
Total Respondents: 20	

### Q33 Is your company ISO certified?

Answered: 19 Skipped: 2

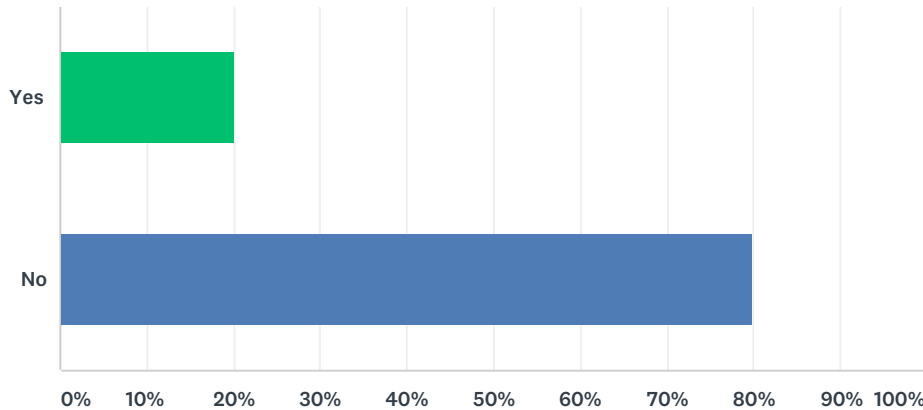




ANSWER CHOICES	RESPONSES
Yes	21.05% 4
No	78.95% 15
TOTAL	19

### Q34 If no, do you intend to pursue ISO certification in the next three years?

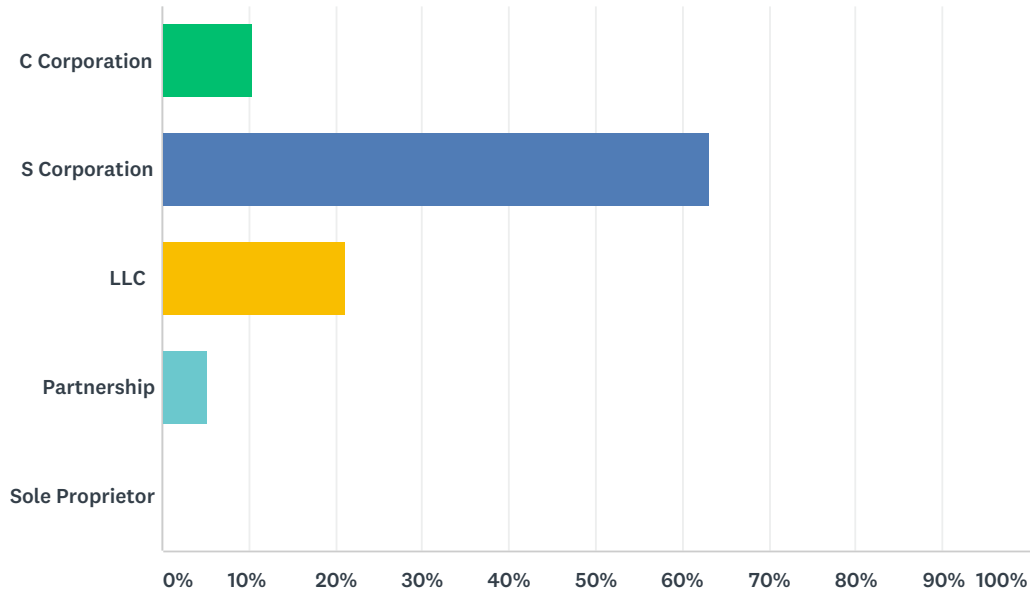
Answered: 15 Skipped: 6



ANSWER CHOICES	RESPONSES
Yes	20.00% 3
No	80.00% 12
TOTAL	15

### Q35 What type of entity is your company? (If you control more than one company, please answer for your primary or parent company.)

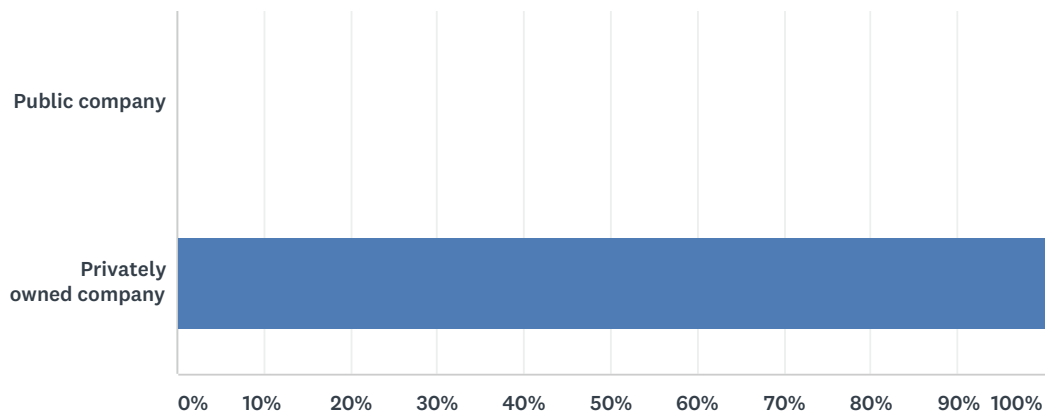
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES
C Corporation	10.53% 2
S Corporation	63.16% 12
LLC	21.05% 4
Partnership	5.26% 1
Sole Proprietor	0.00% 0
<b>TOTAL</b>	<b>19</b>

### Q36 Is your company:

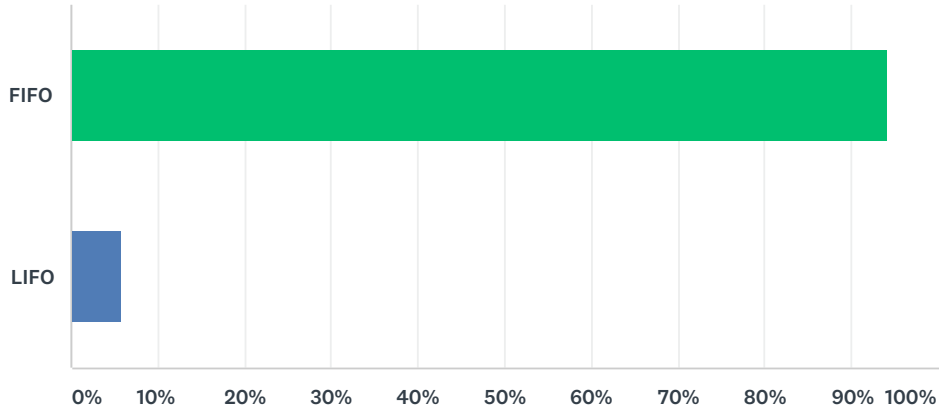
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES
Public company	0.00% 0
Privately owned company	100.00% 19
<b>TOTAL</b>	<b>19</b>

### Q37 What is your inventory basis?

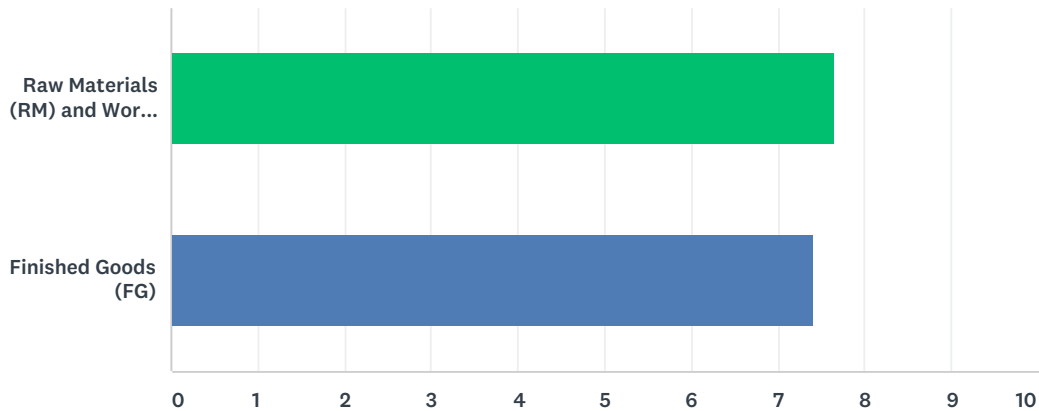
Answered: 17 Skipped: 4



ANSWER CHOICES	RESPONSES
FIFO	94.12% 16
LIFO	5.88% 1
TOTAL	17

### Q38 How many times do you turn your inventory annually?(Please enter a whole number without decimal)

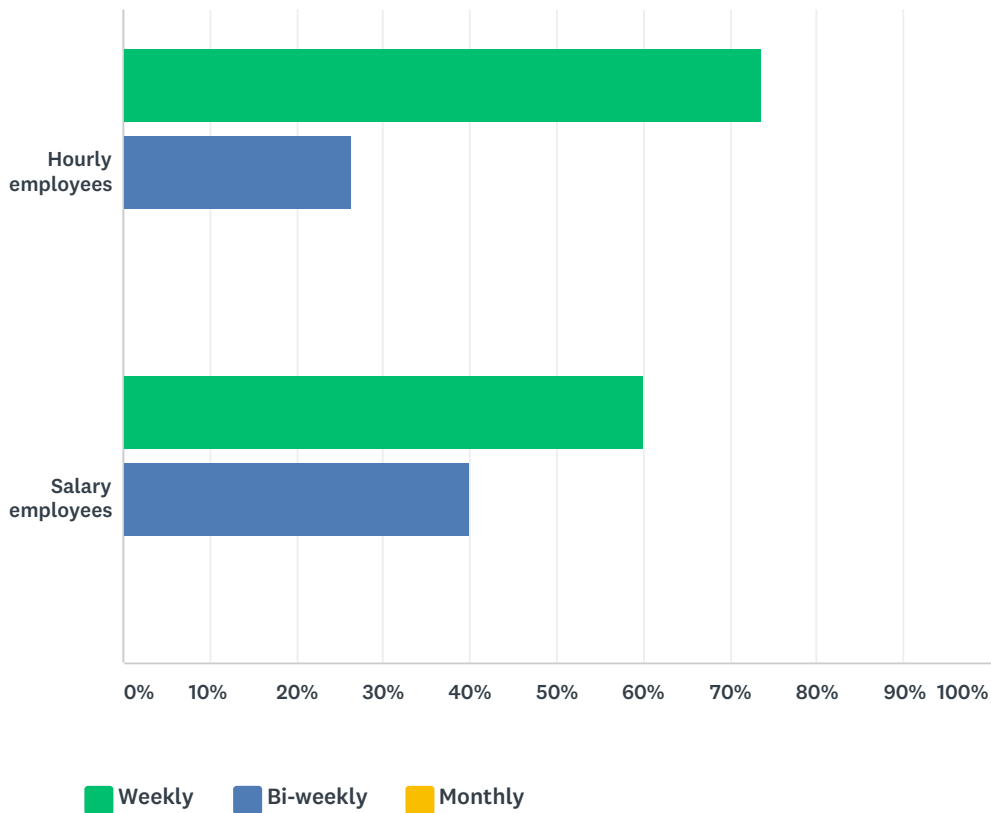
Answered: 16 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Raw Materials (RM) and Work in Process (WIP)	8	115	15
Finished Goods (FG)	7	111	15
Total Respondents: 16			

### Q39 What is your payroll cycle?

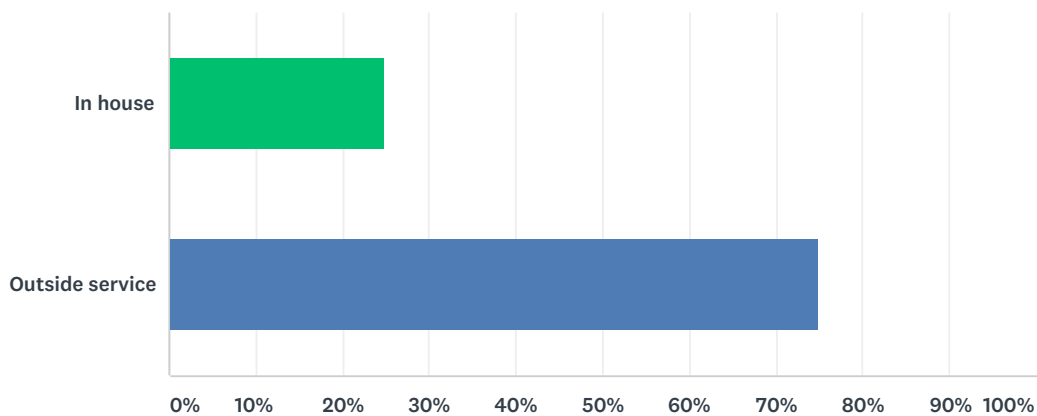
Answered: 20 Skipped: 1



	WEEKLY	BI-WEEKLY	MONTHLY	TOTAL
Hourly employees	73.68% 14	26.32% 5	0.00% 0	19
Salary employees	60.00% 12	40.00% 8	0.00% 0	20

### Q40 How is payroll handled?

Answered: 20 Skipped: 1



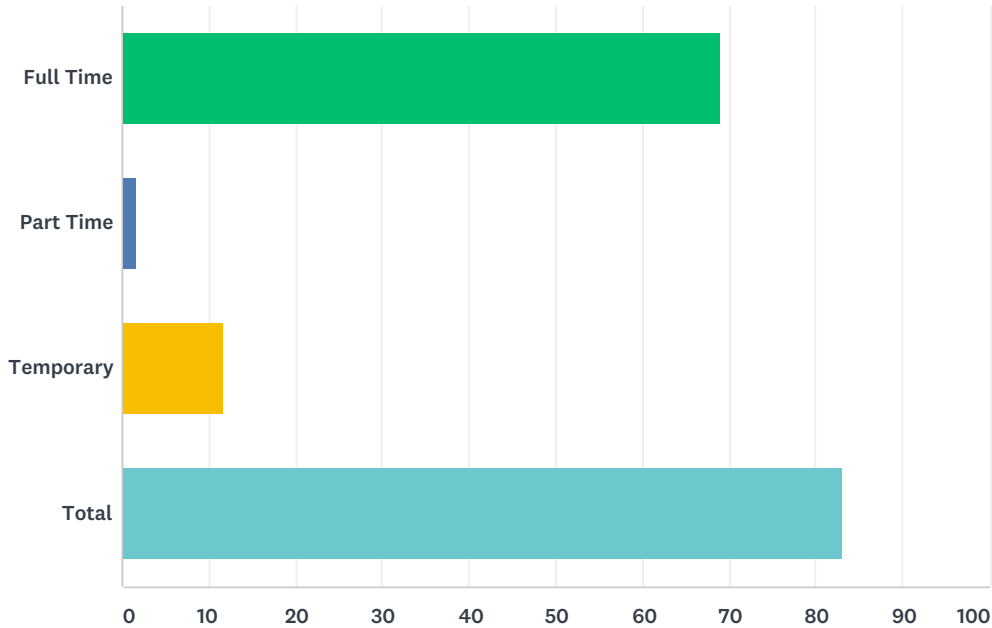
ANSWER CHOICES	RESPONSES
In house	25.00% 5
Outside service	75.00% 15

TOTAL

20

### Q41 What is your average number of employees?(Please enter a whole number without decimal)

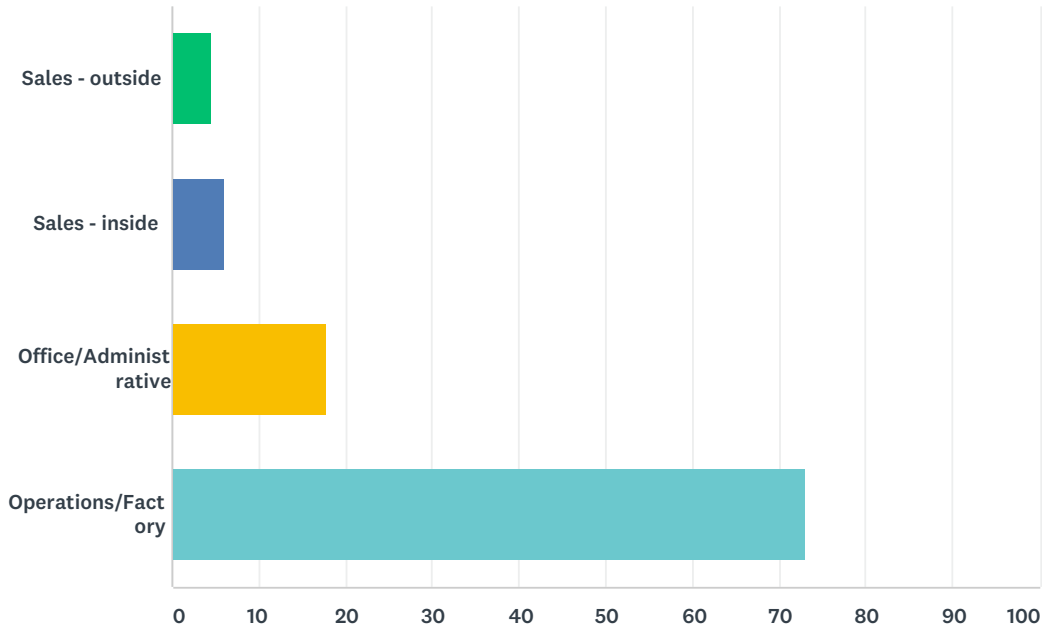
Answered: 19 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Full Time	69	1,311	19
Part Time	2	24	15
Temporary	12	164	14
Total	83	1,496	18
Total Respondents: 19			

### Q42 What percentage of your average number of employees are in the following areas: (Please enter whole number without decimal. Answers should total 100)

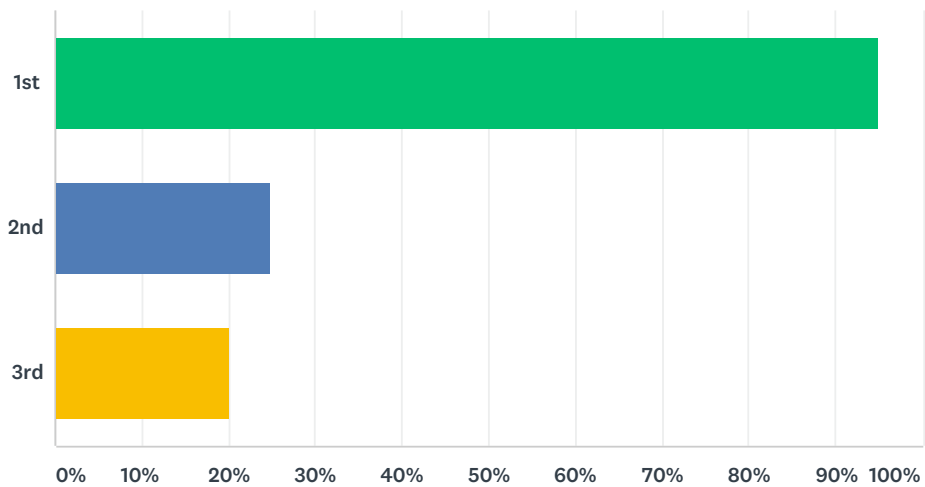
Answered: 18 Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Sales - outside	5	68	15
Sales - inside	6	98	16
Office/Administrative	18	320	18
Operations/Factory	73	1,314	18
Total Respondents: 18			

### Q43 What shifts does your company normally operate?(Select all that apply)

Answered: 20 Skipped: 1

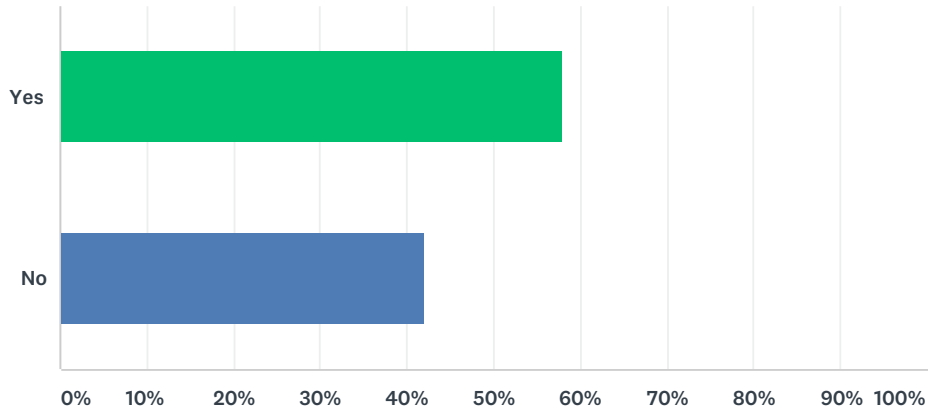


ANSWER CHOICES	RESPONSES
1st	95.00% 19

2nd	25.00%	5
3rd	20.00%	4
Total Respondents: 20		

### Q44 Do you offer flexible hours?

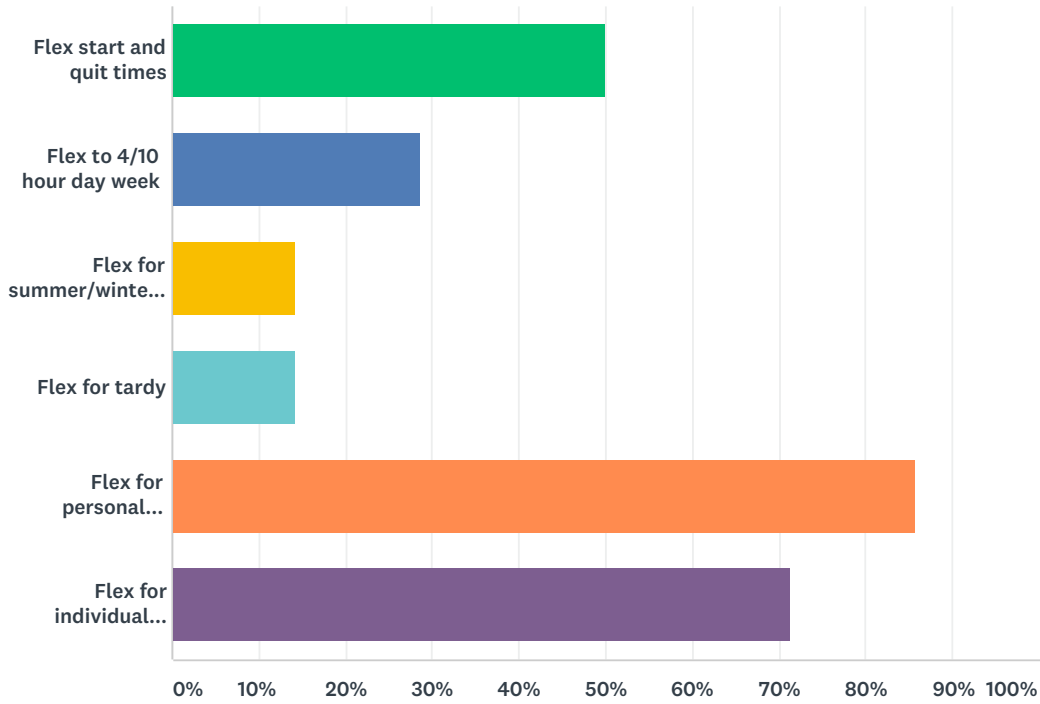
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	57.89%	11
No	42.11%	8
TOTAL		19

### Q45 What types of flex time arrangements do you offer?(Select all that apply)

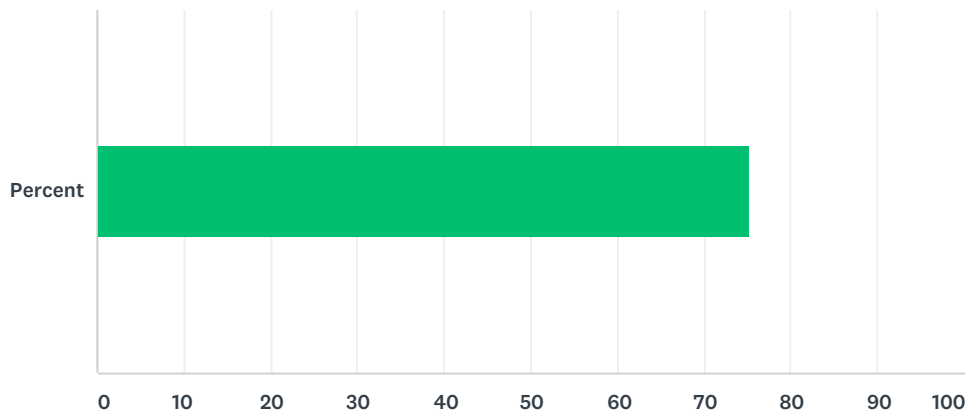
Answered: 14 Skipped: 7



ANSWER CHOICES	RESPONSES	
Flex start and quit times	50.00%	7
Flex to 4/10 hour day week	28.57%	4
Flex for summer/winter schedules	14.29%	2
Flex for tardy	14.29%	2
Flex for personal appointments	85.71%	12
Flex for individual needs	71.43%	10
Total Respondents: 14		

**Q46 What percentage of sales is from product manufactured in house?  
(Please enter a whole number without decimal)**

Answered: 17 Skipped: 4

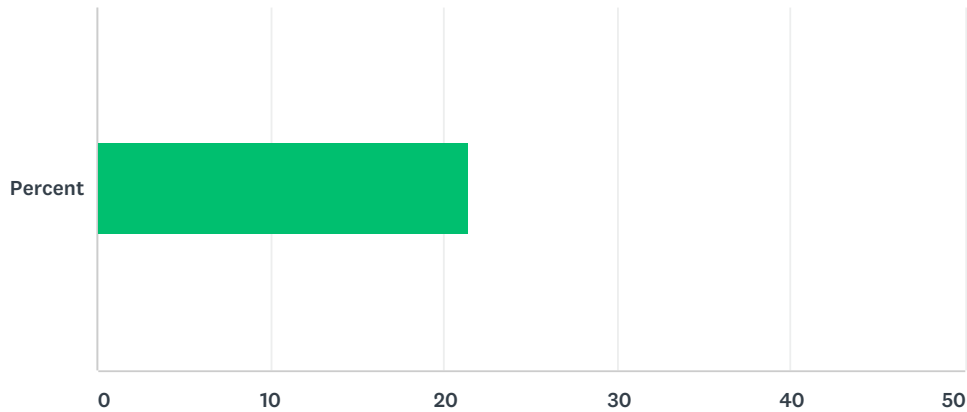




ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Percent	75	1,282	17
Total Respondents: 17			

**Q47 What percentage of sales comes from outsourced, non-domestic imported items?(Please enter a whole number without decimal)**

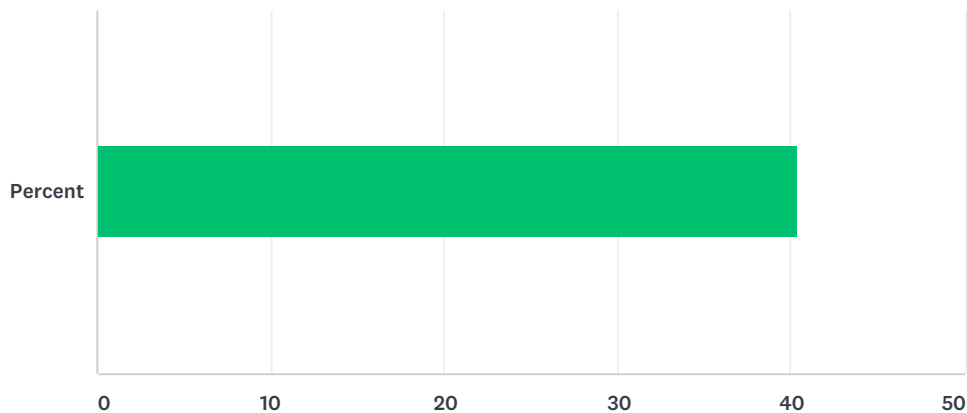
Answered: 15 Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Percent	21	321	15
Total Respondents: 15			

**Q48 What is your average gross margin percentage on RESOLD items? (Please enter a whole number without decimal)**

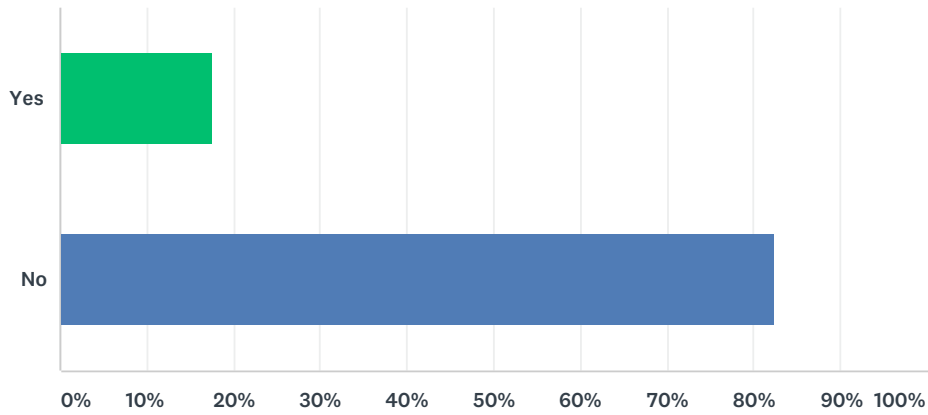
Answered: 13 Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Percent	40	525	13
Total Respondents: 13			

### Q49 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: 17 Skipped: 4



ANSWER CHOICES		RESPONSES	
Yes		17.65%	3
No		82.35%	14
TOTAL			17