

American Brush Manufacturers Association

2010
Wage Rate and Fringe Benefits
Survey
as of
12/31/2009



Published June 28, 2010

June 28, 2010



TO: Key Contacts of Participating ABMA Members

Association-Wide Wage Rates and Fringe Benefits Survey Results

Presenting the Association-wide Wage Rates and Fringe Benefits Survey Report. There were 20 participating companies who benchmarked their data along with their industry peers.

These reports were modeled after the separate efforts done previously and exclusively for the Industrial Brush Division and the Paint Applicator Division.

The format for the survey results is straight-forward. Information has been compiled with strict confidentiality guidelines and all data will be destroyed 90 days after survey release.

The results of this Wage Rates and Fringe Benefits Survey are made available to ABMA member companies.

If you have any comments on how ABMA can improve future reports and increase participation, please direct them to the Chair of the Statistical Committee: Jill Shinnors of Pioneer Packaging.

Thank you for your continued support of the Association through your involvement in this report.

Sincerely yours,

THE ABMA STATISTICAL COMMITTEE



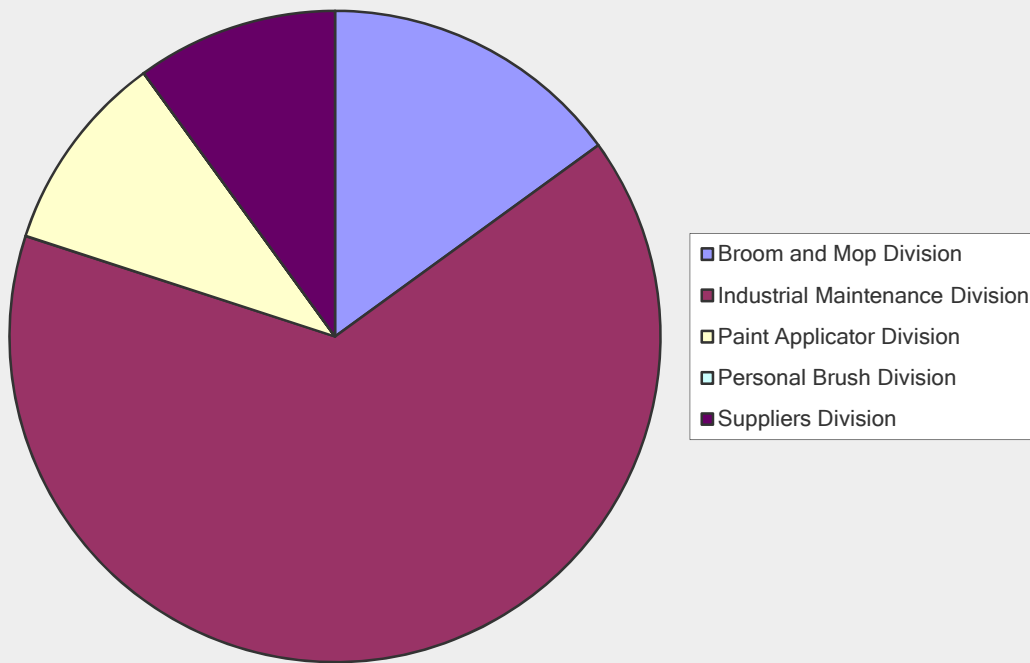
2111 Plum St, Suite 274
Aurora, IL 60506-3268

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

Please select the Primary Division to which your organization belongs:

Answer Options	Response Percent	Response Count
Broom and Mop Division	15.0%	3
Industrial Maintenance Division	65.0%	13
Paint Applicator Division	10.0%	2
Personal Brush Division	0.0%	0
Suppliers Division	10.0%	2
<i>answered question</i>		20
<i>skipped question</i>		0

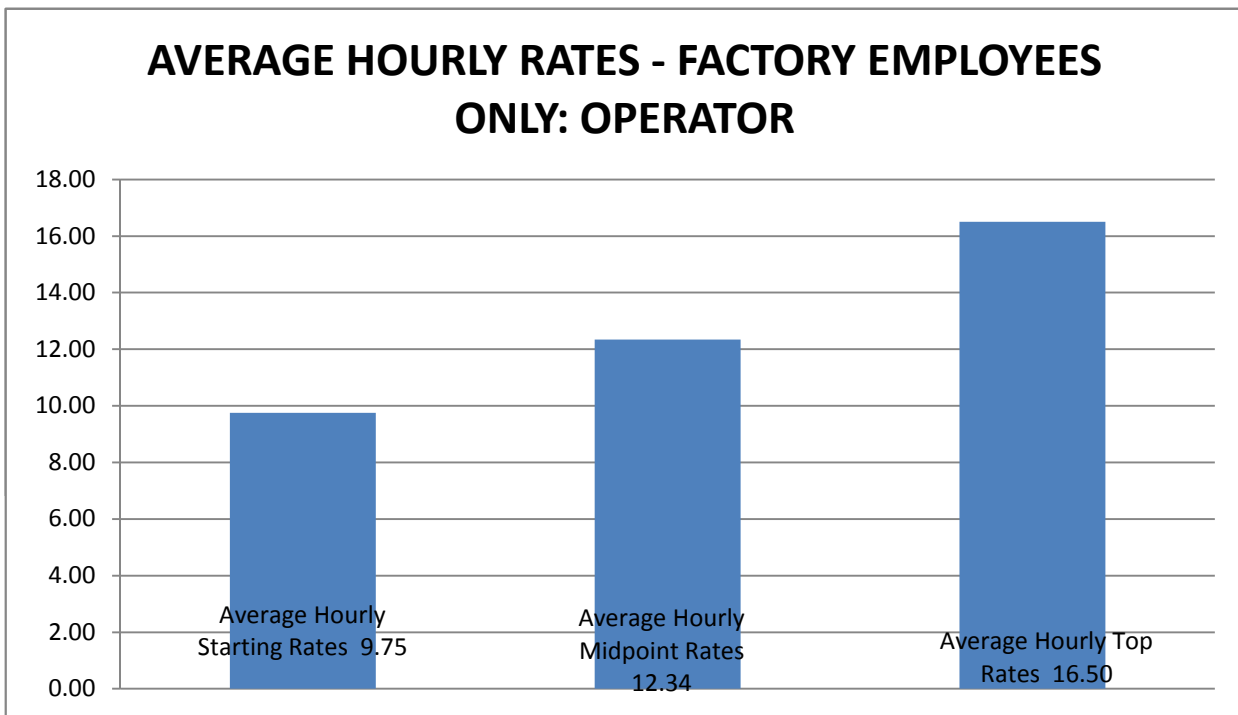
Please select the Primary Division to which your organization belongs:



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE HOURLY RATES - FACTORY EMPLOYEES ONLY: OPERATOR Please use the boxes below to enter the Average Hourly or Straight Time Earnings as of last Dec 31.

Answer Options	Response	Response Count
Average Hourly Starting Rates	9.75	19
Average Hourly Midpoint Rates	12.34	19
Average Hourly Top Rates	16.50	19
<i>answered question</i>		19
<i>skipped question</i>		1

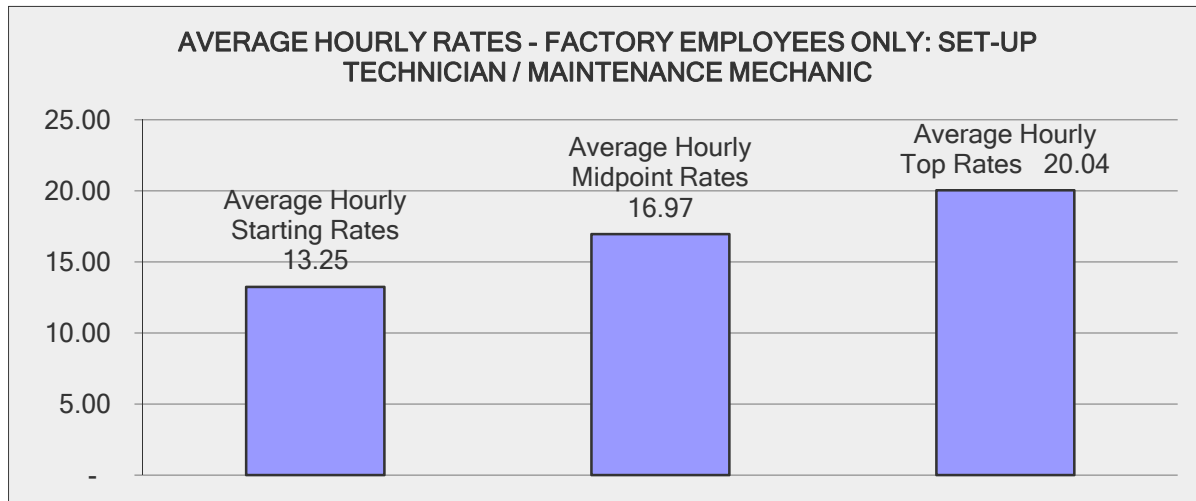


ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE HOURLY DEMOGRAPHICS - FACTORY EMPLOYEES ONLY: OPERATOR			
Answer Options	Response Average	Response Total	Response Count
Number of hours in a normal work week	39.05		19
Total number of employees included in this figure (whole	31.95	607	19
		<i>answered question</i>	19
		<i>skipped question</i>	1

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE HOURLY RATES - FACTORY EMPLOYEES ONLY: SET-UP TECHNICIAN/MAINTENANCE MECHANIC		
Answer Options	Response Percent	Response Count
Average Hourly Starting Rates	13.25	18
Average Hourly Midpoint Rates	16.97	17
Average Hourly Top Rates	20.04	18
	<i>answered question</i>	18
	<i>skipped question</i>	2



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE HOURLY DEMOGRAPHICS - FACTORY EMPLOYEES ONLY: SET-UP TECHNICIAN / MAINTENANCE MECHANIC

Answer Options	Response Average	Response Total	Response Count
Number of hours in a normal work week	39.83		18
Total Number of employees included in this figure (whole	6.89	124	18
		<i>answered question</i>	18
		<i>skipped question</i>	2

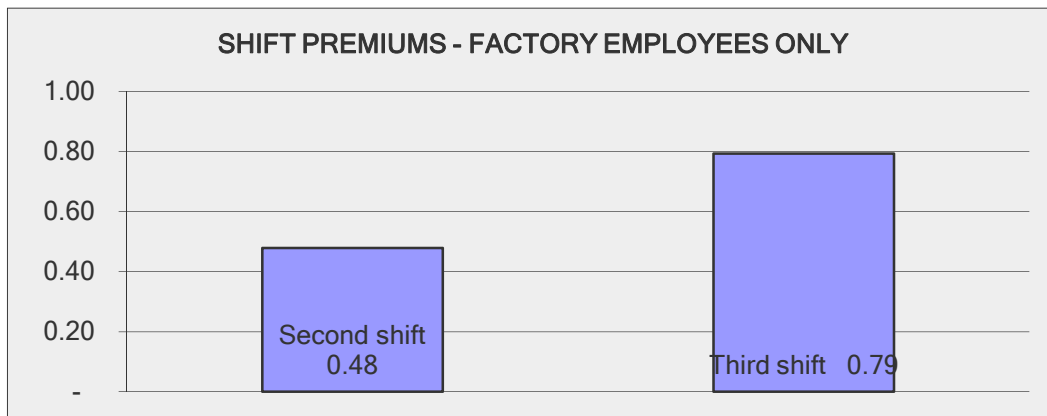
ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE HOURLY RATES PAID FOR CONTRACT LABOR / TEMPORARY SERVICE - FACTORY EMPLOYEES ONLY

Answer Options	Response Averages	Response Count
Average Hourly Rate	10.05	16
Negotiated dollar add-on amount	4.20	6
Negotiated percentage add-on amount	34.42%	11
	<i>answered question</i>	16
	<i>skipped question</i>	4

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

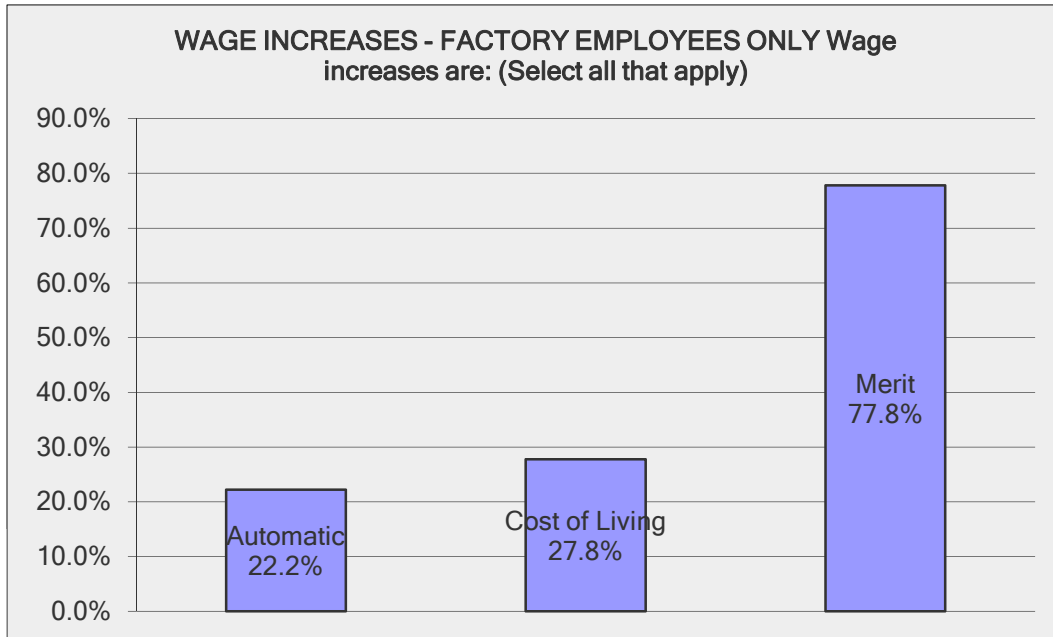
SHIFT PREMIUMS - FACTORY EMPLOYEES ONLY		
Answer Options	Response Average	Response Count
Second shift	0.48	13
Third shift	0.79	9
	<i>answered question</i>	13
	<i>skipped question</i>	7



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

WAGE INCREASES - FACTORY EMPLOYEES ONLY Wage increases are: (Select all that apply)

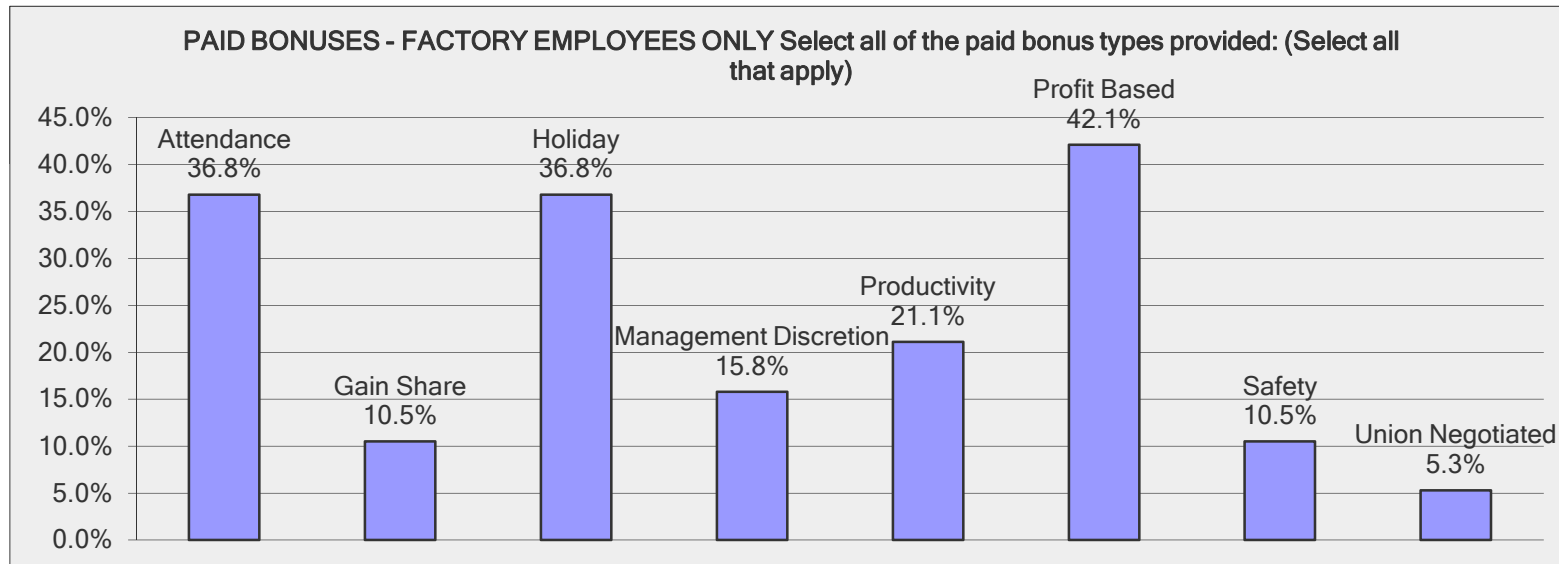
Answer Options	Response Percent	Response Count
Automatic	22.2%	4
Cost of Living	27.8%	5
Merit	77.8%	14
<i>answered question</i>		18
<i>skipped question</i>		2



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

PAID BONUSES - FACTORY EMPLOYEES ONLY Select all of the paid bonus types provided: (Select all that apply)

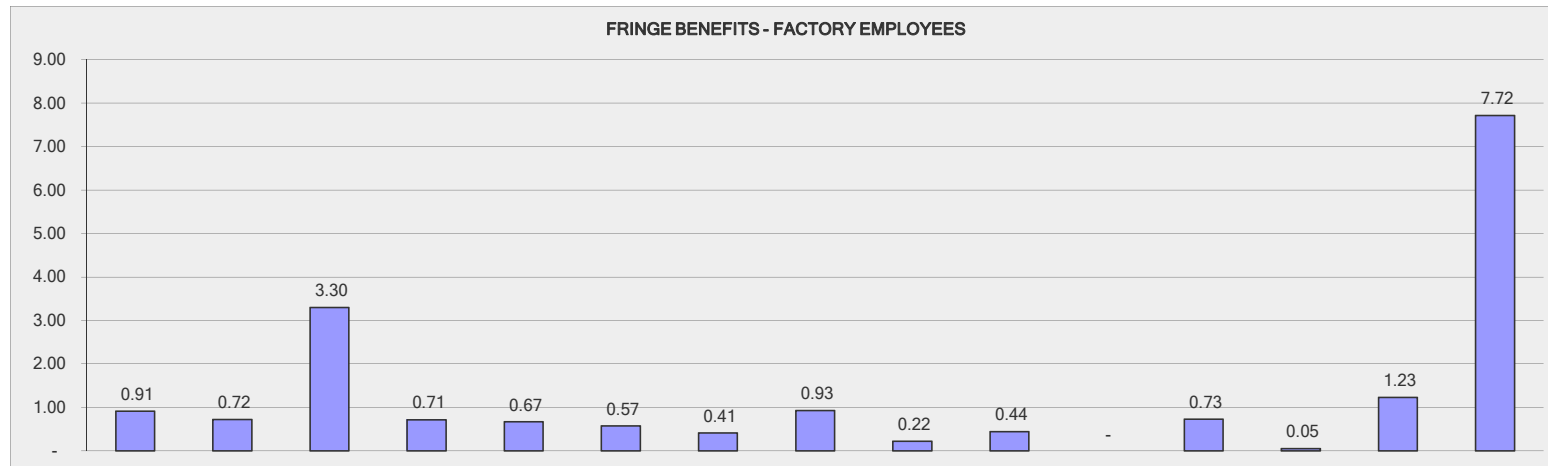
Answer Options	Response Percent	Response Count
Attendance	36.8%	7
Gain Share	10.5%	2
Holiday	36.8%	7
Management Discretion	15.8%	3
Productivity	21.1%	4
Profit Based	42.1%	8
Safety	10.5%	2
Union Negotiated	5.3%	1
Other (please specify)	0.0%	0
<i>answered question</i>		19
<i>skipped question</i>		1



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

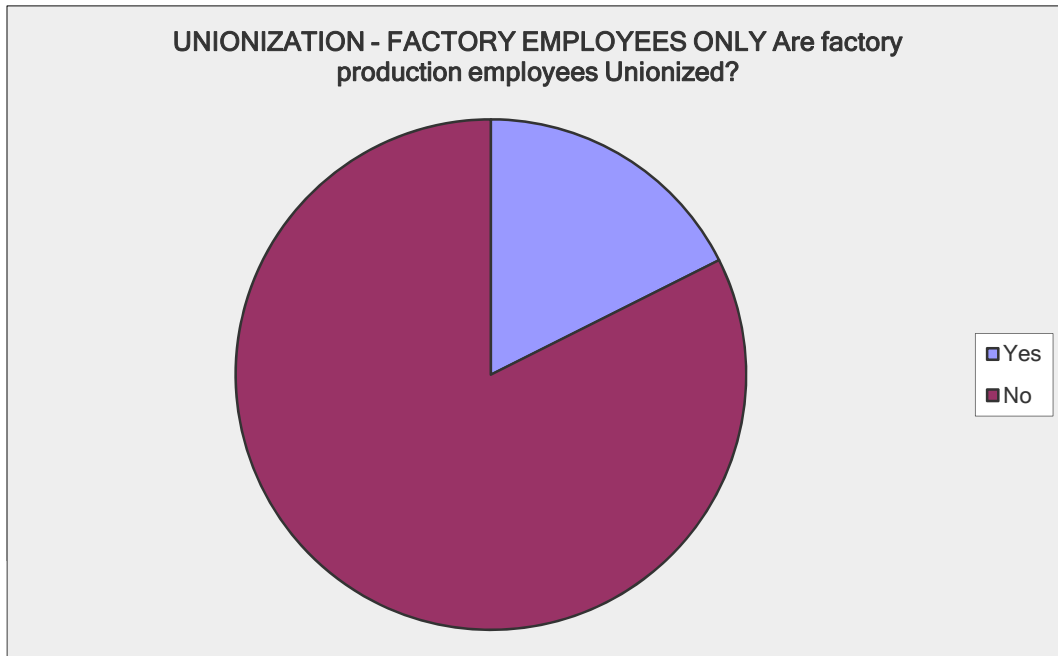
FRINGE BENEFITS - FACTORY EMPLOYEES ONLY Average cost to the company per employee hour worked of legally required fringe benefit costs. (xx.xx) (Note: To calculate the

Answer Options	Response Average	Response Count
Worker's Compensation	0.91	18
Unemployment Compensation	0.72	18
Group Medical	3.30	16
Group Life	0.71	11
Rest Periods, Breaks, Inc'l Refreshments	0.67	11
Paid Holidays	0.57	17
Paid Sick Days	0.41	13
Vacation	0.93	16
Profit Sharing Plans	0.22	11
Bonuses	0.44	16
Long Term Care	-	0
Wellness Program	0.73	8
Gifts	0.05	9
All Other	1.23	11
Total (Please add the above)	7.72	18
<i>answered question</i>		18
<i>skipped question</i>		2



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

UNIONIZATION - FACTORY EMPLOYEES ONLY Are factory production employees Unionized?		
Answer Options	Response Percent	Response Count
Yes	17.6%	3
No	82.4%	14
<i>answered question</i>		17
<i>skipped question</i>		3



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

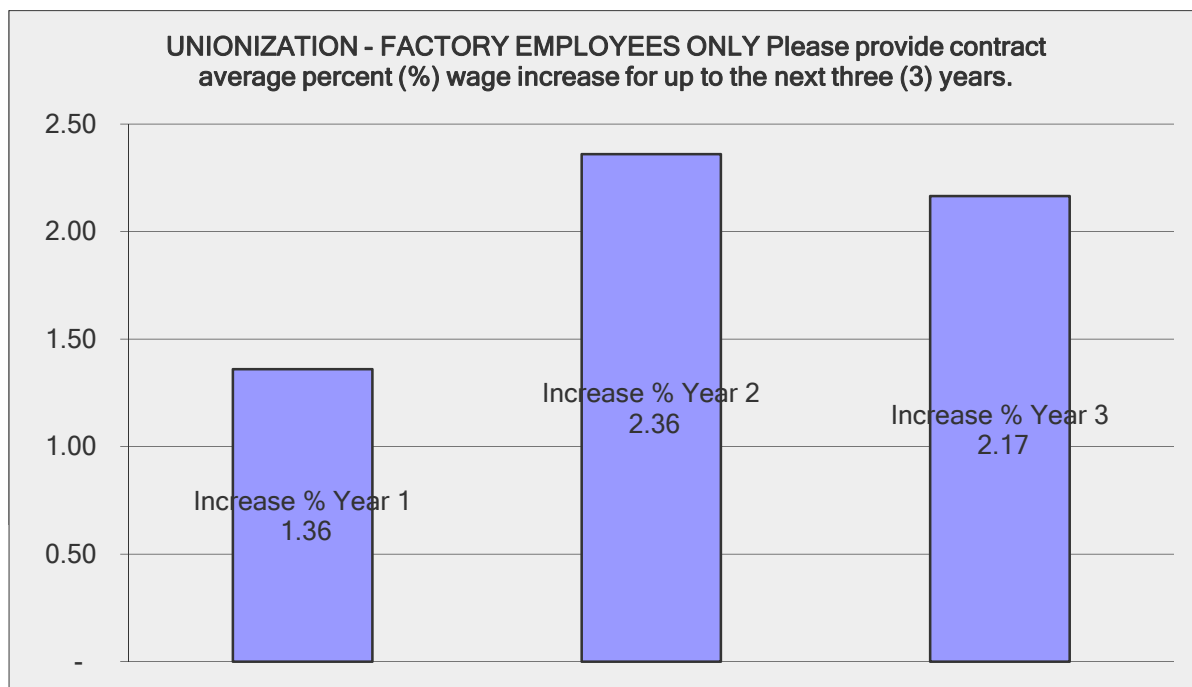
UNIONIZATION - FACTORY EMPLOYEES ONLY If you answered YES above, what is the effective date of the latest union contract?

Answer Options	Response Percent	Response Count
Effective Date	100.0%	3
	<i>answered question</i>	3
	<i>skipped question</i>	17

Number	Effective Date
1	05/27/2007
2	12/07/2009
3	01/01/2009

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

UNIONIZATION - FACTORY EMPLOYEES ONLY Please provide contract average percent (%) wage increase for up to the next three (3) years. (x.xx)		
Answer Options	Response Average	Response Count
Increase % Year 1	1.36	3
Increase % Year 2	2.36	3
Increase % Year 3	2.17	3
<i>answered question</i>		3
<i>skipped question</i>		17



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

PAID DAYS OFF - HOLIDAYS		
Answer Options	Response Average	Response Count
Number of Paid Holidays	8.60	20
Minimum	5.00	
Maximum	11.00	
	<i>answered question</i>	20
	<i>skipped question</i>	0

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

PAID DAYS OFF EARNED AFTER ONE YEAR		
Answer Options	Response Average	Response Count
Number of Vacation Days earned after One Year	6.70	20
Number of Sick Days earned after One Year	1.00	17
Number of Personal Days earned after One Year	.60	15
Total Number of Paid Days Off after One Year	8.30	20
	<i>answered question</i>	20
	<i>skipped question</i>	0

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

PAID DAYS OFF EARNED AFTER FIVE YEARS		
Answer Options	Response Average	Response Count
Number of Vacation Days earned after Five Years	10.90	20
Number of Sick Days earned after Five Years	2.40	16
Number of Personal Days earned after Five Years	.60	14
Total Number of Paid Days Off after Five Years	13.90	19
	<i>answered question</i>	20
	<i>skipped question</i>	0

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

PAID DAYS OFF EARNED AFTER TEN YEARS		
Answer Options	Response Average	Response Count
Number of Vacation Days earned after Ten Years	14.70	20
Number of Sick Days earned after Ten Years	2.40	16
Number of Personal Days earned after Ten Years	.60	14
Total Number of Paid Days Off after Ten Years	17.70	18
	<i>answered question</i>	20
	<i>skipped question</i>	0

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

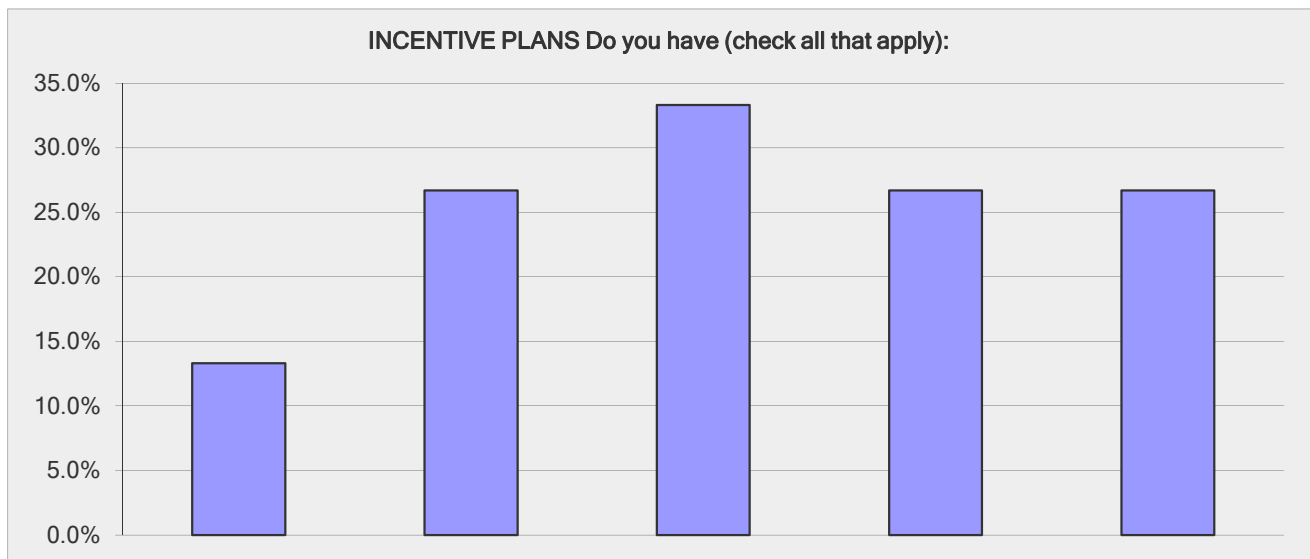
PAID DAYS OFF EARNED AFTER FIFTEEN YEARS		
Answer Options	Response Average	Response Count
Number of Vacation Days earned after Fifteen Years	16.35	20
Number of Sick Days earned after Fifteen Years	2.40	16
Number of Personal Days earned after Fifteen Years	.60	14
Total Number of Paid Days Off after Fifteen Years	19.35	18
	<i>answered question</i>	20
	<i>skipped question</i>	0

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

PAID DAYS OFF EARNED AFTER TWENTY YEARS		
Answer Options	Response Average	Response Count
Number of Vacation Days earned after Twenty Years	18.37	19
Number of Sick Days earned after Twenty Years	2.53	15
Number of Personal Days earned after Twenty Years	.63	13
Total Number of Paid Days Off after Twenty Years	21.53	17
	<i>answered question</i>	19
	<i>skipped question</i>	1

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

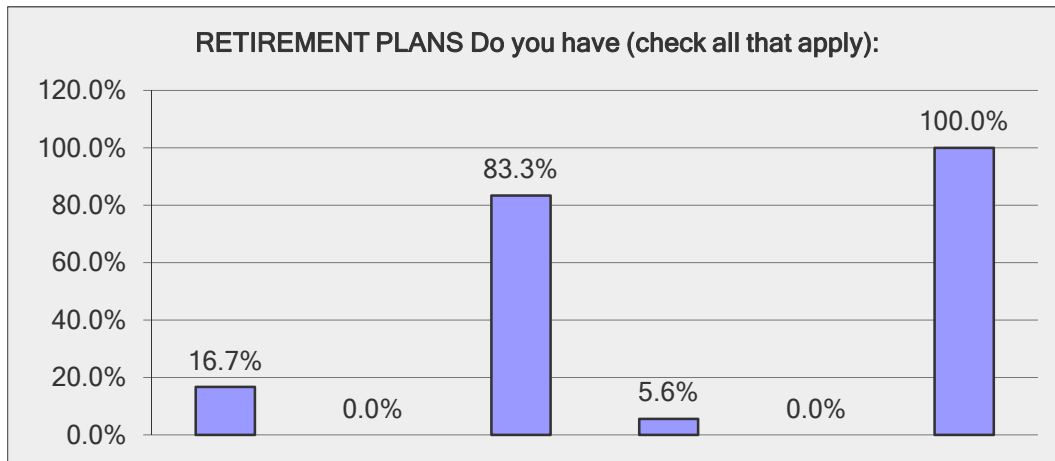
INCENTIVE PLANS Do you have (check all that apply):		
Answer Options	Response Percent	Response Count
Gainsharing	13.3%	2
Profitsharing	26.7%	4
Sales Incentive - Profit Based	33.3%	5
Sales Incentive - Volume Based	26.7%	4
Other (please specify)	26.7%	4
<i>answered question</i>		15
<i>skipped question</i>		5



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

RETIREMENT PLANS Do you have (check all that apply):

Answer Options	Response Percent	Response Count
Pension Plan - Hourly	16.7%	3
Non-Qualified Plan - Hourly	0.0%	0
401k Plan - Hourly	83.3%	15
Pension Plan - Salary	5.6%	1
Non-Qualified - Salary	0.0%	0
401k Plan - Salary	100.0%	18
<i>answered question</i>		18
<i>skipped question</i>		2

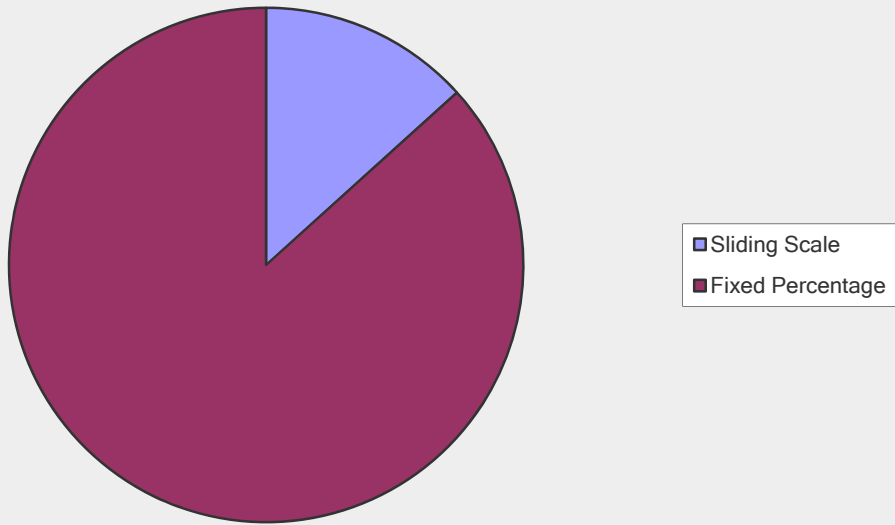


ABMA Wage Rate Survey 2010 as of Dec 31, 2009

RETIREMENT PLANS - 401k Match If your organization offers a 401k Retirement Plan match, is it a sliding scale or a fixed percentage?

Answer Options	Response Percent	Response Count
Sliding Scale	13.3%	2
Fixed Percentage	86.7%	13
<i>answered question</i>		15
<i>skipped question</i>		5

RETIREMENT PLANS - 401k Match If your organization offers a 401k Retirement Plan match, is it a sliding scale or a fixed percentage?



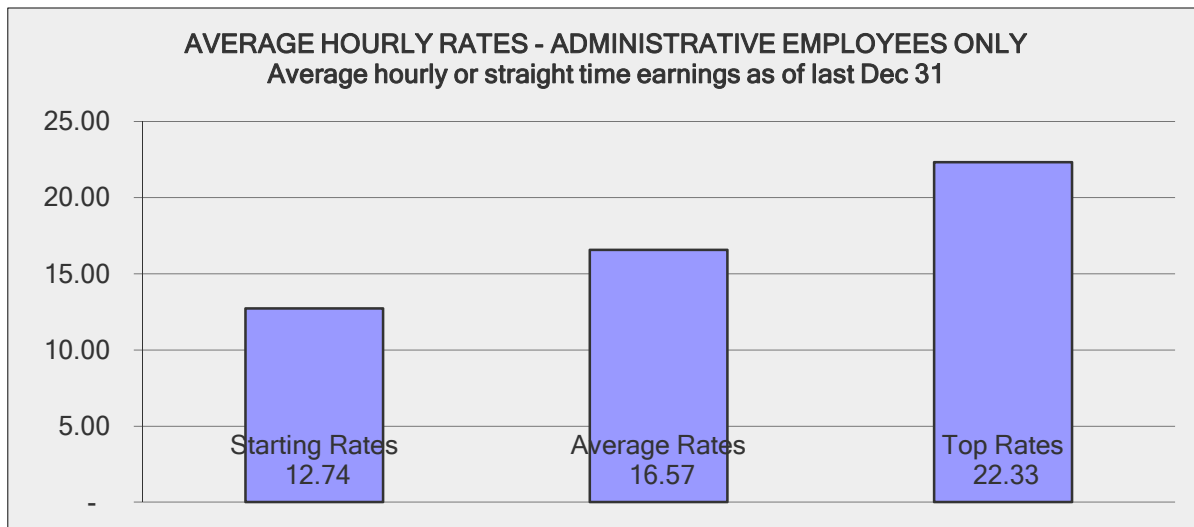
ABMA Wage Rate Survey 2010 as of Dec 31, 2009

RETIREMENT PLANS - 401k Match Amount What is the highest percentage match amount offered by your organization?		
Answer Options	Response Average	Response Count
Highest Percentage Match Amount	3.3%	14
	<i>answered question</i>	14
	<i>skipped question</i>	6

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE HOURLY RATES - ADMINISTRATIVE EMPLOYEES ONLY Average hourly or straight time earnings as of last Dec 31

Answer Options	Response Percent	Response Count
Starting Rates	12.74	17
Average Rates	16.57	17
Top Rates	22.33	16
<i>answered question</i>		18
<i>skipped question</i>		2



ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE HOURLY DEMOGRAPHICS - ADMINISTRATIVE EMPLOYEES ONLY (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Total	Response Count
Number of hours in a normal work week	39.21		19
Number of employees included in this figure	5.94	107	18
		<i>answered question</i>	19
		<i>skipped question</i>	1

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

AVERAGE ANNUAL SALARY Please enter the average annual salary (whole numbers only, no commas or decimals)

Answer Options	Response Average	Response Count
Accounting Clerk	28,376	11
Accounting Manager	49,042	10
Controller	72,175	7
Customer Service Rep	31,013	12
Customer Service Manager	53,193	11
Engineer	64,334	8
Engineering Manager	79,042	8
Buyer / Scheduler	47,675	7
Purchasing Manager	52,137	10
Quality Assurance Manager	58,902	8
Shift Supervisor	48,344	9
Shipping / Receiving Clerk	26,179	11
Traffic Manager	42,012	6
Plant Manager	67,869	16
Regional Sales Manager	74,947	6
National Sales Manager	76,976	11
	<i>answered question</i>	20
	<i>skipped question</i>	0

ABMA Wage Rate Survey 2010 as of Dec 31, 2009

EXECUTIVE COMPENSATION - AVERAGE ANNUAL SALARY			
Answer Options	Response Average	Response Median	Response Count
CFO / VP Finance	136,054	100,000	7
VP Sales / Marketing	117,944	110,000	9
VP Manufacturing / Logistics	152,812	127,000	8
VP Human Resources	66,347	92,117	5
		<i>answered question</i>	14
		<i>skipped question</i>	6