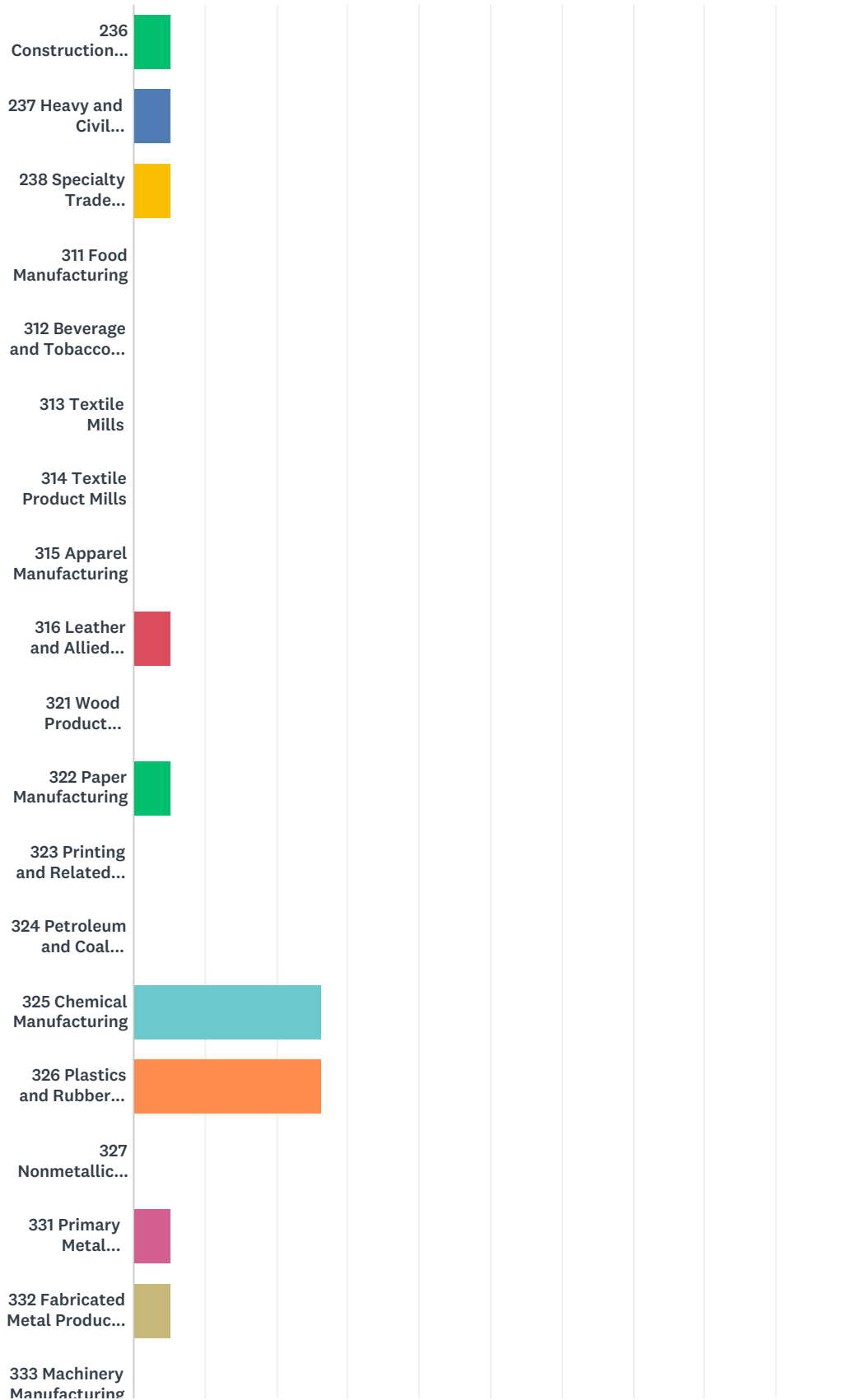


Q1 Your answer will remain completely confidential and will not be shared for any reason: What is the name of the company for whom you are filling out this information?

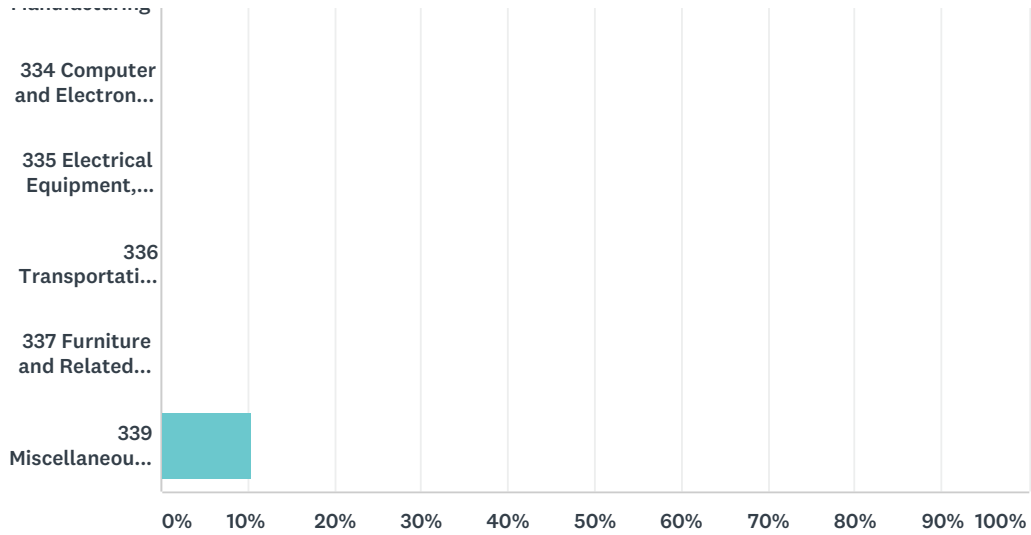
Answered: 24 Skipped: 5

Q2 What industry category best describes your company?

Answered: 19 Skipped: 10



Wage and Benefits Survey



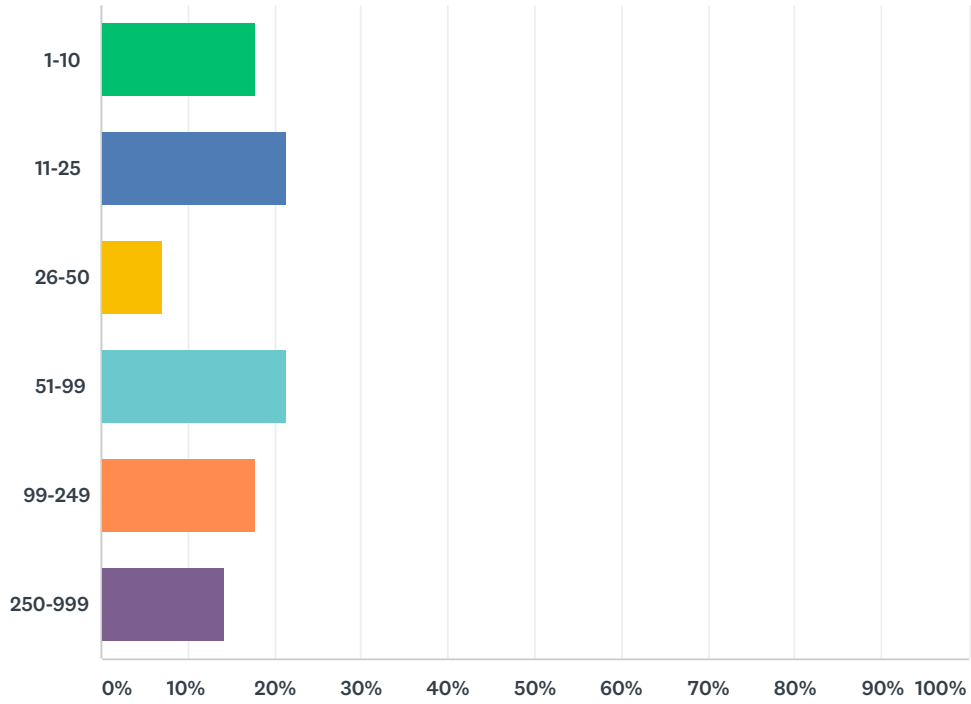
ANSWER CHOICES	RESPONSES	
236 Construction of Buildings	5.26%	1
237 Heavy and Civil Engineering Construction	5.26%	1
238 Specialty Trade Contractors	5.26%	1
311 Food Manufacturing	0.00%	0
312 Beverage and Tobacco Product Manufacturing	0.00%	0
313 Textile Mills	0.00%	0
314 Textile Product Mills	0.00%	0
315 Apparel Manufacturing	0.00%	0
316 Leather and Allied Product Manufacturing	5.26%	1
321 Wood Product Manufacturing	0.00%	0
322 Paper Manufacturing	5.26%	1
323 Printing and Related Support Activities	0.00%	0
324 Petroleum and Coal Products Manufacturing	0.00%	0
325 Chemical Manufacturing	26.32%	5
326 Plastics and Rubber Products Manufacturing	26.32%	5
327 Nonmetallic Mineral Product Manufacturing	0.00%	0
331 Primary Metal Manufacturing	5.26%	1
332 Fabricated Metal Product Manufacturing	5.26%	1
333 Machinery Manufacturing	0.00%	0
334 Computer and Electronic Product Manufacturing	0.00%	0
335 Electrical Equipment, Appliance, and Component Manufacturing	0.00%	0
336 Transportation Equipment Manufacturing	0.00%	0
337 Furniture and Related Product Manufacturing	0.00%	0

Wage and Benefits Survey

339 Miscellaneous Manufacturing	10.53%	2
TOTAL		19

Q3 How many people does your facility employ?

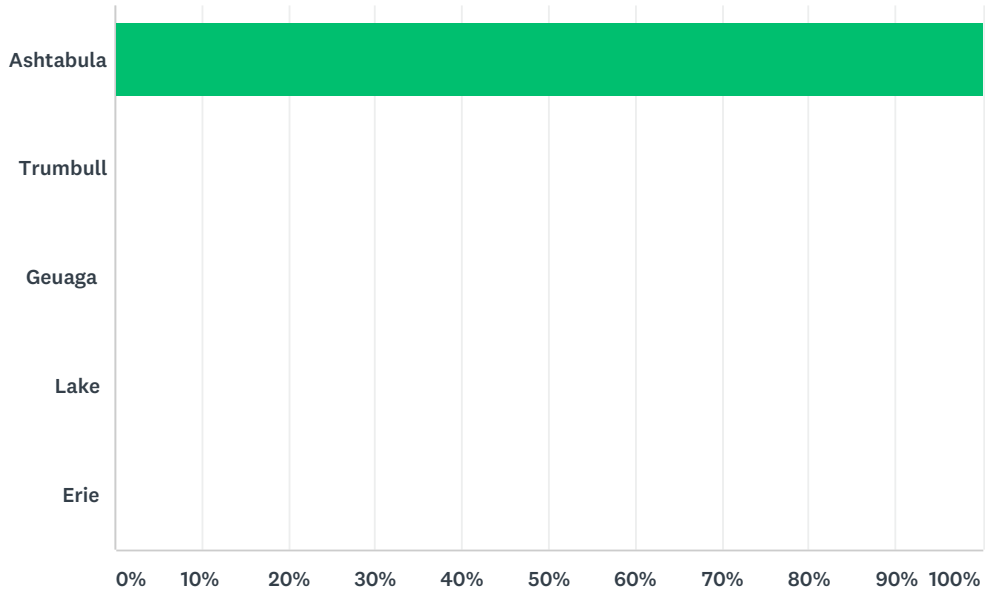
Answered: 28 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-10	17.86%	5
11-25	21.43%	6
26-50	7.14%	2
51-99	21.43%	6
99-249	17.86%	5
250-999	14.29%	4
TOTAL		28

Q4 In which county are you located?

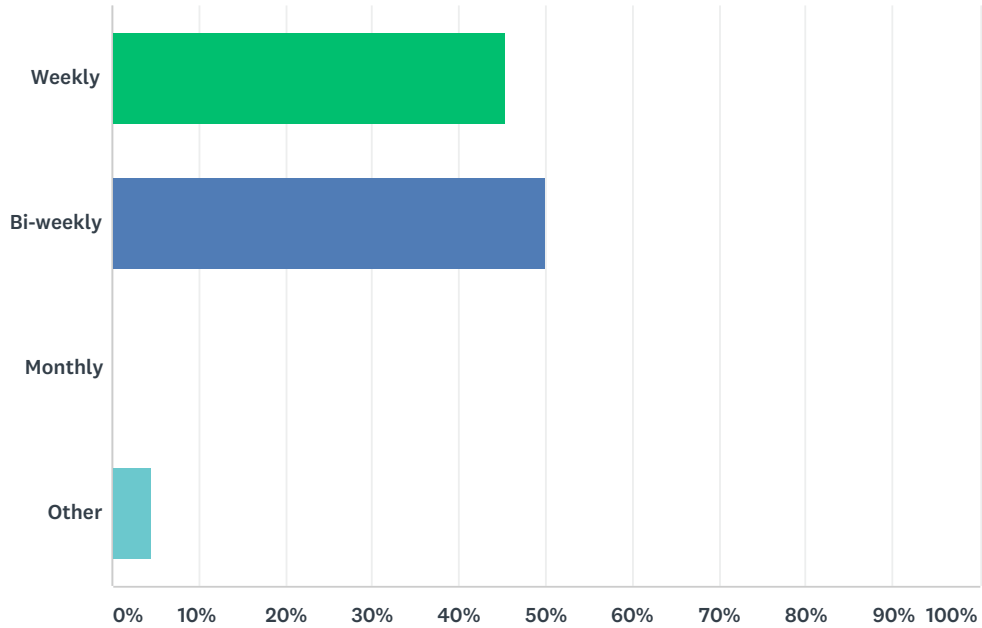
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Ashtabula	100.00%	29
Trumbull	0.00%	0
Geauga	0.00%	0
Lake	0.00%	0
Erie	0.00%	0
TOTAL		29

Q5 How often do you pay your employees?

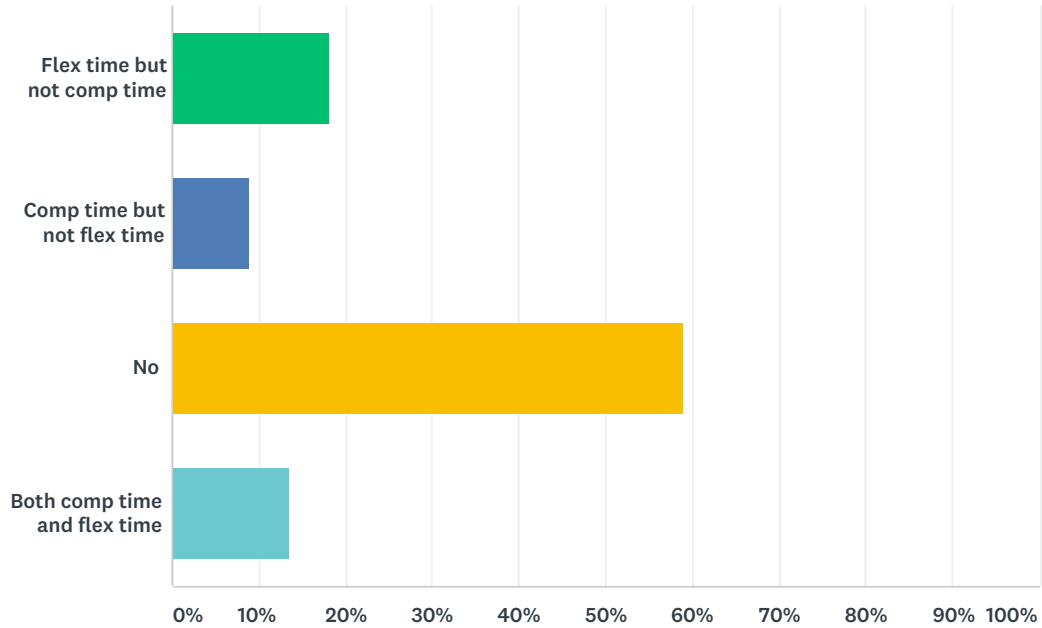
Answered: 22 Skipped: 7



ANSWER CHOICES	RESPONSES	
Weekly	45.45%	10
Bi-weekly	50.00%	11
Monthly	0.00%	0
Other	4.55%	1
TOTAL		22

Q6 Is flex or comp time offered?

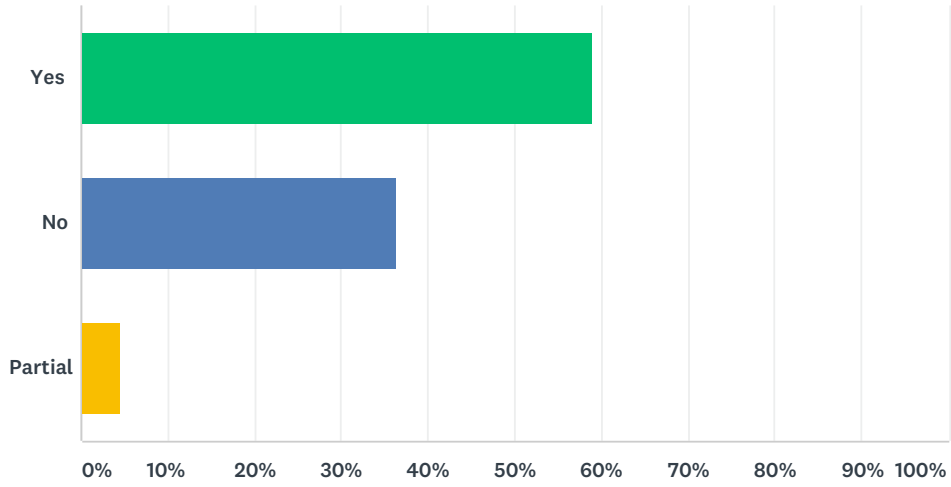
Answered: 22 Skipped: 7



ANSWER CHOICES	RESPONSES	
Flex time but not comp time	18.18%	4
Comp time but not flex time	9.09%	2
No	59.09%	13
Both comp time and flex time	13.64%	3
TOTAL		22

Q7 Does your company offer tuition assistance/reimbursement?

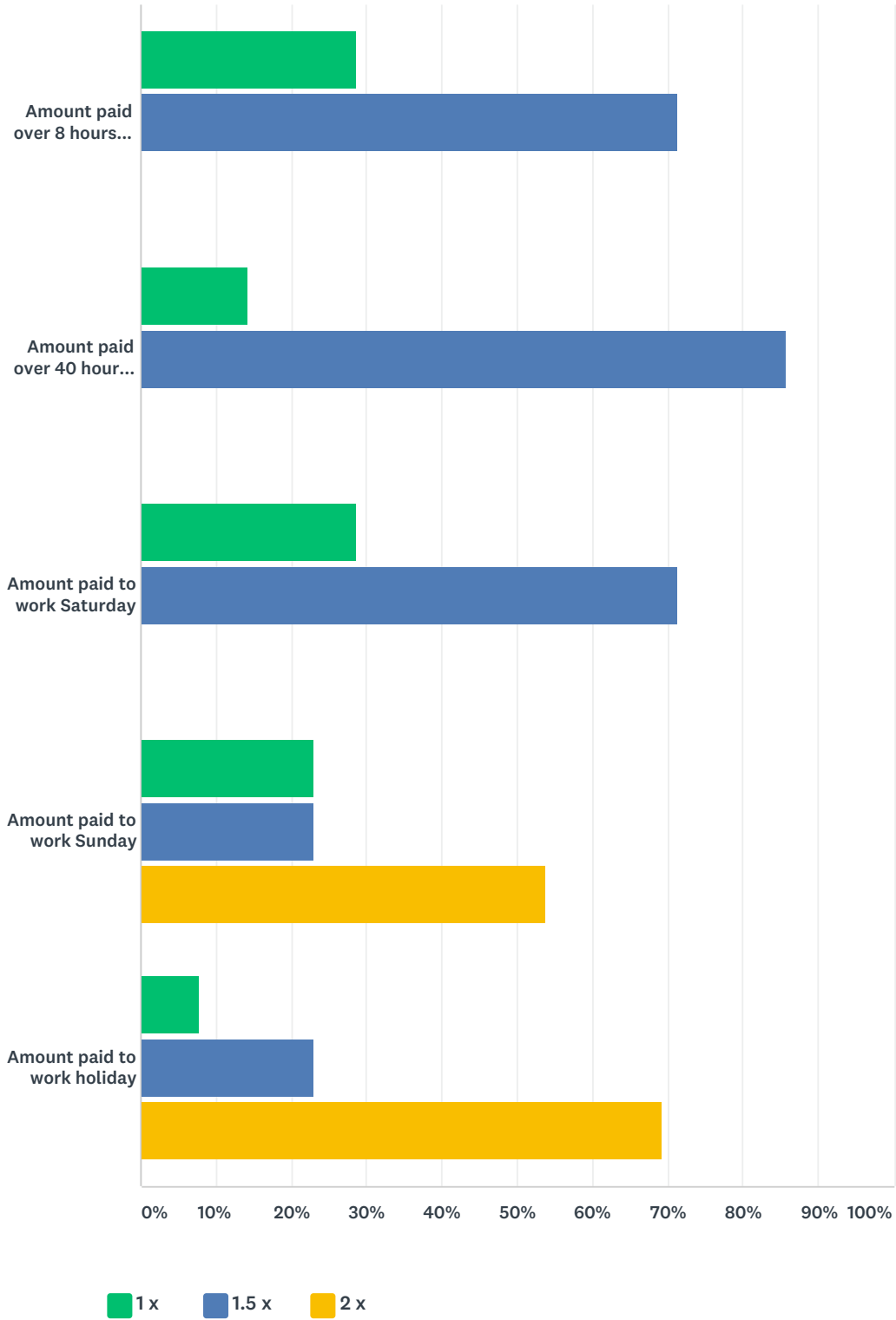
Answered: 22 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	59.09%	13
No	36.36%	8
Partial	4.55%	1
TOTAL		22

Q8 Overtime Pay

Answered: 22 Skipped: 7



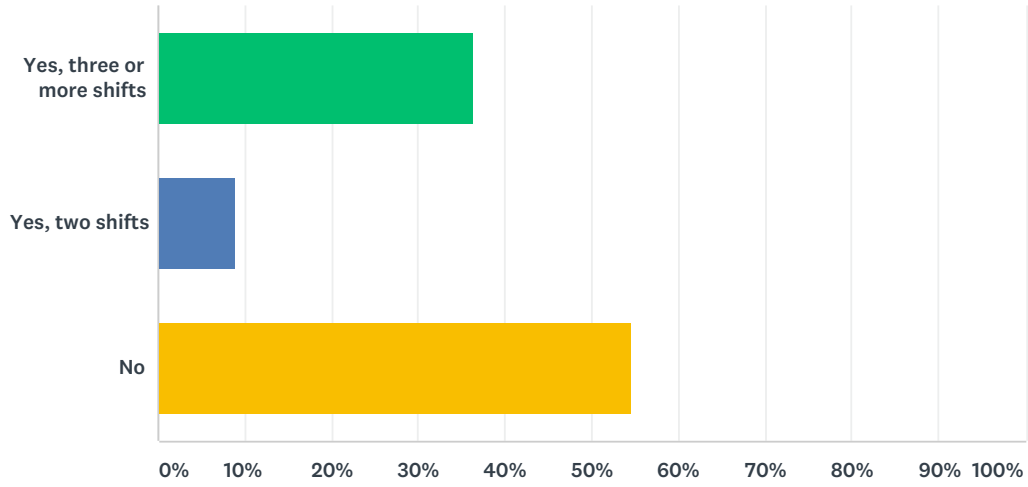
	1 X	1.5 X	2 X	TOTAL RESPONDENTS
Amount paid over 8 hours in one day	28.57% 4	71.43% 10	0.00% 0	14

Wage and Benefits Survey

Amount paid over 40 hours in a week	14.29% 3	85.71% 18	0.00% 0	21
Amount paid to work Saturday	28.57% 4	71.43% 10	0.00% 0	14
Amount paid to work Sunday	23.08% 3	23.08% 3	53.85% 7	13
Amount paid to work holiday	7.69% 1	23.08% 3	69.23% 9	13

Q9 Do you run more than one shift?

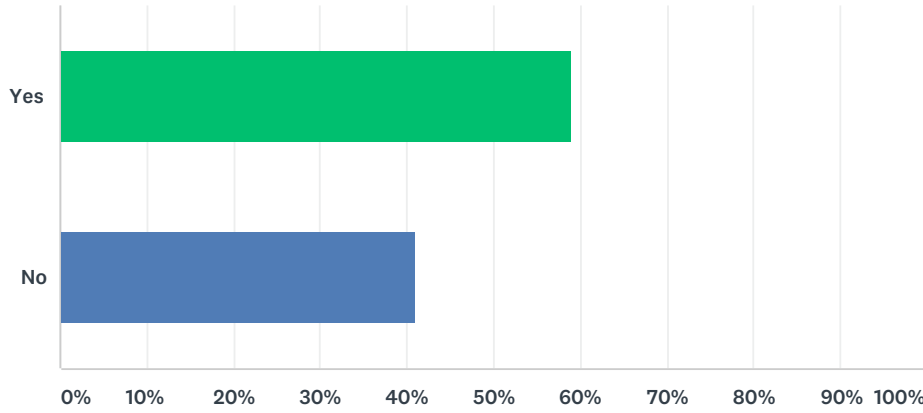
Answered: 22 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes, three or more shifts	36.36%	8
Yes, two shifts	9.09%	2
No	54.55%	12
TOTAL		22

Q10 Do you pay a shift differential?

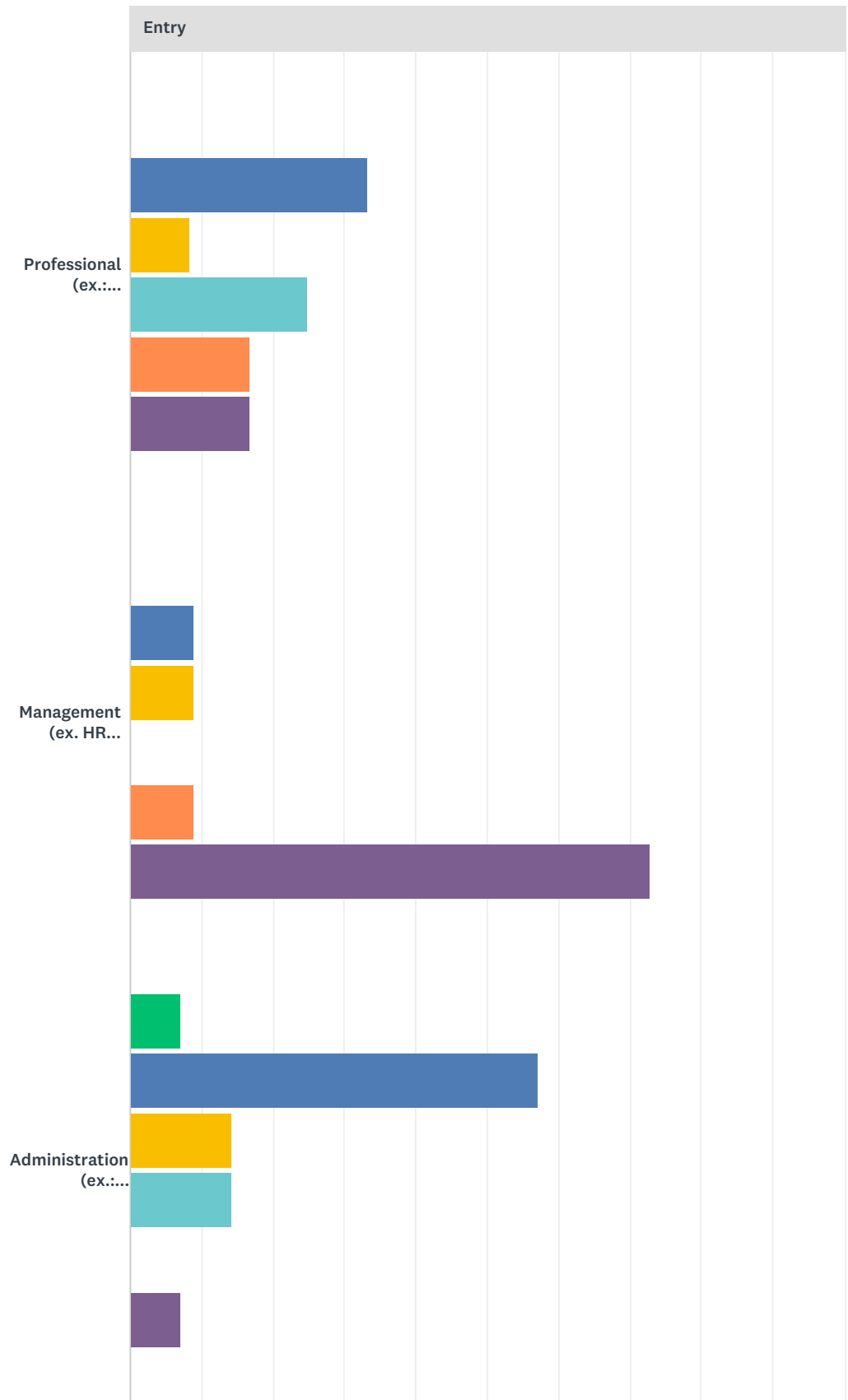
Answered: 22 Skipped: 7



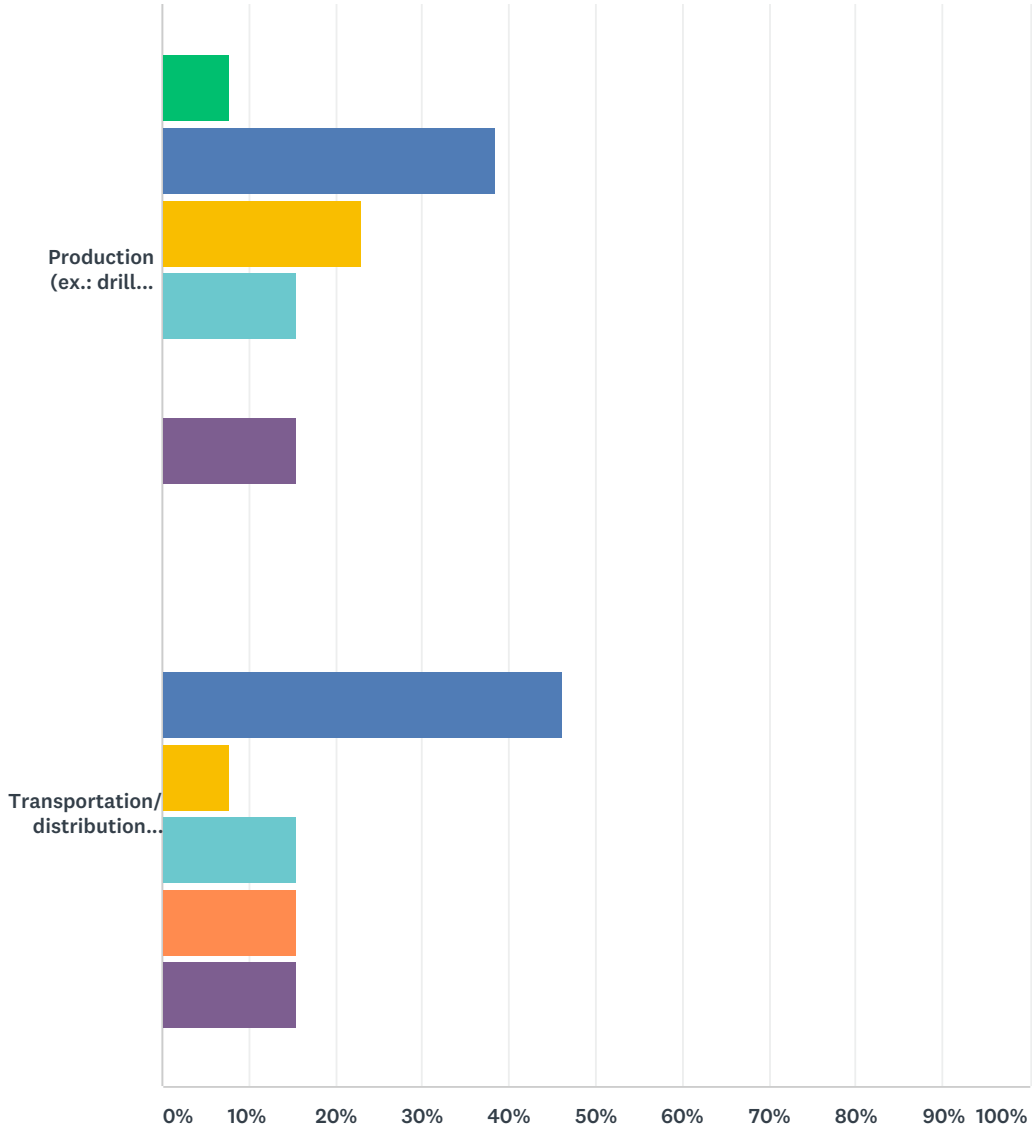
ANSWER CHOICES	RESPONSES	
Yes	59.09%	13
No	40.91%	9
TOTAL		22

Q11 What is your salary range for the following positions?

Answered: 20 Skipped: 9

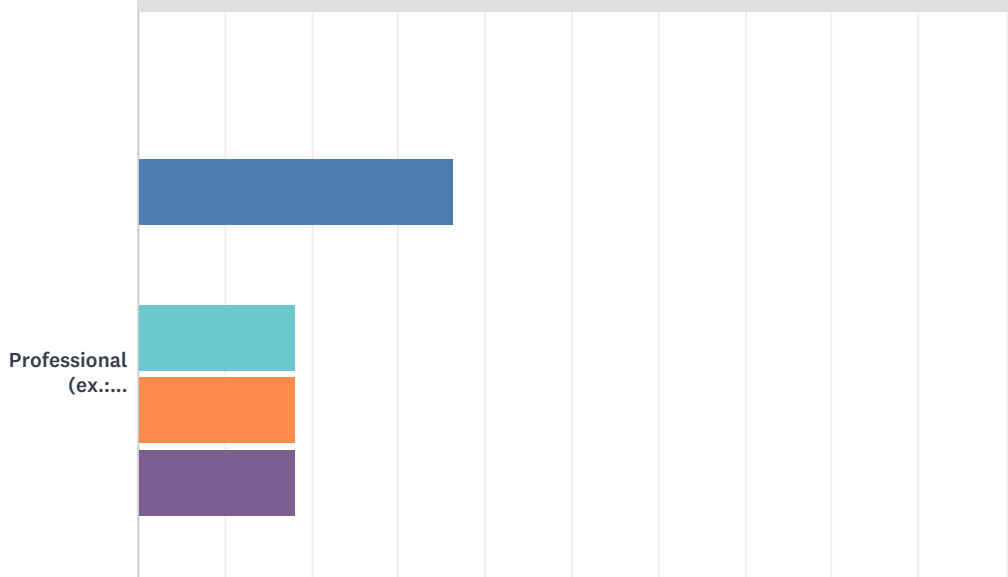


Wage and Benefits Survey

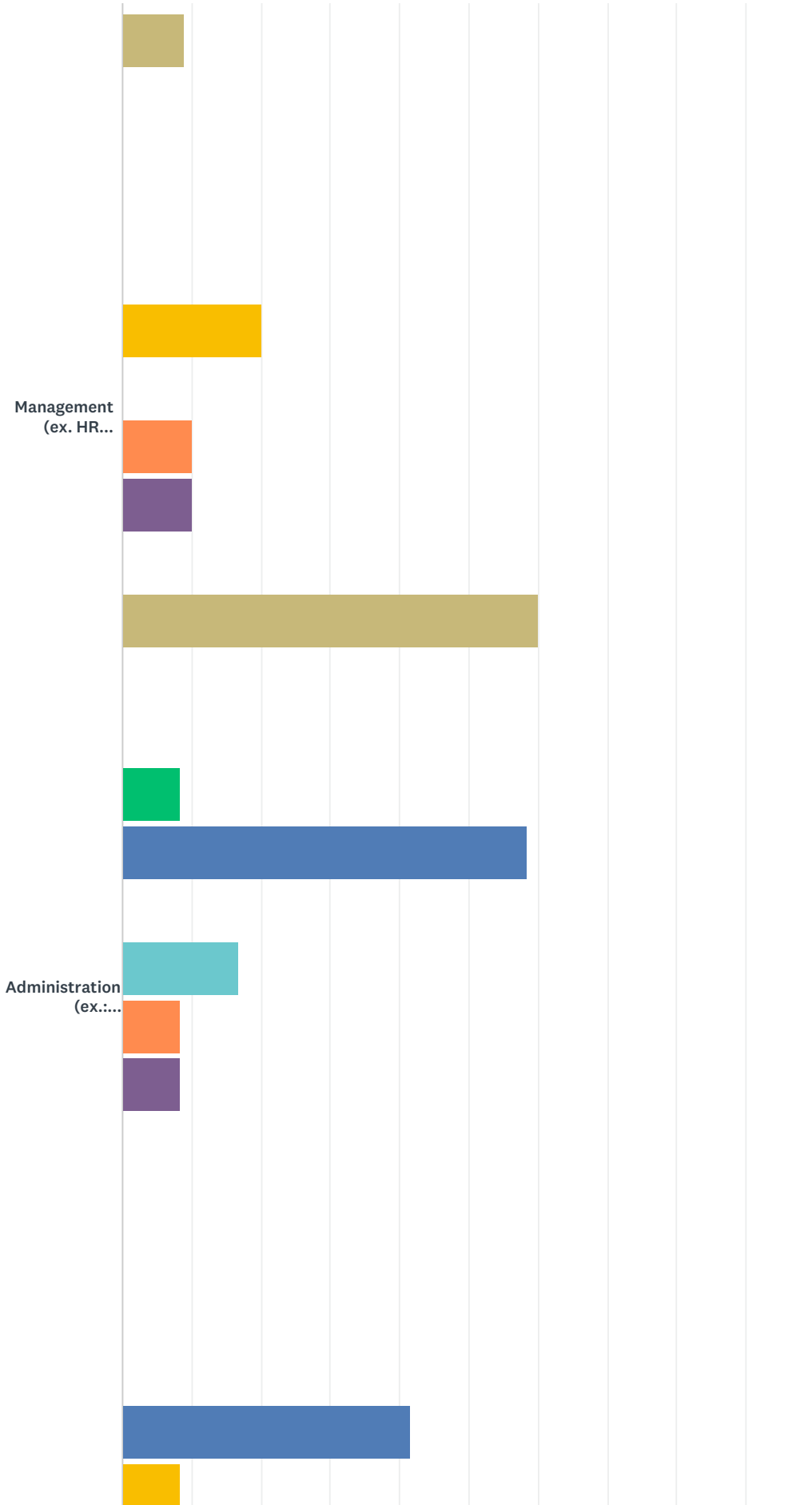


■ <\$10
 ■ \$10-\$15
 ■ \$15-\$17
 ■ \$17-\$19
 ■ \$20-\$22
 ■ \$23-\$25

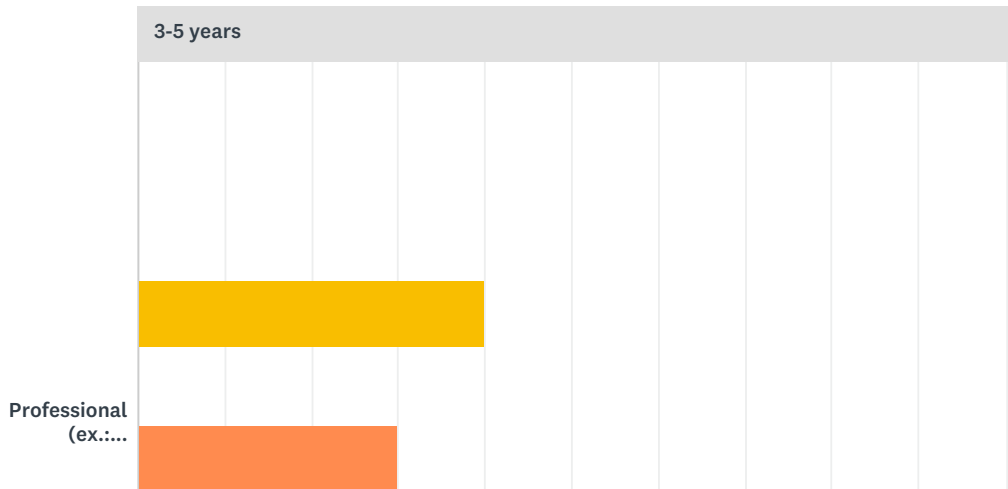
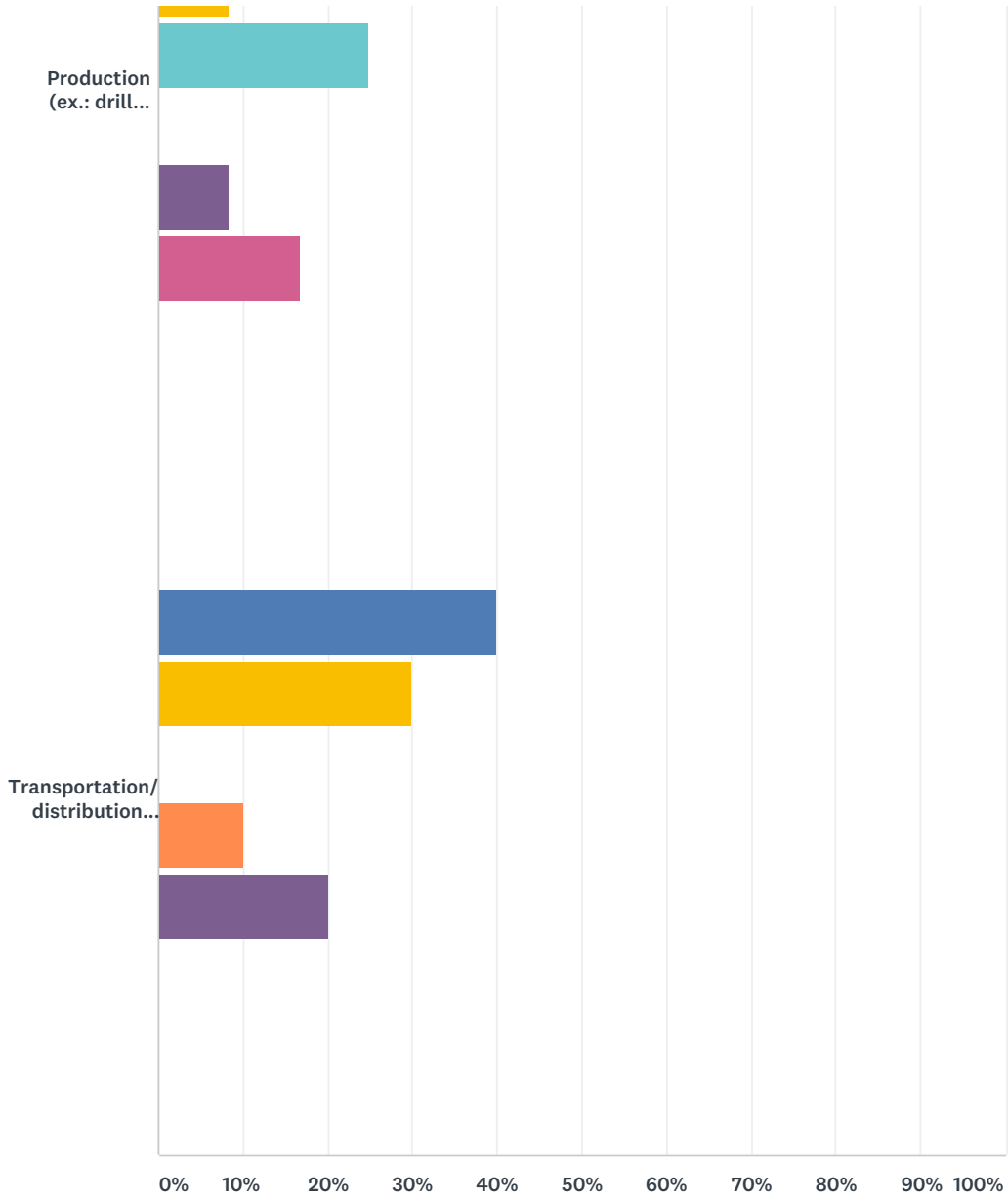
1-2 years



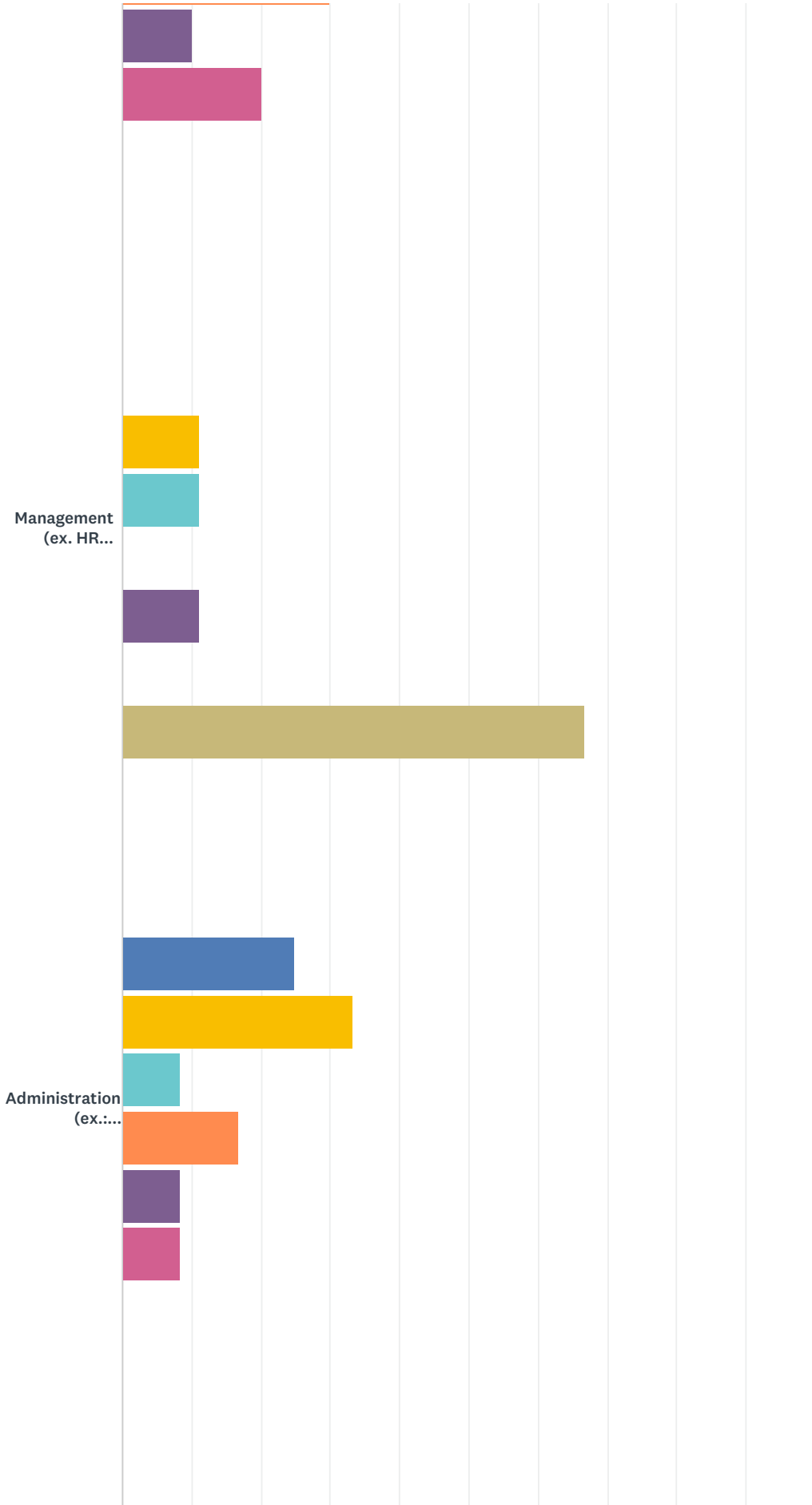
Wage and Benefits Survey



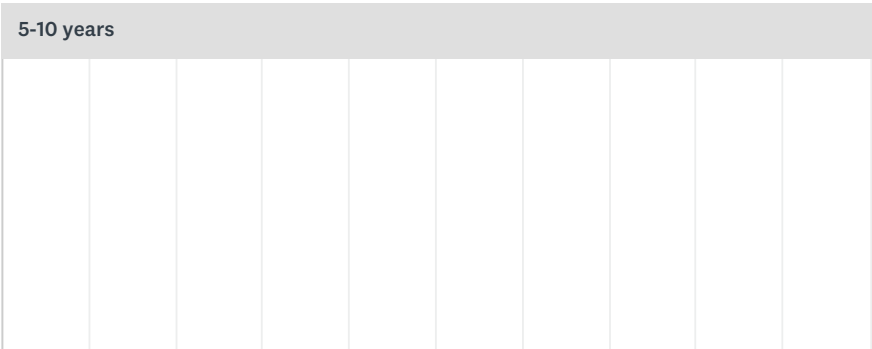
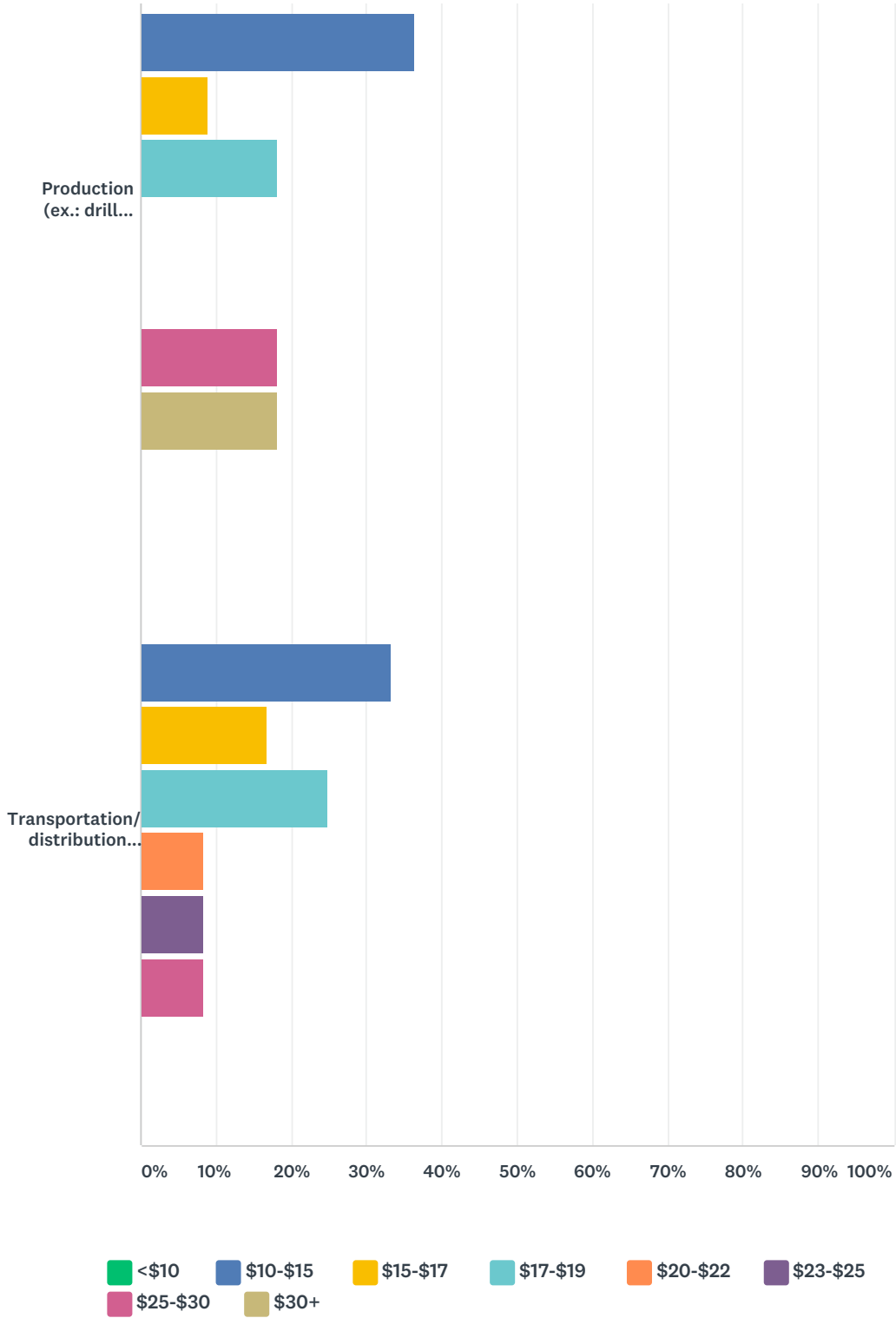
Wage and Benefits Survey



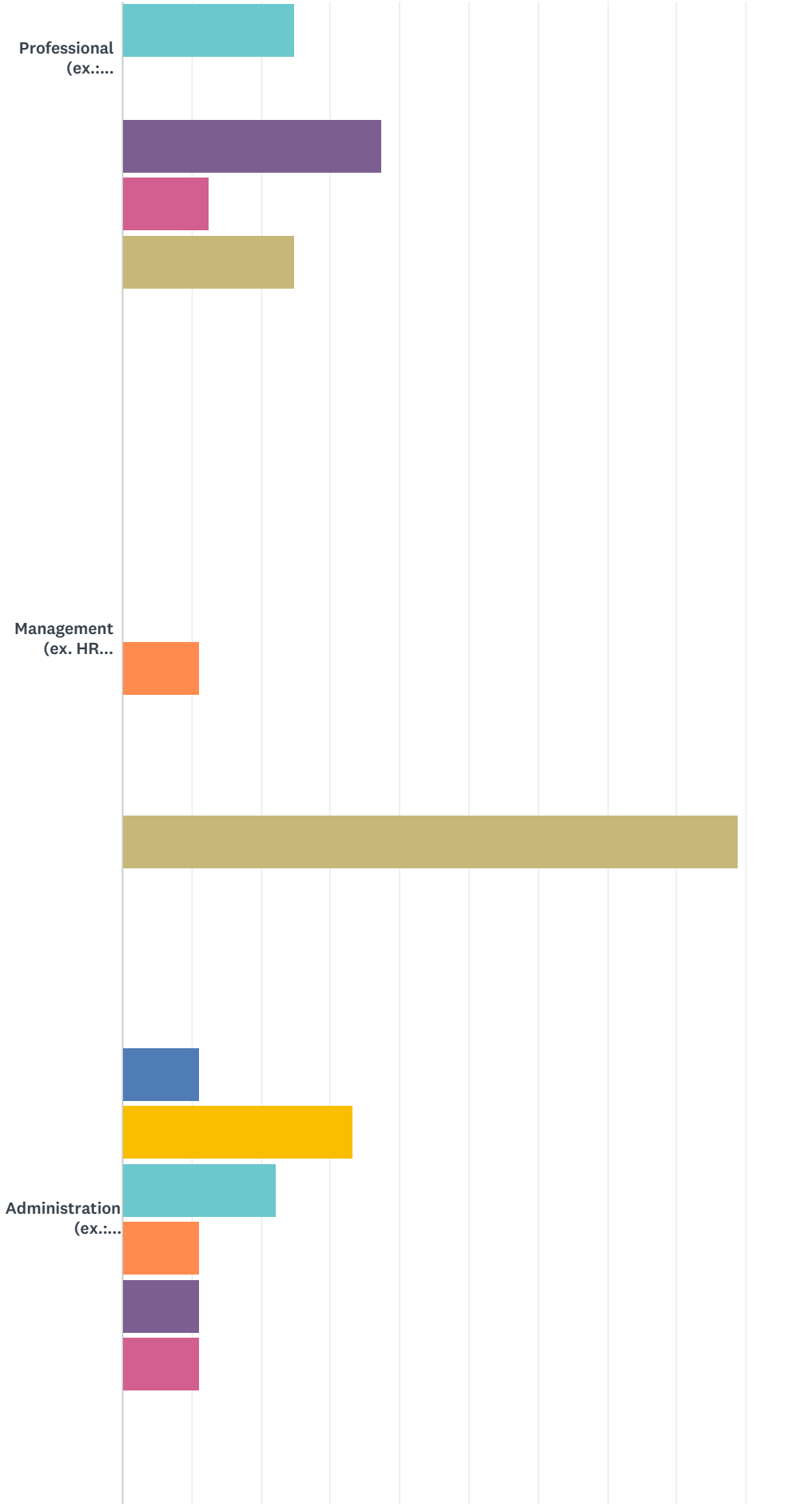
Wage and Benefits Survey



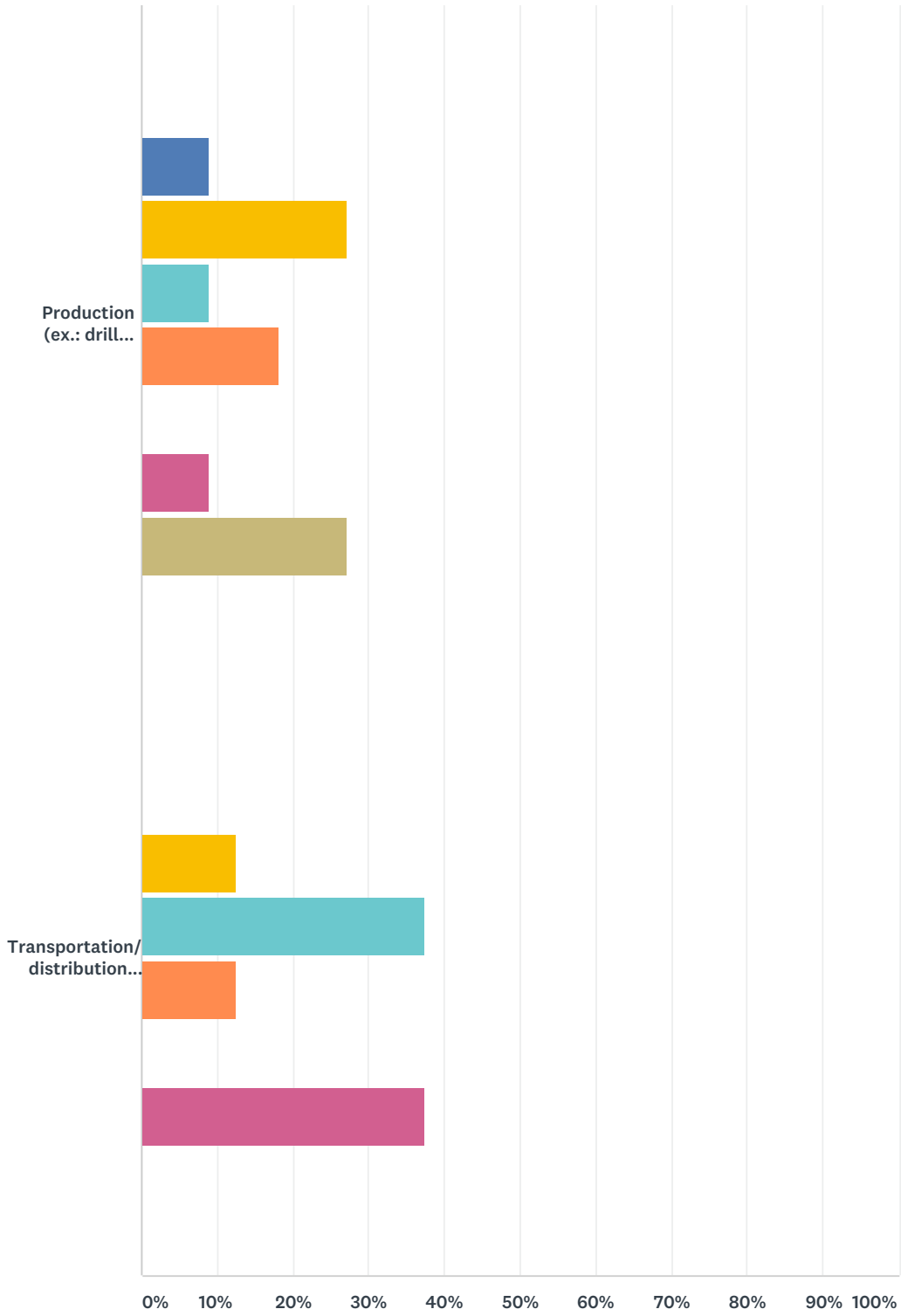
Wage and Benefits Survey



Wage and Benefits Survey

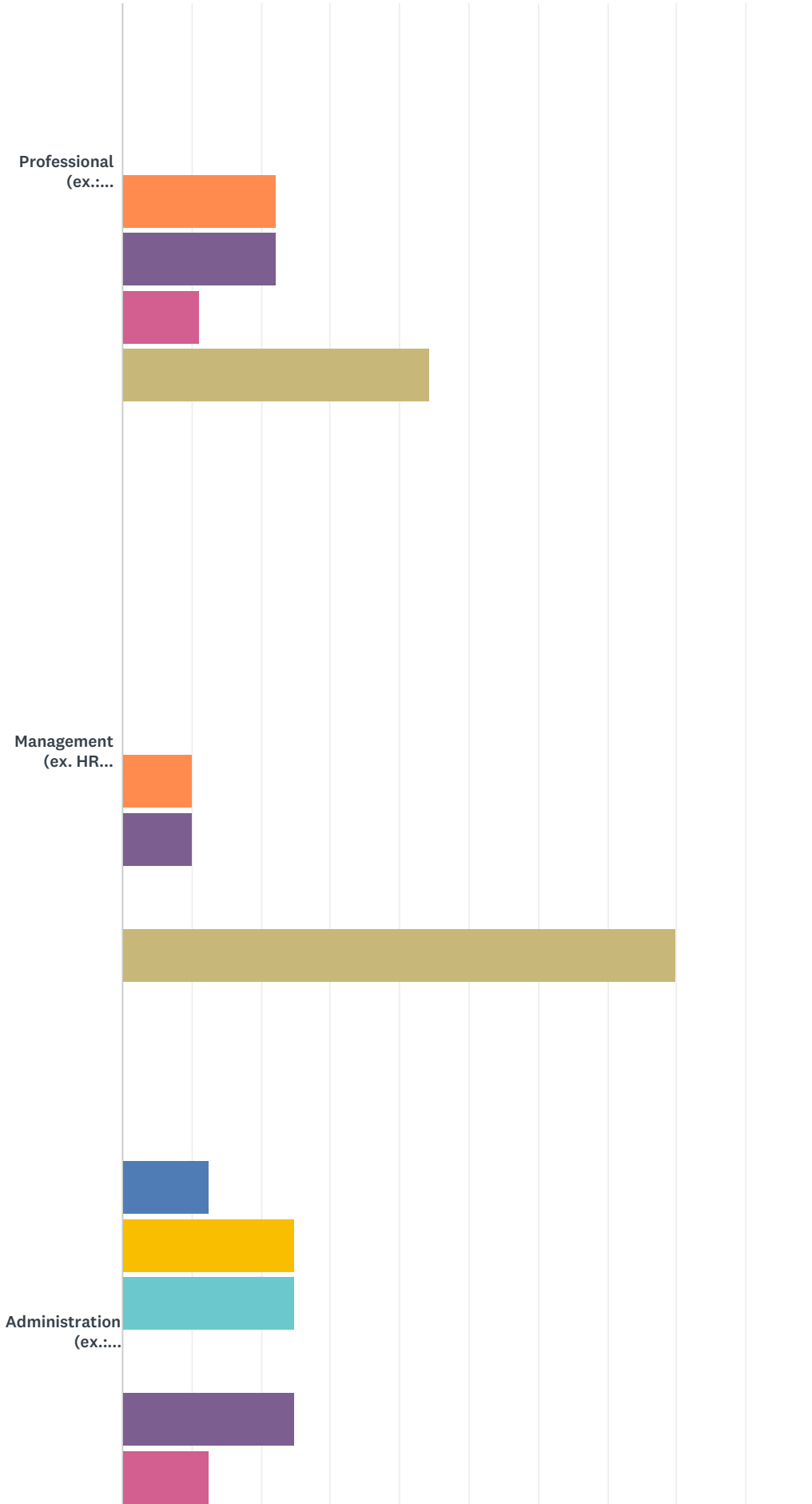


Wage and Benefits Survey

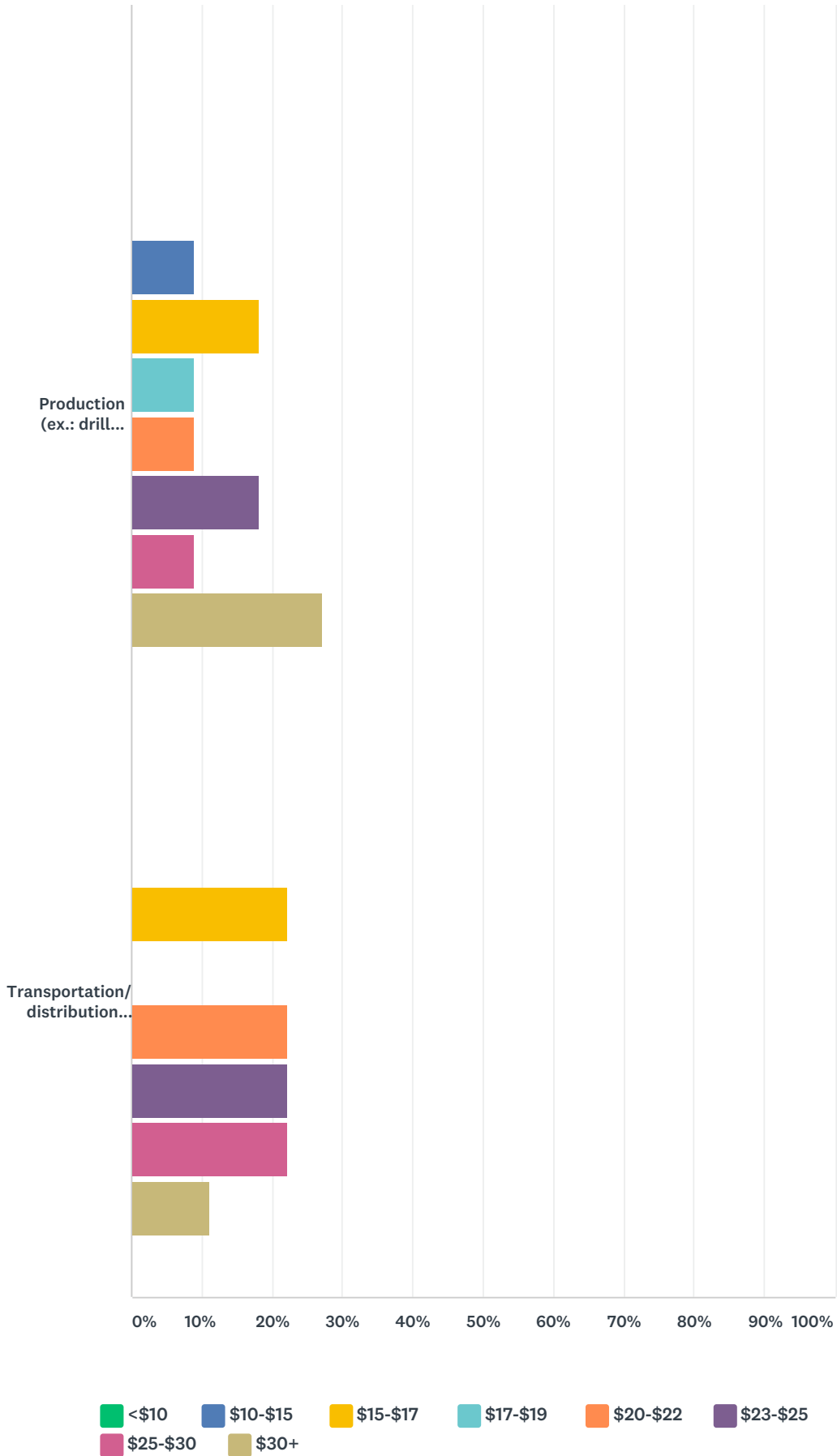


10+ years

Wage and Benefits Survey



Wage and Benefits Survey



Wage and Benefits Survey

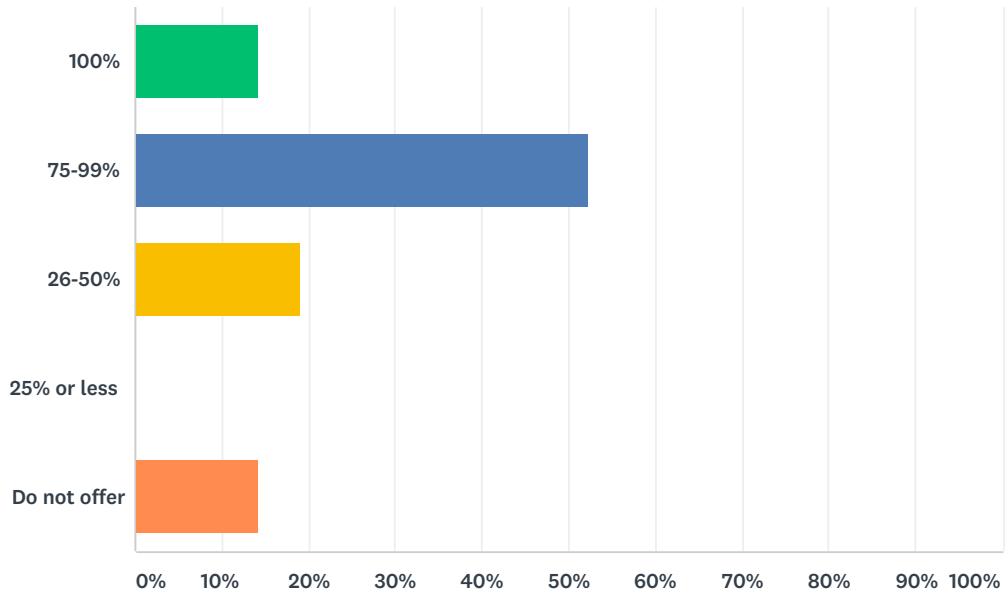
Entry									
	<\$10	\$10-\$15	\$15-\$17	\$17-\$19	\$20-\$22	\$23-\$25			TOTAL
Professional (ex.: accountant, controller, payroll clerk)	0.00% 0	33.33% 4	8.33% 1	25.00% 3	16.67% 2	16.67% 2			12
Management (ex. HR manager, operations manager)	0.00% 0	9.09% 1	9.09% 1	0.00% 0	9.09% 1	72.73% 8			11
Administration (ex.: administrative assistant, secretary)	7.14% 1	57.14% 8	14.29% 2	14.29% 2	0.00% 0	7.14% 1			14
Production (ex.: drill press operator, line/shift supervisor, welder, maintenance mechanic)	7.69% 1	38.46% 5	23.08% 3	15.38% 2	0.00% 0	15.38% 2			13
Transportation/distribution/logistics (ex.: truck driver, logistics coordinator, shipping/receiving clerk)	0.00% 0	46.15% 6	7.69% 1	15.38% 2	15.38% 2	15.38% 2			13
1-2 years									
	<\$10	\$10-\$15	\$15-\$17	\$17-\$19	\$20-\$22	\$23-\$25	\$25-\$30	\$30+	TOTAL
Professional (ex.: accountant, controller, payroll clerk)	0.00% 0	36.36% 4	0.00% 0	18.18% 2	18.18% 2	18.18% 2	0.00% 0	9.09% 1	11
Management (ex. HR manager, operations manager)	0.00% 0	0.00% 0	20.00% 2	0.00% 0	10.00% 1	10.00% 1	0.00% 0	60.00% 6	10
Administration (ex.: administrative assistant, secretary)	8.33% 1	58.33% 7	0.00% 0	16.67% 2	8.33% 1	8.33% 1	0.00% 0	0.00% 0	12
Production (ex.: drill press operator, line/shift supervisor, welder, maintenance mechanic)	0.00% 0	41.67% 5	8.33% 1	25.00% 3	0.00% 0	8.33% 1	16.67% 2	0.00% 0	12
Transportation/distribution/logistics (ex.: truck driver, logistics coordinator, shipping/receiving clerk)	0.00% 0	40.00% 4	30.00% 3	0.00% 0	10.00% 1	20.00% 2	0.00% 0	0.00% 0	10
3-5 years									
	<\$10	\$10-\$15	\$15-\$17	\$17-\$19	\$20-\$22	\$23-\$25	\$25-\$30	\$30+	TOTAL
Professional (ex.: accountant, controller, payroll clerk)	0.00% 0	0.00% 0	40.00% 4	0.00% 0	30.00% 3	10.00% 1	20.00% 2	0.00% 0	10
Management (ex. HR manager, operations manager)	0.00% 0	0.00% 0	11.11% 1	11.11% 1	0.00% 0	11.11% 1	0.00% 0	66.67% 6	9
Administration (ex.: administrative assistant, secretary)	0.00% 0	25.00% 3	33.33% 4	8.33% 1	16.67% 2	8.33% 1	8.33% 1	0.00% 0	12
Production (ex.: drill press operator, line/shift supervisor, welder, maintenance mechanic)	0.00% 0	36.36% 4	9.09% 1	18.18% 2	0.00% 0	0.00% 0	18.18% 2	18.18% 2	11
Transportation/distribution/logistics (ex.: truck driver, logistics coordinator, shipping/receiving clerk)	0.00% 0	33.33% 4	16.67% 2	25.00% 3	8.33% 1	8.33% 1	8.33% 1	0.00% 0	12
5-10 years									
	<\$10	\$10-\$15	\$15-\$17	\$17-\$19	\$20-\$22	\$23-\$25	\$25-\$30	\$30+	TOTAL
Professional (ex.: accountant, controller, payroll clerk)	0.00% 0	0.00% 0	0.00% 0	25.00% 2	0.00% 0	37.50% 3	12.50% 1	25.00% 2	8
Management (ex. HR manager, operations manager)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	88.89% 8	9

Wage and Benefits Survey

Administration (ex.: administrative assistant, secretary)	0.00%	11.11%	33.33%	22.22%	11.11%	11.11%	11.11%	0.00%		9
	0	1	3	2	1	1	1	0		
Production (ex.: drill press operator, line/shift supervisor, welder, maintenance mechanic)	0.00%	9.09%	27.27%	9.09%	18.18%	0.00%	9.09%	27.27%		11
	0	1	3	1	2	0	1	3		
Transportation/distribution/logistics (ex.: truck driver, logistics coordinator, shipping/receiving clerk)	0.00%	0.00%	12.50%	37.50%	12.50%	0.00%	37.50%	0.00%		8
	0	0	1	3	1	0	3	0		
10+ years										
	<\$10	\$10-\$15	\$15-\$17	\$17-\$19	\$20-\$22	\$23-\$25	\$25-\$30	\$30+	TOTAL	
Professional (ex.: accountant, controller, payroll clerk)	0.00%	0.00%	0.00%	0.00%	22.22%	22.22%	11.11%	44.44%		9
	0	0	0	0	2	2	1	4		
Management (ex. HR manager, operations manager)	0.00%	0.00%	0.00%	0.00%	10.00%	10.00%	0.00%	80.00%		10
	0	0	0	0	1	1	0	8		
Administration (ex.: administrative assistant, secretary)	0.00%	12.50%	25.00%	25.00%	0.00%	25.00%	12.50%	0.00%		8
	0	1	2	2	0	2	1	0		
Production (ex.: drill press operator, line/shift supervisor, welder, maintenance mechanic)	0.00%	9.09%	18.18%	9.09%	9.09%	18.18%	9.09%	27.27%		11
	0	1	2	1	1	2	1	3		
Transportation/distribution/logistics (ex.: truck driver, logistics coordinator, shipping/receiving clerk)	0.00%	0.00%	22.22%	0.00%	22.22%	22.22%	22.22%	11.11%		9
	0	0	2	0	2	2	2	1		

Q12 For full-time employees, what percentage of health care premiums do you pay?

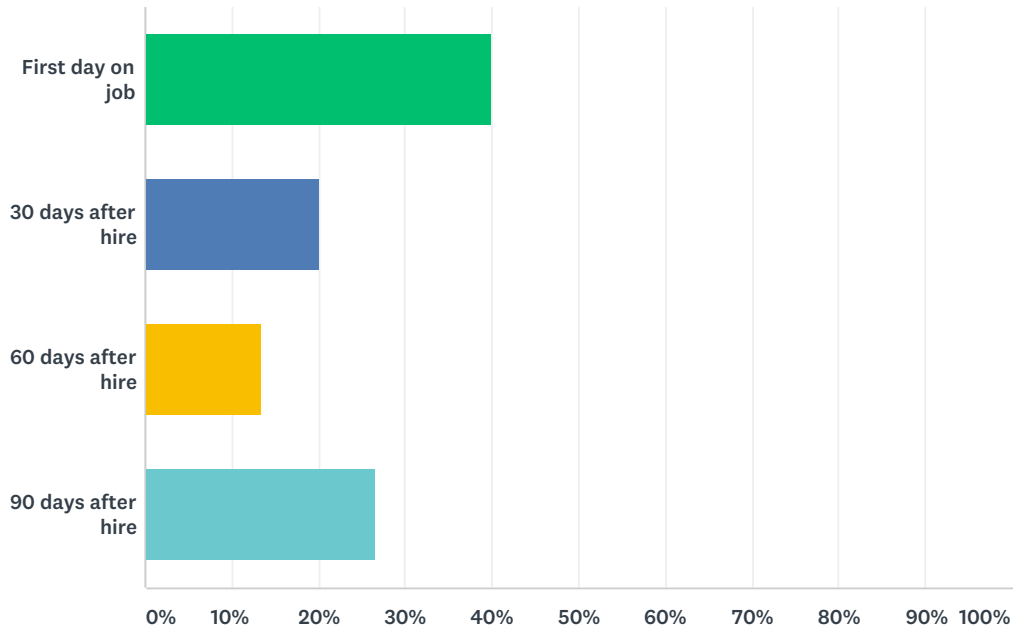
Answered: 21 Skipped: 8



ANSWER CHOICES	RESPONSES	
100%	14.29%	3
75-99%	52.38%	11
26-50%	19.05%	4
25% or less	0.00%	0
Do not offer	14.29%	3
TOTAL		21

Q13 When is an employee eligible to participate in the company health care program?

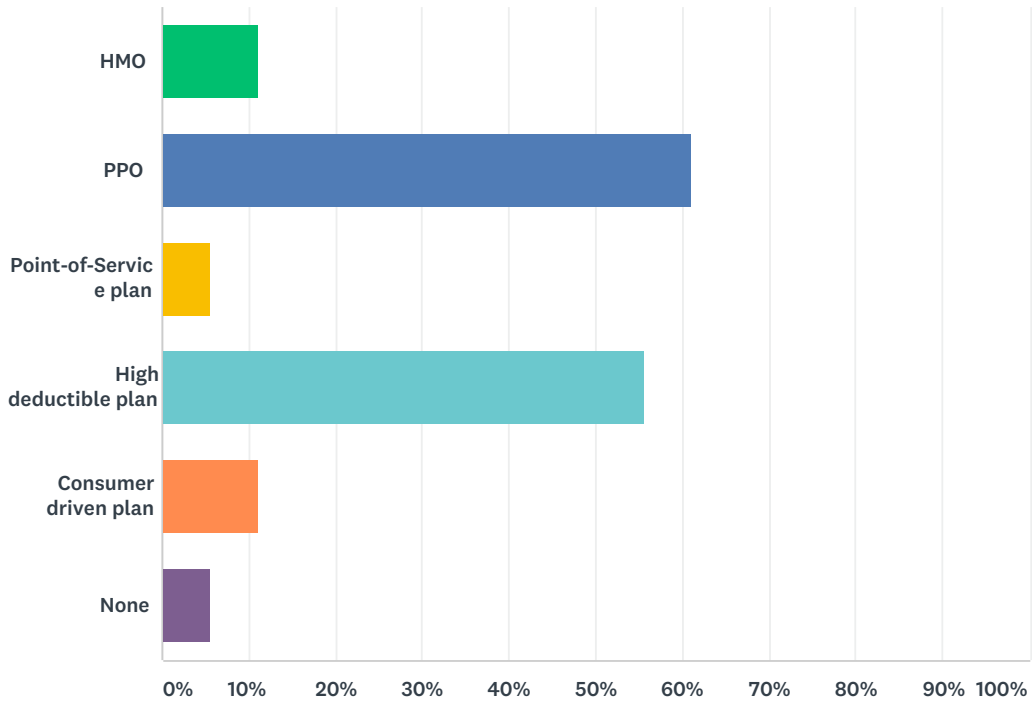
Answered: 15 Skipped: 14



ANSWER CHOICES	RESPONSES	
First day on job	40.00%	6
30 days after hire	20.00%	3
60 days after hire	13.33%	2
90 days after hire	26.67%	4
TOTAL		15

Q14 Which of the following health care plans do you offer your employees?

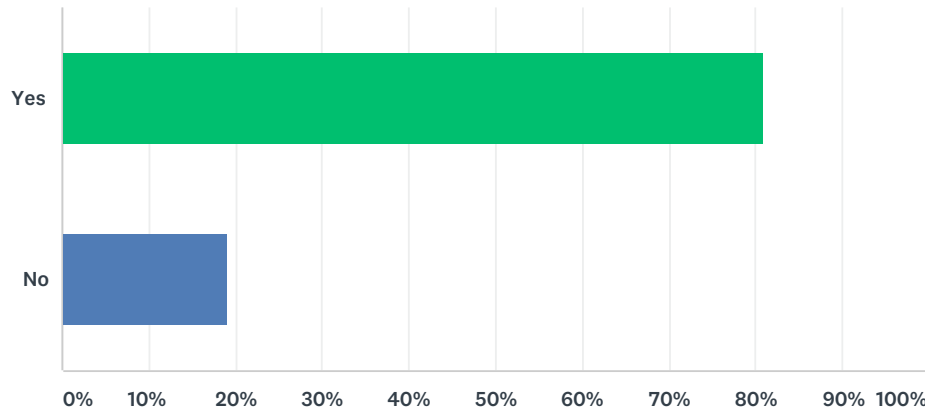
Answered: 18 Skipped: 11



ANSWER CHOICES	RESPONSES
HMO	11.11% 2
PPO	61.11% 11
Point-of-Service plan	5.56% 1
High deductible plan	55.56% 10
Consumer driven plan	11.11% 2
None	5.56% 1
Total Respondents: 18	

Q15 Is health insurance available to employee dependents?

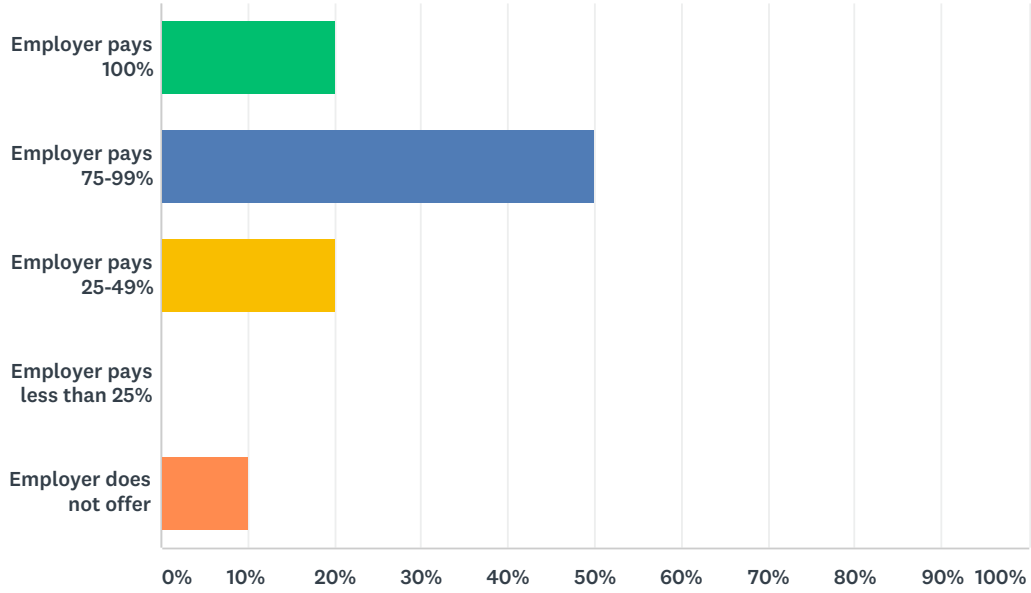
Answered: 21 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	80.95%	17
No	19.05%	4
TOTAL		21

Q16 Who pays the health insurance premium for dependents?

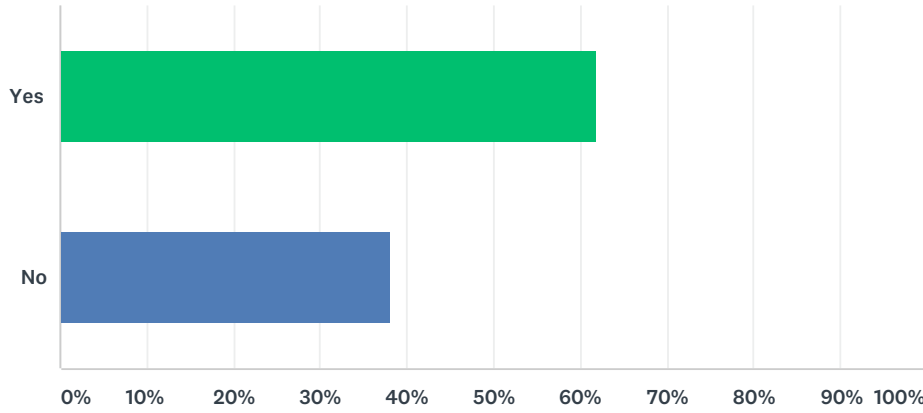
Answered: 20 Skipped: 9



ANSWER CHOICES	RESPONSES	
Employer pays 100%	20.00%	4
Employer pays 75-99%	50.00%	10
Employer pays 25-49%	20.00%	4
Employer pays less than 25%	0.00%	0
Employer does not offer	10.00%	2
TOTAL		20

Q17 Is dental insurance available to full-time employees?

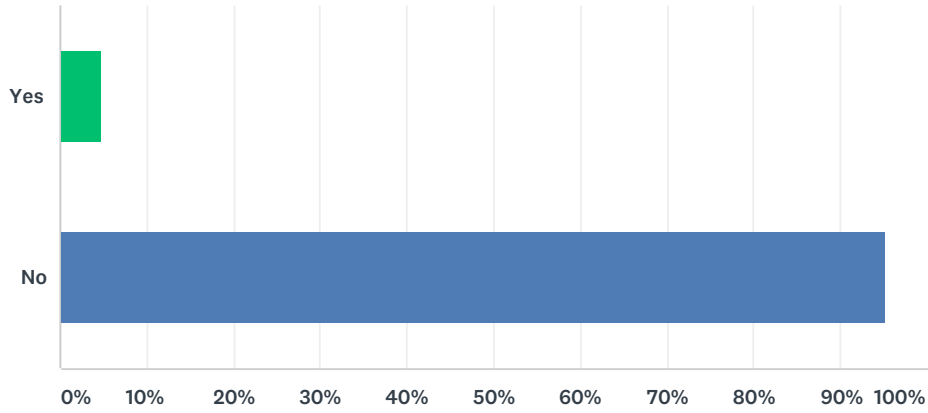
Answered: 21 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	61.90%	13
No	38.10%	8
TOTAL		21

Q18 Is dental insurance available to part-time employees?

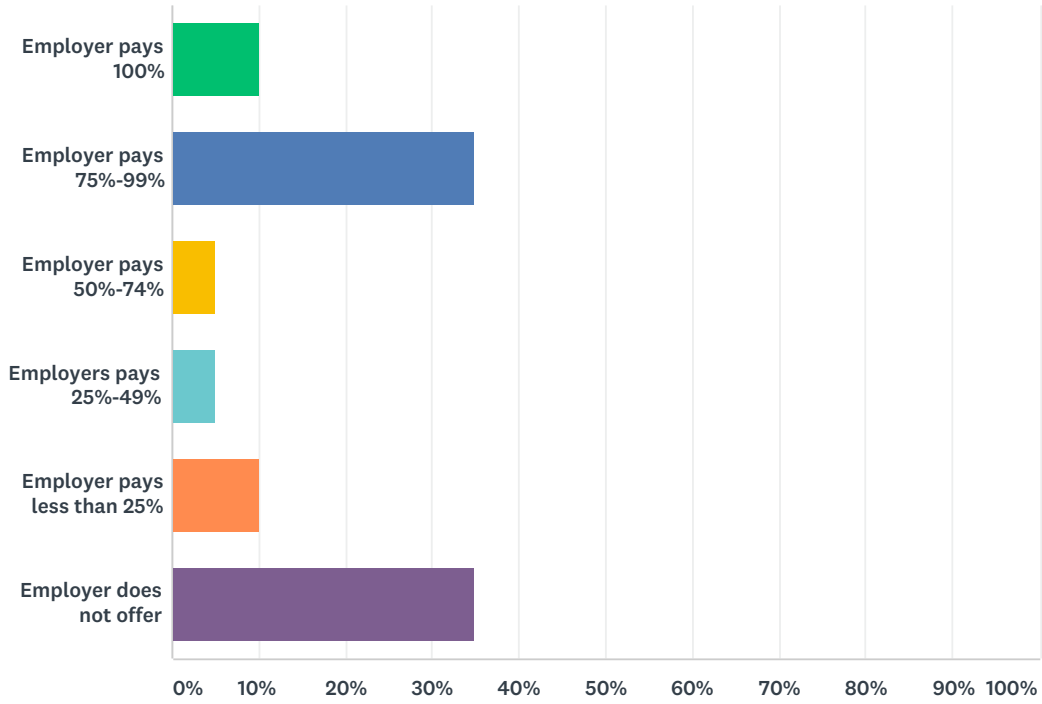
Answered: 21 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	4.76%	1
No	95.24%	20
TOTAL		21

Q19 Who pays dental insurance premiums for full-time employees?

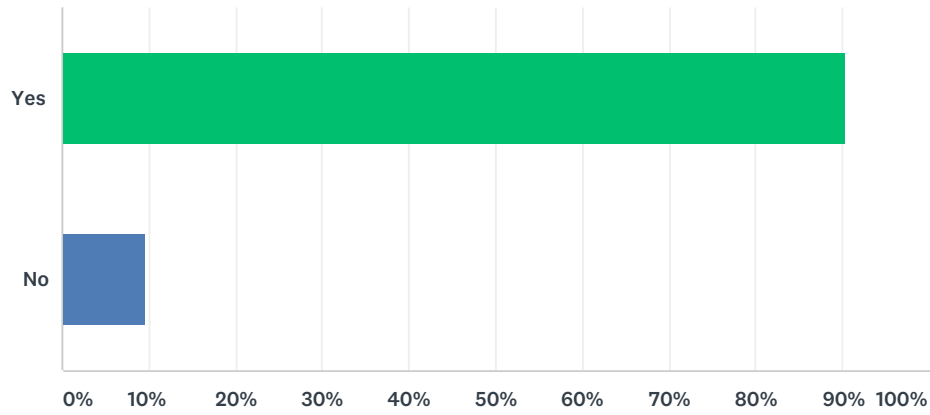
Answered: 20 Skipped: 9



ANSWER CHOICES	RESPONSES	
Employer pays 100%	10.00%	2
Employer pays 75%-99%	35.00%	7
Employer pays 50%-74%	5.00%	1
Employers pays 25%-49%	5.00%	1
Employer pays less than 25%	10.00%	2
Employer does not offer	35.00%	7
TOTAL		20

Q20 Is there a retirement plan available to full-time employees?

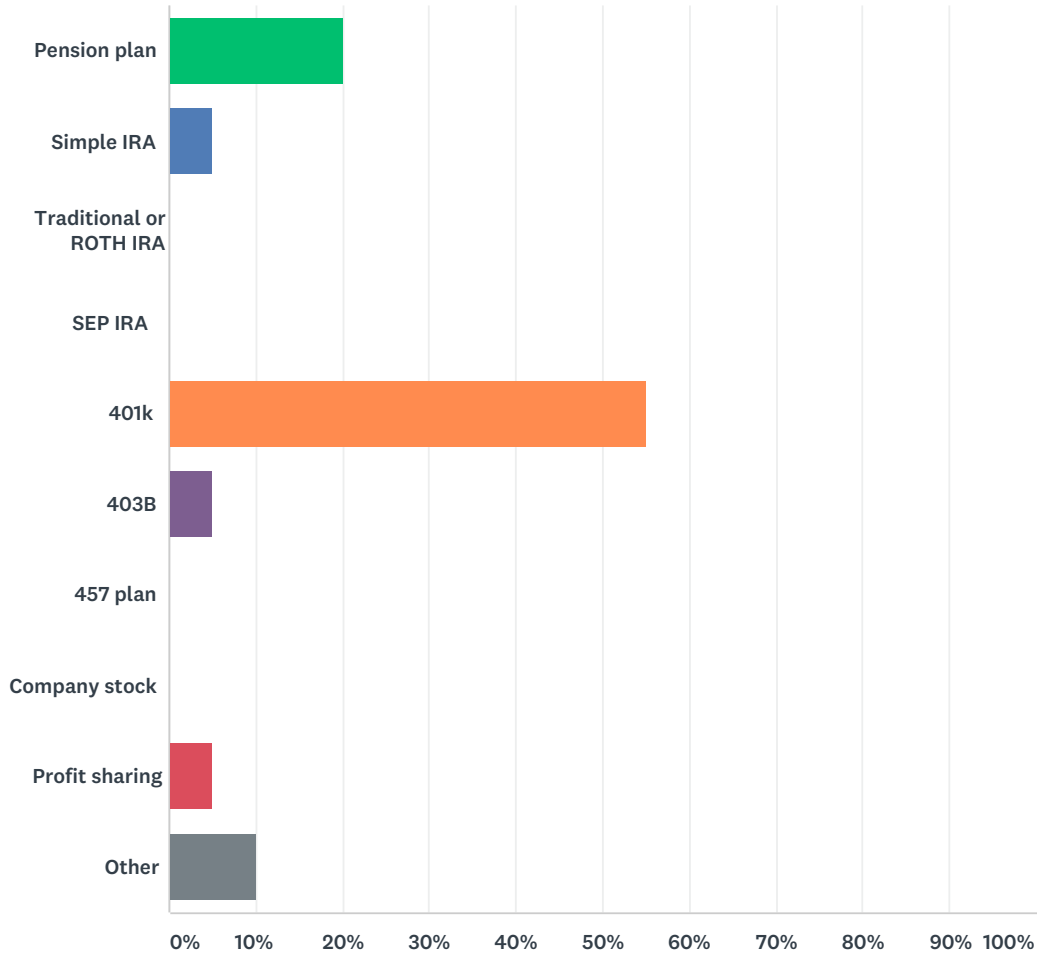
Answered: 21 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	90.48%	19
No	9.52%	2
TOTAL		21

Q21 What types of retirement plans are available?

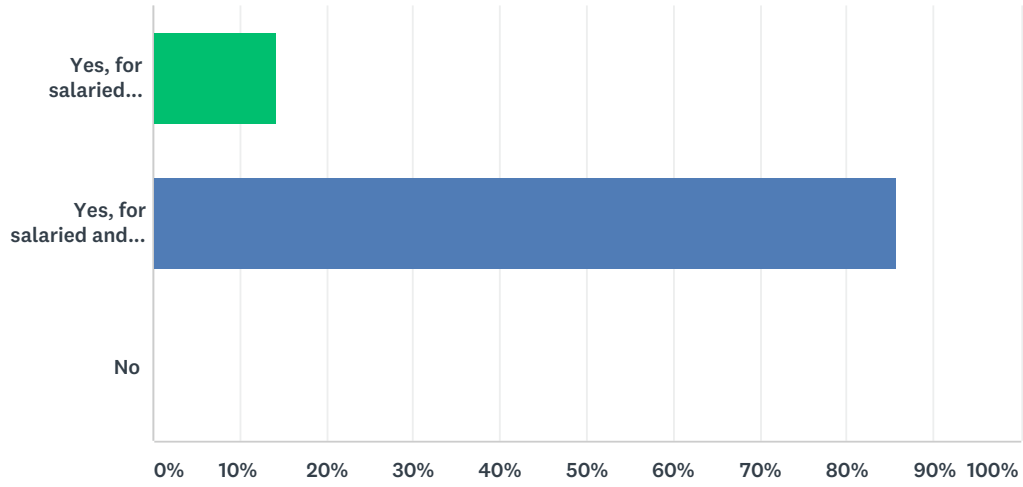
Answered: 20 Skipped: 9



ANSWER CHOICES	RESPONSES	
Pension plan	20.00%	4
Simple IRA	5.00%	1
Traditional or ROTH IRA	0.00%	0
SEP IRA	0.00%	0
401k	55.00%	11
403B	5.00%	1
457 plan	0.00%	0
Company stock	0.00%	0
Profit sharing	5.00%	1
Other	10.00%	2
TOTAL		20

Q22 Does your company offer paid time off?

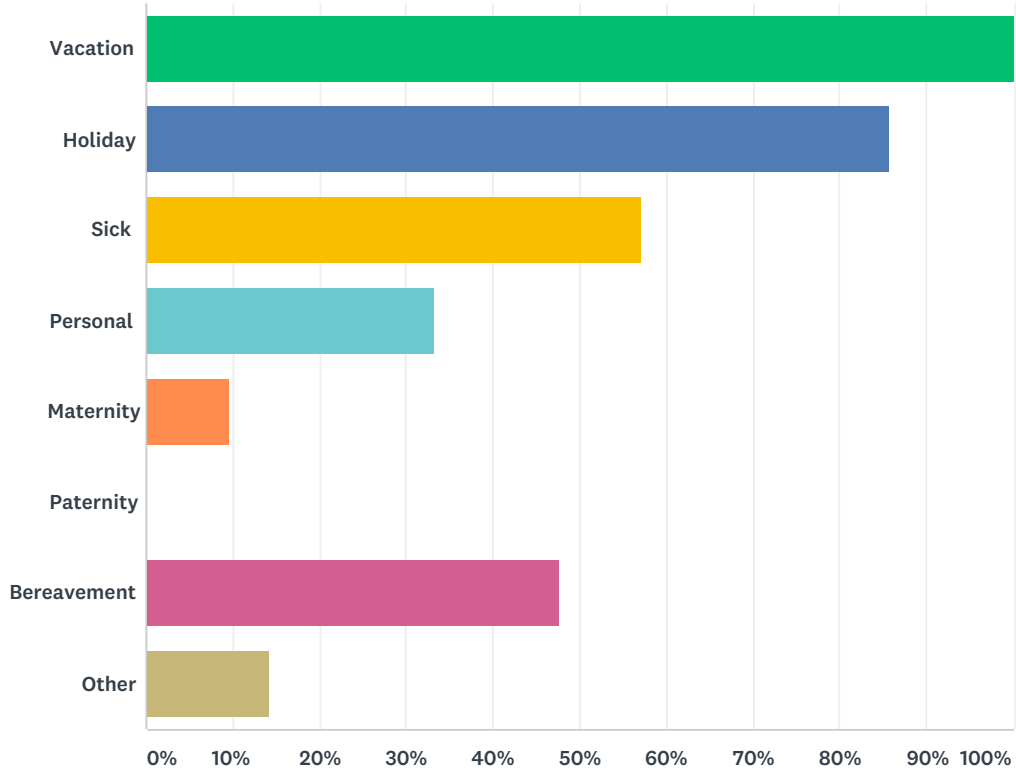
Answered: 21 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes, for salaried employees	14.29%	3
Yes, for salaried and hourly employees	85.71%	18
No	0.00%	0
TOTAL		21

Q23 Which of the following is included in your paid time off policy?

Answered: 21 Skipped: 8



ANSWER CHOICES	RESPONSES	
Vacation	100.00%	21
Holiday	85.71%	18
Sick	57.14%	12
Personal	33.33%	7
Maternity	9.52%	2
Paternity	0.00%	0
Bereavement	47.62%	10
Other	14.29%	3
Total Respondents: 21		