

Respondent's Primary Industry Group

Build materials & Equipment	7.69%
Fabricated metal products	30.77%
Transportation Equipment	23.08%
Rubber & plastics	15.38%
Other manufacturing co.	23.08%

Full-time Employees

Number of full-time employees

1-20	7.69%	21-50	15.38%	51-100	15.38%
101-500	46.15%	501 +	15.38%		

Change in the number of full-time employees in the past year

Increased	53.85%	Decreased	15.38%	Remained the same	23.08%	NA	7.69%
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Increased by

Decreased by

5% and under	7.69%	5% and under	0.00%
6-10%	30.77%	6-10%	0.00%
11-15%	7.69%	11-15%	0.00%
16-25%	0.00%	16-25%	7.69%
26-50%	0.00%	26-50%	7.69%
Over 50%	0.00%	Over 50%	0.00%
NA	7.69%	NA	0.00%

Part-Time Employees

Number of part-time employees

1-10	84.62%	10-20	0.00%	21-50	0.00%
51-100	0.00%	NA	15.38%		

Change in the number of part-time employees in the past year

Increased	15.38%	Decreased	7.69%	Remained the same	61.54%	NA	15.38%
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Increased by

Decreased by

5% and under	0.00%	5% and under	0.00%
6-10%	0.00%	6-10%	0.00%
11-15%	0.00%	11-15%	0.00%
16-25%	0.00%	16-25%	7.69%
26-50%	15.38%	26-50%	0.00%
Over 50%	0.00%	Over 50%	0.00%
NA	0.00%	NA	0.00%

Qualified Employees

Company is having difficulty in recruiting or retaining qualified employees

Yes	30.77%	No	69.23%
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Unionized Labor Force

Hourly Employees

Salaried Employees

Union	38.46%	Union	0.00%
<i>% of hourly</i>		<i>% of hourly</i>	
25% and under	0.00%	25% and under	0.00%
26-50%	0.00%	26-50%	0.00%
51-65%	0.00%	51-65%	0.00%
66-80%	0.00%	66-80%	0.00%
81-90%	0.00%	81-90%	0.00%
91-100%	30.77%	91-100%	0.00%
NA	7.69%	NA	0.00%
Non-Union/NA	61.54%	Non-Union/NA	100.00%

Work Stoppage

Company has experienced a labor-related work stoppage in the past three years

Yes	7.69%	No	92.31%	NA	0.00%
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Workers who Commute from outside Van Wert County

15% and under	23.08%
16-25%	23.08%
26-50%	15.38%
51-65%	15.38%
More than 66%	7.69%
NA	15.38%

Turnover Rate

Average turnover rate in 2004	17%
Average turnover for first 90 days of employment	15%
Average turnover for first 12 months of employment	18%

Common Reasons for termination

Attendance	25.81%
Not Meeting Work Standards	12.90%
Violation of Policy	9.68%
Safety Violation	6.45%
Left to take another job	19.35%
Quit - personal Reasons	19.35%
Quit - Work Environment	0.00%
Other	6.45%

Benefits

Company has a cafeteria-style benefit package

Yes 38.46% No 53.85% NA 7.69%

Insurance

Accidental Death & Dismemberment

Not Offered/NA 0.00%
 Company Paid 76.92%
 Employee Paid 15.38%
 Shared 7.69%

Long-Term Disability

Not Offered/NA 15.38%
 Company Paid 53.85%
 Employee Paid 23.08%
 Shared 7.69%

If shared, company pays

50% or less 0.00%
 51-70% 0.00%
 71-80% 0.00%
 81-90% 0.00%
 91-100% 0.00%
 NA 7.69%

50% or less 0.00%
 51-70% 0.00%
 71-80% 0.00%
 81-90% 0.00%
 91-100% 0.00%
 NA 7.69%

Short-Term Disability

Not Offered/NA 0.00%
 Company Paid 84.62%
 Employee Paid 15.38%
 Shared 0.00%

If shared, company pays

50% or less 0.00%
 51-100% 0.00%
 NA 0.00%

Life Insurance Coverage

Life insurance coverage offered

Employee Only 76.92% Employee & dependent 15.38%
 Dependent Only 0.00% No coverage/ NA 7.69%

Companies offering life insurance (Select all that Apply)

	Employee		Dependent		
	% Offering	% of Employees	% Offering	% of Employees	
Under \$4,000	0.00%	0.00%	Under \$4,000	7.69%	66.00%
\$4,000 -8,000	0.00%	0.00%	\$4,000 -8,000	0.00%	0.00%
\$8,001-15,000	15.38%	75.00%	\$8,001-15,000	0.00%	0.00%
\$15,001-30,000	53.85%	100.00%	\$15,001-30,000	0.00%	0.00%
\$30,001-40,000	0.00%	0.00%	\$30,001-40,000	0.00%	0.00%
\$40,001-50,000	0.00%	0.00%	\$40,001-50,000	0.00%	0.00%
Over \$50,001	0.00%	0.00%	Over \$50,001	0.00%	0.00%
Salary times factor	23.08%	100.00%	Salary times factor	0.00%	0.00%
			NA	7.69%	

Health Care Coverage

Health care coverage provided

Employee only 7.69% Employee and Dependent 92.31%
 Dependent only 0% No coverage/NA 0%

Major Medical Offered

<i>Employee</i>		<i>Dependent</i>	
Not offered	7.69%	Not offered	7.69%
Company paid	0.00%	Company paid	0.00%
Shared	46.15%	Employee paid	7.69%
NA	46.15%	Shared	38.46%

If shared, company pays

50% or less 7.69%
 51-70% 0.00%
 71-80% 7.69%
 81-90% 7.69%
 91-100% 0.00%
 NA 23.08%

NA 46.15%
 50% or less 7.69%
 51-70% 0.00%
 71-80% 0.00%
 81-90% 7.69%
 91-100% 0.00%
 NA 23.08%

Comprehensive plan offered

<i>Employee</i>		<i>Dependent</i>	
Not offered	7.69%	Not offered	7.69%
Company paid	0.00%	Employee paid	0.00%
Shared	23.08%	Shared	23.08%
NA	69.23%	NA	69.23%

If shared, company pays

50% or less 0.00%
 51-70% 0.00%
 71-80% 0.00%
 81-90% 0.00%
 91-100% 0.00%
 NA 23.08%

50% or less 0.00%
 51-70% 0.00%
 71-80% 0.00%
 81-90% 0.00%
 91-100% 0.00%
 NA 23.08%

HMO offered

<i>Employee</i>		<i>Dependent</i>	
Not offered	15.38%	Not offered	15.38%
Shared	7.69%	Shared	7.69%
NA	76.92%	NA	76.92%

2005 Van Wert County Wage & Benefit Survey Report
HMO Offered (cont.)

<i>Employee</i>		<i>Dependent</i>	
<i>If shared, company pays</i>			
50% or less	0.00%	50% or less	0.00%
51-70%	0.00%	51-70%	0.00%
71-80%	0.00%	71-80%	0.00%
81-90%	0.00%	81-90%	0.00%
91-100%	0.00%	91-100%	0.00%
NA	7.69%	NA	7.69%
PPO Offered			
<i>Employee</i>		<i>Dependent</i>	
Not Offered	0.00%	Not offered	0.00%
Company paid	7.69%	Company Paid	0.00%
Shared	76.92%	Employee Paid	7.69%
		Shared by	
		Company and	
NA	15.38%	Employee	76.92%
		NA	15.38%
<i>Employee</i>		<i>Dependent</i>	
<i>If shared, company pays</i>			
50% or less	0.00%	50% or less	7.69%
51-70%	0.00%	51-70%	0.00%
71-80%	7.69%	71-80%	0.00%
81-90%	23.08%	81-90%	23.08%
91-100%	7.69%	91-100%	7.69%
NA	38.46%	NA	38.46%
Dental Care Offered			
<i>Employee</i>		<i>Dependent</i>	
Not offered	7.69%	Not Offered	7.69%
Company paid	0.00%	Company Paid	0.00%
Employee paid	23.08%	Employee Paid	23.08%
Shared	53.85%	Shared	53.85%
NA	15.38%	NA	15.38%
<i>Employee</i>		<i>Dependent</i>	
<i>If shared, company pays</i>			
50% or less	0.00%	50% or less	0.00%
51-70%	0.00%	51-70%	0.00%
71-80%	0.00%	71-80%	0.00%
81-90%	15.38%	81-90%	23.08%
91-100%	0.00%	91-100%	0.00%
NA	38.46%	NA	30.77%

Vision Offered

<i>Employee</i>		<i>Dependent</i>	
Not offered	15.38%	Not offered	15.38%
Company paid	0.00%	Company paid	0.00%
Employee paid	15.38%	Employee Paid	15.38%
Shared	30.77%	Shared	30.77%
NA	38.46%	NA	38.46%
<i>Employee</i>		<i>Dependent</i>	
<i>If shared, company pays</i>			
50% or less	0.00%	50% or less	0.00%
51-70%	0.00%	51-70%	0.00%
71-80%	0.00%	71-80%	0.00%
81-90%	7.69%	81-90%	15.38%
91-100%	7.69%	91-100%	7.69%
NA	15.38%	NA	7.69%
Prescription Drugs Offered			
<i>Employee</i>		<i>Dependent</i>	
Not offered	0.00%	Not offered	0.00%
Company paid	7.69%	Company paid	7.69%
Employee paid	7.69%	Employee paid	7.69%
Shared	76.92%	Shared	76.92%
NA	7.69%	NA	7.69%
<i>Employee</i>		<i>Dependent</i>	
<i>If shared, company pays</i>			
50% or less	0.00%	50% or less	7.69%
51-70%	0.00%	51-70%	0.00%
71-80%	7.69%	71-80%	0.00%
81-90%	23.08%	81-90%	30.77%
91-100%	0.00%	91-100%	0.00%
NA	46.15%	NA	38.46%
Has the increasing cost of health care caused you to alter your health care plans for benefit year 2004?			
Yes	69.23%	No	30.77%
Health care changes made			
Implemented participatory plan			15.38%
Both Increased deductions & lowered employee benefits			7.69%
Lowered employee benefits & Implemented participatory plan			7.69%
Both Increased deductions & Changed carrier			15.38%
NA			23.08%

All numbers are percents based on the total number of returned surveys, 13.

Company has wellness program

Yes 23.08% No 76.92%

Member of a multi-employer health care plan

Yes 7.69% No 84.62% NA 7.69%

If not a member, would consider joining one

Yes 30.77%

No 61.54%

NA 7.69%

Time Off

Paid Sick days

Yes 30.77% No 61.54% NA 7.69%

Number of days per year

1-2 7.69% 3-5 15.38% 6-10 0.00% Over 10 7.69% NA 0.00%

Maximum Accumulation

0 7.69% 1-2 0.00% 3-5 7.69% 6-10 0.00% Over 10 7.69%
NA 7.69%

Paid holidays

Yes 100% No 0.00% NA 0.00%

Number of days per year

1-8 23.08% 9-12 46.15% 13-15 30.77% Over 15 0.00% NA 0.00%

Maximum Accumulation

0 0.00% 1-2 0.00% 3-5 0.00% 6-10 7.69% Over 10 0.00%
NA 92.31%

Paid personal leave

Yes 7.69% No 76.92% NA 15.38%

Number of days per year

1-2 0.00% 3-5 0.00% 6-10 0.00% Over 10 0.00% NA 7.69%

Maximum Accumulation

0 0.00% 1-2 0.00% 3-5 0.00% 6-10 0.00% Over 10 0.00%
NA 7.69%

Paid maternity leave

Yes 53.85% No 38.46% NA 7.69%

Number of maternity leave WEEKS

1-6 7.69% 7-9 15.38% 10-12 15.38% Over 12 7.69% NA 7.69%

Maximum Accumulation (weeks)

Over 6 0.00% NA 53.85%

Paid childcare leave

Yes 15.38% No 76.92% NA 7.69%

Number of childcare leave days

1-2 0.00% 3-5 0.00% 6-10 0.00% Over 10 0.00% NA 15.38%

Maximum Accumulation

0 0.00% 1-2 0.00% 3-5 0.00% 6-10 0.00% NA 15.38%

Vacation

Yes 100.00% No 0.00% NA 0.00%

Average number of years needed for vacation time

1 week 1 2 weeks 3 3 weeks 8.6

4 weeks 18 5 weeks 28

Does your company offer the following services?

Both Cafeteria and Vending 15.38% Vending 76.92% NA 7.69%

Paid lunch period

Yes 53.85% No 46.15%

Lunch period length

15 minutes 0.00% 20 minutes 23.08% 25 minutes 7.69%

30 minutes 61.54% NA 7.69%

Breaks for hourly employees

2 breaks 76.92% Employee discretion 7.69% 1 break 15.38%

Length of breaks for hourly employees

10 minutes 76.92% 15 minutes 23.08%

Savings/Pension

Firm offers retirement plan

Yes 92.31% No 7.69%

Type of retirement plan offered

401K 69.23% Other 23.08% NA 7.69%

<i>Benefit contributed by company</i>		<i>Maximum % of earnings employee can contribute</i>	
0 percent	15.38%	0 percent	15.38%
1 to 5 percent	38.46%	1 to 3 percent	23.08%
6 to 15 percent	7.69%	4 to 5 percent	38.46%
16 to 40 percent	7.69%	6 to 7 percent	7.69%
More than 50 percent	15.38%	More than 9 percent	0.00%
NA	15.38%	NA	15.38%

Stock option offered

Yes 23.08% No 76.92%

Employees eligible for stock option

Executive Only	7.69%	Executive & Hourly & Management	15.38%
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Profit sharing offered

Yes 30.77% No 69.23%

in cash	30.77%
deferred	0.00%
partially deferred	0.00%

Pension plan offered

Yes 46.15% No 53.85%

Who pays

Company	30.77%	Shared with employee	15.38%
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Other Benefits

	Salary	Hourly		Salary	Hourly
Employee discounts	53.85%	53.85%	Employee assistance program	38.46%	38.46%
Flexible spending account	38.46%	38.46%	Uniforms	38.46%	53.85%
Attendance bonus	15.38%	46.15%			
Flextime	38.46%	15.38%			
Tuition Reimbursement	76.92%	76.92%			
Percent Paid			Annual amount paid		
50% or less	7.69%	7.69%	1-2,000	15.38%	15.38%
51-75%	0.00%	0.00%	2001 - 4000	7.69%	7.69%
76-90%	15.38%	15.38%	\$4,000 or more	7.69%	7.69%
91-100%	30.77%	30.77%	No answer for percent or amount	15.38%	
Mileage reimbursement	69.23%	46.15%			
Amount paid			\$.36-.40	7.69%	7.69%
\$.30 or less	7.69%	7.69%	Over \$.40	30.77%	30.77%
\$.31-.35	7.69%	7.69%	NA	15.38%	15.38%

Overtime Pay

Exceeding regular work week (40+ hours)?

No premium	0.00%	1.5 of base	100%	2 times base or more	0.00%
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Saturday work?

No premium	0.00%	1.5 of base	7.69%	2 times base or more	53.85%
NA	38.46%				

Sunday work?

No Premium	0.00%	1.5 of base	7.69%	2 times base or more	53.85%
NA	38.46%				

Holiday work?

No Premium	0.00%	1.5 of base	7.69%	2 times base or more	53.85%
N/A	38.46%				

Second Shift

Regularly assign employees to a second shift

Yes	61.54%	No	38.46%
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If yes, shift premium per hour

Less than \$.25	53.85%
\$.26 to \$.50	7.69%
\$.51 to \$.75	0.00%
\$.76 to \$1.00	0.00%
5% of base wage	0.00%
NA	0.00%

Third Shift

Regularly assign employees to a third shift

Yes	53.85%	No	46.15%
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If yes, shift premium per hour

Less than \$.25	53.85%
\$.25 to \$.50	0.00%
\$.51 to \$.75	0.00%
5% of base wage	0.00%
NA	0.00%

All numbers are percents based on the total number of returned surveys, 13.

Pay Increases and Bonus

2004 average pay increase percent

	Salaried Nonexempt		Exempt		Hourly Wage	
	#	%	#	%	#	%
Merit	10	2.82%	8	3.22%	6	3.17%
General increase	3	2.47%	2	2.00%	4	2.35%
Cost of living	1	4.50%	0	0.00%	3	3.33%

- Number responding

2005 projected average pay increase percent

	Salaried Nonexempt		Exempt		Hourly Wage	
	#	%	#	%	#	%
Merit	8	2.94%	6	3.42%	6	3.25%
General increase	3	5.47%	2	6.50%	3	5.63%
Cost of living	1	4.50%	0	0.00%	3	3.17%

- Number responding

Other cash compensations (% of total responses)

Piece work	% Yes	7.69%
Commission on sales	% Yes	15.38%
Other	% Yes	76.92%

Bonus/Award Programs (% of total responses)

Annual bonus	% Yes	23.08%
Current cash profit sharing	% Yes	15.38%
Small group incentives	% Yes	30.77%
Individual incentives	% Yes	30.77%
Technical achievement awards	% Yes	7.69%

Measurements used to determine award/pay

Goal Setting	% Yes	15.38%
Productivity	% Yes	46.15%
Profit Sharing	% Yes	23.08%
Quality	% Yes	30.77%
Innovation	% Yes	15.38%
Cost Reduction	% Yes	15.38%
Safety	% Yes	38.46%
Achievement of project milestones	% Yes	7.69%
Attendance	% Yes	46.15%

Type of quality improvement training

ISO 9000	38.46%
Six Sigma	23.08%
Baldrige	7.69%
Other	23.08%
NA	38.46%

Do you participate in a Workers' Comp Group

Yes	53.85%
No	38.46%
NA	7.69%

Do you have Team Leaders?

Yes	46.15%
No	53.85%

How are Team Leaders Compensated

Performance Based	0.00%
Rate Per hour	46.15%