



*Sparking
Continuous Improvement*

2017 Manufacturing Compensation & Benefits Benchmarking Study

Presented by:



Sparking Continuous Improvement

2017 Manufacturing Compensation & Benefits Benchmarking Study

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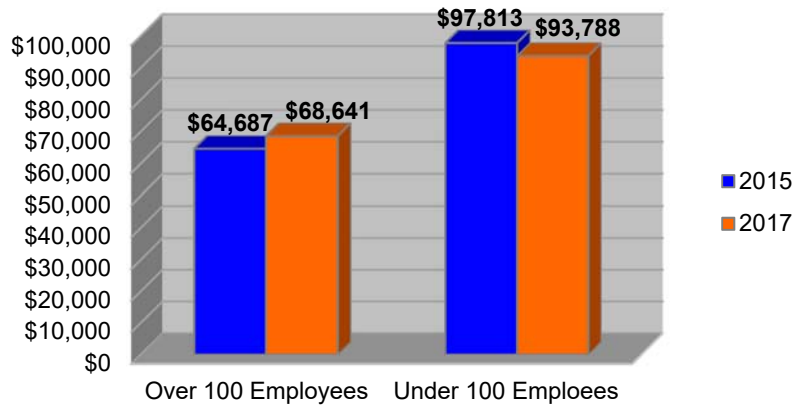
Company Background

- ◆ The 85 participating companies were broken down by number of employees. There were 40 companies with *over* 100 employees and 45 companies with *under* employees.
- ◆ Of the companies with *over* 100 employees:
 - 0 (0%) had annual sales less than \$5 million
 - 1 (3%) had annual sales of \$5 – 9.9 million
 - 7 (18%) had annual sales of \$10 – 25.9 million
 - 16 (40%) had annual sales of \$26 – 50.9 million
 - 9 (23%) had annual sales of \$51 – 99.9 million
 - 4 (10%) had annual sales of \$100 – 249.9 million
 - 3 (8%) had annual sales of more than \$250 million
- ◆ Of the companies with *under* 100 employees:
 - 6 (13%) had annual sales less than \$5 million
 - 10 (22%) had annual sales of \$5 – 9.9 million
 - 11 (24%) had annual sales of \$10 – 25.9 million
 - 15 (33%) had annual sales of \$26 – 50.9 million
 - 2 (4%) had annual sales of \$51 – 99.9 million
 - 1 (2%) had annual sales of \$100 – 249.9 million
 - 0 (0%) had annual sales of more than \$250 million
- ◆ Ninety percent (90%) of respondents are privately-held companies, with the remaining reporting as public.
- ◆ Seven percent (7%) listed the Midwest as their primary market, 49% listed national as their primary market; and 25% doing business internationally. Eight percent (8%) of companies do business only in the local Cincinnati area.

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Gross Margin per FTE

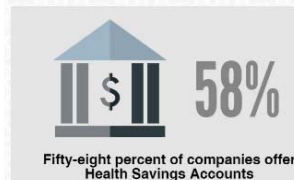
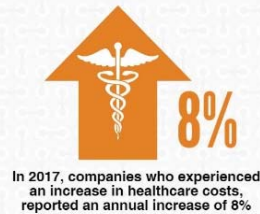


Employee Benefit Information

Annual employee contributions for organizations with more than 100 employees between Single and Family:



Annual employee contributions for organizations with less than 100 employees between Single and Family:



For companies with over 100 employees the average monthly surcharge is \$96



For companies with under 100 employees the average monthly surcharge is \$117

Company Operations

Top Personnel Issues

- Recruiting employees
- Retaining qualified employees
- Healthcare costs

Top Operational Issues

- Finding/Retaining skilled workers
- Controlling costs
- Maintaining gross profit margin

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