

*Sparking  
Continuous Improvement*

# 2019 Manufacturing Compensation & Benefits Benchmarking Report

## **PREVIEW**

Presented by:



# Sparking Continuous Improvement

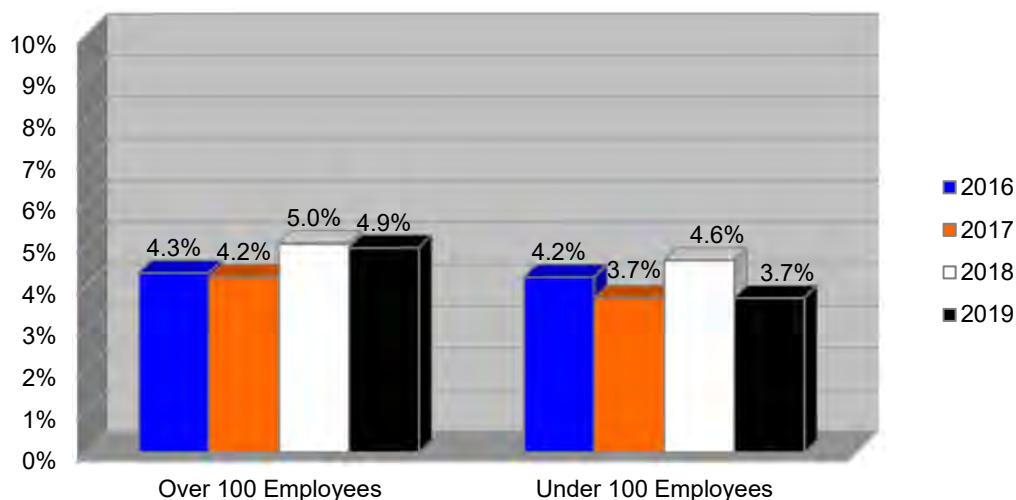
## 2019 Manufacturing Compensation & Benefits Benchmarking Study

### COMPANY BACKGROUND

- ◆ The 97 participating companies were broken down by number of employees. There were 48 companies with *over* 100 employees and 49 companies with *under* 100 employees.
- ◆ Of the companies with *over* 100 employees:
  - 1 (2.1%) had annual sales less than \$5 million
  - 0 (0%) had annual sales of \$5 – 9.9 million
  - 6 (12.5%) had annual sales of \$10 – 25.9 million
  - 15 (31.3%) had annual sales of \$26 – 50.9 million
  - 16 (33.3%) had annual sales of \$51 – 99.9 million
  - 5 (10.4%) had annual sales of \$100 – 249.9 million
  - 5 (10.4%) had annual sales of more than \$250 million
- ◆ Of the companies with *under* 100 employees:
  - 8 (16.3%) had annual sales less than \$5 million
  - 13 (26.5%) had annual sales of \$5 – 9.9 million
  - 16 (32.7%) had annual sales of \$10 – 25.9 million
  - 8 (16.3%) had annual sales of \$26 – 50.9 million
  - 3 (6.1%) had annual sales of \$51 – 99.9 million
  - 1 (2.1%) had annual sales of \$100 – 249.9 million
  - 0 (0%) had annual sales of more than \$250 million
- ◆ Ninety-three percent (93%) of respondents are privately-held companies, with the remaining reporting as public.
- ◆ Seven percent (7%) listed the midwest as their primary market, 46% listed national as their primary market; and 26% doing business internationally. Nine percent (9%) of companies do business only in the local Cincinnati area.

Below is a scale of the average actual past pay increases and the anticipated increases for 2019.

**Pay Increases 2018 and 2019 (anticipated)**



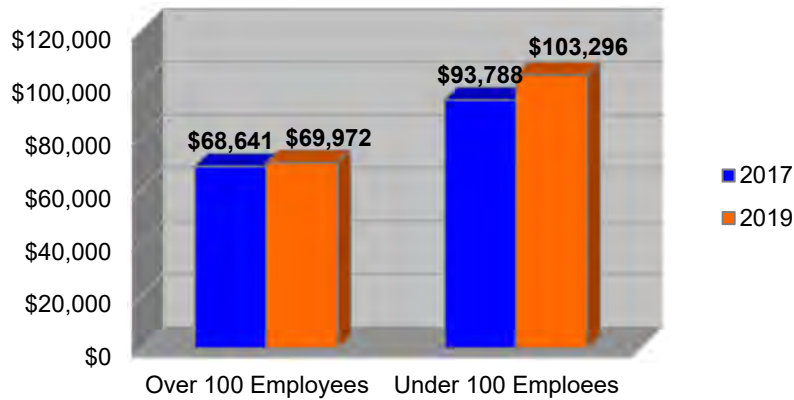
# Sparking Continuous Improvement

## 2019 Manufacturing Compensation & Benefits Benchmarking Study

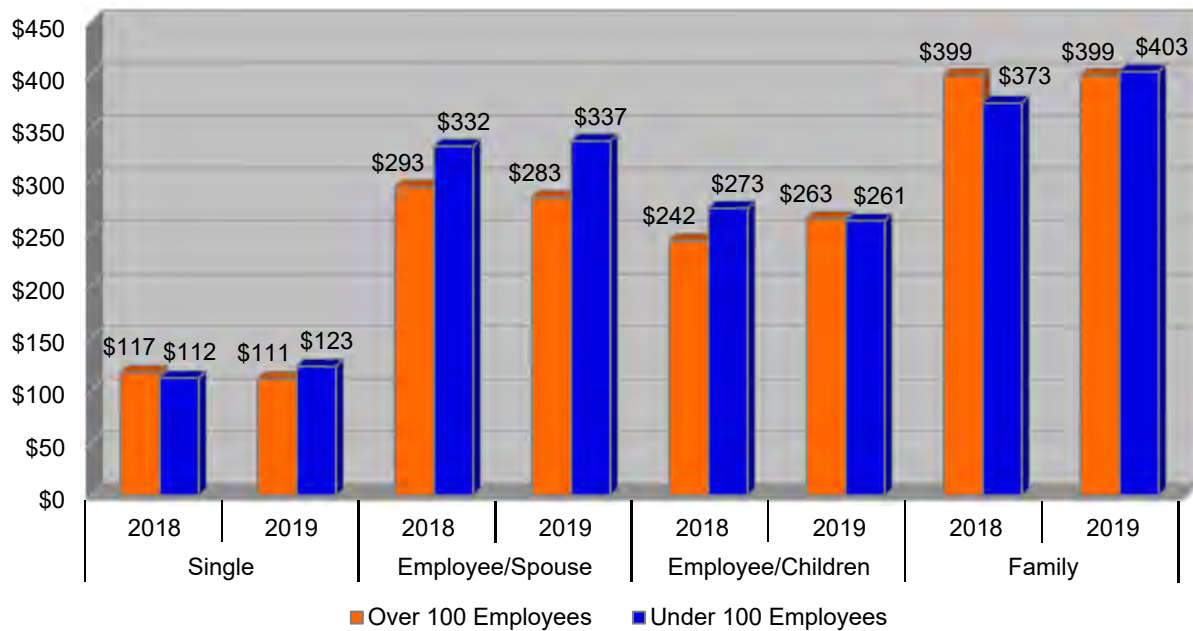
### COMPANY OPERATIONS

Gross margin per full-time equivalent employee is a key performance indicator (KPI) for many manufacturers. This amount is calculated by taking the gross margin (or gross profit) and dividing it by the total number of full-time equivalent employees.

#### Gross Margin per FTE



#### Employee Contribution Per Month



For a full copy of the report, visit:  
[www.barnesdennig.com/resources/benchmarking-reports](http://www.barnesdennig.com/resources/benchmarking-reports)

Compiled & Published by:



Chad Martin, CPA - Director  
[sbailey@barnesdennig.com](mailto:sbailey@barnesdennig.com)

Andy Reed, Senior Vice  
President [andy.reed@usi.com](mailto:andy.reed@usi.com)

  
**North Side Bank**  
AND TRUST COMPANY

Tom Carota, Commercial  
Loan Officer  
[tomc@nsbt.net](mailto:tomc@nsbt.net)