

## HOURLY WAGES - AVERAGES

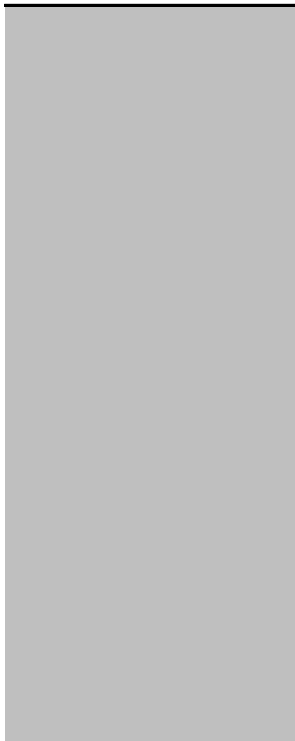
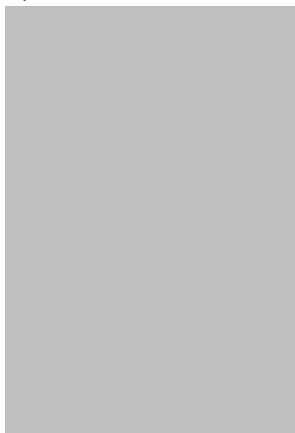
Position	Starting Wage	Median Wage
General Production Worker 1	\$ 10.53	\$ 12.48
General Production Worker 2	\$ 11.97	\$ 16.06
Material Handler	\$ 11.58	\$ 12.40
Maintenance Worker	\$ 11.07	\$ 12.70
Quality Assurance Inspector	\$ 14.01	\$ 17.46
Warehouse Worker 1	\$ 10.00	\$ 11.31
Machine Operator	\$ 10.32	\$ 11.90
Machinist	\$ 14.58	\$ 17.07
Maintenance Mechanic 2	\$ 17.81	\$ 20.20
Welder	\$ 12.37	\$ 16.29
Electrical Specialist	\$ 16.68	\$ 20.26
Accounts Payable Clerk		\$ 15.58
Administrator to the President		\$ 22.67
Credit & Collections Representative		\$ 15.58
Customer Service Representative		\$ 15.58
Executive Assistant		\$ 20.39
Human Resources Administrator		\$ 20.39
Human Resources Representative		\$ 22.67
Payroll Clerk		\$ 18.47
PC Technician I		\$ 18.47
Production Planner		\$ 18.47
Shipping & Receiving Clerk		\$ 14.14

## SALARIED WAGES - AVERAGES

	Median Wage
Associate Product Manager	\$ 54,270
Associate Project Engineer	\$ 53,135
commodity Manager	\$ 54,105
Communications Manager	\$ 87,375
Computaer Operations Manager	\$ 66,883
Cost Accounting Manager	\$ 73,220
Credit Manager	\$ 73,820
Data Warehouse Manager	\$ 81,923
Design Engineering Manager	\$ 88,545
Director Customer Service & Sales Support	\$ 92,816
Director Facilities & Manufacturing Engineering	\$ 101,009
Director Strategic Procurement	\$ 125,286
E-Marketing Specialist	\$ 52,027
Engineering Services Manager	\$ 88,545
Financial Accountant I	\$ 48,937
Financial Analyst I	\$ 48,848
Human Resources Specialist	\$ 86,782
Industrial Designer	\$ 52,000
Industrial Engineer	\$ 60,128

Industrial Engineer I	\$	58,266
International Trade Compliance & Logistics Manager	\$	81,126
Inventory Planner	\$	48,413
Lean Engineer	\$	63,550
Lean Manufacturing Manager	\$	73,000
Logistics Manager	\$	82,385
Logistics Specialist	\$	49,014
Maintenance Supervisor	\$	53,891
Manufacturing Engineer	\$	61,753
Marketing Manager	\$	81,577
Materials & Inventory Manager	\$	94,391
Mechanical Engineer	\$	72,717
Manufacturing Process & Product Engineer	\$	66,769
Network Manager	\$	90,432
Nurse	\$	60,418
Payroll & Accounts Payable Supervisor	\$	50,768
Plant Manager	\$	100,264
Procurement Manager	\$	84,904
Product Designer	\$	45,167
Product Manager	\$	82,075
Production Manager	\$	65,000
Production Scheduler Planner	\$	55,536
Production Supervisor	\$	55,631
Programmer Analyst	\$	70,427
Quality Manager	\$	83,087
Safety & Training Manager	\$	66,412
Sales Analyst	\$	50,367
Senior Director Operational Excellence	\$	117,094
Senior NPD Engineer	\$	79,641
Senior Project Engineer	\$	79,836
Senior Sales Analyst	\$	66,018
Senior Tax Accountant	\$	69,609
Senior Commodity Manager	\$	76,406
Staff Accountant	\$	52,954
Supply Chain Analyst	\$	57,426
Warehouse Manager	\$	75,806
Warehouse Supervisor	\$	52,168

<b>Highest Wage</b>	
\$	13.27
\$	17.71
\$	14.41
\$	14.00
\$	15.50
\$	18.70
\$	16.41
\$	20.20
\$	20.00
\$	17.79
\$	19.63



<b>AVERAGE MERIT INCREASES</b>	<b>Non-Exempt</b>	<b>Exempt</b>
2013	2.90%	2.90%
Projected 2014	3.01%	3.02%

