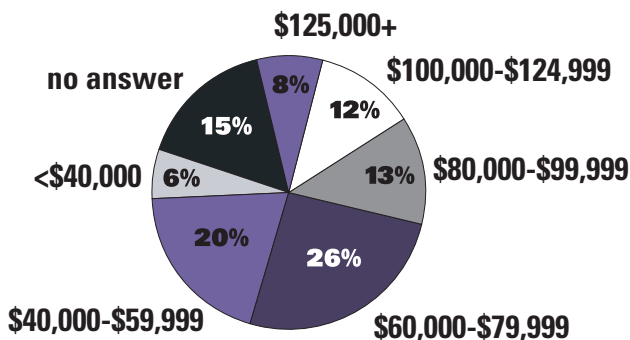


## 2005 SALARIES



- **Those of you in corporate management** and machine setup and maintenance are the most satisfied with your jobs and have, interestingly, been with your current employer the longest (17.6 and 17.2 years, respectively). These two job types also sit at opposite ends of the compensation spectrum: A GM/plant manager averages \$104,500; machine setup/maintenance personnel average \$47,500.
- **Machine setup/maintenance folks**, on average, got the biggest raise by percentage at 11.3%. The overall average was 5.3%.
- **Moldmakers and mold designers** continue, as they have in the past, to lag their colleagues in many of the important categories, including salary (\$60,100), increase of last raise (3.6%), and job satisfaction (3.8 out of 5.0).
- **Insurance for moldmakers** and mold designers is also wanting. While at least 93% of every other job type has health insurance, only 78% of moldmakers and mold designers do. This discrepancy is true down the line for dental, life, disability, and vision insurance.
- **Professionals in sales and marketing** jobs are among the highest paid in this survey (\$87,300), but are only moderately satisfied in their work (3.8 out of 5.0). They have also, on average, been at their employer the shortest time (8.6 years), although in the industry the third longest at 21.3 years.
- **During these days of the decline of the traditional pension**, 48% of you have a 401(k) and the same percentage received a bonus. A quarter of you participate in profit sharing (up from 20% last year). Just 5% of you work on commission.
- **Oddly, the least satisfied job type** is production/manufacturing/process engineering, registering a 3.4 on a 5-point scale. The cause here may be compensation, which averages \$67,700, well below the survey average. Average tenure at the current employer for engineers is 11 years, and 17.4 in the industry.
- **Who's making the most?** It's the male corporate manager or GM with an advanced degree, supervising others at a large organization and working more than 50 hours a week. So much for quality time with the family.

## Salary profile

### JOB FUNCTION

GM/plant manager	\$104,500
Corporate management	\$99,400
Marketing/sales management	\$87,300
Product design/development	\$78,600
Production/manufacturing/process engineering	\$67,700
Production/manufacturing/process management	\$67,200
Quality control/assurance	\$60,600
Moldmaking/design	\$60,100
Machine setup/maintenance	\$47,500

### NUMBER OF EMPLOYEES SUPERVISED

5+	\$87,600
1-4	\$79,500
None	\$64,400

### YEARS IN INDUSTRY

20+	\$85,200
10-19	\$75,000
<10	\$69,000

### YEARS AT ORGANIZATION

15+	\$87,000
5-14	\$76,000
<5	\$71,200

### EDUCATION

Postgrad study/degree(s)	\$100,300
Graduated college	\$80,900
Some college	\$69,700
<Some college	\$61,500

### AGE

55 or older	\$86,800
45-54	\$81,100
35-44	\$76,200
<35	\$59,500

### PRIMARY NATURE OF ORGANIZATION

Custom molder	\$80,900
Captive/in-house molder	\$78,700
Part designer	\$74,300
Moldmaker/designer	\$68,500

### NUMBER OF EMPLOYEES IN ORGANIZATION

1000+	\$87,300
100-999	\$82,400
<100	\$72,500

### SALES VOLUME OF ORGANIZATION

\$100 million+	\$85,300
\$10 million-\$99 million	\$82,400
<\$10 million	\$73,100

### LOCATION

South	\$80,700
Northeast	\$80,200
West	\$80,100
Midwest	\$76,400

## How the survey was conducted

The survey sample of 1920 was randomly selected from IMM's domestic circulation list and represented 24,619 total industry professionals. Data was collected via mail survey from Oct. 4-Nov. 17, 2005. A total of 597 usable responses were received, a 31% response rate. The data are based on 550 responses received from those who report they work full-time at a captive or custom molder, parts or product designer, or a moldmaker or mold designer.

## Personal profile

### AGE

55 or older	26%
45-54	34%
40-44	17%
35-39	12%
30-34	7%
<30	3%

### GENDER

Male	92%
Female	7%

### EDUCATION

Postgrad degree	15%
Postgrad study	8%
Graduated college	34%
Some college	22%
Attended/graduated vo/tech	14%
Graduated high school or GED	6%

### LOCATION

Midwest	42%
West	20%
Northeast	19%
South	19%

### YEARS IN INDUSTRY

30+	19%
25-29	14%
15-24	30%
10-14	16%
3-9	17%
<3	4%

### YEARS AT ORGANIZATION

30+	9%
25-29	8%
15-24	19%
10-14	18%
3-9	35%
<3	11%

### JOB FUNCTION

Production/mfg./process engineering or management	26%
Corporate management	25%
Product design/development	10%
GM/plant manager	9%
Moldmaking/design	9%
Marketing/sales management	7%
Quality control/assurance	4%
Machine setup/maintenance	2%
Other/multiple	8%

### LEVEL OF DECISION-MAKING INFLUENCE

Authorize/approve	37%
Recommend	23%
Specify	7%
Committee member	22%
Opinions asked	7%
Not involved	4%

### % INCREASE OF LAST RAISE

12.5%+	4%
10.0%-12.4%	5%
7.5%-9.9%	2%
5.0%-7.4%	12%
3.5%-4.9%	10%
2.5%-3.4%	21%
<2.5%	9%
No increase from current employer	24%

### % INCREASE OF LAST RAISE BY ORGANIZATION

Moldmaker/designer	6.9%
Custom molder	5.4%
Captive/in-house molder	5.2%
Part designer	4.0%

### % INCREASE OF LAST RAISE BY JOB FUNCTION

Machine setup/maintenance	11.3%
Corporate management	8.6%
GM/plant manager	5.3%
Marketing/sales management	5.0%
Product design/development	4.7%
Production/manufacturing/process engineering	4.7%
Production/manufacturing/process management	4.5%
Quality control/assurance	3.9%
Moldmaking/design	3.6%

### 2005 CASH BENEFITS IN ADDITION TO SALARY

401(k)/retirement plan	48%
Bonuses	48%
Profit sharing	25%
Education reimbursement	10%
Stock options	7%
Incentive pay/commissions	5%
Other	1%
At least one	75%

### HEALTH INSURANCE OFFERED

Captive/in-house molder	97%
Custom molder	93%
Part designer	93%
Moldmaker/designer	78%

### JOB-SEEKING STATUS

Not considering a new job	70%
Strongly considering a new job search	20%
Actively looking	8%

### Industry trends that will affect compensation in the next year:

“The company is sending 50% of our plant to Costa Rica; next [we go] to China.”

## Organization profile

### PRIMARY NATURE OF ORGANIZATION

Custom molder	46%
Captive/in-house molder	30%
Moldmaker/designer	12%
Part designer	8%
Answered multiple	4%

### NUMBER OF FULL-TIME EMPLOYEES

10,000+	6%
1000-9999	12%
250-999	18%
100-249	17%
10-99	34%
1-9	13%

### SALES VOLUME

\$750 million+	13%
\$100 million-\$749 million	13%
\$25 million-\$99 million	14%
\$5 million-\$24 million	24%
\$1 million-\$4 million	16%
<\$1 million	13%