



Wage and Benefits Survey Summary DeWitt Manufacturing Companies

Conducted by the DeWitt Development Company
Spring 2009

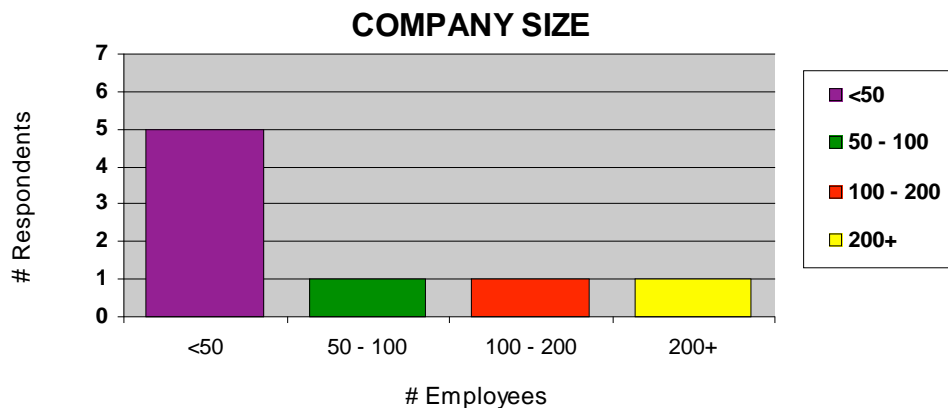
A Wage & Benefits Survey, developed by the DeWitt Development Company, provides local labor statistics that are unavailable from traditional sources for Iowa data. Labor information is extremely valuable to industries with budget planning and in evaluating expansion potential. Also, it is essential that an accurate picture of local labor conditions be presented when working with industry prospects.

In March 2009, 12 local industries were e-mailed the confidential wage and benefits survey. 8 participated in this survey to help the DeWitt Development Company achieve the following goals:

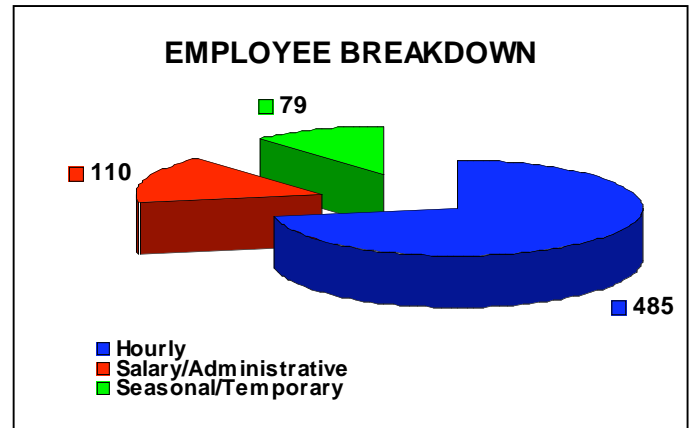
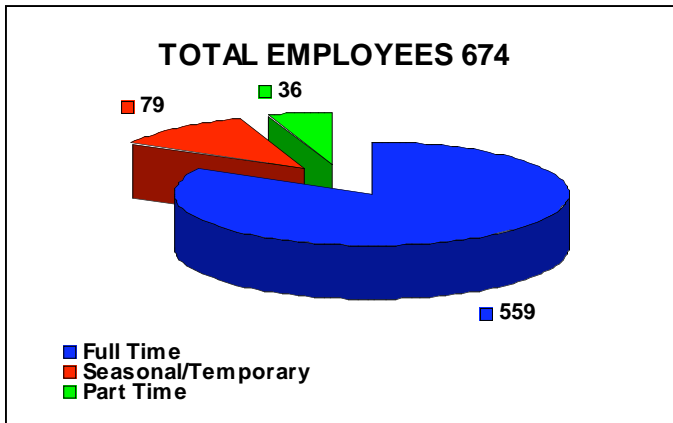
- Gather information on average wages of those positions that are considered entry level or hourly for employees
- Share the data with local industries
- Utilize the data with potential industrial prospects who are looking at DeWitt as a possible location

COMPANY PARTICIPANTS

- Car-Freshner
- JRB Attachments
- Plasti-Paint, Inc.
- Dowco Valve
- Remington Hybrid Seed
- Guardian Industries
- ITW-Magnaflux
- The Swiss Colony



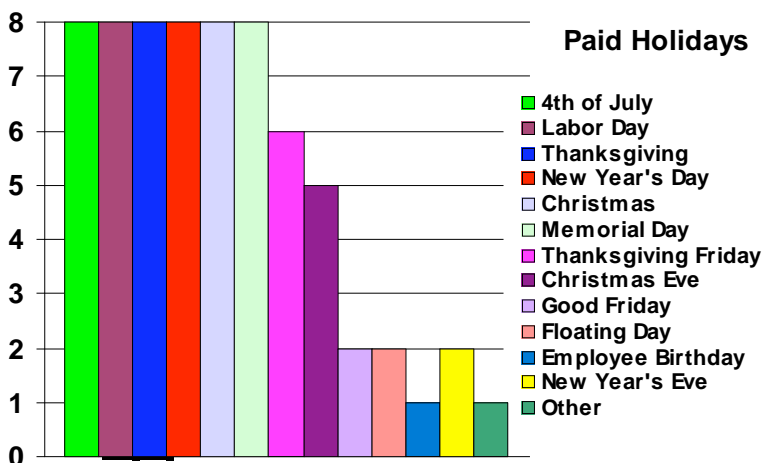
EMPLOYEE/SHIFT INFORMATION



Number of Shifts	8 Replies
One shift operation	6
More than one shift operation	2

HOLIDAYS and HOLIDAY PAY

The holiday information was quite consistent. All 8 respondents indicated their employees have Christmas, Memorial Day, 4th of July, Labor Day, Thanksgiving, and New Year's Day off. Several companies offer additional paid holidays.



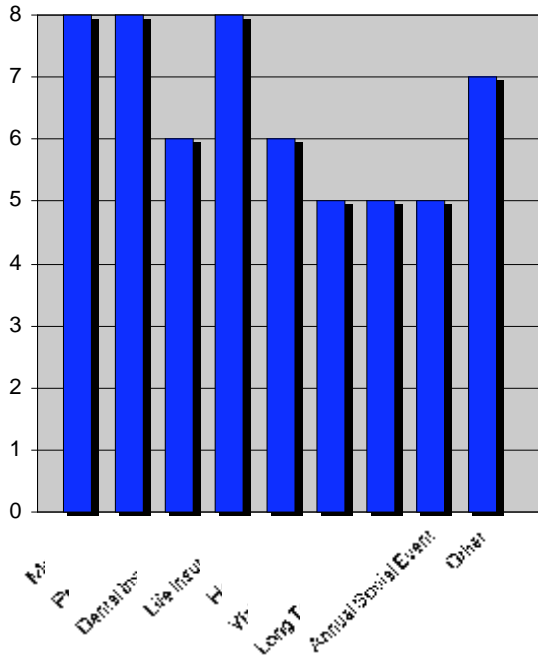
Holiday Pay	# Respondents
base rate	1
time & 1/2	3
double pay	3
More than double pay	0
No holiday pay	1

BENEFITS

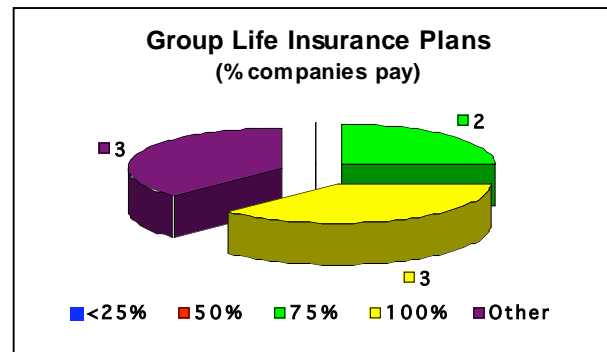
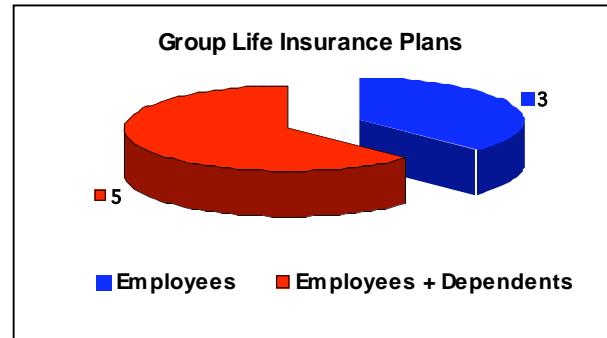
While all companies provide some type of benefit, the survey determined that employers have improved their benefits to employees. Health benefits are improving for employees and their families. Part of this change has been prompted by companies wanting to retain their current workforce.

ADDITIONAL BENEFITS

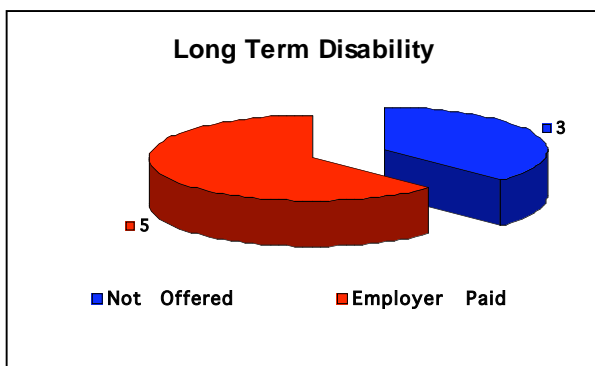
BENEFITS CHART



GROUP LIFE INSURANCE

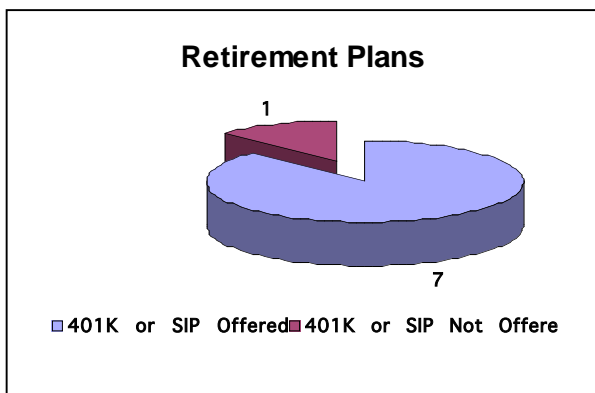


LONG TERM DISABILITY



Of the 5 employers that pay for their employees' long term disability plans, 3 employers offer a plan in which the benefit provided is 60% of an employee's monthly salary.

RETIREMENT PLANS

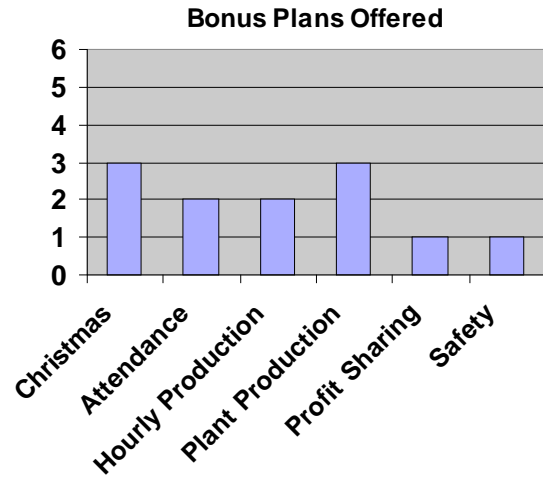
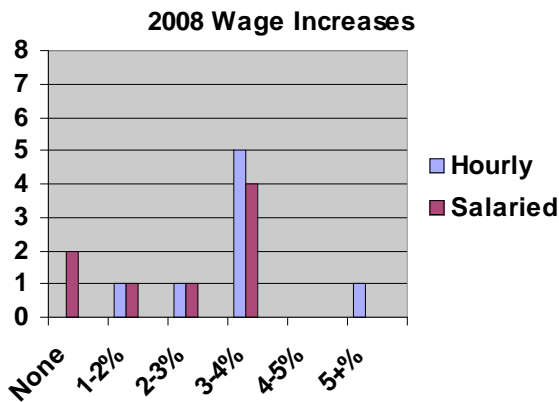


None of the companies offer a pension plan. The 7 that offer a 401K or SIP plan have varying company match percentages:

- 3% of the first 6% (2 responses)
- Up to 4%
- 4% (2 responses)
- Up to 4.5%
- 7%

2008 WAGE INCREASES AND BONUS PLANS

All companies experienced wage increases for hourly employees in 2008. 6 of the 8 companies reported wage increases for salaried employees in 2008. All 8 respondents indicated they offer one or more different employee bonus plans.



SALARIES FOR SELECTED POSITIONS

The survey included entry and mid level positions from the majority of DeWitt manufacturers. The skills needed in most of these positions can be found in the local labor market. For the more technical, skilled occupations employers are required to pay the regional market wage. Most management salaries are determined by longevity with company and required skills for the specific position. All positions listed below have increased the entry wage.

SELECTED POSITIONS	Avg Entry Wage	Entry Wage Range	Mid-Point Wage	Mid-Point Wage Range	Avg Top Wage	Top Wage Range
1. Semi-skilled Labor	9.80 (5)	8.75-12.00	12.35 (3)	12.00-15.65	13.99 (5)	10.50-14.50
2. Clerical	11.22 (6)	8.75-11.00	14.67 (3)	12.75-18.50	15.15 (5)	12.00-20.36
3. Shipping/Receiving	11.23 (6)	8.75-13.74	13.83 (3)	12.75-15.50	14.58 (5)	10.50-17.25
4. Fork Truck Driver	10.70 (3)	8.75-12.00	13.75 (1)	12.00-14.00	13.55 (2)	10.50-16.60
5. Machine Operator (w/ set up)	12.00 (2)	8.85-15.15	18.98 (1)	18.98	17.00 (2)	13.45-20.56
6. Highly Skilled with Training (includes electrical maintenance, paint technician, & welder)	13.02 (6)	8.75-14.81	16.66 (4)	15.00-18.54	17.29 (6)	12.00-21.15
7. Skilled Labor	9.88 (2)	8.75-11.00	13.25 (1)	13.25	13.00 (2)	10.50-15.50
8. Maintenance Mechanic	14.70 (5)	13.00-17.50	18.91 (3)	17.00-20.00	19.63 (5)	15.00-25.02
9. Front Line Supervisor (non salaried)	14.05 (3)	13.40-15.00	16.60 (2)	16.20-17.00	19.30 (3)	19.00-19.60

** Numbers in () indicate the number of responses for that particular position and wage.