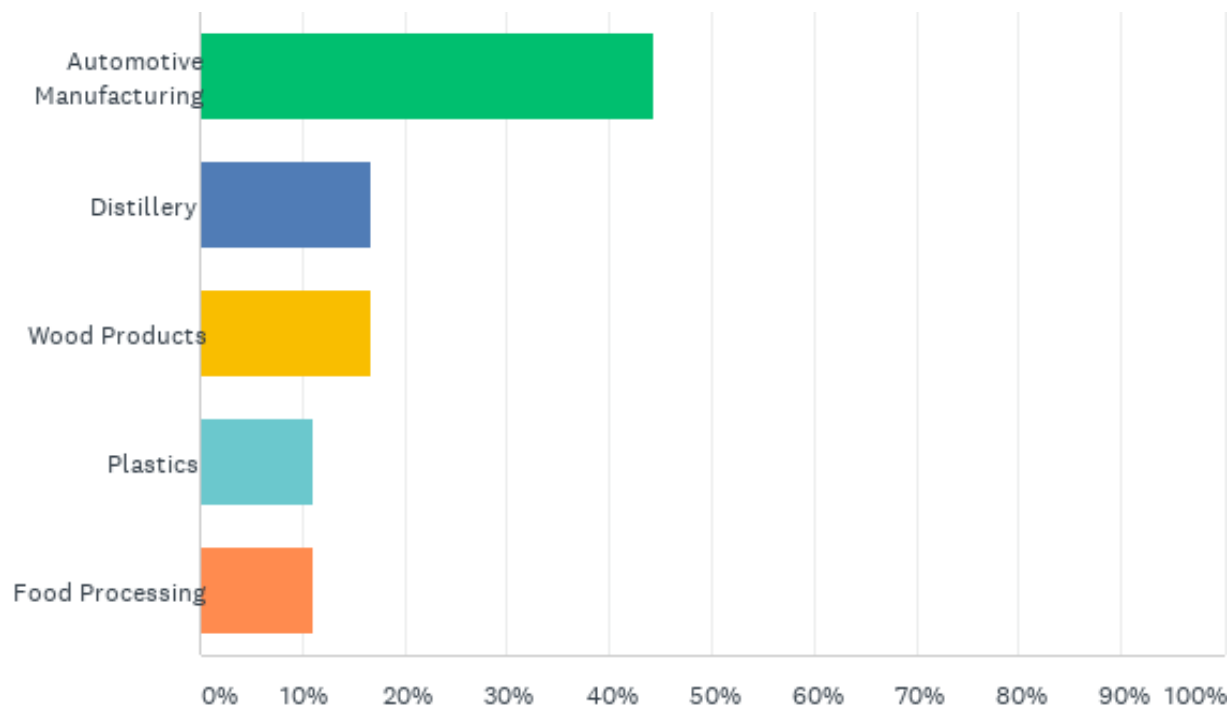


Nelson County Economic Development Agency

Wage and Benefits Survey

2021

Q1: Type of business:

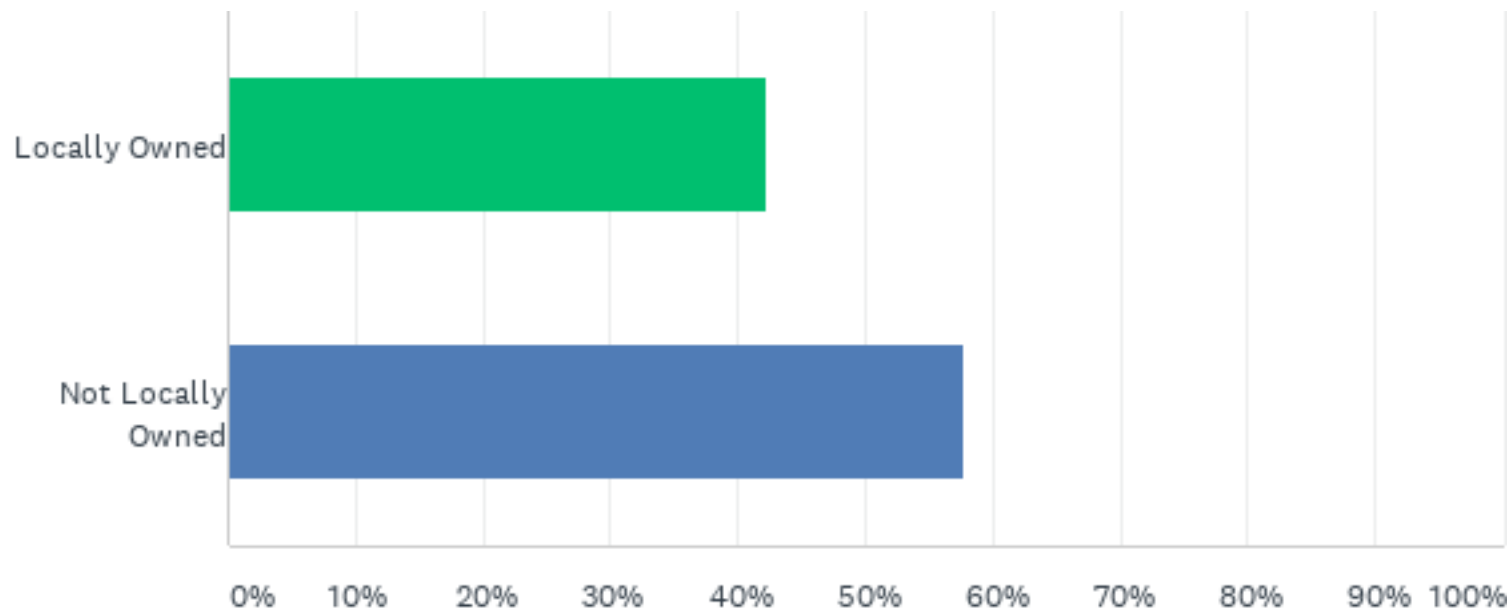


Q1: Type of business:

ANSWER CHOICES	RESPONSES	
Automotive Manufacturing	44.44%	8
Distillery	16.67%	3
Wood Products	16.67%	3
Plastics	11.11%	2
Food Processing	11.11%	2
Total Respondents: 18		

Additional: Utility, Printing, Machine Shop, Construction, Construction/Manufacturing,
Food Distribution, Ready Mix Concrete Producer, Packaging Foam

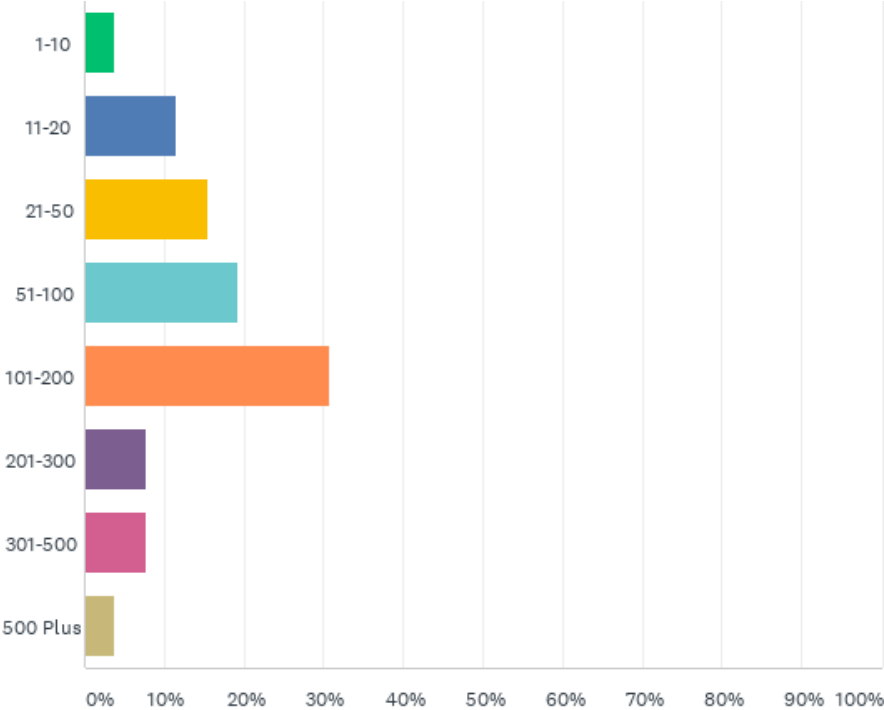
Q2: Business ownership:



Q2: Business ownership:

ANSWER CHOICES	RESPONSES	
Locally Owned	42.31%	11
Not Locally Owned	57.69%	15
TOTAL		26

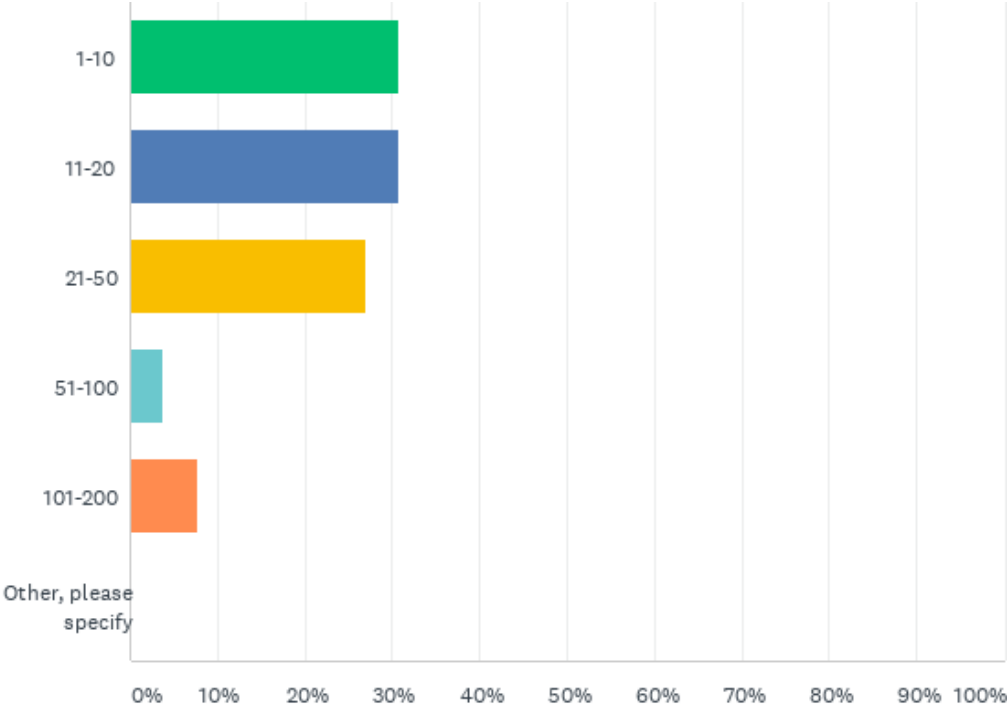
Q3: Number of full-time hourly employees on site:



Q3: Number of full-time hourly employees on site:

ANSWER CHOICES	RESPONSES	
1-10	3.85%	1
11-20	11.54%	3
21-50	15.38%	4
51-100	19.23%	5
101-200	30.77%	8
201-300	7.69%	2
301-500	7.69%	2
500 Plus	3.85%	1
Total Respondents: 26		

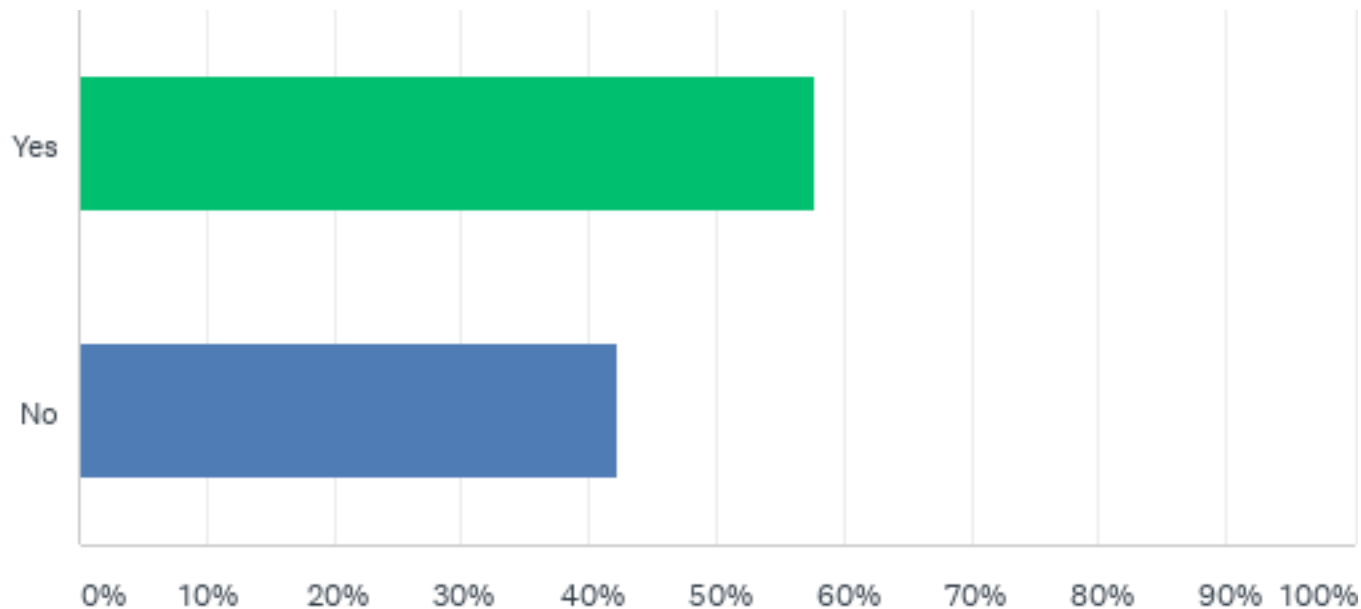
Q4: Number of full-time salaried employees on site:



Q4: Number of full-time salaried employees on site:

ANSWER CHOICES	RESPONSES	
1-10	30.77%	8
11-20	30.77%	8
21-50	26.92%	7
51-100	3.85%	1
101-200	7.69%	2
Other, please specify	0.00%	0
Total Respondents: 26		

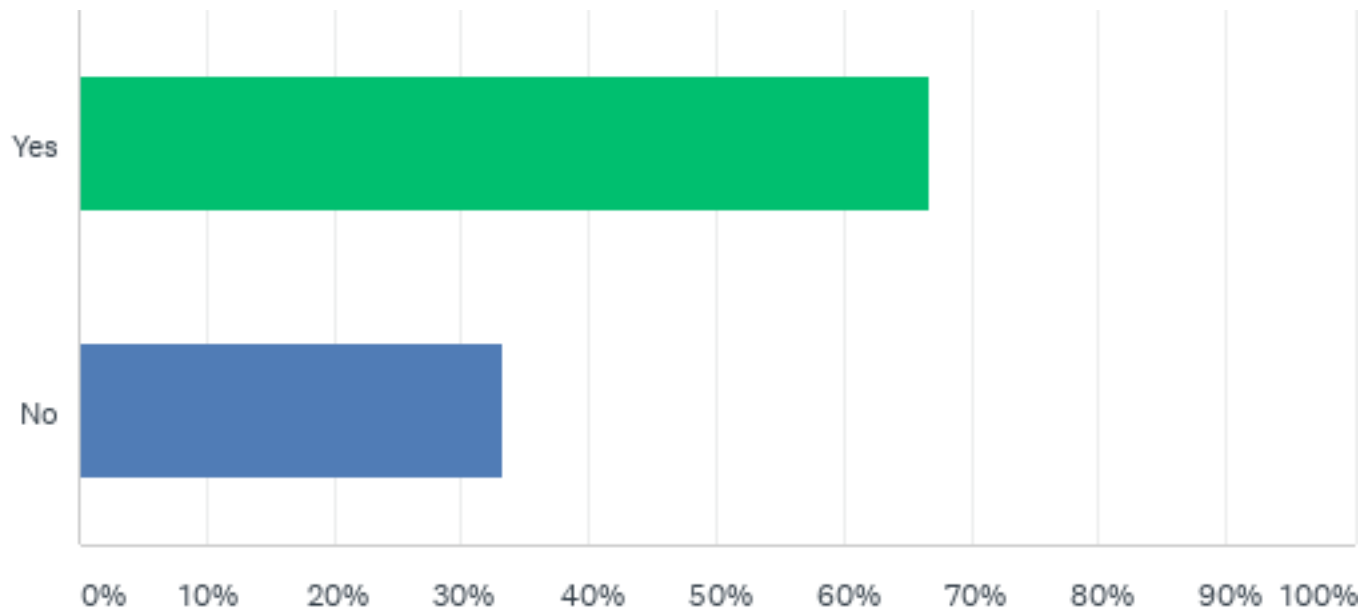
Q5: Do you use temporary employees?



Q5: Do you use temporary employees?

ANSWER CHOICES	RESPONSES	
Yes	57.69%	15
No	42.31%	11
TOTAL		26

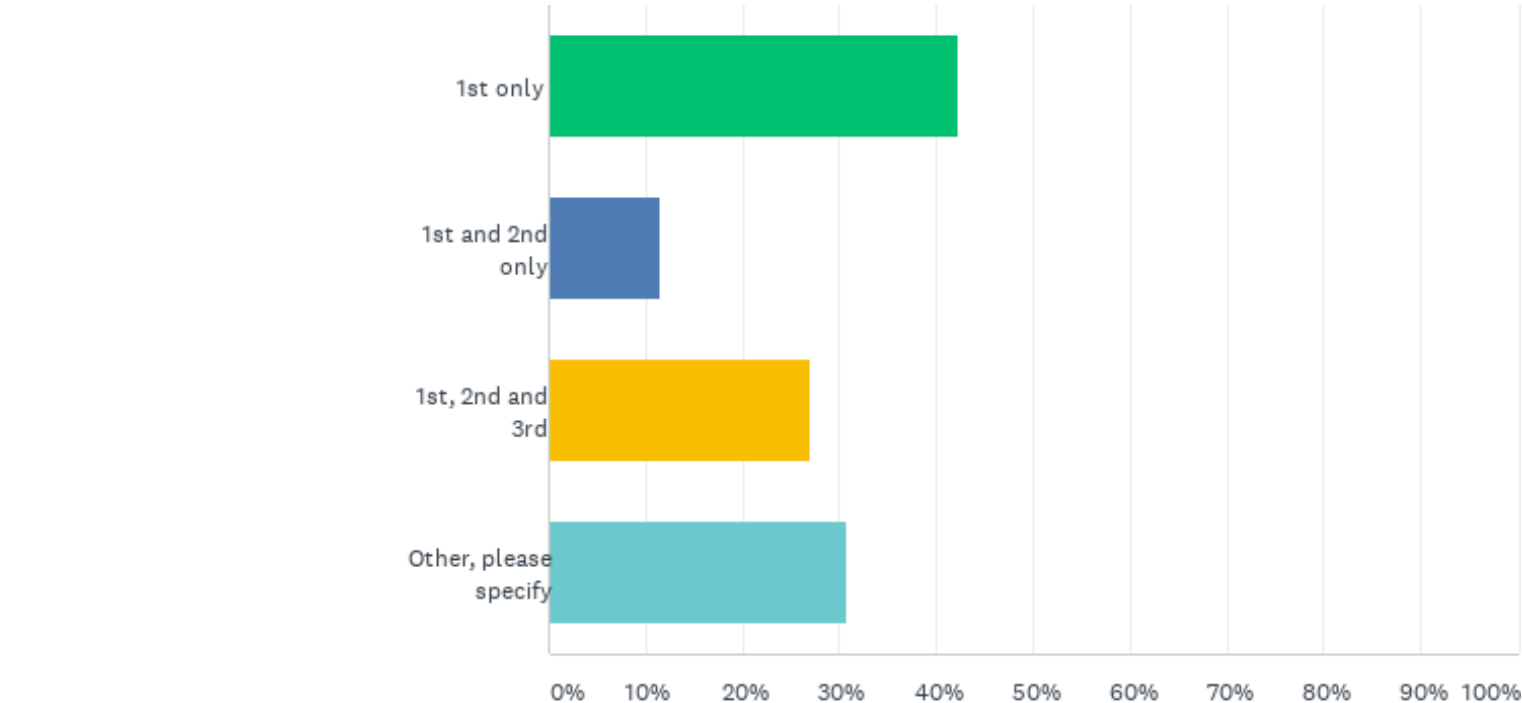
Q6: If "YES", do you hire through a "temp-to-hire" program?



Q6: If "YES", do you hire through a "temp-to-hire" program?

ANSWER CHOICES	RESPONSES	
Yes	66.67%	14
No	33.33%	7
TOTAL		21

Q7: How many shifts do you run?

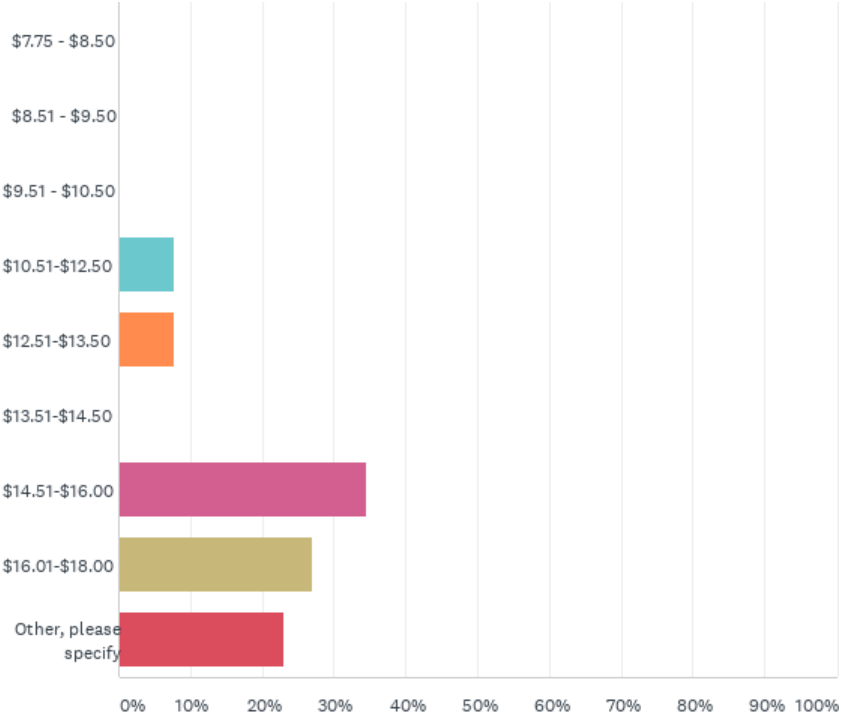


Q7: How many shifts do you run?

ANSWER CHOICES	RESPONSES	
1st only	42.31%	11
1st and 2nd only	11.54%	3
1st, 2nd and 3rd	26.92%	7
Other, please specify	30.77%	8
Total Respondents: 26		

24 hour operations with 6 day and 7 day and weekend schedules
4 to cover 24/7 operation
12 hour rotation
Do not run “shifts.”
12 hours AM & PM rotating shift 36/48 for distillery & 1st only shift for Bottling (new startup)
12 hour shifts 4 days a week
1st, 2nd, 3rd and 4 12 hour shifts
Until recently we had 3 shifts running; due to economy we have eliminated 3rd shift for the time being

Q8: Your average full-time hourly production starting rate is:



Q8: Your average full-time hourly production starting rate is:

ANSWER CHOICES	RESPONSES	
\$7.75 - \$8.50	0.00%	0
\$8.51 - \$9.50	0.00%	0
\$9.51 - \$10.50	0.00%	0
\$10.51-\$12.50	7.69%	2
\$12.51-\$13.50	7.69%	2
\$13.51-\$14.50	0.00%	0
\$14.51-\$16.00	34.62%	9
\$16.01-\$18.00	26.92%	7
Other, please specify	23.08%	6
Total Respondents: 26		

19.31

19.12

Depends on experience

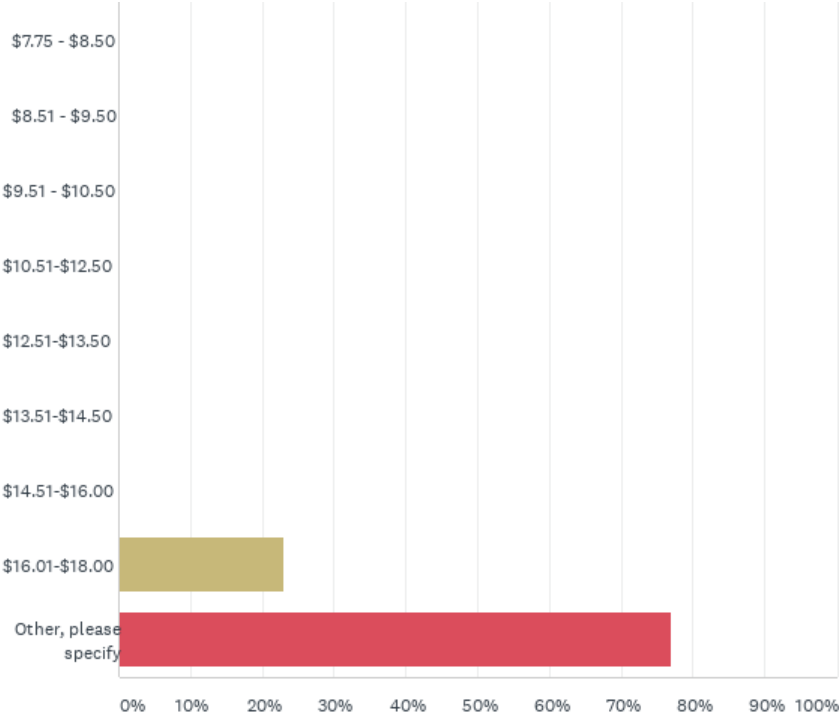
25% of our entry level/starting positions average \$16.00 and 75% average \$23.50 per hour.

20.00

19.50

22.00

Q9: Your full-time production top out rate is:



Q9: Your full-time production top out rate is:

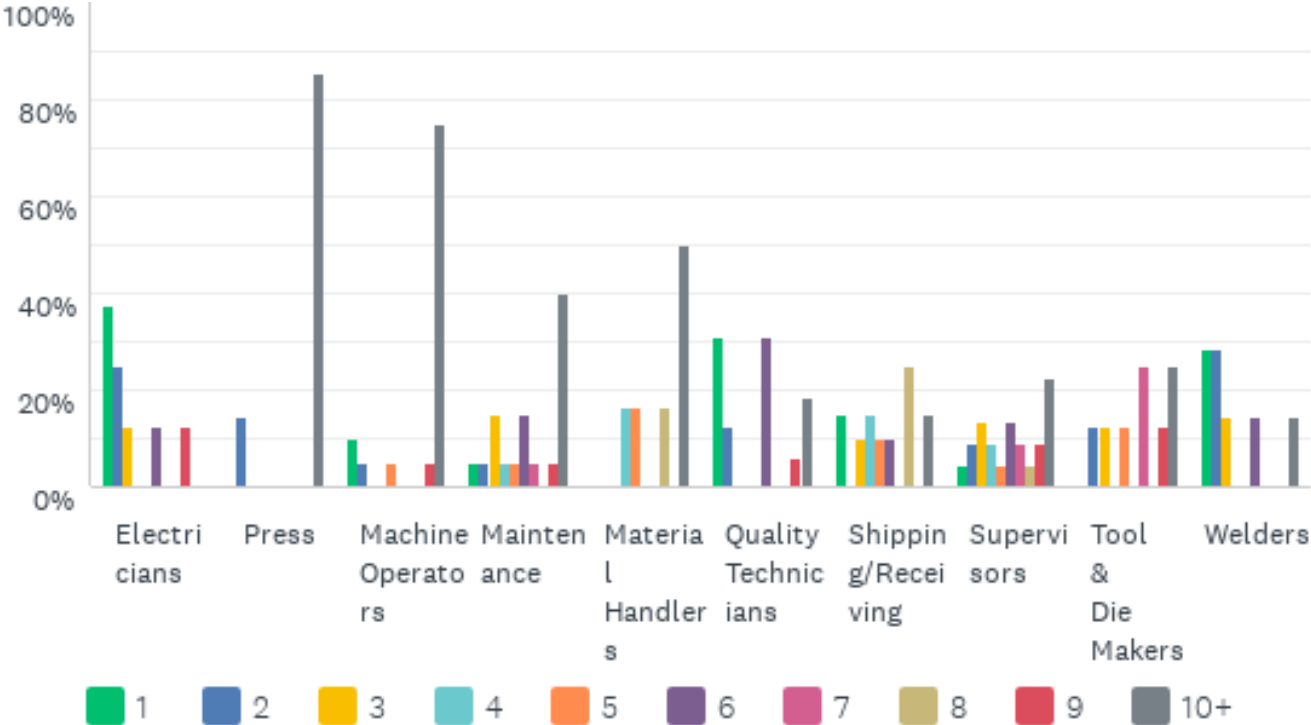
ANSWER CHOICES	RESPONSES	
\$7.75 - \$8.50	0.00%	0
\$8.51 - \$9.50	0.00%	0
\$9.51 - \$10.50	0.00%	0
\$10.51-\$12.50	0.00%	0
\$12.51-\$13.50	0.00%	0
\$13.51-\$14.50	0.00%	0
\$14.51-\$16.00	0.00%	0
\$16.01-\$18.00	23.08%	6
Other, please specify	76.92%	20
Total Respondents: 26		

31.61
Specialized Techs \$30
1st Class Lineman - \$39.19
No top out
28.00
21.12
20.30
18.00 to 21.00 per

Depends on experience
25% of our top of averages around \$22 and 75% around \$26.50 (not including scale work).
28.93
34.00
\$17.00-\$28.00
no top out
20.50
21.00

\$19.68
\$28
19.25 plus shift differential
\$28
\$30.77

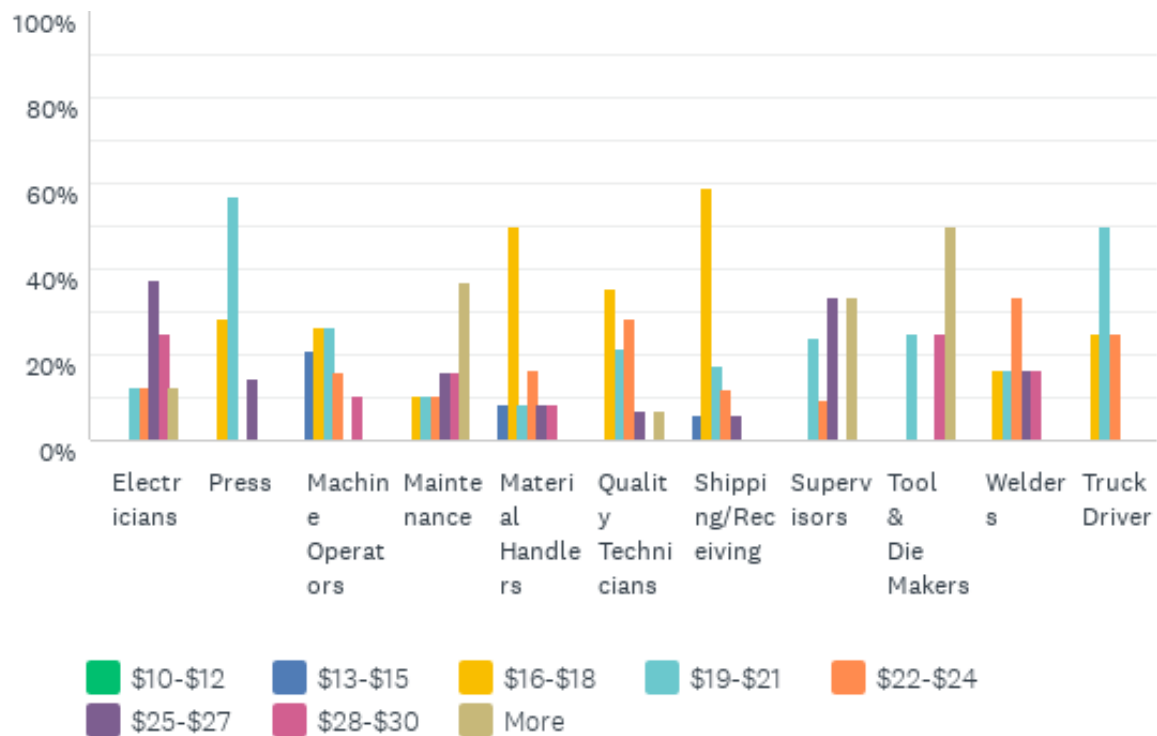
Q10: How many do you employ of the following:



Q10: How many do you employ of the following:

	1	2	3	4	5	6	7	8	9	10+	TOTAL
Electricians	37.50% 3	25.00% 2	12.50% 1	0.00% 0	0.00% 0	12.50% 1	0.00% 0	0.00% 0	12.50% 1	0.00% 0	8
Press	0.00% 0	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	85.71% 6	7
Machine Operators	10.00% 2	5.00% 1	0.00% 0	0.00% 0	5.00% 1	0.00% 0	0.00% 0	0.00% 0	5.00% 1	75.00% 15	20
Maintenance	5.00% 1	5.00% 1	15.00% 3	5.00% 1	5.00% 1	15.00% 3	5.00% 1	0.00% 0	5.00% 1	40.00% 8	20
Material Handlers	0.00% 0	0.00% 0	0.00% 0	16.67% 2	16.67% 2	0.00% 0	0.00% 0	16.67% 2	0.00% 0	50.00% 6	12
Quality Technicians	31.25% 5	12.50% 2	0.00% 0	0.00% 0	0.00% 0	31.25% 5	0.00% 0	0.00% 0	6.25% 1	18.75% 3	16
Shipping/Receiving	15.00% 3	0.00% 0	10.00% 2	15.00% 3	10.00% 2	10.00% 2	0.00% 0	25.00% 5	0.00% 0	15.00% 3	20
Supervisors	4.55% 1	9.09% 2	13.64% 3	9.09% 2	4.55% 1	13.64% 3	9.09% 2	4.55% 1	9.09% 2	22.73% 5	22
Tool & Die Makers	0.00% 0	12.50% 1	12.50% 1	0.00% 0	12.50% 1	0.00% 0	25.00% 2	0.00% 0	12.50% 1	25.00% 2	8
Welders	28.57% 2	28.57% 2	14.29% 1	0.00% 0	0.00% 0	14.29% 1	0.00% 0	0.00% 0	0.00% 0	14.29% 1	7

Q11: Hourly wage for the following:



Q11: Hourly wage for the following:

	\$10-\$12	\$13-\$15	\$16-\$18	\$19-\$21	\$22-\$24	\$25-\$27	\$28-\$30	MORE	TOTAL	WEIGHTED AVERAGE
Electricians	0.00% 0	0.00% 0	0.00% 0	12.50% 1	12.50% 1	37.50% 3	25.00% 2	12.50% 1	8	6.13
Press	0.00% 0	0.00% 0	28.57% 2	57.14% 4	0.00% 0	14.29% 1	0.00% 0	0.00% 0	7	4.00
Machine Operators	0.00% 0	21.05% 4	26.32% 5	26.32% 5	15.79% 3	0.00% 0	10.53% 2	0.00% 0	19	3.79
Maintenance	0.00% 0	0.00% 0	10.53% 2	10.53% 2	10.53% 2	15.79% 3	15.79% 3	36.84% 7	19	6.26
Material Handlers	0.00% 0	8.33% 1	50.00% 6	8.33% 1	16.67% 2	8.33% 1	8.33% 1	0.00% 0	12	3.92
Quality Technicians	0.00% 0	0.00% 0	35.71% 5	21.43% 3	28.57% 4	7.14% 1	0.00% 0	7.14% 1	14	4.36
Shipping/Receiving	0.00% 0	5.88% 1	58.82% 10	17.65% 3	11.76% 2	5.88% 1	0.00% 0	0.00% 0	17	3.53
Supervisors	0.00% 0	0.00% 0	0.00% 0	23.81% 5	9.52% 2	33.33% 7	0.00% 0	33.33% 7	21	6.10
Tool & Die Makers	0.00% 0	0.00% 0	0.00% 0	25.00% 2	0.00% 0	0.00% 0	25.00% 2	50.00% 4	8	6.75
Welders	0.00% 0	0.00% 0	16.67% 1	16.67% 1	33.33% 2	16.67% 1	16.67% 1	0.00% 0	6	5.00
Truck Driver	0.00% 0	0.00% 0	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4	4.00

Q12: Please check annual salary range for each that apply:

	ACCOUNTING/FINANCIAL ANALYSIS	ACCOUNTING SPECIALISTS/CLERICAL	ADMINISTRATIVE SUPPORT	CONTROLLER/ACCOUNTING MANAGER	DEPARTMENT MANAGERS	ENGINEERS
\$20-30k	25.00% 1	25.00% 1	25.00% 1	25.00% 1	0.00% 0	0.00% 0
\$30-40k	0.00% 0	25.00% 3	41.67% 5	0.00% 0	0.00% 0	0.00% 0
\$40-50k	3.70% 1	7.41% 2	18.52% 5	0.00% 0	7.41% 2	0.00% 0
\$50-60k	10.34% 3	10.34% 3	6.90% 2	0.00% 0	6.90% 2	3.45% 1
\$60-70k	3.57% 1	3.57% 1	0.00% 0	3.57% 1	0.00% 0	7.14% 2
\$70-80k	2.78% 1	2.78% 1	2.78% 1	0.00% 0	8.33% 3	11.11% 4
\$80-90k	6.25% 1	0.00% 0	0.00% 0	12.50% 2	18.75% 3	0.00% 0
\$90-100k	5.88% 1	0.00% 0	0.00% 0	0.00% 0	5.88% 1	0.00% 0
\$100-110k	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 1	20.00% 1
\$110k and above	4.00% 1	0.00% 0	0.00% 0	24.00% 6	0.00% 0	16.00% 4

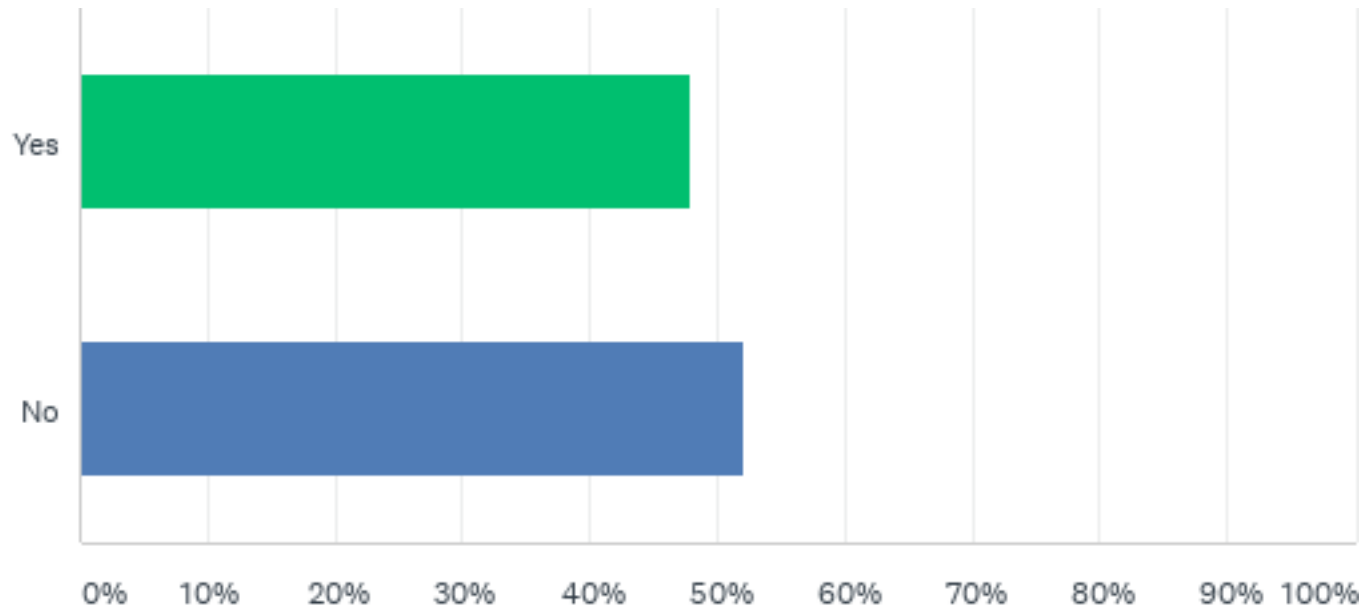
Q12: Please check annual salary range for each that apply:

HR MANAGER ▾	HR GENERALIST ▾	IT ▾	MATERIALS ANALYSIS ▾	MATERIALS MANAGER ▾	MATERIALS SPECIALIST ▾	QUALITY ENGINEER ▾	QUALITY MANAGER ▾	PRODUCTION/OPERATIONS MANAGER ▾
0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
8.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
7.41% 2	3.70% 1	3.70% 1	7.41% 2	0.00% 0	7.41% 2	7.41% 2	7.41% 2	0.00% 0
6.90% 2	10.34% 3	6.90% 2	3.45% 1	3.45% 1	3.45% 1	0.00% 0	0.00% 0	6.90% 2
3.57% 1	10.71% 3	3.57% 1	0.00% 0	7.14% 2	3.57% 1	7.14% 2	3.57% 1	14.29% 4
8.33% 3	8.33% 3	0.00% 0	2.78% 1	2.78% 1	0.00% 0	11.11% 4	13.89% 5	5.56% 2
12.50% 2	0.00% 0	0.00% 0	0.00% 0	6.25% 1	0.00% 0	6.25% 1	18.75% 3	6.25% 1
11.76% 2	0.00% 0	11.76% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	23.53% 4	5.88% 1
0.00% 0	0.00% 0	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
20.00% 5	0.00% 0	4.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	28.00% 7

Q12: Please check annual salary range for each that apply:

PRODUCTION/SUPERVISOR ▼	SAFETY MANAGER ▼	SAFETY COORDINATOR/ASSISTANT ▼	SALES ▼	TOTAL ▼	WEIGHTED AVERAGE ▼
0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	1.00
0.00% 0	8.33% 1	16.67% 2	0.00% 0	12	2.00
18.52% 5	0.00% 0	0.00% 0	0.00% 0	27	3.00
10.34% 3	0.00% 0	6.90% 2	3.45% 1	29	4.00
17.86% 5	7.14% 2	0.00% 0	3.57% 1	28	5.00
2.78% 1	8.33% 3	0.00% 0	8.33% 3	36	6.00
0.00% 0	6.25% 1	6.25% 1	0.00% 0	16	7.00
0.00% 0	17.65% 3	5.88% 1	11.76% 2	17	8.00
0.00% 0	0.00% 0	0.00% 0	40.00% 2	5	9.00
0.00% 0	4.00% 1	0.00% 0	0.00% 0	25	10.00

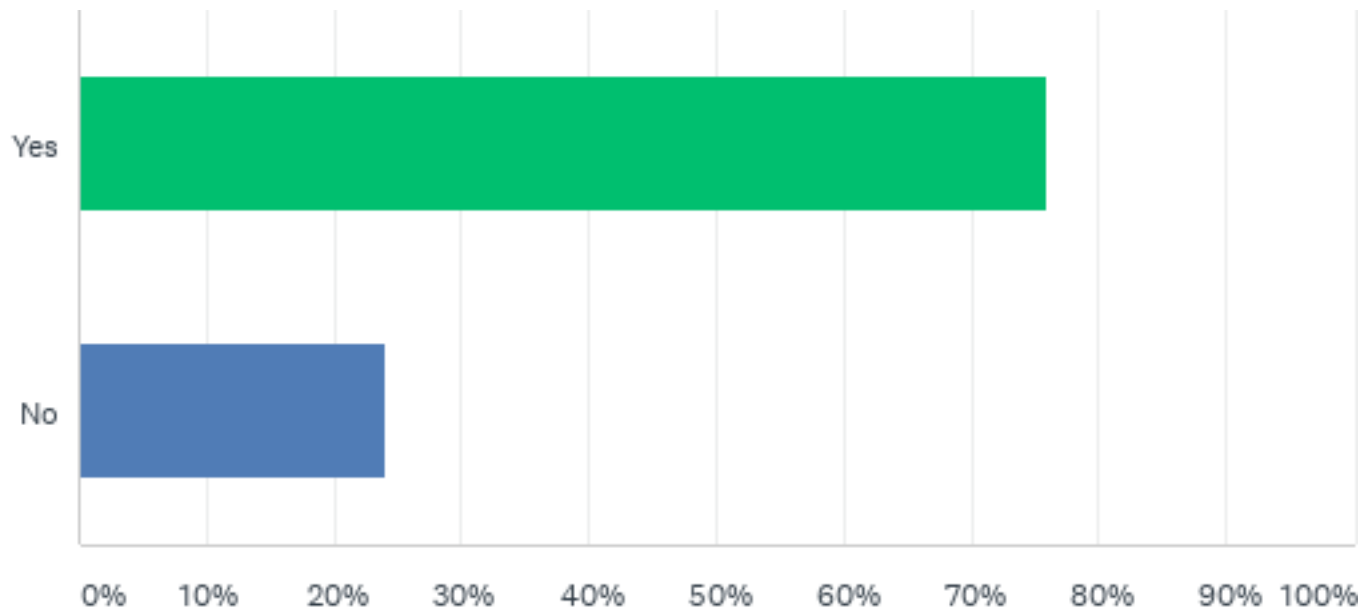
Q13: Do you offer more than one health plan?



Q13: Do you offer more than one health plan?

ANSWER CHOICES	RESPONSES	
Yes	48.00%	12
No	52.00%	13
TOTAL		25

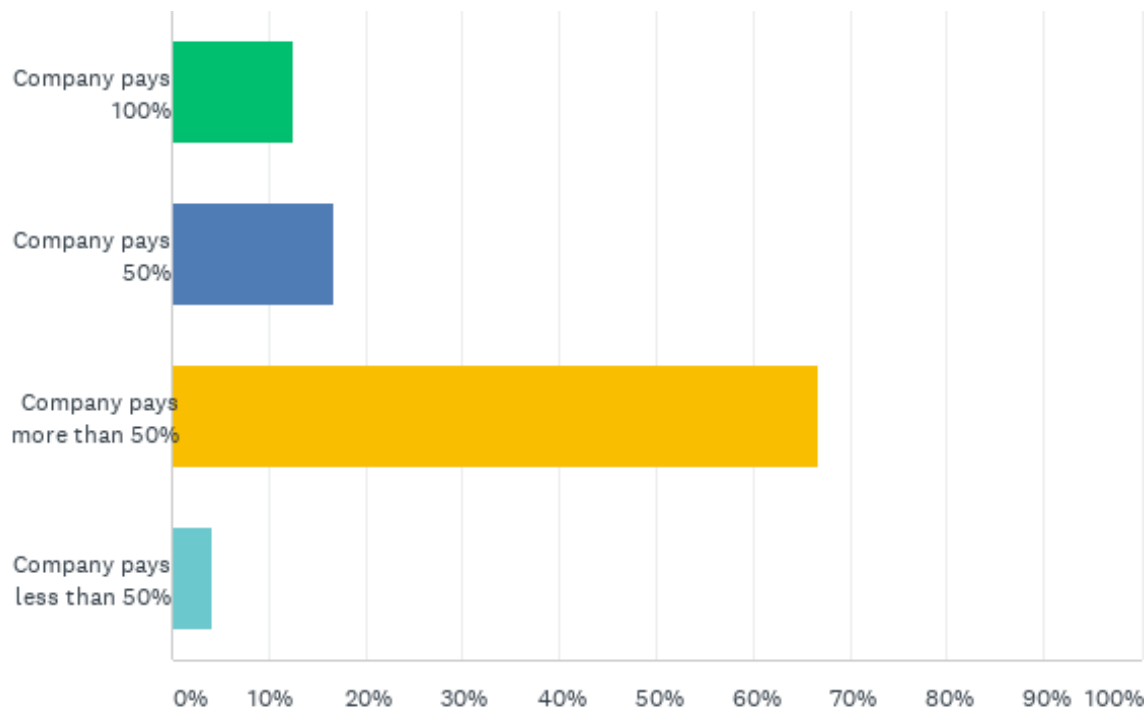
Q14: Do you pay for health coverage for your employees?



Q14: Do you pay for health coverage for your employees?

ANSWER CHOICES	RESPONSES	
Yes	76.00%	19
No	24.00%	6
TOTAL		25

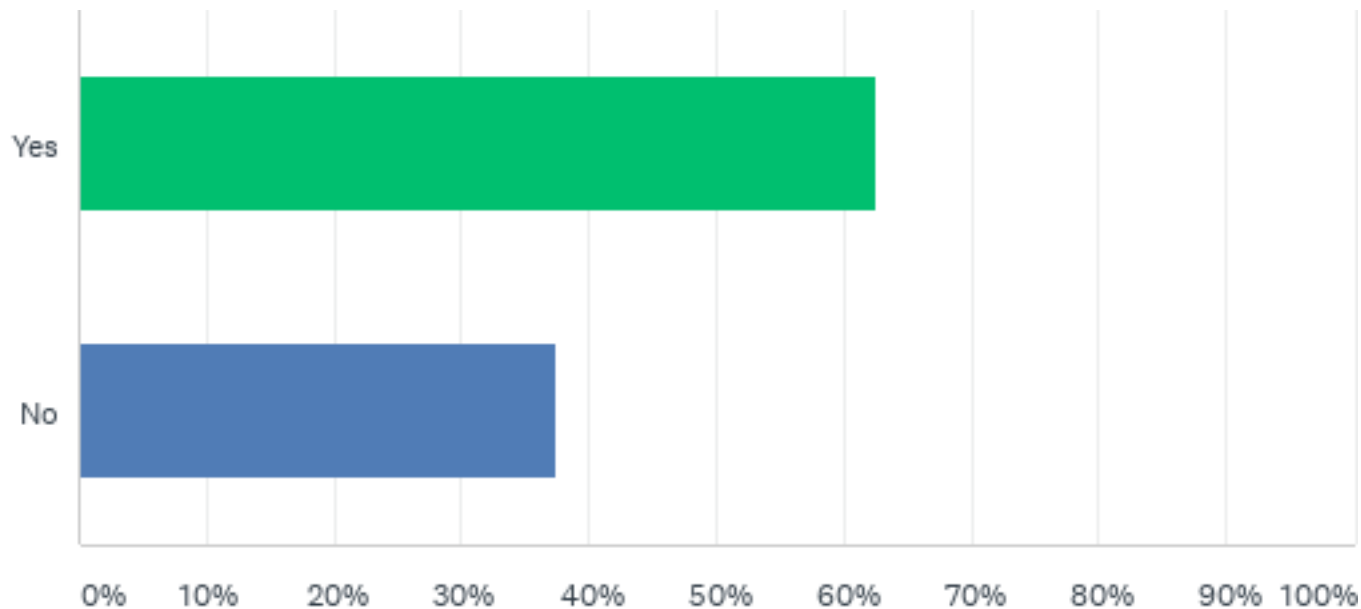
Q15: Health coverage for your employees:



Q15: Health coverage for your employees:

ANSWER CHOICES	RESPONSES	
Company pays 100%	12.50%	3
Company pays 50%	16.67%	4
Company pays more than 50%	66.67%	16
Company pays less than 50%	4.17%	1
TOTAL		24

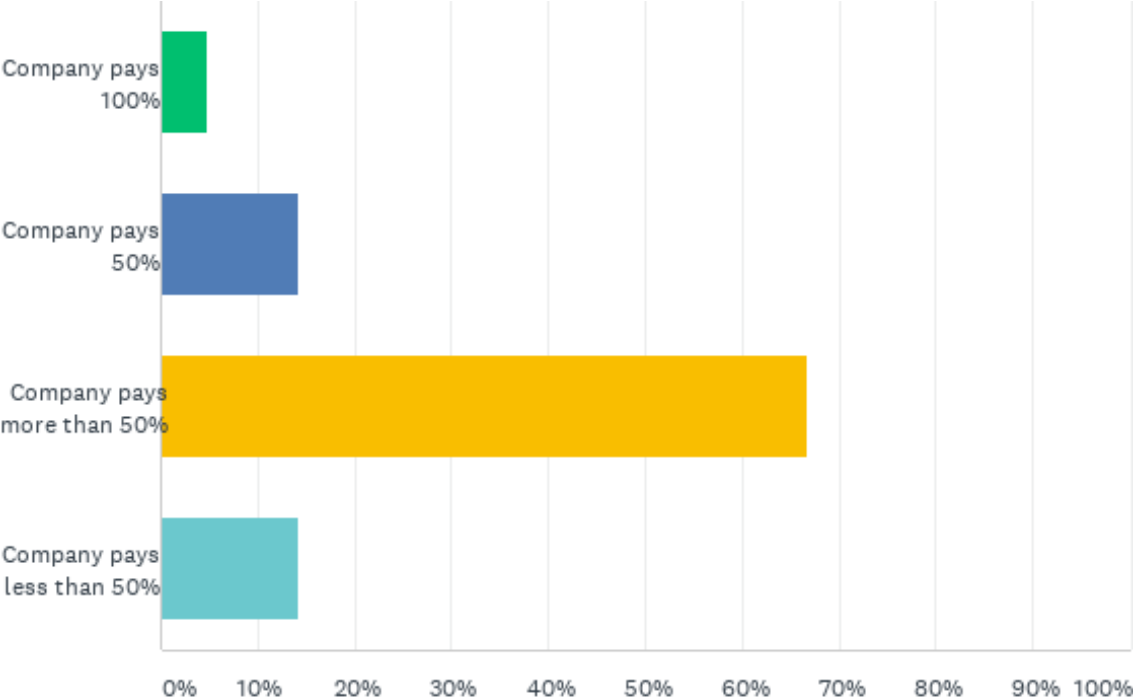
Q16: Do you pay for employee family health coverage?



Q16: Do you pay for employee family health coverage?

ANSWER CHOICES	RESPONSES	
Yes	62.50%	15
No	37.50%	9
TOTAL		24

Q17: Family health coverage:

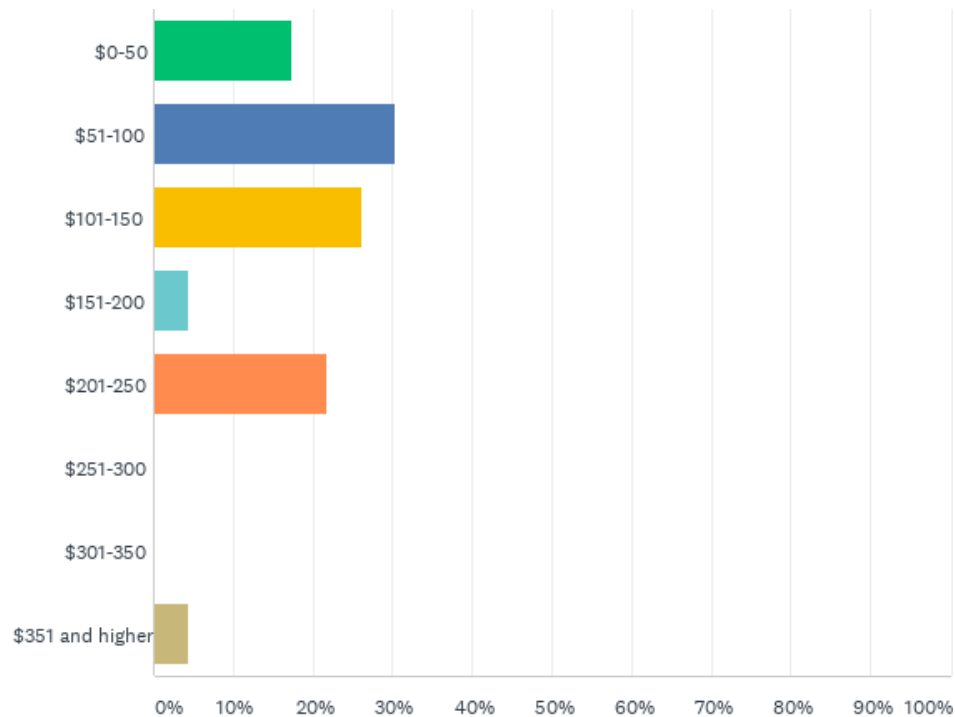


Q17: Family health coverage:

Answered: 21 Skipped: 5

ANSWER CHOICES	RESPONSES	
Company pays 100%	4.76%	1
Company pays 50%	14.29%	3
Company pays more than 50%	66.67%	14
Company pays less than 50%	14.29%	3
TOTAL		21

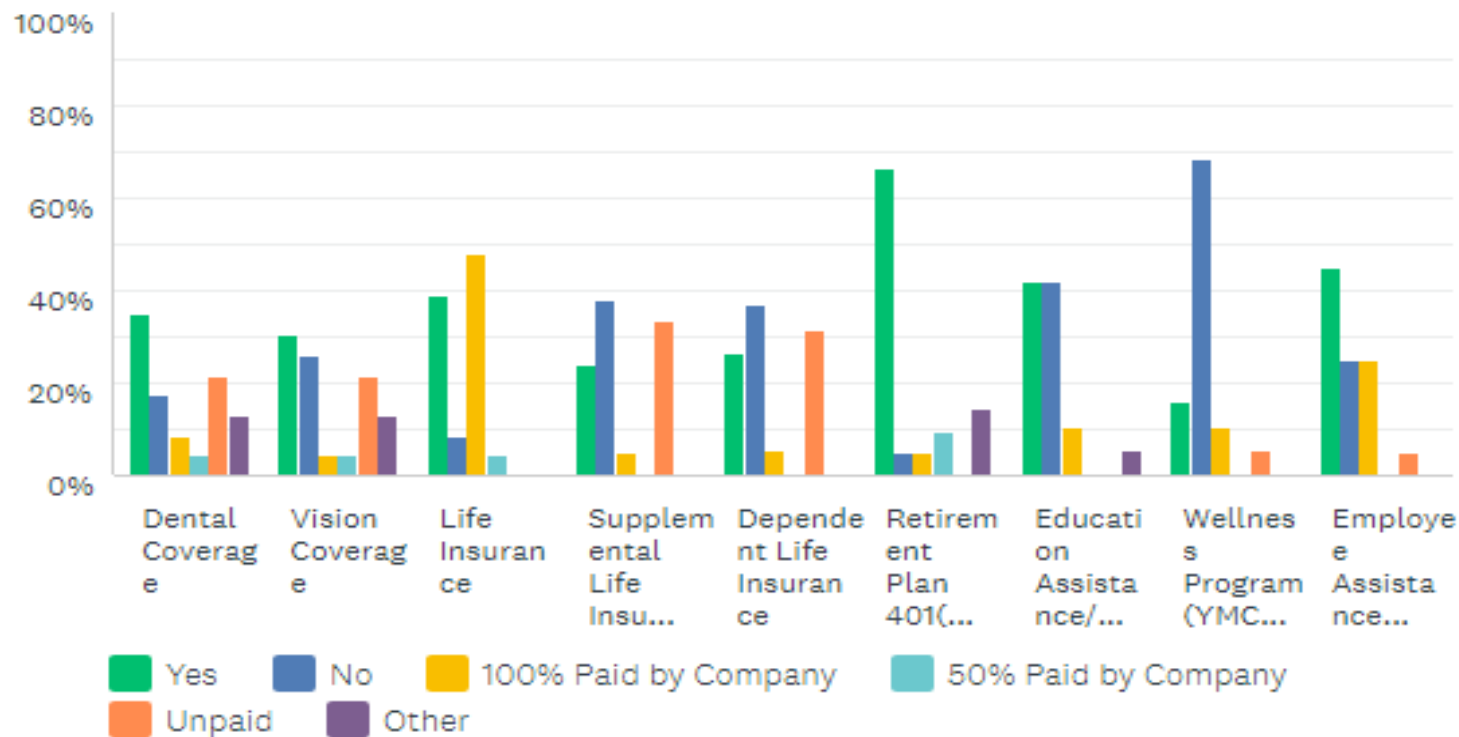
Q18: What is the average monthly cost to the employee for a premium plan?



Q18: What is the average monthly cost to the employee for a premium plan?

ANSWER CHOICES	RESPONSES	
\$0-50	17.39%	4
\$51-100	30.43%	7
\$101-150	26.09%	6
\$151-200	4.35%	1
\$201-250	21.74%	5
\$251-300	0.00%	0
\$301-350	0.00%	0
\$351 and higher	4.35%	1
Total Respondents: 23		

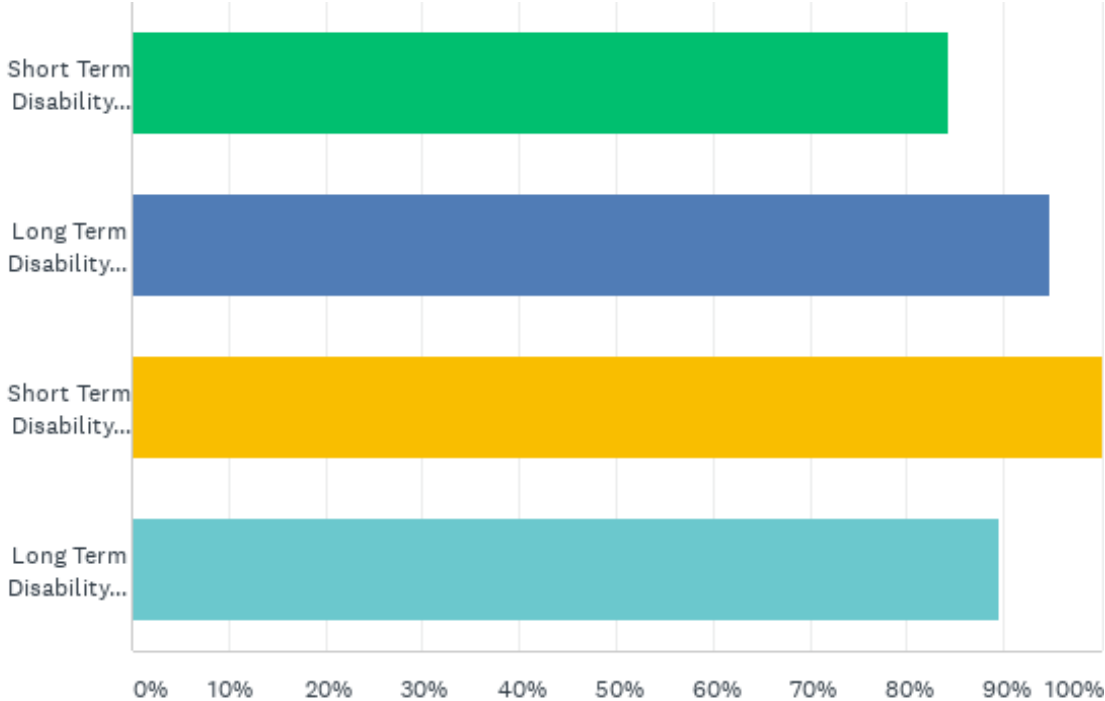
Q19: Please check "yes", "no", "paid by company" or "unpaid".



Q19: Please check "yes", "no", "paid by company" or "unpaid".

	YES	NO	100% PAID BY COMPANY	50% PAID BY COMPANY	UNPAID	OTHER	TOTAL	WEIGHTED AVERAGE
Dental Coverage	34.78% 8	17.39% 4	8.70% 2	4.35% 1	21.74% 5	13.04% 3	23	3.00
Vision Coverage	30.43% 7	26.09% 6	4.35% 1	4.35% 1	21.74% 5	13.04% 3	23	3.00
Life Insurance	39.13% 9	8.70% 2	47.83% 11	4.35% 1	0.00% 0	0.00% 0	23	2.17
Supplemental Life Insurance	23.81% 5	38.10% 8	4.76% 1	0.00% 0	33.33% 7	0.00% 0	21	2.81
Dependent Life Insurance	26.32% 5	36.84% 7	5.26% 1	0.00% 0	31.58% 6	0.00% 0	19	2.74
Retirement Plan 401(k), IRA, etc.	66.67% 14	4.76% 1	4.76% 1	9.52% 2	0.00% 0	14.29% 3	21	2.14
Education Assistance/Reimbursement	42.11% 8	42.11% 8	10.53% 2	0.00% 0	0.00% 0	5.26% 1	19	1.89
Wellness Program (YMCA/Health Club, etc.)	15.79% 3	68.42% 13	10.53% 2	0.00% 0	5.26% 1	0.00% 0	19	2.11
Employee Assistance Program	45.00% 9	25.00% 5	25.00% 5	0.00% 0	5.00% 1	0.00% 0	20	1.95

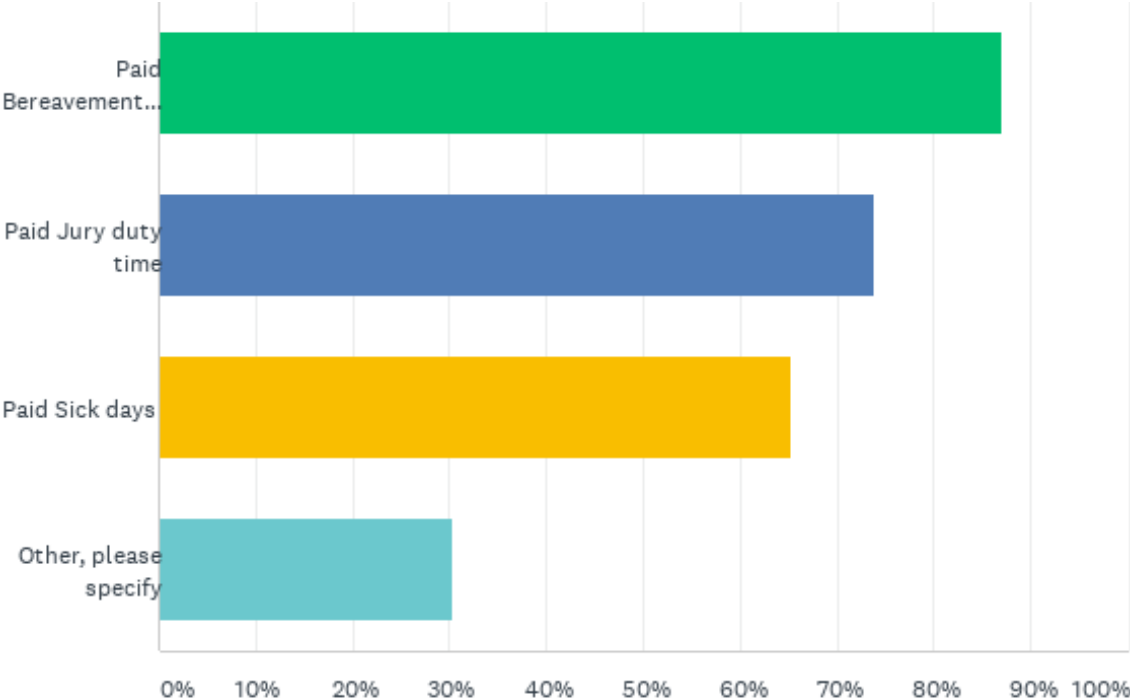
Q20: You offer: (check all that apply)



Q20: You offer: (check all that apply)

ANSWER CHOICES	RESPONSES	
Short Term Disability Insurance For Salaried	84.21%	16
Long Term Disability Insurance For Salaried	94.74%	18
Short Term Disability Insurance For Hourly	100.00%	19
Long Term Disability Insurance for Hourly	89.47%	17
Total Respondents: 19		

Q21: You offer: (check all that apply)

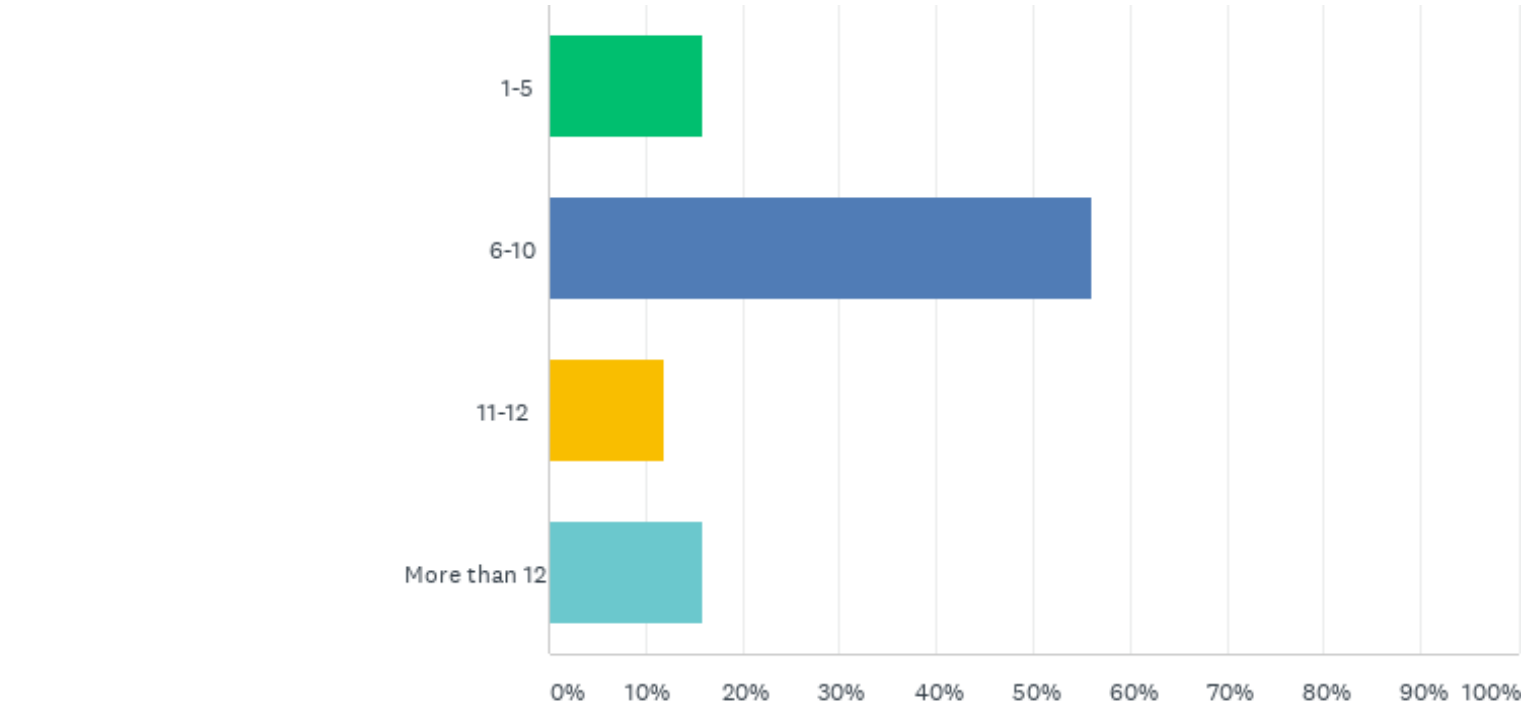


Q21: You offer: (check all that apply)

ANSWER CHOICES	RESPONSES	
Paid Bereavement leave	86.96%	20
Paid Jury duty time	73.91%	17
Paid Sick days	65.22%	15
Other, please specify	30.43%	7
Total Respondents: 23		

Paid Parental Leave
Vacation, Personal Time, Attendance Incentives
Depends on employee's status.
PTO time (includes Vacation & Sick Time), use PTO language
PTO-Time off-personal-sick time
Paid Holidays
Emergency PTO due to Covid 19

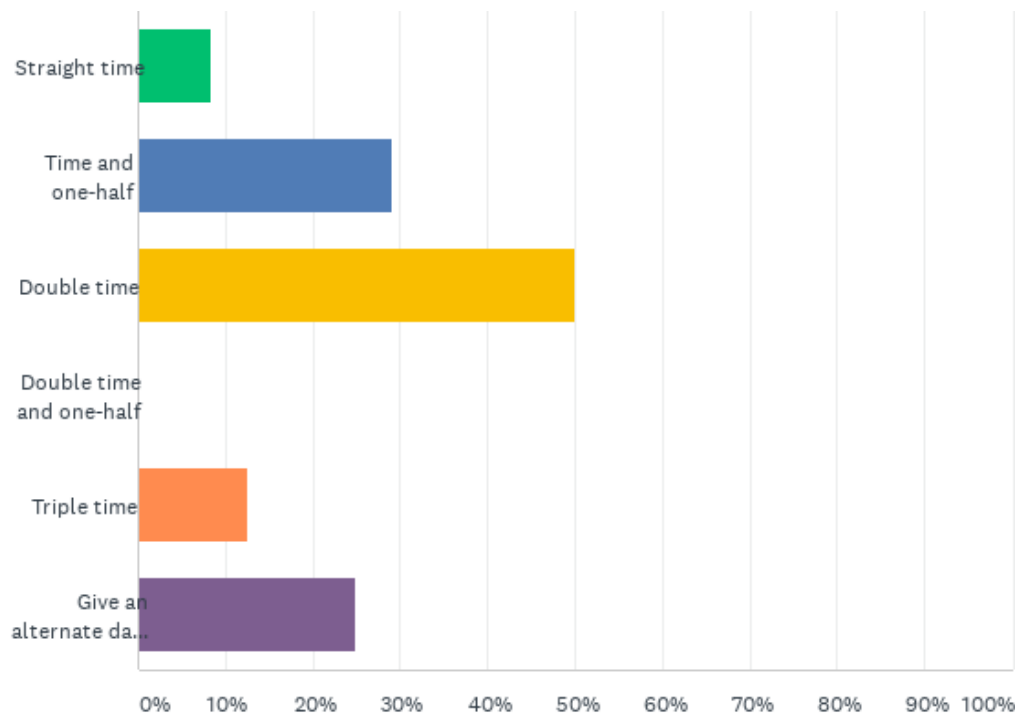
Q22: How many paid holidays do you have?



Q22: How many paid holidays do you have?

ANSWER CHOICES	RESPONSES	
1-5	16.00%	4
6-10	56.00%	14
11-12	12.00%	3
More than 12	16.00%	4
Total Respondents: 25		

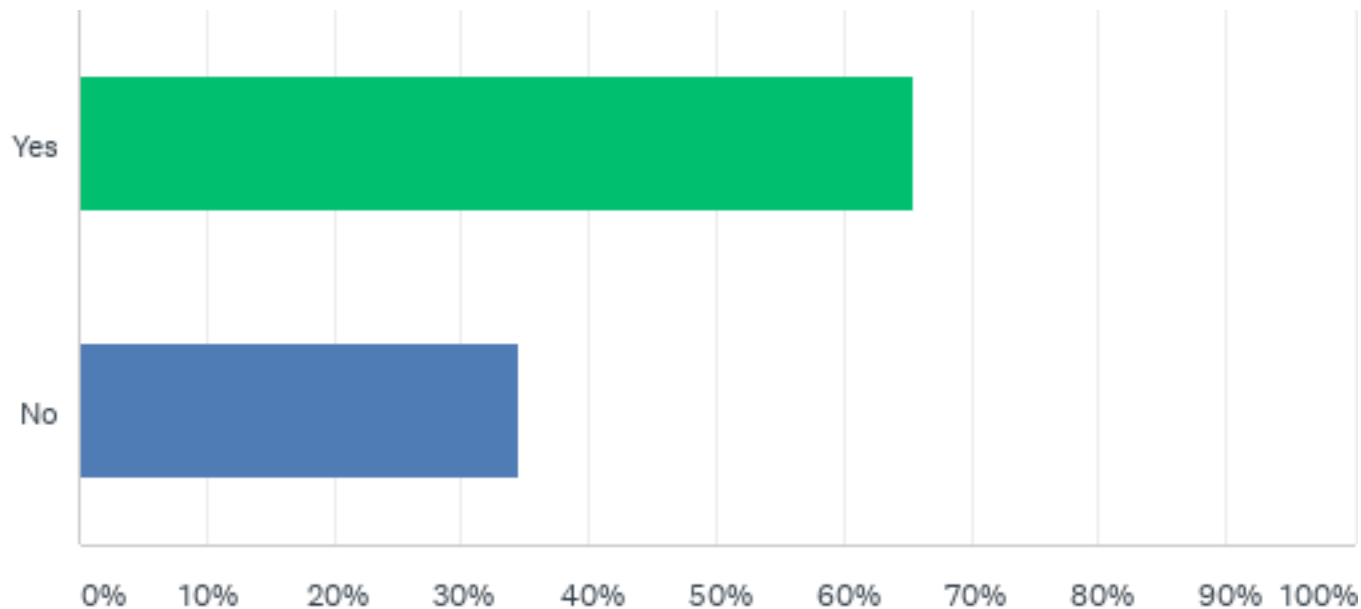
Q23: In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday? (Check all that apply)



Q23: In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday? (Check all that apply)

ANSWER CHOICES	RESPONSES	
Straight time	8.33%	2
Time and one-half	29.17%	7
Double time	50.00%	12
Double time and one-half	0.00%	0
Triple time	12.50%	3
Give an alternate day off	25.00%	6
Total Respondents: 24		

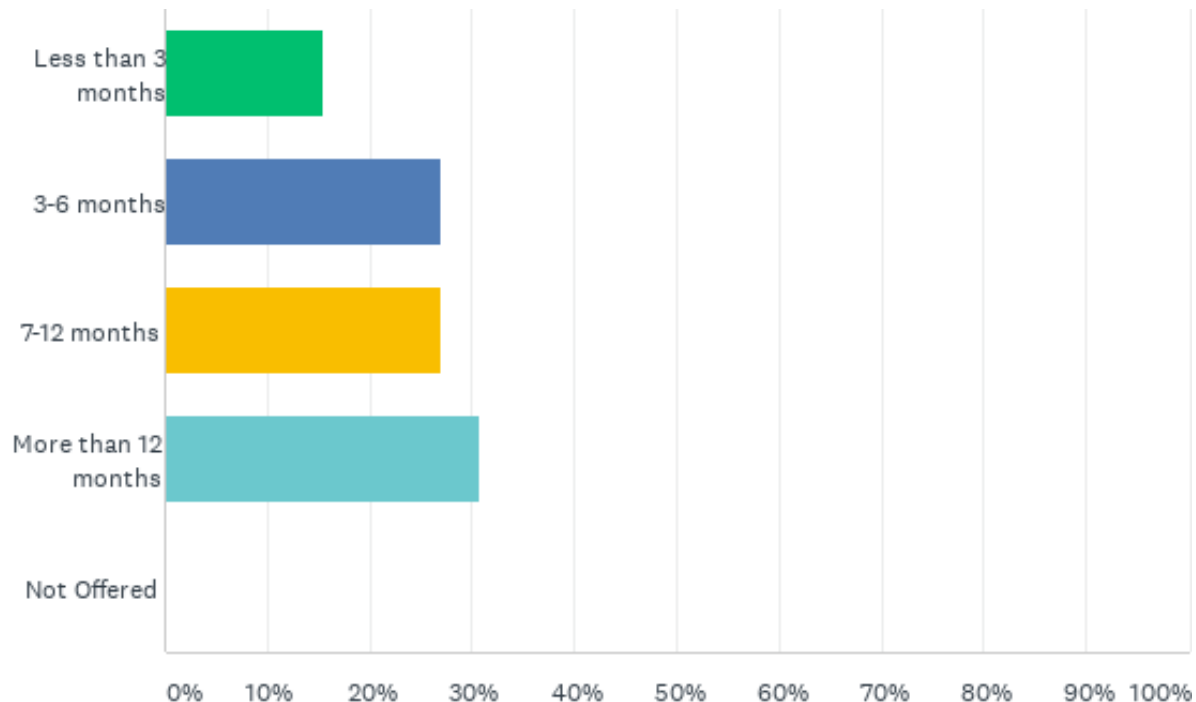
Q24: Is there paid vacation before one (1) year of service?



Q24: Is there paid vacation before one (1) year of service?

ANSWER CHOICES	RESPONSES	
Yes	65.38%	17
No	34.62%	9
TOTAL		26

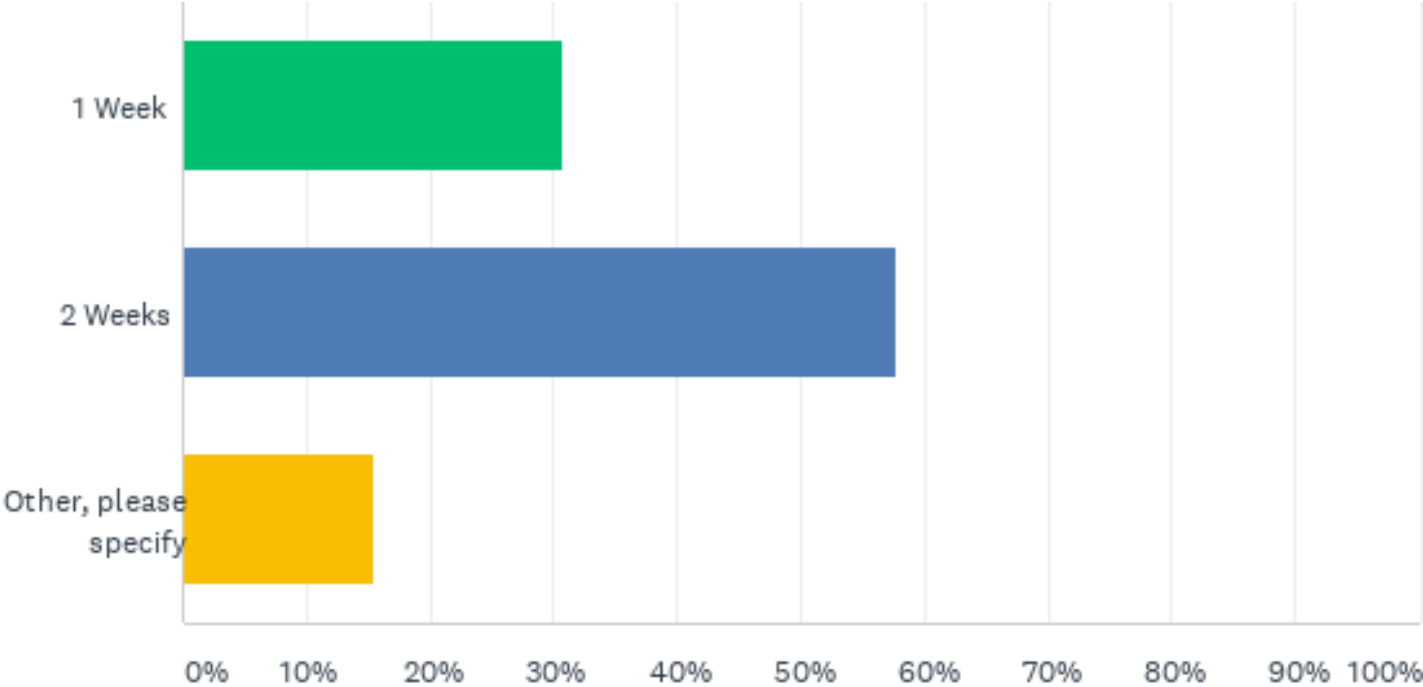
Q25: For the bulk of your organization's workforce, how many months does it take to qualify for 1 week of vacation?



Q25: For the bulk of your organization's workforce, how many months does it take to qualify for 1 week of vacation?

ANSWER CHOICES	RESPONSES	
Less than 3 months	15.38%	4
3-6 months	26.92%	7
7-12 months	26.92%	7
More than 12 months	30.77%	8
Not Offered	0.00%	0
TOTAL		26

Q26: How much vacation is paid after one (1) year?

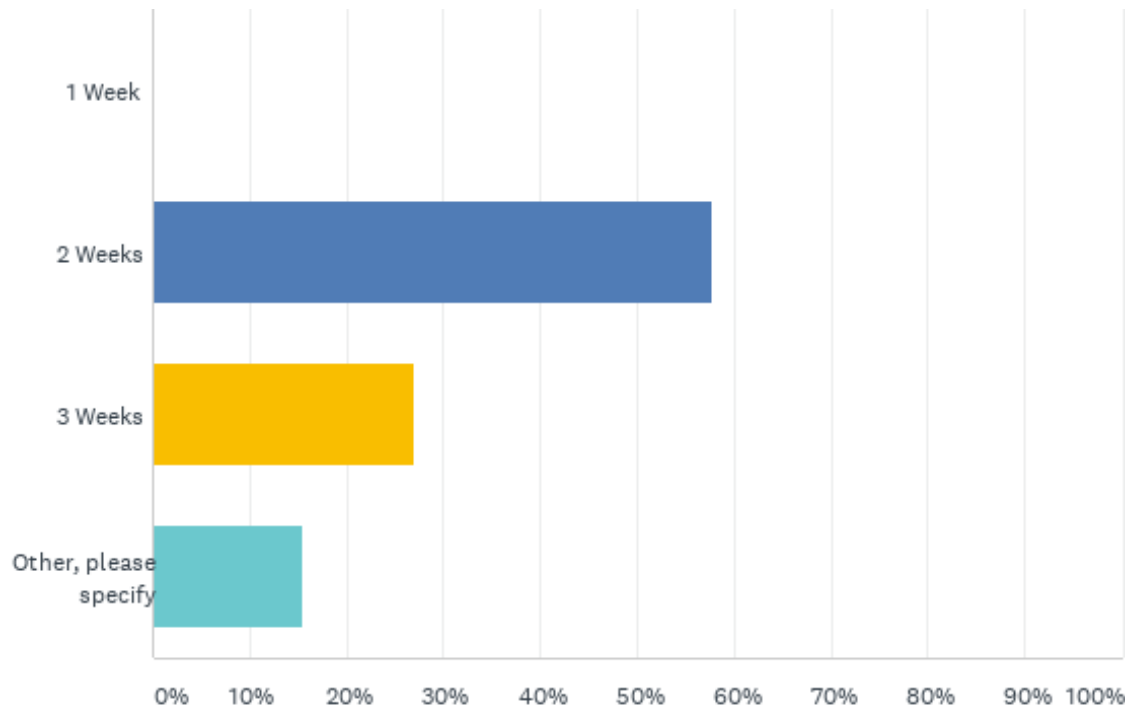


Q26: How much vacation is paid after one (1) year?

ANSWER CHOICES	RESPONSES	
1 Week	30.77%	8
2 Weeks	57.69%	15
Other, please specify	15.38%	4
Total Respondents: 26		

3 Weeks
96 hours
After 30 days, 3 weeks (3 weeks pro-rated first year)
Associates receive 40 Hours of Sick PTO after 90 days
3 weeks (eligible after 30 days and pro-rated first year)

Q27: How much paid vacation after three (3) to five (5) years?

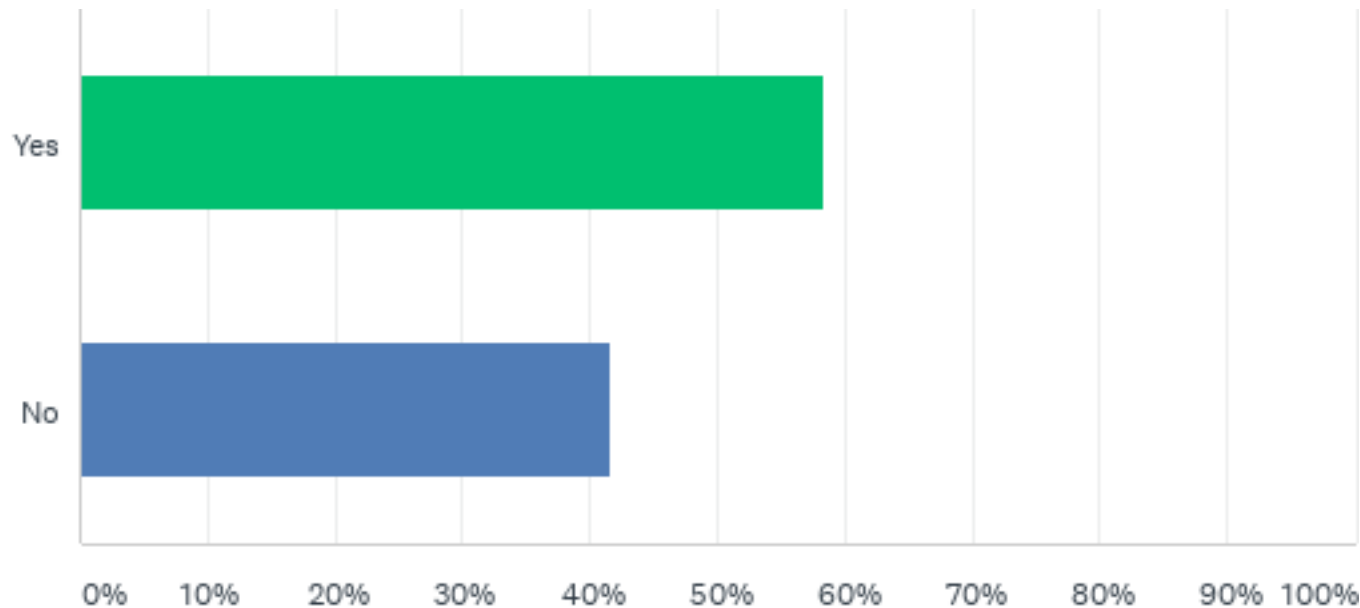


Q27: How much paid vacation after three (3) to five (5) years?

ANSWER CHOICES	RESPONSES	
1 Week	0.00%	0
2 Weeks	57.69%	15
3 Weeks	26.92%	7
Other, please specify	15.38%	4
Total Respondents: 26		

4 Weeks
15 days at 3-4 years and 18 days at 5-9 years
Depends on the employee's status.
120 hours 3-4 years, 160 hours 4-5 years, 200 hours 6+ years (all PTO)

Q28: Drug Testing: Does your company continue to test for marijuana?



Q28: Drug Testing: Does your company continue to test for marijuana?

ANSWER CHOICES	RESPONSES	
Yes	58.33%	14
No	41.67%	10
TOTAL		24

Q29: Does your company pay shift differential and if so how much?

- No
- No
- NA
- Yes-\$0.75/hr
- .50 to .75 cents
- No
- \$1
- \$0.40
- .50
- .50
- 0.35
- Our company does not work in shifts.
- We do, but's calculated into a formula and approximately .75 to .80 cents
- 0.86
- Yes-\$1.00
- 1.00
- \$0.50 2nd shift \$0.60 3rd Shift
- Yes \$0.65

Q30: Insurance Employee Contributions: What percentage does the company pay vs. employee contribution?

85%

Company pays 75%

0

Employee pays 40%, Company pays 60%

Company 92.5% Employees 7.5%

95

75% paid by company

17

80% vs. 20%

70%

70% VS. 30%

80%

Employees pays Zero for EE only insurance. If EE + family or other dependents,

80/20

50%

80% company – 20% employee

80

Company 75%

50%

85

company pays 98%

Employee only employees pays Zero. EE + Family / other dependents employee pays
employees pays 25% company pays 75%

Q31: What is your company match?

100% up to 3% and 50% after 3% up to 5% After 6 months

4%

25%/6% OF WAGE

Up to 3% in a simple IRA match program

No match – Company pay 2.5%

50% up to 6% of employee salary. Max 3%

4%

.50 of every dollar up to 6% PLUS 3% basic regardless

5

3.5%

UP TO \$1000

Up TO \$1000

3%

3%

Up to 5% of what the employee contributes.

2%

1%

.50 up to 2%

6% even if employee does not participate

Varies. Usually 50% of first 3%

3%

Max match is 2%

Q32: Flexible work – is this offered, will it be a 100% remote schedule or combination including assistance with wifi?

Combination

No

Yes if needed

Not offered currently

N/A

N/A

Combination and no assistance with wifi

Yes for some salaried employees

No

No

NO

NOT OFFERED

No

Depends on employee's position; we have offered 100% remote for two office employees, a combination for others. Have not assisted with wifi.

Not flexible work, however, with COVID, some administration and departments have been working from home. No WiFi assistance. Computers, copiers are provided when working from home.

No

N/A

Combination

During Covid we have been more flexible about work from home for office staff; however it is the exception

No flexible work. During COVID a number of employees/departments worked from home. Computers, printers & other equipment were provided. We have a state sales workforce who do work from home/travel on the road. Same equipment provided.

Q33: Employee Assistance – is this offered and does it include in house training?

We offer EAP

No

Yes in the form of advisory hours

Not offered currently

Yes

Yes

yes

yes-yes

Yes

Yes

YES

YES

Unsure of the question/Employee Asst is a program through our medical carrier

Yes an no.

Yes

No

N/A

Yes

We have an Employee Assistance Program, it doesn't include in house training

No

Q34: Essential Worker – do you have them and were they offered incentives? If yes, was it monetary, time off, etc.?

No

Yes, No just normal pay and hours

NA

all employees considered essential workers due to food industry

No

Yes, did a shut down period in 2020. (1week)

yes .. pay and time off

all are essential workers, yes we've had meals, gift cards, etc.

No

No incentives offered.

YES

YES

All of our workforce was deemed essential. We did not offer incentives.

During a specific period of time, we pay our hourly essential workers a bonus of \$500 bi-weekly for 5
payperiods = (Total \$2,500)

Yes, all our work force is considered essential and no incentives

no

N/A

N/A

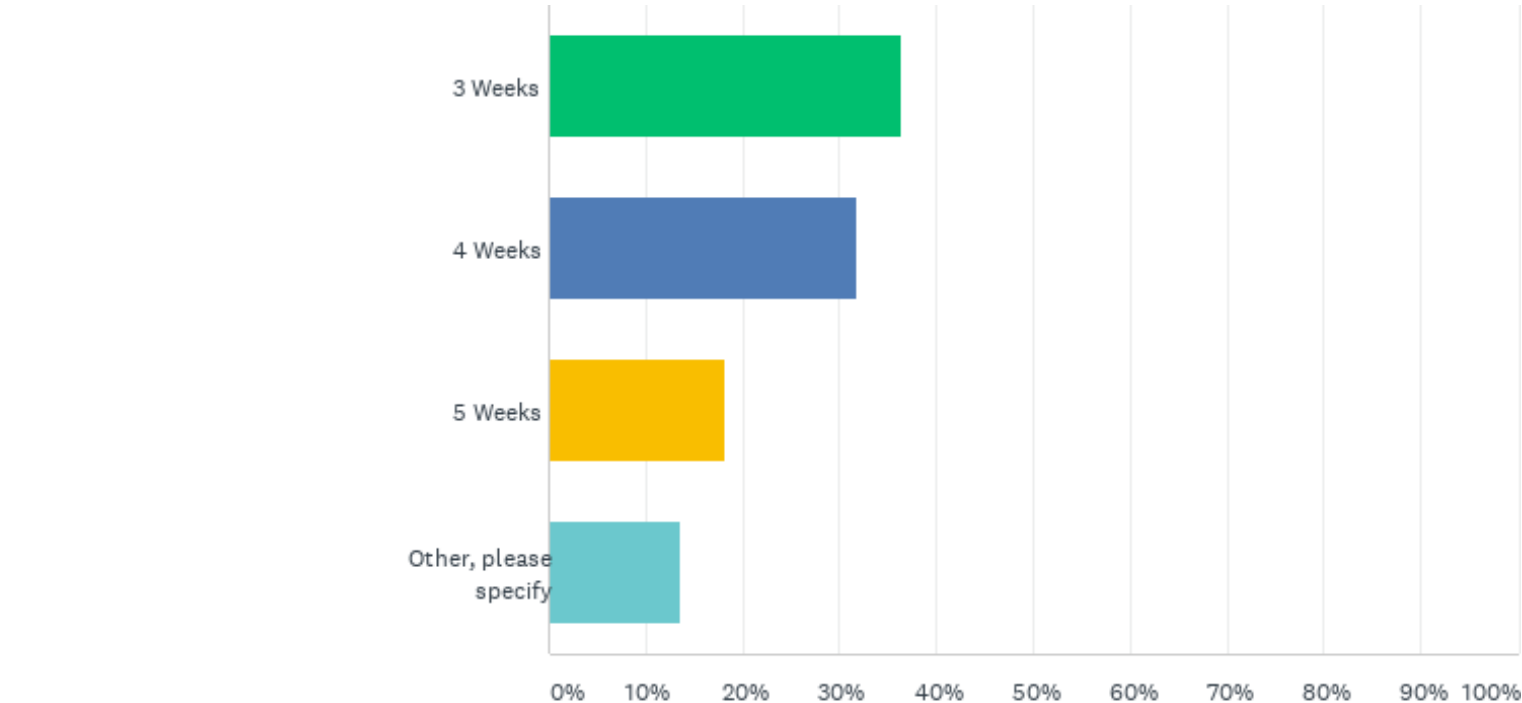
Yes, time off with pay.

N/A

yes,

Monetary, essential workers were paid \$500 bi-weekly for 5 payperiods (total \$2,500)

Q35: How much paid vacation after ten (10) years?

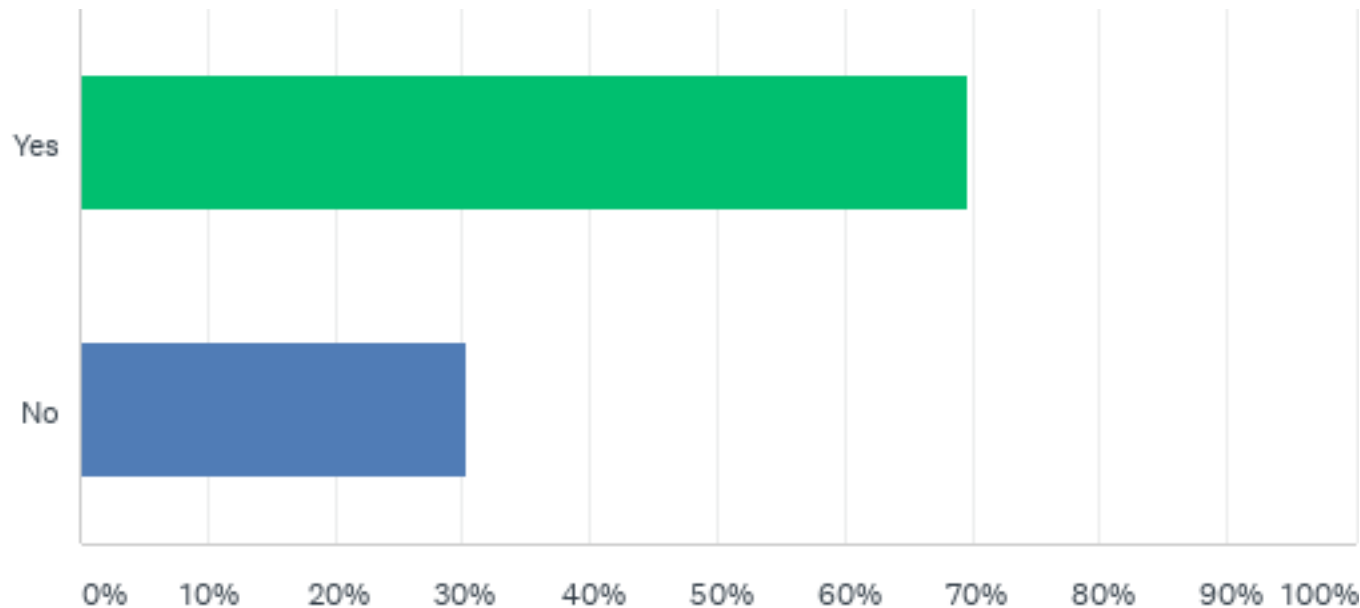


Q35: How much paid vacation after ten (10) years?

ANSWER CHOICES	RESPONSES	
3 Weeks	36.36%	8
4 Weeks	31.82%	7
5 Weeks	18.18%	4
Other, please specify	13.64%	3
Total Respondents: 22		

2 weeks maximum
Depends
200 hours at 6 year anniversary (maximum)

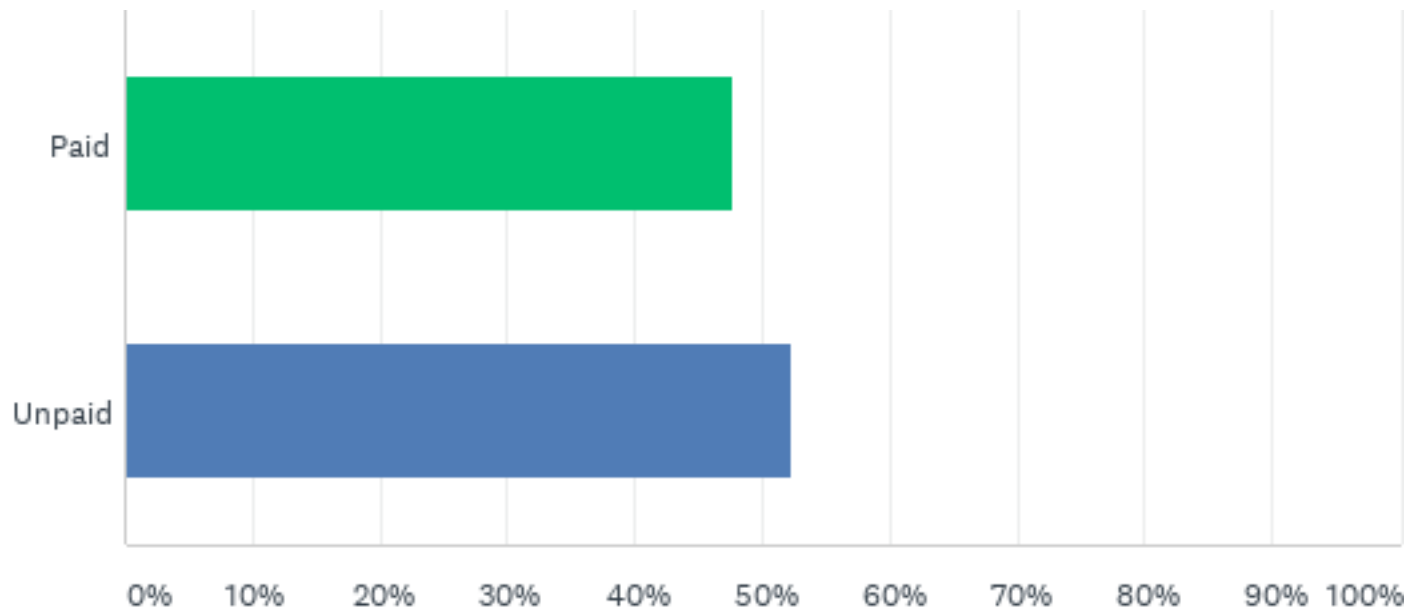
Q36: Do you allow employees personal days off?



Q36: Do you allow employees personal days off?

ANSWER CHOICES	RESPONSES	
Yes	69.57%	16
No	30.43%	7
TOTAL		23

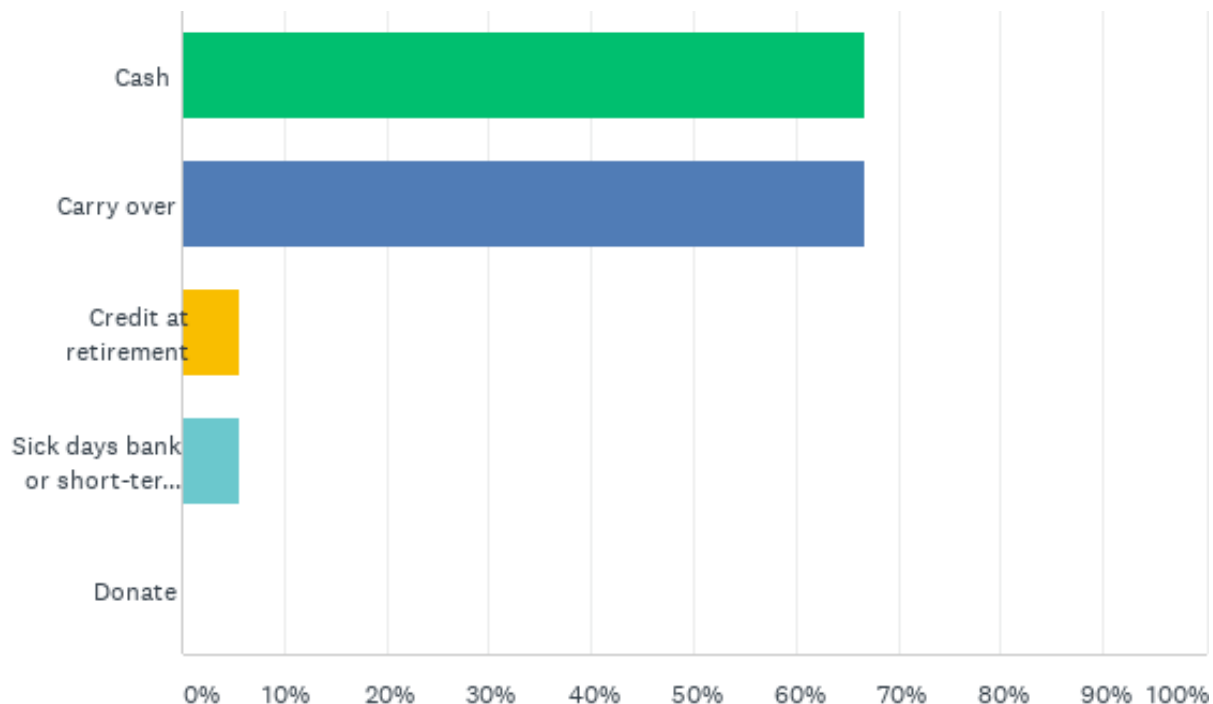
Q37: Are personal days:



Q37: Are personal days:

ANSWER CHOICES	RESPONSES	
Paid	47.62%	10
Unpaid	52.38%	11
TOTAL		21

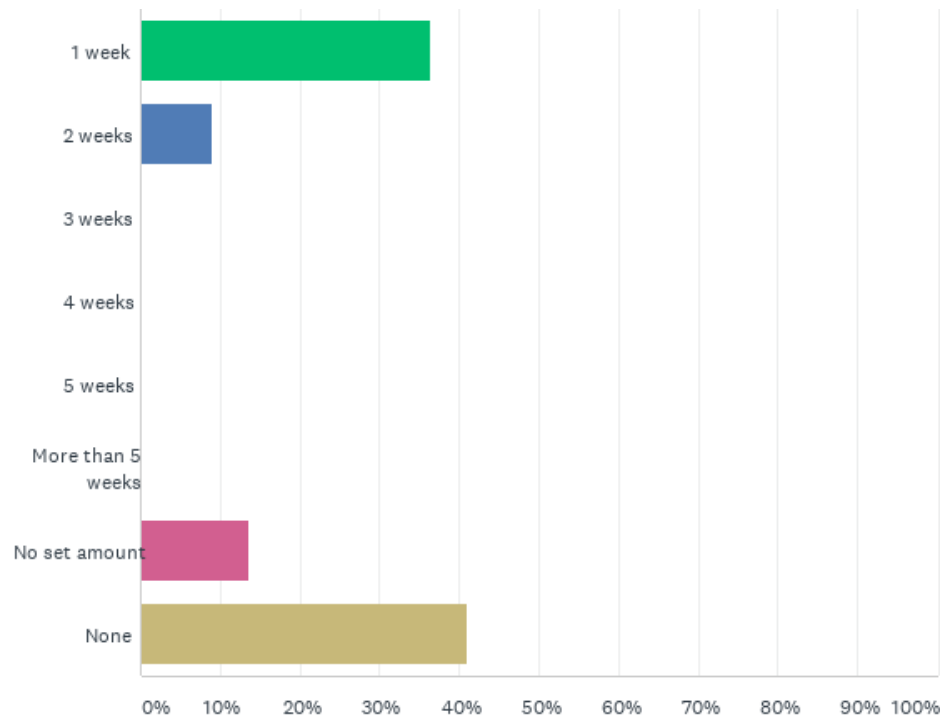
Q38: Does your vacation plan permit employees to convert unused vacation days to:



Q38: Does your vacation plan permit employees to convert unused vacation days to:

ANSWER CHOICES	RESPONSES	
Cash	66.67%	12
Carry over	66.67%	12
Credit at retirement	5.56%	1
Sick days bank or short-term disability	5.56%	1
Donate	0.00%	0
Total Respondents: 18		

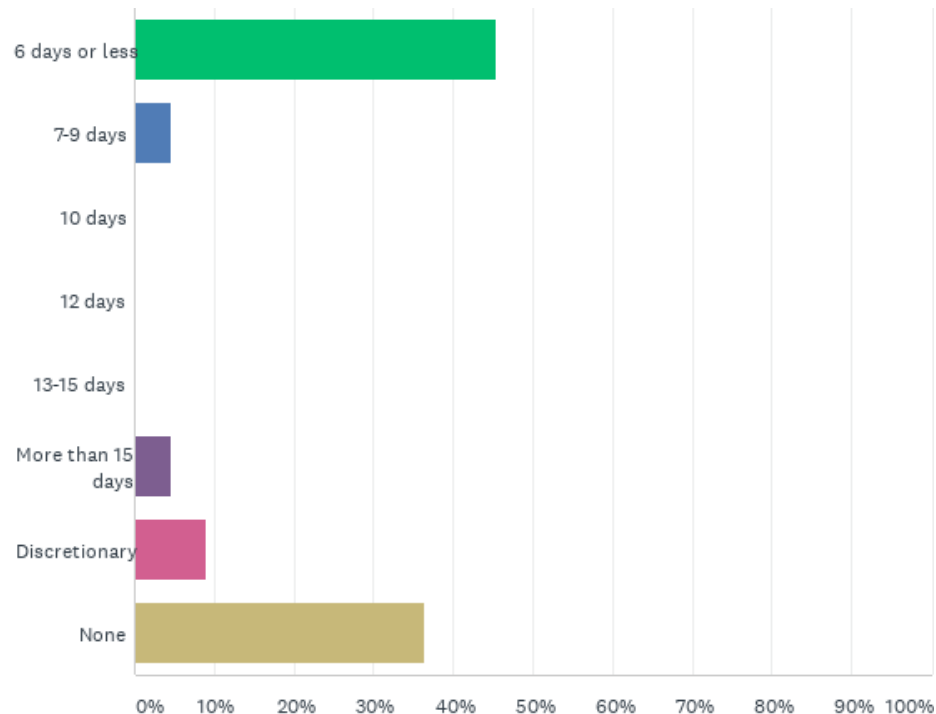
Q39: What is the maximum amount of vacation days an employee can carry over?



Q39: What is the maximum amount of vacation days an employee can carry over?

ANSWER CHOICES	RESPONSES	
1 week	36.36%	8
2 weeks	9.09%	2
3 weeks	0.00%	0
4 weeks	0.00%	0
5 weeks	0.00%	0
More than 5 weeks	0.00%	0
No set amount	13.64%	3
None	40.91%	9
TOTAL		22

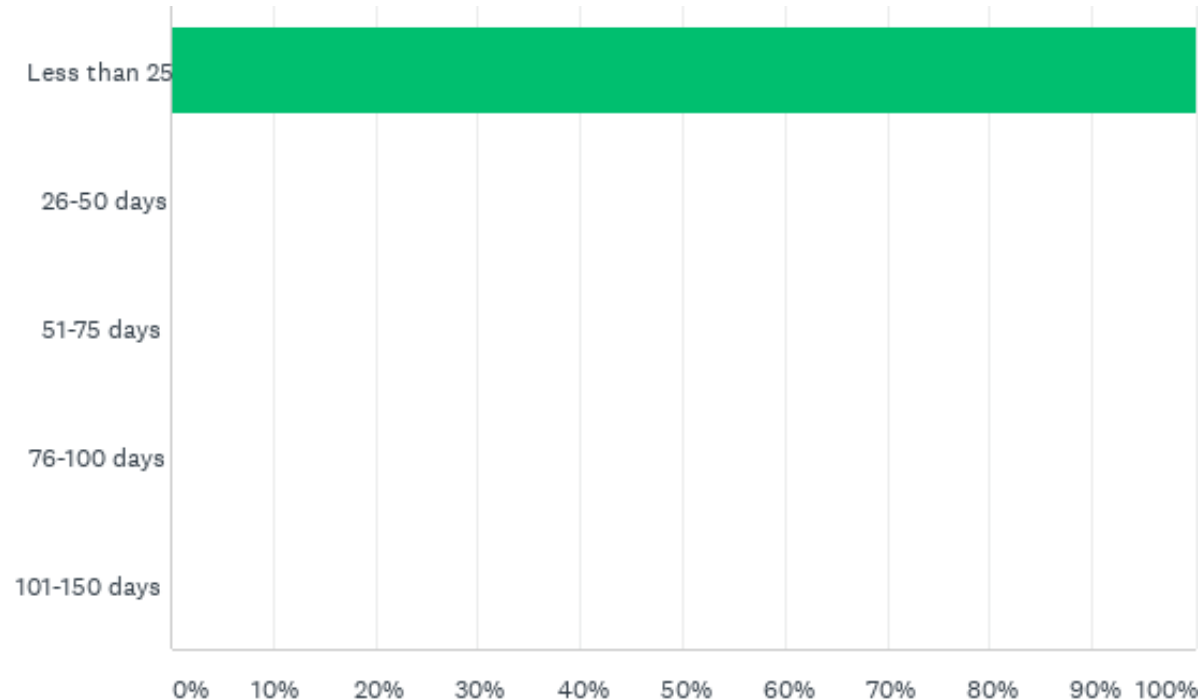
Q40: For the bulk of your organization's workforce, how many paid sick days are granted per year?



Q40: For the bulk of your organization's workforce, how many paid sick days are granted per year?

ANSWER CHOICES	RESPONSES	
6 days or less	45.45%	10
7-9 days	4.55%	1
10 days	0.00%	0
12 days	0.00%	0
13-15 days	0.00%	0
More than 15 days	4.55%	1
Discretionary	9.09%	2
None	36.36%	8
TOTAL		22

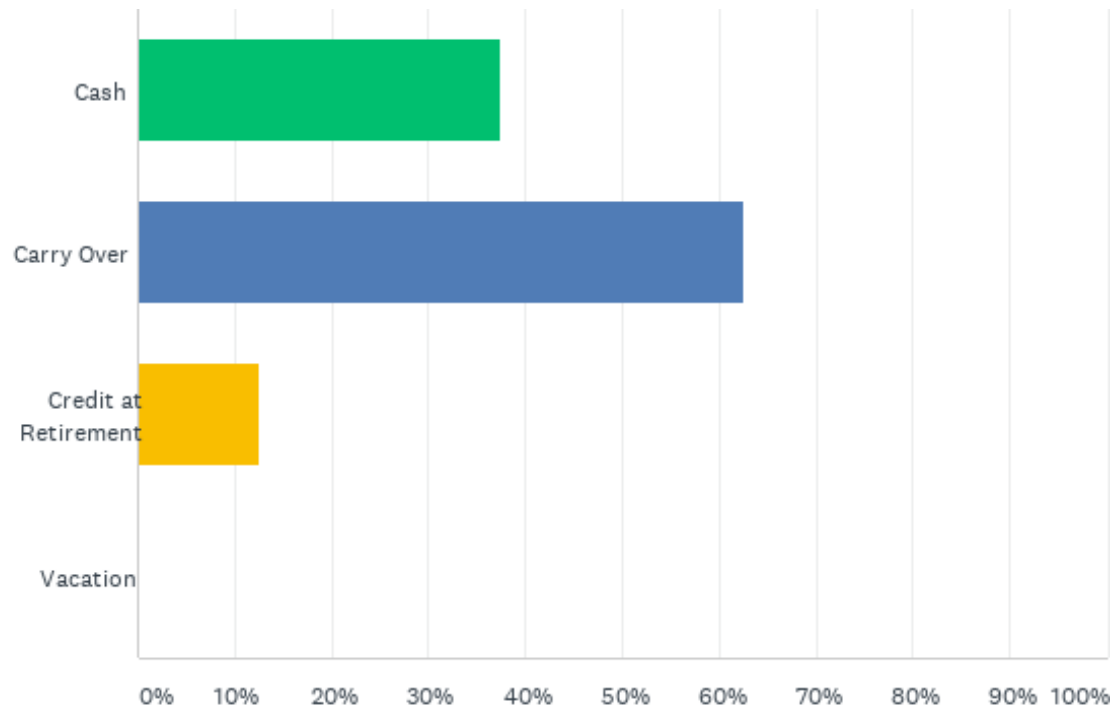
Q41: What is the maximum number of sick days an employee can accumulate?



Q41: What is the maximum number of sick days an employee can accumulate?

ANSWER CHOICES	RESPONSES	
Less than 25	100.00%	16
26-50 days	0.00%	0
51-75 days	0.00%	0
76-100 days	0.00%	0
101-150 days	0.00%	0
TOTAL		16

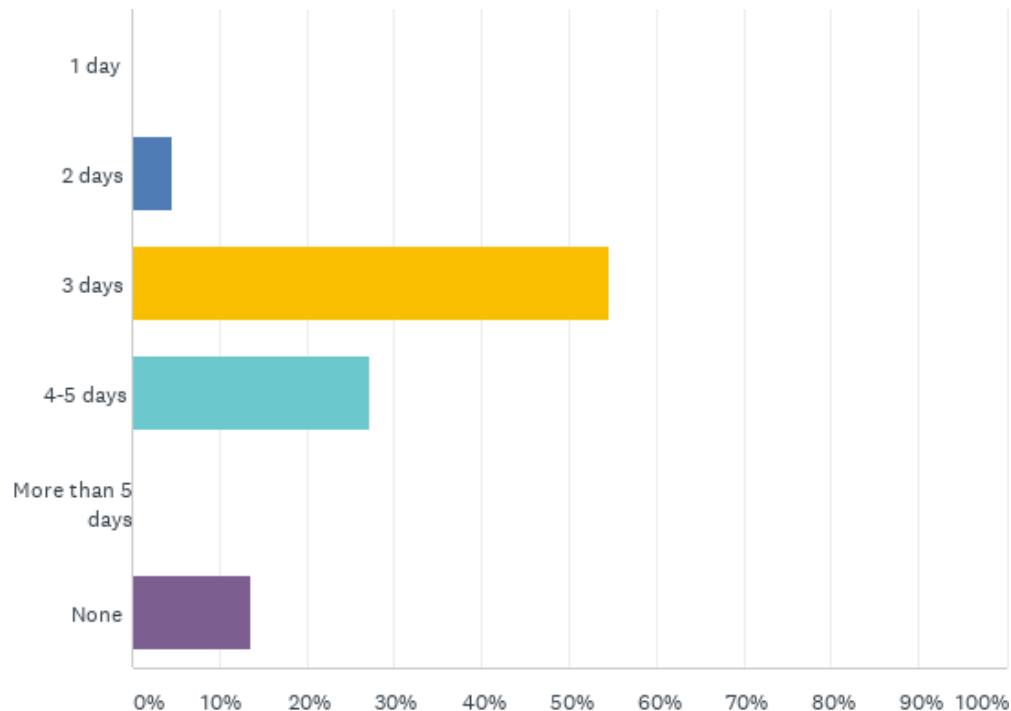
Q42: Does your organization's sick leave plan permit employees to convert unused sick leave to:



Q42: Does your organization's sick leave plan permit employees to convert unused sick leave to:

ANSWER CHOICES	RESPONSES	
Cash	37.50%	3
Carry Over	62.50%	5
Credit at Retirement	12.50%	1
Vacation	0.00%	0
Total Respondents: 8		

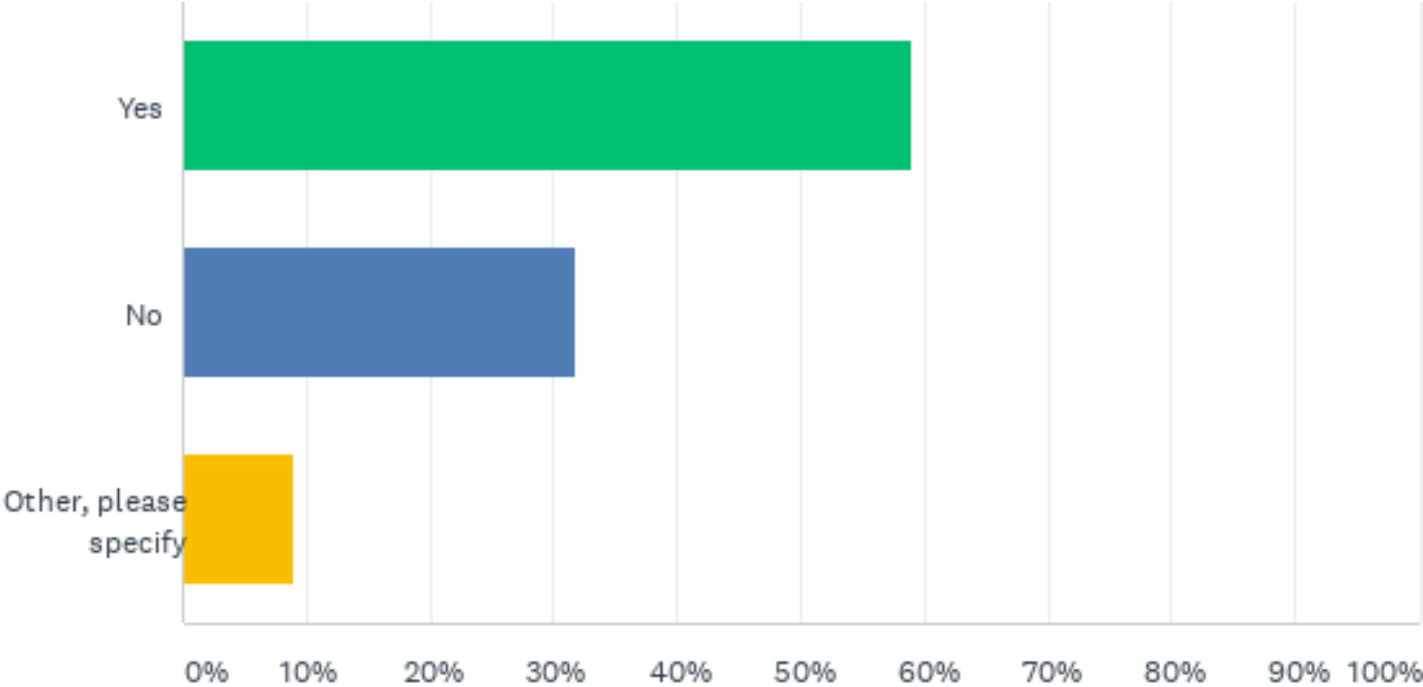
Q43: How many paid days off does your organization grant for bereavement for immediate family?



Q43: How many paid days off does your organization grant for bereavement for immediate family?

ANSWER CHOICES	RESPONSES	
1 day	0.00%	0
2 days	4.55%	1
3 days	54.55%	12
4-5 days	27.27%	6
More than 5 days	0.00%	0
None	13.64%	3
TOTAL		22

Q44: Do you have a bonus plan in place for all employees?

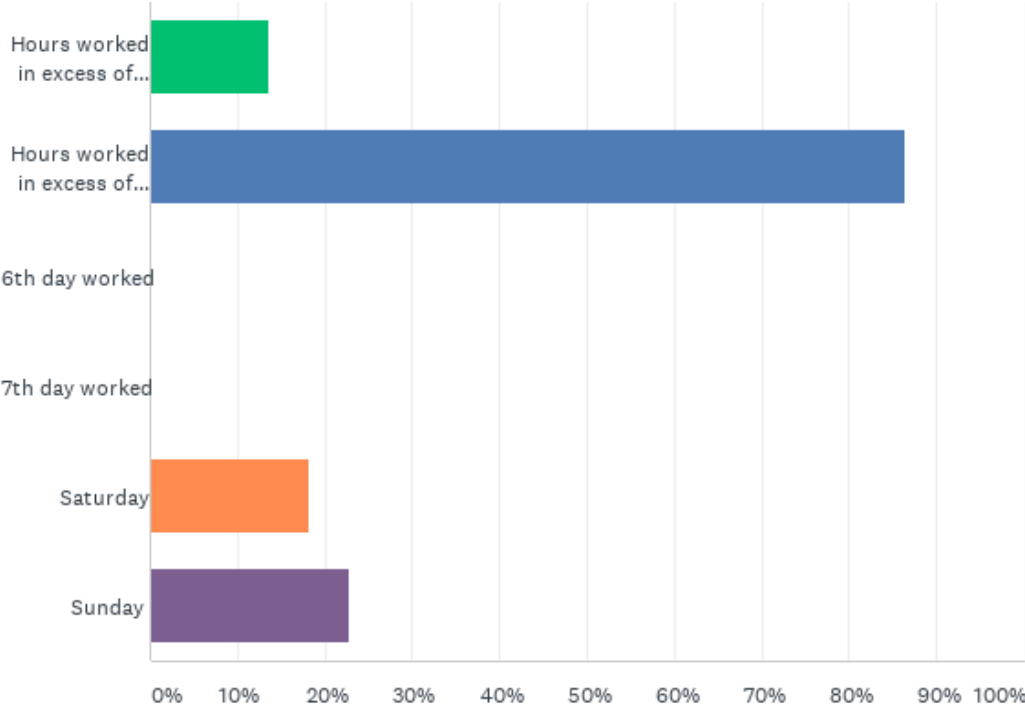


Q44: Do you have a bonus plan in place for all employees?

ANSWER CHOICES	RESPONSES	
Yes	59.09%	13
No	31.82%	7
Other, please specify	9.09%	2
Total Respondents: 22		

Salary 3 to 15%; hourly no
Bonuses are given periodically per job completion

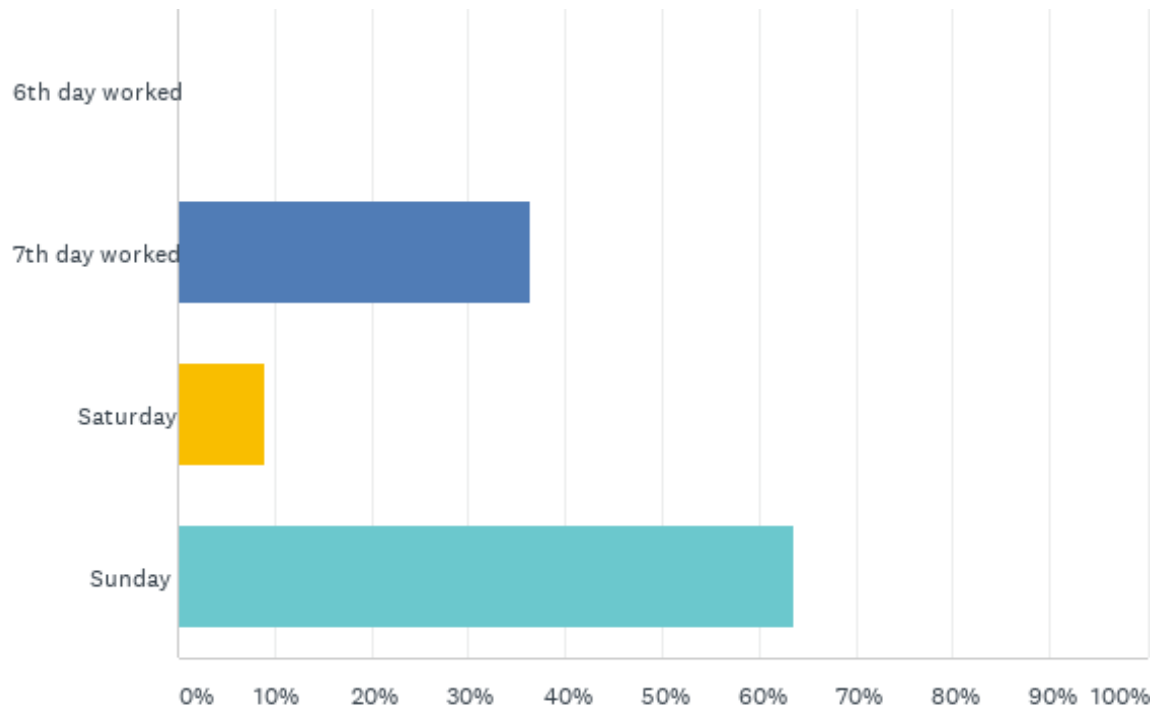
Q45: What overtime does your organization pay? (check all that apply)



Q45: What overtime does your organization pay? (check all that apply)

ANSWER CHOICES	RESPONSES	
Hours worked in excess of 8 hours in a day	13.64%	3
Hours worked in excess of 40 hours in a week	86.36%	19
6th day worked	0.00%	0
7th day worked	0.00%	0
Saturday	18.18%	4
Sunday	22.73%	5
Total Respondents: 22		

Q46: What double time pay does your organization provide? (check all that apply)

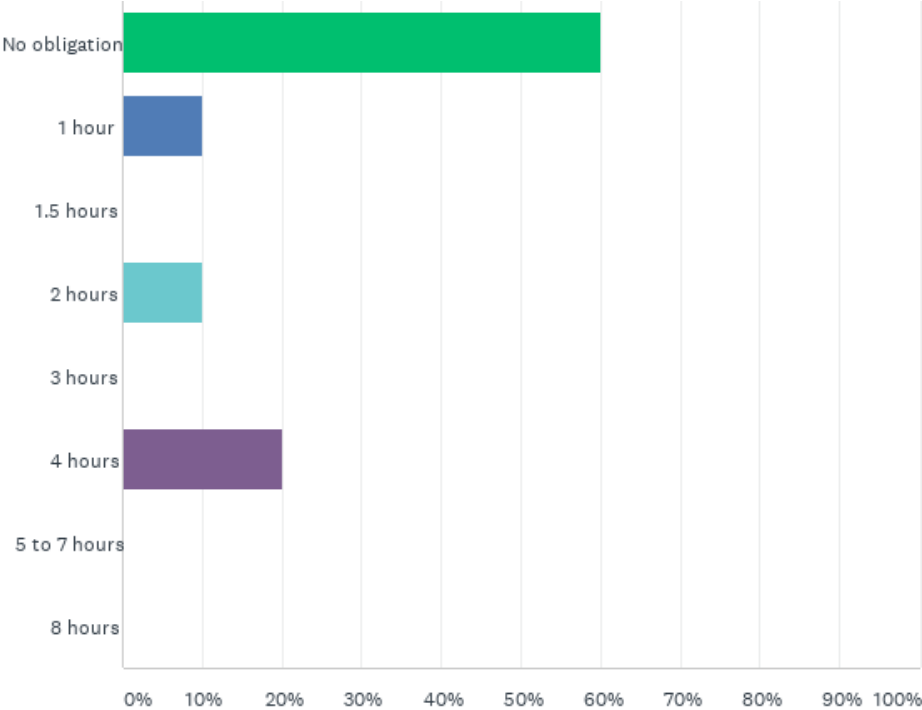


Q46: What double time pay does your organization provide? (check all that apply)

ANSWER CHOICES	RESPONSES	
6th day worked	0.00%	0
7th day worked	36.36%	4
Saturday	9.09%	1
Sunday	63.64%	7
Total Respondents: 11		

If employee works holiday, paid holiday pay plus time worked and 1xpay = double time

Q47: What call-in pay does your organization provide?

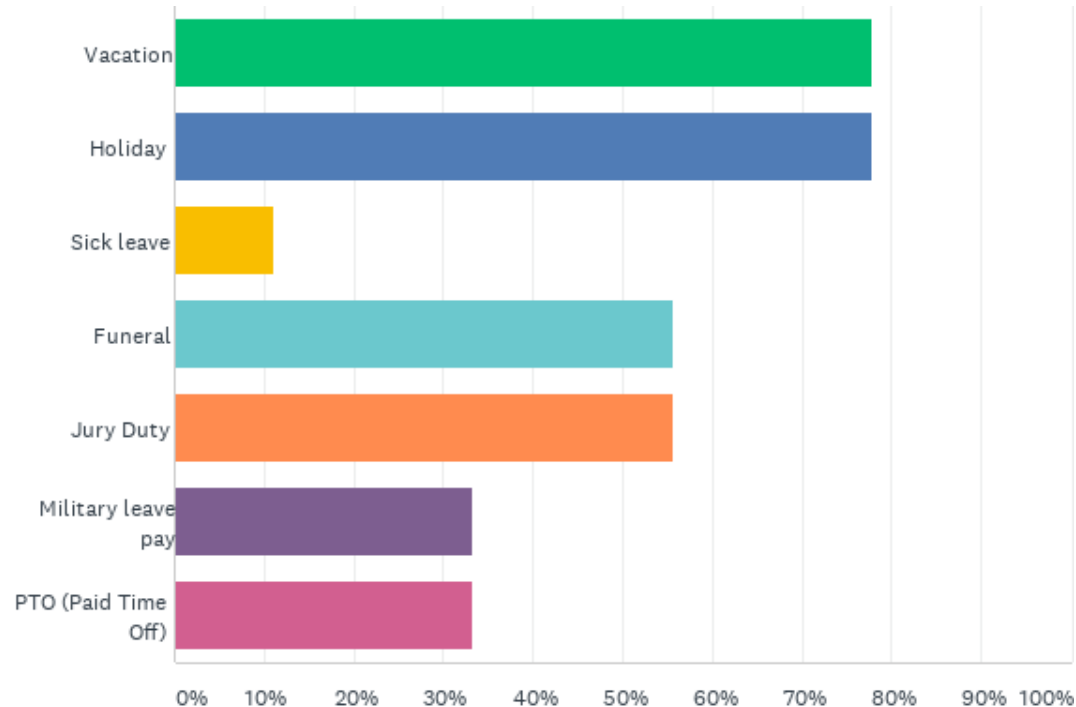


Q47: What call-in pay does your organization provide?

ANSWER CHOICES	RESPONSES	
No obligation	60.00%	12
1 hour	10.00%	2
1.5 hours	0.00%	0
2 hours	10.00%	2
3 hours	0.00%	0
4 hours	20.00%	4
5 to 7 hours	0.00%	0
8 hours	0.00%	0
TOTAL		20

None. An employee can use PTO time.

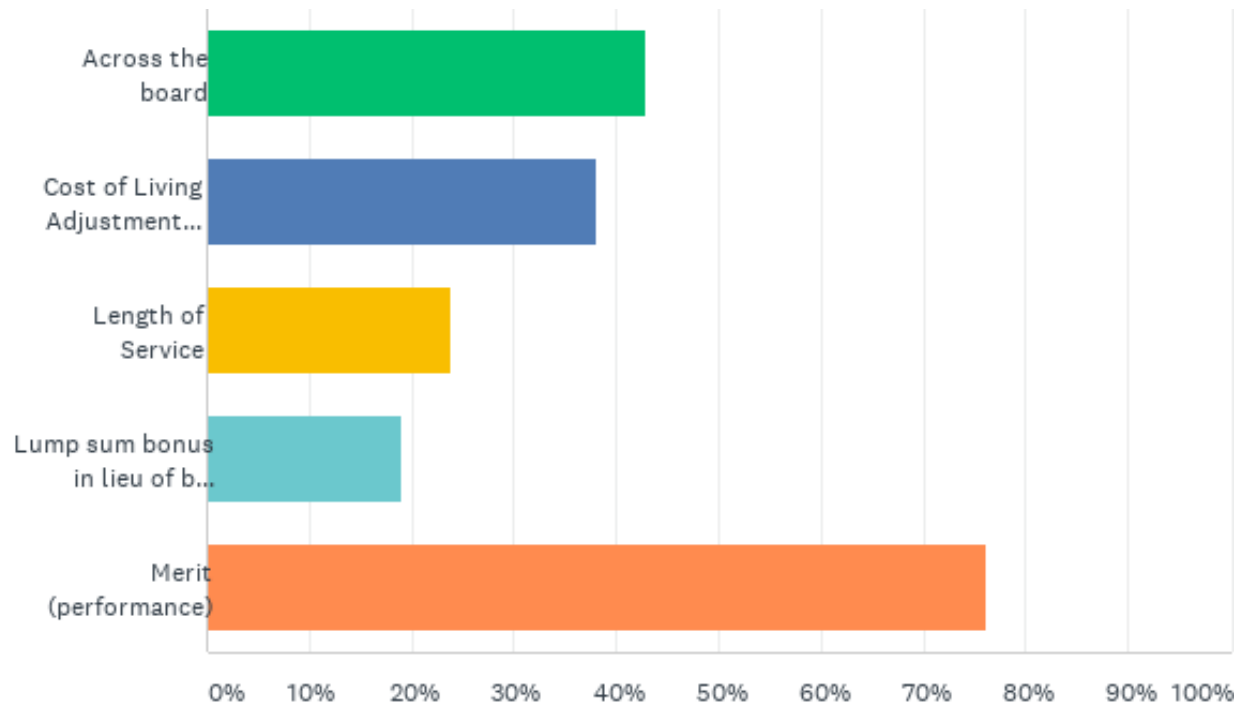
Q48: Check any/all of the following that your organization includes as hours worked towards calculation of overtime:



Q48: Check any/all of the following that your organization includes as hours worked towards calculation of overtime:

ANSWER CHOICES	RESPONSES	
Vacation	77.78%	7
Holiday	77.78%	7
Sick leave	11.11%	1
Funeral	55.56%	5
Jury Duty	55.56%	5
Military leave pay	33.33%	3
PTO (Paid Time Off)	33.33%	3
Total Respondents: 9		

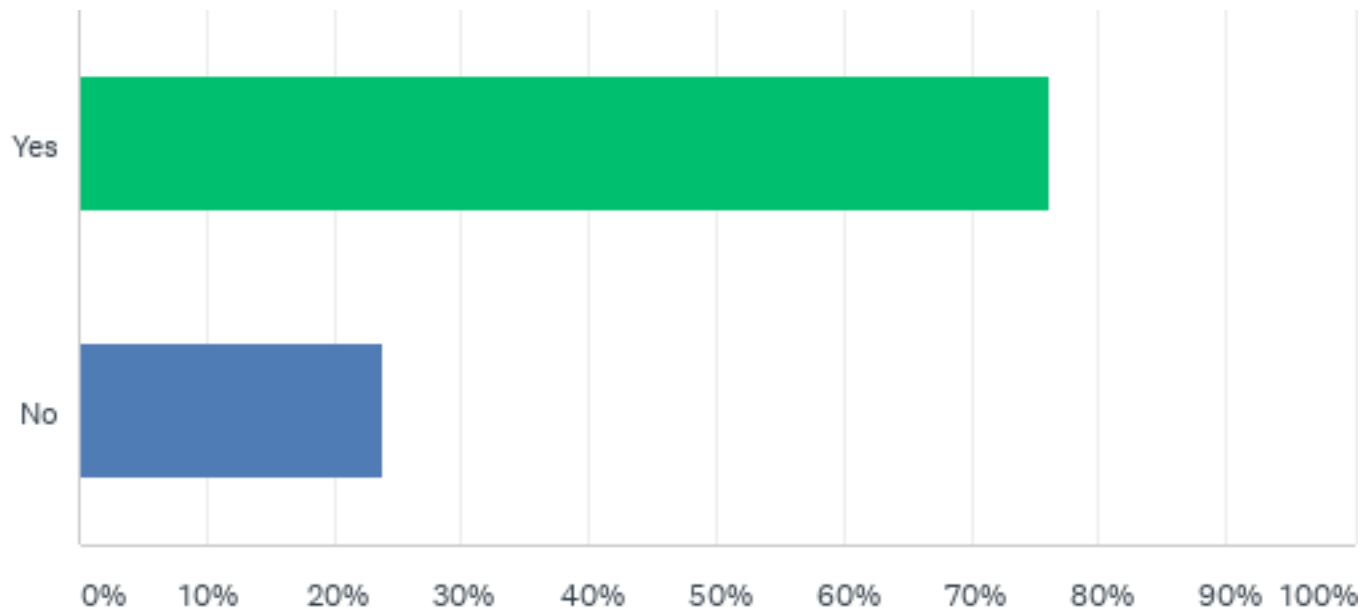
Q49: What types of salary increases are usually granted? (check all that apply)



Q49: What types of salary increases are usually granted? (check all that apply)

ANSWER CHOICES	RESPONSES	
Across the board	42.86%	9
Cost of Living Adjustment (COLA)	38.10%	8
Length of Service	23.81%	5
Lump sum bonus in lieu of base pay increase	19.05%	4
Merit (performance)	76.19%	16
Total Respondents: 21		

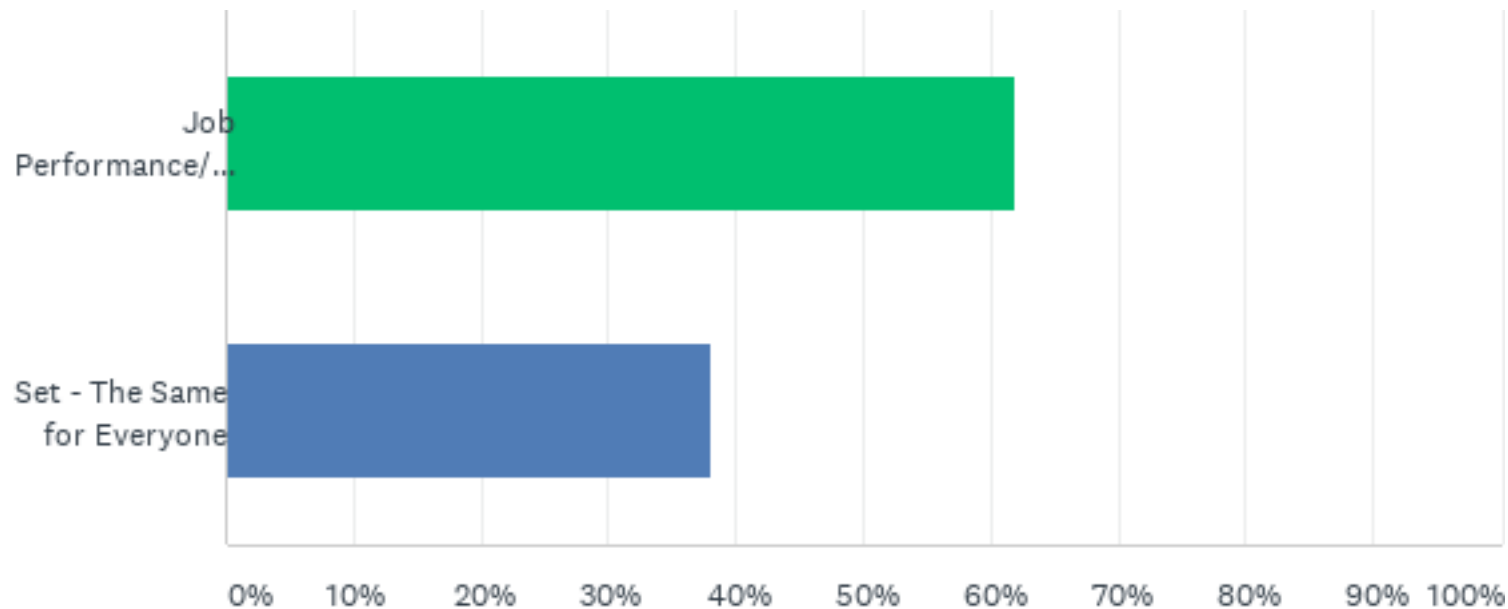
Q50: Does your organization provide an annual bonus for employees?



Q50: Does your organization provide an annual bonus for employees?

ANSWER CHOICES	RESPONSES	
Yes	76.19%	16
No	23.81%	5
TOTAL		21

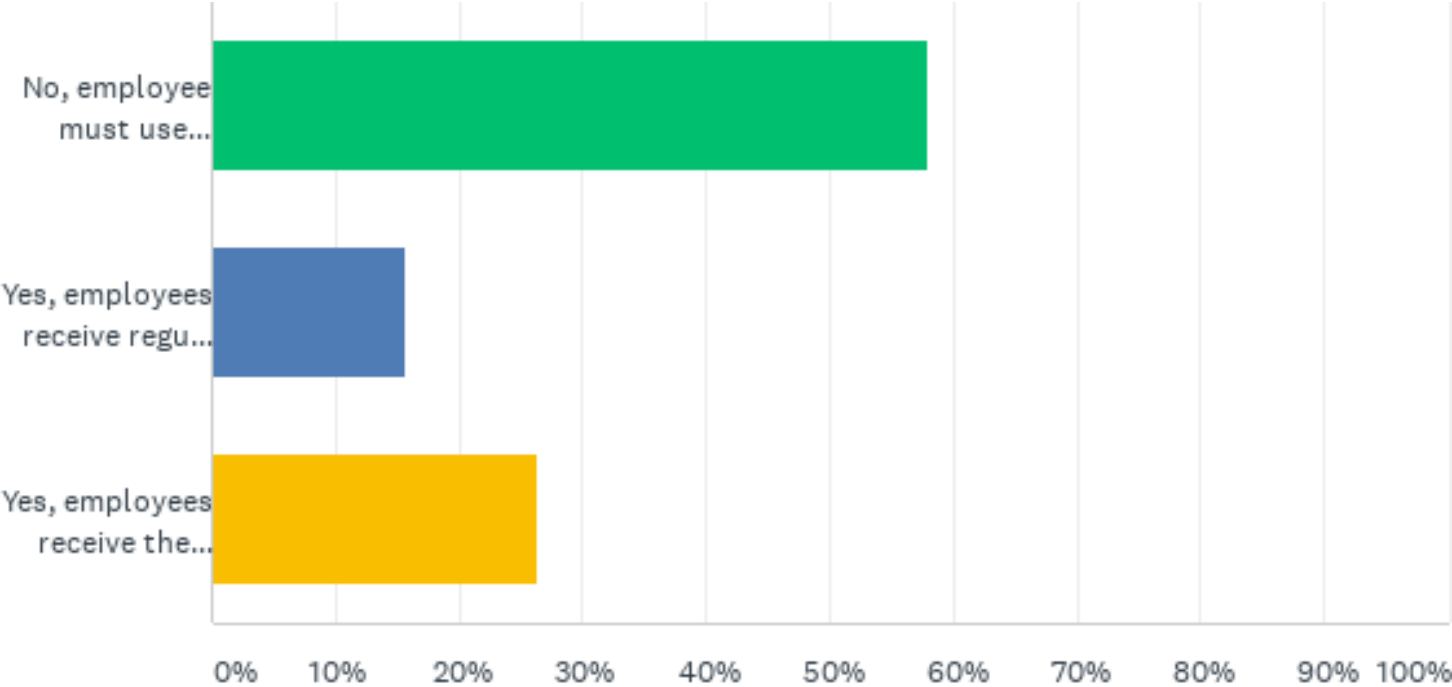
Q51: Wage increases are:



Q51: Wage increases are:

ANSWER CHOICES	RESPONSES	
Job Performance/Merit Based	61.90%	13
Set - The Same for Everyone	38.10%	8
TOTAL		21

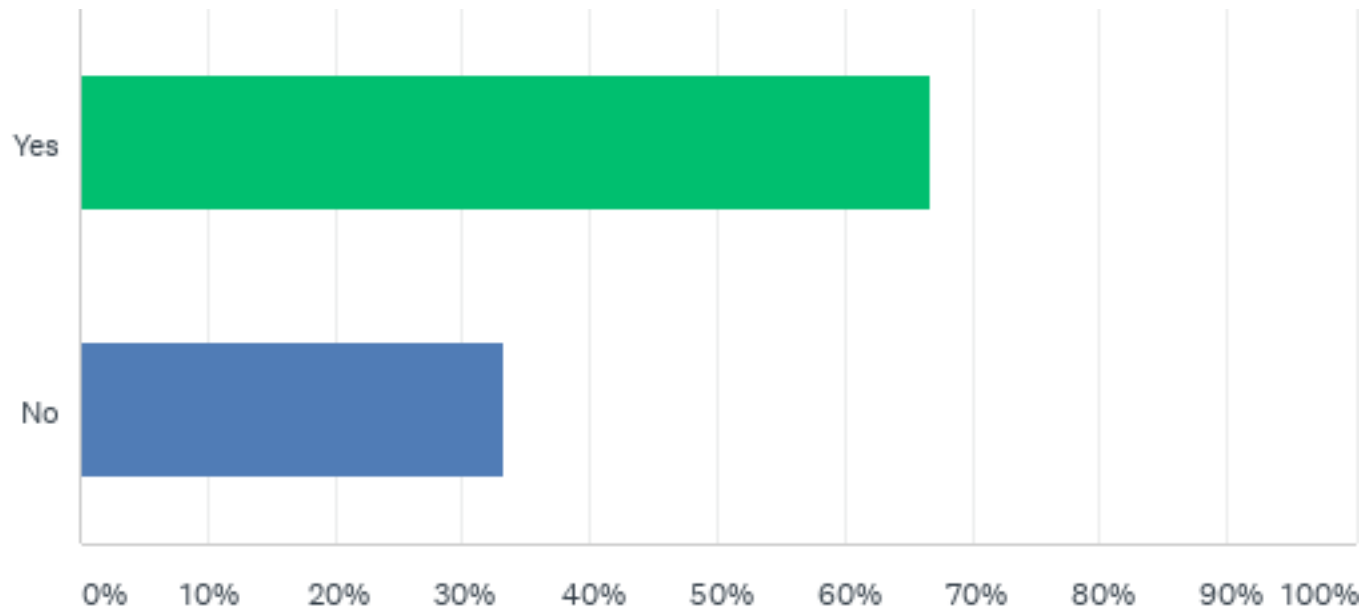
Q52: Does your organization grant paid leave for military reserve duty?



Q52: Does your organization grant paid leave for military reserve duty?

ANSWER CHOICES	RESPONSES	
No, employee must use vacation	57.89%	11
Yes, employees receive regular wages plus they keep compensation provided by the armed forces	15.79%	3
Yes, employees receive the difference in compensation provided by the armed forces and their regular wages	26.32%	5
TOTAL		19

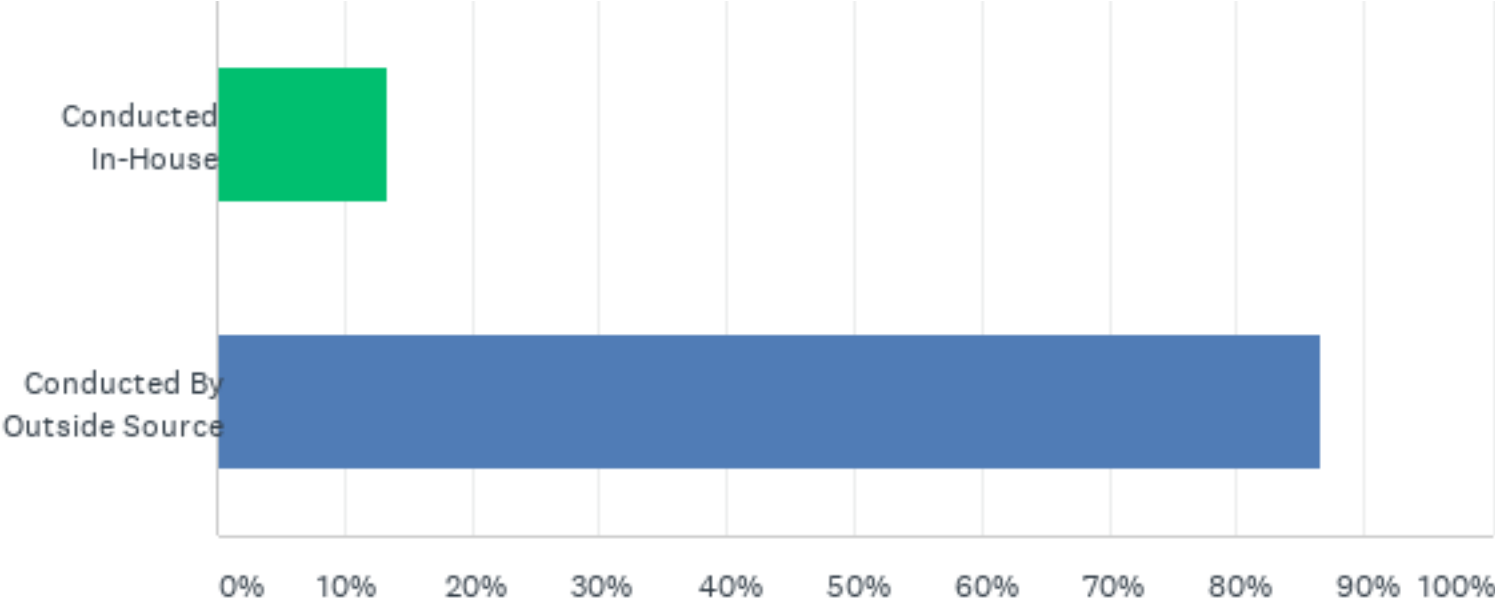
Q53: Do you conduct background checks?



Q53: Do you conduct background checks?

ANSWER CHOICES	RESPONSES	
Yes	66.67%	14
No	33.33%	7
TOTAL		21

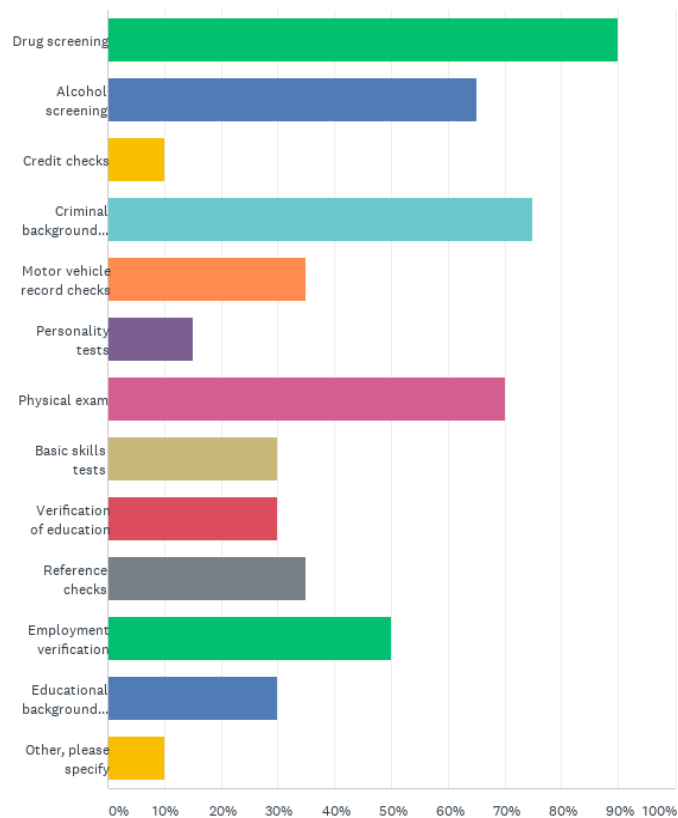
Q54: If you conduct background checks, they are:



Q54: If you conduct background checks, they are:

ANSWER CHOICES	RESPONSES	
Conducted In-House	13.33%	2
Conducted By Outside Source	86.67%	13
TOTAL		15

Q55: Which pre-employment screenings do you regularly conduct? (check all that apply)



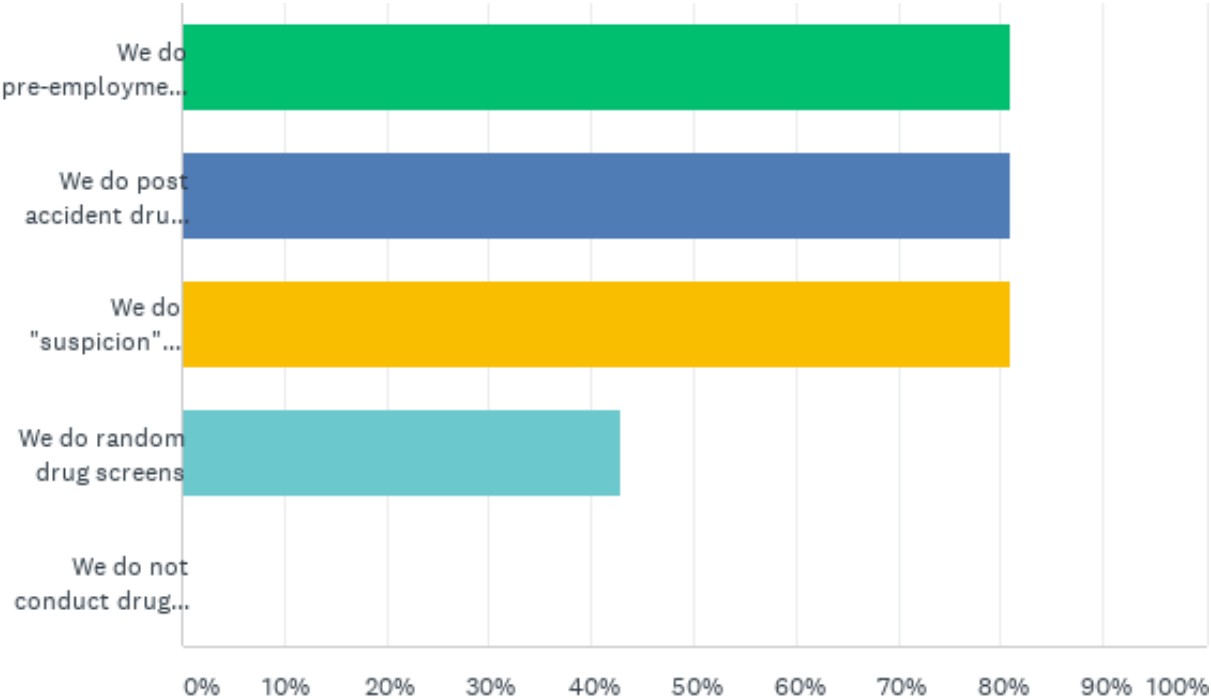
Q55: Which pre-employment screenings do you regularly conduct? (check all that apply)

ANSWER CHOICES	RESPONSES	
Drug screening	90.00%	18
Alcohol screening	65.00%	13
Credit checks	10.00%	2
Criminal background checks	75.00%	15
Motor vehicle record checks	35.00%	7
Personality tests	15.00%	3
Physical exam	70.00%	14
Basic skills tests	30.00%	6
Verification of education	30.00%	6
Reference checks	35.00%	7
Employment verification	50.00%	10
Educational background check	30.00%	6
Other, please specify	10.00%	2
Total Respondents: 20		

Audiogram, back evaluation

MVR for States Sales Managers only (who travel extensively)

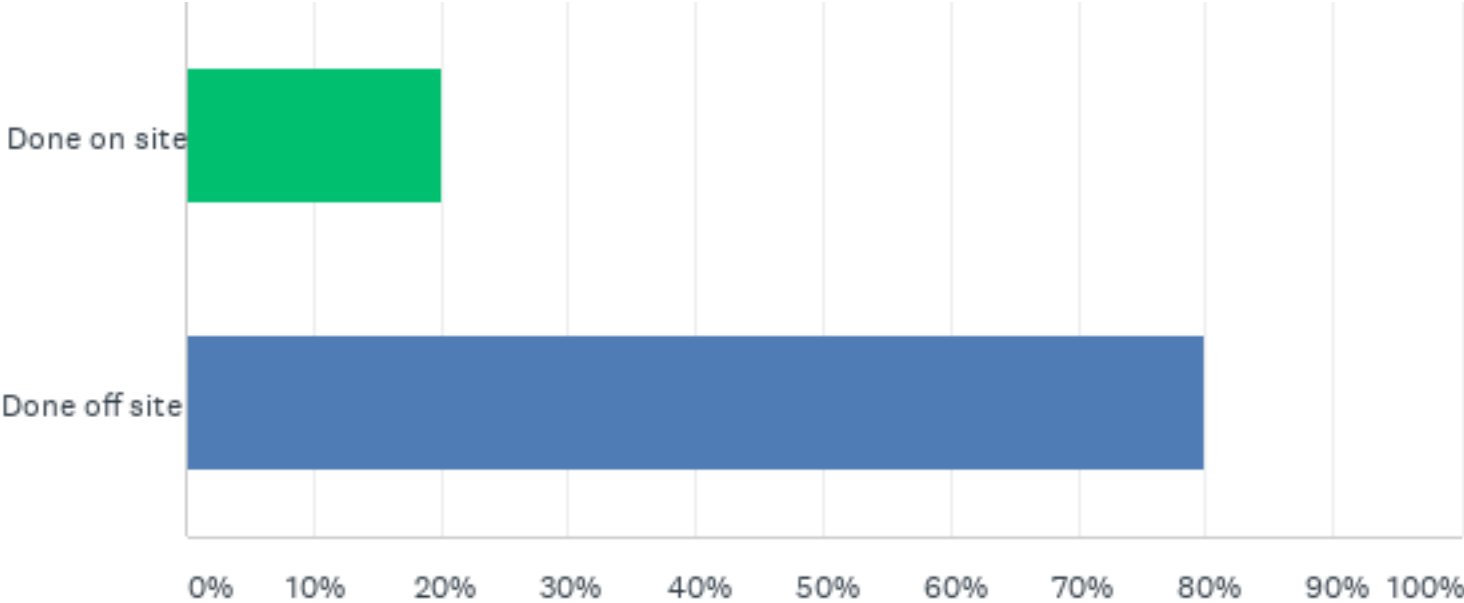
Q56: Drug screens: (check all that apply)



Q56: Drug screens: (check all that apply)

ANSWER CHOICES	RESPONSES	
We do pre-employment drug screens	80.95%	17
We do post accident drug screens	80.95%	17
We do "suspicion" drug screens	80.95%	17
We do random drug screens	42.86%	9
We do not conduct drug screens	0.00%	0
Total Respondents: 21		

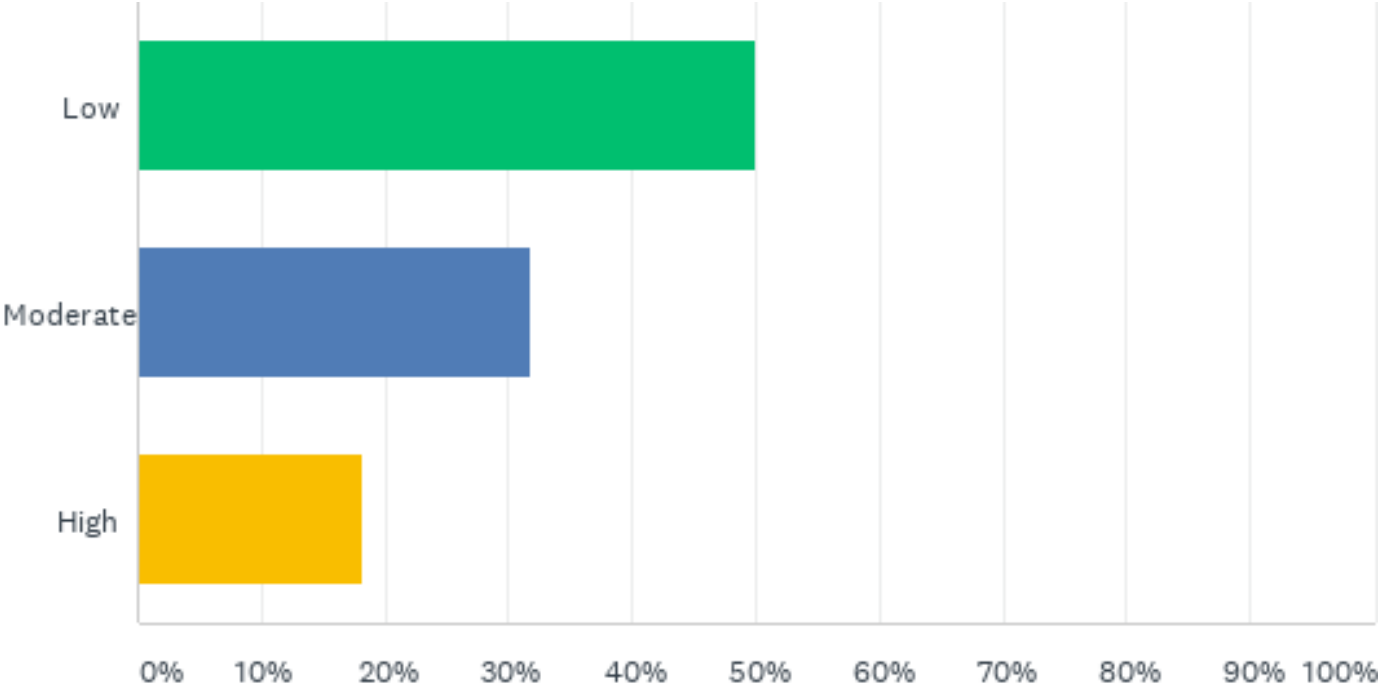
Q57: If you do drug screens, are they:



Q57: If you do drug screens, are they:

ANSWER CHOICES	RESPONSES	
Done on site	20.00%	4
Done off site	80.00%	16
TOTAL		20

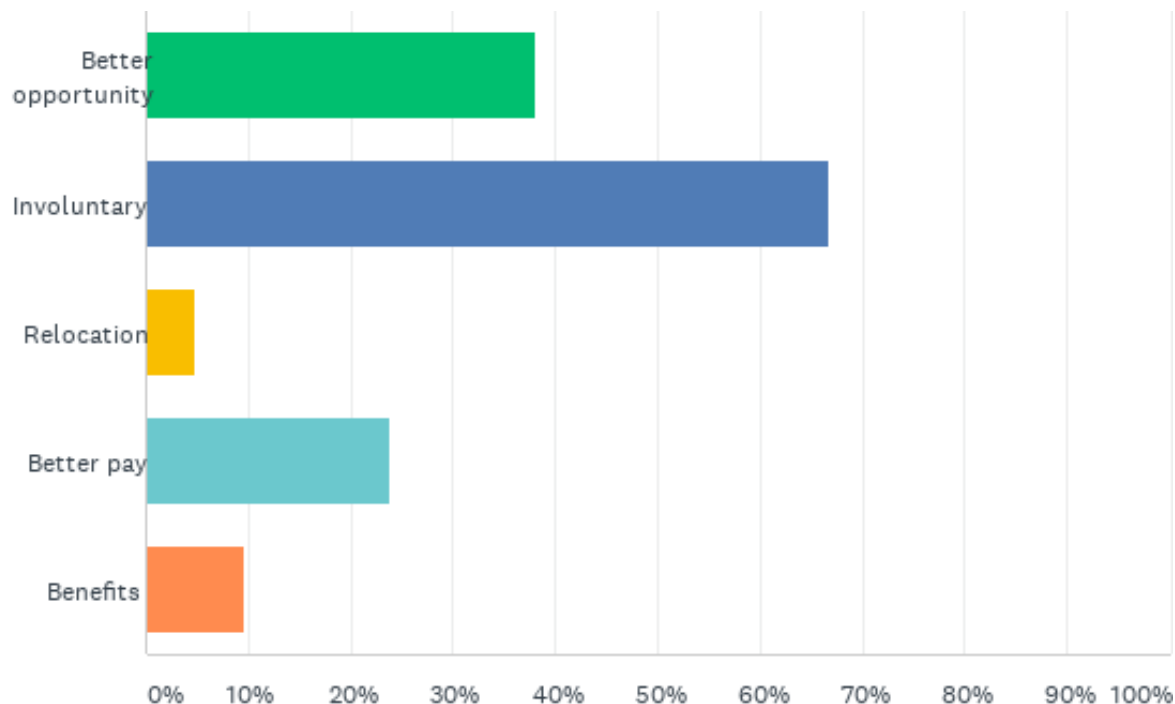
Q58: How would you rate your turnover?



Q58: How would you rate your turnover?

ANSWER CHOICES	RESPONSES	
Low	50.00%	11
Moderate	31.82%	7
High	18.18%	4
Total Respondents: 22		

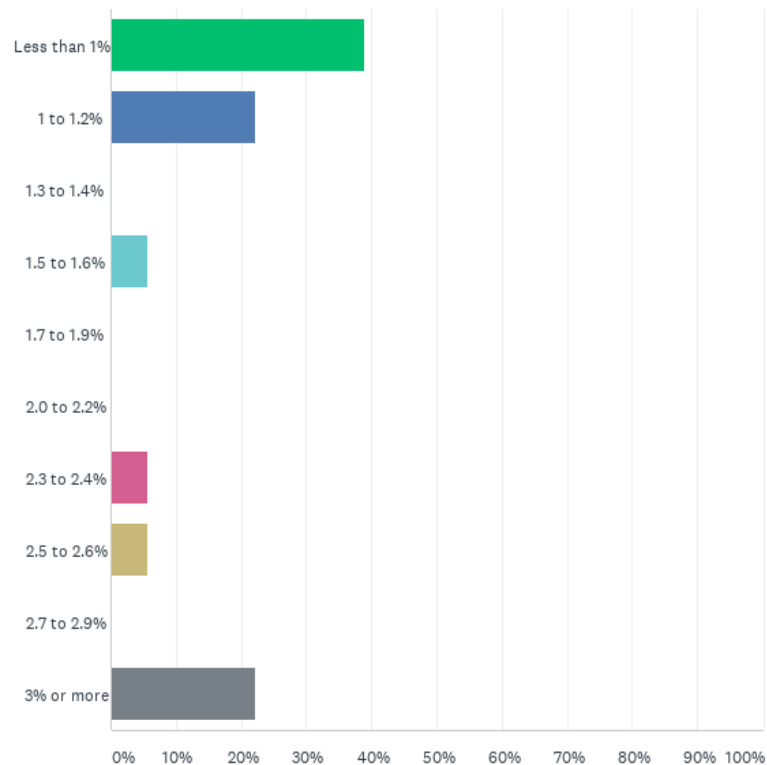
Q59: Of the following, which is the most frequent reason why employees leave your company?



Q59: Of the following, which is the most frequent reason why employees leave your company?

ANSWER CHOICES	RESPONSES	
Better opportunity	38.10%	8
Involuntary	66.67%	14
Relocation	4.76%	1
Better pay	23.81%	5
Benefits	9.52%	2
Total Respondents: 21		

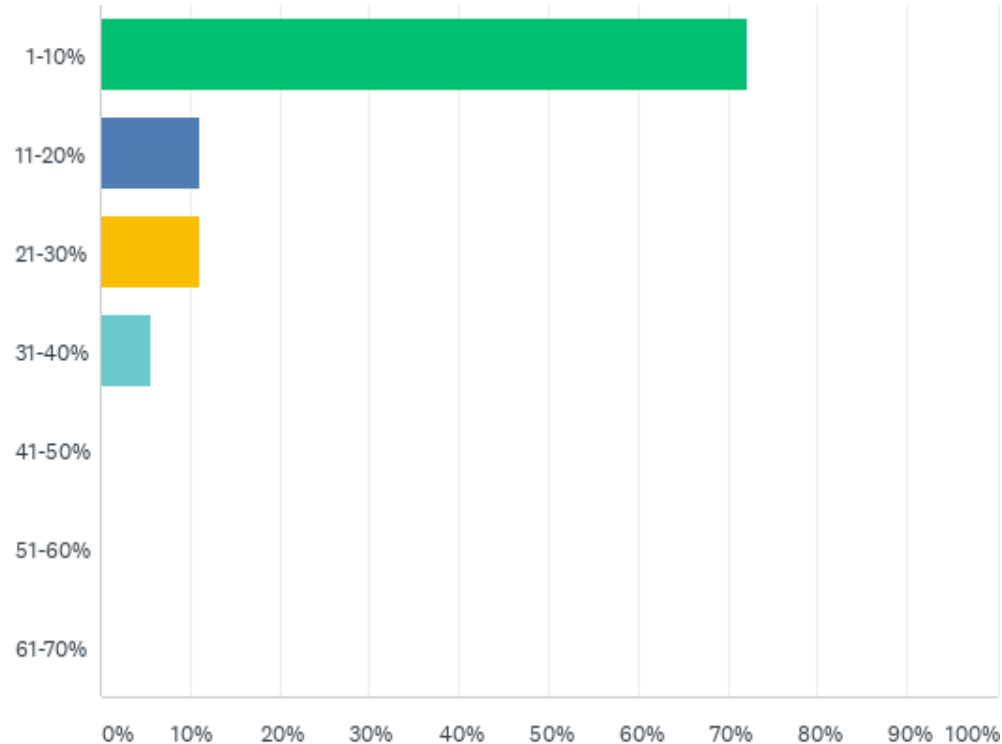
Q60: What is your organization's absenteeism rate? Job absence is defined as unscheduled absence. It does not include long-term absences after the first four days; vacations, holidays or other scheduled leave; or absences of less than a full day. Absenteeism rate = number of worker days lost through absence x 100 (Avg. # of employees during year) x (___ workdays)



Q60: What is your organization's absenteeism rate? Job absence is defined as unscheduled absence. It does not include long-term absences after the first four days; vacations, holidays or other scheduled leave; or absences of less than a full day. Absenteeism rate = number of worker days lost through absence x 100 (Avg. # of employees during year) x (___ workdays)

ANSWER CHOICES	RESPONSES	
Less than 1%	38.89%	7
1 to 1.2%	22.22%	4
1.3 to 1.4%	0.00%	0
1.5 to 1.6%	5.56%	1
1.7 to 1.9%	0.00%	0
2.0 to 2.2%	0.00%	0
2.3 to 2.4%	5.56%	1
2.5 to 2.6%	5.56%	1
2.7 to 2.9%	0.00%	0
3% or more	22.22%	4
TOTAL		18

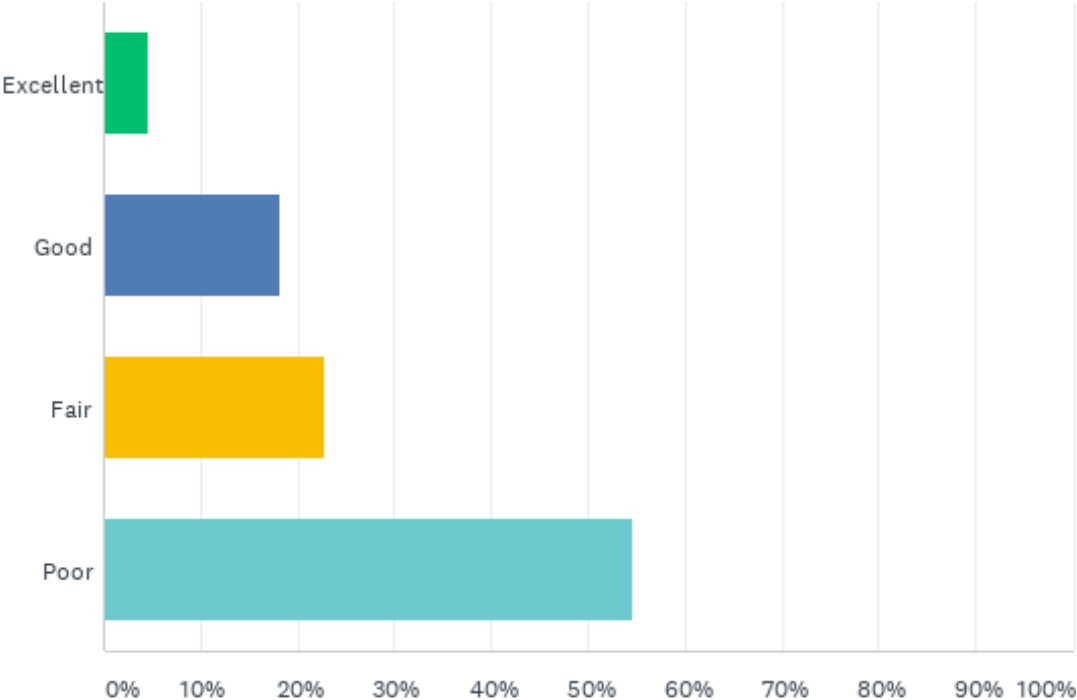
Q61: What is your organization's overall turnover rate? (Please use the formula noted below) $\text{Number of employees who left during previous calendar year} / (\text{\# employed 1/1} + \text{\# employed 12/31}) / 2$



Q61: What is your organization's overall turnover rate? (Please use the formula noted below) Number of employees who left during previous calendar year (# employed 1/1 + # employed 12/31) / 2

ANSWER CHOICES	RESPONSES	
1-10%	72.22%	13
11-20%	11.11%	2
21-30%	11.11%	2
31-40%	5.56%	1
41-50%	0.00%	0
51-60%	0.00%	0
61-70%	0.00%	0
TOTAL		18

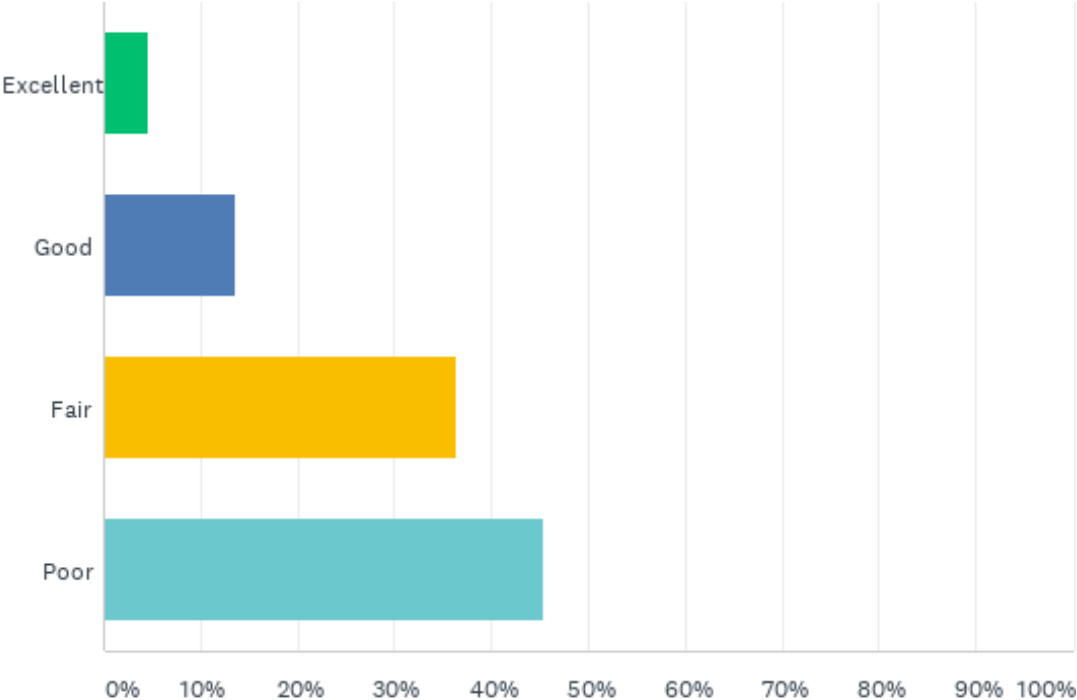
Q62: Would you rate the availability of skilled labor:



Q62: Would you rate the availability of skilled labor:

ANSWER CHOICES	RESPONSES	
Excellent	4.55%	1
Good	18.18%	4
Fair	22.73%	5
Poor	54.55%	12
TOTAL		22

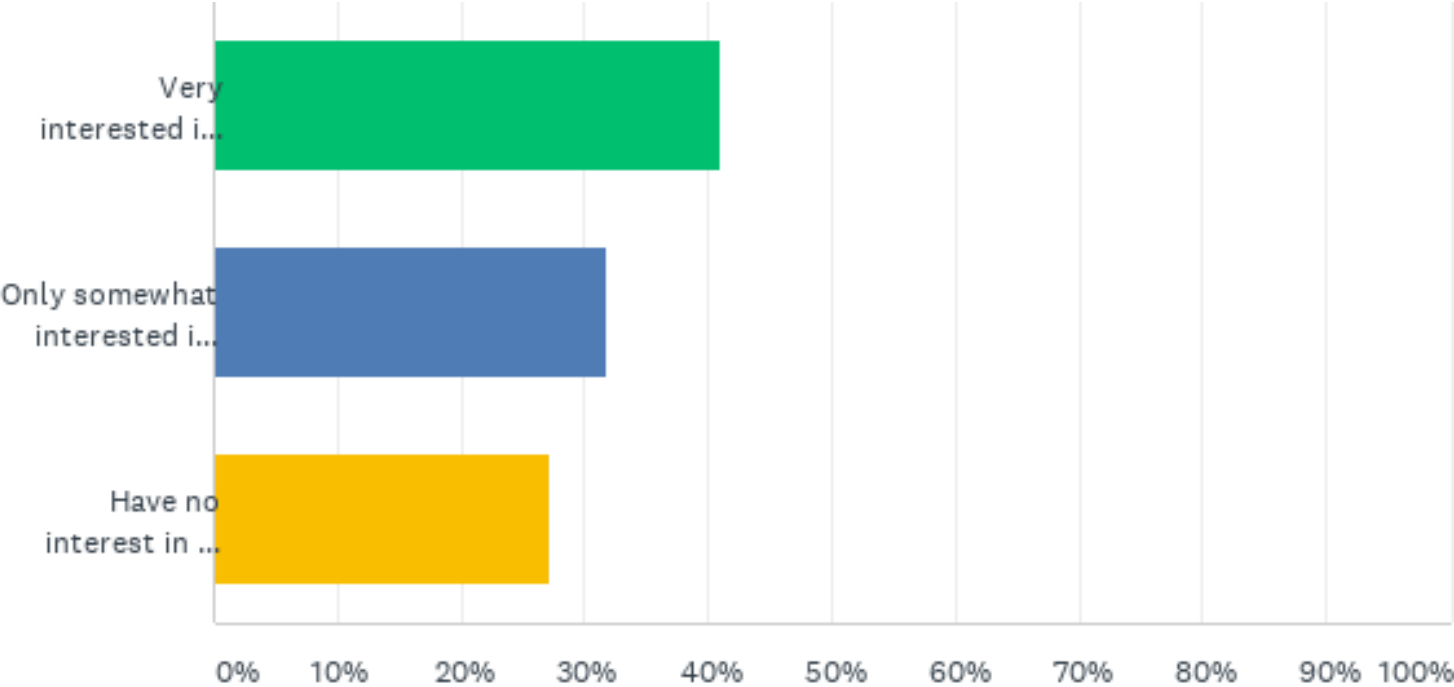
Q63: Would you rate the availability of unskilled labor:



Q63: Would you rate the availability of unskilled labor:

ANSWER CHOICES	RESPONSES	
Excellent	4.55%	1
Good	13.64%	3
Fair	36.36%	8
Poor	45.45%	10
TOTAL		22

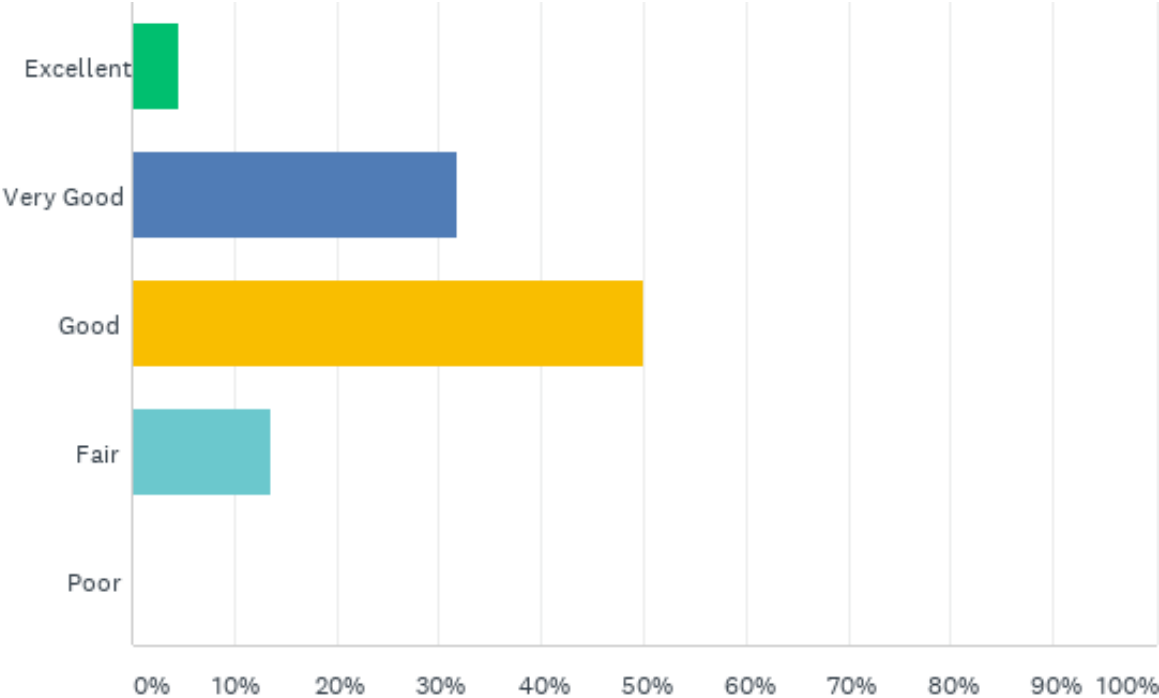
Q64: When you interview applicants are they:



Q64: When you interview applicants are they:

ANSWER CHOICES	RESPONSES	
Very interested in the job and looking for work	40.91%	9
Only somewhat interested in the job	31.82%	7
Have no interest in the job - appear not wanting to work	27.27%	6
TOTAL		22

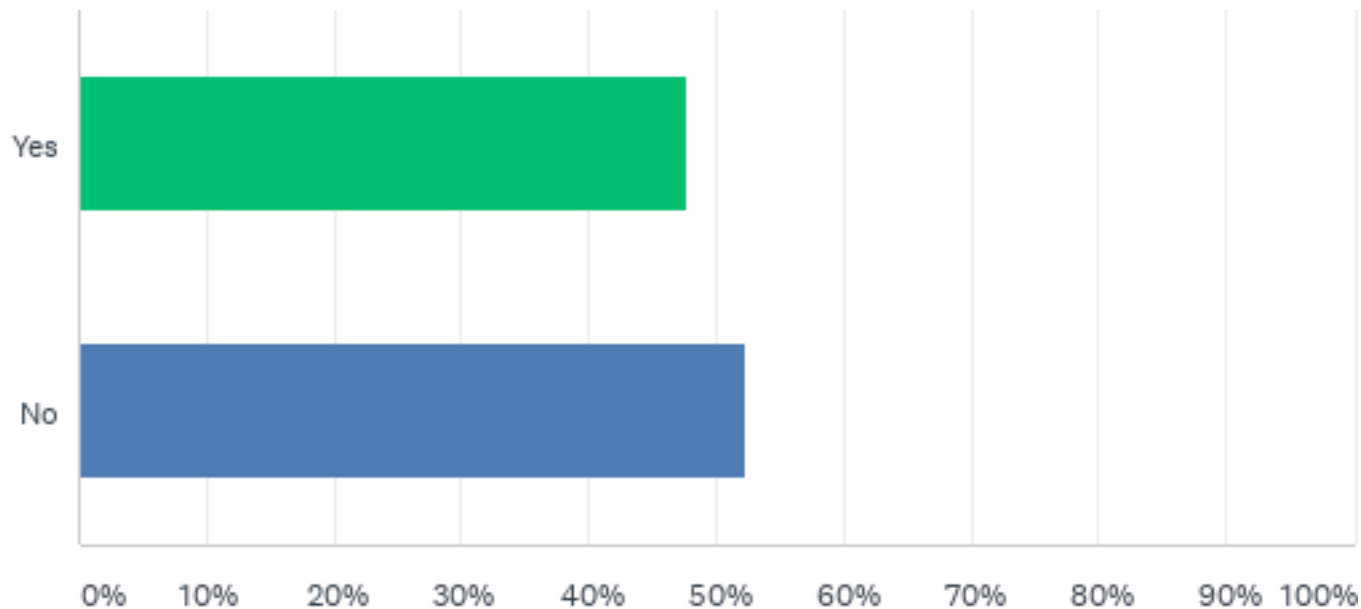
Q65: Would you say the overall morale of your workforce is:



Q65: Would you say the overall morale of your workforce is:

ANSWER CHOICES	RESPONSES	
Excellent	4.55%	1
Very Good	31.82%	7
Good	50.00%	11
Fair	13.64%	3
Poor	0.00%	0
Total Respondents: 22		

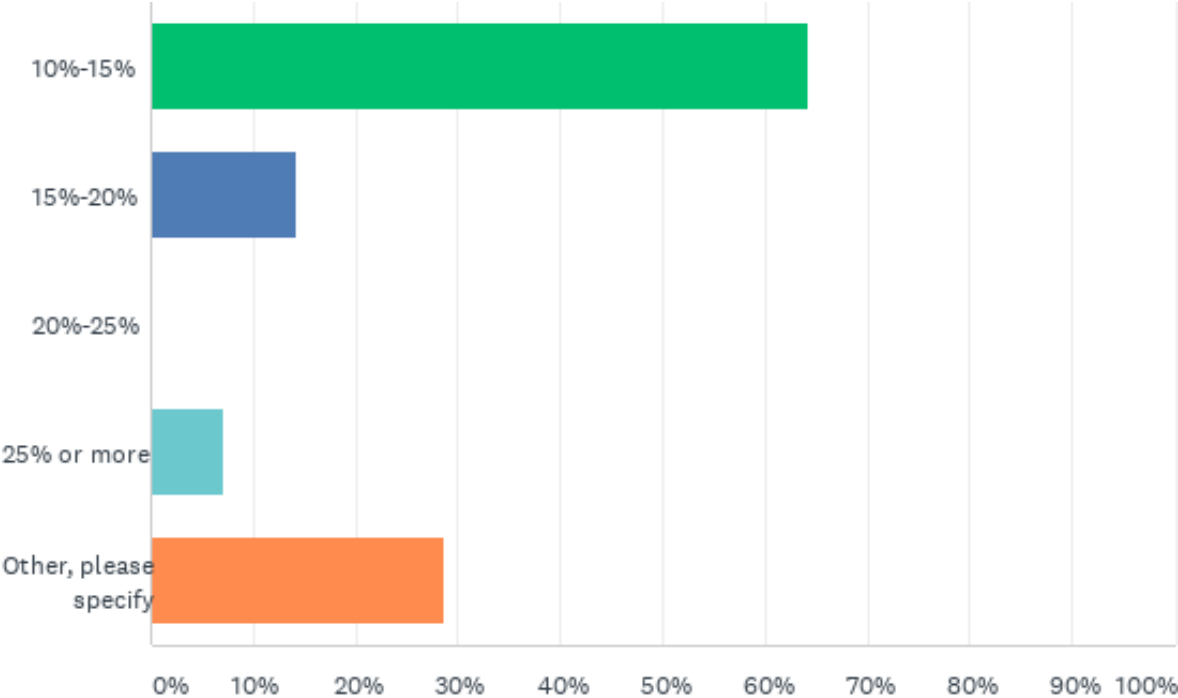
Q66: Have your workers' compensation premiums increased during the past year?



Q66: Have your workers' compensation premiums increased during the past year?

ANSWER CHOICES	RESPONSES	
Yes	47.62%	10
No	52.38%	11
TOTAL		21

Q67: By what percentage have the premiums increased?



Q67: By what percentage have the premiums increased?

ANSWER CHOICES	RESPONSES	
10%-15%	64.29%	9
15%-20%	14.29%	2
20%-25%	0.00%	0
25% or more	7.14%	1
Other, please specify	28.57%	4
Total Respondents: 14		

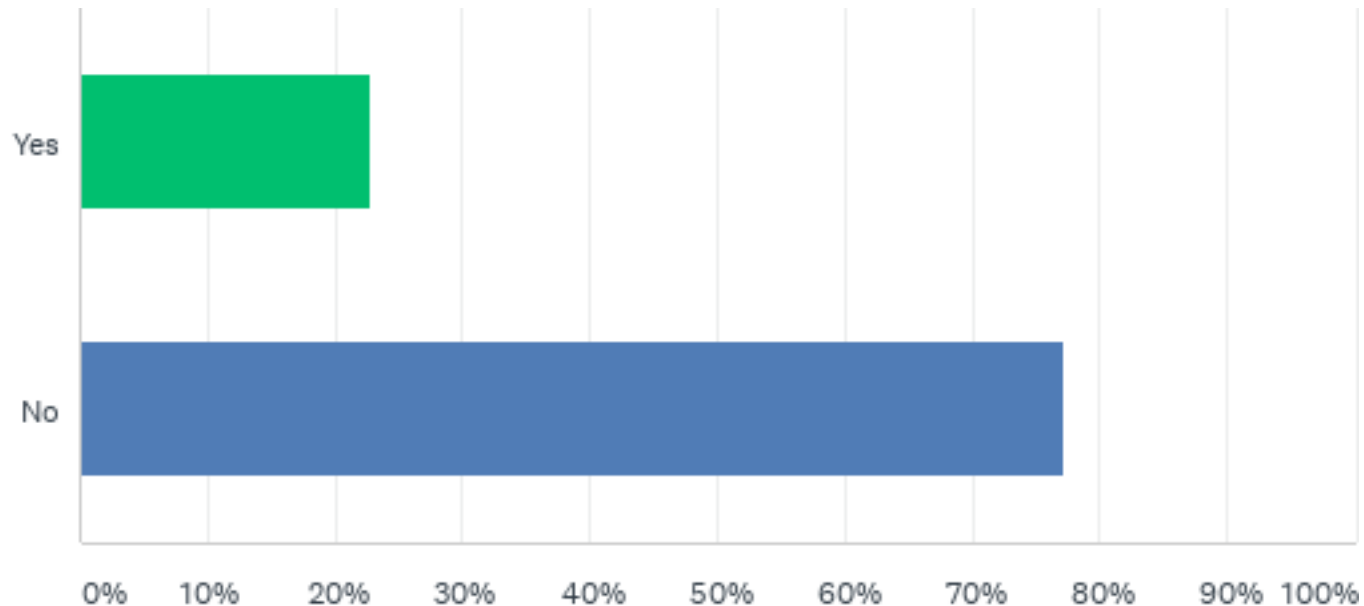
We offer a \$0 Premium Health Plan

changing companies, self insured

BBC has had very few WC injuries during past 5 years

Previously able to have our corporate numbers included with premiums, but not for 2021

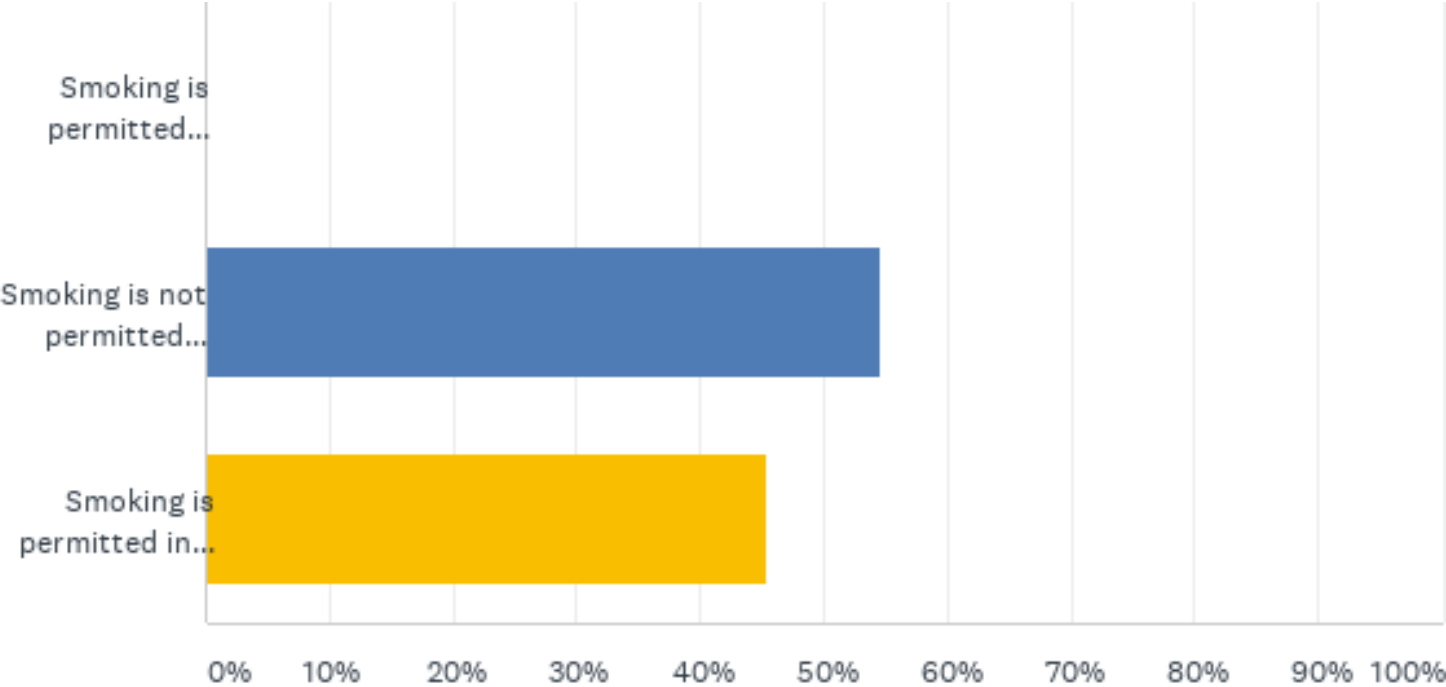
Q68: Does your organization have a union(s)?



Q68: Does your organization have a union(s)?

ANSWER CHOICES	RESPONSES	
Yes	22.73%	5
No	77.27%	17
TOTAL		22

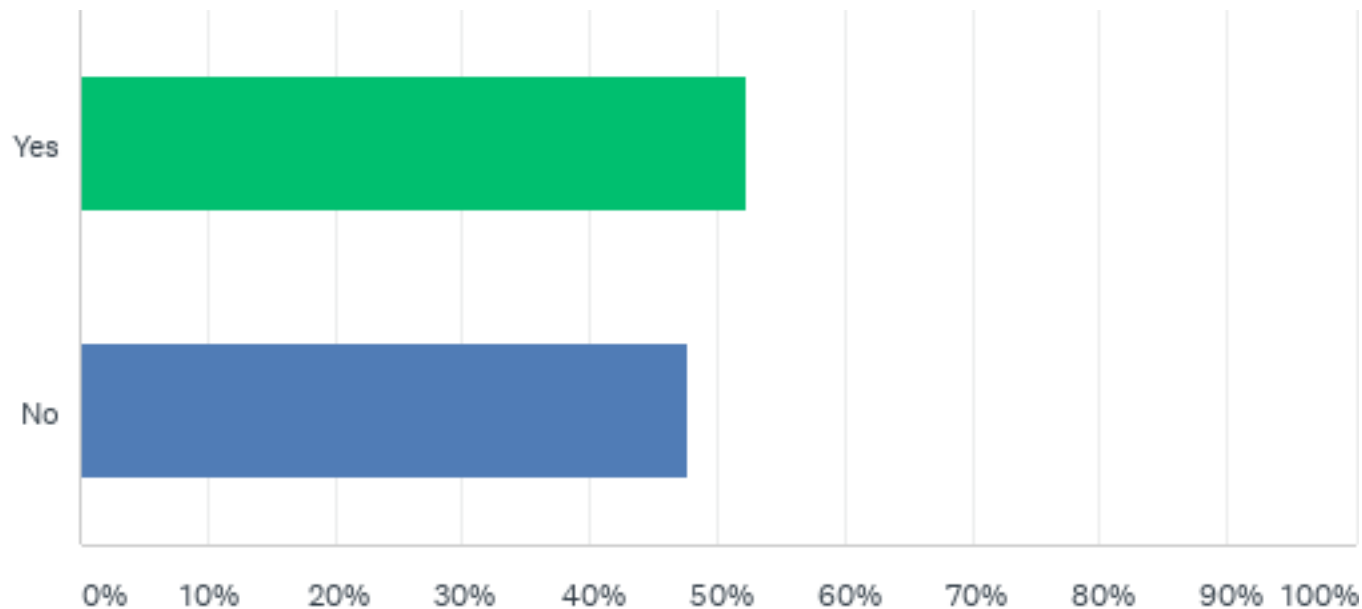
Q69: What is your organization's policy on smoking?



Q69: What is your organization's policy on smoking?

ANSWER CHOICES	RESPONSES	
Smoking is permitted everywhere	0.00%	0
Smoking is not permitted anywhere inside the building	54.55%	12
Smoking is permitted in designated areas or rooms	45.45%	10
TOTAL		22

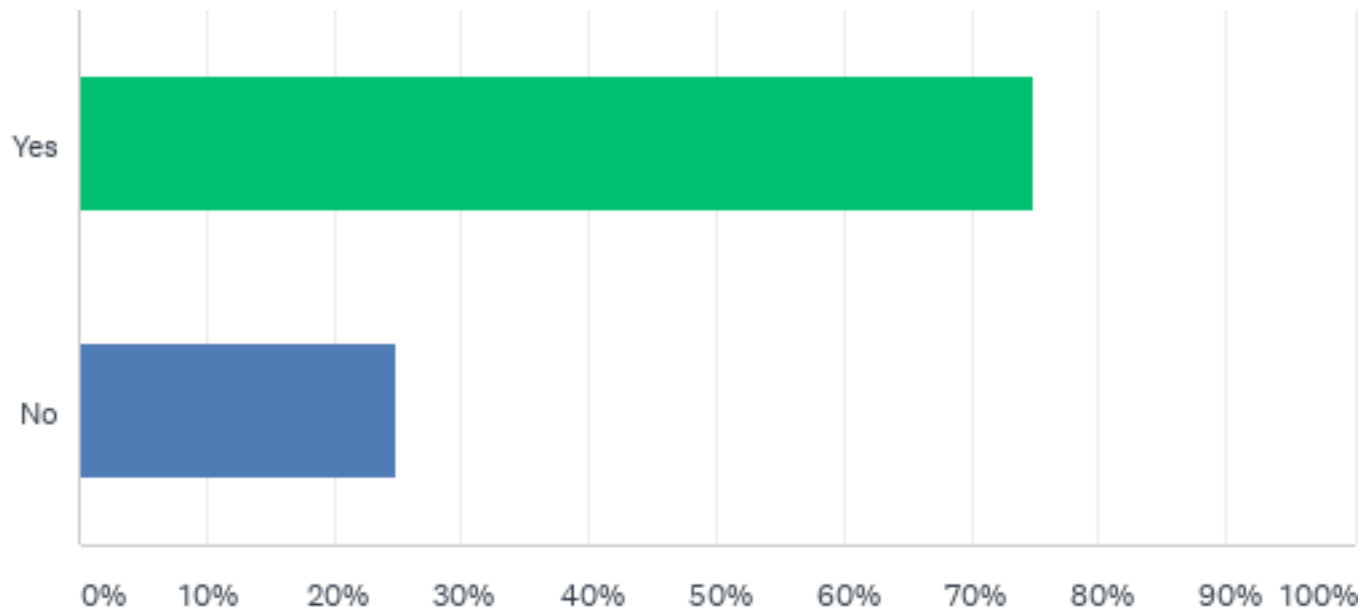
Q70: Does your company have a Diversity and Inclusion policy?



Q70: Does your company have a Diversity and Inclusion policy?

ANSWER CHOICES	RESPONSES	
Yes	52.38%	11
No	47.62%	10
TOTAL		21

Q71: Does the Leadership at your company demonstrate a commitment to Diversity and Inclusion?



Q71: Does the Leadership at your company demonstrate a commitment to Diversity and Inclusion?

ANSWER CHOICES	RESPONSES	
Yes	75.00%	15
No	25.00%	5
TOTAL		20

Q72: If yes to question 71, how is this demonstrated?

Created a Director of Talent Acquisition & Diversity/ Diversity Trainings

We hire all race and ethnicity

Handbook and policies. We are a small company – inclusion is critical.

Mission statement and current diversity of work force

WE have a diverse leadership team and are a global company

Part of our Code of Conduct training, EEOC and affirmative action sign offs

MONTHLY MEETINGS

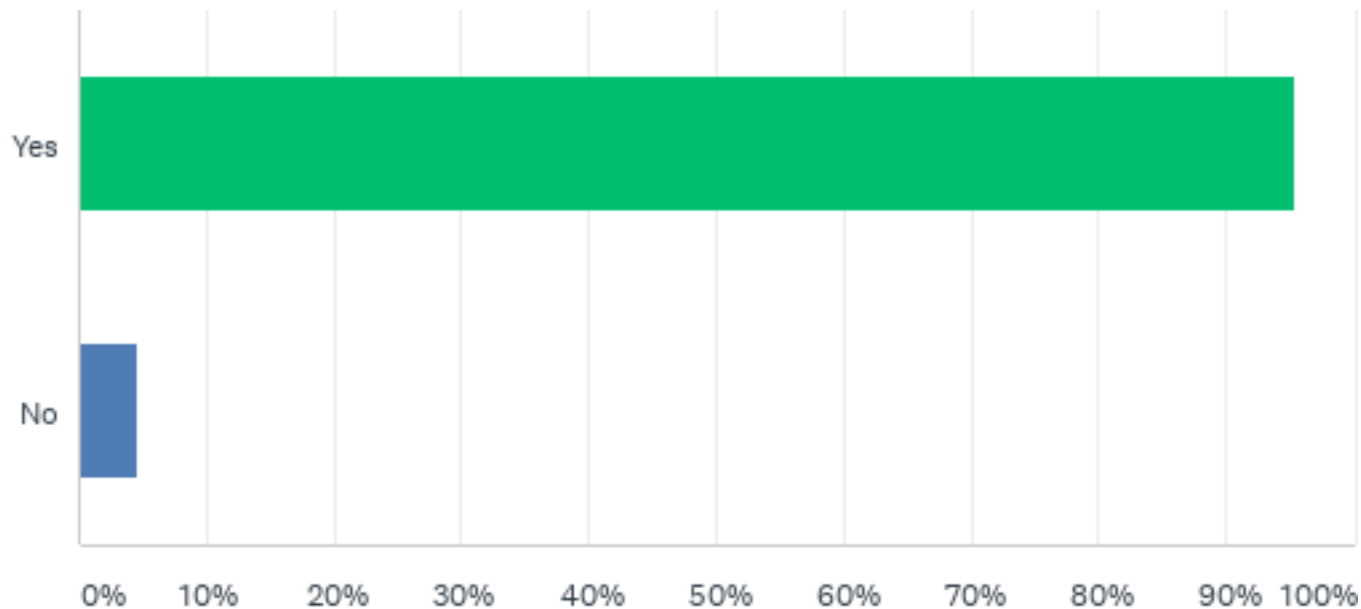
Recruitment efforts and willingness to seek candidates for diversity

Numerous ways due to Govt contracts

Executive Leadership interacts with all employees and are available to listen to employees needs and concerns – support “open door policy”

Company Policy. Periodic review with employees.

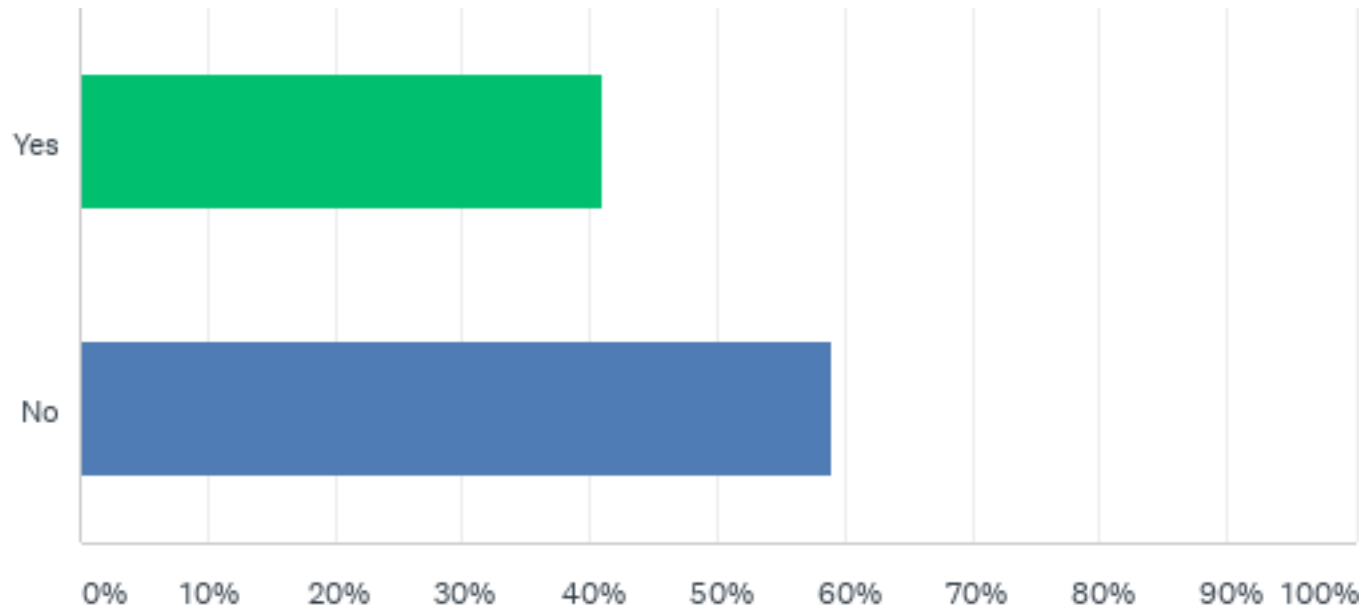
Q73: Was your company considered “Essential” during the recent Governors COVID-19 “Work from Home” regulations?



Q73: Was your company considered “Essential” during the recent Governors COVID-19 “Work from Home” regulations?

ANSWER CHOICES	RESPONSES	
Yes	95.45%	21
No	4.55%	1
TOTAL		22

Q74: Did your company lay-off or furlough workers during COVID-19?



Q74: Did your company lay-off or furlough workers during COVID-19?

ANSWER CHOICES	RESPONSES	
Yes	40.91%	9
No	59.09%	13
TOTAL		22

Q75: If the answer to Question 74 is yes, what percentage of your workforce was affected?

1.14%

50%

We didn't furlough or layoff workers.

25%

100%

60%

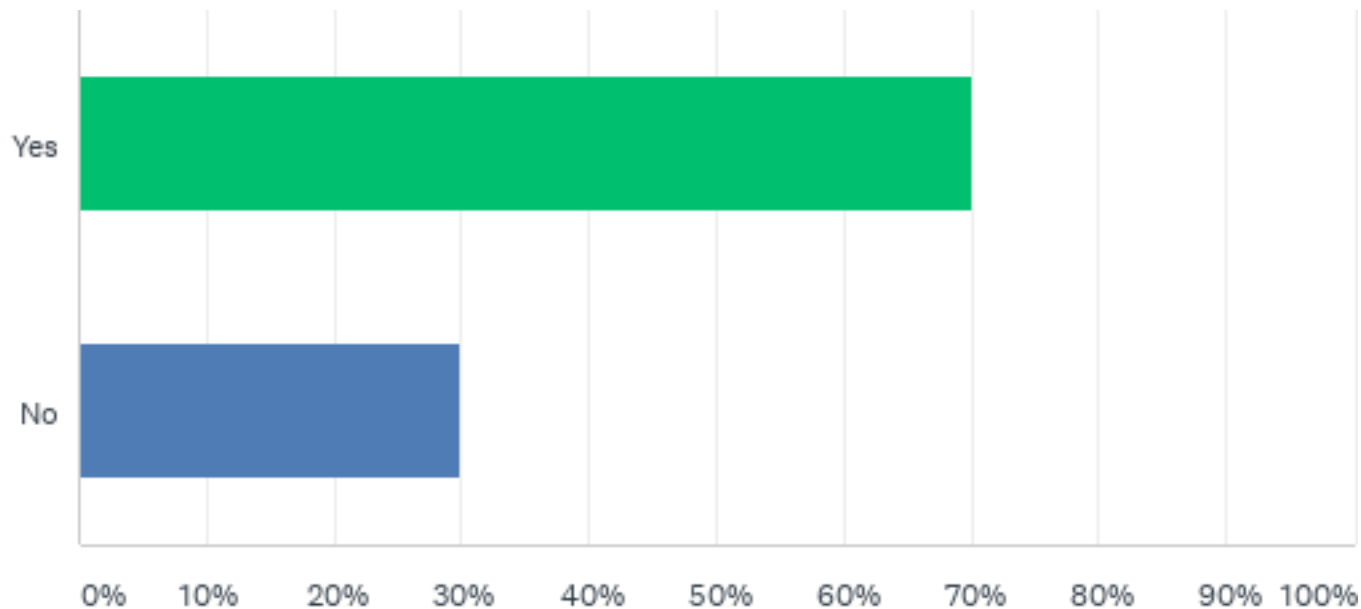
75%

Answered "no", however, our hospitality portion was affected by COVID lay-offs

70% workers are furloughed during pandemic.

70

Q76: Is your company back to its pre-COVID performance?



Q76: Is your company back to its pre-COVID performance?

ANSWER CHOICES	RESPONSES	
Yes	70.00%	14
No	30.00%	6
TOTAL		20

Q77: How was your company affected during COVID-19?

We had to add 3rd shift to keep with demand and recruit more labor

We grew

Loss of production performance – customer demand

Difficulty finding workers willing to work instead of quitting and taking unemployment benefits. Also, employees following published CDC and WHO guidelines instead of established guidelines as determined by our HR department based on current, streamlined policy. Sales declined during 2020 but have since returned to pre-COVID levels

Office was closed to the public

Increased absenteeism

Sales increased – no lay offs

Workforce

Slow downs, not enough available labor.

ORDERS AFFECTED

Customer orders dropped / Found people do not want to work

Work has slowed down recently

Our workforce was declared essential but funding and contracts were suspended by the State, which led to our 6-week pandemic-layoff.

Hospitality portion of industry only. For purposes of this survey, we answered survey based on Distillery Operations

Was not

We shutdown business for around 2 months.

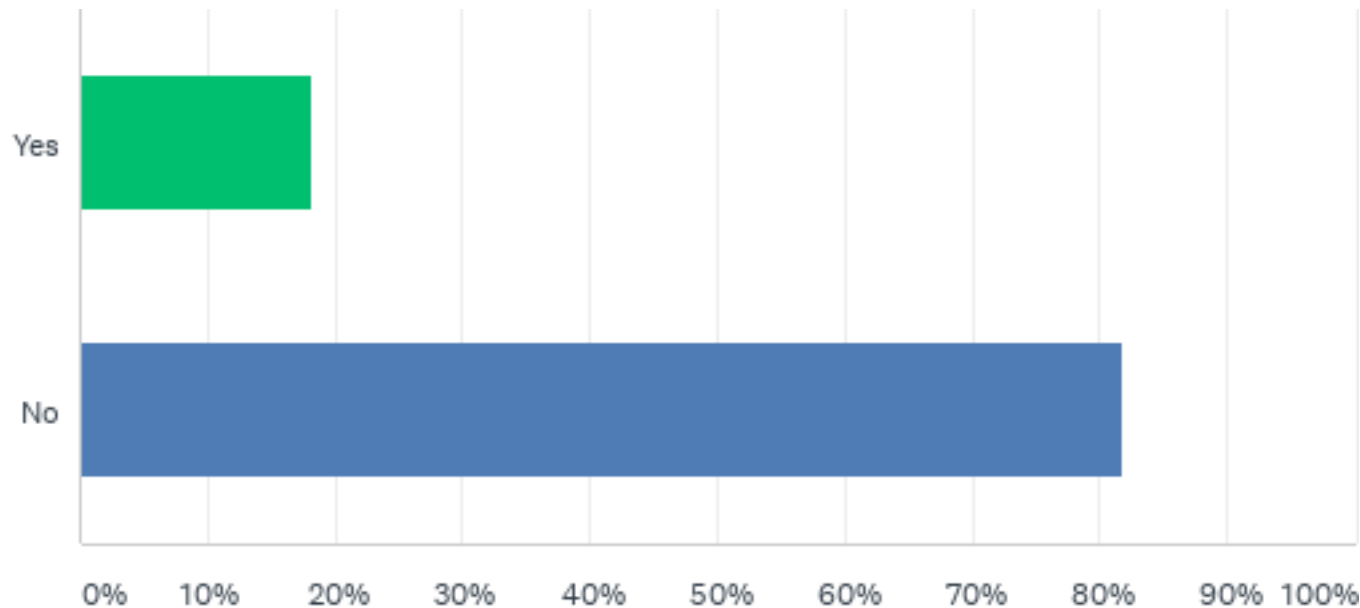
very few cases - we have a COVID-19 contingency plan - we continue to educate employees on protocol to prevent the spread of COVID-19 - we sanitize the facility 4x a week

Only minor affected

Decrease in sales in 2020. In 2021, some material costs have tripled. Several Materials are unavailable or are on extended bko.

Layoffs; salaried associates took a 20% pay reduction for 90 days

Q78: Are you having issues with employees not returning to work?



Q78: Are you having issues with employees not returning to work?

ANSWER CHOICES	RESPONSES	
Yes	18.18%	4
No	81.82%	18
TOTAL		22

Q79: If yes, what reasons are being given?

NA

only experiencing difficulty in identifying and hiring new workers. We did not furlough existing staff.

n/a

Unemployment

UNEMPLOYMENT PAYS MORE

No Call No Show or I can make more money staying at home