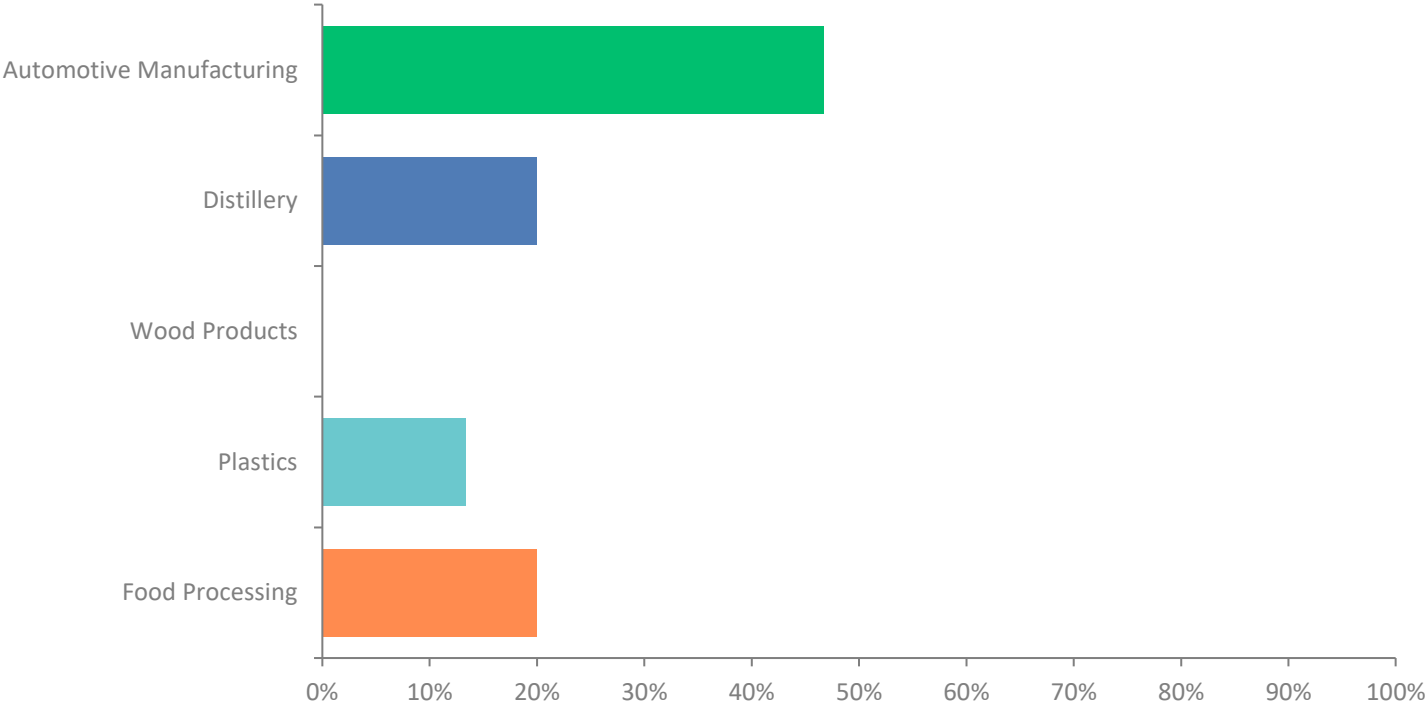


**NELSON COUNTY ECONOMIC
DEVELOPMENT AGENCY
BARDSTOWN INDUSTRIAL
DEVELOPMENT CORPORATION
Wage and Benefits Survey 2024**

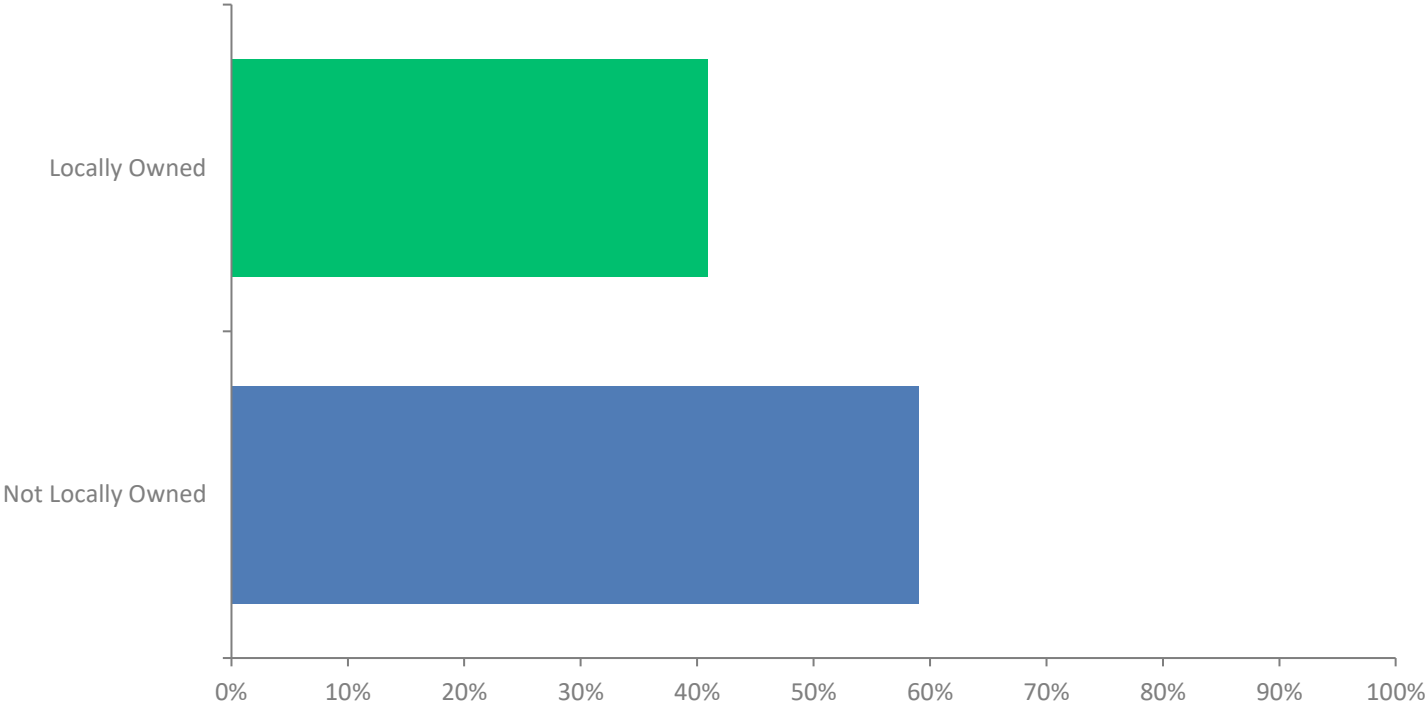
Q1: Type of business:



Q1: Type of business:

ANSWER CHOICES	RESPONSES	
Automotive Manufacturing	46.67%	7
Distillery	20.0%	3
Wood Products	0%	0
Plastics	13.33%	2
Food Processing	20.0%	3
TOTAL		15

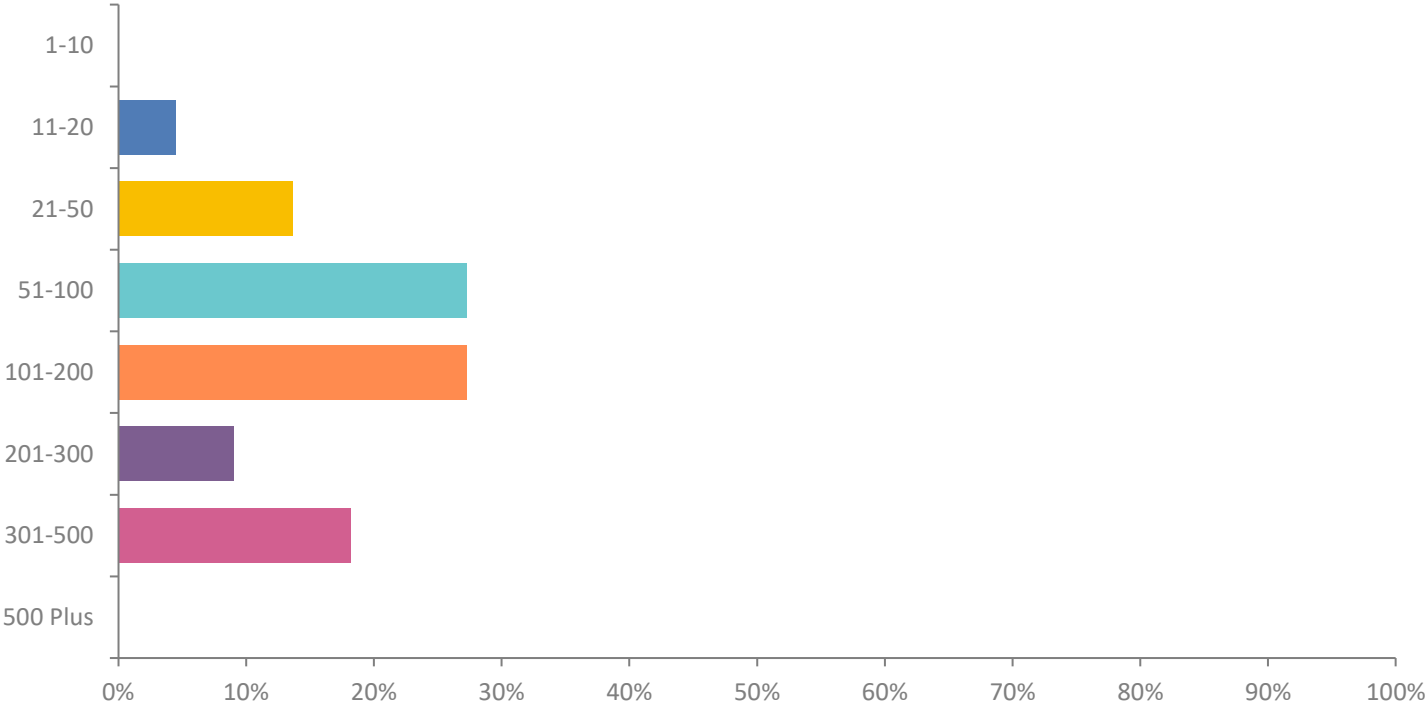
Q2: Business ownership:



Q2: Business ownership:

ANSWER CHOICES	RESPONSES	
Locally Owned	40.91%	9
Not Locally Owned	59.09%	13
TOTAL		22

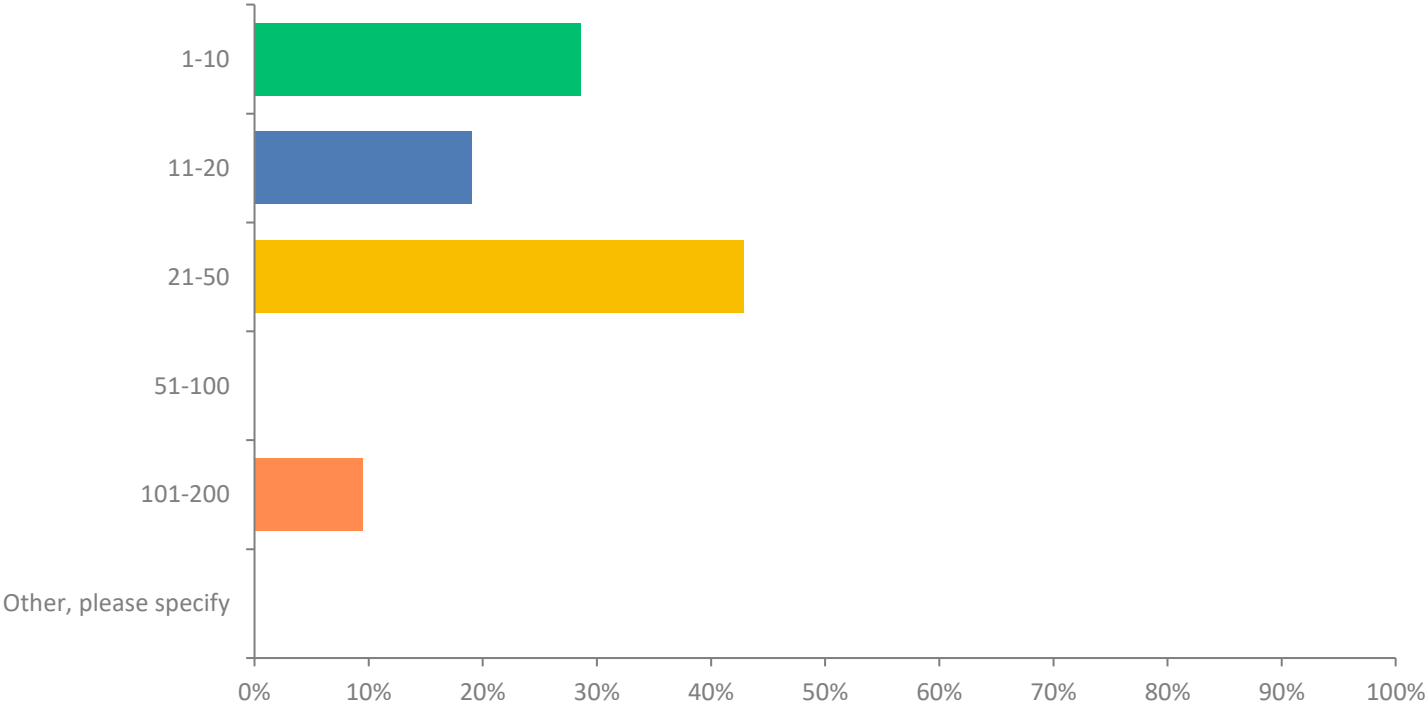
Q3: Number of full-time hourly employees on site:



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

ANSWER CHOICES	RESPONSES	
1-10	0%	0
11-20	4.55%	1
21-50	13.64%	3
51-100	27.27%	6
101-200	27.27%	6
201-300	9.09%	2
301-500	18.18%	4
500 Plus	0%	0
TOTAL		22

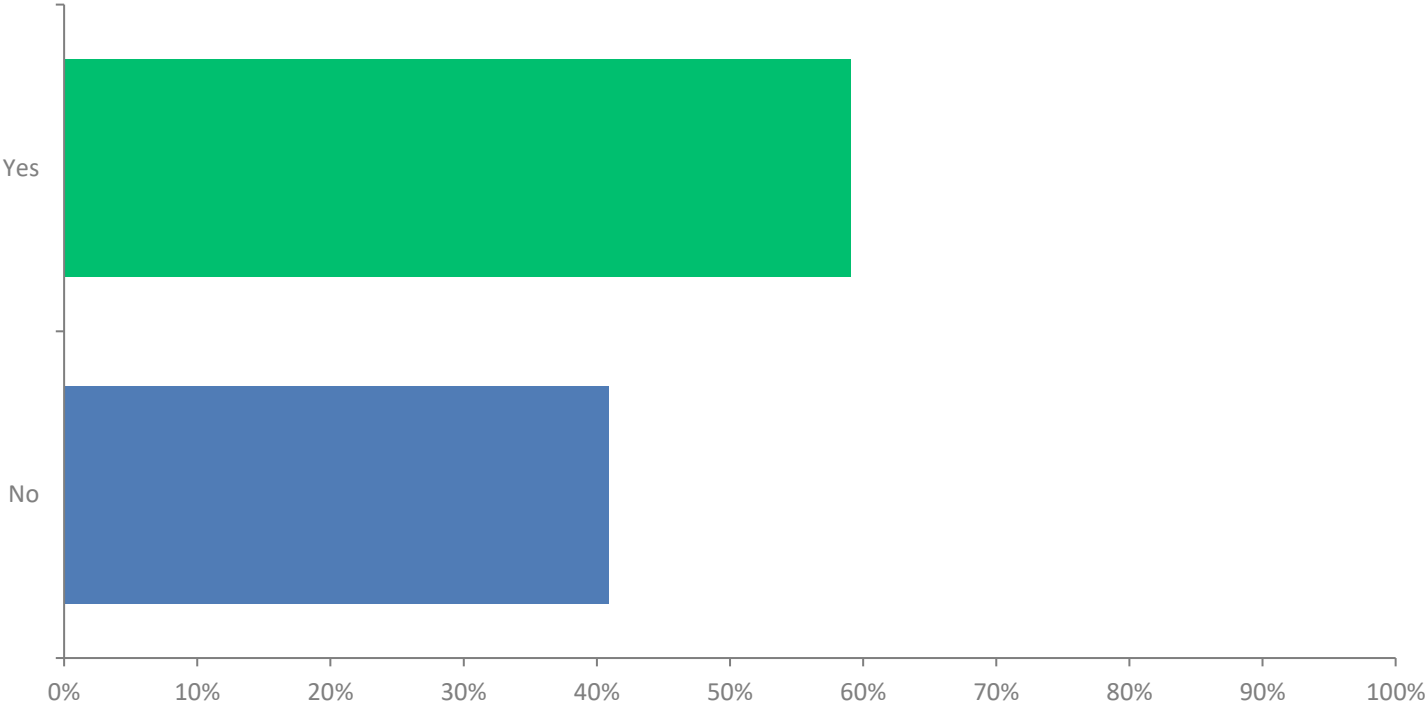
Q4: Number of full-time salaried employees on site:



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

ANSWER CHOICES	RESPONSES	
1-10	28.57%	6
11-20	19.05%	4
21-50	42.86%	9
51-100	0%	0
101-200	9.52%	2
Other, please specify	0%	0
TOTAL		21

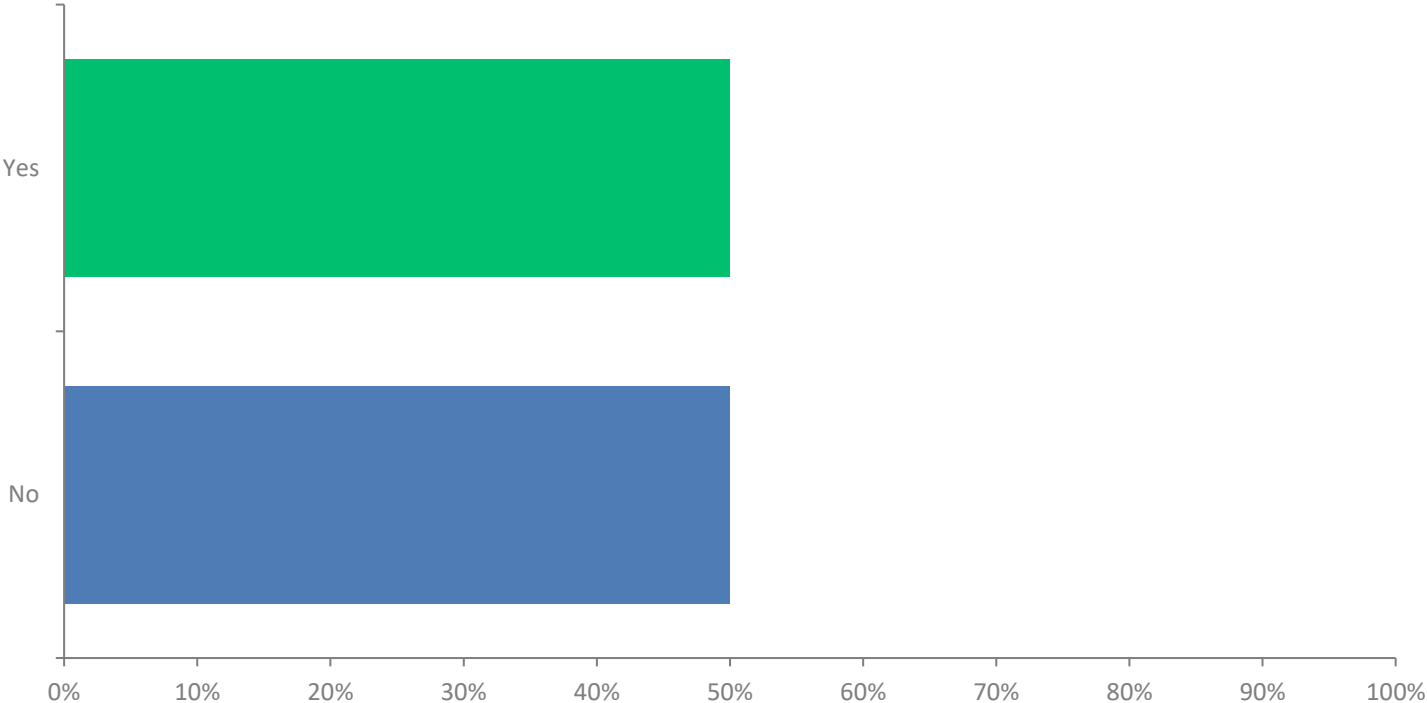
Q5: Do you use temporary employees?



Q5: Do you use temporary employees?

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

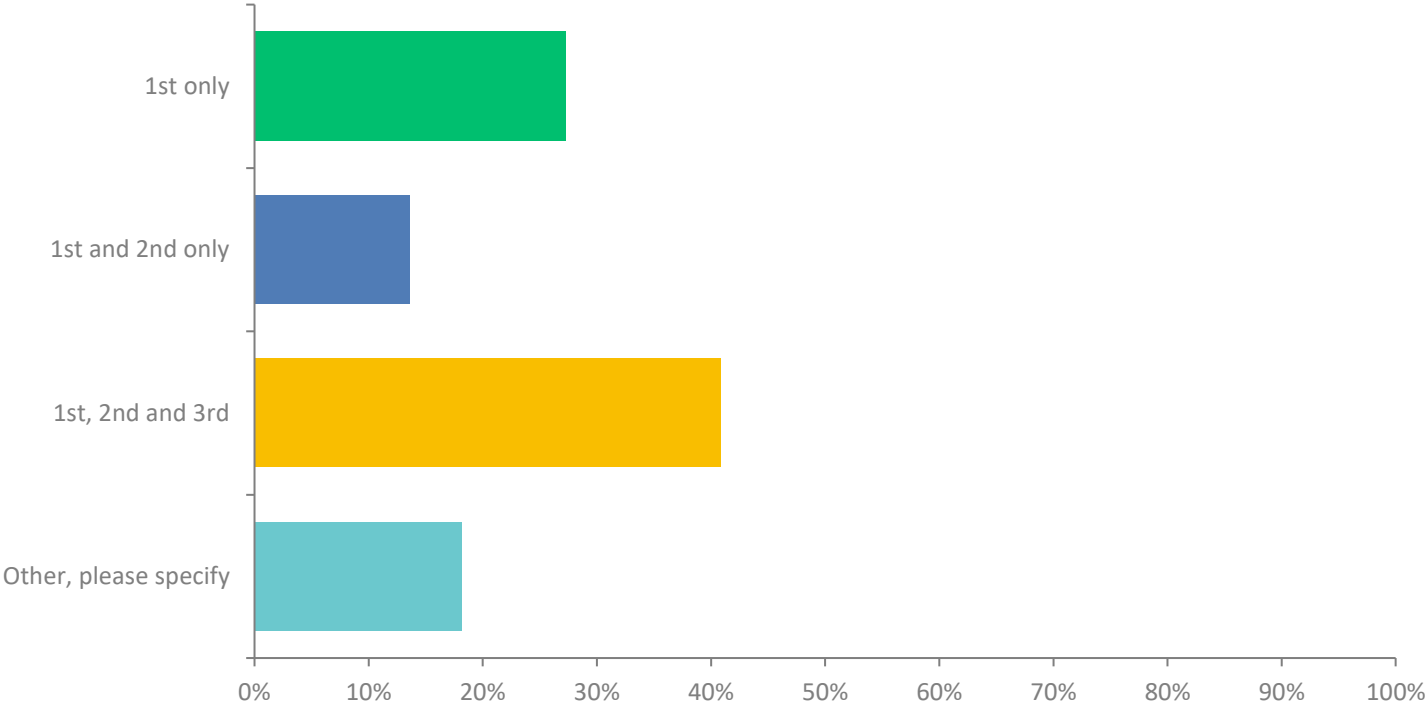
Q6: If "YES", do you hire through a "temp-to-hire" program?



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

ANSWER CHOICES	RESPONSES	
Yes	50.0%	10
No	50.0%	10
TOTAL		20

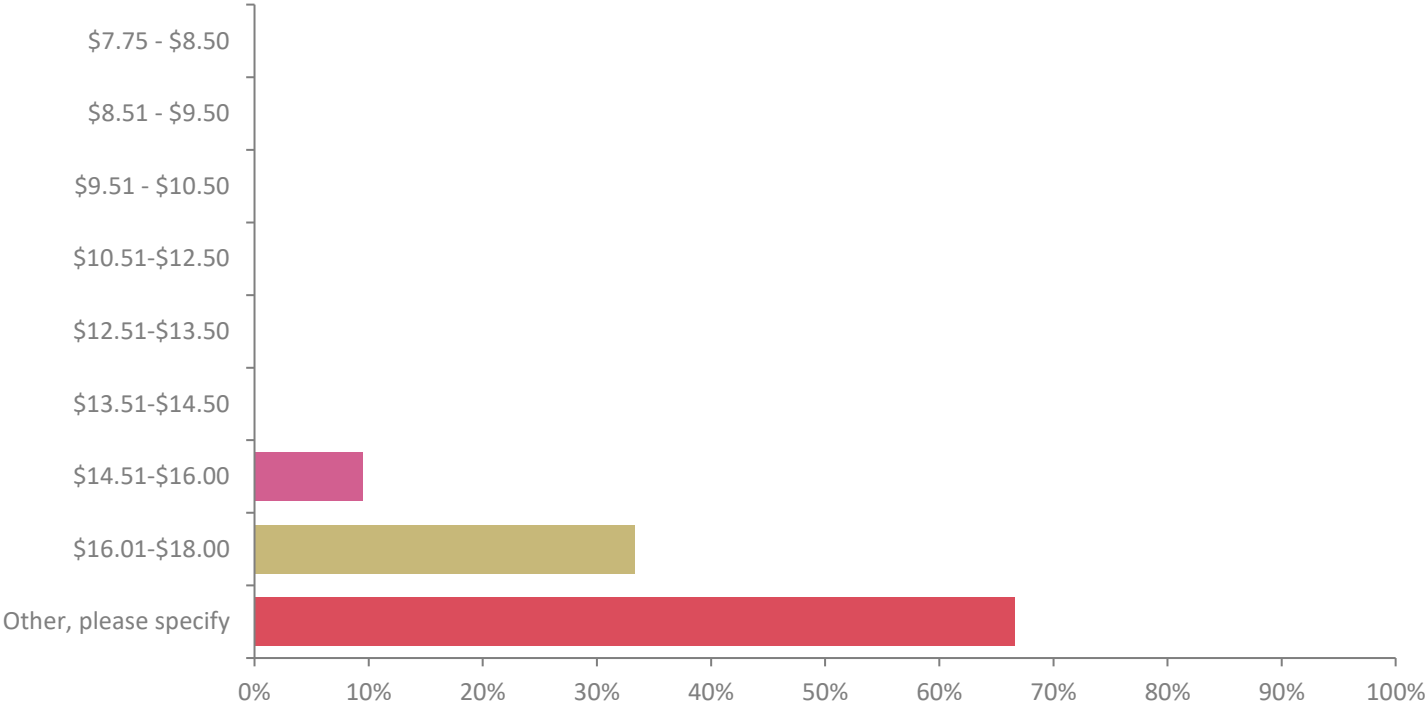
Q7: How many shifts do you run?



Q7: How many shifts do you run?

ANSWER CHOICES	RESPONSES	
1st only	27.27%	6
1st and 2nd only	13.64%	3
1st, 2nd and 3rd	40.91%	9
Other, please specify	18.18%	4
TOTAL		22

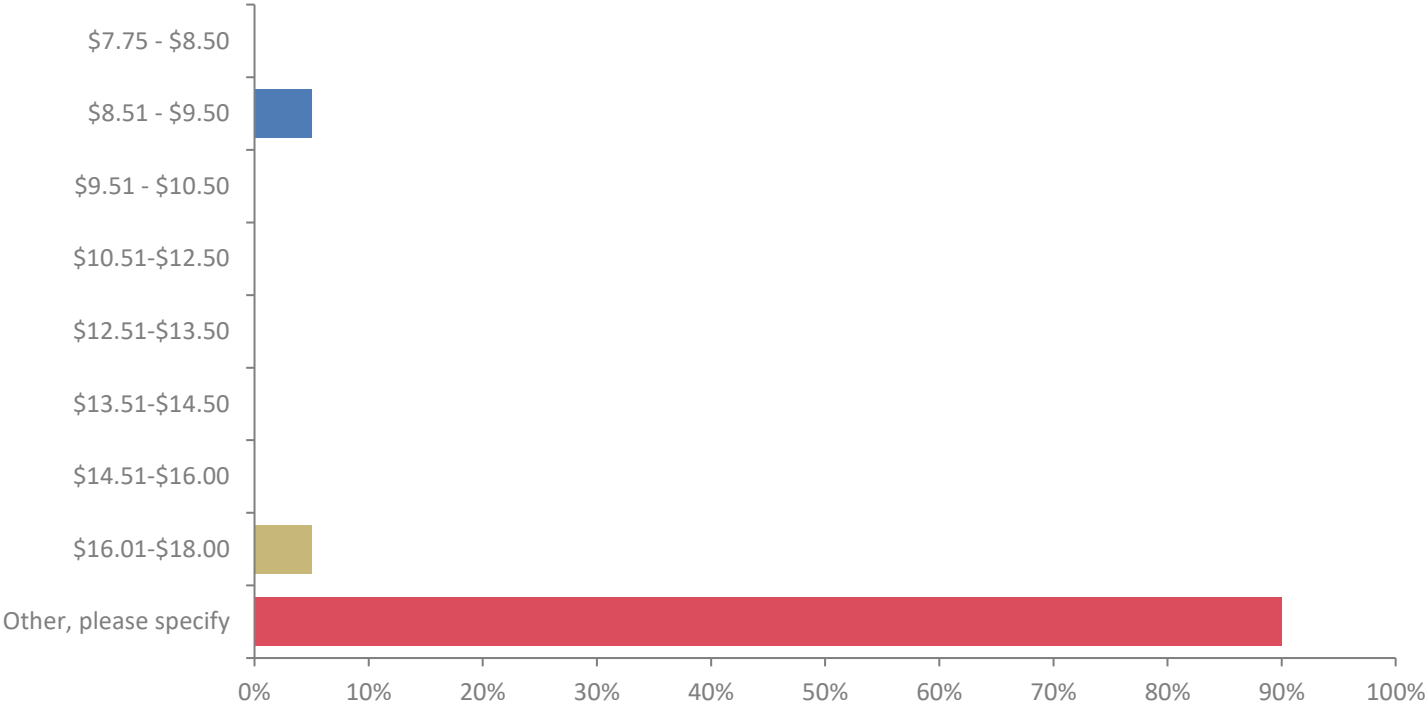
Q8: Your average full-time hourly production starting rate is:



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

ANSWER CHOICES	RESPONSES	
\$7.75 - \$8.50	0%	0
\$8.51 - \$9.50	0%	0
\$9.51 - \$10.50	0%	0
\$10.51-\$12.50	0%	0
\$12.51-\$13.50	0%	0
\$13.51-\$14.50	0%	0
\$14.51-\$16.00	9.52%	2
\$16.01-\$18.00	33.33%	7
Other, please specify	66.67%	14
TOTAL		23

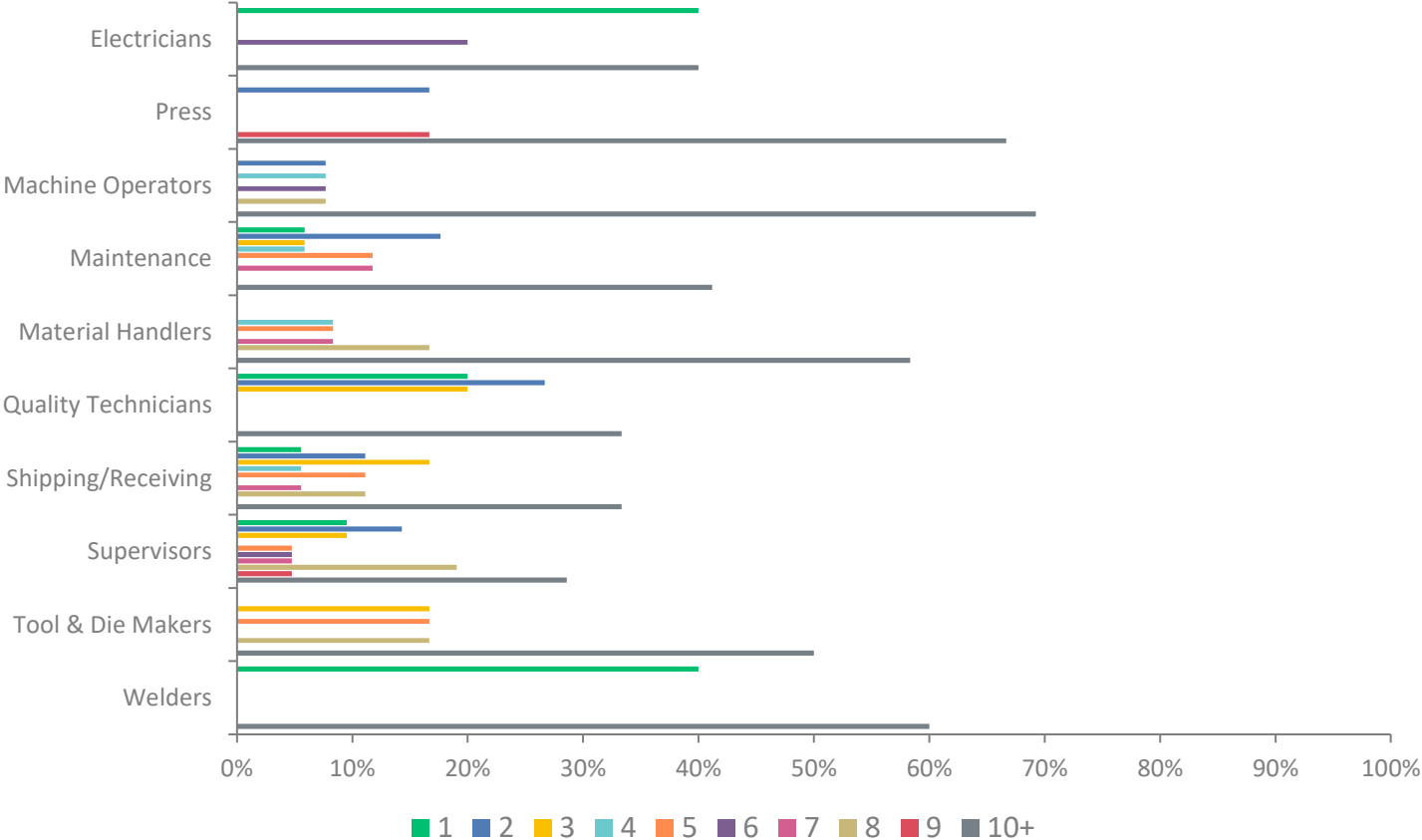
Q9: Your full-time production top out rate is:



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

ANSWER CHOICES	RESPONSES	
\$7.75 - \$8.50	0%	0
\$8.51 - \$9.50	5.00%	1
\$9.51 - \$10.50	0%	0
\$10.51-\$12.50	0%	0
\$12.51-\$13.50	0%	0
\$13.51-\$14.50	0%	0
\$14.51-\$16.00	0%	0
\$16.01-\$18.00	5.00%	1
Other, please specify	90.0%	18
TOTAL		20

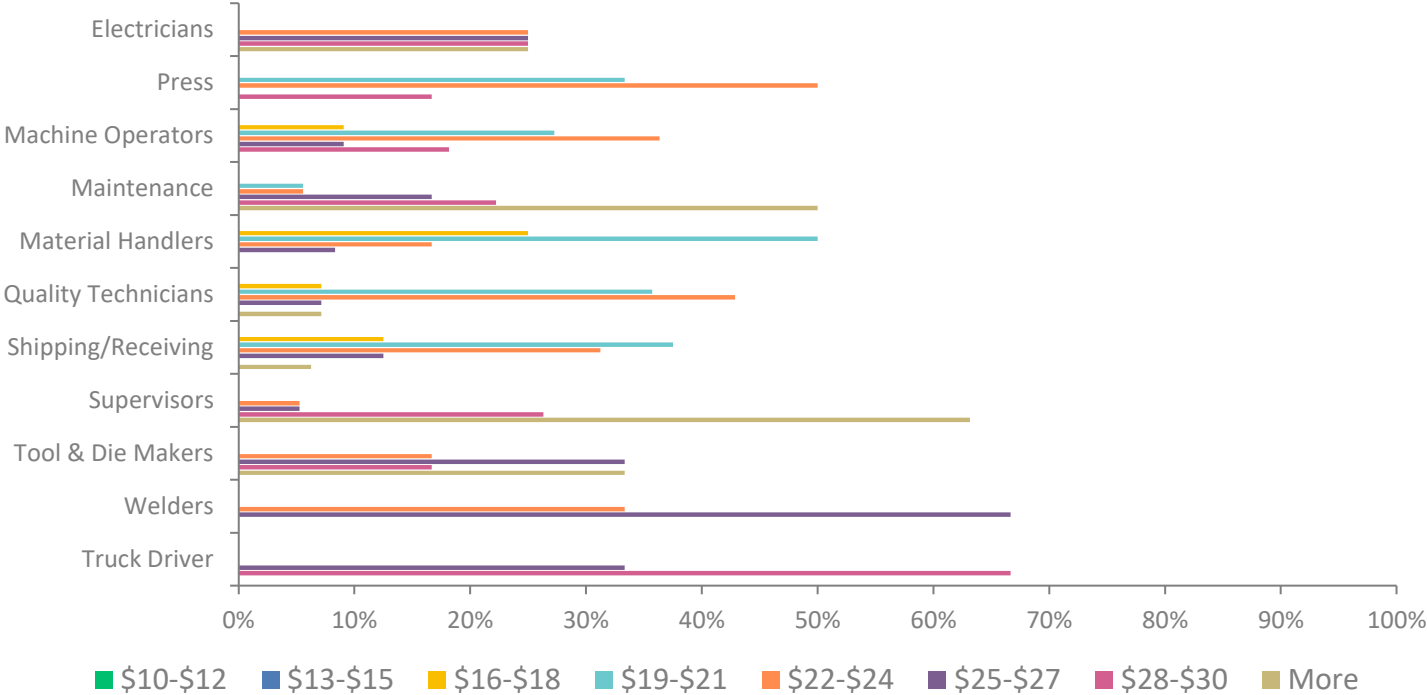
Q10: How many do you employ of the following:



Q10: How many do you employ of the following:

	TOTAL
Electricians	5
Press	6
Machine Operators	13
Maintenance	17
Material Handlers	12
Quality Technicians	15
Shipping/Receiving	18
Supervisors	21
Tool & Die Makers	6
Welders	5

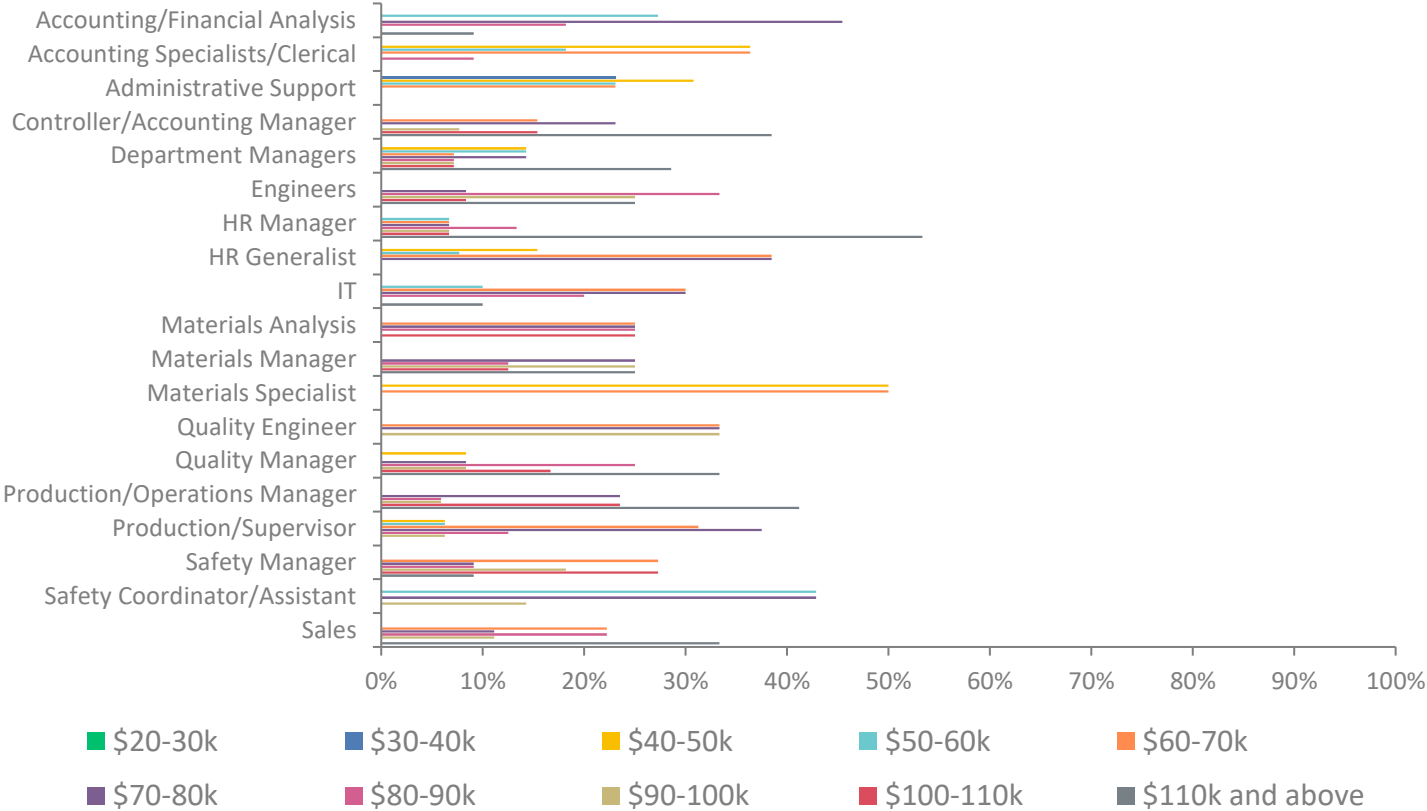
Q11: Hourly wage for the following:



Q11: Hourly wage for the following:

	\$10- \$12	\$13- \$15	\$16- \$18	\$19- \$21	\$22- \$24	\$25- \$27	\$28- \$30	MORE	TOTAL
Electricians					1	1	1	1	4
Press				2	3	0	1	0	6
Machine Operators			1	3	4	1	2		11
Maintenance				1	1	3	4	9	18
Material Handlers			3	6	2	1	0	0	12
Quality Technicians			1	5	6	1	0	1	14
Shipping/Receiving			2	6	5	2	0	1	16
Supervisors					1	1	5	12	19
Tool & Die Makers					1	2	1	2	6
Welders					1	2	0	0	3
Truck Driver						1	2	0	3

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



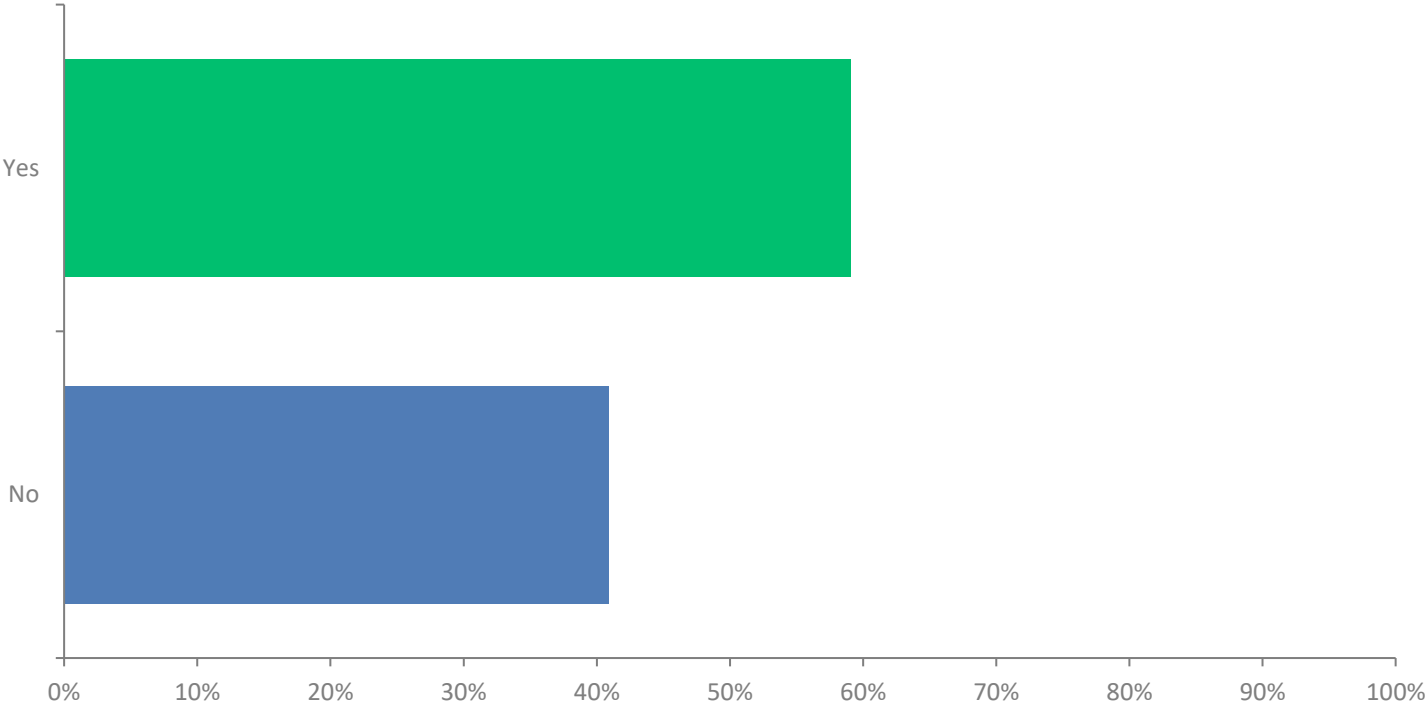
Q12: Please check annual salary range for each that apply:

	\$20-30K	\$30-40K	\$40-50K	\$50-60K	\$60-70K	\$70-80K	\$80-90K	\$90-100K	\$100-110K	\$110K AND ABOVE	TOTAL
Accounting/Financial				3		5	2	0	0	1	11
Accounting Specialists/Clerical			4	0	4	0	1	0	0	0	11
Administrative Support		3	4	3	3	0	0	0	0	0	13
Controller/Acct Mgr	0	0	0	0	2	3	0	1	2	5	13
Department Managers	0	0	2	2	1	2	1	1	1	4	14
Engineers	0	0	0	0	0	1	4	3	1	3	12
HR Manager	0	0	0	1	1	1	2	1	1	8	15
HR Generalist	0	0	2	1	5	5	0	0	0	0	13
IT	0	0	0	1	3	3	2	0	0	1	10
Materials Analysis					1	1	1	0	1	0	4
Materials Manager						2	1	2	1	2	8
Materials Specialist			1	0	1	0	0	0	0	0	2
Quality Engineer					2	2	0	2	0	0	6

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

	\$20-30K	\$30-40K	\$40-50K	\$50-60K	\$60-70K	\$70-80K	\$80-90K	\$90-100K	\$100-110K	\$110K AND ABOVE	TOTAL
Quality Manager			1	0	0	1	3	1	2	4	12
Production/Operations Manager						4	1	1	4	7	17
Production/Supervisor			1	1	5	6	2	1	0	0	16
Safety Manager					3	1	1	2	3	1	11
Safety Coordinator/Assistant				3	0	3	0	1	0	0	7
Sales					2	1	2	1	0	3	9

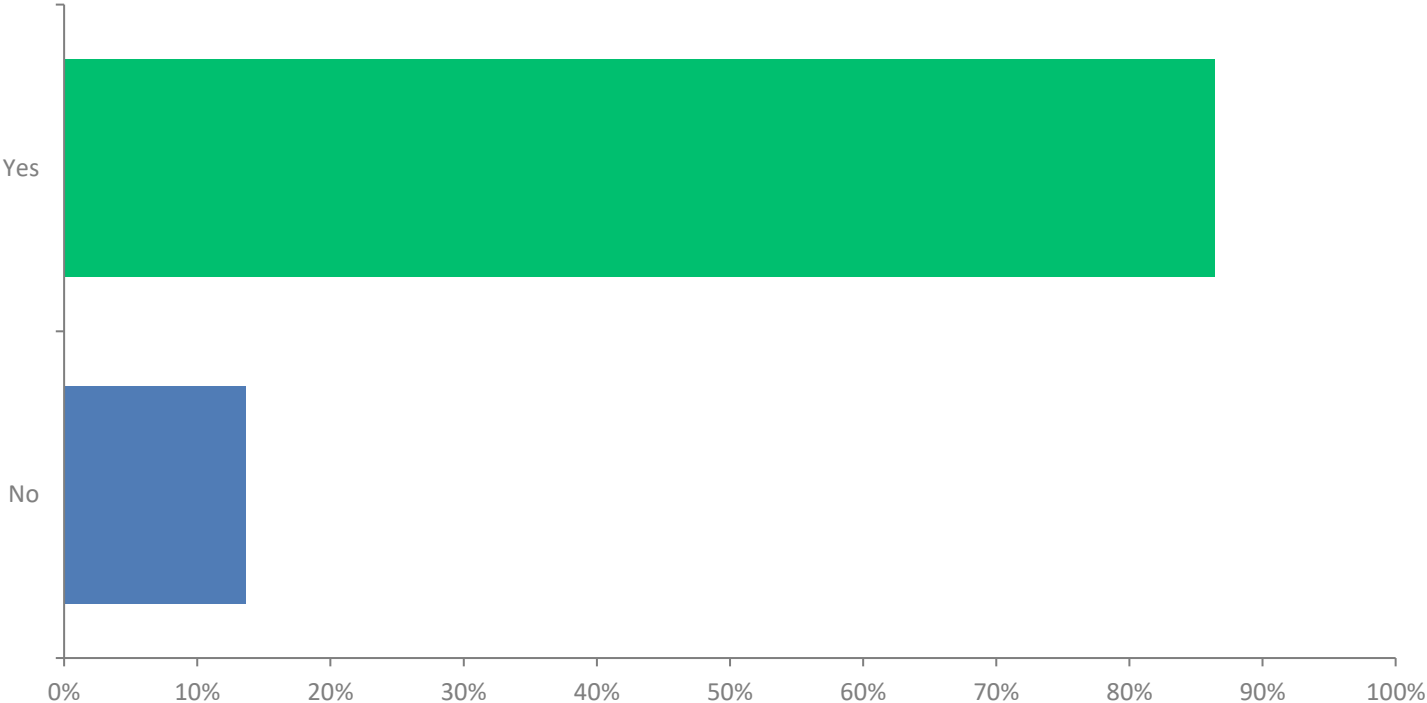
Q13: Do you offer more than one health plan?



Q13: Do you offer more than one health plan?

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

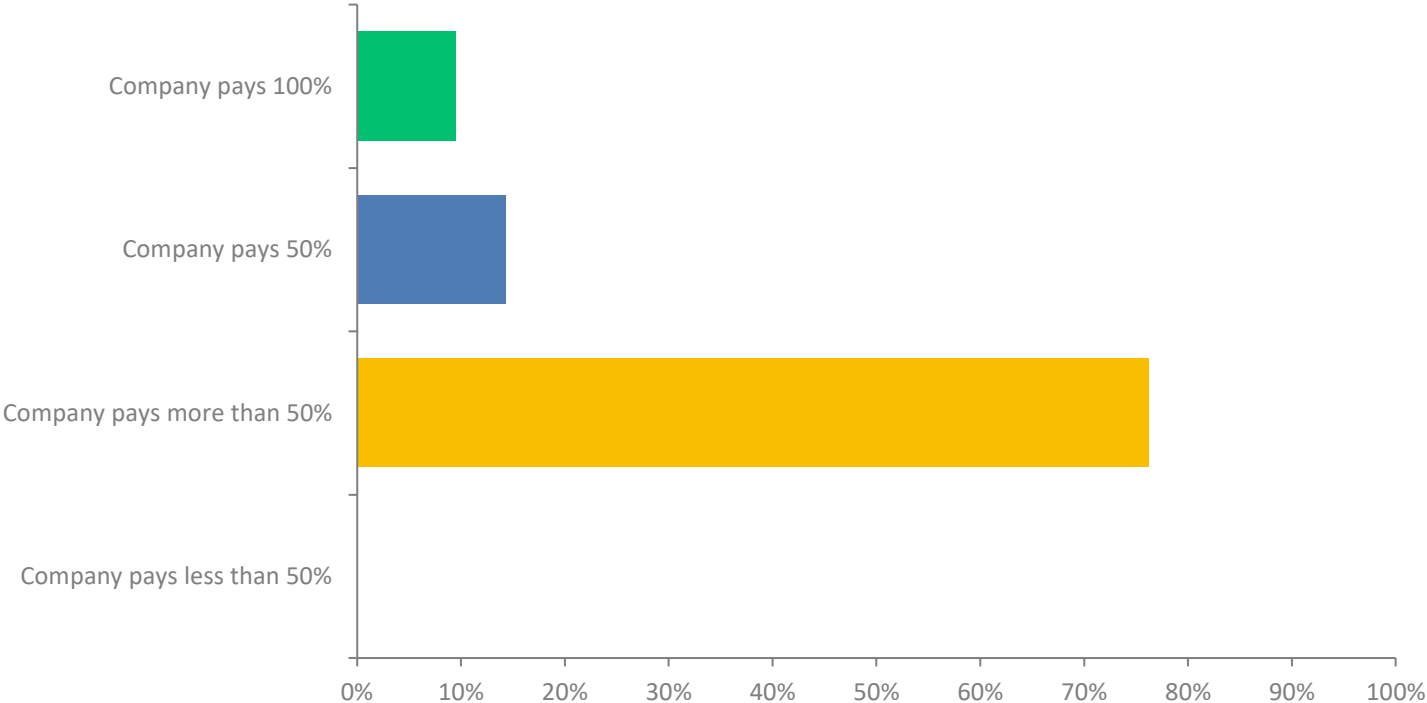
Q14: Do you pay for health coverage for your employees?



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

ANSWER CHOICES	RESPONSES	
Yes	86.36%	19
No	13.64%	3
TOTAL		22

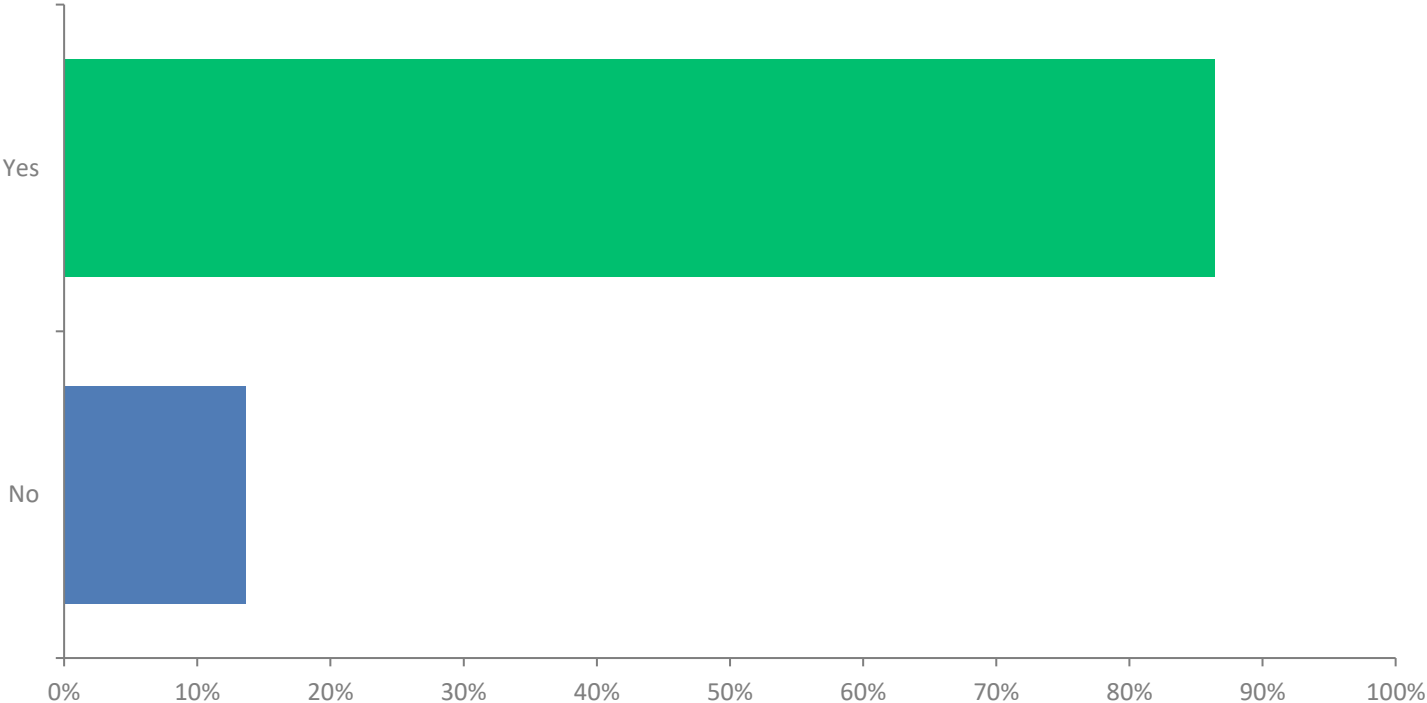
Q15: Health coverage for your employees:



Q15: Health coverage for your employees:

ANSWER CHOICES	RESPONSES	
Company pays 100%	9.52%	2
Company pays 50%	14.29%	3
Company pays more than 50%	76.19%	16
Company pays less than 50%	0%	0
TOTAL		21

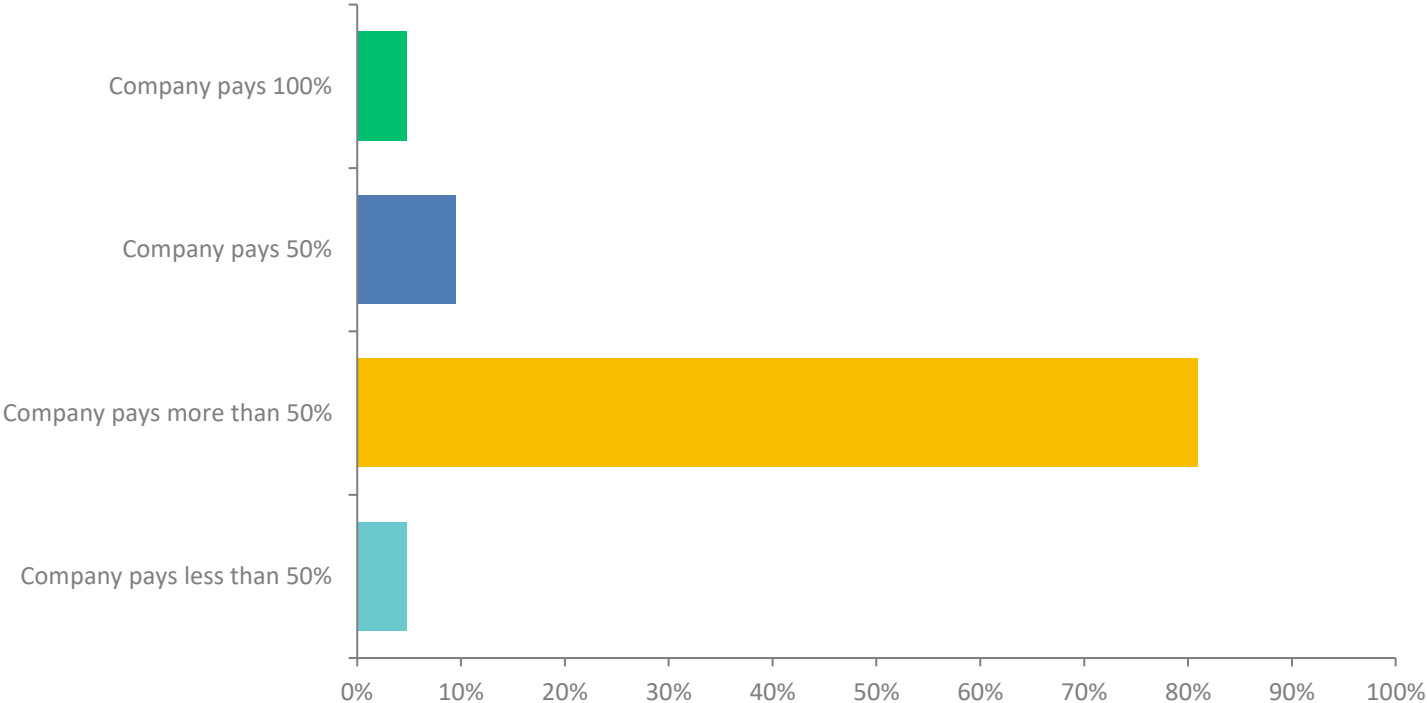
Q16: Do you pay for employee family health coverage?



Q16: Do you pay for employee family health coverage?

ANSWER CHOICES	RESPONSES	
Yes	86.36%	19
No	13.64%	3
TOTAL		22

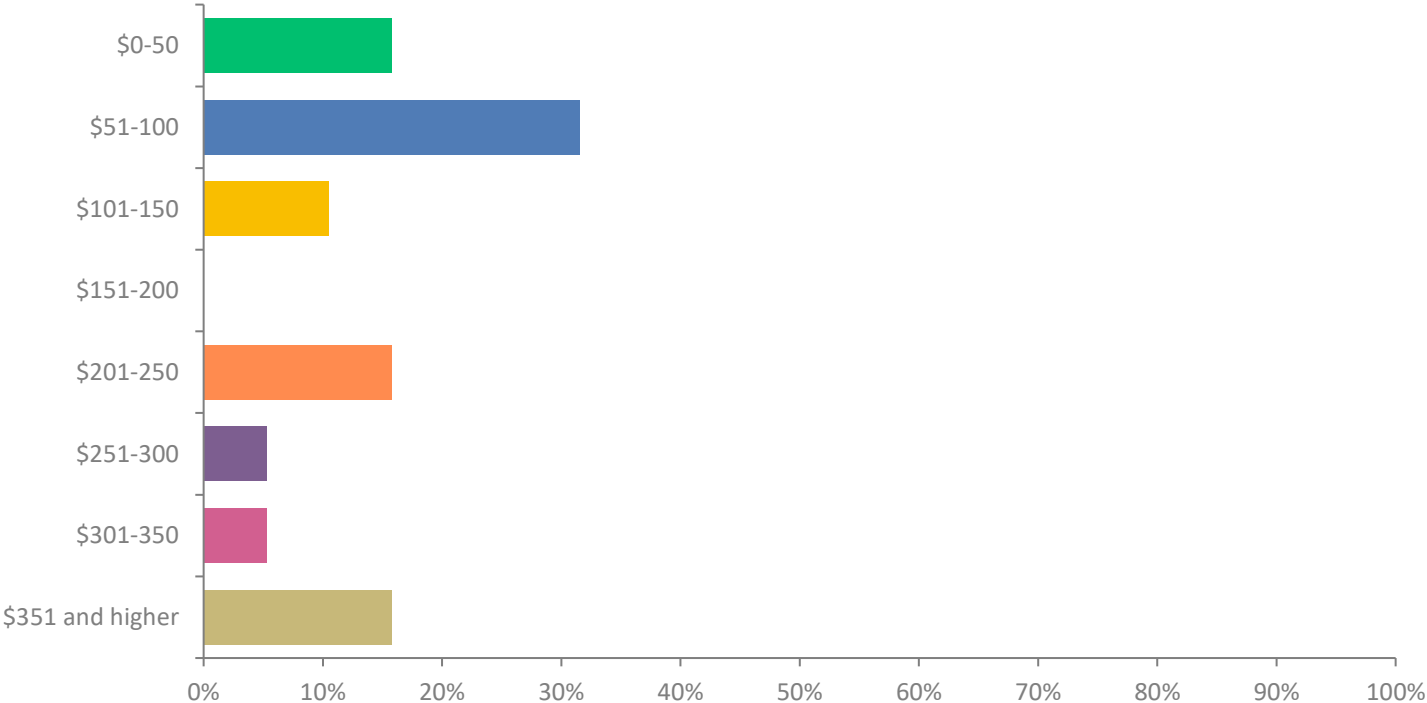
Q17: Family health coverage:



Q17: Family health coverage:

ANSWER CHOICES	RESPONSES	
Company pays 100%	4.76%	1
Company pays 50%	9.52%	2
Company pays more than 50%	80.95%	17
Company pays less than 50%	4.76%	1
TOTAL		21

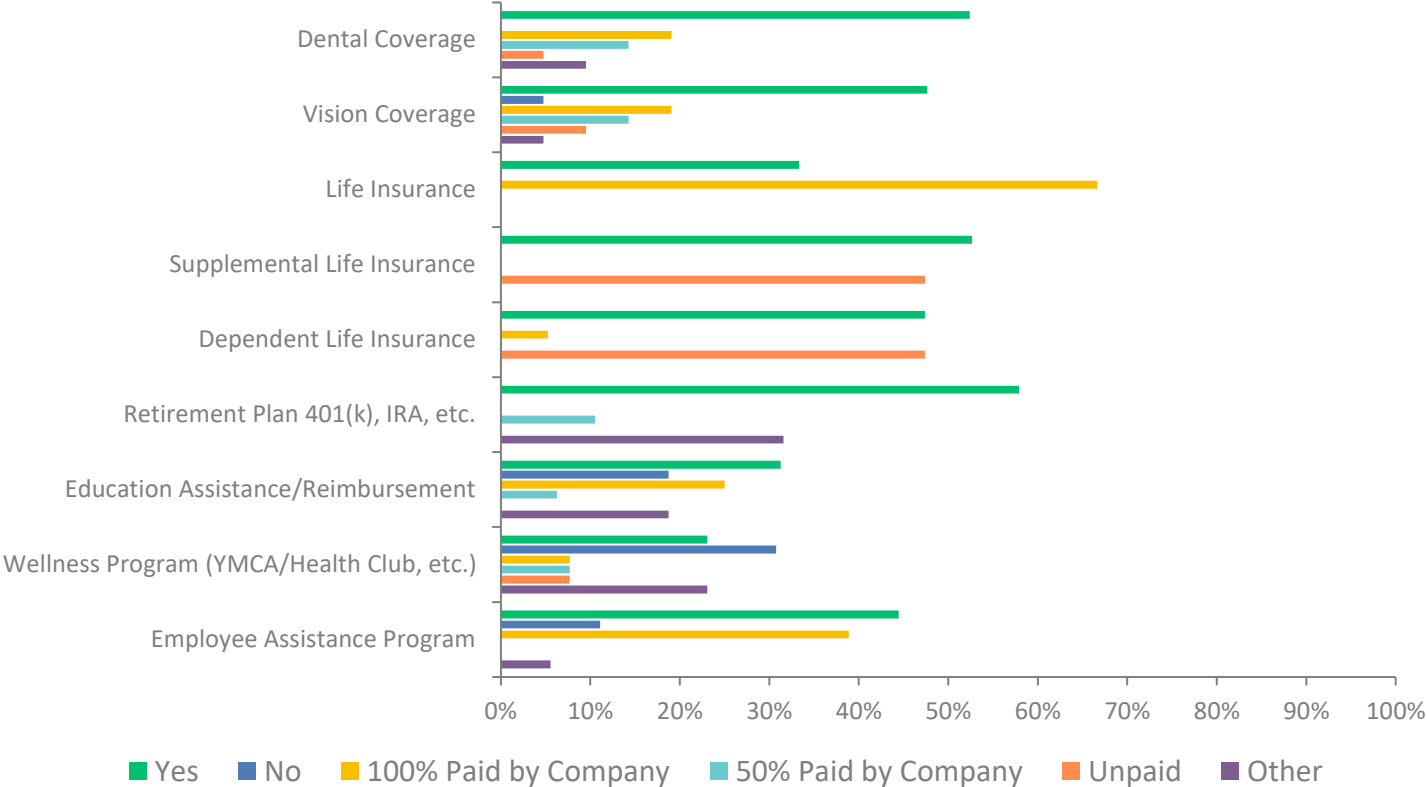
Q18: What is the average monthly cost to the employee for a premium plan?



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

ANSWER CHOICES	RESPONSES	
\$0-50	15.79%	3
\$51-100	31.58%	6
\$101-150	10.53%	2
\$151-200	0%	0
\$201-250	15.79%	3
\$251-300	5.26%	1
\$301-350	5.26%	1
\$351 and higher	15.79%	3
TOTAL		19

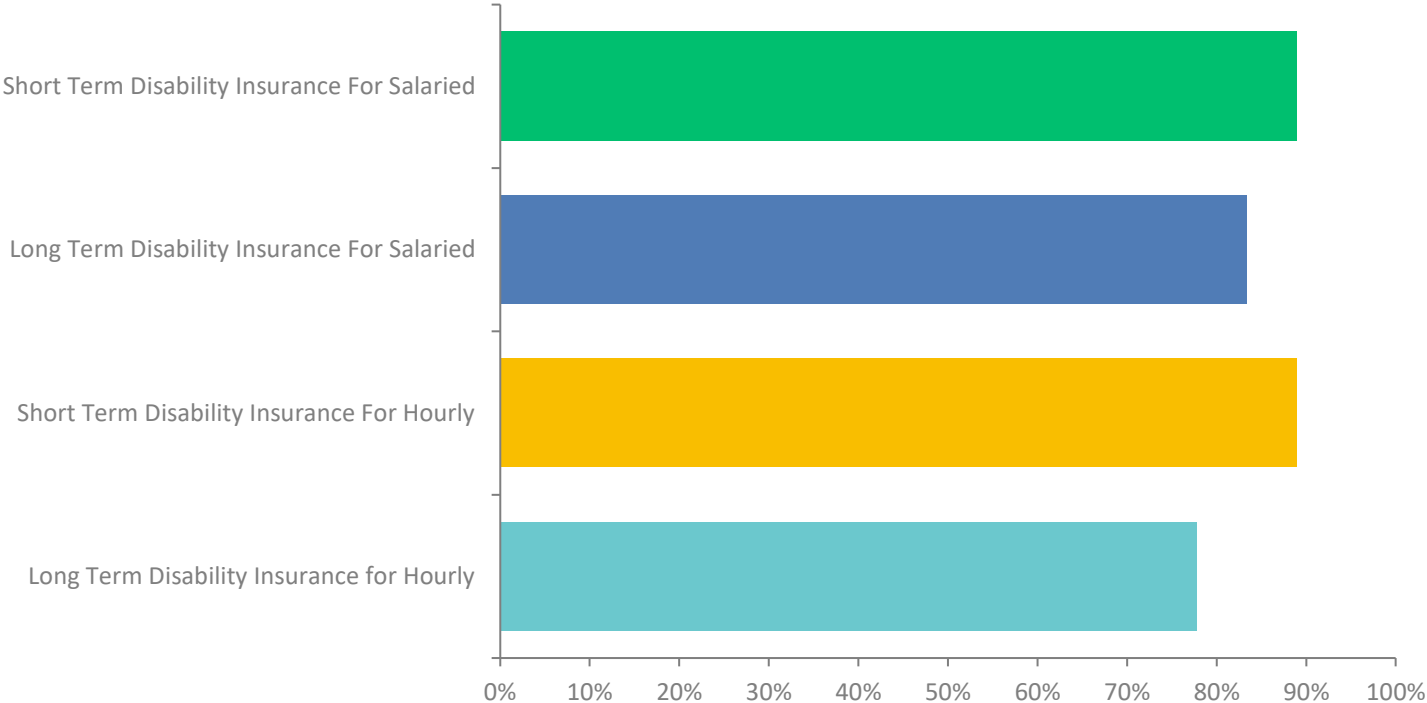
Q19: Please check "yes", "no", "paid by company" or "unpaid".



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

	YES	NO	100% PAID BY COMPANY	50% PAID BY COMPANY	UNPAID	OTHER	TOTAL
Dental Coverage	11	0	4	3	1	2	21
Vision Coverage	10	1	4	3	2	1	21
Life Insurance	7	0	14	0	0	0	21
Supplemental Life Insurance	10	0	0	0	9	0	19
Dependent Life Insurance	9	0	1	0	9	0	19
Retirement Plan 401(k), IRA, etc.	11	0	0	2	0	6	19
Education Assistance/Reimbursement	5	3	4	1	0	3	16
Wellness Program (YMCA/Health Club, etc.)	3	4	1	1	1	3	13
Employee Assistance Program	8	2	7	0	0	1	18

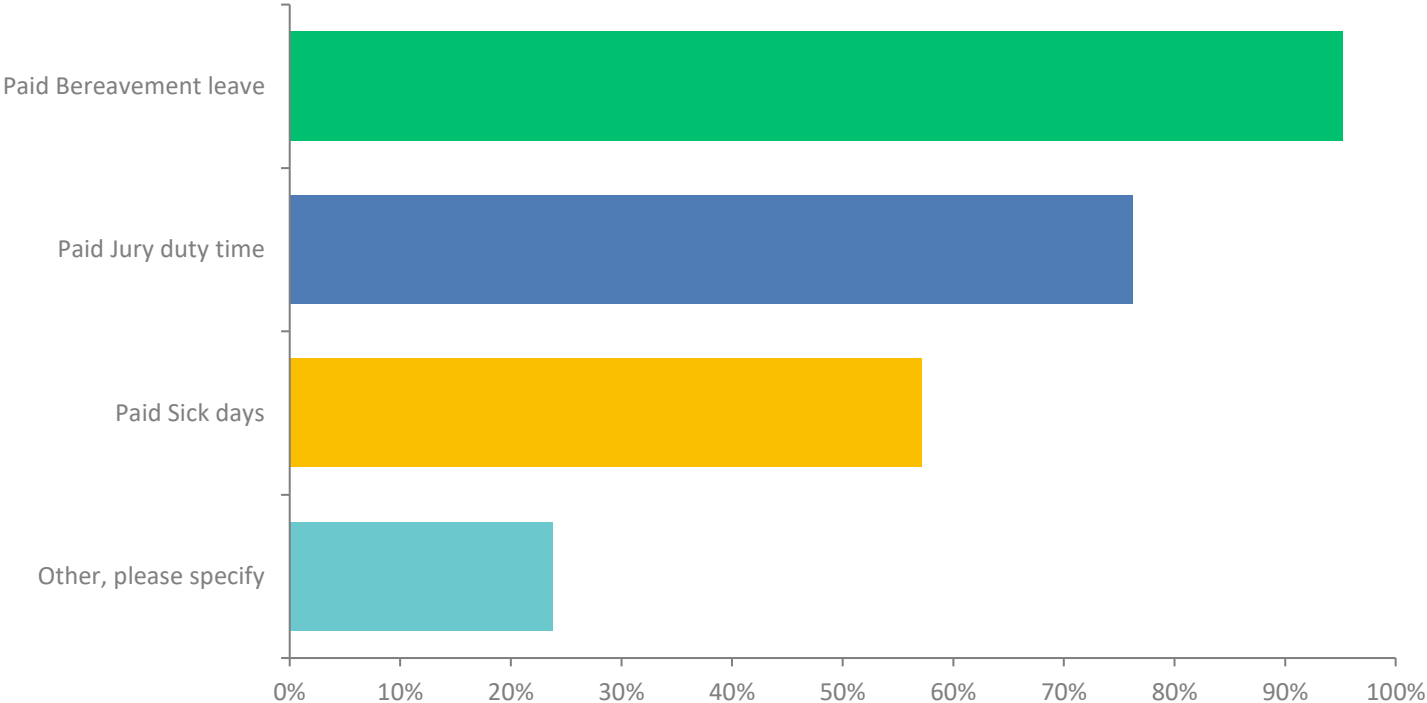
Q20: You offer: (check all that apply)



Q20: You offer: (check all that apply)

ANSWER CHOICES	RESPONSES	
Short Term Disability Insurance For Salaried	88.89%	16
Long Term Disability Insurance For Salaried	83.33%	15
Short Term Disability Insurance For Hourly	88.89%	16
Long Term Disability Insurance for Hourly	77.78%	14
TOTAL		61

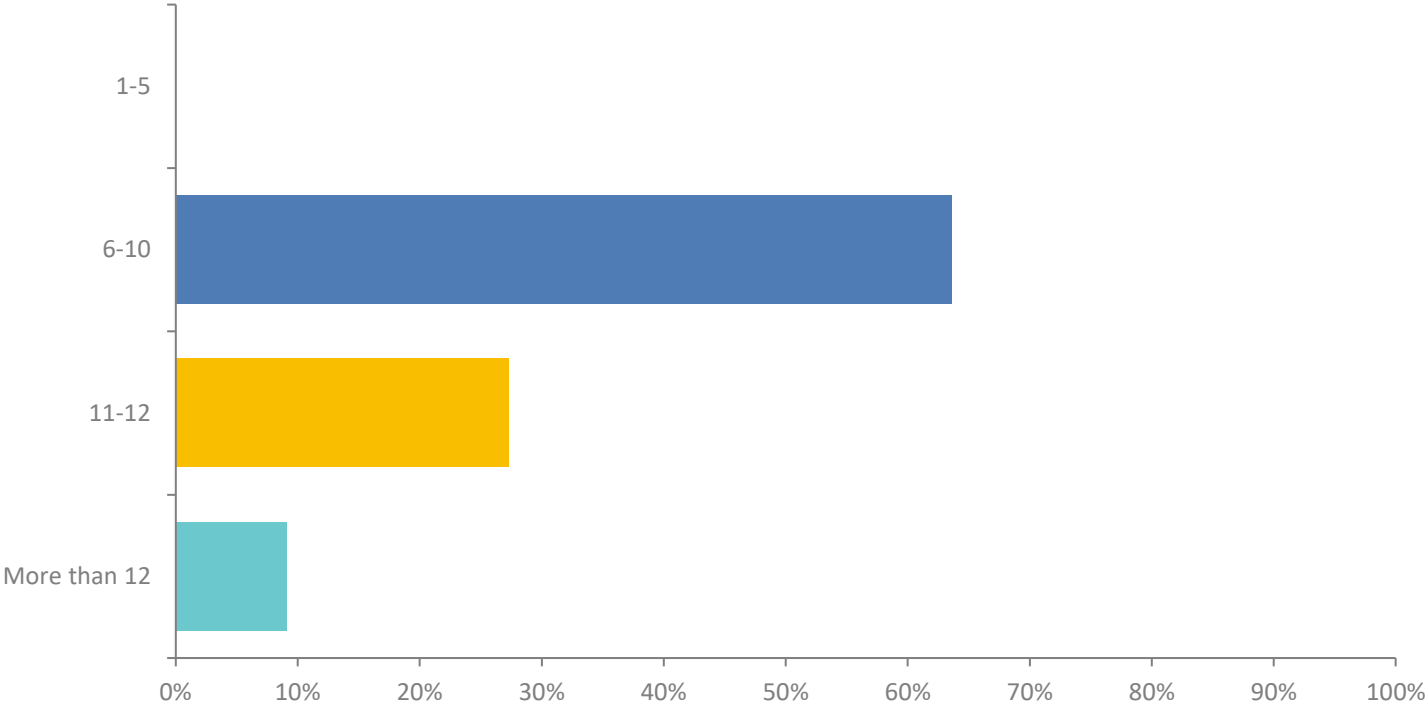
Q21: You offer: (check all that apply)



Q21: You offer: (check all that apply)

ANSWER CHOICES	RESPONSES	
Paid Bereavement leave	95.24%	20
Paid Jury duty time	76.19%	16
Paid Sick days	57.14%	12
Other, please specify	23.81%	5
TOTAL		53

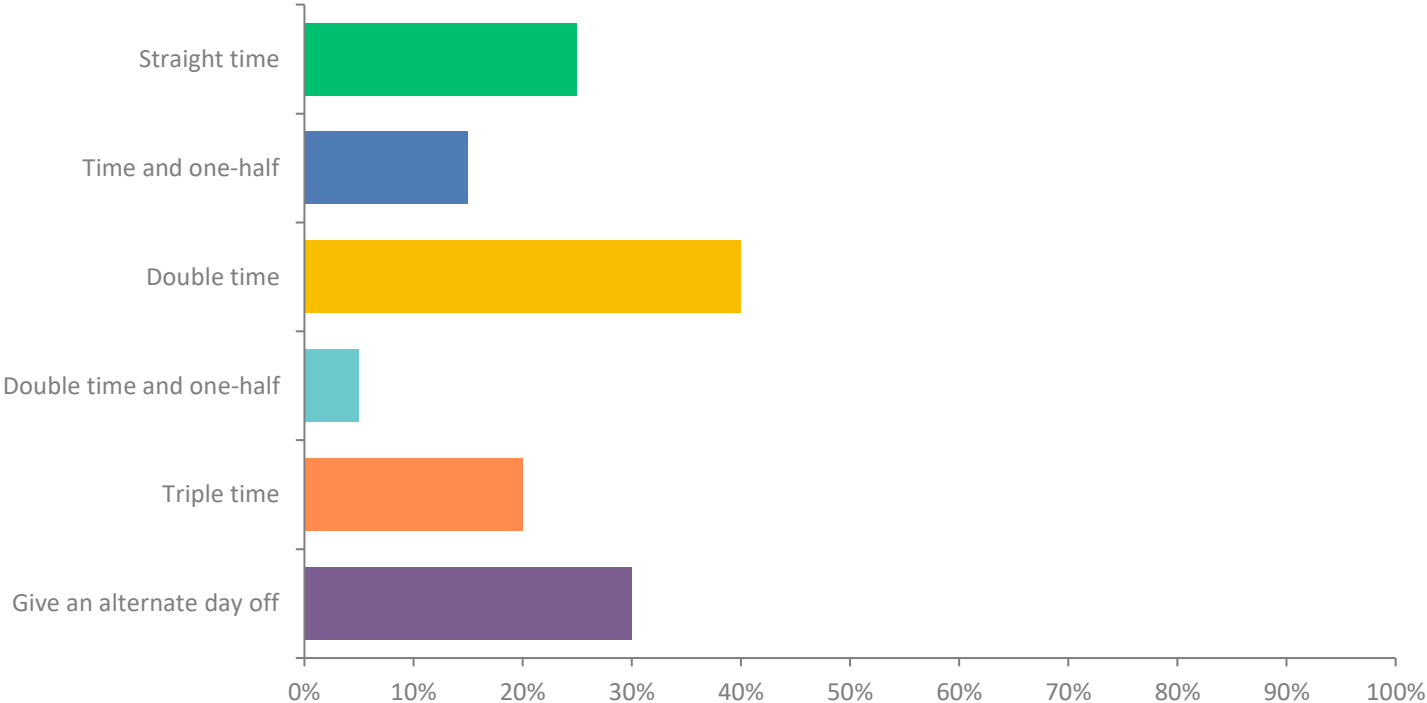
Q22: How many paid holidays do you have?



Q22: How many paid holidays do you have?

ANSWER CHOICES	RESPONSES	
1-5	0%	0
6-10	63.64%	14
11-12	27.27%	6
More than 12	9.09%	2
TOTAL		22

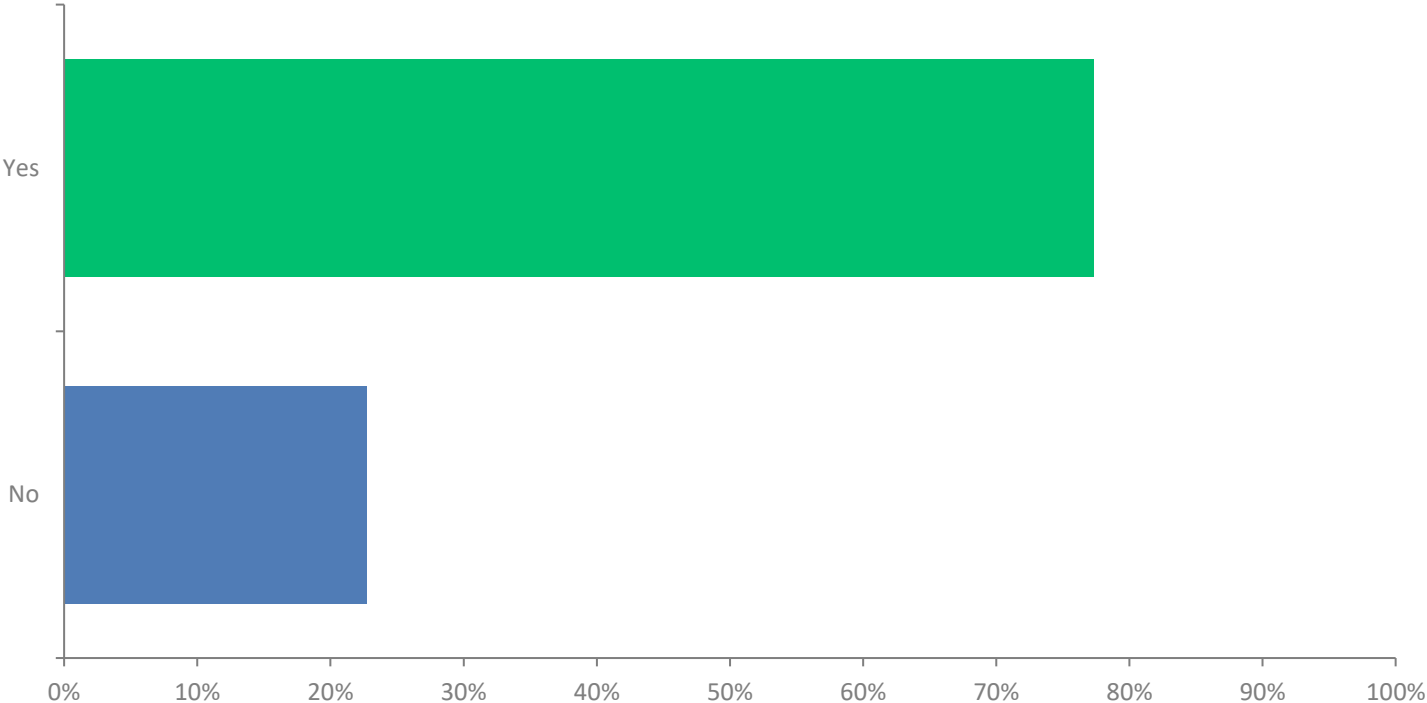
Q23: In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday? (Check all that apply)



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	25.00%	5
Time and one-half	15.00%	3
Double time	40.0%	8
Double time and one-half	5.00%	1
Triple time	20.0%	4
Give an alternate day off	30.0%	6
TOTAL		27

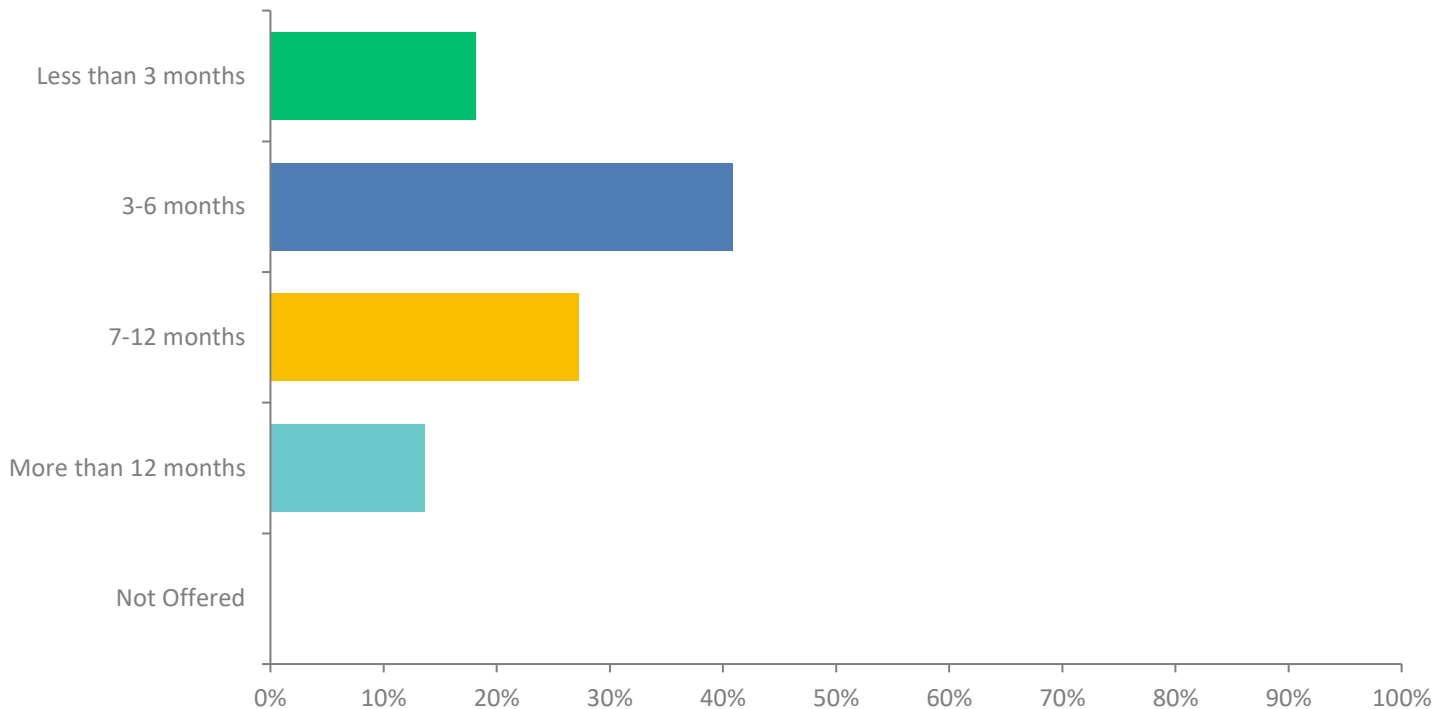
Q24: Is there paid vacation before one (1) year of service?



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

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

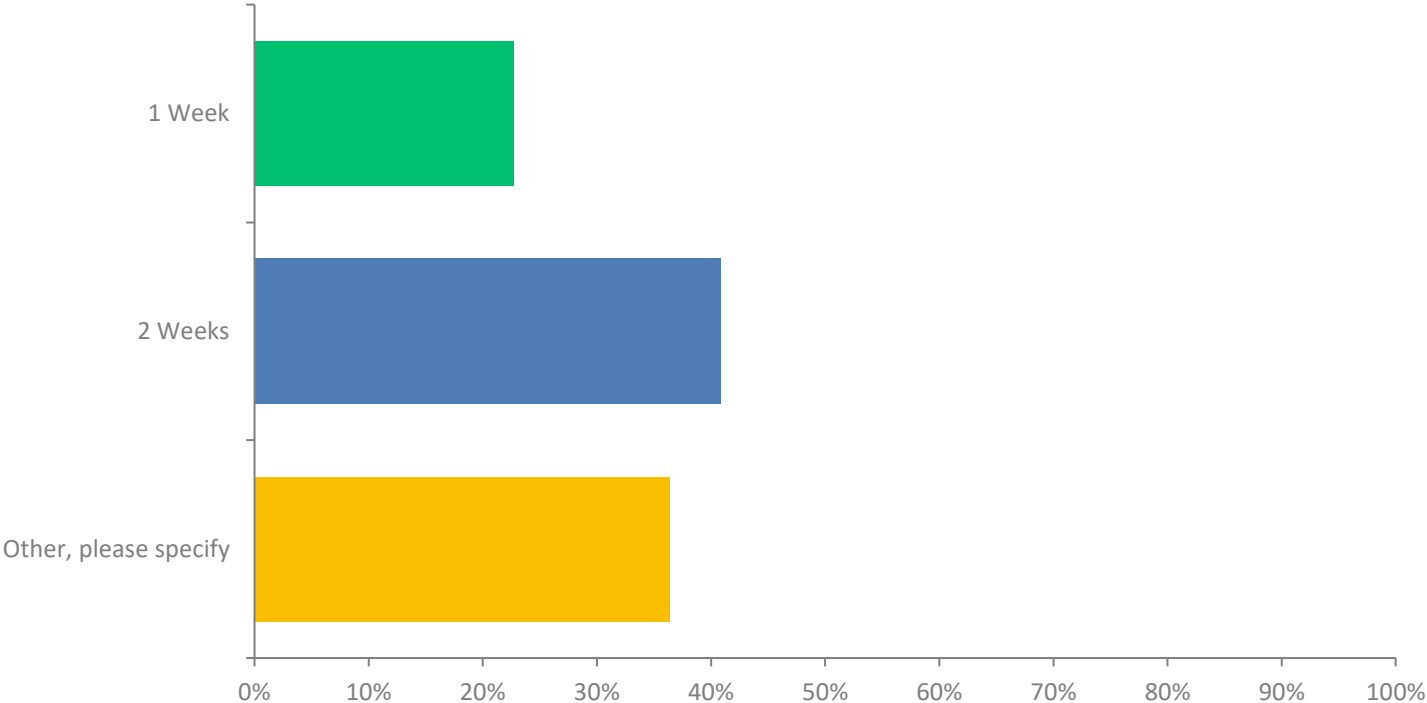
Q25: For the bulk of your organization's workforce, how many months does it take to qualify for 1 week of vacation?



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	18.18%	4
3-6 months	40.91%	9
7-12 months	27.27%	6
More than 12 months	13.64%	3
Not Offered	0%	0
TOTAL		22

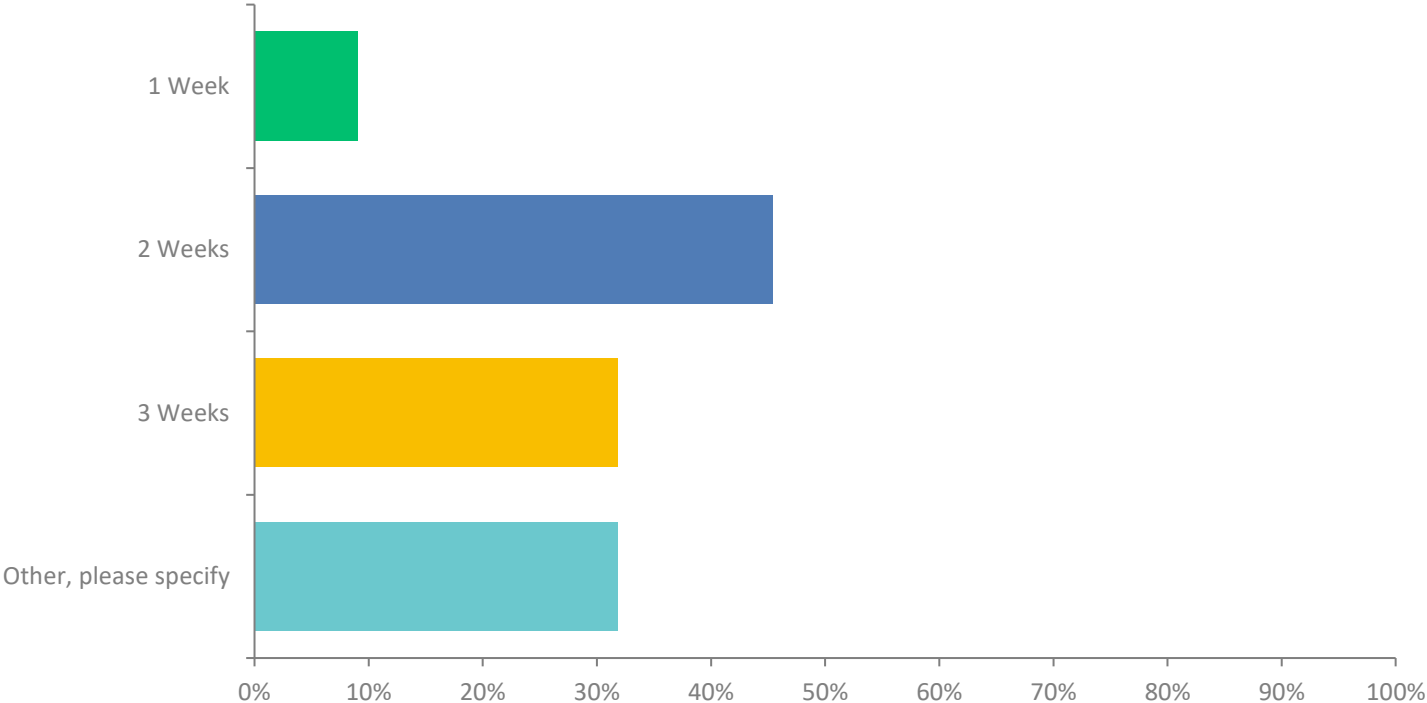
Q26: How much vacation is paid after one (1) year?



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

ANSWER CHOICES	RESPONSES	
1 Week	22.73%	5
2 Weeks	40.91%	9
Other, please specify	36.36%	8
TOTAL		22

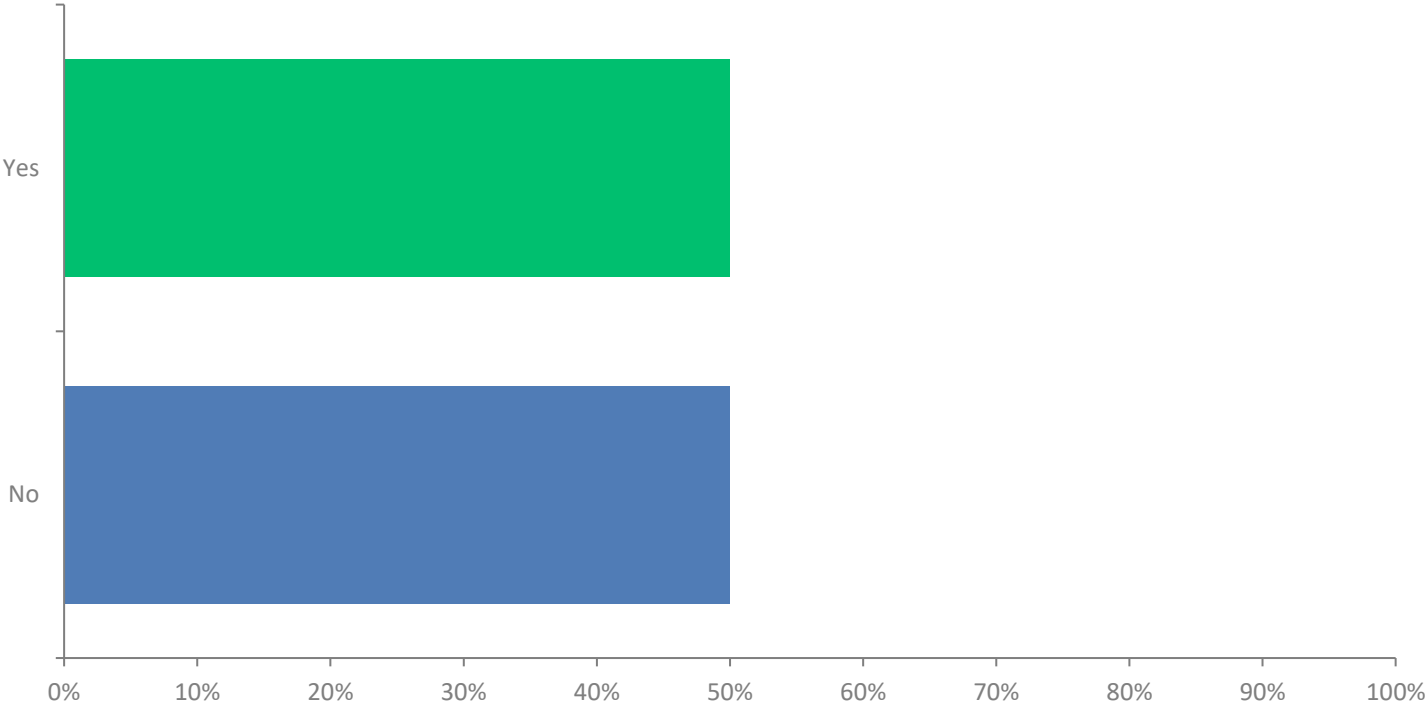
Q27: How much paid vacation after three (3) to five (5) years?



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

ANSWER CHOICES	RESPONSES	
1 Week	9.09%	2
2 Weeks	45.45%	10
3 Weeks	31.82%	7
Other, please specify	31.82%	7
TOTAL		26

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	50.0%	11
No	50.0%	11
TOTAL		22

Q29: 401k: What is your company match?

25% with a 6% gross cap

No match - Union 2.5% & Management 6%

4.5

5%

50% of 4%

3.5% match on Employee 6%

1%

6

50% up to 6%

3%

For Salaried, 100% up to 3% and 50% up to 5%

6%

5%

3%

4%

match 100% of the first 3% deferred, plus 50% of the next 2% deferred

75% of 1st 6% of employee's contribution

up to \$1000

3% of gross if employees puts at least that in

Q30: Flexible work - is this offered, will it be a 100% remote schedule or combination including assistance with wifi?

Flex as needed

No

No

Yes

Yes

Yes-Some 100% Remote, some hybrid

no

no

Not offered.

yes for certain jobs - some are combination remote

Hybrid remote 1 to 2 days; no assistance

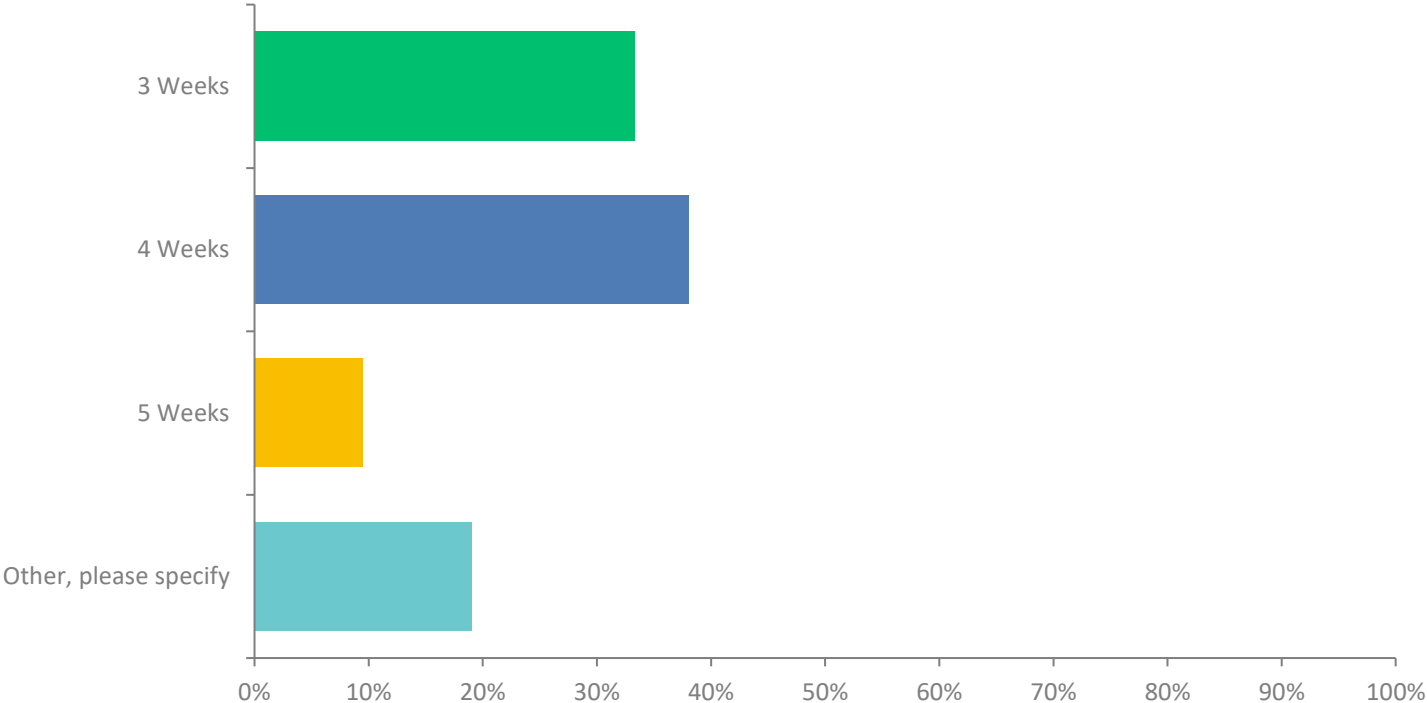
no

Flexible work is offered for certain job titles. No Wifi assistance

No

no

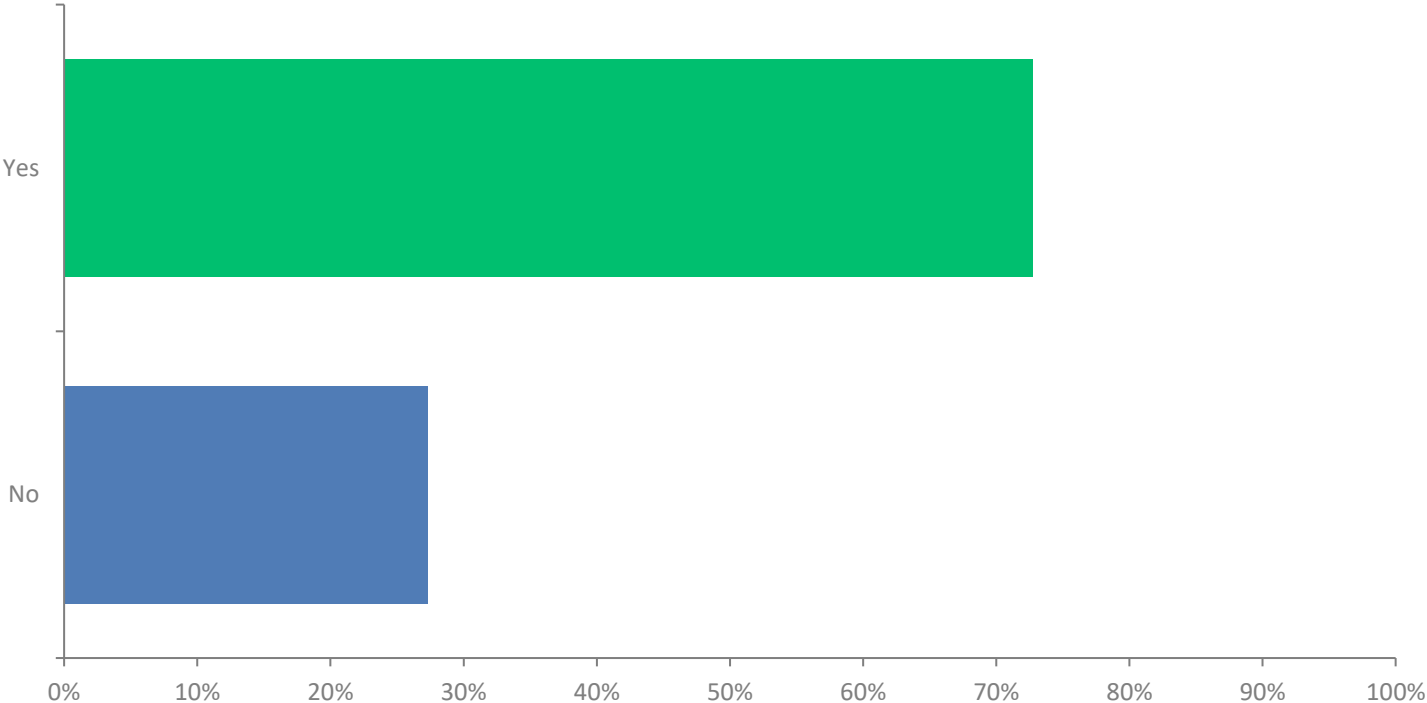
Q31: How much paid vacation after ten (10) years?



Q31: How much paid vacation after ten (10) years?

ANSWER CHOICES	RESPONSES	
3 Weeks	33.33%	7
4 Weeks	38.10%	8
5 Weeks	9.52%	2
Other, please specify	19.05%	4
TOTAL		21

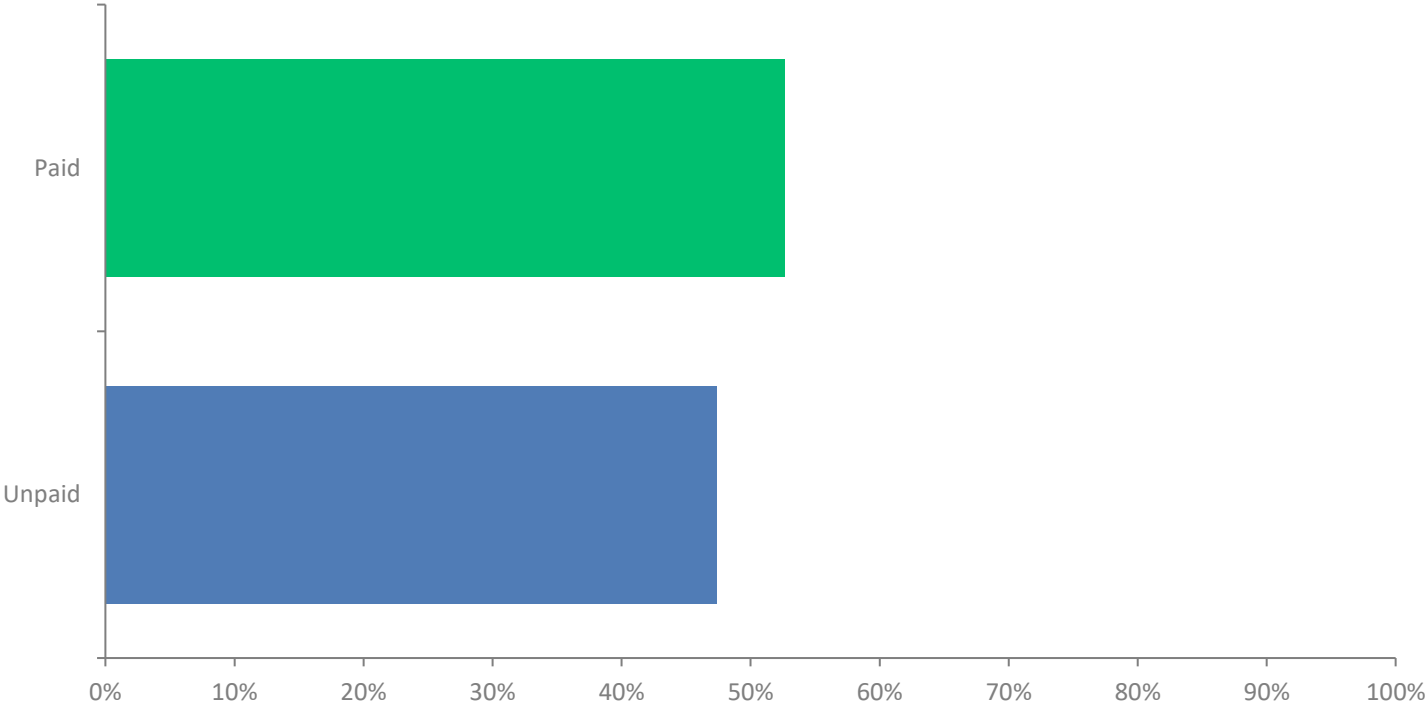
Q32: Do you allow employees personal days off?



Q32: Do you allow employees personal days off?

ANSWER CHOICES	RESPONSES	
Yes	72.73%	16
No	27.27%	6
TOTAL		22

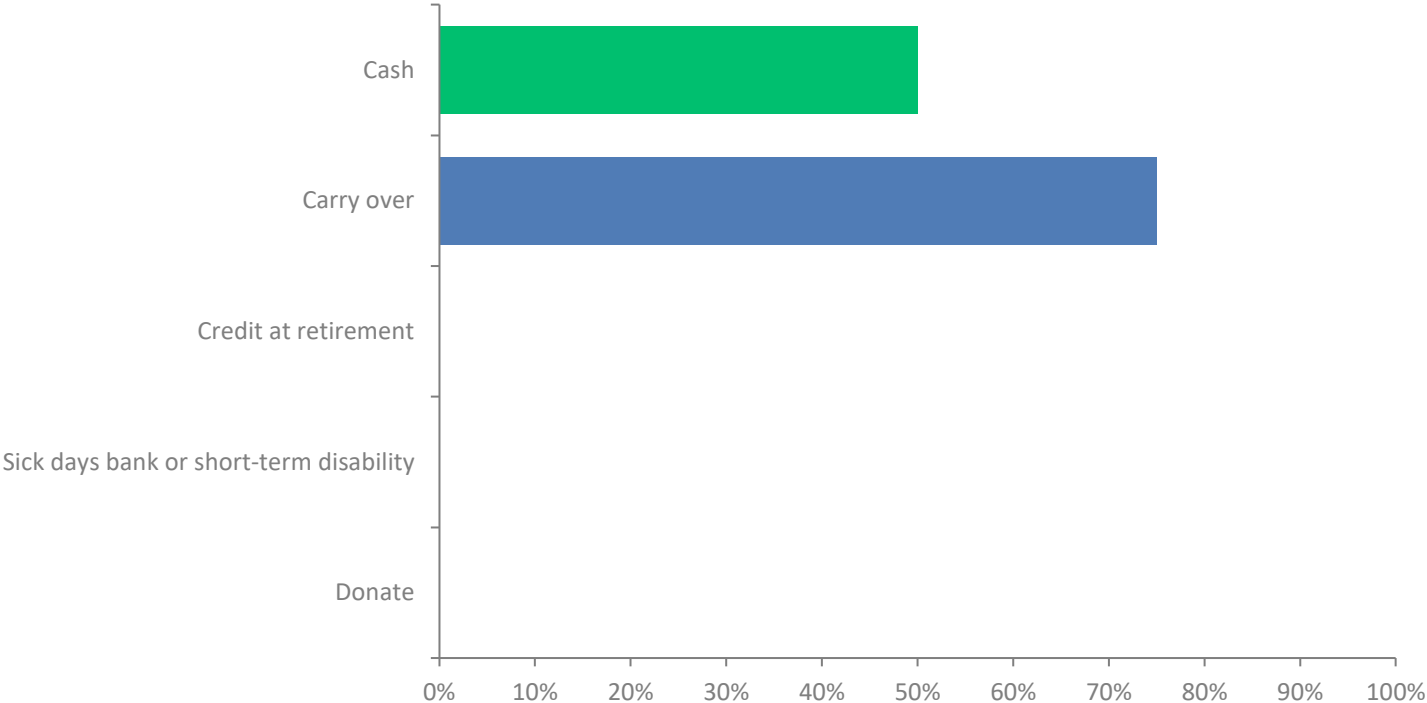
Q33: Are personal days:



Q33: Are personal days:

ANSWER CHOICES	RESPONSES	
Paid	52.63%	10
Unpaid	47.37%	9
TOTAL		19

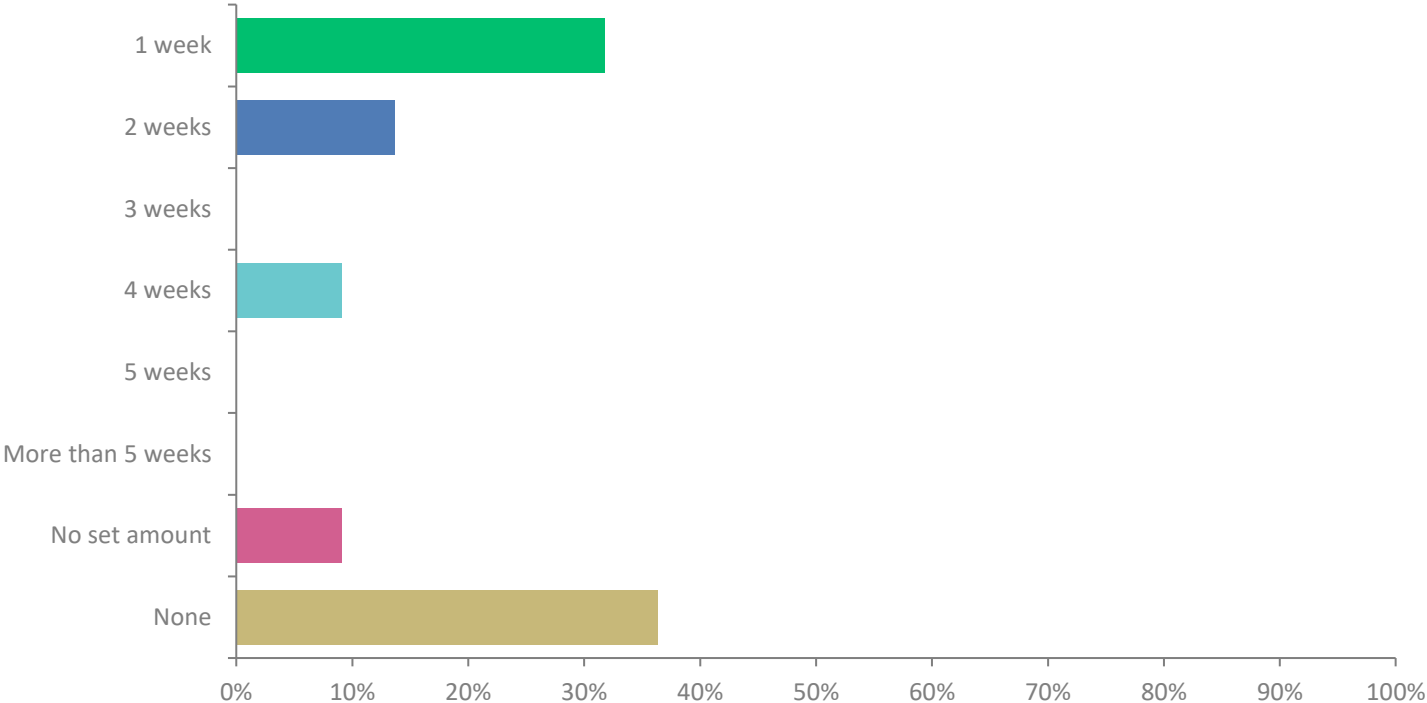
Q34: Does your vacation plan permit employees to convert unused vacation days to:



Q34: Does your vacation plan permit employees to convert unused vacation days to:

ANSWER CHOICES	RESPONSES	
Cash	50.0%	8
Carry over	75.00%	12
Credit at retirement	0%	0
Sick days bank or short-term disability	0%	0
Donate	0%	0
TOTAL		20

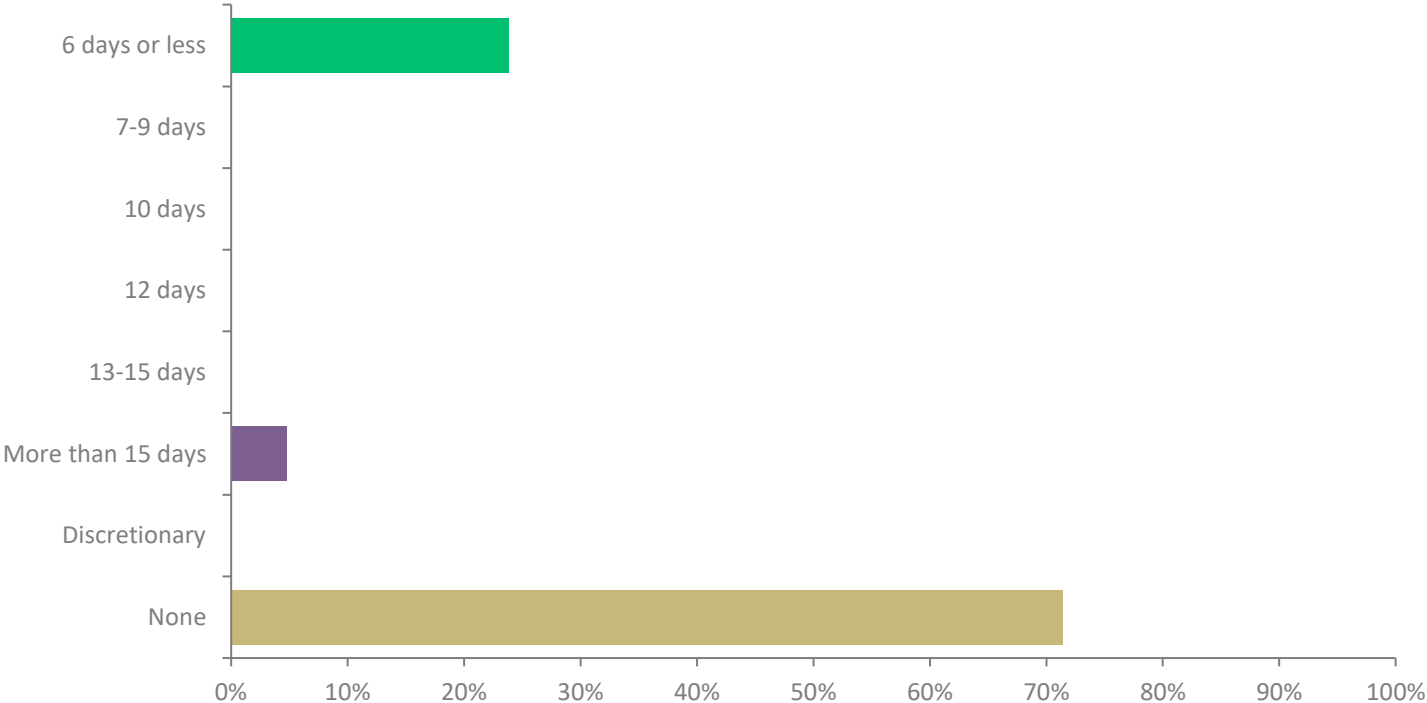
Q35: What is the maximum amount of vacation days an employee can carry over?



Q35: What is the maximum amount of vacation days an employee can carry over?

ANSWER CHOICES	RESPONSES	
1 week	31.82%	7
2 weeks	13.64%	3
3 weeks	0%	0
4 weeks	9.09%	2
5 weeks	0%	0
More than 5 weeks	0%	0
No set amount	9.09%	2
None	36.36%	8
TOTAL		22

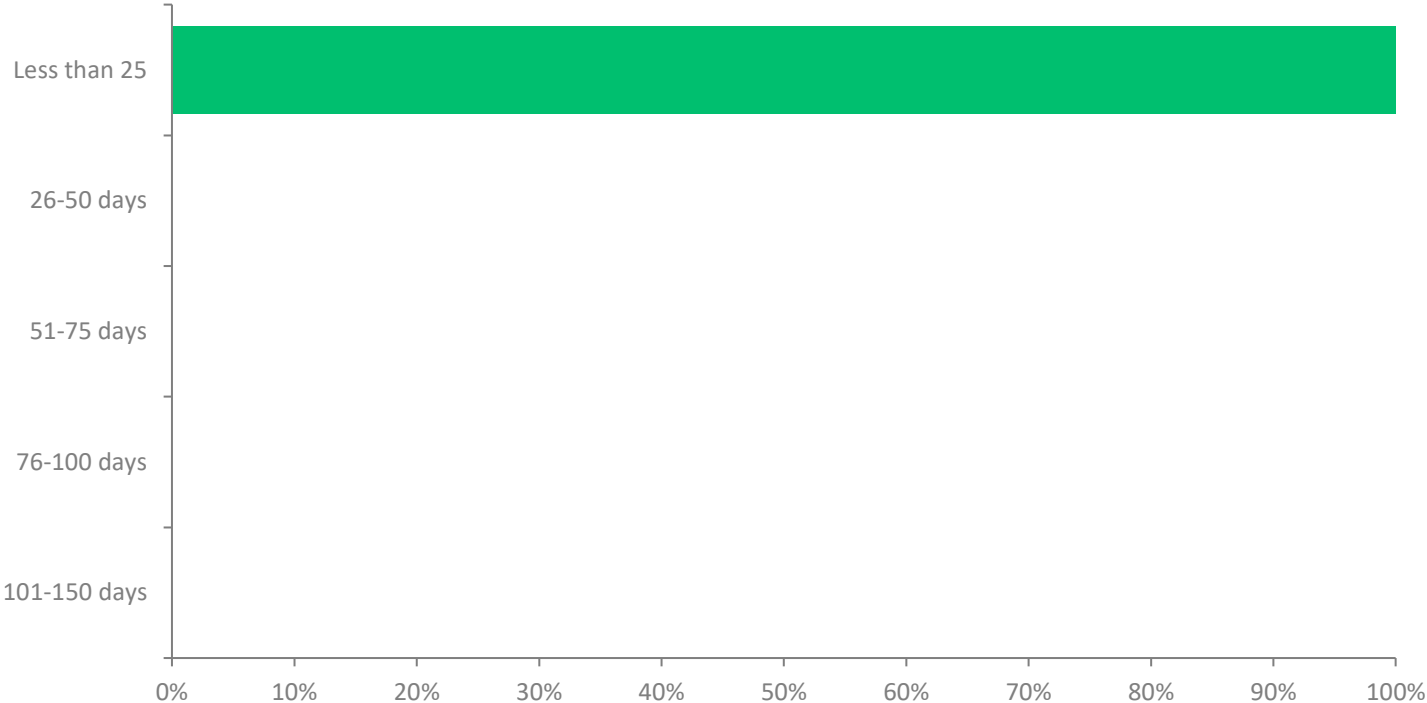
Q36: For the bulk of your organization's workforce, how many paid sick days are granted per year?



Q36: For the bulk of your organization's workforce, how many paid sick days are granted per year?

ANSWER CHOICES	RESPONSES	
6 days or less	23.81%	5
7-9 days	0%	0
10 days	0%	0
12 days	0%	0
13-15 days	0%	0
More than 15 days	4.76%	1
Discretionary	0%	0
None	71.43%	15
TOTAL		21

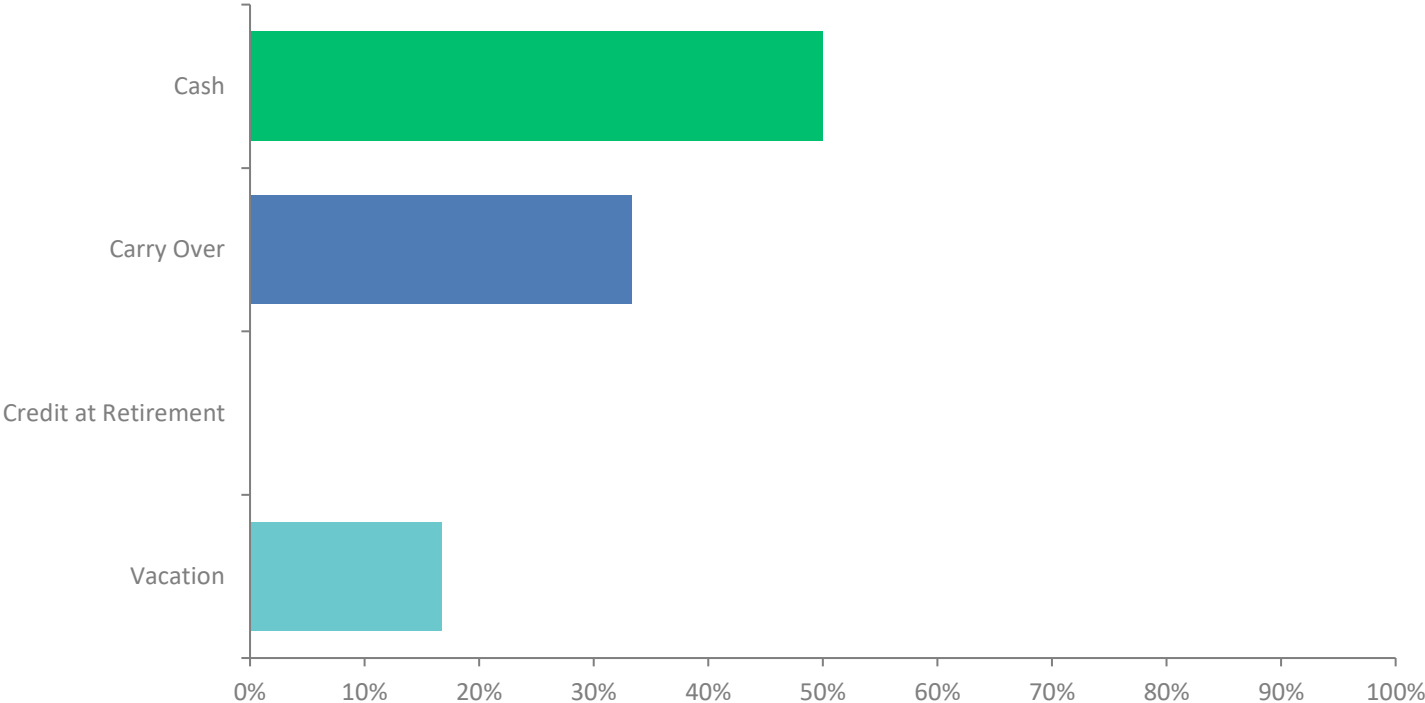
Q37: What is the maximum number of sick days an employee can accumulate?



Q37: What is the maximum number of sick days an employee can accumulate?

ANSWER CHOICES	RESPONSES	
Less than 25	100%	10
26-50 days	0%	0
51-75 days	0%	0
76-100 days	0%	0
101-150 days	0%	0
TOTAL		10

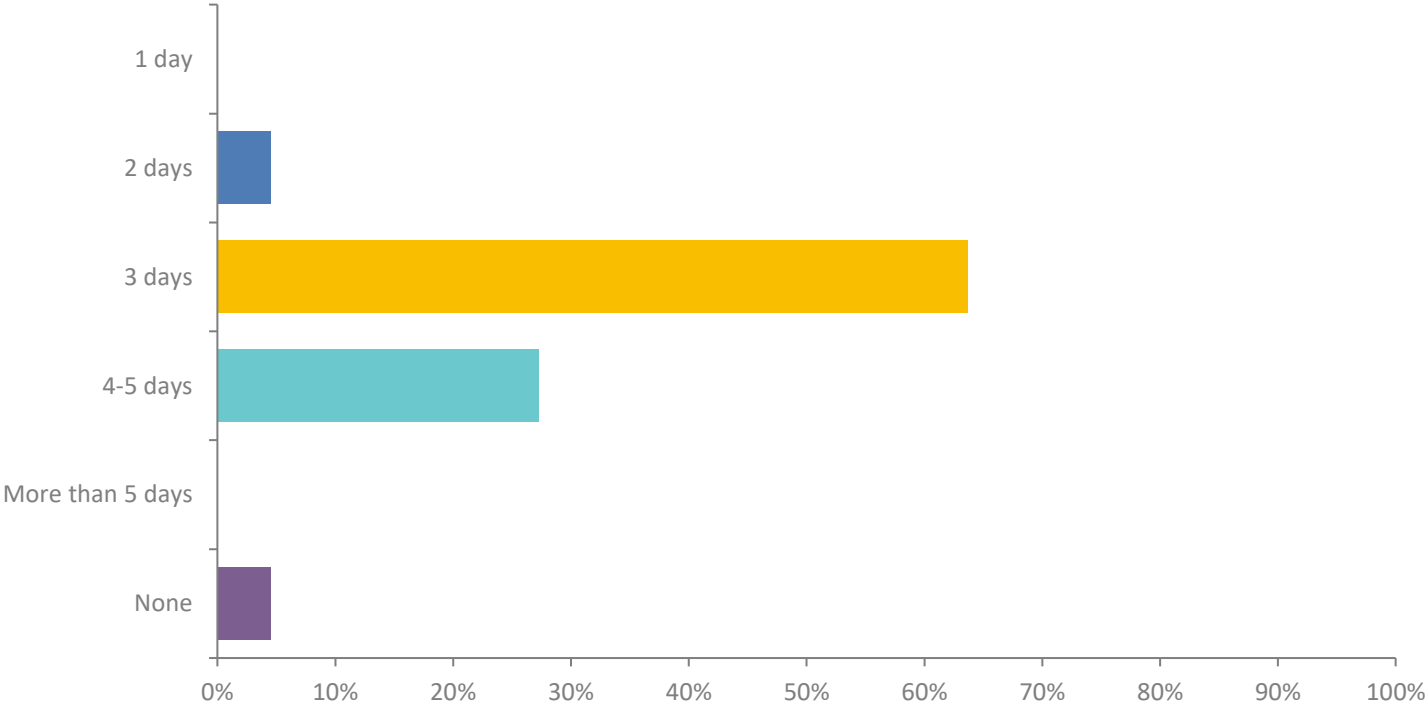
Q38: Does your organization's sick leave plan permit employees to convert unused sick leave to:



Q38: Does your organization's sick leave plan permit employees to convert unused sick leave to:

ANSWER CHOICES	RESPONSES	
Cash	50.0%	3
Carry Over	33.33%	2
Credit at Retirement	0%	0
Vacation	16.67%	1
TOTAL		6

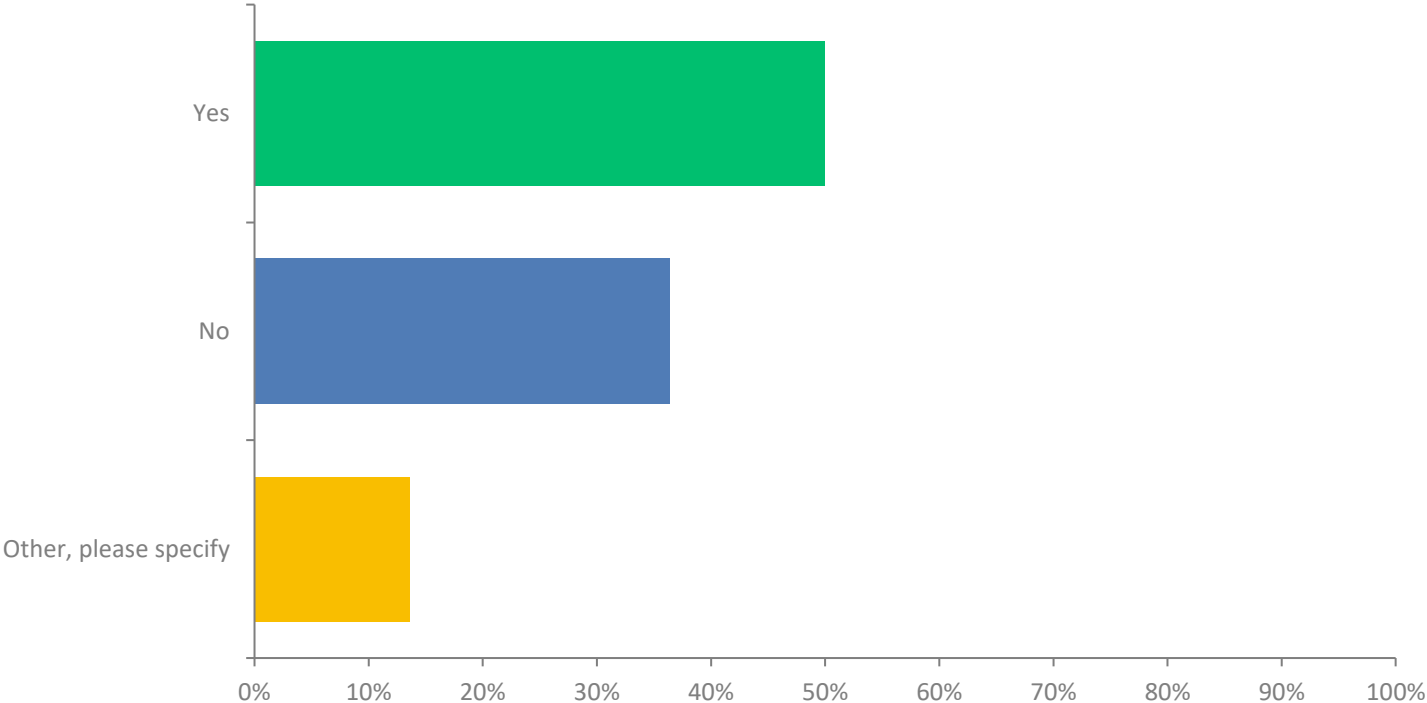
Q39: How many paid days off does your organization grant for bereavement for immediate family?



Q39: How many paid days off does your organization grant for bereavement for immediate family?

ANSWER CHOICES	RESPONSES	
1 day	0%	0
2 days	4.55%	1
3 days	63.64%	14
4-5 days	27.27%	6
More than 5 days	0%	0
None	4.55%	1
TOTAL		22

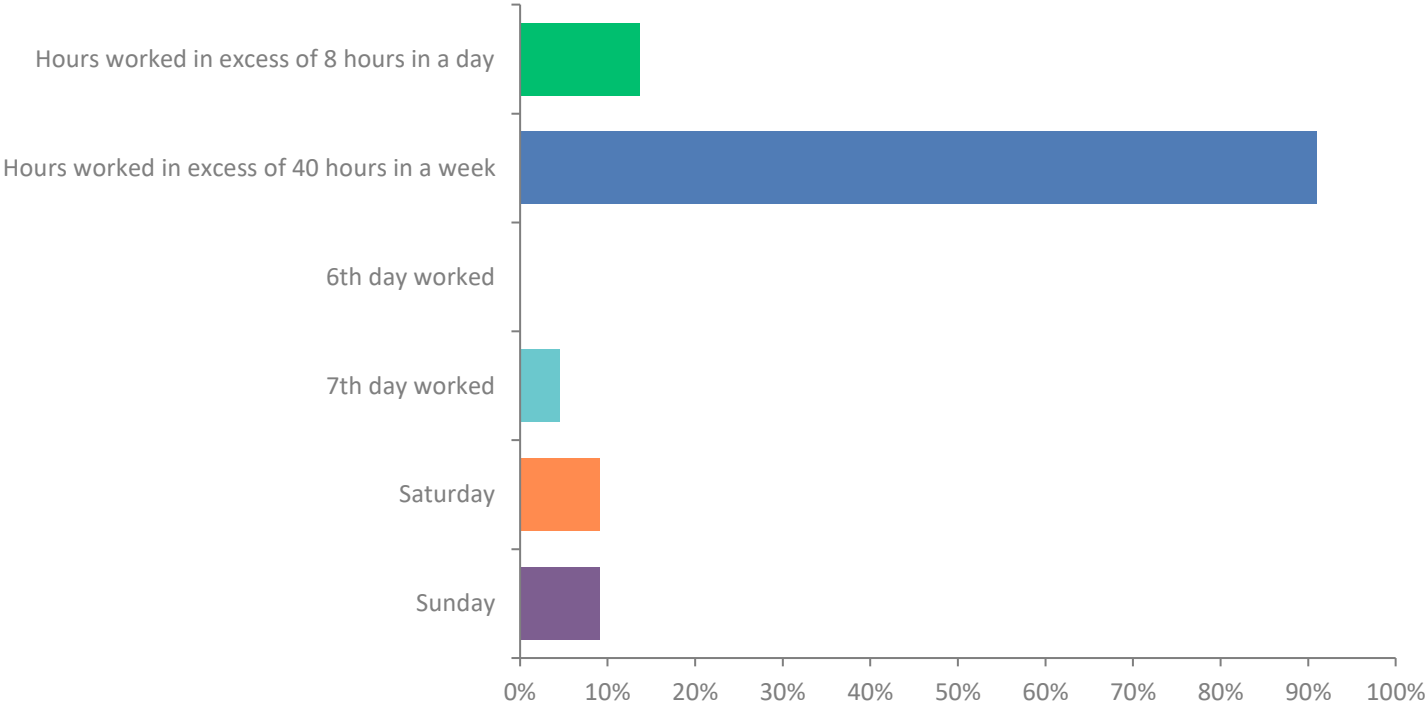
Q40: Do you have a bonus plan in place for all employees?



Q40: Do you have a bonus plan in place for all employees?

ANSWER CHOICES	RESPONSES	
Yes	50.0%	11
No	36.36%	8
Other, please specify	13.64%	3
TOTAL		22

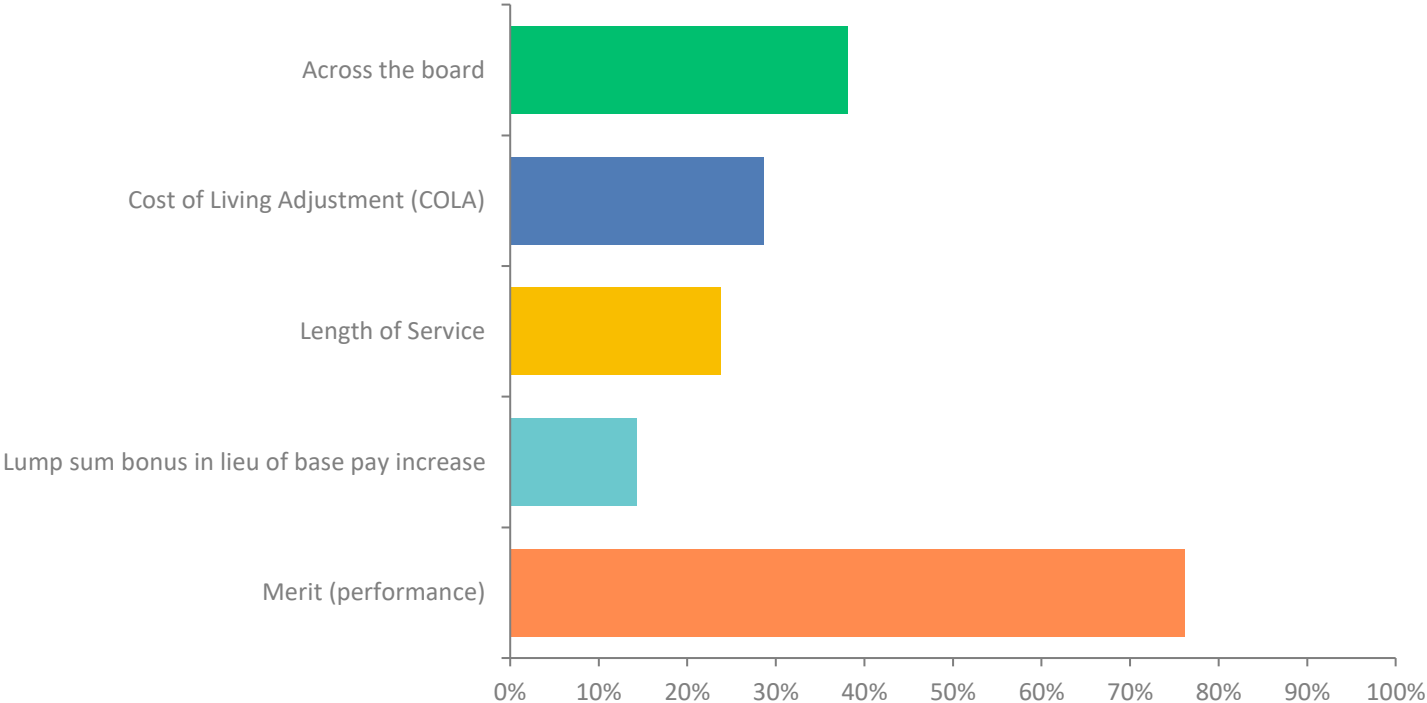
Q41: What overtime does your organization pay? (check all that apply)



Q41: 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	90.91%	20
6th day worked	0%	0
7th day worked	4.55%	1
Saturday	9.09%	2
Sunday	9.09%	2
TOTAL		28

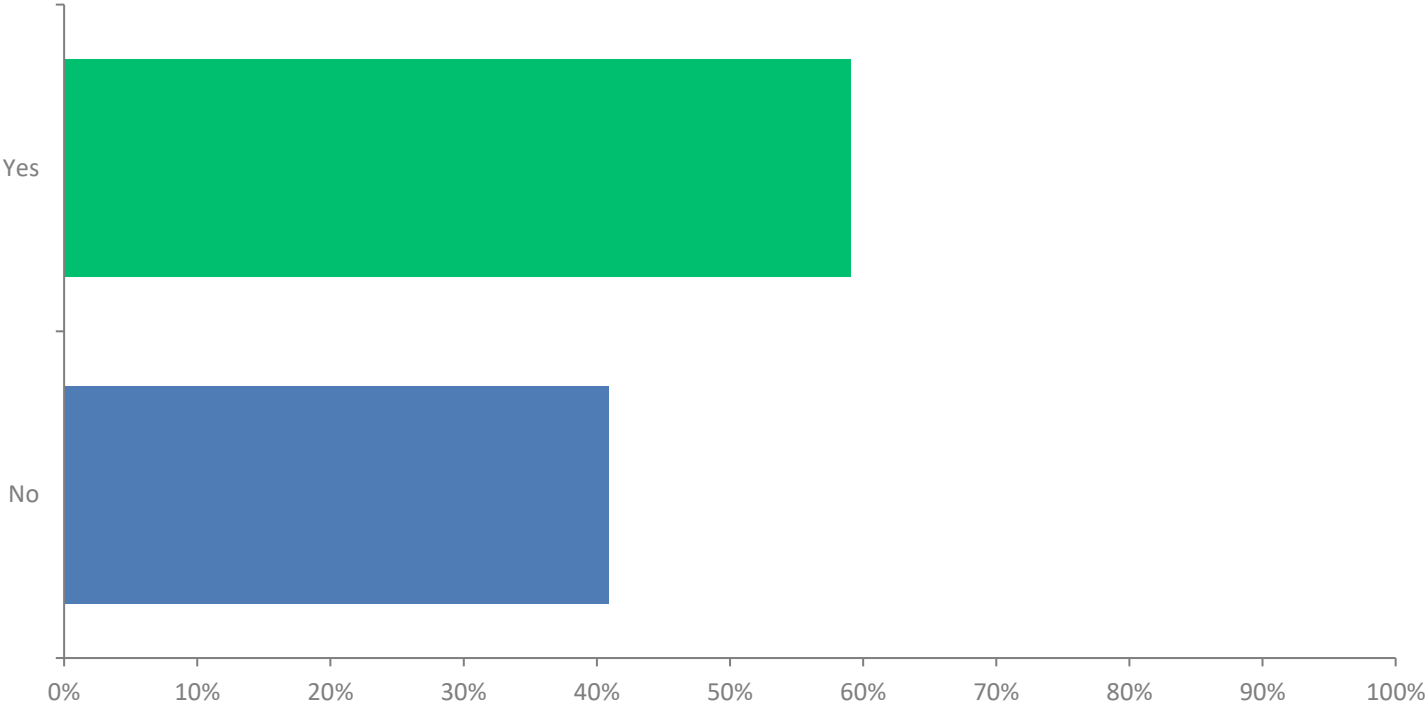
Q42: What types of salary increases are usually granted? (check all that apply)



Q42: What types of salary increases are usually granted? (check all that apply)

ANSWER CHOICES	RESPONSES	
Across the board	38.10%	8
Cost of Living Adjustment (COLA)	28.57%	6
Length of Service	23.81%	5
Lump sum bonus in lieu of base pay increase	14.29%	3
Merit (performance)	76.19%	16
TOTAL		38

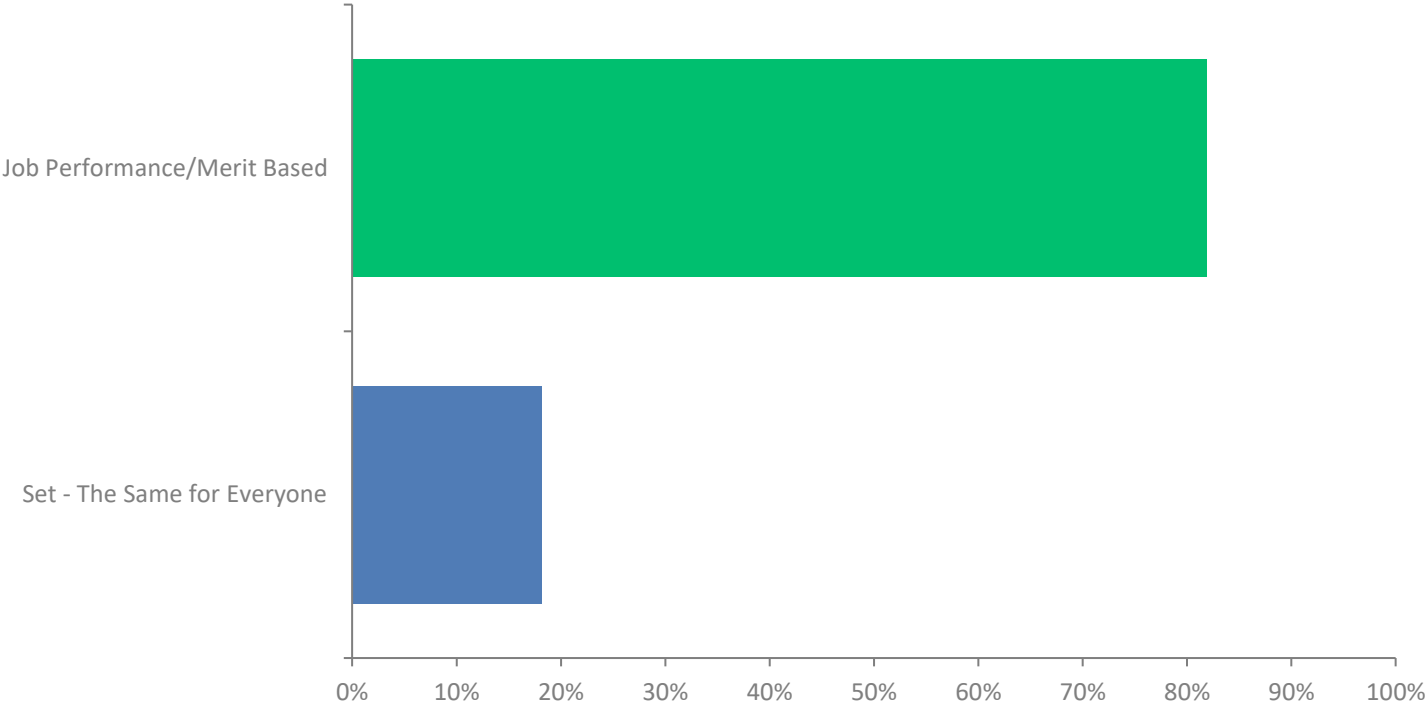
Q43: Does your organization provide an annual bonus for employees?



Q43: Does your organization provide an annual bonus for employees?

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

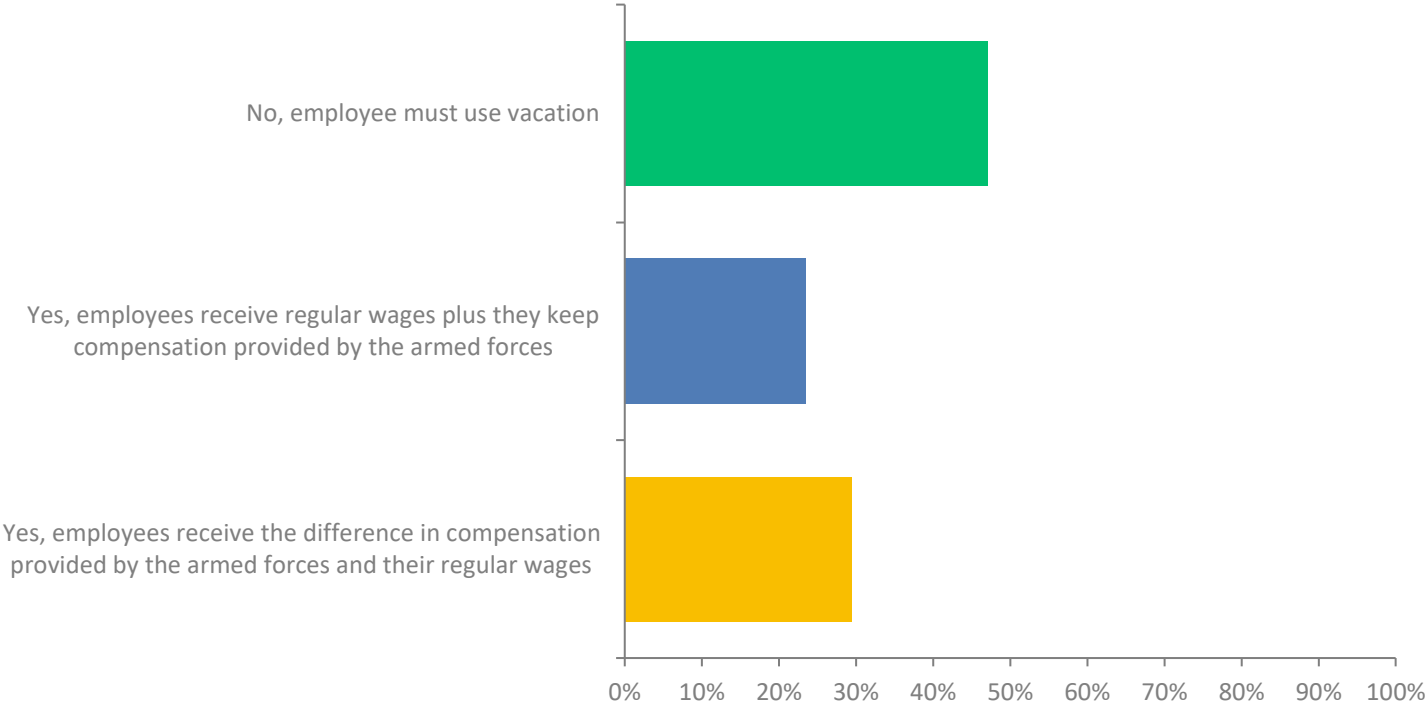
Q44: Wage increases are:



Q44: Wage increases are:

ANSWER CHOICES	RESPONSES	
Job Performance/Merit Based	81.82%	18
Set - The Same for Everyone	18.18%	4
TOTAL		22

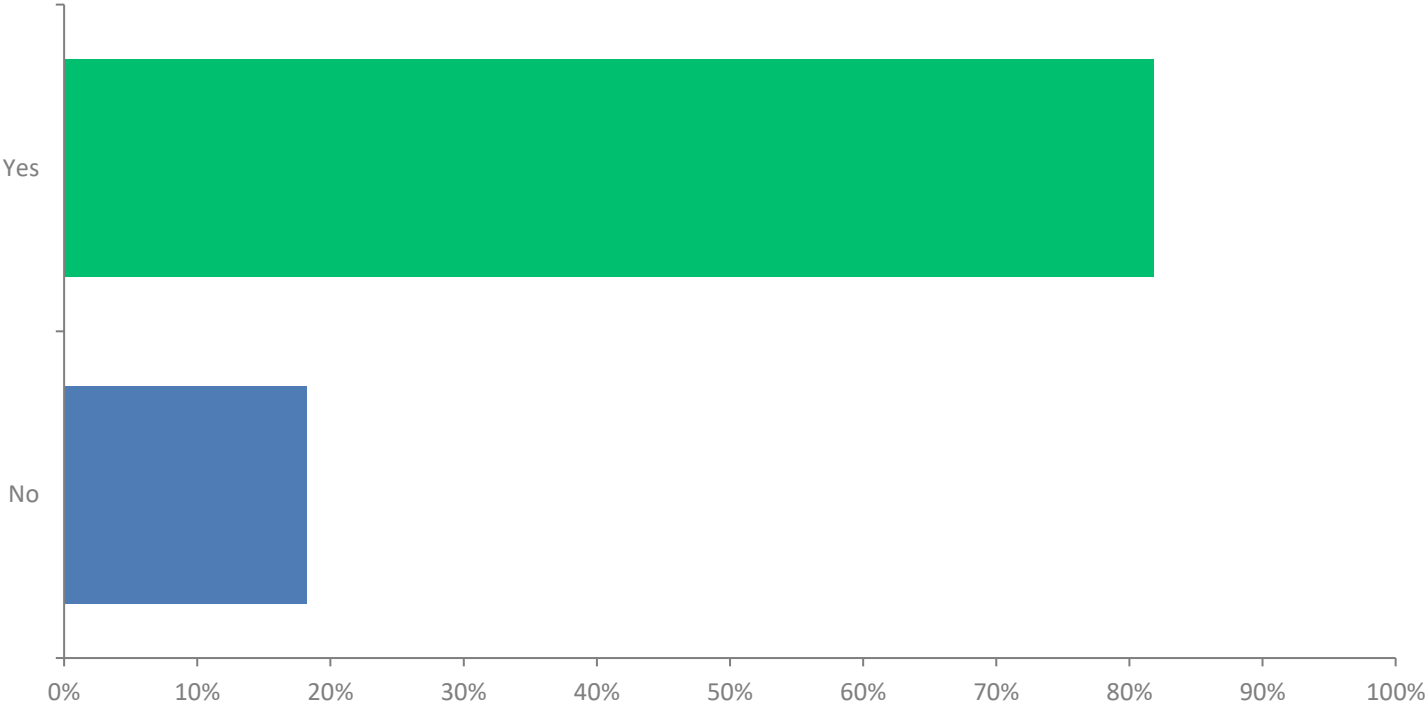
Q45: Does your organization grant paid leave for military reserve duty?



Q45: Does your organization grant paid leave for military reserve duty?

ANSWER CHOICES	RESPONSES	
No, employee must use vacation	47.06%	8
Yes, employees receive regular wages plus they keep compensation provided by the armed forces	23.53%	4
Yes, employees receive the difference in compensation provided by the armed forces and their regular wages	29.41%	5
TOTAL		17

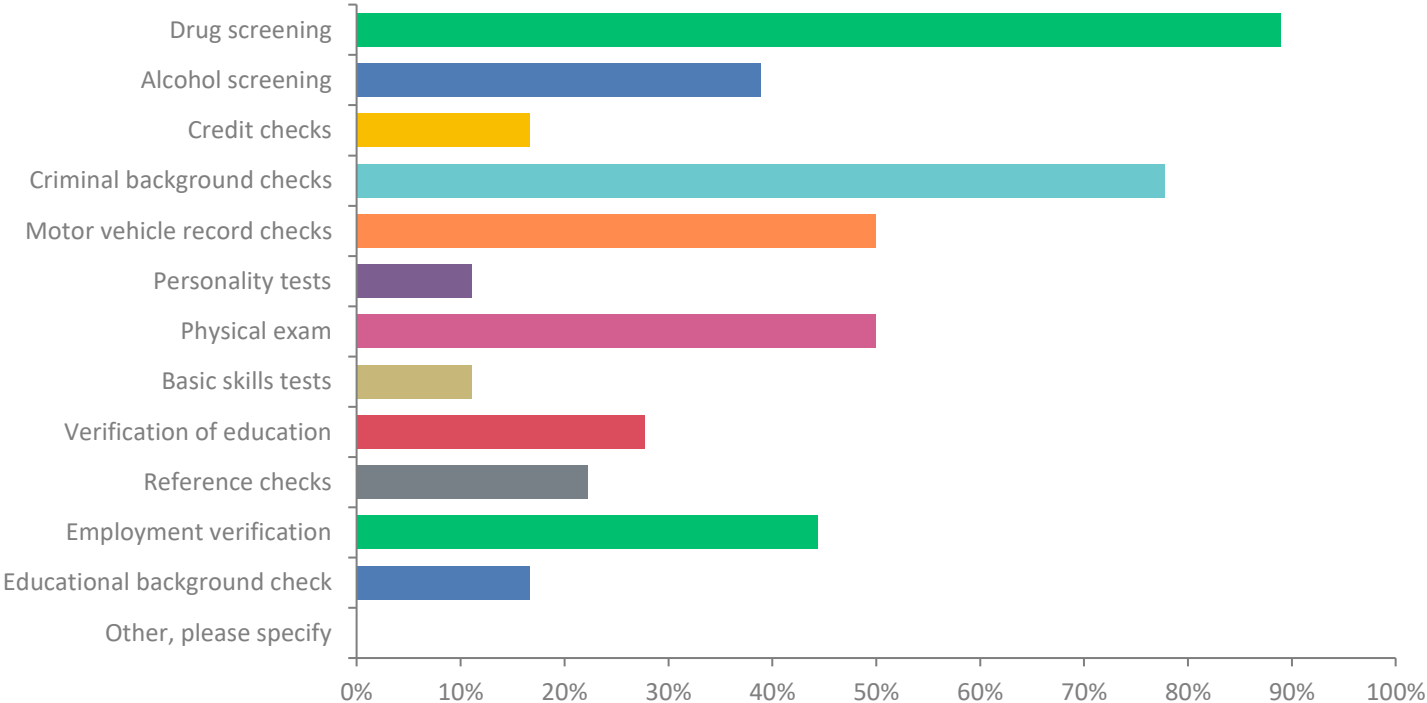
Q46: Do you conduct background checks?



Q46: Do you conduct background checks?

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

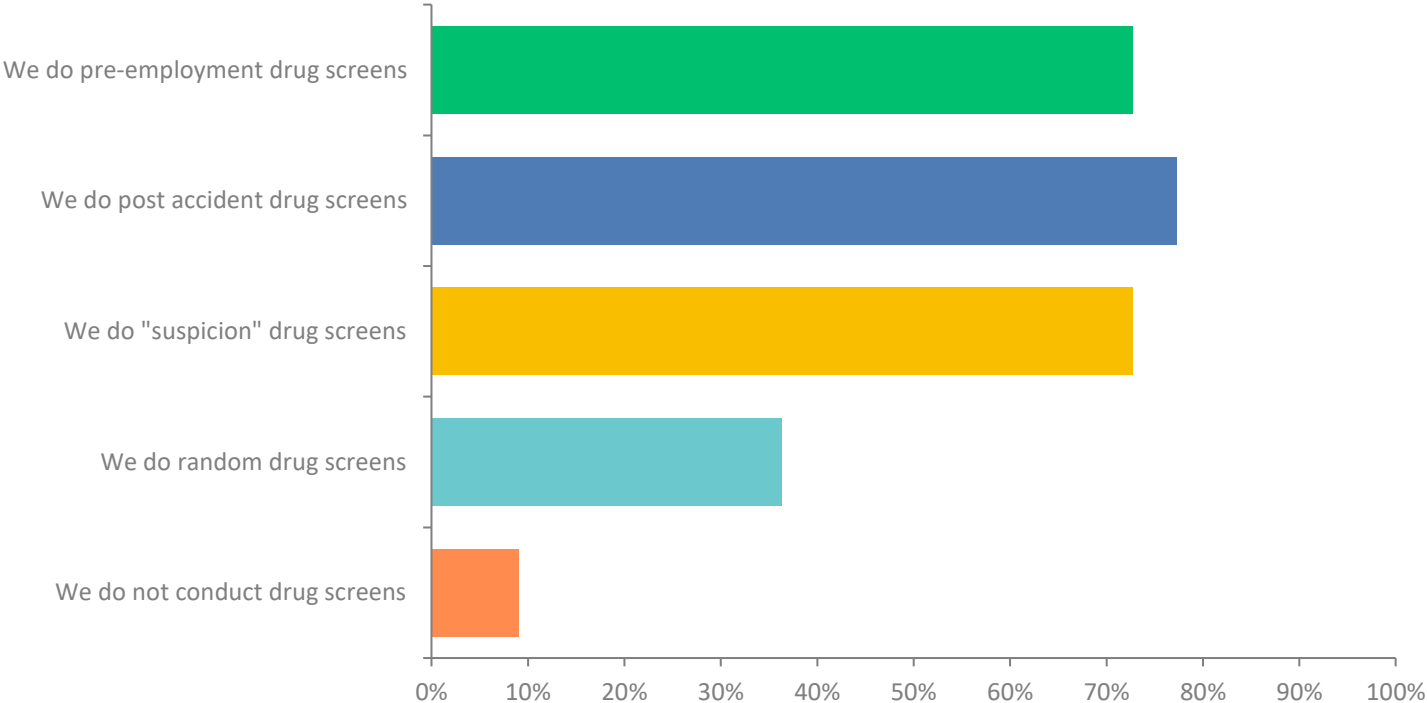
Q47: Which pre-employment screenings do you regularly conduct? (check all that apply)



Q47: Which pre-employment screenings do you regularly conduct? (check all that apply)

ANSWER CHOICES	RESPONSES	
Drug screening	88.89%	16
Alcohol screening	38.89%	7
Credit checks	16.67%	3
Criminal background checks	77.78%	14
Motor vehicle record checks	50.0%	9
Personality tests	11.11%	2
Physical exam	50.0%	9
Basic skills tests	11.11%	2
Verification of education	27.78%	5
Reference checks	22.22%	4
Employment verification	44.44%	8
Educational background check	16.67%	3
Other, please specify	0%	0
TOTAL		82

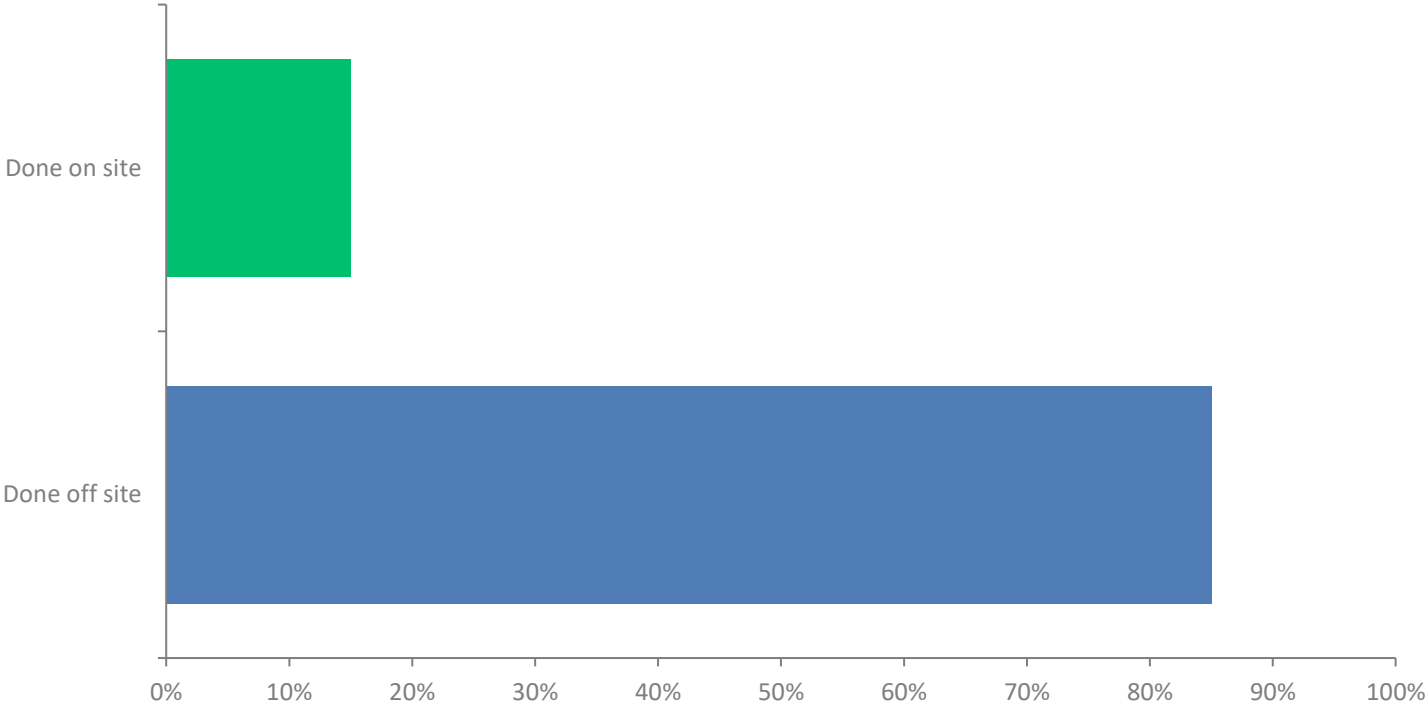
Q48: Drug screens: (check all that apply)



Q48: Drug screens: (check all that apply)

ANSWER CHOICES	RESPONSES	
We do pre-employment drug screens	72.73%	16
We do post accident drug screens	77.27%	17
We do "suspicion" drug screens	72.73%	16
We do random drug screens	36.36%	8
We do not conduct drug screens	9.09%	2
TOTAL		59

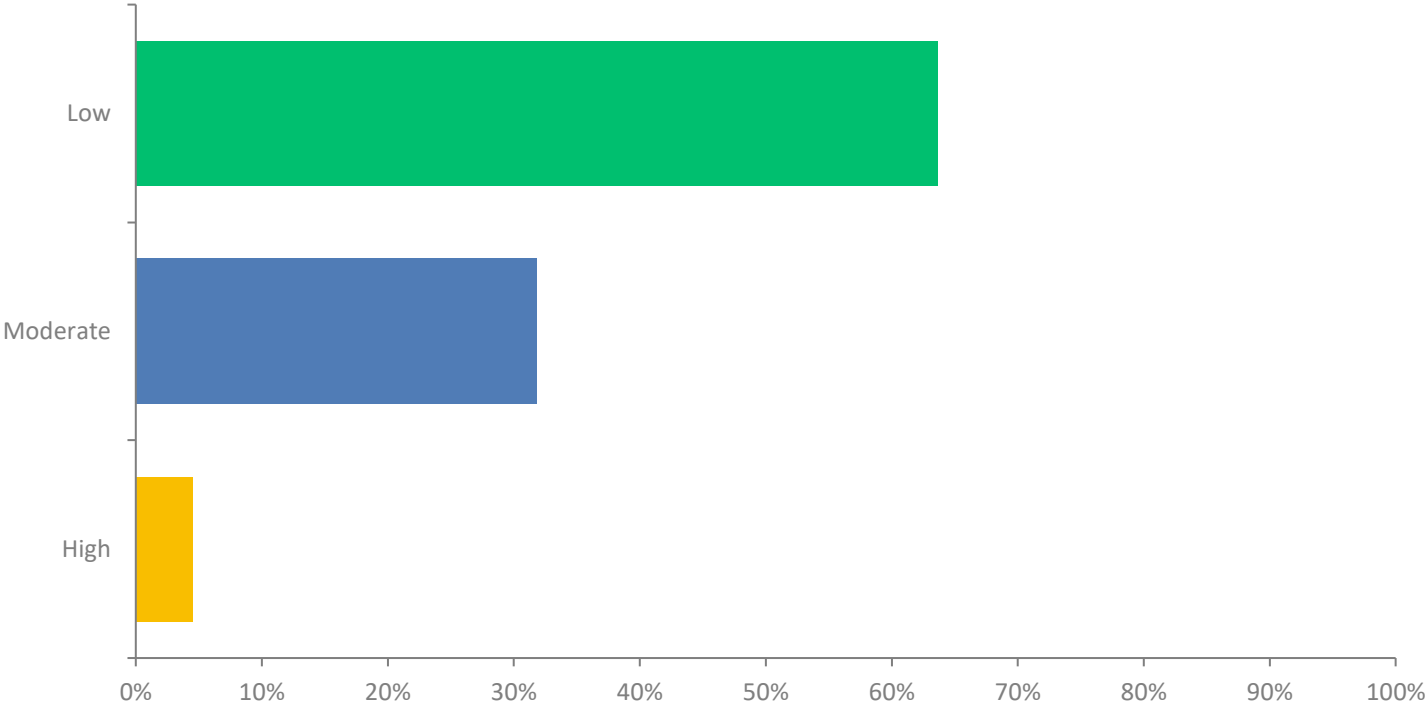
Q49: If you do drug screens, are they:



Q49: If you do drug screens, are they:

ANSWER CHOICES	RESPONSES	
Done on site	15.00%	3
Done off site	85.00%	17
TOTAL		20

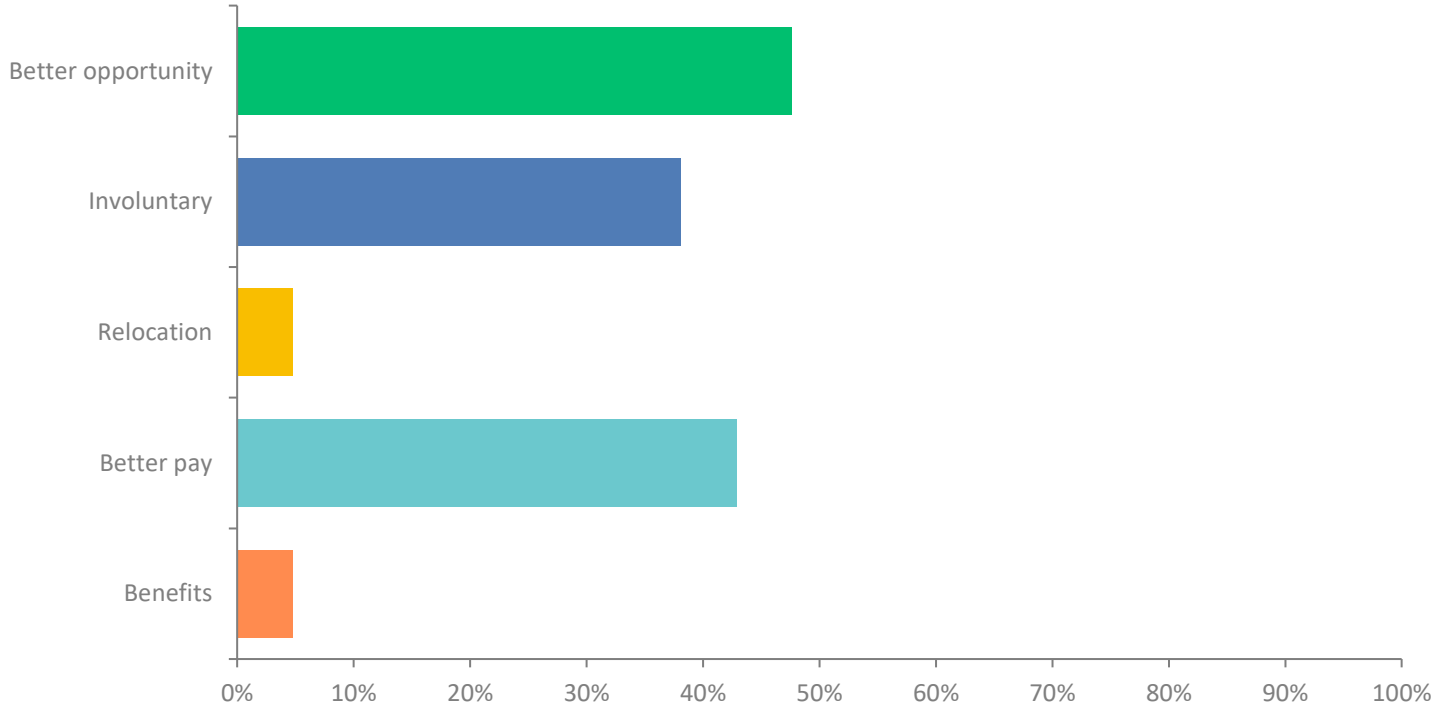
Q50: How would you rate your turnover?



Q50: How would you rate your turnover?

ANSWER CHOICES	RESPONSES	
Low	63.64%	14
Moderate	31.82%	7
High	4.55%	1
TOTAL		22

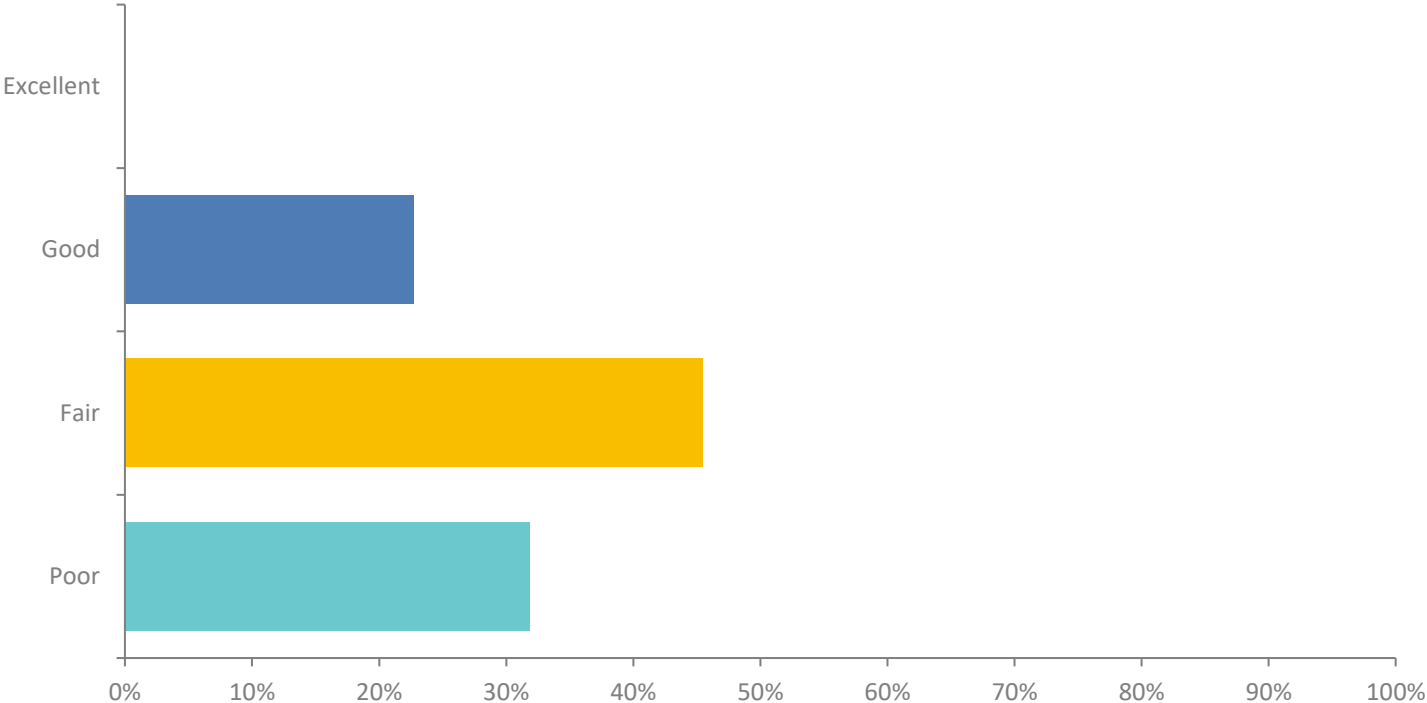
Q51: Of the following, which is the most frequent reason why employees leave your company?



Q51: Of the following, which is the most frequent reason why employees leave your company?

ANSWER CHOICES	RESPONSES	
Better opportunity	47.62%	10
Involuntary	38.10%	8
Relocation	4.76%	1
Better pay	42.86%	9
Benefits	4.76%	1
TOTAL		29

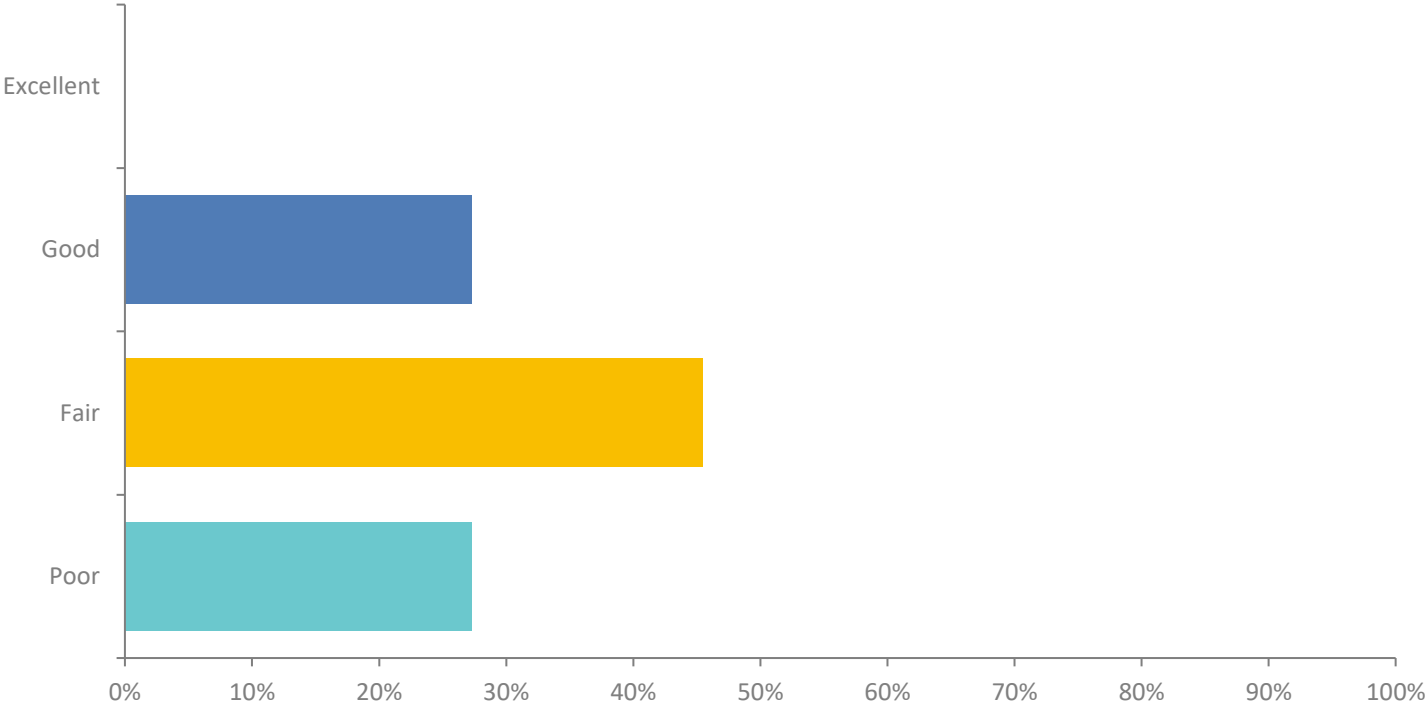
Q52: Would you rate the availability of skilled labor:



Q52: Would you rate the availability of skilled labor:

ANSWER CHOICES	RESPONSES	
Excellent	0%	0
Good	22.73%	5
Fair	45.45%	10
Poor	31.82%	7
TOTAL		22

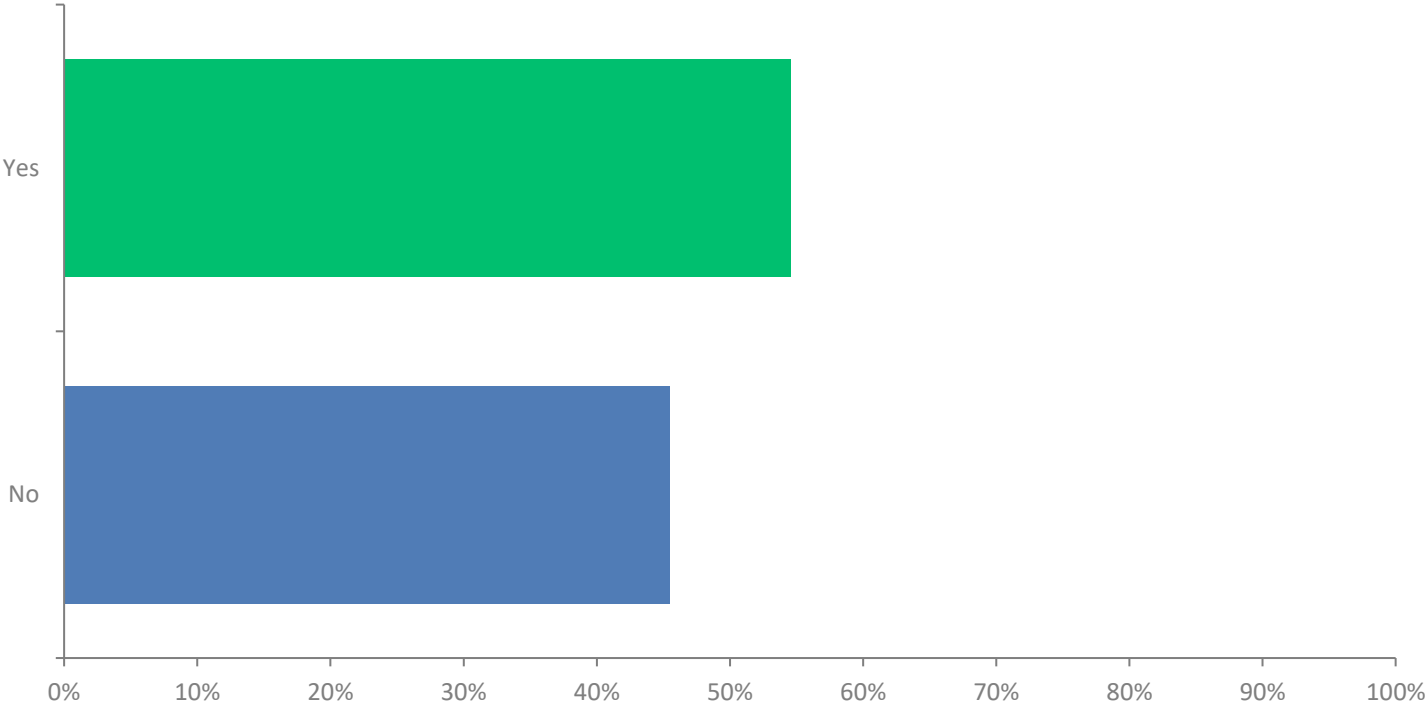
Q53: Would you rate the availability of unskilled labor:



Q53: Would you rate the availability of unskilled labor:

ANSWER CHOICES	RESPONSES	
Excellent	0%	0
Good	27.27%	6
Fair	45.45%	10
Poor	27.27%	6
TOTAL		22

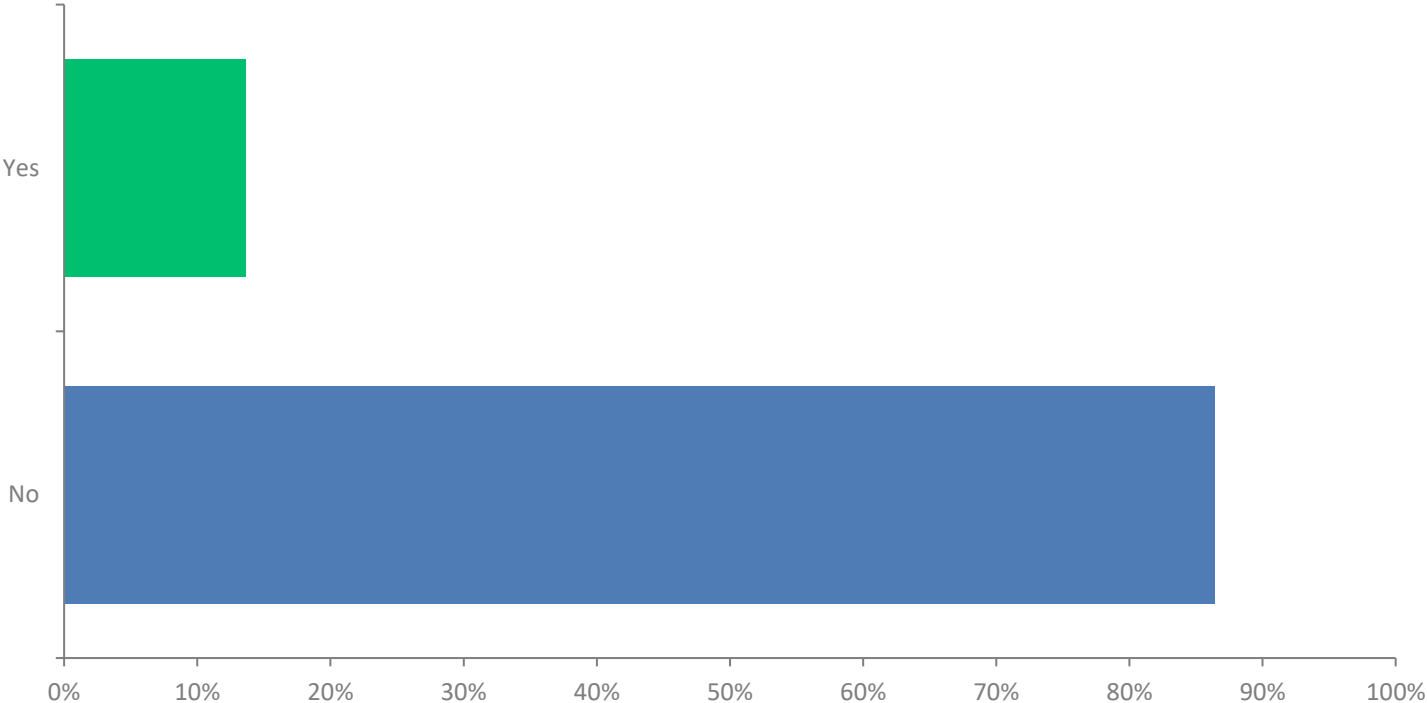
Q54: Have your workers' compensation premiums increased during the past year?



Q54: Have your workers' compensation premiums increased during the past year?

ANSWER CHOICES	RESPONSES	
Yes	54.55%	12
No	45.45%	10
TOTAL		22

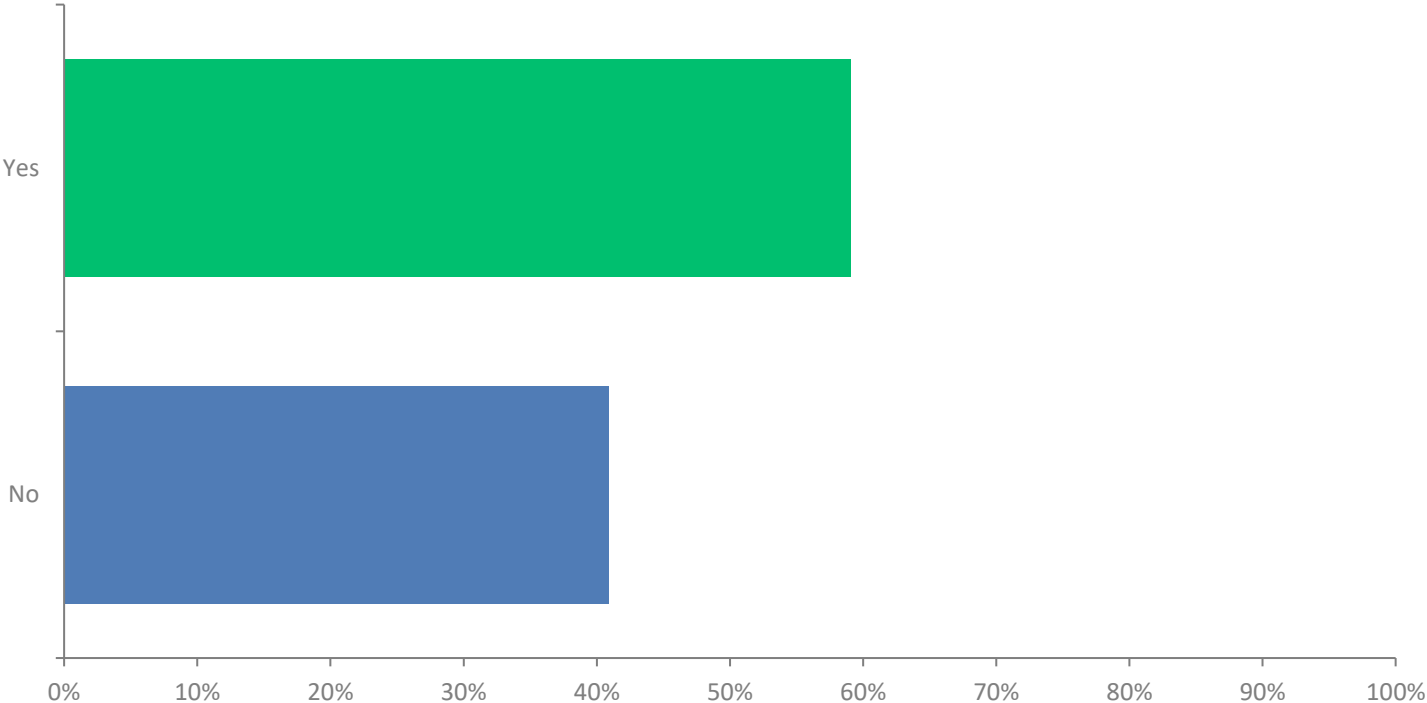
Q55: Does your organization have a union(s)?



Q55: Does your organization have a union(s)?

ANSWER CHOICES	RESPONSES	
Yes	13.64%	3
No	86.36%	19
TOTAL		22

Q56: Does your company have a Diversity and Inclusion policy?



Q56: Does your company have a Diversity and Inclusion policy?

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

Q57: If yes to question 56, how is this demonstrated?

Onboarding and annual training

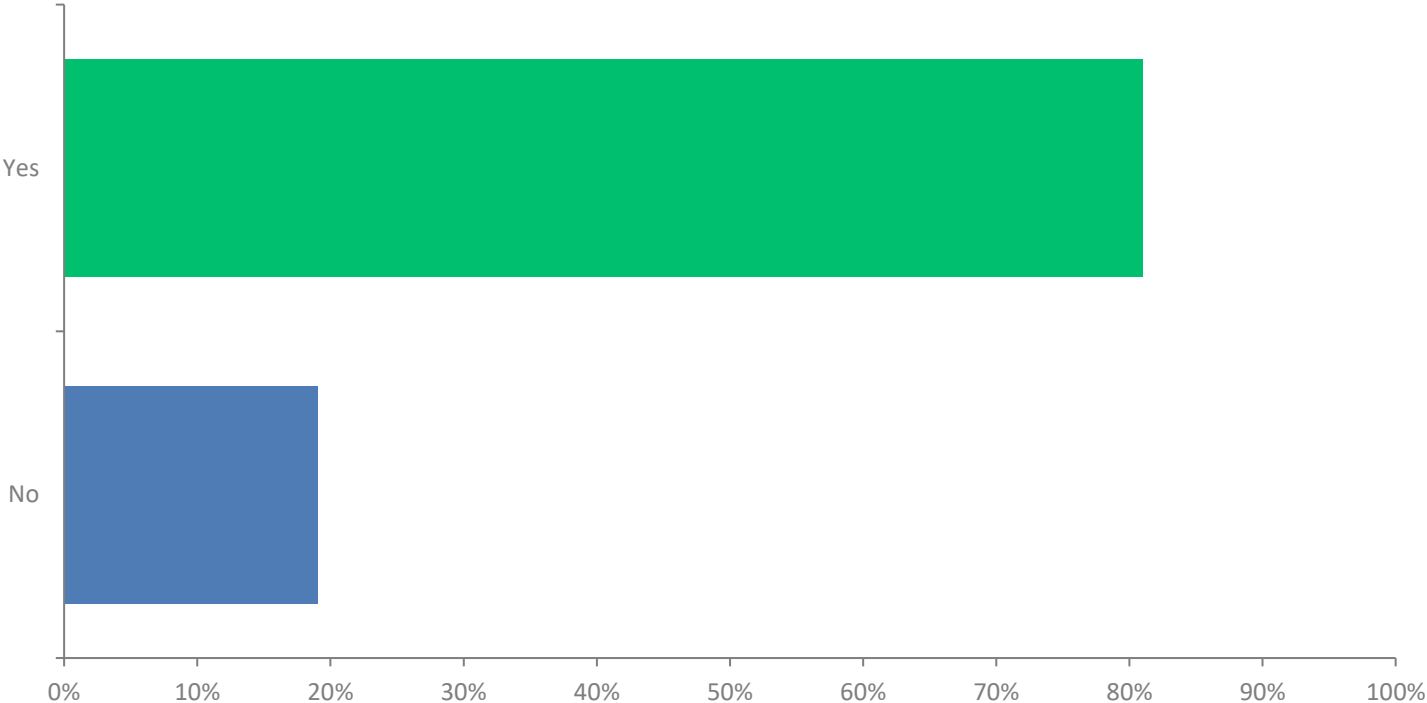
DEI training at New hire orientation and annual training

We employ adults with intellectual and developmental disabilities.

Local, Regional and Global committees

Non-discriminatory hiring and promotion opportunities. Written Policy.
handbook

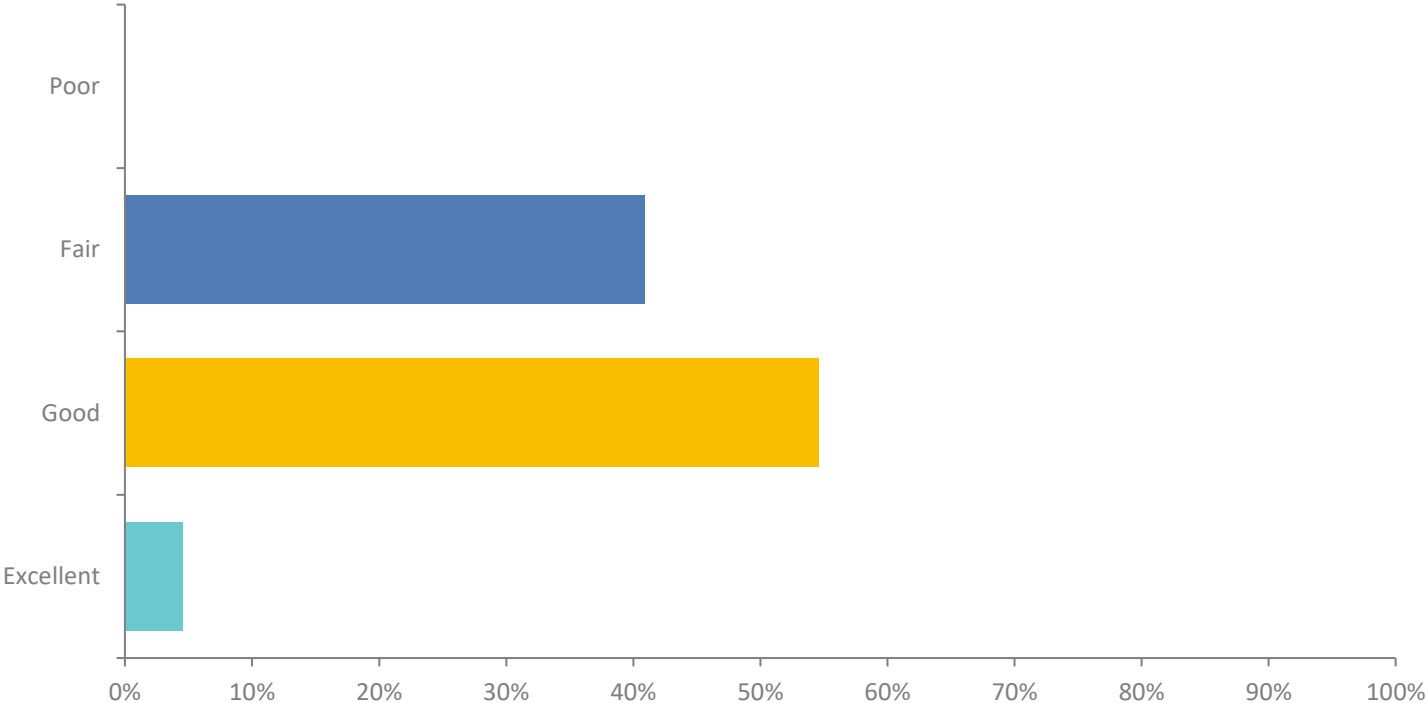
Q58: Is your company back to its pre-COVID performance?



Q58: Is your company back to its pre-COVID performance?

ANSWER CHOICES	RESPONSES	
Yes	80.95%	17
No	19.05%	4
TOTAL		21

Q59: How would you rate this survey?



Q59: How would you rate this survey?

ANSWER CHOICES	RESPONSES	
Poor	0%	0
Fair	40.91%	9
Good	54.55%	12
Excellent	4.55%	1
TOTAL		22