

METAL TREATING INSTITUTE, INC.

Labor Wage Scale

How to read the following table:

The figures presented are hourly pay rates (in dollars and cents) for a particular position. For each position, members were asked to report the minimum, maximum, and average rates separately. Based on the information provided, the minimum, maximum, and mean were calculated; thus, there are nine lines for each position. The columns present hourly pay rate according to (a) whether the reporting company is union or non-union, (b) the district in which the reporting company is located, and (c) the overall amounts for all companies reporting a particular position (Table Total).

Accordingly, looking at the fifth line below, the maximum hourly pay for “Heat Treat Group Leader” in union companies is \$27.85. Companies located in Region MW, for example, pay a maximum hourly rate of \$27.85 for this position. Lastly, regardless of whether the reporting company is union or non-union and regardless of what district it is in, the maximum pay is \$36.25. Due to the low number of members participating, in many instances the most reliable figure to use is the “Table Total.”

		Company's Union Status		Regions							Table Total
		Union	Non- Union	CAN	GL	MW	NE	SESW	WC		
Heat Treat Group Leader	Minimum	\$ 14.50	\$ 11.41	\$ 17.50	\$ 11.41	\$ 14.50	\$ 17.56	\$ 11.55	\$ 15.75	\$ 11.41	
	Maximum	25.76	36.25	27.00	25.00	24.43	21.00	36.25	35.80	36.25	
	Mean	19.27	18.26	23.42	17.15	17.78	19.27	18.76	20.86	18.42	
Heat Treat Group Leader	Minimum	18.90	14.63	20.00	14.63	17.10	22.10	15.27	16.00	14.63	
	Maximum	27.85	36.25	27.00	25.00	27.85	25.70	36.25	35.80	36.25	
	Mean	23.08	21.12	24.25	19.70	22.43	23.67	21.90	22.67	21.44	
Heat Treat Group Leader	Minimum	17.20	13.41	19.00	14.63	17.08	20.16	13.41	16.00	13.41	
	Maximum	25.76	36.25	27.00	25.00	25.00	21.99	36.25	35.80	36.25	
	Average	20.91	19.64	23.92	18.46	19.66	21.32	20.69	21.61	19.85	
Heat Treater A Minimum	Minimum	9.50	9.50	15.00	9.50	9.50	12.00	10.00	12.00	9.50	
	Maximum	25.76	24.10	25.76	22.00	18.00	18.07	18.00	18.19	25.76	
	Mean	15.35	14.38	21.62	14.14	13.58	15.94	13.92	14.22	14.57	
Heat Treater A Maximum	Minimum	15.59	10.93	18.25	10.93	14.00	18.07	14.00	14.00	10.93	
	Maximum	30.25	25.65	25.76	30.25	22.50	24.90	22.00	18.19	30.25	
	Mean	20.53	17.88	23.22	17.36	18.52	20.96	18.37	16.44	18.41	
Heat Treater A Average	Minimum	12.86	10.93	16.75	10.93	12.00	16.57	11.00	13.20	10.93	
	Maximum	25.76	24.88	25.76	22.63	20.21	20.64	19.23	18.19	25.76	
	Mean	17.82	16.14	22.46	15.61	16.16	18.50	16.13	15.31	16.48	
Heat Treater B Minimum	Minimum	13.00	9.00	14.75	10.25	9.00	14.08	10.00	10.25	9.00	
	Maximum	17.79	21.00	21.00	16.88	17.79	18.00	16.00	16.00	21.00	
	Mean	15.58	13.28	17.88	13.02	14.18	15.97	12.87	12.08	13.63	
Heat Treater B Maximum	Minimum	16.00	10.25	16.50	10.25	11.00	16.40	15.00	12.50	10.25	
	Maximum	22.22	26.95	22.30	21.01	22.22	26.95	17.00	20.14	26.95	
	Mean	18.08	16.12	19.40	15.63	16.91	19.79	15.83	15.12	16.41	
Heat Treater B Average	Minimum	14.50	10.00	15.25	10.25	10.00	16.18	12.75	12.09	10.00	
	Maximum	20.01	21.65	21.65	18.70	20.01	18.36	16.00	16.43	21.65	
	Mean	16.86	14.58	18.45	14.30	15.45	17.24	14.35	13.64	14.93	
Heat Treater C Minimum	Minimum	11.00	8.00	12.00	9.00	11.00	14.33	8.00	10.00	8.00	
	Maximum	14.33	16.58	12.00	14.79	14.23	16.58	15.00	12.00	16.58	
	Mean	13.33	11.50	12.00	11.06	12.54	15.30	12.00	10.79	11.68	

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Labor Wage Scale – Continued

		Company's Union Status		Regions							Table
		Union	Non- Union	CAN	GL	MW	NE	SESW	WC	Total	
Heat Treater C	Minimum	\$ 14.85	\$ 10.00	\$ 13.75	\$ 10.00	\$ 13.00	\$ 15.46	\$ 12.65	\$ 10.00	\$ 10.00	
	Maximum	17.52	21.00	13.75	19.08	17.52	21.00	21.00	14.61	21.00	
	Mean	15.68	14.02	13.75	13.78	15.21	17.92	15.35	11.94	14.19	
Heat Treater C Average	Minimum	12.93	9.67	13.00	9.67	12.05	14.94	10.32	10.00	9.67	
	Maximum	15.00	17.76	13.00	15.36	15.00	17.76	16.80	13.31	17.76	
	Mean	14.30	12.74	13.00	12.51	13.58	16.55	13.27	11.40	12.89	
Induction/Flame Hardening Set Up	Minimum	13.47	9.00	15.25	9.00	10.00	14.08	10.65	16.00	9.00	
	Maximum	14.08	20.00	15.25	18.36	17.00	14.08	14.00	20.00	20.00	
	Mean	13.78	14.57	15.25	14.20	14.38	14.08	12.33	18.00	14.49	
Induction/Flame Hardening Set Up	Minimum	15.46	10.65	17.50	11.00	14.00	15.46	10.65	16.00	10.65	
	Maximum	30.67	26.00	17.50	30.67	26.00	15.46	18.00	20.00	30.67	
	Mean	23.07	16.94	17.50	17.50	19.75	15.46	14.33	18.00	17.59	
Induction/Flame Hardening Set Up Average	Minimum	15.38	10.65	17.00	10.67	12.00	15.38	10.65	16.00	10.65	
	Maximum	20.67	20.00	17.00	20.67	20.00	15.38	16.50	20.00	20.67	
	Mean	18.03	15.79	17.00	15.77	16.74	15.38	13.58	18.00	16.02	
Induction/Flame Hardening Operating	Minimum	12.00	9.00	12.25	9.00	10.00	10.00	11.50	14.00	9.00	
	Maximum	17.74	18.00	12.25	18.00	16.50	17.74	12.00	14.00	18.00	
	Mean	14.06	12.46	12.25	12.11	13.51	13.75	11.83	14.00	12.79	
Induction/Flame Hardening Operating	Minimum	15.46	10.75	14.50	10.75	14.00	14.50	12.00	14.00	10.75	
	Maximum	20.25	21.50	14.50	21.01	16.50	21.50	17.00	14.00	21.50	
	Mean	17.78	15.03	14.50	15.06	15.45	17.73	14.83	14.00	15.60	
Induction/Flame Hardening Operating Average	Minimum	14.50	9.87	13.00	9.87	12.00	11.36	12.00	14.00	9.87	
	Maximum	19.46	18.70	13.00	18.70	16.50	19.46	14.35	14.00	19.46	
	Mean	17.07	13.67	13.00	13.86	14.48	16.22	13.28	14.00	14.38	
Inspector A	Minimum	12.00	9.50	25.76	10.00	9.50	12.00	10.00	13.00	9.50	
	Maximum	25.76	25.25	25.76	19.05	18.25	25.25	17.00	21.27	25.76	
	Mean	16.53	14.07	25.76	13.33	14.17	17.88	13.00	15.82	14.70	
Inspector A	Minimum	14.15	10.00	25.76	10.75	10.00	19.93	17.00	15.00	10.00	
	Maximum	25.76	28.50	25.76	23.23	23.44	28.50	20.00	21.27	28.50	
	Mean	19.57	16.97	25.76	16.03	16.15	23.99	18.50	17.57	17.64	
Inspector A Average	Minimum	13.45	9.75	25.76	10.37	9.75	14.03	15.00	14.00	9.75	
	Maximum	25.76	25.25	25.76	23.23	20.50	25.25	17.00	21.27	25.76	
	Mean	19.01	15.23	25.76	15.06	15.06	20.37	15.75	16.57	16.20	
Inspector B	Minimum	11.71	8.50	-	9.75	11.00	15.45	8.50	10.00	8.50	
	Maximum	17.98	17.86	-	16.50	17.98	16.50	10.00	17.86	17.98	
	Mean	15.79	12.83	-	12.86	14.79	15.98	9.25	12.37	13.38	
Inspector B	Minimum	16.61	8.76	-	11.90	15.00	16.50	8.76	13.50	8.76	
	Maximum	22.43	20.20	-	18.84	22.43	16.61	14.50	17.86	22.43	
	Mean	19.32	16.02	-	15.76	19.03	16.56	11.63	15.92	16.63	
Inspector B Average	Minimum	15.86	8.62	-	11.20	14.75	16.03	8.62	12.00	8.62	
	Maximum	20.21	17.86	-	16.50	20.21	16.50	12.75	17.86	20.21	
	Mean	17.37	14.48	-	14.32	16.95	16.27	10.69	14.00	15.01	

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Labor Wage Scale – Continued

		Company's		Regions							Table Total
		Union Status		CAN	GL	MW	NE	SESW	WC		
		Union	Non- Union								
Brazer Class A Minimum	Minimum	\$ 17.79	\$ 8.30	\$ -	\$ 8.30	\$ 17.79	\$ -	\$ 14.50	\$ -	\$ 8.30	
	Maximum	17.79	15.28	-	15.28	17.79	-	14.50	-	17.79	
	Mean	17.79	13.52	-	13.27	17.79	-	14.50	-	14.23	
Brazer Class A Maximum	Minimum	22.22	13.73	-	13.73	22.22	-	21.00	-	13.73	
	Maximum	22.22	23.60	-	23.60	22.22	-	21.00	-	23.60	
	Mean	22.22	18.48	-	17.85	22.22	-	21.00	-	19.10	
Brazer Class A Average	Minimum	20.01	10.48	-	10.48	20.01	-	16.50	-	10.48	
	Maximum	20.01	19.30	-	19.30	20.01	-	16.50	-	20.01	
	Mean	20.01	15.72	-	15.52	20.01	-	16.50	-	16.43	
Brazer Class B Minimum	Minimum	-	8.24	-	8.24	15.25	20.25	-	12.00	8.24	
	Maximum	-	20.25	-	12.50	15.25	20.25	-	12.00	20.25	
	Mean	-	13.04	-	10.25	15.25	20.25	-	12.00	13.04	
Brazer Class B Maximum	Minimum	-	12.54	-	12.54	16.50	21.00	-	20.14	12.54	
	Maximum	-	21.00	-	15.65	16.50	21.00	-	20.14	21.00	
	Mean	-	16.49	-	13.76	16.50	21.00	-	20.14	16.49	
Brazer Class B Average	Minimum	-	10.50	-	10.50	15.87	20.75	-	16.07	10.50	
	Maximum	-	20.75	-	13.80	15.87	20.75	-	16.07	20.75	
	Mean	-	14.97	-	12.37	15.87	20.75	-	16.07	14.97	
Straightener Minimum	Minimum	12.00	9.00	11.50	9.00	9.50	12.00	9.70	10.00	9.00	
	Maximum	17.98	25.50	11.50	18.00	18.00	25.50	24.00	15.50	25.50	
	Mean	14.71	14.44	11.50	14.29	14.70	17.63	15.57	12.25	14.49	
Straightener Maximum	Minimum	16.61	9.70	14.00	10.25	10.00	16.61	9.70	12.00	9.70	
	Maximum	22.43	30.00	14.00	22.15	30.00	25.50	24.00	19.00	30.00	
	Mean	19.81	17.11	14.00	17.16	18.99	20.68	17.07	15.50	17.55	
Straightener Average	Minimum	16.00	9.62	12.00	9.62	9.75	16.00	9.70	12.00	9.62	
	Maximum	20.21	25.50	12.00	19.70	24.00	25.50	24.00	15.50	25.50	
	Mean	18.96	15.70	12.00	16.01	16.86	20.48	16.48	13.56	16.22	
Assemblers Minimum	Minimum	12.52	8.00	-	8.00	9.50	12.00	11.00	11.88	8.00	
	Maximum	16.00	17.00	-	16.00	17.00	14.33	12.00	11.88	17.00	
	Mean	14.28	10.63	-	10.17	12.83	13.17	11.50	11.88	11.31	
Assemblers Maximum	Minimum	13.68	8.30	-	8.30	10.00	15.00	12.00	14.65	8.30	
	Maximum	16.00	17.00	-	16.00	17.00	15.46	14.75	14.65	17.00	
	Mean	15.05	12.86	-	12.18	14.33	15.23	13.38	14.65	13.27	
Assemblers Average	Minimum	13.10	8.30	-	8.30	9.75	14.14	12.00	13.11	8.30	
	Maximum	16.00	17.00	-	16.00	17.00	14.94	12.50	13.11	17.00	
	Mean	14.68	11.83	-	11.29	13.58	14.54	12.25	13.11	12.36	
Truck Driver (Two Axle) Minimum	Minimum	12.05	9.00	-	10.00	9.50	14.04	9.00	11.00	9.00	
	Maximum	17.79	20.34	-	16.30	18.25	20.34	15.50	16.00	20.34	
	Mean	15.62	13.39	-	13.34	14.92	17.29	12.47	12.79	13.69	
Truck Driver (Two Axle) Maximum	Minimum	16.65	10.00	-	10.00	12.00	17.47	11.00	11.00	10.00	
	Maximum	22.22	21.99	-	19.92	22.22	21.99	16.50	16.00	22.22	
	Mean	18.38	14.80	-	15.30	16.04	18.99	13.89	14.00	15.29	

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Labor Wage Scale – Continued

		Company's Union Status		Regions							Table
		Union	Non- Union	CAN	GL	MW	NE	SESW	WC	Total	
Truck Driver (Two Axle)	Minimum	\$ 15.80	\$ 10.00	\$ -	\$ 10.00	\$ 10.75	\$ 15.80	\$ 10.00	\$ 11.00	\$ 10.00	
	Maximum	20.01	20.42	-	17.72	20.01	20.42	15.50	16.00	20.42	
	Average	17.41	14.07	-	14.47	15.54	17.91	13.16	13.25	14.53	
Truck Driver (Semi)	Minimum	-	12.00	-	12.00	17.00	-	14.00	16.00	12.00	
	Maximum	-	23.61	-	23.61	18.34	-	14.30	16.00	23.61	
	Minimum	-	16.44	-	16.35	17.62	-	14.15	16.00	16.44	
Truck Driver (Semi)	Minimum	-	13.00	-	13.00	17.75	-	15.50	18.00	13.00	
	Maximum	-	23.61	-	23.61	20.00	-	18.50	18.00	23.61	
	Maximum	-	18.01	-	17.95	18.52	-	17.00	18.00	18.01	
Truck Driver (Semi)	Minimum	-	13.00	-	13.00	17.75	-	14.90	17.00	13.00	
	Maximum	-	23.61	-	23.61	19.63	-	16.50	17.00	23.61	
	Average	-	17.37	-	17.28	18.29	-	15.70	17.00	17.37	
Maintenance Group Leader	Minimum	14.50	11.43	21.50	11.43	19.00	19.82	17.50	18.50	11.43	
	Maximum	30.81	34.50	21.50	30.60	34.50	30.81	32.94	32.00	34.50	
	Minimum	22.91	22.31	21.50	20.87	22.77	23.97	24.36	23.52	22.46	
Maintenance Group Leader	Minimum	17.75	14.97	25.00	14.97	19.00	19.82	20.00	22.00	14.97	
	Maximum	33.79	34.50	25.00	30.60	34.50	33.79	32.94	32.00	34.50	
	Maximum	24.11	24.15	25.00	22.19	24.72	24.91	26.23	26.02	24.14	
Maintenance Group Leader	Minimum	16.00	13.20	23.50	13.20	19.00	19.82	20.00	20.25	13.20	
	Maximum	32.13	34.50	23.50	30.60	34.50	32.13	32.94	32.00	34.50	
	Average	23.63	23.30	23.50	21.75	23.72	24.41	25.23	24.90	23.38	
Maintenance Mechanic A	Minimum	13.40	10.00	17.75	13.00	10.00	14.00	12.45	18.00	10.00	
	Maximum	27.53	29.50	27.53	25.97	24.25	29.50	25.00	22.00	29.50	
	Minimum	18.16	18.10	22.64	17.78	17.52	19.23	16.11	20.18	18.11	
Maintenance Mechanic A	Minimum	17.25	12.00	20.00	15.25	12.00	17.30	12.45	18.00	12.00	
	Maximum	27.53	29.50	27.53	25.97	26.50	29.50	25.00	25.00	29.50	
	Maximum	21.81	20.22	23.77	19.90	20.85	22.07	18.36	21.54	20.54	
Maintenance Mechanic A	Minimum	15.50	11.00	18.75	15.00	11.00	16.63	12.45	18.00	11.00	
	Maximum	27.53	29.50	27.53	25.97	24.25	29.50	25.00	23.50	29.50	
	Average	20.56	19.16	23.14	19.01	19.15	21.17	17.36	20.81	19.45	
Maintenance Mechanic B	Minimum	11.50	9.00	-	10.00	10.00	11.50	9.00	10.00	9.00	
	Maximum	19.00	22.50	-	22.35	18.30	22.50	15.00	17.00	22.50	
	Minimum	16.49	14.06	-	14.66	15.50	16.75	12.00	13.20	14.58	
Maintenance Mechanic B	Minimum	14.42	10.00	-	11.00	15.00	14.42	10.30	10.00	10.00	
	Maximum	22.89	23.75	-	23.31	22.89	23.75	18.00	18.50	23.75	
	Maximum	18.59	16.31	-	16.34	18.57	18.60	14.83	15.60	16.80	
Maintenance Mechanic B	Minimum	14.42	9.65	-	11.00	12.50	14.42	9.65	10.00	9.65	
	Maximum	20.60	23.25	-	22.35	20.60	23.25	15.50	17.50	23.25	
	Average	17.59	15.26	-	15.56	16.94	18.03	13.54	14.52	15.77	
Blaster Minimum	Minimum	11.71	8.75	19.00	9.00	10.00	14.08	8.75	10.00	8.75	
	Maximum	21.84	19.00	19.00	17.72	16.00	21.84	15.00	11.00	21.84	
	Mean	15.42	12.48	19.00	12.50	12.94	17.96	11.25	10.67	12.91	

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		Company's		Regions							Table Total
		Union Status		CAN	GL	MW	NE	SESW	WC		
		Union	Non- Union								
Blaster Maximum	Minimum	\$ 15.46	\$ 9.15	\$ 23.60	\$ 11.50	\$ 12.00	\$ 15.46	\$ 9.15	\$ 11.00	\$ 9.15	
	Maximum	21.84	23.60	23.60	22.00	17.07	21.84	15.00	12.00	23.60	
	Mean	17.93	14.41	23.60	15.19	14.90	18.65	12.05	11.58	14.93	
Blaster Average	Minimum	14.52	8.95	21.30	10.25	11.00	14.77	8.95	10.50	8.95	
	Maximum	21.84	21.30	21.30	17.72	16.25	21.84	15.00	11.50	21.84	
	Mean	16.53	13.42	21.30	13.73	13.91	18.31	11.73	11.08	13.88	
General Helper Minimum	Minimum	9.51	8.00	11.00	8.00	8.25	10.00	8.50	10.00	8.00	
	Maximum	14.33	18.00	18.00	17.72	15.15	14.33	10.00	12.00	18.00	
	Mean	12.04	11.49	14.50	11.67	11.86	12.17	9.38	10.55	11.57	
General Helper Maximum	Minimum	11.50	8.25	11.75	9.00	8.25	10.00	9.00	10.50	8.25	
	Maximum	16.14	18.27	18.00	18.27	16.14	15.46	12.00	13.50	18.27	
	Mean	14.07	12.59	14.88	12.92	13.60	12.90	10.19	11.80	12.81	
General Helper Average	Minimum	11.20	8.25	11.75	8.75	8.25	10.00	8.87	10.00	8.25	
	Maximum	15.10	18.00	18.00	17.72	15.19	14.94	11.00	12.00	18.00	
	Mean	13.10	12.01	14.88	12.27	12.67	12.70	9.78	10.98	12.17	
Shipping/Receiving Clerk Minimum	Minimum	12.05	8.75	14.25	9.50	12.00	11.50	8.75	10.00	8.75	
	Maximum	25.76	22.00	25.76	22.85	17.79	19.52	22.00	15.00	25.76	
	Mean	15.86	13.57	20.01	13.74	13.79	16.32	14.63	11.71	14.09	
Shipping/Receiving Clerk Maximum	Minimum	14.51	9.00	17.50	10.00	13.00	17.03	9.00	11.25	9.00	
	Maximum	25.76	22.00	25.76	22.85	22.22	19.52	22.00	17.50	25.76	
	Mean	18.14	15.28	21.63	15.72	15.50	18.17	15.69	13.79	15.92	
Shipping/Receiving Clerk Average	Minimum	13.73	8.87	14.75	10.00	12.95	14.55	8.87	11.00	8.87	
	Maximum	25.76	22.00	25.76	22.85	20.01	19.52	22.00	15.00	25.76	
	Mean	16.93	14.39	20.26	14.80	14.47	17.22	15.22	12.63	14.96	
Material Handler Minimum	Minimum	10.88	10.00	14.00	10.00	12.00	10.50	-	10.00	10.00	
	Maximum	21.11	19.50	19.50	16.85	16.56	21.11	-	11.00	21.11	
	Mean	14.27	12.49	15.92	11.99	13.96	14.29	-	10.50	13.13	
Material Handler Maximum	Minimum	11.00	10.00	14.00	10.00	14.31	11.83	-	11.00	10.00	
	Maximum	21.11	24.60	24.60	16.85	20.69	21.11	-	11.50	24.60	
	Mean	15.83	14.22	18.70	13.06	16.28	16.23	-	11.25	14.79	
Material Handler Average	Minimum	11.00	10.00	14.00	10.00	13.00	11.15	-	10.75	10.00	
	Maximum	21.11	22.05	22.05	16.85	18.63	21.11	-	11.00	22.05	
	Mean	15.28	13.31	17.52	12.47	14.96	15.91	-	10.88	14.01	
Office Group Leader Minimum	Minimum	21.50	10.00	-	11.50	16.00	14.00	10.00	17.50	10.00	
	Maximum	31.20	23.20	-	23.20	23.08	31.20	22.87	17.50	31.20	
	Mean	23.93	18.12	-	18.34	20.54	21.73	16.28	17.50	19.23	
Office Group Leader Maximum	Minimum	21.50	13.00	-	17.00	20.00	14.00	13.00	19.25	13.00	
	Maximum	31.20	23.20	-	23.20	23.08	31.20	22.87	19.25	31.20	
	Mean	23.93	19.37	-	19.64	21.41	21.73	17.78	19.25	20.24	
Office Group Leader Average	Minimum	21.50	13.00	-	15.25	18.00	14.00	13.00	18.50	13.00	
	Maximum	31.20	23.20	-	23.20	23.08	31.20	22.87	18.50	31.20	
	Mean	23.93	18.90	-	19.09	20.91	21.73	17.65	18.50	19.86	

METAL TREATING INSTITUTE, INC.

Labor Wage Scale – Continued

		Company's Union Status		Regions							Table
		Union	Non- Union	CAN	GL	MW	NE	SESW	WC	Total	
Secretary Minimum	Minimum	\$ 19.84	\$ 9.00	\$ -	\$ 9.00	\$ 11.00	\$ 17.20	\$ 10.00	\$ 14.00	\$ 9.00	
	Maximum	24.05	29.00	-	29.00	14.00	24.05	21.65	14.00	29.00	
	Mean	21.95	14.70	-	14.77	12.50	20.36	15.83	14.00	15.81	
Secretary Maximum	Minimum	19.84	9.00	-	9.00	13.00	17.20	10.00	14.00	9.00	
	Maximum	24.05	29.00	-	29.00	16.00	24.05	21.65	14.00	29.00	
	Mean	21.95	15.64	-	16.05	14.50	20.36	15.83	14.00	16.61	
Secretary Average	Minimum	19.84	9.00	-	9.00	12.00	17.20	10.00	14.00	9.00	
	Maximum	24.05	29.00	-	29.00	15.00	24.05	21.65	14.00	29.00	
	Mean	21.95	15.13	-	15.31	13.50	20.36	15.83	14.00	16.18	
Accounting Clerk Minimum	Minimum	15.10	10.00	20.00	10.00	14.00	12.00	13.00	10.50	10.00	
	Maximum	25.00	23.50	20.00	25.00	21.50	24.55	16.50	17.59	25.00	
	Mean	18.73	15.92	20.00	15.89	16.27	20.05	14.75	14.64	16.37	
Accounting Clerk Maximum	Minimum	15.10	12.00	20.00	12.00	17.00	12.00	16.00	14.50	12.00	
	Maximum	25.00	23.50	20.00	25.00	21.50	24.55	19.00	17.59	25.00	
	Mean	21.08	17.32	20.00	16.91	19.99	20.05	17.50	15.85	17.91	
Accounting Clerk Average	Minimum	15.10	12.00	20.00	12.00	16.00	12.00	14.50	12.00	12.00	
	Maximum	25.00	23.50	20.00	25.00	21.50	24.55	17.75	17.59	25.00	
	Mean	20.13	16.58	20.00	16.33	18.49	20.05	16.13	14.96	17.14	
Clerk-Typist Minimum	Minimum	15.80	9.00	-	9.00	-	17.86	18.75	14.00	9.00	
	Maximum	17.86	18.75	-	16.32	-	17.86	18.75	14.00	18.75	
	Mean	16.83	13.65	-	13.10	-	17.86	18.75	14.00	14.36	
Clerk-Typist Maximum	Minimum	15.80	10.25	-	10.25	-	17.86	18.75	14.00	10.25	
	Maximum	17.86	18.91	-	18.91	-	17.86	18.75	14.00	18.91	
	Mean	16.83	15.10	-	14.80	-	17.86	18.75	14.00	15.49	
Clerk-Typist Average	Minimum	15.80	10.25	-	10.25	-	17.86	18.75	14.00	10.25	
	Maximum	17.86	18.75	-	16.32	-	17.86	18.75	14.00	18.75	
	Mean	16.83	14.15	-	13.69	-	17.86	18.75	14.00	14.75	
Lab Technician Minimum	Minimum	13.10	9.00	16.75	10.00	9.00	16.00	11.50	10.00	9.00	
	Maximum	24.55	20.62	16.75	24.55	19.00	19.74	20.00	19.55	24.55	
	Mean	18.14	14.87	16.75	15.24	15.55	17.87	14.14	15.03	15.35	
Lab Technician Maximum	Minimum	16.00	10.00	21.50	12.62	10.00	16.00	12.07	15.00	10.00	
	Maximum	24.55	29.62	21.50	29.62	21.65	19.74	22.50	19.55	29.62	
	Mean	19.74	17.83	21.50	18.08	18.31	17.87	18.27	16.70	18.11	
Lab Technician Average	Minimum	14.93	9.50	20.00	12.62	9.50	16.00	12.07	11.25	9.50	
	Maximum	24.55	20.62	20.00	24.55	19.49	19.74	20.00	19.55	24.55	
	Mean	18.94	16.21	20.00	16.55	16.84	17.87	15.86	15.45	16.61	
Order Entry Scheduler Minimum	Minimum	21.22	9.00	-	12.00	13.00	19.45	9.10	9.00	9.00	
	Maximum	23.10	28.87	-	18.50	20.00	23.10	19.70	28.87	28.87	
	Mean	22.16	15.44	-	15.10	15.75	21.26	13.45	16.32	16.08	
Order Entry Scheduler Maximum	Minimum	21.22	12.00	-	14.00	16.00	19.45	12.10	12.00	12.00	
	Maximum	23.10	28.87	-	18.50	23.00	23.10	19.70	28.87	28.87	
	Mean	22.16	17.85	-	16.50	18.50	21.26	16.95	19.06	18.26	

METAL TREATING INSTITUTE, INC.

Labor Wage Scale – Continued

		Company's Union Status		Regions							Table Total
		Union	Non- Union	CAN	GL	MW	NE	SESW	WC		
Order Entry	Minimum	\$ 21.22	\$ 10.60	\$ -	\$ 13.75	\$ 14.00	\$ 19.45	\$ 10.60	\$ 12.00	\$ 10.60	
Scheduler	Maximum	23.10	28.87	-	18.50	21.50	23.10	19.70	28.87	28.87	
Average	Mean	22.16	16.80	-	16.00	17.13	21.26	15.46	17.88	17.31	
PBX/Receptionist	Minimum	15.45	11.00	15.45	12.00	12.00	-	11.00	-	11.00	
Minimum	Maximum	15.45	16.25	15.45	12.00	16.25	-	16.25	-	16.25	
	Mean	15.45	13.34	15.45	12.00	13.50	-	13.63	-	13.58	
PBX/Receptionist	Minimum	15.45	12.00	15.45	16.72	12.25	-	12.00	-	12.00	
Maximum	Maximum	15.45	16.72	15.45	16.72	16.25	-	16.25	-	16.72	
	Mean	15.45	14.68	15.45	16.72	14.50	-	14.13	-	14.77	
PBX/Receptionist	Minimum	15.45	11.60	15.45	14.36	12.00	-	11.60	-	11.60	
Average	Maximum	15.45	16.25	15.45	14.36	16.25	-	16.25	-	16.25	
	Mean	15.45	13.84	15.45	14.36	13.70	-	13.93	-	14.02	

METAL TREATING INSTITUTE, INC.

Management Salary and Bonuses

Weekly Base Salary

		Company's		Regions							Table Total
		Union Status		CAN	GL	MW	NE	SESW	WC		
		Union	Non- Union								
Owner/CEO/President (Active)	Minimum	\$ 1,635	\$ 1,250	\$ 1,634	\$ 1,600	\$ 2,020	\$ 1,635	\$ 1,250	\$ 1,828	\$ 1,250	
	Maximum	5,769	9,695	3,269	5,000	7,000	5,769	4,050	9,695	9,695	
	Mean	3,613	3,017	2,452	2,887	3,530	3,185	2,061	4,264	3,098	
Owner/CEO/President (Inactive)	Minimum	-	225	-	2,000	225	3,300	1,279	7,628	225	
	Maximum	-	7,628	-	2,640	1,923	3,300	1,279	7,628	7,628	
	Mean	-	2,553	-	2,236	1,074	3,300	1,279	7,628	2,553	
Vice President	Minimum	1,200	800	800	1,200	2,000	1,385	1,250	9,695	800	
	Maximum	3,600	9,695	2,596	4,405	7,000	3,600	2,700	9,695	9,695	
	Mean	2,378	2,739	1,698	2,075	3,673	2,359	1,975	9,695	2,673	
Chief Operations Executive	Minimum	-	1,328	-	1,328	1,371	-	4,546	1,439	1,328	
	Maximum	-	4,546	-	2,365	1,371	-	4,546	1,439	4,546	
	Mean	-	2,060	-	1,864	1,371	-	4,546	1,439	2,060	
Chief Sales Executive	Minimum	1,316	1,050	-	1,050	1,331	1,316	1,200	1,615	1,050	
	Maximum	1,316	2,307	-	2,307	1,331	1,919	1,200	1,615	2,307	
	Mean	1,316	1,592	-	1,598	1,331	1,674	1,200	1,615	1,569	
Chief Financial Officer/Controller	Minimum	1,154	700	-	1,115	1,664	1,225	700	1,385	700	
	Maximum	2,042	2,745	-	2,745	2,115	2,042	700	1,725	2,745	
	Mean	1,598	1,637	-	1,706	1,890	1,762	700	1,535	1,633	
Chief Quality Assurance Executive	Minimum	1,393	1,114	-	1,114	2,200	1,393	1,455	1,817	1,114	
	Maximum	1,600	3,077	-	3,077	2,200	1,803	1,455	1,817	3,077	
	Mean	1,497	1,776	-	1,737	2,200	1,605	1,455	1,817	1,725	
District Manager	Minimum	-	2,212	-	2,212	-	-	-	-	2,212	
	Maximum	-	2,212	-	2,212	-	-	-	-	2,212	
	Mean	-	2,212	-	2,212	-	-	-	-	2,212	
Plant Superintendent	Minimum	780	1,010	1,346	780	1,010	-	1,450	-	780	
	Maximum	1,892	2,600	1,346	2,600	2,300	-	2,502	-	2,600	
	Mean	1,298	1,680	1,346	1,476	1,439	-	1,873	-	1,535	
Plant Manager/General Manager	Minimum	1,057	770	1,675	770	962	1,057	1,154	1,283	770	
	Maximum	3,168	4,846	3,168	4,846	2,550	2,194	2,307	3,307	4,846	
	Mean	1,922	1,820	2,191	1,761	1,929	1,595	1,803	2,196	1,839	
Quality Manager	Minimum	968	710	1,040	710	769	980	750	1,153	710	
	Maximum	1,500	2,692	1,442	2,692	1,560	1,485	1,250	1,750	2,692	
	Mean	1,280	1,298	1,227	1,279	1,324	1,196	1,000	1,494	1,294	
General Foreman	Minimum	800	720	-	720	1,000	1,123	800	1,040	720	
	Maximum	1,423	2,307	-	2,307	1,600	1,340	1,709	1,040	2,307	
	Mean	1,129	1,245	-	1,185	1,315	1,232	1,212	1,040	1,220	
Shift Foreman	Minimum	808	670	-	670	900	1,096	780	794	670	
	Maximum	2,073	1,228	-	1,200	2,073	1,096	780	900	2,073	
	Mean	1,136	943	-	912	1,205	1,096	780	847	985	
Metallurgist	Minimum	946	700	-	1,307	700	946	1,834	-	700	
	Maximum	1,324	2,671	-	2,115	1,718	2,671	1,834	-	2,671	
	Mean	1,107	1,519	-	1,527	1,234	1,556	1,834	-	1,442	

METAL TREATING INSTITUTE, INC.

Management Salary and Bonuses – Continued

Weekly Base Salary – Continued

		Company's		Regions							Table Total
		Union Status		CAN	GL	MW	NE	SESW	WC		
		Union	Non- Union								
Sales Engineer Salesperson	Minimum	\$ 1,091	\$ 769	\$ 1,558	\$ 769	\$ 1,080	\$ 1,284	\$ 865	\$ 2,115	\$ 769	
	Maximum	1,500	2,115	1,558	1,789	1,596	1,500	1,442	2,115	2,115	
	Mean	1,244	1,343	1,558	1,287	1,304	1,428	1,108	2,115	1,331	
Office Manager	Minimum	692	650	917	650	660	720	770	900	650	
	Maximum	1,181	2,019	917	1,181	1,225	965	2,019	900	2,019	
	Mean	894	969	917	941	902	844	1,227	900	951	
Benefits Manager	Minimum	-	1,000	-	1,200	1,000	-	-	-	1,000	
	Maximum	-	1,200	-	1,200	1,000	-	-	-	1,200	
	Mean	-	1,100	-	1,200	1,000	-	-	-	1,100	
Payroll Manager	Minimum	882	1,200	-	882	-	-	-	-	882	
	Maximum	882	1,200	-	1,200	-	-	-	-	1,200	
	Mean	882	1,200	-	1,041	-	-	-	-	1,041	
Human Resources Manager	Minimum	1,260	578	-	578	860	1,413	-	600	578	
	Maximum	1,260	1,666	-	1,651	1,666	1,413	-	904	1,666	
	Mean	1,260	1,137	-	1,193	1,175	1,413	-	752	1,146	
Engineer	Minimum	1,067	816	1,154	816	1,212	1,476	-	1,019	816	
	Maximum	1,154	2,149	1,154	2,149	1,900	1,500	-	1,019	2,149	
	Mean	1,111	1,370	1,154	1,339	1,441	1,488	-	1,019	1,344	
Maintenance Supervisor	Minimum	1,113	760	-	1,057	760	1,403	1,084	1,000	760	
	Maximum	1,840	3,769	-	3,769	1,831	1,627	1,084	2,308	3,769	
	Mean	1,404	1,419	-	1,448	1,327	1,515	1,084	1,539	1,417	
Customer Service Manager	Minimum	893	750	-	750	893	918	1,038	923	750	
	Maximum	1,229	1,514	-	1,401	1,514	918	1,380	1,431	1,514	
	Mean	1,012	1,121	-	1,012	1,147	918	1,209	1,151	1,097	
Production Control Manager	Minimum	1,124	720	-	958	1,010	1,150	1,500	720	720	
	Maximum	1,150	1,846	-	1,594	1,150	1,420	1,846	1,600	1,846	
	Mean	1,141	1,292	-	1,285	1,099	1,285	1,673	1,170	1,269	

METAL TREATING INSTITUTE, INC.

Fringe Benefits – Continued

Vision Care Benefits

		Company's Union Status		Regions						Table Total
		Union	Non-Union	CAN	GL	MW	NE	SESW	WC	
Vision Care	Not Offered	60%	37%	67%	31%	71%	25%	50%	29%	41%
	Offered	40%	63%	33%	69%	29%	75%	50%	71%	59%
Vision Care Covers*	Employee Only	0%	4%	0%	3%	0%	0%	13%	14%	4%
	Employee & Family	40%	58%	33%	66%	29%	75%	38%	57%	55%
Type of Coverage*	Indemnity	0%	6%	N/A	5%	0%	0%	0%	29%	5%
	HMO	27%	11%	N/A	18%	6%	25%	13%	0%	14%
	PPO	13%	45%	N/A	46%	23%	50%	38%	43%	40%

* Calculation based only on participants that offer vision care benefits (one participant did not specify the coverage type).

Percentage of Vision Care Premium Paid and Percentage of Claims Paid In/Out of Network

		Company's Union Status		Regions						Table Total
		Union	Non-Union	CAN	GL	MW	NE	SESW	WC	
% Premium Paid for Employee	Minimum	0%	0%	100%	0%	0%	0%	0%	0%	0%
	Maximum	100%	100%	100%	100%	0%	100%	100%	100%	100%
	Mean	79%	28%	100%	24%	N/A	74%	73%	37%	35%
% Premium Paid for Family	Minimum	0%	0%	100%	0%	0%	0%	0%	0%	0%
	Maximum	100%	100%	100%	100%	0%	100%	100%	80%	100%
	Mean	79%	25%	100%	25%	N/A	74%	67%	16%	32%

Dental Plan Benefits

		Company's Union Status		Regions						Table Total
		Union	Non-Union	CAN	GL	MW	NE	SESW	WC	
Dental Plan	Not Offered	27%	13%	0%	8%	24%	25%	50%	0%	16%
	Offered	73%	87%	100%	92%	76%	75%	50%	100%	84%
Dental Plan Covers*	Employee Only	0%	3%	0%	3%	0%	0%	13%	0%	2%
	Employee & Family	73%	84%	100%	89%	76%	75%	37%	100%	82%
Type of Coverage*	Indemnity	7%	6%	0%	5%	0%	25%	0%	14%	6%
	HMO	20%	12%	0%	18%	6%	13%	0%	29%	13%
	PPO	46%	67%	67%	69%	70%	37%	50%	57%	63%

* Calculation based only on participants that offer dental plan benefits (several participants did not specify the coverage type).

METAL TREATING INSTITUTE, INC.

Fringe Benefits – Continued

Percentage of Dental Plan Premium Paid and Percentage of Claims Paid in/Out Network

		Company's Union Status		Regions						Table Total
		Union	Non-Union	CAN	GL	MW	NE	SESW	WC	
% Premium Paid for Employee	Minimum	50%	0%	90%	0%	0%	50%	50%	0%	0%
	Maximum	100%	100%	100%	100%	100%	100%	100%	100%	100%
	Mean	90%	55%	97%	53%	65%	79%	88%	41%	60%
% Premium Paid for Family	Minimum	50%	0%	90%	0%	0%	50%	50%	0%	0%
	Maximum	100%	100%	100%	100%	100%	100%	100%	100%	100%
	Mean	88%	53%	97%	54%	65%	79%	83%	26%	59%

Prescription Brand Name Generic

		Company's Union Status		Regions						Table Total
		Union	Non-Union	CAN	GL	MW	NE	SESW	WC	
Prescription Drug Program	Not Offered	7%	19%	0%	26%	0%	13%	25%	14%	17%
	Offered	93%	81%	100%	74%	100%	88%	75%	86%	83%
Brand Name Drug*	Not Offered	7%	9%	33%	3%	12%	0%	13%	29%	9%
	Offered	88%	72%	67%	71%	88%	88%	62%	57%	74%
Generic Drug*	Not Offered	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Offered	93%	81%	100%	74%	100%	88%	75%	86%	83%

* Calculation based only on participants that offer a prescription drug program.

Percentage of Drugs Paid for by Company

		Company's Union Status		Regions						Table Total
		Union	Non-Union	CAN	GL	MW	NE	SESW	WC	
Drug Program % Paid by Company	Minimum	70%	0%	80%	0%	0%	0%	70%	0%	0%
	Maximum	100%	100%	100%	100%	90%	100%	100%	100%	100%
	Mean	85%	75%	90%	78%	69%	73%	89%	81%	77%

METAL TREATING INSTITUTE, INC.

Fringe Benefits – Continued

Insurance Benefits

		Company's Union Status		Regions						Table Total
		Union	Non- Union	CAN	GL	MW	NE	SESW	WC	
Group Term Life Insurance	Not Offered	7%	12%	0%	3%	6%	13%	50%	29%	11%
	Offered	93%	88%	100%	97%	94%	87%	50%	71%	89%
Group Term Life – Death Benefit Cap	Yes	73%	60%	100%	53%	82%	74%	50%	42%	62%
	No	20%	28%	0%	44%	12%	13%	0%	29%	27%
Short Term Disability Insurance	Not Offered	7%	40%	67%	28%	18%	13%	62%	86%	34%
	Offered	93%	60%	33%	72%	82%	87%	38%	14%	66%
Long Term Disability (Salaried)	Not Offered	33%	48%	67%	41%	35%	25%	75%	71%	45%
	Offered	67%	52%	33%	59%	65%	75%	25%	29%	55%
Group Term Life – Cap times Salary	Minimum	1.0	1.0	1.0	1.0	1.5	1.0	1.0	3.0	1.0
	Maximum	2.0	6.0	1.5	6.0	5.0	2.0	1.5	3.0	6.0
	Mean	1.5	2.1	1.2	2.2	2.1	1.8	1.3	3.0	2.0
Short Term Disability – % of Salary	Minimum	50%	50%	67%	50%	50%	60%	60%	60%	50%
	Maximum	100%	100%	67%	70%	70%	100%	100%	60%	100%
	Mean	65%	63%	67%	63%	58%	69%	80%	60%	63%
Short Term Disability – Length of Time Paid (Days)	Minimum	90	30	119	30	90	130	90	90	30
	Maximum	365	365	119	365	182	365	180	365	365
	Mean	183	152	119	152	153	200	135	228	160
Long Term Disability – % of Salary	Minimum	60%	55%	55%	60%	60%	60%	60%	60%	55%
	Maximum	100%	70%	55%	67%	70%	100%	60%	60%	100%
	Mean	65%	61%	55%	61%	61%	68%	60%	60%	62%
Long Term Disability – Waiting Period (Days)	Minimum	7	14	182	14	90	7	90	90	7
	Maximum	180	182	182	182	180	180	90	90	182
	Mean	89	134	182	131	131	89	90	90	124