

## QUESTION PREVIEW

### SALARY & BENEFITS SURVEY

*We hope you'll take part in this survey, offered by member demand. The results of this survey will help you, the Midwest retail dealer, in knowing what the new industry benchmarks are in our immediate area. This information will be an invaluable tool in knowing where you stand in employee benefits, making you a more efficient and desirable employer.*

*Before now, the only survey information we could get was taken on a national scale, with not enough weight given to OUR service area. Your participation in this survey will help guarantee its statistical integrity and its usefulness to you and your staff.*

*This is why we provide this "heads-up" copy of the questions. Some of the questions may need a bit of consulting with one of your staff team members to get the answer. For example, financial information requested may need the input of your Finance Director; average number of hours worked may need the input of your HR Department. But there are only a few of these. In total, there are only 35 questions.*

*This survey was designed to minimize your time burden, and we hope you'll participate fully. And, as always, **no one will know your identity**, so there's no reason not to participate!*

#### 1. What State are you headquartered in?

- Indiana
- Michigan
- Other

#### 2. About how many locations does your organization have?

#### 3. What is your sales volume?

- \$0-\$2,999,999
- \$3,000,000-\$5,999,999
- \$6,000,000-\$9,999,999
- \$10,000,000-\$29,999,999
- \$30,000,000-\$49,999,999
- \$50,000,000-\$99,999,999
- \$200,000,000-\$1 billion

4. What is your dealer type?

- Retail-oriented
- Mixed-oriented
- Contractor-oriented

5. About how many full-time employees work at your company?

6. About how many part-time employees work at your company?

7. About how many female employees work at your company?

8. About how many male employees work at your company?

9. What is your company's sales incentive plan?

- Commission Only
- Salary
- Base + Commission
- Profit Sharing at Year End
- Year End Cash Bonus

Other (please specify)

10. What is your company's management incentive plan?

- Bonus Based on Sales
- Executive Pool
- Year End Bonus
- Return on Investment
- Profit Sharing Plan
- Percent of Net Profits
- Position and Length of Service

Other (please specify)

11. About how many hours are worked per week in the office?

12. About how many hours are worked per week in management?

13. About how many hours are worked per week in the yard?

14. How are performance appraisals based?

Yearly

Other (please specify)

15. What is the basis for wage adjustments?

- Cost of Living - Inflation
- Company Profit and Growth
- Discretion of Employer
- Merit and Performance
- Position and Length of Service

16. What percentage (%) was the last salary adjustment?

17. Does your company have a bonus program?

Yes

No

18. What is your company bonus calculated on?

- Company Profits
- Sales
- Merit and Performance
- Management Discretion
- Other

19. Does your company offer a holiday bonus program?

- Yes
- No

20. What is your company holiday bonus calculated on?

- Number of Weeks Pay
- Set Amount
- Percentage of Salary

Other (please specify)

21. Does your company offer paid time off for jury duty?

- Yes
- No

22. What is average number of paid days off?

23. What are the benefits as a percentage (%) of payroll?

24. After how many years are vacation days offered?

- 1 year
- 5 years
- 10 years
- 15 years
- 20 years

25. Can vacation days carry-over?

- Yes
- No

26. What is the number of carry-over days allowed?

27. Retirement Plan Offering to:

- All Employees
- Full-Time Employees
- Management Only
- No Retirement Plan Offered

28. What type of retirement plan does your company offer?

- Defined Contribution
- 401k
- 401k with Employer Match
- Routine or Discretionary
- Profit Sharing

Other (please specify)

29. What kind of insurance plans does your company offer?

- HMO
- PPO
- EPO
- Health Savings Account
- Self-funded

Other (please specify)

30. What percentage (%) of insurance is paid by the company?

31. What percentage (%) of insurance is paid by the employee?

32. What benefits are offered to your employees?

- Employee Health Insurance
- Employee Dental Insurance
- Dependent Health Insurance
- Dependent Dental Insurance
- Life Insurance
- Long-term Disability Insurance
- Short-term Disability Insurance

33. What premium is paid for by the company?

- Employee Health Insurance
- Employee Dental Insurance
- Dependent Health Insurance
- Dependent Dental Insurance
- Life Insurance
- Long-term Disability Insurance
- Short-Term Disability Insurance

34. Are there other reimbursements you make available to your employees?

35. Is there an employee training budget?

- Yes
- No

**END OF SURVEY QUESTIONS**

