



2021 Manufacturing Compensation & Benefits Survey[©]

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Manufacturers Alliance
Providing Training & Education Peer to Peer

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Introduction

The Manufacturers Alliance and Minnesota Precision Manufacturing Association (MPMA) are pleased to present the 2021 Manufacturing Compensation & Benefits Survey[®]. This survey report is rich in features designed to enable you to assess your company's compensation, benefits, and human resources programs. These include:

- Graphic style for quick analysis.
- Detailed Table of Contents for ease of use in locating jobs of interest to your organization.
- Complimentary Participant Profile Report for participating organizations that purchase the survey, which compares reported pay data to the overall pay average for the position. This aids in determining your company's competitive market position.

We wish to thank all of the companies who submitted their data for this survey.

Data presented in this report is effective as of January 1, 2021.

Participating Organization Information

This year, 209 companies with a combined total of over 60,000 employees submitted compensation and benefits data for the survey. The collective annualized compensation reflected in this survey report represents in excess of \$1.5 billion.

Annual Revenue

Participants were grouped into one of five revenue categories for data analysis. The average annual revenue reported was \$427.4 million (median annual revenue of \$26.7 million). These statistics exclude any companies reporting a \$0 revenue.

Annual Gross Revenue				
Under \$9.9 Million	\$10 to \$19.9 Million	\$20 to \$39.9 Million	\$40 to \$99.9 Million	Over \$100 Million
17.9%	21.7%	21.7%	17.4%	21.3%

Participants were also asked to indicate how they anticipate gross revenues to change in 2021 compared to 2020. The majority of firms (65.4%) reported 2021 revenues will increase; 27.9% reported revenues will stay the same as 2020, and 6.7% reported they anticipate revenues will decrease this year.

Number of Employees

Participants matched and reported pay-related data for 27,081 employees in 198 survey jobs. The median total employee headcount is 107 and the average is 295.5 (both figures lower than reported in 2020, when the median was 140 and the average was 350).

Employee Group	25 th Percentile	Average	Median	75 th Percentile
Exempt	14.8	90.1	29.0	61.3
Non-Exempt Non-Production	5.0	42.6	12.0	30.3
Non-Exempt Production	26.0	148.8	57.5	137.0
Temporary	0.0	14.1	1.0	9.0
Total Number of Employees	56.8	295.5	107.0	251.8

Exempt – Employees exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

Non-Exempt Non-Production – Non-production employees subject to the overtime provisions of the FLSA.

Non-Exempt Production – Employees in production-oriented positions and subject to the overtime provisions of the FLSA.

Temporary (“Temps”) – Workers hired (either contracted through an employment agency or hired directly) to work for a specific period of time.

Compensation Practices

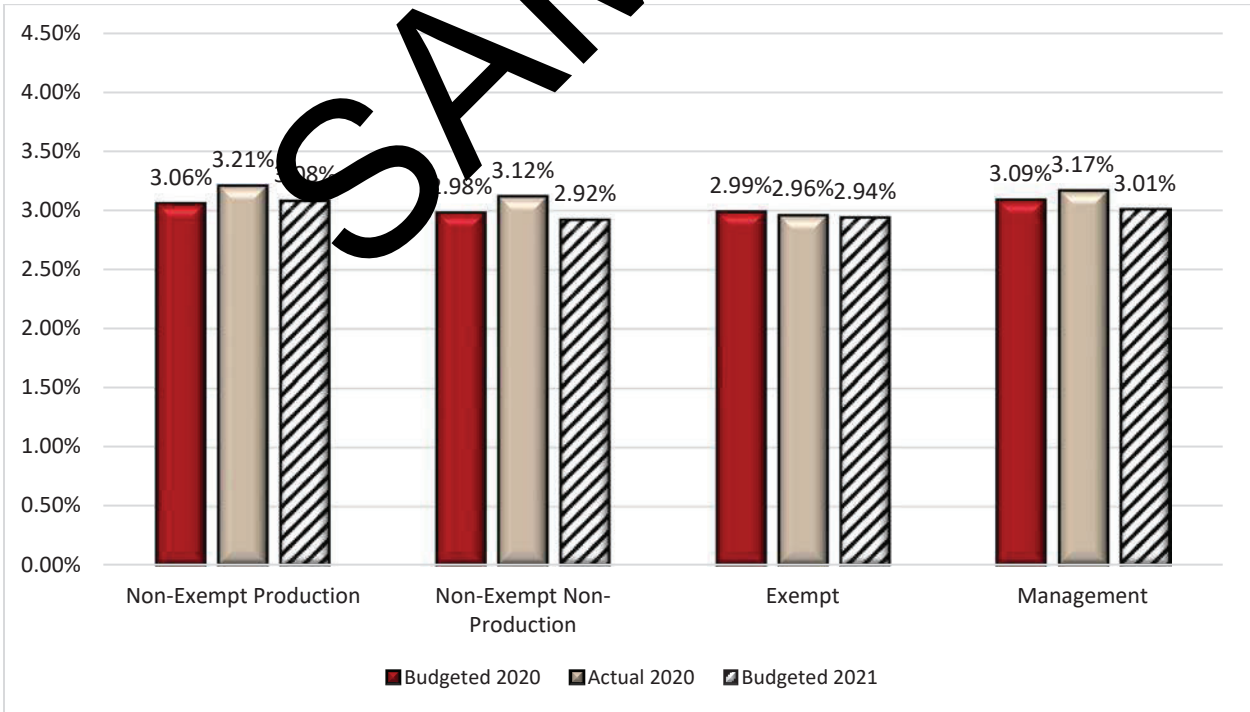
Compensation Adjustments

Average Percent Wage/Salary Adjustment

Participating companies reported actual 2020 and budgeted 2021 pay increases by employee group. The average budgeted 2020 pay increase data are from last year’s survey results. In general, participants are planning for 2021 pay adjustments that fall between budgeted and actual 2020 adjustments. See details in the table and chart below.

Note the results in the chart following the table exclude firms reporting no planned pay adjustments (zero percent). They also do not include participants planning adjustments more than 10 percent.

Employee Group	Pay Adjustments INCLUDING Zero (0%) Adjustments			Pay Adjustments EXCLUDING Zero (0%) Adjustments		
	# Firms Reporting	Average	Median	# Firms Reporting	Average	Median
NEx Production – Budgeted 2020	179	3.0%	3.0%	175	3.1%	3.0%
NEx Production – Actual 2020	194	2.5%	3.0%	153	3.2%	3.0%
NEx Production – Budgeted 2021	175	2.9%	3.0%	166	3.1%	3.0%
NEx Non-Production – Budgeted 2020	175	2.9%	3.0%	151	3.0%	3.0%
NEx Non-Production – Actual 2020	193	2.4%	3.0%	151	3.1%	3.0%
NEx Non-Production – Budgeted 2021	173	2.7%	3.0%	162	2.9%	3.0%
Exempt – Budgeted 2020	180	2.9%	3.0%	145	3.0%	3.0%
Exempt – Actual 2020	192	2.3%	3.0%	147	3.0%	3.0%
Exempt – Budgeted 2021	177	2.7%	3.0%	163	2.9%	3.0%
Management – Budgeted 2020	175	3.0%	3.0%	165	3.1%	3.0%
Management – Actual 2020	188	2.4%	3.0%	141	3.2%	3.0%
Management – Budgeted 2021	173	2.7%	3.0%	154	3.0%	3.0%



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Accountant

Job Code: 13

Under general direction, performs a variety of accounting functions to properly record, interpret, and report on an organization's financial transactions and financial position. May relate to accounts payable, accounts receivable, payroll, or general accounting or some combination for a company.

Requires a Bachelor's degree in accounting or equivalent. If your firm has more than one level for this position, report your second level; this is not an entry level position nor a senior/lead position.

Data by Industry	Number of:		***** Base Salary (\$ per year) *****				** Bonus Paid (\$ per year) **			**** Pay Range (\$ per year) ****			
	Firms	EEs	25th Percentile	Weighted Average	Median	75th Percentile	Firms	EEs	Wtd. Avg. Paid	Average Minimum	Average Midpoint	Average Maximum	
Rubber & Plastic Products	6	6	46,212	59,114	59,114	60,450	66,237	2	2	*	*	*	*
Primary Metal Industries	7	10	41,999	54,421	54,727	58,240	62,234	4	5	*	*	*	*
Fabricated Metal Products	13	16	56,307	62,327	61,380	61,110	69,265	6	6	3,313	54,662	*	72,937
Industrial Machinery Computer Equip	8	11	46,600	61,976	56,870	65,873	69,878	4	7	*	*	*	*
Electronic & Other Electrical	7	8	53,000	61,495	59,870	55,162	69,992	2	4	*	*	*	*
Misc Manufacturing Industries	10	14	53,410	63,814	62,898	63,999	72,771	5	9	2,464	55,203	72,885	90,922
Data by Number of Company Employees													
Less than 50	8	9	49,170	60,335	59,067	60,081	69,720	4	4	*	*	*	*
50 to 99	17	21	50,981	60,844	59,750	61,850	69,316	9	12	2,408	*	*	*
100 to 199	15	21	49,234	60,912	57,227	61,443	73,445	6	7	1,515	53,659	74,287	94,623
200 to 499	17	19	54,029	59,046	58,870	60,700	64,199	4	4	*	51,472	62,287	73,536
500 or More	13	24	59,102	63,825	61,200	62,234	69,399	8	14	3,103	57,260	70,769	84,288
Data by Company Revenue													
Under \$9.9 Million	7	8	45,760	55,985	55,325	50,710	69,514	3	4	*	*	*	*
\$10 to \$19.9 Million	11	15	47,320	56,788	55,218	55,162	67,080	5	7	998	*	*	*
\$20 to \$39.9 Million	18	24	52,563	59,911	59,749	62,323	70,861	5	6	2,185	59,780	74,551	89,326
\$40 to \$99.9 Million	14	16	54,000	58,870	58,594	59,500	63,924	6	6	3,244	52,665	69,565	80,994
Over \$100 Million	19	30	57,218	64,710	61,887	63,232	69,897	11	17	2,731	53,539	66,387	79,595
Data by Area													
Within 20 Miles of Minneapolis	44	56	56,620	63,960	62,524	63,118	69,998	18	20	2,178	55,417	69,559	84,307
20 to 45 Miles from Minneapolis	11	15	56,000	61,720	62,115	61,110	68,797	6	8	3,897	53,618	*	73,876
45 to 70 Miles from Minneapolis	6	9	46,930	50,527	50,178	48,864	53,444	3	5	*	*	*	*
More than 70 Miles from Minneapolis	9	14	41,545	51,989	49,479	53,000	63,305	4	8	*	*	*	*
All Reporting Companies													
Previous Year (2020)	64	88	50,755	59,266	57,536	59,238	65,000	30	41	2,079	52,401	65,715	75,914
2021	70	94	54,065	60,917	59,334	61,471	68,679	31	41	2,369	54,324	68,699	81,625

* Data by Industry, Number of Employees, Revenue and Region are not shown if fewer than 5 firms reported data. 25th and 75th Percentile not shown if fewer than 6 firms reported data.

Survey Participants

Alphabetical Participant List

7-SIGMA, Inc.
Aagard
AbelConn Electronics
Advanced Molding Technologies
Agility Engineering & Manufacturing Solutions
Air Quality Engineering
Ajax Metal Forming Solutions, LLC
All Flex Flexible Circuits, LLC
American Flexible Products, Inc.
Analog Technologies Corp
Andersen Corporation
Anderson Dahlen, Inc.
Andrew Tool & Machining Company
Aqseptence Group
ARKRAY USA
Arrowhead Engineered Products
Artistic Finishes, Inc.
Atrix
Aveda Corporation
AVEKA Group, Inc.
AWT Labels & Packaging
Banner Engineering
Bermo
Biomerics
Birchwood Laboratories LLC
Bondhus Corporation
Bosch Auto Service Solutions
Branches LLC
BTD
C4 Welding, Inc.
Carley Foundry, Inc.
Chandler Exhibits, Inc.
Chandler Industries, Inc.
Clarus Medical, Laser Peripherals and Urologix, LLC
Communications Systems Inc.
Compass Electronics Solutions, LLC
Conagra Brands
Conagra Brands - Mankato
Continental Engineering & Manufacturing
Continental Machines, Inc.
Crest Electronics, Inc.
Crystal Distribution Inc.
Custom Products of Litchfield, Inc.
Data Panel Acquisition Corporation
DCI, Inc.
DecoPac, Inc.
Designer Products LLC DBA Cambek
Distinctive Floral Company DBA Len Busch Roses
Diversified Plastics, Inc.
Donaldson Company, Inc. - Baldwin
Donnelly Custom Manufacturing
DriSteen
Liberty Diversified International
LimPro Metal Fabrication
Lind Electronic Design Co. Inc.
LISI MEDICAL Remmele
Loram Maintenance of Way
Louis Industries, Inc.
Lube-Tech Services, LLC
M & L Industries, Inc.
M & N Structures, Inc.
Malco Products SBC
Manufacturing Partners, Inc.
Massman Automation Designs, LLC
Mate Precision Technologies
Mathias Die Company
Meribel Enterprises, LLC DBA Atlas Manufacturing
Micro Control Company
Midland Technologies
Midwest Rubber Services Supply
Mikros Engineering, Inc.
Miller Manufacturing
Misco Products Inc.
Minnesota Grinding, Inc.
Molders Molding Inc.
MRC Tool and Die
MFS Systems Corporation
Nation Printing, Inc.
Navy Island, Inc.
New Team LLC
Northern Tool + Equipment
Northland Aluminum Products
Northwire, Inc.
Nystrom
Olsen Tool & Plastics, Inc.
Park Industries
Phillips and Temro Industries
PHS West, Inc.
Pioneer Metal Finishing
Plymouth Industries, Inc.
PNE Inc. DBA IRD Glass DBA IRD Ceramics
Podiumwear Custom Sports Apparel
Polaris Industries
Precision Associates, Inc.
Precision Coatings Inc.
Precision Gasket Company DBA PGC
Precision Tool Technologies, Inc.
Premium Waters, Inc.
Priority Envelope, Inc.
Process Displays LLC
Processed Metals Innovators
Product Development Solutions, Inc.
Production Engineering Corporation
Protolabs

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Dynamic Group
 Dynamic Sealing Technologies, Inc.
 E.A. Sween Company
 Eaton Corporation
 ECO Finishing Co.
 Electronic Systems Inc.
 Elemet Group
 Ellicott Dredge Technologies
 EMERGE Enterprises
 Emerson Control Products, Inc.
 Engage Technologies Corp
 Engineered Products Company
 FAST Global Solutions, Inc.
 FasTest Inc.
 Federal Package Network, Inc.
 Flame Metals Processing Corporation
 FlexMation Inc.
 Foldcraft Companies
 Frandsen Corporation
 Gemini, Inc.
 General Label, Inc.
 Global Finishing Solutions, LLC
 Gopher Resource
 Graco Inc.
 Granger Machine, Inc.
 Greenheck Group
 Horton, Inc.
 Huot Manufacturing
 Hydra-Flex Inc.
 ILC Enercon Corp
 Incertec
 Industrial Door Company, Inc. DBA IDC Spring
 Industrial Fabrication Services, Inc.
 Industrial Fabrics DBA Clear Edge Technical Fabrics
 Industrial Louvers, Inc.
 Industrial Netting Inc.
 In'Tech Industries Inc.
 Interscapes
 IPS Cranes, Inc.
 ISC Companies
 J&B Group
 JEM Technical
 Jet Edge Acquisition, LLC
 Jonaco Machine
 Jones Metal Inc.
 K&G Manufacturing Co.
 Kasco Marine, Inc.
 Kendall Howard LLC
 Kurt Manufacturing Company
 La Machine Shop, Inc.
 Lake Air Products
 Lakeland Tool & Engineering
 Lexington Manufacturing LLC

Quadion LLC
 QualiTech, Inc.
 Quanex Building Products
 Rapid Packaging, Inc.
 Rational Energies
 RC Smith Company
 Reviva Inc.
 Rice Lake Weighing Systems
 Rise Baking Company
 RITALKA, Inc.
 RiteWay Conveyors, Inc.
 Rosemount, Inc.
 RSG - Nor-Lake, Inc.
 Senneca Holdings
 Sharrow Lifting Products
 Shippers Supply, Inc.
 Showdown Displays
 Smead Manufacturing
 Sportech, LLC
 Standard Iron & Wire Works Inc.
 Star Exhibits and Environments Inc.
 Stylmark Inc.
 Suez Water Technologies and Solutions
 T.O. Plastic
 Takeda Pharmaceuticals Company Limited
 Tenant Company
 Tecom Corporation
 The Engine Group
 The Outdoor Greatroom Company LLC
 Thermo-Tech Windows LLC
 Thyngs, LLC DBA Curio Brands
 Ternlund Products
 TFC Electronics, Inc.
 TPI Custom Solutions
 Trelleborg Sealing Solutions Delano, LLC
 TSI Incorporated
 TT Electronics
 Turfco Manufacturing Inc.
 Twin City Die Castings Company
 Twin City EDM & MFG Inc.
 Viking Engineering
 VitalDyne Medical, Inc.
 Wagner Spray Tech
 Water Gremlin
 Waymouth Farms, Inc. DBA Good Sense Foods
 Webb Business Promotions, Inc.
 Western Spring Manufacturing
 Wilson Tool
 Wilson Wolf Manufacturing Corporation
 Winco Inc.
 Wipaire
 Zero-Max



Total Participant Count: 209