

Specialty Manufacturing Meeting Minutes April 3, 2007

Thanks were extended to Laura Spencer and Tervis Tumbler for providing the venue and continental breakfast. Laura welcomed the group, introductions were made and a tour of Tervis Tumbler was conducted for all attendees.

All returned to the conference room for the panel discussion about employee compensation. Laura Spencer, Tervis Tumbler, Ola Wettergren, Fantech, Inc. and Kirsten Regal, Sun Hydraulics Corporation were the panelists. Each panelist was given 10 minutes to discuss salaries, benefits, incentives, bonuses, and their company policies regarding these issues.

Below is a list of some of the benefits provided to the employees of these companies.

Health benefits for employees of these companies are handled in various ways and include the following:

- 75% of employee's health care is paid by employer, 100% after 3 years. This employer also offers a cafeteria plan. (*Employee responsible for family coverage*)
- Employee \$3,600 per year for insurance
- 100% of the premiums for medical, dental, life for all employees and 100% of the premiums for medical and dental for their eligible dependants.

Retirement and similar financial benefits provided by these companies included the following:

- 401K matched 100% up to 7%; Roth 401K
- 401k matched 100% contributions to 6% and gives all employees with over one year employment company stock through its "Employee Stock Ownership Program," as well as offering an Employee Stock Purchase Plan through payroll deductions at a deep discount to all employees.
- 401K matched 100% up to 4%
- Free financial advisors for employees

Vacation and/or paid time off benefits also vary in the following ways:

1st year – 1 week
2nd year – 2 weeks
3rd year – 3 weeks
5th year - 4 weeks

1st year – 2 weeks
5 years – 3 weeks
10 years – 4 weeks

Based on seniority as follows -

First year - 40 hours
Second year – 60 hours

Third, Fourth and Fifth years – 80 hours
Six to Ten years – one additional day
Eleven to Fifteen years – 15 days
Twenty years – 20 days

Other paid time off and holiday pay benefits offered by some of these companies includes these:

- 6 paid holidays
- 4 personal days
- 7 paid holidays

Short-term and long-term disability benefits, as well as life insurance offered by some of the companies are as follows:

- Short term disability
- Life insurance
- 100% of the premiums for life, short term disability and long term disability for all employees

Premium pay and other rewards for night and weekend shift workers are offered by some of these companies as follows:

- \$1.00 more per hour for second shift
- Night shift receives a 10% premium or \$1.00 whichever is greater. Weekend shift receives a 32% premium
- Meals on Saturdays for employees working

Employee performance reviews and/or periodic reviews of performance are conducted by some of these companies and include the following:

- 90 day review
- Merit Increases and hourly rates are based on a combination of the following factors:
 1. “The contribution +/- the amount of supervision requires +/- the affect on co-workers”
 2. Wage surveys: Florida Chamber of Commerce, IER (West Coast Employers Association), and Local manufacturers’ surveys.
 3. Market condition and profitability level.
- A written performance review is conducted at 3 months, 6 months, and 12 months during an employee’s first year. No written reviews after the first year.
- Verbal discussions are conducted with all employees mid-year and not associated with an increase.
- Merit increases are determined through discussion with HR and verbally given to the employees.
- Pay adjusts annually

The companies offer some of the following miscellaneous employee benefits and incentives:

- Product at cost
- College scholarship assistance for dependant children \$500.00
- Perfect attendance awards
- Yoga
- Wellness reimbursement
- Anniversary dates
- Drug free work place
- Cafeteria place
- Florida Kid Care

Some of the concerns these employers have that were mentioned are as follows:

- Housing for their workforce
- Affordable health insurance
- Bonuses for hourly employees
- Lack of training
- Other reward systems

To get more information about Florida Wages www.floridawages.com a link can also be found on the SAMA website. A book that was recommended for hiring employees is, "Top Grading" by Brandford D. Smart

The evaluation forms that were completed rated this meeting as an excellent presentation and participants stated they look forward to the next meeting. The Advisory Board will meet to decide on the next topic and venue in the next couple of months. Date to be determined.