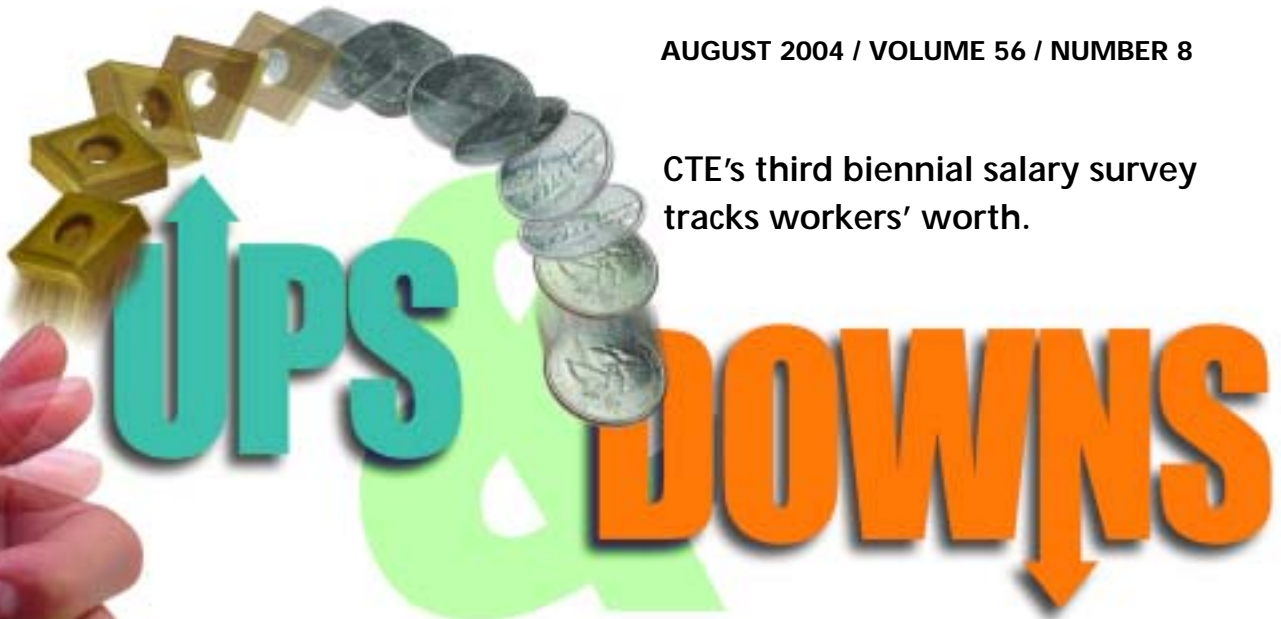


CTE's third biennial salary survey tracks workers' worth.



**Seven out of 11 ain't bad.**

Seven is the number of positions in the metalworking industry that earn more money now than 2 years ago, according to CUTTING TOOL ENGINEERING's third biennial salary survey.

As with the 2002 survey, CTE mailed surveys to 1,000 randomly selected corporate managers who subscribe to the magazine. The basic format remained identical: We requested information about average annual salaries and benefits for themselves and their employees. We did, however, reduce the number of regions from nine in 2002 to five this year.

Participants weren't asked their names, and 264 completed and returned the questionnaire by the deadline—a 26.4 percent response rate.

The five questions remained unchanged from the previous survey:

- Where is your company located?
- How many people does the company employ?
- What is the type of company?
- What is the average annual salary earned by employees at your company for each position?

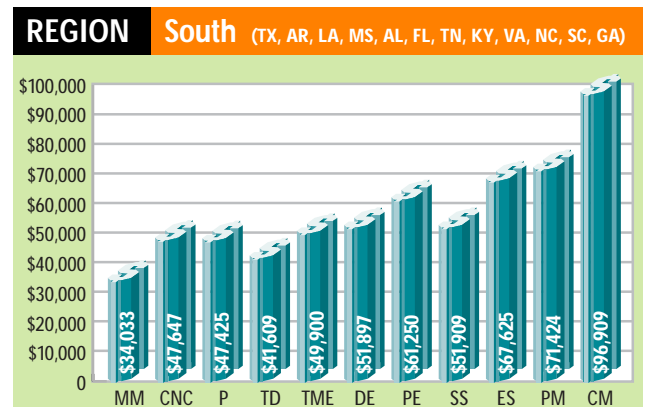
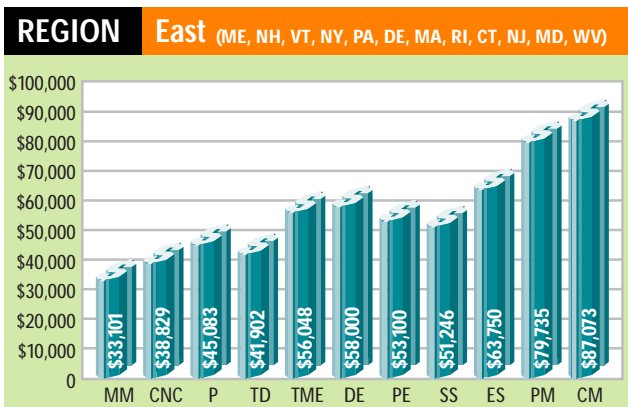
■ What benefits does your company provide?

As in 2002, the average salary was calculated according to the arithmetic mean. For instance, if four recipients indicated their CNC machinists earn average annual salaries of \$28,000, \$32,000, \$41,000 and \$39,000, the mean would equal \$35,000  $([28,000 + 32,000 + 41,000 + 39,000]/4 = 35,000)$ .

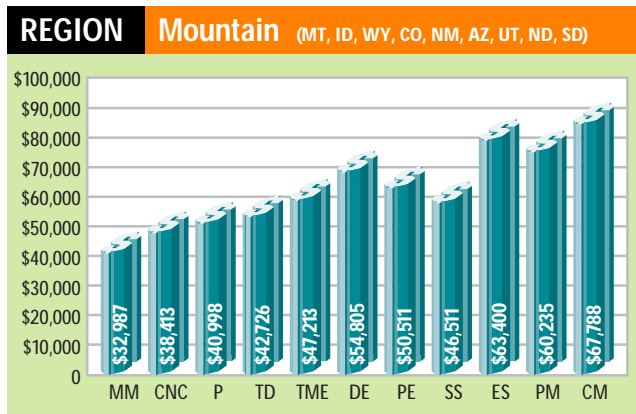
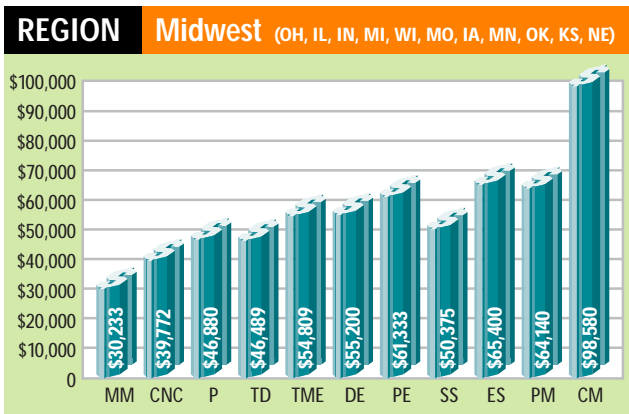
The average salary for a manual machinist, who earns the least of any professional in the metalworking industry, was \$32 less in '04. Engineering supervisors experienced the largest decrease, dropping \$8,410—11 percent. On the other end of the spectrum, corporate managers are still the highest paid and saw an average increase of \$3,829, or 4.5 percent.

This year's results also show a decrease in the number of employers providing benefits, particularly health and dental insurance and profit sharing. There were minor increases in the number of companies providing company vehicles, notably a 4 percent increase to 10 percent for tool/manufacturing engineers. However, fewer corporate managers drive company vehicles, down to 44 percent from 56 percent in 2002.

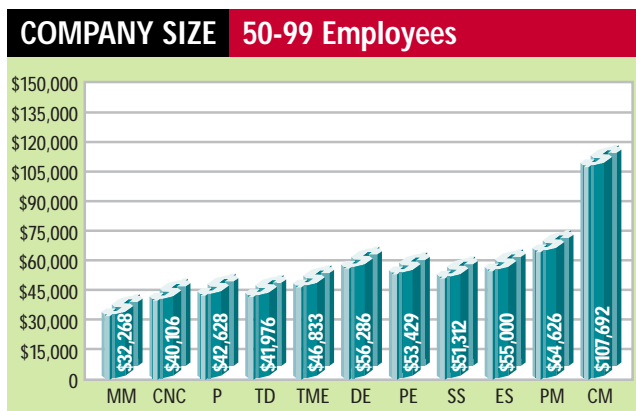
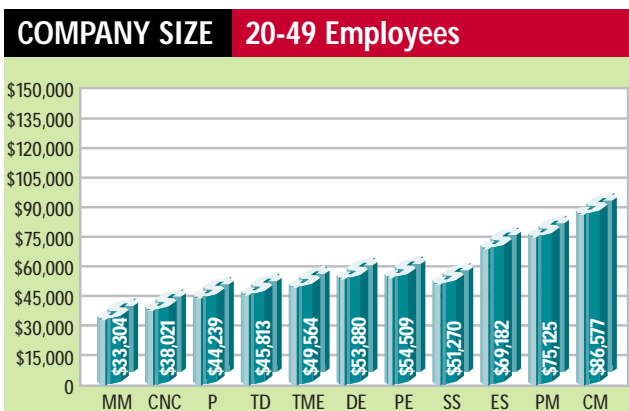
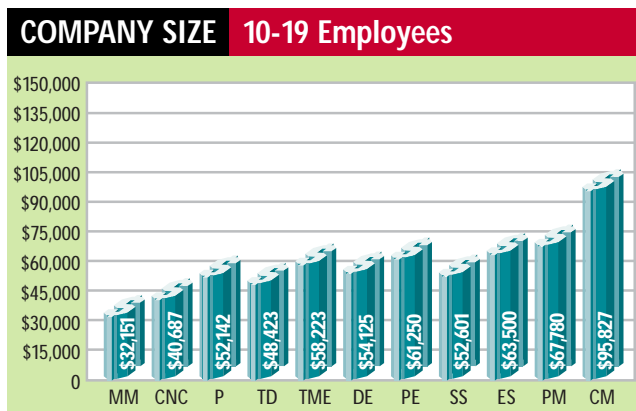
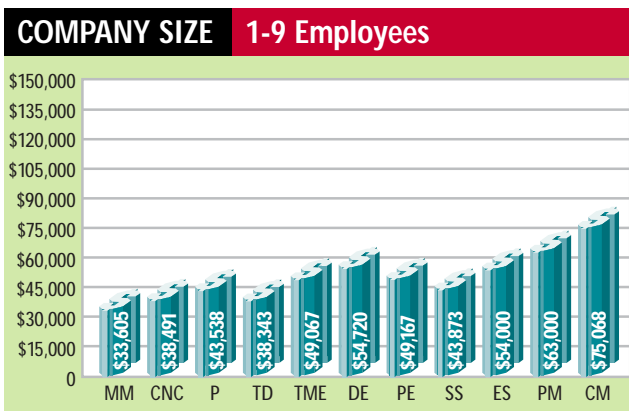
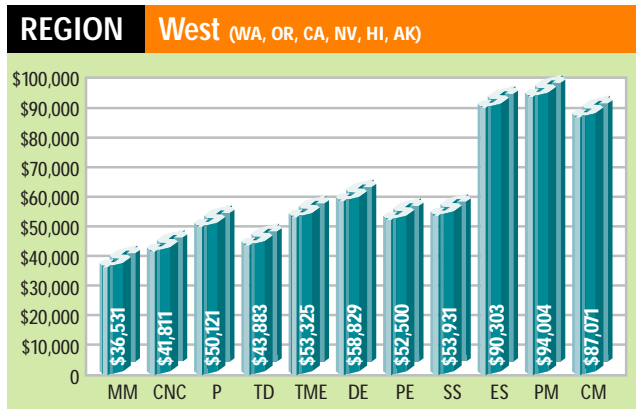
*Data compiled by Amy Wallis McLain, Editorial Assistant.*



MM: Manual Machinist • CNC: CNC Machinist • P: Programmer • TD: Tool & Die Maker • TME: Tool/Manufacturing Engineer • DE: Design Engineer  
 PE: Project Engineer • SS: Shop Supervisor • ES: Engineering Supervisor • PM: Plant Management • CM: Corporate Management

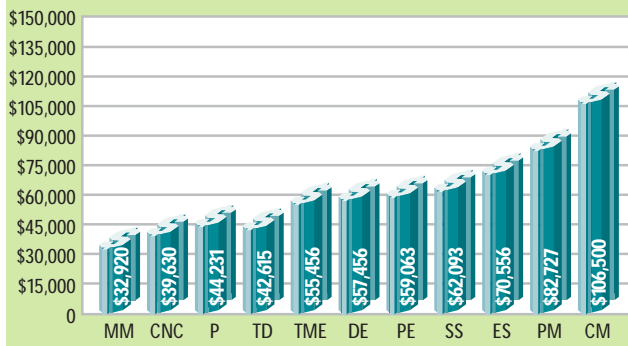


The Midwest region registered the biggest gap between the top dogs and the grunts, while the Mountain region showed the smallest. Corporate managers in the Midwest earned \$68,347 more than manual machinists. The difference for the same two positions in the Mountain region was \$34,801.

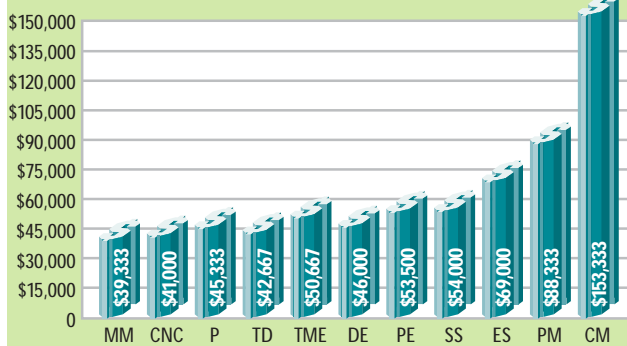


MM: Manual Machinist • CNC: CNC Machinist • P: Programmer • TD: Tool & Die Maker • TME: Tool/Manufacturing Engineer • DE: Design Engineer  
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### COMPANY SIZE 100-249 Employees

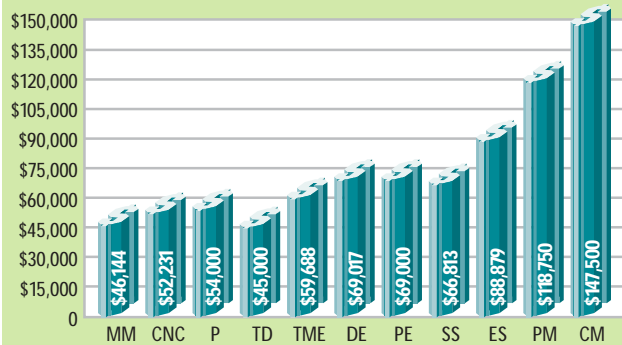


### COMPANY SIZE 250-499 Employees

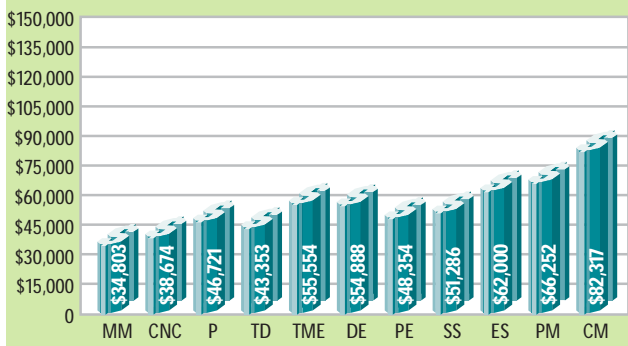


Companies with 50 to 99 employees saw salary decreases in every position surveyed. On the other hand, companies with 10 to 19 employees saw salaries for all positions increase, even though manual machinists at those companies are paid less than their counterparts at other sized companies.

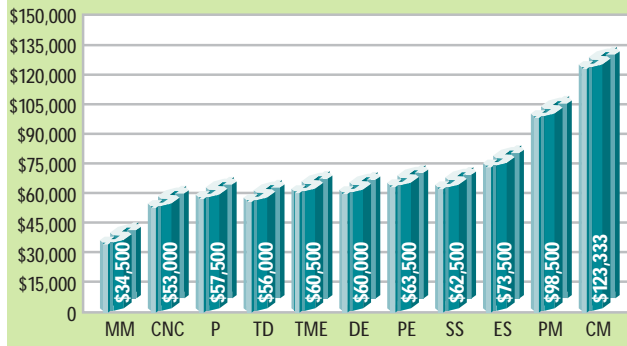
### COMPANY SIZE 500+ Employees



### COMPANY TYPE Job Shop

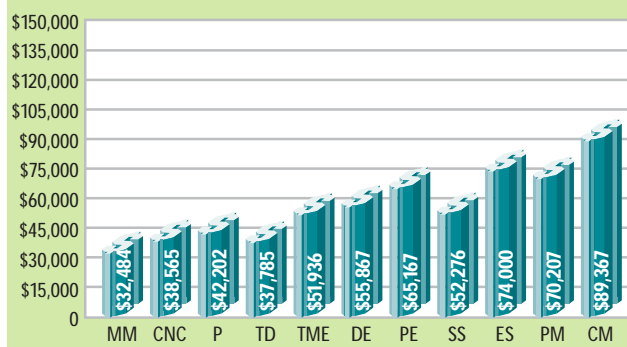


### COMPANY TYPE Mold Shop

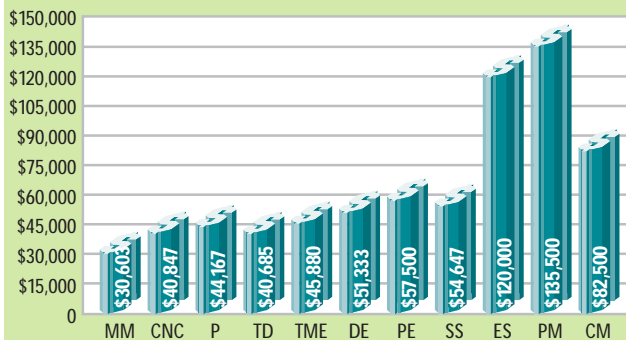


Corporate managers at companies with 250 to 499 employees make the most—\$153,333—compared to corporate managers at smaller and larger companies. Corporate managers at companies with nine or fewer employees earn the least, pulling in \$75,068.

### COMPANY TYPE General Manufacturer

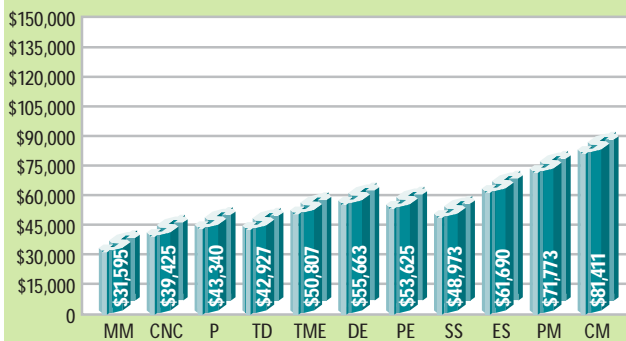


## COMPANY TYPE Tool & Die Shop

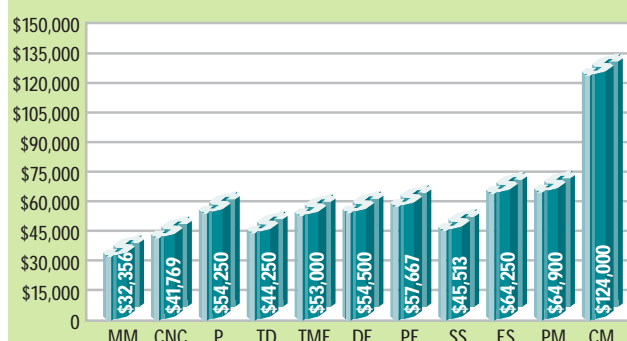


In 2002, CTE's survey reported that mold shop salaries were on the rise, with manual machinists there averaging more than \$40,000 per year and engineering supervisors and plant managers making \$135,901 and \$124,759, respectively. This year's survey indicates that trend is reversing, with manual machinists, engineering supervisors and plant managers making \$34,500, \$73,500 and \$98,500, respectively.

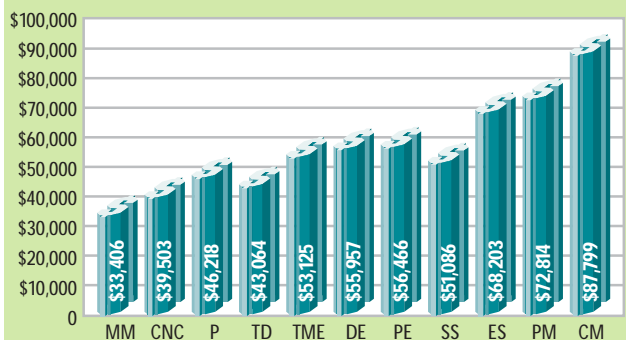
## COMPANY TYPE Supplier



## COMPANY TYPE Other

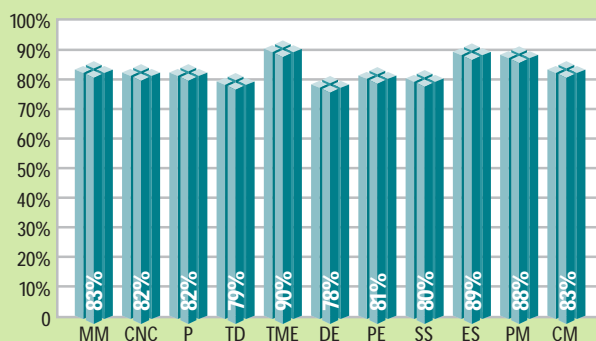


## NATIONAL AVERAGE

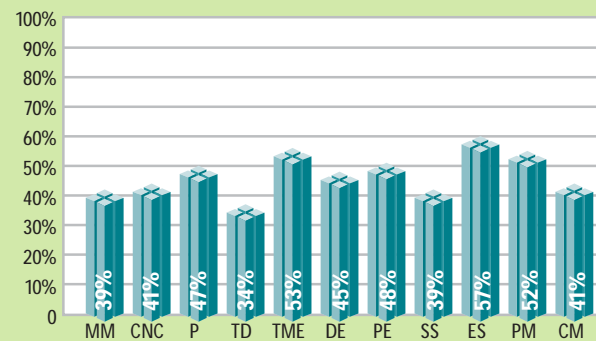


Based on the national average, design engineers registered the biggest percentage increase in salary. With an average salary of \$55,957, they earned 5.8 percent, or \$3,104, more than 2 years ago. Tool and die makers experienced the smallest percent change, earning 99.97 percent of what they made in 2002.

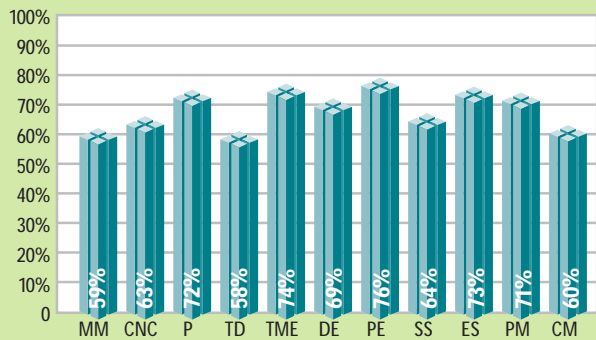
## BENEFIT Health insurance



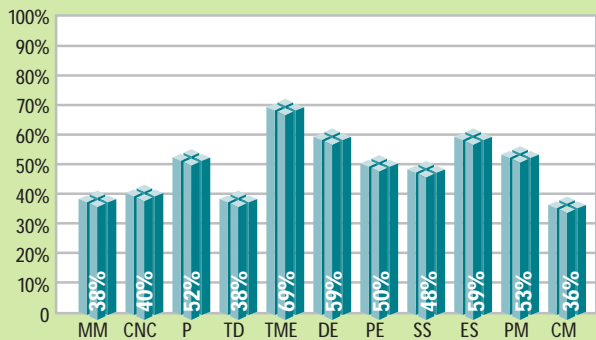
## BENEFIT Dental insurance



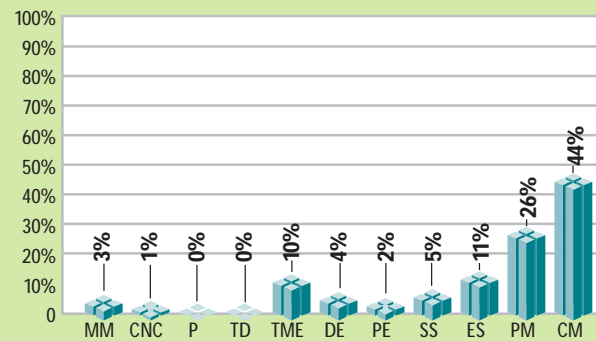

**BENEFIT Profit sharing**



**BENEFIT Paid training**



**BENEFIT Company vehicle**

The tough economic conditions experienced by metalcutting manufacturers during the past 2 years have taken a toll in terms of training and continuing education. Ten of the 11 positions surveyed show a reduced percentage receiving the benefit. For project engineers, 24 percent fewer receive the perk. Only tool/manufacturing engineers gained, with 8 percent more receiving paid training/continuing education.