2019 PLASTICS SALARY SURVEY
EXECUTIVE SUMMARY

Prepared by SPE
and MBS Advisors
• Online survey conducted by Brand Beacon in January and February 2019 for the Society of Plastics Engineers

• Random sample of 1,439 plastics industry professionals

• All references to statistical significance in the report are at the 95% confidence level.

• A note about statistical significance – The margin of error for the total survey sample of 1,439 is approximately + / - 2.54% at the 95% confidence level. The margin of error is larger for smaller groups analyzed and can vary widely depending on the size of the sample groups in question. A 95% confidence level essentially means that if we conducted the study 100 times with various samples, we would see the same results 95% of the time.

• For satisfaction and advocacy ratings in this report, we use the terms top 2 box scores and bottom 2 scores. Top 2 box means the top 2 positions on a ratings scale combined. Bottom 2 box means the bottom 2 positions on a ratings scale combined.
• Base salary and total cash compensation improved in the 2019 survey – the highest percentage increases we have seen in the past five years.

• For this year, the average base salary increased 5.31% and the average total compensation increased 12.29%.

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<tbody>
<tr>
<td>Diff - Prev Yr</td>
<td>-0.90%</td>
<td>2.70%</td>
<td>2.90%</td>
<td>2.90%</td>
<td>-2.70%</td>
<td>9.00%</td>
<td>-1.10%</td>
<td>-3.80%</td>
<td>-2.10%</td>
<td>4.32%</td>
<td>5.31%</td>
</tr>
<tr>
<td>Diff - Prev Yr</td>
<td>-1.90%</td>
<td>1.60%</td>
<td>5.00%</td>
<td>1.00%</td>
<td>-1.90%</td>
<td>11.30%</td>
<td>-3.30%</td>
<td>-3.20%</td>
<td>-1.00%</td>
<td>6.03%</td>
<td>12.29%</td>
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Salary figures above are based to respondents who were employed in the plastics industry at the time of each survey.

Year to year comparisons vary based on random participation of different individuals each year.
The graph below depicts the base salary and total compensation trends shown in the table on the previous page. As noted, both base salary and total compensation improved in 2019. The growth rate for total compensation outpaced the growth rate for base salary.

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Year to year comparisons vary based on random participation of different individuals each year.

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TOTAL COMPENSATION BY CATEGORY 2019

This section of the report presents the percentage breakdown for total cash compensation (base salary and additional compensation combined) for the total survey sample and for the following categories – age, gender, industry tenure and education.
TOTAL COMPENSATION

Gender

Males

- 16% Red
- 14% Orange
- 11% Blue
- 5% Dark Purple
- 22% Green
- 33% Purple

Females

- 16% Red
- 10% Dark Purple
- 7% Orange
- 7% Green
- 23% Purple
- 36% Green
TOTAL COMPENSATION

Industry Tenure

- **< 1 Year**
  - 3%
  - 14%
  - 27%
  - 32%

- **1-5 Years**
  - 2%
  - 6%
  - 19%
  - 35%
  - 12%
  - 25%

- **6-10 Years**
  - 5%
  - 9%
  - 15%
  - 25%
  - 36%

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TOTAL COMPENSATION

Education

11-15 Years
- 39%
- 22%
- 11%
- 11%
- 8%
- 8%

16-20 Years
- 37%
- 24%
- 18%
- 12%
- 8%
- 2%

> 20 Years
- 35%
- 17%
- 18%
- 21%
- 7%
- 2%
COMPENSATION:
Outlook for 2019 / Trends
RAISE IN PAST 12 MONTHS

DATA INCLUDED IN THE FULL REPORT
COMPENSATION EXPECTATIONS

2019

DATA INCLUDED IN THE FULL REPORT
BASE SALARY EXPECTATIONS

Trend

DATA INCLUDED IN THE FULL REPORT
BONUS, INCENTIVE OR COMMISSION EXPECTATIONS

Trend

DATA INCLUDED IN THE FULL REPORT
COMPENSATION EXPECTATIONS

Gender

DATA INCLUDED IN THE FULL REPORT
COMPENSATION EXPECTATIONS

Age

DATA INCLUDED IN THE FULL REPORT
EMPLOYEE SATISFACTION AND LOYALTY
There are no major shifts in job satisfaction ratings this year. Satisfaction ratings skew toward the positive end of the scale and are up slightly for 2019. 75% are either very or somewhat satisfied in their current jobs. A third (32%) are very satisfied. At the opposite end of the scale, only 12% are dissatisfied to some degree.

Year to year comparisons vary based on random participation of different individuals each year.
Satisfaction with Current Position

Gender 2019

Data included in the full report
SATISFACTION WITH CURRENT POSITION

Age 2019

DATA INCLUDED IN THE FULL REPORT
WHAT STEPS COULD YOUR COMPANY TAKE TO INCREASE YOUR JOB SATISFACTION?

DATA INCLUDED IN THE FULL REPORT
DATA INCLUDED IN THE FULL REPORT

STEPS TO INCREASE YOUR JOB SATISFACTION... CONTINUED
MY COMPANY IS A “GREAT PLACE TO WORK”

Respondents rated their agreement with the following statement: Taking everything into account – my compensation, responsibilities, work environment, coworkers, etc. – I would say my company is a great place to work.” This is worded purposefully to reflect a superlative level and is intended to be a summary score for the employment experience. It is similar to the language used in the annual Fortune 100 Great Places to Work study. Responses below track very closely with current job satisfaction, as we might expect. 75% agree with the statement to some extent. As with the satisfaction question, close to a third are particularly enthusiastic (agree strongly). 15% are middle of the road (neutral) and only 10% express some level of disagreement.
We see no significant changes in advocacy for 2019. The percentage who would be extremely or very likely to recommend their company has increased slightly over time. A third are lukewarm (somewhat likely). 15% would be more reticent to recommend their employers. The bottom 2 box score has decreased somewhat over the last three years – which is a positive.

Year to year comparisons vary based on random participation of different individuals each year.
LIKELIHOOD OF A JOB CHANGE / INFLUENCERS
LIKELIHOOD OF ACTIVELY SEEKING A NEW JOB IN THE NEXT 12 MONTHS

Trend

DATA INCLUDED IN THE FULL REPORT
IMPACT ON THE DESIRE TO WORK FOR ANOTHER COMPANY

2019 Influential Factors

DATA INCLUDED IN THE FULL REPORT
IMPACT ON THE DESIRE TO WORK FOR ANOTHER COMPANY 2019 “OTHER” INFLUENTIAL FACTORS

DATA INCLUDED IN THE FULL REPORT
MANAGERS OF EMPLOYEES

This section of the report focuses on people who manage employees – either directly or indirectly. Questions deal with expectations for changes in compensation, headcount and perceived difficulties in hiring.
47% of respondents have direct reports. Of these, most have responsibility (directly or indirectly) for 25 or fewer employees (79%).

<table>
<thead>
<tr>
<th>Full-Time Employees You Are Responsible For</th>
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<tr>
<td>&lt; 10</td>
<td>57%</td>
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<tr>
<td>10 - 25</td>
<td>22%</td>
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<tr>
<td>26 - 99</td>
<td>15%</td>
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<tr>
<td>100 - 249</td>
<td>4%</td>
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<tr>
<td>250 - 499</td>
<td>1%</td>
</tr>
<tr>
<td>500 - 999</td>
<td>1%</td>
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<tr>
<td>1,000 - 2,499</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>2,500 - 4,999</td>
<td>&lt;1%</td>
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<tr>
<td>5,000+</td>
<td>0%</td>
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</tbody>
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EXPECTATION FOR CHANGE IN COMPANY’S FULL-TIME EMPLOYEES

DATA INCLUDED IN THE FULL REPORT
ON AVERAGE, HOW WILL YOUR EMPLOYEES’ COMPENSATION COMPARE TO THE PREVIOUS YEAR?

DATA INCLUDED IN THE FULL REPORT
MOST DIFFICULT HIRING CHALLENGES

DATA INCLUDED IN THE FULL REPORT
MOST DIFFICULT HIRING CHALLENGES

Other Challenges Cited

DATA INCLUDED IN THE FULL REPORT