

Personnel

Tech Salaries And Compensation Method

(Median means 50% of responses were above this answer and 50% were below)

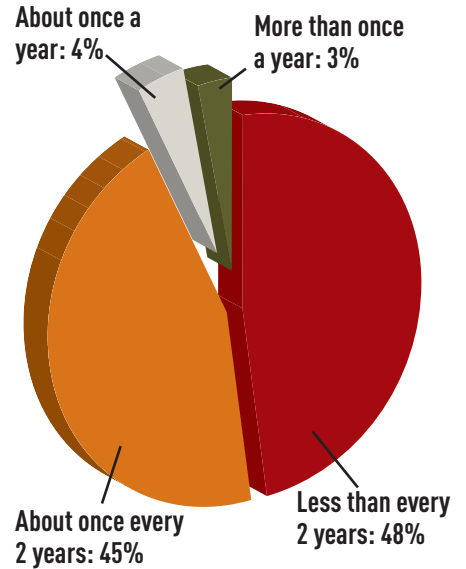
	Average Annual Salary	DRP	Non-DRP
Metal techs:	\$52,758	\$57,944	\$43,422
Painters:	\$55,466	\$61,414	\$44,991
Mechanics:	\$49,759	\$54,216	\$42,789

	Median Annual Salary
Office managers:	\$40,000
Entry-level painters/technicians:	\$30,000
Senior estimators:	\$48,500

Hourly wage	54%
Flat rate	42%
Salary	28%
Hourly plus commission	13%
Salary plus commission	12%
Percentage of shop labor	9%
Other	6%



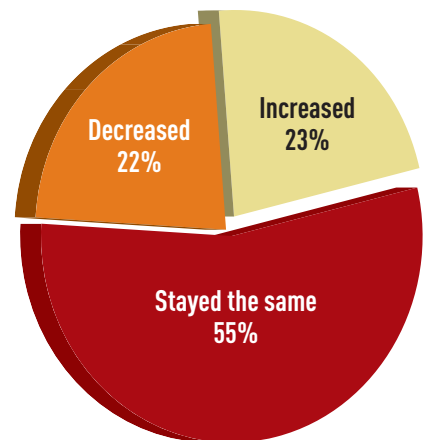
How Often Do You Have To Replace A Technician?



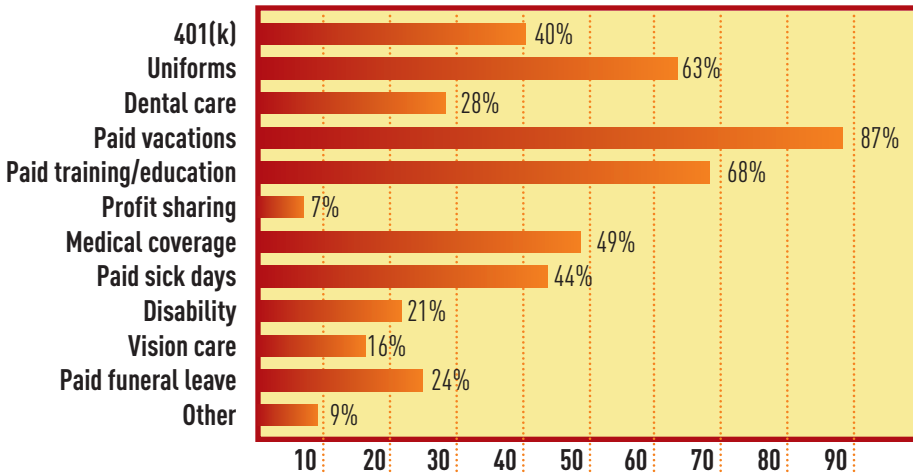
People By The Numbers

Average age of production personnel:	40
Average number of employees per shop:	8.8
Median number of employees per shop:	7
Percentage of shops hiring techs from high school vo-tech program:	39
Percentage of shops hiring techs from post-graduate vo-tech program:	45
Percentage of shops with in-house apprentice program:	34

In The Past 12 Months, Has The Size Of Your Production Workforce Changed?



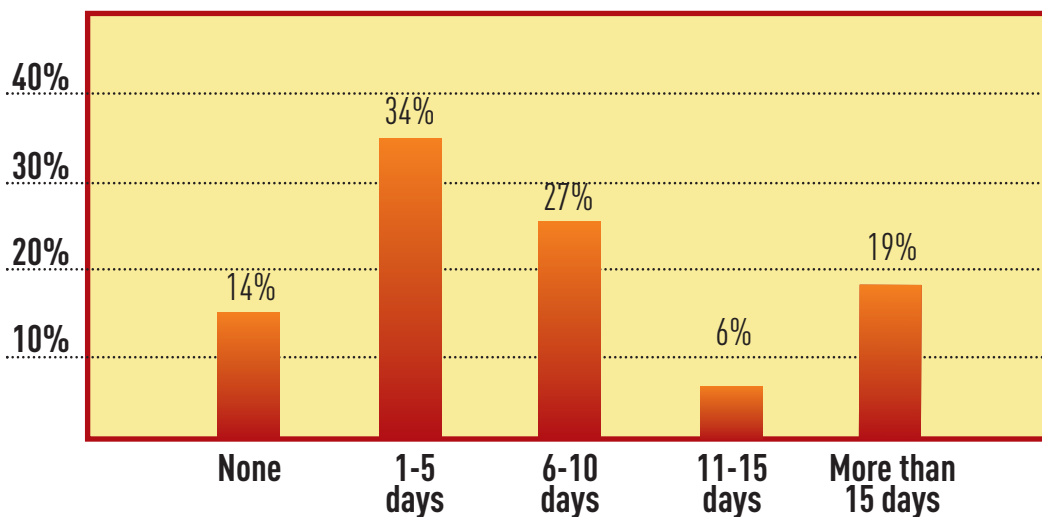
If You Offer Employee Benefits, Which Ones?



What Are Your Posted Rates Per Hour?

		DRP	Non-DRP
Frame	\$61.50	\$60.20	\$63.70
Body	\$52.10	\$51.10	\$53.70
Paint	\$51.70	\$50.60	\$53.40
Mechanical	\$75.10	\$75.40	\$74.60
Body Materials	\$14.40	\$10.70	\$21.00
Paint Materials	\$31.90	\$31.30	\$33.30

How Many Days Has Your Shop Collectively Spent In Training Sessions/Seminars In The Past Year?



Type Of Training Your Employees Have Attended In The Past Year

