

2019 PLASTICS SALARY SURVEY

FULL REPORT

Prepared by SPE
and Molding Business Services



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INTRODUCTION

- 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.

COMPENSATION:

Current and Historical



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COMPENSATION TRENDS:

2008 – 2019

- 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%.

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Base Salary	\$91,827	\$90,998	\$93,473	\$96,174	\$98,094	\$95,411	\$103,999	\$102,866	\$98,930	\$96,804	\$100,988	\$106,354
Diff - Prev Yr		-0.90%	2.70%	2.90%	2.00%	-2.70%	9.00%	-1.10%	-3.80%	-2.10%	4.32%	5.31%
Total Comp	\$105,540	\$103,546	\$105,183	\$110,481	\$111,565	\$109,392	\$121,706	\$117,637	\$113,871	\$112,740	\$119,540	\$134,229
Diff - Prev Yr		-1.90%	1.60%	5.00%	1.00%	-1.90%	11.30%	-3.30%	-3.20%	-1.00%	6.03%	12.29%

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.

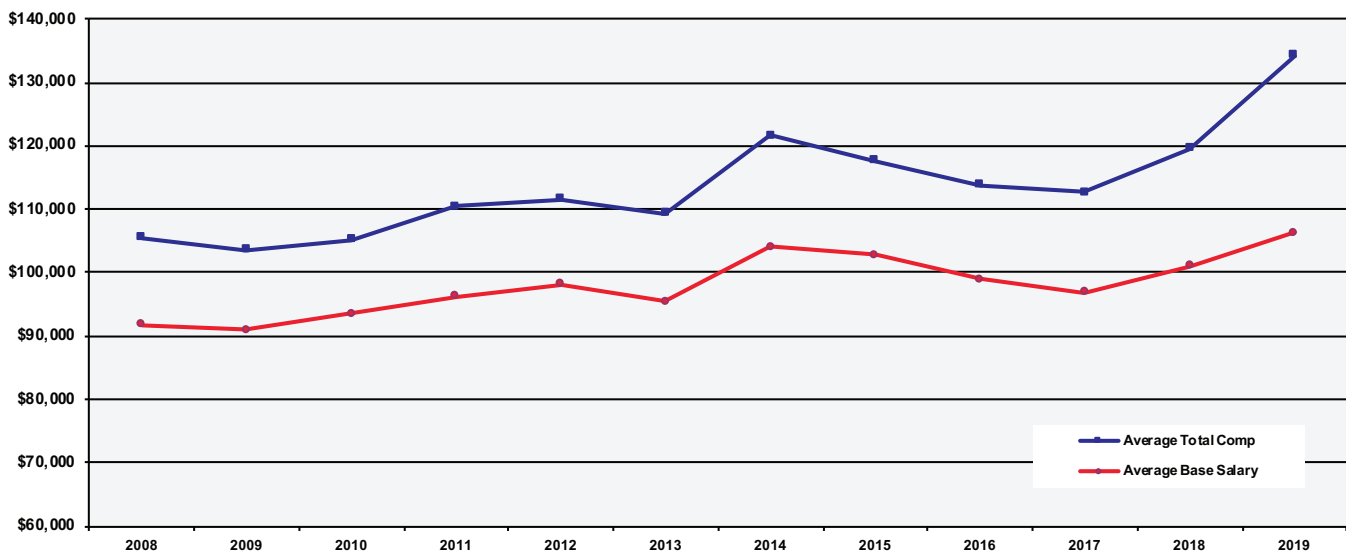
2019 Sample = 1,439



AVERAGE BASE & TOTAL COMP REPORTED SALARY BY YEAR OF SURVEY

2008 – 2019

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.



Salary figures above are based to respondents who were employed in the plastics industry at the time of each survey.

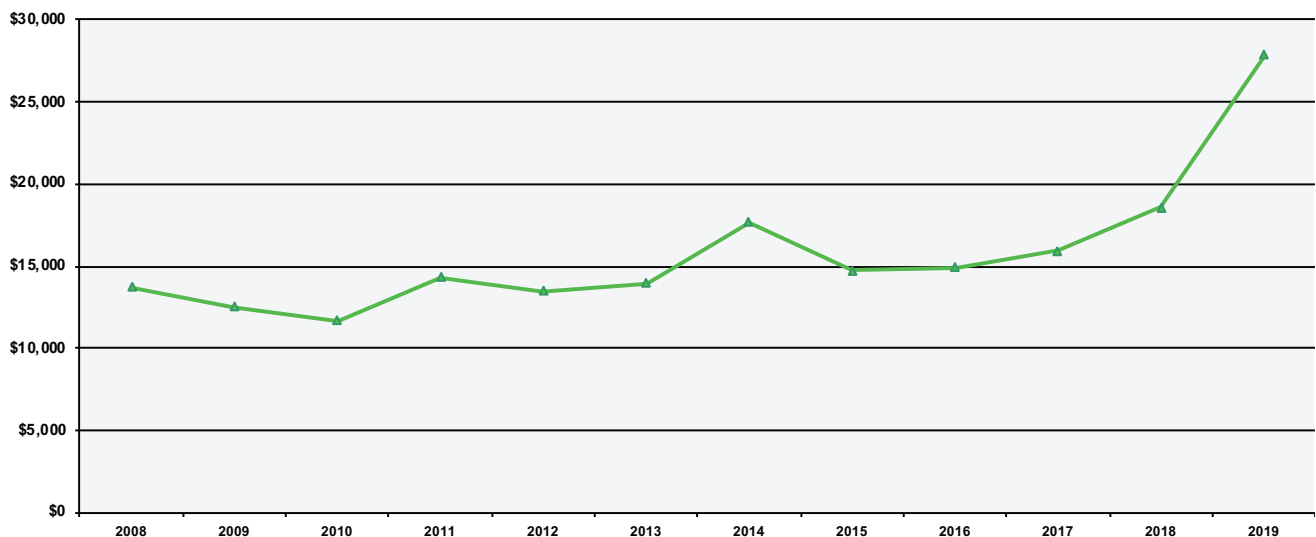
Year to year comparisons vary based on random participation of different individuals each year.



AVERAGE BONUS / COMMISSION / INCENTIVE BY YEAR OF SURVEY

2008 – 2019

The graph below depicts the average bonus / incentive / commission by year for 2008 – 2019. Performance-based compensation improved strongly in 2019 – an increase of 50% over last year. The average additional compensation for 2019 is a high \$27,875.



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.



COMPENSATION BY SAMPLE SEGMENTS 2019

Gender / Age / Education

The table below shows average compensation figures by gender, age and education for 2018 and 2019.

Average compensation is higher for males than for females.

In general, average compensation increases with increasing age and education level.

	N		Average Base Salary		Average Additional Comp		Average Total Cash Comp	
	2018	2019	2018	2019	2018	2019	2018	2019
Gender								
Male	1,780	1,251	\$102,152	\$107,647	\$19,272	\$29,318	\$121,424	\$136,965
Female	176	131	\$91,478	\$97,064	\$12,678	\$20,335	\$104,156	\$117,400
Age								
21 - 34	393	304	\$69,572	\$76,326	\$7,235	\$11,003	\$76,807	\$87,329
35 - 44	372	269	\$92,888	\$95,499	\$18,346	\$23,483	\$111,234	\$118,983
45 - 54	551	370	\$106,422	\$117,464	\$19,683	\$31,927	\$126,105	\$149,390
55 - 64	541	397	\$118,161	\$122,089	\$25,411	\$34,693	\$143,572	\$156,783
65+	105	87	\$128,654	\$125,601	\$21,983	\$57,592	\$150,637	\$183,193
Education								
High School	89	54	\$75,165	\$71,217	\$8,473	\$21,800	\$83,638	\$93,016
Some College	312	185	\$89,513	\$94,405	\$18,785	\$33,255	\$108,298	\$127,660
College Degree	965	698	\$99,584	\$99,926	\$18,805	\$24,583	\$118,389	\$124,509
Masters Degree	410	345	\$109,197	\$119,693	\$18,440	\$32,080	\$127,637	\$151,773
Doctoral Degree	175	132	\$123,561	\$138,997	\$20,765	\$33,414	\$144,326	\$172,411



COMPENSATION BY SAMPLE SEGMENTS 2019

Region / Industry Tenure

The table below shows average compensation by region and industry tenure. In this year's survey, average total compensation is highest in the West, South Central and New England regions – above \$150,000.

Average compensation increases with increasing industry tenure, as is typical.

	N		Average Base Salary		Average Additional Comp		Average Total Cash Comp	
	2018	2019	2018	2019	2018	2019	2018	2019
Region								
East North Central - IL, IN, MI, OH, WI	589	448	\$105,130	\$107,145	\$18,078	\$31,569	\$123,208	\$138,714
Mid Atlantic - NJ, NY, PA	209	160	\$101,605	\$109,384	\$14,765	\$18,507	\$116,370	\$127,891
New England - CT, MA, ME, NH, RI, VT	134	90	\$103,278	\$112,112	\$14,193	\$38,637	\$117,470	\$150,750
South Atlantic - DC, DE, FL, GA, MD, NC, SC, VA, WV	257	197	\$111,984	\$111,265	\$22,370	\$30,246	\$134,355	\$141,511
South Central - AL, AR, KY, LA, MS, OK, TN, TX	201	138	\$117,181	\$116,953	\$24,894	\$33,946	\$142,075	\$150,899
West - AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY	143	124	\$114,814	\$123,648	\$22,974	\$34,739	\$137,788	\$158,387
West North Central - IA, KS, MN, MO, ND, NE, SD	108	93	\$86,389	\$87,220	\$10,976	\$14,374	\$97,365	\$101,594
Outside the United States	320	177	\$71,316	\$82,800	\$17,821	\$19,075	\$89,137	\$101,875
Industry Tenure								
Less than 1 Year	43	37	\$66,619	\$61,953	\$4,450	\$5,697	\$71,069	\$67,650
1 - 5 Years	284	203	\$72,124	\$81,485	\$8,211	\$10,067	\$80,335	\$91,553
6 - 10 Years	235	193	\$83,425	\$83,472	\$12,749	\$17,846	\$96,174	\$101,319
11 -15 Years	234	157	\$92,933	\$109,007	\$19,907	\$23,662	\$112,840	\$132,670
16 - 20 Years	233	154	\$106,633	\$112,584	\$20,067	\$34,604	\$126,700	\$147,188
More than 20 years	932	683	\$116,260	\$120,578	\$23,293	\$37,347	\$139,553	\$157,924



COMPENSATION BY SAMPLE SEGMENTS 2019

Company Size – Number of Employees

The table below shows average compensation by number of employees – a proxy for overall company size. There is some variation in compensation by headcount.

	N		Average Base Salary		Average Additional Comp		Average Total Cash Comp	
	2018	2019	2018	2019	2018	2019	2018	2019
Less than 10	64	57	\$88,197	\$82,249	\$17,434	\$31,074	\$105,631	\$113,322
10 - 25	141	95	\$90,372	\$91,969	\$21,028	\$30,766	\$111,401	\$122,735
26 - 99	354	257	\$91,130	\$95,862	\$21,166	\$19,926	\$112,296	\$115,788
100 - 249	381	222	\$93,548	\$100,327	\$14,290	\$25,087	\$107,838	\$125,415
250 - 499	215	155	\$102,214	\$95,410	\$17,631	\$23,513	\$119,845	\$118,924
500 - 999	173	116	\$106,895	\$102,605	\$19,834	\$29,152	\$126,729	\$131,758
1,000 - 2,499	176	129	\$97,659	\$126,465	\$17,785	\$40,567	\$115,444	\$167,032
2,500 - 4,999	102	90	\$111,923	\$120,141	\$16,539	\$44,324	\$128,462	\$164,465
5,000 or More	317	283	\$117,327	\$123,280	\$20,021	\$22,048	\$137,348	\$145,328



COMPENSATION BY EMPLOYEE SEGMENT 2019

Department

The table below shows average compensation by employee segment (department, as reported in the survey). As we would expect, average total compensation is highest for C-Level / Executive Management personnel. Finance (a small sample in the survey) ranks second. Human Resources (again, a relatively small sample) ranks third.

	N		Average Base Salary		Average Additional Comp		Average Total Cash Comp	
	2018	2019	2018	2019	2018	2019	2018	2019
Administrative Support	8	9	\$59,850	\$60,897	\$9,543	\$2,002	\$69,393	\$62,898
C-Level / Executive	225	154	\$143,743	\$147,390	\$44,453	\$76,775	\$188,195	\$224,165
Engineering	573	435	\$90,058	\$93,846	\$8,866	\$16,151	\$98,924	\$109,997
Finance	5	3	\$87,000	\$133,667	\$440	\$67,523	\$87,440	\$201,190
Human Resources	15	16	\$83,040	\$146,296	\$6,139	\$16,045	\$89,179	\$162,341
Information Technology	3	2	\$63,809	\$97,500	\$19,600	\$15,400	\$83,409	\$112,900
Maintenance	30	12	\$71,891	\$98,732	\$7,352	\$8,500	\$79,243	\$107,232
Product Development	294	260	\$101,793	\$114,143	\$12,189	\$17,614	\$113,982	\$131,758
Production	152	75	\$74,806	\$89,705	\$6,708	\$21,927	\$81,514	\$111,632
Quality	60	29	\$72,708	\$76,992	\$6,920	\$8,506	\$79,628	\$85,498
Sales / Marketing	430	273	\$109,493	\$106,644	\$30,921	\$36,609	\$140,414	\$143,253
Supply Chain	32	36	\$93,053	\$91,106	\$16,884	\$24,953	\$109,937	\$116,059
Other	136	124	\$101,391	\$101,525	\$15,824	\$27,610	\$117,215	\$129,135

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.



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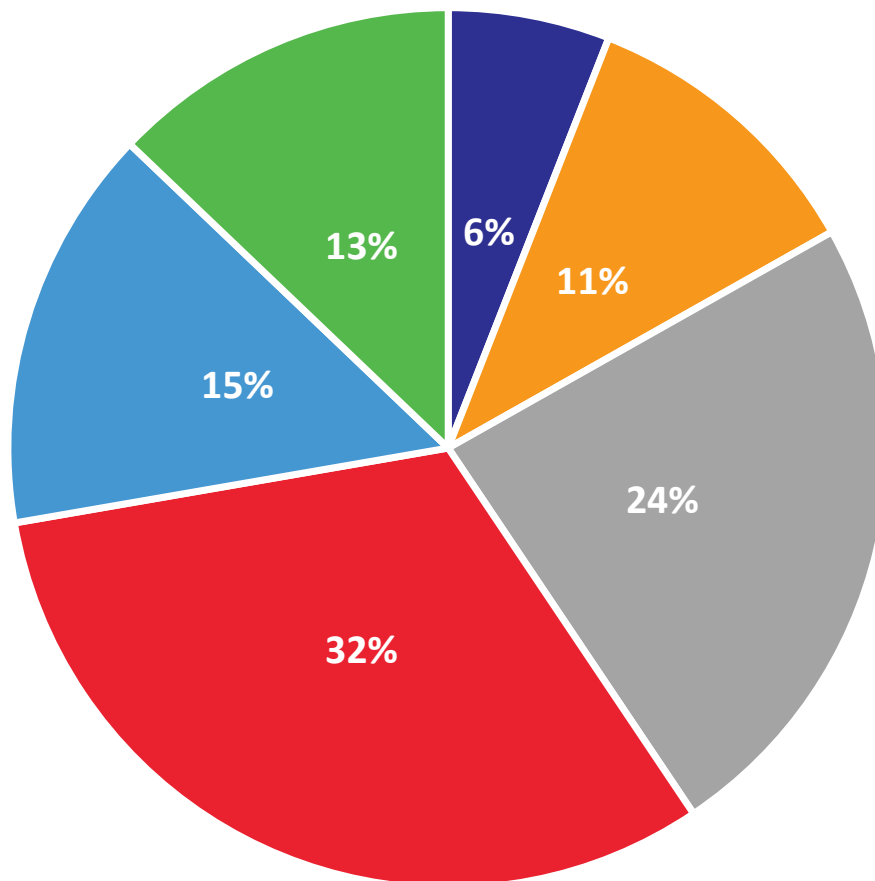


TOTAL COMPENSATION

Total Sample

The pie chart below shows the percentage breakdown for total compensation for the overall survey sample. This table reads as follows: 6% of the total sample report total compensation under \$50,000, etc.

The pie chart on the following pages in this section present this data by gender, age, industry tenure and education.



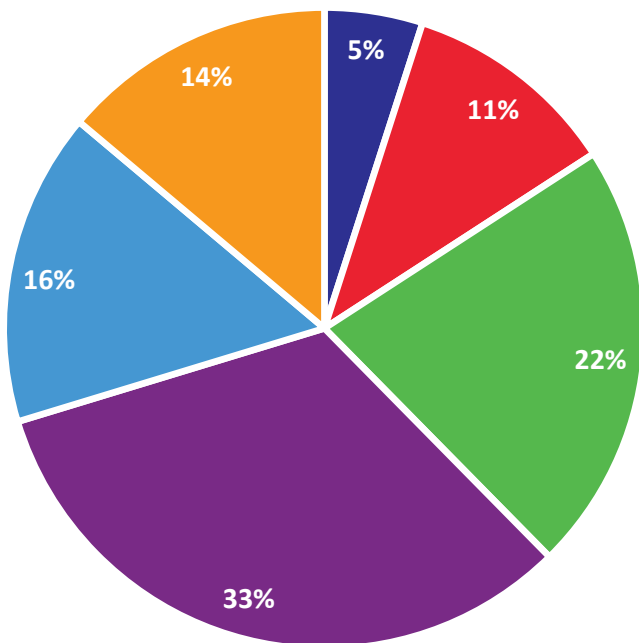
■ \$50,000 ■ \$50,000 - \$69,999 ■ \$70,000 - \$99,999
■ \$100,000 - \$149,999 ■ \$150,000 - 199,999 ■ \$200,000 or More



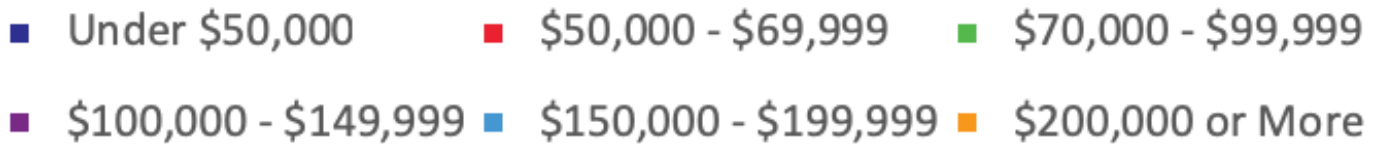
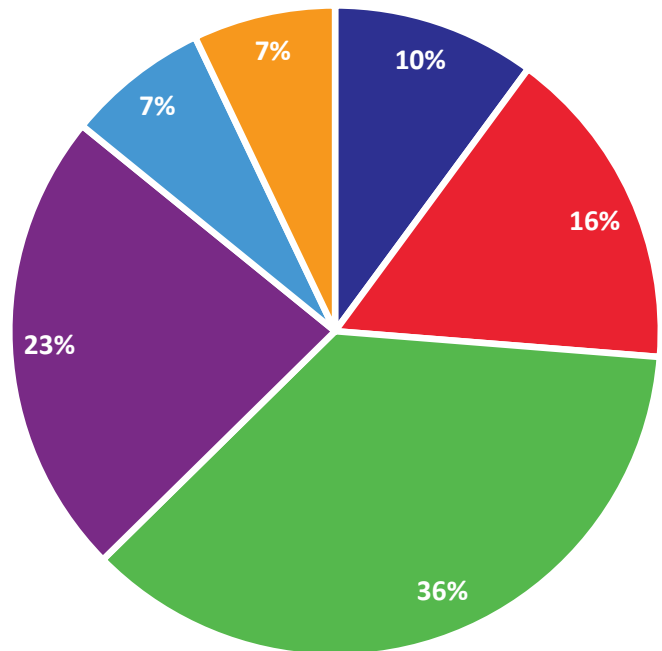
TOTAL COMPENSATION

Gender

Males



Females

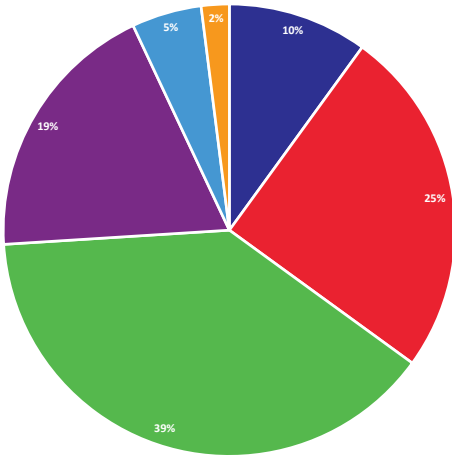




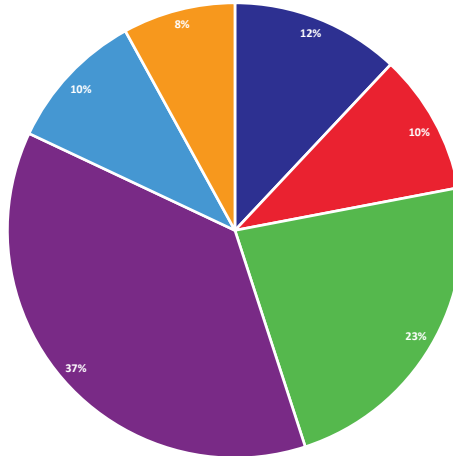
TOTAL COMPENSATION

Age

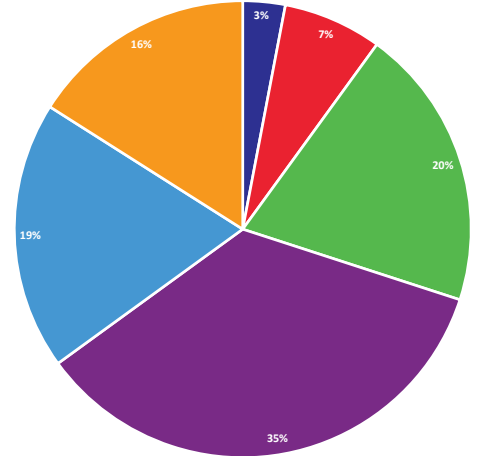
21-34



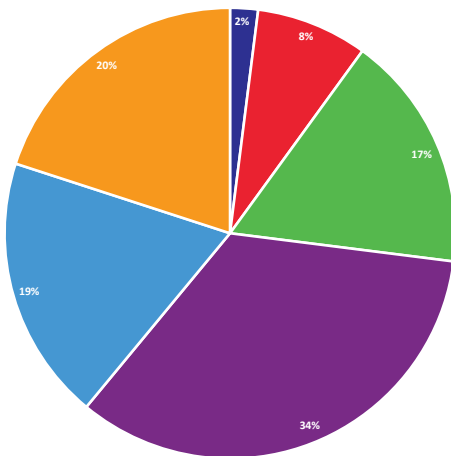
35-44



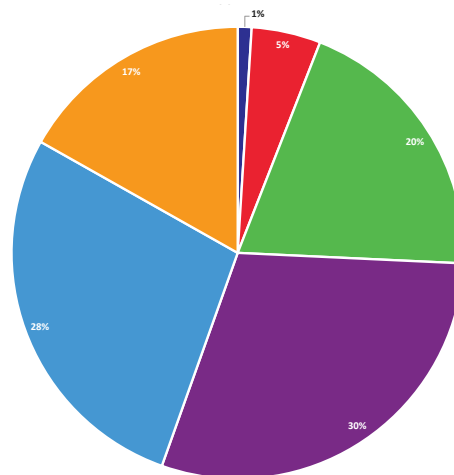
45-54



55-64



65+

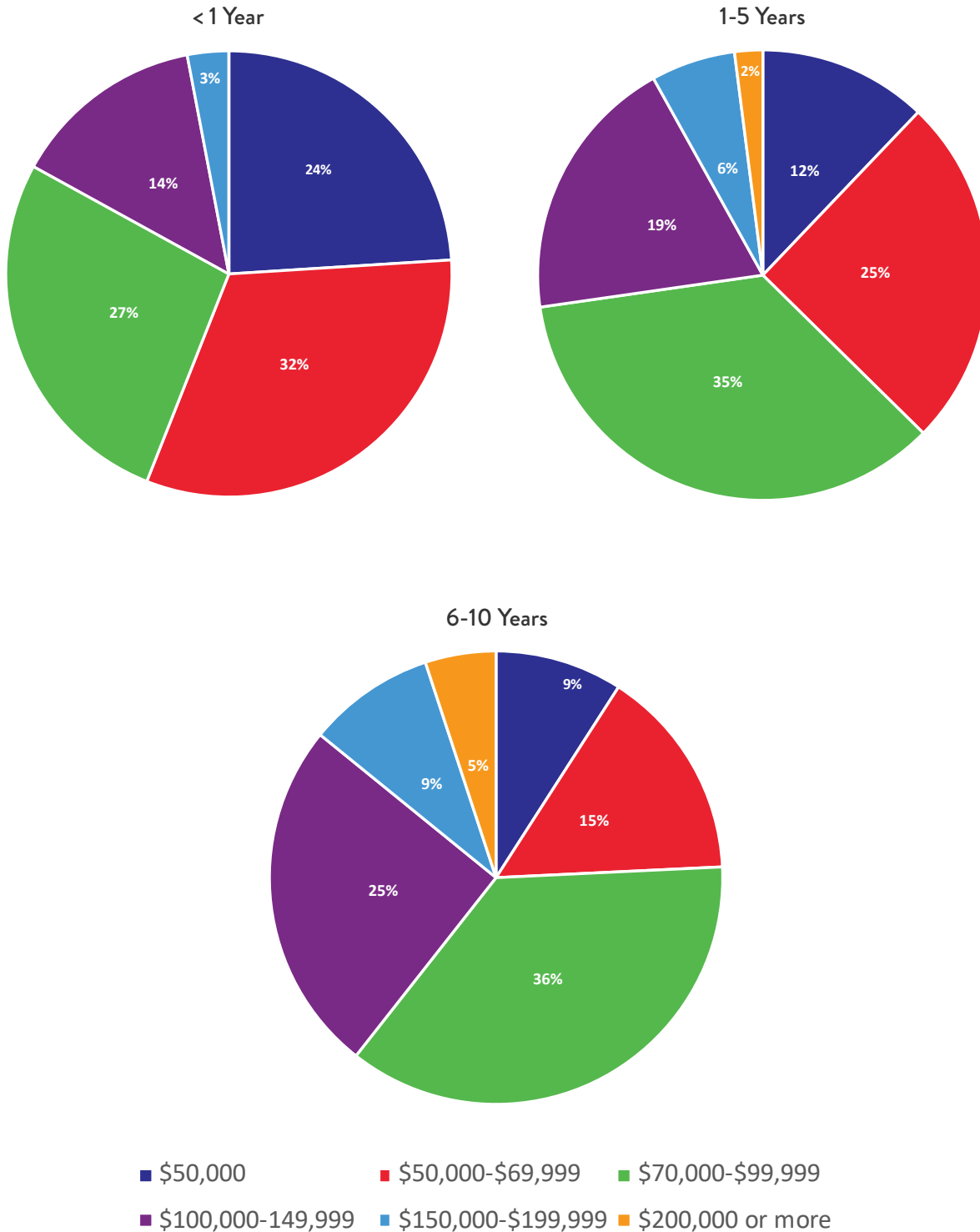


- Under \$50,000
- \$50,000 - \$69,999
- \$70,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 - \$199,999
- \$200,000 or More



TOTAL COMPENSATION

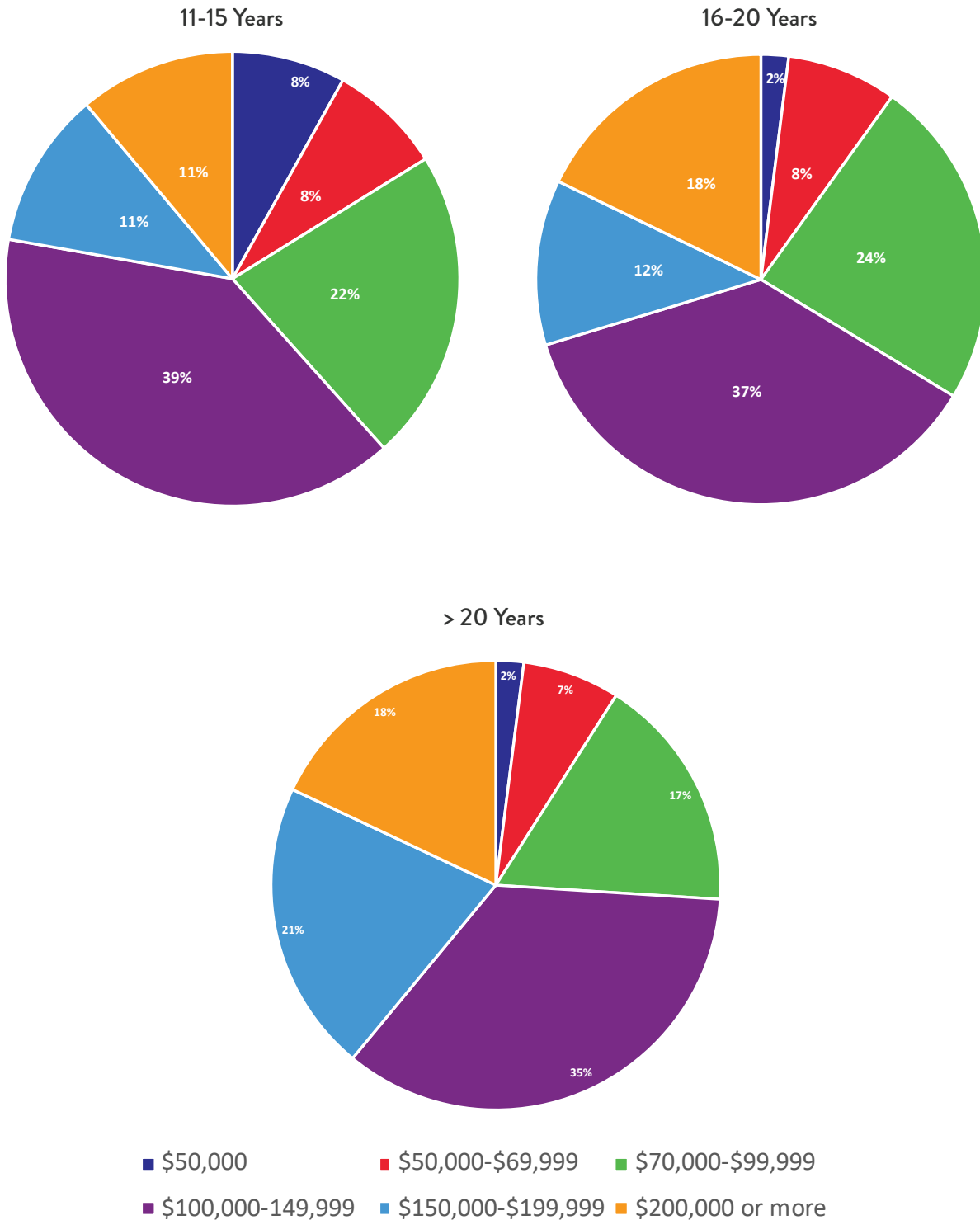
Industry Tenure





TOTAL COMPENSATION

Industry Tenure (Continued)

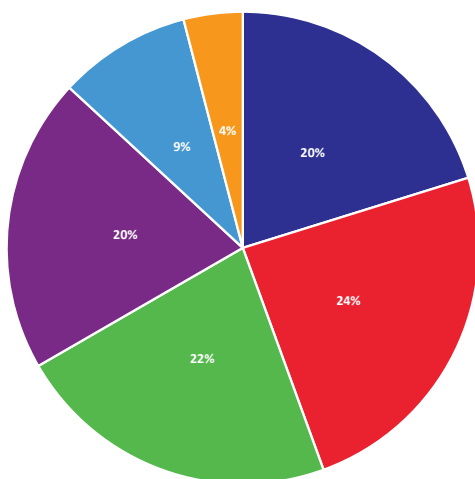




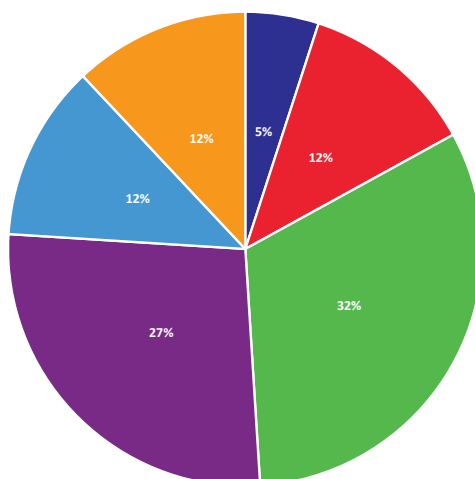
TOTAL COMPENSATION

Education

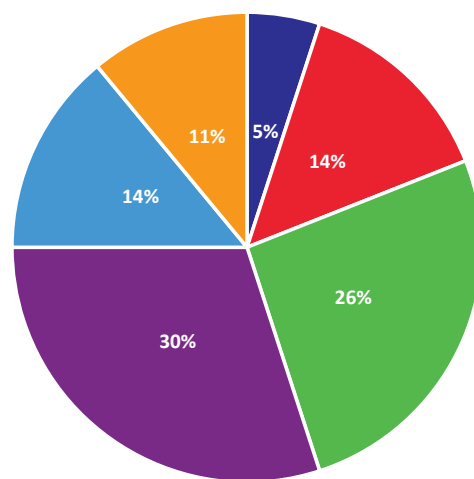
High School



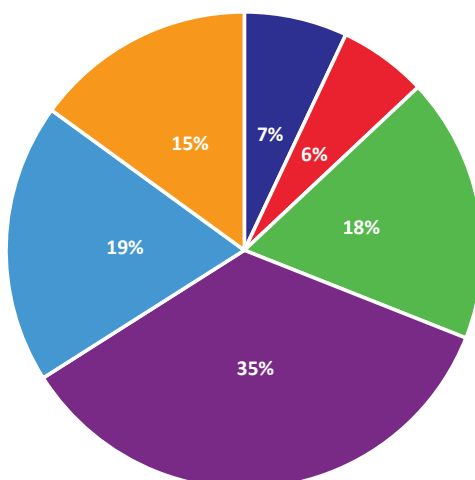
Some College



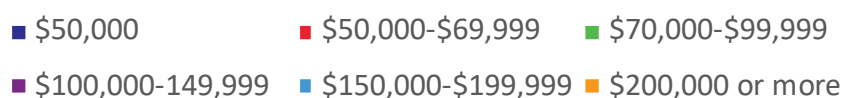
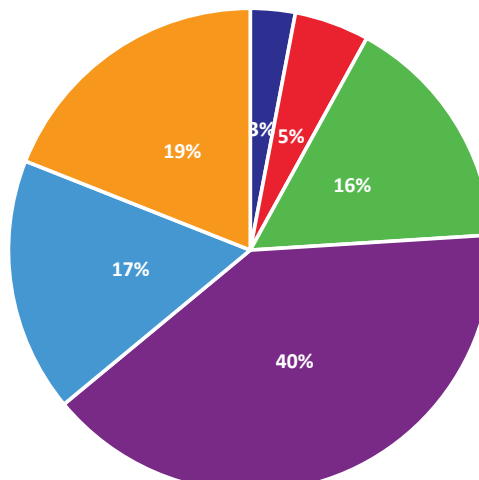
College Degree



Master's Degree



Doctoral Degree



COMPENSATION:

Outlook for 2019 / Trends



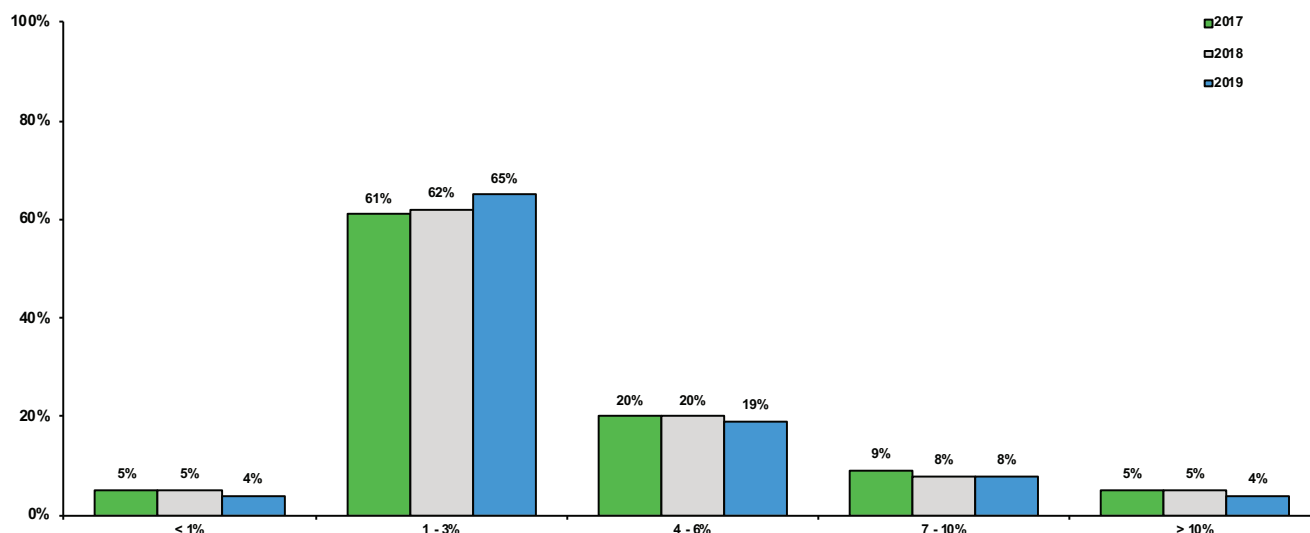
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RAISE IN PAST 12 MONTHS

72% of respondents received a raise in the past 12 months – a slight increase from 69% in the 2018 survey.

The graph below summarizes the percentage increases for respondents who received a raise. Current figures are in line with last year. Two thirds (65%) received a raise of 1 to 3% – by far the most prevalent range reported. This percentage has increased significantly since 2017. About third report a raise of more than 3%. Very few received a raise of less than 1% or more than 10%.



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

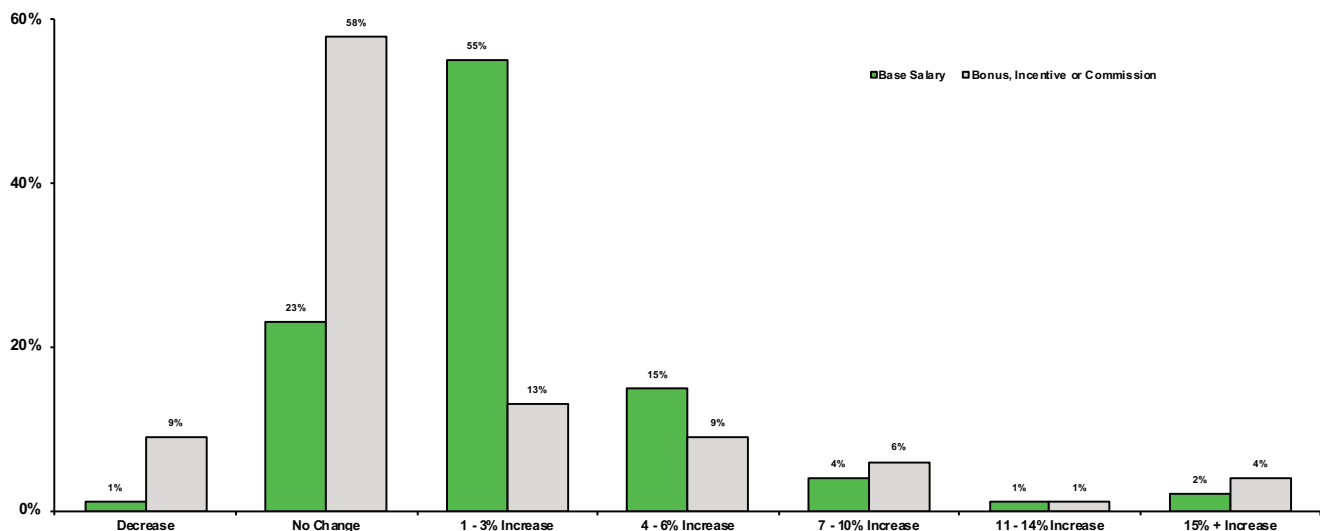


COMPENSATION EXPECTATIONS

2019

Base Salary: Over half (55%) expect their base salary to increase by 1 – 3% this year. 23% anticipate no change. 22% expect their base salary to increase by > 3%. Only 3% are expecting an increase of more than 10%.

Additional Compensation – Bonus, Incentive or Commission: Over half of respondents (58%) expect their bonuses or other incentives to hold steady for 2019 – no change. 9% anticipate a decrease. Comparable to last year, few (11%) expect an increase greater than 6%.

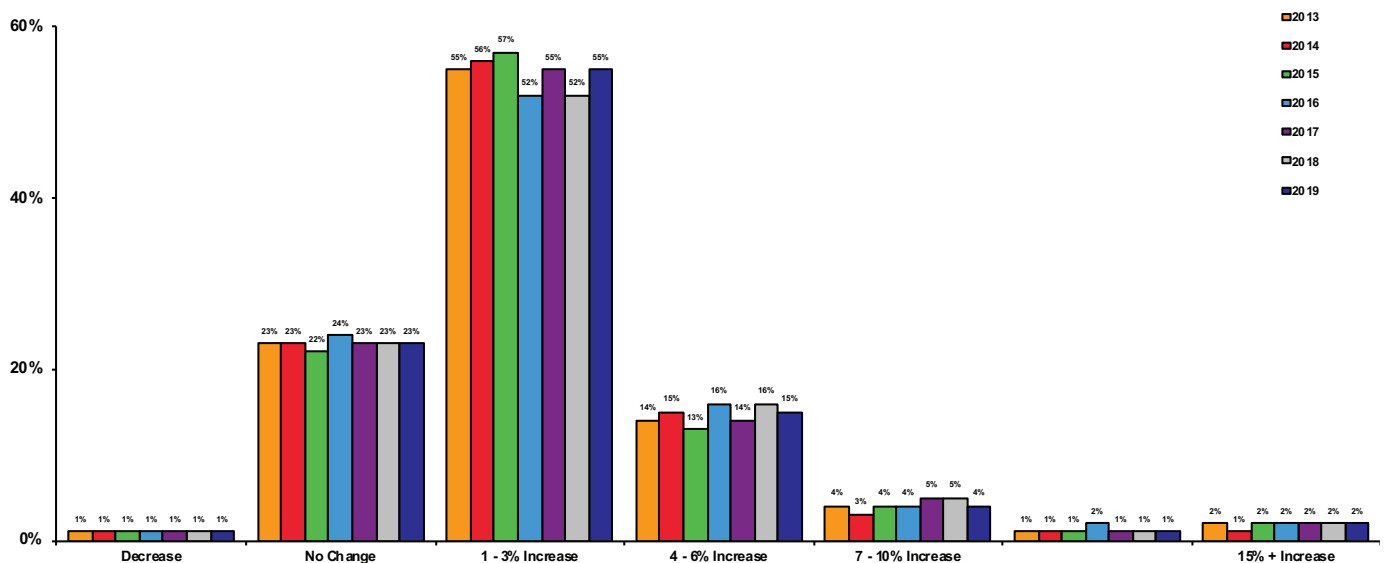




BASE SALARY EXPECTATIONS

Trend

Base salary expectations have been fairly consistent over recent years. Looking back to 2013, on average 55% have expected a salary increase of 1 – 3% and 23% have anticipated no change in base salary. The percentage expecting a decrease has remained minimal at 1% over time.



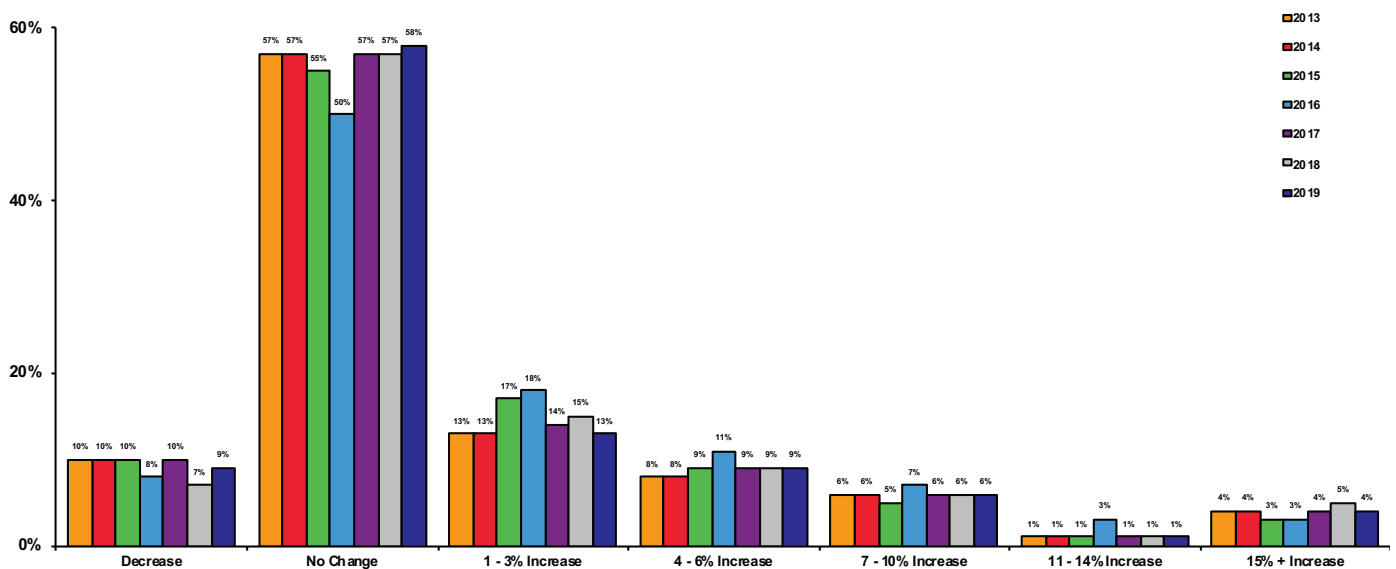
Year to year comparisons vary based on random participation of different individuals each year.



BONUS, INCENTIVE OR COMMISSION EXPECTATIONS

Trend

The percentage expecting no change trended down from 2014 to 2016 and then rebounded – now steady at 58%. The figure has remained in the 50% range over time. The percentage expecting a 1 – 3% increase holds steady at 13% this year. The percentage anticipating an increase of more than 10% has remained low over time.



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



COMPENSATION EXPECTATIONS

Gender

2018 salary increases and 2019 expectations are largely similar by gender.

Females were somewhat more likely than males to have received a raise in the 7 – 10% range this past year.

	Male	Female
Received Raise in Past 12 Months	72%	75%
Amount of Raise Received		
< 1%	4%	1%
1 - 3%	66%	62%
4 - 6%	19%	19%
7 - 10%	7%	13%
> 10%	4%	6%
Expected Change in Base Salary in 2019		
Decrease	1%	0%
No Change	23%	21%
1 - 3% Increase	54%	60%
4 - 6% increase	16%	12%
7 - 10% Increase	4%	3%
11 - 14% Increase	1%	0%
15% +	1%	3%
Expected Change in Additional Comp in 2019		
Decrease	9%	10%
No Change	58%	58%
1 - 3% Increase	13%	15%
4 - 6% increase	9%	10%
7 - 10% Increase	6%	4%
11 - 14% Increase	1%	0%
15% +	4%	3%



COMPENSATION EXPECTATIONS

Age

Respondents age 65+ are less likely to have received a raise in the past 12 months (53%).

Respondents age 21-34 are more likely than all other age groups to have received a raise in the 7% – 10% range. In turn, these younger respondents are less likely to expect no change in salary for 2019. They are more likely than other age groups to expect a salary increase of 4% to 10% for 2019.

Older respondents age 65+ are more likely to expect no changes in compensation for 2019.

	21 - 34	35 - 44	45 - 54	55 - 64	65+
Received Raise in Past 12 Months	77%	78%	74%	68%	53%
Amount of Raise Received					
< 1%	3%	5%	4%	4%	6%
1 - 3%	50%	64%	66%	76%	81%
4 - 6%	23%	21%	20%	14%	8%
7 - 10%	17%	7%	6%	3%	2%
> 10%	8%	4%	4%	3%	4%
Expected Change in Base Salary in 2019					
Decrease	0%	<1%	1%	1%	1%
No Change	15%	19%	23%	29%	36%
1 - 3% Increase	49%	55%	58%	57%	51%
4 - 6% increase	26%	14%	15%	10%	7%
7 - 10% Increase	7%	8%	1%	2%	4%
11 - 14% Increase	1%	2%	<1%	1%	0%
15% +	2%	2%	2%	1%	1%
Expected Change in Additional Comp in 2019					
Decrease	4%	9%	11%	11%	5%
No Change	61%	57%	59%	53%	70%
1 - 3% Increase	15%	12%	14%	13%	11%
4 - 6% increase	13%	9%	7%	8%	5%
7 - 10% Increase	3%	8%	5%	9%	6%
11 - 14% Increase	<1%	1%	1%	2%	0%
15% +	3%	3%	4%	4%	4%

EMPLOYEE SATISFACTION AND LOYALTY

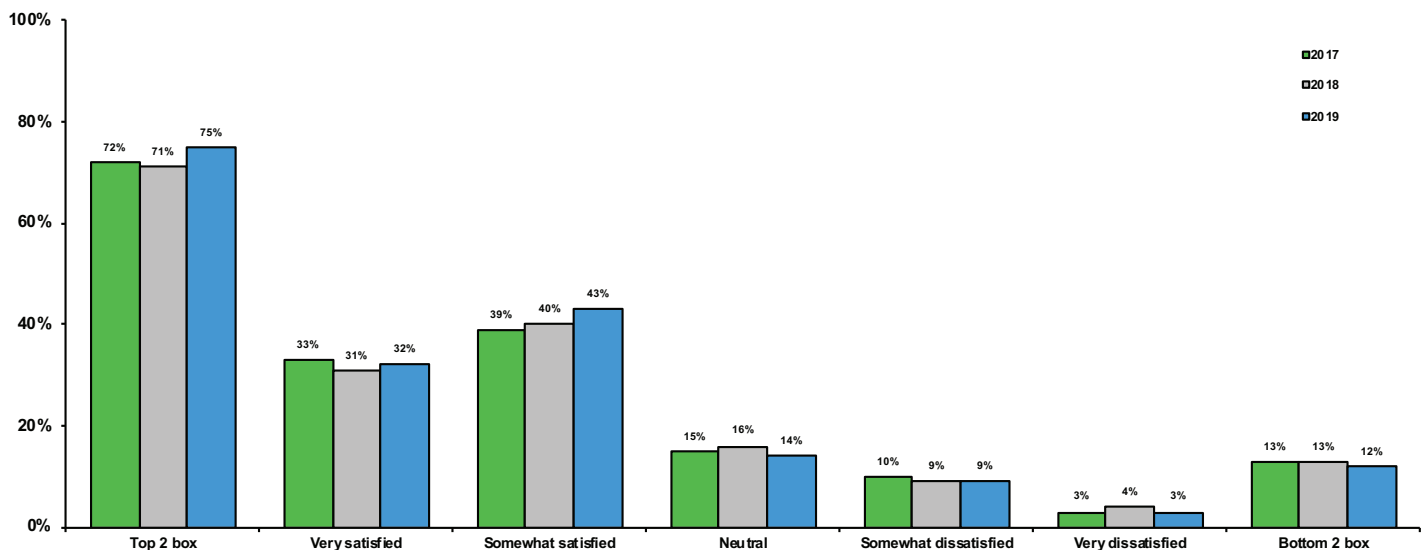


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SATISFACTION WITH CURRENT POSITION

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.



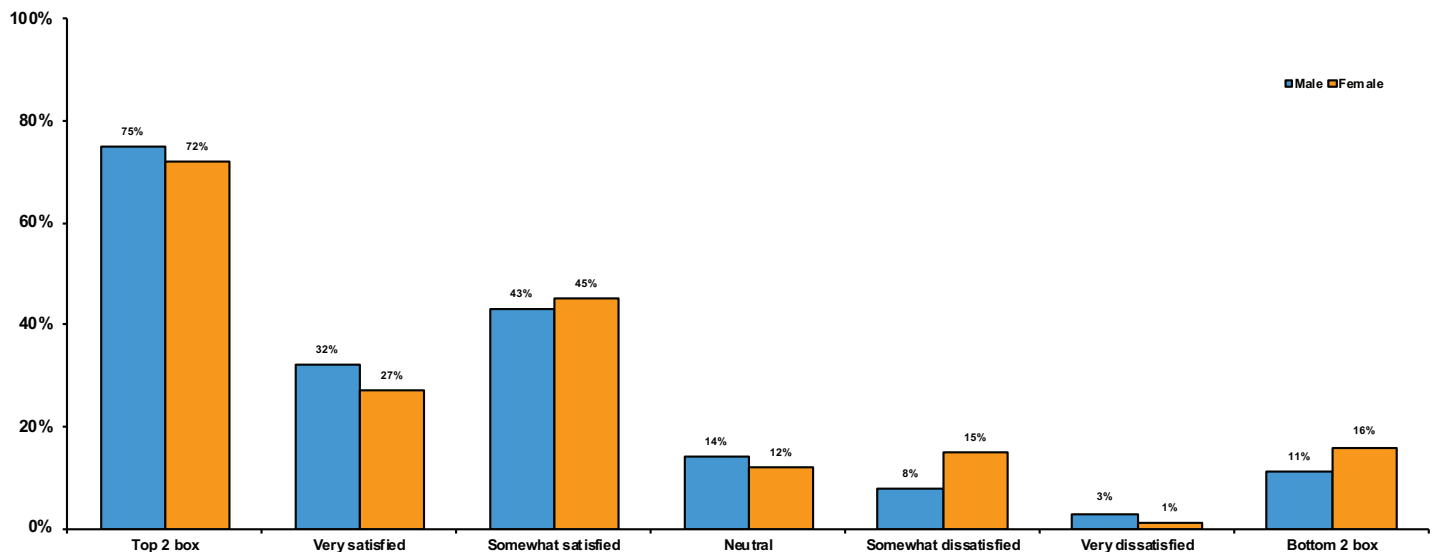
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SATISFACTION WITH CURRENT POSITION

Gender 2019

Below are the 2019 position satisfaction ratings by gender. Males continue to be only slightly more likely than females to be very or somewhat satisfied (top 2 box).

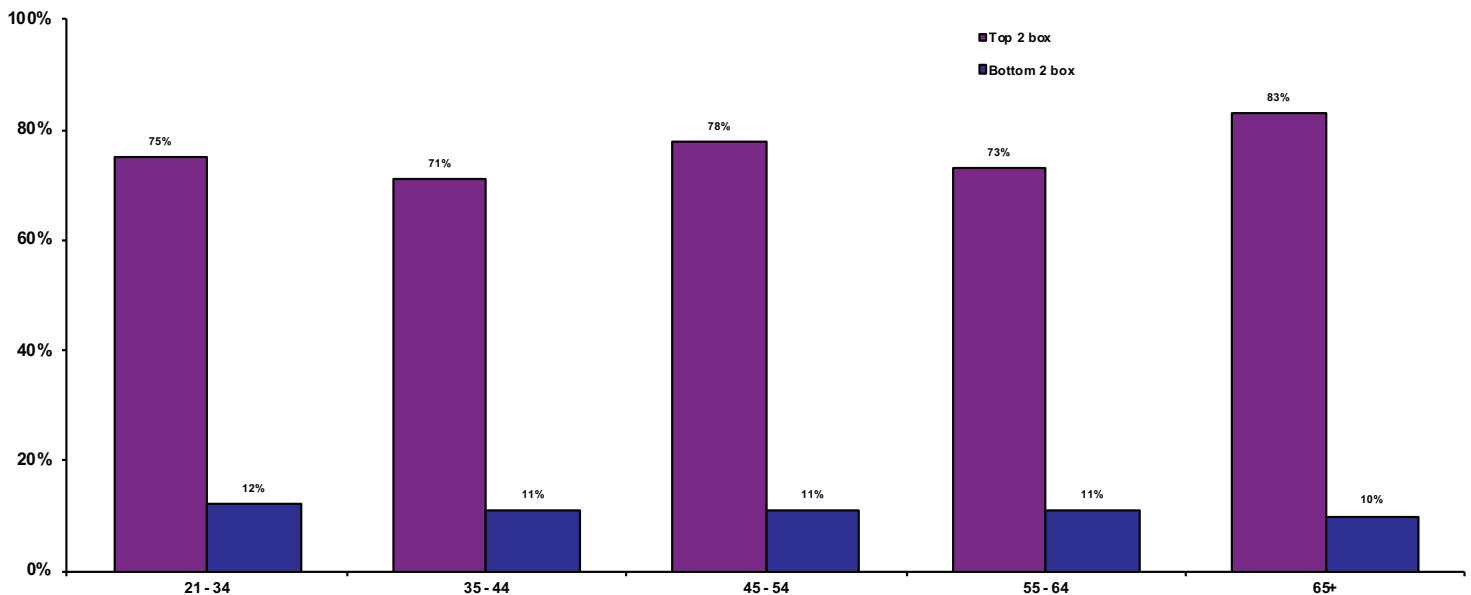




SATISFACTION WITH CURRENT POSITION

Age 2019

Below are the 2019 top 2 and bottom 2 box satisfaction scores by age. The top 2 box score for respondents age 65+ is somewhat higher than the scores for the other groups. Bottom 2 box (low end) scores are consistent across age groups – all within a narrow two-point range.



Top 2 Box: ratings of very and somewhat satisfied combined

Bottom 2 Box: ratings of somewhat and very dissatisfied combined



WHAT STEPS COULD YOUR COMPANY TAKE TO INCREASE YOUR JOB SATISFACTION?

Respondents cited a wide range of actions their employers could take to improve job satisfaction. As we would expect, suggestions often center on compensation and benefits. Some comments indicate undercurrents of negativity toward company management based on a tendency to micromanage, a lack of respect for employees, a lack of appreciation or recognition, a lack of empowerment, poor leadership and poor communication. The list below underscores the variety of changes that could boost employee satisfaction and morale.

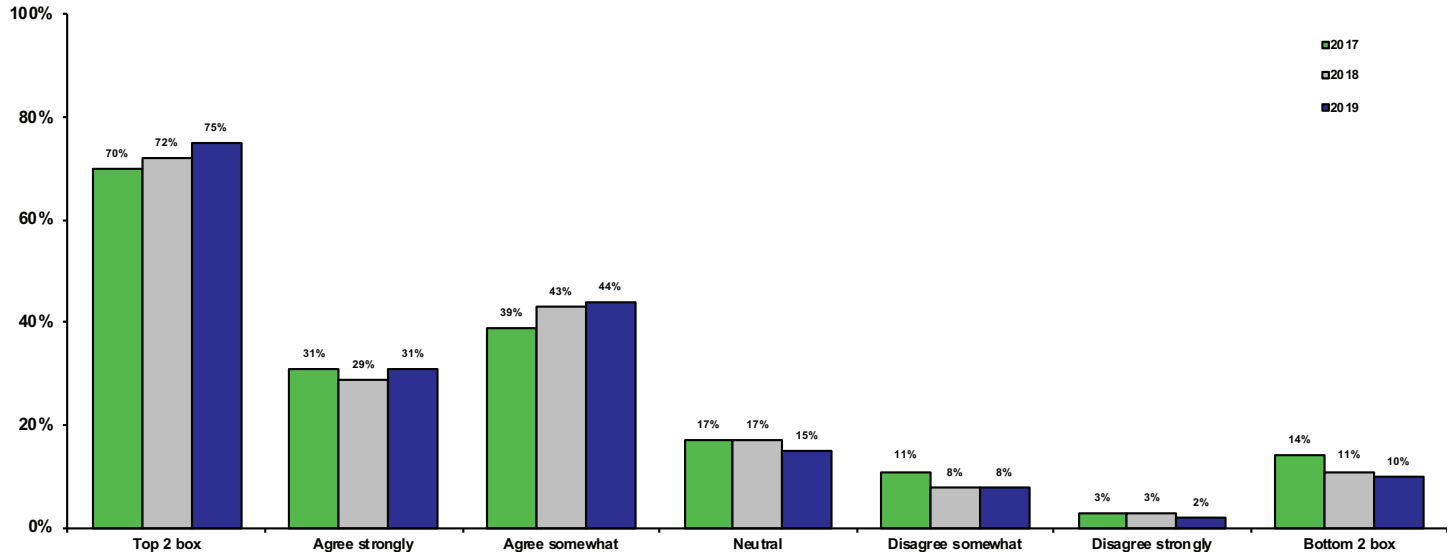
- Higher pay
- More vacation
- More reward, recognition
- Termination of poor employees
- Promotions
- More assistance
- More responsibility, empowerment
- Appreciation
- Management to visit customers
- More responsive to employees
- More environmentally responsible
- Better 401K
- Better bonus structure
- Less bureaucracy
- Better business ethics
- Better communication
- More leadership
- Better management
- Career growth
- Clarify company vision, strategy for the future
- More collaboration
- Action on unprofessional behavior

- Equality
- The ability to work from home
- Less micromanagement
- Flexibility
- Value employee opinions, listen to employees
- More responsibility for employees
- For managers to engage with employees
- Deliver on promises
- More employees, reduce workload
- Hold employees to a high performance standard
- Improve work facilities
- Training
- Transparency
- More research and development
- Invest in technology
- Reduce stress
- Mentoring
- More challenge
- Respect for employees
- Cultural change



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.



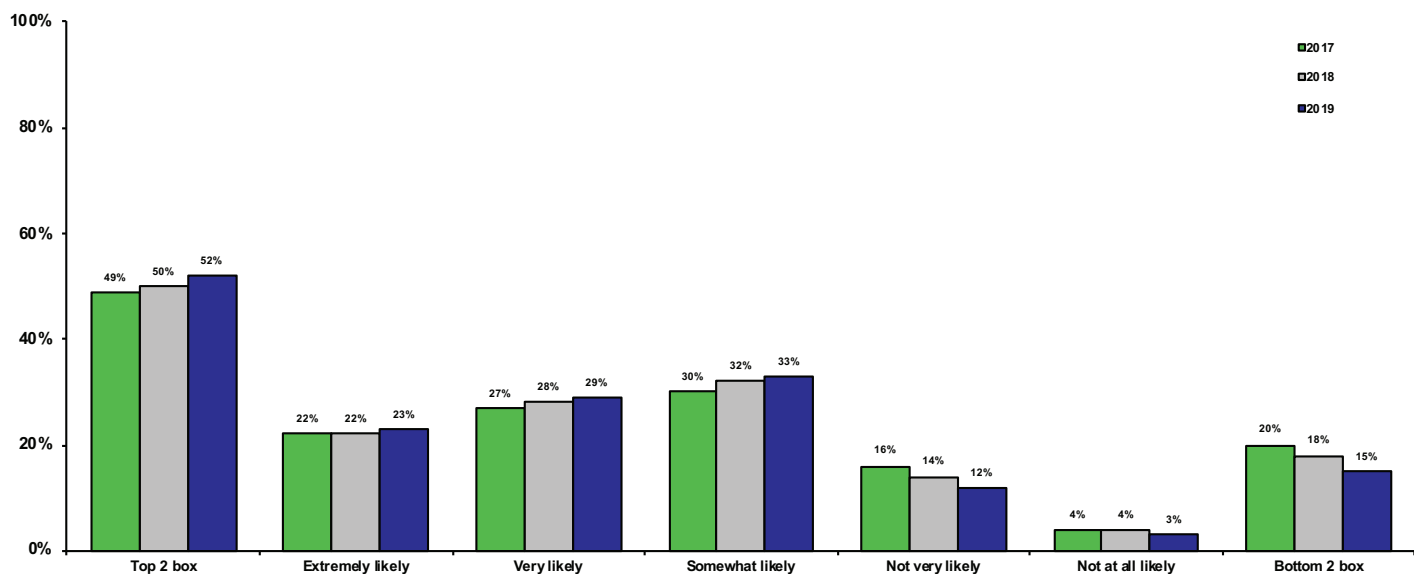
Year to year comparisons vary based on random participation of different individuals each year.



ADVOCACY

Likelihood of Recommending Your Company to Others as a Place to Work

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



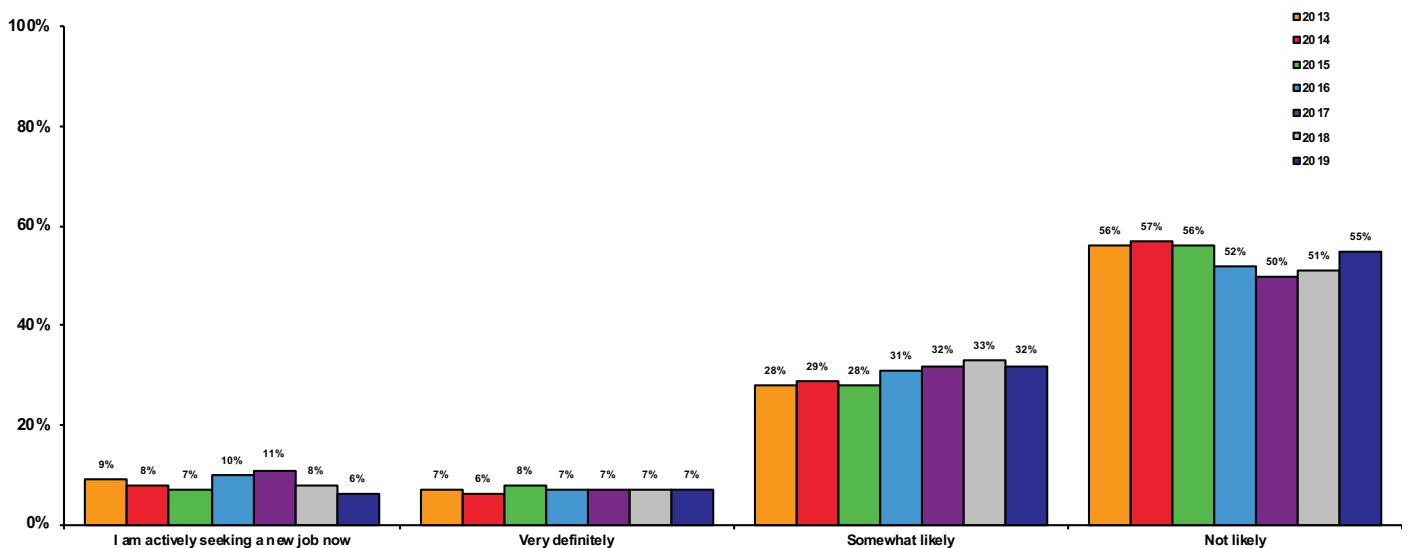
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LIKELIHOOD OF ACTIVELY SEEKING A NEW JOB IN THE NEXT 12 MONTHS

Trend

2019 expectations for job seeking are largely comparable to recent years. Over half are not likely to seek a new job in the next 12 months. A third are somewhat likely to do so. Only 7% feel certain they will seek employment elsewhere over the next year and 6% percent currently are in the job market.



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



IMPACT ON THE DESIRE TO WORK FOR ANOTHER COMPANY

2019 Influential Factors

Question: If you were to seek a job at another company, what would you look for?

Salary ranks first at 88%. Benefits rank second. Flexible hours and company financial performance rank third. Social media and blogs are notable for their lack of importance – cited by only 2% of respondents and consistent with what we have found in other research dealing with employer brands and job search.

“Other” influential factors cited are summarized on the following page.

Salary	88%
Benefits	79%
Flexible hours	53%
Company's financial performance	49%
Company image and prestige	43%
Opportunity to work from home	40%
Social responsibility and / or diversity, values	21%
Hospitality and congeniality	16%
Social media, blogs	2%
Other	12%

Respondents selected influencers from a list. Shading indicates the top three “tiers” of influencers in terms of statistically significant differences.



IMPACT ON THE DESIRE TO WORK FOR ANOTHER COMPANY 2019 “OTHER” INFLUENTIAL FACTORS

Obviously, some of these factors overlap – such as ethics and integrity and advancement opportunities and career paths. We have listed aspects such as these separately to provide a better sense for the language respondents used in responding to this question.

Work / life balance

Challenge

Commute

Company size

Company strategy, vision

Customer oriented

Ethics

History, stability of company

Impact of a company's products

Industry leadership

Innovation

Integrity

Interesting work

Leadership

Less travel

Location

New business development

Advancement opportunities

Potential for growth

Product lines represented

Professional growth

Reduced hours

Respect

Room for growth

Safety record

Sense of contribution that can be made

Significant ownership in company

Superior technology

Teamwork

Training

Transparency

Work environment / culture

Work for myself

Career path

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.



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MANAGERS OF EMPLOYEES

2019

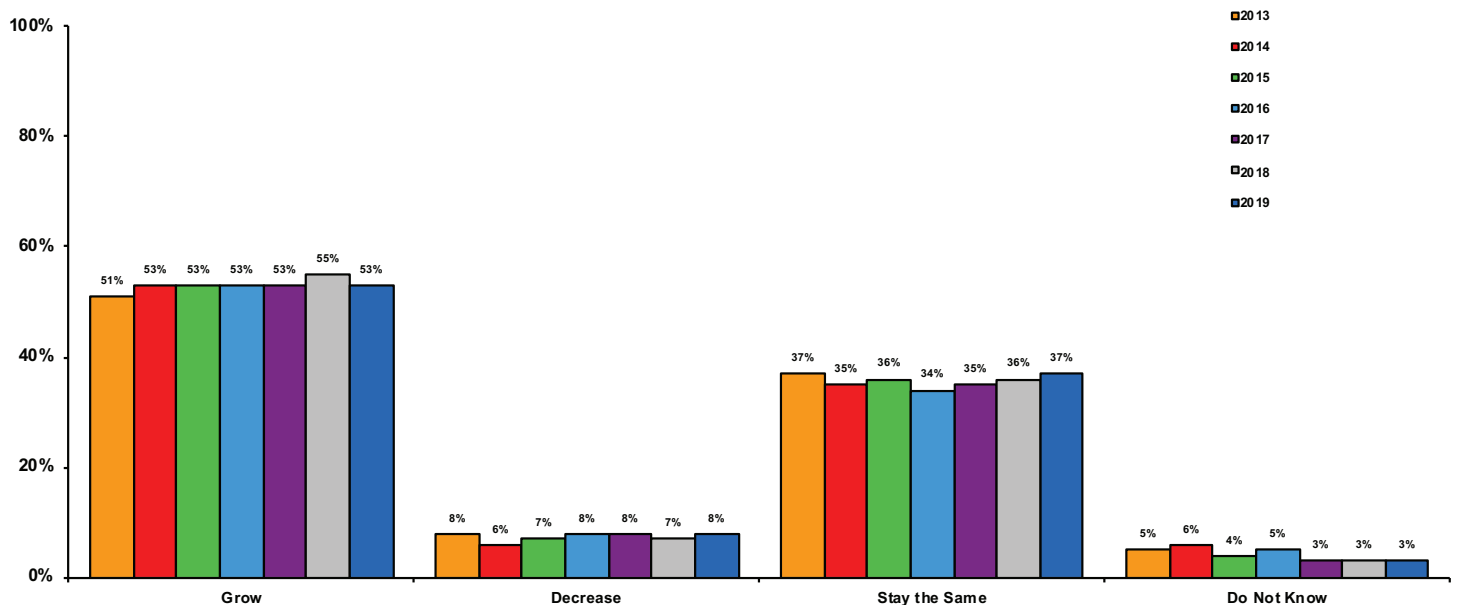
47% of respondents have direct reports. Of these, most have responsibility (directly or indirectly) for 25 or fewer employees (79%).

Full-Time Employees You Are Responsible For	
< 10	57%
10 - 25	22%
26 - 99	15%
100 - 249	4%
250 - 499	1%
500 - 999	1%
1,000 - 2,499	<1%
2,500 - 4,999	<1%
5,000+	0%



EXPECTATION FOR CHANGE IN COMPANY'S FULL-TIME EMPLOYEES

The outlook for growth remains reasonably strong as just over half of managers continue to expect their full-time headcount to increase this year. 37% expect it to remain steady. Only 8% anticipate a decrease. Trends are flat over time – no significant changes looking back to 2013.

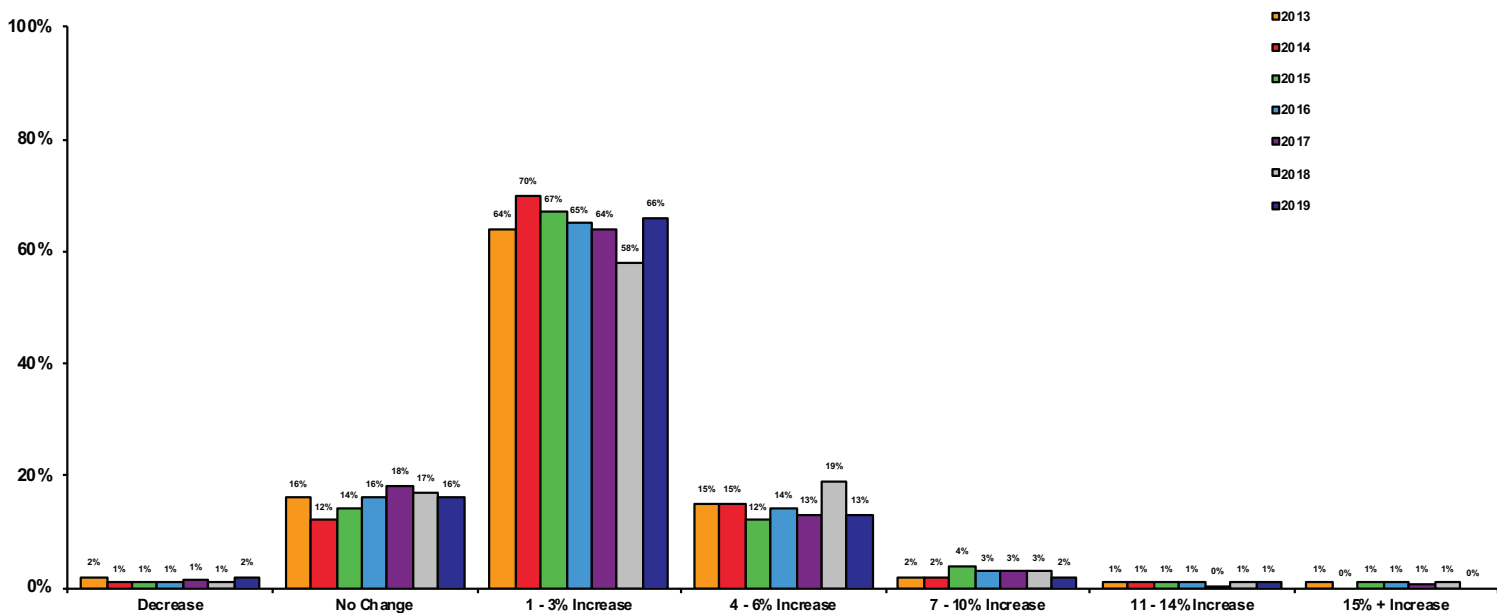


Year to year comparisons vary based on random participation of different individuals each year.



ON AVERAGE, HOW WILL YOUR EMPLOYEES' COMPENSATION COMPARE TO THE PREVIOUS YEAR?

Two thirds of managers say their employees' compensation will increase by 1 – 3% in 2019. The percentage anticipating this level of growth increased in this year's survey. As in past surveys, few expect increases of more than 6%.

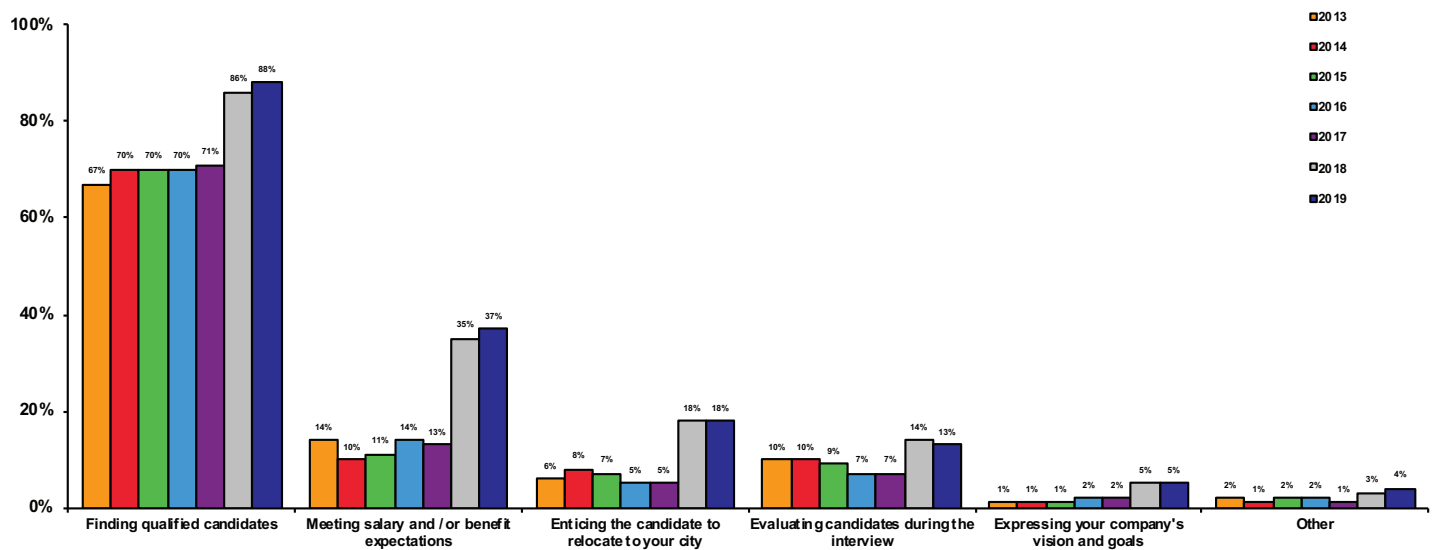


Year to year comparisons vary based on random participation of different individuals each year.



MOST DIFFICULT HIRING CHALLENGES

We asked managers to select from a list their most difficult hiring challenges. Finding qualified candidates continues to stand out in bold relief – 88% citing this as their most difficult challenge. In these people’s minds, nothing else comes close. Meeting compensation expectations ranks a very distant second at 37%. Difficulty in enticing candidates to relocate ranks third. 4% of respondents cite other challenges not listed as choices in the survey. These are summarized on the next page.



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



MOST DIFFICULT HIRING CHALLENGES

Other Challenges Cited

- Work Hours
- Time needed to spend on all of the job hiring activities
- Company reputation in the plastics industry
- The current HR system of my company is outsourced to a shareholder and the process is ineffective
- Skills required for productive work from the beginning
- Retention
- Plant in rural location
- Keeping new hires more than three months
- Keeping hourly employees
- Heavy competition
- Finding the right corporate fit
- Finding qualified candidates who are reasonably priced
- Young college grads want big money with no experience
- Finding people with passion – most people are too careful to express themselves and do not stretch to close business
- Not interested in following direction
- Finding people with good work ethic
- Finding Millennial people willing to work
- Finding candidates who want to be in the plastics industry
- Finding a good match for the work team (personality wise)
- Drugs
- Competing for talent with other companies in the industry
- Candidates who are ghosting either before or after the interview

RESPONDENT PROFILE

2019

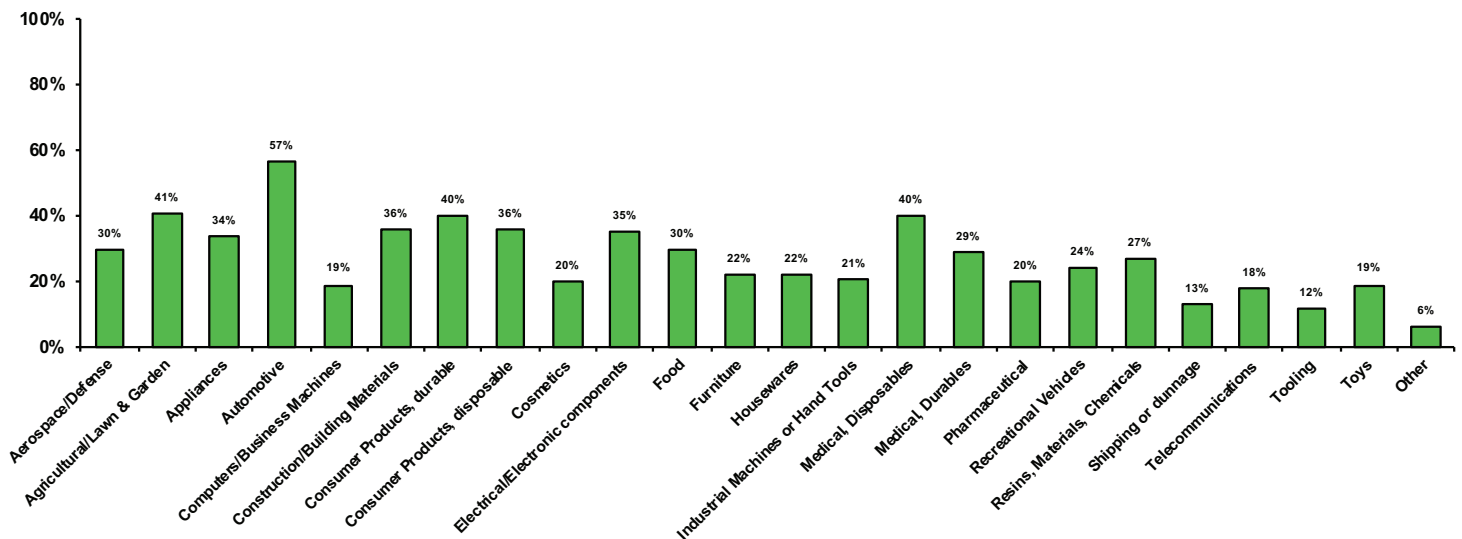


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RESPONDENT PROFILE 2019

Industries Your Company Sells To





RESPONDENT PROFILE 2019

Company's Primary Manufacturing Processes

Automation	1.0%
Auxiliary Machinery	2.3%
Blow Molding - Industrial	0.9%
Blow Molding - Packaging	1.9%
Blown or Cast Film	4.2%
Compression Molding	0.9%
Converting	1.5%
Corrugated Box	0.0%
Distributor - Mfg Rep	2.8%
Contract Packaging	0.1%
Folding Cartons	0.1%
Injection Molding	30.5%
Form - Fill - Seal	0.3%
Labels	0.4%
Lumber	0.0%
Paper	0.3%
Pipe - Profile Extrusion	4.6%
Recycling	0.9%
Resin - Compounding - Additives	19.2%
Rotomolding	0.6%
Services	1.6%
Sheet Extrusion	2.6%
Thermoform Heavy	1.7%
Thermoform Packaging	3.1%
Tooling - Molds	1.5%
Other	17.3%



RESPONDENT PROFILE 2019

Current Professional Role

Administrative Support	0.3%	Inside Sales/Customer Service	0.2%
Advertising or Marketing Specialist	0.1%	Lab Technician	0.8%
Applications Engineer, in the field	1.6%	Machine Designer	0.3%
Applications Engineer, in the office	1.7%	Maintenance Manager, process machinery	0.8%
Chief Executive Officer	2.4%	Maintenance Specialist, process machinery	0.1%
Chief Financial Officer	0.3%	Manufacturing Director	0.6%
Chief Information Officer	0.1%	Manufacturing Engineer	2.9%
Chief Operating Officer	0.7%	Manufacturing Engineering Manager	0.8%
CNC Machinist	0.1%	Manufacturing Manager	1.0%
Color Specialist	0.1%	Manufacturing VP	0.8%
Cost Analyst	0.1%	Marketing Manager	1.7%
Die Designer	0.2%	Materials Engineer	2.4%
Engineering Director or VP	2.4%	Mold Designer	0.6%
Engineering Manager	5.0%	Mold Technician	0.1%
Facility or Building Manager	0.2%	Moldmaker	0.1%
Finance VP or Director	0.1%	Operations Director or Manager	1.1%
General Manager	2.1%	Owner	0.5%
Human Resources	0.2%	Packaging Engineer	0.5%
Human Resources Manager	0.8%	Planner or Scheduler	0.1%
Industrial Engineer	0.4%	Plant Manager	1.4%



RESPONDENT PROFILE 2019

Current Professional Role (continued)

Process Engineer	5.5%
Process Technician	0.6%
Product Designer or Engineer	4.1%
Product Development VP or Manager	2.0%
Product Manager or Product Specialist	1.3%
Production Manager	1.0%
Production Engineer	0.1%
Production Supervisor	0.4%
Program Manager	1.0%
Project Engineer	3.0%
Purchasing Agent	0.6%
Purchasing Director or Manager	0.8%
Quality Director	0.4%
Quality Engineer	0.6%
Quality Manager	0.7%
Quality Technician	0.1%
R&D Engineer, chemicals, resins, additives	6.2%
R&D Engineer, mechanical	1.4%
R&D Engineer, other	3.1%
R&D or Laboratory Manager	3.1%

Safety Engineer	0.1%
Safety Manager	0.1%
Sales and Marketing Director	1.3%
Sales and Marketing VP	1.6%
Sales Manager	5.2%
Sales Person or Account Manager	6.2%
Shift Manager or Supervisor	0.3%
Simulation Design Engineer	0.4%
Supply Chain Manager	0.4%
Supply Chain VP or Director	0.3%
Technical Support Manager	1.3%
Technical Support, in office	0.8%
Technical Support, in the field	1.8%
Technology Manager	1.1%
Tooling Engineer	1.3%
Tooling Manager	1.0%
Training Manager	0.1%
Other	3.9%



RESPONDENT PROFILE 2019

Department / Job Responsibilities by Country

Department	
C-Level / executive management	11%
Administrative support	1%
Engineering	30%
Finance	<1%
Human resources	1%
Information technology	<1%
Maintenance	1%
Product development	18%
Production	5%
Quality	2%
Sales / marketing	19%
Supply Chain	3%
Other	9%

Job Responsibilities - Countries Included	
USA	92%
Canada	33%
Mexico	31%
Central America	9%
South America	11%
Europe	19%
China	17%
India	7%
Japan	8%
Korea	5%
Other Pacific Rim countries	4%
Other Asian or Middle Eastern countries	6%
Russia	2%
Australia	6%
Africa	3%
Other	3%



RESPONDENT PROFILE 2019

Gender/Age/Tenure/Education/Employees

Gender	
Male	88%
Female	12%
Age	
21 - 34	21%
35 - 44	19%
45 - 54	26%
55 - 64	28%
65 +	6%
Tenure in the Plastics Industry	
< 1 Year	3%
1 - 5 Years	14%
6 - 10 Years	13%
11 - 15 Years	11%
16 - 20 Years	11%
> 20 Years	48%

Education	
High School	4%
Some College	13%
College Degree	49%
Masters Degree	24%
Doctoral Degree	9%
Number of Employees	
< 10	4%
10 - 25	8%
26 - 99	18%
100 - 249	16%
250 - 499	11%
500 - 999	8%
1,000 - 2,499	9%
2,500 - 4,999	6%
5,000+	20%



RESPONDENT PROFILE 2018

Region

Region	
East North Central - IL, IN, MI, OH, WI	32%
West North Central - IA , KS, MN, MO, ND, NE, SD	6%
Mid Atlantic - NJ, NY, PA	11%
South Atlantic - DC, DE, FL, GA, MD, NC, SC, VA, WV	14%
South Central - AL, AR, KY, LA, MS, OK, TN, TX	10%
New England - CT, MA, ME, NH, RI, VT	6%
West - AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY	9%
Outside the United States	12%



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