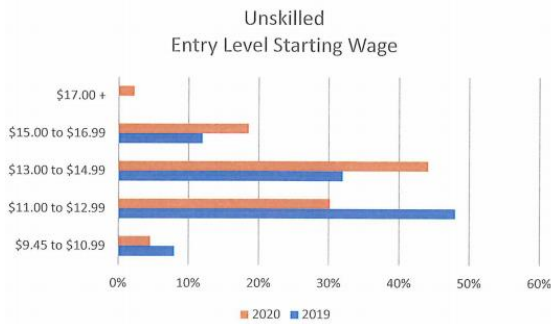
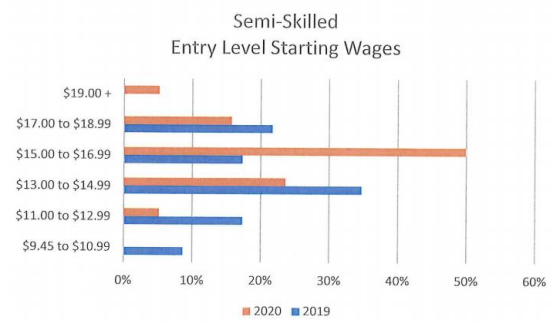


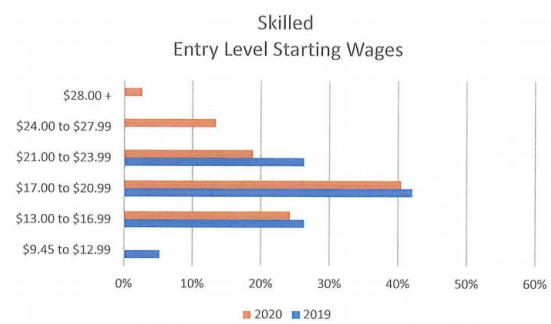
# WAGE SURVEY RESULTS



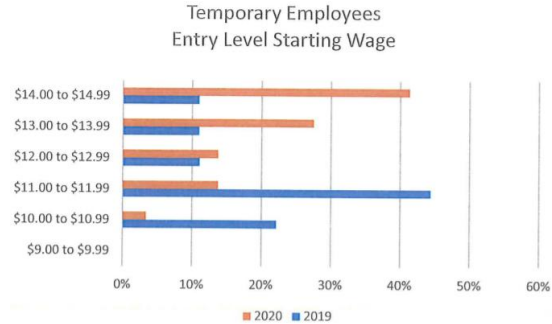
Unskilled



Semi-Skilled



Skilled



Temporary Employees

One of the top challenges our companies are facing today is the lack of available talent. To compensate, some companies have been increasing their starting wages to remain competitive. We surveyed our area manufacturers to understand where wages are going. Attached are the comparable surveys, looking at both April 2019 and October 2020.