

**PLANNING FOR POST COVID-19 2021**

**ORGANIZATION INFORMATION**

<b>Q1. Number of Participants</b>		
	<b>TOTAL COMPANIES RESPONDED</b>	<b>113</b>

<b>Q2. Please list number of employees (in West Michigan only, excluding temps):</b>		
1 - 99 employees		47%
100 - 250 employees		28%
250 - 499 employees		16%
500 - 999 employees		6%
1,000 or more employees		3%
	<b>TOTAL COMPANIES RESPONDED</b>	<b>112</b>

<b>Q3. Organization Type:</b>		
Manufacturing		63%
Wholesale/Distribution		5%
Sales/Service/Retail		11%
Professional/Financial/Insurance		8%
Healthcare		3%
Other: Answers Vary		10%
	<b>TOTAL COMPANIES RESPONDED</b>	<b>113</b>

<b>Q4. What is your organization's profit status?</b>		
For Profit		86%
Non-Profit		14%
	<b>TOTAL COMPANIES RESPONDED</b>	<b>113</b>

**ALL RESPONSES**

<b>Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?</b>		
Average		\$14.00
Range		\$12.00 - \$17.50
Most Common		\$15.00
	<b>TOTAL COMPANIES RESPONDED</b>	<b>77</b>

<b>Q6. What is your current starting pay rate for entry level OFFICE jobs?</b>		
Average		\$15.78
Range		\$11.21 - \$20.00
Most Common		\$15.00
	<b>TOTAL COMPANIES RESPONDED</b>	<b>81</b>

<b>Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?</b>		
Average		8%
Range		1 - 25%
Most Common		3%
	<b>TOTAL COMPANIES RESPONDED</b>	<b>63</b>

<b>Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?</b>		
Average		6%
Range		2 - 20%
Most Common		3%
	<b>TOTAL COMPANIES RESPONDED</b>	<b>49</b>

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<b>Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?</b>	
Average	6%
Range	1 - 20%
Most Common	10%
<b>TOTAL COMPANIES RESPONDED 48</b>	

<b>Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?</b>	
Average	5%
Range	2 - 15%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 40</b>	

<b>Q11. Do you offer a sign-on bonus for entry level jobs?</b>	
Yes	14%
No	86%
<b>TOTAL COMPANIES RESPONDED 112</b>	

<b>Q12. Amount</b>	
Average	\$665.00
Range	\$100 - \$2000
Most Common	\$500.00
<b>TOTAL COMPANIES RESPONDED 13</b>	

<b>Q13. Do you offer a referral bonus for entry level jobs?</b>	
Yes	65%
No	35%
<b>TOTAL COMPANIES RESPONDED 112</b>	

<b>Q14. Amount</b>	
Average	\$713.00
Range	\$200 - \$2500
Most Common	\$1,000.00
<b>TOTAL COMPANIES RESPONDED 50</b>	

<b>Q15. Will you provide remote work options after July 1st?</b>	
Yes	38%
No	62%
<b>TOTAL COMPANIES RESPONDED 121</b>	

<b>Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?</b>	
Yes	51%
No	49%
<b>TOTAL COMPANIES RESPONDED 136</b>	

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COMPANY SIZE 1 - 99

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$14.49
Range	\$12.25 - \$17.00
Most Common	\$14.00
<b>TOTAL COMPANIES RESPONDED 33</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$15.64
Range	\$12.00 - \$20.00
Most Common	\$18.00
<b>TOTAL COMPANIES RESPONDED 42</b>	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	9%
Range	3% - 25%
Most Common	6%
<b>TOTAL COMPANIES RESPONDED 27</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	7%
Range	2% - 20%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 25</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	6%
Range	2% - 10%
Most Common	10%
<b>TOTAL COMPANIES RESPONDED 20</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	5%
Range	2 - 15%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 17</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	9%
No	92%
<b>TOTAL COMPANIES RESPONDED 53</b>	

Q12. Amount	
Average	\$575.00
Range	\$100 - \$1000
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED 4</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	49%
No	51%
<b>TOTAL COMPANIES RESPONDED 53</b>	

Q14. Amount	
Average	\$644.00
Range	\$250 - \$2500
Most Common	\$250.00
<b>TOTAL COMPANIES RESPONDED 53</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	37%
No	63%
<b>TOTAL COMPANIES RESPONDED 54</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	46%
No	54%
<b>TOTAL COMPANIES RESPONDED 54</b>	

2021 POST COVID-19 UPDATE

COMPANY SIZE 100 - 249

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$15.06
Range	\$13.00 - \$17.50
Most Common	\$16.00
<b>TOTAL COMPANIES RESPONDED 23</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$14.98
Range	\$11.21 - \$17.00
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED 19</b>	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	7%
Range	3% - 23%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 19</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	5%
Range	2% - 10%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 11</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	7%
Range	3% - 20%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 16</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	6%
Range	2% - 10%
Most Common	5%
<b>TOTAL COMPANIES RESPONDED 9</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	10%
No	90%
<b>TOTAL COMPANIES RESPONDED 31</b>	

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	77%
No	23%
<b>TOTAL COMPANIES RESPONDED 31</b>	

Q14. Amount	
Average	\$715.62
Range	\$200 - \$1500
Most Common	\$1,000.00
<b>TOTAL COMPANIES RESPONDED 16</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	39%
No	61%
<b>TOTAL COMPANIES RESPONDED 31</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	55%
No	45%
<b>TOTAL COMPANIES RESPONDED 31</b>	

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COMPANY SIZE 250 - 499

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$15.04
Range	\$12.00 - \$17.00
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED 13</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$17.46
Range	\$15.20 - \$20.00
Most Common	\$17.00
<b>TOTAL COMPANIES RESPONDED 13</b>	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	5%
Range	1% - 12%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 11</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	5%
Range	2% - 15%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 9</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	4%
Range	1% - 10%
Most Common	5%
<b>TOTAL COMPANIES RESPONDED 8</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	4%
Range	2% - 10%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 9</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	35%
No	65%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>17</b>

Q12. Amount	
Average	\$1,000.00
Range	\$500 - \$2000
Most Common	\$1,000.00
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>5</b>

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	88%
No	12%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>17</b>

Q14. Amount	
Average	\$891.67
Range	\$250 - \$2500
Most Common	\$1,000.00
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>12</b>

Q15. Will you provide remote work options after July 1st?	
Yes	29%
No	71%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>17</b>

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	53%
No	47%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>17</b>



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COMPANY SIZE 500 - 999

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$13.10
Range	\$12.00 - \$15.00
Most Common	\$12.00
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>5</b>

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$14.88
Range	\$12.15 - \$17.10
Most Common	\$16.00
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	7%
Range	3% - 15%
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	5%
Range	2% - 10%
Most Common	2%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	4%
Range	2% - 6%
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>4</b>

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	25%
No	75%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>8</b>

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	63%
No	37%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>8</b>

Q14. Amount	
Average	\$575.00
Range	\$200 - \$1000
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>4</b>

Q15. Will you provide remote work options after July 1st?	
Yes	63%
No	37%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>8</b>

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	63%
No	37%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>8</b>

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COMPANY SIZE 1000+

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$15.67
Range	\$15.00 - \$16.50
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
<b>3</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	10%
Range	7% - 13%
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
<b>3</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	0%
No	100%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	100%
No	0%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q14. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	33%
No	67%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	67%
No	33%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

2021 POST COVID-19 UPDATE

INDUSTRY - HEALTHCARE

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$15.00
Range	\$14.00 - \$16.00
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	4%
Range	3% - 5%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	67%
No	33%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	67%
No	33%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q14. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	100%
No	0%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	100%
No	0%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

2021 POST COVID-19 UPDATE

**INDUSTRY - MANUFACTURING**

<b>Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?</b>	
Average	\$14.82
Range	\$12.00 - \$17.50
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED 68</b>	

<b>Q6. What is your current starting pay rate for entry level OFFICE jobs?</b>	
Average	\$16.15
Range	\$12.00 - \$20.00
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED 44</b>	

<b>Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?</b>	
Average	8%
Range	1% - 25%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 57</b>	

<b>Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?</b>	
Average	6%
Range	2% - 16%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 30</b>	

<b>Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?</b>	
Average	6%
Range	1 - 20%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 41</b>	

<b>Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?</b>	
Average	4%
Range	2% - 10%
Most Common	5%
<b>TOTAL COMPANIES RESPONDED 21</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	18%
No	82%
<b>TOTAL COMPANIES RESPONDED 71</b>	

Q12. Amount	
Average	\$665.00
Range	\$100 - \$2000
Most Common	\$500.00
<b>TOTAL COMPANIES RESPONDED 10</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	77%
No	23%
<b>TOTAL COMPANIES RESPONDED 71</b>	

Q14. Amount	
Average	\$697.00
Range	\$200 - \$1500
Most Common	\$1,000.00
<b>TOTAL COMPANIES RESPONDED 37</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	31%
No	69%
<b>TOTAL COMPANIES RESPONDED 71</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	42%
No	58%
<b>TOTAL COMPANIES RESPONDED 71</b>	



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INDUSTRY - WHOLESALE / DISTRIBUTION

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$14.15
Range	\$12.50 - \$15.00
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>5</b>

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$16.83
Range	\$13.00 - \$20.00
Most Common	\$18.00
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	8%
Range	4% - 11%
Most Common	4%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>4</b>

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	7%
Range	2% - 10%
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>4</b>

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	7%
Range	3% - 10%
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	0%
No	100%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	67%
No	33%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q14. Amount	
Average	\$983.33
Range	\$200 - \$2500
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q15. Will you provide remote work options after July 1st?	
Yes	67%
No	33%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	83%
No	17%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

2021 POST COVID-19 UPDATE

INDUSTRY - SALES / SERVICE / RETAIL

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$14.00
Range	\$13.00 - \$15.00
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>3</b>

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$15.96
Range	\$14.00 - \$19.00
Most Common	\$14.00
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>11</b>

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	11%
Range	5% - 20%
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	6%
Range	3% - 10%
Most Common	5%
<b>TOTAL COMPANIES RESPONDED</b>	
	<b>6</b>

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	8%
No	92%
<b>TOTAL COMPANIES RESPONDED 12</b>	

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	58%
No	42%
<b>TOTAL COMPANIES RESPONDED 12</b>	

Q14. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	33%
No	67%
<b>TOTAL COMPANIES RESPONDED 12</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	50%
No	50%
<b>TOTAL COMPANIES RESPONDED 12</b>	

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INDUSTRY - PROFESSIONAL / FINANCE / INSURANCE

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$15.28
Range	\$13.50 - \$18.00
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED</b>	
7	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	8%
Range	2 - 20%
Most Common	5%
<b>TOTAL COMPANIES RESPONDED</b>	
4	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	0%
No	100%
<b>TOTAL COMPANIES RESPONDED</b>	
<b>8</b>	

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	50%
No	50%
<b>TOTAL COMPANIES RESPONDED</b>	
<b>8</b>	

Q14. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	44%
No	56%
<b>TOTAL COMPANIES RESPONDED</b>	
<b>9</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	56%
No	44%
<b>TOTAL COMPANIES RESPONDED</b>	
<b>9</b>	

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INDUSTRY - OTHER

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$13.88
Range	\$11.21 - \$16.00
Most Common	\$14.00
<b>TOTAL COMPANIES RESPONDED 10</b>	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	4%
Range	3% - 5%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 4</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	6%
Range	2 - 15%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 7</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	0%
No	100%
<b>TOTAL COMPANIES RESPONDED 12</b>	

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	98%
No	2%
<b>TOTAL COMPANIES RESPONDED 12</b>	

Q14. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED 50</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	50%
No	50%
<b>TOTAL COMPANIES RESPONDED 12</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	75%
No	25%
<b>TOTAL COMPANIES RESPONDED 12</b>	



2021 POST COVID-19 UPDATE

PROFIT STATUS - FOR PROFIT

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	\$14.74
Range	\$12.00 - \$17.50
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED 76</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$16.08
Range	\$12.00 - \$20.00
Most Common	\$15.00
<b>TOTAL COMPANIES RESPONDED 66</b>	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	8%
Range	1% - 25%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 63</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	6%
Range	2 - 20%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 40</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	6%
Range	1% - 20%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 47</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	5%
Range	2 - 10%
Most Common	5%
<b>TOTAL COMPANIES RESPONDED 32</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	16%
No	84%
<b>TOTAL COMPANIES RESPONDED 96</b>	

Q12. Amount	
Average	\$679.00
Range	\$100 - \$2000
Most Common	\$500.00
<b>TOTAL COMPANIES RESPONDED 12</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	75%
No	25%
<b>TOTAL COMPANIES RESPONDED 96</b>	

Q14. Amount	
Average	\$715.31
Range	\$200 - \$2500
Most Common	\$1,000.00
<b>TOTAL COMPANIES RESPONDED 49</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	35%
No	65%
<b>TOTAL COMPANIES RESPONDED 121</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	47%
No	53%
<b>TOTAL COMPANIES RESPONDED 97</b>	

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PROFIT STATUS - NON-PROFIT

Q5. What is your current starting pay rate for entry level MANUFACTURING jobs?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q6. What is your current starting pay rate for entry level OFFICE jobs?	
Average	\$14.44
Range	\$11.21 - \$17.10
Most Common	\$14.00
<b>TOTAL COMPANIES RESPONDED 15</b>	

Q7. What was the percent increase of the starting pay rate, if any, for entry level MANUFACTURING jobs in the LAST 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q8. What was the percent increase of the starting pay rate, if any, for entry level OFFICE jobs in the LAST 6 months?	
Average	6%
Range	2% - 20%
Most Common	5%
<b>TOTAL COMPANIES RESPONDED 9</b>	

Q9. What do you anticipate the percent increase of the starting rate, if any, for entry level MANUFACTURING jobs will be in the NEXT 6 months?	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q10. What do you anticipate the percent increase of the starting pay rate, if any, for entry level OFFICE jobs will be in the NEXT 6 months?	
Average	6%
Range	2 - 15%
Most Common	3%
<b>TOTAL COMPANIES RESPONDED 8</b>	

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Q11. Do you offer a sign-on bonus for entry level jobs?	
Yes	6%
No	94%
<b>TOTAL COMPANIES RESPONDED 16</b>	

Q12. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q13. Do you offer a referral bonus for entry level jobs?	
Yes	6%
No	94%
<b>TOTAL COMPANIES RESPONDED 16</b>	

Q14. Amount	
Average	ISD
Range	ISD
Most Common	ISD
<b>TOTAL COMPANIES RESPONDED</b>	

Q15. Will you provide remote work options after July 1st?	
Yes	56%
No	44%
<b>TOTAL COMPANIES RESPONDED 16</b>	

Q16. Will you provide hybrid work (split between remote / in-person) options after July 1st?	
Yes	75%
No	25%
<b>TOTAL COMPANIES RESPONDED 16</b>	

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<b>Q17. Do you have any other bonuses for entry level jobs?</b>	
Yes	33%
No	67%
<b>TOTAL COMPANIES RESPONDED</b>	
<b>112</b>	
<b>All Responses:</b>	
<b>Year End Bonuses</b>	
Year end .75 per hours worked in fiscal year	
End of year depending on company profit and employee longevity	
Discretionary, based on company profitability	
Average of two week's salary	
\$500 annual bonus	
\$500	
\$400	
<b>Profit Sharing</b>	
Profit Sharing in March of each year, it's been between 6 & 11% of W2 wages	
Annual profit sharing program based on performance of company and employee. Often 6%-10% of total earned.	
Profit Sharing \$2K-\$4K/year	
Profit sharing annually in April	
<b>Quarterly Bonuses</b>	
Quarterly bonus of about 500	
\$250 per quarter based on profits	
Quarterly SPARC Bonus - up to 2.5%	
Company performance bonuses of 7% annually paid quarterly	
Average of 6% base pay per quarter	
Quarterly discretionary	
<b>Bonuses Based on Other Timing</b>	
\$500 at 6 months and \$500 at 12 months	
\$300 retention at 30 day, 60 day and 6 month totaling \$900	
\$500 hiring bonus after 30 days	
Up to 15% of their gross (paid bi-annually).	
\$1000++ semiannual bonus	
Holiday bonus	
<b>Other Bonuses</b>	
\$125 potential per month based on KPI achievement	
\$1.00 per hour for perfect attendance in a week	
Temporary Weekly Attendance bonus - 82.50 for arriving timely, remaining for entire shift and working at least 50 hours	
Productivity Bonus; amount varies	
Relocation if needed. Depends on the scenario, but \$3,000 - \$5,000.	

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<b>Q 18. What else are you doing to attract workers to your organization?</b>	
Using benefits to attract workers (most common)	33%
Using schedule flexibility to attract workers (most common)	67%
<b>TOTAL COMPANIES RESPONDED</b>	<b>83</b>
<b>All Responses:</b>	
<b>Benefits</b>	
We changed our benefit waiting period from 90 to 30 days	
Free health care and life insurance after 60 days	
Fully paid benefits after 90 days	
Immediate paid time off, benefits after 60 days	
One week of Vacation after 90 days	
Holiday pay immediately	
Shorten benefits eligibility window	
Raised our 401K Match by 2 percent this year	
Increased the 401K match	
Great benefits, 401k with match	
Pay 100% of all benefits	
Free Healthcare, Free Tuition Reimbursement	
We offer all benefits at 10% cost for single employees, and a great (air conditioned) work environment with a set schedule	
Keeping low deductible (\$250/\$500) Medical Plan with no deductible for those that shop & use low cost service providers	
Medical premium holiday in December for those who complete their Personal Health Assessment annually	
Tuition reimbursement	
Benefit upgrades, flexible environment	
Market other paid time off benefits such as wellness time, innovation time, volunteer time. flex time	
Offering a good benefit package and our mission is great	
Health, dental, vision, life insurance & retirement plan	
Emphasizing benefits, health care availability, etc. to differentiate from other manufacturers	
Making sure they understand our rich benefits package	
Promote benefits	
Excellent benefits	
Excellent benefits	
Great benefits	
Good benefits	
Offer good benefits	
Benefits	
Benefits	
Good fringes	
Air conditioned in plant	
Air conditioned	
<b>Recruitment Resources</b>	
Calling former team members, advertising everywhere (it seems)	
Reaching out for summer help from college students	
Looking into MA Apprenticeships	
Postings, MI Works job fairs, Vocational Village, Bethany Christian Services	
Posting on various sites, posting in local grocery stores, trying to work with local high schools, and the Hispanic Center	
Utilizing temporary staffing agencies	
Utilizing Staffing Agencies	
Networking, ads, telling everyone and anyone we are hiring	
LinkedIn Recruiter Tool	
Advertising/ recruiters	
Advertising, keeping costs of benefits low	
DEI Sourcing, community outreach	
Very aggressive marketing and recruiting with Billboards, Community newspaper, job fairs	
Online posting, radio ads and direct mailers	
E-Billboards; Social Media	
Nothing out of the ordinary - signs, etc.	
Magic	

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<b>Activities</b>
Employee engagement activities, community activities
Employee engagement events
Outdoor volunteering events
Plant lunches
Product give away, weekly and quarterly perfect attendance monetary recognition
Gifts
<b>Schedule</b>
4 day work days - M - Th 10 hour days
Summer Fridays (work until 12pm); Flexible work schedules
Summer flex hours
Optional part-time schedules, summer work
Offering part time
Part time
Allowing additional unpaid time off if it works for all parties
Healthy PTO policy
Flexibility around work schedule even on the production end
Flexible scheduling
Flexible schedule
Flexible schedules
Flexible work hours
Flexible work schedules
Flexible work schedule
Flex schedule
<b>Compensation/Bonuses</b>
We have bi-annual reviews for all field staff with the potential for a wage increase each review
We pay a retention bonus of \$250.00 to our seasonal staff when they complete their assignment
Temporary Saturday / Sunday working bonus of \$75 for working one or both days
Increase at 90 days
If a temporary employee we provide a completion bonus
Bonus for employees to work a short term night shift
Consistent OT @ 49 per week
Hiring bonus is the main one
Wage review, Increase wage every 6 months for the first 2 years
Look at current wage studies for the area to make sure we are providing competitive wages
Keep our wages on the high end for our industry with good benefits
Equitable pay or more
Quarterly bonuses
Very competitive salary
Competitive wages
Bonuses
Starting pay is actually based on experience, education, etc.
<b>Other</b>
Wheels to Work
Free YMCA membership, increased childcare discounts
Dog friendly
Working with The Literacy Center to develop an ESL Class for our facility
Offering voluntary Pet Insurance, Home & Auto Insurance
Our ESOP, Culture, Wellness
Focusing on culture
Sell the organizations culture and values
Continue to promote our positive culture
Working with our workforce to rejuvenate our feeling of community in the organization, providing on the job training, working with Michigan Works to develop a training cohort for one of our departments
Treat employees with respect and be transparent regarding the business
Offering more flexibility, work from home, education/development opportunities
Temporary remote or hybrid options
Optional remote days (not entirely remote work)
Increased Training
Offering career development opportunities
Career training
Working with TEA to improve our handbook and compensation / evaluation plan
Researching other incentives
Website upgrade, recruiting videos
Everything we can