

American Bakers Association 2008 Salary and Benefits Survey:

Why your company should purchase this survey:

- If you want to know what comparable sized companies are offering their employees in benefits; this is the place to find it.
- If you want to know what other companies are paying their employees, this is the place to find it.
- ABA's 2008 Salary and Benefits Survey has the answer to all of those important questions.

Data included in this survey is from plants:

- Plants with up to 50 employees,
- Plants with 500 + employees,
- Survey sample: Salary data from 126 Corporate and Plant locations,
- Survey sample: Benefits data from 29 companies and 54 locations

Earlier this year, ABA released its 2008 Salary and Benefits Survey, highlighting benefits and salary trends from all segments of the industry; including bread and rolls, cakes and pies, cookies and crackers, sweet goods and tortillas. This industry unique survey, further highlights how important the health and happiness of employees are in this family-oriented industry.

How do baking industry benefits compare to other industries?

The benefits section of the survey shows that while out-of-pocket expenses may be increasing for employees, the wholesale baking industry continues to offer competitive benefits to its employees.

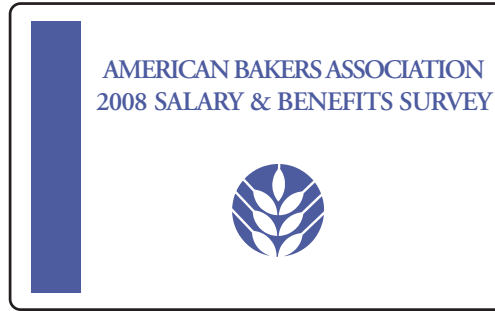
A promising piece of industry data is the number of wellness programs made available for employee use. According to the Salary & Benefits Survey, 65.8 percent of companies from other industries provide the option of enrolling in a Wellness Program; while 71.1 percent of wholesale bakers offer these same plans. This industry trend highlights that along with a healthy diet that includes carbohydrates, exercise leads to beneficial long term health lowering the cost of medical care.

How do baking industry salaries compare to other industries?

Critical bakery positions such as Maintenance Mechanics are on average paid \$3,000.00 more in the wholesale baking industry than in other industries. Bakery: \$39,311.00 Industries: \$35,919.00

When highlighting the differences between salaries of different sized bakeries, the largest data point was bakeries with revenues of \$100 million or more, representing 54.8 percent of respondent companies. Also important is that almost half of the survey respondents 45.3 percent of respondents were from smaller bakeries, reinforcing that the baking industry includes multiple sized companies.

THE 2008
AMERICAN BAKERS ASSOCIATION'S
SALARY AND BENEFITS SURVEY



ORDER YOUR COPY NOW!!!

- ✓ Comprehensive, Regional Breakdowns of Key Industry & Distribution Positions in the Wholesale Baking Industry
- ✓ Covers All Segments of the Baking Industry
- ✓ Data collected from 126 corporate and plant locations with almost 90,000 employees baking bread and rolls, cakes and pies, cookies and crackers, sweet goods and tortillas
- ✓ Six Corporate and Divisional Positions
- ✓ Plant & Distribution Management Positions
- ✓ Salary Data Broken Down By Region and Plant Size

Yes, I am a member of ABA. Please send me _____ copies of the 2008 ABA Salary & Benefits Survey at \$425 per copy. I have enclosed \$_____ (checks payable to American Bakers Association or _____ please bill me.

No, I am not a member of the ABA. Please send me _____ copies of the 2008 ABA Salary & Benefits Survey at \$1,125 per copy. I have enclosed \$_____.*

Yes, I would like membership information on becoming a member of the American Bakers Association.

Send Survey to: Name: _____
Company Name: _____
Address: _____
Phone/FAX: _____ / _____
Email: _____

Please send form to:

American Bakers Association • 1300 I Street, NW, Suite 700 West • Washington, DC 20005
or fax to *Brian Callahan* @ 202-898-1164. Call 202-789-0300 if you have any questions.