



MEMBER BENEFIT Human Resources

Human Capital: Your Key Business Resource. Secure a Strong Market Position and Competitive Edge — Participate and Gain Exclusive Access to HR Data!

One of the important benefits of HI membership is having timely access to **Wage, Salary and Benefits data** that can help you make informed business decisions. The HI Statistics Program allows members to report and share HR data for the pump industry that can have real-time/bottom line impact. Submit data by April 15, 2009 to participate in two surveys of *unique value* to **Human Resources Professionals**. As an HI member and a participant you will receive the final **Survey Report FREE of charge**. Available 2009 surveys are:

- ✓ **Industry Salary Survey (A01)** provides statistics on base salaries for 44 different job titles. For each position, the number of total employees covered is provided along with the number of companies reporting. Salary figures include the average base salary as of January 1 of the reporting year; the mean, median, and 1st and 3rd quarterlies and incentive compensation. Established base salary ranges, and the salary control point for each job title and base salaries are broken out by annual sales volume, geographic region, the city size of reporting plants, the number of full-time salaried workers at the plant, and the number of years a position was held. Data is reported for five (5) different departments: Manufacturing, Engineering Design and Development, Technical Support, Administration, and Sales.
- ✓ **Hourly Rated Wage & Fringe Benefit Survey: Factory/Foundry (A05)** provides statistical descriptions on hourly wages for 25 different job titles in four categories: Maintenance, Production, Foundry and Service/Other. For each benchmark job the number of total employees covered is provided along with the number of companies reporting. Benchmark jobs are jobs chosen to reflect a wide range of skill and pay levels. Wages include established hourly pay range minimum as of January 1, the established hourly pay range mid-point and maximum, and the average hourly wage including incentives. For each job title, wages are reported by annual sales volume, geographic region, city size of the reporting plant, and the number of full time workers at the plant.
- ✓ **HI's NEW Human Resource Network — JOIN TODAY!** A new HI initiative to help **Human Resources Professionals** in the pump and supplier industry to meet and network with pump industry colleagues to explore common HR issues, discuss common challenges and needs such as education, training, workforce development and more. HI members are invited to JOIN NOW to build the framework for future collaborative approaches. The future of the Industry is taking shape now — be a part of the excitement! **Next two HR meetings:** June and October 2009.

For more details on the surveys and the HR Network, please contact Mary Silver, Director of Membership at msilver@pumps.org (Telephone: 973. 267. 9700 x17, ext 117 after 3.30.09).

HI SALARY SURVEY TYPICAL POSITIONS:

Plant Manager
Plant Superintendent
General Foreman
Quality Control Manager
Manufacturing or Industrial Engineer
Engineering Manager
Materials Manager
Engineering Supervisor
Mechanical Engineer
Electrical Engineer
Marketing Manager
Field Service Manager
Product Manager
Application Engineer
Cost Accounting Manager
General Account Manager
Credit Manager
Accountant
IT/IS Manager
Systems Program Manager
Human Resources Manager
Regional Sales Manager
Sales Personnel
...and many more!

Your input provides VALUABLE HR DATA to you.
Participate now for FREE data. Your contribution is essential.
HI membership is an invaluable business resource.

HI Member Benefit Report Fax Back Form

Please fax completed form to 973-267-9055.



Name _____

Title _____

Company _____

Address _____

Phone _____ Fax _____

E-mail _____

Yes, I'm interested in participating in and/or receiving information on:

- Human Resources Reports
 - HI Industry Salary Survey (A01) – Data due: 4/15/09
 - HI Hourly Rated Wage and Fringe Benefit Survey Covering Factory and Foundry Employees (A05) – Data due: 4/15/09
- Operating Ratio Report (A02) – Data due: 4/15/09
- Market Data & Trends Reports & Meetings
 - HI Monthly Pump Bookings Report (M10)
 - World Pump Outlook Report by EIF
 - Manufacturing & Wholesale Distribution by RSM McGladrey
 - VMA-HI Annual Market Outlook Workshop: August 13-14, 2009
- HI International Trade Task Force
- Economic & Econometric Reports
 - HI-ITR Quarterly Economic Reports by Market & Region
 - HI-ITR Monthly Forecast Updates, Web Access & Consulting
 - HI-ITR Company Specific (Econometric) Analysis
- Upcoming Hydraulic Institute Meetings
- Pump Industry Electronic Data Exchange Protocols and EDE Standard
- Contributing to the development of ANSI/HI pump standards: HI Technical Committees
- HI Weblink Sponsorship & Virtual Trade Show
- HI Membership: pump manufacturers in North America (networking, business development, standards, writing & education)
- HI Associate Membership: suppliers to the pump OEMs – seals, motors, couplings, instrumentation & control, bearings, pump specific software, etc. (networking, business development, standards-writing & education)
- HI Standards Partners: engineering consulting firms, pump end-users (networking, business development, standards-writing & education)
- Pump Systems Matter Sponsorship