

SAMPLE PAGES FROM:

2004
Executive Compensation
Report

Figures Based on 2003 Compensation Data



Confidential

PREPARED BY:

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Dear Member:

I am pleased to present the 2004 Executive Compensation Report, available exclusively to NTMA members. This report contains the most comprehensive and up-to-date wage and fringe benefit statistics for the precision custom manufacturing industry.

Compiled from responses by 228 survey participants, in 18 executive positions, the data presented in the following tables will help you see how competitive you are. The survey results are presented as follows:

- Executive Compensation Summary (by executive position)
- Regional Analysis
- Sales Volume Analysis
- Line of Business Analysis

To gain the most benefit from this report, we recommend that you study the results carefully, comparing local, regional and national statistics to your company's executive compensation structure.

NTMA thanks those members who contributed data for this vital report.

If you have any questions concerning this report, please contact Vicki Satterfield with NTMA at (800) 248-6862.

Cordially,

Matthew B. Coffey
President

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Introduction

This report reviews the results from the 2004 NTMA Executive Compensation survey finalized in June, 2004. A total of 228 manufacturers participated in this survey. This report presents detailed analyses of executive compensation, including base salary and bonus. Data is presented for the typical NTMA manufacturer and by region. In addition, results by company sales volume category and by line of business are included in subsequent sections of the report.

Explanation Of Statistics

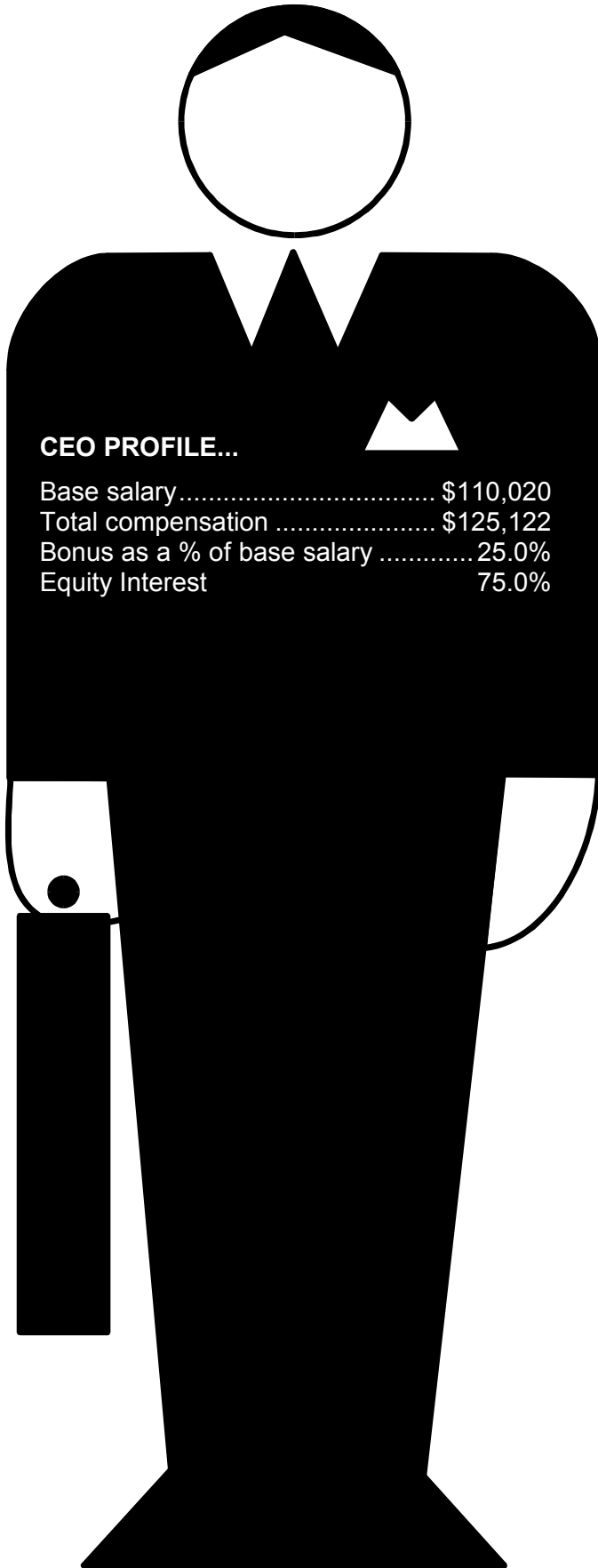
Median—This report profiles the median number for all variables and calculations. The median is the middle number of all values reported arrayed from lowest to highest. The median represents the typical company's results. In comparison to the average or the mean, the median is not influenced by any extremely high or low values reported. Thus, the median is the preferred statistic for this analysis.

Quartile—The word quartile means that something is divided into quarters, or segments of twenty-five percent each. The first quartile is the figure halfway between the median and the lowest performance value. Twenty-five percent of the firms are below this figure and seventy-five percent are above it. The third quartile is the figure between the median and the highest value. Therefore, the values between the first and third quartiles profile the middle fifty percent of the performance statistic. The purpose of showing the first and third quartile values is to show the “range of common experience” in the industry. Where provided, readers can develop an understanding of the variability of the data without having to consider extreme results.

No One "Typical" Firm—There is no single median or “typical” firm profiled in this report. The firm whose performance is the median value for one measure is probably different from the firm whose result is the median for another measure. This occurs because medians are calculated independently for each performance measure.

Please note that throughout the report, a blank designates data that are not available due to limited sample size.

NTMA Executive Compensation Overview



THE TYPICAL NTMA MANUFACTURER...

Sales	\$3,871,000
Years in Business	36
Number of Employees (FTE).....	37.0