

REWARD SYSTEMS

Reward systems utilized (% reporting) (Company #26)

Type	2011	2012
Bonus	86.2	85.6
Gainsharing	4.4	3.3
Incentive Pay	36.2	37.3
Key Contributor	4.4	5.2
Merit Increases	83.8	85.0
Non-Deferred Profit Sharing	9.4	9.2
Skill-Based Pay	10.6	11.1
Spot Incentives	29.4	26.8
Team Incentives	10.6	10.5