

REWARD SYSTEMS

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

Type	2011	2012
Bonus	70.3	70.6
Gainsharing	7.4	8.1
Incentive Pay	38.8	40.2
Key Contributor	5.7	6.1
Merit Increases	83.0	84.0
Non-Deferred Profit Sharing	8.6	8.2
Skill-Based Pay	13.0	13.9
Spot Incentives	22.4	22.9
Team Incentives	13.5	14.5