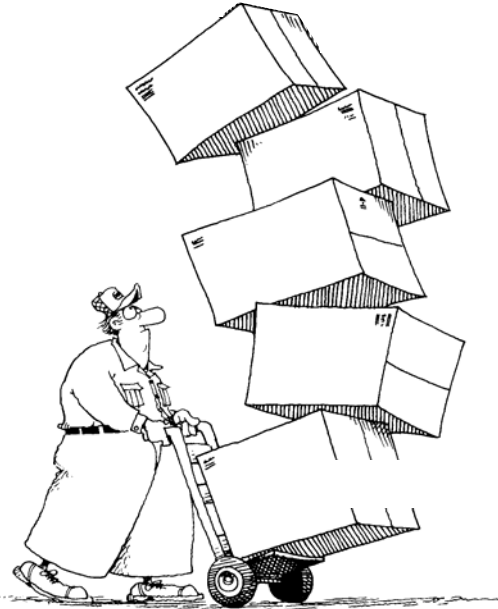


Should You Reassess Your Wage Rates?



Are you overpaying or underpaying your employees?

How do your benefits stack up?

Find out by taking part in the NTMA Wage and Fringe Benefit Survey.

It is essential that you review your wage rates: At a time when NTMA businesses are finally seeing an end to the recession, knowing competitive wage rates and fringe benefit packages can help business owners make sound decisions and keep their business moving in the right direction.

The NTMA Wage & Fringe Benefit Survey will provide a detailed review of wage and benefit programs. Due to the extensive sample in this study, survey participants are provided with a wide range of information on NTMA chapter, regional and national wage rates. The report will be a significant source of meaningful information not available anywhere else...for any price.

Participating firms will receive information on topics such as:

- **Wage Rates**

- Beginning & Experienced Employees
- Manual Machining Operations
- CNC Operations Wages
- Support Function Wages

- **Benefit Programs including:**

- Health Care Plans
- Retirement Income Plans
- Paid Vacation & Holidays

Schedule

Questionnaires have been mailed but copies of the form are attached. The deadline for submitting has been extended to XXXXX .