



MAU & Elevate Douglas

Survey Results & Workforce Insights

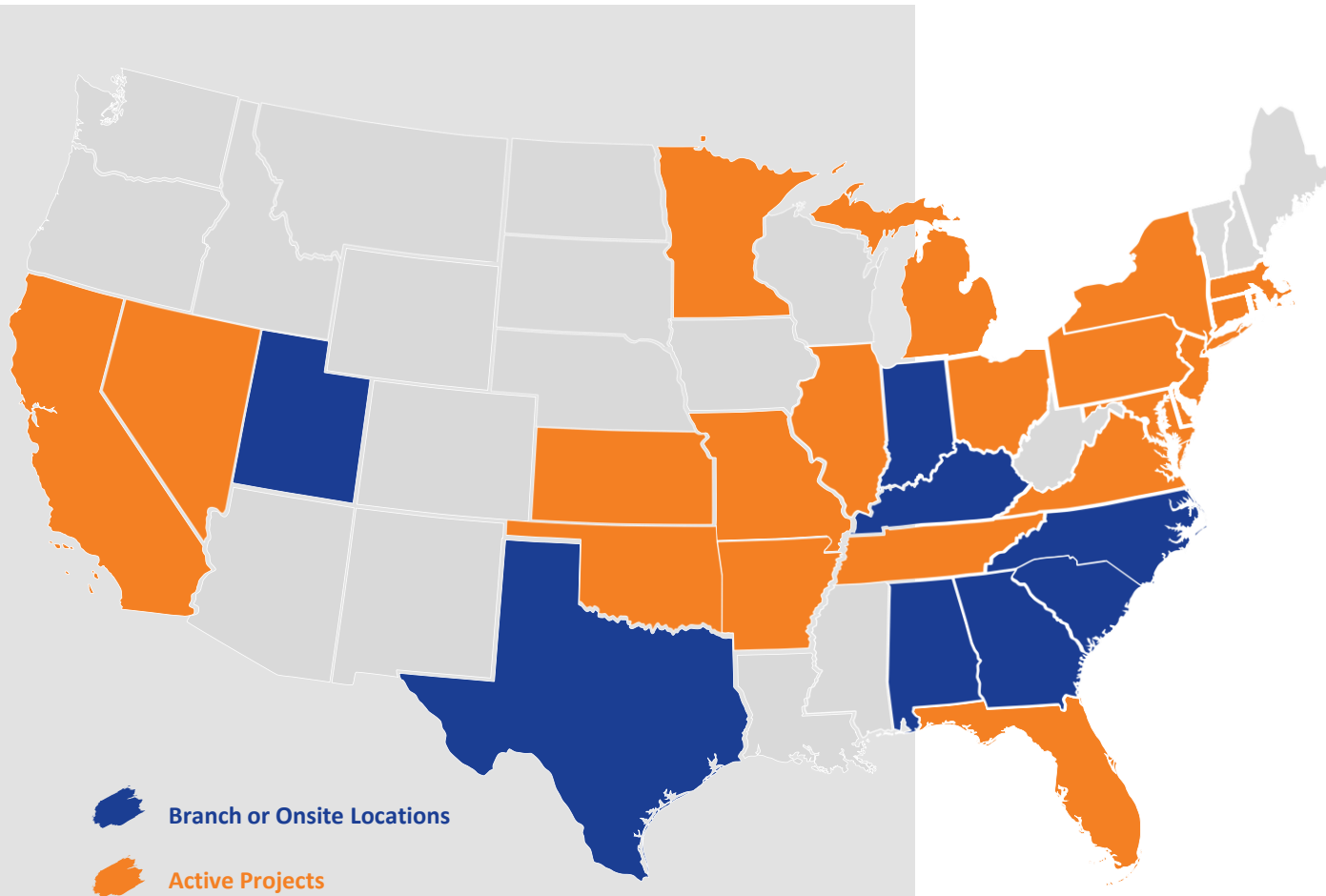


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MAU 50



Family-Owned & Operated
For 50 Years

10,000+ Associates
450+ FT Employees



90%
of business is
Manufacturing & Supply-
chain based



Elevate Douglas Survey Results: Overview

• — How would you describe your primary industry?



25%

General Manufacturing



4%

Plastics and Polymers



28%

Advanced and Precision



39%

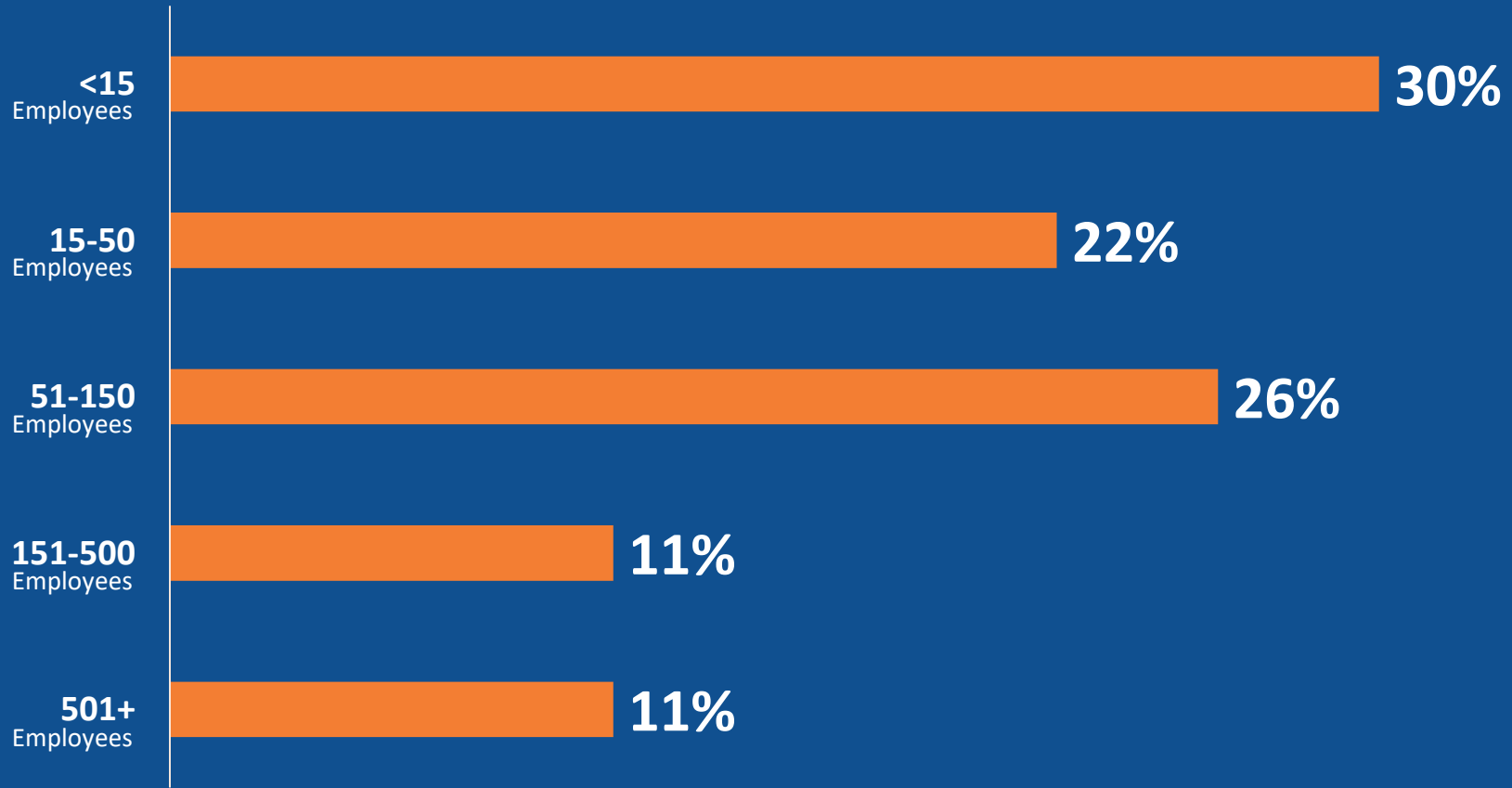
Logistics and Distribution



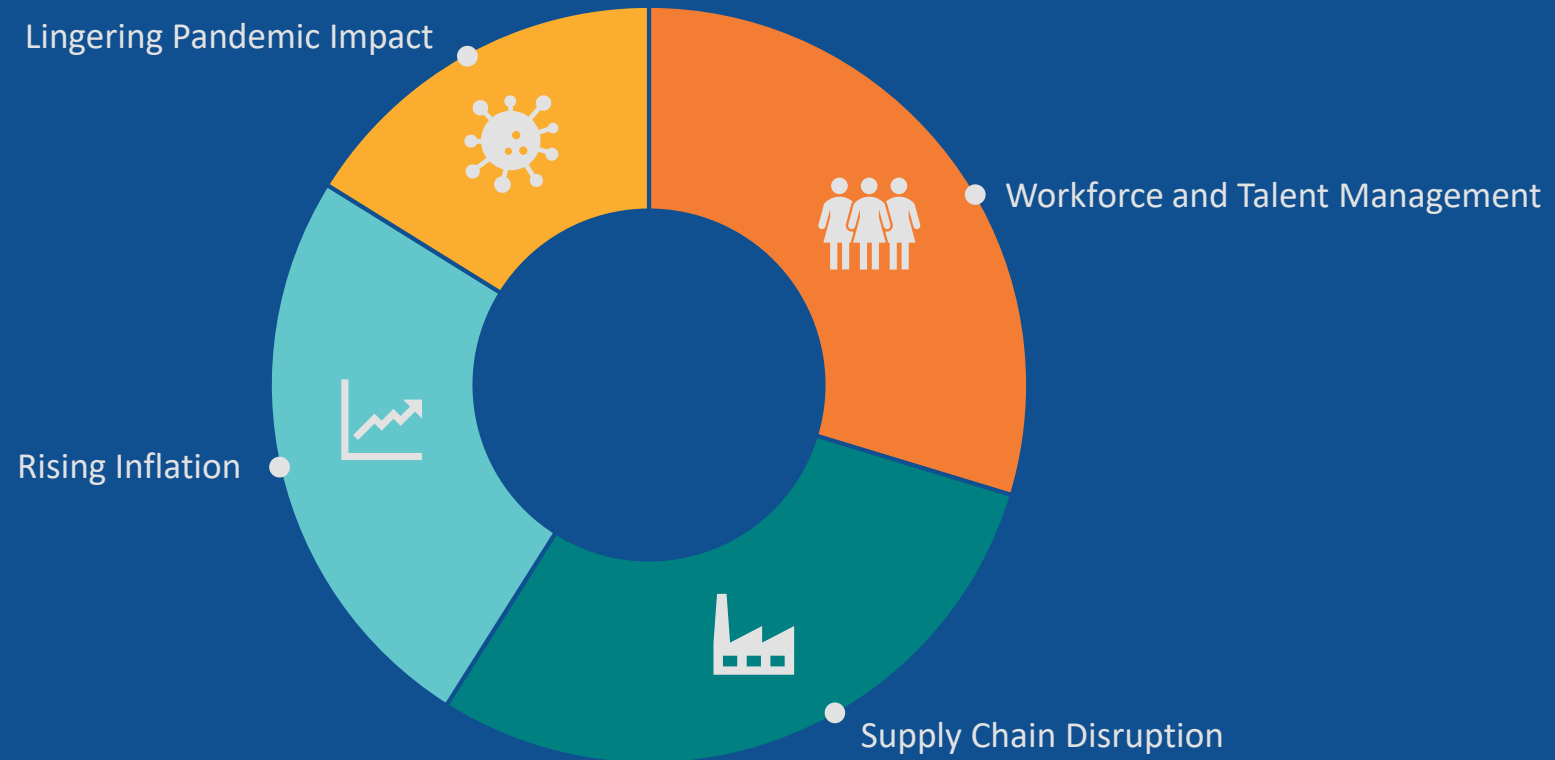
4%

Food Production

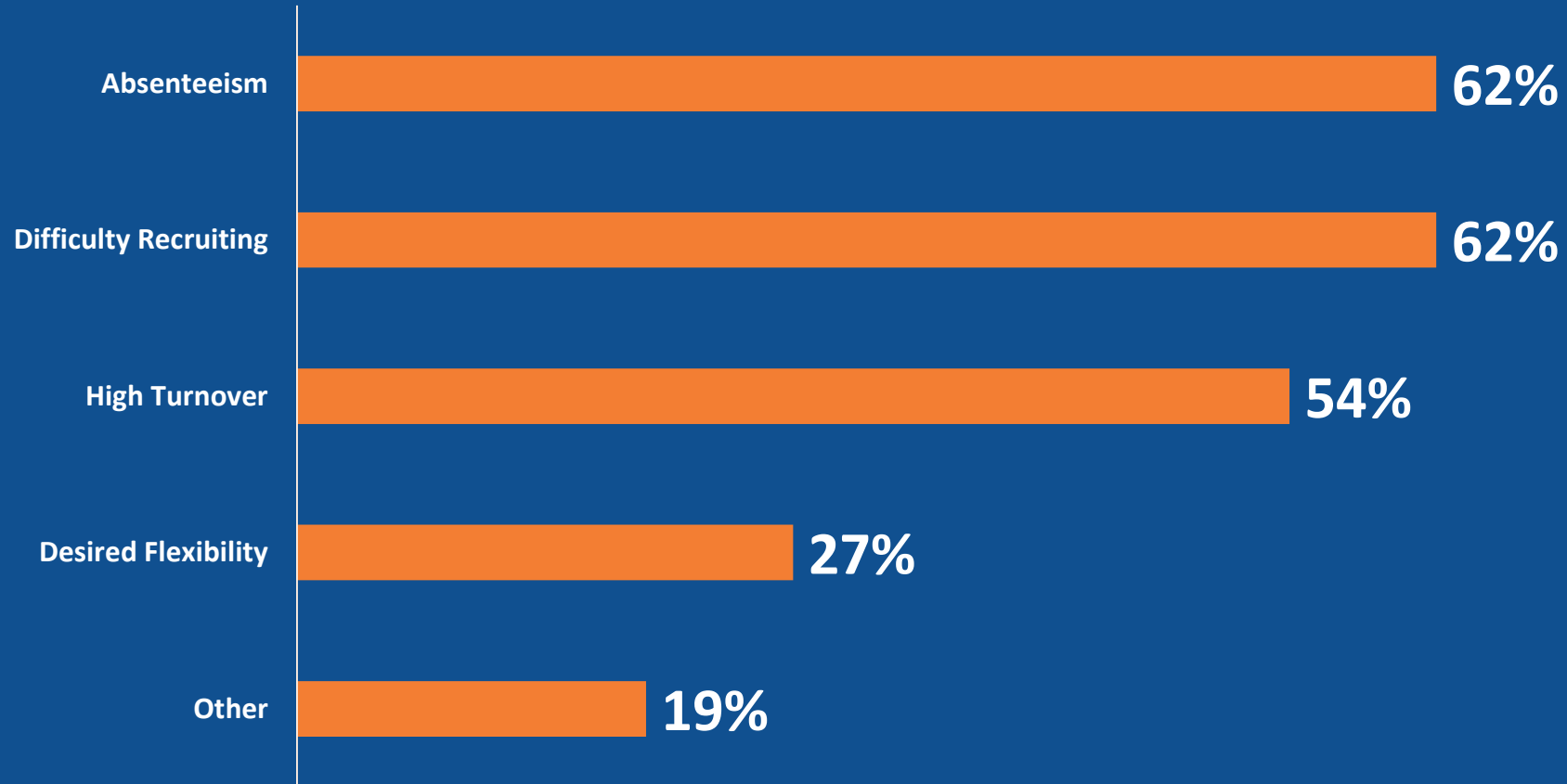
• — **What is the total number of employees in your business?**



- **What market challenges have impacted your business the most in the last year?**



• — **What challenges have you specifically experienced as it relates to your workforce?** *(Select all that apply)*





Content

- ✔ Market Review & Economic Outlook
- ✔ Survey Results, Trends & Strategies (by category)
- ✔ Q&A



Market Review & Economic Outlook

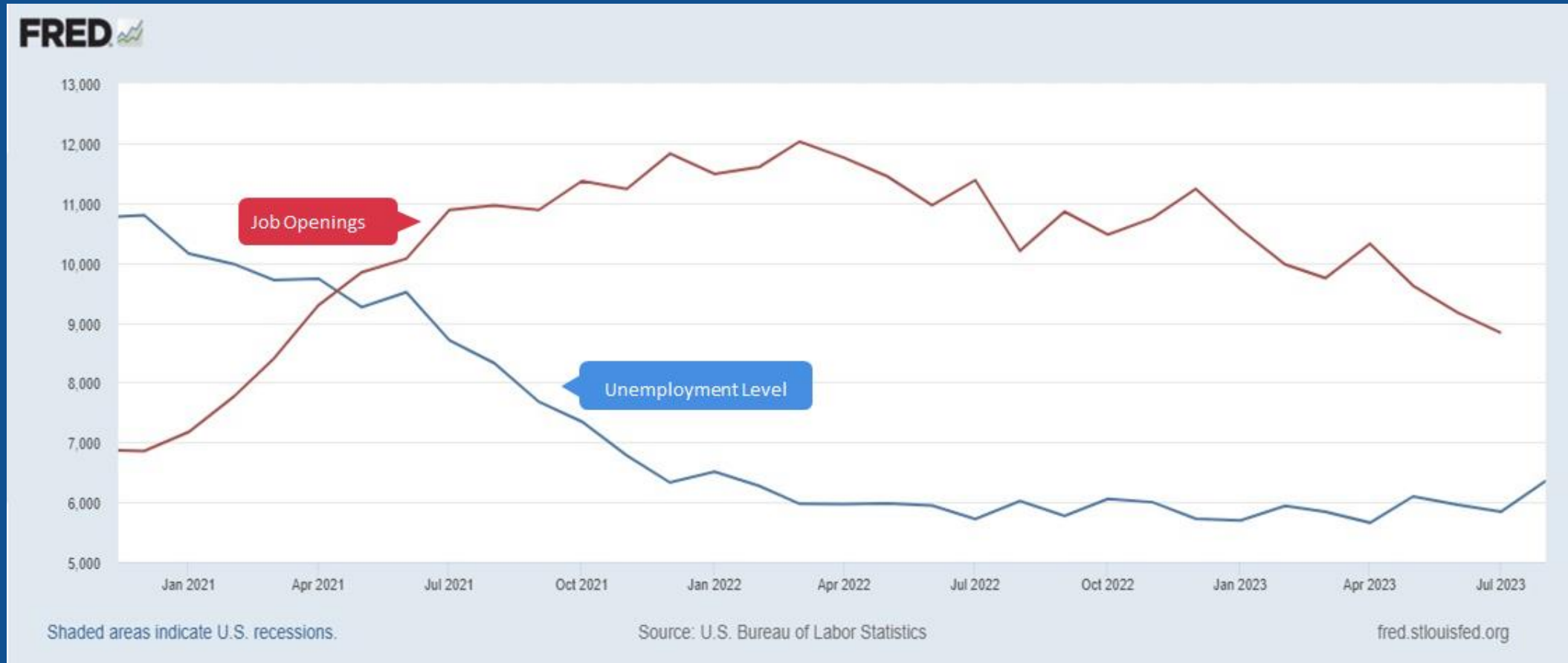
LABOR MARKET UPDATE

Job openings are declining yet remain elevated compared to pre-pandemic levels...



LABOR MARKET UPDATE

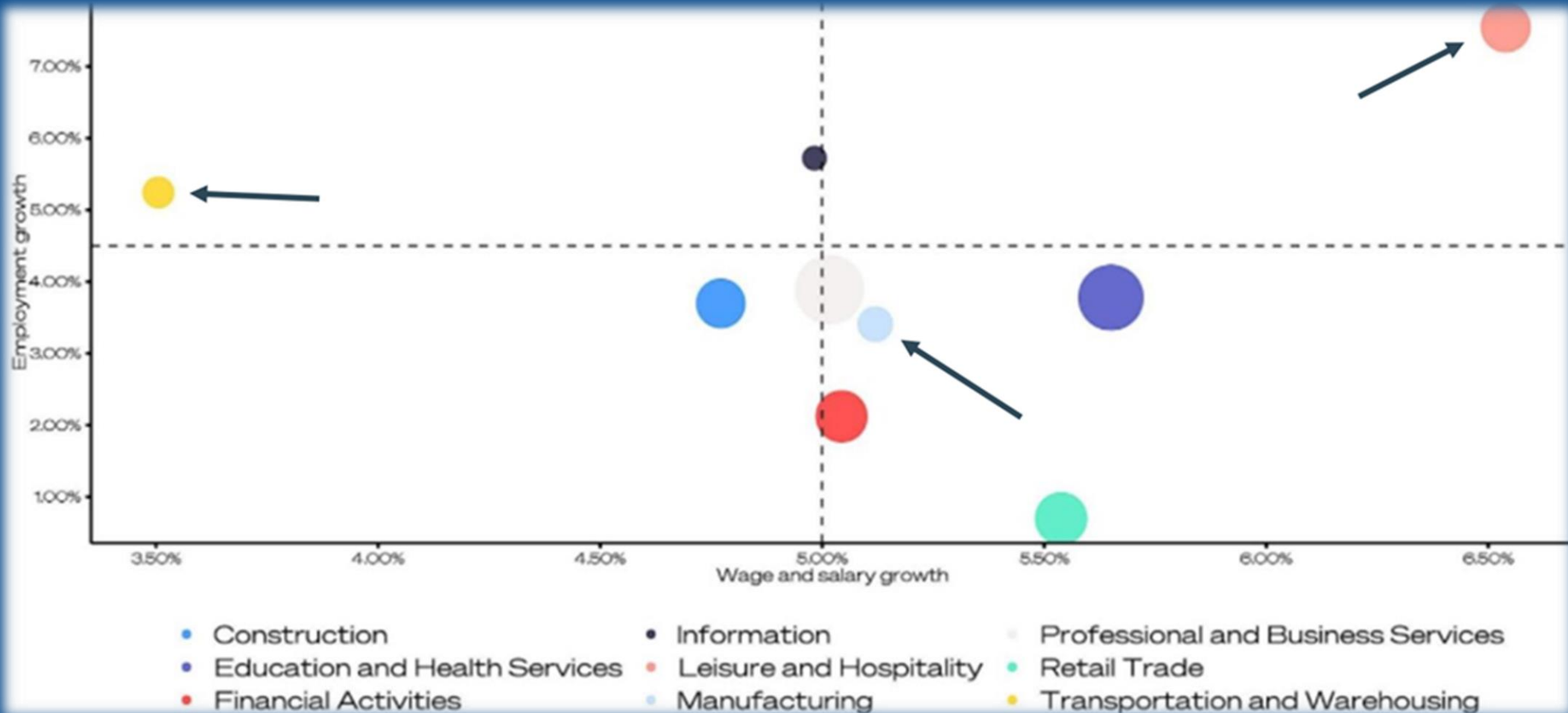
...but there is still a mismatch of supply & demand in the market.



Over 2.5 million jobs would remain open if all unemployed persons were working

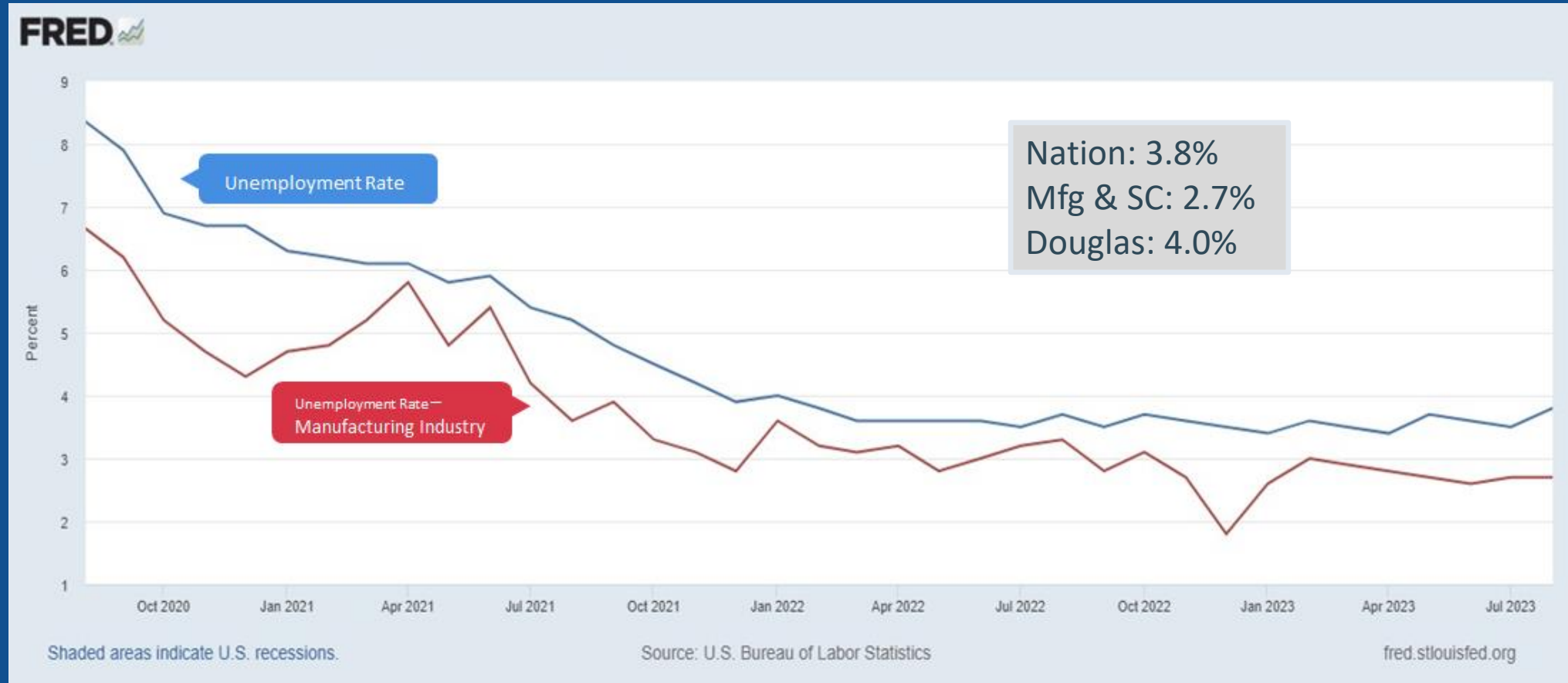
LABOR MARKET UPDATE

And the playing field has been leveled due to wage growth in all industries.



LABOR MARKET UPDATE

Expect a tight labor market to continue



Source: Bureau of Labor Statistics



MAU & Elevate Douglas Survey Results, Trends & Strategies



Wages and Compensation

Survey Results, Trends & Strategies

— When did your company last give a wage increase?



35%



27%



12%



19%



8%

- When is the last time you made a cost-of-living adjustment?



24%



16%



12%



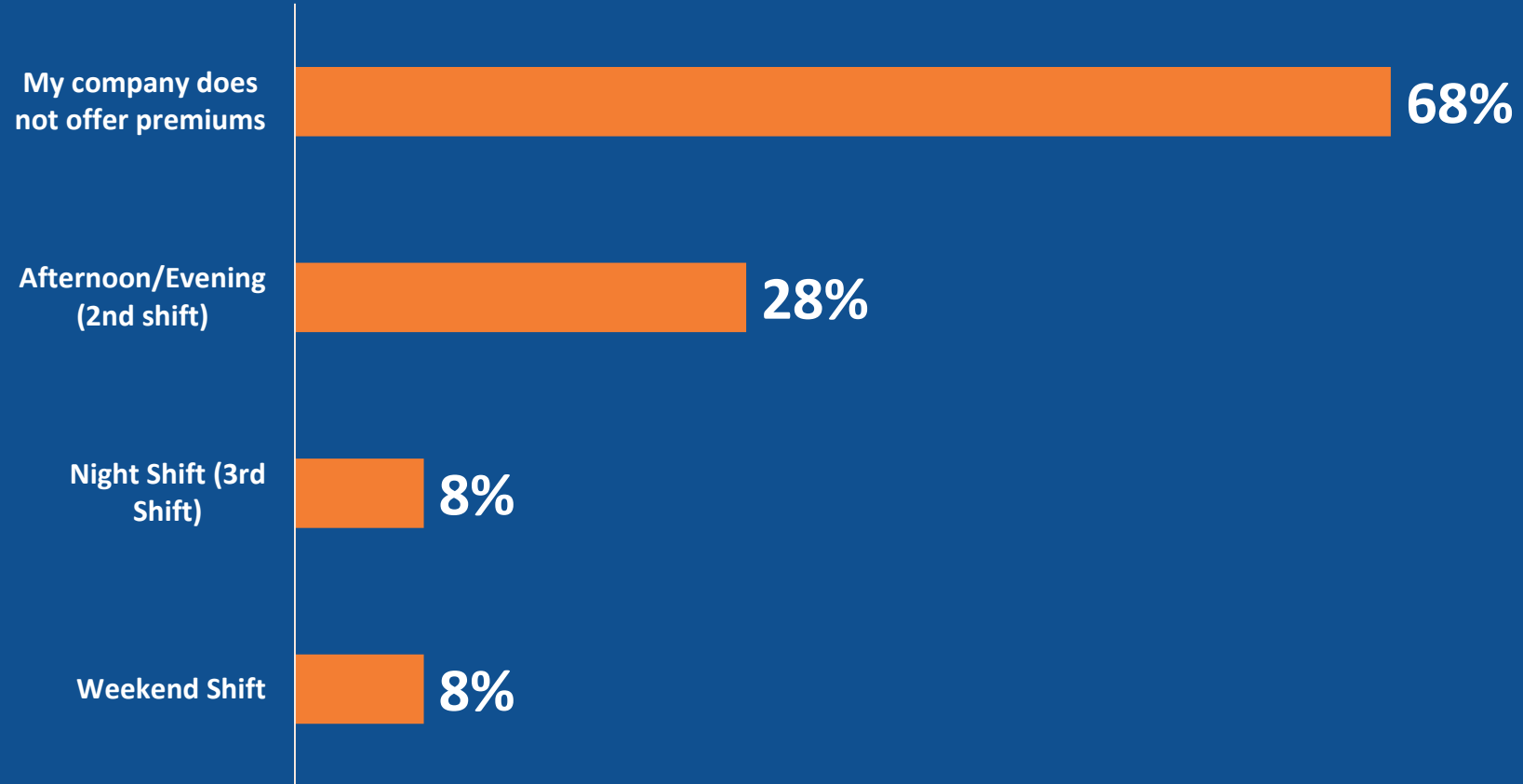
16%



32%

• — Does your business offer shift premiums?

(Select all that apply)



What is most important when looking for a job?



Source: Voice of the Blue-Collar Worker Survey 2023

Employment and Wage Growth

Worker's whose status in
"Employed Full-Time, More than One Job"

1.2
%

2.5
%

Worker's whose status in
"Employed Full-Time, One Job"

**Workers Feel the
Economic
Squeeze**



Work/Life Balance

Survey Results, Trends & Strategies

- On average, how many hours does the typical employee work per week?



68%



32%

- Approximately what percentage of hourly (non-exempt) employees work overtime regularly?



68%

- Does your business offer any scheduling flexibility?



46%

On-Site Only



47%

On-Site/Remote Mix

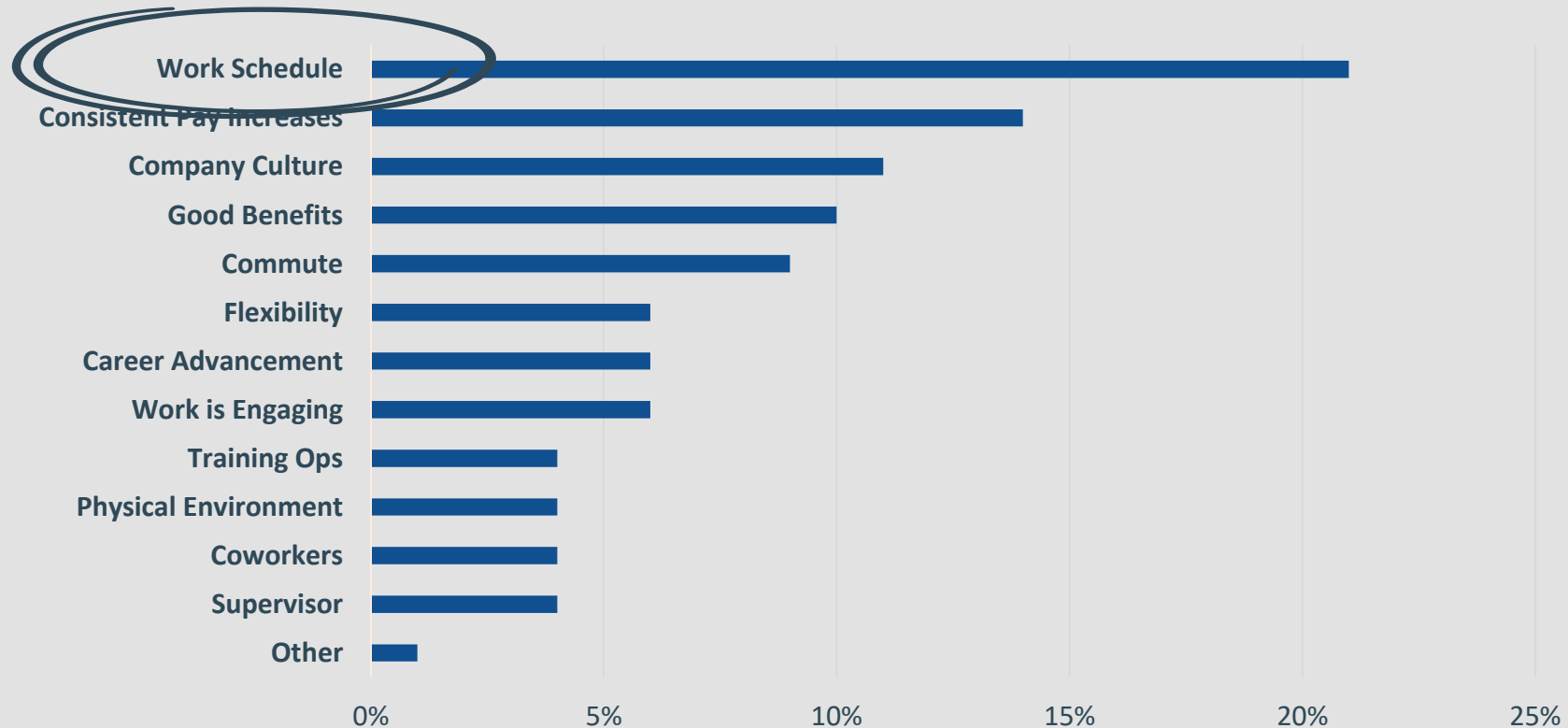


7%

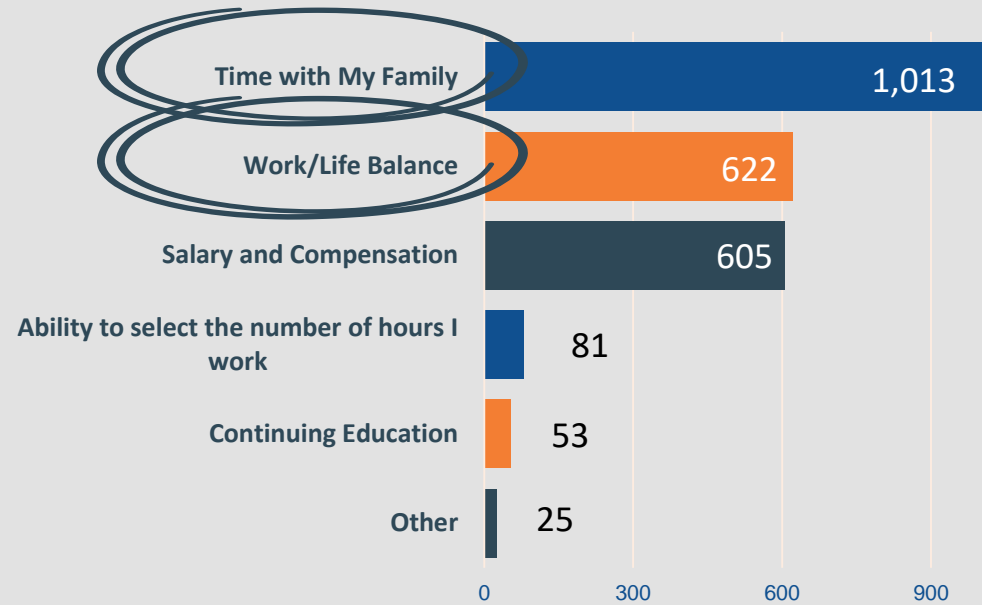
Remote Only

Take Work/Life Balance Seriously

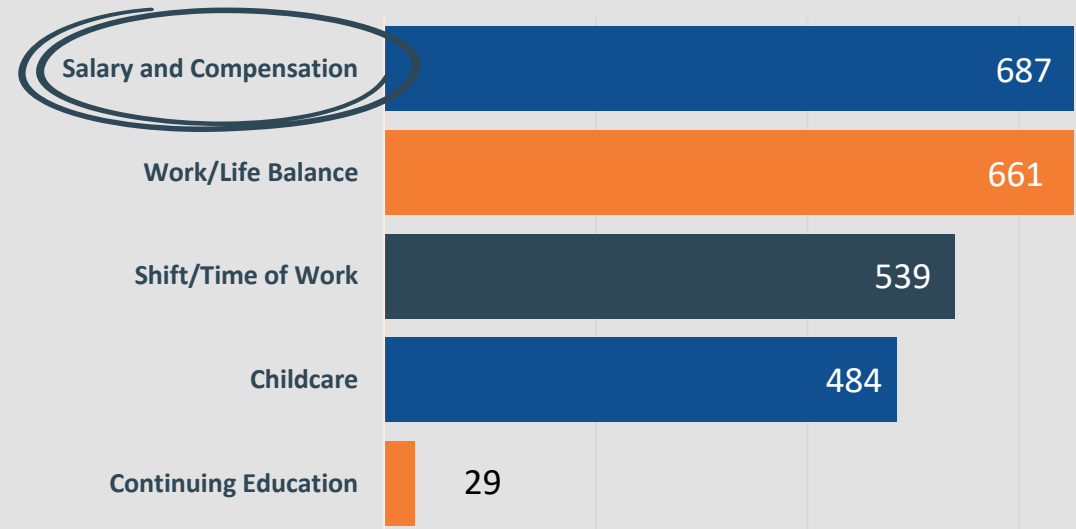
Thinking about the places you have worked, what are the top three reasons you worked there?



Take Work/Life Balance Seriously



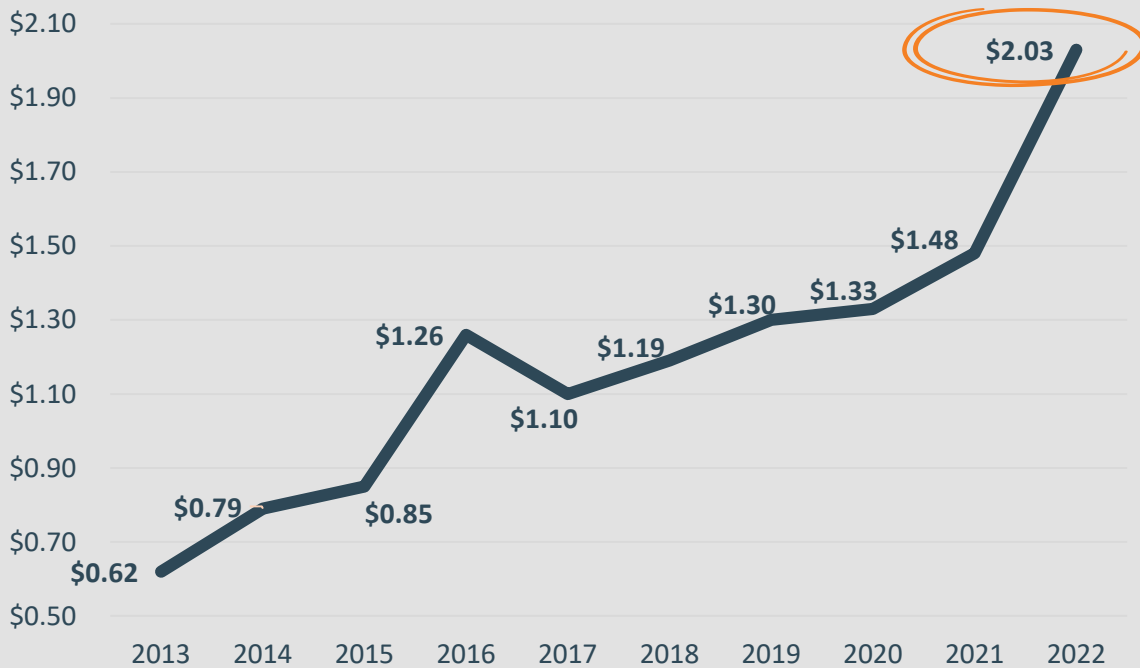
What is most valuable to you when it comes to work?



What is the biggest consideration when it comes to your work schedule?

Take Work/Life Balance Seriously

What is the amount of shift differential for you to take a shift other than first and STAY on that shift?



Limit Mandatory Overtime



Part-Time Models

Preferred Shift Structure

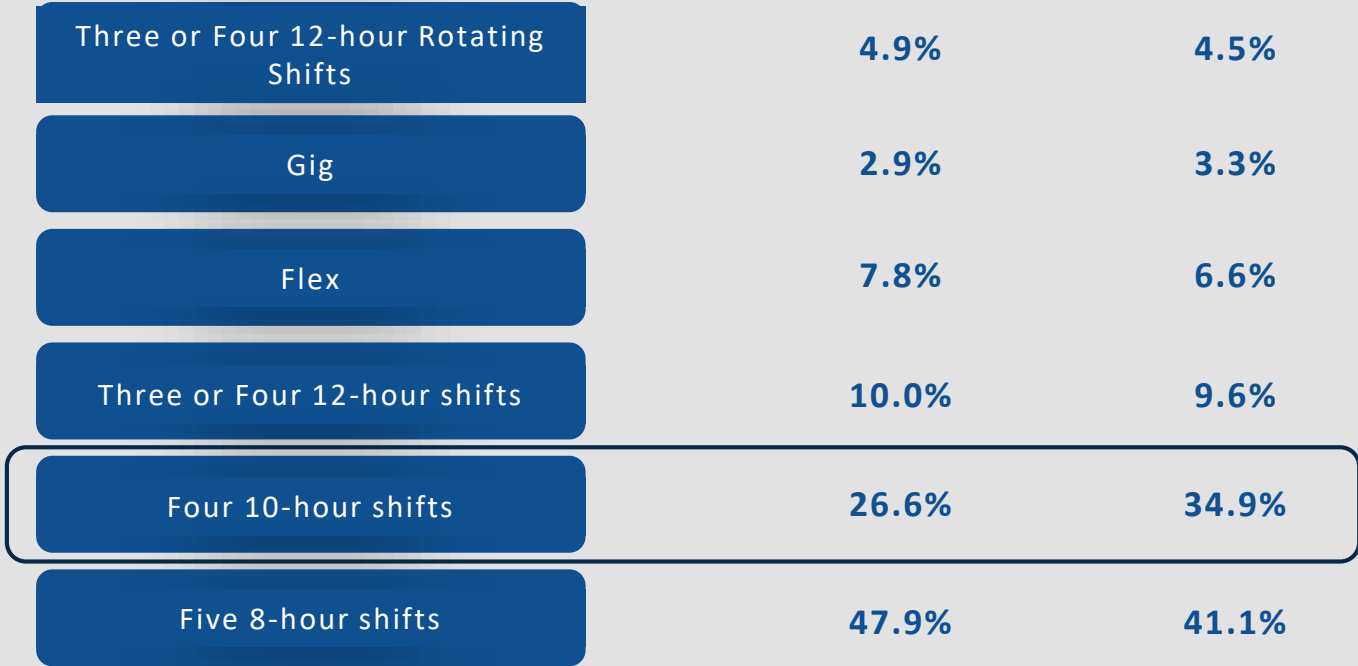


WHAT IS YOUR CURRENT SHIFT STRUCTURE?

Logistics	Manufacturing
4.3%	4.9%
4.3%	4.0%
8.2%	8.6%
8.8%	10.7%
22.6%	15.2%
51.8%	56.7%

WHAT SHIFT STRUCTURE DO YOU PREFER?

Logistics	Manufacturing
4.9%	4.5%
2.9%	3.3%
7.8%	6.6%
10.0%	9.6%
26.6%	34.9%
47.9%	41.1%



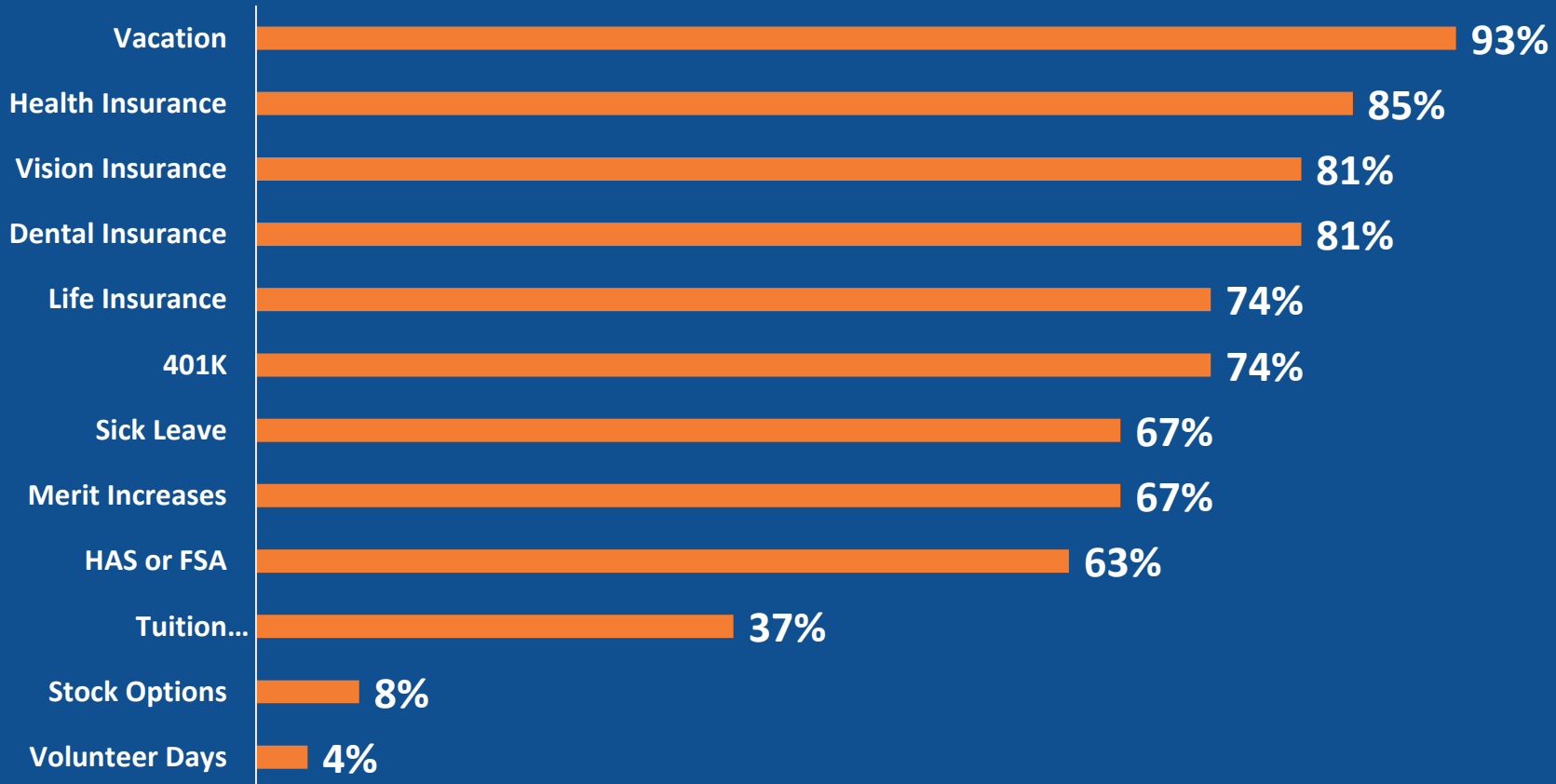


Benefits and Retention

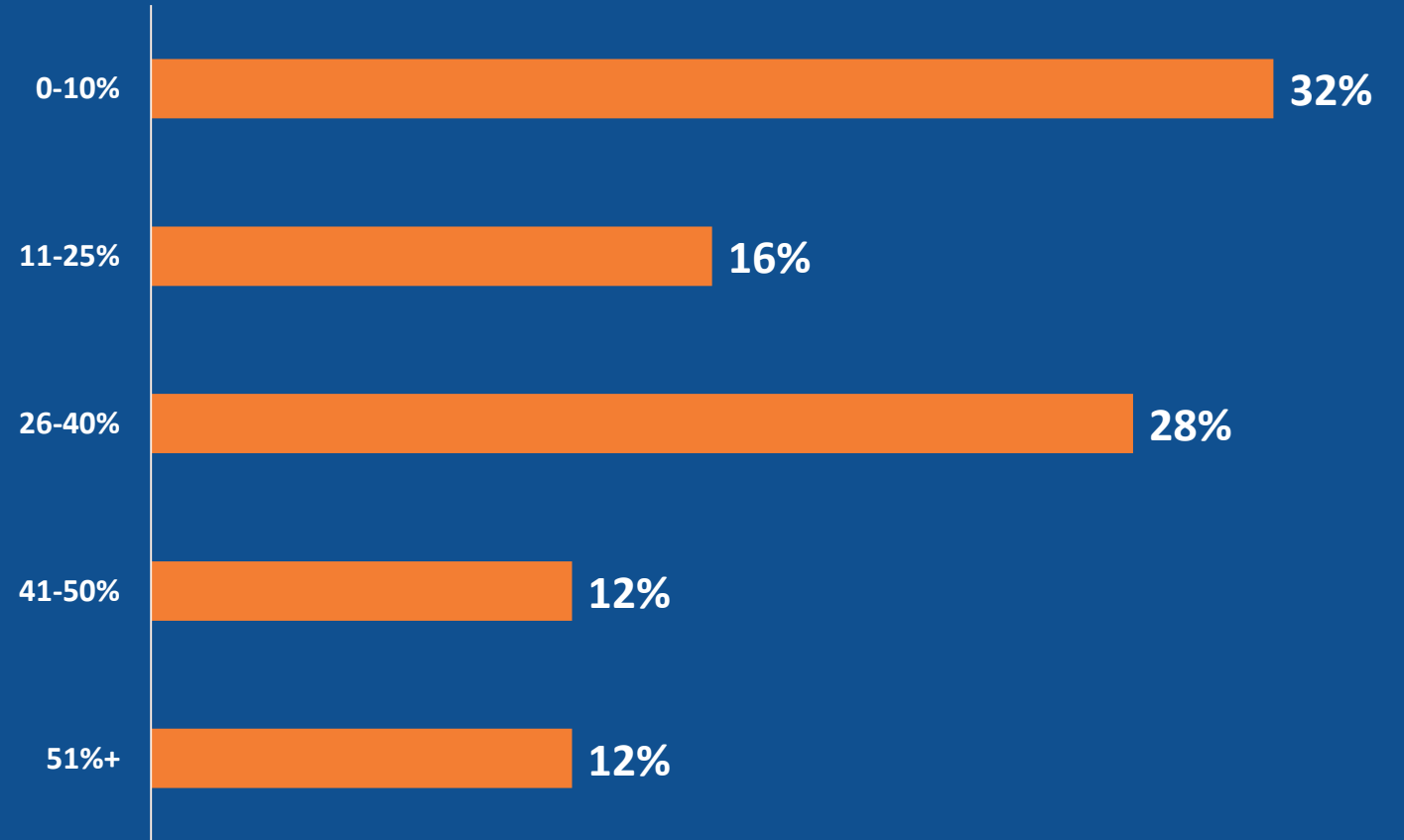
Survey Results, Trends & Strategies

Do you offer any additional employee incentives?

(Select all that apply)



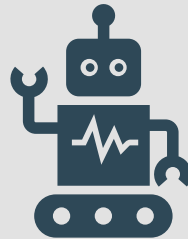
— In 2022, what was your turnover percentage?



Retention Imperatives



**Incentives &
Recognition**



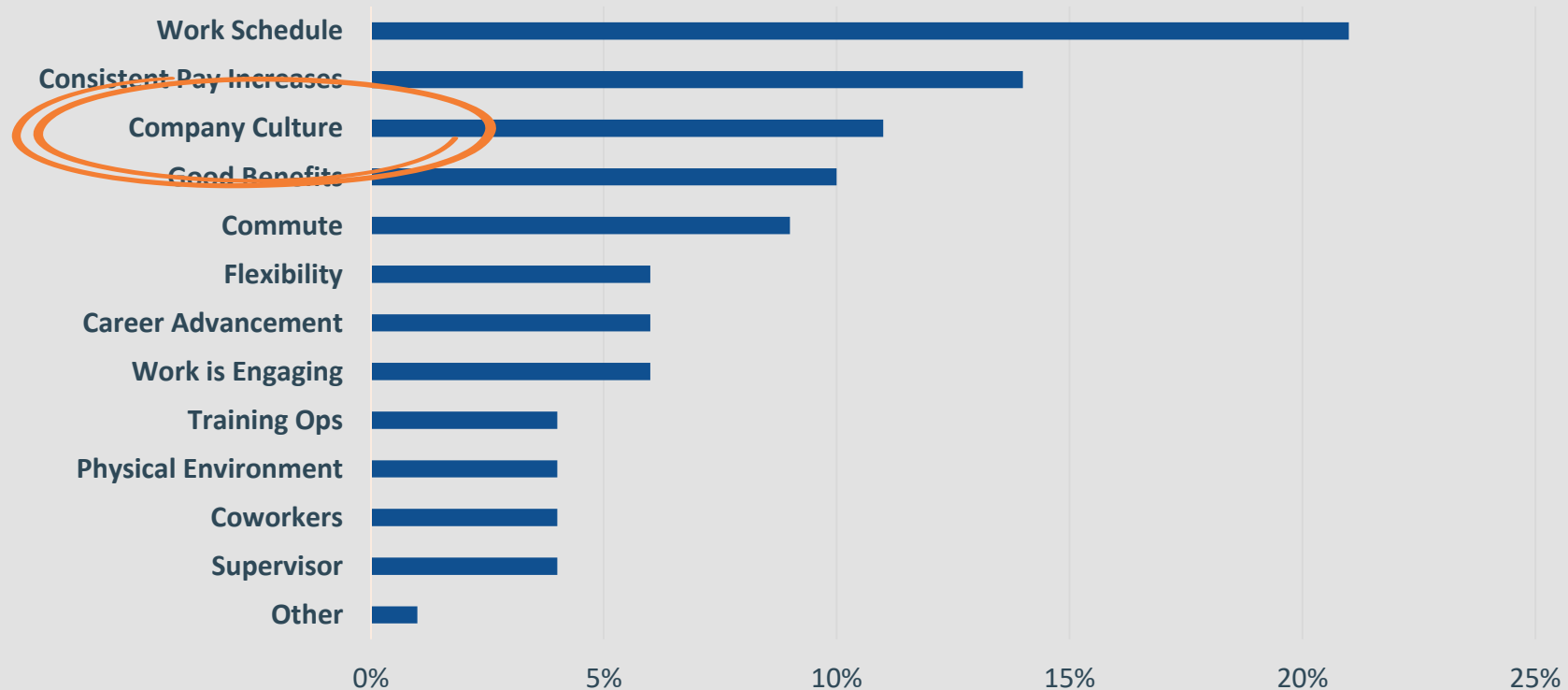
**Training &
Upskilling**



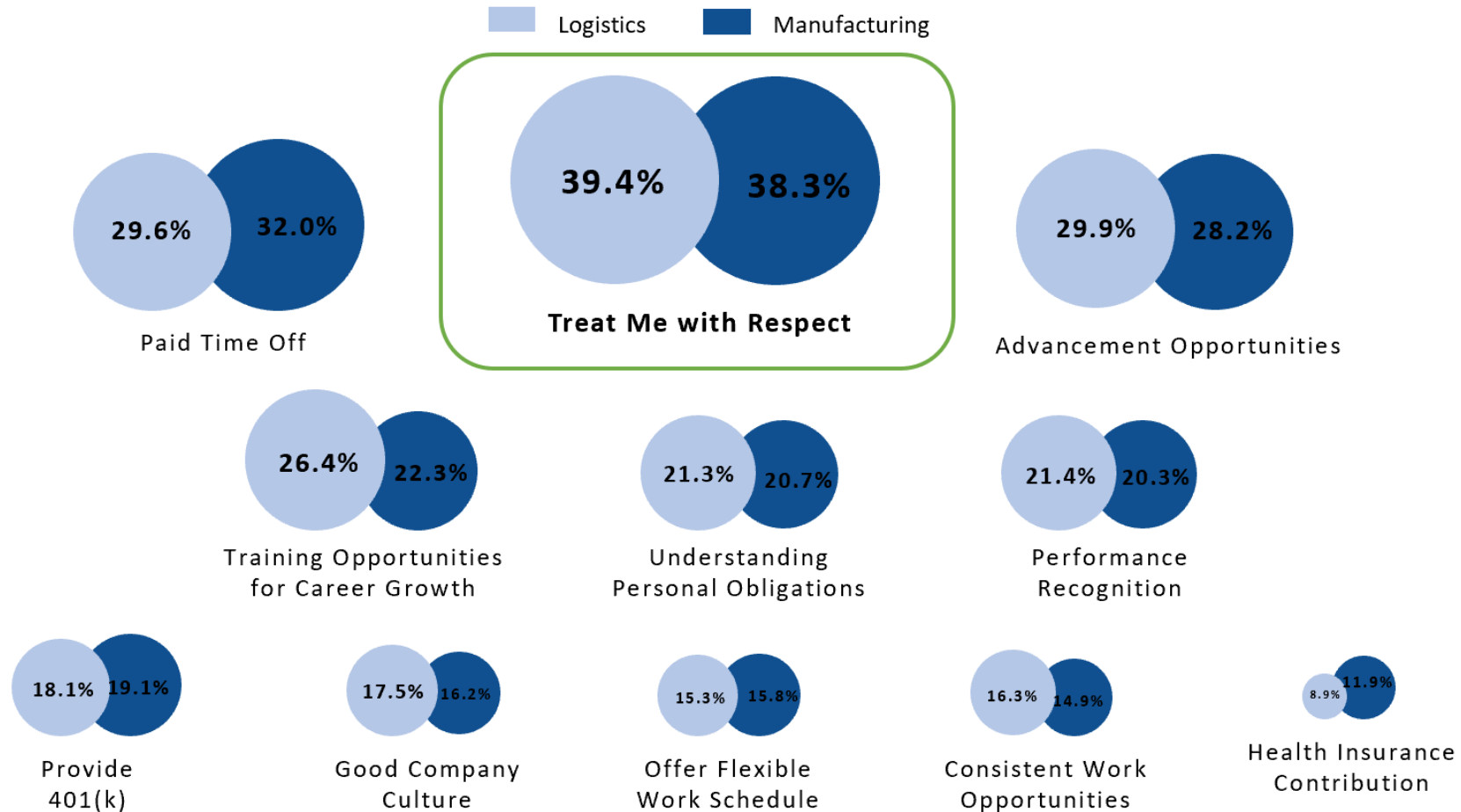
**Create a positive work
environment**

Company Culture is Important

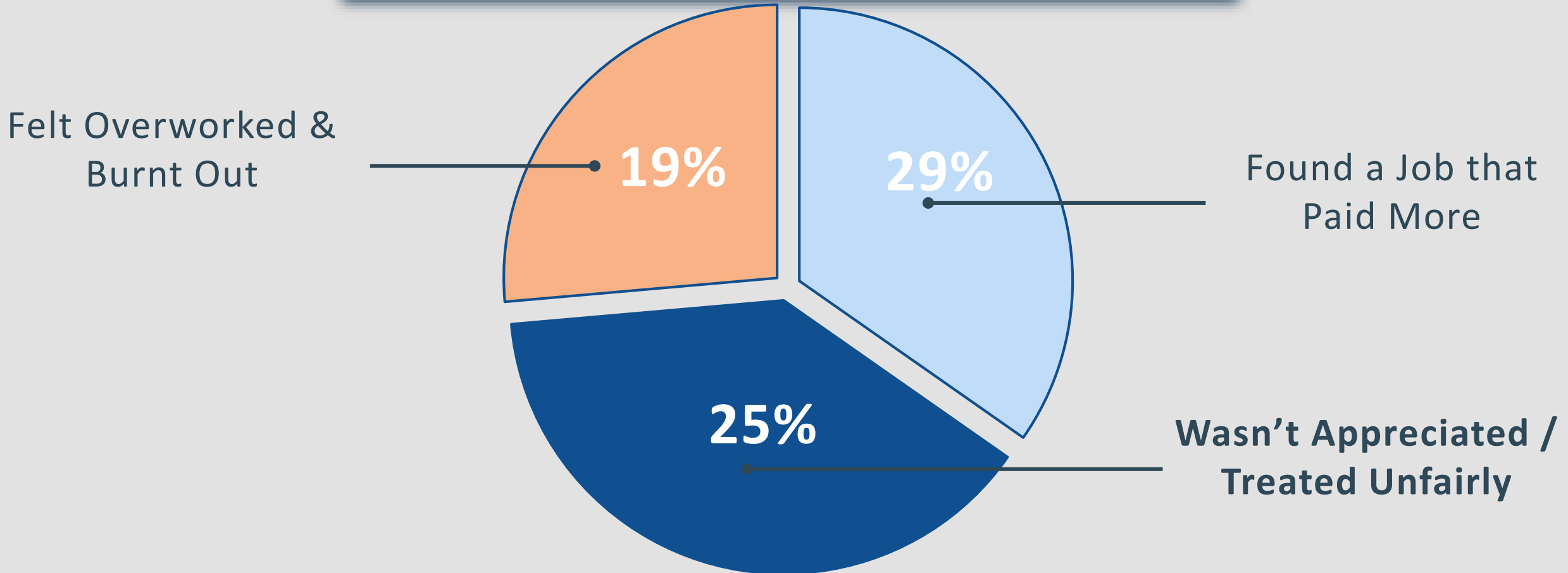
Thinking about the places you have worked, what are the top three reasons you worked there?



Other than pay, what can employers do to gain your loyalty?



Why did you leave your past jobs?





Q&A

Questions & Answers Session

In Partnership with
MAU50

Thank you!
—•—



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