



2009 COMPENSATION & BENEFITS SURVEY

TPM will publish its 2009 Compensation and Benefits Survey for the Timber Products Industry by the end of May. This survey was designed to provide accurate information on the pay levels for typical jobs found in timber and wood products companies. The survey data will assist companies in establishing competitive and equitable pay scales.

Over 100 companies representing approximately 6,600 employees participated in the 2009 survey. Survey participants were located predominantly in the states of Idaho, Montana, Oregon, Washington, South Dakota and Wyoming.

The final compensation report lists the number of companies reporting data for each position; number of employees reported in each position; and the 10th, 25th, 50th, 75th and 90th percentile pay rates as well as the average rate for each surveyed position. Position reports with less than three employees or three respondent companies were blanked out to assure anonymity.

ALL COMPANIES THAT PARTICIPATED IN THE TPM COMPENSATION & BENEFITS SURVEY WILL AUTOMATICALLY RECEIVE A COMPLIMENTARY COPY OF THE REPORT.

If you would like to order copies of the TPM 2009 Compensation and Benefits Survey Report, fill out and return the order form below. This will be a limited edition printing and orders will be filled on a first-come, first-served basis until the supply is exhausted.

Final survey results are categorized into the following job categories:

- ▲ Management
- ▲ Clerical
- ▲ Maintenance/General Labor
- ▲ Shipping & Receiving
- ▲ Sales & Marketing
- ▲ Transportation
- ▲ Logging
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