

Distillers and Brewers Compensation Survey

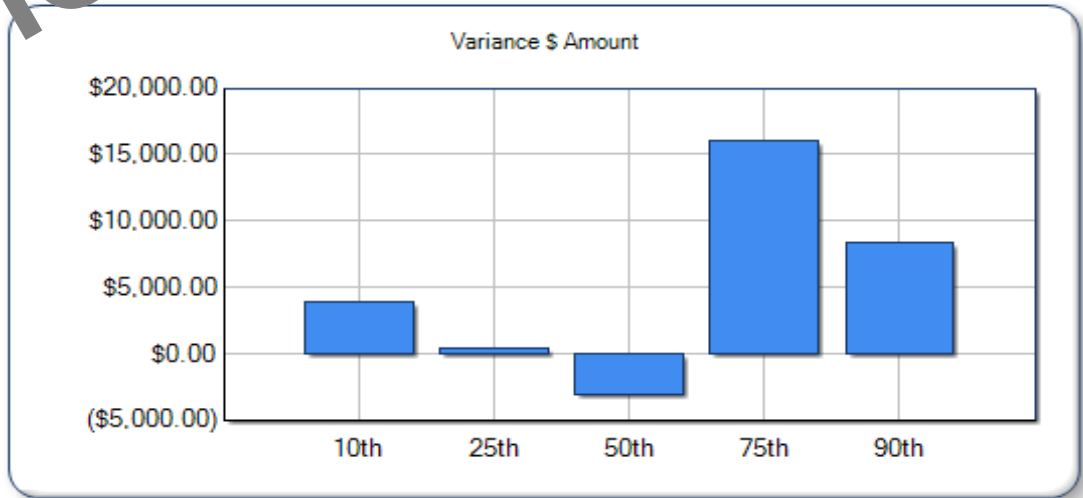
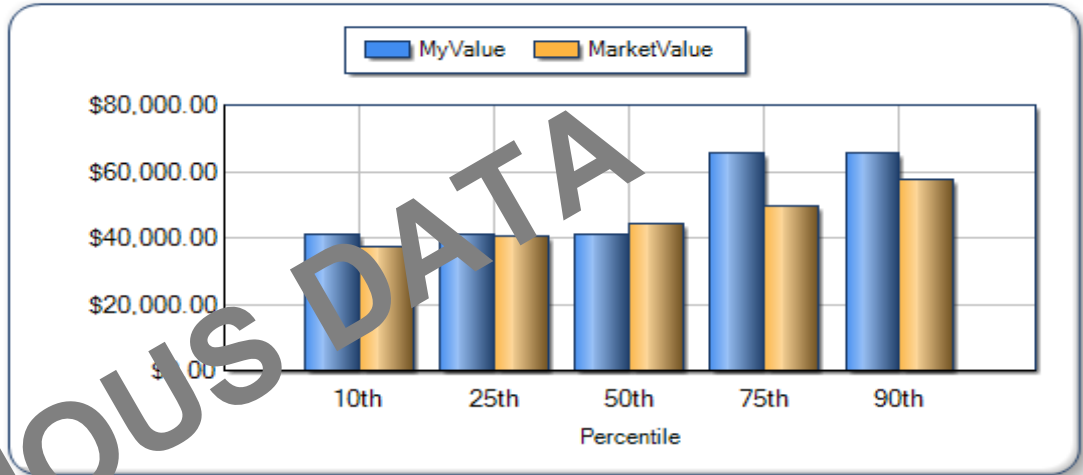


MARKET COMPARISON REPORT
REPORT ID = Sample

4042 - Shop Mechanic 2

Report analysis based on the Total Compensation of 4 Employee(s) from My Company and 306 Employees from 56 other companies.

| | My Data | Market Data | Variance % | Variance \$ |
|------------------|----------|-------------|------------|-------------|
| 10th | \$41,444 | \$37,500 | 10.51% | \$3,944 |
| 25th | \$41,444 | \$40,998 | 1.08% | \$446 |
| 50th | \$41,444 | \$44,555 | -6.99% | (\$3,111) |
| 75th | \$65,998 | \$50,000 | 31.99% | \$15,998 |
| 90th | \$65,998 | \$57,650 | 14.48% | \$8,348 |
| Employee Average | \$53,721 | \$46,330 | 15.95% | \$7,391 |
| Company Average | \$53,721 | \$46,417 | 15.73% | \$7,304 |



Emp Avg Variance % - Over/Under Salary Checkup



FICTITIOUS DATA