

2021 WAGE + BENEFITS REPORT

PRINTING INDUSTRY MIDWEST



Sponsored by LB Carlson

2021 WAGE + BENEFITS REPORT

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ABOUT THE 2021 WAGE + BENEFITS SURVEY & REPORTS

The 2021 Wage + Benefits survey and reports are a joint effort among the affiliated organizations of Print Industries. Since the 1970s affiliate partners have captured industry insight related to Wage + Benefit data across North America. Survey questions, results and analytical reports are provided by print industries thought leaders. Learn more about our experts and connect with us to find out how to get involved.



Teresa Campbell

Print Industries Executive
President, PIA MidAmerica

Teresa Campbell graduated from the University of Central Missouri in 1992 with a bachelor's degree in Graphic Arts Technology Management. She has served the printing industry since that time in a variety of operational management roles and went on to coordinate and teach Graphic Arts for Metropolitan Community Colleges in Kansas City. She started her own successful printing business from the ground up in her basement and years later sold the business. Today as President of PIA MidAmerica she serves as association leader for the printing industry representing Texas, Oklahoma, Kansas and Western Missouri. She is passionate about making a difference for an industry she knows and loves.



Joe Polanco

Print Industries Economist

Joe Polanco has more than 40 years of print industry and association experience. After graduating with a Printing Management degree from Cal Poly, San Luis Obispo, Joe spent nearly 15 years in operational positions in printing companies before joining PIA MidAmerica, where he served as its President and Affiliate Manager for 20 years prior to retiring. Joe also holds an M.B.A. from California State University, Long Beach.

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AFFILIATE PARTNERS

The 22 affiliate partners of Print Industries are listed below. Together, the affiliates have a rich history dating back to the late 1800s. Their experience and skill serve and support in the success of the printing industry across North America.



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The Wage + Benefits Survey & Reports is proudly sponsored by LB Carlson. LB Carlson is a CPA and management consulting firm that has specialized in providing services to the print and graphics industry for more than 45 years. LB Carlson understands the unique challenges within this industry and has become the service provider of choice for many print and print-related organizations. They provide business consulting, merger & acquisition, tax, attest, SOC reporting and accounting services. To learn more, visit their website at lbcarlson.com.



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USING THE REPORTS

The 2021 Wage + Benefits Reports are a joint effort. This year's survey had 429 participating companies and over 14,790 compensation data points. The compensation levels reflect wages/salaries from experienced individuals in each job classification reported.

NOTE: Management and Department Managers are reported as annual salaries. All other data is hourly.

Format for wage reporting:

	# of Co.	# of Ee	Average	Lowest	Q1	Median/Q2	Q3	P90	Highest
All Participants	151	151	\$156,555	\$24,000	\$96,000	\$132,000	\$206,250	\$269,500	\$469,584
North East	35	35	\$167,896	\$40,000	\$91,700	\$154,420	\$228,750	\$272,500	\$469,584
South East	14	14	\$135,530	\$24,000	\$72,960	\$112,500	\$179,750	\$256,000	\$265,000
South Central	20	20	\$124,728	\$52,461	\$80,000	\$120,000	\$130,000	\$200,000	\$291,500
North Central	57	57	\$176,271	\$46,000	\$101,000	\$153,000	\$213,900	\$306,630	\$457,579
West	25	25	\$132,963	\$45,900	\$75,750	\$120,000	\$157,500	\$247,284	\$275,000

Categories

of Co. – The number of companies reporting

of Ee – The number of responses/employees which were reported in this classification

Lowest – The lowest wage/salary reported

Q1 – 25% of all reported data is below this compensation figure

Median/Q2 – The midpoint of all data reported

Q3 – 75% of all reported data is below this wage/salary

P90 – 90% of all wages/salaries reported are below this level

Highest – the highest wage/salary reported

Average and Median/Q2 columns have been highlighted to assist in analyzing the data. When the Median is quite different than the Average, it indicates a high probability that the highest or lowest reported wage is an outlier. When both the Average and the Median/Q2 are similar, it indicates a "normal" distribution of data.

Data is not published if less than 4 companies submitted information in a region or classification.

Regions

Compensation and policies are reported by region due to differences in parts of the country.

Regions are defined as:

North Central – IA, IL, IN, MI, MN, ND, NE, OH, SD, WI

North East – CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT

South East – AL, FL, GA, MS, NC, SC, WV, VA

South Central – AR, KS, KY, LA, MO, OK, TN, TX

West – AK, AZ, CA, CO, HI, MT, NM, NV, OR, UT, WA, WY

Demographics

COMPANIES REPORTING -- 429	
Participation By Region	
North East	17.9%
South East	6.3%
South Central	24.0%
North Central	34.3%
West	17.5%
Participation By Process/Capabilities	
No Selection	0.7%
Bindery / Finishing	4.4%
Business Forms Manufacturer	1.6%
Converters / Packaging - Offset	3.3%
Design / Marketing Services	1.6%
Digital Printer	5.8%
Envelope Converters	1.4%
General Commercial Printer ^[1]	52.9%
In-plant Printer	3.5%
Mailing House / Services	2.8%
Other	8.6%
Packaging - Flexo	2.3%
Quick Printer	2.8%
Tag & Label	3.7%
Web Printer (Heat Set)	2.1%
Web Printer (Non-Heat Set)	0.5%
Wide Format	1.9%

All Companies - By Employment Size

	All Firms	All EE	Union Firms ^[2]	EE ^[2]
1 - 25 Employees	34%	6%	6%	6%
26 - 75 Employees	34%	20%	7%	7%
76 - 150 Employees	19%	26%	6%	6%
150+ Employees	12%	48%	8%	20%

[1] Many firms in this classification offer multiple specialties, but were classified as General Commercial Printers.

[2] Data in the last two columns reflect the firms with a unionized workforce. For example, 6% of all companies with 1-25 employees reported a unionized workforce, representing 6% of all employees who worked for companies with 1-25 employees.