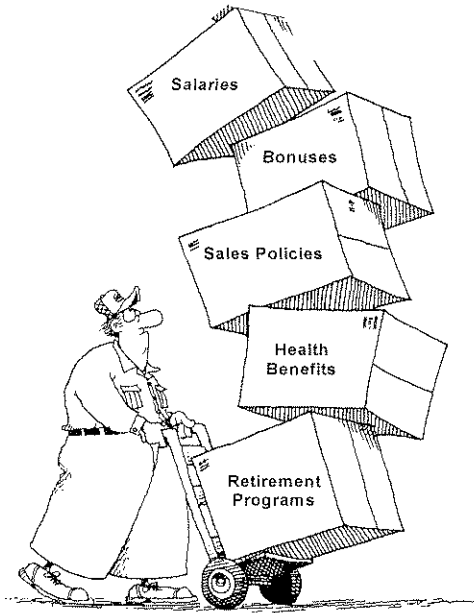


2012 Employee Compensation Study



How does your compensation package stack up against other distributors?

Are your employees overpaid or underpaid?

How about the management team?

What benefits do other firms provide?

Get the answers by participating in this
NAFCD sponsored study.

If you're like most distribution firms, you're running lean these days with just enough personnel to get by. Hiring and keeping good employees is essential to the profitability of your business, especially in today's economy.

When it comes to hiring employees, you must consider your overall employee compensation plan—not just your wage scales, but your benefits package as well—in comparison to others in distribution. Furthermore, you're not just competing for the best employees with other NAFCD distributors, you're also up against all the distributors in your area.

The **2012 Employee Compensation Study** will provide a detailed view of compensation and benefit programs based on approximately 2,000 distributors from over 30 distribution organizations. This large, diverse sample will provide a wide range of compensation information for your specific industry and also for distribution in general with 20 sales volume categories, over 100 geographic areas and 50 metro markets.

Participating firms will receive a wealth of information covering topics such as:

- Executive Compensation
- Employee Compensation
- Sales Commission Plans
- Inside/Counter Sales Policies
- Benefit Programs
 - Health Care
 - Retirement
 - Vacation and Time Off

Schedule

Questionnaires will be distributed to all NAFCD distributors in early January. They are due back by March 1st. Survey results will be available in May.

Don't miss this opportunity to receive the most comprehensive compensation data available in distribution!