ASE Compensation Survey

2024

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ASE

MISSION STATEMENT

ASE's mission is to support employers by providing a broad range of information, services, and training that enables them to successfully manage their most important asset: ***their people***.

AVAILABLE SURVEYS

COMPENSATION

ASE Compensation Survey

National Executive Compensation Survey

National Sales Compensation Survey

Nonprofit Compensation Survey

Salaries for Co-op Students & Recent College Graduates Survey

Salary Budget Survey

POLICY AND PRACTICES

Holiday Schedule & Practices Survey

Michigan Policies & Practices Survey

National Policies & Practices Survey

Pay Administration Survey

WELFARE BENEFITS

Health, Welfare, & Retirement Survey

WORKFORCE PLANNING

Employee Turnover Survey

McLean HR Trends Survey

National Business Trends Survey

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Introduction

ASE invites both member and non-member organizations to participate in its benchmarking surveys. Every effort is made to promote the survey to all business sectors and employer types. Invitations to participate in this survey were distributed to organizations during the last week in January. Participants were instructed to report pay rates **in effect on or near February 1, 2024.**

ASE's staff carefully reviews each data submission before it is included in the survey report. ASE uses a variety of techniques and systems to ensure the accuracy of the data, including contacting participants to clarify and/or correct any data points that may appear questionable. The data presented in this report are provided without warranty of any kind for accuracy, omission, completion, or timeliness.

Proper Use of This Report

Benchmark surveys produced by ASE are most effective when used as a guide for management, in combination with other data, to determine the company's position and its options. Survey users should not attempt to use these survey results and/or summaries as absolute standards. ASE recommends the use of multiple survey sources when pricing a job. Any survey data should be used in advance of any readjustments of rates, schedules, or policies. In cases of collective bargaining, any references to survey data should be removed from the bargaining sessions.

The information contained in ASE's surveys is confidential, and all survey users are requested to maintain this confidence by **restricting the use of surveys to authorized personnel only**. ASE guarantees that it will hold all data it receives for all its surveys in strict confidence.

Inclusion of a job in this survey, or others, should not be used as a basis for determining if a job is exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). A thorough analysis of the job duties and payment practice of an incumbent(s) should be conducted to ensure proper classification. For assistance with employee classifications, contact ASE's Surveys Services department.

How to Use the Survey

Survey Demographic Categories
Data for this report has been broken out according to a variety of variables and statistics. These variables are defined on the following pages. Organization size, geographic location, and industry type offer a more detailed perspective on the compensation landscape for specific job positions.

Confidentiality
To ensure the confidentiality of all survey respondents and the usefulness of the survey, data for some categories and statistics will not be reported. Demographic categories that have fewer than five organizations reporting will be suppressed (i.e., not reported as individual categories). Additional data (i.e., the 10th and 90th percentiles) is suppressed when fewer than ten organizations are represented in the sample for a given line of data. In such cases, a "-" will be placed where statistical data would normally appear.

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Dominance diffusion has been used to adjust the statistic in any instance where a single company constitutes 25% or more of the employee sample on a weighted basis for a given job and/or demographic category. This diffusion algorithm reduces the influence of the dominating organization's data below the dominance threshold. The adjusted data is shown in italics.

Aging Survey Data
The pay period covered by the survey data began **on or near February 1, 2024**. Therefore, when using this survey, it may be necessary to age the data to bring the survey results to the current date. This is achieved by using trend information to help determine how fast the job market has moved since the date the survey data was gathered. For more information on aging survey data, please contact ASE's Survey Services department.

Definition of Terms

Job Number/Title
For each job number and title, a job description has been provided.

Total Responses
Consolidated survey data is presented. This data relates to all survey respondents. Organizations are counted once in instances where they report data in more than one geographic area for a given job title.

Geographic Area
Survey data has been broken out according to the geographic locations of respondents. These areas are reflective, although not all inclusive, of the ASE membership area. Regions are based on groupings of counties with similar boundaries that will contain a sufficient number of responses so as to provide beneficial information.

Ann Arbor
Washtenaw county

Detroit Metro
Livingston, Macomb, Oakland, St. Clair or Wayne county

Flint
Genesee, Lapeer or Shiawassee county

Grand Rapids/Muskegon/Holland
Allegan, Barry, Kent, Montcalm, Muskegon or Ottawa county

Grand Traverse
Antrim, Benzie, Charlevoix, Emmet, Grand Traverse, Kalkaska or Leelanau county

Jackson
Hillsdale, Jackson or Lenawee county

Kalamazoo/Battle Creek
Berrien, Branch, Calhoun, Cass, Kalamazoo, St. Joseph or Van Buren county

Lansing
Clinton, Eaton, Ingham or Ionia county

Monroe/Toledo
Lucas or Monroe county

Northeast Michigan
Alcona, Alpena, Cheboygan, Crawford, Iosco, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, or Roscommon county

Saginaw/Bay/Midland
Arenac, Bay, Clare, Gladwin, Gratiot, Huron, Isabella, Midland, Montcalm, Saginaw, Sanilac or Tuscola county

Upper Peninsula
Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, or Schoolcraft county

Wexford/Missaukee
Lake, Manistee, Mason, Mecosta, Missaukee, Newaygo, Oceana, Osceola or Wexford county

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Company Size
Survey data has been broken out according to five distinct organizational sizes (i.e., employee populations). It is important to note that in many cases, the size of an organization does not necessarily correlate exactly to the number of employees for which that organization has provided information. In many instances, organizations may have employees who are not represented in this survey. However, the compensation strategy of such an organization is nonetheless reflective of its actual company size.

Industry Type
Survey participants were instructed to provide their industry classifications. These have been rolled into several generic industry groups. For each job title, only those industries with a significant number of responses are listed. In other words, for industries which may not use a particular job position, or where there were not enough responses for that position to guarantee confidentiality, those industries will not be listed.

Goods Producing, Non-Manufacturing
- Natural Resources / Mining
- Utilities
- Construction

Non-Durable Goods Manufacturing

Durable Goods Manufacturing

Trade & Services
- Retail Trade
- Wholesale Trade
- Transportation / Warehousing
- Information (Communication/Broadcasting)
- Professional / Business Services
- Leisure / Hospitality Services
- Services, not elsewhere classified

Government & Financial Services
- Financial Activities
- Public Administration

Educational & Health Services
- Education Services
- Health Services
- Social Service

Company Revenue *(Available in the online portal only)*
Survey participants were instructed to report their approximate annual revenue based on their last fiscal/calendar year. Non-profit organizations were instructed to report the organization's operating budget.

Supplier Status *(Available in the online portal only)*
Survey data has been broken out according to the automotive supplier status of respondents. For the purposes of this survey an automotive supplier is a company that supplies components, or services directly to the Original Equipment Manufacturers (OEMs).

Profit Status *(Available in the online portal only)*
Survey participants were asked to provide their profit status classification. For the purposes of this survey a non-profit organization is an organization that qualifies for tax exemption under section 501 of the Internal Revenue Service Code.

Unionization *(Available in the online portal only)*
Survey participants were instructed to report if a labor union represents any segment of their workforce. Survey data has been broken out according to the unionization status of respondents.

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Definition of Statistics

Participation Data
Number of Organizations (No. of Orgs)
The total number of organizations that provided data for the individual job position.

Number of Employees (No. of EEs)
The total number of employees that are represented by the above number of organizations for the individual job position. In most cases, this number will be significantly larger than the number of organizations reported in the above statistic. This difference is simply due to organizations employing more than one person in a particular job position.

Base Pay
Organization Average (Org. Avg.)
The average base rate reported by responding organizations for the specific job title. This statistic is based on the organization-reported average, where each organization's data is given equal weight.

Incumbent Average (Inc. Avg.)
This number represents the average base rate paid to an employee in the job classification, rather than what the average organization pays for the classification. This statistic is commonly referred to as the "weighted average," due to the fact that organizations reporting large numbers of employees in a particular job title tend to "weight" the sample.

This survey excludes incumbents whose compensation is exclusively based on commission only.

Interquartile Ranges
25th Percentile (25th)
Twenty-five percent of all pay rates are at or below this statistic, and *seventy-five* percent are above this statistic.

Median
Fifty percent of all pay rates are at or below this statistic, and *fifty* percent are above this statistic. The median is traditionally a better measure of central tendency given that is less affected by extreme values.

75th Percentile (75th)
Seventy-five percent of all pay rates are at or below this statistic, and *twenty-five* percent are above this statistic.

Extremes
10th Percentile (10th)
Ten percent of all pay rates are at or below this statistic, and *ninety* percent are above this statistic.

90th Percentile (90th)
Ninety percent of all pay rates are at or below this statistic, and *ten* percent are above this statistic.

Note: The interquartile and extreme ranges presented in this report are derived from statistics based on incumbents.

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Variable Pay

Number of Organizations (No. of Orgs)

This number represents the total number of organizations that offer any form of variable cash compensation to employees in the job position.

Organization Average (Org. Avg.)

Of the organizations reporting variable cash compensation, this number represents the average *annual* variable rate paid by an organization. Reported is the average amount of performance-based pay, which includes any form of cash incentive, commissions, bonus, profit sharing, or any other similar form of variable cash compensation. This number does not include overtime payments or shift differentials. Averages exclude incumbents paid on a commission-only basis. This data is based on organization-average statistics.

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Participant Profile

Companies Participating:

411

Data Effective

February 1, 2024

Published

June 4, 2024

Participant Profile

Geographic Area

	Count	% of Total
Ann Arbor	21	5.1%
Detroit Metro	221	53.8%
Flint	14	3.4%
Grand Rapids/Muskegon/Holland	71	17.3%
Grand Traverse	4	1.0%
Jackson	6	1.5%
Kalamazoo/Battle Creek	8	1.9%
Lansing	28	6.8%
Monroe/Toledo	1	0.2%
Northeast Michigan Region	0	0.0%
Saginaw/Bay/Midland	32	7.8%
Wexford/Missaukee	2	0.5%
Upper Peninsula	3	0.7%

Company Size

	Count	% of Total
1 to 100 Employees	162	39.4%
101 to 500 Employees	157	38.2%
501 to 1,000 Employees	35	8.5%
1,001 to 5,000 Employees	32	7.8%
Over 5,000 Employees	25	6.1%

Revenue

	Count	% of Total
$0 to 2.49MM	27	6.6%
$2.5 to 9.9MM	60	14.6%
$10 to 24.9MM	85	20.7%
$25 to 99.9MM	123	29.9%
$100 to 499.9MM	62	15.1%
$500MM+	54	13.1%

Industry Type

	Count	% of Total
Goods Producing, Non-Mfg.	12	2.9%
Non-Durable Goods Mfg.	44	10.7%
Durable Goods Mfg.	171	41.6%
Trades & Services	98	23.8%
Government & Financial Services	22	5.4%
Education & Health Services	64	15.6%

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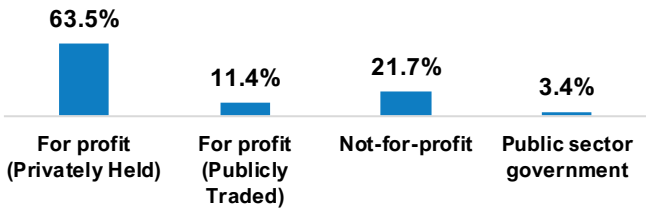
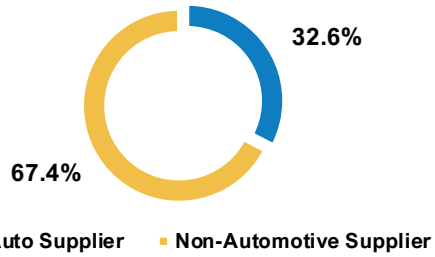
Participant Profile

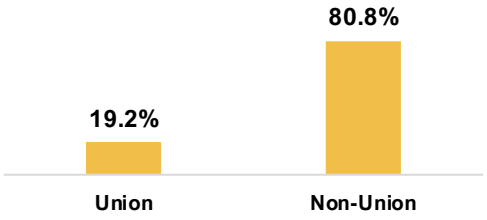
Profit Status



Supplier Status



Union Status



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Survey Position Index

Data reported for the following job titles reflect the data for the **State of Michigan**. Demographic detail for the regions included in this edition can be found in the previous pages.

JOB FAMILY	JOB CODE	JOB TITLE	PAGE
Assemblers	10100	Heavy Assembler III (High Complexity)	1
Assemblers	10110	Heavy Assembler II (Moderate Complexity)	2
Assemblers	10120	Heavy Assembler I (Non-Complex)	3
Assemblers	10200	Light Assembler III (High Complexity)	4
Assemblers	10210	Light Assembler II (Moderate Complexity)	5
Assemblers	10220	Light Assembler I (Non-Complex)	6
Assemblers	10310	Machine Builder III (Advanced)	7
Assemblers	10320	Machine Builder II (Experienced)	8
Assemblers	10330	Machine Builder I (Entry)	9
Machine Maintenance	12110	Electronics Mechanic II (Experienced)	10
Machine Maintenance	12210	Machine Maintenance Mechanic III (Advanced)	11
Machine Maintenance	12220	Machine Maintenance Mechanic II (Experienced)	12
Machine Maintenance	12230	Machine Maintenance Mechanic I (Entry)	13
Machine Maintenance	12310	Maintenance Machinist	14
Production Labor	11210	Production Painter II (Experienced)	15
Production Labor	11220	Production Painter I (Entry)	16
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Production Labor	13220	Injection-Molding Machine Operator II (Set-Up & Operate)	18
Production Labor	13310	Injection-Molding Machines Operator I (Operate Only)	19
Production Labor	14010	CNC Cutter Operator	20
Production Labor	14210	Precision Sheet Metal Worker III (Advanced)	21
Production Labor	14220	Precision Sheet Metal Worker II (Experienced)	22
Production Labor	14230	Precision Sheet Metal Worker I (Entry)	23
Production Labor	14310	Press Operator III (Advanced)	24
Production Labor	14320	Press Operator II (Experienced)	25
Production Labor	14330	Press Operator I (Entry)	26
Production Labor	15010	Process Machine Operator III (High Complexity)	27
Production Labor	15020	Process Machine Operator II (Moderate Complexity)	28
Production Labor	15030	Process Machine Operator I (Non-Complex)	29
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Production Labor	15120	General Light Production Labor	31
Production Labor	15310	Chemical Equipment Operator	32
Production Labor	15410	CNC Programmer II (Advanced)	33
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Human Resources	45050	Safety Manager	248
Human Resources	45052	Safety Specialist	249
Human Resources	45060	Talent Acquisition Manager	250
Human Resources	45064	Talent Acquisition Specialist, Senior	251
Human Resources	45065	Talent Acquisition Specialist	252
Human Resources	45075	Organizational Development Manager	253
Human Resources	45095	Human Resource Business Partner, Senior	254
Human Resources	45096	Human Resource Business Partner	255
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Operations / Supply Chain	46016	Warehouse Supervisor	261
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Operations / Supply Chain	46022	Traffic Manager	263
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Operations / Supply Chain	46028	Material Planner	267
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Operations / Supply Chain	46032	Buyer III (Purchasing Agent)	271
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Operations / Supply Chain	46042	Inventory Control Clerk/Cycle Counter	276
Operations / Supply Chain	46050	Import/Export Manager	277
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Operations / Supply Chain	46054	Import/Export Clerk	279
Operations / Supply Chain	46060	Top Supply Chain Executive	280
Operations / Supply Chain	46062	Supply Chain Director	281
Operations / Supply Chain	46065	Supply Chain Manager	282
Operations / Supply Chain	46067	Supply Chain Supervisor	283
Operations / Supply Chain	46070	Supply Chain Analyst, Senior	284
Operations / Supply Chain	46071	Supply Chain Analyst	285
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Legal	47000	General Counsel	287
Legal	47001	Attorney III (Advanced)	288
Legal	47002	Attorney II (Experienced)	289
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Legal	47021	Legal Secretary, Senior	292
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Manufacturing & Plant Management	51000	Chief Manufacturing Executive	294
Manufacturing & Plant Management	51001	Plant Manager	295
Manufacturing & Plant Management	51007	Production Control Manager	296
Manufacturing & Plant Management	51010	General Supervisor	297
Manufacturing & Plant Management	51015	Machine Shop Supervisor - Job Shop & Tool Room	298
Manufacturing & Plant Management	51018	Supervisor, Maintenance	299
Manufacturing & Plant Management	51020	Supervisor, Material Control	300
Manufacturing & Plant Management	51022	Supervisor, Shipping and Receiving	301
Manufacturing & Plant Management	51025	Production Supervisor - Unskilled Operation	302
Manufacturing & Plant Management	51030	Production Supervisor - Semi-Skilled Operation	303
Manufacturing & Plant Management	51035	Production Supervisor - Skilled Operation	304
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Manufacturing & Plant Management	51051	Manufacturing Director (Multi-facility)	306
Manufacturing & Plant Management	51052	Manufacturing Manager (Single-facility)	307
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Engineering Management	55001	Vice President Engineering	309
Engineering Management	55002	Director of Engineering	310
Engineering Management	55003	Engineering Manager	311
Engineering Management	55005	Engineering Supervisor - Large Operation	312
Engineering Management	55006	Engineering Supervisor - Small Operation	313
Engineering Management	55010	Engineering Specialist	314
Engineering Program / Project Management	60005	Engineering Program Manager, Senior	315
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Engineering Program / Project Management	60016	Project Engineer	320
Design / Drafting	61001	Design Engineering Manager	321
Design / Drafting	61002	Design Engineering Supervisor	322
Design / Drafting	61003	Drafting & Documentation Manager	323
Design / Drafting	61005	Drafting Supervisor	324
Design / Drafting	61010	CAD Designer, Senior	325
Design / Drafting	61011	CAD Designer	326
Design / Drafting	61015	CAD Drafter III (Design)	327
Design / Drafting	61016	CAD Drafter II (Layout)	328
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Engineering	62010	Design Engineer IV (Principal)	330

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Engineering	62011	Design Engineer III (Senior)	331
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Engineering	62015	Electrical/Electronic Engineer IV (Principal)	334
Engineering	62016	Electrical/Electronic Engineer III (Senior)	335
Engineering	62017	Electrical/Electronic Engineer II (Intermediate)	336
Engineering	62018	Electrical/Electronic Engineer I (Entry)	337
Engineering	62020	Controls Engineer IV (Principal)	338
Engineering	62021	Controls Engineer III (Senior)	339
Engineering	62022	Controls Engineer II (Intermediate)	340
Engineering	62023	Controls Engineer I (Entry)	341
Engineering	62025	Industrial Engineer IV (Principal)	342
Engineering	62026	Industrial Engineer III (Senior)	343
Engineering	62027	Industrial Engineer II (Intermediate)	344
Engineering	62028	Industrial Engineer I (Entry)	345
Engineering	62030	Manufacturing Engineer IV (Principal)	346
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Engineering	62035	Mechanical Engineer IV (Principal)	350
Engineering	62036	Mechanical Engineer III (Senior)	351
Engineering	62037	Mechanical Engineer II (Intermediate)	352
Engineering	62038	Mechanical Engineer I (Entry)	353
Engineering	62040	Product Development Engineer IV (Principal)	354
Engineering	62041	Product Development Engineer III (Senior)	355
Engineering	62042	Product Development Engineer II (Intermediate)	356
Engineering	62043	Product Development Engineer I (Entry)	357
Engineering	62045	Software Engineer IV (Principal)	358
Engineering	62046	Software Engineer III (Senior)	359
Engineering	62047	Software Engineer II (Intermediate)	360
Engineering	62048	Software Engineer I (Entry)	361
Engineering	62050	Application Engineer, Senior	362
Engineering	62051	Applications Engineer	363
Engineering	62055	Maintenance / Reliability Engineer	364
Engineering	62060	Weld Engineer	365
Engineering	62070	Systems Engineer, Senior (Electro / Mechanical)	366
Engineering	62075	Systems Engineer (Electro / Mechanical)	367
Field Service / Sales	63001	Field Service Manager	368
Field Service / Sales	63005	Field Service Engineer, Senior	369
Field Service / Sales	63006	Field Service Engineer	370
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Field Service / Sales	63011	Field Service Technician II (Experienced)	372
Field Service / Sales	63012	Field Service Technician I (Entry)	373
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Field Service / Sales	63023	Cost Estimating Manager	375
Field Service / Sales	63025	Cost Estimator, Senior	376
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Technicians	64005	Product Technician IV - Lead	378
Technicians	64006	Product Technician III (Advanced)	379
Technicians	64007	Product Technician II (Experienced)	380
Technicians	64008	Product Technician I (Entry)	381
Engineering Support	65005	Engineering Change Coordinator, Senior	382
Engineering Support	65006	Engineering Change Coordinator	383
Engineering Support	65010	Engineering Aide	384
Engineering Support	65015	Documentation Control Clerk	385
Engineering Support	65020	Technical Writer III (Advanced)	386

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Engineering Support	65021	Technical Writer II (Experienced)	387
Engineering Support	65022	Technical Writer I (Entry)	388
Quality Control / Assurance / Safety	66001	Quality Director	389
Quality Control / Assurance / Safety	66002	Quality Manager	390
Quality Control / Assurance / Safety	66003	Quality Supervisor	391
Quality Control / Assurance / Safety	66005	Quality Engineer, Senior	392
Quality Control / Assurance / Safety	66006	Quality Engineer	393
Quality Control / Assurance / Safety	66008	Quality Coordinator	394
Quality Control / Assurance / Safety	66010	ISO 9000/SPC/TQM Coordinator	395
Quality Control / Assurance / Safety	66012	Validation Engineer, Senior	396
Quality Control / Assurance / Safety	66013	Validation Engineer	397
Quality Control / Assurance / Safety	66015	Test Engineer, Senior	398
Quality Control / Assurance / Safety	66016	Test Engineer	399
Quality Control / Assurance / Safety	66019	Manager, Environmental Health & Safety	400
Quality Control / Assurance / Safety	66020	Environmental, Health & Safety Engineer	401
Quality Control / Assurance / Safety	66025	Supplier Quality Manager	402
Quality Control / Assurance / Safety	66030	Supplier Quality Engineer, Senior	403
Quality Control / Assurance / Safety	66031	Supplier Quality Engineer	404
Quality Control / Assurance / Safety	66040	Manager of Lean Enterprise	405
Quality Control / Assurance / Safety	66045	Continuous Improvement / Lean Coordinator	406
Research / Scientific	67005	Research Scientist, Senior	407
Research / Scientific	67006	Research Scientist	408
Research / Scientific	67011	Chemist III (Senior)	409
Research / Scientific	67012	Chemist II (Intermediate)	410
Research / Scientific	67015	Laboratory Supervisor	411
Research / Scientific	67020	Lab Technician III (Advanced)	412
Research / Scientific	67021	Lab Technician II (Experienced)	413
Research / Scientific	67022	Lab Technician I (Entry)	414
Construction Engineering	68001	Construction Estimator	415
Construction Engineering	68002	Construction Superintendent	416
Construction Engineering	68003	Construction Manager	417
Construction Engineering	68004	Construction Foreman	418
Construction Engineering	68011	Civil Engineer III (Advanced)	419
Sales / Marketing	71000	Top Sales & Marketing Executive	420
Sales / Marketing	71001	Top Sales Executive	421
Sales / Marketing	71003	Top Business Development Executive	422
Sales / Marketing	71004	Top International Sales Executive	423
Sales / Marketing	71006	International Sales Representative / Account Executive	424
Sales / Marketing	71007	Regional Sales Manager (2nd level of management)	425
Sales / Marketing	71008	Sales Manager	426
Sales / Marketing	71009	National/Strategic/Key Accounts Manager	427
Sales / Marketing	71011	Outside Sales Representative / Account Executive, Senior	428
Sales / Marketing	71012	Outside Sales Representative / Account Executive	429
Sales / Marketing	71013	Outside Sales Representative, Junior	430
Sales / Marketing	71017	Inside Sales Representative, Senior	431
Sales / Marketing	71018	Inside Sales Representative	432
Sales / Marketing	71025	Sales/Marketing Assistant	433
Sales / Marketing	71030	Order Processing Supervisor	434
Sales / Marketing	71035	Sales Order Clerk	435
Sales / Marketing	71040	Proposal Writer, Sales	436
Sales / Marketing	71042	Product Sales Specialist	437
Sales / Marketing	71060	Marketing Director	438
Sales / Marketing	71065	Marketing Research Manager	439
Sales / Marketing	71070	Marketing Research Analyst III (Advanced)	440
Sales / Marketing	71071	Marketing Research Analyst II (Experienced)	441
Sales / Marketing	71072	Marketing Research Analyst I (Entry)	442

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Sales / Marketing	71075	Marketing Manager	443
Sales / Marketing	71077	Marketing Generalist III (Advanced)	444
Sales / Marketing	71078	Marketing Generalist II (Experienced)	445
Sales / Marketing	71079	Marketing Generalist I (Entry)	446
Sales / Marketing	71080	Business Development Manager	447
Sales / Marketing	71089	Social Media Coordinator	448
Sales / Marketing	71090	Customer Service Director	449
Sales / Marketing	71091	Customer Service Manager	450
Sales / Marketing	71092	Customer Service Supervisor	451
Sales / Marketing	71093	Customer Service Representative III (Technical Advisor)	452
Sales / Marketing	71094	Customer Service Representative II (Experienced)	453
Sales / Marketing	71095	Customer Service Representative I (Entry)	454
Sales / Marketing	71100	Call Center Manager	455
Sales / Marketing	71105	Call Center Representative, Senior	456
Sales / Marketing	71106	Call Center Representative	457
Sales / Marketing	71110	E-Commerce Manager	458
Communications / Public Relations	73005	Communications Director	459
Communications / Public Relations	73010	Communications Manager	460
Communications / Public Relations	73015	Communications Representative, Senior	461
Communications / Public Relations	73018	Communications Representative	462
Communications / Public Relations	73030	Community Relations Manager	463
Communications / Public Relations	71085	Public Relations Manager	464
Communications / Public Relations	71087	Public Relations Representative, Senior	465
Communications / Public Relations	71088	Public Relations Representative	466
Creative Services	74002	Creative Director	467
Creative Services	74003	Creative Manager	468
Creative Services	74008	Graphic Designer, Senior	469
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Behavioral / Social Health	81005	Psychologist	474
Behavioral / Social Health	81007	Clinical Director (Behavioral Health)	475
Behavioral / Social Health	81008	Clinical Manager (Behavioral Health)	476
Behavioral / Social Health	81010	Social Services Supervisor / Manager	477
Behavioral / Social Health	81016	Social Worker – MSW Licensed	478
Behavioral / Social Health	81020	Social Worker – BSW Licensed	479
Behavioral / Social Health	81025	Social Service Technician/Unlicensed SW position	480
Behavioral / Social Health	81030	Substance Abuse Counselor	481
Behavioral / Social Health	81040	Therapist	482
Behavioral / Social Health	81050	Case Manager	483
Behavioral / Social Health	81070	Certified Peer Support Specialist	484
Behavioral / Social Health	81100	Community Health Worker	485
Medical / Healthcare	82000	Chief Medical Officer (CMO)	486
Medical / Healthcare	82001	Medical Director	487
Medical / Healthcare	82005	Staff Physician	488
Medical / Healthcare	82006	Physician's Assistant	489
Medical / Healthcare	82015	Dietitian	490
Medical / Healthcare	82018	Dietary Aide	491
Medical / Healthcare	82030	Nursing Director	492
Medical / Healthcare	82031	Nursing Manager	493
Medical / Healthcare	82032	Nursing Supervisor	494
Medical / Healthcare	82036	Registered Nurse (RN)	495
Medical / Healthcare	82037	Licensed Practical Nurse (LPN)	496
Medical / Healthcare	82038	Nurse Anesthetist (CRNA)	497
Medical / Healthcare	82039	Nursing Assistant	498

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JOB FAMILY	JOB CODE	JOB TITLE	PAGE
Medical / Healthcare	82040	Nurse Practitioner	499
Medical / Healthcare	82042	Certified Medical Assistant	500
Medical / Healthcare	82043	Medical Assistant	501
Medical / Healthcare	82044	Admissions / Registrar / Admitting Clerk/Representative	502
Medical / Healthcare	82045	Medical Records Clerk	503
Medical / Healthcare	82047	Medical Insurance Biller	504
Medical / Healthcare	82056	Pharmacist	505
Medical / Healthcare	82057	Pharmacy Technician	506
Medical / Healthcare	82065	Physical Therapist	507
Medical / Healthcare	82067	Physical Therapist Assistant	508
Medical / Healthcare	82070	Occupational Therapist	509
Medical / Healthcare	82075	Certified Occupational Therapist Assistant (COTA)	510
Medical / Healthcare	82080	Speech & Language Therapist	511
Medical / Healthcare	82095	Case Manager (RN)	512
Medical / Healthcare	82105	Radiology Technologist	513
Medical / Healthcare	82110	Ultrasound Technologist	514
Medical / Healthcare	82120	Paramedic	515
Medical / Healthcare	82140	Nurse Manager (Clinic)	516
Banking	83016	Senior Teller	517
Nonprofit - Development/ Fund Raising/ Foundation	110001	Development Director	518
Nonprofit - Development/ Fund Raising/ Foundation	110006	Development Manager: Major Gifts	519
Nonprofit - Development/ Fund Raising/ Foundation	110010	Development Associate	520
Nonprofit - Development/ Fund Raising/ Foundation	110020	Grant Administrator	521
Nonprofit - Development/ Fund Raising/ Foundation	110025	Grant Proposal Writer	522
Nonprofit - Development/ Fund Raising/ Foundation	110030	Program Officer	523
Nonprofit - Development/ Fund Raising/ Foundation	110035	Program Associate	524
Nonprofit - Membership	120001	Membership Director / Manager	525
Nonprofit - Membership	120005	Membership Assistant	526
Nonprofit - Communications/ Government Affairs	130001	Communication / Public Relations Manager (Non-Profit)	527
Nonprofit - Communications/ Government Affairs	130010	Government Affairs Director / Manager	528
Nonprofit - Education/ Recreation	140001	Education Director	529
Nonprofit - Employment/ Work Training	150001	Employment Programs Supervisor / Manager	530
Nonprofit - Employment/ Work Training	150003	Job Coach	531
Nonprofit - Employment/ Work Training	150004	Employment / Vocational Counselor	532
Nonprofit - Program Mgmt/ Operations	160001	Program VP	533
Nonprofit - Program Mgmt/ Operations	160002	Program Director	534
Nonprofit - Program Mgmt/ Operations	160003	Program Manager (Full Supervisor)	535
Nonprofit - Program Mgmt/ Operations	160004	Program Team Leader	536
Nonprofit - Program Mgmt/ Operations	160005	Program Staff Professional	537
Nonprofit - Program Mgmt/ Operations	160006	Program Associate	538
Nonprofit - Program Mgmt/ Operations	160038	Youth Development Specialist	539
Nonprofit - Program Mgmt/ Operations	160060	Driver / Transporter	540
Nonprofit - Volunteer	170001	Volunteer Program Manager	541
Nonprofit - Volunteer	170005	Volunteer Coordinator	542
Nonprofit - Association Mgmt. - Education	172005	Education VP Director	543
Nonprofit - Association Mgmt. - Education	172010	Education Manager	544

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COMPENSATION DATA

Material Handler and/or Warehouse Laborer - 19100: Material Handling

General warehouse labor job. The job typically requires the ability to read shipping documents, or equivalent. Working under close supervision, incumbents load and unload trucks and move material within the warehouse or production facility. Work includes pulling orders together and assembling them for shipment to customers or distribution centers. Work may include using banding and shrink wrap machines. Work may include gathering or distributing product or materials within the production area. Some packaging may be required. Incumbents will typically use pallet jacks and may occasionally use a riding forklift. Workers may use bar code readers, computer terminals or other electronic devices to track product. Do not report workers with fork truck driving as a primary focus or workers with greater emphasis on shipping and receiving clerical/administrative activities.

					Base Pay					Cash	
					Interquartile Ranges			Extremes		Variable Pay	
	No. of Orgs	No. of EEs	Org. Avg.	Inc. Avg.	25th	Median	75th	10th	90th	No. of Orgs	Org. Avg.
Total Responses	136	1761	$20.42	$20.06	$18.04	$19.60	$21.50	$17.00	$23.50	29	$2,235
Geographic Area											
Ann Arbor	8	47	$18.90	*$19.25*	*$18.36*	*$18.70*	*$20.93*	-	-	2	-
Detroit Metro	71	862	$20.59	$19.86	$18.17	$19.28	$21.06	$16.81	$23.50	16	$2,230
Flint	6	35	$17.96	*$18.38*	*$16.42*	*$18.00*	*$19.50*	-	-	1	-
Grand Rapids/Muskegon/Holland	34	355	$20.37	$21.22	$19.22	$21.00	$23.00	$18.00	$24.83	7	$4,035
Grand Traverse	2	13	-	-	-	-	-	-	-	0	-
Jackson	5	63	$24.13	*$23.44*	*$20.04*	*$23.65*	*$25.62*	-	-	1	-
Kalamazoo/Battle Creek	5	68	$22.25	*$21.95*	*$20.21*	*$22.36*	*$24.03*	-	-	0	-
Lansing	11	153	$20.84	*$20.24*	*$18.00*	*$20.17*	*$21.50*	*$17.00*	*$23.73*	2	-
Monroe/Toledo	6	15	$21.47	*$22.32*	*$19.00*	*$22.22*	*$25.52*	-	-	3	-
Northeast Michigan Region	1	2	-	-	-	-	-	-	-	0	-
Saginaw/Bay/Midland	15	110	$17.74	$17.65	$16.53	$17.23	$18.62	$15.76	$20.74	3	-
Wexford/Missaukee	4	38	-	-	-	-	-	-	-	2	-
Company Size											
1 to 100 Employees	39	124	$20.33	$20.42	$17.83	$19.75	$22.00	$16.50	$26.05	10	$3,259
101 to 500 Employees	53	464	$20.18	$20.13	$18.00	$19.78	$21.45	$17.00	$24.16	13	$2,083
501 to 1,000 Employees	20	465	$21.13	$19.83	$18.00	$19.35	$21.50	$16.00	$23.50	3	-
1,001 to 5,000 Employees	17	574	$20.41	$19.75	$18.50	$19.08	$21.21	$17.00	$23.50	2	-
Over 5,000 Employees	7	134	$20.66	*$21.68*	*$19.31*	*$20.86*	*$23.46*	-	-	1	-
Industry Type											
Goods Producing, Non-Manufacturing	2	6	-	-	-	-	-	-	-	0	-
Non-Durable Goods Manufacturing	20	124	$21.51	*$20.54*	*$17.76*	*$20.17*	*$23.05*	*$17.00*	*$25.52*	5	$1,577
Durable Goods Manufacturing	89	1201	$20.52	$20.27	$18.50	$20.00	$21.55	$17.15	$23.50	18	$1,865
Trade & Services	25	430	$19.25	$19.38	$17.24	$19.00	$20.86	$16.00	$23.50	6	$3,897
Government & Financial Services	0										
Educational & Health Services	0										

Legend: "-" - Insufficient # of orgs reporting EEs - Employees *Italics* - Dominance diffused

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Participant List

The list below represents all firms who participated in the ***ASE Compensation Survey***. Firms reporting data for multiple locations may appear more than once.

Ann Arbor

A and D Technology, Inc.
Aisin Technical Center of America
Amcor Rigid Packaging Head Office
Andrews Hooper Pavlik PLC
Ann Arbor Area Transportation Authority
Applied Dynamics International
Arbor Research Collaborative for Health
Auria Solutions
Butzel Long
Credit Union ONE
Cybernet Systems Corp.
Datamatics Global Services, Inc.
Destination Ann Arbor
Domino's Pizza LLC
DTE Energy
Dykema Gossett PLLC
Faurecia USA Holdings Inc.
Ford Motor Company
Gestamp North America
Global Psychological Services
Hatch Stamping Company
Hope Clinic
HORIBA Automotive
Hospice of Michigan
ITC Holdings Corp.
JAC Products, Inc.
McNaughton-McKay Electric Company
Michigan Municipal League
Mitsubishi Motors R and D of America, Inc.
MMI Engineered Solutions
OneMagnify
Oxford Property Management
PCS Company
ProVeyance Group (Woodsage)
Soave Enterprises LLC
Society for College & University Planning
Soils & Structures, Inc.
Terumo Cardiovascular
University of Michigan
W & P Management LLC
Xoran Technologies LLC

Detroit Metro

A Raymond Corporate North America, Inc.
AAM
Accounting Aid Society
Acme Mills, LLC
Adient
ADVICS North America, Inc.
AFC-Holcroft, L.L.C.
AgeWays (Area Agency on Aging 1-B)
AIAG
AirBoss Flexible Products
Aisin Technical Center of America
AJM Packaging Corporation
All Well-Being Services
Alliance Franchise Brands
Amcor Rigid Packaging Head Office
American Battery Solutions
American Concrete Institute
American Furukawa
America's Community Council
AMETEK, Inc.
Amsted Automotive
Andersen Material Handling
Andrews Hooper Pavlik PLC
Arab Community Center for Economic and Social Services (ACCESS)
Arbor Research Collaborative for Health
Armaly Brands
Arobotech Systems, Inc.
Auria Solutions
AutoLiv North America, Inc.
AVL North America, Inc.
AWTEC USA, Inc.
AZTEC Manufacturing Corporation
Barron Industries
Bayloff Stamped Products
Behr-Hella Thermocontrol, Inc. (BHTC)
Belle Tire Distributors, Inc.
Benteler Automotive Corporation
Billhighway
Birth Detroit
Bizlink Robotic Solutions, USA
Blue Cross Blue Shield of Michigan
Bmax
BMT Aerospace USA, Inc.
BorgWarner Livonia, Inc.
Brighton NC
Brose North America
Butzel Long
Cadillac Products Automotive Company
Cadillac Products Packaging Company
Carrier & Gable, Inc.
Charles Stewart Mott Foundation
Chase Plastics
City of Detroit
Clear Rate Communications, LLC
Cleary Development, Inc
Coastal Automotive
Comau, LLC
Commerce Controls, Inc.
Consulate General of Canada
Covenant Community Care
Covenant House Michigan
Credit Union ONE
Crypton LLC
Dakkota Integrated Systems LLC
Datamatics Global Services, Inc.
Dawn Food Products, Inc.
Dayco Products, LLC - Technical Center
Denso Ten America Limited
Detroit Economic Growth Corporation
Detroit Employment Solutions Corporation
Detroit Institute of Arts
Detroit Land Bank Authority
Detroit Public Library
Detroit Regional Chamber
Detroit Regional Partnership Foundation
Detroit Zoological Society
Die Services International
Diversified Chemical Technologies, Inc.
Diversified Manufacturing & Assembly
Domino's Pizza LLC
DSA Systems, Inc.
dSPACE, Inc.
DSSI, LLC
DTE Energy
Durr Systems, Inc.
Dykema Gossett PLLC
Eastern Oil Company
EDAG, Inc.
Edcor
EEI Global, Inc.
EKK Eagle America Inc
ElringKlinger Automotive Manufacturing, Inc. (Production)
EMAG L.L.C.
Energy Products
Faurecia USA Holdings Inc.
Ferndale Pharma Group, Inc.
Financial One Accounting, Inc.
Fisher and Company, Inc.
Ford Component Sales, LLC
Ford Motor Company

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Detroit Metro (Cont'd)

Gage Products Company
General Fasteners Company
Gesher Human Services
Gestamp North America
GHAFARI Associates, L.L.C
Girl Scouts of Southeastern Michigan
GKN Driveline
Global Psychological Services
GNS - Canton
Gordon Advisors, P.C.
Griggs Steel Company
Grupo Antolin - North America, Inc.
Hallite Seals
Hanon Systems USA, LLC
Harada Industry of America, Inc.
Harness Dickey & Pierce PLC
Hatch Stamping Company
Heat Treating Services Corporation of America
Helm LLC
Henry Ford Health
Hirotec America
HMS Mfg. Company
HORIBA Automotive
Hospice of Michigan
Hudson-Webber Foundation
Humanetics Innovative Solutions
IAV Automotive Engineering Inc.
Ilitch Holdings
iMBranded
Inalfa Roof Systems, Incorporated
INCOE Corporation
Indian Trails, Inc.
InSight Youth and Family Connections, Inc.
IRISO, U.S.A., INC.
Irvin Automotive Products Inc.
ITC Holdings Corp.
JAC Products, Inc.
Jing-Jin Electric (JJE) North America
Joint Venture Hospital Laboratories
KAMAX Inc.
Kiekert USA, Inc.
Kirchhoff Automotive
Kolene Corporation
Kostal of America, Inc.
Leader Dogs for the Blind
LG Electronics Vehicle Components USA, LLC
LG Magna E-Powertrain USA, Inc.
LifeSecure Insurance Company
Linamar USA
Loc Performance, Inc.
Lombardo Companies
Lowry Solutions, Inc.
Lube Power Inc.
Magline, Inc.
Magnetic Products, Incorporated
MAHLE Behr Troy, Inc.
MAHLE Engine Components USA, Inc.
Marposs Corporation
Marquardt Switches Inc.
McLaren Health Care Corporation
McNaughton-McKay Electric Company
MDI
Melvindale Housing Commission
Metro Consulting Associates
Metropolitan Detroit Area Hospital Services, Inc.
Michigan Basic Property Insurance Association
Michigan First Credit Union
Michigan Milk Producers Association
Michigan State University Federal Credit Union (MSUFCU)
MiSide Community Impact Network
MMI Engineered Solutions
Moba Americas
MP Tool and Engineering Company
Mt. Elliott Cemetery Association
N.S. International Ltd.
NETFORM
New Paths, Inc.
NHK International Corporation
Nichols
Nidec Automotive Motor Americas
NLB Corporation
Nu-Wool Co., Inc.
Oakland County - Human Resources
Ogura Corporation
OneMagnify
OPC Social & Activity Center
Paul Murphy Plastics Company
PCS Company
PEA Group
PKC Group
Polymer Process Development, LLC (PPD)
Precision Coatings, Inc.
Progressive Metal Manufacturing
PSI Repair Services, Inc.
PVS Chemicals, Inc.
R.L. Deppmann Company
RAM Construction Services
Rassini International
Renkim Corporation
RJG Technologies, Inc.
Romeo RIM, Inc.
Ross Controls
RouteOne
Rowleys Wholesale
Safety Technology International, Inc.
Sames North America Corporation
Samsung SDI America, Inc
Sanhua International, Inc
Schostak Brothers and Company, Inc.
Shape Corporation
SLPT Automotive / SLW Warren
SME (Society of Manufacturing Engineers)
Soave Enterprises LLC
Special Tree Rehabilitation
SteelPro/Wayne Industries
Sumida America Inc.
Testek, Incorporated
The Albrecht Companies DBA Action Benefits
The Heat and Warmth Fund
The Oakwood Group
The Province of St. Joseph of the Capuchin Order
The Signal Group LLC
The Zekelman Holocaust Center
Three Rivers Corporation
thyssenkrupp Steel North America, Inc.
TI Fluid Systems
Tipaloy, Inc.
Total Door Systems
Toyoda Gosei North America Corporation
Tram, Inc.
TREMEC Corporation
Trijicon, Inc.
Troy Design & Manufacturing
TRUE Community Credit Union
United Way for Southeastern Michigan
University of Michigan
University Pediatricians
Urban League of Detroit & Southeastern Michigan - Administrative Office
UTAC US, Inc.
Valiant International, TMS
Van Eerden Foodservice (VEC INC)
Van Mark Products Corporation
Vector North America
Vesco Oil Corporation
Vista Maria
W & P Management LLC
Waltonen Engineering, Inc.
Wayne County Airport Authority
Wayne State University
Witzenmann U.S.A.
Yazaki North America, Inc.
Ziebart International Corporation

Flint

Andrews Hooper Pavlik PLC
Auria Solutions
Billhighway
Charles Stewart Mott Foundation
Credit Union ONE
Datamatics Global Services, Inc.
DayStarr LLC

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Flint (Cont'd)

Domino's Pizza LLC
DTE Energy
Flint Cultural Center Corporation
Gestamp North America
Girl Scouts of Southeastern Michigan
Global Psychological Services
Great Lakes Fusion, LLC
Indian Trails, Inc.
KAMAX Inc.
Kettering University
Loc Performance, Inc.
McLaren Health Care Corporation
McNaughton-McKay Electric Company
Miller Industries, LLC
New Paths, Inc.
Newkirk Electric Associates, Inc.
Niles Industrial Coatings, LLC
Rassini Brakes
Soave Enterprises LLC
The Shiawassee Regional Chamber of Commerce
University of Michigan

Grand Rapids/ Muskegon/ Holland

ACEMCO Inc.
Acrofab, Inc
ADAC Automotive
Adient
Aero Foil International
Amcor Rigid Packaging Head Office
Andersen Material Handling
Anderson Global
Andrews Hooper Pavlik PLC
Applied Textiles
Benteler Automotive Corporation
Blue Cross Blue Shield of Michigan
Bold Furniture
Butzel Long
Campbell Grinder Co.
Carter Manufacturing/Active Manufacturing
Chase Plastics
Clickbid LLC
Coastal Automotive
Community Foundation for Muskegon County
Concept Metals Group
Cooper Standard Automotive
County of Muskegon
Credit Union ONE
CWC Textron
DISHER
Domino's Pizza LLC
DTE Energy
Dynamic Conveyor Corp.
Engine Power Components, Inc.
ESCAPE Ministries
FEMA Corporation
Financial One Accounting, Inc.
FlairWood
Glassource
Global Medical Response
Global Psychological Services
Goodwill Industries of West Michigan, Inc.
Gougeon Brothers, Inc.
Grand Haven Board of Light & Power
Hackley Community Care
Harbor Hospice
Harbor Steel
Hazekamp Meats
HealthWest
Hilite International-Whitehall Division
HORIBA Automotive
Hospice of Michigan
Howmet Aerospace
INCOE Corporation
ITC Holdings Corp.
Kent District Library
KL Outdoor
K-Line Industries, Inc.
Light Corp.
Liv Communities
Lorin Industries
Lowe & Fletcher
Machine Ethics of West Michigan
MAHLE Ind.Therm.Sys. (US)
MasterTag
Michigan Basic Property Insurance Association
Michigan State University Federal Credit Union (MSUFCU)
MOKA Corp.
Motion Dynamics
Munters Corporation
Muskegon Family Care
Newkirk Electric Associates, Inc.
Nichols
Nu-Wool Co., Inc.
OMT Veyhl USA
Opus Packaging Group, Inc.
Orthopaedic Associates of Muskegon
Pacific Floorcare
PCS Company
Pioneer Resources, Inc.
Pliant Plastics Corporartion
R.L. Deppmann Company
RAM Construction Services
Reid Supply
RENK America
RJG Technologies, Inc.
Rolar Products
RSI of West Michigan
Safari Circuits
SAF-Holland USA, Inc.
Senior Resources of West Michigan
Shape Corporation
Silver Creek Manufacturing
Soils & Structures, Inc.
Structural Concepts Corp.
Supreme Machined Products Company, Inc.
TGW Systems Inc,
Tyler Sales Company, Inc.
Van Eerden Foodservice (VEC INC)
Vesco Oil Corporation
W & P Management LLC
Waseyabek Development Company
Wesco, Inc.

Grand Traverse

Bill Marsh Auto Group
Blue Cross Blue Shield of Michigan
Credit Union ONE
Domino's Pizza LLC
DTE Energy
East Jordan Plastics, Inc.
Ford Motor Company
Hospice of Michigan
Liv Communities
McLaren Health Care Corporation
Nichols
Plascon Group, Inc.
R. M. Young Company
RJG Technologies, Inc.
Soils & Structures, Inc.
Vesco Oil Corporation

Jackson

Acme Mills, LLC
Adrian Steel
Alliance Franchise Brands
Amcor Rigid Packaging Head Office
Amsted Automotive
Arbor Research Collaborative for Health
Auria Solutions
Dawn Food Products, Inc.
Domino's Pizza LLC
Hatch Stamping Company
Henry Ford Health
Hospice of Michigan
INCOE Corporation
Lomar Machine & Tool Co.
MasterTag
Michigan Automotive Compressor, Inc.
Michigan State University Federal Credit Union (MSUFCU)
Opus Packaging Group, Inc.
Soave Enterprises LLC
Tram, Inc.

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Kalamazoo/Battle Creek

AAM
Adient
Amcor Rigid Packaging Head Office
Arbor Research Collaborative for Health
Azon USA, Inc.
Chase Plastics
Datamatics Global Services, Inc.
Decker Manufacturing Corporation
Discover Kalamazoo
Domino's Pizza LLC
East Jordan Plastics, Inc.
FEMA Corporation
Fibre Converters
Ford Motor Company
General Fasteners Company
Indian Trails, Inc.
Magline, Inc.
Michigan Milk Producers Association
Opus Packaging Group, Inc.
Rosler Metal Finishing USA, LLC
Soave Enterprises LLC
Tram, Inc.
W.K. Kellogg Foundation
Western Michigan University School of Medicine

Lansing

ADAC Automotive
Air Lift Company
Amcor Rigid Packaging Head Office
Andrews Hooper Pavlik PLC
Blue Cross Blue Shield of Michigan
Butzel Long
Community Mental Health Association of Michigan
Dakkota Integrated Systems LLC
Dart Bank
Domino's Pizza LLC
First National Bank of America
Ford Motor Company
Franchino Mold & Engineering
Gestamp North America
Global Medical Response
Global Orange Development LLC
Gnutti Carlo USA
Granger Waste Services
Hatch Stamping Company
Industrial Metal Products Corporation (IMPCO)
ITC Holdings Corp.
Loc Performance, Inc.
MAHLE Engine Components USA, Inc.
McLaren Health Care Corporation
Michigan Academy of Family Physicians
Michigan Association for Education of Young Children
Michigan Association of Health Plans
Michigan Association of School Boards
Michigan Association of Superintendents and Administrators
Michigan College of Emergency Physicians
Michigan Community College Association
Michigan Dental Association
Michigan Farmers Market Association
Michigan Funeral Directors Association
Michigan HomeCare & Hospice Association
Michigan Library Association
Michigan Milk Producers Association
Michigan Municipal League
Michigan Potato Industry Commission
Michigan Pupil Accounting and Attendance Association
Michigan State University Federal Credit Union (MSUFCU)
Michigan Supreme Court
Municipal Employees' Retirement System
Munters Corporation
PEA Group
Soave Enterprises LLC
Yazaki North America, Inc.

Monroe/Toledo

Arbor Research Collaborative for Health
Auria Solutions
Dakkota Integrated Systems LLC
Detroit Stoker Company
Diversified Chemical Technologies, Inc.
Domino's Pizza LLC
DTE Energy
Faurecia USA Holdings Inc.
Ford Motor Company
Global Psychological Services
Hospice of Michigan
LifeSecure Insurance Company
McNaughton-McKay Electric Company
Moba Americas
NETFORM
ProVeyance Group (Woodsage)
Soave Enterprises LLC
Yazaki North America, Inc.

Northeast Michigan

Auria Solutions
Chase Plastics
Domino's Pizza LLC
Ford Motor Company
Forward Corporation - CES
Hospice of Michigan
Magline, Inc.
McLaren Health Care Corporation
RJG Technologies, Inc.

Saginaw/Bay/Midland

AMETEK, Inc.
Amsted Automotive
Andrews Hooper Pavlik PLC
Auria Solutions
Case Systems, Inc.
CIGNYS
CMU Medical Education Partners
Domino's Pizza LLC
DTE Energy
Duperon Corporation
East Jordan Plastics, Inc.
Ford Motor Company
Forward Corporation - CES
Fullerton Tool Company. Inc.
Glastender, Inc.
Global Psychological Services
Gougeon Brothers, Inc.
Hausbeck Pickle Company
Highland Plastics
Hospice of Michigan
INCOE Corporation
Integrity Fab & Machine, Inc.
Laur Silicone, Inc.
Magline, Inc.
McLaren Health Care Corporation
Melling Products
Michigan Milk Producers Association
Midland Area Community Foundation
Midland's Open Door
Munters Corporation
New Paths, Inc.
Powell Fabrication & Manufacturing LLC
R.L. Deppmann Company
Rowleys Wholesale
RWC, Incorporated
Saginaw County Community Mental Health Authority
Saginaw Valley State University
Saint-Gobain
Scheurer Healthcare Network
Soave Enterprises LLC
Specialty Manufacturing, Inc.
StageRight Corporation
The F.P. Horak Company
Three Rivers Corporation
TI Fluid Systems
Vesco Oil Corporation
W & P Management LLC

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Upper Peninsula

Advanced Blending Solutions
Andrews Hooper Pavlik PLC
Argonics
Blue Cross Blue Shield of Michigan
Domino's Pizza LLC
Ford Motor Company
Upper Peninsula Power Co.

Wexford/Missaukee

Bandit Industries, Inc.
BorgWarner Thermal Systems
Carter Manufacturing/Active Manufacturing
Chase Plastics
Domino's Pizza LLC
DTE Energy
GHSP-Hart Div.
Goodwill Industries of West Michigan, Inc.
Harbor Steel
Hospice of Michigan
Light Corp.
Newkirk Electric Associates, Inc.
RJG Technologies, Inc.
Tyler Sales Company, Inc.

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