



Wages, Salaries, and Benefits Executive Summary

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Executive Summary

Employee shortages are a reality for many in the printing industry. This leaves employers struggling to find and hire workers as well as needing to understand the incentives that will retain them long-term.

To help employers in the printing industry understand where their employee programs and benefits fit into the landscape, PRINTING United Alliance launched a benchmark study to measure benefits, bonuses, and compensation. During June and July of 2022, over 500 printing companies from across the United States and Canada participated in the 2022 Wages, Salaries and Benefits Survey. Participants included commercial printers, graphic and sign producers, apparel decorators, package and printing convertors and functional printers. Annual sales range from less than \$250,000 to more than \$500 million.

The report summarizes the compensation practices of 528 printing companies and includes data reported on 16,325 personnel across 56 job titles, as well as expected 2022 adjustments to base compensation.

Five components of compensation are covered and in the full report are presented in detail first for all companies surveyed and then by primary printing segment, geographic zone, and company size.

Survey topics included:

- **Benefits offered.** The comprehensive list includes medical insurance, dental insurance, paid vacation/personal days, paid sick days, HSA, FSA, life insurance, wellness programs, and tuition reimbursement.
- **Bonus programs.** Who offers them, who is eligible, and on what bonuses are based.
- **Compensation rates.** Average base salary, highest 25%, and lowest 25% by job title.
- **Expected adjustments to 2022 compensation rates.** How much wages/salaries will be increased this year and why.
- **Sales personnel compensation.** Compensation structure, when commissions are paid, average commission rate, and average base salary.

The report further expands on compensation information and addresses the importance of having an effective overall HR policy. An actionable plan is included that highlights steps that can help employers successfully find, hire and retain workers in today's tight labor market.

Complete results of the survey are presented in the *2022 Wages, Salaries, and Benefits Report*.

Participants in the survey receive a complimentary copy of the report. Individual copies are priced at \$199 for PRINTING United Alliance members and \$399 for nonmembers. The full reports are [available for purchase](#) from the PRINTING United Alliance iLearning+ platform.

Key Findings

Nearly all (97.2%) of printing companies surveyed offer their employees at least one fully or partially paid benefit.

More than 20 benefits are offered in all, ranging from paid holidays, vacation/personal time, paid sick leave, and medical insurance, which are offered by more than three-quarters, to wellness programs, parental leave, and tuition reimbursement, which are offered by less than one-fifth. Among the specifics:

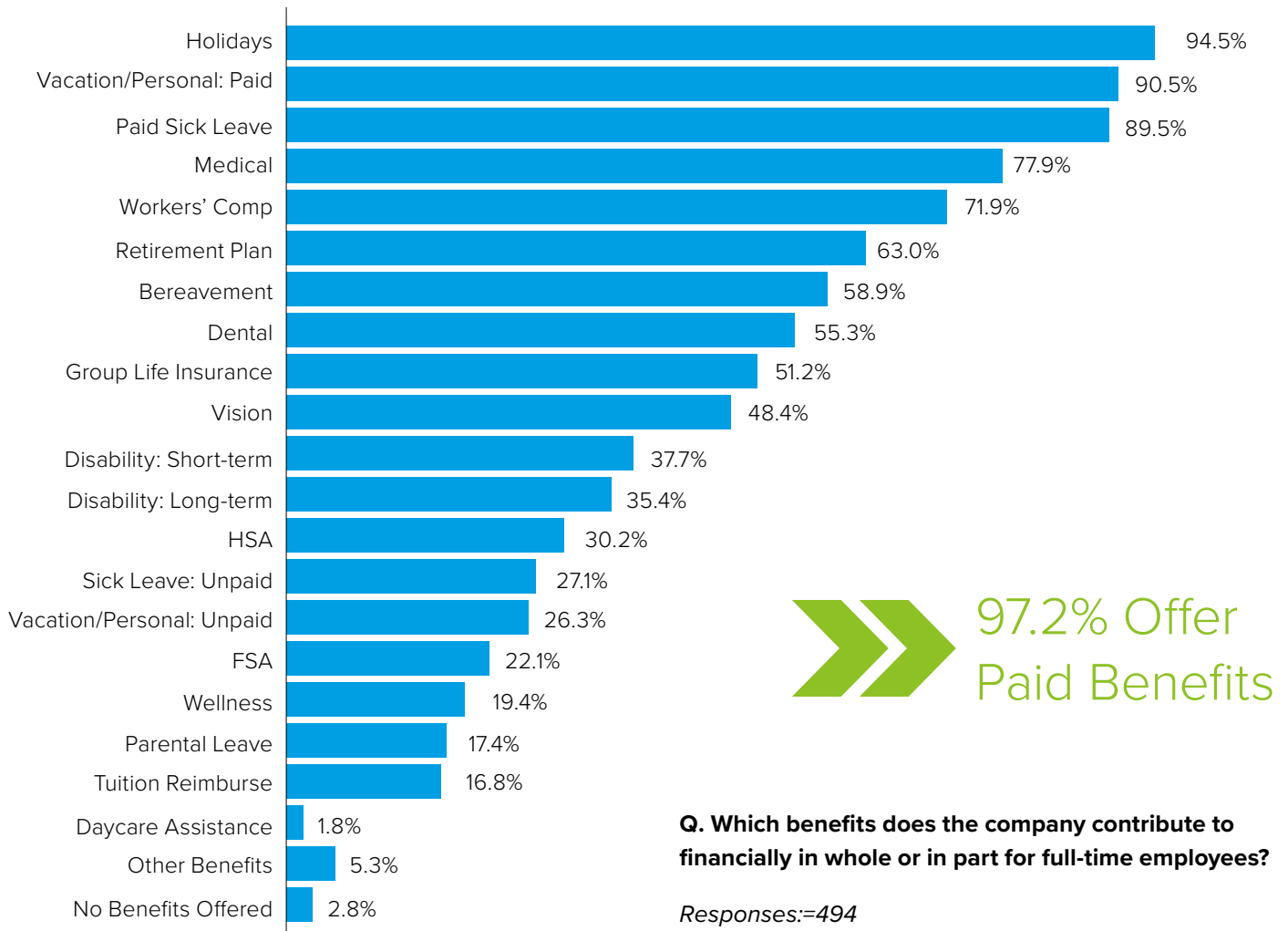
- **94.5% offer paid holidays.**

The average number of paid holidays provided ranges from 7.6 for companies with fewer than 20 employees to 8.6 for companies with 250 or more employees.

- **77.9% provide medical benefits.**

- 90.6% provide benefits through a private insurer, 3.9% through a federal or state Affordable Care Act exchange, and 5.5% through arrangements such as self-insurance.
- Coverage is offered by more than 98.0% of companies with at least 50 employees, 91.9% of companies with 20–49 employees, and 50.5% of companies with fewer than 20 employees.

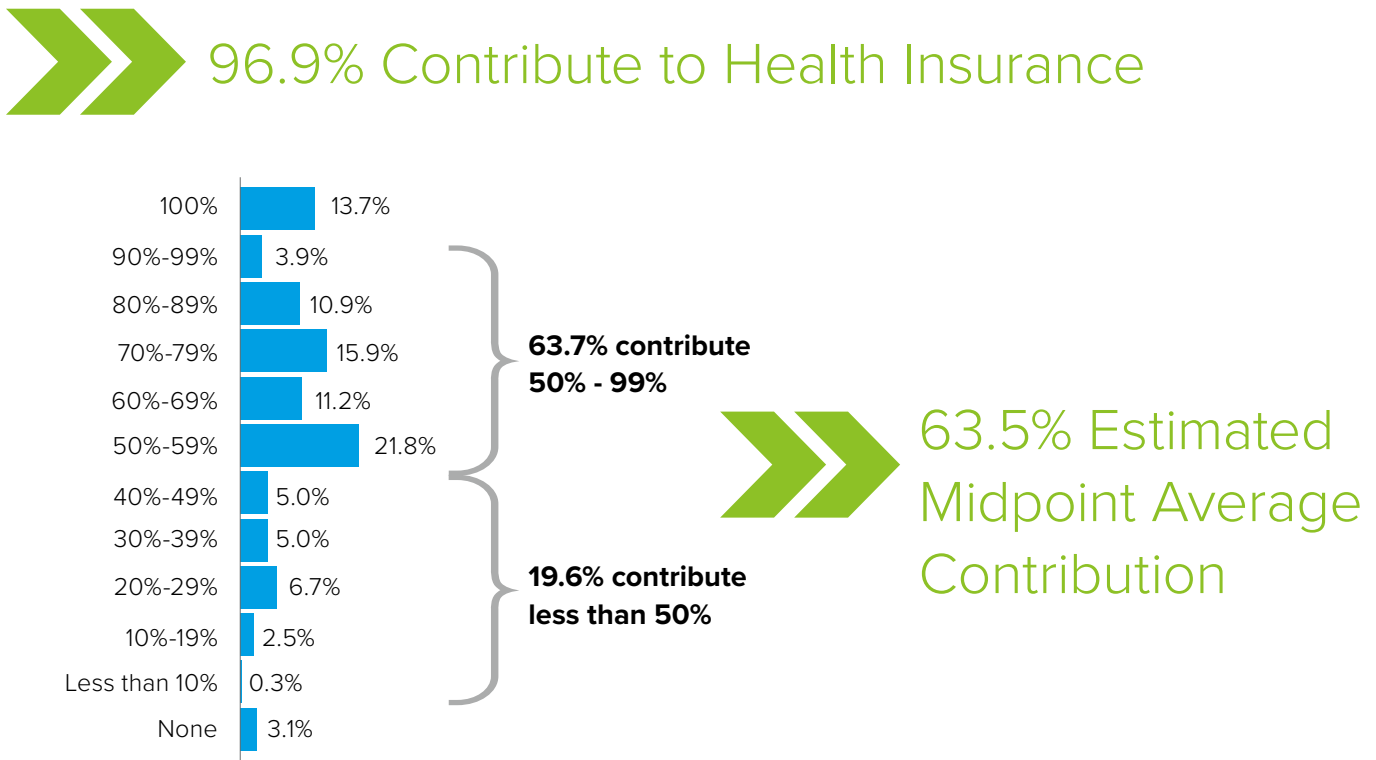
Figure 1: Benefits Offered



Of those that offer employee health insurance, 96.9% contribute to the cost of the policy

- Slightly less than 14.0% cover 100% of policy premiums, 63.7% cover 50% to 99%, and 19.6% cover less than 50%.
- The estimated average contribution using the midpoints of the ranges is 63.5%

Figure 2: Health Insurance Contribution



Q. What percentage of employee health insurance premiums does the company pay?

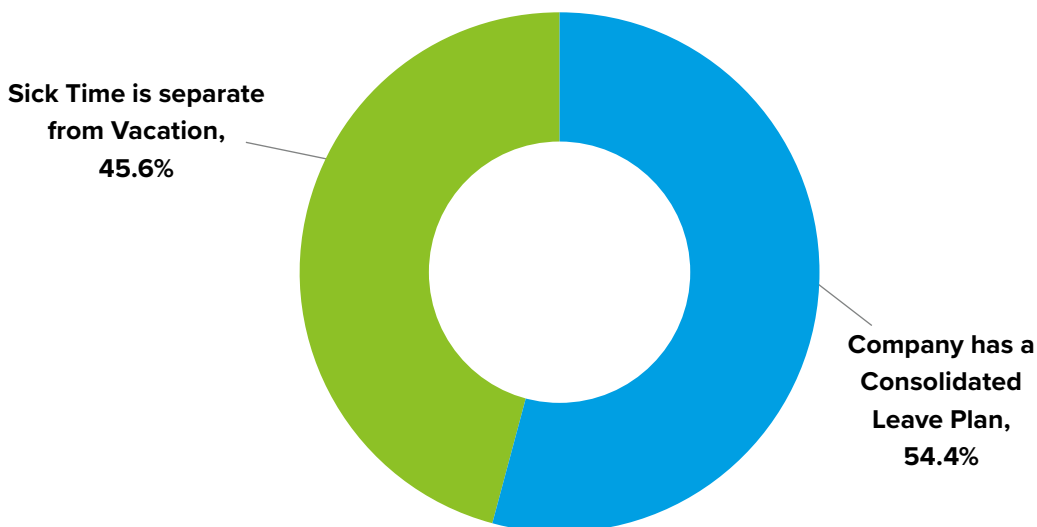
Responses =: 494 Offer Medical Benefits=385

Of companies surveyed, 94.3% offer paid time off (sick days, personal days, and/or vacation time) and 54.4% are using a consolidated leave plan.

General workplace trends show that many companies are moving away from a divided sick time and vacation leave policy and are moving toward a consolidated leave plan that gives employees a single amount of time off that can be used for multiple purposes, such as sick time, personal leave, and vacation time.

Of the printing companies surveyed, slightly more offer employees a consolidated leave plan (54.4%) vs. a separate sick time/vacation policy (45.6%).

Figure 3: Paid-Time-Off Plan Type



Q. Does the company provide paid sick days separate from vacation or PTO days?

Responses: 494 Offer paid sick days: 442

Across all companies, the average starting days of PTO is 9.2 and the majority offer a PTO program where the amount of time-off increases with tenure.

- Average starting PTO (sick time and vacation time) for new employees is 9.2 days and most (72%) receive PTO within the first year.
- 84.0% say that the number of PTO days offered increases with employee tenure; 2.5% mention a flexible/unlimited PTO policy and 4.5% say there are differences between hourly and salaried workers.

NOTE: Starting tenure, flex, and hourly PTO percentages derived from write-in responses, not a direct question.

The full member report provides more details on number of sick days and maximum PTO.

Figure 4: Starting Days PTO

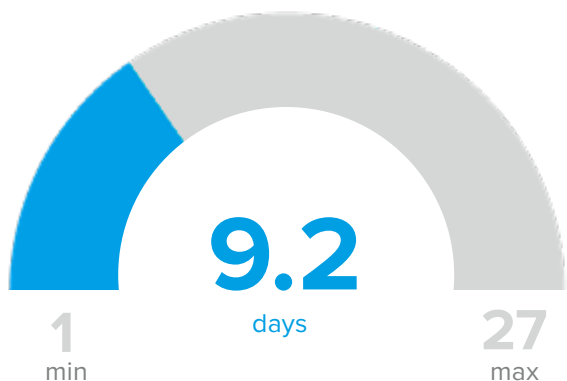
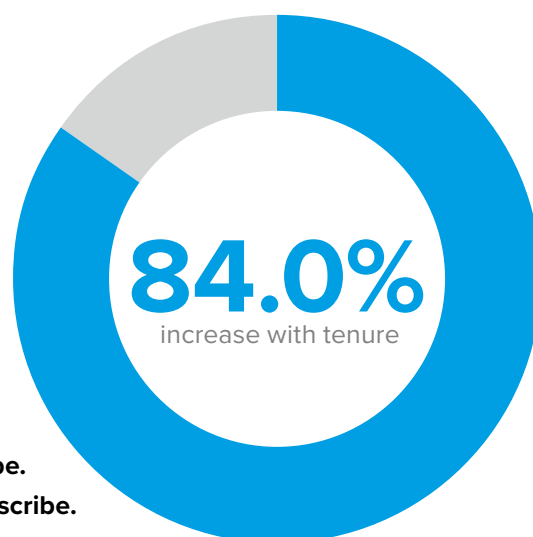


Figure 5: PTO Based On Tenure



What is the company’s schedule for awarding paid PTO? Please describe.

What is the company’s schedule for awarding paid vacation? Please describe.

Responses: 494 Offer sick and/or personal/vacation (PTO): 466

Company-wide bonuses are offered by 53.5% of companies surveyed.

Of these, 86.8% base bonuses on company performance, 42.6% on individual performance, and 12.8% on department performance. The full report includes information on how bonuses are based and when they are paid.

Figure 6: Company Bonuses



Are company-wide bonuses offered? Responses: 501

Who is eligible for bonuses? Responses: 263

Nearly all companies surveyed have increased or plan to increase base compensation this year.

More than one-quarter (28.4%) of survey respondents have or plan to increase base compensation in line with the 8.3% increase in the consumer price index through the first six months of 2022. The most frequently cited reason for the increases—that they are necessary to attract and retain employees—reflects the intense competition for personnel across our industry.

Extend your benefit package by creating a workplace environment that will win and keep your most valuable asset – your employees.

A competitive benefit package is only one part of the equation when it comes to recruiting and retaining employees in an industry with a very tight labor pool. Creating an open human-centered environment and leadership style is key to employee fulfillment and engagement for any type of company in today's market.

Top ways to achieve a human-centered organization include:

- Understand the importance of managers in determining employees' well-being
- Create an environment that embraces open, honest and transparent communication
- Frequently monitor attitudes and progress utilizing a full circle feedback cycle
- Define and model company values so that a strong company culture is created

For detailed salary breakdown of the compensation practices of 528 printing companies surveyed reporting on 16,325 personnel across 56 job titles, and expected 2022 adjustments to base compensation, and a step-by-step plan for creating an environment the engages and retains workers, [purchase the full 2022 Wages, Salaries and Benefits Report from the PRINTING United Alliance iLearning+ platform.](#)

JOIN THE HUMAN RESOURCES RESEARCH PANEL!

The 2022 Wages, Salaries, and Benefits Report is the first publication in PRINTING United Alliance's new human resources research program. In addition to updating compensation rates, future research will investigate critical issues such as effective labor force development, the changing demographics of our industry's labor force, and environmental, social, and governance (ESG) practices and standards.

Industry-wide surveys, conducted once or twice per year, will be an important part of the research. To increase the validity of results, we will build a panel of regular participants in the surveys.

Panel members will receive complementary copies of all HR/compensation reports, as well as reports prepared exclusively for them. There will be no charge to join the panel, and membership in PRINTING United Alliance will not be required.

For more information on the Human Resources Research Panel, please contact Jill Cantrell, Research Analyst, jcantrell@printing.org, or Andy Paporozzi, Chief Economist, apaporozzi@printing.org.