

NEWS RELEASE

FPA's Annual *Compensation Report*: A Benchmarking Tool For the Flexible Packaging Industry

FOR IMMEDIATE RELEASE

Linthicum, Maryland, September 9, 2003 – The Flexible Packaging Association (FPA) is pleased to announce the recent publication of the flexible packaging industry's **2002 *Compensation Report***. This valuable benchmarking tool provides data on wage and benefits for both hourly and salaried employees in the flexible packaging industry. The **2002 *Compensation Report*** also breaks down average salary levels by company/plant size, region, and primary manufacturing operation.

The participation rate in the FPA compensation survey, the basis of the report, reached an outstanding 70 percent of FPA converter and affiliate members. The participating converting companies employ over 25,000 of the estimated 88,000 U.S. flexible packaging industry employees. The **2002 *Compensation Report*** includes a cross section of small (annual net sales below \$25 million), mid (annual net sales between \$25-\$99 million), and large (annual net sales above \$100 million) converter companies in the flexible packaging industry.

The **2002 *Compensation Report*** provides details on the major benefits offered to hourly and salaried flexible packaging employees including major medical, prescription drug plans, life insurance, jury duty, short-term disability and tuition assistance. Additionally the report details compensation practices for sales representatives, as well as salary compensation practices such as range structures, 2003 salary adjustments, and merit increases. The **2002 *Compensation Report*** is utilized as a key tool in labor negotiations and in assessing salary range adjustments among converter companies.

The information received from participants and included within the **2002 *Compensation Report*** is held in the strictest of confidence. Full results of the **2002 *Compensation Report*** are available to survey participants only.

About the Flexible Packaging Association

The Flexible Packaging Association has served as the voice of the flexible packaging industry since the Association was established in 1950. Its members convert or supply the raw materials used to produce bags, pouches, labels, liners, wraps, rollstock, and other flexible products. Produced from paper, plastic film, aluminum foil, or any combination of those materials, flexible packaging is now the second largest segment of the U.S. packaging market. The \$20 billion industry serves a multitude of end use markets including food, pharmaceuticals, medical supplies, household goods, personal care products, pet food, lawn and garden supplies, and industrial applications.

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