

## Selected Positions in Manufacturing

## Weekly Gross Salaries (Before Taxes) \*

\* Market Data from: March 2011 R-M Survey

Average  
Pesos per Week

USD Per Week  
Exchange Rate \$11.72

<b>1 Plant Manager</b> R-M Benchmark Position => (1.01 Plant Manager)  Over 10 years of experience Managing an Industrial Organization, bilingual.	<b>\$31,785</b>	<b>\$2,712</b>
<b>2 Bilingual Executive Secretary</b> R-M Benchmark Position => (10.01 Bilingual Executive Secretary)  Over 5 years experience providing secretarial and administrative support to the Plant or General Manager, bilingual.	<b>\$8,062</b>	<b>\$688</b>
<b>3 Bilingual Receptionist</b> R-M Benchmark Position => (10.04 Bilingual Receptionist)  3 to 5 years experience receiving, informing and guiding English or Spanish speaking visitors and calls to the Company., bilingual.	<b>\$3,524</b>	<b>\$301</b>
<b>4 Controller</b> R-M Benchmark Position => (2.01 Controller)  Over 5 years experience Developing and Supervising the Financial and Control Systems that will help achieve the Company's Objectives, bilingual.	<b>\$21,325</b>	<b>\$1,820</b>
<b>5 Accounting Clerk</b> R-M Benchmark Position => (2.04 Accounting Clerk)  3 to 5 years experience keeping records of financial transactions following predetermined procedures for preparing reports and financial statements. Technical degree and Bilingual.	<b>\$4,275</b>	<b>\$365</b>
<b>6 Human Resources Manager</b> R-M Benchmark Position => (3.01 Human Resources Manager)  Over 5 years experience providing the Organization with the objectives, policies, programs and procedures that will insure the required quality of employees within a good working environment. Professional Degree and Bilingual.	<b>\$19,824</b>	<b>\$1,691</b>
<b>7 HR Assistant</b> R-M Benchmark Position => (3.03 Human Resources Assistant)  3 to 5 years experience supporting the human resources function, performing specific functions that deal with the Company's employees. Technical degree and Bilingual.	<b>\$4,332</b>	<b>\$370</b>
<b>8 Guard</b> R-M Benchmark Position => (3.06 Guard)  1 year experience performing activities related to safeguarding, protecting and maintaining order within the Company. Jr. High School and Basic English.	<b>\$2,501</b>	<b>\$213</b>
<b>9 Production Manager</b> R-M Benchmark Position => (6.01 Production Manager)  Over 5 years experience, plans, organizing, directing and controlling all the production activities to assure that the production of goods and/or services meet volume, quality and cost requirements within the established timeframe in an efficient manner. Minimum with a Professional Degree. Bilingual.	<b>\$18,905</b>	<b>\$1,613</b>
<b>10 Production Supervisor</b> R-M Benchmark Position => (6.04 Production Supervisor -B-)  3 years experience supervises and coordinates personnel involved in one or more production tasks according to quantity and quality specifications. Minimum with a Technical degree and Bilingual.	<b>\$5,620</b>	<b>\$480</b>
<b>11 Trailer Truck Driver</b> R-M Benchmark Position => (7.085 Trailer Truck Driver)  More than 3 years experience operating semi-trailer or full trailer trucks to transport cargo, which require experience, Mexican and American truck driver licenses as well as knowledge of traffic laws and regulations. Jr. High School or Technical Studies. Requires a working knowledge of U.S. and Mexican customs procedures and a U.S.Visa. Bilingual.	<b>\$7,150</b>	<b>\$610</b>
<b>12 Production Technician</b> R-M Benchmark Position => (6.07 Electronic Technician -B-)  Technical degree graduate with 1 to 3 years experience in electronic testing, calibration and maintenance.	<b>\$3,501</b>	<b>\$299</b>
<b>13 Maintenance Technician</b> R-M Benchmark Position => (9.077 Electromechanical Technician -B-)  Technical degree graduate with 1 to 3 years experience in electronic testing, calibration and maintenance. Technical education and 1 to 3 years experience in electrical, mechanical, hydraulics, pneumatics.	<b>\$3,995</b>	<b>\$341</b>
<b>14 Supplier Quality Engineer</b> R-M Benchmark Position => (4.032 Supplier Quality Engineer)  Engineering graduate with at least 3 years of experience applying generally accepted methods of quality assurance to analyze the results of tests and inspections of incoming material, coordinates the resolution of results of inspections with the corresponding department or supplier. Verifies and insures the availability of adequate suppliers for new products or processes. Participates in the development of suppliers by means of training, consulting and providing suggestions to improve their Performance. Bilingual.	<b>\$13,465</b>	<b>\$1,149</b>
<b>15 Engineer</b> R-M Benchmark Position => (5.03 Engineer -B-)  Engineering graduate, at least 3 years of experience within their engineering area of specialization, bilingual.	<b>\$7,540</b>	<b>\$643</b>
<b>16 Draftsman</b> R-M Benchmark Position => (5.05 CAD Draftsman)  Technical degree in drafting or recent engineering graduate with 1 to 3 years experience that assists engineering by drafting and maintaining detailed CAD drawings of layouts, mechanical detail drawings and multiple-view drawings of intermediate and final assemblies, fixtures, etc. Bilingual.	<b>\$5,398</b>	<b>\$461</b>

### Important Notes:

Source: Prepared by Ruiz Morales y Asociados. Note: This data is just a reference, but there are varying conditions for each business case. For more information of local wages and salaries please visit [www.ruiz-morales.com.mx](http://www.ruiz-morales.com.mx) or send and email at [ruizmorales@prodigy.net.mx](mailto:ruizmorales@prodigy.net.mx) Telephone: (+52664) 686-4116 Fax: (+52664) 686-1998

\* Market Data from: March 2011 Survey (Sample Size: 127 Companies with 95,908 employees. )

\* Weekly Gross Salary refers to Base Salary plus Benefits that are given Weekly, such as Grocery Coupons Attendance & Punctuality Bonuses, Bonuses, Cash Transportation , Productivity Bonus, Seniority Bonus, Savings Funds, Cafeteria Subsidy, etc.