SIGNS OF SUCCESS

Ask anyone in the sign, graphics and visual communications industry and they’ll tell you why their jobs are better than in other fields. They thrive on the constant challenge and creativity. They like the feeling of helping their community. They enjoy seeing their handiwork on display throughout their towns.

But a new survey from the International Sign Association shows that the industry offers more than just good feelings. Pay, benefits and raises typically outstrip comparable industries.

HOURLY WAGES HIGHER THAN OTHER FIELDS...

<table>
<thead>
<tr>
<th>AVERAGE HOURLY WAGES:</th>
<th>...AND GETTING BIGGER RAISES IN 2017:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sign and graphics: $22.05</td>
<td>Sign industry hourly: 5.1%</td>
</tr>
<tr>
<td>Overall manufacturing: $20.99</td>
<td>Overall U.S. workers: 2.8%</td>
</tr>
<tr>
<td>Average U.S. worker: $21.50</td>
<td></td>
</tr>
</tbody>
</table>

ANTICIPATED SIGN AND GRAPHICS RAISES IN 2018

- Salaried: 4.7%
- Hourly: 5.0%
- Management: 4.7%
SKILLED JOBS PAY BETTER

**MEDIAN HOURLY WAGES:**

- **WELDER**
  - Sign Industry: $20.69
  - Average: $16.76
- **FABRICATOR**
  - Sign Industry: $19.23
  - Average: $16.83
- **GRAPHIC DESIGNER**
  - Sign Industry: $19.41
  - Average: $13.94
- **INVENTORY CLERK**
  - Sign Industry: $21.63
  - Average: $21.12
- **CAD DESIGNER**
  - Sign Industry: $19.63
  - Average: $17.56

**BENEFITS**

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Sign Industry</th>
<th>Average U.S. Worker</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HOLIDAYS</strong></td>
<td>84%</td>
<td>78%</td>
</tr>
<tr>
<td><strong>VACATION</strong></td>
<td>88.3%</td>
<td>77%</td>
</tr>
<tr>
<td><strong>HEALTH INSURANCE</strong></td>
<td>68.4%</td>
<td>69%</td>
</tr>
<tr>
<td><strong>DENTAL INSURANCE</strong></td>
<td>48.1%</td>
<td>*Federal government does not keep statistics on dental insurance</td>
</tr>
</tbody>
</table>

**HIRING SIGNS ARE OUT**

71.0% of sign, graphics and visual communications companies said they would hire in 2018

FOLLOW US

Learn more about how ISA supports the sign and graphics industry by visiting signs.org/opportunity