



The Publisher's Column



Hello good friend, and welcome to our Motorvation Newsletter and to your new 2017 Price Guide. This year all rewind prices have increased between 3.7% and 4.4%. See the article to the right for the details. Be sure to update your Price Guide now with our new pages so your prices and profits will reflect the latest National Averages.

New Pump Repair Guide

In April of 2016 we were very pleased to release a new *Pump Repair Guide* with new *Condensed Price Lists* and *Checklists* for Submersible, Close Coupled, ANSI Chemical Process, Horizontal Split Case and Vertical Turbine pumps. To provide this new pricing we worked with a pump consultant and subscribers very knowledgeable in pump repairs. If you didn't have a chance to review this new information when it was released please take a few minutes now to do so before inserting the new pages in your binder. During 2017 we will be improving our pump pricing on Vaughens.com.

What We Will Be Working On In 2017

While the changes to Vaughens.com are being programmed we will be working on numerous enhancements for 2018. We will start working on the new enhancements in the first quarter of the year so we can complete all of the necessary research and survey for data if necessary. If you have any ideas or suggestions for improvements please give me a call or send us an email to sales@vaughens.com.

Remember, we are always available to help you with your pricing needs. We wish you a happy, healthy and prosperous New Year.

Donald M. Lammers

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Publisher

P.S. Let us know how we are doing by completing the Customer Feedback Form on page 4 and save \$10 on your next invoice.

Vaughen's 2017 Price Guide Improvements

Each year we survey for motor repair prices and evaluate the entire Guide to see what data should be updated and included in our annual survey. This year we updated the employee utilization percentage and percentage of jobs repaired under warranty. This new information can be found in the General Information section on page G1-23. Take a few minutes to read through the General Information section to review adders for special motors, mileage and shop supplies charges, pricing for special machine work and so much more. As always, all of our prices, billing rates, and markups have been updated to reflect the results of our annual survey.



Your
New
2017
Edition
is Here

We have also included a complete *Pump Repair Guide* with new 2017 National Average Prices for pump repairs. We now include a complete set of the pump pages each year to make updating your Price Guide very easy. You no longer have to save pump pages from your old price guide.

The *Labor and Material Guide* information has remained the same this year so we have just included a new title page and the latest quarterly update on material costs for this section. Note, the 4th Quarter 2016 Update on material costs will be faxed to all current subscribers in mid-January 2017.

Please insert these new pages into your binder right away so you can start reaping the benefits of our newly updated pricing from our latest survey. Plus, we have enclosed your 2017 Pocket Pricing Pal. Additional Pocket Pricing Pals are available for \$10 each. Also, remember if you would like additional copies of the Guide we offer discounted prices on each additional subscription.

2017 Survey Results — All Prices Are Updated!

This year 146 shops replied to our Annual Pricing Survey. Thanks to all of our subscribers who took the time to complete the survey!

Here are the results of our survey:

- AC random-wound rewinds are up 4.4%
- AC form-wound rewinds are up 3.7%
- DC rewinds are up 4.3%
- Extras prices are up 5.4%
- Hourly billing rates changed -0.6% to +1.6%
- AC random-wound new motor markup is up 2.9%
- New motor prices have been updated

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New Pump Guide Released in 2016

At Vaughen's 2016 was "The Year of Pumps". We mailed a new updated and expanded *Pump Repair Guide* in April of 2016 for the print version of the Guide. This new Guide contains *Condensed Price Lists* with National Average Prices for the repair of 5 types of pumps and *Pump Repair Pricing Checklists* to follow when pricing pump repairs. The *Condensed Price Lists* and *Checklists* are designed to be used together.

Simply follow our step-by-step instructions to easily price pump repairs and make sure you are charging for all the value you are providing. The *Checklist* contains checkboxes to document steps completed and space to calculate prices for each step.

You will also find that using the new *Pump Repair Pricing Checklist* makes it easy to make sure you are including all of the necessary prices in your quote. Below is a breakdown of the pricing covered in each step for submersible pumps.

Vaughen's 2016 Wage & Benefit Guide is Now Available on Vaughens.com!

In today's challenging market your shop must do everything possible to keep costs in line while still holding on to your valuable employees. So in the spring of 2016 Vaughen's conducted its fifth Wage & Benefit survey as a service to the electric motor repair industry. *Vaughen's 2016 Wage & Benefit Guide* with newly updated information from our latest survey is now available on Vaughens.com. You can also access the information from the four previous *Wage & Benefit Guides* on Vaughens.com for easy comparison. Log on today to see what our *Wage & Benefit Guide* has to offer.

Check Out What Other Shops are Paying Their Employees

Now you can easily compare your shop's hourly pay rate to other electric motor repair shops for over 25 different EASA job titles. Plus, regional information is available on average hourly wages for the most popular job titles.

Compare Your Benefits Package to Other Electric Motor Repair Shops

See the benefits other shops offer their employees and the costs. Plus, we have information on Overtime Pay/Policies, Pay Increases/Bonuses, and Paid Leave. New information on company vehicles was added in 2016!

"True Cost of An Employee"

Use our "True Cost of an Employee" Excel® worksheet to detail each employee's total wage and benefit package. You can easily show each employee all of the hidden costs not shown on their pay stub.

As you can see this is information that no electric motor repair shop should be without. Please note only Shop Owners and Managers can view this information. To receive the special password to access the data, Shop Owners or Managers should contact us at 800-828-4436.

Vaughen's "QUICK-QUOTE" Condensed Price Guide for SUBMERSIBLE PUMP REPAIR 1-30 HP

STEP 1: PRICE THE REWIND OR RECONDITION OF THE MOTOR. Prices Do Not Include Rewinding And Resizing The Stator. 100% Price Increase

HP Motor Type	1-5 HP	6-15 HP	16-25 HP	26-30 HP
1. Rewind	475	675	875	1075
2. Recondition	475	675	875	1075
3. Rewind	475	675	875	1075
4. Recondition	475	675	875	1075
5. Rewind	475	675	875	1075
6. Recondition	475	675	875	1075
7. Rewind	475	675	875	1075
8. Recondition	475	675	875	1075
9. Rewind	475	675	875	1075
10. Recondition	475	675	875	1075

STEP 2: PRICE THE LABOR ONLY FOR PUMP REPAIRS. Add Total for All 5 Steps. Dry End Repairs, and Machine Work to Motor Repair Price from Step 1. Labor Only Prices are Shown For Low, Medium and High Difficulty Levels. Parts Prices Not Included. 100% Price Increase

Difficulty Level	Low	Medium	High
1. Labor Only	150	200	250
2. Labor Only	150	200	250
3. Labor Only	150	200	250
4. Labor Only	150	200	250
5. Labor Only	150	200	250

STEP 3: PRICE ALL OTHER PARTS AND RAW MATERIALS. Add prices for all parts and raw materials. Use the price below for a basic repair. 100% Price Increase

Part	1-5 HP	6-15 HP	16-25 HP	26-30 HP
1. Bearings	150	200	250	300
2. Seals	150	200	250	300
3. O-rings	150	200	250	300
4. Gaskets	150	200	250	300
5. Miscellaneous	150	200	250	300

STEP 4: PRICE ANY MACHINED PARTS NEEDED FROM PAGES PR1-27 THRU PR1-33

STEP 5: A. PRICE ALL VALUE ADDS, B. MISCELLANEOUS BILLING ITEMS AND C. RISK FACTORS

STEP 6: NOW ADD UP THE PRICES FROM STEPS 1 - 5 TO GET YOUR TOTAL REPAIR PRICE

Vaughen's Submersible Pump Repair Pricing Checklist

To be used with Vaughen's "Quick-Quote" Condensed Price Guide for Submersible Pump Repair Pricing

Customer Name: _____ Date: _____ Outside Job Number: _____
 Phone: _____ Fax: _____

Price By: _____

Type of Operation: Firm Quote Estimate For Bidding Other

Difficulty Level: Low Medium High (See page PR1-3)

Additional Notes: _____

Costed: Rewind Recondition, or Test the Motor Recondition Test Motor Only

Step 1A. Price Rewind, Recondition, or Test the Motor. Price \$ _____

Step 2A. Price Labor Only. Price \$ _____

Step 3A. Price All Other Parts and Raw Materials. Price \$ _____

Step 4A. Price Machined Parts. Price \$ _____

Step 5A. Price Value Adds. Price \$ _____

Step 6A. Price Miscellaneous Billing Items. Price \$ _____

Step 7A. Price Risk Factors. Price \$ _____

Total Repair Price for Steps 1-5: \$ _____

Action Plan to Obtain the Order: _____

PR1-4

Condensed Price List

Pump Repair Pricing Checklist

- Step 1. Covers pricing the repair of the motor.**
- Step 2. Covers the labor to repair the pump.** Prices for parts are included below.
- Step 3. Covers pricing all of the parts needed for the repair of the pump** plus any raw materials needed for any machined parts.
- Step 4. Covers prices for any machined parts you are pricing based on Vaughen's Machined Parts pages.** These prices include all labor and material.
- Step 5. Covers pricing for any Value Adds** such as ceramic coatings, special tolerances or balance, exterior protective coatings, etc. This step also includes miscellaneous billing items such as overtime, pickup & delivery, shop supplies, etc. In this step you would also include pricing for any risk factors. Some examples of risk factors would be: abrasives, high temperatures, contamination.
- Step 6. Add up the prices from Steps 1 thru 5 to get your total repair price.**

We also provide *Condensed Price Lists* and *Pump Repair Pricing Checklists* for Close Coupled, ANSI Chem. Process, Horizontal Split Case, and Vertical Turbine pumps. A new *2017 Pump Repair Guide* with updated National Average Prices is included with your 2017 pages.

New Pump Pricing Tools on Vaughens.com

New *Pump Condensed Price Lists* were also released on Vaughens.com. On Vaughens.com you can customize these price lists for your shop using your percentage of the National Average and your shop's billing rate. The *Pump Repair Pricing Checklists* are also available on Vaughens.com and can be printed for use in your shop. Plus, we are currently working on including all of the changes made to the book version of the Pump Guide. We will continue to improve our pump pricing to make pricing pump repairs as easy as motor repairs.

5 Approaches to Avoid With New Hires

We know from our feedback survey how hard it is to find new qualified employees for motor repair shops. We ask “What is the biggest problem you face in your business today?” and finding qualified employees is always at the top of that list.

Too many new employees fail during their first few months on the job. Protect your investment by avoiding these damaging approaches to new hire orientation:

1. Using the sink-or-swim method.

Some bosses expect new hires to function instantly at 100% — especially if they have experience in the field or position. Those leaders say something once and expect that to suffice. More savvy managers understand that good communication matters right from the start. So they make an effort to keep talking, and they check frequently to monitor progress.

2. Failing to define.

Too often, leaders hand new workers a laundry list of responsibilities without giving them any information about priorities. Good managers take time to highlight the two or three most important objectives and then define what staffers must do to excel at those tasks.

3. Walking softly.

Do not hesitate to give feedback — especially negative feedback — during new employees’ first days on the job. Direct feedback is crucial to success.

4. Steamrolling.

New employees want to make a good impression, so they may hesitate to speak up, especially about unrealistic objectives or fuzzy time frames. Be sure to ask new hires for their input. When you let them contribute to their own goals, you build their commitment to succeed. Furthermore, you lay the foundation for a trusting relationship.

5. Relying on your open door.

Telling new hires that you are there to help is not enough. Don’t assume that they will seek your guidance when they need it. New hires may not even realize when they should ask for help. Set realistic goals and then monitor new hires’ progress.

Check Out Additional Features on Vaughens.com “Quote Screen”

Since Vaughens.com was released in 2001 we have added many valuable tools. When we recently evaluated Vaughens.com usage we noticed many subscribers are using Vaughens.com to look up prices but are not going to the “next step” and using the many additional tools on the “Quote Screen”.

Labor and Material Calculator

With our Labor and Material Calculator on the “Quote Screen” you can calculate a labor and material price using your shop’s cost and billing rates to make sure you are quoting the best price. For each task you can select to use your shop’s price or the labor and material price. Making sure “Your Profit Is In Your Price” has never been easier.

New Motor Calculator

The Vaughens.com “Quote Screen” lets you monitor your repair price against the cost of a new motor. You can even be alerted when your repair price goes above a certain percentage of the new motor price.

Add Additional Workcodes

When pricing motor repairs you may need to add prices for workcodes not automatically displayed on the “pricing screen”. On the “Quote Screen” you can access additional Vaughen’s workcodes and also select to add your own workcodes. We make it easy to include all of the necessary prices in your motor quote.

Create and Save Motor Quotes

You can create a professional quote that you can email directly to your

customer. You can even save your customer information so you can select from your list of customers and quickly create a quote. You can also select to save your quotes on our secure server so you can access the quote at a later time and make changes to the quote. Or, if you prefer you can save the quote to your computer as a PDF file. Creating a quote has never been easier.

Valuable Reports

After completing your quote you can print a *Shop Quote* which contains all of the information from the “Quote Screen”. It even has space for you to track the action plan for the order. This handy report can be kept with the job file for future reference. Plus, you can even save this report as a PDF file on your computer.

We also provide a *Shop Labor Hour Report* that can be used to improve productivity in your shop. The report lists the hours each task should take to complete and has space for technicians to record the time it took them to complete tasks. This report contains valuable information when you are trying to improve your shop’s repair times. Plus, this report can also be saved on your computer as a PDF file.

If you haven’t been using the “Quote Screen” we hope you will take a few minutes the next time you are logged on to Vaughens.com and check out all of the additional tools. If you need help with any of Vaughens.com tools remember we are just a phone call away 800-828-4436.

Vaughens.com Quote Screen

New Motor Calculator

Labor & Material Calculator

Workcode	Shop Price	Est. Price	Shop L&M Price	Est. L&M Price	Hours	Cost	Labor Rate	Material Rate	Est. Total Price
General AC motor	1,250.00	2,200.00	1,250.00	2,200.00	20.70	53.30	1,100.17	73.40	1,250.20
General AC motor	1,100.00	2,000.00	1,100.00	2,000.00	18.00	45.00	1,000.00	70.00	1,100.00
General AC motor	1,000.00	1,800.00	1,000.00	1,800.00	16.00	40.00	900.00	65.00	1,000.00
Total Selected Items:	3,350.00	6,000.00	3,350.00	6,000.00	54.70	138.30	3,000.17	208.40	3,350.20

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Vaughen's Price Publishing Co., Inc. — Customer Feedback Form — Save \$10

Could you please take a few minutes to help us in our quality improvement efforts? Your input is very valuable to us. Complete this form and fax it to us at 412-367-4884 and we will apply a \$10 credit to your account. Thank you! (Only 1 credit honored per year.)

1. How often do you use Vaughen's Price Guide?..... Daily Weekly Monthly..... Only a few times a year
2. Which of Vaughen's Products do you use? Price Guide Book Vaughens.com WinPDQ Software
3. How do you use Vaughen's prices?..... Quote directly from the Guide Discount off the Guide Add to prices in the Guide
4. How satisfied are you with our products and service? Very Satisfied Somewhat Satisfied..... Not Very Satisfied
5. How likely are you to recommend our products: Very Likely..... Somewhat Likely Not Very Likely
6. Place a check mark in the box that best describes your opinions about the following: *(Please check only one per line.)*

Features and Benefits of Vaughen's Price Guide:	Strongly Agree	Somewhat Agree	Disagree	Not Applicable
Vaughen's Price Guide helps me with all my pricing needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vaughen's Price Guide saves me time when preparing quotes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vaughen's Price Guide helps me make a fair profit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vaughen's Price Guide helps me price competitively in my area.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vaughen's Price Guide is easy to use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The General Information section makes it clear how to use the Guide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Condensed pages are useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The MG Set and elevator motor pricing pages are useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The quarterly fax updates on copper costs etc. are useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The pricing for making a new shaft and welding services is useful to me.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The labor hours for balancing other equipment and on-site alignment are useful to me.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The AC motor pricing section meets my needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The DC motor pricing section meets my needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Single-Phase motor pricing section meets my needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Labor and Material Guide and labor hour standards are useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Centrifugal Pump Repair Guide is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Pump Condensed Price Lists and Checklists are useful to me.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Pocket Pricing Pal is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vaughens.com web site is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Motor Pricing section on Vaughens.com is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Saving my quotes and customers on Vaughens.com is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Labor Hour Report on Vaughens.com is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Pump Pricing section on Vaughens.com is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Customized Condensed Price Lists on Vaughens.com are useful to me.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Metric 50 Hertz Condensed Price List on Vaughens.com is useful to me.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The L&M Tools section on Vaughens.com is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Manager's Tools section on Vaughens.com is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Local Pricing section on Vaughens.com is useful to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. If you disagree with anything in question 6 above, please explain: _____

8. What is the biggest problem you face in your business today? _____

9. Is there anything else we should include in the Price Guide? _____

Please provide your company information if you wish to receive your \$10 credit: (Note: Only 1 credit honored per year.)

Name: _____ Company: _____ Phone: _____

Address/City/State or Province/Zip: _____

Please fax this completed form to us at 412-367-4884. Thank you for taking the time to complete our survey.