

**THE
CONROE, TEXAS
AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

August, 2014

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The 2014 Conroe Area Wage and Fringe Benefits Survey was sponsored by the Greater Conroe Economic Development Corporation. It was conducted by The Pathfinders, an economic development consultant firm. Information was gathered via a printed survey form and by email.

Wages are presented for hourly and salaried workers and include:

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
Average Annual Salary	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750) or e-mail (info@thepathfindersus.com).

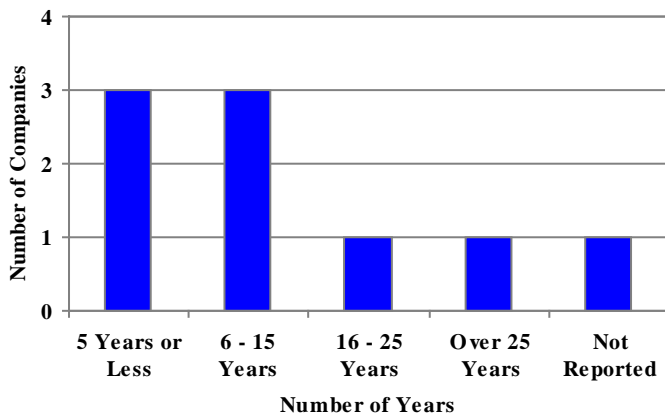
SURVEY FINDINGS – GENERAL INFORMATION

Nine (9) firms participated in the 2014 Conroe Area Wage and Fringe Benefits Survey, representing an employment base of almost 1,100 workers. Participating companies represented business and industry clusters in the Conroe area. The reported total annual payroll for the participating companies was approximately \$44 million, although it should be noted that not all companies responded to the annual payroll question.

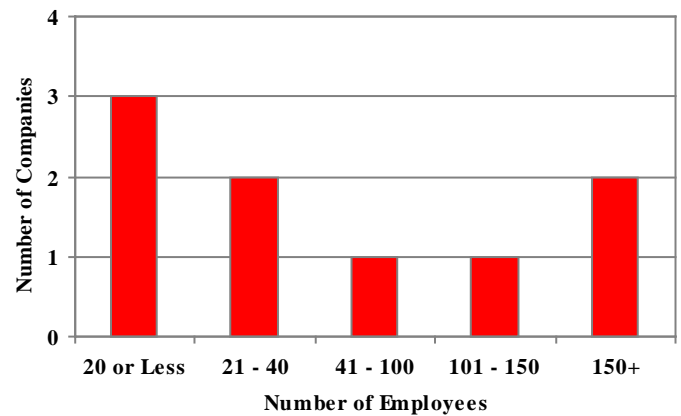
The participating employers have been in business in the Conroe area from 5 years or less to over 25 years and have from 20 or less employees to over 150.

PARTICIPATING EMPLOYERS

Length of Time in Community



Number of Employees



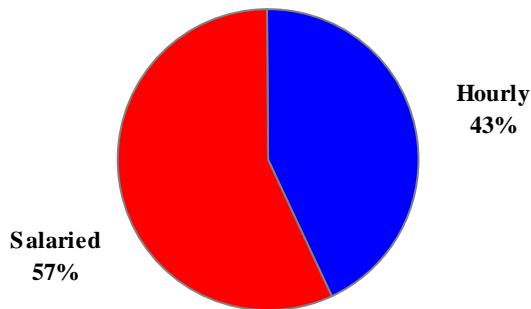
Six (6) of the participating firms reported an increase in employment during the past twelve months, creating a total of 136 jobs. Six (6) firms project increasing employment during the next twelve months for a total of approximately 101 jobs, and one (1) company projects an increase in hiring over the next twelve months, but did not report the number of workers to be added.

One (1) company reported offering either a voluntary or involuntary severance package during the past twelve months, with a total of nineteen (19) employees affected.

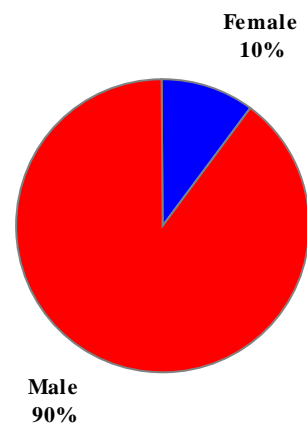
SURVEY FINDINGS – GENERAL INFORMATION

The total reported employment of 1,098 was comprised of 43% hourly workers and 57% salaried workers. Of the total reported employment, female workers made up 10% and male workers 90%. The percentages of hourly and salaried employees as well as male and female employees, of the reporting companies are illustrated in the pie charts below.

HOURLY / SALARIED EMPLOYEES

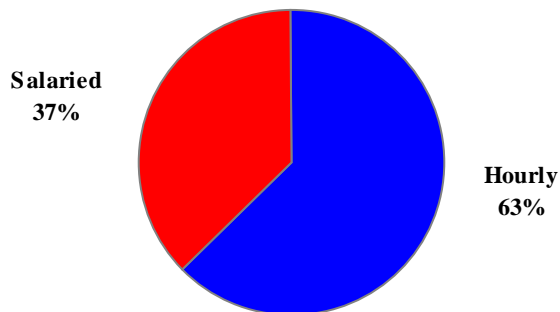


FEMALE / MALE EMPLOYEES

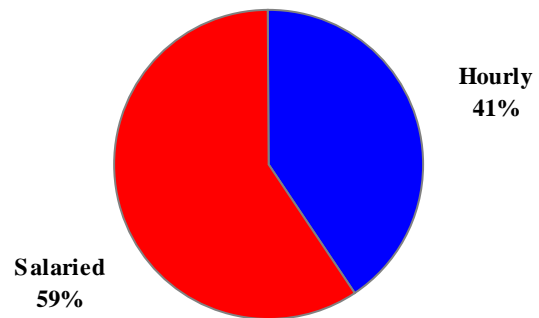


A further breakdown of female/male employees is shown in the charts below.

FULL-TIME FEMALE EMPLOYEES



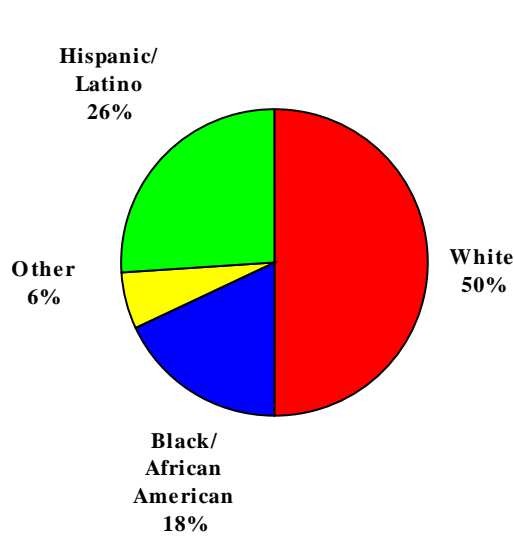
FULL-TIME MALE EMPLOYEES



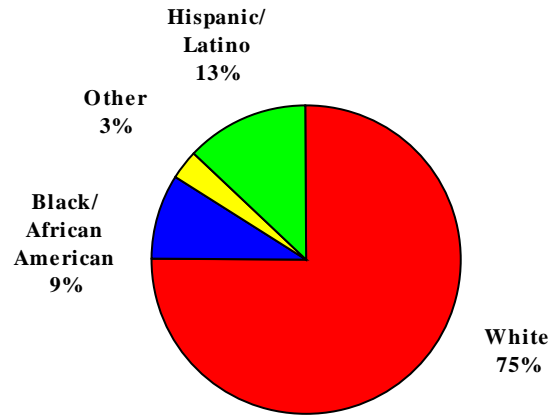
SURVEY FINDINGS – GENERAL INFORMATION

The ethnic diversity of the reported hourly and salaried workers is shown on the charts below.

ETHNICITY – HOURLY WORKERS



ETHNICITY – SALARIED WORKERS



Information on shift work was reported as follows:

NUMBER OF SHIFTS WORKED



Four (4) companies reported shift premiums in dollars/cents with the average premium being \$.86. One (1) company reported shift premiums to be 10%.

SURVEY FINDINGS – GENERAL INFORMATION

All of the participating companies reported that overtime hours worked are paid at time and a half.

The following table reflects the various methods used to recruit workers in the Conroe region and the number of employers utilizing that method. Many employers use more than one method.

Recruiting Method	# of Employers
Staffing Service	6
Word of Mouth	5
Internet	4
Referrals	3
Newspaper Ads	3
Recruiters	3
Walk-Ins	2
Networking	2
Job Board/Sign	1
Job Fair	1
Colleges	1

SURVEY FINDINGS – EMPLOYER RATINGS OF WORKFORCE

In the course of conducting wage and fringe benefits surveys, local employers are asked to rate the area's workforce on a number of factors. Those factors include: worker productivity; worker reliability and attitudes; reading/writing competency; calculations competency; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers are asked to rate each factor either "Excellent", "Good", "Fair", or "Poor". Also included in these ratings are the opinions of the participating employers of the local educational providers in terms of delivering the skills that are needed or required for workers. Further, employers are asked to rate additional factors such as the area's business climate in terms of cooperation and support and the area's quality of life.

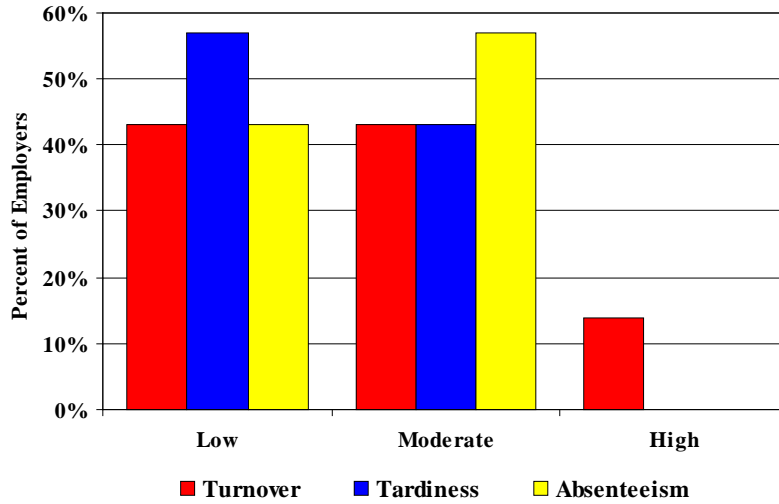
Based upon the experience of The Pathfinders in evaluating labor forces in numerous locations, a definite correlation between productivity, absenteeism, tardiness, and turnover appears to exist. That correlation goes beyond the fact that an absent worker is obviously unproductive. Rather, those factors are indicative of an employee's attitude toward the job. Employers in the Conroe area were asked to rate turnover, tardiness, and absenteeism for hourly (skilled and unskilled) and salaried workers as "Low", "Moderate", or "High".

Also included in this correlation is the degree of substance abuse found among workers. Employers in the Conroe area were surveyed as to their substance abuse testing policies and were asked to rate the level of substance abuse.

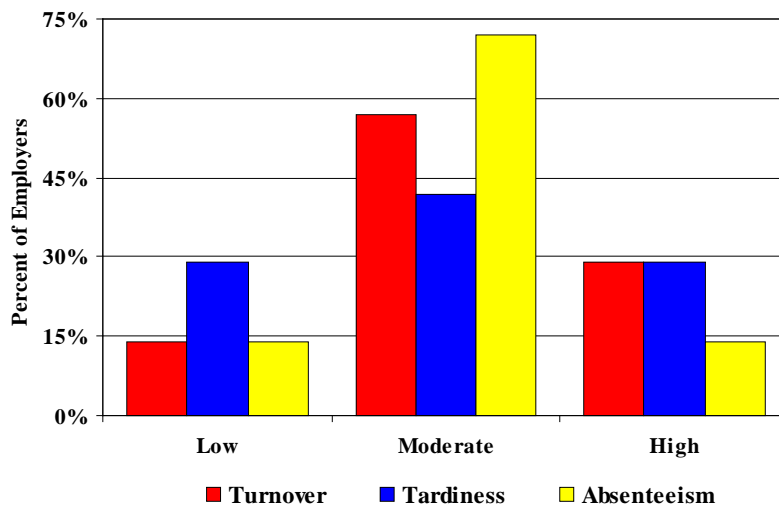
The employer ratings of the workforce for all the categories mentioned above are presented in the charts and graphs on the following pages.

EMPLOYER RATINGS OF WORKFORCE

PERCENT OF EMPLOYERS RATING HOURLY SKILLED WORKERS TURNOVER – TARDINESS – ABSENTEEISM

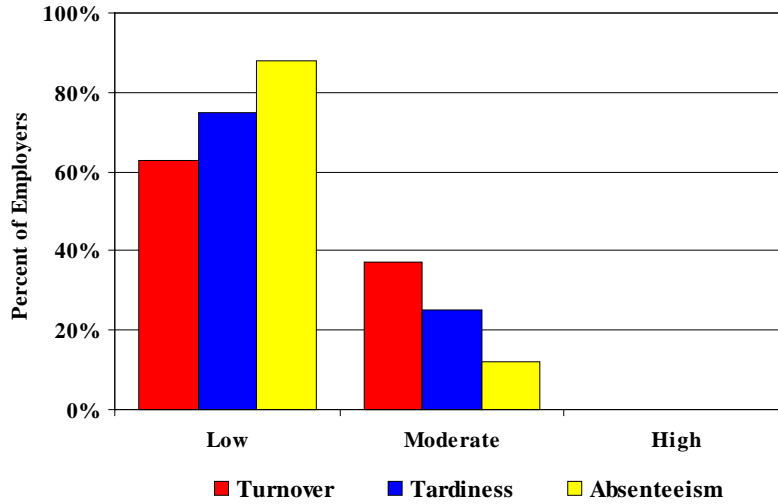


PERCENT OF EMPLOYERS RATING HOURLY UNSKILLED WORKERS TURNOVER – TARDINESS – ABSENTEEISM



EMPLOYER RATINGS OF WORKFORCE

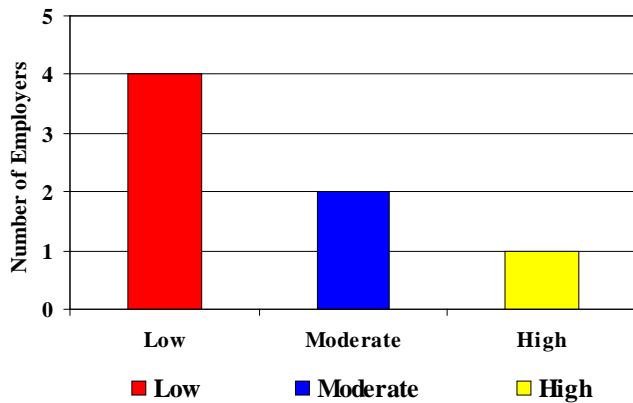
PERCENT OF EMPLOYERS RATING SALARIED WORKERS TURNOVER – TARDINESS – ABSENTEEISM



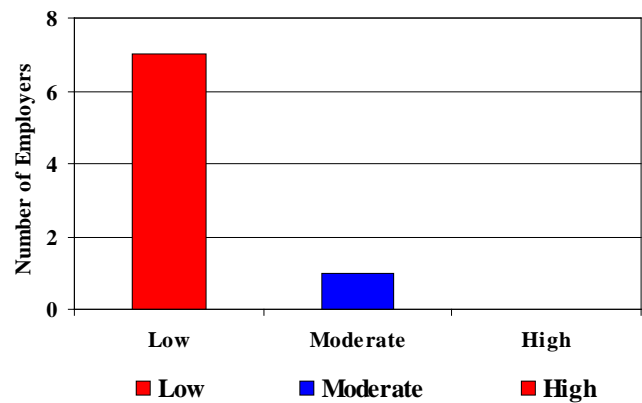
Employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”.

SUBSTANCE ABUSE

Hourly Workers



Salaried Workers



Further, among the participating employers, 67% reported testing for substance abuse using one or more of the following methods.

Testing Method	# of Employers
Pre-Employment	6
Post-Accident	6
For Cause / Suspicion	6
Random	5
Return to Work	3

Other checks in addition to substance abuse testing were reported by the responding employers.

Checks	# of Employers
Criminal Background Check	6
Drivers License Check	6

EMPLOYER RATINGS OF WORKFORCE

Employers were asked to rate the productivity, reliability, attitudes and teamwork skills of hourly and salaried workers. The ratings are shown on the following pages.

HOURLY WORKERS

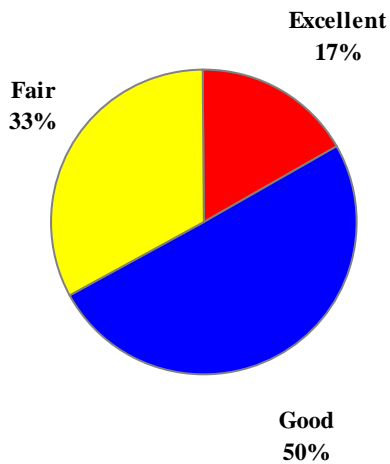
Productivity



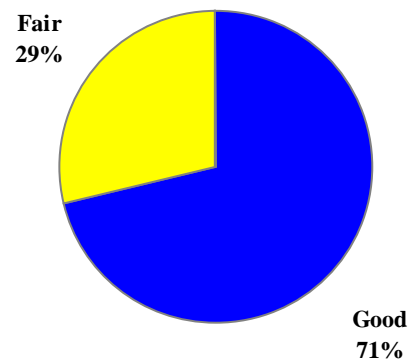
Reliability



Attitudes



Teamwork



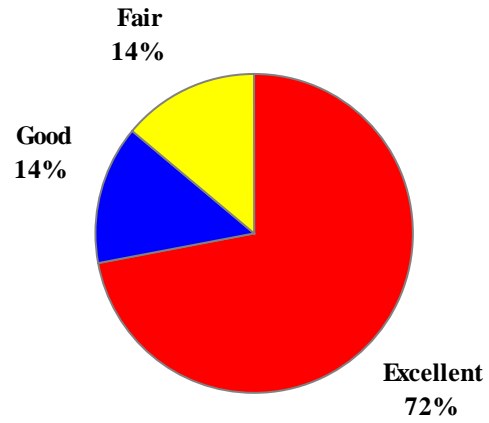
EMPLOYER RATINGS OF WORKFORCE

SALARIED WORKERS

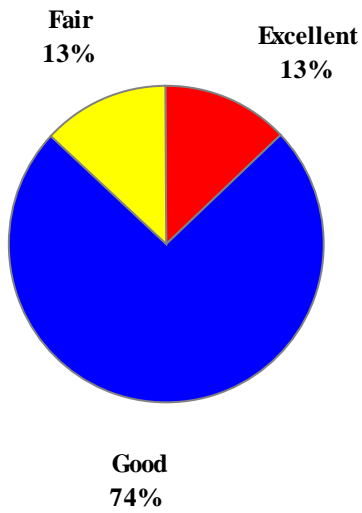
Productivity



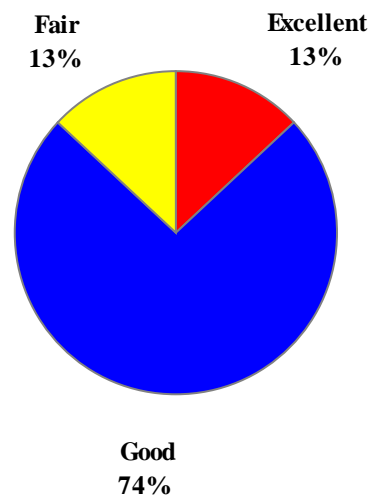
Reliability



Attitudes



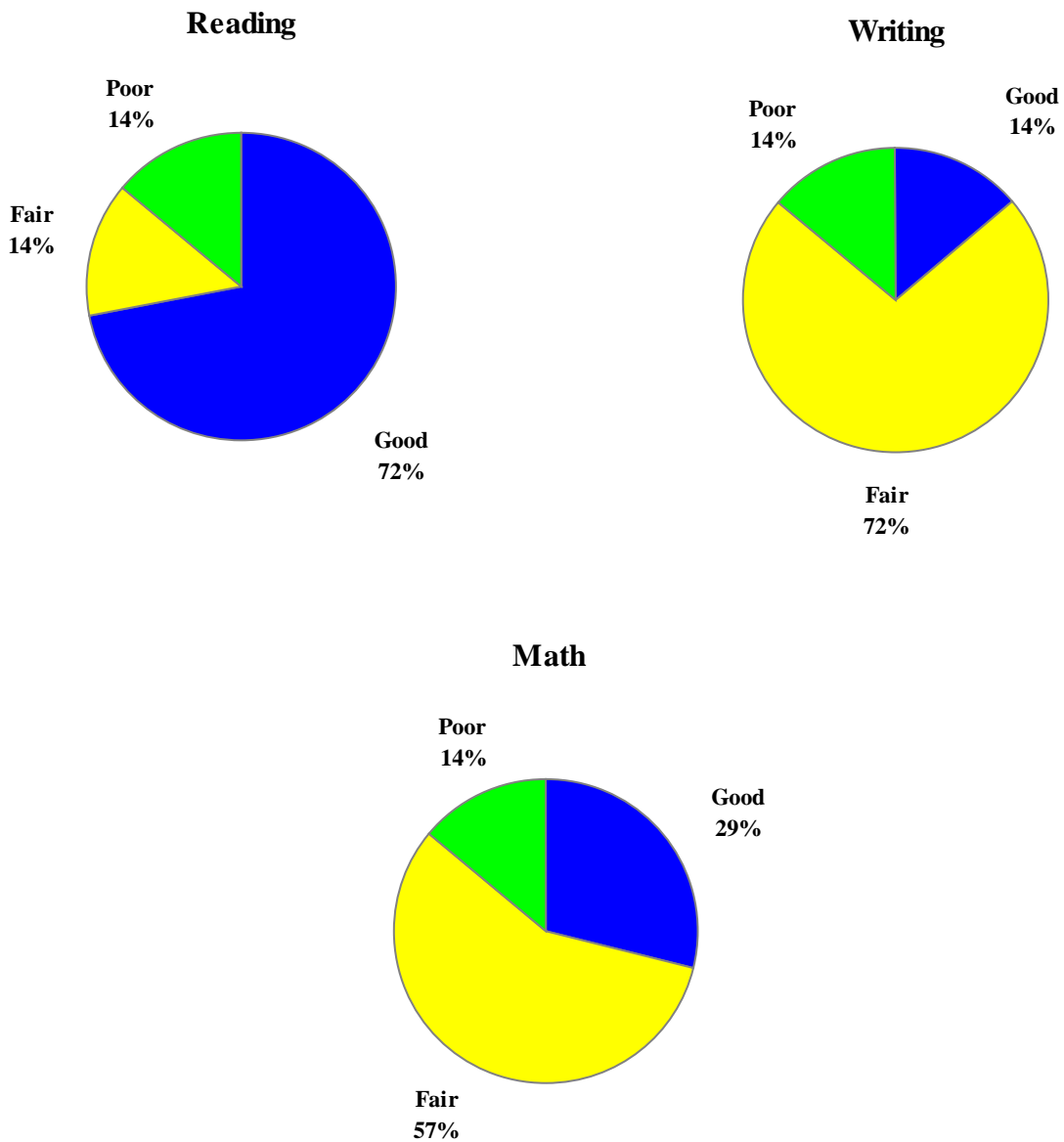
Teamwork



EMPLOYER RATINGS OF WORKFORCE

The Conroe area employers gave the following ratings to their employees relative to competency in reading, writing, and calculations.

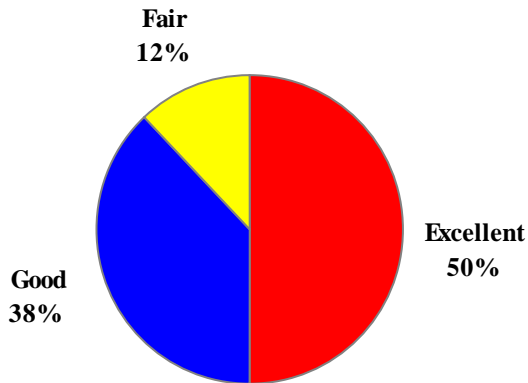
HOURLY WORKERS



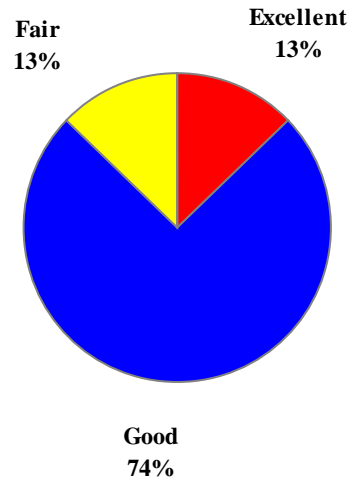
EMPLOYER RATINGS OF WORKFORCE

SALARIED WORKERS

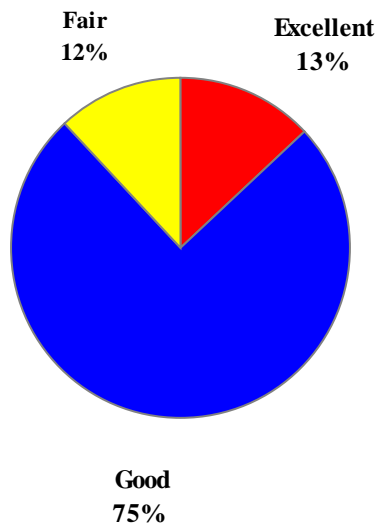
Reading



Writing



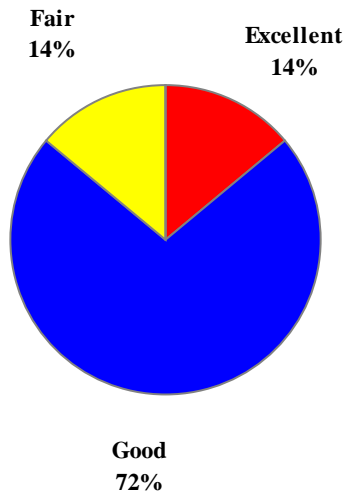
Math



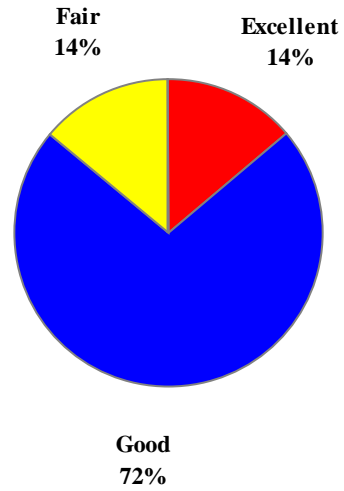
EMPLOYER RATINGS OF EDUCATIONAL PROVIDERS

Local educational providers were rated as follows by the participating employers.

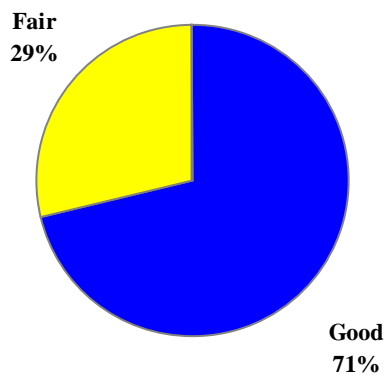
Community Colleges



Trade Schools

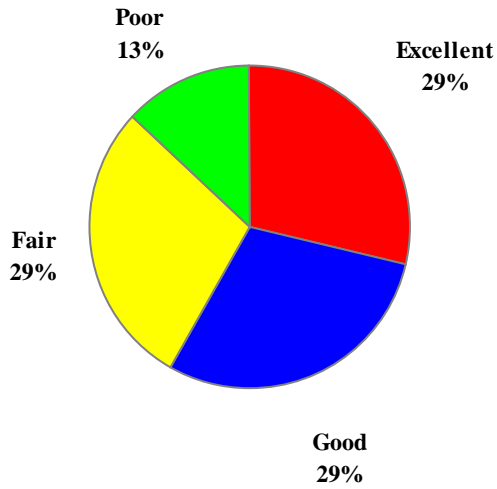


Public Schools

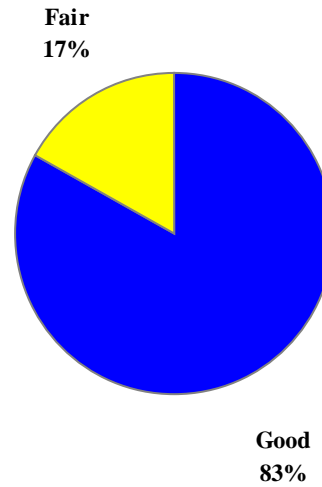


EMPLOYER RATINGS OF WORKFORCE AVAILABILITY

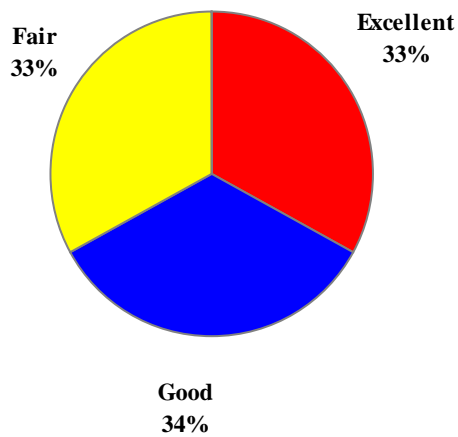
Skilled Labor Availability



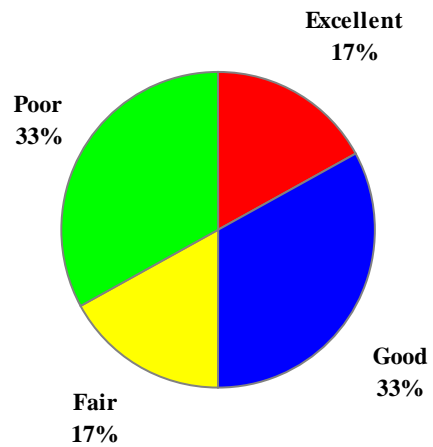
Unskilled Labor Availability



Professional Labor Availability



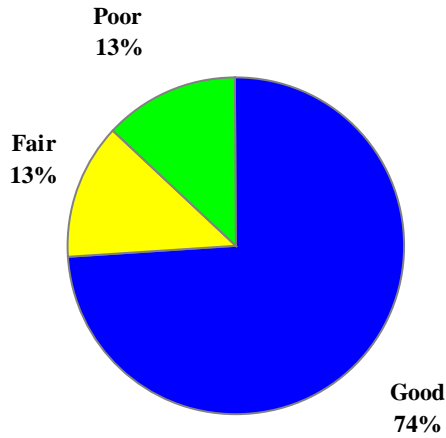
Technical Labor Availability



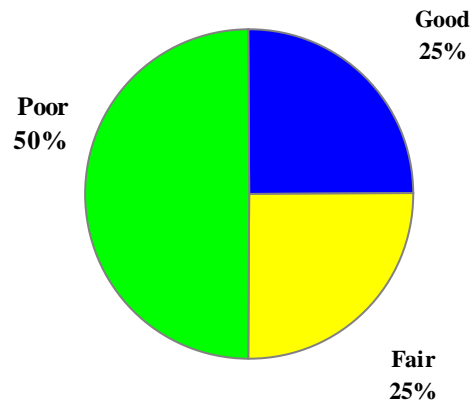
EMPLOYER RATINGS OF AREA FACTORS

The participating employers were asked to rate the following factors as related to the area as a whole.

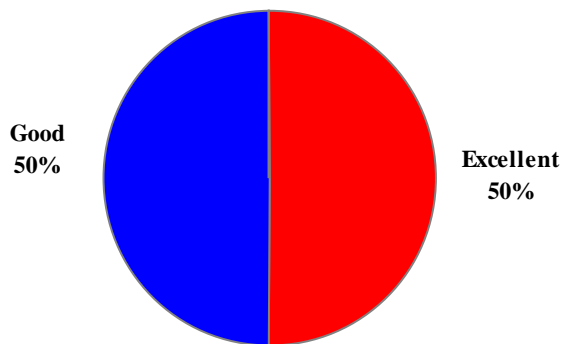
Workforce Overall



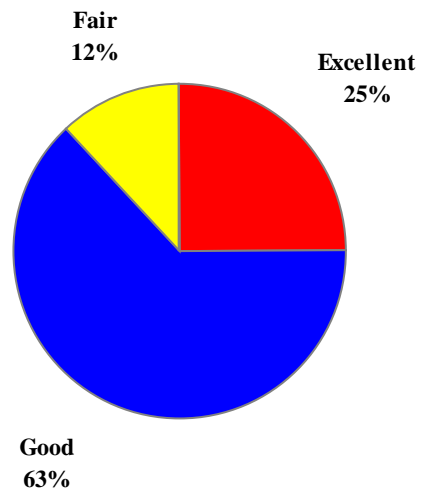
Area Transportation



Area Business Climate



Area Quality of Life



WAGE SECTION

SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures for those positions held by salaried workers.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- High Entry Pay – the highest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered
- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Mean Average Pay – Each individual company reported their “average” pay within each job title. This “mean average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

The wage data presented for salaried employees is the average annual salary for all the employees in the job title when all participating companies are considered.

REPORTED WAGES FOR HOURLY WORKERS

CONROE, TEXAS AREA HOURLY WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Hourly Employees	Number of Firms Reporting
Accounts Payable Clerk	\$10.00	\$10.00	\$10.00	\$12.00	\$12.00	\$12.00	\$12.00	1	1
Accounts Receivable Clerk	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	1	1
Administrative Assistant	\$12.00	\$12.00	\$12.00	\$18.80	\$18.80	\$18.80	\$18.80	13	1
Assembler – Electrical	\$11.62	\$11.62	\$11.62	\$13.91	\$13.91	\$13.91	\$13.91	1	1
Assembler - General	\$9.43	\$9.43	\$9.43	\$10.18	\$10.18	\$10.18	\$10.18	78	1
Bldg. & Grounds Maintenance	\$13.26	\$17.00	\$15.13	\$16.05	\$18.38	\$17.22	\$16.44	6	2
Calibration Technician	\$15.38	\$15.38	\$15.38	\$19.48	\$19.48	\$19.48	\$19.48	1	1
CNC Operator	\$17.28	\$17.28	\$17.28	\$23.00	\$23.00	\$23.00	\$23.00	1	1
Customer Service Rep	\$14.00	\$14.00	\$14.00	\$16.00	\$16.00	\$16.00	\$16.00	2	1
Electronic Technician	\$31.49	\$31.49	\$31.49	\$32.40	\$32.40	\$32.40	\$32.40	6	1
Engineering Technician	\$11.00	\$11.00	\$11.00	\$16.66	\$16.66	\$16.66	\$16.66	31	1
File Clerk	n/r*	n/r*	n/r*	\$16.00	\$16.00	\$16.00	\$16.00	1	1
Foreman	\$15.00	\$15.00	\$15.00	\$21.44	\$21.44	\$21.44	\$21.44	1	1
General Laborer	\$10.00	\$10.00	\$10.00	\$13.00	\$13.00	\$13.00	\$13.00	8	1

CONROE, TEXAS AREA HOURLY WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Hourly Employees	Number of Firms Reporting
Human Resources Assistant	\$12.50	\$15.00	\$13.75	\$14.75	\$17.00	\$15.88	\$15.50	3	2
Inventory/Stock Clerk	\$14.00	\$15.00	\$14.50	\$16.00	\$20.72	\$18.36	\$19.15	3	2
Janitor	\$11.00	\$11.00	\$11.00	\$14.02	\$14.02	\$14.02	\$14.02	3	1
Lab Technician	\$13.25	\$19.00	\$16.13	\$15.31	\$23.08	\$19.20	\$17.90	9	2
Lead Maintenance	\$19.00	\$24.00	\$21.50	\$19.00	\$26.75	\$22.88	\$22.88	2	2
Line Supervisor	\$31.49	\$31.49	\$31.49	\$32.81	\$32.81	\$32.81	\$32.81	9	1
Machine Operator	\$10.57	\$28.13	\$15.55	\$11.00	\$31.13	\$18.85	\$20.68	83	4
Machinist-Journeyman	\$31.49	\$31.49	\$31.49	\$32.59	\$32.59	\$32.59	\$32.59	5	1
Maintenance Mechanic	\$18.00	\$31.49	\$24.75	\$22.18	\$32.86	\$27.52	\$26.45	10	2
Maintenance-General	\$13.26	\$13.26	\$13.26	\$15.69	\$15.69	\$15.69	\$15.69	6	1
Maintenance-Helper	\$22.92	\$22.92	\$22.92	\$23.94	\$23.94	\$23.94	\$23.94	26	1
Materials Handler	\$12.00	\$25.51	\$18.76	\$15.50	\$27.62	\$21.56	\$22.03	26	2
Merchandiser	\$13.00	\$13.00	\$13.00	\$15.71	\$15.71	\$15.71	\$15.71	7	1
Packer/Picker	\$9.43	\$12.00	\$10.48	\$11.66	\$15.64	\$13.68	\$14.47	10	3
Palletizer	\$8.00	\$12.00	\$10.00	\$11.00	\$16.03	\$13.52	\$15.26	13	2
Payroll Clerk	\$15.00	\$15.00	\$15.00	\$20.00	\$20.00	\$20.00	\$20.00	1	1

CONROE, TEXAS AREA HOURLY WAGE SUMMARY JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Hourly Employees	Number of Firms Reporting
Planner	\$16.00	\$16.00	\$16.00	\$20.40	\$20.40	\$20.40	\$20.40	1	1
Process Operator	\$28.13	\$28.13	\$28.13	\$31.15	\$31.15	\$31.15	\$31.15	5	1
Processor	\$14.00	\$18.32	\$16.16	\$17.08	\$24.81	\$20.95	\$17.72	12	2
Production Supervisor	\$31.49	\$31.49	\$31.49	\$31.49	\$31.49	\$31.49	\$31.49	1	1
Quality Assurance/Inspection	\$12.00	\$28.13	\$17.80	\$13.49	\$31.15	\$20.05	\$18.92	16	3
Raw Receiver	\$14.00	\$14.00	\$14.00	\$17.32	\$17.32	\$17.32	\$17.32	5	1
Receptionist/Switchboard	\$10.00	\$10.00	\$10.00	\$16.00	\$16.00	\$16.00	\$16.00	1	1
Shipping Lead	n/r*	n/r*	n/r*	\$19.04	\$19.04	\$19.04	\$19.04	6	1
Shipping Manager	\$8.00	\$8.00	\$8.00	\$14.00	\$14.00	\$14.00	\$14.00	1	1
Shipping/Receiving Clerk	\$11.62	\$28.13	\$17.25	\$13.46	\$31.15	\$19.84	\$18.61	4	3
Shop Clerk	\$14.00	\$14.00	\$14.00	\$15.00	\$15.00	\$15.00	\$15.00	1	1
Shop Hand	\$11.00	\$16.00	\$13.50	\$14.50	\$21.17	\$17.84	\$16.01	31	2
Stocker	\$12.00	\$12.00	\$12.00	\$14.51	\$14.51	\$14.51	\$14.51	10	1
Tool Coordinator	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	1	1
Warehouse Associate	\$10.57	\$28.13	\$15.61	\$11.09	\$30.91	\$17.47	\$16.16	25	5

* not reported

REPORTED WAGES FOR SALARIED WORKERS

CONROE, TEXAS AREA SALARIED WAGE SUMMARY JOB CLASSIFICATION	Average Annual Salary	Number of Salaried Employees	Number of Firms Reporting
Accountant	\$53,996.00	3	2
Accounting Supervisor	\$54,509.00	3	2
Accounts Payable Clerk	\$35,282.00	2	2
Accounts Receivable Clerk	\$35,000.00	1	1
Administrative Assistant	\$43,102.80	7	5
Assembler – Electrical	\$60,000.00	18	1
Assembler - Mechanical	\$40,000.00	1	1
Buyer/Purchaser	\$58,937.50	4	4
Chief Financial Officer	\$275,000.00	1	1
Chief Operations Officer	\$325,000.00	1	1
Controller	\$109,132.20	5	5
Customer Service Supervisor	\$52,020.00	1	1
Department Manager	\$94,276.67	13	3
Directional Driller	\$44,800.00	55	1
Directional Drilling Coordinator	\$102,500.00	6	1
Distribution Manager	\$88,578.67	3	3
Electronic Technician	\$63,600.00	2	1
Engineer	\$73,220.00	18	2
Engineering Manager	\$141,349.00	2	2
Engineering Technician	\$42,681.00	1	1
Expeditor	\$44,000.00	1	1

CONROE, TEXAS AREA SALARIED WAGE SUMMARY JOB CLASSIFICATION	Average Annual Salary	Number of Salaried Employees	Number of Firms Reporting
Help Desk Operator	\$37,000.00	1	1
Human Resources Manager	\$79,611.00	4	4
Inventory/Stock Clerk	\$78,700.00	1	1
IT Manager	\$78,000.00	1	1
Maintenance Manager	\$94,559.00	4	3
Maintenance Supervisor	\$95,549.00	2	1
Marketing Manager	\$51,450.00	2	1
MWD Manager	\$104,700.00	1	1
MWD Specialist	\$43,300.00	140	1
Network Administrator	\$58,411.00	1	1
Office Manager	\$96,606.50	2	2
Operations Manager	\$103,200.00	22	1
Packer/Picker	\$32,500.00	5	2
Planner	\$60,464.50	4	2
Plant Manager	\$148,327.33	3	3
President	\$209,125.00	2	2
Process Operator	\$31,000.00	2	1
Procurement Manager	\$67,250.00	1	1
Product Manager	\$61,680.00	1	1
Production Manager	\$85,893.20	7	5
Production Supervisor	\$66,196.33	10	3
Programmer Analyst	\$48,000.00	1	1

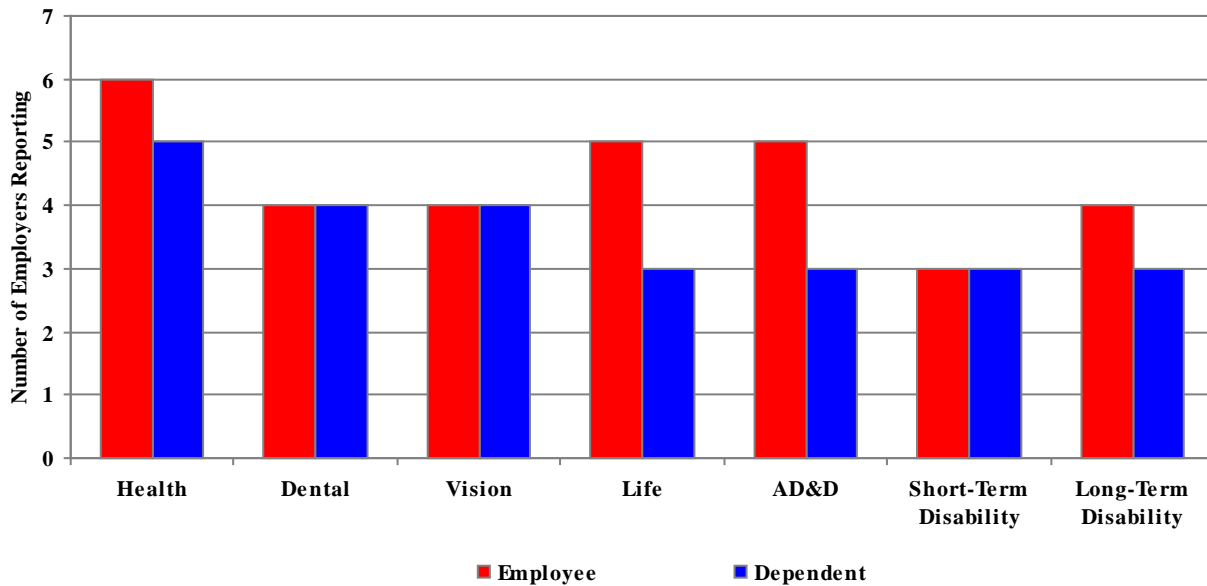
CONROE, TEXAS AREA SALARIED WAGE SUMMARY JOB CLASSIFICATION	Average Annual Salary	Number of Salaried Employees	Number of Firms Reporting
Quality Assurance Manager	\$96,666.00	2	2
Quality Assurance/Inspection	\$66,550.00	3	2
R&D Manager	\$93,184.00	1	1
Receptionist/Switchboard	\$33,906.00	2	1
Safety Manager	\$82,650.00	2	2
Sales – Inside	\$50,094.33	9	3
Sales – Outside	\$67,825.80	69	4
Sales – Route	\$50,970.00	78	1
Sales Manager	\$130,070.75	5	3
Shipping Manager	\$77,848.00	1	1
Shop Manager	\$85,533.33	7	3
Shop Supervisor	\$64,505.00	1	1
Survey Tech	\$72,100.00	3	1
Surveyor	\$50,000.00	45	1
Tool Coordinator	\$81,300.00	5	1
Truck Driver	\$55,897.50	44	2
Vice President	\$197,000.00	3	1
Warehouse Supervisor	\$51,544.50	6	3
Well Planning	\$94,600.00	8	1

FRINGE BENEFITS SECTION

FRINGE BENEFITS – HOURLY WORKERS

The following pages deal with fringe benefits reported by the participating companies for their hourly workers.

INSURANCE COVERAGE – HOURLY WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their hourly workers and families. As noted, six (6) of the participating companies reported providing health insurance for hourly employees, and five (5) companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company for hourly employees and dependents in each of the insurance categories.

INSURANCE PREMIUMS PAID – HOURLY WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	6	85%
Dependent	5	55%
Dental		
Employee	4	62%
Dependent	4	35%
Vision		
Employee	4	45%
Dependent	4	12%
Life		
Employee	5	80%
Dependent	3	0%
Accidental Death/ Dismemberment		
Employee	5	80%
Dependent	3	0%
Short-Term Disability		
Employee	3	100%
Dependent	3	0%
Long-Term Disability		
Employee	4	100%
Dependent	3	0%

FINANCIAL PLANS – HOURLY WORKERS

Many of the participating companies offered various financial plans to their hourly employees, as illustrated in the following chart. As shown, the financial plan most offered by employers to their hourly workers is a 401K Plan. Many employers offer more than one plan.

Financial Plans Offered – Hourly Employees	# of Employers
401K Plan	4
Health Savings Plan/FSA	3
Tuition Reimbursement	2
Production Bonus	2
Annual Bonus	1
Safety Bonus	1
Pension Plan	1
Quarterly Bonus	1
Monthly Bonus	1
Savings Plan	1
Profit-Sharing Plan/Gainsharing	1
ESOP/ESPP	1

OTHER BENEFITS – HOURLY WORKERS

In addition to insurance benefits and financial plans, many of the participating companies reported offering other benefits to their hourly employees as shown below. Many employers offer more than one other benefit.

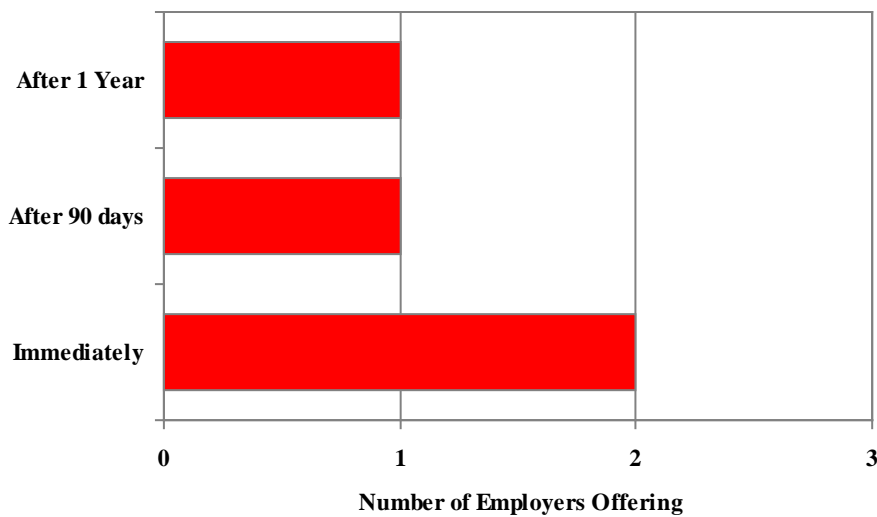
Other Benefits – Hourly Workers	# of Employers
Supplemental Life Insurance	5
Business Travel/Mileage	5
Eyewear	5
Employee Assistance Plan	4
Prescription Drug Card	4
Uniform	2
Cell Phone	2
Transportation	2
Computer	1

Five (5) companies reported paying workers compensation for hourly employees. Four (4) of these companies reported the percent of salary paid, that amount averaging 77.5% of fully-loaded salary. The remaining company reported that the amount paid was dependent on the accident and the state.

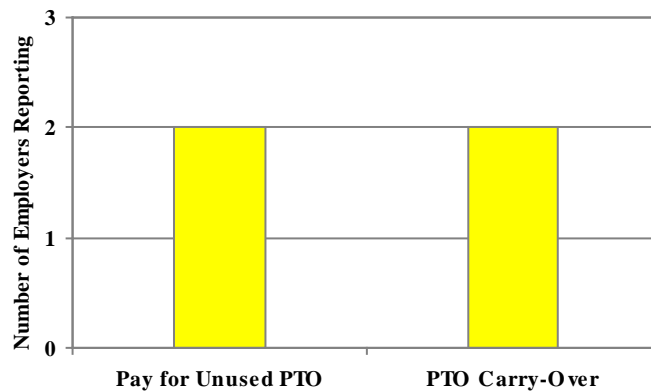
PAID LEAVE – HOURLY WORKERS

The following information reflects the data collected from the participating employers on paid time off or paid leave for hourly workers. Examples of paid leave include holidays, vacation, sick leave, and personal time. Four (4) companies reported combining these categories into general leave or personal time off (PTO). Eligibility for PTO for hourly employees was reported by the companies as follows:

PTO Eligibility Periods - Hourly Workers



Three (3) companies reported that the number of PTO days per year for hourly employees is based on length of service, and one (1) company reported the amount of PTO days per year is 15. Further, two (2) companies offer pay for unused PTO and two (2) offer PTO carry-over.

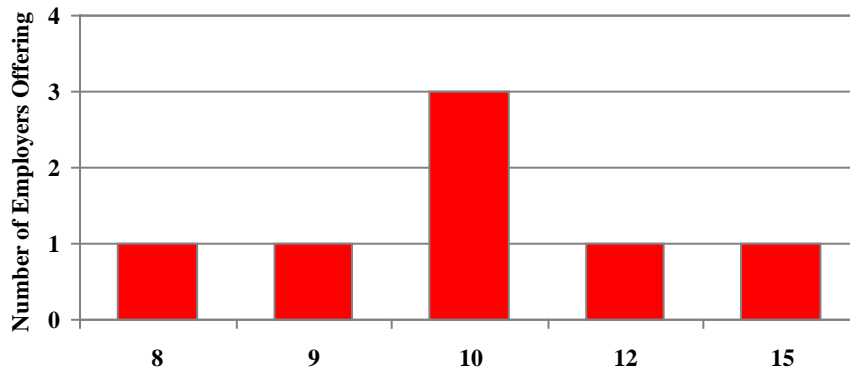


PAID LEAVE – HOURLY WORKERS

Holidays – Hourly Workers

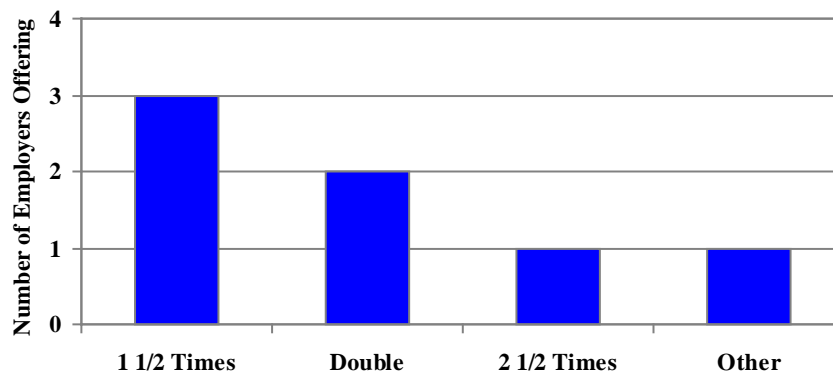
The number of paid holidays per year for hourly workers as reported by the participating employers is shown below.

**Number of Paid Holidays Per Year
Hourly Workers**



Companies reported the following pay rates for those hourly workers who work on holidays.

Holiday Pay - Hourly Workers



Vacation – Hourly Workers

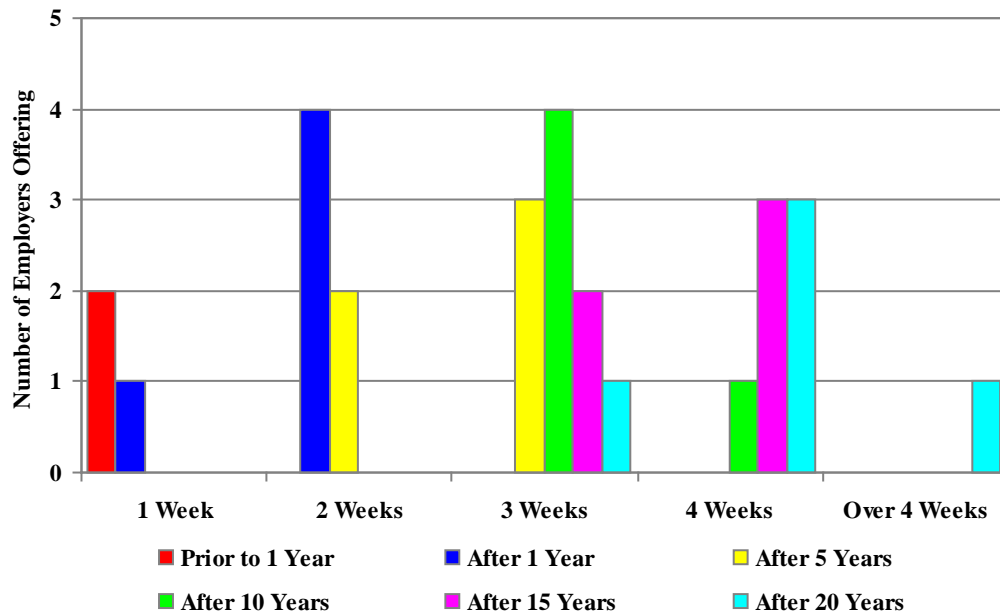
Four (4) of the participating employers reported offering paid vacation time for hourly employees. Reported eligibility periods for paid vacation time are as follows:

- Immediately
- After 90 Days
- After 6 Months
- After 1 Year

In addition, of the reporting companies, one (1) reported pay for unused vacation time and one (1) allowed vacation carry-over for hourly workers.

The chart below illustrates the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years and after twenty years of employment. Two (2) companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Hourly Workers



Sick Leave – Hourly Workers

Of the participating companies, two (2) reported offering paid sick leave for hourly employees.

Eligibility times for sick leave for hourly workers were reported as follows:

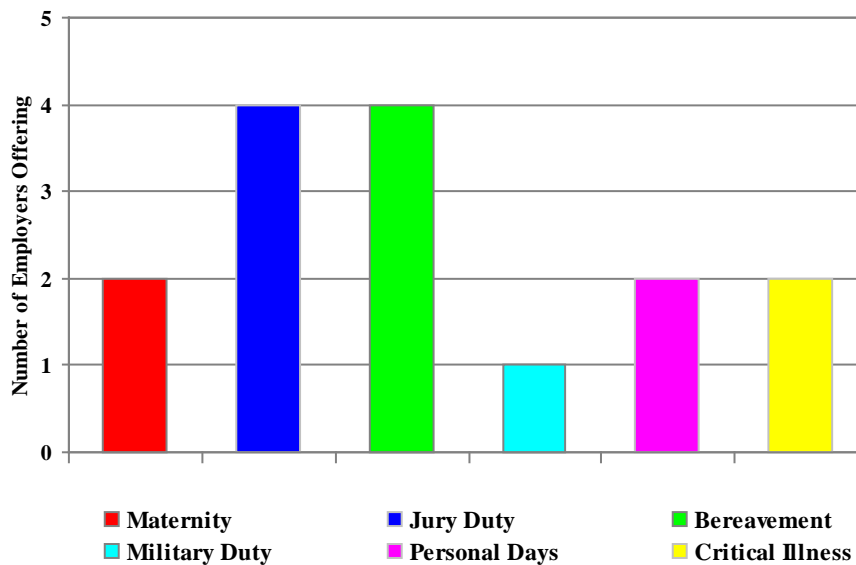
- Immediately
- After 90 Days

The number of sick days per year was reported as follows by the responding companies:

- 5 Days
- 20 Days

Other Paid Leave – Hourly Workers

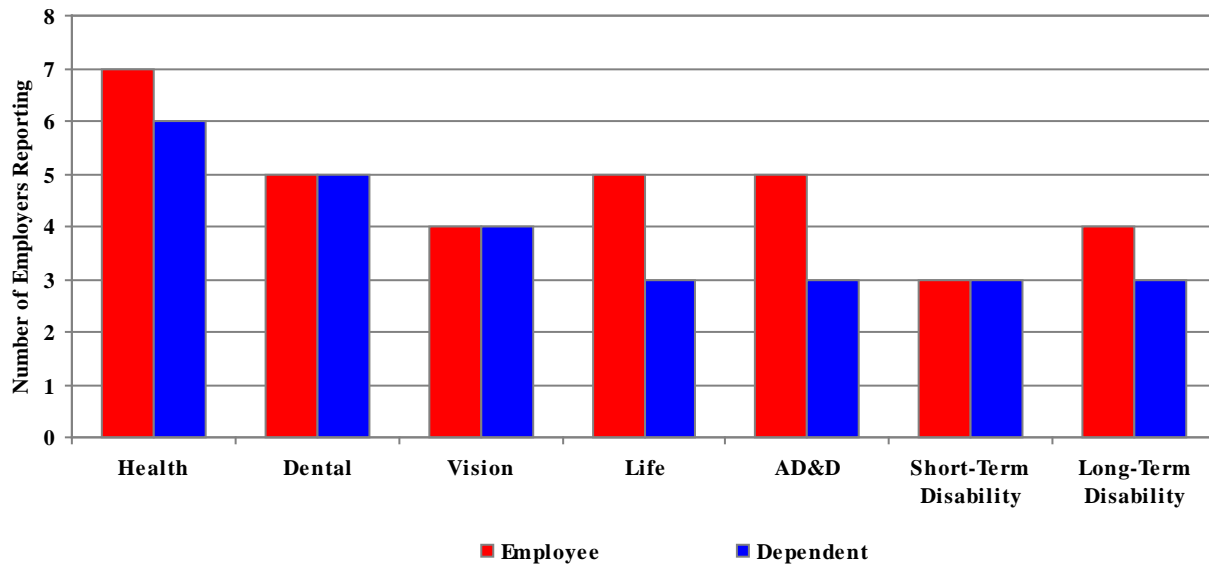
Participating employers were asked to report whether their companies gave additional paid time off to hourly employees for maternity/paternity, jury duty or other categories. The chart below shows the number of companies reporting each category.



FRINGE BENEFITS – SALARIED WORKERS

The following pages deal with fringe benefits reported by the participating companies for their salaried workers.

INSURANCE COVERAGE – SALARIED WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their salaried workers and families. As noted, seven (7) of the participating companies reported providing health insurance for salaried employees, and six (6) companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company for salaried employees and dependents in each of the insurance categories.

INSURANCE PREMIUMS PAID – SALARIED WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	7	80%
Dependent	6	54%
Dental		
Employee	5	18%
Dependent	5	38%
Vision		
Employee	4	45%
Dependent	4	12%
Life		
Employee	5	60%
Dependent	3	0%
Accidental Death/ Dismemberment		
Employee	5	80%
Dependent	3	0%
Short-Term Disability		
Employee	3	100%
Dependent	3	0%
Long-Term Disability		
Employee	4	100%
Dependent	3	0%

FINANCIAL PLANS – SALARIED WORKERS

Many of the participating companies offered various financial plans to their salaried employees, as illustrated in the following chart. Many employers offer more than one plan.

Financial Plans Offered – Salaried Employees	# of Employers
401K Plan	4
Annual Bonus	3
Health Savings Plan/FSA	3
Production/Incentive Bonus	3
Tuition Reimbursement	2
Quarterly Bonus	2
Hiring Bonus	1
Pension Plan	1
Safety Bonus	1
Savings Plan	1
Profit-Sharing Plan/Gainsharing	1
ESOP/ESPP	1
Monthly Bonus	1
IRA/SEP	1

OTHER BENEFITS – SALARIED WORKERS

In addition to insurance benefits and financial plans, many of the participating companies reported offering other benefits to their salaried employees as shown below. Many employers offer more than one other benefit.

Other Benefits – Salaried Workers	# of Employers
Business Travel/Mileage	7
Computer	7
Cell Phone	5
Supplemental Life Insurance	5
Eyewear	5
Prescription Drug Card	4
Employee Assistance Plan	3
Transportation	3
Uniform	1

Five (5) companies reported paying workers compensation for salaried employees. Four (4) of these companies reported the percent of salary paid, that amount averaging 77.5% of fully-loaded salary. The remaining company reported that the amount paid was dependent on the accident and the state.

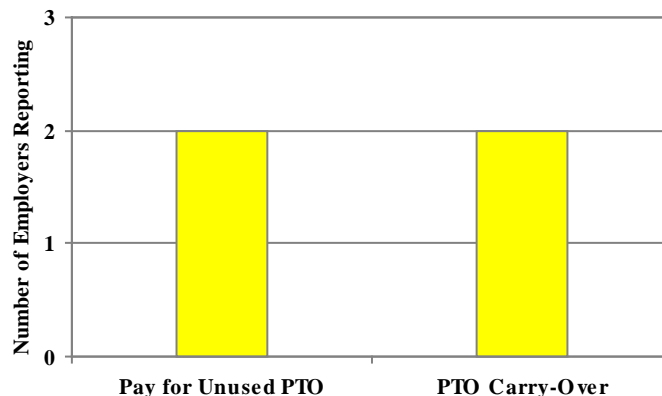
PAID LEAVE – SALARIED WORKERS

The following information reflects the data collected from the participating employers on paid time off or paid leave for salaried workers. Examples of paid leave include holidays, vacation, sick leave, and personal time. Five (5) companies reported combining these categories into general leave or personal time off (PTO). Eligibility for PTO for salaried employees was reported as follows:

PTO Eligibility Periods - Salaried Workers



Four (4) companies reported that the amount of PTO was based on the length of service of salaried employees, and one (1) company reported 15 days of PTO per year. Further, two (2) of the responding companies offer pay for unused PTO and two (2) offer PTO carry-over for salaried employees.

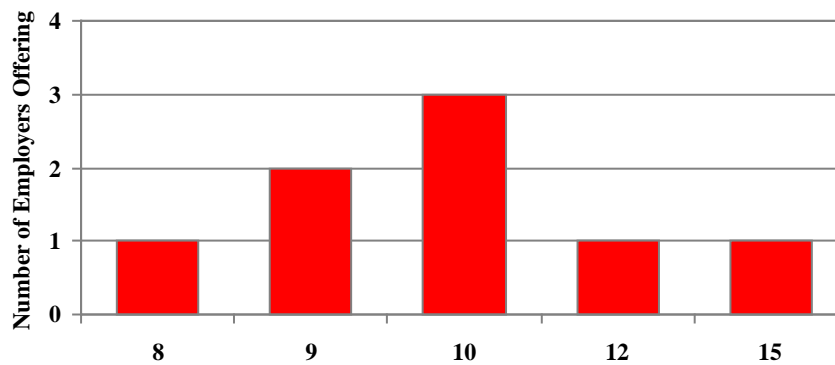


PAID LEAVE – SALARIED WORKERS

Holidays – Salaried Workers

The number of paid holidays per year for salaried workers as reported by the participating employers is shown below. Four (4) companies reported that salaried workers who work on holidays are allowed another day off as “comp time”.

**Number of Paid Holidays Per Year
Salaried Workers**



Vacation – Salaried Workers

Five (5) of the participating employers reported offering paid vacation time for salaried employees. Reported eligibility periods for paid vacation time are shown in the chart below.

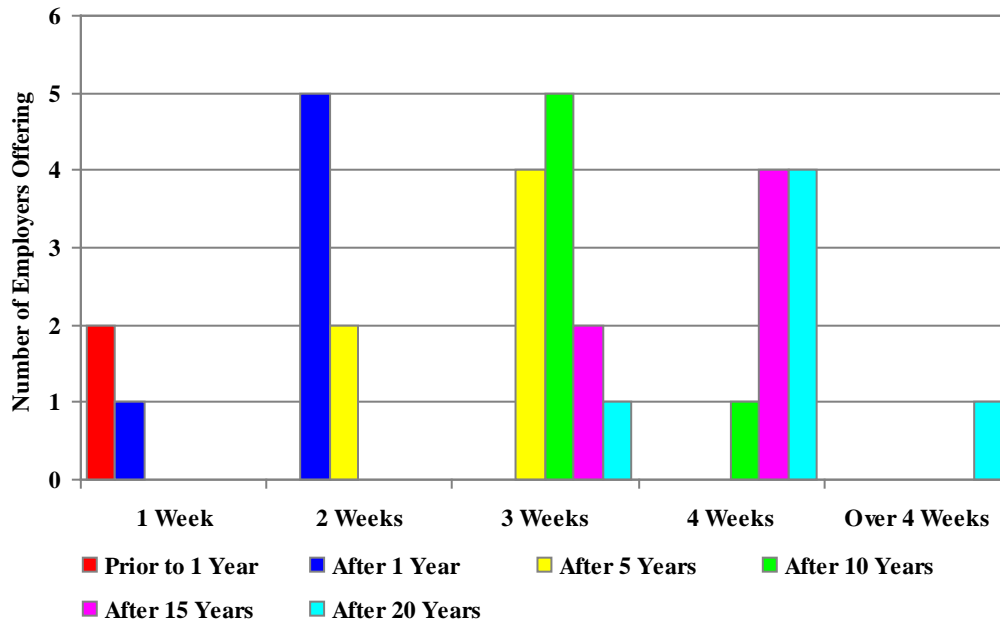
Vacation Eligibility Periods - Salaried Workers



Further, of the reporting companies, one (1) reported pay for unused vacation time and one (1) company allowed vacation carry-over for their salaried workers.

The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years and after twenty years of employment. Two (2) companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Salaried Workers



Sick Leave – Salaried Workers

Of the participating companies, four (4) reported offering paid sick leave for salaried employees.

Reported eligibility times for paid sick leave for salaried workers are as follows.

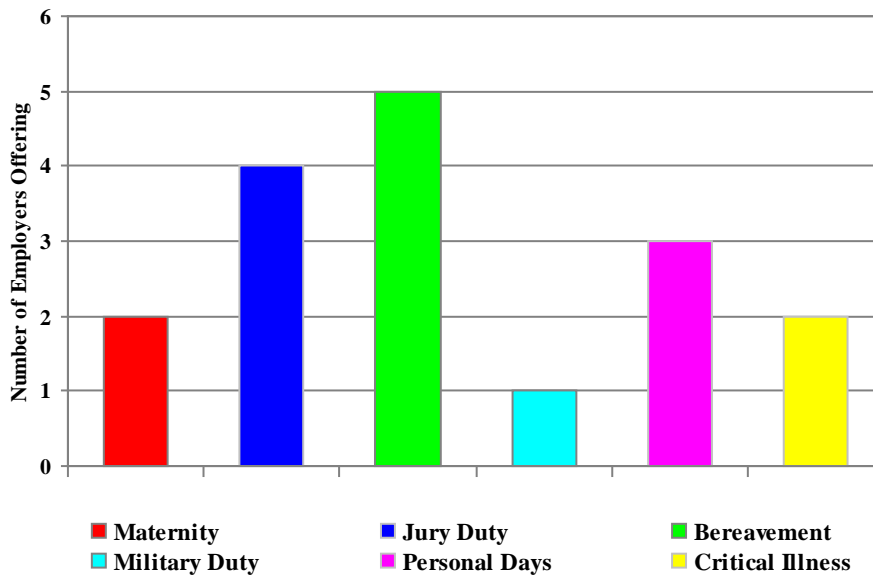
- Immediately
- 1st Day of Month After 30 Days
- 90 Days
- After 1 Year

The number of sick days per year was reported as follows by the responding companies:

- 3 Days
- 5 Days
- 20 Days
- Based on Length of Service

Other Paid Leave – Salaried Workers

Participating employers were asked to report whether their companies gave additional paid time off to salaried employees for maternity/paternity, jury duty or other categories. The chart below shows the number of companies reporting each category.





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