

**THE ALLEGHANY HIGHLANDS AREA
of
VIRGINIA**

**WAGE & FRINGE BENEFITS
SURVEY REPORT
February, 2010**



Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

TABLE OF CONTENTS

I. INTRODUCTION1

II. KEY FINDINGS2

III. SURVEY FINDINGS – GENERAL INFORMATION3

IV. SURVEY FINDINGS6

A. Local Educational Providers Ratings6

B. Turnover/Tardiness/Absenteeism/Substance Abuse Ratings.....7

C. Workforce Factors Ratings.....9

V. WAGE SECTION.....14

A. Hourly Workers16

B. Salaried Workers21

VI. FRINGE BENEFITS SECTION.....23

A. Hourly Workers23

B. Salaried Workers32

INTRODUCTION

The 2010 Alleghany Highlands Area of Virginia Wage and Fringe Benefits Survey was sponsored by the Alleghany Highlands Economic Development Corporation with funding from the Alleghany Foundation. The survey was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas. Information was gathered via a survey form distributed by mail or email to area businesses.

The wage data presented by job title in this report includes:

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

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); fax (469-916-6878); or, e-mail (info@thepathfindersus.com).

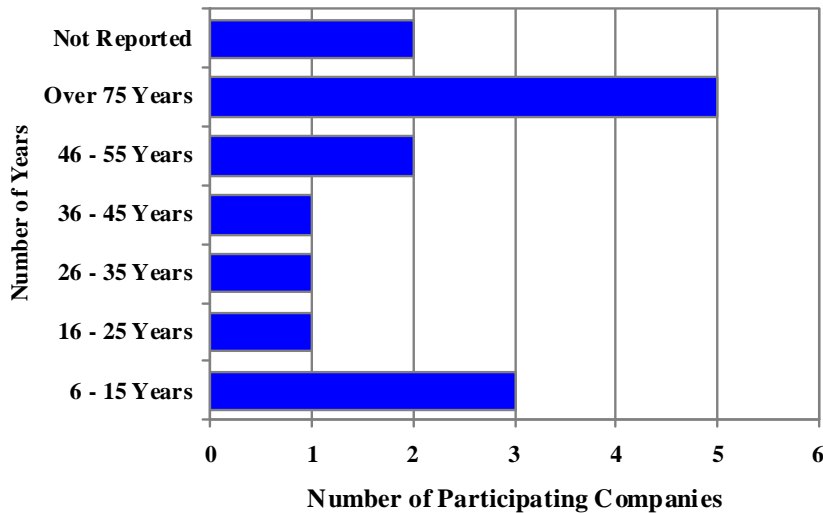
KEY FINDINGS

- 15 companies, 4 counties and over 1,600 employees were represented in the Alleghany Highlands Area Wage & Fringe Benefits survey.
- Newspaper and word of mouth were reported as the chief methods of recruiting workers in the Alleghany Highlands area.
- Public schools and community colleges were rated good to excellent by the majority of the participating employers. Trade schools were rated good to excellent by over 50% of the employers.
- Turnover, tardiness, absenteeism and substance abuse rates were reported as low for the area's workforce.
- Factors relating to work ethics such as productivity and teamwork received high marks from the participating employers.
- Over 80 varying job titles and pay rates, including hourly and salaried positions, were reported.
- Over 70% of the employers reported providing health insurance to their hourly and salaried employees, with over 40% providing health insurance to dependents.
- Aside from holidays, vacation and sick leave, the two categories of additional paid time off most reported by the employers were jury duty and bereavement.
- 71% of the employers reported that the availability of unskilled labor was good to excellent in the area; however, 70% rated professional labor availability as fair.

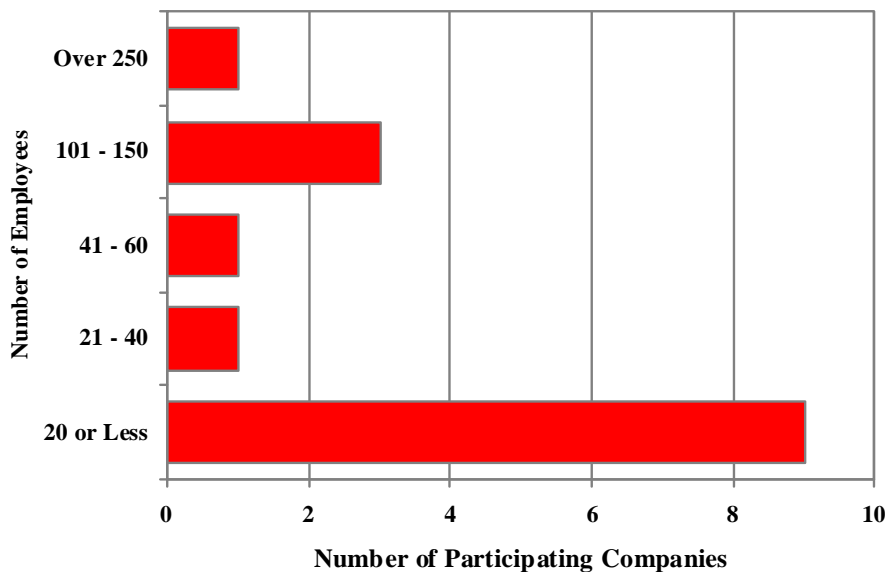
SURVEY PARTICIPATION SUMMARY

15 companies, totaling 1,645 hourly and salaried employees, participated in the 2010 Alleghany Highlands Area Wage and Fringe Benefits Survey. Companies represented in the survey were located in the Counties of Alleghany, Rockbridge, Greenbrier and Bath. The participating employers have been operating in the Alleghany Highlands area for varying numbers of years and employ from 20 or less employees to over 250.

Participating Companies - Length of Time in Community



Participating Companies - Total Employment

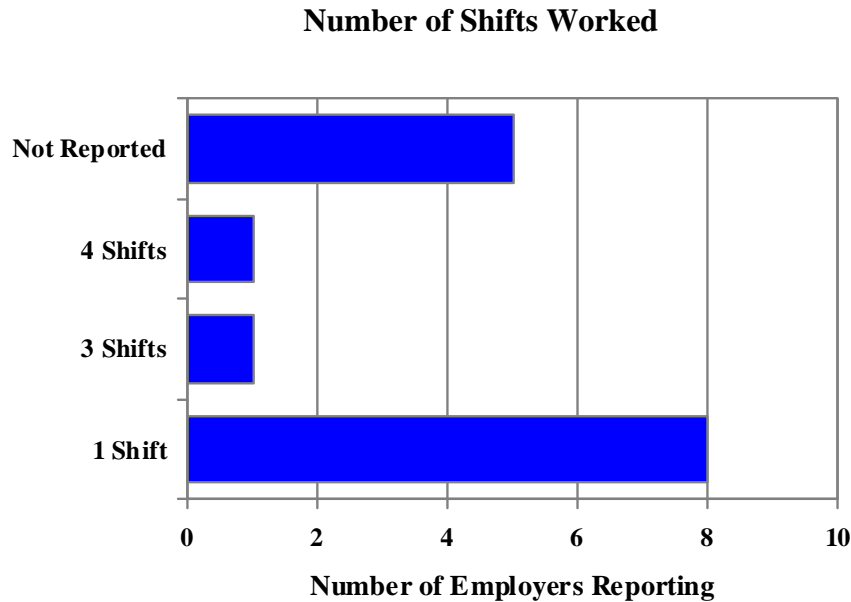


2 of the participating firms during the past twelve months increased employment, and 7 decreased employment for a net of -24 jobs. 4 firms project increasing employment during the next twelve months for approximately 13 jobs, while 1 of the reporting companies projects decreasing the number of jobs over the next twelve months, resulting in a net of +9. In addition, 2 companies project a decrease in employment, but did not report the number of workers affected.

As indicated by the participating employers, the following table reflects various methods used to recruit workers in the Alleghany Highlands area and the number of employers utilizing that method. Many employers use more than one method.

Recruiting Method	# of Employers
Word of Mouth	11
Newspaper	11
Internet / Online	4
Walk-Ins	4
Referrals	4
Colleges	4
Trade Journals	3
Networking	3
Job Board / Sign	2
Job Fair	2
State Agency	2
Staffing Service	1
Recruiters	1
Union Hall	1

Of the 15 companies responding to the survey, 8 reported one shift worked; 1 reported three shifts; and one reported 4 shifts. 5 companies did not report the number of shifts worked.



A \$4.00 shift premium for third shift work was reported by one company.

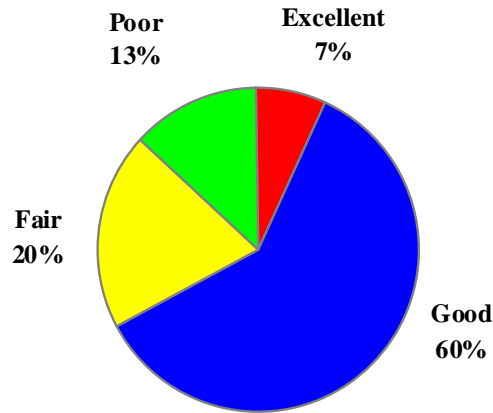
Other information reported by the participating employers is as follows:

- Overtime pay was reported at 1½ times by 5 of the participating employers.
- Of the 15 reporting companies, one is unionized, with 100% of the workers belonging to the union.
- The reported total annual payroll for the participating companies approached \$10 million, although it should be noted that only 9 companies responded to the annual payroll question.

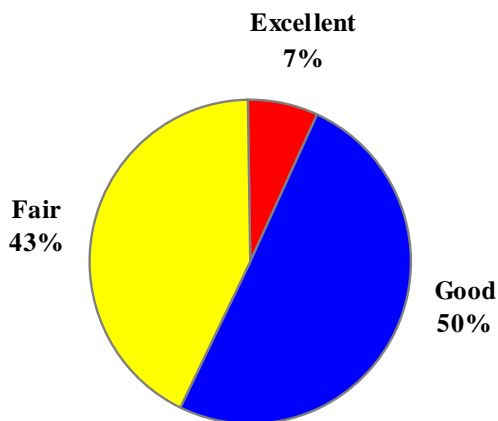
EMPLOYER RATINGS – EDUCATIONAL PROVIDERS

The Alleghany Highlands area employers were asked to rate the local educational providers in terms of delivering the skills needed or required for workers. These ratings are shown below.

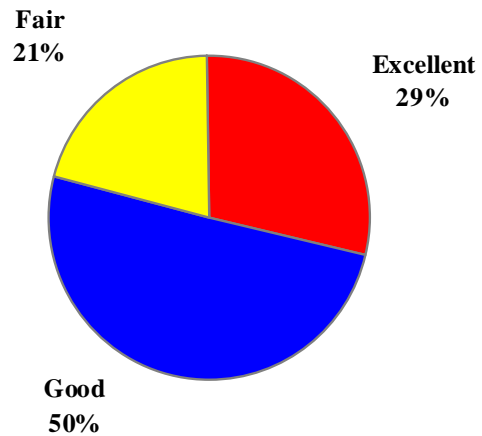
Public Schools



Trade Schools



Community Colleges

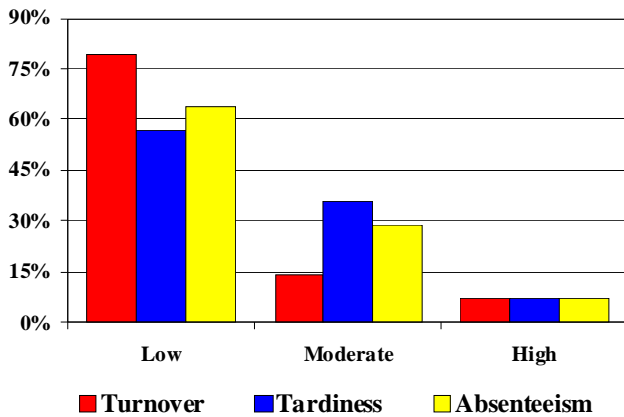


EMPLOYER RATINGS

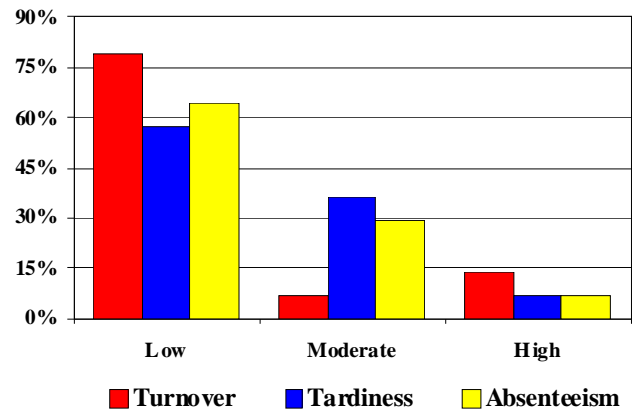
TURNOVER / TARDINESS / ABSENTEEISM / SUBSTANCE ABUSE

Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”. For these ratings, employees were divided into three groups – skilled workers, unskilled workers and salaried workers.

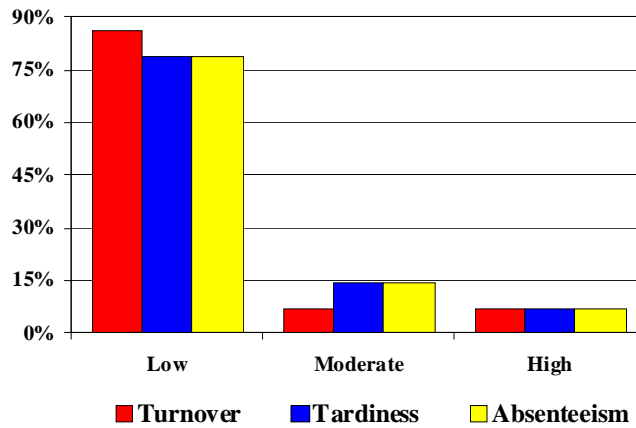
Skilled Workers



Unskilled Workers

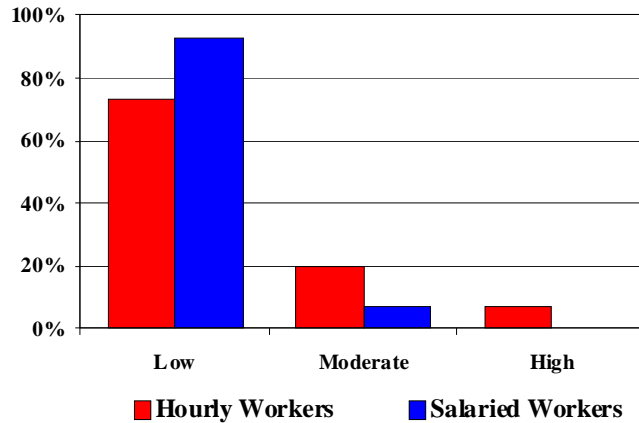


Salaried Workers



Further, employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”. For these ratings, employees were separated into hourly and salaried workers.

Substance Abuse Ratings



8 of the participating employers reported that testing for substance abuse was conducted in their companies using one or more of the following methods.

Testing Method	# of Employers
Random	7
Pre-Employment	5
For Cause / Suspicion	5
Post-Accident	4
Return to Work	1

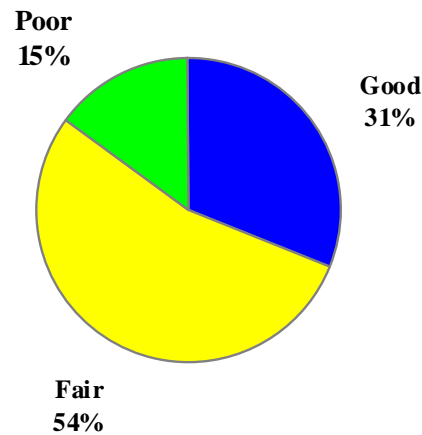
Other checks in addition to substance abuse testing were reported by the responding employers and are shown in the chart below.

Checks	# of Employers
Drivers License Check	8
Criminal Background Check	6

EMPLOYER RATINGS - WORKFORCE FACTORS

The participating employers were asked to rate the workforce on a number of factors, among which included productivity, reliability, attitudes and basic skills. In addition, employers were asked to give their opinions on the availability of labor in the area, including skilled, unskilled, professional and technical workers. The employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”. Many of the factors were split by hourly and salaried workers. Following are the ratings for the above-mentioned factors as well as others.

Skilled Labor Availability

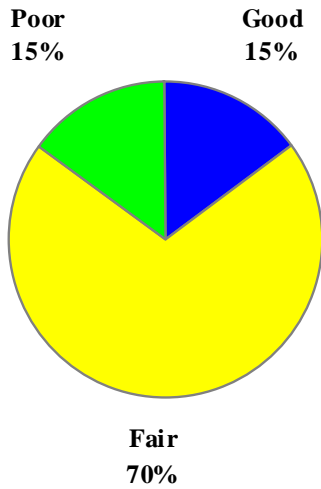


Unskilled Labor Availability

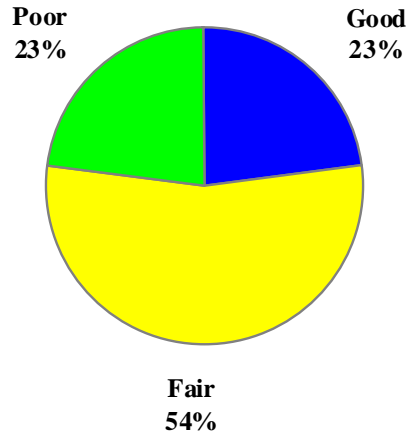


EMPLOYER RATINGS – WORKFORCE FACTORS

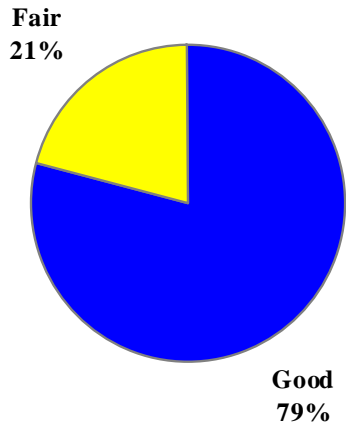
Professional Labor Availability



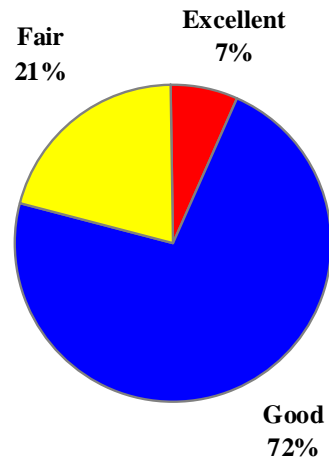
Technical Labor Availability



Productivity - Hourly

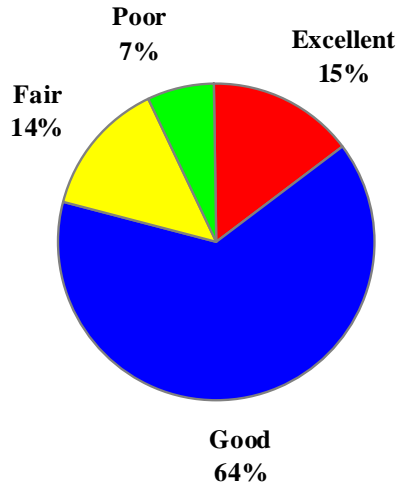


Productivity - Salaried



EMPLOYER RATINGS – WORKFORCE FACTORS

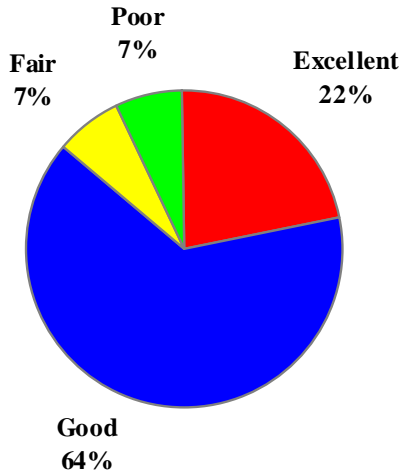
Attitudes - Hourly



Attitudes - Salaried



Reliability - Hourly

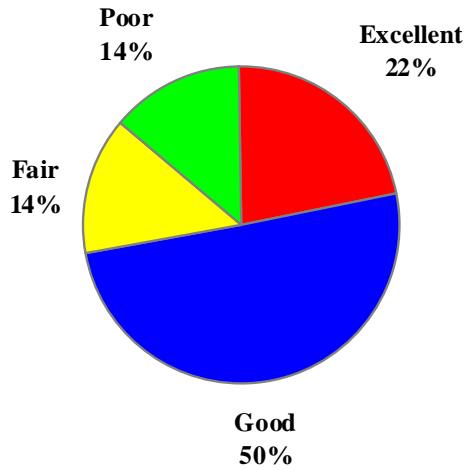


Reliability - Salaried

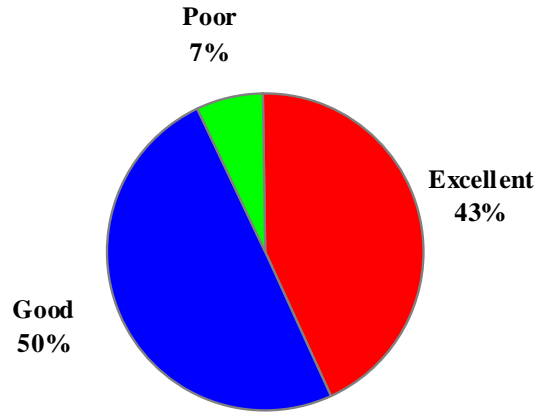


EMPLOYER RATINGS – WORKFORCE FACTORS

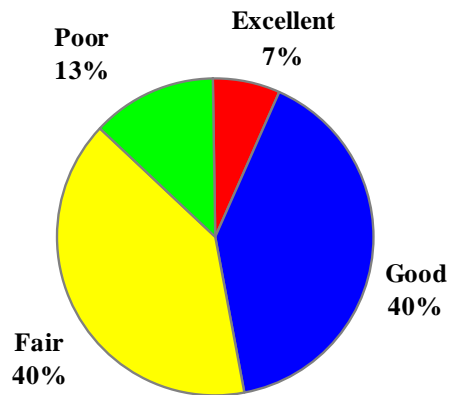
Reading - Hourly



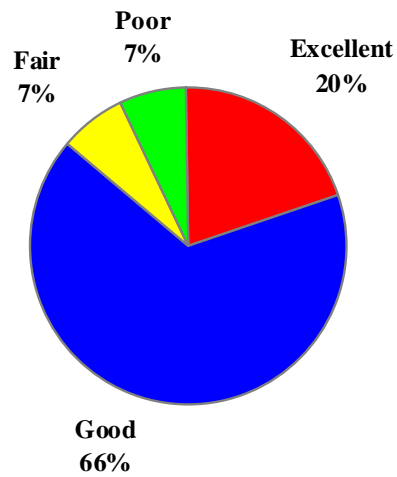
Reading - Salaried



Writing - Hourly

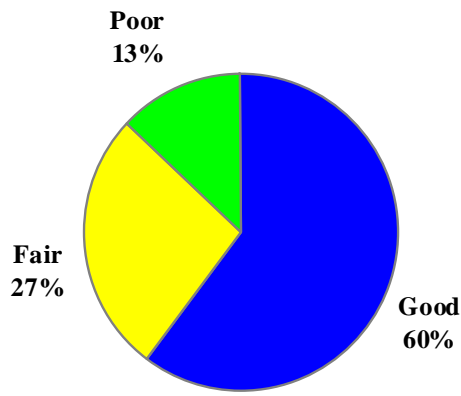


Writing - Salaried

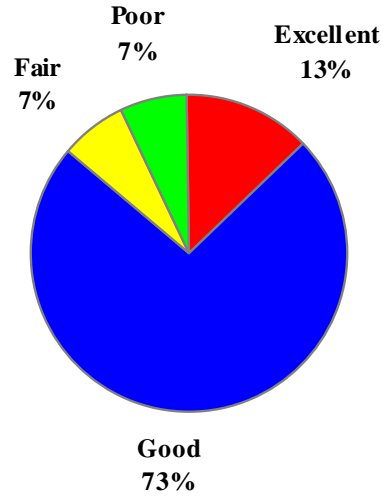


EMPLOYER RATINGS – WORKFORCE FACTORS

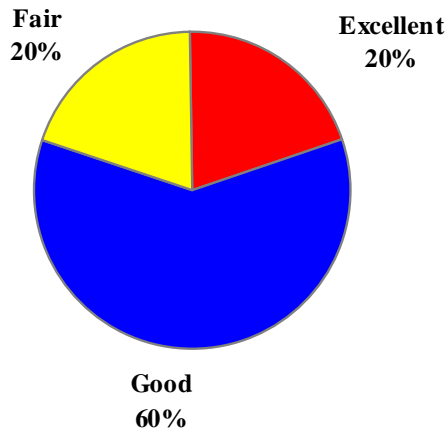
Math Skills - Hourly



Math Skills - Salaried



Teamwork - Hourly



Teamwork - Salaried



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 and number of employees for those positions held by salaried workers. **Please note that not all of the requested information was reported.** In some instances, notations of “n/r” (not reported) or “n/a” (not available) may appear in the wage tables. In addition, some job titles, particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in job description and pay rate. Please note that commission jobs include base pay only.

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

Average Pay

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

- 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. Again, workers with that job title may have different pay rates because of length of job tenure, merit raises, etc.

The wage summary for hourly workers is presented on the following page. The wage summary for salaried workers begins on page 21.

WAGE SUMMARY – HOURLY WORKERS
Alleghany Highlands Area

ALLEGHANY HIGHLANDS AREA of VIRGINIA HOURLY WAGE SUMMARY	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
Accountant	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Accounting Manager	\$11.53	\$11.53	\$11.53	\$15.07	\$15.07	\$15.07	\$15.07	1	1
Accounts Receivable Clerk	\$15.00	\$15.00	\$15.00	\$16.20	\$16.20	\$16.20	\$16.20	1	1
Administrative Assistant	\$11.53	\$12.00	\$11.77	\$13.39	\$20.00	\$16.70	\$14.59	11	2
Assembler	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	6	1
Bookkeeper	\$12.00	\$12.00	\$12.00	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Building and Grounds Maintenance	\$7.38	\$15.00	\$11.03	\$8.84	\$18.94	\$15.26	\$17.73	35	3
Chief Executives	\$8.50	\$8.50	\$8.50	\$12.00	\$12.00	\$12.00	\$12.00	1	1
Computer Operator	\$7.50	\$18.00	\$12.75	\$8.50	\$19.58	\$14.04	\$11.82	10	2
Computer Technician	\$11.53	\$11.53	\$11.53	\$12.40	\$12.40	\$12.40	\$12.40	1	1
Customer Service	\$11.00	\$11.00	\$11.00	\$11.73	\$11.73	\$11.73	\$11.73	1	1
Editors	\$12.00	\$12.00	\$12.00	\$13.50	\$13.50	\$13.50	\$13.50	1	1
Education-Related, All Other	\$12.36	\$12.36	\$12.36	\$13.59	\$13.59	\$13.59	\$13.59	12	1
Electrician	n/r	n/r	n/a	\$28.37	\$28.37	\$28.37	\$28.37	80	1
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	\$10.84	\$10.84	\$10.84	\$16.95	\$16.95	\$16.95	\$16.95	170	1

ALLEGHANY HIGHLANDS AREA of VIRGINIA HOURLY WAGE SUMMARY	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
Fabricators	\$14.00	\$14.00	\$14.00	\$17.65	\$17.65	\$17.65	\$17.65	5	1
File Clerk	n/r	n/r	n/a	\$7.50	\$7.50	\$7.50	\$7.50	2	1
First Line Supervisors/Managers of Production Workers	\$20.00	\$20.00	\$20.00	\$22.00	\$32.16	\$27.08	\$30.13	10	2
First Line Supervisors/Managers of Transportation and Material- Moving Machine and Vehicle Operators	n/r	n/r	n/a	\$25.31	\$25.31	\$25.31	\$25.31	5	1
Food Preparation and Serving Related Workers, All Other	\$7.38	\$7.38	\$7.38	\$8.79	\$8.79	\$8.79	\$8.79	3	1
Foreman	\$15.00	\$15.00	\$15.00	\$18.00	\$18.00	\$18.00	\$18.00	2	1
Fork Lift Operator	\$7.50	\$9.00	\$8.25	\$8.50	\$11.00	\$9.75	\$10.17	3	2
General Laborer	\$8.00	\$10.70	\$9.57	\$10.50	\$16.58	\$13.03	\$15.54	57	3
General Office	\$9.00	\$12.00	\$10.67	\$10.00	\$18.00	\$13.19	\$14.23	10	4
Graphic Designers	\$12.00	\$12.00	\$12.00	\$14.00	\$15.25	\$14.63	\$14.75	5	2
Healthcare Workers, All Other	\$8.00	\$8.00	\$8.00	\$15.00	\$15.00	\$15.00	n/a	n/r	1
Heavy Equipment Operator	\$12.00	\$12.00	\$12.00	\$14.62	\$14.62	\$14.62	\$14.62	3	1
Housekeeping	\$7.38	\$7.38	\$7.38	\$8.30	\$8.30	\$8.30	\$8.30	2	1
Human Resources Assistant	\$15.00	\$15.00	\$15.00	\$16.48	\$16.48	\$16.48	\$16.48	1	1
Industrial Production Managers	\$7.50	\$7.50	\$7.50	\$8.50	\$8.50	\$8.50	\$8.50	2	1

ALLEGHANY HIGHLANDS AREA of VIRGINIA HOURLY WAGE SUMMARY	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
Inventory/Stock Clerk	\$17.80	\$17.80	\$17.80	\$21.65	\$21.65	\$21.65	\$21.65	16	1
Janitor	\$10.70	\$10.70	\$10.70	\$17.38	\$17.38	\$17.38	\$17.38	9	1
Lawn & Garden Repair Technicians	\$10.00	\$10.00	\$10.00	\$10.50	\$10.50	\$10.50	\$10.50	2	1
Loaders, Bracers, 2 nd Assistants	n/r	n/r	n/a	\$21.84	\$21.84	\$21.84	\$21.84	56	1
LP and LV Nurses	\$18.00	\$18.00	\$18.00	\$20.00	\$20.00	\$20.00	\$20.00	3	1
Machine Operator	\$8.00	\$8.00	\$8.00	\$10.00	\$10.00	\$10.00	\$10.00	2	1
Machinists	\$12.00	\$12.00	\$12.00	\$18.00	\$18.00	\$18.00	\$18.00	3	1
Maintenance Helper	\$14.98	\$14.98	\$14.98	\$14.98	\$14.98	\$14.98	\$14.98	2	1
Maintenance Mechanic	\$16.69	\$16.69	\$16.69	\$16.69	\$27.93	\$22.31	\$26.96	81	2
Maintenance Supervisor	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Maintenance-General	\$10.00	\$12.76	\$11.38	\$12.76	\$26.79	\$20.85	\$26.28	154	3
Materials Handler	\$13.73	\$13.73	\$13.73	\$13.73	\$20.56	\$17.15	\$17.52	9	2
Medical and Clinical Laboratory Workers	\$21.26	\$21.26	\$21.26	\$26.09	\$26.09	\$26.09	\$26.09	5	1
Mixing and Blending Machine Setters, Operators, and Tenders	\$17.80	\$17.80	\$17.80	\$22.39	\$22.39	\$22.39	\$22.39	40	1
Packaging and Filling Machine Operators and Tenders	n/r	n/r	n/a	\$20.82	\$20.82	\$20.82	\$20.82	3	1
Packer/Picker	n/r	n/r	n/a	\$20.82	\$20.82	\$20.82	\$20.82	3	1

ALLEGHANY HIGHLANDS AREA of VIRGINIA HOURLY WAGE SUMMARY	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
Payroll Clerk	\$7.50	\$20.00	\$13.75	\$9.00	\$24.00	\$16.50	\$16.50	2	2
Pharmacy Technicians	\$15.00	\$15.00	\$15.00	\$16.68	\$16.68	\$16.68	\$16.68	1	1
Physical Therapists	\$37.00	\$37.00	\$37.00	\$39.00	\$39.00	\$39.00	\$39.00	4	1
Production Lead Person	n/r	n/r	n/a	\$29.50	\$29.50	\$29.50	\$29.50	36	1
Production Worker	\$7.00	\$17.80	\$12.40	\$8.25	\$22.55	\$15.40	\$22.39	367	2
Purchasing Manager	\$16.00	\$16.00	\$16.00	\$18.00	\$18.00	\$18.00	\$18.00	1	1
Quality Assurance/Inspection	\$17.80	\$17.80	\$17.80	\$22.01	\$22.01	\$22.01	\$22.01	37	1
Radiologic Technologists/Technicians	\$21.00	\$21.00	\$21.00	\$25.45	\$25.45	\$25.45	\$25.45	4	1
Receptionist/Switchboard	\$7.25	\$9.00	\$8.25	\$7.50	\$14.35	\$10.45	\$12.68	7	3
Registered Nurses	\$19.00	\$19.00	\$19.00	\$22.00	\$22.00	\$22.00	\$22.00	22	1
Reporters	\$12.00	\$12.00	\$12.00	\$12.75	\$13.50	\$13.13	\$13.13	8	2
Safety Manager	\$18.00	\$18.00	\$18.00	\$19.50	\$19.50	\$19.50	\$19.50	1	1
Secretary-Executive	\$16.00	\$16.00	\$16.00	\$18.00	\$18.00	\$18.00	\$18.00	2	1
Security Guard	\$7.38	\$15.00	\$11.19	\$8.85	\$15.00	\$11.93	\$13.98	6	2
Shipping/Receiving Clerk	n/r	n/r	n/a	\$21.65	\$21.65	\$21.65	\$21.65	1	1
Teaching Assistant	\$19.69	\$19.69	\$19.69	\$22.75	\$22.75	\$22.75	\$22.75	4	1
Team Leader	\$7.50	\$7.50	\$7.50	\$8.50	\$8.50	\$8.50	\$8.50	1	1
Technical Sales Manager	\$8.25	\$8.25	\$8.25	\$8.75	\$8.75	\$8.75	\$8.75	1	1

ALLEGHANY HIGHLANDS AREA of VIRGINIA HOURLY WAGE SUMMARY	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
Technical Sales People	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	2	1
Truck Drivers, Heavy and Tractor Trailer	\$10.00	\$16.39	\$12.46	\$12.00	\$16.39	\$13.80	\$16.11	86	3
Web Design	\$7.38	\$7.38	\$7.38	\$7.53	\$7.53	\$7.53	\$7.53	2	1
Welders, Cutters, Solderers, etc.	\$12.00	\$12.00	\$12.00	\$16.25	\$16.25	\$16.25	\$16.25	2	1

WAGE SUMMARY – SALARIED WORKERS
Alleghany Highlands Area

ALLEGHANY HIGHLANDS AREA of VIRGINIA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees	Number of Firms Reporting
Accounting Manager	\$32,000.00	1	1
Administrative Assistant	\$32,000.00	7	1
Building and Grounds Maintenance	\$35,000.00	3	1
Buyer/Purchaser	\$36,000.00	1	1
Campus Managers	\$29,000.00	1	1
Chaplains	\$40,000.00	1	1
Chief Executives	\$70,500.00	5	2
Computer Operator	\$72,800.00	1	1
Customer Service Manager	\$35,000.00	1	1
Database Administrators	\$35,000.00	1	1
Editors	\$45,000.00	1	1
Education-Related Directors and Administrators, All Other	\$52,000.00	5	1
Education-Related, All Other	\$33,667.00	11	1
Financial Managers	\$42,500.00	2	2
First Line Supervisors/Managers of Production Workers	\$68,000.00	1	1
General and Operations Managers	\$57,333.33	8	6
General Office	\$25,000.00	6	1
Housekeeping	\$27,000.00	5	1
Houseparents	\$23,500.00	23	1
Human Resources Managers	\$39,000.00	1	1
IT Specialist	\$68,640.00	1	1
Network Administrator	\$39,000.00	2	1
Office Manager	\$34,600.00	3	3

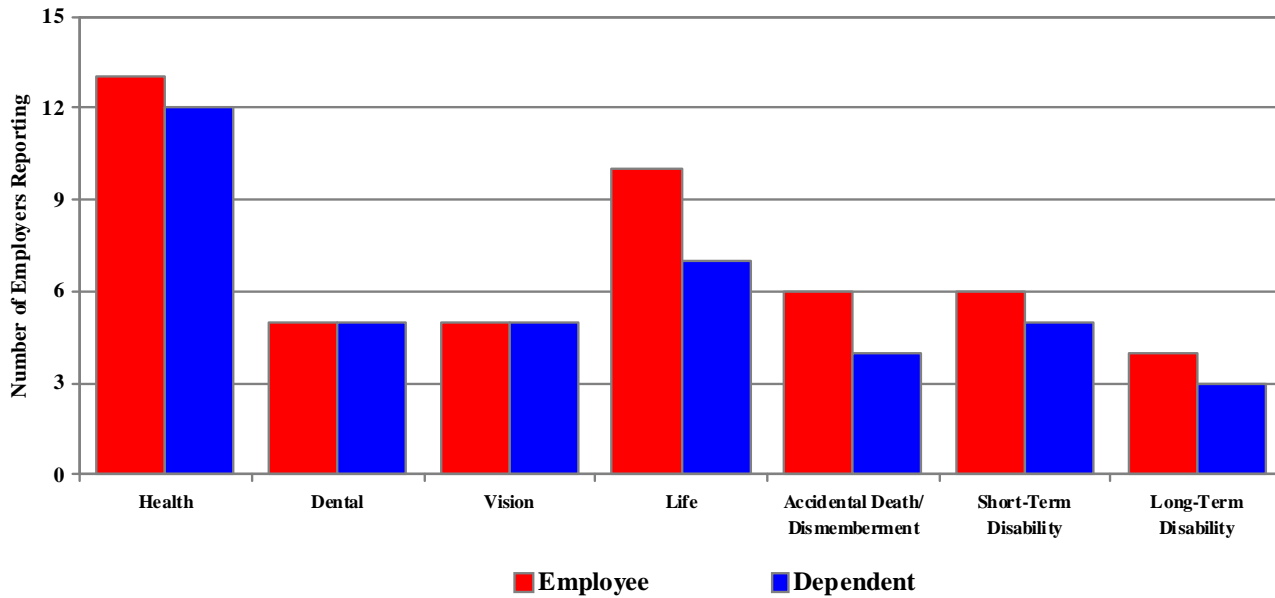
ALLEGHANY HIGHLANDS AREA of VIRGINIA SALARIED WAGE SUMMARY	Average Annual Salary	Number of Salaried Employees	Number of Firms Reporting
Pharmacist	\$114,400.00	2	1
Purchasing Manager	\$43,160.00	1	1
Receptionist/Switchboard	\$36,920.00	1	1
Research and Development Technician	\$69,000.00	1	1
Safety Manager	\$35,000.00	1	1
Sales	\$26,000.00	2	1
School Administrators	\$52,000.00	3	1
School Directors	\$37,000.00	1	1
Secretary-Executive	\$25,000.00	1	1
Supervisors	\$35,000.00	3	1
Teachers/Professors	\$57,300.00	21	1
Team Leader	\$28,000.00	4	1

FRINGE BENEFITS SECTION

FRINGE BENEFITS – HOURLY WORKERS

The following pages deal with fringe benefits reported by the participating companies for their hourly workers. Please note that not all employers reported the data in the format requested; therefore, some data, although provided, is not included in this report.

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, 13 of the participating companies reported providing health insurance for hourly employees, and 12 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	13	71%
Dependent	12	47%
Dental		
Employee	5	61%
Dependent	5	51%
Vision		
Employee	5	49%
Dependent	5	44%
Life		
Employee	10	88%
Dependent	7	29%
Accidental Death/ Dismemberment		
Employee	6	83%
Dependent	4	50%
Short-Term Disability		
Employee	6	58%
Dependent	5	40%
Long-Term Disability		
Employee	4	50%
Dependent	3	33%

FINANCIAL PLANS – HOURLY WORKERS

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

Financial Plans Offered – Hourly Workers	# of Employers
Tuition Reimbursement	7
401K Plan	6
Annual Bonus	6
Production/Incentive Bonus	3
Pension Plan	3
403B	3
Health Savings Plan/FSA	2
Credit Union	2
Safety Bonus	2
Profit-Sharing Plan/Gainsharing	1
Stock Purchase/Stock Options	1
IRA/SEP	1
Savings Plan	1

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
Prescription Drug Card	11
Business Travel/Mileage	9
Supplemental Life Insurance	7
Uniform Discount	5
Eyewear Discount	4
Cell Phone	4
Employee Assistance Plan	2
Transportation	1
Legal	1

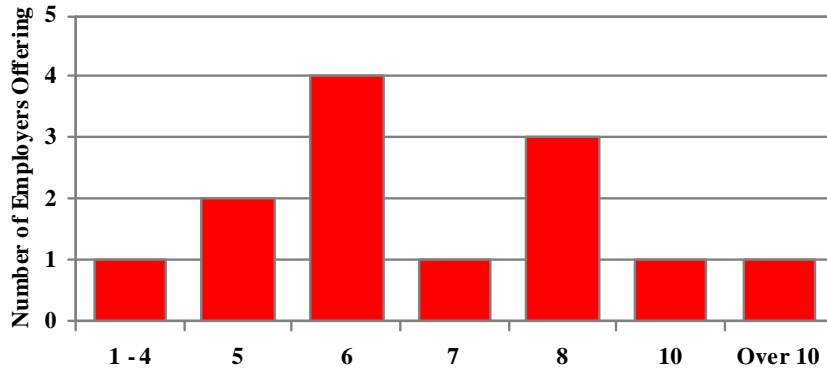
PAID LEAVE – HOURLY WORKERS

The data on the following pages reflect the information collected from the participating employers on paid leave for hourly workers. Examples of paid leave include holidays, vacation, and sick leave.

Holidays – Hourly Workers

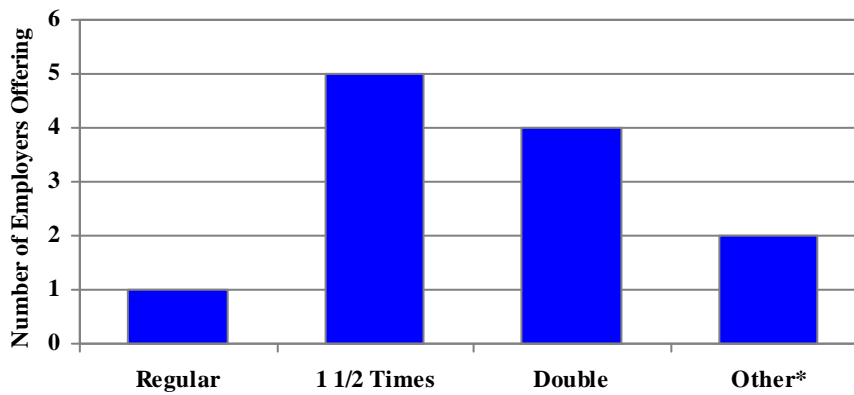
The number of paid holidays per year for hourly workers as reported by the responding employers ranges from four or less to over ten, as illustrated in the chart below.

Paid Holidays Per Year - Hourly Workers



Holiday pay rates for hourly workers were reported as follows:

Holiday Pay - Hourly Workers



Other holiday pay reported:

- \$2.00 per hour increase
- Regular pay plus one extra vacation day

Vacation – Hourly Workers

14 of the participating employers reported vacation time for hourly employees. Reported eligibility periods for vacation time are shown in the following chart.

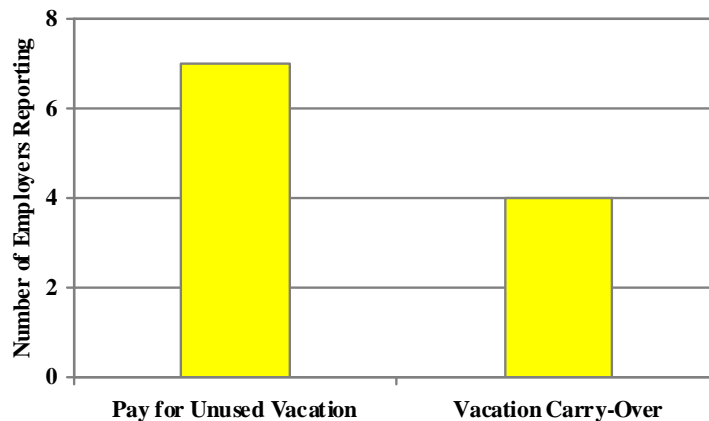
Vacation Eligibility Periods - Hourly Workers



* Other vacation eligibility periods for hourly workers were reported as:

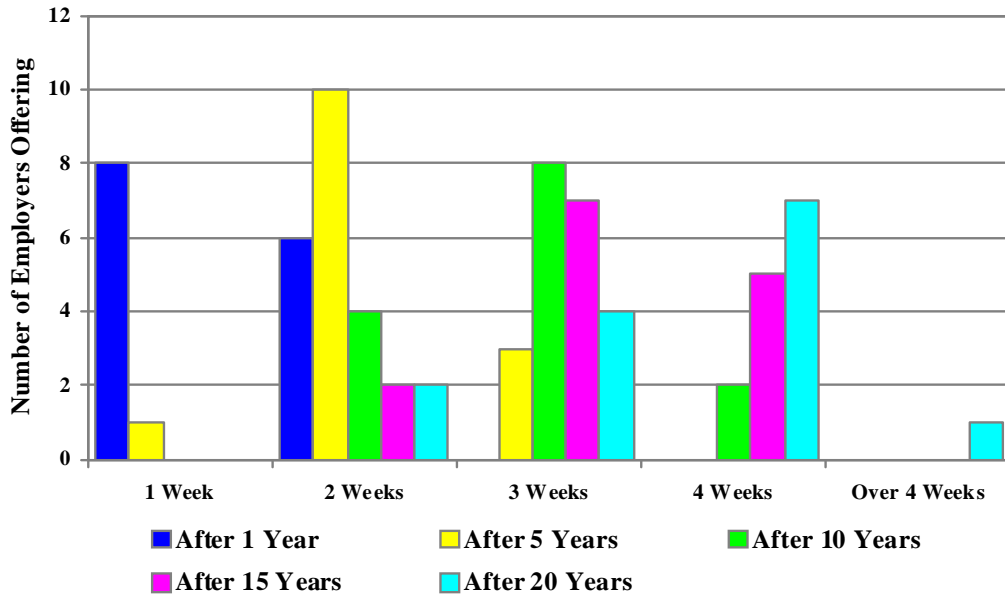
- After two months
- January 1st after hire date

Further, of the reporting companies, 7 reported pay for unused vacation time, and 4 companies allowed vacation carry-over for their hourly workers.



The accompanying chart shows the number of participating companies who reported offering specific numbers of paid vacation weeks after one year of employment, after five years, after ten years, after fifteen years and after twenty years of employment. 3 companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Hourly Workers



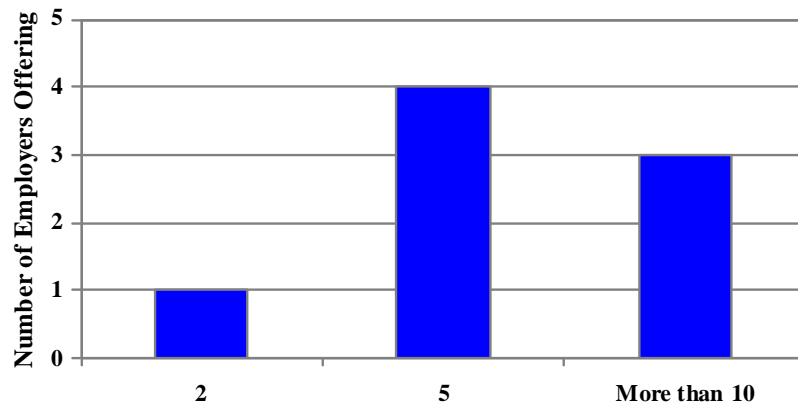
Sick Leave – Hourly Workers

Of the participating companies, 8 reported offering paid sick leave for hourly employees. The following charts give eligibility times for sick leave and number of paid sick days per year for hourly workers.

**Sick Leave Eligibility Periods
Hourly Workers**



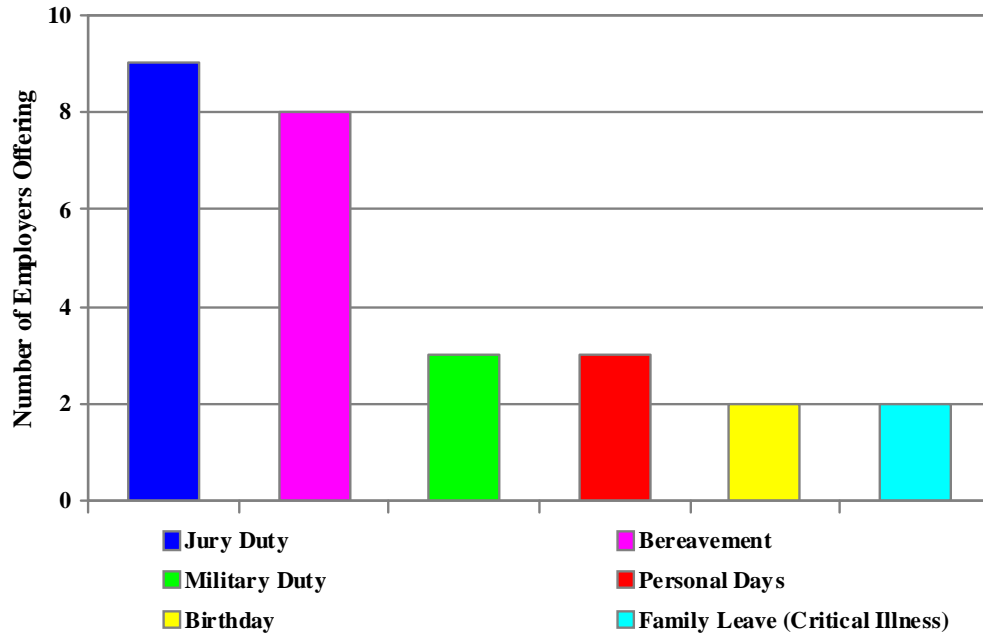
**Number of Paid Sick Days Per Year
Hourly Workers**



Additionally, of the reporting companies, 3 allowed sick leave carry-over for hourly workers.

Other Paid Leave – Hourly Workers

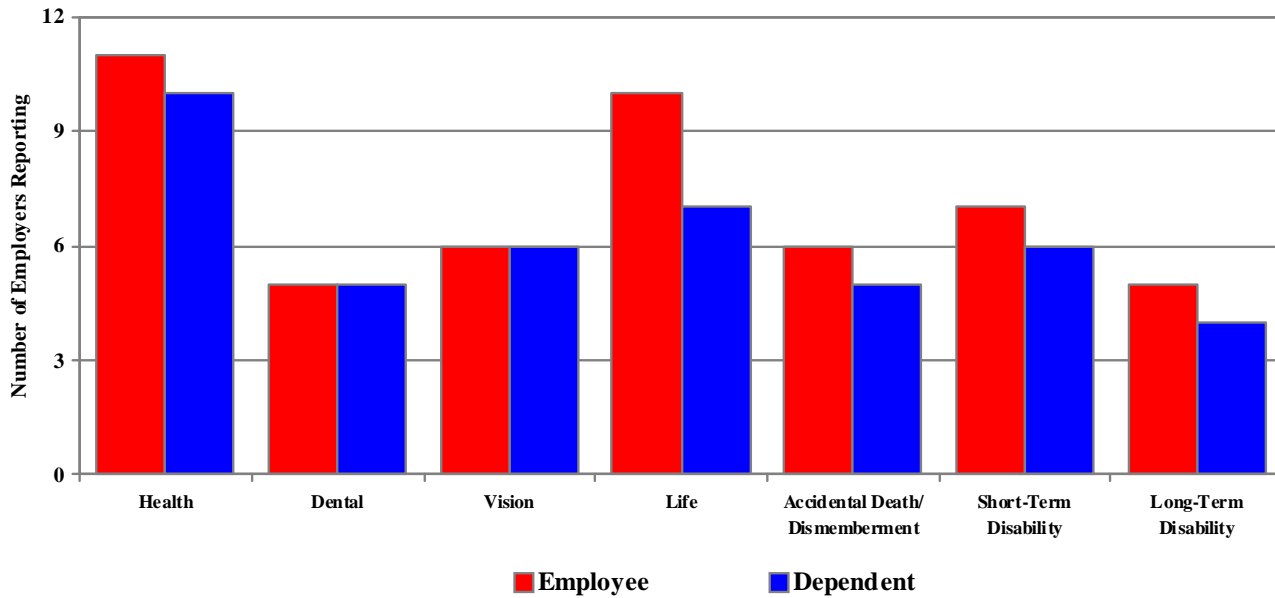
Participating employers were asked to report whether their companies gave additional paid time off to hourly employees for such matters as jury duty or bereavement, among others. The chart below shows the number of companies reporting each category.



FRINGE BENEFITS – SALARIED WORKERS

The following pages deal with fringe benefits reported by the participating companies for their salaried workers. Please note that not all employers reported the data in the format requested; therefore, some data, although provided, is not included in this report.

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, 11 of the participating companies reported providing health insurance for salaried employees, and 10 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	11	73%
Dependent	10	44%
Dental		
Employee	5	61%
Dependent	5	51%
Vision		
Employee	6	41%
Dependent	6	36%
Life		
Employee	10	88%
Dependent	7	29%
Accidental Death/ Dismemberment		
Employee	6	83%
Dependent	5	40%
Short-Term Disability		
Employee	7	64%
Dependent	6	33%
Long-Term Disability		
Employee	5	60%
Dependent	4	25%

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 Workers	# of Employers
Annual Bonus	8
Tuition Reimbursement	7
401K Plan	6
Pension Plan	4
403B	3
Health Savings Plan/FSA	2
Credit Union	2
Production/Incentive Bonus	1
Profit-Sharing Plan/Gainsharing	1
Stock Purchase/Stock Options	1
ESOP/ESPP	1
Savings Plan	1
Childcare Assistance	1
Safety Bonus	1
IRA/SEP	1

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
Prescription Drug Card	12
Business Travel/Mileage	10
Supplemental Life Insurance	8
Cell Phone	7
Eyewear Discount	4
Employee Assistance Plan	3
Uniform Discount	2
Legal	2
Transportation	2
Identity Theft	1

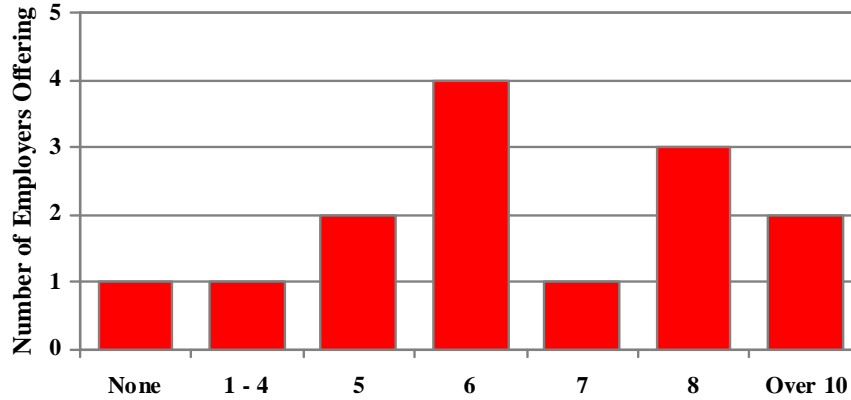
PAID LEAVE – SALARIED WORKERS

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, and sick leave.

Holidays – Salaried Workers

The number of paid holidays per year for salaried workers as reported by the responding employers ranges from none to over ten as illustrated in the chart below.

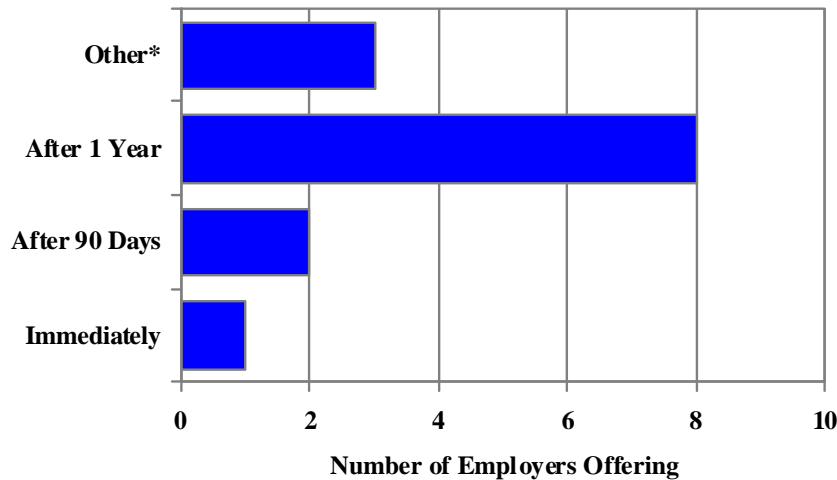
**Number of Paid Holidays Per Year
Salaried Workers**



Vacation – Salaried Workers

15 of the participating employers reported vacation time for salaried employees. Reported eligibility periods for vacation time are shown in the chart below.

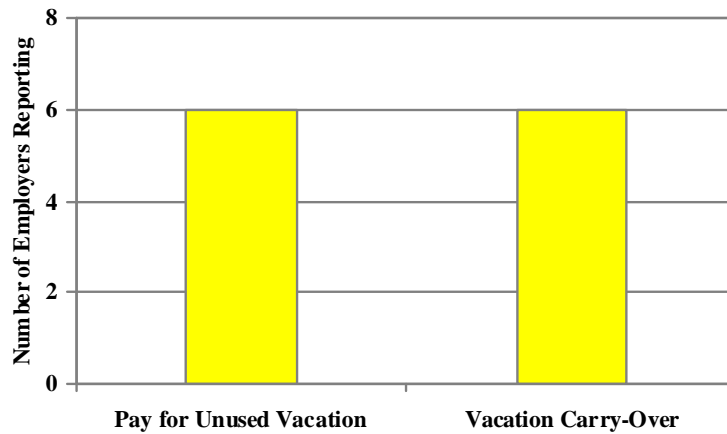
Vacation Eligibility Periods - Salaried Workers



The “Other” category for vacation eligibility periods for salaried employees was reported as follows:

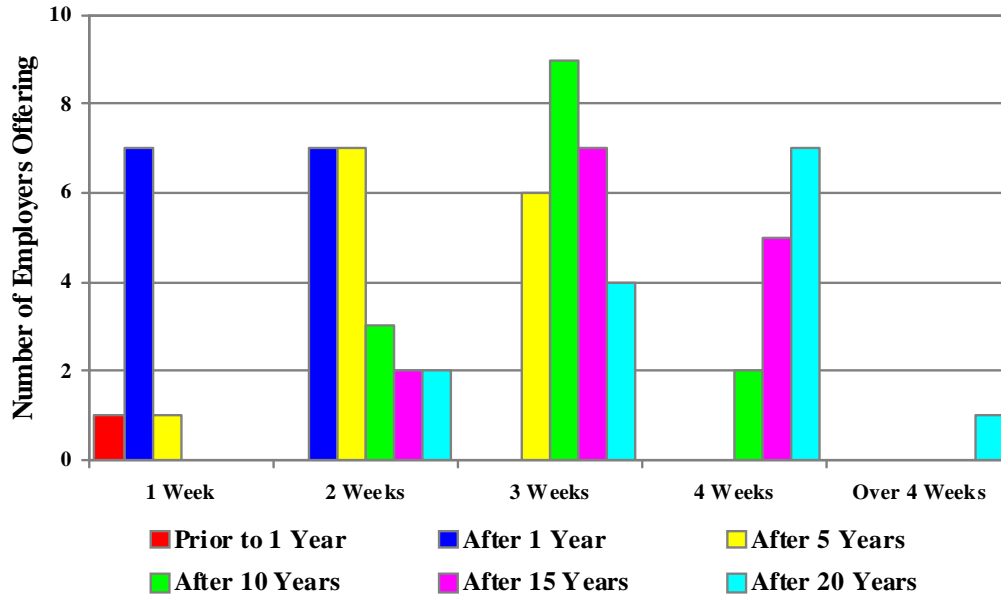
- After two months
- January 1st after hire date
- Upon earning leave

Further, of the reporting companies, 6 reported pay for unused vacation time, and 6 companies allowed vacation carry-over for their salaried workers.



The chart on the following page illustrates the number of participating companies who reported offering specific numbers of paid 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. 4 companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Salaried Workers



One company reported paid vacation time for salaried workers as follows:

- Before 1 year 8 hours/month 24 days
- After 1 year 8 hours/month
- After 5 years 30 days
- After 10 years 36 days
- After 15 years 42 days
- After 20 years 48 days

Sick Leave – Salaried Workers

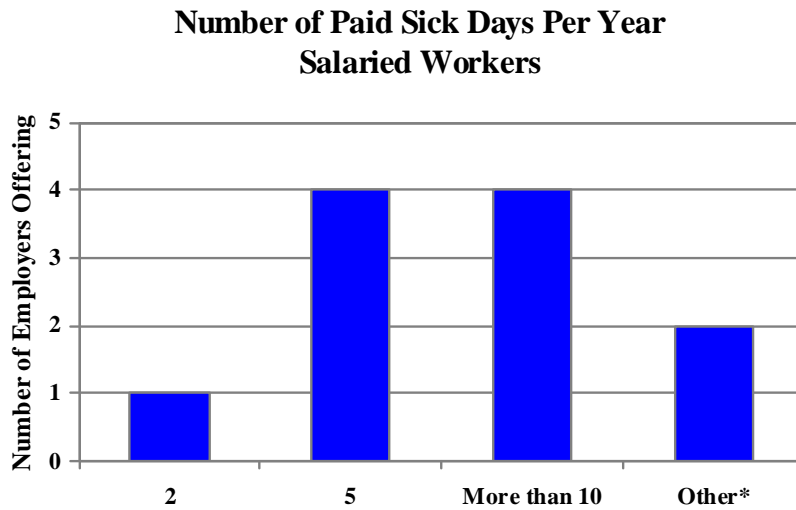
Of the participating companies, 12 reported offering paid sick leave for salaried employees. The following chart gives eligibility times for paid sick leave for salaried workers.



*Other eligibility periods for salaried workers were reported as:

- First day of illness
- Depends on plan selected
- As needed

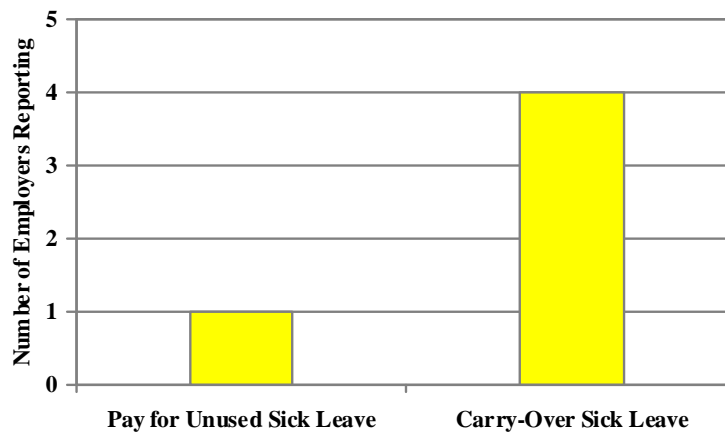
The reported number of paid sick days per year for salaried workers is as follows:



* Other includes:

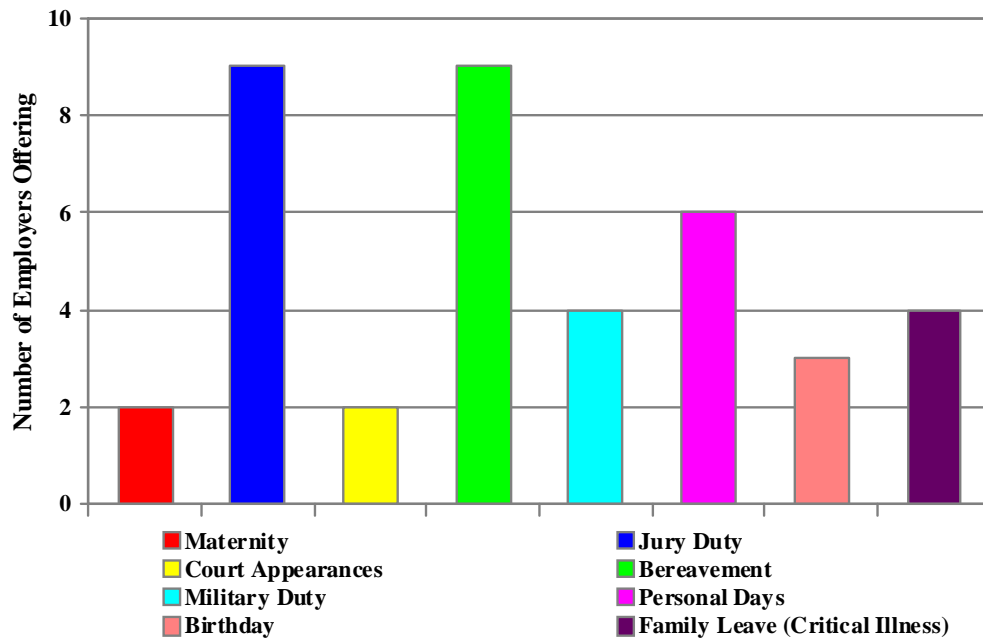
- As needed
- Depends on which company plan is selected

Additionally, of the reporting companies, 1 company reported pay for unused sick leave, and 4 allowed sick leave carry-over for salaried workers.



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, court appearances, bereavement, military duty, personal days, birthdays or family leave. The chart below shows the number of companies reporting each category.





THE PATHFINDERS
P.O. Box 702317
Dallas, Texas 75370

972-387-3750 Telephone
469-916-6878 Fax

info@thepathfindersus.com

web site: www.thepathfindersus.com

