

**THE
LINCOLN COUNTY, NEBRASKA
AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

December, 2007

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

TABLE OF CONTENTS

I. INTRODUCTION1

II. SURVEY SUMMARY2

III. WAGE SECTION.....13

A. Hourly Workers15

B. Salaried Workers24

IV. FRINGE BENEFITS SECTION.....28

A. Insurance.....28

C. Financial Plans30

D. Paid Leave.....31

INTRODUCTION

The 2007 Lincoln County, Nebraska Area Wage and Fringe Benefits Survey was sponsored by the Development Corporation of North Platte. The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas, conducted the survey.

Information was gathered via a printed survey form.

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

Average Entry Pay

Mean Average Pay

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.

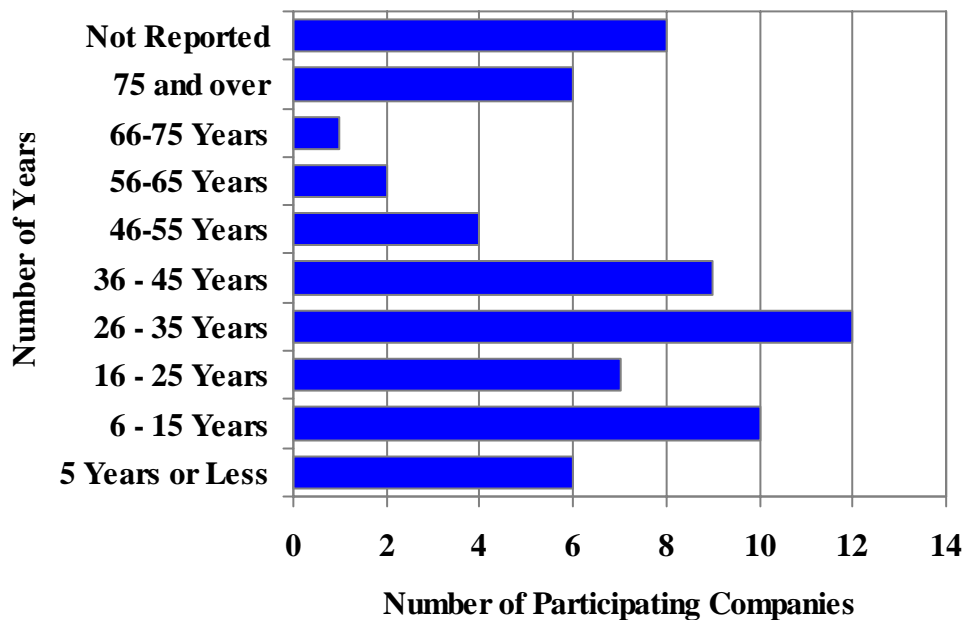
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

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); fax (214-393-3444); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

Sixty-five (65) companies, with a combined total employment of over 11,700 workers, participated in the 2007 Lincoln County Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, construction, medical, retail and others. The participating employers have been in business in the Lincoln County area from five years or less to over seventy-five years, as illustrated below.

Participating Companies - Length of Time in Community



The reported total annual payroll for the participating companies was over \$801 million, although it should be noted that not all companies responded to the annual payroll question.

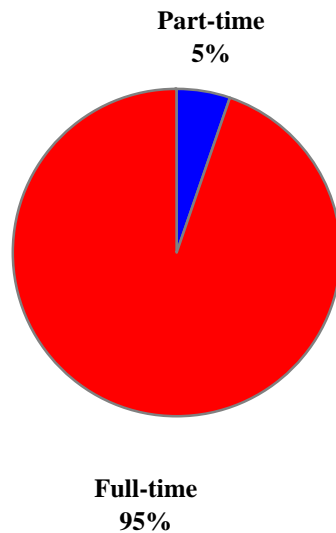
Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

Participating Companies by Total Employment

Number of Employees	Number of Participating Companies
20 or less	41
21 – 40	4
41 – 60	4
61 – 151	7
151 +	5
Not Reported	4

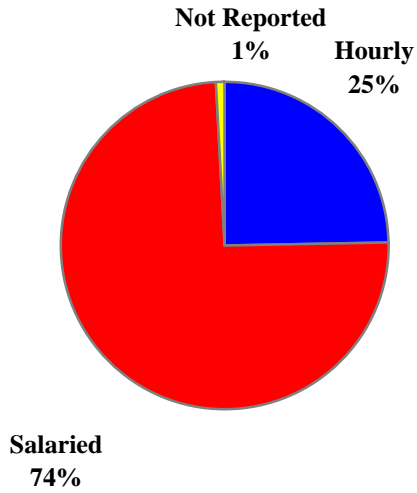
The total reported employment of 11,775 was comprised of 95% full-time and 5% part-time workers. The percentages of full-time and part-time employees, as well as male/female, and hourly/salaried employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

Full-time / Part-time Employees

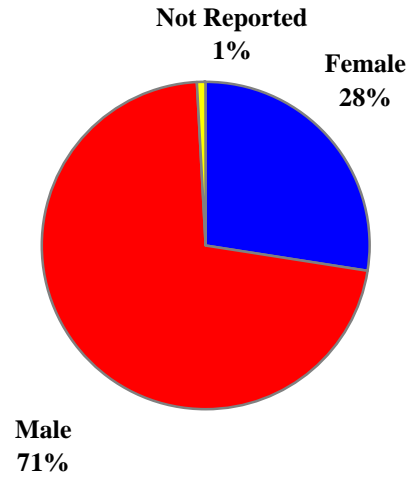


Full-Time Employees

Hourly / Salaried Employees

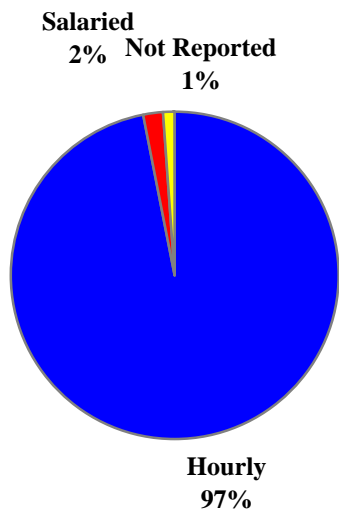


Female / Male Employees

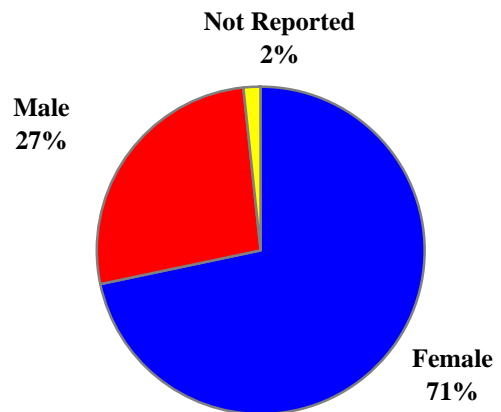


Part-Time Employees

Hourly / Salaried Employees



Female / Male Employees

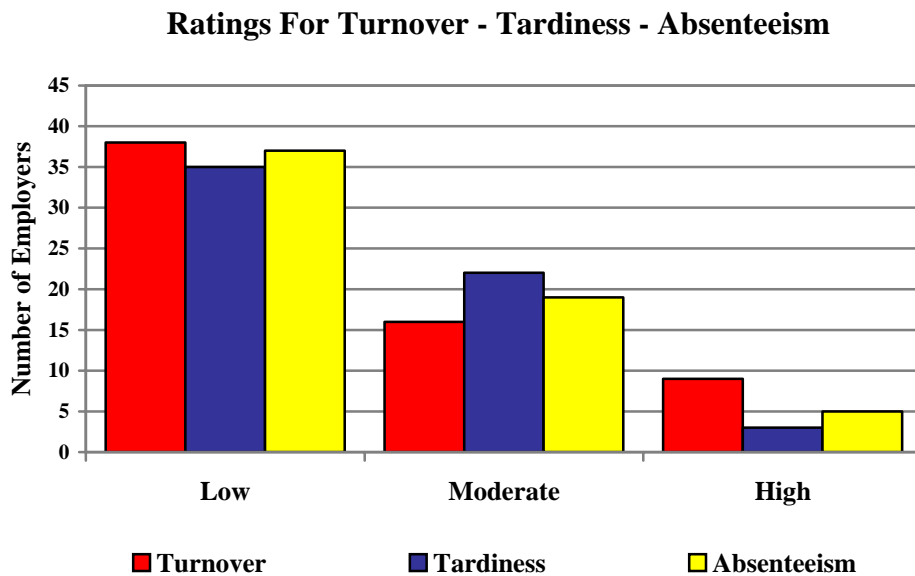


In the Lincoln County survey, forty-four (44) of the participating employers work one shift; seven (7) work two shifts; nine (9) companies work three shifts; one (1) company works four shifts; and one (1) company works six shifts. Three (3) companies did not report the number of shifts worked.

Eleven (11) companies reported shift premiums. Those companies who reported dollar shift premiums reported average premiums of \$.81 for second shift and \$.87 for third shift. One (1) company reported a shift premium for certain positions only.

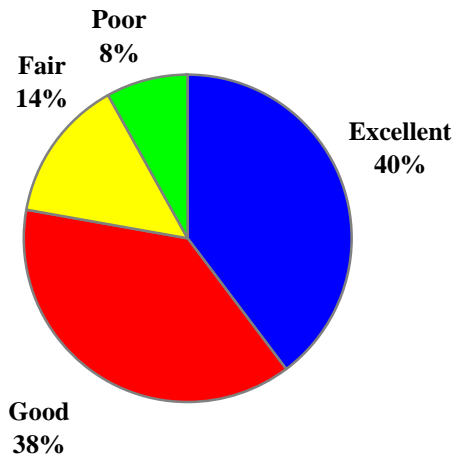
Overtime time was reported at 1½ times by sixty-three (63) of the participating employers. Two (2) employers reported regular pay.

Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”.

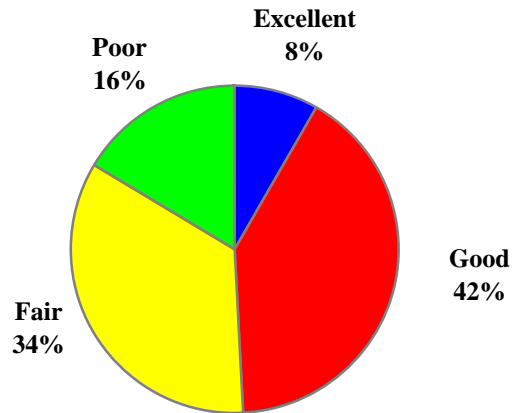


Employers were asked to rate the usefulness of various recruitment methods as “excellent”, “good”, “fair”, or “poor”. The results are shown below.

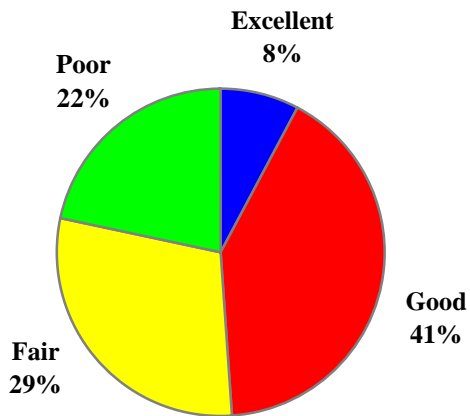
Word of Mouth



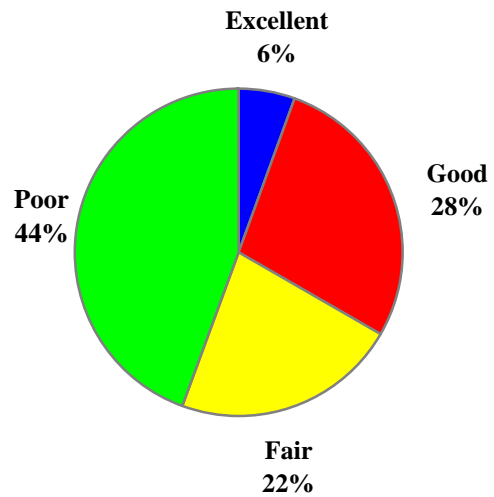
Newspaper Ads



Nebraska Workforce Development



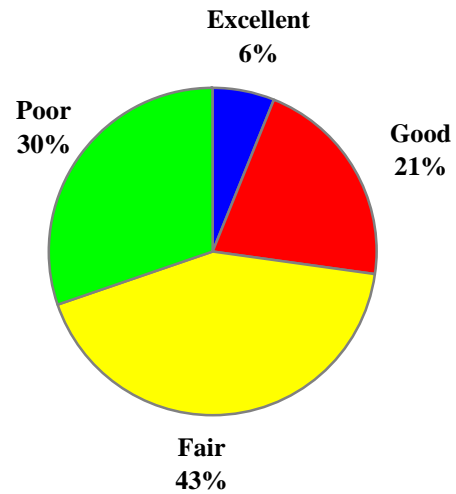
Company Web Site



Internet Sites



Employment Agency



Hiring Practices

With regard to hiring practices, twenty (20) of the participating firms increased employment during the past twelve months, and fifteen (15) decreased employment during the past twelve months. Twenty (20) firms project increasing employment during the next twelve months for a total of more than 40 jobs. In addition, two (2) companies project an increase during the next twelve months, but are unsure of the number of workers to be hired.

Employers reported their most frequently hired job titles, shown on the following page. Fifty-four (54) companies reported their most frequently hired job titles, although it should be noted that some reported more than one.

Most Frequently Hired Job Title	Number of Employers Reporting
Accountant	1
Apprentice Electrician	1
Assistant Teacher	1
Attendant Teacher	1
Bank Teller	3
Branch Office Administrator	1
Broadband Technician	1
Care Coordinator	2
Carpenter	1
Case Manager	1
Cashier	3
CDL Driver	1
Child Care Provider	1
Clerk	1
CNA	1
Collector	1
Counter Person	1
Custodian	1
Customer Service Rep	2
Delivery	2
Dental Assistant	2
Direct Support Staff	1
Drywall Hangers/finishers	1
Electrical Apprentice	1
Engineering Technician	2
Financial Service Representative	1

Most Frequently Hired Job Title	Number of Employers Reporting
General Laborer	3
Highway Maintenance Worker	1
Hospitality/Servers/Bar	1
Housekeeping/Janitorial	3
Installer	1
Jailer	1
Journeyman Lineman	1
Line Technician	1
LPN	2
Maintenance Worker	2
Mental Health Therapist	1
Nurse Coordinator	1
Presser	1
Receptionist	4
Sales	4
Service Man	1
Teacher	1
Technician	1
Warehouse Worker	1
Workforce Coordinator	1

Employers also reported positions that had been open for three months or more due to a lack of qualified applicants. Twenty-five (25) companies reported positions, and some may have reported more than one.

Positions that have remained open for three months or more include:

- LPN (2)
- Accountant
- Area Dean of Enrollment
- Area Manager
- Billing Clerk
- Bookkeeper
- Branch Office Administrator
- Broadband Technician
- Case Manager
- CDL Driver
- Certified LPN / Tech
- Collector
- Director of Aviation Maintenance
- District Manager
- Servers/Hosts/Bartender
- Offsite Nutritionist
- Drywall Hangers/Finishers
- Electrical Engineer
- Electrician
- Engineering Technician
- Financial Advisor
- General Laborer/Helper
- Installers
- Journeyman Electrician
- Mechanical Engineer
- Nuclear Engineer
- Receptionist
- Roofers
- Service Tech
- Telecommunications Engineer
- Echo/Vascular Tech
- Respiratory Therapist

Employers also reported training that employees need to work in their company. Responses included:

- Accounting
- Administrative / Clerical
- Associate Degree Electric Tech
- Banking experience
- Basic Skills - RRR
- Bilingual
- Bookkeeping
- Building / Construction
- CNA Course
- Cash Register Experience
- CDL Drivers License
- Coding billing
- College Degree
- Communications Skills
- Computer / IT skills
- Coronal polish certification
- Customer Service exp
- Dental Assistant/Hygienist School
- Drafting
- Drivers License
- Electrical
- Engineering
- Extensive Online training
- Floral Training
- Furniture Repair
- Good Work Ethic
- Graduate from accredited program for Utility Linemen
- Hands-on Mechanical
- High School Diploma/GED
- Human Resources
- Human Services
- HVAC
- Insurance License
- Interior Design
- Lifting Techniques
- Maintenance Mechanics
- Management/Supervisory
- Marketing
- Medical Office / Terminology
- Medication and certified nursing classes
- Nursing - state licenses
- Online Regulatory University
- Patient Care
- People Skills
- Safety
- Sales
- Sheetmetal
- Therapy Degree
- Transcription skills
- Vocational
- Welding
- X-Ray / Lab Tech – certifications
- Data Analysis
- Masters Degree

Forty-seven (47) companies reported that they will need to train employees in the next year. The methods they will use are listed below:

- Bankers, NBA, LET
- Compliance training
- Computer Labs
- Continuing Ed
- Contract with provider / reps who sell products
- In-House / One-on-One
- Local college
- Meetings / Seminars / Conferences
- National Assoc. of Broadcasters
- On the Job
- Online Regulatory University
- Physical Therapist
- Radio Advertising Bureau
- Send to certified schools
- State agency
- Web / Internet

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.

The wage data presented includes:

- Average Entry Pay – the average entry pay by each job title when all participating companies are considered
- 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.

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.

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 24.

WAGE SUMMARY – HOURLY WORKERS**Lincoln County, Nebraska Area**

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
General and Operations Managers	11-1021	\$10.58	\$12.83	\$8.53	63	3
Marketing and Sales Managers	11-2020	\$13.00	\$13.00	\$13.00	1	1
Public Relations Managers	11-2031	\$11.00	\$11.55	\$11.55	1	1
Administrative Services Managers	11-3011	\$16.72	\$19.51	\$19.51	2	2
Financial Managers	11-3031	\$11.13	\$18.46	\$18.46	5	5
Compliance Officers	13-1041	n/a	\$14.99	\$15.10	3	2
Employment, Recruitment, and Placement Specialists	13-1071	\$14.12	\$15.50	\$15.50	7	1
Accountants and Auditors	13-2011	\$18.62	\$23.47	\$23.29	3	2
Personal Financial Advisors	13-2052	\$9.60	\$11.51	\$11.93	9	3
Computer Programmers	15-1021	\$10.00	\$10.00	\$10.00	1	1
Computer Support Specialists	15-1041	\$16.42	\$18.14	\$20.12	16	5
Computer Systems Analysts	15-1051	\$23.14	\$25.32	\$25.32	1	1
Network Systems and Data Communications Analysts	15-1081	n/a	\$15.82	\$15.59	5	2
Computer Specialists, All Other	15-1099	n/a	\$15.46	\$15.46	1	1
Civil Engineers	17-2051	\$18.65	\$19.58	\$19.58	2	1

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Electrical and Electronics Engineers	17-2070	\$17.00	\$17.00	\$17.00	1	1
Drafters	17-3010	\$15.62	\$20.21	\$20.21	7	1
Electrical and Electronic Engineering Technicians	17-3023	n/a	\$19.75	\$20.67	8	5
Environmental Science and Protection Technicians	19-4091	\$13.00	\$15.77	\$14.39	6	3
Rehabilitation Counselors	21-1015	\$6.75	\$7.50	\$7.50	48	1
Social Workers, All Others	21-1029	\$11.17	\$13.33	\$14.09	11	3
Health Educators	21-1091	\$9.50	\$9.60	\$9.60	1	1
Preschool and Kindergarten Teachers	25-2010	\$8.00	\$8.50	\$8.50	3	1
Floral Designers	27-1023	\$8.00	\$11.75	\$11.75	2	1
Dietitians and Nutritionists	29-1031	\$12.00	\$13.50	\$13.50	5	1
Registered Nurses	29-1111	\$11.58	\$19.25	\$19.10	5	4
Therapists	29-1120	\$14.18	\$19.25	\$19.25	2	1
Clinical Laboratory Technologists and Technicians	29-2010	\$13.17	\$16.97	\$18.13	14	3
Medical and Clinical Laboratory Technologists	29-2011	\$20.00	\$26.00	\$26.00	2	1
Dental Hygienists	29-2021	\$30.00	\$31.50	\$29.40	5	2
Emergency Medical Technicians and Paramedics	29-2041	n/a	\$20.32	\$20.32	6	1

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Licensed Practical and Vocational Nurses	29-2061	\$14.30	\$16.01	\$16.36	26	6
Medical Records and Health Information Technicians	29-2071	\$8.19	\$10.57	\$11.80	7	3
Nursing, Psychiatric and Home Health Aides	31-1010	\$9.13	\$9.75	\$9.59	22	2
Occupational and Physical Therapist Assistants and Aides	31-2000	\$6.00	\$6.50	\$6.50	2	1
Dental Assistants	31-9091	\$10.75	\$12.50	\$12.50	8	2
Medical Transcriptionists	31-9094	\$10.00	\$12.13	\$12.17	3	2
First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	33-1021	n/a	\$25.40	\$24.09	4	2
Fire Fighters	33-2010	n/a	\$14.83	\$14.26	26	2
Detectives and Criminal Investigators	33-3021	n/a	\$22.92	\$22.92	10	1
Police and Sheriff's Patrol Officers	33-3051	n/a	\$24.78	\$21.81	29	3
Animal Control Workers	33-9011	n/a	\$13.69	\$13.84	3	2
Lifeguards, Ski Patrol & Other Recreational Protective Service Workers	33-9092	n/a	\$8.97	\$7.68	24	7
Protective Service Workers, All Other	33-9099	n/a	\$17.24	\$17.31	4	2

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Supervisors/Managers, Food Preparation and Serving Workers	35-1010	\$8.50	\$10.75	\$9.22	16	2
Cooks	35-2010	\$7.89	\$9.61	\$10.52	12	4
Food Preparation Workers	35-2021	\$7.01	\$7.83	\$9.03	13	4
Counter Attendants, Cafeteria, Food Concession and Coffee Shop	35-3022	n/a	\$8.23	\$7.25	22	2
Waiters and Waitresses	35-3031	\$2.15	\$2.15	\$2.15	8	1
Hosts and Hostesses, Restaurant, Lounge and Coffee Shop	35-9031	\$6.25	\$7.20	\$7.20	2	1
Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers	37-1010	\$11.17	\$13.09	\$12.17	14	6
First-Line supervisors/Managers of Landscaping, Lawn Service and Groundskeeping Workers	37-1012	n/a	\$27.26	\$27.26	1	1
Janitors, Cleaners	37-2011	\$7.84	\$10.63	\$10.60	36	10
Maids and Housekeeping Cleaners	37-2012	\$7.12	\$8.16	\$8.57	88	7
Grounds Maintenance Workers	37-3010	\$8.21	\$10.85	\$10.89	9	4

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Landscaping and Groundskeeping Workers	37-3011	n/a	\$15.59	\$15.59	1	1
Tree Trimmers and Pruners	37-3013	n/a	\$23.52	\$23.52	1	1
Non-Farm Animal Caretakers	39-2021	n/a	\$10.70	\$10.70	1	1
Child Care Workers	39-9011	\$6.50	\$7.50	\$7.50	29	1
Recreation Workers	39-9032	n/a	\$14.11	\$13.46	11	3
Supervisors/Managers, Sales Workers	41-1010	\$8.00	\$10.00	\$9.25	8	2
Cashiers	41-2011	\$7.08	\$7.56	\$8.03	186	4
Retail Salespersons	41-2031	\$7.69	\$8.78	\$7.83	33	5
Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$9.67	\$12.17	\$12.88	4	3
Financial Clerks	43-3000	\$9.60	\$11.74	\$10.88	25	3
Bill and Account Collectors	43-3011	\$11.75	\$14.23	\$13.48	3	2
Bookkeeping, Accounting and Auditing Clerks	43-3031	\$9.74	\$12.56	\$12.87	44	15
Payroll and Timekeeping Clerks	43-3051	n/a	\$18.22	\$18.22	1	1
Tellers	43-3071	\$8.72	\$10.13	\$9.99	53	5
Customer Service Representatives	43-4051	\$9.70	\$11.90	\$13.76	91	10
File Clerks	43-4071	\$7.50	\$9.50	\$9.50	2	2

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Library Assistants, Clerical	43-4121	n/a	\$10.96	\$11.03	8	3
Loan Interviewers and Clerks	43-4131	\$10.80	\$13.17	\$13.17	2	1
Human Resources Assistants	43-4161	\$11.94	\$15.24	\$15.58	7	4
Receptionists and Information Clerks	43-4171	\$8.53	\$10.45	\$9.83	32	16
Dispatchers	43-5030	n/a	\$19.19	\$17.48	11	2
Meter Readers, Utilities	43-5041	n/a	\$14.90	\$14.90	3	1
Shipping, Receiving, and Traffic Clerks	43-5071	\$8.60	\$11.07	\$11.23	12	5
Executive Secretaries and Administrative Assistants	43-6011	\$12.39	\$15.24	\$14.46	60	11
Legal Secretaries	43-6012	\$14.24	\$16.22	\$16.85	3	2
Medical Secretaries	43-6013	\$7.56	\$11.42	\$11.76	10	5
Secretaries, except legal, medical and executive	43-6014	\$10.56	\$14.22	\$13.65	31	8
Data Entry and Information Processing Workers	43-9020	\$8.30	\$11.73	\$11.27	11	4
Insurance Claims and Policy Processing Clerks	43-9041	\$10.00	\$19.00	\$19.00	1	1
Office Clerks, General	43-9061	\$8.93	\$10.83	\$11.46	99	14
Supervisors/Managers of Construction Trades and Extraction Workers	47-1011	\$14.51	\$16.77	\$17.15	16	6
Carpenters	47-2031	\$10.50	\$15.00	\$15.00	4	2

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Construction Laborers	47-2061	\$9.08	\$11.15	\$11.81	47	4
Electricians	47-2111	\$12.16	\$15.91	\$16.90	60	6
Pipelayers, Plumbers, Pipefitters and Steamfitters	47-2150	\$10.00	\$15.79	\$15.79	38	1
Helpers-Pipelayers, Plumbers, Pipefitters and Steamfitters	47-3015	\$10.00	\$10.00	\$10.00	1	1
Construction and Building Inspectors	47-4011	n/a	\$25.20	\$25.20	2	1
Highway Maintenance Workers	47-4051	\$11.69	\$12.25	\$13.14	17	2
Supervisors/Managers of Mechanics, Installers and Repairers	49-1011	\$19.43	\$23.26	\$23.26	2	2
Electrical and Electronic Equipment Mechanics, Installers and Repairers	49-2000	\$14.55	\$23.85	\$23.85	1	1
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	\$10.00	\$12.50	\$12.50	10	1
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$14.12	\$18.53	\$18.53	1	1
Heating, Air Conditioning and Refrigeration Mechanics and Installers	49-9021	\$13.56	\$17.07	\$15.77	53	5
Maintenance and Repair Workers, General	49-9042	\$10.23	\$17.65	\$17.70	74	19

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Millwrights	49-9044	\$9.50	\$13.00	\$13.00	8	1
Electrical Power-Line Installers and Repairs	49-9051	\$17.15	\$22.93	\$22.93	8	1
Helpers - Installation, Maintenance and Repair Workers	49-9098	n/a	\$8.33	\$9.43	28	2
Supervisors/Managers of Production and Operating Workers	51-1011	\$16.00	\$22.41	\$19.99	17	4
Miscellaneous Assemblers and Fabricators	51-2090	\$8.00	\$10.00	\$10.00	6	2
Printers	51-5020	\$14.24	\$18.86	\$18.86	2	1
Laundry and Dry-Cleaning Workers	51-6011	\$8.15	\$10.32	\$10.38	10	2
Water and Liquid Waste Treatment Plant and System Operators	51-8031	n/a	\$18.16	\$17.86	9	6
Supervisors/Managers of Transportation and Material- Moving Machine and Vehicle Operators	53-1031	\$10.00	\$18.76	\$18.76	2	2
Bus Drivers, Transit and Intercity	53-3021	n/a	\$13.34	\$12.40	13	2
Driver/Sales Workers and Truck Drivers	53-3030	\$7.67	\$8.88	\$8.67	9	4

HOURLY WORKERS JOB CLASSIFICATION	SOC Number	Average Entry Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported	Number of Firms Reporting
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$12.00	\$12.00	\$12.00	1	1
Traffic Technicians	53-6041	\$9.96	\$10.19	\$10.19	2	1
Industrial Truck and Tractor Operators	53-7051	\$17.00	\$17.00	\$17.00	1	1
Laborers and Material Movers	53-7060	\$7.94	\$8.94	\$10.32	113	4
Refuse and Recyclable Material Collectors	53-7081	n/a	\$14.37	\$15.26	16	3

WAGE SUMMARY – SALARIED WORKERS
Lincoln County, Nebraska Area

SALARIED WORKERS JOB CLASSIFICATION	SOC Number	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Chief Executives	11-1011	\$ 83,200.14	19	13
General and Operations Managers	11-1021	\$ 62,519.51	98	46
Marketing and Sales Managers	11-2020	\$ 59,570.58	315	11
Public Relations Managers	11-2031	\$ 71,956.27	8	6
Administrative Services Managers	11-3011	\$ 56,779.95	13	8
Financial Managers	11-3031	\$ 69,231.13	92	12
Human Resources Managers	11-3040	\$ 53,324.43	32	13
Computer and Information Systems Management	11-3051	\$ 50,000.00	1	1
Education Administrators	11-9030	\$ 50,500.00	31	1
Engineering Managers	11-9041	\$ 80,249.33	5	3
Medical and Health Services Managers	11-9111	\$ 51,635.00	2	1
Managers, All Other	11-9199	\$ 41,000.00	1	1
Buyers and Purchasing Agents	13-1020	\$ 47,316.00	15	3
Cost Estimators	13-1051	\$ 49,600.00	7	1
Training and Development Specialists	13-1073	\$ 52,000.00	1	1
Accountants and Auditors	13-2011	\$ 61,923.76	193	5
Credit Analysts	13-2041	\$ 44,909.00	9	3

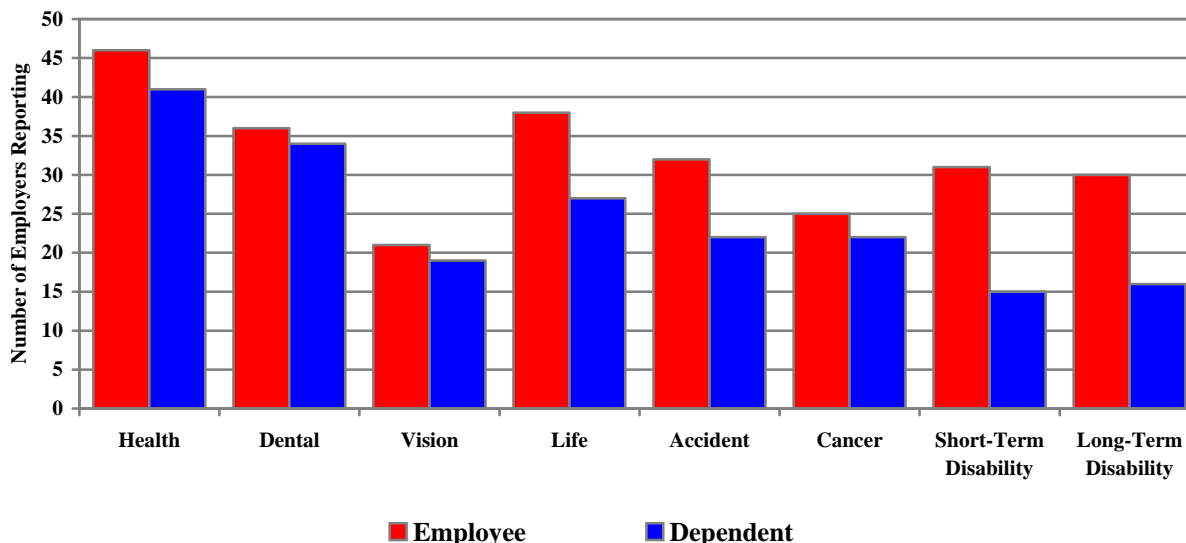
SALARIED WORKERS JOB CLASSIFICATION	SOC Number	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Personal Financial Advisors	13-2052	\$ 30,000.00	2	2
Loan Counselors and Officers	13-2070	\$ 71,257.50	12	2
Financial Specialists, All Other	13-2099	\$ 37,852.00	5	3
Computer Programmers	15-1021	\$ 56,392.50	103	4
Computer Support Specialists	15-1041	\$ 43,179.17	37	6
Computer Systems Analysts	15-1051	\$ 63,941.20	211	5
Civil Engineers	17-2051	\$ 40,000.00	1	1
Electrical and Electronics Engineers	17-2070	\$ 38,000.00	1	1
Psychologists	19-3030	\$ 75,000.00	1	1
Urban and Regional Planners	19-3051	\$ 56,513.60	2	2
Social Workers, All Others	21-1029	\$ 25,000.00	25	1
Lawyers	23-1011	\$ 97,317.60	51	4
Paralegals and Legal Assistants	23-2011	\$ 70,000.00	200	1
Post-Secondary Teachers	25-1000	\$ 50,095.00	66	1
Librarians	25-4021	\$ 43,243.20	1	1
Producers and Directors	27-2012	\$ 33,000.00	2	2
Public Relations Specialists	27-3031	\$ 101,120.00	10	2
Physicians and Surgeons	29-1060	\$ 111,000.00	4	2
Registered Nurses	29-1111	\$ 37,500.00	3	2
Therapists	29-1120	\$ 49,233.33	25	3

SALARIED WORKERS JOB CLASSIFICATION	SOC Number	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Dentists	29-2010	\$ 65,000.00	1	1
Licensed Practical and Vocational Nurses	29-2061	\$ 38,000.00	1	1
First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	33-1021	\$ 64,500.90	1	1
Correctional Officers and Jailers	33-3012	\$ 31,500.00	15	1
Police and Sheriff's Patrol Officers	33-3051	\$ 41,200.00	21	1
Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers	37-1010	\$ 40,274.29	11	7
Janitors, Cleaners	37-2011	\$ 7,743.00	5	1
Maids and Housekeeping Cleaners	37-2012	\$ 2,600.00	1	1
Supervisors/Managers, Sales Workers	41-1010	\$ 39,782.50	5	2
Retail Salespersons	41-2031	\$ 33,000.00	4	2
Advertising Sales Agents	41-3011	\$ 36,000.00	4	1
Supervisors/Managers of Office and Administrative Support Workers	43-1011	\$ 35,836.00	23	5
Bookkeeping, Accounting and Auditing Clerks	43-3031	\$ 36,090.11	11	8
Customer Service Representatives	43-4051	\$ 29,900.00	4	1
Receptionists and Information Clerks	43-4171	\$ 23,265.00	2	2
Executive Secretaries and Administrative Assistants	43-6011	\$ 30,840.00	8	5
Legal Secretaries	43-6012	\$ 23,500.00	8	1

SALARIED WORKERS JOB CLASSIFICATION	SOC Number	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Computer Operators	43-9011	\$ 31,700.00	2	1
Office Clerks, General	43-9061	\$ 36,205.00	39	4
Supervisors/Managers of Construction Trades and Extraction Workers	47-1011	\$ 58,025.33	10	3
Pipelayers, Plumbers, Pipefitters and Steamfitters	47-2150	\$ 53,040.00	1	1
Supervisors/Managers of Mechanics, Installers and Repairers	49-1011	\$ 47,198.25	7	4
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	\$ 60,000.00	2	1
Maintenance and Repair Workers, General	49-9042	\$ 30,000.00	38	1
Supervisors/Managers of Production and Operating Workers	51-1011	\$ 42,500.00	1	1

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the different categories listed and gives the number of participating employers offering each type of coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, forty-six (46) of the participating companies reported providing health insurance for employees. Other insurance reported included long term care, AFLAC policies, a health insurance stipend, workers compensation, and supplemental life.

The table on the following page illustrates the number of companies reporting either 100%, partial %, or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, seventeen (17) companies reported paying 100% of the premium for health insurance for their employees, and twenty-seven (27) companies reported paying a partial percentage of the premium for health insurance for dependents.

**NUMBER OF COMPANIES REPORTING
PERCENT OF INSURANCE PREMIUMS PAID**

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	17	28	1
Dependent	3	27	11
Dental	# of Companies	# of Companies	# of Companies
Employee	6	18	11
Dependent	0	17	15
Vision	# of Companies	# of Companies	# of Companies
Employee	2	8	10
Dependent	1	7	10
Life	# of Companies	# of Companies	# of Companies
Employee	19	8	9
Dependent	5	9	11
Accident	# of Companies	# of Companies	# of Companies
Employee	8	4	19
Dependent	2	4	15
Cancer	# of Companies	# of Companies	# of Companies
Employee	0	2	21
Dependent	0	1	19
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	6	6	18
Dependent	0	2	12
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	11	6	12
Dependent	3	3	9

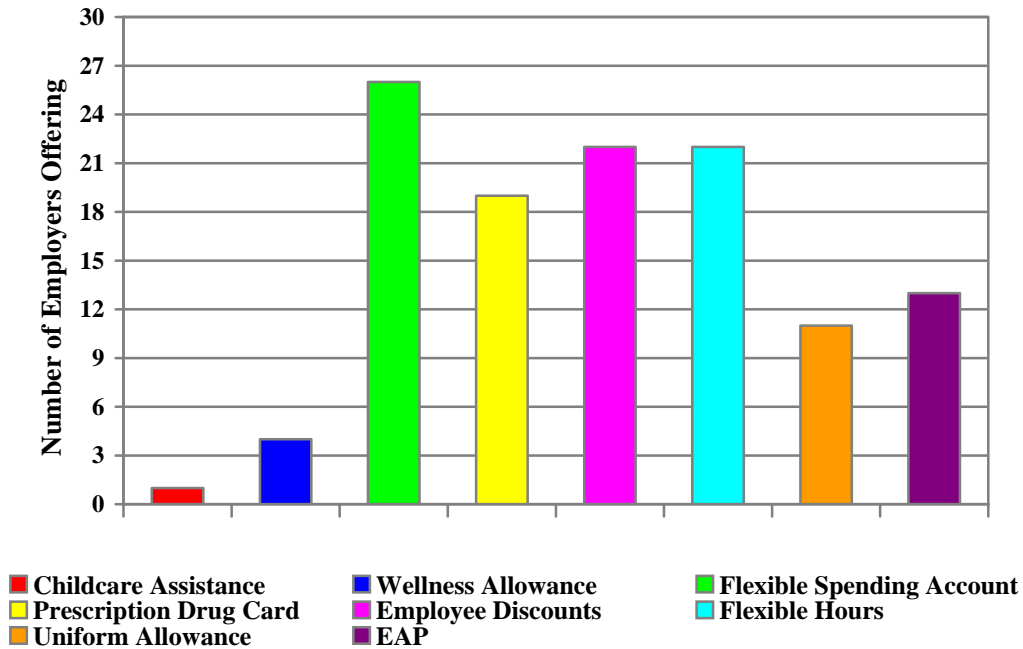
FINANCIAL PLANS

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

Financial Plans Offered	# of Employers
401K	34
Annual Bonus	23
Tuition Reimbursement	23
Health Savings	18
Pension Plan	11
IRA/SEP	9
Profit-Sharing	8
Quarterly Bonus	7
Credit Union	6
Stock Bonus	5
403B	4
ESOP/ESPP	3
Stock Purchase	2
Attendance Bonus	2
Savings Plan	1
Safety Bonus	1
Thrift Savings Plan	1
Semi-annual Bonus	1

Additional Benefits

Many companies also provide additional benefits to their employees, as shown below.



PAID LEAVE

The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave.

PTO

Twelve (12) companies reported combining holidays, vacations, and sick leave, or a combination of the three, into general leave or personal/paid time off (PTO). Four (4) of these companies reported that employees were eligible for PTO immediately, three (3) reported eligibility after 90 days, one (1) reported eligibility after 6 months, and two (2) reported eligibility after one year. One (1) company reported that all PTO was negotiated with the Financial Advisor, and one (1) company indicated that employees are eligible as soon as they meet a minimum of 20 hours per week.

The amount of PTO varied among the reporting employers:

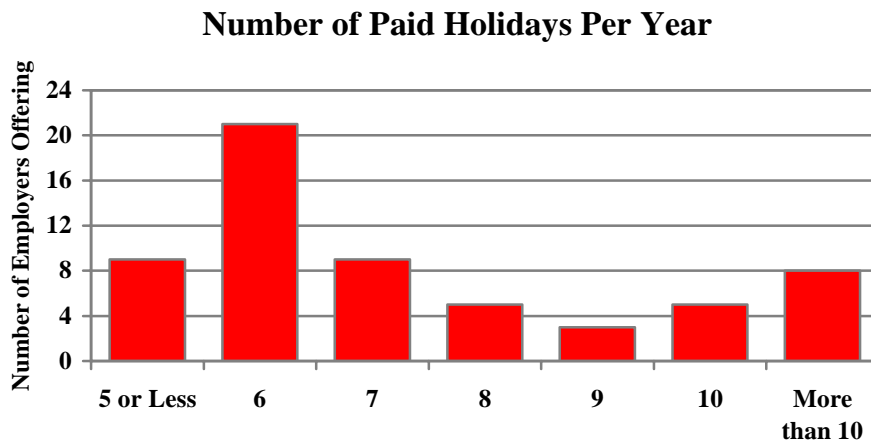
- 5 days
- 6 days
- 15 days
- 20 days
- Based on years of service or hourly accrual rate
- Tiered by job classification
- 1st year: 9 days; 2nd year: 17 days; 3rd year: 22 days
- 1-4 years of service: 120 hours; 5-14 years: 160 hours; 15 years or more: 200 hours
- 20 hours for part-time employees, and 40 hours for full-time employees

Other PTO information included:

- Differing number of days for full-time and part-time employees
- Carry-over of 320 hours
- Carry-over of 40 hours

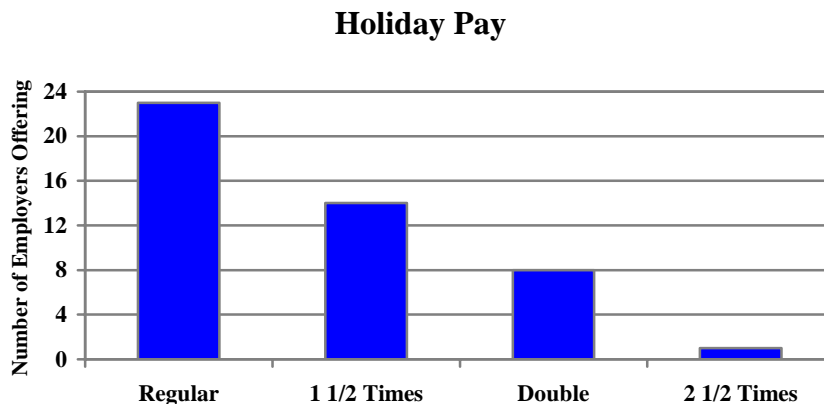
Holidays

The number of paid holidays per year reported by the participating employers in the Lincoln County area ranges from five or less to over ten, as shown below.



Additionally, four (4) companies reported allowing employees to take under five unpaid holidays per year, one (1) company reported allowing six unpaid holidays per year, one (1) company reported allowing ten unpaid holidays per year, one (1) reported allowing over 10 unpaid holidays per year, and one (1) reported unpaid holidays based on number of years worked.

When employees work on holidays, the pay ranges from regular to 2½ times in the Lincoln County area, as illustrated in the chart below.



Other holiday pay information included:

- 1½ times except for overtime worked on holidays, which is paid at double time
- Regular hourly rate plus 10%
- Regular pay for most employees, and 1½ times for certain positions

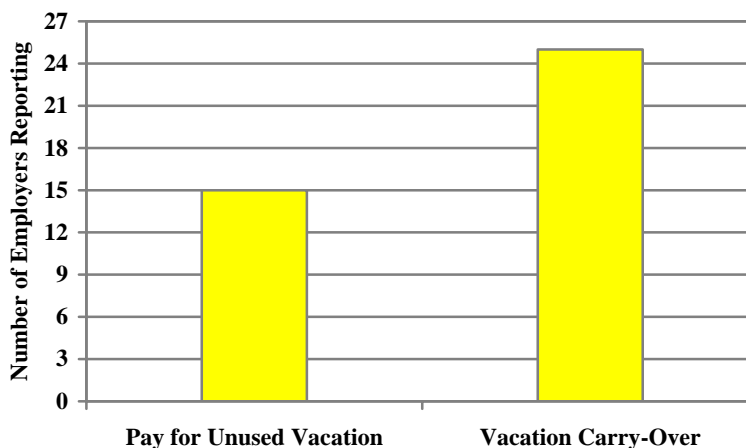
Vacation

Fifty-four (54) companies reported paid vacation. Eligibility times for paid vacation, as reported by the participating employers, vary in the Lincoln County area, ranging from immediately upon hire to after one year of employment. Eligibility periods for paid vacation are illustrated in the chart below. Additionally, one company reported that eligibility depends on employment classification.

Vacation Eligibility Periods



Further, of the reporting companies, fifteen (15) reported pay for unused vacation time, and twenty-five (25) companies allowed vacation carry-over. Of the companies reporting pay for unused vacation time, four (4) indicated that it was only paid upon termination, and one (1) reported pay for vacation time over 200 hours. One (1) company reported pay for unused vacation for hourly employees only.



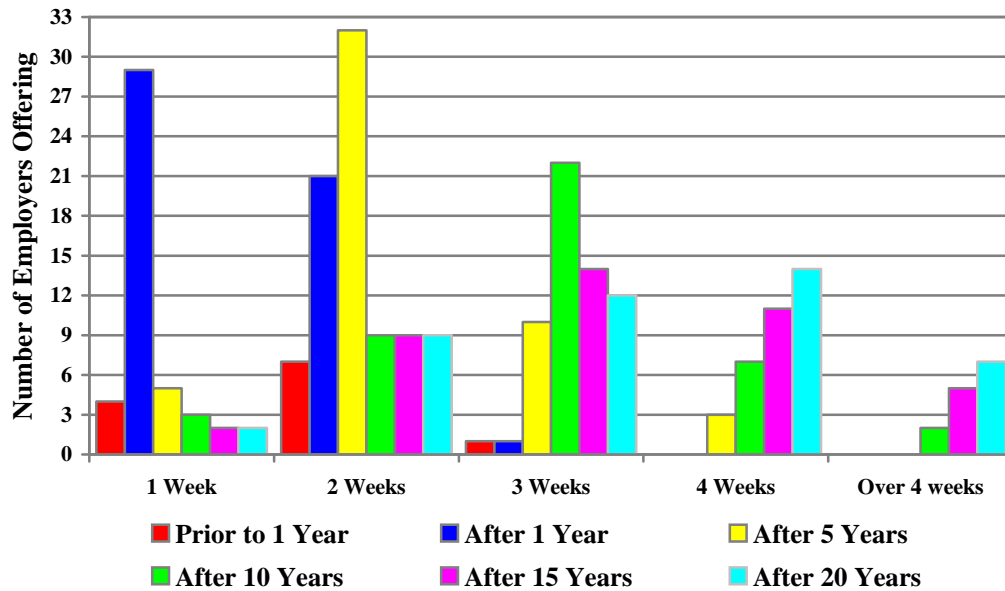
Amounts of maximum carry-over for vacation time included anywhere from one week to seven weeks, and:

- One year's worth of vacation time
- 3 days
- 18 weeks
- Carry-over is based on years of employment: 0-4 years is allowed 80 hours, and 5+ years is allowed 100 hours
- Up to twice the employee's current annual vacation entitlement
- Current balance

Additionally, two (2) companies reported that their employees have until the following year to use remaining vacation hours, and one (1) reported pay for vacation time for hourly employees only.

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. Six (6) companies reported prorating vacation time during the first year.

Number of Vacation Weeks



Other vacation information included:

- Hourly employees buy vacation as needed
- Vacation time can be donated to other employees needing sick leave
- One day of vacation time allowed per month worked
- One day per month for the first 10 years of employment, then it increases by one day per year for a maximum of 20 days
- Depends on employment classification
- 6.67, 8, 10, 11.33, or 13.33 hours per month worked depending on years of employment

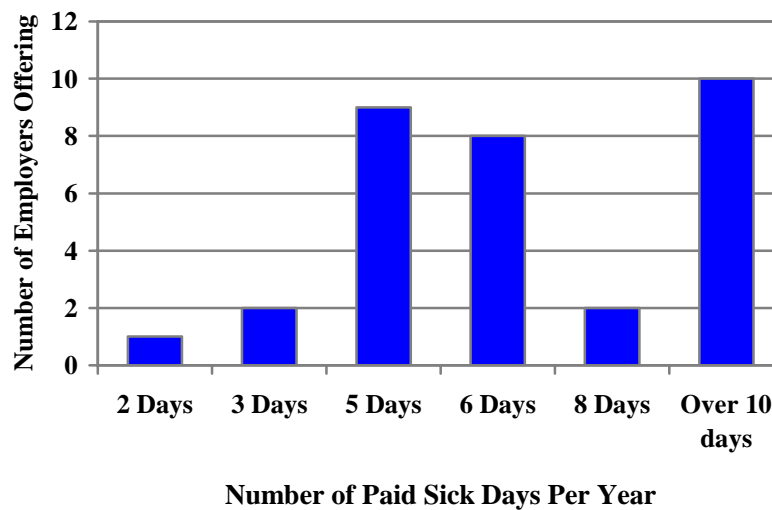
Sick Leave

The following charts give eligibility times and number of paid sick days per year for those participating companies that offer paid sick leave. Twenty (20) companies reported no paid sick time. Five (5) companies did not report sick leave eligibility.

Sick Leave Eligibility Periods



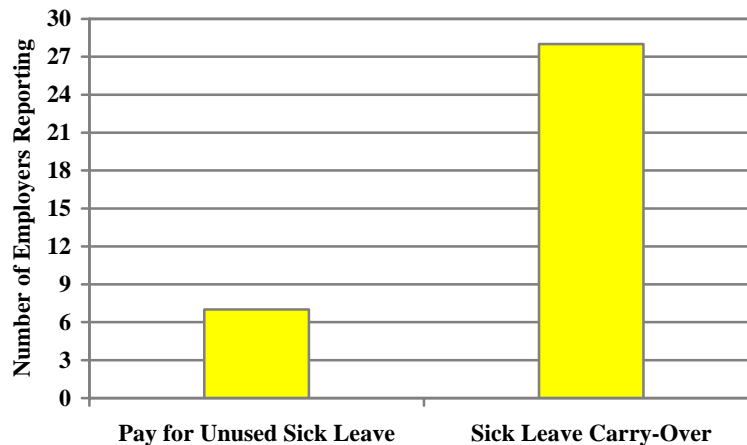
Paid Sick Days



Companies including other information about paid sick days included:

- Sick time accrues at certain rates per hour worked
- Sick time is based on the number of hours worked the previous year
- Maximum accrual is 96 hours per year
- Only salaried employees are allowed sick leave
- More sick days allowed for long-term employees
- 12 days for 1-5 years, and it increases afterwards based on number of years worked for a maximum of 18 days
- 1 week for 1-4 years of employment; 2 weeks for 5-9 years of employment; and 3 weeks for 10 or more years of employment
- 24 hours upon employment, and 40 hours supplemental after a year

Further, of the reporting companies, seven (7) reported pay for unused sick leave, and twenty-eight (28) companies allowed sick leave carry-over.



Employers who provided additional information about sick leave reported:

- 1, 2, 3, 6, 12, 15, 18 and 24 weeks of sick leave carry over.
- 12 and 24 days of carry over
- 150, 460, 480, 720, 800, 1000, 1024, and 1440 hours of carry over
- Must be used within 4 years
- Available only to full-time employees only after 16 hours of PTO or unpaid time
- Anything over 120 hours of sick time can be cashed out at 75% of regular pay
- No maximum limit on carry-over
- Sick leave is forfeited upon separation with the company
- Employees who retire at age 55 or above can receive a one time payment of one quarter of their accumulated leave, not to exceed 60 days
- Unused sick time paid at regular hourly rate of pay upon termination or retirement after a minimum of 10 years of service
- 50% of balance over 800 hours each year on anniversary and at retirement

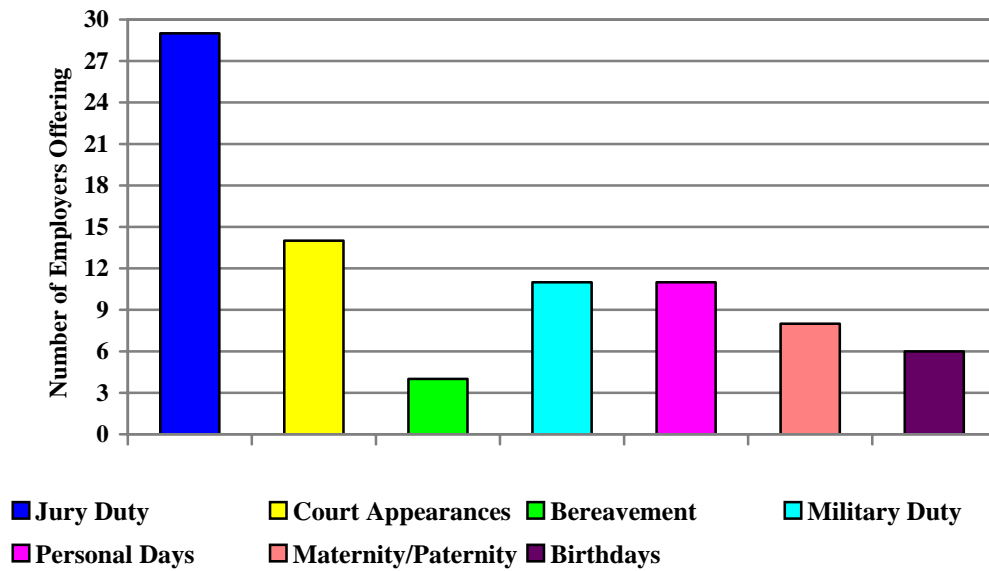
Reimbursement

Many companies reported that they reimburse employees for various expenses. Fifty-seven (57) employers indicated that they reimburse for mileage, and the average amount was \$.44 per mile. Additionally, one (1) company reported hourly wages for mileage reimbursement. Sixty (60) employers reported that they reimburse employees for other expenses, shown below.

- Airfare
- Lodging
- Meals
- Registration Fees
- Entertainment
- Fax/Phone
- Dues
- Parking
- Conferences
- Training Fees
- Rental Car
- Taxies
- Books
- Gas
- Supplies
- Continuing Education
- All expenses incurred in traveling

Other Paid Leave

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



Additionally, employers also included voting and donating blood as paid leave. One (1) company reported paying for jury duty only if the employee returned jury pay, and one (1) reported paid leave for employees’ anniversaries with the company.



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

972-387-3750 Telephone
214-393-3444 Fax

info@thepathfindersus.com

web site: www.thepathfindersus.com