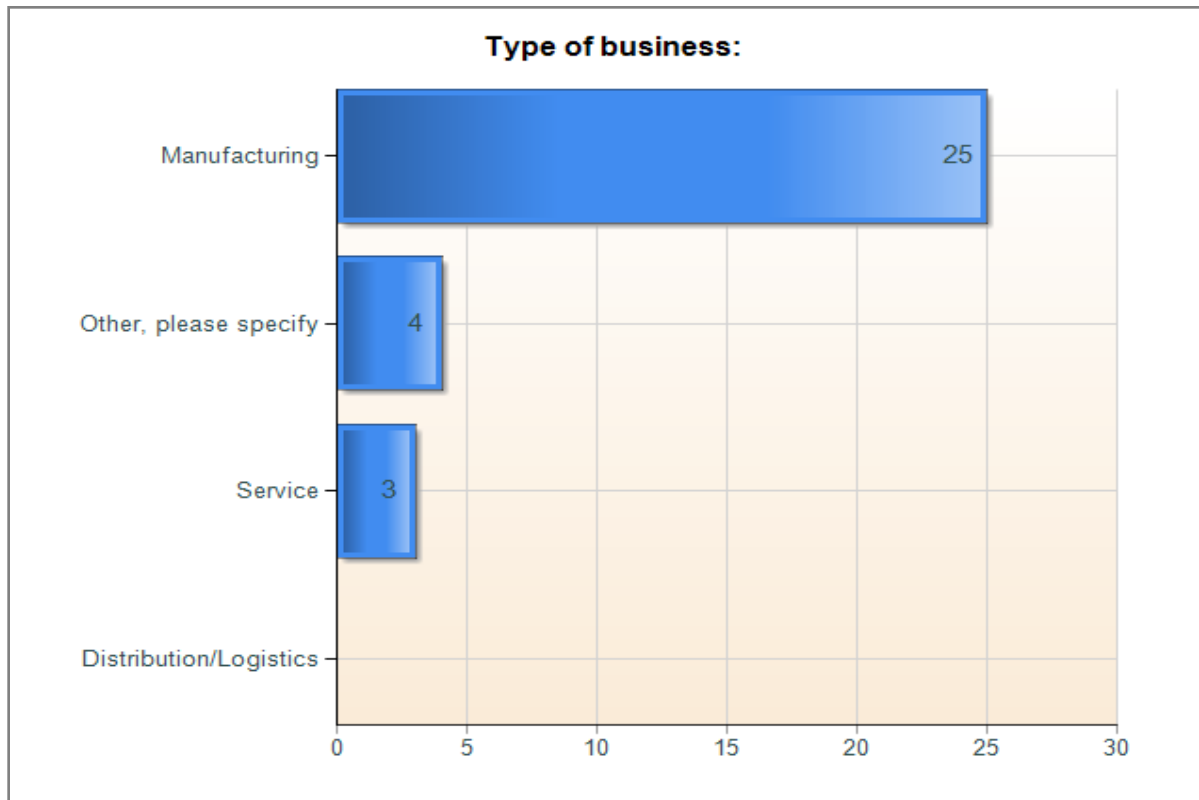


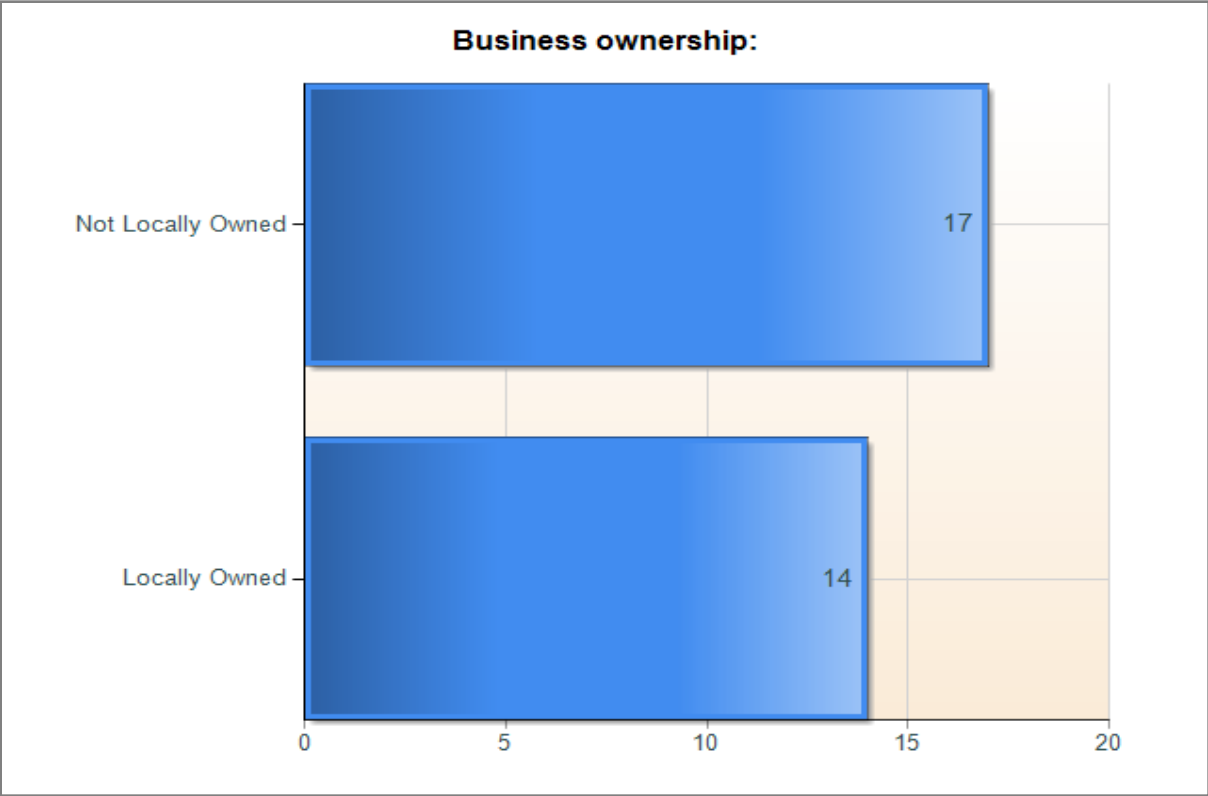
# WAGE AND BENEFITS SURVEY 2011



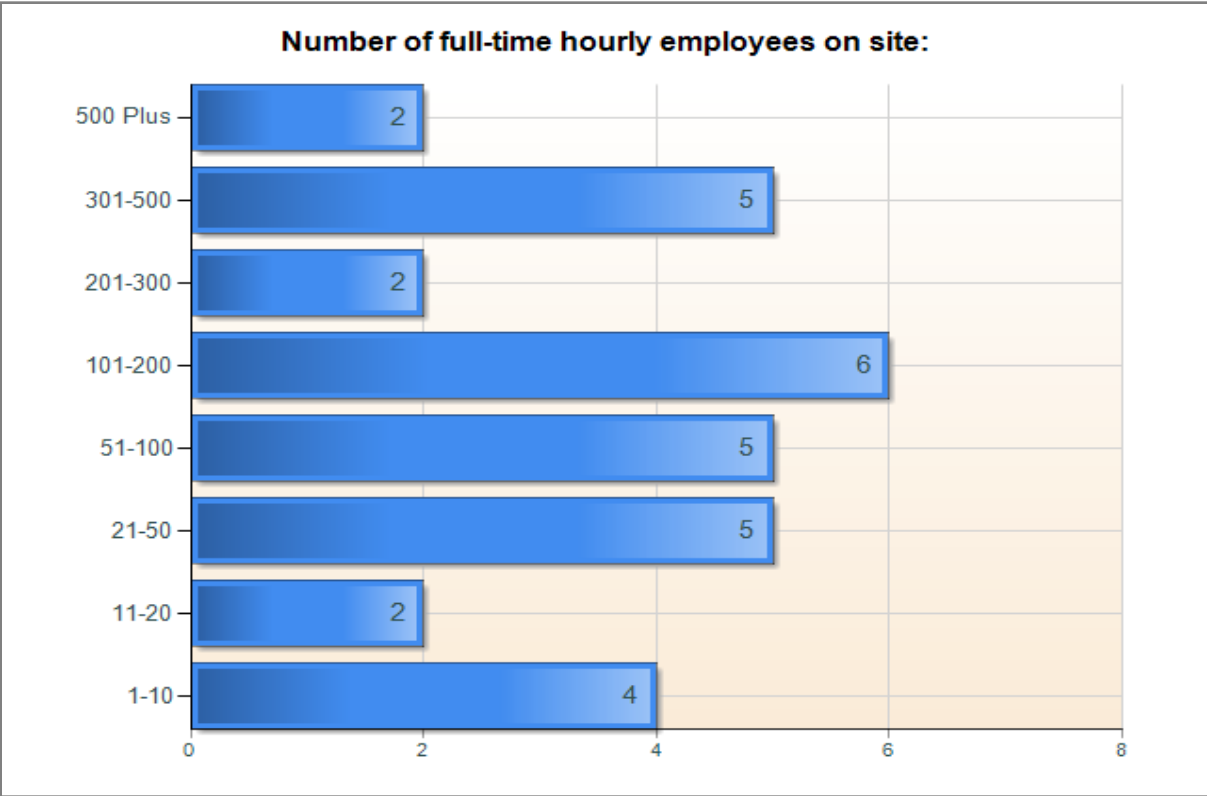
**N**elson **C**ounty **E**conomic **D**evelopment **A**gency (“NCEDA”)  
and NELCO Consortium



<b>Type of business:</b>	
<b>Manufacturing</b>	25 (81 %)
<b>Distribution/Logistics</b>	0 (0 %)
<b>Service</b>	3 (10 %)
<b>Other – Business Process Outsourcing; Government; Media Company; Manufacturing and Retail</b>	4 (13 %)

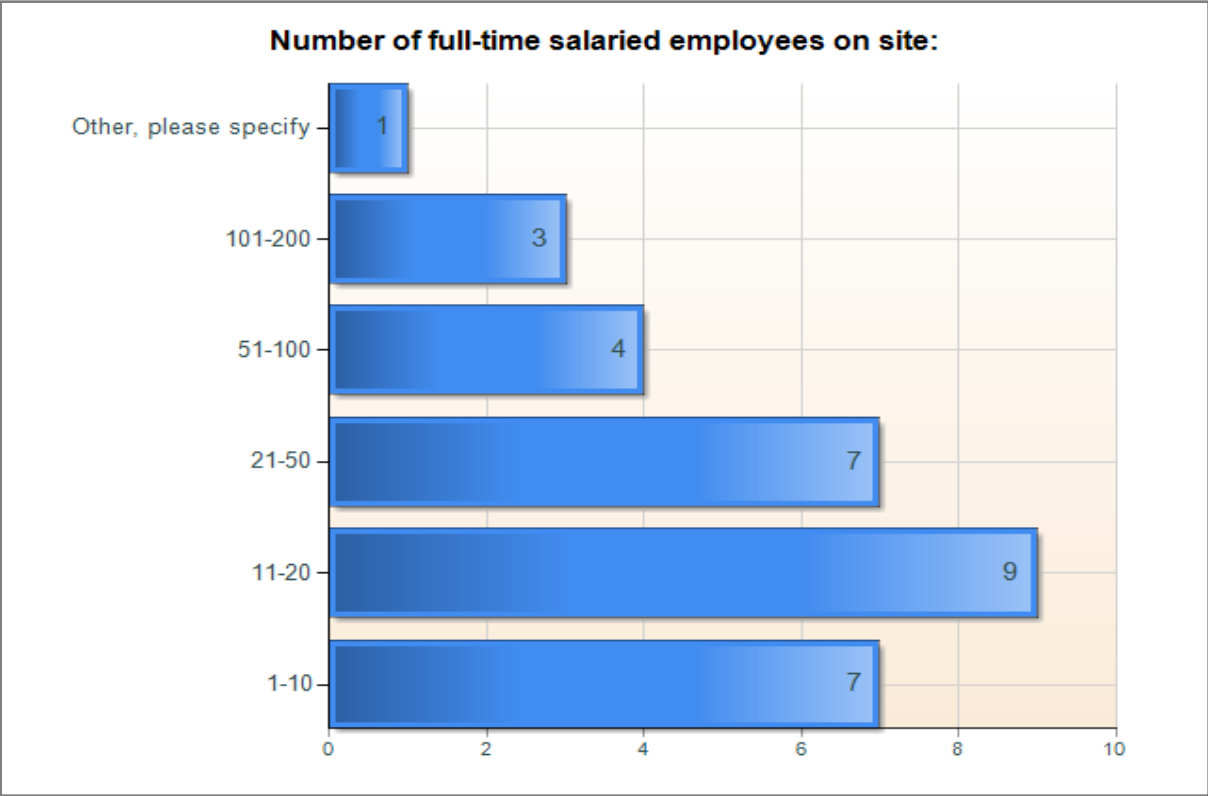


<b>Business ownership:</b>	
<b>Locally Owned</b>	14 (45 %)
<b>Not Locally Owned</b>	17 (55 %)

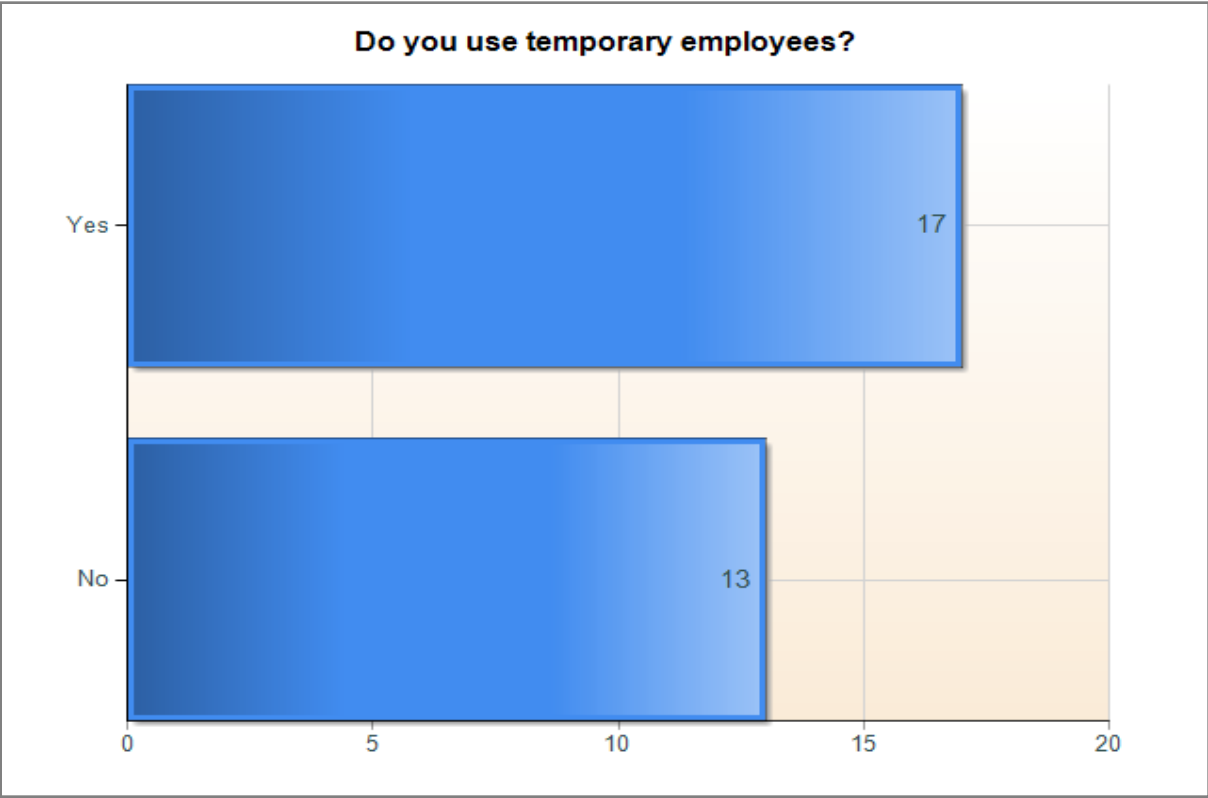


**Number of full-time hourly employees on site:**

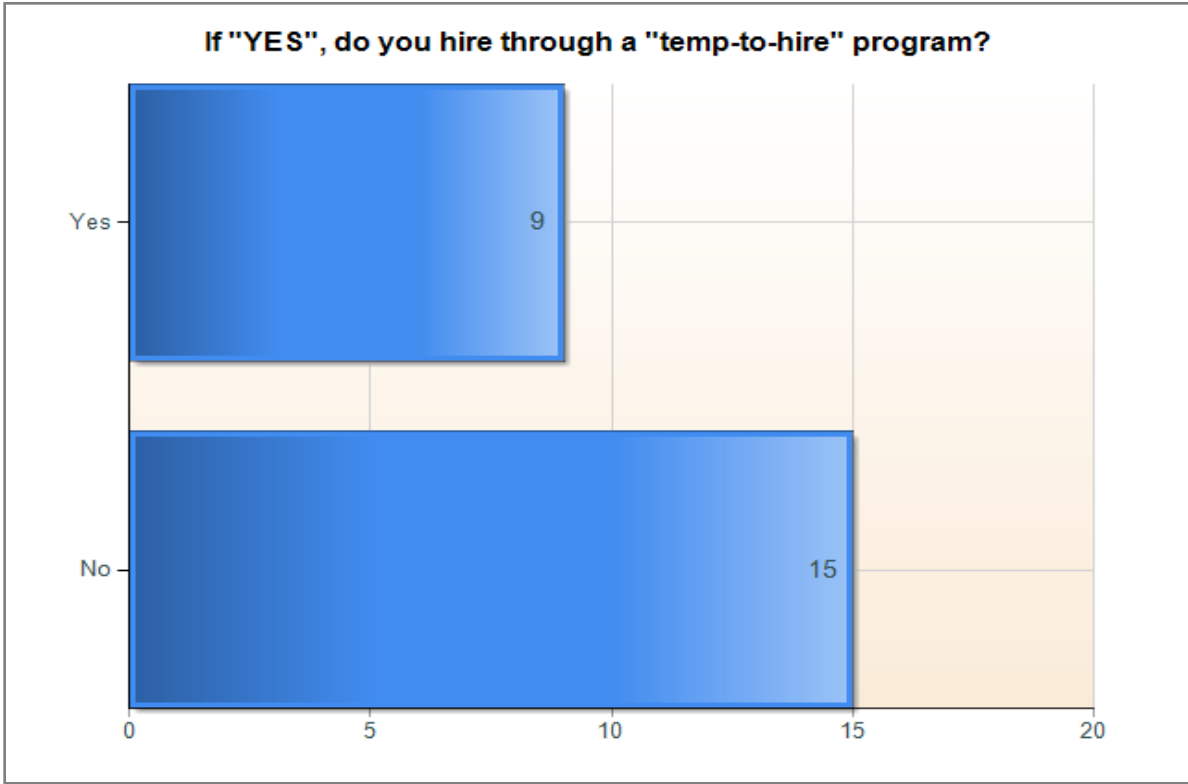
<b>500 Plus</b>	2 (6 %)
<b>301-500</b>	5 (16 %)
<b>201-300</b>	2 (6 %)
<b>101-200</b>	6 (19 %)
<b>51-100</b>	5 (16 %)
<b>21-50</b>	5 (16 %)
<b>11-20</b>	2 (6 %)
<b>1-10</b>	4 (13 %)



<b>Number of full-time salaried employees on site:</b>	
<b>Other – 242</b>	<b>1 (3 %)</b>
<b>1-10</b>	<b>7 (23 %)</b>
<b>11-20</b>	<b>9 (29 %)</b>
<b>21-50</b>	<b>7 (23 %)</b>
<b>51-100</b>	<b>4 (13 %)</b>
<b>101-200</b>	<b>3 (10 %)</b>

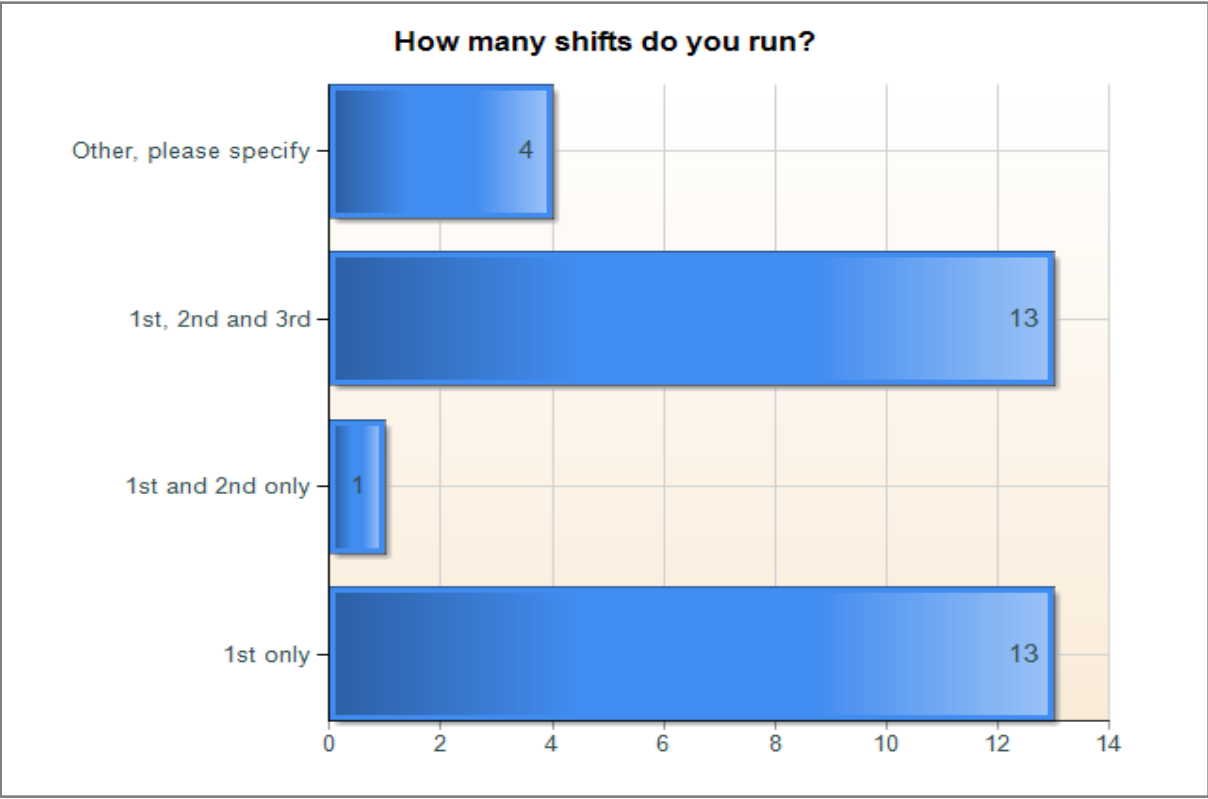


Do you use temporary employees?	
<b>Yes</b>	17 (57 %)
<b>No</b>	13 (43 %)

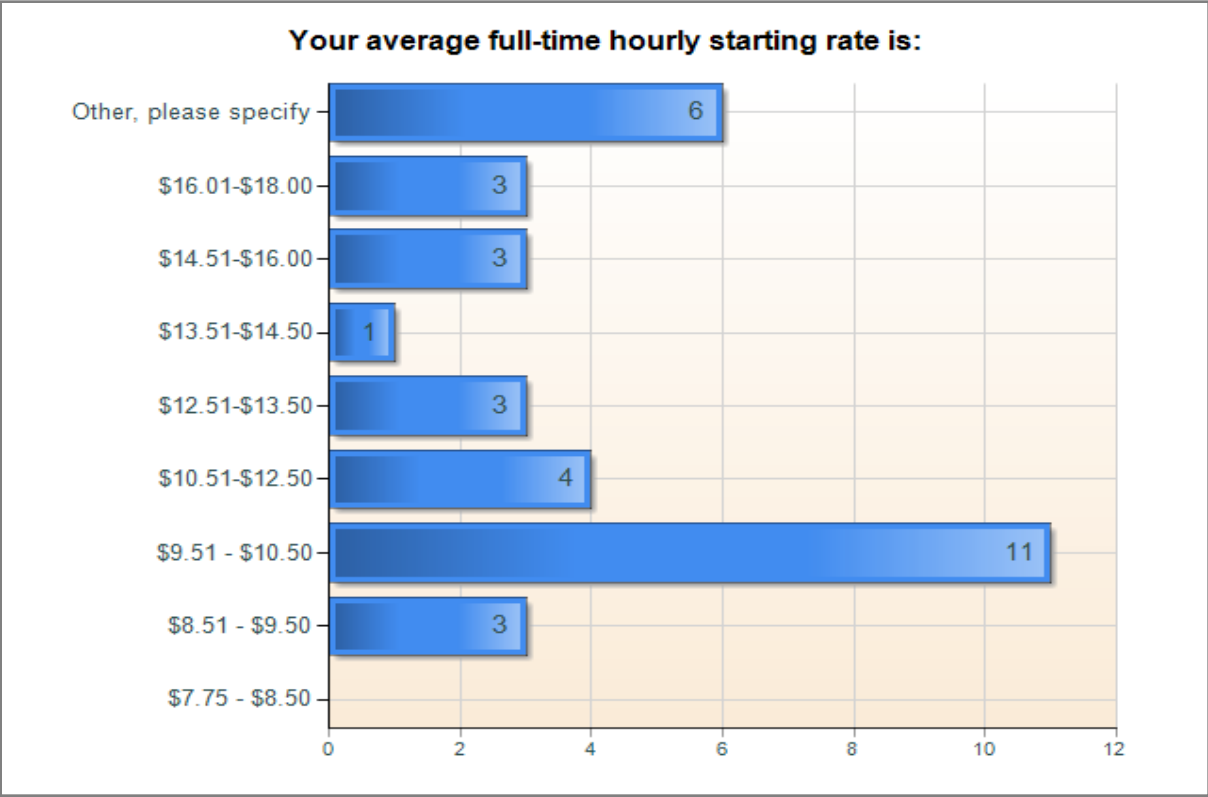


**If "YES", do you hire through a "temp-to-hire" program?**

<b>Yes</b>	9 (38 %)
<b>No</b>	15 (62 %)



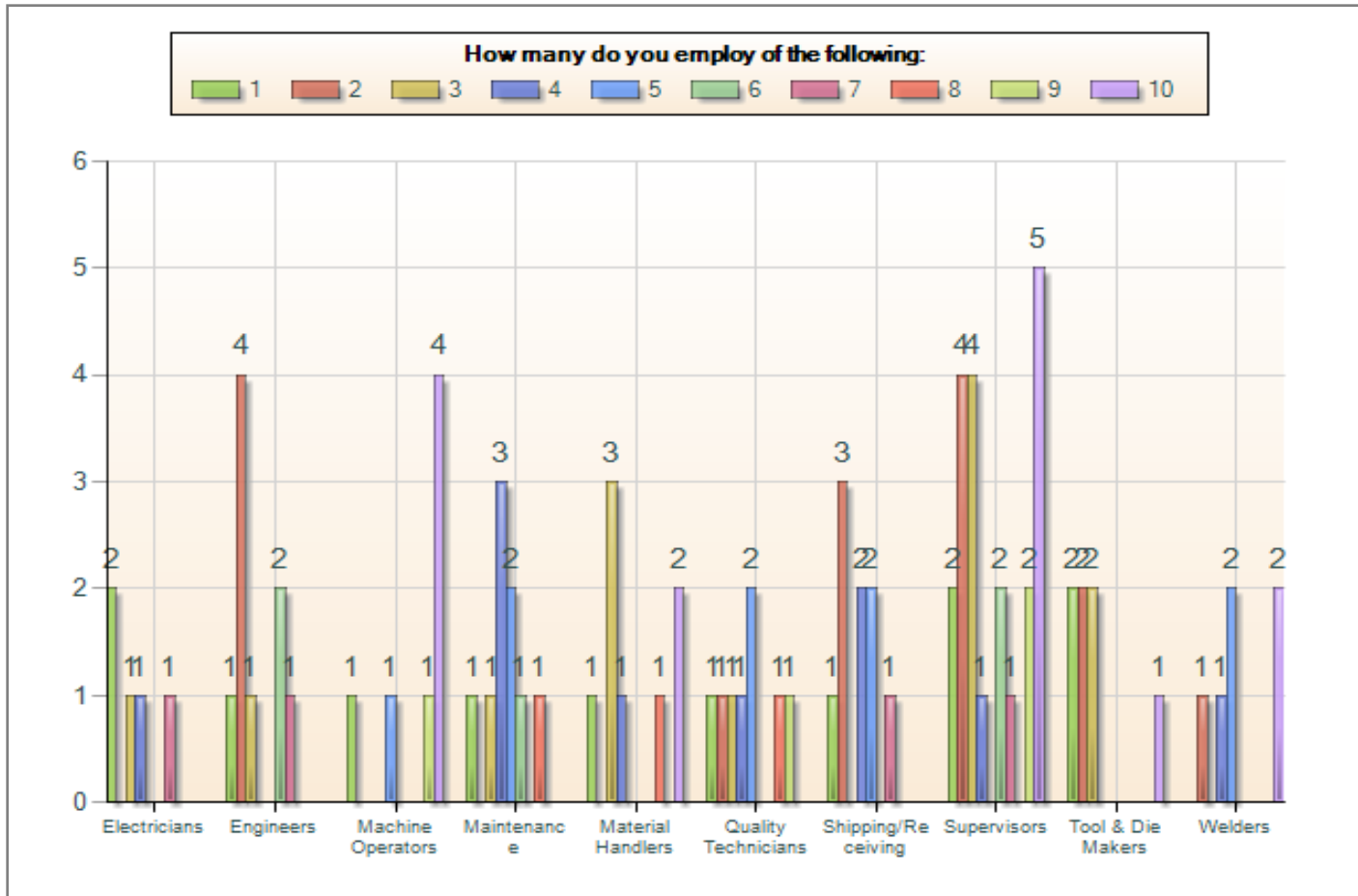
How many shifts do you run?	
1st only	13 (42 %)
1st and 2nd only	1 (3 %)
1st, 2nd and 3rd	13 (42 %)
Other - 1st, 2nd, 3rd, and four 12 hour shifts; 4 - 12 hour shifts; 4 shifts, rotating schedule; 1st, 2nd, 3rd, A,B,C,D 12 hour shifts	4 (13 %)



Continued

**Your average full-time hourly starting rate is:**

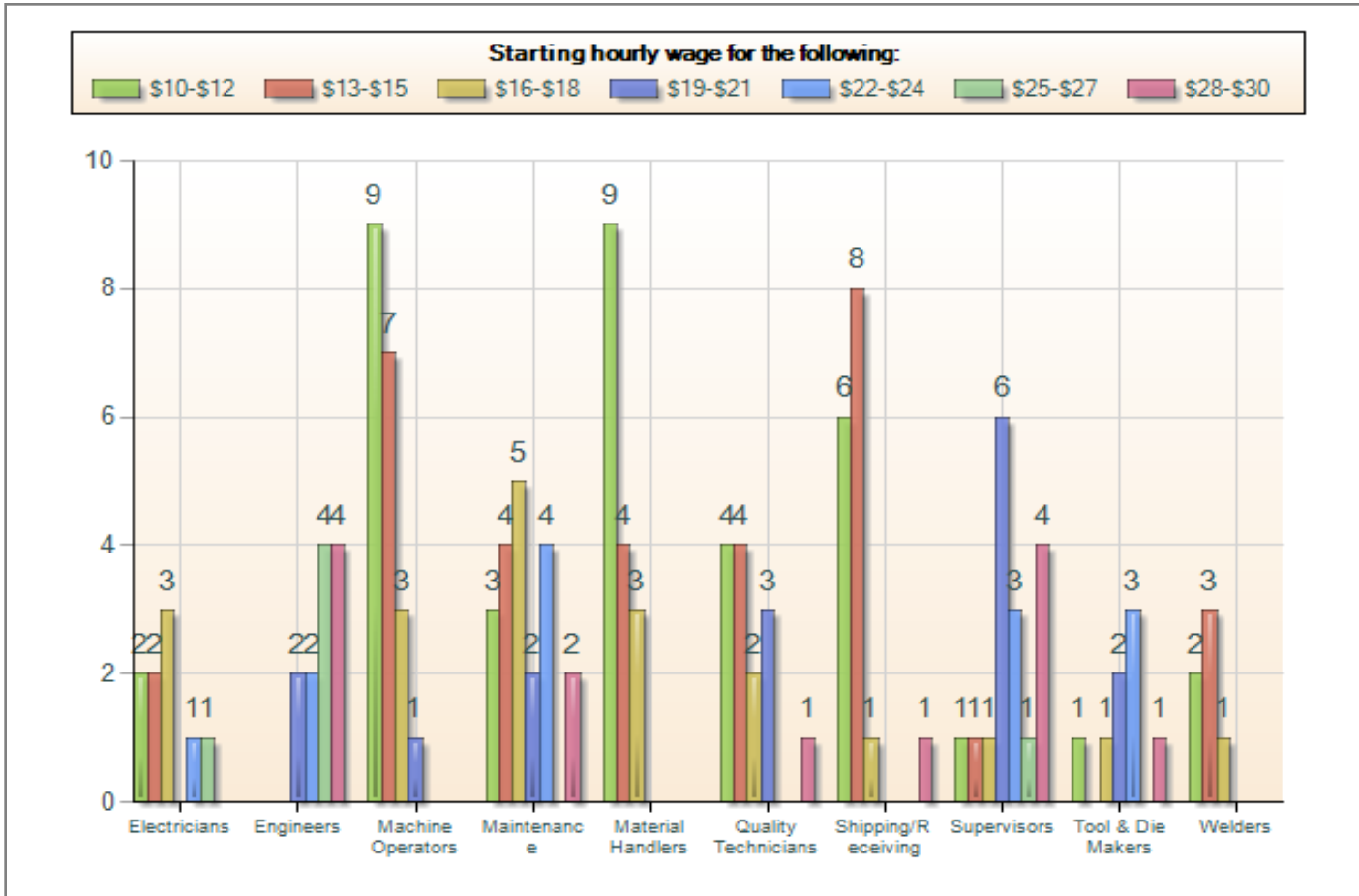
<b>\$7.75 - \$8.50</b>	0 (0 %)
<b>\$8.51 - \$9.50</b>	3 (10 %)
<b>\$9.51 - \$10.50</b>	11 (35 %)
<b>\$10.51-\$12.50</b>	4 (13 %)
<b>\$12.51-\$13.50</b>	3 (10 %)
<b>\$13.51-\$14.50</b>	1 (3 %)
<b>\$14.51-\$16.00</b>	3 (10 %)
<b>\$16.01-\$18.00</b>	3 (10 %)
<b>Other - \$13.00 - \$15.30; depends on position, we have a wide range; \$18.11; Varies based on job; Based on experience; 18.00 - 20.00</b>	6 (19 %)



Continued

### How many do you employ of the following:

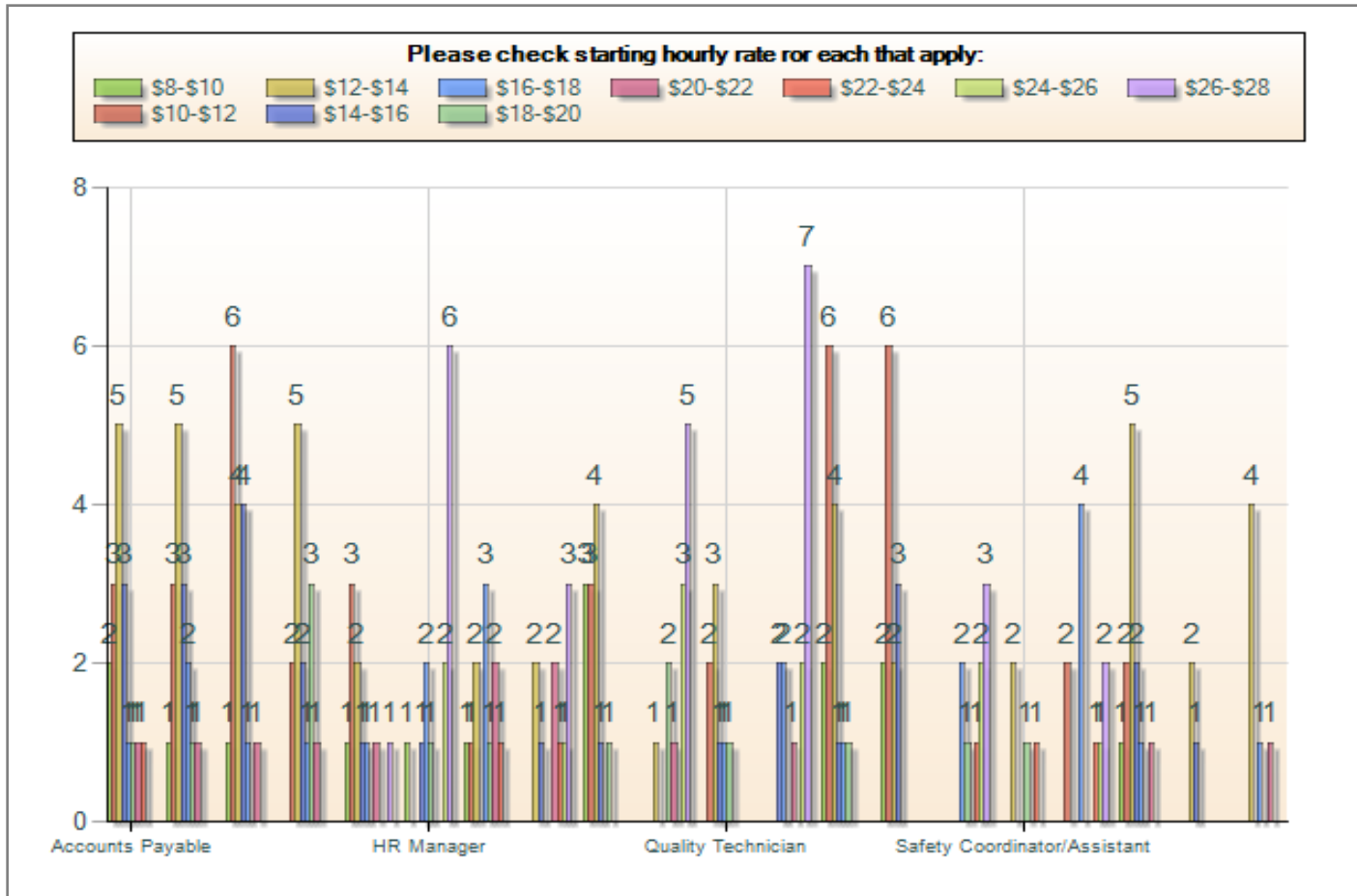
	1	2	3	4	5	6	7	8	9	10
<b>Electricians</b>	2 (40 %)	0 (0 %)	1 (20 %)	1 (20 %)	0 (0 %)	0 (0 %)	1 (20 %)	0 (0 %)	0 (0 %)	0 (0 %)
<b>Engineers</b>	1 (11 %)	4 (44 %)	1 (11 %)	0 (0 %)	0 (0 %)	2 (22 %)	1 (11 %)	0 (0 %)	0 (0 %)	0 (0 %)
<b>Machine Operators</b>	1 (14 %)	0 (0 %)	0 (0 %)	0 (0 %)	1 (14 %)	0 (0 %)	0 (0 %)	0 (0 %)	1 (14 %)	4 (57 %)
<b>Maintenance</b>	1 (11 %)	0 (0 %)	1 (11 %)	3 (33 %)	2 (22 %)	1 (11 %)	0 (0 %)	1 (11 %)	0 (0 %)	0 (0 %)
<b>Material Handlers</b>	1 (12 %)	0 (0 %)	3 (38 %)	1 (12 %)	0 (0 %)	0 (0 %)	0 (0 %)	1 (12 %)	0 (0 %)	2 (25 %)
<b>Quality Technicians</b>	1 (12 %)	1 (12 %)	1 (12 %)	1 (12 %)	2 (25 %)	0 (0 %)	0 (0 %)	1 (12 %)	1 (12 %)	0 (0 %)
<b>Shipping/ Receiving</b>	1 (11 %)	3 (33 %)	0 (0 %)	2 (22 %)	2 (22 %)	0 (0 %)	1 (11 %)	0 (0 %)	0 (0 %)	0 (0 %)
<b>Supervisors</b>	2 (10 %)	4 (19 %)	4 (19 %)	1 (5 %)	0 (0 %)	2 (10 %)	1 (5 %)	0 (0 %)	2 (10 %)	5 (24 %)
<b>Tool &amp; Die Makers</b>	2 (29 %)	2 (29 %)	2 (29 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	1 (14 %)
<b>Welders</b>	0 (0 %)	1 (17 %)	0 (0 %)	1 (17 %)	2 (33 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	2 (33 %)



Continued

**Starting hourly wage for the following:**

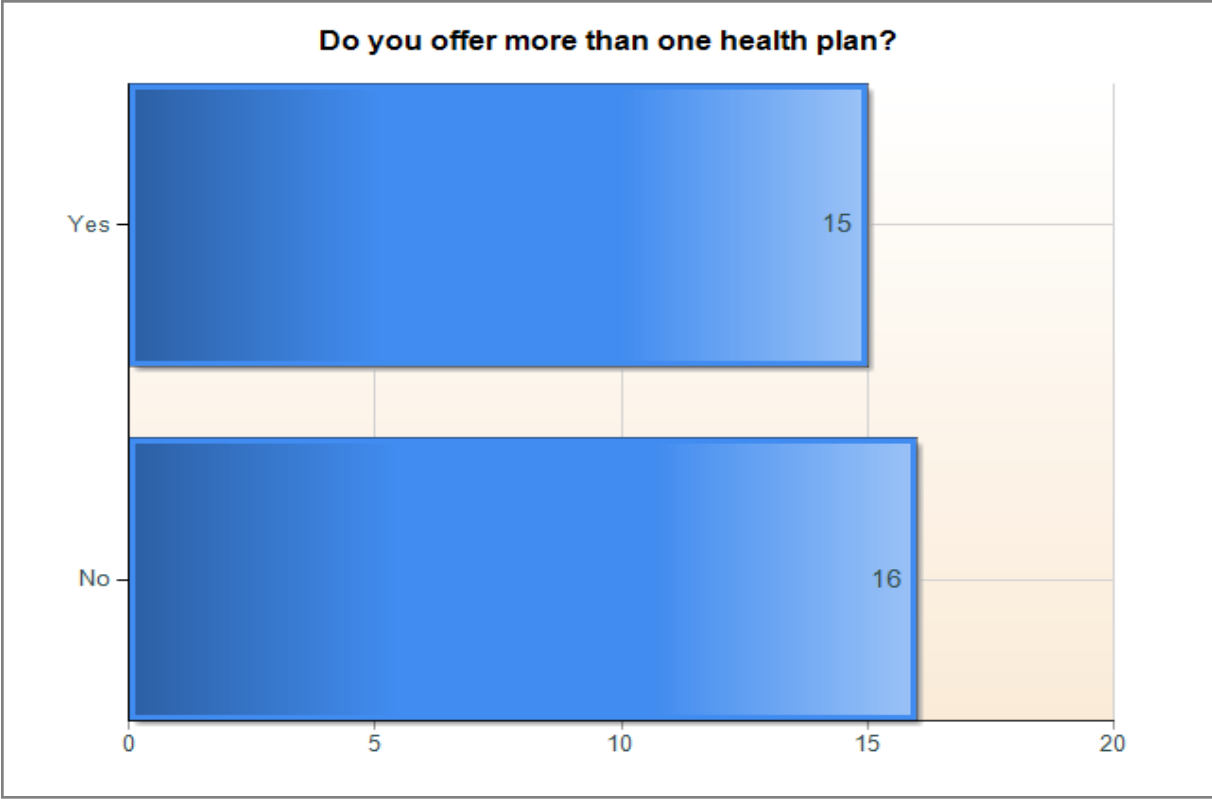
	<b>\$10-\$12</b>	<b>\$13-\$15</b>	<b>\$16-\$18</b>	<b>\$19-\$21</b>	<b>\$22-\$24</b>	<b>\$25-\$27</b>	<b>\$28-\$30</b>
<b>Electricians</b>	2 (22 %)	2 (22 %)	3 (33 %)	0 (0 %)	1 (11 %)	1 (11 %)	0 (0 %)
<b>Engineers</b>	0 (0 %)	0 (0 %)	0 (0 %)	2 (17 %)	2 (17 %)	4 (33 %)	4 (33 %)
<b>Machine Operators</b>	9 (45 %)	7 (35 %)	3 (15 %)	1 (5 %)	0 (0 %)	0 (0 %)	0 (0 %)
<b>Maintenance</b>	3 (15 %)	4 (20 %)	5 (25 %)	2 (10 %)	4 (20 %)	0 (0 %)	2 (10 %)
<b>Material Handlers</b>	9 (56 %)	4 (25 %)	3 (19 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)
<b>Quality Technicians</b>	4 (29 %)	4 (29 %)	2 (14 %)	3 (21 %)	0 (0 %)	0 (0 %)	1 (7 %)
<b>Shipping/ Receiving</b>	6 (38 %)	8 (50 %)	1 (6 %)	0 (0 %)	0 (0 %)	0 (0 %)	1 (6 %)
<b>Supervisors</b>	1 (6 %)	1 (6 %)	1 (6 %)	6 (35 %)	3 (18 %)	1 (6 %)	4 (24 %)
<b>Tool &amp; Die Makers</b>	1 (12 %)	0 (0 %)	1 (12 %)	2 (25 %)	3 (38 %)	0 (0 %)	1 (12 %)
<b>Welders</b>	2 (33 %)	3 (50 %)	1 (17 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)



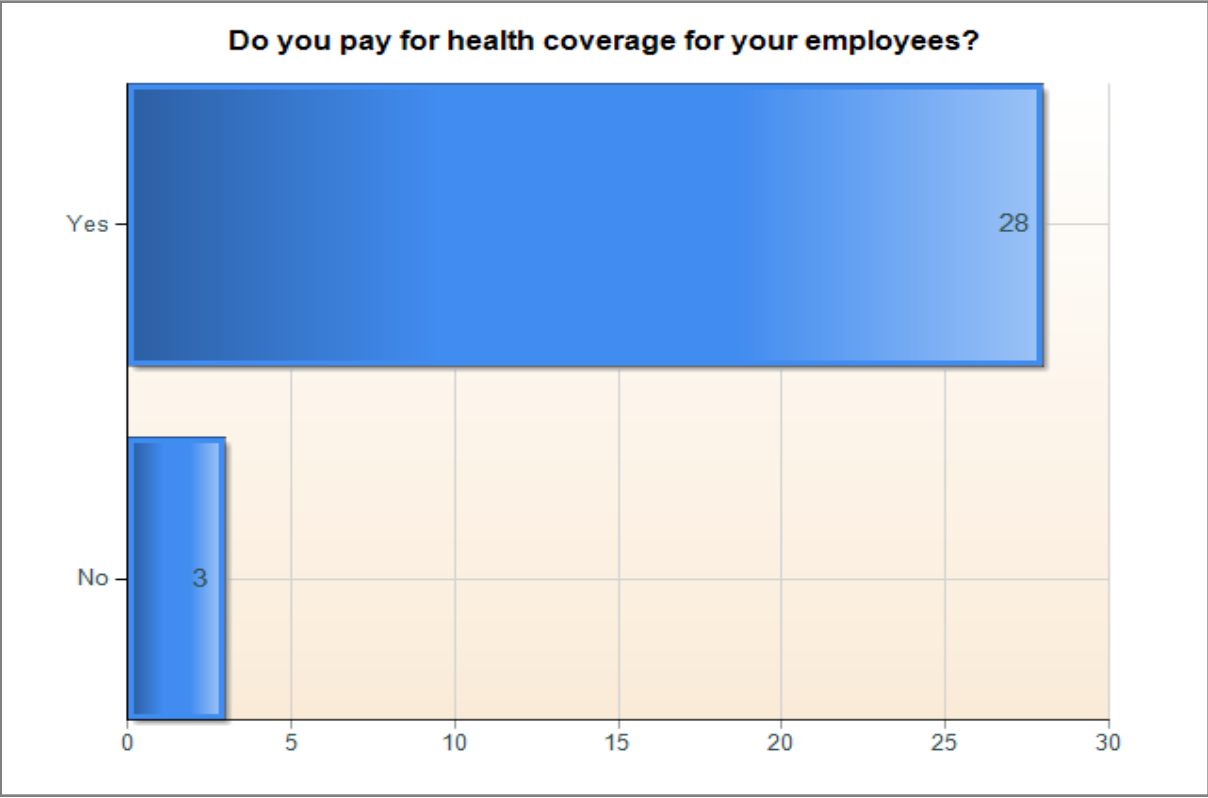
Continued

Please check starting hourly rate for each that apply:

	\$8-\$10	\$10-\$12	\$12-\$14	\$14-\$16	\$16-\$18	\$18-\$20	\$20-\$22	\$22-\$24	\$24-\$26	\$26-\$28
Accounts Payable	2 (12 %)	3 (18 %)	5 (29 %)	3 (18 %)	1 (6 %)	1 (6 %)	1 (6 %)	1 (6 %)	0 (0 %)	0 (0 %)
Accounts Receivable	1 (6 %)	3 (19 %)	5 (31 %)	3 (19 %)	2 (12 %)	1 (6 %)	1 (6 %)	0 (0 %)	0 (0 %)	0 (0 %)
Administrative Assistant	1 (6 %)	6 (35 %)	4 (24 %)	4 (24 %)	1 (6 %)	0 (0 %)	1 (6 %)	0 (0 %)	0 (0 %)	0 (0 %)
Bookkeeper	0 (0 %)	2 (14 %)	5 (36 %)	2 (14 %)	1 (7 %)	3 (21 %)	1 (7 %)	0 (0 %)	0 (0 %)	0 (0 %)
Customer Service Rep.	1 (10 %)	3 (30 %)	2 (20 %)	1 (10 %)	1 (10 %)	0 (0 %)	1 (10 %)	0 (0 %)	0 (0 %)	1 (10 %)
HR Manager	1 (8 %)	0 (0 %)	0 (0 %)	1 (8 %)	2 (15 %)	1 (8 %)	0 (0 %)	0 (0 %)	2 (15 %)	6 (46 %)
HR Coordinator/ Assistant	1 (9 %)	1 (9 %)	2 (18 %)	0 (0 %)	3 (27 %)	1 (9 %)	2 (18 %)	1 (9 %)	0 (0 %)	0 (0 %)
IT	0 (0 %)	0 (0 %)	2 (20 %)	1 (10 %)	0 (0 %)	0 (0 %)	2 (20 %)	1 (10 %)	1 (10 %)	3 (30 %)
Janitorial	3 (25 %)	3 (25 %)	4 (33 %)	1 (8 %)	0 (0 %)	1 (8 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)
Quality Manager	0 (0 %)	0 (0 %)	1 (8 %)	0 (0 %)	0 (0 %)	2 (17 %)	1 (8 %)	0 (0 %)	3 (25 %)	5 (42 %)
Quality Technician	0 (0 %)	2 (25 %)	3 (38 %)	1 (12 %)	1 (12 %)	1 (12 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)
Production Manager	0 (0 %)	0 (0 %)	0 (0 %)	2 (14 %)	2 (14 %)	0 (0 %)	1 (7 %)	0 (0 %)	2 (14 %)	7 (50 %)
Production/ Line Workers	2 (13 %)	6 (40 %)	4 (27 %)	1 (7 %)	1 (7 %)	1 (7 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)
Receptionist	2 (15 %)	6 (46 %)	2 (15 %)	3 (23 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)
Safety Manager	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	2 (22 %)	1 (11 %)	0 (0 %)	1 (11 %)	2 (22 %)	3 (33 %)
Safety Coordinator/ Assistant	0 (0 %)	0 (0 %)	2 (50 %)	0 (0 %)	0 (0 %)	1 (25 %)	0 (0 %)	1 (25 %)	0 (0 %)	0 (0 %)
Sales	0 (0 %)	2 (20 %)	0 (0 %)	0 (0 %)	4 (40 %)	0 (0 %)	0 (0 %)	1 (10 %)	1 (10 %)	2 (20 %)
Team Leader/Lead Position	1 (8 %)	2 (17 %)	5 (42 %)	2 (17 %)	1 (8 %)	0 (0 %)	1 (8 %)	0 (0 %)	0 (0 %)	0 (0 %)
Trainer	0 (0 %)	0 (0 %)	2 (67 %)	1 (33 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)	0 (0 %)
Truck Driver	0 (0 %)	0 (0 %)	4 (67 %)	0 (0 %)	1 (17 %)	0 (0 %)	1 (17 %)	0 (0 %)	0 (0 %)	0 (0 %)

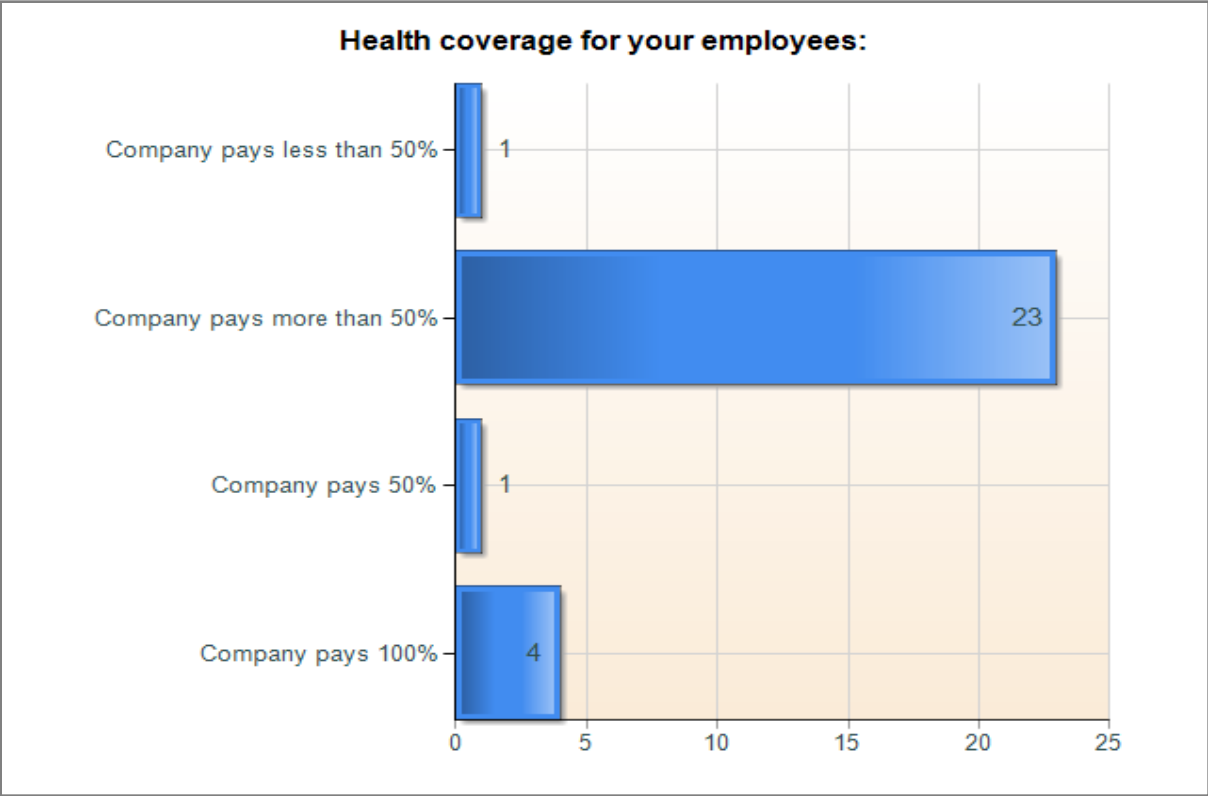


Do you offer more than one health plan?	
<b>Yes</b>	15 (48 %)
<b>No</b>	16 (52 %)

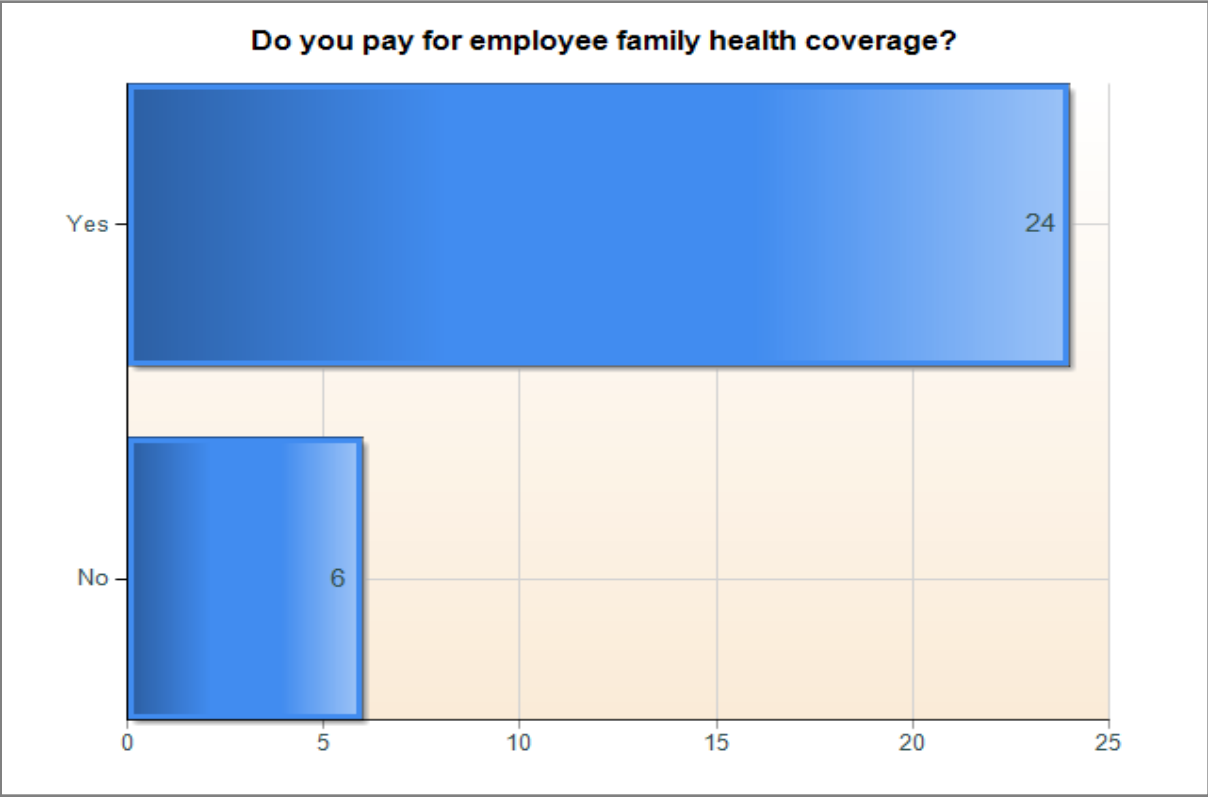


### Do you pay for health coverage for your employees?

<b>Yes</b>	28 (90 %)
<b>No</b>	3 (10 %)

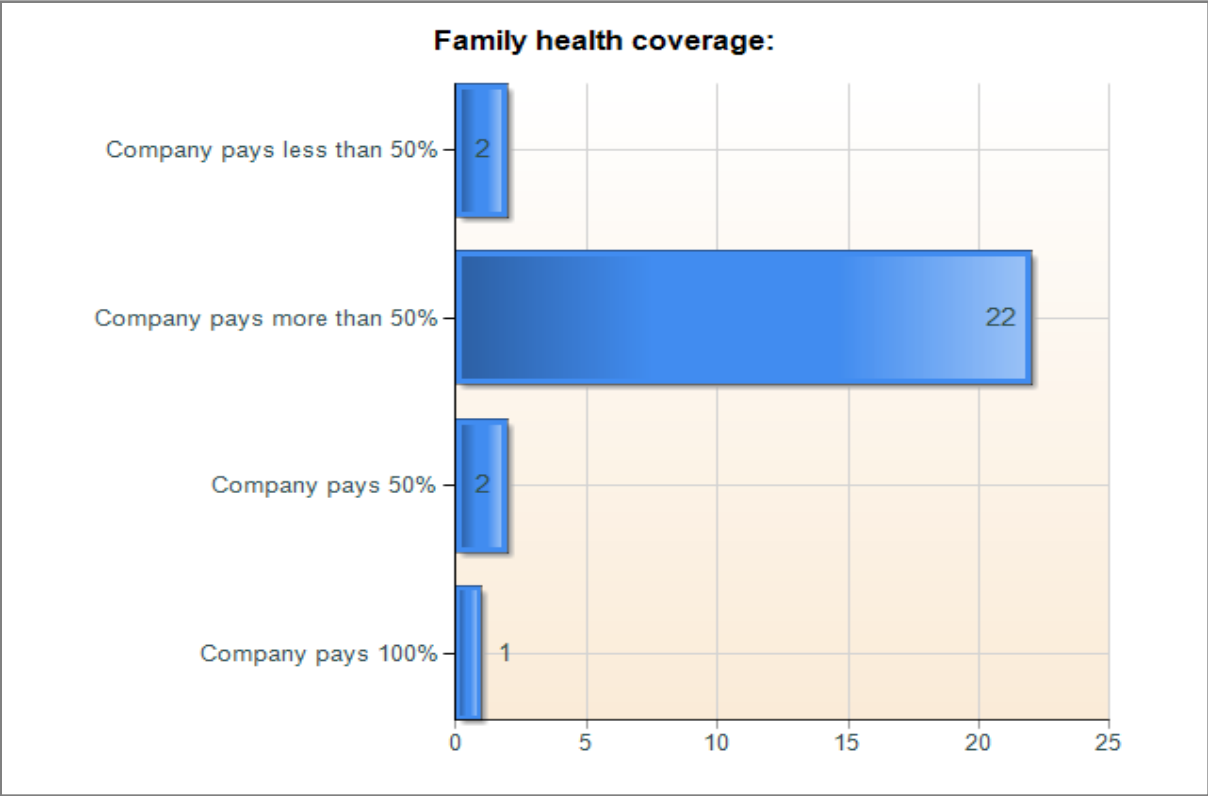


<b>Health coverage for your employees:</b>	
<b>Company pays 100%</b>	4 (14 %)
<b>Company pays 50%</b>	1 (3 %)
<b>Company pays more than 50%</b>	23 (79 %)
<b>Company pays less than 50%</b>	1 (3 %)

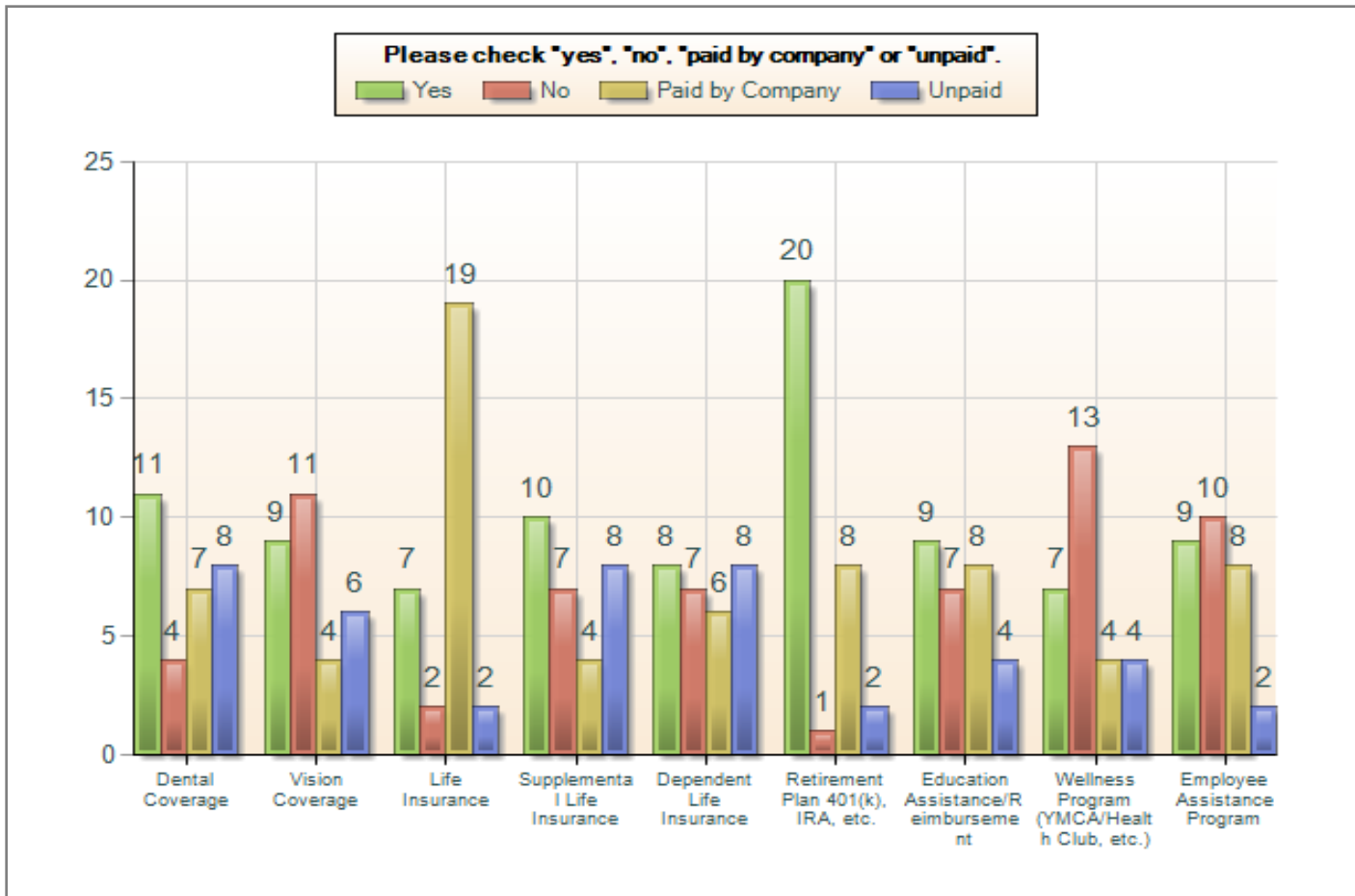


### Do you pay for employee family health coverage?

<b>Yes</b>	24 (80 %)
<b>No</b>	6 (20 %)



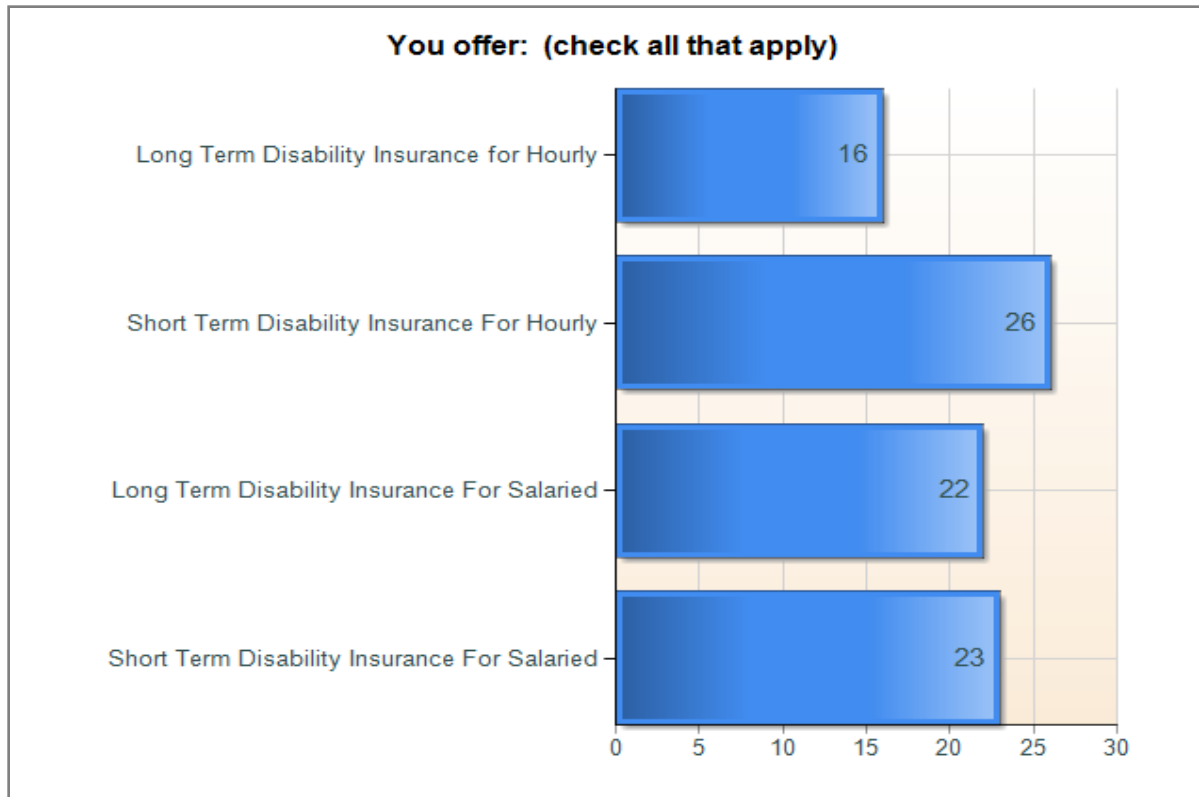
<b>Family health coverage:</b>	
<b>Company pays 100%</b>	1 (4 %)
<b>Company pays 50%</b>	2 (7 %)
<b>Company pays more than 50%</b>	22 (81 %)
<b>Company pays less than 50%</b>	2 (7 %)



Continued

Please check "yes", "no", "paid by company" or "unpaid".

	Yes	No	Paid by Company	Unpaid
Dental Coverage	11 (37 %)	4 (13 %)	7 (23 %)	8 (27 %)
Vision Coverage	9 (30 %)	11 (37 %)	4 (13 %)	6 (20 %)
Life Insurance	7 (23 %)	2 (7 %)	19 (63 %)	2 (7 %)
Supplemental Life Insurance	10 (34 %)	7 (24 %)	4 (14 %)	8 (28 %)
Dependent Life Insurance	8 (28 %)	7 (24 %)	6 (21 %)	8 (28 %)
Retirement Plan 401(k), IRA, etc.	20 (65 %)	1 (3 %)	8 (26 %)	2 (6 %)
Education Assistance/Reimbursement	9 (32 %)	7 (25 %)	8 (29 %)	4 (14 %)
Wellness Program (YMCA/Health Club, etc.)	7 (25 %)	13 (46 %)	4 (14 %)	4 (14 %)
Employee Assistance Program	9 (31 %)	10 (34 %)	8 (28 %)	2 (7 %)



**You offer: (check all that apply)**

**Short Term Disability Insurance For Salaried**

23 (88 %)

**Long Term Disability Insurance For Salaried**

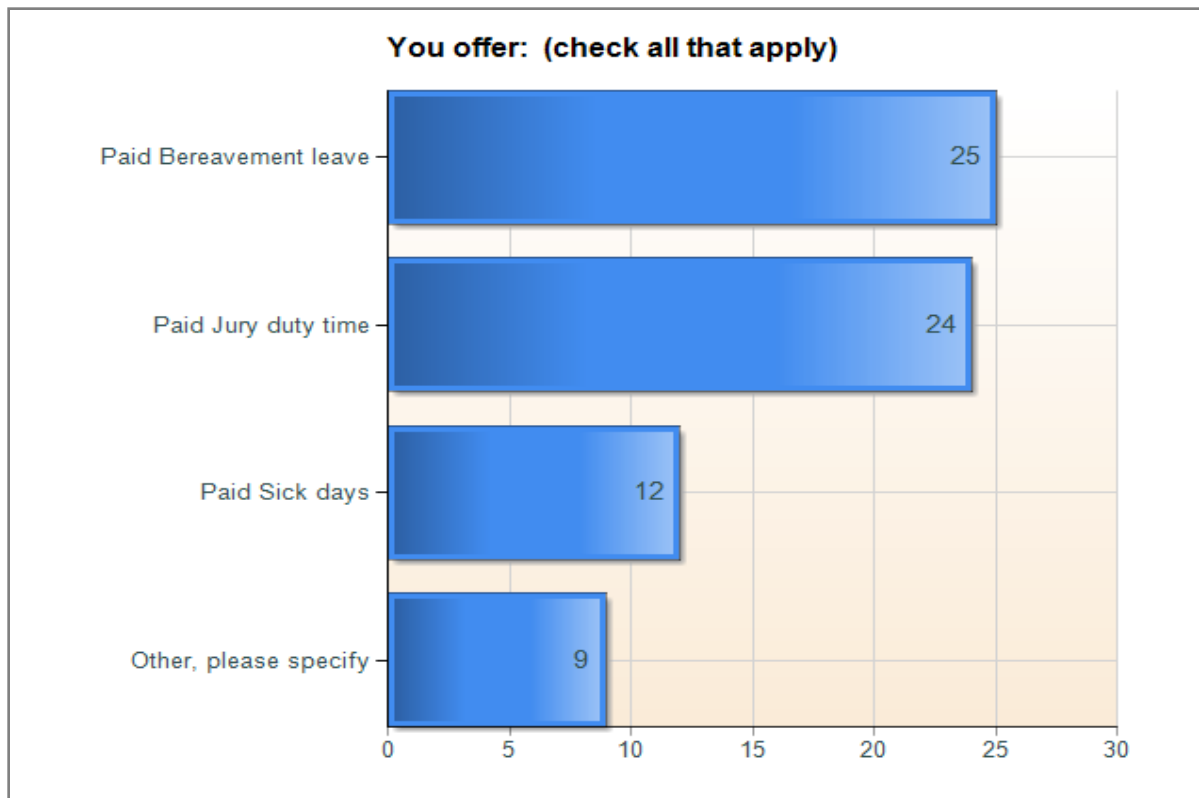
22 (85 %)

**Short Term Disability Insurance For Hourly**

26 (100 %)

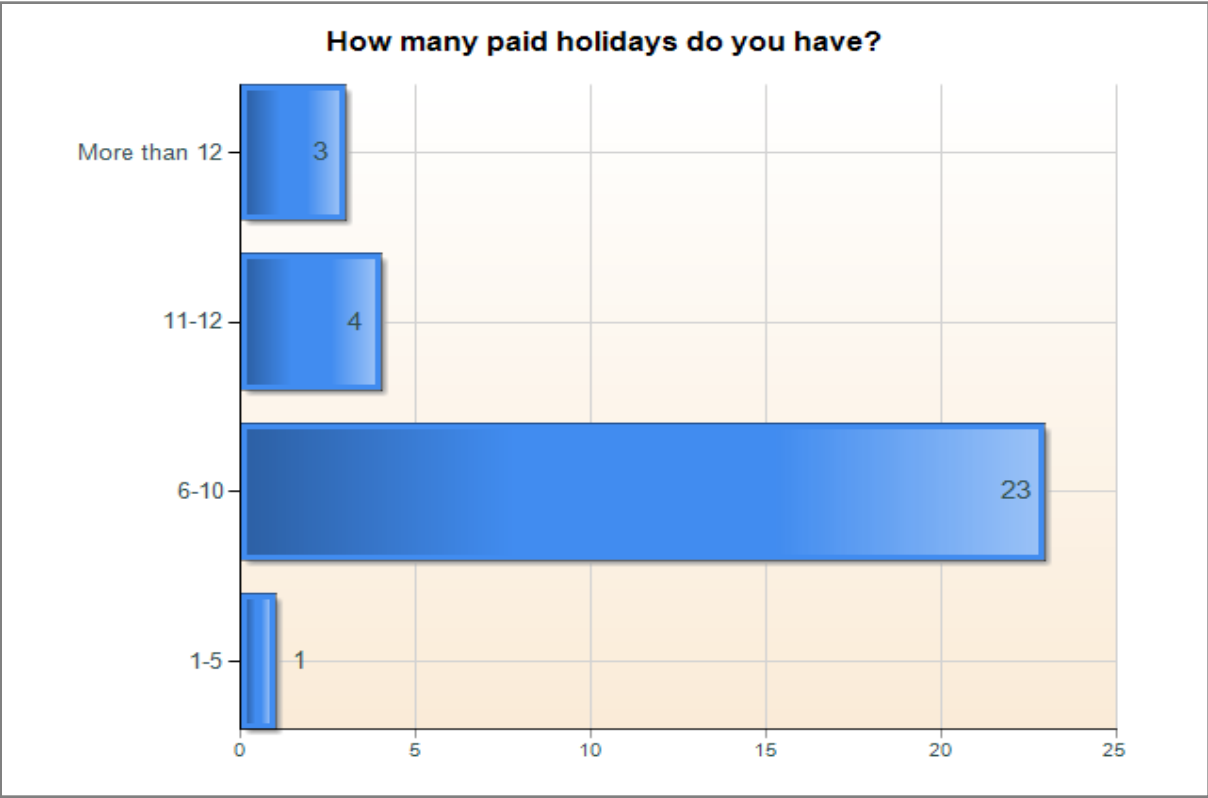
**Long Term Disability Insurance for Hourly**

16 (62 %)



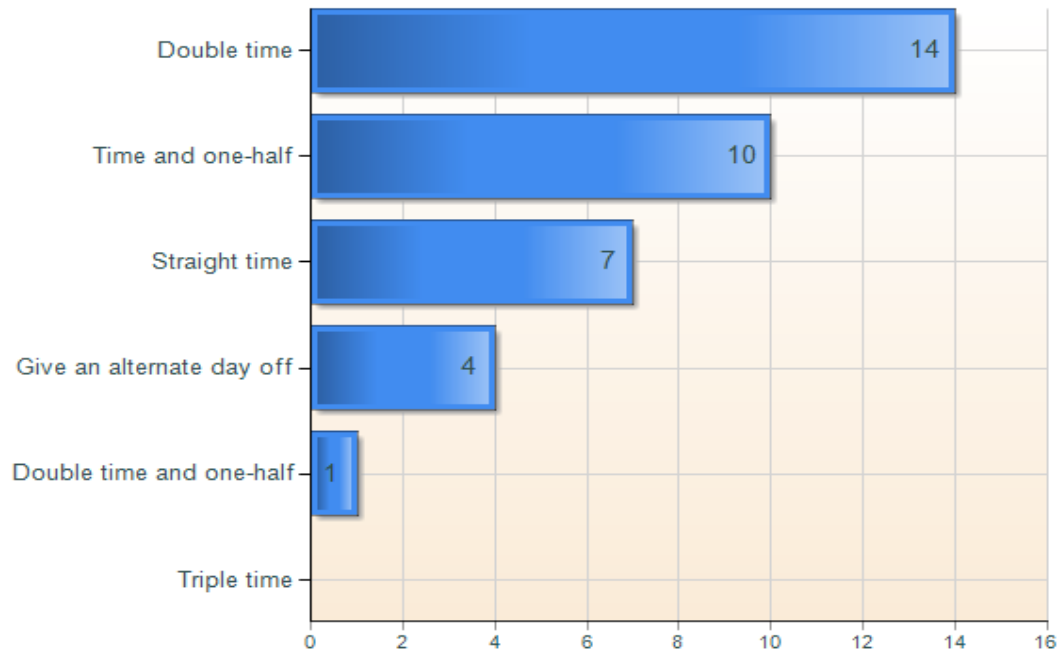
**You offer: (check all that apply)**

<b>Paid Bereavement leave</b>	25 (93 %)
<b>Paid Jury duty time</b>	24 (89 %)
<b>Paid Sick days</b>	12 (44 %)
<b>Other - Annual Leave to be used as needed; vacation; paid sick days for salaried only...1 paid personal day for all; Personal Days, Unpaid sick days; Paid Personal Time; Vacation; paid sick days for salaried only personal day for everyone; 24 Hrs./Year Paid Absence; 24 hrs Paid Absence / Year</b>	9 (33 %)



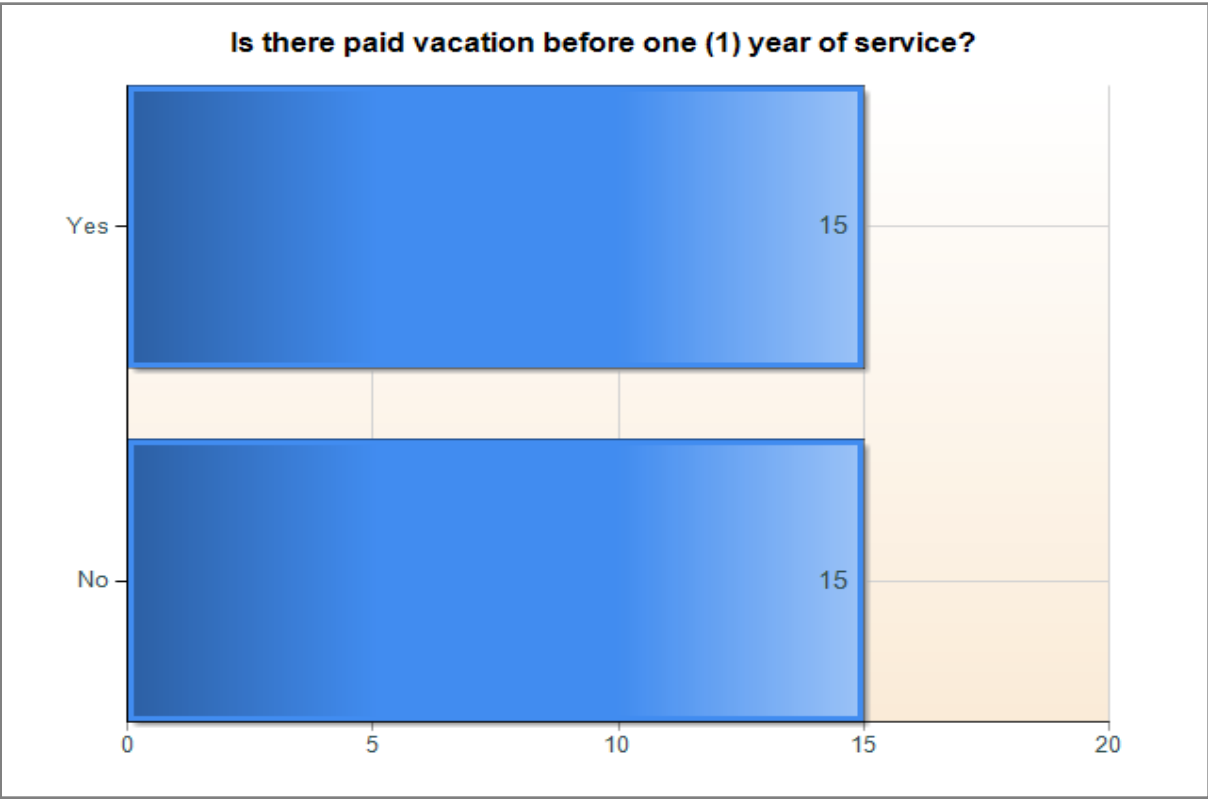
How many paid holidays do you have?	
1-5	1 (3 %)
6-10	23 (74 %)
11-12	4 (13 %)
More than 12	3 (10 %)

**In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday? (Check all that apply)**



**In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday? (Check all that apply)**

<b>Straight time</b>	7 (23 %)
<b>Time and one-half</b>	10 (32 %)
<b>Double time</b>	14 (45 %)
<b>Double time and one-half</b>	1 (3 %)
<b>Triple time</b>	0 (0 %)
<b>Give an alternate day off</b>	4 (13 %)

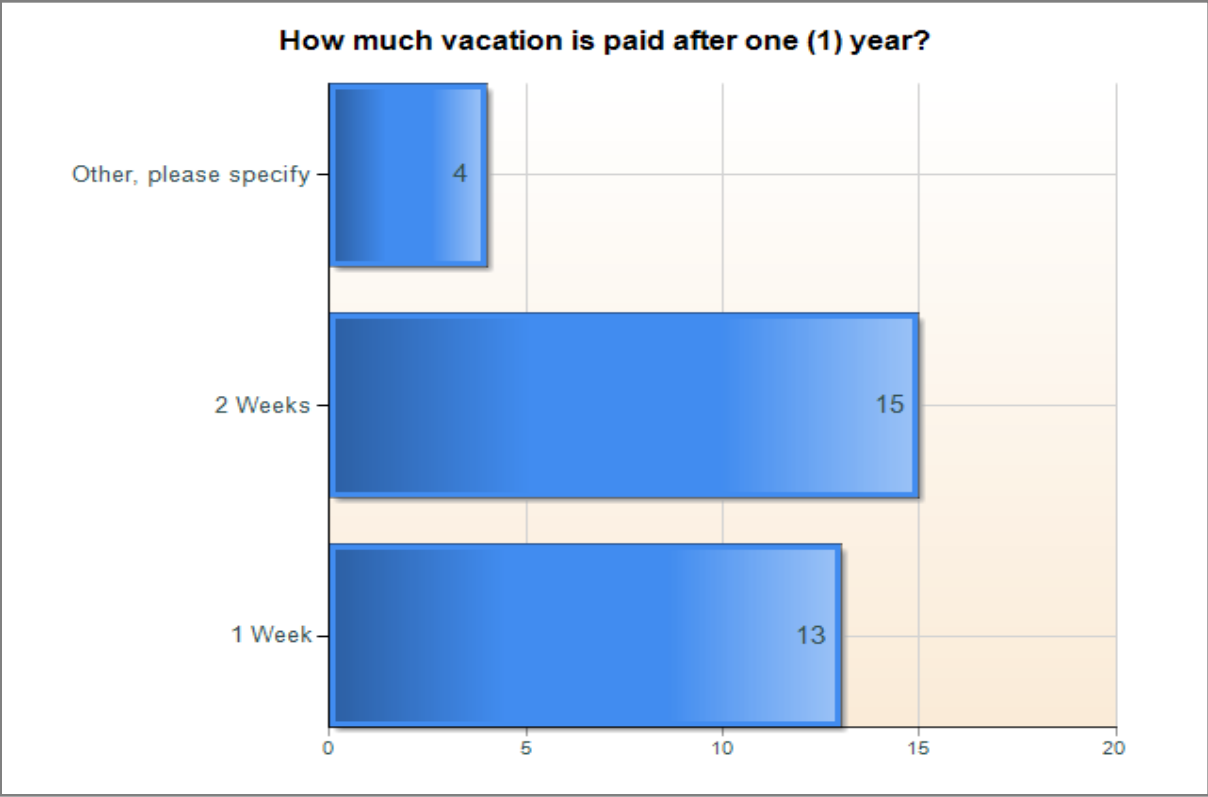


<b>Is there paid vacation before one (1) year of service?</b>	
<b>Yes</b>	15 (50 %)
<b>No</b>	15 (50 %)



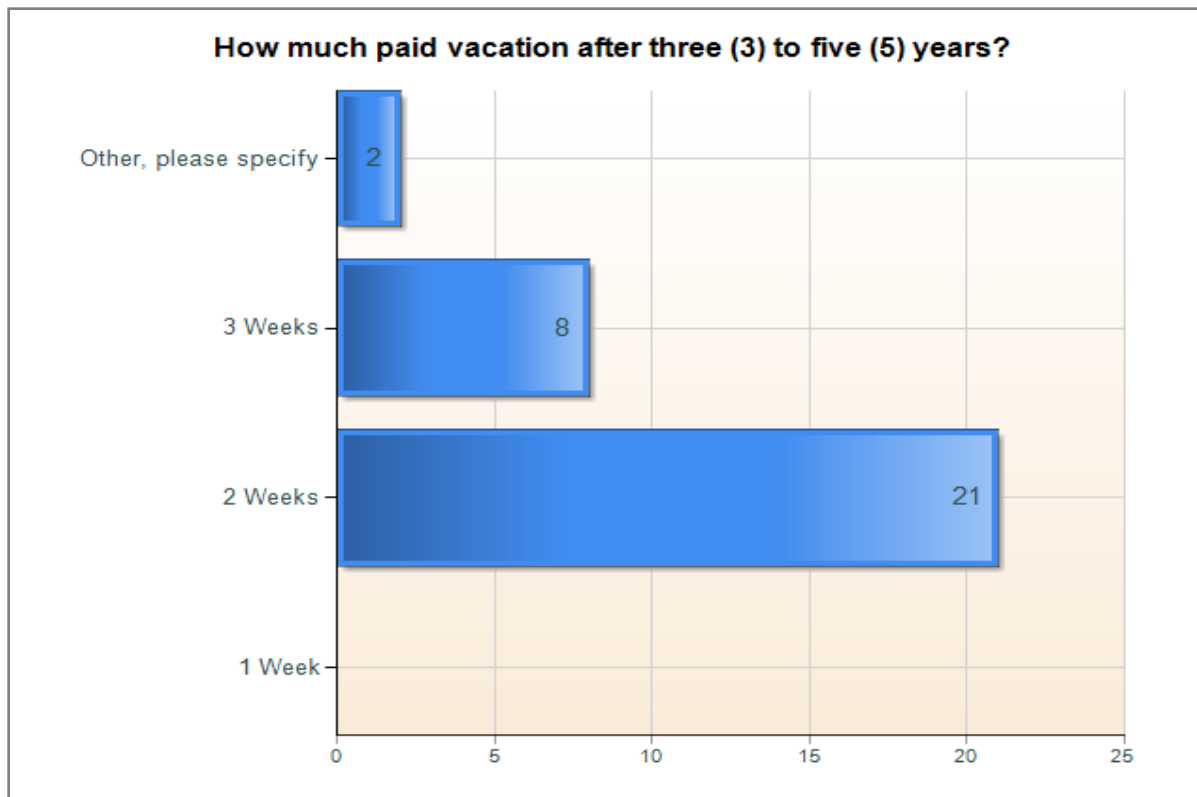
**For the bulk of your organization's workforce, how many months does it take to qualify for 1 week of vacation?**

Less than 3 months	1 (3 %)
3-6 months	8 (27 %)
7-12 months	12 (40 %)
More than 12 months	9 (30 %)
Not Offered	0 (0 %)



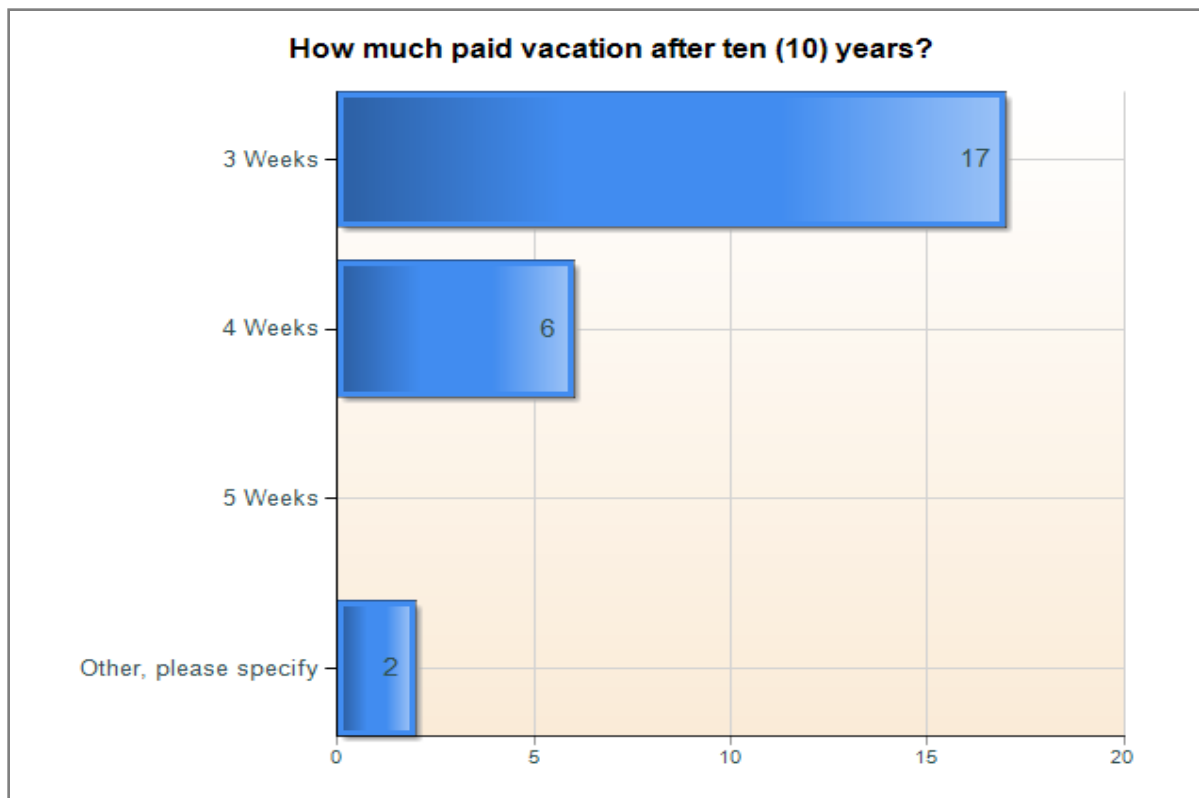
### How much vacation is paid after one (1) year?

<b>1 Week</b>	13 (42 %)
<b>2 Weeks</b>	15 (48 %)
<b>Other - 16 Days for 1-7 Yrs. of service; none; hourly employees - 1 week, salary employee's - 2 weeks; 2.5 days at 6 months additional 1 week at 1 year</b>	4 (13 %)



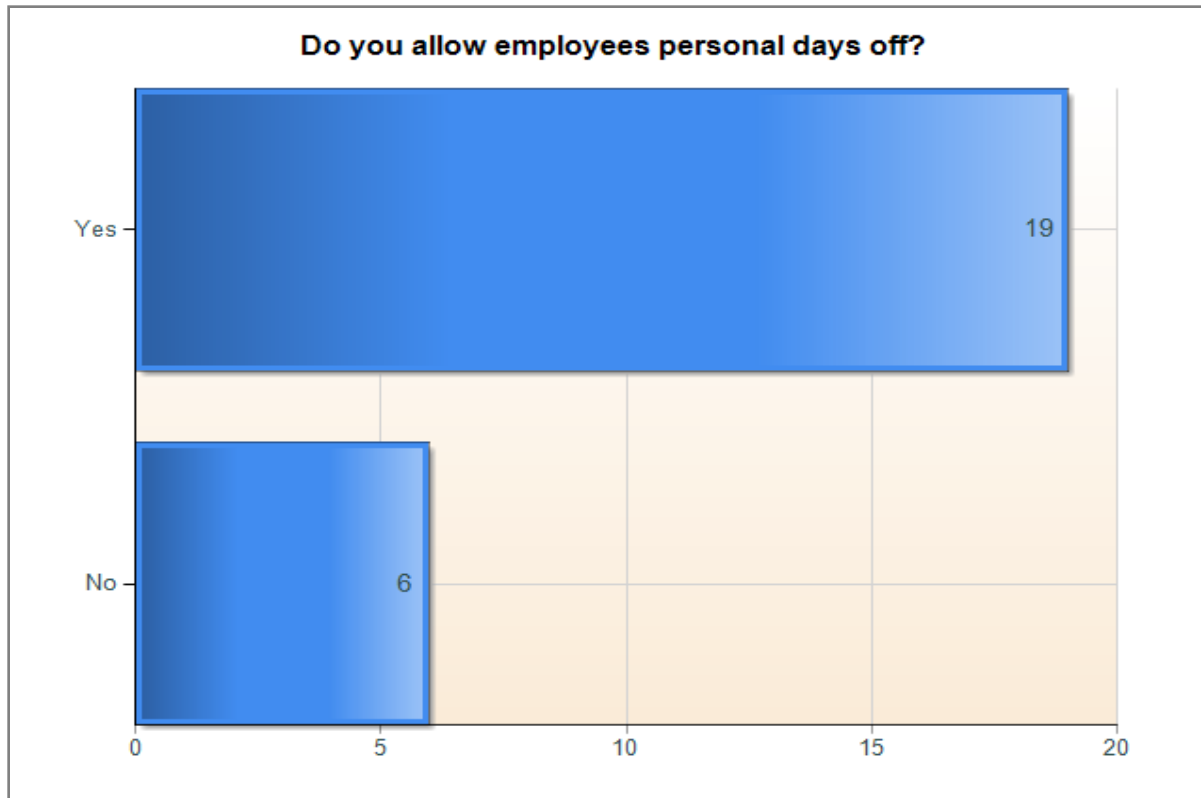
### How much paid vacation after three (3) to five (5) years?

<b>1 Week</b>	0 (0 %)
<b>2 Weeks</b>	21 (68 %)
<b>3 Weeks</b>	8 (26 %)
<b>Other - Annual Leave 1-7 Yrs-16 days; 8-14 Yrs-21 days; 15-19 Yrs-26 days &amp; 20+ Yrs-31 days; 12 days after 5 years</b>	2 (6 %)



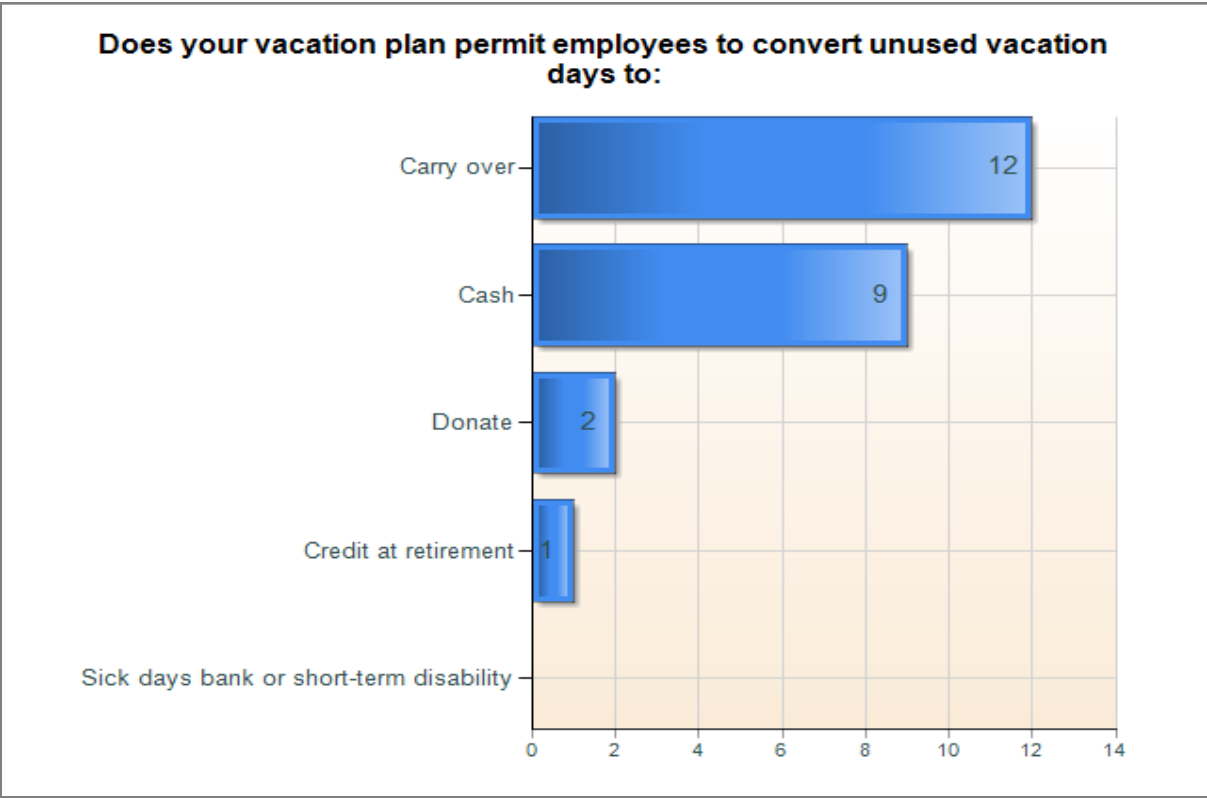
### How much paid vacation after ten (10) years?

<b>3 Weeks</b>	17 (71 %)
<b>4 Weeks</b>	6 (25 %)
<b>5 Weeks</b>	0 (0 %)
<b>Other - 3 Weeks + 1 Day Per Additional Year; 3 wks after 5 years</b>	2 (8 %)



### Do you allow employees personal days off?

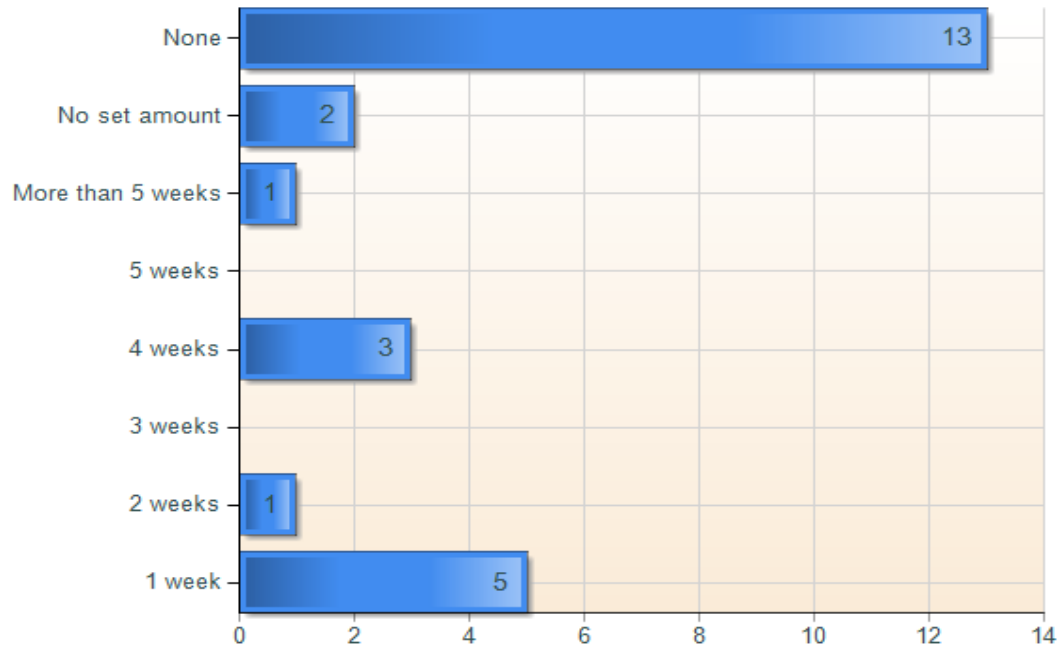
<b>Yes</b>	19 (76 %)
<b>No</b>	6 (24 %)



**Does your vacation plan permit employees to convert unused vacation days to:**

<b>Cash</b>	9 (50 %)
<b>Carry over</b>	12 (67 %)
<b>Credit at retirement</b>	1 (6 %)
<b>Sick days bank or short-term disability</b>	0 (0 %)
<b>Donate</b>	2 (11 %)

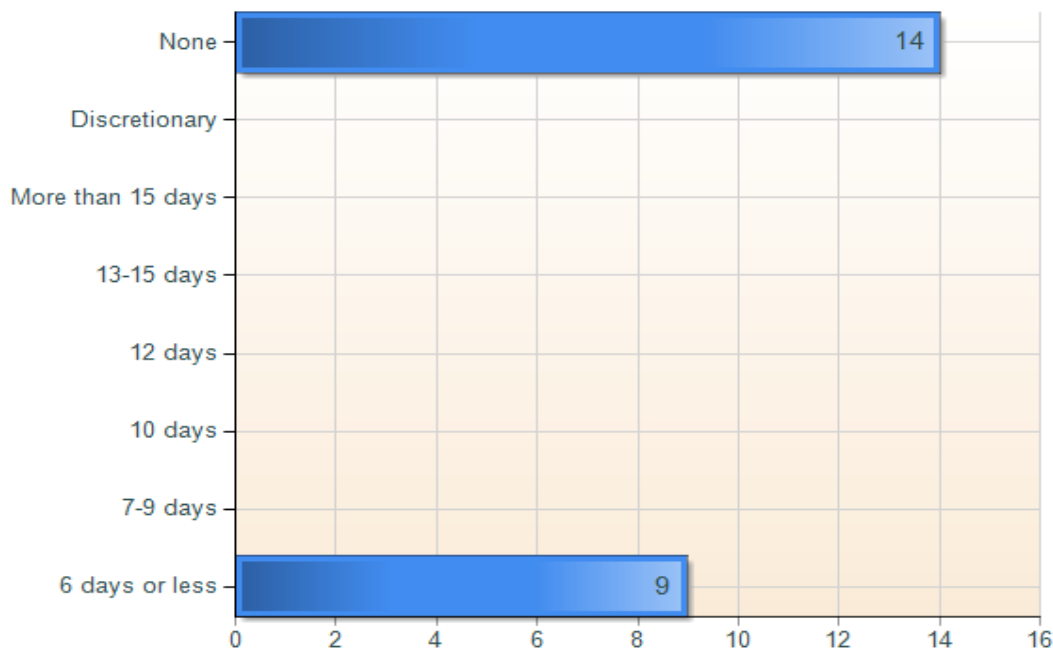
**What is the maximum amount of vacation days an employee can carry over?**



**What is the maximum amount of vacation days an employee can carry over?**

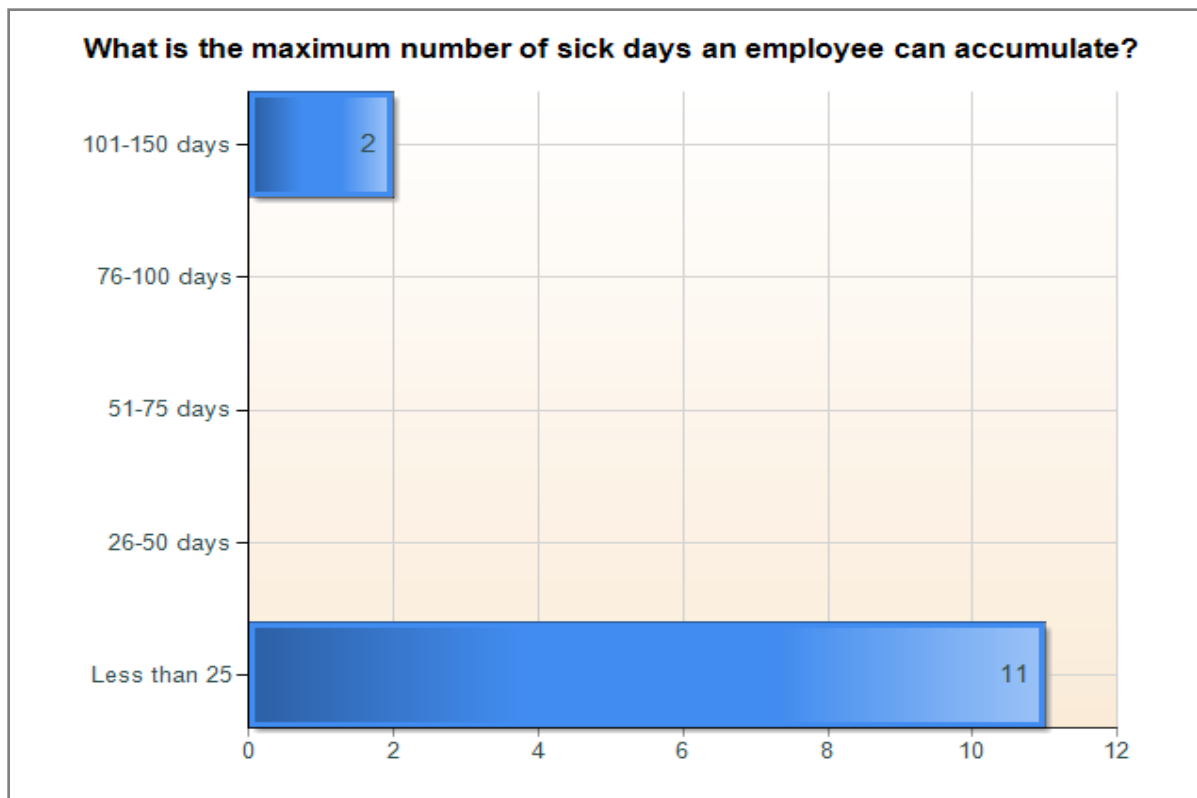
<b>1 week</b>	5 (20 %)
<b>2 weeks</b>	1 (4 %)
<b>3 weeks</b>	0 (0 %)
<b>4 weeks</b>	3 (12 %)
<b>5 weeks</b>	0 (0 %)
<b>More than 5 weeks</b>	1 (4 %)
<b>No set amount</b>	2 (8 %)
<b>None</b>	13 (52 %)

**For the bulk of your organization's workforce, how many paid sick days are granted per year?**



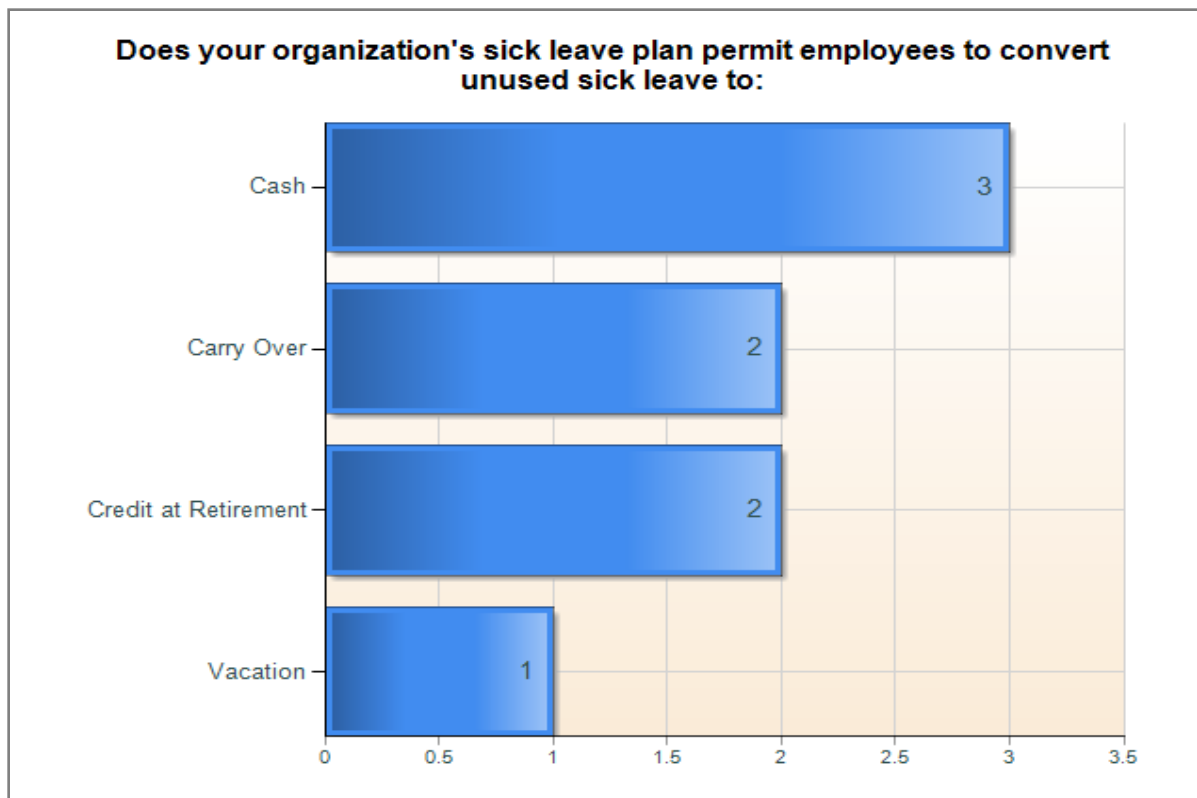
**For the bulk of your organization's workforce, how many paid sick days are granted per year?**

6 days or less	9 (39 %)
7-9 days	0 (0 %)
10 days	0 (0 %)
12 days	0 (0 %)
13-15 days	0 (0 %)
More than 15 days	0 (0 %)
Discretionary	0 (0 %)
None	14 (61 %)



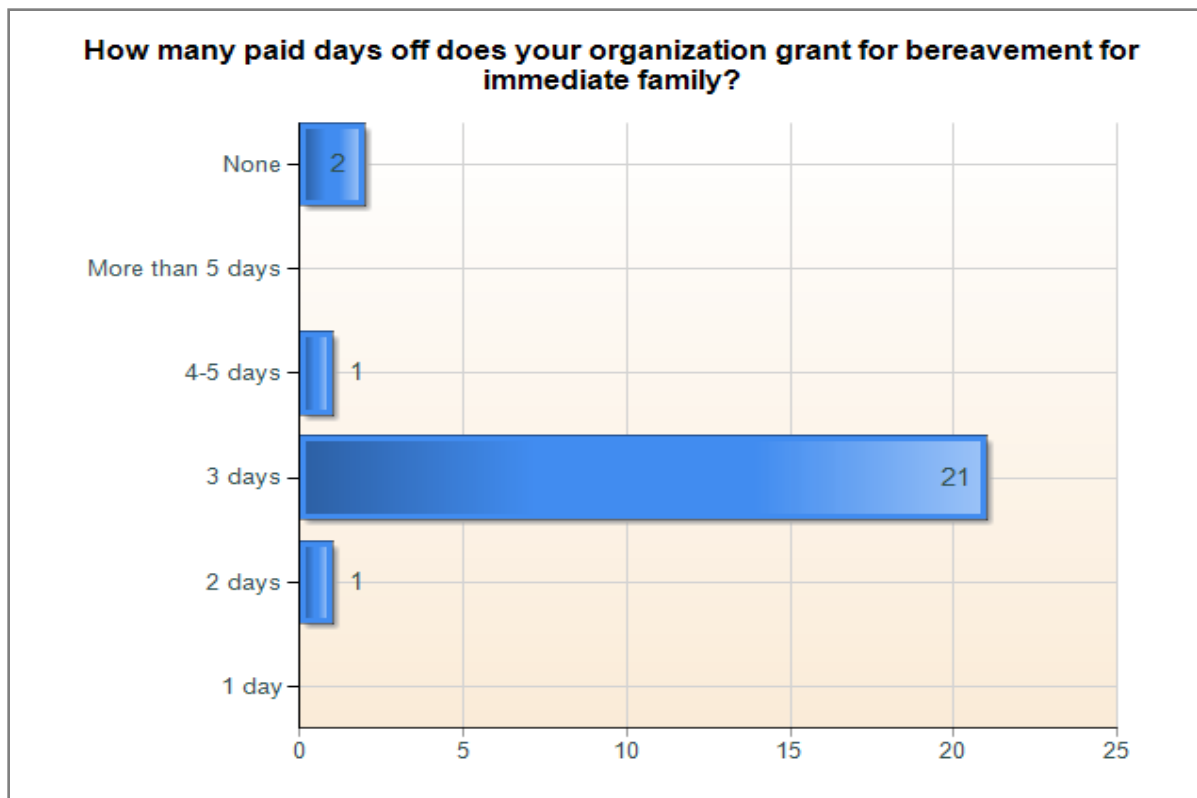
**What is the maximum number of sick days an employee can accumulate?**

Less than 25	11 (85 %)
26-50 days	0 (0 %)
51-75 days	0 (0 %)
76-100 days	0 (0 %)
101-150 days	2 (15 %)



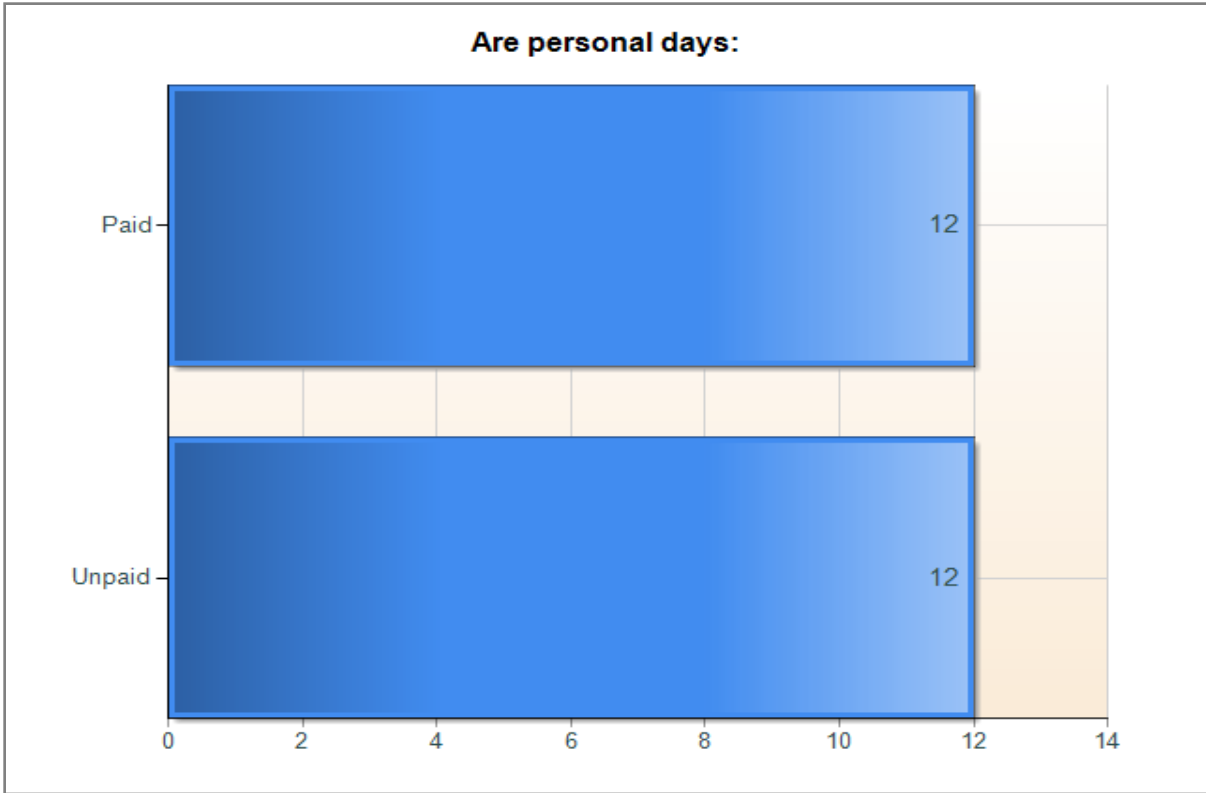
**Does your organization's sick leave plan permit employees to convert unused sick leave to:**

<b>Cash</b>	3 (43 %)
<b>Carry Over</b>	2 (29 %)
<b>Credit at Retirement</b>	2 (29 %)
<b>Vacation</b>	1 (14 %)

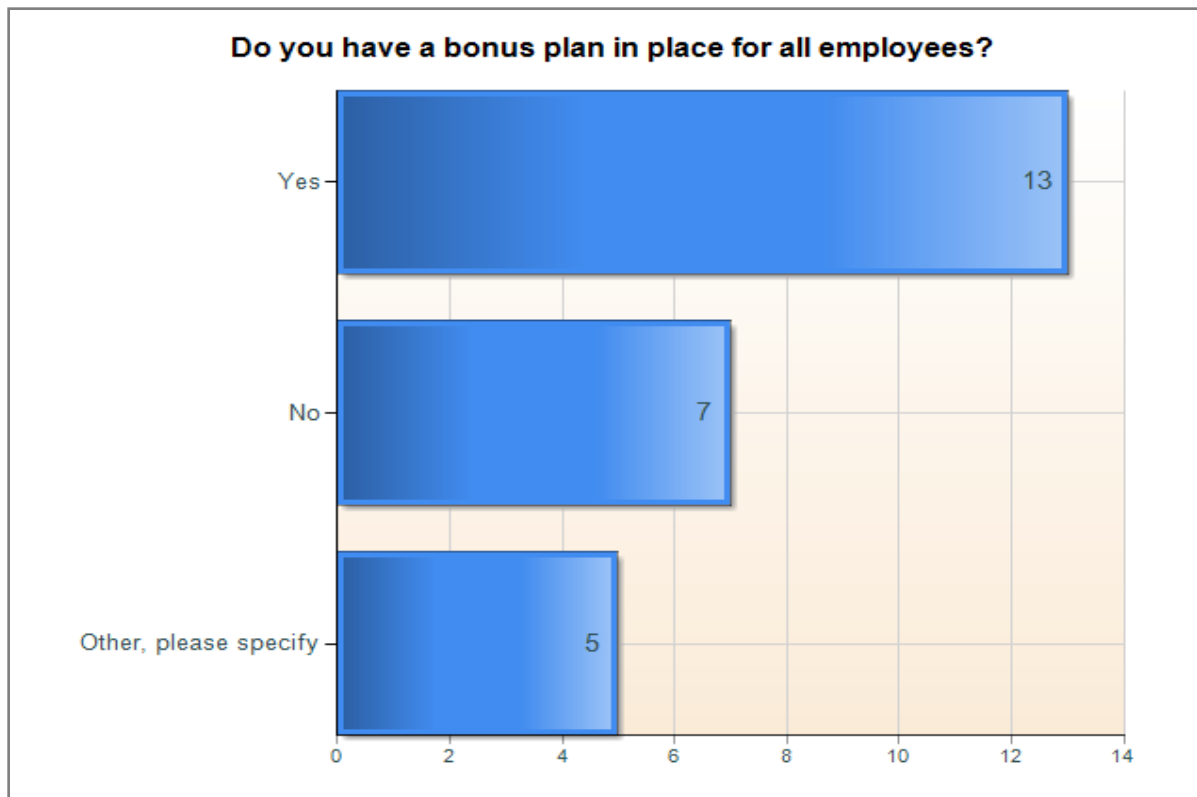


**How many paid days off does your organization grant for bereavement for immediate family?**

1 day	0 (0 %)
2 days	1 (4 %)
3 days	21 (84 %)
4-5 days	1 (4 %)
More than 5 days	0 (0 %)
None	2 (8 %)

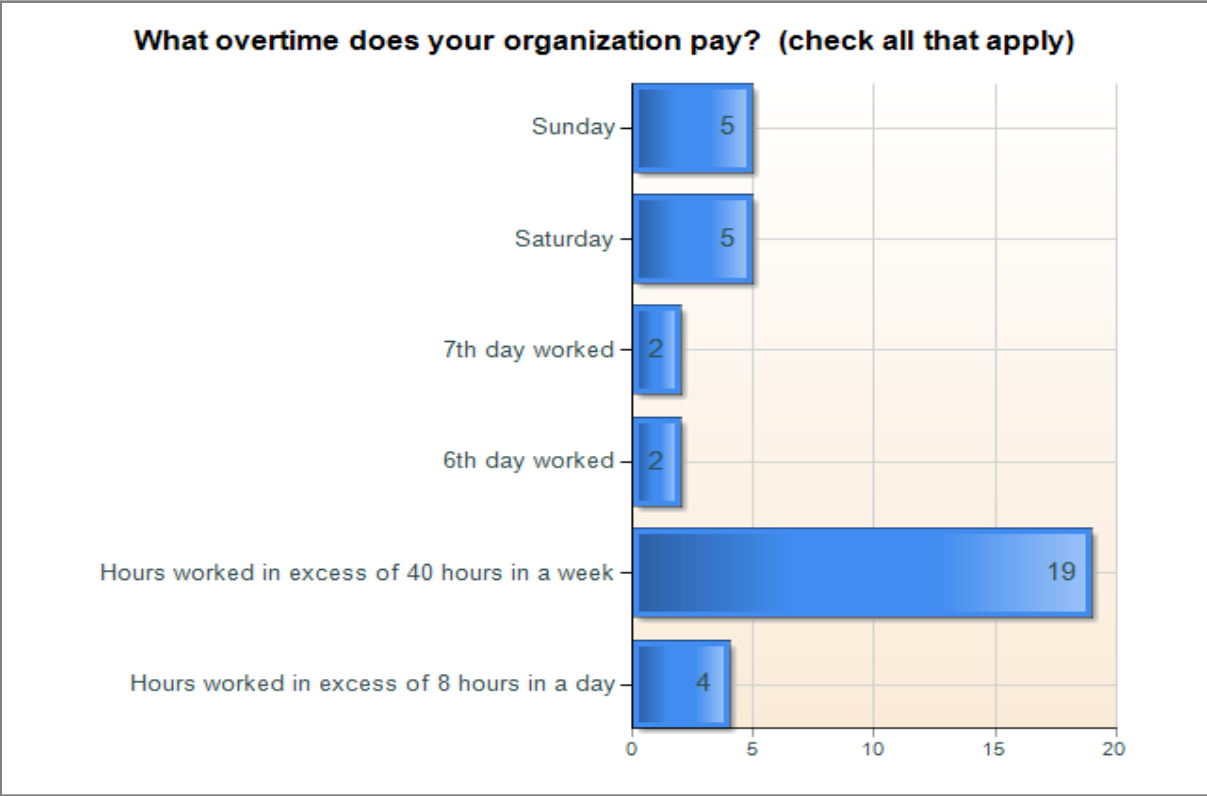


<b>Are personal days:</b>	
<b>Paid</b>	12 (50 %)
<b>Unpaid</b>	12 (50 %)



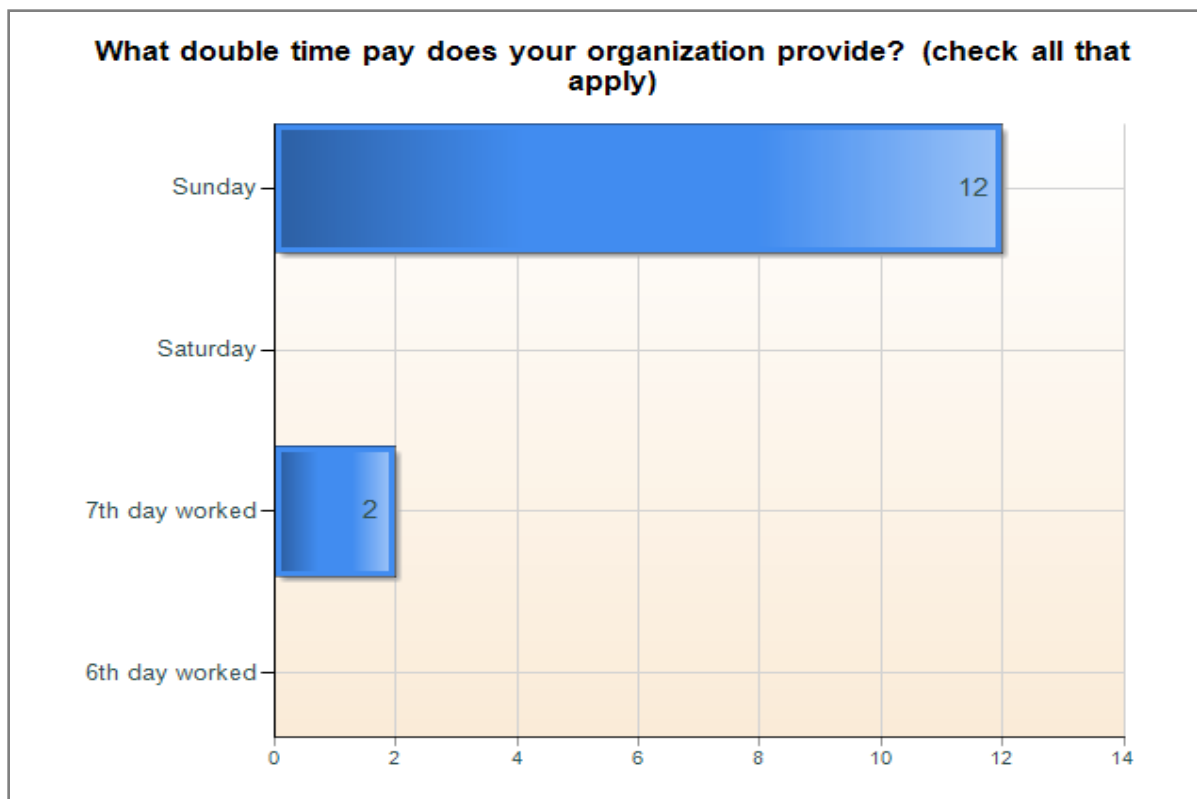
**Do you have a bonus plan in place for all employees?**

Yes	13 (54 %)
No	7 (29 %)
Other - Depending on position; sales and management positions have bonus plans; salary employees only; Attendance bonus for hourly employees	5 (21 %)



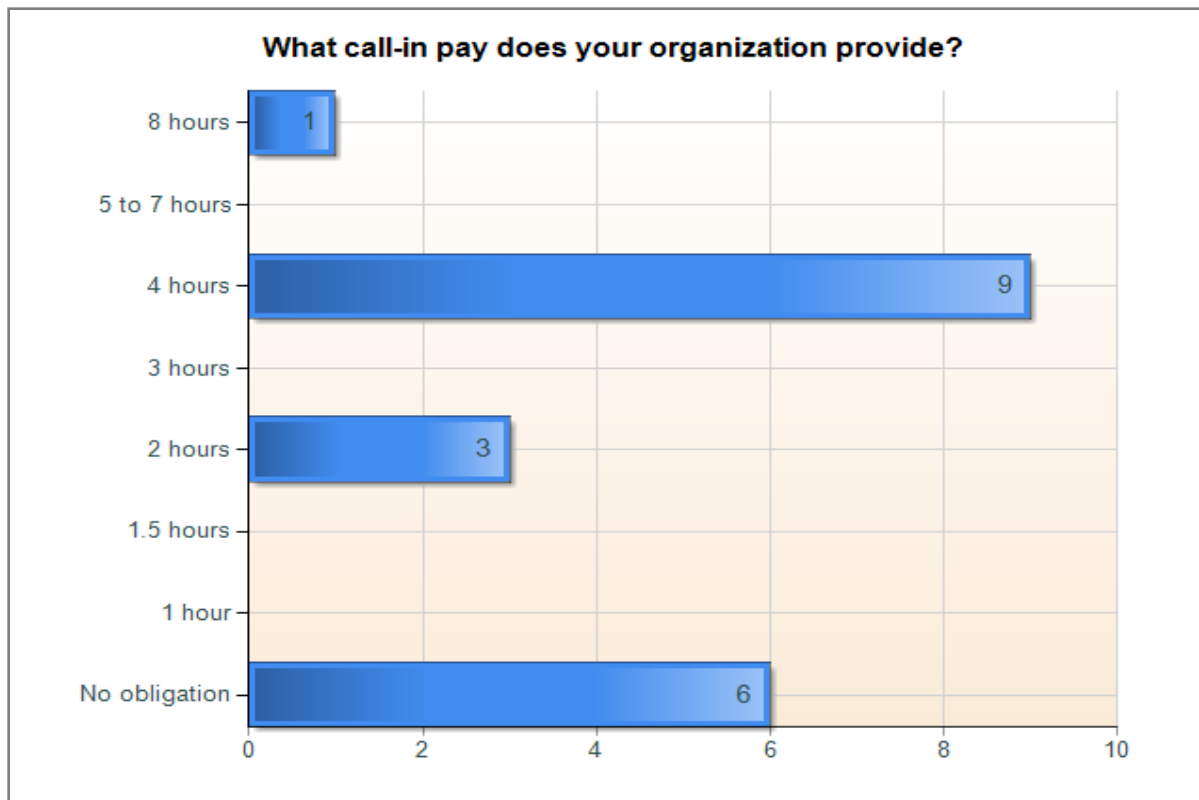
**What overtime does your organization pay? (check all that apply)**

<b>Hours worked in excess of 8 hours in a day</b>	4 (16 %)
<b>Hours worked in excess of 40 hours in a week</b>	19 (76 %)
<b>6th day worked</b>	2 (8 %)
<b>7th day worked</b>	2 (8 %)
<b>Saturday</b>	5 (20 %)
<b>Sunday</b>	5 (20 %)



**What double time pay does your organization provide? (check all that apply)**

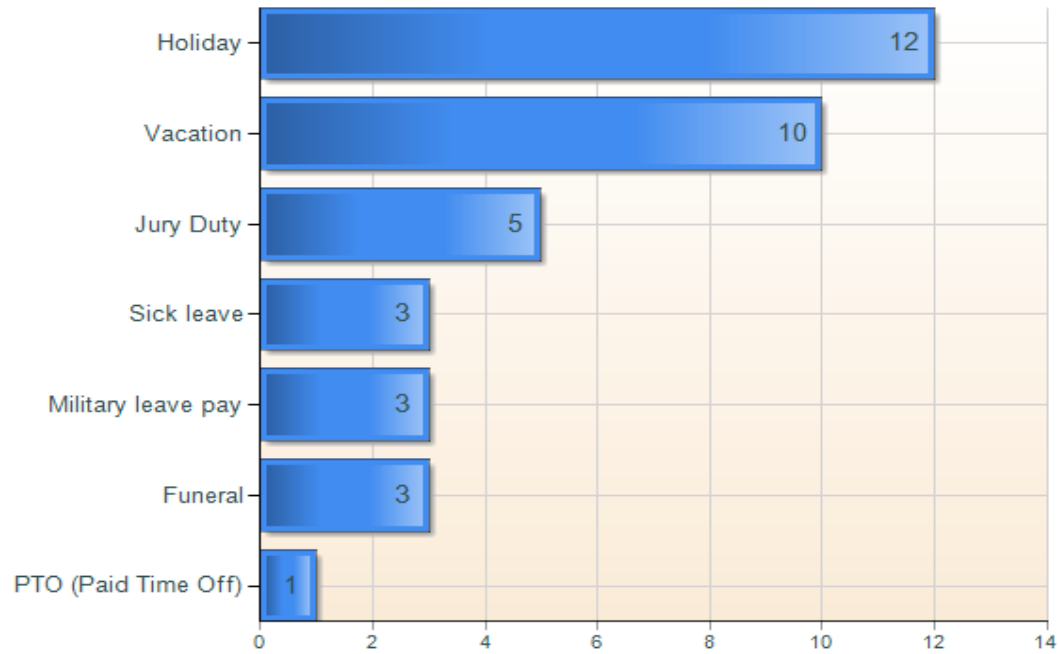
6th day worked	0 (0 %)
7th day worked	2 (14 %)
Saturday	0 (0 %)
Sunday	12 (86 %)



### What call-in pay does your organization provide?

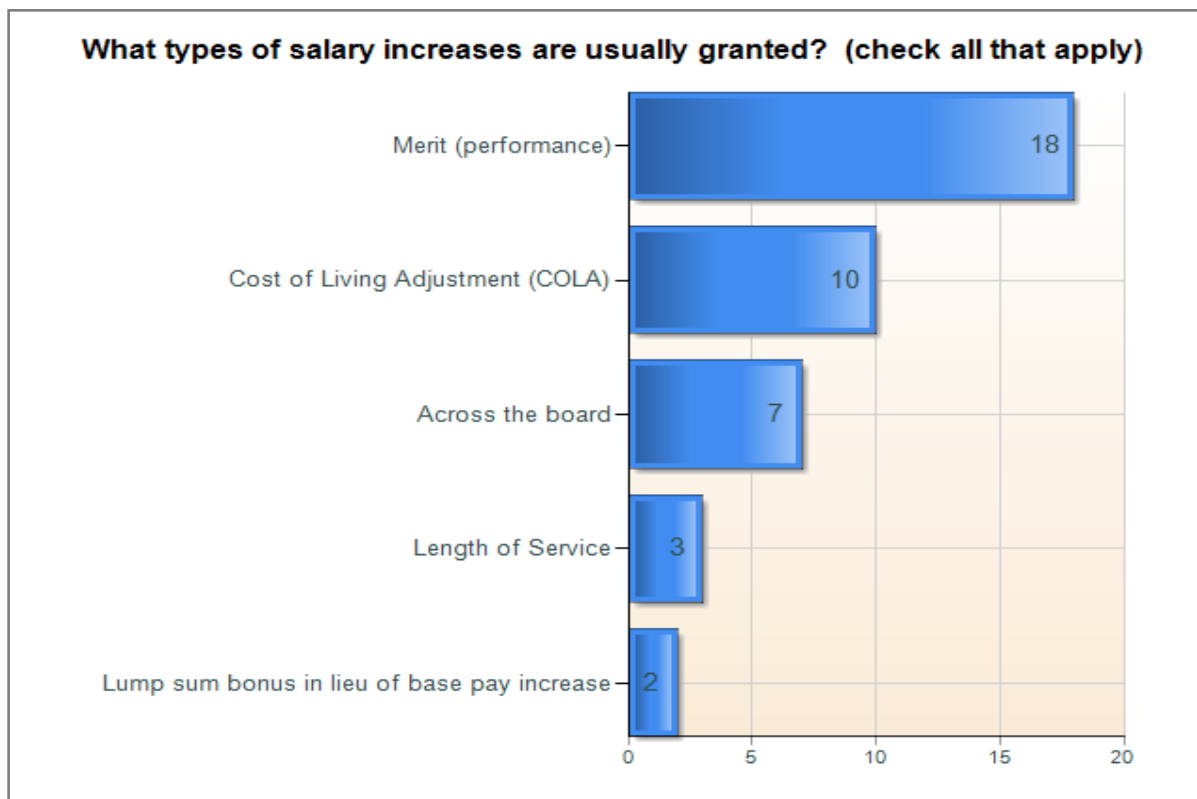
<b>No obligation</b>	6 (32 %)
<b>1 hour</b>	0 (0 %)
<b>1.5 hours</b>	0 (0 %)
<b>2 hours</b>	3 (16 %)
<b>3 hours</b>	0 (0 %)
<b>4 hours</b>	9 (47 %)
<b>5 to 7 hours</b>	0 (0 %)
<b>8 hours</b>	1 (5 %)

**Check any/all of the following that your organization includes as hours worked towards calculation of overtime:**



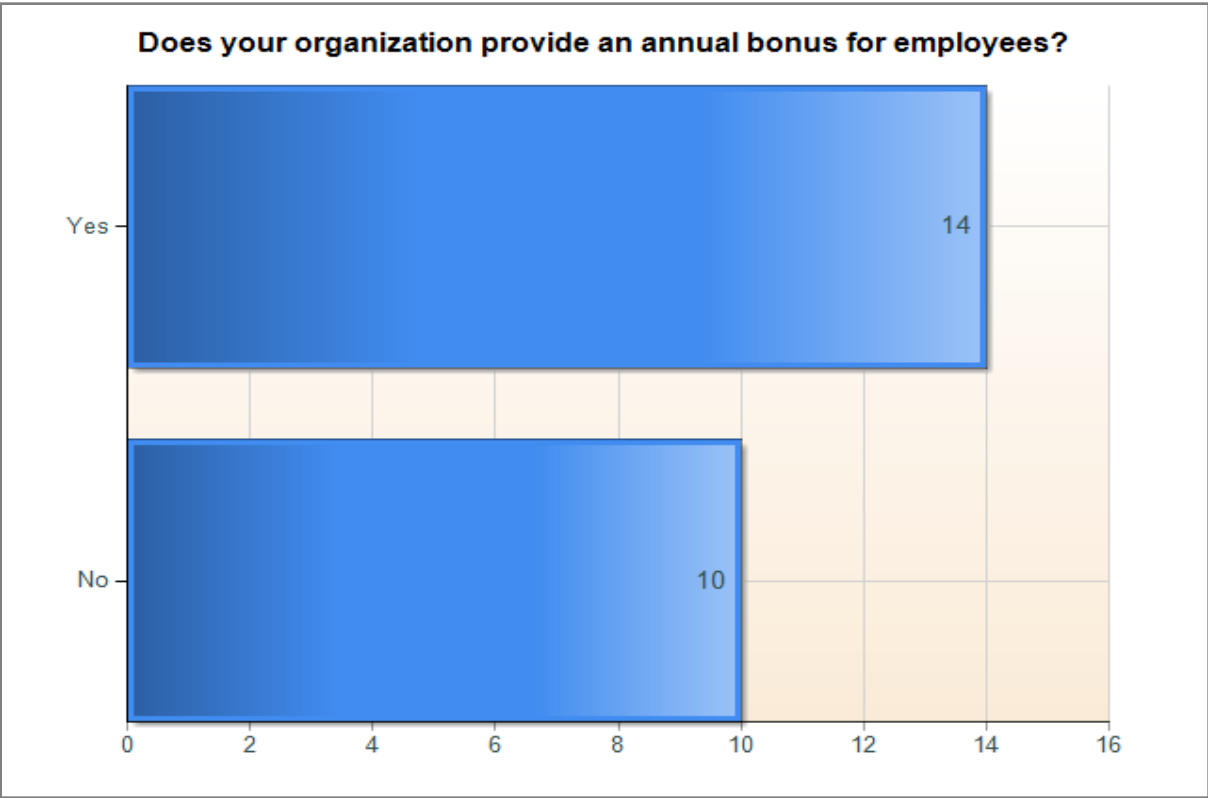
**Check any/all of the following that your organization includes as hours worked towards calculation of overtime:**

<b>Vacation</b>	10 (77 %)
<b>Holiday</b>	12 (92 %)
<b>Sick leave</b>	3 (23 %)
<b>Funeral</b>	3 (23 %)
<b>Jury Duty</b>	5 (38 %)
<b>Military leave pay</b>	3 (23 %)
<b>PTO (Paid Time Off)</b>	1 (8 %)



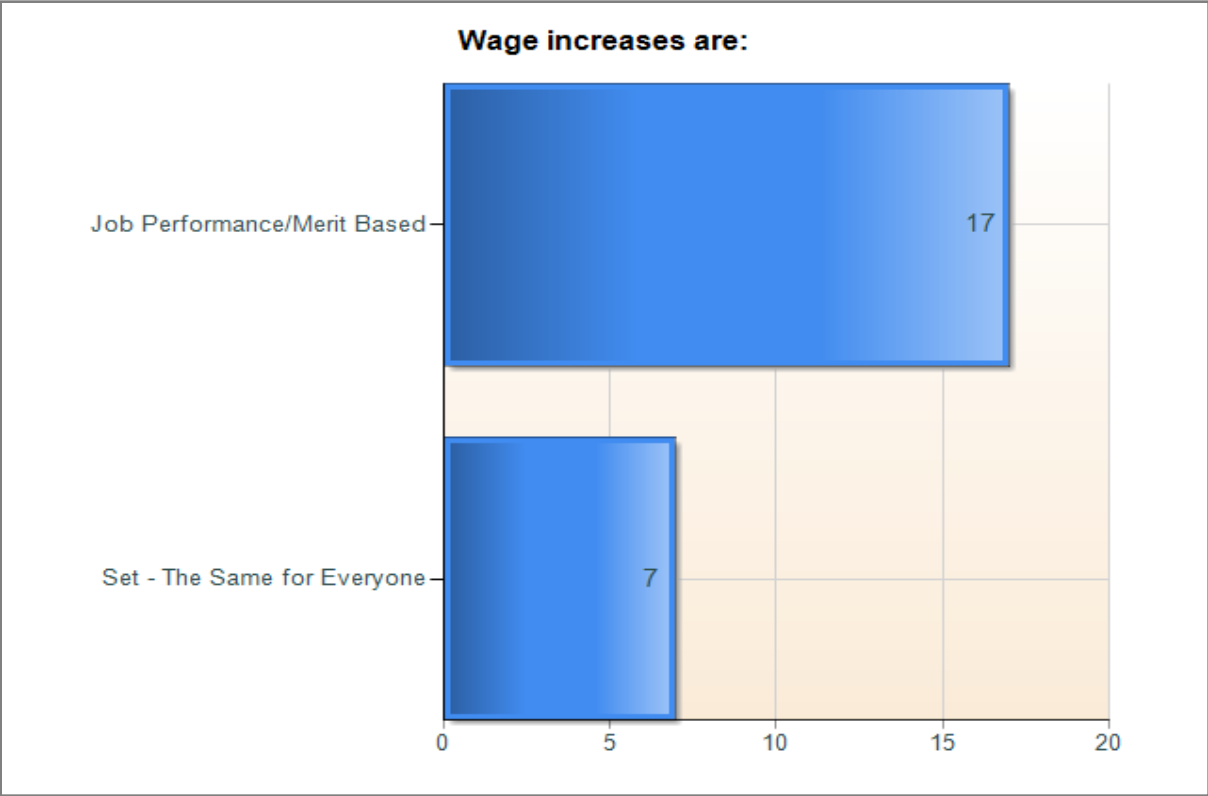
**What types of salary increases are usually granted? (check all that apply)**

<b>Across the board</b>	7 (28 %)
<b>Cost of Living Adjustment (COLA)</b>	10 (40 %)
<b>Length of Service</b>	3 (12 %)
<b>Lump sum bonus in lieu of base pay increase</b>	2 (8 %)
<b>Merit (performance)</b>	18 (72 %)



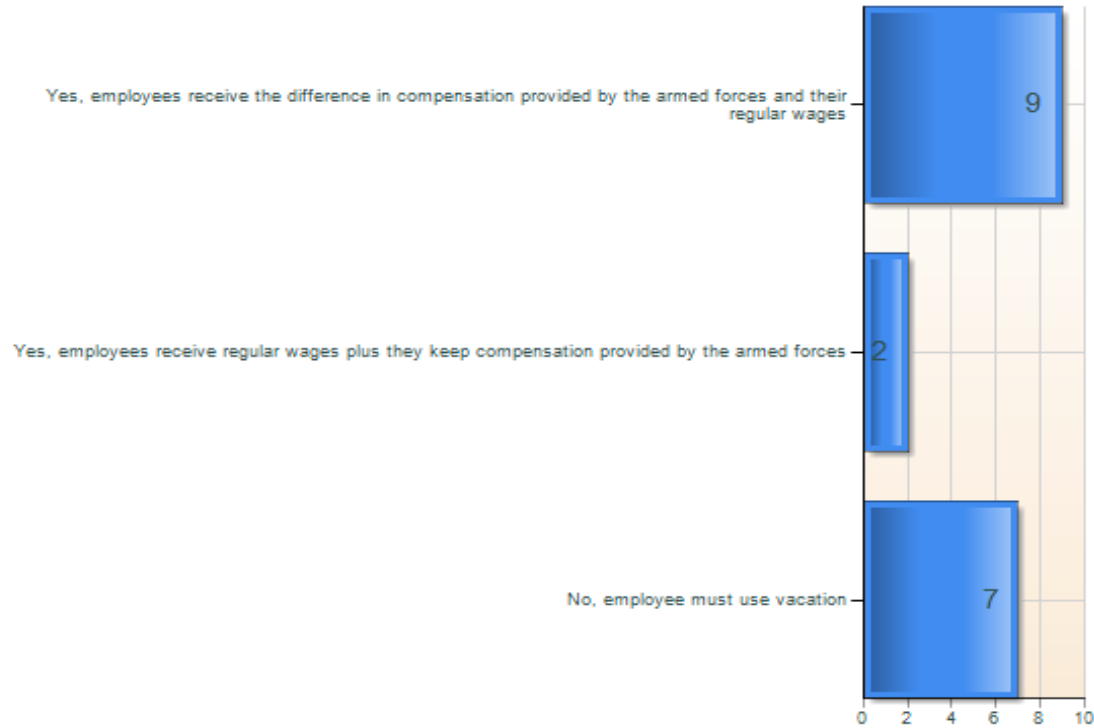
**Does your organization provide an annual bonus for employees?**

<b>Yes</b>	14 (58 %)
<b>No</b>	10 (42 %)



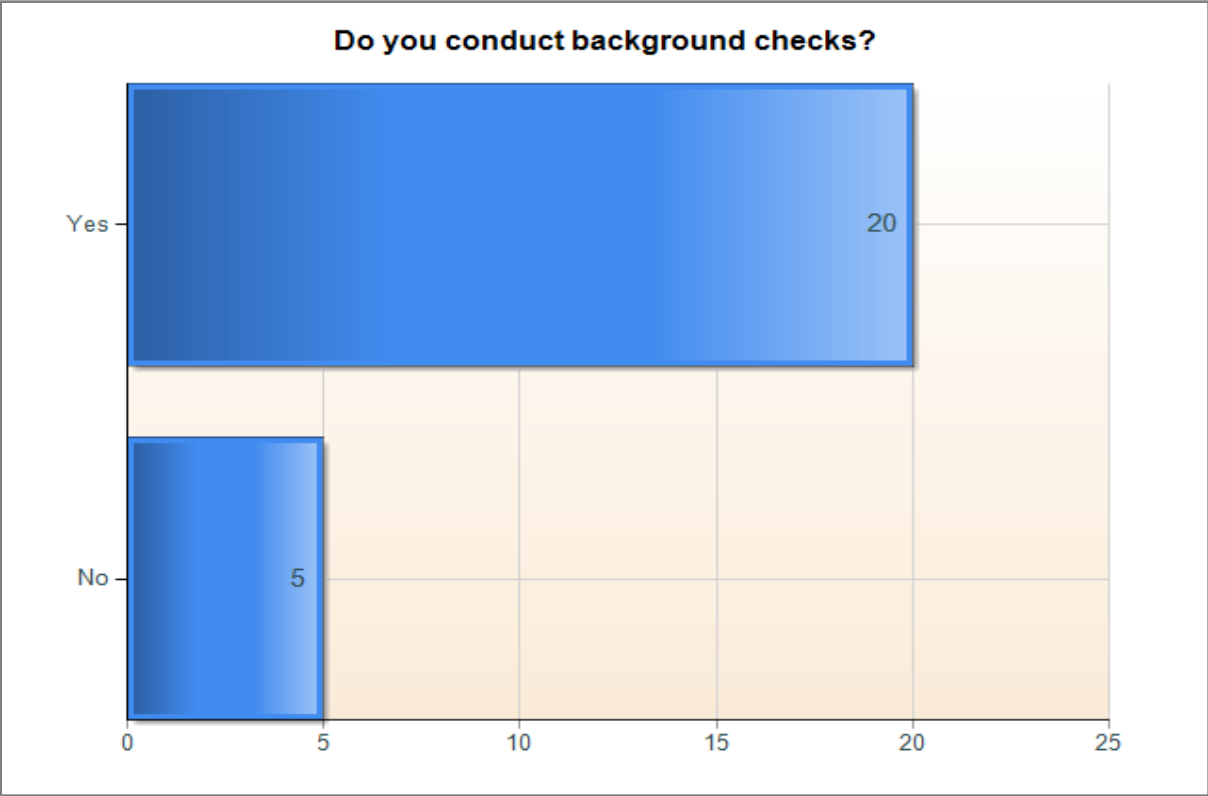
<b>Wage increases are:</b>	
<b>Job Performance/Merit Based</b>	17 (71 %)
<b>Set - The Same for Everyone</b>	7 (29 %)

### Does your organization grant paid leave for military reserve duty?

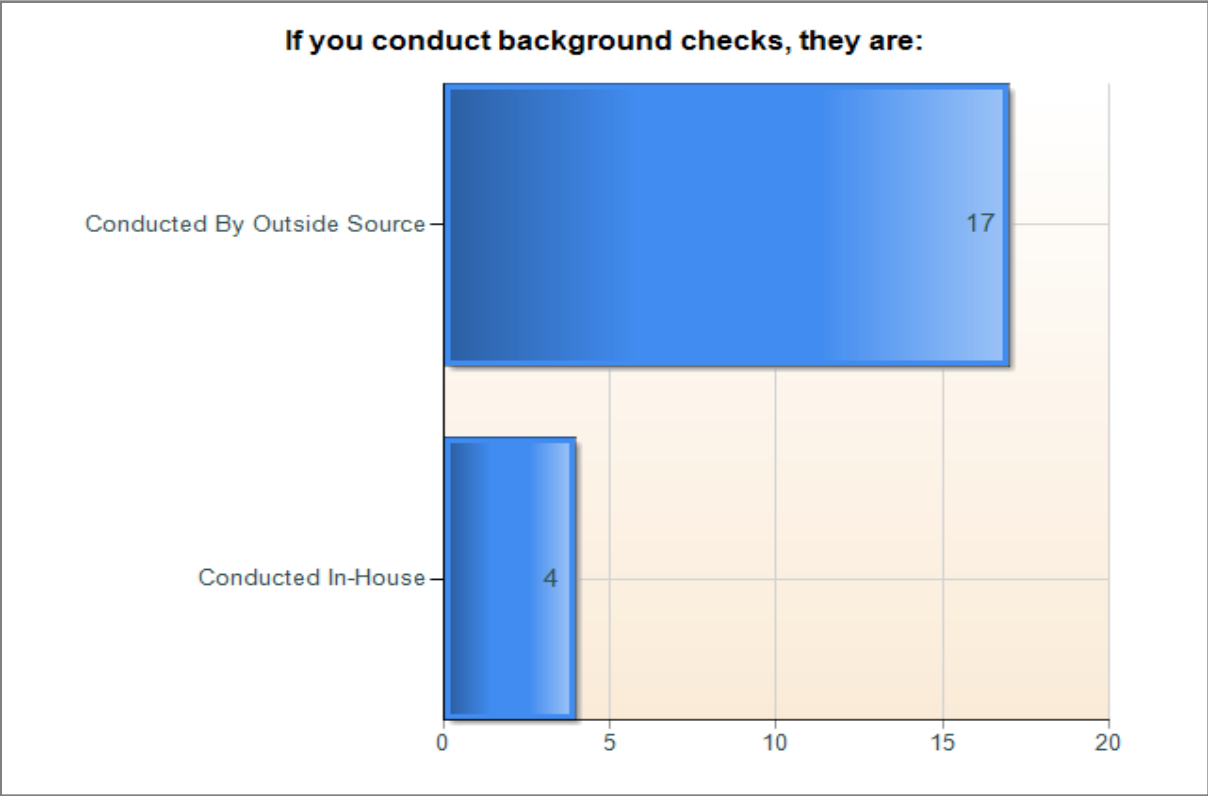


### Does your organization grant paid leave for military reserve duty?

No, employee must use vacation	7 (39 %)
Yes, employees receive regular wages plus they keep compensation provided by the armed forces	2 (11 %)
Yes, employees receive the difference in compensation provided by the armed forces and their regular wages	9 (50 %)














Do you conduct background checks?	
<b>Yes</b>	20 (80 %)
<b>No</b>	5 (20 %)



**If you conduct background checks, they are:**

<b>Conducted In-House</b>	4 (19 %)
<b>Conducted By Outside Source</b>	17 (81 %)

**Which pre-employment screenings do you regularly conduct? (check all that apply)**

- |  |   |   |
|--|---|---|
|  Drug screening             |  Motor vehicle record checks |  Verification of education |
|  Alcohol screening          |  Personality tests           |  Reference checks          |
|  Credit checks              |  Physical exam               |  Employment verification   |
|  Criminal background checks |  Basic skills tests          |   |

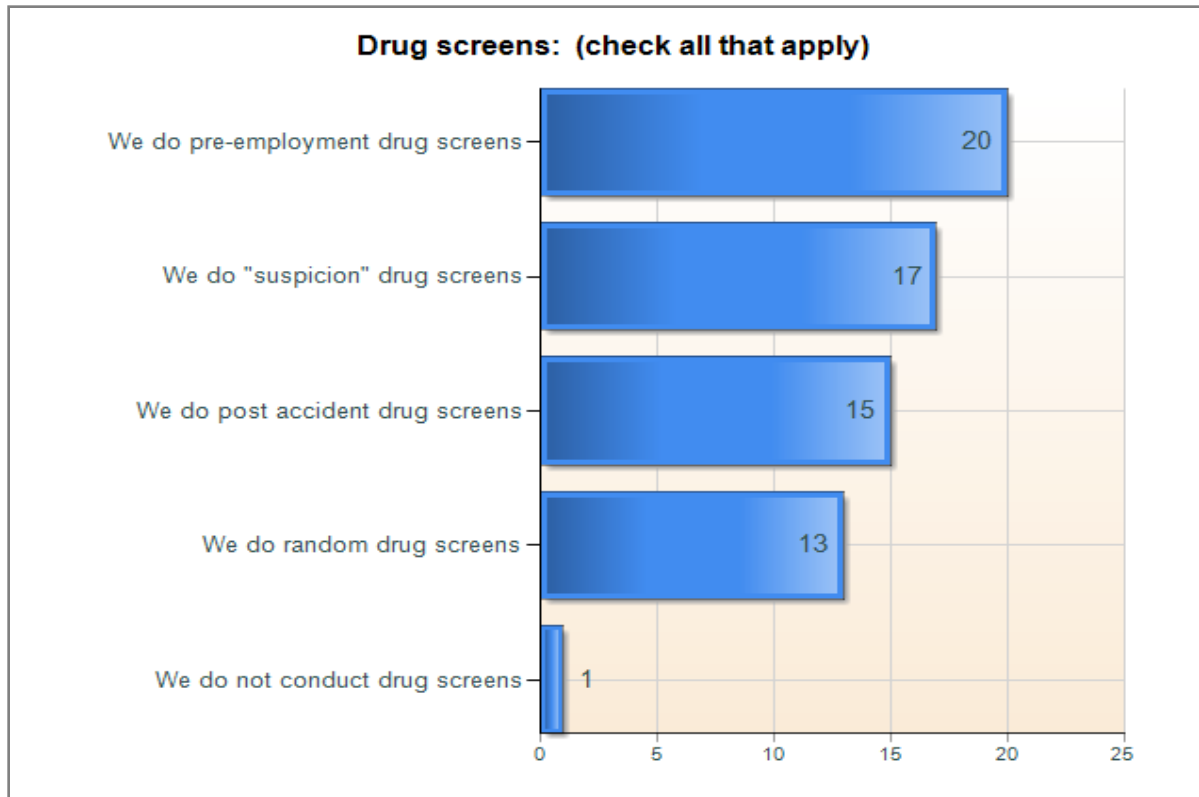
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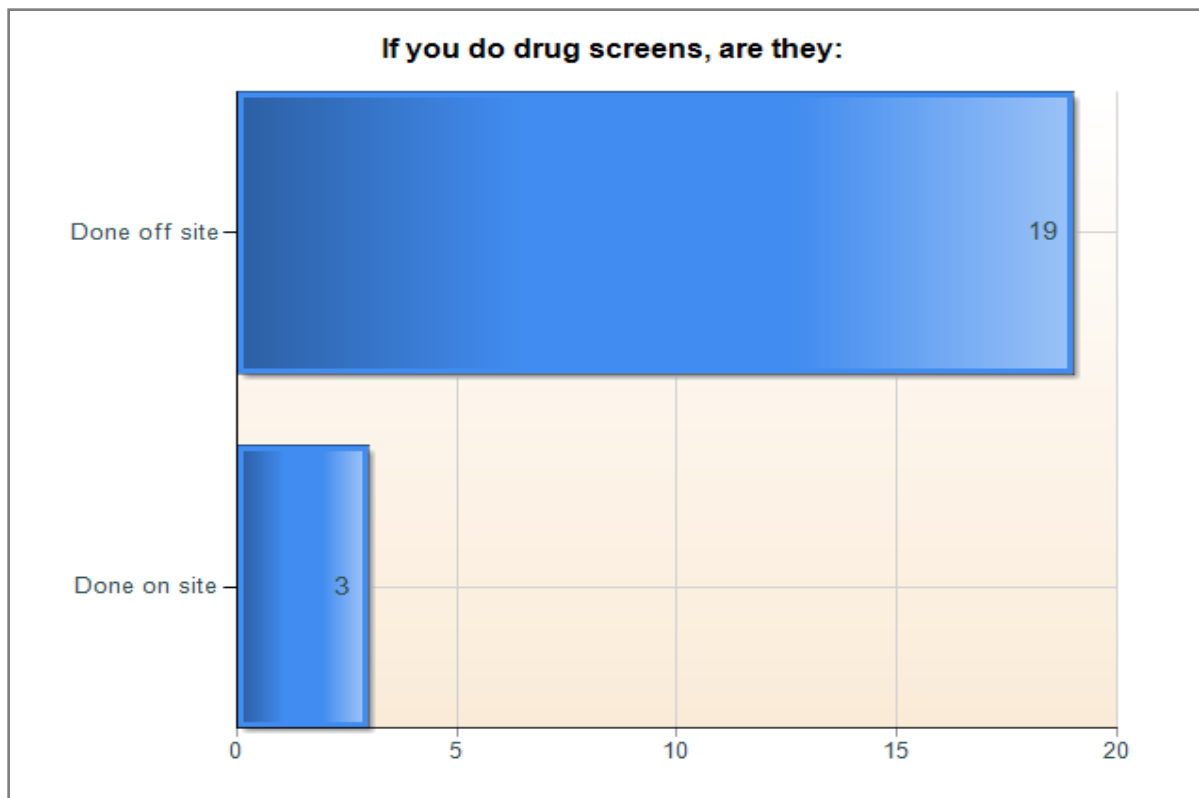
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### Which pre-employment screenings do you regularly conduct? (check all that apply)

Drug screening	21 (88 %)
Alcohol screening	10 (42 %)
Credit checks	4 (17 %)
Criminal background checks	20 (83 %)
Motor vehicle record checks	10 (42 %)
Personality tests	5 (21 %)
Physical exam	12 (50 %)
Basic skills tests	11 (46 %)
Verification of education	8 (33 %)
Reference checks	17 (71 %)
Employment verification	14 (58 %)
Educational background check	8 (33 %)
Other, please specify	0 (0 %)



<b>Drug screens: (check all that apply)</b>	
<b>We do pre-employment drug screens</b>	20 (87 %)
<b>We do post accident drug screens</b>	15 (65 %)
<b>We do "suspicion" drug screens</b>	17 (74 %)
<b>We do random drug screens</b>	13 (57 %)
<b>We do not conduct drug screens</b>	1 (4 %)



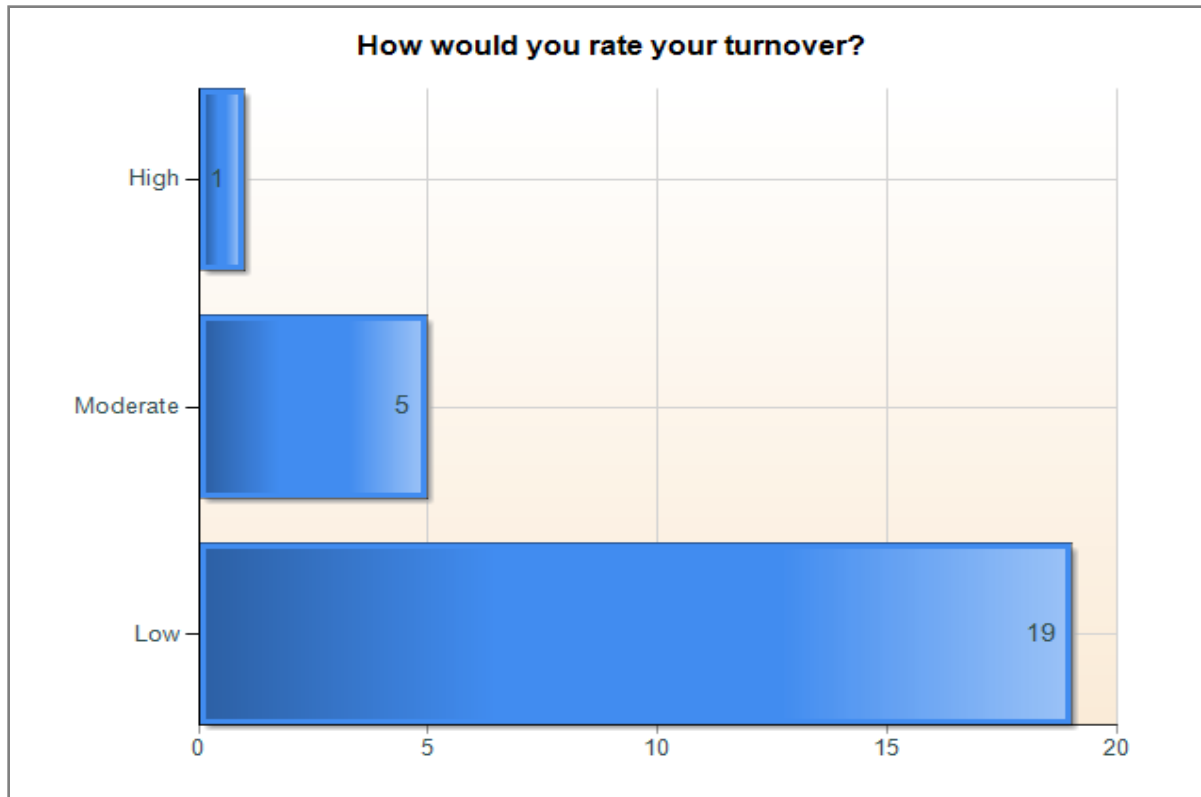
**If you do drug screens, are they:**

**Done on site**

**3 (14 %)**

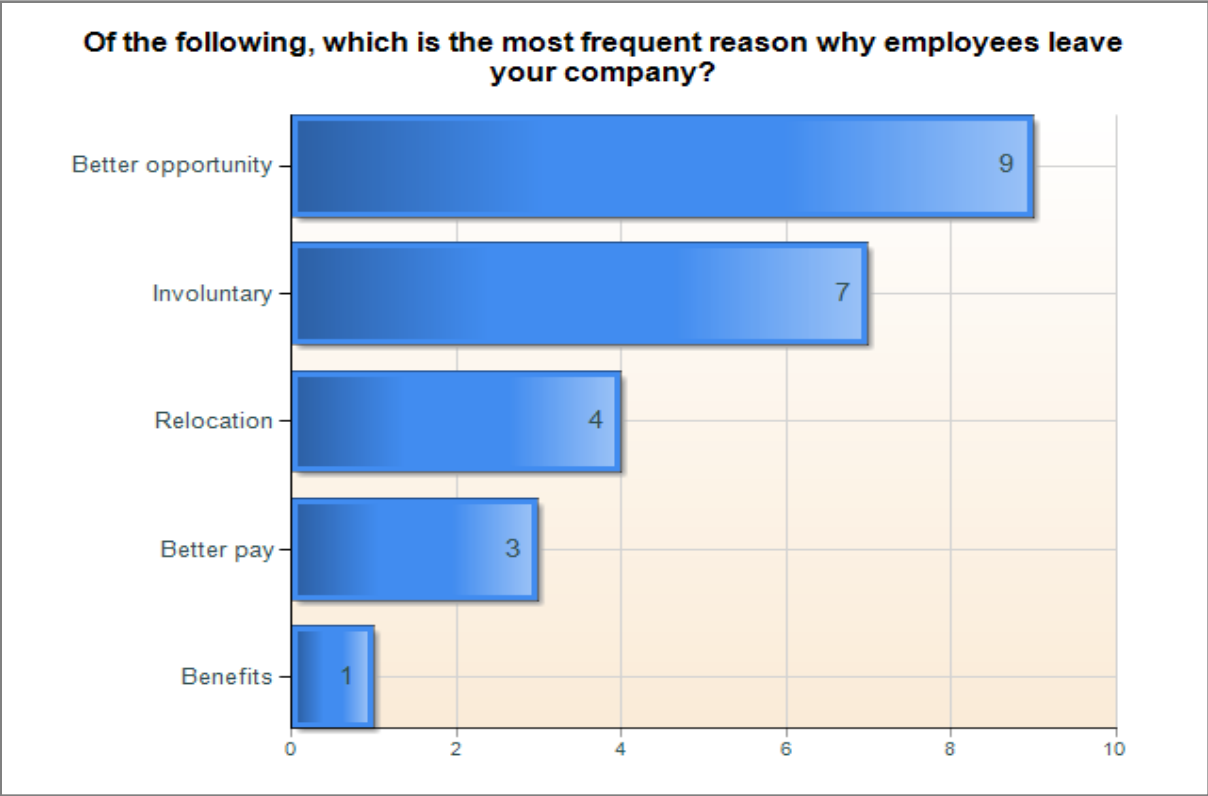
**Done off site**

**19 (86 %)**



### How would you rate your turnover?

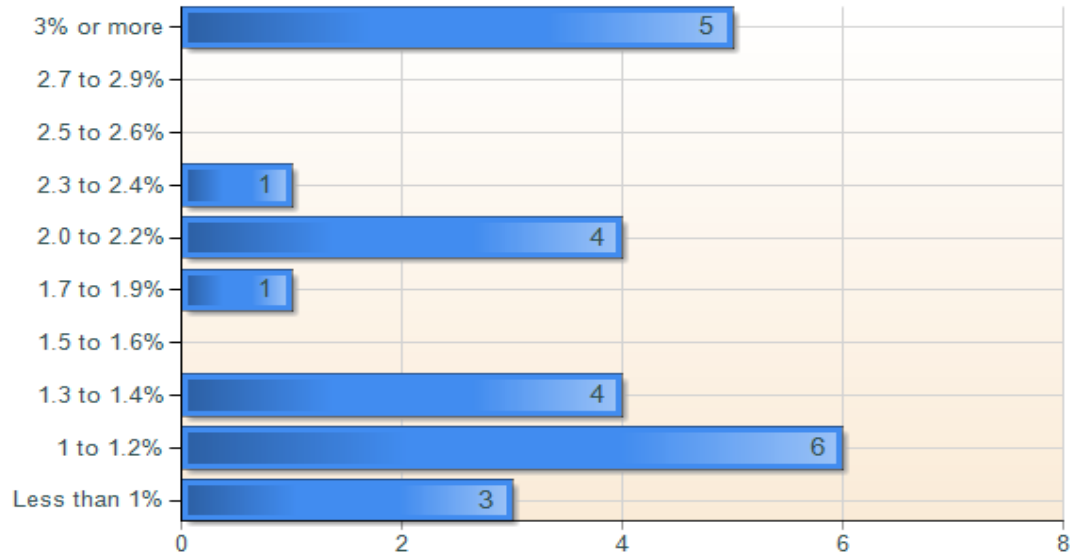
Low	19 (76 %)
Moderate	5 (20 %)
High	1 (4 %)



**Of the following, which is the most frequent reason why employees leave your company?**

<b>Better opportunity</b>	9 (41 %)
<b>Involuntary</b>	7 (32 %)
<b>Relocation</b>	4 (18 %)
<b>Better pay</b>	3 (14 %)
<b>Benefits</b>	1 (5 %)

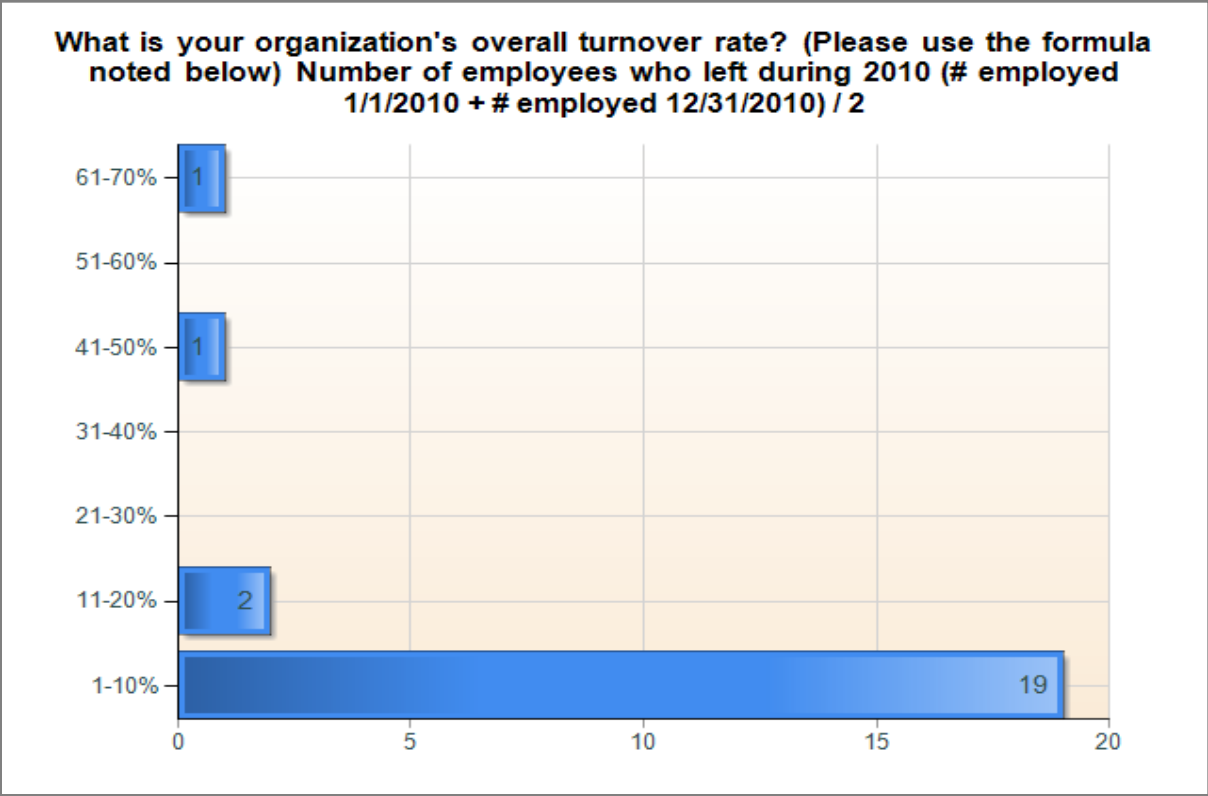
**What is your organization's absenteeism rate? Job absence is defined as unscheduled absence. It does not include long-term absences after the first four days; vacations, holidays or other scheduled leave; or absences of less than a full day. Absenteeism rate = number of worker days lost through absence x 100 (Avg. # of employees during year) x (\_\_\_ workdays)**



Continued

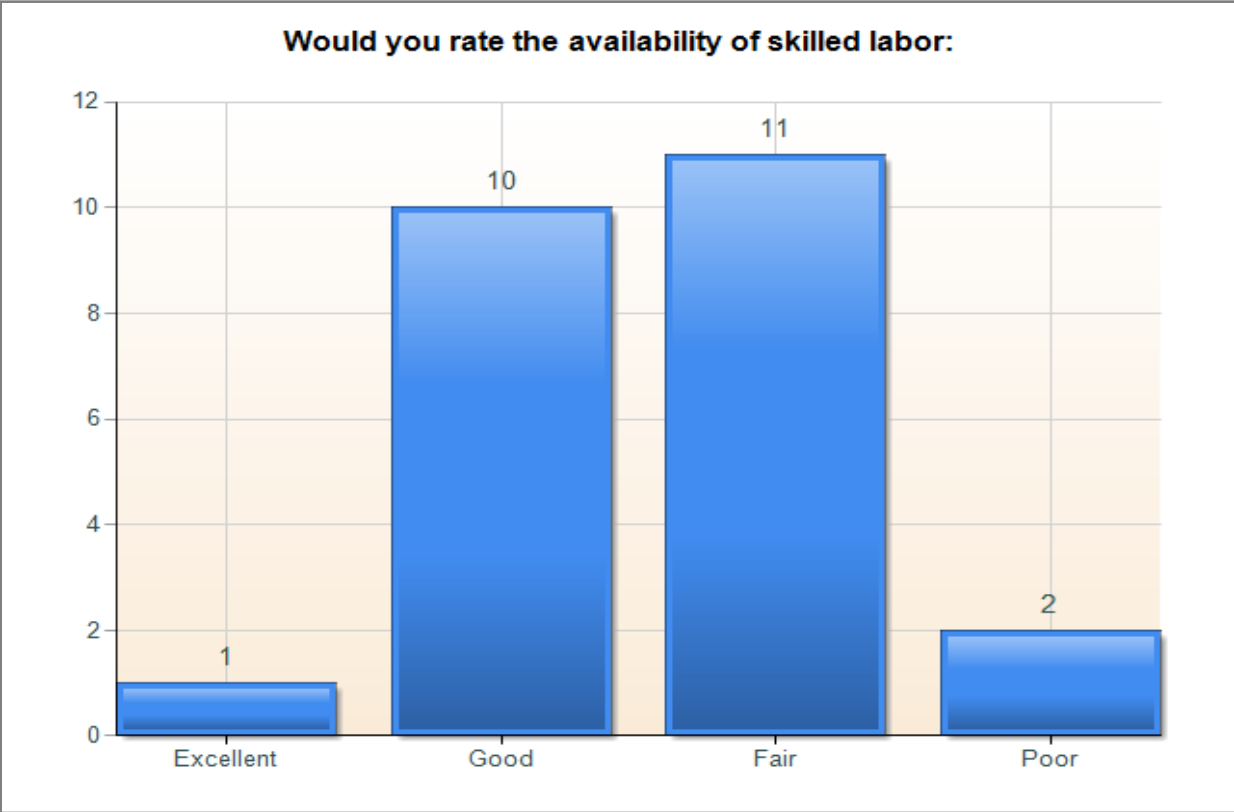
**What is your organization's absenteeism rate? Job absence is defined as unscheduled absence. It does not include long-term absences after the first four days; vacations, holidays or other scheduled leave; or absences of less than a full day. Absenteeism rate = number of worker days lost through absence x 100 (Avg. # of employees during year) x (\_\_\_ workdays)**

Less than 1%	3 (12 %)
1 to 1.2%	6 (25 %)
1.3 to 1.4%	4 (17 %)
1.5 to 1.6%	0 (0 %)
1.7 to 1.9%	1 (4 %)
2.0 to 2.2%	4 (17 %)
2.3 to 2.4%	1 (4 %)
2.5 to 2.6%	0 (0 %)
2.7 to 2.9%	0 (0 %)
3% or more	5 (21 %)



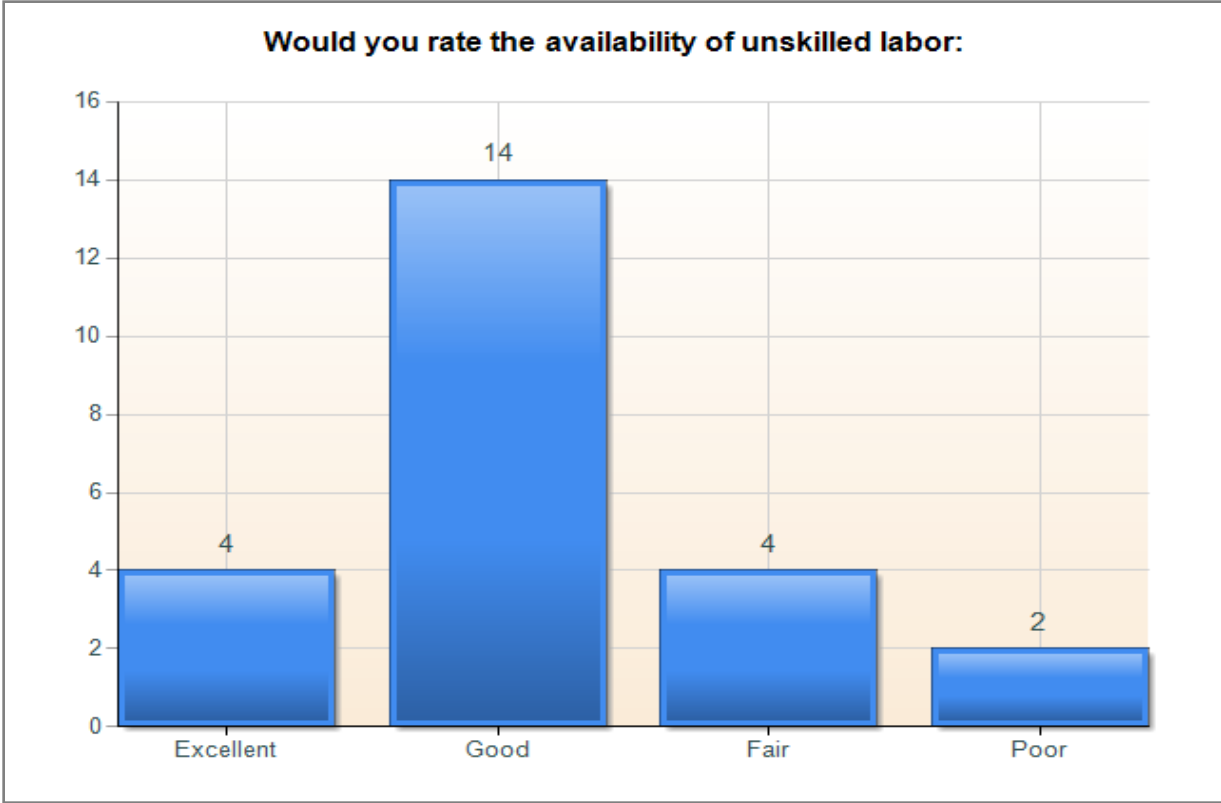
**What is your organization's overall turnover rate? (Please use the formula noted below) Number of employees who left during 2010 (# employed 1/1/2010 + # employed 12/31/2010) / 2**

1-10%	19 (83 %)
11-20%	2 (9 %)
21-30%	0 (0 %)
31-40%	0 (0 %)
41-50%	1 (4 %)
51-60%	0 (0 %)
61-70%	1 (4 %)



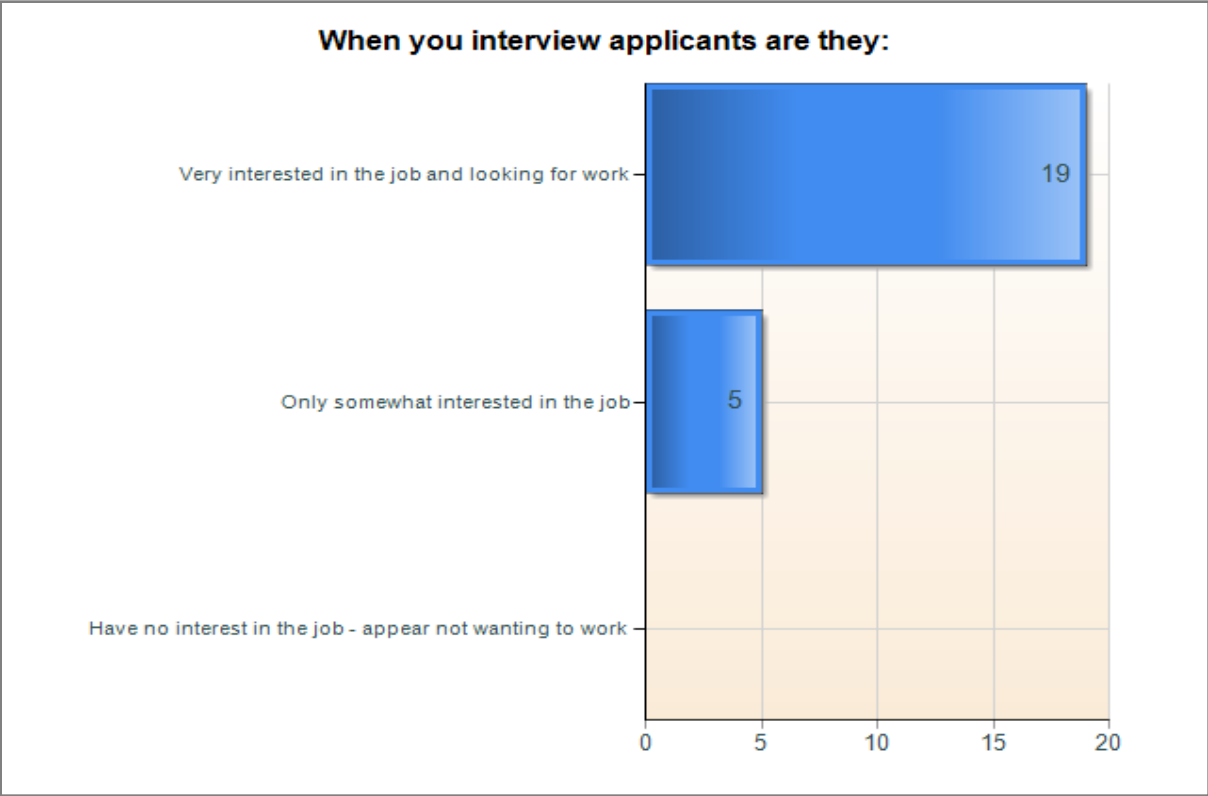
**Would you rate the availability of skilled labor:**

<b>Excellent</b>	1 (4 %)
<b>Good</b>	10 (42 %)
<b>Fair</b>	11 (46 %)
<b>Poor</b>	2 (8 %)

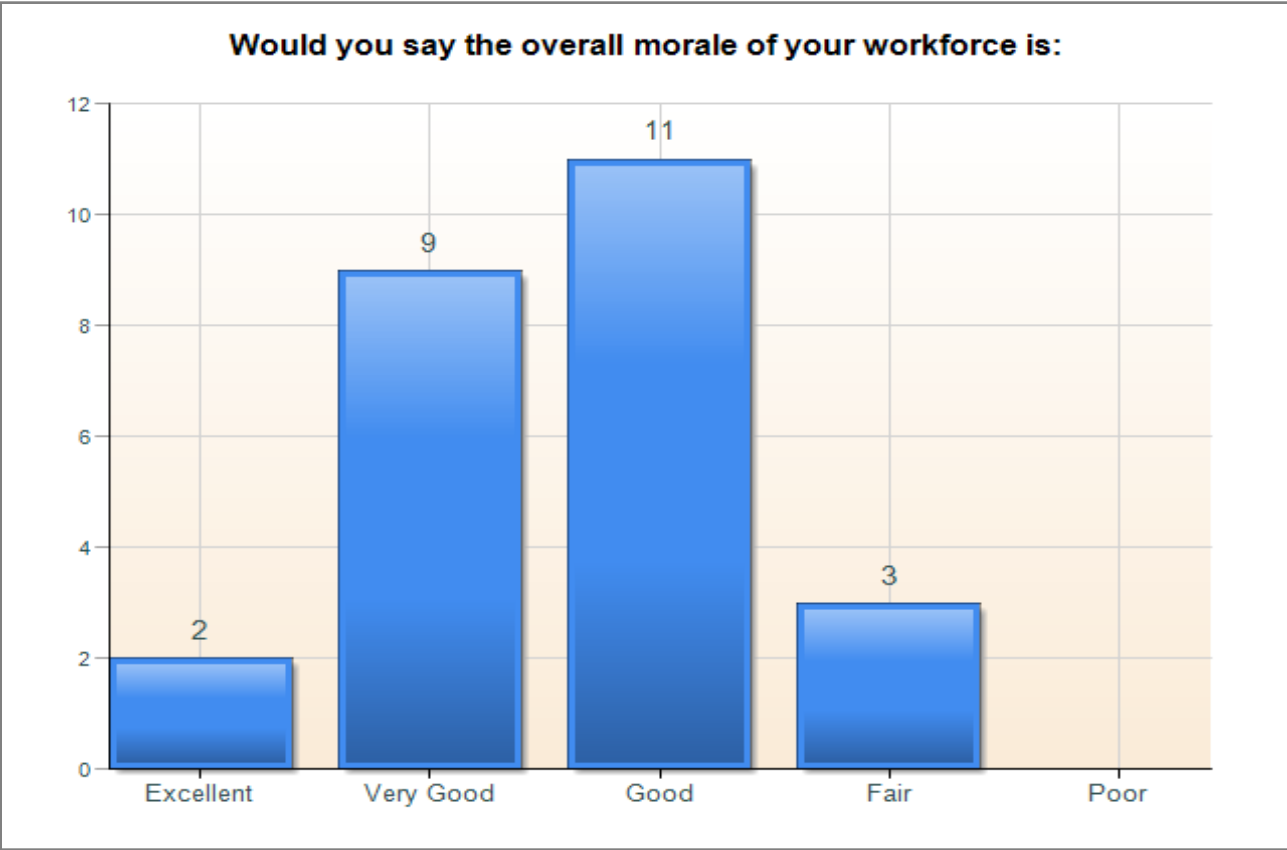


**Would you rate the availability of unskilled labor:**

<b>Excellent</b>	4 (17 %)
<b>Good</b>	14 (58 %)
<b>Fair</b>	4 (17 %)
<b>Poor</b>	2 (8 %)



<b>When you interview applicants are they:</b>	
<b>Very interested in the job and looking for work</b>	19 (79 %)
<b>Only somewhat interested in the job</b>	5 (21 %)
<b>Have no interest in the job - appear not wanting to work</b>	0 (0 %)



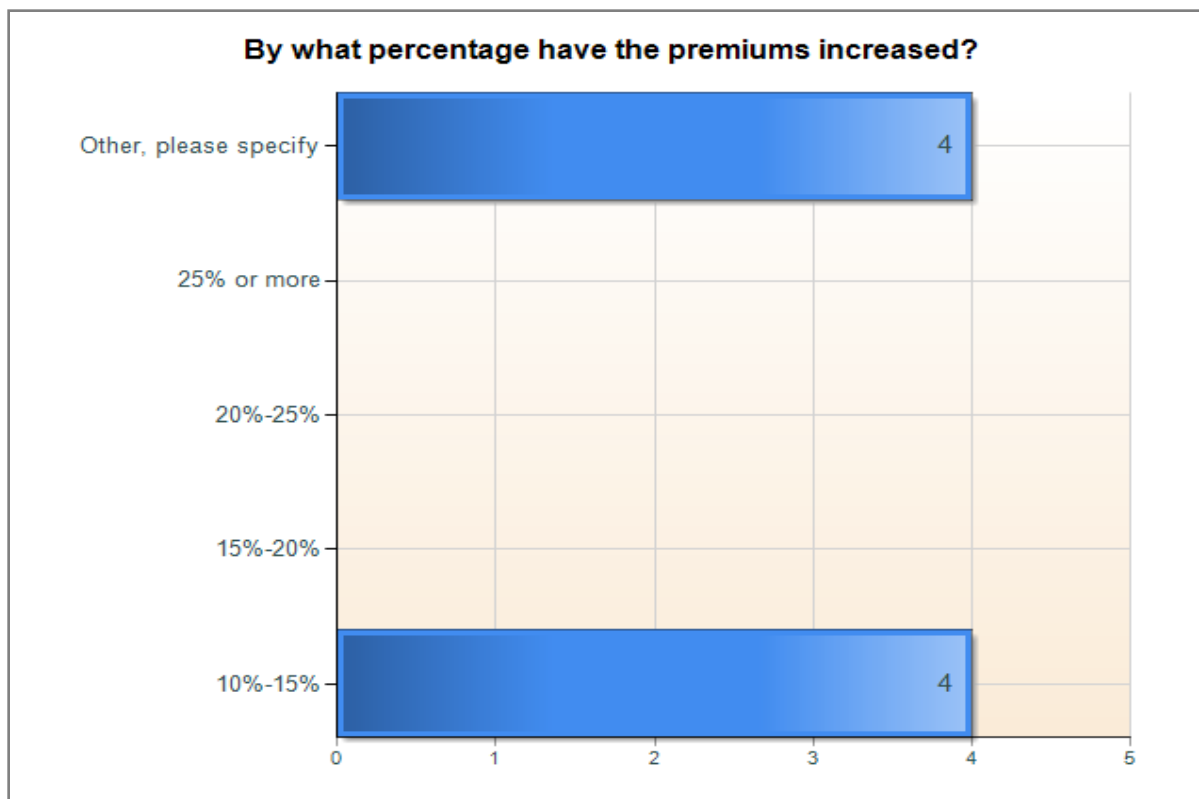
**Would you say the overall morale of your workforce is:**

<b>Excellent</b>	2 (8 %)
<b>Very Good</b>	9 (36 %)
<b>Good</b>	11 (44 %)
<b>Fair</b>	3 (12 %)
<b>Poor</b>	0 (0 %)



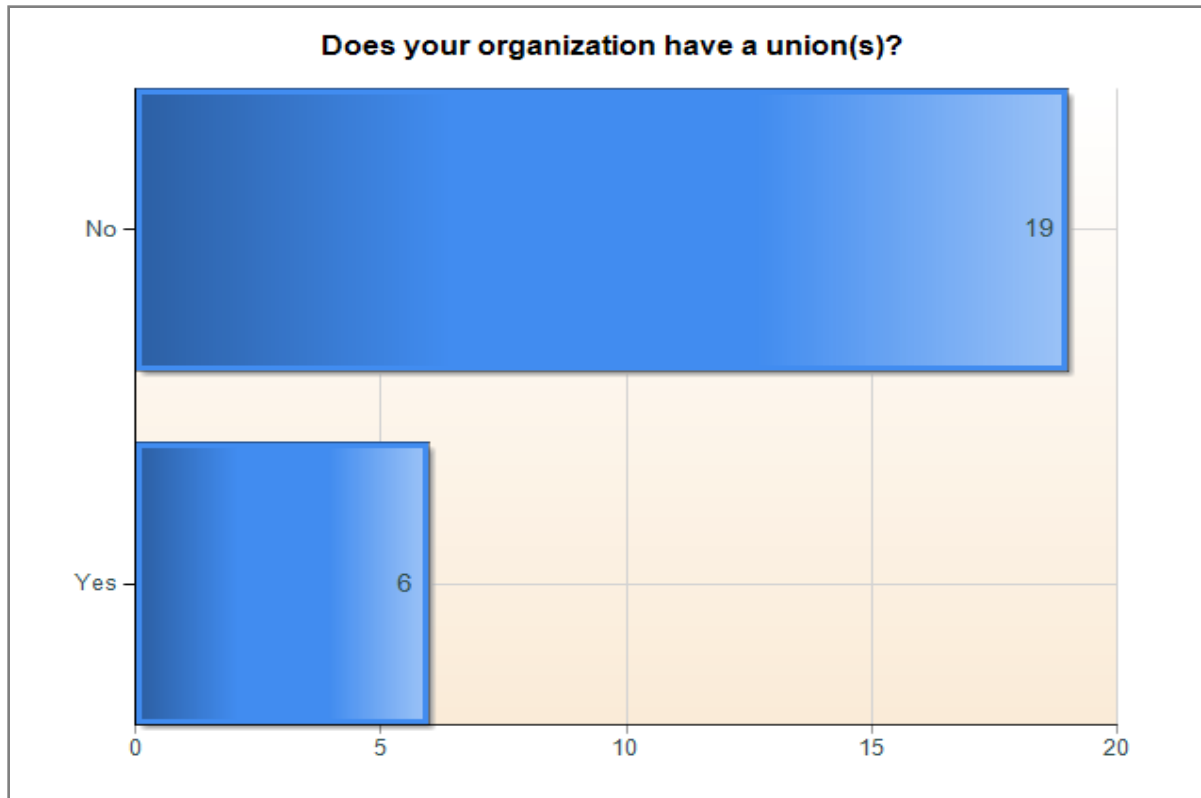
**Have your workers' compensation premiums increased during 2010?**

<b>Yes</b>	6 (25 %)
<b>No</b>	18 (75 %)



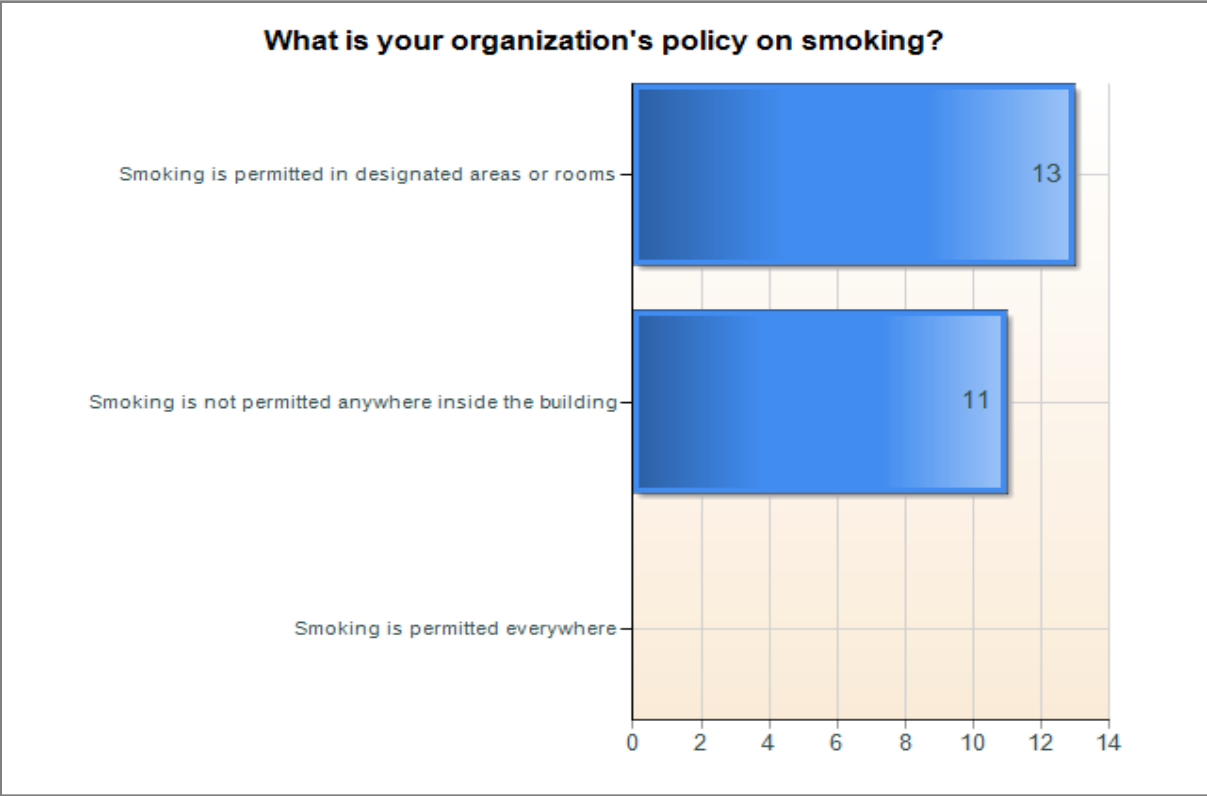
### By what percentage have the premiums increased?

<b>10%-15%</b>	4 (50 %)
<b>15%-20%</b>	0 (0 %)
<b>20%-25%</b>	0 (0 %)
<b>25% or more</b>	0 (0 %)
<b>Other - Less than 10%; none; unknown</b>	4 (50 %)

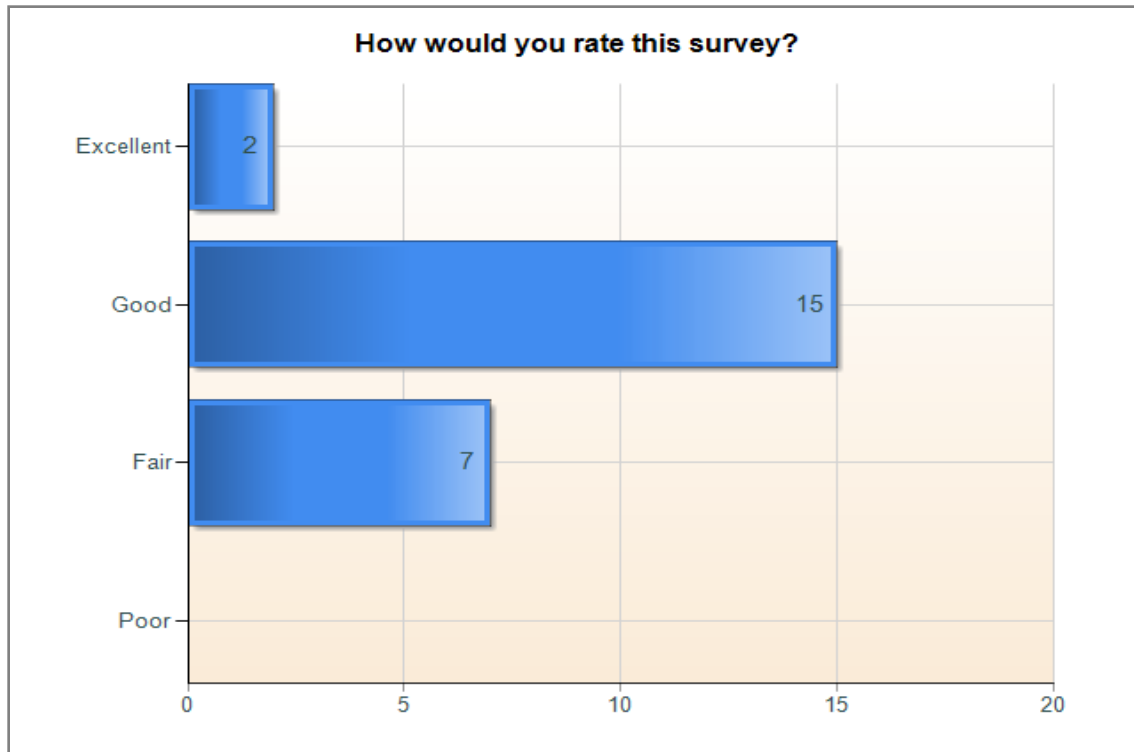


### Does your organization have a union(s)?

<b>Yes</b>	6 (24 %)
<b>No</b>	19 (76 %)



What is your organization's policy on smoking?	
Smoking is permitted everywhere	0 (0 %)
Smoking is not permitted anywhere inside the building	11 (46 %)
Smoking is permitted in designated areas or rooms	13 (54 %)



How would you rate this survey?	
Excellent	2 (8 %)
Good	15 (62 %)
Fair	7 (29 %)
Poor	0 (0 %)

If you have any questions or need additional information,  
please contact:

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