

**THE
ROUND ROCK, TEXAS
AREA
WAGE & FRINGE BENEFITS SURVEY
FINAL RESULTS**

May, 2015

Conducted and Compiled by

THE PATHFINDERS



Dallas, Texas

TABLE OF CONTENTS

I.	INTRODUCTION.....	1
II.	WAGE SECTION.....	2
	A. Hourly Workers	3
	B. Salaried Workers.....	11
III.	FRINGE BENEFITS SECTION	20
	A. Hourly Workers	20
	B. Salaried Workers.....	29

INTRODUCTION

The 2015 Round Rock, Texas Area Wage & Fringe Benefits Survey was sponsored by the Round Rock Chamber. The Pathfinders, an economic development consultant firm located in Dallas, Texas, was selected to conduct the project. Information was gathered via a survey form distributed by email by the Chamber to area employers and by follow-up telephone calls and emails made by the Chamber and by The Pathfinders. The project began in early 2015 and was completed in May. Included in the report are wages for over 225 specific job titles for hourly and salaried positions and company benefits information such as paid time off and insurance.

Thirty-eight (38) companies, with a combined total employment of almost 22,000 workers, participated in the 2015 Round Rock Area Workforce Assessment, representing business sectors including manufacturing, information technology, professional and others.

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

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

WAGE SECTION

SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures for those positions held by salaried workers and number of employees in these positions. **Please note that not all of the requested information was reported. In some instances, “n/r” or “n/a” appear in the wage tables, signifying the information was “not reported” or “not available”.**

The wage data presented includes:

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

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

WAGE SUMMARY – HOURLY WORKERS

Round Rock, Texas Area

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Accounting Assistant	\$12.00	\$22.35	\$15.49	\$15.55	\$21.00	\$18.73	\$18.09	27
Accounting Supervisor	\$24.71	\$24.71	\$24.71	n/r	n/r	n/a	n/a	n/r
Accounts Payable Clerk	\$12.60	\$16.50	\$14.94	\$15.23	\$28.50	\$20.20	\$19.29	9
Accounts Receivable Clerk	\$12.50	\$19.00	\$16.10	\$15.00	\$21.00	\$18.80	\$18.80	4
Administrative Assistant	\$9.50	\$19.00	\$13.21	\$13.00	\$20.11	\$16.47	\$17.32	64
Adult/Youth League Specialist	\$13.89	\$13.89	\$13.89	\$17.00	\$17.00	\$17.00	\$17.00	2
After School Counselor	\$7.25	\$7.25	\$7.25	\$8.50	\$8.50	\$8.50	\$8.50	10
Assembler	\$11.04	\$11.04	\$11.04	\$15.38	\$15.38	\$15.38	\$15.38	21
Assistant Store Manager	\$10.00	\$10.00	\$10.00	\$13.00	\$13.00	\$13.00	\$13.00	18
Benefits Specialist	\$18.44	\$18.44	\$18.44	\$18.44	\$18.44	\$18.44	\$18.44	1
Bookkeeper	\$12.00	\$18.00	\$15.00	\$18.00	\$18.00	\$18.00	\$18.00	1
Business Process Services	n/r	n/r	n/a	\$15.00	\$15.00	\$15.00	\$15.00	83
Buyer/ Purchaser	\$14.00	\$20.98	\$17.57	\$15.75	\$25.98	\$21.79	\$22.34	8
CAD Design	\$19.00	\$19.00	\$19.00	\$23.00	\$23.00	\$23.00	\$23.00	3

Call Center	n/r	n/r	n/a	\$20.00	\$20.00	\$20.00	\$20.00	5
-------------	-----	-----	-----	---------	---------	---------	---------	---

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Cashier	\$10.00	\$10.50	\$10.25	\$10.50	\$10.50	\$10.50	\$10.50	10
Certified Nursing Assistant	\$12.50	\$12.50	\$12.50	\$16.00	\$16.00	\$16.00	\$16.00	3
Computer Operator	\$22.43	\$22.43	\$22.43	\$25.80	\$25.80	\$25.80	\$25.80	1
Computer Systems Administrator	\$21.99	\$21.99	\$21.99	n/r	n/r	n/a	n/a	n/r
Contract Administrator	n/r	n/r	n/a	\$21.00	\$21.00	\$21.00	\$21.00	1
Controller	\$34.07	\$34.07	\$34.07	n/r	n/r	n/a	n/a	n/r
Customer Service Lead	\$13.89	\$13.89	\$13.89	\$18.25	\$18.25	\$18.25	\$18.25	1
Customer Service Representative	\$9.50	\$22.00	\$13.98	\$10.71	\$24.00	\$16.24	\$13.42	190
Database Administrator	\$23.31	\$23.31	\$23.31	n/r	n/r	n/a	n/a	n/r
Director	n/r	n/r	n/a	\$19.64	\$19.64	\$19.64	\$19.64	1
Dispatcher	\$13.00	\$13.00	\$13.00	\$16.09	\$16.09	\$16.09	\$16.09	3
Electrical Technician Lead	\$20.00	\$20.00	\$20.00	\$30.00	\$30.00	\$30.00	\$30.00	6
Electrician	\$17.24	\$18.70	\$17.98	\$21.42	\$29.16	\$25.19	\$25.03	17
Electronic Technician	\$15.80	\$16.66	\$16.23	\$21.39	\$29.65	\$25.52	\$25.52	8
Engineer	\$24.00	\$24.00	\$24.00	n/r	n/r	n/a	n/a	n/r

Engineering Technician	\$19.50	\$19.50	\$19.50	\$24.03	\$30.00	\$27.02	\$29.82	66
Estimator	n/r	n/r	n/a	\$27.50	\$27.50	\$27.50	\$27.50	1
Facilities	n/r	n/r	n/a	\$31.00	\$31.00	\$31.00	\$31.00	8

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Finance	n/r	n/r	n/a	\$23.00	\$23.00	\$23.00	\$23.00	124
Fitness Specialist	\$13.89	\$13.89	\$13.89	\$14.94	\$14.94	\$14.94	\$14.94	1
Floor Coordinator	n/r	n/r	n/a	\$16.20	\$16.20	\$16.20	\$16.20	9
Food Processing Worker	\$7.25	\$9.46	\$8.36	\$8.00	\$11.89	\$9.95	\$11.79	322
Foreman	\$15.00	\$15.00	\$15.00	\$16.00	\$16.00	\$16.00	\$16.00	1
General Laborer	\$9.00	\$14.00	\$11.56	\$11.53	\$15.00	\$13.77	\$11.74	94
General Office	\$10.00	\$15.50	\$12.20	\$13.00	\$20.00	\$15.86	\$14.75	81
Glazier	\$12.00	\$12.00	\$12.00	\$15.84	\$15.84	\$15.84	\$15.84	59
Head Lifeguard	\$9.89	\$9.89	\$9.89	\$12.00	\$12.00	\$12.00	\$12.00	2
Heavy Equipment Operator	\$12.84	\$12.84	\$12.84	\$16.35	\$16.35	\$16.35	\$16.35	1
Help Desk Technician	\$17.24	\$25.80	\$21.52	\$19.39	\$29.00	\$24.20	\$24.20	6
Housekeeping	\$9.46	\$12.14	\$10.80	\$11.98	\$13.38	\$12.68	\$12.02	348
Human Resources	n/r	n/r	n/a	\$23.00	\$23.00	\$23.00	\$23.00	11

Human Resources Assistant	\$13.00	\$19.50	\$14.86	\$13.00	\$22.93	\$18.35	\$18.89	13
Human Resources Generalist	\$20.74	\$20.74	\$20.74	n/r	n/r	n/a	n/a	n/r
Human Resources Manager	\$31.39	\$31.39	\$31.39	n/r	n/r	n/a	n/a	n/r
Information Technology	n/r	n/r	n/a	\$25.00	\$25.00	\$25.00	\$25.00	25
Infrastructure Design & Management	n/r	n/r	n/a	\$24.00	\$24.00	\$24.00	\$24.00	4

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Inside Sales	n/r	n/r	n/a	\$16.00	\$16.00	\$16.00	\$16.00	81
Interns	n/r	n/r	n/a	\$19.00	\$19.00	\$19.00	\$19.00	46
Inventory/Stock Clerk	\$25.48	\$25.48	\$25.48	n/r	n/r	n/a	n/a	1
IT Services	n/r	n/r	n/a	\$28.00	\$28.00	\$28.00	\$28.00	19
IT Specialist	\$19.20	\$22.43	\$20.82	\$19.25	\$29.04	\$24.15	\$27.31	17
Jewel Gemstone Expert	n/r	n/r	n/a	\$75.00	\$75.00	\$75.00	\$75.00	1
Laboratory Technician	\$16.10	\$16.10	\$16.10	\$17.91	\$17.91	\$17.91	\$17.91	4
Leasing/Concierge	\$12.00	\$12.00	\$12.00	\$14.00	\$14.00	\$14.00	n/a	n/r
Legal Assistant	\$29.81	\$29.81	\$29.81	n/r	n/r	n/a	n/a	5
Librarian	\$19.57	\$19.57	\$19.57	n/r	n/r	n/a	n/a	n/r
Lifeguard	\$7.25	\$7.25	\$7.25	\$9.00	\$9.00	\$9.00	\$9.00	25

Line Supervisor	\$12.00	\$15.88	\$13.94	\$21.96	\$21.96	\$21.96	\$21.96	5
Loan Processor	\$19.25	\$19.25	\$19.25	\$21.00	\$21.00	\$21.00	\$21.00	8
Machinist – Journeyman	\$18.72	\$18.72	\$18.72	\$28.42	\$28.42	\$28.42	\$28.42	1
Maintenance - General	\$13.99	\$13.99	\$13.99	\$20.92	\$20.92	\$20.92	\$20.92	32
Maintenance Mechanic	\$15.72	\$16.26	\$15.99	\$20.29	\$22.02	\$21.16	\$21.65	42
Manufacturing	n/r	n/r	n/a	\$27.00	\$27.00	\$27.00	\$27.00	2
Manufacturing Engineer	n/r	n/r	n/a	\$30.00	\$30.00	\$30.00	\$30.00	1

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Manufacturing Quality Engineer	n/r	n/r	n/a	\$24.00	\$24.00	\$24.00	\$24.00	1
Marketing	n/r	n/r	n/a	\$27.00	\$27.00	\$27.00	\$27.00	6
Marketing Specialist	\$15.00	\$15.00	\$15.00	\$20.00	\$20.00	\$20.00	\$20.00	1
Materials Handler	\$13.00	\$13.00	\$13.00	\$16.87	\$16.87	\$16.87	\$16.87	2
Materials Product Distribution	n/r	n/r	n/a	\$19.00	\$19.00	\$19.00	\$19.00	2
Merchandise Prep	n/r	n/r	n/a	\$12.48	\$12.48	\$12.48	\$12.48	4
Network Administrator	\$23.31	\$23.31	\$23.31	n/r	n/r	n/a	n/a	n/r
Nurse - LPN	\$17.98	\$21.00	\$19.49	\$20.55	\$24.00	\$22.28	\$21.18	33
Nurse - RN	\$28.00	\$28.00	\$28.00	\$29.00	\$29.00	\$29.00	n/a	n/r

Nurse Practitioner	\$35.00	\$35.00	\$35.00	\$55.00	\$55.00	\$55.00	\$55.00	2
Nursery Attendant	\$8.56	\$8.56	\$8.56	\$9.00	\$9.00	\$9.00	\$9.00	3
Office Manager	\$15.00	\$15.00	\$15.00	\$20.00	\$20.00	\$20.00	\$20.00	1
Operations People	\$10.00	\$15.00	\$12.50	\$15.00	\$15.00	\$15.00	\$15.00	1
Paralegal	n/r	n/r	n/a	\$34.00	\$34.00	\$34.00	\$34.00	23
Payroll Clerk	\$15.34	\$15.72	\$15.53	\$15.34	\$18.72	\$17.03	\$17.88	4
Payroll Supervisor	\$18.00	\$18.44	\$18.22	\$25.00	\$25.50	\$25.25	\$25.25	2
Personal Shopper Agents	\$9.50	\$9.50	\$9.50	\$10.00	\$10.00	\$10.00	\$10.00	32
Planner/Scheduler	\$14.69	\$14.69	\$14.69	\$18.85	\$18.85	\$18.85	\$18.85	10

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Press Operator	\$13.99	\$13.99	\$13.99	\$18.46	\$18.46	\$18.46	\$18.46	6
Procurement and Supply Chain	n/r	n/r	n/a	\$23.00	\$23.00	\$23.00	\$23.00	7
Producer	n/r	n/r	n/a	\$20.00	\$20.00	\$20.00	\$20.00	1
Product Services	n/r	n/r	n/a	\$23.00	\$23.00	\$23.00	\$23.00	772
Project Manager	n/r	n/r	n/a	\$28.88	\$28.88	\$28.88	\$28.88	2
Quality Assurance Coordinator	\$15.00	\$15.00	\$15.00	\$16.23	\$16.23	\$16.23	\$16.23	1
Quality Assurance/ Inspection	\$16.00	\$16.00	\$16.00	\$19.75	\$19.75	\$19.75	\$19.75	3

Receptionist/Switchboard	\$12.00	\$28.37	\$16.55	\$13.00	\$15.00	\$13.96	\$13.21	20
Recreation Assistant	\$10.89	\$10.89	\$10.89	\$11.00	\$11.00	\$11.00	\$11.00	8
Recreation Center Lobby Attendant	\$9.42	\$9.42	\$9.42	\$10.50	\$10.50	\$10.50	\$10.50	7
Registrar	\$14.69	\$14.69	\$14.69	\$19.04	\$19.04	\$19.04	\$19.04	4
Safety Manager	\$28.02	\$28.02	\$28.02	n/r	n/r	n/a	n/a	n/r
Sales Operations	n/r	n/r	n/a	\$23.00	\$23.00	\$23.00	\$23.00	66
Secretary	\$13.89	\$14.69	\$14.29	\$17.83	\$20.09	\$18.96	\$20.06	68
Secretary - Executive	\$20.00	\$21.49	\$20.82	\$22.00	\$25.71	\$24.37	\$25.22	18
Security	n/r	n/r	n/a	\$37.00	\$37.00	\$37.00	\$37.00	12
Security Guard	\$10.58	\$10.58	\$10.58	\$14.61	\$14.61	\$14.61	\$14.61	1
Service Route Driver	\$10.58	\$10.58	\$10.58	\$16.06	\$16.06	\$16.06	\$16.06	184

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Shipping/ Receiving Clerk	\$11.81	\$13.00	\$12.45	\$12.00	\$16.58	\$14.23	\$14.12	24
Shop Lead Person	\$18.72	\$18.72	\$18.72	\$20.63	\$24.61	\$22.62	\$21.96	3
Specialist	\$16.73	\$16.73	\$16.73	\$19.25	\$19.25	\$19.25	\$19.25	66
Summer Camp Counselor	\$7.25	\$7.25	\$7.25	\$8.50	\$8.50	\$8.50	\$8.50	20
Summer Camp Specialist	\$9.89	\$9.89	\$9.89	\$10.50	\$10.50	\$10.50	\$10.50	1
Support Services	n/r	n/r	n/a	\$24.00	\$24.00	\$24.00	\$24.00	236
Swim Instructor	\$8.89	\$8.89	\$8.89	\$10.00	\$10.00	\$10.00	\$10.00	4
Systems Administrator	\$21.99	\$21.99	\$21.99	n/r	n/r	n/a	n/a	n/r
Systems Engineer	\$26.00	\$26.00	\$26.00	\$26.50	\$26.50	\$26.50	\$26.50	2
Technician	\$16.85	\$16.85	\$16.85	\$21.77	\$21.77	\$21.77	\$21.77	2
Teller	\$11.50	\$11.50	\$11.50	\$13.50	\$13.50	\$13.50	\$13.50	13
Therapist	\$20.98	\$20.98	\$20.98	\$27.87	\$27.87	\$27.87	\$27.87	1
Utility Billing Specialist	\$13.89	\$13.89	\$13.89	\$18.25	\$18.25	\$18.25	\$18.25	1
Warehouse Supervisor	\$16.66	\$16.66	\$16.66	\$20.87	\$20.87	\$20.87	\$20.87	1
Warehouse Worker	\$9.25	\$9.25	\$9.25	\$10.28	\$10.28	\$10.28	\$10.28	289
Water/Wastewater Operator	\$13.89	\$13.89	\$13.89	\$16.80	\$16.80	\$16.80	\$16.80	2
Water/Wastewater Operator II	\$16.06	\$16.06	\$16.06	\$19.42	\$19.42	\$19.42	\$19.42	4

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number Employees Reported
Water/Wastewater Operator III	\$18.58	\$18.58	\$18.58	\$22.29	\$22.29	\$22.29	\$22.29	1
Welder	\$13.60	\$14.82	\$14.21	\$16.20	\$19.14	\$17.67	\$16.79	5

WAGE SUMMARY – SALARIED WORKERS
Round Rock, Texas Area

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Account Assistant	\$40,000.00	1
Account Client Management	\$127,439.00	332
Accountant	\$48,500.00	2
Accounting Assistant	\$35,000.00	1
Accounting Supervisor	\$64,230.86	10
Administrative Assistant	\$32,500.00	11
Administrator	\$82,632.00	150
Affiliate Manager	\$52,000.00	1
Application Support Engineer	\$50,000.00	1
Assistant Director	\$71,842.00	10
Assistant Director of IT and Senior Project Manager	\$100,000.00	1
Assistant Store Manager	\$55,000.00	2
Associate Director	\$82,611.00	8
Attendance Officer	\$49,361.00	5

Attorney	\$120,000.00	2
SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Audiologist	\$63,121.00	2
Auditor	\$62,378.00	1
Baker	\$34,000.00	0
Benefits Specialist	\$200,000.00	1
Building & Grounds Maintenance	\$47,170.00	4
Building Superintendent	\$87,633.50	2
Business Analyst	\$61,333.00	3
Business Process Services	\$57,392.00	6
Buyer/ Purchaser	\$64,164.00	10
Call Center	\$70,979.00	25
Cashier	\$30,000.00	1
Chief Operations Officer	\$115,292.20	5
Community Center Member Services Lead	\$42,578.00	1
Computer Programmer	\$87,067.00	5
Computer Systems Administrator	\$70,176.59	15

Content Writer	\$35,758.00	2
Controller	\$82,358.12	5
Coordinator	\$61,642.00	30

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Corporate Controller	\$85,000.00	1
Corporate Development and Strategy	\$191,355.00	101
Corporate Trend Spotter	\$65,000.00	1
Counselor	\$60,814.00	124
Courier	\$17,000.00	1
Credit Manager	\$38,000.00	2
Customer Service Representative	\$50,000.00	1
Database Administrator	\$73,287.65	3
Deputed Services	\$81,156.00	6
Diagnostician	\$60,495.00	12
Director	\$66,907.50	34
Director of E-Commerce/Marketing	\$100,000.00	1
Director of IT	\$125,000.00	1

Director of Logistics	\$99,980.00	1
Director Sales and Programming	\$90,000.00	1
E-Commerce Coordinator	\$38,000.00	1
E-Commerce Manager	\$77,500.00	1
Electrical Technician Lead	\$76,937.00	1
SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Engineer	\$73,408.67	24
Engineering	\$150,060.00	2,115
Engineering Manager	\$139,899.50	4
Engineering Operations	\$121,694.00	127
Engineering Technician	\$94,812.00	6
Executive Assistant and Payroll Administrator	\$52,000.00	1
Executive Officers	\$122,364.29	34
Facilities	\$166,591.00	19
Finance	\$153,752.00	624
Finance Analyst	\$81,598.00	2
Foreman	\$62,726.26	16
Garde Manger	\$30,000.00	n/r

General Management	\$525,626.00	10
General Manager	\$77,800.00	11
General Office	\$35,000.00	7
Head Chef	\$38,000.00	n/r
Human Resources	\$158,413.00	192
Human Resources Coordinator	\$47,000.00	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Human Resources Director	\$88,059.00	6
Human Resources Generalist	\$59,181.50	5
Human Resources Manager	\$69,656.10	5
Information Technology	\$121,162.00	1,215
Infrastructure Design & Management	\$105,396.00	99
Inside Sales	\$78,149.00	1,571
IT Services	\$122,353.00	433
IT Specialist	\$77,087.00	4
Jewelry Designer	\$45,000.00	1
Lead Content Specialist	\$58,000.00	1

Lead Engineer	\$58,000.00	1
Legal	\$208,484.00	89
Legal Assistant	\$57,500.00	2
Librarian	\$53,688.61	68
Manager	\$68,362.00	11
Manager of Accounts	\$63,000.00	1
Manufacturing Management Operations	\$173,118.00	8
Manufacturing Manager	\$105,850.00	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Marketing	\$126,195.00	1,621
Marketing Data Analyst	\$62,000.00	1
Marketing Specialist	\$58,132.00	4
Marketing/E-Commerce Specialist	\$52,000.00	1
Materials Product Distribution	\$100,103.00	22
Medical Doctors	\$135,000.00	3
Merchandise Analyst	\$56,000.00	1
Merchandising Assistant	\$26,000.00	2

Motion Graphics and Video Editor	\$37,500.00	1
Network Administrator	\$71,020.54	8
Network Engineer	\$67,164.00	6
Nurse - RN	\$50,450.00	34
Office Manager	\$56,750.00	2
Officers	\$41,000.00	4
Online Marketing Strategy	\$60,000.00	1
Outside Sales	\$121,147.00	465
Outside Sales Coordinator	\$32,968.00	1
Payroll Clerk	\$30,000.00	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Payroll Supervisor	\$93,989.00	1
Personal Shopper Supervisor	\$52,000.00	1
Planner/Scheduler	\$49,375.00	5
President	\$131,464.29	9
Pricing Coordinator	\$52,000.00	1
Process Improvement Coordinator	\$62,000.00	1

Procurement and Supply Chain	\$140,411.00	447
Producer	\$43,977.00	9
Product Services	\$97,919.00	463
Production Coordinator	\$42,000.00	1
Production Supervisor	\$87,782.00	1
Professional Services	\$132,546.00	35
Project Manager	\$75,001.67	14
Property Manager	\$40,000.00	1
Quality Assurance Engineer	\$85,597.00	4
Quality Control Manager	\$62,000.00	1
Quality Manager	\$86,171.50	2
Receptionist/Switchboard	\$26,000.00	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Safety Manager	\$77,521.60	1
Sales Manager	\$93,550.00	7
Sales Operations	\$137,545.00	445
Sales Representative	\$81,579.67	13

Security	\$170,139.00	21
Service Manager	\$38,000.00	n/r
Social Worker	\$56,033.00	7
Sous Chef	\$28,000.00	n/r
Specialist	\$55,670.00	129
Speech-Language Pathologist	\$52,915.00	49
Sr. Business Development Analyst	\$90,000.00	1
Sr. Marketing Specialist	\$48,000.00	1
Sr. Merchandise Assistant	\$36,250.00	2
Sr. Officers	\$77,000.00	3
Store Manager	\$158,933.33	21
Studio Host	\$59,350.00	10
Supervisor	\$68,196.00	8
Support Services	\$103,779.00	1,271

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number Employees Reported
Systems Administrator	\$60,805.51	3
Teacher	\$49,600.00	3,304

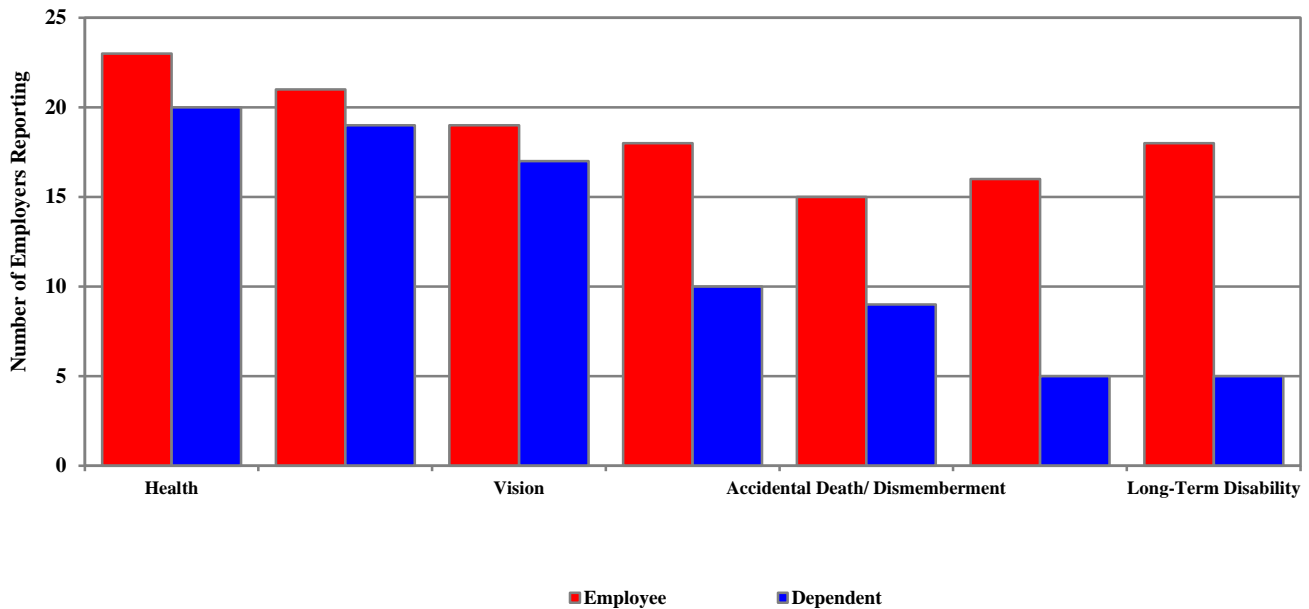
Technical Analyst	\$67,908.00	7
Therapist	\$52,029.00	16
Trainer/Coach	\$66,184.00	68
Training	\$92,521.00	92
Utility Manager	\$78,665.00	1
Vice President	\$139,000.40	11
Video Graphic Editor	\$45,000.00	1
Warehouse Supervisor	\$51,627.75	8
Water Facility Lead	\$70,000.00	1
Web Graphic Designer	\$38,142.00	7

FRINGE BENEFITS SECTION

FRINGE BENEFITS – HOURLY WORKERS

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

INSURANCE COVERAGE – HOURLY WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their hourly workers and families. As noted, twenty-three (23) of the participating companies reported providing health insurance for hourly employees, and twenty (20) 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	23	77%
Dependent	20	21%
Dental		
Employee	21	54%
Dependent	19	19%
Vision		
Employee	19	45%
Dependent	17	15%
Life		
Employee	18	89%
Dependent	10	10%
Accidental Death/ Dismemberment		
Employee	15	68%
Dependent	9	14%
Short-Term Disability		
Employee	16	56%
Dependent	5	10%
Long-Term Disability		
Employee	18	63%
Dependent	5	10%

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
Health Savings Plan/FSA	16
401K Plan	15
Annual Bonus	14
Production/Incentive Bonus	9
Tuition Reimbursement	8
IRA/SEP	5
Credit Union	4
Profit-Sharing Plan/Gainsharing	4
Stock Purchase/Stock Options	4
Attendance Bonus	3
Quarterly Bonus	2
Pension Plan	2
Childcare Assistance	2
403B Plan	1
ESOP/ESPP	1
Safety Bonus	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.

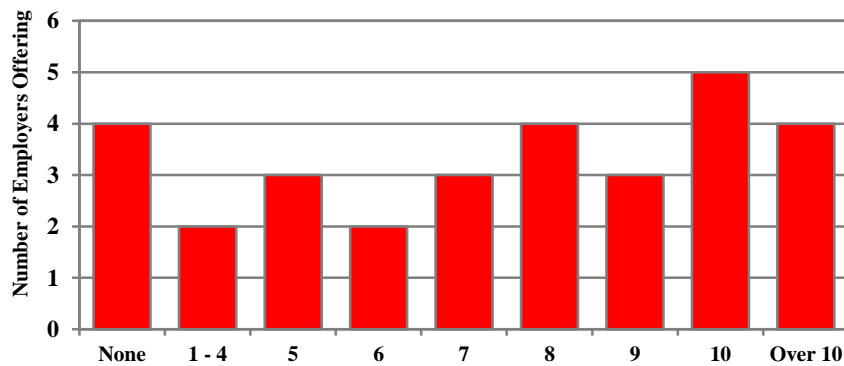
Other Benefits – Hourly Workers	# of Employers
Business Travel/Mileage	19
Supplemental Life Insurance	15
Prescription Drug Card	13
Employee Assistance Plan	12
Eyewear Discount	11
Cell Phone	8
Computer	7
Legal	6
Identity Theft	4
Uniform Discount	2
Transportation	1

PAID LEAVE – HOURLY WORKERS

Holidays – Hourly Workers

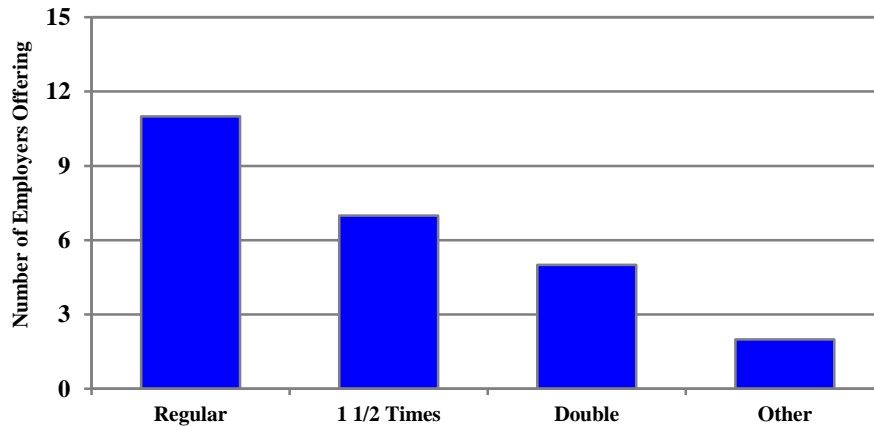
The number of paid holidays per year for hourly workers as reported by the responding employers ranges from none to over ten as illustrated in the chart below.

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



Those companies which responded to the holiday pay question reported the following pay rates for those hourly workers who work on holidays.

Holiday Pay - Hourly Workers

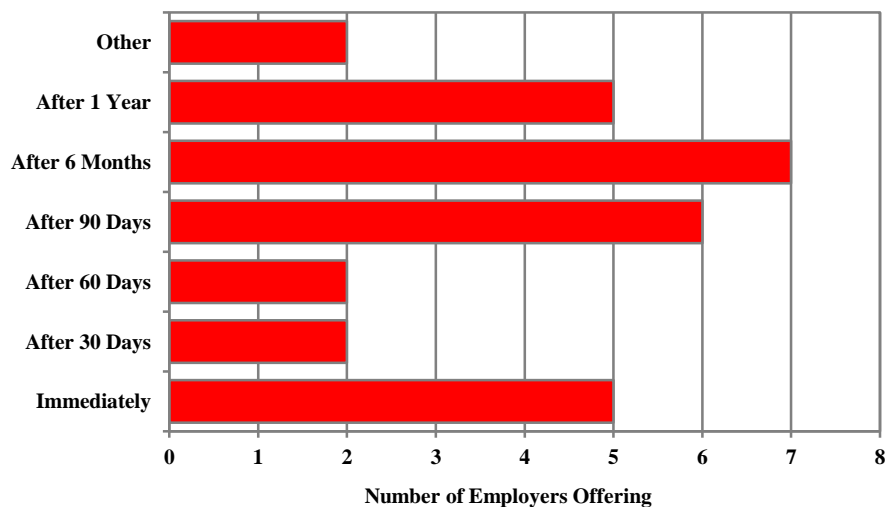


Vacation

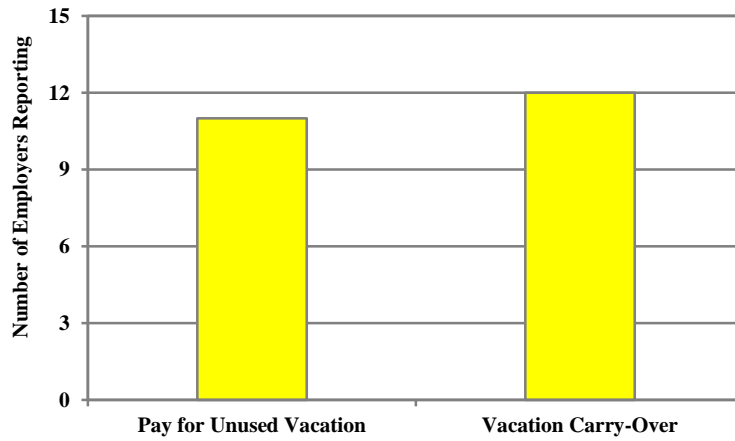
- Hourly Workers

Twenty-nine (29) or 77% of the participating employers reported paid vacation time for hourly employees. Reported eligibility periods for vacation time are shown in the following chart.

Vacation Eligibility Periods - Hourly Workers

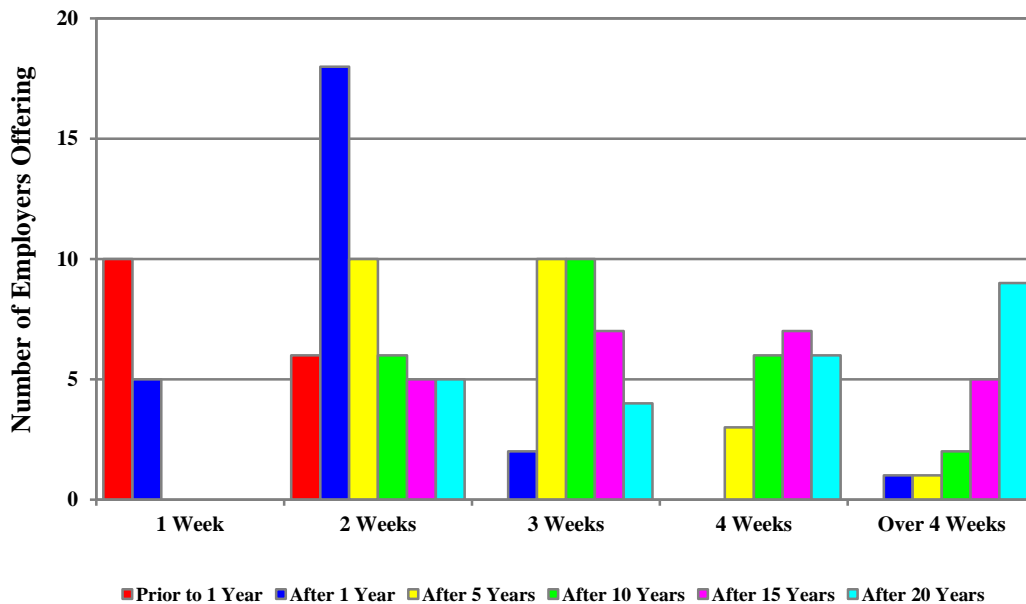


Further, of the reporting companies, eleven (11) reported pay for unused vacation time, and twelve (12) companies allowed vacation carry-over for their hourly workers.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years and after twenty years of employment. Five (5) companies reported prorating vacation time during the first year.

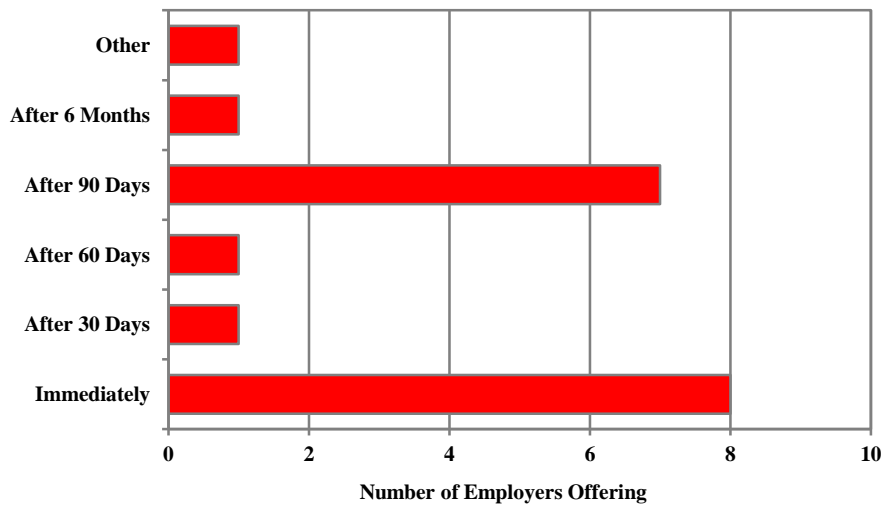
Number of Vacation Weeks - Hourly Workers



Sick Leave – Hourly Workers

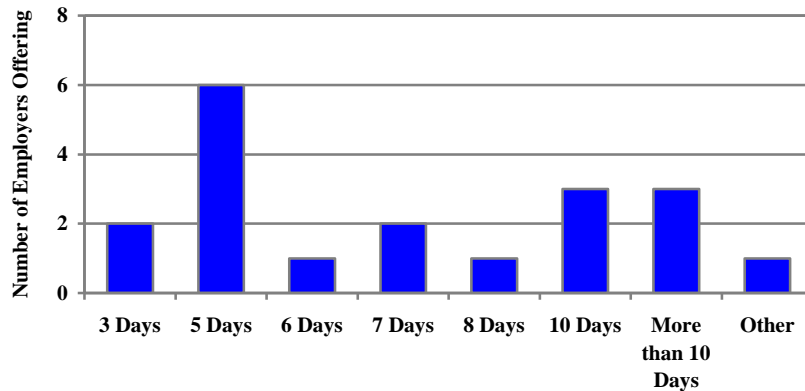
Of the participating companies, nineteen (19) or 50% reported offering paid sick leave for hourly employees. The following chart gives eligibility times for sick leave for hourly workers.

Sick Leave Eligibility Periods Hourly Workers

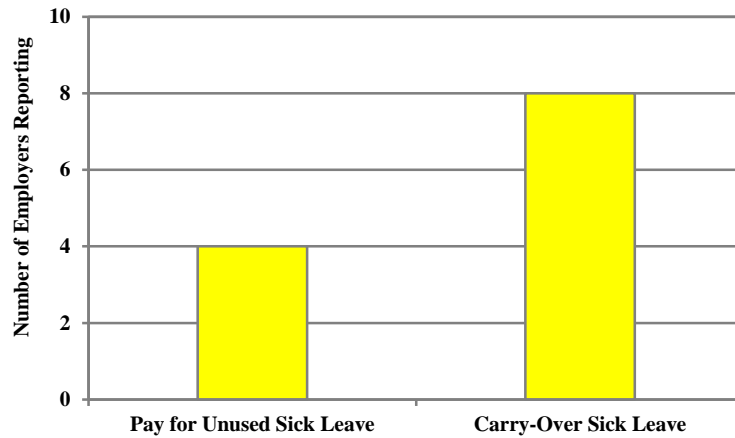


Participating employers reported the number of paid sick days per year to be the following:

Number of Paid Sick Days Per Year Hourly Workers

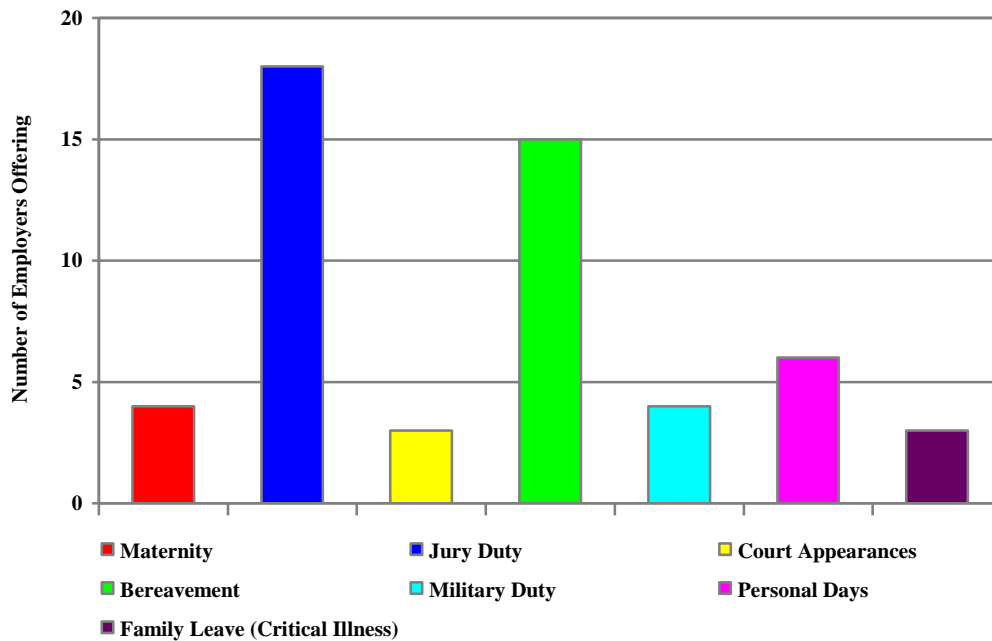


Additionally, of the reporting companies, four (4) companies reported pay for unused sick leave, and eight (8) allowed sick leave carry-over for hourly workers.



Other Paid Leave – Hourly Workers

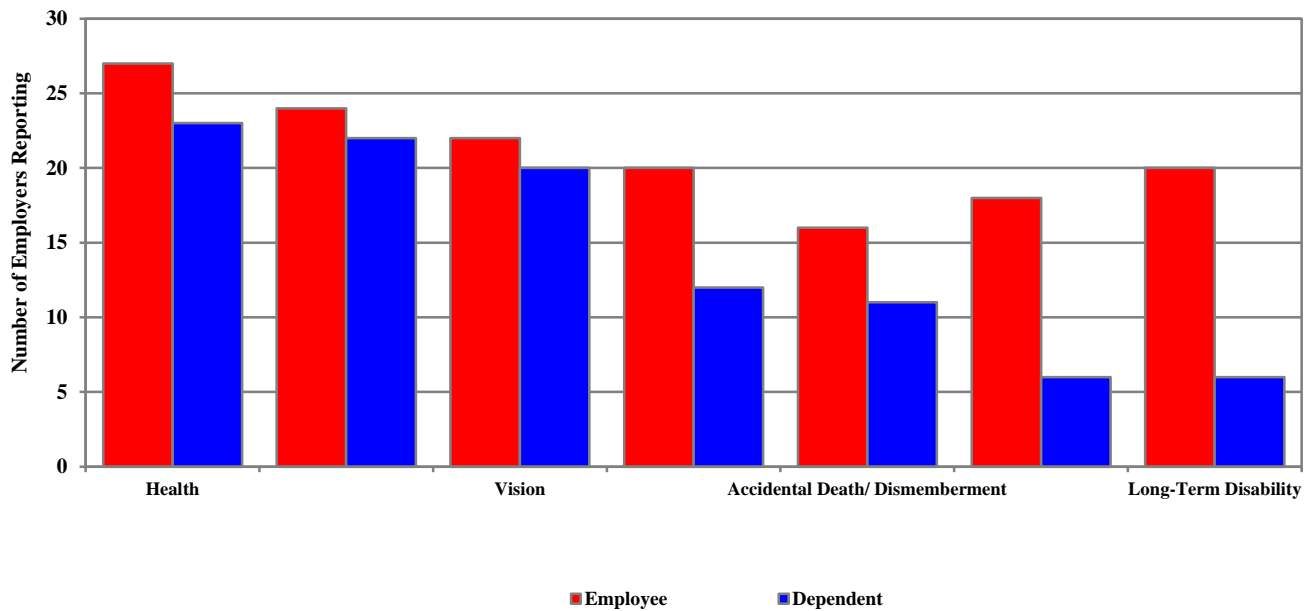
Participating employers were asked to report whether their companies gave additional paid time off to hourly employees for maternity/paternity, jury duty, bereavement, military duty or other categories. The chart below shows the number of companies reporting each category.



FRINGE BENEFITS – SALARIED WORKERS

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

INSURANCE COVERAGE – SALARIED WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their salaried workers and families. As noted, twenty-seven (27) of the participating companies reported providing health insurance for salaried employees, and twenty-three (23) 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	27	78%
Dependent	23	25%
Dental		
Employee	24	55%
Dependent	22	24%
Vision		
Employee	22	39%
Dependent	20	18%
Life		
Employee	20	83%
Dependent	12	8%
Accidental Death/ Dismemberment		
Employee	16	64%
Dependent	11	11%
Short-Term Disability		
Employee	18	61%
Dependent	6	8%
Long-Term Disability		
Employee	20	62%
Dependent	6	8%

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
Health Savings Plan/FSA	18
401K Plan	16
Annual Bonus	13
Tuition Reimbursement	11
Production/Incentive Bonus	10
IRA/SEP	6
Credit Union	5
Profit-Sharing Plan/Gainsharing	5
Stock Purchase/Stock Options	4
Pension Plan	3
Quarterly Bonus	2
Childcare Assistance	2
403B Plan	1
Monthly Bonus	1
ESOP/ESPP	1
Attendance Bonus	1
Safety Bonus	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.

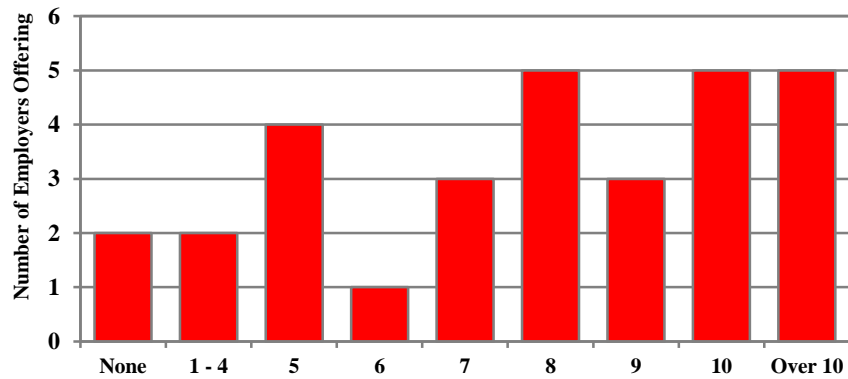
Other Benefits – Salaried Workers	# of Employers
Business Travel/Mileage	23
Supplemental Life Insurance	17
Employee Assistance Plan	14
Prescription Drug Card	13
Cell Phone	12
Eyewear Discount	12
Computer	12
Legal	7
Identity Theft	5
Uniform Discount	3
Transportation	2

PAID LEAVE – SALARIED WORKERS

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

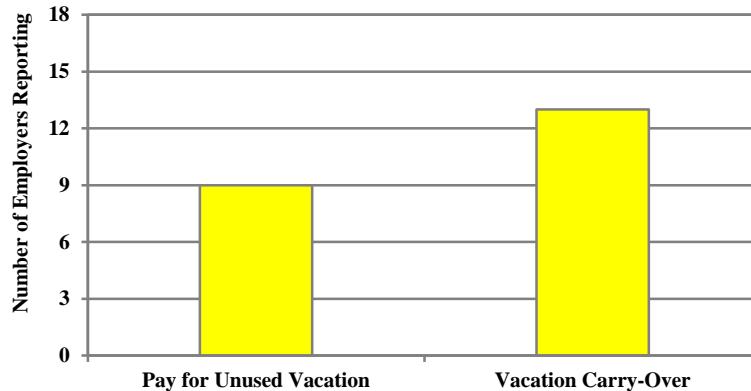
Twenty-nine (29) or 77 % of the participating employers reported paid vacation time for salaried employees. Reported eligibility periods for vacation time are shown in the chart below.

Vacation Eligibility Periods - Salaried Workers



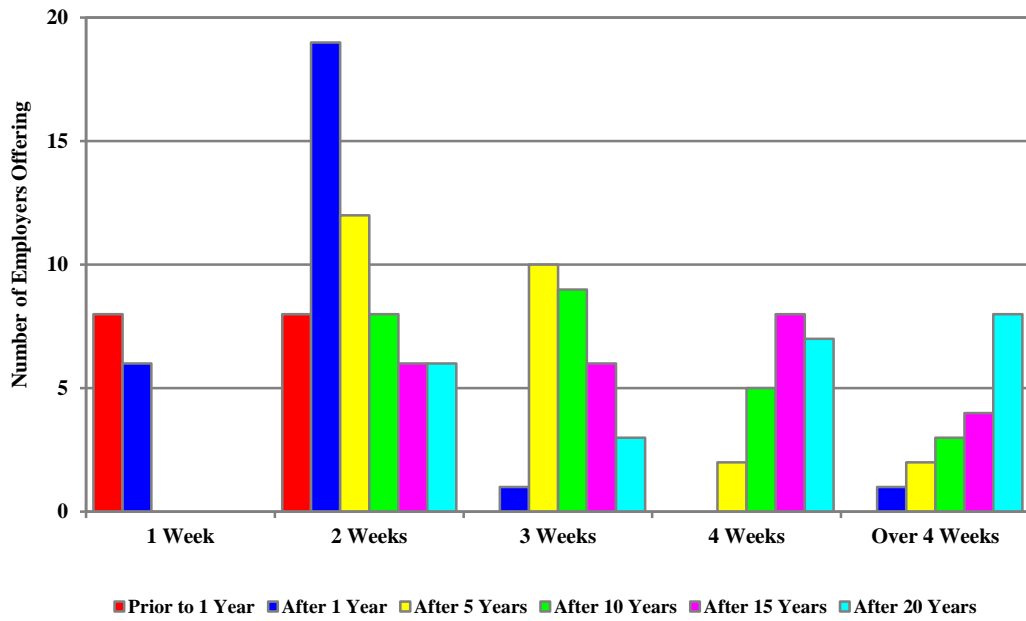
Further, of the

reporting companies, nine (9) reported pay for unused vacation time, and thirteen (13) companies allowed vacation carry-over for their salaried workers.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years and after twenty years of employment. Six (6) companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Salaried Workers



Sick Leave – Salaried Workers

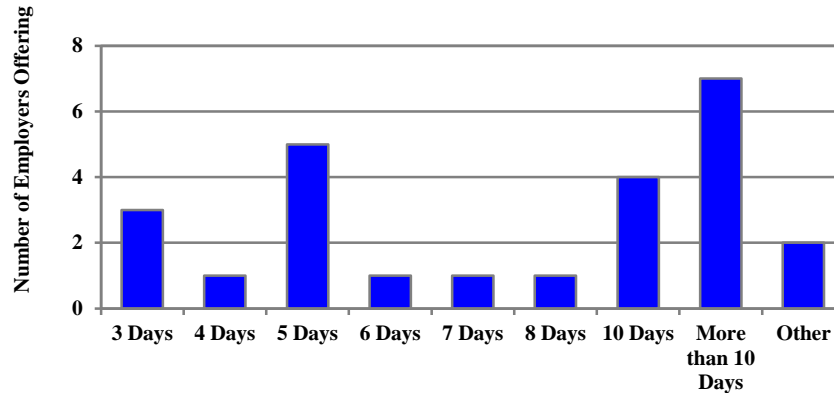
Of the participating companies, twenty-six (26) or 69% reported offering paid sick leave for salaried employees. The following chart gives eligibility times for sick leave for salaried workers.

**Sick Leave Eligibility Periods
Salaried Workers**

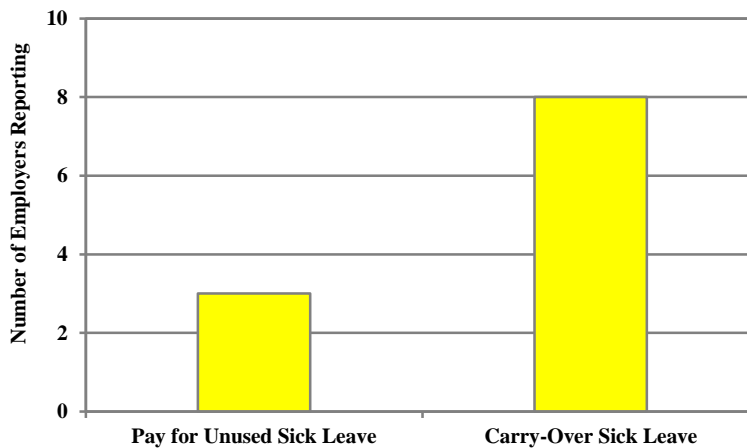


Participating employers reported the number of paid sick days per year to be the following:

Number of Paid Sick Days Per Year Salaried Workers

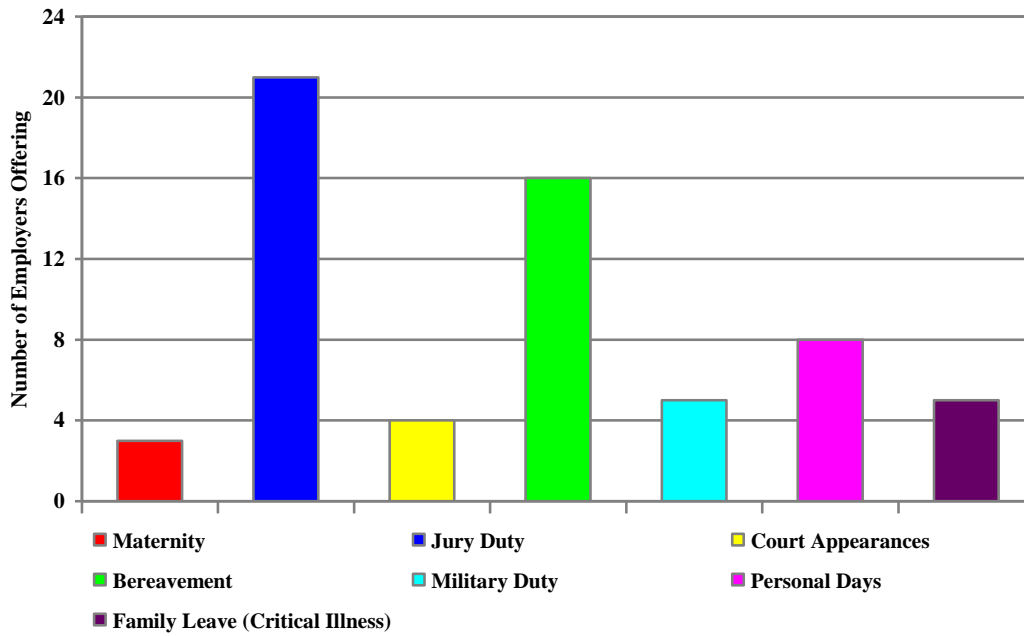


Additionally, of the reporting companies, three (3) companies reported pay for unused sick leave, and eight (8) allowed sick leave carry-over for salaried workers.



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, bereavement, military duty or other categories. The chart below shows the number of companies reporting each category.





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

972-387-3750 Telephone

info@thepathfindersus.com

website: www.thepathfindersus.com