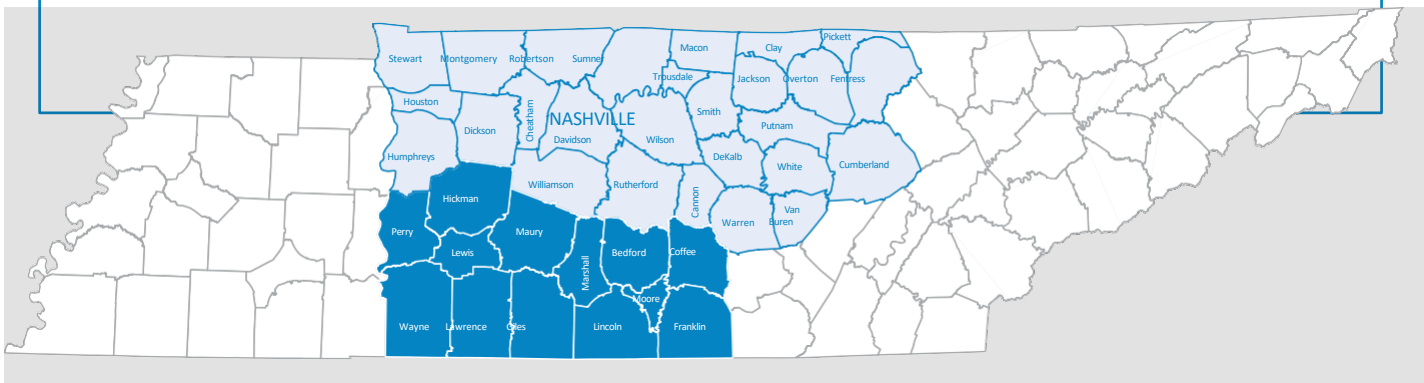


2021

MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

OCCUPATION PROFILES for SOUTHERN MIDDLE REGION



Sponsored by:



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In partnership with:

USDA Rural Development

Middle Tennessee Industrial Development Association Tennessee Valley

Authority Economic Development Tennessee Department of Labor &
Workforce Development Nashville Area Chamber of Commerce

Greater Nashville Regional Council

Upper Cumberland Development District Tennessee

Central Economic Authority The Highlands

Economic Partnership

Tennessee Chamber of Commerce & Industry

2021 Middle Tennessee Industrial Wage and Benefit Survey

Occupation Profiles

Notes and Definitions

For a complete explanation of methodology and reporting terms for the **2021 Middle Tennessee Industrial Wage and Benefit Survey**, respondents should refer to the full, narrative summary reports. For reference, the Survey Guide and a list of SOC codes used in the survey with occupation descriptions is available at www.mtsu.edu/berc or by request at berc@mtsu.edu

Included in the Occupation Profiles in this section of the report are profiles for every occupation in the region for which a sufficient number of respondents replied. The terms and notes below will be useful in reading the profiles.

- **“N/A”** in any profile field indicates that either 1) insufficient data was collected to report accurately on that field or 2) the data collected has been excluded from the report in accordance with BERC disclosure standards.
- The survey included multiple **Yes/No** questions; **“Yes”** in any profile field indicates that more than 50% of respondents replied Yes; **“Yes/No”** indicates that 50% replied Yes and 50% No.
- **Weighted** (by jobs) vs. **Unweighted** (by companies) Averages. When data was available, BERC reported survey findings using both weighted and unweighted average and median. For example, if the unweighted average hourly wage reported for a given occupation is \$21.00, that means that responding companies pay, on average, \$21.00 per hour to an employee working in that occupation. If the weighted average is \$23.00, that means that for all employees in that occupation, in the region, and reported by surveyed companies, the average hourly rate is \$23.00. Different users may find either or both of these figures helpful.
The wage figures reported in the Occupation Profiles are unweighted unless otherwise indicated (weighted averages are reported in the full narrative summary reports and the summary tables).
- **Average vs. Median.** The average or mean wage is the sum of all reported wages divided by the number of reported wages. The median wage is at the mid-point of all reported wages, that is, half of the wages are higher and half are lower than the median wage.

- **Occupation-Level Indicators vs. Company- Level Indicators:** Profiles include data indicators both about the given occupation and about the companies that reported on that occupation.
 - **Occupation-Level Indicators** are given in the first section of the profile and include: Minimum education level; difficulty of filling the position; average annual wage, etc.
 - **Company-Level Indicators** are given in the remaining sections of the profiles and include: Average sales/revenue; annual employee turnover rate; second shift pay differential; time off, insurances, retirement benefits, etc. These indicators describe the company reporting on the occupation, not the profiled occupation itself. For example, an indicator that the second shift pay differential is \$0.50/hour means that for those companies reporting on this occupation, the average second shift pay differential is \$0.50/hour. The profiled occupation may or may not typically work a second shift at that rate. Likewise, the average annual turnover rate reflects the turnover rates of companies reporting on the occupation, not necessarily for employees in the profiled occupation.
- **Wage Distribution in the Study Market Area Graph.** Each profile includes a graph that represents the wage distribution for the region (identified in the graph as Study Market Area) and the average annualized wage for the profiled occupation in that same region.
 - The curved line in the graph represents the annualized wage distribution for ALL occupations reported on by ALL survey participants across the region (whether or not they reported on the given occupation). The center triangle indicates the weighted median of those annualized wages. That is to say, an employee earning an annual wage at the median point on the graph is earning more than about half and less than about half of all employees reported on by respondents in the region. The average annualized wage for the profiled occupation is indicated in red; an arrow indicates the point on the curve where the annualized wage falls for that occupation.
- **Wage and Benefit: Region vs. This Occupation Graph.** This graph provides a visual representation of the value of wages and benefits in the region, highlighting the comparison between ALL occupations reported in the survey and the given occupation profiled.
 - **Region Wage:** This is the average annualized wage in the region across all occupations, reported by respondents.
 - **Region Benefit:** This is the average benefit cost in the region, reported by respondents.
 - **Occupation Wage:** This is the average wage for this occupation within the region.
 - **Occupation Benefit:** This is the average value of benefits for this occupation.

Profile Number	SOC Code	Title
Profile 1	11-1011	Chief Executive
Profile 2	11-1021	General and Operations Managers
Profile 3	11-2021	Marketing Managers
Profile 4	11-2022	Sales Managers
Profile 5	11-3010	Administrative Services and Facilities Managers
Profile 6	11-3021	Computer and Information Systems Managers
Profile 7	11-3031	Financial Managers
Profile 8	11-3051	Industrial Production Managers
Profile 9	11-3061	Purchasing Managers
Profile 10	11-3071	Transportation, Storage, and Distribution Managers
Profile 11	13-1020	Buyers and Purchasing Agents
Profile 12	13-1051	Cost Estimators
Profile 13	13-1071	Human Resources Specialists
Profile 14	13-1081	Logisticians
Profile 15	13-1151	Training and Development Specialists
Profile 16	13-1198	Project Management Specialists and Business Operations Specialists, All Other
Profile 17	13-2011	Accountants and Auditors
Profile 18	13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other
Profile 19	15-1211	Computer Systems Analysts
Profile 20	15-1231	Computer Network Support Specialists
Profile 21	15-1232	Computer User Support Specialists
Profile 22	15-1244	Network and Computer Systems Administrators
Profile 23	15-1256	Software Developers and Software Quality Assurance Analysts and Testers
Profile 24	15-1299	Computer Occupations, All Other
Profile 25	17-2041	Chemical Engineers
Profile 26	17-2071	Electrical Engineers
Profile 27	17-2111	Health and Safety Engineers, Except Mining Safety
Profile 28	17-2112	Industrial Engineers
Profile 29	17-2131	Materials Engineers
Profile 30	17-2141	Mechanical Engineers
Profile 31	17-2199	Engineers, All Other
Profile 32	17-3013	Mechanical Drafters
Profile 33	17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians
Profile 34	17-3026	Industrial Engineering Technologists and Technicians
Profile 35	17-3027	Mechanical Engineering Technologists and Technicians
Profile 36	17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other
Profile 37	19-5011	Occupational Health and Safety Specialists
Profile 38	27-1021	Commercial and Industrial Designers
Profile 39	27-1024	Graphic Designers
Profile 40	35-1012	First-Line Supervisors of Food Preparation and Serving Workers
Profile 41	37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers

Profile 42	37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers
Profile 43	37-3010	Grounds Maintenance Workers
Profile 44	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
Profile 45	41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products
Profile 46	43-1011	First-Line Supervisors of Office and Administrative Support Workers
Profile 47	43-3011	Bill and Account Collectors
Profile 48	43-3021	Billing and Posting Clerks
Profile 49	43-3031	Bookkeeping, Accounting, and Auditing Clerks
Profile 50	43-3051	Payroll and Timekeeping Clerks
Profile 51	43-3061	Procurement Clerks
Profile 52	43-4051	Customer Service Representatives
Profile 53	43-4161	Human Resources Assistants, Except Payroll and Timekeeping
Profile 54	43-4171	Receptionists and Information Clerks
Profile 55	43-4199	Information and Records Clerks, All Other
Profile 56	43-5061	Production, Planning, and Expediting Clerks
Profile 57	43-5071	Shipping, Receiving, and Inventory Clerks
Profile 58	43-6011	Executive Secretaries and Executive Administrative Assistants
Profile 59	43-6014	Secretaries and Administrative Assistants Except Executive
Profile 60	43-9061	Office Clerks, General
Profile 61	43-9199	Office and Administrative Support Workers, All Other
Profile 62	47-2111	Electricians
Profile 63	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
Profile 64	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
Profile 65	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
Profile 66	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Profile 67	49-9041	Industrial Machinery Mechanics
Profile 68	49-9043	Maintenance Workers, Machinery
Profile 69	49-9044	Millwrights
Profile 70	49-9071	Maintenance and Repair Workers, General
Profile 71	49-9099	Installation, Maintenance and Repair Workers, All Other
Profile 72	51-1011	First-Line Supervisors of Production and Operating Workers
Profile 73	51-2041	Structural Metal Fabricators and Fitters
Profile 74	51-2090	Miscellaneous Assemblers and Fabricators
Profile 75	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
Profile 76	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
Profile 77	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
Profile 78	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
Profile 79	51-4041	Machinists
Profile 80	51-4052	Pourers and Casters, Metal
Profile 81	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic

Profile 82	51-4111	Tool and Die Makers
Profile 83	51-4121	Welders, Cutters, Solderers, and Brazers
Profile 84	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
Profile 85	51-6031	Sewing Machine Operators
Profile 86	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
Profile 87	51-7042	Woodworking Machine Setters, Operators, and Tenders, Wood
Profile 88	51-8031	Water and Wastewater Treatment Plant and System Operators
Profile 89	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
Profile 90	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
Profile 91	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
Profile 92	51-9111	Packaging and Filling Machine Operators and Tenders
Profile 93	51-9123	Painting, Coating, and Decorating Workers
Profile 94	51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
Profile 95	51-9198	Helpers-Production Workers
Profile 96	51-9199	Production Workers, All Other
Profile 97	53-1047	First-Line Supervisors of Transportation and Material Moving Workers
Profile 98	53-3032	Heavy and Tractor-Trailer Truck Drivers
Profile 99	53-7051	Industrial Truck and Tractor Operators
Profile 100	53-7062	Laborers and Freight, Stock, and Material Movers, Hand
Profile 101	53-7064	Packers and Packagers, Hand
Profile 102	53-7065	Stockers and Order Fillers
Profile 103	53-7190	Material Moving Workers, All Other

Profile 1 11-1011 Chief Executive

Characteristics of this Occupation

Minimum education level:	61% Bachelor's
Licensing requirement:	Yes
Number of vacancies:	N/A
Current occupational employment reported:	69
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	\$57.0
Average maximum wage (hourly):	\$81.6
Average current wage (hourly):	\$71.4
Average annual wage:	\$148,607
Median annual wage:	\$110,240
Average benefits value:	\$29,103
Total compensation average:	\$177,710

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	44
Current employment of reporting companies:	6,362
Part-time workers:	8%
Average sales:	\$70,761,889
Annual employee turnover rate:	78%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 20%

Time Off

Paid holidays:	8.8
PTO days or annual leave + sick leave (5 yrs)	17
Sick leave days (5 yrs)	2.3
Paid jury duty:	Yes
Time off to vote:	No

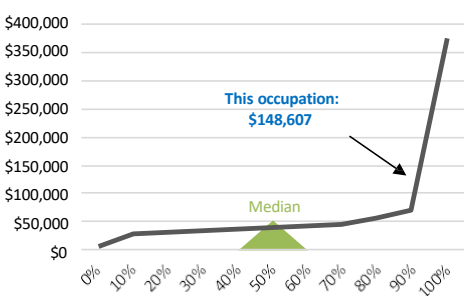
Insurance

Health insurance:	Yes
Average employee share:	\$1,721
Average employer share:	\$4,842
Dependent employee share:	\$5,923
Dependent employer share:	\$10,622
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

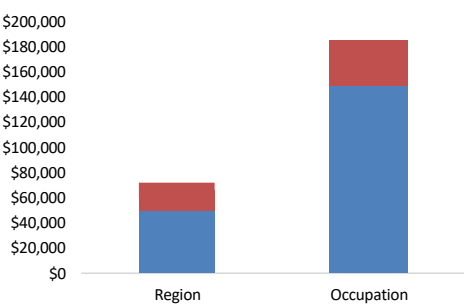
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$148,607	\$29,103

Profile 2 11-1021 General and Operations Managers

Characteristics of this Occupation

Minimum education level:	64% Bachelor's
Licensing requirement:	Yes
Number of vacancies:	6
Current occupational employment reported:	150
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	\$42.6
Average maximum wage (hourly):	\$60.3
Average current wage (hourly):	\$52.8
Average annual wage:	\$109,755
Median annual wage:	\$99,840
Average benefits value:	\$22,377
Total compensation average:	\$132,132

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	66
Current employment of reporting companies:	8,840
Part-time workers:	6%
Average sales:	\$57,742,693
Annual employee turnover rate:	86%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	10% or less
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 20%

Time Off

Paid holidays:	9.2
PTO days or annual leave + sick leave (5 yrs)	16.8
Sick leave days (5 yrs)	2.2
Paid jury duty:	Yes
Time off to vote:	No

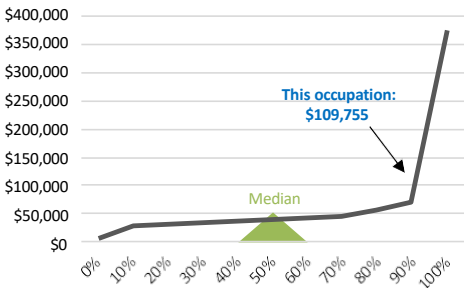
Insurance

Health insurance:	Yes
Average employee share:	\$1,730
Average employer share:	\$4,677
Dependent employee share:	\$5,455
Dependent employer share:	\$12,053
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

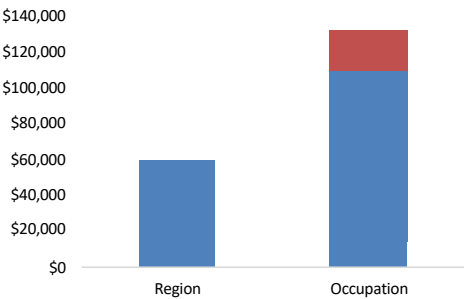
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$109,755	\$22,377

Profile 3 11-2021 Marketing Managers

Characteristics of this Occupation

Minimum education level:	67% Bachelor's
Licensing requirement:	N/A
Number of vacancies:	N/A
Current occupational employment reported:	13
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	\$30.8
Average maximum wage (hourly):	\$33.0
Average current wage (hourly):	\$30.2
Average annual wage:	\$62,920
Median annual wage:	\$58,240
Average benefits value:	\$10,891
Total compensation average:	\$73,811

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	24
Current employment of reporting companies:	3,052
Part-time workers:	10%
Average sales:	\$33,293,613
Annual employee turnover rate:	61%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 17%

Time Off

Paid holidays:	9.1
PTO days or annual leave + sick leave (5 yrs)	15.4
Sick leave days (5 yrs)	2.9
Paid jury duty:	Yes
Time off to vote:	No

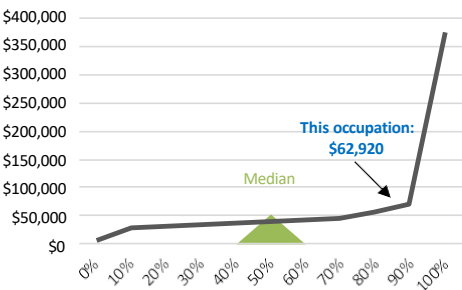
Insurance

Health insurance:	Yes
Average employee share:	\$1,717
Average employer share:	\$4,569
Dependent employee share:	\$5,311
Dependent employer share:	\$11,301
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

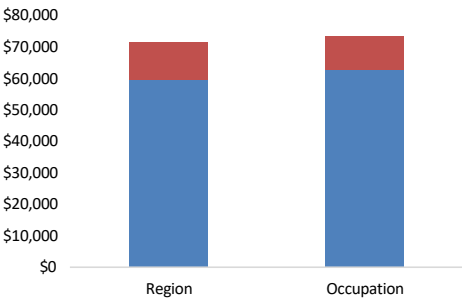
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$62,920	\$10,891

Profile 4 11-2022 Sales Managers

Characteristics of this Occupation

Minimum education level:	54% Bachelor's
Licensing requirement:	N/A
Number of vacancies:	N/A
Current occupational employment reported:	29
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$49.0
Average maximum wage (hourly):	\$65.6
Average current wage (hourly):	\$48.3
Average annual wage:	\$100,410
Median annual wage:	\$83,200
Average benefits value:	\$18,713
Total compensation average:	\$119,123

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	31
Current employment of reporting companies:	4,735
Part-time workers:	7%
Average sales:	\$90,903,912
Annual employee turnover rate:	117%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 19%

Time Off

Paid holidays:	8.9
PTO days or annual leave + sick leave (5 yrs)	16.9
Sick leave days (5 yrs)	2.5
Paid jury duty:	Yes
Time off to vote:	No

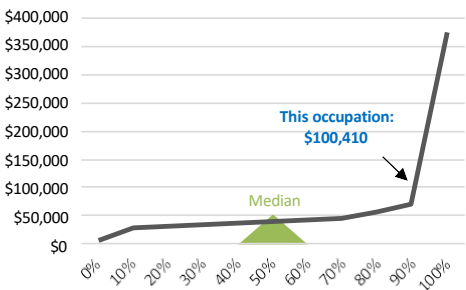
Insurance

Health insurance:	Yes
Average employee share:	\$1,732
Average employer share:	\$4,567
Dependent employee share:	\$5,269
Dependent employer share:	\$11,006
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$100,410	\$18,713

Profile 5 11-3010 Administrative Services and Facilities Managers

Characteristics of this Occupation

Minimum education level:	38% Bachelor's
Licensing requirement:	Yes
Number of vacancies:	4
Current occupational employment reported:	109
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$27.7
Average maximum wage (hourly):	\$34.1
Average current wage (hourly):	\$36.3
Average annual wage:	\$75,469
Median annual wage:	\$77,220
Average benefits value:	\$14,981
Total compensation average:	\$90,450

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	39
Current employment of reporting companies:	4,465
Part-time workers:	4%
Average sales:	\$28,138,958
Annual employee turnover rate:	106%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	10% or less
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages:	20%
Time Off	
Paid holidays:	9.2
PTO days or annual leave + sick leave (5 yrs)	16.5
Sick leave days (5 yrs)	2.5
Paid jury duty:	Yes
Time off to vote:	No

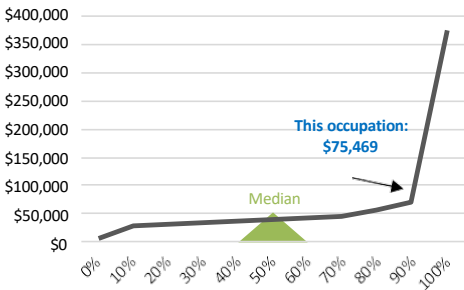
Insurance

Health insurance:	Yes
Average employee share:	\$1,701
Average employer share:	\$4,212
Dependent employee share:	\$5,066
Dependent employer share:	\$11,118
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

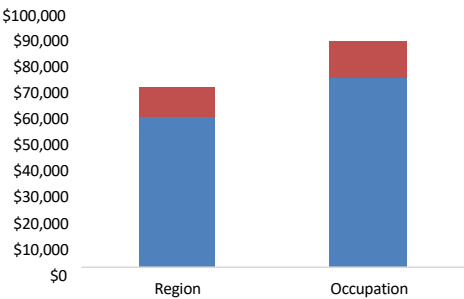
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$75,469	\$14,981

Profile 611-3021 Computer and Information Systems Managers

Characteristics of this Occupation		Benefits in Companies Reporting this Occupation		
Minimum education level:	67% Bachelor's	Value of benefits as a percent of wages:	24%	
Licensing requirement:	No	Time Off		
Number of vacancies:	N/A	Paid holidays:	9	
Current occupational employment reported:	28	PTO days or annual leave + sick leave (5 yrs)	17	
Difficulty of filling position (1 easy–10 difficult):	6	Sick leave days (5 yrs)	2.5	
Average minimum wage (hourly):	\$46.8	Paid jury duty:	Yes	
Average maximum wage (hourly):	\$47.6	Time off to vote:	No	
Average current wage (hourly):	\$41.4	Insurance		
Average annual wage:	\$86,042	Health insurance:	Yes	
Median annual wage:	\$79,040	Average employee share:	\$1,838	
Average benefits value:	\$20,879	Average employer share:	\$5,048	
Total compensation average:	\$106,921	Dependent employee share:	\$5,237	
Characteristics of Companies Reporting this Occupation		Dependent employer share:	\$11,725	
Number of companies reporting:	25	Dental insurance:	Yes	
Current employment of reporting companies:	4,828	Vision insurance:	Yes	
Part-time workers:	7%	Life insurance:	Yes	
Average sales:	\$125,464,295	Disability insurance:	Yes	
Annual employee turnover rate:	48%	Retirement and Other		
Employee absentee rate:	13%	401(k):	Yes	
Second and Third Shifts in Companies Reporting this Occupation		IRA:	No	
Second shift pay differential (\$):	Less than \$0.5 per hour	Profit sharing:	No	
Second shift pay differential (%):	N/A	Career development:	Yes	
Third shift pay differential (\$):	More than \$0.5 per hour	Tuition reimbursement:	No	
Third shift pay differential (%):	N/A	Childcare assistance:	No	

	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$86,042	\$20,879

Profile 7 11-3031 Financial Managers

Characteristics of this Occupation

Minimum education level:	82% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	30
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$48.3
Average maximum wage (hourly):	\$58.9
Average current wage (hourly):	\$50.0
Average annual wage:	\$104,057
Median annual wage:	\$102,003
Average benefits value:	\$25,993
Total compensation average:	\$130,050

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	32
Current employment of reporting companies:	5,824
Part-time workers:	6%
Average sales:	\$97,846,466
Annual employee turnover rate:	86%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	9.3
PTO days or annual leave + sick leave (5 yrs)	18.7
Sick leave days (5 yrs)	2
Paid jury duty:	Yes
Time off to vote:	No

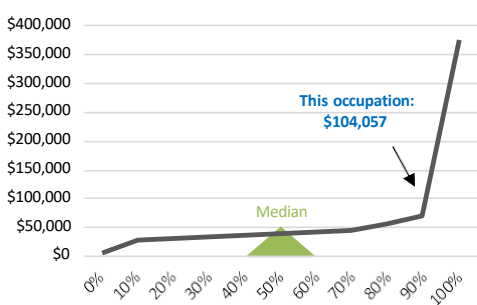
Insurance

Health insurance:	Yes
Average employee share:	\$1,677
Average employer share:	\$5,255
Dependent employee share:	\$5,065
Dependent employer share:	\$13,058
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

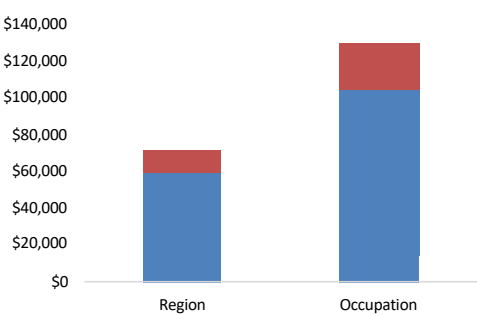
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$104,057	\$25,993

Profile 811-3051 Industrial Production Managers

Characteristics of this Occupation

Minimum education level:	54% Bachelor's
Licensing requirement:	No
Number of vacancies:	5
Current occupational employment reported:	71
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$29.5
Average maximum wage (hourly):	\$39.0
Average current wage (hourly):	\$35.3
Average annual wage:	\$73,517
Median annual wage:	\$70,720
Average benefits value:	\$15,548
Total compensation average:	\$89,065

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	38
Current employment of reporting companies:	6,003
Part-time workers:	8%
Average sales:	\$83,560,234
Annual employee turnover rate:	56%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages:21%

Time Off

Paid holidays:	8.9
PTO days or annual leave + sick leave (5 yrs)	16
Sick leave days (5 yrs)	2.2
Paid jury duty:	Yes
Time off to vote:	No

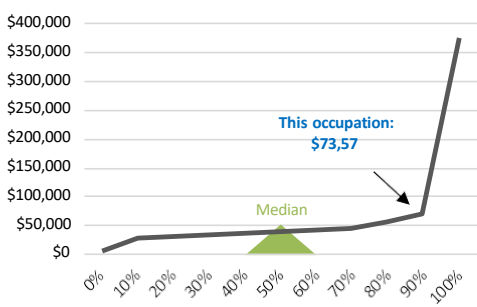
Insurance

Health insurance:	Yes
Average employee share:	\$1,653
Average employer share:	\$5,252
Dependent employee share:	\$5,359
Dependent employer share:	\$11,396
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$73,517	\$15,548

Profile 9 11-3061 Purchasing Managers

Characteristics of this Occupation

Minimum education level:	59% Bachelor's
Licensing requirement:	No
Number of vacancies:	5
Current occupational employment reported:	26
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$29.2
Average maximum wage (hourly):	\$37.4
Average current wage (hourly):	\$33.6
Average annual wage:	\$69,895
Median annual wage:	\$70,720
Average benefits value:	\$15,182
Total compensation average:	\$85,077

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	29
Current employment of reporting companies:	4,866
Part-time workers:	5%
Average sales:	\$102,703,695
Annual employee turnover rate:	60%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 22%

Time Off

Paid holidays:	9
PTO days or annual leave + sick leave (5 yrs)	15.1
Sick leave days (5 yrs)	1.7
Paid jury duty:	Yes
Time off to vote:	No

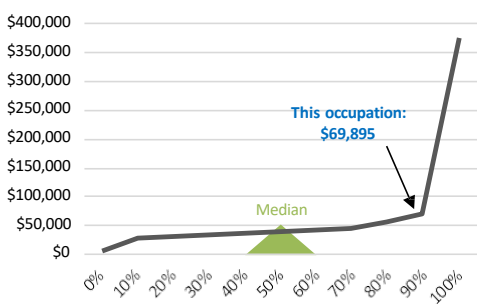
Insurance

Health insurance:	Yes
Average employee share:	\$1,792
Average employer share:	\$5,078
Dependent employee share:	\$4,922
Dependent employer share:	\$11,635
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

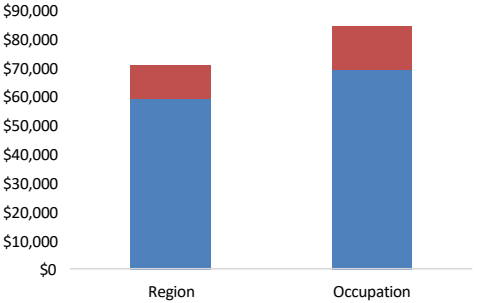
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$69,895	\$15,182

Profile 10 11-3071 Transportation, Storage, and Distribution Managers

Characteristics of this Occupation

Minimum education level:	45% Bachelor's
Licensing requirement:	No
Number of vacancies:	3
Current occupational employment reported:	29
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$32.2
Average maximum wage (hourly):	\$36.2
Average current wage (hourly):	\$32.6
Average annual wage:	\$67,706
Median annual wage:	\$66,560
Average benefits value:	\$16,230
Total compensation average:	\$83,936

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	26
Current employment of reporting companies:	4,867
Part-time workers:	5%
Average sales:	\$125,084,816
Annual employee turnover rate:	87%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 24%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	17.2
Sick leave days (5 yrs)	1.4
Paid jury duty:	Yes
Time off to vote:	No

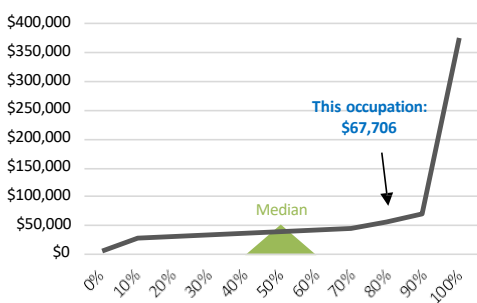
Insurance

Health insurance:	Yes
Average employee share:	\$1,682
Average employer share:	\$5,017
Dependent employee share:	\$4,295
Dependent employer share:	\$13,414
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$67,706	\$16,230

Profile 11 13-1020 Buyers and Purchasing Agents

Characteristics of this Occupation

Minimum education level:	48% High School or Less
Licensing requirement:	N/A
Number of vacancies:	N/A
Current occupational employment reported:	44
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$22.2
Average maximum wage (hourly):	\$28.0
Average current wage (hourly):	\$24.9
Average annual wage:	\$51,847
Median annual wage:	\$44,616
Average benefits value:	\$13,539
Total compensation average:	\$65,386

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	28
Current employment of reporting companies:	4,779
Part-time workers:	6%
Average sales:	\$40,091,203
Annual employee turnover rate:	114%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	10% or less
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages:	26%
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Time Off

Paid holidays:	9.5
PTO days or annual leave + sick leave (5 yrs)	17
Sick leave days (5 yrs)	2.9
Paid jury duty:	Yes
Time off to vote:	No

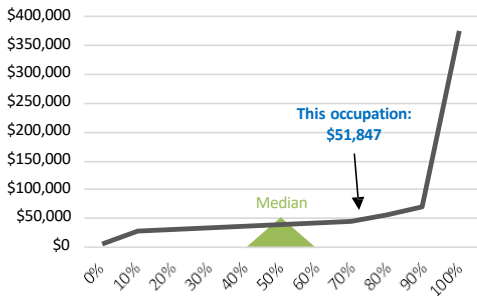
Insurance

Health insurance:	Yes
Average employee share:	\$1,840
Average employer share:	\$5,371
Dependent employee share:	\$4,812
Dependent employer share:	\$11,972
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

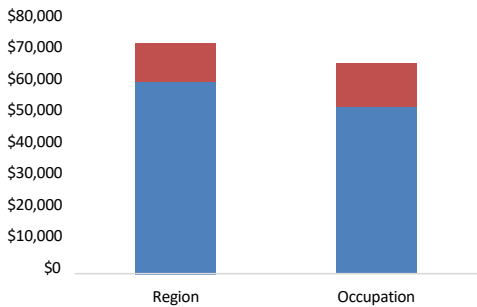
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$51,847	\$13,539

Profile 1213-1051 Cost Estimators

Characteristics of this Occupation

Minimum education level:	43% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	15
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$33.9
Average annual wage:	\$70,554
Median annual wage:	\$69,888
Average benefits value:	\$16,272
Total compensation average:	\$86,826

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	11
Current employment of reporting companies:	1,720
Part-time workers:	4%
Average sales:	\$172,062,242
Annual employee turnover rate:	47%
Employee absentee rate:	8%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 23%

Time Off

Paid holidays:	9.2
PTO days or annual leave + sick leave (5 yrs)	16.6
Sick leave days (5 yrs)	1.8
Paid jury duty:	Yes
Time off to vote:	No

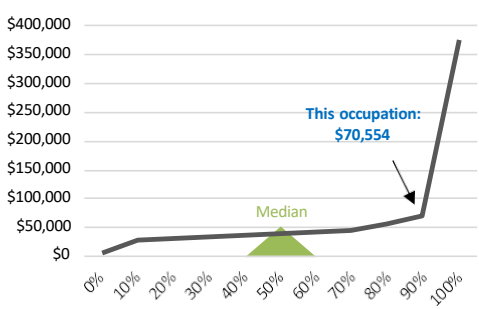
Insurance

Health insurance:	Yes
Average employee share:	\$2,348
Average employer share:	\$5,973
Dependent employee share:	\$4,845
Dependent employer share:	\$10,213
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

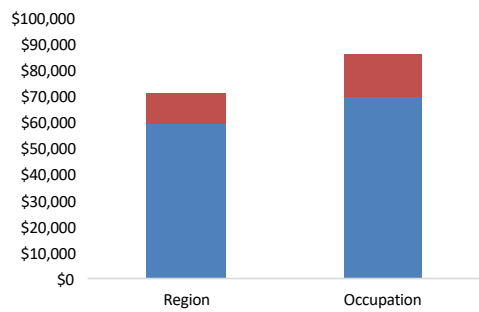
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$70,554	\$16,272

Profile 13 13-1071 Human Resources Specialists

Characteristics of this Occupation

Minimum education level:	59% Bachelor's
Licensing requirement:	No
Number of vacancies:	5
Current occupational employment reported:	48
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$27.1
Average maximum wage (hourly):	\$33.7
Average current wage (hourly):	\$29.5
Average annual wage:	\$61,403
Median annual wage:	\$56,680
Average benefits value:	\$13,124
Total compensation average:	\$74,527

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	42
Current employment of reporting companies:	6,843
Part-time workers:	5%
Average sales:	\$87,459,083
Annual employee turnover rate:	108%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 21%

Time Off

Paid holidays:	9.3
PTO days or annual leave + sick leave (5 yrs)	15.8
Sick leave days (5 yrs)	1.8
Paid jury duty:	Yes
Time off to vote:	Yes

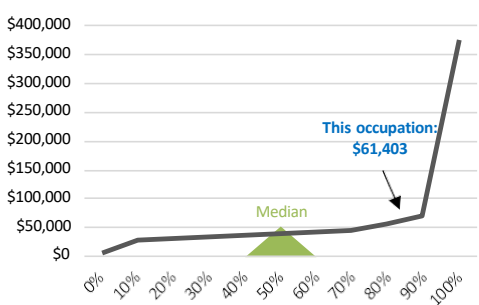
Insurance

Health insurance:	Yes
Average employee share:	\$1,728
Average employer share:	\$4,575
Dependent employee share:	\$5,345
Dependent employer share:	\$11,361
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

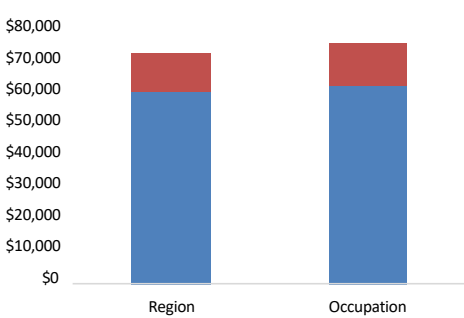
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$61,403	\$13,124

Profile 14 13-1081 Logisticians

Characteristics of this Occupation

Minimum education level:	67% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	38
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$17.0
Average maximum wage (hourly):	\$21.0
Average current wage (hourly):	\$21.1
Average annual wage:	\$43,832
Median annual wage:	\$40,872
Average benefits value:	\$11,046
Total compensation average:	\$54,878

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	13
Current employment of reporting companies:	2,403
Part-time workers:	5%
Average sales:	\$187,216,312
Annual employee turnover rate:	59%
Employee absentee rate:	9%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	8.8
PTO days or annual leave + sick leave (5 yrs)	16.5
Sick leave days (5 yrs)	1.3
Paid jury duty:	Yes
Time off to vote:	Yes

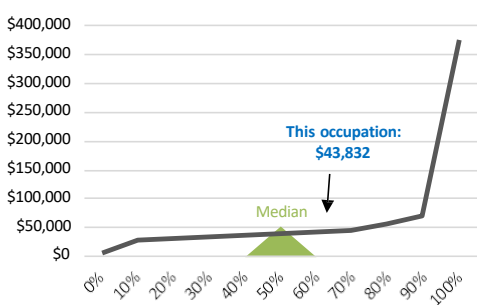
Insurance

Health insurance:	Yes
Average employee share:	\$1,486
Average employer share:	\$5,937
Dependent employee share:	\$3,922
Dependent employer share:	\$12,126
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

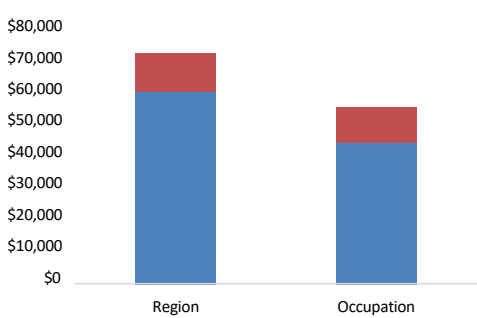
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$43,832	\$11,046

Profile 15 13-1151 Training and Development Specialists

Characteristics of this Occupation

Minimum education level:	71% High School or Less
Licensing requirement:	No
Number of vacancies:	0
Current occupational employment reported:	10
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$18.7
Average annual wage:	\$38,860
Median annual wage:	\$37,159
Average benefits value:	\$9,771
Total compensation average:	\$48,631

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	11
Current employment of reporting companies:	2,947
Part-time workers:	6%
Average sales:	\$285,333,333
Annual employee turnover rate:	65%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$1 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	8.6
PTO days or annual leave + sick leave (5 yrs)	14.9
Sick leave days (5 yrs)	0.6
Paid jury duty:	Yes
Time off to vote:	Yes

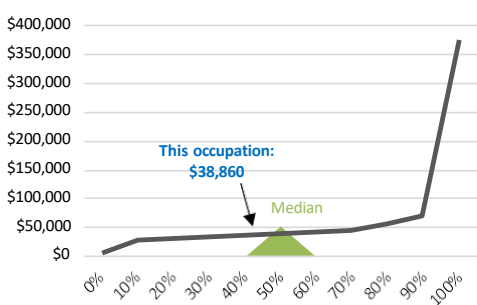
Insurance

Health insurance:	Yes
Average employee share:	\$1,898
Average employer share:	\$5,199
Dependent employee share:	\$5,267
Dependent employer share:	\$10,525
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

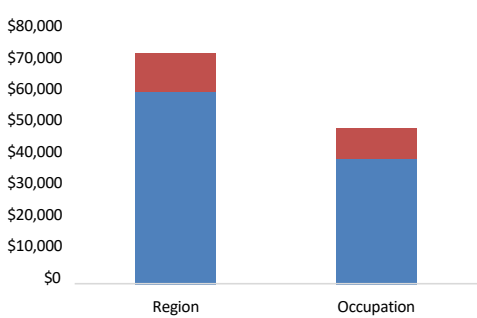
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$38,860	\$9,771

Profile 16 13-1198 Project Management Specialists and Business Operations Specialists, All Other

Characteristics of this Occupation

Minimum education level:	56% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	25
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$32.2
Average maximum wage (hourly):	\$43.4
Average current wage (hourly):	\$36.7
Average annual wage:	\$76,378
Median annual wage:	\$78,000
Average benefits value:	\$13,608
Total compensation average:	\$89,986

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	12
Current employment of reporting companies:	1,781
Part-time workers:	9%
Average sales:	\$155,040,753
Annual employee turnover rate:	102%
Employee absentee rate:	5%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 18%

Time Off

Paid holidays:	8.7
PTO days or annual leave + sick leave (5 yrs)	17.9
Sick leave days (5 yrs)	3
Paid jury duty:	Yes
Time off to vote:	Yes

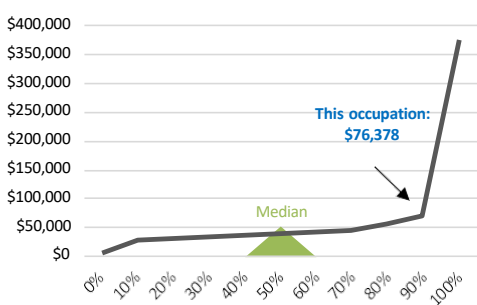
Insurance

Health insurance:	Yes
Average employee share:	\$1,465
Average employer share:	\$5,754
Dependent employee share:	\$5,477
Dependent employer share:	\$11,852
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$76,378	\$13,608

Profile 1713-2011 Accountants and Auditors

Characteristics of this Occupation

Minimum education level:	58% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	43
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$29.7
Average maximum wage (hourly):	\$35.8
Average current wage (hourly):	\$31.0
Average annual wage:	\$64,482
Median annual wage:	\$55,557
Average benefits value:	\$14,913
Total compensation average:	\$79,395

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	22
Current employment of reporting companies:	4,185
Part-time workers:	9%
Average sales:	\$108,039,616
Annual employee turnover rate:	135%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 23%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	20
Sick leave days (5 yrs)	1.6
Paid jury duty:	Yes
Time off to vote:	Yes

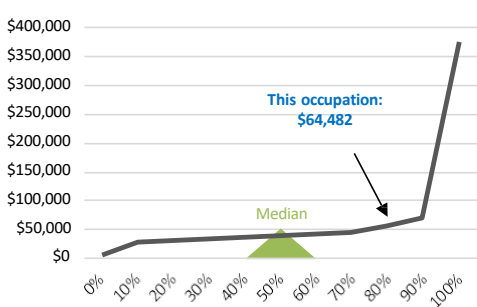
Insurance

Health insurance:	Yes
Average employee share:	\$1,896
Average employer share:	\$5,460
Dependent employee share:	\$4,450
Dependent employer share:	\$12,314
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

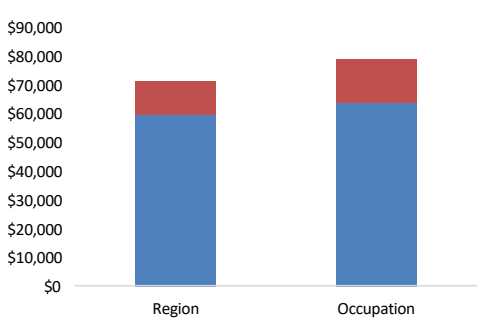
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$64,482	\$14,913

Profile 18

13-2098 Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other

Characteristics of this Occupation

Minimum education level:	50% Bachelor's, 50% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	16
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$26.0
Average maximum wage (hourly):	\$49.1
Average current wage (hourly):	\$34.2
Average annual wage:	\$71,146
Median annual wage:	\$74,870
Average benefits value:	\$15,835
Total compensation average:	\$86,981

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	12
Current employment of reporting companies:	2,703
Part-time workers:	3%
Average sales:	\$206,554,500
Annual employee turnover rate:	130%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$1 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 22%

Time Off

Paid holidays:	9.3
PTO days or annual leave + sick leave (5 yrs)	15.7
Sick leave days (5 yrs)	2.5
Paid jury duty:	Yes
Time off to vote:	Yes

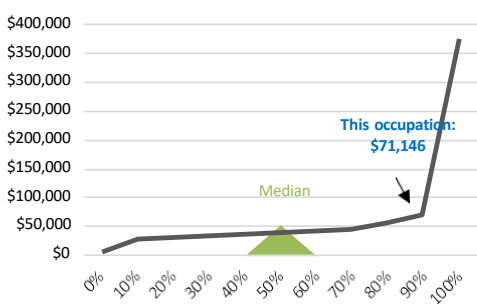
Insurance

Health insurance:	Yes
Average employee share:	\$2,188
Average employer share:	\$5,611
Dependent employee share:	\$5,819
Dependent employer share:	\$10,727
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$71,146	\$15,835

Profile 19 15-1211 Computer Systems Analysts

Characteristics of this Occupation

Minimum education level:	50% Bachelor's, 50% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	27
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$26.3
Average maximum wage (hourly):	\$32.7
Average current wage (hourly):	\$27.8
Average annual wage:	\$57,803
Median annual wage:	\$58,781
Average benefits value:	\$13,439
Total compensation average:	\$71,242

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	1,726
Part-time workers:	4%
Average sales:	\$283,574,744
Annual employee turnover rate:	182%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 23%

Time Off

Paid holidays:	9.7
PTO days or annual leave + sick leave (5 yrs)	18.2
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

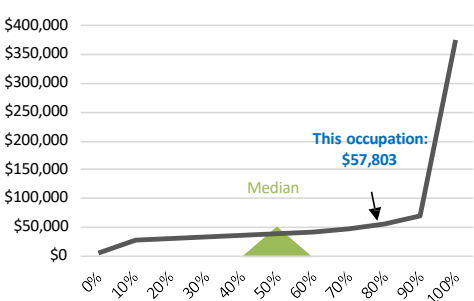
Insurance

Health insurance:	Yes
Average employee share:	\$2,081
Average employer share:	\$5,609
Dependent employee share:	\$5,699
Dependent employer share:	\$11,192
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

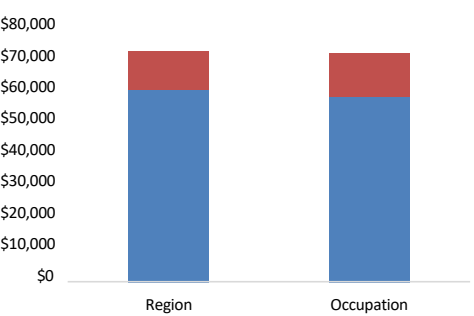
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$57,803	\$13,439

Profile 20 15-1231 Computer Network Support Specialists

Characteristics of this Occupation

Minimum education level:	33% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	44
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$22.0
Average maximum wage (hourly):	\$28.2
Average current wage (hourly):	\$24.6
Average annual wage:	\$51,109
Median annual wage:	\$49,920
Average benefits value:	\$10,767
Total compensation average:	\$61,876

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	11
Current employment of reporting companies:	1,957
Part-time workers:	10%
Average sales:	\$178,806,595
Annual employee turnover rate:	37%
Employee absentee rate:	7%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 21%

Time Off

Paid holidays:	9.5
PTO days or annual leave + sick leave (5 yrs)	20
Sick leave days (5 yrs)	7.3
Paid jury duty:	Yes
Time off to vote:	Yes

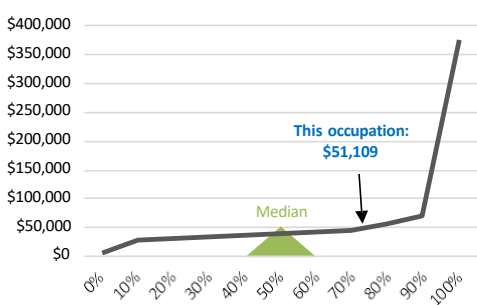
Insurance

Health insurance:	Yes
Average employee share:	\$2,560
Average employer share:	\$5,325
Dependent employee share:	\$5,644
Dependent employer share:	\$8,769
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

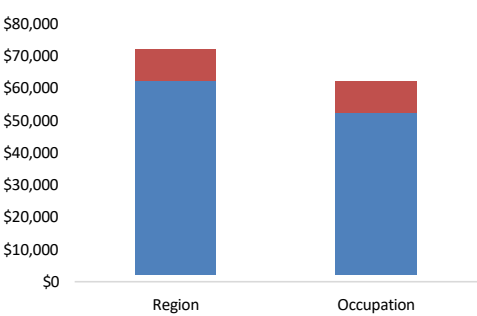
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$51,109	\$10,767

Profile 21 15-1232 Computer User Support Specialists

Characteristics of this Occupation

Minimum education level:	50% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	21
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$30.9
Average annual wage:	\$64,222
Median annual wage:	\$57,720
Average benefits value:	\$14,955
Total compensation average:	\$79,177

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	10
Current employment of reporting companies:	2,336
Part-time workers:	3%
Average sales:	\$241,000,777
Annual employee turnover rate:	46%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 23%

Time Off

Paid holidays:	9.5
PTO days or annual leave + sick leave (5 yrs)	18.6
Sick leave days (5 yrs)	5
Paid jury duty:	Yes
Time off to vote:	Yes

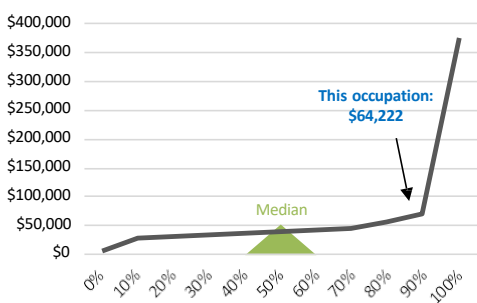
Insurance

Health insurance:	Yes
Average employee share:	\$1,856
Average employer share:	\$5,392
Dependent employee share:	\$4,946
Dependent employer share:	\$11,946
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$64,222	\$14,955

Profile 2215-1244 Network and Computer Systems Administrators

Characteristics of this Occupation

Minimum education level:	56% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	24
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$25.0
Average maximum wage (hourly):	\$36.5
Average current wage (hourly):	\$26.9
Average annual wage:	\$55,967
Median annual wage:	\$60,320
Average benefits value:	\$15,591
Total compensation average:	\$71,558

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	10
Current employment of reporting companies:	2,234
Part-time workers:	6%
Average sales:	\$260,252,150
Annual employee turnover rate:	43%
Employee absentee rate:	8%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 28%

Time Off

Paid holidays:	9.4
PTO days or annual leave + sick leave (5 yrs)	19.3
Sick leave days (5 yrs)	4.2
Paid jury duty:	Yes
Time off to vote:	Yes

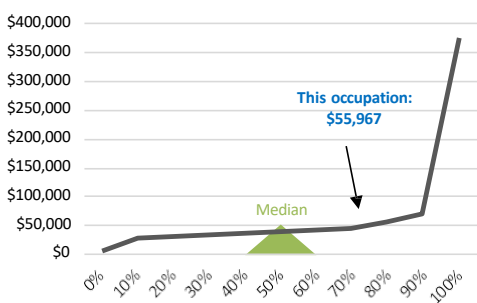
Insurance

Health insurance:	Yes
Average employee share:	\$1,722
Average employer share:	\$6,021
Dependent employee share:	\$4,199
Dependent employer share:	\$12,064
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

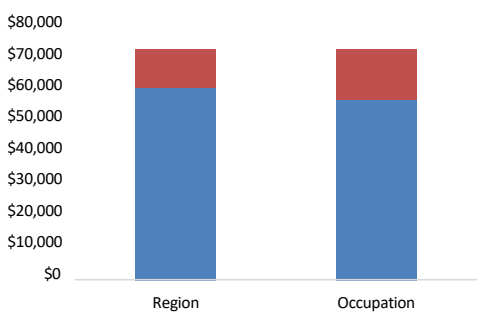
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$55,967	\$15,591

Profile 23 15-1256 Software Developers and Software Quality Assurance Analysts and Testers

Characteristics of this Occupation

Minimum education level:	N/A
Licensing requirement:	N/A
Number of vacancies:	N/A
Current occupational employment reported:	N/A
Difficulty of filling position (1 easy–10 difficult):	N/A
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$8.3
Average annual wage:	\$17,333
Median annual wage:	N/A
Average benefits value:	\$3,900
Total compensation average:	\$21,233

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	1,127
Part-time workers:	4%
Average sales:	\$369,378,225
Annual employee turnover rate:	36%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 23%

Time Off

Paid holidays:	9.4
PTO days or annual leave + sick leave (5 yrs)	21.5
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

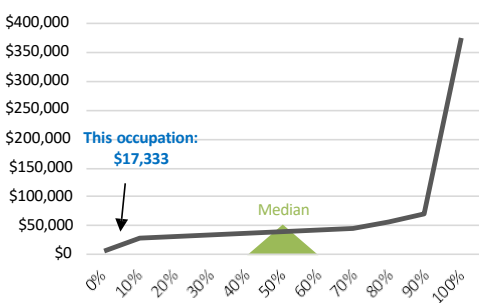
Insurance

Health insurance:	Yes
Average employee share:	\$2,320
Average employer share:	\$5,854
Dependent employee share:	\$5,974
Dependent employer share:	\$12,024
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$17,333	\$3,900

Profile 24 15-1299 Computer Occupations, All Other

Characteristics of this Occupation

Minimum education level:	50% Bachelor's, 50% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	54
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	\$33.3
Average current wage (hourly):	\$29.2
Average annual wage:	\$60,687
Median annual wage:	\$65,582
Average benefits value:	\$15,556
Total compensation average:	\$76,243

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	1,939
Part-time workers:	18%
Average sales:	\$413,343,322
Annual employee turnover rate:	26%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 26%

Time Off

Paid holidays:	10.4
PTO days or annual leave + sick leave (5 yrs)	21.6
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

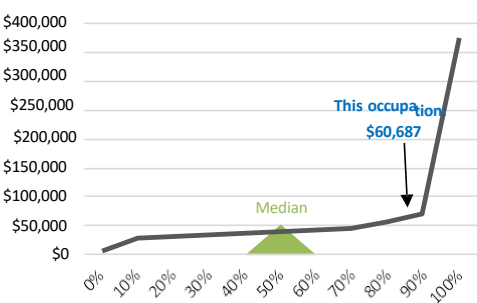
Insurance

Health insurance:	Yes
Average employee share:	\$1,930
Average employer share:	\$5,436
Dependent employee share:	\$5,026
Dependent employer share:	\$12,874
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

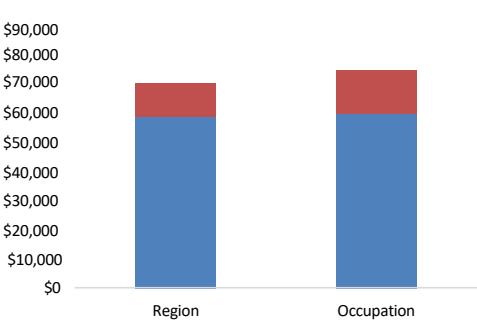
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$60,687	\$15,556

Profile 25 17-2041 Chemical Engineers

Characteristics of this Occupation

Minimum education level:	100% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	8
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$33.6
Average annual wage:	\$69,909
Median annual wage:	\$85,280
Average benefits value:	\$19,341
Total compensation average:	\$89,250

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	777
Part-time workers:	11%
Average sales:	\$57,356,577
Annual employee turnover rate:	45%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 28%

Time Off

Paid holidays:	10
PTO days or annual leave + sick leave (5 yrs)	14.9
Sick leave days (5 yrs)	1.9
Paid jury duty:	Yes
Time off to vote:	No

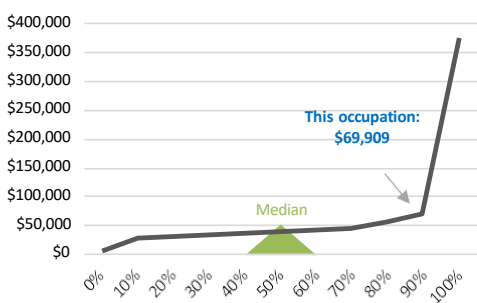
Insurance

Health insurance:	Yes
Average employee share:	\$2,524
Average employer share:	\$4,809
Dependent employee share:	\$3,583
Dependent employer share:	\$17,170
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$69,909	\$19,341

Profile 26 17-2071 Electrical Engineers

Characteristics of this Occupation

Minimum education level:	78% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	11
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$39.0
Average maximum wage (hourly):	\$49.0
Average current wage (hourly):	\$40.7
Average annual wage:	\$84,705
Median annual wage:	\$85,280
Average benefits value:	\$26,823
Total compensation average:	\$111,528

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	9
Current employment of reporting companies:	2,380
Part-time workers:	10%
Average sales:	\$86,007,756
Annual employee turnover rate:	29%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 32%

Time Off

Paid holidays:	10.1
PTO days or annual leave + sick leave (5 yrs)	17.1
Sick leave days (5 yrs)	1.6
Paid jury duty:	Yes
Time off to vote:	Yes

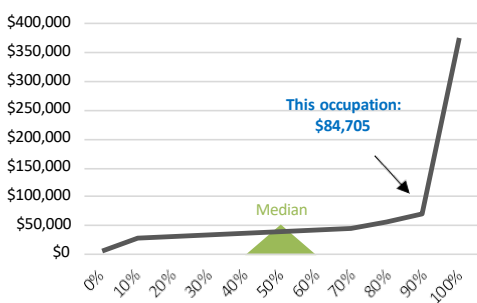
Insurance

Health insurance:	Yes
Average employee share:	\$1,791
Average employer share:	\$6,101
Dependent employee share:	\$4,179
Dependent employer share:	\$14,729
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$84,705	\$26,823

Profile 27 17-2111 Health and Safety Engineers, Except Mining Safety

Characteristics of this Occupation

Minimum education level:	56% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	7
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$32.5
Average maximum wage (hourly):	\$43.8
Average current wage (hourly):	\$37.3
Average annual wage:	\$77,617
Median annual wage:	\$79,643
Average benefits value:	\$24,527
Total compensation average:	\$102,144

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	9
Current employment of reporting companies:	1,533
Part-time workers:	2%
Average sales:	\$58,233,645
Annual employee turnover rate:	24%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 32%

Time Off

Paid holidays:	10.4
PTO days or annual leave + sick leave (5 yrs)	16.4
Sick leave days (5 yrs)	2.8
Paid jury duty:	Yes
Time off to vote:	No

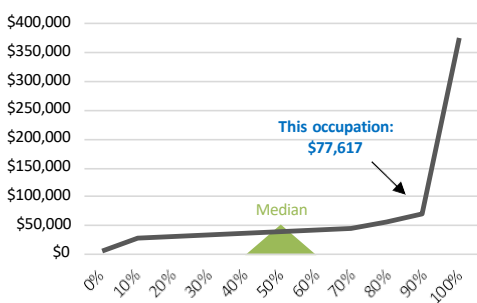
Insurance

Health insurance:	Yes
Average employee share:	\$1,968
Average employer share:	\$3,822
Dependent employee share:	\$3,975
Dependent employer share:	\$9,960
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$77,617	\$24,527

Profile 28 17-2112 Industrial Engineers

Characteristics of this Occupation

Minimum education level:	73% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	29
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$32.6
Average maximum wage (hourly):	\$44.8
Average current wage (hourly):	\$38.9
Average annual wage:	\$80,967
Median annual wage:	\$77,168
Average benefits value:	\$21,321
Total compensation average:	\$102,288

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	12
Current employment of reporting companies:	2,263
Part-time workers:	7%
Average sales:	\$57,274,868
Annual employee turnover rate:	132%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 26%

Time Off

Paid holidays:	9.9
PTO days or annual leave + sick leave (5 yrs)	13.2
Sick leave days (5 yrs)	1.6
Paid jury duty:	Yes
Time off to vote:	Yes

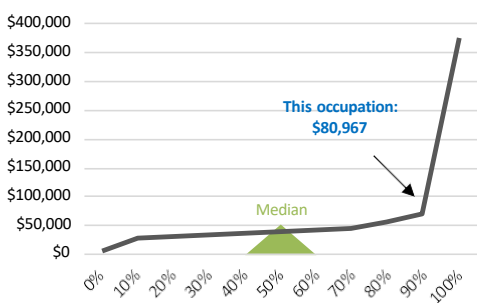
Insurance

Health insurance:	Yes
Average employee share:	\$1,689
Average employer share:	\$5,205
Dependent employee share:	\$4,413
Dependent employer share:	\$13,216
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

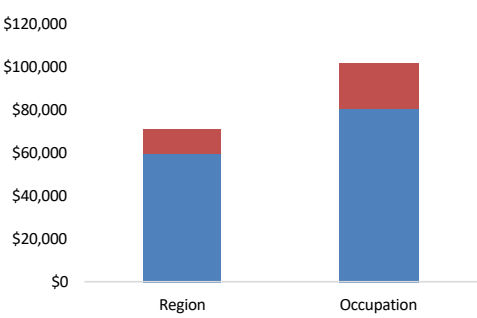
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$80,967	\$21,321

Profile 29 17-2131 Materials Engineers

Characteristics of this Occupation

Minimum education level:	67% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	7
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$35.1
Average annual wage:	\$72,946
Median annual wage:	\$72,800
Average benefits value:	\$20,182
Total compensation average:	\$93,128

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	752
Part-time workers:	13%
Average sales:	\$44,738,949
Annual employee turnover rate:	43%
Employee absentee rate:	9%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 28%

Time Off

Paid holidays:	10
PTO days or annual leave + sick leave (5 yrs)	14.7
Sick leave days (5 yrs)	1.5
Paid jury duty:	Yes
Time off to vote:	No

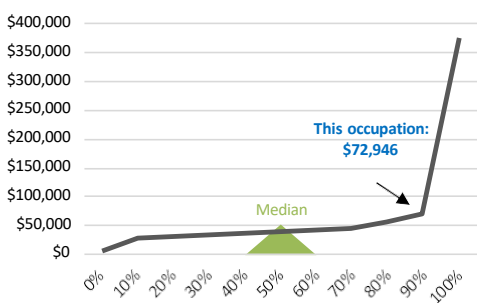
Insurance

Health insurance:	Yes
Average employee share:	\$1,905
Average employer share:	\$6,012
Dependent employee share:	\$3,411
Dependent employer share:	\$17,170
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

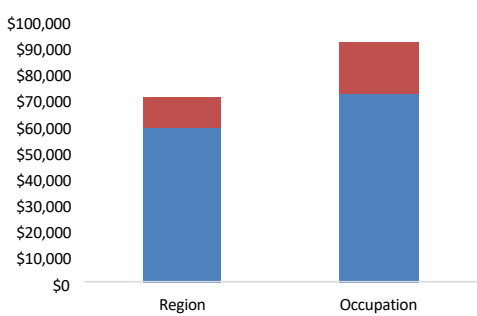
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$72,946	\$20,182

Profile 30 17-2141 Mechanical Engineers

Characteristics of this Occupation

Minimum education level:	76% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	66
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$35.3
Average maximum wage (hourly):	\$53.3
Average current wage (hourly):	\$40.1
Average annual wage:	\$83,339
Median annual wage:	\$79,040
Average benefits value:	\$14,456
Total compensation average:	\$97,795

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	18
Current employment of reporting companies:	3,084
Part-time workers:	4%
Average sales:	\$51,684,646
Annual employee turnover rate:	35%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 17%

Time Off

Paid holidays:	8.9
PTO days or annual leave + sick leave (5 yrs)	15.8
Sick leave days (5 yrs)	1.8
Paid jury duty:	Yes
Time off to vote:	Yes

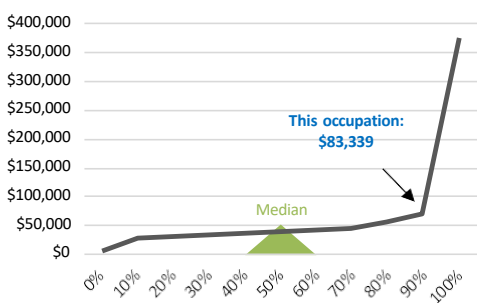
Insurance

Health insurance:	Yes
Average employee share:	\$1,971
Average employer share:	\$4,979
Dependent employee share:	\$5,910
Dependent employer share:	\$13,143
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

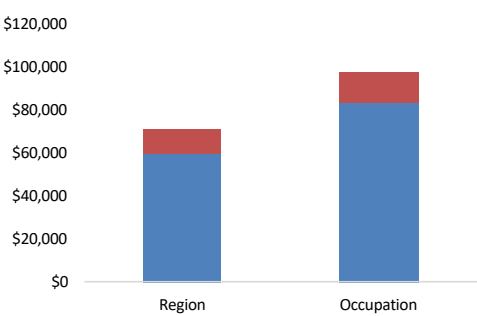
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$83,339	\$14,456

Profile 3117-2199 Engineers, All Other

Characteristics of this Occupation

Minimum education level:	77% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	69
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$36.1
Average maximum wage (hourly):	\$63.1
Average current wage (hourly):	\$36.8
Average annual wage:	\$76,554
Median annual wage:	\$65,780
Average benefits value:	\$22,890
Total compensation average:	\$99,444

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	16
Current employment of reporting companies:	3,873
Part-time workers:	5%
Average sales:	\$72,314,204
Annual employee turnover rate:	29%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 30%

Time Off

Paid holidays:	10.1
PTO days or annual leave + sick leave (5 yrs)	16
Sick leave days (5 yrs)	2.2
Paid jury duty:	Yes
Time off to vote:	Yes

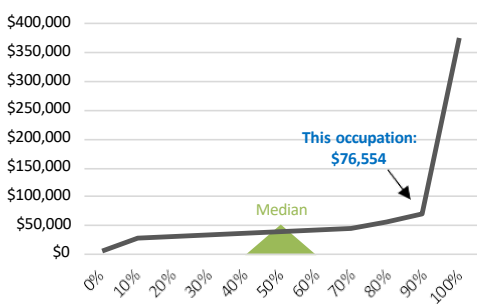
Insurance

Health insurance:	Yes
Average employee share:	\$1,863
Average employer share:	\$5,697
Dependent employee share:	\$3,677
Dependent employer share:	\$13,238
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$76,554	\$22,890

Profile 32 17-3013 Mechanical Drafters

Characteristics of this Occupation

Minimum education level:	50% High School or Less
Licensing requirement:	No
Number of vacancies:	4
Current occupational employment reported:	7
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$21.1
Average maximum wage (hourly):	\$28.6
Average current wage (hourly):	\$24.3
Average annual wage:	\$50,568
Median annual wage:	\$47,705
Average benefits value:	\$6,416
Total compensation average:	\$56,984

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	9
Current employment of reporting companies:	465
Part-time workers:	17%
Average sales:	\$19,757,671
Annual employee turnover rate:	38%
Employee absentee rate:	17%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 13%

Time Off

Paid holidays:	8.2
PTO days or annual leave + sick leave (5 yrs)	12.9
Sick leave days (5 yrs)	2
Paid jury duty:	Yes
Time off to vote:	Yes

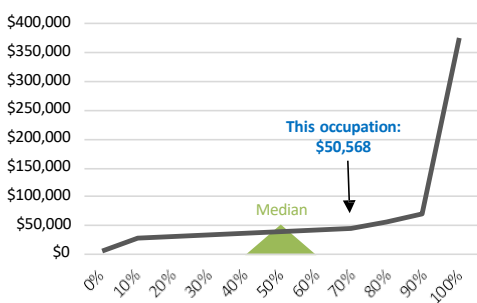
Insurance

Health insurance:	Yes
Average employee share:	\$2,189
Average employer share:	\$4,581
Dependent employee share:	\$8,611
Dependent employer share:	\$9,343
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$50,568	\$6,416

Profile 33 17-3024 Electro-Mechanical and Mechatronics Technologists and Technicians

Characteristics of this Occupation

Minimum education level:	43% Associate's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	12
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$28.4
Average annual wage:	\$59,107
Median annual wage:	\$58,240
Average benefits value:	\$12,043
Total compensation average:	\$71,150

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	639
Part-time workers:	5%
Average sales:	\$45,421,946
Annual employee turnover rate:	44%
Employee absentee rate:	9%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 20%

Time Off

Paid holidays:	10.3
PTO days or annual leave + sick leave (5 yrs)	15.6
Sick leave days (5 yrs)	0.8
Paid jury duty:	Yes
Time off to vote:	Yes

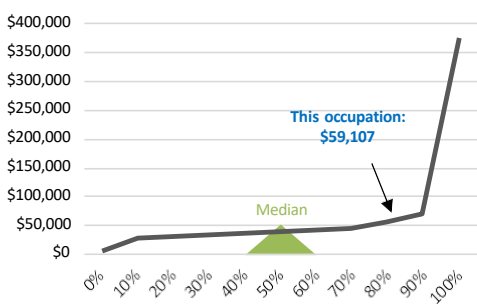
Insurance

Health insurance:	Yes
Average employee share:	\$2,019
Average employer share:	\$4,266
Dependent employee share:	\$3,347
Dependent employer share:	\$14,242
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$59,107	\$12,043

Profile 34 17-3026 Industrial Engineering Technologists and Technicians

Characteristics of this Occupation

Minimum education level:	50% Associate's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	N/A
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$29.7
Average annual wage:	\$61,748
Median annual wage:	\$65,000
Average benefits value:	\$14,511
Total compensation average:	\$76,259

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	414
Part-time workers:	4%
Average sales:	\$37,136,138
Annual employee turnover rate:	26%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 24%

Time Off

Paid holidays:	9.2
PTO days or annual leave + sick leave (5 yrs)	16
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

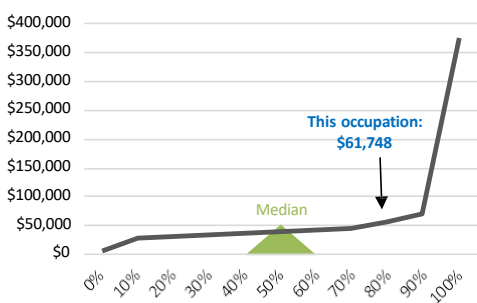
Insurance

Health insurance:	Yes
Average employee share:	\$1,992
Average employer share:	\$4,777
Dependent employee share:	\$3,852
Dependent employer share:	\$12,472
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$61,748	\$14,511

Profile 35 17-3027 Mechanical Engineering Technologists and Technicians

Characteristics of this Occupation

Minimum education level:	57% Associate's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	23
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$25.8
Average annual wage:	\$53,732
Median annual wage:	\$52,343
Average benefits value:	\$14,078
Total compensation average:	\$67,810

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	1,252
Part-time workers:	3%
Average sales:	\$74,546,038
Annual employee turnover rate:	40%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 26%

Time Off

Paid holidays:	9.9
PTO days or annual leave + sick leave (5 yrs)	14.2
Sick leave days (5 yrs)	0.6
Paid jury duty:	Yes
Time off to vote:	Yes

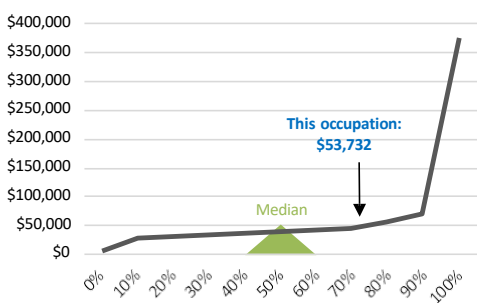
Insurance

Health insurance:	Yes
Average employee share:	\$1,908
Average employer share:	\$4,417
Dependent employee share:	\$4,269
Dependent employer share:	\$12,433
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$53,732	\$14,078

Profile 36

17-3098 Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other

Characteristics of this Occupation

Minimum education level:	33% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	9
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$22.1
Average annual wage:	\$45,975
Median annual wage:	\$47,840
Average benefits value:	\$12,988
Total compensation average:	\$58,963

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	1,260
Part-time workers:	11%
Average sales:	\$73,540,769
Annual employee turnover rate:	65%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 28%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	13.5
Sick leave days (5 yrs)	0.8
Paid jury duty:	Yes
Time off to vote:	Yes

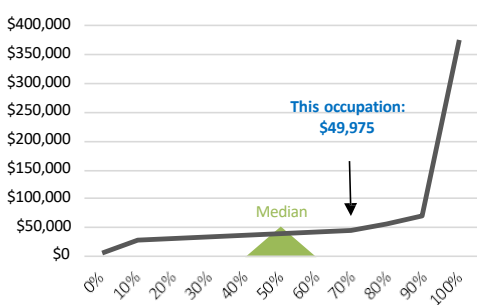
Insurance

Health insurance:	Yes
Average employee share:	\$2,080
Average employer share:	\$6,212
Dependent employee share:	\$3,240
Dependent employer share:	\$14,768
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

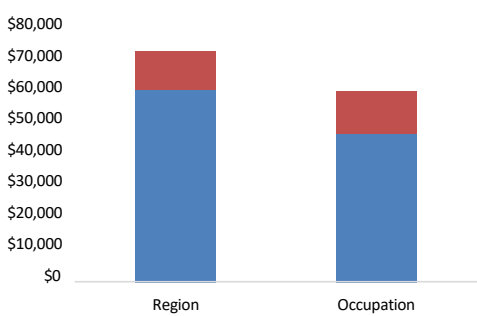
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$45,975	\$12,988

Profile 37 19-5011 Occupational Health and Safety Specialists

Characteristics of this Occupation

Minimum education level:	71% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	10
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$40.5
Average maximum wage (hourly):	\$57.3
Average current wage (hourly):	\$43.8
Average annual wage:	\$91,173
Median annual wage:	\$66,560
Average benefits value:	\$25,680
Total compensation average:	\$116,853

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	8
Current employment of reporting companies:	2,427
Part-time workers:	1%
Average sales:	\$94,244,519
Annual employee turnover rate:	40%
Employee absentee rate:	15%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 28%

Time Off

Paid holidays:	10.2
PTO days or annual leave + sick leave (5 yrs)	19.2
Sick leave days (5 yrs)	1.2
Paid jury duty:	Yes
Time off to vote:	No

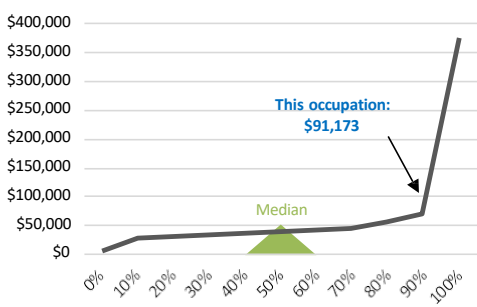
Insurance

Health insurance:	Yes
Average employee share:	\$1,009
Average employer share:	\$5,321
Dependent employee share:	\$4,799
Dependent employer share:	\$15,395
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$91,173	\$25,680

Profile 38 27-1021 Commercial and Industrial Designers

Characteristics of this Occupation

Minimum education level:	60% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	5
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$20.2
Average maximum wage (hourly):	\$24.9
Average current wage (hourly):	\$23.9
Average annual wage:	\$49,650
Median annual wage:	\$54,080
Average benefits value:	\$5,031
Total compensation average:	\$54,681

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	734
Part-time workers:	25%
Average sales:	\$20,738,469
Annual employee turnover rate:	101%
Employee absentee rate:	7%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 10%

Time Off

Paid holidays:	8.2
PTO days or annual leave + sick leave (5 yrs)	16
Sick leave days (5 yrs)	2.7
Paid jury duty:	Yes
Time off to vote:	No

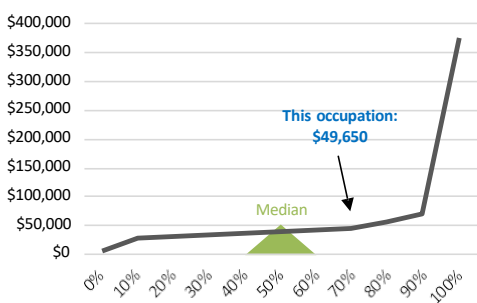
Insurance

Health insurance:	Yes
Average employee share:	\$2,862
Average employer share:	\$4,624
Dependent employee share:	\$6,791
Dependent employer share:	\$7,101
Dental insurance:	Yes
Vision insurance:	No
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	Yes
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$49,650	\$5,031

Profile 39 27-1024 Graphic Designers

Characteristics of this Occupation

Minimum education level:	78% Bachelor's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	22
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$23.0
Average maximum wage (hourly):	\$32.0
Average current wage (hourly):	\$27.6
Average annual wage:	\$57,481
Median annual wage:	\$58,042
Average benefits value:	\$11,704
Total compensation average:	\$69,185

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	9
Current employment of reporting companies:	2,299
Part-time workers:	16%
Average sales:	\$197,005,825
Annual employee turnover rate:	31%
Employee absentee rate:	15%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 20%

Time Off

Paid holidays:	8.4
PTO days or annual leave + sick leave (5 yrs)	21.7
Sick leave days (5 yrs)	2.3
Paid jury duty:	Yes
Time off to vote:	Yes

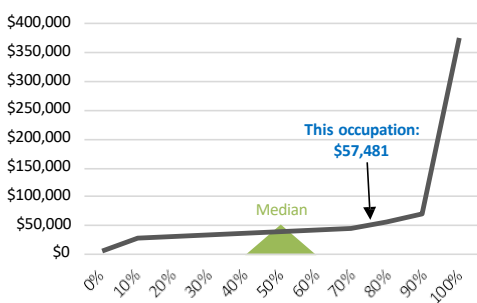
Insurance

Health insurance:	Yes
Average employee share:	\$1,820
Average employer share:	\$5,477
Dependent employee share:	\$5,020
Dependent employer share:	\$10,870
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

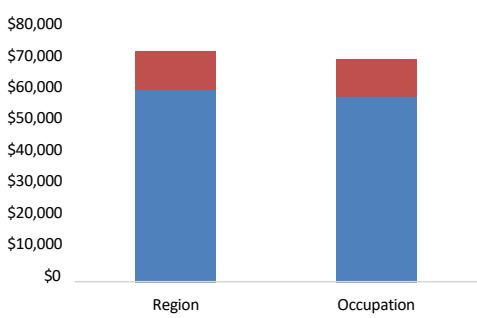
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$57,481	\$11,704

Profile 40 35-1012 First-Line Supervisors of Food Preparation and Serving Workers

Characteristics of this Occupation

Minimum education level:	N/A
Licensing requirement:	N/A
Number of vacancies:	N/A
Current occupational employment reported:	N/A
Difficulty of filling position (1 easy–10 difficult):	N/A
Average minimum wage (hourly):	\$26.5
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$29.0
Average annual wage:	\$60,216
Median annual wage:	\$64,480
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	3
Current employment of reporting companies:	1,026
Part-time workers:	6%
Average sales:	N/A
Annual employee turnover rate:	46%
Employee absentee rate:	19%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	12
PTO days or annual leave + sick leave (5 yrs)	N/A
Sick leave days (5 yrs)	N/A
Paid jury duty:	N/A
Time off to vote:	N/A

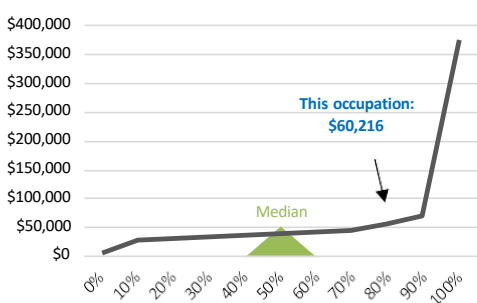
Insurance

Health insurance:	Yes
Average employee share:	\$1,363
Average employer share:	\$4,496
Dependent employee share:	\$5,004
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$60,216	N/A

Profile 41 37-1010 First-Line Supervisors of Building and Groundskeeping and Maintenance Workers

Characteristics of this Occupation

Minimum education level:	58% Associate's
Licensing requirement:	Yes/No
Number of vacancies:	7
Current occupational employment reported:	92
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$24.8
Average maximum wage (hourly):	\$31.6
Average current wage (hourly):	\$29.9
Average annual wage:	\$62,179
Median annual wage:	\$55,474
Average benefits value:	\$19,130
Total compensation average:	\$81,309

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	14
Current employment of reporting companies:	3,545
Part-time workers:	4%
Average sales:	\$66,682,322
Annual employee turnover rate:	120%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 31%

Time Off

Paid holidays:	9.9
PTO days or annual leave + sick leave (5 yrs)	18.7
Sick leave days (5 yrs)	3.7
Paid jury duty:	Yes
Time off to vote:	No

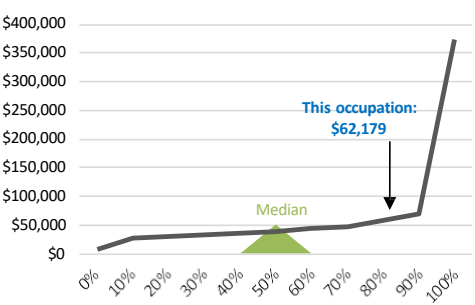
Insurance

Health insurance:	Yes
Average employee share:	\$1,306
Average employer share:	\$4,400
Dependent employee share:	\$4,523
Dependent employer share:	\$11,458
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

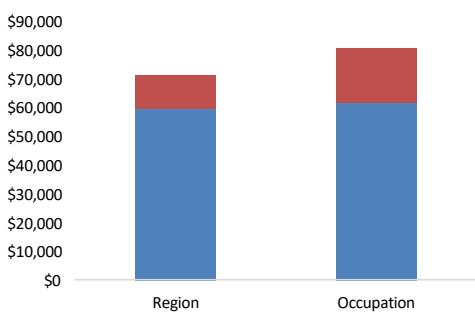
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$62,179	\$19,130

Profile 42 37-2010 Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	6
Current occupational employment reported:	42
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$12.7
Average maximum wage (hourly):	\$16.2
Average current wage (hourly):	\$14.3
Average annual wage:	\$29,702
Median annual wage:	\$27,560
Average benefits value:	\$8,118
Total compensation average:	\$37,820

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	18
Current employment of reporting companies:	3,612
Part-time workers:	4%
Average sales:	\$56,532,728
Annual employee turnover rate:	112%
Employee absentee rate:	14%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 27%

Time Off

Paid holidays:	9.6
PTO days or annual leave + sick leave (5 yrs)	15.8
Sick leave days (5 yrs)	3.2
Paid jury duty:	Yes
Time off to vote:	No

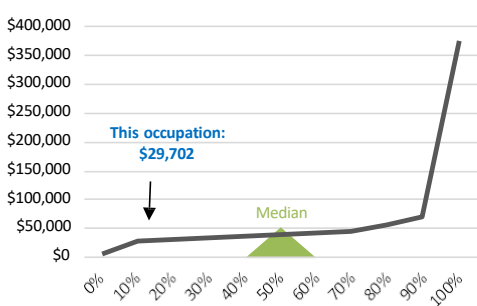
Insurance

Health insurance:	Yes
Average employee share:	\$1,512
Average employer share:	\$5,504
Dependent employee share:	\$4,796
Dependent employer share:	\$11,599
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$29,702	\$8,118

Profile 43 37-3010 Grounds Maintenance Workers

Characteristics of this Occupation

Minimum education level:	80% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	9
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	\$18.0
Average maximum wage (hourly):	\$24.2
Average current wage (hourly):	\$21.1
Average annual wage:	\$43,904
Median annual wage:	\$46,228
Average benefits value:	\$12,293
Total compensation average:	\$56,197

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	1,352
Part-time workers:	2%
Average sales:	\$84,487,158
Annual employee turnover rate:	197%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 28%

Time Off

Paid holidays:	10.3
PTO days or annual leave + sick leave (5 yrs)	17
Sick leave days (5 yrs)	3.7
Paid jury duty:	Yes
Time off to vote:	No

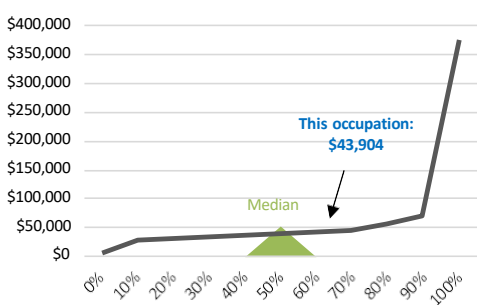
Insurance

Health insurance:	Yes
Average employee share:	\$874
Average employer share:	\$5,266
Dependent employee share:	\$5,247
Dependent employer share:	\$15,572
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$43,904	\$12,293

Profile 4441-4011 Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products

Characteristics of this Occupation

Minimum education level:	83% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	14
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$20.0
Average maximum wage (hourly):	\$25.7
Average current wage (hourly):	\$22.4
Average annual wage:	\$46,563
Median annual wage:	\$42,494
Average benefits value:	\$9,781
Total compensation average:	\$56,344

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	721
Part-time workers:	22%
Average sales:	\$23,912,704
Annual employee turnover rate:	74%
Employee absentee rate:	8%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 21%

Time Off

Paid holidays:	8.2
PTO days or annual leave + sick leave (5 yrs)	16.2
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

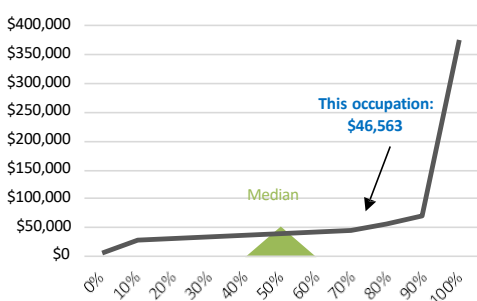
Insurance

Health insurance:	Yes
Average employee share:	\$2,535
Average employer share:	\$4,592
Dependent employee share:	\$5,475
Dependent employer share:	\$8,629
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

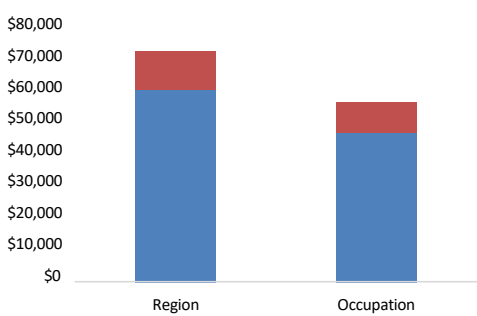
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$46,563	\$9,781

Profile 45

41-4012 Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products

Characteristics of this Occupation

Minimum education level:	75% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	8
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$24.1
Average maximum wage (hourly):	\$37.7
Average current wage (hourly):	\$30.7
Average annual wage:	\$63,844
Median annual wage:	\$62,525
Average benefits value:	\$9,577
Total compensation average:	\$73,421

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	377
Part-time workers:	2%
Average sales:	\$17,426,530
Annual employee turnover rate:	46%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 15%

Time Off

Paid holidays:	9
PTO days or annual leave + sick leave (5 yrs)	19.3
Sick leave days (5 yrs)	1
Paid jury duty:	Yes
Time off to vote:	No

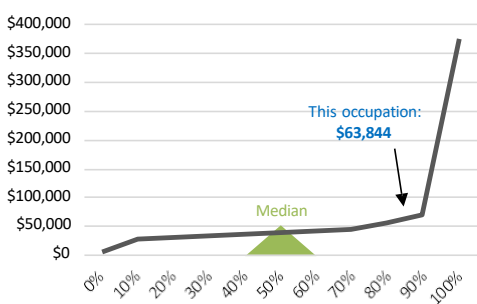
Insurance

Health insurance:	Yes
Average employee share:	\$1,337
Average employer share:	\$5,954
Dependent employee share:	\$6,225
Dependent employer share:	\$13,366
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$63,844	\$9,577

Profile 46 43-1011 First-Line Supervisors of Office and Administrative Support Workers

Characteristics of this Occupation

Minimum education level:	42% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	37
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$23.4
Average maximum wage (hourly):	\$30.7
Average current wage (hourly):	\$26.0
Average annual wage:	\$54,165
Median annual wage:	\$45,760
Average benefits value:	\$10,666
Total compensation average:	\$64,831

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	14
Current employment of reporting companies:	2,316
Part-time workers:	19%
Average sales:	\$44,290,989
Annual employee turnover rate:	50%
Employee absentee rate:	21%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 20%

Time Off

Paid holidays:	8.9
PTO days or annual leave + sick leave (5 yrs)	16
Sick leave days (5 yrs)	2.3
Paid jury duty:	Yes
Time off to vote:	No

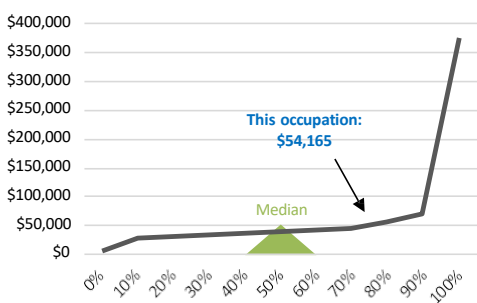
Insurance

Health insurance:	Yes
Average employee share:	\$1,813
Average employer share:	\$4,811
Dependent employee share:	\$5,143
Dependent employer share:	\$12,361
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$54,165	\$10,666

Profile 47 43-3011 Bill and Account Collectors

Characteristics of this Occupation

Minimum education level:	80% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	11
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$15.7
Average maximum wage (hourly):	\$16.5
Average current wage (hourly):	\$19.0
Average annual wage:	\$39,622
Median annual wage:	\$38,480
Average benefits value:	\$8,123
Total compensation average:	\$47,745

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	12
Current employment of reporting companies:	1,668
Part-time workers:	3%
Average sales:	\$45,091,725
Annual employee turnover rate:	46%
Employee absentee rate:	20%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 21%

Time Off

Paid holidays:	8.8
PTO days or annual leave + sick leave (5 yrs)	14.6
Sick leave days (5 yrs)	2.6
Paid jury duty:	Yes
Time off to vote:	No

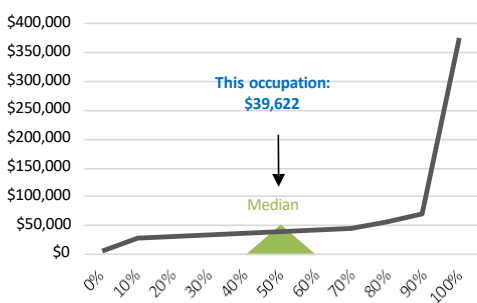
Insurance

Health insurance:	Yes
Average employee share:	\$2,223
Average employer share:	\$5,551
Dependent employee share:	\$5,332
Dependent employer share:	\$12,445
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

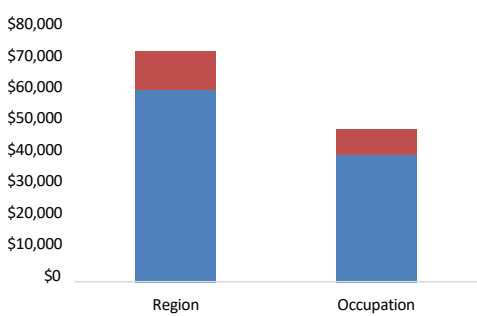
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$39,622	\$8,123

Profile 48 43-3021 Billing and Posting Clerks

Characteristics of this Occupation

Minimum education level:	71% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	5
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$18.1
Average annual wage:	\$37,664
Median annual wage:	\$38,927
Average benefits value:	\$9,416
Total compensation average:	\$47,080

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	1,211
Part-time workers:	9%
Average sales:	\$44,698,438
Annual employee turnover rate:	24%
Employee absentee rate:	9%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	9.9
PTO days or annual leave + sick leave (5 yrs)	18.4
Sick leave days (5 yrs)	3
Paid jury duty:	Yes
Time off to vote:	No

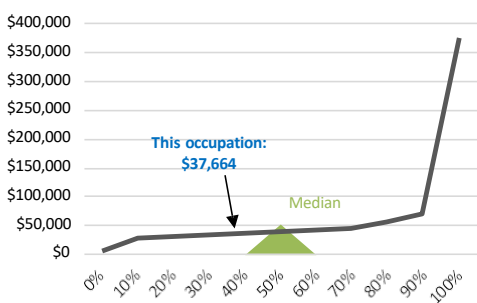
Insurance

Health insurance:	Yes
Average employee share:	\$1,919
Average employer share:	\$5,467
Dependent employee share:	\$3,963
Dependent employer share:	\$14,918
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

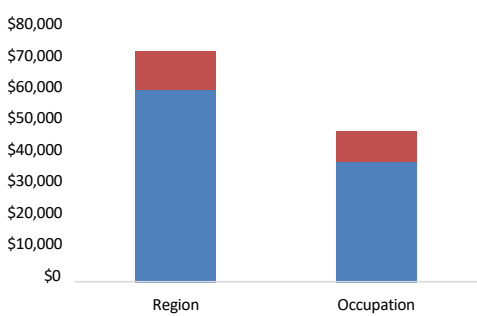
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$37,664	\$9,416

Profile 49 43-3031 Bookkeeping, Accounting, and Auditing Clerks

Characteristics of this Occupation

Minimum education level:	50% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	24
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$17.4
Average maximum wage (hourly):	\$24.0
Average current wage (hourly):	\$20.8
Average annual wage:	\$43,233
Median annual wage:	\$39,520
Average benefits value:	\$7,890
Total compensation average:	\$51,123

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	16
Current employment of reporting companies:	2,339
Part-time workers:	5%
Average sales:	\$38,345,883
Annual employee turnover rate:	53%
Employee absentee rate:	8%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 18%

Time Off

Paid holidays:	9
PTO days or annual leave + sick leave (5 yrs)	16.6
Sick leave days (5 yrs)	1.6
Paid jury duty:	Yes
Time off to vote:	No

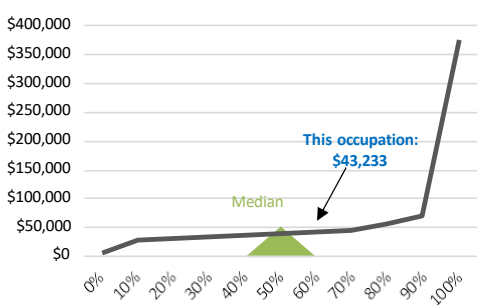
Insurance

Health insurance:	Yes
Average employee share:	\$1,541
Average employer share:	\$5,069
Dependent employee share:	\$5,863
Dependent employer share:	\$11,683
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$43,233	\$7,890

Profile 50 43-3051 Payroll and Timekeeping Clerks

Characteristics of this Occupation

Minimum education level:	36% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	16
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$18.9
Average maximum wage (hourly):	\$24.1
Average current wage (hourly):	\$22.6
Average annual wage:	\$47,029
Median annual wage:	\$43,680
Average benefits value:	\$11,346
Total compensation average:	\$58,375

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	14
Current employment of reporting companies:	3,162
Part-time workers:	6%
Average sales:	\$67,845,374
Annual employee turnover rate:	48%
Employee absentee rate:	15%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 24%

Time Off

Paid holidays:	9.4
PTO days or annual leave + sick leave (5 yrs)	15
Sick leave days (5 yrs)	2
Paid jury duty:	Yes
Time off to vote:	No

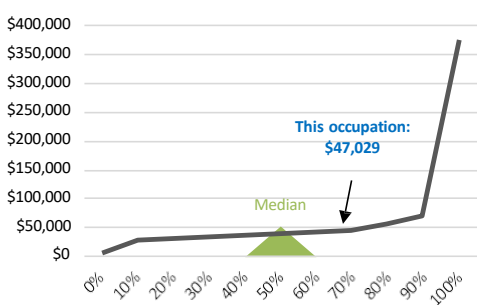
Insurance

Health insurance:	Yes
Average employee share:	\$1,645
Average employer share:	\$5,805
Dependent employee share:	\$5,362
Dependent employer share:	\$14,815
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

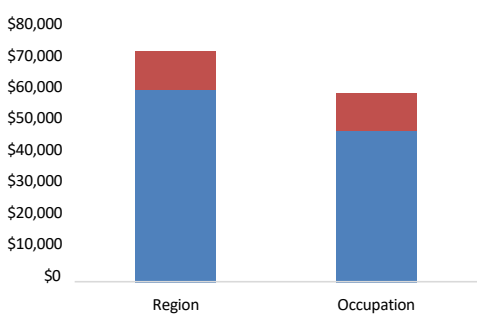
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$47,029	\$11,346

Profile 51 43-3061 Procurement Clerks

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	3
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$19.6
Average annual wage:	\$40,844
Median annual wage:	\$37,440
Average benefits value:	\$11,743
Total compensation average:	\$52,587

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	531
Part-time workers:	10%
Average sales:	\$43,644,993
Annual employee turnover rate:	12%
Employee absentee rate:	16%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 29%

Time Off

Paid holidays:	9.5
PTO days or annual leave + sick leave (5 yrs)	16.6
Sick leave days (5 yrs)	1
Paid jury duty:	Yes
Time off to vote:	Yes

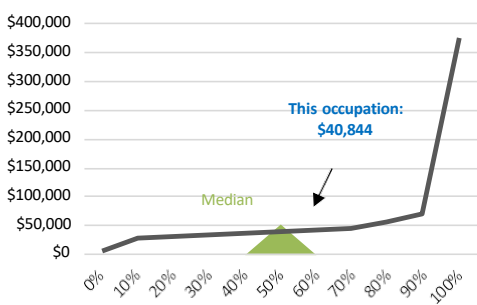
Insurance

Health insurance:	Yes
Average employee share:	\$1,843
Average employer share:	\$5,034
Dependent employee share:	\$3,983
Dependent employer share:	\$13,469
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$40,844	\$11,743

Profile 52 43-4051 Customer Service Representatives

Characteristics of this Occupation

Minimum education level:	94% High School or Less
Licensing requirement:	No
Number of vacancies:	51
Current occupational employment reported:	277
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$16.7
Average maximum wage (hourly):	\$23.7
Average current wage (hourly):	\$20.3
Average annual wage:	\$42,300
Median annual wage:	\$38,480
Average benefits value:	\$9,014
Total compensation average:	\$51,314

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	20
Current employment of reporting companies:	3,722
Part-time workers:	8%
Average sales:	\$142,525,371
Annual employee turnover rate:	103%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$1 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 21%

Time Off

Paid holidays:	9.3
PTO days or annual leave + sick leave (5 yrs)	18.2
Sick leave days (5 yrs)	3.6
Paid jury duty:	Yes
Time off to vote:	Yes

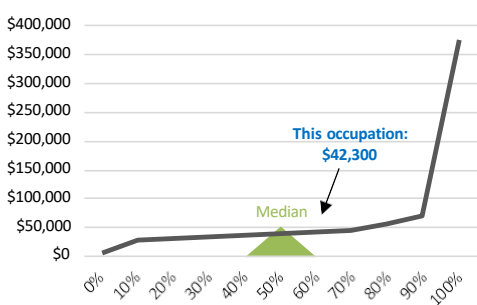
Insurance

Health insurance:	Yes
Average employee share:	\$1,854
Average employer share:	\$5,032
Dependent employee share:	\$4,582
Dependent employer share:	\$14,198
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

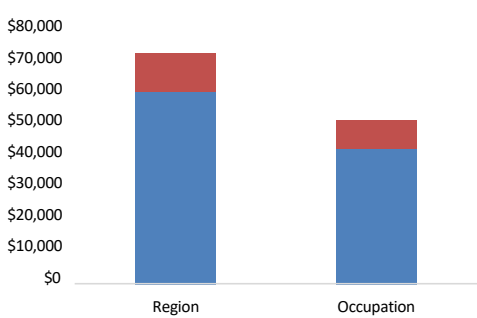
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$42,300	\$9,014

Profile 53 43-4161 Human Resources Assistants, Except Payroll and Timekeeping

Characteristics of this Occupation

Minimum education level:	40% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	12
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	\$24.5
Average maximum wage (hourly):	\$26.6
Average current wage (hourly):	\$24.8
Average annual wage:	\$51,545
Median annual wage:	\$45,261
Average benefits value:	\$12,189
Total compensation average:	\$63,734

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	11
Current employment of reporting companies:	2,421
Part-time workers:	14%
Average sales:	\$67,803,765
Annual employee turnover rate:	39%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 24%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	18.5
Sick leave days (5 yrs)	1.9
Paid jury duty:	Yes
Time off to vote:	No

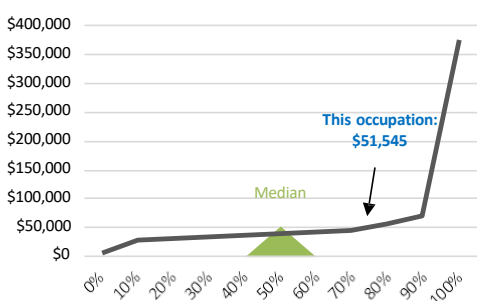
Insurance

Health insurance:	Yes
Average employee share:	\$2,310
Average employer share:	\$4,068
Dependent employee share:	\$4,226
Dependent employer share:	\$12,702
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

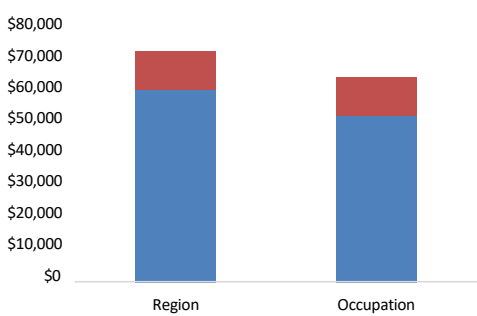
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$51,545	\$12,189

Profile 54 43-4171 Receptionists and Information Clerks

Characteristics of this Occupation

Minimum education level:	91% High School or Less
Licensing requirement:	No
Number of vacancies:	3
Current occupational employment reported:	14
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	\$14.8
Average maximum wage (hourly):	\$17.8
Average current wage (hourly):	\$16.6
Average annual wage:	\$34,611
Median annual wage:	\$33,280
Average benefits value:	\$7,230
Total compensation average:	\$41,841

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	14
Current employment of reporting companies:	1,270
Part-time workers:	3%
Average sales:	\$23,940,616
Annual employee turnover rate:	112%
Employee absentee rate:	15%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 21%

Time Off

Paid holidays:	9
PTO days or annual leave + sick leave (5 yrs)	15.3
Sick leave days (5 yrs)	3.4
Paid jury duty:	Yes
Time off to vote:	Yes

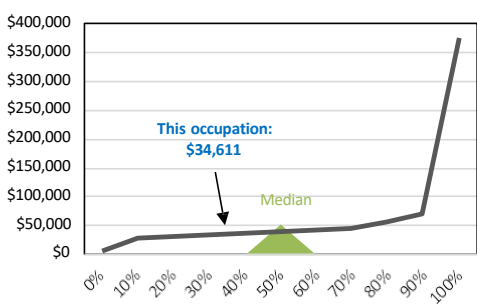
Insurance

Health insurance:	Yes
Average employee share:	\$1,478
Average employer share:	\$4,313
Dependent employee share:	\$4,893
Dependent employer share:	\$10,460
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$34,611	\$7,230

Profile 55 43-4199 Information and Records Clerks, All Other

Characteristics of this Occupation

Minimum education level:	80% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	3
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$17.8
Average annual wage:	\$37,003
Median annual wage:	\$37,170
Average benefits value:	\$10,453
Total compensation average:	\$47,456

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	519
Part-time workers:	27%
Average sales:	N/A
Annual employee turnover rate:	48%
Employee absentee rate:	17%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 28%

Time Off

Paid holidays:	9
PTO days or annual leave + sick leave (5 yrs)	13
Sick leave days (5 yrs)	1.7
Paid jury duty:	Yes
Time off to vote:	No

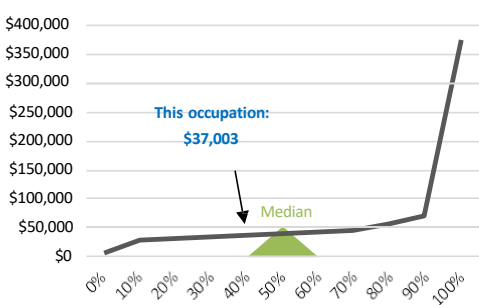
Insurance

Health insurance:	Yes
Average employee share:	\$1,943
Average employer share:	\$4,124
Dependent employee share:	\$6,329
Dependent employer share:	\$7,225
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

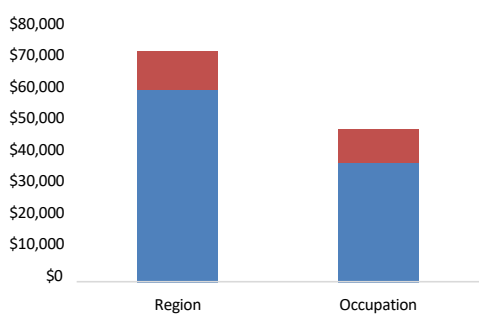
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$37,003	\$10,453

Profile 56 43-5061 Production, Planning, and Expediting Clerks

Characteristics of this Occupation

Minimum education level:	55% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	19
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$23.3
Average maximum wage (hourly):	\$29.7
Average current wage (hourly):	\$28.9
Average annual wage:	\$60,210
Median annual wage:	\$58,240
Average benefits value:	\$16,106
Total compensation average:	\$76,316

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	13
Current employment of reporting companies:	2,277
Part-time workers:	3%
Average sales:	\$63,012,518
Annual employee turnover rate:	28%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 27%

Time Off

Paid holidays:	10.2
PTO days or annual leave + sick leave (5 yrs)	17.7
Sick leave days (5 yrs)	1.7
Paid jury duty:	Yes
Time off to vote:	Yes

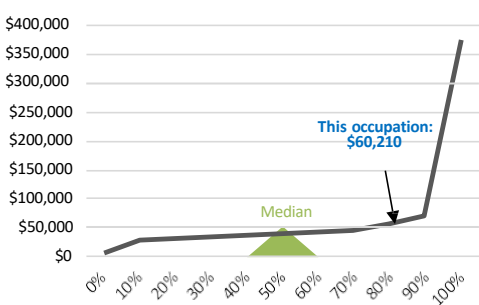
Insurance

Health insurance:	Yes
Average employee share:	\$1,306
Average employer share:	\$5,034
Dependent employee share:	\$4,721
Dependent employer share:	\$14,862
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$60,210	\$16,106

Profile 57 43-5071 Shipping, Receiving, and Inventory Clerks

Characteristics of this Occupation

Minimum education level:	88% High School or Less
Licensing requirement:	No
Number of vacancies:	5
Current occupational employment reported:	61
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$17.1
Average maximum wage (hourly):	\$20.9
Average current wage (hourly):	\$19.5
Average annual wage:	\$40,558
Median annual wage:	\$39,572
Average benefits value:	\$10,248
Total compensation average:	\$50,806

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	27
Current employment of reporting companies:	3,907
Part-time workers:	5%
Average sales:	\$43,018,300
Annual employee turnover rate:	87%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	7% or less
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	10
PTO days or annual leave + sick leave (5 yrs)	17.4
Sick leave days (5 yrs)	2.5
Paid jury duty:	Yes
Time off to vote:	No

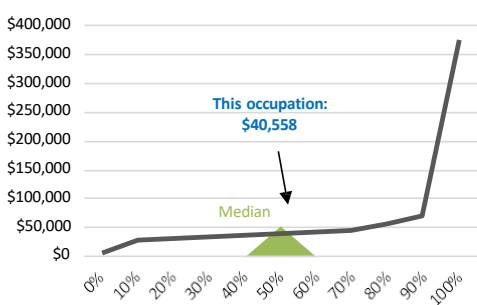
Insurance

Health insurance:	Yes
Average employee share:	\$1,717
Average employer share:	\$4,922
Dependent employee share:	\$5,233
Dependent employer share:	\$13,071
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

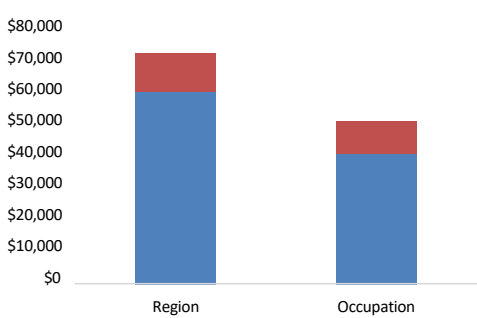
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$40,558	\$10,248

Profile 58 43-6011 Executive Secretaries and Executive Administrative Assistants

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	17
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	\$22.0
Average current wage (hourly):	\$23.0
Average annual wage:	\$47,869
Median annual wage:	\$47,840
Average benefits value:	\$10,678
Total compensation average:	\$58,547

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	1,955
Part-time workers:	14%
Average sales:	\$277,036,683
Annual employee turnover rate:	56%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 22%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	23.6
Sick leave days (5 yrs)	5.7
Paid jury duty:	Yes
Time off to vote:	Yes

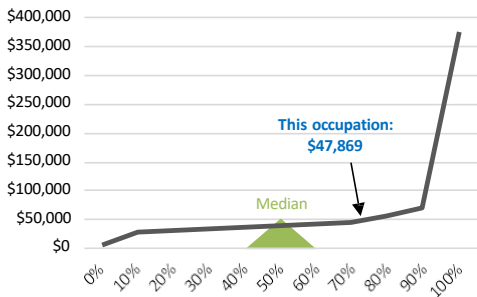
Insurance

Health insurance:	Yes
Average employee share:	\$1,544
Average employer share:	\$6,526
Dependent employee share:	\$5,026
Dependent employer share:	\$12,874
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$47,869	\$10,678

Profile 59 43-6014 Secretaries and Administrative Assistants Except Executive

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	24
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	\$18.9
Average maximum wage (hourly):	\$21.0
Average current wage (hourly):	\$20.0
Average annual wage:	\$41,694
Median annual wage:	\$38,938
Average benefits value:	\$10,219
Total compensation average:	\$51,913

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	1,911
Part-time workers:	20%
Average sales:	\$411,186,613
Annual employee turnover rate:	27%
Employee absentee rate:	9%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	9.2
PTO days or annual leave + sick leave (5 yrs)	17.8
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

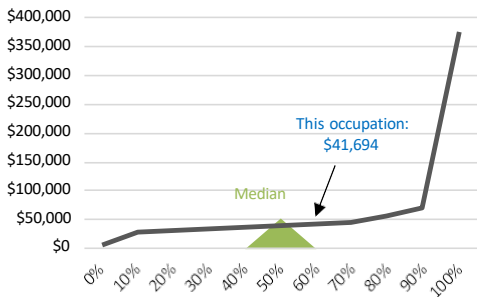
Insurance

Health insurance:	Yes
Average employee share:	\$1,970
Average employer share:	\$4,449
Dependent employee share:	\$6,323
Dependent employer share:	\$8,820
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

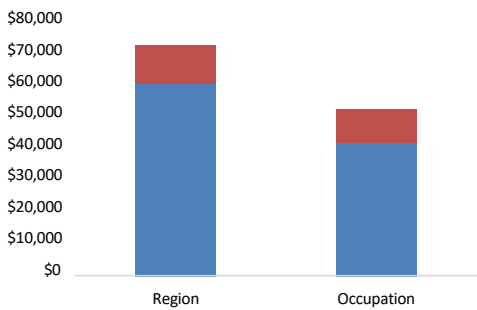
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$41,694	\$10,219

Profile 60 43-9061 Office Clerks, General

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	8
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$18.7
Average maximum wage (hourly):	\$22.3
Average current wage (hourly):	\$19.6
Average annual wage:	\$40,747
Median annual wage:	\$39,520
Average benefits value:	\$12,903
Total compensation average:	\$53,650

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	1,928
Part-time workers:	15%
Average sales:	\$271,752,963
Annual employee turnover rate:	32%
Employee absentee rate:	16%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 32%

Time Off

Paid holidays:	10.3
PTO days or annual leave + sick leave (5 yrs)	18.1
Sick leave days (5 yrs)	5.1
Paid jury duty:	Yes
Time off to vote:	Yes

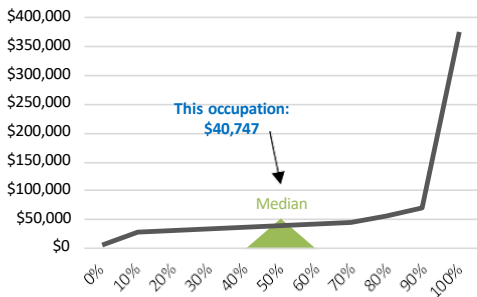
Insurance

Health insurance:	Yes
Average employee share:	\$2,126
Average employer share:	\$3,859
Dependent employee share:	\$5,611
Dependent employer share:	\$12,821
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

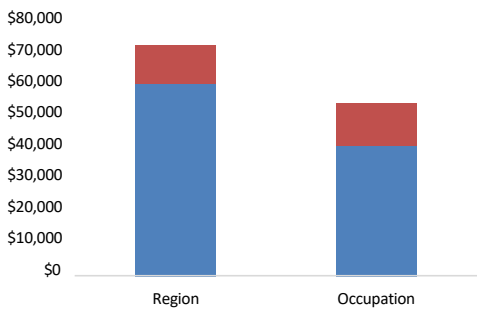
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	No
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$40,747	\$12,903

Profile 61 43-9199 Office and Administrative Support Workers, All Other

Characteristics of this Occupation

Minimum education level:	88% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	340
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$17.2
Average maximum wage (hourly):	\$25.6
Average current wage (hourly):	\$21.0
Average annual wage:	\$43,607
Median annual wage:	\$41,392
Average benefits value:	\$11,354
Total compensation average:	\$54,961

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	12
Current employment of reporting companies:	2,891
Part-time workers:	12%
Average sales:	\$196,283,631
Annual employee turnover rate:	37%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 26%

Time Off

Paid holidays:	9
PTO days or annual leave + sick leave (5 yrs)	22.1
Sick leave days (5 yrs)	2.2
Paid jury duty:	Yes
Time off to vote:	No

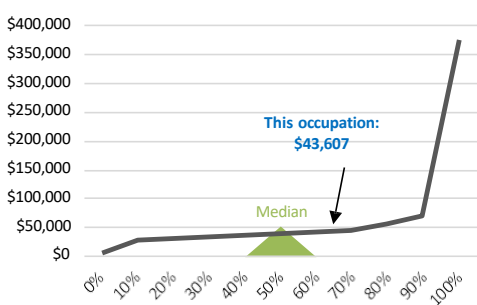
Insurance

Health insurance:	Yes
Average employee share:	\$1,700
Average employer share:	\$5,142
Dependent employee share:	\$5,265
Dependent employer share:	\$12,655
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

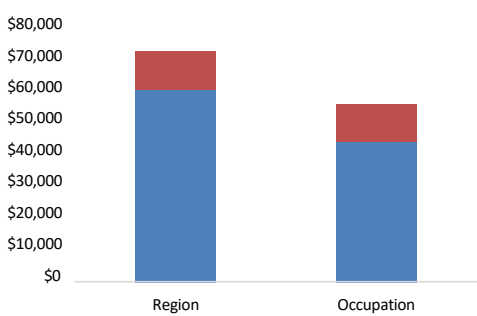
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$43,607	\$11,354

Profile 62 47-2111 Electricians

Characteristics of this Occupation

Minimum education level:	67% Associate's
Licensing requirement:	Yes
Number of vacancies:	N/A
Current occupational employment reported:	40
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	\$21.9
Average maximum wage (hourly):	\$32.2
Average current wage (hourly):	\$25.6
Average annual wage:	\$53,336
Median annual wage:	\$52,021
Average benefits value:	\$9,840
Total compensation average:	\$63,176

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	1,137
Part-time workers:	2%
Average sales:	\$75,910,475
Annual employee turnover rate:	5%
Employee absentee rate:	8%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 18%

Time Off

Paid holidays:	9.9
PTO days or annual leave + sick leave (5 yrs)	12.5
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

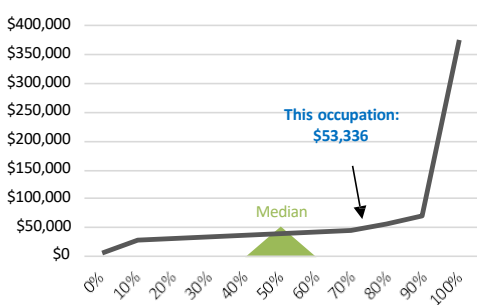
Insurance

Health insurance:	Yes
Average employee share:	\$1,678
Average employer share:	\$6,166
Dependent employee share:	\$6,492
Dependent employer share:	\$14,837
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

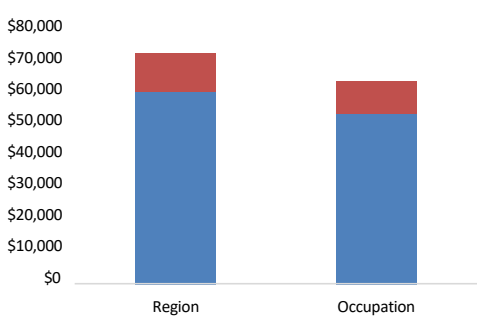
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$53,336	\$9,840

Profile 63 49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers

Characteristics of this Occupation

Minimum education level:	67% Associate's
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	17
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$32.9
Average maximum wage (hourly):	\$42.3
Average current wage (hourly):	\$37.5
Average annual wage:	\$77,930
Median annual wage:	\$83,200
Average benefits value:	\$19,235
Total compensation average:	\$97,165

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	13
Current employment of reporting companies:	2,178
Part-time workers:	2%
Average sales:	\$45,764,837
Annual employee turnover rate:	26%
Employee absentee rate:	14%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	9.3
PTO days or annual leave + sick leave (5 yrs)	16.4
Sick leave days (5 yrs)	2.2
Paid jury duty:	Yes
Time off to vote:	No

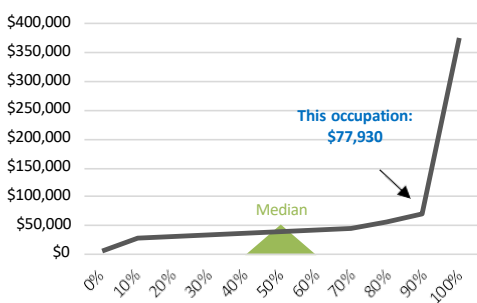
Insurance

Health insurance:	Yes
Average employee share:	\$1,808
Average employer share:	\$4,944
Dependent employee share:	\$6,795
Dependent employer share:	\$11,088
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

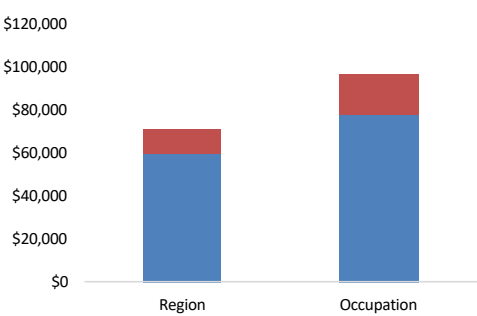
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$77,930	\$19,235

Profile 64 49-2094 Electrical and Electronics Repairers, Commercial and Industrial Equipment

Characteristics of this Occupation

Minimum education level:	75% Associate's
Licensing requirement:	Yes/No
Number of vacancies:	N/A
Current occupational employment reported:	11
Difficulty of filling position (1 easy–10 difficult):	8
Average minimum wage (hourly):	\$24.3
Average maximum wage (hourly):	\$36.4
Average current wage (hourly):	\$28.9
Average annual wage:	\$60,190
Median annual wage:	\$57,980
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	559
Part-time workers:	0%
Average sales:	\$36,040,155
Annual employee turnover rate:	14%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	10
PTO days or annual leave + sick leave (5 yrs)	18.7
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	No

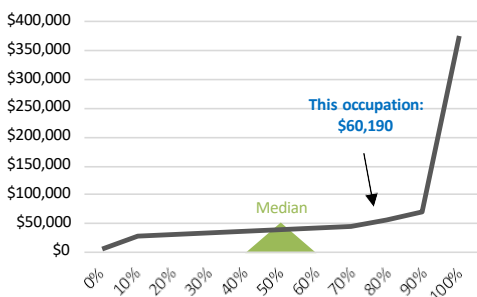
Insurance

Health insurance:	Yes
Average employee share:	\$2,460
Average employer share:	\$3,313
Dependent employee share:	\$4,338
Dependent employer share:	\$12,202
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

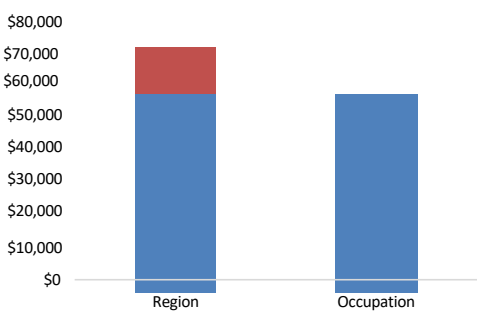
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$60,190	N/A

Profile 65 49-3031 Bus and Truck Mechanics and Diesel Engine Specialists

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	N/A
Number of vacancies:	N/A
Current occupational employment reported:	3
Difficulty of filling position (1 easy–10 difficult):	N/A
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$21.0
Average annual wage:	\$43,680
Median annual wage:	\$45,760
Average benefits value:	\$8,445
Total compensation average:	\$52,125

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	192
Part-time workers:	3%
Average sales:	\$9,171,771
Annual employee turnover rate:	67%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 19%

Time Off

Paid holidays:	8.8
PTO days or annual leave + sick leave (5 yrs)	15
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	No

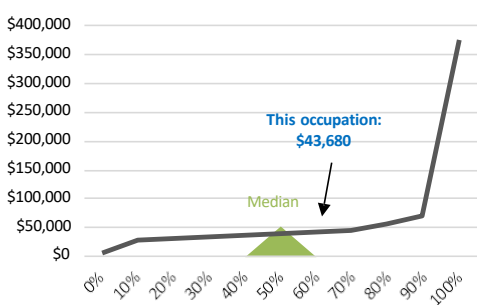
Insurance

Health insurance:	Yes
Average employee share:	N/A
Average employer share:	N/A
Dependent employee share:	N/A
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$43,680	\$8,445

Profile 66 49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Characteristics of this Occupation

Minimum education level:	50% Associate's, 50% High School or Less
Licensing requirement:	Yes
Number of vacancies:	N/A
Current occupational employment reported:	4
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$28.8
Average annual wage:	\$59,946
Median annual wage:	\$56,160
Average benefits value:	\$17,884
Total compensation average:	\$77,830

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	908
Part-time workers:	3%
Average sales:	\$82,986,888
Annual employee turnover rate:	13%
Employee absentee rate:	20%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 30%

Time Off

Paid holidays:	11.2
PTO days or annual leave + sick leave (5 yrs)	16.5
Sick leave days (5 yrs)	3.7
Paid jury duty:	Yes
Time off to vote:	Yes

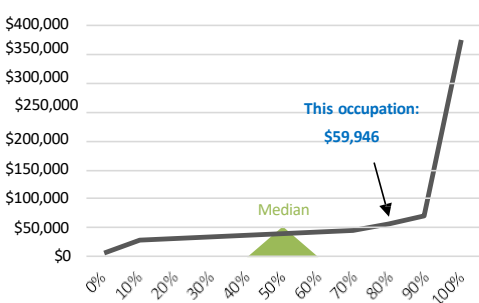
Insurance

Health insurance:	Yes
Average employee share:	\$1,410
Average employer share:	\$7,409
Dependent employee share:	\$4,490
Dependent employer share:	\$15,070
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

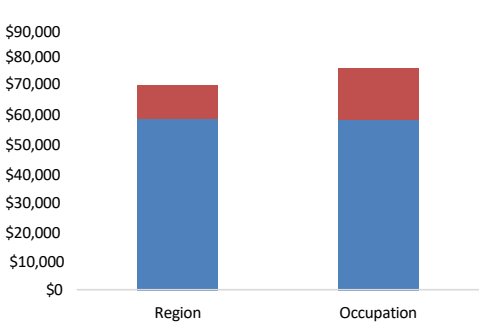
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	Yes
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$59,946	\$17,884

Profile 67 49-9041 Industrial Machinery Mechanics

Characteristics of this Occupation

Minimum education level:	67% High School or Less
Licensing requirement:	No
Number of vacancies:	8
Current occupational employment reported:	78
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	\$20.8
Average maximum wage (hourly):	\$27.6
Average current wage (hourly):	\$26.6
Average annual wage:	\$55,245
Median annual wage:	\$54,059
Average benefits value:	\$16,794
Total compensation average:	\$72,039

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	13
Current employment of reporting companies:	1,363
Part-time workers:	3%
Average sales:	\$14,181,890
Annual employee turnover rate:	137%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 30%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	14.7
Sick leave days (5 yrs)	2.5
Paid jury duty:	Yes
Time off to vote:	Yes

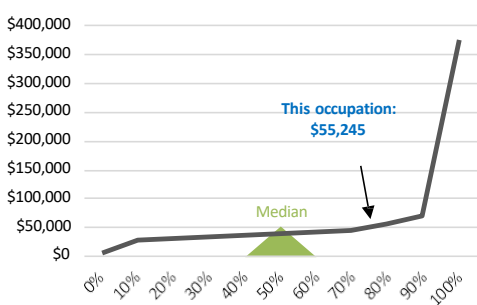
Insurance

Health insurance:	Yes
Average employee share:	\$1,994
Average employer share:	\$4,417
Dependent employee share:	\$4,645
Dependent employer share:	\$10,248
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$55,245	\$16,794

Profile 68 49-9043 Maintenance Workers, Machinery

Characteristics of this Occupation

Minimum education level:	88% Associate's
Licensing requirement:	No
Number of vacancies:	5
Current occupational employment reported:	58
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$19.7
Average maximum wage (hourly):	\$27.1
Average current wage (hourly):	\$24.1
Average annual wage:	\$50,026
Median annual wage:	\$47,424
Average benefits value:	\$12,694
Total compensation average:	\$62,720

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	11
Current employment of reporting companies:	2,010
Part-time workers:	7%
Average sales:	\$43,241,541
Annual employee turnover rate:	27%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	9.2
PTO days or annual leave + sick leave (5 yrs)	16
Sick leave days (5 yrs)	0.6
Paid jury duty:	Yes
Time off to vote:	No

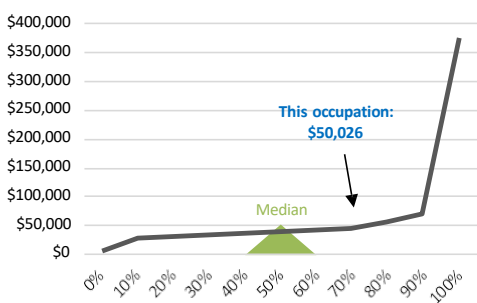
Insurance

Health insurance:	Yes
Average employee share:	\$1,579
Average employer share:	\$6,261
Dependent employee share:	\$4,959
Dependent employer share:	\$12,942
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$50,026	\$12,694

Profile 69 49-9044 Millwrights

Characteristics of this Occupation

Minimum education level:	50% Associate's, 50% High School or Less
Licensing requirement:	Yes/No
Number of vacancies:	N/A
Current occupational employment reported:	36
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$19.0
Average maximum wage (hourly):	\$30.7
Average current wage (hourly):	\$26.2
Average annual wage:	\$54,496
Median annual wage:	\$54,080
Average benefits value:	\$13,806
Total compensation average:	\$68,302

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	1,314
Part-time workers:	2%
Average sales:	\$69,317,610
Annual employee turnover rate:	22%
Employee absentee rate:	8%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	9.4
PTO days or annual leave + sick leave (5 yrs)	13.1
Sick leave days (5 yrs)	1.8
Paid jury duty:	Yes
Time off to vote:	Yes

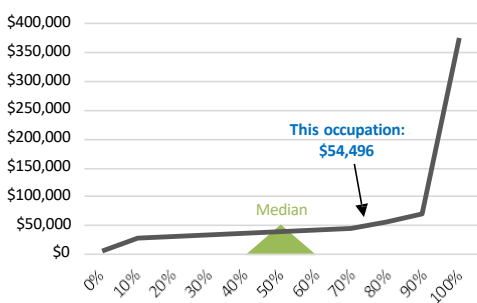
Insurance

Health insurance:	Yes
Average employee share:	\$1,020
Average employer share:	\$5,728
Dependent employee share:	\$6,360
Dependent employer share:	\$10,508
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

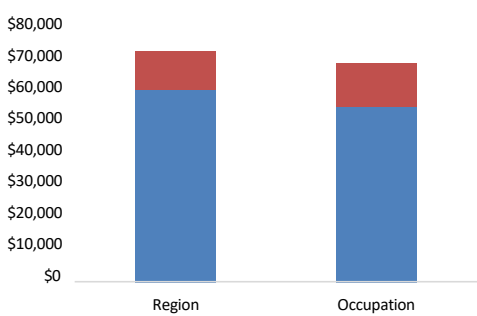
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$54,496	\$13,806

Profile 70 49-9071 Maintenance and Repair Workers, General

Characteristics of this Occupation

Minimum education level:	53% Associate's
Licensing requirement:	No
Number of vacancies:	5
Current occupational employment reported:	110
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$22.2
Average maximum wage (hourly):	\$29.2
Average current wage (hourly):	\$23.1
Average annual wage:	\$48,065
Median annual wage:	\$49,556
Average benefits value:	\$11,251
Total compensation average:	\$59,316

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	19
Current employment of reporting companies:	3,424
Part-time workers:	4%
Average sales:	\$43,612,914
Annual employee turnover rate:	47%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 23%

Time Off

Paid holidays:	9.5
PTO days or annual leave + sick leave (5 yrs)	16.7
Sick leave days (5 yrs)	1.3
Paid jury duty:	Yes
Time off to vote:	No

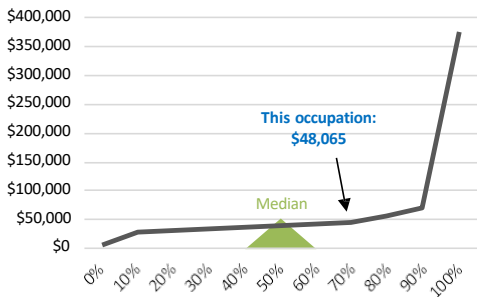
Insurance

Health insurance:	Yes
Average employee share:	\$1,377
Average employer share:	\$5,401
Dependent employee share:	\$5,068
Dependent employer share:	\$14,966
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$48,065	\$11,251

Profile 71 49-9099 Installation, Maintenance and Repair Workers, All Other

Characteristics of this Occupation

Minimum education level:	75% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	13
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$14.3
Average maximum wage (hourly):	\$19.1
Average current wage (hourly):	\$17.4
Average annual wage:	\$36,123
Median annual wage:	\$36,400
Average benefits value:	\$6,623
Total compensation average:	\$42,746

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	365
Part-time workers:	7%
Average sales:	\$34,957,261
Annual employee turnover rate:	12%
Employee absentee rate:	23%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 18%

Time Off

Paid holidays:	8.6
PTO days or annual leave + sick leave (5 yrs)	13.4
Sick leave days (5 yrs)	1.8
Paid jury duty:	Yes
Time off to vote:	No

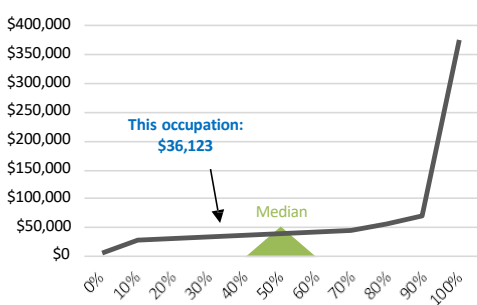
Insurance

Health insurance:	Yes
Average employee share:	\$2,425
Average employer share:	\$4,088
Dependent employee share:	\$8,570
Dependent employer share:	\$7,001
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

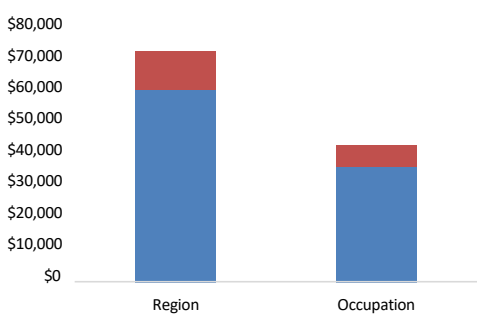
Retirement and Other

401(k):	Yes
IRA:	Yes
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$36,123	\$6,623

Profile 72 51-1011 First-Line Supervisors of Production and Operating Workers

Characteristics of this Occupation

Minimum education level:	64% High School or Less
Licensing requirement:	No
Number of vacancies:	10
Current occupational employment reported:	236
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$22.8
Average maximum wage (hourly):	\$30.4
Average current wage (hourly):	\$26.8
Average annual wage:	\$55,750
Median annual wage:	\$58,240
Average benefits value:	\$13,222
Total compensation average:	\$68,972

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	43
Current employment of reporting companies:	6,321
Part-time workers:	7%
Average sales:	\$39,154,934
Annual employee turnover rate:	101%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 24%

Time Off

Paid holidays:	9.5
PTO days or annual leave + sick leave (5 yrs)	17
Sick leave days (5 yrs)	1.9
Paid jury duty:	Yes
Time off to vote:	No

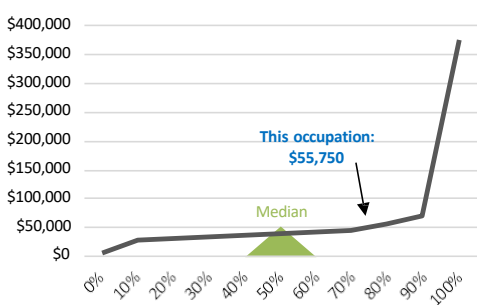
Insurance

Health insurance:	Yes
Average employee share:	\$1,800
Average employer share:	\$4,963
Dependent employee share:	\$5,507
Dependent employer share:	\$10,830
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

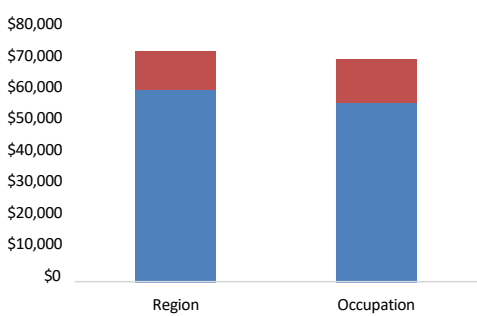
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$55,750	\$13,222

Profile 73 51-2041 Structural Metal Fabricators and Fitters

Characteristics of this Occupation

Minimum education level:	58% High School or Less
Licensing requirement:	No
Number of vacancies:	11
Current occupational employment reported:	87
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$16.4
Average maximum wage (hourly):	\$23.0
Average current wage (hourly):	\$20.1
Average annual wage:	\$41,869
Median annual wage:	\$42,120
Average benefits value:	\$8,478
Total compensation average:	\$50,347

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	15
Current employment of reporting companies:	1,060
Part-time workers:	10%
Average sales:	\$21,433,371
Annual employee turnover rate:	113%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.75 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$1 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 20%

Time Off

Paid holidays:	8.5
PTO days or annual leave + sick leave (5 yrs)	13.8
Sick leave days (5 yrs)	1.4
Paid jury duty:	Yes
Time off to vote:	No

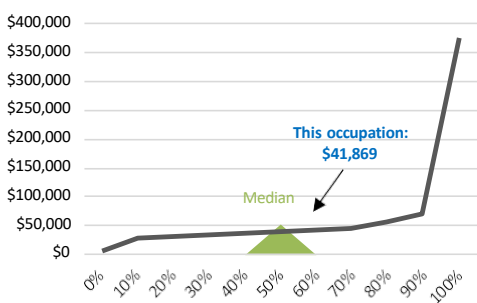
Insurance

Health insurance:	Yes
Average employee share:	\$2,088
Average employer share:	\$4,530
Dependent employee share:	\$6,692
Dependent employer share:	\$10,759
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$41,869	\$8,478

Profile 74 51-2090 Miscellaneous Assemblers and Fabricators

Characteristics of this Occupation

Minimum education level:	89% High School or Less
Licensing requirement:	No
Number of vacancies:	63
Current occupational employment reported:	821
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$14.2
Average maximum wage (hourly):	\$18.3
Average current wage (hourly):	\$17.5
Average annual wage:	\$36,483
Median annual wage:	\$35,755
Average benefits value:	\$7,586
Total compensation average:	\$44,069

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	20
Current employment of reporting companies:	2,731
Part-time workers:	6%
Average sales:	\$38,200,178
Annual employee turnover rate:	64%
Employee absentee rate:	14%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 21%

Time Off

Paid holidays:	9.6
PTO days or annual leave + sick leave (5 yrs)	13.9
Sick leave days (5 yrs)	2.2
Paid jury duty:	Yes
Time off to vote:	No

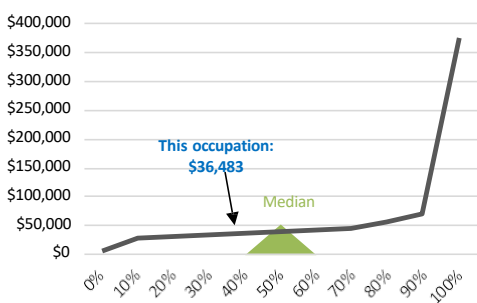
Insurance

Health insurance:	Yes
Average employee share:	\$1,965
Average employer share:	\$4,911
Dependent employee share:	\$5,849
Dependent employer share:	\$11,360
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$36,483	\$7,586

Profile 75 51-4022 Forging Machine Setters, Operators, and Tenders, Metal and Plastic

Characteristics of this Occupation

Minimum education level:	75% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	N/A
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$18.6
Average annual wage:	\$38,792
Median annual wage:	\$36,296
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	629
Part-time workers:	5%
Average sales:	N/A
Annual employee turnover rate:	81%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.75 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	11.2
PTO days or annual leave + sick leave (5 yrs)	14.3
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

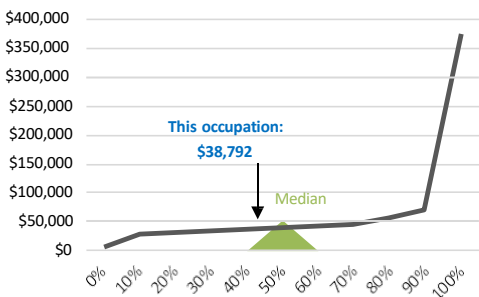
Insurance

Health insurance:	Yes
Average employee share:	N/A
Average employer share:	N/A
Dependent employee share:	\$3,047
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



Profile 76 51-4023 Rolling Machine Setters, Operators, and Tenders, Metal and Plastic

Characteristics of this Occupation

Minimum education level:	83% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	43
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$16.2
Average maximum wage (hourly):	\$21.0
Average current wage (hourly):	\$18.5
Average annual wage:	\$38,459
Median annual wage:	\$37,492
Average benefits value:	\$10,192
Total compensation average:	\$48,651

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	728
Part-time workers:	2%
Average sales:	\$35,253,282
Annual employee turnover rate:	37%
Employee absentee rate:	13%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 27%

Time Off

Paid holidays:	10
PTO days or annual leave + sick leave (5 yrs)	14.5
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

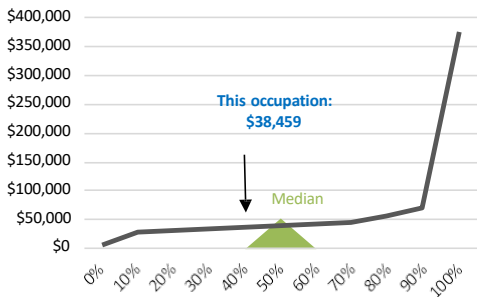
Insurance

Health insurance:	Yes
Average employee share:	\$862
Average employer share:	\$3,808
Dependent employee share:	\$3,825
Dependent employer share:	\$10,993
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

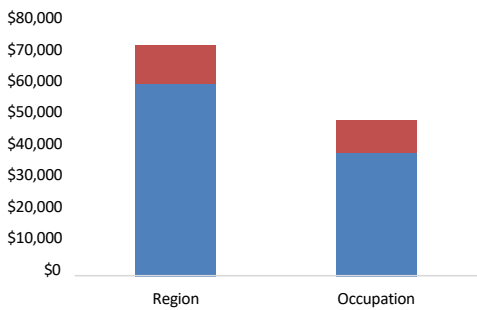
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$38,459	\$10,192

Profile 77 51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	17
Current occupational employment reported:	82
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$14.6
Average maximum wage (hourly):	\$19.9
Average current wage (hourly):	\$16.7
Average annual wage:	\$34,798
Median annual wage:	\$33,280
Average benefits value:	\$9,047
Total compensation average:	\$43,845

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	9
Current employment of reporting companies:	967
Part-time workers:	2%
Average sales:	\$26,912,662
Annual employee turnover rate:	50%
Employee absentee rate:	8%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 26%

Time Off

Paid holidays:	9.4
PTO days or annual leave + sick leave (5 yrs)	16.5
Sick leave days (5 yrs)	4
Paid jury duty:	Yes
Time off to vote:	Yes

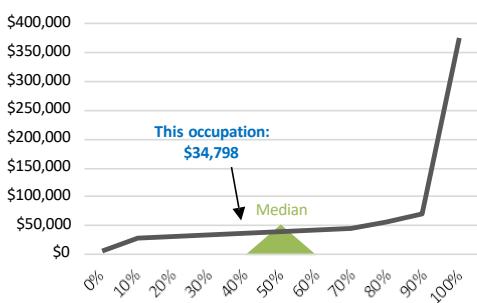
Insurance

Health insurance:	Yes
Average employee share:	\$1,277
Average employer share:	\$5,971
Dependent employee share:	\$3,886
Dependent employer share:	\$15,690
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

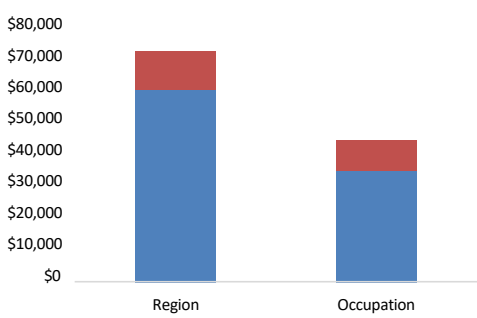
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$34,798	\$9,047

Profile 78 51-4032 Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic

Characteristics of this Occupation

Minimum education level:	75% High School or Less
Licensing requirement:	No
Number of vacancies:	5
Current occupational employment reported:	N/A
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$23.7
Average annual wage:	\$49,338
Median annual wage:	\$52,000
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	629
Part-time workers:	5%
Average sales:	N/A
Annual employee turnover rate:	81%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.75 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	11.2
PTO days or annual leave + sick leave (5 yrs)	14.3
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

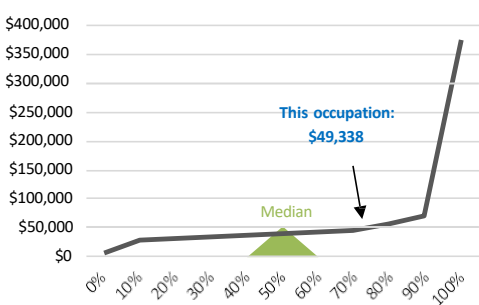
Insurance

Health insurance:	Yes
Average employee share:	N/A
Average employer share:	N/A
Dependent employee share:	\$3,047
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$49,338	N/A

Profile 79 51-4041 Machinists

Characteristics of this Occupation

Minimum education level:	53% High School or Less
Licensing requirement:	No
Number of vacancies:	30
Current occupational employment reported:	204
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	\$16.7
Average maximum wage (hourly):	\$25.7
Average current wage (hourly):	\$22.3
Average annual wage:	\$46,310
Median annual wage:	\$43,680
Average benefits value:	\$9,126
Total compensation average:	\$55,436

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	24
Current employment of reporting companies:	2,915
Part-time workers:	8%
Average sales:	\$23,756,422
Annual employee turnover rate:	34%
Employee absentee rate:	7%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 20%

Time Off

Paid holidays:	8.9
PTO days or annual leave + sick leave (5 yrs)	14.2
Sick leave days (5 yrs)	1.7
Paid jury duty:	Yes
Time off to vote:	No

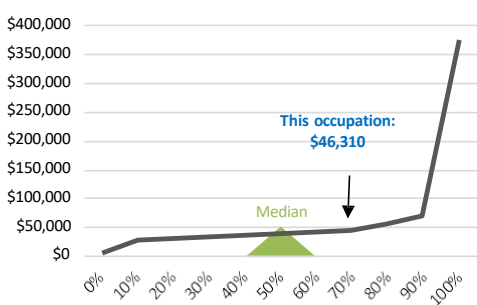
Insurance

Health insurance:	Yes
Average employee share:	\$1,942
Average employer share:	\$5,158
Dependent employee share:	\$5,854
Dependent employer share:	\$12,070
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$46,310	\$9,126

Profile 80 51-4052 Pourers and Casters, Metal

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	47
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$16.8
Average maximum wage (hourly):	\$20.0
Average current wage (hourly):	\$19.0
Average annual wage:	\$39,444
Median annual wage:	\$37,378
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	642
Part-time workers:	3%
Average sales:	\$49,411,056
Annual employee turnover rate:	238%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	10.2
PTO days or annual leave + sick leave (5 yrs)	18.3
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	Yes

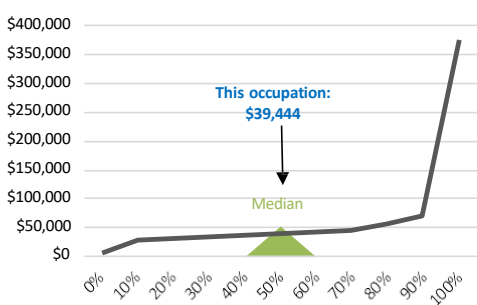
Insurance

Health insurance:	Yes
Average employee share:	\$1,071
Average employer share:	\$3,010
Dependent employee share:	\$2,607
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

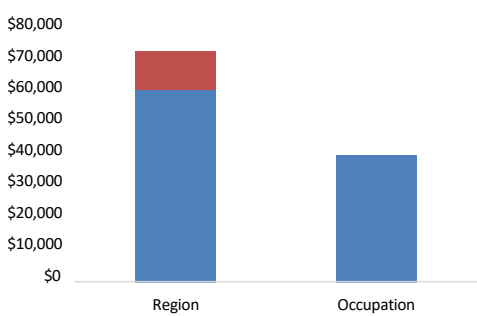
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$39,444	N/A

Profile 81

51-4072 Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	N/A
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$20.4
Average annual wage:	\$42,383
Median annual wage:	\$46,030
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	959
Part-time workers:	2%
Average sales:	\$75,536,577
Annual employee turnover rate:	47%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	10.4
PTO days or annual leave + sick leave (5 yrs)	15
Sick leave days (5 yrs)	0
Paid jury duty:	Yes
Time off to vote:	No

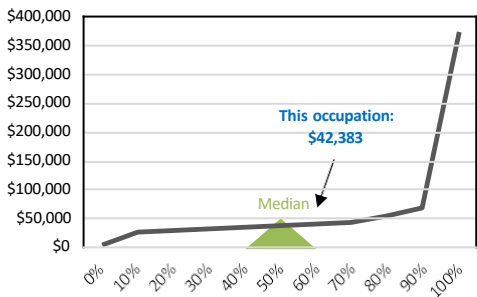
Insurance

Health insurance:	Yes
Average employee share:	\$1,056
Average employer share:	\$2,393
Dependent employee share:	\$2,621
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$42,383	N/A

Profile 82 51-4111 Tool and Die Makers

Characteristics of this Occupation

Minimum education level:	67% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	14
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	\$23.6
Average maximum wage (hourly):	\$26.9
Average current wage (hourly):	\$25.2
Average annual wage:	\$52,341
Median annual wage:	\$54,704
Average benefits value:	\$16,684
Total compensation average:	\$69,025

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	1,029
Part-time workers:	2%
Average sales:	\$52,672,025
Annual employee turnover rate:	50%
Employee absentee rate:	17%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 32%

Time Off

Paid holidays:	10
PTO days or annual leave + sick leave (5 yrs)	15.8
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	No

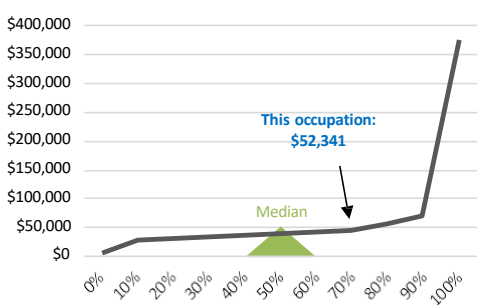
Insurance

Health insurance:	Yes
Average employee share:	\$1,016
Average employer share:	\$3,084
Dependent employee share:	\$3,142
Dependent employer share:	\$18,119
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

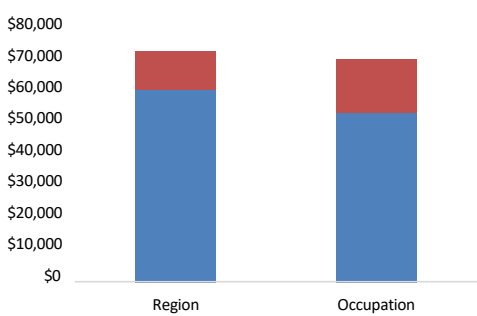
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$52,341	\$16,684

Profile 83 51-4121 Welders, Cutters, Solderers, and Brazers

Characteristics of this Occupation

Minimum education level:	71% High School or Less
Licensing requirement:	No
Number of vacancies:	33
Current occupational employment reported:	185
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$15.8
Average maximum wage (hourly):	\$21.0
Average current wage (hourly):	\$18.6
Average annual wage:	\$38,680
Median annual wage:	\$37,440
Average benefits value:	\$8,429
Total compensation average:	\$47,109

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	18
Current employment of reporting companies:	1,678
Part-time workers:	2%
Average sales:	\$21,932,800
Annual employee turnover rate:	72%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 22%

Time Off

Paid holidays:	9.3
PTO days or annual leave + sick leave (5 yrs)	15.2
Sick leave days (5 yrs)	2.1
Paid jury duty:	Yes
Time off to vote:	No

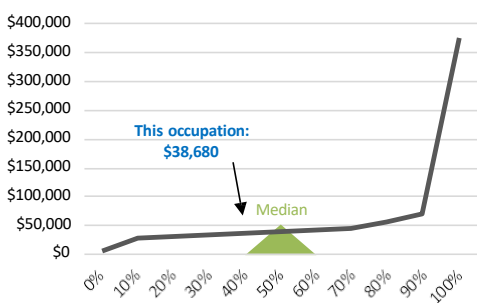
Insurance

Health insurance:	Yes
Average employee share:	\$1,995
Average employer share:	\$4,959
Dependent employee share:	\$5,201
Dependent employer share:	\$11,345
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

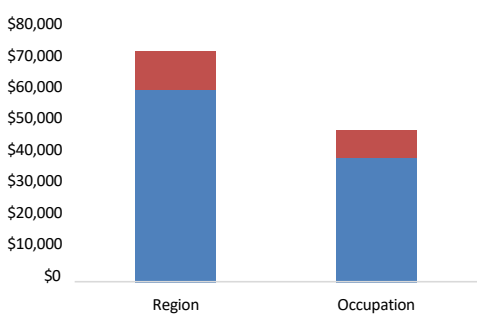
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$38,680	\$8,429

Profile 84 51-4122 Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	76
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$16.0
Average maximum wage (hourly):	\$17.1
Average current wage (hourly):	\$18.3
Average annual wage:	\$38,090
Median annual wage:	\$37,960
Average benefits value:	\$11,570
Total compensation average:	\$49,660

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	1,323
Part-time workers:	2%
Average sales:	\$85,373,037
Annual employee turnover rate:	28%
Employee absentee rate:	20%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 30%

Time Off

Paid holidays:	10.3
PTO days or annual leave + sick leave (5 yrs)	13.6
Sick leave days (5 yrs)	1.5
Paid jury duty:	Yes
Time off to vote:	No

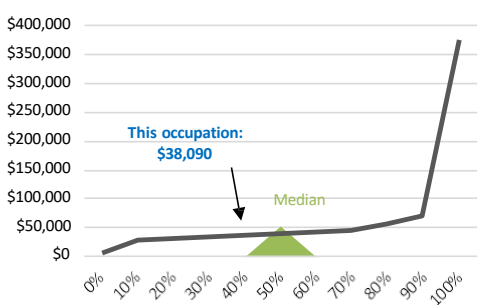
Insurance

Health insurance:	Yes
Average employee share:	\$1,345
Average employer share:	\$6,501
Dependent employee share:	\$4,574
Dependent employer share:	\$16,589
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

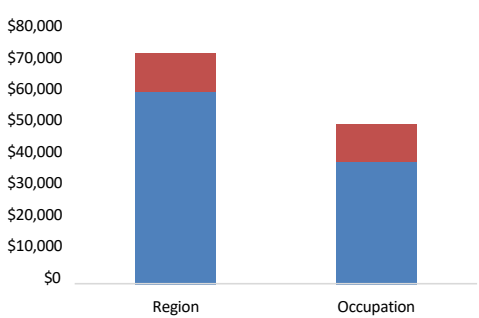
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$38,090	\$11,570

Profile 85 51-6031 Sewing Machine Operators

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	136
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$12.6
Average maximum wage (hourly):	\$16.2
Average current wage (hourly):	\$14.4
Average annual wage:	\$29,900
Median annual wage:	\$28,340
Average benefits value:	\$5,482
Total compensation average:	\$35,382

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	582
Part-time workers:	0%
Average sales:	\$17,798,813
Annual employee turnover rate:	71%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 18%

Time Off

Paid holidays:	9.5
PTO days or annual leave + sick leave (5 yrs)	11.5
Sick leave days (5 yrs)	3
Paid jury duty:	Yes
Time off to vote:	Yes

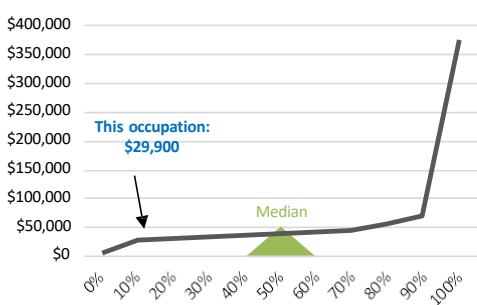
Insurance

Health insurance:	Yes
Average employee share:	N/A
Average employer share:	N/A
Dependent employee share:	N/A
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	No
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$29,900	\$5,482

Profile 86 51-7041 Sawing Machine Setters, Operators, and Tenders, Wood

Characteristics of this Occupation

Minimum education level:	80% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	37
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$13.2
Average maximum wage (hourly):	\$16.5
Average current wage (hourly):	\$14.6
Average annual wage:	\$30,460
Median annual wage:	\$32,240
Average benefits value:	\$3,536
Total compensation average:	\$33,996

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	6
Current employment of reporting companies:	436
Part-time workers:	3%
Average sales:	\$10,309,183
Annual employee turnover rate:	76%
Employee absentee rate:	16%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 12%

Time Off

Paid holidays:	6.5
PTO days or annual leave + sick leave (5 yrs)	16
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	No

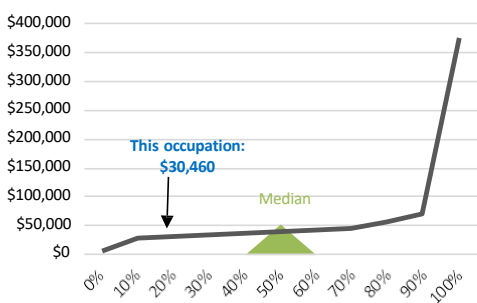
Insurance

Health insurance:	Yes
Average employee share:	\$2,075
Average employer share:	\$2,860
Dependent employee share:	\$8,262
Dependent employer share:	\$3,777
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	Yes
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$30,460	\$3,536

Profile 87 51-7042 Woodworking Machine Setters, Operators, and Tenders, Wood

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	35
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$16.5
Average annual wage:	\$34,320
Median annual wage:	\$29,120
Average benefits value:	\$2,108
Total compensation average:	\$36,428

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	179
Part-time workers:	3%
Average sales:	\$7,045,007
Annual employee turnover rate:	144%
Employee absentee rate:	11%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 6%

Time Off

Paid holidays:	7.2
PTO days or annual leave + sick leave (5 yrs)	N/A
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	No

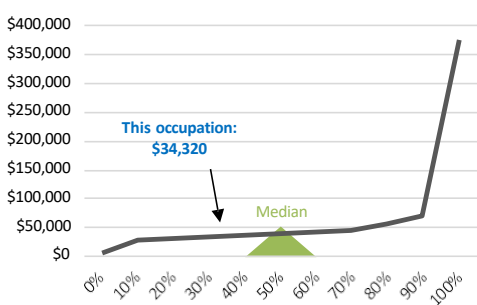
Insurance

Health insurance:	Yes
Average employee share:	N/A
Average employer share:	N/A
Dependent employee share:	N/A
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

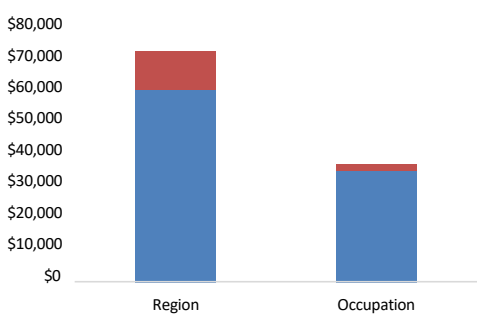
Retirement and Other

401(k):	No
IRA:	Yes
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$34,320	\$2,108

Profile 88 51-8031 Water and Wastewater Treatment Plant and System Operators

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	8
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$22.5
Average maximum wage (hourly):	\$28.2
Average current wage (hourly):	\$24.2
Average annual wage:	\$50,253
Median annual wage:	\$49,920
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	1,052
Part-time workers:	1%
Average sales:	N/A
Annual employee turnover rate:	38%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	11.2
PTO days or annual leave + sick leave (5 yrs)	22.2
Sick leave days (5 yrs)	3.8
Paid jury duty:	Yes
Time off to vote:	No

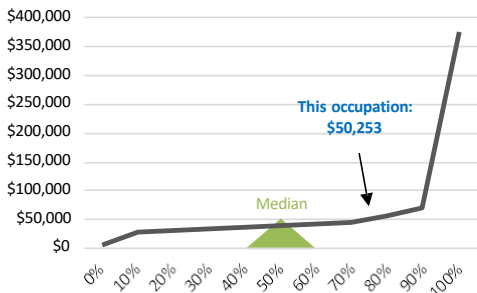
Insurance

Health insurance:	Yes
Average employee share:	\$2,035
Average employer share:	\$4,805
Dependent employee share:	\$3,984
Dependent employer share:	\$19,193
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	Yes
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$50,253	N/A

Profile 89 51-9023 Mixing and Blending Machine Setters, Operators, and Tenders

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	44
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$23.4
Average annual wage:	\$48,707
Median annual wage:	\$45,760
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	3
Current employment of reporting companies:	986
Part-time workers:	3%
Average sales:	N/A
Annual employee turnover rate:	10%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	11
PTO days or annual leave + sick leave (5 yrs)	18.3
Sick leave days (5 yrs)	3.3
Paid jury duty:	Yes
Time off to vote:	No

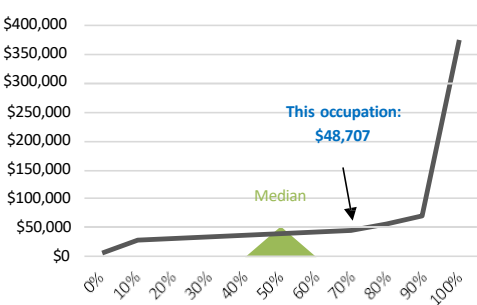
Insurance

Health insurance:	Yes
Average employee share:	\$2,358
Average employer share:	\$4,099
Dependent employee share:	\$5,463
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

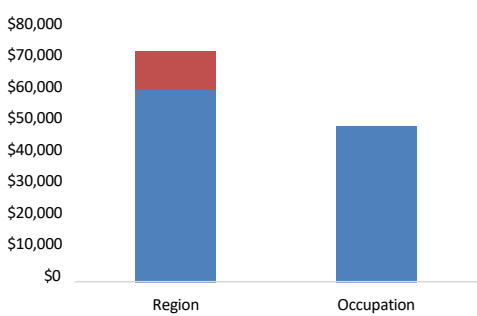
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	Yes
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$48,707	N/A

Profile 90 51-9051 Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	60
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$21.0
Average maximum wage (hourly):	\$24.0
Average current wage (hourly):	\$22.7
Average annual wage:	\$47,268
Median annual wage:	\$45,895
Average benefits value:	\$15,835
Total compensation average:	\$63,103

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	1,688
Part-time workers:	2%
Average sales:	\$140,892,433
Annual employee turnover rate:	36%
Employee absentee rate:	16%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 34%

Time Off

Paid holidays:	11
PTO days or annual leave + sick leave (5 yrs)	20
Sick leave days (5 yrs)	1.7
Paid jury duty:	Yes
Time off to vote:	Yes

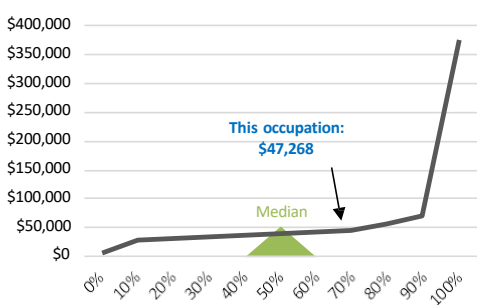
Insurance

Health insurance:	Yes
Average employee share:	\$1,334
Average employer share:	\$6,031
Dependent employee share:	\$4,282
Dependent employer share:	\$15,052
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

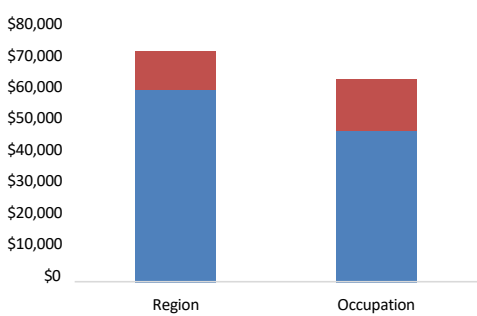
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$47,268	\$15,835

Profile 91 51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers

Characteristics of this Occupation

Minimum education level:	78% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	37
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$18.5
Average maximum wage (hourly):	\$20.2
Average current wage (hourly):	\$20.3
Average annual wage:	\$42,284
Median annual wage:	\$37,440
Average benefits value:	\$11,311
Total compensation average:	\$53,595

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	9
Current employment of reporting companies:	959
Part-time workers:	1%
Average sales:	\$18,417,896
Annual employee turnover rate:	154%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 27%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	14.5
Sick leave days (5 yrs)	1.8
Paid jury duty:	Yes
Time off to vote:	No

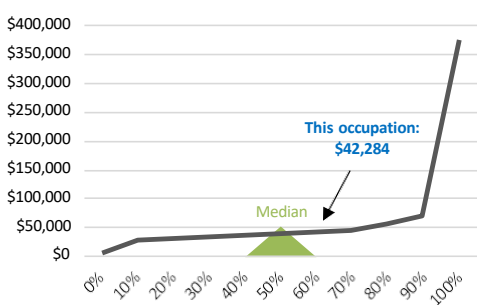
Insurance

Health insurance:	Yes
Average employee share:	\$1,931
Average employer share:	\$5,758
Dependent employee share:	\$5,046
Dependent employer share:	\$11,230
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$42,284	\$11,311

Profile 92 51-9111 Packaging and Filling Machine Operators and Tenders

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	139
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$15.7
Average maximum wage (hourly):	\$18.0
Average current wage (hourly):	\$16.6
Average annual wage:	\$34,466
Median annual wage:	\$31,169
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	5
Current employment of reporting companies:	624
Part-time workers:	2%
Average sales:	N/A
Annual employee turnover rate:	46%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	8.4
PTO days or annual leave + sick leave (5 yrs)	13.1
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	No

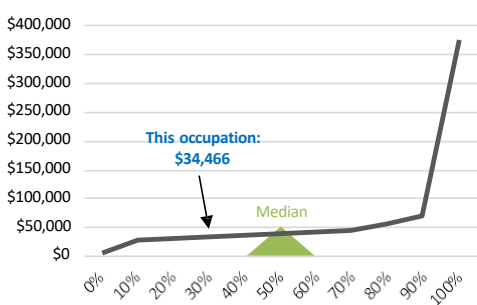
Insurance

Health insurance:	Yes
Average employee share:	\$2,870
Average employer share:	\$3,171
Dependent employee share:	\$6,764
Dependent employer share:	\$8,943
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$34,466	N/A

Profile 93 51-9123 Painting, Coating, and Decorating Workers

Characteristics of this Occupation

Minimum education level:	67% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	7
Difficulty of filling position (1 easy–10 difficult):	7
Average minimum wage (hourly):	N/A
Average maximum wage (hourly):	N/A
Average current wage (hourly):	\$18.7
Average annual wage:	\$38,979
Median annual wage:	\$34,778
Average benefits value:	N/A
Total compensation average:	N/A

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	3
Current employment of reporting companies:	170
Part-time workers:	1%
Average sales:	\$7,211,371
Annual employee turnover rate:	84%
Employee absentee rate:	N/A

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: N/A

Time Off

Paid holidays:	7.7
PTO days or annual leave + sick leave (5 yrs)	14.7
Sick leave days (5 yrs)	N/A
Paid jury duty:	No
Time off to vote:	No

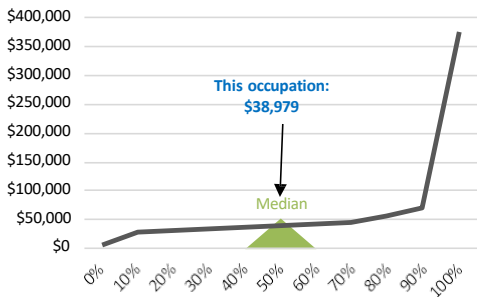
Insurance

Health insurance:	Yes
Average employee share:	N/A
Average employer share:	N/A
Dependent employee share:	N/A
Dependent employer share:	N/A
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	No
Disability insurance:	No

Retirement and Other

401(k):	N/A
IRA:	N/A
Profit sharing:	N/A
Career development:	Yes
Tuition reimbursement:	N/A
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$38,979	N/A

Profile 94 51-9124 Coating, Painting, and Spraying Machine Setters, Operators, and Tenders

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	35
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$13.9
Average maximum wage (hourly):	\$17.8
Average current wage (hourly):	\$15.8
Average annual wage:	\$32,799
Median annual wage:	\$32,240
Average benefits value:	\$8,331
Total compensation average:	\$41,130

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	621
Part-time workers:	2%
Average sales:	\$6,797,725
Annual employee turnover rate:	99%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 25%

Time Off

Paid holidays:	9.7
PTO days or annual leave + sick leave (5 yrs)	15.3
Sick leave days (5 yrs)	1.8
Paid jury duty:	Yes
Time off to vote:	No

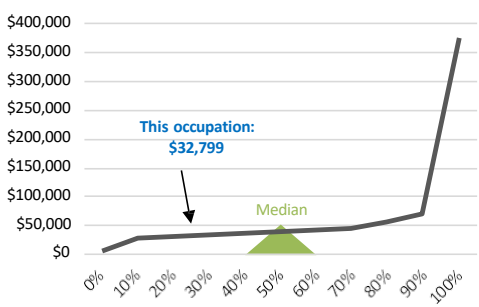
Insurance

Health insurance:	Yes
Average employee share:	\$2,080
Average employer share:	\$4,596
Dependent employee share:	\$5,102
Dependent employer share:	\$11,772
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

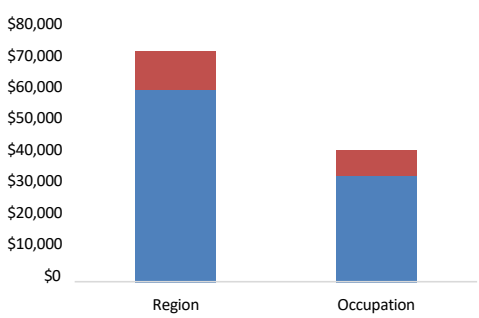
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$32,799	\$8,331

Profile 95 51-9198 Helpers-Production Workers

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	167
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$13.1
Average maximum wage (hourly):	\$15.0
Average current wage (hourly):	\$14.1
Average annual wage:	\$29,390
Median annual wage:	\$29,037
Average benefits value:	\$3,429
Total compensation average:	\$32,819

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	4
Current employment of reporting companies:	261
Part-time workers:	1%
Average sales:	\$23,395,348
Annual employee turnover rate:	98%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 12%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	N/A
Sick leave days (5 yrs)	N/A
Paid jury duty:	Yes
Time off to vote:	No

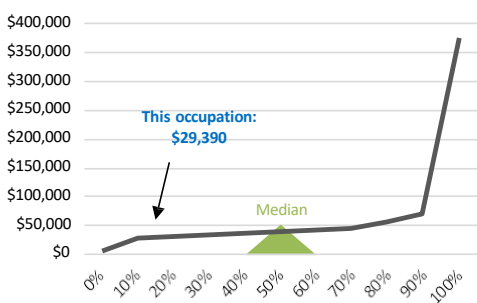
Insurance

Health insurance:	Yes
Average employee share:	\$2,439
Average employer share:	\$5,330
Dependent employee share:	\$6,138
Dependent employer share:	\$9,332
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$29,390	\$3,429

Profile 96 51-9199 Production Workers, All Other

Characteristics of this Occupation

Minimum education level:	96% High School or Less
Licensing requirement:	No
Number of vacancies:	127
Current occupational employment reported:	1,765
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$13.7
Average maximum wage (hourly):	\$18.6
Average current wage (hourly):	\$15.1
Average annual wage:	\$31,486
Median annual wage:	\$31,980
Average benefits value:	\$7,626
Total compensation average:	\$39,112

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	30
Current employment of reporting companies:	4,542
Part-time workers:	7%
Average sales:	\$35,047,377
Annual employee turnover rate:	116%
Employee absentee rate:	9%

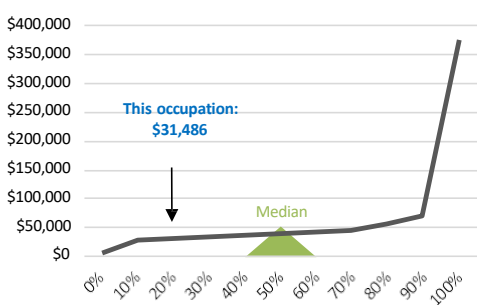
Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages:	24%
Time Off	
Paid holidays:	9.2
PTO days or annual leave + sick leave (5 yrs)	16.4
Sick leave days (5 yrs)	2.4
Paid jury duty:	Yes
Time off to vote:	No
Insurance	
Health insurance:	Yes
Average employee share:	\$1,420
Average employer share:	\$5,331
Dependent employee share:	\$4,803
Dependent employer share:	\$11,654
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes
Retirement and Other	
401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$31,486	\$7,626

Profile 97 53-1047 First-Line Supervisors of Transportation and Material Moving Workers

Characteristics of this Occupation

Minimum education level:	80% High School or Less
Licensing requirement:	No
Number of vacancies:	3
Current occupational employment reported:	33
Difficulty of filling position (1 easy–10 difficult):	5
Average minimum wage (hourly):	\$21.1
Average maximum wage (hourly):	\$27.1
Average current wage (hourly):	\$25.2
Average annual wage:	\$52,337
Median annual wage:	\$50,918
Average benefits value:	\$16,957
Total compensation average:	\$69,294

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	11
Current employment of reporting companies:	2,085
Part-time workers:	6%
Average sales:	\$47,454,439
Annual employee turnover rate:	144%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$1 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 32%

Time Off

Paid holidays:	9.3
PTO days or annual leave + sick leave (5 yrs)	15.2
Sick leave days (5 yrs)	1.2
Paid jury duty:	Yes
Time off to vote:	Yes

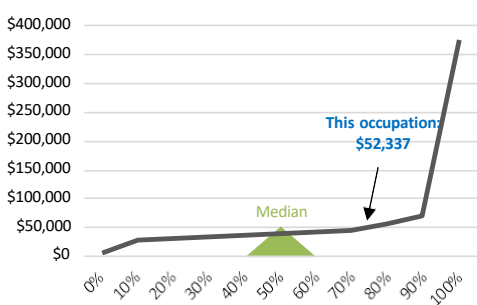
Insurance

Health insurance:	Yes
Average employee share:	\$1,393
Average employer share:	\$5,023
Dependent employee share:	\$4,566
Dependent employer share:	\$11,842
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$52,337	\$16,957

Profile 98 53-3032 Heavy and Tractor-Trailer Truck Drivers

Characteristics of this Occupation

Minimum education level:	78% High School or Less
Licensing requirement:	Yes
Number of vacancies:	N/A
Current occupational employment reported:	48
Difficulty of filling position (1 easy–10 difficult):	6
Average minimum wage (hourly):	\$17.8
Average maximum wage (hourly):	\$20.7
Average current wage (hourly):	\$19.6
Average annual wage:	\$40,764
Median annual wage:	\$39,520
Average benefits value:	\$7,323
Total compensation average:	\$48,087

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	12
Current employment of reporting companies:	1,225
Part-time workers:	3%
Average sales:	\$34,843,593
Annual employee turnover rate:	147%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 18%

Time Off

Paid holidays:	8.8
PTO days or annual leave + sick leave (5 yrs)	16.6
Sick leave days (5 yrs)	2.6
Paid jury duty:	Yes
Time off to vote:	Yes

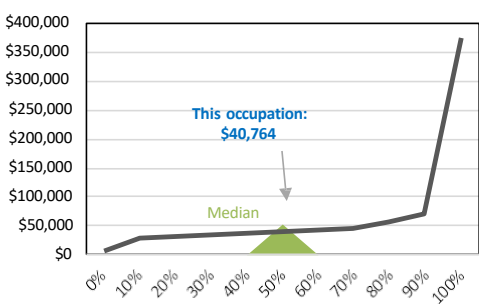
Insurance

Health insurance:	Yes
Average employee share:	\$2,251
Average employer share:	\$5,519
Dependent employee share:	\$6,209
Dependent employer share:	\$7,609
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

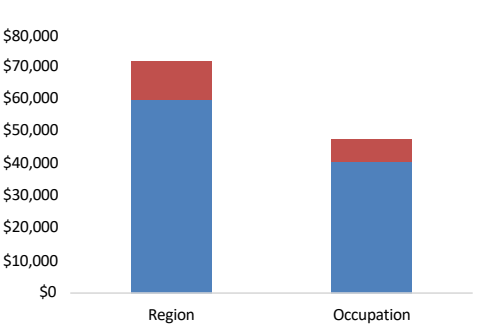
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$40,764	\$7,323

Profile 99 53-7051 Industrial Truck and Tractor Operators

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	Yes
Number of vacancies:	N/A
Current occupational employment reported:	106
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$14.9
Average maximum wage (hourly):	\$17.7
Average current wage (hourly):	\$16.6
Average annual wage:	\$34,583
Median annual wage:	\$32,552
Average benefits value:	\$7,724
Total compensation average:	\$42,307

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	17
Current employment of reporting companies:	2,402
Part-time workers:	2%
Average sales:	\$48,740,713
Annual employee turnover rate:	119%
Employee absentee rate:	12%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	Less than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	Less than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 22%

Time Off

Paid holidays:	9
PTO days or annual leave + sick leave (5 yrs)	16.8
Sick leave days (5 yrs)	1.1
Paid jury duty:	Yes
Time off to vote:	No

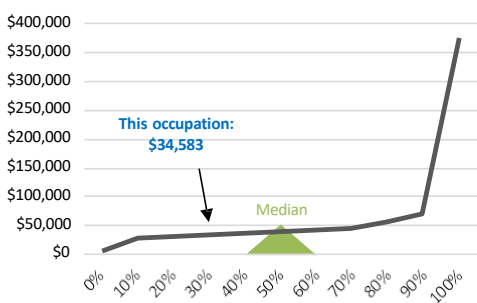
Insurance

Health insurance:	Yes
Average employee share:	\$1,554
Average employer share:	\$5,328
Dependent employee share:	\$5,044
Dependent employer share:	\$11,604
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$34,583	\$7,724

Profile 100 53-7062 Laborers and Freight, Stock, and Material Movers, Hand

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	N/A
Current occupational employment reported:	98
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	\$14.9
Average maximum wage (hourly):	\$21.8
Average current wage (hourly):	\$18.5
Average annual wage:	\$38,483
Median annual wage:	\$38,844
Average benefits value:	\$11,853
Total compensation average:	\$50,336

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	8
Current employment of reporting companies:	1,244
Part-time workers:	2%
Average sales:	\$61,715,410
Annual employee turnover rate:	49%
Employee absentee rate:	14%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.5 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 31%

Time Off

Paid holidays:	10.4
PTO days or annual leave + sick leave (5 yrs)	15.9
Sick leave days (5 yrs)	3.5
Paid jury duty:	Yes
Time off to vote:	Yes

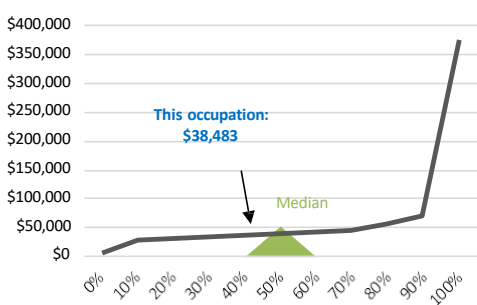
Insurance

Health insurance:	Yes
Average employee share:	\$2,067
Average employer share:	\$5,244
Dependent employee share:	\$5,054
Dependent employer share:	\$12,783
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

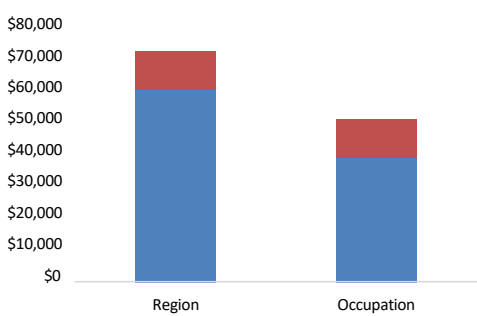
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	Yes
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$38,483	\$11,853

Profile 101 53-7064 Packers and Packagers, Hand

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	9
Current occupational employment reported:	15
Difficulty of filling position (1 easy–10 difficult):	3
Average minimum wage (hourly):	\$13.0
Average maximum wage (hourly):	\$16.1
Average current wage (hourly):	\$15.1
Average annual wage:	\$31,375
Median annual wage:	\$29,120
Average benefits value:	\$8,620
Total compensation average:	\$39,995

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	7
Current employment of reporting companies:	567
Part-time workers:	2%
Average sales:	\$39,650,169
Annual employee turnover rate:	71%
Employee absentee rate:	17%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	N/A
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	N/A
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 27%

Time Off

Paid holidays:	8.9
PTO days or annual leave + sick leave (5 yrs)	15.8
Sick leave days (5 yrs)	2.3
Paid jury duty:	Yes
Time off to vote:	No

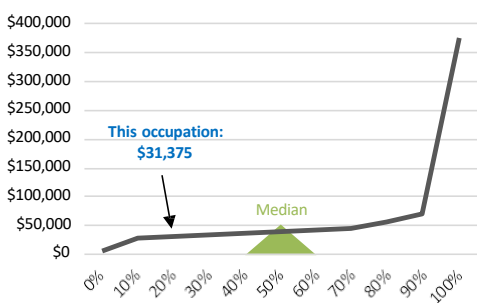
Insurance

Health insurance:	Yes
Average employee share:	\$2,571
Average employer share:	\$5,247
Dependent employee share:	\$5,810
Dependent employer share:	\$9,428
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

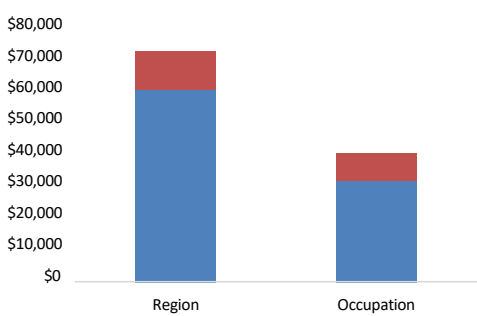
Retirement and Other

401(k):	Yes
IRA:	Yes
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$31,375	\$8,620

Profile 103 53-7190 Material Moving Workers, All Other

Characteristics of this Occupation

Minimum education level:	100% High School or Less
Licensing requirement:	No
Number of vacancies:	7
Current occupational employment reported:	136
Difficulty of filling position (1 easy–10 difficult):	4
Average minimum wage (hourly):	\$15.2
Average maximum wage (hourly):	\$18.9
Average current wage (hourly):	\$16.7
Average annual wage:	\$34,687
Median annual wage:	\$32,802
Average benefits value:	\$7,735
Total compensation average:	\$42,422

Characteristics of Companies Reporting this Occupation

Number of companies reporting:	16
Current employment of reporting companies:	2,278
Part-time workers:	3%
Average sales:	\$43,060,737
Annual employee turnover rate:	101%
Employee absentee rate:	10%

Second and Third Shifts in Companies Reporting this Occupation

Second shift pay differential (\$):	More than \$0.5 per hour
Second shift pay differential (%):	N/A
Third shift pay differential (\$):	More than \$0.75 per hour
Third shift pay differential (%):	N/A

Benefits in Companies Reporting this Occupation

Value of benefits as a percent of wages: 22%

Time Off

Paid holidays:	9.8
PTO days or annual leave + sick leave (5 yrs)	20.8
Sick leave days (5 yrs)	1.2
Paid jury duty:	Yes
Time off to vote:	No

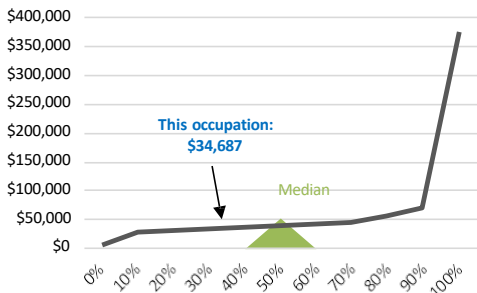
Insurance

Health insurance:	Yes
Average employee share:	\$1,919
Average employer share:	\$4,755
Dependent employee share:	\$4,746
Dependent employer share:	\$13,120
Dental insurance:	Yes
Vision insurance:	Yes
Life insurance:	Yes
Disability insurance:	Yes

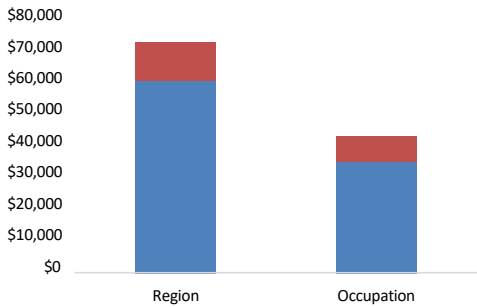
Retirement and Other

401(k):	Yes
IRA:	No
Profit sharing:	No
Career development:	Yes
Tuition reimbursement:	No
Childcare assistance:	No

Wage Distribution in the Study Market Area



Wage and Benefit: Region vs. Occupation



	Wage	Benefit
Region	\$59,800	\$11,934
Occupation	\$34,687	\$7,735