

**THE
WACO, TEXAS
AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

June, 2005

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The Waco, Texas Area Wage and Fringe Benefits Survey was sponsored by the Greater Waco Chamber of Commerce. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form, e-mail and by telephone.

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

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

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

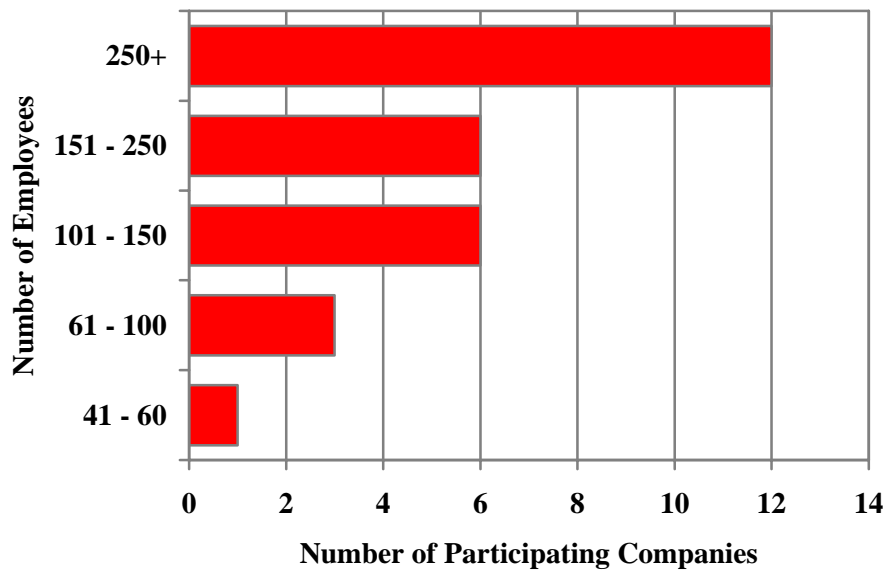
Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-418-7588); fax (972-418-1588); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

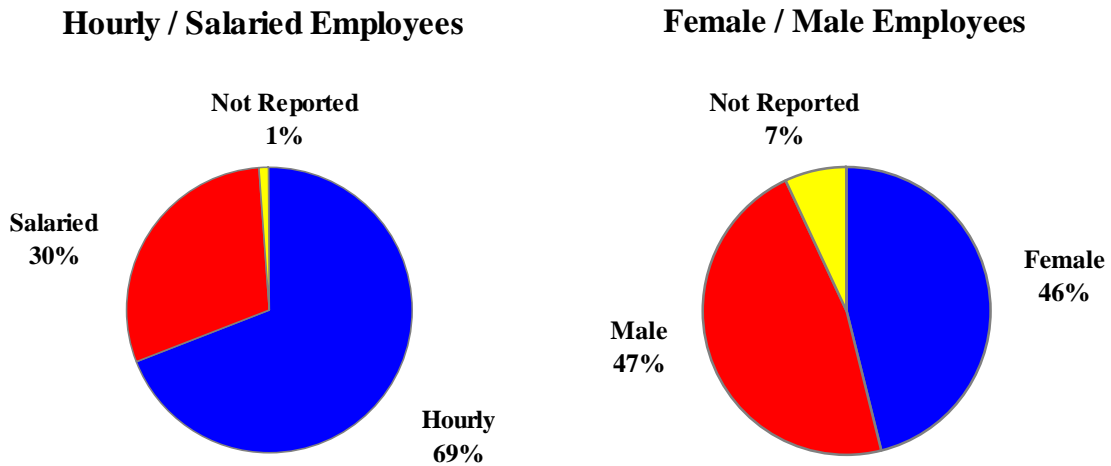
28 companies participated in the Waco, Texas Area Wage and Fringe Benefits Survey. Of the reporting companies, 4 are unionized, with an average of 57% of workers belonging to the unions. The reported total annual payroll for the participating companies approached \$400 million, although it should be noted that not all companies responded to the annual payroll question.

The total employment of the participating companies was approximately 11,000 workers. Companies of various sizes were represented in the survey as shown in the chart below. In the Waco survey, 12 companies reported employment of 250 or more.

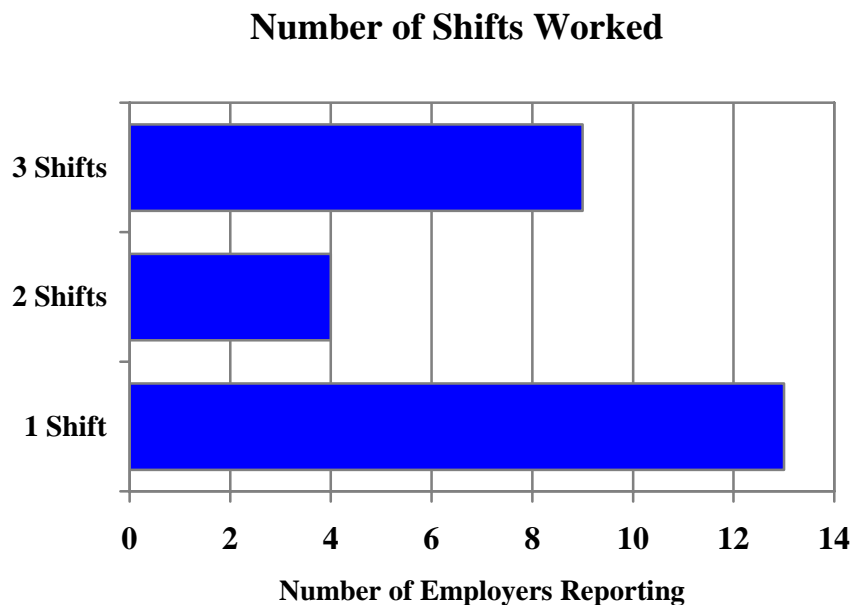
Participating Companies by Total Employment



The total reported employment of 11,059 was comprised of 69% hourly workers and 30% salaried workers. Of the total reported employment, female workers made up 46% and male workers 47%. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below.



Companies responding to the survey were asked to report the number of shifts worked. This information is shown below. As indicated, 13 of the participating employers work one shift.



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

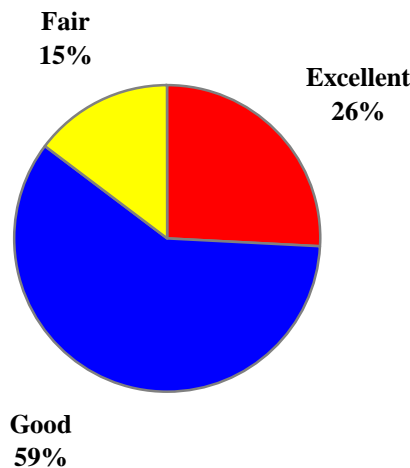
Recruiting Method	# of Employers
Word of Mouth	23
Newspaper	22
Walk-Ins	19
Staffing Service	17
Referrals	15
State Agency	13
Internet	11
Colleges	10
Job Board	9
Recruiters	8
Job Fair	8
Networking/Professional Associations	5
Trade Journals	4
Radio/TV	2
Sign	1

9 of the participating firms during the past twelve months increased employment, and 6 decreased employment for a net of +306 jobs. 6 firms project increasing employment during the next twelve months for a total of more than 200 jobs, while 3 of the reporting companies project decreasing the number of jobs over the next twelve months, resulting in a net of +142.

Participants were surveyed as to which jobs were the most difficult to fill and which were the easiest to fill in their operations. In the Waco area, the easiest job openings to fill appear to be in the category of general labor, followed by clerical. The hardest appear to be in the technical field. Other job openings cited as being difficult to fill include management and engineers.

The Waco area employers were asked to rate the local educational providers such as community colleges and trade schools in terms of delivering the skills needed or required for workers. As shown, 85% of the respondents rated these providers as “Good” to “Excellent”.

Local Educational Providers



Employers in the Waco region were asked to give their opinions concerning any general or basic skills they felt were lacking in the workforce, if any. Employers cited communications skills, which includes reading and writing, as being, in their opinions, most needed by the area's workforce. Many of the employers expressed multiple needs.

Skills Needed	# of Employers
Communications (including reading and writing)	24
Arithmetic	8
Work Ethic	4
Computer	3

Employers were surveyed as to what types of training courses could be offered that would benefit them in their operations. The employers expressed interest in technical and computer courses, as well as English as a Second Language (ESL). Basics such as math and reading and work ethics were also included.

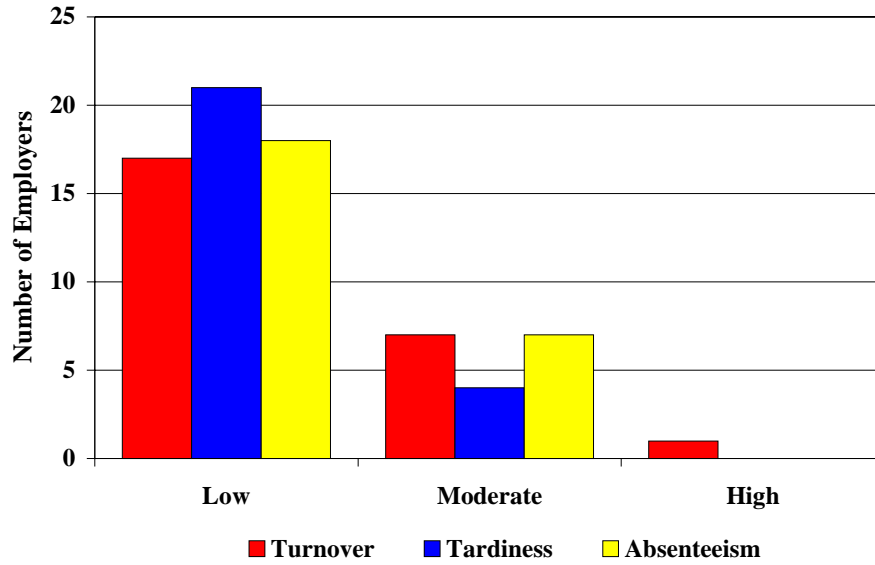
Employers were asked to rate turnover, tardiness, absenteeism and substance abuse among their workers as "Low", "Moderate", or "High".

Among the employers, 22 stated their companies tested for substance abuse, primarily pre-employment and post-accident. Substance abuse within the individual companies' workforces was reported as very low.

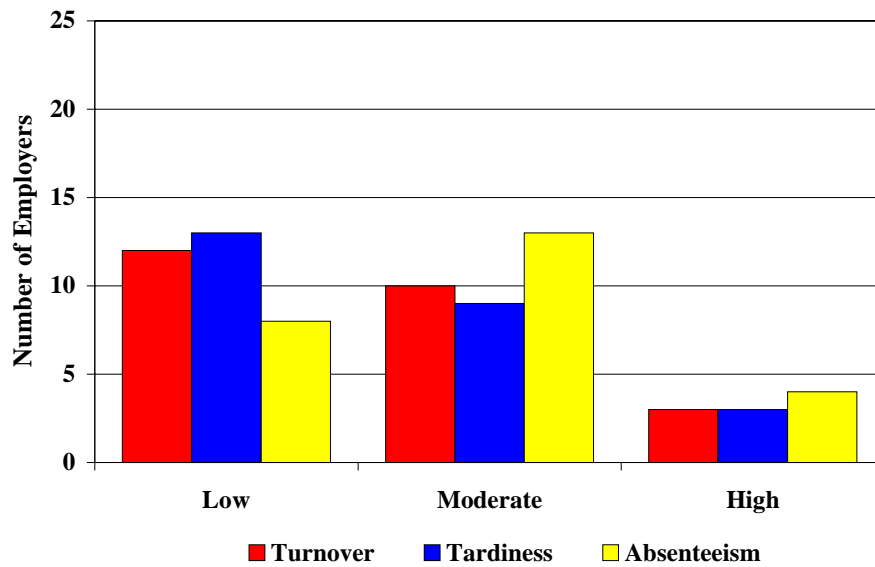
As indicated in the accompanying charts, the participating companies reported lower ratings among skilled workers than unskilled workers for turnover, tardiness and absenteeism.

RATINGS FOR TURNOVER – TARDINESS – ABSENTEEISM

Skilled Workers



Unskilled Workers



Further, the participating employers were asked to rate their workers on a number of factors. Those factors included: worker productivity; worker reliability and attitudes; reading/writing skills; arithmetic skills; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”.

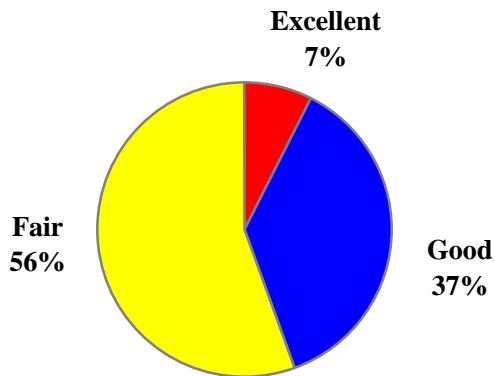
Skilled and technical workers are difficult to find in many areas of the nation. The availability of skilled labor in the Waco area was rated “Good” by 37% of the employers and “Fair” by 56% of the participating employers. Technical worker availability was rated “Good” by 35% of the employers and “Fair” by 45%.

When responding to questions about employee attitudes and productivity, the responses of the participating employers were favorable. 89% of the participants rated Worker Productivity as “Good” or “Excellent”, and 77% reported Worker Reliability and Attitudes as “Good” or “Excellent”.

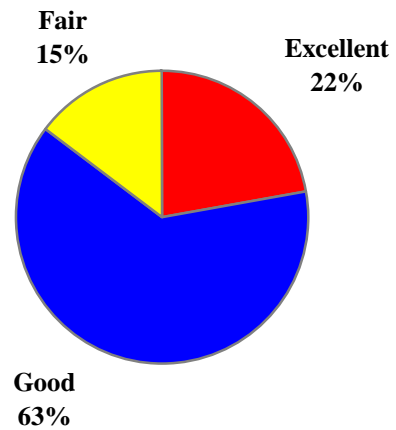
The ratings for the above-mentioned factors appear in the following charts.

EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

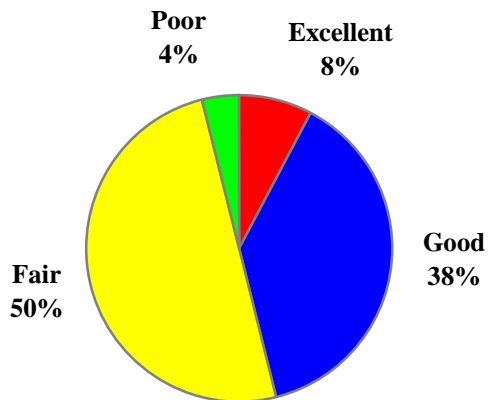
Skilled Labor Availability



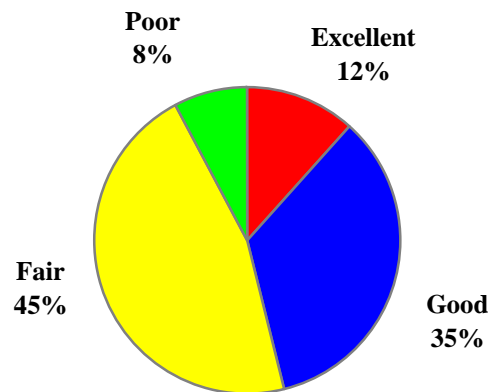
Unskilled Labor Availability



Professional Labor Availability

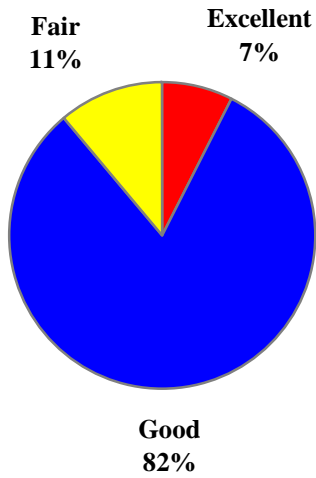


Technical Labor Availability

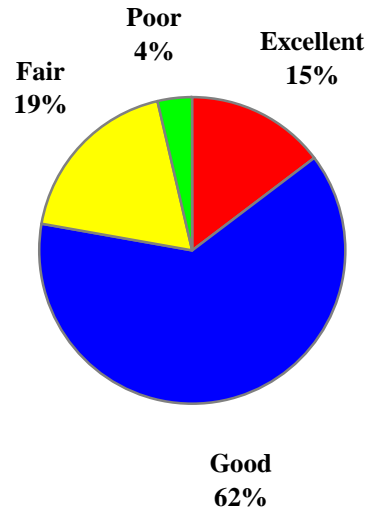


EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

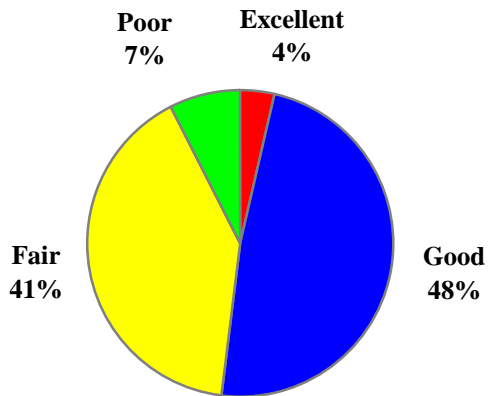
Productivity



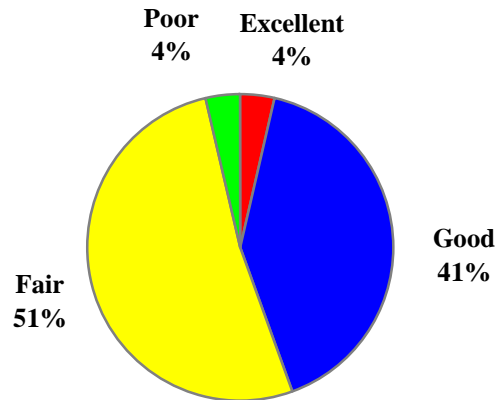
Reliability and Attitudes



Reading & Writing Skills



Arithmetic Skills



WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay among all companies responding
- High Entry Pay – the highest entry pay among all companies responding
- Average Entry Pay – the average entry pay when all participating companies are considered

Average Pay

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

- Low Average Pay – the lowest average pay among all companies responding
- High Average Pay – the highest average pay among all companies responding
- Mean Average Pay – the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

WACO AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees
CATEGORY: PRODUCTION								
Assembler	\$7.98	\$9.55	\$8.62	\$8.14	\$13.77	\$10.60	\$11.03	358
Assembler, Mechanical	\$9.65	\$9.65	\$9.65	\$9.84	\$9.84	\$9.84	\$9.84	10
CNC Operator/Set-up	\$9.55	\$13.93	\$11.30	\$12.50	\$17.70	\$14.80	\$16.77	65
Crushing, Grinding and Polishing Machine Setters, Operators and Tenders	\$12.54	\$12.54	\$12.54	\$11.25	\$12.78	\$12.02	\$12.02	2
Cutting and Slicing Machine Operators	\$9.96	\$10.50	\$10.23	\$10.16	\$11.50	\$10.83	\$11.23	5
Extruding & Drawing Machine Setters, Operators and Tenders, Metal and Plastic	\$13.93	\$13.93	\$13.93	\$14.20	\$14.20	\$14.20	\$14.20	2
Extruding, Forming, Pressing and Compacting Machine Setters, Operators and Tenders	\$14.64	\$14.64	\$14.64	\$14.92	\$14.92	\$14.92	\$14.92	2
Fabricators	\$8.00	\$9.55	\$8.78	\$11.23	\$12.50	\$11.87	\$12.34	57
First Line Supervisors/Managers of Production Workers	\$7.00	\$27.10	\$15.09	\$8.48	\$35.95	\$20.75	\$21.09	80
Foreman	\$7.00	\$22.94	\$16.77	\$7.94	\$29.25	\$22.32	\$25.15	12
General Laborer	\$5.15	\$12.22	\$8.54	\$5.29	\$17.70	\$11.01	\$9.74	754
Grinder/Polisher	\$8.00	\$8.00	\$8.00	\$9.66	\$9.66	\$9.66	\$9.66	20
Line Supervisor	\$10.35	\$10.35	\$10.35	\$12.45	\$12.45	\$12.45	\$12.45	5
Machine Operator	\$5.15	\$12.00	\$8.59	\$5.15	\$15.00	\$10.34	\$6.01	223
Machinists	\$8.50	\$18.00	\$14.54	\$10.10	\$22.44	\$17.56	\$13.18	44
Multiple Machine Tool Operators	\$18.55	\$18.55	\$18.55	\$18.91	\$18.91	\$18.91	\$18.91	2
Plating & Coating Machine Setters, Operators and Tenders, Metal and Plastic	\$8.00	\$10.65	\$9.72	\$9.28	\$12.05	\$10.68	\$10.13	18
Process Operator	\$5.50	\$24.84	\$15.18	\$6.00	\$35.84	\$17.50	\$19.59	37

WACO AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees
Production Lead Person	\$13.93	\$13.93	\$13.93	\$14.20	\$14.20	\$14.20	\$14.20	4
Production Worker	\$6.00	\$6.00	\$6.00	\$6.23	\$6.23	\$6.23	\$6.23	25
Quality Assurance/Inspection	\$5.50	\$22.94	\$11.20	\$6.80	\$26.63	\$14.13	\$12.23	125
Tool and Die Maker	\$10.00	\$17.15	\$13.58	\$12.00	\$17.49	\$14.75	\$15.29	5
Welders, Cutters, Solderers	\$5.50	\$10.52	\$8.92	\$6.90	\$17.70	\$12.00	\$13.65	190
CATEGORY: DISTRIBUTION & LOGISTICS								
First Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	\$9.00	\$18.51	\$12.88	\$11.25	\$22.80	\$16.07	\$15.41	24
Fork Lift Operator	\$7.50	\$10.70	\$9.20	\$8.00	\$14.30	\$10.95	\$9.53	211
Inventory/Stock Clerk	\$7.50	\$10.70	\$9.13	\$7.50	\$15.92	\$11.56	\$11.63	33
Materials Clerk	\$12.00	\$12.00	\$12.00	\$12.75	\$12.75	\$12.75	\$12.75	2
Materials Handler	\$6.00	\$16.45	\$9.45	\$5.82	\$20.23	\$11.70	\$11.15	468
Packer/Picker	\$5.50	\$8.70	\$7.32	\$5.61	\$13.47	\$9.54	\$2.53	107
Shipping/Receiving Clerk	\$6.00	\$17.31	\$9.80	\$7.95	\$18.17	\$11.91	\$11.68	56
Truck Driver	\$8.00	\$13.76	\$10.89	\$8.21	\$15.56	\$12.50	\$10.96	12
Truck Drivers, Heavy and Tractor-Trailer	\$9.00	\$13.83	\$11.54	\$11.00	\$22.05	\$14.12	\$12.68	113
Warehouse Supervisor	\$10.00	\$19.63	\$14.98	\$11.37	\$29.35	\$20.10	\$15.38	44
CATEGORY: ENGINEERING & COMPUTER SCIENCE								
Chemical Technician	\$14.45	\$14.45	\$14.45	\$16.12	\$16.12	\$16.12	\$16.12	1
Civil Engineers	\$22.67	\$30.00	\$26.34	\$33.31	\$37.15	\$35.23	\$36.30	9
Computer and Information Scientists, Technician	\$10.00	\$14.33	\$12.17	\$16.44	\$19.71	\$18.08	\$18.08	2

WACO AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees
Computer Operator	\$7.00	\$12.62	\$9.44	\$8.67	\$18.27	\$14.29	\$13.94	13
Computer Programmer	\$12.00	\$24.57	\$16.05	\$16.00	\$35.86	\$21.74	\$21.46	20
Computer Software Engineers, Systems Software	\$22.67	\$22.67	\$22.67	\$42.00	\$42.00	\$42.00	\$42.00	1
Computer Support Specialists	\$18.88	\$24.86	\$20.68	\$21.39	\$35.00	\$28.04	\$24.34	9
Computer Systems Analysts	\$15.13	\$24.84	\$19.38	\$18.87	\$40.00	\$27.78	\$25.47	19
Computer Technician	\$9.50	\$17.41	\$12.22	\$11.23	\$18.17	\$14.88	\$15.14	18
Database Administrators	\$8.50	\$24.84	\$19.13	\$11.40	\$33.58	\$25.39	\$24.35	11
Electrical Engineers	\$19.04	\$24.00	\$21.90	\$25.61	\$38.98	\$31.12	\$32.43	21
Engineering Technician	\$12.50	\$21.30	\$16.49	\$15.55	\$29.81	\$23.41	\$23.61	52
Engineers, General	\$15.50	\$21.60	\$18.83	\$23.15	\$29.81	\$25.78	\$27.82	21
Environmental Engineers	\$21.30	\$22.67	\$21.84	\$29.61	\$38.73	\$32.72	\$32.72	3
Industrial Engineers	\$22.00	\$23.00	\$22.50	\$24.20	\$27.15	\$25.68	\$25.18	3
IT Specialist	\$10.00	\$24.86	\$18.84	\$10.60	\$31.35	\$23.27	\$20.73	5
Marketing Engineer	\$18.22	\$18.22	\$18.22	\$34.81	\$34.81	\$34.81	\$34.81	2
Materials Engineers	\$33.65	\$33.65	\$33.65	\$36.40	\$36.40	\$36.40	\$36.40	1
Mechanical Engineers	\$19.04	\$22.67	\$21.07	\$25.12	\$43.59	\$35.35	\$31.26	17
Network Administrators	\$15.13	\$22.67	\$19.06	\$15.86	\$28.95	\$23.47	\$23.43	9
Network and Computer Systems Administrators	\$17.83	\$25.96	\$21.90	\$27.45	\$43.26	\$35.36	\$35.36	2
Operations Research Analysts	\$29.81	\$29.81	\$29.81	\$38.71	\$38.71	\$38.71	\$38.71	2
Quality Engineers	\$18.22	\$24.00	\$21.11	\$25.90	\$34.81	\$30.36	\$30.36	4

WACO AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees
CATEGORY: MANAGEMENT & ADMINISTRATIVE								
Accountant	\$11.50	\$15.72	\$13.61	\$17.00	\$27.12	\$22.06	\$25.86	8
Accounting Manager	\$25.25	\$25.25	\$25.25	\$19.99	\$27.40	\$23.70	\$22.46	3
Accounts Payable Clerk	\$8.00	\$14.34	\$9.60	\$9.50	\$18.24	\$12.38	\$12.30	78
Accounts Receivable Clerk	\$8.00	\$13.00	\$9.38	\$10.10	\$18.09	\$12.67	\$12.64	28
Administrative Assistant	\$8.00	\$15.72	\$10.33	\$9.13	\$20.83	\$14.04	\$12.87	123
Assistant Manager	\$7.00	\$11.50	\$9.25	\$7.50	\$18.00	\$12.75	\$12.75	2
Assistant Regional Manager	\$11.37	\$11.37	\$11.37	\$11.67	\$11.67	\$11.67	\$11.67	1
Bookkeeper	\$9.75	\$14.34	\$11.99	\$11.15	\$20.38	\$17.06	\$16.11	14
Buyer/Purchaser	\$10.25	\$31.51	\$18.93	\$13.32	\$41.92	\$24.75	\$25.09	26
Chief Executives	\$33.65	\$80.00	\$57.02	\$11.87	\$178.52	\$73.99	\$81.83	28
Computer and Information Systems Managers	\$21.01	\$42.35	\$31.30	\$29.51	\$43.94	\$37.65	\$37.65	6
Cost Accountant	\$21.65	\$21.65	\$21.65	\$23.08	\$23.08	\$23.08	\$23.08	1
Customer Service	\$6.00	\$18.25	\$9.94	\$6.02	\$22.64	\$13.76	\$12.62	119
Customer Service Manager	-	-	-	\$45.67	\$45.67	\$45.67	\$45.67	1
Drafter	\$8.50	\$15.85	\$12.08	\$14.47	\$25.00	\$17.85	\$17.12	34
Engineering Managers	\$30.00	\$48.13	\$37.39	\$38.30	\$67.36	\$51.77	\$51.20	15
Expeditor	\$12.21	\$13.70	\$12.96	\$13.61	\$13.70	\$13.66	\$13.62	8
File Clerk	\$6.00	\$9.37	\$7.47	\$6.75	\$9.61	\$8.59	\$7.89	21
Financial Managers	\$19.23	\$43.25	\$29.17	\$22.21	\$47.06	\$37.31	\$37.51	13

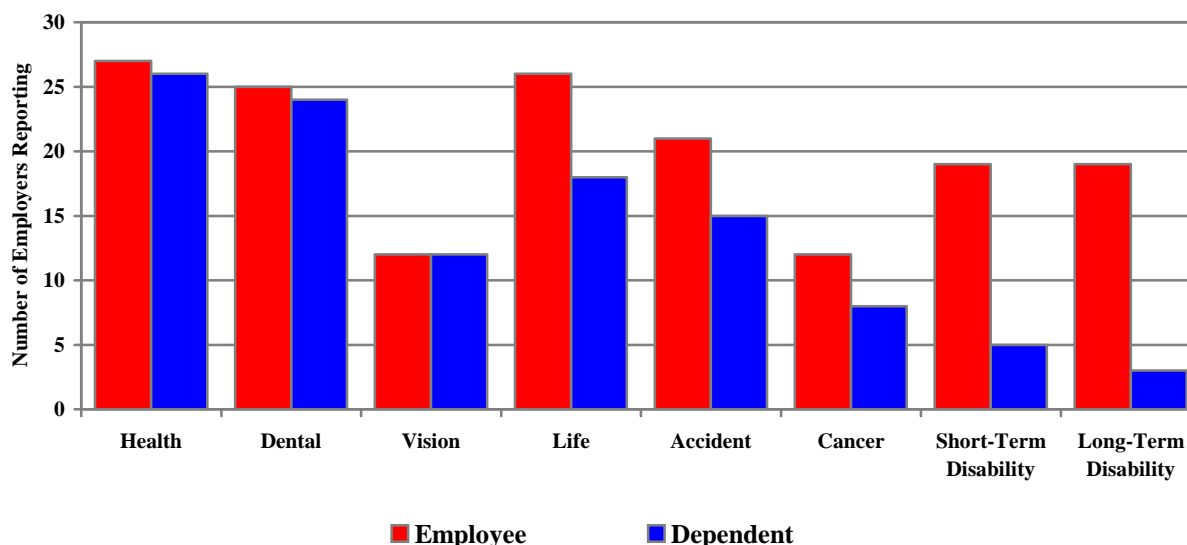
WACO AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees
General and Operations Managers	\$10.00	\$43.25	\$26.50	\$20.20	\$60.09	\$36.50	\$35.79	27
General Office	\$6.00	\$10.93	\$7.68	\$7.68	\$14.15	\$10.58	\$10.51	202
Human Resources Assistant	\$6.50	\$14.90	\$10.02	\$9.00	\$22.29	\$13.50	\$13.25	16
Human Resources Managers	\$6.00	\$51.06	\$22.23	\$7.60	\$59.92	\$28.59	\$29.02	16
Industrial Managers	\$28.13	\$28.13	\$28.13	\$33.11	\$33.11	\$33.11	\$33.11	8
Industrial Production Managers	\$16.93	\$34.09	\$24.96	\$25.52	\$48.93	\$34.14	\$37.83	10
Marketing Managers	\$17.31	\$43.25	\$31.48	\$16.22	\$62.76	\$39.15	\$27.84	19
Office Manager	\$12.33	\$16.82	\$15.20	\$13.16	\$23.55	\$18.90	\$13.75	39
Payroll Clerk	\$7.24	\$14.34	\$10.22	\$8.69	\$18.44	\$13.64	\$11.15	19
Purchasing Manager	\$28.40	\$28.40	\$28.40	\$32.00	\$38.46	\$35.23	\$35.23	2
Quality Manager	\$30.00	\$30.00	\$30.00	\$26.20	\$34.42	\$30.31	\$30.31	2
Receptionist/Switchboard	\$7.00	\$10.93	\$8.60	\$7.00	\$14.89	\$10.82	\$10.33	54
Regional Manager	\$12.00	\$12.00	\$12.00	\$13.54	\$13.54	\$13.54	\$13.54	1
Safety Manager	\$13.00	\$29.23	\$23.17	\$16.50	\$51.30	\$32.10	\$32.10	5
Secretary-Executive	\$9.00	\$15.40	\$12.57	\$10.16	\$25.79	\$17.76	\$15.53	41
Secretary-General	\$8.11	\$13.08	\$10.19	\$8.99	\$16.78	\$12.40	\$11.23	109
Security Guard	\$7.24	\$20.00	\$10.60	\$10.45	\$20.00	\$12.74	\$11.58	98
Store Manager	\$8.00	\$8.00	\$8.00	\$42.72	\$42.72	\$42.72	\$42.72	5
Technical Sales Manager	-	-	-	\$49.52	\$49.52	\$49.52	\$49.52	1
Transportation, Storage and Distribution Managers	\$18.22	\$30.00	\$21.75	\$21.57	\$33.35	\$26.58	\$24.43	7

WACO AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees
CATEGORY: AVIATION								
Aircraft Mechanics and Service Technicians	\$9.00	\$10.43	\$9.72	\$12.00	\$18.84	\$15.42	\$17.66	186
Aircraft Structure, Surfaces, Rigging and Systems Assemblers	\$10.43	\$10.43	\$10.43	\$19.50	\$19.50	\$19.50	\$19.50	42
CATEGORY: ELECTRONIC & MAINTENANCE								
Building and Grounds Maintenance	\$7.50	\$14.33	\$9.98	\$9.38	\$19.71	\$13.30	\$10.89	28
Electrical and Electronic Equipment Assemblers, All Industries	\$9.65	\$9.65	\$9.65	\$9.84	\$9.84	\$9.84	\$9.84	15
Electrical and Electronic Repairers, Commercial and Industrial Equipment, All Industries	\$10.25	\$22.94	\$17.83	\$13.65	\$28.46	\$20.94	\$25.06	11
Electrician	\$10.25	\$21.22	\$15.03	\$13.00	\$26.84	\$17.63	\$17.48	18
Electronic Technician	\$13.50	\$22.94	\$18.19	\$17.16	\$29.72	\$23.11	\$23.92	9
Janitor	\$5.50	\$10.77	\$8.02	\$6.25	\$13.83	\$9.30	\$8.41	82
Maintenance Helper	\$6.50	\$12.08	\$9.93	\$9.00	\$15.04	\$12.41	\$12.87	6
Maintenance Mechanic	\$10.00	\$19.63	\$13.34	\$12.50	\$23.89	\$16.56	\$13.37	87
Maintenance Supervisor	\$23.10	\$23.10	\$23.10	\$24.88	\$24.88	\$24.88	\$24.88	1
Maintenance-General	\$6.88	\$15.59	\$9.92	\$7.46	\$21.02	\$13.35	\$12.51	95
CATEGORY: FOOD PRODUCTION								
Butchers and Meat Cutters	\$10.00	\$10.00	\$10.00	\$11.00	\$15.00	\$13.00	\$11.10	410
Cooks, Institution and Cafeteria	\$6.00	\$9.50	\$7.75	\$6.72	\$12.10	\$9.41	\$8.31	27
Food Preparation and Serving Related Workers, All Other	\$8.00	\$8.00	\$8.00	\$9.75	\$9.75	\$9.75	\$9.75	26
Head Cooks	\$10.50	\$10.50	\$10.50	\$13.50	\$13.50	\$13.50	\$13.50	3

WACO AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees
CATEGORY: OTHER								
Banking Coordinator	\$11.50	\$11.50	\$11.50	\$15.25	\$15.25	\$15.25	\$15.25	1
Department Coordinator	\$11.00	\$11.00	\$11.00	\$13.87	\$13.87	\$13.87	\$13.87	4
Employment & Training Assistant	\$7.00	\$7.00	\$7.00	\$7.17	\$7.17	\$7.17	\$7.17	1
R & D Technician	\$10.00	\$10.00	\$10.00	\$12.53	\$12.53	\$12.53	\$12.53	2
Scheduler/Planner	\$19.25	\$19.25	\$19.25	\$22.14	\$22.14	\$22.14	\$22.14	4
Team Leader	\$10.50	\$10.50	\$10.50	\$12.00	\$12.00	\$12.00	\$12.00	7
Technical Sales Assistant	\$9.00	\$9.00	\$9.00	\$17.05	\$17.05	\$17.05	\$17.05	5
Technical Sales People	\$11.54	\$11.54	\$11.54	\$20.20	\$24.57	\$22.39	\$21.56	29
Technical Service	\$14.33	\$14.33	\$14.33	\$19.71	\$19.71	\$19.71	\$19.71	6
Trainer	\$11.50	\$11.53	\$11.52	\$11.81	\$13.63	\$12.72	\$13.18	4

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, 27 of the participating companies provide health insurance for employees. 8 companies reported other types of insurance than the ones listed above, an example being legal aid.

The tables on the following page illustrate the number of companies reporting either 100%, partial % or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, 6 companies reported paying 100% of the premium for health insurance for their employees and 18 companies reported paying a partial percentage of the premium for health insurance for dependents. The companies which reported having coverage for the plans but declined to report the percent paid by the company are excluded from these tables.

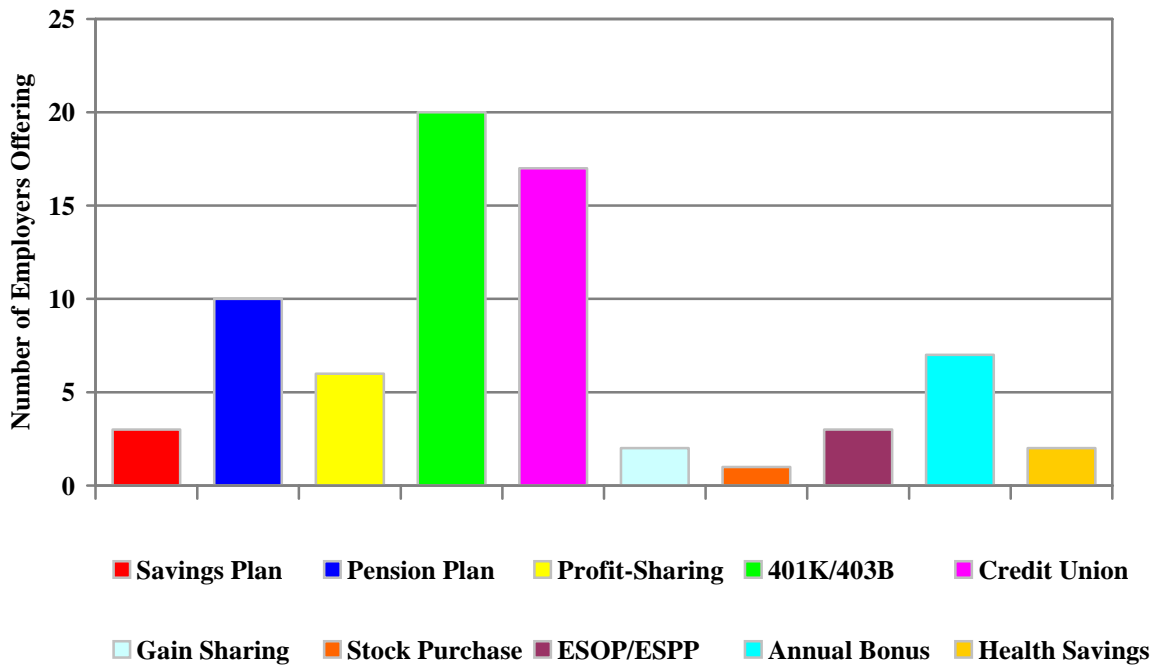
26 of the reporting companies stated that the health insurance coverage for employees included a prescription drug plan; 12 employers reported offering an employee assistant plan (EAP); and, 2 companies offer flex spending accounts.

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

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	6	20	0
Dependent	0	18	7
Dental	# of Companies	# of Companies	# of Companies
Employee	3	11	10
Dependent	1	11	11
Vision	# of Companies	# of Companies	# of Companies
Employee	1	5	5
Dependent	1	5	5
Life	# of Companies	# of Companies	# of Companies
Employee	17	5	3
Dependent	5	5	8
Accident	# of Companies	# of Companies	# of Companies
Employee	6	5	8
Dependent	2	3	9
Cancer	# of Companies	# of Companies	# of Companies
Employee	0	1	10
Dependent	0	0	0
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	9	3	6
Dependent	1	0	3
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	9	7	3
Dependent	1	0	2

FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart.



PAID LEAVE

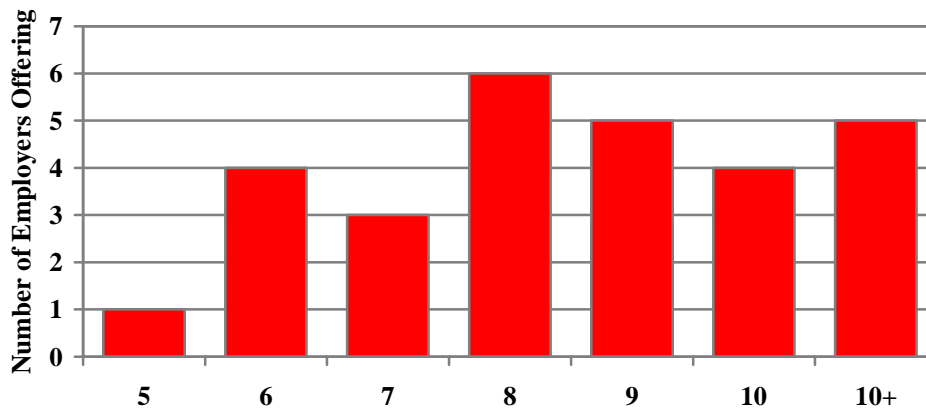
The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave.

Although most companies reported information for each of the paid leave categories, 3 companies reported combining these categories into general leave or personal time off (PTO). In two of these companies, the eligibility period for PTO is immediately upon hire and in the other company, eligibility is after 30 days of employment. One company reported 5 days of PTO are allowed per year; another reported 13 days; and, one company allows 15 days per year of PTO. One company reported that PTO can be carried over up to 43 days and another company reported that with proper medical documentation, up to 26 weeks may be taken as PTO.

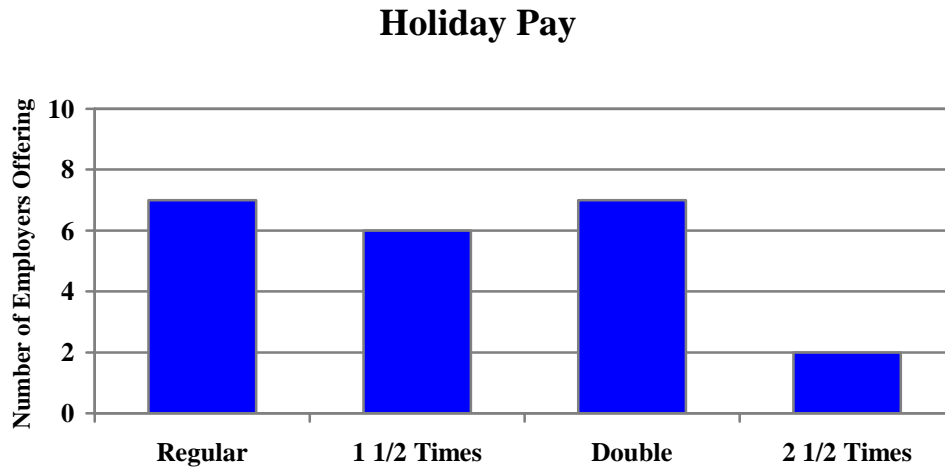
Holidays

The number of paid holidays per year, as reported by the participating employers, ranges from five to over ten.

Number of Paid Holidays Per Year



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



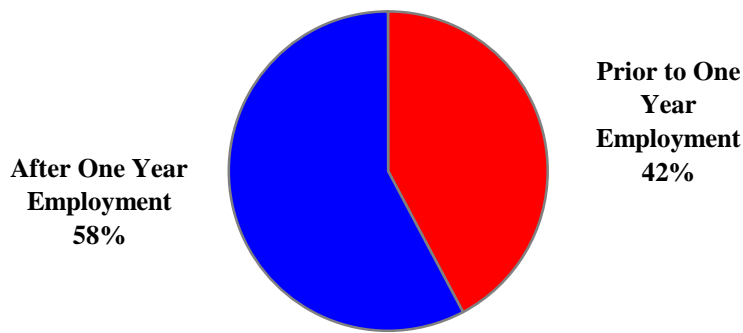
One company reported that it pays 8 hours holiday pay plus the hours that are worked on the holiday. Another company reported that employees work holidays, but defer the hours for use at another time.

Further, one company reported that unpaid holidays are allowed on a case-by-case basis. Another company reported that, although no unpaid holidays are officially given, employees are allowed to take 3 days of unpaid time off per year.

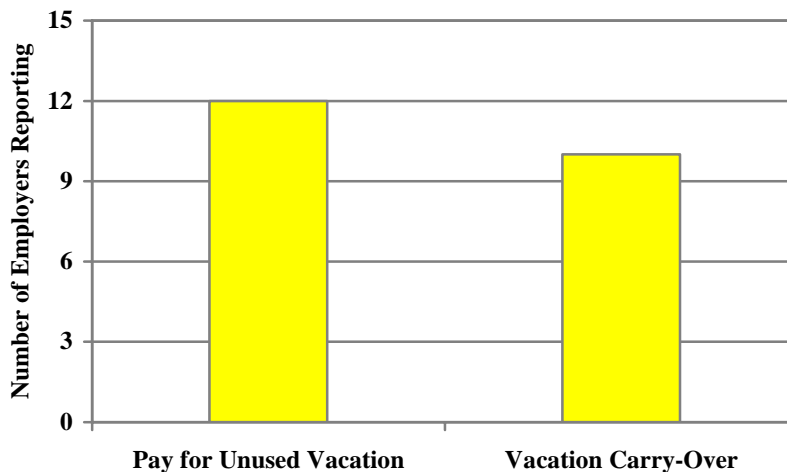
Vacation

Employees in 11 of the reporting companies were eligible for paid vacation prior to one year of employment, and employees in 5 companies were eligible for paid vacation after one year of employment. 2 companies reported no paid vacation.

Eligibility Period for Paid Vacation

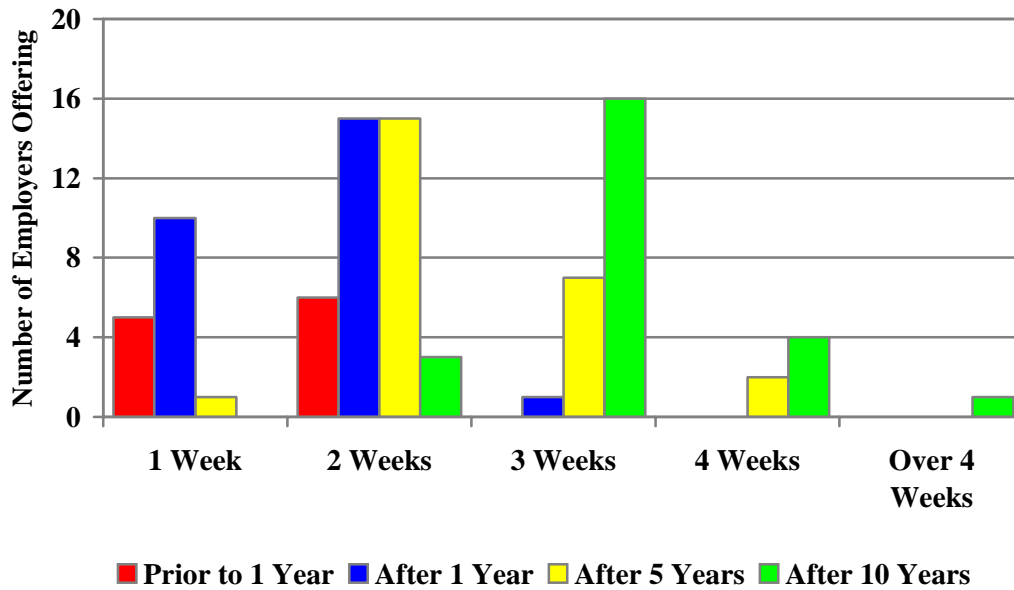


Of the reporting companies, 12 pay for unused vacation time, and 10 companies allow vacation carry-over. Maximums reported for vacation carry-over were 24 hours; 40 hours; and, 3 weeks. 2 companies reported paying for unused vacation time only upon termination.



The accompanying chart shows the number of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, and after ten years of employment. In addition, 12 companies offered paid vacation other than that listed above, including 2 weeks after 2 years and 4 weeks after 20 years.

Number of Vacation Weeks



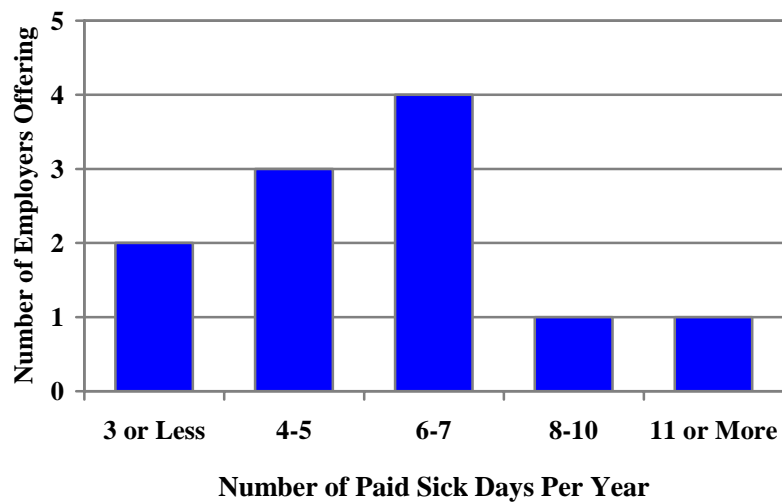
Sick Leave

Of the participating companies, 14 reported offering no paid sick leave. The following charts give eligibility times and number of paid sick days per year for those companies which did offer paid sick leave.

Sick Leave Eligibility Periods

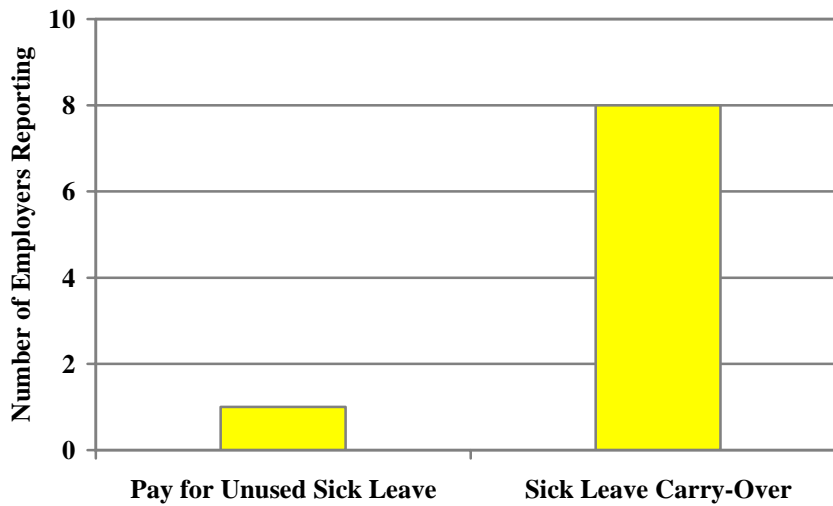


Paid Sick Days



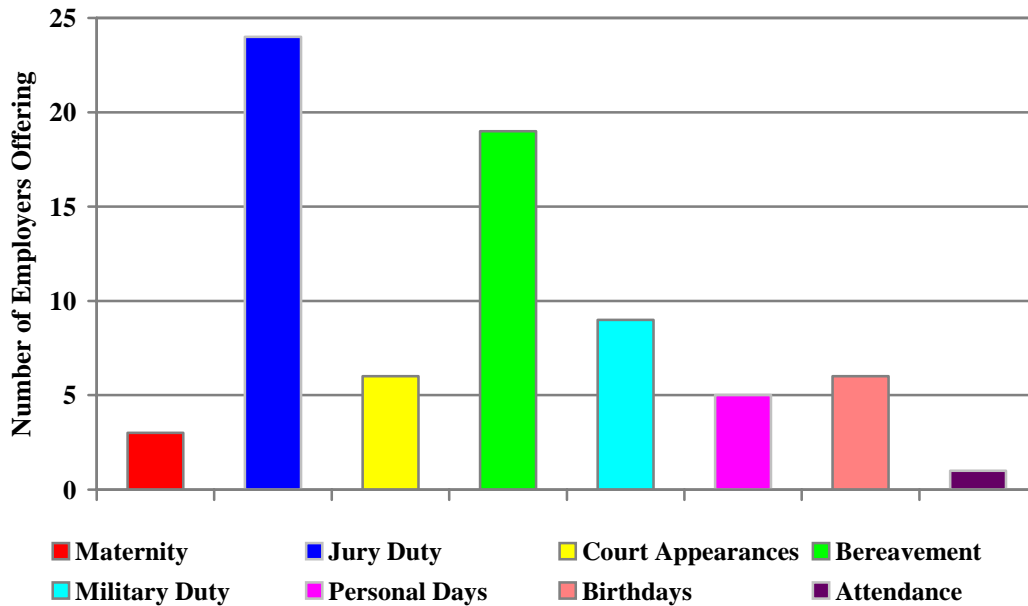
Sick leave hours are accrued in 4 of the reporting companies. In addition, one company gives 5 paid sick days the first year of employment, then 10 days the second year and beyond.

Further, of the reporting companies, 1 pays for unused sick leave, and 8 companies allow sick leave carry-over. 3 companies reported that carry-over is allowed but only to a certain maximum determined by the company. Maximums reported were 60 days, 65 days and 720 hours.



Other Paid Leave

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



- 3 companies reported that bereavement and maternity/paternity are paid under sick leave
- 1 company reported that jury duty is covered under sick leave
- 1 company reported that maternity/paternity is paid under short-term disability (STD)
- 1 company reported paying for military duty up to a maximum of 15 days



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