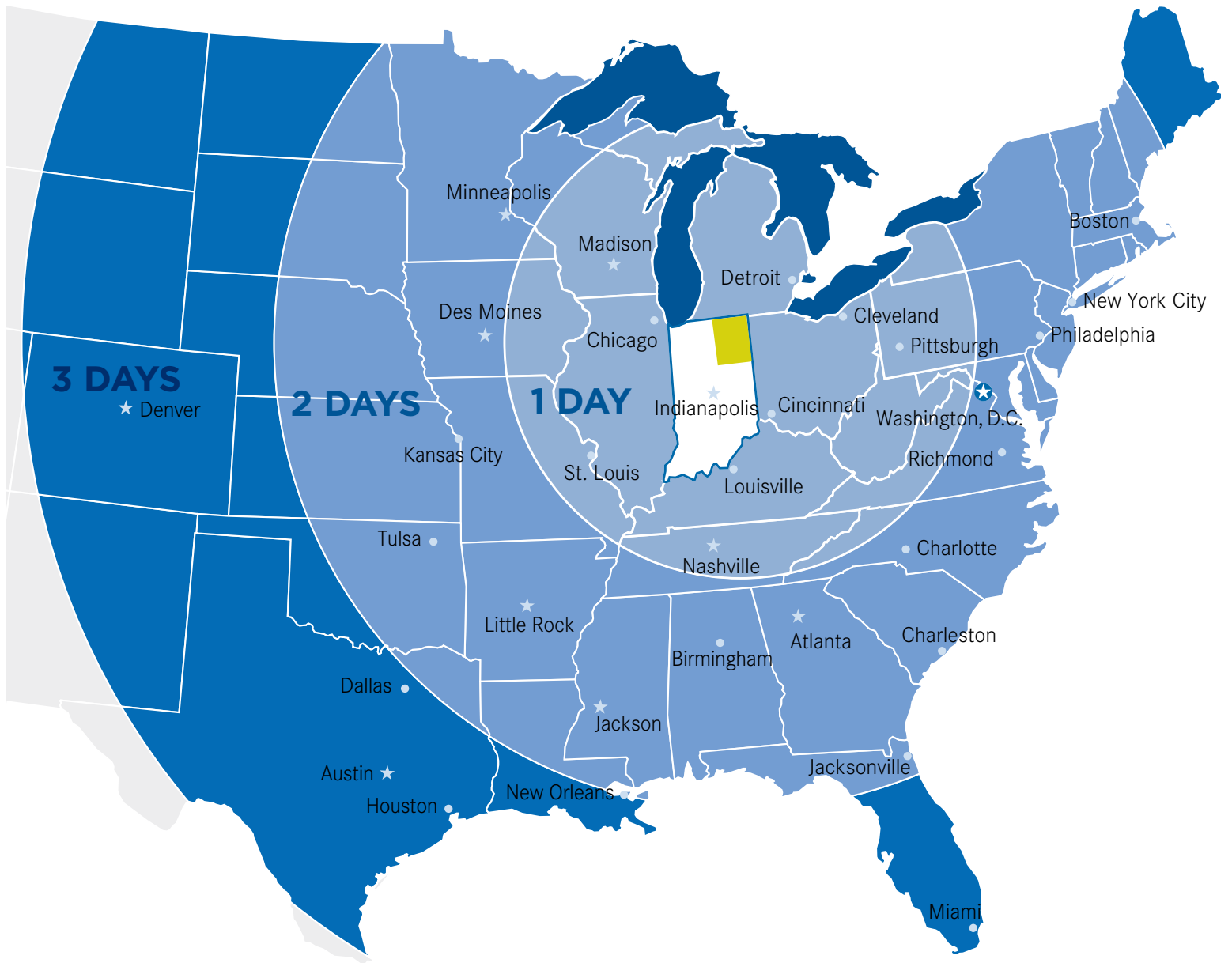


NORTHEAST INDIANA WAGE AND BENEFITS SURVEY

2017



SPONSORS



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Members of the Northeast Indiana Regional Partnership.	Back Cover

INTRODUCTION

This survey of human resource practices represents the self-reported descriptions of salaries, wages, and benefits from 132 manufacturing and nonmanufacturing companies and organizations within 10 counties in northeastern Indiana. Participants have been divided into two categories: companies large in size (sales volume of at least \$25 million) and companies relatively small in size (sales volume less than \$25 million).

Participation in the survey is voluntary. While the report accurately reflects data given by participants, it does not claim to be a statistically accurate report of all pay and benefits practices in the 10 county region. It may be useful to also consider federal and state wage reports.

This publication includes a report of wages and benefits. It begins with survey results from all respondents and follows with separate reports for large and small companies. The wage reports give an average minimum pay rate, average actual pay rate and average maximum pay rate for more than 130 position titles within the counties. Benefit reports express typical as well as average practices since averages may be skewed by numbers that are significantly higher or lower than what is most common.

This report also includes an expanded supplemental data section which provides more information about the work and labor force in the 10 county region. The mobility of the workforce is illustrated by reports about commuting patterns for the counties. Each section also reports on union representation and on anticipated hiring, layoff and wage activity for 2017 and 2018.

This analysis was supported by the DeKalb County Economic Development Partnership; Huntington County Economic Development; Kosciusko County Economic Development Corporation; LaGrange County Economic

About the Data:

Information used in this survey is self-reported by the participating organizations and is only as accurate and complete as provided by them. Confidentiality is promised to participants and information is not included if readers might be able to connect it to specific companies or organizations. Not all participants answered all questions so totals may be inconsistent across the survey. In addition, to ensure a statistically meaningful report and to protect confidentiality, data is not reported unless supplied by at least two participants. Asterisks indicate where insufficient responses were received.

Development Corporation; Noble County Economic Development Corporation; Steuben County Economic Development Corporation; Grow Wabash County; Wells County Economic Development Corporation; and Whitley County Economic Development Corporation. Further supporting sponsors include Indiana Michigan Power, NIPSCO, Wabash Valley Power, Indiana Municipal Power Agency, Northeast Indiana Works, the Regional Chamber and the Northeast Indiana Regional Partnership.

Both electronic and hard copies of this survey report are available and will be distributed to participating companies. Additional copies may be purchased for \$200 from your local EDC office.

If you have questions or comments or would like to order additional copies of this publication, please contact your local participating EDC at:

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DEFINITIONS AND INTERPRETATION OF THE DATA

Wage and salary figures are reported for 133 different positions, as described on Pages 78 through 81. The figures represent data as of July 22, 2017

PARTICIPANT Classifications

Small Companies: Participants reporting a sales volume of less than \$25 million. The 2017 Survey includes information from 55 such companies.

Large Companies: Participants reporting a sales volume exceeding \$25 million. The 2017 Survey includes information from 77 such companies.

WAGES Section Definitions

Number of Workers: The total number of individuals for whom data was reported for each position.

Average Minimum Rate: The lowest amount an organization would pay for a position. This figure represents the average of all minimum figures reported for each position.

Average Actual Rate: The average of actual salary or wage participants pay for each position. The published figure represents the average of all actual wages or salaries for each position.

Average Maximum Rate: The highest amount an organization pays for a position. This figure represents the average of all maximum figures reported for each position.

Hourly and Salary: Wages are reported as annual salaries or hourly amounts based on usual compensation practices for each position. They do not mean that employees in those positions are classified as exempt or nonexempt.

When Considering the Data: Wages are those actually reported by participating companies and organizations. The survey is not necessarily a statistically accurate report of average compensation practices in the region.

BENEFITS Section

Participants were asked to report their benefits packages for full-time workers. Benefits are reported for the participant classifications described above. Benefits programs may differ between hourly and salaried personnel; therefore, benefits data is reported separately for each group. In cases where benefits differed within the same classification of employees, respondents were asked to report average or most common practices.

BENEFITS Section Definitions

Average: This represents the average benefit, practice or contribution among all companies or organizations reporting in each participant classification.

Typical: The most common benefit, practice or contribution among all companies or organizations reporting in each participant classification.

Hourly and Salary: Unlike the wage section, benefits reports reflect the difference between exempt and nonexempt classifications.

Confidentiality and Missing Data

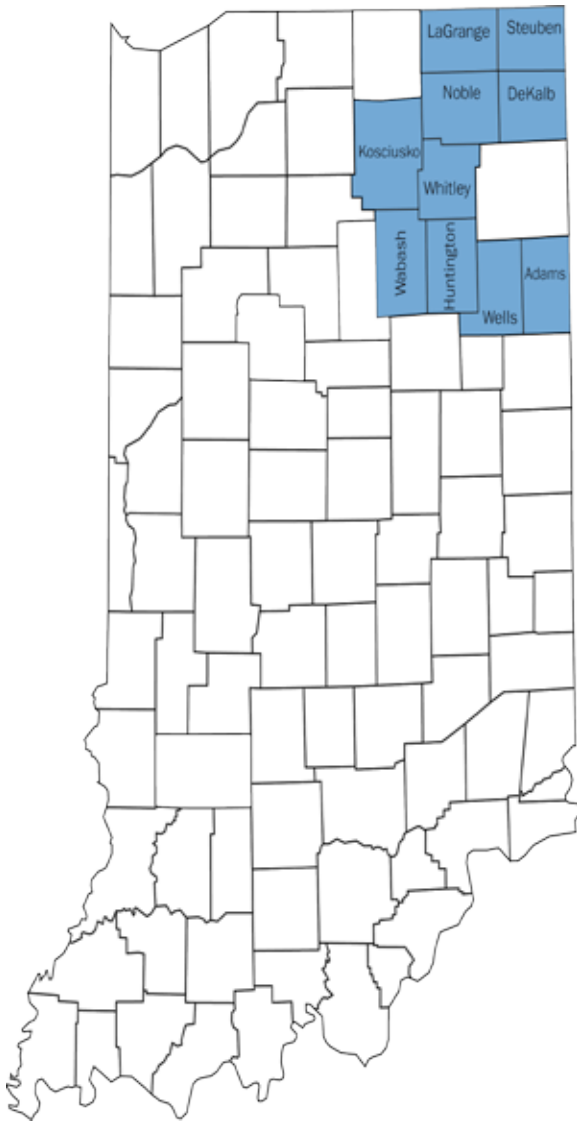
To protect the confidentiality of the participants, wage and benefit information is not disclosed for occupations or benefit categories unless it is provided by at least two sources. These entries are indicated with an asterisk (*). If data is missing from one section, similar information may be found in one of the other sections of the report.

Survey Preparation

The survey is conducted online and the report prepared by Two Things LLC. For more information, go to www.wagesbenefitssurvey.com or contact twothingsllc@gmail.com.

Ten County Region Northeast Indiana

Wages and Benefits All Participants 2017



PROFILE OF ALL PARTICIPANTS

All Participants

Number of all participants	132
Number of large* participants	77
(*Annual sales of \$25 million or higher)	
Number of small* participants	55
(*Annual sales less than \$25 million)	
Manufacturing/Distribution	115
Nonmanufacturing	17

Size

Total Annual Sales	\$.30 billion
Average Annual Sales	\$226 million
Total Number of Employees	45,791
Average Number of Employees	347

Union Participation

Percentage of companies with union representation	12%
Percentage of total reported workforce	5%
Where union members work	
Maintenance	10%
Office	7%
Production	83%
Transportation	1%

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Northeast Indiana Wages: All Companies

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
EXECUTIVE / ADMINISTRATIVE				
General Manager/President	112	\$147,192.11 . .	\$168,662.06	\$187,198.65
Chief Financial Officer	25	\$121,295.56 . .	\$139,908.21	\$156,495.56
Vice President of Sales	60	\$115,667.06 . .	\$161,287.55	\$178,033.03
Director of Human Resources	31	\$74,725.08 . .	\$89,998.36	\$102,289.62
Director of Engineering	34	\$97,901.83 . .	\$111,363.07	\$123,350.23
Director of Procurement	11	\$102,393.14 . .	\$120,619.96	\$143,092.00
FINANCIAL				
Chief Financial Manager	14	\$93,738.33 . .	\$110,102.53	\$120,518.33
Controller	65	\$82,479.90 . .	\$97,314.47	\$109,194.85
Internal Auditor	18	\$51,486.86 . .	\$58,644.86	\$66,029.14
Credit Manager	11	\$56,833.27 . .	\$65,058.64	\$71,283.55
Accountant	107	\$51,107.24 . .	\$58,609.60	\$67,965.97
Accounts Payable/Receivable Clerk	123	\$15.39	\$18.07	\$20.15
Bill and/or Account Collector	32	\$17.05	\$18.66	\$20.17
Payroll Clerk	37	\$17.21	\$20.23	\$23.12
HUMAN RESOURCES				
Human Resources Manager	73	\$63,474.25 . .	\$73,204.35	\$81,743.60
Benefits Specialist	18	\$48,108.14 . .	\$57,709.36	\$65,515.00
HR Generalist	61	\$43,760.15 . .	\$49,973.68	\$58,340.85
Recruitment Specialist	7	\$48,944.00 . .	\$53,324.20	\$58,191.80
Training and Development Specialist	19	\$46,126.92 . .	\$52,154.98	\$56,127.17
SALES AND CUSTOMER SERVICE				
Advertising/Marketing/Public Relations Manager	39	\$71,065.10 . .	\$78,719.72	\$87,013.85
Sales Manager/Supervisor	165	\$72,723.55 . .	\$89,710.02	\$100,871.52
Call Center Manager	23	\$59,460.50 . .	\$66,860.40	\$78,480.44
Call Center Team Leader	21	\$43,114.55 . .	\$49,315.55	\$62,880.55
Customer Service/Telephone Representative	285	\$15.64	\$18.61	\$21.60
Order and Billing Clerk	44	\$14.69	\$17.22	\$20.07
Product Specialist	172	\$60,131.21 . .	\$68,376.76	\$79,995.81
Sales Representative/Account Executive	493	\$54,036.65 . .	\$67,047.99	\$84,478.26

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Wages: All Companies (continued)

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
OFFICE SUPPORT				
Office Manager	48	\$41,351.10	\$47,648.96	\$54,128.34
Administrative Services Manager	23	\$45,668.63	\$57,622.25	\$76,590.38
Executive Secretary/Administrative Assistant	75	\$36,676.01	\$44,835.46	\$50,665.79
Data Entry Clerk	64	\$13.65	\$15.22	\$17.80
File Clerk	10	\$10.79	\$15.82	\$17.29
Mail Clerk	3	*	*	*
Receptionist	118	\$13.16	\$14.90	\$16.83
Secretary	127	\$13.65	\$16.60	\$18.46
Teller	75	\$12.05	\$13.23	\$17.79
Typist and Word Processor	12	\$15.33	\$16.52	\$21.33
ENGINEERING / TECHNICAL				
Chief Information Officer	10	\$111,294.36	\$133,191.86	\$135,194.36
Information Technology Manager	86	\$75,168.88	\$84,682.76	\$93,376.67
Engineering Manager	114	\$86,018.26	\$100,289.65	\$110,461.24
CAD Technician	61	\$18.96	\$22.32	\$25.61
Chemical Engineer	8	\$73,800.00	\$87,276.00	\$99,600.00
Computer Operator	2	*	*	*
Computer Programmer	36	\$57,089.82	\$66,999.64	\$75,710.73
Computer Support Specialist	22	\$17.58	\$21.56	\$25.43
Designer	31	\$20.39	\$26.86	\$32.71
Electrical Engineer	47	\$66,785.54	\$82,749.65	\$97,357.38
Electrical or Electronic Technician	60	\$23.61	\$26.33	\$32.29
Engineer (Not Otherwise Specified)	115	\$60,847.02	\$71,547.35	\$82,546.23
Estimator	11	\$23.65	\$27.96	\$29.74
Graphic Designer	19	\$16.47	\$21.81	\$26.20
Industrial Engineer	14	\$58,829.63	\$68,517.00	\$73,420.00
Laboratory/Engineering Technician	94	\$18.79	\$22.41	\$26.65
Manufacturing Engineer	216	\$58,981.25	\$70,521.64	\$81,689.42
Materials Engineer	23	\$60,619.00	\$72,193.80	\$81,947.60
Mechanical Engineer	70	\$59,372.39	\$75,472.81	\$88,837.67
Quality Engineer	170	\$59,177.29	\$71,698.55	\$82,509.87
Network and Computer Systems Administrator	31	\$57,037.04	\$64,122.24	\$67,939.52
System Analyst	23	\$63,292.60	\$73,920.67	\$77,485.73
Technical Support Specialist	31	\$19.24	\$22.31	\$24.53
IT Support Specialist	18	\$16.84	\$19.86	\$25.71
IT Hardware Installer/Maintenance Professional	10	\$22.52	\$24.53	\$27.34
Web Developer	9	\$19.38	\$27.03	\$33.78

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Wages: All Companies (continued)

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
PRODUCTION				
Operations/Plant Manager	143	\$83,775.30	\$102,806.31	\$132,744.67
Materials Manager	41	\$71,875.00	\$83,309.82	\$93,174.65
Production Manager/Foreman	313	\$55,352.49	\$66,466.69	\$79,165.50
Purchasing Manager	38	\$62,868.15	\$73,077.65	\$81,606.28
Buyer/Purchasing Agent	120	\$44,531.51	\$50,864.31	\$59,218.49
Quality Control Manager	84	\$65,642.63	\$77,237.47	\$88,637.30
Group Leader	719	\$17.09	\$19.94	\$23.07
Assembler, skilled	1290	\$13.93	\$16.37	\$19.45
Assembler, unskilled	1239	\$13.01	\$14.91	\$16.91
CNC Machinist	1080	\$14.99	\$19.41	\$23.26
CNC Programmer	68	\$14.99	\$19.41	\$23.66
Cutting, Punching and/or Press Machine Operator	815	\$14.19	\$16.28	\$18.14
Drilling and/or Boring Machine Operator	41	\$14.11	\$15.74	\$16.94
Extruding and/or Drawing Machine Operator	194	\$14.84	\$18.72	\$21.40
Forging Machine Operator	10	\$15.49	\$17.62	\$22.96
General Laborer	4241	\$12.48	\$14.75	\$17.57
Grinding, Lapping, Polishing and Buffing Machine Tool Operator	296	\$13.31	\$15.95	\$18.53
Lathe and Turning Machine Tool Operator	63	\$16.13	\$17.74	\$19.91
Manual Machinist	157	\$17.36	\$18.91	\$20.17
Mold Maker	92	\$14.91	\$19.48	\$21.55
Certified Painter	47	\$15.17	\$17.81	\$22.68
Painting/Spraying Machine Operator	139	\$13.25	\$15.49	\$16.77
Plastic Processing Machine Operator	72	\$11.50	\$13.57	\$15.11
Printing Press Operator	27	\$18.89	\$20.36	\$22.08
Print Binding and Finishing	28	\$17.45	\$19.28	\$19.84
Production Control Worker	278	\$15.72	\$17.95	\$21.05
Quality Control Inspector/Tester	714	\$14.82	\$17.19	\$19.49
Sewing Machine Operator	92	\$12.36	\$14.61	\$17.99
Tool and Die Maker	194	\$20.08	\$24.07	\$26.75
Welder, Cutter, Solderer and/or Brazier	404	\$14.23	\$17.09	\$19.75
Woodworking Specialist	52	\$13.75	\$16.38	\$18.76
MAINTENANCE AND REPAIR				
Manager of Mechanics, Installers and Repairers	55	\$59,512.80	\$68,935.04	\$77,930.25
Maintenance Mechanic, Motor Vehicle	24	\$22.07	\$23.46	\$24.60
Maintenance Mechanic	285	\$18.81	\$21.97	\$24.97
Maintenance and Repair Worker	464	\$17.30	\$20.99	\$24.24
General Millwright	87	\$19.29	\$21.30	\$23.24

Northeast Indiana Wages: All Companies ((continued))

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
CONSTRUCTION				
Construction Manager	3	\$53,666.67	\$61,666.67	\$67,000.00
Carpenter	5	*	*	*
Construction Laborer	66	\$16.60	\$19.12	\$22.30
Electrician	49	\$22.07	\$23.52	\$24.75
WAREHOUSING, TRANSPORTATION AND DISTRIBUTION				
Transportation, Storage and Distribution Manager	22	\$59,357.67	\$67,424.08	\$74,011.10
Supervisor/Manager of Material Movers	46	\$51,362.77	\$57,161.58	\$66,610.87
Inventory Control Coordinator	115	\$16.67	\$19.37	\$20.85
Driver, Bus	64	\$15.67	\$18.01	\$21.00
Driver, Truck Heavy and Tractor-Trailer	170	\$16.20	\$18.77	\$21.67
Driver, Truck Light or Delivery Services	93	\$13.58	\$16.99	\$20.24
Heavy Equipment/Forklift Operator	298	\$13.34	\$16.26	\$18.74
Shipping, Receiving and/or Traffic Clerk	219	\$13.96	\$16.20	\$18.35
Material Handler	765	\$13.66	\$16.22	\$17.74
Picker and Packer	558	\$12.75	\$14.59	\$16.41
Quality Monitor	89	\$13.57	\$15.66	\$17.44
Safety Technician	11	\$26.75	\$27.88	\$28.23
LEGAL				
Attorney	4	\$103,557.50	\$149,659.00	\$158,557.50
Paralegal	9	*	*	*
Regulatory Compliance Analyst	13	\$47,146.67	\$60,340.33	\$71,478.67
MEDICAL				
Nurse Manager/Unit Director	16	\$58,500.00	\$72,584.25	\$97,500.00
Nurse, RN	150	\$24.95	\$27.45	\$29.64
Nurse, LPN	46	\$18.13	\$20.39	\$22.74
Nurse Practitioner	9	*	*	*
Certified Nurse Assistant	110	\$9.75	\$12.73	\$16.92
Physicians' Assistant	2	\$36.26	\$41.70	\$43.76
Medical Assistant	21	\$16.30	\$28.06	\$42.98
Medical Technician	23	\$16.25	\$21.11	\$28.10
Occupational Therapist	1	*	*	*
Physical Therapist	1	*	*	*
Pharmacist	7	*	*	*
Counselor/Human Service Worker	5	\$31,000.00	\$39,639.00	\$45,500.00
Radiological Technologist and Technician	8	*	*	*
HOUSEKEEPING				
Housekeeper/Cleaner	59	\$11.82	\$12.88	\$14.38
Janitor	123	\$12.01	\$13.99	\$15.67

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Benefits: All Companies

Ten County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	99%	100%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	48%	46%
New Year's Day	100%	100%
Martin Luther King Jr.	6%	6%
Lincoln's Birthday	0%	0%
President's Day	5%	5%
Washington's Birthday	0%	0%
Good Friday	55%	55%
Memorial Day	100%	99%
Independence Day	99%	99%
Labor Day	98%	96%
Columbus Day	1%	1%
Election Day	2%	2%
Floating Holiday	33%	33%
Veterans' Day	5%	5%
Thanksgiving Day	100%	99%
Day After Thanksgiving	80%	81%
Christmas Eve	71%	70%
Christmas Day	100%	100%
Other	16%	15%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	18%	18%
Average number of PTO days offered first year	2	2
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	10	10

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	1	1
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	2	1
Typical number of years that must be worked to earn 10 days	1	1
Average number of years that must be worked to earn 15 days	4	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	10	10
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	13	13
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **85%** **89%**

How soon after hire may employee take paid vacation?

One to 30 days	11%	31%
One to three months	13%	10%
Three to six months	13%	12%
Six months to one year	13%	12%
After 1 year	51%	35%

Number of days offered

Average number of paid vacation days offered in first year:	4	4
Typical number of vacation days offered in first year:	5	5

How vacation time is earned

Average number of years that must be worked to earn 5 days	1	1
Typical number of years that must be worked to earn 5 days	1	1
Average number of years that must be worked to earn 10 days	2	2
Typical number of years that must be worked to earn 10 days	1	1
Average number of years that must be worked to earn 15 days	7	7
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	15	14
Typical number of years that must be worked to earn 20 days (when offered)	15	15
Average number of years that must be worked to earn more than 20 days (when offered)	24	22
Typical number of years that must be worked to earn more than 20 days (when offered)	20	20

ILLNESS DAYS

Percentage of companies that offer paid illness days **14%** **20%**

Average number of paid illness days offered annually	4	5
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	8	13
Typical number of paid illness days that may be accumulated	5	5

How soon after hire is employee eligible?

One to 30 days	39%	56%
One to three months	22%	19%
Three to six months	11%	7%
Six months to one year	0%	0%
After 1 year	28%	19%

/

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

PAID TIME OFF (continued)

PERSONAL DAYS

Percentage of companies offering paid personal days	25%	27%
Average number of personal days offered per year	4	4
Typical number of personal days offered in first year:	3	3

How soon after hire may employee take personal day?

One to 30 days	9%	44%
One to three months	52%	33%
Three to six months	18%	8%
Six months to one year	6%	6%
After 1 year	15%	8%

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	91%	92%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	56%	70%
One to three months	31%	24%
Three to six months	10%	6%
Six months to year	1%	0%
After one year	3%	1%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	75%	79%
Percentage of those that pay regular wages plus payment from court	38%	48%
Percentage of those that pay regular wages minus payment from court	62%	52%
Percentage where employee receives only payment from court	25%	21%

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	94%	94%
Percentage of those offering health insurance to families and children	99%	99%
Percentage of companies reporting as self-insured	65%	65%
Percentage of companies reporting indemnity insurance	36%	36%
Percentage of companies that offer a single plan	48%	49%
Percentage of companies that offer multiple plans	52%	51%
Percentage of companies offering only traditional plans	70%	70%
Percentage of companies offering only high-deductible plans	68%	68%
Percentage of companies offering both high-deductible and traditional plans	38%	38%
Percentage of companies considering dropping health plan in coming year	3%	3%

HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT ARRANGEMENTS

Percentage of companies offering only HSA or HRA plans	30%	31%
Percentage of companies offering optional HSA or HRA plan	31%	32%
Percentage of companies with no HSA or HRA plan	39%	36%

Average company contribution to HSA/HRA account

For employee only plan	\$728.91	\$721.88
For family plan	\$1,213.48	\$1,209.57

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$3,928.90	\$3,928.90
Average maximum annual out of pocket expense family	\$7,772.08	\$7,772.08

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	\$5,000
Typical maximum annual out of pocket expense family	\$10,000	\$10,000

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	38%	38%
Average amount that may be earned	\$625.06	\$629.41
Typical amount that may be earned	\$500.00	\$500.00

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	79%	79%
Percentage of those plans that offer family coverage	98%	97%

How soon after hire is employee eligible?

One to 30 days	21%	40%
One to three months	59%	49%
Three to six months	19%	8%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$122.87	\$119.44
Employee and spouse	\$285.79	\$283.60
Employee and child	\$258.40	\$256.52
Family	\$400.56	\$386.57

Average monthly cost paid by employer for each employee

Employee-only coverage	\$459.54	\$460.67
Employee and spouse	\$891.72	\$891.22
Employee and child	\$833.31	\$830.00
Family	\$1,202.18	\$1,204.33

Deductibles

Average annual deductible per person	\$1,121.11	\$1,153.71
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$2,507.50	\$2,557.62
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	74%	70%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.00	\$23.98
Typical copay for physician office visit	\$20	\$20

Average out of pocket limit

Single coverage	\$3,152.16	\$3,376.41
Family Coverage	\$6,426.80	\$6,859.75

Typical out of pocket limit

Single coverage	\$3,000.00	\$3,000.00
Family Coverage	\$5,000.00	\$5,000.00

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan	68%	66%
Percentage of those plans that offer family coverage	98%	100%

How soon after hire is employee eligible?

One to 30 days	26%	45%
One to three months	59%	50%
Three to six months	15%	4%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$80.45	\$82.54
Employee and spouse	\$199.02	\$204.09
Employee and child	\$351.30	\$188.64
Family	\$271.79	\$279.71

Average monthly cost paid by employer for each employee

Employee-only coverage	\$401.80	\$395.82
Employee and spouse	\$798.15	\$791.92
Employee and child	\$726.01	\$718.15
Family	\$1,110.41	\$1,091.51

Deductibles

Average annual deductible per person	\$2,647.12	\$2,664.42
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family	\$5,289.22	\$5,325.49
Typical annual deductible per family	\$6,000.00	\$6,000.00

Copays and Limits

Average percentage of costs covered by insurance	64%	64%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	n/a	n/a
Typical copay for physician office visit	n/a	n/a

Average out of pocket limit

Single coverage	\$4,113.66	\$4,113.66
Family Coverage	\$8,021.21	\$8,024.10

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity insured companies offering a traditional plan	47%	44%
Percentage of those plans that offer family coverage	90%	100%

How soon after hire is employee eligible?

One to 30 days	24%	35%
One to three months	52%	55%
Three to six months	24%	10%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$149.66	\$188.98
Employee and spouse	\$395.35	\$457.55
Employee and child	\$361.49	\$386.49
Family	\$555.25	\$81,353.88

Average monthly cost paid by employer for each employee

Employee-only coverage	\$488.65	\$482.65
Employee and spouse	\$812.96	\$812.14
Employee and child	\$719.09	\$771.47
Family	\$1,022.79	\$1,067.89

Deductibles

Average annual deductible per person	\$1,470.45	\$1,602.27
Typical annual deductible per person	\$1,000.00	\$1,000.00
Average annual deductible per family	\$3,230.95	\$3,459.52
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	71%	70%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$26.05	\$26.81
Typical copay for physician office visit	\$25.00	\$25.00

Average out of pocket limit

Single coverage	\$3,945.45	\$4,228.57
Family Coverage	\$8,583.33	\$9,002.63

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan	64%	67%
Percentage of those plans that offer family coverage	97%	97%

How soon after hire is employee eligible?

One to 30 days	17%	37%
One to three months	66%	53%
Three to six months	14%	7%
Six months to year	3%	3%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$106.03	\$99.95
Employee and spouse	\$334.40	\$322.31
Employee and child	\$269.43	\$260.27
Family	\$434.45	\$419.22

Average monthly cost paid by employer for each employee

Employee-only coverage	\$441.03	\$441.35
Employee and spouse	\$781.31	\$792.25
Employee and child	\$724.64	\$739.01
Family	\$999.16	\$1,025.55

Deductibles

Average annual deductible per person	\$3,362.07	\$3,275.00
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family	\$7,064.29	\$6,872.41
Typical annual deductible per family	\$6,500.00	\$6,500.00

Copays and Limits

Average percentage of costs covered by insurance	66%	66%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	n/a	n/a
Typical copay for physician office visit	n/a	n/a

Average out of pocket limit

Single coverage	\$4,650.69	\$4,650.69
Family Coverage	\$9,511.11	\$9,278.57

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 69% 68%

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$11.39	. . . . .	\$11.49
What is the typical employee copay for retail generic?	\$10.00	. . . . .	\$10.00
What is the average employee copay for retail formulary?	\$31.14	. . . . .	\$31.90
What is the typical employee copay for retail formulary?	\$30.00	. . . . .	\$30.00
What is the average employee copay for retail non-formulary?	\$56.73	. . . . .	\$58.18
What is the typical employee copay for retail non-formulary?	\$60.00	. . . . .	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$21.09	. . . . .	\$21.71
What is the typical employee copay for mail-order generic?	\$20.00	. . . . .	\$20.00
What is the average employee copay for mail-order formulary?	\$64.70	. . . . .	\$66.57
What is the typical employee copay for mail-order formulary?	\$75.00	. . . . .	\$75.00
What is the average employee copay for mail-order non-formulary?	\$120.06	. . . . .	\$122.56
What is the typical employee copay for mail-order nonformulary?	\$150.00	. . . . .	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	26%	. . . . .	26%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	24%	. . . . .	24%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	33%	. . . . .	33%
What is the typical employee copay for retail generic?	20%	. . . . .	20%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	39%	. . . . .	39%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	26%	. . . . .	26%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	30%	. . . . .	30%
What is the typical employee copay for retail generic?	20%	. . . . .	20%

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	72%	71%
Percentage of those plans that cover orthodontia	77%	77%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	23%	41%
One to three months after hire	61%	52%
Three to six months after hire:	14%	5%
Six months to one year after hire:	1%	0%
After first year:	1%	0%

Deductibles and Limits

Average annual deductible	\$89.63	\$90.59
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,214	\$1,216
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,714	\$1,723
Typical annual limit family coverage	\$1,500	\$1,500

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage	\$13.25	\$13.45
Employee and spouse	\$28.05	\$29.10
Employee and child(ren)	\$32.41	\$33.10
Family	\$48.29	\$50.00

Average monthly premium paid by employer for

Employee only coverage	\$14.64	\$14.86
Employee and spouse	\$27.35	\$28.29
Employee and child(ren)	\$28.37	\$28.82
Family	\$40.86	\$42.45

Typical monthly premium paid by employer for

Employee only coverage	\$0.00	\$0.00
Employee and spouse	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Percentage of Costs Covered

Average of preventive costs covered	98%	99%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	77%	77%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	54%	54%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	67%	67%
Percentage of those plans that cover glasses/contacts	97%	95%
Percentage of those plans that cover LASIK or similar procedures	34%	35%

How soon after hire is employee eligible for coverage?

One to 30 days	27%	44%
One to three months	61%	51%
Three to six months	11%	3%
Six months to one year.	1%	1%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage.	\$5.33	\$5.50
Employee and spouse.	\$9.75	\$10.04
Employee and child(ren)	\$10.20	\$10.50
Family	\$15.35	\$15.82

Average monthly premium paid by employer for

Employee only coverage.	\$2.52	\$2.52
Employee and spouse.	\$3.67	\$3.67
Employee and child(ren)	\$4.10	\$4.10
Family	\$6.33	\$6.33

Typical monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	89%	92%
Percentage of those plans that pay a set amount	78%	65%
Percentage of those plans that pay a percentage of salary	23%	39%

How soon after hire is employee covered?

One to 30 days	27%	45%
One to three months	53%	45%
Three to six months	19%	10%
Six months to one year	2%	1%
After 1 year	0%	0%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	72%	79%
Average percentage of wages employee receives while on short-term disability	59%	68%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	20	20
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	28%	45%
One to three months	37%	33%
Three to six months	23%	13%
Six months to one year	6%	5%
After first year	5%	4%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	54%	72%
Average percentage of wages employee receives while on disability	59%	62%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	65	65
Typical age when employee no longer receives payment	65	65

How soon after hire is employee covered?

One to 30 days	25%	41%
One to three months	44%	36%
Three to six months	20%	14%
Six months to one year	7%	6%
After first year	4%	3%

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

PAY INCREASES

In 2017

Percentage of companies giving pay raises in preceding 12 months	94%
Average raise given in preceding 12 months	3.52%
Typical raise given in preceding 12 months	3%

In 2018

Percentage of companies planning pay raises in next 12 months	91%
Average raise planned in next 12 months	3.24%
Typical increase planned in next 12 months	3%

PROFIT SHARING

Percentage of companies offering profit sharing program	39%	40%
Percentage of programs that are team based	73%	70%
Percentage of programs that are individual based	47%	55%

How soon after hire is employee eligible?

One to 30 days	33%	38%
One to three months	20%	21%
Three to six months	20%	15%
Six months to one year	6%	6%
After 1 year	22%	21%

BONUS POOL

Percentage of companies whose employees participate in a bonus pool	19%	
Average amount each worker receives	\$1,668	\$4,223

SHIFT DIFFERENTIAL

Percentage of companies operating more than one shift	70%
Percentage of those companies that pay a shift differential	84%
Average Second Shift Differential	57 Cents
Typical Second Shift Differential	50 Cents
Average Third Shift Differential	59 Cents
Typical Third Shift Differential	50 Cents

COST OF BENEFITS

Cost of benefits as percentage of wages	28%
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Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

RETIREMENT

COMPANY-FUNDED PENSION

Percentage of companies that offer traditional pension plan	14%	13%
Percentage of companies where the employee also contributes	67%	71%
Average age when employee is eligible to receive benefits	61	61
Typical age when employee is eligible to receive benefits	62	62

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	86%	87%
Percentage of companies where the employer contributes	91%	91%
Average percentage of contribution the employer matches	5%	5%
Typical percentage of contribution the employer matches	3%	3%
Average percentage of contribution the company matches . . . . .	.72% of the first 5%	
Percentage of companies where the match is guaranteed	84%	83%
Percentage of companies where the match is intended	21%	21%

How soon after hire is employee eligible to participate?

One to 30 days	23%	29%
One to three months	26%	10%
Three to six months	14%	10%
Six months to a year	12%	13%
After one year	25%	21%

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

WORKPLACE AND CAREER DEVELOPMENT

TUITION ASSISTANCE

Tuition Assistance		
Percentage of companies offering tuition assistance	51%	55%
Percentage that require classes be job related to receive tuition assistance	88%	90%
Average percent of tuition reimbursement	86%	85%
Typical percent of tuition reimbursement	100%	100%
Percentage of companies that offer in-house career development programs	60%	62%
Percentage of companies that offer off-site career development programs	55%	61%

DRUG SCREENING POLICIES

Percentage of companies that conduct drug screening	81%	
Percentage of those companies that require new applicants to pass	95%	94%
Current employees are screened		
Randomly	39%	35%
After incident/injury	72%	71%
For cause	80%	77%
Employees who fail are		
Dismissed	81%	79%
Referred to an EAP or counseling program	50%	50%
Which screening protocol is used?		
Five panel	46%	
Seven panel	12%	
DOT	23%	
Other	49%	

Northeast Indiana Benefits: All Companies (continued)

Ten County Region

Hourly

Salary

WORKPLACE AND CAREER DEVELOPMENT

TRAINING

Percentage of companies offering training or career development programs	63%	65%
How soon after hire is employee eligible?		
One to 30 days	29%	42%
One to three months	23%	21%
Three to six months	18%	12%
Six months to one year	6%	12%
After 1 year	24%	19%

MENTORING

Percentage of companies with formal mentoring program	23%	27%
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ORIENTATION

Percentage of companies that offer orientation for new employees	61%	63%
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WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	14%	27%
Casual dress (every day)	52%	43%
Child day care services	1%	0%
Child care subsidy	0%	1%
Compressed work week	8%	5%
Discounted product purchases	37%	38%
Employee assistance programs	59%	37%
Emergency/sick child care	1%	2%
English as second language assistance	3%	4%
Fitness center membership subsidy	31%	33%
Fitness center on site	11%	12%
Flex time	14%	24%
Flexible spending account	45%	45%
Job sharing	2%	3%
Informal recognition program	45%	45%
Open communication policy	64%	63%
Scholarships-employees/spouses/children	14%	15%
Smoking cessation programs	42%	42%
Smoke-free work environment	64%	65%
Telecommuting	2%	8%
Transit subsidy	2%	2%
Tutoring-employees/spouses/children	2%	2%
Wellness program, resources and information	45%	48%
Other	10%	10%

CHANGES IN STAFFING ALL PARTICIPANTS**Preceding six months****Hiring**

Percentage of companies that added workers in preceding six months	79%
Total number of employees added in preceding six months	1331
Average number of employees added in preceding six months	89

Layoffs

Percentage of companies that laid off employees in preceding six months	5%
Total number of employees laid off in preceding six months	40
Average number of employees laid off in preceding six months	40

In 2017**Hiring**

Percentage of companies adding workers later in 2017	42%
Total anticipated increase later 2017	275
Average anticipated increase later in 2017	34

Layoffs

Percentage of companies expecting layoffs later in 2017	11%
Total anticipated layoffs later in 2017	140
Average anticipated layoffs later in 2017	70

No change

Percentage of companies anticipating neither hiring nor layoffs in 2017	26%
Percentage of companies uncertain of change in 2017	21%

In 2018**Hiring**

Percentage of companies adding workers in 2018	21%
Total anticipated increase in 2018	135
Average anticipated increase in 2018	34

Layoffs

Percentage of companies anticipating layoffs in 2018	0%
Total anticipated layoffs in 2018	0
Average anticipated layoff in 2018	0

No change

Percentage of companies anticipating no change in 2018	11%
Percentage of companies uncertain of change in 2018	68%

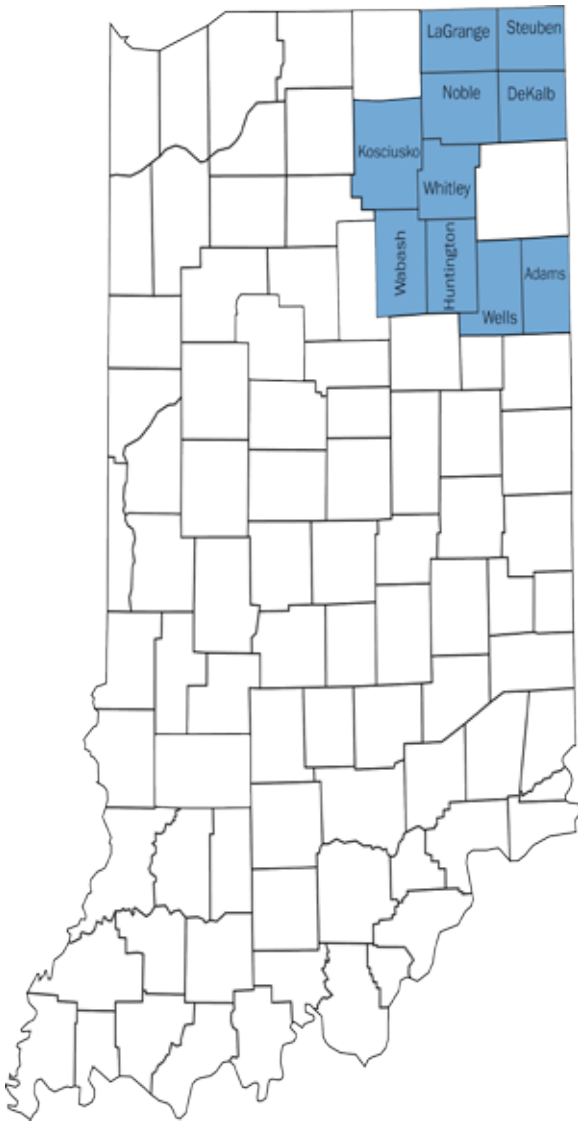
Annual Turnover

Average annual turnover as percentage of employees	24.1%
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Internships

Percentage of companies with internships	57%
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Ten County Region Northeast Indiana



Wages and Benefits Large Participants*

* Annual Sales of \$25 million or higher

2017

PROFILE OF LARGE PARTICIPANTS

Large Participants

Number of all participants	132
Number of large* participants	77
	(*Annual sales of \$25 million or higher)
Number of small* participants	55
	(*Annual sales less than \$25 million)
Large Manufacturing/Distribution	70
Large Nonmanufacturing	7

Size

Total Annual Sales	\$29 billion
Average Annual Sales	\$383 million
Total Number of Employees	41,850
Average Number of Employees	543

Union Participation

Percentage of companies with union representation	16%
Percent of total reported workforce	5%
Where union members work	
Maintenance	9%
Office	7%
Production	83%
Transportation	1%

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Northeast Indiana Wages Large Companies

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
EXECUTIVE / ADMINISTRATIVE				
General Manager/President	60	\$184,737.48 . .	\$207,362.52	\$225,380.37
Chief Financial Officer	18	\$134,052.72 . .	\$153,162.51	\$170,719.39
Vice President of Sales	51	\$123,373.62 . .	\$176,276.54	\$195,261.19
Director of Human Resources	25	\$80,572.50 . .	\$96,161.01	\$109,428.80
Director of Engineering	22	\$102,238.30 . .	\$117,670.25	\$131,183.30
Director of Procurement	10	\$115,292.00 . .	\$135,556.62	\$160,274.00
FINANCIAL				
Chief Financial Manager	10	\$111,770.00 . .	\$134,441.29	\$150,065.00
Controller	51	\$83,857.19 . .	\$100,132.66	\$114,161.24
Internal Auditor	17	\$50,068.00 . .	\$58,419.00	\$67,034.00
Credit Manager	10	\$59,486.00 . .	\$68,533.90	\$75,381.30
Accountant	93	\$50,450.18 . .	\$58,747.89	\$69,429.96
Accounts Payable/Receivable Clerk	90	\$15.88	\$18.37	\$20.51
Bill and/or Account Collector	27	\$16.61	\$18.61	\$20.43
Payroll Clerk	30	\$17.71	\$20.20	\$23.29
HUMAN RESOURCES				
Human Resources Manager	60	\$65,816.91 . .	\$75,702.00	\$85,203.32
Benefits Specialist	16	\$49,935.83 . .	\$59,385.42	\$68,005.75
HR Generalist	54	\$43,701.88 . .	\$51,015.19	\$59,872.74
Recruitment Specialist	7	\$48,944.00 . .	\$53,324.20	\$58,191.80
Training and Development Specialist	17	\$47,952.30 . .	\$53,490.78	\$57,697.90
SALES AND CUSTOMER SERVICE				
Advertising/Marketing/Public Relations Manager	24	\$69,185.62 . .	\$78,545.67	\$87,545.19
Sales Manager/Supervisor	136	\$79,296.59 . .	\$101,337.79	\$114,601.73
Call Center Manager	21	\$61,812.00 . .	\$69,197.60	\$82,120.50
Call Center Team Leader	21	\$43,114.55 . .	\$49,315.55	\$62,880.55
Customer Service/Telephone Representative	251	\$15.97	\$18.93	\$22.09
Order and Billing Clerk	37	\$15.54	\$18.05	\$20.70
Product Specialist	161	\$55,341.61 . .	\$63,713.67	\$75,678.41
Sales Representative/Account Executive	438	\$57,488.68 . .	\$70,050.58	\$87,662.74

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Wages Large Companies (continued)

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
OFFICE SUPPORT				
Office Manager	33	\$47,083.86	\$55,719.71	\$64,756.71
Administrative Services Manager	9	\$48,672.50	\$56,801.00	\$80,332.50
Executive Secretary/Administrative Assistant	64	\$37,352.83	\$45,804.63	\$51,988.68
Data Entry Clerk	55	\$13.95	\$15.61	\$18.16
File Clerk	10	\$10.79	\$15.82	\$17.29
Mail Clerk	3	*	*	*
Receptionist	98	\$13.66	\$15.28	\$17.08
Secretary	120	\$13.90	\$16.69	\$18.56
Teller	75	\$12.05	\$13.23	\$17.79
Typist and Word Processor	1	*	*	*
ENGINEERING AND TECHNICAL				
Chief Information Officer	10	\$111,294.36	\$133,191.86	\$135,194.36
Information Technology Manager	76	\$81,509.71	\$90,898.46	\$100,416.25
Engineering Manager	97	\$87,156.59	\$103,517.42	\$114,907.53
CAD Technician	46	\$20.53	\$24.29	\$27.33
Chemical Engineer	7	\$76,000.00	\$90,375.00	\$104,500.00
Computer Operator	2	*	*	*
Computer Programmer	19	\$59,501.78	\$68,745.44	\$74,823.33
Computer Support Specialist	15	\$19.62	\$24.19	\$28.63
Designer	28	\$20.69	\$27.83	\$34.65
Electrical Engineer	36	\$71,837.57	\$89,162.64	\$106,041.57
Electrical or Electronic Technician	18	\$23.78	\$27.34	\$32.54
Engineer (Not Otherwise Specified)	67	\$63,135.19	\$74,105.19	\$84,010.38
Estimator	7	\$23.39	\$27.59	\$29.15
Graphic Designer	16	\$17.04	\$24.95	\$31.04
Industrial Engineer	9	\$63,758.83	\$72,409.50	\$76,540.33
Laboratory/Engineering Technician	85	\$19.10	\$22.81	\$27.04
Manufacturing Engineer	191	\$59,589.33	\$72,443.35	\$83,946.53
Materials Engineer	15	\$59,582.67	\$66,592.00	\$71,024.00
Mechanical Engineer	54	\$62,538.83	\$80,477.71	\$95,016.00
Quality Engineer	163	\$58,561.74	\$72,072.00	\$84,848.00
Network and Computer Systems Administrator	21	\$58,420.37	\$65,426.10	\$69,562.63
System Analyst	21	\$64,714.69	\$75,677.85	\$79,067.54
Technical Support Specialist	17	\$17.49	\$20.03	\$21.60
IT Support Specialist	15	\$16.49	\$19.34	\$25.73
IT Hardware Installer/Maintenance Professional	8	\$24.55	\$27.34	\$31.30
Web Developer	8	\$19.22	\$25.97	\$32.22

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Wages Large Companies (continued)

Ten County Region	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
PRODUCTION				
Operations/Plant Manager	104	\$90,652.62	\$111,068.97	\$129,487.38
Materials Manager	36	\$71,965.09	\$84,561.61	\$95,124.06
Production Manager/Foreman	220	\$60,031.12	\$72,385.24	\$87,317.27
Purchasing Manager	29	\$66,092.69	\$78,153.78	\$88,667.48
Buyer/Purchasing Agent	107	\$44,627.80	\$51,684.63	\$61,449.19
Quality Control Manager	56	\$72,053.68	\$85,213.15	\$98,281.43
Group Leader	631	\$17.33	\$20.45	\$23.53
Assembler, skilled	1144	\$14.16	\$16.49	\$18.93
Assembler, unskilled	1215	\$13.11	\$15.24	\$17.61
CNC Machinist	964	\$15.03	\$19.30	\$24.06
CNC Programmer	54	\$20.52	\$26.59	\$29.19
Cutting, Punching and/or Press Machine Operator	675	\$14.22	\$16.48	\$18.37
Drilling and/or Boring Machine Operator	32	\$14.67	\$16.19	\$17.40
Extruding and/or Drawing Machine Operator	178	\$14.59	\$18.65	\$21.81
Forging Machine Operator	10	\$15.49	\$17.62	\$22.96
General Laborer	3338	\$12.77	\$15.08	\$18.19
Grinding, Lapping, Polishing and				
Buffing Machine Tool Operator	226	\$13.36	\$16.50	\$18.81
Lathe and Turning Machine Tool Operator	42	\$16.15	\$17.69	\$19.81
Manual Machinist	130	\$18.07	\$19.25	\$20.43
Mold Maker	80	\$16.02	\$21.18	\$22.62
Certified Painter	35	*	*	*
Painting/Spraying Machine Operator	111	\$13.61	\$16.00	\$17.29
Plastic Processing Machine Operator	41	\$11.62	\$13.58	\$15.50
Printing Press Operator	26	*	*	*
Print Binding and Finishing	28	\$17.45	\$19.28	\$19.84
Production Control Worker	268	\$16.33	\$18.73	\$22.45
Quality Control Inspector/Tester	647	\$14.94	\$17.48	\$19.88
Sewing Machine Operator	86	\$13.03	\$15.67	\$19.19
Tool and Die Maker	165	\$20.53	\$25.02	\$27.51
Welder, Cutter, Solderer and/or Brazier	334	\$13.38	\$16.50	\$19.85
Woodworking Specialist	51	\$14.00	\$17.01	\$19.68
MAINTENANCE AND REPAIR				
Manager of Mechanics, Installers and Repairers	37	\$65,923.41	\$76,367.91	\$88,122.67
Maintenance Mechanic, Motor Vehicle	17	\$22.46	\$24.13	\$25.47
Maintenance Mechanic	260	\$19.18	\$22.19	\$25.71
Maintenance and Repair Worker	345	\$18.04	\$22.05	\$25.50
General Millwright	85	\$19.89	\$22.43	\$24.88

Northeast Indiana Wages Large Companies (continued)

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
CONSTRUCTION				
Construction Manager	1	*	*	*
Construction Laborer	57	\$14.75	\$17.11	\$19.25
Electrician	44	\$19.50	\$21.19	\$22.62
WAREHOUSING, TRANSPORTATION AND DISTRIBUTION				
Transportation, Storage and Distribution Manager	19	\$62,861.72	\$70,797.26	\$77,835.17
Supervisor/Manager of Material Movers	38	\$53,272.33	\$60,296.01	\$71,478.42
Inventory Control Coordinator	109	\$15.83	\$18.88	\$20.32
Driver, Bus	63	\$18.50	\$21.66	\$24.00
Driver, Truck Heavy and Tractor-Trailer	138	\$16.69	\$19.05	\$21.83
Driver, Truck Light or Delivery Services	73	\$13.98	\$17.68	\$21.16
Heavy Equipment/Forklift Operator	206	\$13.81	\$16.73	\$19.10
Shipping, Receiving and/or Traffic Clerk	174	\$14.62	\$16.75	\$18.67
Material Handler	737	\$13.95	\$16.35	\$17.99
Picker and Packer	544	\$12.81	\$14.92	\$16.79
Quality Monitor	80	\$13.81	\$16.14	\$17.41
Safety Technician	8	\$25.61	\$26.85	\$26.96
LEGAL				
Attorney	4	\$103,557.50	\$149,659.00	\$158,557.50
Paralegal	9	*	*	*
Regulatory Compliance Analyst	12	\$52,000.00	\$70,542.50	\$87,250.00
MEDICAL				
Nurse Manager/Unit Director	8	*	*	*
Nurse, RN	140	\$25.38	\$27.98	\$29.28
Nurse, LPN	17	\$17.84	\$20.29	\$20.99
Nurse Practitioner	9	*	*	*
Certified Nurse Assistant	32	*	*	*
Physicians' Assistant	2	\$36.26	\$41.70	\$43.76
Medical Assistant	10	*	*	*
Medical Technician	9	*	*	*
Physical Therapist	1	*	*	*
Pharmacist	7	*	*	*
Counselor/Human Service Worker	1	*	*	*
Radiological Technologist and Technician	8	*	*	*
HOUSEKEEPING				
Housekeeper/Cleaner	34	\$12.59	\$13.81	\$14.66
Janitor	110	\$12.32	\$14.29	\$15.88

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Benefits: Large Companies

Ten County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	100%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	48%	44%
New Year's Day	100%	100%
Martin Luther King Jr.	9%	9%
Lincoln's Birthday	0%	0%
President's Day	8%	8%
Washington's Birthday	0%	0%
Good Friday	51%	51%
Memorial Day	100%	99%
Independence Day	100%	100%
Labor Day	97%	96%
Columbus Day	1%	1%
Election Day	3%	3%
Floating Holiday	31%	31%
Veterans' Day	6%	6%
Thanksgiving Day	100%	99%
Day After Thanksgiving	87%	87%
Christmas Eve	74%	74%
Christmas Day	100%	100%
Other	23%	22%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	19%	19%
Average number of PTO days offered first year	2	2
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	10	10

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	1	1
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	2	2
Typical number of years that must be worked to earn 10 days	1	1
Average number of years that must be worked to earn 15 days	4	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	12	12
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	15	16
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **81%** **82%**

How soon after hire may employee take paid vacation?

One to 30 days	15%	44%
One to three months	16%	10%
Three to six months	8%	8%
Six months to one year.	10%	11%
After 1 year	52%	27%

Number of days offered

Average number of paid vacation days offered in first year:	4	4
Typical number of vacation days offered in first year:	5	5

How vacation time is earned

Average number of years that must be worked to earn 5 days.	1	1
Typical number of years that must be worked to earn 5 days	1	1
Average number of years that must be worked to earn 10 days.	2	2
Typical number of years that must be worked to earn 10 days	1	1
Average number of years that must be worked to earn 15 days.	7	6
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	14	13
Typical number of years that must be worked to earn 20 days (when offered)	15	15
Average number of years that must be worked to earn more than 20 days (when offered)	18	17
Typical number of years that must be worked to earn more than 20 days (when offered)	20	20

ILLNESS DAYS

Percentage of companies that offer paid illness days **13%** **23%**

Average number of paid illness days offered annually	6	6
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	10	16
Typical number of paid illness days that may be accumulated	5	5

How soon after hire is employee eligible?

One to 30 days	50%	67%
One to three months	10%	11%
Three to six months	10%	6%
Six months to one year.	0%	0%
After 1 year	30%	17%

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

PAID TIME OFF (continued)

PERSONAL DAYS

Percentage of companies offering paid personal days	19%	27%
Average number of personal days offered per year	4	4
Typical number of personal days offered in first year:	3	3

How soon after hire may employee take personal day?

One to 30 days	20%	71%
One to three months	53%	19%
Three to six months	13%	0%
Six months to one year	7%	5%
After 1 year	7%	5%

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	95%	96%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	63%	82%
One to three months	26%	16%
Three to six months	8%	1%
Six months to year	1%	0%
After one year	1%	0%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	86%	86%
Percentage of those that pay regular wages plus payment from court	33%	42%
Percentage of those that pay regular wages minus payment from court	67%	58%
Percentage where employee receives only payment from court	14%	14%

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	100%	100%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	77%	77%
Percentage of companies reporting indemnity insurance	23%	23%
Percentage of companies that offer a single plan	39%	40%
Percentage of companies that offer multiple plans	61%	60%
Percentage of companies offering only traditional plans	74%	74%
Percentage of companies offering only high-deductible plans	73%	73%
Percentage of companies offering both high-deductible and traditional plans	47%	47%
Percentage of companies considering dropping health plan in coming year	3%	3%

HEALTH SAVINGS AND HEALTH REIMBURSEMENT PROGRAMS

Percentage of companies offering only HSA or HRA plans	30%	31%
Percentage of companies offering optional HSA or HRA plan	36%	36%
Percentage of companies with no HSA or HRA plan	34%	32%

Average company contribution to HSA/HRA account

For employee only plan	\$647.92	\$642.80
For family plan	\$1,050.38	\$1,042.69

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$3,914.50	\$3,914.50
Average maximum annual out of pocket expense family	\$7,691.00	\$7,691.00

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	\$5,000
Typical maximum annual out of pocket expense family	\$10,000	\$10,000

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	48%	48%
Average amount that may be earned	\$654.31	\$659.86
Typical amount that may be earned	\$500.00	\$500.00

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	81%	81%
Percentage of those plans that offer family coverage	98%	96%

How soon after hire is employee eligible?

One to 30 days	25%	46%
One to three months	60%	48%
Three to six months	13%	2%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$120.40	\$115.80
Employee and spouse	\$263.81	\$263.60
Employee and child	\$249.60	\$252.56
Family	\$372.14	\$361.72

Average monthly cost paid by employer for each employee

Employee-only coverage	\$462.96	\$454.49
Employee and spouse	\$873.50	\$859.12
Employee and child	\$838.47	\$829.39
Family	\$1,181.71	\$1,165.68

Deductibles

Average annual deductible per person	\$998.54	\$1,028.30
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$2,210.96	\$2,238.37
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	75%	71%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$23.78	\$23.75
Typical copay for physician office visit	\$20	\$20

Average out of pocket limit

Single coverage	\$3,057.11	\$3,211.11
Family Coverage	\$6,173.59	\$6,434.11

Typical out of pocket limit

Single coverage	\$3,000.00	\$3,000.00
Family Coverage	\$5,000.00	\$5,000.00

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plans

Percentage of self insured companies offering a high-deductible plan	92%	92%
Percentage of those plans that offer family coverage	98%	98%

How soon after hire is employee eligible?

One to 30 days	26%	44%
One to three months	59%	50%
Three to six months	15%	4%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$80.45	\$82.54
Employee and spouse	\$199.02	\$204.09
Employee and child	\$351.30	\$188.64
Family	\$271.79	\$279.71

Average monthly cost paid by employer for each employee

Employee-only coverage	\$401.80	\$395.82
Employee and spouse	\$798.15	\$791.92
Employee and child	\$726.01	\$718.15
Family	\$1,110.41	\$1,091.51

Deductibles

Average annual deductible per person	\$2,647.12	\$2,664.42
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family	\$5,289.22	\$5,325.49
Typical annual deductible per family	\$6,000.00	\$6,000.00

Copays and Limits

Average percentage of costs covered by insurance	64%	64%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	n/a	n/a
Typical copay for physician office visit	n/a	n/a

Average out of pocket limit

Single coverage	\$4,113.66	\$4,113.66
Family Coverage	\$8,021.21	\$8,024.10

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity insured companies offering a traditional plan	44%	44%
Percentage of those plans that offer family coverage	80%	100%

How soon after hire is employee eligible?

One to 30 days	38%	63%
One to three months	50%	38%
Three to six months	13%	0%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$145.18	\$143.12
Employee and spouse	\$363.45	\$364.45
Employee and child	\$305.05	\$305.05
Family	\$465.29	\$457.74

Average monthly cost paid by employer for each employee

Employee-only coverage	\$453.46	\$455.80
Employee and spouse	\$1,007.28	\$1,007.28
Employee and child	\$936.22	\$936.22
Family	\$1,365.57	\$1,374.20

Deductibles

Average annual deductible per person	\$1,718.75	\$1,718.75
Typical annual deductible per person	\$1,000.00	\$1,000.00
Average annual deductible per family	\$3,706.25	\$3,706.25
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	71%	71%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$27.25	\$27.25
Typical copay for physician office visit	\$25.00	\$25.00

Average out of pocket limit

Single coverage	\$4,543.75	\$4,543.75
Family Coverage	\$9,981.25	\$9,521.43

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan	83%	83%
Percentage of those plans that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	20%	40%
One to three months	53%	47%
Three to six months	20%	7%
Six months to year	7%	7%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$87.46	\$86.37
Employee and spouse	\$267.51	\$273.67
Employee and child	\$204.98	\$210.84
Family	\$354.75	\$359.29

Average monthly cost paid by employer for each employee

Employee-only coverage	\$449.02	\$450.19
Employee and spouse	\$846.42	\$846.19
Employee and child	\$776.52	\$776.52
Family	\$1,134.88	\$1,139.19

Deductibles

Average annual deductible per person	\$2,940.00	\$2,940.00
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family	\$6,033.33	\$6,033.33
Typical annual deductible per family	\$6,000.00	\$6,000.00

Copays and Limits

Average percentage of costs covered by insurance	64%	64%
Typical percentage of costs covered by insurance	70%	70%
Average copay for physician office visit	n/a	n/a
Typical copay for physician office visit	n/a	n/a

Average out of pocket limit

Single coverage	\$4,244.67	\$4,244.67
Family Coverage	\$8,553.33	\$8,553.33

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **78%** **76%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$12.08	. . . . .	\$12.06
What is the typical employee copay for retail generic?	\$10.00	. . . . .	\$10.00
What is the average employee copay for retail formulary?	\$32.71	. . . . .	\$33.26
What is the typical employee copay for retail formulary?	\$30.00	. . . . .	\$30.00
What is the average employee copay for retail non-formulary?	\$55.69	. . . . .	\$56.17
What is the typical employee copay for retail non-formulary?	\$60.00	. . . . .	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$22.59	. . . . .	\$23.28
What is the typical employee copay for mail-order generic?	\$20.00	. . . . .	\$20.00
What is the average employee copay for mail-order formulary?	\$61.27	. . . . .	\$63.11
What is the typical employee copay for mail-order formulary?	\$60.00	. . . . .	\$60.00
What is the average employee copay for mail-order non-formulary?	\$111.71	. . . . .	\$112.61
What is the typical employee copay for mail-order nonformulary?	\$120.00	. . . . .	\$120.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	18%	. . . . .	18%
What is the typical employee copay for retail generic?	20%	. . . . .	20%
What is the average employee copay for retail formulary?	23%	. . . . .	23%
What is the typical employee copay for retail formulary?	20%	. . . . .	20%
What is the average employee copay for retail non-formulary?	38%	. . . . .	38%
What is the typical employee copay for retail non-formulary?	20%	. . . . .	20%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	23%	. . . . .	43%
What is the typical employee copay for mail-order generic?	20%	. . . . .	20%
What is the average employee copay for mail-order formulary?	24%	. . . . .	24%
What is the typical employee copay for mail-order formulary?	20%	. . . . .	20%
What is the average employee copay for mail-order non-formulary?	30%	. . . . .	30%
What is the typical employee copay for mail-order nonformulary?	40%	. . . . .	20%

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	82%	81%
Percentage of those plans that cover orthodontia	84%	84%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	30%	50%
One to three months after hire	57%	47%
Three to six months after hire:	10%	2%
Six months to one year after hire:	2%	0%
After first year:	2%	0%

Deductibles and Limits

Average annual deductible	\$62.10	\$63.11
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,231	\$1,235
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,771	\$1,785
Typical annual limit family coverage	\$1,500	\$1,500

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage.	\$12.57	\$12.74
Employee and spouse.	\$25.21	\$26.44
Employee and child(ren)	\$30.82	\$31.60
Family	\$45.02	\$47.07

Average monthly premium paid by employer for

Employee only coverage.	\$13.50	\$13.82
Employee and spouse.	\$25.33	\$26.74
Employee and child(ren)	\$25.21	\$25.75
Family	\$39.26	\$41.65

Typical monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Percentage of Costs Covered

Average of preventive costs covered	98%	98%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	77%	77%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered.	54%	54%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan	78%	77%
Percentage of those plans that cover glasses/contacts	97%	95%
Percentage of those plans that cover LASIK or similar procedures	33%	36%

How soon after hire is employee eligible for coverage?

One to 30 days	35%	54%
One to three months	55%	42%
Three to six months	8%	2%
Six months to one year	2%	2%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:

Employee only coverage	\$5.39	\$5.60
Employee and spouse	\$9.90	\$10.28
Employee and child(ren)	\$10.45	\$10.85
Family	\$15.51	\$16.11

Average monthly premium paid by employer for

Employee only coverage	\$2.80	\$2.80
Employee and spouse	\$4.21	\$4.21
Employee and child(ren)	\$4.22	\$4.22
Family	\$6.58	\$6.58

Typical monthly premium paid by employer for

Employee only coverage	\$0.00	\$0.00
Employee and spouse	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance.	94%	96%
Percentage of those plans that pay a set amount	75%	59%
Percentage of those plans that pay a percentage of salary	24%	45%

How soon after hire is employee covered?

One to 30 days	36%	57%
One to three months	51%	41%
Three to six months	10%	1%
Six months to one year	3%	1%
After 1 year	0%	0%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	79%	88%
Average percentage of wages employee receives while on short-term disability	60%	72%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	20	19
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	36%	56%
One to three months	38%	32%
Three to six months	16%	7%
Six months to one year	5%	3%
After first year	5%	1%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	62%	87%
Average percentage of wages employee receives while on disability	58%	62%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	65	64
Typical age when employee no longer receives payment	65	65

How soon after hire is employee covered?

One to 30 days	35%	52%
One to three months	38%	30%
Three to six months	13%	9%
Six months to one year	8%	6%
After first year	6%	3%

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

PAY INCREASES

In 2017

Percentage of companies giving pay raises in preceding 12 months	96%
Average raise given in preceding 12 months	3.18%
Typical raise given in preceding 12 months	3%

In 2018

Percentage of companies planning pay raises in next 12 months	93%
Average raise planned in next 12 months	2.88%
Typical increase planned in next 12 months	3%

PROFIT SHARING

Percentage of companies offering profit sharing program	40%	45%
Percentage of programs that are team based	84%	74%
Percentage of programs that are individual based	48%	54%

How soon after hire is employee eligible?

One to 30 days	32%	40%
One to three months	23%	23%
Three to six months	23%	17%
Six months to one year	3%	3%
After 1 year	19%	17%

BONUS POOL

Percentage of companies whose employees participate in a bonus pool	21%	
Average amount each worker receives	\$1,527	\$4,446

SHIFT DIFFERENTIAL

Percentage of companies operating more than one shift	86%
Percentage of those companies that pay a shift differential:	88%
Average Second Shift Differential	52 Cents
Typical Second Shift Differential	50 Cents
Average Third Shift Differential	53 Cents
Typical Third Shift Differential	50 Cents

COST OF BENEFITS

Cost of benefits as percentage of wages	31%
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Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

RETIREMENT

COMPANY-FUNDED PENSION

Percentage of companies that offer traditional pension plan	17%	16%
Percentage of companies where the employee also contributes	62%	67%
Average age when employee is eligible to receive benefits	61	61
Typical age when employee is eligible to receive benefits	62	62

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	94%	96%
Percentage of companies where the employer contributes.	92%	92%
Average percentage of contribution the employer matches	5%	5%
Typical percentage of contribution the employer matches	3%	3%
Average percentage of contribution the company matches	72% of the first 5%	
Percentage of companies where the match is guaranteed	80%	78%
Percentage of companies where the match is intended	27%	26%

How soon after hire is employee eligible to participate?

One to 30 days	26%	34%
One to three months	32%	5%
Three to six months	10%	5%
Six months to a year.	14%	15%
After one year	18%	14%

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

WORKPLACE AND CAREER DEVELOPMENT

TUITION ASSISTANCE

Percentage of companies offering tuition assistance	61%	66%
Percentage that require classes be job related to receive tuition assistance	87%	90%
Average percent of tuition reimbursement	85%	84%
Typical percent of tuition reimbursement	100%	100%
Percentage of companies that offer in-house career development programs	66%	70%
Percentage of companies that offer off-site career development programs	58%	68%

DRUG SCREENING POLICIES

Percentage of companies that conduct drug screening	91%	
Percentage of those companies that require new applicants to pass	100%	97%
Current employees are screened		
Randomly	44%	38%
After incident/injury	81%	79%
For cause	88%	83%
Employees who fail are		
Dismissed	80%	77%
Referred to an EAP or counseling program	51%	51%
Which screening protocol is used?		
Five panel	39%	
Seven panel	9%	
DOT	27%	
Other	50%	

Northeast Indiana Benefits: Large Companies (continued)

Ten County Region

Hourly

Salary

WORKPLACE AND CAREER DEVELOPMENT

TRAINING

Percentage of companies offering training or career development programs	70%	74%
How soon after hire is employee eligible?		
One to 30 days	30%	47%
One to three months	24%	23%
Three to six months	15%	5%
Six months to one year	6%	12%
After 1 year	26%	19%

MENTORING

Percentage of companies with formal mentoring program	27%	32%
-----------------------------------------------------------------	-----	-----

ORIENTATION

Percentage of companies that offer orientation for new employees	69%	73%
----------------------------------------------------------------------------	-----	-----

WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	19%	35%
Casual dress (every day)	52%	42%
Child day care services	0%	0%
Child care subsidy	0%	1%
Compressed work week	5%	5%
Discounted product purchases	47%	48%
Employee assistance programs	77%	37%
Emergency/sick child care	1%	4%
English as second language assistance	3%	4%
Fitness center membership subsidy	43%	45%
Fitness center on site	10%	13%
Flex time	12%	25%
Flexible spending account	60%	52%
Job sharing	1%	4%
Informal recognition program	52%	52%
Open communication policy	70%	69%
Scholarships-employees/spouses/children	18%	21%
Smoking cessation programs	56%	57%
Smoke-free work environment	64%	64%
Telecommuting	3%	12%
Transit subsidy	3%	3%
Tutoring-employees/spouses/children	3%	4%
Wellness program, resources and information	64%	68%
Other	9%	9%

CHANGES IN STAFFING LARGE PARTICIPANTS**Preceding six months****Hiring**

Percentage of companies that added workers in preceding six months	87%
Total number of employees added in preceding six months	1756
Average number of employees added in preceding six months	52

Layoffs

Percentage of companies that laid off employees in preceding six months	10%
Total number of employees laid off in preceding six months	26
Average number of employees laid off in preceding six months	7

In 2017**Hiring**

Percentage of companies adding workers later in 2017	62%
Total anticipated increase later 2017	424
Average anticipated increase later in 2017	18

Layoffs

Percentage of companies expecting layoffs later in 2017	0%
Total anticipated layoffs later in 2017	0
Average anticipated layoffs later in 2017	0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2017	31%
Percentage of companies uncertain of change in 2017	7%

In 2018**Hiring**

Percentage of companies adding workers in 2018	10%
Total anticipated increase in 2018	31
Average anticipated increase in 2018	8

Layoffs

Percentage of companies anticipating layoffs in 2018	0%
Total anticipated layoffs in 2018	0
Average anticipated layoff in 2018	0

No change

Percentage of companies anticipating no change in 2018	33%
Percentage of companies uncertain of change in 2018	57%

Annual Turnover

Average annual turnover as percentage of employees	34.1%
--------------------------------------------------------------	-------

Internships

Percentage of companies with internships	62%
----------------------------------------------------	-----

Ten County Region Northeast Indiana

Wages and Benefits Small Participants*

* Annual Sales less than \$25 million

2017

PROFILE OF SMALL PARTICIPANTS

Small Participants

Number of all participants	132
Number of small* participants	55
	(*Annual sales less than \$25 million)
Number of large* participants	77
	(*Annual sales of \$25 million or higher)
Small Manufacturing/Distribution	45
Small Nonmanufacturing	10

Size

Total Annual Sales.	\$443 million
Average Annual Sales.	\$8 million
Total Number of Employees	3,941
Average Number of Employees	72

Union Participation

Percentage of companies with union representation	7%
Percent of total reported workforce	5%
Where union members work	
Maintenance.	11%
Office	3%
Production	82%
Transportation	3%

INSIDE THIS SECTION

Wages

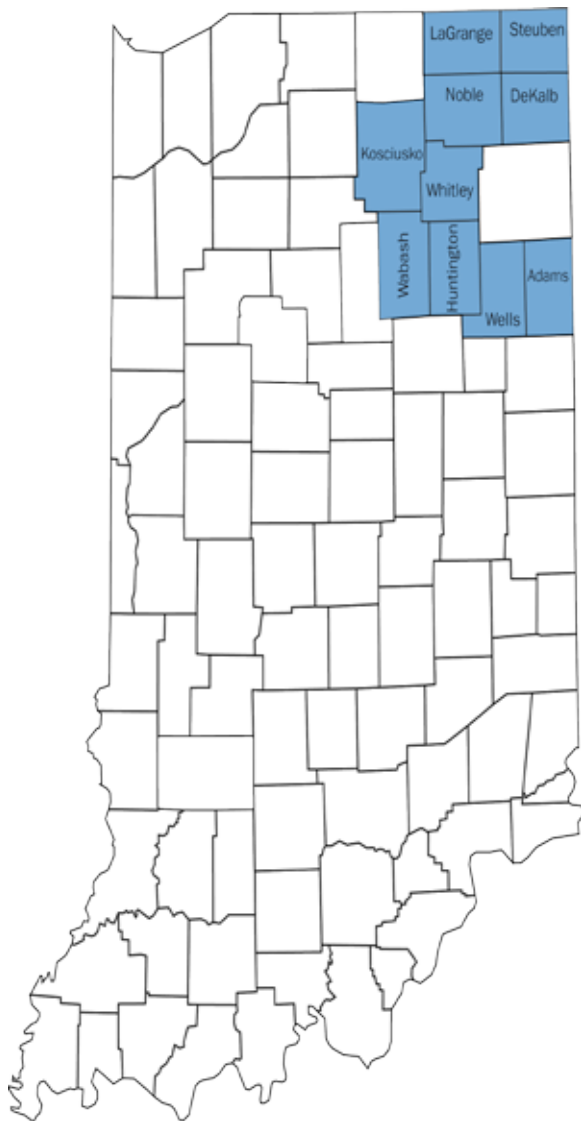
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Northeast Indiana Wages Small Companies

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
EXECUTIVE / ADMINISTRATIVE				
General Manager/President	52	\$111,211.14 . .	\$131,574.11	\$150,607.84
Chief Financial Officer	7	\$88,491.43 . .	\$105,825.71	\$119,920.00
Vice President of Sales	9	\$87,042.71 . .	\$105,614.14	\$114,042.71
Director of Human Resources	6	\$55,233.67 . .	\$69,456.20	\$78,492.33
Director of Engineering	12	\$89,228.90 . .	\$98,748.70	\$107,684.10
Director of Procurement	1	*	*	*
FINANCIAL				
Chief Financial Manager	4	\$57,675.00 . .	\$61,425.00	\$61,425.00
Controller	14	\$78,052.89 . .	\$88,256.03	\$93,231.46
Internal Auditor	1	*	*	*
Credit Manager	1	*	*	*
Accountant	14	\$53,735.45 . .	\$58,056.47	\$62,110.00
Accounts Payable/Receivable Clerk	33	\$14.52	\$17.54	\$19.51
Bill and/or Account Collector	5	\$18.39	\$18.79	\$19.39
Payroll Clerk	7	\$15.58	\$20.32	\$22.58
HUMAN RESOURCES				
Human Resources Manager	13	\$55,004.63 . .	\$64,174.40	\$69,235.40
Benefits Specialist	2	\$37,142.00 . .	\$47,653.00	\$50,570.50
HR Generalist	7	\$44,043.14 . .	\$44,914.92	\$50,900.29
Training and Development Specialist	2	\$37,000.00 . .	\$45,476.00	\$48,273.50
SALES AND CUSTOMER SERVICE				
Advertising/Marketing/Public Relations Manager	15	\$75,012.00 . .	\$79,085.23	\$85,898.04
Sales Manager/Supervisor	29	\$63,728.86 . .	\$73,798.33	\$82,082.81
Call Center Manager	2	\$43,000.00 . .	\$50,500.00	\$53,000.00
Customer Service/Telephone Representative	34	\$14.85	\$17.83	\$20.40
Order and Billing Clerk	7	\$12.30	\$14.91	\$18.30
Product Specialist	11	\$74,500.00 . .	\$82,366.00	\$92,948.00
Sales Representative/Account Executive	55	\$46,701.06 . .	\$60,667.50	\$77,711.25

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Wages Small Companies (continued)

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
OFFICE SUPPORT				
Office Manager	15	\$36,000.53	\$40,116.26	\$44,208.53
Administrative Services Manager	14	\$42,664.75	\$58,443.50	\$72,848.25
Executive Secretary/Administrative Assistant	11	\$34,460.96	\$41,663.60	\$46,336.33
Data Entry Clerk	9	\$12.73	\$14.05	\$16.72
Receptionist	20	\$11.68	\$13.73	\$16.10
Secretary	7	\$12.67	\$16.23	\$18.03
Typist and Word Processor	11	\$16.50	\$17.50	\$19.00
ENGINEERING / TECHNOLOGY				
Information Technology Manager	10	\$58,260.00	\$68,107.56	\$74,604.44
Engineering Manager	17	\$83,589.81	\$93,403.75	\$100,975.81
CAD Technician	15	\$15.58	\$18.09	\$21.92
Chemical Engineer	1	*	*	*
Computer Programmer	17	\$46,236.00	\$59,143.50	\$79,704.00
Computer Support Specialist	7	\$12.50	\$14.98	\$17.45
Designer	3	\$19.32	\$23.47	\$25.93
Electrical Engineer	11	\$60,891.50	\$75,267.83	\$87,225.83
Electrical or Electronic Technician	42	\$23.33	\$24.64	\$31.85
Engineer (Not Otherwise Specified)	48	\$58,020.45	\$68,387.65	\$80,737.56
Estimator	4	\$23.98	\$28.42	\$30.48
Graphic Designer	3	\$15.35	\$15.52	\$16.50
Industrial Engineer	5	\$44,042.00	\$56,839.50	\$64,059.00
Laboratory/Engineering Technician	9	\$17.33	\$20.53	\$24.83
Manufacturing Engineer	25	\$57,157.00	\$64,756.50	\$74,918.08
Materials Engineer	8	\$62,173.50	\$80,596.50	\$98,333.00
Mechanical Engineer	16	\$53,039.50	\$65,463.00	\$76,481.00
Quality Engineer	7	\$61,903.29	\$70,044.71	\$72,155.29
Network and Computer Systems Administrator	10	\$52,656.50	\$59,993.33	\$62,799.67
System Analyst	2	\$54,049.00	\$62,499.00	\$67,204.00
Technical Support Specialist	14	\$21.34	\$25.04	\$28.05
IT Support Specialist	3	\$18.00	\$21.61	\$25.67
IT Hardware Installer/Maintenance Professional	2	\$18.48	\$18.90	\$19.43
Web Developer	1	*	*	*

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Wages Small Companies (continued)

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
PRODUCTION				
Operations/Plant Manager	39	\$70,937.63	\$87,382.69	\$138,824.97
Materials Manager	5	\$71,298.40	\$75,298.40	\$80,698.40
Production Manager/Foreman	93	\$47,554.77	\$56,602.44	\$65,579.21
Purchasing Manager	9	\$54,627.65	\$60,105.32	\$63,560.99
Buyer/Purchasing Agent	13	\$44,216.36	\$48,179.64	\$51,918.00
Quality Control Manager	28	\$53,157.95	\$61,705.89	\$69,856.63
Group Leader	88	\$16.57	\$18.86	\$22.11
Assembler, skilled	146	\$13.38	\$16.10	\$20.71
Assembler, unskilled	24	\$12.66	\$13.87	\$14.73
CNC Machinist	116	\$14.94	\$19.62	\$21.85
CNC Programmer	14	\$18.27	\$21.45	\$23.45
Cutting, Punching and/or Press Machine Operator	140	\$14.15	\$15.89	\$17.67
Drilling and/or Boring Machine Operator	9	\$12.60	\$14.56	\$15.71
Extruding and/or Drawing Machine Operator	16	\$16.05	\$19.05	\$19.34
General Laborer	903	\$12.06	\$14.28	\$16.67
Grinding, Lapping, Polishing and Buffing Machine Tool Operator	70	\$13.24	\$15.11	\$18.08
Lathe and Turning Machine Tool Operator	21	\$16.08	\$17.83	\$20.09
Manual Machinist	27	\$16.86	\$18.67	\$19.99
Mold Maker	12	\$10.50	\$12.68	\$17.25
Certified Painter	12	\$16.19	\$18.64	\$24.70
Painting/Spraying Machine Operator	28	\$12.52	\$14.46	\$15.74
Plastic Processing Machine Operator	31	*	*	*
Printing Press Operator	1	*	*	*
Production Control Worker	10	\$14.81	\$16.77	\$18.95
Quality Control Inspector/Tester	67	\$14.55	\$16.55	\$18.63
Sewing Machine Operator	6	*	*	*
Tool and Die Maker	29	\$19.22	\$22.27	\$25.32
Welder, Cutter, Solderer and/or Brazier	70	\$14.98	\$17.60	\$19.65
Woodworking Specialist	1	*	*	*
MAINTENANCE AND REPAIR				
Manager of Mechanics, Installers and Repairers	18	\$47,973.69	\$55,555.88	\$59,583.89
Maintenance Mechanic, Motor Vehicle	7	\$20.48	\$20.80	\$21.13
Maintenance Mechanic	25	\$17.63	\$21.29	\$22.65
Maintenance and Repair Worker	119	\$15.54	\$18.49	\$21.24
General Millwright	2	*	*	*

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Wages Small Companies (continued)

Ten County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
CONSTRUCTION				
Construction Manager	2	\$37,500.00 . . .	\$49,500.00	\$57,500.00
Carpenter	5	*	*	*
Construction Laborer	9	\$17.83	\$20.46	\$24.34
Electrician	5	*	*	*
WAREHOUSING, TRANSPORTATION AND DISTRIBUTION				
Transportation, Storage and Distribution Manager	3	\$38,333.33 . . .	\$47,185.00	\$51,066.67
Supervisor/Manager of Material Movers	8	\$44,815.71 . . .	\$46,415.00	\$49,922.14
Inventory Control Coordinator	6	\$18.64	\$20.52	\$22.07
Driver, Bus	1	*	*	*
Driver, Truck Heavy and Tractor-Trailer	32	\$14.63	\$17.87	\$21.17
Driver, Truck Light or Delivery Services	20	\$12.86	\$15.72	\$18.57
Heavy Equipment/Forklift Operator	92	\$13.66	\$15.08	\$17.86
Shipping, Receiving and/or Traffic Clerk	45	\$12.61	\$15.06	\$17.71
Material Handler	28	\$12.63	\$15.77	\$16.86
Picker and Packer	14	\$12.51	\$13.50	\$15.10
Quality Monitor	9	\$12.89	\$14.33	\$17.53
Safety Technician	3	\$29.59	\$30.46	\$31.42
LEGAL				
Regulatory Compliance Analyst	1	*	*	*
MEDICAL				
Nurse Manager/Unit Director	8	*	*	*
Nurse, RN	10	\$24.30	\$26.67	\$30.18
Nurse, LPN	29	*	*	*
Certified Nurse Assistant	78	*	*	*
Medical Assistant	11	*	*	*
Medical Technician	14	*	*	*
Occupational Therapist	1	*	*	*
Counselor/Human Service Worker	4	*	*	*
HOUSEKEEPING				
Housekeeper/Cleaner	25	\$11.57	\$12.57	\$14.29
Janitor	13	\$11.22	\$13.21	\$15.12

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Northeast Indiana Benefits: Small Companies

Ten County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	98%	100%
Typical number of paid holidays offered annually	10	10

Percentage of those companies offering these common holidays

New Year's Eve	48%	49%
New Year's Day	100%	100%
Martin Luther King Jr.	2%	2%
Lincoln's Birthday	0%	0%
President's Day	2%	2%
Washington's Birthday	0%	0%
Good Friday	61%	60%
Memorial Day	100%	100%
Independence Day	98%	98%
Labor Day	98%	96%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	35%	35%
Veterans' Day	2%	2%
Thanksgiving Day	100%	100%
Day After Thanksgiving	70%	73%
Christmas Eve	67%	65%
Christmas Day	100%	100%
Other	6%	5%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	16%	16%
Average number of PTO days offered first year	2	2
Typical number of PTO days offered first year	10	15
Average number of carryover days per year	10	10

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	1	1
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	1	1
Typical number of years that must be worked to earn 10 days	1	1
Average number of years that must be worked to earn 15 days	3	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	7	7
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	9	9
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

PAID TIME OFF (continued)

VACATION

Percentage of all companies that offer paid vacation **49%** **51%**

How soon after hire may employee take paid vacation?

One to 30 days	26%	25%
One to three months	16%	25%
Three to six months	11%	5%
Six months to one year.	21%	15%
After 1 year	26%	25%

Number of days offered

Average number of paid vacation days offered in first year:	7	10
Typical number of vacation days offered in first year:	5	5

How vacation time is earned

Average number of years that must be worked to earn 5 days.	First Year	First Year
Typical number of years that must be worked to earn 5 days	First Year	First Year
Average number of years that must be worked to earn 10 days.	2	3
Typical number of years that must be worked to earn 10 days	1	1
Average number of years that must be worked to earn 15 days.	6	5
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	10	9
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	9	7
Typical number of years that must be worked to earn more than 20 days (when offered).	15	15

ILLNESS DAYS

Percentage of companies that offer paid illness days **15%** **16%**

Average number of paid illness days offered annually	3	4
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	7	7
Typical number of paid illness days that may be accumulated	5	5

How soon after hire is employee eligible?

One to 30 days	25%	33%
One to three months	38%	33%
Three to six months	13%	11%
Six months to one year.	0%	0%
After 1 year	25%	22%

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

PAID TIME OFF (continued)

PERSONAL DAYS

Percentage of companies offering paid personal days	33%	27%
Average number of personal days offered per year	4	4
Typical number of personal days offered in first year:	3	3

How soon after hire may employee take personal day?

One to 30 days	0%	7%
One to three months	50%	53%
Three to six months	22%	20%
Six months to one year	6%	7%
After 1 year	22%	13%

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	85%	87%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

How soon after hire is employee eligible?

One to 30 days	45%	50%
One to three months	38%	35%
Three to six months	13%	13%
Six months to year	0%	0%
After one year	4%	2%

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	60%	69%
Percentage of those that pay regular wages plus payment from court	48%	58%
Percentage of those that pay regular wages minus payment from court	52%	42%
Percentage where employee receives only payment from court	40%	31%

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	85%	85%
Percentage of those offering health insurance to families and children	98%	98%
Percentage of companies reporting as self-insured	45%	45%
Percentage of companies reporting indemnity insurance	57%	57%
Percentage of companies that offer a single plan	64%	64%
Percentage of companies that offer multiple plans	36%	36%
Percentage of companies offering only traditional plans	64%	64%
Percentage of companies offering only high-deductible plans	60%	60%
Percentage of companies offering both high-deductible and traditional plans	23%	23%
Percentage of companies considering dropping health plan in coming year	4%	4%

HEALTH SAVINGS ACCOUNTS AND HEALTH ARRANGEMENT PROGRAMS

Percentage of companies offering only HSA or HRA plans	30%	32%
Percentage of companies offering optional HSA or HRA plan	23%	26%
Percentage of companies with no HSA or HRA plan	47%	43%

Average company contribution to HSA/HRA account

For employee only plan	\$914.71	\$884.21
For family plan	\$1,587.65	\$1,552.11

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$3,955.56	\$3,955.56
Average maximum annual out of pocket expense family	\$7,922.22	\$7,922.22

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	\$5,000
Typical maximum annual out of pocket expense family	\$10,000	\$10,000

WELLNESS INCENTIVE

Percentage of companies that offer a wellness incentive	21%	21%
Average amount that may be earned	\$519.79	\$519.79
Typical amount that may be earned	\$500.00	\$500.00

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering a traditional plan	71%	71%
Percentage of those plans that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	7%	20%
One to three months	53%	53%
Three to six months	40%	27%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$131.16	\$131.41
Employee and spouse	\$356.42	\$346.45
Employee and child	\$286.82	\$269.30
Family	\$493.93	\$466.44

Average monthly cost paid by employer for each employee

Employee-only coverage	\$447.83	\$481.43
Employee and spouse	\$950.28	\$992.09
Employee and child	\$816.23	\$832.01
Family	\$1,270.92	\$1,328.58

Deductibles

Average annual deductible per person	\$1,513.33	\$1,546.67
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$3,436.67	\$3,536.67
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	72%	68%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$24.67	\$24.67
Typical copay for physician office visit	\$20	\$20

Average out of pocket limit

Single coverage	\$3,450.00	\$3,883.33
Family Coverage	\$7,203.33	\$8,136.67

Typical out of pocket limit

Single coverage	\$3,000.00	3,000.00
Family Coverage	\$6,000.00	\$6,000.00

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High-Deductible Plan

Percentage of self insured companies offering a high-deductible plan	62%	62%
Percentage of those plans that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	15%	23%
One to three months	69%	62%
Three to six months	15%	8%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$79.63	\$79.63
Employee and spouse	\$237.81	\$237.83
Employee and child	\$842.46	\$192.62
Family	\$318.01	\$318.01

Average monthly cost paid by employer for each employee

Employee-only coverage	\$355.79	\$355.79
Employee and spouse	\$726.13	\$749.60
Employee and child	\$588.57	\$588.57
Family	\$992.60	\$992.60

Deductibles

Average annual deductible per person	\$2,929.17	\$2,929.17
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family	\$6,066.67	\$6,066.67
Typical annual deductible per family	\$6,000.00	\$6,000.00

Copays and Limits

Average percentage of costs covered by insurance	63%	63%
Typical percentage of costs covered by insurance	70%	70%
Average copay for physician office visit	n/a	n/a
Typical copay for physician office visit	n/a	n/a

Average out of pocket limit

Single coverage	\$4,541.67	\$4,541.67
Family Coverage	\$9,016.67	\$9,016.67

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plans

Percentage of indemnity insured companies offering a traditional plan	48%	44%
Percentage of those plans that offer family coverage	80%	100%

How soon after hire is employee eligible?

One to 30 days	15%	17%
One to three months	54%	67%
Three to six months	31%	17%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$152.41	\$217.19
Employee and spouse	\$410.07	\$500.52
Employee and child	\$394.41	\$430.34
Family	\$615.22	\$131,136.13

Average monthly cost paid by employer for each employee

Employee-only coverage	\$506.25	\$496.07
Employee and spouse	\$723.28	\$722.08
Employee and child	\$610.52	\$695.43
Family	\$822.83	\$902.95

Deductibles

Average annual deductible per person	\$1,328.57	\$1,535.71
Typical annual deductible per person	\$1,000.00	\$1,000.00
Average annual deductible per family	\$2,938.46	\$3,307.69
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	72%	70%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.36	\$26.54
Typical copay for physician office visit	\$25.00	\$25.00

Average out of pocket limit

Single coverage	\$3,603.57	\$4,034.62
Family Coverage	\$7,723.08	\$8,700.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES

High-Deductible Plan

Percentage of indemnity insured companies offering a high-deductible plan	52%	56%
Percentage of those plans that offer family coverage	93%	93%

How soon after hire is employee eligible?

One to 30 days	14%	33%
One to three months	79%	60%
Three to six months	7%	7%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$125.92	\$113.53
Employee and spouse	\$406.86	\$370.94
Employee and child	\$344.63	\$313.50
Family	\$534.08	\$488.38

Average monthly cost paid by employer for each employee

Employee-only coverage	\$433.03	\$433.11
Employee and spouse	\$710.77	\$738.32
Employee and child	\$668.43	\$701.50
Family	\$840.82	\$903.17

Deductibles

Average annual deductible per person	\$3,814.29	\$3,610.00
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family	\$8,253.85	\$7,771.43
Typical annual deductible per family	\$6,500.00	\$6,500.00

Copays and Limits

Average percentage of costs covered by insurance	70%	70%
Typical percentage of costs covered by insurance	70%	70%
Average copay for physician office visit	n/a	n/a
Typical copay for physician office visit	n/a	n/a

Average out of pocket limit

Single coverage	\$5,085.71	\$5,085.71
Family Coverage	\$10,708.33	\$10,115.38

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs 67% 67%

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$11.32	.....	\$11.32
What is the typical employee copay for retail generic?	\$10.00	.....	\$10.00
What is the average employee copay for retail formulary?	\$32.25	.....	\$32.25
What is the typical employee copay for retail formulary?	\$30.00	.....	\$30.00
What is the average employee copay for retail non-formulary?	\$59.86	.....	\$59.86
What is the typical employee copay for retail non-formulary?	\$60.00	.....	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$19.15	.....	\$19.15
What is the typical employee copay for mail-order generic?	\$20.00	.....	\$20.00
What is the average employee copay for mail-order formulary?	\$64.72	.....	\$64.72
What is the typical employee copay for mail-order formulary?	\$75.00	.....	\$75.00
What is the average employee copay for mail-order non-formulary?	\$117.91	.....	\$117.91
What is the typical employee copay for mail-order nonformulary?	\$150.00	.....	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	9%	.....	9%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for retail formulary?	21%	.....	21%
What is the typical employee copay for retail formulary?	20%	.....	20%
What is the average employee copay for retail non-formulary?	28%	.....	28%
What is the typical employee copay for retail non-formulary?	20%	.....	30%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	30%	.....	30%
What is the typical employee copay for mail-order generic?	20%	.....	20%
What is the average employee copay for mail-order formulary?	21%	.....	21%
What is the typical employee copay for mail-order formulary?	20%	.....	20%
What is the average employee copay for mail-order non-formulary?	26%	.....	26%
What is the typical employee copay for mail-order nonformulary?	20%	.....	20%

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	58%	58%
Percentage of those plans that cover orthodontia	63%	63%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	9%	25%
One to three months after hire	69%	63%
Three to six months after hire:	22%	13%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$142.97	\$142.97
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,180	\$1,180
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,602	\$1,602
Typical annual limit family coverage	\$1,500	\$1,500

Premiums and Costs

Average monthly premium paid by employee for

Employee only coverage.	\$14.62	\$14.86
Employee and spouse.	\$33.83	\$34.31
Employee and child(ren)	\$35.64	\$36.10
Family	\$55.23	\$55.96

Average monthly premium paid by employer for

Employee only coverage.	\$16.76	\$16.73
Employee and spouse.	\$31.10	\$31.10
Employee and child(ren)	\$34.07	\$34.07
Family	\$43.96	\$43.96

Typical monthly premium paid by employer for

Employee only coverage.	\$0.00	\$0.00
Employee and spouse.	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Percentage of Costs Covered

Average of preventive costs covered	100%	100%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	77%	77%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered.	54%	54%
Typical percentage of major costs covered	50%	50%

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan	53%	53%
Percentage of those plans that cover glasses/contacts	97%	97%
Percentage of those plans that cover LASIK or similar procedures	34%	34%

How soon after hire is employee eligible for coverage?

One to 30 days	10%	24%
One to three months	72%	69%
Three to six months	17%	7%
Six months to one year	0%	0%
After first year	0%	0%

Premiums and Costs

Average monthly premium paid by employee for:		
Employee only coverage	\$5.18	\$5.23
Employee and spouse	\$9.33	\$9.41
Employee and child(ren)	\$9.47	\$9.47
Family	\$14.94	\$15.08

Average monthly premium paid by employer for

Employee only coverage	\$1.81	\$1.81
Employee and spouse	\$2.32	\$2.32
Employee and child(ren)	\$3.80	\$3.80
Family	\$5.70	\$5.70

Typical monthly premium paid by employer for

Employee only coverage	\$0.00	\$0.00
Employee and spouse	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance.	84%	85%
Percentage of those plans that pay a set amount	83%	74%
Percentage of those plans that pay a percentage of salary	22%	30%

How soon after hire is employee covered?

One to 30 days	13%	26%
One to three months	54%	51%
Three to six months	33%	23%
Six months to one year	0%	0%
After 1 year	0%	0%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	62%	65%
Average percentage of wages employee receives while on short-term disability	58%	61%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	21	22
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	15%	25%
One to three months	35%	33%
Three to six months	35%	25%
Six months to one year	9%	8%
After first year	6%	8%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	42%	51%
Average percentage of wages employee receives while on disability	61%	61%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	66	68
Typical age when employee no longer receives payment	65	65

How soon after hire is employee covered?

One to 30 days	4%	14%
One to three months	57%	50%
Three to six months	35%	25%
Six months to one year	4%	7%
After first year	0%	4%

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES (continued)

PAY INCREASES

In 2017

Percentage of companies giving pay raises in preceding 12 months	91%
Average raise given in preceding 12 months	4%
Typical raise given in preceding 12 months	3%

In 2018

Percentage of companies planning pay raises in next 12 months	87%
Average raise planned in next 12 months	3.75%
Typical increase planned in next 12 months	3%

PROFIT SHARING

Percentage of companies offering profit sharing program	36%	33%
Percentage of programs that are team based	55%	61%
Percentage of programs that are individual based	45%	56%

How soon after hire is employee eligible?

One to 30 days	35%	33%
One to three months	15%	17%
Three to six months	15%	11%
Six months to one year	10%	11%
After 1 year	25%	28%

BONUS POOL

Percentage of companies whose employees participate in a bonus pool	16%
Average amount each worker receives	\$1,977 \$3,888

SHIFT DIFFERENTIAL

Percentage of companies operating more than one shift	49%
Percentage of those companies that pay a shift differential:	74%
Average Second Shift Differential	69 Cents
Typical Second Shift Differential	50 Cents
Average Third Shift Differential	83 Cents
Typical Third Shift Differential	50 Cents

COST OF BENEFITS

Cost of benefits as percentage of wages	24%
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Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

RETIREMENT

COMPANY-FUNDED PENSION

Percentage of companies that offer traditional pension plan	9%	9%
Percentage of companies where the employee also contributes	80%	80%
Average age when employee is eligible to receive benefits	62	62
Typical age when employee is eligible to receive benefits	62	62

401(K) AND SIMILAR PLANS

Percentage of companies that offer a 401(k)/403(b) plan	76%	75%
Percentage of companies where the employer contributes	90%	90%
Average percentage of contribution the employer matches	5%	5%
Typical percentage of contribution the employer matches	3%	3%
Average percentage of contribution the company matches	71% of the first 5%	
Percentage of companies where the match is guaranteed	89%	92%
Percentage of companies where the match is intended	11%	11%

How soon after hire is employee eligible to participate?

One to 30 days	17%	20%
One to three months	17%	17%
Three to six months	21%	17%
Six months to a year	10%	10%
After one year	36%	34%

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

WORKPLACE AND CAREER DEVELOPMENT

TUITION ASSISTANCE

Percentage of companies offering tuition assistance	36%	38%
Percentage that require classes be job related to receive tuition assistance	90%	90%
Average percent of tuition reimbursement	90%	90%
Typical percent of tuition reimbursement	100%	100%
Percentage of companies that offer in-house career development programs	51%	51%
Percentage of companies that offer off-site career development programs	51%	53%

DRUG SCREENING POLICIES

Percentage of companies that conduct drug screening	69%	
Percentage of those companies that require new applicants to pass	84%	87%
Current employees are screened		
Randomly	33%	31%
After incident/injury	60%	60%
For cause	69%	69%
Employees who fail are		
Dismissed	82%	82%
Referred to an EAP or counseling program	45%	47%
Which screening protocol is used?		
Five panel	58%	
Seven panel	18%	
DOT	16%	
Other	45%	

Northeast Indiana Benefits: Small Companies (continued)

Ten County Region

Hourly

Salary

WORKPLACE AND CAREER DEVELOPMENT

TRAINING

Percentage of companies offering training or career development programs	53%	53%
How soon after hire is employee eligible?		
One to 30 days	28%	31%
One to three months	21%	17%
Three to six months	24%	24%
Six months to one year	7%	12%
After 1 year	21%	17%

MENTORING

Percentage of companies with formal mentoring program	18%	18%
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ORIENTATION

Percentage of companies that offer orientation for new employees	49%	49%
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WORKPLACE

Percentage of companies that offer these workplace benefits

Casual dress day (one per week)	5%	16%
Casual dress (every day)	53%	45%
Child day care services	2%	0%
Child care subsidy	0%	0%
Compressed work week	11%	4%
Discounted product purchases	24%	24%
Employee assistance programs	35%	37%
Emergency/sick child care	0%	0%
English as second language assistance	4%	4%
Fitness center membership subsidy	15%	16%
Fitness center on site	11%	11%
Flex time	18%	24%
Flexible spending account	24%	36%
Job sharing	4%	2%
Informal recognition program	35%	36%
Open communication policy	55%	55%
Scholarships-employees/spouses/children	7%	7%
Smoking cessation programs	22%	22%
Smoke-free work environment	65%	67%
Telecommuting	2%	2%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	20%	20%
Other	11%	11%

CHANGES IN STAFFING SMALL PARTICIPANTS**Preceding six months****Hiring**

Percentage of companies that added workers in preceding six months	87%
Total number of employees added in preceding six months	586
Average number of employees added in preceding six months	14

Layoffs

Percentage of companies that laid off employees in preceding six months	9%
Total number of employees laid off in preceding six months	12
Average number of employees laid off in preceding six months	3

In 2017**Hiring**

Percentage of companies adding workers later in 2017	40%
Total anticipated increase later 2017	113
Average anticipated increase later in 2017	6

Layoffs

Percentage of companies expecting layoffs later in 2017	0%
Total anticipated layoffs later in 2017	0
Average anticipated layoffs later in 2017	0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2017	55%
Percentage of companies uncertain of change in 2017	5%

In 2018**Hiring**

Percentage of companies adding workers in 2018	17%
Total anticipated increase in 2018	50
Average anticipated increase in 2018	6

Layoffs

Percentage of companies anticipating layoffs in 2018	0%
Total anticipated layoffs in 2018	0
Average anticipated layoff in 2018	0

No change

Percentage of companies anticipating no change in 2018	34%
Percentage of companies uncertain of change in 2018	59%

Annual Turnover

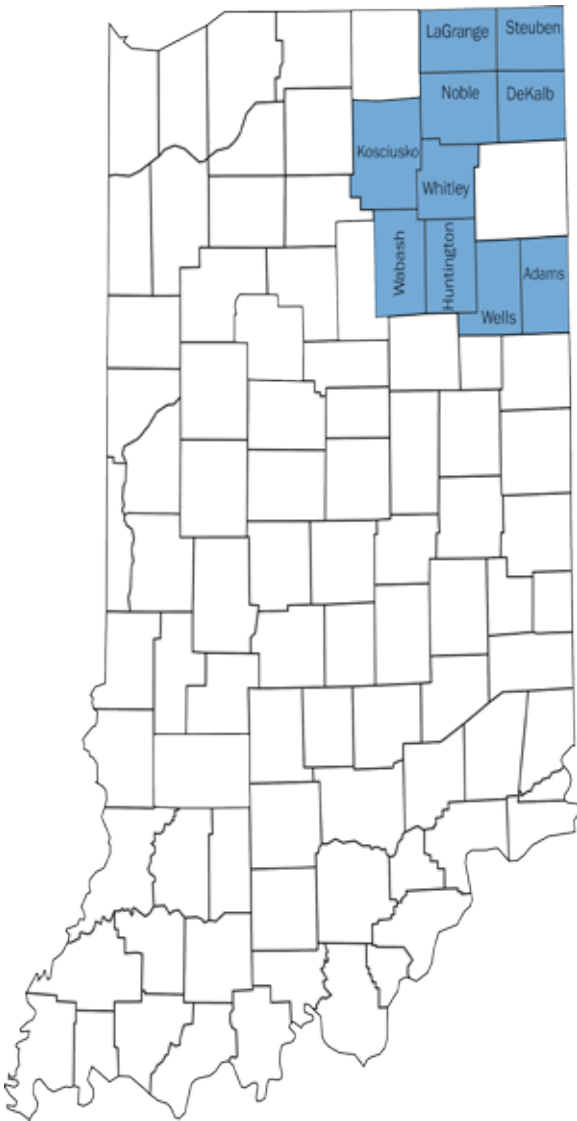
Average annual turnover as percentage of employees	22.2%
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Internships

Percentage of companies with internships	49%
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Ten County Region Northeast Indiana

Supplemental Reports 2017



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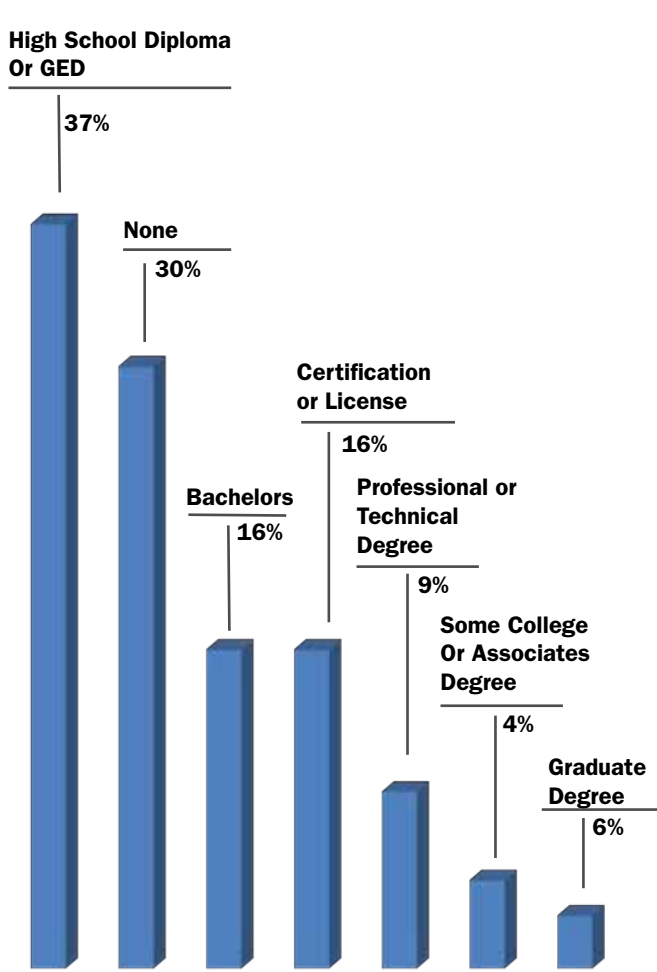
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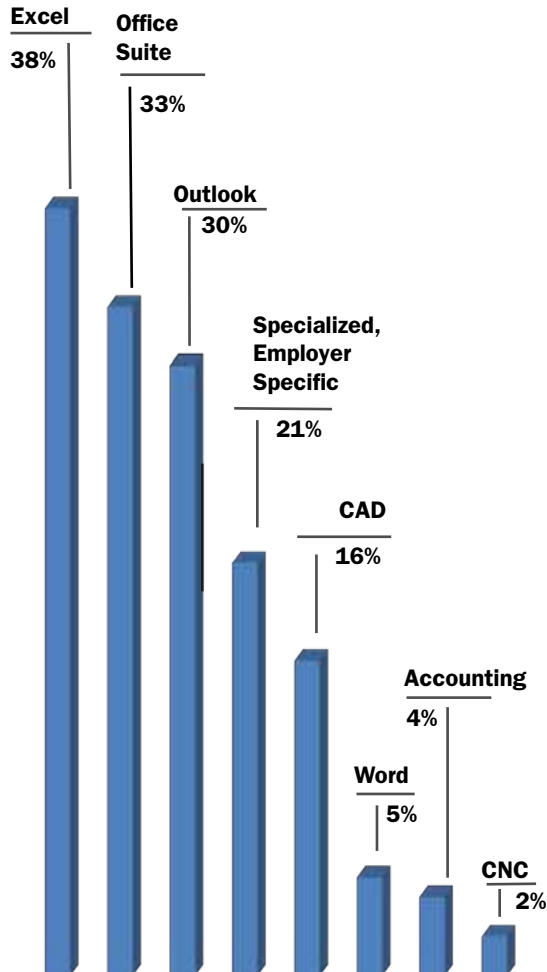
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EMPLOYER WORKFORCE ASSESSMENT

What degrees or certifications do you require or prefer workers to possess?



What are the most needed software or technology skills workers must possess?



About These Pages

The data on these two pages show results of the workforce section of our survey. Participating employers told us about the skills most needed in their organizations, which positions are most difficult to fill, which skills are critical to succeeding on the job and required levels of education. The charts show the most common answers and the percentage of employers who expressed them.

EMPLOYER WORKFORCE ASSESSMENT

WHAT ARE THE MOST CRITICAL SKILLS WORKERS MUST POSSESS TO ENSURE SUCCESS IN THE WORKPLACE? *

Work Ethic	42%
Commitment to Quality	23%
Commitment to Customer Service	17%
CNC Programming	11%
Pay Attention to Detail	10%
Mathematics Literacy	9%
Ability to Work as a Team	8%
Communications	8%
Computer Literacy	7%
Manufacturing Experience	6%
People Skills	6%
Welding	5%
Literacy	5%
Problem Solving Ability	5%
Ability to Follow Instructions	3%

WHAT SKILLS ARE THE MOST DIFFICULT TO FIND? *

Work Ethic	25%
CNC Programmer	10%
Employer Experience	9%
Maintenance	8%
Welding	7%
Other Skilled Trades	6%
Machinist	5%
Forklift Operator	3%
Mechanical	3%
Engineering	3%
PLC Programmer	3%
Information Technology	2%

WHAT POSITIONS ARE MOST DIFFICULT TO FILL? *

Maintenance	23%
Engineers	16%
Entry Level Production	14%
Welders	10%
Other Skilled Trades	11%
CNC Programmers	9%
Quality Inspectors and Technicians	9%
Manager and Supervisory	5%
Sales	5%

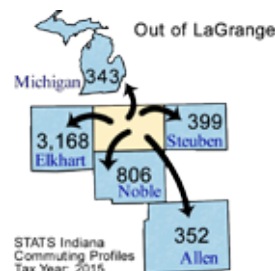
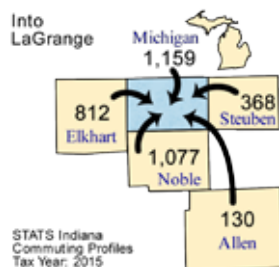
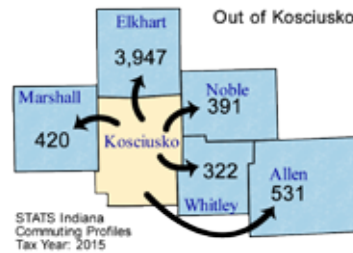
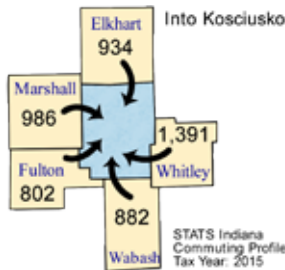
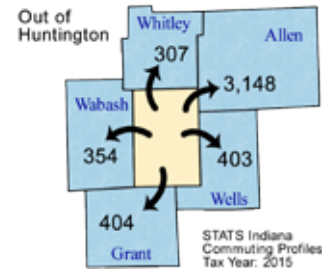
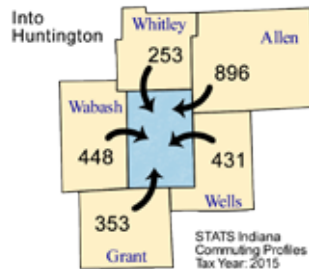
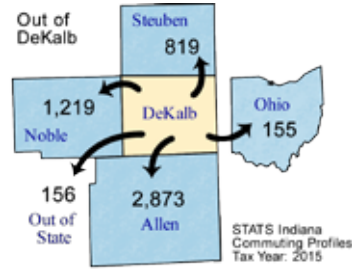
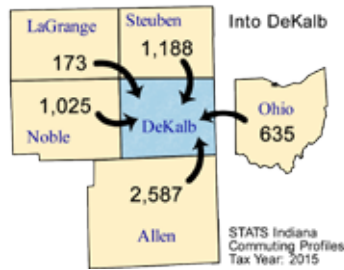
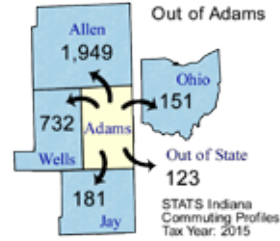
* Percentage of survey participants citing each particular skill or position

Northeast Indiana Region Profile Ten County Region

WORKFORCE MOBILITY

COMMUTING INTO COUNTY

COMMUTING FROM COUNTY

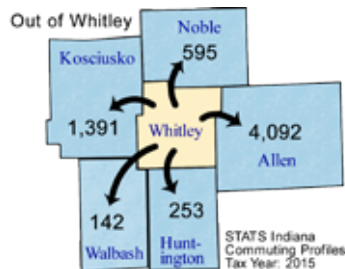
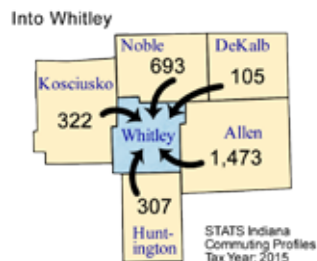
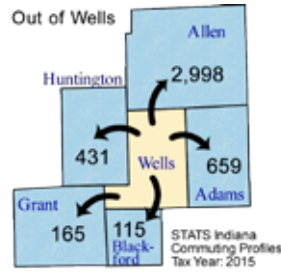
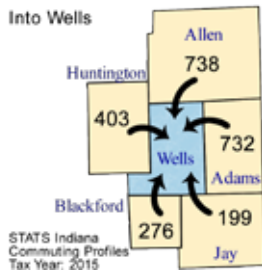
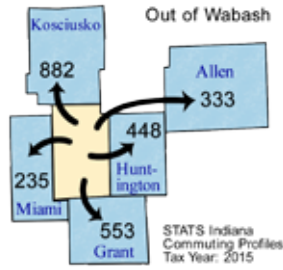
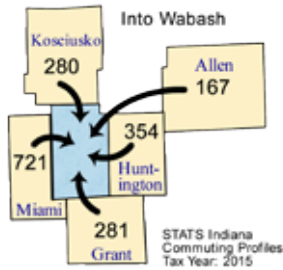
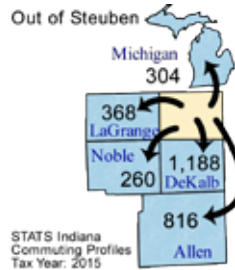
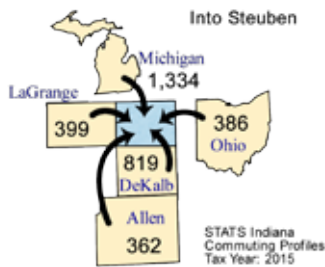
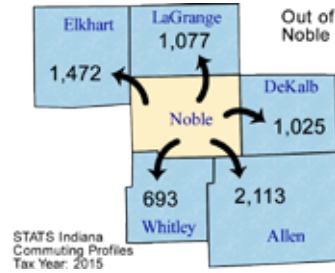
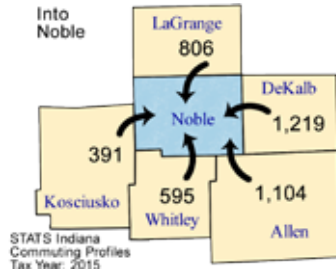


Northeast Indiana Region Profile Ten County Region

WORKFORCE MOBILITY

COMMUTING INTO COUNTY

COMMUTING FROM COUNTY



Northeast Indiana Region Profile Ten County Region

POPULATION AND EDUCATIONAL ATTAINMENT

	Adams	DeKalb	Huntington	Kosciusko	LaGrange
Population Estimates	35,232	42,746	36,400	79,092	39,110
Total Population 25 and Older	21,142	28,619	24,826	52,423	22,694
Educational Attainment 2015					
- % High School or Higher	85.2%	88.1%	89.7%	85.4%	63.0%**
- % Bachelors or Higher	15%	17.0%	18.0%	20.7%	9.8%
Median Age	33.8	39.2	40.3	38	31.6

Sources - U.S. Census Bureau, Indiana Department of Workforce Development, Indiana Department of Education (Stats Indiana)

**LaGrange County high school attainment percentages are lower because the large Amish population does not attend high school

LABOR FORCE AND INDUSTRY SECTORS

2016 Data:	Adams	DeKalb	Huntington	Kosciusko	LaGrange
By Place of Residence:					
Labor Force Estimates	17,007	22,168	18,739	41,310	19,279
Employed	16,398	21,294	17,978	39,766	18,620
Unemployed	609	874	761	1544	659
Unemployment Rate	3.6	3.9	4.1	3.7	3.4
Average Wage per Job	\$35,841	\$45,459	\$36,408	\$56,154	\$39,537
2015 Data:					
Total by Place of Work	20,448	27,445	19,425	48,125	21,413
Wage & Salary	14,452	22,508	15,211	39,067	14,235
Private	16,731	24,365	579	43,306	17,564
-Accommodates, Food Service	NA	1,419	1,185	2,905	1,228
-Arts, Ent. & Recreation	NA	324	191	610	112
-Construction	1,928	1,015	853	1,837	946
-Health Care, Social Services	1,130	1,841	20,02	3,714	NA
-Information	280	125	432	475	48
-Manufacturing	5,108	8,886	4,109	14,905	7,185
-Professional, Technical Services	NA	804	NA	1254	383
-Retail Trade	1,926	1,946	1,889	4,885	18,21
-Transportation, Warehousing	NA	NA	743	866	544
-Wholesale Trade	533	1608	769	1905	846
-Other private (not above)	3,545*	5,026*	4,185*	9,756*	26,29*
Government (local, state, fed)	2,207	2,189	1,613	34,12	14,71

Source - U.S. Bureau of Economic Analysis (Stats Indiana)

D = Not Disclosed to Protect Individual Data

Northeast Indiana Region Profile Ten County Region

POPULATION AND EDUCATIONAL ATTAINMENT

2015 Data:	Noble	Steuben	Wabash	Wells	Whitley	Ten County Region
Population Estimates	47,638	34,116	31,762	27,949	33,449	407,494
Total Population 25 and Older	31,643	23,485	21,937	18,925	23,123	268,817
Educational Attainment 2015						
- % High School or Higher	84.3%	89.6%	88.1%	90.7%	90.8%	n/a
- % Bachelors or Higher	14.3%	20.0%	18.8%	17.6%	18.4%	n/a
Median Age	37.6	42.9	42.8	40.6	41.4	n/a

Sources - U.S. Census Bureau, Indiana Department of Workforce Development, Indiana Department of Education (Stats Indiana)

LABOR FORCE AND INDUSTRY SECTORS

2016 Data:	Noble	Steuben	Wabash	Wells	Whitley	Ten County Region
By Place of Residence:						
Labor Force Estimates	23,363	19,970	15,484	14,233	17,285	208,838
Employed	22,414	19,226	14,819	13,725	16,612	200,852
Unemployed	949	744	665	508	673	7,986
Unemployment Rate	4.1%	3.7%	4.3%	3.6%	3.9%	4.8%
Average Wage per Job	\$38,260	\$34,201	\$35,349	\$37,191	\$40,010	\$39,780

2015 Data:	Noble	Steuben	Wabash	Wells	Whitley	Ten County Region
Total by Place of Work	24,490	20,938	16,595	14,503	17,083	230,465
Wage & Salary	19,657	16,687	12,816	11,333	12,812	178,778
Private	21,238	18,743	14,107	12,440	626	169,699
- Accommodates, Food Service	NA	1,604	1,134	603	991	11,069
- Arts, Ent. & Recreation	NA	195	377	130	223	2,162
- Construction	856	878	821	708	959	10,801
- Health Care, Social Services	1,486	NA	NA	1,671	1,196	13,040
- Information	258	96	91	NA	163	1,968
- Manufacturing	9,624	5,411	3,083	2,687	5,045	66,043
- Professional, Technical Services	NA	487	407	NA	424	3,759
- Retail Trade	2,003	2,543	1,709	1,356	1,609	21,687
- Transportation, Warehousing	605	887	252	1,573	NA	5,470
- Wholesale Trade	495	NA	476	546	592	7,770
- Other Private (not above)	3784*	3724*	2267*	1603*	3,090	3,090
Government (Local, State, Fed.)	2,072	1,639	1,707	1,378	1,530	19,218

Source - U.S. Bureau of Economic Analysis (Stats Indiana)

D = Not Disclosed to Protect Individual Data

Job Title Descriptions

ADMINISTRATIVE/EXECUTIVE

General Manager/President: Plans, directs or coordinates the operations of companies. Duties and responsibilities include formulating policies, managing daily operations and planning the use of material and human resources. Includes owners and managers who head small business establishments whose duties are primarily managerial.

Chief Financial Officer: Senior-most executive responsible for financial control and planning of a firm or project.

Vice President of Sales: Responsible for establishing sales targets to meet the company objectives. Responsible for developing strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization.

Director of Human Resources: Has ultimate responsibility for all people based activity within an organization from both an operational and strategic perspective.

Director of Engineering: Plans and directs all aspects of engineering activities within an organization. Ensures all engineering projects, initiatives, and processes are in conformance with organization's established policies and objectives.

Director of Procurement: Defines policies and procedures that form the basis for all interaction between the company and suppliers.

FINANCE

Chief Financial Manager: Plans, directs, and coordinates accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

Controller: Overall responsibility for managing and directing the corporation's accounting and tax functions. Responsible for all internal and external financial reporting, all internal control and accounting, all tax preparation and reporting functions.

Credit Manager: Establishes credit guidelines, extends credit to new customers and oversees collections.

Accountant: Responsibilities may include analyzing data, formulating budgets, preparing financial statements, compiling information for reports and evaluating general accounting systems.

Accounts Payable/Receivable Clerk: Prepares and maintains records of financial transactions related to bills due and incoming payments.

Bill / Account Collector: Locates and notifies customers of delinquent accounts by mail, telephone or personal visit to solicit payment. Duties include receiving payments and posting amounts to customer accounts; preparing statements to credit department if customer fails to respond; and keeping records of collection and status of accounts.

Payroll Clerk: Performs duties related to the preparation of time cards or work logs, computation of paychecks and the maintenance of payroll records.

HUMAN RESOURCES

Human Resources Manager: Areas of responsibility may include recruitment, selection, training, compensation and compliance.

Benefits Specialist: Responsible for administration of pension and savings plans, retirement calculations, computerized database development, report generation, assisting in coordination of group benefits programs and specializing in group insurance, pensions and cash compensation programs.

HR Generalist: Administers human resource policies and procedures that cover two or more functional areas. Collects and analyzes human resource data and then makes recommendations to management.

Recruitment Specialist: Recruits and places workers.

Training and Development Specialist: Conducts training and development programs for employees.

SALES & CUSTOMER SERVICE

Advertising/Marketing/Public Relations Manager: Directs overall marketing policy and strategy, determines demand for products and services, identifies potential customers and directs publicity programs. Oversees account, creative and media-service departments.

Sales Manager/Supervisor: Directs sales program, maintains contact with dealers and distributors, and directs sales representatives. Coordinates sales distributions by establishing sales territories, quotas and goals and establishes training programs for sales representatives.

Call Center Manager: Responsible for the overall daily operation of the call center. Duties include staff supervision, training, forecasting and monitoring sales and call volumes. Managers may also be responsible for all technology issues/upgrades and using technology to meet the sales goals.

Customer Service/Telephone Representative: Primarily responsible for responding to inbound phone calls. Assist customers over the telephone or via the Internet in making product decisions, resolving service issues and general sales. Responsible for entering all customer orders and service issues into the computer.

Order and Billing Clerk: Order clerk takes down and processes orders for merchandise, goods, and services. Ensures all data is accurate, including credit card information. Processes order and sends out receipt. Billing clerk is accountable for creating invoices and credit memos, issuing them to customers by all necessary means, and updating customer files.

Product specialist: Combines sales, marketing and technical skills to design, promote and sell a product for an organization. These professionals are involved with a product's entire life cycle to ensure optimal sales results for an organization's profitability.

Sales Representative/Account Executive: Markets company products and services, takes orders and resolves problems. Has an in-depth knowledge of customers' organization and demands. Acts as a solutions provider and has an ongoing, long-term relationship with a defined customer base. Maintains quality assurance with, and introduces new products and services to customer base. Can be either based as "inside" or "outside" representative.

OFFICE SUPPORT

Office Manager: Supervises and coordinates the activities of clerical and administrative support workers.

Administrative Services Manager: Plans, directs and coordinates supportive services of an organization. Specific responsibilities vary, but administrative service managers typically maintain facilities and supervise activities that include record keeping, mail distribution, and office upkeep.

Executive Secretary / Administrative Assistant: Provides high-level administrative support by conducting research, preparing statistical reports, handling information requests and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls and scheduling meetings. May also train and supervise lower-level clerical staff.

Data Entry Clerk: Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a generally standardized pattern of operations.

File Clerk: Files correspondence, cards, invoices, receipts and other records in alphabetical or numerical order or according to the filing system used. Locates and removes material from file when requested.

Mail Clerk: Distributes and collects incoming mail and processes outgoing mail. Responsibilities include determining, affixing and recording postage on registered mail and packages.

Job Title Descriptions

Receptionist: Answers telephone calls and personal inquiries, directs calls and visitors to appropriate parties and performs basic clerical tasks. May operate a switchboard.

Secretary: Performs routine clerical and administrative functions such as shorthand, dictation, typing, scheduling appointments, handling travel arrangements, answering routine correspondence and telephone calls.

Teller: Receives and pays out money, as well as accurately keeps records of money and negotiable instruments involved in a financial institution's various transactions.

Typist and Word Processor: Responsible for data entry and information processing utilizing machines such as typewriters or computers. Prepares reports and correspondence, letters, research, and other materials.

TECHNICAL

Chief Information Officer: Directs, plans organizes and controls all activities of the information systems department and ensures the effective, efficient and secure operation of all automated data processing systems.

Engineering Manager: Plans, directs or coordinates activities in such fields as architecture and engineering or research and development in these fields.

Information Technology Manager: Plans, directs or coordinates activities in such fields as electronic data processing, information systems, systems analysis and computer programming.

CAD Technician: Creates, modifies and maintains various technical drawings including construction renovation blueprints, special project drawings, etc. Works from sketches, prints or verbal instructions in accordance with established standards. May perform field verifications.

Computer Operator: Loads equipment, starts and operates computer and executes runs. Oversees the continuous operation of the electronic/data process facilities.

Computer Programmer: Converts project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develops and writes computer programs to store, locate and retrieve specific documents, data and information. May program web sites.

Computer Support Specialist: Provides technical assistance to computer system users. Answers questions or resolves computer problems for clients in person, via telephone or from remote locations. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing software, electronic mail and operating systems.

Designer: Develops and designs manufactured products, such as cars, home appliances and children's toys. Combines artistic talent with research on product use, marketing and materials to create the most functional and appealing product design.

Estimator: Analyzes blueprints, specifications, proposals and other documentation to prepare time, cost and labor estimates for products, projects or services applying knowledge of specialized methodologies, techniques, principles or processes. Reviews data, prepares itemized lists, computes cost factors, prepares estimates and consults with clients, vendors or other individuals.

Graphic Designer: Designs or creates graphics to meet specific commercial or promotional needs, such as packaging, displays or logos. May use a variety of mediums to achieve artistic or decorative effects.

Laboratory/Engineering Technician: Conducts acceptance testing of numerous control systems per test specifications and proficient in several programs/processes. Alters test equipment requiring knowledge of electronic/mechanical theory pertinent to the applicable work. Analyzes and troubleshoots complex engineering data. Recognizes and resolves control and test issues beyond those specified

in a test plan. Configures test set-ups for engineering investigations and document test status on a daily basis or as required by program.

Electrical or Electronic Technician: Helps engineers design and develop computers, communications equipment, medical monitoring devices, navigational equipment, and other electrical and electronic equipment. Often works in product evaluation and testing, using measuring and diagnostic devices to adjust, test, and repair equipment.

Engineer: (not otherwise specified) Engineers work in a variety of fields to analyze, develop and evaluate large-scale, complex systems. This can mean improving and maintaining current systems or creating brand new projects. Engineers will design and draft blueprints, visit systems in the field and manage projects.

Chemical Engineer: Designs equipment and develops processes for manufacturing chemicals and related products utilizing principles and technology of chemistry, physics, mathematics, engineering and related physical and natural sciences: Conducts research to develop new and improved chemical manufacturing processes.

Electrical Engineer: Designs, develops, tests and supervises the manufacturing of electrical equipment.

Industrial Engineer: Devises efficient systems that integrate workers, machines, materials, information, and energy to make a product or provide a service. Finds ways to eliminate wastefulness in production processes.

Manufacturing Engineer: Establishes standards for manufacturing operations in order to reduce and control costs.

Materials Engineer: Develops, processes and tests materials used to create a wide range of products. Studies the properties and structures of metals, ceramics, plastics, composites, nanomaterials and other substances to create new materials that meet certain mechanical, electrical, and chemical requirements.

Mechanical Engineer: Performs engineering duties in planning and designing tools, engines, machines and other mechanically functioning equipment. Oversees installation, operation, maintenance and repair of such equipment as centralized heat, gas, water and steam systems.

Quality Engineer: Works in manufacturing plants, taking responsibility for the quality of a company's products.

Network and Computer Systems Administrator: Installs, configures and supports an organization's local area network (LAN), wide area network (WAN) and Internet system or a segment of a network system. Maintains network hardware and software. Monitors network to ensure network availability to all system users and performs necessary maintenance to support network availability.

System Analyst: Analyzes problems, prepares specifications and proposes appropriate data processing procedures to resolve problems.

IT Support Specialist: Provides technical assistance to computer users. Answers questions or resolves computer problems for clients in person, via telephone, or electronically.

Technical Support Specialist: Uses knowledge and skills to solve computer problems and enable computer technology to meet organization's needs.

IT Hardware Installer/Maintenance Professional: Installs and maintains computer hardware.

Web Developer: Designs and creates websites and is responsible for the look of the site and for the site's technical aspects, such as its performance and capacity. May also create content for the site.

PRODUCTION

Operations/Plant Manager: Plans, directs or coordinates the work activities and resources necessary for manufacturing products in accordance with cost, quality and quantity specifications.

Materials Manager: Areas of responsibility may include purchasing, shipping, receiving and warehousing of raw materials.

Job Title Descriptions

Production Manager/Foreman: Supervises line work such as assembly, warehousing or shipping and receiving. Plans and assigns work, recommends tools and methods and assists in problem resolution.

Purchasing Manager: Plans, directs or coordinates the activities of buyers, purchasing officers and related workers involved in purchasing materials, products and services. Areas of responsibility may include selection of vendors, insuring quality of supplies and services and acceptability of prices.

Quality Control Manager: Areas of responsibility may include auditing and evaluating quality controls and insuring established standards of quality.

Group Leader: Directly supervises and coordinates the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators

Assembler, skilled: Assembles, adjusts, and fits parts of production or completes products using tools. Requires use of judgment to make decisions and may require measuring, calculating, reading or estimating. Often has specific qualifications and usually requires intellectual reasoning and problem-solving skills. It typically takes six months to a year or more to learn a skilled job.

Assembler, unskilled: Assembles, adjusts, and fits parts of production or completes products using tools. Involves simple tasks and doesn't usually require one to exercise judgment. It typically requires only a month or less to learn.

Buyer/Purchasing Agent: Purchases materials, supplies or services and negotiates prices. Also establishes and maintains relationship with vendors.

CNC Machinist: Operates computer numerical control machines to fabricate parts. The CNC machinist loads parts in the machine, cycles machine and detects malfunctions in machine operations, such as worn or damaged cutting tools. The position runs production lots, communicates with co-workers regarding production runs, and maintains a safe, organized and clean work environment.

CNC Programmer: Develops programs to control machining or processing of metal or plastic parts by automatic machine tools, equipment, or systems.

Cutting, Punching and Press Machine Operator: Sets up, operates or tends machines to saw, cut, shear, slit, punch, crimp, notch, bend or straighten metal or plastic material.

Drilling and/or Boring Machine Operator: Sets up, operates or tends drilling machines to drill, bore, ream, mill, or countersink metal or plastic work pieces

Extruding and/or Drawing Machine Operator: Sets up, operates, or tends machines to extrude or draw thermoplastic or metal materials into tubes, rods, hoses, wire, bars, or structural shapes

Forging Machine Operator: Sets up, operates, or tends forging machines to taper, shape, or form metal or plastic parts

General Laborer: Performs manual or physical duties as requested, requiring limited skill or training.

Grinding, Lapping, Polishing and Buffing Machine Tool Operator: Set up, operate or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone or polish metal or plastic work pieces.

Lathe and Turning Machine Tool Operator: Sets up, operates or tends lathe and turning machines to turn, bore, thread, form or face metal or plastic materials, such as wire, rod or bar stock.

Manual Machinist: Sets up and operates a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, shop mathematics, metal properties, layout and machining procedures.

Mold Maker: Sets up, operates or tends metal or plastic molding,

casting or coremaking machines to mold or cast metal or thermoplastic parts or products.

Certified Painter: Has certified training and paints, and coats, often with machines, a wide range of products.

Painting/Spraying Machine Operator: Sets up, operates or tends machines to coat or paint any of a wide variety of products.

Plastic Processing Machine Operator: Sets up and operates production related plastic processing machinery to produce quality parts.

Production Control Worker: Coordinates and expedites the flow of work and materials within or between departments of an establishment according to production schedules. Duties include reviewing and distributing production, work and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs and production problems.

Printing Press Operator: Sets up and operates large, high volume commercial printing presses.

Print Binding/Finishing: Bind books and other publications or finish printed products by hand or machine. May set up binding and finishing machines.

Quality Control Inspector/Tester: Inspects, tests, sorts, samples or weighs non agricultural raw materials or processed, machined, fabricated or assembled parts or products for defects, wear and deviations from specifications. May use precision measuring instruments and complex test equipment.

Sewing Machine Operator: Operates or tends sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products

Tool & Die Maker: Analyzes specifications, lays out metal stock, sets up and operates machine tools and fits and assembles parts to make and repair dies, cutting tools, jigs, fixtures, gauges, machinists' hand tools and die try outs.

Welder, Cutter, Solderer & Brazer: Uses hand-welding, flame-cutting, hand soldering or brazing equipment to weld or join metal components or to fill holes, indentations or seams of fabricated metal products.

Woodworking Specialist: Works in a woodworking shop engaged in tasks such as wood furniture manufacturing.

MAINTENANCE & REPAIR

Manager of Mechanics, Installers & Repairers: Supervises and coordinates the activities of mechanics, installers and repairers.

Maintenance Mechanic: Diagnoses malfunctions, orders replacement parts and insures maintenance, repair and smooth functioning of the machinery and equipment.

Maintenance & Repair Worker: Keeps machines, mechanical equipment or the structure of an establishment in repair.

General Millwright: Installs, dismantles, or move machinery and heavy equipment according to layout plans, blueprints, or other drawings.

CONSTRUCTION

Construction Manager: Directly supervises and coordinates activities of construction or extraction workers.

Bricklayer/Stonemason/Concrete Finisher: Uses bricks, concrete blocks, concrete, and natural and manmade stones to build walls, walkways, fences, and other masonry structures.

Carpenter: Constructs and repairs building frameworks and structures—such as stairways, doorframes, partitions, rafters, and bridge supports—made from wood and other materials. Also may install kitchen cabinets, siding, and drywall.

Construction Laborer: Performs tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equip-

Job Title Descriptions

ment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers.

Electrician: Installs, maintains and repairs electrical wiring, equipment and fixtures.

WAREHOUSING, TRANSPORTATION AND DISTRIBUTION

Warehousing, Transportation and Distribution Manager: Plans, directs or coordinates transportation, storage or distribution activities in accordance with governmental policies and regulations. Includes logistics managers.

Supervisor/Manager of Material Movers: Supervises and coordinates the activities of helpers, laborers or material movers.

Inventory Control Coordinator: Manages inventory and maintains levels required on a daily basis to meet distribution demands.

Driver, Truck Heavy and Tractor-Trailer: Drives a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock or materials in liquid, loose or packaged form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

Driver, Truck Light or Delivery Services: Drives a truck or van with a capacity of less than 26,000 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May require use of automatic routing or location software. May load and unload truck.

Driver/Sales Worker: Picks up and drops off packages and materials within a defined region or urban area. Most commonly they transport merchandise from a distribution center to businesses or households.

Heavy Equipment/Forklift Operator: Uses machinery to transport various objects, including goods around a warehouse and off of and onto trucks, railcars and other means of transportation. Also move materials at construction sites and in mines.

Inventory Control Coordinator: Analyzes and coordinates an organization's supply chain. Manages how a product is acquired, distributed, allocated and delivered. Also known as logistician.

Material Handler: Manually moves freight, stock or other materials or performs other unskilled general labor.

Picker and Packer: Packs by hand a wide variety of products and materials.

Shipping, Receiving & Traffic Clerk: Verifies and keeps records on incoming and outgoing shipments. Prepares items for shipment. Duties include assembling, addressing, stamping and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

Quality Monitor: Verifies that materials and finished products meet quality standards before distribution.

Safety Technician: Ensures safety rules and regulations are communicated and enforced. Maintains documentation of procedures.

LEGAL

Attorney: Advises and represents individuals, businesses, and government agencies on legal issues and disputes. Prepares and evaluates contracts and other legal documents.

Paralegal: Researches law, investigates facts and prepares documents to assist attorneys.

Regulatory Compliance Analyst: Makes sure businesses operate within legal boundaries and comply with appropriate regulations and required documentation and record keeping.

Records Coordinator: Makes sure records are accurate and up to date and are stored, preserved and maintained as required.

MEDICAL

Certified Nurse Assistant: Helps provide basic care for patients in hospitals and residents of long-term care facilities.

Counselor/Human Service Worker: Provides client services, including support for families, in a wide variety of fields, such as psychology, rehabilitation, and social work.

Medical Assistant: Performs administrative and certain clinical duties under the direction of physician. Administrative duties may include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood and administering medications as directed by physicians.

Medical Technician: Examines and analyzes body fluids, tissue and cells. May perform routine or complex tests and procedures. Interprets results and relays them to physicians.

Nurse, LPN: Provides basic nursing care. Works under the direction of registered nurses and doctors.

Nurse, Registered: Assesses patient health problems and needs, develops and implements nursing care plans and maintains medical records. Administers nursing care to ill, injured, convalescent or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

Nurse Manager/Unit Director: Plans and implements the overall nursing policies, procedures and services for a unit and/or shift. Generally manages nurses and clinical technicians. Relies on experience and judgment to plan and accomplish goals. Typically reports to an executive.

Nurse Practitioner: Diagnoses and treats acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.

Occupational Therapist: Treats injured, ill, or disabled patients through the therapeutic use of everyday activities. Helps these patients develop, recover, and improve the skills needed for daily living and working.

Pharmacist: Dispenses drugs prescribed by physicians and other health practitioners and provides information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.

Physician Assistant: Practice medicine as part of a team with physicians, surgeons, and other healthcare workers. Examines, diagnoses and treats patients. Also known as PA.

Physical Therapist: Assesses, plans, organizes, and participates in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.

Radiological Technologist and Technician: Takes X-rays and CAT scans or administers nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other modalities, such as computed tomography and magnetic resonance.

HOUSEKEEPING

Housekeeper/Cleaner: Follows established procedures for cleaning and straightening rooms and disinfecting or sterilizing equipment and supplies.

Janitor: Performs cleaning and custodial activities in order to maintain the clean and orderly condition of the workplace.

**Compiled from various sources including the U.S. Department of Labor Bureau of Labor Statistics and the Society of Human Resources Managers. Copyright 2017 Two Things LLC*

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