

**2010 NORTHEAST INDIANA
FRINGE BENEFIT SURVEY
AND OCCUPATIONAL WAGE DATA**

Western Counties Summary

**Survey Prepared for and Sponsored by
WorkOne Northeast**

**In Cooperation with the
Northeast Indiana Regional Partnership**

**Prepared and Analyzed by the
Community Research Institute at IPFW**



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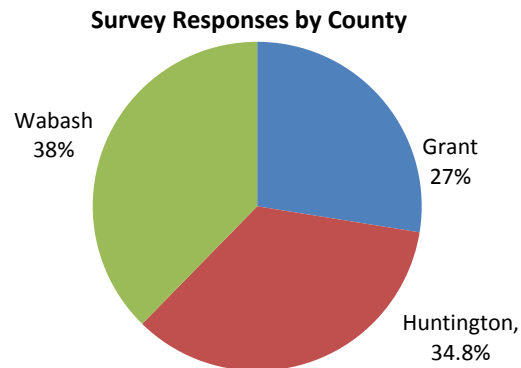
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INTRODUCTION AND METHODOLOGY TO THE 2010 NORTHEAST INDIANA FRINGE BENEFIT SURVEY:

WESTERN COUNTIES SUMMARY: GRANT, HUNTINGTON, AND WABASH COUNTIES

In early 2010, a fringe benefit survey was conducted by the Community Research Institute on behalf of WorkOne Northeast. The eleven counties in northeast Indiana¹ were surveyed. Please reference that master report for survey methodology, as well as for background information on the business economy of the area. This is a sub-report from that survey that reviews responses from companies in the western edge of the region –Grant, Huntington, and Wabash counties. In addition to substantial commuting within the 11 NEI counties, within these three counties, the commuting patterns are even more pronounced. The most current information on commuting is included in Appendix A.

Within the western counties, there was a response rate of 28.7 percent, just slightly higher than the overall survey response rate of 27.5 percent. Within the western counties, response rate ranged from 24 percent in Grant County to 34 percent in Huntington County. The number of surveys sent was largely based on the number of businesses in each county, and within this group, Grant received 30 percent, Huntington 33 percent, and Wabash 37 percent. The chart at the right represents the proportion of responses from each county in this analysis.



A sincere thank you is offered to all the employers whom devoted time and effort toward the completion of the survey. An additional thank you is extended to the local economic development officials for their invaluable assistance and to those individuals who assisted in the creation of the survey.

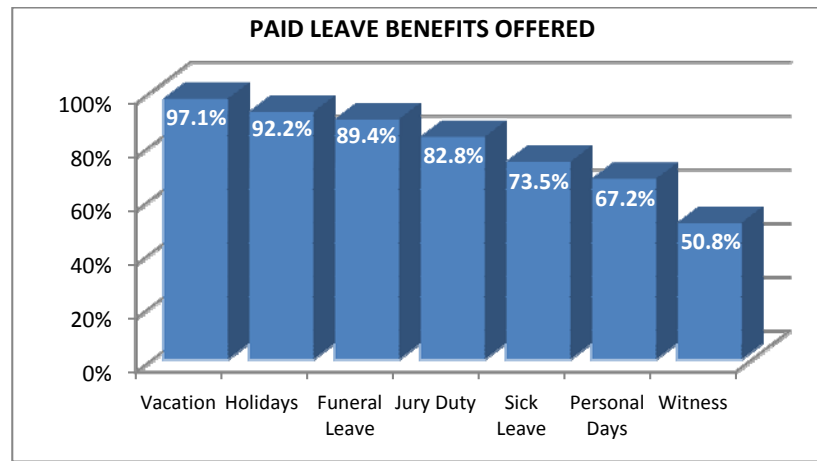
¹ The 11 counties of northeast Indiana include Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley.

FRINGE BENEFITS REGIONALLY

VACATION AND LEAVE

Vacation and Sick Leave can be offered separately, or as part of a leave package known as “PAID TIME OFF”. There does not appear to be an exact definition of PTO since in some companies, all paid leave is part of PTO, while other companies offer additional days off for other leaves, such as holidays or jury duty. For the purposes of this report, if PTO is offered, then vacation, sick leave, and personal days are included in our statistics. One third of all responses from the western NEI counties indicated that they offered PTO in lieu of separate benefits. The data which immediately follows reflect responses combined from the “PTO” and “non-PTO” companies to give an overall perspective. Data by PTO and traditional (aka non-PTO) companies is also broken out.

The chart to the right represents TOTAL RESPONSES from both PTO and Traditional Leave Programs. This is the percent of responses which offered Paid Leave to at least one classification (exempt or non-exempt). Note: Our calculation assumes that if PTO was offered, vacation, sick leave, and personal days are offered. Other leaves (funeral, jury, witness, holiday) are calculated as offered if companies indicated the leave is offered in addition to PTO. See next section.



Paid Leaves

Paid Time Off (PTO)

- 33.8 percent of companies offer PTO. *In these companies:*
 - 100 percent of exempt employees in these companies receive PTO
 - 95.7 percent of non-exempt employees in these companies receive PTO
 - 78.3 percent of companies offering Paid Time Off responded that the same policy was available for both exempt and non-exempt staff.
- Number of days of PTO based on length of service and classification

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	10.2	10	1	9.1	10
5	15.3	15	5	14.0	15
10	18.5	15	10	17.1	15
20	20.4	20	20	19.0	20

- Leave in addition to PTO
 - Some companies assign all leave to PTO; others allot additional days for other leave. A range of “PTO companies” offering additional leave for these types of leave are indicated below. Note: percentages were the same range for both exempt and non-exempt classifications.
 - Holidays 87.0%
 - Funeral Leave 91.3%
 - Jury Duty 87.0%
 - Witness in Court 69.6%

Leave in “non PTO Companies”

Vacation

- 95.6 percent offered a vacation policy (of those not offering PTO). In these companies offering vacation,
 - 95.3 percent of exempt employees in these companies are eligible for vacation.
 - 93.0 percent of non-exempt employees in these companies are eligible for vacation.
- 69 percent of companies responded that exempt and non-exempt have the same vacation policy.
- Number of days of vacation days based on length of service and classification:

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	8.6	5	1	7.3	5
5	12.1	10	5	11.6	10
10	15.0	15	10	14.9	15
20	18.1	20	20	18.3	20

Sick Leave

- 60 percent of companies with separate leave policies (i.e. non PTO) offer sick leave. *In these companies:*
 - 92.6 percent of exempt employees in these companies are eligible for sick leave.
 - 88.9 percent of non-exempt employees in these companies are eligible for sick leave.
- 52 percent of companies which offered paid sick leave responded that exempt and non-exempt have the same sick leave policy.
- Number of days of sick leave days based on length of service and classification (note wide variance between average and mode indicate the influence of some outliers. Some companies may have been referring to their long term disability policy when responding, but these responses were included in the statistics):

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	7.8	10	1	5.9	5
5	11.2	10	5	8.0	5
10	13.7	10	10	10.1	5
20	17.1	10	20	11.2	5

(Note: “0” was only included when the company offered sick leave to another classification or at another range of service years; that is, if a company simply did not offer sick leave, it was not included in these statistics.)

- Additional Sick Leave Policy Observations:
 - In the subset of companies which offered separate sick leave benefits for exempt and non-exempt, there were several (approximately 25 percent in this subset) which indicated “no limit” or “as needed” number of days available for exempt staff only.
 - Additionally, wide ranges in sick leave days were observed for both exempt and non-exempt classifications. For example, the range for exempt with 20 years of service was 2 days to 180 days, and 0-125 days for non-exempt.

Other Paid Leaves

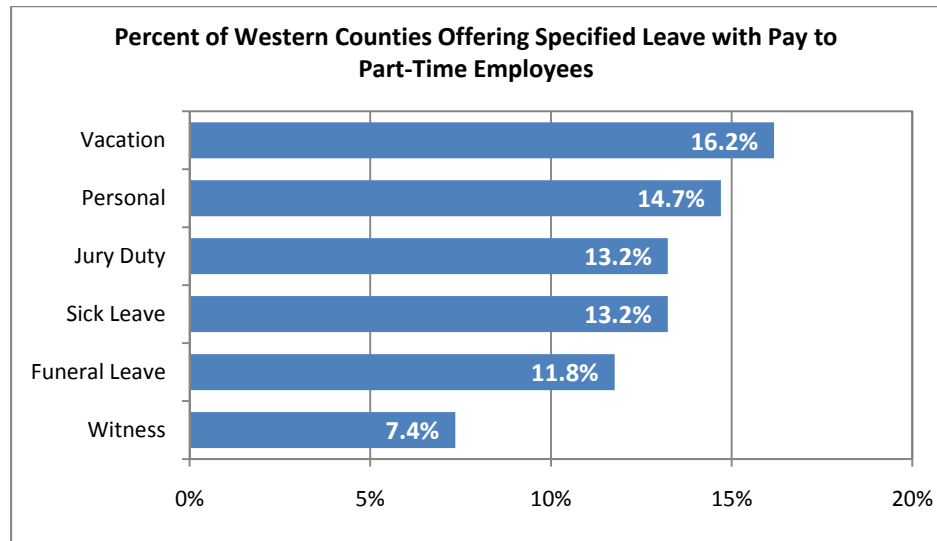
- Approximately 90 percent of companies indicated that they offered at least one other type of Other Paid Leave, with the predominant leave being Paid Holidays. There was some difference in which leaves were offered and how many days were paid by classification, as shown in the table below.
- Almost 81 percent of companies offering other leaves responded that exempt and non-exempt have the same other leave policies.
- Number of days of other leave days by classification:

EXEMPT				NON-EXEMPT			
Type	Percent of Companies:	Average: in Days	Mode: in Days	Type:	Percent of Companies:	Average: in Days	Mode: in Days
Paid Holidays	90.7%	9.6	12	Paid Holidays	92.9%	9.0	8
Funeral Leave	84.4%	3.3	3	Funeral Leave	81.8%	3.5	3
Jury Duty*	75.0%	7.7	1	Jury Duty*	72.7%	8.6	1
Witness Leave	35.7%	3.5	1	Witness Leave	33.3%	5.3	1
Personal Days	46.5%	3.7	3	Personal Days	38.1%	3.2	3

Note: There is an assumption in these calculations. Companies which indicated that they offered no vacation days also left all responses to these leave questions blank. The assumption is that these companies also do not offer any other paid leave, and that assumption forms the range.

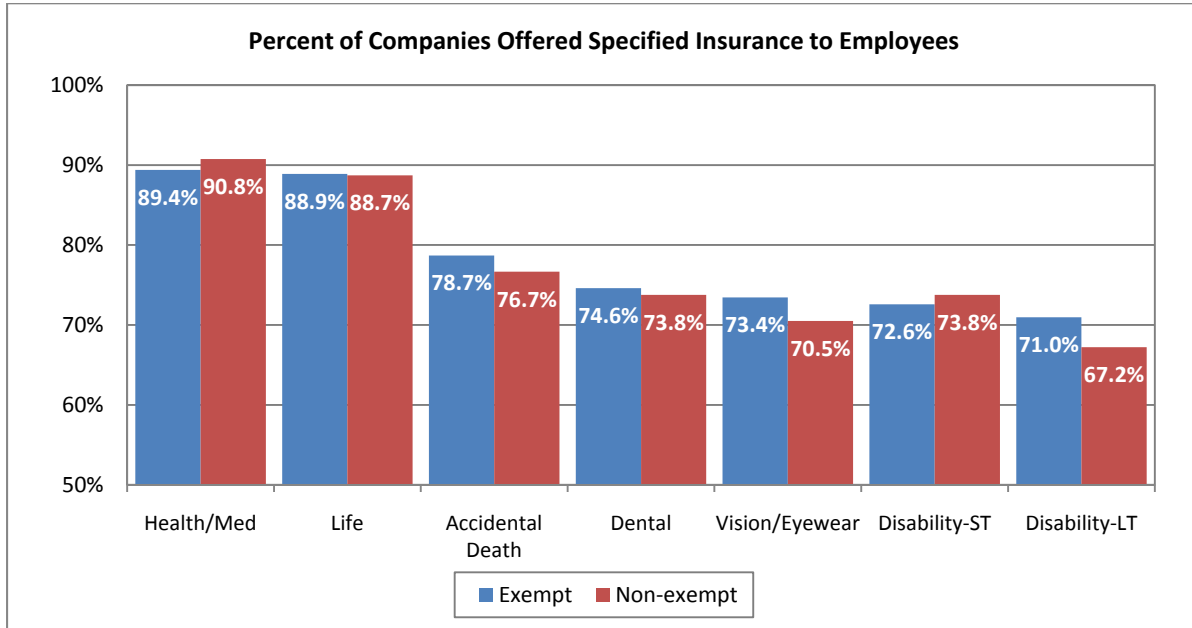
Part-Time Employees and Paid Leaves

- Between 25 to 27.9 percent of companies offered at least one type of Paid Leave to part-time employees. This includes holidays, sick leave, funeral leave, jury duty, personal days.



HEALTH, MEDICAL, AND OTHER INSURANCE

The chart below not only represents the percent of companies responding that the identified insurance was offered, but gives an indication that companies generally offer exempt and non-exempt personnel the same insurance options. Over 86 percent of the companies indicated that they offered the same benefits to both exempt and non-exempt classifications.



WHO PAYS FOR EMPLOYEE COST OF INSURANCE?

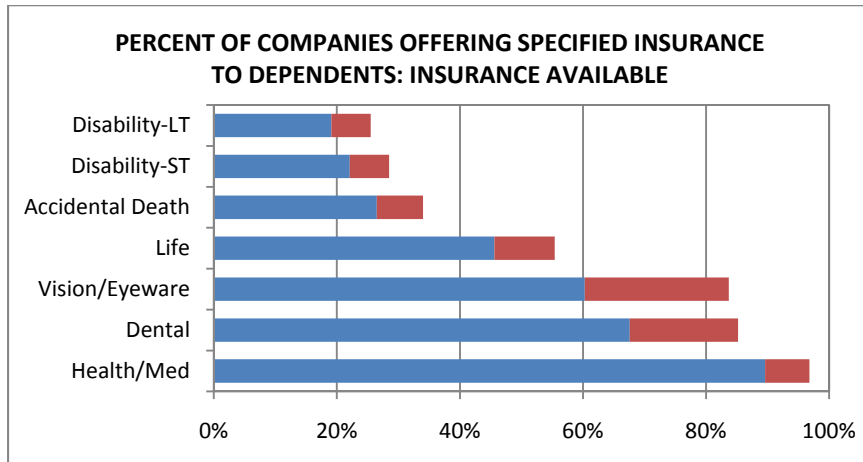
Type	Company Pays	Employee Pays	Shared Expense Between Company and Employee
Health	11.5%	3.3%	85.2%
Life	65.5%	6.9%	27.6%
Accidental Death & Dismemberment	52.0%	18.0%	30.0%
Dental	12.5%	29.2%	58.3%
Disability-Short Term	58.3%	25.0%	16.7%
Vision/Eyewear	18.8%	25.0%	56.3%
Disability-Long Term	55.3%	23.4%	21.3%

RESPONSES FROM COMPANIES OFFERING MEDICAL(HEALTH) BENEFITS:	NO	YES	NOT KNOWN
Does your company's medical insurance cover pre-existing conditions?	26.3%	61.4%	12.3%
Do you offer a choice in provider, such as a Preferred Provider Organization (PPO) or Health Maintenance Organization, etc	56.4%	40.0%	3.6%
Does your company offer Health Savings Accounts?	56.1%	43.9%	0.0%

Note: Respondents were given an opportunity to specifically indicate if the responses to these particular questions were unknown to them.

Dependent Coverage

Some respondents did not complete certain sections of the dependent health questions. Rather than assume the non-response had a specific intent, a range is shown. For example, between 89.7 to 96.8 percent of the companies surveyed have a health insurance plan available to dependents.



Insurance	Range
Health/Med	89.7-96.8%
Dental	67.6-85.2%
Vision/Eyewear	60.3-83.7%
Life	45.6-55.4%
Accidental Death	26.5-34.0%
Disability-ST	22.1-27.8%
Disability-LT	19.1-25.5%

WHO PAYS FOR DEPENDENT COST OF INSURANCE?			
Type	Company Pays	Employee Pays	Shared Expense Between Company and Employee
Health	9.8%	16.4%	73.8%
Dental	8.7%	30.4%	60.9%
Vision/Eyewear	17.1%	26.8%	56.1%
Life	19.4%	51.6%	29.0%
Accidental Death & Dismemberment	16.7%	44.4%	38.9%
Disability-Short Term	20.0%	33.3%	46.7%
Disability-Long Term	23.1%	46.2%	30.8%

Prescription Plans

- 80.9 percent of companies indicated that they offered a separate prescription plan or one that is part of an insurance program.
 - 14.7 percent responded that no prescription plan was available.
 - 4.4 percent did not respond.
- Of those responding, the following indicate payment responsibility:

Prescription Plan Payment:		
	Employee Plan Only	Dependent Plan Only
Company	9.1%	7.3%
Employee	5.5%	12.7%
Shared	85.5%	78.2%

Insurance Benefits to Part-Time or Retired Employees

- 11.9 percent of companies indicated that they offered some type of insurance plan(s) to part-time employees.
- 18.2 percent of companies indicated that they offered some type of insurance plan(s) to retired employees.

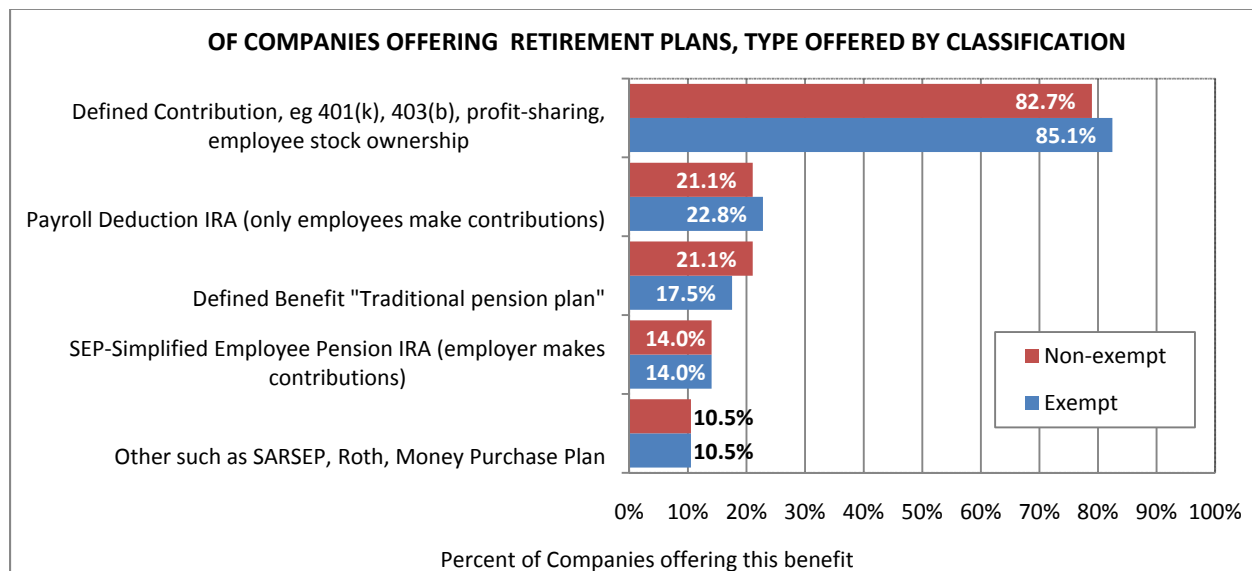
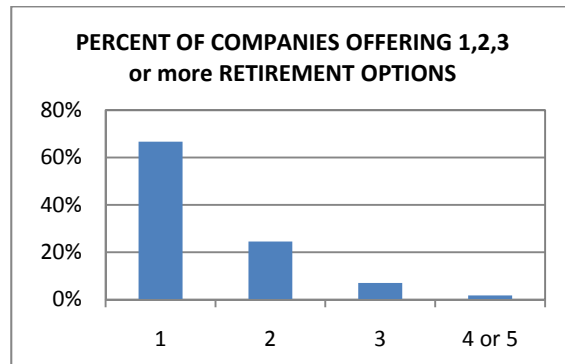
Insurance Benefits Offered To: (Percent of Companies Indicating that they offered the Identified Insurance)	Part-Time	Retired
Health	7.5%	15.2%
Dental	6.0%	12.1%
Vision/Eyeware	4.5%	9.1%
Life	9.0%	3.0%
Disability-Short-term	6.0%	na
Disability-Long-term	3.0%	0
Accidental Death & Dismemberment	4.5%	1.5%

Who pays for plans/premiums?	Part-Time	Retired
Shared	37.5%	41.7%
Employee	50.0%	58.3%
Company	12.5%	0%

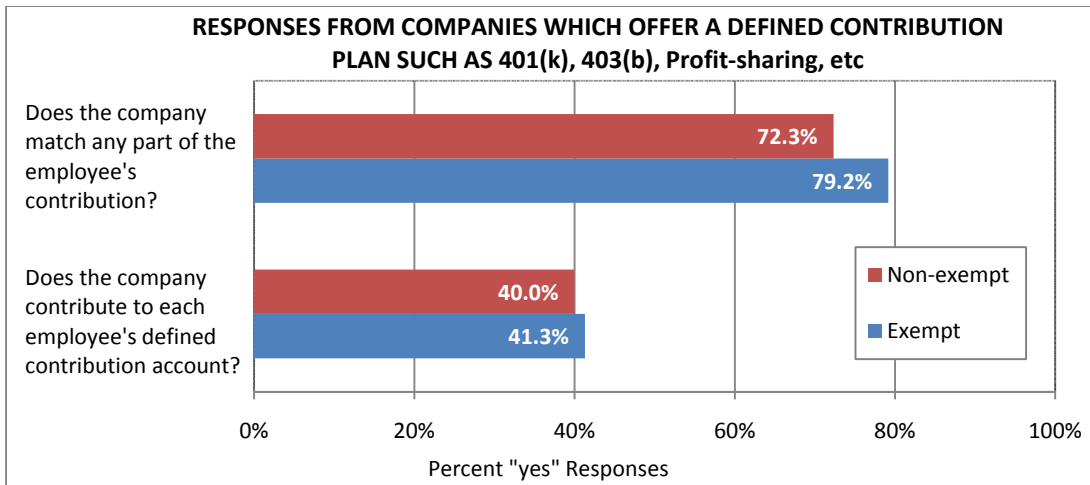
RETIREMENT BENEFITS

Retirement Benefits by Classification

- Approximately 83.8 percent of all companies offered some type of retirement plan.
- 89.7 percent responded that they offered the same plan(s) to both exempt and non-exempt.
- Of those offering plans, 33.0 percent of all companies offered multiple retirement plans. The percentage offering multiple plans is shown on the right. Given this, the summary of the retirement plans offered in the chart below will total more than 100 percent

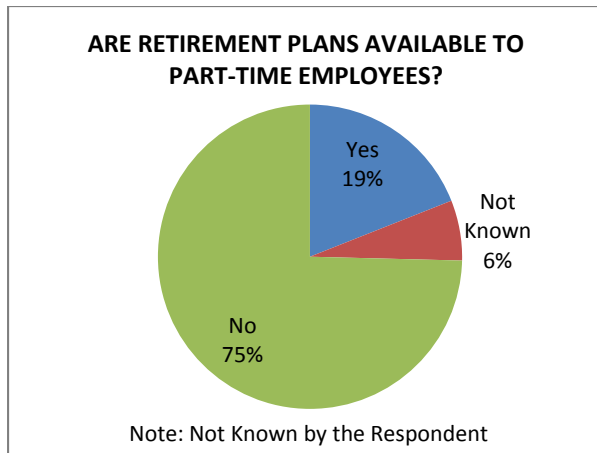


If a defined contribution plan was offered, questions concerning employer contribution were asked, and responses are summarized below.



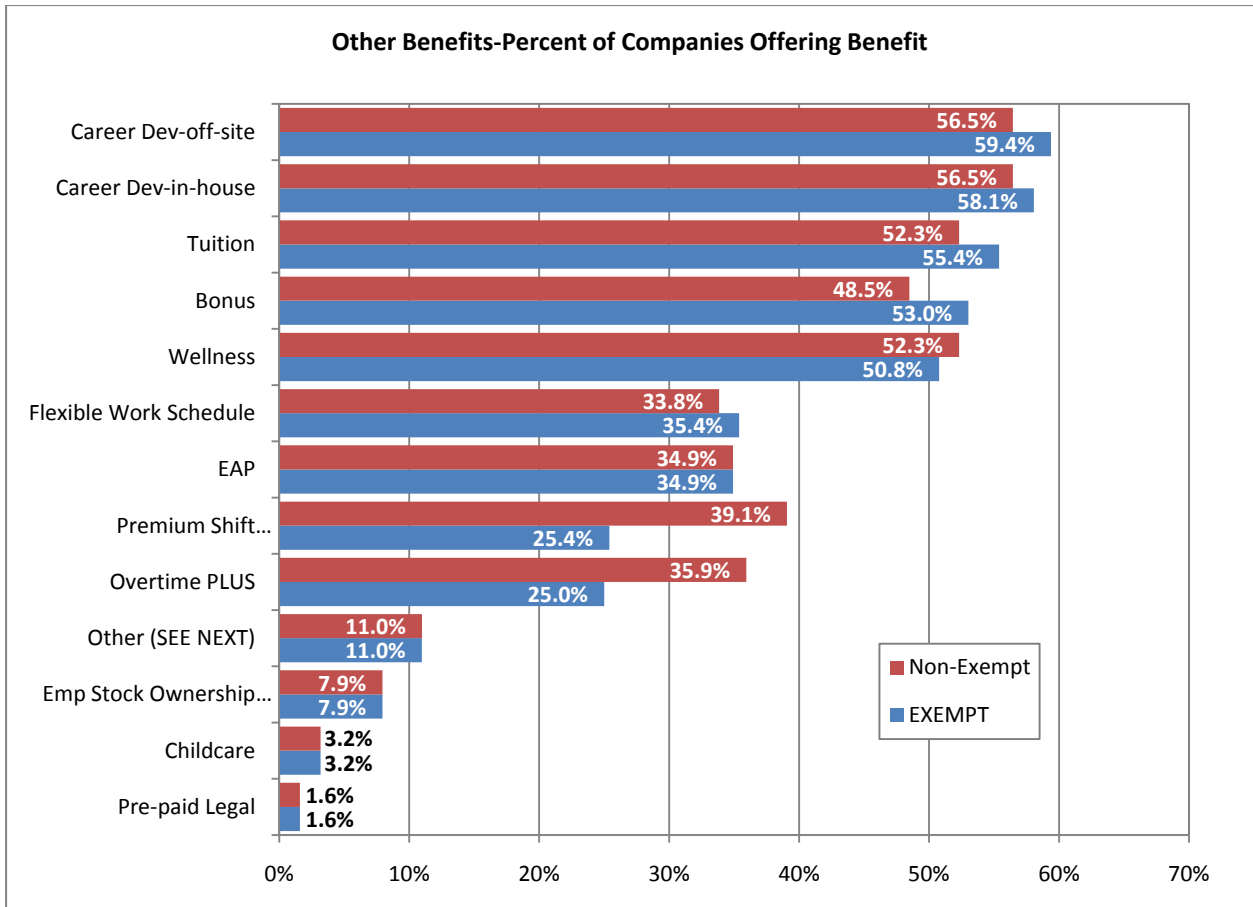
Retirement Plan Benefits and Part-Time Employees

- 19 percent of companies indicated that they offered some type of retirement plan(s) to part-time employees



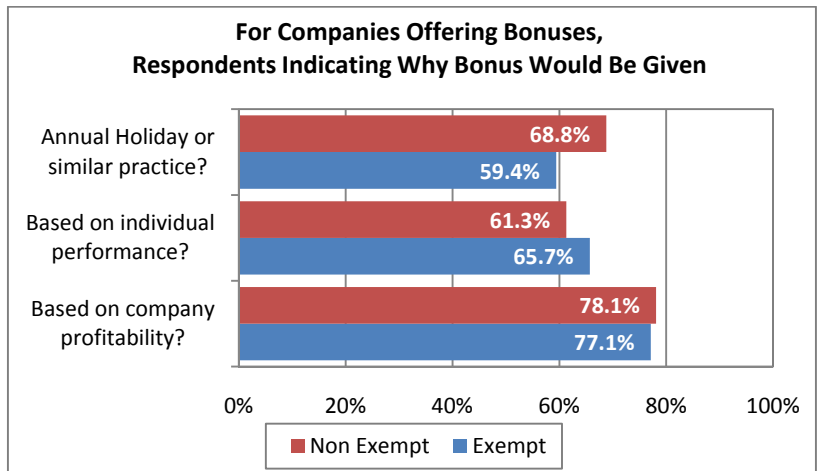
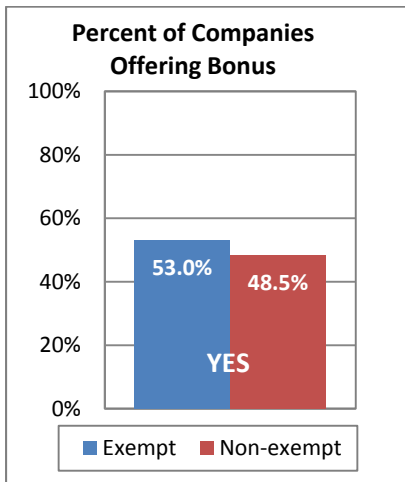
OTHER BENEFITS

- *Career Development off site* was the other benefit most often available to both exempt and non-exempt personnel at 59.4 percent and 56.5 percent, respectively.
- Overall, 77.3 percent responded that they offered the same "other" benefits to both classifications; in many instances, this also includes the lack of the benefit offered.



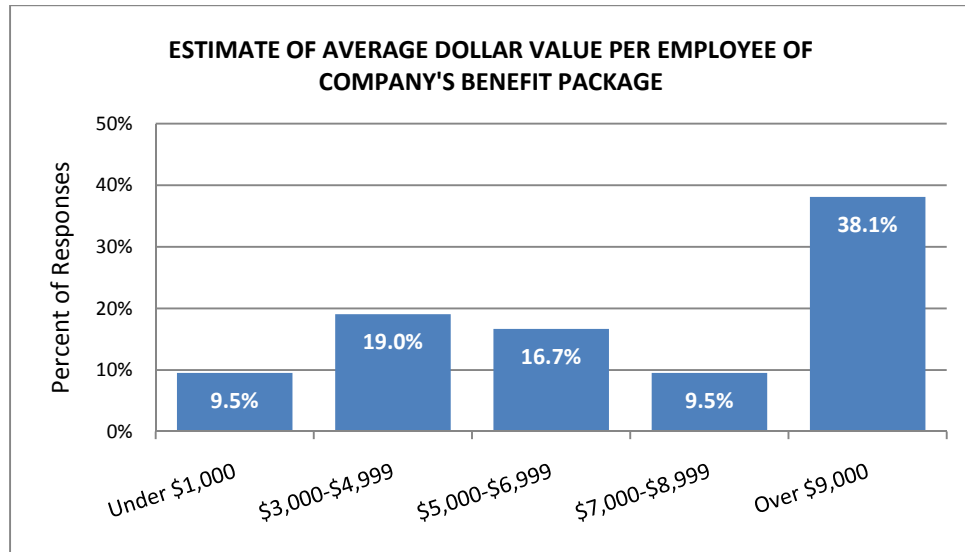
Other is broken out below in greater detail.

For those responding that a bonus was offered (see left chart below), three additional questions were asked. These are reviewed in the chart below. Responses are not mutually exclusive.



Respondents were also given an opportunity to write-in other benefits, and this was completed by approximately nine percent of the respondents. All of the responses were related to flexible spending accounts, with the exception on one response which indicated that an on-site clinic was available.

BENEFIT COST



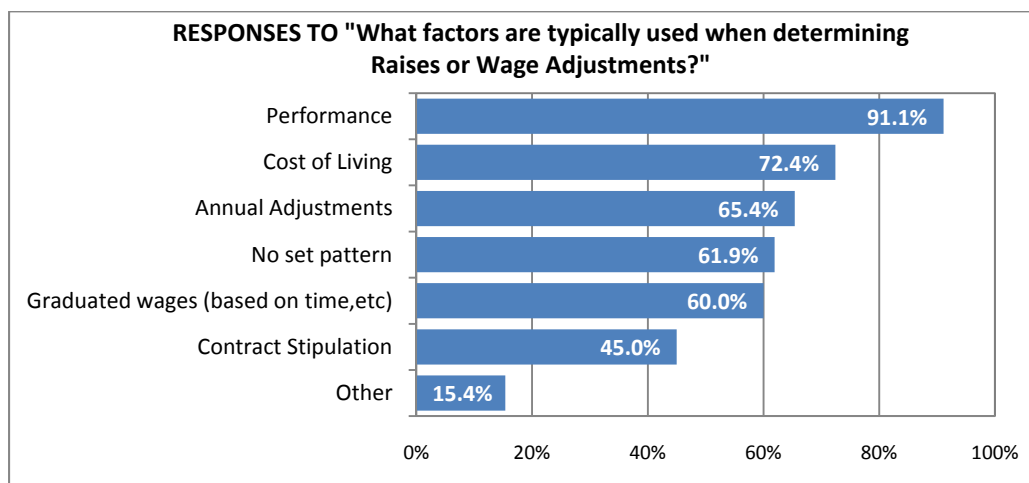
RESPONSES TO "Estimate of Benefit Value as a Percent of Wages?"	
Range	4-50%
Average	25.6%
Mode	30.0%

RESPONSES TO "What Percent of Payroll is Applied Toward Providing Health/Medical Insurance?"	
Range	3.4-30%
Average	16.4%
Mode	20%

GENERAL QUESTIONS ON SURVEY

Raises

More than one response was possible when asked what were factors used in determining raises or wage adjustments in normal economic conditions (given the understanding that many companies have not given raises in the past year or so due to the economic climate).



Union or Labor Agreements

Over 97 percent of companies responded to the question asking about union activity.

- Thirteen percent of all companies responded that there was a labor agreement at the NEI location. Note that this includes all companies, including educational institutions, construction entities, other service unions, and manufacturers.
 - Within the set of responses from manufacturers, 4.5 percent of manufacturers responded that at least some employees were members of a union.
- 44 percent of all companies with unions responded that there was some type of union activity within the last year. Most of these were teacher associations. Note: there is no analysis of manufacturing companies due to the small numbers involved.

Shutdowns During Past Year

Thirty percent of the manufacturing companies responded that there was at least one shutdown “during the year”. Thirty-one percent of the manufacturing companies which had shutdowns responded that employees were paid during the shutdown although our question could have been more specific. For example, employees could use vacation or other factors could exist. Most often, we seem to associate shutdowns with capital conversions or labor issues; however, in the northern counties and in NEI in general, recent shutdowns are not associated with labor issues. Only 10 percent of all manufacturers with shutdowns also had a union presence. Quite possibly, this percentage of companies with shutdowns is higher than usual due to the recession, but further research in this area may be helpful.

OPEN ENDED QUESTION SUMMARY

Questions and responses are summarized below.

Critical Job-Specific Skills

75 percent of the companies responded to this question, and most identified three job-specific skills. This particular question did not ask if these skills were lacking—just what was needed to be successful in that particular workplace. Almost 60 percent of the responses are summarized below. This question was posed by WorkOne in order to identify the need for potential training programs and strategies, so in-depth review may be done by that organization.

RESPONSE to Question: What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?
(responses listed in order of number of responses)

Customer service skills ; Math; Computer; Communication; Quality skills; Attendance; CNC programming; Welding; Attention to Detail; Machining

Software/Technology Skills

73 percent of the companies responded to this question, and there were on average 2 needs from each respondent. The table below represents 76 percent of the skills identified. Microsoft products were clearly identified.

RESPONSE to Question: What are the two most software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)?

MICROSOFT OFFICE: Excel ; Outlook; Word; Microsoft in general
Autocad; Basic Computer skills; CNC programming

Difficult to Fill Positions

Sixty –five percent of the companies identified positions that were difficult to fill with Indiana workers, but another seven percent took the time to respond that they had no particular problems.

RESPONSE to Question: What jobs/positions are most difficult to fill with workers from Indiana?

PRODUCTION RELATED: Maintenance ; Welder ; CNC; Tool & Die and machine ;Labor; Engineer
Management-could be Upper Level or line/production; Sales; Health (various professions)

Skills, Degrees, Certifications

51percent of the companies identified preferred skills, certifications, or degrees, or took the time to indicate that their particular business had no specific requirements. Some commented that these positions were hard to fill; others simply identified their needs regardless of any difficulty in filling their positions.(e.g. schools would obviously need individuals with Indiana Teacher Certifications).

RESPONSE to Question: What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?**Listed in order by most number of responses:**

High school; Specific Degrees; None; Associates Degrees; Bachelor Degrees (not specified); Special Certifications; No Degree, but certain experience or background

Hiring in 2010

81 percent of the companies responded to this final question. As can be expected, there were many companies who did not anticipate any hiring, some who would be calling back laid-off employees, some with replacement hiring, and then other who would be expanding with new hires. Overall, a little more than half of the respondents planned some type of new or replacement hiring.

RESPONSE to Question: Do you anticipate hiring in 2010? IF yes, how many new positions? Do you anticipate many “replacement” positions?**Percent of Companies which responded to this question which plan the identified activity:**

Do not anticipate any hiring	36.4%
Plan to call-back laid off workers	3.6%
Plan to hire replacement workers	25.5%
Plan to hire new personnel (or have already hired since January 2010)	30.9%
Plan to hire seasonal or temporary	1.4%
Uncommitted, but hopeful (*)	3.6%

(note some companies planned more than one adjustment, e.g. hiring replacement employees and new employees so totals will exceed 100 percent)

*Of course, most of these responses could be considered “uncommitted”. They are simply the future plans for this year.

OCCUPATIONAL SALARY AND WAGES

2008 Western Counties

Total all occupations 14

Management Occupations..... 14

Business and Financial Operations Occupations 14

Computer and Mathematical Occupations..... 14

Architecture and Engineering Occupations 14

Life, Physical, and Social Science Occupations 15

Community and Social Services Occupations 15

Legal Occupations 15

Education, Training, and Library Occupations 15

Arts, Design, Entertainment, Sports, and Media Occupations 15

Healthcare Practitioners and Technical Occupations 15

Healthcare Support Occupations 16

Protective Service Occupations 16

Food Preparation and Serving-Related Occupations..... 16

Building and Grounds Cleaning and Maintenance Occupations 16

Personal Care and Service Occupations..... 17

Sales and Related Occupations 17

Office and Administrative Support Occupations 17

Construction and Extraction Occupations 18

Installation, Maintenance, and Repair Occupations..... 18

Production Occupations..... 19

Transportation and Material Moving Occupations 19

Source: Indiana Department of Workforce Development, Research & Analysis, Occupational Employment Statistics (OES) Program

Note: Those occupations with an estimated employment of NA or less than 50 were excluded.

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Total all occupations	51,330	\$34,327	\$17,612	\$42,684

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Management Occupations	1,680	\$78,615	\$45,955	\$94,945
Top Executives	460	\$100,814	\$52,862	\$124,790
Chief Executives	70	\$133,664	\$73,590	\$163,701
General and Operations Managers	340	\$96,715	\$52,671	\$118,736
Legislators	50	\$81,297	\$52,688	\$95,601
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	110	\$84,570	\$49,420	\$102,145
Sales Managers	60	\$86,785	\$51,801	\$104,277
Operations Specialties Managers	420	\$71,274	\$47,835	\$82,993
Financial Managers	90	\$78,908	\$53,271	\$91,727
Industrial Production Managers	160	\$73,243	\$47,481	\$86,124
Other Management Occupations	690	\$67,233	\$40,925	\$80,388
Education Administrators, Elementary and Secondary School	90	\$71,446	\$60,428	\$76,956
Education Administrators, Postsecondary	90	\$85,834	\$46,055	\$105,724
Food Service Managers	60	\$50,646	\$34,454	\$58,741
Medical and Health Services Managers	110	\$77,861	\$48,575	\$92,505
Managers, All Other	80	\$55,938	\$39,579	\$64,117

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Business and Financial Operations Occupations	1,050	\$49,561	\$27,866	\$60,408
Business Operations Specialists	580	\$48,410	\$29,802	\$57,714
Purchasing Agents, Except Wholesale, Retail, and Farm Products	110	\$52,066	\$33,815	\$61,191
Cost Estimators	50	\$46,959	\$32,324	\$54,276
Employment, Recruitment, and Placement Specialists	60	\$39,092	\$28,311	\$44,483
Compensation, Benefits, and Job Analysis Specialists	70	\$47,630	\$32,362	\$55,264
Training and Development Specialists	50	\$41,943	\$28,190	\$48,820
Business Operations Specialists, All Other	120	\$48,846	\$28,817	\$58,860
Financial Specialists	470	\$50,971	\$26,586	\$63,163
Accountants and Auditors	200	\$56,595	\$31,543	\$69,122
Appraisers and Assessors of Real Estate	60	\$27,511	\$21,633	\$30,449
Loan Officers	70	\$51,118	\$28,623	\$62,366

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Computer and Mathematical Occupations	280	\$47,570	\$26,450	\$58,131
Computer Specialists	270	\$47,443	\$26,375	\$57,976
Computer Support Specialists	120	\$34,553	\$19,529	\$42,065
Network and Computer Systems Administrators	50	\$53,058	\$38,418	\$60,378

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Architecture and Engineering Occupations	620	\$60,391	\$40,101	\$70,535
Engineers	450	\$66,284	\$45,845	\$76,504
Industrial Engineers	190	\$67,644	\$50,871	\$76,030
Mechanical Engineers	100	\$62,657	\$45,887	\$71,042
Drafters, Engineering, and Mapping Technicians	150	\$44,381	\$32,481	\$50,332
Engineering Technicians, Except Drafters	90	\$46,632	\$35,381	\$52,257
Industrial Engineering Technicians	50	\$45,755	\$37,772	\$49,746

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Life, Physical, and Social Science Occupations	120	\$52,442	\$30,328	\$63,498
Social Scientists and Related Workers	60	\$56,008	\$31,853	\$68,085

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Community and Social Services Occupations	470	\$40,160	\$26,688	\$46,896
Counselors, Social Workers, & Other Community and Social Service Specialists	460	\$40,157	\$26,842	\$46,814
Educational, Vocational, and School Counselors	80	\$50,739	\$35,528	\$58,344
Social Workers	200	\$39,151	\$28,225	\$44,614
Child, Family, and School Social Workers	70	\$34,110	\$28,453	\$36,938
Social Workers, All Other	50	\$45,254	\$26,656	\$54,554
Social and Human Service Assistants	60	\$27,134	\$17,932	\$31,735

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Legal Occupations	130	\$50,624	\$31,285	\$60,294
Lawyers, Judges, and Related Workers	90	\$59,342	\$38,714	\$69,657
Lawyers	70	\$53,450	\$38,541	\$60,904

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Education, Training, and Library Occupations	3,230	\$46,617	\$20,880	\$59,486
Postsecondary Teachers	950	\$67,557	\$38,591	\$82,040
Business Teachers, Postsecondary	240	\$75,322	\$38,585	\$93,691
Philosophy and Religion Teachers, Postsecondary	90	\$64,051	\$40,216	\$75,969
Primary, Secondary, and Special Education School Teachers	1,400	\$46,930	\$29,341	\$55,724
Elementary School Teachers, Except Special Education	530	\$48,502	\$31,505	\$57,001
Secondary School Teachers, Except Special and Vocational Education	480	\$46,393	\$29,310	\$54,934
Other Teachers and Instructors	300	\$23,602	\$17,602	\$26,603
Teachers and Instructors, All Other	250	\$21,695	\$17,531	\$23,777
Librarians, Curators, and Archivists	110	\$35,266	\$22,039	\$41,879
Librarians	70	\$42,070	\$30,121	\$48,044
Other Education, Training, and Library Occupations	450	\$20,122	\$16,680	\$21,843
Teacher Assistants	410	\$19,070	\$16,786	\$20,212

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Arts, Design, Entertainment, Sports, and Media Occupations	440	\$31,758	\$17,147	\$39,064
Art and Design Workers	130	\$33,946	\$18,393	\$41,722
Floral Designers	50	\$21,066	\$17,961	\$22,618
Entertainers and Performers, Sports and Related Workers	170	\$25,646	\$15,629	\$30,654
Coaches and Scouts	80	\$25,418	\$14,157	\$31,049
Media and Communication Workers	120	\$38,798	\$20,598	\$47,898

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Healthcare Practitioners and Technical Occupations	2,820	\$53,463	\$26,555	\$66,917
Health Diagnosing and Treating Practitioners	1,370	\$74,690	\$40,310	\$91,880
Pharmacists	120	\$96,133	\$74,231	\$107,084
Physicians and Surgeons	150	\$196,136	\$133,924	\$227,242
Registered Nurses	860	\$52,374	\$39,546	\$58,787
Physical Therapists	50	\$79,053	\$66,709	\$85,225

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Health Technologists and Technicians	1,400	\$33,333	\$21,676	\$39,162
Radiologic Technologists and Technicians	70	\$48,918	\$39,460	\$53,647
Pharmacy Technicians	210	\$23,616	\$18,567	\$26,141
Licensed Practical and Licensed Vocational Nurses	500	\$37,188	\$32,955	\$39,305
Medical Records and Health Information Technicians	70	\$28,344	\$21,490	\$31,771
Other Healthcare Practitioners and Technical Occupations	50	\$35,731	\$23,051	\$42,071

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Healthcare Support Occupations	1,780	\$23,617	\$18,359	\$26,245
Nursing, Psychiatric, and Home Health Aides	1,350	\$22,294	\$18,114	\$24,384
Home Health Aides	260	\$19,892	\$17,170	\$21,254
Nursing Aides, Orderlies, and Attendants	1,080	\$22,866	\$18,619	\$24,990
Other Healthcare Support Occupations	370	\$26,865	\$20,796	\$29,900
Dental Assistants	110	\$30,994	\$26,787	\$33,097
Medical Assistants	150	\$24,748	\$20,519	\$26,863

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Protective Service Occupations	950	\$32,398	\$22,854	\$37,170
Fire Fighting and Prevention Workers	140	\$36,368	\$33,710	\$37,697
Law Enforcement Workers	490	\$34,926	\$28,708	\$38,035
Police and Sheriff's Patrol Officers	350	\$35,666	\$29,231	\$38,884
Other Protective Service Workers	280	\$24,245	\$15,177	\$28,779
Security Guards	190	\$24,790	\$17,610	\$28,380
Protective Service Workers, All Other	50	\$28,834	\$18,159	\$34,172

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Food Preparation and Serving-Related Occupations	5,380	\$18,481	\$14,122	\$20,660
Supervisors, Food Preparation and Serving Workers	440	\$27,222	\$19,476	\$31,095
First-Line Supervisors/Managers of Food Preparation & Serving Workers	420	\$26,947	\$19,510	\$30,665
Cooks and Food Preparation Workers	1,540	\$18,943	\$14,311	\$21,259
Cooks, Fast Food	370	\$17,120	\$14,378	\$18,490
Cooks, Institution and Cafeteria	310	\$21,459	\$17,390	\$23,493
Cooks, Restaurant	160	\$20,122	\$15,098	\$22,634
Food Preparation Workers	620	\$18,744	\$14,184	\$21,024
Food and Beverage Serving Workers	2,990	\$17,241	\$14,113	\$18,804
Bartenders	360	\$17,453	\$14,137	\$19,112
Combined Food Preparation and Serving Workers, Including Fast Food	1,400	\$15,951	\$14,116	\$16,868
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	400	\$17,772	\$14,041	\$19,637
Waiters and Waitresses	780	\$19,190	\$14,193	\$21,689
Other Food Preparation and Serving Related Workers	410	\$16,415	\$14,081	\$17,582
Dishwashers	170	\$16,599	\$14,347	\$17,725
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	120	\$15,454	\$13,896	\$16,234

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Building and Grounds Cleaning and Maintenance Occupations	1,560	\$23,668	\$16,084	\$27,461
Supervisors, Building and Grounds Cleaning and Maintenance Workers	90	\$34,895	\$22,372	\$41,156
First-Line Supervisors/Managers of Housekeeping & Janitorial Workers	60	\$34,942	\$24,756	\$40,036
Building Cleaning and Pest Control Workers	1,090	\$23,241	\$16,434	\$26,644

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	750	\$24,875	\$17,087	\$28,769
Maids and Housekeeping Cleaners	340	\$19,605	\$14,876	\$21,969
Grounds Maintenance Workers	380	\$22,292	\$14,690	\$26,093
Landscaping and Groundskeeping Workers	350	\$21,309	\$14,428	\$24,750

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Personal Care and Service Occupations	730	\$20,599	\$15,206	\$23,296
Personal Appearance Workers	70	\$20,952	\$14,165	\$24,345
Hairdressers, Hairstylists, and Cosmetologists	70	\$20,898	\$14,165	\$24,265
Other Personal Care and Service Workers	480	\$20,323	\$16,200	\$22,384
Recreation Workers	90	\$24,266	\$17,865	\$27,466

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Sales and Related Occupations	4,410	\$30,370	\$14,781	\$38,165
Supervisors, Sales Workers	550	\$43,276	\$24,333	\$52,748
First-Line Supervisors/Managers of Retail Sales Workers	460	\$36,082	\$23,444	\$42,401
First-Line Supervisors/Managers of Non-Retail Sales Workers	90	\$81,862	\$39,647	\$102,969
Retail Sales Workers	2,810	\$20,189	\$14,112	\$23,227
Cashiers	1,000	\$17,156	\$14,148	\$18,660
Counter and Rental Clerks	190	\$20,699	\$14,094	\$24,002
Parts Salespersons	210	\$21,133	\$14,309	\$24,545
Retail Salespersons	1,410	\$22,123	\$14,417	\$25,976
Sales Representatives, Services	360	\$39,883	\$24,862	\$47,394
Insurance Sales Agents	140	\$46,546	\$22,828	\$58,406
Sales Representatives, Services, All Other	160	\$33,726	\$26,849	\$37,165
Sales Representatives, Wholesale and Manufacturing	430	\$63,263	\$32,078	\$78,856
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	400	\$62,666	\$32,598	\$77,700
Other Sales and Related Workers	270	\$45,477	\$15,708	\$60,362

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Office and Administrative Support Occupations	7,730	\$28,733	\$19,121	\$33,539
Supervisors, Office and Administrative Support Workers	380	\$40,572	\$26,826	\$47,446
First-Line Supervisors/Managers of Office & Administrative Support Workers	380	\$40,572	\$26,826	\$47,446
Communications Equipment Operators	50	\$23,267	\$17,394	\$26,204
Switchboard Operators, Including Answering Service	50	\$23,267	\$17,394	\$26,204
Financial Clerks	1,450	\$28,071	\$20,740	\$31,737
Bill and Account Collectors	90	\$26,565	\$19,220	\$30,237
Billing and Posting Clerks and Machine Operators	130	\$30,323	\$22,352	\$34,309
Bookkeeping, Accounting, and Auditing Clerks	850	\$29,432	\$21,431	\$33,432
Payroll and Timekeeping Clerks	100	\$30,270	\$23,399	\$33,705
Tellers	270	\$22,003	\$18,755	\$23,628
Information and Record Clerks	1,420	\$26,210	\$18,450	\$30,090
Customer Service Representatives	470	\$28,195	\$19,992	\$32,296
Interviewers, Except Eligibility and Loan	60	\$24,822	\$19,466	\$27,501
Library Assistants, Clerical	80	\$20,008	\$17,078	\$21,474
Loan Interviewers and Clerks	60	\$29,105	\$21,691	\$32,811
Order Clerks	90	\$28,660	\$21,289	\$32,346
Human Resources Assistants, Except Payroll and Timekeeping	50	\$33,033	\$26,112	\$36,494

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Receptionists and Information Clerks	330	\$22,867	\$18,453	\$25,074
Material Recording, Scheduling, Dispatching, and Distributing Workers	1,970	\$31,999	\$19,958	\$38,019
Police, Fire, and Ambulance Dispatchers	80	\$28,641	\$23,053	\$31,435
Dispatchers, Except Police, Fire, and Ambulance	100	\$36,894	\$23,033	\$43,825
Postal Service Mail Carriers	180	\$47,537	\$36,581	\$53,015
Production, Planning, and Expediting Clerks	140	\$39,058	\$26,946	\$45,115
Shipping, Receiving, and Traffic Clerks	270	\$29,722	\$22,081	\$33,542
Stock Clerks and Order Fillers	1,020	\$27,408	\$17,944	\$32,140
Secretaries and Administrative Assistants	1,310	\$29,422	\$21,213	\$33,526
Executive Secretaries and Administrative Assistants	520	\$34,671	\$24,782	\$39,616
Legal Secretaries	60	\$29,624	\$23,876	\$32,497
Medical Secretaries	110	\$27,168	\$21,634	\$29,936
Secretaries, Except Legal, Medical, and Executive	620	\$25,345	\$19,588	\$28,224
Other Office and Administrative Support Workers	1,150	\$22,655	\$15,000	\$26,482
Data Entry Keyers	70	\$20,748	\$18,017	\$22,113
Mail Clerks and Mail Machine Operators, Except Postal Service	50	\$28,011	\$25,254	\$29,389
Office Clerks, General	850	\$21,792	\$14,188	\$25,594

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Construction and Extraction Occupations	1,620	\$35,654	\$23,187	\$41,888
Supervisors, Construction and Extraction Workers	90	\$49,061	\$30,080	\$58,552
First-Line Supervisors/Managers of Construction Trades & Extraction Workers	90	\$49,061	\$30,080	\$58,552
Construction Trades Workers	1,220	\$36,247	\$24,049	\$42,345
Carpenters	290	\$31,114	\$26,165	\$33,589
Construction Laborers	190	\$24,855	\$19,064	\$27,751
Operating Engineers and Other Construction Equipment Operators	180	\$35,724	\$28,882	\$39,145
Electricians	190	NA	NA	NA
Painters, Construction and Maintenance	70	NA	NA	NA
Sheet Metal Workers	70	\$26,085	\$21,349	\$28,453
Other Construction and Related Workers	260	\$30,675	\$21,049	\$35,489
Highway Maintenance Workers	160	\$29,287	\$24,000	\$31,930

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Installation, Maintenance, and Repair Occupations	2,500	\$38,503	\$24,336	\$45,586
Supervisors of Installation, Maintenance, and Repair Workers	200	\$54,700	\$39,442	\$62,330
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	200	\$54,700	\$39,442	\$62,330
Electrical and Electronic Equipment Mechanics, Installers, and Repairers	70	\$46,815	\$31,291	\$54,577
Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	600	\$31,615	\$19,785	\$37,530
Automotive Service Technicians and Mechanics	230	\$34,048	\$20,004	\$41,069
Bus and Truck Mechanics and Diesel Engine Specialists	170	\$33,275	\$25,003	\$37,411
Other Installation, Maintenance, and Repair Occupations	1,630	\$38,635	\$25,285	\$45,310
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	200	\$36,113	\$28,007	\$40,166
Industrial Machinery Mechanics	160	\$49,944	\$32,627	\$58,602
Maintenance and Repair Workers, General	710	\$35,588	\$23,628	\$41,568
Millwrights	80	NA	NA	NA
Telecommunications Line Installers and Repairers	110	\$40,049	\$22,395	\$48,876
Installation, Maintenance, and Repair Workers, All Other	50	\$34,294	\$20,209	\$41,336

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Production Occupations	8,060	\$32,496	\$19,812	\$38,838
Supervisors, Production Workers	630	\$46,638	\$27,661	\$56,126
First-Line Supervisors/Managers of Production and Operating Workers	630	\$46,638	\$27,661	\$56,126
Assemblers and Fabricators	1,930	\$24,938	\$17,037	\$28,889
Coil Winders, Tapers, and Finishers	100	\$28,111	\$19,189	\$32,572
Engine and Other Machine Assemblers	60	\$51,628	\$38,882	\$58,002
Team Assemblers	810	\$26,745	\$18,776	\$30,730
Assemblers and Fabricators, All Other	100	\$21,166	\$14,330	\$24,584
Food Processing Workers	200	\$32,864	\$22,587	\$38,003
Metal Workers and Plastic Workers	2,640	\$38,108	\$24,656	\$44,834
Extruding and Drawing Machine Setters, Operators, & Tenders, Metal and Plastic	290	NA	NA	NA
Cutting, Punching, and Press Machine Setters, Operators, & Tenders, Metal and Plastic	240	\$32,907	\$21,877	\$38,423
Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal and Plastic	100	\$29,630	\$21,667	\$33,611
Machinists	470	\$40,198	\$34,458	\$43,068
Metal-Refining Furnace Operators and Tenders	90	\$35,349	\$28,653	\$38,697
Foundry Mold and Coremakers	90	\$30,802	\$23,438	\$34,484
Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	50	\$30,197	\$17,981	\$36,305
Multiple Machine Tool Setters, Operators, & Tenders, Metal & Plastic	300	\$37,542	\$24,481	\$44,072
Welders, Cutters, Solderers, and Brazers	340	\$28,154	\$22,222	\$31,120
Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic	90	\$35,446	\$29,549	\$38,395
Printing Workers	440	\$25,114	\$17,479	\$28,932
Printing Machine Operators	150	\$30,716	\$23,253	\$34,448
Textile, Apparel, and Furnishings Workers	160	\$25,437	\$18,773	\$28,769
Laundry and Dry-Cleaning Workers	60	\$22,117	\$16,253	\$25,049
Woodworkers	60	\$28,307	\$18,703	\$33,109
Plant and System Operators	160	\$39,264	\$28,766	\$44,513
Water and Liquid Waste Treatment Plant and System Operators	60	\$34,063	\$28,119	\$37,035
Other Production Occupations	1,850	\$29,409	\$19,685	\$34,270
Grinding and Polishing Workers, Hand	130	\$27,221	\$22,469	\$29,597
Mixing and Blending Machine Setters, Operators, and Tenders	180	\$29,689	\$23,442	\$32,813
Inspectors, Testers, Sorters, Samplers, and Weighers	330	\$29,936	\$22,389	\$33,710
Packaging and Filling Machine Operators and Tenders	120	\$29,672	\$18,919	\$35,049
Paper Goods Machine Setters, Operators, and Tenders	110	\$31,055	\$23,103	\$35,032
Helpers--Production Workers	340	\$23,569	\$17,635	\$26,537

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Transportation and Material Moving Occupations	5,770	\$31,816	\$17,904	\$38,773
Supervisors, Transportation and Material Moving Workers	280	\$46,053	\$33,162	\$52,498
Motor Vehicle Operators	2,630	\$35,157	\$17,953	\$43,759
Bus Drivers, School	220	\$25,976	\$15,654	\$31,136
Driver/Sales Workers	250	\$19,141	\$14,351	\$21,536
Truck Drivers, Heavy and Tractor-Trailer	1,660	\$42,128	\$28,924	\$48,729
Truck Drivers, Light or Delivery Services	340	\$26,269	\$16,611	\$31,098
Material Moving Workers	2,800	\$27,598	\$17,690	\$32,552
Industrial Truck and Tractor Operators	270	\$29,501	\$23,835	\$32,335
Cleaners of Vehicles and Equipment	120	\$24,184	\$14,528	\$29,013
Laborers and Freight, Stock, and Material Movers, Hand	1,150	\$25,788	\$16,505	\$30,429
Machine Feeders and Offbearers	510	\$33,929	\$28,590	\$36,598
Packers and Packagers, Hand	450	\$22,401	\$14,314	\$26,445

APPENDICES

APPENDIX A. Commuting Patterns of the Region

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
Western NEI Counties	Western Counties (intra-commute)	2,665
	other NEI counties	2,454
	other Indiana counties:	5,393
	out-of-state:	536
	Total Commuting into western counties	11,048

<i>Traveling From:</i>	<i>Working In:</i>	<i>Number of Commuters:</i>
Western NEI Counties	Western Counties (intra-commute)	2,665
	other NEI counties	2,454
	other Indiana counties:	5,393
	out-of-state:	536
	Total Commuting into western counties	11,048

Note: Sources for this data (IBRC, who analyze State Dept of Revenue data) report that unexplained numbers of out-of-state commuters are observed for 2008 data. CRI note-these are not an increase in contiguous state commuting. IBRC will continue to investigate this as a possible error in the data.

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
GRANT COUNTY	Grant	-
	Huntington	397
	Wabash	582
	Total Western commuting	979
	other NEI counties:	382
	other Indiana counties:	3,672
	out-of-state:	343
	Total	5,376

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
GRANT COUNTY	Grant	-
	Huntington	474
	Wabash	368
	Total Western commuting	842
	other NEI counties:	550
	other Indiana counties:	3,359
	out-of-state:	1,041
	Total	5,792

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
HUNTINGTON CO	Grant	474
	Huntington	-
	Wabash	498
	Total Western commuting:	972
	other NEI counties:	1,737
	other Indiana counties:	348
	out-of-state:	91
	Total	3,148

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
HUNTINGTON	Grant	397
	Huntington	-
	Wabash	346
	Total Western commuting:	743
	other NEI counties:	4,819
	other Indiana counties:	534
	out-of-state:	476
	Total	6,572

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
WABASH CO	Grant	368
	Huntington	346
	Wabash	-
	Total Western commuting:	714
	other NEI counties:	335
	other Indiana counties:	1,373
	out-of-state:	102
	Total	2,524

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
WABASH CO	Grant	582
	Huntington	498
	Wabash	-
	Total Western commuting:	1,080
	other NEI counties:	618
	other Indiana counties:	2,084
	out-of-state:	366
	Total	4,148

APPENDIX B. Survey Instrument

Below is a copy of the paper version of the survey. Companies were given the option of taking the survey electronically, which was available at the Community Research Institute's website, or contacting the Community Research Institute to request a paper version. Both the electronic and paper versions of the survey had the same questions. However, the electronic survey included skip logic so that if a company replied in a certain way to one or more questions they could skip related questions if it did not pertain to their benefit package.

2010 NORTHEAST INDIANA FRINGE BENEFIT SURVEY

Please feel confident that the benefit data and responses to open-ended questions will remain confidential. Although you are asked for the number of employees by company name in order to complete the major employers list for each county and the region, all individual benefit data will never be disclosed.

- In order to provide information to companies such as yours, the major users of this report, we are collecting information for two types of employees-exempt or salaried, and by non-exempt or hourly paid. If your company provides different benefits for these classifications, please use the left hand side for salaried and the right hand side for hourly. Opportunities exist within each of the survey categories to indicate that responses are the same for each classification.
- The final report will provide separate reports based on type of employee, by type of business, and by geography, if sufficient responses are received.
- Final Report(s) will be available at the CRI web site, or by contacting your county's economic development office.

A. DEMOGRAPHICS

Company Name: _____

Current Number Employed at this location: _____ (do not include any laid off employees)

Current Number of Full Time: _____ Current Number of Part-Time: _____

Temporary or Seasonal Employment Expected in 2010 (approx): _____ people for _____ months.

Business Description (or Primary NAICS Code if known) : _____

Which person or department should these surveys be directed to in the future:

E-mail of appropriate person or department: _____

B. LEAVES

1. **PAID TIME OFF (PTO)** - a "resource" of hours or days that an employee can draw from to take time off.

CHECK HERE IF PTO IS OFFERED. If vacation and sick leave are offered separately, please proceed to Question B2.

If yes, how many PTO days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> check here if benefits are the same for both classifications and then skip the non-exempt		
1 year of service		
5 years of service:		
10 years of service:		
20 years of service:		
FOR PTO plans only: Please indicate if the following leaves are included as part of your PTO plan		
Are holidays included in your PTO?	Yes or No	Yes or No
Is funeral leave included in your PTO?	Yes or No	Yes or No
Is jury duty included in your PTO?	Yes or No	Yes or No
Is time-off as witness included in your PTO?	Yes or No	Yes or No

This survey is printed on both sides of the paper.

If you offered PTO, please skip vacation and sick leave sections below, and proceed to Question B4.

2. PAID VACATION Please check if the benefit is offered

If yes, how many paid vacation days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classification and then skip the non-exempt</i>		
1 year of service:		
5 years of service:		
10 years of service		
20 years of service		

3. PAID SICK LEAVE Please check if the benefit is offered

If yes, how many sick leave days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
1 year of service:		
5 years of service:		
10 years of service		
20 years of service		

4. OTHER PAID LEAVE Please check each benefit if offered

	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
PAID HOLIDAYS-if yes, how many days per year (please exclude this question if part of PTO above) :		
PAID FUNERAL LEAVE?(please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID JURY DUTY?(please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID TIME OFF AS WITNESS (please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID PERSONAL DAYS(please exclude this question if part of PTO above) If yes, how many paid personal days per year?	Yes or No _____	Yes or No _____

Do you offer any of these paid days off to part-time employees? **Yes or No or Not Known** If offered, please circle which types: vacation, sick leave, holidays, funeral/bereavement, jury duty, witness, personal days.



C.HEALTH/MEDICAL and other INSURANCE Please indicate if these types of insurance are available, and whether the Company pays or Employee pays for the plan/premiums, or if the cost is Shared.

This is abbreviated as C—E—S.

Type of Insurance	Salaried/exempt		Hourly/nonexempt	
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>				
HEALTH/MEDICAL Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	

<p>Health/Medical, continued: If Yes, does medical insurance cover pre-existing conditions Yes or No or Not Known If Yes, do you offer options, such as a choice among type of provider, such as Preferred Provider Organization(PPO), Health Maintenance Organization(HMO) Yes or No or Not Known Does your company offer Health Savings Accounts (HSA) Yes or No</p>				
	Salaried/exempt		Hourly/nonexempt	
DENTAL Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
VISION-Eyewear	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
LIFE Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
DISABILITY-Short term	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
DISABILITY-Long term	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
Accidental Death & Dismemberment	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
Does your company offer either a separate Prescription Plan or a Prescription plan as part of an insurance plan? Yes or No or Not Known				
If yes, who is covered by the prescription plan and who pays for the plan? (circle)				
Employee		C—E—S		
Dependent		C—E—S or Not Offered or available to dependents		

Do you offer any of these insurance plans to part-time employees? Yes or No Who Pays? C—E--S
 IF YES, WHICH TYPES? _____

Do you offer any of these insurance plans to retired employees? Yes or No Who Pays? C—E(retiree)--S
 IF YES, WHICH TYPES? _____



D. RETIREMENT BENEFITS:

Please Circle:

	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
Does your company offer a defined benefit pension plan, also known as "traditional pension plan"?	Yes or No	Yes or No
Does your company offer a defined contribution plan, such as 401(k) or 403(b) plan, profit-sharing plan*, employee stock ownership plan* *these plans could include a 401(k)	Yes or No	Yes or No
If yes— Does the company contribute to each employee's defined contribution account, regardless of employee contribution?	Yes or No	Yes or No
Does the company match any part of the employee's contribution?	Yes or No	Yes or No
•Does your company offer a Payroll Deduction IRA as a retirement plan? (only employees make contributions)	Yes or No	Yes or No
•Does your company offer a SEP (Simplified Employee Pension) IRA as a retirement plan? (employer makes contributions to each employee's IRA)	Yes or No	Yes or No
•Does your company offer another retirement plan, such as a SARSEP, Designated Roth Account, Money Purchase Plan?	Yes or No	Yes or No
Do you offer any retirement plans to part-time employees? Yes or No or Not Known		

E. OTHER BENEFITS:

check here if benefits are the same for both classifications and then skip the non-exempt/hourly
Does your company offer:

Please Circle:	Salaried/Exempt	Hourly/Non-Ex.
•Bonus:	Yes or No	Yes or No
If yes, please answer the following questions:		
Are bonuses based on company profitability?	Yes or No	Yes or No
Are they based on Individual Performance?	Yes or No	Yes or No
Is the bonus an Annual Holiday Bonus or similar?	Yes or No	Yes or No
•Career Development	Yes or No	Yes or No
In-house	Yes or No	Yes or No
Off-site	Yes or No	Yes or No
•Childcare	Yes or No	Yes or No
•Employee Assistance Programs	Yes or No	Yes or No
•Employee Stock Ownership Plan	Yes or No	Yes or No
•Flexible Spending Accounts	Yes or No	Yes or No
•Flexible Work Schedule	Yes or No	Yes or No
• Premium Pay for Overtime (above mandated overtime pay)	Yes or No	Yes or No
• Premium Paid Shift Differential	Yes or No	Yes or No

	Salaried/Exempt	Hourly/Non-Ex.
•Pre-Paid Legal	Yes or No	Yes or No
•Tuition Program	Yes or No	Yes or No
•Wellness Incentives or Programs	Yes or No	Yes or No
•Other-Please indicate:	_____	_____



F. BENEFIT COST

What is your estimate of the average dollar value per employee of your company’s benefit package (insurance, paid leaves, retirement, and other)? If not known or easily estimated, please leave blank.

- Under \$1,000
 \$1,000-\$2,999
 \$3,000-\$4,999
 \$5,000-\$6,999
 \$7,000-\$8,999
 over \$9,000

What is your estimate of benefit value as a percent of wages? If not known or easily estimated, please leave blank.

What percent of total payroll is applied toward providing health/medical insurance? If not known or easily estimated, please leave blank. _____



G. GENERAL

Which of the following are factors when determining raises or wage adjustments at your company (at this northeast IN location)? With the understanding that most companies have not given raises recently, please indicate the factors that would be used by your company in normal economic conditions.

- No set pattern
 Cost of living
 Annual Adjustments
 Contract stipulation
 Performance
 Other
 Graduated wages - based on time in job or in meeting certain qualifications

Is any part of the company (at this location) covered by a labor agreement? Yes or No

If yes, which union(s)? _____

Has the company (at this location) had any union activity in the last year? Yes or No

Does your company (at this location) shut down any time during the year? Yes or No If yes, was it paid? Yes or No



H. OPEN ENDED QUESTIONS AND YOUR OPPORTUNITY FOR SUGGESTIONS

WorkOne Northeast is committed to funding training activities that produce workers with the specific skills, certifications, and/or degrees required by employers in the region. Please take a few minutes to answer the following questions which will assist WorkOne Northeast in identifying and developing training programs and strategies that will meet the needs of employers in northeast Indiana.

1. What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?

2. What are the two most critical software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)

3. What jobs/positions are most difficult to fill with workers from northeast Indiana?

4. What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?

5. Do you anticipate doing any hiring in 2010? If yes, about how many new positions do you anticipate hiring? About how many replacement positions would you anticipate hiring?

APPENDIX C. Map of EGR3

