

**THE
INDIANAPOLIS, INDIANA AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

August, 2007

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The Indianapolis, Indiana Area Wage and Fringe Benefits Survey was sponsored by The Indy Partnership. It was conducted by The Pathfinders, an economic development and corporate site-selection consultant firm. Information was gathered via a printed survey form and by telephone.

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

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

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

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

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

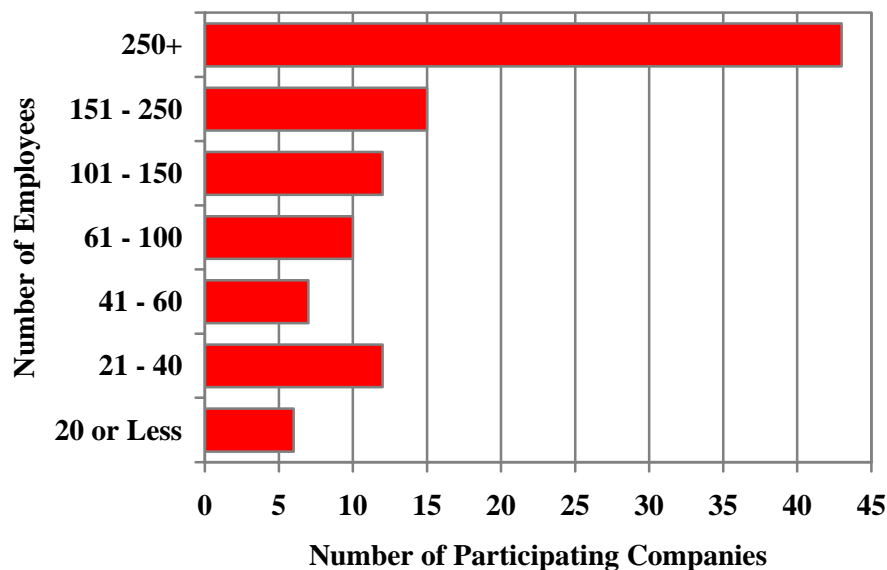
Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750); fax (214-393-3444); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

One hundred and five (105) companies, with a combined total employment of over 60,000 workers, participated in the 2007 Indianapolis, Indiana Area Wage and Fringe Benefits Survey. Of the reporting companies, nine are unionized, with an average of 46% of their workers being members of the unions. The reported total annual payroll for the participating companies was over \$1.2 billion, although it should be noted that not all companies responded to the annual payroll question.

Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. As shown in the chart below, in the Indianapolis area survey, forty-three companies reported employment of 250 or more.

Participating Companies by Total Employment

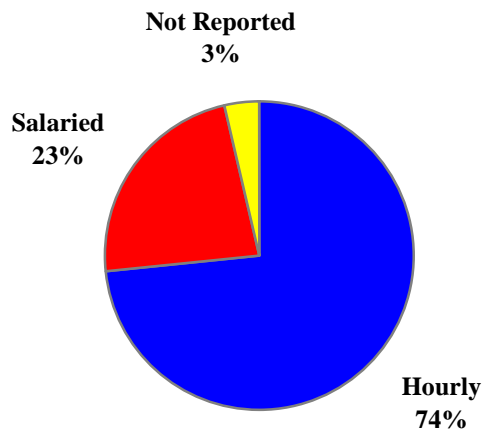


Forty-four of the participating firms during the past twelve months increased employment for a total of over 2,000 jobs, with two companies reporting a decrease during the past twelve months, resulting in a net of +1,874 jobs. Forty-nine employers project increasing employment during the next twelve months for a total of more than 1,800 jobs; two companies project decreasing

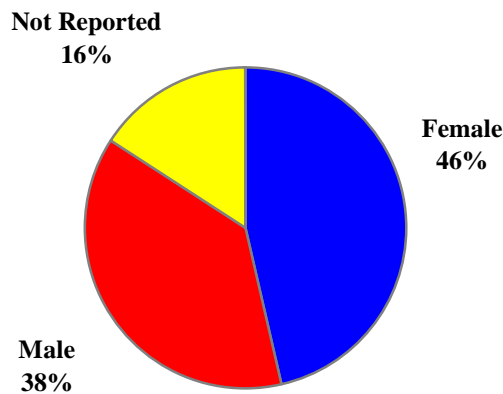
employment by a total of approximately 130 jobs, resulting in a net of +1,769 new jobs projected during the next twelve months. Sixteen companies project an increase during the next twelve months, but are unsure of the number of workers to be hired; two companies project a decrease during the next twelve months, but are unsure of the number of workers to be affected.

The total reported employment of 60,483 was comprised of 74% hourly workers and 23% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

Hourly / Salaried Employees



Female / Male Employees



Companies responding to the survey were asked to report the number of shifts worked. This information is shown below.



Forty-five companies reported shift premiums. The average reported dollar premium for second shift was \$.99 and for third shift was \$1.09. The average reported percentage premium was 14% for second shift and 17% for third shift. Other shift premium information reported included:

- Higher shift premiums for weekends and holidays
- Amount of shift premium depends on union contract
- Amount of shift premium depends on location
- Amount of shift premium varies by position
- \$.50 premium the first 90 days of employment, then premium goes to \$.75

Overtime pay was reported as 1½ times by ninety-two of the participating employers. Other overtime pay reported is listed below.

- Regular pay
- Double pay
- Double if 7th day is worked
- 2½ times

WAGE SECTION

SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification. It should be noted that in some instances not all the requested information was reported; therefore, notations of “n/r” may appear in the wage tables.

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

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

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

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Accountant	\$12.00	\$21.15	\$17.76	\$13.61	\$49.52	\$24.00	\$21.50	38	17
Accounting Clerk	\$9.92	\$16.00	\$12.78	\$10.48	\$21.69	\$16.67	\$16.92	73	18
Accounting Manager	\$21.64	\$21.64	\$21.64	\$27.90	\$29.74	\$28.82	\$28.82	2	2
Accounting Specialist	n/r	n/r	n/r	\$12.98	\$12.98	\$12.98	\$12.98	3	1
Accounts Payable Clerk	\$10.00	\$18.00	\$12.41	\$10.48	\$23.55	\$15.56	\$15.43	54	30
Accounts Receivable Clerk	\$9.00	\$19.00	\$12.13	\$10.48	\$22.75	\$15.30	\$15.21	60	19
Administrative Assistant	\$9.25	\$24.00	\$13.30	\$12.46	\$28.59	\$16.80	\$16.57	286	33
Appraiser	\$20.92	\$20.92	\$20.92	\$25.35	\$25.35	\$25.35	\$25.35	9	1
Assembler-Electrical	\$9.00	\$17.00	\$11.98	\$11.00	\$19.50	\$14.31	\$13.30	44	4
Assembler-General	\$8.00	\$18.78	\$11.60	\$9.61	\$22.00	\$13.54	\$12.14	572	13
Assistant Chief Technologist	n/r	n/r	n/r	\$34.53	\$34.53	\$34.53	\$34.53	1	1
Athletic Trainer	n/r	n/r	n/r	\$13.32	\$13.32	\$13.32	\$13.32	3	1
Banker	\$12.00	\$12.00	\$12.00	\$17.00	\$17.00	\$17.00	\$17.00	74	1
Bookkeeper	\$10.16	\$15.00	\$13.02	\$10.97	\$25.59	\$17.06	\$17.29	16	7
Building & Grounds Maintenance	\$7.50	\$16.93	\$11.51	\$9.25	\$22.50	\$15.04	\$14.00	168	12
Buyer/Purchaser	\$9.92	\$28.85	\$15.17	\$12.00	\$58.85	\$20.31	\$20.38	35	18
Carpenter	\$9.60	\$20.59	\$13.92	\$10.52	\$22.97	\$17.33	\$18.11	13	7
Certified Ophthalmic Technologist	n/r	n/r	n/r	\$17.17	\$17.17	\$17.17	\$17.17	1	1

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Certified Respiratory Therapist	n/r	n/r	n/r	\$16.65	\$16.65	\$16.65	\$16.65	1	1
Certified Surgical Technician	n/r	n/r	n/r	\$17.69	\$17.69	\$17.69	\$17.69	24	1
Charge Entry Specialist	n/r	n/r	n/r	\$16.38	\$16.38	\$16.38	\$16.38	1	1
Chemical Processor	\$18.71	\$18.71	\$18.71	\$16.04	\$18.71	\$17.38	\$16.66	13	2
Chemist	\$9.00	\$9.00	\$9.00	\$15.00	\$15.00	\$15.00	\$15.00	6	1
Chiropractic Assistant	n/r	n/r	n/r	\$11.50	\$11.50	\$11.50	\$11.50	2	1
Claim Rep 1	\$19.72	\$19.72	\$19.72	\$20.32	\$20.32	\$20.32	\$20.32	13	1
Claim Service Rep	\$14.65	\$14.65	\$14.65	\$16.04	\$16.04	\$16.04	\$16.04	19	1
Clerk	n/r	n/r	n/r	\$10.95	\$10.95	\$10.95	\$10.95	5	1
Clinical Assistant	n/r	n/r	n/r	\$22.00	\$22.00	\$22.00	\$22.00	1	1
CNC Operator	\$9.00	\$15.00	\$11.82	\$10.32	\$18.00	\$14.88	\$16.12	129	11
Coder	n/r	n/r	n/r	\$18.65	\$18.65	\$18.65	\$18.65	7	1
Commercial Assistant	\$17.78	\$17.78	\$17.78	\$19.40	\$19.40	\$19.40	\$19.40	35	1
Commercial Processor	\$14.69	\$14.69	\$14.69	\$16.84	\$16.84	\$16.84	\$16.84	17	1
Computer Operator	\$8.00	\$14.42	\$11.44	\$10.00	\$29.73	\$16.88	\$23.01	31	6
Computer Programmer	\$13.00	\$31.25	\$20.85	\$19.30	\$36.92	\$25.74	\$25.26	15	6
Computer Technician	\$9.35	\$19.23	\$14.77	\$11.10	\$30.00	\$19.67	\$16.22	111	10
Credentialing Assistant	n/r	n/r	n/r	\$15.00	\$15.00	\$15.00	\$15.00	1	1

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Credentialing Coordinator	n/r	n/r	n/r	\$20.53	\$20.53	\$20.53	\$20.53	1	1
Customer Service Manager	n/r	n/r	n/r	\$27.90	\$27.90	\$27.90	\$27.90	1	1
Customer Service Representative	\$8.00	\$14.40	\$11.52	\$9.00	\$23.34	\$14.10	\$13.45	448	30
Cycle Count Specialist	\$12.75	\$12.75	\$12.75	\$13.77	\$13.77	\$13.77	\$13.77	1	1
Cytology Lab Prep Technician	\$11.50	\$11.50	\$11.50	\$13.00	\$13.00	\$13.00	\$13.00	4	1
Cytotechnologist	\$22.00	\$22.00	\$22.00	\$26.40	\$26.40	\$26.40	\$26.40	8	1
Data Center Service Coordinator	\$14.32	\$14.32	\$14.32	\$20.13	\$20.13	\$20.13	\$20.13	1	1
Data Entry Operator	\$8.00	\$18.49	\$11.36	\$11.35	\$25.29	\$15.71	\$15.11	15	4
Database Administrator	\$19.23	\$33.65	\$27.61	\$30.00	\$36.23	\$33.47	\$33.60	6	5
Director of Sales	\$31.25	\$31.25	\$31.25	\$31.25	\$31.25	\$31.25	\$31.25	1	1
Dispatcher	\$11.00	\$19.23	\$14.79	\$11.91	\$21.64	\$16.29	\$15.00	18	5
DNA Collector	\$13.00	\$13.00	\$13.00	\$14.00	\$14.00	\$14.00	\$14.00	31	1
Drafter	\$36.06	\$36.06	\$36.06	\$42.31	\$42.31	\$42.31	\$42.31	4	1
Drafter (CAD)	\$12.00	\$15.00	\$13.50	\$15.43	\$23.30	\$18.48	\$22.52	27	3
Driver/Courier	\$8.80	\$11.50	\$10.19	\$9.45	\$19.24	\$13.06	\$11.65	40	7
Educational Specialist	n/r	n/r	n/r	\$25.00	\$25.00	\$25.00	\$25.00	1	1
Electrician	\$10.50	\$28.43	\$16.38	\$15.00	\$30.41	\$20.74	\$21.69	875	13
Electronic Medical Records Supervisor	n/r	n/r	n/r	\$28.50	\$28.50	\$28.50	\$28.50	1	1

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Engineer	\$19.23	\$36.06	\$25.65	\$25.55	\$38.46	\$31.60	\$33.13	140	8
Engineer, Process	\$13.95	\$13.95	\$13.95	\$19.87	\$19.87	\$19.87	\$19.87	1	1
Engineer, R&D	\$25.00	\$25.00	\$25.00	\$35.10	\$35.10	\$35.10	\$35.10	1	1
Engineering Technician	\$8.50	\$16.00	\$13.68	\$10.15	\$24.36	\$16.18	\$13.75	38	8
Estimator	\$15.00	\$15.00	\$15.00	\$17.00	\$17.00	\$17.00	\$17.00	1	1
Executive Assistant	n/r	n/r	n/r	\$14.48	\$14.48	\$14.48	\$14.48	1	1
Expeditor	\$9.92	\$16.59	\$12.88	\$11.60	\$20.39	\$15.37	\$14.87	10	4
Extruding Machine Operator	\$23.83	\$23.83	\$23.83	\$23.83	\$23.83	\$23.83	\$23.83	63	1
Fabricator	\$13.24	\$13.24	\$13.24	\$14.77	\$14.77	\$14.77	\$14.77	25	1
Farm U/W Asst	\$17.07	\$17.07	\$17.07	\$20.37	\$20.37	\$20.37	\$20.37	8	1
Farm U/W Rep	\$15.97	\$15.97	\$15.97	\$17.41	\$17.41	\$17.41	\$17.41	4	1
File Clerk	\$8.00	\$11.96	\$10.24	\$9.50	\$18.58	\$12.64	\$12.62	28	14
Foreman	\$9.60	\$32.00	\$15.04	\$10.50	\$40.00	\$20.21	\$17.13	96	8
Fork Lift Operator	\$8.00	\$15.25	\$10.76	\$10.00	\$18.34	\$12.71	\$13.26	924	23
Forms Comp Specialist	\$15.97	\$15.97	\$15.97	\$21.67	\$21.67	\$21.67	\$21.67	1	1
Front Office Supervisor	n/r	n/r	n/r	\$13.46	\$13.46	\$13.46	\$13.46	2	1
Fulfillment Coordinator	\$10.00	\$10.00	\$10.00	\$12.87	\$12.87	\$12.87	\$12.87	1	1
General Laborer	\$7.00	\$17.97	\$9.67	\$8.50	\$18.33	\$12.05	\$11.31	564	17

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
General Office	\$7.50	\$19.23	\$11.47	\$10.00	\$19.23	\$13.30	\$12.96	146	25
Grinder/Polisher	\$8.00	\$10.00	\$9.00	\$12.00	\$13.64	\$12.82	\$13.57	25	2
Heat Treater	\$10.00	\$10.00	\$10.00	\$14.20	\$14.20	\$14.20	\$14.20	7	1
Heavy Equipment Operator	\$8.00	\$18.39	\$13.11	\$11.50	\$27.80	\$17.69	\$17.12	131	5
Help Desk Operator	\$8.32	\$19.00	\$13.49	\$9.50	\$23.93	\$16.99	\$17.11	28	15
Help Desk Technician	\$16.83	\$16.83	\$16.83	\$18.71	\$18.71	\$18.71	\$18.71	3	1
Histotech	\$20.00	\$20.00	\$20.00	\$20.48	\$20.48	\$20.48	\$20.48	5	1
Human Resources Assistant	\$9.25	\$21.16	\$13.72	\$11.75	\$26.62	\$16.11	\$16.26	38	27
Human Resources Generalist	n/r	n/r	n/r	\$20.00	\$20.00	\$20.00	\$20.00	1	1
Human Resources Manager	\$17.30	\$36.50	\$22.13	\$20.00	\$47.22	\$27.58	\$26.57	42	21
HVAC Mechanic	\$14.01	\$14.01	\$14.01	\$18.21	\$18.21	\$18.21	\$18.21	2	1
Information Systems Trainer	n/r	n/r	n/r	\$20.67	\$20.67	\$20.67	\$20.67	1	1
Ink Tech	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	\$16.40	1	1
Install Crew Member	\$16.25	\$16.25	\$16.25	\$16.25	\$16.25	\$16.25	\$16.25	2	1
Instructional Assistant	\$7.75	\$7.75	\$7.75	\$10.75	\$10.75	\$10.75	\$10.56	56	2
Insurance Specialist	n/r	n/r	n/r	\$15.02	\$15.02	\$15.02	\$15.02	18	1
Inventory Analyst	\$9.60	\$16.35	\$13.97	\$10.08	\$23.14	\$16.45	\$12.60	26	8
Inventory/Stock Clerk	\$8.77	\$17.21	\$10.82	\$9.56	\$21.71	\$13.05	\$13.16	107	20

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
IT Specialist	\$13.25	\$23.46	\$18.14	\$14.16	\$38.44	\$22.27	\$20.53	28	14
Janitor	\$7.60	\$18.05	\$10.68	\$8.75	\$18.05	\$12.33	\$10.85	460	25
Lab Technician	\$15.50	\$15.50	\$15.50	\$17.61	\$17.61	\$17.61	\$17.61	6	1
Lead CT Technologist	n/r	n/r	n/r	\$40.11	\$40.11	\$40.11	\$40.11	1	1
Lead MRI Technologist	n/r	n/r	n/r	\$36.76	\$36.76	\$36.76	\$36.76	1	1
Leasing Representative	\$16.82	\$16.82	\$16.82	\$68.17	\$68.17	\$68.17	\$68.17	18	1
Line Service Tech	\$9.00	\$21.64	\$15.32	\$12.00	\$32.94	\$22.47	\$13.50	14	2
Line Supervisor/Foreman	\$8.00	\$20.00	\$12.94	\$12.05	\$25.00	\$17.08	\$17.25	161	19
Machine Operator, no Setup	\$8.00	\$17.77	\$10.79	\$8.50	\$18.35	\$13.09	\$14.46	282	14
Machine Operator, with Setup	\$8.00	\$17.00	\$13.12	\$12.00	\$19.47	\$16.45	\$15.67	128	12
Machinist-General	\$9.50	\$20.64	\$14.40	\$11.87	\$20.74	\$17.36	\$16.99	34	6
Machinist-Journeyman	\$10.00	\$25.90	\$17.95	\$15.77	\$28.41	\$22.09	\$27.36	12	2
Maintenance Mechanic	\$9.60	\$23.46	\$14.75	\$10.18	\$33.82	\$18.70	\$21.09	372	22
Maintenance Shop	\$11.50	\$11.50	\$11.50	\$13.76	\$13.76	\$13.76	\$13.76	41	1
Maintenance Shop Supervisor	\$15.00	\$15.00	\$15.00	\$17.24	\$17.24	\$17.24	\$17.24	8	1
Maintenance-General	\$8.80	\$17.00	\$13.02	\$12.00	\$36.06	\$17.38	\$16.23	187	29
Maintenance-Helper	\$8.00	\$12.98	\$10.23	\$10.54	\$17.46	\$12.38	\$12.50	19	7
Marketing	n/r	n/r	n/r	\$49.52	\$49.52	\$49.52	\$49.52	1	1

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Marketing Assistant	\$11.00	\$20.00	\$15.50	\$12.00	\$23.00	\$19.24	\$20.46	16	9
Marketing Coordinator	n/r	n/r	n/r	\$19.23	\$19.23	\$19.23	\$19.23	1	1
Materials Handler	\$7.40	\$18.05	\$10.60	\$9.95	\$18.05	\$12.86	\$11.48	1190	19
Medical Assistant	\$12.50	\$12.50	\$12.50	\$12.72	\$13.00	\$12.86	\$12.73	33	2
Medical Billing Specialist	\$12.50	\$12.50	\$12.50	\$15.97	\$16.29	\$16.13	\$16.16	5	2
Medical Technician	\$20.00	\$20.00	\$20.00	\$26.11	\$26.11	\$26.11	\$26.11	9	1
Medical Transcriptionist	\$12.50	\$12.50	\$12.50	\$14.26	\$15.39	\$14.83	\$14.39	9	2
Medicare/Medicaid Specialist	n/r	n/r	n/r	\$15.42	\$15.42	\$15.42	\$15.42	2	1
MISYS Support Specialist	n/r	n/r	n/r	\$20.83	\$20.83	\$20.83	\$20.83	1	1
Model Makers	\$15.00	\$15.00	\$15.00	\$18.00	\$18.00	\$18.00	\$18.00	12	1
MR Technologist	n/r	n/r	n/r	\$19.55	\$19.55	\$19.55	\$19.55	1	1
Network Administrator	\$15.97	\$36.00	\$23.84	\$19.38	\$40.87	\$29.01	\$31.83	53	16
Nuclear Medicine Technologist	n/r	n/r	n/r	\$32.13	\$32.13	\$32.13	\$32.13	1	1
Nurse	\$13.00	\$21.00	\$17.68	\$13.00	\$28.65	\$23.74	\$26.49	839	10
Office Assistant	n/r	n/r	n/r	\$10.33	\$10.33	\$10.33	\$10.33	13	1
Office Manager	\$14.00	\$26.00	\$21.37	\$17.00	\$33.84	\$24.75	\$23.24	36	11
P/L Services Assistant	\$13.36	\$13.36	\$13.36	\$19.60	\$19.60	\$19.60	\$19.60	2	1
Packer/Picker	\$7.40	\$14.53	\$9.93	\$9.09	\$15.57	\$11.54	\$10.81	1014	23

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Painter	\$8.50	\$13.49	\$10.58	\$10.00	\$14.77	\$12.04	\$14.17	33	4
Patient Account Specialist	n/r	n/r	n/r	\$14.59	\$14.59	\$14.59	\$14.59	9	1
Patient Care Coordinator	n/r	n/r	n/r	\$13.70	\$13.70	\$13.70	\$13.70	1	1
Patient Care Representative	n/r	n/r	n/r	\$11.00	\$11.00	\$11.00	\$11.00	2	1
Payment Specialist	n/r	n/r	n/r	\$15.20	\$15.20	\$15.20	\$15.20	5	1
Payroll Clerk	\$9.25	\$17.50	\$13.25	\$13.17	\$22.75	\$16.82	\$13.87	37	19
Payroll Supervisor	\$13.50	\$27.57	\$19.59	\$20.65	\$38.60	\$29.96	\$23.97	5	5
Phlebotomist	\$11.50	\$11.50	\$11.50	\$12.86	\$12.86	\$12.86	\$12.86	37	1
Plater	\$10.00	\$10.00	\$10.00	\$12.85	\$12.85	\$12.85	\$12.85	11	1
Podiatrist Assistant	n/r	n/r	n/r	\$17.25	\$17.25	\$17.25	\$17.25	1	1
Premium Audit Assistant	\$11.86	\$11.86	\$11.86	\$16.06	\$16.06	\$16.06	\$16.06	2	1
Premium Audit Rater	\$14.10	\$14.10	\$14.10	\$16.09	\$16.09	\$16.09	\$16.09	10	1
Premium Audit Tech	\$17.07	\$17.07	\$17.07	\$22.48	\$22.48	\$22.48	\$22.48	1	1
Prepress Tech	\$12.50	\$12.50	\$12.50	\$18.64	\$18.64	\$18.64	\$18.64	12	1
Pricing Analyst	\$16.41	\$16.41	\$16.41	\$18.47	\$18.47	\$18.47	\$18.47	2	1
Process Operator	\$8.00	\$18.47	\$13.41	\$10.00	\$28.44	\$17.60	\$16.11	85	7
Property Manager	\$24.00	\$24.00	\$24.00	\$32.60	\$32.60	\$32.60	\$32.60	45	1
Purchasing Clerk	\$12.02	\$12.02	\$12.02	\$14.64	\$14.64	\$14.64	\$14.64	1	1

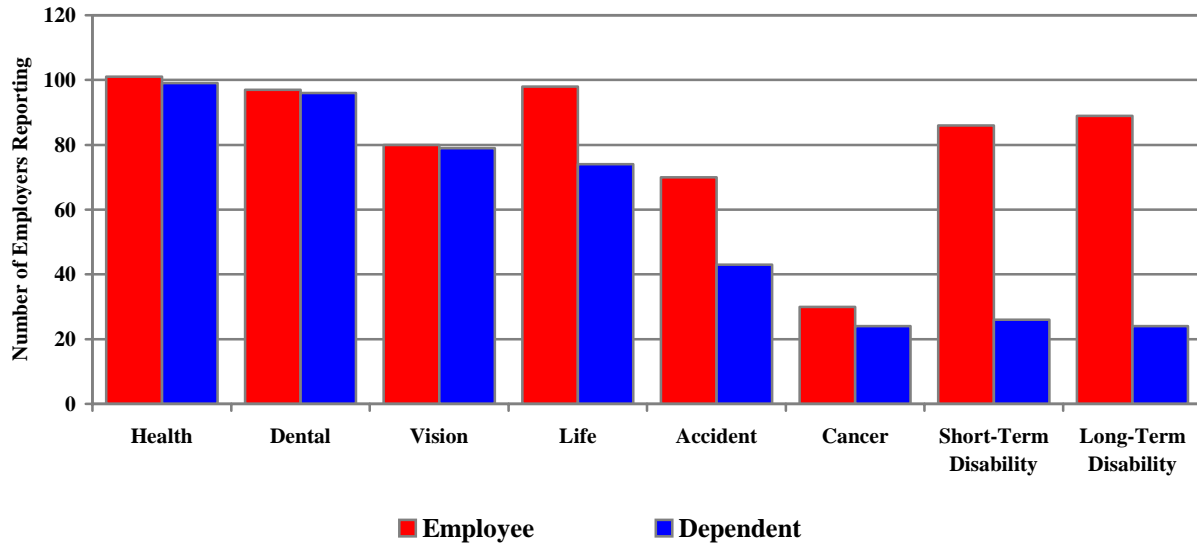
INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Purchasing Manager	\$19.23	\$19.23	\$19.23	\$29.57	\$29.57	\$29.57	\$29.57	1	1
Quality Assurance/Inspection	\$8.25	\$25.00	\$12.11	\$10.12	\$30.00	\$15.00	\$13.67	123	23
Radiation Therapist	n/r	n/r	n/r	\$26.82	\$26.82	\$26.82	\$26.82	4	1
Radiographer	n/r	n/r	n/r	\$26.43	\$26.43	\$26.43	\$26.43	1	1
Radiology Facilitator	n/r	n/r	n/r	\$17.48	\$17.48	\$17.48	\$17.48	1	1
Radiology Technologist	n/r	n/r	n/r	\$12.90	\$12.90	\$12.90	\$12.90	3	1
Receptionist/Switchboard	\$8.25	\$17.00	\$10.44	\$9.38	\$21.22	\$13.62	\$12.47	261	38
Refund/Claims Specialist	n/r	n/r	n/r	\$13.79	\$13.79	\$13.79	\$13.79	1	1
Regional Sales	\$15.87	\$15.87	\$15.87	\$19.72	\$19.72	\$19.72	\$19.72	2	1
Retail Sales	\$8.21	\$8.21	\$8.21	\$9.35	\$46.11	\$27.73	\$35.08	10	2
Safety Manager	\$15.00	\$30.00	\$21.40	\$15.00	\$33.65	\$24.40	\$24.40	5	5
Scheduler	n/r	n/r	n/r	\$13.06	\$13.06	\$13.06	\$13.06	2	1
Screen Prep Tech	\$10.00	\$10.00	\$10.00	\$13.85	\$13.85	\$13.85	\$13.85	4	1
Secretary-Executive	\$12.77	\$22.50	\$16.38	\$16.73	\$33.66	\$21.06	\$20.97	91	13
Secretary-General	\$9.00	\$14.50	\$11.70	\$12.00	\$19.55	\$14.58	\$14.04	99	9
Secretary-Legal	\$11.50	\$21.64	\$15.18	\$13.84	\$21.64	\$19.06	\$21.07	116	5
Secretary-Medical	\$10.00	\$11.00	\$10.50	\$13.72	\$13.75	\$13.74	\$13.75	12	2
Security Guard	\$9.42	\$19.00	\$12.01	\$12.98	\$19.00	\$15.45	\$16.00	44	5

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Senior File Maintenance	n/r	n/r	n/r	\$16.14	\$16.14	\$16.14	\$16.14	1	1
Shift Supervisor	\$18.00	\$18.00	\$18.00	\$23.50	\$23.50	\$23.50	\$23.50	2	1
Shipping/Receiving Clerk	\$7.82	\$16.20	\$10.78	\$9.42	\$22.87	\$13.66	\$13.22	146	33
Software Developer	\$19.23	\$25.00	\$22.56	\$24.09	\$45.00	\$29.61	\$43.84	53	4
Specimen Accessioning Associate	\$13.00	\$13.00	\$13.00	\$13.45	\$13.45	\$13.45	\$13.45	13	1
System Analyst	\$11.25	\$35.00	\$25.59	\$14.67	\$54.62	\$29.71	\$33.57	71	10
System Specialist	n/r	n/r	n/r	\$21.73	\$21.73	\$21.73	\$21.73	1	1
Telemarketer	\$8.50	\$10.45	\$9.70	\$8.72	\$13.00	\$11.23	\$8.94	82	3
Telephone Billing Assistant	\$11.36	\$11.36	\$11.36	\$15.98	\$15.98	\$15.98	\$15.98	1	1
Teller	\$10.00	\$10.00	\$10.00	\$12.00	\$12.00	\$12.00	\$12.00	148	1
Tool & Die Maker	\$12.93	\$20.00	\$16.73	\$21.00	\$26.00	\$22.83	\$23.79	8	4
Truck Driver-Heavy	\$11.72	\$25.00	\$16.01	\$13.88	\$30.00	\$18.51	\$18.31	181	9
Truck Driver-Light	\$10.00	\$11.50	\$10.55	\$11.32	\$14.00	\$12.93	\$13.68	37	5
Ultrasound Technologist	n/r	n/r	n/r	\$29.49	\$29.49	\$29.49	\$29.49	1	1
Urology Tech	n/r	n/r	n/r	\$17.85	\$17.85	\$17.85	\$17.85	1	1
VP of Marketing	\$40.87	\$40.87	\$40.87	\$49.52	\$49.52	\$49.52	\$49.52	1	1
Warehouse Manager	\$10.00	\$39.00	\$23.62	\$16.90	\$39.00	\$25.93	\$26.59	58	14
Warehouse Supervisor	\$11.06	\$23.46	\$16.88	\$14.08	\$25.00	\$18.74	\$19.99	129	19

INDIANAPOLIS, INDIANA AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
Warehouse Worker	\$8.00	\$18.80	\$10.82	\$9.65	\$18.80	\$12.16	\$11.02	514	14
Welder	\$12.00	\$15.00	\$14.25	\$14.00	\$19.00	\$16.90	\$16.91	102	6
X-Ray Technologist	n/r	n/r	n/r	\$21.51	\$21.51	\$21.51	\$21.51	4	1

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, one hundred and one (101) of the participating companies provide health insurance for employees. Eleven companies reported other types of insurance provided for employees including legal, long-term care, supplemental life, critical illness, eyewear discount, business travel, and identity theft.

The tables on the following page illustrate the number of companies reporting either 100%, partial % or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, six companies reported paying 100% of the premium for health insurance for their employees and eighty-nine companies reported paying a partial percentage of the premium for health insurance for dependents.

Ninety of the reporting companies stated that the health insurance coverage for employees included a prescription drug plan; sixty-seven companies reported offering an EAP (employee assistance plan); and eleven companies reported flex spending accounts.

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

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	6	93	0
Dependent	1	89	7
Dental	# of Companies	# of Companies	# of Companies
Employee	5	71	19
Dependent	3	70	20
Vision	# of Companies	# of Companies	# of Companies
Employee	7	50	21
Dependent	5	49	23
Life	# of Companies	# of Companies	# of Companies
Employee	68	19	8
Dependent	13	22	36
Accident	# of Companies	# of Companies	# of Companies
Employee	34	12	21
Dependent	6	8	27
Cancer	# of Companies	# of Companies	# of Companies
Employee	3	4	23
Dependent	0	4	20
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	43	16	23
Dependent	5	10	11
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	49	18	18
Dependent	9	8	7

FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Many companies may offer more than one plan.

Financial Plans Offered	# of Employers
401K	89
Tuition Reimbursement	55
Health Savings	34
Annual Bonus	32
Credit Union	28
Attendance Bonus	24
Stock Purchase/Stock Options/Stock Bonus	16
Profit-Sharing	14
Pension Plan	14
Quarterly Bonus	13
ESOP/ESPP	12
Safety Bonus	12
403B	6
Production/Performance Incentive Plan	5
Savings Plan	5
Gainsharing	3
Thrift Savings Plan (TSP)	2
Monthly Bonus	1
IRA/SEP	1
Share Bonus	1

PAID LEAVE

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

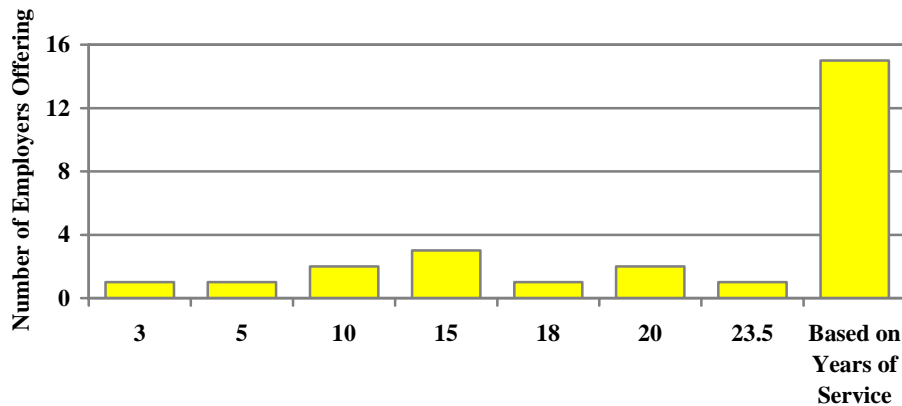
Twenty-seven companies reported combining these categories into general leave or personal time off (PTO). The following chart gives eligibility times for PTO as reported by the participating employers.

PTO Eligibility Periods



The number of PTO days per year varied and included the following:

Number of PTO Days Per Year



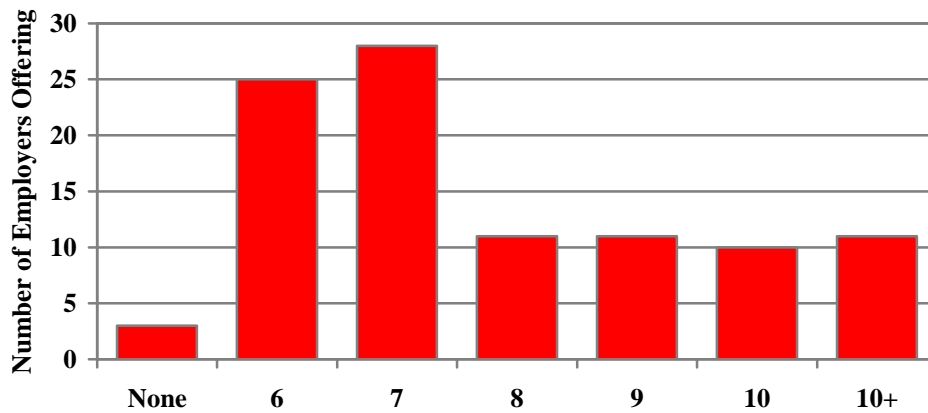
Other PTO information as reported by the participating employers included:

- Unused PTO paid out upon termination
- Employees can sell back up to 40 hours PTO per year
- PTO carry-over is 80 hours
- PTO is earned upon hire, but cannot be used until after 30 days employment

Holidays

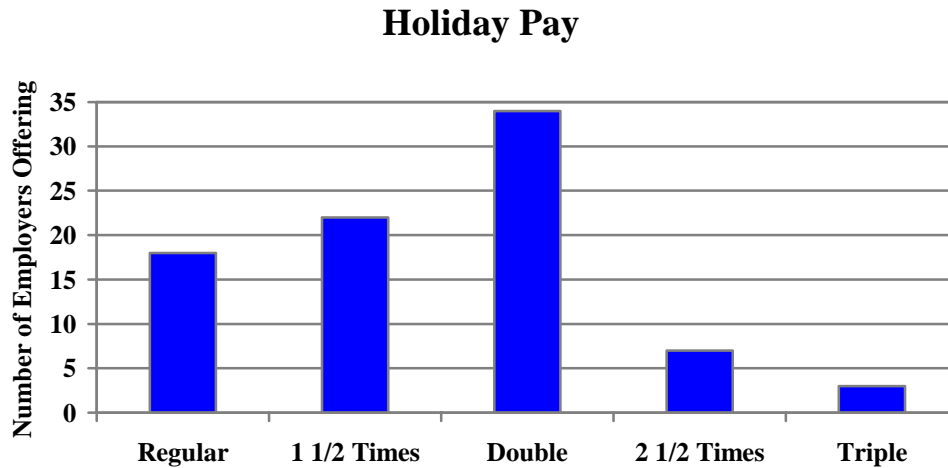
The number of paid holidays per year reported by the participating employers ranges from none to over ten.

Number of Paid Holidays Per Year



In the category of unpaid holidays per year, the participating companies reported anywhere from two per year to fifteen per year. Additionally, one company reported unpaid holidays were by request and another company reported that unpaid holidays were need-based.

When employees in the participating companies work on holidays, the pay ranges from regular to triple, as illustrated in the chart below.



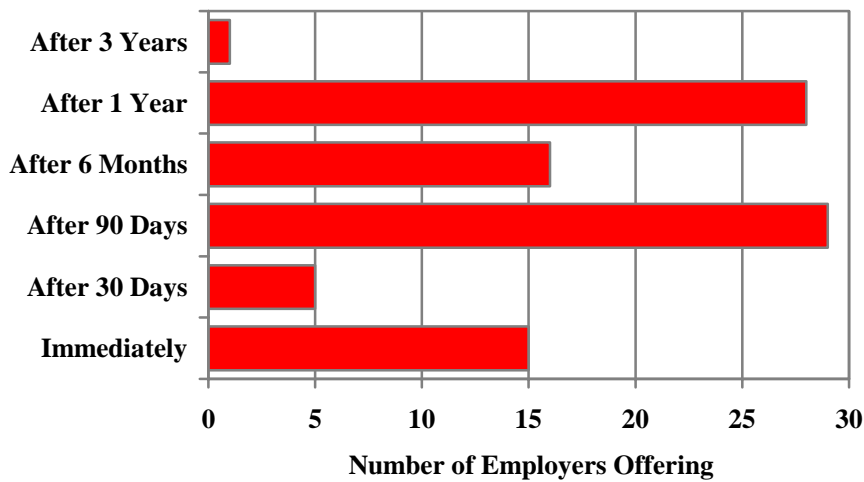
Other holiday pay information as reported by the participating employers is listed below:

- Regular pay, unless time qualifies for overtime
- 1½ or 1 if over forty hours per week
- Regular plus eight hours holiday pay
- 1½ times plus holiday pay
- 1½ for part-time; 1.25 for full-time
- 0 – 40 hours - regular; 41 – 50 hours - 1½; 51+ hours - double
- Varies by job position / location / other time worked / other factors
- Employees also receive standard holiday pay for full shift

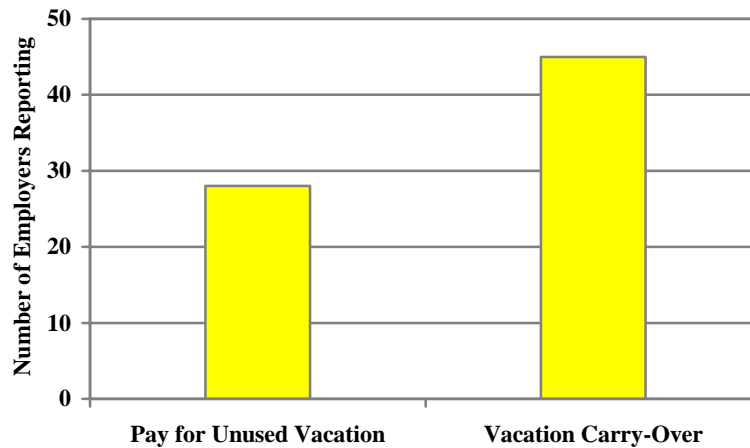
Vacation

Eligibility times for paid vacation, as reported by the participating employers, vary in the Indianapolis area, ranging from immediately upon hire to after three years of employment. One company reported that when eight hours are accrued, employees can request to use vacation time.

Vacation Eligibility Periods



Further, of the reporting companies, twenty-eight reported pay for unused vacation time, and forty-five companies allowed vacation carry-over, as illustrated in the chart.



Information reported by some of the participating employers concerning pay for unused vacation included:

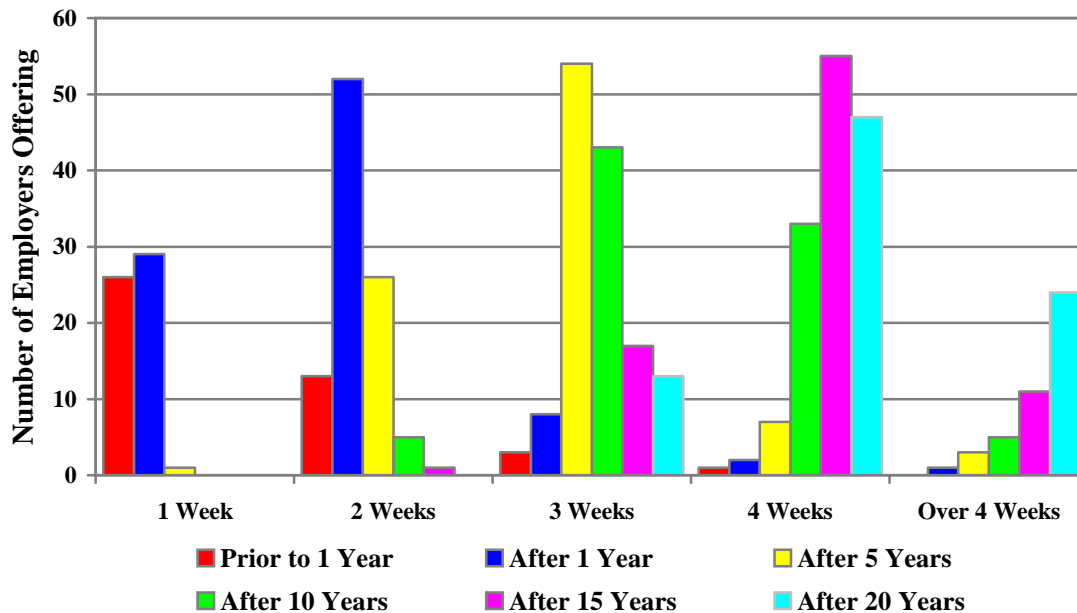
- Pay unused vacation upon leaving the company
- Pay unused vacation in some special circumstances
- Can cash in one week only if have three to four weeks vacation
- Paid out once a year if criteria is met
- Vacation time can be cashed out only for certain departments
- Payouts for unused vacation is offered twice a year; employee must initiate
- Pay out up to five days if not used
- Pay after maximum accrual
- Employees may sell back vacation any time during the year

Various policies concerning the amount of vacation carry-over were reported by the participating employers as follows:

- 2 days
- 20 hours
- 5 days / 1 week / 40 hours
- 80 hours / 2 weeks
- 3 weeks
- 240 hours
- 360 hours
- 2 years
- 5 years
- Half the annual time allowed
- Annual allocation
- 1.5 times annual accrual
- Up to two times annual accrual
- Can only use one week more than what is earned per year
- Depends on years served
- Balance due
- By approval, must be used within first quarter
- Negotiable in hardship cases
- With supervisor permission / based on company needs

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

Number of Paid Vacation Weeks



Other information concerning vacation time included:

- After two years of employment, employees receive a vacation bonus which can be turned in for one week’s pay or one week off
- When employees reach monumental anniversaries, they receive an additional week of vacation for that year
- After five years of employment, employees are given two additional personal days.

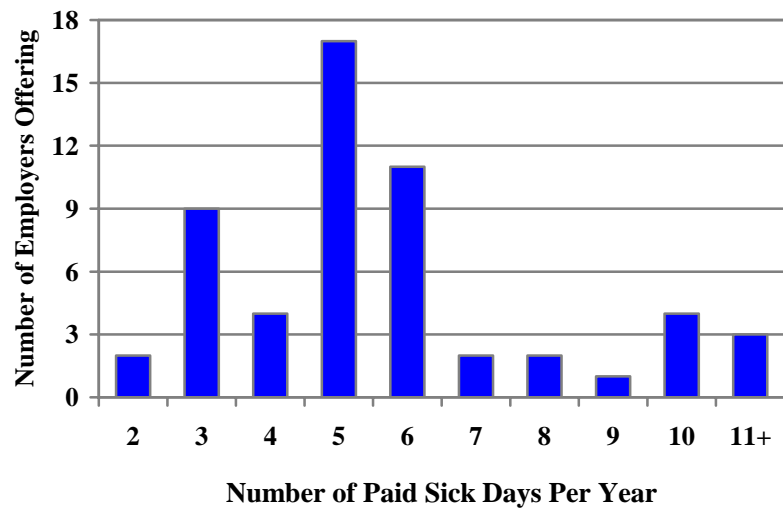
Sick Leave

The following charts give eligibility times and number of paid sick days per year for those companies which offer paid sick leave.

Sick Leave Eligibility Periods



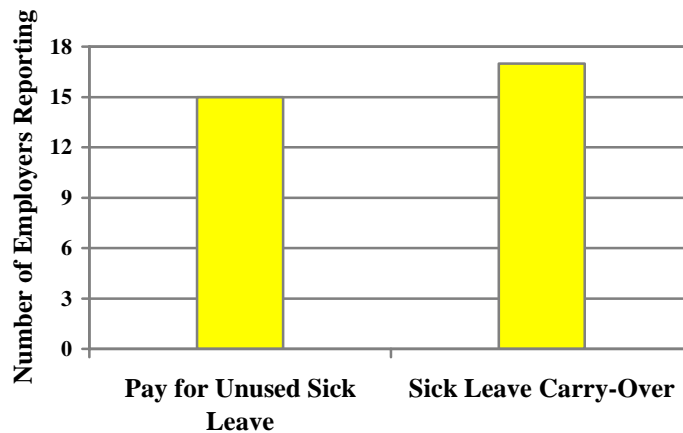
Paid Sick Days



Other information concerning eligibility for sick leave and number of paid sick days per year included the following:

- Employees start earning sick days immediately upon, can use after six months employment
- Sick leave eligibility is January 1st and July 1st
- The number of paid sick days per year is prorated based upon hire date
- Employees receive eight paid sick days after three years employment.
- The number of paid sick days per year was based on the number of hours worked per pay period.
- No sick days are given, employees must use vacation time.
- No set number of paid sick days per year; nine incidents warrant termination
- No set amount of paid sick time, take as needed
- Extended sick leave benefits are paid per schedule per doctor’s statement
- 13 weeks maximum of sick leave

Further, of the reporting companies, fifteen reported pay for unused sick leave, and seventeen companies allowed sick leave carry-over.

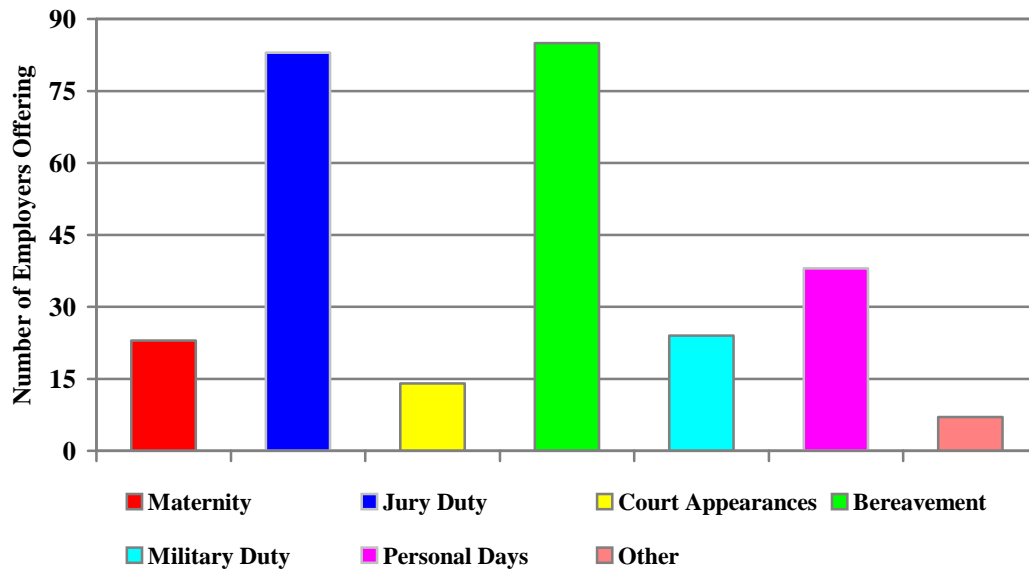


Other information reported concerning unused sick leave pay and sick leave carry-over included:

- 50% payout with hours over an allotted balance
- Sick time will max out at 48 hours, then stop accruing
- One company reported a maximum carry-over of forty days

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for other types of leave. The chart below shows the number of companies reporting each category. “Other” includes birthdays (four companies), family leave for serious illness (two companies) and benefit days that cover all categories (one company).





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