

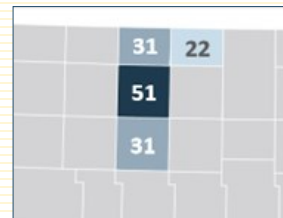
Executive Summary

Organizational Demographics

96 Organizations

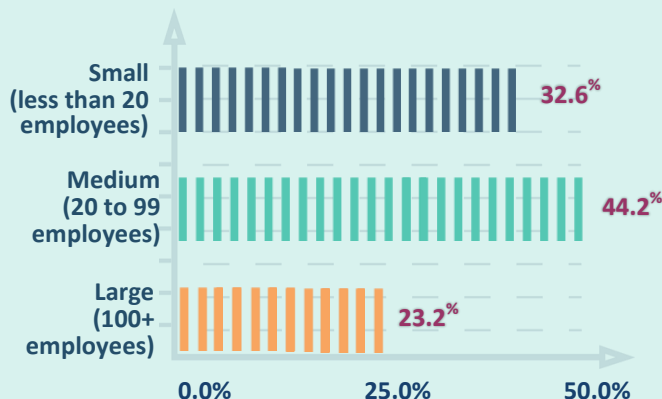
Manufacturing —28.1%	Transportation & Warehousing—5.2%
Health Care & Social Assistance —12.5%	Prof, Scientific & Tech Services—5.2%
Retail —7.3%	Construction—4.2%
Financial & Insurance—7.3%	Wholesale—3.1%
Education—7.3%	Agriculture—3.1%
Accommodation & Food Service—6.3%	Utilities—1.0%

Strategic Marketing Services (SMS) and the Institute for Decision Making (IDM) developed the content of an online survey instrument to assess the current wages and benefits provided to occupations within the accommodation and food services; manufacturing; finance and insurance; professional, scientific, and technical services; health care and social assistance; education; retail; wholesale; agriculture; construction; and transportation and warehousing industries among employers. The main project objectives included assessing the starting and maximum wages for occupations, assessing additional wage-related benefits such as pay increases and wage differentials, and understanding paid time off policies and benefits, workplace incentives, workforce trends, and community quality of life and amenities. Geographically, the participants were located in the following counties:

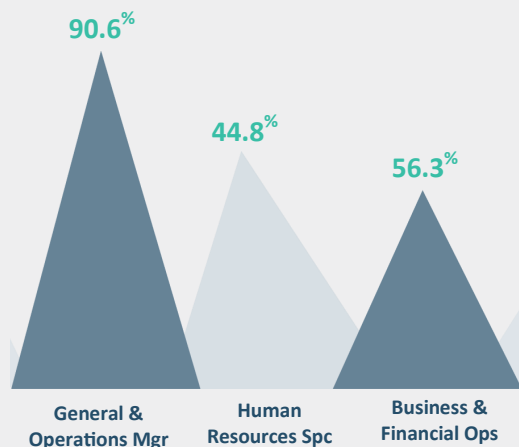


- Clay 53.7%
- Buena Vista 32.6%
- Dickinson 32.6%
- Emmet 23.2%

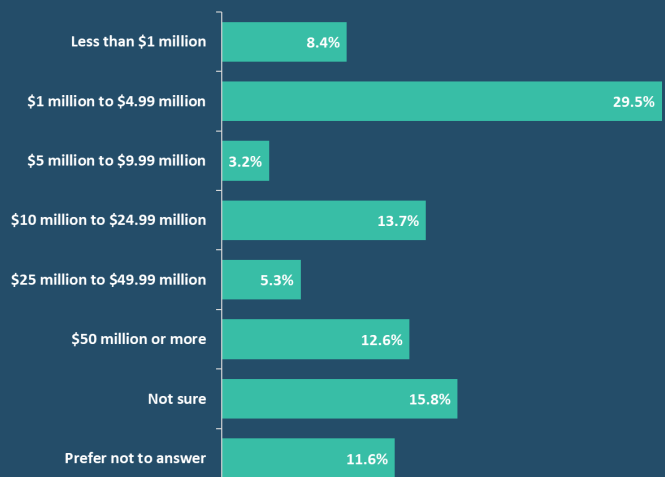
Number of Employees



Top Executive Management Occupations



Annual Gross Revenue



Hourly Employees

Wage Information

Respondents provided starting and maximum hourly wages for occupations within their industry. Select industry aggregated wage averages were computed and are shown to the right. Full tables with all results by industry and occupation are included in the appendix of this report.



Accommodations & Food Service \$12.69 / \$16.40



Agriculture \$20.10 / \$28.60



Construction \$22.00 / \$29.00



Education \$18.16 / \$21.45



Finance & Insurance \$18.93 / \$29.76



Health Care & Social Assistance \$20.58 / \$28.35



Manufacturing \$20.99 / \$28.67



Transportation & Warehousing \$21.53 / \$25.64

Starting / Maximum

Paid Time Off Policy

PTO bank 50.5%

Traditional 39.6%

Common Paid Holidays

- Christmas Day
- Memorial Day
- New Year's Day
- Independence Day
- Labor Day
- Thanksgiving Day

Top Additional Benefits

- Life insurance
- Health insurance (dental/vision)
- Optional family health insurance
- 401(k) or 403(b) match
- Short term disability
- Long term disability

Benefits

Respondent organizations reported on paid holidays, paid time off policies, vacation, sick leave, PTO hours, and additional benefits offered.

Median leave hours—First year

40.0	40.0	80.0
Vacation	Sick Leave	PTO

Average Standard annual wage/salary percentage increase (last 12 months)



4.01%

Salary Employees

Starting / Maximum

Wage Information

Respondents provided starting and maximum salary wages for occupations within their industry. Select industry aggregated wage averages were computed and are shown to the right. Full tables with all results by industry and occupation are included in the appendix of this report.



Accommodations & Food Service \$38,571.43 / \$54,214.29



Education \$60,023.44 / \$100,581.72



Finance & Insurance \$60,645.32 / \$106,718.00



Health Care & Social Assistance \$163,035.63 / \$365,207.50



Manufacturing \$81,489.20 / \$110,380.47



Professional, Scientific, & Technical Services \$61,909.09 / \$113,290.91



Retail \$54,375.00 / \$84,375.00



Wholesale \$75,714.29 / \$94,285.71

Paid Time Off Policy

PTO bank 48.1%

Traditional 39.5%

Common Paid Holidays

- Christmas Day
- New Year's Day
- Thanksgiving Day
- Memorial Day
- Labor Day
- Independence Day

Top Additional Benefits

- Health insurance (dental/vision)
- Life insurance
- Optional family health insurance
- 401(k) or 403(b) plan
- Long term disability
- Short term disability

Benefits

Respondent organizations reported on paid holidays, paid time off policies, vacation, sick leave, PTO hours, and additional benefits offered.

Median leave hours—First year

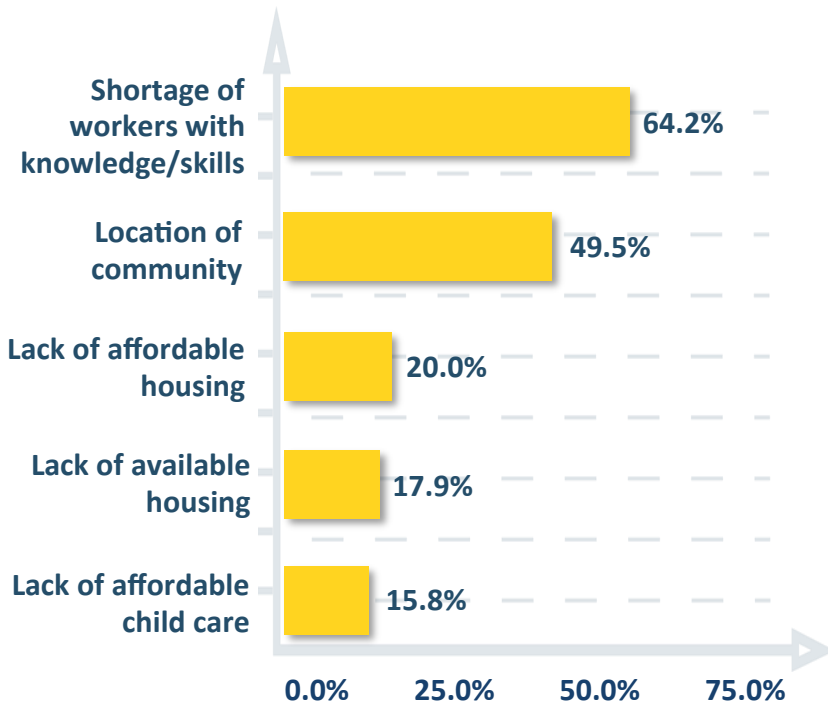
54.0	40.0	88.0
Vacation	Sick Leave	PTO

Average Standard annual wage/salary percentage increase (last 12 months)



3.16%

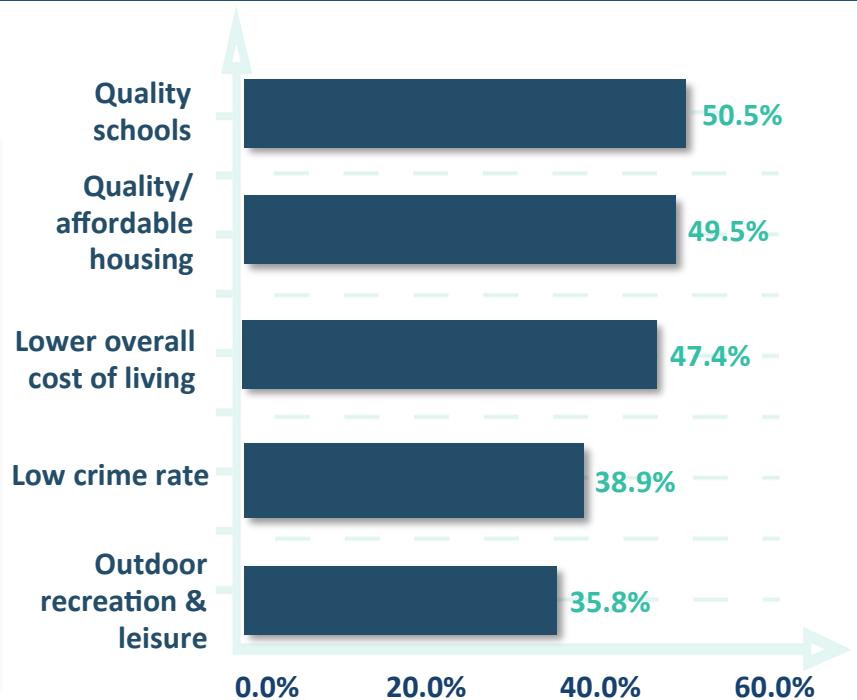
Recruitment Barriers



Respondent organizations selected their top three greatest recruitment barriers to recruiting potential employees. The top barriers are shown to the left. Additional results are included in the report.

Amenities

Respondent organizations were asked to select the top five local community amenities/offerings that are most important to potential employees. The top amenities are shown to the right. Additional results are included in the report.



Top Workplace Opportunities/Incentives

- Casual work environment
- Vehicle allowance or mileage reimbursement
- Cell phone or reimbursement provided
- Flexible spending account
- Flexible work hours

Commercial Air Travel



Importance

Respondents were asked to provide the importance of access to commercial air travel in their region for business operations.

Not at all important

48.4%

Slightly important

27.4%

Moderately, very,
or extremely
important

24.2%

Frequency

Respondents were asked to provide the frequency in which their business or employees use commercial air travel in the region for work-related purposes.

Rarely or never

60.0%

A few times per year

29.5%

A few times per month

9.5%

Weekly or more

1.1%

Impact on ability to attract and retain talent

62.1%
No

Over half of respondent organizations perceive having commercial air travel access in the region as having no impact on their ability to attract and retain talent.