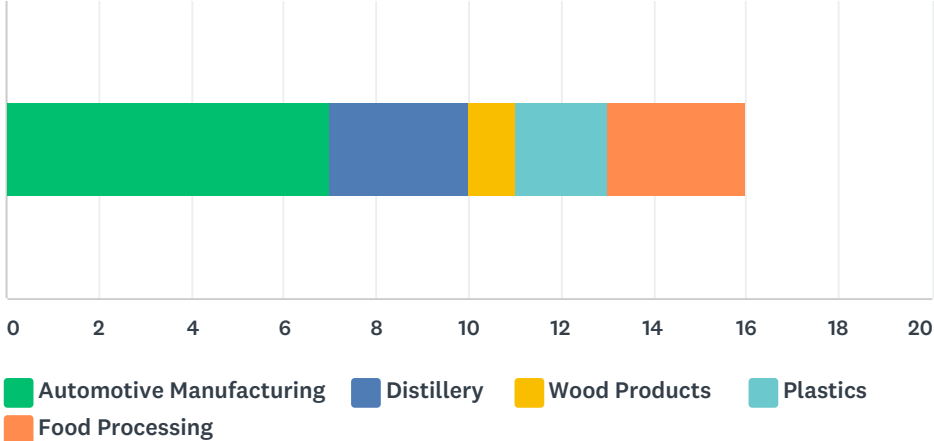


Q1 Type of business:

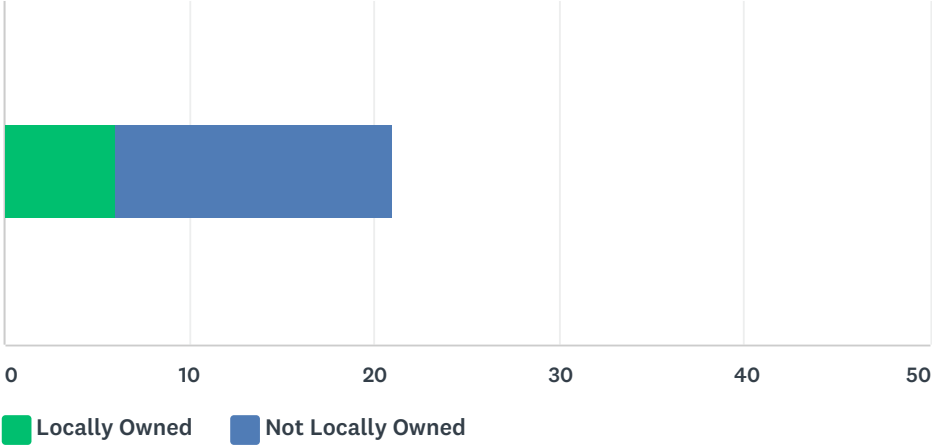
Answered: 14 Skipped: 7



ANSWER CHOICES	RESPONSES	
Automotive Manufacturing	50.00%	7
Distillery	21.43%	3
Wood Products	7.14%	1
Plastics	14.29%	2
Food Processing	21.43%	3
Total Respondents: 14		

Q2 Business ownership:

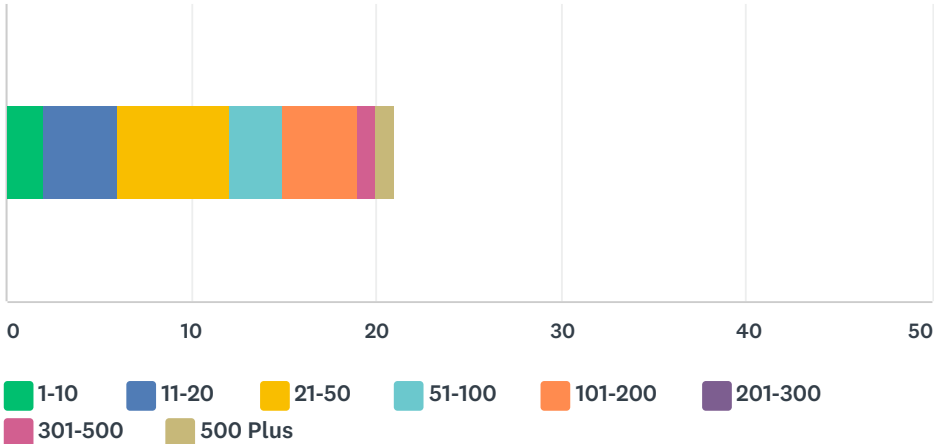
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Locally Owned	28.57%	6
Not Locally Owned	71.43%	15
TOTAL		21

Q3 Number of full-time hourly employees on site:

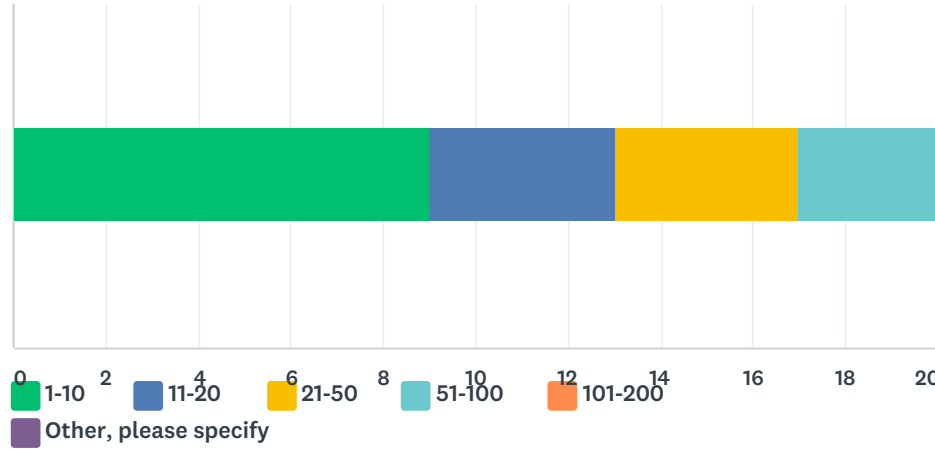
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-10	9.52%	2
11-20	19.05%	4
21-50	28.57%	6
51-100	14.29%	3
101-200	19.05%	4
201-300	0.00%	0
301-500	4.76%	1
500 Plus	4.76%	1
Total Respondents: 21		

Q4 Number of full-time salaried employees on site:

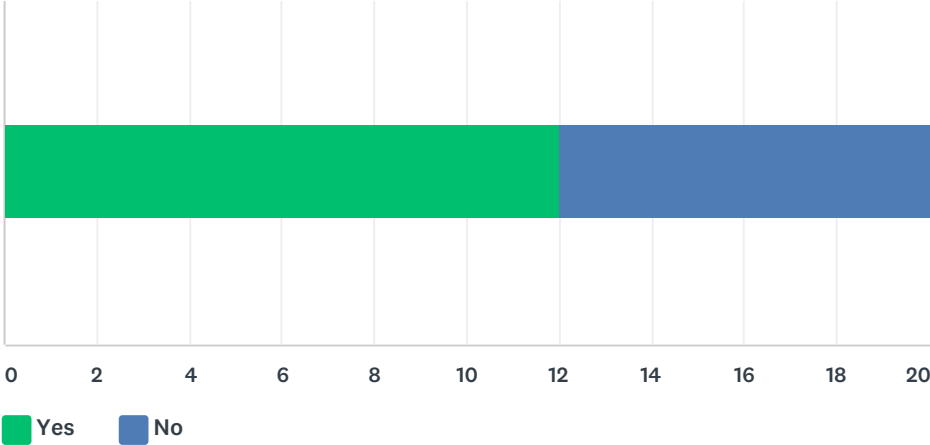
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-10	45.00%	9
11-20	20.00%	4
21-50	20.00%	4
51-100	15.00%	3
101-200	0.00%	0
Other, please specify	0.00%	0
Total Respondents: 20		

Q5 Do you use temporary employees?

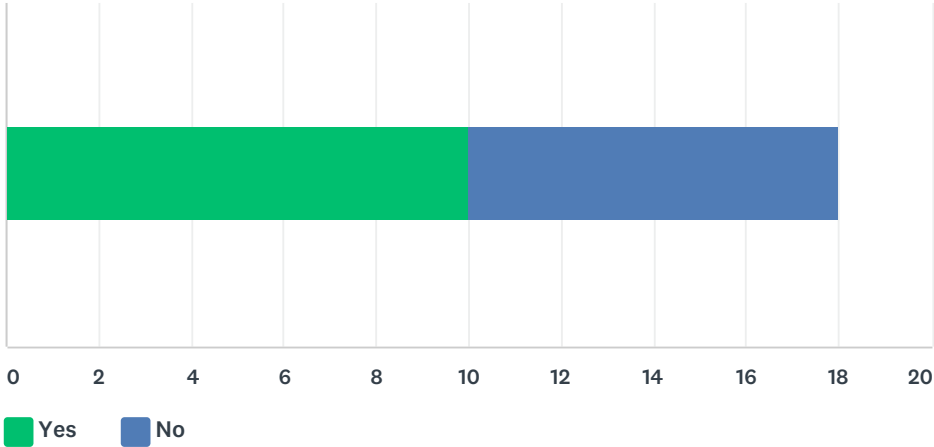
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	60.00%	12
No	40.00%	8
TOTAL		20

Q6 If "YES", do you hire through a "temp-to-hire" program?

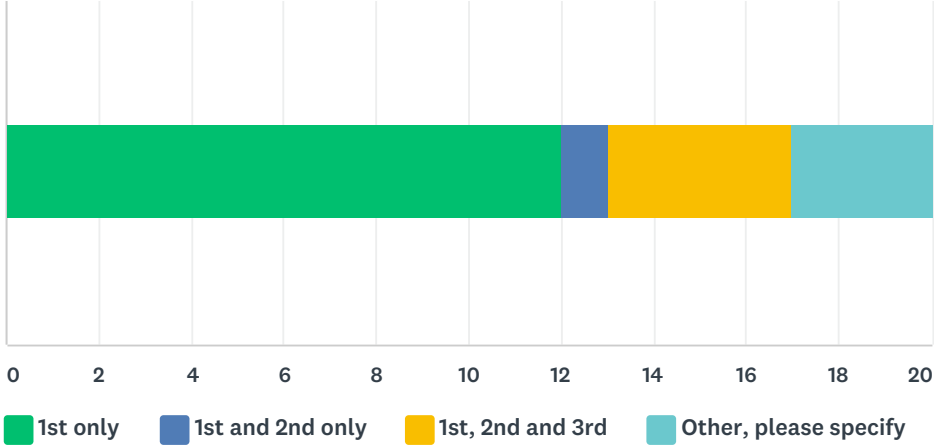
Answered: 18 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	55.56%	10
No	44.44%	8
TOTAL		18

Q7 How many shifts do you run?

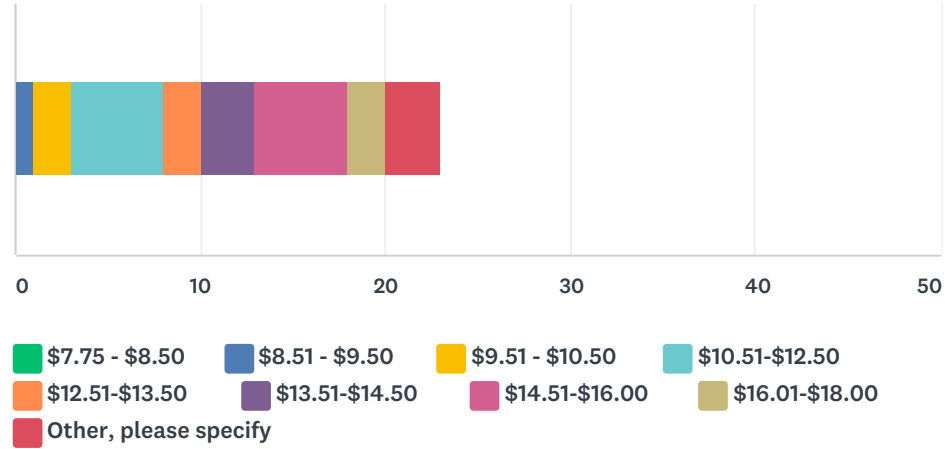
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
1st only	60.00%	12
1st and 2nd only	5.00%	1
1st, 2nd and 3rd	20.00%	4
Other, please specify	15.00%	3
Total Respondents: 20		

Q8 Your average full-time hourly production starting rate is:

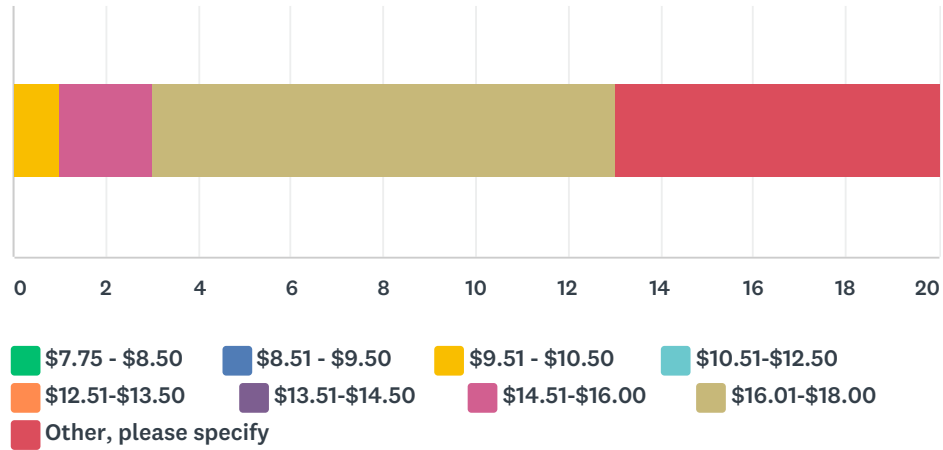
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
\$7.75 - \$8.50	0.00%	0
\$8.51 - \$9.50	4.76%	1
\$9.51 - \$10.50	9.52%	2
\$10.51-\$12.50	23.81%	5
\$12.51-\$13.50	9.52%	2
\$13.51-\$14.50	14.29%	3
\$14.51-\$16.00	23.81%	5
\$16.01-\$18.00	9.52%	2
Other, please specify	14.29%	3
Total Respondents: 21		

Q9 Your full-time production top out rate is:

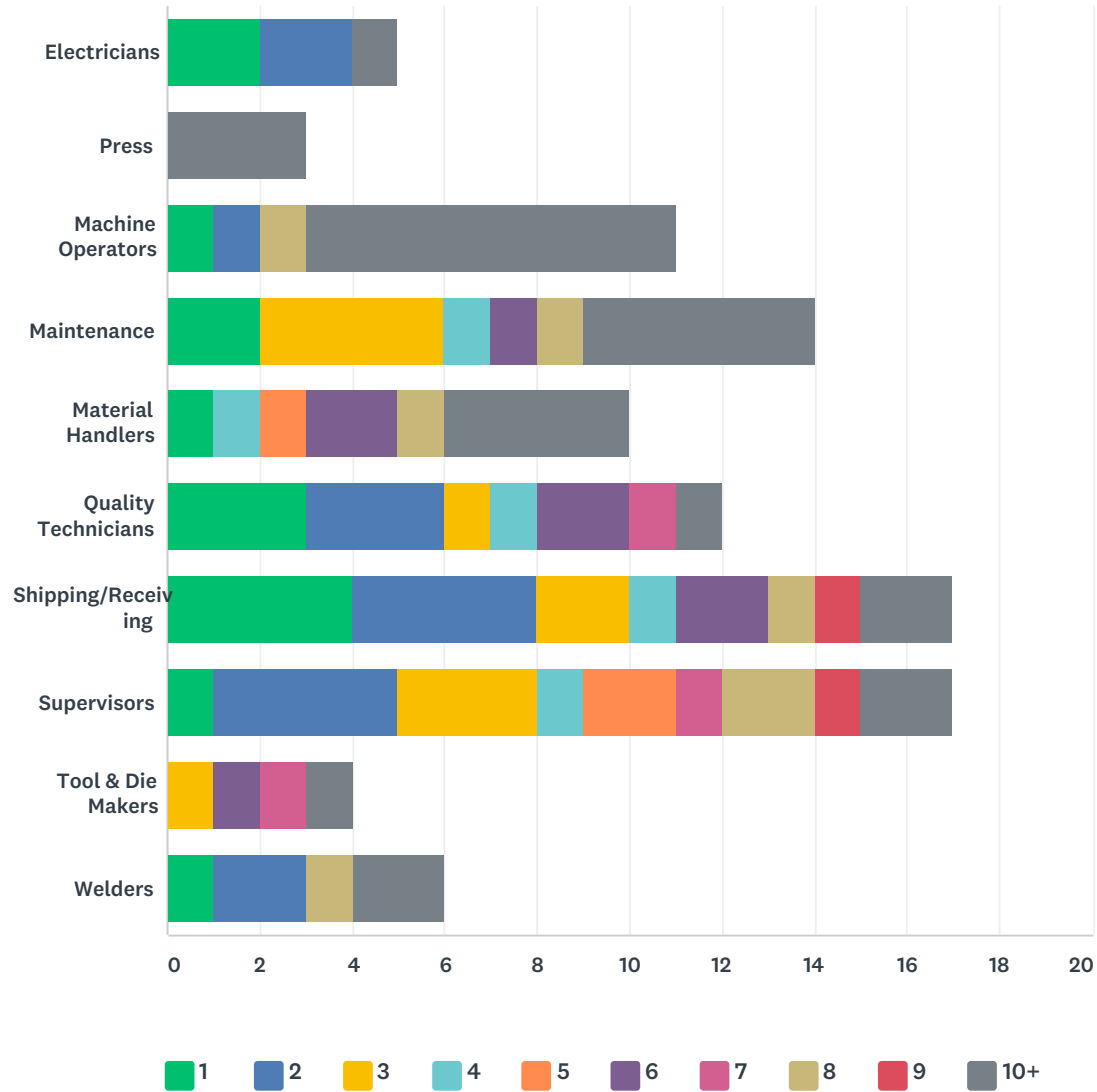
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
\$7.75 - \$8.50	0.00%	0
\$8.51 - \$9.50	0.00%	0
\$9.51 - \$10.50	5.00%	1
\$10.51-\$12.50	0.00%	0
\$12.51-\$13.50	0.00%	0
\$13.51-\$14.50	0.00%	0
\$14.51-\$16.00	10.00%	2
\$16.01-\$18.00	50.00%	10
Other, please specify	35.00%	7
Total Respondents: 20		

Q10 How many do you employ of the following:

Answered: 21 Skipped: 0



	1	2	3	4	5	6	7	8	9	10+	TOTAL
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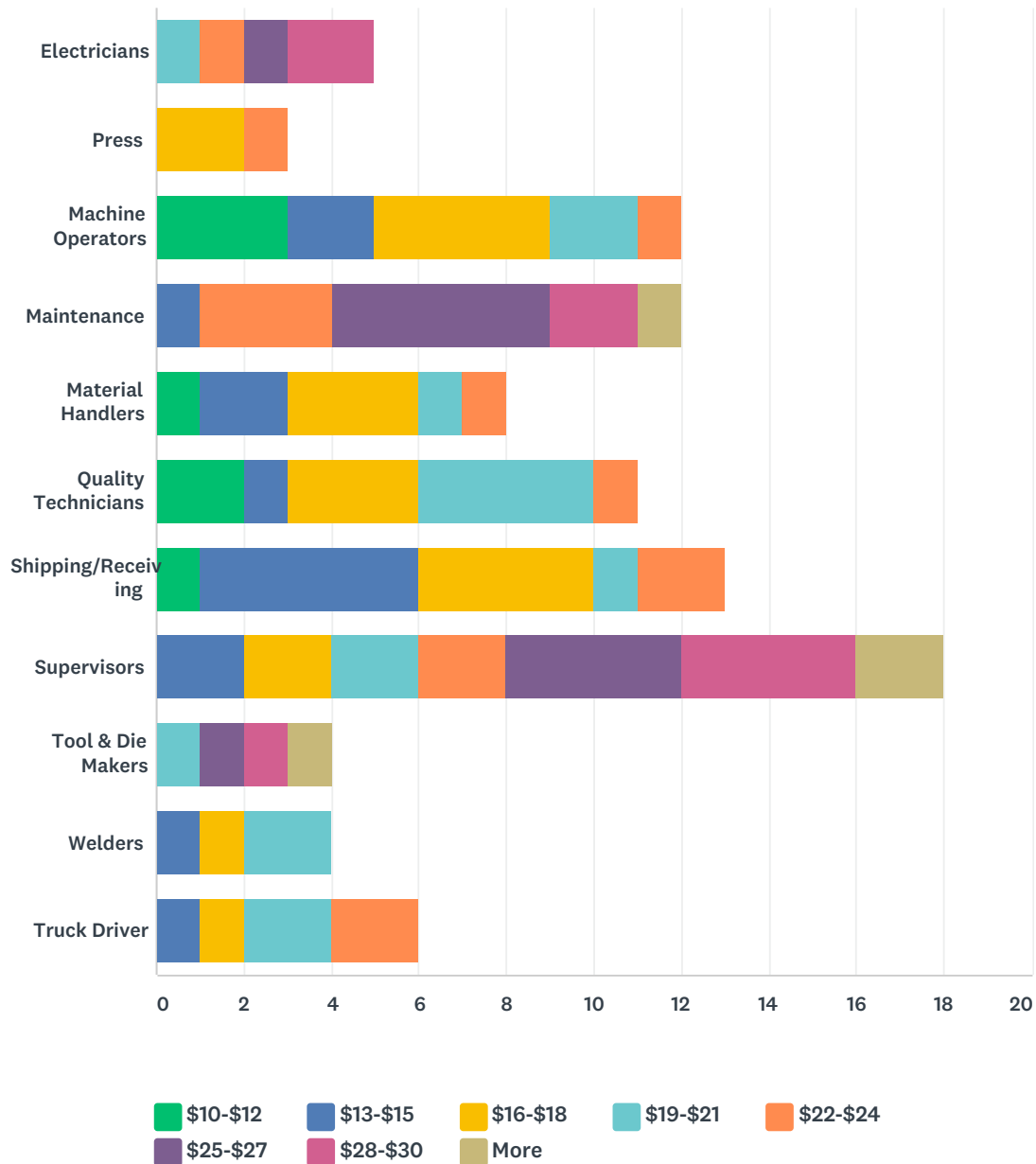
NELSON COUNTY ECONOMIC DEVELOPMENT AGENCY and NELCO CONSORTIUM Wage and Benefits Survey 2018

Electricians	40.00% 2	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	20.00% 1	5
Press	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 3	3
Machine Operators	9.09% 1	9.09% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9.09% 1	0.00% 0	72.73% 8	11
Maintenance	14.29% 2	0.00% 0	28.57% 4	7.14% 1	0.00% 0	7.14% 1	0.00% 0	7.14% 1	0.00% 0	35.71% 5	14
Material Handlers	10.00% 1	0.00% 0	0.00% 0	10.00% 1	10.00% 1	20.00% 2	0.00% 0	10.00% 1	0.00% 0	40.00% 4	10
Quality Technicians	25.00% 3	25.00% 3	8.33% 1	8.33% 1	0.00% 0	16.67% 2	8.33% 1	0.00% 0	0.00% 0	8.33% 1	12
Shipping/Receiving	23.53% 4	23.53% 4	11.76% 2	5.88% 1	0.00% 0	11.76% 2	0.00% 0	5.88% 1	5.88% 1	11.76% 2	17
Supervisors	5.88% 1	23.53% 4	17.65% 3	5.88% 1	11.76% 2	0.00% 0	5.88% 1	11.76% 2	5.88% 1	11.76% 2	17
Tool & Die Makers	0.00% 0	0.00% 0	25.00% 1	0.00% 0	0.00% 0	25.00% 1	25.00% 1	0.00% 0	0.00% 0	25.00% 1	4
Welders	16.67% 1	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	33.33% 2	6

Q11 Hourly wage for the following:

Answered: 21 Skipped: 0

NELSON COUNTY ECONOMIC DEVELOPMENT AGENCY and NELCO CONSORTIUM Wage and Benefits Survey 2018



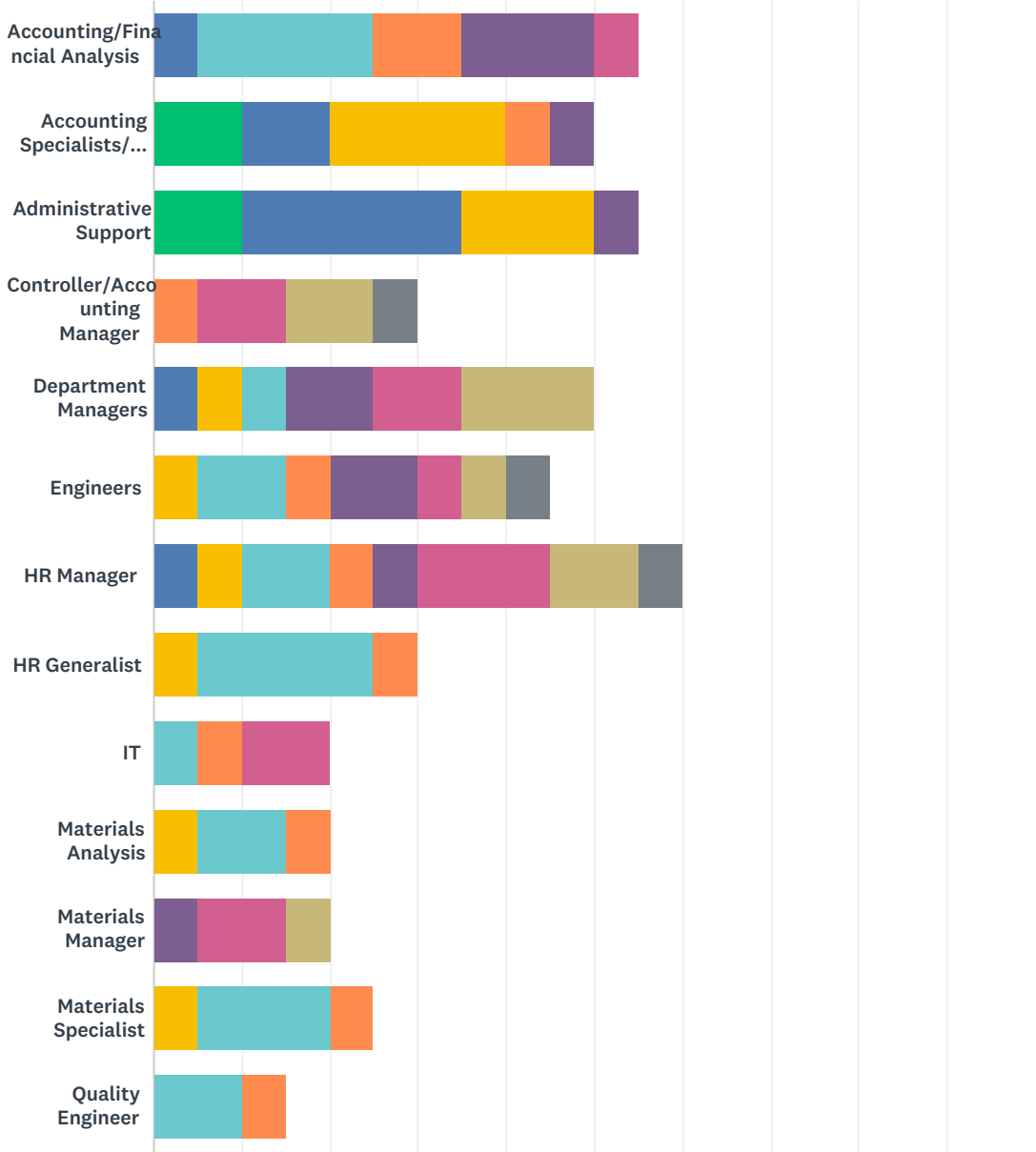
	\$10-\$12	\$13-\$15	\$16-\$18	\$19-\$21	\$22-\$24	\$25-\$27	\$28-\$30	MORE	TOTAL	WEIGHTED AVERAGE
Electricians	0.00%	0.00%	0.00%	20.00%	20.00%	20.00%	40.00%	0.00%	5	5.80

NELSON COUNTY ECONOMIC DEVELOPMENT AGENCY and NELCO CONSORTIUM Wage and Benefits Survey 2018

Press	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3	3.67
Machine Operators	25.00% 3	16.67% 2	33.33% 4	16.67% 2	8.33% 1	0.00% 0	0.00% 0	0.00% 0	12	2.67
Maintenance	0.00% 0	8.33% 1	0.00% 0	0.00% 0	25.00% 3	41.67% 5	16.67% 2	8.33% 1	12	5.75
Material Handlers	12.50% 1	25.00% 2	37.50% 3	12.50% 1	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8	2.88
Quality Technicians	18.18% 2	9.09% 1	27.27% 3	36.36% 4	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11	3.09
Shipping/Receiving	7.69% 1	38.46% 5	30.77% 4	7.69% 1	15.38% 2	0.00% 0	0.00% 0	0.00% 0	13	2.85
Supervisors	0.00% 0	11.11% 2	11.11% 2	11.11% 2	11.11% 2	22.22% 4	22.22% 4	11.11% 2	18	5.33
Tool & Die Makers	0.00% 0	0.00% 0	0.00% 0	25.00% 1	0.00% 0	25.00% 1	25.00% 1	25.00% 1	4	6.25
Welders	0.00% 0	25.00% 1	25.00% 1	50.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	3.25
Truck Driver	0.00% 0	16.67% 1	16.67% 1	33.33% 2	33.33% 2	0.00% 0	0.00% 0	0.00% 0	6	3.83

Q12 Please check annual salary range for each that apply:

Answered: 19 Skipped: 2



NELSON COUNTY ECONOMIC DEVELOPMENT AGENCY and NELCO CONSORTIUM Wage and Benefits Survey 2018



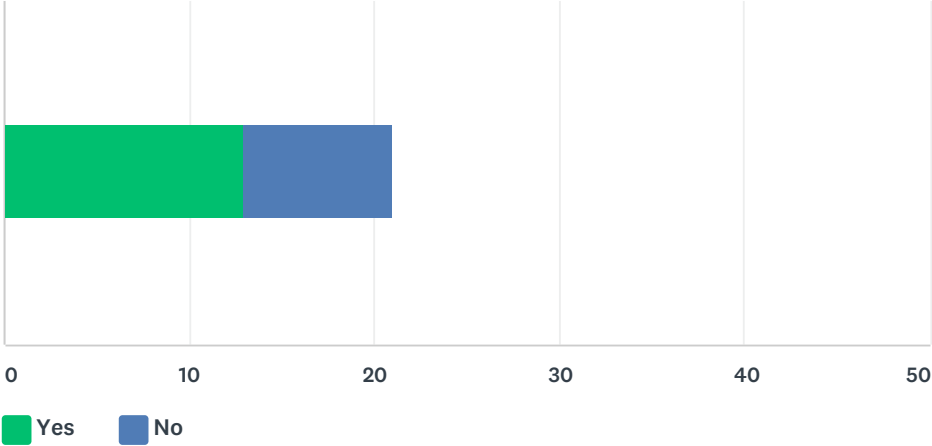
	\$20-30K	\$30-40K	\$40-50K	\$50-60K	\$60-70K	\$70-80K	\$80-90K	\$90-100K	\$100-110K	\$110K AND ABOVE	TOTAL	WEIGHTED AVERAGE
Accounting/Financial Analysis	0.00% 0	9.09% 1	0.00% 0	36.36% 4	18.18% 2	27.27% 3	9.09% 1	0.00% 0	0.00% 0	0.00% 0	11	4.82
Accounting Specialists/Clerical	20.00% 2	20.00% 2	40.00% 4	0.00% 0	10.00% 1	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10	2.90
Administrative Support	18.18% 2	45.45% 5	27.27% 3	0.00% 0	0.00% 0	9.09% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11	2.45
Controller/Accounting Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	33.33% 2	33.33% 2	0.00% 0	16.67% 1	6	7.50
Department Managers	0.00% 0	10.00% 1	10.00% 1	10.00% 1	0.00% 0	20.00% 2	20.00% 2	30.00% 3	0.00% 0	0.00% 0	10	5.90
Engineers	0.00% 0	0.00% 0	11.11% 1	22.22% 2	11.11% 1	22.22% 2	11.11% 1	11.11% 1	0.00% 0	11.11% 1	9	5.89

NELSON COUNTY ECONOMIC DEVELOPMENT AGENCY and NELCO CONSORTIUM Wage and Benefits Survey 2018

HR Manager	0.00%	8.33%	8.33%	16.67%	8.33%	8.33%	25.00%	16.67%	0.00%	8.33%	12	5.92
	0	1	1	2	1	1	3	2	0	1		
HR Generalist	0.00%	0.00%	16.67%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	6	4.00
	0	0	1	4	1	0	0	0	0	0		
IT	0.00%	0.00%	0.00%	25.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	4	5.75
	0	0	0	1	1	0	2	0	0	0		
Materials Analysis	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4	4.00
	0	0	1	2	1	0	0	0	0	0		
Materials Manager	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	4	7.00
	0	0	0	0	0	1	2	1	0	0		
Materials Specialist	0.00%	0.00%	20.00%	60.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5	4.00
	0	0	1	3	1	0	0	0	0	0		
Quality Engineer	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	3	4.33
	0	0	0	2	1	0	0	0	0	0		
Quality Manager	0.00%	0.00%	0.00%	12.50%	25.00%	12.50%	37.50%	0.00%	0.00%	12.50%	8	6.38
	0	0	0	1	2	1	3	0	0	1		
Production/Operations Manager	0.00%	16.67%	8.33%	0.00%	16.67%	8.33%	16.67%	25.00%	0.00%	8.33%	12	5.92
	0	2	1	0	2	1	2	3	0	1		
Production/Supervisor	8.33%	0.00%	16.67%	50.00%	16.67%	8.33%	0.00%	0.00%	0.00%	0.00%	12	3.92
	1	0	2	6	2	1	0	0	0	0		
Safety Manager	20.00%	0.00%	0.00%	40.00%	20.00%	0.00%	0.00%	0.00%	20.00%	0.00%	5	4.60
	1	0	0	2	1	0	0	0	1	0		
Safety Coordinator/Assistant	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0.00
	0	0	0	0	0	0	0	0	0	0		
Sales	11.11%	11.11%	11.11%	11.11%	33.33%	11.11%	0.00%	0.00%	11.11%	0.00%	9	4.44
	1	1	1	1	3	1	0	0	1	0		

Q13 Do you offer more than one health plan?

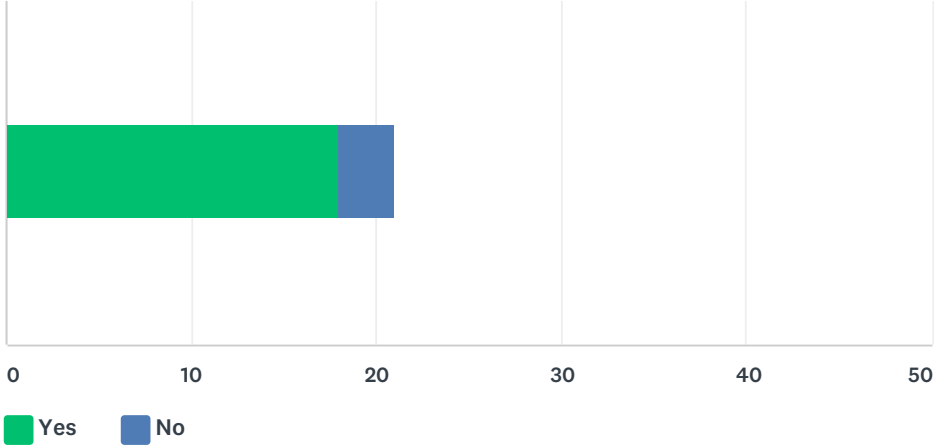
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	61.90%	13
No	38.10%	8
TOTAL		21

Q14 Do you pay for health coverage for your employees?

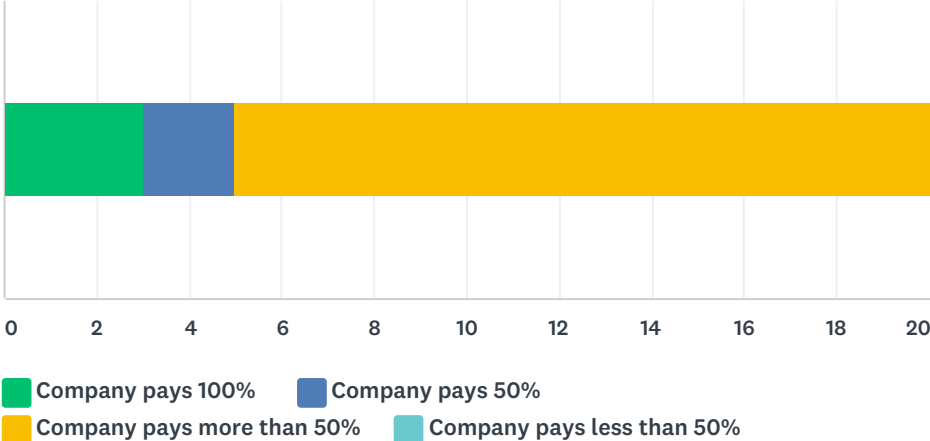
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	85.71%	18
No	14.29%	3
TOTAL		21

Q15 Health coverage for your employees:

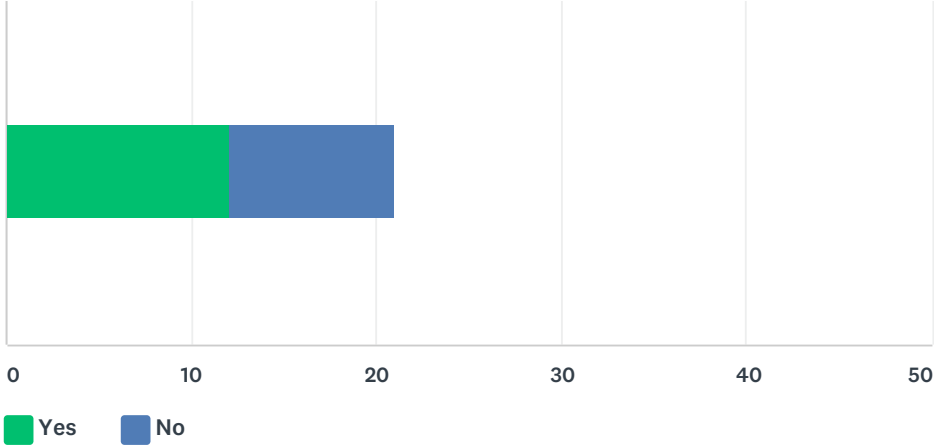
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES
Company pays 100%	15.00% 3
Company pays 50%	10.00% 2
Company pays more than 50%	75.00% 15
Company pays less than 50%	0.00% 0
TOTAL	20

Q16 Do you pay for employee family health coverage?

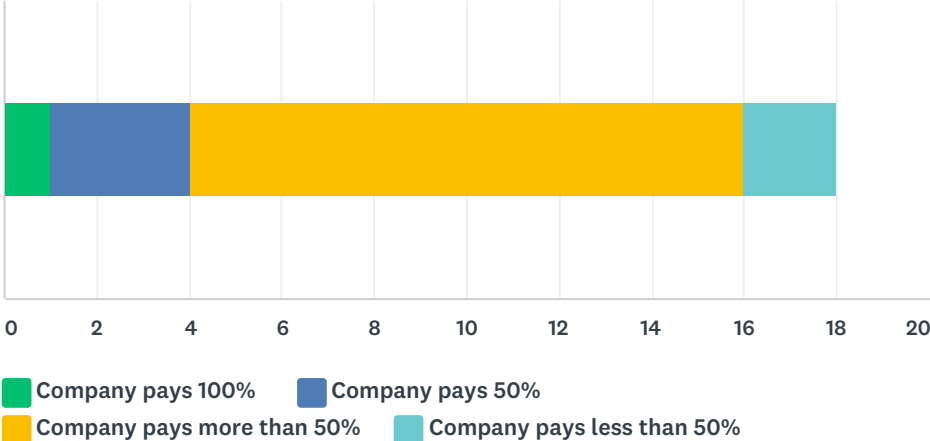
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.14%	12
No	42.86%	9
TOTAL		21

Q17 Family health coverage:

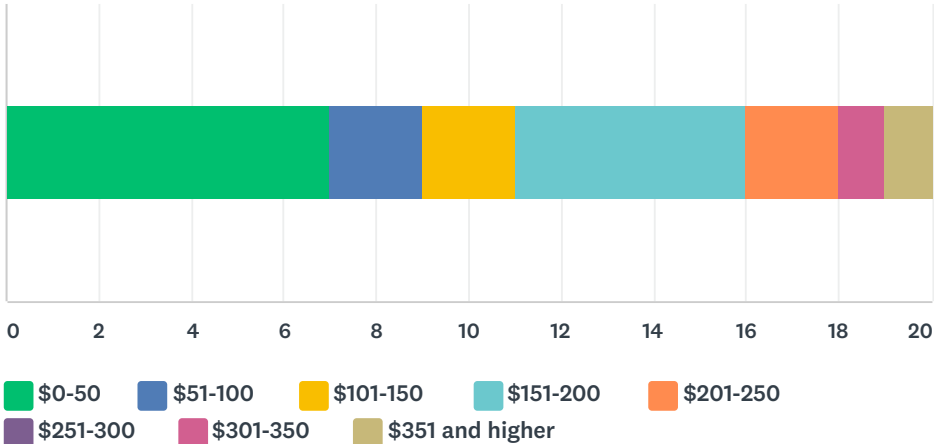
Answered: 18 Skipped: 3



ANSWER CHOICES	RESPONSES	
Company pays 100%	5.56%	1
Company pays 50%	16.67%	3
Company pays more than 50%	66.67%	12
Company pays less than 50%	11.11%	2
TOTAL		18

Q18 What is the average monthly cost to the employee for a premium plan?

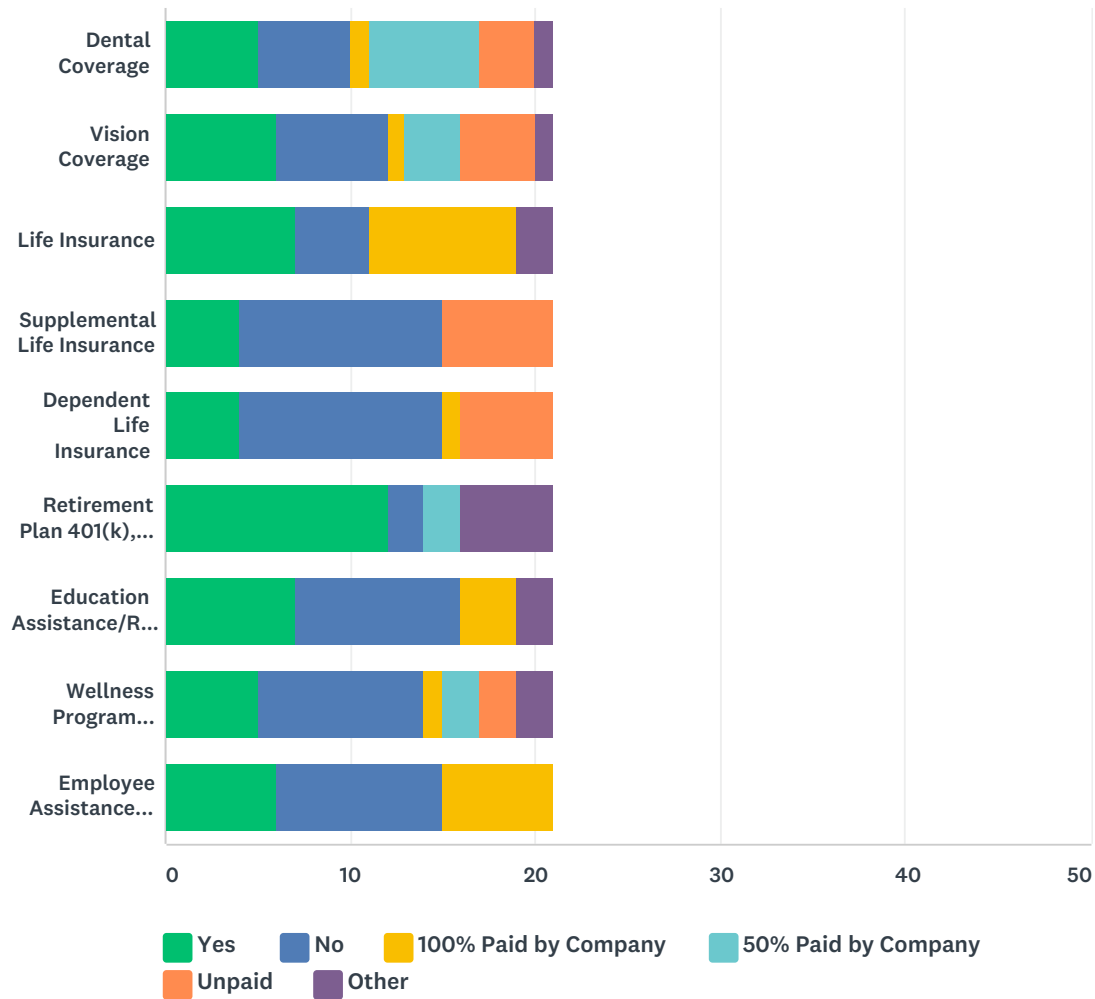
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
\$0-50	36.84%	7
\$51-100	10.53%	2
\$101-150	10.53%	2
\$151-200	26.32%	5
\$201-250	10.53%	2
\$251-300	0.00%	0
\$301-350	5.26%	1
\$351 and higher	5.26%	1
Total Respondents: 19		

Q19 Please check "yes", "no", "paid by company" or "unpaid".

Answered: 21 Skipped: 0



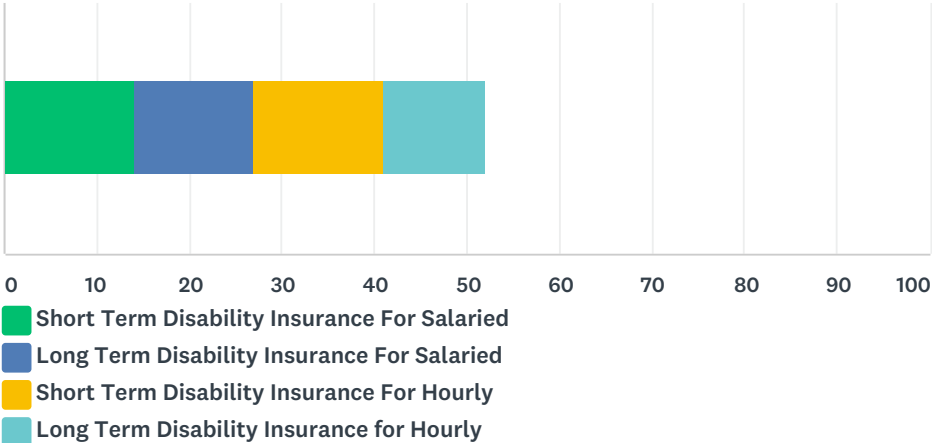
	YES	NO	100% PAID BY COMPANY	50% PAID BY COMPANY	UNPAID	OTHER	TOTAL	WEIGHTED AVERAGE
Dental Coverage	23.81%	23.81%	4.76%	28.57%	14.29%	4.76%	21	3.00
	5	5	1	6	3	1		

NELSON COUNTY ECONOMIC DEVELOPMENT AGENCY and NELCO CONSORTIUM Wage and Benefits Survey 2018

Vision Coverage	28.57% 6	28.57% 6	4.76% 1	14.29% 3	19.05% 4	4.76% 1	21	2.81
Life Insurance	33.33% 7	19.05% 4	38.10% 8	0.00% 0	0.00% 0	9.52% 2	21	2.43
Supplemental Life Insurance	19.05% 4	52.38% 11	0.00% 0	0.00% 0	28.57% 6	0.00% 0	21	2.67
Dependent Life Insurance	19.05% 4	52.38% 11	4.76% 1	0.00% 0	23.81% 5	0.00% 0	21	2.57
Retirement Plan 401(k), IRA, etc.	57.14% 12	9.52% 2	0.00% 0	9.52% 2	0.00% 0	23.81% 5	21	2.57
Education Assistance/Reimbursement	33.33% 7	42.86% 9	14.29% 3	0.00% 0	0.00% 0	9.52% 2	21	2.19
Wellness Program (YMCA/Health Club, etc.)	23.81% 5	42.86% 9	4.76% 1	9.52% 2	9.52% 2	9.52% 2	21	2.67
Employee Assistance Program	28.57% 6	42.86% 9	28.57% 6	0.00% 0	0.00% 0	0.00% 0	21	2.00

Q20 You offer: (check all that apply)

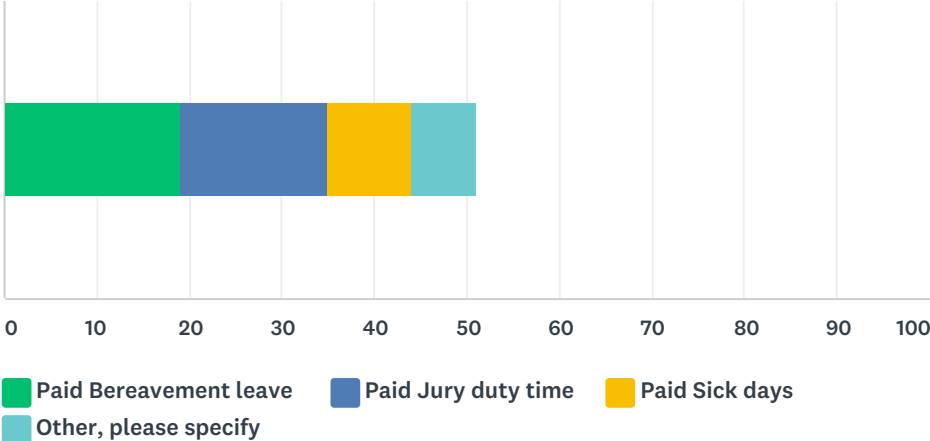
Answered: 15 Skipped: 6



ANSWER CHOICES	RESPONSES	
Short Term Disability Insurance For Salaried	93.33%	14
Long Term Disability Insurance For Salaried	86.67%	13
Short Term Disability Insurance For Hourly	93.33%	14
Long Term Disability Insurance for Hourly	73.33%	11
Total Respondents: 15		

Q21 You offer: (check all that apply)

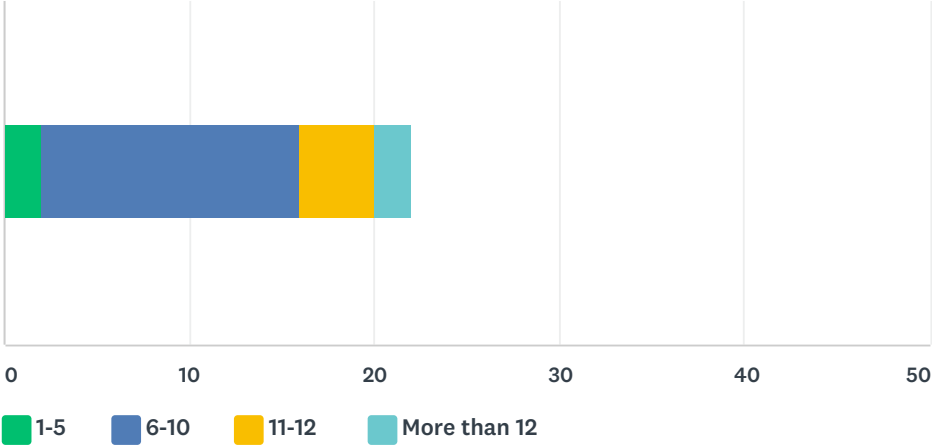
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Paid Bereavement leave	90.48%	19
Paid Jury duty time	76.19%	16
Paid Sick days	42.86%	9
Other, please specify	33.33%	7
Total Respondents: 21		

Q22 How many paid holidays do you have?

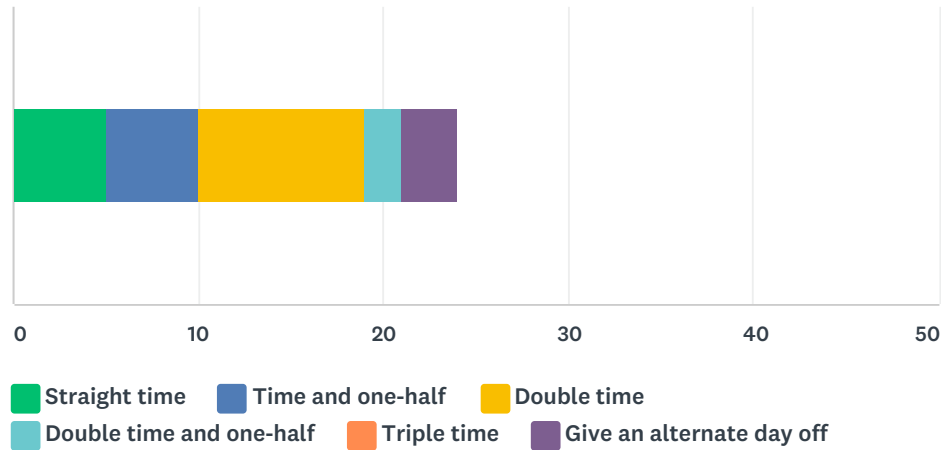
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5	9.52%	2
6-10	66.67%	14
11-12	19.05%	4
More than 12	9.52%	2
Total Respondents: 21		

Q23 In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday? (Check all that apply)

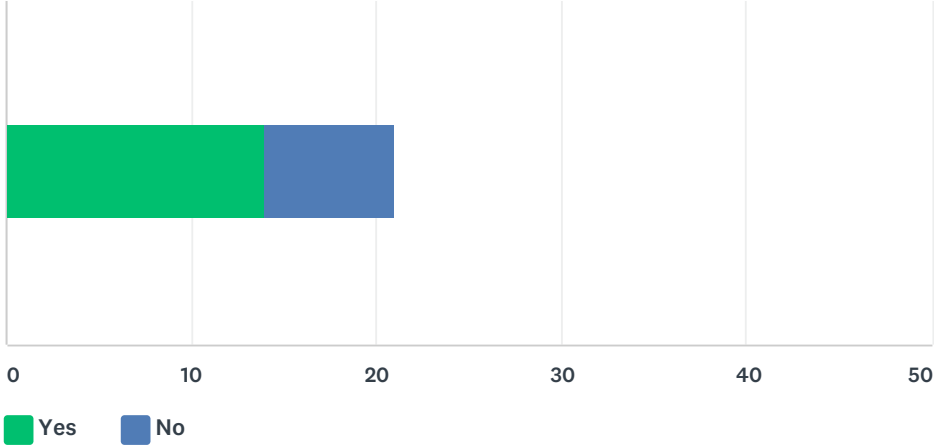
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Straight time	25.00%	5
Time and one-half	25.00%	5
Double time	45.00%	9
Double time and one-half	10.00%	2
Triple time	0.00%	0
Give an alternate day off	15.00%	3
Total Respondents: 20		

Q24 Is there paid vacation before one (1) year of service?

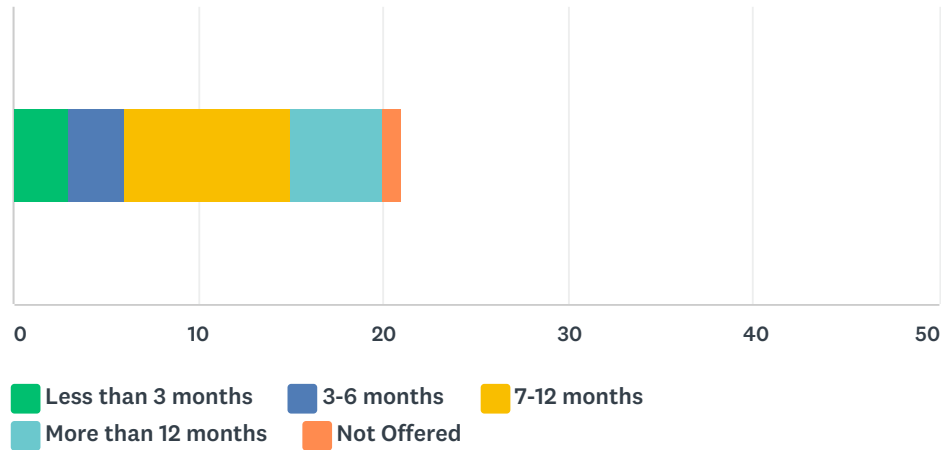
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	66.67%	14
No	33.33%	7
TOTAL		21

Q25 For the bulk of your organization's workforce, how many months does it take to qualify for 1 week of vacation?

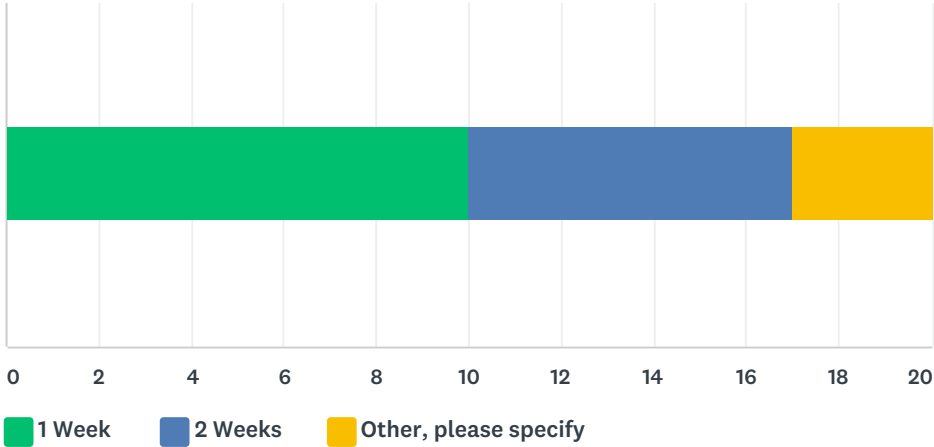
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 3 months	14.29%	3
3-6 months	14.29%	3
7-12 months	42.86%	9
More than 12 months	23.81%	5
Not Offered	4.76%	1
TOTAL		21

Q26 How much vacation is paid after one (1) year?

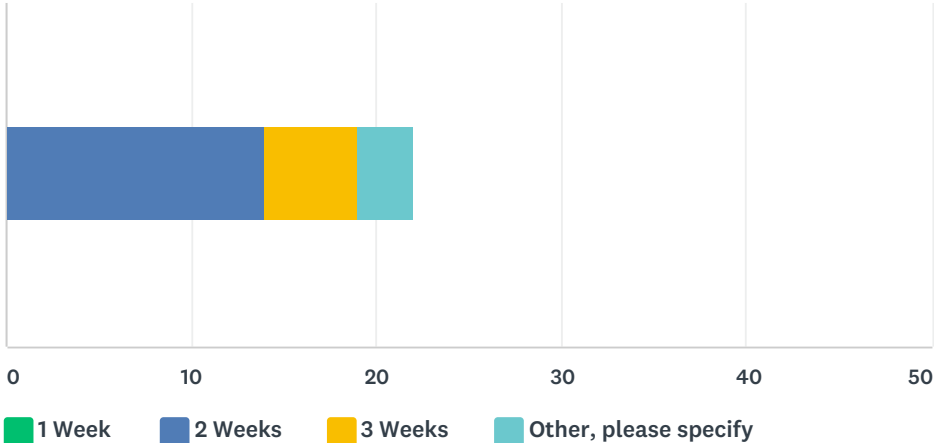
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 Week	50.00%	10
2 Weeks	35.00%	7
Other, please specify	15.00%	3
Total Respondents: 20		

Q27 How much paid vacation after three (3) to five (5) years?

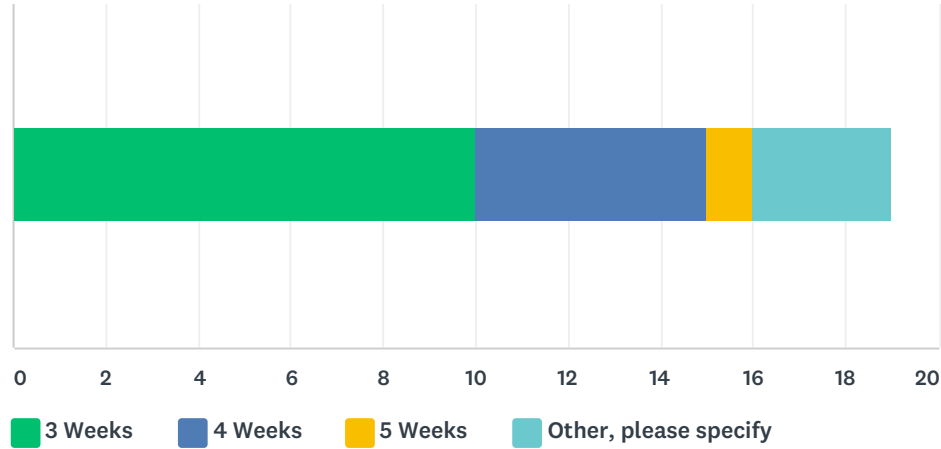
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 Week	0.00%	0
2 Weeks	70.00%	14
3 Weeks	25.00%	5
Other, please specify	15.00%	3
Total Respondents: 20		

Q28 How much paid vacation after ten (10) years?

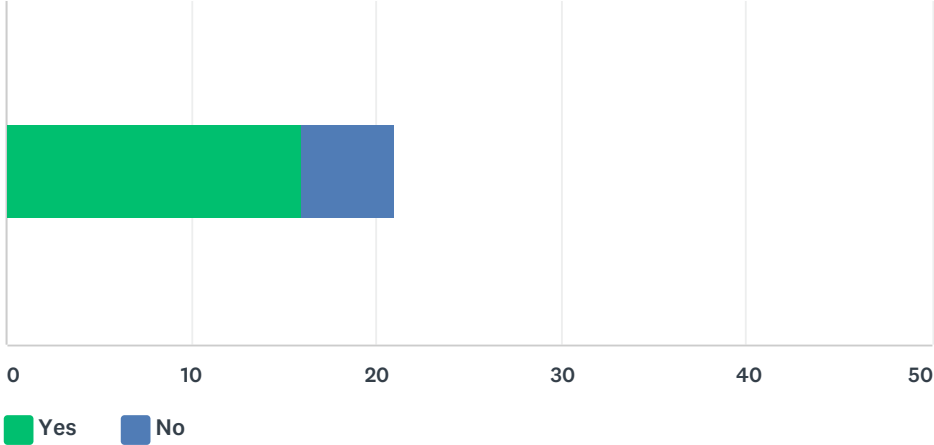
Answered: 18 Skipped: 3



ANSWER CHOICES	RESPONSES	
3 Weeks	55.56%	10
4 Weeks	27.78%	5
5 Weeks	5.56%	1
Other, please specify	16.67%	3
Total Respondents: 18		

Q29 Do you allow employees personal days off?

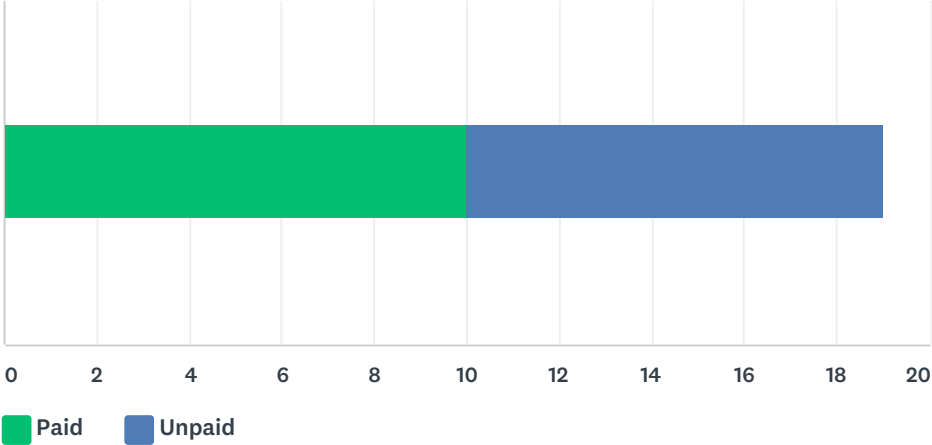
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	76.19%	16
No	23.81%	5
TOTAL		21

Q30 Are personal days:

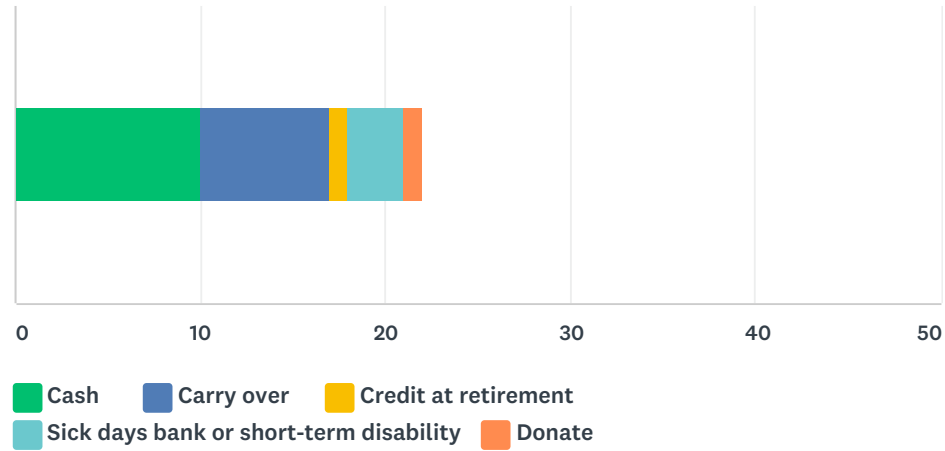
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
Paid	52.63%	10
Unpaid	47.37%	9
TOTAL		19

Q31 Does your vacation plan permit employees to convert unused vacation days to:

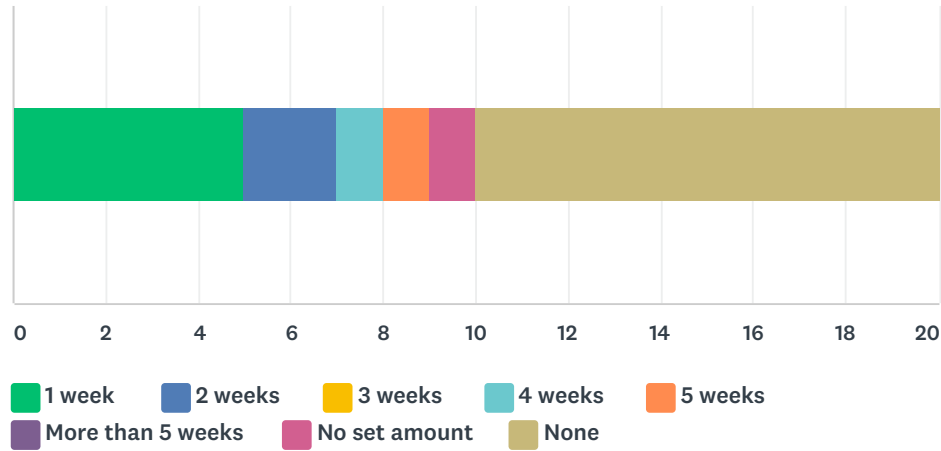
Answered: 16 Skipped: 5



ANSWER CHOICES	RESPONSES	
Cash	62.50%	10
Carry over	43.75%	7
Credit at retirement	6.25%	1
Sick days bank or short-term disability	18.75%	3
Donate	6.25%	1
Total Respondents: 16		

Q32 What is the maximum amount of vacation days an employee can carry over?

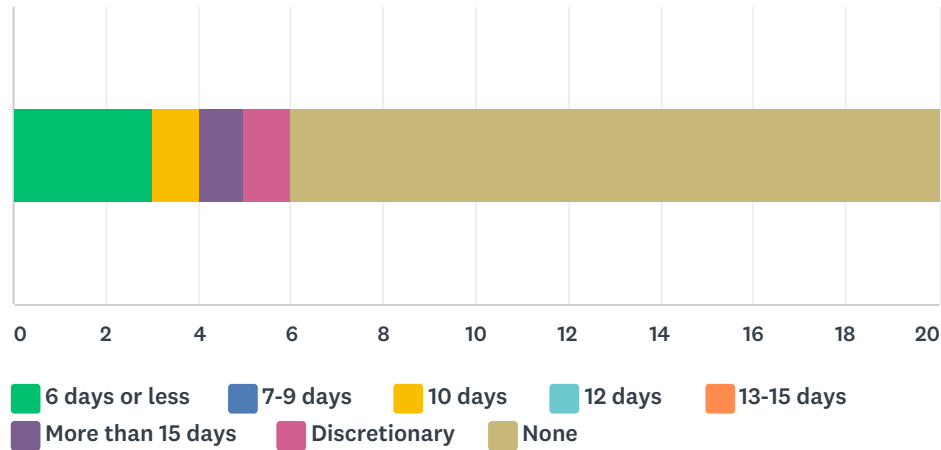
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 week	25.00%	5
2 weeks	10.00%	2
3 weeks	0.00%	0
4 weeks	5.00%	1
5 weeks	5.00%	1
More than 5 weeks	0.00%	0
No set amount	5.00%	1
None	50.00%	10
TOTAL		20

Q33 For the bulk of your organization's workforce, how many paid sick days are granted per year?

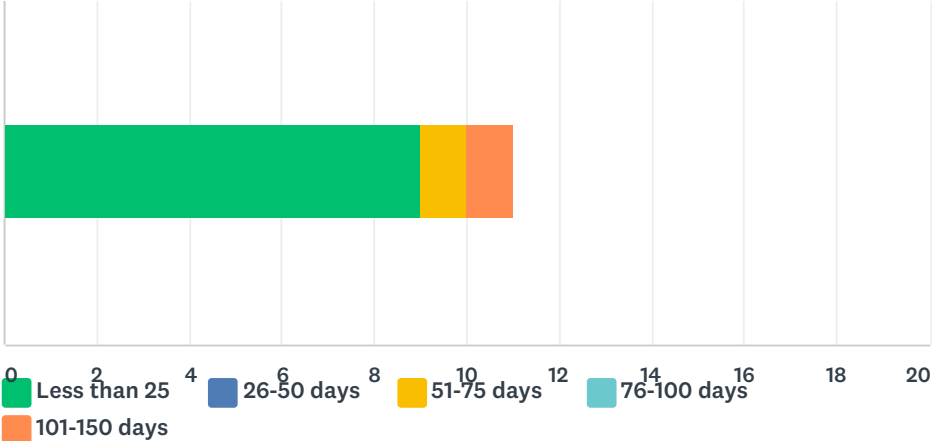
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
6 days or less	15.00%	3
7-9 days	0.00%	0
10 days	5.00%	1
12 days	0.00%	0
13-15 days	0.00%	0
More than 15 days	5.00%	1
Discretionary	5.00%	1
None	70.00%	14
TOTAL		20

Q34 What is the maximum number of sick days an employee can accumulate?

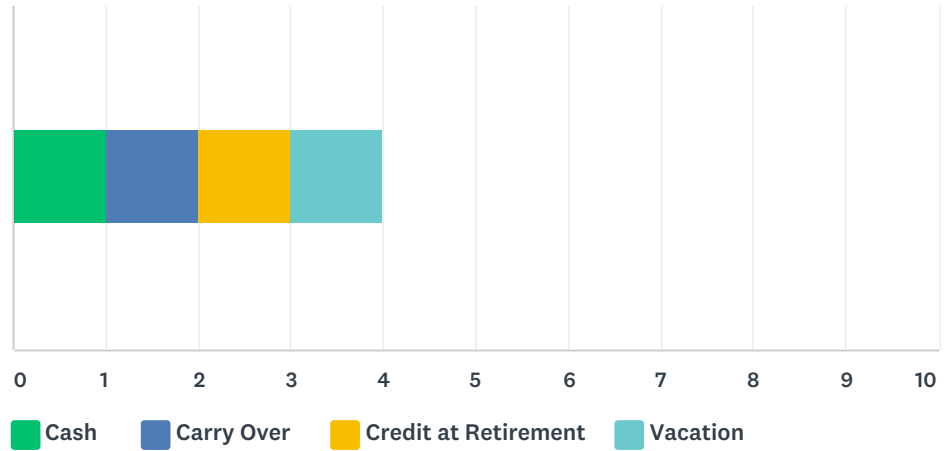
Answered: 11 Skipped: 10



ANSWER CHOICES	RESPONSES	
Less than 25	81.82%	9
26-50 days	0.00%	0
51-75 days	9.09%	1
76-100 days	0.00%	0
101-150 days	9.09%	1
TOTAL		11

Q35 Does your organization's sick leave plan permit employees to convert unused sick leave to:

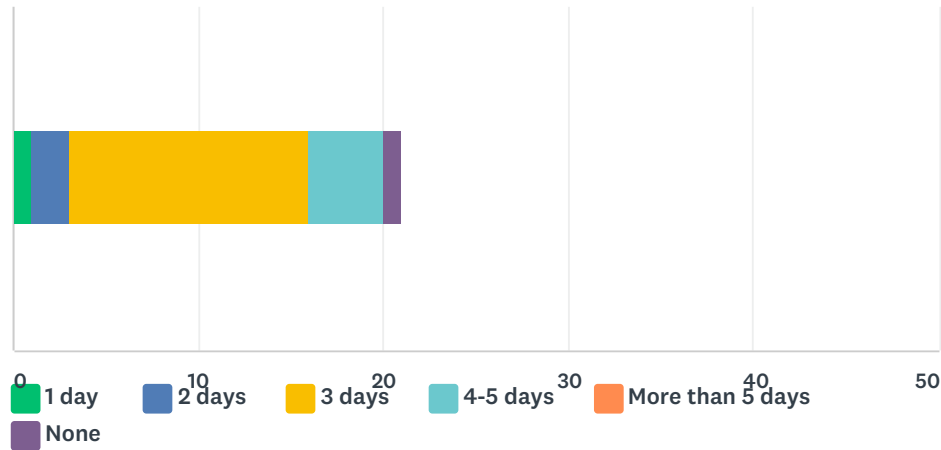
Answered: 4 Skipped: 17



ANSWER CHOICES	RESPONSES
Cash	25.00% 1
Carry Over	25.00% 1
Credit at Retirement	25.00% 1
Vacation	25.00% 1
Total Respondents: 4	

Q36 How many paid days off does your organization grant for bereavement for immediate family?

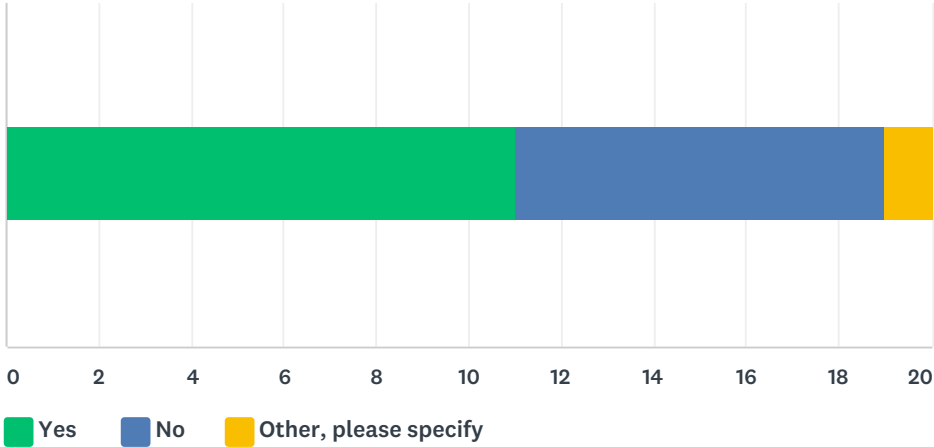
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 day	4.76%	1
2 days	9.52%	2
3 days	61.90%	13
4-5 days	19.05%	4
More than 5 days	0.00%	0
None	4.76%	1
TOTAL		21

Q37 Do you have a bonus plan in place for all employees?

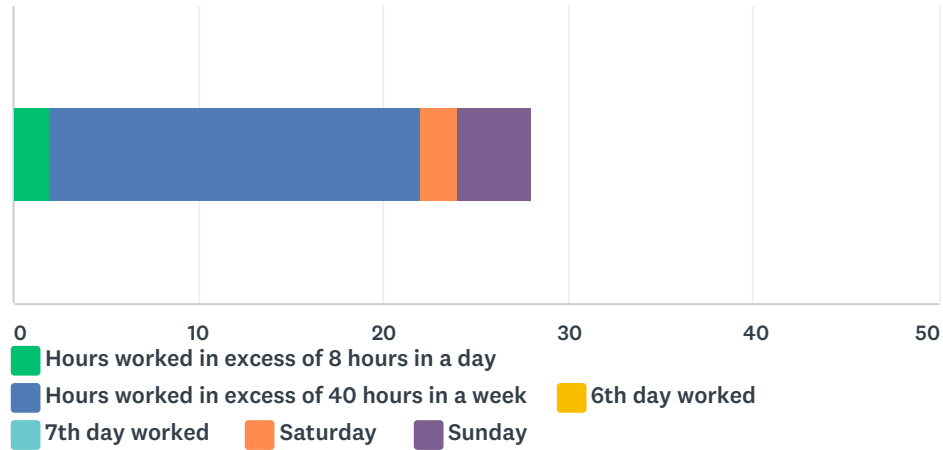
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	55.00%	11
No	40.00%	8
Other, please specify	5.00%	1
Total Respondents: 20		

Q38 What overtime does your organization pay? (check all that apply)

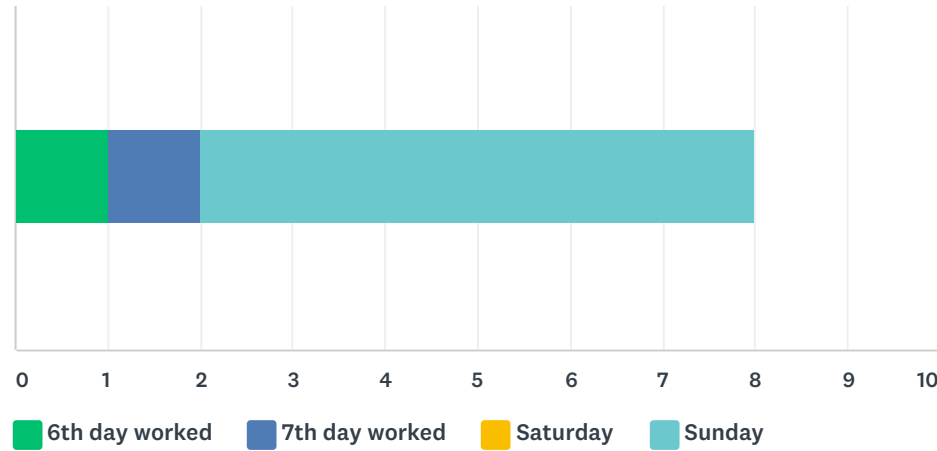
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Hours worked in excess of 8 hours in a day	9.52%	2
Hours worked in excess of 40 hours in a week	95.24%	20
6th day worked	0.00%	0
7th day worked	0.00%	0
Saturday	9.52%	2
Sunday	19.05%	4
Total Respondents: 21		

Q39 What double time pay does your organization provide? (check all that apply)

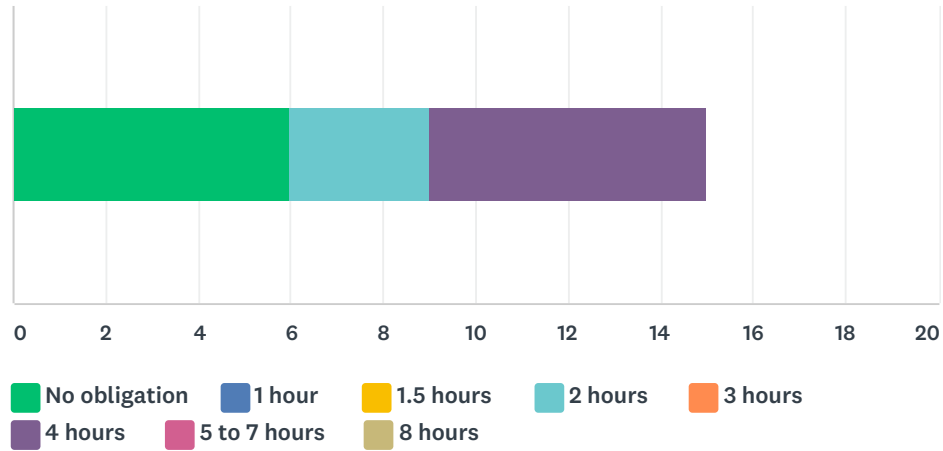
Answered: 6 Skipped: 15



ANSWER CHOICES	RESPONSES	
6th day worked	16.67%	1
7th day worked	16.67%	1
Saturday	0.00%	0
Sunday	100.00%	6
Total Respondents: 6		

Q40 What call-in pay does your organization provide?

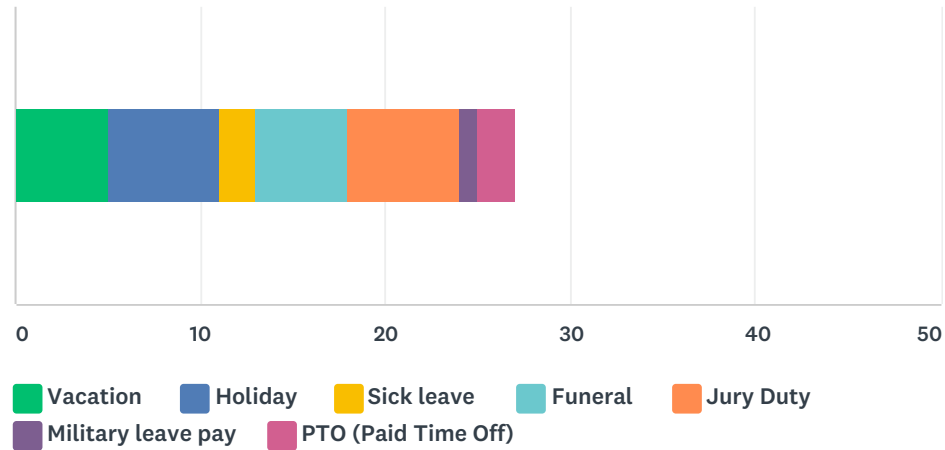
Answered: 15 Skipped: 6



ANSWER CHOICES	RESPONSES	
No obligation	40.00%	6
1 hour	0.00%	0
1.5 hours	0.00%	0
2 hours	20.00%	3
3 hours	0.00%	0
4 hours	40.00%	6
5 to 7 hours	0.00%	0
8 hours	0.00%	0
TOTAL		15

Q41 Check any/all of the following that your organization includes as hours worked towards calculation of overtime:

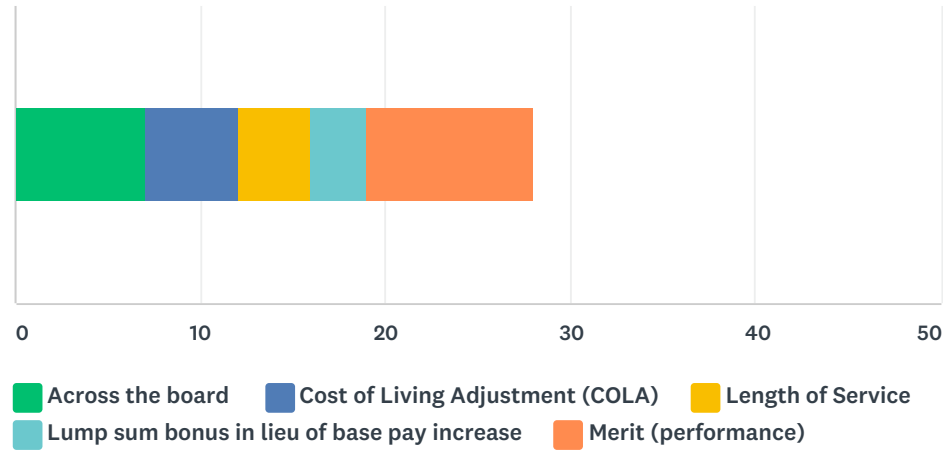
Answered: 8 Skipped: 13



ANSWER CHOICES	RESPONSES	
Vacation	62.50%	5
Holiday	75.00%	6
Sick leave	25.00%	2
Funeral	62.50%	5
Jury Duty	75.00%	6
Military leave pay	12.50%	1
PTO (Paid Time Off)	25.00%	2
Total Respondents: 8		

Q42 What types of salary increases are usually granted? (check all that apply)

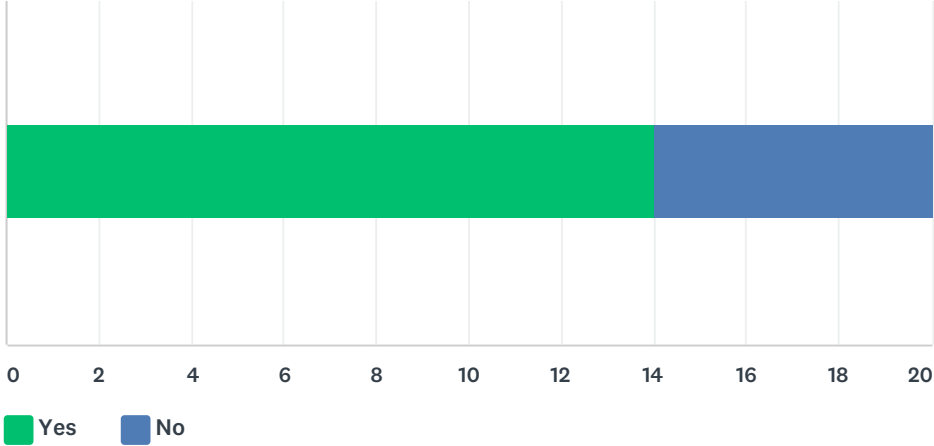
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES
Across the board	35.00% 7
Cost of Living Adjustment (COLA)	25.00% 5
Length of Service	20.00% 4
Lump sum bonus in lieu of base pay increase	15.00% 3
Merit (performance)	45.00% 9
Total Respondents: 20	

Q43 Does your organization provide an annual bonus for employees?

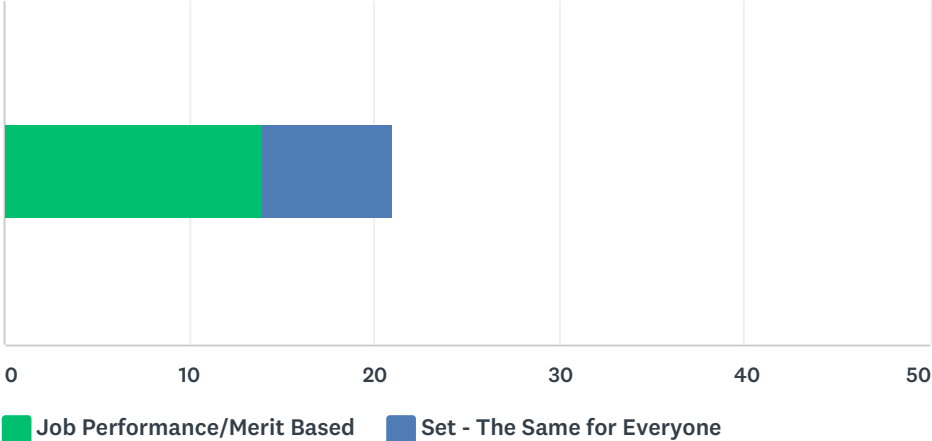
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	70.00%	14
No	30.00%	6
TOTAL		20

Q44 Wage increases are:

Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Job Performance/Merit Based	66.67%	14
Set - The Same for Everyone	33.33%	7
TOTAL		21

Q45 Does your organization grant paid leave for military reserve duty?

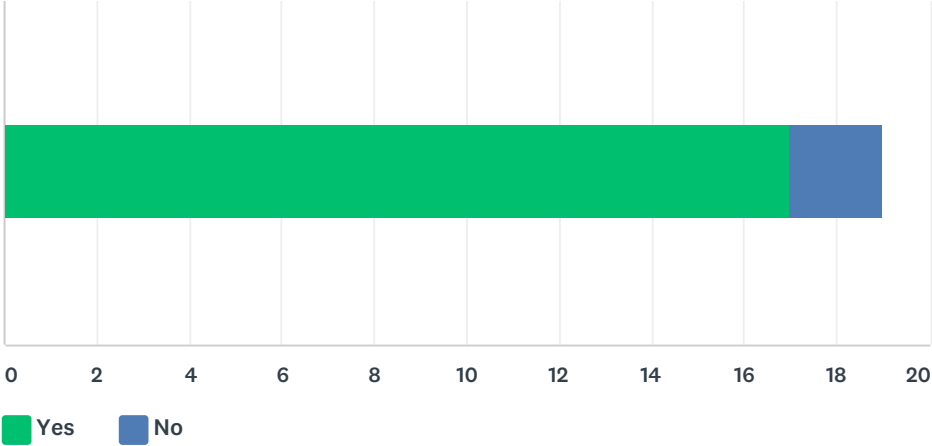
Answered: 13 Skipped: 8



ANSWER CHOICES	RESPONSES	
No, employee must use vacation	53.85%	7
Yes, employees receive regular wages plus they keep compensation provided by the armed forces	15.38%	2
Yes, employees receive the difference in compensation provided by the armed forces and their regular wages	30.77%	4
TOTAL		13

Q46 Do you conduct background checks?

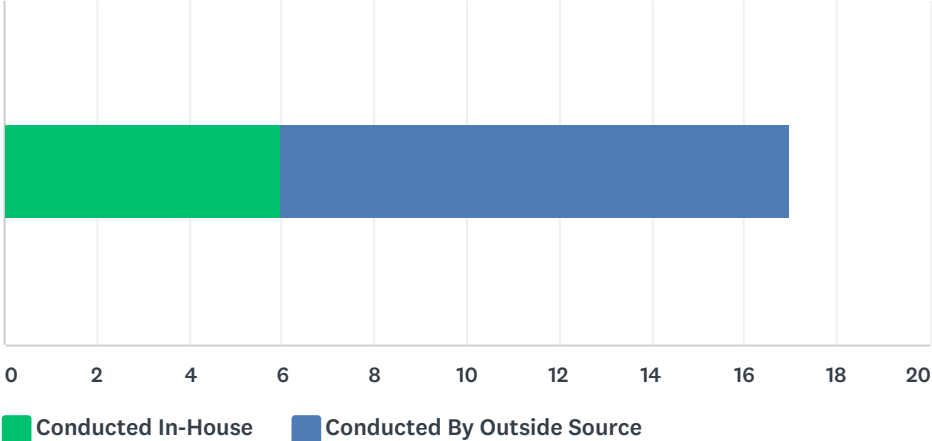
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	89.47%	17
No	10.53%	2
TOTAL		19

Q47 If you conduct background checks, they are:

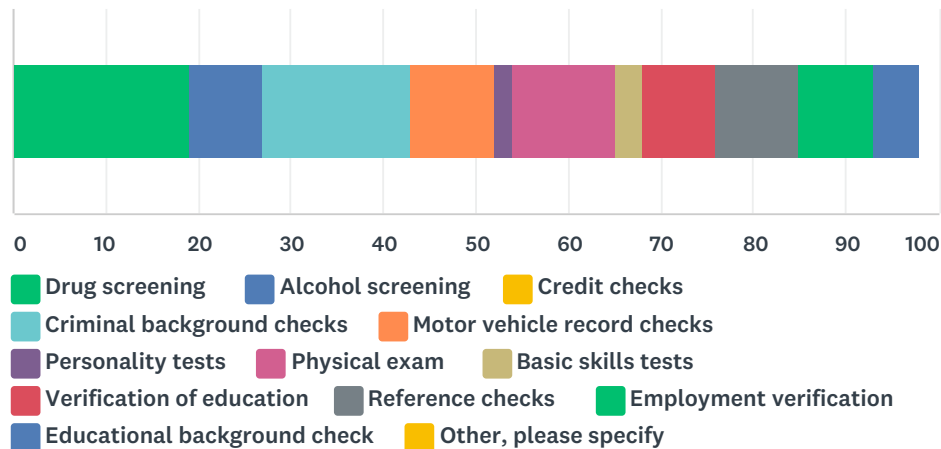
Answered: 17 Skipped: 4



ANSWER CHOICES	RESPONSES	
Conducted In-House	35.29%	6
Conducted By Outside Source	64.71%	11
TOTAL		17

Q48 Which pre-employment screenings do you regularly conduct? (check all that apply)

Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
Drug screening	100.00%	19
Alcohol screening	42.11%	8
Credit checks	0.00%	0
Criminal background checks	84.21%	16
Motor vehicle record checks	47.37%	9
Personality tests	10.53%	2
Physical exam	57.89%	11
Basic skills tests	15.79%	3
Verification of education	42.11%	8
Reference checks	47.37%	9
Employment verification	42.11%	8
Educational background check	26.32%	5

Other, please specify

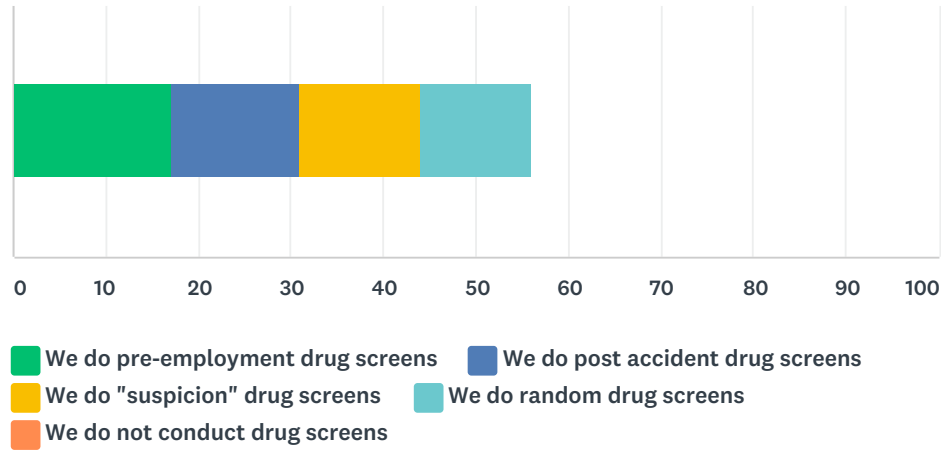
0.00%

0

Total Respondents: 19

Q49 Drug screens: (check all that apply)

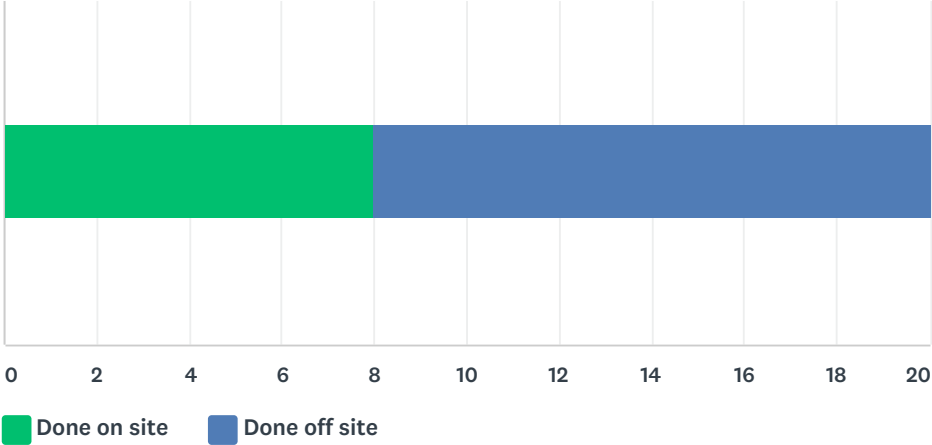
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
We do pre-employment drug screens	85.00%	17
We do post accident drug screens	70.00%	14
We do "suspicion" drug screens	65.00%	13
We do random drug screens	60.00%	12
We do not conduct drug screens	0.00%	0
Total Respondents: 20		

Q50 If you do drug screens, are they:

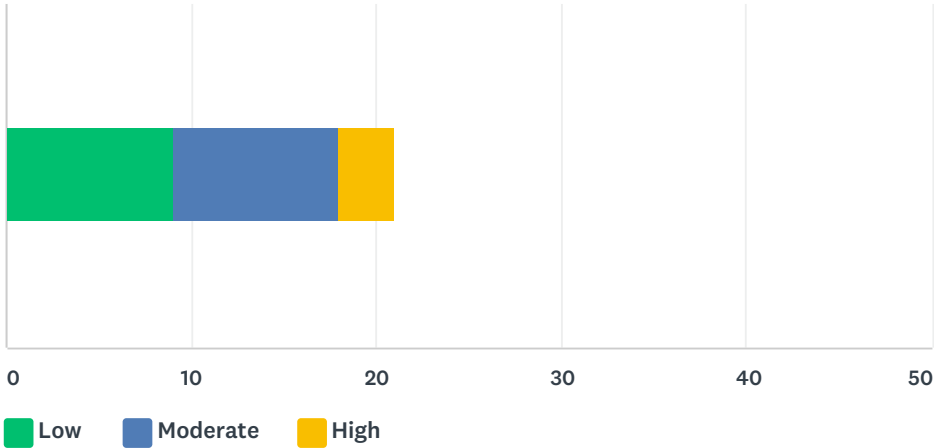
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Done on site	40.00%	8
Done off site	60.00%	12
TOTAL		20

Q51 How would you rate your turnover?

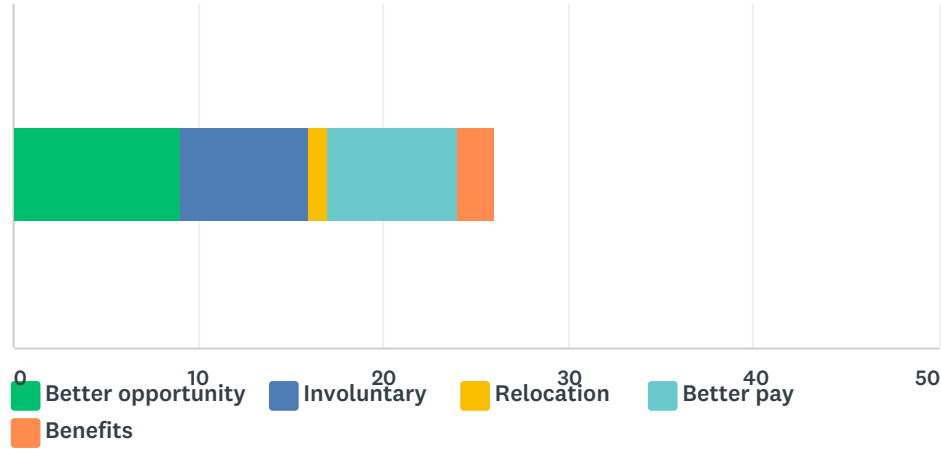
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES
Low	42.86% 9
Moderate	42.86% 9
High	14.29% 3
Total Respondents: 21	

Q52 Of the following, which is the most frequent reason why employees leave your company?

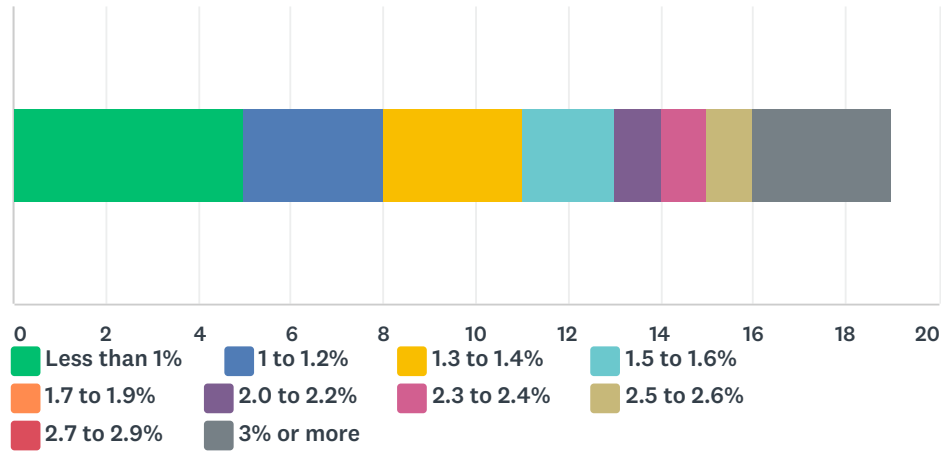
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES
Better opportunity	42.86% 9
Involuntary	33.33% 7
Relocation	4.76% 1
Better pay	33.33% 7
Benefits	9.52% 2
Total Respondents: 21	

Q53 What is your organization's absenteeism rate? Job absence is defined as unscheduled absence. It does not include long-term absences after the first four days; vacations, holidays or other scheduled leave; or absences of less than a full day. Absenteeism rate = number of worker days lost through absence x 100 (Avg. # of employees during year) x (___ workdays)

Answered: 19 Skipped: 2



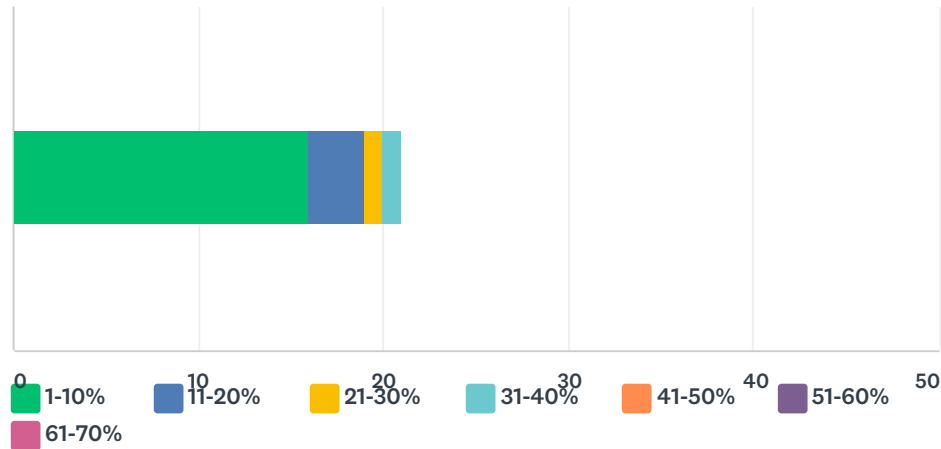
ANSWER CHOICES	RESPONSES	
Less than 1%	26.32%	5
1 to 1.2%	15.79%	3
1.3 to 1.4%	15.79%	3
1.5 to 1.6%	10.53%	2
1.7 to 1.9%	0.00%	0
2.0 to 2.2%	5.26%	1
2.3 to 2.4%	5.26%	1
2.5 to 2.6%	5.26%	1
2.7 to 2.9%	0.00%	0

NELSON COUNTY ECONOMIC DEVELOPMENT AGENCY and NELCO CONSORTIUM Wage and Benefits Survey 2018

3% or more	15.79%	3
TOTAL		19

**Q54 What is your organization's overall turnover rate? (Please use the formula noted below)
 Number of employees who left during previous calendar year (# employed 1/1 + # employed 12/31) / 2**

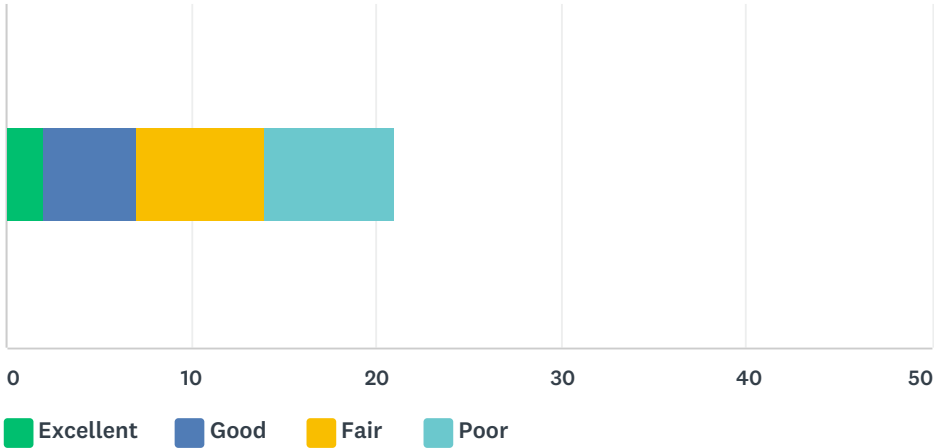
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-10%	76.19%	16
11-20%	14.29%	3
21-30%	4.76%	1
31-40%	4.76%	1
41-50%	0.00%	0
51-60%	0.00%	0
61-70%	0.00%	0
TOTAL		21

Q55 Would you rate the availability of skilled labor:

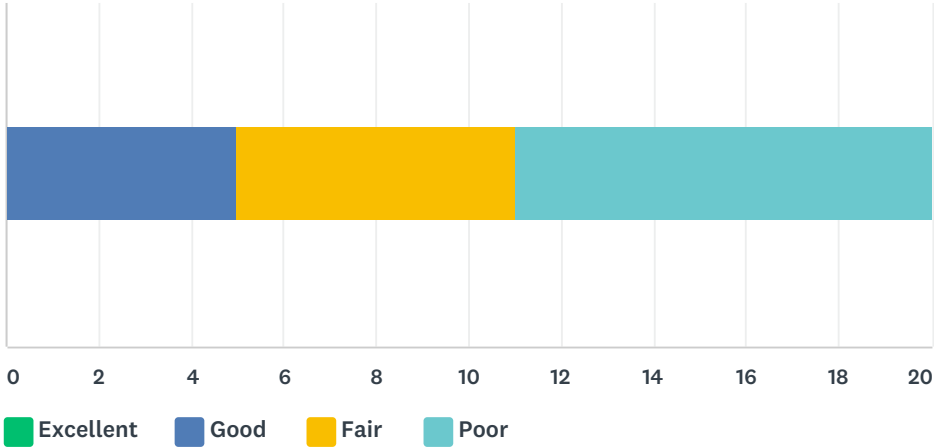
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	9.52%	2
Good	23.81%	5
Fair	33.33%	7
Poor	33.33%	7
TOTAL		21

Q56 Would you rate the availability of unskilled labor:

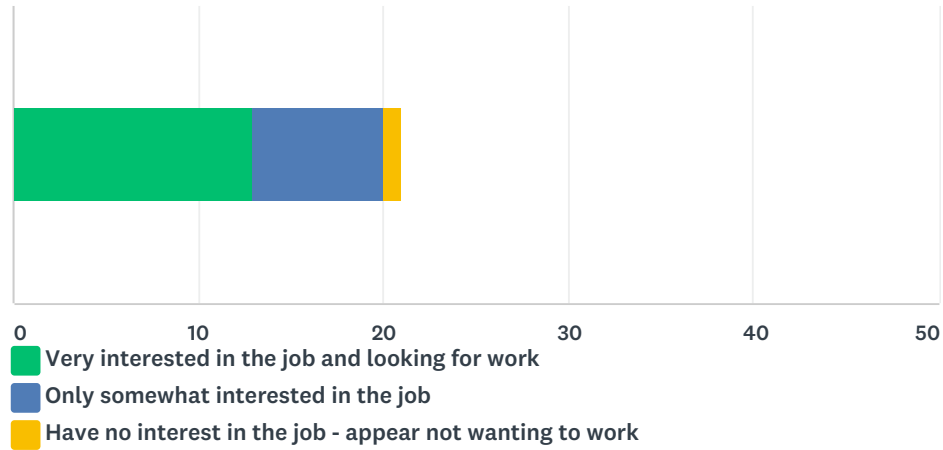
Answered: 20 Skipped: 1



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	25.00%	5
Fair	30.00%	6
Poor	45.00%	9
TOTAL		20

Q57 When you interview applicants are they:

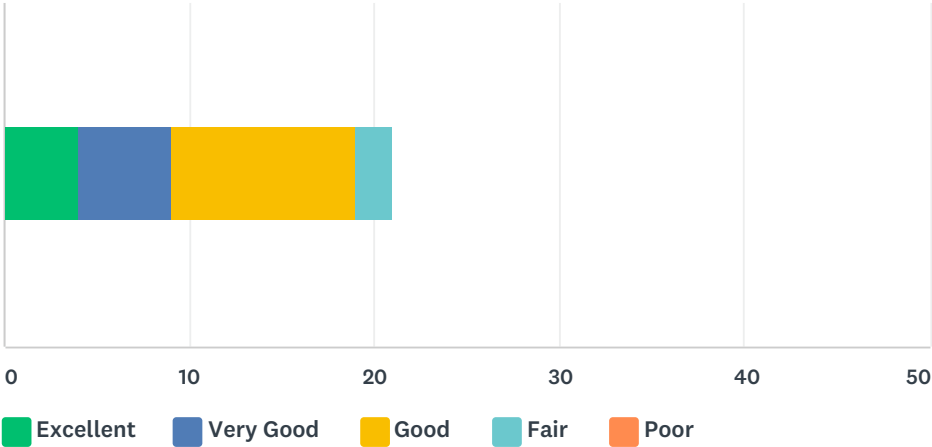
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very interested in the job and looking for work	61.90%	13
Only somewhat interested in the job	33.33%	7
Have no interest in the job - appear not wanting to work	4.76%	1
TOTAL		21

Q58 Would you say the overall morale of your workforce is:

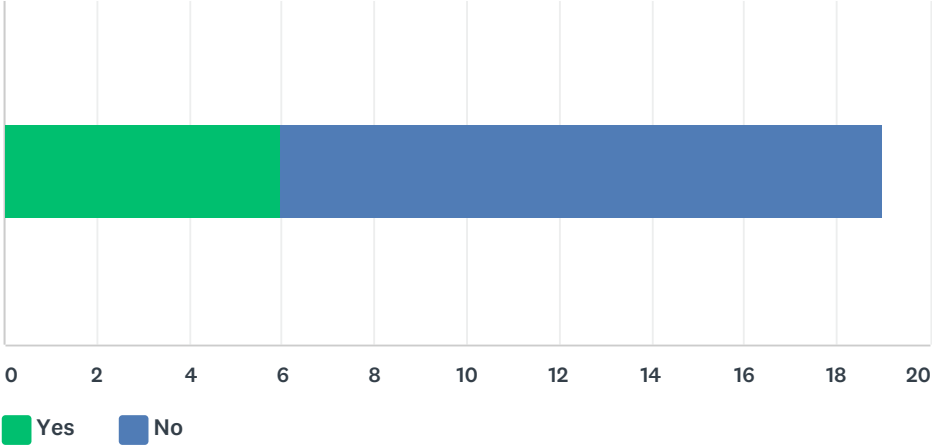
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	19.05%	4
Very Good	23.81%	5
Good	47.62%	10
Fair	9.52%	2
Poor	0.00%	0
Total Respondents: 21		

Q59 Have your workers' compensation premiums increased during the past year?

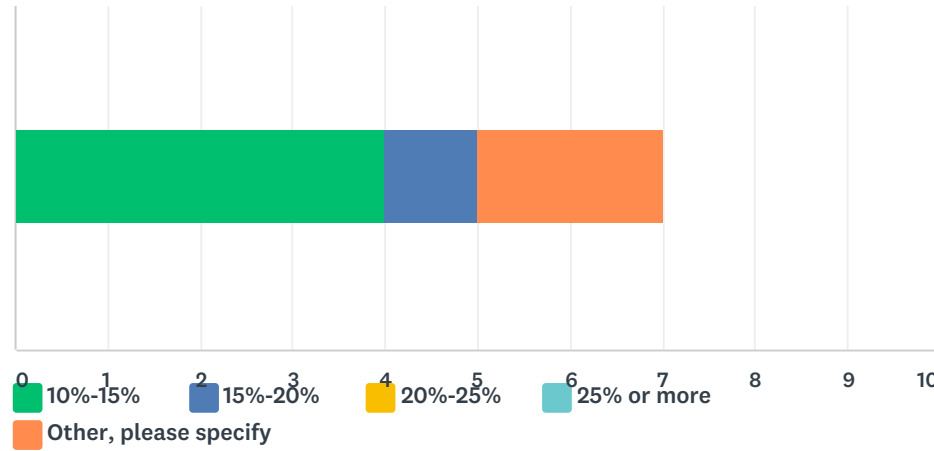
Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	31.58%	6
No	68.42%	13
TOTAL		19

Q60 By what percentage have the premiums increased?

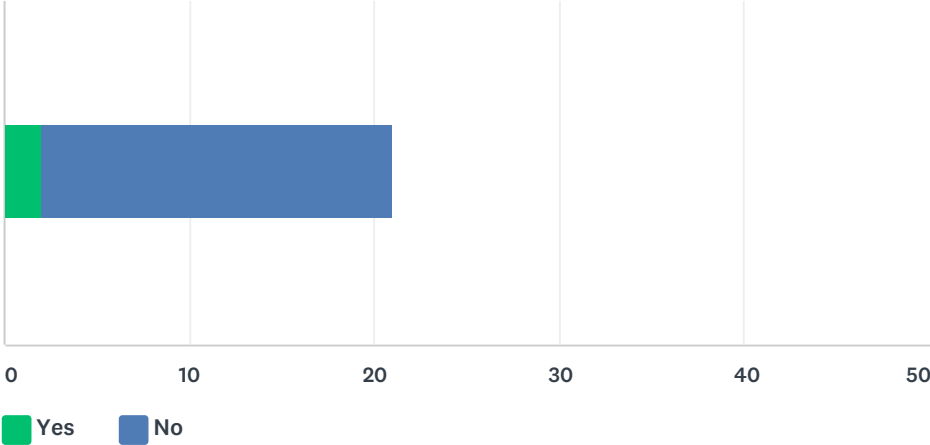
Answered: 7 Skipped: 14



ANSWER CHOICES	RESPONSES	
10%-15%	57.14%	4
15%-20%	14.29%	1
20%-25%	0.00%	0
25% or more	0.00%	0
Other, please specify	28.57%	2
Total Respondents: 7		

Q61 Does your organization have a union(s)?

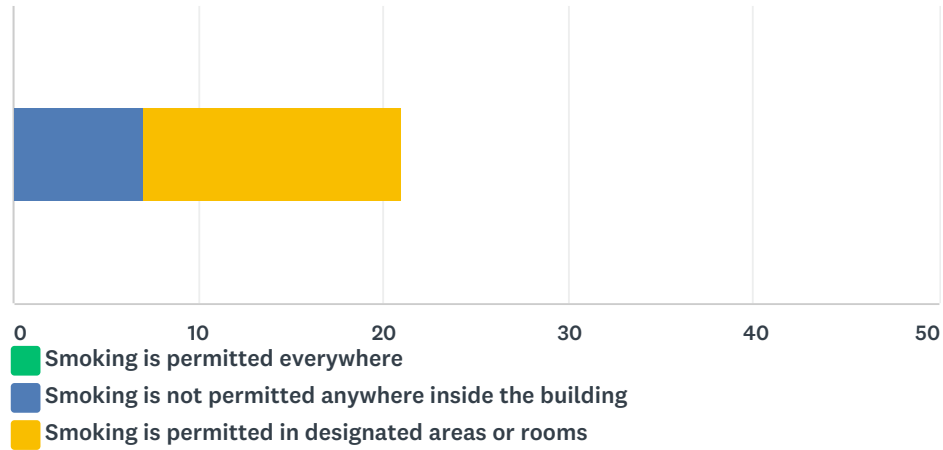
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	9.52%	2
No	90.48%	19
TOTAL		21

Q62 What is your organization's policy on smoking?

Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Smoking is permitted everywhere	0.00%	0
Smoking is not permitted anywhere inside the building	33.33%	7
Smoking is permitted in designated areas or rooms	66.67%	14
TOTAL		21

Q63 How would you rate this survey?

Answered: 21 Skipped: 0



	POOR	FAIR	GOOD	EXCELLENT	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	28.57%	66.67%	4.76%	21	2.76
	0	6	14	1		

Q64 Do you have any comments?

Answered: 1 Skipped: 20