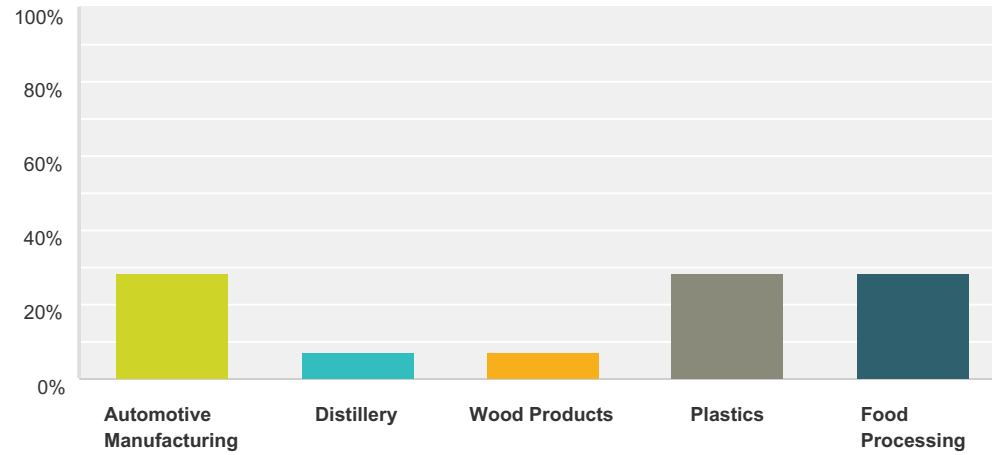


### Q1 Type of business:

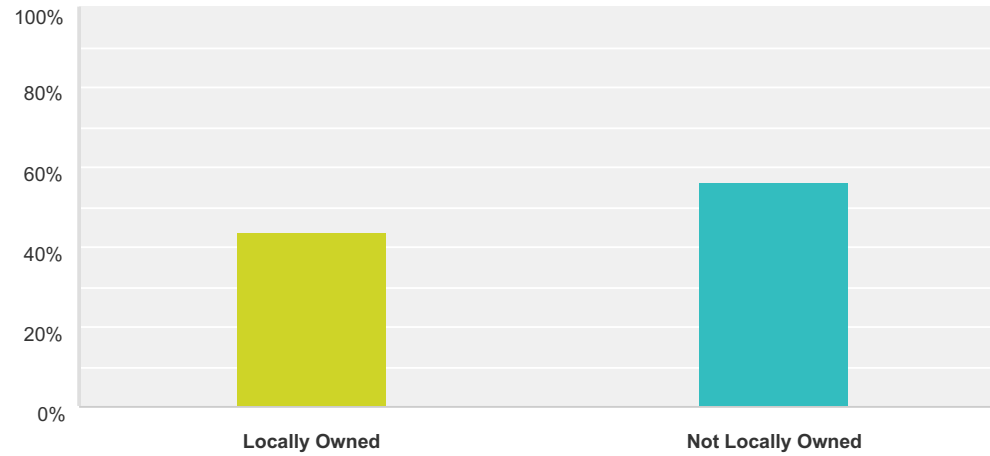
Answered: 14 Skipped: 3



Answer Choices	Responses
Automotive Manufacturing	28.57% 4
Distillery	7.14% 1
Wood Products	7.14% 1
Plastics	28.57% 4
Food Processing	28.57% 4
<b>Total Respondents: 14</b>	

### Q2 Business ownership:

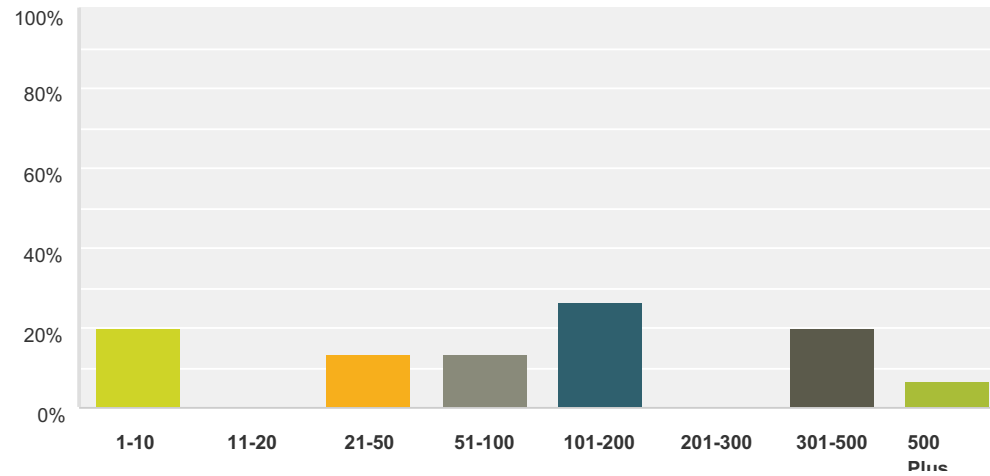
Answered: 16 Skipped: 1



Answer Choices	Responses
Locally Owned	43.75% 7
Not Locally Owned	56.25% 9
<b>Total</b>	<b>16</b>

### Q3 Number of full-time hourly employees on site:

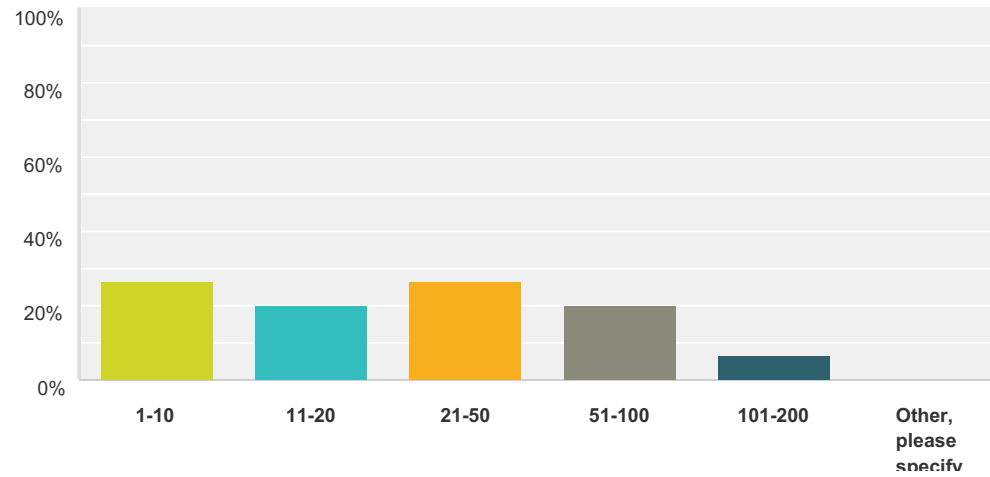
Answered: 15 Skipped: 2



Answer Choices	Responses	Count
1-10	20.00%	3
11-20	0.00%	0
21-50	13.33%	2
51-100	13.33%	2
101-200	26.67%	4
201-300	0.00%	0
301-500	20.00%	3
500 Plus	6.67%	1
<b>Total Respondents: 15</b>		

### Q4 Number of full-time salaried employees on site:

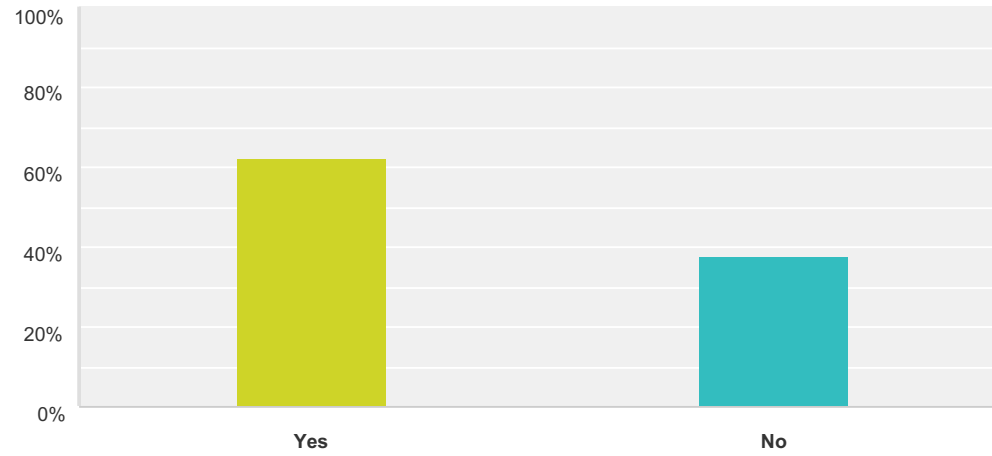
Answered: 15 Skipped: 2



Answer Choices	Responses	
1-10	26.67%	4
11-20	20.00%	3
21-50	26.67%	4
51-100	20.00%	3
101-200	6.67%	1
Other, please specify	0.00%	0
<b>Total Respondents: 15</b>		

### Q5 Do you use temporary employees?

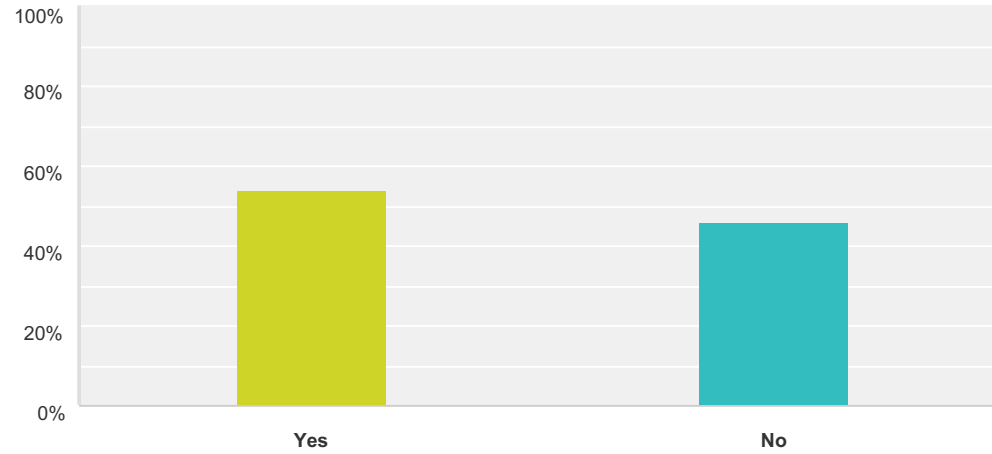
Answered: 16 Skipped: 1



Answer Choices	Responses	
Yes	62.50%	10
No	37.50%	6
<b>Total</b>		<b>16</b>

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

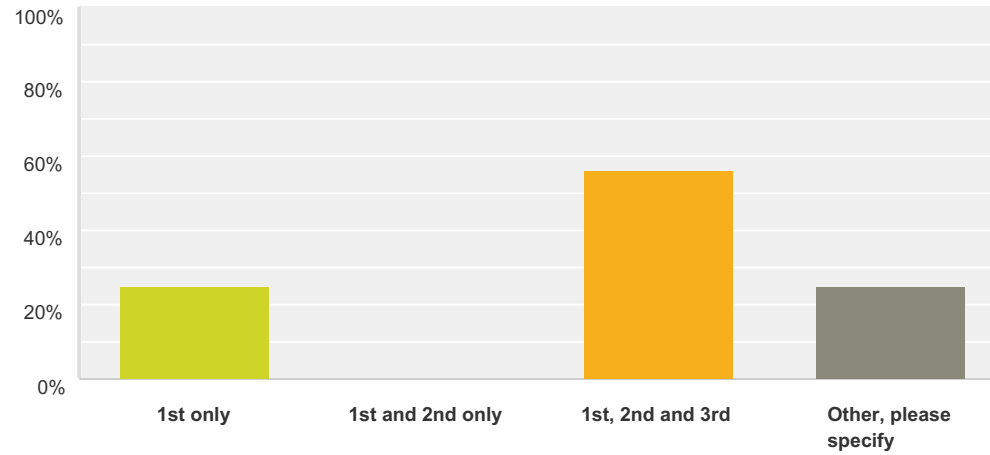
Answered: 13 Skipped: 4



Answer Choices	Responses	
Yes	53.85%	7
No	46.15%	6
<b>Total</b>		<b>13</b>

### Q7 How many shifts do you run?

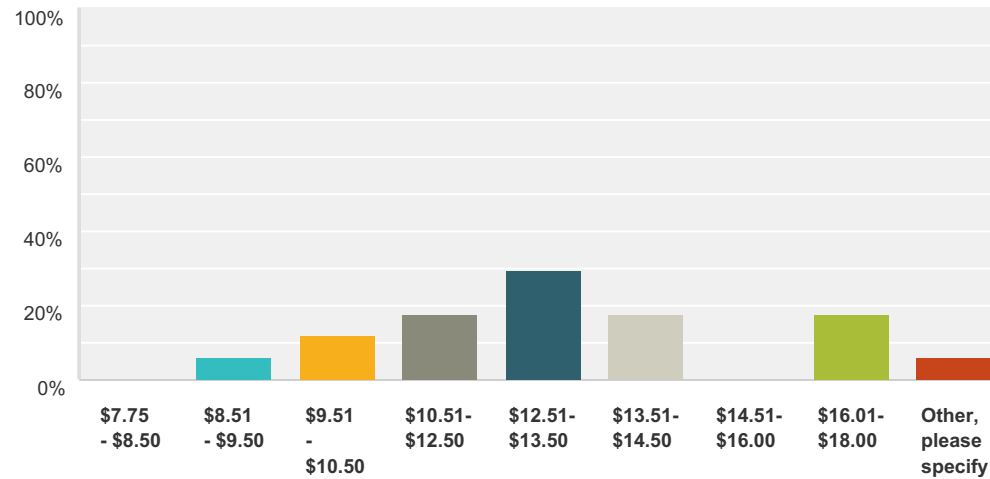
Answered: 16 Skipped: 1



Answer Choices	Responses	
1st only	25.00%	4
1st and 2nd only	0.00%	0
1st, 2nd and 3rd	56.25%	9
Other, please specify	25.00%	4
<b>Total Respondents: 16</b>		

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

Answered: 17 Skipped: 0

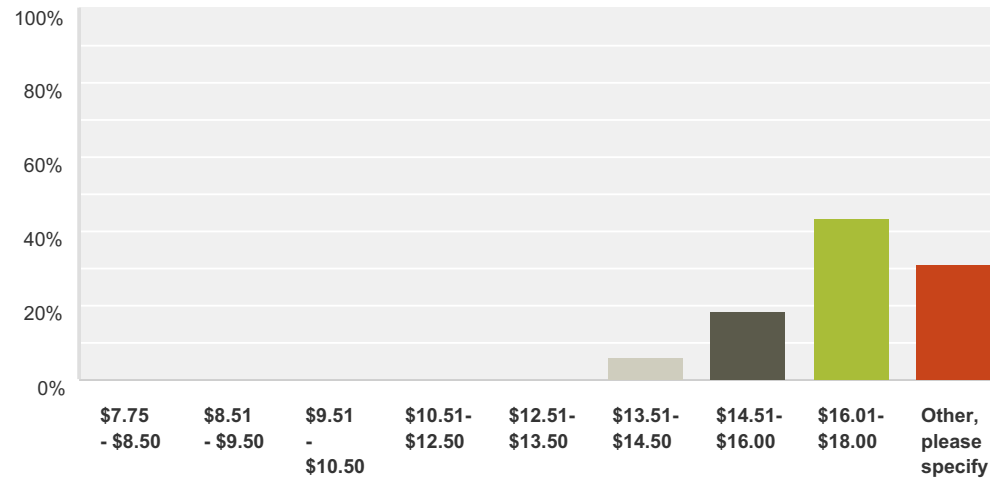


Answer Choices	Responses
\$7.75 - \$8.50	0.00% 0
\$8.51 - \$9.50	5.88% 1
\$9.51 - \$10.50	11.76% 2
\$10.51-\$12.50	17.65% 3
\$12.51-\$13.50	29.41% 5
\$13.51-\$14.50	17.65% 3
\$14.51-\$16.00	0.00% 0
\$16.01-\$18.00	17.65% 3
Other, please specify	5.88% 1
<b>Total Respondents: 17</b>	



### Q9 Your full-time production top out rate is:

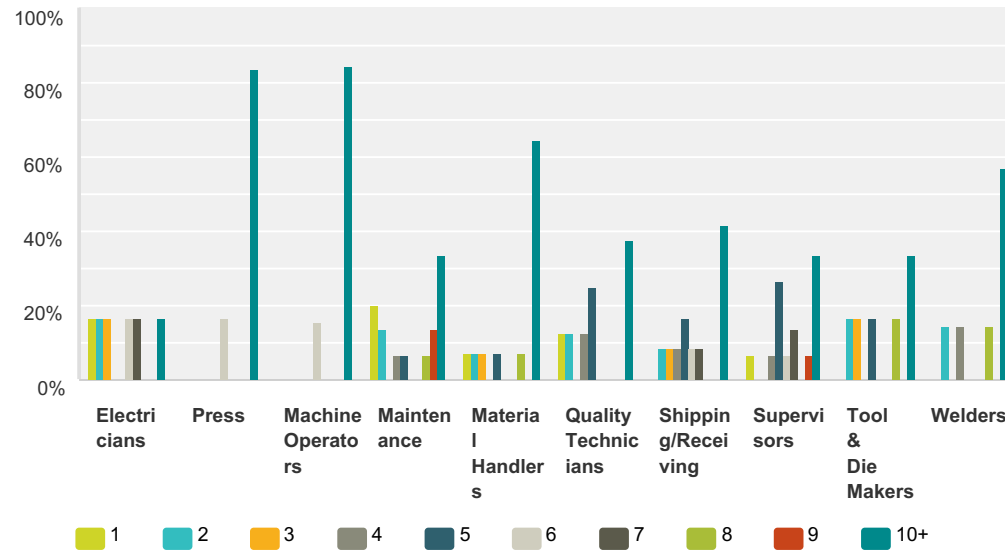
Answered: 16 Skipped: 1



Answer Choices	Responses
\$7.75 - \$8.50	0.00% 0
\$8.51 - \$9.50	0.00% 0
\$9.51 - \$10.50	0.00% 0
\$10.51-\$12.50	0.00% 0
\$12.51-\$13.50	0.00% 0
\$13.51-\$14.50	6.25% 1
\$14.51-\$16.00	18.75% 3
\$16.01-\$18.00	43.75% 7
Other, please specify	31.25% 5
<b>Total Respondents: 16</b>	

### Q10 How many do you employ of the following:

Answered: 16 Skipped: 1



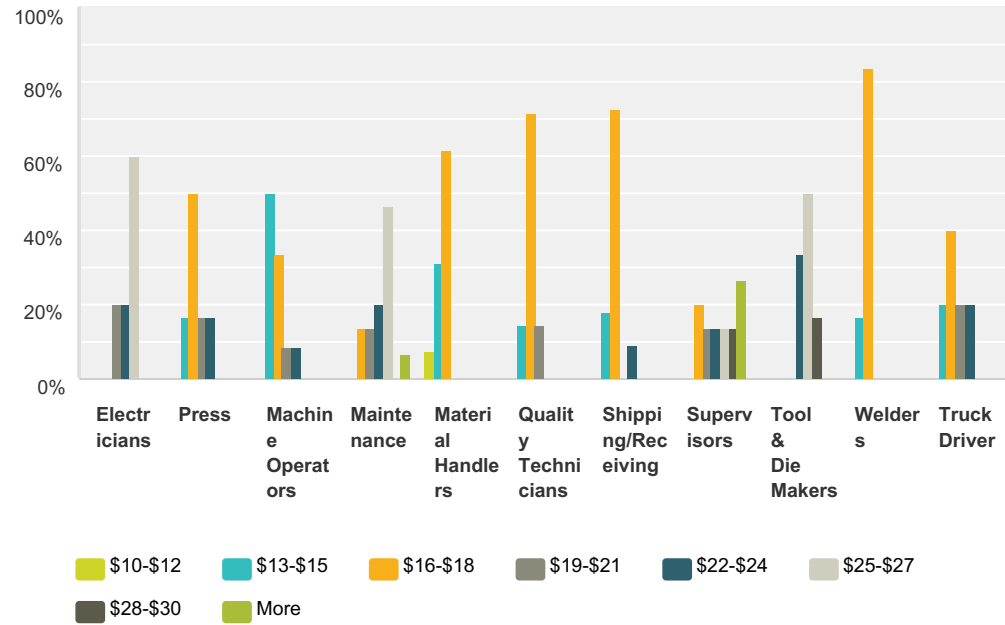
	1	2	3	4	5	6	7	8	9	10+	Total
Electricians	16.67% 1	16.67% 1	16.67% 1	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	16.67% 1	6
Press	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	83.33% 5	6
Machine Operators	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	15.38% 2	0.00% 0	0.00% 0	0.00% 0	84.62% 11	13
Maintenance	20.00% 3	13.33% 2	0.00% 0	6.67% 1	6.67% 1	0.00% 0	0.00% 0	6.67% 1	13.33% 2	33.33% 5	15
Material Handlers	7.14% 1	7.14% 1	7.14% 1	0.00% 0	7.14% 1	0.00% 0	0.00% 0	7.14% 1	0.00% 0	64.29% 9	14
Quality Technicians	12.50% 1	12.50% 1	0.00% 0	12.50% 1	25.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	8

Nelson/Washington County Wage and Benefit Survey - 2015

Shipping/Receiving	<b>0.00%</b> 0	<b>8.33%</b> 1	<b>8.33%</b> 1	<b>8.33%</b> 1	<b>16.67%</b> 2	<b>8.33%</b> 1	<b>8.33%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>41.67%</b> 5	12
Supervisors	<b>6.67%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>6.67%</b> 1	<b>26.67%</b> 4	<b>6.67%</b> 1	<b>13.33%</b> 2	<b>0.00%</b> 0	<b>6.67%</b> 1	<b>33.33%</b> 5	15
Tool & Die Makers	<b>0.00%</b> 0	<b>16.67%</b> 1	<b>16.67%</b> 1	<b>0.00%</b> 0	<b>16.67%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>16.67%</b> 1	<b>0.00%</b> 0	<b>33.33%</b> 2	6
Welders	<b>0.00%</b> 0	<b>14.29%</b> 1	<b>0.00%</b> 0	<b>14.29%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>14.29%</b> 1	<b>0.00%</b> 0	<b>57.14%</b> 4	7

### Q11 Hourly wage for the following:

Answered: 17 Skipped: 0



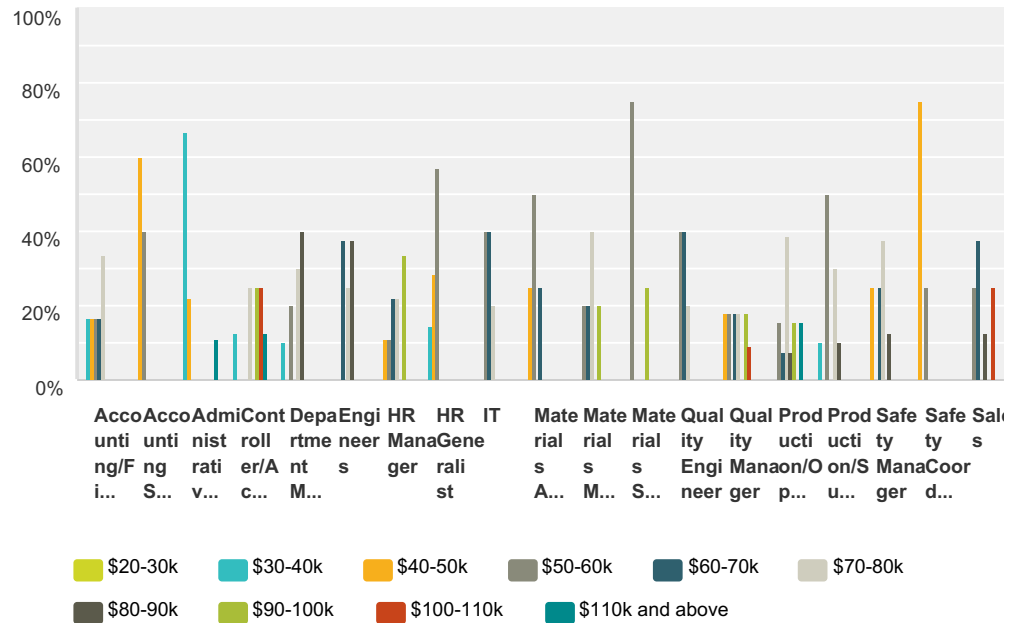
	\$10-\$12	\$13-\$15	\$16-\$18	\$19-\$21	\$22-\$24	\$25-\$27	\$28-\$30	More	Total	Weighted Average
Electricians	0.00% 0	0.00% 0	0.00% 0	20.00% 1	20.00% 1	60.00% 3	0.00% 0	0.00% 0	5	5.40
Press	0.00% 0	16.67% 1	50.00% 3	16.67% 1	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6	3.33
Machine Operators	0.00% 0	50.00% 6	33.33% 4	8.33% 1	8.33% 1	0.00% 0	0.00% 0	0.00% 0	12	2.75
Maintenance	0.00% 0	0.00% 0	13.33% 2	13.33% 2	20.00% 3	46.67% 7	0.00% 0	6.67% 1	15	5.27
Material Handlers	7.69% 1	30.77% 4	61.54% 8	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13	2.54
Quality Technicians	0.00% 0	14.29% 1	71.43% 5	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7	3.00

Nelson/Washington County Wage and Benefit Survey - 2015

Shipping/Receiving	<b>0.00%</b> 0	<b>18.18%</b> 2	<b>72.73%</b> 8	<b>0.00%</b> 0	<b>9.09%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	11	3.00
Supervisors	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>20.00%</b> 3	<b>13.33%</b> 2	<b>13.33%</b> 2	<b>13.33%</b> 2	<b>13.33%</b> 2	<b>26.67%</b> 4	15	5.67
Tool & Die Makers	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>33.33%</b> 2	<b>50.00%</b> 3	<b>16.67%</b> 1	<b>0.00%</b> 0	6	5.83
Welders	<b>0.00%</b> 0	<b>16.67%</b> 1	<b>83.33%</b> 5	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	6	2.83
Truck Driver	<b>0.00%</b> 0	<b>20.00%</b> 1	<b>40.00%</b> 2	<b>20.00%</b> 1	<b>20.00%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	5	3.40

### Q12 Please check annual salary range for each that apply:

Answered: 15 Skipped: 2



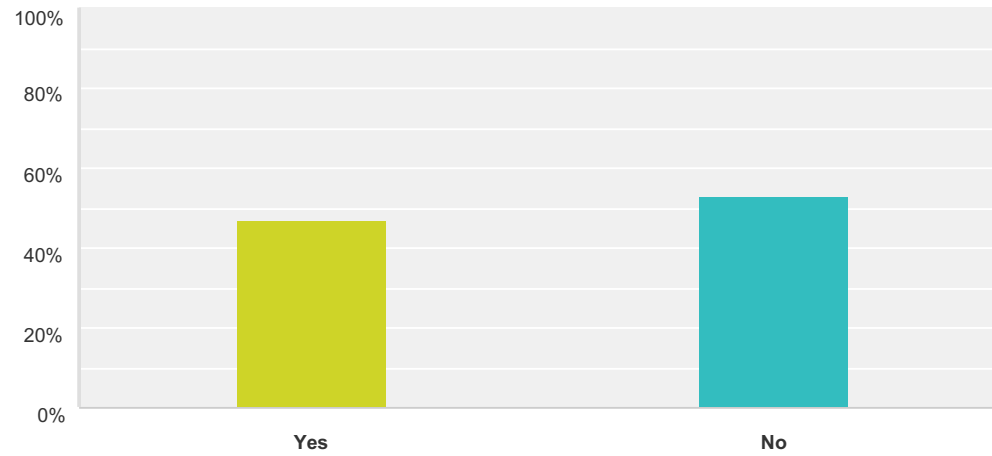
	\$20-30k	\$30-40k	\$40-50k	\$50-60k	\$60-70k	\$70-80k	\$80-90k	\$90-100k	\$100-110k	\$110k and above	Total	Weighted Average
Accounting/Financial Analysis	0.00% 0	16.67% 1	16.67% 1	16.67% 1	16.67% 1	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6	4.33
Accounting Specialists/Clerical	0.00% 0	0.00% 0	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5	3.40
Administrative Support	0.00% 0	66.67% 6	22.22% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	9	3.11
Controller/Accounting Manager	0.00% 0	12.50% 1	0.00% 0	0.00% 0	0.00% 0	25.00% 2	0.00% 0	25.00% 2	25.00% 2	12.50% 1	8	7.25
Department Managers	0.00% 0	10.00% 1	0.00% 0	20.00% 2	0.00% 0	30.00% 3	40.00% 4	0.00% 0	0.00% 0	0.00% 0	10	5.60

Nelson/Washington County Wage and Benefit Survey - 2015

Engineers	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	25.00% 2	37.50% 3	0.00% 0	0.00% 0	0.00% 0	8	6.00
HR Manager	0.00% 0	0.00% 0	11.11% 1	11.11% 1	22.22% 2	22.22% 2	0.00% 0	33.33% 3	0.00% 0	0.00% 0	9	5.89
HR Generalist	0.00% 0	14.29% 1	28.57% 2	57.14% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7	3.43
IT	0.00% 0	0.00% 0	0.00% 0	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5	4.80
Materials Analysis	0.00% 0	0.00% 0	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	4.00
Materials Manager	0.00% 0	0.00% 0	0.00% 0	20.00% 1	20.00% 1	40.00% 2	0.00% 0	20.00% 1	0.00% 0	0.00% 0	5	5.80
Materials Specialist	0.00% 0	0.00% 0	0.00% 0	75.00% 3	0.00% 0	0.00% 0	0.00% 0	25.00% 1	0.00% 0	0.00% 0	4	5.00
Quality Engineer	0.00% 0	0.00% 0	0.00% 0	40.00% 2	40.00% 2	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5	4.80
Quality Manager	0.00% 0	0.00% 0	18.18% 2	18.18% 2	18.18% 2	18.18% 2	0.00% 0	18.18% 2	9.09% 1	0.00% 0	11	5.55
Production/Operations Manager	0.00% 0	0.00% 0	0.00% 0	15.38% 2	7.69% 1	38.46% 5	7.69% 1	15.38% 2	0.00% 0	15.38% 2	13	6.62
Production/Supervisor	0.00% 0	10.00% 1	0.00% 0	50.00% 5	0.00% 0	30.00% 3	10.00% 1	0.00% 0	0.00% 0	0.00% 0	10	4.70
Safety Manager	0.00% 0	0.00% 0	25.00% 2	0.00% 0	25.00% 2	37.50% 3	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8	5.13
Safety Coordinator/Assistant	0.00% 0	0.00% 0	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4	3.25
Sales	0.00% 0	0.00% 0	0.00% 0	25.00% 2	37.50% 3	0.00% 0	12.50% 1	0.00% 0	25.00% 2	0.00% 0	8	6.00

### Q13 Do you offer more than one health plan?

Answered: 17 Skipped: 0

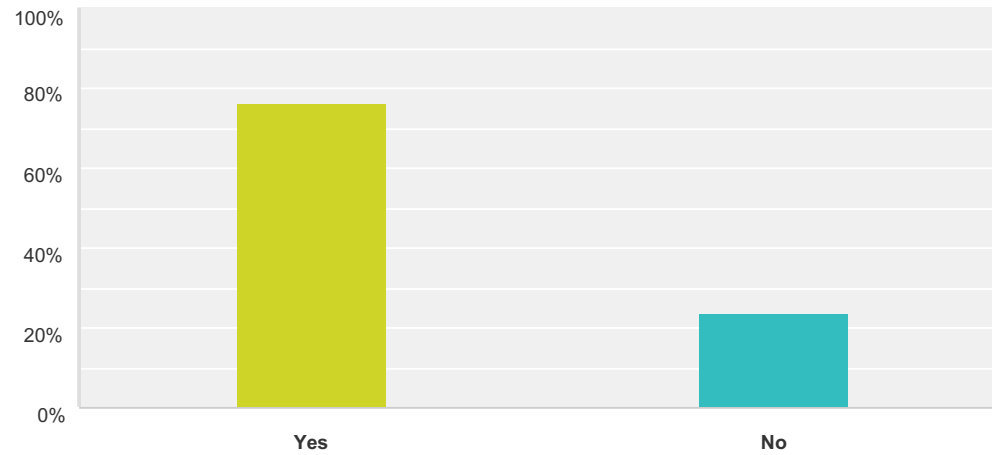


Answer Choices	Responses	
Yes	47.06%	8
No	52.94%	9
<b>Total</b>		<b>17</b>



### Q14 Do you pay for health coverage for your employees?

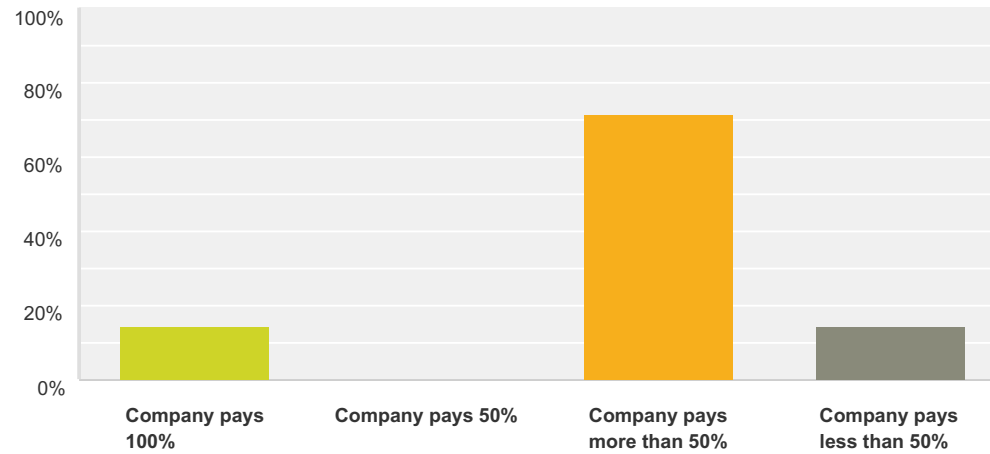
Answered: 17 Skipped: 0



Answer Choices	Responses	
Yes	76.47%	13
No	23.53%	4
<b>Total</b>		<b>17</b>

### Q15 Health coverage for your employees:

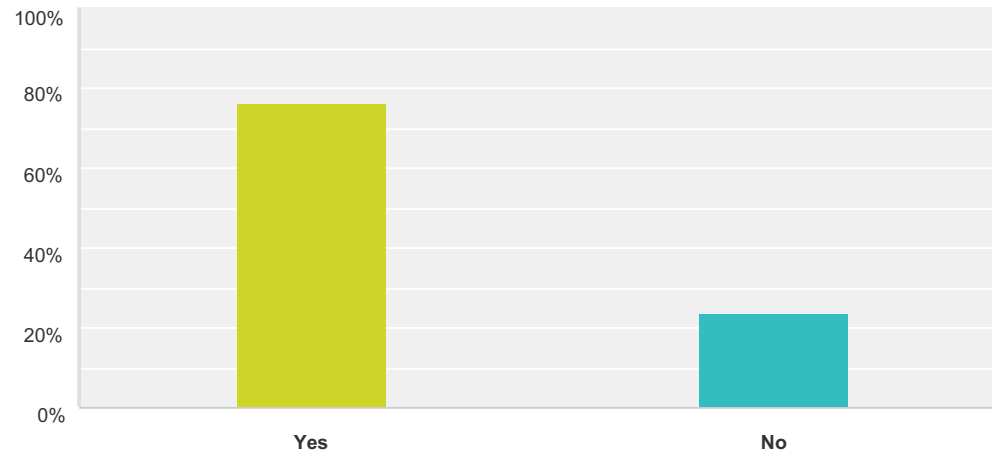
Answered: 14 Skipped: 3



Answer Choices	Responses	
Company pays 100%	14.29%	2
Company pays 50%	0.00%	0
Company pays more than 50%	71.43%	10
Company pays less than 50%	14.29%	2
<b>Total</b>		<b>14</b>

### Q16 Do you pay for employee family health coverage?

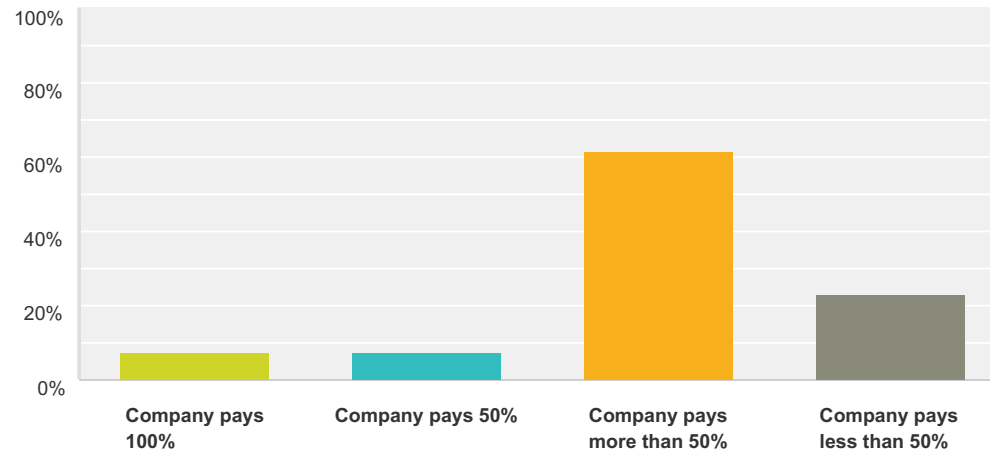
Answered: 17 Skipped: 0



Answer Choices	Responses	
Yes	76.47%	13
No	23.53%	4
<b>Total</b>		<b>17</b>

### Q17 Family health coverage:

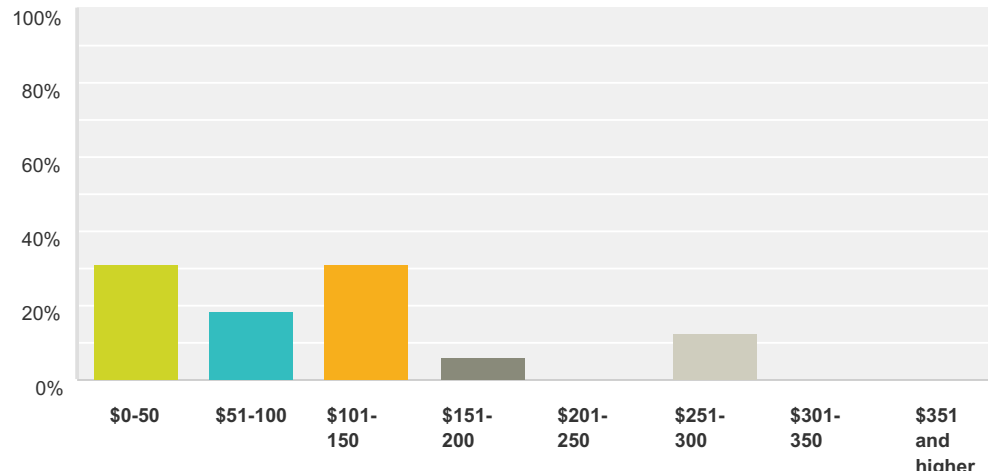
Answered: 13 Skipped: 4



Answer Choices	Responses
Company pays 100%	7.69% 1
Company pays 50%	7.69% 1
Company pays more than 50%	61.54% 8
Company pays less than 50%	23.08% 3
<b>Total</b>	<b>13</b>

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

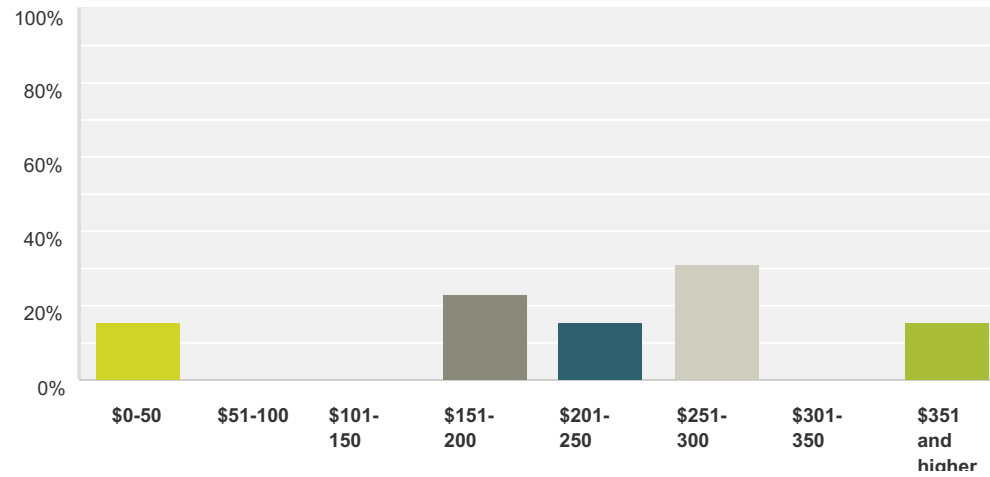
Answered: 16 Skipped: 1



Answer Choices	Responses	
\$0-50	31.25%	5
\$51-100	18.75%	3
\$101-150	31.25%	5
\$151-200	6.25%	1
\$201-250	0.00%	0
\$251-300	12.50%	2
\$301-350	0.00%	0
\$351 and higher	0.00%	0
<b>Total Respondents: 16</b>		

### Q19 What is the average monthly cost to the employee for a premium plan?

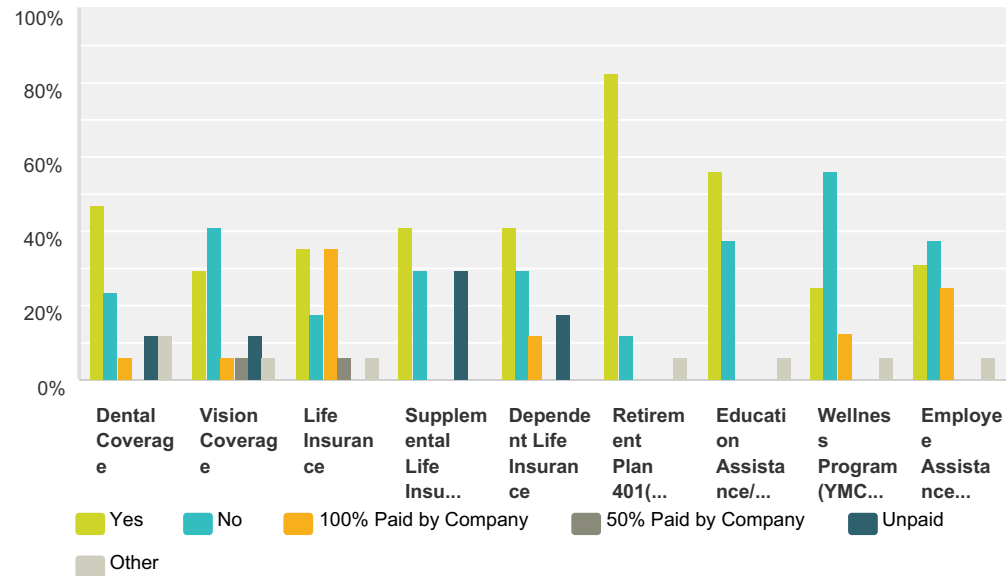
Answered: 13 Skipped: 4



Answer Choices	Responses
\$0-50	15.38% 2
\$51-100	0.00% 0
\$101-150	0.00% 0
\$151-200	23.08% 3
\$201-250	15.38% 2
\$251-300	30.77% 4
\$301-350	0.00% 0
\$351 and higher	15.38% 2
<b>Total Respondents: 13</b>	

### Q20 Please check "yes", "no", "paid by company" or "unpaid".

Answered: 17 Skipped: 0



	Yes	No	100% Paid by Company	50% Paid by Company	Unpaid	Other	Total	Weighted Average
Dental Coverage	47.06% 8	23.53% 4	5.88% 1	0.00% 0	11.76% 2	11.76% 2	17	2.41
Vision Coverage	29.41% 5	41.18% 7	5.88% 1	5.88% 1	11.76% 2	5.88% 1	17	2.47
Life Insurance	35.29% 6	17.65% 3	35.29% 6	5.88% 1	0.00% 0	5.88% 1	17	2.35
Supplemental Life Insurance	41.18% 7	29.41% 5	0.00% 0	0.00% 0	29.41% 5	0.00% 0	17	2.47
Dependent Life Insurance	41.18% 7	29.41% 5	11.76% 2	0.00% 0	17.65% 3	0.00% 0	17	2.24
Retirement Plan 401(k), IRA, etc.	82.35% 14	11.76% 2	0.00% 0	0.00% 0	0.00% 0	5.88% 1	17	1.41

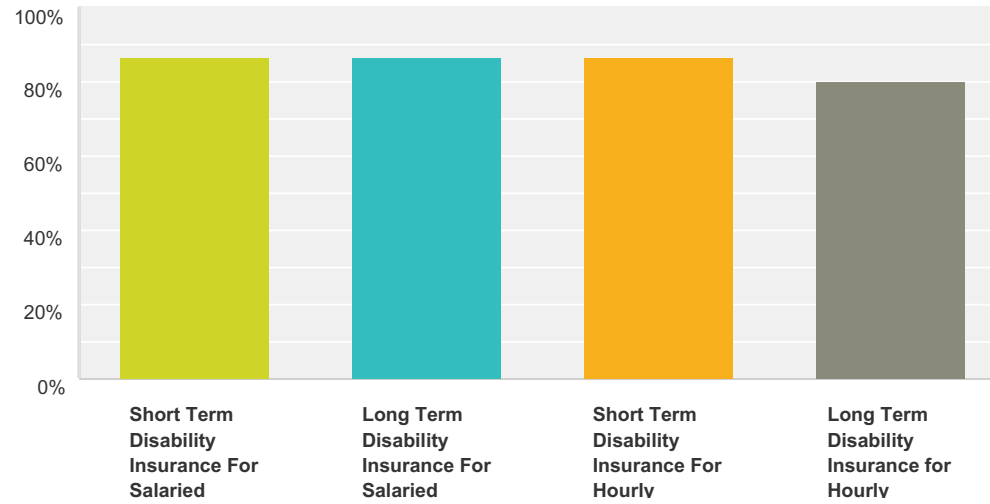
Nelson/Washington County Wage and Benefit Survey - 2015

Education Assistance/Reimbursement	<b>56.25%</b> 9	<b>37.50%</b> 6	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>6.25%</b> 1	16	1.69
Wellness Program (YMCA/Health Club, etc.)	<b>25.00%</b> 4	<b>56.25%</b> 9	<b>12.50%</b> 2	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>6.25%</b> 1	16	2.13
Employee Assistance Program	<b>31.25%</b> 5	<b>37.50%</b> 6	<b>25.00%</b> 4	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>6.25%</b> 1	16	2.19



### Q21 You offer: (check all that apply)

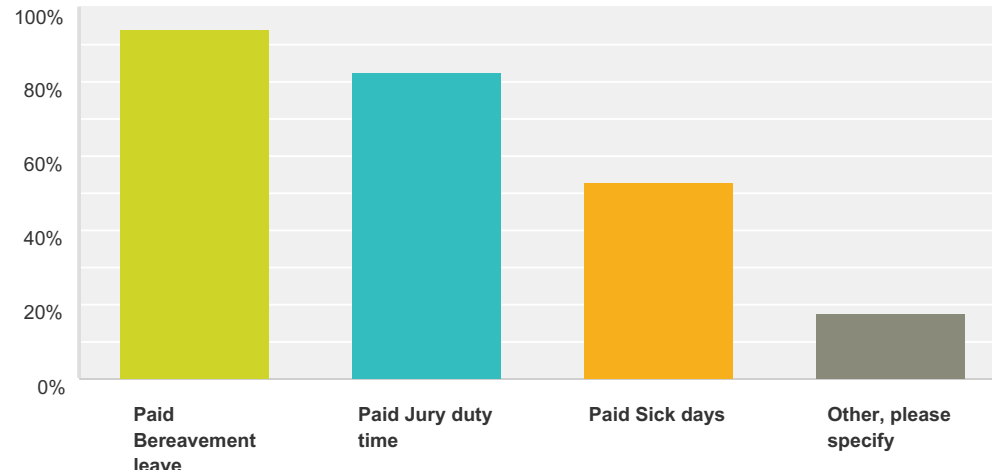
Answered: 15 Skipped: 2



Answer Choices	Responses
Short Term Disability Insurance For Salaried	86.67% 13
Long Term Disability Insurance For Salaried	86.67% 13
Short Term Disability Insurance For Hourly	86.67% 13
Long Term Disability Insurance for Hourly	80.00% 12
<b>Total Respondents: 15</b>	

**Q22 You offer: (check all that apply)**

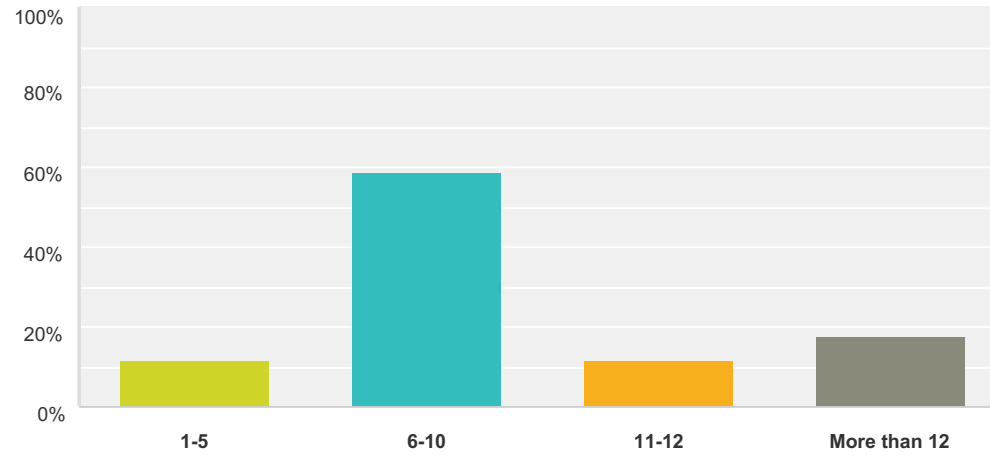
Answered: 17 Skipped: 0



Answer Choices	Responses
Paid Bereavement leave	94.12% 16
Paid Jury duty time	82.35% 14
Paid Sick days	52.94% 9
Other, please specify	17.65% 3
<b>Total Respondents: 17</b>	

### Q23 How many paid holidays do you have?

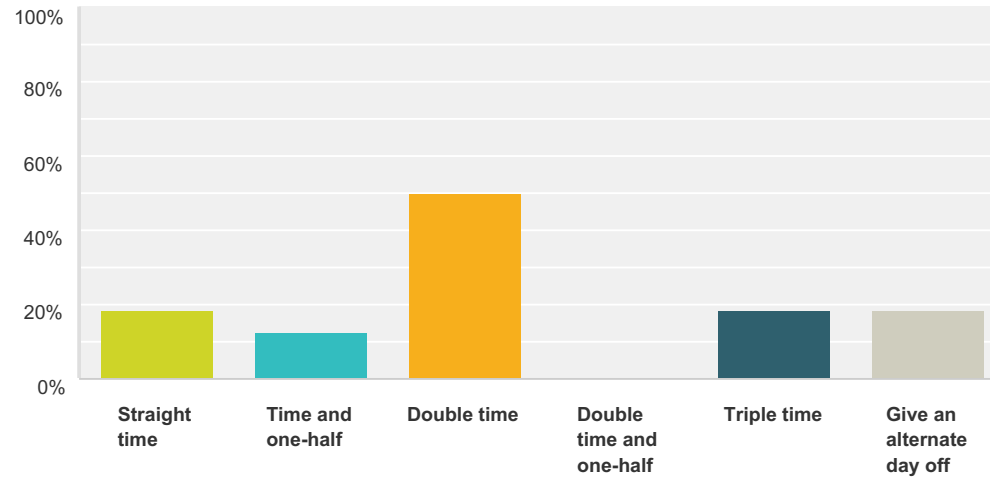
Answered: 17 Skipped: 0



Answer Choices	Responses	
1-5	11.76%	2
6-10	58.82%	10
11-12	11.76%	2
More than 12	17.65%	3
<b>Total Respondents: 17</b>		

**Q24 In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday?  
(Check all that apply)**

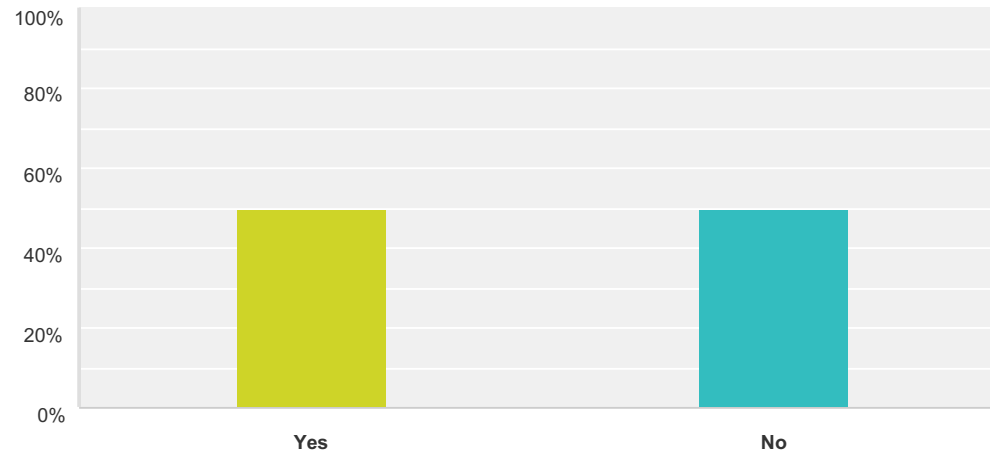
Answered: 16 Skipped: 1



Answer Choices	Responses
Straight time	18.75% 3
Time and one-half	12.50% 2
Double time	50.00% 8
Double time and one-half	0.00% 0
Triple time	18.75% 3
Give an alternate day off	18.75% 3
<b>Total Respondents: 16</b>	

### Q25 Is there paid vacation before one (1) year of service?

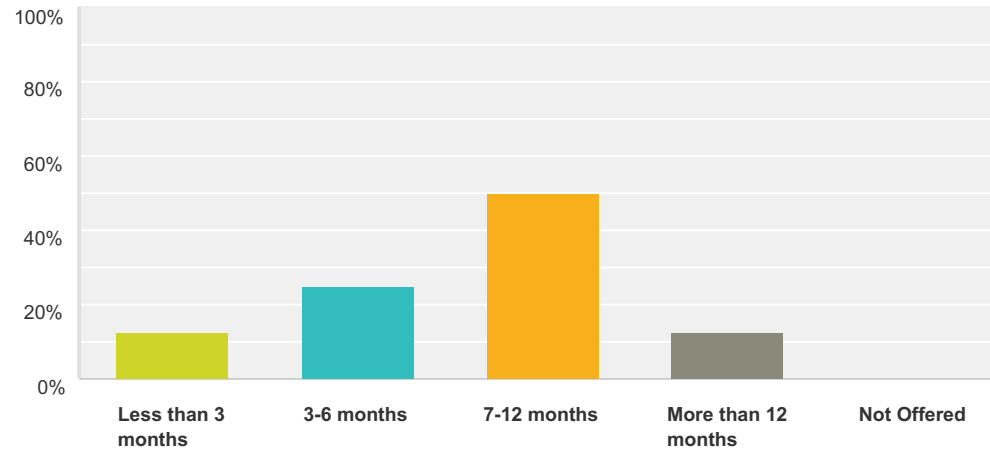
Answered: 16 Skipped: 1



Answer Choices	Responses	
Yes	50.00%	8
No	50.00%	8
<b>Total</b>		<b>16</b>

**Q26 For the bulk of your organization's workforce, how many months does it take to qualify for 1 week of vacation?**

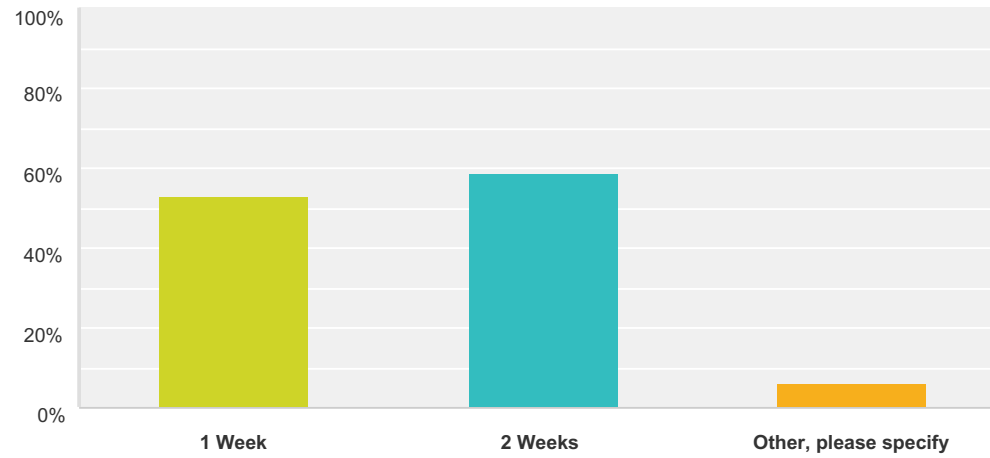
Answered: 16 Skipped: 1



Answer Choices	Responses	
Less than 3 months	12.50%	2
3-6 months	25.00%	4
7-12 months	50.00%	8
More than 12 months	12.50%	2
Not Offered	0.00%	0
<b>Total</b>		<b>16</b>

### Q27 How much vacation is paid after one (1) year?

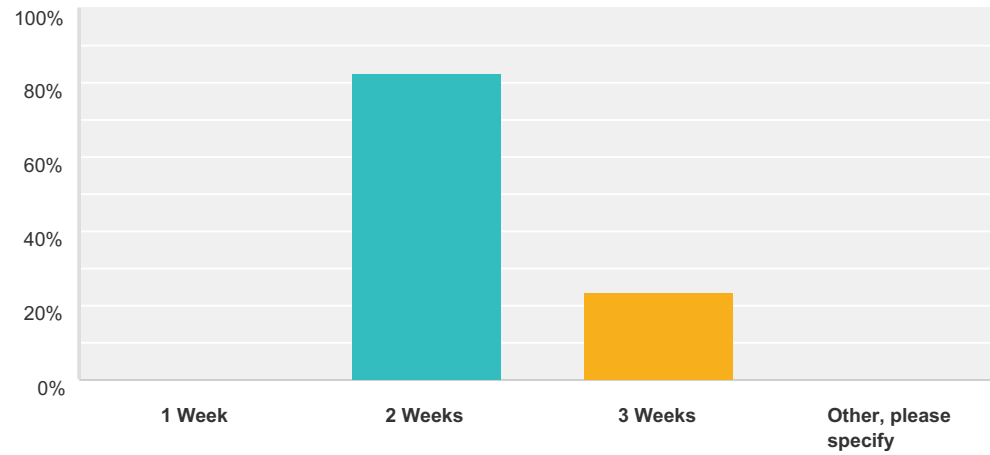
Answered: 17 Skipped: 0



Answer Choices	Responses	
1 Week	52.94%	9
2 Weeks	58.82%	10
Other, please specify	5.88%	1
<b>Total Respondents: 17</b>		

### Q28 How much paid vacation after three (3) to five (5) years?

Answered: 17 Skipped: 0

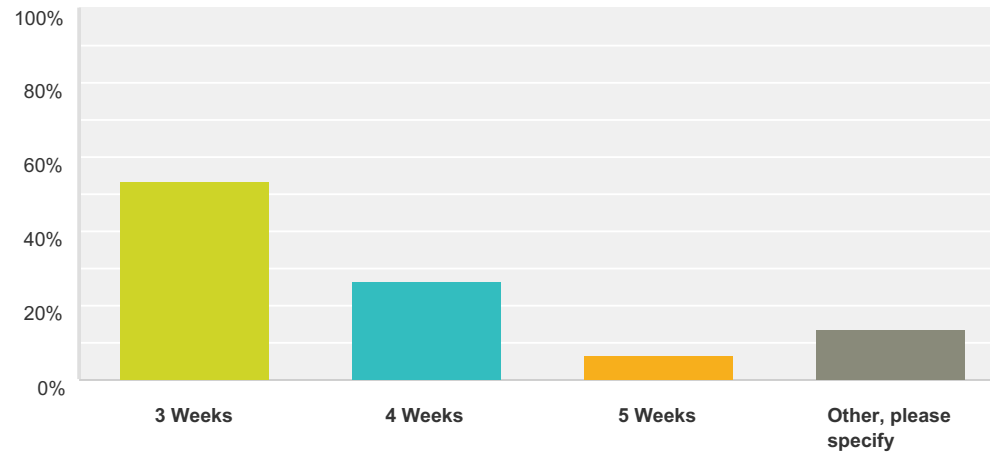


Answer Choices	Responses
1 Week	0.00% 0
2 Weeks	82.35% 14
3 Weeks	23.53% 4
Other, please specify	0.00% 0
<b>Total Respondents: 17</b>	



### Q29 How much paid vacation after ten (10) years?

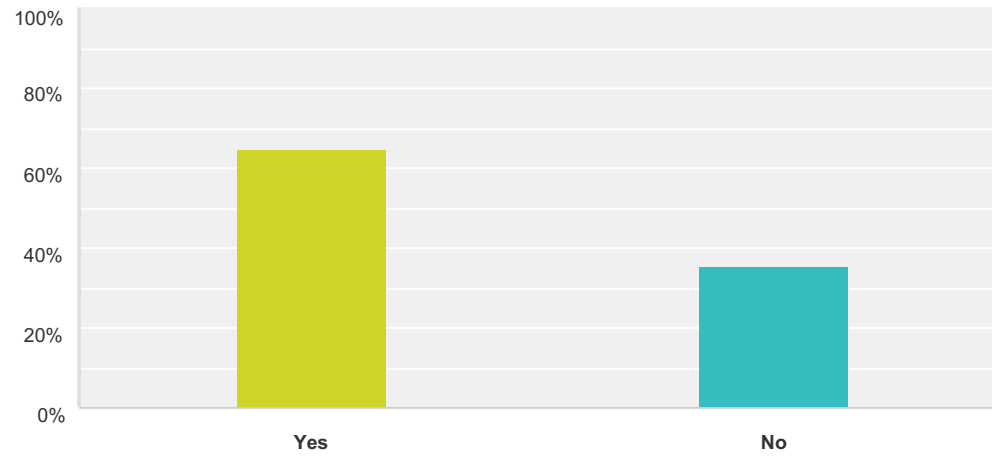
Answered: 15 Skipped: 2



Answer Choices	Responses	
3 Weeks	53.33%	8
4 Weeks	26.67%	4
5 Weeks	6.67%	1
Other, please specify	13.33%	2
<b>Total Respondents: 15</b>		

### Q30 Do you allow employees personal days off?

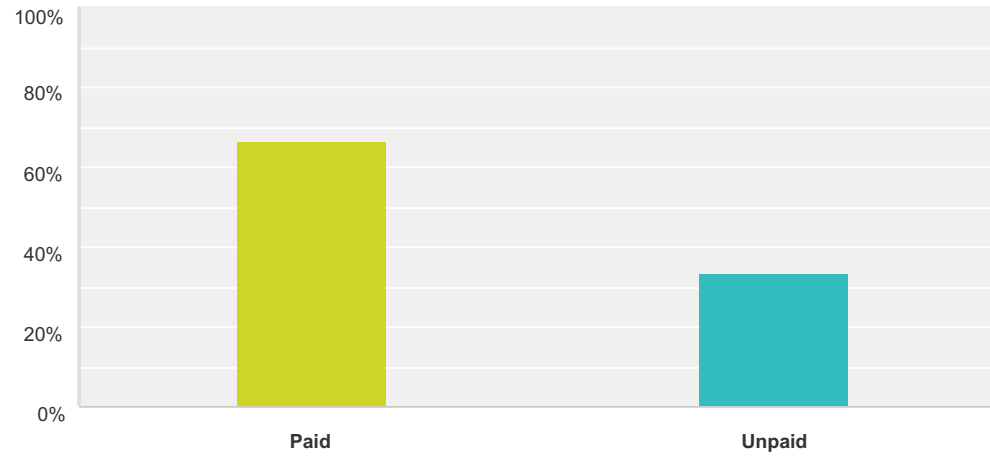
Answered: 17 Skipped: 0



Answer Choices	Responses	
Yes	64.71%	11
No	35.29%	6
<b>Total</b>		<b>17</b>

### Q31 Are personal days:

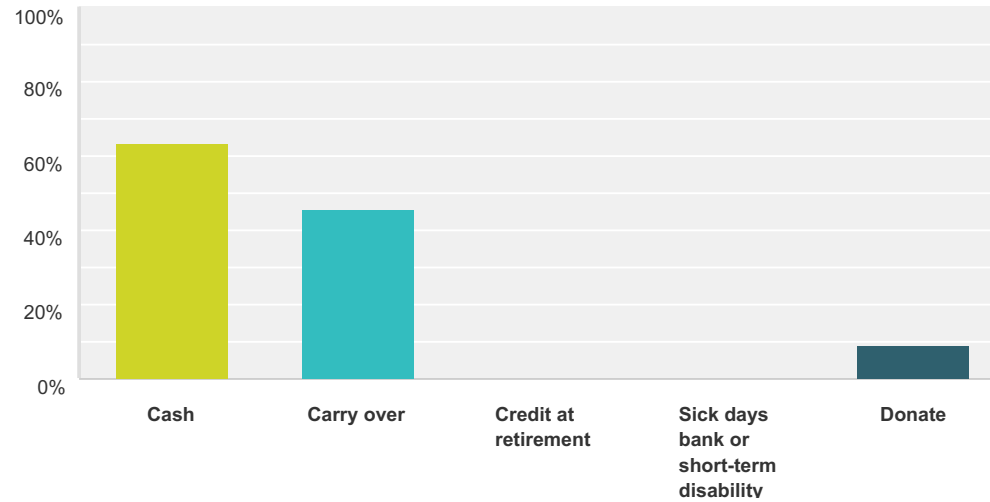
Answered: 12 Skipped: 5



Answer Choices	Responses	
Paid	66.67%	8
Unpaid	33.33%	4
<b>Total</b>		<b>12</b>

**Q32 Does your vacation plan permit employees to convert unused vacation days to:**

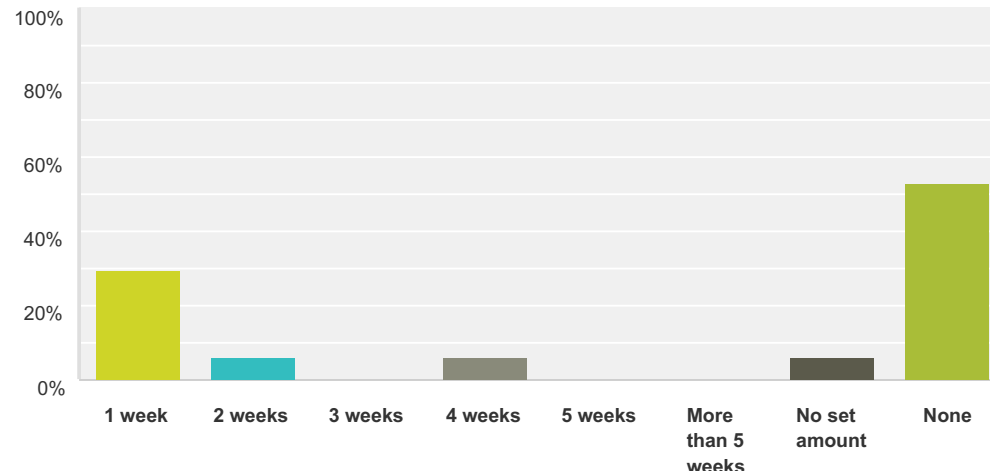
Answered: 11 Skipped: 6



Answer Choices	Responses
Cash	63.64% 7
Carry over	45.45% 5
Credit at retirement	0.00% 0
Sick days bank or short-term disability	0.00% 0
Donate	9.09% 1
<b>Total Respondents: 11</b>	

### Q33 What is the maximum amount of vacation days an employee can carry over?

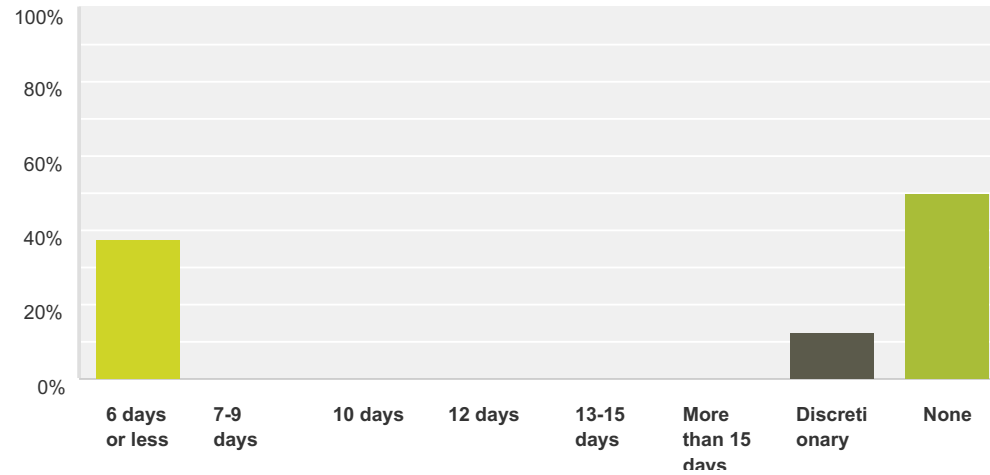
Answered: 17 Skipped: 0



Answer Choices	Responses	
1 week	29.41%	5
2 weeks	5.88%	1
3 weeks	0.00%	0
4 weeks	5.88%	1
5 weeks	0.00%	0
More than 5 weeks	0.00%	0
No set amount	5.88%	1
None	52.94%	9
<b>Total</b>		<b>17</b>

### Q34 For the bulk of your organization's workforce, how many paid sick days are granted per year?

Answered: 16 Skipped: 1



Answer Choices	Responses	
6 days or less	37.50%	6
7-9 days	0.00%	0
10 days	0.00%	0
12 days	0.00%	0
13-15 days	0.00%	0
More than 15 days	0.00%	0
Discretionary	12.50%	2
None	50.00%	8
<b>Total</b>		<b>16</b>

### Q35 What is the maximum number of sick days an employee can accumulate?

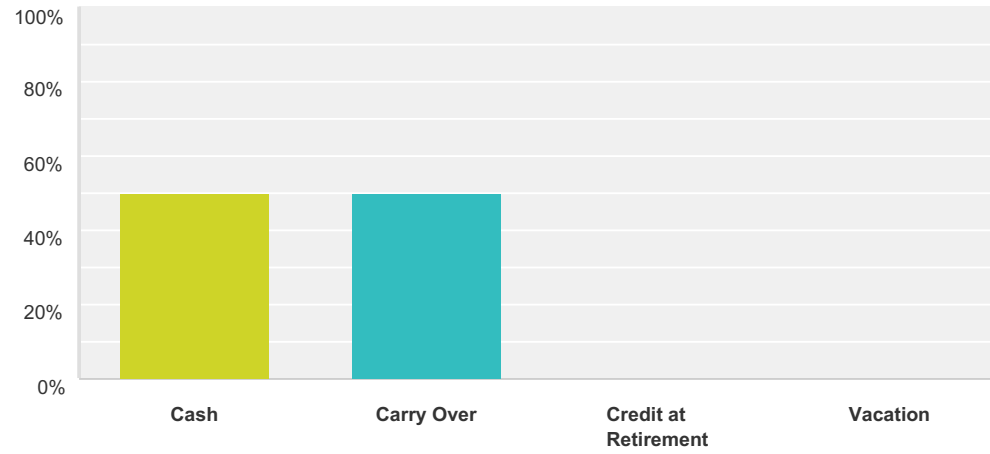
Answered: 6 Skipped: 11



Answer Choices	Responses	
Less than 25	66.67%	4
26-50 days	0.00%	0
51-75 days	0.00%	0
76-100 days	0.00%	0
101-150 days	33.33%	2
<b>Total</b>		<b>6</b>

**Q36 Does your organization's sick leave plan permit employees to convert unused sick leave to:**

Answered: 2 Skipped: 15

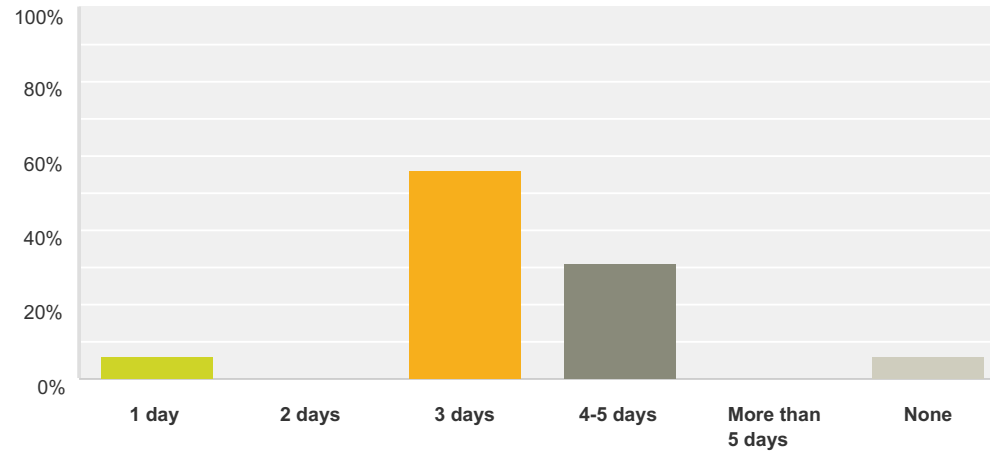


Answer Choices	Responses
Cash	50.00% 1
Carry Over	50.00% 1
Credit at Retirement	0.00% 0
Vacation	0.00% 0
<b>Total Respondents: 2</b>	



### Q37 How many paid days off does your organization grant for bereavement for immediate family?

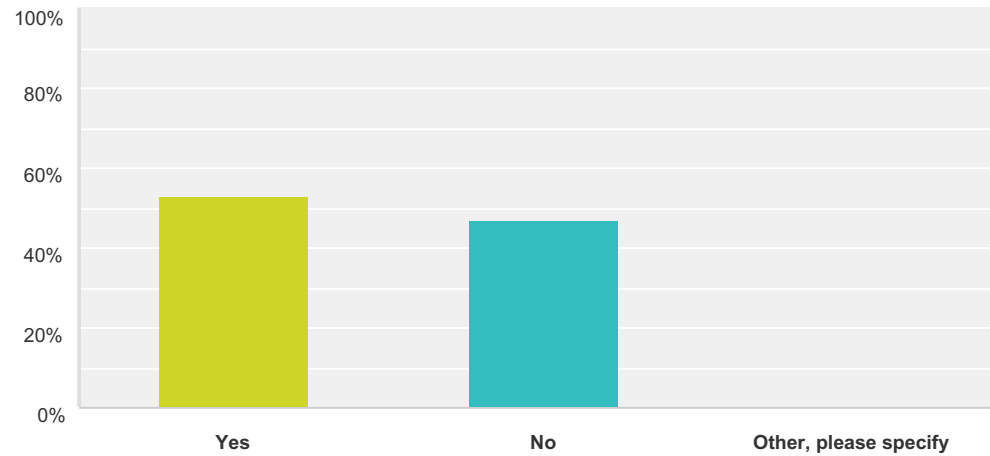
Answered: 16 Skipped: 1



Answer Choices	Responses	
1 day	6.25%	1
2 days	0.00%	0
3 days	56.25%	9
4-5 days	31.25%	5
More than 5 days	0.00%	0
None	6.25%	1
<b>Total</b>		<b>16</b>

### Q38 Do you have a bonus plan in place for all employees?

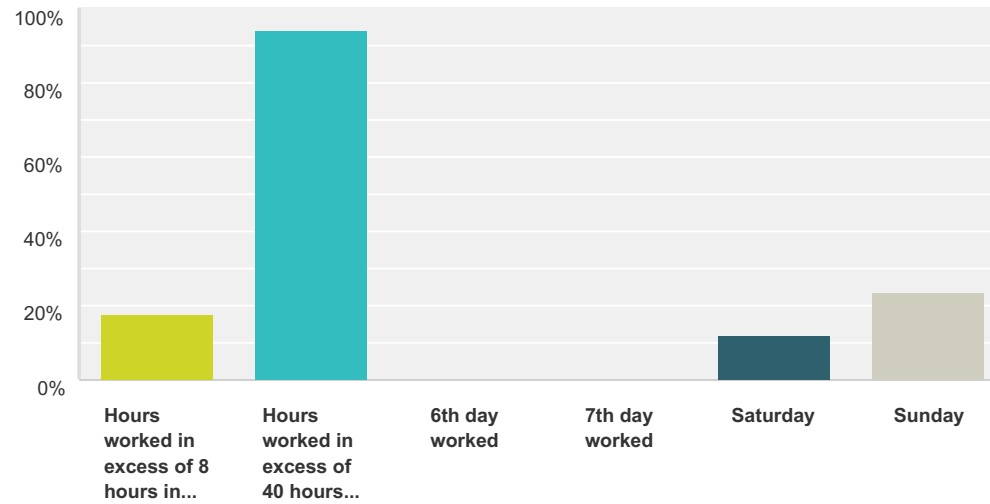
Answered: 17 Skipped: 0



Answer Choices	Responses	
Yes	52.94%	9
No	47.06%	8
Other, please specify	0.00%	0
<b>Total Respondents: 17</b>		

### Q39 What overtime does your organization pay? (check all that apply)

Answered: 17 Skipped: 0



Answer Choices	Responses
Hours worked in excess of 8 hours in a day	17.65% 3
Hours worked in excess of 40 hours in a week	94.12% 16
6th day worked	0.00% 0
7th day worked	0.00% 0
Saturday	11.76% 2
Sunday	23.53% 4
<b>Total Respondents: 17</b>	

### Q40 What double time pay does your organization provide? (check all that apply)

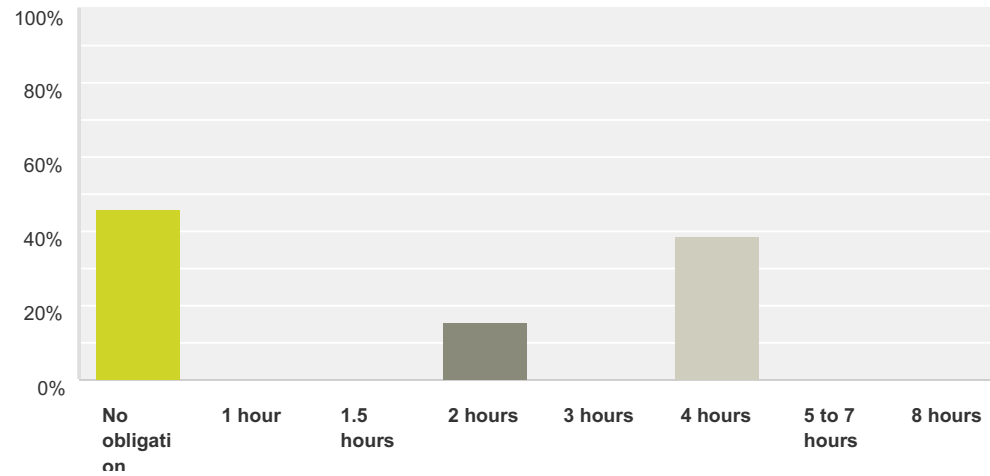
Answered: 9 Skipped: 8



Answer Choices	Responses	
6th day worked	11.11%	1
7th day worked	33.33%	3
Saturday	0.00%	0
Sunday	77.78%	7
<b>Total Respondents: 9</b>		

### Q41 What call-in pay does your organization provide?

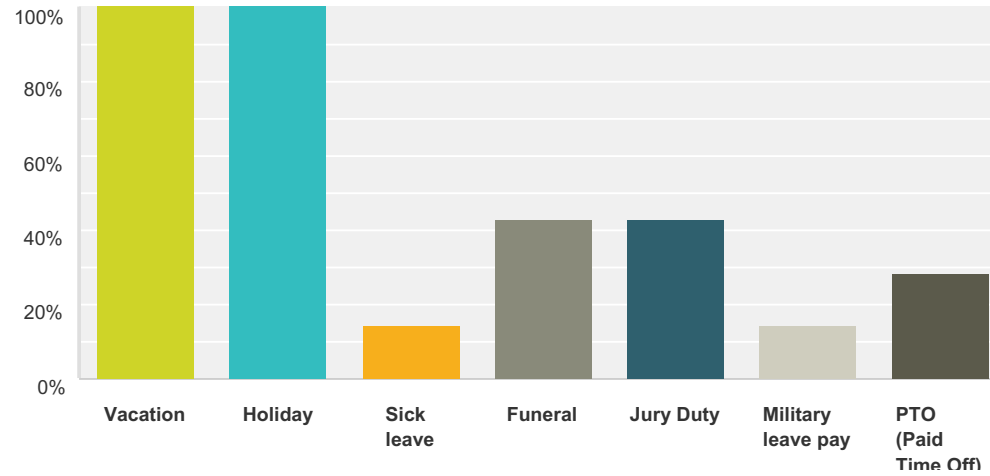
Answered: 13 Skipped: 4



Answer Choices	Responses	Count
No obligation	46.15%	6
1 hour	0.00%	0
1.5 hours	0.00%	0
2 hours	15.38%	2
3 hours	0.00%	0
4 hours	38.46%	5
5 to 7 hours	0.00%	0
8 hours	0.00%	0
<b>Total</b>		<b>13</b>

**Q42 Check any/all of the following that your organization includes as hours worked towards calculation of overtime:**

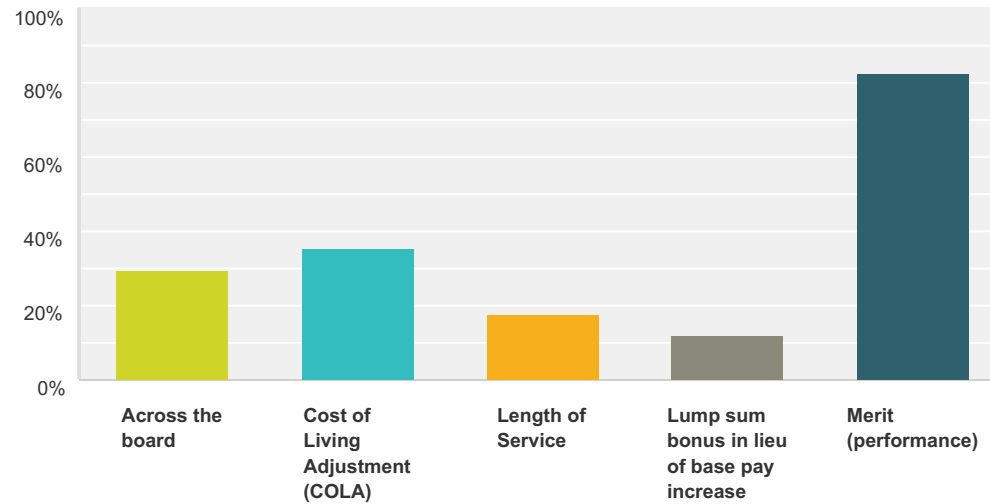
Answered: 7 Skipped: 10



Answer Choices	Responses
Vacation	100.00% 7
Holiday	100.00% 7
Sick leave	14.29% 1
Funeral	42.86% 3
Jury Duty	42.86% 3
Military leave pay	14.29% 1
PTO (Paid Time Off)	28.57% 2
<b>Total Respondents: 7</b>	

### Q43 What types of salary increases are usually granted? (check all that apply)

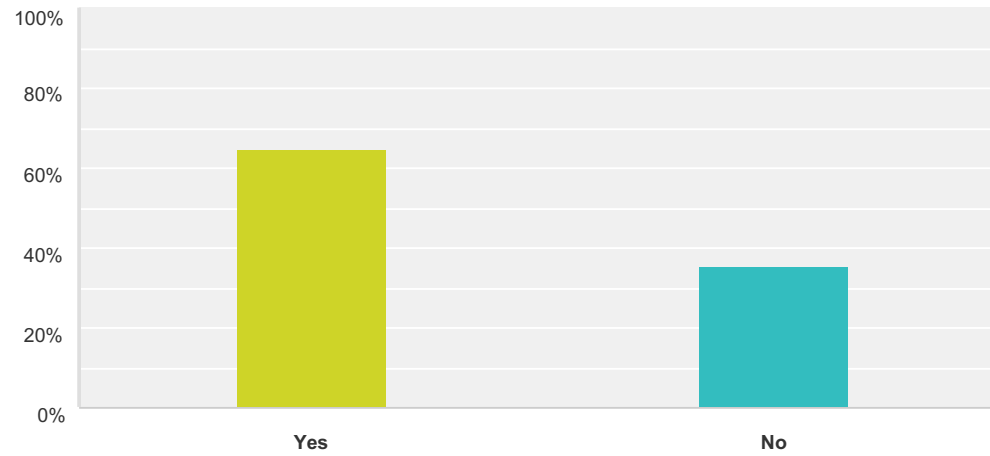
Answered: 17 Skipped: 0



Answer Choices	Responses
Across the board	29.41% 5
Cost of Living Adjustment (COLA)	35.29% 6
Length of Service	17.65% 3
Lump sum bonus in lieu of base pay increase	11.76% 2
Merit (performance)	82.35% 14
<b>Total Respondents: 17</b>	

### Q44 Does your organization provide an annual bonus for employees?

Answered: 17 Skipped: 0

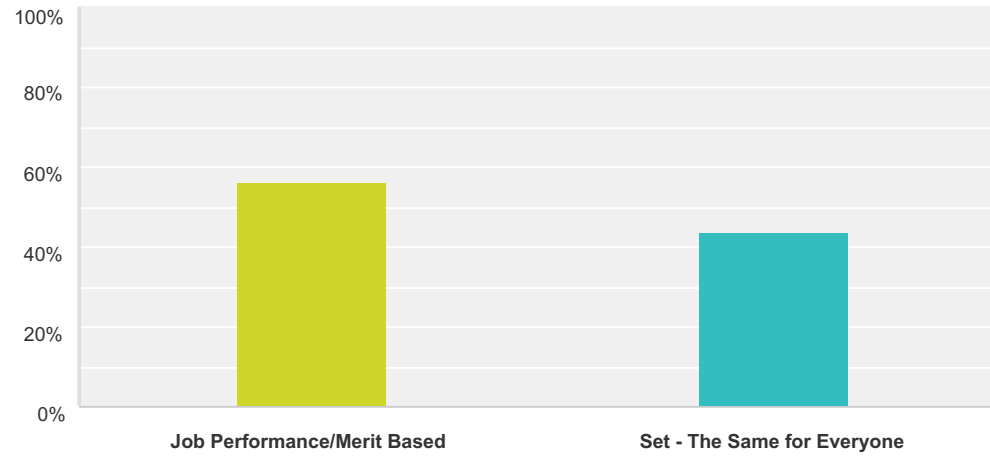


Answer Choices	Responses	
Yes	64.71%	11
No	35.29%	6
<b>Total</b>		<b>17</b>



### Q45 Wage increases are:

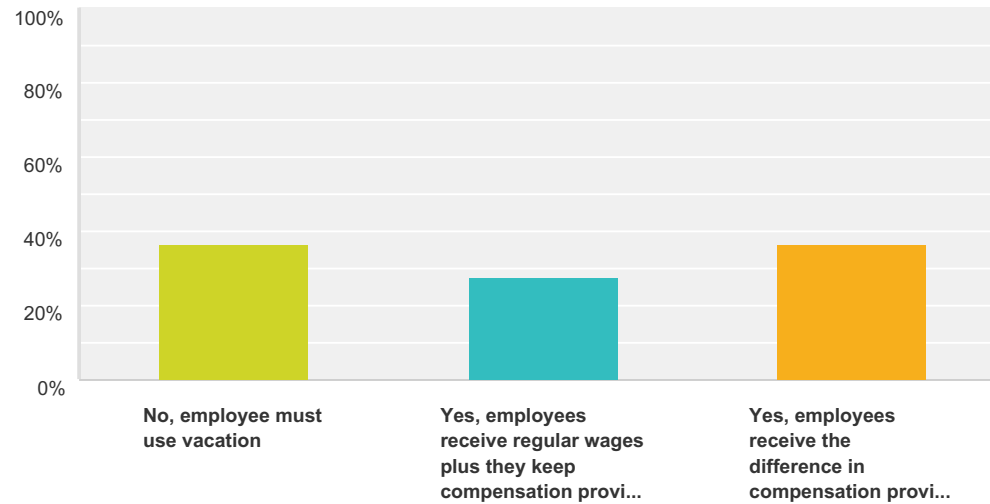
Answered: 16 Skipped: 1



Answer Choices	Responses	
Job Performance/Merit Based	56.25%	9
Set - The Same for Everyone	43.75%	7
<b>Total</b>		<b>16</b>

### Q46 Does your organization grant paid leave for military reserve duty?

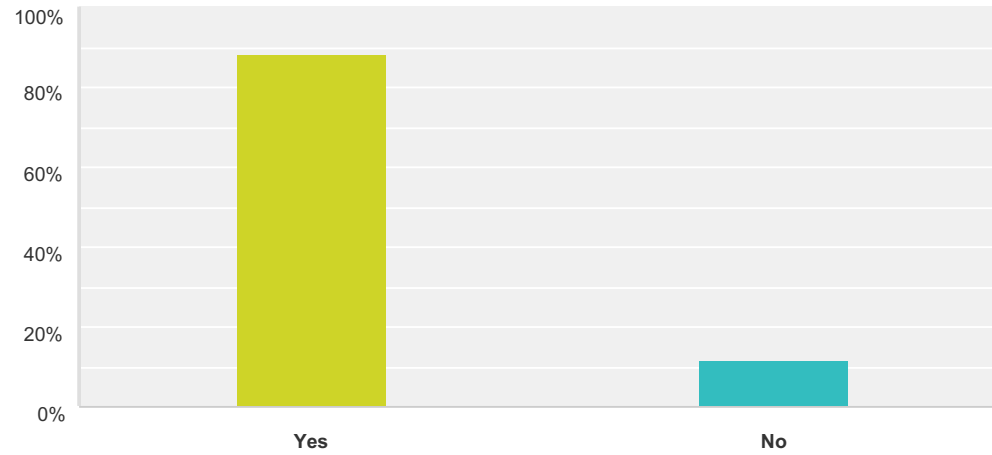
Answered: 11 Skipped: 6



Answer Choices	Responses	
No, employee must use vacation	36.36%	4
Yes, employees receive regular wages plus they keep compensation provided by the armed forces	27.27%	3
Yes, employees receive the difference in compensation provided by the armed forces and their regular wages	36.36%	4
<b>Total</b>		<b>11</b>

### Q47 Do you conduct background checks?

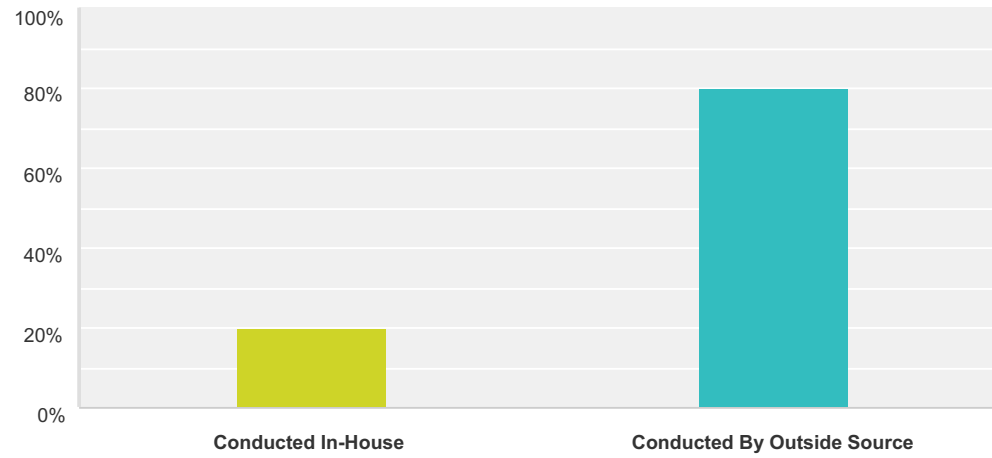
Answered: 17 Skipped: 0



Answer Choices	Responses	
Yes	88.24%	15
No	11.76%	2
<b>Total</b>		<b>17</b>

### Q48 If you conduct background checks, they are:

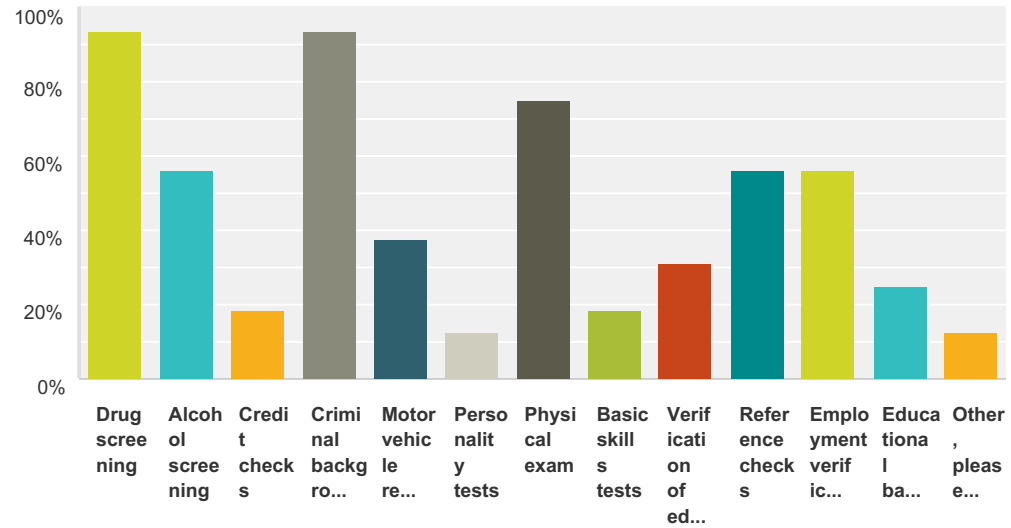
Answered: 15 Skipped: 2



Answer Choices	Responses	
Conducted In-House	20.00%	3
Conducted By Outside Source	80.00%	12
<b>Total</b>		<b>15</b>

### Q49 Which pre-employment screenings do you regularly conduct? (check all that apply)

Answered: 16 Skipped: 1



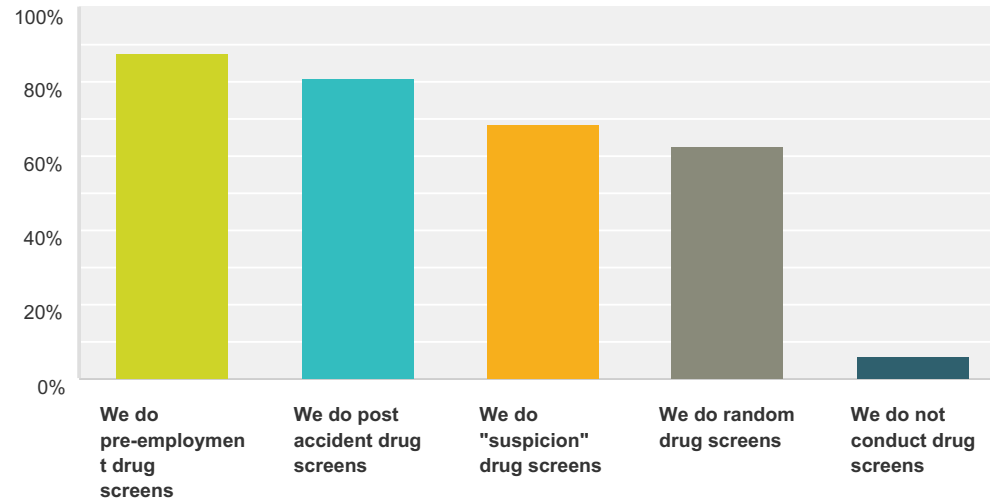
Answer Choices	Responses
Drug screening	93.75% 15
Alcohol screening	56.25% 9
Credit checks	18.75% 3
Criminal background checks	93.75% 15
Motor vehicle record checks	37.50% 6
Personality tests	12.50% 2
Physical exam	75.00% 12
Basic skills tests	18.75% 3
Verification of education	31.25% 5

## Nelson/Washington County Wage and Benefit Survey - 2015

Reference checks	56.25%	9
Employment verification	56.25%	9
Educational background check	25.00%	4
Other, please specify	12.50%	2
<b>Total Respondents: 16</b>		

### Q50 Drug screens: (check all that apply)

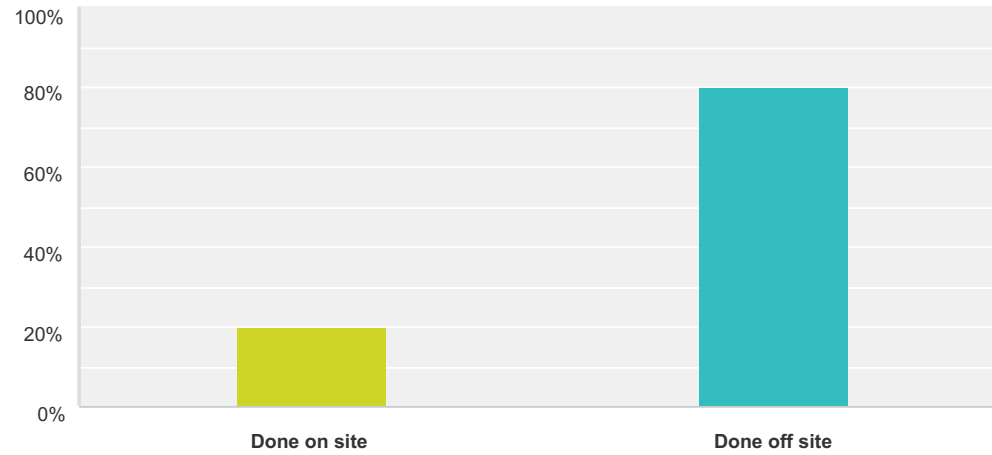
Answered: 16 Skipped: 1



Answer Choices	Responses
We do pre-employment drug screens	87.50% 14
We do post accident drug screens	81.25% 13
We do "suspicion" drug screens	68.75% 11
We do random drug screens	62.50% 10
We do not conduct drug screens	6.25% 1
<b>Total Respondents: 16</b>	

### Q51 If you do drug screens, are they:

Answered: 15 Skipped: 2

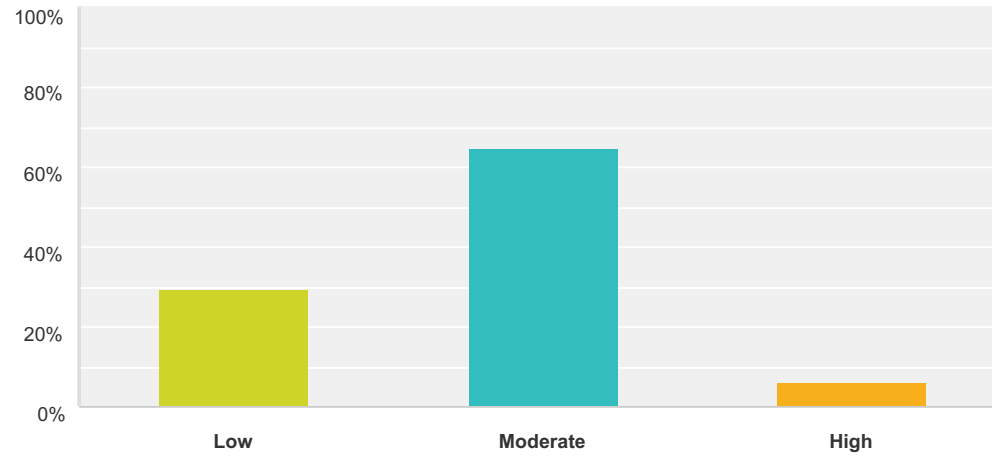


Answer Choices	Responses	
Done on site	20.00%	3
Done off site	80.00%	12
<b>Total</b>		<b>15</b>



### Q52 How would you rate your turnover?

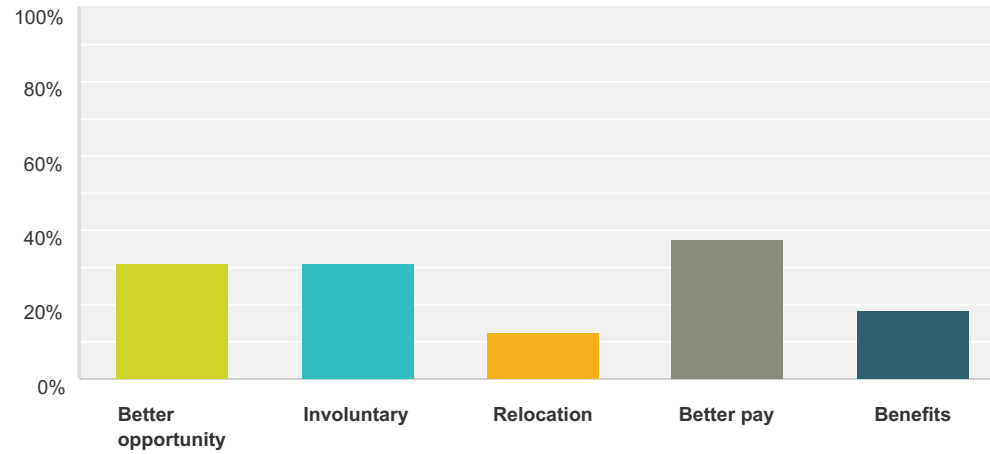
Answered: 17 Skipped: 0



Answer Choices	Responses
Low	29.41% 5
Moderate	64.71% 11
High	5.88% 1
<b>Total Respondents: 17</b>	

**Q53 Of the following, which is the most frequent reason why employees leave your company?**

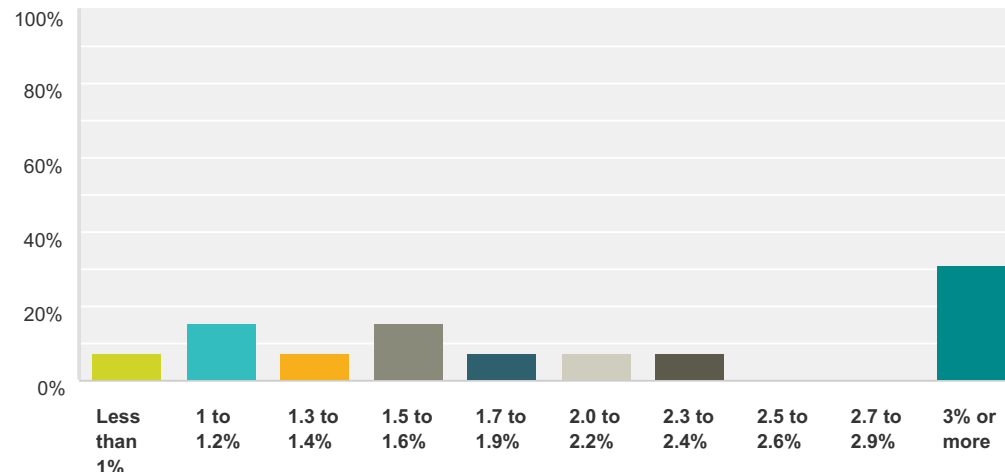
Answered: 16 Skipped: 1



Answer Choices	Responses
Better opportunity	31.25% 5
Involuntary	31.25% 5
Relocation	12.50% 2
Better pay	37.50% 6
Benefits	18.75% 3
<b>Total Respondents: 16</b>	

**Q54 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: 13 Skipped: 4



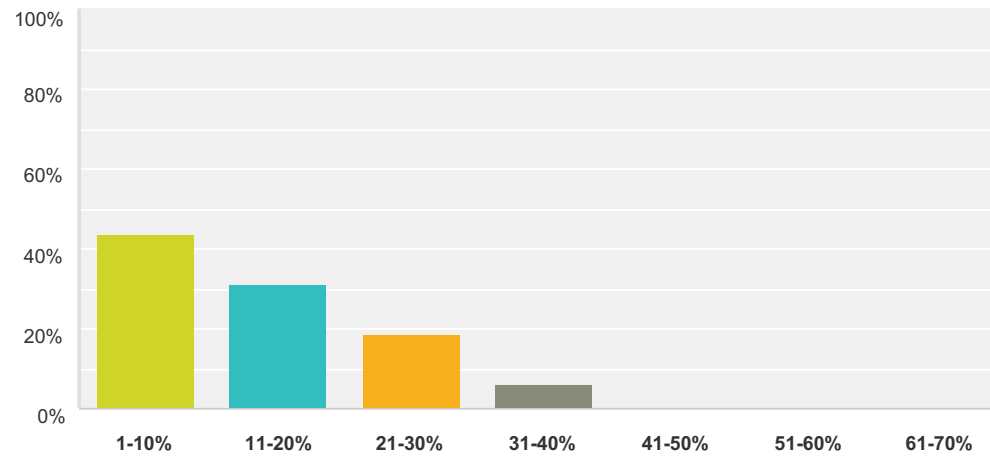
Answer Choices	Responses	
Less than 1%	7.69%	1
1 to 1.2%	15.38%	2
1.3 to 1.4%	7.69%	1
1.5 to 1.6%	15.38%	2
1.7 to 1.9%	7.69%	1

Nelson/Washington County Wage and Benefit Survey - 2015

2.0 to 2.2%	7.69%	1
2.3 to 2.4%	7.69%	1
2.5 to 2.6%	0.00%	0
2.7 to 2.9%	0.00%	0
3% or more	30.77%	4
<b>Total</b>		<b>13</b>

**Q55 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**

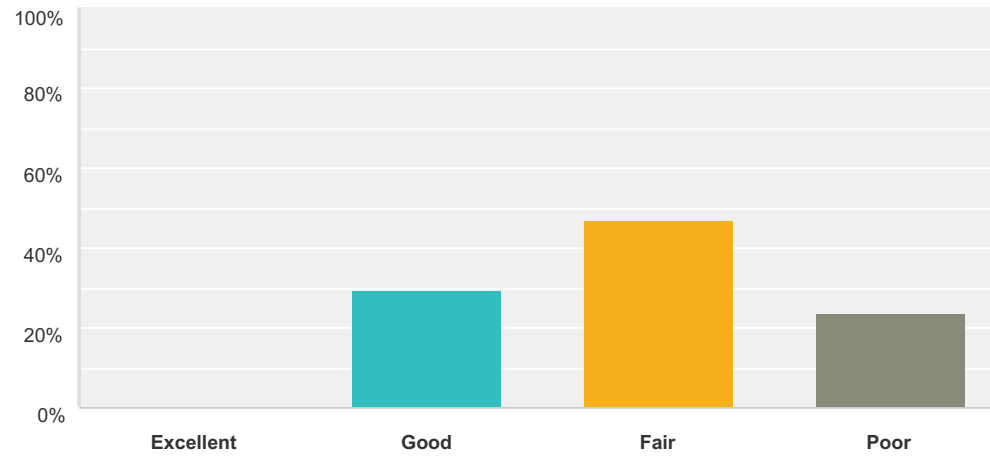
Answered: 16 Skipped: 1



Answer Choices	Responses	
1-10%	43.75%	7
11-20%	31.25%	5
21-30%	18.75%	3
31-40%	6.25%	1
41-50%	0.00%	0
51-60%	0.00%	0
61-70%	0.00%	0
<b>Total</b>		<b>16</b>

### Q56 Would you rate the availability of skilled labor:

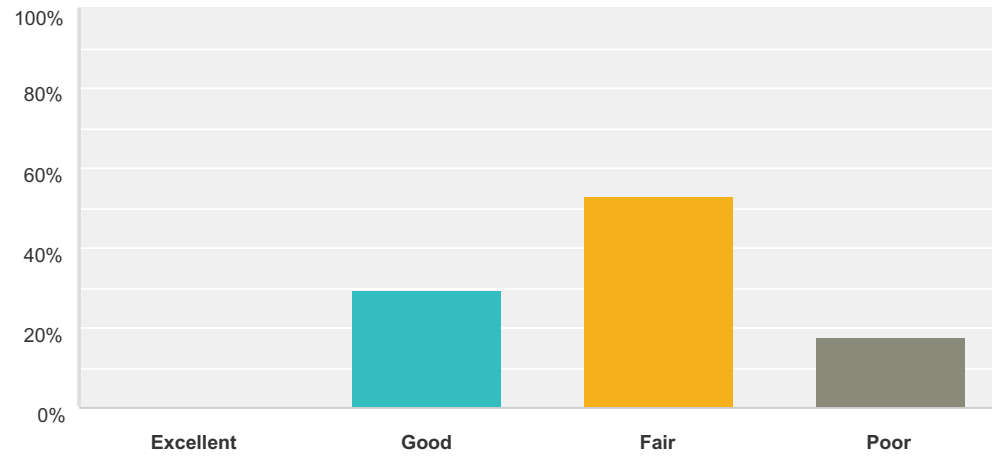
Answered: 17 Skipped: 0



Answer Choices	Responses	
Excellent	0.00%	0
Good	29.41%	5
Fair	47.06%	8
Poor	23.53%	4
<b>Total</b>		<b>17</b>

### Q57 Would you rate the availability of unskilled labor:

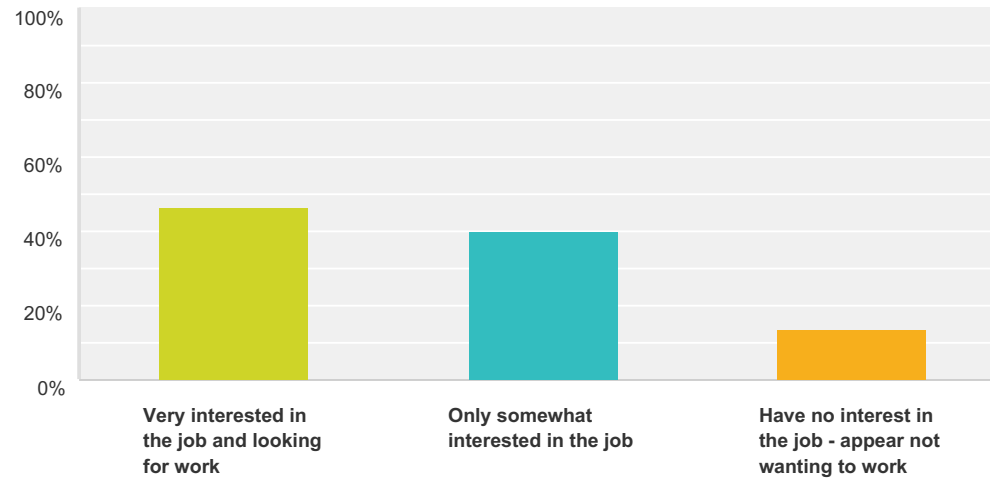
Answered: 17 Skipped: 0



Answer Choices	Responses	
Excellent	0.00%	0
Good	29.41%	5
Fair	52.94%	9
Poor	17.65%	3
<b>Total</b>		<b>17</b>

### Q58 When you interview applicants are they:

Answered: 15 Skipped: 2

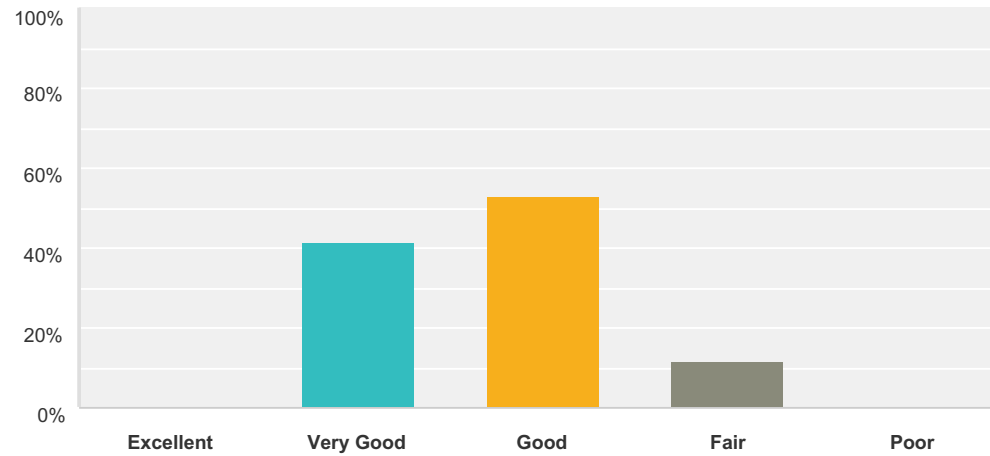


Answer Choices	Responses
Very interested in the job and looking for work	46.67% 7
Only somewhat interested in the job	40.00% 6
Have no interest in the job - appear not wanting to work	13.33% 2
<b>Total</b>	<b>15</b>



### Q59 Would you say the overall morale of your workforce is:

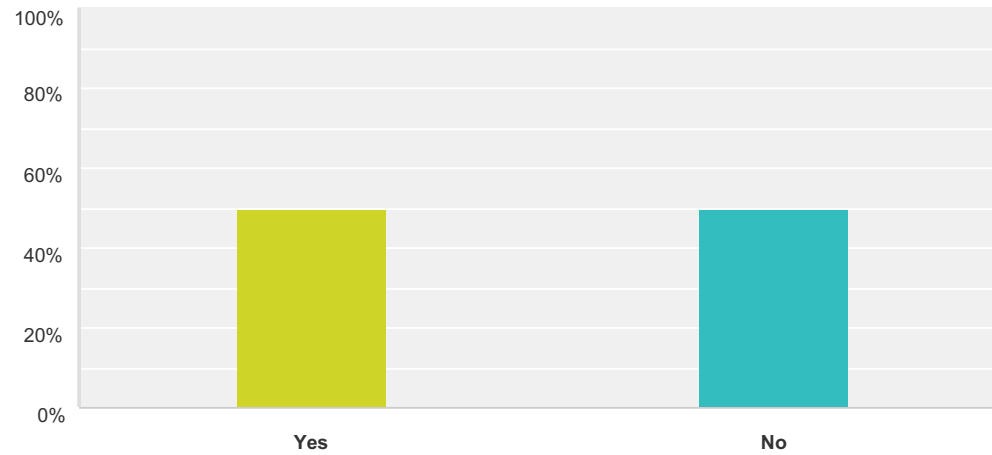
Answered: 17 Skipped: 0



Answer Choices	Responses	
Excellent	0.00%	0
Very Good	41.18%	7
Good	52.94%	9
Fair	11.76%	2
Poor	0.00%	0
<b>Total Respondents: 17</b>		

### Q60 Have your workers' compensation premiums increased during the past year?

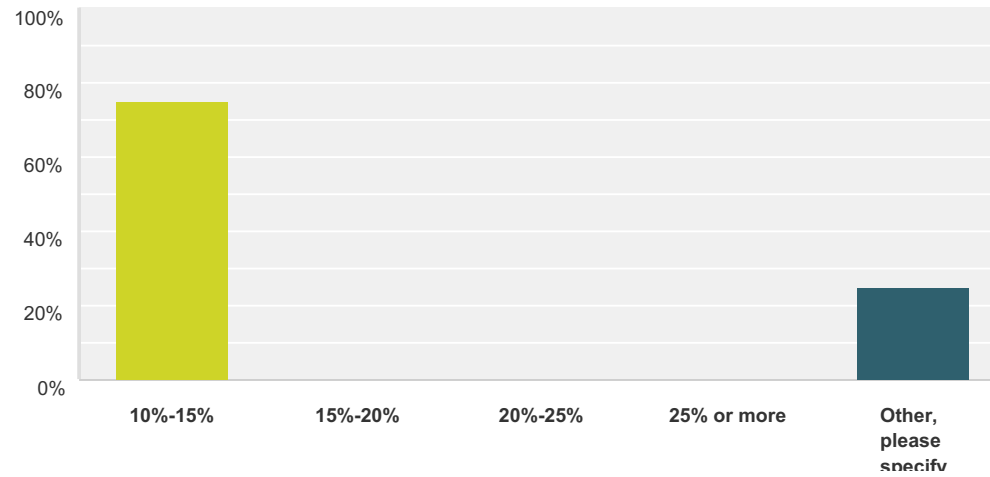
Answered: 14 Skipped: 3



Answer Choices	Responses	
Yes	50.00%	7
No	50.00%	7
<b>Total</b>		<b>14</b>

### Q61 By what percentage have the premiums increased?

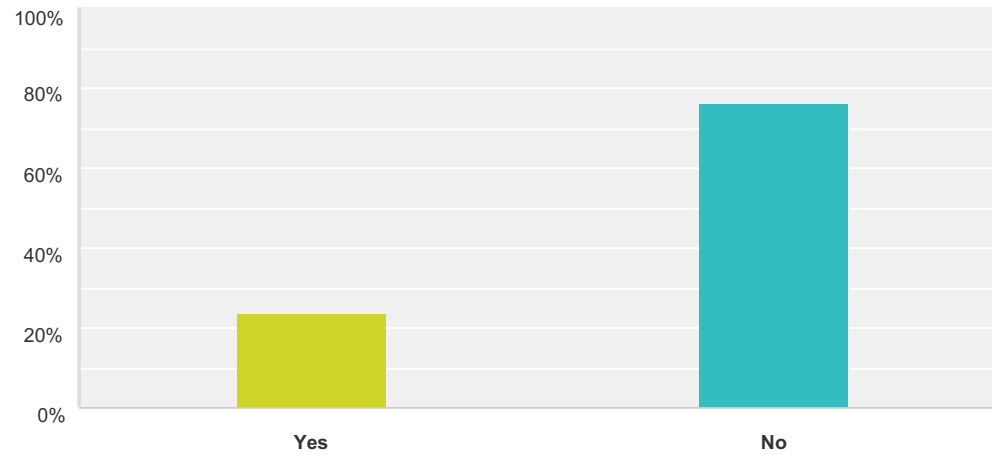
Answered: 8 Skipped: 9



Answer Choices	Responses	
10%-15%	75.00%	6
15%-20%	0.00%	0
20%-25%	0.00%	0
25% or more	0.00%	0
Other, please specify	25.00%	2
<b>Total Respondents: 8</b>		

### Q62 Does your organization have a union(s)?

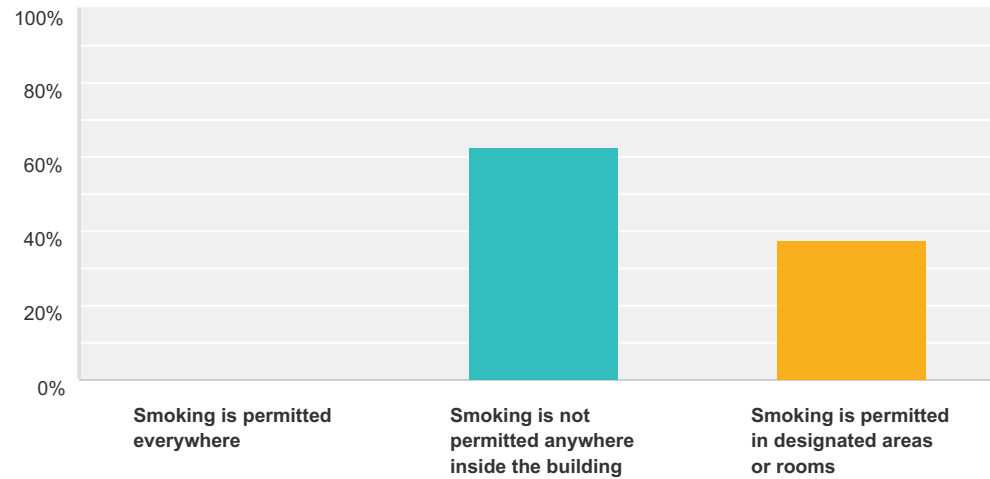
Answered: 17 Skipped: 0



Answer Choices	Responses	
Yes	23.53%	4
No	76.47%	13
<b>Total</b>		<b>17</b>

### Q63 What is your organization's policy on smoking?

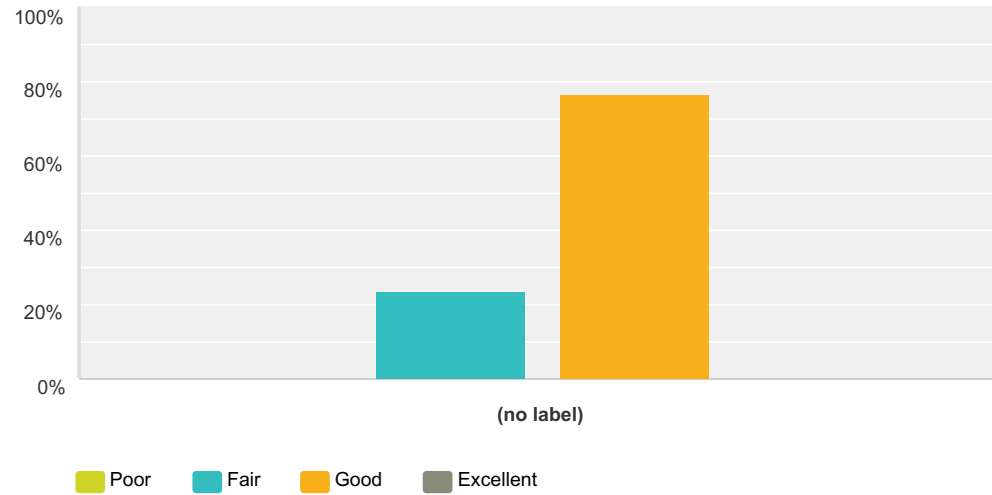
Answered: 16 Skipped: 1



Answer Choices	Responses	
Smoking is permitted everywhere	0.00%	0
Smoking is not permitted anywhere inside the building	62.50%	10
Smoking is permitted in designated areas or rooms	37.50%	6
<b>Total</b>		<b>16</b>

### Q64 How would you rate this survey?

Answered: 17 Skipped: 0



	Poor	Fair	Good	Excellent	Total	Weighted Average
(no label)	0.00% 0	23.53% 4	76.47% 13	0.00% 0	17	2.76

**Q65 Do you have any comments?**

Answered: 2 Skipped: 15