

Participant Profile Report

About Your Participant Profile Report

Use your Participant Profile Report to learn how your company compensates employees compared to the other companies in your industry and geographic area.

Report Contents

Your company's reported base wage or salary is shown for each job that was reported on the survey forms. If you reported more than one incumbent in a job, the average salary is displayed. No information is shown for jobs that your company did not match and report.

The *Survey* column shows the average of what other survey participants in the same industry and geographic areas paid. A *Variance* is shown to indicate how much your company's pay differs from the average.

To help you obtain an overall picture of your company's pay competitiveness at a glance, a red or green symbol is displayed: **RED** for jobs where your company pays below the average; **GREEN** for jobs where your company pays above the average.

This report is designed to provide a quick assessment. It should be used in conjunction with other survey report materials as well as your own analysis to gain a full understanding of the competitiveness of your company's wage and salary practices. Further, customized analyses, including report results in Excel or Access, are available for additional cost.

Human Resources

----- Same Industry -----
 ***** Metal Fab & Products *****

----- Same Area -----
 ***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>
Manager, Human Resources	Human Resources	78,504	76,398	-2,106	-2.8%	83,530	76,398	-7,132	-9.3%

Information Systems

----- Same Industry -----
 ***** Metal Fab & Products *****

----- Same Area -----
 ***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>
Network Administrator	Technical Support/Network Adm	75,904	59,093	-16,811	-28.4%	73,680	59,093	-14,587	-24.7%

Materials - Handling / Warehouse

----- Same Industry -----
 ***** Metal Fab & Products *****

----- Same Area -----
 ***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>
Order Filler	Assembly/Packaging Specialist	17.61	17.87	0.26	1.4%	16.78	17.87	1.09	6.1%
Shipping / Receiving Clerk	Domestic Distribution (Intermedi	17.56	16.48	-1.08	-6.6%	17.28	16.48	-0.80	-4.8%
Warehouse Supervisor	Assembly/Distribution Superviso	57,159	78,354	21,194	27.0%	55,104	78,354	23,250	29.7%
Warehouse Worker	Material Handling Specialist	16.25	17.69	1.44	8.1%	16.24	17.69	1.45	8.2%

Materials - Supply Chain

----- Same Industry -----
 ***** Metal Fab & Products *****

----- Same Area -----
 ***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance				Variance			
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>	<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>
Buyer/Planner	Planner/Buyer	53,906	67,309	13,402	19.9%	55,802	67,309	11,507	17.1%

Materials - Supply Chain

----- Same Industry -----

***** Metal Fab & Products *****

----- Same Area -----

***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance					Variance			
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>
Expediter	Assembly, Pkg & Scheduling Co	23.84	28.32	4.48	15.8%		Insufficient Survey Data			

Production Management

----- Same Industry -----

***** Metal Fab & Products *****

----- Same Area -----

***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance					Variance				
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>	
Plant Manager / Manufacturing Manager	Manufacturing Manager	98,258	87,818	-10,440	-11.9%		98,443	87,818	-10,626	-12.1%	
Production Supervisor	Heat Treat/Prod Coord & Tech	61,506	70,158	8,652	12.3%		62,564	70,158	7,595	10.8%	

Production - Metals: Machining

----- Same Industry -----

***** Metal Fab & Products *****

----- Same Area -----

***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance					Variance			
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>
Milling Machine, Setup and Operate	Machine Operator Specialist	27.18	26.03	-1.15	-4.4%		Insufficient Survey Data			

Production - Metals: Tooling

----- Same Industry -----

***** Metal Fab & Products *****

----- Same Area -----

***** 20 to 45 Miles from Minneapolis *****

<u>Survey Title</u>	<u>ABC Job Title</u>	Variance					Variance				
		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>		<u>Survey</u>	<u>ABC</u>	<u>\$</u>	<u>%</u>	
Tool and/or Die Maker, Class A	Tool & Die Maker B	26.93	28.09	1.16	4.1%		26.02	28.09	2.07	7.4%	
Tool and/or Die Maker, Class B	Tool & Die Maker A	23.91	32.78	8.87	27.1%		26.37	32.78	6.40	19.5%	