

*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 analysis including report results in Excel or Access, are available for additional cost.

SAMPLE

Participant Profile Report

Accounting

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

----- Same Area -----  
 \*\*\*\*\* Within 20 Miles from Minneapolis \*\*\*\*\*

Survey Title	XYZ Job Title	Same Industry				Same Area			
		Survey	XYZ	Variance \$	Variance %	Survey	XYZ	Variance \$	Variance %
Accountant	Accountant	51,938	59,280	8,342	12.4%	52,408	59,280	6,872	11.6%
Accounting Clerk / Bookkeeper	Accounting Clerk	18.03	21.50	3.47	19.3%	18.94	21.50	2.56	11.9%

Executive

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

----- Same Area -----  
 \*\*\*\*\* Within 20 Miles from Minneapolis \*\*\*\*\*

Survey Title	XYZ Job Title	Same Industry				Same Area			
		Survey	XYZ	Variance \$	Variance %	Survey	XYZ	Variance \$	Variance %
President / Chief Executive Officer	President	184,786	120,640	-64,146	-53.2%	202,769	120,640	-82,129	-68.1%
VP Administration (with Finance)	VP Admin with Finance	141,327	107,120	-4,207	-3.9%	144,881	107,120	-37,761	-35.3%

Production Management

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

----- Same Area -----  
 \*\*\*\*\* Within 20 Miles from Minneapolis \*\*\*\*\*

Survey Title	XYZ Job Title	Same Industry				Same Area			
		Survey	XYZ	Variance \$	Variance %	Survey	XYZ	Variance \$	Variance %
Production Supervisor	Production Supervisor	59,461	59,000	-461	-0.8%	58,975	59,000	25	0.0%

## Production - Metals

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

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

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

\*\*\*\*\* Within 20 Miles from Minneapolis \*\*\*\*\*

<u>Survey Title</u>	<u>XYZ Job Title</u>	<u>Survey</u>	<u>XYZ</u>	Variance			<u>Survey</u>	<u>XYZ</u>	Variance		
				\$	%				\$	%	
Rough Grinder	Grinder	14.98	13.05	-1.93	-14.8%		Insufficient Survey Data				
Sheet Metal Worker	Sheet Metal Worker	19.20	21.00	1.80	8.6%		20.40	21.00	0.61	2.9%	
Welder, Class A	Welder	21.79	18.90	-2.89	-15.3%		21.46	18.90	-2.56	-13.6%	

## Across Industries

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

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

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

\*\*\*\*\* Within 20 Miles from Minneapolis \*\*\*\*\*

<u>Survey Title</u>	<u>XYZ Job Title</u>	<u>Survey</u>	<u>XYZ</u>	Variance			<u>Survey</u>	<u>XYZ</u>	Variance		
				\$	%				\$	%	
Assembler - Mechanical	Mechanical Assembler	16.33	21.00	4.48	21.3%		16.33	21.00	4.67	22.2%	
Machine Operator	General Labor	17.67	15.82	-2.18	-13.8%		17.67	15.82	-1.85	-11.7%	
Manager, Facilities	Maintenance & Safety Engineer	70,053	52,000	-19,888	-38.2%		70,053	52,000	-18,053	-34.7%	
Packer	Shipping	13.12	13.65	-0.03	-0.2%		13.12	13.65	0.53	3.9%	
Painter	Painter	17.96	18.25	0.29	1.6%		17.90	18.25	0.35	1.9%	

SAMPLE