

Participant Profile Report

The purpose of your Participant Profile Report is to provide an “at a glance” sense of how competitive your base pay rates are. The design of the Participant Profile Report has been updated to provide more detailed and relevant information about your competitive pay position. In addition to comparisons with companies in your industry and geographic area, your Profile Report now features a new comparison to companies in your revenue size group. The colored icons which signal your level of competitiveness for each job in each section have been expanded to provide a more detailed visual gauge. More on this below.

Your company’s reported base rate is shown for each job reported on your survey form. If you reported more than one incumbent in a job, the average rate is displayed. Be aware that some reported matches are removed during data review and validation if they appear to be incorrect or inappropriate.

The Survey column in the Same Industry, Same Area and Same Revenue Size sections shows you the average of what other survey participants in your industry, geographic area and revenue size group reported paying for the job. The Variance column indicates the percent by which your company’s pay differs from the average, positively or negatively.

The table below provides a key to the new set of colored icons featured in the updated report design.

| Icon | Indicates That Your Company’s Average Rate Is ... |
|------|---|
| ●● | 20%+ below Survey Average |
| ● | >10% but <20% below Survey Average |
| ● | <10% below Survey Average |
| ● | <10% above Survey Average |
| ● | >10% but <20% above Survey Average |
| ●● | 20%+ above Survey Average |

In considering the competitive position of your company’s jobs across the different comparison sections, it is important to assess which of the comparison sections are most relevant to the position and the market in which you compete for talent in that role. For example, if you compete primarily with other local companies for hourly production talent, you may wish to focus primarily on the “Same Area” comparison for those jobs. For some skilled trades positions, both local and industry comparisons may be important, so attention should be paid to both “Same Industry” and “Same Area” comparisons. Pay for leadership positions is typically sensitive to company scope, as measured by company revenues; for these positions, you may find the “Same Revenue Size” comparison to be critical. Your use of the information in this report should reflect careful consideration of your competitors for talent across all reported jobs.

This report is designed to provide a quick assessment. It should be used in conjunction with other survey reporting as well as your own analysis in order to gain a full understanding of the competitive level of your company’s wage and salary practices.

Participant Profile Report

Accounting/Finance

| | | ----- Same Industry ----- <i>Primary Metal Industries</i> | | | ----- Same Area ----- <i>20 to 45 Miles from Minneapolis</i> | | | ----- Same Revenue Size ----- <i>Over \$100 Million</i> | | |
|-------------------------|----------------------------|--|--------------------------|---|---|--|---------------|--|--|--|
| <u>Survey Job Title</u> | <u>Company Job Title</u> | <u>Company Avg</u> | <u>Survey</u> | <u>Variance %</u> | <u>Survey</u> | <u>Variance %</u> | <u>Survey</u> | <u>Variance %</u> | | |
| Accountant | Accountant II | 72,903 | 70,305 | 3.7% ● | 72,705 | 0.3% ● | 66,628 | 9.4% ● | | |
| Accountant, Senior | Accountant III | 78,283 | 82,743 | -5.4% ● | 83,825 | -6.6% ● | 84,742 | -7.6% ● | | |
| Controller | Controller | 85,563 | 126,124 | -32.2% ●● | 129,062 | -33.7% ●● | 145,480 | -41.2% ●● | | |
| Financial Analyst | Financial Analyst | 77,183 | 111,160 | -30.6% ●● | 97,107 | -20.5% ●● | 94,323 | -18.2% ● | | |
| Manager, Accounting | General Accounting Manager | 122,000 | 101,423 | 20.3% ●● | 110,722 | 10.2% ● | 115,202 | 5.9% ● | | |
| Payroll Clerk | Payroll Clerk | 26.72 | Insufficient Survey Data | | Insufficient Survey Data | | 29.32 | -8.9% ● | | |

Administrative Support

| | | ----- Same Industry ----- <i>Primary Metal Industries</i> | | | ----- Same Area ----- <i>20 to 45 Miles from Minneapolis</i> | | | ----- Same Revenue Size ----- <i>Over \$100 Million</i> | | |
|--------------------------------------|-----------------------------|--|---------------|---|---|---|---------------|--|--|--|
| <u>Survey Job Title</u> | <u>Company Job Title</u> | <u>Company Avg</u> | <u>Survey</u> | <u>Variance %</u> | <u>Survey</u> | <u>Variance %</u> | <u>Survey</u> | <u>Variance %</u> | | |
| Administrative Assistant | Administrative Assistant II | 25.99 | 23.92 | 8.6% ● | 23.97 | 8.4% ● | 23.95 | 8.5% ● | | |
| Administrative Assistant to Executiv | Executive Assistant | 74,258 | 72,624 | 2.2% ● | 71,452 | 3.9% ● | 77,208 | -3.8% ● | | |

Information Systems

----- Same Industry -----
Primary Metal Industries

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

----- Same Revenue Size -----
Over \$100 Million

| <u>Survey Job Title</u> | <u>Company Job Title</u> | <u>Company Avg</u> | <u>Variance</u> | | <u>Variance</u> | | <u>Variance</u> | |
|-------------------------|-----------------------------|--------------------|--------------------------|----------|-----------------|----------|-----------------|----------|
| | | | <u>Survey</u> | <u>%</u> | <u>Survey</u> | <u>%</u> | <u>Survey</u> | <u>%</u> |
| Network Administrator | Network /Telecom Administra | 73,786 | 87,832 | -16.0% | 86,169 | -14.4% | 84,946 | -13.1% |
| Software Developer | Software Engineer | 99,317 | Insufficient Survey Data | | 106,750 | -7.0% | 105,645 | -6.0% |

Lean Management

----- Same Industry -----
Primary Metal Industries

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

----- Same Revenue Size -----
Over \$100 Million

| <u>Survey Job Title</u> | <u>Company Job Title</u> | <u>Company Avg</u> | <u>Variance</u> | | <u>Variance</u> | | <u>Variance</u> | |
|-------------------------|--------------------------|--------------------|--------------------------|----------|--------------------------|----------|--------------------------|----------|
| | | | <u>Survey</u> | <u>%</u> | <u>Survey</u> | <u>%</u> | <u>Survey</u> | <u>%</u> |
| Manager, Value Stream | Value Stream Manager I | 112,777 | Insufficient Survey Data | | Insufficient Survey Data | | Insufficient Survey Data | |

Materials - Handling/Warehouse

----- Same Industry -----
Primary Metal Industries

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

----- Same Revenue Size -----
Over \$100 Million

| <u>Survey Job Title</u> | <u>Company Job Title</u> | <u>Company Avg</u> | <u>Variance</u> | | <u>Variance</u> | | <u>Variance</u> | |
|------------------------------------|--------------------------|--------------------|-----------------|----------|-----------------|----------|-----------------|----------|
| | | | <u>Survey</u> | <u>%</u> | <u>Survey</u> | <u>%</u> | <u>Survey</u> | <u>%</u> |
| Fork Truck Driver/Material Handler | Forklift Operator | 26.31 | 22.46 | 17.1% | 22.06 | 19.3% | 21.07 | 24.9% |
| Shipping/Receiving Clerk | Shipping/Receiving Clerk | 25.29 | 24.30 | 4.1% | 22.36 | 13.1% | 22.33 | 13.3% |
| Warehouse Worker | Warehouse II | 21.33 | 22.63 | -5.7% | 21.22 | 0.5% | 22.98 | -7.2% |

Production Management

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

Primary Metal Industries

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

20 to 45 Miles from Minneapolis

----- Same Revenue Size -----

Over \$100 Million

| Survey Job Title | Company Job Title | Company Avg | Variance | | Variance | | Variance | |
|-----------------------|-----------------------|-------------|----------|---|----------|---|----------|---|
| | | | Survey | % | Survey | % | Survey | % |
| Line Lead/Cell Lead | Production Team Lead | 27.02 | 26.55 | 1.8% ● | 28.44 | -5.0% ● | 25.42 | 6.3% ● |
| Plant Manager | Plant Manager | 187,831 | 119,278 | 57.5% ●● | 126,582 | 48.4% ●● | 133,422 | 40.8% ●● |
| Production Supervisor | Production Supervisor | 83,676 | 76,783 | 9.0% ● | 77,263 | 8.3% ● | 75,770 | 10.4% ● |

Across Industries - Assembly

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

Primary Metal Industries

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

20 to 45 Miles from Minneapolis

----- Same Revenue Size -----

Over \$100 Million

| Survey Job Title | Company Job Title | Company Avg | Variance | | Variance | | Variance | |
|------------------------------|-------------------|-------------|----------|---|----------|--|----------|--|
| | | | Survey | % | Survey | % | Survey | % |
| General Production Assembler | Assembler I | 22.90 | 21.50 | 6.5% ● | 20.37 | 12.4% ● | 20.27 | 13.0% ● |

Across Industries - Facilities

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

Primary Metal Industries

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

20 to 45 Miles from Minneapolis

----- Same Revenue Size -----

Over \$100 Million

| Survey Job Title | Company Job Title | Company Avg | Variance | | Variance | | Variance | |
|---------------------|--------------------|-------------|----------|---|----------|---|----------|---|
| | | | Survey | % | Survey | % | Survey | % |
| Custodian/Janitor | Janitor | 19.95 | 19.30 | 3.4% ● | 20.51 | -2.7% ● | 19.68 | 1.4% ● |
| Manager, Facilities | Facilities Manager | 138,171 | 103,716 | 33.2% ●● | 109,242 | 26.5% ●● | 109,242 | 26.5% ●● |