

*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> | Variance      |            |           |          | Variance                 |            |           |          |
|---------------------|----------------------|---------------|------------|-----------|----------|--------------------------|------------|-----------|----------|
|                     |                      | <u>Survey</u> | <u>XYZ</u> | <u>\$</u> | <u>%</u> | <u>Survey</u>            | <u>XYZ</u> | <u>\$</u> | <u>%</u> |
| 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>          | Variance      |            |           |          | Variance      |            |           |          |
|------------------------|-------------------------------|---------------|------------|-----------|----------|---------------|------------|-----------|----------|
|                        |                               | <u>Survey</u> | <u>XYZ</u> | <u>\$</u> | <u>%</u> | <u>Survey</u> | <u>XYZ</u> | <u>\$</u> | <u>%</u> |
| 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