

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

REGION 3

OCCUPATION PROFILES



In partnership with:



Also supported by:

Northern Middle Tennessee Workforce Board
Nashville Area Chamber of Commerce
Greater Nashville Regional Council
South Central Tennessee Development District
Upper Cumberland Development District
Tennessee Central Economic Authority
The Highlands Economic Partnership
Tennessee Chamber of Commerce & Industry

REGION 3

COUNTY

Sumner

Occupation Profiles

Notes and Definitions

For a complete explanation of methodology and reporting terms for the **2023 Middle Tennessee Industrial Wage and Benefit Survey**, respondents should refer to the full, narrative summary reports. For reference, the Survey Guide and a list of SOC codes used in the survey with occupation descriptions is available at www.mtsu.edu/berc or by request at berc@mtsu.edu

Included in the Occupation Profiles in this section of the report are profiles for every occupation in the region for which a sufficient number of respondents replied. The terms and notes below will be useful in reading the profiles.

- **“N/A”** in any profile field indicates that either 1) insufficient data was collected to report accurately on that field or 2) the data collected has been excluded from the report in accordance with BERC disclosure standards.
- The survey included multiple **Yes/No** questions; **“Yes”** in any profile field indicates that more than 50% of respondents replied Yes.
- **Average vs. Median.** The average wage is the sum of all reported wages divided by the number of reported wages. The median wage is at the mid-point of all reported wages, that is, half of the wages are higher and half are lower than the median wage.
- **Occupation-Level Indicators vs. Company- Level Indicators:** Profiles include data indicators both about the given occupation and about the companies that reported on that occupation.
 - **Occupation-Level Indicators** are given in the right section of the profile and include number of employees, average total compensation, average hourly, average annualized, education required, and certification required.
 - **Company-Level Indicators** are given in the left section of the profiles and include: average sales; annual employee turnover rate; insurances, retirement benefits, time off, etc. These indicators describe the company reporting on the occupation, not the profiled occupation itself. For example, Employee Turnover Rate is not specific to the occupation but to the company.
- **Wage Distribution Graph.** Each profile includes a graph that represents the wage distribution for the region and the average annualized wage for the profiled occupation in that same region.
 - The curved line in the graph represents the annualized wage distribution for ALL occupations reported on by ALL survey participants across the region (whether or not they reported on the given occupation). The blue dotted horizontal line indicates the median of those annualized wages. That is to say, an employee earning an annual wage at the median point on the graph is earning more than about half and less than about half of all employees reported on by respondents in the region. The average annualized wage for the profiled occupation is indicated by the red dot at the point on the curve where the annualized wage falls for that occupation.
- **Total Compensation: Region vs. Occupation Graph.** This graph provides a visual representation of the value of both wages and benefits in the region, highlighting the comparison between ALL occupations reported in the survey and the given occupation profiled.
 - **Region Wage:** This is the median of the annualized wages in the region across all occupations, reported by respondents.
 - **Region Benefit:** This is the average benefit value in the region, reported by respondents.
 - **Occupation Wage:** This is the average wage for this occupation within the region.
 - **Occupation Benefit:** This is the average value of benefits for this occupation.

Navigation: Click the Occupation Title in the Table of Contents to go directly to the profile. To return to the Table of Contents, click [Back to TOC](#).

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

Page	SOC Code	Occupation Title
	11-0000	Management Occupations
1	11-1011	Chief Executive
2	11-1021	General and Operations Managers
3	11-2021	Marketing Managers
4	11-2022	Sales Managers
5	11-3010	Administrative Services and Facilities Managers
6	11-3021	Computer and Information Systems Managers
7	11-3031	Financial Managers
8	11-3051	Industrial Production Manager
9	11-3061	Purchasing Manager
10	11-3071	Transportation, Storage, and Distribution Managers
11	11-3121	Human Resource Managers
	13-0000	Business and Financial Occupations
12	13-1020	Buyers and Purchasing Agents
13	13-1071	Human Resource Specialists
14	13-2011	Accountants and Auditors
	15-0000	Computer Occupations
15	15-1231	Computer Network Support Specialists
	17-0000	Engineering Occupations
16	17-2112	Industrial Engineers
17	17-2141	Mechanical Engineers
	19-0000	Life, Physical, and Social Science Occupations
18	19-5011	Occupational Health and Safety Specialists
	37-0000	Building and Grounds Cleaning and Maintenance Occupations
19	37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers
20	37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers
	43-0000	Office and Administrative Support Occupations
21	43-1011	First-Line Supervisors of Office and Administrative Support Workers
22	43-3031	Bookkeeping, Accounting, and Auditing Clerks
23	43-4051	Customer Service Representatives
24	43-5061	Production, Planning and Expediting Clerks
25	43-5071	Shipping, Receiving, and Inventory Clerks
	49-0000	Installation, Maintenance, and Repair Occupations
26	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
27	49-9041	Industrial Machinery Mechanics
28	49-9071	Maintenance and Repair Workers, General
	51-0000	Production Occupations
29	51-1011	First-Line Supervisors of Production and Operating Workers
30	51-2090	Miscellaneous Assemblers and Fabricators
31	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
32	51-4041	Machinists
33	51-4111	Tool and Die Makers
34	51-4121	Welders, Cutters, Solderers, and Brazers

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

Page	SOC Code	Occupation Title
	51-0000	Production Occupations (<i>Continued</i>)
35	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
	53-0000	Transportation and Material Moving Occupations
36	53-1047	First-Line Supervisors of Transportation and Material Moving Workers
37	53-7051	Industrial Truck and Tractor Operators
38	53-7064	Packers and Packagers, Hand
39	53-7190	Material Moving Workers, All Other

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

[Back to TOC](#)

Region 3

Occupation: 11-1011 Chief Executive

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	6
Total Employment:	581
Average Sales:	\$34,625,092
Annual Employee Turnover Rate:	79%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$113
Average employer share (Indiv):	\$303
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	No
Childcare Assistance:	N/A

Time Off

Paid Holidays:	7.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	19.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

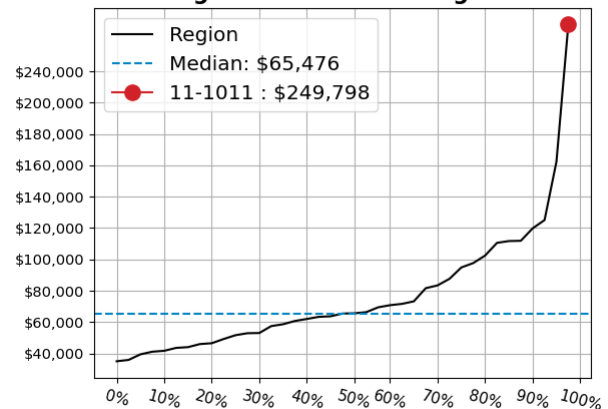
Occupations Most Difficult To Fill In Region:

N/A
See Region A

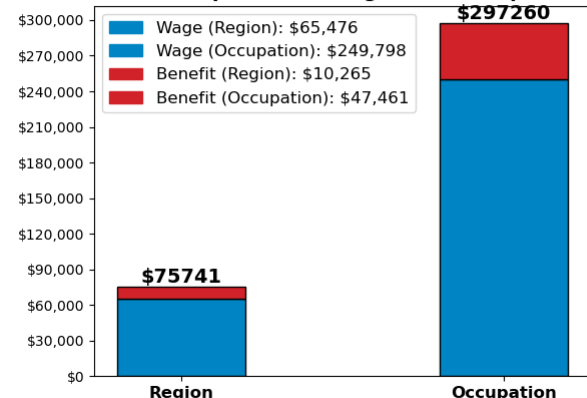
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	N/A
Average Total Compensation:	\$297,259
Average Hourly:	\$120.10
Average Annualized:	\$249,798
Education Required:	67% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-1021 General and Operations Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	12
Total Employment:	1,254
Average Sales:	\$52,036,446
Annual Employee Turnover Rate:	63%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$109
Average employer share (Indiv):	\$416
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	9.0
PTO (5 yr):	11.7
OR Annual Leave + Sick Leave (5 yr):	18.7
Paid Jury Duty:	No
Time Off to Vote:	No

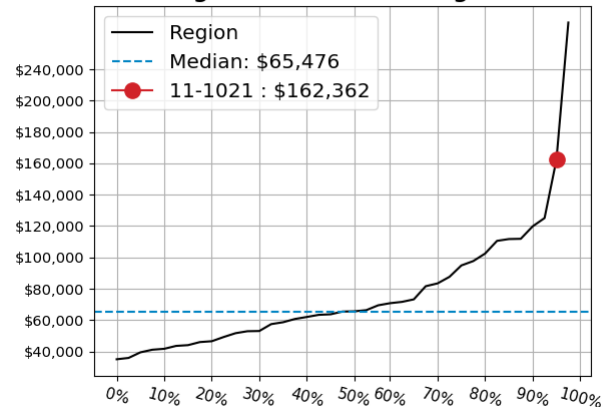
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See Region A

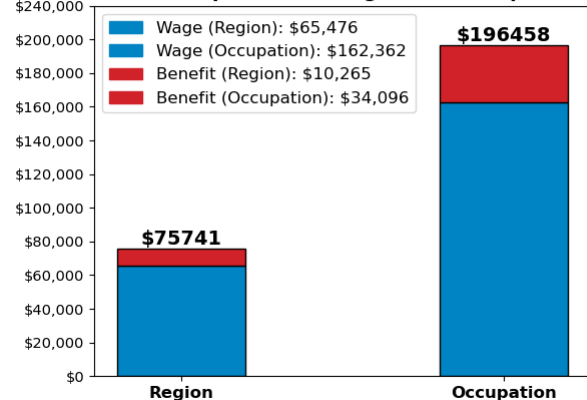
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	21
Average Total Compensation:	\$196,458
Average Hourly:	\$78.06
Average Annualized:	\$162,362
Education Required:	88% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-2021 Marketing Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	3
Total Employment:	475
Average Sales:	\$56,798,333
Annual Employee Turnover Rate:	82%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$75
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	No

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	7.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

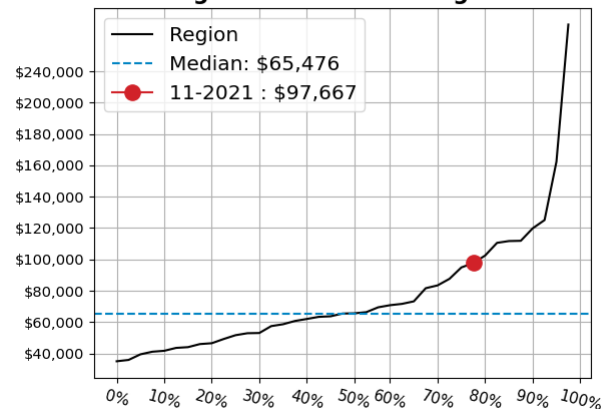
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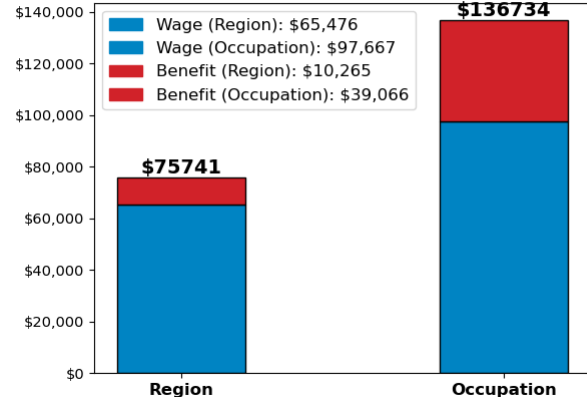
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	3
Average Total Compensation:	\$136,733
Average Hourly:	\$46.96
Average Annualized:	\$97,667
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3 Occupation: 11-2022 Sales Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	5
Total Employment:	505
Average Sales:	\$72,171,492
Annual Employee Turnover Rate:	59%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$112
Average employer share (Indiv):	\$437
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/No
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	9.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	15.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

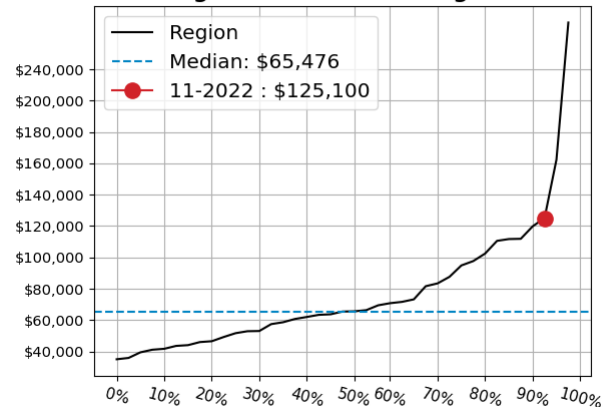
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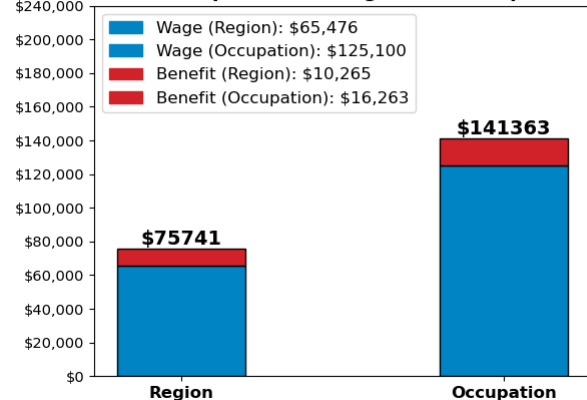
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	8
Average Total Compensation:	\$141,363
Average Hourly:	\$60.14
Average Annualized:	\$125,100
Education Required:	100% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-3010 Administrative Services and Facilities Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	295
Average Sales:	\$53,318,154
Annual Employee Turnover Rate:	72%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$75
Average employer share (Indiv):	\$353
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.3
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	17.0
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

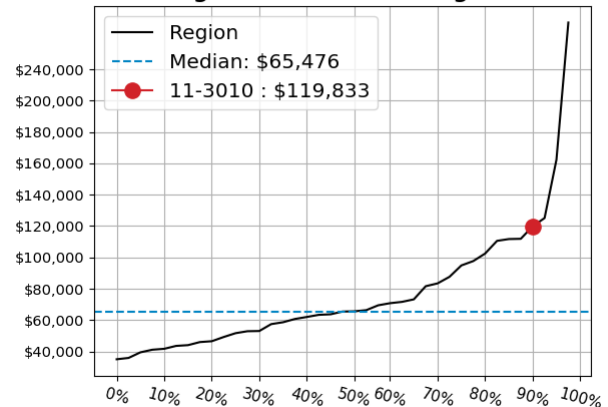
Occupations Most Difficult To Fill In Region:

N/A
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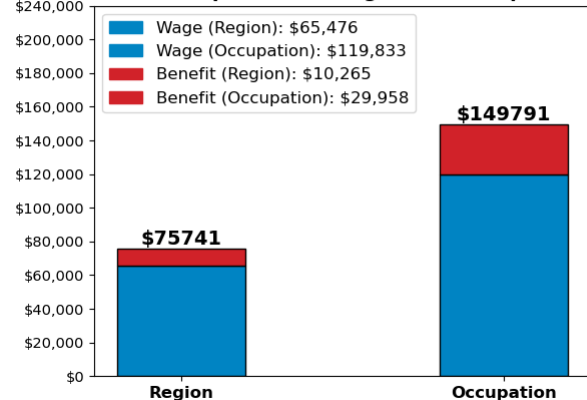
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	5
Average Total Compensation:	\$149,791
Average Hourly:	\$57.61
Average Annualized:	\$119,833
Education Required:	50% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-3021 Computer and Information Systems Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	6
Total Employment:	1,044
Average Sales:	\$42,227,777
Annual Employee Turnover Rate:	56%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$90
Average employer share (Indiv):	\$247
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.7
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	19.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

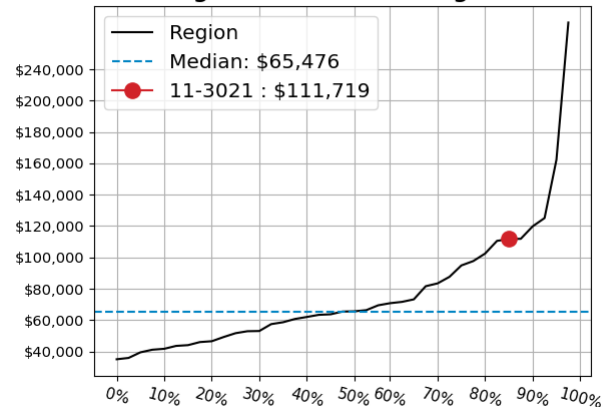
Occupations Most Difficult To Fill In Region:

N/A
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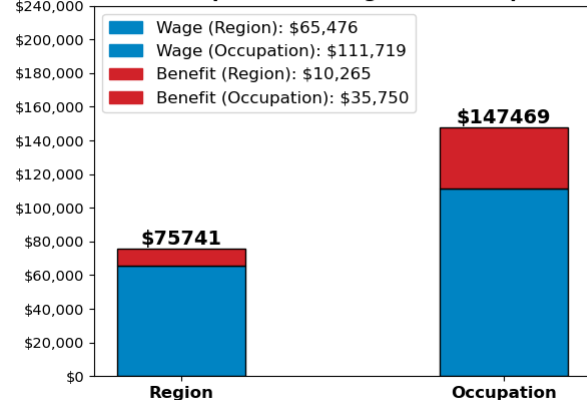
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	9
Average Total Compensation:	\$147,469
Average Hourly:	\$53.71
Average Annualized:	\$111,719
Education Required:	100% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-3031 Financial Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	8
Total Employment:	1,459
Average Sales:	\$88,559,114
Annual Employee Turnover Rate:	68%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$107
Average employer share (Indiv):	\$465
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	9.1
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	21.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

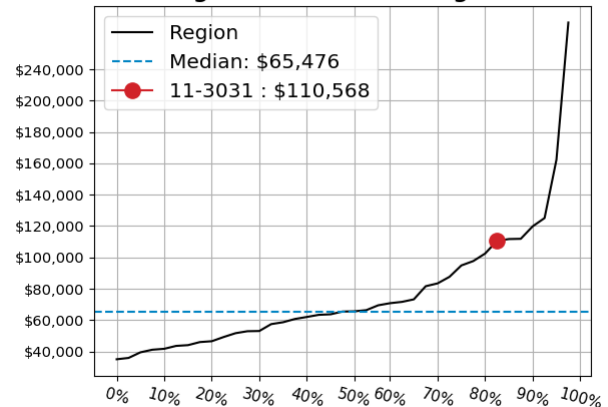
Occupations Most Difficult To Fill In Region:

N/A
See Region A

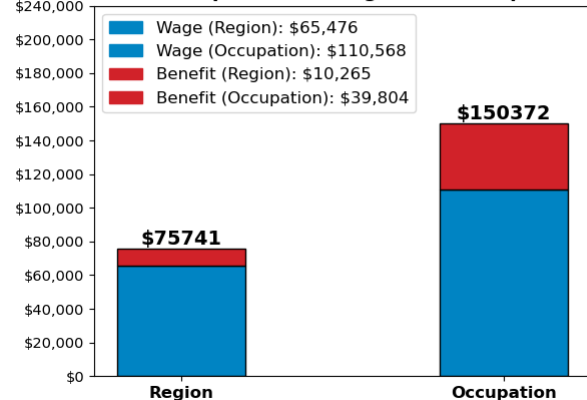
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	10
Average Total Compensation:	\$150,372
Average Hourly:	\$53.16
Average Annualized:	\$110,568
Education Required:	86% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-3051 Industrial Production Manager

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	9
Total Employment:	1,487
Average Sales:	\$77,039,183
Annual Employee Turnover Rate:	56%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$109
Average employer share (Indiv):	\$390
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	19.2
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

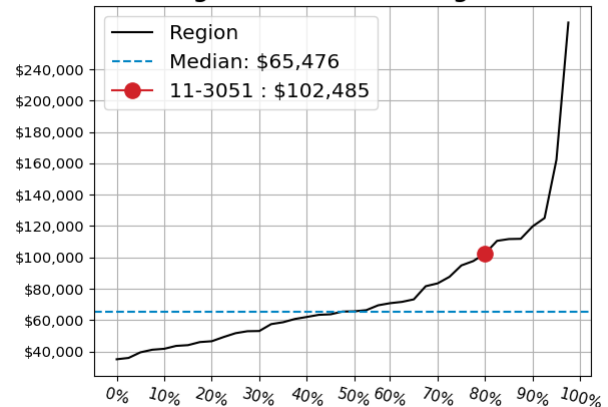
Occupations Most Difficult To Fill In Region:

N/A
See Region A

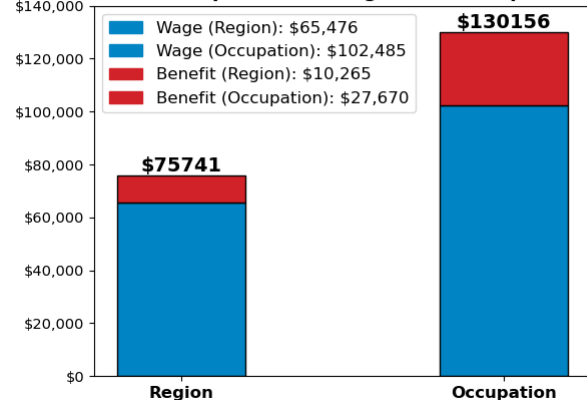
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	33
Average Total Compensation:	\$130,155
Average Hourly:	\$49.27
Average Annualized:	\$102,485
Education Required:	83% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-3061 Purchasing Manager

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	9
Total Employment:	1,111
Average Sales:	\$61,993,433
Annual Employee Turnover Rate:	63%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$106
Average employer share (Indiv):	\$430
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.1
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	17.7
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

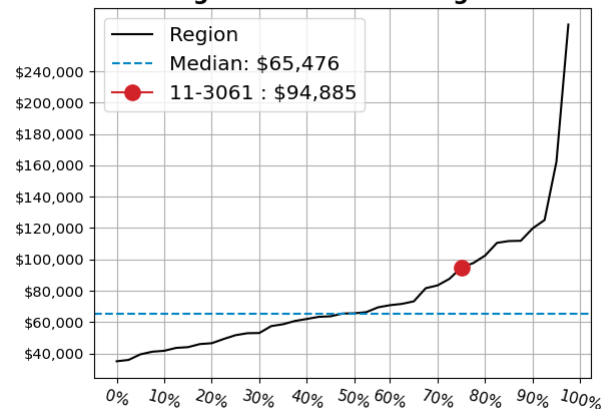
Occupations Most Difficult To Fill In Region:

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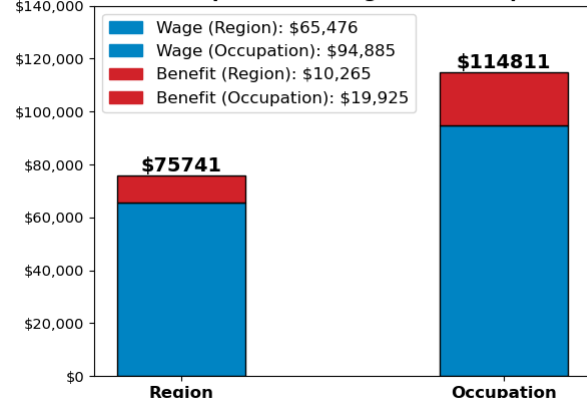
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	9
Average Total Compensation:	\$114,810
Average Hourly:	\$45.62
Average Annualized:	\$94,885
Education Required:	88% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-3071 Transportation, Storage, and Distribution Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	3
Total Employment:	829
Average Sales:	\$69,621,333
Annual Employee Turnover Rate:	64%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$94
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	11.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

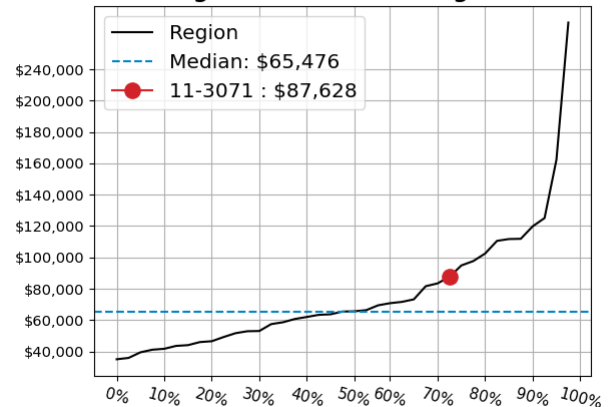
Occupations Most Difficult To Fill In Region:

N/A
See Region A

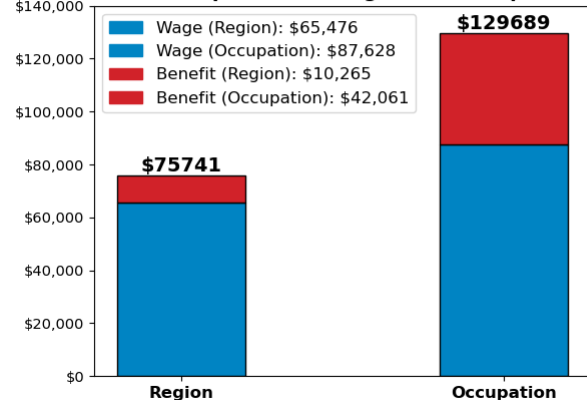
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	4
Average Total Compensation:	\$129,689
Average Hourly:	\$42.13
Average Annualized:	\$87,628
Education Required:	67% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 11-3121 Human Resource Managers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	12
Total Employment:	1,902
Average Sales:	\$61,063,122
Annual Employee Turnover Rate:	68%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$112
Average employer share (Indiv):	\$393
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	9.3
PTO (5 yr):	11.7
OR Annual Leave + Sick Leave (5 yr):	17.4
Paid Jury Duty:	No
Time Off to Vote:	No

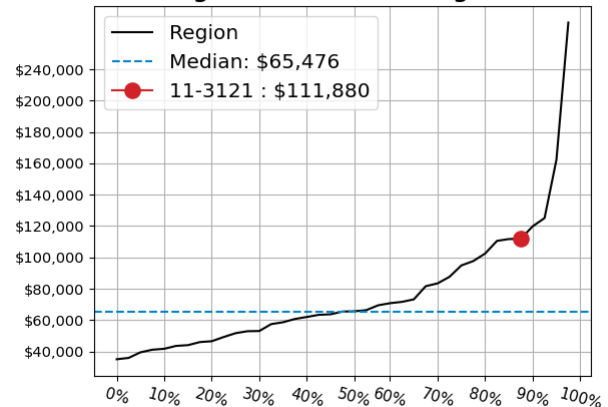
Occupations Most Difficult To Fill In Region:

N/A
See Region A

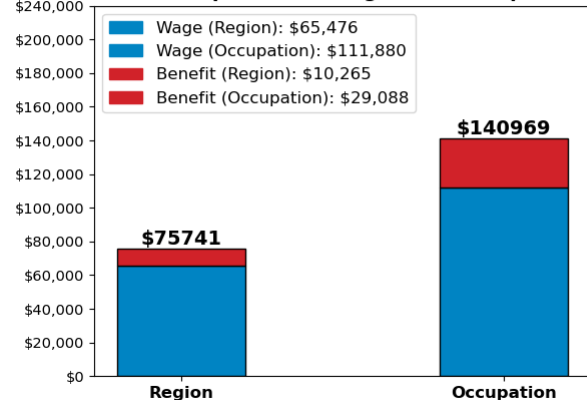
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	13
Average Total Compensation:	\$140,968
Average Hourly:	\$53.79
Average Annualized:	\$111,880
Education Required:	92% Bachelor's
Certification Required:	No

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 13-1020 Buyers and Purchasing Agents

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	8
Total Employment:	1,427
Average Sales:	\$69,051,058
Annual Employee Turnover Rate:	62%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$113
Average employer share (Indiv):	\$437
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.2
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	17.7
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

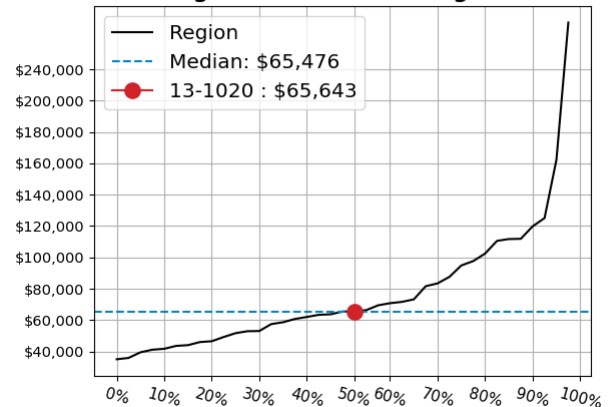
Occupations Most Difficult To Fill In Region:

N/A
See Region A

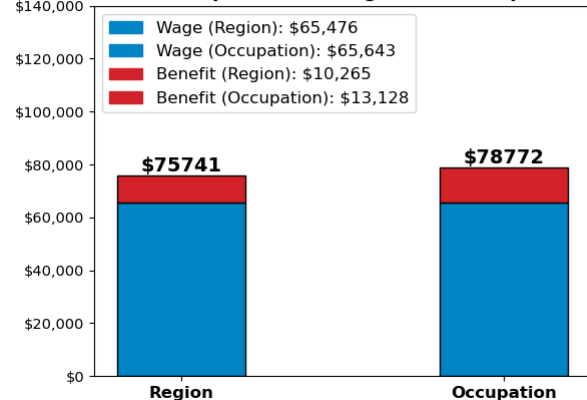
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	11
Average Total Compensation:	\$78,771
Average Hourly:	\$31.56
Average Annualized:	\$65,643
Education Required:	43% Voc/Trade or Associate
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 13-1071 Human Resource Specialists

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	6
Total Employment:	1,397
Average Sales:	\$89,292,333
Annual Employee Turnover Rate:	52%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$92
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	21.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

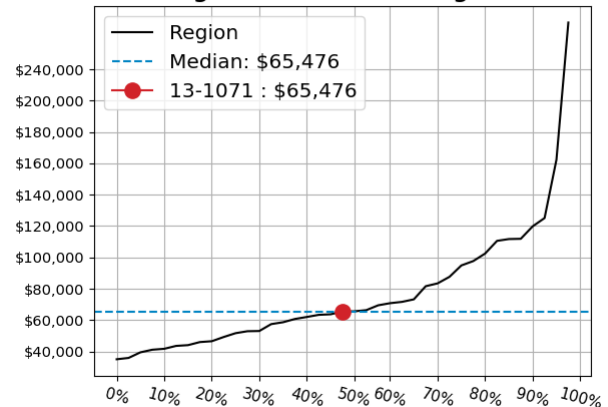
Occupations Most Difficult To Fill In Region:

N/A
See Region A

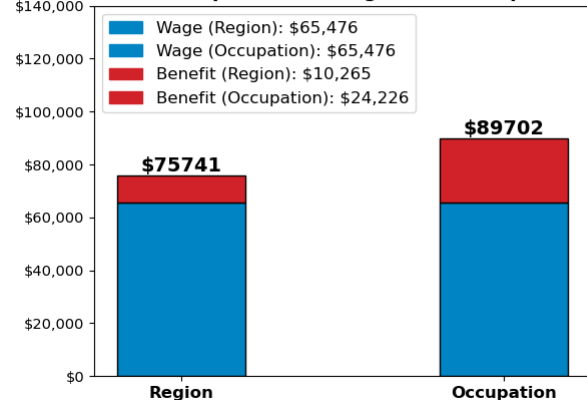
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	10
Average Total Compensation:	\$89,702
Average Hourly:	\$31.48
Average Annualized:	\$65,476
Education Required:	100% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 13-2011 Accountants and Auditors

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	8
Total Employment:	1,299
Average Sales:	\$80,431,637
Annual Employee Turnover Rate:	58%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$89
Average employer share (Indiv):	\$475
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.6
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	19.1
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

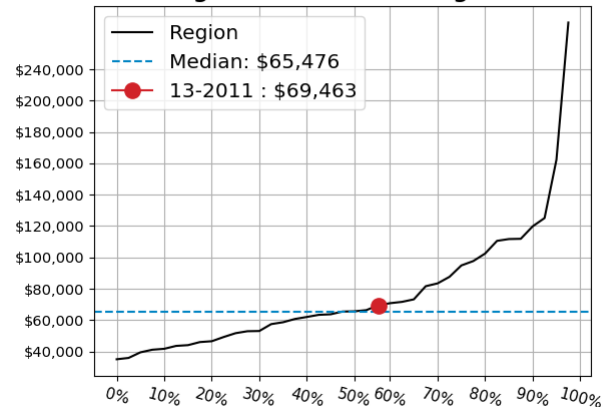
Occupations Most Difficult To Fill In Region:

N/A
See Region A

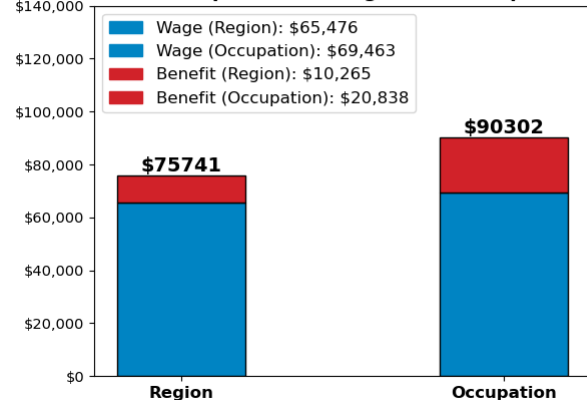
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	13
Average Total Compensation:	\$90,301
Average Hourly:	\$33.40
Average Annualized:	\$69,463
Education Required:	86% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 15-1231 Computer Network Support Specialists

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	3
Total Employment:	260
Average Sales:	\$36,369,221
Annual Employee Turnover Rate:	52%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$80
Average employer share (Indiv):	\$247
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	No
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.7
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

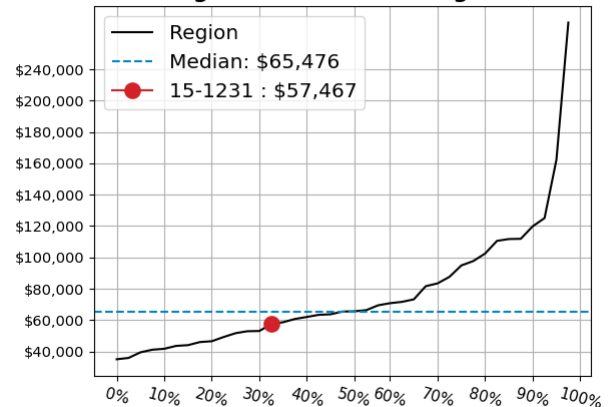
Occupations Most Difficult To Fill In Region:

N/A
See Region A

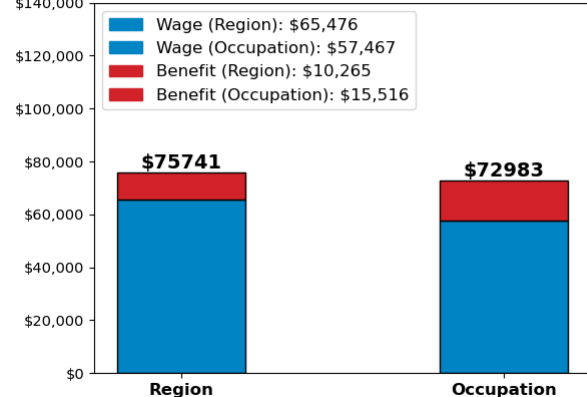
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	3
Average Total Compensation:	\$72,983
Average Hourly:	\$27.63
Average Annualized:	\$57,467
Education Required:	33% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 17-2112 Industrial Engineers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	864
Average Sales:	\$53,891,000
Annual Employee Turnover Rate:	68%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$124
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.2
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	18.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

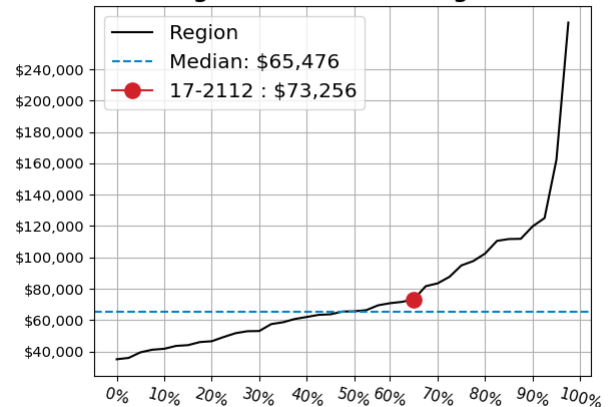
Occupations Most Difficult To Fill In Region:

N/A
See Region A

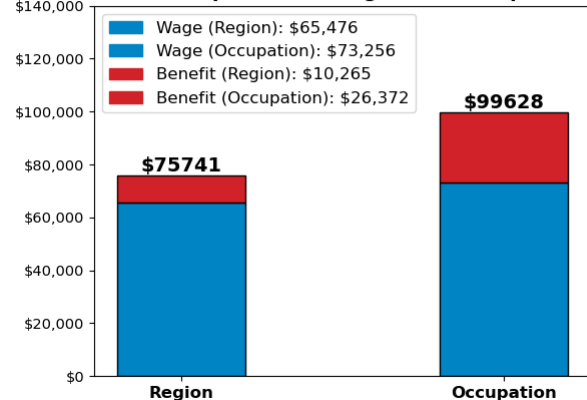
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	14
Average Total Compensation:	\$99,628
Average Hourly:	\$35.22
Average Annualized:	\$73,256
Education Required:	100% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 17-2141 Mechanical Engineers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	7
Total Employment:	1,412
Average Sales:	\$84,129,400
Annual Employee Turnover Rate:	61%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$127
Average employer share (Indiv):	\$465
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.4
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	18.2
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

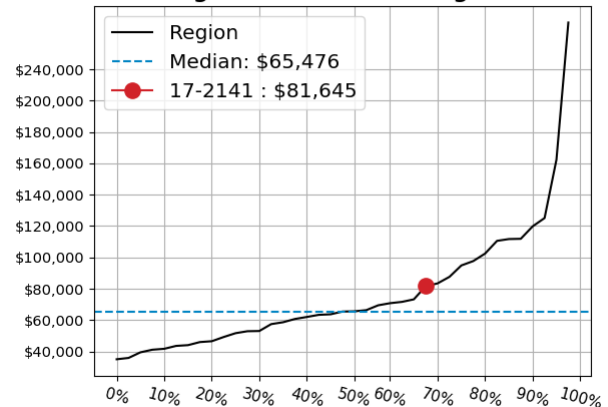
Occupations Most Difficult To Fill In Region:

N/A
See Region A

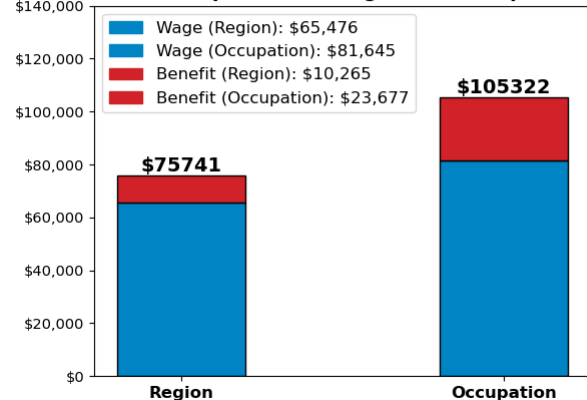
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	26
Average Total Compensation:	\$105,322
Average Hourly:	\$39.25
Average Annualized:	\$81,645
Education Required:	75% Bachelor's
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 19-5011 Occupational Health and Safety Specialists

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	1,149
Average Sales:	\$133,239,000
Annual Employee Turnover Rate:	67%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$109
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	8.5
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

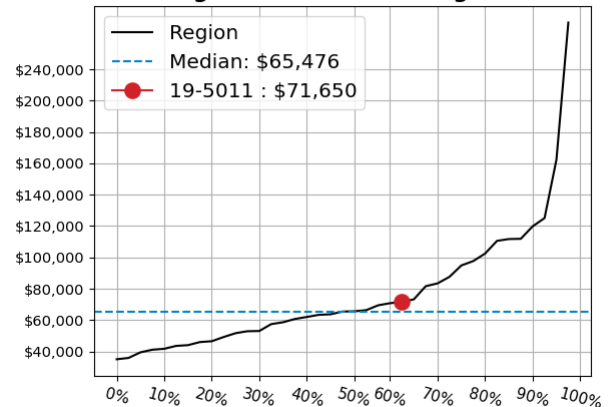
Occupations Most Difficult To Fill In Region:

N/A
See Region A

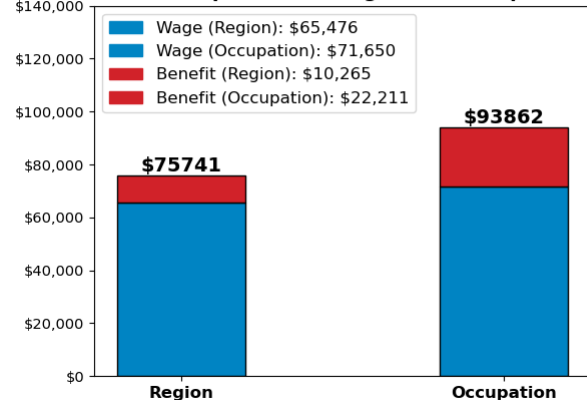
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	6
Average Total Compensation:	\$93,861
Average Hourly:	\$34.45
Average Annualized:	\$71,650
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 37-1010 First-Line Supervisors of Building and Groundskeeping and Maintenance Workers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	7
Total Employment:	1,392
Average Sales:	\$77,958,352
Annual Employee Turnover Rate:	59%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$99
Average employer share (Indiv):	\$500
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.6
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	19.1
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

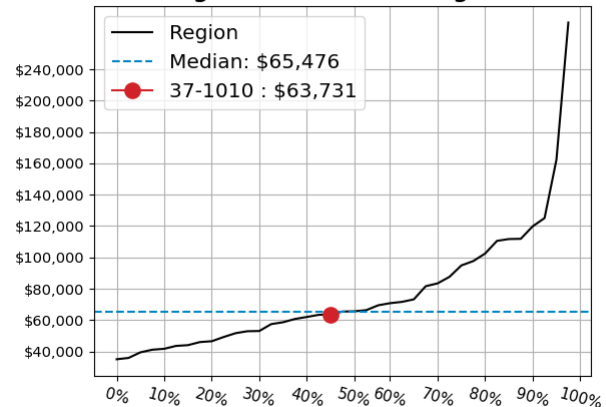
Occupations Most Difficult To Fill In Region:

N/A
See Region A

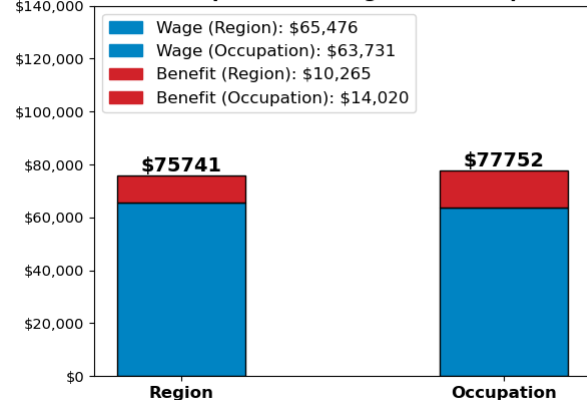
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	30
Average Total Compensation:	\$77,751
Average Hourly:	\$30.64
Average Annualized:	\$63,731
Education Required:	75% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 37-2010 Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	5
Total Employment:	535
Average Sales:	\$41,691,332
Annual Employee Turnover Rate:	80%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$86
Average employer share (Indiv):	\$337
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	No
Childcare Assistance:	N/A

Time Off

Paid Holidays:	8.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	16.0
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

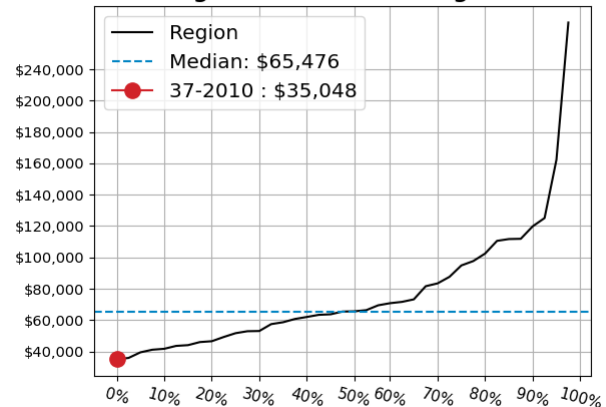
Occupations Most Difficult To Fill In Region:

N/A
See Region A

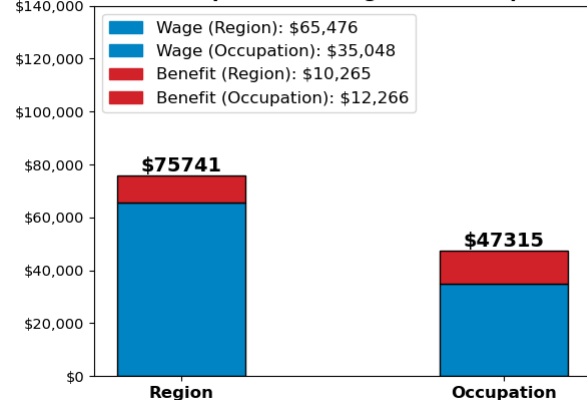
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	9
Average Total Compensation:	\$47,314
Average Hourly:	\$16.85
Average Annualized:	\$35,048
Education Required:	100% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 43-1011 First-Line Supervisors of Office and Administrative Support Workers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	806
Average Sales:	\$68,425,700
Annual Employee Turnover Rate:	56%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$96
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

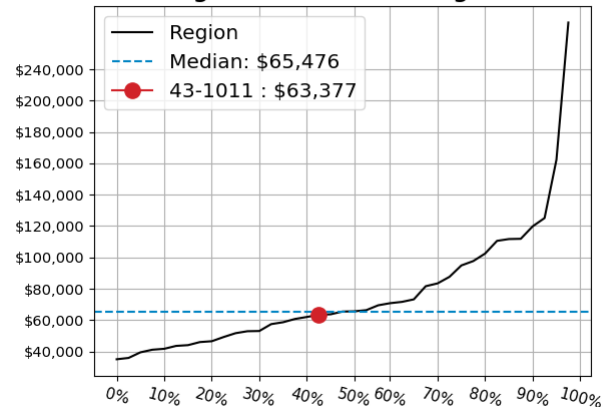
Occupations Most Difficult To Fill In Region:

N/A
See Region A

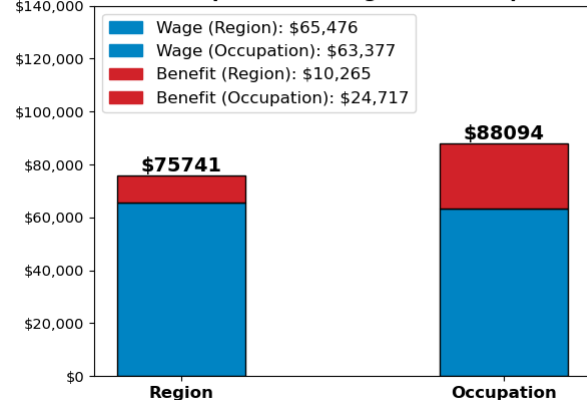
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	6
Average Total Compensation:	\$88,094
Average Hourly:	\$30.47
Average Annualized:	\$63,377
Education Required:	50% Voc/Trade or Associate
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 43-3031 Bookkeeping, Accounting, and Auditing Clerks

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	5
Total Employment:	766
Average Sales:	\$46,562,092
Annual Employee Turnover Rate:	53%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$109
Average employer share (Indiv):	\$237
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.6
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

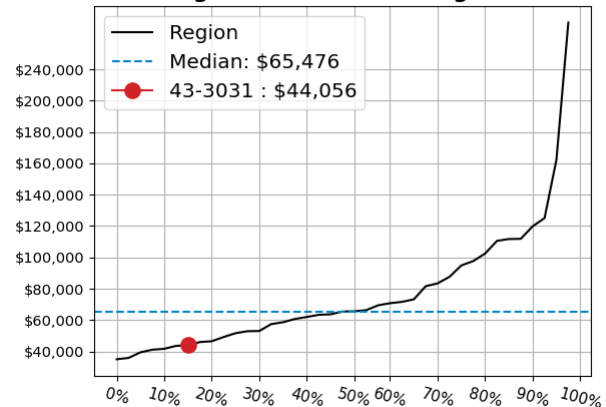
Occupations Most Difficult To Fill In Region:

N/A
See Region A

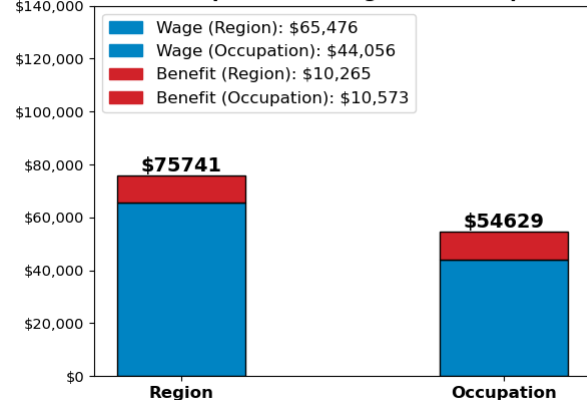
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	9
Average Total Compensation:	\$54,629
Average Hourly:	\$21.18
Average Annualized:	\$44,056
Education Required:	50% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 43-4051 Customer Service Representatives

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	5
Total Employment:	435
Average Sales:	\$75,827,666
Annual Employee Turnover Rate:	39%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$90
Average employer share (Indiv):	\$393
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	No
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.5
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

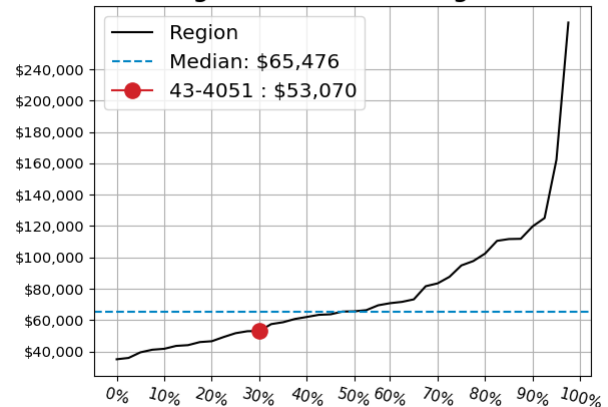
Occupations Most Difficult To Fill In Region:

N/A
See Region A

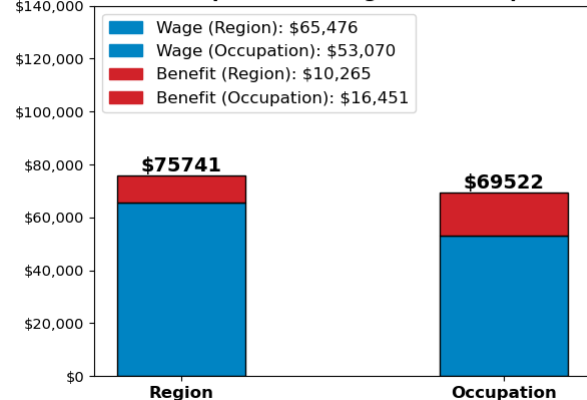
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	16
Average Total Compensation:	\$69,521
Average Hourly:	\$25.51
Average Annualized:	\$53,070
Education Required:	67% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 43-5061 Production, Planning and Expediting Clerks

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	3
Total Employment:	746
Average Sales:	\$139,458,887
Annual Employee Turnover Rate:	46%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$67
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	11.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

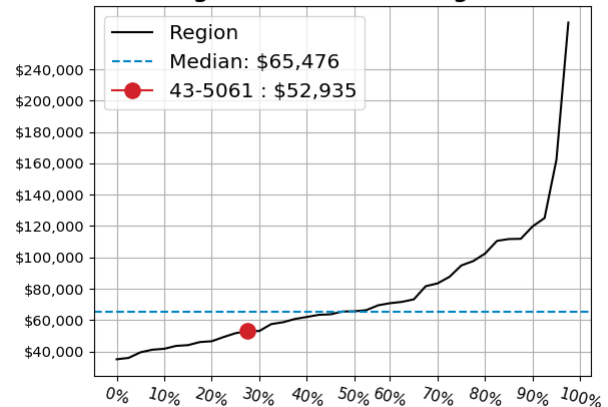
Occupations Most Difficult To Fill In Region:

N/A
See Region A

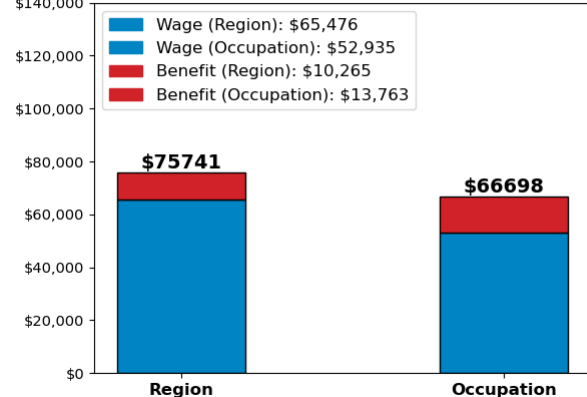
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	12
Average Total Compensation:	\$66,698
Average Hourly:	\$25.45
Average Annualized:	\$52,935
Education Required:	67% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 43-5071 Shipping, Receiving, and Inventory Clerks

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	6
Total Employment:	1,074
Average Sales:	\$106,582,092
Annual Employee Turnover Rate:	56%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$99
Average employer share (Indiv):	\$500
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	16.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

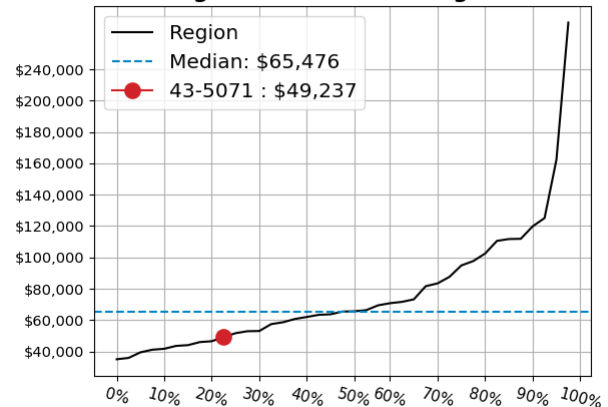
Occupations Most Difficult To Fill In Region:

N/A
See Region A

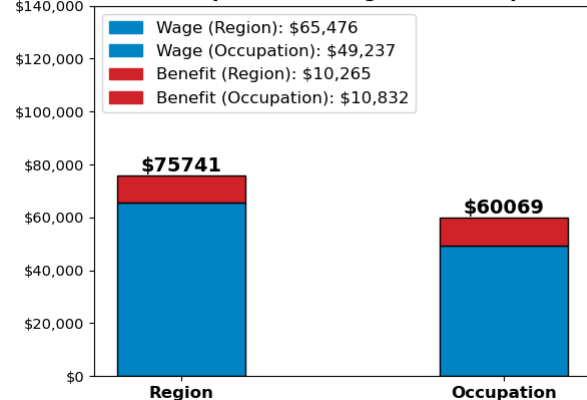
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	11
Average Total Compensation:	\$60,069
Average Hourly:	\$23.67
Average Annualized:	\$49,237
Education Required:	75% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	3
Total Employment:	771
Average Sales:	\$149,038,600
Annual Employee Turnover Rate:	46%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$128
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	11.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

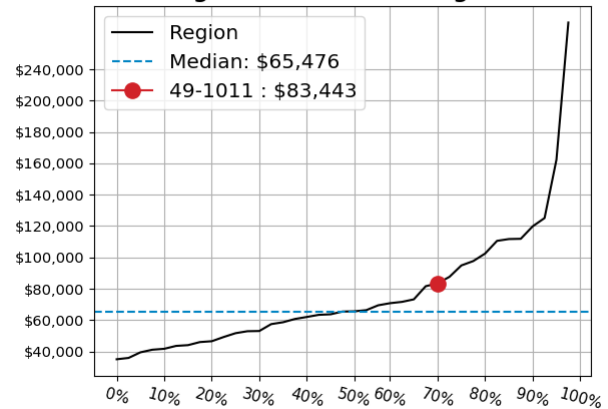
Occupations Most Difficult To Fill In Region:

N/A
See Region A

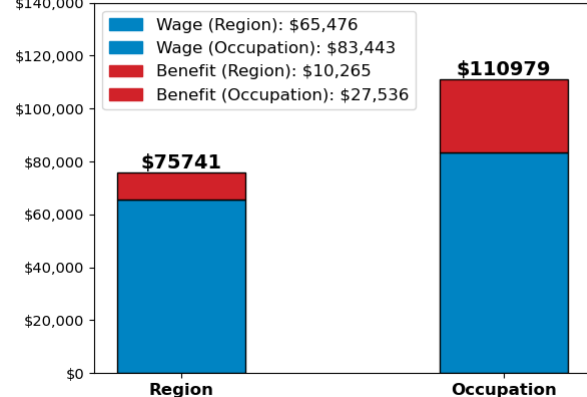
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	13
Average Total Compensation:	\$110,979
Average Hourly:	\$40.12
Average Annualized:	\$83,443
Education Required:	67% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 49-9041 Industrial Machinery Mechanics

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	503
Average Sales:	\$37,149,700
Annual Employee Turnover Rate:	81%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$107
Average employer share (Indiv):	\$488
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	9.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	21.2
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

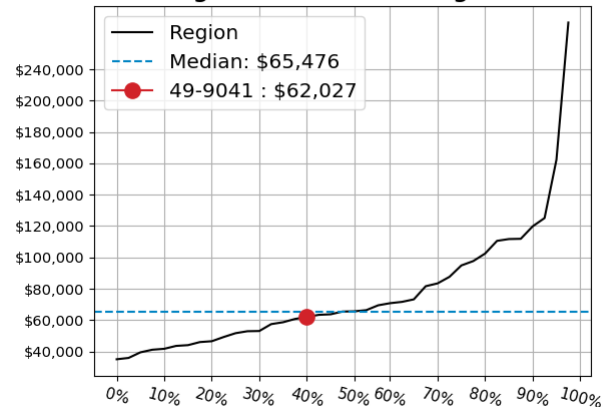
Occupations Most Difficult To Fill In Region:

N/A
See Region A

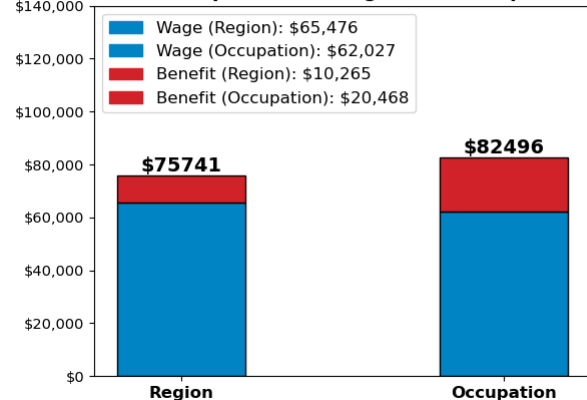
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	30
Average Total Compensation:	\$82,495
Average Hourly:	\$29.82
Average Annualized:	\$62,027
Education Required:	75% Voc/Trade or Associate
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 49-9071 Maintenance and Repair Workers, General

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	5
Total Employment:	1,079
Average Sales:	\$130,739,000
Annual Employee Turnover Rate:	44%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$87
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	11.2
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

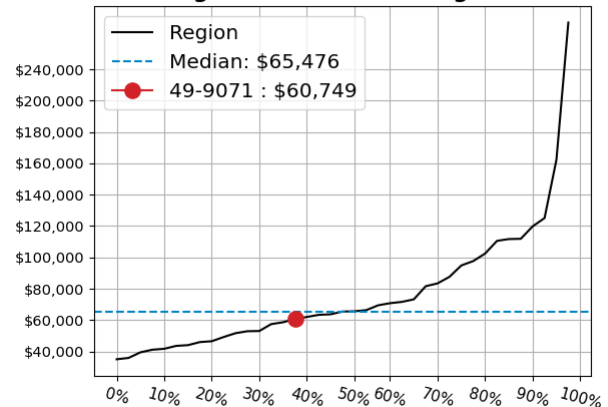
Occupations Most Difficult To Fill In Region:

N/A
See Region A

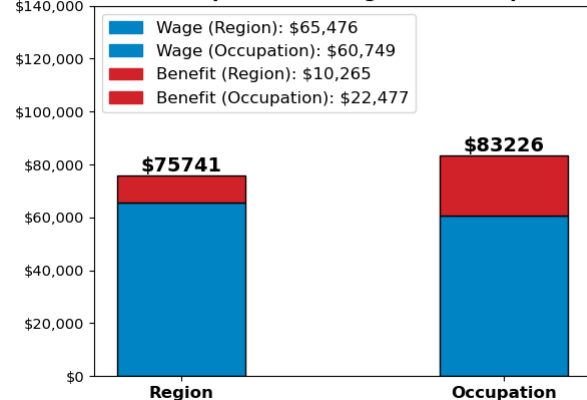
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	66
Average Total Compensation:	\$83,226
Average Hourly:	\$29.21
Average Annualized:	\$60,749
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 51-1011 First-Line Supervisors of Production and Operating Workers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	8
Total Employment:	1,299
Average Sales:	\$71,621,933
Annual Employee Turnover Rate:	60%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$104
Average employer share (Indiv):	\$441
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.4
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	18.7
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

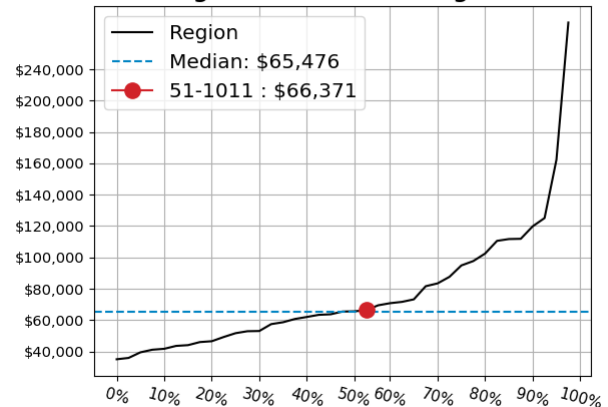
Occupations Most Difficult To Fill In Region:

N/A
See Region A

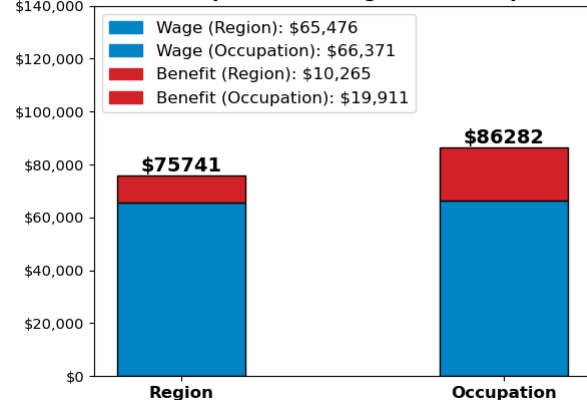
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	50
Average Total Compensation:	\$86,282
Average Hourly:	\$31.91
Average Annualized:	\$66,371
Education Required:	71% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 51-2090 Miscellaneous Assemblers and Fabricators

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	5
Total Employment:	954
Average Sales:	\$59,791,132
Annual Employee Turnover Rate:	65%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$92
Average employer share (Indiv):	\$313
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.4
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	16.0
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

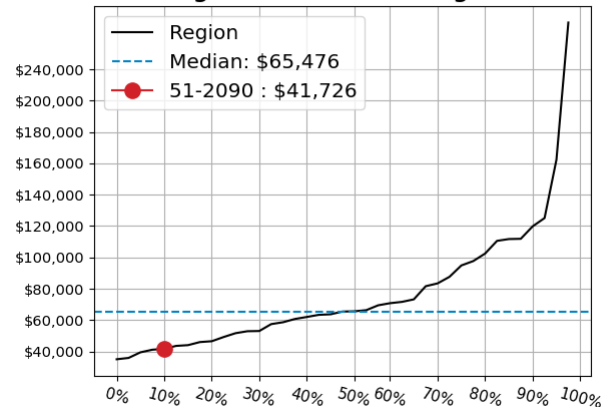
Occupations Most Difficult To Fill In Region:

N/A
See Region A

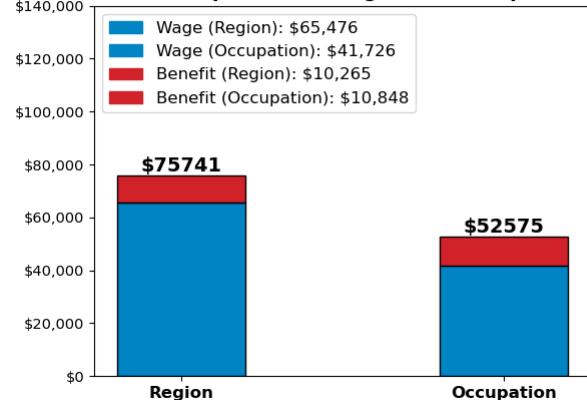
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	298
Average Total Compensation:	\$52,574
Average Hourly:	\$20.06
Average Annualized:	\$41,726
Education Required:	33% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	7
Total Employment:	1,252
Average Sales:	\$51,172,209
Annual Employee Turnover Rate:	70%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$112
Average employer share (Indiv):	\$327
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.3
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	18.0
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

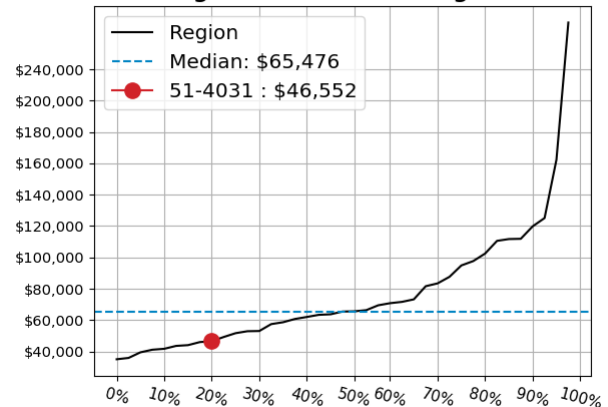
Occupations Most Difficult To Fill In Region:

N/A
See Region A

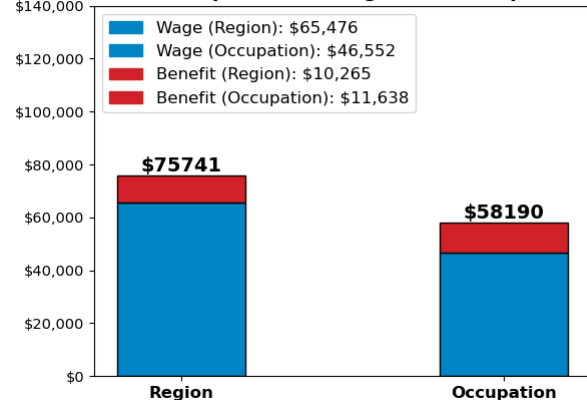
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	104
Average Total Compensation:	\$58,190
Average Hourly:	\$22.38
Average Annualized:	\$46,552
Education Required:	60% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 51-4041 Machinists

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	463
Average Sales:	\$24,438,116
Annual Employee Turnover Rate:	73%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$96
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	19.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

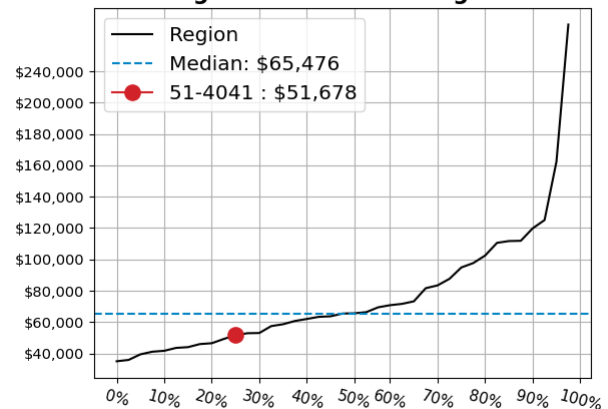
Occupations Most Difficult To Fill In Region:

N/A
See Region A

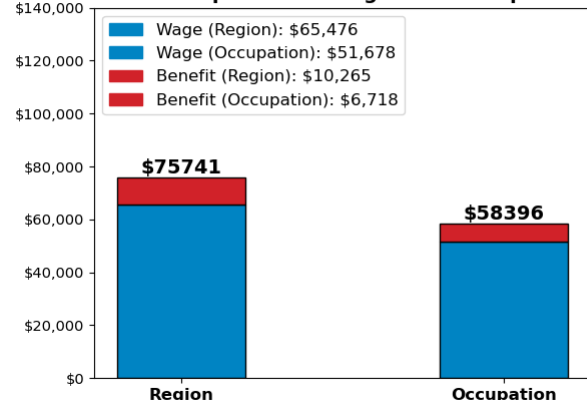
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	9
Average Total Compensation:	\$58,396
Average Hourly:	\$24.85
Average Annualized:	\$51,678
Education Required:	100% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 51-4111 Tool and Die Makers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	1,007
Average Sales:	\$62,099,450
Annual Employee Turnover Rate:	69%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$133
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	22.0
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

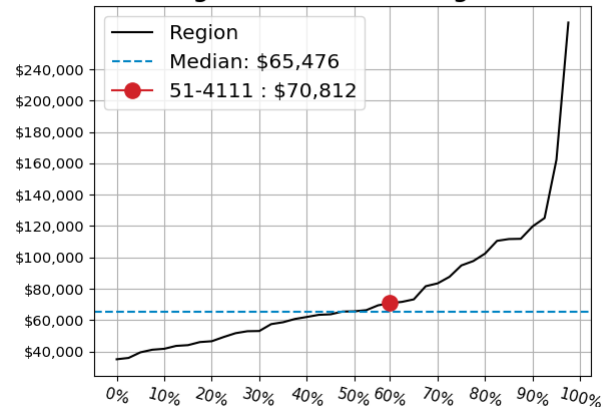
Occupations Most Difficult To Fill In Region:

N/A
See Region A

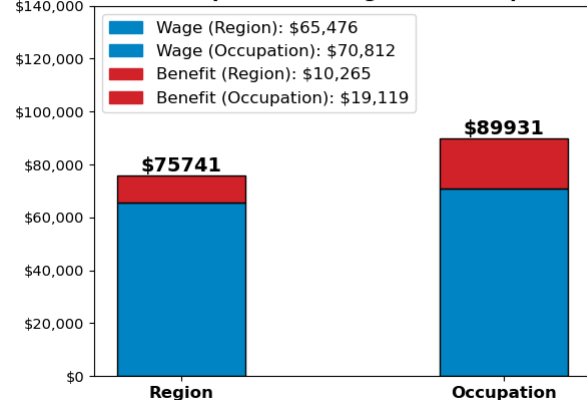
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	56
Average Total Compensation:	\$89,931
Average Hourly:	\$34.04
Average Annualized:	\$70,812
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 51-4121 Welders, Cutters, Solderers, and Brazers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	375
Average Sales:	\$37,235,450
Annual Employee Turnover Rate:	64%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$124
Average employer share (Indiv):	\$340
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	9.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	15.0
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

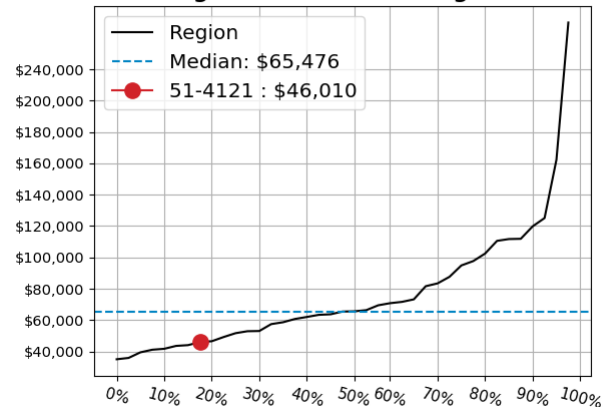
Occupations Most Difficult To Fill In Region:

N/A
See Region A

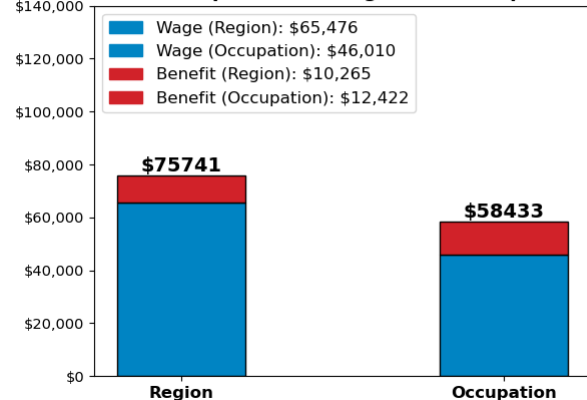
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	34
Average Total Compensation:	\$58,432
Average Hourly:	\$22.12
Average Annualized:	\$46,010
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	3
Total Employment:	734
Average Sales:	\$49,404,333
Annual Employee Turnover Rate:	78%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$102
Average employer share (Indiv):	N/A
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

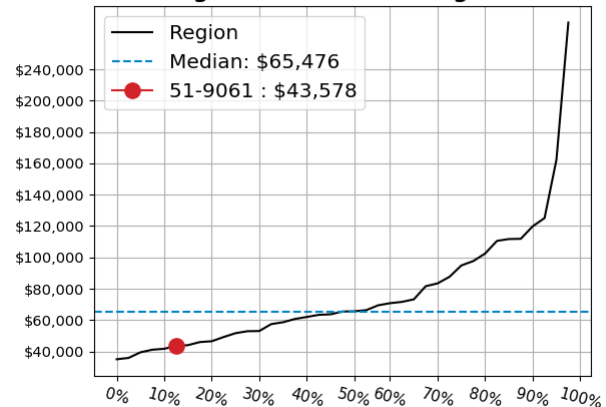
Occupations Most Difficult To Fill In Region:

N/A
See Region A

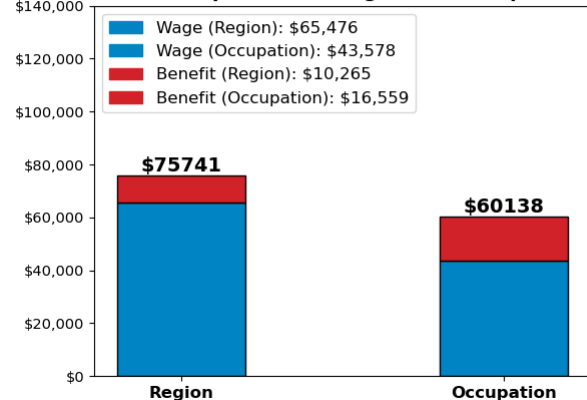
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	26
Average Total Compensation:	\$60,137
Average Hourly:	\$20.95
Average Annualized:	\$43,578
Education Required:	67% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 53-1047 First-Line Supervisors of Transportation and Material Moving Workers

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	921
Average Sales:	\$87,076,950
Annual Employee Turnover Rate:	82%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$112
Average employer share (Indiv):	\$340
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	No

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	8.2
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

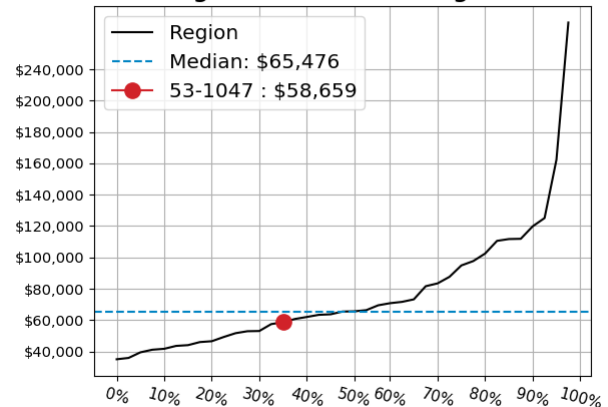
Occupations Most Difficult To Fill In Region:

N/A
See Region A

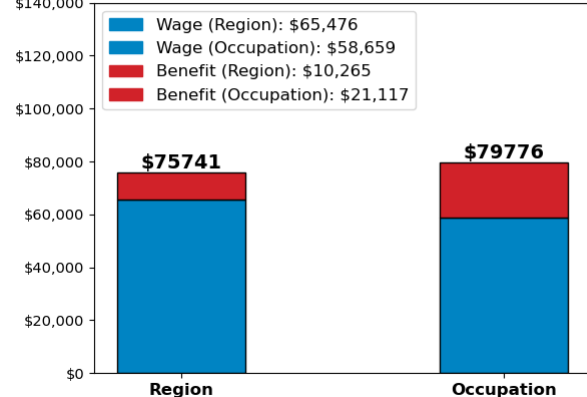
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	25
Average Total Compensation:	\$79,776
Average Hourly:	\$28.20
Average Annualized:	\$58,659
Education Required:	33% High School or Less
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 53-7051 Industrial Truck and Tractor Operators

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	603
Average Sales:	\$53,470,700
Annual Employee Turnover Rate:	96%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$121
Average employer share (Indiv):	\$438
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	7.2
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	N/A
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

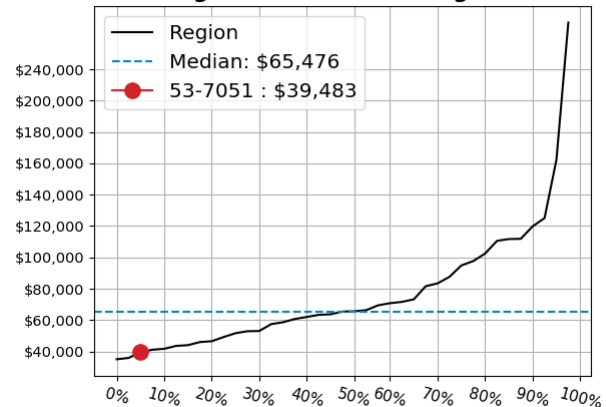
Occupations Most Difficult To Fill In Region:

N/A
See Region A

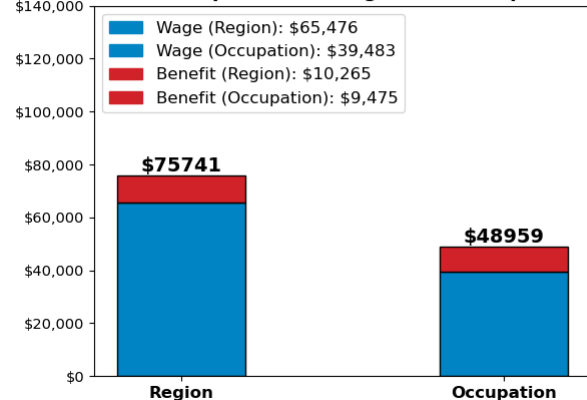
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	53
Average Total Compensation:	\$48,958
Average Hourly:	\$18.98
Average Annualized:	\$39,483
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 53-7064 Packers and Packagers, Hand

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	4
Total Employment:	643
Average Sales:	\$47,627,666
Annual Employee Turnover Rate:	94%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$77
Average employer share (Indiv):	\$313
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	No

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	No
Childcare Assistance:	N/A

Time Off

Paid Holidays:	7.8
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	19.5
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

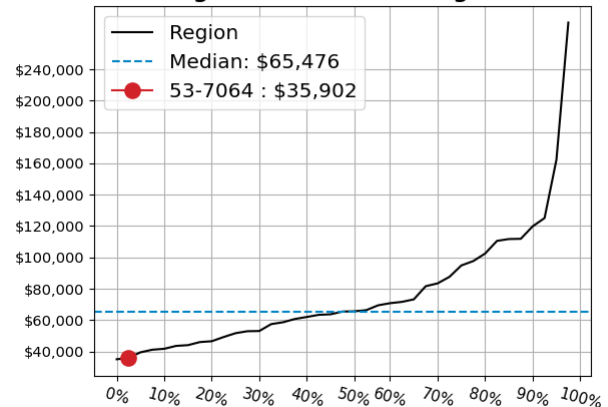
Occupations Most Difficult To Fill In Region:

N/A
See Region A

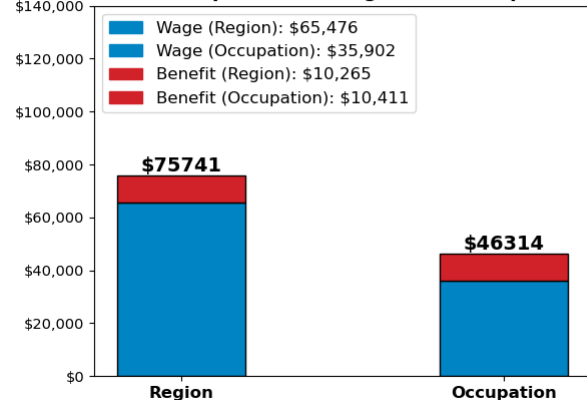
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	135
Average Total Compensation:	\$46,313
Average Hourly:	\$17.26
Average Annualized:	\$35,902
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A

Region 3

Occupation: 53-7190 Material Moving Workers, All Other

COMPANIES WITH THIS OCCUPATION

Number of Companies Reporting:	5
Total Employment:	751
Average Sales:	\$46,702,092
Annual Employee Turnover Rate:	65%

Insurances

Health Insurance:	Yes
Average employee share (Indiv):	\$111
Average employer share (Indiv):	\$303
Dental Insurance:	Yes
Vision Insurance:	Yes
Life Insurance:	Yes
Disability Insurance:	Yes

Retirement & Other

Traditional 401(K) / ROTH 401(K):	Yes/Yes
Traditional IRA / ROTH IRA:	N/A
Profit Sharing:	N/A
SEP:	N/A
Tuition Reimbursement:	Yes
Childcare Assistance:	N/A

Time Off

Paid Holidays:	10.0
PTO (5 yr):	N/A
OR Annual Leave + Sick Leave (5 yr):	16.0
Paid Jury Duty:	N/A
Time Off to Vote:	N/A

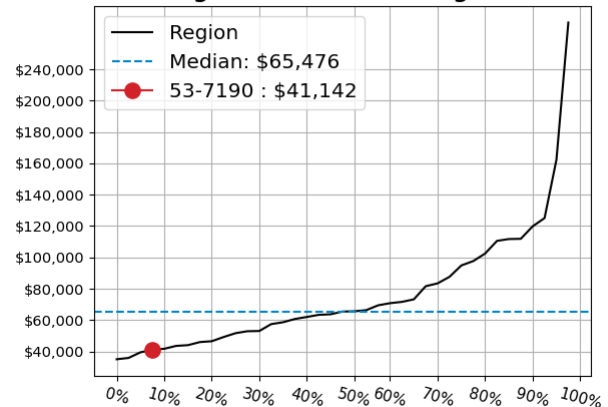
Occupations Most Difficult To Fill In Region:

N/A
See Region A

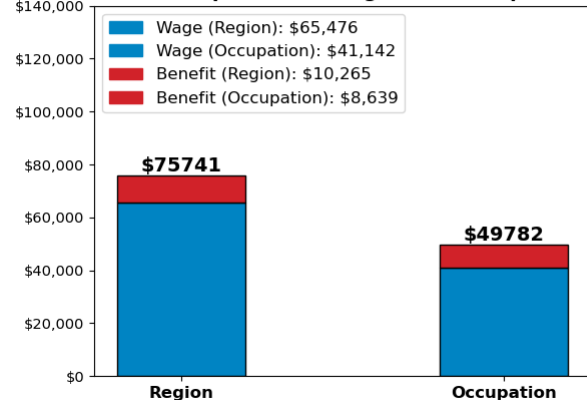
EMPLOYEES IN THIS OCCUPATION

Number of Employees in Occupation:	39
Average Total Compensation:	\$49,781
Average Hourly:	\$19.78
Average Annualized:	\$41,142
Education Required:	N/A
Certification Required:	N/A

Wage Distribution in Region 3



Total Compensation: Region vs. Occupation



COVID-19 ADJUSTMENTS MADE IN REGION

Merit Pay:	32%	Retention Incentives:	26%
Hazard Pay:	N/A	Supplemental Sick Leave:	32%
Overtime:	32%	More Flexible PTO:	32%
Sign-on Bonus:	42%	Adjusted Leave Eligibility:	26%
Home Office Funding:	N/A	Mental Health Days:	N/A