



2015 Wage and Benefits Survey

Participants from Grant County and Blackford County Manufacturing Companies

31 Total Firms

4452 Total Employees

Specialization in:

- Disposable and corrugated packaging
- Cabinet, metal, plastic and glass fabrication
- Plywood, veneer, steel, wire, winding, rubber, plastic, paper, and tray manufacturing
- Dry milled corn, industrial, aerospace, copper, aluminum, stand, fiber and cable production
- Private and wholesale distribution
- Stitching, riveting, engineering and construction
- Water and fueling systems
- Technical solutions
- Scrap processors

Grant County Economic Growth Council Contact:
301 South Adams Street
Marion, IN
888.668.3203

August 10, 2015

Question 2 - (Contact) Employee

Name	Total Employees	Exempt	Non-Exempt	
Grant County #1	118	10	108	
Grant County #2	105	23	82	
Grant County #3	59	15	44	
Grant County #4	154	17	137	
Grant County #5	53	19	34	
Grant County #6	43			
Grant County #7	806	56	750	
Grant County #8	169	28	141	
Grant County #9	855	65	790	
Grant County #10	670	43	627	
Grant County #11	42	12	30	
Grant County #12	35	8	27	
Grant County #13	42	0	42	
Grant County #14	65	14	51	
Grant County #15	58	9	49	
Grant County #16	129	15	5	
Grant County #17	25			
Grant County #18	190	28	162	
Grant County #19	50	10	40	
Grant County #20	55	40	15	
Grant County #21				
Grant County #22	73	7	66	
Blackford County #1	136	26	110	
Blackford County #2	24	3	21	
Blackford County #3	43	33	10	
Blackford County #4	65	2	63	
Blackford County #5	35	0	35	
Blackford County #6	8	1	7	
Blackford County #7	182	16	166	
Blackford County #8	123	22	101	
Blackford County #9	40	0	40	

Question 2 - Your 3 most recent hires were found by using?

Company	Employee 1	Employee 2	Employee 3
Grant County #1	Employee Referral	Work One	Employee Referral
Grant County #2	Employee Referral	Applied Directly	Work One
Grant County #3	Employee Referral	Employee Referral	Applied Directly
Grant County #4	Temporary Agency	Temporary Agency	Temporary Agency
Grant County #5	Newspaper Ad	Temporary Agency	Internet Job Search Site
Grant County #6	Applied Directly	Applied Directly	Applied Directly
Grant County #7	Applied Directly	Employee Referral	Applied Directly
Grant County #8	Temporary Agency	Temporary Agency	Temporary Agency
Grant County #9	Internet Job Search Site	Internet Job Search Site	Internet Job Search Site
Grant County #10	Newspaper Ad	Newspaper Ad	Newspaper Ad
Grant County #11	Internet Job Search Site	Internet Job Search Site	Employee Referral
Grant County #12	Internet Job Search Site	Internet Job Search Site	Internet Job Search Site
Grant County #13	Work One	Work One	Work One
Grant County #14	Internet Job Search Site	Work One	Internet Job Search Site
Grant County #15	Work One	Work One	Work One
Grant County #16	Work One	Work One	Work One
Grant County #17	Employee Referral	Applied Directly	Internet Job Search Site
Grant County #18	Employee Referral	Work One	Work One
Grant County #19	Employee Referral	Temporary Agency	Employee Referral
Grant County #20	Temporary Agency	Employee Referral	Internet Job Search Site
Grant County #21	No Response		
Grant County #22	Temporary Agency	Temporary Agency	Temporary Agency
Blackford County #1	Internet Job Search Site	Employee Referral	Temporary Agency
Blackford County #2	Newspaper Ad	Newspaper Ad	Newspaper Ad
Blackford County #3	Work One	Temporary Agency	Temporary Agency
Blackford County #4	Applied Directly	Temporary Agency	Employee Referral
Blackford County #5	Newspaper Ad	Newspaper Ad	Newspaper Ad
Blackford County #6	Employee Referral	Employee Referral	Employee Referral
Blackford County #7	Work One	Work One	Work One
Blackford County #8	Work One	Work One	Applied Directly
Blackford County #9	Temporary Agency	Applied Directly	Applied Directly

Question 3 - Pre-Employment

Company	Are there any initial drug screenings?	Is there an agility test?	Is there any physical test?
Grant County #1	Yes	No	Yes
Grant County #2	Yes	No	No
Grant County #3	Yes	No	Yes
Grant County #4	Yes	No	Yes
Grant County #5	Yes	No	No
Grant County #6	Yes	No	No
Grant County #7	No	No	No
Grant County #8	Yes	No	No
Grant County #9	Yes	No	Yes
Grant County #10	Yes	No	No
Grant County #11	Yes	No	No
Grant County #12	Yes	No	No
Grant County #13	Yes	No	No
Grant County #14	Yes	No	No
Grant County #15	Yes	No	No
Grant County #16	Yes	No	No
Grant County #17	No Response		
Grant County #18	Yes	No	Yes
Grant County #19	Yes	No	Yes
Grant County #20	Yes	Yes	No
Grant County #21	Yes	Yes	Yes
Blackford County #1	Yes	No	No
Blackford County #2	Yes	No	No
Blackford County #3	Yes	No	No
Blackford County #4	Yes	No	No
Blackford County #5	Yes	No	No
Blackford County #6	Yes	No	No
Blackford County #7	No	No	No
Blackford County #8	Yes	No	No
Blackford County #9	No	No	No

Question 3 - Pre-Employment

Company	Is there an aptitude test?
Grant County #1	No
Grant County #2	No
Grant County #3	No
Grant County #4	Yes
Grant County #5	Unknown
Grant County #6	No
Grant County #7	No
Grant County #8	Yes
Grant County #9	Yes
Grant County #10	Yes
Grant County #11	Yes
Grant County #12	Unknown
Grant County #13	No
Grant County #14	No
Grant County #15	Yes
Grant County #16	No
Grant County #17	No Response
Grant County #18	No
Grant County #19	Yes
Grant County #20	No
Grant County #21	No
Blackford County #1	No
Blackford County #2	No
Blackford County #3	No
Blackford County #4	No
Blackford County #5	No
Blackford County #6	No
Blackford County #7	No
Blackford County #8	Yes
Blackford County #9	No

Question 4 - Criminal Background

Company	Do you conduct a criminal background check?
Grant County #1	Yes
Grant County #2	Yes
Grant County #3	Yes
Grant County #4	Yes
Grant County #5	Case by Case Basis
Grant County #6	No
Grant County #7	Case by Case Basis
Grant County #8	Yes
Grant County #9	Yes
Grant County #10	Yes
Grant County #11	Case by Case Basis
Grant County #12	Case by Case Basis
Grant County #13	No
Grant County #14	Yes
Grant County #15	Yes
Grant County #16	Yes
Grant County #17	Unknown
Grant County #18	Yes
Grant County #19	Yes
Grant County #20	Yes
Grant County #21	Yes
Blackford County #1	Yes
Blackford County #2	No
Blackford County #3	Case by Case Basis
Blackford County #4	Yes
Blackford County #5	Yes
Blackford County #6	Yes
Blackford County #7	No
Blackford County #8	Yes
Blackford County #9	No

Question 4 - Criminal Background

Company	Would you hire a convicted felon?
Grant County #1	Yes
Grant County #2	Yes
Grant County #3	Yes
Grant County #4	Yes
Grant County #5	No Response
Grant County #6	Yes
Grant County #7	Yes
Grant County #8	No
Grant County #9	Yes
Grant County #10	Yes
Grant County #11	No
Grant County #12	No
Grant County #13	Yes
Grant County #14	No
Grant County #15	Yes
Grant County #16	Yes
Grant County #17	No Response
Grant County #18	Yes
Grant County #19	No
Grant County #20	No
Grant County #21	Yes
Blackford County #1	No
Blackford County #2	Yes
Blackford County #3	Yes
Blackford County #4	Yes
Blackford County #5	Yes
Blackford County #6	Yes
Blackford County #7	Yes
Blackford County #8	Yes
Blackford County #9	Yes

Question 4 - Criminal Background

** full quote available upon request*

Company	What circumstances would you hire a convicted felon?
Grant County #1	If completely unrelated to our work, selection process and verified*
Grant County #2	"Non violent, no drugs, no theft"
Grant County #3	"Completely depends on the situation"
Grant County #4	"Case by case basis - some alcohol offense, or age of offense"
Grant County #5	"Maybe would hire...depends on circumstances"
Grant County #6	"Case by case decision, not fixed criteria"
Grant County #7	"Only non-violent, non-drug related"
Grant County #8	"Would consider depending on how long it had been and felony was"
Grant County #9	"Non violent and non theft"
Grant County #10	"Depends on offense and years since offense"
Grant County #11	N/A
Grant County #12	N/A
Grant County #13	"Convicted felon that is off of probabtion"
Grant County #14	N/A
Grant County #15	"Class of felony and time elapsed since conviction"
Grant County #16	"Situational"
Grant County #17	No Response
Grant County #18	"Case by case basis, look at job related responsibilities"
Grant County #19	N/A
Grant County #20	No violence or theft cases*
Grant County #21	"Would depend on timing of conviction and the offense"
Blackford County #1	"Against company policy"
Blackford County #2	"Depending on conviction and time since conviction"
Blackford County #3	"Depends on the criminal offense"
Blackford County #4	"Depends on the severity of the crime"
Blackford County #5	No Response
Blackford County #6	Honest on application and no offense recently*
Blackford County #7	"Non-violent offenders"
Blackford County #8	No Response
Blackford County #9	No Response

Question 5 - For Direct Production Employees

Company	Total Payroll for 2014	Total Expenditure for 2014	Total Hours Worked in 2014
Grant County #1	\$4,539,097.46	\$380,351.01	352,438
Grant County #2	No Response		
Grant County #3	\$988,021	\$423,320	38,567
Grant County #4	\$1,129,866.52	\$589,916.73	69,596
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	No Response		
Grant County #8	No Response		
Grant County #9	\$25,507,220	\$10,275,455	999,935
Grant County #10	No Response		
Grant County #11	\$4,002,054	\$1,102,956	93,933
Grant County #12	\$1,200,000	\$300,000	36,400
Grant County #13	No Response		
Grant County #14	No Response		
Grant County #15	\$1,739,000	\$640,136	82,000
Grant County #16			237,207.27
Grant County #17			
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	\$2,324,398.78	\$348,659.80	112,552.83
Grant County #21	No Response		
Grant County #22	\$2,731,979		
Blackford County #1	No Response		
Blackford County #2	\$543,795	\$214,545	32,296
Blackford County #3			88,880
Blackford County #4	\$2,080,000		160,000
Blackford County #5	No Response		
Blackford County #6	\$240,000	\$75,000	14,500
Blackford County #7	No Response		
Blackford County #8	\$212,018		
Blackford County #9	\$1,300,000	\$140,000	83,360

Question 6 - Labor Information

Company	Is the Company covered by a labor agreement?	When is the contract negotiation?
Grant County #1	No	N/A
Grant County #2	No	N/A
Grant County #3	No	N/A
Grant County #4	No	N/A
Grant County #5	No Response	
Grant County #6	No Response	
Grant County #7	No	N/A
Grant County #8	No	N/A
Grant County #9	No	N/A
Grant County #10	No	N/A
Grant County #11	No	N/A
Grant County #12	Yes - Teamsters	10/1/2018
Grant County #13	No Response	
Grant County #14	No	N/A
Grant County #15	No	N/A
Grant County #16	No	N/A
Grant County #17	No Response	
Grant County #18	Yes - IBEW and IBT	2017
Grant County #19	No Response	
Grant County #20	No	N/A
Grant County #21	No Response	
Grant County #22	No Response	
Blackford County #1	No	N/A
Blackford County #2	No	N/A
Blackford County #3	No	N/A
Blackford County #4	No	N/A
Blackford County #5	No Response	
Blackford County #6	No	N/A
Blackford County #7	No	N/A
Blackford County #8	No	N/A
Blackford County #9	No	N/A

Question 6 - Labor Information

Company	Has company had any union activity in last year?
Grant County #1	Yes - USW
Grant County #2	No
Grant County #3	No
Grant County #4	No
Grant County #5	No Response
Grant County #6	No Response
Grant County #7	No
Grant County #8	No
Grant County #9	No
Grant County #10	No
Grant County #11	No
Grant County #12	No Response
Grant County #13	No Response
Grant County #14	No
Grant County #15	No
Grant County #16	No
Grant County #17	No Response
Grant County #18	No Response
Grant County #19	No Response
Grant County #20	No
Grant County #21	No Response
Grant County #22	No Response
Blackford County #1	No
Blackford County #2	No
Blackford County #3	No
Blackford County #4	No
Blackford County #5	No Response
Blackford County #6	No
Blackford County #7	No
Blackford County #8	No
Blackford County #9	No

Question 7 - Compensation and Holidays

Company	Company's last wage increase		COLA Increase Provided if yes - period & percent	Next Scheduled Increase Date
	Date	Increase		
Grant County #1	3/29/2015		3.0% No	4/1/2016
Grant County #2	5/1/2015		2.3% No	5/1/2016
Grant County #3	2/1/2015	1-4%	Yes - 2/1/2015 & 1-4%	N/A
Grant County #4	2009	.25/hr	No	Unknown
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	6/15/2015		3.0% Yes - 6/15/2015	8/1/2015
Grant County #8	12/29/2013		0.25 No	Unknown
Grant County #9	2/1/2015	\$200 Quartly Bonus	No	TBD
Grant County #10	2014	.50/hr	Yes - Depends	Unknown
Grant County #11	2/15/2015		3.0% No	Feb-16
Grant County #12	Unknown		Unknown	
Grant County #13	No Response			
Grant County #14	Varies	3-7%	No	Varies
Grant County #15	1/1/2015		3.0% No	1/1/2016
Grant County #16	6/1/2015		3.0% No	Varies
Grant County #17	No Response			
Grant County #18	Unknown			
Grant County #19	No Response			
Grant County #20	Ongoing	Both	Unkown	
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1	4/1/2015		2.5% Yes, 4/1/2015	4/1/2016
Blackford County #2	12/29/2014		7.0% No	12/28/2015
Blackford County #3	1/1/2015		5.5% No	N/A
Blackford County #4	8/1/2015	.25/hr	No	8/1/2015
Blackford County #5	No Response			
Blackford County #6	Annual in Q1	Performance based	No	Q1 - 2016
Blackford County #7	No Response			
Blackford County #8	1/4/2015		2.5% No	1/1/2016
Blackford County #9	N/A		No	

Question 7 - Compensation and Holidays

Company	Sick Days	How many per year?	Average yearly turnover rate	Benefit Package	% Comp.
Grant County #1	No	N/A		40%	25%
Grant County #2	No	N/A		24% Unknown	
Grant County #3	Yes		5	4%	19%
Grant County #4	N/A	N/A	N/A	N/A	
Grant County #5	No Response				
Grant County #6	No Response				
Grant County #7	Yes	8 hours		25%	30%
Grant County #8	No	N/A	N/A	N/A	
Grant County #9	Yes		4	19%	60%
Grant County #10	No	N/A		58% N/A	
Grant County #11	Yes	2 - Salary Only		5% N/A	
Grant County #12	Yes	Unknown		10% Unknown	
Grant County #13	No Response				
Grant County #14	Yes	Configured in accrued pto		3% 24% including PTO	
Grant County #15	No	N/A		15%	30%
Grant County #16	No	N/A		2.04% N/A	
Grant County #17	No Response				
Grant County #18	No	N/A			
Grant County #19	No Response				
Grant County #20	No			20	85%
Grant County #21	No Response				
Grant County #22	No Response				
Blackford County #1	Yes	Unknown	Unknown	Unknown	
Blackford County #2	No	N/A		18%	30%
Blackford County #3	No Response				
Blackford County #4	Yes		6 Unknown	Unknown	
Blackford County #5	No Response				
Blackford County #6	No	N/A	Unknown		31%
Blackford County #7	No Response				
Blackford County #8	No	N/A		0.85%	22%
Blackford County #9	No	N/A		65%	0%

Question 8 - Medical Benefits

Company	Are Medical Benefits provided	How long before they take effect	Single Cost of Medical/month
Grant County #1	Yes	30 days	\$ 526.00
Grant County #2	Yes	90 days	NonTobacco:70/Tobacco:136
Grant County #3	Yes	90 days	\$ 89.62
Grant County #4	Yes	60 days + 1 month	\$ 106.94
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	60 days	\$ 130.32
Grant County #8	Yes	30 days	\$ 67.77
Grant County #9	Yes	90 days	\$ 141.00
Grant County #10	Yes	90 days (hourly) Day 1 (exempt)	70.82/week
Grant County #11	Yes	60 days	\$ 380.03
Grant County #12	Yes	30 days	Unknown - did not answer
Grant County #13	No Response		
Grant County #14	Yes	90 days	\$ 540.76
Grant County #15	No Response		
Grant County #16	Yes	60 days	\$128.40 or \$72.56
Grant County #17	No Response		
Grant County #18	Yes	90 days	Unknown
Grant County #19	No Response		
Grant County #20	Yes	30 days	\$ 95.00
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	60 days	\$ 48.00
Blackford County #2	Yes	60 days	\$ 453.22
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	Yes	60 days	\$ 100.00
Blackford County #7	No Response		
Blackford County #8	Yes	30 days	20-29
Blackford County #9	No	N/A	

Question 8 - Medical Benefits

Company	Total cost of employee health medical per month			Spouse \$	Last Renewal % Increase
	Single w/ child \$	Family \$			
Grant County #1					
Grant County #2	\$ 973.00	\$ 1,526.00	\$ 1,077.00	Unknown	
Grant County #3	NonTobacco:116/Tobacco:218	NT:186/T390	NT158/T282		0%
Grant County #4	\$ 152.18	\$ 252.04	\$ 170.52		8%
Grant County #5	\$ 231.81	\$ 320.26	\$ 252.87	Unknown	
Grant County #6	No Response				
Grant County #7	No Response				
Grant County #8	\$ 212.80	\$ 376.72	\$ 266.84		12%
Grant County #9	\$ 111.41	\$ 205.92	N/A		0%
Grant County #10	\$ 198.00	\$ 414.00	\$ 388.00	Unknown	
Grant County #11	97.74/week	141.78/week	102.88/week	Unknown	
Grant County #12	\$ 741.04	\$ 1,254.06	\$ 969.06		10%
Grant County #13					
Grant County #14	No Response				
Grant County #15	\$ 1,054.45	\$ 1,676.33	\$ 1,081.49		10%
Grant County #16	No Response				
Grant County #17	\$308.16 or \$174.20	\$377.96 or \$217.72	\$333.84 or \$188.68	Unknown	
Grant County #18	No Response				
Grant County #19					
Grant County #20	No Response				
Grant County #21	\$ 429.00	Unknown	Unknown		5%
Grant County #22	No Response				
Blackford County #1	No Response				
Blackford County #2	\$ 115.00	\$ 114.00	Unknown	Unknown	
Blackford County #3	\$ 857.95	\$ 1,390.93	\$ 928.19		8%
Blackford County #4	No Response				
Blackford County #5	No Response				
Blackford County #6	No Response				
Blackford County #7	\$ 472.00	\$ 902.00	\$ 530.00	Unknown	
Blackford County #8	No Response				
Blackford County #9	36-50	62-88	50-67	Unknown	

Question 9 - Company's Medical

Employees share of medical insurance

Company	Employees Eligible	Employees in medical plan	Employee	Dependents
Grant County #1	118		95	
Grant County #2	104			29% 29%
Grant County #3	59		48	25% 25%
Grant County #4	154			37%
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	806		709	30% 30%
Grant County #8	147			
Grant County #9	865		675	40% 40%
Grant County #10	550+		612	
Grant County #11	40		35	10% 15%
Grant County #12	No Response			
Grant County #13	No Response			
Grant County #14	60		30	70% 0%
Grant County #15	No Response			
Grant County #16	All			
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20	50		28	20% 50%
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1	358		313	17%
Blackford County #2	23		6	37% 76%
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	All		50%	12% 50%
Blackford County #7	No Response			
Blackford County #8	123			22%
Blackford County #9	No Response			

Medical Benefits Program

Company	<i>Does Company Offer:</i>				<i>Deductables for plan</i>		<i>Co-Insurance</i>
	High deductible	HSA plan	Copay	Plan Underwritten	Employee	Family	100% - 90/10
Grant County #1	Yes	Yes	Yes	Yes	\$ 1,500.00	\$ 3,000.00	
Grant County #2	Yes	Yes	No	Yes	2000-4000	4000-8000	
Grant County #3	Yes	Yes	No	Yes	\$ 1,250.00	\$ 2,500.00	
Grant County #4	Yes	Yes	Yes	No	\$ 3,000.00	\$ 6,000.00	Employee, Family
Grant County #5	No Response						
Grant County #6	No Response						
Grant County #7	No	No	Yes	No	\$ 500.00	\$ 1,000.00	
Grant County #8				Yes	\$ 3,000.00	\$ 6,000.00	
Grant County #9	Yes	Yes	No	No	\$ 1,750.00	\$ 3,500.00	
Grant County #10	No	No	Yes	Yes	\$ 850.00	\$ 1,725.00	
Grant County #11		Yes		Yes	\$ 5,000.00	\$ 10,000.00	Employee, Family
Grant County #12	No Response						
Grant County #13	No Response						
Grant County #14			Yes	No	\$ 3,000.00	\$ 6,000.00	
Grant County #15	No Response						
Grant County #16	Yes	Yes	Yes	Yes	500-3000	1000-6000	Employee
Grant County #17	No Response						
Grant County #18	No Response						
Grant County #19	No Response						
Grant County #20	Yes	Yes		Yes	\$ 3,500.00	\$ 7,000.00	Employee, Family
Grant County #21	No Response						
Grant County #22	No Response						
Blackford County #1	Yes	Yes	Yes	Yes	\$ 1,000.00	\$ 2,000.00	
Blackford County #2	Yes	No	Yes	No	\$ 3,000.00	\$ 3,000.00	
Blackford County #3	No Response						
Blackford County #4	No Response						
Blackford County #5	No Response						
Blackford County #6	Yes	Yes	Yes	Yes	\$ 3,500.00	\$ 7,000.00	
Blackford County #7	No Response						
Blackford County #8	No	Yes	Yes		200-1500	400-3000	
Blackford County #9	No Response						

Medical Benefits Program

Company	80/20	70/30	Other	Copayments for plan				Out of Pocket
				PLP	Specialist	Urgent Care	ER	Employee
Grant County #1			Employee, Family	\$ -	\$ -	\$ -	\$ -	\$ 4,500.00
Grant County #2	Employee, Family			80/20	80/20	80/20	80/20	4000-5000
Grant County #3	Employee, Family			N/A	N/A	N/A	N/A	\$ 3,750.00
Grant County #4	Employee, Family			\$ 30.00	\$ 60.00	\$ 75.00	\$ 200.00	\$ 4,500.00
Grant County #5	No Response							
Grant County #6	No Response							
Grant County #7	Employee, Family			\$ 20.00	\$ 25.00	\$ 25.00	\$ 250.00	\$ 6,600.00
Grant County #8	Employee, Family			\$ 25.00	\$ 45.00	\$ 45.00	\$ 250.00	\$ 5,000.00
Grant County #9			Employee, Family		100%	90%	75%	\$ 5,000.00
Grant County #10	Employee, Family			80/20	80/20	80/20	80/20	\$ 900.00
Grant County #11				\$ -	\$ -	\$ -	\$ -	\$ 5,000.00
Grant County #12	No Response							
Grant County #13	No Response							
Grant County #14	Employee, Family				\$ 70.00	\$ 100.00	\$ 300.00	\$ 6,250.00
Grant County #15	No Response							
Grant County #16	Employee			\$ 15.00	\$ 15.00	\$ 15.00	\$ 150.00	\$ 3,500.00
Grant County #17	No Response							
Grant County #18	No Response							
Grant County #19	No Response							
Grant County #20				\$ 30.00	\$ 60.00	\$ 50.00	\$ 100.00	\$ 10,000.00
Grant County #21	No Response							
Grant County #22	No Response							
Blackford County #1				\$ 30.00	\$ 30.00		\$ 150.00	\$ 3,500.00
Blackford County #2	Employee, Family			\$ 35.00	\$ 70.00	\$ 35.00	\$ 250.00	\$ 6,000.00
Blackford County #3	No Response							
Blackford County #4	No Response							
Blackford County #5	No Response							
Blackford County #6				\$ 25.00	\$ 50.00	\$ 75.00	\$ 250.00	\$ 7,000.00
Blackford County #7	No Response							
Blackford County #8	Employee, Family			\$ 20.00	\$ 50.00			\$ 2,500.00
Blackford County #9	No Response							

Medical Benefits Program

Company	<i>Out of Pocket</i>	<i>Offer/Pay for</i>	<i>Co-Pay per prescription</i>			
	Family	Preventative Care	Prescriptive	Generic	Formulary	Non-Formulary
Grant County #1	\$ 9,000.00	Yes	Yes	\$ -	15%	15%
Grant County #2	8000-10000	Yes	Yes	goes toward deductible and coinsurance		
Grant County #3	\$ 7,500.00	Yes	No			
Grant County #4	\$ 13,200.00	Yes	Yes	30%	40%	50%
Grant County #5	No Response					
Grant County #6	No Response					
Grant County #7	\$ 13,200.00		Yes	\$ 15.00	\$ 25.00	20% of Cost
Grant County #8	\$ 10,000.00	Yes	Yes	15% min	45% min	45% min
Grant County #9	\$ 10,000.00	Yes	Yes	\$ 4.00	Varies	
Grant County #10	\$ 1,800.00	Yes	Yes	65/35	70/30	70/25
Grant County #11	\$ 10,000.00	Yes	Yes	100%	100%	100%
Grant County #12	No Response					
Grant County #13	No Response					
Grant County #14	\$ 12,000.00	Yes	Yes	\$ 15.00	\$ 40.00	\$ 70.00
Grant County #15	No Response					
Grant County #16	\$ 7,000.00	Yes	Yes	Free-70%	\$45-70%	\$70-70%
Grant County #17	No Response					
Grant County #18	No Response					
Grant County #19	No Response					
Grant County #20	\$ 15,000.00	Yes	Yes	\$ 30.00	\$ 60.00	\$ 90.00
Grant County #21	No Response					
Grant County #22	No Response					
Blackford County #1	\$ 7,000.00	Yes	Yes	\$ 10.00		
Blackford County #2	\$ 12,000.00	Yes	Yes	\$ 8.00	\$ 35.00	\$ 50.00
Blackford County #3	No Response					
Blackford County #4	No Response					
Blackford County #5	No Response					
Blackford County #6	\$ 14,000.00	Yes	Yes	\$ 10.00	\$ 35.00	\$ 60.00
Blackford County #7	No Response					
Blackford County #8	\$ 7,000.00	Yes	Yes	\$ 10.00		
Blackford County #9	No Response					

Question 10 - Dental Insurance

Company	Is a dental plan offered?	Premium for Dental Insurance	
		Employee per month	Employee and family per month
Grant County #1	Yes	\$ 3.00	\$ 11.00
Grant County #2	Yes	\$ 28.00	\$ 74.00
Grant County #3	Yes	\$ 8.00	\$ 27.00
Grant County #4	Yes	\$ 8.00	\$ 19.00
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	\$ 10.00	\$ 27.00
Grant County #8	Yes	\$ 84.00	\$ 25.00
Grant County #9	Yes	\$ 16.00	\$ 52.00
Grant County #10	Yes	\$ -	\$ -
Grant County #11	Yes	\$ 42.00	\$ 134.00
Grant County #12	No Response		
Grant County #13	No Response		
Grant County #14	Yes	Unknown	Unknown
Grant County #15	No Response		
Grant County #16	Yes	\$ 8.00	\$ 30.00
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	No	N/A	N/A
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	\$ -	\$ -
Blackford County #2	Yes	\$ 38.00	\$ 95.00
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	Yes	\$ 35.00	\$ 71.00
Blackford County #7	No Response	FALSE	FALSE
Blackford County #8	Yes	\$ 11.00	\$ 41.00
Blackford County #9	No	N/A	N/A

Question 11 - Dental

Company	Dental included in Medical Premium	Dental plan paid	How many eligible
Grant County #1	No	Voluntary	118
Grant County #2			
Grant County #3	No	Voluntary	59
Grant County #4	No	Voluntary	154
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	No	Voluntary	806
Grant County #8	No	Voluntary	
Grant County #9	No	Voluntary	865
Grant County #10	Yes	Employer paid	All
Grant County #11	No	Voluntary	40
Grant County #12	No Response		
Grant County #13	No Response		
Grant County #14	No	Voluntary	60
Grant County #15	No Response		
Grant County #16	No	Voluntary	All
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	No Response		
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	No	Employer paid	358
Blackford County #2	No	Voluntary	23
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No	Voluntary	All
Blackford County #7	No Response		
Blackford County #8	No	Voluntary	123
Blackford County #9	No Response		

Dental

Company	Employees participating	Routine Coverage	Dental insurance deductible		Company's Dental Plan		
			Employee	Family	90/10	80/20	Other
Grant County #1	79	Yes	\$	25.00	\$	75.00	Employee, Family
Grant County #2							
Grant County #3	48	Yes	\$50/person		\$50/person		Employee, Family
Grant County #4	102	Yes	\$	50.00	\$	50.00	Employee, Family
Grant County #5		No Response					
Grant County #6		No Response					
Grant County #7	586	Yes	\$	50.00	\$	100.00	Employee, Family
Grant County #8		Yes	\$	50.00	\$	50.00	Employee, Family
Grant County #9	650	Yes	\$	75.00	\$	225.00	Employee, Family
Grant County #10	618	Yes	\$	50.00	\$50/person		Employee, Family
Grant County #11	9	Yes	\$	50.00	\$	150.00	Employee, Family
Grant County #12		No Response					
Grant County #13		No Response					
Grant County #14	40	Yes	\$	50.00	\$	150.00	Employee, Family
Grant County #15		No Response					
Grant County #16		Yes	\$	50.00	\$	100.00	Employee, Family
Grant County #17		No Response					
Grant County #18		No Response					
Grant County #19		No Response					
Grant County #20		No Response					
Grant County #21		No Response					
Grant County #22		No Response					
Blackford County #1	315	Yes	\$	-	\$	-	
Blackford County #2	6	Yes	\$	50.00	\$	150.00	Employee, Family
Blackford County #3		No Response					
Blackford County #4		No Response					
Blackford County #5		No Response					
Blackford County #6	50%	Yes	\$	50.00	\$	100.00	
Blackford County #7		No Response					
Blackford County #8		Yes	\$	50.00	\$	200.00	Employee, Family Employee, Family
Blackford County #9		No Response					

Dental

Company	Dependent orthodontic care?	<i>Max Yearly Limit</i>	
		Employee	Family
Grant County #1	Yes	\$ 1,500.00	\$ 1,500.00
Grant County #2	Yes, \$1,500	\$ 1,500.00	\$1,500/person
Grant County #3			
Grant County #4	Yes, \$1,000	\$ 1,000.00	\$ 1,000.00
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes, \$2,500	\$ 1,500.00	\$1,500/person
Grant County #8	Yes, \$1,000	\$ 750.00	\$ 750.00
Grant County #9	Yes, \$1,500	\$ 2,500.00	\$ 10,000.00
Grant County #10	No	\$ 1,500.00	\$1,500/person
Grant County #11	Yes, \$1,000	\$ 2,000.00	\$2,000/person
Grant County #12	No Response		
Grant County #13	No Response		
Grant County #14	No	\$ 1,000.00	
Grant County #15	No Response		
Grant County #16	Yes, \$1,500	\$ 1,500.00	\$ 1,500.00
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	No Response		
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	\$ 1,000.00	
Blackford County #2	No	\$ 1,500.00	\$ 4,500.00
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	Yes, \$1,500	\$ 1,500.00	\$ 1,500.00
Blackford County #7	No Response		
Blackford County #8	Yes, \$2,500	\$ 1,000.00	\$1,000/person
Blackford County #9	No Response		

Question 12 - Short Term Disability

Company	Short Term Disability Provided?	Who pays STD Insurance	How many employees eligible
Grant County #1	Yes	Employer	118
Grant County #2	No Response		
Grant County #3	Yes	Employer	59
Grant County #4	Yes, \$2.56 premium per week	Voluntary	154
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Employer	750
Grant County #8	Yes	Employer	
Grant County #9	Yes, \$7 premium per week		
Grant County #10	Yes	Employer	All
Grant County #11	No		
Grant County #12	Yes		
Grant County #13	No Response		
Grant County #14	Yes	Employer	65
Grant County #15	No Response		
Grant County #16	Yes	Employer	All
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes, \$8 premium per week	Voluntary	50
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	Employer	312
Blackford County #2	No		
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	Yes	Voluntary	All
Blackford County #7	No Response		
Blackford County #8	Yes	Employer	123
Blackford County #9	No		

Question 13 - Additional information about Company's short term disability plan.

Calculation method and company premium

Company	Employees participating	Percent of income	Weekly amount
Grant County #1	90		
Grant County #2	No Response		
Grant County #3	59	60%	1200 max, 15 min
Grant County #4	47		\$ 2.56
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	750		\$ 225.00
Grant County #8			
Grant County #9	680		
Grant County #10			
Grant County #11	No Response		
Grant County #12	No Response		
Grant County #13	No Response		
Grant County #14	65	66%	varies
Grant County #15	No Response		
Grant County #16	All		
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	10		
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	315		
Blackford County #2	No Response		
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	123	60%	\$ -
Blackford County #9	No Response		

Short term disability

Company	Is exempt short term disability different from non-exempt
Grant County #1	No
Grant County #2	No Response
Grant County #3	No
Grant County #4	No
Grant County #5	No Response
Grant County #6	No Response
Grant County #7	Yes, non-exempt is \$ amount, exempt accrue sick days
Grant County #8	No
Grant County #9	Yes
Grant County #10	Yes, cost per week
Grant County #11	No Response
Grant County #12	No Response
Grant County #13	No Response
Grant County #14	No, STD for Non, LTD for exempt
Grant County #15	No Response
Grant County #16	No
Grant County #17	No Response
Grant County #18	No Response
Grant County #19	No Response
Grant County #20	No
Grant County #21	No Response
Grant County #22	No Response
Blackford County #1	Yes
Blackford County #2	No Response
Blackford County #3	No Response
Blackford County #4	No Response
Blackford County #5	No Response
Blackford County #6	No Response
Blackford County #7	No Response
Blackford County #8	Yes, STD pays differently
Blackford County #9	No Response

Question 14 - Long

Company	Long term disability insurance provided?	LTD insurance paid by:	How many employee eligible
Grant County #1	Yes, \$0.88 per \$100 of monthly earnings	Voluntary	118
Grant County #2	No Response		
Grant County #3	Yes	Company	59
Grant County #4	No		
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Company	58
Grant County #8	Yes	Voluntary	
Grant County #9	Yes, \$15 premium per week	Voluntary	865
Grant County #10	Yes	Voluntary	43
Grant County #11	No		
Grant County #12	Yes		
Grant County #13	No Response		
Grant County #14	Yes	Company	65
Grant County #15	No Response		
Grant County #16	Yes	Voluntary	All hourly
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes	Company	50
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	Company	315
Blackford County #2	Yes, \$3.56/week	Voluntary	23
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	Yes	Voluntary	123
Blackford County #9	No		

Question 15 - Additional Long term disability plan

Calculation and premium amount

Company	Employees participating	Income	Weekly amount	Exempt different than non exempt?
Grant County #1				No
Grant County #2	No Response			
Grant County #3		59 60% of predisability	N/A	No
Grant County #4	No Response			
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7		58		Yes - exempt only
Grant County #8				No
Grant County #9		570		Yes
Grant County #10		34		Yes - cost per week
Grant County #11	No Response			
Grant County #12	No Response			
Grant County #13	No Response			
Grant County #14		35	66% Varies	No
Grant County #15	No Response			
Grant County #16				Yes - Exempt receives LTD at no cost
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20		50		No
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1		315		Yes
Blackford County #2		0	\$0.77 per \$100 montl	No
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8			40%	No
Blackford County #9	No Response			

Question 16 - Life Insurance

Company	Does company provide employer paid life insurance	Amount of life insurance	
		Flat amount	% based on wage
Grant County #1	Yes - \$0 per week	1 times annual salary	
Grant County #2	No Response		
Grant County #3	Yes	\$ 35,000.00	
Grant County #4	Yes - \$0.55 per week	\$ 10,000.00	
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes - \$0 per week	\$28,000 non exempt	1 times salary exempt
Grant County #8	Yes - \$0 per week		
Grant County #9	Yes		2 times annual salary
Grant County #10	Yes		
Grant County #11	No		
Grant County #12	No		
Grant County #13	No Response		
Grant County #14	Yes	40000 (non exempt) or 2 X salary (exempt)	
Grant County #15	No Response		
Grant County #16	Yes - \$0 per week	\$ 50,000.00	
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes		
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes		1.5 salary
Blackford County #2	Yes - \$0 per week	\$ 20,000.00	
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	Yes	varies	1.5 base pay
Blackford County #9	No		

Question 17 - Additional information about the company's life insurance plan

Company	Benefits difference for different classification of employees	Accidental death and disability included?
Grant County #1	No	Yes
Grant County #2	No Response	
Grant County #3	No	Yes
Grant County #4	No	Yes
Grant County #5	No Response	
Grant County #6	No Response	
Grant County #7	Yes - set amount vs. times salary	Yes
Grant County #8	No	Yes
Grant County #9	No	Yes
Grant County #10	No	Yes
Grant County #11	No Response	
Grant County #12	No Response	
Grant County #13	No Response	
Grant County #14	Yes - 2 times salary up to \$200,000 for exempt	Yes
Grant County #15	No Response	
Grant County #16	No - same	Yes
Grant County #17	No Response	
Grant County #18	No Response	
Grant County #19	No Response	
Grant County #20	Yes - total amounts of coverage vary by position	
Grant County #21	No Response	
Grant County #22	No Response	
Blackford County #1	No	Yes
Blackford County #2	No	Yes
Blackford County #3	No Response	
Blackford County #4	No Response	
Blackford County #5	No Response	
Blackford County #6	No Response	
Blackford County #7	No Response	
Blackford County #8	No	Yes
Blackford County #9	No Response	

Company	<i>Premium calculation method</i>	
	% of income	weekly amount
Grant County #1		
Grant County #2	No Response	
Grant County #3	Flat Rate	
Grant County #4		
Grant County #5	No Response	
Grant County #6	No Response	
Grant County #7		\$1.01 a month
Grant County #8		
Grant County #9		
Grant County #10		
Grant County #11	No Response	
Grant County #12	No Response	
Grant County #13	No Response	
Grant County #14		
Grant County #15	No Response	
Grant County #16		
Grant County #17	No Response	
Grant County #18	No Response	
Grant County #19	No Response	
Grant County #20		
Grant County #21	No Response	
Grant County #22	No Response	
Blackford County #1		
Blackford County #2	100%	\$ 5.80
Blackford County #3	No Response	
Blackford County #4	No Response	
Blackford County #5	No Response	
Blackford County #6	No Response	
Blackford County #7	No Response	
Blackford County #8		
Blackford County #9	No Response	

**Additional information
about the company's life
insurance plan**

Question 18 - Voluntary Life Insurance

Company	Voluntary life insurance provided?	Employees eligible	Employees participating
Grant County #1	Yes	118	
Grant County #2	No Response		
Grant County #3	Yes	59	29
Grant County #4	Yes	154	54
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	806	
Grant County #8	Yes		
Grant County #9	Yes	865	469
Grant County #10	Yes	All	
Grant County #11	No Response		
Grant County #12	Yes		
Grant County #13	No Response		
Grant County #14	Yes	60	30
Grant County #15	No Response		
Grant County #16	Yes	All	
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes	50	
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	315	315
Blackford County #2	Yes	23	0
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	Yes	123	123
Blackford County #9	No		

Voluntary Life Insurance

Guarantee issue amounts

Company	Employee	Spouse	Children	Premiums based on:
Grant County #1				Spouse's Age
Grant County #2	No Response			
Grant County #3	\$ 150,000.00	\$ 350,000.00	\$ 10,000.00	Spouse's Age
Grant County #4	\$ 150,000.00	\$ 75,000.00	\$ 10,000.00	Employee's Age
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	\$ 56,000.00	\$ 56,000.00	\$ 15,000.00	Spouse's Age
Grant County #8				Spouse's Age
Grant County #9				Spouse's Age
Grant County #10				Employee's Age
Grant County #11	No Response			
Grant County #12				
Grant County #13	No Response			
Grant County #14	\$ 10,000.00	\$ 30,000.00	\$ 10,000.00	Employee's Age
Grant County #15	No Response			
Grant County #16	\$ 250,000.00	\$ 15,000.00	\$ 7,500.00	Employee's Age
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20				Spouse's Age
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1				
Blackford County #2	\$ 70,000.00	\$ 20,000.00	\$ 10,000.00	Spouse's Age
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8	\$ 50,000.00	\$ 25,000.00	\$ 5,000.00	Spouse's Age
Blackford County #9				

Question 19 - Other Benefits and Programs

Company	Vision Benefit Plan?	Vision benefits paid:	Eligible for vision	Employees participating
Grant County #1	Yes	Voluntary	118	85
Grant County #2	No Response			
Grant County #3	Yes	Voluntary	59	48
Grant County #4	No			
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	Yes	Voluntary		
Grant County #8	Yes	Voluntary		
Grant County #9	Yes	Voluntary	865	462
Grant County #10	Yes	Voluntary		
Grant County #11	No			
Grant County #12	Yes			
Grant County #13	No Response			
Grant County #14	Yes	Voluntary	60	40
Grant County #15	No Response			
Grant County #16	Yes	Voluntary	All	
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20	No			
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1	Yes		358	
Blackford County #2	Yes	Voluntary	23	5
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8	Yes	Voluntary	123	
Blackford County #9	No			

Other Benefits and Programs

**Exact upon request*

Company	Defined benefit pension plan?	401K offered?	Is employees 401K contribution matched by company?
Grant County #1	No	Yes*	Yes - 50% up to 6%
Grant County #2	No Response		
Grant County #3	No	Yes*	Yes - \$0.50 on the dollar up to 6% of gross wages
Grant County #4	No	Yes*	Yes, 1% of first 4%
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Yes	Yes - 4%
Grant County #8	No	Yes*	No
Grant County #9	No	Yes*	Yes - 6%
Grant County #10	No	Yes	Yes
Grant County #11		Yes*	Yes - 6%
Grant County #12			
Grant County #13	No Response		
Grant County #14	No	Yes	Yes - 100% up to 6%
Grant County #15	No Response		
Grant County #16	No	Yes	Yes
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	No	Yes*	Yes - 4%
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	No	Yes	Yes
Blackford County #2	No	Yes*	No
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	No	Yes	Yes - 50% up to 7.5%
Blackford County #9	No	No	

Other Benefits and Programs

Company	Uniforms required?	Weekly uniform charge?	Tuition reimbursement offered?
Grant County #1	No	N/A	Yes - 5 use
Grant County #2	No Response		
Grant County #3	Yes	No	Yes - 5 use
Grant County #4	No	N/A	No
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	No	No	Yes - 38 use
Grant County #8			No
Grant County #9	No	N/A	No
Grant County #10	No	N/A	Yes
Grant County #11	No	N/A	Yes - 0 use
Grant County #12			
Grant County #13	No Response		
Grant County #14	No	N/A	No
Grant County #15	No Response		
Grant County #16	Yes	No	Yes - 0 use
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes	No	Yes - 0 use
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	No	Yes
Blackford County #2	Yes	No	No
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	No		Yes - 6 use
Blackford County #9	No		No

Other Benefits and Programs

Company	Employee Assistance Program offer	Drug Testing?	When are employees tested?	Required Deductible for Workers Comp?
Grant County #1	Yes	Yes	Hire, accident	
Grant County #2	No Response			
Grant County #3	Yes	Yes	Hire, accident, random	No
Grant County #4	No	Yes	Hire, accident	Yes - \$200,000
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	Yes	Yes	Hire, accident	No
Grant County #8		Yes	Hire, accident	No
Grant County #9	Yes	Yes	Hire, accident, random	No
Grant County #10	Yes	Yes	Hire, accident, random	No
Grant County #11	No	Yes	Hire	No
Grant County #12				
Grant County #13	No Response			
Grant County #14	Yes	Yes	Hire, Accident	No
Grant County #15	No Response			
Grant County #16	Yes	Yes	Hire, accident	No
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20	Yes	Yes	Hire, accident, random	No
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1		Yes	Hire, accident, random	
Blackford County #2	No	Yes	Hire	Yes -\$500
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8	Yes	Yes	Hire, Accident	Yes
Blackford County #9	No	Yes	Accident, Random	No

Question 20 - Job Match and Wage Survey

Job Title: Controller

Job Description: Guides financial decisions by establishing, monitoring, and enforcing policies and procedures. Protects assets by establishing, monitoring, and enforcing internal controls. Monitors and confirms financial conditions by conducting audits, providing information to external auditors. Provides status of financial conditions by collecting, analyzing, and consolidating financial data.

Previous Experience: Requires a minimum of three to five years.

Education: minimum college degree required.

Question 21 - Controller

Company	Does the company have this position	Does the description match your position
Grant County #1	Yes	More Complex
Grant County #2	No Response	
Grant County #3	Yes	More Complex
Grant County #4	Yes	Good match
Grant County #5	No Response	
Grant County #6	No Response	
Grant County #7	Yes	Good match
Grant County #8	No	
Grant County #9	No	
Grant County #10	No	
Grant County #11	Yes	Less Complex
Grant County #12	Yes	Good match
Grant County #13	No Response	
Grant County #14	Yes	Good match
Grant County #15	No Response	
Grant County #16	No	
Grant County #17	No Response	
Grant County #18	No Response	
Grant County #19	No Response	
Grant County #20	Yes	More Complex
Grant County #21	No Response	
Grant County #22	No Response	
Blackford County #1	Yes	Good match
Blackford County #2	No	
Blackford County #3	No Response	
Blackford County #4	No Response	
Blackford County #5	No Response	
Blackford County #6	No Response	
Blackford County #7	No Response	
Blackford County #8	No	
Blackford County #9	No	

Controller

Company	What is your title for this position	<i>Salary Range for Position</i>	
		Minimum	Maximum
Grant County #1	Plant Controller	\$ 70,000.00	\$ 105,000.00
Grant County #2	No Response		
Grant County #3	Controller	\$ 95,000.00	\$ 130,000.00
Grant County #4	Corporate Controller	\$ 100,000.00	\$ 122,000.00
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Plant Controller	\$ 80,000.00	\$ 98,000.00
Grant County #8			
Grant County #9			
Grant County #10			
Grant County #11	Controller	\$ 75,000.00	
Grant County #12			
Grant County #13	No Response		
Grant County #14	Finance Manager	\$ 60,000.00	\$ 100,000.00
Grant County #15	No Response		
Grant County #16			
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	CFO	\$ 60,000.00	\$ 75,000.00
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Production manager		
Blackford County #2			
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8			
Blackford County #9			

Job Title: Bookkeeping, Accounting, and Auditing Clerk

Job Description: Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records.

Previous Experience: Requires a minimum one to two years experience.

Education: Minimum high school/trade school. Preferable associates.

Bookkeeping, Accounting, and Auditing

Hourly Range for Position

Company	Minimum/hour	Maximum/hour	Average for position	Other job in salary range
Grant County #1				
Grant County #2	No Response			
Grant County #3	\$ 31,000.00	\$ 65,000.00	\$ 52,000.00	
Grant County #4	\$ 20.00	\$ 26.00	\$ 55,000.00	A/P Manager
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	\$ 12.50	\$ 16.80	\$16.80/hour	Payroll Clerk
Grant County #8	\$ 15.00	\$ 21.00	\$ 45,000.00	
Grant County #9				
Grant County #10				
Grant County #11	\$ 16.00	\$ 17.00	\$ 48,000.00	
Grant County #12				
Grant County #13	No Response			
Grant County #14				
Grant County #15	No Response			
Grant County #16				
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20	\$ 13.00	\$ 16.00	\$15.00/hour	
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1				
Blackford County #2	\$ 15.00	N/A	\$17.01/hour	
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8	No Response			
Blackford County #9	\$ 9.00	\$ 15.00	\$11/hour	

Question 22 - Bookkeeping, Accounting, and Auditing

Company	Does description match position?	Postion in Company?	What is the job title?
Grant County #1		No	
Grant County #2	No Response		
Grant County #3	More Complex	Yes	Accounts Payable, Accounts Receivable
Grant County #4	More Complex	Yes	Assisstant Controller
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Good Match	Yes	Accounting Clerk
Grant County #8	More Complex	Yes	Financial Data Base Controller
Grant County #9		No	
Grant County #10		No	
Grant County #11	Good Match	Yes	Accounts Payable, Accounts Receivable
Grant County #12	Less Complex	Yes	
Grant County #13	No Response		
Grant County #14		No	
Grant County #15	No Response		
Grant County #16		No	
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	More Complex	Yes	AR/AP Clerk
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Good Match	Yes	Accounting Coordinator
Blackford County #2	Less Complex	Yes	General Office/Bookkeeper
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	No Response	No	
Blackford County #9	Good Match	Yes	Office

Job Title: Human Resources Assitant

Job Description: Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports, and date of and reason for termination.

Previous Experiences: Requires a minimum of one to two years of experience.

Education: Minimum high school/trade school. Preferably associates degree.

Question 23 - Human Resource Assistant

Company	Does company have this position	Position Match:	Job Title:
Grant County #1	No		
Grant County #2	No Response		
Grant County #3	No		
Grant County #4	Yes	Less Complex	Benefits Coordinater
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Good Match	HR Administrative Assistant Human Resources Manager
Grant County #8			
Grant County #9	No		
Grant County #10	Yes	More Complex	HR Adminstrator
Grant County #11	No		
Grant County #12	No		
Grant County #13	No Response		
Grant County #14	Yes	More Complex	HR Generalist
Grant County #15	No Response		
Grant County #16	No		
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	No		
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	More Complex	Human Resource&Safety Coordinator
Blackford County #2	No		
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	Yes	More Complex	Support Specialist
Blackford County #9	Yes	Less Complex	Office

Human Resource Assistant

Hourly Range for Position

Company	Minimum/hour	Maximum/hour	Actual average pay	Other Job Titles in this salary range
Grant County #1				
Grant County #2	No Response			
Grant County #3				
Grant County #4	\$ 20.00	\$ 24.00	\$ 49,000.00	
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	\$ 12.50	\$ 16.80	16.80/hour	Accounting Clerk, Materials Clerk
Grant County #8				
Grant County #9				
Grant County #10				
Grant County #11				
Grant County #12				
Grant County #13	No Response			
Grant County #14	\$ 14.40	\$ 21.63	19.23/hour	
Grant County #15	No Response			
Grant County #16				
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20				
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1				
Blackford County #2				
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8	\$ 10.25	\$ 16.50	14.50/hour	
Blackford County #9	\$ 9.00	\$ 15.00	11.00/hour	

Job Title: Maintenance Manager

Job Description: Achieves maintenance operational objectives by contributing information and recommendations to strategic plans and reviews. Accomplishes maintenance human resources by recruiting, selecting, orienting, training, assigning, and monitoring employees.

Previous Experience: Requires a minimum of three to five years experience.

Education: Minimum high school/trade school and associate degree.

Question 24 - Maintenance Manager

Company	Position in Company?	Description match position?	What is your job title for position?
Grant County #1	Yes	More Complex	Maintenance Manager
Grant County #2	No Response		
Grant County #3	Yes	More Complex	Human Resources Manager
Grant County #4	Yes	Good Match	Production Manager
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	More Complex	Maintenance Manager
Grant County #8	Yes	More Complex	Human Resources Manager
Grant County #9	Yes	Less Complex	Human Resources Manager
Grant County #10	Yes	More Complex	Maintenance Manager
Grant County #11	No		
Grant County #12	Yes	Good Match	
Grant County #13	No Response		
Grant County #14	No		
Grant County #15	No Response		
Grant County #16	Yes	More Complex	Maintenance Manager
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	No		
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	Good Match	Maintenance Manager
Blackford County #2	No		
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	No		
Blackford County #9	Yes	Less Complex	Office

Maintenance Manager*Annual Salary Range for Postion*

Company	Minimum	Maximum
Grant County #1	\$ 75,000.00	\$ 110,000.00
Grant County #2	No Response	
Grant County #3	\$ 36,000.00	\$ 75,000.00
Grant County #4	\$ 70,000.00	\$ 80,000.00
Grant County #5	No Response	
Grant County #6	No Response	
Grant County #7	\$ 60,000.00	\$ 80,000.00
Grant County #8	\$ 15.00	\$ 21.00
Grant County #9	\$ 60,000.00	\$ 102,000.00
Grant County #10		
Grant County #11		
Grant County #12		
Grant County #13	No Response	
Grant County #14		
Grant County #15	No Response	
Grant County #16		
Grant County #17	No Response	
Grant County #18	No Response	
Grant County #19	No Response	
Grant County #20		
Grant County #21	No Response	
Grant County #22	No Response	
Blackford County #1		
Blackford County #2		
Blackford County #3	No Response	
Blackford County #4	No Response	
Blackford County #5	No Response	
Blackford County #6	No Response	
Blackford County #7	No Response	
Blackford County #8		
Blackford County #9		

Job Title: Production Floor Operator (Production helper, utility packer etc.)

Job Description: Performs simple operations on assigned machines, stamping press, etc. Or can assemble parts to form complete units or subassemblies at a bench conveyor line or at an assigned location. Can utilize hand tools, small power tools and other special equipment to perform assigned job. Is closely supervised (usually by a team/group leader) and receives detailed written and verbal instruction.

Previous Experience: Does not require previous experience.

Education: High school or equivalent desirable but not required.

Question 25 - Production Floor Operator

Company	Does company have this position	Position Match:	Job Title?
Grant County #1	Yes	Good Match	Machine Operator
Grant County #2	No Response		
Grant County #3	Yes	More Complex	
Grant County #4	Yes	Good Match	Production Worker
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Good Match	Cabinet Builder
Grant County #8	Yes	Good Match	Utility Assembler
Grant County #9	No		
Grant County #10	Yes	Good Match	General Warehouse
Grant County #11	Yes	More Complex	Machine Assembly
Grant County #12	Yes	Good Match	
Grant County #13	No Response		
Grant County #14	No		
Grant County #15	No Response		
Grant County #16	Yes	Good Match	General Assembly
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes	More Complex	Technician
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	Good Match	Packer
Blackford County #2	Yes	Good Match	Plant/Production Labor & Shift Foreman
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	Yes	Good Match	Utility Worker
Blackford County #9	Yes	Good Match	General Labor

Production Floor Manager		Hourly Range for Position				
Company	Minimum/hour		Maximum/hour	Actual average pay	Other Job Titles in this salary range	
Grant County #1	\$ 12.00		\$ 14.00	\$ 12.57		
Grant County #2	\$ 16.00		\$ 24.50	\$ 19.00		
Grant County #3	\$ 10.00		\$ 20.75	\$ 12.00		
Grant County #4	No Response					
Grant County #5	No Response					
Grant County #6	\$ 10.80		\$ 16.50	\$ 14.50	Salvage, Material Handler, Inspector	
Grant County #7	\$ 9.09		\$ 11.79	\$ 10.45	Fork Truck, Packer, Janitor	
Grant County #8						
Grant County #9	\$ 11.75		\$ 16.75			
Grant County #10	\$ 18.00		\$ 24.00	\$ 70,000.00		
Grant County #11						
Grant County #12	No Response					
Grant County #13						
Grant County #14	No Response					
Grant County #15	\$ 8.65		\$ 10.68	\$ 9.42		
Grant County #16	No Response					
Grant County #17	No Response					
Grant County #18	No Response					
Grant County #19	\$ 12.00		\$ 20.00	\$ 15.00		
Grant County #20	No Response					
Grant County #21	No Response					
Grant County #22	\$ 10.35		\$ 13.10		Sorter	
Blackford County #1	\$ 12.00	N/A		\$ 13.62		
Blackford County #2	No Response					
Blackford County #3	No Response					
Blackford County #4	No Response					
Blackford County #5	No Response					
Blackford County #6	No Response					
Blackford County #7	\$ 10.25		\$ 12.25	\$ 11.00		
Blackford County #8	\$ 8.50		\$ 11.00	\$ 10.00		
Blackford County #9						

Job Title: CNC Operator

Job Description: Measure dimensions of raw materials and finished work pieces to ensure conformance to specifications, using precision measuring instruments, templates, and fixtures. Remove and replace dull cutting tools. Mount, install, align, and secure tools, attachments, fixtures and work pieces on machines, using hand tools and precision measuring instruments. Operators are expected to carefully schedule their work so that all of the machines are always operating. Must be able to set and operate our range of CNC milling machines. Experience of programming controls and the ability to think creatively and work on own initiative is essential. A thorough understanding of engineering drawings and inspection experience is essential. Make machine adjustments that may be required, check dimensions, etc. to insure conformance to drawings. Inspect own work. Use of computer and necessary software as required. Load programs into machine control with some instruction. Prepares, pre-sets, and installs most all required tooling with some instruction. Adjust machine controls to maintain or correct part tolerances.

Previous Experience: Experienced & skilled in machining techniques. Some knowledge of CNC controls & programming.

Education: Computer control programmers and operators train in various ways - in apprenticeship programs, informally on the job, and in secondary, vocational, or postsecondary schools. In general, the more skills needed for the job, the more education and training are needed to qualify. Many entrants have previously worked as machinists or machine setters, operators, and tenders.

Question 26 - CNC

Company	Position in Company?	Description match position?	Job Title?
Grant County #1	No		
Grant County #2	No Response		
Grant County #3	No		
Grant County #4	No		
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Less Complex	Mill Operator
Grant County #8	Yes	More Complex	Machine Operator
Grant County #9	No		
Grant County #10	No		
Grant County #11	Yes	Good Match	Machinist
Grant County #12	No		
Grant County #13	No Response		
Grant County #14	No		
Grant County #15	No Response		
Grant County #16	No		
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes	Good Match	Machine Technician
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	More Complex	Machine Operator
Blackford County #2	No		
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	Yes	More Complex	Machinist
Blackford County #9	No		

CNC Operator

Company	Hourly Range for Position			Job Titles in Salary Range
	Minimum/hour	Maximum/hour	Actual average pay	
Grant County #1				
Grant County #2				
Grant County #3	No Response			
Grant County #4				
Grant County #5				
Grant County #6	No Response			
Grant County #7	No Response			
Grant County #8	\$ 10.80	\$ 16.50	\$ 15.50	Machine Operator
Grant County #9	\$ 10.60	\$ 13.76	\$ 12.50	
Grant County #10				
Grant County #11				
Grant County #12	\$ 18.00	\$ 25.00	\$ 65,000.00	
Grant County #13				
Grant County #14	No Response			
Grant County #15				
Grant County #16	No Response			
Grant County #17				
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20	No Response			
Grant County #21	\$ 13.00	\$ 16.00	\$ 15.00	
Grant County #22	No Response			
Blackford County #1	No Response			
Blackford County #2	\$ 13.80	\$ 16.55		
Blackford County #3				
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8	No Response			
Blackford County #9	\$ 16.71	\$ 24.35	\$ 21.00	Maintenance Lead

Job Title: Lead Operator/Group Leader

Job Description: Performs complex operations on assigned machines, controls line speeds, pressures etc. Ensures quality standards are met. Reports directly to shift management. Makes order changes. Inspects equipment, knowledgeable of all production jobs on line. Is generally responsible for assuring quantity and quality of product produced.

Previous Experience: 2-3 years in the manufacturing environment. Strong knowledge base of machinery. Basic math and verbal skills.

Education: High School or equivalent desirable but not required.

Question 27 - Lead Operator/Group Leader

Company	Position in Company?	Description match position?	What is your job title for position?
Grant County #1	Yes	More Complex	Machine Adjuster
Grant County #2	No Response		
Grant County #3	Yes	More Complex	
Grant County #4	Yes	Good Match	Line Lead
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Good Match	Team Leader
Grant County #8	No		
Grant County #9	No		
Grant County #10	No		
Grant County #11	No		
Grant County #12	No		
Grant County #13	No Response		
Grant County #14	Yes	Good Match	Team Leader
Grant County #15	No Response		
Grant County #16	Yes	Less Complex	Line Lead
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes	Good Match	Team Leader
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	More Complex	Shift Lead
Blackford County #2	Yes	Good Match	Quality Control
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	No		
Blackford County #9	No		

Lead Operator/Group Leader

Hourly Range for Position

Company	Minimum/hour	Maximum/hour	Actual average pay	Other Job Titles in this salary range
Grant County #1	\$ 13.00	\$ 16.00	\$ 15.14	
Grant County #2	No Response			
Grant County #3	\$ 18.00	\$ 24.50		
Grant County #4	\$ 20.75	\$ 20.75	\$ 20.75	
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	\$ 12.30	\$ 17.50	\$ 16.50	
Grant County #8				
Grant County #9				
Grant County #10				
Grant County #11				
Grant County #12				
Grant County #13	No Response			
Grant County #14	\$ 13.70	\$ 16.00	\$ 13.00	
Grant County #15	No Response			
Grant County #16	\$ 11.49	\$ 13.16	\$ 12.40	Shipping and Receiving, Machine Operator
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20	\$ 15.00	\$ 17.00	\$ 16.00	
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1	\$ 17.15	\$ 19.40		
Blackford County #2			\$ 44,994.00	
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8				
Blackford County #9				

Job Title: Maintenance Technician

Job Description: Can perform a variety of tests on electronic components to determine functioning and capacity. Can perform repair on mechanical/electronic parts and subassemblies. Can troubleshoot. May calibrate equipment. Performs work from standard instructions. Is not closely supervised on specific job tasks. Knowledgeable of all equipment used to repair and test equipment.

Previous Experience: Requires a minimum of three to five years experience

Education: Minimum high school/trade school. Preferably associate degree.

Question 28 - Maintenance Tech

Company	Position in Company?	Description match position?	What is your job title for position?
Grant County #1	Yes	Good Match	Maintenance Tech
Grant County #2	No Response		
Grant County #3	Yes	Good Match	
Grant County #4	Yes	Good Match	Maintenance Tech
Grant County #5	No Response		
Grant County #6	No Response		
Grant County #7	Yes	Good Match	Maintenance Tech
Grant County #8	Yes	Good Match	Maintenance Tech
Grant County #9	Yes	More Complex	Maintenance Tech
Grant County #10	Yes	Good Match	Maintenance Mechanic
Grant County #11	Yes	More Complex	Field Service Technician
Grant County #12	No		
Grant County #13	No Response		
Grant County #14	No		
Grant County #15	No Response		
Grant County #16	Yes	More Complex	Maintenance Tech
Grant County #17	No Response		
Grant County #18	No Response		
Grant County #19	No Response		
Grant County #20	Yes	Good Match	Maintenance Tech
Grant County #21	No Response		
Grant County #22	No Response		
Blackford County #1	Yes	More Complex	Maintenance Tech
Blackford County #2	No		
Blackford County #3	No Response		
Blackford County #4	No Response		
Blackford County #5	No Response		
Blackford County #6	No Response		
Blackford County #7	No Response		
Blackford County #8	Yes	Good Match	Maintenance Tech
Blackford County #9	Yes	Good Match	

Maintenance Technician

Hourly Range for Position

Company	Minimum/hour	Maximum/hour	Actual average pay	Job Titles in Salary Range
Grant County #1	\$ 18.00	\$ 26.00	\$ 19.05	
Grant County #2	No Response			
Grant County #3	\$ 18.00	\$ 22.00		
Grant County #4	\$ 22.00	\$ 30.00	\$ 23.00	
Grant County #5	No Response			
Grant County #6	No Response			
Grant County #7	\$ 18.50	\$ 21.50	\$ 21.50	
Grant County #8	\$ 12.50	\$ 23.00	\$ 20.00	
Grant County #9	\$ 22.00	\$ 25.00	\$ 51,000.00	
Grant County #10	\$ 12.85	\$ 20.00		
Grant County #11	\$ 24.00	\$ 30.00	\$ 100,000.00	
Grant County #12				
Grant County #13	No Response			
Grant County #14				
Grant County #15	No Response			
Grant County #16				
Grant County #17	No Response			
Grant County #18	No Response			
Grant County #19	No Response			
Grant County #20	\$ 18.00	\$ 22.00	\$ 20.00	
Grant County #21	No Response			
Grant County #22	No Response			
Blackford County #1	\$ 20.55	\$ 24.55		
Blackford County #2				
Blackford County #3	No Response			
Blackford County #4	No Response			
Blackford County #5	No Response			
Blackford County #6	No Response			
Blackford County #7	No Response			
Blackford County #8	\$ 16.71	\$ 24.35	\$ 22.39	
Blackford County #9				