

PRI COMPENSATION SURVEY

WOULD YOU LIKE TO KNOW WHAT YOUR INDUSTRY PAYS?

Dear Client (and Client's Competitors),

Whether it's for a maintenance person or a middle manager, the right paycheck is one that will attract and hold the best people. And the best way to determine competitive wages and salaries for your organization is to have a copy of PRI's annual Survey of the ABC Industry's *Exempt and Non-exempt Compensation*.

The information you provide in this questionnaire will help make the 2011-2012 survey as accurate as possible. It will enable you to have valuable information as to what the industry is paying in specific positions, and much more.

A FREE SURVEY SUMMARY (FOR ALL WHO PARTICIPATE) FOR YOU!

As a way of saying thanks for your help, we'll send you a FREE copy of the 2011-2012 survey summary as soon as it's ready.

Here are just some of the ways the 2011-2012 survey will benefit you and your organization:

- Complete and reliable information about current pay rates in **your industry** will help you plan your budget.
- You'll be armed with "inside" data that will give you an edge in the job market. You'll be able to hire the best people at scales you know are right and competitive.
- You'll no longer have to worry whether you're paying too little or too much for specific positions in your industry.
- You'll have pay data you can use to set rates for every job in your organization.

Taking part is easy. Just fill out the sections that apply to your work force. You'll find complete guidelines attached.

And, remember, the 2011-2012 survey will come to you free — a gift worth \$399. So why not complete the questionnaire and mail it today?

Sincerely,

James K. Perry, Jr., President

P.S. Please bear in mind that any information you provide is *guaranteed* confidential.

Perry Resources, Inc.
2011-2012 Survey of ABC Industry
Exempt and Non-exempt Base and Variable Compensation

INSTRUCTIONS

Tell us about your organization:

1. **Multiple facilities.** If you are reporting for more than one facility, please copy this form and submit one for each.
2. **Questions.** If you have any questions regarding the survey, please call Jim Perry (404) 234-2408.
3. **Return data.** Please return the survey by XXXXXX XX, XXXX.
4. **Returning completed survey.** Mail to: **PRI Compensation Survey**
Perry Resources, Inc.
1107 Rock Pointe Look
Woodstock, GA 30188.

Organization _____

Your name _____

Street _____

City/State/ZIP _____

Telephone _____

Please answer the following for the facility on which you are reporting.

Number of Employees

- Under 100 100 - 249 250 - 500 Over 500

Does your labor market include a metropolitan area with a population in excess of 500,000?

- Yes No

Strict security is maintained on all completed questionnaires. Individual participant data are kept confidential and will never be revealed.

Two Ways to Fill in This Survey:

Example #1—Report each rate and the number of employees at each rate. Assuming that you have 10 employees performing the job of **clerk typist**, enter the number of employees performing at each rate:

Clerk Typist (Grade 23)					4
Full typing skill required for reports, records, form letters. Does not transcribe correspondence.					
No. Employees	2	1	1	2	1
Wage (\$/hr.)	7.00	7.25	7.30	7.40	7.50
No. Employees	3				
Wage (\$/hr.)	7.60				
Bonus/Incentive? <input type="checkbox"/> Yes <input type="checkbox"/> No			Maximum Award (% of base wages) _____		

OR

Example #2—Report only the total number of employees and their average rate. The same 10 employees would be reported in this way:

Clerk Typist (Grade 23)					4
Full typing skill required for reports, records, form letters. Does not transcribe correspondence.					
No. Employees			10		
Wage (\$/hr.)			7.37		
No. Employees					
Wage (\$/hr.)					
Bonus/Incentive? <input type="checkbox"/> Yes <input type="checkbox"/> No			Maximum Award (% of base wages) _____		

For each position, please indicate whether a cash bonus, commission, or other cash incentive is available. If so, indicate the maximum amount that may be awarded, as a percentage of base pay.

Thank you. Your cooperation in completing this survey and returning it to us by XXXXXXXX XX, 2011 is very much appreciated.

Individual Supplying Data: _____ Telephone No. _____

Position Title: _____ FAX No. _____

Unless the box is checked, we will publish the name of your organization as a participant in this survey

PLEASE COMPLETE A SEPARATE QUESTIONNAIRE FOR EACH LOCATION. DUPLICATE THIS QUESTIONNAIRE AS REQUIRED.

Financial and Operating Statistics for the OPERATING UNIT* reported on the front of this questionnaire.

* An **OPERATING UNIT** is defined as an entire corporation or a segment of a corporation that is responsible for producing profits or otherwise providing an adequate return on the company's investment.

This section must be completed for this questionnaire to be utilized in the survey.

1. Please check the appropriate Sales/Revenue or Operating Budget Group:

- Under \$15.0 Million
- Under \$15.0 to \$19.9 Million
- \$20.0 to \$24.9 Million
- \$25.0 to \$50.0 Million
- \$50.0 Million and Over
- No sales at this operating unit
- Not Available

2. Number of full-time employees at this **OPERATING UNIT** (includes all **LOCATIONS** in operating unit) _____

3. In how many **LOCATIONS** (operations with different zip codes) does your company operate? . . . _____

4. What is the **NORMAL** workweek for **Office Personnel** at this location? _____
(Hours per week)

5. What is **NORMAL** workweek for your **Plant Personnel** at this location? _____
(Hours per week)

• How many **SHIFTS**? _____