

Officer and Overhead Personnel
**Compensation
Report
2011**

2011 Officer and Overhead Personnel Compensation Study

Prepared for:

National Electrical Contractors Association

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CONFIDENTIALITY ASSURANCE

The 2011 NECA Officer and Overhead Personnel Compensation Study was based on a strictly confidential survey conducted of NECA members. Upon receipt, all survey responses were assigned a confidential code number by Industry Insights, Inc., and any name or company identification was removed. Survey processing was then conducted on an absolutely anonymous basis. Neither NECA staff, nor any company or individual, other than a select few associates of Industry Insights, Inc. has seen information specific to any firm.

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About This Report

The 2011 NECA *Officer and Overhead Personnel Compensation Study* was commissioned with the objective of helping NECA members improve their business performance by providing comprehensive, accurate and timely data on industry compensation practices and policies. Members can use this information to compare their compensation rates, pay plans, benefits, etc., to industry standards.

This survey was conducted for the National Electrical Contractors Association by Industry Insights, Inc., an independent, professional research and consulting firm headquartered in Columbus, Ohio.

The industry data were compiled, tabulated, analyzed and reported by Industry Insights in cooperation with the National Electrical Contractors Association. Both organizations wish to express gratitude to those members who participated in the survey. Their support was essential in making this study a success.

Survey Methodology

The 2011 NECA *Officer and Overhead Personnel Compensation Study* was conducted during the second half of 2011. Survey forms were mailed to past survey participants in April and responses were received through late May. NECA members who did not receive the survey form in the mail could access an online survey form via the NECA website. An email was also sent to several select groups of NECA members that included a link to the online survey. A total of 148 completed survey forms was received by Industry Insights. A distribution of survey respondents appears in the Respondent Profile. Strict confidence of survey responses was maintained throughout the course of the project. Final results were tabulated and the report was completed in December 2011.

Using This Report

The information contained in the pages of this report is designed to be of great benefit to anyone concerned with electrical contractors' employee compensation and benefits policies. This data provides the opportunity to compare a firm's compensation levels and benefits packages to others within the:

- industry as a whole;
- same NECA District; and
- same Sales Volume Group

The report includes benefits and compensation information for both overhead personnel and direct labor employees. The benefits information includes life and health insurance practices, vacation policies, paid holiday and sick leave availability, retirement plan information, and bonus and stock participation offerings.

As a firm compares its compensation information to that of the industry, it is important to remember that the statistics published in this report should be regarded as guidelines, as a result of this survey, rather than absolute standards. Since companies will differ depending upon their location, size, and other factors, any two firms may offer their employees reasonably attractive, yet very different, compensation packages. For example, duration of employment and nature of prior experience will obviously influence the compensation offering for a particular individual. Thus, a deviation between any one firm's figures and information appearing on a table in this report is not necessarily good or bad; it is merely an indication that additional scrutiny may be warranted.

This report utilizes both means (or arithmetical averages) and medians. The median figure represents the mid-point of the survey results for that item, with one-half of the firms reporting figures above it and one-half below. Each median was independently selected from its own array of figures. In other words, this report does not show the practices and policies of a median **company**; medians for **each data item** are determined on their own. As a result, **component figures of an item may not necessarily total to 100 percent and normal mathematical relationships do not always exist.** The advantage of examining median figures is that they are less likely than averages to be skewed by especially high or low "outlying" responses.

Many of the tables also include a **middle range**, bounded by the "lower" or "25th percentile" and "upper" or "75th percentile" figures, which represents the experience of the middle 50% of all survey respondents when figures for a given data item are arranged numerically from lowest to highest. For those with a statistical background, the figures in the area **below** the middle range represent the "lower quartile," and the figures **above** the middle range represent the "upper quartile."

"" is used throughout the report to indicate that insufficient data (fewer than five responses) exists to provide a meaningful statistic for that particular measure.

The report is divided into four sections: Officer Compensation, Overhead Personnel Compensation, Company Operating Data and Employee Benefits. All data is shown by NECA geographic district and by sales volume groups. The districts and groups are presented below. Generally, firms should be concerned only with those data groupings that apply to their particular situation.

Annual Sales Volume Groupings

- Less than \$3,000,000
- \$3,000,000 to \$5,000,000
- \$5,000,001 to \$10,000,000
- \$10,000,001 to \$25,000,000
- Over \$25,000,000

Geographic District Classification

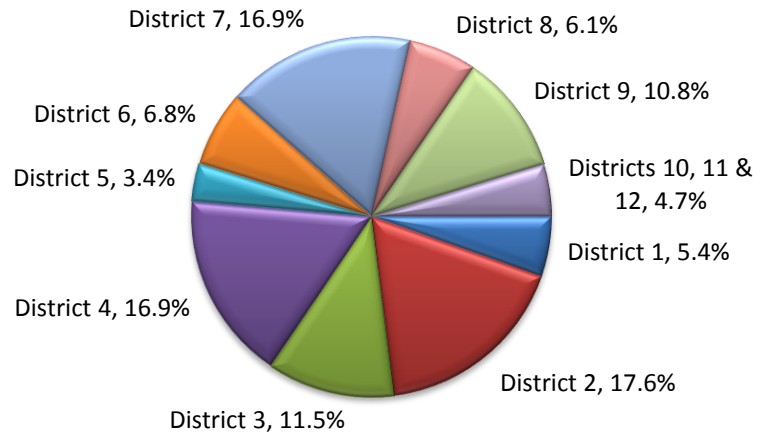
- District 1:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont.
- District 2:** Delaware, District of Columbia, Kentucky, Maryland, Ohio, Pennsylvania, West Virginia.
- District 3:** Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia.
- District 4:** Illinois, Indiana, Michigan, Wisconsin.
- District 5:** Arizona, Arkansas, Kansas, New Mexico, Oklahoma, Texas.
- District 6:** Alaska, Oregon, Washington.
- District 7:** Iowa, Minnesota, Missouri, Nebraska, North Dakota, South Dakota.
- District 8:** Colorado, Idaho, Montana, Utah, Wyoming.
- District 9:** California, Hawaii, Nevada.
- District 10*:** The United States on **all line construction** work when performed for utilities, municipally owned distribution systems, rural electrical associations and railroads.
- District 11
(International)*:** Canadian Provinces.
- District 12*:** Not affiliated with a chapter.

***Note: The number of responses from Districts 10, 11, and 12 was insufficient to allow its inclusion in this report.**

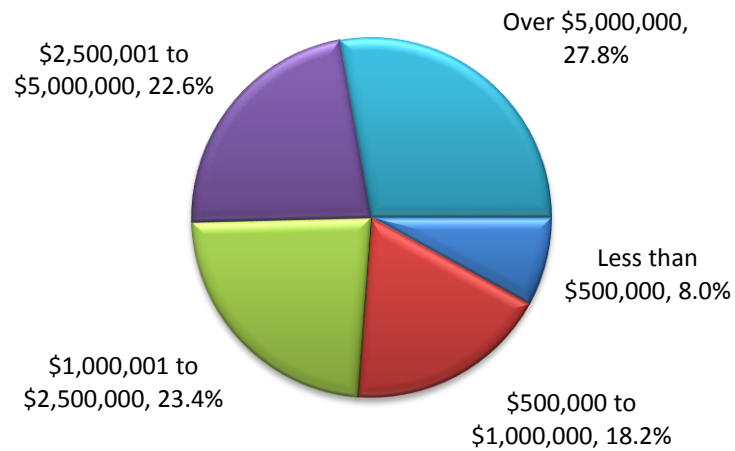
The statistical information contained in this report is believed to be representative of the companies responding to the survey. All reasonable efforts were made to assure data comparability within the limitations of statistical reporting procedures. However, the statistical validity of any given number varies depending upon sample sizes and the degree of consistency among responses for that particular item. Those individuals having questions should contact NECA's Management Education Institute at 301-657-3110.

Respondent Profile

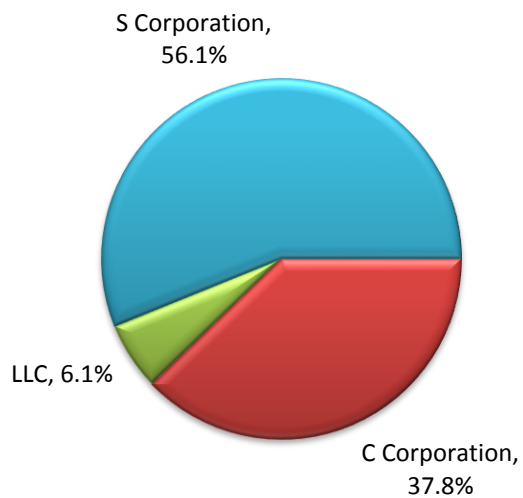
Geographic District



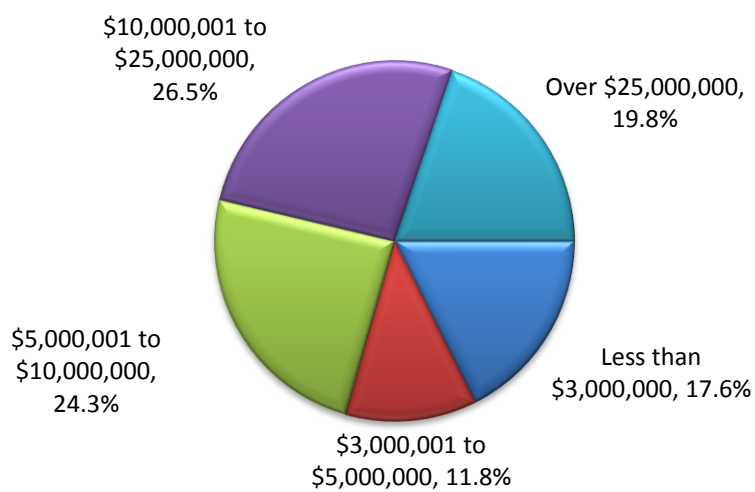
Annual Direct Labor Payroll



Type of Business



Sales Volume



Section I—Officer Compensation

Officer Compensation



		Total Compensation ¹			
	Responses	Average	Median	Lower Quartile	Upper Quartile
President/CEO					
All Respondents	137	\$230,557	\$169,000	\$101,000	\$254,802
NECA Chapter Affiliation					
District 1	7	\$463,634	\$250,000	\$231,500	\$691,500
District 2	22	\$219,993	\$165,125	\$99,250	\$300,000
District 3	16	\$284,723	\$202,000	\$104,500	\$410,240
District 4	24	\$213,017	\$153,113	\$103,250	\$221,599
District 5	5	\$338,546	\$182,500	\$150,000	\$609,627
District 6	10	\$154,740	\$120,993	\$100,880	\$202,542
District 7	24	\$157,329	\$122,203	\$85,050	\$226,330
District 8	7	\$253,340	\$120,400	\$74,083	\$367,500
District 9	16	\$236,723	\$187,307	\$98,851	\$266,102
Annual Sales Volume					
Less than \$3,000,000	24	\$141,714	\$104,500	\$77,968	\$162,563
\$3,000,001 to \$5,000,000	16	\$142,631	\$122,313	\$87,600	\$151,556
\$5,000,001 to \$10,000,000	33	\$154,540	\$129,766	\$94,453	\$220,465
\$10,000,001 to \$25,000,000	35	\$265,548	\$194,154	\$115,200	\$282,770
Over \$25,000,000	26	\$399,044	\$346,145	\$246,250	\$496,589
Secretary					
All Respondents	50	\$113,246	\$81,518	\$50,292	\$146,010
NECA Chapter Affiliation					
District 1	2				
District 2	10	\$109,922	\$71,769	\$51,657	\$143,458
District 3	4				
District 4	9	\$118,215	\$93,841	\$57,000	\$180,000
District 5	1				
District 6	2				
District 7	7	\$110,045	\$64,200	\$42,050	\$85,200
District 8	2				
District 9	11	\$105,555	\$84,111	\$46,061	\$112,727
Annual Sales Volume					
Less than \$3,000,000	6	\$66,381	\$72,078	\$42,792	\$93,662
\$3,000,001 to \$5,000,000	6	\$47,514	\$49,361	\$32,250	\$64,536
\$5,000,001 to \$10,000,000	13	\$126,688	\$90,832	\$63,811	\$150,000
\$10,000,001 to \$25,000,000	10	\$109,361	\$77,256	\$53,678	\$121,301
Over \$25,000,000	14	\$157,740	\$155,996	\$60,000	\$211,250

¹ Includes salary, bonus and dividends paid in 2010.

Officer Compensation



	Responses	Total Compensation ¹			
		Average	Median	Lower Quartile	Upper Quartile
Treasurer					
All Respondents	33	\$115,791	\$116,021	\$75,000	\$150,000
NECA Chapter Affiliation					
District 1	3				
District 2	8	\$121,066	\$123,386	\$72,650	\$171,088
District 3	5	\$121,628	\$125,000	\$120,000	\$150,000
District 4	3				
District 5	0				
District 6	2				
District 7	5	\$104,084	\$85,000	\$76,000	\$89,720
District 8	2				
District 9	2				
Annual Sales Volume					
Less than \$3,000,000	3				
\$3,000,001 to \$5,000,000	2				
\$5,000,001 to \$10,000,000	8	\$95,647	\$88,886	\$79,800	\$121,250
\$10,000,001 to \$25,000,000	9	\$104,389	\$89,720	\$76,000	\$140,000
Over \$25,000,000	11	\$158,389	\$170,000	\$131,511	\$194,570
VP Operations/Production					
All Respondents	63	\$189,513	\$139,384	\$102,947	\$207,162
NECA Chapter Affiliation					
District 1	2				
District 2	12	\$199,603	\$176,982	\$114,599	\$237,625
District 3	8	\$193,402	\$140,080	\$90,500	\$250,925
District 4	13	\$142,568	\$122,988	\$102,533	\$170,000
District 5	1				
District 6	6	\$123,178	\$119,734	\$101,342	\$133,750
District 7	8	\$154,710	\$114,180	\$90,079	\$151,367
District 8	3				
District 9	7	\$283,738	\$200,000	\$155,000	\$351,714
Annual Sales Volume					
Less than \$3,000,000	6	\$188,969	\$126,267	\$85,633	\$195,000
\$3,000,001 to \$5,000,000	7	\$84,799	\$84,068	\$76,982	\$92,046
\$5,000,001 to \$10,000,000	12	\$163,215	\$112,500	\$97,298	\$207,125
\$10,000,001 to \$25,000,000	16	\$170,683	\$130,000	\$119,268	\$156,665
Over \$25,000,000	22	\$251,018	\$192,625	\$165,816	\$261,250

¹ Includes salary, bonus and dividends paid in 2010.

Officer Compensation



		Total Compensation ¹			
	Responses	Average	Median	Lower Quartile	Upper Quartile
VP Estimating/Engineering					
All Respondents	40	\$127,678	\$105,052	\$86,769	\$151,893
NECA Chapter Affiliation					
District 1	2				
District 2	10	\$122,741	\$116,802	\$92,135	\$142,145
District 3	4				
District 4	8	\$100,889	\$87,538	\$77,250	\$114,635
District 5	1				
District 6	2				
District 7	6	\$97,311	\$97,160	\$92,580	\$102,400
District 8	1				
District 9	5	\$188,089	\$175,000	\$125,000	\$242,153
Annual Sales Volume					
Less than \$3,000,000	5	\$82,669	\$78,000	\$50,346	\$100,000
\$3,000,001 to \$5,000,000	3				
\$5,000,001 to \$10,000,000	6	\$99,343	\$100,870	\$95,374	\$104,550
\$10,000,001 to \$25,000,000	16	\$118,819	\$106,956	\$88,269	\$145,673
Over \$25,000,000	10	\$195,360	\$165,000	\$132,163	\$249,659
VP Finance					
All Respondents	29	\$124,974	\$105,000	\$87,000	\$150,000
NECA Chapter Affiliation					
District 1	1				
District 2	4				
District 3	3				
District 4	7	\$112,651	\$105,000	\$76,105	\$140,675
District 5	1				
District 6	2				
District 7	4				
District 8	0				
District 9	4				
Annual Sales Volume					
Less than \$3,000,000	1				
\$3,000,001 to \$5,000,000	4				
\$5,000,001 to \$10,000,000	3				
\$10,000,001 to \$25,000,000	7	\$105,295	\$100,000	\$91,250	\$115,925
Over \$25,000,000	13	\$163,965	\$150,000	\$118,650	\$193,981

¹ Includes salary, bonus and dividends paid in 2010.

Officer Compensation



	Responses	Total Compensation ¹			
		Average	Median	Lower Quartile	Upper Quartile
VP Marketing/Sales					
All Respondents	17	\$140,695	\$146,554	\$90,469	\$180,000
NECA Chapter Affiliation					
District 1	0				
District 2	2				
District 3	2				
District 4	4				
District 5	0				
District 6	2				
District 7	5	\$127,147	\$90,469	\$80,567	\$184,700
District 8	0				
District 9	0				
Annual Sales Volume					
Less than \$3,000,000	1				
\$3,000,001 to \$5,000,000	1				
\$5,000,001 to \$10,000,000	3				
\$10,000,001 to \$25,000,000	4				
Over \$25,000,000	8	\$178,554	\$172,500	\$149,889	\$188,525

¹ Includes salary, bonus and dividends paid in 2010.

Section II—Overhead Employee Compensation

Overhead Employee Compensation

		Compensation as reported on IRS form W-2			
	Responses	Average	Median	Lower Quartile	Upper Quartile
General Manager					
All Respondents	61	\$142,289	\$120,000	\$93,900	\$165,000
NECA Chapter Affiliation					
District 1	3				
District 2	9	\$159,911	\$151,589	\$130,000	\$200,000
District 3	9	\$167,702	\$103,000	\$85,000	\$165,000
District 4	10	\$127,772	\$135,959	\$103,462	\$157,971
District 5	1				
District 6	5	\$182,856	\$109,467	\$103,000	\$200,000
District 7	9	\$104,864	\$93,900	\$80,000	\$103,200
District 8	2				
District 9	7	\$139,192	\$110,000	\$95,900	\$175,834
Annual Sales Volume					
Less than \$3,000,000	9	\$117,150	\$101,000	\$78,000	\$119,131
\$3,000,001 to \$5,000,000	7	\$111,920	\$103,000	\$100,907	\$123,193
\$5,000,001 to \$10,000,000	10	\$137,334	\$133,570	\$89,550	\$168,750
\$10,000,001 to \$25,000,000	19	\$159,226	\$148,720	\$89,450	\$193,334
Over \$25,000,000	15	\$157,821	\$140,000	\$120,000	\$166,632
Unionization					
Union	16	\$117,802	\$104,665	\$81,517	\$134,348
Non-Union	45	\$150,995	\$136,918	\$100,000	\$165,000
Marketing/Sales Manager					
All Respondents	19	\$98,591	\$85,000	\$64,093	\$119,000
NECA Chapter Affiliation					
District 1	1				
District 2	2				
District 3	4				
District 4	2				
District 5	0				
District 6	0				
District 7	4				
District 8	2				
District 9	2				
Annual Sales Volume					
Less than \$3,000,000	1				
\$3,000,001 to \$5,000,000	1				
\$5,000,001 to \$10,000,000	5	\$98,937	\$85,000	\$63,185	\$86,500
\$10,000,001 to \$25,000,000	5	\$122,000	\$110,000	\$88,999	\$125,000
Over \$25,000,000	6	\$92,433	\$89,000	\$61,175	\$132,725
Unionization					
Union	3				
Non-Union	16	\$99,847	\$85,750	\$64,546	\$116,000

Overhead Employee Compensation

		Compensation as reported on IRS form W-2			
	Responses	Average	Median	Lower Quartile	Upper Quartile
Business Development					
All Respondents	13	\$99,669	\$95,000	\$73,000	\$125,000
NECA Chapter Affiliation					
District 1	0				
District 2	1				
District 3	3				
District 4	2				
District 5	0				
District 6	1				
District 7	3				
District 8	0				
District 9	1				
Annual Sales Volume					
Less than \$3,000,000	0				
\$3,000,001 to \$5,000,000	0				
\$5,000,001 to \$10,000,000	4				
\$10,000,001 to \$25,000,000	3				
Over \$25,000,000	6	\$114,917	\$127,500	\$83,750	\$131,875
Unionization					
Union	0				
Non-Union	13	\$99,669	\$95,000	\$73,000	\$125,000
Salesperson					
All Respondents	15	\$59,672	\$60,000	\$51,250	\$70,800
NECA Chapter Affiliation					
District 1	1				
District 2	3				
District 3	1				
District 4	4				
District 5	0				
District 6	1				
District 7	1				
District 8	0				
District 9	2				
Annual Sales Volume					
Less than \$3,000,000	1				
\$3,000,001 to \$5,000,000	0				
\$5,000,001 to \$10,000,000	4				
\$10,000,001 to \$25,000,000	5	\$56,488	\$65,375	\$31,200	\$75,000
Over \$25,000,000	5	\$72,806	\$66,600	\$60,000	\$77,430
Unionization					
Union	0				
Non-Union	15	\$59,672	\$60,000	\$51,250	\$70,800

Overhead Employee Compensation

Compensation as reported on IRS form W-2

Chief Estimator

	Responses	Average	Median	Lower Quartile	Upper Quartile
All Respondents	78	\$96,656	\$86,839	\$69,992	\$118,862
NECA Chapter Affiliation					
District 1	6	\$147,626	\$148,879	\$136,440	\$161,500
District 2	15	\$84,216	\$75,000	\$66,902	\$103,055
District 3	9	\$88,942	\$85,000	\$75,000	\$100,000
District 4	11	\$86,309	\$79,000	\$67,245	\$93,000
District 5	1				
District 6	6	\$127,613	\$118,500	\$82,690	\$166,250
District 7	12	\$75,272	\$75,263	\$58,954	\$81,310
District 8	6	\$74,833	\$71,293	\$70,198	\$85,757
District 9	7	\$131,761	\$113,674	\$98,250	\$150,000
Annual Sales Volume					
Less than \$3,000,000	10	\$74,070	\$63,158	\$51,879	\$86,641
\$3,000,001 to \$5,000,000	5	\$69,371	\$75,000	\$66,934	\$77,920
\$5,000,001 to \$10,000,000	18	\$83,393	\$72,913	\$66,057	\$95,294
\$10,000,001 to \$25,000,000	19	\$112,133	\$90,000	\$75,463	\$126,839
Over \$25,000,000	25	\$109,929	\$106,031	\$90,423	\$130,343
Unionization					
Union	19	\$98,491	\$88,677	\$72,470	\$124,000
Non-Union	59	\$96,065	\$85,000	\$68,000	\$115,337

Estimator/Engineer

All Respondents	89	\$83,748	\$75,000	\$57,127	\$93,365
NECA Chapter Affiliation					
District 1	6	\$89,625	\$80,154	\$75,077	\$85,000
District 2	12	\$74,620	\$67,965	\$44,033	\$94,591
District 3	13	\$65,305	\$65,166	\$53,040	\$77,429
District 4	16	\$91,304	\$76,500	\$61,500	\$89,552
District 5	3				
District 6	6	\$88,738	\$92,023	\$84,546	\$106,500
District 7	14	\$62,398	\$61,164	\$50,000	\$71,098
District 8	5	\$128,245	\$100,000	\$72,012	\$109,863
District 9	9	\$101,232	\$86,008	\$78,458	\$100,000
Annual Sales Volume					
Less than \$3,000,000	5	\$75,427	\$78,000	\$40,888	\$100,000
\$3,000,001 to \$5,000,000	11	\$94,411	\$75,000	\$62,873	\$85,713
\$5,000,001 to \$10,000,000	22	\$69,271	\$58,500	\$44,603	\$77,500
\$10,000,001 to \$25,000,000	26	\$75,017	\$72,124	\$60,395	\$91,737
Over \$25,000,000	24	\$102,237	\$85,160	\$75,231	\$100,000
Unionization					
Union	21	\$82,500	\$75,000	\$65,166	\$100,000
Non-Union	73	\$85,983	\$73,000	\$54,000	\$90,000

Overhead Employee Compensation

		Compensation as reported on IRS form W-2			
	Responses	Average	Median	Lower Quartile	Upper Quartile
CAD/Drafting Manager					
All Respondents	41	\$54,907	\$54,187	\$41,600	\$65,000
NECA Chapter Affiliation					
District 1	2				
District 2	9	\$47,387	\$46,238	\$40,000	\$58,200
District 3	3				
District 4	6	\$53,829	\$50,494	\$45,663	\$56,373
District 5	1				
District 6	4				
District 7	8	\$43,240	\$43,903	\$31,189	\$51,952
District 8	2				
District 9	4				
Annual Sales Volume					
Less than \$3,000,000	2				
\$3,000,001 to \$5,000,000	0				
\$5,000,001 to \$10,000,000	4				
\$10,000,001 to \$25,000,000	17	\$49,576	\$46,206	\$38,850	\$58,240
Over \$25,000,000	17	\$63,181	\$60,000	\$50,000	\$80,000
Unionization					
Union	7	\$53,356	\$52,308	\$44,968	\$62,935
Non-Union	34	\$55,226	\$54,594	\$42,521	\$64,605
Human Resources Manager					
All Respondents	24	\$62,310	\$57,743	\$50,000	\$74,870
NECA Chapter Affiliation					
District 1	1				
District 2	5	\$42,164	\$44,645	\$43,680	\$48,000
District 3	3				
District 4	2				
District 5	0				
District 6	4				
District 7	2				
District 8	1				
District 9	1				
Annual Sales Volume					
Less than \$3,000,000	3				
\$3,000,001 to \$5,000,000	0				
\$5,000,001 to \$10,000,000	1				
\$10,000,001 to \$25,000,000	4				
Over \$25,000,000	16	\$67,239	\$69,480	\$50,000	\$77,300
Unionization					
Union	0				
Non-Union	24	\$62,310	\$57,743	\$50,000	\$74,870

Overhead Employee Compensation

	Responses	Compensation as reported on IRS form W-2			
		Average	Median	Lower Quartile	Upper Quartile
MIS Manager					
All Respondents	22	\$87,855	\$82,165	\$70,094	\$116,625
NECA Chapter Affiliation					
District 1	1				
District 2	4				
District 3	2				
District 4	4				
District 5	0				
District 6	3				
District 7	2				
District 8	1				
District 9	2				
Annual Sales Volume					
Less than \$3,000,000	1				
\$3,000,001 to \$5,000,000	0				
\$5,000,001 to \$10,000,000	1				
\$10,000,001 to \$25,000,000	5	\$82,726	\$75,000	\$70,376	\$89,354
Over \$25,000,000	15	\$94,720	\$88,729	\$76,000	\$119,000
Unionization					
Union	3				
Non-Union	19	\$83,425	\$81,628	\$63,080	\$106,250
Project Manager					
All Respondents	91	\$92,018	\$85,000	\$72,033	\$100,000
NECA Chapter Affiliation					
District 1	5	\$100,079	\$97,275	\$95,000	\$100,000
District 2	15	\$111,117	\$83,660	\$78,251	\$106,928
District 3	13	\$75,291	\$75,000	\$66,264	\$85,000
District 4	14	\$90,886	\$85,229	\$73,362	\$105,160
District 5	3				
District 6	7	\$96,530	\$96,000	\$76,940	\$110,000
District 7	13	\$76,319	\$79,815	\$71,200	\$85,000
District 8	6	\$73,629	\$79,462	\$61,121	\$86,052
District 9	9	\$97,836	\$97,800	\$89,147	\$100,000
Annual Sales Volume					
Less than \$3,000,000	6	\$77,833	\$74,257	\$54,310	\$103,422
\$3,000,001 to \$5,000,000	7	\$71,920	\$76,104	\$60,500	\$84,419
\$5,000,001 to \$10,000,000	20	\$90,817	\$76,500	\$65,989	\$86,000
\$10,000,001 to \$25,000,000	29	\$85,269	\$82,438	\$72,816	\$96,000
Over \$25,000,000	27	\$111,275	\$100,000	\$86,268	\$110,000
Unionization					
Union	32	\$99,643	\$85,369	\$75,177	\$101,296
Non-Union	61	\$87,533	\$81,661	\$71,250	\$96,000

Overhead Employee Compensation

		Compensation as reported on IRS form W-2			
	Responses	Average	Median	Lower Quartile	Upper Quartile
Superintendent					
All Respondents	58	\$92,105	\$85,000	\$73,453	\$103,462
NECA Chapter Affiliation					
District 1	3				
District 2	6	\$83,056	\$79,250	\$75,834	\$91,825
District 3	13	\$73,893	\$72,000	\$60,060	\$75,000
District 4	7	\$87,308	\$85,000	\$70,000	\$102,078
District 5	2				
District 6	5	\$111,197	\$101,000	\$100,000	\$105,000
District 7	7	\$81,312	\$84,000	\$70,929	\$86,700
District 8	2				
District 9	7	\$121,355	\$120,000	\$108,000	\$135,243
Annual Sales Volume					
Less than \$3,000,000	3				
\$3,000,001 to \$5,000,000	2				
\$5,000,001 to \$10,000,000	10	\$78,183	\$73,500	\$63,045	\$84,325
\$10,000,001 to \$25,000,000	21	\$92,412	\$85,000	\$75,418	\$101,000
Over \$25,000,000	21	\$103,442	\$98,129	\$85,000	\$120,000
Unionization					
Union	39	\$96,925	\$87,000	\$75,565	\$109,963
Non-Union	19	\$82,212	\$82,500	\$67,815	\$96,063
Assistant Project Manager					
All Respondents	45	\$55,795	\$55,000	\$42,387	\$70,000
NECA Chapter Affiliation					
District 1	4				
District 2	7	\$50,091	\$46,217	\$37,097	\$59,712
District 3	6	\$58,160	\$57,500	\$48,148	\$71,250
District 4	7	\$53,427	\$47,506	\$35,799	\$68,700
District 5	2				
District 6	2				
District 7	6	\$61,662	\$61,089	\$59,049	\$70,870
District 8	1				
District 9	4				
Annual Sales Volume					
Less than \$3,000,000	2				
\$3,000,001 to \$5,000,000	1				
\$5,000,001 to \$10,000,000	8	\$48,754	\$52,932	\$34,799	\$60,892
\$10,000,001 to \$25,000,000	13	\$55,742	\$57,000	\$42,387	\$75,000
Over \$25,000,000	20	\$59,562	\$52,500	\$46,804	\$75,500
Unionization					
Union	7	\$60,385	\$60,475	\$49,680	\$72,500
Non-Union	38	\$54,950	\$50,000	\$42,467	\$67,438

Overhead Employee Compensation

	Responses	Compensation as reported on IRS form W-2			
		Average	Median	Lower Quartile	Upper Quartile
Controller					
All Respondents	69	\$81,165	\$79,680	\$63,210	\$95,000
NECA Chapter Affiliation					
District 1	4				
District 2	10	\$65,885	\$67,307	\$54,505	\$78,750
District 3	9	\$77,865	\$73,801	\$70,000	\$95,000
District 4	10	\$90,786	\$94,350	\$81,500	\$107,244
District 5	4				
District 6	5	\$110,451	\$80,000	\$65,000	\$150,000
District 7	9	\$73,094	\$77,617	\$54,100	\$85,800
District 8	4				
District 9	9	\$89,565	\$84,111	\$77,475	\$95,000
Annual Sales Volume					
Less than \$3,000,000	4				
\$3,000,001 to \$5,000,000	4				
\$5,000,001 to \$10,000,000	11	\$61,267	\$65,113	\$53,787	\$71,000
\$10,000,001 to \$25,000,000	23	\$81,942	\$79,680	\$68,105	\$95,000
Over \$25,000,000	25	\$97,675	\$95,000	\$85,000	\$101,670
Unionization					
Union	8	\$89,310	\$95,000	\$67,500	\$103,599
Non-Union	61	\$80,096	\$79,000	\$63,210	\$95,000
Office Manager					
All Respondents	76	\$53,011	\$49,105	\$40,713	\$60,591
NECA Chapter Affiliation					
District 1	5	\$68,596	\$70,000	\$55,000	\$70,000
District 2	13	\$50,461	\$45,760	\$37,400	\$58,463
District 3	10	\$49,567	\$46,172	\$39,250	\$53,250
District 4	16	\$54,073	\$51,250	\$44,000	\$58,114
District 5	2				
District 6	2				
District 7	14	\$43,634	\$44,750	\$39,302	\$47,965
District 8	0				
District 9	10	\$59,208	\$59,500	\$41,576	\$72,451
Annual Sales Volume					
Less than \$3,000,000	8	\$43,078	\$45,256	\$36,830	\$50,292
\$3,000,001 to \$5,000,000	9	\$52,412	\$48,210	\$37,778	\$64,000
\$5,000,001 to \$10,000,000	22	\$49,556	\$46,136	\$37,696	\$53,750
\$10,000,001 to \$25,000,000	22	\$57,627	\$55,836	\$44,387	\$66,801
Over \$25,000,000	14	\$58,917	\$53,551	\$50,000	\$68,000
Unionization					
Union	6	\$63,915	\$49,500	\$43,462	\$88,750
Non-Union	70	\$52,076	\$49,105	\$40,000	\$59,651

Overhead Employee Compensation



Compensation as reported on IRS form W-2

Secretary/Bookkeeper/Accounting/EDP Operator

	Responses	Average	Median	Lower Quartile	Upper Quartile
All Respondents	94	\$44,191	\$40,000	\$32,647	\$46,825
NECA Chapter Affiliation					
District 1	6	\$50,692	\$49,077	\$42,114	\$61,175
District 2	13	\$39,404	\$37,440	\$29,120	\$45,242
District 3	13	\$47,521	\$40,000	\$35,646	\$45,000
District 4	15	\$40,761	\$38,800	\$35,095	\$45,090
District 5	3				
District 6	7	\$46,339	\$41,600	\$35,436	\$52,706
District 7	15	\$38,931	\$34,056	\$29,280	\$37,600
District 8	7	\$32,113	\$32,630	\$28,578	\$33,909
District 9	9	\$52,710	\$47,100	\$43,713	\$57,300
Annual Sales Volume					
Less than \$3,000,000	6	\$30,734	\$29,649	\$23,806	\$37,014
\$3,000,001 to \$5,000,000	11	\$41,526	\$42,000	\$32,388	\$47,632
\$5,000,001 to \$10,000,000	19	\$40,416	\$32,604	\$28,723	\$45,027
\$10,000,001 to \$25,000,000	32	\$46,801	\$41,150	\$35,392	\$47,480
Over \$25,000,000	24	\$48,927	\$40,000	\$35,915	\$46,372
Unionization					
Union	9	\$47,762	\$45,000	\$29,347	\$59,412
Non-Union	85	\$43,813	\$40,000	\$32,698	\$45,262

Purchasing Agent/Buyer

All Respondents	57	\$62,229	\$60,000	\$48,000	\$73,000
NECA Chapter Affiliation					
District 1	3				
District 2	10	\$65,459	\$59,366	\$49,276	\$67,751
District 3	8	\$61,900	\$57,506	\$46,175	\$68,951
District 4	12	\$60,063	\$63,743	\$43,805	\$75,559
District 5	3				
District 6	5	\$77,637	\$73,320	\$60,000	\$87,864
District 7	5	\$50,971	\$48,000	\$40,000	\$52,486
District 8	3				
District 9	4				
Annual Sales Volume					
Less than \$3,000,000	4				
\$3,000,001 to \$5,000,000	2				
\$5,000,001 to \$10,000,000	13	\$46,006	\$48,000	\$35,053	\$52,486
\$10,000,001 to \$25,000,000	16	\$57,879	\$60,000	\$45,055	\$68,625
Over \$25,000,000	21	\$71,303	\$67,486	\$57,000	\$83,234
Unionization					
Union	5	\$64,309	\$56,731	\$48,000	\$56,761
Non-Union	52	\$62,030	\$60,000	\$47,824	\$73,080

Overhead Employee Compensation

		Compensation as reported on IRS form W-2			
	Responses	Average	Median	Lower Quartile	Upper Quartile
Warehouse Manager					
All Respondents	76	\$51,186	\$48,490	\$37,499	\$60,000
NECA Chapter Affiliation					
District 1	5	\$44,495	\$45,000	\$35,000	\$52,474
District 2	14	\$48,641	\$44,109	\$37,063	\$58,318
District 3	7	\$47,440	\$41,600	\$37,628	\$55,230
District 4	12	\$57,156	\$56,278	\$34,875	\$71,193
District 5	4				
District 6	5	\$51,743	\$49,140	\$45,000	\$50,000
District 7	10	\$50,537	\$50,895	\$42,750	\$58,209
District 8	6	\$44,127	\$42,291	\$32,078	\$49,817
District 9	9	\$58,874	\$65,000	\$43,616	\$69,793
Annual Sales Volume					
Less than \$3,000,000	4				
\$3,000,001 to \$5,000,000	5	\$48,879	\$31,000	\$28,703	\$39,576
\$5,000,001 to \$10,000,000	18	\$45,324	\$41,998	\$35,750	\$50,885
\$10,000,001 to \$25,000,000	24	\$46,968	\$45,000	\$35,299	\$55,853
Over \$25,000,000	25	\$60,839	\$58,864	\$50,000	\$70,590
Unionization					
Union	15	\$56,727	\$53,949	\$45,438	\$69,000
Non-Union	61	\$49,823	\$45,000	\$35,256	\$59,290
Warehouseman/Truck Driver					
All Respondents	85	\$34,279	\$33,500	\$26,000	\$40,000
NECA Chapter Affiliation					
District 1	7	\$36,096	\$40,000	\$32,500	\$40,000
District 2	17	\$33,221	\$34,000	\$25,000	\$39,500
District 3	10	\$32,008	\$31,330	\$30,263	\$33,375
District 4	14	\$31,850	\$30,000	\$23,100	\$40,869
District 5	2				
District 6	5	\$36,190	\$35,000	\$30,160	\$36,614
District 7	11	\$35,047	\$37,180	\$21,320	\$46,014
District 8	4				
District 9	10	\$38,484	\$36,000	\$27,671	\$40,204
Annual Sales Volume					
Less than \$3,000,000	5	\$23,611	\$20,339	\$19,021	\$21,840
\$3,000,001 to \$5,000,000	5	\$27,240	\$24,300	\$21,060	\$36,614
\$5,000,001 to \$10,000,000	22	\$29,351	\$29,255	\$20,850	\$33,092
\$10,000,001 to \$25,000,000	27	\$38,104	\$36,500	\$30,080	\$42,800
Over \$25,000,000	25	\$37,796	\$35,360	\$31,000	\$44,320
Unionization					
Union	21	\$44,460	\$44,000	\$35,000	\$53,949
Non-Union	66	\$31,536	\$31,025	\$23,588	\$38,614

Overhead Employee Compensation

Service Manager	Responses	Compensation as reported on IRS form W-2			
		Average	Median	Lower Quartile	Upper Quartile
All Respondents	57	\$73,684	\$75,000	\$52,296	\$87,068
NECA Chapter Affiliation					
District 1	3				
District 2	9	\$73,071	\$79,830	\$49,629	\$87,068
District 3	4				
District 4	6	\$68,507	\$65,000	\$62,653	\$79,800
District 5	3				
District 6	5	\$88,953	\$90,000	\$49,000	\$110,000
District 7	13	\$67,293	\$68,640	\$48,000	\$80,000
District 8	5	\$66,595	\$64,971	\$62,000	\$66,253
District 9	5	\$82,242	\$99,000	\$53,100	\$105,000
Annual Sales Volume					
Less than \$3,000,000	3				
\$3,000,001 to \$5,000,000	5	\$54,973	\$53,100	\$49,000	\$62,000
\$5,000,001 to \$10,000,000	11	\$59,042	\$50,000	\$45,474	\$72,478
\$10,000,001 to \$25,000,000	20	\$74,105	\$71,820	\$60,153	\$85,614
Over \$25,000,000	16	\$87,459	\$85,156	\$76,967	\$92,080
Unionization					
Union	22	\$74,005	\$72,478	\$52,972	\$87,032
Non-Union	35	\$73,483	\$75,000	\$52,275	\$86,094
Safety Director					
All Respondents	38	\$78,366	\$71,884	\$59,250	\$90,150
NECA Chapter Affiliation					
District 1	0				
District 2	8	\$63,418	\$66,291	\$54,928	\$69,928
District 3	6	\$85,217	\$84,100	\$67,300	\$100,795
District 4	7	\$85,211	\$88,800	\$74,349	\$99,719
District 5	2				
District 6	2				
District 7	4				
District 8	3				
District 9	2				
Annual Sales Volume					
Less than \$3,000,000	1				
\$3,000,001 to \$5,000,000	0				
\$5,000,001 to \$10,000,000	5	\$56,348	\$62,000	\$43,140	\$67,000
\$10,000,001 to \$25,000,000	9	\$70,296	\$60,000	\$55,429	\$83,200
Over \$25,000,000	22	\$86,937	\$84,909	\$68,014	\$103,467
Unionization					
Union	8	\$88,040	\$71,657	\$65,000	\$121,252
Non-Union	30	\$75,786	\$74,068	\$57,453	\$88,775

Section III—Company Operating Data

Company Operating Data by District

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
BACKGROUND INFORMATION										
Direct Labor Electrical Workers Employed										
Average number employed per month	77	98	79	104	71	76	90	66	50	50
Minimum number employed per month	63	69	64	82	61	60	88	54	47	36
Maximum number employed per month	96	129	98	124	90	108	111	78	72	74
Type of Business										
Partnership	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sole Proprietorship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
C Corporation	37.8%	37.5%	34.6%	47.1%	24.0%	20.0%	30.0%	28.0%	55.6%	62.5%
S Corporation	56.1%	62.5%	57.7%	41.2%	76.0%	60.0%	70.0%	64.0%	44.4%	37.5%
LLC	6.1%	0.0%	7.7%	11.8%	0.0%	20.0%	0.0%	8.0%	0.0%	0.0%
Average Number of Overhead Employees										
Officers, General Managers, Partners, Proprietor	3.0	2.0	3.7	4.1	3.0	2.6	2.4	2.8	2.8	2.5
Office Manager/Controller and Office Personnel	5.5	9.1	5.9	4.5	5.6	4.6	2.4	4.7	4.8	5.8
Marketing/Sales	0.8	0.9	0.8	0.6	1.2	0.8	0.4	0.6	0.8	0.7
Estimating/Engineer	4.3	4.0	3.2	3.7	4.6	3.2	3.7	5.6	6.2	3.3
Field Supervision (Non-Bargaining Unit)	5.4	3.9	13.1	1.1	2.6	0.6	12.9	1.9	1.6	0.8
Buying/Purchasing	0.8	0.7	0.8	0.6	1.0	1.0	1.1	0.2	0.8	0.8
Warehousing	2.0	1.7	2.3	1.9	1.9	1.0	2.1	1.5	1.8	1.7

Company Operating Data by District

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
PAYROLL INFORMATION-OVERALL COMPANY										
Total Direct Labor Cost for 2010	\$5,966,825	\$6,716,576	\$4,859,056	\$6,617,372	\$6,530,973	\$3,832,811	\$8,908,356	\$4,495,726	\$4,612,944	\$4,640,548
Total Salaries Paid to All Overhead Employees in 2010	\$1,356,412	\$1,686,987	\$1,283,719	\$1,152,065	\$1,538,079	\$828,034	\$727,991	\$1,197,298	\$1,787,721	\$1,496,672
Total Amount of Fringe Benefits Paid to Overhead Personnel in 2010	\$316,424	\$233,465	\$331,487	\$235,750	\$322,486	\$99,927	\$294,103	\$273,133	\$1,234,230	\$198,259
Total Company Sales in 2010	\$19,708,597	\$27,849,918	\$18,994,774	\$19,420,145	\$20,211,128	\$13,334,092	\$23,312,045	\$11,893,286	\$16,858,536	\$14,483,856
COMPANY OPERATING DATA										
Overhead Salary per Overhead Employee	\$68,984	\$85,914	\$65,901	\$61,080	\$72,852	\$53,508	\$57,482	\$63,907	\$80,760	\$88,063
Overhead Fringes per Overhead Employee	\$15,709	\$15,114	\$20,151	\$14,752	\$12,993	\$6,650	\$22,072	\$10,785	\$42,952	\$13,219
Annual Sales per Electrical Worker	\$281,968	\$301,775	\$262,299	\$209,162	\$278,099	\$161,162	\$297,584	\$195,069	\$328,458	\$298,707
Sales \$ per Direct Labor \$	\$4.05	\$8.72	\$3.78	\$4.08	\$3.80	\$3.16	\$4.16	\$3.67	\$4.55	\$3.31
Total Direct Labor Cost as a % of Total Sales	31.3%	26.0%	29.3%	29.6%	29.3%	32.8%	26.8%	40.1%	25.1%	32.8%
Number of Electrical Workers per Overhead Employee	4.1	5.0	3.9	5.3	3.8	4.8	3.3	4.8	2.6	3.0

Company Operating Data by Sales Volume Groups

Sales Volume Groups

Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
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BACKGROUND INFORMATION

Direct Labor Electrical Workers Employed

Average number employed per month	12	17	35	70	212
Minimum number employed per month	7	13	28	53	178
Maximum number employed per month	14	23	50	91	250

Type of Business

Partnership	0.0%	0.0%	0.0%	0.0%	0.0%
Sole Proprietorship	0.0%	0.0%	0.0%	0.0%	0.0%
C Corporation	38.1%	50.0%	39.4%	35.9%	22.2%
S Corporation	52.4%	43.8%	60.6%	64.1%	63.0%
LLC	9.5%	6.3%	0.0%	0.0%	14.8%

Average Number of Overhead Employees

Officers, General Managers, Partners, Proprietor	1.4	2.1	2.1	2.7	6.1
Office Manager/Controller and Office Personnel	1.4	1.6	2.7	5.6	13.7
Marketing/Sales	0.2	0.1	0.6	1.1	1.4
Estimating/Engineer	0.8	1.8	2.2	5.1	9.4
Field Supervision (Non-Bargaining Unit)	0.2	0.6	0.5	1.5	22.9
Buying/Purchasing	0.1	0.2	0.5	0.7	1.9
Warehousing	0.2	0.7	1.4	1.8	4.9

Company Operating Data by Sales Volume Groups

	Sales Volume Groups				
	Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
PAYROLL INFORMATION-OVERALL COMPANY					
Total Direct Labor Cost for 2010	\$568,816	\$1,074,167	\$2,253,514	\$5,135,417	\$17,896,881
Total Salaries Paid to All Overhead Employees in 2010	\$199,685	\$409,590	\$621,227	\$1,218,158	\$3,728,365
Total Amount of Fringe Benefits Paid to Overhead Personnel in 2010	\$35,538	\$94,085	\$118,996	\$273,637	\$921,213
Total Company Sales in 2010	\$1,660,420	\$4,170,662	\$7,592,998	\$16,267,506	\$59,709,801
COMPANY OPERATING DATA					
Overhead Salary per Overhead Employee	\$52,721	\$57,689	\$63,546	\$75,502	\$83,775
Overhead Fringes per Overhead Employee	\$9,716	\$14,532	\$11,969	\$18,812	\$20,195
Annual Sales per Electrical Worker	\$186,335	\$285,026	\$257,255	\$254,242	\$412,365
Sales \$ per Direct Labor \$	\$3.66	\$4.30	\$3.86	\$4.49	\$3.76
Total Direct Labor Cost as a % of Total Sales	42.3%	25.5%	29.5%	31.0%	29.8%
Number of Electrical Workers per Overhead Employee	3.5	2.5	3.9	4.7	4.7

Section IV—Employee Benefits

Employee Benefits by District

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
OVERHEAD PERSONNEL BENEFITS INFORMATION										
Life Insurance										
Number of Responses	137	7	24	17	24	4	9	22	8	15
Fully Paid by Company	40.9%	28.6%	41.7%	47.1%	41.7%	75.0%	33.3%	45.5%	12.5%	20.0%
Partially Paid by Company/Balance by Employee	3.7%	0.0%	4.2%	5.9%	4.2%	0.0%	0.0%	0.0%	0.0%	6.7%
Policy Varies by Employee Position	15.3%	28.6%	25.0%	11.8%	4.2%	0.0%	22.2%	22.7%	25.0%	6.7%
Benefit Not Provided	40.2%	42.9%	29.2%	35.3%	50.0%	25.0%	44.4%	31.8%	62.5%	66.7%
Medical Insurance										
Number of Responses	146	7	26	17	24	5	10	25	9	16
Fully Paid by Company	65.1%	42.9%	73.1%	58.8%	66.7%	80.0%	80.0%	60.0%	66.7%	62.5%
Partially Paid by Company/Balance by Employee	26.7%	57.1%	15.4%	29.4%	25.0%	20.0%	20.0%	36.0%	11.1%	25.0%
Policy Varies by Employee Position	4.1%	0.0%	7.7%	11.8%	4.2%	0.0%	0.0%	0.0%	11.1%	0.0%
Benefit Not Provided	4.1%	0.0%	3.9%	0.0%	4.2%	0.0%	0.0%	4.0%	11.1%	12.5%
High Deductible Health Plan/Health Savings Account (HSA)										
Number of Responses	126	5	22	15	21	4	9	21	8	14
Fully Paid by Company	13.5%	0.0%	27.3%	6.7%	19.1%	0.0%	11.1%	0.0%	12.5%	28.6%
Partially Paid by Company/Balance by Employee	8.7%	0.0%	4.6%	13.3%	9.5%	0.0%	11.1%	14.3%	0.0%	0.0%
Policy Varies by Employee Position	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%
Benefit Not Provided	76.2%	100.0%	68.2%	80.0%	71.4%	100.0%	77.8%	76.2%	87.5%	71.4%
Dependent Health Insurance										
Number of Responses	142	7	25	17	22	5	10	24	9	16
Fully Paid by Company	50.7%	42.9%	64.0%	47.1%	45.5%	40.0%	70.0%	50.0%	66.7%	37.5%
Partially Paid by Company/Balance by Employee	31.7%	57.1%	16.0%	35.3%	40.9%	40.0%	30.0%	29.2%	11.1%	37.5%
Policy Varies by Employee Position	2.8%	0.0%	4.0%	11.8%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%
Benefit Not Provided	14.8%	0.0%	16.0%	5.9%	13.6%	20.0%	0.0%	16.7%	22.2%	25.0%
Dental Insurance										
Number of Responses	142	7	24	16	24	5	10	24	9	16
Fully Paid by Company	43.0%	28.6%	33.3%	43.8%	41.7%	60.0%	70.0%	37.5%	33.3%	50.0%
Partially Paid by Company/Balance by Employee	25.4%	57.1%	12.5%	25.0%	33.3%	20.0%	20.0%	29.2%	11.1%	25.0%
Policy Varies by Employee Position	4.2%	0.0%	4.2%	6.3%	8.3%	0.0%	0.0%	4.2%	11.1%	0.0%
Benefit Not Provided	27.5%	14.3%	50.0%	25.0%	16.7%	20.0%	10.0%	29.2%	44.4%	25.0%

Employee Benefits by District

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
Optical										
Number of Responses	138	7	23	15	24	5	10	23	9	16
Fully Paid by Company	35.5%	14.3%	26.1%	40.0%	37.5%	80.0%	80.0%	30.4%	0.0%	37.5%
Partially Paid by Company/Balance by Employee	17.4%	28.6%	4.4%	13.3%	25.0%	20.0%	10.0%	21.7%	0.0%	25.0%
Policy Varies by Employee Position	3.6%	0.0%	4.4%	6.7%	8.3%	0.0%	0.0%	4.4%	0.0%	0.0%
Benefit Not Provided	43.5%	57.1%	65.2%	40.0%	29.2%	0.0%	10.0%	43.5%	100.0%	37.5%
Long-Term Disability										
Number of Responses	134	7	23	17	22	4	10	21	9	14
Fully Paid by Company	30.6%	28.6%	34.8%	23.5%	31.8%	75.0%	30.0%	38.1%	11.1%	14.3%
Partially Paid by Company/Balance by Employee	8.2%	14.3%	0.0%	11.8%	9.1%	0.0%	0.0%	9.5%	11.1%	0.0%
Policy Varies by Employee Position	9.7%	0.0%	8.7%	17.7%	22.7%	0.0%	20.0%	4.8%	0.0%	0.0%
Benefit Not Provided	51.5%	57.1%	56.5%	47.1%	36.4%	25.0%	50.0%	47.6%	77.8%	85.7%
Does your company offer a cafeteria plan?										
Number of Responses	138	7	24	16	22	5	9	25	8	16
Yes	23.9%	42.9%	16.7%	31.3%	27.3%	20.0%	0.0%	28.0%	25.0%	18.8%
No	76.1%	57.1%	83.3%	68.8%	72.7%	80.0%	100.0%	72.0%	75.0%	81.3%
Does your company offer flex-time?										
Number of Responses	137	6	25	16	21	4	9	25	9	16
Yes	25.6%	16.7%	24.0%	31.3%	28.6%	0.0%	22.2%	36.0%	11.1%	18.8%
No	74.5%	83.3%	76.0%	68.8%	71.4%	100.0%	77.8%	64.0%	88.9%	81.3%
Does your company offer paid-leave banks?										
Number of Responses	140	6	25	16	22	5	10	25	9	16
Yes	57.1%	50.0%	52.0%	56.3%	54.6%	40.0%	80.0%	48.0%	100.0%	56.3%
No	42.9%	50.0%	48.0%	43.8%	45.5%	60.0%	20.0%	52.0%	0.0%	43.8%
Does your company offer non-cash incentives?										
Number of Responses	135	6	24	15	21	4	9	25	9	16
Yes	11.1%	0.0%	12.5%	6.7%	9.5%	0.0%	22.2%	12.0%	33.3%	0.0%
No	88.9%	100.0%	87.5%	93.3%	90.5%	100.0%	77.8%	88.0%	66.7%	100.0%

Employee Benefits by District

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
OVERHEAD EMPLOYEE VACATION POLICIES										
Number of Paid Vacation Days Provided for Each of the Following Years of Service										
Under 1 year										
Number of Responses	137	7	23	16	23	5	10	22	9	15
Average	4.0	4.0	2.6	5.1	3.3	3.0	11.0	3.2	3.3	2.4
Median	3.0	3.0	0.0	5.0	3.0	0.0	2.5	0.0	5.0	0.0
1-2 years										
Number of Responses	141	7	24	16	23	5	10	24	9	16
Average	9.2	8.1	7.6	9.1	8.3	13.0	20.7	7.8	9.1	6.9
Median	10.0	10.0	7.5	10.0	10.0	10.0	10.0	6.5	10.0	5.0
3-4 years										
Number of Responses	137	7	22	16	23	5	10	23	9	15
Average	11.6	9.8	9.6	10.6	10.0	22.0	26.4	10.4	10.2	8.3
Median	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
5-9 years										
Number of Responses	140	7	23	16	24	5	10	23	9	16
Average	13.3	10.8	11.7	12.4	12.1	9.0	29.1	12.4	12.8	11.6
Median	12.5	10.0	10.0	12.5	11.3	10.0	15.0	13.0	15.0	10.0
10 or more years										
Number of Responses	137	7	21	16	23	5	9	24	9	16
Average	16.4	15.0	14.7	15.1	15.7	11.0	36.4	15.2	15.6	13.3
Median	15.0	15.0	15.0	15.0	15.0	10.0	15.0	15.0	15.0	15.0

Employee Benefits by District

PAID HOLIDAY AND SICK LEAVE POLICY FOR OVERHEAD EMPLOYEES

Number of Paid Holidays Provided

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
Number of Responses	141	7	24	17	23	5	10	23	9	16
Average	7.3	8.6	7.0	7.3	6.9	5.4	7.3	7.9	6.2	7.3
Median	7.0	9.0	7.0	8.0	7.0	7.0	7.0	8.0	7.0	8.0

Percentage offering the following paid holidays:

Number of Responses	136	7	23	16	23	4	10	25	8	14
Martin Luther King Day	5.9%	0.0%	4.4%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	42.9%
Veterans Day	17.7%	57.1%	17.4%	0.0%	8.7%	0.0%	10.0%	24.0%	25.0%	35.7%
Election Day	1.5%	0.0%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Columbus Day	0.7%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Employee's Birthday	0.7%	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Good Friday	14.0%	0.0%	30.4%	12.5%	8.7%	0.0%	0.0%	12.0%	0.0%	7.1%
Floating Holiday	6.6%	0.0%	0.0%	12.5%	4.4%	25.0%	0.0%	4.0%	0.0%	21.4%
New Year's Eve (full or 1/2 day)	25.7%	42.9%	26.1%	31.3%	26.1%	0.0%	20.0%	28.0%	12.5%	21.4%
New Year's Day	98.5%	100.0%	95.7%	100.0%	100.0%	100.0%	100.0%	96.0%	100.0%	100.0%
President's Day	11.8%	57.1%	0.0%	12.5%	0.0%	0.0%	10.0%	0.0%	0.0%	64.3%
Friday after Thanksgiving	67.7%	71.4%	52.2%	75.0%	65.2%	50.0%	70.0%	76.0%	50.0%	92.9%
Christmas Eve (full or 1/2 day)	45.6%	28.6%	39.1%	62.5%	34.8%	0.0%	50.0%	68.0%	25.0%	35.7%
Christmas Day	99.3%	100.0%	100.0%	100.0%	100.0%	100.0%	90.0%	100.0%	100.0%	100.0%
Memorial Day	94.9%	85.7%	100.0%	93.8%	100.0%	100.0%	90.0%	96.0%	87.5%	92.9%
Labor Day	97.1%	100.0%	100.0%	100.0%	100.0%	100.0%	80.0%	96.0%	100.0%	92.9%
Independence Day	94.1%	100.0%	95.7%	93.8%	95.7%	100.0%	70.0%	96.0%	100.0%	100.0%
Thanksgiving Day	97.8%	100.0%	95.7%	100.0%	100.0%	100.0%	90.0%	100.0%	100.0%	100.0%
Other	2.2%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%

Does your company provide sick leave with pay?

Number of Responses	144	7	24	17	24	5	10	25	9	16
Yes	65.3%	85.7%	58.3%	70.6%	75.0%	60.0%	40.0%	60.0%	77.8%	50.0%
No	34.7%	14.3%	41.7%	29.4%	25.0%	40.0%	60.0%	40.0%	22.2%	50.0%

Employee Benefits by District

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
If yes, are annual paid sick leave days accrued?										
Number of Responses	93	6	14	12	17	3	4	15	7	8
Yes	16.1%	0.0%	7.1%	16.7%	17.7%	33.3%	25.0%	20.0%	28.6%	12.5%
No	83.9%	100.0%	92.9%	83.3%	82.4%	66.7%	75.0%	80.0%	71.4%	87.5%
How many annual days of paid sick leave are allowed annually?										
Number of Responses	84	5	12	11	15	*	*	14	6	8
Average	5.2	5.0	6.1	5.5	5.1	—	—	5.0	4.8	5.3
Median	5.0	5.0	5.0	5.0	5.0	—	—	5.0	5.0	5.0
RETIREMENT PLAN										
Does your firm have a retirement plan?										
Number of Responses	142	7	25	17	23	5	10	25	9	15
Yes	89.4%	85.7%	88.0%	94.1%	82.6%	100.0%	90.0%	88.0%	88.9%	100.0%
No	10.6%	14.3%	12.0%	5.9%	17.4%	0.0%	10.0%	12.0%	11.1%	0.0%
If yes, what type(s) are offered?										
Number of Responses	133	7	23	16	21	5	9	22	8	16
Defined benefit (pension)	12.0%	0.0%	13.0%	6.3%	19.1%	20.0%	11.1%	9.1%	12.5%	6.3%
Keogh	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
401(k) plan	65.4%	71.4%	73.9%	50.0%	57.1%	40.0%	55.6%	72.7%	87.5%	62.5%
Profit-sharing plan	35.3%	42.9%	52.2%	18.8%	42.9%	20.0%	33.3%	27.3%	37.5%	37.5%
SEP-IRA	15.8%	0.0%	13.0%	37.5%	19.1%	0.0%	22.2%	22.7%	0.0%	6.3%
Other	8.3%	0.0%	8.7%	6.3%	19.1%	40.0%	0.0%	9.1%	0.0%	0.0%
If 401(k) provided, does your company match employee contributions?										
Number of Responses	80	4	10	9	13	3	6	14	7	9
Yes	53.8%	50.0%	80.0%	66.7%	23.1%	66.7%	50.0%	50.0%	42.9%	44.4%
No	46.3%	50.0%	20.0%	33.3%	76.9%	33.3%	50.0%	50.0%	57.1%	55.6%

* Insufficient data; less than 5 responses.

Employee Benefits by District

	All Respondents	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9
LIFE INSURANCE										
If your firm provides life insurance, how much is provided?										
Number of Responses	68	*	13	9	10	*	4	14	*	5
1 times annual earnings	14.7%	—	7.7%	44.4%	10.0%	—	0.0%	14.3%	—	0.0%
1.5 times annual earnings	5.9%	—	7.7%	11.1%	10.0%	—	0.0%	7.1%	—	0.0%
2 times annual earnings	7.4%	—	7.7%	11.1%	0.0%	—	0.0%	0.0%	—	0.0%
3 times annual earnings	1.5%	—	7.7%	0.0%	0.0%	—	0.0%	0.0%	—	0.0%
Amount varies	36.8%	—	53.9%	11.1%	50.0%	—	50.0%	42.9%	—	20.0%
Other	33.8%	—	15.4%	22.2%	30.0%	—	50.0%	35.7%	—	80.0%
PRESCRIPTION DRUGS										
If your firm provides health insurance, are prescription drugs covered?										
Number of Responses	141	6	25	17	24	5	9	25	9	15
Yes	90.8%	100.0%	92.0%	88.2%	95.8%	100.0%	100.0%	92.0%	77.8%	80.0%
No	9.2%	0.0%	8.0%	11.8%	4.2%	0.0%	0.0%	8.0%	22.2%	20.0%
Are cash bonuses paid to overhead employees?										
Number of Responses	145	7	26	17	24	5	10	24	9	16
Yes	84.1%	85.7%	80.8%	100.0%	87.5%	80.0%	90.0%	79.2%	88.9%	75.0%
No	15.9%	14.3%	19.2%	0.0%	12.5%	20.0%	10.0%	20.8%	11.1%	25.0%
If yes, upon what are bonuses based?										
Number of Responses	120	6	21	16	21	4	9	18	8	12
Incentive	35.8%	50.0%	33.3%	37.5%	28.6%	50.0%	33.3%	38.9%	25.0%	33.3%
Signing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Christmas	35.8%	50.0%	33.3%	37.5%	28.6%	50.0%	33.3%	38.9%	25.0%	33.3%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Do you have an employee stock participation plan?										
Number of Responses	146	7	26	17	24	5	10	25	9	16
Yes	8.9%	0.0%	7.7%	11.8%	12.5%	0.0%	0.0%	8.0%	0.0%	6.3%
No	91.1%	100.0%	92.3%	88.2%	87.5%	100.0%	100.0%	92.0%	100.0%	93.8%
Is there a separate profit sharing plan?										
Number of Responses	145	7	26	17	24	5	10	24	9	16
Yes	33.1%	42.9%	30.8%	35.3%	25.0%	20.0%	40.0%	20.8%	33.3%	50.0%
No	66.9%	57.1%	69.2%	64.7%	75.0%	80.0%	60.0%	79.2%	66.7%	50.0%

Employee Benefits by Sales Volume Groups

	Sales Volume Groups				
	Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
OVERHEAD PERSONNEL BENEFITS INFORMATION					
Life Insurance					
Number of Responses	18	14	31	39	26
Fully Paid by Company	27.8%	35.7%	22.6%	51.3%	61.5%
Partially Paid by Company/Balance by Employee	0.0%	0.0%	3.2%	5.1%	7.7%
Policy Varies by Employee Position	16.7%	14.3%	22.6%	12.8%	7.7%
Benefit Not Provided	55.6%	50.0%	51.6%	30.8%	23.1%
Medical Insurance					
Number of Responses	21	16	33	39	27
Fully Paid by Company	81.0%	100.0%	69.7%	61.5%	37.0%
Partially Paid by Company/Balance by Employee	9.5%	0.0%	18.2%	35.9%	59.3%
Policy Varies by Employee Position	4.8%	0.0%	6.1%	2.6%	0.0%
Benefit Not Provided	4.8%	0.0%	6.1%	0.0%	3.7%
High Deductible Health Plan/Health Savings Account (HSA)					
Number of Responses	18	12	27	34	25
Fully Paid by Company	5.6%	41.7%	14.8%	8.8%	4.0%
Partially Paid by Company/Balance by Employee	0.0%	0.0%	7.4%	5.9%	24.0%
Policy Varies by Employee Position	5.6%	0.0%	3.7%	0.0%	0.0%
Benefit Not Provided	88.9%	58.3%	74.1%	85.3%	72.0%
Dependent Health Insurance					
Number of Responses	20	15	31	39	27
Fully Paid by Company	60.0%	73.3%	51.6%	46.2%	37.0%
Partially Paid by Company/Balance by Employee	10.0%	13.3%	19.4%	43.6%	63.0%
Policy Varies by Employee Position	0.0%	0.0%	9.7%	2.6%	0.0%
Benefit Not Provided	30.0%	13.3%	19.4%	7.7%	0.0%
Dental Insurance					
Number of Responses	21	16	32	38	26
Fully Paid by Company	66.7%	43.8%	43.8%	39.5%	38.5%
Partially Paid by Company/Balance by Employee	9.5%	0.0%	9.4%	39.5%	57.7%
Policy Varies by Employee Position	0.0%	6.3%	9.4%	2.6%	0.0%
Benefit Not Provided	23.8%	50.0%	37.5%	18.4%	3.9%

Employee Benefits by Sales Volume Groups

	Sales Volume Groups				
	Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
Optical					
Number of Responses	21	16	32	34	26
Fully Paid by Company	66.7%	37.5%	37.5%	26.5%	26.9%
Partially Paid by Company/Balance by Employee	9.5%	0.0%	12.5%	20.6%	38.5%
Policy Varies by Employee Position	0.0%	6.3%	9.4%	2.9%	0.0%
Benefit Not Provided	23.8%	56.3%	40.6%	50.0%	34.6%
Long-Term Disability					
Number of Responses	18	15	28	36	27
Fully Paid by Company	22.2%	26.7%	21.4%	41.7%	33.3%
Partially Paid by Company/Balance by Employee	11.1%	0.0%	0.0%	5.6%	22.2%
Policy Varies by Employee Position	0.0%	13.3%	10.7%	11.1%	11.1%
Benefit Not Provided	66.7%	60.0%	67.9%	41.7%	33.3%
Does your company offer a cafeteria plan?					
Number of Responses	21	15	32	37	25
Yes	0.0%	13.3%	25.0%	32.4%	44.0%
No	100.0%	86.7%	75.0%	67.6%	56.0%
Does your company offer flex-time?					
Number of Responses	21	14	31	37	25
Yes	14.3%	14.3%	19.4%	29.7%	44.0%
No	85.7%	85.7%	80.7%	70.3%	56.0%
Does your company offer paid-leave banks?					
Number of Responses	21	16	31	38	25
Yes	47.6%	56.3%	45.2%	63.2%	68.0%
No	52.4%	43.8%	54.8%	36.8%	32.0%
Does your company offer non-cash incentives?					
Number of Responses	21	14	31	36	24
Yes	14.3%	0.0%	9.7%	5.6%	25.0%
No	85.7%	100.0%	90.3%	94.4%	75.0%

Employee Benefits by Sales Volume Groups

	Sales Volume Groups				
	Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
OVERHEAD EMPLOYEE VACATION POLICIES					
Number of Paid Vacation Days Provided for Each of the Following Years of Service					
Under 1 year					
Number of Responses	19	16	30	38	27
Average	1.3	1.9	3.8	3.8	7.3
Median	0.0	0.0	4.0	0.0	5.0
1-2 years					
Number of Responses	19	16	32	39	27
Average	5.2	7.2	8.6	8.7	14.9
Median	5.0	5.0	10.0	10.0	10.0
3-4 years					
Number of Responses	17	16	32	37	27
Average	7.1	9.3	10.9	10.4	18.7
Median	10.0	10.0	10.0	10.0	10.0
5-9 years					
Number of Responses	19	16	33	38	27
Average	8.3	11.4	12.6	13.3	18.8
Median	10.0	11.5	12.0	15.0	15.0
10 or more years					
Number of Responses	19	16	32	38	26
Average	11.5	12.8	14.9	17.0	24.0
Median	15.0	15.0	15.0	15.0	15.0

Employee Benefits by Sales Volume Groups

	Sales Volume Groups				
	Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
PAID HOLIDAY AND SICK LEAVE POLICY FOR OVERHEAD EMPLOYEES					
Number of Paid Holidays Provided					
Number of Responses	19	16	32	38	27
Average	4.8	6.8	7.5	8.3	7.9
Median	6.0	7.0	7.0	8.0	7.0
Percentage offering the following paid holidays:					
Number of Responses	15	15	32	39	26
Martin Luther King Day	13.3%	0.0%	6.3%	7.7%	3.9%
Veterans Day	20.0%	13.3%	15.6%	20.5%	15.4%
Election Day	6.7%	0.0%	0.0%	2.6%	0.0%
Columbus Day	0.0%	0.0%	0.0%	2.6%	0.0%
Employee's Birthday	0.0%	0.0%	0.0%	2.6%	0.0%
Good Friday	13.3%	0.0%	9.4%	25.6%	15.4%
Floating Holiday	6.7%	13.3%	9.4%	2.6%	3.9%
New Year's Eve (full or 1/2 day)	46.7%	13.3%	18.8%	35.9%	15.4%
New Year's Day	86.7%	100.0%	100.0%	100.0%	100.0%
President's Day	13.3%	6.7%	12.5%	15.4%	11.5%
Friday after Thanksgiving	60.0%	60.0%	62.5%	79.5%	73.1%
Christmas Eve (full or 1/2 day)	73.3%	26.7%	46.9%	48.7%	30.8%
Christmas Day	100.0%	93.3%	100.0%	100.0%	100.0%
Memorial Day	93.3%	86.7%	93.8%	97.4%	100.0%
Labor Day	93.3%	86.7%	100.0%	100.0%	100.0%
Independence Day	93.3%	86.7%	96.9%	92.3%	96.2%
Thanksgiving Day	93.3%	93.3%	96.9%	100.0%	100.0%
Other	0.0%	0.0%	6.3%	2.6%	0.0%
Does your company provide sick leave with pay?					
Number of Responses	21	16	33	38	27
Yes	38.1%	75.0%	51.5%	84.2%	70.4%
No	61.9%	25.0%	48.5%	15.8%	29.6%
If yes, are annual paid sick leave days accrued?					
Number of Responses	8	12	17	32	18
Yes	0.0%	25.0%	0.0%	25.0%	22.2%
No	100.0%	75.0%	100.0%	75.0%	77.8%

Employee Benefits by Sales Volume Groups

	Sales Volume Groups				
	Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
How many annual days of paid sick leave are allowed annually?					
Number of Responses	7	11	15	28	17
Average	4.7	5.4	5.1	5.0	5.6
Median	5.0	5.0	5.0	5.0	5.0
RETIREMENT PLAN					
Does your firm have a retirement plan?					
Number of Responses	21	16	31	38	26
Yes	71.4%	93.8%	90.3%	97.4%	96.2%
No	28.6%	6.3%	9.7%	2.6%	3.9%
If yes, what type(s) are offered?					
Number of Responses	15	15	30	38	26
Defined benefit (pension)	13.3%	6.7%	13.3%	7.9%	19.2%
Keogh	0.0%	0.0%	0.0%	0.0%	0.0%
401(k) plan	33.3%	46.7%	63.3%	76.3%	84.6%
Profit-sharing plan	13.3%	46.7%	36.7%	36.8%	30.8%
SEP-IRA	53.3%	26.7%	16.7%	10.5%	0.0%
Other	0.0%	6.7%	10.0%	7.9%	15.4%
If 401(k) provided, does your company match employee contributions?					
Number of Responses	7	10	15	22	21
Yes	42.9%	30.0%	73.3%	45.5%	71.4%
No	57.1%	70.0%	26.7%	54.6%	28.6%
LIFE INSURANCE					
If your firm provides life insurance, how much is provided?					
Number of Responses	7	5	14	22	16
1 times annual earnings	14.3%	20.0%	7.1%	13.6%	25.0%
1.5 times annual earnings	0.0%	0.0%	0.0%	4.6%	12.5%
2 times annual earnings	0.0%	0.0%	7.1%	4.6%	18.8%
3 times annual earnings	0.0%	0.0%	7.1%	0.0%	0.0%
Amount varies	42.9%	40.0%	50.0%	40.9%	6.3%
Other	42.9%	40.0%	28.6%	36.4%	37.5%

Employee Benefits by Sales Volume Groups

	Sales Volume Groups				
	Less than \$3,000,000	\$3,000,001 to \$5,000,000	\$5,000,001 to \$10,000,000	\$10,000,001 to \$25,000,000	Over \$25,000,000
PRESCRIPTION DRUGS					
If your firm provides health insurance, are prescription drugs covered?					
Number of Responses	21	15	32	38	26
Yes	81.0%	93.3%	90.6%	92.1%	100.0%
No	19.1%	6.7%	9.4%	7.9%	0.0%
Are cash bonuses paid to overhead employees?					
Number of Responses	21	16	33	38	27
Yes	66.7%	87.5%	84.9%	89.5%	92.6%
No	33.3%	12.5%	15.2%	10.5%	7.4%
If yes, upon what are bonuses based?					
Number of Responses	14	14	26	34	25
Incentive	14.3%	21.4%	30.8%	44.1%	52.0%
Signing	0.0%	0.0%	0.0%	0.0%	0.0%
Christmas	14.3%	21.4%	30.8%	44.1%	52.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%
Do you have an employee stock participation plan?					
Number of Responses	21	16	33	39	27
Yes	0.0%	0.0%	9.1%	10.3%	22.2%
No	100.0%	100.0%	90.9%	89.7%	77.8%
Is there a separate profit sharing plan?					
Number of Responses	21	16	32	39	27
Yes	9.5%	37.5%	40.6%	35.9%	33.3%
No	90.5%	62.5%	59.4%	64.1%	66.7%

Appendix

CONFIDENTIAL



Officer and Overhead Personnel Compensation Study

2011

This 2011 NECA survey promises to be the most comprehensive profile of electrical contractor officer and overhead personnel compensation and fringe benefits policies ever published. Included in the report will be important industry "benchmarks" against which your own firm's pay scales and benefits may be gauged.

For your participation in filling out this confidential questionnaire, you will receive a complimentary industry-wide report of survey results.

General Information

- To complete this survey online, please go to: www.necacompsurvey.com
- This confidential questionnaire is designed to require a minimum of effort on your part. Please complete as much information as possible. If you cannot fill out the form completely, at least fill in whatever you can, so that we will still receive some useful information about your company.
- Please report information for calendar year 2010, or for your completed fiscal year which ended closest to December 31, 2010.
- Please report "round numbers" only; show dollar figures without pennies.
- If you have any questions about how to fill out this survey, please call Shawn Six of Industry Insights, Inc. at 614.389.2100 ext. 103.
- All respondents will receive a complimentary copy of the ***Officer and Overhead Personnel Compensation Study*** and a ***customized individual Company Compensation Report (see attached promo piece).***

All responses will be kept in strictest confidence.

THANK YOU, NECA MANAGEMENT EDUCATION INSTITUTE

Survey form can be faxed directly to Industry Insights—614-389-3816.



Officer and Overhead Personnel Compensation Study

Background Information

1.	Are you or your company a member of NECA?	☐ Yes ☐ No	118
2.	NECA Chapter Affiliation (Please check only one):		
	☐ District 1: (Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont) ☐ District 2: (Delaware, District of Columbia, Kentucky, Maryland, Ohio, Pennsylvania, West Virginia) ☐ District 3: (Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia) ☐ District 4: (Illinois, Indiana, Michigan, Wisconsin) ☐ District 5: (Arizona, Arkansas, Kansas, New Mexico, Oklahoma, Texas) ☐ District 6: (Alaska, Oregon, Washington) ☐ District 7: (Iowa, Minnesota, Missouri, Nebraska, North Dakota, South Dakota) ☐ District 8: (Colorado, Idaho, Montana, Utah, Wyoming) ☐ District 9: (California, Hawaii, Nevada) ☐ District 10: (The United States on ALL LINE CONSTRUCTION work when performed for utilities, municipally owned distribution systems, rural electrical associations and railroads) ☐ Canada (All Provinces) ☐ Not Affiliated with a Chapter		
3.	Direct Labor Electrical Workers Employed Per Month During 2010	Average number employed per month (calculated as Total Annual Productive Labor-hours/160 Monthly Hours) Minimum number employed per month Maximum number employed per month	# 2 # 3 # 4
4.	Type of Business: (Check one)		
	☐ Partnership ☐ Sole Proprietorship ☐ C Corporation ☐ S Corporation ☐ LLC		
5.	Number of Overhead Employees in the Following Job Categories (An employee who performs more than one function should be listed only once.)	Officers, General Manager, Partners, Proprietor Office Manager/Controller and Office Personnel Marketing/Sales Estimating/Engineer Field Supervision (Non-Bargaining Unit) Buying/Purchasing Warehousing	# 6 # 7 # 8 # 9 # 10 # 11 # 12

Payroll Information--Overall Company

1.	Total direct labor payroll cost for 2010 (calendar year or nearest completed fiscal year)	\$	13
2.	Total salaries paid to all overhead personnel in 2010 (calendar year or nearest completed fiscal year)	\$	14
3.	Total amount of employee benefits paid to overhead personnel in addition to salaries in 2010 (calendar year or nearest completed fiscal year)	\$	15
4.	Total company sales for 2010 (calendar year or nearest completed fiscal year)	\$	16
5.	Please report the average compensation increase for the following employee groups in 2011. If no change, please report "0."	Officers Overhead employees Direct Labor	% 120 % 121 % 122
6.	Please report the average EXPECTED compensation increase for the following employee groups in 2012. If no change, please report "0."	Officers Overhead employees Direct Labor	% 123 % 124 % 125

Appendix



7.	Total Officer Compensation (Salaries, Bonuses and Dividends) Paid in 2010. Do not include deferred compensation. (If more than one person in a position, average the wages and insert one figure only.)	President/CEO	\$	17
		Secretary	\$	18
		Treasurer	\$	19
		V.P. Operations/Production	\$	20
		V.P. Estimating/Engineering	\$	21
		V.P. Finance	\$	22
		V.P. Marketing/Sales	\$	23
		Other _____	\$	24

Overhead Employee Average Annual Wages Paid in 2010

Report average annual wages as reported on IRS form W-2 paid to full-time overhead job categories during 2010. Your job titles may differ slightly, but classify your personnel as closely as possible. Do not duplicate earnings if an employee performs multiple functions; include only the earnings for the highest responsible position. Do not include deferred compensation. If you have multiple employees in a function, average the wages for those employees and insert only one figure for that function.

		Non-Union	Union
1.	General Manager --Manages overall activities of the operation. Responsibilities include budgeting, hiring, and firing.	\$ 25	\$ 45
2.	Marketing/Sales Manager --Directs overall marketing and sales activities.	\$ 26	\$ 46
3.	Business Development --Oversees the development of new product and service ideas, including the study and evaluation of their potential and practicality.	\$ 27	\$ 47
4.	Salesperson --Conducts daily sales calls to potential clients. Reports to the Sales Manager.	\$ 28	\$ 48
5.	Chief Estimator --Manages function of estimating costs for all projects.	\$ 29	\$ 49
6.	Estimator/Engineer --Provides estimates and technical support for individual jobs.	\$ 30	\$ 50
7.	CAD/Drafting Manager --Supervises layouts, drawings and designs according to engineering specifications, using a computer	\$ 31	\$ 51
8.	Human Resources Manager --Manages recruitment and employment, personnel records, employee/labor relations, job evaluation, compensation management, benefits administration, organizational development and training.	\$ 32	\$ 52
9.	MIS Manager --Directs and coordinates information systems planning and functions, including all phases of systems design, programming, installation and design.	\$ 33	\$ 53
10.	Project Manager --Manages the overall project.	\$ 34	\$ 54
11.	Superintendent --Manages on-site job activities.	\$ 35	\$ 55
12.	Assistant Project Manager --Assists project manager in activities.	\$ 36	\$ 56
13.	Controller --Conducts financial activities for company.	\$ 37	\$ 57
14.	Office Manager --Conducts administrative activities for company.	\$ 38	\$ 58
15.	Secretary/Bookkeeper/Accounting/EDP Operator --Performs administrative office activities.	\$ 39	\$ 59
16.	Purchasing Agent/Buyer --Controls all purchasing activities. Deals with all supplying vendors.	\$ 40	\$ 60
17.	Warehouse Manager --Manages the warehouse.	\$ 41	\$ 61
18.	Warehouseman/Truck Driver --Works in the warehouse, loading and unloading materials, and/or delivers materials to sites.	\$ 42	\$ 62
19.	Service Manager --Manages the service department.	\$ 43	\$ 63
20.	Safety Director/Manager --Manages the organization's safety and health program to ensure compliance with organization policies and OSHA regulations.	\$ 44	\$ 64

Overhead Personnel Benefits Information						
1.	Check the appropriate box for each of the following. (Check only one box per row.)	Fully Paid by the Company	Partially Paid by Company/ Balance Paid by Employee	Policy Varies by Employee Position	Benefit Not Provided	
	Life Insurance	☐	☐	☐	☐	65
	Medical Insurance	☐	☐	☐	☐	66
	High Deductible Health Plan/Health Savings Account (HSA)	☐	☐	☐	☐	67
	Dependent Health Insurance	☐	☐	☐	☐	68
	Dental Insurance	☐	☐	☐	☐	69
	Optical	☐	☐	☐	☐	70
	Long-Term Disability (other than maternity)	☐	☐	☐	☐	71
2.	Percent change in health insurance premiums (most recent renewal).			%		126
3.	Does your company offer:		Section 125 plan	☐ Yes ☐ No		72
			Flex-time	☐ Yes ☐ No		73
			Paid Time Off (PTO)	☐ Yes ☐ No		74
			Non-cash incentives	☐ Yes ☐ No		75
	If "yes" to non-cash incentives, please list:					
Overhead Employee Vacation Policies						
1.	Indicate the number of paid vacation days provided for each of the following years of service:		Under 1 Year	Days		76
			1-2 Years	Days		77
			3-4 Years	Days		78
			5-9 Years	Days		79
			10 or More Years	Days		80
Paid Holiday and Sick Leave Policy for Overhead Employees						
1.	How many paid holidays are observed?				Days	81
2.	Which of the following paid holidays does your firm include? (Check all that apply.)					
	☐ Martin Luther King Day	☐ Floating Holiday	☐ Christmas Day			
	☐ Veterans Day	☐ New Year's Eve (full or half-day)	☐ Memorial Day			
	☐ Election Day	☐ New Year's Day	☐ Labor Day			
	☐ Columbus Day	☐ President's Day	☐ Independence Day			
	☐ Employee's Birthday	☐ Friday after Thanksgiving	☐ Thanksgiving Day			
	☐ Good Friday	☐ Christmas Eve (Full or half day)	☐ Others			
3.	Does your firm provide sick leave with pay?			☐ Yes ☐ No		100
4.	If yes: Are annual paid sick leave days accrued?			☐ Yes ☐ No		101
5.	How many annual days of paid sick leave are allowed annually?			Days		102

Retirement Plan			
1.	Does your firm have a retirement plan?	☐ Yes ☐ No	103
	If yes, what type(s) are offered?		
	104 ☐ Defined benefit (pension)	107 ☐ 401(k) plan	109 ☐ SEP-IRA
	106 ☐ Keogh	108 ☐ Profit-Sharing plan	110 ☐ Other _____
	If 401(k) provided, does your company match employee contributions?		☐ Yes ☐ No 111
Life Insurance			
1.	If your firm provides life insurance, how much is provided?		
	112-1 ☐ 1 times annual earnings	2 ☐ 1.5 times annual earnings	3 ☐ 2 times annual earnings
	4 ☐ 3 times annual earnings	5 ☐ Amount varies	6 ☐ Other _____
Prescription Drugs			
1.	If your firm provides health insurance, are prescription drugs covered?	☐ Yes ☐ No	113
Bonuses and Stock Participation			
1.	Are cash bonuses paid to overhead employees?	☐ Yes ☐ No	114
	If yes, upon what are bonuses based?		
	115-1 ☐ Incentive	2 ☐ Signing	3 ☐ Christmas 4 ☐ Other _____
2.	Do you have an employee stock participation plan?	☐ Yes ☐ No	116
3.	Is there a separate profit sharing plan?	☐ Yes ☐ No	117

Please indicate to whom the complimentary copy of the **Officer and Overhead Personnel Compensation Study** and individual **Company Compensation Report** should be sent. No one other than select Industry Insights personnel will have access to this information.

☐ To receive my complimentary industry-wide report and **Company Compensation Report**:

Company Name _____ Phone # _____
 Street Address _____ City _____ State/Province _____ ZIP _____
 Person to contact with questions about data _____ email _____
 Person to whom report should be sent _____ email _____



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