

January 2008

2008
Construction-Construction Management
Staff Salary Survey
Web Version

Dear Client:

This is the new on-line version of the 26th annual survey of the contractors' operational personnel. This 2008 survey captures salary and bonus data on 56 key benchmark positions within the construction industry. While not all of the positions will be applicable to every company, we ask that you complete the information for those positions relevant to your firm.

The final in-depth survey report contains over 170 pages of wage detail enabling your company to perform extensive salary comparisons by positions, geographic location, size of firm, type of construction performed, and organization type. The 2008 survey report will be printed and distributed in March.

We urge your participation in the **2008 Operational Staff Salary Survey**, even though you may not desire a copy of the published survey results (participants may purchase the results for the discount price of \$110). Obviously the larger the sample, the more reliable and useful the resulting information is to the construction industry.

This new PDF forms version of the survey questionnaire can be completed at your computer on-line or off-line and submitted electronically to our secure PAS web site. If you prefer, you can print the form and complete by pencil and paper and mail or fax to our offices.

Please contact the PAS offices should you have any questions or require additional information. We encourage duplication of the survey response form for use by your peer or subsidiary companies.

Please submit by February 28, 2008.

Yours Truly,

Jeffry M. Robinson
President

**2008 CONSTRUCTION/CONSTRUCTION MANAGEMENT
STAFF SALARY SURVEY**

**Annual Salary Survey of
Contractors' Operational Personnel**

Instructions

1. This PDF form questionnaire collects compensation data for professionals in the construction industry. While not all positions will be applicable to every company, we ask that you complete the information for those positions relevant to your firm.
2. Accuracy depends upon your matching the included job descriptions with your company positions before entering your wage data.
3. Please submit a separate data form for divisions and/or projects that are located in other states. Do not report on non-construction affiliates.
4. For each position you elect to report, fill in all items on the position line. If an item is "zero", indicate "0". Do not leave an item blank on the position you are reporting.
5. You can complete this questionnaire at your computer and submit it electronically or you can print the form and complete it by hand and then mail or fax it to our offices.
6. If you elect to electronically submit this form, make sure that you are connected to the Internet and click on the **Submit Button** below. Your data will be transmitted to our web server. If you wish an email confirmation that we have received your data, enter your email address here.

Email Address _____

Submit By February 28, 2008

PAS – Personnel Administration Services, Inc.
75 E. Henry Street
Saline, MI 48176
734-429-1199
FAX: 734-429-8507

POSITION DESCRIPTIONS

Please read descriptions carefully, as job titles differ between companies.

PROJECT SUPERVISION

Assistant Superintendent – Assists in coordination of contractors or supervision of crafts within a particular construction work (discipline) area. Observes and interfaces with contractors or trades to monitor work performance, progress, and productivity of crafts. Provides liaison between field engineers and contractors or crafts to insure construction complies with drawings and specifications.

Superintendent – Coordinates, plans and supervises Assistant Superintendents, Contractors and/or craft activities in a particular work (discipline) area. Maintains liaison with other departments to insure all required materials, equipment and inspections support the project schedule. Coordinates plans and specifications with Field/Design Engineers, clarifying discrepancies.

Project Superintendent – Oversees total construction effort to insure project is constructed in accordance with design, budget and schedule. May supervise and coordinate various contractors to insure their contracts are complied with or may supervise and coordinate individual trades. On smaller projects, may be "first in command." On medium/large size projects, reports to Construction Manager.

Project Manager/Estimator – Oversees the entire project from bid preparation through final acceptance by client. Responsible for the development of initial sales, client proposal, project estimate, contract administration, scheduling and costing, supervision of project, and quality control. Position has direct profit and loss responsibilities for assigned projects.

Construction Manager – Usually top on-site position on medium size project. Provides overall administrative and technical direction, enforces company and project policies, main client interface, and insures project is constructed in accordance with design, budget and schedule through subordinate managers and supervisors.

Project Manager – Provides overall management direction to multiple projects, establishes project objectives and policies, maintains liaison with prime client contracts, and monitors construction and financial activities through administrative direction of on-site Construction Manager. May be top on-site manager on large, extensive projects.

Senior Project Manager – Highest level project manager responsible for overall direction of the largest revenue projects of the company. Establishes project objectives and policies, maintains liaison with prime client contracts, and monitors construction and financial activities through on-site PM's or construction managers. Position normally requires a minimum of fifteen years of project management experience.

ENGINEERING

Field Engineer I – Provides technical information to company supervisor and contractors to insure construction work complies with all engineering standards, codes, specifications and design instructions. Establishes exterior-interior grade and working lines for contractors or crafts. Assists in the evaluation of potential dimensions and other field problems, referring them to Project Engineer. Position normally requires a 4-year degree and 0-1 year of experience.

Field Engineer II – Reviews, analyzes and resolves field construction problems, discrepancies or interferences with A/E, owner and/or contractor. Provides interpretation of plans, detail sheets, and specifications for contractors or craft supervision. May establish exterior-interior grade and working lines for contractors or crafts. Position normally requires 2-4 years of construction engineering/layout experience.

Chief Field Engineer – Provides technical and administrative direction to field layout and surveying personnel, including scheduling and training of personnel, assigning work activities and monitoring performance. Insures all primary, secondary and layout control data comply with engineering standards. Issues, edits and maintains all field engineering books and records. Insures all inspections, sign-off, etc., are complete and comply with procedures.

Project Engineer – Plans, monitors, and supervises on-site construction engineering activities for a particular project, maintaining liaison with architect/engineer and owner regarding project progress and changes. Insures project engineering activities comply with company and client requirements, providing interpretation of design and application of construction methods. Position normally requires advanced construction engineering/design experience and professional registration.

SCHEDULING

Scheduling Engineer I – Performs tasks related to the collection of schedule data required to monitor project progress. Assists in developing and monitoring schedules, reporting variances per established deadlines. Under direct supervision may draft and computerize construction schedules for small and routine projects. Position normally requires a 4-year engineering degree and 0-1 year of experience.

Scheduling Engineer II – Performs non-routine planning and scheduling assignments, which require the selection and application of scheduling principles and techniques. Supports supervision through the preparation, monitoring and updating of area schedules, assisting site management to formulate action plans to correct scheduling problems. Drafts and computerizes schedule network diagrams, monitoring and eliminating potential schedule conflicts. Position normally requires 2-4 years of construction scheduling experience.

Senior Schedule Engineer – Supervises and directs all planning and scheduling activities for a medium size project or for a portion of a large-complex project. Coordinates the preparation and issue of master schedules, problem analysis reports, variance reports, pre-op schedules/milestones, etc., through subordinate staff. Position normally requires 5-6 years of construction scheduling experience.

Scheduling Manager – Plans, develops and supervises all scheduling functions for a large-complex project or a group of medium size projects. Insures all project scheduling activities such as schedule development, up-dates, progress reporting and problem analysis comply with company and client requirements. Responsible for the development and implementation of project scheduling standards and procedures.

MIS – DATA PROCESSING

Network Administrator – Provides technical and administrative support to insure hardware and software operations run efficiently with computer network. Installs and enhances current and new revisions of the operating system and utilities. Writes/modifies application programs based on general specifications to solve various operations requirements. Provides network maintenance and repair. Provides training and consulting on the use of network hardware and related software applications.

Programmer/Analyst – Responsible for systems analysis, design, and programming in collaboration with user departments or projects. Develops and creates computer code and programming improvements for existing software. Tests and implements newly created codes and fixes into existing software. May be assigned data base administration responsibility for data base analysis, design, implementation, monitoring, and maintenance.

CONTRACT ADMINISTRATION

Contract Administrator I – Under direct technical supervision, coordinates and administers routine contract (subcontract) work using standardized and prescribed methods. Assists in preparation of bid packages, including instructions, specifications, interface requirements, etc. Administers change orders, backcharges, and reviews and justifies claims for extra compensation. Assists in the evaluation of submitted proposals for completeness, adherence to specifications and schedule. Position normally requires a 4-year degree and 0-1 year of experience.

Contract Administrator II – Performs non-routine contract administration activities which require selection and application of conventional contracting techniques and concepts. Prepares bid inquiries, including those of a more technical and specialized nature, negotiating and awarding contracts and subsequent administration of change orders, bulletins, backcharges, extras, etc. Assists in reviewing technical specifications of inquiry packages for cost, commercial and technical accuracy. Position normally requires 2-4 years of contract administration experience.

Senior Contract Administrator – Responsible for the coordination, administration and direction of all contract administration activities for one particular project or a group of small projects. Reviews project specifications and insures contractor compliance. Prequalifies and evaluates potential bidders, issues and prepares inquiry packages, and negotiates and awards contracts. Evaluates comprehensive proposals and contracts for adherence to client and designer requirements. Position normally requires 5-6 years of contract administration experience.

Contract Manager – Administers and supervises contract administration activities through subordinate supervisors for a group of medium to large projects. May be responsible for the entire company program in medium size firms or a regional segment of work in larger firms. Insures that technical, administrative, and control objectives are obtained within the framework of established corporate policy and applicable professional standards.

POSITION DESCRIPTIONS

ESTIMATING

Estimator I – Gathers, calculates and compiles data for use in conceptual/bid proposal estimates, preparing routine estimates under general supervision. Maintains current, accurate information on prices from suppliers and contractors through direct contact and written materials, sales brochures, price lists, etc. Position normally requires 0-2 years of construction estimating experience.

Estimator II – Prepares bid packages, conceptual estimates, analysis of subcontractor bids, etc., for projects of medium size and complexity or for one particular discipline on large, complex projects. Interfaces with owner, A/E's and contractors to provide engineering and cost data regarding project feasibility. Position normally requires 3-5 years of construction estimating experience.

Senior Estimator – Prepares and/or coordinates preparation of full estimates on large and complex work. Provides complete conceptual and final estimating input on complex CM work or complete total bid price for GC work. Deals with owners, A/E's, and contractors to resolve technical matters during negotiation and contract execution. May supervise junior staff members. Position normally requires 6-8 years of construction estimating experience.

Chief Estimator – Plans, coordinates and directs a major estimating function including administering operating budgets, staffing, work assignments, salary and performance reviews, etc. Develops and implements all department standards and procedures. Responsible for review of all final estimate packages to insure accuracy and completeness. Usually Department Head in medium size company.

COST ENGINEERING

Cost Engineer I – Performs tasks related to the collection of cost data required to monitor project budgets and progress. Assists in analyzing work progress by calculating/preparing various comparison reports, charts and tables under direct supervision. Performs cost coding activities. Assists in monitoring progress of work per cost account to assure adherence with budget. Position normally requires a 4-year engineering degree and 0-1 year of experience.

Cost Engineer II – Performs non-routine cost engineering assignments which require the selection and application of resource monitoring and control principles, techniques and technical knowledge of construction activities. Supports supervision through identifying potential cost overruns and reforecasting. Updates construction forecast to reflect updated plans and provides cost/construction data for such items as change requests, bid comparisons, etc. Position normally requires 2-4 years of cost engineering experience.

Senior Cost Engineer – Supervises and directs all cost engineering activities for a medium size project or for a portion of a large, complex project. Assists in development and implementation of project cost engineering standards and procedures. Supervises preparation of various cost reports such as percent complete, productivity analysis, manhour summaries and progress reports. Position normally requires 5-6 years of cost engineering experience.

Cost Engineering Manager – Plans, develops and supervises all cost engineering functions for a large, complex project or a group of medium size projects. Insures all project cost activities such as data collection, field estimating, productivity analysis, and budget forecasting comply with company and client requirements. Responsible for the development and implementation of project cost engineering standards and procedures.

PURCHASING

Buyer – Purchases expendable construction materials, supplies, repair parts, small tools, and administers lease and service contracts. Prepares bid inquiries and quotes, and monitors bid evaluations considering price, terms, delivery. Makes recommendations for final bid decision. Expedites awarded purchase orders.

Purchasing Agent – Administers all procurement activities for entire small to medium size firm or a segment of a larger firm. Responsible for purchasing job supplies, permanent materials, construction equipment, replacement and repair parts, lease equipment and subcontracts. Researches vendor prices, delivery dates, etc. through written bid and prepares analysis, negotiating as required. May direct the work of buyers.

MATERIALS MANAGEMENT

Warehouse Supervisor – Coordinates and directs material and equipment receiving, documentation, storage, issuing, and off-site shipping activities for assigned project. Responsible for the execution of the material control system through effective warehousing activities. Monitors and records all receipts, overages, shortages, etc. through the use of manual and computerized systems.

Materials Manager – Plans, organizes, and directs all material control activities including the receiving, storage, issuing, and inventorying of all materials, supplies, construction equipment, and tools on assigned project. Insures project/company specifications and standards are adhered to. Directs the development and implementation of purchase order, inventory, and master identification systems. Usually directs Warehouse Supervisor position.

EQUIPMENT

Equipment Maintenance Supervisor – Provides direction of the day-to-day maintenance of equipment and all shop units. Responsible for tool and warranty programs, maintaining equipment maintenance schedules on all company equipment/tools and monitoring parts and supply inventories. Identifies outside shops (machine shops, hydraulic shops, etc.) to perform specialty or time effective work. Offers technical guidance in start-up of new equipment and follow-up of maintenance programs.

Equipment Manager – Plans, coordinates, and directs the operations of all equipment and maintenance personnel responsible for effective maintenance and repair programs, equipment safety programs, and equipment utilization on company projects and equipment leased to others. Acts as technical advisor on all equipment issues and assists management team with equipment budgets and potential equipment purchases. Usually directs Equipment Maintenance Supervisor position.

QUALITY CONTROL

Quality Control Specialist – Performs inspections and witness tests applicable to discipline to determine acceptability of work. Utilizes applicable procedures, codes and standards to evaluate test and inspection reports, recommending acceptance or rejection. May technically direct, instruct, and train inspectors in assigned discipline. Position requires advanced technical training and direct experience. May participate as a member of audit team.

Quality Control Manager – Plans, directs and coordinates all on-site QC activities to insure compliance with applicable company, owner, and government regulations and requirements. Establishes and conducts internal/external audits to insure quality control requirements are met. Decides acceptance or rejection of all work in process and completed work activities.

POSITION DESCRIPTIONS

ADMINISTRATION

Administrative Manager – Provides administrative direction to various field staff departments such as accounting, controls, procurement, etc. and support Project Manager in day-to-day project operations. Supervise and direct overall activities of departments assigned including planning and reviewing department activities, resolving problem areas, and coordinating manpower requirements. Assists in the development, implementation and interpretation of project procedures.

Risk Manager – Plans, coordinates, and directs the corporate control, risk funding, and insurance program to minimize losses. Analyzes and classifies risks according to frequency and potential severity, measuring financial impact of risk on company. Evaluates and selects techniques to minimize losses such as risk retention, risk transfer, etc. Administers corporate bonding and insurance programs including evaluating and selecting brokers-carriers, and negotiating insurance coverage. Investigates and participates in settlement of major loss claims.

ACCOUNTING

Accountant I – Under direction of supervisor, coordinates preparation of payroll, processing of invoices, timekeeping, maintaining equipment reports, and the like. Assists in the internal auditing of the accounting and administrative functions. Assists in the preparation of cash flow statements, general ledgers, reconciliations, etc. May supervise small clerical staff. Position normally requires a 4-year degree in accounting and 1 year experience.

Accountant II – Develops and maintains all accounting functions at a project, preparing budgets, processing invoices, maintaining general ledgers, accounting reconciliations and the like. May direct junior staff who perform these functions. Conducts internal audits to insure good accounting practices are followed on-site. Position normally requires 2-4 years of construction accounting experience.

Accounting Supervisor – Plans, monitors and supervises one or more accounting sections or activities such as payroll, accounts payable, accounts receivable, and data control. Prepares or supervises preparation of reconciliations, client invoices, ledger sheets, etc. Makes practical applications and interpretations of accounting procedures and standards for routine transactions and special or unusual situations arising within the department. Position normally requires 5-6 years of related experience.

Accounting Manager – Plans, implements and supervises all accounting functions for several small-medium size projects or one large, complex project. Provides expertise to establish accounting systems and implements accounting standards and procedures based on contract requirements. Responsible for all financial/accounting ledgers, transactions, audits, reconciliations, etc., affecting project(s). Monitors procedures and systems to insure accurate and timely transactions at the most economical cost.

OFFICE MANAGEMENT

Office Manager I – Develops and maintains all accounting and administrative functions at a project including the preparation of payroll, accounts payable, equipment rental, expendable material purchases, and receiving. May be responsible for preparing pay estimates, cost reports, monitoring subcontractor costs, new employee sign ups, and the preparation of backcharges. Multiple role position.

Office Manager II – Plans and directs all administrative and accounting functions on assigned project including personnel, expendable material purchasing, cost control, receiving, and the like. Directs and/or prepares payroll, accounts payable, reconciliations, backcharges, and field invoices. May direct office administrative staff.

SAFETY

Assistant Safety Director – Assists in the overall administration of project safety, accident and fire protection programs to maintain safe work environment. Conducts work area surveillance inspections, air sampling tests, employee-contractor safety training programs, and the like. Accompanies safety, health and insurance inspectors on walk-through tours. Documents all accidents, safety violations, unsafe conditions, etc. Position normally requires a 4-year safety/occupational health degree and 2-4 years of related experience.

Safety Director – Plans, implements and supervises all project safety, accident and fire protection programs for a large, complex project or through “assistant safety directors” on a group of medium size projects. Analyzes need, and determines specifications for protective safety equipment, materials and gear. Directs work area surveillance inspections and controls hazardous working conditions or unsafe employee activities. Audits documentation to insure all required records and reports are complete, accurate and submitted per established procedures.

HUMAN RESOURCES

Personnel Recruiter – Coordinates and administers site or office recruiting activities including advertising, screening resumes, interviews, employment testing, and the like. Maintains files of available applicants for supervision, technical, clerical, and craft positions. Compiles and maintains EEO/AA data on applicants and new hires as necessary.

Personnel Specialist – Provides expertise in one or more areas of the personnel function through the application of advanced techniques, principles, and practices. Areas of speciality may be wage and salary administration, benefits administration, recruitment/employment, training and development, labor relations, EEO/AAP administration, etc. May research, develop, and update personnel programs and policies for related speciality.

Personnel Supervisor – Plans and directs the activities of one or more personnel functions such as compensation, recruiting, training, etc. within the home office. Assists in the administration of department activities, providing technical direction in functional areas of expertise. May serve as Field Personnel Manager providing the development and implementation of all personnel programs for assigned project.

Human Resources/Personnel Manager – Plans, develops, and supervises all human resource functions including administering operating budgets, staffing, work assignments, salary and performance reviews, etc. Develops and implements all department standards and procedures providing administrative and technical direction on all personnel programs. Usually serves as corporate Department Head.

BUSINESS DEVELOPMENT

Marketing Coordinator – Provides support to the business development department by organizing marketing projects and coordinating staff assignments. Gathers and analyzes statistical data relevant to target segments to ascertain market size, growth patterns, potential, financial condition, etc. May analyze and assist in the preparation of proposals.

Sales Representative – Under general supervision, promotes and sells construction services. Reviews blueprints, plans, and other customer documents to develop cost quotations and sales/service contracts. May present to client the skills, resources, and capabilities of the firm.

Senior Sales Representative – Plans and promotes sale of construction services for a specifically assigned market segment. Identifies and develops client contacts regarding potential new work through research, cold calls, promotional literature, etc. In conjunction with estimating and management, provides necessary information to close sale with client.

Business Development Manager – Performs business development and marketing activities, including planning and strategy, for a specifically assigned market segment. Researches and develops client contact to identify and prioritize potential customers. Assists in developing objectives and strategies in support of overall corporate business development goals. Prepares qualification statements and assists in formal marketing presentations.

Business Development Director – Plans, develops and supervises business development and marketing efforts at the corporate level. Develops objectives and strategies in support of overall corporate business development goals. Reviews, approves and monitors execution of action plans prepared by subordinate managers or specialists. Participates as a member of all corporate planning activities. May perform and direct research-analysis to identify potential markets.

2008

CONSTRUCTION/CONSTRUCTION MANAGEMENT STAFF SALARY SURVEY

Please complete all 11 items

1. Types of construction performed:
(check all that apply)

- Building Industrial
 Highway Municipal Utilities
 Heavy Residential
 Foreign

2. Type of contractor (check all that apply)

- General Contractor
 Electrical Contractor
 Construction Manager
 Mechanical Contractor
 Design/Build
 Other Specialty Contractor _____

3. Contract bid type (based on revenue volume)

- _____ % Cost Plus (any type)
_____ % Firm Price
(do not split 50% - 50%)

4. Total revenue last fiscal year
(U.S. operations only)

- Up to 5 million
 5 mil to 25 mil
 25 mil to 100 mil
 100 mil to 250 mil
 250 mil to 500 mil
 Over 500 million

5. Total number of non-manual employees
as of 2-1-08: _____

6. Regions in which company works:
(check only those sections that generated revenue
noted in Item #4)

- Region 1 – CT, MA, ME, NH, RI, VT
 Region 2 – NJ, NY
 Region 3 – DE, MD, PA, VA, WV, DC
 Region 4 – AL, FL, GA, KY, MS, NC, SC, TN
 Region 5 – IL, IN, MI, MN, OH, WI
 Region 6 – AR, LA, NM, OK, TX
 Region 7 – IA, KS, MO, NE
 Region 8 – CO, MT, ND, SD, UT, WY
 Region 9 – AZ, CA, HI, NV
 Region 10 – AK, ID, OR, WA
– or –
 All Regions

7. Time of the year salary structure updated or annual
increase percentage determined:

_____ Month

8. Do you have an established salary structure?

Yes

If yes, what percentage will you escalate the salary
ranges?

_____ %

9. Anticipated annual salary increase for 2008
(average):

_____ %

10. Actual annual salary increase for 2007 (average):

_____ %

CONFIDENTIAL RESPONSE – Company names will be listed as participants only, not associated with any specific salary or demographic data.

11. Prepared By: _____ Phone No.: _____

Company: _____

Mailing Address: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Survey Order Information Participant order, send _____ copies at \$110.00/copy.

Enclosed is our check no. _____

Non-participant order, send _____ copies at \$390.00/copy.

Send to the attention of: _____



**CONSTRUCTION/CONSTRUCTION MANAGEMENT
2008 STAFF SALARY SURVEY**

RETURN BY:
February 28, 2008

Please respond to all positions applicable to your firm. (Report all information effective February, 2008)

| POSITION | NO. OF EMPL'S | AVG. ANNUAL BASE SALARY | ACTUAL SALARY RANGE | | AVG. ANNUAL* CASH BONUS & PROFIT SHARING |
|---------------------------|---------------|-------------------------|---------------------|------|--|
| | | | Low | High | |
| Assistant Superintendent | | | | | |
| Superintendent | | | | | |
| Project Superintendent | | | | | |
| Project Mgr./Estimator | | | | | |
| Construction Manager | | | | | |
| Project Manager | | | | | |
| Senior Project Manager | | | | | |
| Field Engineer I | | | | | |
| Field Engineer II | | | | | |
| Chief Field Engineer | | | | | |
| Project Engineer | | | | | |
| Estimator I | | | | | |
| Estimator II | | | | | |
| Senior Estimator | | | | | |
| Chief Estimator | | | | | |
| Cost Engineer I | | | | | |
| Cost Engineer II | | | | | |
| Sr. Cost Engineer | | | | | |
| Cost Engineering Mgr. | | | | | |
| Scheduling Engineer I | | | | | |
| Scheduling Engineer II | | | | | |
| Sr. Scheduling Engineer | | | | | |
| Scheduling Manager | | | | | |
| Contract Administrator I | | | | | |
| Contract Administrator II | | | | | |
| Senior Contract Admin. | | | | | |
| Contracts Manager | | | | | |
| Network Administrator | | | | | |

| POSITION | NO. OF EMPL'S | AVG. ANNUAL BASE SALARY | ACTUAL SALARY RANGE | | AVG. ANNUAL* CASH BONUS & PROFIT SHARING |
|-----------------------------|---------------|-------------------------|---------------------|------|--|
| | | | Low | High | |
| Programmer/Analyst | | | | | |
| Buyer | | | | | |
| Purchasing Agent | | | | | |
| Warehouse Supervisor | | | | | |
| Materials Manager | | | | | |
| Equipment Maintenance Sup. | | | | | |
| Equipment Manager | | | | | |
| QC Specialist | | | | | |
| QC Manager | | | | | |
| Administrative Manager | | | | | |
| Risk Manager | | | | | |
| Accountant I | | | | | |
| Accountant II | | | | | |
| Accounting Supervisor | | | | | |
| Accounting Manager | | | | | |
| Office Manager I | | | | | |
| Office Manager II | | | | | |
| Assistant Safety Dir. | | | | | |
| Safety Director | | | | | |
| Personnel Recruiter | | | | | |
| Personnel Specialist | | | | | |
| Personnel Supervisor | | | | | |
| HR/Personnel Mgr. | | | | | |
| Marketing Coordinator | | | | | |
| Sales Representative | | | | | |
| Senior Sales Representative | | | | | |
| Business Development Mgr. | | | | | |
| Business Development Dir. | | | | | |

*No Deferred or Overtime Compensation