

Order Form
2008 Small Telecommunications
COMPENSATION & BENEFITS Survey
Publication date: June 2008

Please print clearly with dark pen or type the following information:

Company Name _____ Date _____
 Person to receive survey _____ Title _____
 Address _____ Phone _____
 City/ State/ Zip _____ Fax _____
 E-mail address _____ Is company member of OPASTCO? Yes _____ No _____

Sponsored by the Foundation for Rural Education and Development (FRED) and the Organization for the Promotion and Advancement of Small Telecommunications Companies (OPASTCO), this 20th annual survey addresses both executive and administrative/ operations compensation practices as well as benefits practices of small telecommunications companies. This comprehensive survey includes regional classifications of respondents, participant profiles, and compensation data on more than 65 jobs. The survey was directed by Dr. Robert L. Mathis (Professor Emeritus, University of Nebraska at Omaha) who has had extensive academic and consulting experience in human resource management in many industries, including the rural telecommunications industry.

- **Compensation & Benefits practices are in one easy-to-use survey. CD version available in 2008!**
- **A detailed listing of the jobs and benefits areas covered can be found on the next page.**

Quantity	<i>2008 Small Telecommunications Compensation & Benefits Survey Rates</i>	Amount
	<i>OPASTCO member Survey Participant Rate</i>	\$200
	<i>OPASTCO member Survey Non-participant Rate</i>	\$275
	<i>Non-member of OPASTCO Survey Participant Rate</i>	\$275
	<i>Non-member of OPASTCO Survey Non-participant Rate</i>	\$350
Ordering CD of survey, deduct \$25 and check here <input type="checkbox"/>		- \$25 for CD
Normal mailing is by US Mail		FREE
For overnight delivery, add overnight delivery fee of \$40.00 (US only) OR list your FedEx Number here _____		
TOTAL DUE		

Make check payable to: FRED

Mail your order form and check to:

Foundation for Rural Education & Development
2008 Small Telecommunications Compensation
& Benefits Survey
P.O. Box 759218
Baltimore, MD 21275-9218

Telephone number for questions about orders: (202)659-5990

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_____ Visa _____ MasterCard _____ American Express _____ Check (must be mailed with order form)

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FOR FASTER SERVICE

Fax orders to (202) 659-4619.
Faxed orders must have credit card information.

*For Technical questions about the survey, contact
 Natalie Rademacher: (402)861-0786*

COMPENSATION PRACTICES for the following 65 jobs are covered in the survey.

Executive

President/ General Manager (COO)
 Chairman of the Board/ CEO
 VP/ Director of Operations
 VP of Finance/ Chief Financial Officer
 VP/ Director of Admin Services
 Dir. of Engineering
 Dir. of Govt. Relations & Reg. Affairs
 VP/ Director of Marketing & Sales

Information Systems, Network , & Technology

Computer Programmer/ Analyst
 PC Support Specialist
 LAN/ WAN Administrator
 Information Systems Mgr.
 Internet Help Desk Technician
 Internet Web Page Designer/ Developer
 Network Operations Manager
 Internet Technical Administrator
 Network Engineer
 CO/ Network Technician
 CO/ Network Supervisor
 Video Manager
 Video Technician
 Roaming Coordinator
 Cell Site Technician
 Wireless Switch Technician

Marketing & Customer Service

Marketing Manager
 Marketing Representative
 Directory Coordinator
 Community PR & Economic Dev Mgr.
 Customer Service Representative
 Senior/ Lead Customer Service Rep.
 Customer Service Supervisor
 Customer Service Manager
 Business System Equip Sales Rep.
 Cellular/ Wireless/ Internet Sales Rep.

Administrative & Accounting

Human Resources Manager
 Human Resources Representative
 Human Resources/ Benefits Assistant
 Accounting Technician
 Accountant
 Revenue Requirement Analyst
 CABS Coordinator
 Accounting Supervisor
 Accounting Manager
 Adm. Assistant/ Ex. Secretary
 Secretary
 Purchasing Agent

Operations

CLEC/ Internet/ Subsidiary Manager
 Local Exchange Manager
 Outside Plant Sup./ Plant Manager
 Engineering Manager
 Safety Manager
 Outside Plant Engineer
 CAD Operation/ Drafting Technician
 Engineering Technician
 Construction Supervisor
 Construction Technician
 Installation/ Repair Supervisor
 Installation/ Repair Technician
 Combination Technician
 PBX/ Key/ Business Systems Technician
 Special Services Supervisor
 Cable Splicer
 Cable TV Technician
 Building & Grounds Main. Coordinator
 Fleet Mechanic

BENEFITS AREAS covered include the following:

- Benefit costs as a percent of wages
- Benefits eligibility practices
- Health insurance
- Life insurance
- Short and long term disability
- Retirement plans
- 401(k) and 403(b) plans
- Sick leave and paid time off
- Vacation and holiday practices
- Education/ tuition reimbursement
- Incentive plans

Order forms also available at www.fred.org/publications.html
 Click on *2007 Compensation & Benefits Compensation Survey Order Form*