



Order Form

2009 Small Telecommunications COMPENSATION & BENEFITS Survey

Publication date: June 2009

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

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Sponsored by the Foundation for Rural Education and Development (FRED) and the Organization for the Promotion and Advancement of Small Telecommunications Companies (OPASTCO), this 21st 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 paper publications are sold out. The CD version is still available, the updated prices are reflected below.**
- **A detailed listing of the jobs and benefits areas covered can be found at www.fred.org.**

Quantity	2009 Small Telecommunications Compensation & Benefits Survey Rates	Amount
	OPASTCO member Survey Participant Rate	\$175
	OPASTCO member Survey Non-participant Rate	\$250
	Non-member of OPASTCO Survey Participant Rate	\$250
	Non-member of OPASTCO Survey Non-participant Rate	\$325
REMINDER , The paper publication of the Compensation & Benefits survey is sold out, CD's are still available. The prices above have been adjusted to fit the CD prices.		
Normal mailing is by US Mail		FREE
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COMPENSATION PRACTICES for the following 65 jobs are covered in the survey.

Executive	Marketing & Customer Service	Operations
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	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.	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
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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 *2009 Compensation & Benefits Compensation Survey Order Form*