



# Order Form

## 2010 Small Telecommunications COMPENSATION & BENEFITS Survey

Publication date: June 2010

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

Company Name \_\_\_\_\_ Date \_\_\_\_\_  
 Person to receive survey \_\_\_\_\_ Title \_\_\_\_\_  
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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 22nd 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 70 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.**
- **A detailed listing of the jobs and benefits areas covered can be found at [www.fred.org](http://www.fred.org).**

Quantity	2010 Small Telecommunications Compensation & Benefits Survey Rates			Amount
_____	OPASTCO member	Survey Participant Rate	<b>\$229</b>	
_____	OPASTCO member	Survey Non-participant Rate	<b>\$299</b>	
_____	Non-member of OPASTCO	Survey Participant Rate	<b>\$299</b>	
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All survey reports will be mailed in the <b>CD version</b> . When ordering paper copies, add \$25 and check here <input type="checkbox"/>				<b>+ \$25 for Paper</b>
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For overnight delivery, add overnight delivery fee of \$40.00 (US only) OR list your FedEx Number here _____				
<b>TOTAL DUE</b>				

Make check payable to: **FRED**  
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**FRED**  
**2020 K Street, NW, 7<sup>th</sup> Floor**  
**Washington, DC 20006**

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

**Telephone number for questions about orders: (202)659-5990 ext. 264**

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

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## COMPENSATION PRACTICES for the following 72 jobs are covered in the survey.

<b>Executive</b>	<b>Marketing &amp; Customer Service</b>	<b>Operations</b>
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. Sales Engineer	CLEC/ Internet/ Subsidiary Manager Local Exchange Manager Outside Plant Sup./ Plant Manager Engineering Manager Safety Manager Outside Plant Engineer Central Office 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
<b>Information Systems, Network , &amp; Technology</b>	<b>Administrative &amp; Accounting</b>	
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 Network Operations Center Tech/Rep Network Operations Center Supervisor Video Manager Video Technician Roaming Coordinator Cell Site Technician Wireless Switch Technician	Human Resources Manager Human Resources Representative Human Resources/ Benefits Assistant Accounting Technician Accountant Revenue Requirement Analyst CABS Coordinator Billing Representative Billing Supervisor Accounting Supervisor Accounting Manager Adm. Assistant/ Ex. Secretary Secretary Purchasing Agent	

### 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](http://www.fred.org/publications.html)

Click on *2010 Compensation & Benefits Compensation Survey Order Form*