

2010 Small Telecommunications Compensation & Benefits Survey Questionnaire

Sponsored by Foundation for Rural Education and Development (FRED)

For Office Use Only

Respondent Code

Date Received

Respondent Information

Company Name _____

Address _____

City _____ State _____ Zip _____

Name of Person Completing Survey _____

Title of Person Completing Survey _____

Phone Number _____ Fax Number _____

E-Mail Address _____ Date _____

May your company name be listed as a survey participant? Yes No

(If unanswered, company will be listed as a participant. Data will be presented in summary form only to ensure confidentiality.)

Is your company a current member of OPASTCO? Yes No

Ordering Information

Changes have been made to the ordering process for surveys. Invoices will no longer be mailed out to companies. Surveys can be ordered on the PDF form attached to this e-mail or on-line at www.fred.org/publications.html. Payment will be accepted by credit card or check. The survey will be available in two formats: printed copy (\$25 additional charge) or CD format. The cost of the survey ranges from \$229-\$399 depending on your OPASTCO membership status, participation in the survey and format you choose to purchase.

Please fill out the following information so that we can prepare for your order:

We do not wish to order a survey at this time.

We plan to order a survey:

We will select: Printed Copy CD

Payment will be made by: Credit Card Company Check

Name of person to receive survey report _____ Title _____

Email of survey participant _____

**You may order a survey report even if your company does not participate in the survey.
All orders will be processed by the FRED office.**

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Company Information

1. Ownership (check one)

- Privately-owned firm Cooperative

2. Business Lines of Reporting Company (check all that apply)

- Local Telephone Service Long Distance DSL
 Cellular and PCS CLEC Cable TV/Video
 Operator Services Internet Service Provider Other

3. \$ _____ Total combined gross operating revenues for **all lines of business** in most recently completed fiscal year. (To be used for executive jobs #1-8 only.)

4. Employment: Number full-time employees _____ Number part-time employees _____

5. Gross Operating Revenues in **telephone-regulated business** during most recently completed fiscal year
 \$ _____ For previous year \$ _____

6. \$ _____ Total **telephone regulated payroll expenditures** for most recently completed fiscal year (excluding benefits).

7. Number of access lines - Current _____ Last Year _____
 Current number of customers served _____

8. Does reporting entity have joint ownership of any other telcos? Yes No

9. Does reporting entity provide Management Services for any other telco? Yes No

10. If **YES** to either #8 or #9, list relevant data below for those telcos.

Telco Name	Location	Revenues	Access Lines	Joint Ownership	Mgmt Services

If above telcos are operated as separate businesses, please copy the company information sheet, pay practice sheet, and both data input forms to provide data for each company. If they are operated as one company, provide information for the combined company together on the attached data input sheets.

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Pay Practices

Please respond for each of the following three groups of employees:

- Office Hourly (OH) Those office employees who are paid on an hourly basis and are eligible for overtime when worked (non-exempt employees).
- Craft/Technical Hourly (CT) Those employees who work in a technical or craft positions (i.e. CO Technician, Construction Technician) who are paid an hourly wage and are eligible for overtime when worked (non-exempt).
- Salaried (S) Management and other professional employees who are paid on a salaried basis and are not eligible for overtime. If your pay practices for your executives differ from other management, report data for the non-executive group.

11. Does your company have a formal wage/salary program including grades and pay ranges?

- Office Hourly Yes No
- Craft/Tech Hourly Yes No
- Salaried Yes No

12. Average percentage adjustment to individual employee pay.

- Office Hourly _____ % in 2009 _____ % in 2010 _____ % anticipated in 2011
- Craft/Tech Hourly _____ % in 2009 _____ % in 2010 _____ % anticipated in 2011
- Salaried _____ % in 2009 _____ % in 2010 _____ % anticipated in 2011

13. Do you have a formal performance appraisal system?

- Office Hourly Yes No
- Craft/Tech Hourly Yes No
- Salaried Yes No

14. Pay adjustments are given:

When Given	OH	CT	S
On employee's anniversary date in job or company	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
On the same calendar date for all employees	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
If yes, month given:	_____	_____	_____

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Pay Practices - Continued

15. When are newly hired employee first eligible for a pay increase? (Please select only one per column)

OH	CT	S	When Eligible
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3 months after hire
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6 months after hire
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	12 months after hire
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Common calendar date, same as other employees
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Other
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	No Set Schedule

16. After an employee's first year of employment, how often are employees eligible for pay increases?

Office Hourly 6 months annually no schedule other

Craft/Tech Hourly 6 months annually no schedule other

Salaried 6 months annually no schedule other

17. Which describes your pay adjustment process best? (Please select only one per column)

OH	CT	S	Process
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Adjustments given across the board (cost of living/standard increase) to all employees
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	or Differential percentages based on individual performance
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	or Combination of across the board, and additional performance amounts added for better performance

18. Number of hours in standard workweek for full time: Office hourly employees _____

Craft/Technical hourly employees _____

19. What additions, deletions or other changes in the jobs would you like to see in future surveys?

Executive Job Data Input Form

Executive Jobs 1 - 4

Report all amounts in U.S. Dollars

(See Instructions)

Respondent Code

	Job Number 1 President/ General Manager/(COO)	Job Number 2 Chairman/CEO	Job Number 3 V.P./Director of Operations	Job Number 4 V.P. of Finance/ Chief Financial Officer
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EXECUTIVE COMPENSATION

1. Your Job Title				
2. Your job contains Less, Equal, More responsibility than this job	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More
3. Position reports to: (Title)				
4. Annual Salary	\$	\$	\$	\$
5. Most Recent bonus/incentive amount	\$	\$	\$	\$
6. If no bonus/incentive, was employee eligible for one?	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

BOARD MEMBERSHIP / FEES

7. Board Member	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
8. Director fees paid per month	\$	\$	\$	\$
9. Director fees paid per meeting	\$	\$	\$	\$
10. Total Expected Director Fees for 2010	\$	\$	\$	\$

BENEFITS PROVIDED

11. Company Pension	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
12. Supplemental Retirement	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
13. Dental Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
14. Medical Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
15. Supplemental Executive Medical	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
16. Life Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
17. Supplemental Life Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
18. Long-Term Disability	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
19. Paid Club Membership	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
20. Company Car or Car Allowance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

Executive Job Data Input Form

Executive Jobs 5 - 8

Report all amounts in U.S. Dollars

(See Instructions)

Respondent Code

	Job Number 5 V.P./Director of Administrative Services	Job Number 6 Director of Engineering	Job Number 7 Director of Gov. Relations & Regulatory Affairs	Job Number 8 V.P./Director of Marketing and Sales
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EXECUTIVE COMPENSATION

1. Your Job Title				
2. Your job contains Less, Equal, More responsibility than this job	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More	<input type="radio"/> Less <input type="radio"/> Equal <input type="radio"/> More
3. Position reports to: (Title)				
4. Annual Salary	\$	\$	\$	\$
5. Most Recent bonus/incentive amount	\$	\$	\$	\$
6. If no bonus/incentive, was employee eligible for one?	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

BOARD MEMBERSHIP / FEES

7. Board Member	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
8. Director fees paid per month	\$	\$	\$	\$
9. Director fees paid per meeting	\$	\$	\$	\$
10. Total Expected Director Fees for 2010	\$	\$	\$	\$

BENEFITS PROVIDED

11. Company Pension	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
12. Supplemental Retirement	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
13. Dental Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
14. Medical Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
15. Supplemental Executive Medical	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
16. Life Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
17. Supplemental Life Insurance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
18. Long-Term Disability	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
19. Paid Club Membership	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No
20. Company Car or Car Allowance	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Yes <input type="radio"/> No

2010 Small Telecommunications Compensation & Benefits Survey

DATA INPUT FORM - NON-EXECUTIVE JOBS

Report all amounts in U.S. Dollars

(See Instructions)

Respondent Code

Job #	Survey Job Title	Your Job Title	Job Responsibilities (Compare to Description)			Salaried or Hourly		Number of Employees In Job	Average Paid To All	Pay Data is: H - Hourly B - Bi-Monthly S - Semi-Monthly M - Monthly A - Annual				
			L	E	H	S	H			H	B	S	M	A
Marketing and Customer Service														
9	Marketing Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	Marketing Representative		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	Directory Coordinator		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	Community/PR & Economic Devel Mgr		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	Customer Service Representative		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14	Senior/Lead Customer Service Rep		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15	Customer Service Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16	Customer Service Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17	Business System Equip Sales Rep		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18	Cellular/Wireless/Internet Sales Rep		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19	Sales Engineer		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative and Accounting														
20	Human Resources Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21	Human Resources Representative		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22	Human Resources/Benefits Assistant		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23	Accounting Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24	Accountant		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25	Revenue Requirements Specialist		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26	CABS Coordinator		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27	Billing Representative		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28	Billing Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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DATA INPUT FORM - NON-EXECUTIVE JOBS

Report all amounts in U.S. Dollars

(See Instructions)

Respondent Code

Job #	Survey Job Title	Your Job Title	Job Responsibilities (Compare to Description)					Salaried or Hourly	Number of Employees In Job	Average Paid To All	Pay Data is:				
			L	E	H	S	H				H	B	S	M	A
29	Accounting Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30	Accounting Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31	Administrative Asst/Exec Secretary		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32	Secretary		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33	Purchasing Agent		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information Systems, Network and Technology															
34	Computer Programmer/Analyst		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35	PC Support Specialist		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36	LAN / WAN Administrator		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37	Information Systems Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38	Internet Help Desk Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39	Internet Web Page Designer/Developer		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40	Network Operations Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41	Internet Technical Administrator		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42	Network Engineer		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43	CO/Network Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44	CO/Network Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45	Network Operations Center (NOC) Technician/Rep		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46	Network Operations Center (NOC) Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47	Video Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48	Video Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49	Roaming Coordinator		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50	Cell Site Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51	Wireless Switch Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>				<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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DATA INPUT FORM - NON-EXECUTIVE JOBS

Report all amounts in U.S. Dollars

(See Instructions)

Respondent Code

Job #	Survey Job Title	Your Job Title	Job Responsibilities (Compare to Description)				Salaried or Hourly		Number of Employees In Job	Average Paid To All	Pay Data is:					
			L	E	H	S	H	H			B	S	M	A		
Operations																
52	CLEC/Internet/Subsidiary Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
53	Local Exchange/District Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
54	Outside Plant Sup/Plant Mgr		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
55	Engineering Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
56	Safety Manager		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
57	Outside Plant Engineer		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
58	Central Office Engineer		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
59	CAD Operator/Drafting Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
60	Engineering Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
61	Construction Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
62	Construction Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
63	Installation/Repair Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
64	Installation/Repair Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
65	Combination Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
66	PBX/Key/Business Systems Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
67	Special Services Supervisor		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
68	Cable Splicer		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
69	Cable TV Technician		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
70	Building & Grounds Maint Coordinator		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
71	Fleet Mechanic		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
72	Cable Locator		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

2010 Small Telecommunications Compensation & Benefits Survey Questionnaire

General Benefits Information

20. Benefits costs as a percent of wages. To compute, divide total costs of all benefits provided to employees in 2009 by the total wages and salaries paid to those individuals in 2009. Benefits should include all forms of compensation other than wages (i.e. vacation, sick pay, paid parking, paid insurance, retirement, profit sharing, etc.). **Do not include statutory benefits such as social security, unemployment insurance, etc.**

Benefits as % of total wages and salaries: _____ %

21. What is the minimum number of hours per week an employee must work to be eligible for full-time benefits?

- 40 hours per week
 31-39 hours per week
 30 hours per week
 Less than 30 hours per week

Insurance

22. Do you provide **full-time** employees with Health Insurance? Yes No

23. Do you provide **part-time** employees with Health Insurance? Yes No

24. Please check the health insurance coverages offered to **full-time** employees and indicate how premiums are paid:

	Total Monthly Premium for Individual Coverage	Percent of Premium Paid by Employee		Total Monthly Premium for Family Coverage	Percent of Premium Paid by Employee for Family Coverage
<input type="checkbox"/> Traditional Indemnity (Major Medical)	\$			\$	
<input type="checkbox"/> Preferred Provider Plan (PPO)	\$			\$	

25. Is there a waiting period for health insurance benefits? If yes, what is the waiting period?

- Immediate
 30 Days
 60 Days
 90 Days
 120 Days
 Other

2010 Small Telecommunications Compensation & Benefits Survey Questionnaire

Insurance - Continued

26. Does your Firm offer the following insurance coverages to **full-time** employees?

- | | | |
|------------------------|---------------------------|--------------------------|
| Vision | <input type="radio"/> Yes | <input type="radio"/> No |
| Group Life Insurance | <input type="radio"/> Yes | <input type="radio"/> No |
| AD&D | <input type="radio"/> Yes | <input type="radio"/> No |
| Supplemental Life Ins. | <input type="radio"/> Yes | <input type="radio"/> No |
| Long-Term Disability | <input type="radio"/> Yes | <input type="radio"/> No |
| Short-Term Disability | <input type="radio"/> Yes | <input type="radio"/> No |

27. Does your Firm offer Flexible Spending Account(s) and/or pre-tax health premiums in the form of Flexible Spending Accounts (Section 125)? Yes No

If yes, please indicate the type(s) offered:

- Health Care Reimbursement Account
- Dependent Care Reimbursement Accounts
- Other

28. Do you provide full-time employees with company-paid basic life insurance coverage? Yes No

What is the basic coverage? _____ x Annual Salary (i.e. 1 x Annual Salary)

OR
Flat dollar amount \$ _____

29. Do you provide spouses/dependents of your employees with paid basic life insurance coverage? Yes No

- If yes**, what is the basic coverage?
- | | |
|---|----------|
| <input type="checkbox"/> Flat dollar amount for spouse | \$ _____ |
| <input type="checkbox"/> Flat dollar amount per dependent | \$ _____ |

If no, do you provide a group plan under which employees may purchase spouse/dependent basic life insurance coverage? Yes No

2010 Small Telecommunications Compensation & Benefits Survey Questionnaire

Insurance - Continued

30. Do you provide **full-time** employees with **company-paid** long-term disability coverage? Yes No

What is your employer's percentage contribution for coverage? _____
 What percent of annual base salary coverage is provided? _____

31. Do you provide **full-time** employees with **company-paid** short-term disability coverage? Yes No

Do employees pay any of the premium? Yes No

Retirement Benefits

32. Do you offer a 401(k)/403(b) plan to employees? Yes No

Company match amount: _____ % of first _____ % (i.e. 50% of first 6%)

33. Do you offer any retirement plans in addition to the 401(k)/403(b) plan? Yes No
 If yes, please indicate the types of plans offered:

- Profit Sharing
- Defined Benefit Plan
- Other Retirement Plans

Paid Time Off

34. Do you provide **paid sick leave benefits** to full-time employees? Yes No
 If yes, how many days are earned by:

Hourly Employees		Salaried Employees	
<i>Year</i>	<i>Number of Days</i>	<i>Year</i>	<i>Number of Days</i>
in year 1	_____	in year 1	_____
in year 2	_____	in year 2	_____
in year 5	_____	in year 5	_____
in year 10	_____	in year 10	_____

35. Do you allow employees to carry over sick leave from one year to the next?

Yes, on an unrestricted basis Yes, on a restricted basis No

2010 Small Telecommunications Compensation & Benefits Survey Questionnaire

Paid Time Off - Continued

36. Do you buy back unused sick leave from employees? Yes No

37. Do you provide **paid vacation leave benefits** to **full-time employees**? Yes No
 If yes, how many days are earned?

Year	Number of Days
in year 1	_____
in year 2	_____
in year 5	_____
in year 10	_____
in year 15	_____

38. Do you utilize a "Paid Time Off" (PTO) policy rather than distinct vacation, sick, and personal time-off policies? Yes No

If yes, how many days are earned by **full-time employees**?

Year	Number of Days
in year 1	_____
in year 2	_____
in year 5	_____
in year 10	_____

39. How many paid holidays are offered annually? _____ days

Incentive Plans

40. Do you have an incentive plan based on corporate profits? Yes No
 If yes, please indicate the average payout percentage:

	Average Percentage Payout
Board of Directors	_____ %
Executive Positions	_____ %
Managerial/Professional Positions	_____ %
Hourly/Craft Positions	_____ %

2010 Small Telecommunications Compensation & Benefits Survey Questionnaire

Education/Tuition Assistance

41. Do you provide employees with tuition reimbursement? Yes No
- If yes**, what percentage of expense is covered? _____ %
- Do you limit credit hours reimbursed per year? Yes No
- Do you limit reimbursement to job-related courses only? Yes No

Company Contact

42. Whom should we contact with any questions concerning the survey responses?

Name: _____

Title _____

Phone Number: _____ E-mail Address: _____

If you have any questions regarding the survey, please contact:

Natalie Rademacher at (402) 861-0786
NatalieR@tconl.com

Melissa Korzuch at (202) 659-5990

Thank you for your contribution to our survey.