

2005 STAFFING PAY AND BENEFITS SURVEY

JOB TITLE: SALES REP / DESIGNER

Pay / Benefit Items	Low	High	Avg. Low	Avg. High	Annual Cost	Notes
Wages	\$30,000/yr	\$110,000/yr	\$41,182/yr	\$66,385/yr	\$66,385	<i>Avg. High based on a high range of \$40,000 to \$110,000</i>
Holidays (Days)	6	7+ 4 Personal	7.8		\$0	<i>Included in salary</i>
Vacation (Days)	5	18	9.5		\$0	<i>Average based on 2 yrs of service - Included in salary</i>
Health Insurance (Percent paid by Employer)	45%	100%	80%		\$2362	<i>Survey shows that 92% of companies pay some insurance benefit (Avg. monthly individual premium - \$246) Calculation based on \$246 X 80% for 12 months</i>
Bonus Plan	2% Salary	10% Salary	2% Salary		\$1328	<i>Survey shows that 86% of companies pay some kind of bonus- calculation based on 2% bonus</i>
401K	40% Match	100% of 3% 80% next 2%	100% of 3%		\$1992	<i>Survey shows that 92% of companies have 401K match program – calculation based on 3% match</i>
Uniforms and Safety Equipment			\$10/wk		N/A	<i>Survey shows that 88% of companies pay 50% or more of these costs- calculation based on \$10 per week times 50 weeks</i>
Vehicle Allowance					\$8400	<i>Calculation based on \$.35/mile times an average of 2,000 mile per month times 12 mos</i>
Total Cost per year					\$80,467	

Kehoe & Co Survey Conducted April 2005

Twenty (20) companies surveyed in following areas: Northeast, Southeast, Great Lakes, Midwest, Southwest, West, Northwest