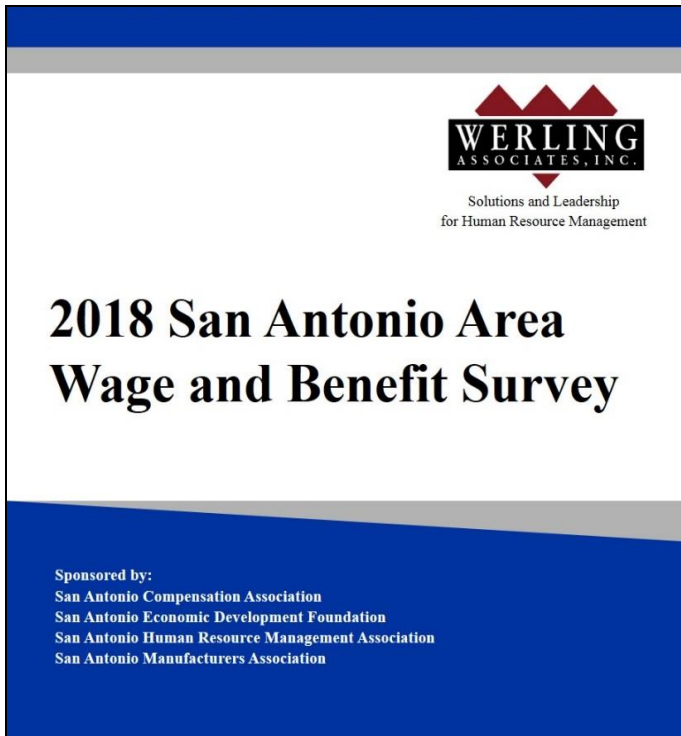


2018 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 23rd Annual San Antonio Area Wage and Benefit Survey. The 2018 San Antonio Area Wage and Benefit Survey is part of a continuing effort to provide human resource-related consulting services and support to the San Antonio area business community. Please take a moment to review this brochure outlining highlights from the survey. To purchase the survey, complete the attached order form and mail, fax, or e-mail to Werling Associates, Inc. Please contact us if you need additional information.

SPONSORSHIP

Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the survey sponsors: the San Antonio Compensation Association, San Antonio Economic Development Foundation, San Antonio Human Resource Management Association, and San Antonio Manufacturers Association.

TIMING OF SURVEY

Wage data is reported as of January 1, 2018 and published on April 17, 2018.

EMPLOYERS SURVEYED

The 2018 San Antonio Area Wage and Benefit Survey provides comprehensive information on 221 general industry positions, 67 healthcare positions, 43 municipality positions, and 12 manufacturing positions from 90 organizations in the San Antonio area.

REPORT

The survey report provides the job number, job title, job description, experience, minimum education or certification, and exempt or nonexempt status. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for hourly base pay and hourly total cash compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. All individual participants' data is kept confidential.

METHOD OF DATA COLLECTION AND ANALYSIS

The survey data was gathered from questionnaires submitted by traditional or electronic mail. Participants were asked to report data where at least 80% of the duties described are performed by the incumbent(s).

DATA INTERPRETATION

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of seniority and experience, job responsibility, organizational size, geographical differences and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

2018 SURVEY PARTICIPANTS

Ace Mart Restaurant Supply
Baker Engineering & Risk Consultants, Inc.
Bexar Appraisal District
Bexar County
Big Brothers Big Sisters of South Texas, Inc.
BioBridge Global
Blue Skies of Texas
Brighton Center
Brundage Management Company, Inc.
Business Financial Group
Christian Senior Services
Chromalloy
City of Alamo Heights
City of Balcones Heights
City of Castroville
City of Converse
City of Fair Oaks Ranch
City of Hondo
City of Leon Valley
City of Live Oak
City of Pearsall
City of San Antonio
City of San Marcos
City of Schertz
City of Selma
City of Shavano Park
Clarity Child Guidance Center
Comal County
Comet Signs LLC
Commercial Kitchen Parts & Service
CommuniCare Health Centers
Connally Memorial Medical Center
Cox Manufacturing
CPS Energy
Credit Human Federal Credit Union
Detex Corporation
DOCUmentation, Inc.
Education Service Center, Region 20
Edwards Aquifer Authority
Family Service Association of San Antonio, Inc.
FBD Partnership, LP
Goodwill Industries of San Antonio
Guadalupe Regional Medical Center
HCA / Methodist Healthcare System
Hill Country Memorial Hospital
HOLT CAT
Hope Hospice
Johnson Controls
Kiolbassa Provision Company
Labatt Food Service
Lancer Corporation
Martin Marietta
McNay Art Museum
Methodist Healthcare Ministries of South Texas Inc.
Mission Pharmacal
NuStar Energy L.P.
Oblate Missions
O'Reilly Auto Parts, Inc.
Our Lady of the Lake University
Peterson Health
Rackspace
San Antonio Museum of Art
San Antonio River Authority
SAWS
SeeKing HR
Southwest Research Institute
St. Mary's University
Sterling BV
SWBC
Takata
Tenet Healthcare
Texas Air Products
Texas Biomedical Research Institute
Texas Lutheran University
Texas MedClinic
Texas State University
Texas Utility Engineering, Inc.
The Nature's Bounty Co.
TSAOG Orthopaedics (SMMG)
United Allergy Services
University Health System
University of Texas at San Antonio
UT Health Science Center at San Antonio
Uvalde Memorial Hospital
Valero Energy Corporation
Vulcan Materials Company
Werling Associates, Inc.
Witte Museum
Zachry Group
Undisclosed Participant

SECTIONS AND NUMBER OF JOBS REPORTED

<p>General Industry</p> <ul style="list-style-type: none"> Accounting/Financial (36) Administration (30) Call Center (5) Engineering/Research & Development (10) Executive Management (7) General Services (20) Human Resources (23) Information Systems (29) Legal (2) Maintenance/Construction (15) Marketing/Sales (21) Retail Management (3) Transportation/Warehouse (20) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (12) 	<p>Healthcare Industry</p> <ul style="list-style-type: none"> Clinical Support (6) Clinics (1) Laboratory (5) Management/Directors (11) Nursing (11) Office Occupations - Clerical & Professional (8) Pharmacy (3) Psychiatric/Social Services (3) Radiology (8) Rehabilitation (6) Respiratory Care (1) Surgical (4) <p>Municipality</p> <ul style="list-style-type: none"> Municipality (43)
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To see a full list of positions surveyed visit our website at www.werling.com

SAMPLE SURVEY PAGE

Job # : 0100		Job Title: Administrative Assistant													
Job Description:		Provides administrative support for mid-level managers to include scheduling, tracking, and reporting information. Also provides clerical support to include typing, answering calls, and opening mail.													
Status: Nonexempt		Education/Certification: High School Diploma													
Experience: 2-4 years															
		Hourly Base Wage							Hourly Total Cash Compensation						
	No. of Orgs	No. of Empl	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	
All Firms	55	918	18.18	14.15	16.00	17.83	19.93	22.50	18.23	14.27	16.00	17.83	20.04	22.50	
Industry Type															
Municipality/Public Works	6	136	17.60	16.16	16.16	17.28	18.55	18.84	17.60	16.16	16.16	17.28	18.55	18.84	
Manufacturing	5	18	17.80		14.50	17.53	19.67		18.38		15.21	18.41	19.98		
Healthcare	13	209	19.14	15.07	16.15	18.46	21.64	25.24	19.14	15.07	16.15	18.46	21.64	25.24	
Other	31	555	17.97	13.46	15.52	17.74	19.99	22.54	18.04	13.46	15.53	17.74	20.14	22.87	
Status															
Profit	17	132	18.91	15.17	16.58	18.01	20.09	23.56	19.12	15.36	16.58	18.07	20.22	24.32	
Not-for-Profit	24	331	19.14	14.87	15.86	18.54	21.75	24.98	19.16	14.88	15.97	18.54	21.75	24.98	
Government	14	455	17.27	13.30	15.73	17.17	18.79	21.13	17.30	13.30	15.73	17.18	18.82	21.15	
Annual Revenue															
<10 Million	5	23	19.00	14.75	16.54	19.38	21.41	22.04	19.51	14.75	17.60	19.71	22.41	23.08	
10 - 50 Million	15	77	18.25	14.71	15.70	17.76	19.41	21.66	18.34	14.82	15.75	17.77	19.41	21.85	
50 - 250 Million	20	123	17.34	13.90	15.09	16.48	19.12	21.63	17.45	14.14	15.34	16.48	19.43	21.63	
250 - 500 Million															
> 500 Million	12	543	18.83	15.14	16.16	18.53	20.93	23.52	18.86	15.17	16.16	18.53	20.95	23.54	
Organizational Size															
1 - 99 employees	7	9	16.92		15.25	18.00	18.20		17.42		16.71	18.00	18.39		
100 - 249 employees	8	27	18.67	14.25	15.91	18.19	19.80	24.69	18.75	14.25	15.91	18.19	19.80	25.04	
250 - 499 employees	16	109	17.50	14.00	15.89	17.28	19.09	20.51	17.60	14.14	15.89	17.28	19.25	20.60	
500 - 999 employees	8	108	17.90	14.75	15.49	17.04	19.25	22.46	17.92	14.75	15.49	17.04	19.25	22.46	
1,000 or more	16	665	18.33	14.03	16.16	18.10	20.31	22.50	18.37	14.03	16.16	18.10	20.44	22.87	
Administration			61						2018 San Antonio Area Wage and Benefit Survey						

2018 San Antonio Area Wage and Benefit Survey Order Form



Please return this form to:
 Werling Associates, Inc.
 11845 IH-10 West, Suite 407
 San Antonio, TX 78230
 Phone: (210) 697-8232
 christy@werling.com

23rd Annual Survey

Due to the sensitive nature of the data, no returns will be accepted.

ORDER

Please send me a copy of the following 2018 San Antonio Area Wage and Benefit Survey reports.

General

Plus one industry:

Healthcare

Manufacturing

Municipality/Public Works

-OR-

Please only send me wage information on the following jobs (includes the benefit report). Please indicate survey job title (or call for additional information).

SURVEY PARTICIPANT COST

General Survey, one industry

Email \$450

Print and CD \$525

Print and Email \$525

Individual positions only \$50 plus \$20 per job

SURVEY NON-PARTICIPANT COST

General Survey, one industry

Email \$825

Print and CD \$875

Print and Email \$875

Individual positions only \$60 plus \$25 per job

**All surveys subject to 8.25% sales tax and
\$10 shipping & handling**

PAYMENT METHOD

Enclosed is a check for \$ _____

Please bill me in the amount of \$ _____

Please make check payable to:
 Werling Associates, Inc.
 TIN 74-2833524

Contact Name

Job Title

Company Name

E-mail Address

Street Address

City, State Zip Code

Phone Number

Fax Number

Please contact Werling Associates, Inc. at (210) 697-8232 if you have any questions concerning the survey or any other human resource management issue.