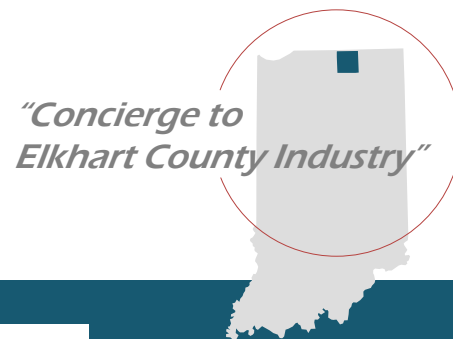




EDC of Elkhart County, Indiana

102 W. Lincoln Ave., Suite 210
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www.elkhartcountybiz.com



2010 Wages and Benefits



Goshen
Chamber of Commerce
574-533-2102
www.goshen.org



Greater Elkhart
Chamber of Commerce
574-293-1513
www.elkhart.org



Middlebury
Chamber of Commerce
574-825-4300
www.middleburycoc.com

Information in this report has been extracted from the "Survey of Wages & Benefits for the Michiana Region – 2010" report.

A full report is available to purchase for \$100 (\$50 for EDC of Elkhart County investors). Email your request to edc@elkhartcountybiz.com.

The full report contains wage and benefits information for all seven counties in the Michiana Region; in Indiana: St. Joseph, Elkhart, Marshall & Kosciusko, and in Michigan: Berrien, Cass and St. Joseph.

Index:

- Wages
- Incentives
- Health Care Coverage
- Retirement
- Paid Time Off
- Workforce Related Questions



Wakarusa
Chamber of Commerce
574-862-4344
www.wakarusachamber.com



Nappanee Area
Chamber of Commerce
574-773-7812
www.nappaneechamber.com

New Paris
Chamber of Commerce
574-831-3600 ext. 7602



Bristol - Elkhart - Goshen - Middlebury - Millersburg - Nappanee - New Paris - Wakarusa

2010 Wages and Benefits

Salaried Employees

Wages

Category	Position	# of workers	Converted to Annual Salary		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Administrative	General Manager/President	24	\$104,439	\$127,287	\$154,522
Finance	Accountant	16	\$46,091	\$53,622	\$60,402
	Accounts Payable/Receivable Clerk	38	\$26,915	\$32,354	\$36,196
	Chief Financial Manager	14	\$86,282	\$106,809	\$136,980
	Controller	15	\$61,961	\$69,680	\$76,752
	Credit Manager	4	\$39,642	\$47,335	\$57,348
Human Resources	HR Generalist	7	\$38,334	\$44,326	\$53,492
	Recruitment Specialist	1	*	*	*
	Training and Development Specialist	2	*	*	*
Maintenance and Repair	Maintenance Mechanic	29	\$35,173	\$40,893	\$44,678
Medical Professionals	Nurse Manager/Unit Director	2	*	*	*
	Nurse, Registered	13	\$32,573	\$39,062	\$47,715
Office Support	Data Entry Clerk	12	\$22,672	\$26,146	\$32,240
	Executive Secretary/Administrative Assistant	34	\$31,863	\$37,006	\$43,003
	File Clerk	77	\$22,110	\$23,546	\$27,789
	Mail Clerk	1	*	*	*
	Receptionist	22	\$22,360	\$26,998	\$32,219
Production	Assembler	129	\$22,734	\$26,541	\$31,262
	CNC Machinist	1	*	*	*
	Materials Manager	8	\$47,680	\$59,869	\$74,546
	Production Manager/Foreman	54	\$39,634	\$50,922	\$66,324
	Purchasing Manager	8	\$54,924	\$59,475	\$69,138
Sales and Customer Service	Advertising/Marketing/Public Relations Manager	13	\$50,907	\$57,617	\$66,342
	Call Center Manager	8	\$47,472	\$54,041	\$60,232
	Call Center Team Leader	5	\$34,769	\$37,416	\$40,117
	Customer Service/Telephone Representative	80	\$26,083	\$32,240	\$37,461
	Order and Billing Clerk	2	*	*	*
	Product Specialist	11	\$46,247	\$53,026	\$65,580
	Sales Manager/Supervisor	24	\$72,012	\$86,774	\$180,677
Technical	Computer Programmer	8	\$44,367	\$52,274	\$65,654
	Electrical Engineer	3	*	*	*
	Engineer (Not Otherwise Specified)	18	\$54,578	\$69,174	\$83,941
	Engineering Manager	15	\$56,990	\$73,178	\$85,157
	Information Technology Manager	12	\$61,017	\$70,587	\$83,364
	Manufacturing Engineer	5	\$42,325	\$58,932	\$60,793
	Mechanical Engineer	1	*	*	*
	Network and Computer Systems Administrator	7	\$52,516	\$59,601	\$67,914
	Quality Control Manager	8	\$58,038	\$68,555	\$82,199
System Analyst	7	\$48,111	\$61,200	\$73,094	

of workers: Number of employees of this particular job description from all surveyed companies.

Minimum Rate Average (Min Rate Avg): The lowest amount an organization would pay for a position.

Actual Rate Average (Act Rate Avg): The average of actual base salary or wage an organization would pay for a position.

Maximum Rate Average (Max Rate Avg): The highest amount an organization would pay for a position.



Annual salaries are converted to hourly wages by dividing by 2,080.

Hourly wages are converted to annual salaries by multiplying by 2,080.

Wages are reported as annual salaries (whole numbers) or hourly amounts (to two decimal places) based on survey results. To protect the confidentiality of the participants, wage information is not disclosed for occupations receiving three or fewer responses. These entries are indicated with an asterisk (*).

2010 Wages and Benefits

Wages

Hourly Employees

Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Actg Rate Avg	Max Rate Avg
Construction	Carpenter	20	\$12.42	\$17.74	\$21.93
	Construction Manager	4	\$20.08	\$22.26	\$24.59
Finance	Bill and/or Account Collector	9	\$13.58	\$16.93	\$18.26
	Payroll Clerk	8	\$11.82	\$13.96	\$16.32
Housekeeping	Housekeeper/Cleaner	8	\$10.90	\$12.93	\$16.05
	Janitor	11	\$10.50	\$12.34	\$13.52
Human Resources	Benefits Specialist	1	*	*	*
	Human Resources Manager	15	\$25.53	\$29.20	\$34.70
Legal Professionals	Attorney	30	\$31.63	\$36.44	\$40.77
	Paralegal	60	\$15.32	\$19.95	\$24.76
Maintenance and Repair	General Millwright	2	*	*	*
	Maintenance and Repair Worker	30	\$12.40	\$15.97	\$18.25
	Maintenance Mechanic, Motor Vehicle	11	\$15.85	\$19.84	\$20.58
	Manager of Mechanics, Installers and Repairers	9	\$21.52	\$26.15	\$29.22
Medical Professionals	Certified Nurse Assistant	15	\$9.18	\$10.00	\$11.00
	Counselor/Human Service Worker	6	\$13.70	\$16.06	\$21.24
Office Support	Administrative Services Manager	5	\$17.50	\$20.05	\$23.99
	Office Manager	16	\$19.50	\$20.68	\$21.95
	Secretary	42	\$11.95	\$13.65	\$15.67
	Teller	34	\$9.24	\$11.16	\$13.86
Production	Assembler, skilled	57	\$12.42	\$14.69	\$17.22
	Assembler, unskilled	9	\$9.00	\$9.33	\$11.00
	Buyer/Purchasing Agent	4	\$18.09	\$19.34	\$20.61
	CNC Operator	4	\$13.90	\$18.48	\$21.93
	Cutting, Punching and/or Press Machine Operator	18	\$12.11	\$14.97	\$17.79
	Extruding and/or Drawing Machine Operator	9	\$13.05	\$17.02	\$18.76
	Forging Machine Operator	5	\$12.00	\$16.00	\$22.00
	General Laborer	113	\$9.85	\$11.36	\$13.69
	Grinding, Lapping, Polishing and Buffing Machine Tool Operator	5	\$12.00	\$16.00	\$22.00
	Manual Machinist	39	\$11.85	\$14.34	\$19.40
	Operations/Plant Manager	25	\$31.39	\$37.20	\$42.64
	Painting/Spraying Machine Operator	24	\$13.95	\$15.04	\$17.08
	Production Control Worker	6	\$13.21	\$15.42	\$21.82
	Quality Control Inspector/Tester	12	\$13.43	\$14.98	\$16.05
	Tool and Die Maker	6	\$14.40	\$17.03	\$19.29
	Welder, Cutter, Solderer and/or Brazer	82	\$13.22	\$16.26	\$17.50
	Sales and Customer Service	Sales Representative/Account Executive	63	\$20.52	\$24.95
Technical	CAD Technician	11	\$3.61	\$3.61	\$3.61
	Computer Operator	3	*	*	*
	Computer Support Specialist	2	*	*	*
	Designer	2	*	*	*
	Electrical or Electronic Technician	7	\$14.61	\$18.87	\$8.10
	Estimator	7	\$17.53	\$24.36	\$27.85
	Graphic Designer	4	\$24.79	\$27.38	\$28.16
	IT Support Specialist	2	*	*	*
	Laboratory/Engineering Technician	5	\$11.40	\$20.23	\$22.75
	Technical Support Specialist	8	\$16.16	\$19.76	\$26.27
Transportation & Material Moving	Driver, Truck Heavy and Tractor-Trailer	134	\$16.46	\$19.63	\$22.50
	Driver, Truck Light or Delivery Services	25	\$12.31	\$14.35	\$16.42
	Driver/Sales Worker	1	*	*	*
	Heavy Equipment Operator	6	\$17.15	\$20.72	\$22.25
	Inventory Control Coordinator	4	\$11.45	\$12.83	\$14.70
	Material Handler	61	\$12.47	\$14.57	\$16.40
	Picker and Packer	18	\$10.57	\$12.91	\$14.65
	Shipping, Receiving and/or Traffic Clerk	6	\$12.70	\$15.21	\$16.45
	Supervisor/Manager of Material Movers	7	\$15.01	\$16.83	\$20.16
	Transportation, Storage and Distribution Manager	5	\$23.42	\$25.44	\$27.30

2010 Wages and Benefits

Incentives

Life Insurance

	Hourly	Salaried
Life insurance offered	83%	
Employees are eligible for coverage in 1 to 30 days (% yes)	24%	32%
Employees are eligible for coverage in 1 to 3 months (% yes)	48%	44%
Employees are eligible for coverage in 3 to 6 months (% yes)	28%	24%
Employees are eligible for coverage in 6 months to 1 year (% yes)	0%	
Employees are eligible for coverage after 1 year (% yes)	0%	
Flat amount of insurance coverage (% yes)	72%	64%
Salary percentage (% yes)	24%	44%



Pension

	Hourly	Salaried
Traditional pension plan offered (% yes)	3%	
Does the employee contribute (% yes)	100%	
Pension average monthly employee contribution?	75-75	
At what age does an employee become eligible?	65	



401K

	Hourly	Salaried
401K or 403b or similar plans offered (% yes)	73%	
Employees are eligible for coverage in 1 to 30 days (% yes)	5%	
Employees are eligible for coverage in 1 to 3 months (% yes)	27%	
Employees are eligible for coverage in 3 to 6 months (% yes)	9%	
Employees are eligible for coverage in 6 months to 1 year (% yes)	32%	
Employees are eligible for coverage after 1 year (% yes)	27%	
What percentage of earnings may an employee pay into the fund?	5%-100%	
Does company make a matching contribution to the fund?	68%	
Employer matches what % of the first...	1.5%-75%	
What % of wages is contributed by the the employee.	25%-100%	
Match guaranteed (% yes)	27%	
Match intended (% yes)	60%	



Training

	Hourly	Salaried
Training/Education benefits offered (% yes)	50%	54%
Employees are eligible for coverage in 1 to 30 days (% yes)	18%	21%
Employees are eligible for coverage in 1 to 3 months (% yes)	21%	18%
Employees are eligible for coverage in 3 to 6 months (% yes)	4%	7%
Employees are eligible for coverage in 6 months to 1 year (% yes)	4%	
Employees are eligible for coverage after 1 year (% yes)	4%	
Tuition assistance (% yes)	39%	39%
Must the classes be job related? (% yes)	32%	32%
Employer's percentage contribution toward tuition/fees?	50%-100%	
In-house training available (% yes)	46%	54%
Off-site training available (% yes)	46%	54%
Mentoring programs available (% yes)	25%	29%



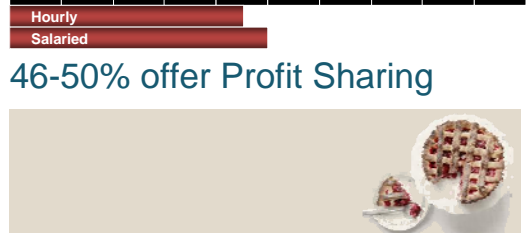
Orientation

	Hourly	Salaried
Orientation for new hires (% yes)	50%	54%
Re-orientation for current employees (% yes)	18%	21%



Profit Sharing

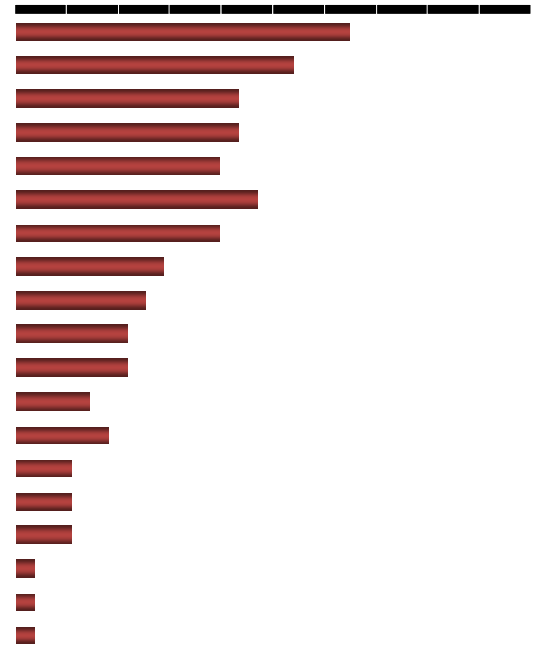
	Hourly	Salaried
Are profit sharing or performance incentives offered? (% yes)	46%	50%
Employees are eligible for coverage in 1 to 30 days (% yes)	7%	11%
Employees are eligible for coverage in 1 to 3 months (% yes)	11%	
Employees are eligible for coverage in 3 to 6 months (% yes)	4%	
Employees are eligible for coverage in 6 months to 1 year (% yes)	7%	
Employees are eligible for coverage after 1 year (% yes)	18%	
Are incentives team based? (% yes)	25%	
Are incentives individual based? (% yes)	25%	29%



2010 Wages and Benefits

Incentives

	Hourly	Salaried
Smoke free environment	64%	
Employee Assistance Programs	54%	
Open communication policy	43%	
Wellness program / resources	43%	
Flexible spending account	39%	39%
Casual dress day - one per week	36%	46%
Informal recognition program	39%	36%
Product discount	29%	
Smoke cessation	25%	
Flex time	21%	21%
Telecommuting	21%	
Fitness center membership subsidy	14%	
Casual dress - every day	18%	11%
On site fitness	11%	
Scholarships - employees / family	11%	
Compressed work weeks	11%	7%
Job sharing	4%	4%
Transit subsidy	4%	
Other	4%	
Child day care	0%	
Emergency child care	0%	
Tutoring - employee / family	0%	



Top Non-Financial Incentives:

- Smoke Free Environment
- Employee Assistance Program
- Open Communication
- Wellness Program
- Flexible Spending Account
- Casual Dress Day
- Informal Recognition Program

2010 Wages and Benefits

Health Care Coverage

Health Insurance

	Hourly	Salaried
Does your organization (org) offer health insurance? (% yes)		90%
Does your org offer health coverage for family members (% yes)		90%
Is your org considering dropping health coverage in the coming year (% yes)		4%

90% offer Health Insurance

Health Insurance Type

	Hourly	Salaried
Single Plan (% yes)		63%
Multi Plan (% yes)		27%
Self insured (% yes)		47%
Indemnity insurance (% yes)		43%

63% offer a single plan

Health Savings Accounts or Health Reimbursement Account

	Hourly	Salaried
My org offers only HSA or HRA plans (% yes)		27%
My org offers optional HSA or HRA plan (% yes)		20%
My org does not offer HSA or HRA plan (% yes)		43%
If offered, what is the annual company contribution - Single	\$324-\$4,000	\$324-\$2,150
If offered, what is the annual company contribution - Family	\$400-\$8,000	\$400-\$4,000
If offered, what is the max annual out of pocket expenses - Single		\$1,000-\$5,000
If offered, what is the max annual out of pocket expenses - Family		\$2,000-\$10,000

27% offer only HSA or HRA

Wellness

	Hourly	Salaried
Does org offer wellness incentives (% yes)		33%
What is the max an employee may earn in wellness incentives?		\$50-\$500

33% offer Wellness incentives

Indemnity

	Hourly	Salaried
Employees are eligible for coverage in 1 to 30 days (% yes)	23%	47%
Employees are eligible for coverage in 1 to 3 months (% yes)	54%	47%
Employees are eligible for coverage in 3 to 6 months (% yes)	23%	6%
Employees are eligible for coverage in 6 months to 1 year (% yes)		0%
Employees are eligible for coverage after 1 year (% yes)		0%
Org offers coverage to family members (% yes)	40%	43%
Employee pays monthly for employee	\$20-\$280	\$20-\$548
Employee pays monthly for spouse		\$100-\$430
Employee pays monthly for child(ren)		\$100-\$486
Employee pays monthly for family	\$100-\$569	\$100-\$585
Employer pays monthly for employee		\$147-\$5,831
Employer pays monthly for spouse		\$245-\$12,181
Employer pays monthly for child(ren)		\$250-\$10,009
Employer pays monthly for family		\$300-\$16,786
Annual deductible per person		\$300-\$2,500
Annual deductible per family		\$500-\$5,000
If costs are split between org and employee, what is the org's %?		51%-80%
Average copay for routine office visits?		\$15-\$35
What is the max out of pocket expenses per employee?		\$2,500-\$5,000
What is the max out of pocket expenses per family?		\$5,000-\$10,000
What is the lifetime max benefit?		\$1,000,000-\$1,000,000,000,000

100% employees eligible for Indemnity after 6 months.



Self Insurance

	Hourly	Salaried
Employees are eligible for coverage in 1 to 30 days (% yes)	14%	21%
Employees are eligible for coverage in 1 to 3 months (% yes)	50%	43%
Employees are eligible for coverage in 3 to 6 months (% yes)		36%
Employees are eligible for coverage in 6 months to 1 year (% yes)		0%
Employees are eligible for coverage after 1 year (% yes)		0%
Org offers coverage to family members (% yes)		48%
Employee pays monthly for employee		\$22-\$140
Employee pays monthly for spouse		\$40-\$286
Employee pays monthly for child(ren)		\$40-\$277
Employee pays monthly for family		\$40-\$394
Employer pays monthly for employee		\$69-\$598
Employer pays monthly for spouse		\$146-\$1,395
Employer pays monthly for child(ren)		\$132-\$1,365
Employer pays monthly for family		\$197-\$1,365
Annual deductible per person		\$350-\$3,000
Annual deductible per family		\$700-\$6,000
If cost are split between org and employee, what is the org's %?		20%-100%
Average copay for routine office visits?		\$15-\$30
What is the max out of pocket expenses per employee?		\$850-\$4,000
What is the max out of pocket expenses per family?		\$2,000-\$8,000
What is the lifetime max benefit?		\$7,500-\$1,000,000,000

100% employees eligible for Self Insurance after 6 months.



2010 Wages and Benefits

Health Care Coverage

Short Term disability

	Hourly	Salaried
Short term disability offered	67%	63%
Employee covered after 1 to 30 days	20%	32%
Employee covered after 1 to 3 months	50%	42%
Employee covered after 3 to 6 months	25%	21%
Employee covered after 6 months to 1 year	5%	5%
Employee covered after 1 year	0%	0%
Percent of wages	0-100	0-100
Max duration	0-40	0-36

67% offer Short-term disability

Long Term Disability

	Hourly	Salaried
Long term disability offered	37%	53%
Employee covered after 1 to 30 days	9%	19%
Employee covered after 1 to 3 months	55%	44%
Employee covered after 3 to 6 months	27%	31%
Employee covered after 6 months to 1 year	0%	0%
Employee covered after 1 year	9%	6%
Percent of wages	0-60	0-75
Maximum age	65-100	65-100

53% offer Long-term disability

Dental Insurance

	Hourly	Salaried
Dental plan offered	73%	
Orthodontia covered	82%	
Employee covered after 1 to 30 days	14%	23%
Employee covered after 1 to 3 months	59%	50%
Employee covered after 3 to 6 months	27%	
Employee covered after 6 months to 1 year	0%	
Employee covered after 1 year	0%	
Annual deductible	\$0-\$5,000	
Maximum annual benefit single coverage	\$0-\$10,000	
Maximum annual benefit family coverage	\$0-\$20,000	
Employee pays monthly Employee	\$0-\$40	
Employee pays monthly spouse	\$0-\$80	
Employee pays monthly child	\$0-\$82	
Employee pays monthly family	\$0-\$105	
Employer pays monthly Employee	\$0-\$100	
Employer pays monthly spouse	\$0-\$173	
Employer pays monthly child	\$0-\$173	
Employer pays monthly family	\$0-\$267	
Preventive cost covered (%)	50%-100%	
Basic cost covered (%)	50%-80%	
Major cost covered (%)	50%-80%	

73% offer Dental insurance



Vision Insurance

	Hourly	Salaried
Vision plan offered	47%	
Eligible for coverage in 1 to 30 days	29%	
Eligible for coverage in 1 to 3 months	57%	
Eligible for coverage in 3 to 6 months	14%	
Eligible for coverage in 6 months to 1 year	0%	
Eligible for coverage in 1 year	0%	
Employee pays monthly employee	\$0-\$12	
Employee pays monthly spouse	\$0-\$17	
Employee pays monthly child	\$0-\$25	
Employee pays monthly family	\$0-\$26	
Employer pays monthly Employee	0%	
Employer pays monthly spouse	0%	
Employer pays monthly child	0%	
Employer pays monthly family	0%	
Glasses covered	93%	
Lasik covered	14%	

47% offer Vision insurance



2010 Wages and Benefits

Paid Time Off

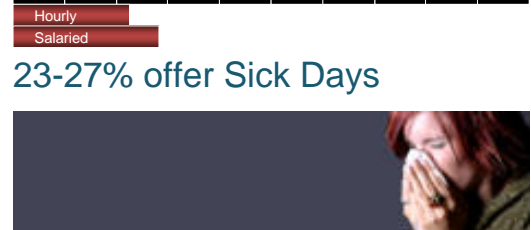
Personal Days

	Hourly	Salaried
Paid Personal days offered (% yes)	37%	47%
Employees are eligible in 1 to 30 days (% yes)	0%	21%
Employees are eligible in 1 to 3 months (% yes)	45%	36%
Employees are eligible in 3 to 6 months (% yes)	18%	14%
Employees are eligible in 6 months to 1 year (% yes)	9%	7%
Employees are eligible after 1 year (% yes)	27%	21%
Number of personal days offered per year	2-12	
How many days may be carried over each year?	0-10	



Illness Days

	Hourly	Salaried
Personal and Illness Days combined offered (% yes)	23%	27%
Paid Illness Days offered (% yes)	23%	27%
Employees are eligible in 1 to 30 days (% yes)	29%	38%
Employees are eligible in 1 to 3 months (% yes)	14%	25%
Employees are eligible in 3 to 6 months (% yes)	43%	25%
Employees are eligible in 6 months to 1 year (% yes)	14%	13%
Employees are eligible after 1 year (% yes)	0%	0%
Number of illness days offered per year.	3-10	
Maximum days accumulated?	0-999	



Vacation Days

	Hourly	Salaried
Vacation days offered (% yes)	93%	97%
Employees are eligible in 1 to 30 days (% yes)	7%	14%
Employees are eligible in 1 to 3 months (% yes)	14%	21%
Employees are eligible in 3 to 6 months (% yes)	7%	
Employees are eligible in 6 months to 1 year (% yes)	29%	31%
Employees are eligible after 1 year (% yes)	43%	28%
Number of vacation days offered in first year?	0-12	
Number of years service to be eligible for 5 days?	0-2	
Number of years service to be eligible for 10 days?	0-5	
Number of years service to be eligible for 15 days?	0-12	
Number of years service to be eligible for 20 days?	0-20	0-16
Number of years service to be eligible for more than 20 days?	0-30	



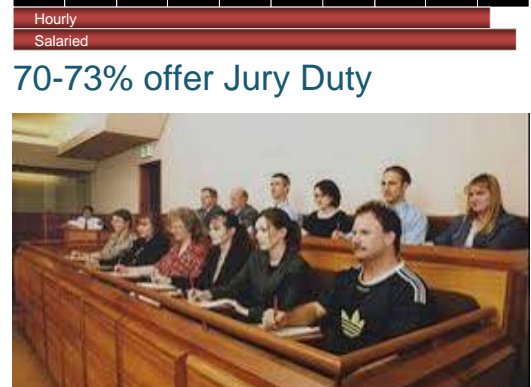
Bereavement Leave

	Hourly	Salaried
Bereavement leave offered	73%	77%
Employees are eligible in 1 to 30 days (% yes)	64%	70%
Employees are eligible in 1 to 3 months (% yes)	23%	22%
Employees are eligible in 3 to 6 months (% yes)	5%	4%
Employees are eligible in 6 months to 1 year (% yes)	0%	0%
Employees are eligible after 1 year (% yes)	9%	4%
Number of bereavement days offered per year?	0-5	



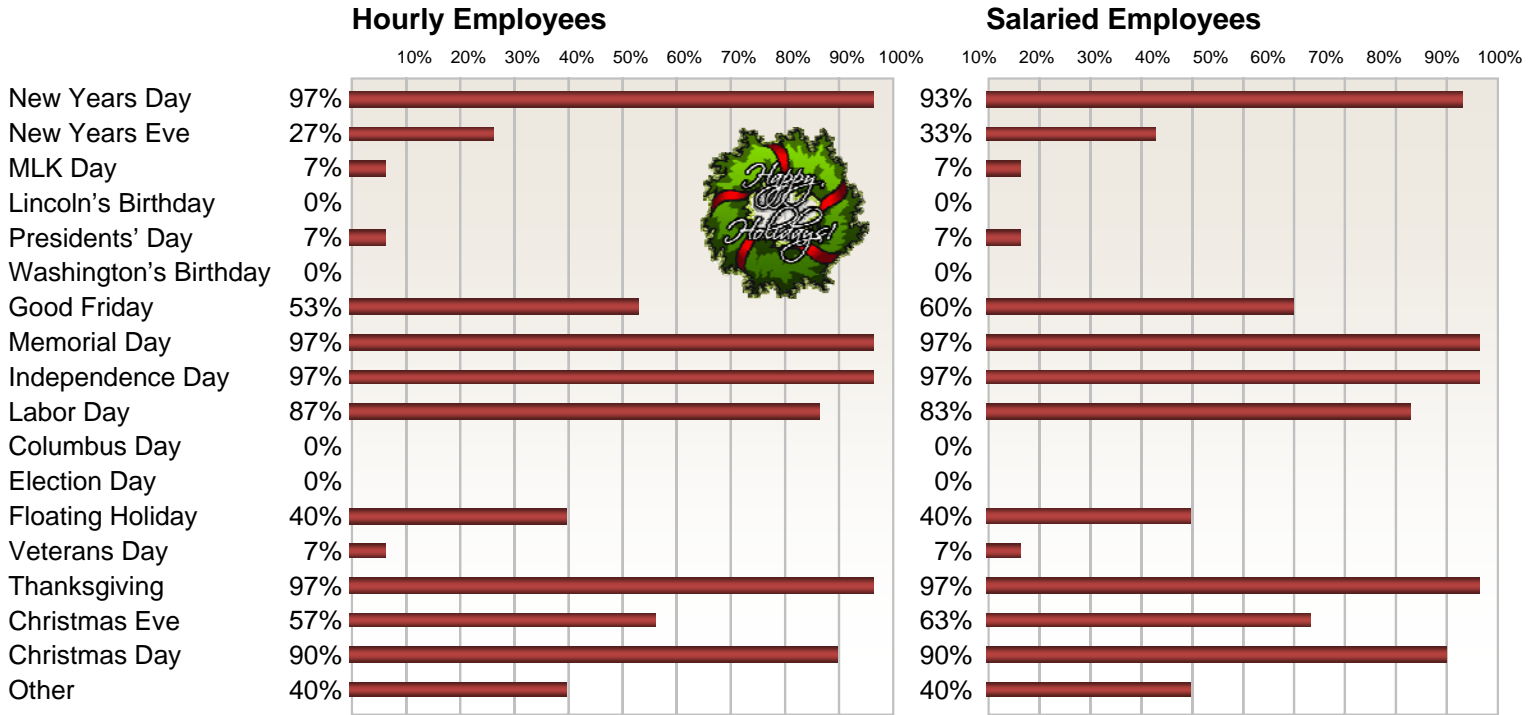
Jury Duty

	Hourly	Salaried
Compensation offered (% yes)	70%	73%
Wages plus payment from court (% yes)	14%	32%
Wages minus payment from court (% yes)	86%	68%
Payment from court only (% yes)	0%	0%

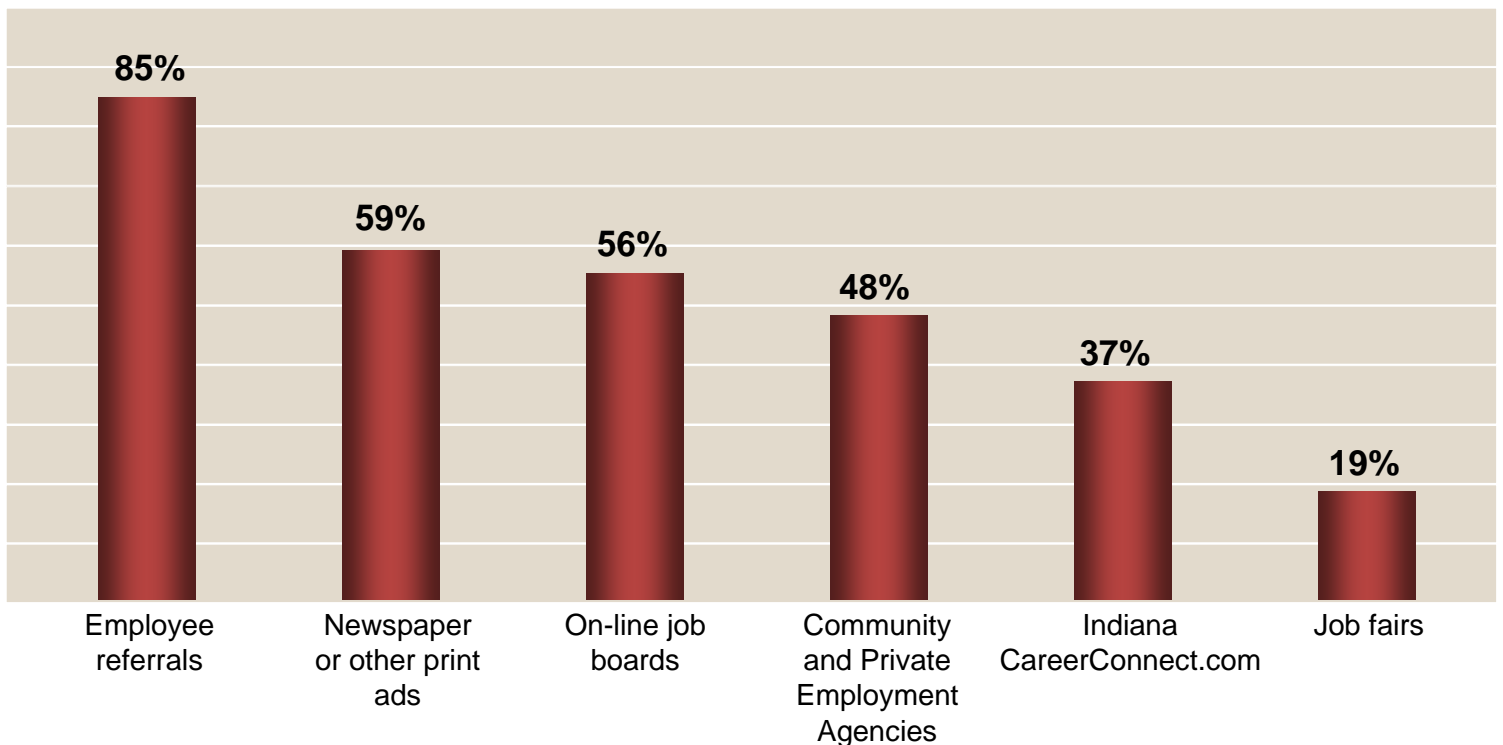


2010 Wages and Benefits

Paid Time Off



Workforce recruitment methods



Workforce Related Questions

What jobs/positions are most difficult to fill with workers from Indiana?

.Net programmers
Construction management
Cooking
Customer service
Electrical
IT – Information Technology
Leasing
Machine operators
Maintenance
Management
Mechanic
OTR (Over the Road) drivers
Payroll analysts
Product engineers
Sales
Sanders
Sewers
Skilled maintenance
Technical sales specialists
Vehicle painters
Welders
Workers that are willing to work Monday-Friday

What degrees are needed?

Trade school background
Accounting
Bachelors degree
Associates degree
CDL license
Certifications-automotive A/C
Certified inventory purch. Mgr.
Certified payroll processor
Certified quality improvement
Certified solid works associate
Front-end alignment
High school diploma or GED
Marketing
Microsoft certified developer
Nts level 1 alarm installation
Paint
Forklift training
Solid works professional
Speak English
Welding

Skills necessary for success in workplace

Work varying shifts
Work with others
Accuracy
Attendance and punctuality
Attention to detail
Bolts and blind fasteners
Carpentry
Certifications
Communication/people
Computer
Contract
Customer service
Detail oriented
Drilling holes for fasteners
Driver CDL
Driving
Drug free
Electrical and external sealant application
Electronics
Execution
Experienced with small power tools
Flexibility
Front-end alignment
High energy
Independent
Installation and removal of nuts
Interpersonal
Knowledgeable
Leadership
Leasing
Machine operator
Multi-tasking
Paint
Problem solving
Productivity
Quality
Referrals
Respect / dependability
Responsible
Safety
Sales
Installation of solid rivets
Software
Supervisory
Team work
Technical
Time management
Tow motor license
Welding

What skills are most difficult to find?

Business development
Cabinet builder
Chemists
Computer
Computer savvy factory workers
Cooking
Customer service
Degreed engineers
Electronic engineering
Engineers
Estimating
Financial management
Work ethics
IT – Information Technology
Leasing
Machine operators
Management
Math
Payroll systems
Ability to get along with people
Quality minded work ethic
Sales
Supervisory
Technical
Technical .Net
Using logic
Vehicle painting

Needed software or technology skills necessary for success

.Net programming
Adobe
Advanced EXCEL
AutoCAD
CAD
Computer literate
Eclipse
Fuelpak
General computer
Intranet
MS Excel
MS Office
MS Outlook
MS Word
Payroll processing
Quick books
SQL server
Symitar