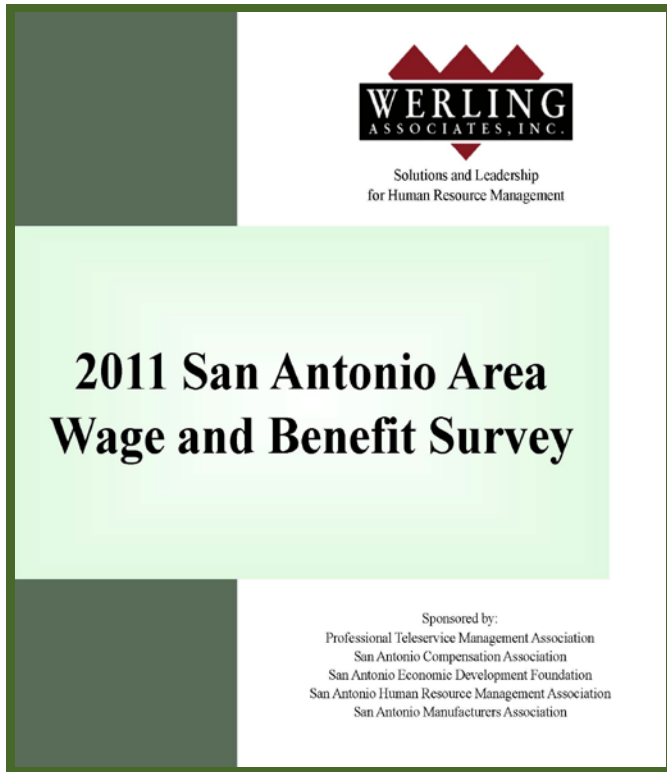


2011 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 16th Annual San Antonio Area Wage and Benefit Survey. Please take a moment to review this brochure outlining highlights from the survey. The 2011 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 business community. To purchase the survey, complete the attached order form and mail or fax it 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 Professional Teleservice Management Association, 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, 2011 and published April 19, 2011.

EMPLOYERS SURVEYED

The 2011 San Antonio Area Wage and Benefit Survey provides comprehensive information on 224 general industry positions, 70 healthcare positions, and 15 manufacturing positions from 93 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 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.

2011 SURVEY PARTICIPANTS

Ace Mart Restaurant Supply
Alamo Colleges
AllianceBerstein
Baptist Health System
Bexar Appraisal District
Bexar County Planning & Resource Management
Big Brothers Big Sisters of South Texas
Biodynamic Research Corporation
Brundage Management Company, Inc.
CCC Group, Inc.
CHRISTUS Health
City of Converse
City of New Braunfels
City of San Antonio
Clarity Child Guidance Center
Comal County
Detex Corporation
DeWied International
Documation, LLC
Education Service Center, Region 20
Family Service Association of San Antonio, Inc.
Farm Bureau Bank
FBD Partnership, LP
Firstmark Credit Union
Frost Bank
Generations Federal Credit Union
GlobalSCAPE
Guadalupe Regional Medical Center
HCA Shared Services
Hill Country Bakery
Hill Country Memorial
Johnson Controls, Inc.
KLN Steel Products Company
Labatt Food Service
Lancer Corporation
LifeCare Hospitals of San Antonio
Martin Marietta Materials
McNay Art Museum
Medtronic Diabetes
Methodist Healthcare
Methodist Healthcare Ministries
Mission Pharmacal Corporation
Morningside Ministries
Munters Corporation
NuStar Energy
Oblate Missions
Our Lady of the Lake University
Padgett, Stratemann & Co., LLP
Peterson Regional Medical Center
Port San Antonio
Post Acute Medical dba Warm Springs
Quirk & Company
Rackspace Hosting
San Antonio Federal Credit Union
San Antonio Housing Authority
San Antonio Lighthouse for the Blind
San Antonio Museum of Art
San Antonio River Authority
San Antonio Water System
San Antonio Wings
Schreiner University
Sea Island Development Company, Inc.
Security Service Federal Credit Union
Sirius Computer Solutions
South Texas Blood and Tissue Center
Southwest Research Institute
St. Mary's University
Steelhead Inc.
Sushi Zushi, Inc.
Sysco San Antonio, Inc.
Tenneco, Inc.
TETCO
Texas Biomedical Research Institute
Texas MedClinic
Texas State University - San Marcos
The Capitol Group Companies
The Center For Healthcare Services
The University of Texas at San Antonio
TK Holdings, Inc.
Tower Life Insurance Company
Toyota Motor Manufacturing of Texas
University Health System
University of Texas Health Science Center at San Antonio
University of the Incarnate Word
Valero Energy Corporation
Vulcan Materials Company
WellMed Medical Management, Inc.
Werling Associates, Inc.
Whataburger Restaurants LP
Witte Museum
YMCA of Greater San Antonio
Zachry
Undisclosed Participant

SECTIONS AND NUMBER OF JOBS REPORTED

<p>General Industry</p> <ul style="list-style-type: none"> Executive Management (6) Accounting/Financial/Legal (37) Administration (27) Banking and Financial Services (4) Call Center (8) Engineering/Research & Development (11) General Services (16) Human Resources (22) Information Systems (34) Maintenance/Construction (19) Marketing/Sales (19) Retail Management (2) Transportation/Warehouse (19) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (15) 	<p>Healthcare Industry</p> <ul style="list-style-type: none"> Clinical Support (5) Clinics (1) Laboratory (4) Management/Directors (15) Nursing (14) Office Occupations - Clinical & Professional (6) Pharmacy (3) Psychiatric/Social Services (1) Radiology (8) Rehabilitation Services (6) Respiratory Care (2) Surgical Services (5)
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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: High School Diploma													
	Experience: 2-4 years													
		Hourly Base Wage							Hourly Total 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	63	968	15.04	11.90	12.94	14.57	16.64	18.59	15.15	11.94	13.00	14.60	16.88	18.96
Classification														
Banking Service	8	51	17.83	15.83	16.32	17.70	18.52	20.87	18.33	16.22	16.66	18.06	19.32	20.87
Manufacturing	6	21	15.95	12.97	13.48	15.89	16.95	20.87	16.83	13.20	14.03	16.73	18.43	21.11
Healthcare	16	213	14.89	12.02	13.59	14.53	16.40	17.60	14.96	12.02	13.59	14.66	16.40	17.60
Other	33	683	14.85	11.74	12.55	14.26	16.35	18.83	14.91	11.75	12.68	14.26	16.38	18.99
Status														
Profit	27	211	16.31	12.18	13.96	16.30	18.28	20.53	16.68	13.20	14.14	16.59	18.49	20.72
Not-for-profit	22	226	15.87	11.25	13.59	15.38	17.31	21.54	15.92	11.25	13.60	15.40	17.33	21.54
Government	14	531	14.18	11.83	12.50	13.86	15.41	17.02	14.21	11.83	12.50	13.86	15.42	17.18
Organizational Size														
0 - 99 employees	8	44	14.78	10.79	11.40	14.81	17.25	20.39	15.00	10.79	11.40	14.81	17.88	20.58
100 - 249 employees	10	50	14.77	11.95	12.51	14.14	16.23	18.58	14.87	12.01	12.63	14.16	16.38	18.74
250 - 499 employees	20	202	14.47	11.83	12.97	14.06	16.17	17.31	14.56	11.83	12.97	14.06	16.17	17.48
1,000 or more	21	660	15.30	12.02	12.99	14.77	16.90	19.22	15.41	12.13	13.18	14.82	16.90	19.41
Administration			61						2011 San Antonio Area Wage and Benefit Survey					

2011 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
 Fax: (210) 697-8892
christy@werling.com

16th Annual Survey

ORDER

Please send me a copy of the following 2011 San Antonio Area Wage and Benefit Survey reports.

General

Plus one industry:

Healthcare

Manufacturing

-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 (Hard Copy) and CD** \$450
- General Survey, One Industry (CD only)** \$395
- Additional Industry** \$125 each
- Individual Positions** \$20 plus \$15 per job, up to 20 jobs

SURVEY NON-PARTICIPANT COST

- General Survey, One Industry (Hard Copy) and CD** \$795
- General Survey, One Industry (CD only)** \$750
- Additional Industry** \$250 each
- Only Individual Positions** \$30 plus \$20 per job, up to 20 jobs

All surveys subject to 8.125% sales tax and \$10 shipping & handling fee

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

Street Address

Job Title

City, State, Zip Code

Company Name

Phone Number/Fax Number

E-mail address

Please send me information about participating in the 2011 survey.

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