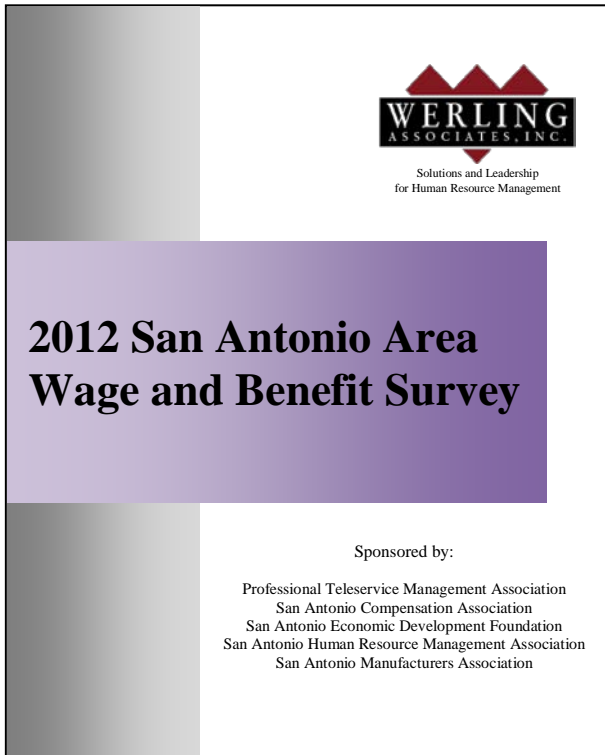


2012 SAN ANTONIO AREA WAGE AND BENEFIT SURVEY

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the 17th Annual San Antonio Area Wage and Benefit Survey. The 2012 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. Please take a moment to review this brochure outlining highlights from the survey. 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, 2012 and published April 17, 2012.

EMPLOYERS SURVEYED

The 2012 San Antonio Area Wage and Benefit Survey provides comprehensive information on 290 positions from 87 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.

2012 SURVEY PARTICIPANTS

Air Force Village
Alamo Colleges
AllianceBernstein
Baptist Health System
Bexar Appraisal District
Bexar County
Big Brothers Big Sisters of South Texas
Biodynamic Research Corporation
Brundage Management
CCC Group, Inc.
Children's Association for Maximum Potential, Inc.
Chromalloy Component Services
City of New Braunfels
City of San Antonio
City of San Marcos
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
Federal Management Solutions
Firstmark Credit Union
Frost Bank
GlobalSCAPE
Guadalupe Regional Medical Center
Hill Country Bakery
Hope Hospice
James Avery Craftsman, Inc.
Labatt Food Service
Lancer Corporation
Liberto Management
LifeCare Hospitals of San Antonio
Martin Marietta Materials
McNay Art Museum
Medtronic Diabetes
Methodist Healthcare
Mission Pharmacal Corporation
Munters Corporation
NuStar Energy
Oblate Missions
Our Lady of the Lake University
Padgett, Stratemann & Co., LLP
Perdernalles Electric Cooperative
PETCO Animal Supplies, Inc.
Peterson Regional Medical Center
Port Authority of San Antonio
Quirk & Company
Rackspace Hosting
San Antonio Family Endeavors
San Antonio Federal Credit Union
San Antonio Housing Authority
San Antonio Museum of Art
San Antonio River Authority
San Antonio Water System
San Antonio Wings
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
Sushi Zushi, Inc.
Sysco Central Texas, Inc.
TETCO
Texas Biomedical Research Institute
Texas Lutheran University
Texas MedClinic
Texas Power Systems
Texas State University - San Marcos
The Capital Group Companies
The Center for Health Care Services
The Scooter Store
Tower Life Insurance Company
University Health System
University of Texas at San Antonio
UT Health Science Center San Antonio
Valero Energy Corporation
Vulcan Materials Company
Warm Springs
Werling Associates, Inc.
Whataburger
Witte Museum
Zachry

SECTIONS AND NUMBER OF JOBS REPORTED

<p>General Industry</p> <ul style="list-style-type: none"> Executive Management (6) Accounting/Financial/Legal (39) Administration (23) Banking and Financial Services (2) Call Center (7) Engineering/Research & Development (10) General Services (21) Human Resources (25) Information Systems (34) Maintenance/Construction (20) Marketing/Sales (18) Retail Management (1) Transportation/Warehouse (16) 	<p>Healthcare Industry</p> <ul style="list-style-type: none"> Clinical Support (6) Clinics (1) Laboratory (5) Management/Directors (10) Nursing (9) Office Occupations - Clinical & Professional (3) Pharmacy (3) Psychiatric/Social Services (3) Radiology (3) Rehabilitation Services (6) Respiratory Care (2) Surgical Services (5) <p>Manufacturing Industry</p> <ul style="list-style-type: none"> Manufacturing (12)
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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	60	937	15.67	12.00	13.23	15.00	17.42	20.00	15.78	12.02	13.25	15.02	17.53	20.34	
Classification															
Banking Service	6	44	18.62	16.62	17.42	18.42	19.42	21.59	19.46	16.95	17.72	18.99	20.91	22.10	
Manufacturing	9	46	17.18	12.02	12.92	16.51	21.03	25.13	17.33	12.12	12.92	16.51	21.03	25.28	
Healthcare	9	156	15.17	12.00	13.59	14.83	17.01	18.76	15.27	12.02	13.59	14.89	17.09	18.81	
Other	36	691	15.49	12.00	13.00	14.72	17.31	19.99	15.56	12.02	13.20	14.72	17.31	20.06	
Status															
Profit	29	233	16.89	12.00	14.11	16.90	18.99	21.50	17.30	12.92	14.37	17.00	19.73	22.03	
Not-for-profit	18	243	16.46	12.02	13.59	15.48	18.75	22.36	16.47	12.02	13.59	15.48	18.75	22.36	
Government	13	461	14.63	11.82	12.88	14.35	16.25	17.66	14.65	11.82	12.88	14.35	16.25	17.78	
Organizational Size															
0 - 99 employees															
100 - 249 employees	9	37	16.34	11.90	13.02	16.89	18.70	20.96	16.74	12.12	13.02	17.63	19.44	21.54	
250 - 499 employees	8	81	14.77	10.50	12.25	13.91	16.40	20.69	14.90	10.50	12.32	14.03	16.70	20.69	
500 - 999 employees	19	209	15.67	12.02	13.50	15.37	17.22	19.58	15.70	12.02	13.50	15.37	17.40	19.71	
1,000 or more	20	595	15.79	12.02	13.27	15.10	17.43	20.00	15.91	12.33	13.28	15.11	17.53	20.25	
Administration			63						2012 San Antonio Area Wage and Benefit Survey						

2012 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

17th Annual Survey

ORDER

Please send me a copy of the following 2012 *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 Only** \$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

Job Title

Company Name

E-mail address

Street Address

City, State, Zip Code

Phone Number/Fax Number

Please send me information about participating in the 2013 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.