

Koker Goodwin & Associates
CompaRatio Report by Department

Prepared on: 6/3/2008 Revenue \$ 10,000,001 Thru \$ 25,000,000

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Department	Employee Name	Title	Grade	Date In Position	----- Salary Range -----			- Current Salary -		Compa Ratio
					Min	Mid Point	Max	Hourly	Annual	
Department - Human Resources										
Executive - Salary - Full Time										
Human Resources	Black, Monica	VP Of Human Resources	15	04/29/2002	\$85,362.00	\$113,816.00	\$142,270.00	\$125,000.00		109.8%
Total CompaRatio for:								Executive - Salary - Full Time		\$125,000.00 <u>109.8%</u>
Exempt - Salary - Full Time										
Human Resources	Wells, Janet J	Trainer	9	06/15/2006	\$38,608.00	\$48,261.00	\$57,913.00	\$44,100.60		91.4%
	Jeffries, Jerry	Trainer	9	05/31/2002	\$38,608.00	\$48,261.00	\$57,913.00	\$52,375.00		108.5%
	LeDente, Mike J	Benefits Manager	12	01/22/2007	\$57,212.00	\$71,515.00	\$85,818.00	\$67,215.00		94.0%
	Dolan, Nora	Human Resources Manager	12	03/08/2006	\$57,212.00	\$71,515.00	\$85,818.00	\$71,000.00		99.3%
	McPherson, Tom	Training Manager	12	01/04/2008	\$57,212.00	\$71,515.00	\$85,818.00	\$61,415.00		85.9%
	George, Shirley I	Employment Manager	13	07/19/2007	\$65,864.00	\$82,331.00	\$98,797.00	\$73,250.00		89.0%
Total CompaRatio for:								Exempt - Salary - Full Time		\$369,355.60 <u>93.9%</u>
NonExempt - Hourly - Full Time										
Human Resources	Martinez, Luana E	Receptionist	4	04/16/2007	\$10.58	\$13.22	\$15.86	\$12.40	\$25,792.00	93.8%
	Moses, Rochelle	Administrative Assistant	6	08/11/2003	\$13.06	\$16.32	\$19.58	\$15.95	\$33,176.00	97.7%
	Le, Kahn	Payroll & Benefits Administ	6	02/01/1996	\$13.06	\$16.32	\$19.58	\$16.30	\$33,904.00	99.9%
	Shogren, Marc D	Benefits Specialist	7	09/18/2006	\$14.62	\$18.27	\$21.92	\$16.90	\$35,152.00	92.5%
	Wesley, Marvin L	Benefits Specialist	7	05/24/1999	\$14.62	\$18.27	\$21.92	\$21.35	\$44,408.00	116.9%
Total CompaRatio for:								NonExempt - Hourly - Full Time		\$172,432.00 <u>100.6%</u>
Total CompaRatio for:								Human Resources		\$666,787.60 <u><u>98.3%</u></u>