

Custom Compensation & Benefits Survey with MYR

FOR UTILITY CONTRACTORS

Payroll Date: June 1, 2008
Data Due: July 11, 2008
Results Published: September 15, 2008

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2008 Custom Compensation & Benefits Survey

Please return this page with your data:

Company Name _____

Street Address _____

City, State, Zip _____

Who should be contacted to answer questions about your Survey submission?

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

Address if different than above _____

To whom should the Survey results be sent?

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

Address if different than above _____

Please Return by July 11, 2008 to:

**Aaron Brienzo
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Phoenix, AZ 85018
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Fax: (602) 381-8228
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2008 Custom Compensation & Benefits Survey
Executive Positions

Primary Industry	Check the box most descriptive of the total organization's scope.
Unit Number	Enter a number to identify and track a unit. Begin with "1" for the corporate/primary unit.
Revenue	Enter actual last fiscal year revenues. \$2.3 billion would be entered as \$2,300,000,000. \$230 million would be entered \$230,000,000.
Salaried Employees	Enter number exclusive of crafts. Enter number exclusive of salaried.
Hourly & Craft Employees Levels from CEO	Count the parent CEO as "0". Positions reporting to that CEO are shown as "1".
Target Bonus %	Report your target short-term incentive as a percent of base.
Annual bonus	Report amount earned for last year's performance. Do not include amounts earned from multi-year plans.
LTI Valuations	Report details of long-term plans for most recent grants.

Information Specific to Positions in Operations

Revenue	Enter actual last fiscal year revenues for area of responsibility.
Employees	Enter the actual number of all employees for area responsibility.

2008 Custom Compensation & Benefits Survey Executive Positions

Long-Term Incentive Plans

- A. Stock Option (SOs).** A stock option that gives an executive the right to buy a certain number of shares in the company at a fixed price for a certain number of years. .
- B. Restricted Stock.** Shares of employer stock awarded to the executive at no cost that are not vested until certain conditions are met. For example, the shares may vest at 20% per year.
- C. Long-Term Cash Plan (LTIP).** Units, provided at no cost, to the executive. The value of these units is earned by meeting specific performance goals.
- D. Stock Appreciation Right (SARs).** This is the right to receive, at no cost to the executive, the appreciation on a number of shares of employer stock over a specified period. SARs are often granted in tandem with stock options to help finance the purchase of the options and/or pay tax if any is due upon exercise of the options; these SARs sometimes are called "tandem SARs." In private companies, SARs are very similar to Phantom Stock.
- E. Phantom Stock.** This is the unit corresponding to employer stock given to the executive that is simply a promise to pay a bonus in the form of the equivalent of either the value of company shares or the increase in that value over a period of time. May be referred to as SARs.

Non-Cash Perquisites

- 1. Automobile.** Company provides an automobile or allowance to the executive. Provide Monthly Allowance amount and/or Monthly Cost, if any, to employee for company provided auto.
- 2. Deferred Compensation Plan.** This is the option to defer a portion or all of salary or bonus. Deferred compensation plans are typically nonqualified.

2008 Custom Compensation & Benefits Survey
Executive Positions

Job Number	Job Title	Job Description
Corporate Positions		
1	CEO/President	This is the top executive in the corporation. Reports to the Board of Directors and may serve as Chairman of the Board.
2	COO/Senior VP	This is the number two executive in the corporation. Often titled Chief Operating Officer. Manages group and division/business unit general managers.
3	CFO/VP/Treasurer	This is the top Finance executive in the company. If the Treasury function is staffed, he/she must report to this executive.
4	Vice President Accounting/Controller	This is the Senior Accounting and Finance officer. Responsible for consolidation of financial statements for the company including implementing and monitoring process and controls. Other responsibilities SEC reporting, coordination of external audits, Other areas investor relations etc.
5	Treasurer	The top executive over the Treasury functions. These functions include interface with investment bankers, analysts, banks and cash management.
6	Controller	This is the top accounting and budgeting executive in the organization being reported.
7	Manager/Director Internal Auditor	Ensures compliance with established internal controls, verifies assets and liabilities, communicates audit findings to chief financial officer, operating executives and audit committee of the board. Take control of Sarbanes-Oxley internal control compliance and testing.
8	Manager/Director SEC Reporting	Plan, prepare and issue quarterly and annual reports (10-Q, 10-K, Annual Report, etc.) to be filed with the Securities and Exchange Commission (SEC). Prepare various equity based tasks (FAS123R, Earnings Per Share, etc). Prepare annual proxy preparation.
9	Investor Relations Manager	Oversees and coordinates activities of employees engaged in maintaining and improving the relationships between the organization and various investors such as shareholder, banking community, investing public, financial investors, and institutional investors. Develops, installs, and maintains systems which provide control of investor relations and improve the marketability of organization stock and bonds. Typically reports to Top Financial Officer and supervises directors and managers.
10	Corp VP T&D	Has P&L responsibility over four or more Transmission and Distribution business units. Reports to COO if that position is staffed. Might be the Senior Vice President of multiple subsidiary companies.

2008 Custom Compensation & Benefits Survey
Executive Positions

Job Number	Job Title	Job Description
11	Corp VP C&I	Has P&L responsibility over four or more Commercial and Infrastructure business units. Reports to COO if that position is staffed. May be the Senior Vice President of multiple subsidiary companies.
12	CLO/Secretary/VP	This is the top Legal executive in the company and supervises outside Counsel. May serve as Corporate Secretary.
13	VP Safety	Has company wide responsibility for reviewing, developing, implementing, monitoring and managing the corporate safety, health and environmental systems and associated programs. Has direct or indirect management of Safety professional in business units, regions and projects. Interface with outside safety agencies on regulatory and associated matters.
14	VP Human Resources	This is the top Human Resource executive in the Corporation. Has responsibility for the following functions: Compensation, Benefits, Staffing, Labor Law Compliance, Management Development and Training.
15	VP Business Development	This is the top Client Acquisition executive in the Corporation. May have subordinate Sales and/or Marketing managers.
16	CIO	The Chief Information Officer has responsibility over all data processing and systems activities and is considered an important member of the senior executive team. This position is more strategic and business goal oriented than the Top Information Systems Executive.
17	VP Information Systems	This is the senior executive over computer hardware and software activities in the Corporation. Reports to the CIO if that position is staffed. Otherwise, the typical reporting relationship is to the CFO.
18	Risk Management Director	This is the top Insurance position in the Corporation and is responsible for insuring the assets of the company against damage depletion or destruction from unintended losses arising from product/equipment malfunction, criminal activity or natural disaster. Negotiates services, premiums and cost allocations.
19	VP Fleet	Has company wide responsibility for Fleet Operations. Has direct or indirect management of fleet personnel in all business units and regions.

2008 Custom Compensation & Benefits Survey
Executive Positions

Job Number	Job Title	Job Description
Business Unit Positions		
20	Regional VP/President of Subsidiary	Highest position in the organizational unit. At the subsidiary company level, has P&L responsibility over two or more business units or districts and oversees business development, project management and other operating activities. Often referred to as General Manager or President.
21	District Manager/ Operations Manager	Has responsibility for project management activities in a geographic area or major segment of a Business Unit. Reports to Regional VP or General Manager/President of Business Unit.
22	District Manager	Has minimum 10 years experience in Estimating, Project Management, Craft Management and Business. Estimator III capabilities. Has five years of Line Construction experience.
23	Operations Manager	Has a minimum of five years experience in Estimating, Project Management, Craft Management and Business.
24	Director of Safety	Has company wide responsibility for specific safety programs (Administration, Operations or Training). Has direct or indirect management responsibility of regional safety managers and business unit and on-site safety professionals.

2008 Custom Compensation & Benefits Survey Executive Positions

Enter "Yes" below for any of the following Perquisites or Executive Benefits you offer.

Title	Automobile Monthly Cost to EE	Auto Allowance (Monthly)	Operations Revenue Responsible Area	Operations Total # EE Responsible Area	Deferred Compensation
Corporate Positions					
CEO/President					
COO/Senior VP					
CFO/VP/Treasurer					
VP Accounting/Corp Controller					
Treasurer					
Controller					
Manager/Director Internal Auditor					
Manager/Director SEC Reporting					
Investor Relations Manager					
Corp VP T&D					
Corp VP C&I					
CLO/Secretary/VP					
VP Safety					
VP Human Resources					
VP Business Development					
VP Information Systems					
Risk Management Director					
VP Fleet					
Business Unit Positions					
Regional VP/President of Operation Subsidiary					
District Manager/ Operations Manager					
District Manager					
Operations Manager					

2008 Custom Compensation & Benefits Survey
Professional Positions

Annual Base Salary This survey is for exempt personnel only.

If your company has a reasonable match to the survey position and level, please report your incumbents. If there are no incumbents to report, mark "N/A" for that job. Report annual base salary and annual current year bonus in thousands (i.e., 83,432 = 83.4). Base salary is as of **May 1, 2008** or the nearest payroll date.

Annual Bonus Enter the annual bonus paid for the most recently completed fiscal year. If an incumbent received a partial bonus (new hires, promotions, etc.), annualize the amount. If the incumbent is not eligible to receive a bonus, leave the annual bonus amount column blank.

Salary Ranges The section below concerns formal salary ranges. If your company does not have a formal salary range structure, leave this section blank.

Regional Data Regional maps and metropolitan data will be created for all positions, so please report the zip code for the incumbent's main office location. If the incumbent works in multiple locations, use your best judgment to indicate the person's main location. Data on individual incumbents are required to produce accurate regional maps, so we ask that you do not report averages for job levels.

**2008 Custom Compensation & Benefits Survey
Benefits**

This survey is specifically geared to **full time employees**.

Paid Time Off Benefits

How many paid company holidays are offered each calendar year? _____ Days

How many paid personal days are offered each calendar year? _____ Days

Does your company offer Paid Time Off or Vacation? _____

What is the accrual schedule in days?

<i>Years of Service</i>	<i>Annual Accrual</i>	<i>Comments</i>
_____ <i>Years</i>	_____ <i>Days</i>	_____
_____ <i>Years</i>	_____ <i>Days</i>	_____
_____ <i>Years</i>	_____ <i>Days</i>	_____
_____ <i>Years</i>	_____ <i>Days</i>	_____
_____ <i>Years</i>	_____ <i>Days</i>	_____

What is the maximum accrual allowed with carry over? _____ Days

Yes **No** Do new hires have a minimum period of service required before PTO/Vacation accrual begins?

If yes, how long? _____ Days

Yes **No** Does your company offer a traditional sick leave program?

If yes, what is the annual accrual schedule? _____

Yes **No** Can sick days be carried over to the next year?

What is the maximum number of sick days that be carried over? _____ Days

2008 Custom Compensation & Benefits Survey
Benefits

Professional Development

Yes **No** Does your company offer educational assistance?

If yes, what percent of tuition costs are reimbursed? _____%

What is your annual maximum reimbursement? \$_____

Yes **No** Must the course relate to job duties to be covered?

Yes **No** Are both full-time and part-time employees eligible?

If reimbursement depends on grade, please list percentages below:

A _____ %

B _____ %

C _____ %

D or Below _____ %

Yes **No** Does your company offer training in support of Professional Development?

Yes **No** Does your company reimburse employees for costs to obtain a professional license?

Yes **No** Does your company pay for renewal costs for professional licenses and registrations?

Yes **No** Does your company pay for dues and membership fees related to professional societies?

Professional Development Comments:

2008 Custom Compensation & Benefits Survey
Benefits

Health and Welfare Benefits

Which of the following apply to your benefit plans:

- Yes** **No** Does medical plan include wellness features?
- Yes** **No** Does your company offer benefits to domestic partners?
- Yes** **No** Do you offer a health savings account (HSA)?
- Yes** **No** Do you offer online benefits enrollment?
- Yes** **No** Do you reimburse employees who waive their right to medical coverage?

If yes, how much? \$_____

Per week month year

- Yes** **No** Do you offer a vision plan?
- Yes** **No** Do you offer a mental health plan? (Either included in your medical plan or as a separate plan)
- Yes** **No** Do you offer supplemental life insurance?
- Yes** **No** Do you offer long-term care coverage?
- Yes** **No** Do you offer retiree medical?
- Yes** **No** Do you offer retiree life insurance?

List any significant changes designed to control the costs of your medical plans since last year.

What is the percent change in the total cost of the medical plan from the previous year?

Increase _____% or Decrease _____%

When is the employee eligible for benefits? _____

**2008 Custom Compensation & Benefits Survey
Benefits**

****Please provide average or most prevalent rates.****

	Total Monthly Premium Amount Paid to Carrier per EE		Monthly Employee Contribution		Comments
Medical Elections (complete all that apply)					
PPO	EE	\$	EE	\$	
	EE+Spouse	\$	EE+Spouse	\$	
	EE+Child	\$	EE+Child	\$	
	EE+Children	\$	EE+Children	\$	
	EE+Family	\$	EE+Family	\$	
HMO	EE	\$	EE	\$	
	EE+Spouse	\$	EE+Spouse	\$	
	EE+Child	\$	EE+Child	\$	
	EE+Children	\$	EE+Children	\$	
	EE+Family	\$	EE+Family	\$	
EPO	EE	\$	EE	\$	
	EE+Spouse	\$	EE+Spouse	\$	
	EE+Child	\$	EE+Child	\$	
	EE+Children	\$	EE+Children	\$	
	EE+Family	\$	EE+Family	\$	
High Deductible Plan Is it: <input type="checkbox"/> HSA <input type="checkbox"/> HRA <input type="checkbox"/> Neither	EE	\$	EE	\$	
	EE+Spouse	\$	EE+Spouse	\$	
	EE+Child	\$	EE+Child	\$	
	EE+Children	\$	EE+Children	\$	
	EE+Family	\$	EE+Family	\$	
Traditional Major Medical (80/20 or 70/30)	EE	\$	EE	\$	
	EE+Spouse	\$	EE+Spouse	\$	
	EE+Child	\$	EE+Child	\$	
	EE+Children	\$	EE+Children	\$	
	EE+Family	\$	EE+Family	\$	

2008 Custom Compensation & Benefits Survey Benefits

	Total Monthly Premium Amount Paid to Carrier per EE		Monthly Employee Contribution		Comments
Dental Elections (complete all that apply)					
DMO	EE	\$	EE	\$	
	EE+Spouse	\$	EE+Spouse	\$	
	EE+Child	\$	EE+Child	\$	
	EE+Children	\$	EE+Children	\$	
	EE+Family	\$	EE+Family	\$	
PPO/ Indemnity	EE	\$	EE	\$	
	EE+Spouse	\$	EE+Spouse	\$	
	EE+Child	\$	EE+Child	\$	
	EE+Children	\$	EE+Children	\$	
	EE+Family	\$	EE+Family	\$	

	Coverage Basis (e.g., 1x salary, flat amount)	% of cost paid by company	% of cost paid by company for spouse or partner	% of cost paid by company for child	Maximum Benefit
Life Insurances					
Basic Life Employee Only					
Dependent Life <i>Spouse, Child, Domestic Partner</i>					

Life Insurance Comments:

Disability Coverage	Elimination Period	Coverage Duration	
Short-Term Disability			% of weekly salary up to a max of _____% _____ max
Long-Term Disability			% of monthly salary up to a max of _____% _____ max

Insurance Disability Comments:

2008 Custom Compensation & Benefits Survey
Benefits

IRS Section 125 Plans

Yes **No** Does your company offer Section 125 plans?

Yes **No** For medical/dental employee contributions?

Yes **No** For medical spending account/FSA?

Yes **No** For dependent care spending account/FSA?

Yes **No** For other premium payments (Life, Disability, etc?):

Describe: _____

2008 Custom Compensation & Benefits Survey Benefits

Salary Increases-Merit Budget

Yes **No** Does the company have a formal salary increase budget? (For merit, general or both.)

Yes **No** Company gives merit increases only

Yes **No** Company gives general increases only

Yes **No** Company gives both merit and general increases

When are salary increases granted:

Yes **No** Employee anniversary date

Yes **No** Fixed date

If yes, fixed date for all increases _____
Month Day

Indicate the average increase as a percent of total payroll:

	Merit	General	Equity	Promotion	Total	Other: _____
Last Year						
Current Year						
Next Year						

2008 Custom Compensation & Benefits Survey Benefits

Relocation Policy

Which employee groups are eligible for relocation?

- College Graduates
- Other New Hires
- Exempt Employees
- Non-Exempt Employees
- Officers

Which moving expenses are typically covered (Check all that apply)?

- House hunting trips
- Temporary living expenses
- Movement of household goods
- Movement of vehicles
- Mileage reimbursement

Do you buy former residences?

- Yes
- No

Do you gross up expenses for taxes?

- Yes
- No

Relocation Comments:

Miscellaneous Bonus Awards

Do you provide sign-on bonuses for college graduates? Yes No

Do you provide sign-on bonuses for positions other than college graduates? Yes No

If yes, describe circumstances: _____

Describe other company bonuses: _____

2008 Custom Compensation & Benefits Survey
Benefits

Automobile/Mileage Allowance

Indicate by title if an automobile, truck or vehicle allowance is provided. We are only interested in determining whether the position "typically" includes a vehicle or vehicle allowance, not the number of employees.

Job Category	Vehicle Provided		OR	Auto Allowance Average Amount/Month
	Auto	Truck		
Project Managers	<input type="checkbox"/>	<input type="checkbox"/>		\$
Engineers	<input type="checkbox"/>	<input type="checkbox"/>		\$
Estimators	<input type="checkbox"/>	<input type="checkbox"/>		\$
Safety Directors	<input type="checkbox"/>	<input type="checkbox"/>		\$

Yes **No** Does your company offer gasoline credit cards?

Yes **No** Do you reimburse employees for business use of their vehicles?

2008 Custom Compensation & Benefits Survey
Benefits

Work/Life Benefits

(Please see glossary at the end for * terms.)

Yes **No** Does your company offer a Compensatory Time* program?

Yes **No** Does your company offer Flexible Schedules?

Yes **No** Reduced Workweek*?

Yes **No** Four day/forty* hour week or similar scheduling?

Yes **No** 9/80 Schedule*?

Yes **No** Has your company adopted a business casual dress code?

If yes: Friday Only

All week

Work/Life Comments:

2008 Custom Compensation & Benefits Survey Benefits

Turnover

Please only provide statistics for full-time, regular, domestic employees (no craft):

Headcount as of January 1, 2007 _____

Headcount as of December 31, 2007 _____

Provide the number of terminations during the calendar year for the following reasons (Do not include transfers or promotions):

Non-Company Directed Terminations	Project Manager Family	Engineering Family	Estimating Family
Retired			
Deceased			
Medical/LTD			
Voluntary (quits)			
If to another job, what was the percent increase in compensation?			
Other:			

Company Directed Terminations	Project Manager Family	Engineering Family	Estimating Family
Layoff due to project completion			
Non-project layoff due to position elimination			
For cause			
Other:			
Total Terminations			

2008 Custom Compensation & Benefits Survey Benefits

GLOSSARY OF TERMS

9/80:

Schedule in which different employees have alternate Fridays off.

Compensatory Time:

Compensatory time off for exempt employees who are required to work on a paid holiday or weekend due to job schedules (FLSA prohibits for non-exempt employees).

ERISA:

The Employee Retirement Income Security Act. Plans that qualify under ERISA meet strict federal guidelines for non-discrimination.

Four Day/Forty Hour:

Any combination of schedules that provides a four-day workweek.

IRS Section 125:

Section 125 of the Internal Revenue Code allows companies to give employees the opportunity to pay for benefits on a pre-tax basis. The most common alternatives are Premium Only Plans, Flexible Spending Accounts (FSA) and Cafeteria Plans.

Long-Term Disability:

A long-term medical condition typically lasting 6 months or more which makes an employee unable to perform his/her job.

Reduced Workweek:

Other combinations which allow for time off with full benefits for less than forty hours.

Short-Term Disability:

A medical condition that lasts for a period of time, usually less than 6 months, which makes an employee unable to perform his/her job.