

WABASH ²⁰²⁰ VALLEY

MANUFACTURING AND DISTRIBUTION WAGE AND BENEFIT SURVEY



**Counties: Clark and Edgar, Illinois;
Clay, Parke, Putnam, Owen, Sullivan, Vigo and Vermillion, Indiana**

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ECONOMIC DEVELOPMENT



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THANKS TO OUR SPONSORS



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- Partnership Parke County
- Clay County Redevelopment Commission
- Indiana Municipal Power Agency
- Wabash Valley Power Association
- Owen County Chamber of Commerce
- Vectren Energy Delivery

“Special thanks to the Paris Area Chamber of Commerce and the Marshall Area Chamber of Commerce for their assistance with this survey.”

Contents

Introduction.....	2
Economic Overview.....	3 – 25
Report Parameters.....	4
Economy Overview.....	5
2020 Labor Force Breakdown.....	6
Historic & Projected Trends.....	7
Unemployment Rate Trends.....	8
Population Characteristics.....	9
Industry Characteristics.....	10
Top Growing Industries.....	11
Top Industry LQ.....	12
Top Industry GRP.....	13
Top Industry Earnings.....	14
Largest Industries.....	15
Business Characteristics.....	16
Workforce Characteristics: Largest Occupations.....	17
Top Growing Occupations.....	18
Top Occupation LQ.....	19
Top Occupation Earnings.....	20
Top Posted Occupations.....	21
Underemployment.....	22
Largest Occupations.....	23
Educational Pipeline.....	24
In-Demand Skills.....	25
 Wage and Benefit Survey.....	 27 – 50
Workforce Mobility: Commuting Into County.....	51
Workforce Mobility: Commuting From County.....	52
 Supplemental Reports.....	 53
Wabash Valley Regional Profile.....	54
Survey Wages Section.....	55
Survey Job Descriptions.....	58 – 59

Introduction

This survey of human resource practices represents the self-reported descriptions of salaries, wages, and benefits from largely manufacturing and logistics companies within a nine county area of western Indiana and eastern Illinois. Participation in the survey was voluntary. While the report accurately reflects data given by participants, it does not claim to be a statistically accurate report of all pay and benefits practices in the nine county region. It may also be useful to consider federal and state wage reports.

This publication includes a report of wage and benefits. The wage reports give an average minimum pay rate, average actual pay rate and average maximum pay rates for the position titles within the counties. Benefit reports express typical as well as average practices since averages may be skewed by numbers that are significantly higher or lower than what is most common.

This report also includes a comprehensive EMSI Economy Overview of the nine county region. This overview includes, but is not limited to, a labor force breakdown, job trends, business and industry characteristics, and the region's educational pipeline. The mobility of the workforce is illustrated by reports about commuting patterns for the counties. And, a Regional Profile, which breaks down key data for each of the seven Indiana counties involved with this survey.

This analysis was supported by a grant from the Duke Energy Foundation and Accelerate West Central Economic Development Corporation, along with support for the Paris Area Chamber of Commerce and Tourism and the Marshall Area Chamber of Commerce.

Both electronic and hard copies of this survey report are available and will be distributed to participating companies. Additional copies may be obtained by contacting one of the supporting organizations of this study. Also, if you have questions or comments regarding this report, please contact one of the supporting organizations.

County	All	Manufacturing
Vigo	13	9
Putnam	5	4
Vermillion	1	1
Sullivan	1	1
Clark	1	1
Clay	1	1
Edgar	1	1
Owen	0	0
Parke	0	0

Annual sales represented

Annual sales represented \$10,681,289,380

Annual sales represented \$ 464,403,886

Number of employees

Total number of employees represented 3,284

Average number of employees represented 143

Publish name in acknowledgements

Cadillac Products Company
Endeavor Communications
Gartland Foundry
Green Leaf, Inc.
Joink, LLC
Novelis Corporation
Phoenix Closures
Tractor Tools Direct



9 Counties

WorkOne Western Indiana



630 Wabash Avenue
Suite 205
Terre Haute, Indiana 47807

Report Parameters

9 Counties

17023	Clark County, IL	18133	Putnam County, IN
17045	Edgar County, IL	18153	Sullivan County, IN
18021	Clay County, IN	18165	Vermillion County, IN
18119	Owen County, IN	18167	Vigo County, IN
18121	Parke County, IN		

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical areas.

Economy Overview

277,260

Population (2020)

Population **decreased by 1,784** over the last 5 years and is projected to **decrease by 1,703** over the next 5 years.

109,557

Total Regional Employment

Jobs **decreased by 2,299** over the last 5 years but are projected to **grow by 1,431** over the next 5 years.

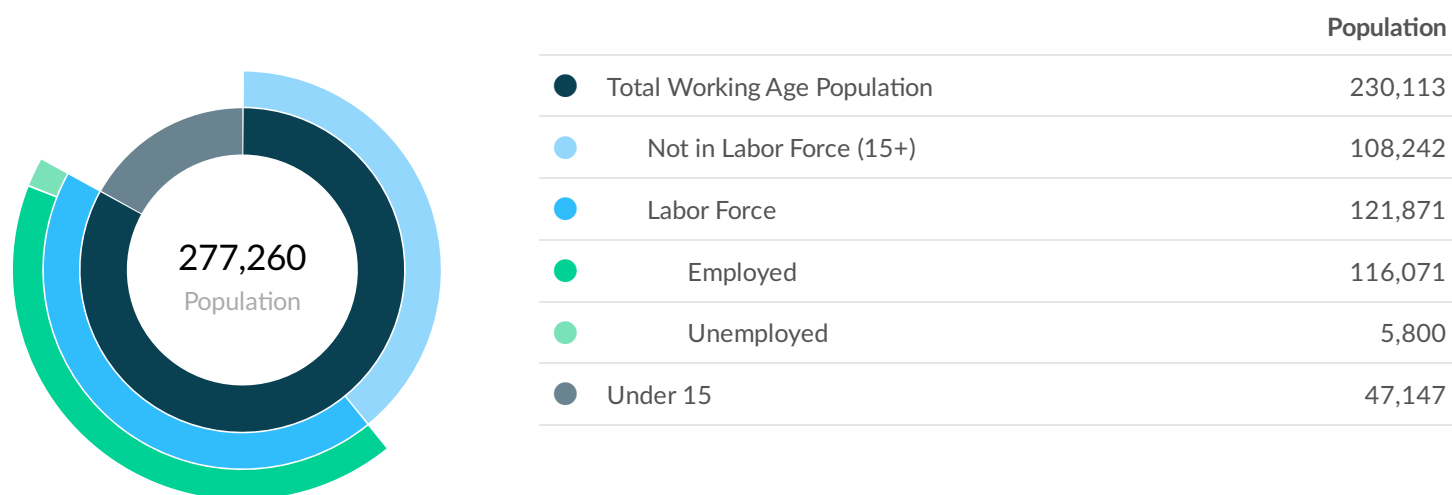
\$50.7K

Avg. Earnings Per Job (2020)

Regional average earnings per job are **\$20.0K below** the national average earnings of \$70.7K per job.

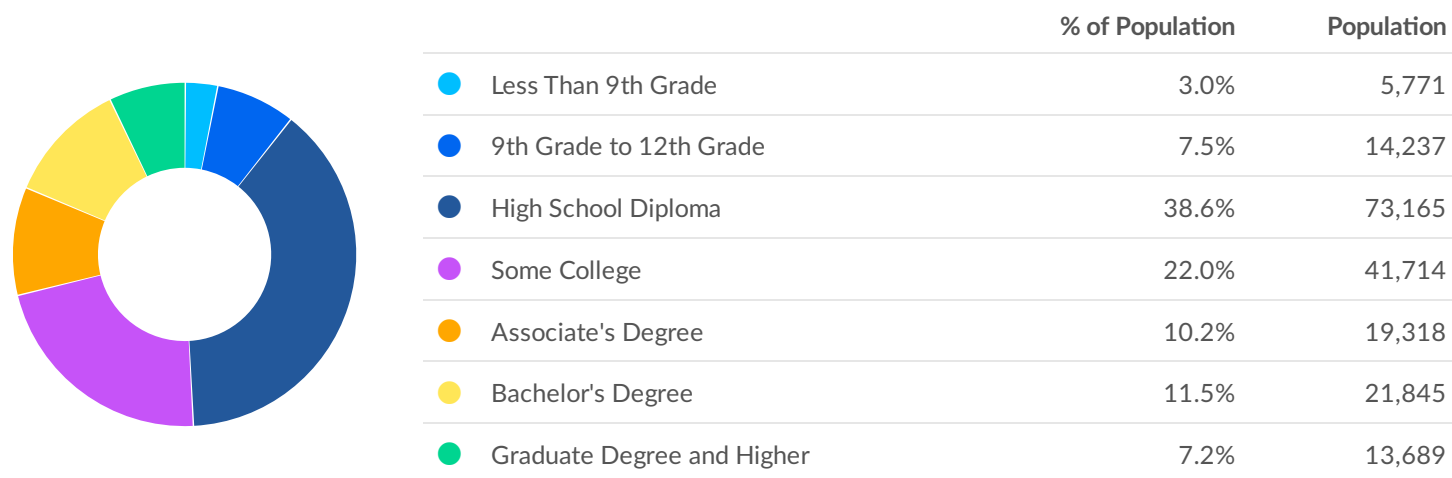
	Population (2020)	Labor Force (2020)	Jobs (2020)	Cost of Living	GRP	Imports	Exports
Region	277,260	121,871	109,557	94.9	\$10.73B	\$16.54B	\$16.78B
State	19,430,861	9,462,143	9,812,215	97.7	\$1.23T	\$898.58B	\$1.09T

2020 Labor Force Breakdown



Educational Attainment

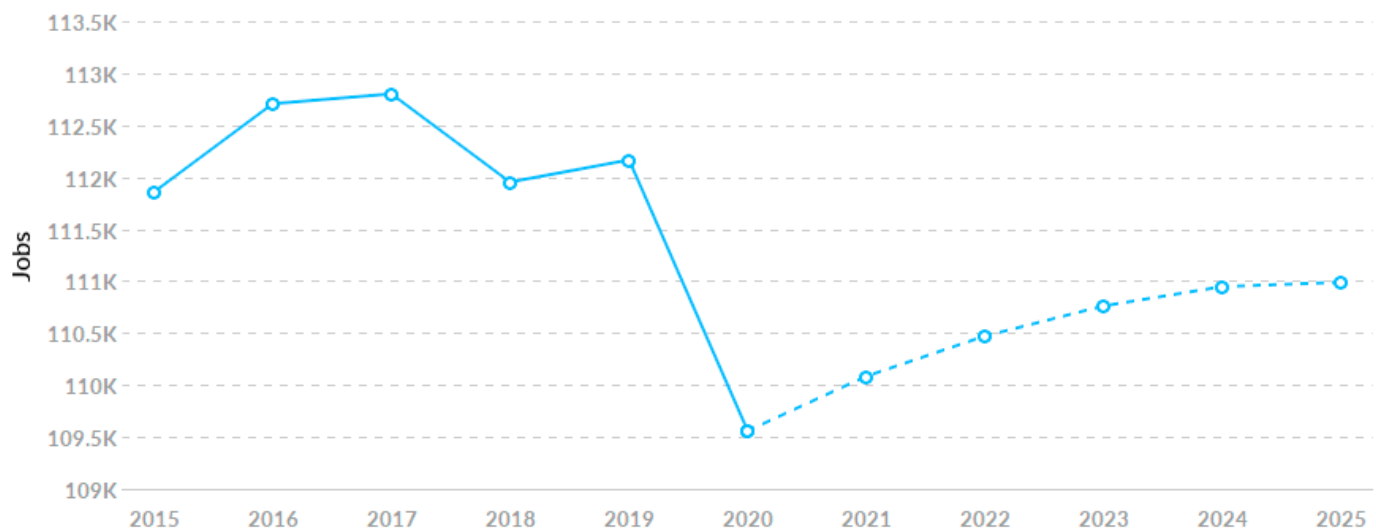
Concerning educational attainment, **11.5% of the selected regions' residents possess a Bachelor's Degree** (8.4% below the national average), and **10.2% hold an Associate's Degree** (1.6% above the national average).



Historic & Projected Trends

Job Trends

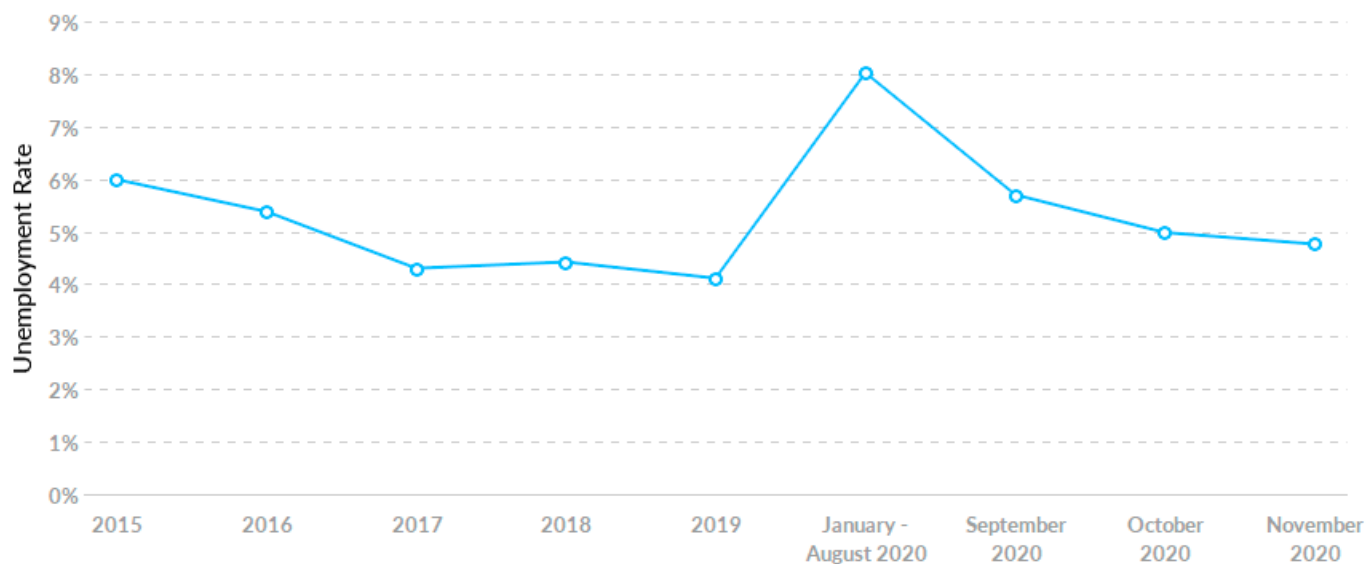
From 2015 to 2020, jobs **declined by 2.1%** in 9 Counties from 111,857 to **109,557**. This change **fell short of the national growth rate of 3.6%** by 5.7%.



Timeframe	Jobs
2015	111,857
2016	112,706
2017	112,801
2018	111,952
2019	112,165
2020	109,557
2021	110,083
2022	110,470
2023	110,760
2024	110,946
2025	110,988

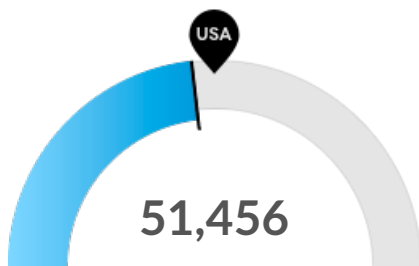
Unemployment Rate Trends

Your areas had a November 2020 unemployment rate of 4.76%, **decreasing from 5.99% 5 years before.**



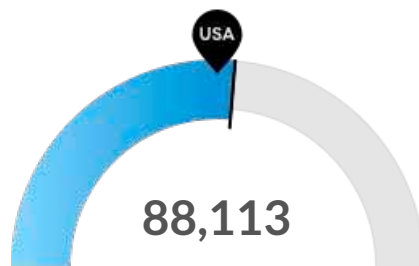
Timeframe	Unemployment Rate
2015	5.99%
2016	5.38%
2017	4.30%
2018	4.42%
2019	4.11%
January - August 2020	8.02%
September 2020	5.70%
October 2020	4.98%
November 2020	4.76%

Population Characteristics



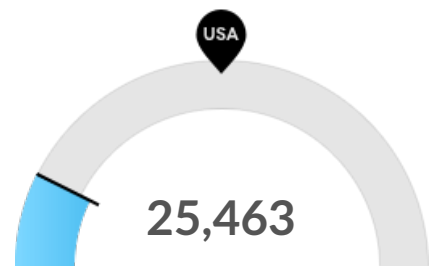
Millennials

Your area has 51,456 millennials (ages 25-39). The national average for an area this size is 57,184.



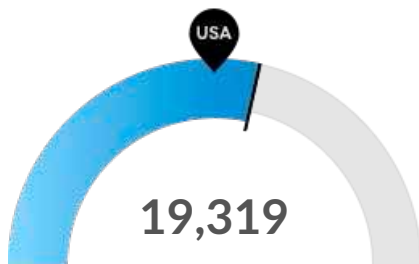
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 81,543 people 55 or older, while there are 88,113 here.



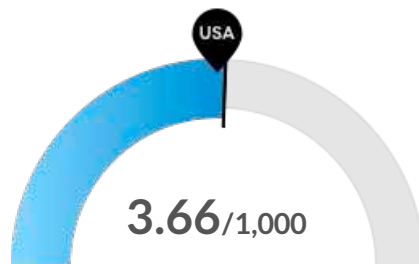
Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 110,628 racially diverse people, while there are 25,463 here.



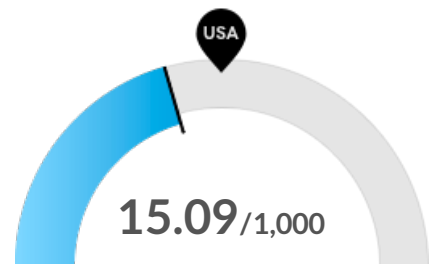
Veterans

Your area has 19,319 veterans. The national average for an area this size is 15,840.



Violent Crime

Your area has 3.66 violent crimes per 1,000 people. The national rate is 3.53 per 1,000 people.

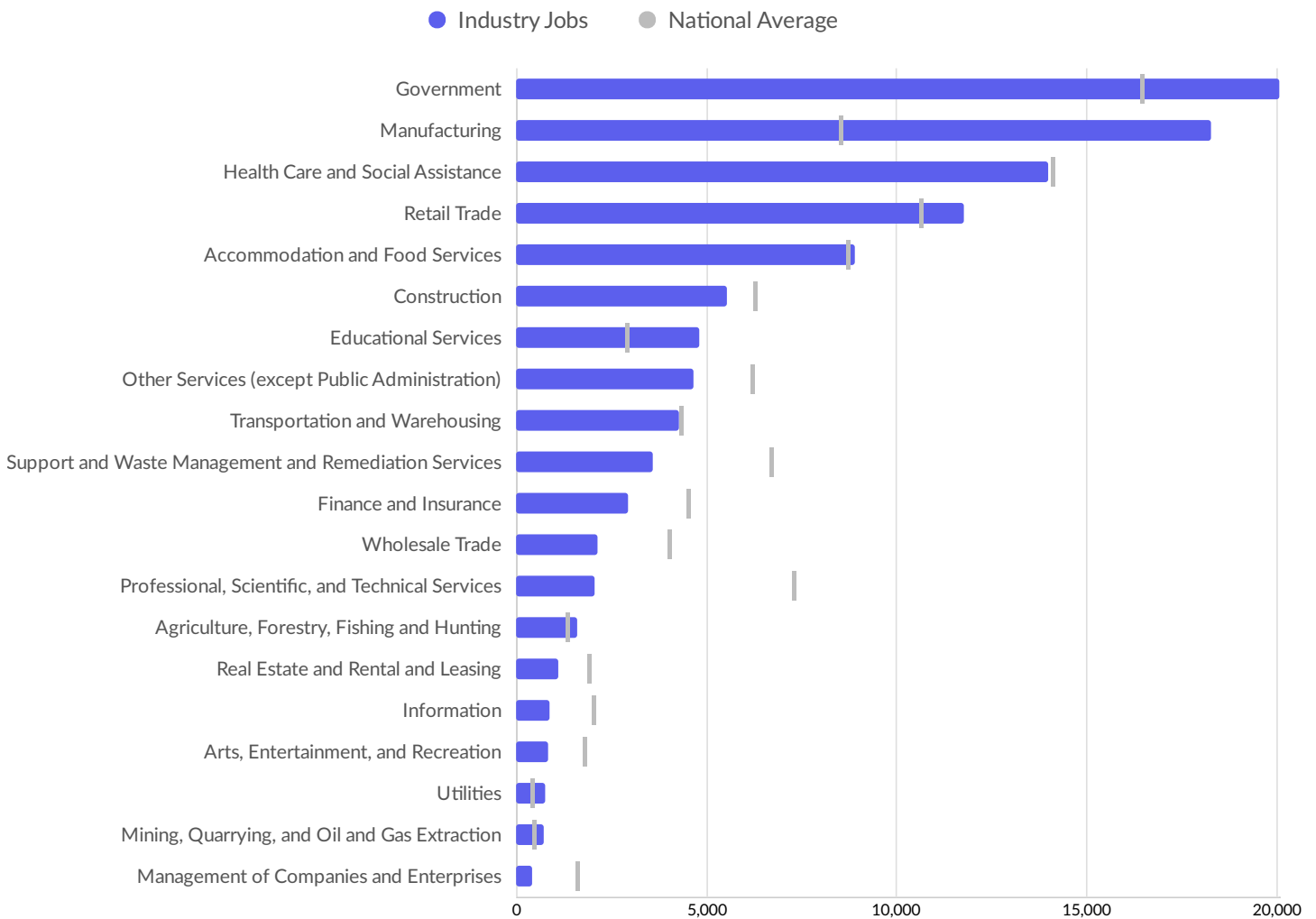


Property Crime

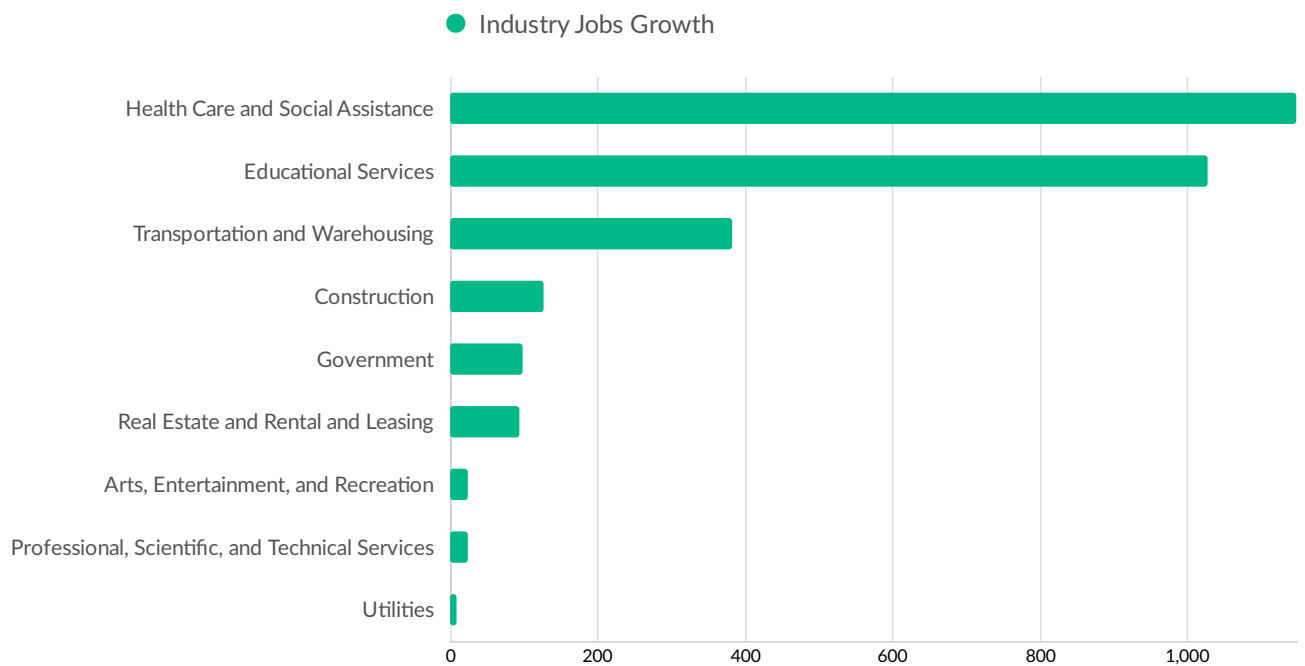
Your area has 15.09 property crimes per 1,000 people. The national rate is 19.79 per 1,000 people.

Industry Characteristics

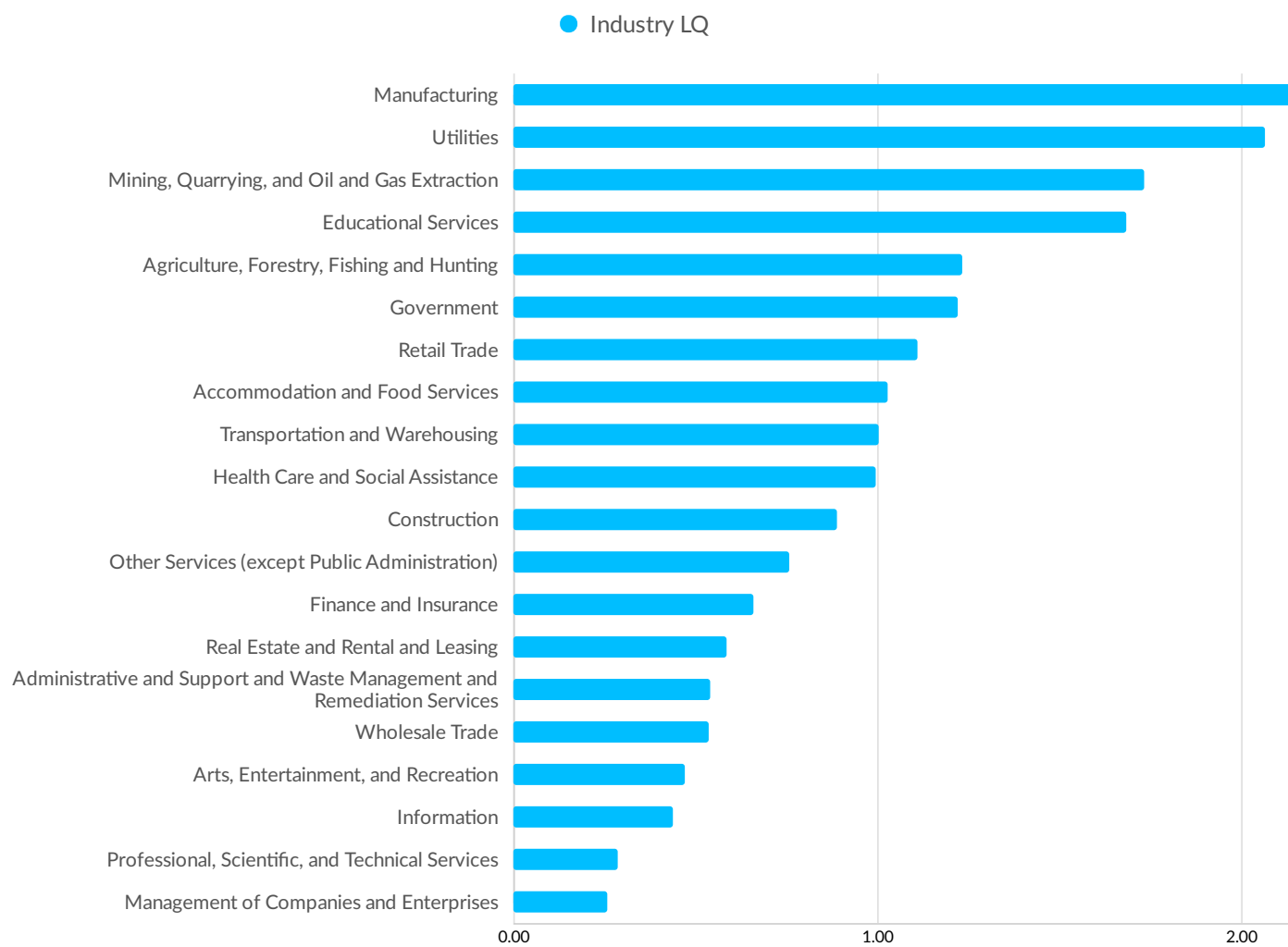
Largest Industries



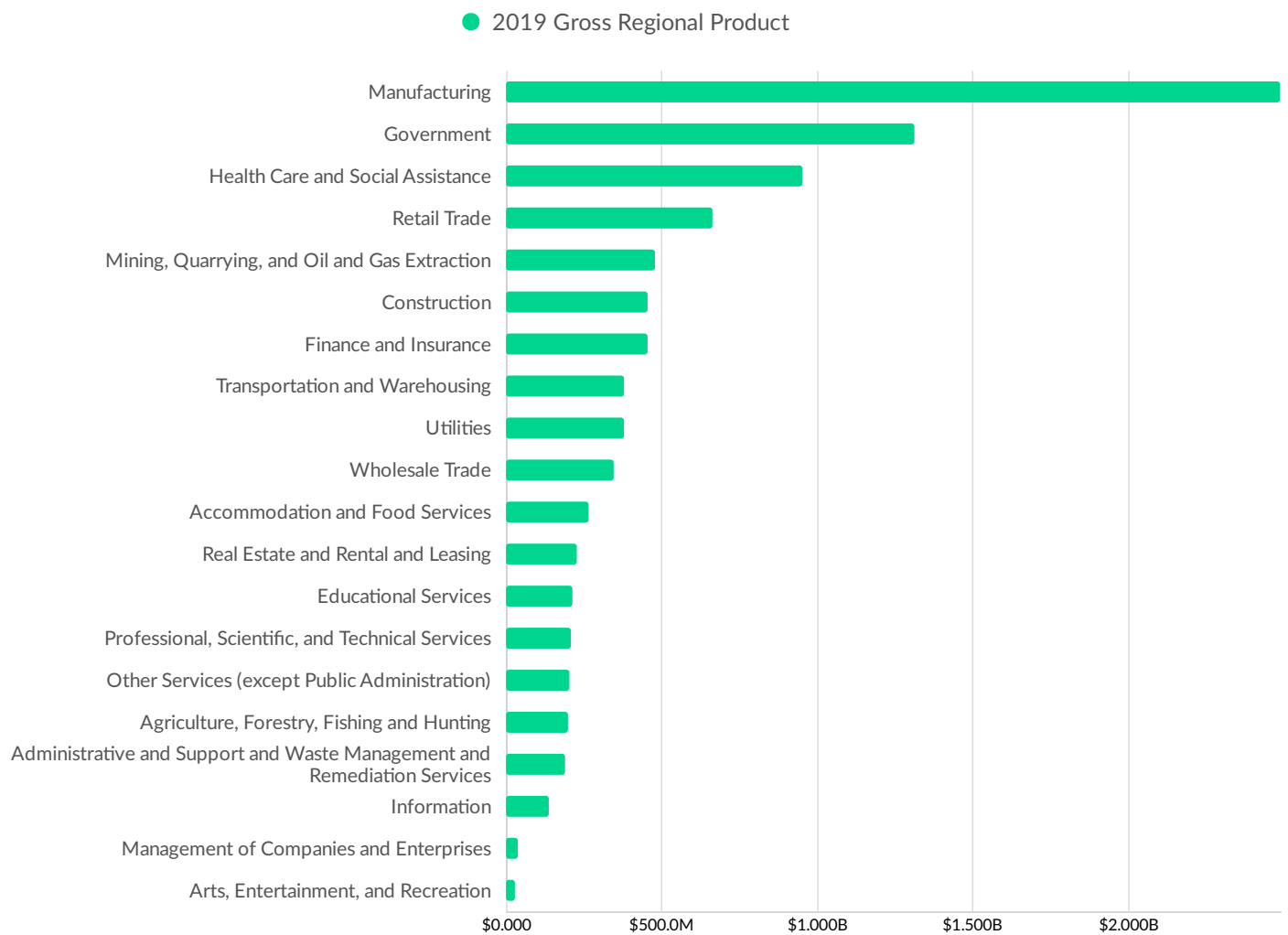
Top Growing Industries



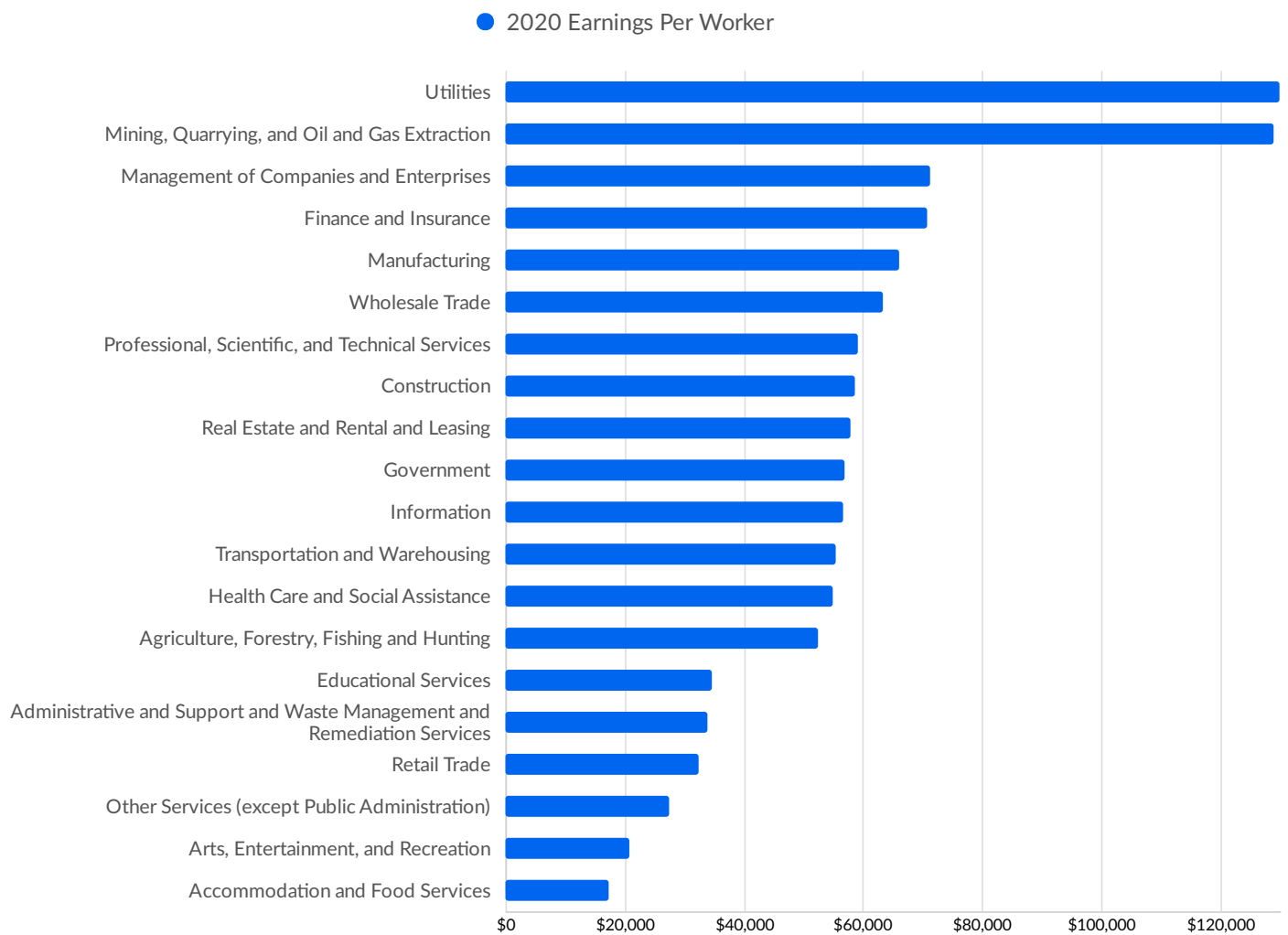
Top Industry LQ



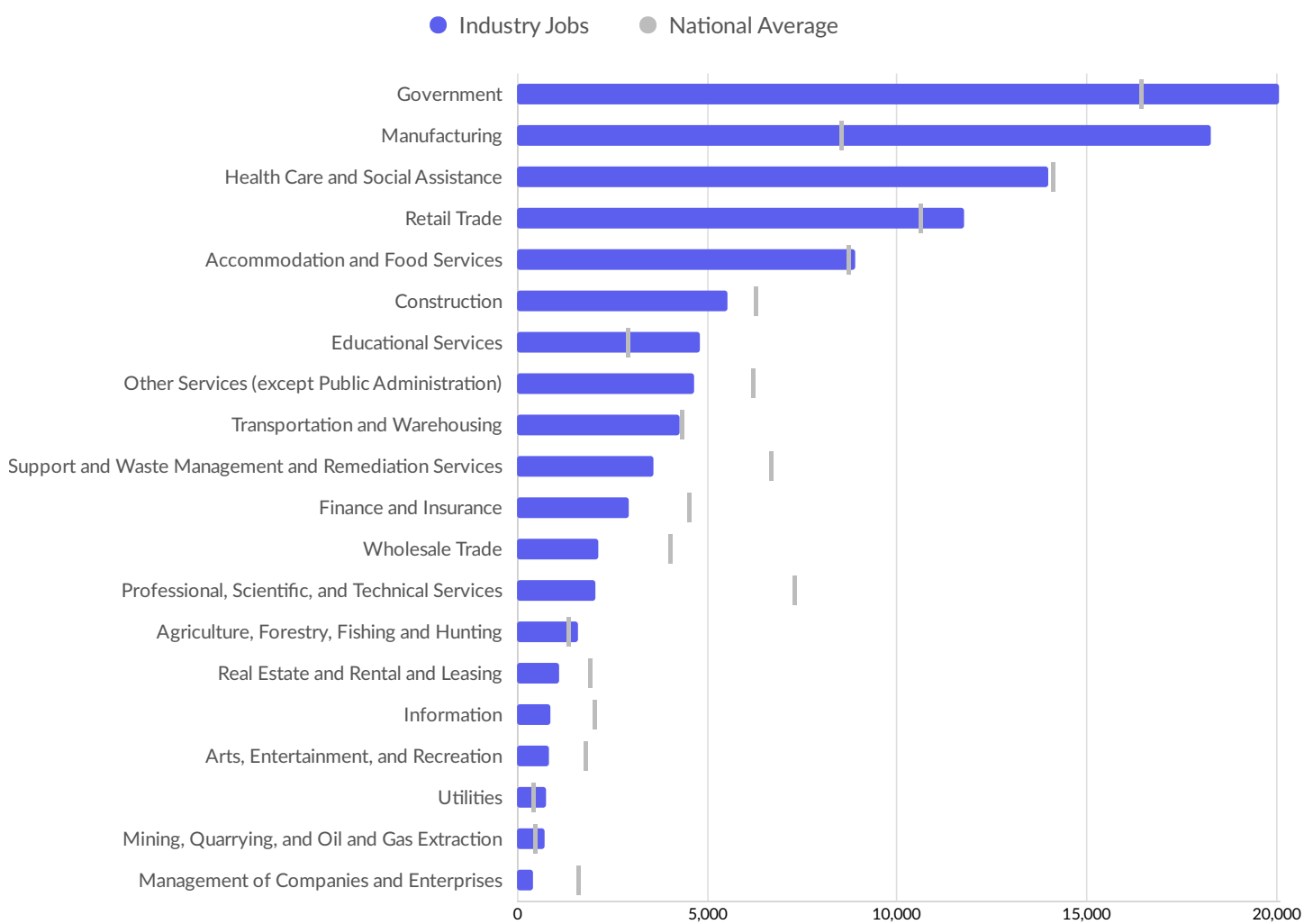
Top Industry GRP



Top Industry Earnings

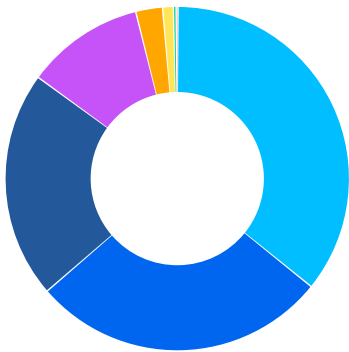


Largest Industries



Business Characteristics

Business Size

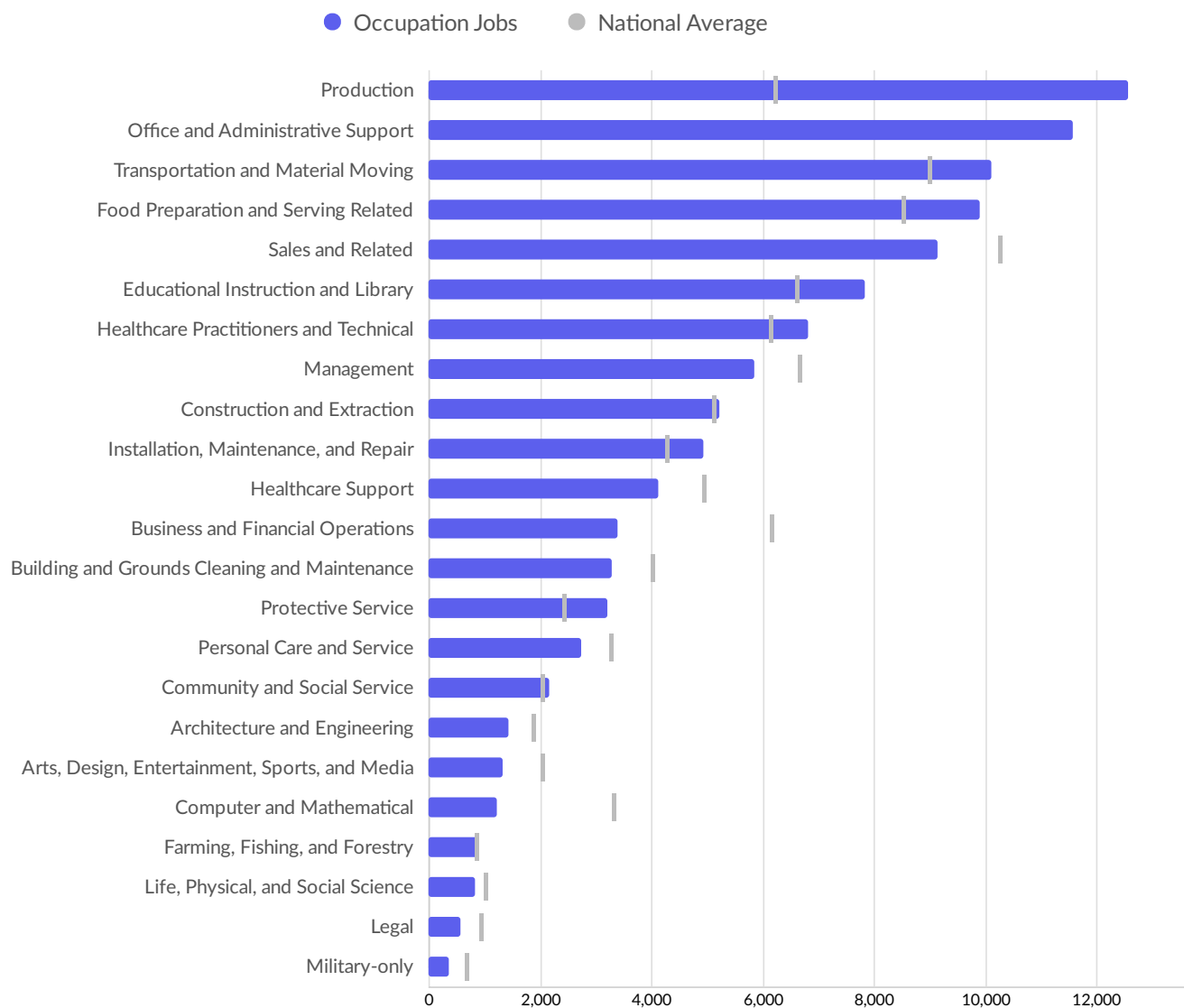


	Percentage	Business Count
1 to 4 employees	35.7%	3,279
5 to 9 employees	27.9%	2,557
10 to 19 employees	21.4%	1,960
20 to 49 employees	11.1%	1,019
50 to 99 employees	2.5%	231
100 to 249 employees	1.0%	92
250 to 499 employees	0.3%	24
500+ employees	0.2%	16

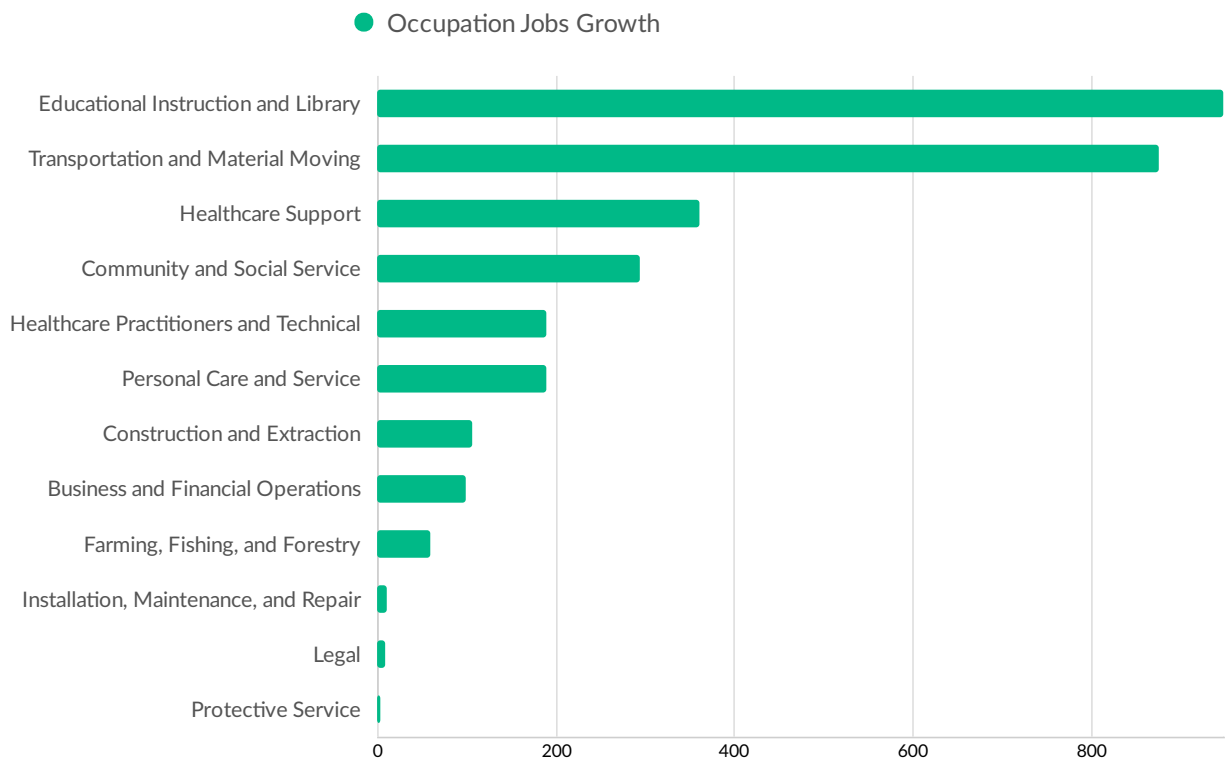
**Business Data by DatabaseUSA.com is third-party data provided by Emsi to its customers as a convenience, and Emsi does not endorse or warrant its accuracy or consistency with other published Emsi data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

Workforce Characteristics

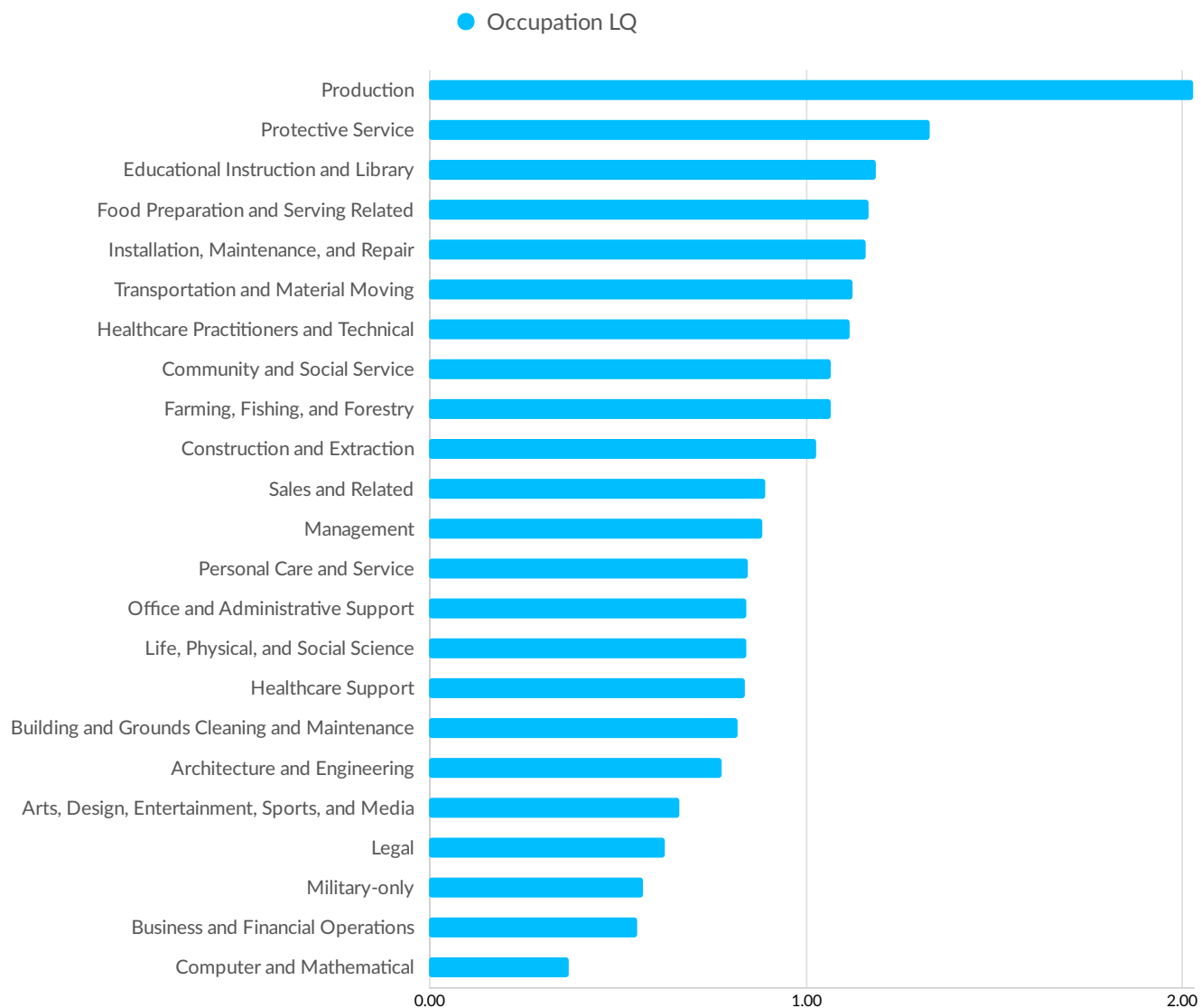
Largest Occupations



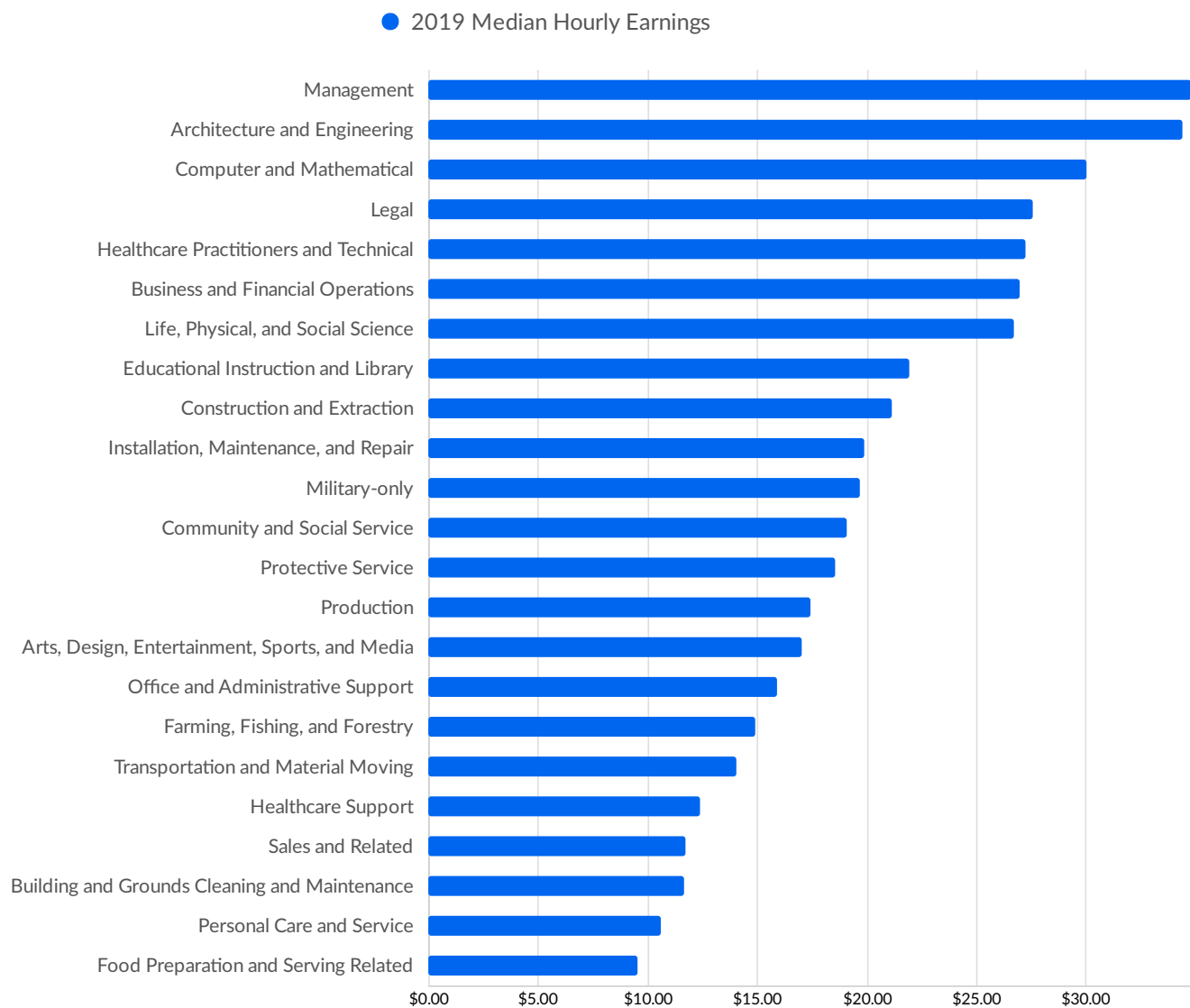
Top Growing Occupations



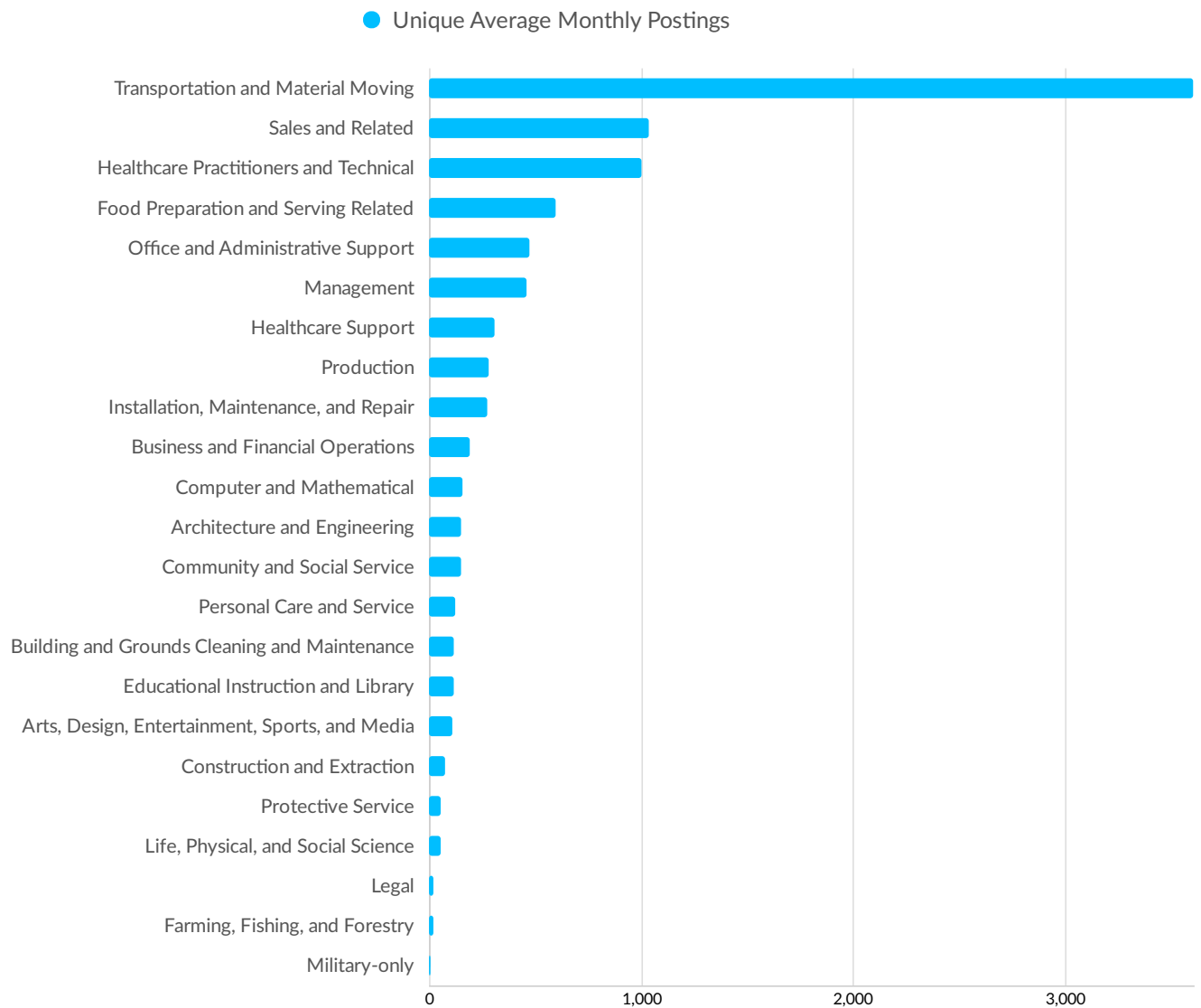
Top Occupation LQ



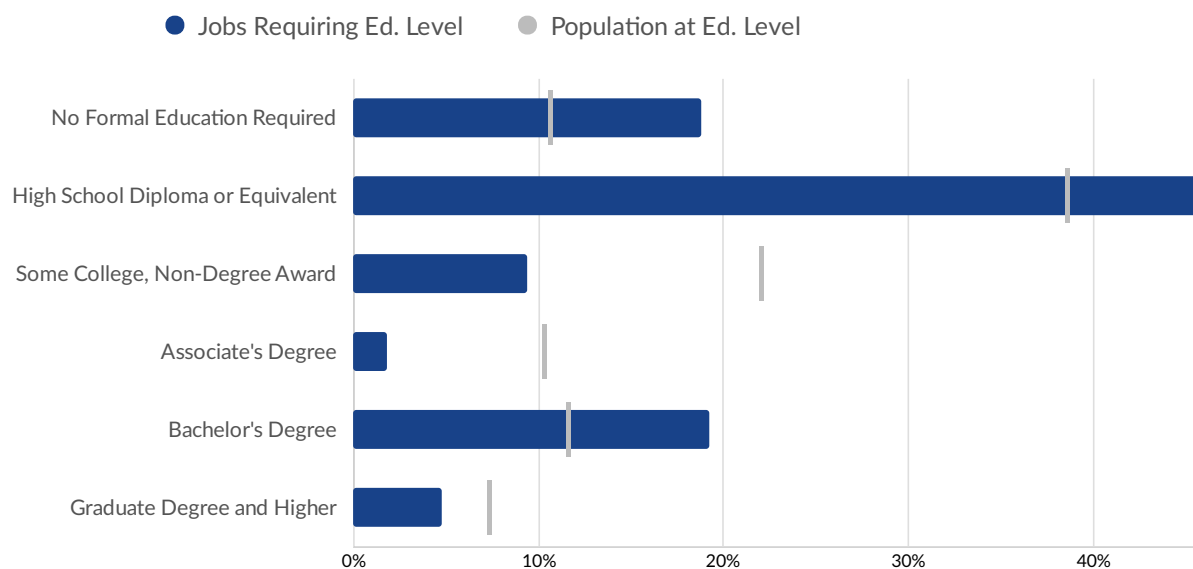
Top Occupation Earnings



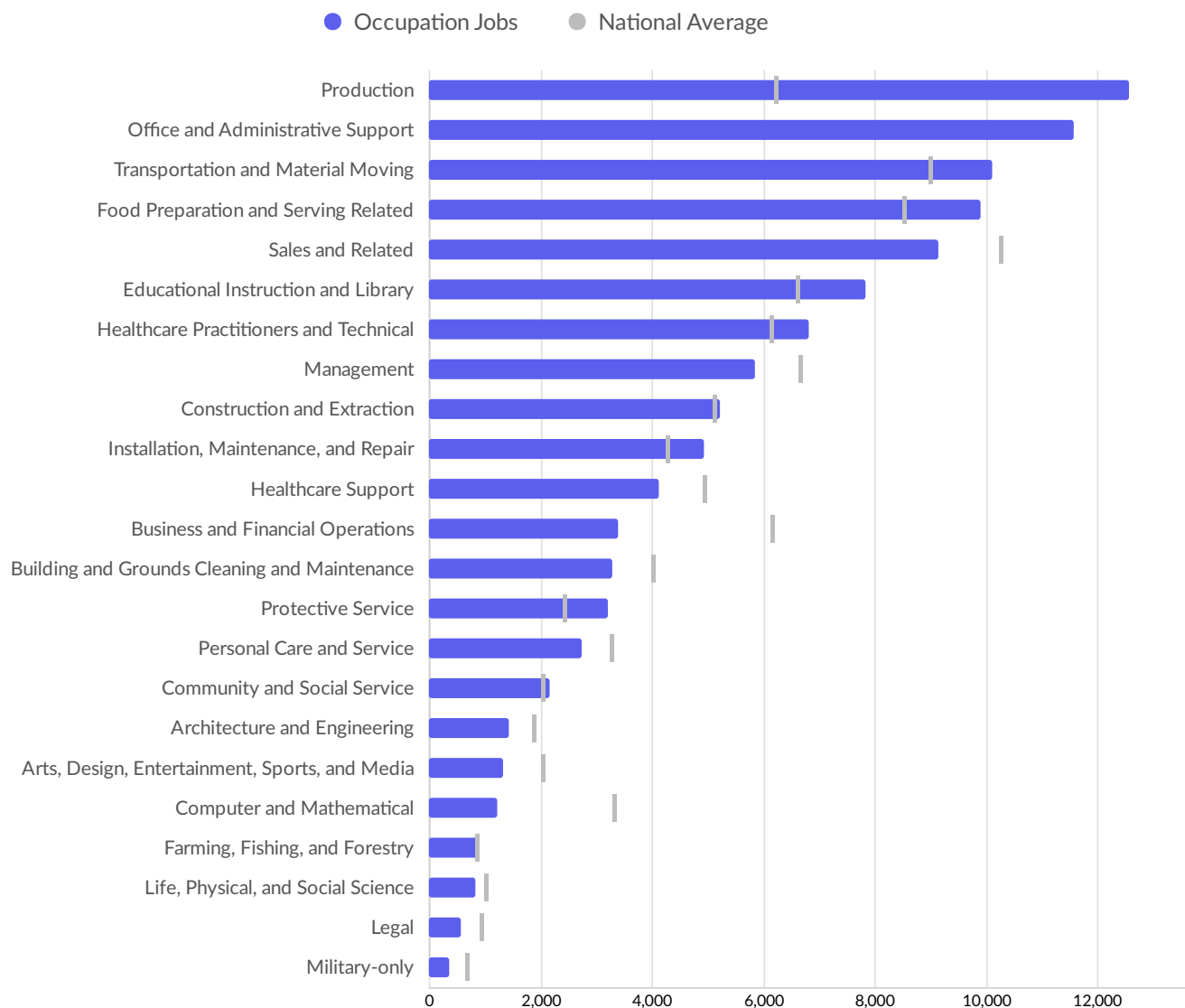
Top Posted Occupations



Underemployment

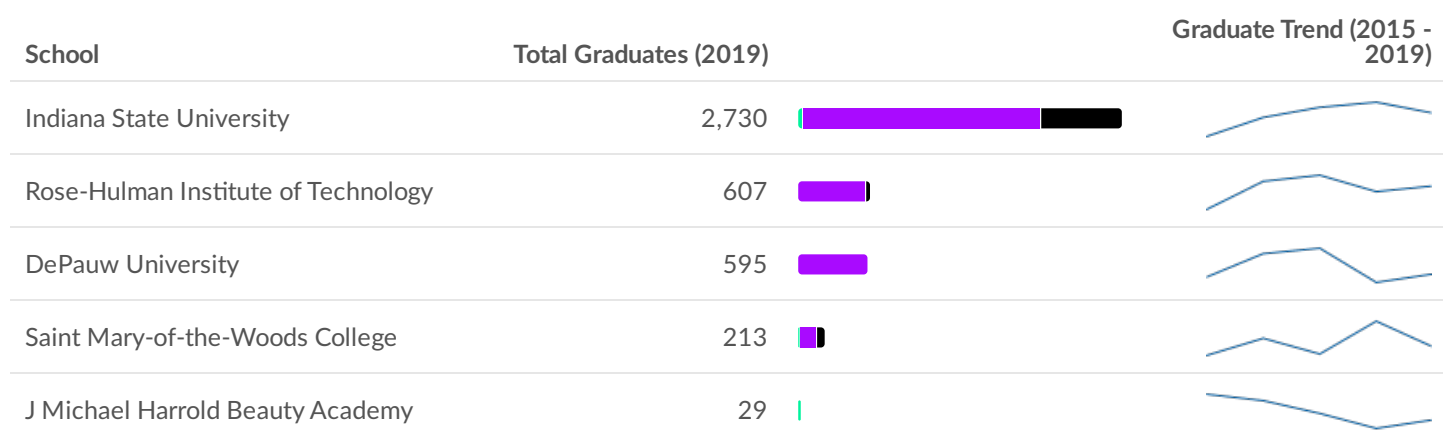


Largest Occupations



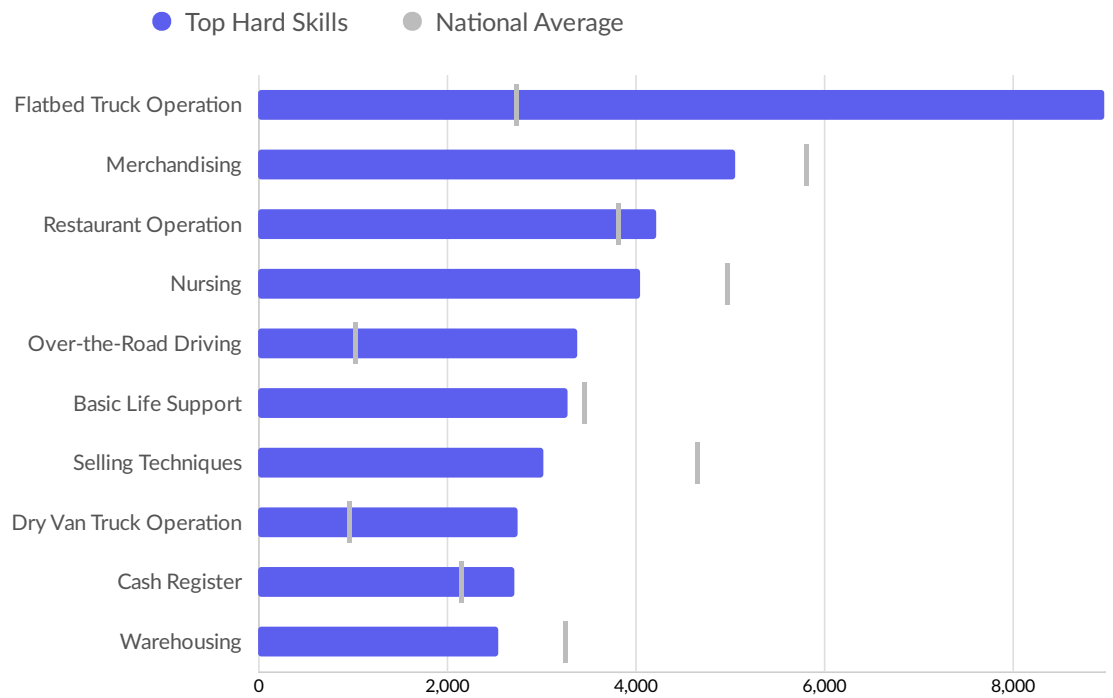
Educational Pipeline

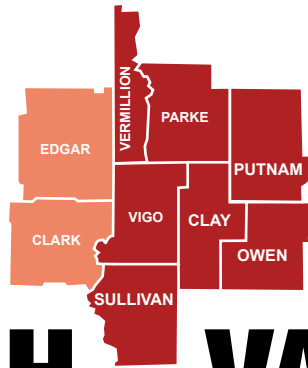
In 2019, there were 4,174 graduates in 9 Counties. This pipeline has grown by 6% over the last 5 years. The highest share of these graduates come from Registered Nursing/Registered Nurse, Criminology, and Mechanical Engineering.



● Certificate
 ● Associate's
 ● Bachelor's
 ● Master's or Higher

In-Demand Skills





WABASH ²⁰²⁰ VALLEY

MANUFACTURING AND DISTRIBUTION

WAGE AND BENEFIT SURVEY

**Counties: Clark and Edgar, Illinois;
Clay, Parke, Putnam, Owen, Sullivan, Vigo and Vermillion, Indiana**

SPONSORS



Wabash Valley Wages

Nine County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
EXECUTIVE AND ADMINISTRATIVE				
General Manager/President	14.....	\$137,205.60 ..	\$178,566.52	\$204,572.36
Chief Financial Officer.....	6.....	\$99,062.67 ..	\$137,523.83	\$150,688.00
Vice President of Sales	6.....	\$110,837.50 ..	\$125,837.50	\$134,170.83
Director of Human Resources	3.....	\$79,805.92 ..	\$101,183.44	\$120,227.62
Director of Engineering	5.....	\$100,111.00 ..	\$108,664.40	\$123,061.40
Director of Procurement	3.....	\$85,128.33 ..	\$90,128.33	\$96,795.00
FINANCE				
Chief Financial Manager	3.....	\$94,053.33 ..	\$121,835.67	\$125,720.00
Controller	11.....	\$84,210.90 ..	\$99,571.58	\$118,385.48
Accountant	13.....	\$61,142.92 ..	\$70,948.65	\$83,537.79
Accounts Payable/Receivable Clerk	17.....	\$18.37	\$22.23	\$23.83
Bill and/or Account Collector	4.....	\$19.16	\$23.27	\$26.40
Payroll Clerk	4.....	\$18.46	\$21.12	\$23.92
HUMAN RESOURCES				
Human Resources Manager	10.....	\$82,544.30 ..	\$103,887.80	\$110,575.90
Benefits Specialist.....	*.....	*	*	*
HR Generalist	12.....	\$45,248.60 ..	\$53,266.81	\$63,448.44
Recruitment Specialist	3.....	\$58,333.33 ..	\$72,666.67	\$92,833.33
Training and Development Specialist	*.....	*	*	*
SALES AND CUSTOMER SERVICE				
Advertising/Marketing/Public Relations Manager	*.....	*	*	*
Sales Manager/Supervisor.....	7.....	\$58,892.83 ..	\$86,252.00	\$92,632.83
Call Center Manager	*.....	*	*	*
Call Center Team Leader	*.....	*	*	*
Customer Service/Telephone Representative	23.....	\$17.09	\$19.65	\$23.17
Order and Billing Clerk	*.....	*	*	*
Product Specialist.....	*.....	*	*	*
Sales Representative/Account Executive	21.....	\$62,049.00 ..	\$74,967.60	\$88,963.60
OFFICE SUPPORT				
Office Manager	3.....	\$38,450.00 ..	\$45,064.00	\$61,653.33
Executive Secretary/Administrative Assistant	8.....	\$46,518.00 ..	\$50,330.00	\$54,894.00
Data Entry Clerk	6.....	\$18.56	\$19.80	\$25.80
Receptionist.....	4.....	\$14.21	\$18.04	\$19.34
Secretary	*.....	*	*	*

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Wabash Valley Wages (continued)

Nine County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
TECHNICAL AND ENGINEERING				
Chief Information Officer	*	*	*	*
Information Technology Manager	14	\$82,419.50	\$103,742.17	\$117,508.00
Engineering Manager	13	\$93,668.08	\$112,846.42	\$127,239.76
CAD Technician	23	\$22.21	\$26.70	\$31.73
Chemical Engineer	*	*	*	*
Computer Programmer	7	\$63,245.75	\$78,165.50	\$93,777.75
Computer Support Specialist	*	*	*	*
Designer	*	*	*	*
Electrical Engineer	12	\$79,594.67	\$106,381.00	\$127,771.33
Electrical or Electronic Technician	49	\$28.80	\$33.94	\$37.48
Engineer (Not Otherwise Specified)	42	\$75,164.88	\$88,756.50	\$107,138.25
Estimator	*	*	*	*
Graphic Designer	3	\$19.92	\$23.41	\$24.44
Industrial Engineer	*	*	*	*
Laboratory/Engineering Technician	26	\$19.92	\$25.23	\$29.55
Manufacturing Engineer	45	\$60,948.84	\$72,315.44	\$84,519.18
Materials Engineer	7	\$73,840.80	\$89,592.40	\$103,406.80
Mechanical Engineer	*	*	*	*
Quality Engineer	8	\$66,260.00	\$77,133.33	\$92,766.67
Network and Computer Systems Administrator	8	\$67,022.29	\$84,538.43	\$98,229.57
System Analyst	6	\$69,407.00	\$87,734.67	\$92,897.67
Technical Support Specialist	*	*	*	*
IT Support Specialist	9	\$20.57	\$23.52	\$31.09
IT Hardware Installer/Maintenance Professional	*	*	*	*
PRODUCTION				
Operations/Plant Manager	21	\$94,488.96	\$112,974.49	\$127,448.03
Materials Manager	3	\$78,330.44	\$97,962.81	\$130,874.52
Production Manager/Foreman	39	\$72,282.53	\$82,599.47	\$93,586.40
Purchasing Manager	9	\$72,975.28	\$81,044.28	\$99,847.15
Buyer/Purchasing Agent	20	\$43,609.74	\$51,100.12	\$63,424.30
Quality Control Manager	14	\$77,733.04	\$90,555.70	\$105,405.45
Group Leader	89	\$21.89	\$26.58	\$30.33
Assembler, skilled	*	*	*	*
Assembler, unskilled	66	\$13.75	\$16.61	\$17.11
CNC Machinist	34	\$15.50	\$21.67	\$27.97
CNC Programmer	7	\$19.17	\$23.17	\$25.50
Cutting, Punching and/or Press Machine Operator	238	\$19.96	\$22.10	\$23.82
Drilling and/or Boring Machine Operator	*	*	*	*
Extruding and/or Drawing Machine Operator	93	\$17.30	\$20.56	\$23.30
General Laborer	307	\$16.65	\$17.78	\$18.95

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Wabash Valley Wages (continued)

Nine County Region

	Number of Workers	Average Minimum Rate	Average Actual Rate	Average Maximum Rate
Grinding, Lapping, Polishing and				
Buffing Machine Tool Operator	*	*	*	*
Lathe and Turning Machine Tool Operator	*	*	*	*
Manual Machinist	*	*	*	*
Mold Maker	16.	\$17.75	\$22.58	\$27.18
Certified Painter	*	*	*	*
Painting/Spraying Machine Operator	9.	\$14.87	\$16.49	\$18.65
Plastic Processing Machine Operator	*	*	*	*
Printing Press Operator	*	*	*	*
Production Control Worker	50.	\$20.18	\$26.52	\$31.61
Quality Control Inspector/Tester	46.	\$17.63	\$20.09	\$23.20
Tool and Die Maker	*	*	*	*
Welder, Cutter, Solderer and/or Brazier	158.	\$18.88	\$21.96	\$25.32
MAINTENANCE AND REPAIR				
Manager of Mechanics, Installers and Repairers	9.	\$67,330.67	\$80,904.00	\$78,844.00
Maintenance Mechanic, Motor Vehicle	*	*	*	*
Maintenance Mechanic	81.	\$23.67	\$25.89	\$26.27
Maintenance and Repair Worker	69.	\$21.15	\$25.21	\$26.97
General Millwright	*	*	*	*
CONSTRUCTION				
Construction Manager	*	*	*	*
Carpenter	*	*	*	*
Construction Laborer	*	*	*	*
Electrician	16.	\$23.50	\$27.55	\$29.33
WAREHOUSING, TRANSPORTATION AND DISTRIBUTION				
Transportation, Storage and Distribution Manager	8.	\$68,833.00	\$76,163.50	\$81,439.17
Supervisor/Manager of Material Movers	16.	\$49,988.83	\$58,586.00	\$71,540.50
Inventory Control Coordinator	20.	\$21.42	\$25.74	\$33.72
Driver, Truck Heavy and Tractor-Trailer	82.	\$20.46	\$24.45	\$26.14
Driver, Truck Light or Delivery Services	7.	\$17.58	\$19.59	\$21.31
Heavy Equipment/Forklift Operator	136.	\$18.00	\$20.98	\$22.73
Shipping, Receiving and/or Traffic Clerk	21.	\$17.27	\$19.19	\$20.31
Material Handler	96.	\$16.56	\$18.28	\$19.47
Picker and Packer	100.	\$18.85	\$20.68	\$21.42
HOUSEKEEPING				
Housekeeper/Cleaner	*	*	*	*
Janitor	20.	\$11.88	\$14.20	\$15.56

* Asterisks indicate not enough data to publish. See About the Data on Page 2.

Wabash Valley Benefits

Nine County Region

Hourly

Salary

PAID TIME OFF

HOLIDAYS

Percentage of companies offering paid holidays	100%	100%
Typical number of paid holidays offered annually	11	10

Percentage of those companies offering these common holidays

New Year's Eve	22%	22%
New Year's Day	100%	100%
Martin Luther King Jr.	4%	4%
Lincoln's Birthday	0%	0%
President's Day	13%	9%
Washington's Birthday	0%	0%
Good Friday	70%	70%
Memorial Day	100%	100%
Independence Day	100%	100%
Labor Day	96%	96%
Columbus Day	0%	0%
Election Day	0%	0%
Floating Holiday	43%	39%
Veterans' Day	0%	0%
Thanksgiving Day	100%	100%
Day After Thanksgiving	78%	78%
Christmas Eve	74%	74%
Christmas Day	100%	96%
Other	17%	17%

COMBINED PAID TIME OFF

Percentage of companies that combine vacation, sick and personal days	30%	35%
Average number of PTO days offered first year	4	6
Typical number of PTO days offered first year	5	5
Average number of carryover days per year	11	15

How Paid Time Off is earned

Average number of years that must be worked to earn 5 days	1	1
Typical number of years that must be worked to earn 5 days	1	First Year
Average number of years that must be worked to earn 10 days	1	1
Typical number of years that must be worked to earn 10 days	5	1
Average number of years that must be worked to earn 15 days	3	3
Typical number of years that must be worked to earn 15 days	5	5
Average number of years that must be worked to earn 20 days (when offered)	6	7
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	5	7
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

PAID TIME OFF (continued)

PERSONAL DAYS

Percentage of companies offering paid personal days	16%	19%
Average number of personal days offered per year	5	5
Typical number of personal days offered in first year:	5	5

How soon after hire may employee take personal day?

One to 30 days	20%	33%
One to three months	40%	50%
Three to six months	0%	0%
Six months to one year	0%	0%
After 1 year	40%	17%

VACATION

Percentage of all companies that offer paid vacation	74%	65%
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How soon after hire may employee take paid vacation?

One to 30 days	18%	40%
One to three months	29%	33%
Three to six months	18%	7%
Six months to one year	18%	13%
After 1 year	18%	7%

Number of days offered

Average number of paid vacation days offered in first year:	6	6
Typical number of vacation days offered in first year:	5	5

How vacation time is earned

Average number of years that must be worked to earn 5 days	1	1
Typical number of years that must be worked to earn 5 days	First Year	First Year
Average number of years that must be worked to earn 10 days	2	First Year
Typical number of years that must be worked to earn 10 days	2	1
Average number of years that must be worked to earn 15 days	7	5
Typical number of years that must be worked to earn 15 days	10	5
Average number of years that must be worked to earn 20 days (when offered)	12	10
Typical number of years that must be worked to earn 20 days (when offered)	10	10
Average number of years that must be worked to earn more than 20 days (when offered)	13	14
Typical number of years that must be worked to earn more than 20 days (when offered)	20	20
Typical number of years that must be worked to earn more than 20 days (when offered)	15	15

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

PAID TIME OFF (continued)

ILLNESS DAYS

Percentage of companies that offer paid illness days	20%	26%
Average number of paid illness days offered annually	4	6
Typical number of paid illness days offered per year	5	5
Average maximum number of illness days that may be accumulated	6	13
Typical number of paid illness days that may be accumulated	5	5
How soon after hire is employee eligible?		
One to 30 days	30%	54%
One to three months	30%	23%
Three to six months	20%	8%
Six months to one year	0%	0%
After 1 year	20%	15%

FAMILY MEDICAL LEAVE

Percentage of companies that offer Family Medical Leave	87%	87%
Average number of weeks paid	2.45	10.5
Typical number of weeks paid	0	12
Average number of weeks unpaid	3.6	10.5
Typical number of weeks unpaid	12	0
Percentage of companies that offer Maternity Leave	57%	57%
Average number of weeks paid	5	5
Typical number of weeks paid	0	12
Average number of weeks unpaid	6	7
Typical number of weeks unpaid	12	6
Percentage of companies that offer Paternity Leave	30%	30%
Average number of weeks paid	1	8
Typical number of weeks paid	0	12
Average number of weeks unpaid	1	
Typical number of weeks unpaid	12	0%

BEREAVEMENT LEAVE

Percentage of companies offering paid bereavement leave	89%	94%
Average number of bereavement days offered annually	3	3
Typical number of bereavement days offered annually	3	3

COMPENSATION DURING JURY SERVICE

Percentage of companies that pay employees during jury service	75%	81%
Percentage of those that pay regular wages plus payment from court	25%	35%
Percentage of those that pay regular wages minus payment from court	75%	65%
Percentage where employee receives only payment from court	25%	19%

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

HEALTH RELATED BENEFITS

HEALTH INSURANCE OFFERED

Percentage of companies offering health insurance to employees	96%	96%
Percentage of those offering health insurance to families and children	100%	100%
Percentage of companies reporting as self-insured	64%	64%
Percentage of companies reporting indemnity insurance	36%	36%
Percentage of companies that offer a single plan	59%	50%
Percentage of companies that offer multiple plans	41%	50%
Percentage of companies offering traditional plans	86%	86%
Percentage of companies offering high-deductible plans	64%	64%
Percentage of companies considering dropping health plan in coming year	5%	5%

Health Savings Accounts and Health Reimbursement Arrangements

Percentage of companies offering only HSA or HRA plans	14%	14%
Percentage of companies offering optional HSA or HRA plan	45%	50%
Percentage of companies with no HSA or HRA plan	41%	36%

Average company contribution to HSA/HRA account

For employee only plan	\$3,065	\$2,874
For family plan	\$3,781	\$3,636

Typical company contribution to HSA/HRA account

For employee only plan	\$500	\$500
For family plan	\$1,000	\$1,000

Average annual out of pocket limit with HSA/HRA plan

Average maximum annual out of pocket expense single	\$3,514	
Average maximum annual out of pocket expense family	\$6,993	

Typical annual out of pocket limit with HSA/HRA plan

Typical maximum annual out of pocket expense single	\$5,000	
Typical maximum annual out of pocket expense family	\$10,000	

Wellness Incentive

Percentage of companies that offer a wellness incentive	41%	41%
Average amount that may be earned	\$508	\$563
Typical amount that may be earned	\$500	\$500

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS

SELF-INSURED COMPANIES

Traditional Plans

Percentage of self insured companies offering traditional plans.....	100%	100%
Percentage that offer family coverage	92%	92%

How soon after hire is employee eligible?

One to 30 days	33%	50%
One to three months	50%	33%
Three to six months	17%	17%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage.....	\$171.99	\$168.20
Employee and spouse.....	\$371.70	\$392.32
Employee and child.....	\$344.28	\$358.78
Family	\$485.87	\$517.23

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$555.19	\$534.65
Employee and spouse.....	\$1,089.79	\$1,021.42
Employee and child.....	\$980.14	\$916.78
Family	\$1,469.48	\$1,369.27

Deductibles

Average annual deductible per person	\$1,350.00	\$1,201.50
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family.....	\$3,150.00	\$2,945.00
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	74%	73%
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Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit.....	\$30.45	\$28.50
Typical copay for physician office visit	\$30.00	\$30.00

Average out of pocket limit

Single coverage	\$3,090.91	\$3,110.00
Family Coverage	\$6,800.00	\$6,520.00

Typical out of pocket limit

Single coverage	\$3,000.00	\$3,000.00
Family Coverage	\$6,000.00	\$6,000.00

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

SELF-INSURED COMPANIES

High Deductible Plan

Percentage of companies offering high-deductible plans.....	71%	71%
Percentage that offer family coverage	80%	100%

How soon after hire is employee eligible?

One to 30 days	40%	55%
One to three months	40%	36%
Three to six months	10%	9%
Six months to year	0%	0%
After one year	10%	0%

Average monthly premium paid by employee for:

Employee only coverage.....	\$111.09	\$97.17
Employee and spouse.....	\$277.69	\$275.32
Employee and child.....	\$242.36	\$231.96
Family	\$409.32	\$353.96

Average monthly cost paid by employer for each employee

Employee-only coverage.....	\$446.08	\$511.84
Employee and spouse.....	\$862.83	\$889.95
Employee and child.....	\$826.14	\$838.92
Family	\$1,177.38	\$1,442.67

Deductibles

Average annual deductible per person	\$2,714.29	\$2,566.67
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family.....	\$5,542.86	\$5,200.00
Typical annual deductible per family	\$6,000.00	\$6,000.00

Copays and Limits

Average percentage of costs covered by insurance	85%	78%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit.....	\$25.75	\$17.17
Typical copay for physician office visit	\$30.00	3000%

Average out of pocket limit

Single coverage	\$3,957.14	\$3,811.11
Family Coverage	\$7,628.57	\$7,600.00

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY-INSURED COMPANIES

Traditional Plan

Percentage of companies offering a traditional plan	88%	88%
Percentage that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	14%	29%
One to three months	57%	57%
Three to six months	29%	14%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$156.37	\$156.37
Employee and spouse	\$379.63	\$379.63
Employee and child	\$328.87	\$328.87
Family	\$569.45	\$569.45

Average monthly cost paid by employer for each employee

Employee-only coverage	\$541.98	\$541.98
Employee and spouse	\$1,037.17	\$1,037.17
Employee and child	\$848.41	\$848.41
Family	\$1,371.77	\$1,371.77

Deductibles

Average annual deductible per person	\$1,678.57	\$1,678.57
Typical annual deductible per person	\$1,500.00	\$1,500.00
Average annual deductible per family	\$4,235.71	\$4,235.71
Typical annual deductible per family	\$3,000.00	\$3,000.00

Copays and Limits

Average percentage of costs covered by insurance	67%	67%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$25.00	\$25.00
Typical copay for physician office visit	\$20.0000	\$20.0000

Average out of pocket limit

Single coverage	\$4,746.43	\$4,746.43
Family Coverage	\$9,778.57	\$9,778.57

Typical out of pocket limit

Single coverage	\$5,000.00	\$5,000.00
Family Coverage	\$10,000.00	\$10,000.00

HEALTH INSURANCE COSTS AND BENEFITS (continued)

INDEMNITY INSURED COMPANIES
High-Deductible Plan

Percentage of companies offering a high-deductible plan	50%	50%
Percentage of those plans that offer family coverage	100%	100%

How soon after hire is employee eligible?

One to 30 days	20%	40%
One to three months	40%	40%
Three to six months	40%	20%
Six months to year	0%	0%
After one year	0%	0%

Average monthly premium paid by employee for:

Employee only coverage	\$115.96	\$115.96
Employee and spouse	\$334.44	\$334.44
Employee and child	\$319.05	\$319.05
Family	\$460.99	\$461.06

Average monthly cost paid by employer for each employee

Employee-only coverage	\$349.23	\$349.23
Employee and spouse	\$843.67	\$843.67
Employee and child	\$836.58	\$836.58
Family	\$1,171.57	\$1,171.57

Deductibles

Average annual deductible per person	\$3,200.00	\$3,200.00
Typical annual deductible per person	\$3,000.00	\$3,000.00
Average annual deductible per family	\$6,650.00	\$6,650.00
Typical annual deductible per family	\$6,000.00	\$6,000.00

Copays and Limits

Average percentage of costs covered by insurance	70%	70%
Typical percentage of costs covered by insurance	80%	80%
Average copay for physician office visit	\$13.33	\$13.33
Typical copay for physician office visit	0%	0%

Average out of pocket limit

Single coverage	\$6,137.50	\$6,137.50
Family Coverage	\$10,775.00	\$10,775.00

Typical out of pocket limit

Single coverage	\$6,000.00	\$6,000.00
Family Coverage	\$10,000.00	\$10,000.00

HEALTH INSURANCE COSTS AND BENEFITS (continued)

PRESCRIPTION DRUG BENEFIT

Percentage of all companies where insurance covers prescription drugs **91%** **87%**

Retail copay when paying dollars

What is the average employee copay for retail generic?	\$16.06	.....	\$11.69
What is the typical employee copay for retail generic?	\$15.00	.....	\$15.00
What is the average employee copay for retail formulary?	\$40.63	.....	\$37.81
What is the typical employee copay for retail formulary?	\$35.00	.....	\$35.00
What is the average employee copay for retail non-formulary?	\$64.29	.....	\$57.86
What is the typical employee copay for retail non-formulary?	\$60.00	.....	\$60.00

Mail order copay when paying dollars

What is the average employee copay for mail-order generic?	\$31.11	.....	\$23.61
What is the typical employee copay for mail-order generic?	\$25.00	.....	\$25.00
What is the average employee copay for mail-order formulary?	\$110.33	.....	\$82.50
What is the typical employee copay for mail-order formulary?	\$120.00	.....	\$120.00
What is the average employee copay for mail-order non-formulary?	\$132.50	.....	\$131.35
What is the typical employee copay for mail-order nonformulary?	\$150.00	.....	\$150.00

Retail copay when paying a percentage

What is the average employee copay for retail generic?	21%	.....	23%
What is the typical employee copay for retail generic?	20%	.....	20%
What is the average employee copay for retail formulary?	19%	.....	19%
What is the typical employee copay for retail formulary?	20%	.....	20%
What is the average employee copay for retail non-formulary?	42%	.....	43%
What is the typical employee copay for retail non-formulary?	60%	.....	60%

Mail order copay when paying a percentage

What is the average employee copay for mail-order generic?	23%	.....	23%
What is the typical employee copay for mail-order generic?	20%	.....	20%
What is the average employee copay for mail-order formulary?	19%	.....	19%
What is the typical employee copay for mail-order formulary?	20%	.....	20%
What is the average employee copay for mail-order non-formulary?	43%	.....	43%
What is the typical employee copay for mail-order nonformulary?	30%	.....	30%

HEALTH INSURANCE COSTS AND BENEFITS (continued)

DENTAL INSURANCE

Percentage of all companies that offer a dental plan	91%	91%
Percentage of those plans that cover orthodontia	90%	90%

How soon after hire is employee eligible for coverage?

One to 30 days after hire:	29%	43%
One to three months after hire	52%	43%
Three to six months after hire:	19%	14%
Six months to one year after hire:	0%	0%
After first year:	0%	0%

Deductibles and Limits

Average annual deductible	\$111.90	\$111.90
Typical annual deductible	\$50.00	\$50.00
Average annual limit single coverage:	\$1,139	\$1,158
Typical annual limit single coverage	\$1,000	\$1,000
Average annual limit family coverage:	\$1,260	\$1,260
Typical annual limit family coverage	\$1,000	\$1,000

Premiums and Costs
Average monthly premium paid by employee for

Employee only coverage	\$15.82	\$15.36
Employee and spouse	\$33.81	\$32.71
Employee and child(ren)	\$39.86	\$38.32
Family	\$55.79	\$54.02

Average monthly premium paid by employer for

Employee only coverage	\$12.07	\$13.45
Employee and spouse	\$23.80	\$26.78
Employee and child(ren)	\$25.79	\$28.62
Family	\$35.49	\$127.80

Typical monthly premium paid by employer for

Employee only coverage	\$0	\$0
Employee and spouse	\$0	\$0
Employee and child(ren)	\$0	\$0
Family	\$0	\$0

Percentage of Costs Covered

Average of preventive costs covered	99%	99%
Typical percentage of preventive costs covered	100%	100%
Average of basic costs covered	76%	76%
Typical percentage of basic costs covered	80%	80%
Average of major costs covered	48%	48%
Typical percentage of major costs covered	50%	50%

HEALTH INSURANCE COSTS AND BENEFITS (continued)

VISION INSURANCE

Percentage of all companies offering a separate vision plan.	78%	78%
Percentage of those plans that cover glasses/contacts	94%	89%
Percentage of those plans that cover LASIK or similar procedures	28%	28%

How soon after hire is employee eligible for coverage?

One to 30 days	22%	39%
One to three months	56%	44%
Three to six months	22%	17%
Six months to one year	0%	0%
After first year	0%	0%

Premiums and Costs
Average monthly premium paid by employee for:

Employee only coverage	\$5.25	\$5.82
Employee and spouse	\$9.35	\$10.43
Employee and child(ren)	\$10.02	\$11.18
Family	\$13.83	\$15.39

Average monthly premium paid by employer for

Employee only coverage	\$2.33	\$2.33
Employee and spouse	\$4.65	\$4.65
Employee and child(ren)	\$5.75	\$5.75
Family	\$6.86	\$6.86

Typical monthly premium paid by employer for

Employee only coverage	\$0.00	\$0.00
Employee and spouse	\$0.00	\$0.00
Employee and child(ren)	\$0.00	\$0.00
Family	\$0.00	\$0.00

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

FINANCIAL BENEFITS AND INCENTIVES

LIFE INSURANCE

Percentage of all companies offering life insurance	91%	96%
Percentage of those plans that pay a set dollar amount	48%	32%
Percentage of those plans that pay a percentage of salary	52%	68%

How soon after hire is employee covered?

One to 30 days	29%	41%
One to three months	52%	36%
Three to six months	19%	18%
Six months to one year	0%	0%
After 1 year	0%	5%

SHORT TERM DISABILITY

Percentage of all companies that offer a short-term disability benefit	87%	83%
Average percentage of wages employee receives while on short-term disability	59%	78%
Typical percentage of wages employee receives while on short-term disability	60%	60%
Average number of weeks employee receives payment	21	20
Typical number of weeks employee receives payment	26	26

How soon after hire is employee covered?

One to 30 days	15%	32%
One to three months	55%	42%
Three to six months	20%	21%
Six months to one year	5%	0%
After first year	5%	5%

LONG TERM DISABILITY

Percentage of all companies that offer a long-term disability benefit	65%	83%
Average percentage of wages employee receives while on disability	59%	60%
Typical percentage of wages employee receives while on disability	60%	60%
Average age when employee no longer receives payment	65	65
Typical age when employee no longer receives payment	65	65

How soon after hire is employee covered?

One to 30 days	27%	37%
One to three months	33%	32%
Three to six months	27%	21%
Six months to one year	7%	5%
After first year	7%	5%

FINANCIAL BENEFITS AND INCENTIVES (continued)

PROFIT SHARING

Percentage of companies offering profit sharing program	39%	43%
Percentage of programs that are team based	80%	100%
Percentage of programs that are individual based	20%	25%
How soon after hire is employee eligible?		
One to 30 days	33%	30%
One to three months	11%	10%
Three to six months	11%	20%
Six months to one year	33%	30%
After 1 year	11%	10%

BONUS POOL

Percentage of companies whose employees participate in a bonus pool.	17%
Average amount each worker receives.	\$11,490 \$17,833

SHIFT DIFFERENTIAL

Shift Differential	
Percentage of companies operating more than one shift	74%
Percentage of those companies that pay a shift differential:.	82%
Average Second Shift Differential.	46 Cents
Typical Second Shift Differential	50 Cents
Average Third Shift Differential	48 Cents
Typical Third Shift Differential	50 Cents

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

OTHER INCENTIVES

WORKPLACE

Casual dress day (one per week)	9%	13%
Casual dress (every day)	52%	43%
Child day care services	0%	0%
Child care subsidy	4%	4%
Compressed work week	13%	9%
Discounted product purchases	26%	26%
Employee assistance programs	78%	37%
Emergency/sick child care	4%	4%
English as second language assistance	0%	9%
Fitness center membership subsidy	35%	35%
Fitness center on site	9%	9%
Flex time	13%	30%
Flexible spending account	57%	39%
Job sharing	0%	0%
Informal recognition program	39%	39%
Open communication policy	74%	74%
Scholarships-employees/spouses/children	22%	22%
Smoking cessation programs	52%	52%
Smoke-free work environment	65%	65%
Telecommuting	4%	22%
Transit subsidy	0%	0%
Tutoring-employees/spouses/children	0%	0%
Wellness program, resources and information	52%	52%
Other	9%	4%

COST OF BENEFITS

Cost of benefits as percentage of wages **26%**

Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

CAREER DEVELOPMENT

TRAINING AND CAREER DEVELOPMENT

Percentage of companies offering training programs	74%	78%
Percentage of companies offering in-house training	82%	89%
Percentage of companies offering off-site training	82%	100%
Percentage of companies offering career development programs	61%	70%
How soon after hire is employee eligible?		
One to 30 days	24%	22%
One to three months	6%	0%
Three to six months	24%	22%
Six months to one year	24%	22%
After 1 year	24%	33%

ORIENTATION

Percentage of companies that offer orientation for new employees	70%	74%
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TUITION ASSISTANCE

Percentage of companies offering tuition assistance	61%	70%
Percentage that require classes be job related to receive tuition assistance	86%	88%
Average percent of tuition reimbursement	85%	87%
Typical percent of tuition reimbursement	100%	100%
Percentage of companies that offer in-house career development programs	61%	70%
Percentage of companies that offer off-site career development programs	61%	78%

MENTORING

Percentage of companies with formal mentoring program	30%	35%
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Wabash Valley Benefits (continued)

Nine County Region

Hourly

Salary

RETIREMENT

COMPANY FUNDED PENSION

Percentage of companies that offer traditional pension plan	9%	9%
Percentage of companies where the employee also contributes	100%	100%
Average age when employee is eligible to receive benefits	64	64
Typical age when employee is eligible to receive benefits	65	65

401(k) and Similar Plans

Percentage of companies that offer a 401(k)/403(b) plan	91%	91%
Average percentage of wages an employee may contribute to fund	45%	45%
Typical percentage of wages an employee may contribute to fund	100%	100%
Percentage of companies where the employer contributes	95%	95%
Average percentage of contribution the employer matches	12%	12%
Typical percentage of contribution the employer matches	5%	5%
Average percentage of contribution the company matches 66% of the firm's 8%	66%	8%
Percentage of companies where the match is guaranteed	95%	95%
Percentage of companies where the match is intended	35%	35%

How soon after hire is employee eligible to participate?

One to 30 days	43%	48%
One to three months	19%	10%
Three to six months	10%	10%
Six months to a year	19%	19%
After one year	10%	10%

Wabash Valley Workforce

Nine County Region

EMPLOYMENT OUTLOOK

CHANGES IN STAFFING

Preceding six months

Hiring

Percentage of companies that added workers in preceding six months 87%

Total number of employees added in preceding six months 345

Average number of employees added in preceding six months 17

Layoffs

Percentage of companies that laid off employees in preceding six months 22%

Total number of employees laid off in preceding six months 425

Average number of employees laid off in preceding six months 85

In 2021

Hiring

Percentage of companies adding workers later in 2021 30%

Total anticipated increase later 2021 140

Average anticipated increase later in 2021 20

Layoffs

Percentage of companies expecting layoffs later in 2021 0%

Total anticipated layoffs later in 2021 0

Average anticipated layoffs later in 2021 0

No change

Percentage of companies anticipating neither hiring nor layoffs in 2021 70%

Percentage of companies uncertain of change in 2021 0%

In 2022

Hiring

Percentage of companies adding workers in 2022 48%

Total anticipated increase in 2022 224

Average anticipated increase in 2022 20

Layoffs

Percentage of companies anticipating layoffs in 2022 0%

Total anticipated layoffs in 2022 0

Average anticipated layoff in 2022 0

No change

Percentage of companies anticipating no change in 2022 48%

Percentage of companies uncertain of change in 2022 0%

ANNUAL TURNOVER

Average annual turnover as percentage of employees. 6%

Wabash Valley Workplace (continued)

Nine County Region

SALARY OUTLOOK

PAY INCREASES

In 2020

Percentage of companies giving pay raises in preceding 12 months 87%

Average raise given in preceding 12 months 3.15%

Typical raise given in preceding 12 months 3%

In 2021

Percentage of companies planning pay raises in next 12 months. 96%

Average raise planned in next 12 months 2.91%

Typical increase planned in next 12 months. 3%

DRUG SCREENING

Percentage of companies that conduct drug screening 91%

Which screening protocol is used?

Five panel 29%

Seven panel 33%

DOT 52%

Other. 33%

	Hourly	Salary
Percentage of those companies that require new applicants to pass	95%	86%

Current employees are screened

Randomly	52%	43%
After incident/injury	74%	65%
For cause	83%	78%

Employees who fail are

Dismissed	71%	71%
Referred to an EAP or counseling program	57%	52%

WORKFORCE DEVELOPMENT

HIRING INCENTIVES

Percentage of Companies offering Hiring or Recruiting Incentives 70%

Percentage of those companies offering these common incentives

Relax drug screening requirements.	6%
Hire persons with disabilities	0%
Hire persons with felony records	19%
Expand internships	13%
Hire persons without high school or GED diploma.	31%
Increase starting pay.	35%
Pay hiring bonus	0%
Pay referral bonus	56%
Pay retention bonus.	19%
Offer housing assistance.	0%
Offer child care assistance	0%
None or none of above.	44%

RECRUITING

Where employers recruit new workers

Online.	74%
Job fairs	30%
Newspaper advertising.	35%
Referrals.	78%
Employment agencies	48%
Indiana Career Connect.	44%

EMPLOYERS FIND THESE POSITIONS MOST DIFFICULT TO FILL

Management	17%
Engineering	13%
Production.	13%
Maintenance	22%
Welders	9%
Machinists	22%
Technical	22%
Other.	13%

Wabash Valley Workforce (continued)

Nine County Region

WORKFORCE DEVELOPMENT

CRITICAL SKILLS

Skills needed to succeed in workplace

Pay attention to detail	26%
Commitment to quality	22%
Work ethic/Show up for work	26%
Time management/Punctuality	9%
Problem solving	9%
Mechanical ability	17%
Read ruler/scale	13%

MINIMUM EDUCATION REQUIREMENTS

High School/GED	57%
Some college	0%
Associates degree	22%
Bachelors degree	17%
Graduate degree	4%
Professional degree	0%
Professional license or certification	30%
None	13%

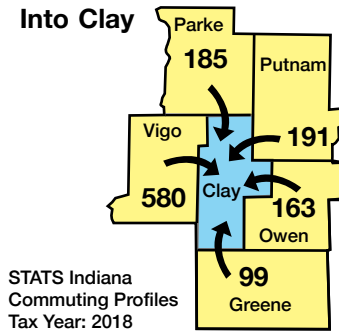
NEEDED TECHNICAL SKILLS

Percentage of employers who cite these software or technical skills as most in demand

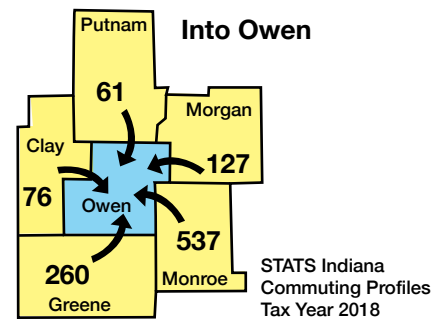
Office	26%
Outlook	26%
Excel	30%
AutoCAD	9%
SAP	4%
CAM	9%
Computer/Internet	9%
Specialized to position	35%
Other	22%

COMMUTING INTO COUNTY

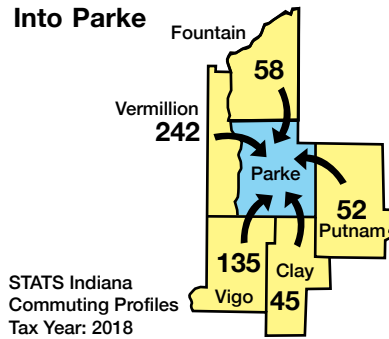
Into Clay



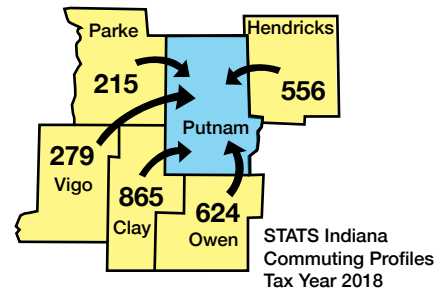
Into Owen



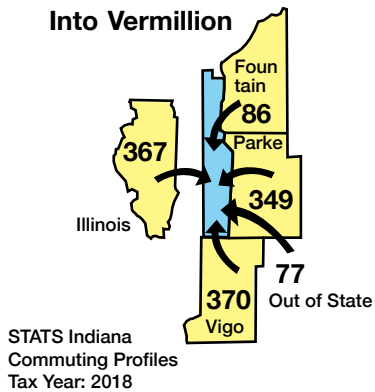
Into Parke



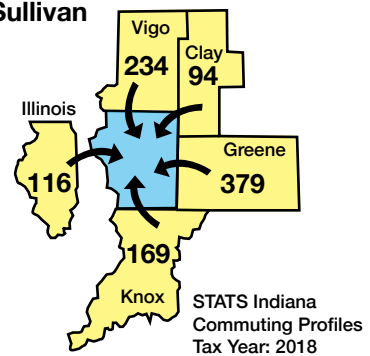
Into Putnam



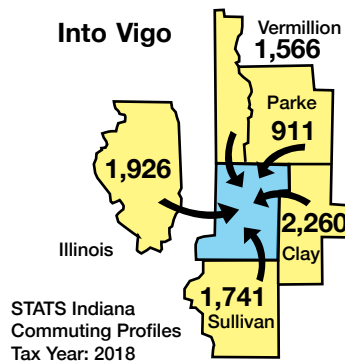
Into Vermillion



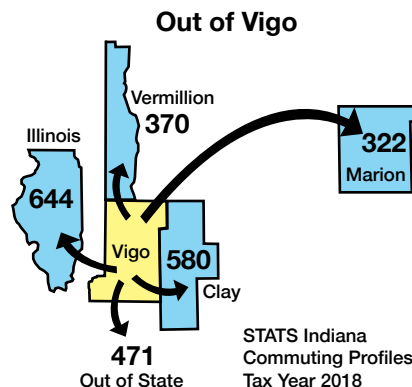
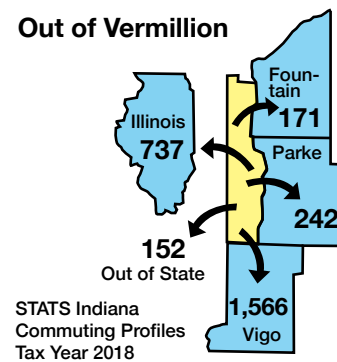
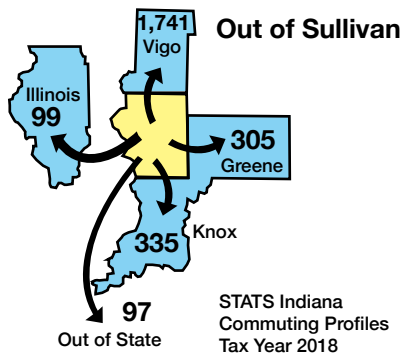
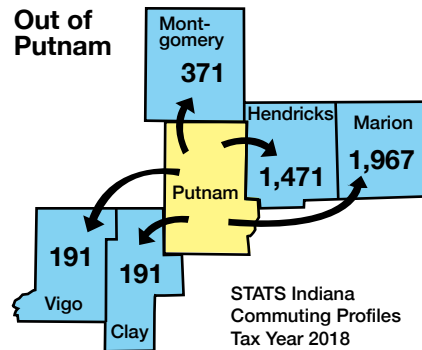
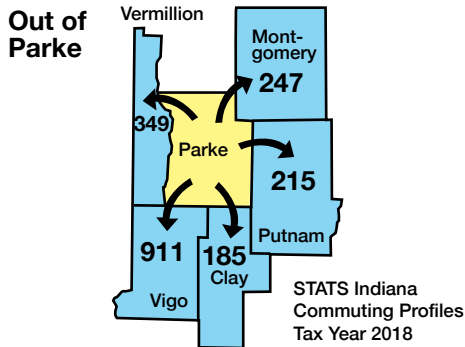
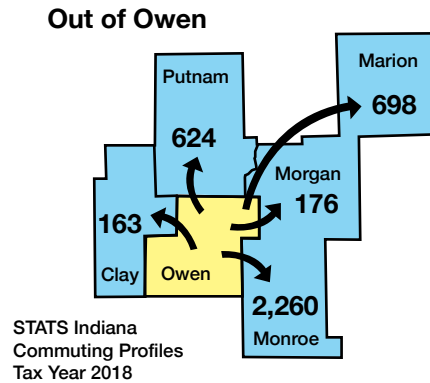
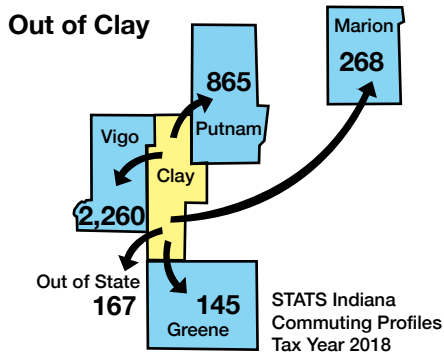
Into Sullivan



Into Vigo



COMMUTING FROM COUNTY





Supplemental Reports

Counties: Clark and Edgar, Illinois;
Clay, Parke, Putnam, Owen, Sullivan, Vigo and Vermillion, Indiana

SPONSORS



POPULATION AND EDUCATIONAL ATTAINMENT

2019 Data	Clay	Owen	Parke	Putnam	Sullivan	Vermillion	Vigo
Population Estimates	26,225	20,799	16,937	37,576	20,669	15,498	107,038
Total Population 25 and Older	18,227	14,964	12,019	25,266	15,024	10,866	69,415
Education Attainment 2019:							
- % High School or Higher	91%	85%	86%	89%	89%	91%	88%
- % Bachelor's or Higher	17%	13%	12%	17%	12%	14%	25%
Median Age	41.2	44.9	42.2	39	41.4	42.6	36.3

LABOR FORCE AND INDUSTRY SECTORS

2019 Data	Clay	Owen	Parke	Putnam	Sullivan	Vermillion	Vigo
Labor Force Estimates	12,124	9,413	7,116	16,868	8,444	7,041	48,492
Employed	11,694	9,038	6,847	16,286	8,085	6,675	46,409
Unemployed	430	375	269	582	359	366	2,083
Unemployment Rate	3.50%	4.00%	3.80%	3.50%	4.30%	5.20%	4.30%
Average Annual Earnings							
All Industries	\$35,404	\$42,246	\$32,158	\$38,089	\$45,527	\$50,803	\$41,939

2019 Data

Total by Place of Work	11,062	8,075	5,802	18,972	8,009	5,978	60,655
Wage and Salary	8,306	5,452	3,513	14,763	6,181	4,532	52,145
Private	9,132	6,683	4,096	15,650	5,589	4,902	51,017
- Accommodation, Food Service	737	NA	314	1,116	NA	NA	5,617
- Arts, Ent. & Recreation	112	NA	72	241	NA	NA	935
- Construction	533	586	350	1,073	272	717	2,762
- Health Care, Social Services	730	NA	NA	NA	NA	NA	10,034
- Information	67	NA	39	149	115	45	439
- Manufacturing	2,920	2,363	597	2,707	672	644	5,962
- Professional, Technical Services	NA	201	NA	420	197	NA	1,837
- Retail Trade	1,228	727	630	1,522	799	804	7,238
- Transportation, Warehousing	370	257	NA	2,017	253	163	1,671
- Wholesale Trade	113	NA	151	166	178	64	1,337
- Other Private (not above)	1,907*	666*	1,110*	3,040*	1,089*	859*	13,185
- Government (Local, State, Fed.)	1,355	858	1,125	2,514	1,959	751	9,148

NA -Not available due to BEA non-disclosure requirements.

*- These totals do not include county data that are not available due to BEA non-disclosure requirements.

Data Source: Hoosiers by the Numbers, by IN DWD.

WAGES Section

Wage and salary figures are reported for more than 100 different positions, as described on Pages 27 through 50. The figures represent data as of Feb. 1, 2021

Number of Workers: The total number of individuals for whom data was reported for each position.

Average Minimum Rate: The lowest amount an organization would pay for a position. This figure represents the average of all minimum figures reported for each position.

Average Actual Rate: The average of actual salary or wage participants pay for each position. The published figure represents the average of all actual wages or salaries for each position.

Average Maximum Rate: The highest amount an organization pays for a position. This figure represents the average of all maximum figures reported for each position.

Hourly and Salary: Wages are reported as annual salaries or hourly amounts based on usual compensation practices for each position. They do not mean that employees in those positions are classified as exempt or nonexempt.

When Considering the Data: Wages are those actually reported by participating companies and organizations. The survey is not necessarily a statistically accurate report of average compensation practices in the region.

BENEFITS Section

Participants were asked to report their benefits packages for full-time workers. Benefits programs may differ between hourly and salaried personnel; therefore, benefits data is reported separately for each group. In cases where benefits differed within the same classification of employees, respondents were asked to report average or most common practices.

BENEFITS Section Definitions

Average: This represents the average (statistical mean) benefit, practice or contribution among all companies or organizations reporting.

Typical: The most common (statistical mode) benefit, practice or contribution among all companies or organizations reporting.

Hourly and Salary: Unlike the wage section, benefits reports reflect the difference between exempt and non-exempt classifications.

Confidentiality and Missing Data

Information used in this survey is self-reported by the participating organizations and is only as accurate and complete as provided by them. Not all participants provided data for all sections so totals may be inconsistent across the survey.

To protect the confidentiality of the participants, wage and benefit information is not disclosed for occupations or benefit categories unless it is provided by at least two sources. These entries are indicated with an asterisk (*). If data is missing from one section, similar information may be found in one of the other sections of the report.

Survey Preparation

The survey is conducted online and the report prepared by Two Things LLC. For more information, contact twothingsllc@gmail.com.

Job Title Description

ADMINISTRATIVE/EXECUTIVE

General Manager/President: Plans, directs or coordinates the operations of companies. Duties and responsibilities include formulating policies, managing daily operations and planning the use of material and human resources. Includes owners and managers who head small business establishments whose duties are primarily managerial.

Chief Financial Officer: Senior-most executive responsible for financial control and planning of a firm or project.

Vice President of Sales: Responsible for establishing sales targets to meet the company objectives. Responsible for developing strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization.

Director of Human Resources: Has ultimate responsibility for all people based activity within an organization from both an operational and strategic perspective.

Director of Engineering: Plans and directs all aspects of engineering activities within an organization. Ensures all engineering projects, initiatives, and processes are in conformance with organization's established policies and objectives.

Director of Procurement: Defines policies and procedures that form the basis for all interaction between the company and suppliers.

FINANCE

Chief Financial Manager: Plans, directs, and coordinates accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

Controller: Overall responsibility for managing and directing the corporation's accounting and tax functions. Responsible for all internal and external financial reporting, all internal control and accounting, all tax preparation and reporting functions.

Credit Manager: Establishes credit guidelines, extends credit to new customers and oversees collections.

Accountant: Responsibilities may include analyzing data, formulating budgets, preparing financial statements, compiling information for reports and evaluating general accounting systems.

Accounts Payable/Receivable Clerk: Prepares and maintains records of financial transactions related to bills due and incoming payments.

Bill / Account Collector: Locates and notifies customers of delinquent accounts by mail, telephone or personal visit to solicit payment. Duties include receiving payments and posting amounts to customer accounts; preparing statements to credit department if customer fails to respond; and keeping records of collection and status of accounts.

Payroll Clerk: Performs duties related to the preparation of time cards or work logs, computation of paychecks and the maintenance of payroll records.

HUMAN RESOURCES

Human Resources Manager: Areas of responsibility may include recruitment, selection, training, compensation and compliance.

Benefits Specialist: Responsible for administration of pension and savings plans, retirement calculations, computerized database development, report generation, assisting in coordination of group benefits programs and specializing in group insurance, pensions and cash compensation programs.

HR Generalist: Administers human resource policies and procedures that cover two or more functional areas. Collects and analyzes human resource data and then makes recommendations to management.

Recruitment Specialist: Recruits and places workers.

Training and Development Specialist: Conducts training and development programs for employees.

SALES & CUSTOMER SERVICE

Advertising/Marketing/Public Relations Manager: Directs overall marketing policy and strategy, determines demand for products and services, identifies potential customers and directs publicity programs. Oversees account, creative and media-service departments.

Sales Manager/Supervisor: Directs sales program, maintains contact with dealers and distributors, and directs sales representatives. Coordinates

sales distributions by establishing sales territories, quotas and goals and establishes training programs for sales representatives.

Call Center Manager: Responsible for the overall daily operation of the call center. Duties include staff supervision, training, forecasting and monitoring sales and call volumes. Managers may also be responsible for all technology issues/upgrades and using technology to meet the sales goals.

Customer Service/Telephone Representative: Primarily responsible for responding to inbound phone calls. Assist customers over the telephone or via the Internet in making product decisions, resolving service issues and general sales. Responsible for entering all customer orders and service issues into the computer.

Order and Billing Clerk: Order clerk takes down and processes orders for merchandise, goods, and services. Ensures all data is accurate, including credit card information. Processes order and sends out receipt. Billing clerk is accountable for creating invoices and credit memos, issuing them to customers by all necessary means, and updating customer files.

Product Specialist: Combines sales, marketing and technical skills to design, promote and sell a product for an organization. These professionals are involved with a product's entire life cycle to ensure optimal sales results for an organization's profitability.

Sales Representative/Account Executive: Markets company products and services, takes orders and resolves problems. Has an in-depth knowledge of customers' organization and demands. Acts as a solutions provider and has an ongoing, long-term relationship with a defined customer base. Maintains quality assurance with, and introduces new products and services to customer base. Can be either based as "inside" or "outside" representative.

OFFICE SUPPORT

Office Manager: Supervises and coordinates the activities of clerical and administrative support workers.

Administrative Services Manager: Plans, directs and coordinates supportive services of an organization. Specific responsibilities vary, but administrative service managers typically maintain facilities and supervise activities that include record keeping, mail distribution, and office upkeep.

Executive Secretary / Administrative Assistant: Provides high-level administrative support by conducting research, preparing statistical reports, handling information requests and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls and scheduling meetings. May also train and supervise lower-level clerical staff.

Data Entry Clerk: Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a generally standardized pattern of operations.

File Clerk: Files correspondence, cards, invoices, receipts and other records in alphabetical or numerical order or according to the filing system used. Locates and removes material from file when requested.

Mail Clerk: Distributes and collects incoming mail and processes outgoing mail. Responsibilities include determining, affixing and recording postage on registered mail and packages.

Receptionist: Answers telephone calls and personal inquiries, directs calls and visitors to appropriate parties and performs basic clerical tasks. May operate a switchboard.

Secretary: Performs routine clerical and administrative functions such as shorthand, dictation, typing, scheduling appointments, handling travel arrangements, answering routine correspondence and telephone calls.

Teller: Receives and pays out money, as well as accurately keeps records of money and negotiable instruments involved in a financial institution's various transactions.

Typist and Word Processor: Responsible for data entry and information processing utilizing machines such as typewriters or computers. Prepares reports and correspondence, letters, research, and other materials.

TECHNICAL

Chief Information Officer: Directs, plans organizes and controls all activities of the information systems department and ensures the effective, efficient and secure operation of all automated data processing systems.

Engineering Manager: Plans, directs or coordinates activities in such fields as architecture and engineering or research and development in these fields.

Information Technology Manager: Plans, directs or coordinates activities in such fields as electronic data processing, information systems, systems analysis and computer programming.

CAD Technician: Creates, modifies and maintains various technical drawings including construction renovation blueprints, special project drawings, etc. Works from sketches, prints or verbal instructions in accordance with established standards. May perform field verifications.

Computer Operator: Loads equipment, starts and operates computer and executes runs. Oversees the continuous operation of the electronic/data process facilities.

Computer Programmer: Converts project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develops and writes computer programs to store, locate and retrieve specific documents, data and information. May program web sites.

Computer Support Specialist: Provides technical assistance to computer system users. Answers questions or resolves computer problems for clients in person, via telephone or from remote locations. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing software, electronic mail and operating systems.

Designer: Develops and designs manufactured products, such as cars, home appliances and children's toys. Combines artistic talent with research on product use, marketing and materials to create the most functional and appealing product design.

Estimator: Analyzes blueprints, specifications, proposals and other documentation to prepare time, cost and labor estimates for products, projects or services applying knowledge of specialized methodologies, techniques, principles or processes. Reviews data, prepares itemized lists, computes cost factors, prepares estimates and consults with clients, vendors or other individuals.

Graphic Designer: Designs or creates graphics to meet specific commercial or promotional needs, such as packaging, displays or logos. May use a variety of mediums to achieve artistic or decorative effects.

Laboratory/Engineering Technician: Conducts acceptance testing of numerous control systems per test specifications and proficient in several programs/processes. Alters test equipment requiring knowledge of electronic/mechanical theory pertinent to the applicable work. Analyzes and troubleshoots complex engineering data. Recognizes and resolves control and test issues beyond those specified in a test plan. Configures test set-ups for engineering investigations and document test status on a daily basis or as required by program.

Electrical or Electronic Technician: Helps engineers design and develop computers, communications equipment, medical monitoring devices, navigational equipment, and other electrical and electronic equipment. Often works in product evaluation and testing, using measuring and diagnostic devices to adjust, test, and repair equipment.

Engineer: (not otherwise specified) Engineers work in a variety of fields to analyze, develop and evaluate large-scale, complex systems. This can mean improving and maintaining current systems or creating brand new projects. Engineers will design and draft blueprints, visit systems in the field and manage projects.

Chemical Engineer: Designs equipment and develops processes for manufacturing chemicals and related products utilizing principles and technology of chemistry, physics, mathematics, engineering and related physical and natural sciences. Conducts research to develop new and improved chemical manufacturing processes.

Electrical Engineer: Designs, develops, tests and supervises the manufacturing of electrical equipment.

Industrial Engineer: Devises efficient systems that integrate workers, machines, materials, information, and energy to make a product or provide a service. Finds ways to eliminate wastefulness in production processes.

Manufacturing Engineer: Establishes standards for manufacturing operations in order to reduce and control costs.

Materials Engineer: Develops, processes and tests materials used to create a wide range of products. Studies the properties and structures of metals, ceramics, plastics, composites, nanomaterials and other substances to create new materials that meet certain mechanical, electrical, and chemical requirements.

Mechanical Engineer: Performs engineering duties in planning and designing tools, engines, machines and other mechanically functioning equipment. Oversees installation, operation, maintenance and repair of

such equipment as centralized heat, gas, water and steam systems.

Quality Engineer: Works in manufacturing plants, taking responsibility for the quality of a company's products.

Network and Computer Systems Administrator: Installs, configures and supports an organization's local area network (LAN), wide area network (WAN) and Internet system or a segment of a network system. Maintains network hardware and software. Monitors network to ensure network availability to all system users and performs necessary maintenance to support network availability.

System Analyst: Analyzes problems, prepares specifications and proposes appropriate data processing procedures to resolve problems.

IT Support Specialist: Provides technical assistance to computer users. Answers questions or resolves computer problems for clients in person, via telephone, or electronically.

Technical Support Specialist: Uses knowledge and skills to solve computer problems and enable computer technology to meet organization's needs.

IT Hardware Installer/Maintenance Professional: Installs and maintains computer hardware.

Web Developer: Designs and creates websites and is responsible for the look of the site and for the site's technical aspects, such as its performance and capacity. May also create content for the site.

PRODUCTION

Operations/Plant Manager: Plans, directs or coordinates the work activities and resources necessary for manufacturing products in accordance with cost, quality and quantity specifications.

Materials Manager: Areas of responsibility may include purchasing, shipping, receiving and warehousing of raw materials.

Production Manager/Foreman: Supervises line work such as assembly, warehousing or shipping and receiving. Plans and assigns work, recommends tools and methods and assists in problem resolution.

Purchasing Manager: Plans, directs or coordinates the activities of buyers, purchasing officers and related workers involved in purchasing materials, products and services. Areas of responsibility may include selection of vendors, insuring quality of supplies and services and acceptability of prices.

Quality Control Manager: Areas of responsibility may include auditing and evaluating quality controls and insuring established standards of quality.

Group Leader: Directly supervises and coordinates the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators

Assembler, skilled: Assembles, adjusts, and fits parts of production or completes products using tools. Requires use of judgment to make decisions and may require measuring, calculating, reading or estimating. Often has specific qualifications and usually requires intellectual reasoning and problem-solving skills. It typically takes six months to a year or more to learn a skilled job.

Assembler, unskilled: Assembles, adjusts, and fits parts of production or completes products using tools. Involves simple tasks and doesn't usually require one to exercise judgment. It typically requires only a month or less to learn.

Buyer/Purchasing Agent: Purchases materials, supplies or services and negotiates prices. Also establishes and maintains relationship with vendors.

CNC Machinist: Operates computer numerical control machines to fabricate parts. The CNC machinist loads parts in the machine, cycles machine and detects malfunctions in machine operations, such as worn or damaged cutting tools. The position runs production lots, communicates with co-workers regarding productions runs, and maintains a safe, organized and clean work environment.

CNC Programmer: Develops programs to control machining or processing of metal or plastic parts by automatic machine tools, equipment, or systems.

Cutting, Punching and Press Machine Operator: Sets up, operates or tends machines to saw, cut, shear, slit, punch, crimp, notch, bend or straighten metal or plastic material.

Drilling and/or Boring Machine Operator: Sets up, operates or tends drilling machines to drill, bore, ream, mill, or countersink metal or plastic work pieces

Extruding and/or Drawing Machine Operator: Sets up, operates, or tends machines to extrude or draw thermoplastic or metal materials into tubes, rods, hoses, wire, bars, or structural shapes

Forging Machine Operator: Sets up, operates, or tends forging machines to taper, shape, or form metal or plastic parts

General Laborer: Performs manual or physical duties as requested, requiring limited skill or training.

Grinding, Lapping, Polishing and Buffing Machine Tool Operator: Set up, operate or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone or polish metal or plastic work pieces.

Lathe and Turning Machine Tool Operator: Sets up, operates or tends lathe and turning machines to turn, bore, thread, form or face metal or plastic materials, such as wire, rod or bar stock.

Manual Machinist: Sets up and operates a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, shop mathematics, metal properties, layout and machining procedures.

Mold Maker: Sets up, operates or tends metal or plastic molding, casting or coremaking machines to mold or cast metal or thermoplastic parts or products.

Certified Painter: Has certified training and paints, and coats, often with machines, a wide range of products.

Painting/Spraying Machine Operator: Sets up, operates or tends machines to coat or paint any of a wide variety of products.

Plastic Processing Machine Operator: Sets up and operates production related plastic processing machinery to produce quality parts.

Production Control Worker: Coordinates and expedites the flow of work and materials within or between departments of an establishment according to production schedules. Duties include reviewing and distributing production, work and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs and production problems.

Printing Press Operator: Sets up and operates large, high volume commercial printing presses.

Print Binding/Finishing: Bind books and other publications or finish printed products by hand or machine. May set up binding and finishing machines.

Quality Control Inspector/Tester: Inspects, tests, sorts, samples or weighs non agricultural raw materials or processed, machined, fabricated or assembled parts or products for defects, wear and deviations from specifications. May use precision measuring instruments and complex test equipment.

Sewing Machine Operator: Operates or tends sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products

Tool & Die Maker: Analyzes specifications, lays out metal stock, sets up and operates machine tools and fits and assembles parts to make and repair dies, cutting tools, jigs, fixtures, gauges, machinists' hand tools and die try outs.

Welder, Cutter, Solderer & Brazier: Uses hand-welding, flame-cutting, hand soldering or brazing equipment to weld or join metal components or to fill holes, indentations or seams of fabricated metal products.

Woodworking Specialist: Works in a woodworking shop engaged in tasks such as wood furniture manufacturing.

MAINTENANCE & REPAIR

Manager of Mechanics, Installers & Repairers: Supervises and coordinates the activities of mechanics, installers and repairers.

Maintenance Mechanic: Diagnoses malfunctions, orders replacement parts and insures maintenance, repair and smooth functioning of the machinery and equipment.

Maintenance & Repair Worker: Keeps machines, mechanical equipment or the structure of an establishment in repair.

General Millwright: Installs, dismantles, or move machinery and heavy equipment according to layout plans, blueprints, or other drawings.

CONSTRUCTION

Construction Manager: Directly supervises and coordinates activities of construction or extraction workers.

Bricklayer/Stonemason/Concrete Finisher: Uses bricks, concrete blocks, concrete, and natural and manmade stones to build walls, walkways, fences, and other masonry structures.

Carpenter: Constructs and repairs building frameworks and structures—such as stairways, doorframes, partitions, rafters, and bridge supports—made from wood and other materials. Also may install kitchen cabinets, siding, and drywall.

Construction Laborer: Performs tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers.

Electrician: Installs, maintains and repairs electrical wiring, equipment and fixtures.

WAREHOUSING, TRANSPORTATION AND DISTRIBUTION

Warehousing, Transportation and Distribution Manager: Plans, directs or coordinates transportation, storage or distribution activities in accordance with governmental policies and regulations. Includes logistics managers.

Supervisor/Manager of Material Movers: Supervises and coordinates the activities of helpers, laborers or material movers.

Inventory Control Coordinator: Manages inventory and maintains levels required on a daily basis to meet distribution demands.

Driver, Truck Heavy and Tractor-Trailer: Drives a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock or materials in liquid, loose or packaged form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

Driver, Truck Light or Delivery Services: Drives a truck or van with a capacity of less than 26,000 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May require use of automatic routing or location software. May load and unload truck.

Driver/Sales Worker: Picks up and drops off packages and materials within a defined region or urban area. Most commonly they transport merchandise from a distribution center to businesses or households.

Heavy Equipment/Forklift Operator: Uses machinery to transport various objects, including goods around a warehouse and off of and onto trucks, railcars and other means of transportation. Also move materials at construction sites and in mines.

Inventory Control Coordinator: Analyzes and coordinates an organization's supply chain. Manages how a product is acquired, distributed, allocated and delivered. Also known as logistician.

Material Handler: Manually moves freight, stock or other materials or performs other unskilled general labor.

Picker and Packer: Packs by hand a wide variety of products and materials.

Shipping, Receiving & Traffic Clerk: Verifies and keeps records on incoming and outgoing shipments. Prepares items for shipment. Duties include assembling, addressing, stamping and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

Quality Monitor: Verifies that materials and finished products meet quality standards before distribution.

Safety Technician: Ensures safety rules and regulations are communicated and enforced. Maintains documentation of procedures.

LEGAL

Attorney: Advises and represents individuals, businesses, and government agencies on legal issues and disputes. Prepares and evaluates contracts and other legal documents.

Paralegal: Researches law, investigates facts and prepares documents to assist attorneys.

Regulatory Compliance Analyst: Makes sure businesses operate within legal boundaries and comply with appropriate regulations and required documentation and record keeping.

Records Coordinator: Makes sure records are accurate and up to date and are stored, preserved and maintained as required.

MEDICAL

Certified Nurse Assistant: Helps provide basic care for patients in hospitals and residents of long-term care facilities.

Counselor/Human Service Worker: Provides client services, including support for families, in a wide variety of fields, such as psychology, rehabilitation, and social work.

Medical Assistant: Performs administrative and certain clinical duties under the direction of physician. Administrative duties may include scheduling appointments, maintaining medical records, billing and coding for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood and administering medications as directed by physicians.

Medical Technician: Examines and analyzes body fluids, tissue and cells. May perform routine or complex tests and procedures. Interprets results and relays them to physicians.

Nurse, LPN: Provides basic nursing care. Works under the direction of registered nurses and doctors.

Nurse, Registered: Assesses patient health problems and needs, develops and implements nursing care plans and maintains medical records. Administers nursing care to ill, injured, convalescent or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

Nurse Manager/Unit Director: Plans and implements the overall nursing policies, procedures and services for a unit and/or shift. Generally manages nurses and clinical technicians. Relies on experience and judgment to plan and accomplish goals. Typically reports to an executive.

Nurse Practitioner: Diagnoses and treats acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.

Occupational Therapist: Treats injured, ill, or disabled patients through the therapeutic use of everyday activities. Helps these patients develop, recover, and improve the skills needed for daily living and working.

Pharmacist: Dispenses drugs prescribed by physicians and other health practitioners and provides information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.

Physician Assistant: Practice medicine as part of a team with physicians, surgeons, and other healthcare workers. Examines, diagnoses and treats patients. Also known as PA.

Physical Therapist: Assesses, plans, organizes, and participates in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.

Radiological Technologist and Technician: Takes X-rays and CAT scans or administers nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other modalities, such as computed tomography and magnetic resonance.

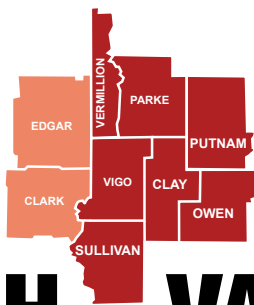
HOUSEKEEPING

Housekeeper/Cleaner: Follows established procedures for cleaning and straightening rooms and disinfecting or sterilizing equipment and supplies.

Janitor: Performs cleaning and custodial activities in order to maintain the clean and orderly condition of the workplace.

Notes

Notes



WABASH ²⁰²⁰ VALLEY

MANUFACTURING AND DISTRIBUTION WAGE AND BENEFIT SURVEY

ACCELERATE WEST CENTRAL INDIANA COUNTY CONTACTS



Clay County Government

Jim Coffenberry
Economic Development Specialist
O: 812-238-1561
C: 812-465-6482
jcoffenberry@westcentralin.com



Vermillion Rise Mega Park

Bob Grewe, Executive Director
1051 W. Indiana Avenue
Hillsdale, IN 47854
P: 765-245-2415
C: 765-246-2318
bob.grewe@vermillionrise.com
vermillionrise.com



Greencastle/Putnam County Development Center

Kristin Clary, Executive Director
Ivy Tech Community College
915 Zinc Mill Road
Greencastle, IN 46135
P: 765-653-2474
kristin@gcpcdc.com
putnamcountyindianaeconomicdevelopment.com

Sullivan County Redevelopment Commission

Deann Talley, Executive Director
P.O. Box 111
Sullivan, IN 47882
P: 812-691-1090
deann.talley@sullivancountyindiana.us
sullivancounty.in.gov



Vermillion County Economic Development Council

703 W Park Street
Cayuga, IN 47928
P: 765-492-9153
vermillioncountyedc.com



Partnership Parke County/Parke County Redevelopment Commission

Cyndi Todd, Executive Director
110 E. High St
Rockville, IN 47872
P: 765-569-0226
partnershiptodd@gmail.com
partnershipparkecounty.com



Terre Haute Economic Development Corporation (Vigo County)

Steve Witt, President
630 Wabash Avenue, Suite 101
Terre Haute, IN 47807
P: 812-234-2524
info@terrehauteedc.com
terrehauteedc.com



OWEN COUNTY CHAMBER OF COMMERCE

Owen County Chamber of Commerce & Economic Development Corp.

Don Bingham, Econ. Dev. Coordinator
119 S. Main St.
Spencer, IN 47460
P: 812-829-3245
Donald@myowncounty.com
myowncounty.com



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WEST CENTRAL INDIANA
ECONOMIC DEVELOPMENT