

**Regional Wage and Benefit Survey of Manufacturers  
in Northwest Tennessee and Southwest Kentucky**

**Report of Survey Results**

**2019**

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## Overview of Regional Wage and Benefit Survey Results

The Obion County Joint Economic Development Corporation (JEDC) joined with the University of Tennessee at Martin to develop a regional Wage and Benefit survey project for Northwest Tennessee and Southwest Kentucky.

The project's goal is to perform a regional wage and benefit survey of manufacturers, along with the creation of a "career catalog" to be utilized as a retention tool for existing businesses.

The Regional Wage and Benefit Survey focused on manufacturers in the areas of Northwest Tennessee and Southwest Kentucky. The Northwest Tennessee region included nine (9) counties: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, and Weakley. The Southwest Kentucky region included four (4) counties: Calloway, Graves, Hickman, and Fulton.

The survey was sent out on October 19, 2018. A follow-up reminder was sent out on October 30, 2018. Surveys (internet link and MS Word file) were sent out to 77 Tennessee manufacturers and 21 Kentucky manufacturers in the local region. A total of twenty-five (25) responses were received with 19 usable responses for the final data analysis. Thus, the overall response rate was approximately 25.5%. The survey data represents 26.61% of employees at manufacturers in Northwest Tennessee and 18.36% in Southwest Kentucky.

**Wage Information and Employee Profile:** Forty (40) different jobs positions are reported. The highest hourly pay job is "First-Line Supervisors/Managers of Production and Operating Worker" at \$30.29 per hour. The lowest hourly pay job is "Slaughterers and Meat Packers" at \$11.00 per hour.

For the manufacturing jobs, some survey respondents stated that a High school (HS) diploma is required.

The job category of "Tool and Die Makers" has the highest weighted average employee age at 52.25 years old. The youngest weighted average employee age of 22 years old is the job "Weighers, Measurers, Checkers, and Samplers, Recordkeeping."

"Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, metal and Plastic" has the longest years of employment 13.8 years (weighted average). The job category of "Weighers, Measurers, Checkers, and Samplers, Recordkeeping" had the shortest employment period of one month.

**Employee Benefits Information:** Health, dental, vision, life, short-term disability, and long-term disability insurance are reported for the health insurance benefit areas. A majority of the employers in this survey provide "Preferred Provider Organization" (PPO) for health, dental, and vision insurance. The weighted average for Employer monthly costs for 'employee only' is \$431.73. Some employers provide "Consumer Driven Health Plan" (CDHP) and "Health Savings Account" (HSA) for health insurance.

For retirement benefits, 89% of the responding companies offer 401(k) retirement plans. The highest rate of matching is 6% and the lowest rate of matching is 0.25%.

As for "Paid Time Off" benefits, Paid Vacation Time and Bereavement Leave are offered by the responding companies.

Additionally, monetary incentives and training opportunities are offered by the responding companies.

**Soft/Hard Skills requirements:** *Communication* and *time management* were mentioned as important for both supervisor(s) and skilled employees with regard to "soft skills." *Computer skills* were listed as the most important hard skill for both supervisor(s) and skilled employees.

**Anticipated Future Hiring:** As for future planning and anticipated hiring at factories in the region, 62% of local plants are planning to hire more manufacturing workers within next 1 to 5 years. Furthermore, survey respondents are planning to increase the pay ranges from \$0.25 to \$0.5 or 2% to 3% for various hourly workers for various categories, including "all positions", lead person, etc. during 2019.

# 1. Introduction

Obion County Joint Economic Development Corporation (JEDC) joined with the University of Tennessee at Martin to develop a regional Wage and Benefit survey project for Northwest Tennessee and Southwest Kentucky.

The project's goal is to perform a regional wage and benefit survey of manufacturers, along with the creation of a "career catalog" to be utilized as a retention tool for existing businesses.

The Regional Wage and Benefit Survey focused on manufacturers in the areas of Northwest Tennessee and Southwest Kentucky. The Northwest Tennessee region included 9 counties: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, and Weakley. The Southwest Kentucky region included 4 counties: Calloway, Graves, Hickman, and Fulton.

The survey was sent out on October 19, 2018. A follow-up reminder was sent out on October 30, 2018. Surveys (internet link and MS Word file) were sent out to 77 Tennessee and 21 Kentucky manufacturers in the local region. A total of twenty-five (25) responses were received with 19 usable respondents for the final data analysis. Thus, the overall response rate is approximately 25.5%.

A brief overview of county-level information, including population size, total workforce, unemployment rate, etc. is presented as follows.

## 1.1 County Information: Population and Total Workforce

Within the nine (9) Tennessee counties included in this project, Gibson County has the largest population at 49,111 as of July 1, 2017.<sup>1</sup> Lake County is the smallest of these nine counties, with a population of 7,468.<sup>2</sup>

Of the four (4) Kentucky counties included here, Calloway County has the largest population at 38,919 as of July 1, 2017.<sup>3</sup> Fulton and Hickman Counties have comparatively smaller populations of 6,192 and 4,520, respectively.<sup>4,5</sup> Please refer to Figure 1.1 for more information.

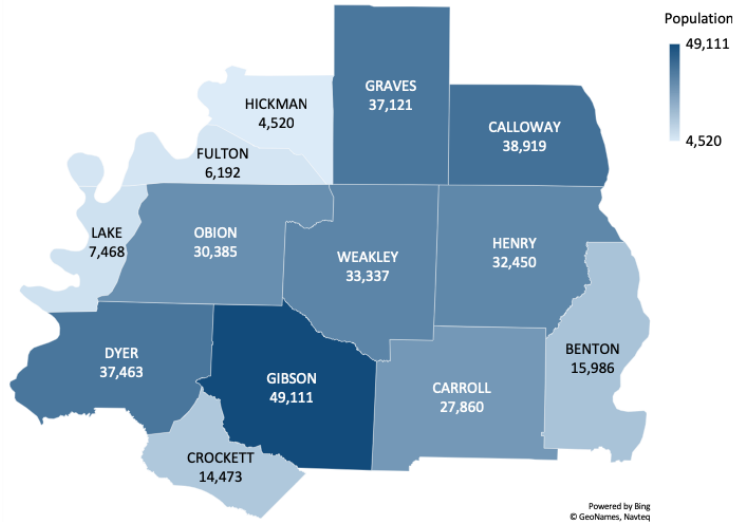


Figure 1.1 County Population Totals as of July 1, 2017

In the Northwest Tennessee region, the county-wide total workforce numbers as of July 1, 2017 ranged from 21,386 workers in Gibson County to 1,859 workers in Lake County.<sup>6</sup> Labor force participation rates over the 2012 to 2016 period ranged from a high of 59% in Dyer County to a low of 31.2% in Lake County.<sup>7,2</sup>

In the Southwest Kentucky region, the total workforce numbers as of mid-2017 ranged from 18,597 workers in Calloway County to 1,931 workers in Hickman County.<sup>6</sup> Labor force participation rates during the 2012 to 2016 period ranged from 57.6% in Graves County<sup>8</sup> to 47.6% in Hickman County.<sup>5</sup> Please refer to Table 1.1 for more information.

Table 1.1: County Workforce

County Workforce			
State	County	Total Workforce	% of Population in Civilian Labor Force
TN	Benton	6,769	49.3
	Carroll	12,000	52.6
	Crockett	6,959	55.3
	Dyer	16,132	59.0
	Gibson	21,386	57.1
	Henry	14,035	53.2
	Lake	1,859	31.2
	Obion	12,273	55.8
	Weakley	15,897	56.5
KY	Calloway	18,597	56.7
	Graves	16,041	57.6
	Hickman	1,931	47.6
	Fulton	2,085	48.2

## 1.2 County Information: Unemployment Rate and Income Levels

August 2018 unemployment data indicates that the highest unemployment rate in the Northwest Tennessee region is in Obion County at 5.7%.<sup>9</sup> Crockett County had the lowest unemployment rate in the Northwest Tennessee region at 4.1%.<sup>9</sup>

The August 2018 unemployment rates for the four Kentucky counties included in this report ranged from a high of 5.9% in Fulton County to a low of 3.8% in Calloway County.<sup>10</sup> Please refer to Figure 1.2 for more information.

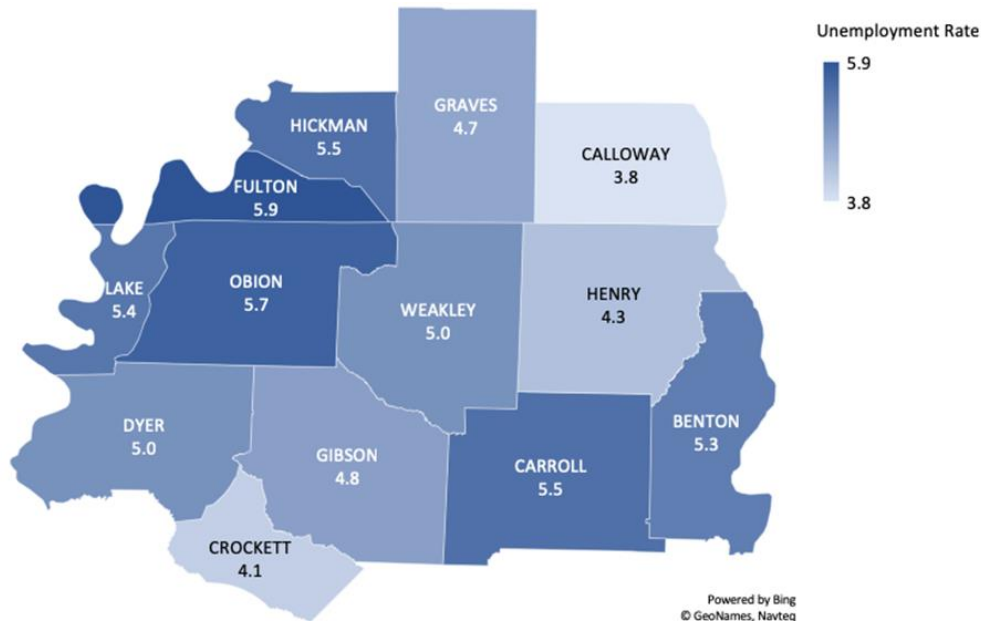


Figure 1.2 Unemployment Rates in August 2018

In 2016, the median household income in the Northwest Tennessee region ranged from \$42,833 in Dyer County to \$29,893 in Lake County.<sup>7,2</sup> Gibson County had the lowest poverty rate at 16.9%.<sup>1</sup> Conversely, the percentage of people in poverty in Lake County was 42.7%--a rate much higher than the other Northwest Tennessee counties.<sup>2,11</sup>

In the Southwest region of Kentucky, the highest median household income total was \$40,268 in Graves County.<sup>12</sup> The lowest median household income total in this four-county region was \$26,841 in Fulton County.<sup>4</sup> Poverty rates in this region ranged from a high of 30.0% in Fulton County to a low of 20.1% in Hickman County.<sup>4, 5</sup>



Table 1.2: Income and Poverty

Income and Poverty, 2016			
State	County	Median Household Income	% of Persons in Poverty
TN	Benton	\$33,611	17.9
	Carroll	\$36,212	18.3
	Crockett	\$38,043	17.6
	Dyer	\$42,833	20.0
	Gibson	\$38,854	16.9
	Henry	\$38,378	19.5
	Lake	\$29,893	42.7
	Obion	\$38,933	18.6
	Weakley	\$38,040	20.8
KY	Calloway	\$36,692	21.2
	Graves	\$40,268	20.7
	Hickman	\$39,756	20.1
	Fulton	\$26,841	30.0

### 1.3 County Information: Major Manufacturing Employers

Table 1.3: Major Manufacturing Employers in Benton and Carroll Counties

Benton		Carroll	
Company	Approx. number of Employees	Company	Approx. number of Employees
Jones Plastic & Engineering Corp.	220	Granges	386
Carhartt, Inc.	143	Profile Metal Forming	74
Palmer Tool, LLC	60	Cutting Specialists, Inc.	45
		McKenzie Valve & Machining	44
		Midway Materials	35
<b>Total</b>	<b>423</b>		<b>584</b>

Table 1.4: Major Manufacturing Employers in Crockett and Dyer Counties

Crockett		Dyer	
Company	Approx. number of Employees	Company	Approx. number of Employees
Pictsweet Frozen Foods	600	ERMCO, Inc.	1,045
ASEA Brown Boveri (ABB, Inc.)	125	Tyson	687
Mid South Industrial	75	NSK Steering Systems, Inc.	667
Medline Industries	50	SRG Global Coatings, Inc.	319
Southern Pride Distributing	36	Hexpol Compounding, LLC	250
Alamo Pride	30	Nortec Global HVAC, LLC	246
		Rough Country	218
		Dot Foods	210
		Heckethorn Manufacturing Co., Inc.	181
		Firestone Industrial Products	125
		PolyOne Corp.	110
		Colonial Diversified Polymer Products	89
		Eaton Global Hose	85
		Caterpillar	85
		Develey Mustard & Condiments Corp.	50
<b>Total</b>	<b>916</b>		<b>4,367</b>

Table 1.5: Major Manufacturing Employers in Gibson, Henry, and Lake Counties

Gibson		Henry		Lake	
Company	Approx. number of Employees	Company	Estimated Employment	Company	Approx. number of Employees
MacLean Power Systems	200	Dana Corp.	600	R& K Metals	20
Dana Corp.	175	Republic Builders	300		
Westrock Company	131	Eurotranciatutura	150		
Bongards' South	115	PML, Inc.	150		
Jones Fiber Products	105	Four Seasons	136		
Reinhausen Manufacturing	100	Nobel Automotive	135		
Jones Companies Ltd.	81	Clifty Farms	101		
ConAgra Foods	75	Franklin Industries	100		
		McCartney Produce	100		
Total	982		1,772		20

Table 1.6: Major Manufacturing Employers in Obion and Weakley Counties

Obion		Weakley	
Company	Approx. number of Employees	Company	Approx. number of Employees
Tyson Foods, Inc.	1,200	MTD Products, Inc.	1,550
Williams Sausage	575	Atlantic Homes	230
Titan Tire	400	Southern Source Tool & Manufacturing Co.	171
Kohler	270	Parker Hannifin Corp.	100
Institutional Casework, Inc.	200	North American Container	100
MVP Brands	150	Plastic Products, Inc.	100
Greenfield Products	125	Kentucky-Tennessee Clay Co.	71
DAR PRO Solutions (Griffin Industries)	94	Akin & Porter Produce, Inc.	70
Waymatic, Inc.	91	Gleason Clay	57
MIA Seating	80	Elgin Fastener Group	55
Green Plains Obion	52		
Total	3,237		2,504

Table 1.7: Major Manufacturing Employers in Calloway and Graves Counties

Calloway		Graves	
Company	Approx. number of Employees	Company	Approx. number of Employees
Briggs & Stratton	850	Pilgrim's Pride Corp.	1,328
Pella Windows	870	Progress Rail Services Corp.	270
Kenlake Foods	342	Mayfield Consumer Products	173
Saputo Dairy Foods USA	315	J. U. Kevil Industries	120
Sleep Central	200		
Schwartz Supply Source	137		
Vanderbilt Chemical	95		
IWIS Engine Systems	75		
Total	2,884		1,891

Table 1.8: Major Manufacturing Employers in Hickman and Fulton Counties

Hickman		Fulton	
Company	Approx. number of Employees	Company	Approx. number of Employees
Peerless-Premier Appliance Company	100	Premier Portable Buildings	200
		Letica Corp.	185
		Kayser Automotive Systems	120
		Stella-Jones Corporation	54
		TOKAI CARBON GE LLC	54
		Insteel Wire Products	40
Total	100		653

Approximately 14,805 individuals are employed at major manufacturers in the nine (9) counties (above) in Northwest Tennessee. Approximately 5,528 individuals are employed at major manufacturers in the four (4) counties of Southwest Kentucky.

## 2. General Information of Respondents

The information included in Section 2 to Section 6 was obtained through our 2018 regional wage and benefit survey responses.

A total of nineteen (19) companies responded to this Wage and Benefit survey conducted in the fall of 2018. Among these 19 companies: 17 completed the wage portion of the questionnaire, and 16 completed the benefits portion questionnaire. A total of 15 companies completed the entire survey.

Table 2.1: General Respondents Information

Number of Companies reporting:	19
Number of Companies completed Wage section:	17
Number of Companies completed Benefits section:	16
Number of Companies completed both wage and benefits sections:	15

The 19 responses were obtained from these seven counties:

TN (17): Dyer (2), Gibson (1), Henry (3), Obion (8), Weakley (3);

KY (2) - Calloway (1), Fulton (1).

A total of 4,955 individuals are employed full-time at the companies which responded to the survey. The total number of full-time and part-time employees at the companies in our survey are as follows:

Table 2.2: Number of People Employed at the Responding Companies

County	# of full-time employees	# of part-time employees
Dyer	594	1
Gibson	87	7
Henry	895	2
Obion	1,058	86
Weakley	1,306	45
Calloway, KY	980	0
Fulton, KY	35	1
Total	4,955	142

As noted in Section 1, the approximate size of the workforce of major manufacturers in Northwest Tennessee is 14,805 people. For Southwest Kentucky, the approximate size of the workforce of major manufacturers is 5,528.

The total number of full-time employees from the Northwest Tennessee counties survey was 3,940 people. As for the Southwest Kentucky counties included in this survey, there were 1,015 people. In sum, a total of 4,955 individual full-time employees are represented in these results.

Thus, the survey data represents 26.61% of employees at manufacturers from Northwest Tennessee and 18.36% from Southwest Kentucky.

The weighted average of salaries/wages from the respondents for 2017 is \$15,325,338.25 and the weighted average of benefits costs is \$4,276,231.88. Please refer to Table 2.3.

Table 2.3: Average Wages and Benefits Expenses

Year	Average Salaries/Wages	Average benefits
2015	\$11,934,665.38	\$3,668,808.07
2016	\$12,844,721.22	\$3,891,442.41
2017	\$15,325,338.25	\$4,276,231.88

The weighted average employee turnover rate from the respondents for 2017 is 41.82% and the weighted average employee absence rate is 6.57%. Please refer to Table 2.4.

Table 2.4: Employee Turnover and Absence Rate

Employee Turnover Rate	<b>Average turnover rate</b>	Highest turnover rate	Lowest turnover rate
	41.82%	171%	1.26%
Employee Absence Rate	<b>Average absence rate</b>	Highest absence rate	Lowest absence rate
	6.57%	97.56%	0.48%

### 3. Wage Information and Employee Profile

Weighted averages of hourly jobs are presented in this section—along with the highest/lowest hourly wages, education, weighted average employee age, and weighted average years of employment at current plant. Please see Table 3.1.

The following data is categorized based on forty (40) different job codes and job positions. The data is listed in numeric order—beginning with the job paying the highest wage per hour to the lowest wage per hour.

Specific job codes and job positions were retrieved from the O\*NET (occupational information network) Resource Center website<sup>13</sup>. The O\*NET database contains approximately 1,000 standardized occupations throughout the entire U.S. economy. The O\*NET database was developed under sponsorship of the U.S. Department of Labor/Employment and Training Administration.

Hourly Wages: The highest hourly pay job is “First-Line Supervisors/Managers of Production and Operating Worker” at **\$30.29** per hour.

The lowest hourly pay job is “Slaughterers and Meat Packers” at **\$11.00** per hour.

Education: Some respondents reported education requirements for specific jobs. For the manufacturing jobs, some survey respondents stated that a **High School (HS) diploma** is required. However, many of the job education requirements were not specified by the survey respondents.

Average Employee Age: “Tool and Die Makers” has the highest weighted average employee age at **52.25 years old**. The youngest weighted average employee age of **22 years old** is the job “Weighers, Measurers, Checkers, and Samplers, Recordkeeping.”

Average years of employment at the current plant: “Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, metal and Plastic” has the weighted average longest years of employment **13.8 years**. The category of “Weighers, Measurers, Checkers, and Samplers, Recordkeeping” had the shortest employment period of **1 month**.

Two annual salary job positions were included: “First-Line Supervisors/Managers of Production and Operating Worker” and “Human Resources Assistants, Except Payroll and Timekeeping.” Please see Table 3.2.

Additionally, this section further presents “Table 3.3: Education, Employee Age, and Years of Employment” and “Table 3.4: Employee Age and Years of Employment” which focuses mainly on the Education, Employee Age, and Years of Employment information.

Table 3.1: Hourly Wage, Education, Employee Age, and Years of Employment

Job Code	Job / Position(s)	Highest hourly wage	Lowest hourly wage	<b>Average hourly wage</b>	Education level required	Average employee age	Avg. Years of employment at current plant
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	30.29	11.00	16.80	HS/Trade School	41.51	6.62
43-5061	Production, Planning, and Expediting Clerks	29.46	7.25	20.49	HS/GED	29	5.35
17-3023	Electrical and Electronic Engineering Technicians	29.00	15.5	23.73	- -	33	0.9
49-9043	Maintenance Workers, Machinery	28.71	20.05	23.59	- -	- -	- -
51-4111	Tool and Die Makers	27.91	16.29	23.46	HS/GED	52.25	12.95
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	26.02	14.68	20.75	HS/GED	40.75	10
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	26.02	9.50	13.09	HS/GED	39.94	6.98
17-3027.01	Automotive Engineering Technicians	24.25	23.15	23.85	- -	- -	- -



Table 3.1 - - Continued 1

Job Code	Job / Position(s)	Highest hourly wage	Lowest hourly wage	<b>Average hourly wage</b>	Education level required	Average employee age	Avg. Years of employment at current plant
51-8099	Plant and System Operators, All Other	23.08	14.50	17.41	- -	27	1
49-2094	Maintenance Associate	23.00	16.50	19.75	Tech College	- -	- -
51-4041	Machinists	22.99	13.75	18.23	HS/Trade School/GED	43.40	7.72
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	22.07	15.29	18.90	- -	45	13.8
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	22.00	13.00	18.05	- -	- -	- -
51-4121.06	Welders, Cutters, Solderers, and Brazers	22.00	12.50	15.40	- -	33.63	3.6
49-9071	Maintenance and Repair Workers, General	21.83	11.25	15.98	- -	52	7.4
17-3013	Mechanical Drafters	20.20	18.77	19.35	- -	32	1.17

Table 3.1 - - Continued 2

Job Code	Job / Position(s)	Highest hourly wage	Lowest hourly wage	<b>Average hourly wage</b>	Education level required	Average employee age	Avg. Years of employment at current plant
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	19.34	12.00	15.63	HS/GED	45	9.6
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	18.91	15.69	15.91	- -	- -	- -
51-3092	Food Batchmakers	18.50	16.50	17.35	- -	46	1
51-9111	Packaging and Filling Machine Operators and Tenders	18.50	12.50	15.11	HS	39.25	2.95
51-2099	Assemblers and Fabricators, All Other	18.08	12.50	14.85	HS	36.82	2.89
51-9199	Production Workers, All Other	17.77	10.50	12.22	- -	- -	- -
51-9192	Cleaning, Washing, and Metal Picking Equipment Operators and Tenders	17.50	15.50	15.50	- -	40	0.25

Table 3.1 - - Continued 3

Job Code	Job / Position(s)	Highest hourly wage	Lowest hourly wage	<b>Average hourly wage</b>	Education level required	Average employee age	Avg. Years of employment at current plant
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	17.50	12.50	15.00	- -	- -	- -
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	17.50	12.00	14.75	Diploma	- -	- -
53-7051	Industrial Truck and Tractor Operators	16.50	10.00	12.00	- -	50	2.5
43-5081	Stock Clerks and Order Fillers	16.50	8.25	10.66	- -	35	1
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	16.35	11.48	12.64	- -	47.66	3.81
51-4031	Cutting, Punching, and Press Machine Setters, Operators and Tenders, Metal and Plastic	16.26	15.64	15.86	- -	- -	- -

Table 3.1 - - Continued 4

Job Code	Job / Position(s)	Highest hourly wage	Lowest hourly wage	<b>Average hourly wage</b>	Education level required	Average employee age	Avg. Years of employment at current plant
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	15.65	12.24	14.01	--	39	5.5
43-5071	Shipping, Receiving, and Traffic Clerks	15.50	10.00	12.16	--	--	--
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	14.75	11.75	13.37	--	--	--
51-9123	Painting, Coating, and Decorating Workers	14.48	12.50	13.21	--	35.29	1
51-2092	Team Assemblers	14.21	12.00	12.81	HS/GED	44.7	3.85
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	14.00	12.00	12.00	--	22	0.1
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	13.75	10.00	11.31	HS	43.2	2.6
51-3093	Food Cooking Machine Operators and Tenders	12.05	11.30	11.68	--	--	--

Table 3.1 - - Continued 5

Job Code	Job / Position(s)	Highest hourly wage	Lowest hourly wage	<b>Average hourly wage</b>	Education level required	Average employee age	Avg. Years of employment at current plant
37-3011	Building Maintenance/Production Helper	12.00	11.00	11.50	- -	- -	- -
51-9198	Helpers—Production Workers	11.50	10.00	10.00	- -	25	0.2
51-3023	Slaughterers and Meat Packers	11.00	10.00	10.50	- -	- -	- -

Some companies reported their annually salary positions. Table 3.2 presents the information for two jobs. We only reported data when we received at least two respondents for the same position.

Table 3.2: Annually Salary Positions

Job Code	Job / Position(s)	<b>Average wage</b>	Highest wage	Lowest Wage
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	63,149.67	76,899.30	52,908.00
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	34,080.50	39,505.00	28,656.00

Education: Some respondents reported the education requirements for specific jobs.  
The highest education requirement is High School (HS) diploma.

Table 3.3 provides the required education for individual job position. High school diploma, Trade school, and Technical College are listed among the requirements for a certain manufacturing job.

Table 3.3: Education, Employee Age, and Years of Employment

Job Code	Job / Position(s)	Education level required	Average employee age	Avg. Years of employment at current plant	Average hourly wage
49-2094	Maintenance Associate	Tech College	- -	- -	19.75
51-4041	Machinists	HS/Trade School/GED	43.4	7.72	18.23
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	HS/Trade School	41.51	6.62	16.80
51-4111	Tool and Die Makers	HS/GED	52.25	12.95	23.46
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	HS/GED	45	9.6	15.63
51-2092	Team Assemblers	HS/GED	44.7	3.85	12.81
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	HS/GED	40.75	10	20.75
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	HS/GED	39.94	6.98	13.09
43-5061	Production, Planning, and Expediting Clerks	HS/GED	29	5.35	20.49

Table 3.3 - - continued

Job Code	Job / Position(s)	Education level required	Average employee age	Avg. Years of employment at current plant	Average hourly wage
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	HS	--	--	14.75
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	HS	43.2	2.6	11.31
51-9111	Packaging and Filling Machine Operators and Tenders	HS	39.25	2.95	15.11
51-2099	Assemblers and Fabricators, All Other	HS	36.82	2.89	14.85

Average Employee Age: "Tool and Die Makers" has the highest of weighted average employee age at **52.25 years old**. The youngest weighted average employee age was **22 years old** for the job "Weighers, Measurers, Checkers, and Samplers, Recordkeeping."

Average years of employment at the current plant: "Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, metal and Plastic" has the weighted average longest years of employment 13.8 years. The shortest employment years of one month is the "Weighers, Measurers, Checkers, and Samplers, Recordkeeping."

Table 3.4 provides information regarding average employee age and average years of employment at the current plant. 13 out of 26 (50%) jobs listed below had an average employee age greater or equal to 40 years old. 13 out of 26 (50%) jobs listed below had a total for average years of employment greater than or equal to 3 years.

Table 3.4: Employee Age and Years of Employment

Job Code	Job / Position(s)	Average Employee Age	Avg. Years of employment at current plant	Average hourly wage
51-4111	Tool and Die Makers	52.25	12.95	23.46
49-9071	Maintenance and Repair Workers, General	52	7.4	15.98
53-7051	Industrial Truck and Tractor Operators	50	2.5	12.00
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	47.66	3.81	12.64
51-3092	Food Batchmakers	46	1	17.35
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	45	9.6	15.63
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	45	13.8	18.90
51-2092	Team Assemblers	44.7	3.85	12.81
51-4041	Machinists	43.4	7.72	18.23



Table 3.4 - - Continued 1

Job Code	Job / Position(s)	Average Employee Age	Avg. Years of employment at current plant	Average hourly wage
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	43.2	2.6	11.31
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	41.51	6.62	16.80
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	40.75	10	20.75
51-9192	Cleaning, Washing, and Metal Picking Equipment Operators and Tenders	40	0.25	15.50
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	39.94	6.98	13.09
51-9111	Packaging and Filling Machine Operators and Tenders	39.25	2.95	15.11
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	39	5.5	14.01
51-2099	Assemblers and Fabricators, All Other	36.82	2.89	14.85
51-9123	Painting, Coating, and Decorating Workers	35.29	1	13.21
43-5081	Stock Clerks and Order Fillers	35	1	10.66
51-4121.06	Welders, Cutters, Solderers, and Brazers	33.63	3.6	15.40
17-3023	Electrical and Electronic Engineering Technicians	33	0.9	23.73
17-3013	Mechanical Drafters	32	1.17	19.35
43-5061	Production, Planning, and Expediting Clerks	29	5.35	20.49

Table 3.4 - - Continued 2

Job Code	Job / Position(s)	Average Employee Age	Avg. Years of employment at current plant	Average hourly wage
51-8099	Plant and System Operators, All Other	27	1	17.41
51-9198	Helpers—Production Workers	25	0.2	10.00
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	22	0.1	12.00

## 4. Employee Benefits Information

Results of the employee benefits survey will be presented in this section, including Health Insurance benefits, Retirement benefits, and Paid Time Off.

*4.1 Health Insurance Benefits*: Health, dental, vision, life, short-term disability, and long-term disability insurance are reported for the health insurance benefit areas. A majority of the employers in this survey provide "Preferred Provider Organization" (PPO) for health, dental, and vision insurance. Some employers provide "Consumer Driven Health Plan" (CDHP) and "Health Savings Account" (HSA) for health insurance.

*4.2 Retirement Benefits*: 89% of the responding companies offer 401(k) retirement benefits. The highest rate of matching is 6% and the lowest rate of matching is 0.25%. Other retirement plans were also mentioned.

*4.3 Paid Time Off Benefits*: Paid Vacation Time and Bereavement Leave are offered by the responding companies.

*4.4 Incentive Policies*: Monetary incentives and training opportunities are offered by the responding companies.

#### 4.1.1 Health Insurance Benefits: **Health Plan**

Three plans are reported as Health Plans offered by employers: "Preferred Provider Organization" (PPO), "Consumer Driven Health Plan" (CDHP), and "Health Savings Account" (HSA).

The data presented in this section includes both *employer* monthly cost and *employee* monthly cost, specifically including employee only, employee + spouse, employee + children, and employee family costs. The weighted average of individual item costs are provided. Please refer to Table 4.1 to Table 4.3 for detailed information.

The weighted average annual deductible for each of the Health Plans offered is included for three plans: PPO, CDHP, and HSA. The weighted averages of individual item costs are provided. Please refer to Table 4.4 to Table 4.6 for detailed information.

**Health Plan Information: Monthly Costs**

Table 4.1: Health Plan Monthly Costs: PPO

Type of Plan	<b>Employer Monthly Costs</b>			
	Employee only	Employee + Spouse	Employee + Children	Employee Family
PPO	<b>Average cost</b> \$431.73	<b>Average cost</b> \$869.621	<b>Average cost</b> \$732.34	<b>Average cost</b> \$1,181.46
	Highest cost \$641.86	Highest cost \$1,283.71	Highest cost \$1,187.44	Highest cost \$1,829.29
	Lowest cost \$156.00	Lowest cost \$341.67	Lowest cost \$341.67	Lowest cost \$341.67

Type of Plan	<b>Employee Monthly Cost</b>			
	Employee only	Employee + Spouse	Employee + Children	Employee Family
PPO	<b>Average cost</b> \$121.62	<b>Average cost</b> \$314.11	<b>Average cost</b> \$240.52	<b>Average cost</b> \$448.37
	Highest cost \$500.32	Highest cost \$1050.64	Highest cost \$515.13	Highest cost \$1500.90
	Lowest cost \$73.61	Lowest cost \$152.00	Lowest cost \$124.00	Lowest cost \$230.00

PPO-Preferred Provider Organization

Table 4.2: Health Plan Monthly Costs: CDHP

Type of Plan	<b>Employer Monthly Costs</b>	
	Employee only	Employee Family
CDHP	<b>Average cost</b> \$483.23	<b>Average cost</b> \$1,161.75
	Highest cost \$607.05	Highest cost \$1371.7
	Lowest cost \$457.51	Lowest cost \$151.39

Type of Plan	<b>Employee Monthly Cost</b>	
	Employee only	Employee Family
CDHP	<b>Average cost</b> \$34.41	<b>Average cost</b> \$111.88
	Highest cost \$78.00	Highest cost \$238.33
	Lowest cost \$28.60	Lowest cost \$84.92

CDHP – Consumer Driven Health Plan

Table 4.3: Health Plan Monthly Costs: HSA

Type of Plan	<b>Employer Monthly Costs</b>	
	Employee only	Employee Family
HSA	<b>Average cost</b> \$498.01	<b>Average cost</b> \$1,322.17
	Highest cost \$569.76	Highest cost \$1464.88
	Lowest cost \$325.81	Lowest cost \$979.69

Type of Plan	<b>Employee Monthly Cost</b>	
	Employee only	Employee Family
HSA	<b>Average cost</b> \$80.30	<b>Average cost</b> \$420.53
	Highest cost \$127.94	Highest cost \$489.23
	Lowest cost \$60.45	Lowest cost \$255.66

HSA - Health Savings Account

\* Various Health plans were mentioned from the respondents. For example: Basic plan, High Deductible plan, etc.

**Health Plan Information: Annual Deductibles**

Table 4.4: Health Plan Annual Deductibles: PPO

Type of Plan	Employee only	Employee + Spouse	Employee + Children	Employee Family
PPO	<b>Average</b> \$1,408.82	<b>Average</b> \$2,088.55	<b>Average</b> \$1,985.42	<b>Average</b> \$2,485.35
	Highest \$5,000.00	Highest \$5,000.00	Highest \$5,000.00	Highest \$10,000.00
	Lowest \$500.00	Lowest \$1,000.00	Lowest \$1,000.00	Lowest \$1,000.00

Table 4.5: Health Plan Annual Deductibles: CDHP

Type of Plan	Employee only	Employee Family
CDHP	<b>Average</b> \$1,704.25	<b>Average</b> \$3,408.51
	Highest \$2,700.00	Highest \$5,400.00
	Lowest \$1,500.00	Lowest \$3,000.00

Table 4.6: Health Plan Annual Deductibles: HSA

Type of Plan	Employee only	Employee Family
HSA	<b>Average</b> \$2,941.17	<b>Average</b> \$4,823.52
	Highest \$3,000	Highest \$5,600.00
	Lowest \$2,800	Lowest \$4,500.00

\* Various deductibles of Health plans were mentioned from the respondents. For example: Basic plan, In-network, Out-of-network.

4.1.2 Health and Other Medical Insurance Benefits:

- **Dental, Vision, Life, Short-term Disability, and Long-term Disability insurance**

**Dental Plan:** “Preferred Provider Organization” (PPO) plan is reported for both employer monthly cost and employee monthly cost. The weighted averages of individual item costs are provided. Please refer to Table 4.7 for detailed information.

**Vision Plan:** “Preferred Provider Organization” (PPO) plan is reported for both employer monthly cost and employee monthly cost. The weighted averages of individual item costs are provided. Please refer to Table 4.8 for detailed information.

**Life, Short-term Disability, and Long-term Disability Plan:** Employee Coverage amounts are provided in Tables 4.9 to 4.11.



## Dental Plan Information

Table 4.7: Dental Plan Monthly Costs

Type of Plan	Employer Monthly Costs			
	Employee only	Employee + Spouse	Employee + Children	Employee Family
PPO	<b>Average cost</b> \$13.16	<b>Average cost</b> \$45.57	<b>Average cost</b> \$40.02	<b>Average cost</b> \$48.70
	Highest cost \$31.02	Highest cost \$67.01	Highest cost \$58.16	Highest cost \$109.24
	Lowest cost \$2.92	Lowest cost \$14.91	Lowest cost \$23.94	Lowest cost \$20.13

Type of Plan	Employee Monthly Cost			
	Employee only	Employee + Spouse	Employee + Children	Employee Family
PPO	<b>Average cost</b> \$16.84	<b>Average cost</b> \$34.78	<b>Average cost</b> \$27.21	<b>Average cost</b> \$40.62
	Highest cost \$29.86	Highest cost \$67.01	Highest cost \$68.42	Highest cost \$109.24
	Lowest cost \$6.24	Lowest cost \$13.57	Lowest cost \$11.18	Lowest cost \$18.68

\* Various Dental plans were mentioned from the respondents. For example: Core.

## Vision Plan Information

Table 4.8: Vision Plan Monthly Costs

Type of Plan	Employer Monthly Costs			
	Employee only	Employee + Spouse	Employee + Children	Employee Family
PPO	<b>Average cost</b> \$3.95	<b>Average cost</b> \$7.72	<b>Average cost</b> \$8.91	<b>Average cost</b> \$12.33
	Highest cost \$4.82	Highest cost \$9.64	Highest cost \$10.85	Highest cost \$15.00
	Lowest cost \$3.49	Lowest cost \$6.99	Lowest cost \$7.87	Lowest cost \$10.89

Type of Plan	Employee Monthly Cost			
	Employee only	Employee + Spouse	Employee + Children	Employee Family
PPO	<b>Average cost</b> \$6.04	<b>Average cost</b> \$11.60	<b>Average cost</b> \$12.21	<b>Average cost</b> \$19.30
	Highest cost \$8.30	Highest cost \$16.62	Highest cost \$17.49	Highest cost \$28.10
	Lowest cost \$1.74	Lowest cost \$3.48	Lowest cost \$3.48	Lowest cost \$3.48

\* Various Vision plans were mentioned by the respondents. For example: Eye Med, Buy-up, Vision.

### Life Insurance Coverage Information

Table 4.9: Life Insurance Coverage

Type of Plan	<b>Employee Coverage</b>	<b>Employer Monthly Cost</b>
Basic, etc.	Range from: \$10,000 to 250,000  Or 1x to 4x Annual Salary	\$0.17/1,000 \$0.26/1,000

### Short-term Disability Insurance Coverage information

Table 4.10: Short-term Disability Insurance

Type of Plan	<b>Employee Coverage</b>
STD, etc.	Range from: 60% to 80% of weekly gross income for 26 weeks to 1 year

### Long-term Disability Insurance Coverage information

Table 4.11: Long-term Disability Insurance

Type of Plan	<b>Employee Coverage</b>
LTD	Range from: 60% to 70% of weekly gross income

#### 4.2 Retirement Benefits:

89% of the responding companies offer 401(k) retirement benefits.

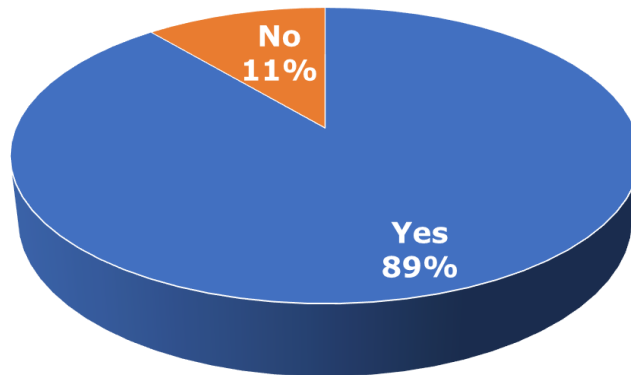


Figure 4.1: 401(k) offered

For the companies which reported offering a 401(k) plan, the highest matching rate is 6% and the lowest matching rate is 0.25%. The weighted average matching rate is 4.8%.

Average matching rate %	Highest matching rate %	Lowest matching rate %
4.8%	6%	0.25%

Other mentioned:

- 100% of first 2% of gross pay or \$1000-depending on profit sharing
- % of company profits shared with eligible employees
- Employee Stock Ownership Plan (ESOP)
- Defined Contribution plan at 4% of annual salary

4.3 *Paid Time Off Benefits*: Paid Vacation Tand Bereavement Leave are offered by the responding companies.

**Paid Vacation Time**: All the responding companies reported that they offered paid Vacation time. The weighted average of paid vacation days, most vacation days offered, and fewest vacation days offered are listed below in Table 4.12.

Table 4.12: Paid Vacation Time

Employee Service Year(s)	Average Number of Vacation Days offered	Most Vacation Days offered	Fewest Vacation Days offered
< 1 year	3	17	0
1 year	7	17	2
2 years	10	17	4
3 years	11	18	4
4 years	11	19	4
5 years	12	20	5
5 to <10 years	13	25	5
10 to <15 years	17	28	5
> 15 years	18	28	7
> 20 years	20	28	9

**Bereavement Leave Policy**: Virtually all of the responding companies reported that they provide bereavement leave. The weighted average of bereavement leave days, most bereavement days, and fewest bereavement days are listed below in Table 4.13.

Table 4.13: Bereavement Leave Time

Death of	Average # of Days	Most # of Days	Fewest # of Days
Spouse	3	5	2
Parent	3	5	2
Child	3	5	2

4.4 *Incentive Policies*: Monetary incentives and training opportunities are offered by the responding companies.

**Incentives**: Respondents mentioned some other incentives offered to their employees: Bonus Programs, Career Development, Profit Sharing, Tuition Reimbursement, etc. Please refer to Table 4.14 below.

Table 4.14: Other Incentive Polices/Programs

Incentive policies/programs	
Bonus Programs	<ul style="list-style-type: none"> <li>• Quality/Production/Safety Bonus: for example - - 1% of gross profit divided by employee’s success on Production; \$100 every 6 months for having no injuries</li> <li>• Attendance bonus: for example - - \$100 quarterly for perfect attendance</li> <li>• Christmas Bonus</li> </ul>
Career Development	<ul style="list-style-type: none"> <li>• Leadership Training</li> <li>• Job Shadowing</li> <li>• Online Training</li> <li>• Pay for Skills Program</li> </ul>
Profit Sharing	<ul style="list-style-type: none"> <li>• Employee stock ownership plan (ESOP) range from 4.5% to 25% based on different job positions</li> </ul>
Tuition Reimbursement	<ul style="list-style-type: none"> <li>• Range from \$2,000 to \$10,000 annually for undergraduate or graduate degree</li> </ul>
Other:	<ul style="list-style-type: none"> <li>• Overall Equipment Effectiveness (OEE) Program based on overall machine efficiencies</li> <li>• Wellness discount and programs</li> <li>• Employee Assistance Program (EAP)</li> <li>• Employee Referral Bonus</li> <li>• Holiday Pay</li> <li>• Tool Insurance</li> </ul>

## 5. Soft/Hard Skills required for Supervisors and Skilled Employees

Supervisors: The top three most important soft skills for supervisors are:

1. Leadership, 2. Communication, and 3. Time Management, according to the survey respondents.

The survey respondents further indicated that the three most important hard skills for supervisors are: 1. Computer Skills, 2. Data Analysis, 3. Degree and Project Management skills.

Supervisors	
<p><b>Soft skills</b></p> <ol style="list-style-type: none"> <li>1. Leadership</li> <li>2. Communication</li> <li>3. Time Management</li> <li>4. Problem Solving</li> <li>5. Ability to make decisions</li> <li>6. Teamwork</li> <li>6. Organizational skills</li> <li>6. Self-motivated</li> </ol>	<p><b>Hard skills</b></p> <ol style="list-style-type: none"> <li>1. Computer skills</li> <li>2. Data Analysis</li> <li>3. Degree</li> <li>3. Project Management</li> </ol>

Skilled employees: The top three most important soft skills for the skilled employees are: 1. Teamwork, 2. Time Management, and 3. Communication according to the survey respondents.

Survey respondents further identified that the three most important hard skills for skilled employees are: 1. Computer Skills, 1. Reading ability (tied for 1<sup>st</sup>) and 3. Math skills.

Skilled employees	
<p><b>Soft skills</b></p> <ol style="list-style-type: none"> <li>1. Teamwork</li> <li>2. Time Management</li> <li>3. Communication</li> <li>4. Adaptability</li> <li>4. Problem Solving</li> <li>4. Work Ethic</li> <li>7. Organizational skills</li> </ol>	<p><b>Hard skills</b></p> <ol style="list-style-type: none"> <li>1. Computer skills</li> <li>1. Reading ability</li> <li>3. Math skills</li> <li>4. Mechanical skills</li> <li>5. Writing skills</li> </ol>

Notably, *communication* and *time management* were mentioned for both supervisor(s) and skilled employees with regard to "soft skills." *Computer skills* were listed as the most important hard skill for both supervisor(s) and skilled employees.

## 6. Anticipated Future Hiring for Manufacturing Jobs

The organizations which responded to this Wage and Benefit survey reported that their plants had previously increased pay rates by various amounts ranging from \$0.5 to \$1.00 per hour—or 2% to 10% for various jobs such as hourly workers as material handlers, shipping, quality, millwright, etc.

Survey respondents are planning to increase the pay ranges from \$0.25 to \$0.5 or 2% to 3% for various hourly workers for various categories, including “all positions”, lead person, etc. during 2019.

1-5 years: As for future planning of anticipated hiring at the local plant, 62% of local plants are planning to hire more manufacturing workers within next 1 to 5 years.

Based on plant sizes, the respondents reported that they are forecasting to hire more employees, within a range of 20 to 220 more workers.

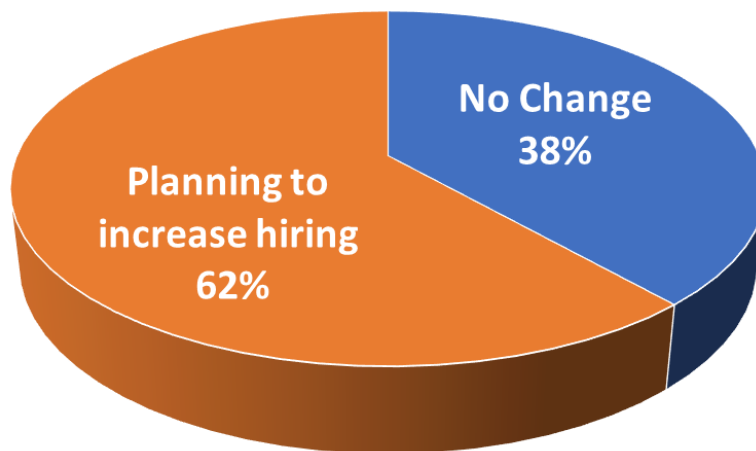


Figure 6.1: Future Hiring Plans (1-5 years)

5+ years: Looking further ahead to the next 5+ years, few plants are expecting to hire 50 or 100 more workers. However, the respondents mentioned that they have some concerns regarding the willingness of workers who are not willing to work long hours in a manufacturing setting.

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