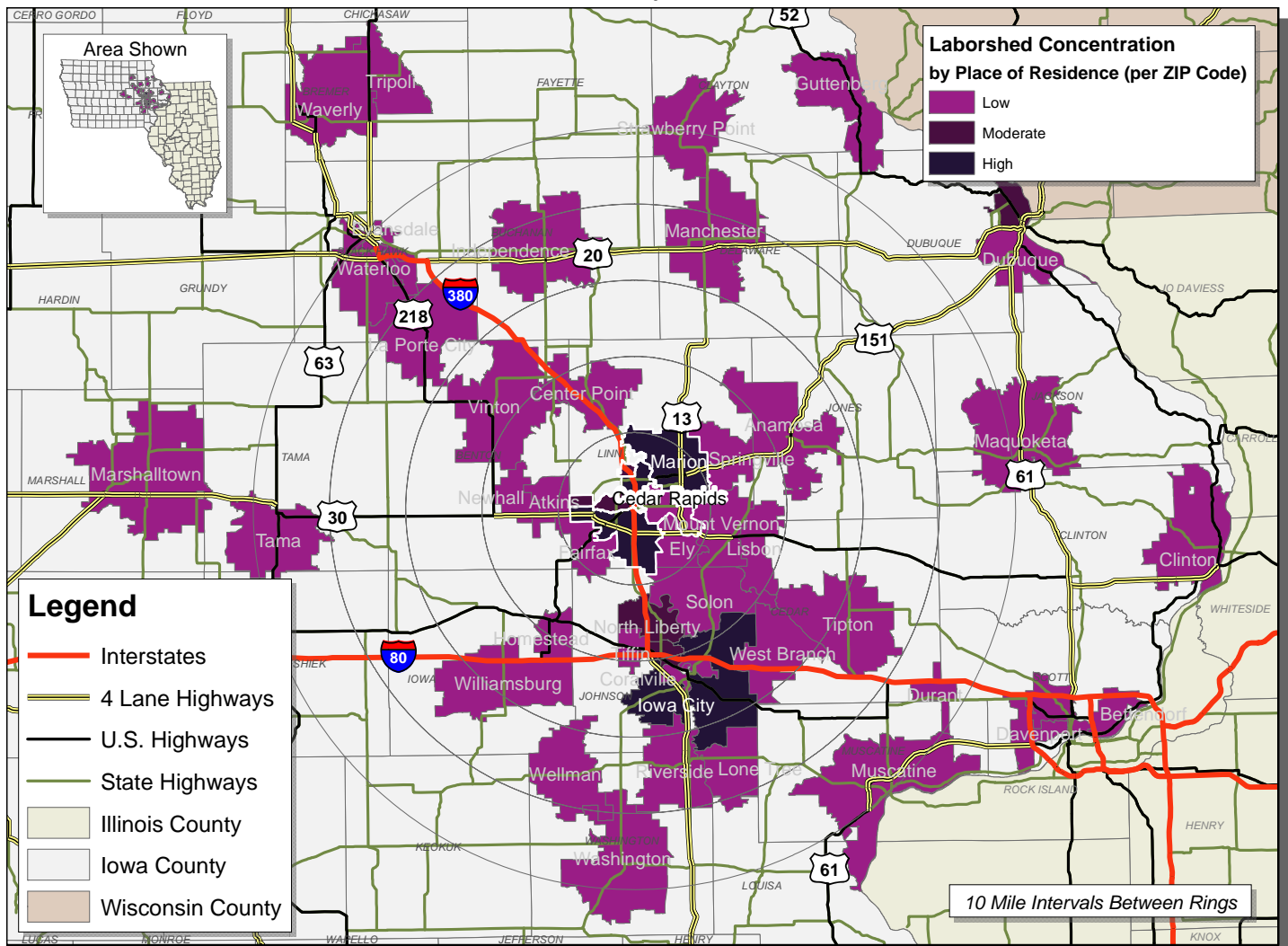


LABOR CHARACTERISTICS WAREHOUSE & DISTRIBUTION



CEDAR RAPIDS, IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA
WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 10 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 24 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE CEDAR RAPIDS LABORSHED, CONTACT:

LABOR CHARACTERISTICS



WAREHOUSE & DISTRIBUTION

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

BUSINESS OPERATIONS:

- Managers - 16,839
- Accounting, and Auditing Clerks - 8,418
- Cargo & Freight Agents - 935
- Cost Estimators - 2,807
- Customer Service Representatives - 7,485
- Dispatchers - 2,806
- Employment Specialists - 1,871
- Logisticians - 932
- Office Clerks, General - 4,677
- Office Machine Operators - 937
- Office Support Workers - 6,548
- Order Clerks - 933
- Production, Planning, & Expediting Clerks - 1,869
- Retail Salespersons - 6,549
- Sales Representatives - 2,808
- Shipping Clerks - 3,742
- Stock Clerks - 7,483
- Weighers, Measurers, Checkers, & Samplers - 1,872

PRODUCTION:

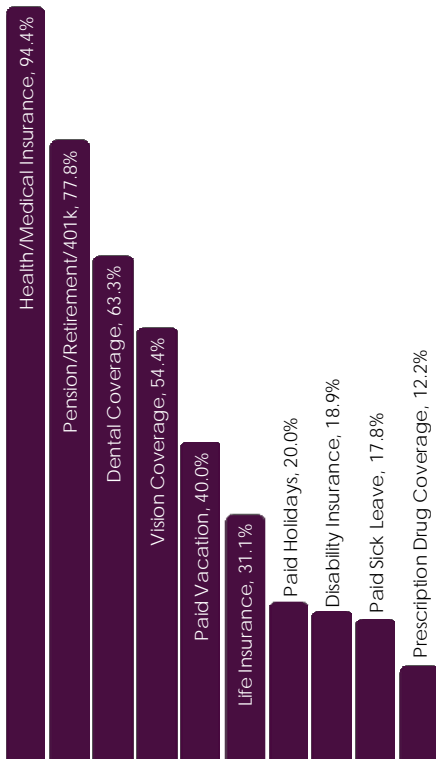
- Managers - 3,741
- Supervisors - 4,676
- Assemblers and Fabricators - 2,808
- Maintenance & Repair Workers - 936
- Production Workers, All Other - 8,419

MATERIAL MOVERS:

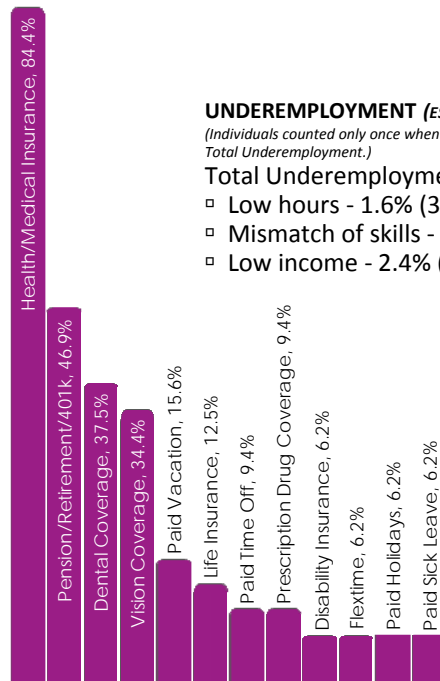
- Managers - 931
- Supervisors - 938
- Heavy & Tractor-Trailer Truck Drivers - 7,494
- Laborers and Material Movers, Hand - 3,743
- Light or Delivery Service Truck Drivers - 934
- Tank Car, Truck, & Ship Loaders - 1,870

AN ESTIMATED TOTAL OF
116,001 PEOPLE IN THE LABORSHED AREA

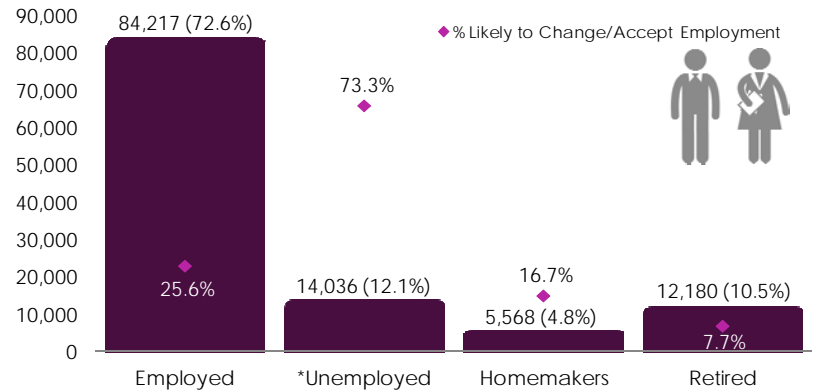
CURRENT BENEFITS:



DESIRED BENEFITS:



ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



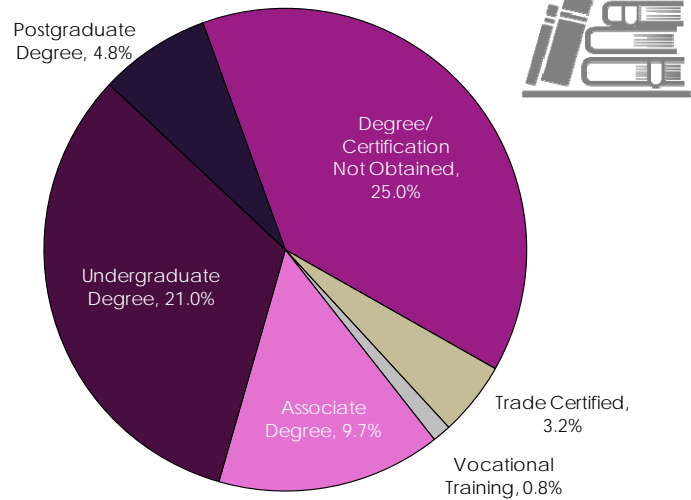
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 64.1% paid an hourly wage
- 72.4% are/were employed full-time
- 15.4% are/were employed part-time
- 11.1% hold two or more jobs
- Currently working an average of 41 hours/week

EDUCATIONAL LEVEL:

(64.5% HAVE AN EDUCATION BEYOND HIGH SCHOOL)



UNDEREMPLOYMENT (ESTIMATED):

(Individuals counted only once when estimating Total Underemployment.)

Total Underemployment - 5.6% (1,174)

- Low hours - 1.6% (336)
- Mismatch of skills - 1.6% (336)
- Low income - 2.4% (503)

TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 66.7%
 - www.monster.com
 - www.corridorcareers.com
 - www.indeed.com
- Local/Regional Newspapers - 31.5%
 - *The Gazette* - Cedar Rapids
 - *Quad-City Times*
- Networking through friends, family or acquaintances - 27.0%
- IowaWORKS Centers - 17.1%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Job teams - 86.1%
- Cross-training - 83.3%
- Varied shifts - 41.7%
- Job sharing - 38.9%
- Seasonal work - 58.3%
- Temporary work - 52.8%



LABOR CHARACTERISTICS - WAGES

WAREHOUSE & DISTRIBUTION



OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Administrative Services Managers	11-3011	\$35.11	\$22.52	\$41.41	\$33.06	\$73,039
Assemblers and Fabricators, All Other	51-2099	\$15.33	\$9.76	\$18.11	\$13.68	\$31,886
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$15.59	\$10.01	\$18.38	\$15.11	\$32,428
Cargo and Freight Agents	43-5011	\$17.10	\$9.18	\$21.06	\$14.55	\$35,563
Cleaners of Vehicles and Equipment	53-7061	\$11.09	\$8.19	\$12.54	\$9.89	\$23,071
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	\$29.06	\$21.77	\$32.70	\$27.85	\$60,443
Cost Estimators	13-1051	\$28.56	\$18.23	\$33.73	\$27.52	\$59,405
Customer Service Representatives	43-4051	\$14.00	\$9.36	\$16.32	\$13.40	\$29,130
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$17.64	\$10.95	\$20.98	\$17.43	\$36,682
Driver/Sales Workers	53-3031	\$13.04	\$8.17	\$15.48	\$10.13	\$27,130
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	\$21.99	\$13.56	\$26.21	\$21.04	\$45,744
First-Line Supervisors of Production and Operating Workers	51-1011	\$26.52	\$17.66	\$30.95	\$24.72	\$55,163
First-Line Supervisors of Transportation and Material-Moving Machines	53-1031	\$24.86	\$16.94	\$28.82	\$23.60	\$51,702
General and Operations Managers	11-1021	\$42.64	\$18.68	\$54.63	\$35.48	\$88,700
Heavy and Tractor-Trailer Truck Drivers	53-3032	\$20.31	\$14.24	\$23.34	\$20.32	\$42,236
Human Resources Specialists	13-1071	\$24.11	\$16.04	\$28.15	\$23.53	\$50,156
Industrial Production Managers	11-3051	\$41.48	\$27.08	\$48.68	\$39.13	\$86,288
Industrial Truck and Tractor Operators	53-7051	\$15.42	\$11.54	\$17.36	\$15.24	\$32,071
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$19.04	\$12.06	\$22.52	\$18.35	\$39,594
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$13.82	\$9.53	\$15.97	\$12.95	\$28,748
Light Truck or Delivery Services Drivers	53-3033	\$15.49	\$9.31	\$18.58	\$13.70	\$32,216
Logisticians	13-1081	\$31.86	\$24.10	\$35.73	\$30.11	\$66,259
Material Moving Workers, All Other	53-7199	\$19.28	\$15.60	\$21.13	\$19.51	\$40,112
Office and Administrative Support Workers, All Other	43-9199	\$16.37	\$10.27	\$19.42	\$15.82	\$34,052
Office Clerks, General	43-9061	\$15.31	\$10.17	\$17.88	\$14.71	\$31,850
Office Machine Operators, Except Computer	43-9071	\$13.82	\$10.53	\$15.47	\$13.60	\$28,749
Order Clerks	43-4151	\$16.91	\$9.27	\$20.73	\$17.17	\$35,167
Packers and Packers, Hand	53-7064	\$9.92	\$8.20	\$10.78	\$8.99	\$20,638
Production Workers, All Other	51-9199	\$15.71	\$10.91	\$18.11	\$15.79	\$32,683
Production, Planning, and Expediting Clerks	43-5061	\$20.21	\$13.82	\$23.41	\$19.78	\$42,037
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	\$27.27	\$18.05	\$31.89	\$26.23	\$56,728
Retail Salespersons	41-2031	\$12.16	\$8.16	\$14.15	\$9.92	\$25,287
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$30.11	\$15.80	\$37.27	\$25.82	\$62,628
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	\$38.86	\$19.13	\$48.72	\$32.99	\$80,824
Shipping, Receiving, and Traffic Clerks	43-5071	\$14.89	\$10.66	\$17.01	\$14.47	\$30,974
Stock Clerks and Order Fillers	43-5081	\$11.70	\$8.18	\$13.46	\$10.70	\$24,340
Transportation Workers, All Other	53-6099	\$12.88	\$8.84	\$14.91	\$12.02	\$26,798
Transportation, Storage, and Distribution Managers	11-3071	\$35.96	\$22.06	\$42.91	\$33.79	\$74,797
Wholesale and Retail Buyers, Except Farm Products	13-1022	\$24.74	\$16.92	\$28.64	\$24.06	\$51,454

The 2014 Iowa Wage data for the Cedar Rapids Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2013 OES estimates. Additional occupational wage and employment data can be found at <http://iwin.iwd.state.ia.us/iowa/OlmisZine>.