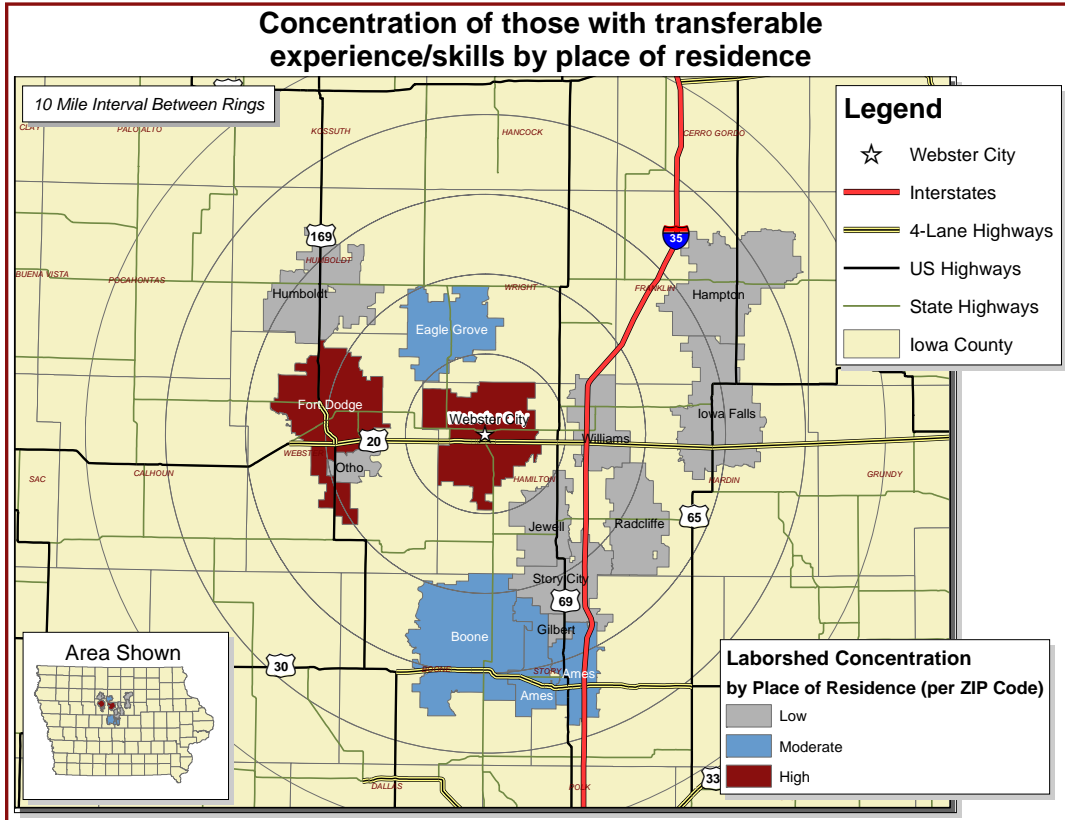


Labor Characteristics

Warehouse & Distribution

Hamilton County, IA Laborshed Area



Estimated Potential Available Labor Per Occupational Category:

Business Operations:

- General Managers - 3,656
- Computer Managers - 104
- Production Managers - 209
- Transportation, Storage & Distribution Managers - 207
- Compliance Managers - 104
- Buyers - 107
- Employment Specialists - 210
- Logisticians - 103
- Retail Salespersons - 627
- Sales Representatives - 418
- Account Collectors - 102
- Accounting Clerks - 522
- Customer Service Reps - 1,776
- Production Clerks - 105
- Record Clerks - 209
- Stock Clerks - 418

Production:

- Production Supervisors - 627
- Assemblers & Fabricators - 836
- Machine Operators - 107
- Maintenance Workers - 103

Material Moving:

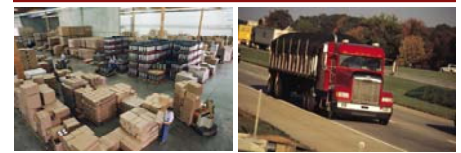
- Transportation & Material Moving Supervisors - 208
- Laborers & Freight Movers - 108
- Packers & Packagers - 103
- Shipping & Receiving Clerks - 206
- Heavy Truck Drivers - 731
- Light Truck Drivers - 313
- Forklift Operators - 212

An estimated total of 12,431 people in the Laborshed area

Underemployment:

- Total Underemployment - 6.8%
- Low hours - 3.4%
 - Mismatch of skills - 5.1%
 - Low income - 0.0%

IWD only counts individuals once when estimating Total Underemployment.



Webster City Economic Development

P.O. Box 217
 Webster City, IA 50595
 Phone: 515-832-9151
 Email: info@buildwebstercity.com
 www.buildwebstercity.com

Hamilton County S.E.E.D.

P.O. Box 474
 Webster City, IA 50595
 Phone: 515-832-9575
 Email: hamcseed@wmtel.net
 www.develop.hamiltoncountyiowa.com

Workers who have transferable experience/skills in the industry are currently commuting an average of 6 miles one way for work. Those who are willing to change/accept employment are willing to commute an average of 17 miles one way for the right employment opportunity.

Employment Status:

74.6% Employed

- 20.5% of the employed are willing to change employment

13.6% Unemployed

- 62.5% of the unemployed are willing to accept employment

6.8% Voluntarily Not Employed, Not Retired
5.0% Retired

Education Levels:

- 62.7% Education beyond high school
- 6.8% Trade certified
- 1.7% Vocational training
- 8.5% Associate degree
- 18.6% Undergraduate degree
- 3.4% Postgraduate/professional degree

Workplace Flexibility:

(by percent of interest)

- Cross-training - 81.3%
- Job teams - 68.8%
- Varied shifts (2nd, 3rd, & split) - 56.3%
- Job sharing - 43.8%
- Seasonal work - 50.0%
- Temporary work - 43.8%

Other Facts:

- 65.5% paid an hourly wage
- 69.5% are/were employed full-time
- 18.6% are/were employed part-time
- 10.2% are/were self-employed
- 9.1% hold two or more jobs
- Currently working an average of 41 hrs/week

Current Benefits:

- Health/medical insurance - 92.3%
- Dental coverage - 61.5%
- Paid vacation - 61.5%
- Pension/retirement/401K - 61.5%
- Vision coverage - 48.7%
- Paid holidays - 30.8%
- Paid sick leave - 28.2%
- Disability insurance - 25.6%
- Prescription drug coverage - 20.5%
- Life insurance - 17.9%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 81.3%
- Dental coverage - 43.8%
- Life insurance - 37.5%
- Vision coverage - 37.5%
- Paid vacation - 31.3%
- Pension/retirement/401K - 31.3%
- Disability insurance - 25.0%
- Prescription drug coverage - 25.0%

Top Advertising Media:

(for those seeking employment opportunities)

- Internet - 67.9%
 - www.indeed.com
 - www.monster.com
 - www.helpwanted.com
- Local/Regional Newspapers - 53.6%
 - *The Messenger* - Fort Dodge
 - *Daily Freeman-Journal* - Webster City
- Local IowaWORKS Centers - 26.8%
- Networking through friends, family or acquaintances - 25.0%

Occupation	Occupational Code	Mean Wage	Entry Wage	Experienced Wage	Median Wage
Assemblers and Fabricators, All Other	51-2099	\$ 14.47	\$ 11.91	\$ 15.75	\$ 14.73
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$ 13.95	\$ 9.88	\$ 15.99	\$ 12.61
Computer and Information Systems Managers	11-3021	\$ 37.56	\$ 29.14	\$ 41.78	\$ 37.43
Customer Service Representatives	43-4051	\$ 13.74	\$ 8.36	\$ 16.43	\$ 12.78
Dispatchers, Except Police, Fire, and Ambulance	43-5032	\$ 19.61	\$ 12.75	\$ 23.05	\$ 18.22
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	\$ 23.37	\$ 16.19	\$ 26.95	\$ 22.48
General and Operations Managers	11-1021	\$ 42.38	\$ 25.06	\$ 51.03	\$ 36.17
Industrial Production Managers	11-3051	\$ 38.20	\$ 28.63	\$ 42.98	\$ 36.50
Industrial Truck and Tractor Operators	53-7051	\$ 14.82	\$ 11.64	\$ 16.40	\$ 14.19
Information and Record Clerks, All Other	43-4199	\$ 15.97	\$ 9.23	\$ 19.34	\$ 15.49
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	\$ 12.58	\$ 10.11	\$ 13.81	\$ 12.56
Logisticians	13-1081	\$ 35.43	\$ 32.73	\$ 36.77	\$ 34.90
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	\$ 9.27	\$ 8.25	\$ 9.77	\$ 8.78
Production, Planning, and Expediting Clerks	43-5061	\$ 20.79	\$ 14.51	\$ 23.93	\$ 19.32
Retail Salespersons	41-2031	\$ 14.06	\$ 8.31	\$ 16.95	\$ 9.89
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	\$ 26.48	\$ 12.80	\$ 33.33	\$ 21.04
Shipping, Receiving, and Traffic Clerks	43-5071	\$ 13.60	\$ 9.61	\$ 15.59	\$ 13.22
Stock Clerks and Order Fillers	43-5081	\$ 10.12	\$ 8.32	\$ 11.02	\$ 9.23
Transportation, Storage, and Distribution Managers	11-3071	\$ 36.82	\$ 27.52	\$ 41.48	\$ 36.85
Truck Drivers, Heavy and Tractor-Trailer	53-3032	\$ 21.14	\$ 13.27	\$ 25.07	\$ 20.98
Truck Drivers, Light or Delivery Services	53-3033	\$ 13.18	\$ 8.33	\$ 15.61	\$ 11.58

The 2012 Iowa Wage data for Iowa Workforce Development Region 5 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 2011 OES estimates. Additional occupational wage and employment data can be found at <http://iwin.iwd.state.ia.us/iowa/OlmisZine>.