

Exhibit A

The respondents reported the following classifications. In the event that it was a totally unique classification that would disclose a specific company by its uniqueness, it has not been reported.

A number of classifications were grouped together when their specific scope of job and responsibility appeared to be the same. IE: body repair, metal and fiberglass were merged.

If, because of pay rate phenomena within a particular classification by a particular company, the average would have been totally distorted, that company's data was not used. IE: if three companies reported a classification in a range of \$ 12-14.00/hr, and a fourth company reported a rate of \$ 20.00/hr, that company's data was omitted.

HIGHLY SKILLED

CLASSIFICATION	COMPANIES REPORTING	TOTAL EMPLOYEES	PAY RANGE	AVERAGE PAY
Administrator/Manager/Supervisor	20	45	9.50-20.00	14.75
Government Worker	3	149	17-25.00	21.00
Automotive Machinist	1	1	11.00	11.00
Body Worker/Repairer	2	3	13-15.00	14.67
Cabinet Maker	4	18	14-20.00	15.33
Carpenter	2	3	15.50-16.50	16.00
CN Operator	2	5	15-17.00	15.40
Computer Graphics/Drafting	2	2	8.50-13.00	10.75
Education Worker (TEACHERS NOT INCLUDED)	1	133	14.03	14.03
Engineer	4	17	15-22.50	18.75
Financial Worker	1	19	16.73	16.73
Finisher	3	13	8.50-18.00	9.96
Healthcare Worker	1	100	Data Unavailable	Data Unavailable
Machinist	3	14	10.25-19.00	11.89
Machine Operator	2	18	13.00	13.78
Mechanic	4	11	12-15.00	13.50
Packaging	1	3	9-12.00	10.50
Press Printer/Printing	2	5	9.50-11.75	10.63
Sales	6	28	9-15.00	12.00
Sawmill Operator	2	7	12-16.00	15.43
Setup	3	3	11.75-13.00	12.25
Sewing Operator	1	4	11.87	11.87
Technician	1	24	12.00	12.00
Tool & Die Maker	1	3	15.00	15.00
Welder	3	10	13.50-15.00	14.05

SEMI SKILLED/UNSKILLED

Wood Shop Operator	4	43	8-13.00	9.28
*General Shop Laborer-SS	11	95	7-12.00	9.15
**General Shop Laborer-SS	6	226	10-20.22	15.11
CDL Driver	3	47	9.50-18.00	13.75
*General Shop Laborer-US	20	350	6.50-8.75	7.65
**General Shop Laborer-US	5	142	9-17.00	13.00

*Phase I

**Phase II