
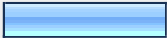
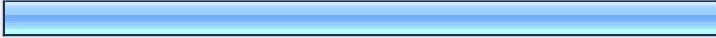

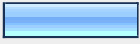
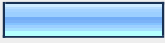




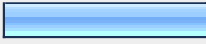
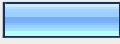




# DADOA 2008 SALARY & BENEFIT SURVEY

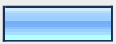
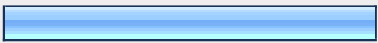
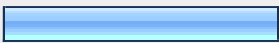
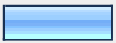

1. What is your gender?			
		Response Percent	Response Count
Female		82.4%	84
Male		17.6%	18
		<i>answered question</i>	<b>102</b>
		<i>skipped question</i>	<b>2</b>

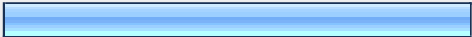
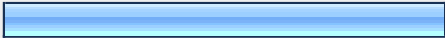
2. Are you Exempt (Salaried) or Non-Exempt (Hourly)?			
		Response Percent	Response Count
Exempt		78.6%	81
Non-exempt		21.4%	22
		<i>answered question</i>	<b>103</b>
		<i>skipped question</i>	<b>1</b>








### 3. What is your age category?

		Response Percent	Response Count
21-25		14.4%	15
26-30		17.3%	18
31-35		5.8%	6
36-40		7.7%	8
41-45		2.9%	3
46-50		12.5%	13
<b>51-55</b>		<b>22.1%</b>	23
56-60		12.5%	13
61-65		3.8%	4
Over 65		1.0%	1
		<b>answered question</b>	<b>104</b>
		<b>skipped question</b>	<b>0</b>



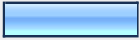





### 4. What type of division order position do you fill?

		Response Percent	Response Count
Administrative		11.7%	12
<b>Analyst</b>		<b>40.8%</b>	42
Senior Analyst		30.1%	31
Supervisor		11.7%	12
Manager		7.8%	8
		<b>answered question</b>	<b>103</b>
		<b>skipped question</b>	<b>1</b>

5. Are any other duties required in your position that would not be considered those of division orders?			Response Percent	Response Count
Yes			51.5%	53
No			48.5%	50
			<b>answered question</b>	<b>103</b>
			<b>skipped question</b>	<b>1</b>


6. How many years industry experience do you have?			Response Percent	Response Count
Less than 1			7.7%	8
1-5			30.8%	32
6-10			9.6%	10
11-15			7.7%	8
16-20			5.8%	6
21-31			29.8%	31
Over 30			8.7%	9
			<b>answered question</b>	<b>104</b>
			<b>skipped question</b>	<b>0</b>


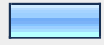
**7. How many years of Division Order experience do you have?**

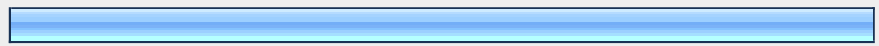

		Response Percent	Response Count
Less than 1		9.7%	10
<b>1-5</b>		<b>41.7%</b>	43
6-10		14.6%	15
11-15		11.7%	12
16-20		5.8%	6
21-25		6.8%	7
26-30		6.8%	7
Over 30		3.9%	4
		<b>answered question</b>	<b>103</b>
		<b>skipped question</b>	<b>1</b>

**8. What is your base salary compensation?**

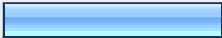
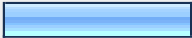
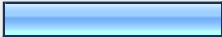
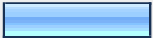

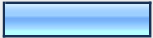
		Response Percent	Response Count
Less than \$35,000		3.8%	4
<b>\$36,000 - \$45,000</b>		<b>15.4%</b>	16
\$46,000 - \$55,000		14.4%	15
\$56,000 - \$60,000		7.7%	8
\$61,000 - \$65,000		4.8%	5
\$66,000 - \$70,000		2.9%	3
\$71,000 - \$75,000		6.7%	7
\$76,000 - \$80,000		5.8%	6
\$81,000 - \$85,000		7.7%	8
\$86,000 - \$90,000		8.7%	9
\$91,000 - \$100,000		10.6%	11
\$101,000 - \$120,000		9.6%	10

Over \$120,000		2.9%	3
		<b>answered question</b>	<b>104</b>
		<b>skipped question</b>	<b>0</b>



9. Do you participate in a company bonus plan?			
		Response Percent	Response Count
Yes		91.3%	94
No		9.7%	10
		<b>answered question</b>	<b>103</b>
		<b>skipped question</b>	<b>1</b>

10. If you participate in a company bonus plan, is the percentage based upon company or employee performance?			
		Response Percent	Response Count
Yes		95.6%	86
No		4.4%	4
		<b>answered question</b>	<b>90</b>
		<b>skipped question</b>	<b>14</b>


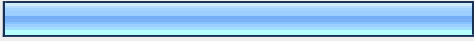
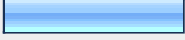


**11. If you participate in a company bonus plan, what percent of your salary is your potential bonus?**

		Response Percent	Response Count
Less than 10%		23.9%	21
11-15%		20.5%	18
16-20%		23.9%	21
21-25%		15.9%	14
26-30%		2.3%	2
Over 30%		15.9%	14
		<i>answered question</i>	<b>88</b>
		<i>skipped question</i>	<b>16</b>


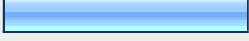
**12. Is Vacation time based upon industry experience?**

		Response Percent	Response Count
Yes		58.4%	59
No		41.6%	42
		<i>answered question</i>	<b>101</b>
		<i>skipped question</i>	<b>3</b>


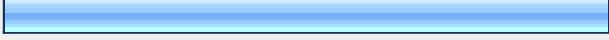
**13. How many weeks vacation would you receive after 10 years of oil and gas experience or 10 years of service with your company?**

		Response Percent	Response Count
3 Weeks		11.5%	10
<b>4 Weeks</b>		<b>51.7%</b>	45
5 Weeks		19.5%	17
6 Weeks		9.2%	8
More than 6 Weeks		8.0%	7
		<b>answered question</b>	<b>87</b>
		<b>skipped question</b>	<b>17</b>

**14. Does your company work a 9/80 schedule, or have some or all Fridays off?**

		Response Percent	Response Count
Yes		73.3%	74
No		26.7%	27
		Other schedule?	16
		<b>answered question</b>	<b>101</b>
		<b>skipped question</b>	<b>3</b>

**15. Does your company offer stock grants only randomly as an long-term incentive to keep employees?**

		Response Percent	Response Count
Yes		33.3%	31
No		66.7%	62
		<b>answered question</b>	<b>93</b>
		<b>skipped question</b>	<b>11</b>

16. Does your company offer stock options annually as part of compensation with or without a vesting period?				
			Response Percent	Response Count
Yes			36.3%	33
No			57.1%	52
Vesting Period			31.9%	29
No Vesting Period			2.2%	2
			<b>answered question</b>	<b>91</b>
			<b>skipped question</b>	<b>13</b>

17. Does your company offer stock grants annually as part of compensation with or without a vesting period?				
			Response Percent	Response Count
Yes			39.1%	34
No			55.2%	48
Vesting Period			35.6%	31
No Vesting Period			4.6%	4
			<b>answered question</b>	<b>87</b>
			<b>skipped question</b>	<b>17</b>

18. If your company offers stock options or grants annually, approximately how many shares are typically issued?				
			Response Percent	Response Count
100-500			63.6%	35
501-1000			20.0%	11
1001-5000			12.7%	7
Over 5000			3.6%	2
			<b>answered question</b>	<b>55</b>
			<b>skipped question</b>	<b>49</b>

19. Does your company have life cycle Paid Time Off or is your company thinking of going to life cycle Paid Time Off?			Response Percent	Response Count
Currently has life cycle Paid Time Off			12.1%	12
Thinking about going to life cycle Paid Time Off			1.0%	1
<b>Do Not Know</b>			<b>86.9%</b>	<b>86</b>
		<b>answered question</b>		<b>99</b>
		<b>skipped question</b>		<b>5</b>

20. Has there been a significant increase/decrease in your benefits this past year?			Response Percent	Response Count
Yes			24.8%	25
<b>No</b>			<b>70.3%</b>	<b>71</b>
Other (please specify)			10.9%	11
		<b>answered question</b>		<b>101</b>
		<b>skipped question</b>		<b>3</b>