

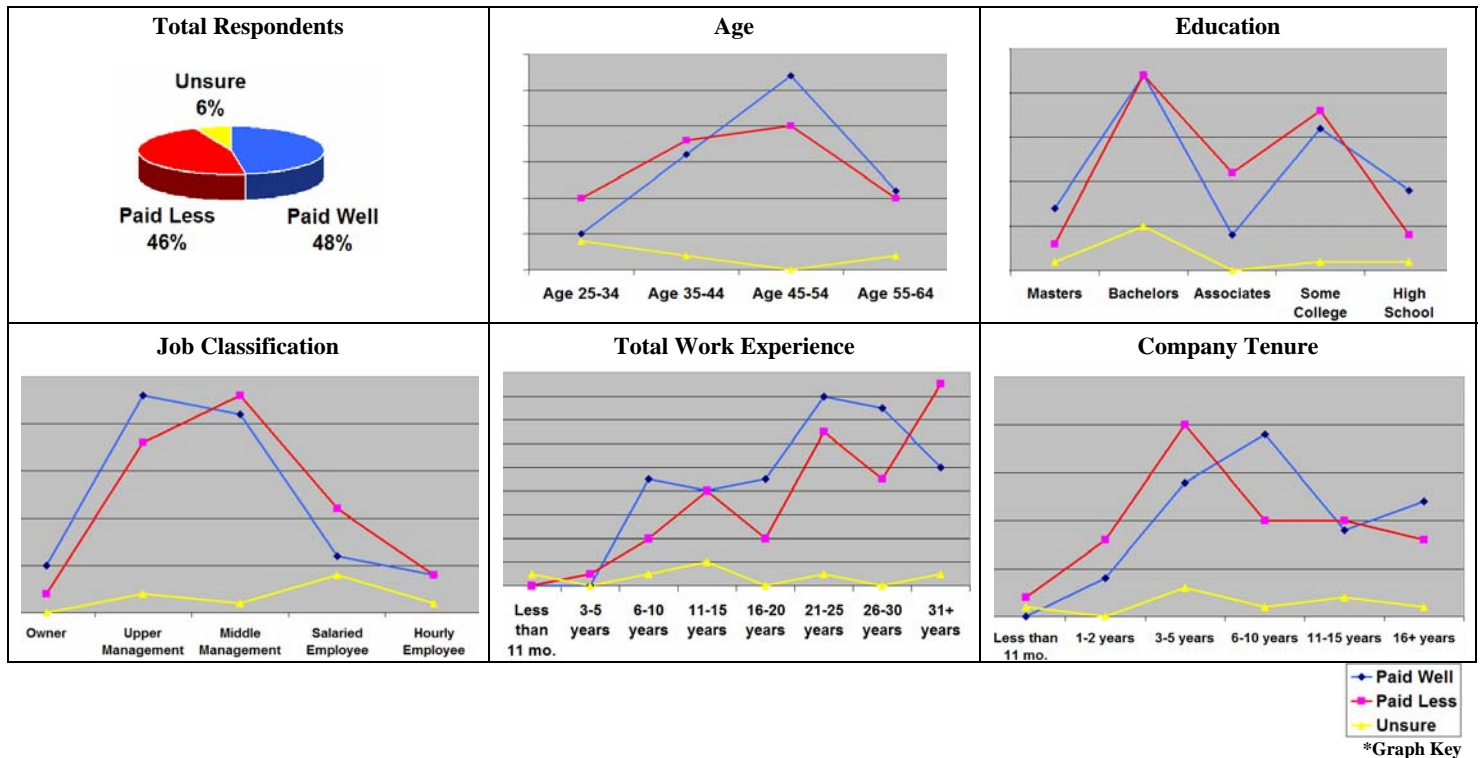
Are You Paid Enough?

Express Personnel Services, an international staffing and human resource company, recently surveyed a cross section of business owners, managers and employees in a variety of industries throughout the United States and asked the question “Do you believe you’re paid adequately for the job you do?”

Based on the findings, nearly half of all respondents (48%) said that they were *paid well* for the job they do, compared to 46% who said they are *not paid well* for the job they do. Although opinions were split regarding pay among all respondents, **striking differences exist when analyzed by age, education, job classification, company tenure and total work experience.**

Respondents who believe they *are paid adequately* in general are age 45 and older, hold a masters degree or have *never* attended college, hold upper management job titles or own their own business, have six to 30 years of total work experience, and have been with their current company six years or longer.

Respondents who believe they *are not paid adequately* in general are ages 44 or younger (especially 25-34), hold an associate’s degree or have *some* college experience, hold middle management or salaried job positions, have five years or less or over 31 years of total work experience, and have been with their current company five years or less.



Express conducted this What Workers Want survey to determine current employment trends. The survey questions were multiple-choice and distributed to significant number of companies representing a wide variety of industries from small firms to major, publicly-traded corporations. The overall response rate was close to 20%. The question presented in this report was one of 18 questions asked. Other question topics focused on attitudes concerning pay rates, benefits, and the latest minimum wage increase.

Oklahoma City-based Express Services’ client base extends through four countries and employs 350,000 people annually. Company sales totaled \$1.8 billion in 2006. Express provides expertise in: temporary staffing/evaluation and direct hire; contract and executive recruiting and placement; and customized human resource services.