

Request 64: Provide the rationale for the decision and what organizations it considers its market.

Staff: the Cooperative requires higher levels of education, training and work experience. Those jobs would be compared to college professors and instructors, business agents and top employees of the skilled trades such as pipefitters, boilermakers, carpenters. We look at accounting positions, engineering, information technologies and communications.

Office Personnel: We compare to teachers, local banks, and other businesses with clerical staffs.

For all of our positions, we also compare, when available, to similar positions at Cooperatives in Kentucky we feel share in characteristics that are comparable to ours.