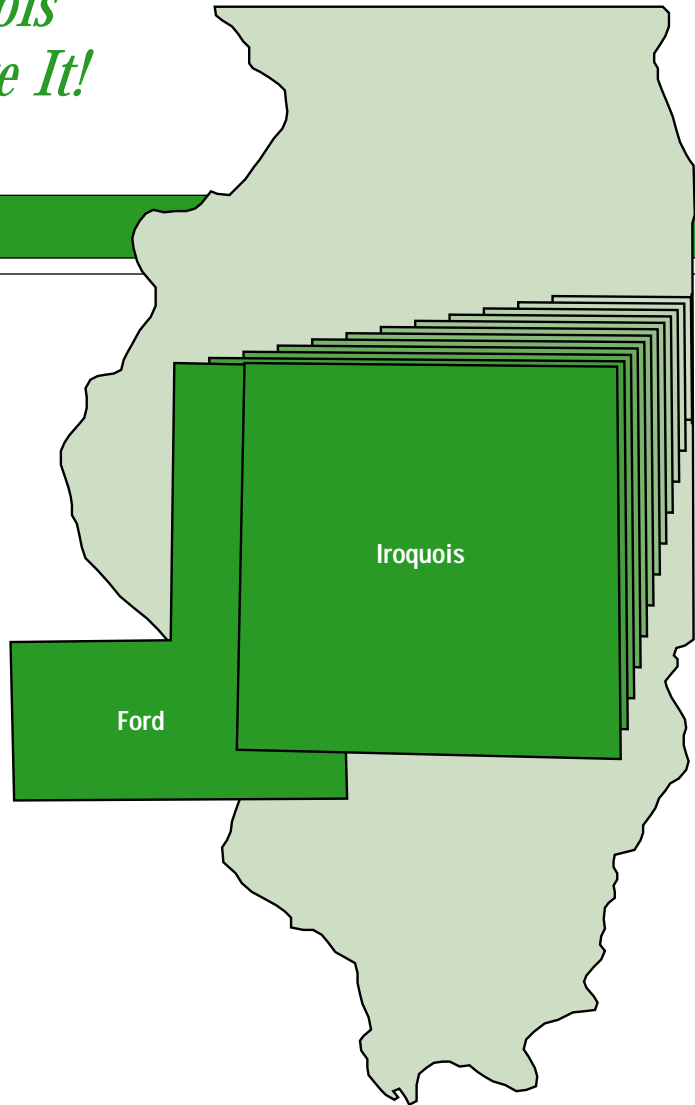


Quality Workforce

*North Central Illinois
Has It and Can Prove It!*

Labor quality is an important consideration in the site selection process. An area's workforce and its skills will ultimately determine your company's ability to respond to competitive opportunities and contribute to the "bottom line."

With this in mind, AmerenCIPS, along with development representatives from the region, commissioned an independent survey of local business managers to determine the labor quality of a two county region in north central Illinois. Some of the results of this survey are contained in this brochure.



FOR A COMPLETE COPY OF THE SURVEY RESULTS . . .

Contact: **The Economic Development Team**

P .O. Box 66149, MC 350

St. Louis, MO 63166-6149

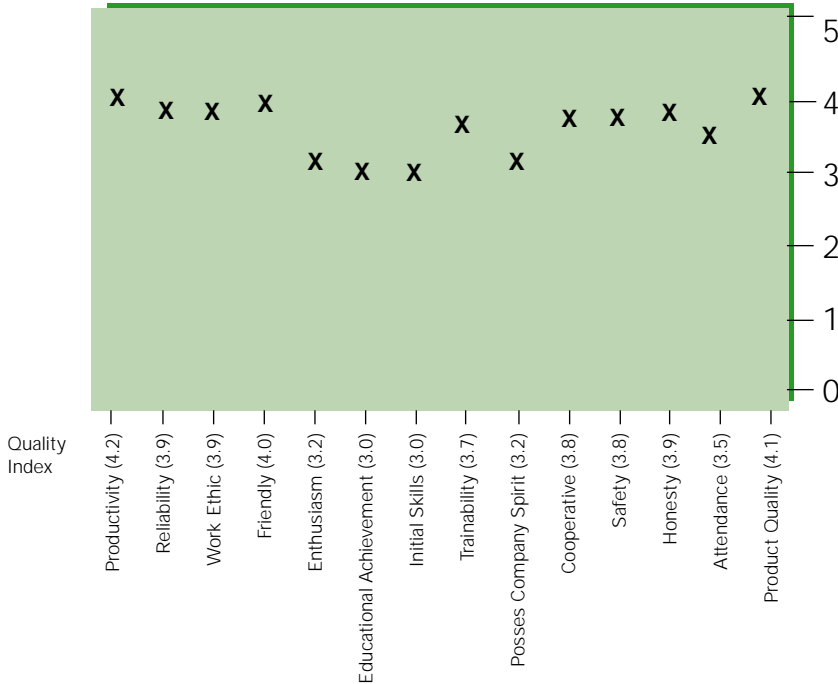
Toll-Free: 800-981-9409

<http://www.ameren.com/ed>



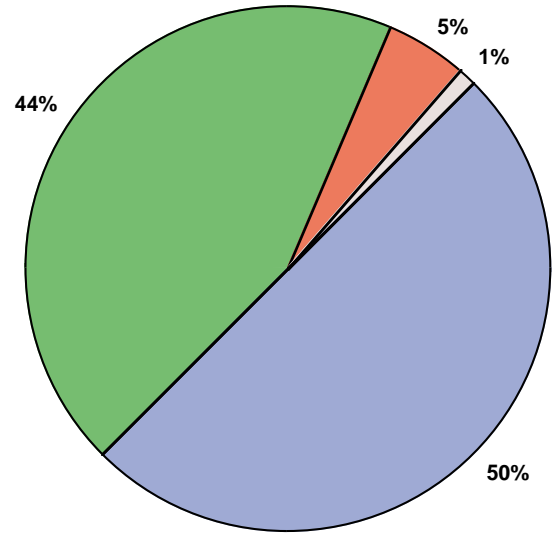
LABOR QUALITY CHARACTERISTICS

(scale 0-5: 5 is excellent)



Key Points: Productive, honest, friendly workforce with special recognition for product quality.

COMMUTING DISTANCES

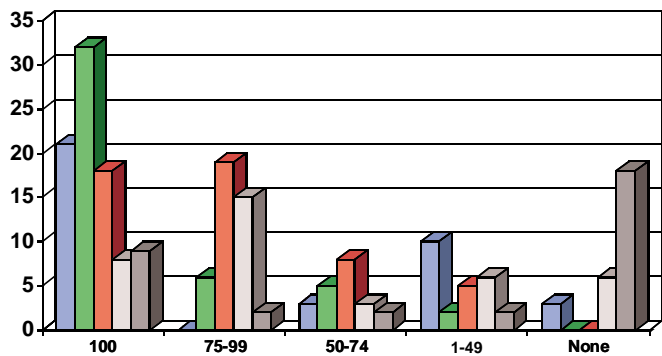


Key Points:

A large workforce will commute between 10-30 miles for employment positions.

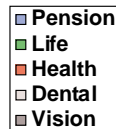
- < 10 miles
- 10-30 miles
- 31-50 miles
- > 50 miles

EMPLOYER BENEFIT PLANS



Key Points:

- 60% of employers provide Pension Plan benefits
- 89% of employers provide group life insurance
- A salary reduction plan (401K) is offered by 50% of the employers
- Employees are provided an average of 8.6 paid holidays per year



MORE QUALITY OF LABOR RESULTS

- The average hourly production wage is \$10.44 compared to the national average of \$13.85 and Illinois rate of \$14.01
- The average absenteeism rate over 12 months was reported at 3.3% compared to the national average of 3.9 percent
- The average turnover rate for 12 months was 5.5 percent compared to the U.S. rate of 11.0 percent
- The average shift differential is 27 cents for both second and third shifts.
- The average number of years at a location is 33.5 years.