

PILOT Annual Report – Wages

5.0 Wages without Benefits - (Note 6)

Commitment – Wages Without Benefits: \$ 95,844

The average/median wage (per lease agreement) includes overtime/incentive bonuses.

Year	Employees \$	3 rd Party Contract Employees \$	Weighted Average Wage \$ [(# of employees x wages) + (# of contract employees x wages)] / total # of employees + contract employees
2017	127,429	66,039	96,398
2016	125,477	63,050	94,938

- Employee means a person employed by the PILOT Recipient.
- Contract Employee means a person employed by a party other than the PILOT Recipient and whose labor is contracted for by the PILOT Recipient and who is considered a necessary member of the workforce responsible for duties and assignments required to be performed in order for the PILOT Recipient to operate its business. All Contract Employees are subject to the PILOT criteria for determining Net New Jobs, including, but not limited to, wages and health insurance requirements.
- The wage paid should be the actual amount paid to the Contract Employees. The third party employer's profit margin should be clearly identified and eliminated to determine the actual amount paid to the Contract Employee.