

A silhouette of a lighthouse is positioned on the left side of the slide, set against a background of a sunset sky with warm orange and yellow tones. The lighthouse has a square tower with a lantern room on top, a balcony, and a small house-like structure at its base.

# **Navigator Management Partners LLC**

***Best Places To Work Comparison  
Summary:***

***Comparing NavMP to 2007 "25 Best  
Small Places to Work", determined by  
Great Places To Work Institute***

## Best Places To Work Comparison Summary

- **Statistical Comparison:** The following table provides statistical comparison of similar practices between the 25 “Best” small companies, ranked by Great Places To Work Institute, and Navigator Management Partners

<u>Criteria</u>	<u>Criteria Breakdown</u>	<u>“Best” Company Statistics</u>	<u>NavMP Statistics</u>	<u>NavMP Rating**</u>
<b>COMPENSATION*</b>	High Pay	Average Total Cash Compensation (Base + Bonuses): ■ Business Systems Analyst ■ Project Lead: ■ ERP Project Manager * Withheld for confidentiality	■ NavMP pays employees a base salary plus an hourly commission rate for billable hours ■ For overtime billable hours, employees are paid the hourly equivalent of their salaries plus their hourly commission rate ■ Employees also receive annual bonuses based on company performance ■ We are happy to discuss with applicants when appropriate	<b>Best in Class</b>
<b>HEALTH CARE</b>	% of Premium Covered for Employees	On average, companies cover <b>82%</b> of employee health care premiums	■ NavMP pays <b>100%</b> for the offered High Deductible Health Plan (HDHP) premium ■ If employees select the Traditional Health Plan, NavMP applies the amount of the HDHP premium, and employees pay the difference	<b>Best in Class</b>
	% of Premium Covered for Dependents	On average, companies cover <b>59%</b> of dependent health care premiums	■ NavMP pays <b>100%</b> for the offered HDHP premium or contributes the HDHP premium toward cost of the Traditional Health Plan premium ■ If spouse does not have alternative insurance coverage options, spouse is covered as a dependent	<b>Best in Class</b>

\*For compensation, NavMP pay data is compared to that earned by Consulting Services Jobs in Columbus, Ohio, per a Salary.com survey.

\*\*Determined by Navigator Management Partners. Rating is generated by comparing similar practices of “Best” companies to those of NavMP.

## Best Places To Work Comparison Summary

■ **Statistical Comparison:** Continued from page 2.

<u>Criteria</u>	<u>Criteria Breakdown</u>	<u>"Best" Company Statistics</u>	<u>NavMP Statistics</u>	<u>NavMP Rating*</u>
<b>LEAVE</b>	Maximum Days Paid Leave	Companies provide an average of <b>17 days</b> / year  NOTE: This number may or may not include sick days	<ul style="list-style-type: none"> <li>■ Employees accrue <b>15 vacation days</b> annually with option to accrue up to <b>30 days</b> / year</li> <li>■ Employees have <b>unlimited sick days</b></li> <li>■ Add. <b>6 weeks</b> paid leave / year are given for FML situations</li> </ul>	<b>Best in Class</b>
<b>TRAINING</b>	Avg. Hrs. / Year – Non-Mgr.	Companies provide an average of <b>41 hours</b> of training / year	NavMP budgets <b>80 hours</b> / year	<b>Best in Class</b>
	Avg. Hrs. / Year – Manager	Companies provide an average of <b>32 hours</b> of training / year	NavMP budgets <b>80 hours</b> / year	<b>Best in Class</b>
	Avg % budget allocated to Training	Companies allocate an average of <b>3.5%</b> of their budget for training / year	NavMP allocates <b>10%</b> of the budget for trainging / year	<b>Best in Class</b>
<b>REFERRAL BONUS</b>	Bonus paid for internal new hire referrals	68% of small companies and 92% of medium companies pay an employee referral bonus	NavMP offers a <b>\$2500</b> referral bonus for each new hire that was internally referred	<b>Highly Competitive (Top 16 of Best 50)</b>

## Best Places To Work Comparison Summary

- Additional Employee Contributions:** While the “best” 25 small companies were not compared on the below practices, these contributions were listed as outstanding attributes of the some of the designated small and medium companies.

<u>Criteria</u>	<u>“Best” Company</u>	<u>“Best” Company Statistics</u>	<u>NavMP Statistics</u>	<u>NavMP Rating</u>
<b>401(k) MATCH</b>	Scleuniger Inc. / #23 Small	Matches 100% of the first 7% of an employee's contribution to 401(k)  Of the 32% of companies that match 100%, they contribute an average of 4.25% of the employee's salary	NavMP contributes 3% of employee total income, which vests immediately; employees do not need to contribute to the 401(k) plan to receive this match	<b>Highly Competitive</b>
<b>PROFIT SHARING BONUSES</b>	EILEEN FISHER INC. / #7 Medium	Profit-sharing bonuses typically range from six to eight weeks of salary, and even part-timers get in on the action.	Employee profit sharing bonuses have historically ranged from 8%-14% of earnings. (Equivalent of 4.2-7.3 weeks of earnings)	<b>Highly Competitive</b>
<b>STOCK</b>	SJE-Rhombus Controls / #24 Medium	At this 100 percent employee-owned firm, employees receive the equivalent of 25 percent of their annual pay in stock that is held in a trust account.	Navigator is also 100% employee owned, and a portion of profit sharing bonuses are paid via private equity which vests over time.	<b>Combine with Profit Sharing component, above</b>
<b>COLLABORATION: SEEKING, RECEIVING &amp; IMPLEMENTING EMPLOYEE FEEDBACK</b>	MATRIX Resources Inc. / #11 Small	The company involves all of its employees in the annual corporate goal-setting process, including operational, strategic and cultural objectives.	NavMP actively solicits employee input for company decisions and programs. Ideas are openly shared at company meetings and through surveys	<b>Highly Competitive</b>
<b>COMPANY CULTURE</b>	McWhinney Real Estate Services / #13 Small	Employees nominate each other for quarterly awards that include Taking Care of the Culture, Taking Care of the Customer, and Taking Care of the Community.	NavMP is committed to it's company culture. Quarterly fun events, happy hours and a holiday party provide group social activities. NavMP participates in several employee recommended charitable programs such as United Way drives and Race For the Cure	<b>Highly Competitive</b>