

NATE Annual Benchmarking Survey Worksheet

Use this worksheet to facilitate information collection and prepare for completing the CoMetrics web-based survey. This is **NOT** the actual survey, just a list of the questions you will be asked.

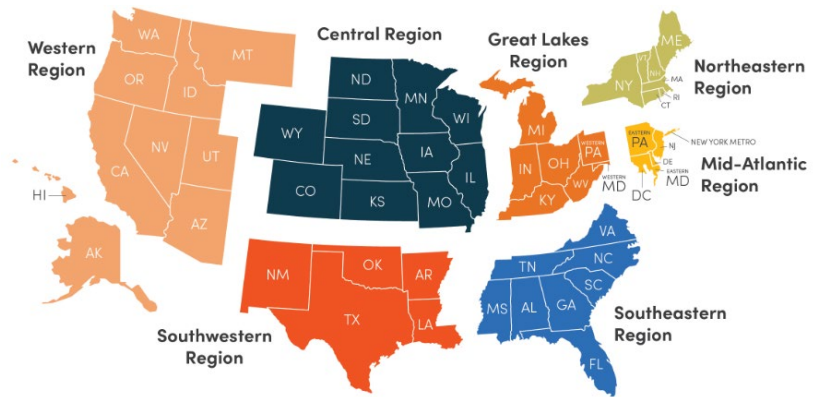
The NATE Annual Benchmark Survey is designed to help NATE members understand how their company compares to peers in the wireless tower industry. Your responses are kept strictly confidential and are only reported in aggregated form.

[Log in to complete the survey](#)

Background Info

Choose the region(s) of Operations:

- Western Region
- Central Region
- Southwestern Region
- Great Lakes Region
- Southeastern Region
- Northeastern Region
- Mid-Atlantic Region



Years in Business How many years has your company been in business?	#
Number of Offices How many offices do you have (enter 0 if none)?	#
Are you a division or business unit of another company? Answer 'Yes' if you have a parent company or some other related entities that are <i>not</i> in the wireless industry.	Y/N

Revenue

Net Revenue What was your company's total net revenue in the most recent fiscal year? Include net of returns, discounts, and allowances.	\$
Estimate revenue breakdown by type Give us your best estimate for each type, in whole numbers, entering 0 when appropriate.	
Tower	%
Civil	%
Maintenance	%

Other or diverse revenue - Include revenue generated from non-tower work (cellular, EV charging, data centers, wifi, satellite, fiber, residential construction, non-tower commercial construction, etc.)	%
Estimate revenue breakdown by carrier	
Include revenue generated directly from a major carrier or through a turfing vendor, in whole numbers, entering 0 when appropriate.	
AT&T	%
T-Mobile	%
Verizon	%
Other carriers	%
Non-Carrier revenue	%

Direct Contracts vs. Subcontractor Work (optional section)

Please consider completing this section to help NATE advocate for more direct member relationships between major carriers and NATE members. <i>It's ok to answer for some, but not all carriers.</i>	
For AT&T, how did revenue breakdown by:	
Direct	%
Tier 1	%
Tier 2	%
For T-Mobile, how did revenue breakdown by:	
Direct	%
Tier 1	%
Tier 2	%
For Verizon, how did revenue breakdown by:	
Direct	%
Tier 1	%
Tier 2	%

Cost of Goods

Direct Labor - Employee Labor (W2) Include wages only; payroll taxes and benefits are captured below.	\$
Direct Labor - Subcontractors (1099; project only labor) Include all vendors that you pay on project work.	\$
Direct Materials Include any material utilized on projects (e.g., tools, job parts, consumables and other job-specific materials).	\$
Direct Equipment Include rental, repair, and maintenance costs for equipment used on projects.	\$
Other Direct Costs Include other direct project costs that don't fit in one of the above categories.	\$

Overhead

Office Staff Salaries, Wages, Bonus, and Profit Sharing (W2) Includes healthcare, 401k, payroll tax for all employees including office staff and direct labor.	\$
Payroll Taxes and Benefits Includes healthcare, 401k, payroll tax for all employees including office staff and direct labor.	\$
Office Subcontractor Expense (1099) Include all 1099 contractors in administrative and office-based roles.	\$
Safety and Training Include all safety and training expense such as labor, tuition, equipment, etc..	\$
Occupancy Expense Include real estate rent, building repair and maintenance, utilities, and other occupancy expenses.	\$
Insurance Expense	
Workers Comp	\$
General Liability	\$
Umbrella	\$
Auto	\$
Other Insurance	\$
Other General Operating and Administration Expenses Include all other operating expenses (e.g., bank and credit card fees, bad debt, data processing and technology, sales and marketing, etc.).	\$
Depreciation and Amortization	\$

Other Income and Expense

Other Income Include all non-operating income (e.g., onetime subsidies, etc.)	\$
Interest Expense	\$
Taxes	\$
Other Non-Operating Expense	\$

Cash Flow

The four questions in this section all ask for an <u>average monthly balance</u> .	
There are two generally accepted ways to calculate an average monthly balance:	
1. Take the Sum of 12 month-end balances and divide by 12	
2. If 12 monthly balances are unavailable, use: (beginning of year \$ value + end of year \$ value) / 2	
Average Cash Balance (including cash equivalents)	\$
Average Owned Inventory (if applicable)	\$
Average Accounts Receivable	\$
Average Accounts Payable	\$

Debt

Long Term Debt How much long-term debt does your company owe? Year-end balance.	\$
What was the average monthly balance of short-term debt (e.g., line of credit)? Use the same method as in the cash flow section to calculate an average.	\$

People

What was the average number of your W-2 and 1099 employees in the field, by revenue source? Include only direct labor, excluding labor from contractors.	
Tower	#
Civil	#
Maintenance	#
Other - non-tower work (cellular, EV charging, data centers, wifi, satellite, fiber, residential construction, non-tower commercial construction, etc.)	#
What was the average number of your W-2 and 1099 employees in the office?	#
Do your employees belong to a union?	Y/N

Safety

<p>What was your Experience Modification Rate (EMOD/EMR) at the end of last year?</p> <p>As found on Workers Comp statement at the end of the year. This is a numerical value such as 0.5, 0.75, 1.0, 1.25, 1.5, 2.0. 1 is average; higher is worse.</p>	#
<p>What was your TRIR (Total Recordable Incident Rate) last year?</p>	#
<p>Do you participate in NATE STAR Initiative?</p> <p>https://natehome.com/safety-education/nate-star-initiative/</p>	Y/N

Artificial Intelligence

Have you implemented AI-based solutions in any of the following areas?	
Marketing content creation and/or delivery	Y/N
Training content creation and/or delivery	Y/N
Finance tasks	Y/N
Administrative tasks	Y/N
Project tasks such as bidding work or scheduling	Y/N
Shipment tracking	Y/N

Pricing Methodology (optional section)

What portion of your revenue was matrix priced?	Y/N
For the projects you bid on, select Yes for the pricing method you most frequently use.	
Margin	Y/N
Markup	Y/N
I'm not sure	Y/N