

## CompGeo Online™ Report Series Sample

### CompGeo Online Report Selection

An important part of your CompGeo Online ordering process is selection of a Report Type. Report Types include Basic, Standard, Extended, Professional-Regional and Professional-Nationwide. Each Report Type has available the AFL (All Job Family Levels) Report Option. The AFL Option includes all jobs in the same Job Family and Area in the report. Extended and Professional Reports provide enhanced Geographic Salary Differential coverage.

The sample page(s) of the CompGeo Online Report requested begin on the next page. See CompGeo Online Professional for advanced options with wide group and region coverage.

### Proprietary Materials Agreement

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Subscribers agree not to disclose any information contained in the report series, and agree not to copy the software or documentation or to attempt to reverse engineer the software.

### Disclaimer

Subscriber further understands that there are no warranties or guarantees, either express or implied relative to the usefulness or applicability of information contained in the CompGeo Report Series with respect to any particular situation.

Subscribers understand that all salary survey results are, in general, subject to sampling error since the entire universe of applicable employers is never totally surveyed; and that consultation with multiple survey sources is always recommended.

# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

## Baltimore

### Clerical Human Resources Job Family

#### Human Resource Clerks, Except Payroll and Timekeeping

Industry/Sector: All Human Resource Clerks, Except Payroll and Timekeeping Incumbent Count: 1,354

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)	
			Assumption	Mean	Median	
July 1, 2011	41,273	40,079	3.30	39,412 / 43,133	38,272 / 41,885	
July 1, 2012	43,195	41,946	3.40	41,248 / 45,143	40,055 / 43,837	
July 1, 2013	45,294	43,984	3.50	43,252 / 47,336	42,001 / 45,967	
July 1, 2014	48,304	46,906	3.70	46,126 / 50,481	44,792 / 49,021	

#### Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: 34,394 1st Quartile: 37,833 Mid: 41,273 3rd Quartile: 44,712 Max: 48,151  
Terciles - Min: 34,394 1st Tercile: 38,980 2nd Tercile: 43,566 Max: 48,151

#### Initial Forecast Option - Selected Career Length and Performance Based Factors

Years In Occupation: 3 to 5 Performance Level: Meets Expectations  
Organization Size: All  
Direct Compensation Estimates: Low: 38,980 High: 43,566

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	43,717	94.4	42,237	94.9

Benchmark Title: Human Resource Clerks, Except Payroll and Timekeeping Survey Area: Baltimore  
Occupation: Human Resources Job Family: Clerical Human Resources Industry: All

# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

**Human Resources Clerk/Assistant II (Junior)**

Industry/Sector: All	Human Resources Clerk/Assistant II (Junior)			Incumbent Count: 139
			Annual Increase	Confidence Intervals (Low/High)
Forecast Dates	Mean	Median	Assumption	Mean Median
July 1, 2011	40,502	41,068	3.30	38,677 / 42,328 39,217 / 42,920
July 1, 2012	42,389	42,981	3.40	40,478 / 44,300 41,044 / 44,919
July 1, 2013	44,449	45,070	3.50	42,445 / 46,453 43,038 / 47,102
July 1, 2014	47,402	48,065	3.70	45,265 / 49,539 45,898 / 50,231

**Initial Forecast Option - Estimated Competitive Salary Ranges**

Quartiles - Min:	33,752	1st Quartile:	37,127	Mid:	40,502	3rd Quartile:	43,878	Max:	47,253
Terciles - Min:	33,752	1st Tercile:	38,252	2nd Tercile:	42,752	Max:	47,253		

**Initial Forecast Option - Selected Career Length and Performance Based Factors**

Years In Occupation: 3 to 5 Performance Level: Meets Expectations  
 Organization Size: All  
 Direct Compensation Estimates: Low: 38,252 High: 42,752

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	41,911	96.6	41,598	98.7

Benchmark Title: Human Resources Clerk/Assistant II (Junior) Survey Area: Baltimore  
 Occupation: Human Resources Job Family: Clerical Human Resources Industry: All

# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

Industry/Sector: <b>Government</b>	Human Resources Clerk/Assistant II (Junior)				Incumbent Count: <b>125</b>
	Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	40,605	41,957	3.30	38,775 / 42,436	40,065 / 43,848
July 1, 2012	42,497	43,911	3.40	40,581 / 44,413	41,932 / 45,891
July 1, 2013	44,562	46,045	3.50	42,553 / 46,571	43,969 / 48,121
July 1, 2014	47,523	49,104	3.70	45,380 / 49,665	46,891 / 51,318

**Initial Forecast Option - Estimated Competitive Salary Ranges**

Quartiles - Min:	33,838	1st Quartile:	37,222	Mid:	40,605	3rd Quartile:	43,989	Max:	47,373
Terciles - Min:	33,838	1st Tercile:	38,349	2nd Tercile:	42,861	Max:	47,373		

**Initial Forecast Option - Selected Career Length and Performance Based Factors**

Years In Occupation: <b>3 to 5</b>	Performance Level: <b>Meets Expectations</b>
Organization Size: <b>All</b>	
Direct Compensation Estimates: Low: <b>38,349</b>	High: <b>42,861</b>

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	47,156	86.1	48,479	86.5

Benchmark Title: **Human Resources Clerk/Assistant II (Junior)**      Survey Area: **Baltimore**  
Occupation: **Human Resources**      Job Family: **Clerical Human Resources**      Industry: **Government**



# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

**Human Resources Specialist Job Family**

**Compensation, Benefits and Job Analysis Specialists**

Industry/Sector: All	Compensation, Benefits and Job Analysis Specialists			Incumbent Count: 651
Forecast Dates	Mean	Median	Annual Increase Assumption	Confidence Intervals (Low/High) Mean Median
July 1, 2011	62,604	59,992	3.30	59,782 / 65,427 / 57,287 / 62,696
July 1, 2012	65,236	62,514	3.40	62,295 / 68,177 / 59,696 / 65,332
July 1, 2013	68,109	65,267	3.50	65,039 / 71,180 / 62,325 / 68,209
July 1, 2014	72,006	69,001	3.70	68,760 / 75,252 / 65,891 / 72,112

### Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: 43,933 1st Quartile: 53,269 Mid: 62,604 3rd Quartile: 71,940 Max: 81,276  
Terciles - Min: 43,933 1st Tercile: 56,381 2nd Tercile: 68,828 Max: 81,276

### Initial Forecast Option - Selected Career Length and Performance Based Factors

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All

Direct Compensation Estimates: Low: 56,381

High: 68,828

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	63,134	99.2	57,292	104.7

Benchmark Title: Compensation, Benefits and Job Analysis Specialists

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: All

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# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

**Employment Interviewers, Employment Services**

Industry/Sector: All	Employment Interviewers, Employment Services			Incumbent Count: 1,445			
	Annual Increase			Confidence Intervals (Low/High)			
Forecast Dates	Mean	Median	Assumption	Mean		Median	
July 1, 2011	55,269	50,795	3.30	52,777 /	57,760	48,506 /	53,085
July 1, 2012	57,592	52,931	3.40	54,996 /	60,188	50,545 /	55,317
July 1, 2013	60,129	55,262	3.50	57,418 /	62,839	52,771 /	57,753
July 1, 2014	63,569	58,424	3.70	60,703 /	66,434	55,790 /	61,057

**Initial Forecast Option - Estimated Competitive Salary Ranges**

Quartiles - Min:	38,785	1st Quartile:	47,027	Mid:	55,269	3rd Quartile:	63,511	Max:	71,752
Terciles - Min:	38,785	1st Tercile:	49,774	2nd Tercile:	60,763	Max:	71,752		

**Initial Forecast Option - Selected Career Length and Performance Based Factors**

Years In Occupation: 3 to 5 Performance Level: Meets Expectations  
 Organization Size: All  
 Direct Compensation Estimates: Low: 49,774 High: 60,763

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	59,935	92.2	51,890	97.9

Benchmark Title: Employment Interviewers, Employment Services Survey Area: Baltimore  
 Occupation: Human Resources Job Family: Human Resources Specialist Industry: All

# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

**Human Resource Training/Labor Relations Specialists**

Industry/Sector: All	Human Resource Training/Labor Relations Specialists				Incumbent Count: 4,198	
	Annual Increase			Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	61,180	56,003	3.30	58,422 / 63,938	53,479 / 58,528	
July 1, 2012	64,030	58,612	3.40	61,144 / 66,917	55,970 / 61,254	
July 1, 2013	67,142	61,460	3.50	64,115 / 70,169	58,690 / 64,231	
July 1, 2014	71,603	65,544	3.70	68,375 / 74,830	62,589 / 68,498	

**Initial Forecast Option - Estimated Competitive Salary Ranges**

Quartiles - Min:	42,934	1st Quartile:	52,057	Mid:	61,180	3rd Quartile:	70,304	Max:	79,427
Terciles - Min:	42,934	1st Tercile:	55,098	2nd Tercile:	67,262	Max:	79,427		

**Initial Forecast Option - Selected Career Length and Performance Based Factors**

Years In Occupation: 3 to 5 Performance Level: Meets Expectations  
 Organization Size: All  
 Direct Compensation Estimates: Low: 55,098 High: 67,262

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	66,226	92.4	62,732	89.3

Benchmark Title: Human Resource Training/Labor Relations Specialists Survey Area: Baltimore  
 Occupation: Human Resources Job Family: Human Resources Specialist Industry: All

# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

## Human Resources Specialist II (Junior)

Industry/Sector: All	Human Resources Specialist II (Junior)				Incumbent Count: 304	
	Annual Increase			Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	57,836	57,082	3.30	55,229 / 60,443	54,509 / 59,656	
July 1, 2012	60,530	59,741	3.40	57,801 / 63,259	57,048 / 62,434	
July 1, 2013	63,472	62,644	3.50	60,610 / 66,333	59,820 / 65,468	
July 1, 2014	67,688	66,806	3.70	64,637 / 70,740	63,795 / 69,818	

### Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	40,587	1st Quartile:	49,211	Mid:	57,836	3rd Quartile:	66,461	Max:	75,085
Terciles - Min:	40,587	1st Tercile:	52,086	2nd Tercile:	63,585	Max:	75,085		

### Initial Forecast Option - Selected Career Length and Performance Based Factors

Years In Occupation: 3 to 5 Performance Level: Meets Expectations  
 Organization Size: All  
 Direct Compensation Estimates: Low: 52,086 High: 63,585

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	60,806	95.1	59,513	95.9

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: All







# CompGeo(tm) Online Associate

## Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

**Proprietary And Confidential - For Use By Report Licensee Only**

Industry/Sector: HlthSvcPrv	Human Resources Specialist II (Junior)				Incumbent Count: 75
	Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	56,988	54,820	3.30	54,419 / 59,558	52,349 / 57,291
July 1, 2012	59,643	57,374	3.40	56,954 / 62,332	54,787 / 59,960
July 1, 2013	62,541	60,162	3.50	59,722 / 65,361	57,450 / 62,874
July 1, 2014	66,697	64,159	3.70	63,690 / 69,703	61,266 / 67,051

**Initial Forecast Option - Estimated Competitive Salary Ranges**

Quartiles - Min:	39,992	1st Quartile:	48,490	Mid:	56,988	3rd Quartile:	65,487	Max:	73,985
Terciles - Min:	39,992	1st Tercile:	51,323	2nd Tercile:	62,654	Max:	73,985		

**Initial Forecast Option - Selected Career Length and Performance Based Factors**

Years In Occupation: 3 to 5	Performance Level: Meets Expectations
Organization Size: All	
Direct Compensation Estimates: Low: 51,323	High: 62,654

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	59,551	95.7	58,169	94.2

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: Health Services-Private













# CompGeo(tm) Online Associate

## Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

### Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: <b>Government</b>	Human Resources Specialist III (Fully Qualified)				Incumbent Count: <b>129</b>
			Annual Increase		Confidence Intervals (Low/High)
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	62,442	61,984	3.30	59,628 / 65,257	59,190 / 64,778
July 1, 2012	65,351	64,871	3.40	62,405 / 68,297	61,947 / 67,796
July 1, 2013	68,527	68,024	3.50	65,438 / 71,616	64,957 / 71,090
July 1, 2014	73,080	72,543	3.70	69,785 / 76,374	69,273 / 75,813

### Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	43,819	1st Quartile:	53,131	Mid:	62,442	3rd Quartile:	71,754	Max:	81,066
Terciles - Min:	43,819	1st Tercile:	56,235	2nd Tercile:	68,650	Max:	81,066		

### Initial Forecast Option - Selected Career Length and Performance Based Factors

Years In Occupation: <b>3 to 5</b>	Performance Level: <b>Meets Expectations</b>
Organization Size: <b>All</b>	
Direct Compensation Estimates: Low: <b>56,235</b>	High: <b>68,650</b>

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	79,784	78.3	80,572	76.9

Benchmark Title: **Human Resources Specialist III (Fully Qualified)**      Survey Area: **Baltimore**  
Occupation: **Human Resources**      Job Family: **Human Resources Specialist**      Industry: **Government**



# CompGeo(tm) Online Associate Career Occupation Group Report Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2011**

## Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: <b>HlthSvcPrv</b>	Human Resources Specialist III (Fully Qualified)				Incumbent Count: <b>76</b>
			Annual Increase	Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	74,508	71,400	3.30	71,149 / 77,867	68,181 / 74,619
July 1, 2012	77,979	74,726	3.40	74,464 / 81,494	71,357 / 78,094
July 1, 2013	81,768	78,357	3.50	78,082 / 85,454	74,825 / 81,889
July 1, 2014	87,201	83,563	3.70	83,270 / 91,132	79,796 / 87,330

### Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	52,286	1st Quartile:	63,397	Mid:	74,508	3rd Quartile:	85,619	Max:	96,730
Terciles - Min:	52,286	1st Tercile:	67,101	2nd Tercile:	81,915	Max:	96,730		

### Initial Forecast Option - Selected Career Length and Performance Based Factors

Years In Occupation: <b>3 to 5</b>	Performance Level: <b>Meets Expectations</b>
Organization Size: <b>All</b>	
Direct Compensation Estimates: Low: <b>67,101</b>	High: <b>81,915</b>

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	77,936	95.6	76,933	92.8

Benchmark Title: **Human Resources Specialist III (Fully Qualified)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Health Services-Private**









## CompGeo Online Reports Help (page 1 of 5)

### Viewing CompGeo Reports With The Adobe Acrobat Reader

CompGeo Report Portable Document Files (PDF) are compatible with Adobe Acrobat Viewers v7.1 and higher. Version 8 or higher is recommended.

A variety of adjustments may be necessary to optimize viewing of CompGeo Reports with the Adobe Acrobat Viewer.

Viewing is best accomplished with the Adobe Acrobat Viewer run stand-alone and not part of a Web Browser. This provides more actual viewing area.

CompGeo Reports are set to automatically use the **Fit Visible CNTL+M** Acrobat Reader Macro to maximize viewing area while at the same time eliminating the need for scrolling the report horizontally.

Actual report pages will have more detail than introductory and reference pages and the magnification/zoom level will vary with the Fit Visible mode.

If further adjustments are needed in viewer magnification/zoom, either use the Adobe Acrobat View pull down menu to make selections or click on the magnification/zoom percent indicator at the bottom left of the Acrobat Reader Frame which will result in a pop-up magnification/zoom manual adjustment entry window.

A larger report viewing area in **FIT Visible** mode can be acquired by using **Full Screen** Mode in combination with **Fit Visible** Mode. This is accomplished by first implementing **Full Screen** mode by using the Adobe Acrobat Reader Key Combination **CNTL+Shift+L** or by selecting the option **Full Screen** from the Acrobat Reader **View** pull down menu. Following election of **Full Screen** Mode select or re-select **FIT Visible** mode.

## CompGeo Online Reports Help (page 2 of 5)

### About CompGeo Online Reports

CompGeo Online Reports can provide Geographic Salary Information for an individual job or all jobs within a Job Family across a variety of Occupational Groups and Geographic Regions.

Geographic Salary Differentials are included in Extended and Professional Report Options.

Salary Information forecasts are made to a specific date based upon options elected when the CompGeo Online Report was ordered which include Forecast Date and Average Annual Salary Increase Assumption.

This flexibility is unique to CompGeo Online and CompGeo Online Professional Reports. It allows for a range of forecast annual average salary increase assumptions wide enough to allow for individual, organization, sector and other considerations that effect annual salary movement for a particular job or job group.

*CompGeo Online Professional* Reports - [compensation-online.com/gprohome.html](http://compensation-online.com/gprohome.html) provide Geographic Salary Information for a variety of Occupational Groups and Geographic Regions. Separate reports are available each Occupation Group/Region and Industry Sector/Region combinations. The new CompGeo Online Professional Forecast Library has both online 24 X 7 subscription and Library-on-CD options available.

### Report Organization

CompGeo Reports are organized/sorted in the order listed in the table to the right. Geographic Survey Areas are noted in green bands on the report which each Survey Job Title appears in a blue band.

<i>CompGeo Report Sort Order</i>
<i>Geographic Survey Area</i>
<i>Survey Job Title</i>
<i>Industry/Sector</i>

## CompGeo Online Reports Help (page 3 of 5)

### Definition Of Terms

**Region** – broad geographic reference area in the United States and neighboring areas. Current Regions include North East, Middle Atlantic, South East, Caribbean, Great Lakes, Mid West, North West, Mountain, Pacific and South West.

**Industry** – refers to Industry/Sector combination. A complete listing of Industry/Sector codes is provided on page 4 of CompGeo Reports Help.

**Mean** – Average Salary (weighted). This salary figure is computed by computing the average of direct compensation paid across organizations for a particular sector, weighted by the number of employees in the survey benchmark. Industry and Sector Codes are defined on the next page. Organizations with more employees in a survey job have a greater effect on the average than those organizations with fewer employees.

**Median** – 50<sup>th</sup> percentile or “middle salary”. Median is less affected by organizations that compensate jobs way above or below the average which are sometimes referred to as “outliers” since they are far away from the overall market trend. Some organizations refer more on median than average salary figures as a truer guide of the central market trend for a given job.

**Forecast** – Indicates that salary figures are projected to the Forecast Date shown in the Report Heading. A range of forecasts are provided.

## CompGeo Online Reports Help (page 4 of 5)

### Industry Codes Defined

Industry Codes and descriptions are shown in the table on the right. Larger metropolitan survey areas will have more industry/sector combinations present than smaller survey areas.

Comparative Salaries across different Industry/Sectors may vary significantly. Also, it is important to remember that each organization typically has a pay policy which determines goals with respect how competitive the organization wants to be relative to the market as a whole and sometimes, for specific occupations. Some organizations may want to pay 'about average', 'above average' or 'below the market' depending upon specific competitive market pressure or lack thereof.

<i>Industry/Sector Code</i>	<i>Description</i>
<i>All</i>	All Industries And Sectors
<i>GoodsPdcngGoods Producing</i>	Goods Producing
<i>Government</i>	Government
<i>HlthSvcAll</i>	Health Services-All Sectors
<i>HlthSvcGov</i>	Health Services-Government
<i>HlthSvcPrv</i>	Health Services-Private
<i>HosptlsAll</i>	Hospitals-All Sectors
<i>HosptlsGov</i>	Hospitals-Government
<i>HosptlsPrv</i>	Hospitals-Private
<i>Manufctrng</i>	Manufacturing
<i>Private</i>	Private
<i>Services</i>	Services
<i>Trans/Util</i>	Transportation/Utilities

## CompGeo Online Reports Help (page 5 of 5)

### Job Levels Generally Defined

If the Job Title specifically includes term 'Supervisor' or 'Manager', then Levels are differentiated upon scope of responsibility, contacts, number of employees, supervised,

<i>Level Code</i>	<i>Description</i>
<b>Level I</b>	Entry/Trainee
<b>Level II</b>	Junior/Developing
<b>Level III</b>	Journey/Fully Qualified
<b>Level IV</b>	Senior/Advanced/Associate Consultant
<b>Level V</b>	Lead/Consultant
<b>Level VI</b>	Team Leader/Supervisor/Senior Consultant
<b>Level VII</b>	Manager/Senior Supervisor/Principal Consultant
<b>Level VIII</b>	Group Manger/Chief Consultant

budgetary authority and related factors. The CompGeo Salary Survey Database covering the eight major Occupation Groups is included in CompExec Software.

For more information on CompExec Total Compensation Planning and Analysis Software please visit:

[www.compexec.com/cxec.html](http://www.compexec.com/cxec.html)

## Company and Product Overview

Since 1981 The Clayton Wallis Company has developed advanced and integrated Compensation Planning Systems for Management and Individuals. Clayton Wallis is the leader in delivery of *powerful, flexible* and *reliable* compensation planning systems.

The CompGeo Report Series is produced with **CompExplorer™**, the next generation of CompGeo Software. **CompGeo™** - Geographic Database and Planning Software and **CompBuilder™** - Salary Structure Modeling Software are 'child' products of the flagship Enterprise Compensation Planning and Analysis system from Clayton Wallis - **CompExec®**. Product information and compensation information can be found at The ICT/Clayton Wallis World Wide Web Site at [compensation-online.com](http://compensation-online.com). Product Sites with Links are listed below.

<i>Product</i>	<i>Description</i>
<b>CompExec</b>	Compensation Planning (includes CompBuilder & CompGeo)
<b>CompBuilder</b>	Salary Structure Modeling
<b>CompGeo Online</b>	Geographic Competitive Salary Database
<b>CompGeo Online Professional</b>	Online CompGeo Professional Research Options
<b>CompGeo Online Pro Library</b>	Online Library Subscription and Library-on-CD Options
<b>OMF Job and Competency Analysis</b>	Job and Competency Analysis Systems

ICT/Clayton Wallis is the only organization dedicated solely to development and deployment of advanced and integrated Compensation Planning Systems and Software for the Enterprise, Personal Desktop and the World Wide Web.