

CompGeo Online™ Pro Report Series Sample

CompGeo Online Professional Report Selection

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The sample page(s) of the CompGeo Online Professional Report requested begin on the next page. See CompGeo Online Associate for single Benchmark/Job Family report options.

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CompGeo Pro Forecast Library Geographic Salary Differentials Report

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Data Projected To: 07/01/2005

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		36,218	102.9	38,654	109.9
North East		39,314	111.7	41,659	118.5
Mid Atlantic		39,616	112.5	41,089	116.9
South East		33,083	94.0	34,688	98.7
Great Lakes		36,427	103.5	38,948	110.8
Mid West		33,845	96.1	35,529	101.0
South West		34,345	97.5	36,231	103.0
North West		38,349	108.9	39,256	111.6
Mountain		35,926	102.0	37,278	106.0
Pacific		39,868	113.2	42,642	121.3
Caribbean		24,405	69.3	25,139	71.5
Abilene	TX	23,819	67.6	24,947	71.0
Akron	OH	31,973	90.8	32,676	92.9
State of Alabama	AL	31,421	89.2	32,062	91.2
State of Alaska	AK	44,051	125.1	45,666	129.9
Albany-Schenectady-Troy	NY	36,961	105.0	38,366	109.1
Albany	GA	28,274	80.3	28,513	81.1
Alexandria	VA	30,573	86.8	33,514	95.3
Allentown-Bethlehem-Easton, PA	PA	30,769	87.4	31,658	90.0
Altoona	PA	33,151	94.2	34,443	98.0
Amarillo	TX	35,870	101.9	37,257	106.0
Anaheim	CA	47,831	135.8	50,700	144.2
Anchorage	AK	42,759	121.4	43,901	124.9
Ann Arbor	MI	34,104	96.9	34,772	98.9
Appleton-Oshkosk	WI	28,303	80.4	25,278	71.9
State of Arizona	AZ	32,728	93.0	33,495	95.3
State of Arkansas	AR	29,258	83.1	30,695	87.3
Athens	GA	30,965	87.9	33,034	94.0
Atlanta	GA	39,346	111.7	41,035	116.7
Atlantic City	NJ	35,111	99.7	37,349	106.2
Augusta	GA	31,610	89.8	34,172	97.2
Austin	TX	32,058	91.0	34,381	97.8
Bakersfield	CA	34,749	98.7	36,958	105.1
Baltimore	MD	36,203	102.8	38,645	109.9
Baton Rouge	LA	29,955	85.1	31,417	89.4
Beaumont-PortArthur-LakeChrles	TX	34,691	98.5	32,766	93.2
Bellingham	WA	38,923	110.5	40,642	115.6
Bergen/Passiac	NJ	40,374	114.7	41,786	118.8
Billings	MT	28,780	81.7	29,232	83.1
Biloxi	MS	32,563	92.5	34,891	99.2

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Binghamton	NY	34,720	98.6	36,838	104.8
Birmingham	AL	32,310	91.8	31,178	88.7
Bismarck	ND	32,310	91.8	32,825	93.4
Bloomington-Normal	IL	33,431	94.9	33,663	95.7
Bloomington	IN	33,570	95.3	34,981	99.5
Boise City	ID	29,901	84.9	32,435	92.2
Boston	MA	39,668	112.7	41,871	119.1
Boulder-Longmont	CO	38,054	108.1	41,720	118.7
Brazoria	TX	34,720	98.6	39,295	111.8
Bridgeport	CT	41,530	118.0	45,284	128.8
Brockton	MA	35,226	100.0	38,097	108.4
Brownsville	TX	25,332	71.9	24,199	68.8
Bryan-College Station	TX	27,491	78.1	26,894	76.5
Buffalo	NY	33,207	94.3	33,424	95.1
Burlington	VT	34,585	98.2	36,461	103.7
Caguas	PR	23,091	65.6	24,258	69.0
State of California	CA	40,993	116.4	44,701	127.1
Canton-Massillon	OH	29,703	84.4	31,417	89.4
Cedar Rapids	IA	33,739	95.8	33,454	95.1
Champaign	IL	30,375	86.3	31,507	89.6
Charleston	SC	31,722	90.1	33,363	94.9
Charleston	WV	32,507	92.3	32,796	93.3
Charlotte	NC	33,834	96.1	35,463	100.9
Charlottesville	VA	29,200	82.9	32,286	91.8
Chattonooga	TN	31,693	90.0	31,957	90.9
Cheyenne	WY	31,610	89.8	30,728	87.4
Chicago	IL	36,592	103.9	38,336	109.0
Chico-Paradise	CA	30,375	86.3	32,166	91.5
Cincinnati	OH	33,114	94.0	33,727	95.9
Cleveland	OH	35,543	100.9	35,800	101.8
State of Colorado	CO	38,876	110.4	40,447	115.0
Colorado Springs	CO	29,984	85.2	31,148	88.6
Columbia	SC	31,330	89.0	31,746	90.3
Columbia	MO	33,404	94.9	35,970	102.3
Columbus	OH	39,594	112.4	42,587	121.1
State of Connecticut	CT	38,294	108.8	39,873	113.4
Corpus Christy	TX	28,804	81.8	29,002	82.5
Dallas	TX	33,731	95.8	35,745	101.7
Danbury	CT	34,972	99.3	37,287	106.0
Davenport	RI	34,691	98.5	36,389	103.5

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Dayton	OH	32,932	93.5	34,111	97.0
Daytona Beach	FL	28,807	81.8	30,429	86.5
Decatur	AL	33,570	95.3	35,071	99.7
State of Delaware	DE	34,317	97.5	35,086	99.8
Denver	CO	39,186	111.3	40,695	115.7
Des Moines	IA	32,563	92.5	33,813	96.2
Detroit	MI	37,722	107.1	39,288	111.7
Dothan	AL	29,621	84.1	31,568	89.8
Dover	DE	28,051	79.7	30,609	87.1
Dubuque	IA	24,409	69.3	24,708	70.3
Duluth	MN	34,691	98.5	37,587	106.9
Eau Claire	WI	29,061	82.5	28,243	80.3
Elkhart	IN	28,695	81.5	31,148	88.6
El Paso	TX	30,544	86.7	32,166	91.5
Erie	PA	31,889	90.6	33,604	95.6
Eugene	OR	33,570	95.3	35,940	102.2
Evansville	KY	29,031	82.5	29,561	84.1
Fargo-Moorhead	ND	31,582	89.7	32,346	92.0
Fayetteville-Springdale-Rogers	AR	26,370	74.9	27,943	79.5
Flagstaff	AZ	28,751	81.7	31,507	89.6
Florence	SC	30,853	87.6	31,836	90.5
Florence	AL	26,510	75.3	27,973	79.6
State of Florida	FL	30,687	87.2	32,307	91.9
Fort Collins	CO	32,590	92.6	33,663	95.7
Fort Myers-Cape Coral	FL	30,293	86.0	29,351	83.5
Fort Pierce-Port St. Lucie	FL	27,266	77.4	28,932	82.3
Fort Smith	AR	27,238	77.4	28,362	80.7
Fort Wayne	IN	29,952	85.1	32,900	93.6
Fort Worth	TX	33,796	96.0	33,006	93.9
Fresno	CA	34,580	98.2	36,001	102.4
Fort Lauderdale	FL	31,638	89.9	34,293	97.5
Gainesville	FL	28,892	82.1	28,542	81.2
Galveston-Texas City	TX	32,114	91.2	34,412	97.9
Gary	IN	29,088	82.6	30,219	85.9
State of Georgia	GA	39,055	110.9	40,914	116.4
Glens Falls	NY	31,301	88.9	32,226	91.7
Goldsboro	NC	33,094	94.0	34,053	96.9
Grand Junction	CO	31,638	89.9	34,353	97.7
Grand Rapids-Muskegon-Holland	MI	35,000	99.4	36,240	103.1
Greeley	CO	36,178	102.7	38,485	109.5

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Occupation Group: **Human Resources**

Job Family: **Clerical - Human Resources**

Survey Area Base: **National**

Industry/Sector: **All**

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Green Bay	WI	33,880	96.2	35,521	101.0
Greensboro	NC	31,385	89.1	32,286	91.8
Greenville	SC	32,394	92.0	32,975	93.8
Greenville	NC	31,554	89.6	32,526	92.5
Greenwood County	SC	31,045	88.2	32,564	92.6
Hagerstown-Cumbrlnd-Chmbrsbrg	MD	29,395	83.5	30,937	88.0
Hamilton-Middletown	OH	38,054	108.1	38,965	110.8
Harrisburg	PA	35,898	102.0	37,257	106.0
Hartford	CT	40,196	114.2	42,510	120.9
Hattiesburg	MS	26,679	75.8	26,986	76.8
State of Hawaii	HW	36,347	103.2	37,131	105.6
Hickory-Morganton-Lenoir	NC	28,892	82.1	29,681	84.4
Honolulu	HW	36,359	103.3	37,083	105.5
Houma	LA	26,510	75.3	29,919	85.1
Houston	TX	39,288	111.6	40,107	114.1
Huntington-Ashland	WV	31,638	89.9	31,658	90.0
Huntsville	AL	31,901	90.6	32,690	93.0
State of Idaho	ID	29,799	84.6	32,382	92.1
State of Illinois	IL	36,462	103.6	38,220	108.7
State of Indiana	IN	29,926	85.0	33,308	94.7
Indianapolis	IN	30,015	85.2	30,426	86.5
State of Iowa	IA	30,888	87.7	32,403	92.2
Jackson	MS	32,091	91.1	32,450	92.3
Jackson	TN	25,473	72.3	26,356	75.0
Jacksonville	FL	28,583	81.2	28,423	80.8
Jamestown	NY	31,525	89.5	32,705	93.0
Janesville-Beloit	WI	34,243	97.3	34,831	99.1
Jersey City	NJ	39,989	113.6	42,378	120.5
Johnson City-Kingsport-Bristol	TN	29,817	84.7	31,686	90.1
Johnstown	PA	31,722	90.1	33,334	94.8
Joplin	MO	26,650	75.7	28,243	80.3
Juneau-Wisconsin	WI	29,721	84.4	29,721	84.5
Kalamazoo	MI	30,993	88.0	33,064	94.0
Kankakee	IL	30,182	85.7	34,652	98.6
State of Kansas	KS	36,562	103.8	37,887	107.8
Kansas City	KS	36,803	104.5	38,035	108.2
Kenosha	WI	35,226	100.0	37,737	107.3
State of Kentucky	KY	31,478	89.4	31,814	90.5
Killeen-Temple	TX	31,162	88.5	33,843	96.3
Knoxville	TN	26,930	76.5	26,237	74.6

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Occupation Group: **Human Resources**

Job Family: **Clerical - Human Resources**

Survey Area Base: **National**

Industry/Sector: **All**

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
EauClare-LaCrosse-Rchstr WI-MN	WI	32,787	93.1	34,923	99.3
Lafayette	IN	29,928	85.0	30,788	87.6
Lake Charles	LA	31,554	89.6	24,978	71.0
Lakeland-Winter Haven	FL	27,743	78.8	28,302	80.5
Lancaster	PA	34,131	96.9	36,389	103.5
Lansing-East Lansing	MI	41,586	118.1	45,793	130.2
Laredo	TX	30,713	87.2	29,919	85.1
Las Vegas	NV	30,152	85.6	29,710	84.5
Lawrence	KS	30,713	87.2	31,957	90.9
Lawrence-Haverhill MA-NH	MA	38,027	108.0	40,103	114.1
Lafayette	LA	28,835	81.9	29,051	82.6
Lewiston-Auburn	ME	29,061	82.5	29,710	84.5
Lexington	KY	32,787	93.1	33,484	95.2
Lima	OH	26,930	76.5	28,871	82.1
Lincoln	NE	31,358	89.1	30,219	85.9
Little Rock	AR	32,730	93.0	32,914	93.6
Longview-Marshall	TX	28,751	81.7	29,381	83.6
Los Angeles	CA	39,606	112.5	42,240	120.1
State of Louisiana	LA	31,358	89.1	31,865	90.6
Louisville	KY	32,142	91.3	31,359	89.2
Lowell	MA	39,175	111.3	38,097	108.4
Lubbock	TX	24,211	68.8	24,080	68.5
Lynchburg	VA	30,182	85.7	31,236	88.8
Macon	GA	30,152	85.6	32,734	93.1
Madison	WI	35,198	100.0	37,887	107.8
State of Maine	ME	32,015	90.9	34,036	96.8
Manchester	NH	36,401	103.4	39,594	112.6
Mansfield	OH	30,517	86.7	31,507	89.6
State of Maryland	MD	36,087	102.5	38,623	109.8
State of Massachusetts	MA	39,302	111.6	41,563	118.2
Mayaguez	PR	23,035	65.4	22,792	64.8
McAllen-Edinburg-Mission	TX	26,845	76.2	27,315	77.7
Medford-Ashland	OR	30,462	86.5	32,376	92.1
Melbourne-Titusville-Palm Bay	FL	30,068	85.4	31,836	90.5
Memphis	TN	33,477	95.1	36,041	102.5
Merced	CA	31,973	90.8	32,406	92.2
Miami	FL	31,504	89.5	33,078	94.1
State of Michigan	MI	37,876	107.6	39,459	112.2
Middlesex-Somerset	NJ	38,111	108.2	40,642	115.6
Milwaukee	WI	36,190	102.8	36,818	104.7

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Minneapolis	MN	39,063	110.9	40,640	115.6
State of Minnesota	MN	38,922	110.5	40,505	115.2
State of Mississippi	MS	31,697	90.0	32,390	92.1
State of Missouri	MO	31,329	89.0	32,352	92.0
Mobile	AL	27,125	77.0	26,894	76.5
Modesto	CA	32,338	91.8	31,926	90.8
Monmouth	NJ	36,206	102.8	38,247	108.8
Monroe	LA	28,079	79.7	26,716	76.0
State of Montana	MT	29,524	83.9	30,717	87.4
Muncie	IN	27,266	77.4	30,069	85.5
Myrtle Beach	SC	31,273	88.8	30,998	88.2
Naples	FL	31,301	88.9	33,724	95.9
Nashua	NH	32,254	91.6	32,975	93.8
Nashville	TN	33,237	94.4	34,248	97.4
Nassau-Suffolk County	NY	38,585	109.6	40,157	114.2
State of Nebraska	NE	30,197	85.8	31,468	89.5
State of Nevada	NV	29,993	85.2	29,926	85.1
Newark	NJ	37,999	107.9	41,120	117.0
New Bedford	MA	29,817	84.7	30,909	87.9
Newburgh	NY	34,664	98.5	36,120	102.7
State of New Hampshire	NH	32,958	93.6	34,934	99.4
New Haven-Meriden	CT	39,428	112.0	42,709	121.5
State of New Jersey	NJ	39,576	112.4	41,164	117.1
New London	CT	34,928	99.2	35,631	101.3
State of New Mexico	NM	34,346	97.5	35,299	100.4
New Orleans	LA	31,573	89.7	32,285	91.8
City of New York	NY	38,923	110.5	39,055	111.1
New York City	NY	40,154	114.0	41,491	118.0
State of New York	NY	40,101	113.9	41,496	118.0
Norfolk	VA	31,456	89.3	32,573	92.6
State of North Carolina	NC	33,729	95.8	35,465	100.9
State of North Dakota	ND	31,267	88.8	32,318	91.9
Oakland	CA	45,904	130.4	45,577	129.6
Ocala	FL	28,051	79.7	28,601	81.3
Odessa-Midland	TX	24,380	69.2	24,290	69.1
State of Ohio	OH	37,547	106.6	39,496	112.3
State of Oklahoma	OK	29,787	84.6	30,320	86.2
Oklahoma City	OK	32,030	91.0	33,544	95.4
Omaha	NE	30,164	85.7	31,465	89.5
Orange County	CA	40,130	114.0	41,061	116.8

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Occupation Group: **Human Resources**

Job Family: **Clerical - Human Resources**

Survey Area Base: **National**

Industry/Sector: **All**

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
State of Oregon	OR	36,084	102.5	37,627	107.0
Orlando	FL	30,198	85.8	31,729	90.2
Owensboro	KY	29,675	84.3	31,867	90.6
Panama City	FL	30,601	86.9	31,957	90.9
Panola	TX	23,632	67.1	23,632	67.2
Parkersburg	WV	37,837	107.5	38,963	110.8
State of Pennsylvania	PA	36,746	104.4	38,625	109.9
Peoria	IL	29,817	84.7	30,518	86.8
Philadelphia	PA	36,830	104.6	38,154	108.5
Phoenix	AZ	32,743	93.0	33,417	95.0
Pittsburgh	PA	36,459	103.5	37,368	106.3
Pittsfield	MA	35,449	100.7	38,875	110.6
Ponce	PR	21,382	60.7	21,774	61.9
Portland	OR	36,220	102.9	37,689	107.2
Portland	ME	32,590	92.6	35,130	99.9
Portsmouth-Rochester, NH-ME	NH	31,497	89.5	33,693	95.8
Providence	RI	34,384	97.7	36,598	104.1
Provo-Orem	UT	28,105	79.8	29,081	82.7
Puerto Rico	PR	24,234	68.8	24,960	71.0
Racine	WI	37,468	106.4	38,666	110.0
Raleigh	NC	32,787	93.1	35,012	99.6
Reading	PA	36,413	103.4	39,180	111.4
Redding	CA	27,966	79.4	29,171	83.0
Reno	NV	30,152	85.6	31,387	89.3
State of Rhode Island	RI	34,850	99.0	36,795	104.6
Richland-Kennewick-Pasco	WA	38,140	108.3	40,701	115.8
Richmond	VA	32,227	91.5	32,850	93.4
Riverside	CA	37,763	107.3	38,985	110.9
Roanoke	VA	30,769	87.4	30,669	87.2
Rochester	NY	35,812	101.7	37,257	106.0
Rockford	IL	27,491	78.1	28,902	82.2
Rocky Mount	NC	29,592	84.0	31,597	89.9
Sacramento	CA	43,268	122.9	47,776	135.9
Salem	OR	35,449	100.7	37,526	106.7
Salinas	CA	38,923	110.5	42,648	121.3
Salt Lake City	UT	34,025	96.6	34,780	98.9
San Angelo	TX	31,442	89.3	35,640	101.4
San Antonio	TX	32,660	92.8	33,300	94.7
San Diego	CA	35,866	101.9	36,552	104.0
San Francisco	CA	44,030	125.1	48,926	139.2

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
San Jose	CA	42,538	120.8	45,194	128.5
San Juan	PR	24,116	68.5	24,815	70.6
San Luis Obispo-Atascadero-Pas	CA	31,330	89.0	29,051	82.6
Santa Barbara	CA	35,238	100.1	36,500	103.8
Santa Cruz-Watsonville	CA	39,624	112.5	43,667	124.2
Santa Fe	NM	33,908	96.3	35,702	101.5
Santa Rosa	CA	41,837	118.8	44,536	126.7
Sarasota-Bradenton	FL	28,359	80.5	31,328	89.1
Savannah	GA	29,480	83.7	31,716	90.2
Scranton-Wilkes Barre-Hazleton	PA	30,713	87.2	30,879	87.8
Seattle	WA	38,188	108.5	39,451	112.2
Sharon	PA	32,955	93.6	31,658	90.0
Sheboygan	WI	31,049	88.2	33,006	93.9
Sherman-Denison	TX	30,853	87.6	29,232	83.1
Shreveport-Bossier City	LA	30,573	86.8	31,957	90.9
Sioux City	IA	26,791	76.1	29,232	83.1
Sioux Falls	SD	27,238	77.4	28,243	80.3
South Bend	IN	31,945	90.7	32,885	93.5
State of South Carolina	SC	30,988	88.0	32,346	92.0
State of South Dakota	SD	28,125	79.9	29,857	84.9
Spokane	WA	33,094	94.0	36,838	104.8
Springfield	IL	35,594	101.1	37,150	105.7
Springfield	MA	31,469	89.4	33,305	94.7
Springfield	MO	27,238	77.4	27,853	79.2
Stamford-Norwalk	CT	37,439	106.3	38,904	110.6
State College	PA	31,105	88.3	31,568	89.8
Saint Cloud	MN	27,715	78.7	30,698	87.3
Steubenville-Weirton	OH	32,310	91.8	31,477	89.5
Saint Louis	MO	31,409	89.2	32,435	92.3
Stockton-Lodi	CA	31,973	90.8	34,262	97.4
Sumter	SC	30,573	86.8	32,557	92.6
Syracuse	NY	32,759	93.0	33,184	94.4
Tacoma	WA	36,878	104.7	38,515	109.5
Tallahassee	FL	27,491	78.1	28,004	79.6
Tampa-St.Petersburg-Clearwater	FL	31,917	90.6	31,715	90.2
State of Tennessee	TN	33,036	93.8	34,588	98.4
Terre Haute	IN	35,926	102.0	35,461	100.9
Texarkana	TX	30,713	87.2	32,705	93.0
State of Texas	TX	34,209	97.2	36,061	102.6
Toledo	OH	32,169	91.4	32,196	91.6

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Occupation Group: **Human Resources**

Job Family: **Clerical - Human Resources**

Survey Area Base: **National**

Industry/Sector: **All**

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Topeka	KS	33,151	94.2	35,521	101.0
Trenton	NJ	44,528	126.5	47,949	136.4
Tucson	AZ	32,283	91.7	32,914	93.6
Tulsa	OK	27,238	77.4	25,547	72.7
Tuscaloosa	AL	30,041	85.3	30,788	87.6
Tyler	TX	30,097	85.5	30,728	87.4
State of Utah	UT	33,937	96.4	34,715	98.7
Utica-Rome	NY	34,608	98.3	34,861	99.1
Vallejo-Fairfield-Napa	CA	34,664	98.5	36,719	104.4
Ventura	CA	37,607	106.8	37,497	106.6
State of Vermont	VT	34,451	97.8	36,400	103.5
Vineland-Millville-Bridgeton	NJ	36,121	102.6	38,575	109.7
State of Virginia	VA	31,787	90.3	32,765	93.2
Visalia-Tulare-Porterville	CA	36,290	103.1	38,695	110.1
Waco-Killeen	TX	29,648	84.2	31,536	89.7
State of Washington	WA	38,063	108.1	39,417	112.1
District of Columbia	DC	40,207	114.2	41,984	119.4
Waterbury	CT	39,932	113.4	40,670	115.7
Waterloo-Cedar Falls	IA	28,471	80.9	31,477	89.5
Wausau	WI	34,216	97.2	37,287	106.0
State of West Virginia	WV	36,473	103.6	36,997	105.2
Wheeling	WV	28,723	81.6	26,266	74.7
Wichita	KS	29,592	84.0	31,236	88.8
Wichita Falls	TX	28,640	81.3	31,477	89.5
Williamsport	PA	31,554	89.6	31,359	89.2
Wilmington	NC	32,983	93.7	35,940	102.2
Wilmington-Newark	DE	36,206	102.8	36,450	103.7
State of Wisconsin	WI	34,125	96.9	34,364	97.7
Worcester	MA	34,300	97.4	36,749	104.5
West Palm Beach-Boca Raton	FL	30,741	87.3	32,226	91.7
State of Wyoming	WY	31,610	89.8	30,728	87.4
Yakima	WA	35,169	99.9	40,073	114.0
Yolo	CA	29,564	84.0	30,518	86.8
York	PA	31,414	89.2	33,363	94.9
Youngstown-Warren	OH	32,058	91.0	34,831	99.1
Yuma	AZ	34,384	97.7	37,677	107.2

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: Goods Producing

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		38,771	102.9	40,357	109.9
North East		41,145	109.2	43,820	119.4
Mid Atlantic		40,554	107.6	41,379	112.7
South East		34,146	90.6	36,367	99.1
Great Lakes		38,229	101.4	39,811	108.4
Mid West		42,677	113.2	45,204	123.1
South West		39,973	106.1	41,144	112.1
North West		39,436	104.6	41,341	112.6
Mountain		40,739	108.1	40,666	110.8
Pacific		44,059	116.9	47,958	130.6
Caribbean		29,628	78.6	30,261	82.4
State of Alabama	AL	28,044	74.4	28,044	76.4
Bergen/Passiac	NJ	48,757	129.4	48,757	132.8
Boston	MA	40,906	108.5	43,820	119.4
State of California	CA	44,059	116.9	47,958	130.6
Charlotte	NC	34,209	90.8	36,367	99.1
Chicago	IL	37,264	98.9	38,513	104.9
State of Colorado	CO	40,739	108.1	40,666	110.8
Columbus	OH	40,662	107.9	43,705	119.1
State of Connecticut	CT	44,809	118.9	44,809	122.1
Dallas	TX	41,026	108.8	42,258	115.1
Denver	CO	40,739	108.1	40,666	110.8
State of Florida	FL	34,826	92.4	34,826	94.9
Hartford	CT	44,809	118.9	44,809	122.1
Houston	TX	39,913	105.9	42,094	114.7
Huntsville	AL	28,044	74.4	28,044	76.4
State of Illinois	IL	37,264	98.9	38,513	104.9
Los Angeles	CA	44,059	116.9	47,958	130.6
State of Massachusetts	MA	40,906	108.5	43,820	119.4
Miami	FL	34,826	92.4	34,826	94.9
Milwaukee	WI	32,526	86.3	32,526	88.6
State of Missouri	MO	42,677	113.2	45,204	123.1
State of New Jersey	NJ	48,757	129.4	48,757	132.8
State of North Carolina	NC	34,209	90.8	36,367	99.1
State of Ohio	OH	40,663	107.9	43,705	119.1
State of Oregon	OR	38,951	103.3	41,311	112.5
State of Pennsylvania	PA	37,532	99.6	37,532	102.2
Philadelphia	PA	37,531	99.6	37,531	102.2
Portland	OR	38,951	103.3	41,310	112.5
Puerto Rico	PR	29,377	77.9	30,006	81.7

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: Goods Producing

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
San Juan	PR	29,276	77.7	29,903	81.5
Seattle	WA	39,612	105.1	41,379	112.7
Saint Louis	MO	42,677	113.2	45,204	123.1
State of Texas	TX	39,973	106.1	41,144	112.1
State of Washington	WA	39,612	105.1	41,379	112.7
State of Wisconsin	WI	32,525	86.3	32,525	88.6

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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 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 – 50th 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>GoodsPdngGoods 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>
Level I	Entry/Trainee
Level II	Junior/Developing
Level III	Journey/Fully Qualified
Level IV	Senior/Advanced/Associate Consultant
Level V	Lead/Consultant
Level VI	Team Leader/Supervisor/Senior Consultant
Level VII	Manager/Senior Supervisor/Principal Consultant
Level VIII	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

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. Product Sites with Links are listed below.

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