

# CompGeo Online™ Pro Report Series Sample

## CompGeo Online Professional Report Selection

An important part of your CompGeo Pro Online ordering process is Report Type selection. CompGeo Professional Report Types include Standard, GDS, GD/XL and Industry/Sector SE and Forecast Library. All CompGeo Online Professional Salary Survey Reports span a four(8) year time frame and include wide Occupation Group and Region coverage. CompGeo Pro Forecast Library Reports are available via online subscription or as Library-on-CD options.

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(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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**Human Resources Specialist II (Junior)**

Industry/Sector: <b>All</b>	Human Resources Specialist II (Junior)						Incumbent Count: <b>!</b>
	Annual Increase			Confidence Intervals (Low/High)			
Forecast Dates	Mean	Median	Assumption	Mean	Median		
July 1, 2005	50,248	49,593	4.30	47,983 / 52,513	47,357 / 51,829		
July 1, 2006	52,408	51,725	4.30	50,046 / 54,771	49,394 / 54,057		
July 1, 2007	54,662	53,950	4.30	52,198 / 57,126	51,518 / 56,382		
July 1, 2008	57,012	56,269	4.30	54,442 / 59,582	53,733 / 58,806		

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	35,262	1st Quartile:	42,755	Mid:	50,248	3rd Quartile:	57,741	Max:	65,234
Terciles - Min:	35,262	1st Tercile:	45,252	2nd Tercile:	55,243	Max:	65,234		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		48,672	103.2	47,637	104.1
North East		48,994	102.6	48,143	103.0
Mid Atlantic		50,811	98.9	49,853	99.5
South East		46,693	107.6	46,207	107.3
Great Lakes		49,703	101.1	47,492	104.4
Mid West		47,353	106.1	46,954	105.6
South West		47,830	105.1	46,787	106.0
North West		46,854	107.2	46,648	106.3
Mountain		48,775	103.0	48,695	101.8
Pacific		51,525	97.5	50,385	98.4
Caribbean		32,099	156.5	30,804	161.0
State of Alabama	AL	44,762	112.3	46,249	107.2
State of Alaska	AK	61,872	81.2	64,029	77.5
State of Arizona	AZ	46,052	109.1	45,529	108.9
State of California	CA	51,961	96.7	50,837	97.6
State of Colorado	CO	49,812	100.9	49,891	99.4
State of Connecticut	CT	50,405	99.7	49,150	100.9
State of Florida	FL	45,494	110.4	45,965	107.9
State of Georgia	GA	47,582	105.6	47,112	105.3
State of Hawaii	HW	49,168	102.2	47,961	103.4
State of Illinois	IL	49,016	102.5	48,836	101.6
State of Indiana	IN	46,469	108.1	44,191	112.2
State of Kansas	KS	46,140	108.9	45,911	108.0
State of Kentucky	KY	45,001	111.7	43,471	114.1
State of Louisiana	LA	47,058	106.8	44,786	110.7

Benchmark Title: **Human Resources Specialist II (Junior)**      Survey Area: **Baltimore**  
 Occupation: **Human Resources**      Job Family: **Human Resources Specialist**      Industry/Sector: **All**

# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of Maryland	MD	50,247	100.0	49,593	100.0
State of Massachusetts	MA	48,798	103.0	47,977	103.4
State of Michigan	MI	54,636	92.0	48,627	102.0
State of Minnesota	MN	49,991	100.5	49,613	100.0
State of Mississippi	MS	44,021	114.1	42,383	117.0
State of Missouri	MO	45,543	110.3	45,230	109.6
State of Nebraska	NE	44,958	111.8	44,021	112.7
State of New Jersey	NJ	53,176	94.5	52,600	94.3
State of New Mexico	NM	45,655	110.1	44,468	111.5
State of New York	NY	52,711	95.3	51,528	96.2
State of North Carolina	NC	49,819	100.9	47,255	104.9
State of Ohio	OH	48,961	102.6	47,440	104.5
State of Oklahoma	OK	43,298	116.1	41,901	118.4
State of Oregon	OR	45,743	109.8	46,796	106.0
State of Pennsylvania	PA	48,088	104.5	47,276	104.9
State of South Carolina	SC	45,495	110.4	46,756	106.1
State of Tennessee	TN	45,921	109.4	45,412	109.2
State of Texas	TX	48,798	103.0	47,656	104.1
State of Utah	UT	47,179	106.5	46,856	105.8
State of Vermont	VT	44,624	112.6	45,921	108.0
State of Virginia	VA	48,462	103.7	47,560	104.3
State of Washington	WA	46,578	107.9	45,593	108.8
State of West Virginia	WV	52,754	95.2		
State of Wisconsin	WI	45,188	111.2	42,196	117.5

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **All**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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

Industry/Sector: **GoodsPdngHuman Resources Specialist II (Junior)** Incumbent Count: **!**

Forecast Dates	Mean		Median		Annual Increase Assumption		Confidence Intervals (Low/High)	
	Mean	Median	Assumption	Mean	Median	Low	High	
July 1, 2005	54,748	56,222	4.30	52,280	57,216	53,687	58,756	
July 1, 2006	57,102	58,640	4.30	54,528	59,676	55,996	61,283	
July 1, 2007	59,558	61,161	4.30	56,873	62,243	58,404	63,918	
July 1, 2008	62,119	63,791	4.30	59,318	64,919	60,915	66,667	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: **38,420** 1st Quartile: **46,584** Mid: **54,748** 3rd Quartile: **62,912** Max: **71,076**  
 Terciles - Min: **38,420** 1st Tercile: **49,305** 2nd Tercile: **60,191** Max: **71,076**

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		51,531	106.2	49,769	113.0
North East		51,227	106.9	51,072	110.1
Mid Atlantic		53,014	103.3	53,830	104.4
South East		48,695	112.4	27,435	204.9
Great Lakes		54,548	100.4	52,424	107.2
Mid West		51,858	105.6	52,248	107.6
South West		50,485	108.4	50,018	112.4
North West		44,328	123.5	44,589	126.1
Mountain		51,847	105.6	49,961	112.5
Pacific		53,557	102.2	53,266	105.5
Caribbean		39,477	138.7	40,541	138.7
State of Alabama	AL	47,662	114.9		
State of Arizona	AZ	49,232	111.2	45,202	124.4
State of California	CA	53,557	102.2	53,266	105.5
State of Colorado	CO	53,055	103.2	50,761	110.8
State of Florida	FL	50,250	109.0		
State of Georgia	GA	47,710	114.8	45,091	124.7
State of Illinois	IL	52,776	103.7	49,990	112.5
State of Indiana	IN	54,164	101.1		
State of Kansas	KS	49,424	110.8	50,647	111.0
State of Maryland	MD	54,748	100.0	56,222	100.0
State of Massachusetts	MA	51,227	106.9	51,072	110.1
State of Michigan	MI	61,988	88.3	58,430	96.2
State of Minnesota	MN	53,431	102.5	55,581	101.2
State of Missouri	MO	51,344	106.6	48,914	114.9
State of New York	NY	53,154	103.0	51,109	110.0

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**  
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Goods Producti !**

# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of North Carolina	NC	49,257	111.1		
State of Ohio	OH	50,915	107.5	50,110	112.2
State of Oklahoma	OK	44,082	124.2		
State of Oregon	OR	47,078	116.3	47,232	119.0
State of Pennsylvania	PA	51,881	105.5	53,924	104.3
State of Tennessee	TN	50,470	108.5		
State of Texas	TX	51,177	107.0	51,040	110.2
State of Utah	UT	50,330	108.8	48,957	114.8
State of Virginia	VA	47,156	116.1		
State of Washington	WA	43,246	126.6	43,549	129.1
State of Wisconsin	WI	48,411	113.1	45,955	122.3

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Goods Producing**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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

Industry/Sector: **Government Human Resources Specialist II (Junior)** Incumbent Count: **!**

Forecast Dates	Mean		Median		Annual Increase Assumption		Confidence Intervals (Low/High)	
	Mean	Median	Assumption	Mean	Median	Low	High	
July 1, 2005	49,066	50,821	4.30	46,854	51,278	48,530	53,112	
July 1, 2006	51,176	53,006	4.30	48,869	53,483	50,617	55,396	
July 1, 2007	53,376	55,285	4.30	50,970	55,782	52,793	57,778	
July 1, 2008	55,671	57,663	4.30	53,162	58,181	55,063	60,262	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	34,432	1st Quartile:	41,749	Mid:	49,066	3rd Quartile:	56,383	Max:	63,699
Terciles - Min:	34,432	1st Tercile:	44,188	2nd Tercile:	53,943	Max:	63,699		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		49,423	99.3	48,895	103.9
North East		51,679	94.9	52,975	95.9
Mid Atlantic		56,496	86.8	56,256	90.3
South East		46,397	105.8	45,972	110.5
Great Lakes		51,100	96.0	51,505	98.7
Mid West		49,436	99.3	49,029	103.7
South West		45,473	107.9	43,914	115.7
North West		52,424	93.6	51,834	98.0
Mountain		51,543	95.2	49,536	102.6
Pacific		53,177	92.3	51,365	98.9
Caribbean		28,486	172.2	28,486	178.4
State of Alabama	AL	38,900	126.1		
State of Alaska	AK	64,525	76.0	70,183	72.4
State of Arizona	AZ	48,574	101.0	46,538	109.2
State of Arkansas	AR	39,541	124.1	36,617	138.8
State of California	CA	54,242	90.5	52,314	97.1
State of Colorado	CO	55,618	88.2	52,826	96.2
State of Connecticut	CT	48,144	101.9		
State of Delaware	DE	42,895	114.4		
State of Florida	FL	46,005	106.7	44,576	114.0
State of Georgia	GA	44,227	110.9	45,448	111.8
State of Hawaii	HW	44,506	110.2	44,050	115.4
State of Illinois	IL	50,538	97.1	51,222	99.2
State of Indiana	IN	37,316	131.5	35,197	144.4
State of Kansas	KS	43,520	112.7	42,613	119.3
State of Kentucky	KY	41,579	118.0	39,590	128.4

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**  
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Government**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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

State of Louisiana	LA	40,008	122.6	40,721	124.8
State of Maryland	MD	49,066	100.0	50,821	100.0
State of Massachusetts	MA	52,137	94.1	52,975	95.9
State of Michigan	MI	47,631	103.0	44,215	114.9
State of Minnesota	MN	56,176	87.3	56,428	90.1
State of Mississippi	MS	41,917	117.1	42,426	119.8
State of Missouri	MO	45,987	106.7	46,449	109.4
State of New Mexico	NM	43,652	112.4	42,747	118.9
State of New York	NY	61,175	80.2	58,958	86.2
State of Ohio	OH	56,181	87.3	59,838	84.9
State of Oklahoma	OK	41,877	117.2	40,195	126.4
State of Oregon	OR	48,610	100.9	48,610	104.5
State of Pennsylvania	PA	55,808	87.9	55,986	90.8
State of Tennessee	TN	42,877	114.4	42,979	118.2
State of Texas	TX	46,081	106.5	44,665	113.8
State of Utah	UT	45,630	107.5	44,763	113.5
State of Virginia	VA	50,626	96.9	49,568	102.5
State of Washington	WA	50,856	96.5	50,182	101.3
State of Wisconsin	WI	53,133	92.3	52,150	97.5

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Government**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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

Industry/Sector: **HlthSvcAll Human Resources Specialist II (Junior)** Incumbent Count: **!**

Forecast Dates	Mean		Median		Annual Increase Assumption		Confidence Intervals (Low/High)	
	Mean	Median	Assumption	Mean	Median	Low	High	
July 1, 2005	49,511	47,627	4.30	47,279	51,743	45,480	49,774	
July 1, 2006	51,640	49,675	4.30	49,312	53,968	47,436	51,915	
July 1, 2007	53,861	51,811	4.30	51,433	56,289	49,476	54,147	
July 1, 2008	56,177	54,039	4.30	53,644	58,709	51,603	56,475	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	34,745	1st Quartile:	42,128	Mid:	49,511	3rd Quartile:	56,895	Max:	64,278
Terciles - Min:	34,745	1st Tercile:	44,589	2nd Tercile:	54,433	Max:	64,278		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		48,018	103.1	47,304	100.7
North East		50,451	98.1	52,131	91.4
Mid Atlantic		49,118	100.8	47,985	99.3
South East		45,224	109.5	44,016	108.2
Great Lakes		46,090	107.4	44,675	106.6
Mid West		45,808	108.1	43,985	108.3
South West		48,526	102.0	48,445	98.3
North West		55,105	89.8		
Mountain		46,674	106.1	45,822	103.9
Pacific		59,568	83.1	72,163	66.0
State of Arizona	AZ	46,026	107.6	45,697	104.2
State of California	CA	59,556	83.1	72,163	66.0
State of Colorado	CO	47,075	105.2	45,822	103.9
State of Florida	FL	48,411	102.3	44,701	106.5
State of Illinois	IL	47,669	103.9	46,610	102.2
State of Indiana	IN	48,868	101.3	48,271	98.7
State of Kansas	KS	42,954	115.3	40,219	118.4
State of Kentucky	KY	46,649	106.1		
State of Louisiana	LA	42,027	117.8	43,731	108.9
State of Maryland	MD	49,511	100.0	47,626	100.0
State of Massachusetts	MA	50,447	98.1	52,131	91.4
State of Michigan	MI	46,756	105.9	43,853	108.6
State of Minnesota	MN	49,492	100.0	47,833	99.6
State of Mississippi	MS	45,180	109.6		
State of Missouri	MO	45,647	108.5	44,409	107.2
State of Nebraska	NE	42,534	116.4	41,428	115.0

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**  
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Health Services !**

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# CompGeo(tm) Occupation Group Report

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**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of New Jersey	NJ	51,476	96.2	50,934	93.5
State of New Mexico	NM	48,449	102.2	49,806	95.6
State of New York	NY	49,369	100.3	48,300	98.6
State of Ohio	OH	43,377	114.1	42,140	113.0
State of Oregon	OR	55,105	89.8		
State of Pennsylvania	PA	46,549	106.4	45,452	104.8
State of Tennessee	TN	40,981	120.8	40,394	117.9
State of Texas	TX	49,349	100.3	49,193	96.8
State of Utah	UT	44,351	111.6		
State of Virginia	VA	46,348	106.8	45,931	103.7
State of Wisconsin	WI	44,300	111.8	43,368	109.8

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Health Services !**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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Industry/Sector: **HlthSvcPrv Human Resources Specialist II (Junior)** Incumbent Count: **!**

Forecast Dates	Mean		Annual Increase Assumption	Confidence Intervals (Low/High)			
	Mean	Median		Mean	Median	Low	High
July 1, 2005	49,511	47,627	4.30	47,279	51,743	45,480	49,774
July 1, 2006	51,640	49,675	4.30	49,312	53,968	47,436	51,915
July 1, 2007	53,861	51,811	4.30	51,433	56,289	49,476	54,147
July 1, 2008	56,177	54,039	4.30	53,644	58,709	51,603	56,475

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: **34,745** 1st Quartile: **42,128** Mid: **49,511** 3rd Quartile: **56,895** Max: **64,278**  
 Terciles - Min: **34,745** 1st Tercile: **44,589** 2nd Tercile: **54,433** Max: **64,278**

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		47,668	103.9	46,562	102.3
North East		50,120	98.8	51,720	92.1
Mid Atlantic		49,166	100.7	48,293	98.6
South East		45,376	109.1	44,572	106.9
Great Lakes		45,446	108.9	43,639	109.1
Mid West		46,076	107.5	44,256	107.6
South West		47,928	103.3	47,423	100.4
North West		55,362	89.4		
Mountain		46,674	106.1	45,822	103.9
Pacific		54,748	90.4		
State of Arizona	AZ	46,026	107.6	45,697	104.2
State of California	CA	54,743	90.4		
State of Colorado	CO	47,075	105.2	45,822	103.9
State of Florida	FL	46,169	107.2	44,555	106.9
State of Georgia	GA	51,877	95.4	52,306	91.1
State of Illinois	IL	47,587	104.0	46,282	102.9
State of Indiana	IN	48,529	102.0		
State of Kansas	KS	43,034	115.1	40,219	118.4
State of Kentucky	KY	46,649	106.1		
State of Louisiana	LA	42,514	116.5	43,731	108.9
State of Maryland	MD	49,511	100.0	47,626	100.0
State of Massachusetts	MA	50,116	98.8	51,720	92.1
State of Michigan	MI	46,756	105.9	43,853	108.6
State of Minnesota	MN	49,077	100.9	47,833	99.6
State of Mississippi	MS	46,174	107.2		
State of Missouri	MO	45,811	108.1	44,409	107.2

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**  
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Health Services !**

# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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

State of New Jersey	NJ	51,366	96.4	50,964	93.5
State of New York	NY	50,562	97.9	49,448	96.3
State of Ohio	OH	41,304	119.9	40,165	118.6
State of Oregon	OR	55,362	89.4		
State of Pennsylvania	PA	45,740	108.2	45,409	104.9
State of Tennessee	TN	40,309	122.8	38,547	123.6
State of Texas	TX	48,518	102.0	48,024	99.2
State of Utah	UT	44,351	111.6		
State of Virginia	VA	43,781	113.1		
State of Wisconsin	WI	44,300	111.8	43,368	109.8

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Health Services !**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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Industry/Sector: **HosptlsAll Human Resources Specialist II (Junior)** Incumbent Count: **!**

Forecast Dates	Mean		Annual Increase Assumption		Confidence Intervals (Low/High)			
	Mean	Median	Assumption	Mean	Median	Low	High	
July 1, 2005	51,474	52,130	4.30	49,154 / 53,795	49,780	54,480	54,480	
July 1, 2006	53,688	54,372	4.30	51,268 / 56,108	51,921	56,823	56,823	
July 1, 2007	55,996	56,710	4.30	53,472 / 58,521	54,154	59,267	59,267	
July 1, 2008	58,404	59,149	4.30	55,771 / 61,037	56,482	61,815	61,815	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	36,122	1st Quartile:	43,798	Mid:	51,474	3rd Quartile:	59,150	Max:	66,826
Terciles - Min:	36,122	1st Tercile:	46,357	2nd Tercile:	56,591	Max:	66,826		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		50,108	102.7	50,077	104.1
North East		52,456	98.1	53,276	97.8
Mid Atlantic		50,642	101.6	50,051	104.2
South East		47,302	108.8	47,620	109.5
Great Lakes		50,074	102.8	50,242	103.8
Mid West		45,585	112.9	44,650	116.8
South West		49,540	103.9	49,983	104.3
North West		55,703	92.4		
Mountain		50,755	101.4	46,907	111.1
Pacific		60,228	85.5	66,245	78.7
State of Arizona	AZ	47,095	109.3	47,424	109.9
State of California	CA	60,211	85.5	66,225	78.7
State of Colorado	CO	50,755	101.4	46,907	111.1
State of Florida	FL	46,240	111.3	45,708	114.1
State of Georgia	GA	51,359	100.2	51,273	101.7
State of Illinois	IL	50,928	101.1	50,112	104.0
State of Indiana	IN	49,723	103.5	49,296	105.7
State of Kansas	KS	45,448	113.3	44,724	116.6
State of Kentucky	KY	45,342	113.5		
State of Louisiana	LA	41,215	124.9		
State of Maryland	MD	51,474	100.0	52,131	100.0
State of Massachusetts	MA	52,456	98.1	53,276	97.8
State of Michigan	MI	51,894	99.2	52,061	100.1
State of Mississippi	MS	46,010	111.9		
State of Missouri	MO	47,546	108.3	46,636	111.8
State of Nebraska	NE	42,279	121.7	40,918	127.4

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**  
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Hospitals-All Se !**

# CompGeo(tm) Occupation Group Report Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of New Jersey	NJ	52,714	97.6	49,382	105.6
State of New York	NY	48,967	105.1	48,330	107.9
State of Ohio	OH	48,227	106.7		
State of Oregon	OR	55,703	92.4		
State of Pennsylvania	PA	49,324	104.4	48,630	107.2
State of Tennessee	TN	46,186	111.4	49,211	105.9
State of Texas	TX	50,306	102.3	50,878	102.5
State of Virginia	VA	48,141	106.9	45,001	115.8
State of Wisconsin	WI	46,842	109.9	48,027	108.5

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Hospitals-All Se !**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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Industry/Sector: **HosptlsPrv Human Resources Specialist II (Junior)** Incumbent Count: **!**

Forecast Dates	Mean		Annual Increase Assumption		Confidence Intervals (Low/High)			
	Mean	Median	Assumption	Mean	Median	Low	High	
July 1, 2005	51,474	52,130	4.30	49,154 / 53,795	49,780	54,480		
July 1, 2006	53,688	54,372	4.30	51,268 / 56,108	51,921	56,823		
July 1, 2007	55,996	56,710	4.30	53,472 / 58,521	54,154	59,267		
July 1, 2008	58,404	59,149	4.30	55,771 / 61,037	56,482	61,815		

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	36,122	1st Quartile:	43,798	Mid:	51,474	3rd Quartile:	59,150	Max:	66,826
Terciles - Min:	36,122	1st Tercile:	46,357	2nd Tercile:	56,591	Max:	66,826		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		49,942	103.1	50,469	103.3
North East		52,866	97.4	53,440	97.5
Mid Atlantic		51,088	100.8	50,919	102.4
South East		46,336	111.1	47,313	110.2
Great Lakes		50,092	102.8	51,275	101.7
Mid West		46,860	109.8	46,375	112.4
South West		48,974	105.1	50,772	102.7
Mountain		50,755	101.4	46,907	111.1
Pacific		55,212	93.2	58,357	89.3
State of Arizona	AZ	47,095	109.3	47,424	109.9
State of California	CA	55,210	93.2	58,357	89.3
State of Colorado	CO	50,755	101.4	46,907	111.1
State of Florida	FL	45,837	112.3	44,524	117.1
State of Georgia	GA	51,877	99.2	52,306	99.7
State of Illinois	IL	51,905	99.2	51,988	100.3
State of Kansas	KS	45,770	112.5	46,092	113.1
State of Kentucky	KY	45,342	113.5		
State of Louisiana	LA	41,215	124.9		
State of Maryland	MD	51,474	100.0	52,131	100.0
State of Massachusetts	MA	52,866	97.4	53,440	97.5
State of Michigan	MI	51,894	99.2	52,061	100.1
State of Missouri	MO	47,875	107.5	46,636	111.8
State of New Jersey	NJ	52,714	97.6	49,382	105.6
State of New York	NY	50,662	101.6	50,551	103.1
State of Ohio	OH	46,818	109.9		
State of Pennsylvania	PA	48,494	106.1	48,493	107.5

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**  
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Hospitals-Privat !**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of Tennessee	TN	46,356	111.0		
State of Texas	TX	49,627	103.7	52,181	99.9
State of Virginia	VA	43,781	117.6		
State of Wisconsin	WI	46,842	109.9	48,027	108.5

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry/Sector: Hospitals-Private

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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Industry/Sector: **Manufctrng Human Resources Specialist II (Junior)** Incumbent Count: **!**

Forecast Dates	Annual Increase		Confidence Intervals (Low/High)			
	Mean	Median	Assumption	Mean	Median	Median
July 1, 2005	54,748	56,222	4.30	52,280 / 57,216	53,687 / 58,756	58,756
July 1, 2006	57,102	58,640	4.30	54,528 / 59,676	55,996 / 61,283	61,283
July 1, 2007	59,558	61,161	4.30	56,873 / 62,243	58,404 / 63,918	63,918
July 1, 2008	62,119	63,791	4.30	59,318 / 64,919	60,915 / 66,667	66,667

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	38,420	1st Quartile:	46,584	Mid:	54,748	3rd Quartile:	62,912	Max:	71,076
Terciles - Min:	38,420	1st Tercile:	49,305	2nd Tercile:	60,191	Max:	71,076		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		51,474	106.4	49,550	113.5
North East		51,151	107.0	51,072	110.1
Mid Atlantic		53,957	101.5	53,814	104.5
South East		48,786	112.2	46,670	120.5
Great Lakes		54,578	100.3	52,775	106.5
Mid West		51,857	105.6	37,506	149.9
South West		49,149	111.4	48,701	115.4
North West		44,328	123.5	44,589	126.1
Mountain		51,877	105.5	48,633	115.6
Pacific		53,364	102.6	53,246	105.6
Caribbean		41,529	131.8	41,073	136.9
State of Alabama	AL	47,662	114.9		
State of Arizona	AZ	49,232	111.2	45,202	124.4
State of California	CA	53,364	102.6	53,246	105.6
State of Colorado	CO	53,291	102.7		
State of Florida	FL	51,260	106.8		
State of Georgia	GA	47,626	115.0	45,091	124.7
State of Illinois	IL	52,776	103.7	49,990	112.5
State of Indiana	IN	54,164	101.1		
State of Kansas	KS	49,348	110.9	50,647	111.0
State of Maryland	MD	54,748	100.0	56,222	100.0
State of Massachusetts	MA	51,151	107.0	51,072	110.1
State of Michigan	MI	62,068	88.2	59,538	94.4
State of Minnesota	MN	53,461	102.4	55,581	101.2
State of Missouri	MO	51,344	106.6		
State of New York	NY	55,116	99.3	50,398	111.6

Benchmark Title: **Human Resources Specialist II (Junior)** Survey Area: **Baltimore**  
 Occupation: **Human Resources** Job Family: **Human Resources Specialist** Industry/Sector: **Manufacturing**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of North Carolina	NC	49,257	111.1		
State of Ohio	OH	50,955	107.4	50,110	112.2
State of Oklahoma	OK	42,512	128.8		
State of Oregon	OR	47,078	116.3	47,232	119.0
State of Pennsylvania	PA	52,041	105.2	53,924	104.3
State of Tennessee	TN	50,470	108.5	49,042	114.6
State of Texas	TX	49,546	110.5	49,699	113.1
State of Utah	UT	50,089	109.3	48,633	115.6
State of Virginia	VA	47,156	116.1		
State of Washington	WA	43,246	126.6	43,549	129.1
State of Wisconsin	WI	48,411	113.1	45,955	122.3

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Manufacturing**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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Industry/Sector:	Private	Human Resources Specialist II (Junior)	Annual Increase	Incumbent Count:	!
Forecast Dates	Mean	Median	Assumption	Confidence Intervals (Low/High)	
July 1, 2005	50,248	49,593	4.30	47,983 / 52,513	47,357 / 51,829
July 1, 2006	52,408	51,725	4.30	50,046 / 54,771	49,394 / 54,057
July 1, 2007	54,662	53,950	4.30	52,198 / 57,126	51,518 / 56,382
July 1, 2008	57,012	56,269	4.30	54,442 / 59,582	53,733 / 58,806

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	35,262	1st Quartile:	42,755	Mid:	50,248	3rd Quartile:	57,741	Max:	65,234
Terciles - Min:	35,262	1st Tercile:	45,252	2nd Tercile:	55,243	Max:	65,234		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		48,477	103.7	47,499	104.4
North East		48,462	103.7	47,512	104.4
Mid Atlantic		50,381	99.7	49,936	99.3
South East		46,628	107.8	46,240	107.3
Great Lakes		49,498	101.5	46,929	105.7
Mid West		46,789	107.4	46,293	107.1
South West		48,000	104.7	47,073	105.4
North West		45,618	110.1	45,498	109.0
Mountain		48,028	104.6	47,702	104.0
Pacific		51,275	98.0	50,579	98.0
Caribbean		33,012	152.2	31,566	157.1
State of Alabama	AL	46,015	109.2	46,249	107.2
State of Alaska	AK	56,787	88.5		
State of Arizona	AZ	45,617	110.2	45,453	109.1
State of California	CA	51,497	97.6	50,669	97.9
State of Colorado	CO	48,463	103.7	48,181	102.9
State of Connecticut	CT	50,561	99.4	49,150	100.9
State of Florida	FL	45,167	111.2	45,861	108.1
State of Georgia	GA	48,209	104.2	48,209	102.9
State of Hawaii	HW	50,136	100.2	50,213	98.8
State of Illinois	IL	48,984	102.6	47,668	104.0
State of Indiana	IN	47,413	106.0	45,573	108.8
State of Kansas	KS	46,522	108.0	46,063	107.7
State of Kentucky	KY	45,001	111.7	43,471	114.1
State of Louisiana	LA	48,031	104.6	45,192	109.7
State of Maryland	MD	50,247	100.0	49,593	100.0

Benchmark Title: **Human Resources Specialist II (Junior)**      Survey Area: **Baltimore**  
 Occupation: **Human Resources**      Job Family: **Human Resources Specialist**      Industry/Sector: **Private**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of Massachusetts	MA	48,055	104.6	47,126	105.2
State of Michigan	MI	54,729	91.8	48,627	102.0
State of Minnesota	MN	48,761	103.0	48,312	102.7
State of Mississippi	MS	44,178	113.7	39,651	125.1
State of Missouri	MO	45,387	110.7	45,230	109.6
State of Nebraska	NE	44,491	112.9	43,008	115.3
State of New Jersey	NJ	51,104	98.3	51,825	95.7
State of New Mexico	NM	45,825	109.7	44,468	111.5
State of New York	NY	52,047	96.5	51,104	97.0
State of North Carolina	NC	50,138	100.2	47,497	104.4
State of Ohio	OH	47,707	105.3	46,464	106.7
State of Oklahoma	OK	43,209	116.3	42,249	117.4
State of Oregon	OR	44,847	112.0	46,077	107.6
State of Pennsylvania	PA	47,910	104.9	47,452	104.5
State of South Carolina	SC	45,147	111.3		
State of Tennessee	TN	46,387	108.3	46,030	107.7
State of Texas	TX	48,956	102.6	47,852	103.6
State of Utah	UT	47,260	106.3	46,856	105.8
State of Vermont	VT	44,464	113.0		
State of Virginia	VA	45,943	109.4	45,465	109.1
State of Washington	WA	45,593	110.2	45,214	109.7
State of West Virginia	WV	50,573	99.4		
State of Wisconsin	WI	44,729	112.3	42,196	117.5

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Private**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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Industry/Sector: <b>Services</b>	Human Resources Specialist II (Junior)	Incumbent Count: <b>!</b>
	Annual Increase	Confidence Intervals (Low/High)
Forecast Dates	Mean      Median      Assumption	Mean      Median
July 1, 2005	48,120      47,220      4.30      45,951 / 50,290	45,091 / 49,348
July 1, 2006	50,190      49,250      4.30      47,927 / 52,452	47,030 / 51,470
July 1, 2007	52,348      51,368      4.30      49,988 / 54,708	49,052 / 53,684
July 1, 2008	54,599      53,577      4.30      52,137 / 57,060	51,162 / 55,992

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: <b>33,769</b>	1st Quartile: <b>40,945</b>	Mid: <b>48,120</b>	3rd Quartile: <b>55,296</b>	Max: <b>62,472</b>
Terciles - Min: <b>33,769</b>	1st Tercile: <b>43,336</b>	2nd Tercile: <b>52,904</b>	Max: <b>62,472</b>	

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		47,549	101.2	46,816	100.9
North East		47,947	100.4	47,402	99.6
Mid Atlantic		49,723	96.8	49,108	96.2
South East		46,802	102.8	46,803	100.9
Great Lakes		46,397	103.7	44,932	105.1
Mid West		45,538	105.7	45,678	103.4
South West		47,281	101.8	46,311	102.0
North West		47,787	100.7	47,559	99.3
Mountain		46,575	103.3	46,300	102.0
Pacific		50,262	95.7	49,104	96.2
Caribbean		29,969	160.6	29,284	161.2
State of Alabama	AL	44,680	107.7		
State of Arizona	AZ	45,453	105.9	45,453	103.9
State of California	CA	50,317	95.6	48,730	96.9
State of Colorado	CO	47,124	102.1	47,441	99.5
State of Connecticut	CT	50,640	95.0	49,150	96.1
State of Florida	FL	45,920	104.8	47,071	100.3
State of Georgia	GA	48,052	100.1	48,209	97.9
State of Hawaii	HW	50,259	95.7	50,586	93.3
State of Illinois	IL	46,893	102.6	43,645	108.2
State of Indiana	IN	45,188	106.5	44,191	106.9
State of Kansas	KS	45,299	106.2	45,911	102.8
State of Louisiana	LA	46,084	104.4	44,624	105.8
State of Maryland	MD	48,120	100.0	47,220	100.0
State of Massachusetts	MA	47,281	101.8	46,971	100.5
State of Michigan	MI	49,020	98.2	48,627	97.1

Benchmark Title: **Human Resources Specialist II (Junior)**      Survey Area: **Baltimore**  
 Occupation: **Human Resources**      Job Family: **Human Resources Specialist**      Industry/Sector: **Services**

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# CompGeo(tm) Occupation Group Report

## Professional GD/XL Edition Sample Pages

**Region: Mid Atlantic**

**Occupation: Human Resources**

**Survey Area: Baltimore**

**Initial Forecast Date Option: July 1, 2005**

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State of Minnesota	MN	47,000	102.4	46,921	100.6
State of Missouri	MO	43,975	109.4	44,133	107.0
State of New Jersey	NJ	52,191	92.2	51,450	91.8
State of New Mexico	NM	44,977	107.0		
State of New York	NY	52,050	92.4	51,314	92.0
State of North Carolina	NC	50,379	95.5	47,014	100.4
State of Ohio	OH	45,468	105.8	44,979	105.0
State of Oklahoma	OK	42,773	112.5	40,242	117.3
State of Oregon	OR	46,895	102.6	46,004	102.6
State of Pennsylvania	PA	46,172	104.2	45,486	103.8
State of Tennessee	TN	45,600	105.5	46,019	102.6
State of Texas	TX	48,145	99.9	46,912	100.7
State of Utah	UT	45,643	105.4	44,351	106.5
State of Virginia	VA	44,807	107.4	43,612	108.3
State of Washington	WA	48,093	100.1	48,093	98.2
State of Wisconsin	WI	42,503	113.2	41,736	113.1

Benchmark Title: **Human Resources Specialist II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **Services**

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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](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.