

## 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

Subscribers to the CompGeo Report Series, by use, understand that all information contained in the CompGeo Report Series is Proprietary and Confidential and is copyrighted by The Clayton Wallis Company. These same conditions also apply to all sample reports.

CompGeo Reports are licensed and not sold on a non-disclosure basis only. Information contained in the CompGeo Report Series and related software cannot be copied, transmitted or shared with anyone other than the subscriber without the express written consent of ICT/Clayton Wallis.

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 Occupation Group Report

## Standard Professional GD Edition 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: 1,343
	Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	40,925	39,741	3.30	39,080 / 42,770	37,949 / 41,532
July 1, 2012	42,831	41,592	3.40	40,900 / 44,762	39,717 / 43,467
July 1, 2013	44,913	43,613	3.50	42,888 / 46,937	41,647 / 45,579
July 1, 2014	47,896	46,511	3.70	45,737 / 50,056	44,414 / 48,608

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

Quartiles - Min:	34,104	1st Quartile:	37,514	Mid:	40,925	3rd Quartile:	44,335	Max:	47,746
Terciles - Min:	34,104	1st Tercile:	38,651	2nd Tercile:	43,198	Max:	47,746		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	43,348	94.4	41,881	94.9

Benchmark Title: Human Resources Clerk/Assistant II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Clerical Human Resources

Industry: All

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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: 138
	Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	40,161	40,722	3.30	38,351 / 41,972	38,886 / 42,558
July 1, 2012	42,032	42,619	3.40	40,137 / 43,927	40,698 / 44,540
July 1, 2013	44,074	44,690	3.50	42,087 / 46,061	42,676 / 46,705
July 1, 2014	47,003	47,659	3.70	44,884 / 49,121	45,511 / 49,808

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	33,468	1st Quartile:	36,814	Mid:	40,161	3rd Quartile:	43,508	Max:	46,855
Terciles - Min:	33,468	1st Tercile:	37,930	2nd Tercile:	42,392	Max:	46,855		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	41,558	96.6		41,247 / 98.7

Benchmark Title: Human Resources Clerk/Assistant II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Clerical Human Resources

Industry: Government

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>124</b>
			Annual Increase		Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	40,263	41,603	3.30	38,448 / 42,078	39,728 / 43,479	
July 1, 2012	42,139	43,541	3.40	40,239 / 44,038	41,578 / 45,504	
July 1, 2013	44,186	45,657	3.50	42,194 / 46,178	43,599 / 47,715	
July 1, 2014	47,122	48,690	3.70	44,998 / 49,246	46,495 / 50,885	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	<b>33,553</b>	1st Quartile:	<b>36,908</b>	Mid:	<b>40,263</b>	3rd Quartile:	<b>43,618</b>	Max:	<b>46,974</b>
Terciles - Min:	<b>33,553</b>	1st Tercile:	<b>38,026</b>	2nd Tercile:	<b>42,500</b>	Max:	<b>46,974</b>		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	46,759	86.1	48,070	86.5

Benchmark Title: **Human Resources Clerk/Assistant II (Junior)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Clerical Human Resources**

Industry: **Health Services-All Sectors**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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 III (Fully Qualified)

Industry/Sector: All	Human Resources Clerk/Assistant III (Fully Qualified)				Incumbent Count: 134	
			Annual Increase	Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	46,420	46,887	3.30	44,327 /	48,513	44,773 / 49,000
July 1, 2012	48,582	49,071	3.40	46,392 /	50,772	46,859 / 51,283
July 1, 2013	50,943	51,455	3.50	48,647 /	53,240	49,136 / 53,775
July 1, 2014	54,328	54,874	3.70	51,879 /	56,777	52,400 / 57,348

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	38,683	1st Quartile:	42,552	Mid:	46,420	3rd Quartile:	50,288	Max:	54,157
Terciles - Min:	38,683	1st Tercile:	43,841	2nd Tercile:	48,999	Max:	54,157		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	50,946	91.1		50,757 92.4

Benchmark Title: Human Resources Clerk/Assistant III (Fully Qualified)      Survey Area: Baltimore  
 Occupation: Human Resources      Job Family: Clerical Human Resources      Industry: Government

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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 III (Fully Qualified)				Incumbent Count: <b>93</b>	
			Annual Increase	Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	45,527	45,710	3.30	43,475 / 47,579	43,650 / 47,771	
July 1, 2012	47,648	47,839	3.40	45,500 / 49,796	45,683 / 49,996	
July 1, 2013	49,963	50,164	3.50	47,711 / 52,216	47,903 / 52,426	
July 1, 2014	53,283	53,497	3.70	50,881 / 55,685	51,085 / 55,909	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	37,939	1st Quartile:	41,733	Mid:	45,527	3rd Quartile:	49,321	Max:	53,115
Terciles - Min:	37,939	1st Tercile:	42,998	2nd Tercile:	48,056	Max:	53,115		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	54,341	83.8	55,147	82.9

Benchmark Title: **Human Resources Clerk/Assistant III (Fully Qualified)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Clerical Human Resources**

Industry: **Health Services-All Sectors**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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: 301
	Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	57,348	56,601	3.30	54,763 / 59,934	54,050 / 59,153
July 1, 2012	60,020	59,238	3.40	57,314 / 62,726	56,567 / 61,908
July 1, 2013	62,937	62,116	3.50	60,099 / 65,774	59,316 / 64,917
July 1, 2014	67,118	66,243	3.70	64,092 / 70,144	63,257 / 69,230

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	40,245	1st Quartile:	48,797	Mid:	57,348	3rd Quartile:	65,900	Max:	74,452
Terciles - Min:	40,245	1st Tercile:	51,647	2nd Tercile:	63,050	Max:	74,452		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	60,294	95.1		59,012 / 95.9

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: Goods Producing

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>GoodsPdcng</b>	Human Resources Specialist II (Junior)					Incumbent Count: <b>91</b>
			Annual Increase		Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	62,485	64,167	3.30	59,668 / 65,302	61,274 / 67,060	
July 1, 2012	65,396	67,156	3.40	62,448 / 68,344	64,129 / 70,183	
July 1, 2013	68,573	70,420	3.50	65,482 / 71,665	67,245 / 73,594	
July 1, 2014	73,129	75,098	3.70	69,833 / 76,426	71,713 / 78,483	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	<b>43,849</b>	1st Quartile:	<b>53,167</b>	Mid:	<b>62,485</b>	3rd Quartile:	<b>71,803</b>	Max:	<b>81,121</b>
Terciles - Min:	<b>43,849</b>	1st Tercile:	<b>56,273</b>	2nd Tercile:	<b>68,697</b>	Max:	<b>81,121</b>		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	63,834	97.9		61,652 / 104.1

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Government**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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 II (Junior)				Incumbent Count: <b>17</b>	
		Annual Increase		Confidence Intervals (Low/High)			
Forecast Dates	Mean	Median	Assumption	Mean		Median	
July 1, 2011	55,999	58,003	3.30	53,475 /	58,524	55,388 /	60,617
July 1, 2012	58,608	60,705	3.40	55,966 /	61,250	57,968 /	63,441
July 1, 2013	61,456	63,655	3.50	58,686 /	64,227	60,785 /	66,524
July 1, 2014	65,539	67,884	3.70	62,585 /	68,494	64,823 /	70,944

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	39,298	1st Quartile:	47,649	Mid:	55,999	3rd Quartile:	64,350	Max:	72,701
Terciles - Min:	39,298	1st Tercile:	50,432	2nd Tercile:	61,566	Max:	72,701		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	61,223	91.5	60,568	95.8

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Health Services-All Sectors**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>HlthSvcAll</b>	Human Resources Specialist II (Junior)					Incumbent Count: <b>74</b>
	Annual Increase			Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	56,508	54,358	3.30	53,961 /	59,056	51,907 / 56,808
July 1, 2012	59,140	56,890	3.40	56,474 /	61,806	54,325 / 59,455
July 1, 2013	62,014	59,655	3.50	59,219 /	64,810	56,965 / 62,344
July 1, 2014	66,134	63,618	3.70	63,153 /	69,116	60,750 / 66,486

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	39,655	1st Quartile:	48,082	Mid:	56,508	3rd Quartile:	64,935	Max:	73,361
Terciles - Min:	39,655	1st Tercile:	50,890	2nd Tercile:	62,126	Max:	73,361		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	59,482	95.0		58,598 92.8

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Health Services-Private**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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: 74	
		Annual Increase		Confidence Intervals (Low/High)			
Forecast Dates	Mean	Median	Assumption	Mean		Median	
July 1, 2011	56,508	54,358	3.30	53,961 / 59,056		51,907 / 56,808	
July 1, 2012	59,140	56,890	3.40	56,474 / 61,806		54,325 / 59,455	
July 1, 2013	62,014	59,655	3.50	59,219 / 64,810		56,965 / 62,344	
July 1, 2014	66,134	63,618	3.70	63,153 / 69,116		60,750 / 66,486	

### Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	39,655	1st Quartile:	48,082	Mid:	56,508	3rd Quartile:	64,935	Max:	73,361
Terciles - Min:	39,655	1st Tercile:	50,890	2nd Tercile:	62,126	Max:	73,361		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	59,049	95.7	57,679	94.2

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: Hospitals-All Sectors

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>HosptlsAll</b>	Human Resources Specialist II (Junior)					Incumbent Count: <b>48</b>
			Annual Increase		Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	58,749	59,497	3.30	56,100 / 61,397	56,815 / 62,179	
July 1, 2012	61,485	62,269	3.40	58,713 / 64,257	59,462 / 65,076	
July 1, 2013	64,473	65,295	3.50	61,567 / 67,379	62,351 / 68,238	
July 1, 2014	68,756	69,633	3.70	65,657 / 71,856	66,494 / 72,772	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	<b>41,227</b>	1st Quartile:	<b>49,988</b>	Mid:	<b>58,749</b>	3rd Quartile:	<b>67,509</b>	Max:	<b>76,270</b>
Terciles - Min:	<b>41,227</b>	1st Tercile:	<b>52,908</b>	2nd Tercile:	<b>64,589</b>	Max:	<b>76,270</b>		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National		62,072	94.6	62,033 / 95.9

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Hospitals-Private**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>HosptlsPrv</b>	Human Resources Specialist II (Junior)					Incumbent Count: <b>48</b>
			Annual Increase		Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	58,749	59,497	3.30	56,100 / 61,397	56,815 / 62,179	
July 1, 2012	61,485	62,269	3.40	58,713 / 64,257	59,462 / 65,076	
July 1, 2013	64,473	65,295	3.50	61,567 / 67,379	62,351 / 68,238	
July 1, 2014	68,756	69,633	3.70	65,657 / 71,856	66,494 / 72,772	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	<b>41,227</b>	1st Quartile:	<b>49,988</b>	Mid:	<b>58,749</b>	3rd Quartile:	<b>67,509</b>	Max:	<b>76,270</b>
Terciles - Min:	<b>41,227</b>	1st Tercile:	<b>52,908</b>	2nd Tercile:	<b>64,589</b>	Max:	<b>76,270</b>		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	61,865	95.0		62,519 / 95.2

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Manufacturing**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>Manufctrng</b>	Human Resources Specialist II (Junior)					Incumbent Count: <b>91</b>
			Annual Increase		Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	62,485	64,167	3.30	59,668 / 65,302	61,274 / 67,060	
July 1, 2012	65,396	67,156	3.40	62,448 / 68,344	64,129 / 70,183	
July 1, 2013	68,573	70,420	3.50	65,482 / 71,665	67,245 / 73,594	
July 1, 2014	73,129	75,098	3.70	69,833 / 76,426	71,713 / 78,483	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	<b>43,849</b>	1st Quartile:	<b>53,167</b>	Mid:	<b>62,485</b>	3rd Quartile:	<b>71,803</b>	Max:	<b>81,121</b>
Terciles - Min:	<b>43,849</b>	1st Tercile:	<b>56,273</b>	2nd Tercile:	<b>68,697</b>	Max:	<b>81,121</b>		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	63,764	98.0	61,380	104.5

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Private**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>Private</b>		Human Resources Specialist II (Junior)				Incumbent Count: <b>284</b>	
		Annual Increase		Confidence Intervals (Low/High)			
Forecast Dates	Mean	Median	Assumption	Mean		Median	
July 1, 2011	57,348	56,601	3.30	54,763 / 59,934		54,050 / 59,153	
July 1, 2012	60,020	59,238	3.40	57,314 / 62,726		56,567 / 61,908	
July 1, 2013	62,937	62,116	3.50	60,099 / 65,774		59,316 / 64,917	
July 1, 2014	67,118	66,243	3.70	64,092 / 70,144		63,257 / 69,230	

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

Quartiles - Min:	40,245	1st Quartile:	48,797	Mid:	57,348	3rd Quartile:	65,900	Max:	74,452
Terciles - Min:	40,245	1st Tercile:	51,647	2nd Tercile:	63,050	Max:	74,452		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	60,052	95.5	58,840	96.2

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Services**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>Services</b>	Human Resources Specialist II (Junior)				Incumbent Count: <b>193</b>
			Annual Increase		Confidence Intervals (Low/High)
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	54,921	53,893	3.30	52,445 / 57,396	51,463 / 56,322
July 1, 2012	57,479	56,403	3.40	54,888 / 60,070	53,860 / 58,946
July 1, 2013	60,272	59,144	3.50	57,555 / 62,989	56,478 / 61,810
July 1, 2014	64,276	63,073	3.70	61,379 / 67,174	60,230 / 65,917

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	38,541	1st Quartile:	46,731	Mid:	54,921	3rd Quartile:	63,110	Max:	71,300
Terciles - Min:	38,541	1st Tercile:	49,461	2nd Tercile:	60,380	Max:	71,300		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	58,903	93.2	57,993	92.9

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **All**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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 III (Fully Qualified)

Industry/Sector: All	Human Resources Specialist III (Fully Qualified)				Incumbent Count: 476
			Annual Increase	Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
July 1, 2011	69,958	67,623	3.30	66,804 / 73,111	64,574 / 70,671
July 1, 2012	73,216	70,773	3.40	69,916 / 76,517	67,582 / 73,963
July 1, 2013	76,774	74,212	3.50	73,313 / 80,235	70,867 / 77,558
July 1, 2014	81,875	79,143	3.70	78,184 / 85,566	75,575 / 82,710

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	49,093	1st Quartile:	59,525	Mid:	69,958	3rd Quartile:	80,390	Max:	90,822
Terciles - Min:	49,093	1st Tercile:	63,003	2nd Tercile:	76,912	Max:	90,822		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	78,456	89.2	77,711	87.0

Benchmark Title: Human Resources Specialist III (Fully Qualified)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: Goods Producing

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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: 128	
		Annual Increase		Confidence Intervals (Low/High)			
Forecast Dates	Mean	Median	Assumption	Mean		Median	
July 1, 2011	61,916	61,462	3.30	59,125 / 64,707		58,691 / 64,232	
July 1, 2012	64,800	64,325	3.40	61,879 / 67,722		61,425 / 67,224	
July 1, 2013	67,949	67,450	3.50	64,886 / 71,013		64,410 / 70,491	
July 1, 2014	72,464	71,932	3.70	69,197 / 75,730		68,689 / 75,174	

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

Quartiles - Min:	43,450	1st Quartile:	52,683	Mid:	61,916	3rd Quartile:	71,149	Max:	80,382
Terciles - Min:	43,450	1st Tercile:	55,761	2nd Tercile:	68,071	Max:	80,382		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	79,111	78.3	79,893	76.9

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Health Services-All Sectors**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>HlthSvcAll</b>	Human Resources Specialist III (Fully Qualified)					Incumbent Count: <b>75</b>
			Annual Increase	Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	73,880	70,798	3.30	70,550 / 77,211	67,606 / 73,990	
July 1, 2012	77,322	74,096	3.40	73,836 / 80,807	70,756 / 77,436	
July 1, 2013	81,079	77,697	3.50	77,424 / 84,734	74,194 / 81,199	
July 1, 2014	86,466	82,859	3.70	82,568 / 90,364	79,123 / 86,594	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	51,846	1st Quartile:	62,863	Mid:	73,880	3rd Quartile:	84,897	Max:	95,915
Terciles - Min:	51,846	1st Tercile:	66,535	2nd Tercile:	81,225	Max:	95,915		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	77,489	95.3	76,663	92.3

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Health Services-Private**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>75</b>
			Annual Increase	Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	73,880	70,798	3.30	70,550 / 77,211	67,606 / 73,990	
July 1, 2012	77,322	74,096	3.40	73,836 / 80,807	70,756 / 77,436	
July 1, 2013	81,079	77,697	3.50	77,424 / 84,734	74,194 / 81,199	
July 1, 2014	86,466	82,859	3.70	82,568 / 90,364	79,123 / 86,594	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	51,846	1st Quartile:	62,863	Mid:	73,880	3rd Quartile:	84,897	Max:	95,915
Terciles - Min:	51,846	1st Tercile:	66,535	2nd Tercile:	81,225	Max:	95,915		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	77,279	95.6	76,285	92.8

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Hospitals-All Sectors**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>HosptlsAll</b>	Human Resources Specialist III (Fully Qualified)					Incumbent Count: <b>50</b>
			Annual Increase	Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	74,161	71,919	3.30	70,818 / 77,504	68,677 / 75,161	
July 1, 2012	77,615	75,269	3.40	74,116 / 81,114	71,876 / 78,662	
July 1, 2013	81,387	78,927	3.50	77,718 / 85,056	75,369 / 82,485	
July 1, 2014	86,794	84,171	3.70	82,882 / 90,707	80,376 / 87,965	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: <b>52,043</b>	1st Quartile: <b>63,102</b>	Mid: <b>74,161</b>	3rd Quartile: <b>85,220</b>	Max: <b>96,279</b>
Terciles - Min: <b>52,043</b>	1st Tercile: <b>66,788</b>	2nd Tercile: <b>81,533</b>	Max: <b>96,279</b>	

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	78,141	94.9	77,920	92.3

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Hospitals-Private**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>HosptlsPrv</b>	Human Resources Specialist III (Fully Qualified)					Incumbent Count: <b>50</b>
			Annual Increase		Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	74,161	71,919	3.30	70,818 / 77,504	68,677 / 75,161	
July 1, 2012	77,615	75,269	3.40	74,116 / 81,114	71,876 / 78,662	
July 1, 2013	81,387	78,927	3.50	77,718 / 85,056	75,369 / 82,485	
July 1, 2014	86,794	84,171	3.70	82,882 / 90,707	80,376 / 87,965	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: <b>52,043</b>	1st Quartile: <b>63,102</b>	Mid: <b>74,161</b>	3rd Quartile: <b>85,220</b>	Max: <b>96,279</b>
Terciles - Min: <b>52,043</b>	1st Tercile: <b>66,788</b>	2nd Tercile: <b>81,533</b>	Max: <b>96,279</b>	

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	78,482	94.5	77,985	92.2

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Manufacturing**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>Private</b>	Human Resources Specialist III (Fully Qualified)					Incumbent Count: <b>349</b>
			Annual Increase	Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	72,293	70,798	3.30	69,034 / 75,552	67,606 / 73,990	
July 1, 2012	75,660	74,096	3.40	72,249 / 79,071	70,756 / 77,436	
July 1, 2013	79,337	77,697	3.50	75,760 / 82,913	74,194 / 81,199	
July 1, 2014	84,608	82,859	3.70	80,794 / 88,422	79,123 / 86,594	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	50,732	1st Quartile:	61,512	Mid:	72,293	3rd Quartile:	83,073	Max:	93,854
Terciles - Min:	50,732	1st Tercile:	65,105	2nd Tercile:	79,479	Max:	93,854		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	78,112	92.5	77,009	91.9

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Services**

# CompGeo Occupation Group Report

## Standard Professional GD Edition 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>Services</b>	Human Resources Specialist III (Fully Qualified)					Incumbent Count: <b>274</b>
			Annual Increase	Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
July 1, 2011	71,919	70,238	3.30	68,677 / 75,161	67,072 / 73,405	
July 1, 2012	75,269	73,510	3.40	71,876 / 78,662	70,196 / 76,824	
July 1, 2013	78,927	77,082	3.50	75,369 / 82,485	73,608 / 80,557	
July 1, 2014	84,171	82,204	3.70	80,376 / 87,965	78,498 / 85,909	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	50,469	1st Quartile:	61,194	Mid:	71,919	3rd Quartile:	82,644	Max:	93,368
Terciles - Min:	50,469	1st Tercile:	64,769	2nd Tercile:	79,068	Max:	93,368		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	77,101	93.3	76,172	92.2

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Transportation/Utilities**

## 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.