

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. Most CompGeo Online Professional Salary Survey Reports span a four(4) year timeline and include wide Occupation and Region coverage. The CompGeo Pro Forecast Library is available via online subscription and covers an eight(8) year .

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.

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 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 The Clayton Wallis Company.

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

Disclaimer

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

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

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

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

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)		
			Assumption	Mean	Median		
September 1, 2013	49,167	47,745	4.10	46,951 /	51,384	45,593 /	49,897
September 1, 2014	53,544	51,995	4.40	51,130 /	55,957	49,651 /	54,338
September 1, 2015	56,799	55,155	4.50	54,238 /	59,359	52,669 /	57,642
September 1, 2016	60,366	58,620	4.60	57,645 /	63,087	55,977 /	61,262

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	40,973	1st Quartile:	45,070	Mid:	49,167	3rd Quartile:	53,265	Max:	57,362
Terciles - Min:	40,973	1st Tercile:	46,436	2nd Tercile:	51,899	Max:	57,362		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	48,398	101.6	46,761	102.1

Benchmark Title: Human Resource Clerks, Except Payroll and Timekeeping Survey Area: Baltimore

Occupation: Human Resources Job Family: Clerical - Human Resources Industry: All

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

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
September 1, 2013	48,250	48,924	4.10	46,075 / 50,425	46,718 / 51,129
September 1, 2014	52,544	53,279	4.40	50,176 / 54,913	50,877 / 55,680
September 1, 2015	55,739	56,517	4.50	53,226 / 58,251	53,970 / 59,065
September 1, 2016	59,239	60,067	4.60	56,569 / 61,910	57,359 / 62,775

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: 40,208	1st Quartile: 44,229	Mid: 48,250	3rd Quartile: 52,271	Max: 56,291
Terciles - Min: 40,208	1st Tercile: 45,569	2nd Tercile: 50,930	Max: 56,291	

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	46,400	104.0	46,052	106.2

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

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Clerical - Human Resources

Industry: All

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: Government		Human Resources Clerk/Assistant II (Junior)			Incumbent Count: 124	
		Annual Increase		Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
September 1, 2013	48,372	49,982	4.10	46,192 / 50,553	47,729 / 52,235	
September 1, 2014	52,678	54,431	4.40	50,303 / 55,053	51,977 / 56,885	
September 1, 2015	55,880	57,740	4.50	53,361 / 58,399	55,137 / 60,343	
September 1, 2016	59,390	61,366	4.60	56,713 / 62,067	58,600 / 64,133	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	40,310	1st Quartile:	44,341	Mid:	48,372	3rd Quartile:	52,403	Max:	56,434
Terciles - Min:	40,310	1st Tercile:	45,685	2nd Tercile:	51,060	Max:	56,434		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	52,206	92.7	53,671	93.1

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Clerical - Human Resources**

Industry: **Government**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

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

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)		
			Assumption	Mean	Median		
September 1, 2013	55,769	56,330	4.10	53,255 /	58,283	53,790 /	58,869
September 1, 2014	60,733	61,344	4.40	57,995 /	63,471	58,578 /	64,109
September 1, 2015	64,425	65,073	4.50	61,521 /	67,329	62,139 /	68,006
September 1, 2016	68,472	69,160	4.60	65,385 /	71,558	66,042 /	72,278

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	46,474	1st Quartile:	51,122	Mid:	55,769	3rd Quartile:	60,417	Max:	65,064
Terciles - Min:	46,474	1st Tercile:	52,671	2nd Tercile:	58,867	Max:	65,064		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	56,882	98.0	56,670	99.4

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

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Clerical - Human Resources

Industry: All

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: Government		Human Resources Clerk/Assistant III (Fully Qualified) Incumbent Count: 93			
		Annual Increase		Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median
September 1, 2013	54,697	54,916	4.10	52,231 / 57,162	52,441 / 57,392
September 1, 2014	59,565	59,804	4.40	56,880 / 62,250	57,108 / 62,500
September 1, 2015	63,186	63,440	4.50	60,338 / 66,034	60,580 / 66,300
September 1, 2016	67,155	67,425	4.60	64,127 / 70,182	64,385 / 70,464

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	45,580	1st Quartile:	50,138	Mid:	54,697	3rd Quartile:	59,255	Max:	63,813
Terciles - Min:	45,580	1st Tercile:	51,658	2nd Tercile:	57,735	Max:	63,813		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	60,672	90.2	61,572	89.2

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Clerical - Human Resources**

Industry: **Government**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Human Resources Specialist Job Family

Compensation, Benefits and Job Analysis Specialists

Industry/Sector: All Compensation, Benefits and Job Analysis Specialists Incumbent Count: 646

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)	
			Assumption	Mean	Median	Median
September 1, 2013	72,035	69,029	4.10	68,788 / 75,282	65,917 / 72,141	72,141
September 1, 2014	77,437	74,206	4.40	73,946 / 80,928	70,860 / 77,551	77,551
September 1, 2015	81,792	78,378	4.50	78,104 / 85,479	74,845 / 81,912	81,912
September 1, 2016	86,555	82,943	4.60	82,653 / 90,457	79,204 / 86,682	86,682

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: 50,551 1st Quartile: 61,293 Mid: 72,035 3rd Quartile: 82,777 Max: 93,519
 Terciles - Min: 50,551 1st Tercile: 64,873 2nd Tercile: 79,196 Max: 93,519

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	69,895	103.1	63,429	108.8

Benchmark Title: Compensation, Benefits and Job Analysis Specialists

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: All

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Employment Interviewers, Employment Services

Industry/Sector: All		Employment Interviewers, Employment Services			Incumbent Count: 1,433	
		Annual Increase		Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
September 1, 2013	63,594	58,447	4.10	60,727 /	66,461	55,812 / 61,082
September 1, 2014	68,363	62,830	4.40	65,282 /	71,445	59,998 / 65,663
September 1, 2015	72,208	66,363	4.50	68,952 /	75,463	63,372 / 69,355
September 1, 2016	76,413	70,229	4.60	72,969 /	79,858	67,063 / 73,394

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	44,627	1st Quartile:	54,111	Mid:	63,594	3rd Quartile:	73,077	Max:	82,561
Terciles - Min:	44,627	1st Tercile:	57,272	2nd Tercile:	69,916	Max:	82,561		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	66,354	95.8	57,446	101.7

Benchmark Title: **Employment Interviewers, Employment Services**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **All**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Human Resource Training/Labor Relations Specialists

Industry/Sector: All Human Resource Training/Labor Relations Specialists Incumbent Count: 4,163

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)	
			Assumption	Mean	Median	
September 1, 2013	72,883	66,716	4.10	69,597 /	76,169	63,708 / 69,723
September 1, 2014	79,370	72,654	4.40	75,792 /	82,948	69,379 / 75,929
September 1, 2015	84,195	77,071	4.50	80,400 /	87,991	73,596 / 80,545
September 1, 2016	89,483	81,911	4.60	85,449 /	93,517	78,219 / 85,604

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	51,146	1st Quartile:	62,014	Mid:	72,883	3rd Quartile:	83,752	Max:	94,620
Terciles - Min:	51,146	1st Tercile:	65,637	2nd Tercile:	80,128	Max:	94,620		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	73,318	99.4	69,450	96.1

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

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

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
September 1, 2013	68,899	68,001	4.10	65,793 / 72,005	64,936 / 71,067
September 1, 2014	75,031	74,054	4.40	71,649 / 78,414	70,715 / 77,392
September 1, 2015	79,593	78,555	4.50	76,005 / 83,181	75,014 / 82,097
September 1, 2016	84,592	83,489	4.60	80,778 / 88,405	79,726 / 87,253

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: 48,350	1st Quartile: 58,624	Mid: 68,899	3rd Quartile: 79,173	Max: 89,448
Terciles - Min: 48,350	1st Tercile: 62,049	2nd Tercile: 75,748	Max: 89,448	

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	67,318	102.3	65,887	103.2

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: All

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: GoodsPdcng		Human Resources Specialist II (Junior)			Incumbent Count: 91		
		Annual Increase			Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median		
September 1, 2013	75,070	77,091	4.10	71,686 / 78,454	73,615 / 80,566		
September 1, 2014	81,751	83,952	4.40	78,066 / 85,437	80,168 / 87,737		
September 1, 2015	86,721	89,056	4.50	82,812 / 90,631	85,041 / 93,071		
September 1, 2016	92,168	94,649	4.60	88,013 / 96,323	90,383 / 98,916		

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	52,681	1st Quartile:	63,875	Mid:	75,070	3rd Quartile:	86,264	Max:	97,459
Terciles - Min:	52,681	1st Tercile:	67,607	2nd Tercile:	82,533	Max:	97,459		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	71,272	105.3	68,835	112.0

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: Goods Producing

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: Government	Human Resources Specialist II (Junior)				Incumbent Count: 17
	Annual Increase				Confidence Intervals (Low/High)
Forecast Dates	Mean	Median	Assumption	Mean	Median
September 1, 2013	67,278	69,685	4.10	64,245 / 70,311	66,543 / 72,826
September 1, 2014	73,266	75,887	4.40	69,963 / 76,569	72,466 / 79,308
September 1, 2015	77,720	80,501	4.50	74,217 / 81,224	76,872 / 84,130
September 1, 2016	82,602	85,557	4.60	78,878 / 86,326	81,700 / 89,414

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: 47,213	1st Quartile: 57,245	Mid: 67,278	3rd Quartile: 77,311	Max: 87,344
Terciles - Min: 47,213	1st Tercile: 60,590	2nd Tercile: 73,966	Max: 87,344	

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	68,356	98.4	67,625	103.0

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Government**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: HlthSvcAll		Human Resources Specialist II (Junior)			Incumbent Count: 74	
		Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
September 1, 2013	67,889	65,306	4.10	64,829 /	70,950	62,362 / 68,250
September 1, 2014	73,932	71,119	4.40	70,599 /	77,265	67,913 / 74,325
September 1, 2015	78,426	75,442	4.50	74,891 /	81,962	72,041 / 78,843
September 1, 2016	83,352	80,180	4.60	79,595 /	87,110	76,566 / 83,795

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	47,642	1st Quartile:	57,765	Mid:	67,889	3rd Quartile:	78,013	Max:	88,137
Terciles - Min:	47,642	1st Tercile:	61,140	2nd Tercile:	74,638	Max:	88,137		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	66,412	102.2	65,425	99.8

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Health Services-All Sectors**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

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	
September 1, 2013	67,889	65,306	4.10	64,829 /	70,950	62,362 / 68,250
September 1, 2014	73,932	71,119	4.40	70,599 /	77,265	67,913 / 74,325
September 1, 2015	78,426	75,442	4.50	74,891 /	81,962	72,041 / 78,843
September 1, 2016	83,352	80,180	4.60	79,595 /	87,110	76,566 / 83,795

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	47,642	1st Quartile:	57,765	Mid:	67,889	3rd Quartile:	78,013	Max:	88,137
Terciles - Min:	47,642	1st Tercile:	61,140	2nd Tercile:	74,638	Max:	88,137		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	65,929	103.0	64,399	101.4

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Health Services-Private**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: HosptlsAll		Human Resources Specialist II (Junior)			Incumbent Count: 48	
		Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
September 1, 2013	70,581	71,480	4.10	67,399 / 73,763	68,258 / 74,703	
September 1, 2014	76,863	77,843	4.40	73,398 / 80,328	74,334 / 81,352	
September 1, 2015	81,536	82,575	4.50	77,860 / 85,211	78,852 / 86,297	
September 1, 2016	86,657	87,761	4.60	82,750 / 90,563	83,805 / 91,718	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	49,530	1st Quartile:	60,056	Mid:	70,581	3rd Quartile:	81,106	Max:	91,631
Terciles - Min:	49,530	1st Tercile:	63,564	2nd Tercile:	77,597	Max:	91,631		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	69,304	101.8	69,260	103.2

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Hospitals-All Sectors**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: HosptlsPrv		Human Resources Specialist II (Junior)			Incumbent Count: 48	
		Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
September 1, 2013	70,581	71,480	4.10	67,399 / 73,763	68,258 / 74,703	
September 1, 2014	76,863	77,843	4.40	73,398 / 80,328	74,334 / 81,352	
September 1, 2015	81,536	82,575	4.50	77,860 / 85,211	78,852 / 86,297	
September 1, 2016	86,657	87,761	4.60	82,750 / 90,563	83,805 / 91,718	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	49,530	1st Quartile:	60,056	Mid:	70,581	3rd Quartile:	81,106	Max:	91,631
Terciles - Min:	49,530	1st Tercile:	63,564	2nd Tercile:	77,597	Max:	91,631		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	69,072	102.2	69,804	102.4

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Hospitals-Private**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: Manufctrng	Human Resources Specialist II (Junior)				Incumbent Count: 91		
			Annual Increase		Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median		
September 1, 2013	75,070	77,091	4.10	71,686 /	78,454	73,615 /	80,566
September 1, 2014	81,751	83,952	4.40	78,066 /	85,437	80,168 /	87,737
September 1, 2015	86,721	89,056	4.50	82,812 /	90,631	85,041 /	93,071
September 1, 2016	92,168	94,649	4.60	88,013 /	96,323	90,383 /	98,916

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	52,681	1st Quartile:	63,875	Mid:	75,070	3rd Quartile:	86,264	Max:	97,459
Terciles - Min:	52,681	1st Tercile:	67,607	2nd Tercile:	82,533	Max:	97,459		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National		71,192	105.4	68,531 / 112.5

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Manufacturing**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: Private		Human Resources Specialist II (Junior)			Incumbent Count: 284	
		Annual Increase			Confidence Intervals (Low/High)	
Forecast Dates	Mean	Median	Assumption	Mean	Median	
September 1, 2013	68,899	68,001	4.10	65,793 / 72,005	64,936 / 71,067	
September 1, 2014	75,031	74,054	4.40	71,649 / 78,414	70,715 / 77,392	
September 1, 2015	79,593	78,555	4.50	76,005 / 83,181	75,014 / 82,097	
September 1, 2016	84,592	83,489	4.60	80,778 / 88,405	79,726 / 87,253	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	48,350	1st Quartile:	58,624	Mid:	68,899	3rd Quartile:	79,173	Max:	89,448
Terciles - Min:	48,350	1st Tercile:	62,049	2nd Tercile:	75,748	Max:	89,448		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	67,049	102.8	65,695	103.5

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Private**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

Proprietary And Confidential - For Use By Report Licensee Only

Industry/Sector: Services	Human Resources Specialist II (Junior)				Incumbent Count: 193	
	Annual Increase			Confidence Intervals (Low/High)		
Forecast Dates	Mean	Median	Assumption	Mean	Median	
September 1, 2013	65,982	64,747	4.10	63,007 /	68,956	61,828 / 67,666
September 1, 2014	71,855	70,510	4.40	68,616 /	75,094	67,331 / 73,689
September 1, 2015	76,223	74,796	4.50	72,787 /	79,659	71,425 / 78,168
September 1, 2016	81,010	79,494	4.60	77,358 /	84,662	75,911 / 83,078

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	46,303	1st Quartile:	56,143	Mid:	65,982	3rd Quartile:	75,821	Max:	85,661
Terciles - Min:	46,303	1st Tercile:	59,422	2nd Tercile:	72,541	Max:	85,661		

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	65,765	100.3	64,750	100.0

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry: **Services**

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

CompGeo(tm) Occupation Group Report

Standard Professional GD Edition

Region: Mid Atlantic

Occupation: Human Resources

Survey Area: Baltimore

Initial Forecast Date Option: September 1, 2013

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
September 1, 2013	84,048	81,243	4.10	80,259 / 87,837	77,580 / 84,905
September 1, 2014	91,528	88,474	4.40	87,402 / 95,655	84,485 / 92,462
September 1, 2015	97,093	93,852	4.50	92,716 / 101,470	89,621 / 98,083
September 1, 2016	103,191	99,747	4.60	98,539 / 107,843	95,250 / 104,243

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min: 58,981	1st Quartile: 71,514	Mid: 84,048	3rd Quartile: 96,581	Max: 109,115
Terciles - Min: 58,981	1st Tercile: 75,692	2nd Tercile: 92,403	Max: 109,115	

Area/Region	Mean	Geographic Differential	Median	Geographic Differential
National	87,597	95.9		86,765 / 93.6

Benchmark Title: Human Resources Specialist III (Fully Qualified)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry: All

Copyright (c) 1997-2008 - ICT/Clayton Wallis Co. - All Rights Reserved Worldwide

CompGeo and compensation-online.com are trademarks of ICT/Clayton Wallis Co. <http://www.compensation-online.com>

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 v5 and higher. CompGeo Survey Data Sheets are compatible with MS Excel 97 and higher.

A variety of adjustments may be necessary to optimize viewing of CompGeo PDF 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.htm 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>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>
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 ICT/Clayton Wallis has developed advanced and integrated Compensation Planning and Analysis 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 online 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 of advanced and integrated Compensation Planning Systems and Software for the Enterprise, Personal Desktop and the World Wide Web.