

# 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.

## 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 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### National

#### Accounting Job Family

#### Accountants and Auditors

Benchmark: Accountants and Auditors

Incumbent Count: 80

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)	
			Assumption	Mean	Mean	Median
July 1, 2005	59,888	53,139	4.00	57,188 / 62,588	50,744 / 55,535	
July 1, 2006	62,284	55,265	4.00	59,476 / 65,091	52,773 / 57,756	
July 1, 2007	64,775	57,475	4.00	61,855 / 67,695	54,884 / 60,066	
July 1, 2008	67,366	59,774	4.00	64,329 / 70,403	57,080 / 62,469	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	42,027	1st Quartile:	50,957	Mid:	59,888	3rd Quartile:	68,819	Max:	77,750
Terciles - Min:	42,027	1st Tercile:	53,934	2nd Tercile:	65,842	Max:	77,750		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		59,888	100.0	53,139	100.0

Benchmark Title: Accountants and Auditors

Survey Area: National

Occupation: Finance

Job Family: Accounting

Industry/Sector: NAIC1152 SuprtActv-Animal !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Payroll and Timekeeping Clerks

Benchmark: Payroll and Timekeeping Clerks

Incumbent Count: 40

Forecast Dates	Mean	Median	Annual Increase Assumption	Confidence Intervals (Low/High)			
				Mean	Median	Low	High
July 1, 2005	27,300	25,266	4.00	26,069	28,530	24,127	26,405
July 1, 2006	28,392	26,277	4.00	27,112	29,671	25,092	27,461
July 1, 2007	29,527	27,328	4.00	28,196	30,858	26,096	28,560
July 1, 2008	30,708	28,421	4.00	29,324	32,093	27,140	29,702

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	22,750	1st Quartile:	25,025	Mid:	27,300	3rd Quartile:	29,575	Max:	31,850
Terciles - Min:	22,750	1st Tercile:	25,783	2nd Tercile:	28,816	Max:	31,850		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		27,300	100.0	25,266	100.0

Benchmark Title: Payroll and Timekeeping Clerks

Survey Area: National

Occupation: Finance

Job Family: Accounting

Industry/Sector: NAIC1152 SuprtActv-Animal !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Animal Husbandry & Related Job Family

#### Animal Breeders

Benchmark: Animal Breeders

Incumbent Count: 1,080

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)				
			Assumption	Mean	Mean	Median	Low	High	
July 1, 2005	34,060	29,798	4.00	32,524	/	35,595	28,455	/	31,141
July 1, 2006	35,422	30,990	4.00	33,825	/	37,019	29,593	/	32,387
July 1, 2007	36,839	32,230	4.00	35,178	/	38,500	30,777	/	33,683
July 1, 2008	38,312	33,519	4.00	36,585	/	40,040	32,008	/	35,030

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

Quartiles - Min:	29,617	1st Quartile:	31,838	Mid:	34,060	3rd Quartile:	36,281	Max:	38,502
Terciles - Min:	29,617	1st Tercile:	32,579	2nd Tercile:	35,540	Max:	38,502		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		34,060	100.0	29,798	100.0

Benchmark Title: Animal Breeders

Survey Area: National

Occupation: Agriculture/Forestry/Fishing/Animal

Job Family: Animal Husbandry & Related

Industry/Sector: NAIC1152 !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Farmworkers, Farm and Ranch Animals

Benchmark: Farmworkers, Farm and Ranch Animals

Incumbent Count: 9,160

Forecast Dates	Mean	Median	Annual Increase Assumption	Confidence Intervals (Low/High)			
				Mean	Median	Low	High
July 1, 2005	20,788	19,242	4.00	19,851	21,725	18,374	20,109
July 1, 2006	21,620	20,011	4.00	20,645	22,595	19,109	20,913
July 1, 2007	22,485	20,812	4.00	21,471	23,498	19,874	21,750
July 1, 2008	23,384	21,644	4.00	22,330	24,438	20,669	22,620

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	18,077	1st Quartile:	19,433	Mid:	20,788	3rd Quartile:	22,144	Max:	23,500
Terciles - Min:	18,077	1st Tercile:	19,884	2nd Tercile:	21,692	Max:	23,500		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		20,788	100.0	19,242	100.0

Benchmark Title: Farmworkers, Farm and Ranch Animals

Survey Area: National

Occupation: Agriculture/Forestry/Fishing/Animal

Job Family: Animal Husbandry & Related

Industry/Sector: NAIC1152 !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Clerical Job Family

#### File Clerks

Benchmark: File Clerks

Incumbent Count: 60

Forecast Dates	Mean	Median	Annual Increase	Confidence Intervals (Low/High)					
			Assumption	Mean		Median			
July 1, 2005	24,293	22,887	4.00	23,198	/	25,388	21,855	/	23,918
July 1, 2006	25,264	23,802	4.00	24,126	/	26,403	22,729	/	24,875
July 1, 2007	26,275	24,754	4.00	25,091	/	27,460	23,638	/	25,870
July 1, 2008	27,326	25,744	4.00	26,094	/	28,558	24,584	/	26,905

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

Quartiles - Min:	20,244	1st Quartile:	22,268	Mid:	24,293	3rd Quartile:	26,317	Max:	28,342
Terciles - Min:	20,244	1st Tercile:	22,943	2nd Tercile:	25,642	Max:	28,342		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		24,293	100.0	22,887	100.0

Benchmark Title: File Clerks

Survey Area: National

Occupation: Clerical/Secretarial

Job Family: Clerical

Industry/Sector: NAIC1152 SuprtActv-Animal !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Receptionists and Information Clerks

Benchmark: Receptionists and Information Clerks

Incumbent Count: 130

Forecast Dates	Mean	Median	Annual Increase Assumption	Confidence Intervals (Low/High)			
				Mean	Median	Low	High
July 1, 2005	24,898	25,299	4.00	23,776	26,021	24,158	26,439
July 1, 2006	25,894	26,311	4.00	24,727	27,062	25,124	27,497
July 1, 2007	26,930	27,363	4.00	25,716	28,144	26,129	28,597
July 1, 2008	28,007	28,458	4.00	26,745	29,270	27,175	29,740

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

Quartiles - Min:	20,749	1st Quartile:	22,824	Mid:	24,898	3rd Quartile:	26,973	Max:	29,048
Terciles - Min:	20,749	1st Tercile:	23,515	2nd Tercile:	26,282	Max:	29,048		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		24,898	100.0	25,299	100.0

Benchmark Title: Receptionists and Information Clerks

Survey Area: National

Occupation: Clerical/Secretarial

Job Family: Clerical

Industry/Sector: NAIC1152 SuprtActv-Animal Prod

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Clerical - Accounting Job Family

### Bookkeeping/Accounting/Audit Clerks - All Levels Combined

Benchmark: Bookkeeping/Accounting/Audit Clerks - All Levels Combined Incumbent Count: 360

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)			
			Assumption	Mean	Mean	Median	High	Low
July 1, 2005	29,506	28,652	4.00	28,176	30,836	27,360	29,943	29,943
July 1, 2006	30,686	29,798	4.00	29,303	32,070	28,454	31,141	31,141
July 1, 2007	31,914	30,990	4.00	30,475	33,352	29,593	32,387	32,387
July 1, 2008	33,190	32,229	4.00	31,694	34,687	30,776	33,682	33,682

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

Quartiles - Min:	22,697	1st Quartile:	26,102	Mid:	29,506	3rd Quartile:	32,911	Max:	36,315
Terciles - Min:	22,697	1st Tercile:	27,236	2nd Tercile:	31,776	Max:	36,315		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		29,506	100.0	28,652	100.0

Benchmark Title: Bookkeeping/Accounting/Audit Clerks - All Levels Combined

Survey Area: National

Occupation: Finance

Job Family: Clerical - Accounting

Industry/Sector: NAIC1152 SuprtActv-Ani !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### General Clerk Job Family

### General Clerks-All Levels Combined

Benchmark: General Clerks-All Levels Combined Incumbent Count: 740

Forecast Dates	Mean	Median	Annual Increase	Confidence Intervals (Low/High)			
			Assumption	Mean		Median	
July 1, 2005	21,329	20,248	4.00	20,368	/	22,291	19,335 / 21,160
July 1, 2006	22,182	21,057	4.00	21,182	/	23,182	20,108 / 22,007
July 1, 2007	23,070	21,900	4.00	22,030	/	24,110	20,913 / 22,887
July 1, 2008	23,992	22,776	4.00	22,911	/	25,074	21,749 / 23,802

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

Quartiles - Min: 17,774 1st Quartile: 19,552 Mid: 21,329 3rd Quartile: 23,107 Max: 24,884  
 Terciles - Min: 17,774 1st Tercile: 20,144 2nd Tercile: 22,514 Max: 24,884

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		21,329	100.0	20,248	100.0

Benchmark Title: General Clerks-All Levels Combined

Survey Area: National

Occupation: Clerical/Secretarial

Job Family: General Clerk

Industry/Sector: NAIC1152 SuprtActv-Ani !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Data Entry Job Family

### Data Entry Opr-All Levels Combined

Benchmark: Data Entry Opr-All Levels Combined Incumbent Count: 150

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)				
			Assumption	Mean	Mean	Median	Low	High	
July 1, 2005	25,374	26,186	4.00	24,230	/	26,518	25,005	/	27,366
July 1, 2006	26,389	27,233	4.00	25,200	/	27,579	26,005	/	28,461
July 1, 2007	27,445	28,322	4.00	26,208	/	28,682	27,046	/	29,599
July 1, 2008	28,543	29,455	4.00	27,256	/	29,829	28,127	/	30,783

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

Quartiles - Min:	21,145	1st Quartile:	23,260	Mid:	25,374	3rd Quartile:	27,489	Max:	29,603
Terciles - Min:	21,145	1st Tercile:	23,965	2nd Tercile:	26,784	Max:	29,603		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		25,374	100.0	26,186	100.0

Benchmark Title: Data Entry Opr-All Levels Combined

Survey Area: National

Occupation: Clerical/Secretarial

Job Family: Data Entry

Industry/Sector: NAIC1152 SuprtActv-Ani !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### Executive Job Family

#### Chief Executives

Benchmark: Chief Executives

Incumbent Count: 70

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)			
			Assumption	Mean	Median			
July 1, 2005	122,448	99,010	4.00	116,928 / 127,968	94,546 / 103,473			
July 1, 2006	127,346	102,970	4.00	121,605 / 133,087	98,328 / 107,612			
July 1, 2007	132,440	107,089	4.00	126,469 / 138,410	102,261 / 111,916			
July 1, 2008	137,737	111,372	4.00	131,528 / 143,946	106,352 / 116,393			

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

Quartiles - Min:	69,970	1st Quartile:	96,209	Mid:	122,448	3rd Quartile:	148,687	Max:	174,926
Terciles - Min:	69,970	1st Tercile:	104,955	2nd Tercile:	139,940	Max:	174,926		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		122,448	100.0	99,010	100.0

Benchmark Title: Chief Executives

Survey Area: National

Occupation: Management

Job Family: Executive

Industry/Sector: NAIC1152 SuprtActv-Anim !

Copyright (c) 1997-2005 - 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 Pro North American Industrial Sector Report

## Professional Report Edition

**Sector: NAIC1152 SuprtActv-Animal Prod**

**Survey Area: National**

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

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

### General and Operations Managers and Directors

Benchmark: General and Operations Managers and Directors Incumbent Count: 460

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)				
			Assumption		Mean		Median		
July 1, 2005	72,824	71,450	4.00	69,541	/	76,107	68,230	/	74,671
July 1, 2006	75,737	74,309	4.00	72,323	/	79,151	70,959	/	77,658
July 1, 2007	78,767	77,281	4.00	75,216	/	82,317	73,797	/	80,765
July 1, 2008	81,917	80,372	4.00	78,224	/	85,610	76,749	/	83,995

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

Quartiles - Min:	41,614	1st Quartile:	57,219	Mid:	72,824	3rd Quartile:	88,429	Max:	104,034
Terciles - Min:	41,614	1st Tercile:	62,420	2nd Tercile:	83,227	Max:	104,034		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		72,824	100.0	71,450	100.0

Benchmark Title: General and Operations Managers and Directors

Survey Area: National

Occupation: Management

Job Family: Executive

Industry/Sector: NAIC1152 SuprtActv-Anim !

Copyright (c) 1997-2005 - 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 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.