

CompGeo Online™ Pro Report Series Sample

CompGeo Online Professional Report Selection

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

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

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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 Online Pro Industry/Sector Group Report

Professional State Report Edition

State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resources Specialist Job Family
Compensation, Benefits and Job Analysis Specialists

Benchmark: Compensation, Benefits and Job Analysis Specialists Incumbent Count: 633

Forecast Dates	Mean	Median	Annual Increase	Confidence Intervals (Low/High)			
			Assumption	Mean		Median	
July 1, 2005	49,283	48,776	3.30	47,061	/ 51,504	46,578	/ 50,975
July 1, 2006	53,630	53,079	4.10	51,213	/ 56,048	50,687	/ 55,472
July 1, 2007	56,666	56,084	4.30	54,111	/ 59,220	53,555	/ 58,612
July 1, 2008	59,600	58,988	4.40	56,913	/ 62,287	56,329	/ 61,647

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	34,584	1st Quartile:	41,933	Mid:	49,283	3rd Quartile:	56,632	Max:	63,981
Terciles - Min:	34,584	1st Tercile:	44,383	2nd Tercile:	54,182	Max:	63,981		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		49,453	99.7	44,876	108.7

Benchmark Title: Compensation, Benefits and Job Analysis Specialists Survey Area: Baltimore
 Occupation: Human Resources Job Family: Human Resources Specialist Industry/Sector: All

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CompGeo Online Pro Industry/Sector Group Report

Professional State Report Edition

State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Employment Interviewers, Employment Services

Benchmark: **Employment Interviewers, Employment Services** Incumbent Count: 588

Forecast Dates	Mean	Median	Annual Increase	Confidence Intervals (Low/High)			
			Assumption	Mean		Median	
July 1, 2005	60,892	42,427	3.30	58,147	/	63,637	40,514 / 44,340
July 1, 2006	66,648	46,438	4.10	63,644	/	69,653	44,344 / 48,531
July 1, 2007	70,522	49,137	4.30	67,343	/	73,701	46,922 / 51,352
July 1, 2008	74,227	51,718	4.40	70,881	/	77,573	49,387 / 54,050

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	42,731	1st Quartile:	51,812	Mid:	60,892	3rd Quartile:	69,972	Max:	79,053
Terciles - Min:	42,731	1st Tercile:	54,838	2nd Tercile:	66,945	Max:	79,053		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		46,946	129.7	40,645	104.4

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **All**

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CompGeo Online Pro Industry/Sector Group Report

Professional State Report Edition

State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resource Training/Labor Relations Specialists

Benchmark: **Human Resource Training/Labor Relations Specialists** Incumbent Count: 4,163

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)			
			Assumption		Mean		Median	
July 1, 2005	49,927	45,702	3.30	47,676 / 52,178	43,642	/	47,762	
July 1, 2006	54,647	50,022	4.10	52,183 / 57,110	47,767	/	52,277	
July 1, 2007	57,823	52,930	4.30	55,216 / 60,429	50,544	/	55,316	
July 1, 2008	60,861	55,711	4.40	58,117 / 63,604	53,199	/	58,222	

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	35,036	1st Quartile:	42,482	Mid:	49,927	3rd Quartile:	57,372	Max:	64,817
Terciles - Min:	35,036	1st Tercile:	44,963	2nd Tercile:	54,890	Max:	64,817		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		51,874	96.2	49,138	93.0

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

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Human Resources Specialist II (Junior)

Benchmark: Human Resources Specialist II (Junior)

Incumbent Count: 301

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)				
			Assumption		Mean		Median		
July 1, 2005	47,198	46,583	3.30	45,070	/	49,325	44,483	/	48,683
July 1, 2006	51,659	50,986	4.10	49,330	/	53,988	48,688	/	53,285
July 1, 2007	54,662	53,950	4.30	52,198	/	57,126	51,518	/	56,382
July 1, 2008	57,534	56,784	4.40	54,940	/	60,127	54,224	/	59,344

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	33,121	1st Quartile:	40,159	Mid:	47,198	3rd Quartile:	54,236	Max:	61,274
Terciles - Min:	33,121	1st Tercile:	42,505	2nd Tercile:	51,890	Max:	61,274		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		47,628	99.1	46,616	99.9

Benchmark Title: Human Resources Specialist II (Junior)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry/Sector: All

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CompGeo Online Pro Industry/Sector Group Report

Professional State Report Edition

State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resources Specialist III (Fully Qualified)

Benchmark: **Human Resources Specialist III (Fully Qualified)** Incumbent Count: 476

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)				
			Assumption		Mean		Median		
July 1, 2005	57,575	55,653	3.30	54,979	/	60,170	53,145	/	58,162
July 1, 2006	63,018	60,914	4.10	60,177	/	65,858	58,168	/	63,660
July 1, 2007	66,680	64,455	4.30	63,674	/	69,686	61,549	/	67,361
July 1, 2008	70,184	67,841	4.40	67,020	/	73,348	64,783	/	70,900

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	40,403	1st Quartile:	48,989	Mid:	57,575	3rd Quartile:	66,161	Max:	74,746
Terciles - Min:	40,403	1st Tercile:	51,851	2nd Tercile:	63,299	Max:	74,746		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		61,977	92.9	61,388	90.7

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

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **All**

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State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resources Specialist IV (Senior/Advanced)

Benchmark: Human Resources Specialist IV (Senior/Advanced) Incumbent Count: 286

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)			
			Assumption		Mean		Median	
July 1, 2005	73,564	72,334	3.30	70,248 / 76,880	69,073	75,595		
July 1, 2006	80,518	79,172	4.10	76,888 / 84,148	75,603	82,741		
July 1, 2007	85,198	83,774	4.30	81,357 / 89,039	79,997	87,550		
July 1, 2008	89,674	88,175	4.40	85,632 / 93,717	84,200	92,150		

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	51,624	1st Quartile:	62,594	Mid:	73,564	3rd Quartile:	84,534	Max:	95,504
Terciles - Min:	51,624	1st Tercile:	66,250	2nd Tercile:	80,877	Max:	95,504		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		80,909	90.9	79,790	90.7

Benchmark Title: Human Resources Specialist IV (Senior/Advanced)

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry/Sector: All

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Professional State Report Edition

State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resources Specialist V (Lead/Consultant)

Benchmark: **Human Resources Specialist V (Lead/Consultant)** Incumbent Count: 128

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)			
			Assumption		Mean		Median	
July 1, 2005	79,866	70,257	3.30	76,266 / 83,466	67,090	73,424	73,424	83,466
July 1, 2006	87,416	76,898	4.10	83,475 / 91,357	73,432	80,365	80,365	91,357
July 1, 2007	92,497	81,368	4.30	88,327 / 96,666	77,700	85,036	85,036	96,666
July 1, 2008	97,356	85,643	4.40	92,968 / 101,745	81,782	89,504	89,504	101,745

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	56,046	1st Quartile:	67,956	Mid:	79,866	3rd Quartile:	91,776	Max:	103,686
Terciles - Min:	56,046	1st Tercile:	71,926	2nd Tercile:	87,806	Max:	103,686		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		104,632	76.3	103,804	67.7

Benchmark Title: **Human Resources Specialist V (Lead/Consultant)**

Survey Area: **Baltimore**

Occupation: **Human Resources**

Job Family: **Human Resources Specialist**

Industry/Sector: **All**

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Professional State Report Edition

State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Training and Development Specialists

Benchmark: Training and Development Specialists

Incumbent Count: 2,042

Forecast Dates	Mean	Median	Annual Increase		Confidence Intervals (Low/High)				
			Assumption		Mean		Median		
July 1, 2005	49,186	46,523	3.30	46,969	/	51,404	44,425	/	48,620
July 1, 2006	53,525	50,627	4.10	51,112	/	55,938	48,344	/	52,909
July 1, 2007	56,555	53,492	4.30	54,005	/	59,104	51,081	/	55,904
July 1, 2008	59,483	56,262	4.40	56,802	/	62,165	53,726	/	58,798

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	34,517	1st Quartile:	41,851	Mid:	49,186	3rd Quartile:	56,521	Max:	63,856
Terciles - Min:	34,517	1st Tercile:	44,296	2nd Tercile:	54,076	Max:	63,856		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		61,555	79.9	63,301	73.5

Benchmark Title: Training and Development Specialists

Survey Area: Baltimore

Occupation: Human Resources

Job Family: Human Resources Specialist

Industry/Sector: All

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Professional State Report Edition

State: MD Sector: All

Survey Area: Baltimore

Initial Forecast Date Option: July 1, 2005

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Human Resources Supv/Manager Job Family
Human Resource Training/Labor Relations Managers

Benchmark: Human Resource Training/Labor Relations Managers Incumbent Count: 2,375

Forecast Dates	Mean	Median	Annual Increase	Confidence Intervals (Low/High)			
			Assumption	Mean		Median	
July 1, 2005	68,113	63,501	4.30	65,042	/	71,183	60,638 / 66,363
July 1, 2006	71,042	66,231	4.30	67,839	/	74,244	63,245 / 69,217
July 1, 2007	74,096	69,079	4.30	70,756	/	77,437	65,965 / 72,193
July 1, 2008	77,282	72,049	4.30	73,799	/	80,766	68,801 / 75,297

Initial Forecast Option - Estimated Competitive Salary Ranges

Quartiles - Min:	47,798	1st Quartile:	57,956	Mid:	68,113	3rd Quartile:	78,270	Max:	88,427
Terciles - Min:	47,798	1st Tercile:	61,341	2nd Tercile:	74,884	Max:	88,427		

Area/Region	State	Mean	Geographic Differential	Median	Geographic Differential
National		67,093	101.5	63,060	100.7

Benchmark Title: Human Resource Training/Labor Relations Managers Survey Area: Baltimore
 Occupation: Management Job Family: Human Resources Supv/Manager Industry/Sector: All

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CompGeo Online Reports Help (page 1 of 5)

Viewing CompGeo Reports With The Adobe Acrobat Reader

CompGeo Report Portable Document Files (PDF) are compatible with Adobe Acrobat Viewers v7.1 and higher. Version 8 or higher is recommended.

A variety of adjustments may be necessary to optimize viewing of CompGeo Reports with the Adobe Acrobat Viewer.

Viewing is best accomplished with the Adobe Acrobat Viewer run stand-alone and not part of a Web Browser. This provides more actual viewing area.

CompGeo Reports are set to automatically use the **Fit Visible CNTL+M** Acrobat Reader Macro to maximize viewing area while at the same time eliminating the need for scrolling the report horizontally.

Actual report pages will have more detail than introductory and reference pages and the magnification/zoom level will vary with the Fit Visible mode.

If further adjustments are needed in viewer magnification/zoom, either use the Adobe Acrobat View pull down menu to make selections or click on the magnification/zoom percent indicator at the bottom left of the Acrobat Reader Frame which will result in a pop-up magnification/zoom manual adjustment entry window.

A larger report viewing area in **FIT Visible** mode can be acquired by using **Full Screen** Mode in combination with **Fit Visible** Mode. This is accomplished by first implementing **Full Screen** mode by using the Adobe Acrobat Reader Key Combination **CNTL+Shift+L** or by selecting the option **Full Screen** from the Acrobat Reader **View** pull down menu. Following election of **Full Screen** Mode select or re-select **FIT Visible** mode.

CompGeo Online Reports Help (page 2 of 5)

About CompGeo Online Reports

CompGeo Online Reports can provide Geographic Salary Information for an individual job or all jobs within a Job Family across a variety of Occupational Groups and Geographic Regions.

Geographic Salary Differentials are included in Extended and Professional Report Options.

Salary Information forecasts are made to a specific date based upon options elected when the CompGeo Online Report was ordered which include Forecast Date and Average Annual Salary Increase Assumption.

This flexibility is unique to CompGeo Online and CompGeo Online Professional Reports. It allows for a range of forecast annual average salary increase assumptions wide enough to allow for individual, organization, sector and other considerations that effect annual salary movement for a particular job or job group.

CompGeo Online Professional Reports - compensation-online.com/gprohome.html provide Geographic Salary Information for a variety of Occupational Groups and Geographic Regions. Separate reports are available each Occupation Group/Region and Industry Sector/Region combinations. The new CompGeo Online Professional Forecast Library has both online 24 X 7 subscription and Library-on-CD options available.

Report Organization

CompGeo Reports are organized/sorted in the order listed in the table to the right. Geographic Survey Areas are noted in green bands on the report which each Survey Job Title appears in a blue band.

<i>CompGeo Report Sort Order</i>
<i>Geographic Survey Area</i>
<i>Survey Job Title</i>
<i>Industry/Sector</i>

CompGeo Online Reports Help (page 3 of 5)

Definition Of Terms

Region – broad geographic reference area in the United States and neighboring areas. Current Regions include North East, Middle Atlantic, South East, Caribbean, Great Lakes, Mid West, North West, Mountain, Pacific and South West.

Industry – refers to Industry/Sector combination. A complete listing of Industry/Sector codes is provided on page 4 of CompGeo Reports Help.

Mean – Average Salary (weighted). This salary figure is computed by computing the average of direct compensation paid across organizations for a particular sector, weighted by the number of employees in the survey benchmark. Industry and Sector Codes are defined on the next page. Organizations with more employees in a survey job have a greater effect on the average than those organizations with fewer employees.

Median – 50th percentile or “middle salary”. Median is less affected by organizations that compensate jobs way above or below the average which are sometimes referred to as “outliers” since they are far away from the overall market trend. Some organizations refer more on median than average salary figures as a truer guide of the central market trend for a given job.

Forecast – Indicates that salary figures are projected to the Forecast Date shown in the Report Heading. A range of forecasts are provided.

CompGeo Online Reports Help (page 4 of 5)

Industry Codes Defined

Industry Codes and descriptions are shown in the table on the right. Larger metropolitan survey areas will have more industry/sector combinations present than smaller survey areas.

Comparative Salaries across different Industry/Sectors may vary significantly. Also, it is important to remember that each organization typically has a pay policy which determines goals with respect how competitive the organization wants to be relative to the market as a whole and sometimes, for specific occupations. Some organizations may want to pay 'about average', 'above average' or 'below the market' depending upon specific competitive market pressure or lack thereof.

<i>Industry/Sector Code</i>	<i>Description</i>
<i>All</i>	All Industries And Sectors
<i>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 The Clayton Wallis Company has developed advanced and integrated Compensation Planning Systems for Management and Individuals. Clayton Wallis is the leader in delivery of *powerful, flexible and reliable* compensation planning systems.

The CompGeo Report Series is produced with **CompExplorer™**, the next generation of CompGeo Software. **CompGeo™** - Geographic Database and Planning Software and **CompBuilder™** - Salary Structure Modeling Software are 'child' products of the flagship Enterprise Compensation Planning and Analysis system from Clayton Wallis - **CompExec®**. Product information and compensation information can be found at The ICT/Clayton Wallis World Wide Web Site at compensation-online.com. Product Sites with Links are listed below.

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

ICT/Clayton Wallis is the only organization dedicated solely to development and deployment of advanced and integrated Compensation Planning Systems and Software for the Enterprise, Personal Desktop and the World Wide Web.