

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.

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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 Online Associate Basic Report

Page: 2

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: All

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
78,911	76,277	75,353 /	82,468	72,838 /	79,715

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 71,066

Performance Level: Meets Expectations

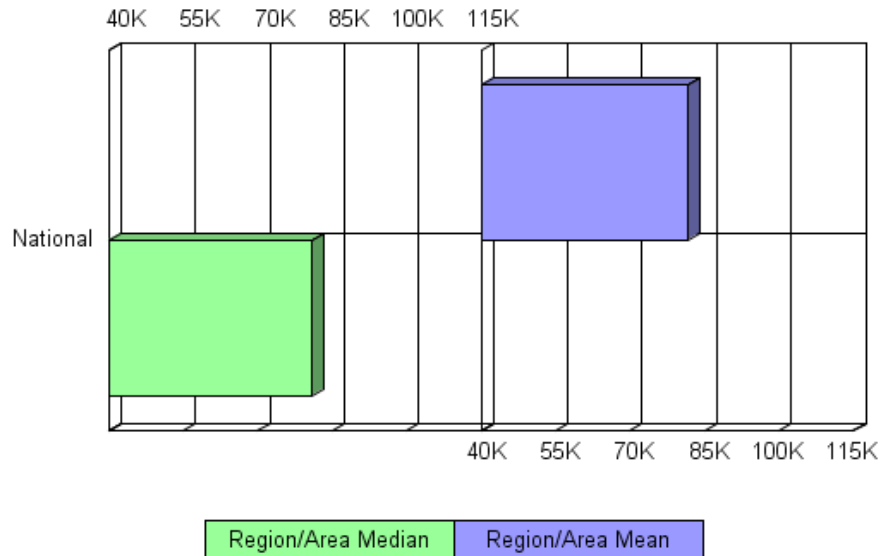
Other:

High: 86,755

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	81,535	96.8	80,761	94.4

Estimated Competitive Salary Range

Minimum 55,376	1st Quartile 67,143	Midpoint 78,911	3rd Quartile 90,678	Maximum 102,445
	Minimum 55,376	1st Tercile 71,066	2nd Tercile 86,755	Maximum 102,445



CompGeo Online Associate Basic Report

Page: 3

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Goods Producing

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	
83,125		79,378 /	86,872	/

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

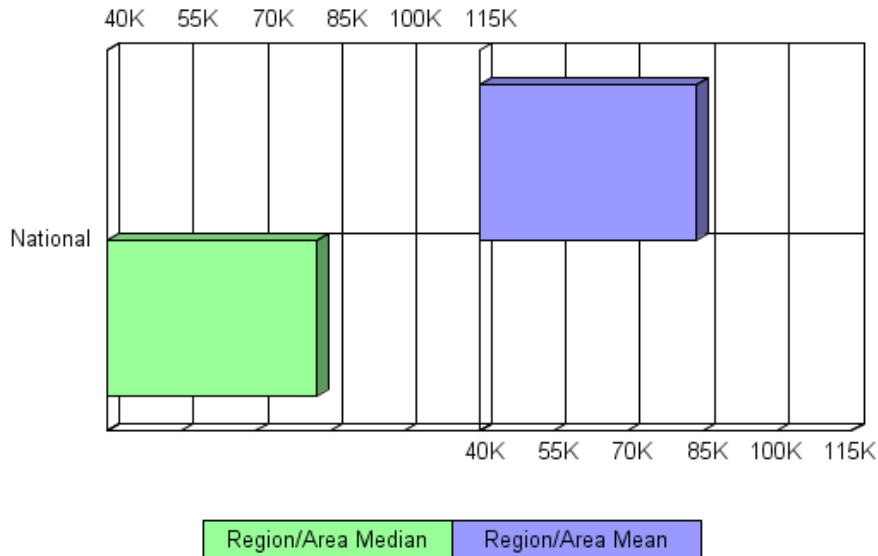
Individual Estimates Low: 74,861

High: 91,389

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	83,605	99.4	82,306	

Estimated Competitive Salary Range

Minimum 58,333	1st Quartile 70,729	Midpoint 83,125	3rd Quartile 95,521	Maximum 107,917
	Minimum 58,333	1st Tercile 74,861	2nd Tercile 91,389	Maximum 107,917



CompGeo Online Associate Basic Report

Page: 4

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Government

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
69,840	69,327	66,692 /	72,988	66,202 /	72,452

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 62,897

Performance Level: Meets Expectations

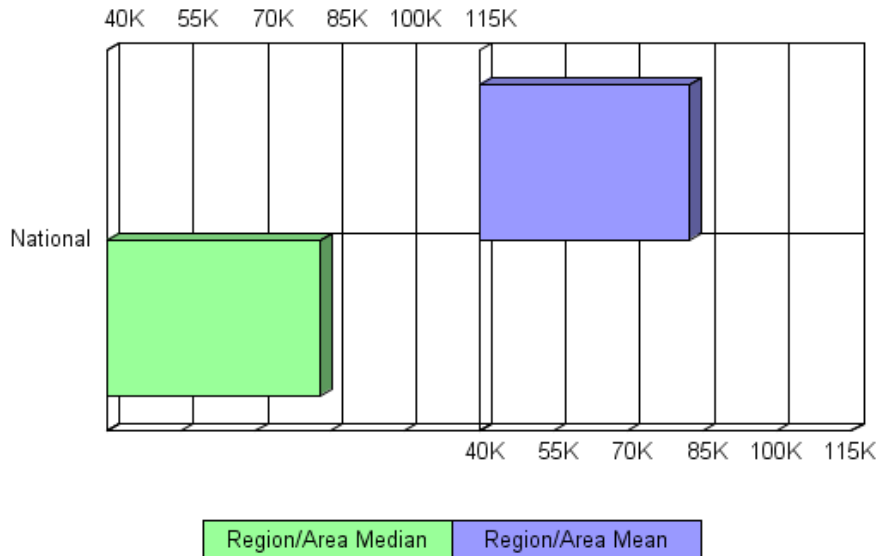
Other:

High: 76,783

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	82,216	84.9	83,028	83.5

Estimated Competitive Salary Range

Minimum 49,011	1st Quartile 59,425	Midpoint 69,840	3rd Quartile 80,255	Maximum 90,669
	Minimum 49,011	1st Tercile 62,897	2nd Tercile 76,783	Maximum 90,669



CompGeo Online Associate Basic Report

Page: 5

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Health Services-All Sectors

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
83,335	79,858	79,578 /	87,092	76,258 /	83,458

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

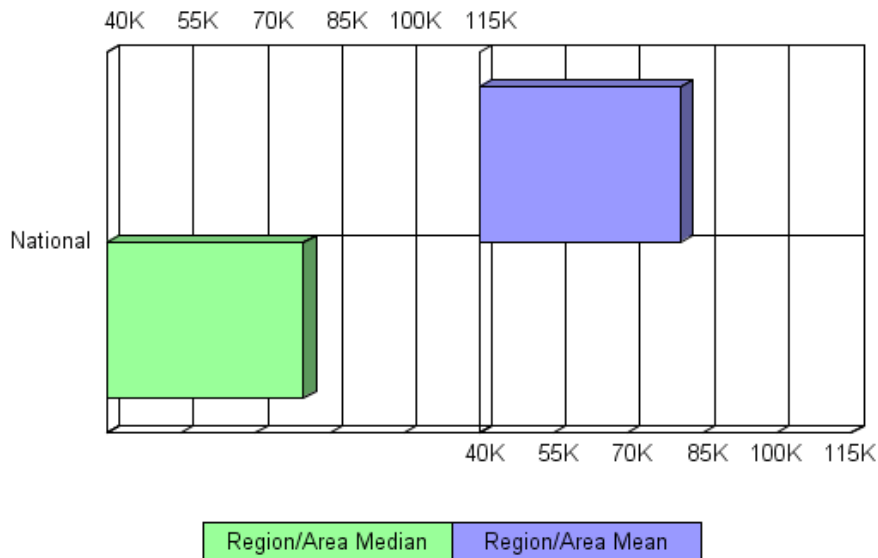
Individual Estimates Low: 75,050

High: 91,620

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	80,530	103.5	79,671	100.2

Estimated Competitive Salary Range

Minimum 58,481	1st Quartile 70,908	Midpoint 83,335	3rd Quartile 95,762	Maximum 108,189
	Minimum 58,481	1st Tercile 75,050	2nd Tercile 91,620	Maximum 108,189



CompGeo Online Associate Basic Report

Page: 6

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Health Services-Private

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
83,335	79,858	79,578 /	87,092	76,258 /	83,458

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 75,050

Performance Level: Meets Expectations

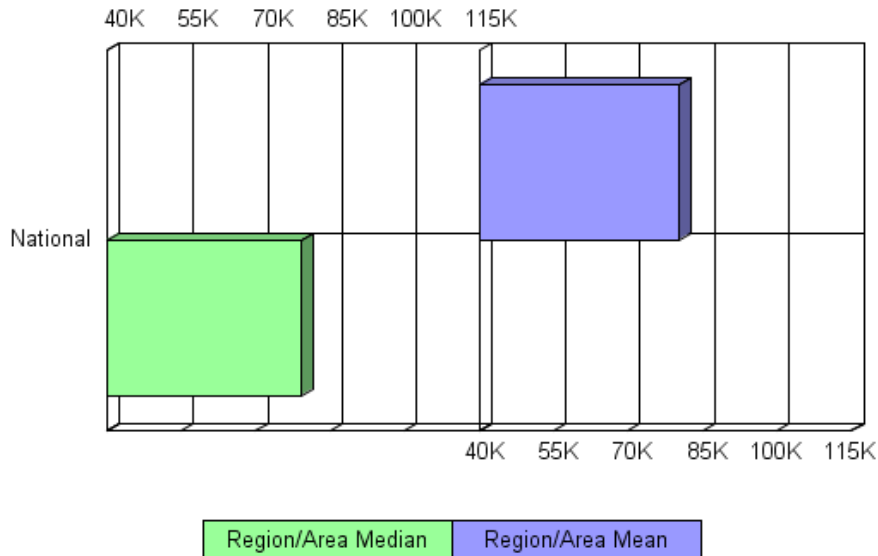
Other:

High: 91,620

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	80,313	103.8	79,279	100.7

Estimated Competitive Salary Range

Minimum 58,481	1st Quartile 70,908	Midpoint 83,335	3rd Quartile 95,762	Maximum 108,189
	Minimum 58,481	1st Tercile 75,050	2nd Tercile 91,620	Maximum 108,189



CompGeo Online Associate Basic Report

Page: 7

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Hospitals-All Sectors

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
83,652	81,123	79,881 /	87,423	77,466 /	84,780

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 75,335

Performance Level: Meets Expectations

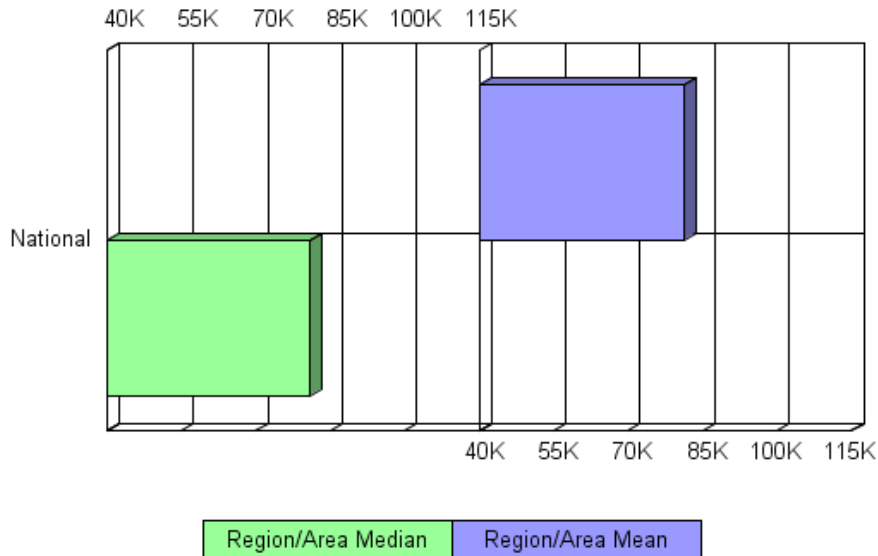
Other:

High: 91,967

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	81,208	103.0	80,978	100.2

Estimated Competitive Salary Range

Minimum 58,703	1st Quartile 71,177	Midpoint 83,652	3rd Quartile 96,126	Maximum 108,600
	Minimum 58,703	1st Tercile 75,335	2nd Tercile 91,967	Maximum 108,600



CompGeo Online Associate Basic Report

Page: 8

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Hospitals-Private

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
83,652	81,123	79,881 /	87,423	77,466 /	84,780

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

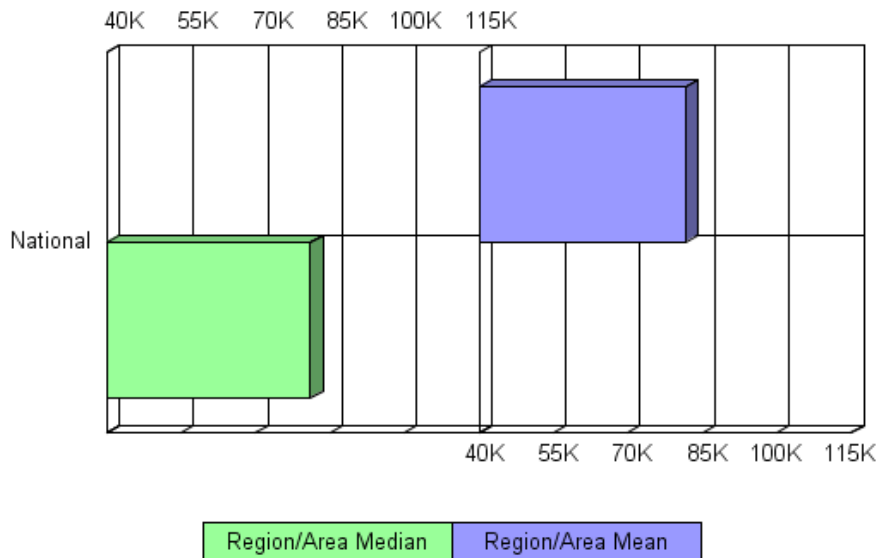
Individual Estimates Low: 75,335

High: 91,967

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	81,562	102.6	81,045	100.1

Estimated Competitive Salary Range

Minimum 58,703	1st Quartile 71,177	Midpoint 83,652	3rd Quartile 96,126	Maximum 108,600
	Minimum 58,703	1st Tercile 75,335	2nd Tercile 91,967	Maximum 108,600



CompGeo Online Associate Basic Report

Page: 9

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Manufacturing

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	Median
82,597		78,874 /	86,321	/

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 74,386

Performance Level: Meets Expectations

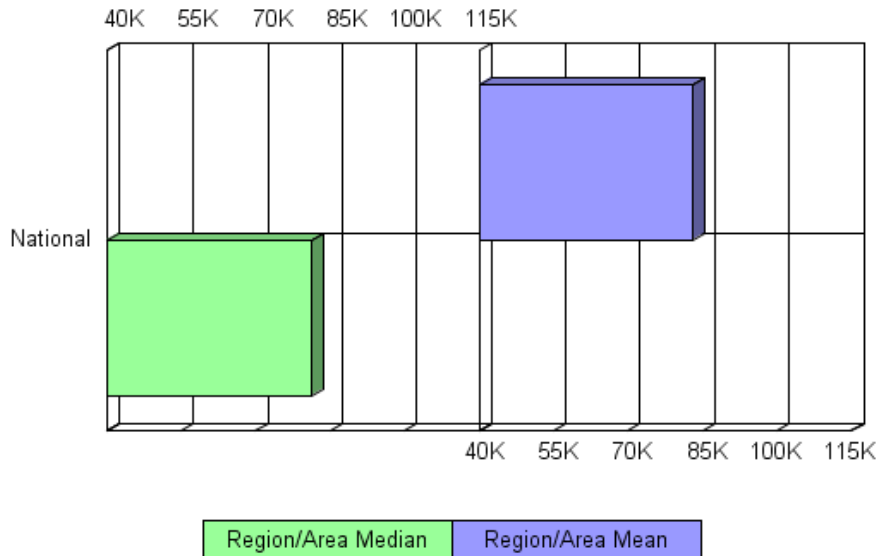
Other:

High: 90,808

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	82,873	99.7	81,157	

Estimated Competitive Salary Range

Minimum 57,963	1st Quartile 70,280	Midpoint 82,597	3rd Quartile 94,914	Maximum 107,231
	Minimum 57,963	1st Tercile 74,386	2nd Tercile 90,808	Maximum 107,231



CompGeo Online Associate Basic Report

Page: 10

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Private

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
81,544	79,858	77,868 /	85,220	76,258 /	83,458

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

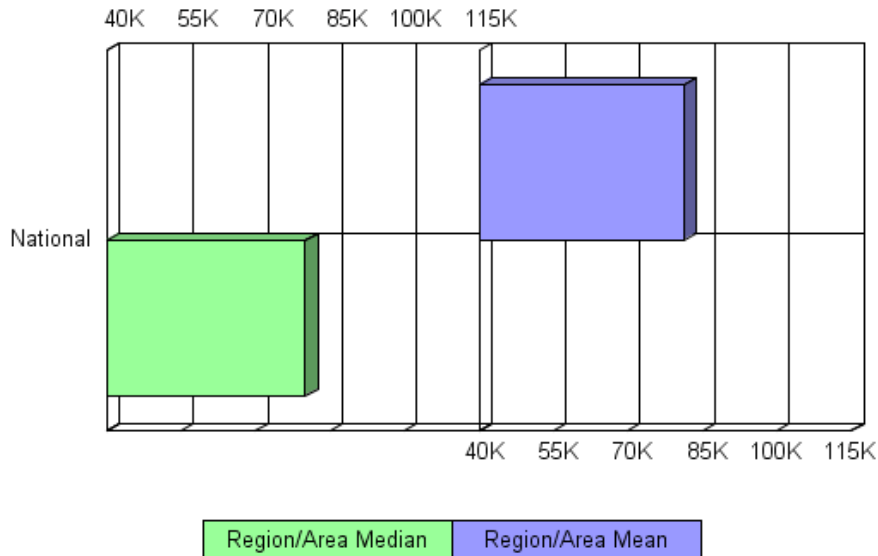
Individual Estimates Low: 73,437

High: 89,651

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	81,178	100.5	80,031	99.8

Estimated Competitive Salary Range

Minimum 57,224	1st Quartile 69,384	Midpoint 81,544	3rd Quartile 93,704	Maximum 105,865
	Minimum 57,224	1st Tercile 73,437	2nd Tercile 89,651	Maximum 105,865



CompGeo Online Associate Basic Report

Page: 11

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Services

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
81,123	79,227	77,466 /	84,780	75,656 /	82,799

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 73,058

Performance Level: Meets Expectations

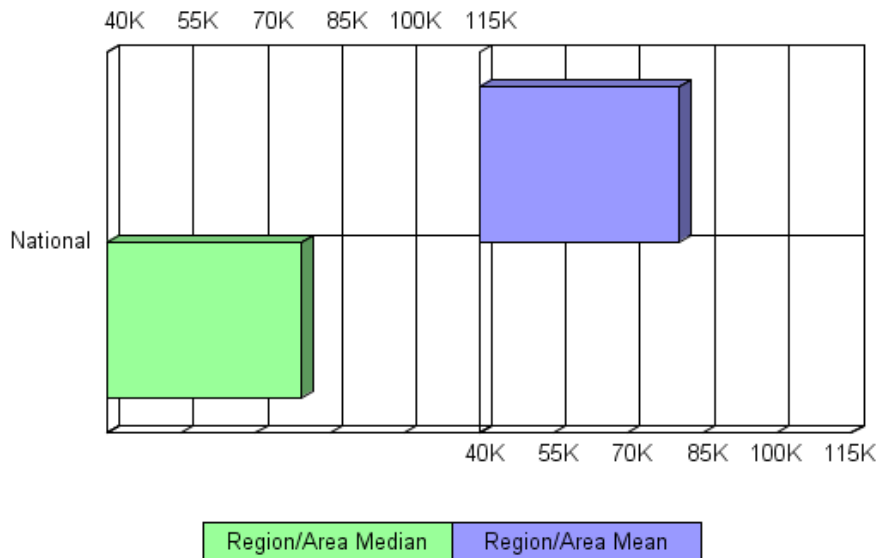
Other:

High: 89,187

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	80,127	101.2	79,162	100.1

Estimated Competitive Salary Range

Minimum 56,928	1st Quartile 69,026	Midpoint 81,123	3rd Quartile 93,220	Maximum 105,317
	Minimum 56,928	1st Tercile 73,058	2nd Tercile 89,187	Maximum 105,317



CompGeo Online Associate Basic Report

Page: 12

Report Date: 02/02/2011

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist III (Fully Qualified)

Industry/Sector: Transportation/Utilities

Data Projected To: 07/01/2011

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	
99,875		95,373 / 104,378	/	

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 89,946

Performance Level: Meets Expectations

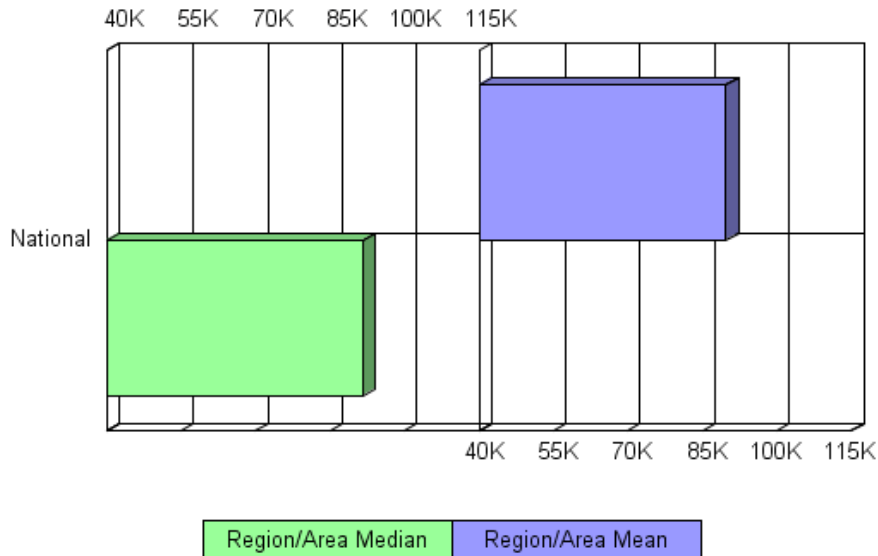
Other:

High: 109,804

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	89,769	111.3	91,652	

Estimated Competitive Salary Range

Minimum 70,088	1st Quartile 84,981	Midpoint 99,875	3rd Quartile 114,769	Maximum 129,662
	Minimum 70,088	1st Tercile 89,946	2nd Tercile 109,804	Maximum 129,662



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.