

CompGeo Online™ Report Series Sample

CompGeo Online Report Selection

An important part of your CompGeo Online ordering process is selection of a Report Type. Report Types include Basic, Standard, Extended, Professional-Regional and Professional-Nationwide. Each Report Type has available the AFL (All Job Family Levels) Report Option. The AFL Option includes all jobs in the same Job Family and Area in the report. Extended and Professional Reports provide enhanced Geographic Salary Differential coverage.

The sample page(s) of the CompGeo Online Report requested begin on the next page. See CompGeo Online Professional for advanced options with wide group and region coverage.

Proprietary Materials Agreement

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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: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: All

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
70,104	67,411	66,944 /	73,264	64,373 /	70,450

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

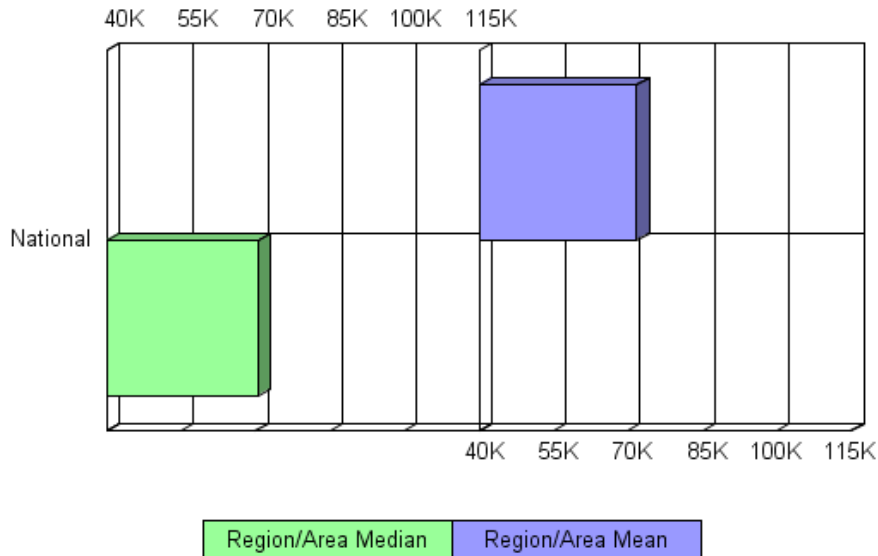
Individual Estimates Low: 49,196

High: 63,135

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,782	97.7	70,450	95.7

Estimated Competitive Salary Range

Minimum 49,196	1rst Quartile 59,650	Midpoint 70,104	3rd Quartile 80,558	Maximum 91,012
	Minimum 49,196	1rst Tercile 63,135	2nd Tercile 77,073	Maximum 91,012



CompGeo Online Associate Basic Report

Page: 3

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Goods Producing

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
74,469	74,190	71,112 /	77,826	70,846 /	77,535

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 52,259

Performance Level: Exceeds Expectations

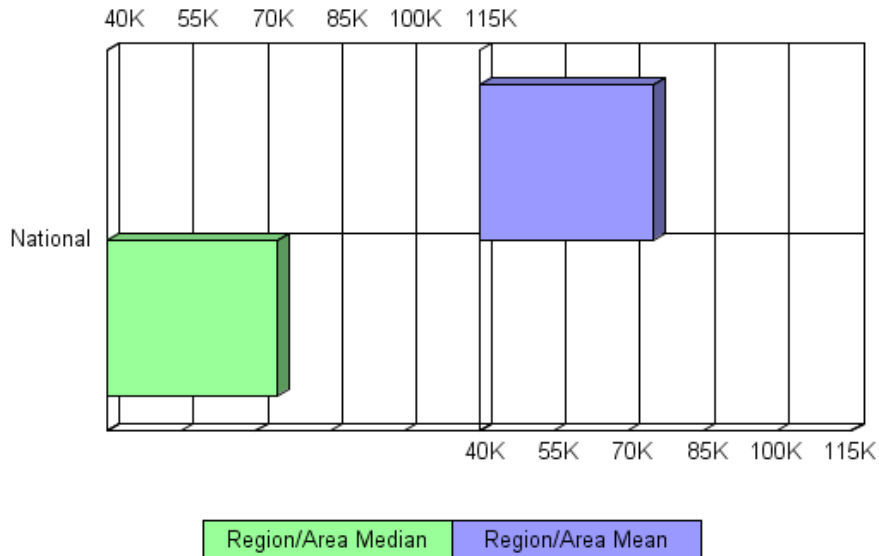
Other:

High: 67,065

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	75,025	99.3	74,236	99.9

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
52,259	63,364	74,469	85,574	96,679
Minimum	1st Tercile	2nd Tercile	Maximum	
52,259	67,065	81,872	96,679	



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Page: 4

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Government

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
60,558	60,921	57,828 /	63,288	58,174 /	63,667

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 42,497

Performance Level: Exceeds Expectations

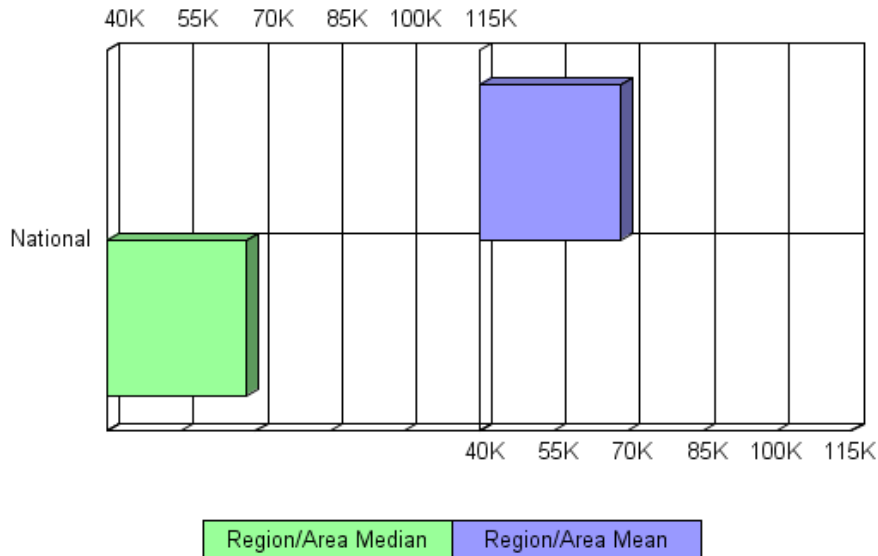
Other:

High: 54,538

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	68,546	88.3	68,137	89.4

Estimated Competitive Salary Range

Minimum 42,497	1rst Quartile 51,528	Midpoint 60,558	3rd Quartile 69,589	Maximum 78,620
	Minimum 42,497	1rst Tercile 54,538	2nd Tercile 66,578	Maximum 78,620



CompGeo Online Associate Basic Report

Page: 5

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Health Services-All Sectors

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
74,933	75,025	71,555 /	78,311	71,643 /	78,408

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

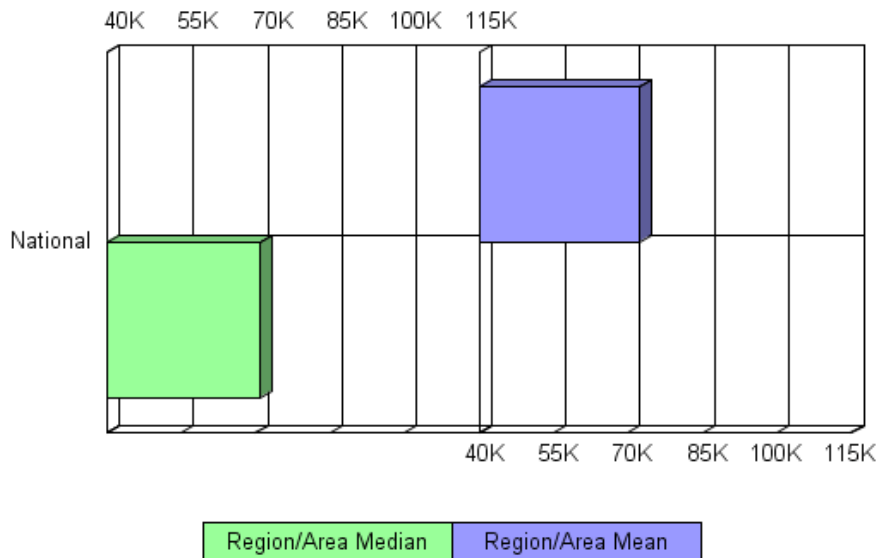
Individual Estimates Low: 52,585

High: 67,483

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,324	103.6	70,805	106.0

Estimated Competitive Salary Range

Minimum 52,585	1rst Quartile 63,759	Midpoint 74,933	3rd Quartile 86,107	Maximum 97,281
	Minimum 52,585	1rst Tercile 67,483	2nd Tercile 82,382	Maximum 97,281



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Page: 6

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Health Services-Private

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
75,489	75,025	72,086 /	78,892	71,643 /	78,408

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

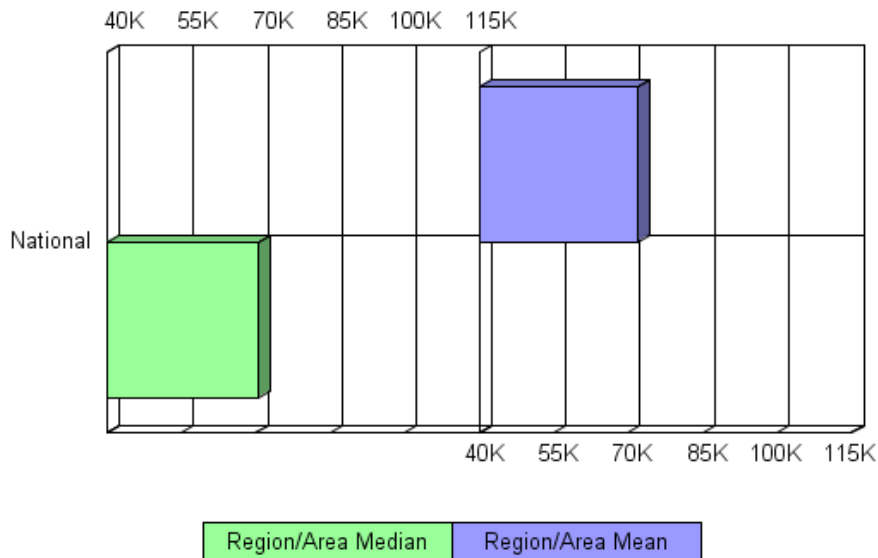
Individual Estimates Low: 52,975

High: 67,984

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,992	104.9	70,550	106.3

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
52,975	64,232	75,489	86,747	98,004
Minimum	1st Tercile	2nd Tercile	Maximum	
52,975	67,984	82,994	98,004	



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Page: 7

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Hospitals-All Sectors

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
73,911	76,232	70,579 / 77,243		72,796 / 79,669	

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

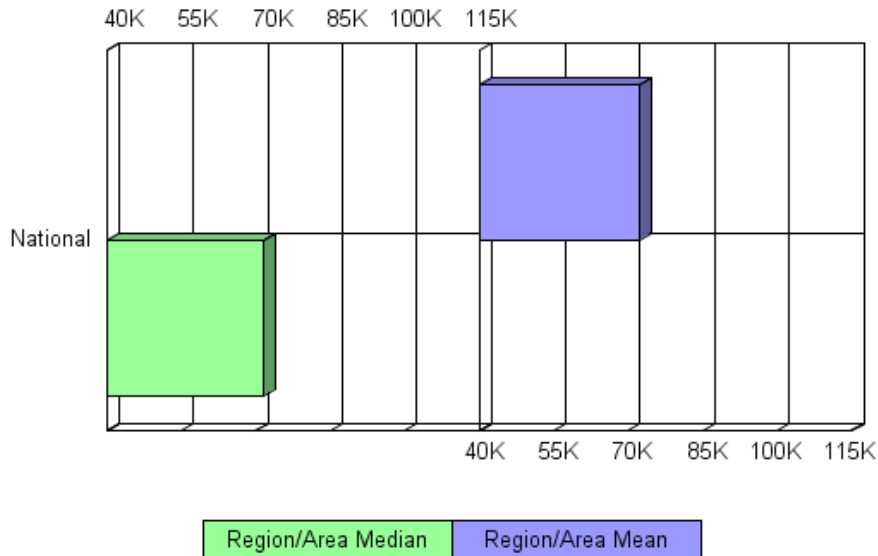
Individual Estimates Low: 51,867

High: 66,563

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,181	102.4	71,645	106.4

Estimated Competitive Salary Range

Minimum 51,867	1st Quartile 62,889	Midpoint 73,911	3rd Quartile 84,933	Maximum 95,955
	Minimum 51,867	1st Tercile 66,563	2nd Tercile 81,259	Maximum 95,955



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Page: 8

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Hospitals-Private

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
74,654	78,925	71,289 /	78,019	75,367 /	82,483

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

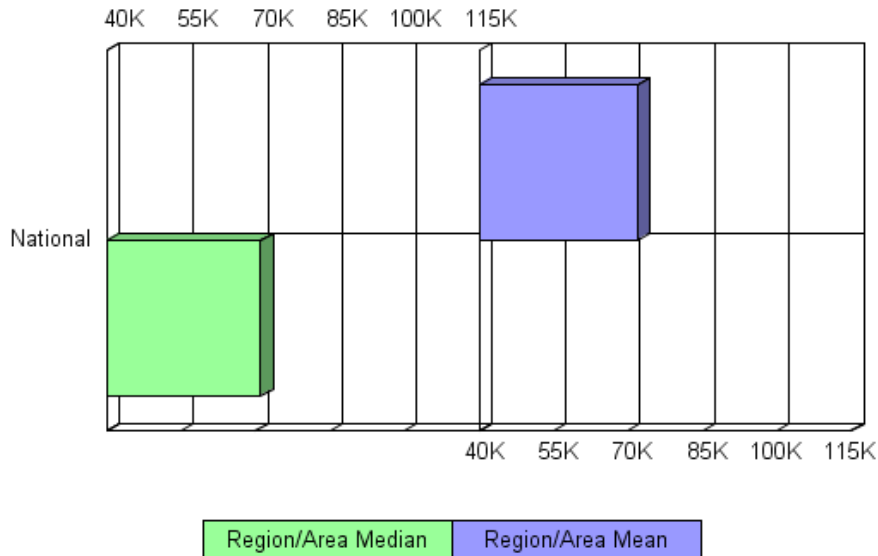
Individual Estimates Low: 52,389

High: 67,232

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,054	103.6	71,059	111.1

Estimated Competitive Salary Range

Minimum 52,389	1rst Quartile 63,521	Midpoint 74,654	3rd Quartile 85,787	Maximum 96,919
	Minimum 52,389	1rst Tercile 67,232	2nd Tercile 82,075	Maximum 96,919



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Page: 9

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Manufacturing

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
74,469	74,190	71,112 / 77,826		70,846 / 77,535	

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 52,259

Performance Level: Exceeds Expectations

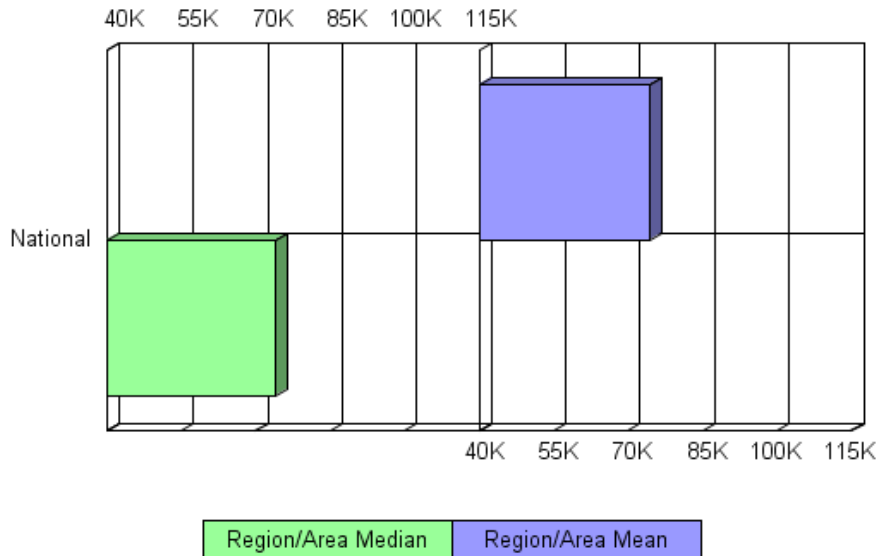
Other:

High: 67,065

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	74,406	100.1	73,868	100.4

Estimated Competitive Salary Range

Minimum 52,259	1rst Quartile 63,364	Midpoint 74,469	3rd Quartile 85,574	Maximum 96,679
	Minimum 52,259	1rst Tercile 67,065	2nd Tercile 81,872	Maximum 96,679



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Page: 10

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Private

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
73,076	71,403	69,781 /	76,370	68,185 /	74,622

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

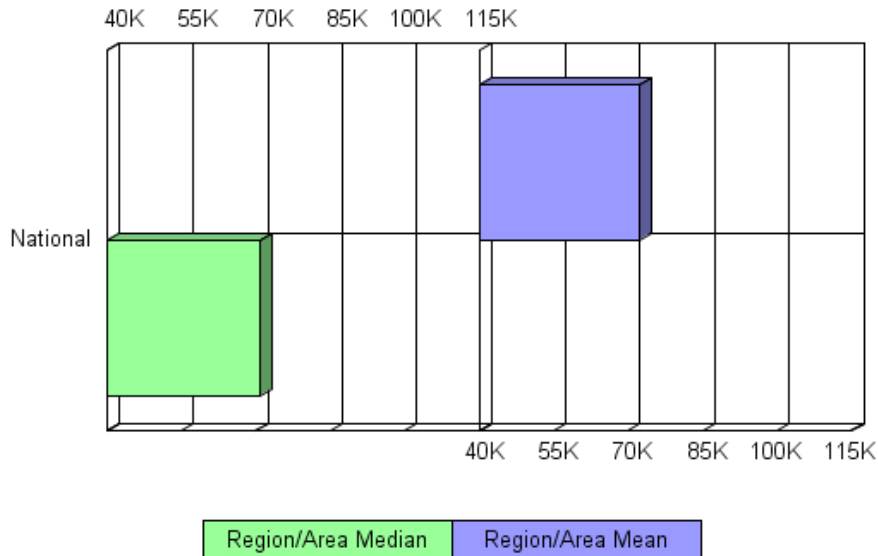
Individual Estimates Low: 51,281

High: 65,811

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,270	101.1	70,823	100.8

Estimated Competitive Salary Range

Minimum 51,281	1st Quartile 62,178	Midpoint 73,076	3rd Quartile 83,973	Maximum 94,870
	Minimum 51,281	1st Tercile 65,811	2nd Tercile 80,340	Maximum 94,870



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Page: 11

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Services

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
72,239	70,941	68,982 /	75,495	67,743 /	74,139

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

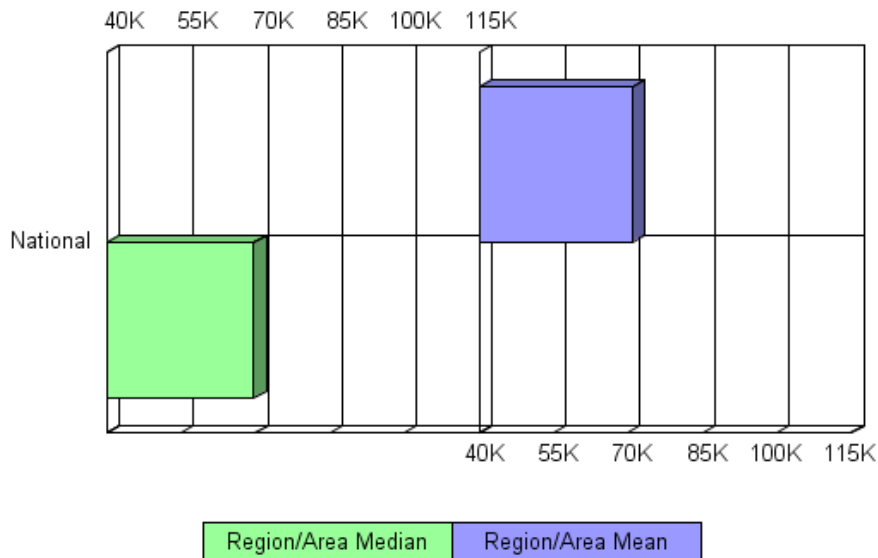
Individual Estimates Low: 50,694

High: 65,057

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	70,942	101.8	69,662	101.8

Estimated Competitive Salary Range

Minimum 50,694	1st Quartile 61,466	Midpoint 72,239	3rd Quartile 83,011	Maximum 93,784
	Minimum 50,694	1st Tercile 65,057	2nd Tercile 79,420	Maximum 93,784



CompGeo Online Associate Basic Report

Page: 12

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Transportation/Utilities

Data Projected To: 07/01/2008

Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
73,632	71,403	70,313 /	76,951	68,185 /	74,622

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 51,672

Performance Level: Exceeds Expectations

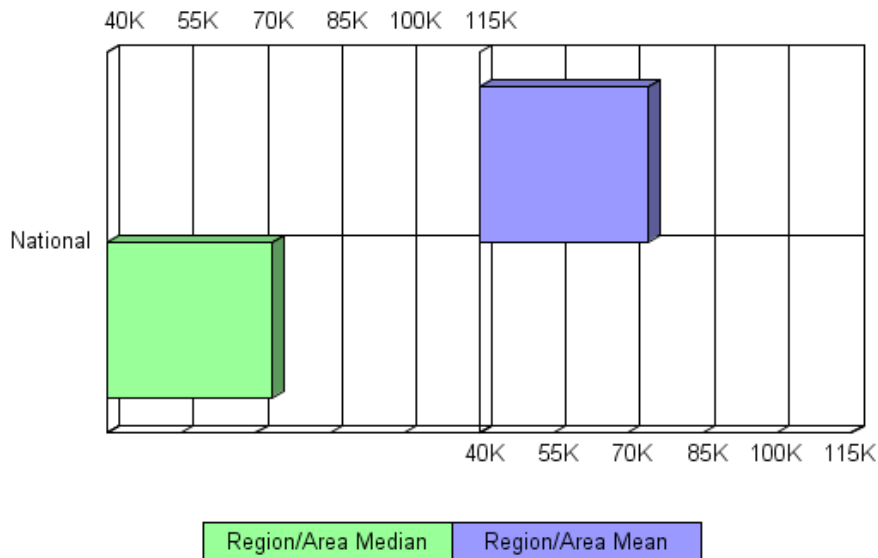
Other:

High: 66,312

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	74,043	99.4	73,216	97.5

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,672	62,652	73,632	84,612	95,593
Minimum	1st Tercile	2nd Tercile	Maximum	
51,672	66,312	80,952	95,593	



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.