

CompGeo Online™ Report Series Sample

CompGeo Online Report Selection

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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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CompGeo Online Associate Extended 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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
73,420	70,970	70,110 /	76,730	67,771 /	74,169

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

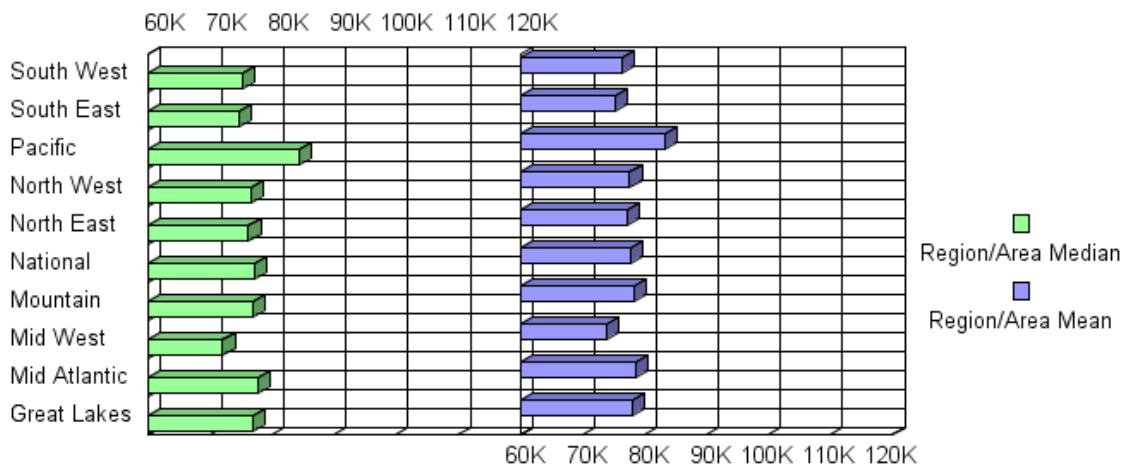
Individual Estimates Low: 66,121

High: 80,719

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	77,858	94.3	77,118	92.0
North East	77,320	95.0	76,245	93.1
Mid Atlantic	78,700	93.3	77,716	91.3
South East	75,308	97.5	74,718	95.0
Great Lakes	78,087	94.0	76,884	92.3
Mid West	73,986	99.2	72,085	98.5
South West	76,523	95.9	75,170	94.4
North West	77,677	94.5	76,752	92.5
Mountain	78,286	93.8	77,018	92.1
Pacific	83,232	88.2	84,429	84.1
Caribbean	54,793	134.0	50,491	140.6
State of Alabama	75,068	97.8	74,200	95.6
State of Alaska	89,888	81.7	89,821	79.0
State of Arizona	73,389	100.0	72,214	98.3
State of Californi	83,876	87.5	85,081	83.4
State of Colorado	79,313	92.6	78,049	90.9
State of Connectic	79,091	92.8	78,296	90.6
State of Florida	71,571	102.6	71,379	99.4
State of Georgia	75,742	96.9	75,163	94.4
State of Hawaii	75,082	97.8	76,205	93.1
State of Illinois	77,372	94.9	77,669	91.4
State of Indiana	76,958	95.4	73,833	96.1
State of Kansas	76,630	95.8	74,751	94.9
State of Kentucky	93,072	78.9	79,896	88.8
State of Louisiana	77,497	94.7	73,609	96.4
State of Maryland	75,352	97.4	72,836	97.4

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
51,523	62,472	73,420	84,369	95,318
	Minimum	1rst Tercile	2nd Tercile	Maximum
	51,523	66,121	80,719	95,318



CompGeo Online Associate Extended Report

Page: 3

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
73,420	70,970	70,110 /	76,730	67,771 /	74,169

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

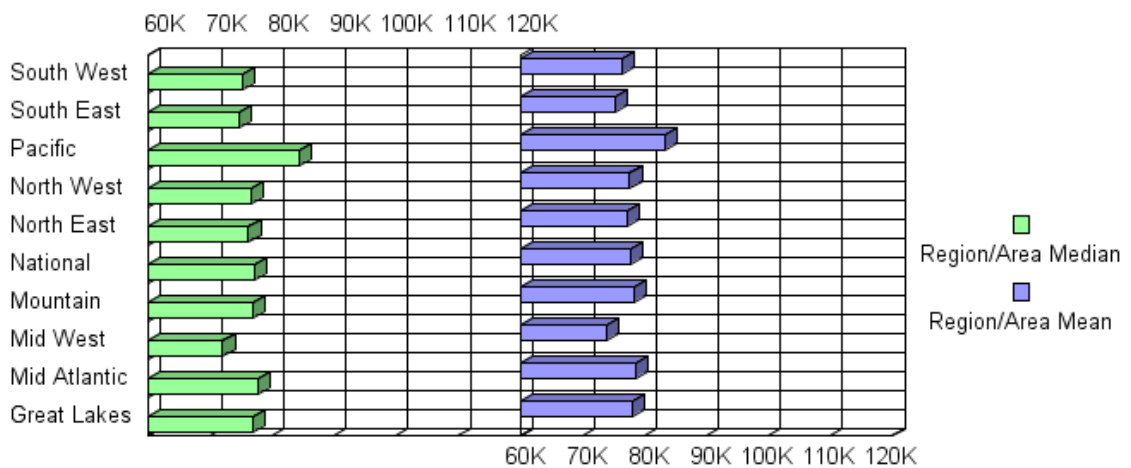
Individual Estimates Low: 66,121

High: 80,719

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Massachus	77,352	94.9	76,238	93.1
State of Michigan	81,840	89.7	77,855	91.2
State of Minnesota	74,433	98.6	74,424	95.4
State of Mississipp	71,963	102.0	73,784	96.2
State of Missouri	70,442	104.2	65,720	108.0
State of Nebraska	78,391	93.7	75,226	94.3
State of New Jerse	84,365	87.0	83,556	84.9
State of New Mexic	74,971	97.9	72,367	98.1
State of New York	80,377	91.3	80,486	88.2
State of North Car	81,723	89.8	80,246	88.4
State of Ohio	77,166	95.1	75,603	93.9
State of Oklahoma	72,970	100.6	72,113	98.4
State of Oregon	77,707	94.5	76,959	92.2
State of Pennsylv	74,481	98.6	73,216	96.9
State of South Car	82,365	89.1		
State of Tennessee	74,965	97.9	77,178	92.0
State of Texas	77,728	94.5	76,347	93.0
State of Utah	73,788	99.5	72,497	97.9
State of Vermont	71,813	102.2	71,912	98.7
State of Virginia	74,266	98.9	73,304	96.8
State of Washingto	75,321	97.5	74,203	95.6
State of West Virg	71,007	103.4		
State of Wisconsin	78,092	94.0	77,713	91.3

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,523	62,472	73,420	84,369	95,318
Minimum	1st Tercile	2nd Tercile	Maximum	
51,523	66,121	80,719	95,318	



CompGeo Online Associate Extended Report

Page: 4

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: 3.70

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	
77,342		73,855 /	80,828	/

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

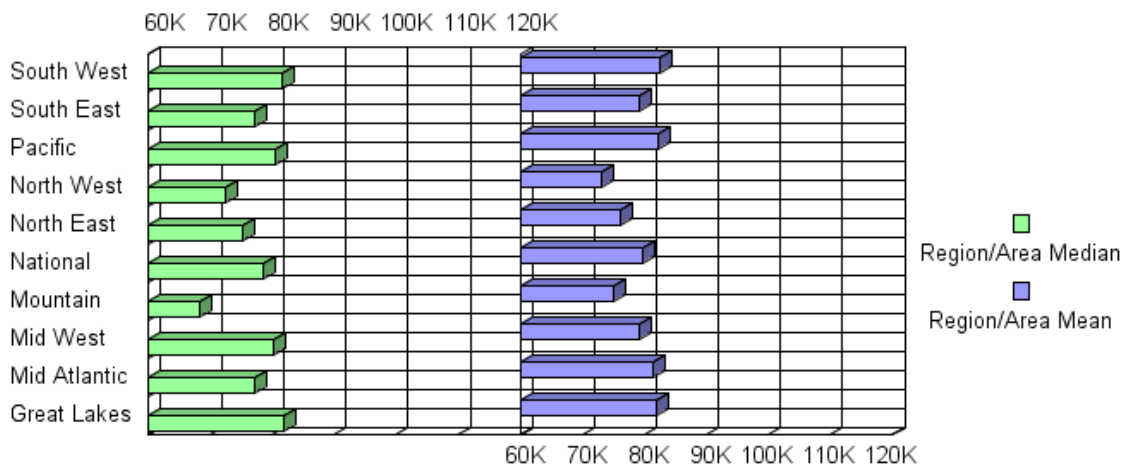
Individual Estimates Low: 69,653

High: 85,030

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	79,834	96.9	78,593	
North East	76,050	101.7	75,206	
Mid Atlantic	81,344	95.1	77,319	
South East	79,222	97.6	77,275	
Great Lakes	82,042	94.3	82,011	
Mid West	79,275	97.6	80,265	
South West	82,445	93.8	81,626	
North West	73,181	105.7	72,416	
Mountain	75,132	102.9	68,391	
Pacific	82,221	94.1	80,655	
Caribbean	61,432	125.9	62,928	
State of Alabama	78,537	98.5	78,826	
State of Arizona	77,100	100.3	77,569	
State of Californi	82,223	94.1	80,655	
State of Colorado	73,772	104.8	66,289	
State of Connectic	75,837	102.0	75,068	
State of Florida	73,927	104.6		
State of Georgia	77,186	100.2	72,273	
State of Illinois	76,483	101.1	79,337	
State of Indiana	86,391	89.5	83,845	
State of Kansas	81,794	94.6	82,358	
State of Louisiana	90,564	85.4		
State of Maryland	79,376	97.4		
State of Massachus	76,105	101.6	75,246	
State of Michigan	93,019	83.1	92,726	
State of Minnesota	77,037	100.4	78,295	

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
54,275	65,808	77,342	88,875	100,408
	Minimum	1rst Tercile	2nd Tercile	Maximum
	54,275	69,653	85,030	100,408



CompGeo Online Associate Extended Report

Page: 5

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: 3.70

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	Median
77,342		73,855 /	80,828	/

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

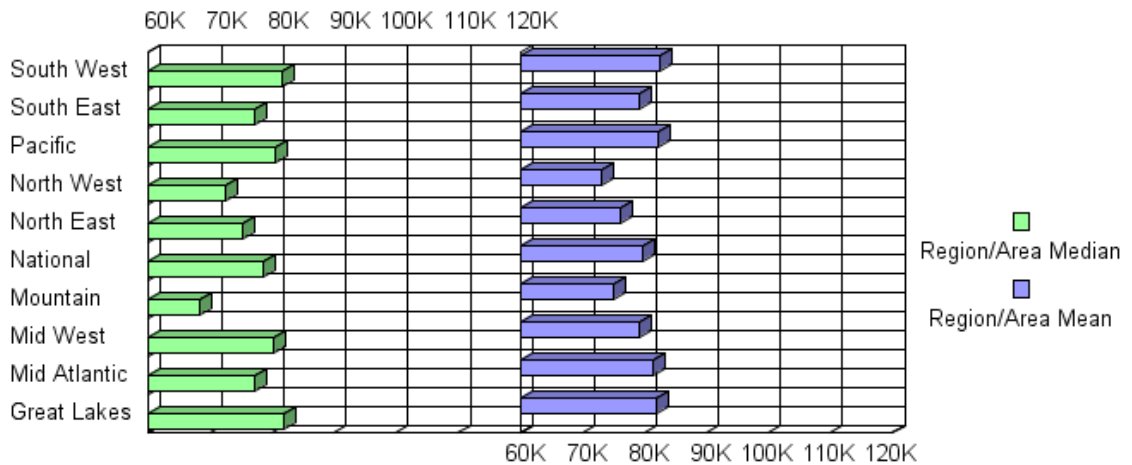
Individual Estimates Low: 69,653

High: 85,030

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Missouri	80,873	95.6	81,785	
State of New Jerse	88,305	87.6		
State of New York	84,694	91.3	83,469	
State of North Car	80,441	96.1	81,427	
State of Ohio	79,984	96.7	77,421	
State of Oklahoma	81,235	95.2	81,450	
State of Oregon	78,429	98.6	75,966	
State of Pennsylv	77,055	100.4	72,316	
State of Tennessee	76,393	101.2	78,251	
State of Texas	83,302	92.8	82,223	
State of Utah	83,124	93.0	80,742	
State of Virginia	81,638	94.7		
State of Washingto	68,525	112.9	69,270	
State of Wisconsin	83,088	93.1	81,959	

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
54,275	65,808	77,342	88,875	100,408
	Minimum	1rst Tercile	2nd Tercile	Maximum
	54,275	69,653	85,030	100,408



CompGeo Online Associate Extended Report

Page: 6

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
64,981	64,504	62,051 /	67,910	61,596 /	67,411

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

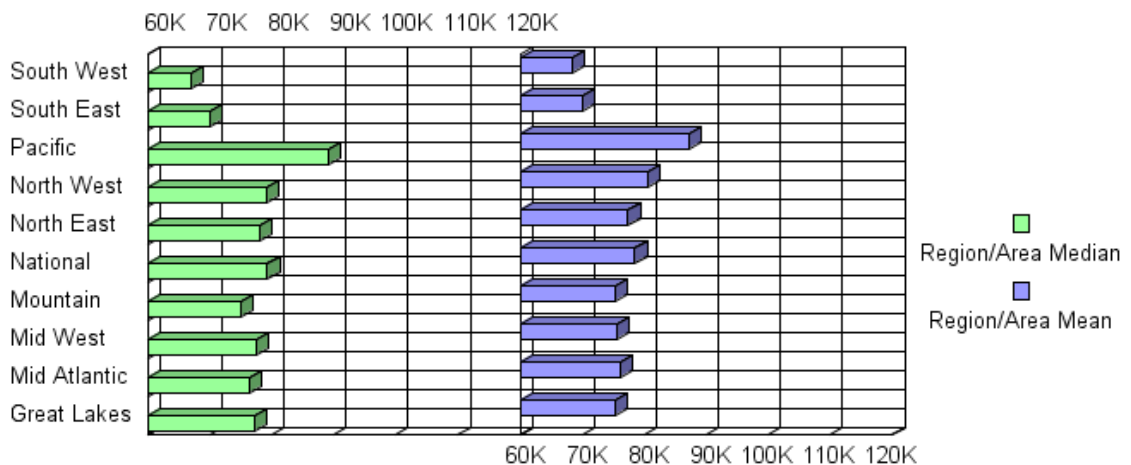
Individual Estimates Low: 58,521

High: 71,441

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	78,508	82.8	79,283	81.4
North East	77,375	84.0	78,058	82.6
Mid Atlantic	76,254	85.2	76,415	84.4
South East	70,164	92.6	70,107	92.0
Great Lakes	75,436	86.1	77,216	83.5
Mid West	75,519	86.0	77,426	83.3
South West	68,291	95.2	66,952	96.3
North West	80,562	80.7	79,106	81.5
Mountain	75,312	86.3	75,064	85.9
Pacific	87,231	74.5	89,217	72.3
Caribbean	49,062	132.4	44,813	143.9
State of Alabama	70,735	91.9		
State of Alaska	97,201	66.9	96,737	66.7
State of Arizona	68,521	94.8	64,998	99.2
State of Arkansas	63,780	101.9	63,079	102.3
State of Californi	87,961	73.9	90,061	71.6
State of Colorado	78,196	83.1	78,099	82.6
State of Connectic	76,702	84.7	78,688	82.0
State of Delaware	68,876	94.3	67,198	96.0
State of Florida	71,901	90.4	72,042	89.5
State of Georgia	67,233	96.7	67,233	95.9
State of Hawaii	60,201	107.9	58,248	110.7
State of Illinois	78,335	83.0	82,925	77.8
State of Indiana	61,691	105.3	59,083	109.2
State of Kansas	69,193	93.9		
State of Kentucky	64,697	100.4	61,766	104.4

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
45,601	55,291	64,981	74,671	84,361
	Minimum	1rst Tercile	2nd Tercile	Maximum
	45,601	58,521	71,441	84,361



CompGeo Online Associate Extended Report

Page: 7

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
64,981	64,504	62,051 / 67,910		61,596 / 67,411	

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

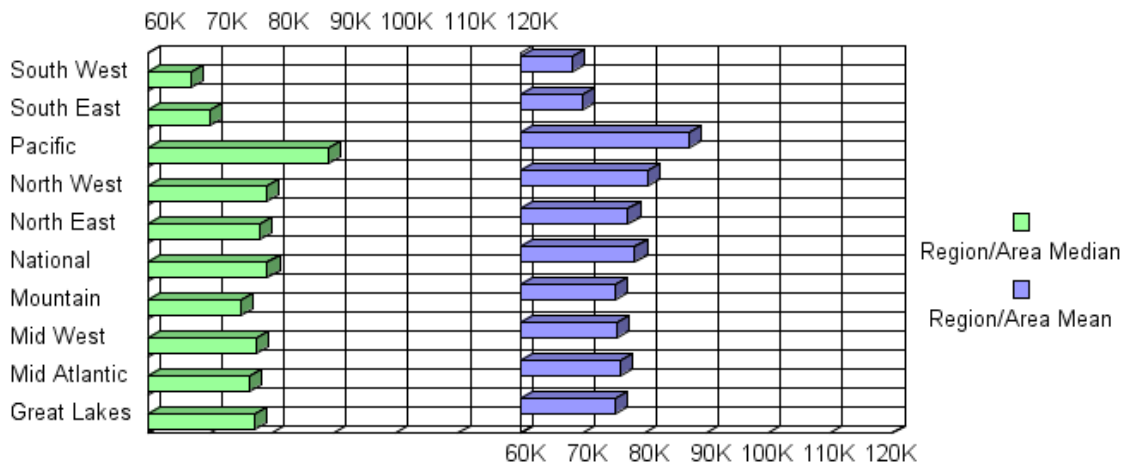
Individual Estimates Low: 58,521

High: 71,441

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Louisiana	63,304	102.6	64,960	99.3
State of Maryland	66,690	97.4	66,199	97.4
State of Massachus	77,679	83.7	77,772	82.9
State of Michigan	68,279	95.2	69,898	92.3
State of Minnesota	80,867	80.4	81,818	78.8
State of Mississip	59,165	109.8	59,542	108.3
State of Missouri	72,914	89.1		
State of New Jerse	88,055	73.8	85,736	75.2
State of New Mexic	71,514	90.9	70,101	92.0
State of New York	80,470	80.8	81,572	79.1
State of North Car	70,833	91.7	69,579	92.7
State of Ohio	78,288	83.0	78,183	82.5
State of Oklahoma	66,094	98.3	63,182	102.1
State of Oregon	79,948	81.3	76,369	84.5
State of Pennsylv	74,630	87.1	74,579	86.5
State of Tennessee	71,122	91.4	70,915	91.0
State of Texas	68,264	95.2	68,636	94.0
State of Utah	67,252	96.6	66,574	96.9
State of Virginia	73,447	88.5	73,705	87.5
State of Washingto	78,260	83.0	77,802	82.9
State of Wisconsin	81,229	80.0	79,461	81.2

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
45,601	55,291	64,981	74,671	84,361
	Minimum	1st Tercile	2nd Tercile	Maximum
	45,601	58,521	71,441	84,361



CompGeo Online Associate Extended Report

Page: 8

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,537	74,302	74,042 /	81,032	70,953 /	77,652

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

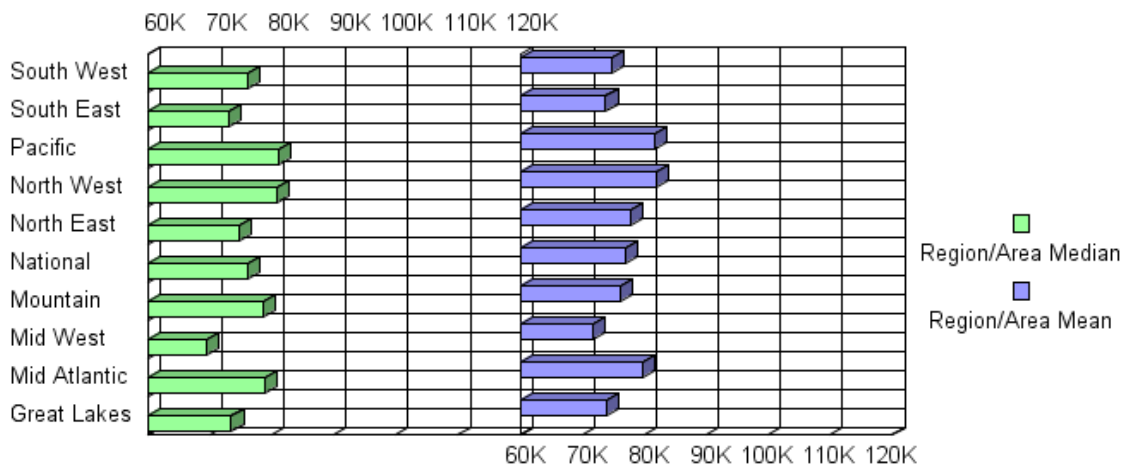
Individual Estimates Low: 69,828

High: 85,245

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	76,898	100.8	76,078	97.7
North East	77,843	99.6	74,846	99.3
Mid Atlantic	79,714	97.3	78,799	94.3
South East	73,807	105.1	72,962	101.8
Great Lakes	73,929	104.9	73,467	101.1
Mid West	71,797	108.0	69,508	106.9
South West	74,738	103.7	76,212	97.5
North West	81,933	94.6	80,891	91.9
Mountain	76,258	101.7	78,532	94.6
Pacific	81,614	95.0	81,010	91.7
State of Alabama	65,430	118.5		
State of Arizona	75,979	102.1	76,888	96.6
State of California	81,614	95.0	81,004	91.7
State of Colorado	78,018	99.4	78,532	94.6
State of Florida	80,972	95.8	79,730	93.2
State of Illinois	77,732	99.7	77,031	96.5
State of Indiana	70,044	110.7	68,265	108.8
State of Kansas	77,724	99.8	79,701	93.2
State of Kentucky	68,350	113.4	66,312	112.1
State of Louisiana	63,934	121.3	65,230	113.9
State of Maryland	79,576	97.4	76,257	97.4
State of Massachus	77,842	99.6	74,846	99.3
State of Michigan	72,049	107.6	71,336	104.2
State of Minnesota	69,910	110.9	65,833	112.9
State of Mississip	65,426	118.5		
State of Missouri	71,942	107.8	70,523	105.4

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
54,412	65,974	77,537	89,099	100,662
	Minimum	1st Tercile	2nd Tercile	Maximum
	54,412	69,828	85,245	100,662



CompGeo Online Associate Extended Report

Page: 9

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,537	74,302	74,042 /	81,032	70,953 /	77,652

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

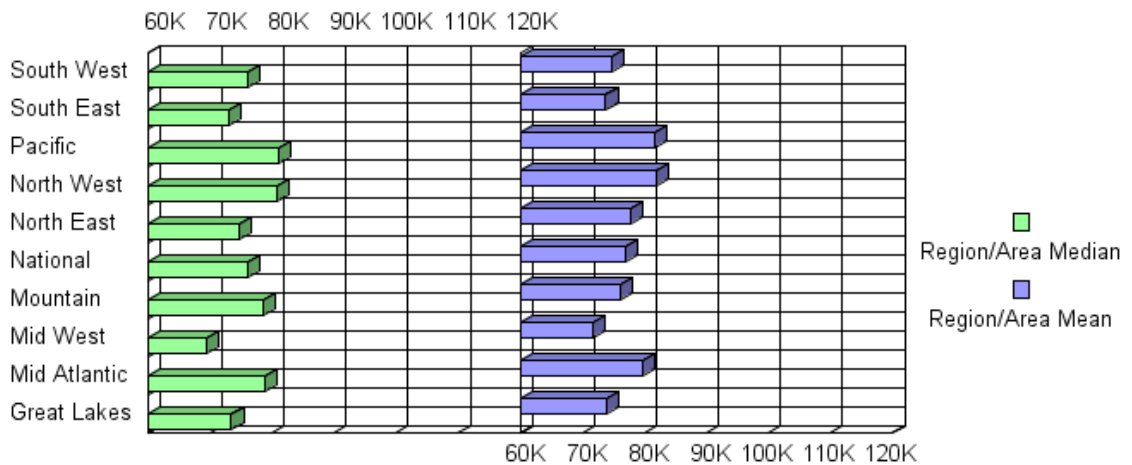
Individual Estimates Low: 69,828

High: 85,245

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Nebraska	71,948	107.8	69,230	107.3
State of New Jerse	83,537	92.8	79,285	93.7
State of New Mexic	68,618	113.0		
State of New York	79,053	98.1	80,336	92.5
State of Ohio	71,110	109.0	69,672	106.6
State of Oregon	81,933	94.6	80,891	91.9
State of Pennsylv	75,292	103.0	73,663	100.9
State of Tennessee	77,735	99.7		
State of Texas	75,047	103.3	75,970	97.8
State of Utah	69,022	112.3		
State of Virginia	73,831	105.0	70,900	104.8
State of Wisconsin	72,991	106.2	76,845	96.7

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
54,412	65,974	77,537	89,099	100,662
	Minimum	1st Tercile	2nd Tercile	Maximum
	54,412	69,828	85,245	100,662



CompGeo Online Associate Extended Report

Page: 10

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,537	74,302	74,042 /	81,032	70,953 /	77,652

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

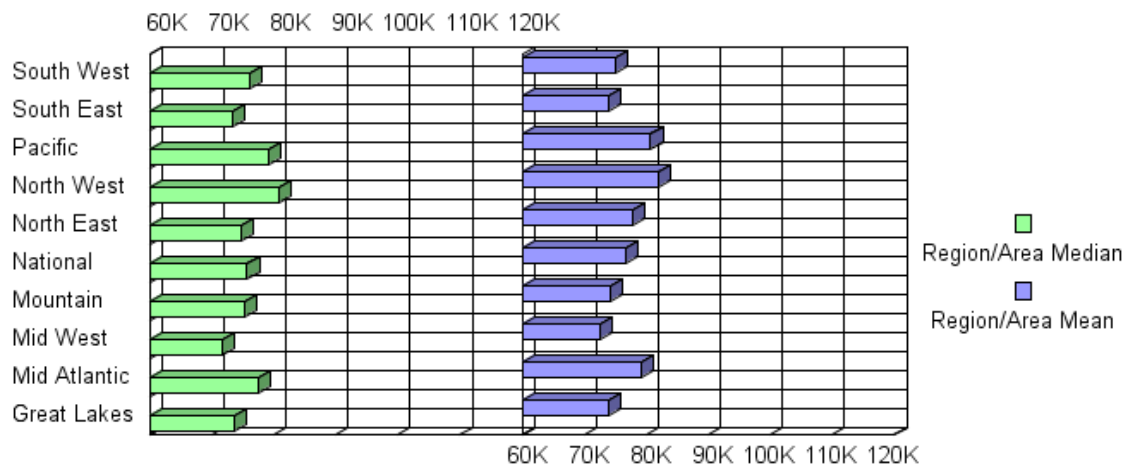
Individual Estimates Low: 69,828

High: 85,245

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	76,690	101.1	75,703	98.1
North East	77,736	99.7	74,846	99.3
Mid Atlantic	79,083	98.0	77,423	96.0
South East	74,022	104.7	73,379	101.3
Great Lakes	73,819	105.0	73,676	100.8
Mid West	72,629	106.8	71,721	103.6
South West	75,114	103.2	76,085	97.7
North West	81,933	94.6	80,891	91.9
Mountain	74,240	104.4	75,242	98.8
Pacific	80,700	96.1	79,059	94.0
State of Arizona	75,979	102.1	76,888	96.6
State of Arkansas	70,924	109.3		
State of Californi	80,701	96.1	79,064	94.0
State of Colorado	75,756	102.4	75,242	98.8
State of Delaware	75,448	102.8	74,215	100.1
State of Florida	75,880	102.2	74,456	99.8
State of Georgia	79,555	97.5	75,742	98.1
State of Illinois	77,933	99.5	77,031	96.5
State of Indiana	70,188	110.5	68,581	108.3
State of Kansas	75,152	103.2	75,253	98.7
State of Kentucky	66,312	116.9		
State of Louisiana	63,337	122.4	64,533	115.1
State of Maryland	79,576	97.4	76,257	97.4
State of Massachus	77,736	99.7	74,846	99.3
State of Michigan	71,861	107.9	71,107	104.5
State of Missouri	72,045	107.6	70,523	105.4

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
54,412	65,974	77,537	89,099	100,662
	Minimum	1st Tercile	2nd Tercile	Maximum
	54,412	69,828	85,245	100,662



CompGeo Online Associate Extended Report

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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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,537	74,302	74,042 /	81,032	70,953 /	77,652

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

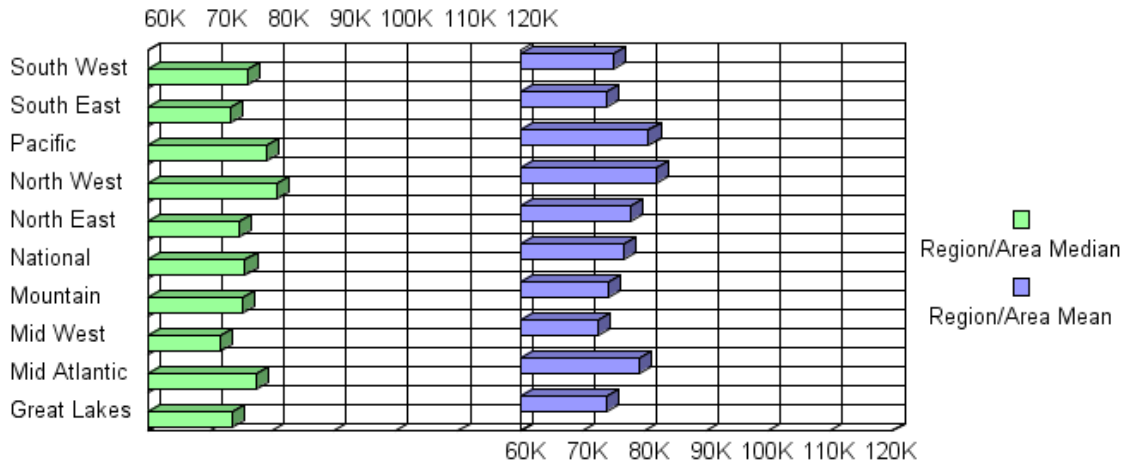
Individual Estimates Low: 69,828

High: 85,245

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of New Jerse	83,576	92.8	79,594	93.4
State of New York	80,173	96.7	79,778	93.1
State of Ohio	71,324	108.7	71,930	103.3
State of Oregon	81,933	94.6	80,891	91.9
State of Pennsylv	75,023	103.4	73,685	100.8
State of Tennessee	73,607	105.3		
State of Texas	74,746	103.7	75,741	98.1
State of Utah	69,022	112.3		
State of Virginia	72,057	107.6	73,189	101.5
State of Wisconsin	72,991	106.2	76,845	96.7

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
54,412	65,974	77,537	89,099	100,662
	Minimum	1st Tercile	2nd Tercile	Maximum
	54,412	69,828	85,245	100,662



CompGeo Online Associate Extended Report

Page: 12

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,831	75,479	74,323 /	81,340	72,076 /	78,881

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

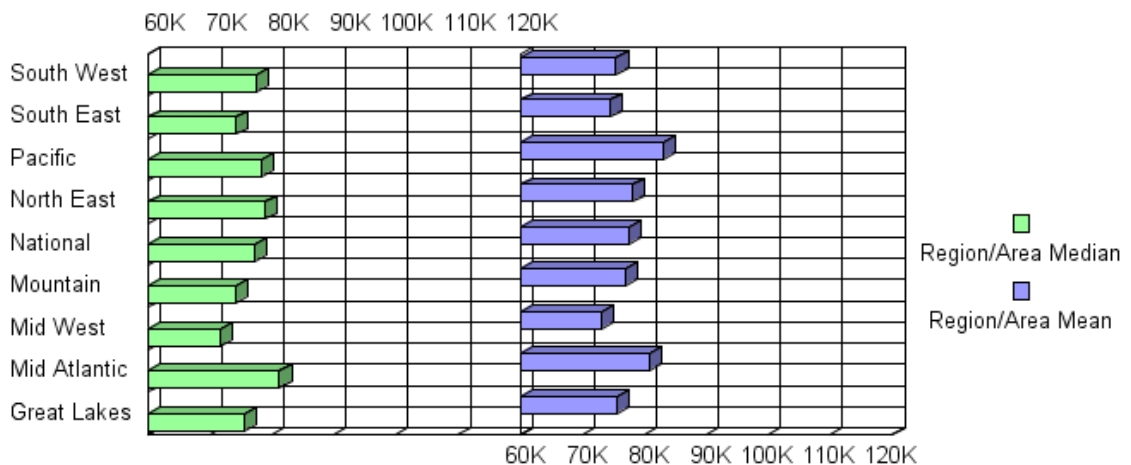
Individual Estimates Low: 70,094

High: 85,569

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	77,545	100.4	77,326	97.6
North East	78,066	99.7	78,871	95.7
Mid Atlantic	80,774	96.4	81,225	92.9
South East	74,589	104.3	74,129	101.8
Great Lakes	75,647	102.9	75,667	99.8
Mid West	73,203	106.3	71,768	105.2
South West	75,468	103.1	77,532	97.4
Mountain	76,887	101.2	74,111	101.8
Pacific	83,005	93.8	78,303	96.4
State of Arizona	78,806	98.8	79,616	94.8
State of Arkansas	69,898	111.3		
State of Californi	82,989	93.8	78,303	96.4
State of Colorado	76,887	101.2	74,112	101.8
State of Florida	75,472	103.1	75,222	100.3
State of Georgia	78,177	99.6	77,013	98.0
State of Illinois	81,438	95.6	80,939	93.3
State of Indiana	71,567	108.8	73,624	102.5
State of Kansas	77,328	100.7	79,206	95.3
State of Kentucky	64,209	121.2		
State of Louisiana	63,435	122.7	61,438	122.9
State of Maryland	79,878	97.4	77,463	97.4
State of Massachus	78,066	99.7	78,871	95.7
State of Michigan	74,396	104.6	74,396	101.5
State of Minnesota	74,188	104.9	66,752	113.1
State of Mississip	65,426	119.0		
State of Missouri	71,942	108.2	72,248	104.5

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
54,619	66,225	77,831	89,438	101,044
	Minimum	1st Tercile	2nd Tercile	Maximum
	54,619	70,094	85,569	101,044



CompGeo Online Associate Extended Report

Page: 13

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,831	75,479	74,323 /	81,340	72,076 /	78,881

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

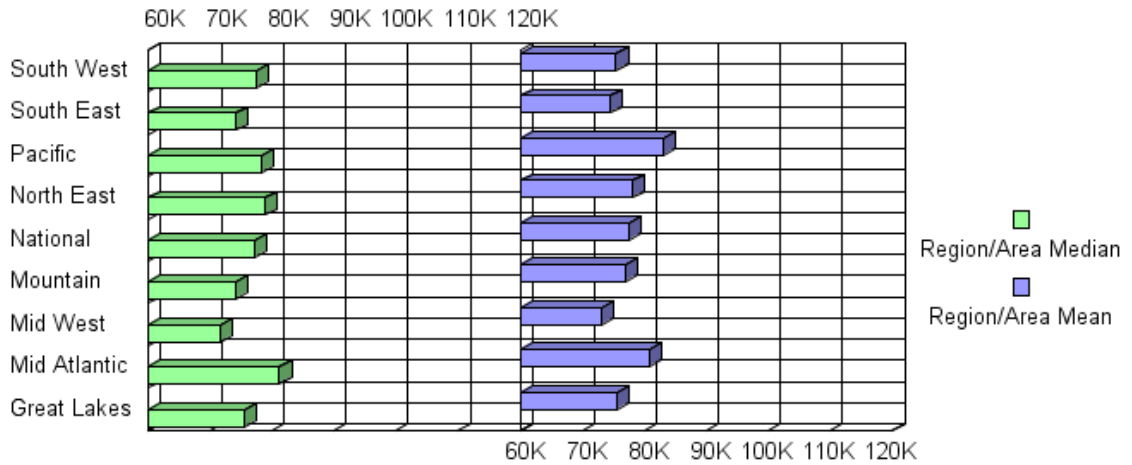
Individual Estimates Low: 70,094

High: 85,569

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Nebraska	70,064	111.1		
State of New Jerse	86,486	90.0		
State of New Mexic	68,828	113.1		
State of New York	77,800	100.0	77,751	97.1
State of Ohio	70,223	110.8	69,323	108.9
State of Pennsylv	80,772	96.4	82,775	91.2
State of Tennessee	77,114	100.9		
State of Texas	75,146	103.6	76,593	98.5
State of Virginia	78,418	99.3	74,771	100.9
State of Wisconsin	72,160	107.9		

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
54,619	66,225	77,831	89,438	101,044
Minimum	1st Tercile	2nd Tercile	Maximum	
54,619	70,094	85,569	101,044	



CompGeo Online Associate Extended Report

Page: 14

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,831	75,479	74,323 /	81,340	72,076 /	78,881

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

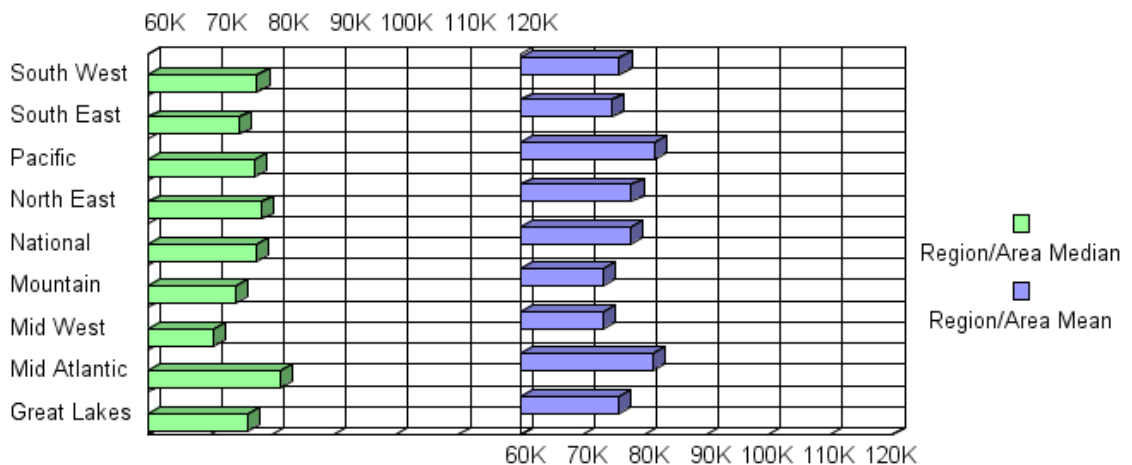
Individual Estimates Low: 70,094

High: 85,569

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	77,883	99.9	77,390	97.5
North East	77,967	99.8	78,267	96.4
Mid Atlantic	81,462	95.5	81,395	92.7
South East	74,846	104.0	74,818	100.9
Great Lakes	75,899	102.5	76,036	99.3
Mid West	73,421	106.0	70,611	106.9
South West	76,023	102.4	77,653	97.2
Mountain	73,497	105.9	74,111	101.8
Pacific	81,640	95.3	77,128	97.9
State of Arizona	78,806	98.8	79,616	94.8
State of Arkansas	70,924	109.7		
State of Californi	81,636	95.3	77,141	97.8
State of Colorado	73,497	105.9	74,112	101.8
State of Delaware	76,887	101.2		
State of Florida	75,219	103.5	75,384	100.1
State of Georgia	80,932	96.2	83,474	90.4
State of Illinois	81,939	95.0	80,939	93.3
State of Indiana	71,753	108.5	73,624	102.5
State of Kansas	74,560	104.4	74,757	101.0
State of Kentucky	63,182	123.2		
State of Louisiana	62,737	124.1	60,143	125.5
State of Maryland	79,878	97.4	77,463	97.4
State of Massachus	77,966	99.8	78,267	96.4
State of Michigan	74,396	104.6	74,396	101.5
State of Minnesota	75,413	103.2	65,833	114.7
State of Missouri	72,045	108.0	72,348	104.3

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
54,619	66,225	77,831	89,438	101,044
	Minimum	1rst Tercile	2nd Tercile	Maximum
	54,619	70,094	85,569	101,044



CompGeo Online Associate Extended Report

Page: 15

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
77,831	75,479	74,323 /	81,340	72,076 /	78,881

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

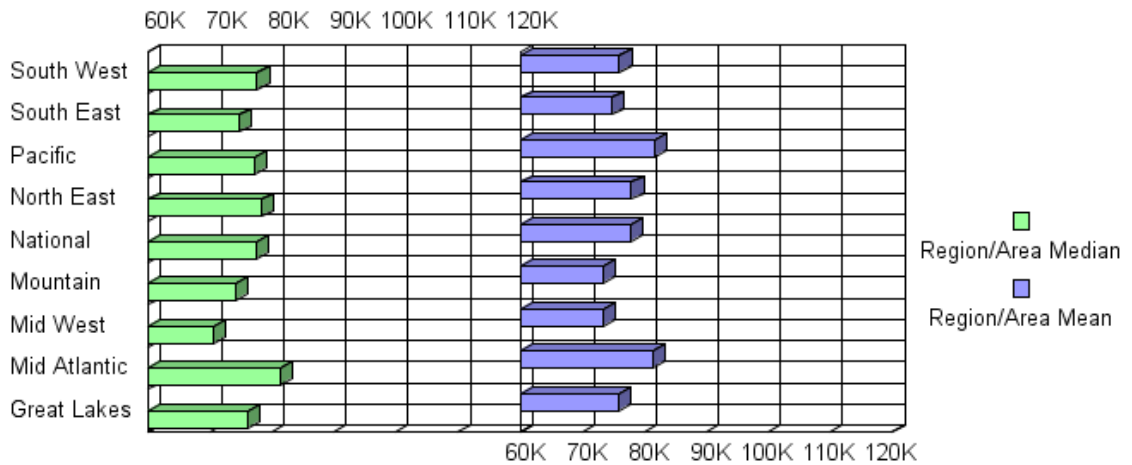
Individual Estimates Low: 70,094

High: 85,569

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of New Jerse	84,627	92.0	80,163	94.2
State of New York	79,793	97.5	78,489	96.2
State of Ohio	71,444	108.9	70,940	106.4
State of Pennsylv	80,626	96.5	82,537	91.4
State of Texas	74,714	104.2	76,569	98.6
State of Virginia	77,828	100.0	73,516	102.7
State of Wisconsin	72,160	107.9		

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
54,619	66,225	77,831	89,438	101,044
	Minimum	1rst Tercile	2nd Tercile	Maximum
	54,619	70,094	85,569	101,044



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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: 3.70

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	
76,850		73,386 /	80,315	/

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

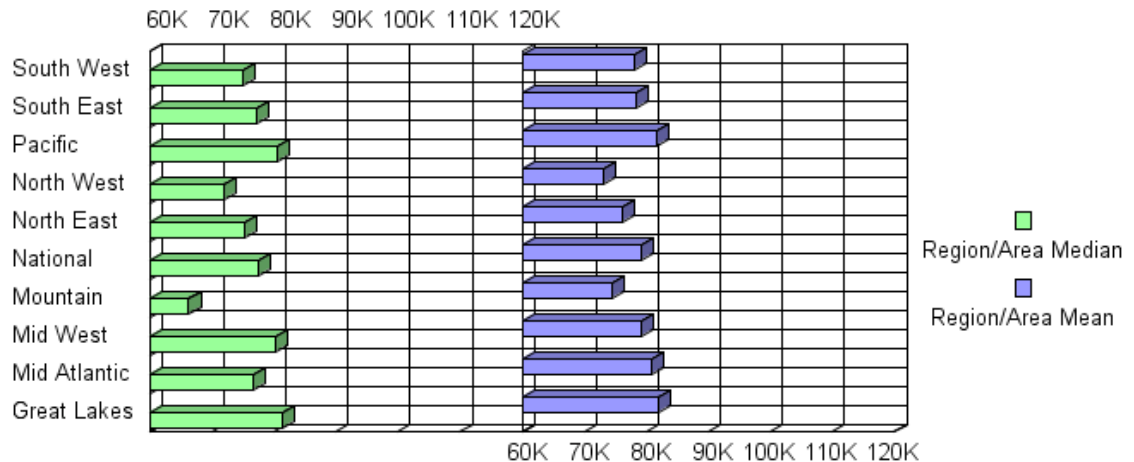
Individual Estimates Low: 69,210

High: 84,490

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	79,135	97.1	77,497	
North East	76,110	101.0	75,203	
Mid Atlantic	80,797	95.1	76,626	
South East	78,326	98.1	77,308	
Great Lakes	82,044	93.7	81,443	
Mid West	79,275	96.9	80,265	
South West	78,163	98.3	74,889	
North West	73,030	105.2	71,936	
Mountain	74,462	103.2	66,289	
Pacific	81,792	94.0	80,586	
Caribbean	61,432	125.1	62,928	
State of Alabama	78,537	97.9	78,826	
State of Arizona	77,100	99.7	77,569	
State of Californi	81,792	94.0	80,586	
State of Colorado	73,092	105.1	66,289	
State of Connectic	75,837	101.3	75,068	
State of Florida	73,927	104.0		
State of Georgia	77,283	99.4	72,273	
State of Illinois	76,483	100.5	78,671	
State of Indiana	86,391	89.0	83,845	
State of Kansas	81,794	94.0	82,358	
State of Maryland	78,871	97.4		
State of Massachus	76,189	100.9	75,246	
State of Michigan	93,019	82.6	92,726	
State of Minnesota	77,037	99.8	78,295	
State of Missouri	80,873	95.0	81,785	

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
53,930	65,390	76,850	88,310	99,771
	Minimum	1rst Tercile	2nd Tercile	Maximum
	53,930	69,210	84,490	99,771



CompGeo Online Associate Extended Report

Page: 17

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: 3.70

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	
76,850		73,386 /	80,315	/

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

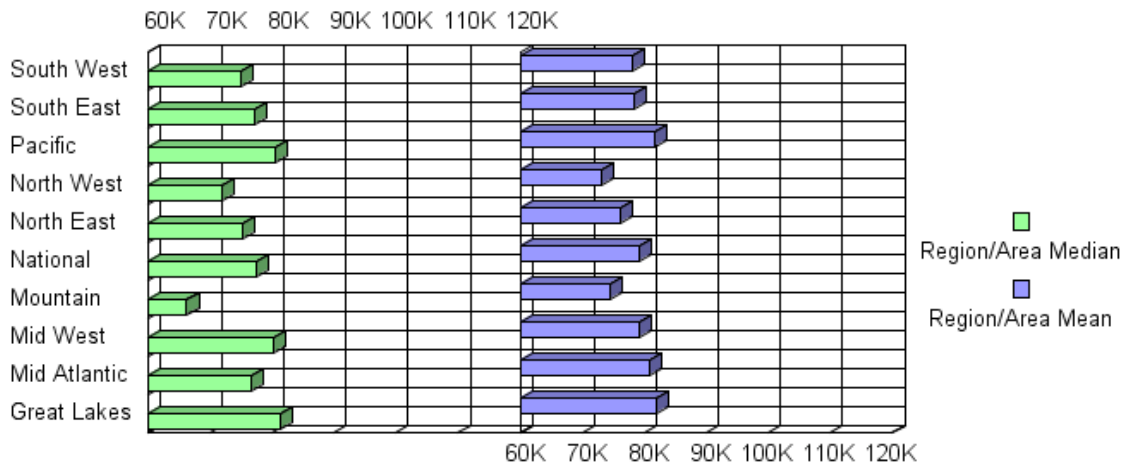
Individual Estimates Low: 69,210

High: 84,490

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of New Jerse	88,305	87.0		
State of New York	84,802	90.6	83,396	
State of North Car	80,441	95.5	81,427	
State of Ohio	79,793	96.3	73,489	
State of Oklahoma	80,805	95.1		
State of Oregon	78,049	98.5	75,966	
State of Pennsylv	75,707	101.5	70,750	
State of Tennessee	76,393	100.6	78,251	
State of Texas	78,159	98.3	74,295	
State of Utah	82,228	93.5		
State of Virginia	81,683	94.1		
State of Washingto	68,433	112.3	68,244	
State of Wisconsin	83,088	92.5	81,959	

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
53,930	65,390	76,850	88,310	99,771
	Minimum	1rst Tercile	2nd Tercile	Maximum
	53,930	69,210	84,490	99,771



CompGeo Online Associate Extended Report

Page: 18

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
75,871	74,302	72,450 /	79,291	70,953 /	77,652

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

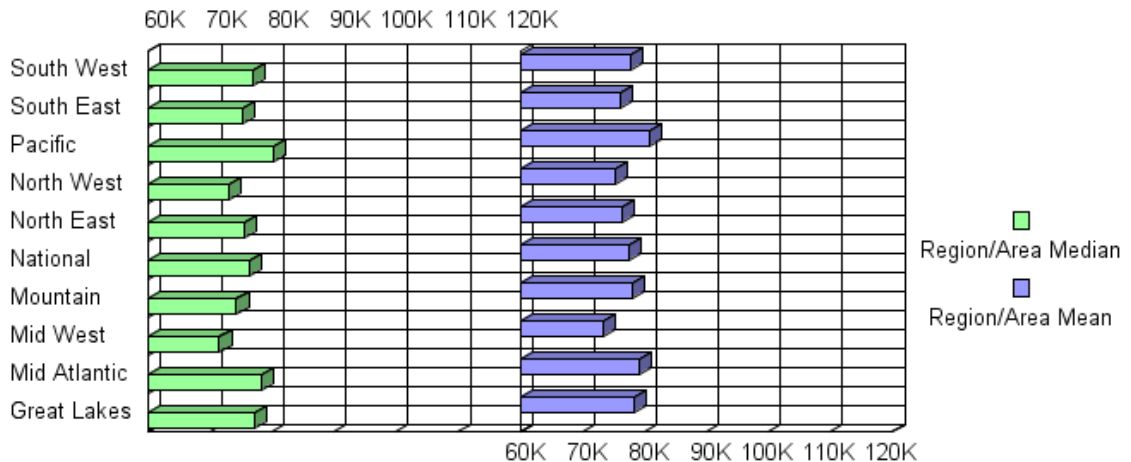
Individual Estimates Low: 68,328

High: 83,413

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	77,517	97.9	76,422	97.2
North East	76,512	99.2	75,448	98.5
Mid Atlantic	79,087	95.9	78,378	94.8
South East	76,224	99.5	75,392	98.6
Great Lakes	78,334	96.9	77,141	96.3
Mid West	73,274	103.5	71,550	103.8
South West	77,754	97.6	76,928	96.6
North West	75,382	100.6	73,052	101.7
Mountain	78,097	97.1	74,314	100.0
Pacific	80,760	93.9	80,318	92.5
Caribbean	56,103	135.2	53,951	137.7
State of Alabama	75,935	99.9	73,911	100.5
State of Alaska	87,691	86.5	87,426	85.0
State of Arizona	74,599	101.7	72,214	102.9
State of Californi	80,844	93.8	80,313	92.5
State of Colorado	78,472	96.7	74,405	99.9
State of Connectic	79,194	95.8	77,865	95.4
State of Florida	71,334	106.4	71,356	104.1
State of Georgia	76,995	98.5	75,935	97.9
State of Hawaii	80,047	94.8	81,368	91.3
State of Illinois	77,277	98.2	77,719	95.6
State of Indiana	77,523	97.9	72,904	101.9
State of Kansas	76,816	98.8	75,032	99.0
State of Kentucky	93,491	81.2	80,314	92.5
State of Louisiana	81,289	93.3	78,694	94.4
State of Maryland	77,866	97.4	76,257	97.4

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
53,243	64,557	75,871	87,185	98,499
	Minimum	1rst Tercile	2nd Tercile	Maximum
	53,243	68,328	83,413	98,499



CompGeo Online Associate Extended Report

Page: 19

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
75,871	74,302	72,450 /	79,291	70,953 /	77,652

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

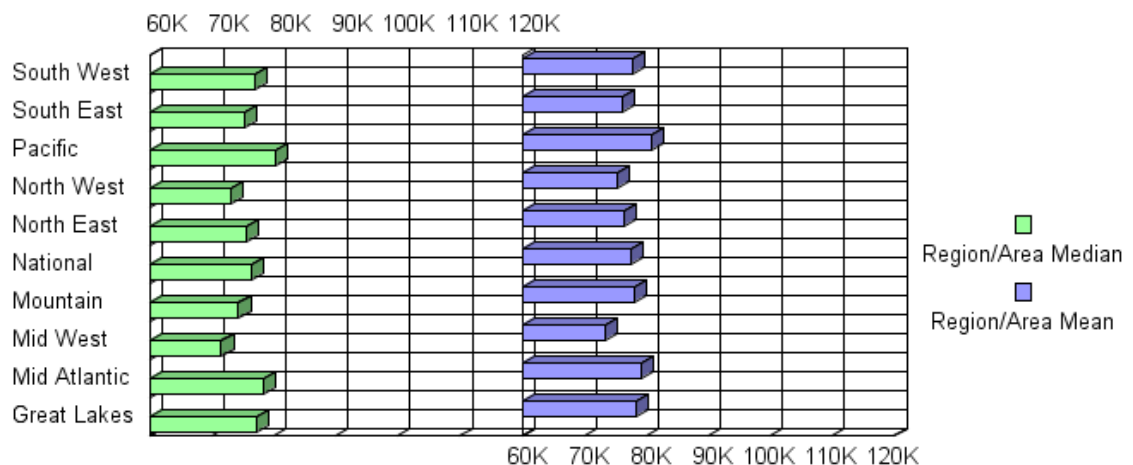
Individual Estimates Low: 68,328

High: 83,413

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Massachus	75,140	101.0	74,279	100.0
State of Michigan	83,603	90.8	79,697	93.2
State of Minnesota	73,036	103.9	73,070	101.7
State of Mississip	78,009	97.3	75,610	98.3
State of Missouri	70,249	108.0	65,720	113.1
State of Nebraska	78,391	96.8	77,144	96.3
State of New Jerse	83,504	90.9	83,101	89.4
State of New Mexic	75,388	100.6	72,367	102.7
State of New York	79,896	95.0	80,048	92.8
State of North Car	82,510	92.0	81,427	91.2
State of Ohio	76,686	98.9	75,305	98.7
State of Oklahoma	75,869	100.0	75,226	98.8
State of Oregon	75,871	100.0	75,777	98.1
State of Pennsylv	74,845	101.4	73,747	100.8
State of South Car	89,340	84.9		
State of Tennessee	75,912	99.9	77,216	96.2
State of Texas	78,698	96.4	78,307	94.9
State of Utah	75,974	99.9	73,788	100.7
State of Vermont	72,194	105.1	71,437	104.0
State of Virginia	74,077	102.4	72,571	102.4
State of Washingto	73,272	103.5	69,826	106.4
State of West Virg	75,974	99.9		
State of Wisconsin	77,620	97.7	76,205	97.5

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
53,243	64,557	75,871	87,185	98,499
Minimum	1st Tercile	2nd Tercile	Maximum	
53,243	68,328	83,413	98,499	



CompGeo Online Associate Extended Report

Page: 20

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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
75,479	73,715	72,076 /	78,881	70,392 /	77,038

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

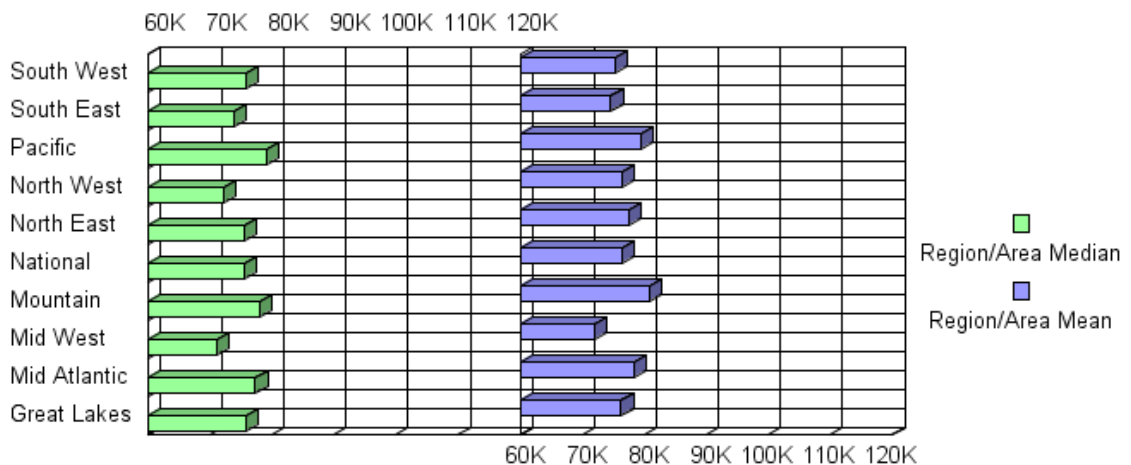
Individual Estimates Low: 67,975

High: 82,982

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	76,512	98.6	75,591	97.5
North East	77,522	97.4	75,532	97.6
Mid Atlantic	78,437	96.2	77,346	95.3
South East	74,640	101.1	73,962	99.7
Great Lakes	76,281	98.9	75,737	97.3
Mid West	71,984	104.9	71,157	103.6
South West	75,388	100.1	75,804	97.2
North West	76,315	98.9	72,180	102.1
Mountain	80,744	93.5	77,931	94.6
Pacific	79,435	95.0	79,162	93.1
Caribbean	49,932	151.2	47,315	155.8
State of Alabama	70,924	106.4		
State of Alaska	85,977	87.8	84,869	86.9
State of Arizona	73,905	102.1	72,214	102.1
State of Californi	79,616	94.8	79,366	92.9
State of Colorado	82,521	91.5	79,702	92.5
State of Florida	70,869	106.5	71,290	103.4
State of Georgia	76,995	98.0	77,862	94.7
State of Hawaii	78,169	96.6	77,953	94.6
State of Illinois	77,435	97.5	77,719	94.8
State of Indiana	73,187	103.1	72,526	101.6
State of Kansas	74,469	101.4	73,437	100.4
State of Louisiana	76,003	99.3	73,808	99.9
State of Maryland	77,463	97.4	75,654	97.4
State of Massachus	77,522	97.4	75,532	97.6
State of Michigan	76,204	99.0	73,286	100.6

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
52,967	64,223	75,479	86,734	97,990
	Minimum	1rst Tercile	2nd Tercile	Maximum
	52,967	67,975	82,982	97,990



CompGeo Online Associate Extended Report

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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: 3.70

Survey Area		Confidence Intervals (Low/High)			
Mean	Median	Mean		Median	
75,479	73,715	72,076 /	78,881	70,392 /	77,038

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

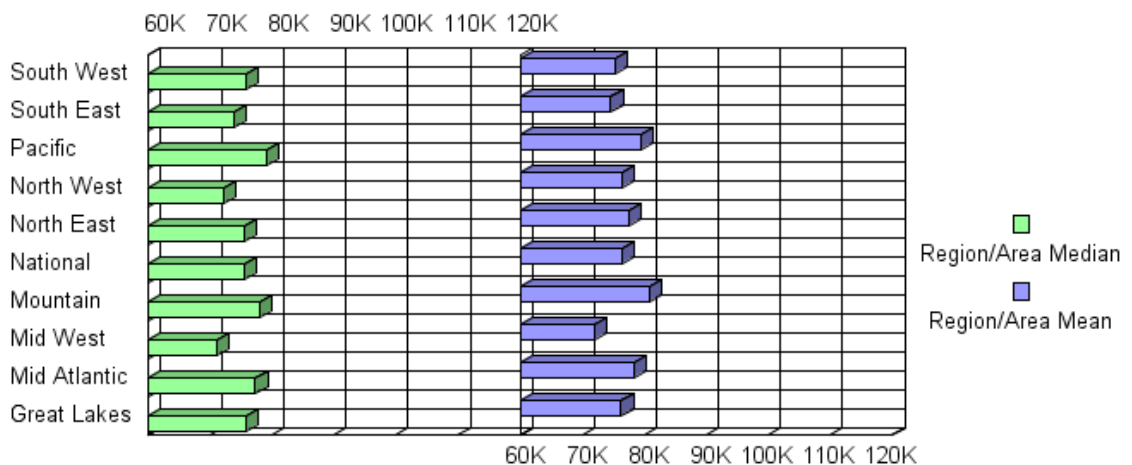
Individual Estimates Low: 67,975

High: 82,982

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Minnesota	71,713	105.3	72,583	101.6
State of Missouri	70,924	106.4	66,683	110.5
State of New Jerse	82,343	91.7	77,798	94.8
State of New Mexic	75,075	100.5	72,263	102.0
State of New York	79,222	95.3	79,102	93.2
State of North Car	83,889	90.0	79,555	92.7
State of Ohio	74,881	100.8	74,107	99.5
State of Oklahoma	71,897	105.0	70,287	104.9
State of Oregon	73,787	102.3	67,535	109.2
State of Pennsylv	74,120	101.8	72,747	101.3
State of Tennessee	78,148	96.6	77,425	95.2
State of Texas	76,109	99.2	77,577	95.0
State of Utah	72,399	104.3	69,617	105.9
State of Virginia	70,957	106.4	68,085	108.3
State of Washingto	75,971	99.4	73,552	100.2
State of Wisconsin	71,678	105.3	69,791	105.6

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
52,967	64,223	75,479	86,734	97,990
	Minimum	1st Tercile	2nd Tercile	Maximum
	52,967	67,975	82,982	97,990



CompGeo Online Associate Extended Report

Page: 22

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: 3.70

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	
92,926		88,737 /	97,115	/

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

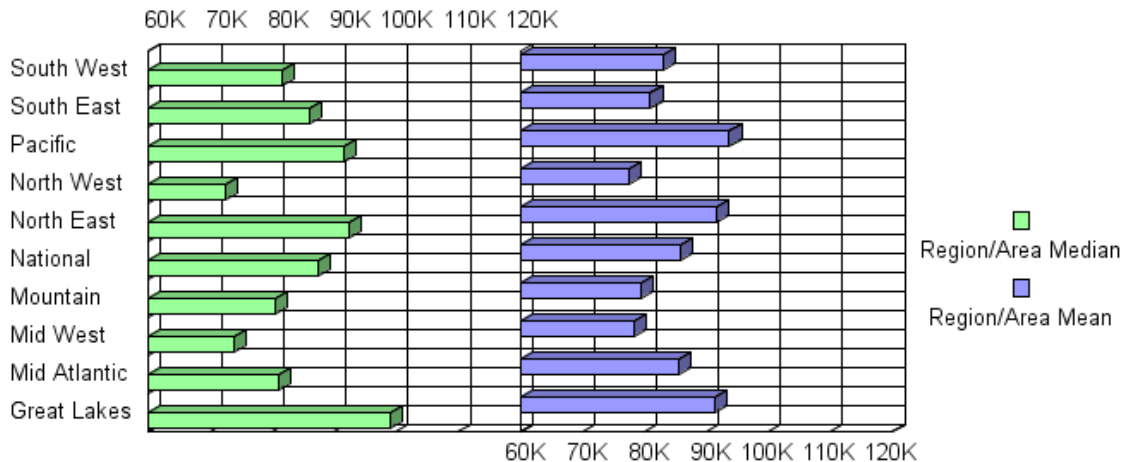
Individual Estimates Low: 83,688

High: 102,164

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	85,720	108.4	87,519	
North East	91,748	101.3	92,353	
Mid Atlantic	85,545	108.6	81,007	
South East	80,994	114.7	86,188	
Great Lakes	91,409	101.7	99,035	
Mid West	78,445	118.5	73,905	
South West	83,166	111.7	81,753	
North West	77,513	119.9	72,414	
Mountain	79,505	116.9	80,479	
Pacific	93,730	99.1	91,708	
State of Arizona	93,437	99.5		
State of Californi	93,730	99.1	91,708	
State of Colorado	79,507	116.9	80,479	
State of Florida	80,110	116.0	86,645	
State of Georgia	84,896	109.5	85,765	
State of Illinois	96,294	96.5	100,002	
State of Indiana	78,846	117.9		
State of Kansas	77,661	119.7	73,905	
State of Maryland	95,371	97.4		
State of Massachus	91,748	101.3	92,353	
State of Missouri	79,500	116.9		
State of New York	91,362	101.7		
State of Ohio	81,772	113.6		
State of Oregon	74,164	125.3	67,535	
State of Pennsylv	71,384	130.2		
State of Tennessee	77,403	120.1		

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
65,211	79,069	92,926	106,784	120,641
	Minimum	1st Tercile	2nd Tercile	Maximum
	65,211	83,688	102,164	120,641



CompGeo Online Associate Extended Report

Page: 23

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: 3.70

Survey Area		Confidence Intervals (Low/High)		
Mean	Median	Mean	Median	
92,926		88,737 / 97,115	/	

Individual Estimate Adjustments

Years In Occupation: 3 to 5

Performance Level: Meets Expectations

Organization Size: All Sizes

Other:

Competency Factors:

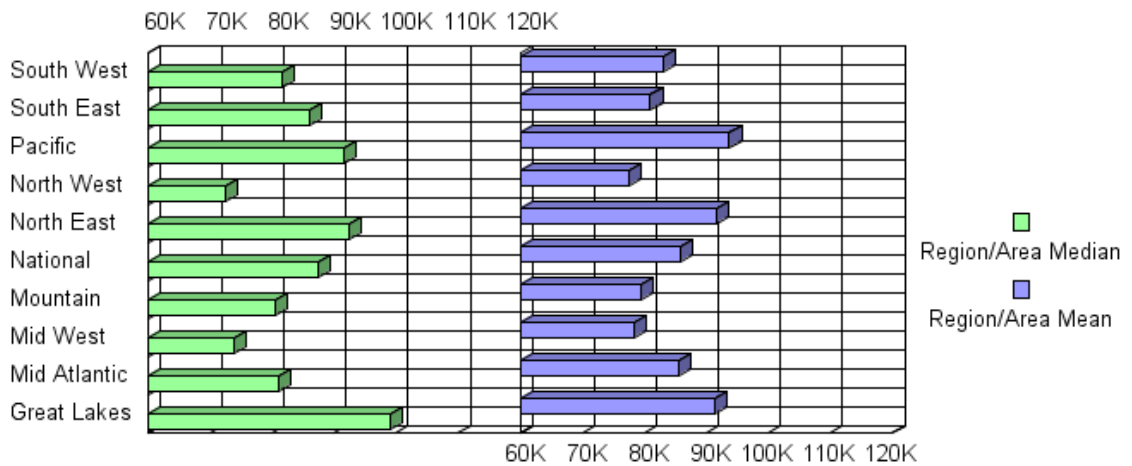
Individual Estimates Low: 83,688

High: 102,164

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Texas	81,181	114.5	81,753	
State of Washingto	83,410	111.4	81,007	
State of Wisconsin	96,212	96.6	93,504	

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
65,211	79,069	92,926	106,784	120,641
	Minimum	1st Tercile	2nd Tercile	Maximum
	65,211	83,688	102,164	120,641



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.