

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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CompGeo Online Associate Extended Report

Page: 2

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
69,548	67,226	66,412 /	72,683	64,196 /	70,257

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

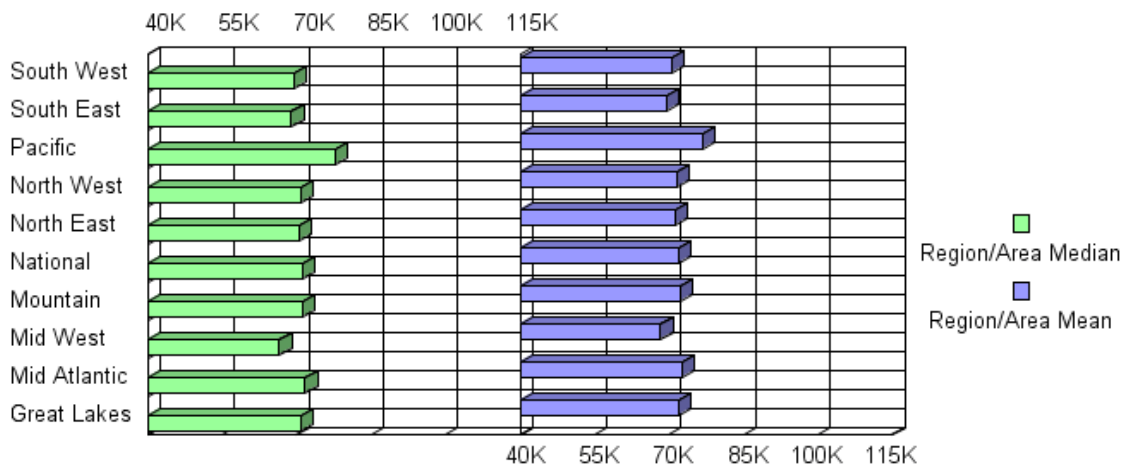
Individual Estimates Low: 48,805

High: 62,633

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,861	96.8	71,179	94.4
North East	71,365	97.5	70,373	95.5
Mid Atlantic	72,639	95.7	71,730	93.7
South East	69,507	100.1	68,963	97.5
Great Lakes	72,072	96.5	70,963	94.7
Mid West	68,288	101.8	66,533	101.0
South West	70,629	98.5	69,380	96.9
North West	71,694	97.0	70,840	94.9
Mountain	72,256	96.3	71,086	94.6
Pacific	76,822	90.5	77,926	86.3
Caribbean	50,573	137.5	46,602	144.3
State of Alabama	69,286	100.4	68,485	98.2
State of Alaska	82,965	83.8	82,903	81.1
State of Arizona	67,736	102.7	66,652	100.9
State of Californi	77,415	89.8	78,528	85.6
State of Colorado	73,204	95.0	72,038	93.3
State of Connectic	72,999	95.3	72,266	93.0
State of Florida	66,059	105.3	65,881	102.0
State of Georgia	69,908	99.5	69,374	96.9
State of Hawaii	69,299	100.4	70,335	95.6
State of Illinois	71,413	97.4	71,687	93.8
State of Indiana	71,030	97.9	68,146	98.7
State of Kansas	70,728	98.3	68,994	97.4
State of Kentucky	85,904	81.0	73,742	91.2
State of Louisiana	71,528	97.2	67,940	99.0
State of Maryland	69,548	100.0	67,226	100.0

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
48,805	59,177	69,548	79,919	90,290
	Minimum	1rst Tercile	2nd Tercile	Maximum
	48,805	62,633	76,461	90,290



CompGeo Online Associate Extended Report

Page: 3

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
69,548	67,226	66,412 / 72,683		64,196 / 70,257	

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 48,805

Performance Level: Exceeds Expectations

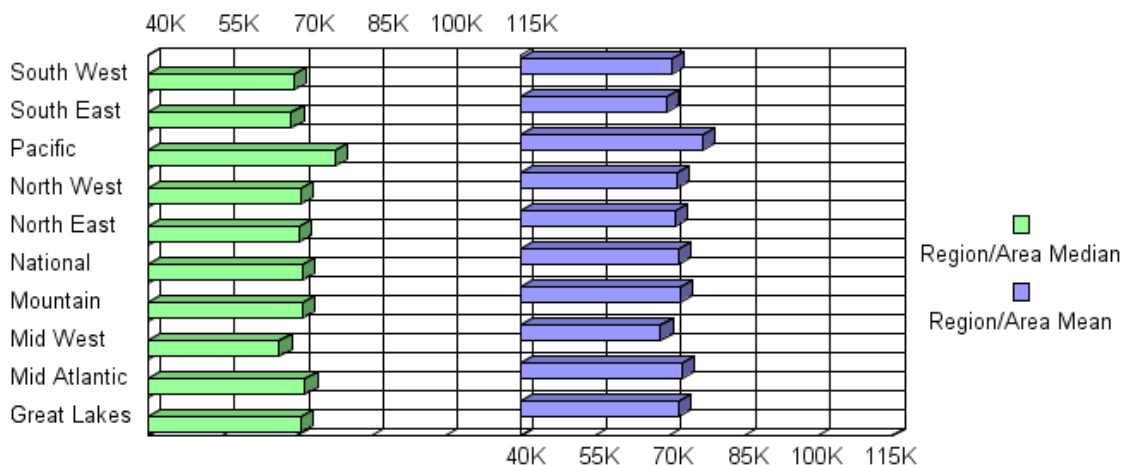
Other:

High: 62,633

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Massachus	71,395	97.4	70,366	95.5
State of Michigan	75,537	92.1	71,859	93.6
State of Minnesota	68,700	101.2	68,691	97.9
State of Mississipp	66,420	104.7	68,101	98.7
State of Missouri	65,017	107.0	60,659	110.8
State of Nebraska	72,354	96.1	69,432	96.8
State of New Jerse	77,867	89.3	77,120	87.2
State of New Mexic	69,196	100.5	66,793	100.6
State of New York	74,187	93.7	74,286	90.5
State of North Car	75,428	92.2	74,066	90.8
State of Ohio	71,223	97.6	69,780	96.3
State of Oklahoma	67,350	103.3	66,559	101.0
State of Oregon	71,722	97.0	71,032	94.6
State of Pennsylv	68,744	101.2	67,577	99.5
State of South Car	76,021	91.5		
State of Tennessee	69,191	100.5	71,234	94.4
State of Texas	71,741	96.9	70,466	95.4
State of Utah	68,105	102.1	66,913	100.5
State of Vermont	66,282	104.9	66,373	101.3
State of Virginia	68,546	101.5	67,658	99.4
State of Washingto	69,520	100.0	68,488	98.2
State of West Virg	65,538	106.1		
State of Wisconsin	72,077	96.5	71,728	93.7

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
48,805	59,177	69,548	79,919	90,290
	Minimum	1st Tercile	2nd Tercile	Maximum
	48,805	62,633	76,461	90,290



CompGeo Online Associate Extended Report

Page: 4

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,262		69,959 /	76,565	/

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

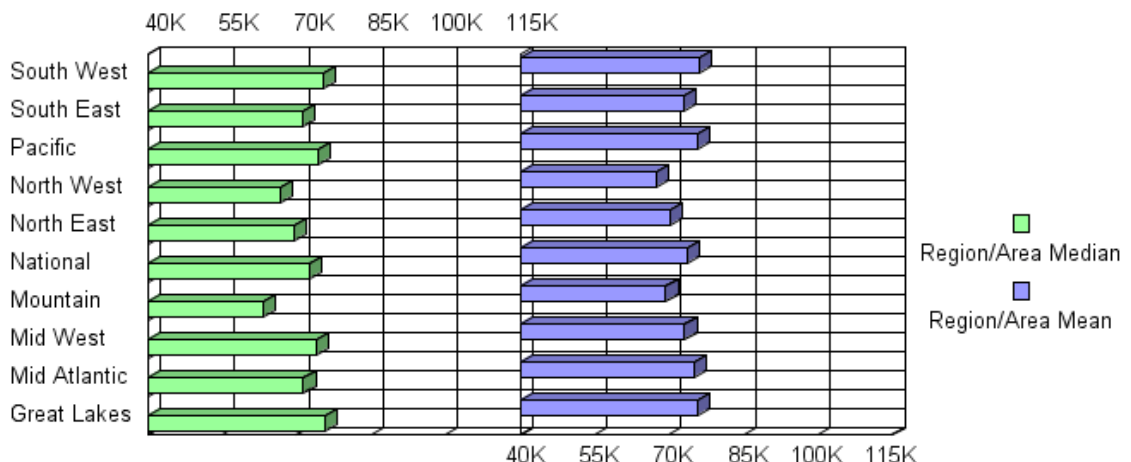
Individual Estimates Low: 51,412

High: 65,979

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	73,685	99.4	72,540	
North East	70,192	104.4	69,413	
Mid Atlantic	75,079	97.6	71,364	
South East	73,120	100.2	71,323	
Great Lakes	75,723	96.7	75,695	
Mid West	73,169	100.1	74,083	
South West	76,095	96.3	75,339	
North West	67,545	108.5	66,839	
Mountain	69,346	105.6	63,123	
Pacific	75,889	96.5	74,443	
Caribbean	56,700	129.2	58,081	
State of Alabama	72,488	101.1	72,755	
State of Arizona	71,161	103.0	71,594	
State of Californi	75,890	96.5	74,443	
State of Colorado	68,090	107.6	61,183	
State of Connectic	69,996	104.7	69,286	
State of Florida	68,233	107.4		
State of Georgia	71,241	102.8	66,707	
State of Illinois	70,592	103.8	73,226	
State of Indiana	79,737	91.9	77,387	
State of Kansas	75,494	97.0	76,015	
State of Louisiana	83,588	87.6		
State of Maryland	73,262	100.0		
State of Massachus	70,243	104.3	69,450	
State of Michigan	85,854	85.3	85,584	
State of Minnesota	71,103	103.0	72,265	

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
51,412	62,337	73,262	84,187	95,112
	Minimum	1rst Tercile	2nd Tercile	Maximum
	51,412	65,979	80,545	95,112



CompGeo Online Associate Extended Report

Page: 5

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	Median
73,262		69,959 /	76,565	/

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

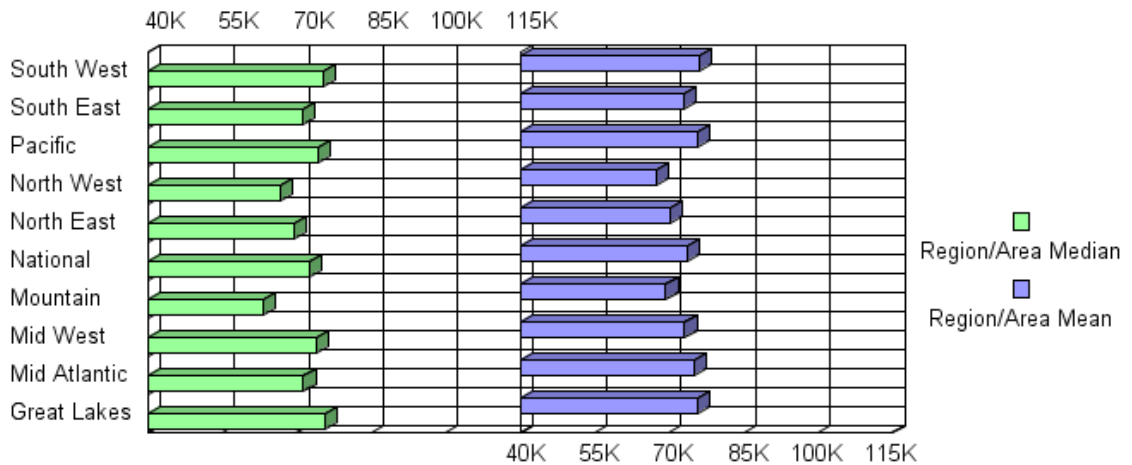
Individual Estimates Low: 51,412

High: 65,979

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Missouri	74,644	98.1	75,486	
State of New Jerse	81,503	89.9		
State of New York	78,171	93.7	77,040	
State of North Car	74,246	98.7	75,155	
State of Ohio	73,824	99.2	71,457	
State of Oklahoma	74,978	97.7	75,176	
State of Oregon	72,388	101.2	70,115	
State of Pennsylv	71,120	103.0	66,746	
State of Tennessee	70,510	103.9	72,224	
State of Texas	76,886	95.3	75,890	
State of Utah	76,722	95.5	74,523	
State of Virginia	75,350	97.2		
State of Washingto	63,247	115.8	63,934	
State of Wisconsin	76,688	95.5	75,647	

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
51,412	62,337	73,262	84,187	95,112
	Minimum	1rst Tercile	2nd Tercile	Maximum
	51,412	65,979	80,545	95,112



CompGeo Online Associate Extended Report

Page: 6

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
61,553	61,101	58,778 /	64,328	58,347 /	63,856

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

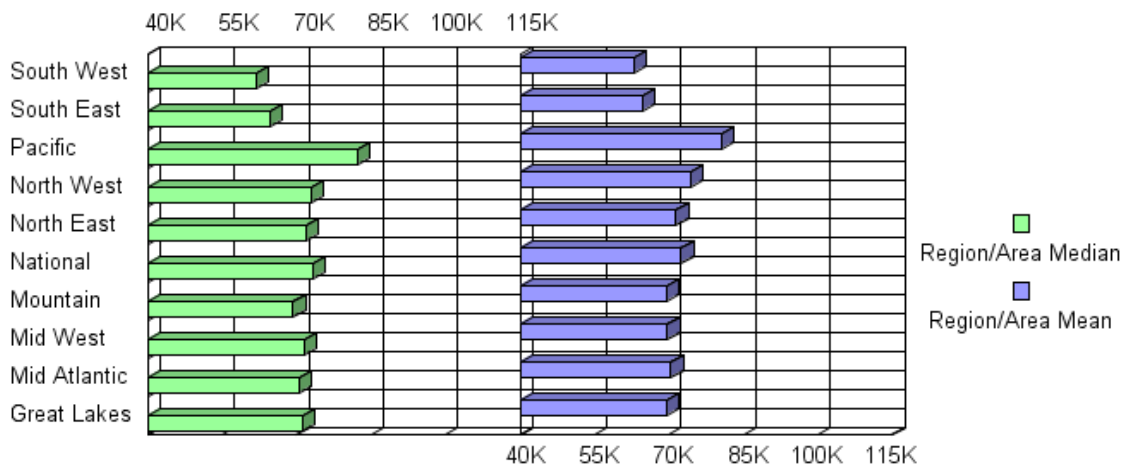
Individual Estimates Low: 43,195

High: 55,434

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,461	84.9	73,177	83.5
North East	71,415	86.2	72,046	84.8
Mid Atlantic	70,381	87.5	70,529	86.6
South East	64,760	95.0	64,707	94.4
Great Lakes	69,626	88.4	71,269	85.7
Mid West	69,702	88.3	71,462	85.5
South West	63,031	97.7	61,795	98.9
North West	74,357	82.8	73,013	83.7
Mountain	69,511	88.6	69,283	88.2
Pacific	80,512	76.5	82,345	74.2
Caribbean	45,283	135.9	41,361	147.7
State of Alabama	65,287	94.3		
State of Alaska	89,714	68.6	89,286	68.4
State of Arizona	63,243	97.3	59,992	101.8
State of Arkansas	58,868	104.6	58,221	104.9
State of Californi	81,186	75.8	83,124	73.5
State of Colorado	72,173	85.3	72,083	84.8
State of Connectic	70,795	86.9	72,628	84.1
State of Delaware	63,572	96.8	62,022	98.5
State of Florida	66,363	92.8	66,493	91.9
State of Georgia	62,055	99.2	62,055	98.5
State of Hawaii	55,565	110.8	53,761	113.7
State of Illinois	72,302	85.1	76,538	79.8
State of Indiana	56,940	108.1	54,533	112.0
State of Kansas	63,864	96.4		
State of Kentucky	59,714	103.1	57,009	107.2

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
43,195	52,374	61,553	70,732	79,911
	Minimum	1rst Tercile	2nd Tercile	Maximum
	43,195	55,434	67,672	79,911



CompGeo Online Associate Extended Report

Page: 7

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
61,553	61,101	58,778 /	64,328	58,347 /	63,856

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

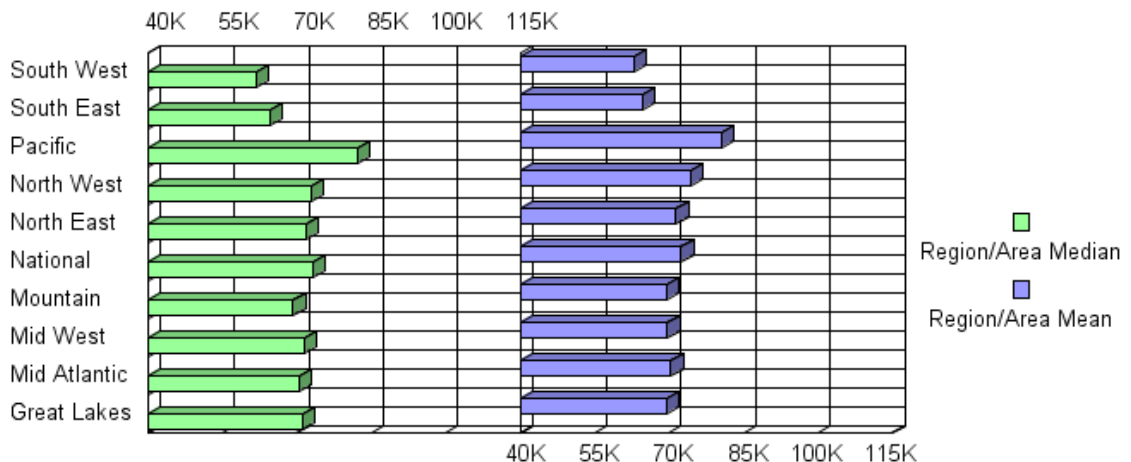
Individual Estimates Low: 43,195

High: 55,434

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Louisiana	58,428	105.3	59,956	101.9
State of Maryland	61,553	100.0	61,100	100.0
State of Massachus	71,696	85.9	71,782	85.1
State of Michigan	63,020	97.7	64,515	94.7
State of Minnesota	74,638	82.5	75,516	80.9
State of Mississip	54,608	112.7	54,956	111.2
State of Missouri	67,298	91.5		
State of New Jerse	81,273	75.7	79,132	77.2
State of New Mexic	66,006	93.3	64,702	94.4
State of New York	74,272	82.9	75,289	81.2
State of North Car	65,377	94.2	64,220	95.1
State of Ohio	72,259	85.2	72,161	84.7
State of Oklahoma	61,003	100.9	58,316	104.8
State of Oregon	73,790	83.4	70,487	86.7
State of Pennsylv	68,881	89.4	68,835	88.8
State of Tennessee	65,644	93.8	65,453	93.4
State of Texas	63,006	97.7	63,349	96.5
State of Utah	62,072	99.2	61,446	99.4
State of Virginia	67,790	90.8	68,029	89.8
State of Washingto	72,233	85.2	71,809	85.1
State of Wisconsin	74,973	82.1	73,341	83.3

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
43,195	52,374	61,553	70,732	79,911
	Minimum	1st Tercile	2nd Tercile	Maximum
	43,195	55,434	67,672	79,911



CompGeo Online Associate Extended Report

Page: 8

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,447	70,383	70,136 /	76,758	67,210 /	73,556

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

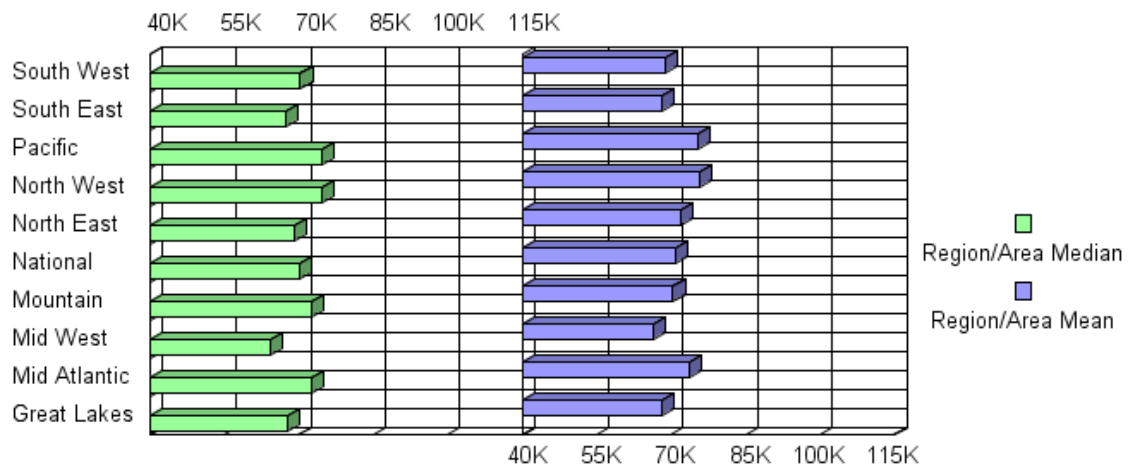
Individual Estimates Low: 51,542

High: 66,145

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	70,975	103.5	70,218	100.2
North East	71,848	102.2	69,081	101.9
Mid Atlantic	73,574	99.8	72,730	96.8
South East	68,122	107.8	67,342	104.5
Great Lakes	68,235	107.6	67,809	103.8
Mid West	66,267	110.8	64,154	109.7
South West	68,981	106.5	70,342	100.1
North West	75,622	97.1	74,660	94.3
Mountain	70,385	104.4	72,483	97.1
Pacific	75,328	97.5	74,770	94.1
State of Alabama	60,391	121.6		
State of Arizona	70,127	104.7	70,966	99.2
State of California	75,328	97.5	74,765	94.1
State of Colorado	72,009	102.0	72,483	97.1
State of Florida	74,736	98.3	73,589	95.6
State of Illinois	71,745	102.4	71,098	99.0
State of Indiana	64,649	113.6	63,007	111.7
State of Kansas	71,738	102.4	73,562	95.7
State of Kentucky	63,085	116.4	61,204	115.0
State of Louisiana	59,010	124.5	60,206	116.9
State of Maryland	73,447	100.0	70,384	100.0
State of Massachus	71,846	102.2	69,081	101.9
State of Michigan	66,499	110.4	65,841	106.9
State of Minnesota	64,526	113.8	60,762	115.8
State of Mississip	60,387	121.6		
State of Missouri	66,401	110.6	65,091	108.1

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,542	62,494	73,447	84,400	95,352
	Minimum	1st Tercile	2nd Tercile	Maximum
	51,542	66,145	80,749	95,352



CompGeo Online Associate Extended Report

Page: 9

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,447	70,383	70,136 /	76,758	67,210 /	73,556

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 51,542

Performance Level: Exceeds Expectations

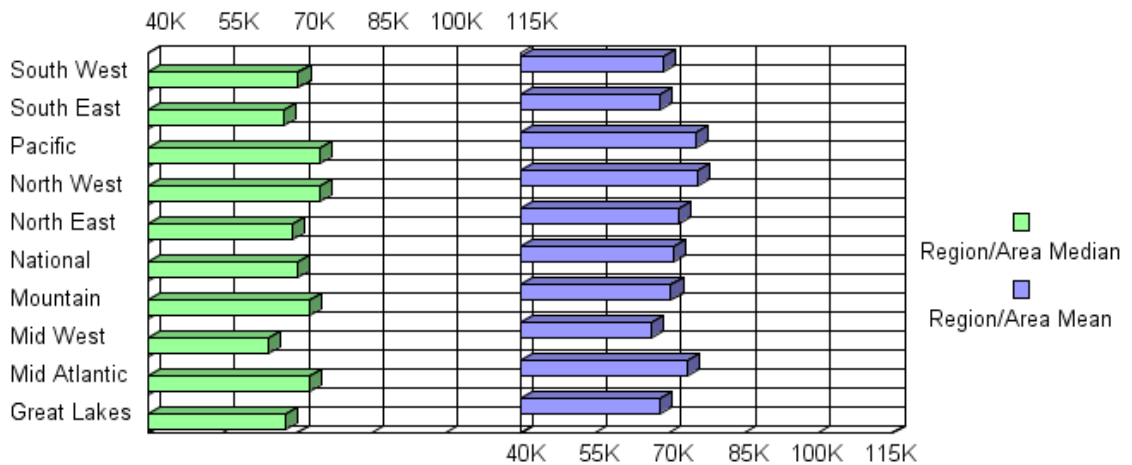
Other:

High: 66,145

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Nebraska	66,407	110.6	63,897	110.2
State of New Jerse	77,103	95.3	73,178	96.2
State of New Mexic	63,333	116.0		
State of New York	72,965	100.7	74,148	94.9
State of Ohio	65,633	111.9	64,306	109.5
State of Oregon	75,622	97.1	74,660	94.3
State of Pennsylv	69,492	105.7	67,989	103.5
State of Tennessee	71,748	102.4		
State of Texas	69,267	106.0	70,118	100.4
State of Utah	63,706	115.3		
State of Virginia	68,145	107.8	65,439	107.6
State of Wisconsin	67,369	109.0	70,927	99.2

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,542	62,494	73,447	84,400	95,352
	Minimum	1st Tercile	2nd Tercile	Maximum
	51,542	66,145	80,749	95,352



CompGeo Online Associate Extended Report

Page: 10

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,447	70,383	70,136 /	76,758	67,210 /	73,556

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

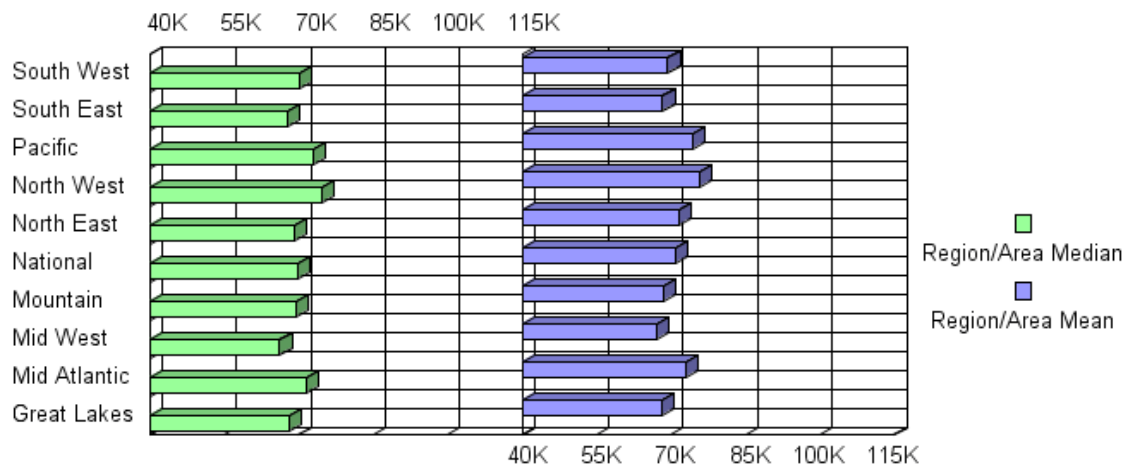
Individual Estimates Low: 51,542

High: 66,145

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	70,784	103.8	69,873	100.7
North East	71,749	102.4	69,081	101.9
Mid Atlantic	72,992	100.6	71,460	98.5
South East	68,321	107.5	67,727	103.9
Great Lakes	68,133	107.8	68,001	103.5
Mid West	67,035	109.6	66,197	106.3
South West	69,328	105.9	70,224	100.2
North West	75,622	97.1	74,660	94.3
Mountain	68,522	107.2	69,447	101.3
Pacific	74,484	98.6	72,969	96.5
State of Arizona	70,127	104.7	70,966	99.2
State of Arkansas	65,461	112.2		
State of Californi	74,485	98.6	72,974	96.4
State of Colorado	69,921	105.0	69,447	101.3
State of Delaware	69,637	105.5	68,499	102.8
State of Florida	70,036	104.9	68,721	102.4
State of Georgia	73,427	100.0	69,908	100.7
State of Illinois	71,930	102.1	71,098	99.0
State of Indiana	64,782	113.4	63,299	111.2
State of Kansas	69,364	105.9	69,457	101.3
State of Kentucky	61,204	120.0		
State of Louisiana	58,459	125.6	59,562	118.2
State of Maryland	73,447	100.0	70,384	100.0
State of Massachus	71,749	102.4	69,081	101.9
State of Michigan	66,326	110.7	65,630	107.2
State of Missouri	66,496	110.5	65,091	108.1

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,542	62,494	73,447	84,400	95,352
	Minimum	1st Tercile	2nd Tercile	Maximum
	51,542	66,145	80,749	95,352



CompGeo Online Associate Extended Report

Page: 11

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,447	70,383	70,136 /	76,758	67,210 /	73,556

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

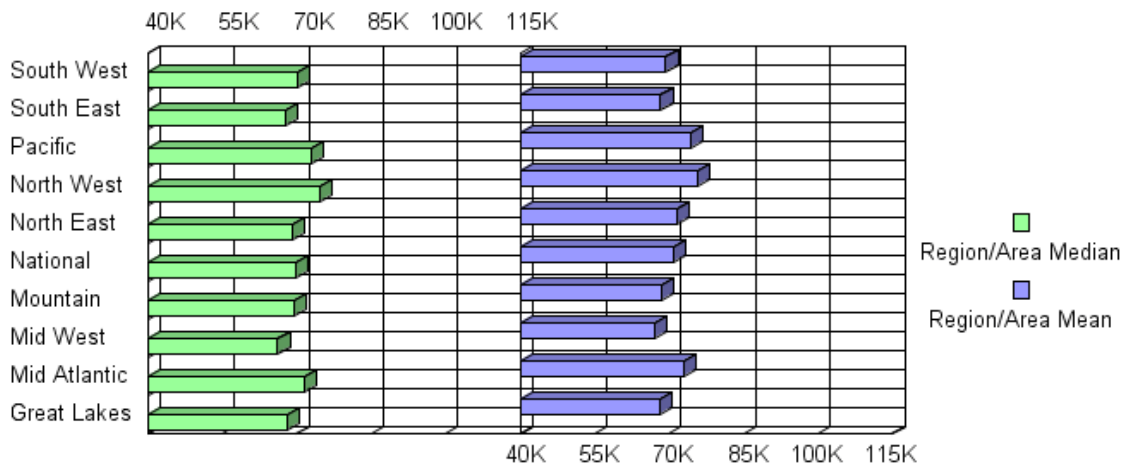
Individual Estimates Low: 51,542

High: 66,145

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of New Jerse	77,139	95.2	73,463	95.8
State of New York	73,998	99.3	73,634	95.6
State of Ohio	65,830	111.6	66,389	106.0
State of Oregon	75,622	97.1	74,660	94.3
State of Pennsylv	69,244	106.1	68,010	103.5
State of Tennessee	67,937	108.1		
State of Texas	68,989	106.5	69,907	100.7
State of Utah	63,706	115.3		
State of Virginia	66,507	110.4	67,552	104.2
State of Wisconsin	67,369	109.0	70,927	99.2

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,542	62,494	73,447	84,400	95,352
Minimum	1st Tercile	2nd Tercile	Maximum	
51,542	66,145	80,749	95,352	



CompGeo Online Associate Extended Report

Page: 12

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,726	71,497	70,403 /	77,050	68,274 /	74,721

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

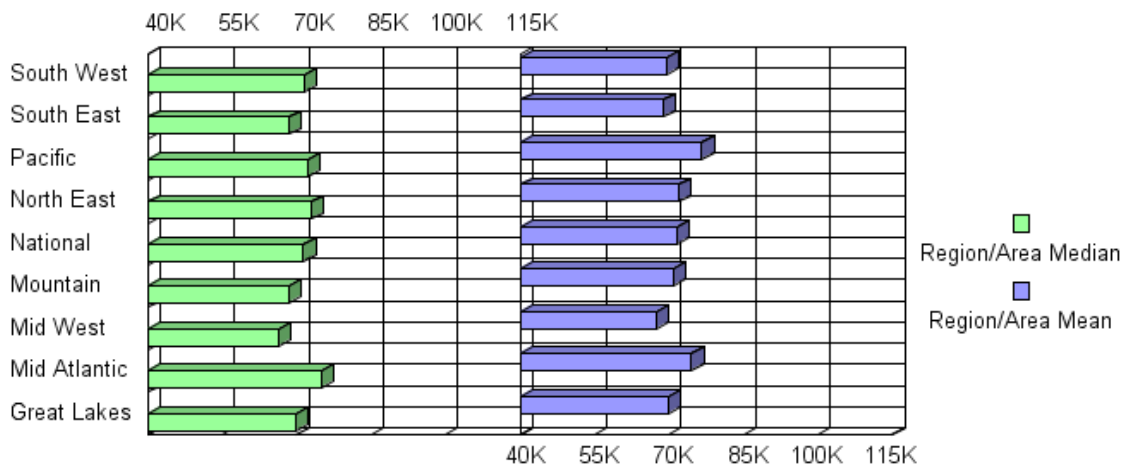
Individual Estimates Low: 51,738

High: 66,396

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,572	103.0	71,370	100.2
North East	72,054	102.3	72,797	98.2
Mid Atlantic	74,553	98.9	74,969	95.4
South East	68,844	107.1	68,420	104.5
Great Lakes	69,821	105.6	69,839	102.4
Mid West	67,564	109.1	66,240	107.9
South West	69,655	105.8	71,560	99.9
Mountain	70,965	103.9	68,403	104.5
Pacific	76,612	96.2	72,272	98.9
State of Arizona	72,736	101.4	73,484	97.3
State of Arkansas	64,515	114.3		
State of Californi	76,597	96.3	72,272	98.9
State of Colorado	70,965	103.9	68,404	104.5
State of Florida	69,659	105.8	69,428	103.0
State of Georgia	72,156	102.2	71,081	100.6
State of Illinois	75,165	98.1	74,705	95.7
State of Indiana	66,055	111.6	67,953	105.2
State of Kansas	71,372	103.3	73,105	97.8
State of Kentucky	59,264	124.4		
State of Louisiana	58,549	125.9	56,706	126.1
State of Maryland	73,726	100.0	71,497	100.0
State of Massachus	72,054	102.3	72,797	98.2
State of Michigan	68,665	107.4	68,665	104.1
State of Minnesota	68,474	107.7	61,610	116.0
State of Mississip	60,387	122.1		
State of Missouri	66,401	111.0	66,683	107.2

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,738	62,732	73,726	84,720	95,715
	Minimum	1st Tercile	2nd Tercile	Maximum
	51,738	66,396	81,055	95,715



CompGeo Online Associate Extended Report

Page: 13

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,726	71,497	70,403 /	77,050	68,274 /	74,721

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

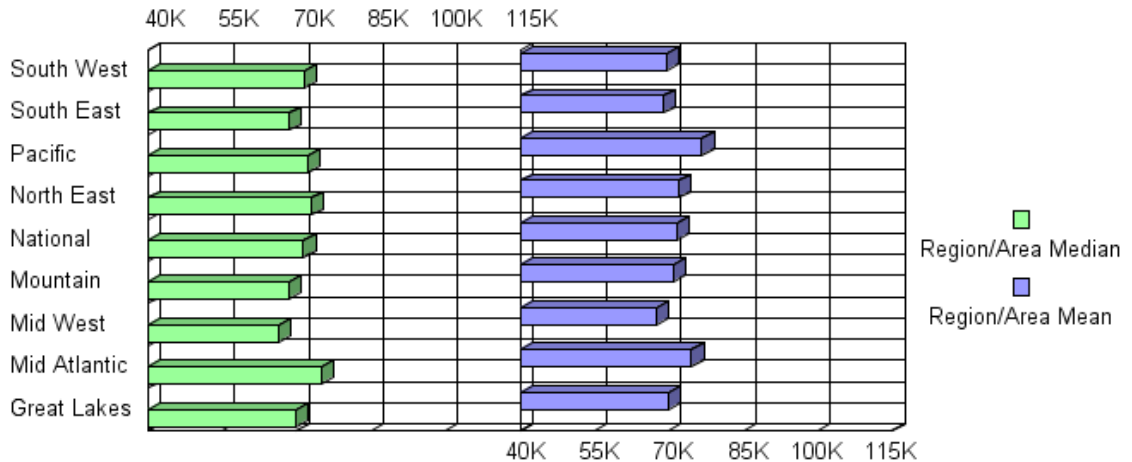
Individual Estimates Low: 51,738

High: 66,396

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Nebraska	64,668	114.0		
State of New Jerse	79,825	92.4		
State of New Mexic	63,527	116.1		
State of New York	71,808	102.7	71,762	99.6
State of Ohio	64,814	113.7	63,984	111.7
State of Pennsylv	74,551	98.9	76,400	93.6
State of Tennessee	71,175	103.6		
State of Texas	69,358	106.3	70,693	101.1
State of Virginia	72,378	101.9	69,012	103.6
State of Wisconsin	66,602	110.7		

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,738	62,732	73,726	84,720	95,715
Minimum	1st Tercile	2nd Tercile	Maximum	
51,738	66,396	81,055	95,715	



CompGeo Online Associate Extended Report

Page: 14

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,726	71,497	70,403 /	77,050	68,274 /	74,721

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

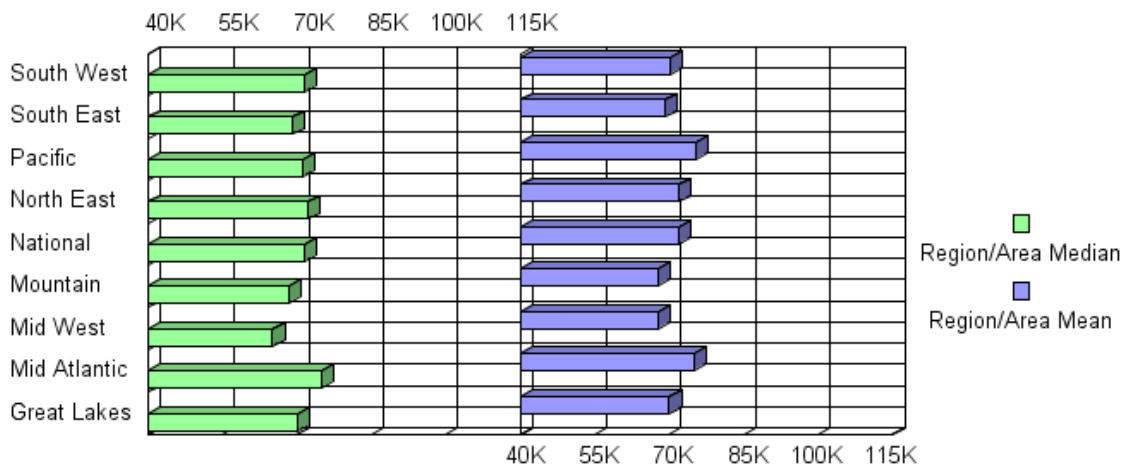
Individual Estimates Low: 51,738

High: 66,396

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,885	102.6	71,429	100.1
North East	71,962	102.5	72,239	99.0
Mid Atlantic	75,188	98.1	75,126	95.2
South East	69,081	106.7	69,056	103.5
Great Lakes	70,053	105.2	70,180	101.9
Mid West	67,766	108.8	65,172	109.7
South West	70,168	105.1	71,672	99.8
Mountain	67,836	108.7	68,403	104.5
Pacific	75,352	97.8	71,187	100.4
State of Arizona	72,736	101.4	73,484	97.3
State of Arkansas	65,461	112.6		
State of Californi	75,348	97.8	71,199	100.4
State of Colorado	67,836	108.7	68,404	104.5
State of Delaware	70,965	103.9		
State of Florida	69,426	106.2	69,578	102.8
State of Georgia	74,699	98.7	77,045	92.8
State of Illinois	75,628	97.5	74,705	95.7
State of Indiana	66,226	111.3	67,953	105.2
State of Kansas	68,817	107.1	68,999	103.6
State of Kentucky	58,316	126.4		
State of Louisiana	57,905	127.3	55,510	128.8
State of Maryland	73,726	100.0	71,497	100.0
State of Massachus	71,961	102.5	72,239	99.0
State of Michigan	68,665	107.4	68,665	104.1
State of Minnesota	69,605	105.9	60,762	117.7
State of Missouri	66,496	110.9	66,776	107.1

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,738	62,732	73,726	84,720	95,715
	Minimum	1st Tercile	2nd Tercile	Maximum
	51,738	66,396	81,055	95,715



CompGeo Online Associate Extended Report

Page: 15

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
73,726	71,497	70,403 / 77,050		68,274 / 74,721	

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

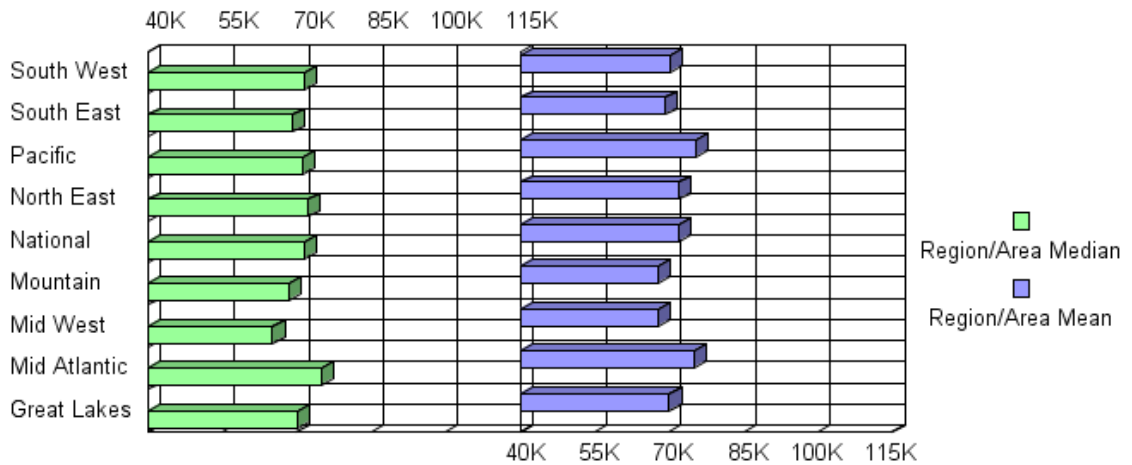
Individual Estimates Low: 51,738

High: 66,396

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of New Jerse	78,109	94.4	73,989	96.6
State of New York	73,647	100.1	72,444	98.7
State of Ohio	65,941	111.8	65,476	109.2
State of Pennsylv	74,416	99.1	76,180	93.9
State of Texas	68,959	106.9	70,671	101.2
State of Virginia	71,834	102.6	67,853	105.4
State of Wisconsin	66,602	110.7		

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
51,738	62,732	73,726	84,720	95,715
	Minimum	1rst Tercile	2nd Tercile	Maximum
	51,738	66,396	81,055	95,715



CompGeo Online Associate Extended Report

Page: 16

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
72,797		69,515 /	76,078	/

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

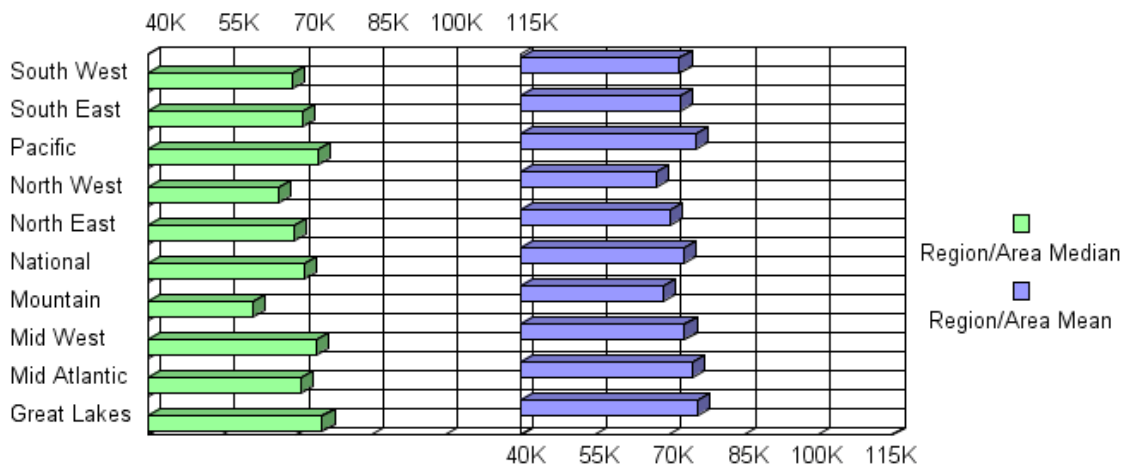
Individual Estimates Low: 51,085

High: 65,559

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	73,040	99.7	71,528	
North East	70,248	103.6	69,411	
Mid Atlantic	74,574	97.6	70,724	
South East	72,293	100.7	71,354	
Great Lakes	75,724	96.1	75,170	
Mid West	73,169	99.5	74,083	
South West	72,143	100.9	69,121	
North West	67,405	108.0	66,396	
Mountain	68,727	105.9	61,183	
Pacific	75,492	96.4	74,379	
Caribbean	56,700	128.4	58,081	
State of Alabama	72,488	100.4	72,755	
State of Arizona	71,161	102.3	71,594	
State of Californi	75,492	96.4	74,379	
State of Colorado	67,462	107.9	61,183	
State of Connectic	69,996	104.0	69,286	
State of Florida	68,233	106.7		
State of Georgia	71,330	102.1	66,707	
State of Illinois	70,592	103.1	72,612	
State of Indiana	79,737	91.3	77,387	
State of Kansas	75,494	96.4	76,015	
State of Maryland	72,797	100.0		
State of Massachus	70,321	103.5	69,450	
State of Michigan	85,854	84.8	85,584	
State of Minnesota	71,103	102.4	72,265	
State of Missouri	74,644	97.5	75,486	

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
51,085	61,941	72,797	83,652	94,508
	Minimum	1rst Tercile	2nd Tercile	Maximum
	51,085	65,559	80,034	94,508



CompGeo Online Associate Extended Report

Page: 17

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	Median
72,797		69,515 /	76,078	/

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 51,085

Performance Level: Exceeds Expectations

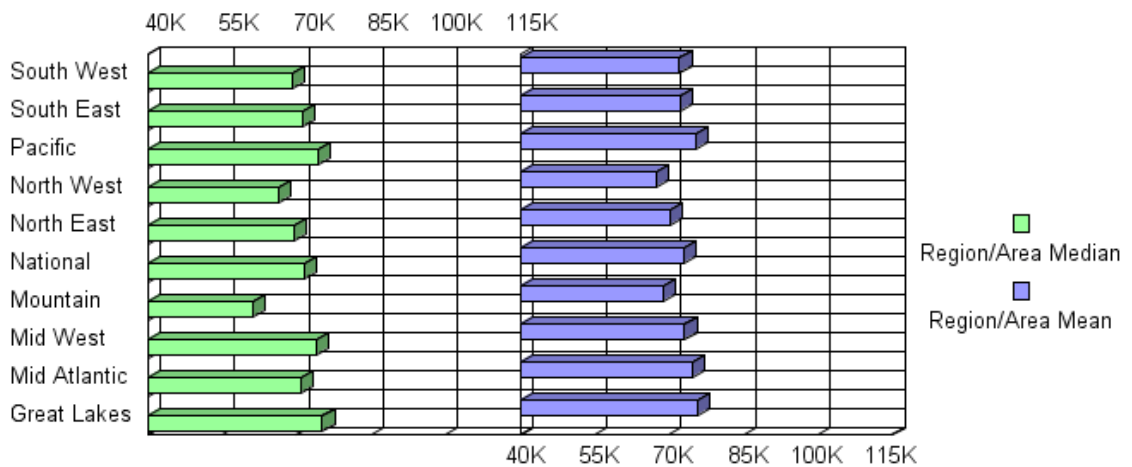
Other:

High: 65,559

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of New Jerse	81,503	89.3		
State of New York	78,271	93.0	76,972	
State of North Car	74,246	98.0	75,155	
State of Ohio	73,647	98.8	67,829	
State of Oklahoma	74,581	97.6		
State of Oregon	72,038	101.1	70,115	
State of Pennsylv	69,876	104.2	65,301	
State of Tennessee	70,510	103.2	72,224	
State of Texas	72,139	100.9	68,573	
State of Utah	75,895	95.9		
State of Virginia	75,391	96.6		
State of Washingto	63,162	115.3	62,988	
State of Wisconsin	76,688	94.9	75,647	

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
51,085	61,941	72,797	83,652	94,508
	Minimum	1st Tercile	2nd Tercile	Maximum
	51,085	65,559	80,034	94,508



CompGeo Online Associate Extended Report

Page: 18

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
71,869	70,383	68,629 /	75,109	67,210 /	73,556

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

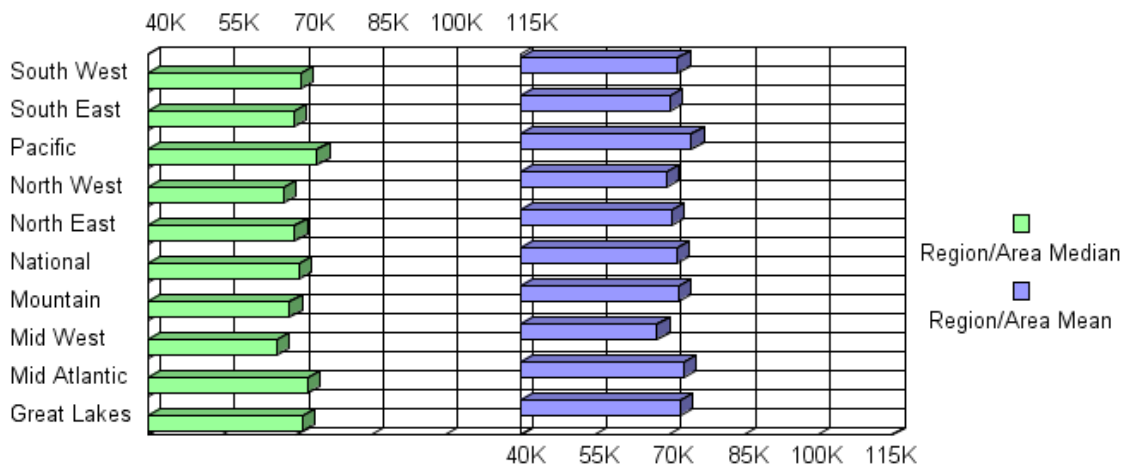
Individual Estimates Low: 50,434

High: 64,724

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,546	100.5	70,535	99.8
North East	70,619	101.8	69,637	101.1
Mid Atlantic	72,995	98.5	72,341	97.3
South East	70,353	102.2	69,585	101.1
Great Lakes	72,300	99.4	71,199	98.9
Mid West	67,630	106.3	66,039	106.6
South West	71,765	100.1	71,003	99.1
North West	69,576	103.3	67,425	104.4
Mountain	72,082	99.7	68,590	102.6
Pacific	74,540	96.4	74,132	94.9
Caribbean	51,781	138.8	49,795	141.3
State of Alabama	70,086	102.5	68,219	103.2
State of Alaska	80,937	88.8	80,693	87.2
State of Arizona	68,853	104.4	66,652	105.6
State of Californi	74,617	96.3	74,127	94.9
State of Colorado	72,428	99.2	68,674	102.5
State of Connectic	73,094	98.3	71,867	97.9
State of Florida	65,840	109.2	65,860	106.9
State of Georgia	71,065	101.1	70,086	100.4
State of Hawaii	73,882	97.3	75,101	93.7
State of Illinois	71,325	100.8	71,733	98.1
State of Indiana	71,553	100.4	67,289	104.6
State of Kansas	70,900	101.4	69,253	101.6
State of Kentucky	86,290	83.3	74,128	94.9
State of Louisiana	75,028	95.8	72,633	96.9
State of Maryland	71,868	100.0	70,384	100.0

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
50,434	61,152	71,869	82,586	93,303
	Minimum	1st Tercile	2nd Tercile	Maximum
	50,434	64,724	79,013	93,303



CompGeo Online Associate Extended Report

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Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
71,869	70,383	68,629 /	75,109	67,210 /	73,556

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

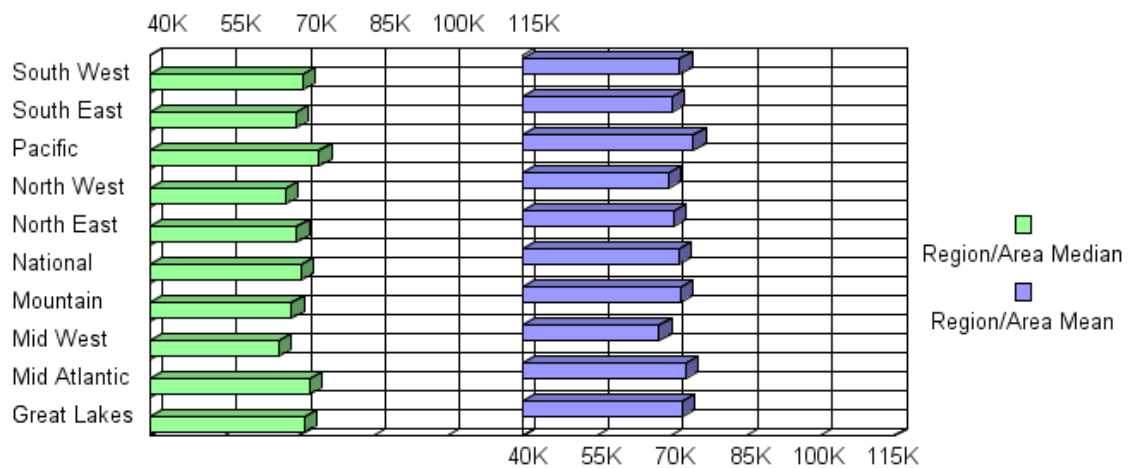
Individual Estimates Low: 50,434

High: 64,724

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Massachus	69,353	103.6	68,558	102.7
State of Michigan	77,164	93.1	73,558	95.7
State of Minnesota	67,410	106.6	67,442	104.4
State of Mississip	72,001	99.8	69,786	100.9
State of Missouri	64,838	110.8	60,659	116.0
State of Nebraska	72,354	99.3	71,202	98.8
State of New Jerse	77,072	93.2	76,701	91.8
State of New Mexic	69,581	103.3	66,793	105.4
State of New York	73,742	97.5	73,883	95.3
State of North Car	76,155	94.4	75,155	93.6
State of Ohio	70,780	101.5	69,505	101.3
State of Oklahoma	70,026	102.6	69,432	101.4
State of Oregon	70,027	102.6	69,941	100.6
State of Pennsylv	69,080	104.0	68,067	103.4
State of South Car	82,459	87.2		
State of Tennessee	70,065	102.6	71,269	98.8
State of Texas	72,636	98.9	72,276	97.4
State of Utah	70,122	102.5	68,105	103.3
State of Vermont	66,634	107.9	65,935	106.7
State of Virginia	68,372	105.1	66,982	105.1
State of Washingto	67,629	106.3	64,448	109.2
State of West Virg	70,122	102.5		
State of Wisconsin	71,641	100.3	70,335	100.1

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
50,434	61,152	71,869	82,586	93,303
Minimum	1st Tercile	2nd Tercile	Maximum	
50,434	64,724	79,013	93,303	



CompGeo Online Associate Extended Report

Page: 20

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
71,497	69,827	68,274 /	74,721	66,679 /	72,974

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

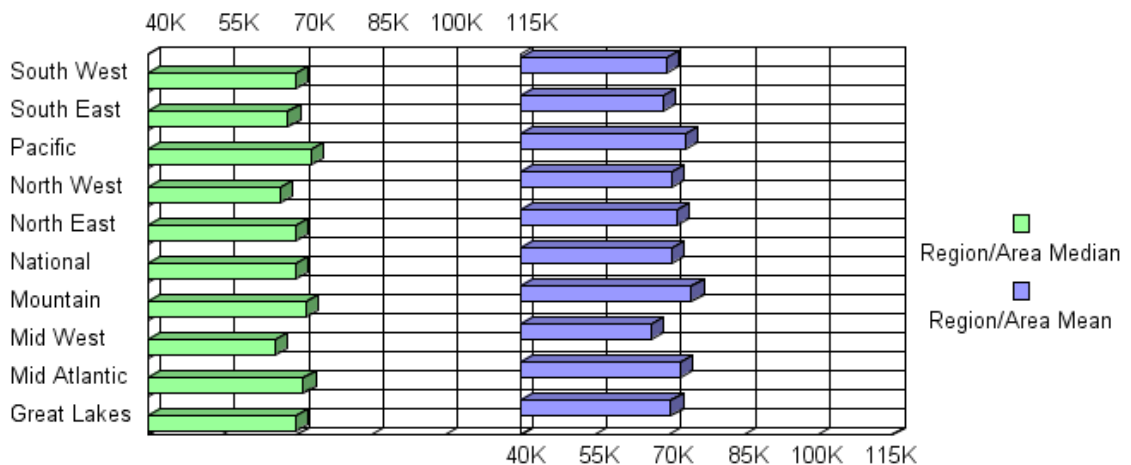
Individual Estimates Low: 50,174

High: 64,389

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	70,619	101.2	69,769	100.1
North East	71,551	99.9	69,715	100.2
Mid Atlantic	72,396	98.8	71,388	97.8
South East	68,891	103.8	68,266	102.3
Great Lakes	70,406	101.6	69,903	99.9
Mid West	66,440	107.6	65,676	106.3
South West	69,581	102.8	69,965	99.8
North West	70,437	101.5	66,620	104.8
Mountain	74,525	95.9	71,929	97.1
Pacific	73,316	97.5	73,065	95.6
Caribbean	46,086	155.1	43,671	159.9
State of Alabama	65,461	109.2		
State of Alaska	79,355	90.1	78,333	89.1
State of Arizona	68,212	104.8	66,652	104.8
State of Californi	73,484	97.3	73,253	95.3
State of Colorado	76,165	93.9	73,563	94.9
State of Florida	65,411	109.3	65,799	106.1
State of Georgia	71,065	100.6	71,865	97.2
State of Hawaii	72,149	99.1	71,949	97.1
State of Illinois	71,471	100.0	71,733	97.3
State of Indiana	67,550	105.8	66,940	104.3
State of Kansas	68,733	104.0	67,780	103.0
State of Louisiana	70,149	101.9	68,124	102.5
State of Maryland	71,497	100.0	69,827	100.0
State of Massachus	71,551	99.9	69,715	100.2
State of Michigan	70,334	101.7	67,641	103.2

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
50,174	60,836	71,497	82,159	92,821
	Minimum	1st Tercile	2nd Tercile	Maximum
	50,174	64,389	78,605	92,821



CompGeo Online Associate Extended Report

Page: 21

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
71,497	69,827	68,274 /	74,721	66,679 /	72,974

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

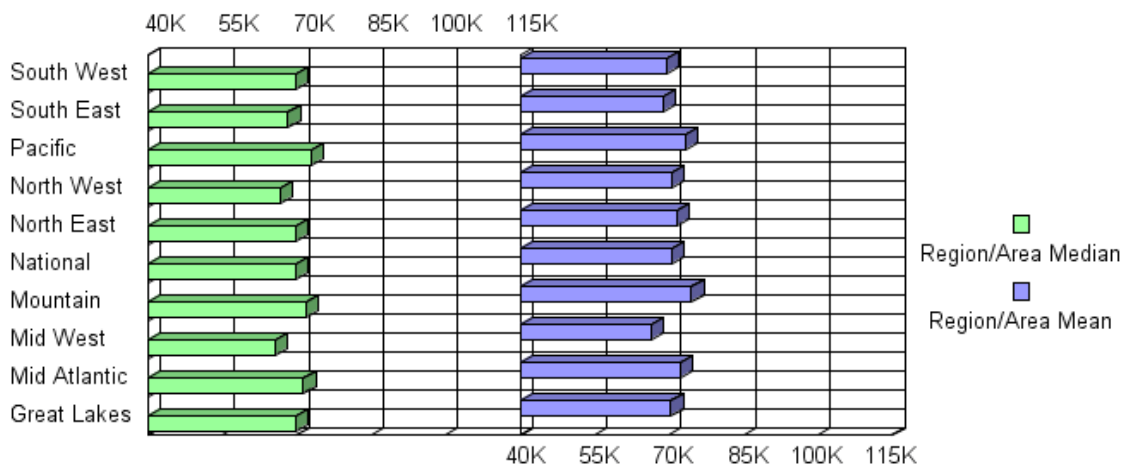
Individual Estimates Low: 50,174

High: 64,389

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Minnesota	66,189	108.0	66,993	104.2
State of Missouri	65,461	109.2	61,547	113.5
State of New Jerse	76,001	94.1	71,806	97.2
State of New Mexic	69,292	103.2	66,697	104.7
State of New York	73,120	97.8	73,009	95.6
State of North Car	77,428	92.3	73,427	95.1
State of Ohio	69,114	103.4	68,399	102.1
State of Oklahoma	66,360	107.7	64,874	107.6
State of Oregon	68,104	105.0	62,334	112.0
State of Pennsylv	68,411	104.5	67,144	104.0
State of Tennessee	72,129	99.1	71,461	97.7
State of Texas	70,247	101.8	71,602	97.5
State of Utah	66,823	107.0	64,255	108.7
State of Virginia	65,492	109.2	62,841	111.1
State of Washingto	70,119	102.0	67,887	102.9
State of Wisconsin	66,157	108.1	64,416	108.4

Estimated Competitive Salary Range

Minimum	1rst Quartile	Midpoint	3rd Quartile	Maximum
50,174	60,836	71,497	82,159	92,821
	Minimum	1rst Tercile	2nd Tercile	Maximum
	50,174	64,389	78,605	92,821



CompGeo Online Associate Extended Report

Page: 22

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
88,025		84,057 /	91,993	/

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

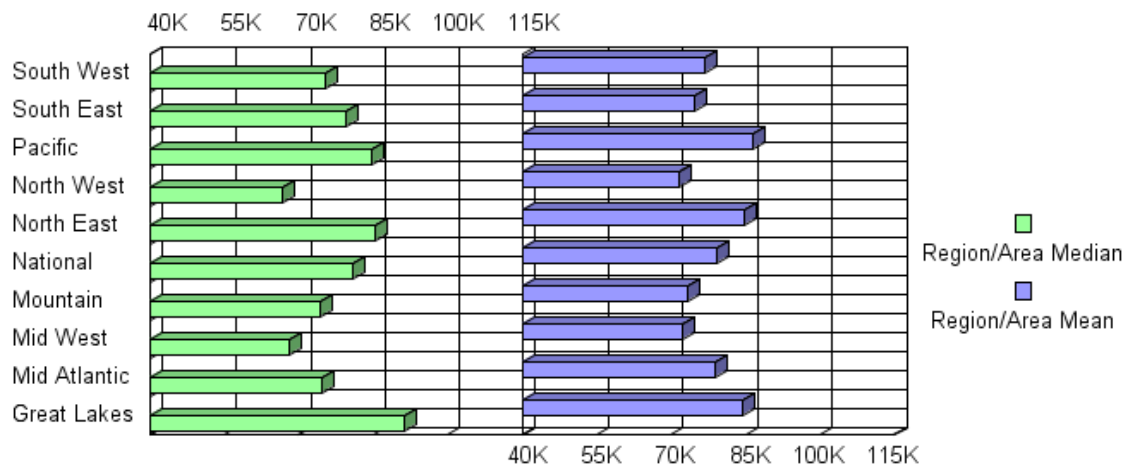
Individual Estimates Low: 61,772

High: 79,274

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	79,118	111.3	80,778	
North East	84,682	103.9	85,240	
Mid Atlantic	78,956	111.5	74,768	
South East	74,756	117.8	79,550	
Great Lakes	84,368	104.3	91,407	
Mid West	72,403	121.6	68,212	
South West	76,760	114.7	75,457	
North West	71,543	123.0	66,836	
Mountain	73,382	120.0	74,280	
Pacific	86,511	101.7	84,645	
State of Arizona	86,241	102.1		
State of Californi	86,511	101.7	84,645	
State of Colorado	73,383	120.0	74,280	
State of Florida	73,940	119.0	79,972	
State of Georgia	78,357	112.3	79,160	
State of Illinois	88,877	99.0	92,300	
State of Indiana	72,773	121.0		
State of Kansas	71,680	122.8	68,212	
State of Maryland	88,026	100.0		
State of Massachus	84,682	103.9	85,240	
State of Missouri	73,377	120.0		
State of New York	84,325	104.4		
State of Ohio	75,474	116.6		
State of Oregon	68,452	128.6	62,334	
State of Pennsylv	65,886	133.6		
State of Tennessee	71,441	123.2		

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
61,772	74,898	88,025	101,151	114,278
	Minimum	1st Tercile	2nd Tercile	Maximum
	61,772	79,274	96,775	114,278



CompGeo Online Associate Extended Report

Page: 23

Report Date: 07/30/2008

Survey Area: BALTIMORE

Survey Benchmark: Human Resources Specialist 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	
88,025		84,057 / 91,993	/	

Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

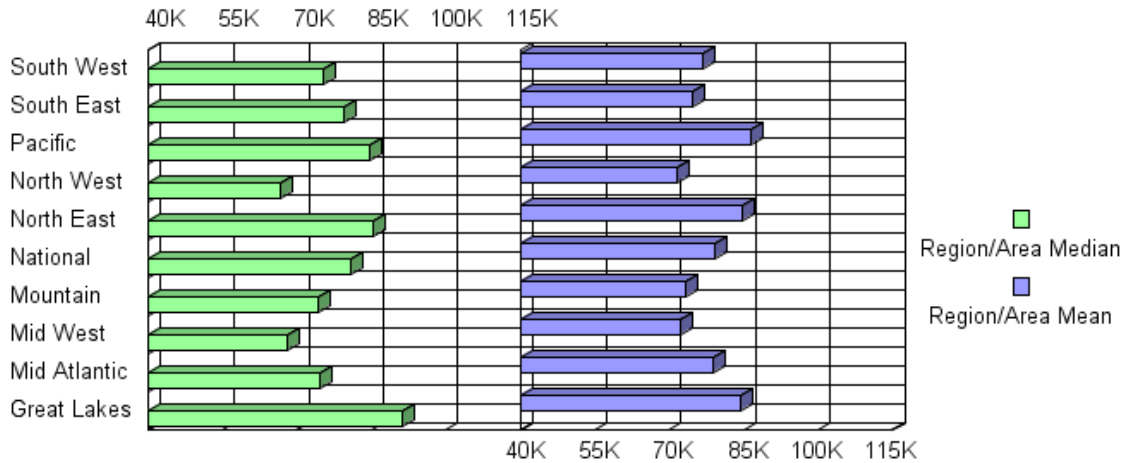
Individual Estimates Low: 61,772

High: 79,274

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
State of Texas	74,928	117.5	75,457	
State of Washingto	76,986	114.3	74,768	
State of Wisconsin	88,802	99.1	86,302	

Estimated Competitive Salary Range

Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
61,772	74,898	88,025	101,151	114,278
	Minimum	1st Tercile	2nd Tercile	Maximum
	61,772	79,274	96,775	114,278



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.