

## 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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Subscribers understand that all salary survey results are, in general, subject to sampling error since the entire universe of applicable employers is never totally surveyed; and that consultation with multiple survey sources is always recommended.

# CompGeo Online Associate Standard Report

Page: 2

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: All

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

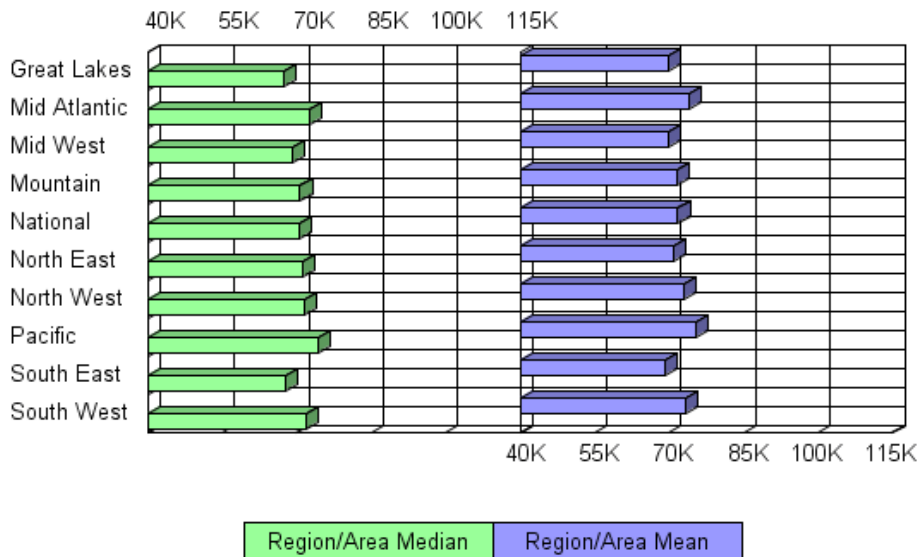
Individual Estimates Low: 49,196

High: 63,135

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,782	97.7	70,450	95.7
North East	70,925	98.8	71,067	94.9
Mid Atlantic	73,931	94.8	72,649	92.8
South East	69,225	101.3	67,780	99.5
Great Lakes	69,873	100.3	67,488	99.9
Mid West	69,847	100.4	69,115	97.5
South West	73,343	95.6	72,029	93.6
North West	72,879	96.2	71,522	94.3
Mountain	71,630	97.9	70,707	95.3
Pacific	75,425	92.9	74,427	90.6
Caribbean	51,349	136.5	49,795	135.4

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 3

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Goods Producing

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

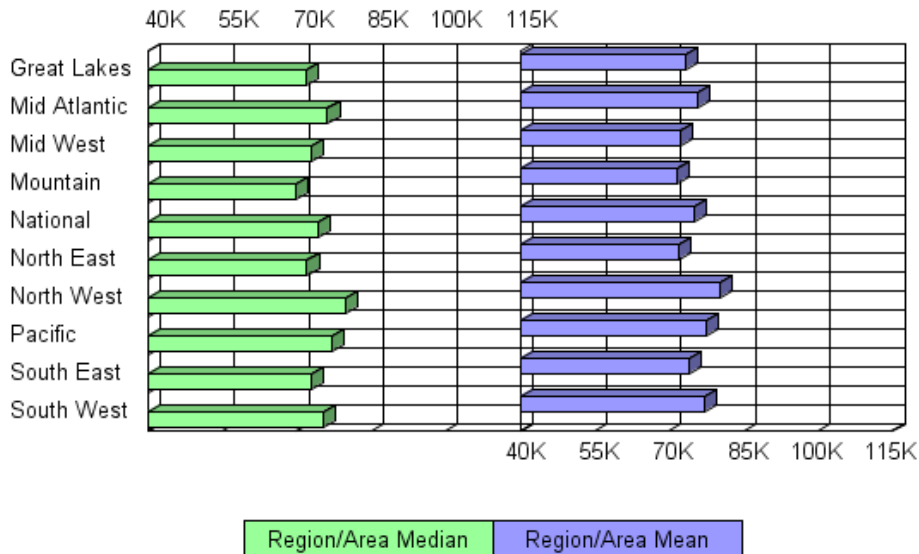
Individual Estimates Low: 52,259

High: 67,065

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	75,025	99.3	74,236	99.9
North East	71,845	103.7	72,075	102.9
Mid Atlantic	75,886	98.1	76,234	97.3
South East	73,964	100.7	72,792	101.9
Great Lakes	73,240	101.7	71,767	103.4
Mid West	72,214	103.1	72,874	101.8
South West	77,129	96.6	75,222	98.6
North West	80,103	93.0	79,748	93.0
Mountain	71,532	104.1	69,723	106.4
Pacific	77,572	96.0	77,209	96.1

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 4

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Government

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

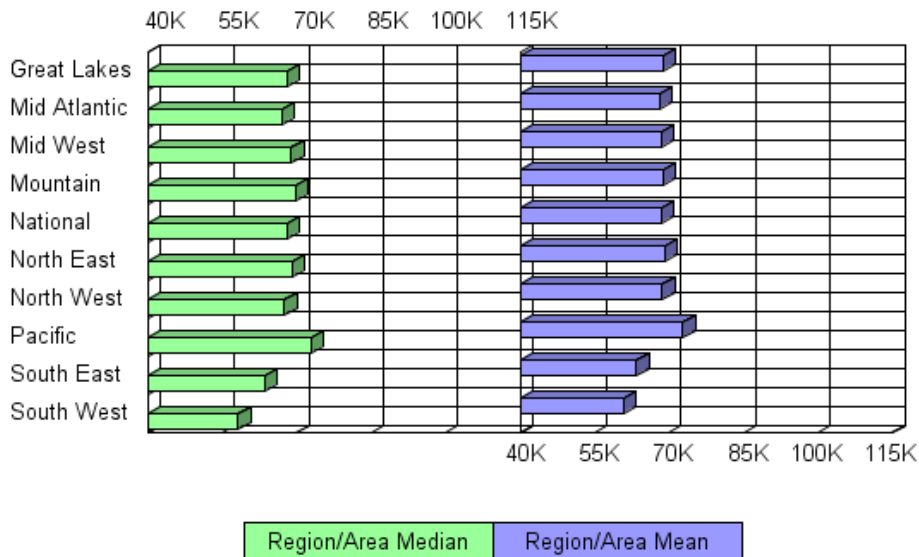
Individual Estimates Low: 42,497

High: 54,538

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	68,546	88.3	68,137	89.4
North East	69,109	87.6	69,014	88.3
Mid Atlantic	68,245	88.7	66,937	91.0
South East	63,453	95.4	63,570	95.8
Great Lakes	68,983	87.8	67,972	89.6
Mid West	68,422	88.5	68,977	88.3
South West	60,981	99.3	58,234	104.6
North West	68,647	88.2	67,550	90.2
Mountain	68,730	88.1	69,820	87.3
Pacific	72,797	83.2	72,935	83.5
Caribbean	38,376	157.8	38,887	156.7

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 5

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Health Services-All Sectors

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 52,585

Performance Level: Exceeds Expectations

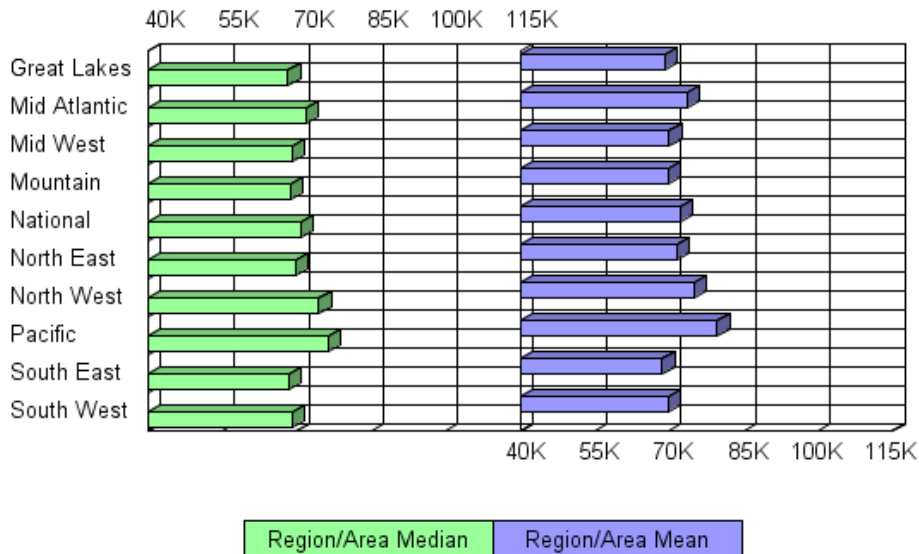
Other:

High: 67,483

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,324	103.6	70,805	106.0
North East	71,497	104.8	69,733	107.6
Mid Atlantic	73,773	101.6	71,781	104.5
South East	68,661	109.1	68,575	109.4
Great Lakes	69,276	108.2	68,272	109.9
Mid West	70,061	107.0	68,997	108.7
South West	69,802	107.4	69,074	108.6
North West	75,185	99.7	74,484	100.7
Mountain	69,739	107.4	68,801	109.0
Pacific	79,747	94.0	76,285	98.3

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 6

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Health Services-Private

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 52,975

Performance Level: Exceeds Expectations

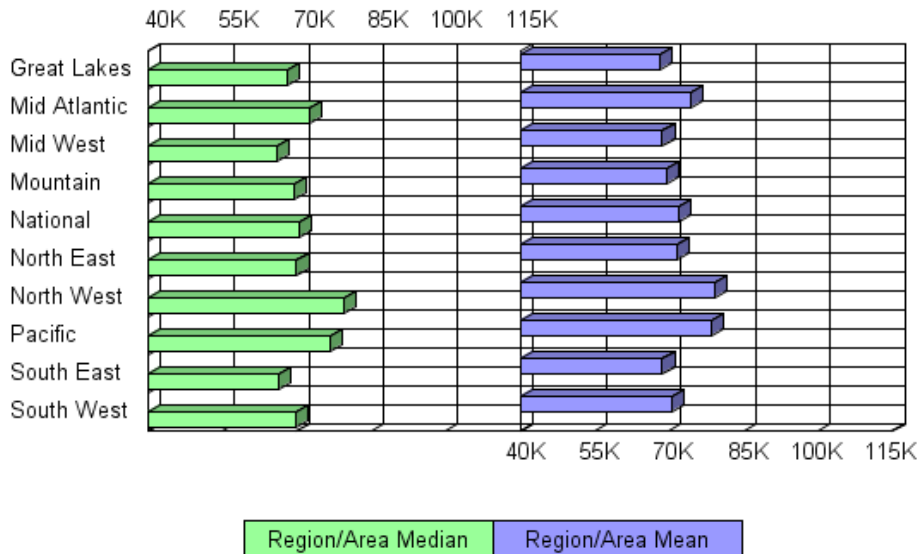
Other:

High: 67,984

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	71,992	104.9	70,550	106.3
North East	71,592	105.4	70,012	107.2
Mid Atlantic	74,438	101.4	72,630	103.3
South East	68,668	109.9	66,244	113.3
Great Lakes	68,122	110.8	67,963	110.4
Mid West	68,641	110.0	66,140	113.4
South West	70,537	107.0	69,754	107.6
North West	79,294	95.2	79,382	94.5
Mountain	69,671	108.4	69,373	108.1
Pacific	78,397	96.3	76,700	97.8

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 7

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Hospitals-All Sectors

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

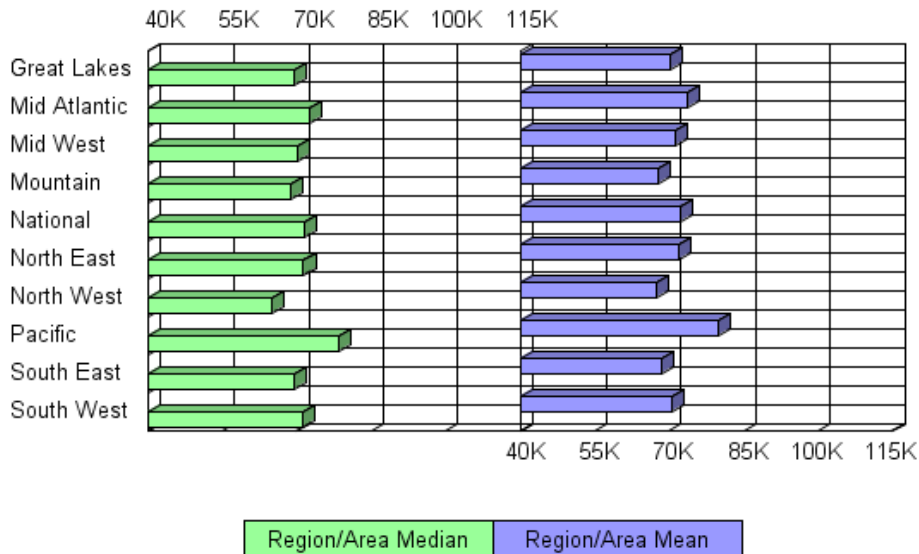
Individual Estimates Low: 51,867

High: 66,563

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,181	102.4	71,645	106.4
North East	71,962	102.7	71,403	106.8
Mid Atlantic	73,759	100.2	72,626	105.0
South East	68,427	108.0	69,492	109.7
Great Lakes	70,080	105.5	69,558	109.6
Mid West	71,383	103.5	70,307	108.4
South West	70,538	104.8	71,228	107.0
North West	67,404	109.7	65,044	117.2
Mountain	67,867	108.9	68,686	111.0
Pacific	79,816	92.6	78,534	97.1

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 8

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Hospitals-Private

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 52,389

Performance Level: Exceeds Expectations

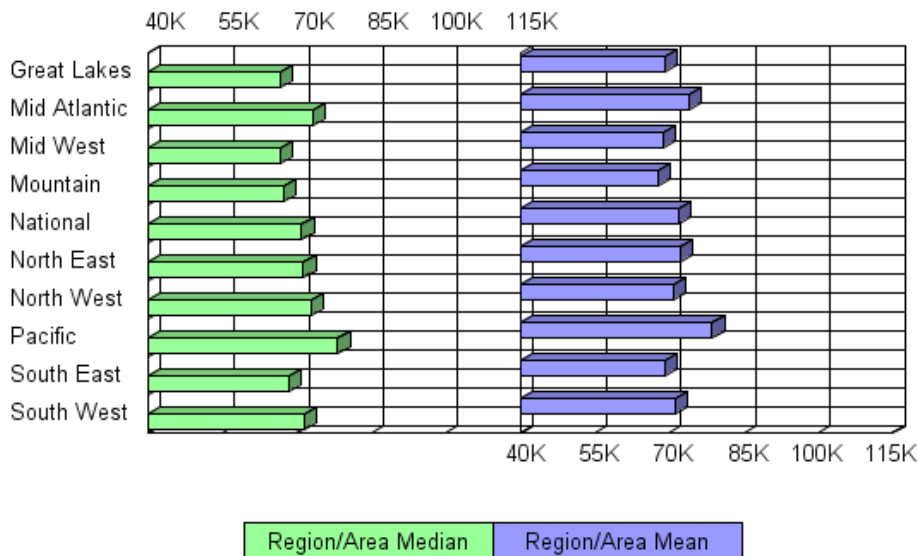
Other:

High: 67,232

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,054	103.6	71,059	111.1
North East	72,149	103.5	71,403	110.5
Mid Atlantic	74,149	100.7	73,155	107.9
South East	69,062	108.1	68,372	115.4
Great Lakes	69,105	108.0	66,656	118.4
Mid West	68,838	108.4	66,603	118.5
South West	71,365	104.6	71,654	110.1
North West	70,901	105.3	72,825	108.4
Mountain	67,692	110.3	67,265	117.3
Pacific	78,704	94.9	78,281	100.8

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 9

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Manufacturing

Data Projected To: 07/01/2008

## Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

## Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 52,259

Performance Level: Exceeds Expectations

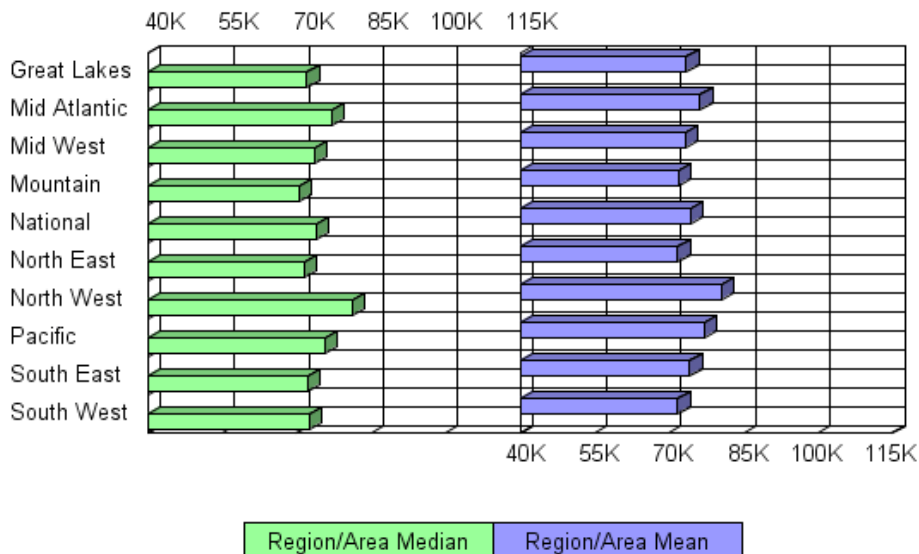
Other:

High: 67,065

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	74,406	100.1	73,868	100.4
North East	71,777	103.8	71,609	103.6
Mid Atlantic	76,251	97.7	76,978	96.4
South East	74,203	100.4	72,281	102.6
Great Lakes	73,478	101.3	72,088	102.9
Mid West	73,293	101.6	73,574	100.8
South West	71,786	103.7	72,497	102.3
North West	80,697	92.3	81,147	91.4
Mountain	71,882	103.6	70,371	105.4
Pacific	77,003	96.7	75,669	98.0

## Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 10

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Private

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

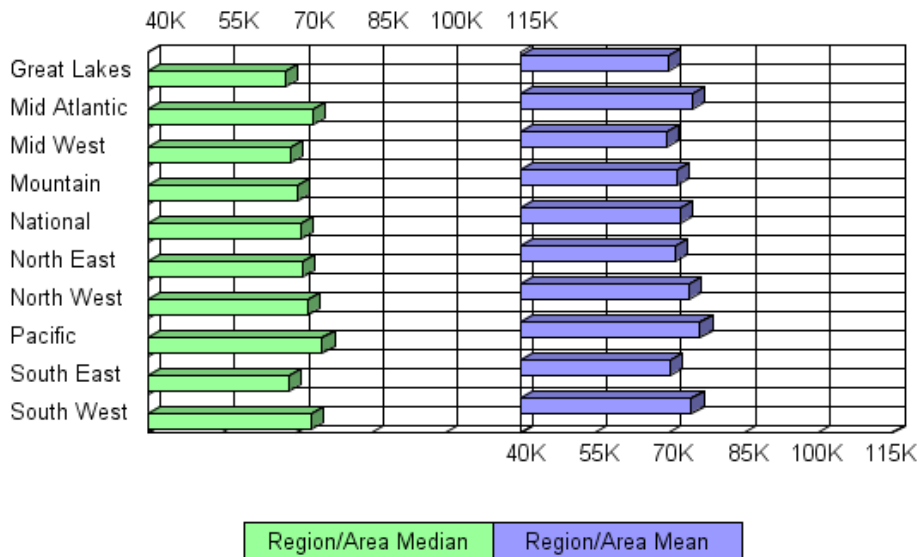
Individual Estimates Low: 51,281

High: 65,811

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	72,270	101.1	70,823	100.8
North East	71,234	102.6	71,133	100.4
Mid Atlantic	74,744	97.8	73,357	97.3
South East	70,128	104.2	68,477	104.3
Great Lakes	69,880	104.6	67,739	105.4
Mid West	69,523	105.1	68,899	103.6
South West	74,552	98.0	72,957	97.9
North West	74,068	98.7	72,312	98.7
Mountain	71,546	102.1	70,298	101.6
Pacific	76,263	95.8	75,160	95.0
Caribbean	53,939	135.5	51,437	138.8

### Estimated Competitive Salary Range

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



# CompGeo Online Associate Standard Report

Page: 11

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Services

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Organization Size: All Sizes

Competency Factors:

Individual Estimates Low: 50,694

Performance Level: Exceeds Expectations

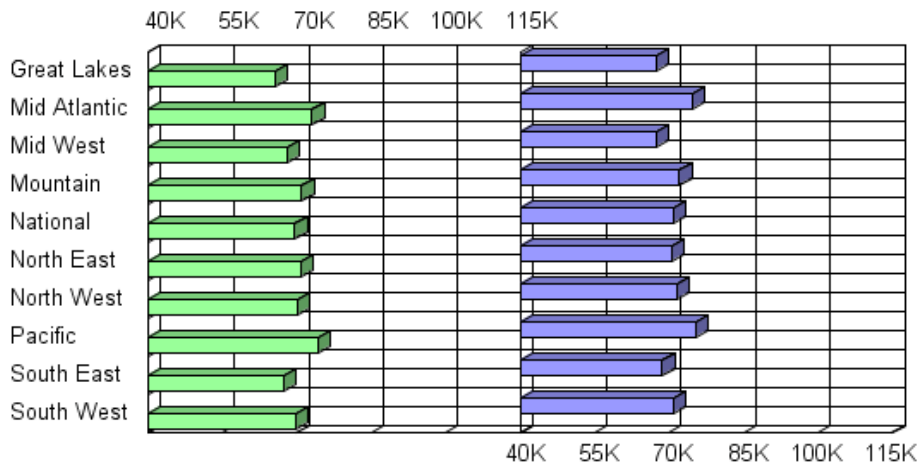
Other:

High: 65,057

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	70,942	101.8	69,662	101.8
North East	70,549	102.4	70,901	100.1
Mid Atlantic	74,823	96.5	73,108	97.0
South East	68,664	105.2	67,499	105.1
Great Lakes	67,587	106.9	65,540	108.2
Mid West	67,540	107.0	68,041	104.3
South West	70,932	101.8	69,783	101.7
North West	71,655	100.8	70,290	100.9
Mountain	72,129	100.2	71,016	99.9
Pacific	75,505	95.7	74,188	95.6
Caribbean	49,191	146.9	49,795	142.5

### Estimated Competitive Salary Range

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



Region/Area Median
Region/Area Mean

# CompGeo Online Associate Standard Report

Page: 12

Report Date: 07/20/2008

Survey Area: BALTIMORE

Survey Benchmark: Accountant III (Fully Qualified)

Industry/Sector: Transportation/Utilities

Data Projected To: 07/01/2008

### Salary Survey Central Tendency Measures

Average Annual Increase(%) Assumption: 4.30

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

### Individual Estimate Adjustments

Years In Occupation: Less Than 1

Performance Level: Exceeds Expectations

Organization Size: All Sizes

Other:

Competency Factors:

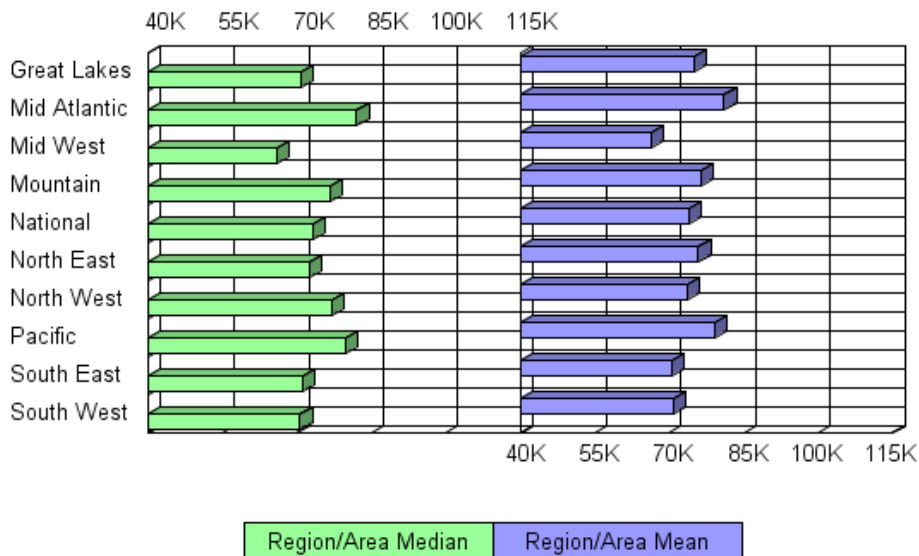
Individual Estimates Low: 51,672

High: 66,312

Region/Area	Region/Area Mean	Geographic Differential Ratio(%) Mean	Region/Area Median	Geographic Differential Ratio(%) Median
National	74,043	99.4	73,216	97.5
North East	75,947	97.0	72,612	98.3
Mid Atlantic	81,126	90.8	82,093	87.0
South East	70,416	104.6	71,129	100.4
Great Lakes	75,049	98.1	70,849	100.8
Mid West	66,544	110.7	66,002	108.2
South West	71,032	103.7	70,659	101.1
North West	73,626	100.0	76,988	92.7
Mountain	76,418	96.4	76,629	93.2
Pacific	79,162	93.0	79,880	89.4

### Estimated Competitive Salary Range

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



## CompGeo Online Reports Help (page 1 of 5)

### Viewing CompGeo Reports With The Adobe Acrobat Reader

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

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

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

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

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

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

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

## CompGeo Online Reports Help (page 2 of 5)

### About CompGeo Online Reports

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

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

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

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

*CompGeo Online Professional* Reports - [compensation-online.com/gprohome.html](http://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** – 50<sup>th</sup> 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.

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### 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>GoodsPdngGoods 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

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### 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>
<b>Level I</b>	Entry/Trainee
<b>Level II</b>	Junior/Developing
<b>Level III</b>	Journey/Fully Qualified
<b>Level IV</b>	Senior/Advanced/Associate Consultant
<b>Level V</b>	Lead/Consultant
<b>Level VI</b>	Team Leader/Supervisor/Senior Consultant
<b>Level VII</b>	Manager/Senior Supervisor/Principal Consultant
<b>Level VIII</b>	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](http://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](http://compensation-online.com). Product Sites with Links are listed below.

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