

## 2012 ERI's Assessor Series Research Product Configuration

Assessor Series Editions	Free	Professional	Consultant
<i>Database Applications:</i>	<i>- demonstration -</i>	<i>- planning -</i>	<i>- governance -</i>
<b>Salary Assessor</b>  <b>SA &amp; SA+</b>	Illustration SA & SA+ demo displays research access to position titles beginning with the letters Ca-Ch, eSIC = 0000, and/or 3080 and cities/ areas beginning with the letters A-B. 2012 beta test ongoing using the SA demo as a low cost per seat software package that resides behind a subscriber's firewalls. (free)	Provides base salary, wage, incentive, and total comp levels for over 5,600 non-executive position titles in the US and Canada. Analyses based on input by location, industry, size, and salary planning date. (8,200 geographic areas profiled if run with the Geographic Assessor.) Supplemented by brief job descriptions, geographic lists configured to benchmark rates, and/or COL norms. A Benchmark List assesses an organization's competitive position, allowing for "hybrid jobs." A Salary Planning screen assists, allowing for multiple structures. (Subscribe @ \$889)	All Professional Edition data/features, plus data for over 500 executive job titles (previously found only in the Executive Compensation Assessor). Enhanced research analyses screens provide access to the raw salary data or profiles incorporated in these analyses. Review historic trends and search for semantic job content relationships. Reliability statistics (standard error and number observations for Daubert Challenges), SAUk/ eu data, and full eDOT descriptions are also included. Retrieve source documents via a web interface. (Subscribe @ \$2,389)
<b>Geographic Assessor</b>  <b>GA &amp; GA+</b>	Illustration GA & GA+ demo gives research access to cities A-B, job titles beginning with the letters Ca-Ch. The Consultant Edition demo contains prevailing wage comparisons. (free)	Two-city salary/wage comparisons by earnings level for branch-office salary planning in 8,200 US/Canada areas. Supplemented by graphic illustrations, cost-of-living comparisons, and a salary/area comparison table (base city compared to multiple other locations). Used by subscribers to define branch office salary structures and capture local pay rates. (Subscribe @ \$889)	All Professional Edition features; useful for compliance, affirmative action planning and bids for government contracts. 1990 - 2000 Census data, trending to present data and adjusting for state groupings and county redefinitions. Provides baseline reference data for affirmative action, H-1B, and OFCCP reporting along with all GAUk/ eu data. (Subscribe @ \$2,389)
<b>Relocation Assessor</b> both PC and web based, see: <a href="http://www.online.eri.com">online (variable pricing) at www.online.eri.com</a>  <b>RA &amp; RA+</b>	Illustration RA and RA+ demo provides research access to cities A-B and a Labor Cost demo with job titles beginning Ca-Ch. (free)	Create two-city cost-of-living reports between over 8,200 US and Canadian areas. Reports are based on input of employee's earnings level, family size, home size (owned or rented), and auto (number, value, and distances driven). Per diem rates with data derived from <a href="http://www.salariesreview.com">www.salariesreview.com</a> . Use with an employee's relocation and/or recruitment. (Subscribe @ \$889)	All Professional Edition data, plus data for worldwide areas, combining to create over 11,200 city areas. Labor cost model for plant/office relocations in North American locations. Census data combined with ERI's Job Availability Survey and immigration - prevailing wages providing a plant/office transfer/opening/ closing assessment. (Subscribe @ \$2,389)
<b>Nonprofit Comparables Assessor</b>  <b>CA &amp; CA+</b>	US tax exempt competitive compensation, benefits and allowances levels by industry, area, date, and organization size within +/- 1 standard deviation of the mean. Utilizes data gathered by OCR/digitization of Form 990/PF/EZs and leased from GuideStar. (free)	More a census than a survey, with all tax-exempt Form 990s that report pay. Allows access to historic US data for organizational trend analyses, 1998 to present, "showing all dots" (no standard deviation limit). Also allows access to ERI Executive Compensation Assessor data (shown as a "round dot") for for-profit comparables. Links to millions of Form 990/PF/EZs. Provides the ability to group peer organizations, the compensation comparables needed for a "rebuttable presumption of reasonableness" that protects an exempt organization from the imposition of intermediate sanctions; an "independent survey" per IRC 4951/4958. (Subscribe @ \$889)	All Professional Edition features, including ERI Executive Compensation Assessor & Survey data. A Full Xwalk allows users to trace relationships among other available employer and compensation databases with over 40 million individual names and crosswalks among vendors, contractors, directorships, etc. A special State Analysis filters for highest paid contractors and other common audit reviews. Subscribers include the State of New York AG Office, CO, TX, CA, and other NASCO members, along with the IRS National TEE offices. Used for litigation support and searches of compensation affiliations. (Subscribe @ \$2,389)
<b>Executive Compensation Assessor</b>  <small>(4 databases: US Proxy/10-Ks, 8-Ks, UK/EU Annual Reports &amp; Canadian SEDAR data)</small> <b>XA &amp; XA+</b>	Illustration XA & XA+ edition demo provides access to position titles beginning with the letters Ca-Ch with National Norms with eSIC = 3080. (free)	For-profit analyses to use in litigation and reasonable comp analyses. Daubert statistics (standard error and # observations) and reasonable compensation estimates. Includes source data from 14,000 US publicly-traded corporations with access to raw data downloads of source proxies and 10-Ks, 1994 to present, plus Canadian SEDAR data. The IRS National Appeals Office has been a subscriber since 1989. (Subscribe @ \$2,289)	All Professional Edition features. Used for Board planning of direct cash (salary levels and incentives), long term incentives, stock appreciation rights, SERPs, benefits, stock options, and other allowances. Includes international data with source data from EU/UK firms, along with US SEC files and Canadian SEDAR data. Download original source documents for verifications. (Subscribe @ \$2,889)
<b>Occupational Assessor</b> both PC and web based, see: <a href="http://www.online.eri.com">online (variable pricing) at www.online.eri.com</a>  <b>OA &amp; OA+ eDOT &amp; eDOT+</b>	Illustration eDOT & eDOT+ with the Archive DOT, FLSA, & Disability Determination modules for jobs starting with the letters A-B for US Average, Atlanta, & Boston. Contains a free Job Search edition for those with lessened capacities who wish to enter/reenter the workplace. (free)	eDOT/OA calculates the rote US FLSA overtime job analyses (8/23/04) rules. eDOT is an updated electronic version of the US DOT and reports the Selected Characteristics of Occupations, including the 64 old DOT/SCO and 35 new PAQ eDOT work measures. Source data for SCO measures (derived from PAQ field job-analysts, users of eDOT's cybernetic system, and other input) are displayed via the eDOT Skills Project, including calculations of "rates of error" as a starting point for FLSA analyses for any of over 18,900 jobs. (Subscribe @ \$889)	All Professional Edition data features, plus jobs new to the economy as found in ERI's Assessor Series. Includes a 2012 beta test; CAS or PAS subscribers have access to <a href="http://www.online.eri.com">www.online.eri.com</a> where both state and federal overtime tests can be made and results stored. Contains a Disability Determination module for identification of alternative jobs. With a Consultant Edition subscription, receive job availability statistics, potential employers, job board archives, access to state overtime tests, and other features. (Subscribe @ \$2,389)

<b>Full Assessor Series</b> <b>FAS</b>	ERI's Platform Library (free)	SA, GA, RA, and eDOT (Subscribe @ \$2,667, save \$889)																	
<b>Professional Assessor Series</b> <b>PAS</b>	ERI's Platform Library (free)	FAS plus XA, CA, and eDOT+ (Subscribe @ \$4,989, save \$3,245)																	
<b>Remuneration Assessor Series</b> <b>RAS</b>	ERI's Platform Library (free)	SAUk/ eu, GAUk/ eu, RAUk/ eu, and XAUk/ eu (Subscribe @ £1,989, save £1,667)	<b>Value Cost Savings</b>																
<b>Consultant Assessor Series</b> <b>CAS</b>	ERI's Platform Library (free)	PAS plus SA+, GA+, RA+, XA+ (all UK/EU), and CA+ (Subscribe @ \$6,889, save \$7,945)																	
			<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: #ffff00;">RAS</th> <th style="background-color: #ffff00;">FAS</th> <th style="background-color: #ffff00;">PAS</th> <th style="background-color: #ffff00;">CAS</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"><b>£3,656</b></td> <td style="text-align: center;"><b>\$3,566</b></td> <td style="text-align: center;"><b>\$8,234</b></td> <td style="text-align: center;"><b>\$14,834</b></td> </tr> <tr> <td style="text-align: center;"><b>£1,989</b></td> <td style="text-align: center;"><b>\$2,667</b></td> <td style="text-align: center;"><b>\$4,989</b></td> <td style="text-align: center;"><b>\$6,889</b></td> </tr> <tr> <td style="text-align: center;"><b>£1,667</b></td> <td style="text-align: center;"><b>\$889</b></td> <td style="text-align: center;"><b>\$3,245</b></td> <td style="text-align: center;"><b>\$7,945</b></td> </tr> </tbody> </table>	RAS	FAS	PAS	CAS	<b>£3,656</b>	<b>\$3,566</b>	<b>\$8,234</b>	<b>\$14,834</b>	<b>£1,989</b>	<b>\$2,667</b>	<b>\$4,989</b>	<b>\$6,889</b>	<b>£1,667</b>	<b>\$889</b>	<b>\$3,245</b>	<b>\$7,945</b>
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