

ERI's Geographic Assessor Software



*Designing competitive branch office
salary structures*

GEOGRAPHIC SALARY DATA

Branch Office Salary Software

ERI's **Geographic Assessor**[®] is a desktop software application that compares salaries in nearly 8,300 US and Canadian locations. A European edition is also available.

This product enables users to design branch office salary structures that are fair and competitive.

Here's how...

First select two locations: a base city and a destination city.

The screenshot shows the 'Geographic Assessor' software interface. The main window is titled 'Calculations for High Salary Structure' and displays a comparison between two cities. The 'Base City' is Boulder, Colorado, with a base salary level of 54,000 US Dollars. The 'Destination City' is Abbeville, Louisiana, with a salary of 46,168 US Dollars, which is 85.5% of the base city's salary. An 'Input City' dialog box is open, showing a search for 'AUSTIN, T' and a list of cities found, including Austin, Texas.

Base City's Base Salary Level	Base City:	Destination City:	Destination City as a percentage of Base City
United States Dollars 54,000	Boulder, Colorado United States Dollars	Abbeville, Louisiana United States Dollars	
Salary	54 000	46 168	85.5 %
% of United States Avg.			
Cost of Living			
% of United States Avg.			
Area Included			

Input City dialog box details:

- Enter Beginning Letters of: Base City, Destination City
- Input: AUSTIN, T
- City Found list:
 - Aurora, Illinois
 - Aurora, Ohio
 - Aurora, Ontario
 - Austell, Georgia
 - Austin, Minnesota
 - Austin, Texas
 - Austin-Arboretum, Texas
 - Austin-Legend Oak, Texas
 - Austin-Northwest Hills, Texas
 - Austin-Ridgepark Drive, Texas
 - Austin-Terrytown, Texas
- Buttons: OK, Browse, ZIP Search, Cancel, Help

Next input a baseline employee income level. Users can compare any salary level from minimum wage to over six figures.

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Geographic Salary Differentials

The **Geographic Assessor** software reports how these two areas differ in terms of average salaries and the cost of living.

For example, a company headquartered in Boulder, Colorado would experience a lower cost of labor in Austin, Texas. In particular, for a Boulder employee group earning \$54,000 per year, the Austin salary rate is over 6% lower, and the cost-of-living level is 19% lower.

Geographic Assessor® - Consultant [North America; UK/EU]

File Edit View Options Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Calculations for High Salary Structure

Base City's Base Salary Level United States Dollars 54,000	Base City: Boulder, Colorado United States Dollars	Destination City: Austin, Texas United States Dollars	Destination City as a percentage of Base City
Salary	54,000	50,622	93.7 %
% of United States Avg.	105.2 %	98.6 %	
Cost of Living	54,000	43,747	81.0 %
% of United States Avg.	130.0 %	105.3 %	
Area Included	Boulder, Colorado	Austin, Texas	

Data as of: January 01, 2009 File:

Cost-of-Living Differentials

Geographic Assessor cost-of-living data is calculated for a renter with the inputted earnings level (in this case, \$54,000). This is an important criterion when selecting branch locations. However, ERI recommends the **Geographic Assessor** software be utilized for salary structure adjustments, not relocation allowance calculations. To make more detailed cost-of-living comparisons, see ERI's **Relocation Assessor**® software, which compares cost-of-living levels in over 11,000 locations worldwide. This software calculates relocation allowances based on user inputs for employee earnings level, family size, and spending patterns. It also provides per diem rates for temporary relocation allowances.

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Multiple City Comparisons

With the **Geographic Assessor** software, users can contrast multiple salary levels in a base city with up to 99 other locations.

Here's how...

- Click on the *Comparison List* tab.
- Input different earnings levels.
- Select locations (up to 99).

The screenshot shows the 'Geographic Assessor® - Consultant [North America; UK/EU]' window. The 'Comparison List' tab is selected. The main display is titled 'Salary Comparison Table by Income Level Salary Structure Percentages'. The base city is 'Boulder, Colorado'. The table shows comparison cities and their salary structure percentages relative to the base city's annual salary levels (15,142, 24,000, 36,000, 48,000, 72,000, 108,000 USD).

#	Comparison Cities	Base City Annual Salary Levels in United States Dollars					
		15,142	24,000	36,000	48,000	72,000	108,000
1	Austin, Texas	90.0	89.8	91.6	93.3	94.4	94.8
2	San Diego, California	109.9	101.4	102.9	103.5	102.5	101.4
3	San Francisco, California	115.4	117.5	119.5	119.5	116.9	114.8
4	Dallas, Texas	90.0	93.8	95.9	97.2	98.2	98.2
5	Detroit, Michigan	101.7	105.3	106.8	106.5	103.9	102.3
6	Baton Rouge, Louisiana	90.1	86.7	88.3	89.4	89.8	89.6
7	Washington, District Of Columbia	103.9	104.5	105.0	104.6	102.8	101.5

Data as of: January 01, 2009

This screen helps users adjust salary structures and select locations for new facilities.

Individual Salary Reports

For more detailed salary comparisons of individual positions, please see ERI's **Salary Assessor**® software. This desktop software calculates competitive salary ranges for more than 5,000 job titles. Salaries are reported based on user input for position, employee experience, industry, location, pay strategy, and salary planning date. With ERI's **Salary Assessor** software, HR professionals can create custom market level compensation reports quickly and easily.

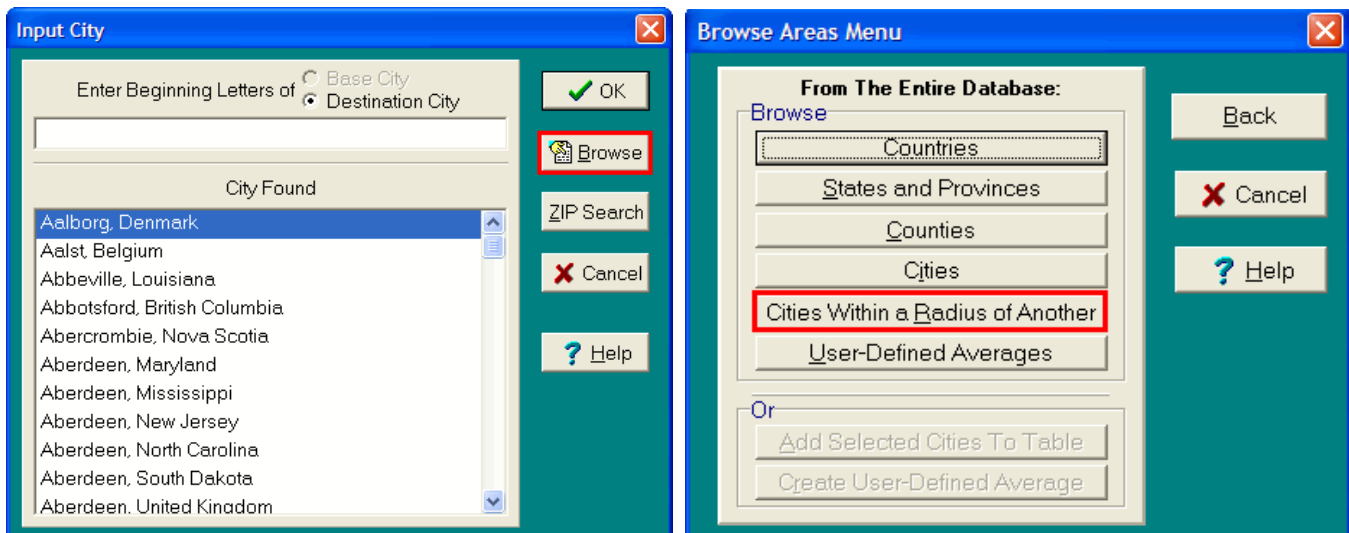
GEOGRAPHIC SALARY DATA

Select Locations

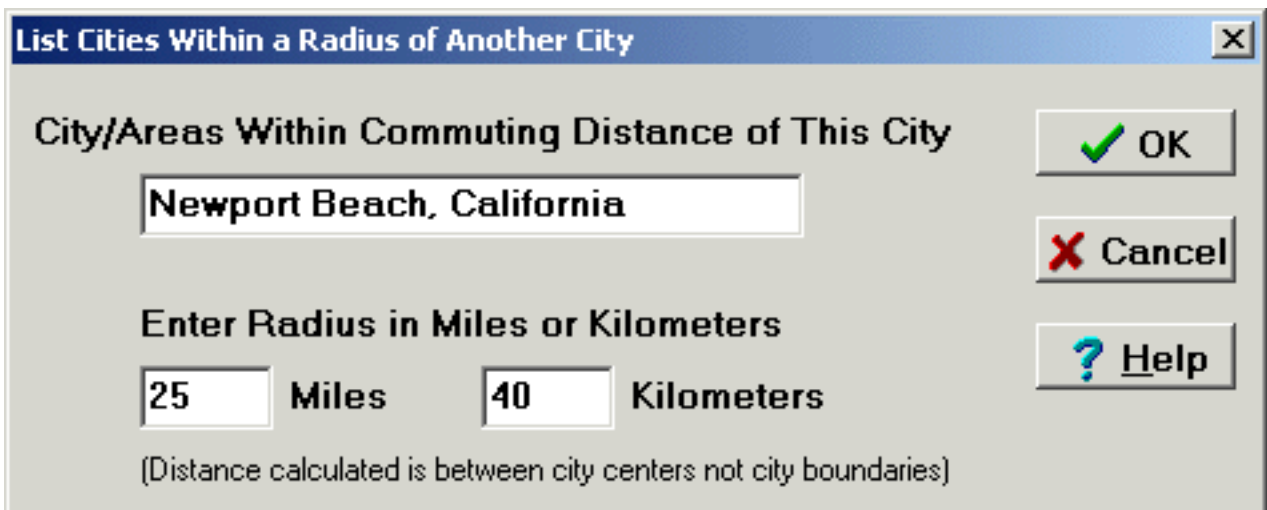
The **Geographic Assessor** software compares cities to each other or to a national average. Subscribers can also compare user-defined locations based on commuting distance of the local labor pool.

Here's how...

1. Click on the **Browse** button in the Input City pop-up box.
2. Then click on **Cities Within a Radius of Another**.



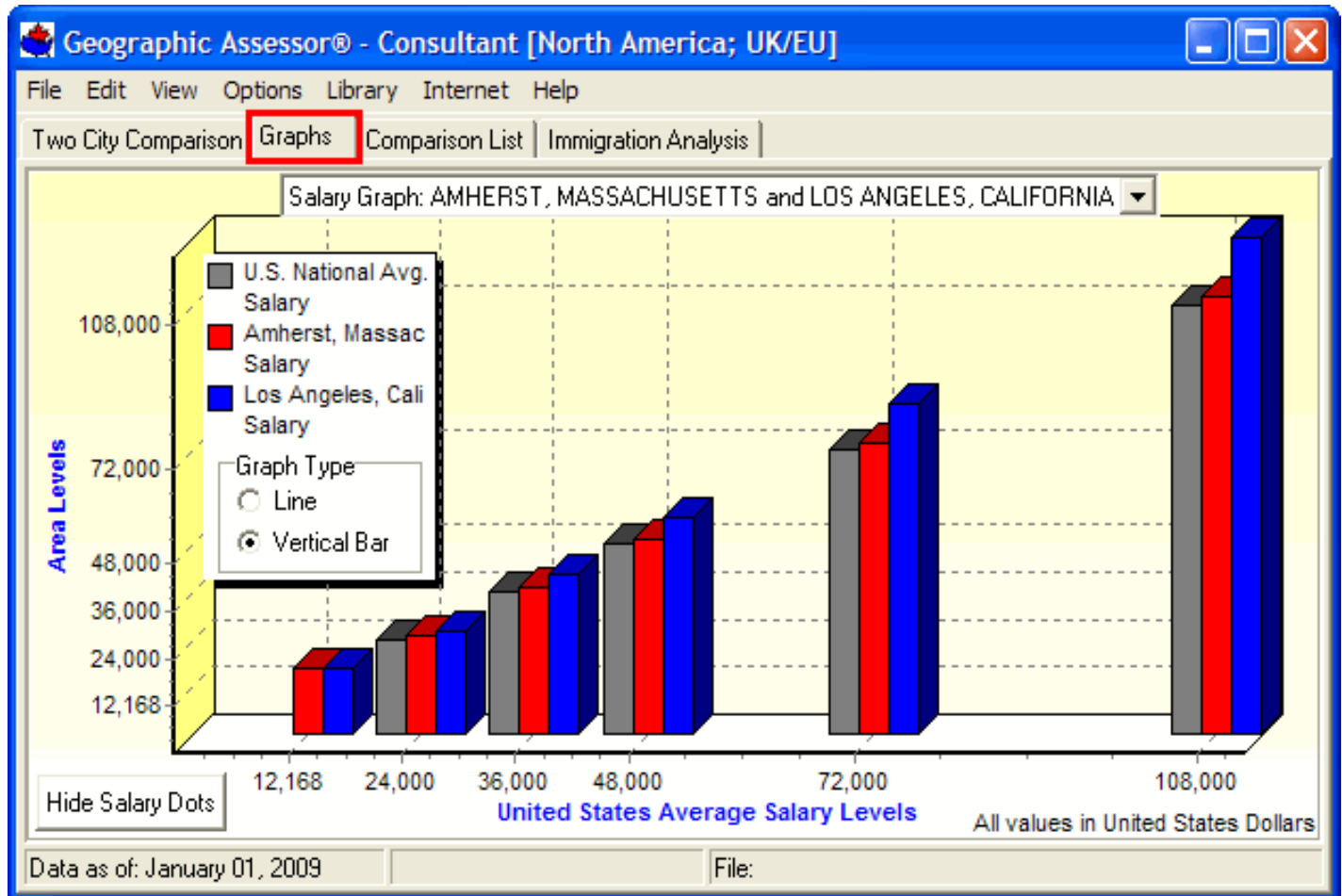
Enter a city and a radius in miles or kilometers. Your cost-of-labor comparisons will reflect data for this composite area.



GEOGRAPHIC SALARY DATA

Generate Graphs

Create graphs of your geographic salary and cost-of-living comparisons by selecting the *Graphs* tab.



Select Currencies

Data is presented in the currency of your choice.

Select **Edit | Currency** from the top menu to adjust the currency to that of any North American or European country covered by ERI labor cost data.

Additional countries are added quarterly.

The 'Input City' dialog box is shown. It has a title bar 'Input City' and a close button. The main area contains a text input field with 'AUSTIN, T' entered. Below the input field is a list box titled 'City Found' with the following items: Aurora, Illinois; Aurora, Ohio; Aurora, Ontario; Austell, Georgia; Austin, Minnesota; Austin, Texas (highlighted); and Austin-Arboretum, Texas. On the right side, there are buttons for 'OK', 'Browse', 'ZIP Search', 'Cancel', and 'Help'. The 'OK' button has a green checkmark icon, and the 'Cancel' button has a red X icon.

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Prevailing Wages

The Consultant Edition of this software provides US OES prevailing wage data for H-1B immigration visas. Click on the *Immigration Analysis* tab to retrieve this United States government data. To select a position, click on the pale yellow position title bar. Then adjust the location by clicking on the **Change Area** button.

The screenshot shows the 'Immigration Analysis' tab selected. The position is 'Computer Programmer Engineer' in 'Los Angeles, California'. The DOT is 030.162-018 and SOC is 151021. The OES Data table shows the following values:

For Use	July - June Period	Type	Annual Mean	Level 1	Level 2 (Level I) - old levels -	Level 3	Level 4 (Level II)
2008-2009	OES Data	1	74,540	47,216	60,875	74,533	88,192

The text below the table states: 'The above values are not to be used for nonprofits, colleges and universities, college and university operated federally funded research and development centers, and certain research agencies. As of August 2006, the OES survey has been consolidated into a once a year release. OES job families compress 10,000 eDOT jobs into 801 "detailed occupations" but report data for only 750 job families.'

Census Data

The *Immigration Analysis* screen also provides US Census statistics. To view employment statistics by gender and race, click on the *Census Data* sub-tab.

The screenshot shows the 'Census Data' sub-tab selected. The position is 'Computer Programmer Engineer' in 'Los Angeles, California'. The DOT is 030.162-018 and SOC is 151021. The '2000 Census Format' section displays the following data:

1990 Census Job Family Data
(Original data from the 1990 U.S. Census utilizing Counties)

1990 Census Title:	Computer Programmers	1990 Census Code:	229
County Name:	LOS ANGELES	County FIPS Code:	060037
OES Area:	Los Angeles-Long Beach-Glendale, CA	OES Area Code:	63108
OES Job Family:	Computer Programmers	OES Job Family Code:	25105

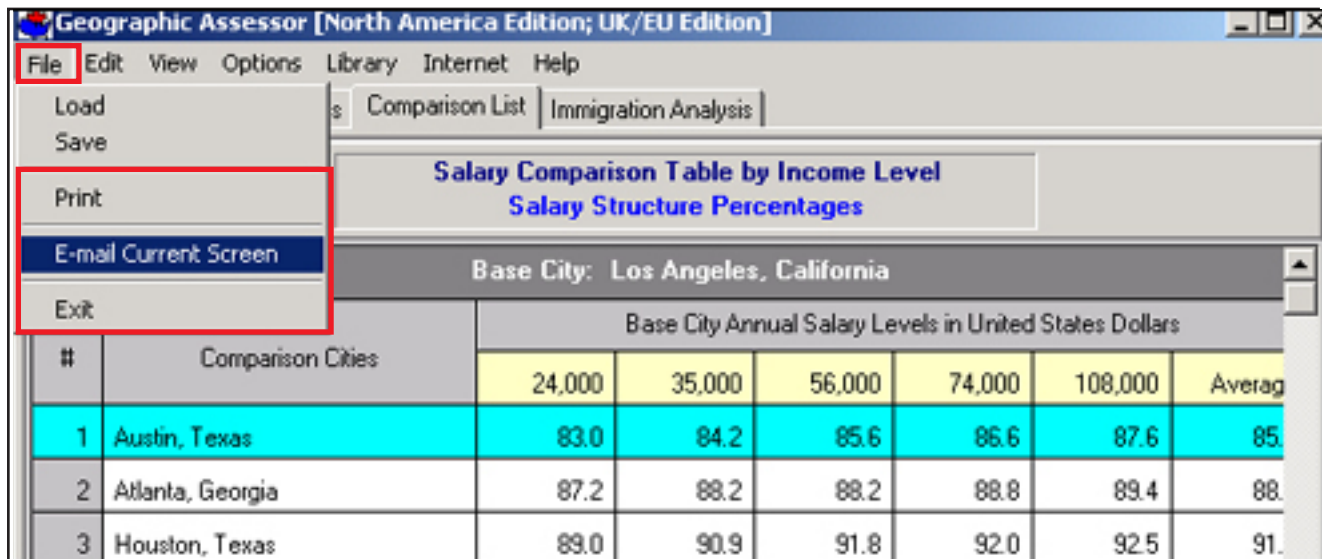
	White	Hispanic	Black	Asian	NA Indian	Other	Total
Male	11198	1414	1042	3880	61	29	17624
Female	3562	695	640	2258	0	7	7162
Totals	14760	2109	1682	6138	61	36	24786

GEOGRAPHIC SALARY DATA

Storing Data

Geographic Assessor data is easily saved and shared:

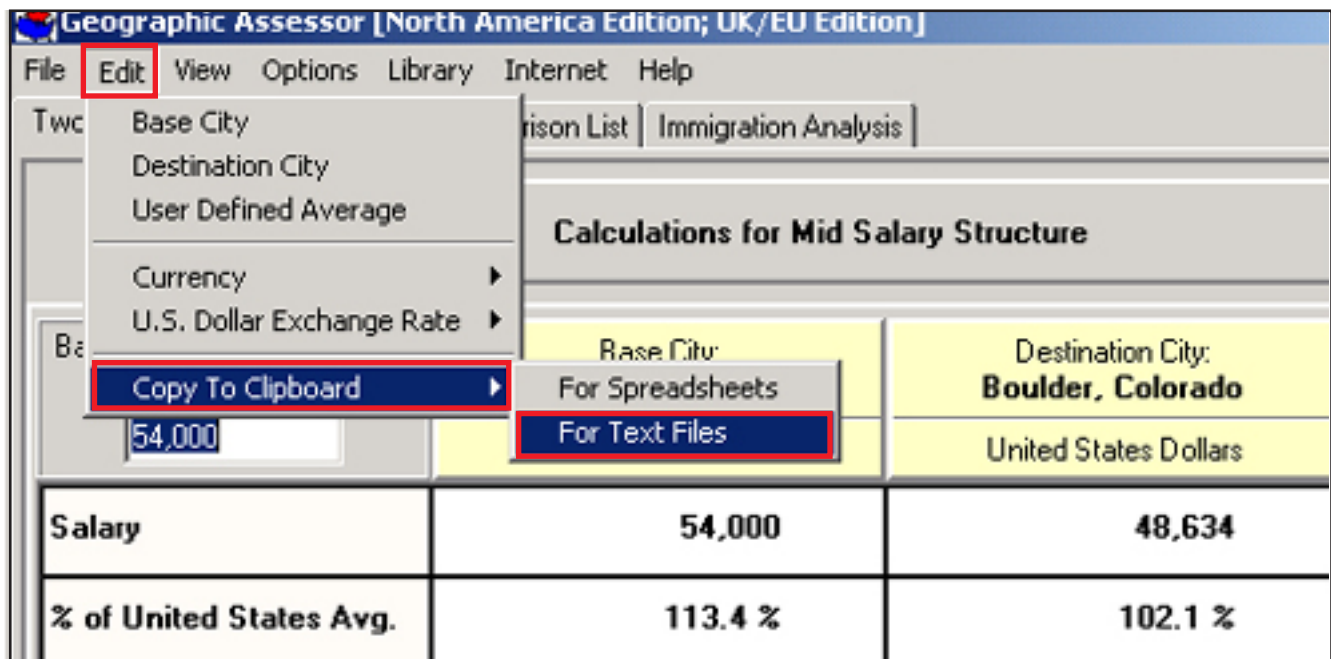
- Print reports from your desktop.
- Email screenshots and tables to co-workers.



The screenshot shows the Geographic Assessor software interface. The 'File' menu is open, with 'Print' and 'E-mail Current Screen' highlighted. The main window displays a 'Salary Comparison Table by Income Level Salary Structure Percentages' for a base city of Los Angeles, California. The table compares salary levels for Austin, Texas; Atlanta, Georgia; and Houston, Texas against the base city's levels.

#	Comparison Cities	Base City Annual Salary Levels in United States Dollars					
		24,000	35,000	56,000	74,000	108,000	Average
1	Austin, Texas	83.0	84.2	85.6	86.6	87.6	85.6
2	Atlanta, Georgia	87.2	88.2	88.2	88.8	89.4	88.6
3	Houston, Texas	89.0	90.9	91.8	92.0	92.5	91.6

Or create reports for management using **Geographic Assessor** tables and graphs. To export data to Microsoft Excel, Word, or other applications, select **Edit | Copy To Clipboard | For Text Files** from the top menu.



The screenshot shows the Geographic Assessor software interface. The 'Edit' menu is open, with 'Copy To Clipboard' and 'For Text Files' highlighted. The main window displays 'Calculations for Mid Salary Structure' for a base city of Los Angeles and a destination city of Boulder, Colorado. The table shows the salary and percentage of the United States average for both cities.

	Base City: Los Angeles, California	Destination City: Boulder, Colorado
Salary	54,000	48,634
% of United States Avg.	113.4 %	102.1 %

GEOGRAPHIC SALARY DATA

ERI's **Geographic Assessor** software is sold on an annual subscription basis.

How Can I Order?

You can place your order:

- **Online** at www.eri.com
- **By Phone** at 800.627.3697 or 425.556.0205 from North America
or 0800.894.800 from the UK or (0044) 207.409.5060 from Europe
- **By Fax/Mail** using ERI's Order Sheet PDF.

Quarterly Updates

Software quarterly updates are released in January, April, July, and October of each annual subscription year, at no extra cost. Subscribers can update their **Assessor** databases via Internet download or quarterly mailed CD-ROMs.

Operating System Requirements

Disk Space: 13MB

RAM: 256MB

Processor Speed: 233Mhz

O/S: Windows 2000, XP, Vista, and Windows 7

Free Demonstration CD-ROM

To download a free demo version of this software, please visit www.eri.com. This demo download provides access to a limited version of the software, which compares the cost of labor in cities that begin with the letters "A" and "B." If your company has firewalls or you have a slow Internet connection, please click here to request that a free ERI **Platform Library**® CD-ROM be mailed to you.

More Questions?

Please email questions to: info.eri@eri.com or call us toll free at 800-627-3697.

ERI Economic Research Institute
8575 164th Avenue NE, Suite 100
Redmond, WA 98052 USA
www.eri.com

WHY SUBSCRIBE TO ERI?

ERI Economic Research Institute is a world leader in compensation survey data. Since 1987, we have published updated consensus reports of competitive wages and salaries covering the United States, Canada, and the European Union. Our cost-of-living reports cover every major city in the world for relocation applications and family expenditure budget projections.

What Compensation Surveys Do You Provide?

We are primarily a pay survey compilation and extraction service that provides market analyses via our compensation survey software. Our survey library includes thousands of published cost-of-living and compensation surveys from around the world. Our compensation survey databases combine public and private surveys covering every industry by SIC and NAICS code.

We conduct surveys ourselves that are not already done by other research bodies. For example, we analyze Securities Exchange Commission (SEC) pay information, including proxies, 10Ks, and compensation tables covering executive compensation at public corporations. We report this data to our subscribers via our **Executive Compensation Assessor** software. This software provides unlimited analyses of executive compensation at for-profit organizations. Its companion product, the **Nonprofit Comparables Assessor** software, provides executive compensation data for tax-exempt organizations (including Form 990 extracts since 2000).

What Compensation Survey Sources Does ERI Use?

In addition to collecting thousands of published compensation surveys, ERI analyzes compensation data on specific benchmark jobs from the following sources: Chambers of Commerce, trade associations, consulting firms, the IRS, and the SEC. You can view many of our survey sources by visiting ERI's **Survey Sources** webpage.

What is ERI's Reputation?

Our subscribers have included the CIA, IRS, NSA, DCAA, UN, US and Canadian militaries, and federal/state/provincial agencies. For example, the US Department of Interior uses ERI's **Salary Assessor** software to police contracts, ensure compliance, and assure that bid rates are based on rational pay predictions and the ability to attract employees. Human Resources and corporate managers from most US Fortune 500 companies rely on ERI research products to establish their organizations' salaries, cost-of-living allowances, and relocation costs. In addition, compensation consultants, forensic economists, CPAs, law firms, disability carriers, career counselors, and academic researchers utilize ERI compensation survey data and cost-of-living adjustment estimates.

This is all we do — publish the most current and complete summary of competitive salary and cost-of-living information in fast, secure, and portable software databases that are updated every quarter.

Assessor Series software databases are designed for professional use by the compensation and Human Resource specialists for whom we are a research outsource. We license individual users rather than companies or computers, and we offer unlimited training to all licensed subscribers. For a list of online courses that provide instruction on our compensation survey software, see the ERI Distance Learning Center at www.eridlc.com. Free online tutorials and teleconference training sessions are also available to our subscribers at www.eri.com.

How Can I Try Out ERI Products?

You can download free demos of our compensation survey software from ERI's website, where you can also explore our **Free Compensation Resources**. Please call if you have any further questions or would like to place an order. ERI Subscriber Services is available at 800.627.3697 from North America or (0044) 207.409.5060 from Europe.

ERI COMPENSATION PRODUCTS

Over the past three decades, ERI has developed a catalog of compensation resources that has become indispensable to our subscribers' salary planning. In addition to the **Geographic Assessor** software, ERI's products include the following:

Salary Assessor® Software:

This desktop software compares salaries for over 5,800 positions in the US, Canada, and Europe. Salary levels are calculated based on user input for position, industry, location, pay strategy, employee experience level, and salary planning date. A *Benchmark Listing* screen enables users to quickly update salary structures using current labor market data for benchmark jobs. The Consultant Edition of this software analyzes salaries for more than 400 additional executive position titles.

Relocation Assessor® Software

ERI's relocation calculator compares cost-of-living levels in over 11,500 locations worldwide. Using this software, subscribers can set employee relocation allowances using the most up-to-date cost-of-living information available. Cost-of-living allowances are calculated based on user input for employee earnings level, family size, home ownership, and spending patterns. Additional screens provide per diem rates and compare the cost of living in 99 locations at once.

Executive Compensation Assessor® Software

ERI's executive compensation software compares salaries and bonuses for more than 400 top management positions in the US, Canada, and Europe. Executive compensation levels are calculated based on user input for position, industry, location, pay strategy, executive performance, organization size (in revenue), and salary planning date. This software enables users to review the executive pay histories of competitor organizations, including stock options and benefits.

Nonprofit Comparables Assessor™ Software

Tax-exempt organizations use this software to set competitive executive salaries, assess reasonableness of pay, and review comparable organizations' executive pay packages and financial statements. With subscribers including the IRS and State Attorneys General, ERI is a trusted source of executive compensation data.

Occupational Assessor™ Software (eDOT®):

This job analysis software provides job descriptions for over 18,000 position titles. The **enhanced Dictionary of Occupational Titles** enables users to create custom job analysis reports for compensation and career planning. Alternative work opportunities are calculated based on user input for an individual's education, work history, interests, physical capabilities, and cognitive/emotional limitations. This software also provides an FLSA estimator to determine a position's eligibility for overtime pay.

ERI Distance Learning Center (DLC)

ERI provides HR professionals with online compensation and benefits training at its Distance Learning Center: www.eridlc.com. This HR education website offers over 50 Human Resources courses. Each course lasts 1-2 hours and focuses on a unique topic in compensation administration. Professionals use the ERI Distance Learning Center to earn the following types of continuing education credit: CBP/CCP/GRP, CE, CPE, CRCC, and PHR/SPHR/GPHR. HR professionals also take ERI courses to earn original certifications in compensation and benefits administration.

ERI Economic Research Institute
8575 164th Avenue NE, Suite 100
Redmond, WA 98052 USA
800-627-3697
www.eri.com