



ECONOMIC
RESEARCH
INSTITUTE

ERI UPDATE

Quarterly Notes For ERI Subscribers

New! Use of the Internet for Retrieval of Large Databases and Actual Survey or Raw Data

Assessor Series[®] subscribers now have the ability to retrieve 10,000 public companies' proxies, 10-Ks, and appraisal norms (with historical data to 1994) via **ERI's Internet Library** (Proxy/10-K/Appraisal Norms) and/or the **Executive Compensation Assessor's** "Retrieve" buttons shown checked at the right

- As a comparison, use the U.S. Government's site and a 10 company collection of data can take many, many hours.
- Use *erieri.com*'s WEB site and a 10 company collection of proxies and 10-K's can take 30 minutes (because Internet search screens need to constantly "refresh").
- **ERI's Internet Library** CD can take less than 10 minutes.

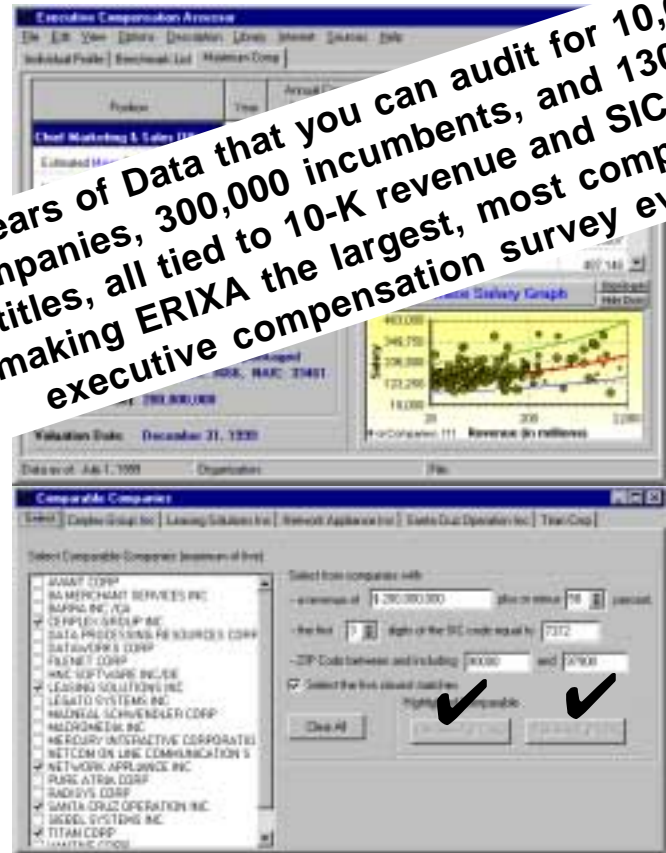
Other **Assessor** applications of this new technology include:

- **Salary Assessor's** access to the **International Reference's** salaries for at 24 positions in 210 countries (pending) plus Incentive & Total Compensation norms (10/99 edition).
- Data enhancements to the **Relocation Assessor's** reports (map libraries and participating WEB COL survey sources).
- **Geographic Assessor** retrieval of data from a single salary survey for immigration analyses purposes (active 7/99).
- **Benefit Assessor** access to state/province benefit laws and carriers ("*employee self-service/paperless administration*").
- As described, the **Executive Compensation Assessor** now retrieves unlimited numbers of full 10-Ks and proxies.
- And other new **ERI's Internet Library** CD free data sectors.

Executive Compensation Assessor

ERI researchers and programmers have tied actual proxy retrievals to compensation analyses differentiated for any selection among over 2,000 industries, 5,400 locations, and 300 executive titles on a "real time" basis for as many analyses as you might require.

6 Years of Data that you can audit for 10,000 companies, 300,000 incumbents, and 130 job titles, all tied to 10-K revenue and SIC #s making ERISA the largest, most complete, executive compensation survey ever!



Platform is now the Internet Library!

We've changed the name of **ERI's Platform Library** to **ERI's Internet Library** to better match the evolution of this CD-ROM that was first created to increase the speed of **Assessor** programs and avail subscribers of the host of free data. The latter (free data, both bad and good) has exponentially increased during the past two years because of the Internet. ERI's CD now contains a "built-in" browser that connects (should an active connection exists) to:

- 1,000s of international and domestic Internet sources of data that further explain laws, codes, and 210 countries HR practices (see HR Codes/Laws).
- 10,000 corporations' financial data (1994 to the present) gathered in the creation of the **Executive Compensation Assessor** (see Proxies/ 10-Ks).
- Maps, Census Data, and almost 10,000 COL, Benefit, HR, and Salary Survey Sources (with WEB addresses).

Year 2000 Merit Increase Planning

Surveys are reporting ~4.0%, much like past years (Canada being ~½ that amount). All major consulting firms appear to survey budgets with not much variance in results. ERI researchers report very low real rates of growth in wages for the first half of 1999, finding additional compensation \$s being spent by many on high/key performers and/or variable pay. ERI expects real wage growth to remain low in both the U.S. and Canada during the Year 2000.

Geographic Reference

ERI's **Geographic Reference Report 2000** is scheduled for 15 Oct 1999 release. 298 North American cities are profiled in this hardcopy analysis report that combines key data summaries from the **Geographic, Salary, Executive Compensation, Benefit, and Relocation Assessors**. Salaries for 88 benchmark positions, cost-of-living, workforce demographics, and other key indicators for 265 U.S. and 33 Canadian cities are reported.

NOTES

Year 2000 LAN Licenses

Assessor Series subscriptions now require a once-a-year inputted License Code that identifies LAN usage, number of users and notes the License Agreement's* requirement that **Assessor** data are not intended to be available to the general public via the LAN or Internet. ERI's clients are HR, compensation, and benefit professionals skilled in interpreting compensation and statistical data. **Assessors** are not intended for use by unskilled employees for their personal interpretations, negotiations, and/or grievances. (*"Account#" is a 6 digit #, now shown on "boot" screens and printouts; a "Release#" allows automatic new purchases from a CD, a "License#" is a 20 code string that will arm your PC for LAN and **Assessor Series** usage in the Year 2000 and/or the remainder of 1999.

DOS Subscribers

Although this newsletter may be accompanied by a CD (that automatically self-installs quarterly updates), it is not solely a Windows application. If you have only a DOS **Assessor(s)** on your hard drive, the CD will update that DOS **Assessor**. This is the last Quarter in which ERI plans to release DOS editions.

Assessor Automatic Updating

Upon initial "booting" of the CD, the October (like the April and July) **Internet** will search your hard drive for the 1 Jan 1999, 1 Apr 1999, or 1 July 1999 datasets and ask if you wish to update them. **Assessor** subscribers may also download self-extracting **Assessor** quarterly update datasets via the Internet (as a substitute for CD or diskette installation) or one may continue to update via quarterly mailed diskettes. Our goal is to save you time and effort in installing updates. (For those who called and requested diskettes, we will also continue to send you diskettes until told otherwise.)

International Reference

ERI's International Reference Report 1999 was published in August 1999. 210 countries are profiled in this hardcopy report that combines key data summaries from the **Salary Assessor** and **Relocation Assessor** with Internet based salary and cost of living surveys. Salaries for 24 benchmark national and 16 expatriate positions and cost-of-living, workforce demographics, and other key indicators for 346 international cities are reported along with notes related to doing business in these locations. See the HR Code section of **ERI's Internet Library** for Internet sources used.

For Reference and/or Assessor subscribers who have not yet renewed your subscription for next year, a Year 2000 renewal offer accompanies this ERI Update. To conserve postage and packaging, ERI sends out the following year's subscription renewal offers with the last two quarterly releases of each year's subscription. For Full Assessor Series subscription payments received by 1 December 1999, a complimentary copy of ERI's International Reference Report 2000 or the Executive Compensation Assessor (the default) will be included.

Rearranging Programs

During 1998 and 1999, we used the **Salary Assessor** as a development platform while creating a new **Geographic Assessor** edition as well as a series of executive total compensation analyses tied to proxy data now included in the new **Executive Compensation Assessor**. Subscribers will find additional analyses screens with some rearrangements.

- Executive compensation analyses (proxy collection, coding, analyses) are so time-consuming that it would be unfair to charge **Salary Assessor** subscribers (who are not interested in executive pay) for this additional ERI research. The **Executive Compensation Assessor** has been spun off as a separate product/pricing. It contains the Maximum Reasonable Compensation Screen.
- The new **Geographic Assessor** does not include COL summary indexes because the **Relocation Assessor** now utilizes a complex income tax model that was never incorporated in **ERIGA DOS** or Windows.
- Immigration Analyses (what the Government calls "Prevailing Wage") are included in the **Geographic Assessor** and not the **Salary Assessor** because of GA Letter 2-98 as described in previous Updates newsletters.
- Salary Survey, COL, and Benefit Sources datasets are now expanded to include survey/source providers' Internet addresses and the total size of this dataset makes putting it singly on **ERI's Internet Library CD-ROM** efficient.

Variable Pay

Both the **Salary** the **Executive Compensation Assessor** have a new, active Base/Total/Incentive selection "bar" (click/tab among the three) reflecting ERI's historical collection of annual cash bonus additions to base salary. This feature is fully developed for the October 1999 edition of the **Executive Compensation Assessor**. The bonus amounts shown are weighted averages of all companies and all incumbents and may appear low due to surveyed firms not paying incentives.

Year 2000/2001 Salary Structures

In the July 1999 ERI Update, we described the evolution of our statistical analyses toward October 1999 default structures of:

Minimum Wage - \$36,000	Wage Earner/Low Salary
\$36,001 - \$72,000	Mid Salary
\$72,001 - \$108,000	High Salary

We are delaying implementation of these new structures in that:

- 1) We are reviewing \$30,000, \$ 60,000, \$90,000 breakpoints.
- 2) There exists an enormous amount of reprogramming (to both present programs and historical analyses).

Some change is warranted (from the 1st breakpoint of \$ 15,600 used in 1977 and the \$24,000 adopted in 1988). We will introduce these new structures either in January of the Year 2000 or 2001. Subscriber comments are welcomed.

ERI PRODUCT ORDER SHEET

FULL SERIES®

- Full Assessor Series®** Single User License: \$1,767. \$ _____
Annual subscription (four quarterly updates) to **Geographic, Salary, and Relocation Assessors, ERI's Internet Library™**, an H.R. Intranet site, and the Geographic Reference Report 2000.
- Complete Consultants' Series** Single User License: \$2,845. \$ _____
Annual subscription (four quarterly updates) to all **Assessors, ERI's Internet Library**, an H.R. Intranet site, and all Year 2000 Reference Reports.

ASSESSOR SERIES® (annual software subscriptions, updated quarterly)

- Salary Assessor® ERISA** Annual subscription \$689. \$ _____
- Relocation Assessor® ERIRA** Annual subscription \$689. \$ _____
- Geographic Assessor® ERIGA** Annual subscription \$689. \$ _____
- Executive Compensation Assessor™ ERIXA** Annual subscription \$2,189*. \$ _____

REFERENCE SERIES (single, annual hard copy editions)

- Geographic Reference Report 2000 \$389 (Scheduled release date 10/15/1999). \$ _____
- International Reference Report 2000 \$1,189* (Scheduled release date 05/15/2000). \$ _____

SUBSCRIBER SUPPORT

- ERI's Internet Library** \$689; no charge to subscribers; demo only to nonsubscribers). \$ _____
- H.R. Intranet Site erieri.com/clients** -no charge; \$689 for nonsubscribers. \$ _____

LOCAL AREA NETWORKS SUBSCRIPTIONS

- Single LAN Subscription with # of users = _____ \$ _____
Additional 50% for a LAN license with 2 users total. Additional 25% for each additional user above 2.

Standard **Shipping & Handling** to U.S.: \$19.50, to Canada: \$44.50 \$ _____
(Standard Shipping & Handling includes quarterly updates throughout calendar year)
Additional charges for **Overnight Shipping** to my UPS or FedEx acct. # _____ \$ _____
or for **ERI's Standard Overnight Shipping** additional \$64.50 \$ _____
(Overnight Shipping pays additional charges for initial shipment)

SUB-TOTAL \$ _____

Sales to State of Washington subscribers add applicable Sales Tax: \$ _____

TOTAL \$ _____

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- Please Bill My Organization

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*Foreign duties and taxes
are the subscriber's responsibility*

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GUIDELINES FOR USING ASSESSOR SOFTWARE

Installing Windows Assessors

ERI's **Internet Library** will self-install programs and dataset updates (if previous quarter datasets and codes are found). **ERIRA** is a 16-bit application and may be installed and run using Windows 3.1, 95, 98 or NT. **ERISA**, **ERIGA**, **ERI's Internet Library** and **ERIXA** are 32-bit applications and may be installed and run using Windows 95, 98 or NT.

Using Windows 3.1: Go to **File Manager**, select the 3.5" disk drive (usually A:) and double-click the **install.exe** file. Keep your diskettes as backup.

Using Windows 95, 98 or NT: Go to **Start**, select **Run**, type **a:\install.exe** and click **OK**. Follow installation instructions. Keep diskettes as backup.

You may also refer to the **Technical Support FAQ** page at www.eri.com.

Downloading Data from the Internet

Current year subscribers may also download **Assessor** dataset updates (for April, July, and October) via a general Internet site. At www.eri.com/clients select **Subscriber Data Updates** and then select the **Assessor** that you wish to update. This use of the Internet is not required, but offered as a subscription enhancement (data will be sent via the mail as in past years). If you have lost, misplaced, or did not receive your quarterly CD/diskettes, please contact Customer Service at (800) 627-3697. **ERI's Internet Library** will soon be capable of automatically checking the Internet for the most recent datasets (if an Internet connection exists).

Running Windows Assessors

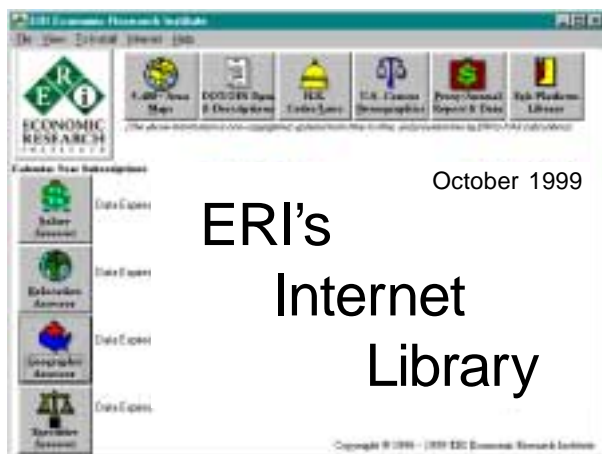
Using Windows 3.1: Go to **File Manager**, select the drive and folders of your **Assessor** (i.e., C:\ERI\ERISAWIN), double-click on the **Assessor *.exe** file (Example: **erisawin.exe**).

Using Windows 95/98/NT: Go to **Start**, select **Programs**, select **ERI**, select the **Assessor**, OR go to **Windows Explorer**, select the drive and folders of your installed **Assessor** files (i.e., C:\ERI\ERISAWIN), double-click on the **Assessor *.exe** file (Example: **erisawin.exe**).

Using ERI's Internet Library: If **Assessors** are installed, but a *data expired* note appears, use the right mouse button to assign correct directories.

ERI's Internet Library CD-ROM

ERI's **Internet Library** supports the **Assessor Series** with a compendium of datasets: Maps, **DOT** Position Descriptions, **NCS** and **OES** Survey Data, HR Tax and Law Codes, Census Data, SEC Corporate Proxies and 10-K Reports, and Survey Sources. It is now a Windows 95/98/NT application.



Macintosh Users

Power Mac users must first partition the hard drive and add DOS and/or Windows before accessing **ERI Assessor Series** software. (Sufficient demand for Apple editions does not yet exist to warrant the cost of programming Apple versions of **Assessor Series** software.)

Assessors for Windows95/98/NT (32 bit)

ERISA, **ERIGA**, and **ERIXA** for Windows require installation to your hard drive and may not be run from the diskettes or CD. Some data used by **Assessor** programs resides on the **ERI's Internet Library** (to save hard drive space). Refer to on-line help menus. Several analyses alternatives are included in the Windows versions that are not included in older DOS editions. Analyses which require access to the **ERIL** in your CD drive: **Immigration Analyses** for immigration wage comparisons; **OES** survey data reference; **Maximum Reasonable Executive Compensation** tables/analyses; and salary, COL, benefit, and HR survey **Source** Internet links.

Running DOS Assessors

Using DOS: Change the DOS directory to the directory where your **Assessor** files are located (i.e., A:\ or C:\) and type the **Assessor's** short name (**erira**, **erira i**, **erisa**, **eriga**, **erica**) then press **Enter**. **Please note:** When running a DOS program from diskette, DO NOT remove the diskette from the floppy drive or turn off your PC until you have completely exited the program. Plans call for the retirement of all **Assessor Series** DOS editions with this October 1999 release.

Human Resource Administrative Intranet

All **Assessor** and **Reference** subscribers are provided an Internet site using each subscriber's Account Number allowing for automatic **Assessor** updating. Used with the new **Benefit Assessor**, internal H.R. branch office communications, sharing of files, and Internet based employee benefit communications are possible. Subscribers' Intranet addresses are determined by their ERI account #: www.eri.com/clients/?id=0xxxxxxx

www.eri.com

ERI's Internet Library free datasets are now also available on the WEB (although access to the data is much slower than when using the **Internet** because of the Internet's requirement to "refresh screens").



Y2K

Assessor Series software meet Year 2000 compliancy requirements, utilizing the four-digit year format. **Y2K** compliance may be tested in the **Salary Assessor** by trending salary data to a date later than 31 December 1999. Please use this statement as ERI's Certificate of Y2K Compliance.

LAN Usage

Assessor Series subscribers will receive a License Code with this **Update** newsletter to authorize LAN usage for the Year 2000 and the rest of 1999.

ERI Economic Research Institute is a small business corporation; WOB; U.S. EIN 33-0356443 www.eri.com info@eri.com

ERI's continuing mission is to provide consistently excellent market pricing information and research relating to compensation, COL, and benefits issues.

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