



ECONOMIC
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ERI UPDATE

Quarterly Notes For ERI Subscribers

License Codes

Assessor Series[®] subscriptions are sold on annually, with access to the databases licensed for 12 months. License codes:

- need be entered only once. If you entered a License Code for your Year 2000 subscription in October, you need not enter it again (though a Code may accompany this Update).
- identify the subscriber, the **Assessor** and the Internet access code so that updates and large, complementary databases, not found on the CD-ROM, may be accessed. For example: ERI's historical database of 10-Ks and proxies, participant salary survey data extracts, historical appraisal norms, etc.

Assessor Range Percentiles

Range maximums and minimums, as reported by the **Executive Compensation Assessor** and **Salary Assessor**, refer to actual salaries paid (rather than to salary structures). The January **Assessors** now show these fields as "Salary Percentiles" with a default range of the 10th and 90th percentiles. Should you wish to alter the percentiles (to display the 20th and 80th percentiles, for example), "click" on the percentile title bar and specify the desired values.

Complimentary Supporting Data

ERI's Platform Library was created with the goal of providing subscribers with supporting, non-copyrighted data that would be useful in your HR/management activities. BLS data, Census data, proxy and 10-Ks, OES survey's Level I and II data, maps, HR Laws and Codes, third-party salary survey data, can all be found elsewhere on the Internet, but not with the ease and speed of **ERI's Platform Library**. Now, ERI's Internet Home Page contains much of this same information, along with tutorials to assist the first time subscriber, business student, or analyst. Also available are an SOC crosswalk, a historic record of all OES survey data, Codes and Laws for 210 countries, and an index that links to all publicly available COL and salary survey sources.



Executive Compensation Assessor

ERI researchers and programmers have tied SEC proxy retrievals to compensation analyses differentiated for any selection among over 2,000 industries, 5,800 locations, and 301 executive titles on a "real time" basis for as many analyses as our subscribers may require. Because **Assessor** executive pay is now heavily influenced by a "real time," 10,000 company survey (this is the number of publicly traded U.S. corporations for which compensation data is available), executive base salary, incentive, and total compensation values are housed in the **Executive Compensation Assessor**. These positions are no longer found in the **Salary Assessor** (because **ERISA** programming does not tie to this SEC data). With this revision, we also satisfy a long-time request by many subscribers to remove executive positions from day-to-day benchmark analyses.

The Future

Five years ago we made the decision to send out only 3 1/2" diskettes, even though 40% of our subscribers had not requested the change from 5 1/4". Since then, our mailings have evolved from floppies to 3 1/2" diskettes, to CD-ROMs, to the Internet. DOS has evolved to Win 3.1, to Windows95, and to NT. And like switching from French to Hungarian to Japanese, programming has changed from Fortran to Basic to Pascal to Delphi to Java. **Assessor** programs now access data from diskette, CD-ROM, and if a browser is present, ERI's Redmond Internet file server (where the largest databases reside). We have no "crystal ball," but several trends are apparent:

- Traditional salary surveys (mailing out of a questionnaire, keying in returned data, preparation of a report, and sharing with participants only) are disappearing. Interactive, real-time Internet salary surveys already exist and will soon be the norm.
- Nothing prevents the moderately prepared employee from possessing either accurate or inaccurate salary information for his/her position, supported by only minutes of personal Internet research. The Internet's Boolean search techniques will answer the most common compensation question: "What is the salary for a xxx job in yyy City?"

Tutorials

ERI's Platform Library includes a set of Case Study Tutorials. 24 "storyboards" are under development. (See File | Run Case Studies | Salary Assessor | "What is a Job's Value.") These tutorials are designed for college classrooms, corporate training, and CPE purposes, unlike ERI's Internet erieri.com/tutorials which assist the first-time subscriber with "How to Use the Assessors."

2000 GEOGRAPHIC REFERENCE NATIONAL NORMS

U. S. Jan. 2000

Geographic Reference Benchmark Positions	Median Salaries
Accountant	45328.
Accounting Clerk	22403.
Administrative Assistant	34622.
Aircraft Mechanic	42798.
Automobile Mechanic	41377.
Bank Teller	17295.
Benefits Analyst	41269.
Biologist	39480.
Bookkeeper	27492.
Bus Driver	26274.
Buyer/Purchasing Agent	45982.
Carpenter (Gen/Maint)	33084.
Cashier	17187.
Chemical Engineer	64584.
Chemical Technician	34090.
Chemist	46628.
Civil Engineer	51135.
Computer Operator	29175.
Computer Programmer	47820.
Computer Programmer Lead	50818.
Construction Worker	25106.
Controller, Top Corporate	105065.
Corporate Attorney	75661.
Cost Estimator	37231.
Data Entry Operator	19674.
Dental Assistant	22142.
Dental Hygienist	41762.
Drafter	36045.
Electrical Engineer	60733.
Electrician - Certified	43116.
Electronics Assembler	25025.
Electronics Technician	42872.
Engineering Technician	40846.
Executive Secretary	31898.
File Clerk	16254.
Food Service Worker	15112.
Fork Lift Operator	26822.
Gate Guard	18786.
General Clerk	20869.
General/Institution Cook	22073.
Graphic Designer	36955.
Heavy Truck Driver	32492.
Insurance Claims Adjuster	40480.
Internal Auditor	47785.
Janitor	18315.
Librarian	38496.
Light Truck Driver	20568.
Machine Tool Operator	30361.
Machinery Mechanic	35885.
Machinist General	42193.
Maintenance Helper	23073.
Maintenance Worker	28439.
Market Research Analyst	44612.
Materials Handler	22644.
Mechanical Engineer	58262.
Medical Lab Technician	28471.
Messenger	17744.
Millwright	35207.
Office Manager	42172.
Order Clerk	21300.
Painter/Paperhanger	31416.
Payroll Clerk	25522.
PC Specialist	38060.
Personnel Analyst	40843.
Personnel Clerk	24514.
Pharmacist	64410.
Physical Therapist	52395.
Physician	160511.
Physicist, PhD	68338.
Plumber	42035.
Primary School Teacher	34245.
Production Supervisor	45281.
Property Manager	43854.
Receptionist	20116.
Registered Nurse	46132.
Sales Representative	39448.
Secondary School Teacher	35457.
Secretary	24728.
Secretary to CEO	43665.
Security Guard	25637.
Shipping Clerk	23185.
Stationary Engineer	47932.
Systems Analyst	58982.
Systems Analyst Lead	68904.
Tool & Die Maker	41186.
Warehouse Worker	27038.
Welder	30658.
Word Processor	26413.

(U.S. dollars)

Reference Report Notes

ERI's Geographic Reference Report 2000 was published and released in late October 1999. The Reference profiles 298 North American cities, combining key data summaries from ERI's Geographic Assessor, Salary Assessor, and Relocation Assessor databases. Salaries for 88 benchmark positions, cost-of-living, workforce demographics, and other key indicators for 265 U.S. and 33 Canadian cities are reported. This October newsletter cites the U.S. and Canadian national norm salaries.

Variable Pay

Both the Salary Assessor and Executive Compensation Assessor have a new Base/Total/Incentive selection "bar" ("click" amongst the three) reflecting ERI's historical collection of annual cash bonus additions to base salary. The datasets will be fully developed in 2000. Note that certain retail and international sales positions are now "size sensitive" with pay regressed against a position's sales responsibilities.

DOS Subscribers

ERI's Platform Library CD (automatically self-installs quarterly updates) is now solely a Windows95/NT application. As of October 1999, only 34 of 5,200 subscribers were requesting DOS Assessor(s) diskettes. Consequently, as of January 2000, ERI has discontinued all DOS applications. Windows edition diskettes are available on request.

Assessor Automatic Updating

Upon initial "booting" of ERI's Platform Library, the CD-ROM will search your hard drive for a License Code and ask for your "Yes" to install the next quarterly release. An affirmative answer makes updating safe, quick, and easy. If you have already entered a License Code for the Year 2000, you will not need to enter it again this quarter. If you do have not yet entered your License Code, refer to the address sheet that accompanies your quarterly update CD-ROM or diskettes and this newsletter.

Internet Retrieval of Large Datasets

Subscribers have access to several datasets used by ERI in our analyses and research, and which we believe may be found only at erieri.com. Historical appraisal norms, proxies, 10-Ks 1994 - present, OES data 1998 - present, salary survey Internet addresses/links/downloads, Census data composites, etc.

For 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 quarterly releases of each year's subscription.

Canada Jan. 2000

Geographic Reference Benchmark Positions	Median Salaries
Accountant	47733.
Accounting Clerk	28221.
Administrative Assistant	41380.
Aircraft Mechanic	47595.
Automobile Mechanic	46425.
Bank Teller	21643.
Benefits Analyst	46241.
Biologist	44255.
Bookkeeper	32654.
Bus Driver	31863.
Buyer/Purchasing Agent	52579.
Carpenter (Gen/Maint)	39029.
Cashier	21680.
Chemical Engineer	70432.
Chemical Technician	39149.
Chemist	51029.
Civil Engineer	57604.
Computer Operator	33417.
Computer Programmer	51134.
Computer Programmer Lead	53443.
Construction Worker	32933.
Controller, Top Corporate	108032.
Corporate Attorney	77691.
Cost Estimator	41073.
Data Entry Operator	26179.
Dental Assistant	27193.
Dental Hygienist	45258.
Drafter	38936.
Electrical Engineer	65275.
Electrician - Certified	45975.
Electronics Assembler	29669.
Electronics Technician	45155.
Engineering Technician	41696.
Executive Secretary	39446.
File Clerk	25317.
Food Service Worker	19058.
Fork Lift Operator	33151.
Gate Guard	21646.
General Clerk	27163.
General/Institution Cook	25720.
Graphic Designer	40284.
Heavy Truck Driver	37866.
Insurance Claims Adjuster	45334.
Internal Auditor	51883.
Janitor	24294.
Librarian	43764.
Light Truck Driver	27965.
Machine Tool Operator	36083.
Machinery Mechanic	41393.
Machinist General	40333.
Maintenance Helper	28171.
Maintenance Worker	35154.
Market Research Analyst	48934.
Materials Handler	29648.
Mechanical Engineer	63856.
Medical Lab Technician	33401.
Messenger	21460.
Millwright	41537.
Office Manager	49066.
Order Clerk	26979.
Painter/Paperhanger	34618.
Payroll Clerk	31569.
PC Specialist	41451.
Personnel Analyst	46658.
Personnel Clerk	29593.
Pharmacist	62130.
Physical Therapist	54660.
Physician	134142.
Physicist, PhD	74843.
Plumber	46901.
Primary School Teacher	43252.
Production Supervisor	51365.
Property Manager	46052.
Receptionist	25167.
Registered Nurse	46738.
Sales Representative	43735.
Secondary School Teacher	47042.
Secretary	29120.
Secretary to CEO	47480.
Security Guard	30995.
Shipping Clerk	28478.
Stationary Engineer	50187.
Systems Analyst	62851.
Systems Analyst Lead	72647.
Tool & Die Maker	45887.
Warehouse Worker	34332.
Welder	37859.
Word Processor	31223.

(Canadian dollars)

ERI PRODUCT ORDER SHEET

www.erieri.com
(800) 627-3697

FULL SERIES

- Full Assessor Series**® Single User License: \$1,767. \$ _____
Annual subscription (four quarterly updates) to **ERIGA, ERISA, and ERIRA, ERIPL**, an H.R. Intranet site, and the Geographic Reference Report 2000
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Annual subscription (four quarterly updates) to all **Assessors, ERI's Internet Library**, an H.R. Intranet site, and all Reference Reports 2000

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

SUBSCRIBER SUPPORT

- ERI's Platform Library**™ ERIPL \$689; no charge to subscribers or demo \$ _____

LAN/WAN SUBSCRIPTIONS

- Single LAN/WAN Subscription with # of users = _____ \$ _____
Additional 50% for a LAN license with 1 or 2 users. Additional 25% for each additional user above 2.

Standard **Shipping & Handling** to U.S.: \$19.50, to Canada: \$44.50 \$ _____
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HAVE YOU REVIEWED? INSTALLATION GUIDELINES

What's New ✓

Have you seen:

- ❑ **ERI's Platform Library** self-installs program and dataset updates (and if a "cliche" occurs, such as with 10/1's double entry of two LAs, NY-Manhattans, then Internet corrections are available for download via erieri.com/fastupdates)
- ❑ Search available surveys by position title (see **Geographic Assessor: Immigration Analyses: Search button**)
- ❑ Set competitive ranges at a different percentiles (see **Salary Assessor: click on Percentiles title bars**)
- ❑ Review position/data plots contributing to differentials (see **Geographic Assessor | Graph | Plot Dots | area vs. U.S. National**)
- ❑ Import data from a single salary survey (for *Prevailing Wage submissions, as required by GAL 2-98; see Geographic Assessor | Immigration Analysis | Survey Input | Submit*)
- ❑ Review Appraisal Norms, key financial data for 10,000 corporations from 1994 - 2000 for use in writing appraisals/litigation/reports (erieri.com | proxy/10-Ks for the latest data; License Code required - subscribers only - for historical data via **ERI's Platform Library**)
- ❑ Total Compensation, Incentives, and Base Salary Norms (both the **Executive Compensation Assessor** and the **Salary Assessor**)
- ❑ Level I and Level II OES historical data as published for 1998, 1999, and 2000 (latter not yet available with this **Update's** printing) (the most recent data is found on **ERI's Platform Library | OES data; historical data can be found via the Internet at erieri.com/doltrends**)
- ❑ Retrieve full proxy & 10-K reports, 10,000 companies, 1994-present (supporting feature in the **Executive Compensation Assessor** and **ERI's Platform Library, latest data only at erieri.com**)
- ❑ **Benefit Assessor** paperless compensation & benefits administration (review beta at erieri.com/fastupdates; all subscribers are provided a complimentary BenefitsReview.com site)
- ❑ View area data for both the **Geographic Reference Report** and **International Reference Report** (see **ERI's Platform Library | File | Run Programs.**)
- ❑ Review Internet-based salary and cost-of-living surveys (see SalariesReview.com - five surveys: salary, COL, and benefits)
- ❑ Review collection of Internet links and information re. International locations, salary/cost sources, and HR laws/codes (see erieri.com or **ERI's Platform Library | HR Codes | International**)
- ❑ Review tutorials, designed to assist the new analyst/employee (See erieri.com | **College/Career Planning/Tutorials**)
- ❑ Review a bibliography of salary, COL and benefit sources and surveys (both domestic and international) with Internet links that immediately take you to those surveys/source publishers. (available at either erieri.com or on **ERI's Platform Library**)

Installing Windows Assessors

ERI's Platform Library will self-install programs and database updates (whenever a previous quarter's databases or License code is found). **Assessors** may be installed and run using Windows 95, 98 or NT. Go to **Start**, select **Run**, type **a:\install.exe** and click **OK**. Follow installation instructions. Keep diskettes or CD-ROM as backup. If the CD-ROM does not self-install, double click on the **eri.exe** file. You may also refer to the **Technical Support FAQ** page at www.erieri.com.

Downloading Data from the Internet

Current year subscribers may download **Assessor** database updates via ERI's Web site. At www.erieri.com select **Subscriber Updates** and then select the **Assessor** that you wish to make current. This use of the Internet is not required, but is offered as a subscription enhancement (database updates are also be sent via the mail). If you have lost, misplaced, or did not receive your quarterly CD-ROM/diskettes, please contact Customer Service at (800) 627-3697. A License Code is required for Year 2000 editions; if not already installed, please see the address sheet which accompanies your **ERI Update** newsletter and enter the 20 character code from any Help menu.

Running Windows Assessors

Assessors work best when run via **ERI's Platform Library**. If you wish to run an **Assessor** without the CD-ROM, 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 (e.g., c:\eri\erisa), double-click on the **Assessor *.exe** file (e.g., erisawin.exe).

Using ERI's Platform Library: If **Assessors** are installed, but a *data expired* note appears, use the right mouse button to reassign directories. Some data used by **Assessor** programs resides on the **Platform** to save hard drive space. Analyses which require access to the **Platform** in your CD drive: **Immigration Analyses** for prevailing wage comparisons; **OES** survey data reference; **Maximum Reasonable Executive Compensation** tables/analyses; **Full Proxies & 10-Ks**, **HR Codes/Salary/COL/Benefit Sources** Internet links, and **Appraisal Norms**.

www.erieri.com

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

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.)

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 earlier than and later than 31 December 1999. Please use this statement as ERI's Certificate of Y2K Compliance.

LAN Usage

Assessor Series subscriptions now require a License Code.

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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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