



ECONOMIC  
RESEARCH  
INSTITUTE

# ERI UPDATE

Quarterly Notes For ERI Subscribers

## AICPA Affinity Program

In January ERI was assigned the prestigious AICPA Affinity Program affiliation designation. CPAs can now find information concerning **Assessor Series**® applications at [www.aicpa.org](http://www.aicpa.org), including directions to special editions for those Accredited in Business Valuation (ABVs). CPAs most often access either the Appraisal Norms (via the Internet from either **ERI's Platform Library** or [www.erieri.com](http://www.erieri.com)) or ERI's "Maximum Reasonable Compensation" calculations in the [Proxy Analyses] section of the **Executive Compensation Assessor**. These latter norms, first developed for use by the IRS National Appraisal Services Office in 1987, are now used by many accountants, District Engineers, and Boards of Directors' Compensation Committees to review executive compensation.



With ERI's annual collection of 40,000+ positions' data distilled from SEC proxies, the **Executive Compensation**

**Assessor** represents the largest executive "salary survey" ever conducted. Combined with data relationships derived from private company surveys and the ability to retrieve full 10-Ks and proxies for any year from 1994 to the present, **ERIXA** provides powerful analyses tools never before available.

## Data Development

**Assessor Series** and **Reference** datasets have, over the past two years, expanded greatly with the access to SEC management compensation data, OES and State immigration salary survey collections, U.S., Canada, and other Census Internet and CD-ROM based data, Internet users' submission via Web surveys, including ERI's [SalariesReview.com](http://SalariesReview.com), along with our traditional analyses of 3,000+ salary surveys and ERI's field research.

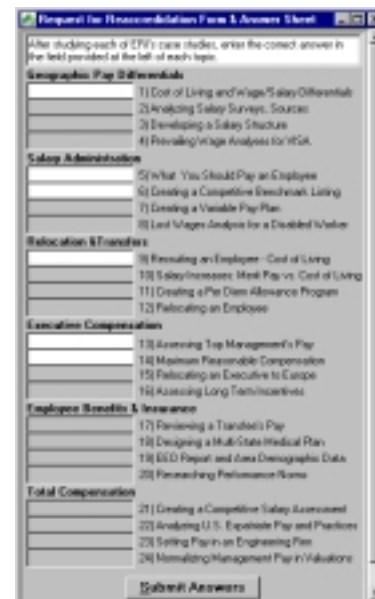
## Software Development

**Assessor Series** and **Reference** analyses have moved from DOS to Windows 3.1 to NT to Java and XML applications. We have shifted from floppies, to 3 1/2" diskettes, to CD-ROMs, and now to the Internet. Because of these media, our languages include Assembly, Basic, Pascal, Fortran, Delphi, SAS, Perl, Java, HTML, ColdFusion XML, and commercial database programs.

Common questions and answers concerning installation and the use of ERI Assessor Series are found on the Internet, ERI's Platform Library, and each Assessor's Help files. Visit our website at [www.erieri.com](http://www.erieri.com) and select the [Technical Support] link for on-line assistance. Or as an alternative, review Methodology and the Help menu from any Assessor in addition to ERI's Platform Library's Help files.

## Continuing Education, Beginning Comp Analysts' Tutorials, College Case Studies

ERI is in the process of developing 24 case studies which can be found on **ERI's Platform Library** | Help | Case Studies (or via each **Assessor's** Help). We began writing these studies to assist the new analyst entering the field of compensation and benefits. Since the answer to each Case Study's ending Study Question changes quarterly, we have found an interest in extending these tutorials to continuing education for accounting, insurance, and other professional licenses, as well as college classroom support. We are now developing CPE applications for submission to the various state agencies.



## If You Have Questions

Each **Assessor Series**, **Reference**, and on-line Internet based survey has a research manager assigned. Our telephone service personnel are available from 9:00 AM to 9:00 PM Eastern Time. Should you have questions not answered easily, we refer you to:

Data/Research Managers	<a href="mailto:info@erieri.com">info@erieri.com</a>
Tutorials/Continuing Educ	<a href="mailto:eritutorials@erieri.com">eritutorials@erieri.com</a>
Immigration Analyses	<a href="mailto:doltrends@erieri.com">doltrends@erieri.com</a>
Internet Based Surveys	<a href="mailto:salariesreview@erieri.com">salariesreview@erieri.com</a>

We find the telephone in the present day a very ineffective means of communicating. A fax of the hardcopy analysis that might accompany a question or an e-mail is a far more effective way for ERI's traveling researchers to respond to queries ([info@erieri.com](mailto:info@erieri.com) messages are distributed daily after the Director's review).

## Communications Development

**Assessor Series** subscribers now download updates via the Internet, renew subscriptions with the use of credit cards, submit and retrieve survey data, and access gigabytes of free non-copyrighted data from ERI's Redmond file servers. ERI's file servers served 125,000 visitors and hosted close to 1,000,000 "hits" in January. We continue to add file servers and Internet capability and apologize for any delays experienced.

# Subscribers' Complimentary Datasets from:

## ERI's Research Goal

Our goal is very simple. We would like to be able to inform any inquirer of the employee related costs of doing business in any location in the world. In the U.S. and Canada, the "fuel" for accomplishing this goal consists of thousands of salary surveys and cost of living data points that are publicly available. ERI collects and analyzes this data, activities that any subscriber could duplicate given the time and interest. ERI is an "outsourcer" of compensation and benefit analyses.

Note the above paragraph's "in the U.S. and Canada" phrase, as we have found other countries not to utilize surveys and data sharing as we do in North America. In 1993, we discontinued our third attempt at an International Reference Report because we could not find adequate data. This May we are republishing a new edition (5th) using the resources of the Internet and results from a set of Internet-based surveys which we have been developing over the past four years. (SalariesReview.com's five surveys are discussed on the following page.)

address [http://www.salariesreview.com/Decision\\_Map/decision\\_map.cfm](http://www.salariesreview.com/Decision_Map/decision_map.cfm)

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**SalariesReview.com** The Business of Pay Information

Analyses Available from ERI Economic Research Institute

Analyses Options	Analyses and Data Retrieval	Access and Scope	Data and Analyses Sources	Data Reported	Variations	Subscription Price	Estmd Standard Error	Internet Available "Active"
ERI's Salary, Relocation, Geographic and/or Executive Compensation Assessor(s) <a href="http://www.eri.com">www.eri.com</a>	Infinite number of analyses instantly available	CD-ROM, Diskette (s), or Internet Downloaded Programs/Data 4,383 Positions in 7,210 Areas Worldwide	Analyses of 3000+ Surveys/Sources, SEC Proxy/10-K Data for 9,500+ Publicly Traded Companies, and SalariesReview Survey Input	Base Salary, Incentives, Total Compensation, Cost of Living Trended Means, Percentiles, and Medians	Geographic, Organization Size, Industry, any Salary Planning Date	\$889 Annual	+/- 0.8%	Under Development (blue if active) <a href="http://ed-eri.com">ed-eri.com</a> <a href="http://en-eri.com">en-eri.com</a> <a href="http://er-eri.com">er-eri.com</a> <a href="http://es-eri.com">es-eri.com</a> <a href="http://eu-eri.com">eu-eri.com</a> <a href="http://af-eri.com">af-eri.com</a>
Quick Call Customized Report Service <a href="http://salariesreview.com/quick">salariesreview.com/quick</a>	Single analysis faxed within 24 hours	Manual - Call (800) 292-2881 3,090 Jobs in 5,234 Areas Worldwide	Best single survey match from ERI's survey library and/or Assessor norms	Base Salary, Incentives, Total Compensation, Cost of Living Weighted Averages	Geographic, Organization Size, Industry, Survey's (used) Date	\$189 - \$389 per Report (containing analyses and supporting descriptions)	+/- 3.2%	None, Requires Hardcopy and Library Research
<a href="http://salariesreview.com">SalariesReview.com</a> with data contribution or purchase	Single analysis retrieved in 1-2 minutes	Active Internet Based Surveys 3,090 Jobs in 4,984 Worldwide Areas	Single Interactive Internet Based survey	Wage/Salary, Incentive, Total Compensation, Cost of Living Medians	Geographic, Trended to Latest Quarter	\$ 99 Free with Data Contribution	+/- 5.2%	Yes
<a href="http://erici.com/td/trenda">erici.com/td/trenda</a>	Single analysis retrieved in less than one minute	Active Internet 820+ Job Classes in 633 US Areas	Trended US DOL (OES) Data 1998-2000	Total Compensation Trended Weighted Average	Geographic, Trended to Present Month	\$0	+/- 9.8%	Yes

The surveys available from SalariesReview.com are in their infancy. The U.S./Canada Wage & Salary Survey represents a single survey and contains data and results nowhere as robust as those of the **Salary Assessor**. With Internet technology as it exists today, we see no way to collect management or key technical position's data in any statistically sound way. However, we do see the Internet as holding the promise to be the universal salary and cost-of-living survey mechanism used throughout the world (in 5 years or 10 years?) And even if it is not, SalariesReview.com now serves as ERI researchers' database into which they post cost and wage/salary element data when traveling. It has become ERI's worldwide Intranet into which we invite others to contribute data.

## All Subscribers Have Access to ERI Internet FileServer Datafiles and Surveys

ERI subscribers have special free access to data during the Year 2000, including all five surveys from SalariesReview.com surveys. Access from either the **Assessors** or **ERI's Platform Library** is required, as is a valid subscriber's License Code which is automatically sent with each inquiry. Other data available to ERI subscribers include:

- o SalariesReview.com U.S. Salary data import into **ERIGA's** Immigration Analyses
- o U.S./Canada Wage and Salary Survey
- o International Remuneration Survey
- o Full Historical Proxy, 10-K, & Appraisal Norms with data displays from 1994 to the Present
- o U.S./Canada Cost-of-Living Survey
- o International Cost-of-Living Survey
- o Historical OES Data (Level I & II)
- o an ERI hosted HR Intranet site
- o U.S./Canada Employee Benefit Survey
- o Internet data imports into all **Assessors**

## National Salaries

If there is a void in knowledge regarding wages and salaries, it is the answer to the simple question, "What does an Electronics Assembler make in Macau?" (Substitute any position and any city for over 200 of the 210 countries and one will find that national salary levels are not readily available.) *SalariesReview.com's* surveys are on-line, real-time databases quite unlike traditional surveys. Data is gathered from non-copyrighted sources, inputs from on-line Internet participants, and ERI field researchers. Example: if the database contains ten measures for a position and an eleventh is added, the median, average, low, and high salaries may be adjusted, as will the number of participants and organizations (if applicable). Newly entered data is tested against a standard error for each measure. If within acceptable ranges, it is included. Data not included is "flagged" and an e-mail is sent to ERI researchers to have this data reviewed before it is included in a database. (For further information, please review the "Methodologies" links found on each survey's Internet home page.)



## An Article Worth a Million Words

Sometimes we read a note, article, or analyze data that implies more than what we can express. Each year, ERI continues to delete large manufacturing companies from its lists of Major Employers found in the Geographic Reference. Almost always, we replace these manufacturing companies with service firms. The Bernstein in Washington Business Week December 6, 1999 article, "Cost Cutting" (page 74) mirrors these two observations and explains why at least ten Mexican cities will be found in the Geographic Reference's October 2001 edition.

*In a new, super aggressive round of cost-cutting .... GE business units ... have been prodding suppliers to move to low-cost Mexico, where the industrial giant already employs 30,000 people. GE even puts on "supplier migration" conferences to help them make the leap.*

*Welch's supplier squeeze may accelerate the trend. In his annual pep talk to GE's top managers in Boca Raton, Fla., last January, he again stressed the need to globalize production to remain cost-competitive ... But this time, he also insisted that GE production suppliers follow suit.*

*The internal report, a copy of which BUSINESS WEEK obtained, says: "GE set the tone early and succinctly: 'Migrate or be out of business; not a matter of if, just when. This is not a seminar just to provide information. We expect you to move and move quickly'"*

## Year 2000 "Break Points"

When the Institute's Founder first published a geographic report in 1977, the minimum wage was \$2.30 and the structure equations were:

Minimum Wage - \$15,600 for Non-Exempts  
 \$15,601 - \$32,000 for Salaried Non-Bonus and  
 \$32,001 - \$48,000 for Salaried Bonus

In the late 1987 when we introduced the **Geographic Assessor** we used:

Minimum Wage - \$24,000 for Wage Earners  
 \$24,001 - \$48,000 for the Low Salary Structure  
 \$48,001 - \$72,000 for the High Salary Structure

Last year, with low structure positions (e.g., Administrative Assistant) at ~\$33,000 nationally and wage growth averaging ~3% for the Decade, we proposed that:

Minimum Wage - \$36,000 for the Low Structure  
 \$36,001 - \$72,000 for the Mid Salary Structure  
 \$72,001 - \$108,000 for the High Salary Structure

would be more realistic national structures for the Year 2000.

The problem is that our studies of state and province **Assessor** differentials find local minimum wage legislation severely affects lower wage structures (such as Oregon's \$6.50/hour). The effect of these 21 state/province's laws statistically disappears around \$24,000, hence the need for a Minimum Wage to \$24,000 Structure. At the same time, we see significant changes in differentials at the \$36,000 mark, with \$48,000, \$72,000 and \$108,000 also exhibiting points where changes occur.

The consequence is that ERI will be altering its analyses methodologies in the Year 2000 to a 6 point, 5 structure, differential reporting that best reflects this wage/salary reality.

# Subscribers' Complimentary Datasets from:

## ERI's Tracing of OES Data Trends

In 1997 the U.S. Government changed the way in which it defines Prevailing Wages for immigrants and initiated its own new OES salary survey with the help of all state and territory Employment Agencies. ERI's collection and presentation of this non-copyrighted free data can be found at [www.eri.com/doltrends](http://www.eri.com/doltrends).

**ERI's Analysis of DOL/OES Data**

**Search / Report**

Job Group/Class: Accountants And Auditors

**OES Salary Job Group/Class Description**  
 Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary items. (Excludes DEBITAL/META Occupations)

Included are jobs that may have the title of the professional level job involved: Supervisor, Manager (if with first-line supervisory duties) or the title of the para-professional level involved. Excluded are jobs that do not require substantial post secondary education or its equivalent. See Job Titles Included in Section Below.

Requested City/Suburb: Ocean City, New Jersey - United States  
 OES Area: Monmouth-Ocean, NJ PMSA

Time Series Projection: US\$ 52,710

Survey Type: Trend of OES Level I Data = MSA, PMSA, or Balance of State Area

Survey/Source Name: ERI's OES Prevailing Wage - DOL Data Analysis

Survey Data Publishers: ETA, BLS, OES & State Employment Agencies

Data Projected/Trended to: February 2000

Data Collection Dates: October 1996 - August 1999

OES Job# | OES Area# | ERI/DOT# | SOC Job#  
 21114 | 345090 | 180167034 |

Salary Survey Area: MONMOUTH, OCEAN COUNTIES

**Job Titles Included** Selecting any one of the titles below takes you to an actual survey (for this position and area). The data displayed are medians, the most common measure used by private industry, not the weighted mean required by [DOL 2.56](#). This comparison allows the assessment of the possibility that private industry surveys may provide weighted average data significantly more or less than the OES job class mean that is derived by the U.S. DOL from multiple positions. For an independent analysis of the comparative accuracy of OES data, we refer you to: [SalariesResearch.com/CheckCat/](http://SalariesResearch.com/CheckCat/)

<a href="#">Accountant</a>	<a href="#">Cost Accountant</a>
<a href="#">Accountant, Systems</a>	<a href="#">Cost Accounting Supervisor</a>
<a href="#">Accountant, Tax</a>	<a href="#">Director, Utility Accounts</a>
<a href="#">Accounting Supervisor</a>	<a href="#">Edy Audit Supervisor</a>
<a href="#">Assistant Accountant</a>	<a href="#">Edy Auditor</a>
<a href="#">Assistant Auditor</a>	<a href="#">Internal Auditing Supervisor</a>
<a href="#">Auditor</a>	<a href="#">Plant Accountant</a>
<a href="#">Auditor, Internal</a>	<a href="#">Public Accountant</a>
<a href="#">Auditor, County Or City</a>	<a href="#">Tax Compliance Supervisor</a>
<a href="#">Auditor, Tax</a>	<a href="#">Tax Research Supervisor</a>
<a href="#">Budget Accountant</a>	<a href="#">Tax Supervisor</a>

**Methodology Description (~1994)**

Report Date: 12 February 2000

[ERI's Platform Library](#) [Free Demo CD-ROM](#) Phone (800) 627-3897 [Internet Download](#)

Containing: [Salary Assessor](#) [Geographic Assessor](#) [Relocation Assessor](#) [Executive Compensation Assessor](#)

Most salaries are affected by an employer's size (revenue, assets, # of employees), industry (NAIC) and bonus/salary incentive policy. **ERI Assessor Section** reflect these factors, but the above trended estimate does not. **Assessors** reflect medians and time series means (not weighted averages) derived from over 2,400 surveys for over 4,000 positions. The above Time Series Projection reflects data from one survey, the OES, which uses very general, all-inclusive job descriptions (all U.S. workers meet it into 1 of 800 job classes). OES values include bonuses and overtime. **Assessors** display this data separately. For discussions regarding the OES survey see: [ERI Newsletters](#)

**Data as reported** in the OES surveys and used in this analysis.

	Type	Annual Mean	Level I	Level II
1996 OES Data	1	43,493	28,122	51,168
1999 OES Data	1	49,214	30,895	56,990
2000 OES Data	1	50,045	32,115	59,010

ERI recommends careful job classification/matching confirmation. This job is 100% job-pays (ERI does not provide fee services). If you require assistance, call (800) 293-2861 for a free call consulting form further research and advice. Their GuideCall Reports range between \$ 100 - \$ 300 per inquiry.

## What One Should Know About Immigration Analyses and the Use of Assessor Data

The U.S. Government has imposed a unique set of rules related to the use of salary survey data in dealing with immigrant employees. Listed below are several items one should know:

- 1) GA Letter 2-98 prohibits the use of medians and requires weighted averages for non OES survey data.
- 2) The U.S. is divided into 633 geographic areas and all positions fall within 820 major and sub-job group/families within these areas. ([eri.com/doltrends](http://eri.com/doltrends) identifies areas via their zip codes for easy access. No OES published crosswalk exists; but most areas are defined by counties (except for New England).
- 3) SOC, DOT, NOC, & OES #'s are crosswalked within **ERI's Platform Library** and **Geographic Assessor**.
- 4) DOT and **ERISA** alternative titles are also illustrated.
- 5) Most OES job groups include first-line supervisors.
- 6) OES means are not to be used: The most frequently utilized rate is Level II, the 66.7% percentile.
- 7) OES Level II values are unusually high (requiring high starting salaries for H1-B and other workers).
- 8) "Alternative" survey data may be used under very strict guidelines (each state varies in data/surveys accepted on a case by case basis).
- 9) For **Assessor** subscribers, the history of OES values, as reported during a three year collection period, can be found at [eri.com/doltrends](http://eri.com/doltrends).
- 10) Many states do not publish the Level I and Level II rates shown at the left (requests for this data often require delivery return times of up to 12 weeks).

Since the **Geographic** and **Salary Assessor** focus on medians and utilize means in time series regressions ("trended projections"), their results are not accepted by several state agencies. ERI recommends referencing actual survey report data.

## SOC, DOT, OES, ERI, NOC Crosswalk

**ERI's Platform Library** DOT/SOC/OES top button now contains a DOT crosswalk that allows **Assessor** programs to reference different code assignments as they relate to the new SOC code. The Standard Occupational Classification system is being adopted by all U.S. Government agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. The SOC replaces the DOT, OES, Service Contract Act and Davis Bacon Act codes. This change accompanies the switch from SICs to the North American Industry Classification System (NAICS) as now found in all **Assessors**.

## Proxies and 10-Ks

Subscribers may now access historical data via the **Platform Library** or **Executive Compensation Assessor**. Editions prior to April 2000 will not be able to access [www.eri.com](http://www.eri.com)'s Internet based data.

## Canadian Data Trends

ERI researchers, with data from Statistics Canada, are beginning to program an application similar to *dotrends* except data used will be that of the 1985, 1990, 1995 (and 2000) Canadian Census for the 60 major occupational groups measured.

## Your Gateway to HR Codes

Both ERI's **Platform Library** and [www.eri.com](http://www.eri.com) contain HR related laws, practices, and codes for 210 countries. Prose on both are hyperlinked to thousands of additional sources to save subscribers time and effort. Countries included are:

AFGHANISTAN	DOMINICA	LESOTHO	RWANDA
ALBANIA	DOMINICAN REPU	LIBERIA	SAMOA
ALGERIA	ECU	LIBYA	SAN MARINO
ANDORRA	ECUADOR	LIECHTENSTEIN	SAO TOME & PRI
ANGOLA	EGYPT	LITHUANIA	SAUDI ARABIA
ANGULLA	EL SALVADOR	LUXEMBOURG	SENEGAL
ANTARCTICA	EQUATR GUINEA	MACEDONIA	SERBIA & MONT
ANTIGUA	ERITREA	MADAGASCAR	SEYCHELLES
ARGENTINA	ESTONIA	MALAWI	SIERRA LEONE
ARMENIA	ETHIOPIA	MALAYSIA	SINGAPORE
ARUBA	FAEROE IS	MALDIVES	SLOVAK REPUBLIC
AUSTRALIA	FALKLAND IS	MALI	SLOVENIA
AUSTRIA	FIJI	MALTA	SOLOMON IS
AZERBAIJAN	FINLAND	MARSHALL IS	SOMALIA
BAHAMAS	FRANCE	MARTINIQUE	SOUTH AFRICA
BAHRAIN	FRENCH GUIANA	MAURITANIA	SOUTH KOREA
BANGLADESH	FRENCH POLYNE	MAURITIUS	SPAIN
BARBADOS	GABON	MAYOTTE	SRI LANKA
BELARUS	GAMBIA	MEXICO	ST HELENA
BELGIUM	GEORGIA	MICRONESIA	ST KITTS & NEV
BELIZE	GERMANY	MOLDOVA	ST LUCIA
BENIN	GHANA	MONACO	ST PIERRE
BERMUDA	GIBRALTAR	MONGOLIA	ST VINCENT
BHUTAN	GREECE	MONTSERRAT	SUDAN
BOLIVIA	GREENLAND	MOROCCO	SURINAME
BOSNIA-HERCEGO	GRENADA	MOZAMBIQUE	SWAZILAND
BOTSWANA	GUADELOUPE	MYANMAR	SWEDEN
BRAZIL	GUATEMALA	NAMIBIA	SWITZERLAND
BRIT INDIAN OC	GUERNSEY	NAURU	SYRIA
BRIT VIRGIN IS	GUINEA	NEPAL	TAIWAN
BRUNEI	GUINEA-BISSAU	NETHERLANDS	TAJIKISTAN
BULGARIA	GUYANA	NETHERLANDS AN	TANZANIA
BURKINA FASO	HAITI	NEW CALEDONIA	THAILAND
BURMUDA	HONDURAS	NEW ZEALAND	THAI
BURUNDI	HONG KONG	NICARAGUA	TOGO REPUBLIC
CAMBODIA	HUNGARY	NIGER	TOKELAU
CAMEROON	ICELAND	NIGERIA	TONGA
CANADA	INDIA	NIUE	TRINIDAD & TOB
CAPE VERDE	INDONESIA	NORFOLK IS	TUNISIA
CAYMAN IS	IRAN	NORTH AFRICA	TURKEY
CENTRAL AFR RE	IRAQ	NORTH KOREA	TURKMENISTAN
CHAD	IRELAND	NORWAY	TURKS & CAICOS
CHILE	ISLE OF MAN	OMAN	TUVALU
CHINA	ISRAEL	PAKISTAN	UGANDA
COLOMBIA	ITALY	PALAU REPUBLIC	UKRAINE
COMOROS	JAMAICA	PANAMA	UNITED ARAB EM
CONGO DEMOCRAT	JAPAN	PAPUA NEW GUIN	UNITED KINGDOM
CONGO REPUBLIC	JERSEY	PARAGUAY	UNITED STATES
COOK IS	JORDAN	PERU	URUGUAY
COSTA RICA	KAZAKHSTAN	PHILIPPINES	UZBEKISTAN
COTE D'IVOIRE	KENYA	PITCAIRN	VANUATU
CROATIA	KIRIBATI	POLAND	VENEZUELA
CUBA	KUWAIT	PORTUGAL	VIETNAM
CYPRUS	KYRGYZSTAN	QATAR	WALLIS & FUT
CZECH REPUBLIC	LAOS	REUNION	WESTERN SAHARA
DENMARK	LATVIA	ROMANIA	ZAMBIA
DJIBOUTI	LEBANON	RUSSIA	ZIMBABWE



## Appraisal Norms

Accountants, researchers, and appraisers are directed to the appraisal norm section of Proxy/10-Ks retrievals. ERI is developing these norms, by SIC/NAIC, for all years: 1994 - 2000. We welcome all comments as all data presentations may change. But if asked, we have no intention at this time of reissuing a Windows edition of the **DOS Valuation Assessor**.

## College Career Centers

To answer the thousands of calls we receive each year from college students (most don't understand that the cost of research must be covered), we are providing four "free" segments of information for students: 1) anticipated future career earnings, 2) consumable costs in college locations, 3) entry level salaries (per the U.S. DOL/OES #'s), and 4) Case Study Tutorials. Career Centers are invited to link to: [http://www.eri.com/career\\_planning/careerplanning.htm](http://www.eri.com/career_planning/careerplanning.htm)

## Salary Survey Sources

ERI's most visited Internet site is that of Salary Survey Sources, thanks in part to links from several major magazines' home page links.



# ASSESSOR SERIES NOTES

ERI's **Assessors** always include some "work in progress", usually a programming feature that we don't announce until it is fully tested. The following notes briefly mention several of these additions. We welcome any comments and critiques that assist in their development.

## Salary Assessor

The **Salary Assessor** is an easy-to-use compensation analysis tool that provides detailed pay data for 4,000 position titles in the U.S. and Canada. Rehabilitation professionals should note the April addition of lost wage analyses (View | Lost Wages - this subprogram was previously found in the **DOS Consultant's Assessor**.)

Compensation Analysts should: 1) try the View | Positions within Selected Industry feature of the Benchmark List Table; 2) the April Help | Case Study for each screen; 3) Individual Profiles Percentile column bars; and 4) review the inclusion of incentives.

## Geographic Assessor

**Geographic Assessor** calculates salary and cost-of-living differentials between any of over 5,800 U.S. and Canadian cities and neighborhoods, and summarizes both percentage and dollar differentials as compared to any base city. Review the inclusion of datapoints by selecting Graphs | Show Data for any city when compared to U.S. National (only). Also review the Index of Surveys by position reported by selecting Immigration Analysis | Survey Comparison | Search. Test the Retrieve Latest Salary Survey Data Extract found at the bottom of that screen. Select areas via the Browse by zip/postal code or by mileage.

## Relocation Assessor

The **Relocation Assessor** provides cost-of-living comparisons between any of 5,800 U.S. and Canadian cities and an additional 1,400 international locations. Review the Browse feature with new zip code enhancements, along with the ability to retrieve "hard data" from *SalariesReview.com's* U.S./Canada Cost-of-Living Survey (found at the bottom of Two-City Comparison screen). For Canada, note the addition of Saskatchewan RCMP locations (with BC and Alberta in July).

## Executive Compensation Assessor

The **Executive Compensation Assessor's** analyses are derived from ERI's polynomial regression analyses of both SEC public and private survey data. Comparable companies' compensation levels can be quickly downloaded from ERI's proxy and 10-K databases. Review the Case Study(ies) and test the Individual Profiles Percentile column header. Note the inclusion of incentives for all positions creating total compensation reports.

ERI's April 2000 Platform Library

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## International Reference

The **International Reference Report** is a hardcopy composite summary of **Assessor Series** databases and *SalariesReview.com's* on-line international surveys. Data include salaries for at least 24 local national benchmark positions, 16 U.S. expatriate positions, cost of living, labor standards, and demographic data for each of 210 countries. The **International Reference 2000**, an easy-to-use hardcopy summary covering 450 international cities, is scheduled for release in May 2000.

## Geographic Reference

This **Geographic Reference Report** represents ERI's collection of data from as many sources as possible, including summaries of key **Assessor** analyses, to present a single volume from which base *wage/salary* and *cost-of-living* decisions might be derived. The concept behind this report is to provide users with an easy-to-use, easy-to-access **Reference** that will *save time and expense*. The **Reference 2001**, released in October 2000, will be the last containing only Canadian and U.S. cities. ERI is now reviewing 10 major Mexican employment centers for inclusion in the October 2001 release of the **Geographic Reference Report**.

## ERI's Platform

The April edition contains OES immigration data for 633 U.S. areas to be used in the Year 2000. This data was not released by the U.S. DOL in time to be included in the January **Platform Library**. If a License Code for the current subscription year is found in your PC's registry, historical OES data may be accessed, historical proxies, 10-Ks, and appraisal norms may be downloaded, and other international data are made available.

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# INSTALLATION GUIDELINES

## Installing Assessors

(See: INSTALLCD.TXT)

ERI's Platform Library will self-install programs and database updates (whenever a valid License code is found for the current subscription year). Assessors may be installed using Windows 95, 98 or NT. Keep the 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.eri.com](http://www.eri.com) or to the appropriate section below:

- Installation of ERI's Assessors from CD-ROM Using a License Code
- Update ERI's Assessors from CD-ROM
- Installation of ERI's Platform Library
- Running ERI's Assessors
- Running ERI's Platform Library

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### INSTALLATION OF ERI'S ASSESSORS FROM THE CD-ROM USING A LICENSE CODE

These are instructions for new subscribers and renewing subscribers who **HAVE NOT yet entered a valid license code for the current subscription year**. Note: If you are prompted to "update" Assessors at any time during the following procedure, please click **NO**.

1. Run ERI's Platform Library from the latest quarterly CD-ROM. (See Running ERI's Platform Library.)
2. Select **To Install | Install Assessors Using License Code**.
3. In the License Code field, type the license code found on the invoice or instruction sheet mailed with the latest quarterly update.
4. In the **Company** or **User Name** field, type the name of your organization or your name.
5. Click the **Apply** button.
6. Click the **OK** button.
7. Follow the instructions on the installation screens that follow.

If you have a LAN subscription for multiple Assessors, and the quantity of subscriptions for each Assessor is not the same—i.e., you have eight (8) Salary Assessor subscriptions, but only one (1) Relocation Assessor subscription—you will have multiple license codes. First type in one of the license codes, then repeat steps 2-7 using the other code.

A license code is valid for 8 weeks after the day it is created. If you have waited for more than a month after receiving your license code, to install your Assessors, your code may no longer be valid. If your license code is no longer valid, please contact ERI.

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### UPDATE ERI'S ASSESSORS FROM THE CD-ROM

These are instructions for subscribers who **HAVE entered a valid license code for the current subscription year**.

1. Run **ERI's Platform Library** from the latest quarterly CD-ROM. (See "Running ERI's Platform Library" at the right.)
2. A dialogue box should appear asking if you want to update Assessors already installed on your PC. (If you are not prompted to update your Assessors, select **To Install | Update Assessors already installed on your computer**.) Click **YES**.

Once Assessors for the current year are found, they will be automatically updated. If Assessors for the current year are not found in the default directories, you will be prompted to direct the software to the drive where the Assessors are installed. Follow the instructions on the screen. After updating the Assessors, you will automatically be prompted to install the Platform Library. The Platform Library and the additional databases can be run from the CD-ROM and do not have to be installed. If you do not want to install the Platform Library, click the Cancel button, then click the Yes button to abort the installation. If you do want to install the Platform Library, follow the instructions on the installation screens.

There are several different ways that an Assessor may be run (see "Running ERI's Assessors" at the right). If running the Assessors via an installed Platform Library, then you must also update ERI's Platform Library. Assessors may not be run via ERI's Platform Library that is from a previous quarter. For example, if you update the Assessors so that they have a data date of 4/1/2000 and an expiration date of 9/30/2000, you may only run them from ERI's Platform Library dated April 2000.

### INSTALLATION OF ERI'S PLATFORM LIBRARY

Although ERI's Assessors must be installed/updated each quarter, ERI's Platform Library does not have to be installed. You may run the latest Platform Library (including the shortcut screen and the non-copyrighted databases) directly from the CD-ROM. The CD-ROM may be located in your PC's CD-ROM drive or a CD-ROM tower linked to your network. To Install ERI's Platform Library:

1. Run **ERI's Platform Library** from the latest CD-ROM. (See "Running ERI's Platform Library" below.)
2. Select **To Install | Copy All Programs and Data from CD to a hard drive/disk**.
3. Follow the screens' instructions. You will be given the option of whether or not to install the maps, as well as where to install the Platform Library. If you must change the destination directory, be sure to retain the \Platform folder as the end of the selected path.

You will also be informed as to how much disk space is required and how much you will have left after installation. If a message appears saying you do not have enough disk space, but you have a previous version of the Platform Library installed and you have directed the software to install over the old Platform Library, then chances are you will have enough space. Click the Ignore button. The software does not take into account that you will be copying over the old Platform Library.

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### RUNNING ERI'S ASSESSORS

#### To Execute an Assessor from ERI's Platform Library

Click on the icon of the Assessor or Select **File | Run a Program** and the Assessor name. To Execute an Assessor from the Windows Start Menu Select **Start | Programs | Economic Research Institute and the Assessor name**. To Execute an Assessor from a Windows Desktop Shortcut Icon:

1. Create a shortcut icon for the Assessor.  
(See Windows Help files for instructions about creating shortcuts.)
2. Click on the icon to run the Assessor.

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### RUNNING ERI'S PLATFORM LIBRARY

#### To Run ERI's Platform Library from the Latest CD-ROM

1. Check the date printed on the front of the CD-ROM to make sure that it is for the most recent quarter.
2. Place the CD-ROM in your CD-ROM drive and shut the drive door.
3. If after 30 seconds the CD-ROM does not auto-run, check your drive or the device drivers (as they may not be running correctly).

In the mean time try this alternative:

1. Click the Windows Start button.
2. Click Run.
3. Type `d:\eri.exe` (assuming that D:\ is your CD-ROM drive).
4. Click the OK button.

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### RUNNING ERI'S PLATFORM LIBRARY

#### To Run ERI's Platform Library from the Installed Files

If ERI's Platform Library is installed to your PC, you have several options for running the installed Library: 1) Use the shortcut created on your Programs List (**Start | Programs | Economic Research Institute | Platform**); or 2) Run the executable file. (In Windows Explorer, double-click `platform\eri.exe`); or 3) Use a shortcut icon on your Windows Desktop (if one was created). For LAN Users, the first option may not be available if the Platform Library was installed to a network drive.

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