

ERI UPDATE

Quarterly Notes For ERI Subscribers

Assessor Updates

Review the new File | Email Current Screen capability on individual **Assessors**. If you have a question regarding any analysis, this feature allows an easy way for you to email that question to info@erieri.com. **ERI's Platform Library** will soon be able to check for and update **Assessor** datasets and program automatically. (Internet | Update Data will enable this feature).

Geographic Assessor

Subscribers can now download private survey extracts as imports into the Immigration Analyses | Survey Input screen. Our first beta European Edition is scheduled for an August 2001 release. Reliability Statistics are shown for one of the thousands of surveys used. Assume that **ERIGA** has this Standard Error ("SE") as its maximum. We cannot give you an exact SE because when combining surveys, a double counting of some data occurs (many companies participate in multiple surveys); see Graph | Show Dots.

Salary Assessor

Reliability Statistics are displayed for one survey (assume this SE as the maximum) from among the thousands of surveys studied. View | International comparison uses the **Relocation Assessor's** menu in order to access any of [SalariesReview.com's](http://SalariesReview.com) 1,600 jobs in 1,400 international locations. The format for Descriptions has been altered to show "Functions" rather than "Essential Function." The "Marginal Functions" label has been dropped. As with ERIGA, an European Edition (beta test) is scheduled for release in August.

Relocation Assessor

For home ownership, your inputted interest rates are now saved as part of user data. Default average mortgage rates have been reduced. July data shows a slowdown in home value increases. Check "View | International Raw Data"; check "Options" to assure that Canadian or International cities are, or are not, shown.

Executive Compensation Assessor

Financial norms for any selected comparison company can now be imported in the same manner as 10-Ks and full proxies. Standard Error, unlike for ERIGA (calculation of dots shown) or ERISA ([SalariesReview.com's](http://SalariesReview.com) OES SE), is a "real-time" calculation of comparison firms found in the list (some may be "off the graph").

Non-Profit & Public Data

Illustrates over 3,000 jobs not otherwise found in any **Assessor**. This data is taken from a single non-copyrighted survey, and its results will differ from those found in the **Salary Assessor** (which is based on multiple surveys). Typically, jobs shown are unique to the public/nonprofit sector (Fire Marshall, City Planner, Lobbyist, Judge, Religious Worker). You must be online to access this data.

For past **Reference** or **Assessor** subscribers, the next year's renewal offer may accompany this **ERI Update**. To conserve postage and packaging, ERI sends out the following year's subscription renewal offer with the last quarterly releases of each year's subscription. All Year 2001 and 2002 **Assessor Series** and **References** subscribers receive free retrievals from ERI's SalariesReview.com, access to ERI's historic immigration data, and free retrievals from ERI's historical proxy/10-K/appraisal norm /990 data libraries.

ERI's Platform Library

A unique new program has been added for July. Click on the **Distance Learning Center** tab at the top of the screen. This will open the **DLC Wizard**. Take ERI's compensation and benefits courses for free while they are under development in 2001. Think of the **DLC Wizard** as a "smart picture frame"; the bottom frame contains seven (7) course specific and supporting programs.



Affinity Provider Programs

ERI now provides its Proxy/10-K/990 data via **WorldatWork** (www.worldatwork.org); ERI continues to serve as an **AICPA** Affinity Program Provider and will soon participate in their new CPA2biz Program (www.aicpa.org); ERI provides OES and SalariesReview data (but **no Assessor** data) to **BTA's** SalaryExpert (www.salaryexpert.com); and ERI provides **The Economist** with similar data for 207 countries (www.economist.com). Talks are in progress with NACE, WWDS, the Financial Times, the New York Times, WSJ's Career Journal, and other sites.

ERI has moved to larger offices in Redmond, Washington. Our new address is 8575 - 164th Avenue NE. We hope to see you at a Year 2001 SHRM, WorldatWork, AILA, ERC, AICPA, ASA, WAEI, ASAE, eRecruiters, or NACE convention(s).

ERI DISTANCE LEARNING CENTER

The DLC Wizard

The DLC Wizard is a virtual picture frame that surrounds every ERI Distance Learning Center (“DLC”) course. It automatically accesses seven Internet and PC based resources and analyses unique to that course, creating a unique learning experience. The DLC Wizard is fast! It frees students from system problems by loading analyses programs and reference URLs while they are taking the first part of any course. (Patent Pending).

Assessors

Any of ERI’s Assessor Series programs may be run by clicking on the Wizard’s left hand frame. The **Benefit Assessor** is always running as the “Workshop” for any of the over 50 ERI DLC courses. Its case study sample company has 400 employees: 100 in a U.S. home location, 301 sales representatives in each of 101 North American provinces and states and 200 countries, allowing full coverage of all HR vagaries! Or you may import your own organization’s data and take courses using real data!



Including ERI’s **Internet Based Benefit & Compensation Administration** (“IBBCA”) textbook, to the page, at your fingertips.

Free Data

DLC Wizard provides access to **ERI’s Platform Library’s** myriad of useful data, free! Click on the right hand side of the frame to access 250,000 proxies, 10-Ks, Form 990s, and Financial Norms. Review Available Surveys (Salary, Cost of Living, International, Benefits, HR Practices and Executive Compensation), Crosswalk to unique job code concordances (including the new SOC codes), research historical Census, BLS, OES, and other data and review Tax Codes & Laws for 209 countries.

The **DLC Wizard** bottom edge automatically holds minimized executing programs: analyses spreadsheets or applications, the workshop case study, a tutorial (in Flash), the **IBBCA** text, and additional Internet Browsers with highlighted “research references”. Click on the **DLC Wizard** tab to go to www.eri.com/dlc. After a course has been selected, the **DLC Wizard** will automatically load the referenced analyses, applications and sites. Here’s an example - Course 82 “Creating a Benchmark Structure,” Chapter 15 “Designing Pay Structures” will open the **Salary Assessor** at the **Benchmark List** screen; the **Benefit Assessor** will open at the **Salary Planning** Screen; the **Salary Assessor** Tutorial will activate; two external reference URLs will activate, as well as ERI’s **IBBCA** textbook. (Active or retrieved programs and reference pages are indicated when buttons in the lower frame change color; all are “turned to the page” so you don’t have to search.) This is a totally new type of Distance Learning application. The **DLC Wizard** provides users with truly interactive learning. ERI’s DLC originally provided what is known as “online interactive learning”: HTML script, with small Java script applications that make one answer a question before moving to the next page/subject. ERI’s new **DLC Wizard** does this and much, much more!

DLC Wizard Advantages

- Solves the bandwidth problem (not necessary to transmit all data)
- Finds analysis or **Assessor** software applications automatically
- Downloads software demonstration applications if necessary
- Can be automatically updated via the Internet or quarterly via a CD-ROM
- Automatically provides reference URLs in 2nd, 3rd, etc. browsers so a user doesn’t have to wait for retrievals
- State of the art interactivity leverages the power and speed of a PC to minimize slow Internet retrievals
- Solves all AOL/Netscape/IE/etc. interactive problems automatically

DLC Wizard Materials

- A free, widely used college textbook, updated as a free Internet offering
- **Assessor**/analyses programs (demonstrations or full editions)
- Total vertical integration between ERI’s PC **Assessor Series** software, ERI’s file servers and online surveys
- ERI’s Tax Codes and Laws and SalariesReview.com resources
- Tutorials/Applications created to train subscribers in full **Assessor** capabilities
- a workshop case study firm profiled in the **Benefit Assessor** with your organization’s or sample data
- All programs with email capability for online support

DLC Wizard Applications

- A real-life workshop application for college students administered by an instructor while using other text materials
- On-site training for compensation and benefits professionals
- Hiring assessments: DLC’s Self-Evaluation Exam can evaluate applicant’s compensation/benefits knowledge
- Continuing education for the professional wishing to earn CPE/CE/MCLE credit hours from any location using fast Internet and PC applications
- Practical applications for the student and analyst wishing to get their “hands dirty” by working with programs. Work with data applications, don’t read about them!

What is truly unique about ERI’s **DLC Wizard** is that it is a small program that is downloaded onto a user’s PC, rather than “book pages” or “pages with simple java;” it does not rely upon software that operates on a distant file server. The DLC is fast and saves you time!

ERI PRODUCT ORDER SHEET

www.erieri.com

800.627.3697

ASSESSOR SERIES *software databases (annual 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. \$ _____
- Benefit and Compensation Administration Assessor® ERIBA** FREE
(As the simulation program for the ERI DLC, ERIBA, like ERI's Platform Library, is free.)

REFERENCE SERIES *Single, annual hardcopy editions*

- Geographic Reference Report** \$389. (scheduled release September 2001) \$ _____
- International Reference Report** \$389. (scheduled release August 2001) \$ _____

PRODUCT SUITE SERIES

- Full Analyst's Series** Single User License: \$1,767. \$ _____
Annual subscription (four quarterly updates) to **ERIGA, ERISA, ERIRA**
FAS+ with 100 DLC tokens \$2,767 FAS++ with 200 tokens \$3,267
- Complete Consultant's Series** Single User License: \$2,845. \$ _____
Annual subscription (four quarterly updates) to **ERIGA, ERISA, ERIRA, ERIXA**
CCS+ with 100 DLC tokens \$3,845 CCS++ with 200 tokens \$4,345

LAN SUBSCRIPTIONS

- Single Local Area Network Subscription with # of users = _____ \$ _____
Additional 50% for a LAN license. Add 25% for each additional LAN user above 2 (does not apply to DLC)

DISTANCE LEARNING CENTER *All ERI courses are delivered exclusively via the Internet. Courses are sold individually or in token packages. Individual courses are best taken (\$19 each) using a credit card online at www.erieri.com/dlc. For staff training, Calendar 2002 Year Token:*

- 100 Course Package \$ 1,489 200 Course Package \$2,489. \$ _____

Downloads are available via the Internet www.erieri.com/order or

Subscriber Internet Annual Access Fee: \$19.60 \$ _____

SUB-TOTAL \$ _____

- Credit Card below Sales to State of WA and CA subscribers add applicable Sales Tax: \$ _____
Sales Tax applies only to Reference Series hardcopy reports
- Payment Enclosed

TOTAL \$ _____

International orders: *All Salary & Geographic Assessors are North American editions ("NA"). Indicate "EU" if you wish the Euro based Calendar 2002 European edition's subscription. Foreign duties and taxes are the subscriber's responsibility.*

Your Name: _____ Title: _____

Organization: _____

Address: _____

Tel: _____ Fax: _____ E-Mail: _____

Credit Card Type: _____ Credit Card #: _____ Exp.Date: _____
(Visa/AmericanExpress/MasterCard)

Purchase Order Number (or Credit Card Signature): _____

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INSTALLATION GUIDELINES

(See: INSTALLCD.TXT)

ORDER ASSESSOR SOFTWARE AND DATABASES FROM THE INTERNET

For those who have browser access to www.eri.com, ERI subscriptions are quickly delivered via the Internet. Subscribers may utilize a corporate credit card.

1. Click on "Order".
2. Fill out the requested material and download the **Assessor Series** application.

Quarterly ERI Update newsletters and **ERI's Platform Library** (both free) will be sent via the mail. **ERI's Platform Library** CD-ROM will also self-install programs and updates with a valid License Code for the current subscription year. **Assessor Series** software databases may be installed using Windows 95, 98, NT, ME, or 2000. Keep **ERI's Platform Library** as a backup. If the CD-ROM does not auto-run, double click on the **eri.exe** file.

You may refer to **Technical Support** at www.eri.com for more information or please read the following:

- Installation of **Assessor Series** software databases Using a License Code
- Installation of **ERI's Platform Library** software
- Update ERI's **Assessor Series** software from the Internet or **ERI's Platform Library** software
- Running ERI's **Assessor Series** software
- Running **ERI's Platform Library** software

INSTALLATION OF ASSESSOR SERIES SOFTWARE DATABASES 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" **Assessor** software databases at any time during the following procedure, click **NO**.

1. Download the latest **Assessor Series** software edition from www.eri.com or run **ERI's Platform Library** from the latest quarterly CD-ROM.
2. Select **To Install | Install Assessor software 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 **Assessor Series** software, and the quantity of subscriptions for each is not the same—i.e., you have eight **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.

You must enter the License Code within 8 weeks of receiving it. If you do not enter the License Code within 8 weeks, it will no longer be valid. Also, if sometime during the subscription year you change computers, get a new hard drive, or delete the **Assessor Series** software, you will need to contact **ERI** for a new License Code in order to reinstall. **LAN Users:** Please enter the License Code and install all four quarterly updates *from the same PC!* Otherwise, you will need to contact **ERI** for a new License Code.

UPDATE YOUR LICENSE CODE

UPDATE YOUR LICENSE CODE

Please close all open **ERI** software before installing or updating. If you renew or upgrade your subscription, you will need to enter a new license code for the new subscription. Your new license code may be found on the accompanying invoice.

1. From an **Assessor** program or **ERI's Platform Library**, select **Help | License Code**.
2. Click the **View/Modify** button.
3. In the **License Code** field, type the License Code printed on the renewal invoice.
4. In the **Company** or **User Name** field, type your name or your organization's name.
5. Click the **Apply** button.
6. Click the **OK** button, then click the **Close** button.

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

Once **Assessor Series** software for the current year is found, it will be automatically updated. If **Assessor Series** software for the current year is not found in the default directory, you will be prompted to direct the software to the drive where the **Assessor Series** software is installed. Follow the instructions on the screen. After updating the **Assessor Series** software, you will automatically be prompted to install **ERI's Platform Library** software. The **Platform Library** software 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** software, click the Cancel button, then click the Yes button to abort the installation. If you do want to install the **Platform Library** software, follow the instructions on the installation screens.

There are several different ways that **Assessor** applications may be run (see "Running ERI's **Assessor** software" at the right). If running **Assessor** software via an installed **Platform Library** software, then you must also update **ERI's Platform Library**. **Assessor** software may not be run via **ERI's Platform Library** when the CD-ROM is from a previous quarter. Example, if you update **Assessor** software with a data date of 07/01/2001 and an expiration date of 06/30/2002, you may only run it from **ERI's Platform Library** dated July 2001.

UPDATE ASSESSOR SERIES SOFTWARE DATABASES FROM THE INTERNET

These are instructions for subscribers who have browser access to www.eri.com.

1. Click on "Subscriber Updates".
2. Click on a "Single Quarterly Dataset Update".
3. You will be given two download choices: a) Run This Program From Its Current Location and b) Save This Program to Disk. The former allows you to write over your present subscription, the latter downloads a file to be extracted later.

INSTALLATION OF ERI'S PLATFORM LIBRARY SOFTWARE

Although **ERI's Assessor Series** software must be installed/updated each quarter, **ERI's Platform Library** software does not have to be installed. You may run the latest **Platform Library** software (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** software:

1. Download from the Internet or run **ERI's Platform Library** software from the latest CD-ROM. (See "Running ERI's Platform Library" below.)
2. Select **To Install | Update Platform Library**.
3. Follow the screen's instructions. You will be given the option of whether or not to install the maps, as well as where to install **ERI's Platform Library** software. If you must change the destination directory, be sure to retain the \Platform folder at 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** software installed and you have directed the software to install over the old **Platform Library** software, 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** software.

RUNNING ASSESSOR SERIES SOFTWARE DATABASES

To Execute Assessor Series Software from ERI's Platform Library Software

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

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

RUNNING ERI'S PLATFORM LIBRARY SOFTWARE

To Run ERI's Platform Library Software 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 meantime 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.

RUNNING ERI'S PLATFORM LIBRARY SOFTWARE

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

If **ERI's Platform Library** software is installed on 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 the shortcut icon on your Windows Desktop. For LAN Users, the first and third options may not be available if the **Platform Library** software was installed to a network drive from a different PC.

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ERI's continuing mission is to provide consistently excellent market pricing information and research relating to compensation, cost of living, and benefit issues.

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