



**ECONOMIC
RESEARCH
INSTITUTE**

ERI UPDATE

Quarterly Notes For ERI Subscribers

ERI Executive Compensation Index

ERI has been asked to develop an index similar to the Dow Jones for use by the Wall Street Journal. For those new to ERI, several years ago ERI began to read SEC proxy and 10-K files in "real time". For example, the number of proxies analyzed by ERI in the creation of the **Executive Compensation Assessor** software for January 2002 were:

1995	2,689	1999	7,348
1996	5,012	2000	7,244 (still collecting & analyzing
1997	7,482	2001	4,532 with many not yet available)
1998	7,543		No larger executive survey exists.

The result is an executive compensation survey covering hundreds of industries with an ability to select "comparable companies". Note that the "red dot" is the highest paying company within any selection criteria and the 5 "blue dots/names" are the closest five comparables.



ERI Economic Research Institute will publish two indexes:

- o **ERI Executive Compensation Index:** This index will describe the percentage change in annual total cash compensation among 45 large, randomly selected companies found on the New York Stock Exchange.
- o **ERI Executive Compensation Revenue Index:** This index will measure the amount of annual company revenues used for the annual total cash compensation of the highest paid executives. The Index will have 1997 as its Base Year for these companies.

You may also find ERI's HR Tax Codes & Laws and other free ERI data on the Wall Street Journal's web sites.

ERI has moved to larger offices to accommodate our 500,000/month unique Internet visitors. Our new address is 8575 - 164th Avenue NE, Suite 100, Redmond, WA 98052.

Salary Increase Planning for 2002

In November, ERI surveyed revised salary increase planning for 2002. We did so because our conversations with subscribers did not match major consulting firms' common wisdom and/or surveys. Many of these surveys appear to be reporting simple company means (rather than weighted averages or medians) that overweight the impact of smaller organizations' plans.

Size Dimensions	Organization	
(< or > 2,000 emp)	Smaller	Larger
Wage Earners	3.8%	4.0%
Salaried	3.8%	4.2%
Executive	3.8%	4.4%

You may review ERI survey results at www.erieri.com. From the study of 1,652 organizations' plans as of the end of November 2001, ERI found no more than a .1% weighted average decrease in plan percentages as compared to those that existed before July.

European Assessor Series Editions

Geographic and **Salary Assessor** beta test applications will soon be available from ERI's **Platform Library's** File | Run menu. Our target date for their release is now February 28, 2002 matching the date at which the complete Euro conversion is scheduled. On a related note, we are continuing to work on the **Relocation Assessor** income tax database for 208 countries. Each Quarter we add a bit more complexity related to taxation in foreign locations, including 183 day rules, worldwide taxation and residency, and TCN, local, or expatriate status for either Base or Destination Cities. All calculation mechanics are being developed by tax accountant CPAs. We welcome subscriber reviews and comments.

DLC Masters' Series

To meet NASBA requirements, CPAs have been auditing/testing each of the DLC's initial 30 courses developed for CPE/CE/MCLE credits. As an experiment in October, ERI developed an on-line course (Mediation of Disputes) for a UK law firm and another (Wealth Preservation) for the largest financial planning association, each using the DLC Wizard.

ERI has also established a DLC Masters' Series of courses.

If you are interested in contributing a course to the DLC Masters' Series, please visit www.eridlc.com/course_catalog/index.htm. If you have an idea for a course, but do not have the time to write it, please contact the Director at dlc@erieri.com.

NOTES

U. S. Jan. 2002

Geographic Reference Benchmark Positions	Median Salaries
Accountant	46065.
Accounting Clerk	24747.
Administrative Assistant	35986.
Aircraft Mechanic	46186.
Automobile Mechanic	42228.
Bank Teller	17752.
Benefits Analyst	45403.
Biologist	42718.
Bookkeeper	29928.
Bus Driver	26834.
Buyer/Purchasing Agent	48610.
Carpenter (Gen/Maint)	33462.
Cashier	18559.
Chemical Engineer	67188.
Chemical Technician	35804.
Chemist	51056.
Civil Engineer	54992.
Computer Operator	31876.
Computer Programmer	56734.
Computer Programmer Lead	60096.
Construction Worker	28193.
Controller, Top Corporate	106065.
Corporate Attorney	78825.
Cost Estimator	41809.
Data Entry Operator	22073.
Dental Assistant	22648.
Dental Hygienist	47341.
Drafter	41427.
Electrical Engineer	67649.
Electrician - Certified	46162.
Electronics Assembler	25328.
Electronics Technician	43300.
Engineering Technician	44154.
Executive Secretary	34996.
File Clerk	18803.
Food Service Worker	16101.
Fork Lift Operator	27132.
Gate Guard	20572.
General Clerk	21228.
General/Institution Cook	22447.
Graphic Designer	40540.
Heavy Truck Driver	32856.
Insurance Claims Adjuster	44173.
Internal Auditor	50828.
Janitor	20472.
Librarian	43557.
Light Truck Driver	23554.
Machine Tool Operator	31064.
Machinery Mechanic	36290.
Machinist General	42648.
Maintenance Helper	23779.
Maintenance Worker	28908.
Market Research Analyst	50922.
Materials Handler	23027.
Mechanical Engineer	62360.
Medical Lab Technician	29452.
Messenger	19546.
Millwright	39482.
Office Manager	45289.
Order Clerk	23314.
Painter/Paperhanger	32844.
Payroll Clerk	25807.
PC Specialist	41832.
Personnel Analyst	43126.
Personnel Clerk	26571.
Pharmacist	75027.
Physical Therapist	53911.
Physician	161368.
Physicist, PhD	76529.
Plumber	42489.
Primary School Teacher	37839.
Production Supervisor	51314.
Property Manager	47259.
Receptionist	20338.
Registered Nurse	47649.
Sales Representative	47303.
Secondary School Teacher	37856.
Secretary	25536.
Secretary to CEO	46896.
Security Guard	26587.
Shipping Clerk	24688.
Stationary Engineer	48439.
Systems Analyst	63900.
Systems Analyst Lead	74159.
Tool & Die Maker	41664.
Warehouse Worker	27360.
Welder	32751.
Word Processor	29079.

(U.S. dollars)

Reference Report Notes

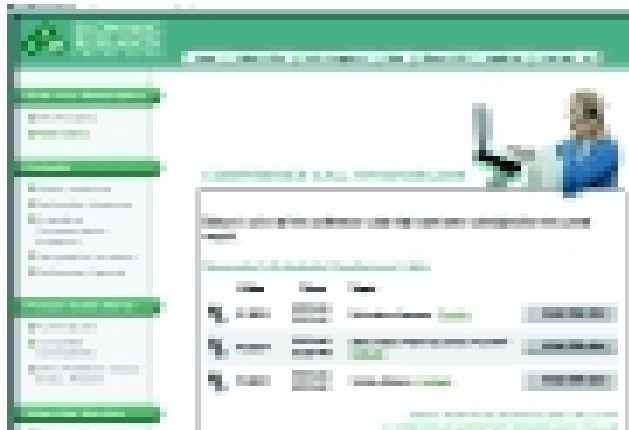
ERI's Geographic Reference Report 2002 was published and released in December 2001. The Reference profiles 298 North American cities, combining key data summaries from ERI's **Geographic Assessor, Salary Assessor, and Relocation Assessor** databases. Salaries for 88 benchmark positions, cost-of-living, workforce demographics, and other key indicators for 265 U.S. and 33 Canadian cities are reported. This January 2002 newsletter cites the U.S. and Canadian national norm salaries (as of 01/01/2002).

The January Rush

The January 2002 edition of **ERI's Platform Library** and **DLC Wizard** CD-ROM, as well as the **ERI Update** newsletter, are mailed as early as possible each December. **Did you know that as a paid 2002 subscriber, all four Assessor Series updates are available for download via the Internet, usually well in advance of the first day of the quarter?** Please visit www.eri.com/downloads/INDEX.cfm for more information.

Thursday Call Center Symposiums

Each Thursday morning at 8:00 AM (Pacific Standard Time), ERI's Founding Director, Dr. David J. Thomsen, hosts a one-hour interactive Symposium featuring one of the Assessor Series programs. The Symposium schedule may be viewed at www.eri.com/symposiums/ConferenceCalls/index.cfm.



The first 30 minutes of each FREE Symposium is intended to introduce new subscribers to the featured **Assessor Series** application. The latter half hour will be as in-depth and complex as the participants desire.

If you are a subscriber and have not yet renewed your subscription for next year, a Year 2002 renewal offer accompanies this ERI Update. To conserve postage and packaging, ERI sends out the following year's subscription renewal with the last two quarterly releases of the preceding subscription year.

Canada Jan. 2002

Geographic Reference Benchmark Positions	Median Salaries
Accountant	48142.
Accounting Clerk	29398.
Administrative Assistant	43224.
Aircraft Mechanic	49960.
Automobile Mechanic	46834.
Bank Teller	21861.
Benefits Analyst	48826.
Biologist	46497.
Bookkeeper	34980.
Bus Driver	32160.
Buyer/Purchasing Agent	58573.
Carpenter (Gen/Maint)	39380.
Cashier	21996.
Chemical Engineer	71014.
Chemical Technician	40566.
Chemist	54272.
Civil Engineer	58097.
Computer Operator	35671.
Computer Programmer	57577.
Computer Programmer Lead	59085.
Construction Worker	33748.
Controller, Top Corporate	108909.
Corporate Attorney	78726.
Cost Estimator	45631.
Data Entry Operator	26965.
Dental Assistant	28469.
Dental Hygienist	50470.
Drafter	43828.
Electrical Engineer	68144.
Electrician - Certified	48665.
Electronics Assembler	29948.
Electronics Technician	47559.
Engineering Technician	45776.
Executive Secretary	41208.
File Clerk	26464.
Food Service Worker	20178.
Fork Lift Operator	33449.
Gate Guard	24085.
General Clerk	27715.
General/Institution Cook	27567.
Graphic Designer	43138.
Heavy Truck Driver	38209.
Insurance Claims Adjuster	47929.
Internal Auditor	53394.
Janitor	25469.
Librarian	47413.
Light Truck Driver	28233.
Machine Tool Operator	36880.
Machinery Mechanic	41752.
Machinist General	44787.
Maintenance Helper	28538.
Maintenance Worker	35475.
Market Research Analyst	53478.
Materials Handler	29927.
Mechanical Engineer	64840.
Medical Lab Technician	34624.
Messenger	23321.
Millwright	42684.
Office Manager	51241.
Order Clerk	28706.
Painter/Paperhanger	37541.
Payroll Clerk	32889.
PC Specialist	44662.
Personnel Analyst	47193.
Personnel Clerk	31329.
Pharmacist	71358.
Physical Therapist	56994.
Physician	142979.
Physicist, PhD	76549.
Plumber	47313.
Primary School Teacher	43635.
Production Supervisor	54698.
Property Manager	49287.
Receptionist	25934.
Registered Nurse	51205.
Sales Representative	46533.
Secondary School Teacher	47455.
Secretary	30536.
Secretary to CEO	50524.
Security Guard	32030.
Shipping Clerk	29348.
Stationary Engineer	51048.
Systems Analyst	65172.
Systems Analyst Lead	75933.
Tool & Die Maker	46290.
Warehouse Worker	34639.
Welder	38201.
Word Processor	33661.

(Canadian dollars)

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** Complimentary
- DLC Wizard™ and ERI's Platform Library™ ERIPL** Complimentary

REFERENCE SERIES *Single, annual hardcopy editions*

- 2002 Geographic Reference Report** \$389. \$ _____
- 2002 International Reference Report** \$389. \$ _____

PRODUCT SUITE SERIES

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

LAN SUBSCRIPTIONS

- Single Local Area Assessor Series Network Subscription with # of users = _____ \$ _____
Additional 75% for a LAN license. Add 50% 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 and/or in token packages. Individual courses are best taken (\$19 each) using a credit card on-line at www.eridlc.com For staff training, Calendar 2002 Year Tokens:*

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

Downloads are available via the Internet www.erieri.com/products/index.cfm or **Subscriber Internet Annual Access Fee: \$10.50** \$ _____

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

International orders: *All Salary & Geographic Assessors are North American editions. Indicate "EU" if you wish a 2002 calendar year European edition subscription.* **TOTAL** \$ _____

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www.erieri.com ♦ info@erieri.com ♦ WOB; small business corporation; US EIN 33-0356443

INSTALLATION GUIDELINES

(See: INSTALLCD.TXT)

NEW SUBSCRIBERS: ORDER/INSTALL ERI'S SOFTWARE FROM THE INTERNET

For those who have access to the Internet, Assessor Series applications (ERIGA, ERISA, ERIRA, ERIXA, ERISA-EU and ERIGA-EU) may be purchased, downloaded and installed from www.eri.com.

1. From ERI's home web page (left-hand side, top) click "ERI Products".
2. Complete the required information and follow the instructions to download and install the applications.

ERI's Platform Library & DLC Wizard (FREE) may also be downloaded and installed from the Internet.

1. On the left-hand side of ERI's web site, click "Free Demo".
2. Click to select "Download Now", then follow the instructions to download.

NEW SUBSCRIBERS: ORDER AND INSTALL ERI'S SOFTWARE FROM CD-ROM

1. Run ERI's Platform Library & DLC Wizard CD-ROM (see related instructions below).
2. Select **To Install | Order & Install Latest Assessors from this CD**.
3. Complete the Order Form; select the products and the number of subscriptions you would like to purchase.
4. Scroll to the end of the Order Form and click the "Phone Orders - Install from CD-ROM" button.
5. Follow the instructions as they appear on your screen.

CURRENT SUBSCRIBERS: UPDATE ERI'S SOFTWARE FROM THE INTERNET

1. Go to www.eri.com.
2. Click "Updates".
3. Scroll to the bottom of the screen and click on the Assessor Series product you would like to update, download and install.
4. Follow the instructions as they appear on your screen.

CURRENT SUBSCRIBERS: UPDATE ERI'S SOFTWARE FROM CD-ROM

1. Run ERI's Platform Library & DLC Wizard CD-ROM (see related instructions).
2. You will be automatically prompted to update the Assessor Series software and databases to the new quarterly release. Follow the instructions as they appear on your screen.

(Please note: It is not necessary to run an installation using a license code each quarter. If you have installed using a license code during the current subscription year at least once, then you may utilize the "automatic update" for all of the following quarters.)

HOW TO RUN ERI'S PLATFORM LIBRARY & DLC WIZARD 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. The CD-ROM should auto-run. (Approximately 5 seconds after you close the drive door; the CD-ROM drive light should start to blink and you should hear the CD-ROM running. After another 5 - 10 seconds, you should see the Platform Library beginning to load on your computer screen.)

If after 30 seconds the CD-ROM does not auto-run, please contact your organization's internal technical support department. Something may be wrong with your CD-ROM drive or the device drivers. Try to run the CD-ROM on another computer or try using the following secondary procedure:

1. Click the Windows Start button.
2. Click Run.
3. Type d:\eri.exe (assuming that d:\ is your CD-ROM drive — type a different drive letter if necessary).
4. Click the OK button.

GENERAL INSTALLATION INFORMATION

ERI's software applications are designed to run on Windows 95, 98, NT, 2000, ME and XP. Each quarter, a CD-ROM is mailed to subscribers from which all software applications may be installed. In addition, all software applications may be downloaded and installed from the Internet. For more information on installation options, please select **Help | Topic Search** from any of ERI's software applications and search for related topics using the keyword "installation", or visit ERI's on-line Technical Support at www.eri.com/techsupport/.

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