



ERI UPDATE

Quarterly Notes For ERI Subscribers

Staff Training, Compensation - Benefits

Over 25 **ERI Distance Learning Center** courses are online and free to users at www.eridlc.com. Train your staff and update yourself on current trends in compensation. Each one-hour course looks in-depth at an important issue to compensation and benefit planning. Incentive pay, benefit programs and legal requirements are examined. Currently, DLC courses are in the process of becoming accredited for MCLE, CE, and CPE credit. Once accredited, a \$19 certification fee will be charged those users who wish to receive course credit.



Email

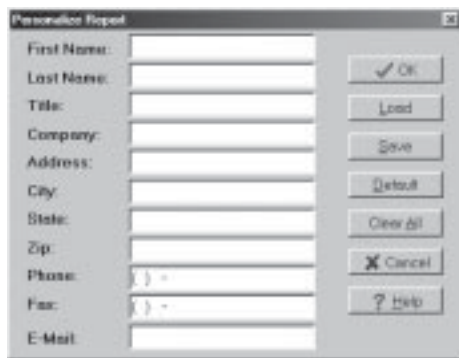
Assessor Reports

All **Assessors** provide the ability for consultants or managers to quickly email reports, screen shots, and methodologies, along with any customized notes. See **File | Email** on any **Assessor** software. Note the ability to “Preview” an email before you send it (allow time for this feature, as **Assessors** must search your PC to “borrow” your email engine and address list). Email ERI your tough questions!



Personalize Your Reports

All **Assessors** provide the ability for consultants to input their firm’s name and address (as a replacement for ERI’s) on all printouts. It is always best to have your clients call you rather than call ERI. ERI does not engage in consulting; we are not staffed to



answer your employees or your clients’ questions.

We do answer all subscriber questions. Emailed examples of screenshots that illustrate your questions work the best!

Free Resources

Our website, www.eri.com, continues to add complementary data

Free Subscriber Resources

Assessor Series Software Support	
Free Review of Any Assessor Database 30 day no-obligation review - fax back the results if you desire.	Assessor Series Training Symposia One hour, every Thursday morning, 8:00 AM PST
Nonprofit Assessor	Assessor Tutorials:
Position Crosswalk / Concordance (with BLVUK/UK/Canada/US position files)	Geographic Assessor
Technical Support	Salary Assessor
ERI's Platform Library Help	Executive Compensation Assessor
Frequently Asked Questions	Relocation Assessor
DLE Wizard	International Reference Report
	Geographic Reference Report
	ERI's Platform Library

Noncopyrighted U.S. Data	
Prices, 10-Ks, and nonprofit 990s (1994 to the present)	Census Demographics 1990 2000
OES Immigration Wage Data for use in:	National Compensation Survey Data:
2002 2001 2000	2002 2001 2000
1997 1990	1992 1990

Salary Sources & Surveys	
Salary Surveys	Cost of Living Surveys
International Surveys	Employee Benefits Surveys
Executive Compensation Surveys	HR Practices

Education	
Online Compensation, Benefits & Relocation Textbook	Online one-hour courses in compensation
Courses crosswalked to Assessor applications	Courses crosswalked to other college textbooks
Glossary of Compensation & Benefit Terms	HR Codes and Laws

Other Resources	
Career and College Planning: Salary Potential 2015 Student Cost-of-Living	ERI Update Newsletters: This Quarter Historical Archive
	ERI/WSE Executive Compensation Index

Calculators

Also review the free calculators available to subscribers. Example: “How much will the high OES Level II Prevailing Wage cost our clients/us over a three-year Visa period?” Answer this question via:

- o www.eri.com/soctrends, which reports both a trended value and an estimated overpayment. Historic data, for litigation purposes, can be obtained at www.salariesreview.com or found on ERI’s Platform Library (years 1996-present) under **Resources** (above).
- o the **Geographic Assessor’s** Immigration | OES Analysis tab: U.S. Regs require the use of “Level II” values, the 67th percentile.

Use of 2002 U.S. OES data can lead to overpayments!

EXECUTIVE ASSESSOR NOTES

Red Dot and Red Name

The **red comparable company** field indicates the highest-paying company for a position within the selected industry, area (zip code range), size dimension range, and year. Note that by changing the area zip code, size, and date, one alters the selection of the highest paying company. Also note that a "red dot" may not appear on a graph, as it often times literally "off the chart".

Blue Dots and Blue Names

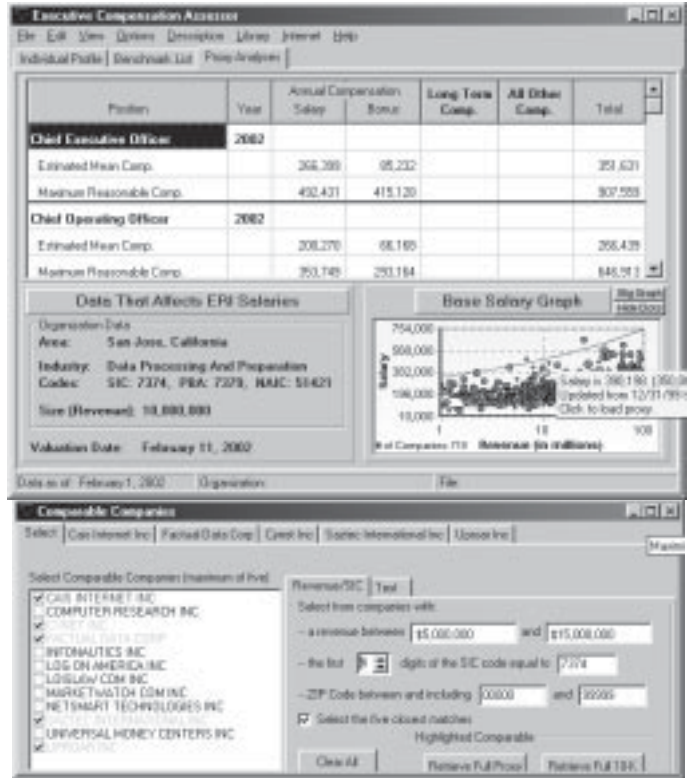
The **blue company names** in the select fields indicate the five closest comparable companies. Again, please note that the sensitivity to area/zip code, size, and dates can alter the selection of organizations shown. Increase the size of the graph by selecting "Big Graph" to accurately review comparables.

\$1 Million to \$100 Billion Scope

ERI researchers continue to work on ten billion and one-hundred billion data points allowing for accurate extrapolations within the \$1 million to \$100 billion revenue or asset ranges (available in July).

Data Sources

Over 14,000 organizations proxies have been analyzed, many from years 1994 to the present. A similar number of Form 990 nonprofit files can be found on www.eri-eri.com. Run a cursor over a dot on the chart to see the source data. Should you have an Internet connection, you may quickly download the full proxy or 10-K for the year and company in question. ERI's **Executive Compensation Assessor** remains the only source of its kind that analyzes data compiled from all publicly available executive compensation surveys, along with direct analyses of all U.S. SEC Edgar proxy data. Graph plots' sizes (the actual proxy data with various sized points) indicate the closeness of the match. Analyze maximum reasonable compensation and/or illustrate comparables for Board & Tax Planning.



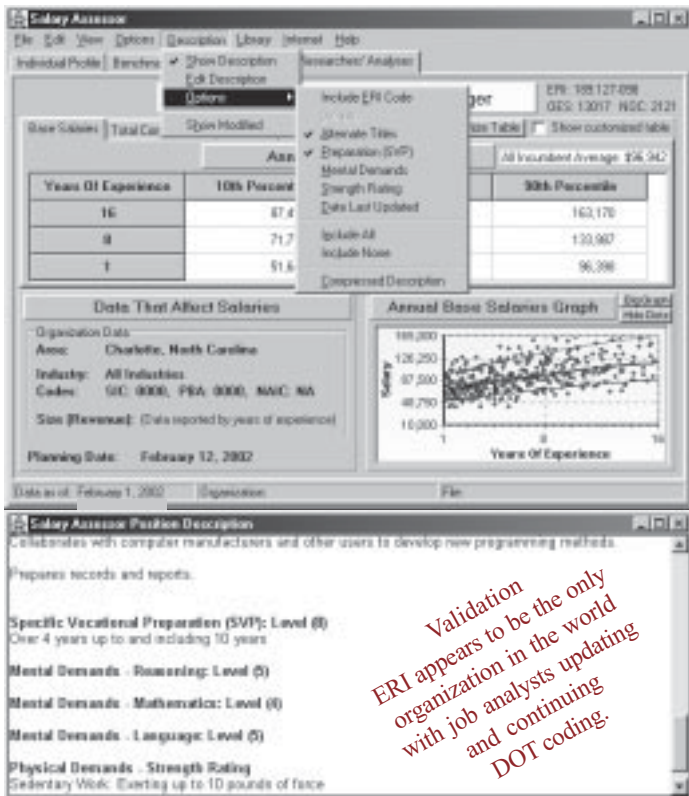
Plotting features allow subscribers to click on any datapoint on the Executive Compensation graph and view the calculation (update percentage applied to proxy values). In addition, if ERI's Platform Library is in the CD-Rom drive, the proxy summary data will load. Select any comparable's data desired and add it to a printed Executive Compensation Report.

Executive Positions

CHIEF EXECUTIVE OFFICER, CHIEF OPERATING OFFICER, TOP FINANCIAL OFFICER, TOP MARKETING & SALES OFFICER, TOP HUMAN RESOURCE OFFICER, EXECUTIVE VICE PRESIDENT, TOP ADMINISTRATIVE OFFICER, TOP ADVERTISING OFFICER, TOP AUDITOR, TOP CIRCULATION OFFICER, TOP CONSTRUCTION OFFICER, TOP CREDIT OFFICER, TOP CUSTOMER SERVICE OFFICER, TOP EDITORIAL OFFICER, TOP EDP OFFICER, TOP ENGINEERING OFFICER, OFFICER, TOP PURCHASING OFFICER, TOP QUALITY CONTROL EXECUTIVE, TOP REAL ESTATE OFFICER, TOP RESEARCH OFFICER, TOP RISK MANAGEMENT EXECUTIVE, TOP SALES OFFICER, TOP TAX OFFICER CORPORATE, TOP TRANSPORTATION OFFICER, TOP TREASURER CORPORATE, BOARD CHAIR, CORPORATE DIRECTOR, CORPORATE SECRETARY, CONTROLLER, ASSISTANT TREASURER CORPORATE, DIRECTOR ACCOUNTING, DIRECTOR ADMIN ENGINEERING, DIRECTOR ADVERTISING, ATTORNEY DIRECTOR LEGAL, DIRECTOR BUDGET, DIRECTOR CASHIERING, DIRECTOR COMPENSATION & BENEFITS, DIRECTOR COMPENSATION, COMPUTER OPERATIONS DIRECTOR, DIRECTOR CONSTRUCTION ENGINEERING, DIRECTOR CONTRACT ADMINISTRATION, DIRECTOR COST ACCOUNTING, DIRECTOR CREDIT & COLLECTION, DIRECTOR CUSTOMER SERVICE, DIRECTOR DISTRIBUTION, DIRECTOR ECONOMIC ANALYSIS, DIRECTOR EDP AUDIT, DIRECTOR FEO, DIRECTOR EMPLOYEE BENEFITS, EMPLOYEE SERVICES DIRECTOR, DIRECTOR EMPLOYEE TRAINING, DIRECTOR EMPLOYMENT, DIRECTOR ENGINEERING, DIRECTOR ENVIRONMENTAL, DIRECTOR FINANCIAL ANALYSIS, DIRECTOR FLEET, DIRECTOR FOOD SERVICES, DIRECTOR GOVERNMENT AFFAIRS, DIRECTOR HARDWARE DESIGN, DIRECTOR INSURANCE, DIRECTOR LABOR RELATIONS, DIRECTOR MANAGEMENT DEVELOPMENT, DIRECTOR MANUFACTURING ENGINEERING, DIRECTOR MARKETING RESEARCH, DIRECTOR MARKETING MEDIA, DIRECTOR MEDICAL, DIRECTOR OFFICE MANAGEMENT, DIRECTOR OPERATIONS, DIRECTOR OPERATIONS RESEARCH, DIRECTOR PACKAGE DESIGN, DIRECTOR PACKAGING, DIRECTOR PERSONNEL, DIRECTOR PLANT, DIRECTOR PLANT PERSONNEL, DIRECTOR PRODUCT DEVELOPMENT, DIRECTOR PRODUCTION PLANNING, DIRECTOR PROGRAMMING, DIRECTOR PROPERTY MANAGEMENT, DIRECTOR PUBLIC RELATIONS, DIRECTOR PURCHASING, DIRECTOR QUALITY ASSURANCE, DIRECTOR QUALITY CONTROL, DIRECTOR RESEARCH & DEVELOPMENT, DIRECTOR SAFETY, DIRECTOR SALES TRAINING, DIRECTOR SECURITY, DIRECTOR SOFTWARE DESIGN, DIRECTOR SYSTEMS & PROGRAMMING, DIRECTOR SYSTEMS ANALYSIS, DIRECTOR TAX COMPLIANCE, DIRECTOR TAX RESEARCH, DIRECTOR TELECOMMUNICATIONS, DIRECTOR TEST ENGINEERING, DIRECTOR TRADE RELATIONS, DIRECTOR TRAFFIC, DIRECTOR WAREHOUSE, FUND RAISING, DIRECTOR BANKING BRANCH ADMINISTRATION MANAGER, BANKING HEAD OF LENDING, BANKING HEAD OF OPERATIONS, BANKING HEAD OF RETAIL, BANKING, BANKING HEAD OF TRUST, BANKING INVESTMENT MANAGER, BANKING LOAN MANAGER CONSUMER, BANKING LOAN MANAGER MORTGAGE, BANKING LOAN MANAGER COMMERCIAL, BANKING SUPERVISOR LENDING ACTIVITIES, BRANCH STORE MANAGER, HOSPITAL ADMINISTRATOR, HOTEL GENERAL MANAGER, PROJECT MANAGER, TOP ENVIRONMENTAL OFFICER, TOP ESTIMATING OFFICER, TOP GOVERNMENT AFFAIRS OFFICER, TOP GOVERNMENT SALES EXECUTIVE, TOP INDUSTRIAL PLANT OFFICER, TOP INVESTOR RELATIONS EXECUTIVE, TOP LABOR RELATIONS OFFICER, TOP LEGAL OFFICER, TOP LONG RANGE PLANNING, TOP MANAGED CARE EXECUTIVE, TOP MANUFACTURING OFFICER, TOP MARKETING OFFICER, TOP MERCHANDISING OFFICER, TOP MERGERS & ACQUISITION EXECUTIVE, TOP PRODUCT DEVELOPMENT OFFICER, TOP PUBLIC RELATIONS

Retrieve full Proxies and/or 10-Ks, 1994 - Present

SALARY ASSESSOR NOTES



*Validation
ERI appears to be the only
organization in the world
with job analysts updating
and continuing
DOT coding.*

Basic Application

Subscribers use the **Salary Assessor** software (ERISA) to assess the competitive rate for a position in today's \$s. **ERISA** is a "virtual, real-time" regression analysis as compared to a "historical report card" approach of traditional salary surveys. Note that a new tab (Researcher's Analysis) contains all the features of the Year 2000 Individual Profile Screen. (We've made the 1st screen, Individual Profile, simpler because of the complexity added with Reliability Statistics/Daubert Challenge data.) Most job descriptions are "survey composites". Enhance the content of the descriptions by selecting **Description / Options** at the top of the **Assessor** screen.

The screenshot shows a table with columns for Job Title, Salary, and other details. The table lists various job titles such as 'Analyst', 'Assistant', 'Coordinator', 'Director', 'Executive', 'Manager', 'Officer', 'Specialist', and 'Supervisor' with their respective salaries.

Data Sources

Salary and COL data sources utilized by all **Assessor Series** software (or not utilized, but recommended by ERI, such as private*, participant-only surveys) can be found at:

- 1) ERI's Internet Home Page www.eri.com.
- 2) **ERI's Platform Library** (Resources), or
- 3) Any of the **Assessors** (top bar tab View/Salary Surveys).

* Participant-only surveys are not and have never been used by ERI in creating analyses.

New Development - EU Applications

The April edition introduces European and UK databases. ERI field research teams have been collecting information during the past years, and the April edition contains full geographic salary differentials for the UK only. **Complete Consultant** and **Full Assessor Series** subscribers: Go to **File | Run** to review this edition. (Counties and cities are profiled at the right.)

\$1 Million to \$100 Billion Scope

As mentioned, ERI researchers continue to work on \$10 billion to \$100 billion datapoints that will allow for accurate July 2002 extrapolations within the \$1 million to \$100 billion revenue or asset range for those positions in **ERISA** that are size sensitive.

56,000 Job Titles

The April EU edition mentioned above also contains a new feature allowing a review of over 56,000 job titles. When fully debugged, it should bring up the closest position within the **Salary Assessor's** database. This feature differs from "Alternative Titles". The latter are titles used for the same position. "Related Titles" are jobs that are not necessarily equal or the same as the position profiled. This matching of positions is done in part by title, an SOC-OES crosswalk, specific duties, and DOT specific vocational preparation, mental demand, and physical demands. And before you note that the U.S. Government has dropped the DOT in favor of O*Net, we refer you to the new 2002 scheme introduced by the BLS for OES data, "Job Zones". Specific Vocational Preparation lives on!



If the EU edition's 56,000 titles (needed because many American and UK names differ for the same job) is a success, we will use this feature in the U.S./Canadian editions. ERI's basic **Salary Assessor** software reports wages and salaries for positions in 298 U.S. and Canadian metro areas. (246 cities are initially analyzed and reported in the new UK edition.) Data is adjusted for geographic area, industry, organization size, and salary planning date. Job data are matched and reported according to job descriptions. The **Salary Assessor** software assists with precise evaluations of market pay; values are always shown in the currency of the specified city's country.

GEOGRAPHIC ASSESSOR NOTES

Research Focus

The **Geographic Assessor** software is an easy-to-use program that aids with the assessment of branch location wage/salary competitiveness and the setting of salary structures. ERI's **Geographic Assessor** software calculates wage and salary differentials between any of over 6,400 North American cities. It assists with precise evaluations of salary structures and is the only source of its kind which reports data compiled from all available salary surveys. The **Geographic Assessor** also reports cost-of-living differentials (for renters) for comparison purposes.

ERI researchers save our subscribers time and expense by collecting and analyzing wage/salary and cost-of-living data. Over 4,000 subscribers now use this **Assessor's** data.

The **Geographic Assessor** wage and salary differentials are derived from thousands of salary/wage surveys and sources. Institute databases are updated daily, and software quarterly updates are released in January, April, July, and October of each calendar subscription year. Tables are displayed and printed according to dollar variances or percentage differentials, and may be ranked, sorted, saved, loaded, and written to printers or files. Suburbs and geographic areas may be grouped as *user-defined* average areas to reflect defined labor market pools or geographic zones. One may also define a labor force area by radius.

New Development - EU Application

The April release contains a UK dataset with the goal of providing both UK and European editions. Our field research teams have been collecting information in 201 unitary aggregates/districts/counties and additional major cities. Interestingly, the range in geographic differentials from +38.4% to -21.4% (London to Conwy) is larger than the differentials found among Canada and U.S. cities. Portuguese, Danish, and Belgium data will be added in the July 2002 edition.

UK Cities

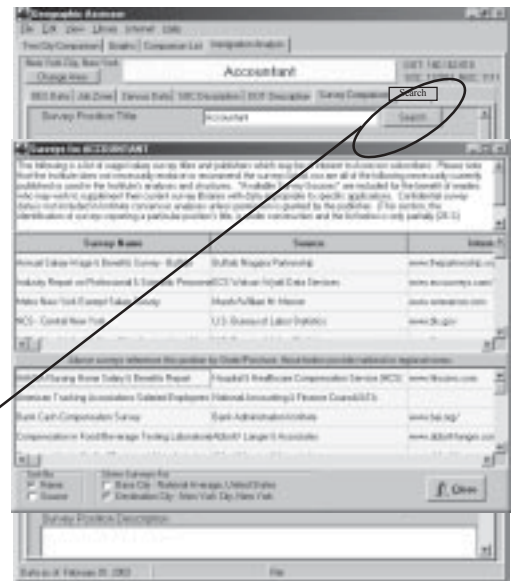
Under File | Run find the **Geographic Assessor** EU edition to review UK differentials between the following cities/unitary aggregates:

NE8	Gatehead, Tyne and Wear	AL13	St Albans, Hertfordshire	EH22	Dalkeith, Midlothian
NE33	South Shields, Tyne and Wear	IP1	Ipswich, Suffolk	IV30	Elgin, Moray
SR1	Sunderland, Tyne and Wear	RM10	Dagenham, Barking and Dagenham	KA12	Irvine, North Ayrshire
NE26	Whitley Bay, Tyne and Wear	EN5	Barnet, Barnet	ML2	Motherwell, North Lanarkshire
DL37	Darlington, Darlington	PA14	Sickup, Bexley	KW15	Kirkwall, Orkney Islands
DH1	Durham, Durham	HA0	Wembley, Brent	PH2	Perth, Perth&Kinross
TS24	Hartlepool, Hartlepool	BR1	Bromley, Bromley	PA16	Paisley, Renfrewshire
TD15	Berwick upon Tweed, Northumberland	NW3	Hampstead, Camden	ZH1	Lerwick, Shetland Islands
TS10	Ricker, Redcar and Cleveland	CR0	Croydon, Croydon	KA7	Ayr, South Ayrshire
TS19	Stockton-on-Tees, Stockton-on-Tees	UB1	Southall, Ealing	G74	East Kilbride, South Lanarkshire
BL1	Bolton, Greater Manchester	N18	Edmonton, Enfield	FK82	Stirling, Stirling
BL9	Bury, Greater Manchester	EN4	Enfield, Enfield	G81	Clydebank, West Dunbartonshire
M09EL	Eccles, Greater Manchester	SE18	Woodwich, Greenwich	EH54	Livingston, West Lothian
SK14	Hyde, Greater Manchester	E2	Hackney, Hackney	HS12	Stornoway, Western Isles
WN7	Leigh, Greater Manchester	W5	Hammersmith, Hammersmith&Fulham	BT41	Antrim, Antrim
M2	Manchester, Greater Manchester	N22	Wood Green, Haringey	BT36	Newtownabbey, Newtownabbey District
OL1	Oldham, Greater Manchester	HA2	Harrow, Harrow	BT22	Newtownards, Antrim District
OL16	Rochdale, Greater Manchester	RM1	Romford, Havering	BT67	Armagh, Armagh District
SK1	Stockport, Greater Manchester	UB8	Uxbridge, Hillingdon	BT63	Portadown, Craigavon
M32	Stretford, Greater Manchester	TW4	Hounslow, Hounslow	BT19	Bangor, North Down
WA7	Runcorn, Halton	N7	Newport, Islington	BT30	Newport, Newport
WA1	Warrington, Warrington	SW7	Chelsea, Kensington and Chelsea	BT74	Enniskillen, Fermanagh
CH1	Chester, Cheshire	W14	Kensington, Kensington and Chelsea	BT78	Omagh, Omagh District
CA1	Carlisle, Cumbria	KW10	Kingston upon Thames, Kingston upon Thames	BT42	Ballymena, Ballymena District
BB1	Blackburn, Blackburn With Darwen	SW9	Brixton, Lambeth	BT53	Ballymoney, Ballymoney District
PR1	Preston, Lancashire	LE14	Levensham, Havant	BT32	Reading, Reading District
L41	Birkenhead, Merseyside	SW20	Merton, Merton	BT38	Carrickfergus, Carrickfergus District
L23	Crosby, Merseyside	E6	East Ham, Newham	BT16	Dundonald, East Lothian
WA10	St Helens, Merseyside	IG1	Ilford, Redbridge	BT51	Coleraine, Coleraine District
S70	Barnsley, South Yorkshire	TW10	Richmond, Richmond upon Thames	EH54	Livingston, Livingston District
DN13	Doncaster, South Yorkshire	SE21	Dulwich, Southwark	BT67	Lurgan, Craigavon District
S60	Rotherham, South Yorkshire	SM2	Sutton, Sutton	BT70	Dungannon, Dungannon District
SI22P	Sherfield, South Yorkshire	E14	Poplar, Tower Hamlets	BT40	Larne, Larne District
BD1	Bradford, West Yorkshire	W15	Walthamstow, Waltham Forest	BT47	Walthamstow, Waltham Forest District
HD61	Brighouse, West Yorkshire	SW18	Wandsworth, Wandsworth	BT45	Magherafelt, Magherafelt District
HD12	Huddersfield, West Yorkshire	SW1	City of Westminster, City of Westminster	BT54	Ballyvaughan, Ballyvaughan District
WU1	Wakefield, West Yorkshire	RG12	Bracknell, Bracknell Forest	BT34	Newry, Newry & Mourne
YO16	Bradfording, West Riding of Yorkshire	RG21	Basingstoke, Hampshire	BT47	Derry, Derry City District
UK1	Kingston upon Hull, Kingston upon Hull	SL1	Slough, Slough	EH80	Edinburgh, Edinburgh District
DN32	Grimsby, North East Lincolnshire	SL6	Maidenhead, Windsor and Maidenhead	AB15	Aberdeen, Aberdeen
DN15	Scunthorpe, North Lincolnshire	RG40	Wokingham, Wokingham	SS14	Basildon, Essex
YO1	York, York	TN24	Hastings, East Sussex	BA1	Bath, Bath & North East Somerset
YO11	Scarborough, North Yorkshire	MK6	Milton Keynes, Milton Keynes	HP9	Beaconsfield, Buckinghamshire
DE1	Derby, Derby	HP20	Aylesbury, Buckinghamshire	BT1	Belfast, Belfast City District
S40	Chesfield, Derbyshire	SO15	Southampton, Southampton	B4	Birmingham, West Midlands
LE14	Leicester, Leicester	RG21	Basingstoke, Hampshire	FY1	Blackpool, Blackpool
LE15	Okham, Rutland	PO31	Cowes, Isle of Wight	BN2	Brighton, Brighton and Hove
LE11	Loughborough, Leicestershire	ME4	Chatham, Medway	BS1	Bristol, Bristol
NN1	Northampton, Northamptonshire	ME15	Maldenstone, Kent	CBS	Cambridge, Cambridgeshire
NG18	Manfield, Nottinghamshire	GU1	Guildford, Surrey	CF1	Cardiff, Cardiff
CV1	Coventry, West Midlands	EH5	Elbow Vale, Havant Gwent	CM1	Chelmsford, Essex
DY1	Dadley, West Midlands	CF31	Bridgend, Bridgend	GL52	Cheltenham, Gloucestershire
B63	Halesowen, West Midlands	CF83	Caepphilly, Caerphilly	RH10	Crawley, West Sussex
B91	Soldihill, West Midlands	SA31	Cardarthen, Carmarthenshire	BT47	Derry, Derry City District
BT42NU	Sutton Coldfield, West Midlands	SW13	Bereyeveth, Ceredigion	EH80	Edinburgh, Edinburgh District
WS1	Walsall, West Midlands	LL30	Llandudno, Conwy	G12	Glasgow, Glasgow
WV11SD	Wolverhampton, West Midlands	LL18	Rhyl, Denbighshire	HG1	Harrogate, North Yorkshire
HR12	Hereford, Herefordshire	CH7	Buckley, Flintshire	HP11	High Wycombe, Buckinghamshire
WR1	Worcester, Worcestershire	LL27	Bangor, Gwynedd	WV1	Wolverhampton, West Midlands
TF34	Telford, Telford and Wrekin	LL65	Holyhead, Isle of Anglesey	LS1	Leeds, West Yorkshire
SY1	Shrewsbury, Shropshire	CF47	Merthyr Tydfil, Merthyr Tydfil	LN2	Lincoln, Lincolnshire
ST15	Stoke-on-Trent, Stoke-on-Trent	NP75	Abergavenny, Monmouthshire	L68NN	Liverpool, Merseyside
ST16	Stafford, Staffordshire	SA12	Port Talbot, Neath Port Talbot	TS1	Middlesbrough, Middlesbrough
CV21	Rugby, Warwickshire	SA73	Milford Haven, Pembrokeshire	IP28	Middlehall, Suffolk
BS23	Wessex Super Mare, North Somerset	LD3	Brecon, Powys	SE1	City of London, City of London
BS37	Yate, South Gloucestershire	CF37	Pontypridd, Rhondda Cynon Taff	NE12	Newcastle upon Tyne, Tyne and Wear
TR15	Redruth, Cornwall	NP45	Pontypool, Torfaen	NR11	Norwich, Norfolk
TQ14	Torquay, Torbay	CF62	Barry, Vale of Glamorgan	NG1	Nottingham, Nottingham
EX2	Exeter, Devon	LL13	Wrexham, Wrexham	OX1	Oxford, Oxfordshire
BH2	Bournemouth, Bournemouth	AB42	Peterhead, Aberdeenshire	PL34	Plymouth, Plymouth
BH15	Poole, Poole	DD1	Aberthaw, Angus	PDS	Partonmouth, Partonmouth
DT1	Dorchester, Dorset	G84	Helensburgh, Argyll&Bute	RG1	Reading, Reading
GL1	Gloucester, Gloucestershire	TD1	Galsashiels, Souths Borders	TN13	Sevenoaks, Kent
TA1	Taunton, Somerset	FK14	Dollar, Clackmannanshire	DD22	Dundee, Dundee
SN1	Swindon, Swindon	DG11	Dumfries, Dumfries&Galloway	SA1	Swansea, Swansea
SP13	Salisbury, Wiltshire	KA3	Kilmarnock, East Ayrshire	NP9	Newport, Newport
LU1	Luton, Luton	G661	Kirkcubright, East Dunbartonshire	UK	National - United Kingdom, United Kingdom
MK40	Bedford, Bedfordshire	EH21	Musselburgh, East Lothian	ST	Scotland - All, United Kingdom
PE1	Peterborough, Peterborough	G76	Eaglesham, East Renfrewshire	WA	Wales - All, United Kingdom
SS1	Southend-on-Sea, Southend-on-Sea	FK14	Falkirk, Falkirk	NI	NIreland - All, United Kingdom
RM17	Grays, Thurrock	KY12	Dunfermline, Fife	EG	England - All, United Kingdom
CO1	Colchester, Essex	PA16	Greenock, Inverclyde		

The screenshot shows a table with columns for 'Survey No.', 'Location', 'Position', 'Wage', 'Salary', and 'Differential'. The data is organized into several rows, likely representing different surveys or locations. The interface includes a search bar and various navigation options.

Search Surveys by Position/Job Name

ERI researchers compile lists of positions reported upon by varying surveys (see *File | Sources*). With the use of the *Search* button in the Survey Input tab of the Immigration Analysis (which now focuses on the overpayment caused by use of OES data), one may review a listing of surveys that report data for a position. Since the use of this feature is for immigration application purposes, surveys shown will typically be those published in the last 24 months with data no more than 48 months old. Neither the UK nor Canada have similar prevailing wage requirements.



RELOCATION ASSESSOR NOTES

Relocation Assessor
File Edit View Options Library Internet Help
Two City Comparison COL Table By Earnings Estimated Per Diem

Prepared For: Sample
Annual Earnings: 50,000

Housing: Own or Rent: Rent, Square Foot: 1,200, Family Size: 1

Automobile(s): Number Owned: 1, Total Value: 25,000, Miles/Year: 33,000

Two City Cost Comparison Data As Of: Feb 01, 2002	Base City Boston, Massachusetts United States Dollar	Destination City London, United Kingdom British Pound	Differentials U.S. Dollar
Consumables	12,484	12,103	3,962
Transportation	6,729	6,619	2,903
Health Services	2,870	1,864	996
Rent/Utilities/Insurance	26,907	25,883	9,996
Income (United States) Income/Payroll Taxes	31,774	22,990	0
Miscellaneous	9,036	6,416	0
Total Cost of Living (incl. own + savings)	90,800	75,490	16,267
COL % of Base City	100.0 ±		
COL % of U.S. Average	100.0 ±		
Monthly Rent	2,095		
Per Diem Lodging	159		
Per Diem Food/Other	46		

Date as of: February 01, 2002

Cost-of-Living

The **Relocation Assessor** software provides detailed two-city comparisons (example shown below). Additional screens display graph comparisons, benchmark listing comparisons of summary *cost-of-living* differentials, and per diem rates in up to 99 cities at a time as compared to one base area (e.g. headquarters) or National Average (U.S., UK, Canadian, etc.) for any of over 10,000 cities.

The **Relocation Assessor** software saves time and effort by allowing modeling based upon spending, family size, tax, and residence rent vs. ownership patterns. New in 2002 is the incorporation of income tax rates unique to each country and city profiled (rather than just U.S. or Canadian income tax equalization). Tax residency may now be changed for either Base or Destination cities.

RELOCATION ASSESSOR
Substrate Analysis Report

Item	Base City	Destination City	Differentials
Consumables	12,484	12,103	3,962
Transportation	6,729	6,619	2,903
Health Services	2,870	1,864	996
Rent/Utilities/Insurance	26,907	25,883	9,996
Income (United States) Income/Payroll Taxes	31,774	22,990	0
Miscellaneous	9,036	6,416	0
Total Cost of Living (incl. own + savings)	90,800	75,490	16,267

2002 Conventions

Look for ERI at any of these Second Quarter events:

May 12 - May 14, 2002

[WorldatWork 2002 Annual Conference and Exhibition](#)

Orlando World Center Marriott Resort & Convention Center

June 12 - June 15, 2002

[2002 AILA Immigration Attorneys Association](#)

San Francisco Hilton & Towers

June 23 - June 26, 2002

[SHRM's 54th Annual Conference and Exposition](#)

Philadelphia, Pennsylvania Convention Center

or visit our new product offerings at www.eri.com.

ERI Research

Our focus research projects for 2002 include:

- o geographic differentials for European countries for both **Salary and Geographic Assessor** editions. UK data was made available at www.eri.com on 2/28/2002.
- o inclusion of hypo-tax calculations for 189 countries.
- o incorporation of nonprofit 990 data into the **Executive Compensation Assessor** software (using a "highest paid, 2nd highest paid, 3rd highest paid" analyses).
- o incorporating **ERI's Platform Library's** 56,000 title concordance into the **EU Salary and Geographic Assessor's** filter (search for closest related position in which ERI has analyzed data).
- o development of web based "tools" for subscribers' (examples: branch manager Salary Planning Sheets, FAVR auto allowances, Black-Scholes Calculator; etc).
- o finishing of 50 courses for the **ERI Distance Learning Center**. Quickly and inexpensively train your new staff members. College instructors - these are excellent one-hour homework assignments (free). CPAs, lawyers, or insurance agents - earn CPE, MCLE, or CE credit.

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- taxation for residents on worldwide earned income
- taxation of anyone on worldwide earned income (who has domestic income)
- social security tax (any type)
- utilize dependent deduction
- allow mortgage interest for residence ownership
- allow property tax deductions
- deductibility of social security tax
- in countries that use or do not use the six-month residency rule

Cost-of-living analyses now proliferate on the Internet. You can quickly ascertain their validity by asking the following questions: "Where do they get their 'consumables' data?" "What happens if I alter currency, home ownership versus rent, family size, automobile ownership, or tax residency?" If you wish to review these other offerings, link to them at www.eri.com/sources. Nothing is truly free; all these sites have some purpose that affect their numbers.

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(See: INSTALLCD.TXT)

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(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.)

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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 online Technical Support at www.eri.com/techsupport/. (See "Subscriber Resources")

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