



ECONOMIC
RESEARCH
INSTITUTE

ERI UPDATE

Quarterly Notes For ERI Subscribers

Professional and Consultant Editions

The majority of ERI's subscribers utilize ERI's Assessor Series® data to assist in compensation planning activities. Over the years, ERI has added features and datasets to Assessor Series programs with many of these enhancements designed for evidentiary purposes. Compensation planning applications are now found in Professional editions of each Assessor Series release; litigation and corporate governance applications are found in the Consultant editions which include all Professional edition features. (Demonstration editions are free and provide limited access to both Professional and Consultant edition data.)

ERI's Geographic Assessor®

Prevailing Wage immigration data is being added to the Relocation Assessor Consultant edition. This section will be renamed "Employment Data" and include ERI's Job Availability Survey results. Employment data and Census data are downloadable when a user first accesses the Employment Data tab. These files are useful in office or plant location determinations or affirmative action planning (breaking 2000 US Census data into county statistics for demographic trending).

ERI's Salary Assessor® & Survey

When combined with the Geographic Assessor, it now illustrates the impact of functional area differentials (health care variances are not necessarily equivalent to the general average variance in any particular geographic area). The Consultant edition contains top level executive positions from the Executive Compensation Assessor & Survey (salary/bonus for 500 additional titles).

ERI's Executive Compensation Assessor® & Survey

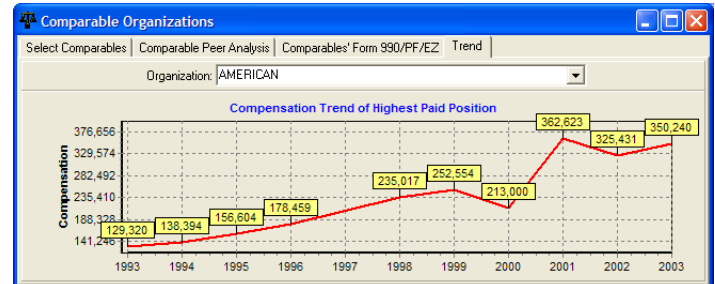
The Survey & Proxy Analyses table has been modified to include additional long-term compensation elements as derived from SEC filings (stock appreciation rights, restricted stock awards, long term compensation, etc.). Data sources include 8-Ks, 10-Ks, proxies, OCR reading of documents and other surveys.

Position	Year	Annual Compensation Salary	Bonus	Total Cash Comp.	Stock Appr. Rights	Rest: Stock Awards	Long Term Comp.	All Other Comp.	Total All Comp.
Chief Executive Officer	2005								
Estimated Survey Mean Comp.		588,622	431,532	1,020,154	160,890	659,176	367,830	40,079	2,248,129
Maximum Reasonable Comp.		1,078,770	1,524,277	2,603,047					
Chief Operating Officer	2005								
Estimated Survey Mean Comp.		399,936	196,999	596,935	80,089	331,032	164,725	23,574	1,196,355
Maximum Reasonable Comp.		732,980	790,216	1,523,196					

Data That Affects ERI Salaries		Base Salary Graph	
Organization Data	Area: United States Average		ERI Graph Hide Dots
Industry: All Industries	Codes: eSIC: 0000, NAICS: 000000, usSEC: 0000		
Size (Revenue): 1,000,000,000	Valuation Date: October 1, 2005		
Annualized Salary Trend: 3.00%			

Compensation Comparables Assessor™ & Tax-Exempt Survey

A Trend tab has been added for the Consultant edition. Over 120,000 organizations are now part of this survey, the result of ERI's optical character recognition reading of public documents.



ERI's Valuation Comparables

ERI has discovered a rich cache of information regarding privately held corporate pay practices among the millions of 8-Ks filed electronically with the SEC (when publicly-traded firms purchase a privately held entity). We are adding the financial data from these files to ERI's Platform Library's "Valuation Comparables" found under File | Run a Program (top left of screen).

ERI's Relocation Assessor®

Research and programming is ongoing relating to the "Plant/Office Relocation" tab/screen that, once completed, will contain labor cost and other data relating to a "full operations" relocations, immigration wage data, and other demographics.

ERI's Salary Increase Survey

Access ERI's evergreen survey via www.salariesreview.com or the top bar of ERI's Platform Library. Unique to 2006 budget surveys, it profiles expected increases by job function (accounting pay is moving faster than engineering and within accounting, certain skills are in higher demand).

PAQ's eDOT®

eDOT, Professional edition, is the original DOT format with its 64 Selected Characteristics of Occupations (SCOs) for the old DOT jobs that still exist. eDOT+, the Consultant edition, contains an additional 35 work measures, Assessor Series jobs, and access to ERI's Job Availability Survey for use in the disability determination process. 150,000 PAQ post-1991 job analyses are now included.

For Assessor Series, eDOT or Reference subscribers, 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 two quarterly releases of each year's subscription.

PROFESSIONAL & CONSULTANT EDITIONS

Assessor Series Consultant Edition Research

Our subscribers tell us that when it comes to compensation decisions, it's the quality of the data, not the web/program delivery system that counts. That said, **Assessor Series** programs for a PC are thousands of times faster and more complex than web offerings, making each subscriber an 'instant encyclopedia' of reliable compensation information. (Picture a top manager calling/asking, "How much does xxxx job make?" and expecting an immediate and accurate answer; one upon which a respondent's career might depend.) ERI's research:

- o Saves users time
- o Saves users expense
- o Provides easy and automatic updates via the Internet, CD or memory key
- o Connects to ERI's terabyte servers for millions of source data retrievals
- o Saves users effort
- o Makes one an expert
- o Serves as an "outsourcer" of compensation, HR benefit, and cost research
- o Is supported by on-line courses, tutorials, symposia and 24 hr/phone support each workday

ERI data is used by thousands of subscribers and accepted in courts of law. One might ask, "If US Federal Courts won't accept the compensation data you use, why would your Board or top management?" 90% of Fortune 500 companies, all the major consulting firms, the IRS, NY State AG Spitzer's office and thousands of others, including most state and Federal Courts, use and rely on **Assessor Series** Consultant edition data. A comparison of Professional edition and Consultant editions' content is shown below:

Semantic Searches

Salary surveys collect data using different position descriptions. For a number of reasons, an "Accountant" in one survey may not meet the strict position description of an "Accountant" in another survey. ERI uses a sophisticated form of semantic analysis to match surveys and jobs. As of October 2005 **Assessor Series** editions now equip subscribers with ERI researchers' semantic search ability to match position descriptions. Click the Semantic Search button, type in a search string (or paste in a position description), click the OK button, and review the results by Relevancy. This capability is now available in all **Assessor Series/eDOT** products.

2006 ERI Research Product Configuration			
Assessor Series Editions <i>Assessor Software & Databases</i>	Free <i>- demonstration -</i>	Professional <i>- planning -</i>	Consultant <i>- governance -</i>
Full Assessor Series FAS Professional Assessor Series PAS (old CCS) Consultant Assessor Series CAS (old GRS)	ERI's Platform Library ERI's Platform Library ERI's Platform Library	SA, GA, RA, and DOT FAS plus eDOT, XA, CA, and UK/EU	PAS plus XA+, SA+, GA+, CA+, RA+, and UK/EU+
Salary Assessor SA & SA+ Geographic Assessor GA & GA+ Relocation Assessor RA & RA+ Compensation Comparables Assessor CCA & CCA+ Executive Compensation Assessor (2 databases: US Proxy/10-K, UK/EU Annual Reports) XCA & XCA+ Remuneration Series EU & EU+ Valuation Comparables found on ERIFL PAQ's enhanced Dictionary of Occupational Titles DOT, eDOT, & eDOT+	Illustration SA and SA+ demo display research access to position titles beginning with the letters "Ca-Ch", eSIC = 0000, and/or 3080 and cities/ areas beginning with the letter A-B. Illustration GA and GA+ demo gives you research access to cities/areas A & B and for the Consultant edition demo containing prevailing wage comparisons: position titles beginning with the letters "Ca-Ch", eSIC = 0000 and 3080. Illustration RA and RA+ demo gives research access to position titles beginning with the letters "Ca-Ch", eSIC = 0000 and 3080. Illustration CCA & CCA+ editions provide access to position titles beginning with the letters "Ca-Ch" with National Norms with eSIC = 3080. Tax Exempt is NTEE = S40. Illustration XCA & XCA+ editions provide access to position titles beginning with the letters "Ca-Ch" with National Norms with eSIC = 3080. Tax Exempt is NTEE = S40. SA & GA demonstration copies give you research access to position titles beginning with the letters "Ca-Ch" and the location of "United Kingdom Average." Illustration VCA & VCA+ provide access to corporations with area = US, industry eSIC = 3080, and city/ areas beginning with the letter A-B. Full free access to the Archive DOT edition (all titles, areas and industries in last US 1991 revised DOT). Also serves as an eDOT+ demo for jobs starting with the letters "A" & "B" for: United States Average; Atlanta, GA; & Boston, MA. Includes eDOT Job Analysis Form.	Provides base salary, wage, incentive, and total comp levels for 5,200 non-executive position titles in the US and Canada. Analyses based on input by organization location, industry, size and salary planning date. (7,600 areas profiled if run with the Geographic Assessor .) Supplemented by brief job descriptions, geographic lists configured to benchmark rates, and/or cost-of-living norms. <i>ABenchmark List</i> assesses an organization's competitive position. Two-city salary and wage comparisons by earnings level for branch-office salary planning in over 7,600 U.S./Canada areas. Supplemented by graphic illustrations, cost of living comparisons, and a salary/area comparison table (base city compared to multiple other locations). Used by 1,000s of organizations to define branch office salary structures and capture local pay rates. Create two-city cost-of-living reports between 7,000 US and Canadian areas. Reports are based on input of employee's earnings level, family size, home size (owned or rented), and automobiles (number, value, and distances driven). Per diem rates with data derived from www.salaryreviews.com . Use with an employee. Provides ERI research of US tax exempt competitive compensation, benefits and allowances levels by industry, location/area, date, and organization size. Utilizes data gathered by OCR reading of Form 990/PF/EZs. US Nonprofit data only. Links to 2 million Form 990s, 990EZs and 990PFs, most recent data only. For-profit analyses to use in SOX and reasonable compensation analyses. Accesses raw data utilized since 1994, including over 10,000 US corporations' proxies and 10-K's from mid-1990s to present. Presents Daubert statistics (standard error & # observations) and reasonable compensation estimates. Captures data by function, 230 major US cities, most recent data only. Both the Geographic and Salary Assessors described above with UK/EU city areas (Germany & France not yet added, but scheduled for 2006). Pounds to north, Euros to south much like Canada/US \$s design. Provides 10-K data from SEC files with access to raw data downloads of source proxies and 10-Ks - 1994 to present (publicly-traded companies only) eDOT, the enhanced Dictionary of Occupational Titles, is an undated electronic version of the US Dictionary of Occupational Titles with the added/updated 2nd abandoned US DOT text, the Selected Characteristics of Occupations Defined in the Revised DOT . Includes the 64 DOT/SCO measures. Positions still found in the economy are compared with an Archive DOT's. These SCO measures' source data (PAQ field job-analysts, subscribers/users of eDOT's cybernetic system, and other input) are also displayed via the eDOT Skills Project, including calculations of "rates of error" (three standard deviation options exist: all and exclude Internet data or SME analyses).	All Professional Edition data/features, plus data for ~500 executive job titles (these positions had previously been found only in the Executive Compensation Assessor). An enhanced <i>Researcher's Analyses</i> screen provides access to the raw salary data or profiles incorporated in these analyses. Reliability statistics (standard error and # observations for Daubert Challenges), lost wages calculator, prevailing wage analyses and full eDOT descriptions are also included. All Professional Edition features; useful for compliance, affirmative action planning and bids for government contracts. 1990 - 2000 Census data, trending to present data and adjusting for state groupings and county redefinitions. Provides baseline reference data for affirmative action reports and proposed OFCCP 11246 Regulation analyses. (Also in RA+.) All Professional Edition data, plus data for worldwide areas, combining to create over 10,000 city areas. Labor cost model under development. Census data combined with ERI's Job Availability Survey and immigration - prevailing wages providing a plant/office transfer/opening assessment. Use for a corporate assessment. All Professional Edition features, with access to historic US data for organizational trend analyses and "showing all dots" (n standard deviation limit). Used for litigation support and Intermediate Sanctions rebuttable presumption preparation and independent survey analyses per IRC 4951/4958. Contains an "Admin" tab for nasconet consideration. All Professional Edition features, plus historic raw datasets and UK and EU Annual Report tables. Used for Sarbanes-Oxley analyses and Board level planning of direct cash (salary levels and incentives), long term incentives, stock appreciation rights, SERPs, benefits, stock options and other executive allowances. All Professional Edition data/features, plus the Executive Compensation Assessor , which contains UK data (annual reports) and other EU corporate remuneration (as other countries in addition to the UK are now beginning to report executive compensation data). Provides 10-K and 8-K data from SEC files with access to raw data downloads of the 8-Ks (and 10-Ks and proxies of publicly-held corporations). Professional Edition data features, plus those jobs new to the economy as found in ERI's Assessor Series. eDOT contains eight programmed edition applications, job availability statistics, potential employers, and other features including the eDOT Skills Project's 35 new worker measures that reflect the modern day workplace (sit/stand/shuffle, stress, etc. <u>Use of eDOT+ (typically in disability determinations) is conditioned on a Subscriber agreeing to and signing an End User License Agreement Rider, call PAQ @ 800.292.2198 for details.</u> Like eDOT, this 8 edition release contains the ability to create different SCO weights, measures. SCOs and full job descriptions exist for all jobs.

ERI PRODUCT ORDER SHEET

www.erieri.com
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ERI's ASSESSOR SERIES® software databases (single annual subscriptions, updated quarterly, most recent data)

- ERI's Salary Assessor® & Survey Professional Edition SA** \$ 889. \$ _____
- Consultant Edition** (with added executive/director titles) **SA+** \$ 1,479. _____
- ERI's Geographic Assessor® & Pay Survey Professional Edition GA** \$ 889. \$ _____
- Consultant Edition** (with immigration/census/OES data) **GA+** \$ 1,479. _____
- ERI's Relocation Assessor® & COL Survey Professional Edition RA** \$ 889. \$ _____
- Consultant Edition** (with plant relocation labor cost analysis - 2006) **RA+** \$ 1,479. _____
- ERI's Executive Compensation Assessor® & Survey Professional Edition XA** \$ 2,389. \$ _____
- Consultant Edition** (EU data in addition to U.S. proxy/10-K) **XA+** \$ 3,979. _____
- ERI's Compensation Comparables Assessor™ Professional Edition CA** \$ 889. \$ _____
- Consultant Edition** (all data, trend and historic analyses) **CA+** \$ 2,389. _____
- PAQ's Dictionary of Occupational Titles Revised DOT** (Archive 1991 US DOT) ----- free -----
- Professional Edition** (old DOT/SCO format for DOT jobs still existing) **eDOT** \$ 489. \$ _____
- Consultant Edition** (new jobs, 35 new SCOs, job availability stats, etc.) **eDOT+** \$ 889. \$ _____
- (License Rider required with eDOT+)*
- ERI's Platform Library® ERIPL** ----- free -----

COMBINED SERIES software databases (single annual subscriptions, updated quarterly)

- Remuneration Series Professional Edition UK/EU** (GA & SA) £ 889. \$ _____
- Consultant Edition** (with UK Executive Comp data) **UK/EU+** £ 1,479. _____
- Full Assessor Series FAS = SA, GA, RA & eDOT** \$ 2,667. \$ _____
- Professional Assessor Series PAS = FAS & UK/EU, CA & XA** \$ 5,945. \$ _____
- Consultant Assessor Series CAS = PAS & SA+, GA+, RA+, CA+, XA+ & UK/EU+** \$ 8,417. \$ _____
- (License Rider required with eDOT+)*

NETWORK SUBSCRIPTIONS A separate license is required for each accessing PC.

- Assessor Series Price** \$ _____ X the # of users _____ = \$ _____

OTHER RESEARCH PRODUCTS

- ERI's Geographic Reference Report 2006** (single hardcopy edition) **GRAF** \$ 489. \$ _____
- ERI's Distance Learning Center** (compensation courses at www.eridlc.com) \$ 29. -- order on-line only--
- 2006 Salary Increase Planning Survey** (on-line at www.eri-salary-survey.com) \$ 89. -- with participation--
- (free for Assessor Series subscribers via ERIPL, \$159 for non participants)*

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For CA and WA subscribers, add applicable sales tax: \$ _____

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Memory Key Option - No Installation!

A World of Compensation Data Instantaneously at Your Fingertips

Consultant Assessor Series (CAS) subscribers now have the option of letting ERI do all the work of installation for them! Subscribers with a compatible USB port may opt to receive their quarterly updates via memory key instead of CD-ROM. No installation required. Simply plug the memory key into an available USB port on your computer and run ERI's research products directly from the key (also known as pen drive, jump drive, thumb drive, key drive or memory stick).



In addition to bypassing installation, a memory key frees up hard drive or network space formerly used by ERI products. It also provides a new dimension in portability: plug the key into the USB port of any machine (up to two per End User License Agreement). Ideal for organizations that do not allow employees to install applications to their hard drives or consultants/analysts/expert witnesses where a quick installation is needed. (ERI suggests that you discuss this option with your IT Department.) In addition to the memory key option, CAS subscribers may always request CD-ROMs for installation and/or install and update from the Internet. (This offer may be limited; a beta test in October 2005).

Contact ERI at 800.627.3697 or visit www.eri.com for more information.