



ECONOMIC
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ERI UPDATE

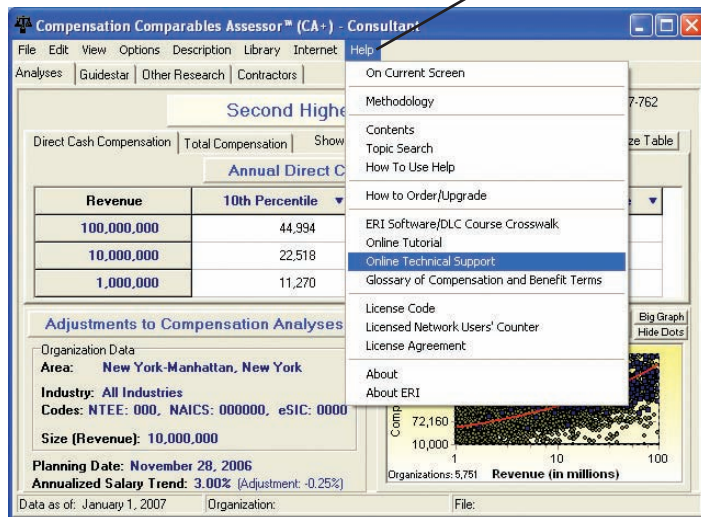
Quarterly Notes For ERI Subscribers

Salary Planning for 2007

ERI's Evergreen **Salary Increase Survey** for 2007 continues to be 0.2% (2/10 of 1%) higher than other surveys. Subscribers report efforts to retain key talent as being the primary cause. With all the media hype, it is sometimes difficult to recognize that the US economy is much more than interest rates, Congress writing new laws, the stock market, and/or housing costs. What organizations are tomorrow depends upon the staff they are developing and retaining today. Many subscribers report seeing a strong and robust future for both the US and worldwide economy in 2007.

Subscriber Assistance

ERI has a commitment to increasing the skills and competencies of the staff of our subscribers, particularly those new to the trade. We do not provide fee-for-service consulting, but we do offer extensive free resources, including online ERI Distance Learning Center (DLC) courses, tutorials, on-line slide shows, methodologies, help files, interactive exercises, and newsletters. Review the support offered for any of the **Assessor Series**® by selecting a Help tab.



We also offer one- and two-hour (fee) Internet assisted webinars:

DATE	TIME	SUBJECT
01/09/2007	9:00 AMPST	Salary Planning
01/10/2007	9:00 AMPST	Compensation Basics
01/30/2007	9:00 AMPST	Designing Base Pay Structures
02/14/2007	9:00 AMPST	Analyzing & Using Salary Survey Data
02/27/2007	9:00 AMPST	Designing Base Pay Structures
02/28/2007	9:00 AMPST	Compensation Basics
03/20/2007	9:00 AMPST	Analyzing & Using Salary Survey Data
03/27/2007	9:00 AMPST	Designing Base Pay Structures

It's a good use of the web amidst the mad, bad and sad in our tradecraft. To quote: "... with the spreading influence of the Internet, many are trading in authoritative and accurate for cheap and convenient."

http://www.macleans.ca/topstories/life/article.jsp?content=20061030_135406_135406

Assessor Series Accuracy

ERI has committed to ambitious data collection efforts in a variety of new forms. Our hypothesis has been that our **Assessor Series** data are accurate, from 20 years ago to the present. The following methodologies (each independent of another) serve to prove already reported averages and ranges (from the analysis of other available survey sources used under license). They include:

- OCR data extraction and digitization of public documents
- ERI's patented interactive technologies and web surveys*
- eDOT disability claimant application assistance and input
- earnings verification (loans/staffing applicants) affiliations
- test mining of web posted skill/competencies on job boards
- millions of individual and analyst web visitors' contributions

There are ~150 million US job incumbents employed. Allowing for duplications, ERI has data on ~ 40%. The greatest variances are found in dynamic labor markets like that of Western Canada (because salary survey data tend to lag the market). The new approaches give promise of solving that problem, while making many of our **Assessor Series** products more a census than a survey.

ERI has entered into an Agreement with Guidestar (Philanthropic Research, Inc.) to incorporate historic and present data into the **Assessor Series**. They have sent us over 20 million lines of data digitized from publicly reported Form 990s (executives and directors*).

Archival Salary Surveys

At subscriber request, in December 2006 ERI changed its R&D focused **SalariesReview** web site (www.salariesreview.com) to one that offers hardcopy salary survey reports. These on-demand salary surveys access **SalariesReview**'s library of databases that increased in size by over 40% this past Quarter.* Each captures 4 independent survey source datasets frozen in time (30th June), along with **Assessor Series** norms for that date.

CREDIBILITY, SPEED, ACCURACY

Instant Answers to the Most Difficult Compensation Questions

Ten thousand subscribers (over 20 thousand if you count those who subscribe/review salaries once every 3 - 5 years) keep **ERI's Platform Library** icon on their desktop for instant access. Picture an executive suddenly demanding a pay range for a potential new position or a cost-of-living comparison between two cities. Instant answers are always expected from the designated compensation or HR expert. When you rely on **Assessor Series** data, you are accessing the same data used in Federal Tax Courts, by subscribers like the IRS itself and State Attorney Generals, and 100s of consulting firms. Because some analyses are complex, in 2005 ERI broke out the more sophisticated applications into "consultant" vs. "professional" editions. Briefly:



2007 ERI's Assessor Series Research Product Configuration

ERI's Nanosecond Review; click on a red link to immediately order and/or download

Assessor Series Editions <i>Database Applications:</i>	Free <i>- demonstration -</i>	Professional <i>- planning -</i>	Consultant <i>- governance -</i>
Salary Assessor SA & SA+	Illustration SA & SA+ demo displays 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. (Download free)	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. A Benchmark List assesses an organization's competitive position. (Subscribe @ \$889)	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, SAuk/eu data, and full eDOT descriptions are also included. (Subscribe @ \$2,389)
Geographic Assessor GA & GA+	Illustration GA & GA+ demo gives research access to cities A & B; the Consultant edition demo contains prevailing wage comparisons: job titles beginning with the letters "Ca-Ch", eSIC = 0000 and 3080. (Download free)	Two-city salary and wage comparisons by earnings level for branch-office salary planning in over 7,600 US/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. (Subscribe @ \$889)	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 along with all GAuk/eu data. (Subscribe @ \$2,389)
Relocation Assessor RA & RA+	Illustration RA and RA+ demo provides research access to cities A & B; the Consultant edition contains a Labor Cost demo with job titles beginning "Ca-Ch", eSIC = 0000 and 3080. (Download free)	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 auto (number, value, and distances driven). Per diem rates with data derived from www.salariesreview.com . Use with an employee's relocation and/or recruitment. (Subscribe @ \$889)	All Professional Edition data, plus data for worldwide areas, combining to create over 10,000 city areas. Labor cost model for plant relocations. Census data combined with ERI's Job Availability Survey and immigration - prevailing wages providing a plant/office transfer/opening assessment. Use for facility/office relocation assessments. (Subscribe @ \$2,389)
Nonprofit Comparables Assessor CA & CA+	Illustration CA & CA+ demo provides access to position titles beginning with the letters "Ca-Ch" with National Norms with eSIC = 3080. Tax Exempt is NTEE = S40. (Download free)	US tax exempt competitive compensation, benefits and allowances levels by industry, area, date, and organization size within +/- 1 standard deviations of the mean. Utilizes data gathered by OCR/digitization of Form 990/PF/EZs and lease from Guidestar. Links to 3 million Form 990/PF/EZs reporting pay on 22 million positions/incumbents. (Subscribe @ \$489)	All Professional Edition features, with access to historic US data for organizational trend analyses and "showing all dots" (no standard deviation limit). Used for litigation support and Intermediate Sanctions rebuttals; an "independent survey" per IRC 4951/4958. Subscribers include the State of New York AG Office and the IRS National TEE offices. (Subscribe @ \$5,668)
Executive Compensation Assessor (4 databases: US Proxy/10-Ks, 8-Ks, UK/EU Annual Reports & Canadian SEDAR data) XCA & XCA+	Illustration XA & XA+ edition demo provides access to position titles beginning with the letters "Ca-Ch" with National Norms with eSIC = 3080. Tax Exempt is NTEE = S40. (Download free)	For-profit analyses to use in SOX, litigation, and reasonable compensation analyses. Daubert statistics (standard error & # observations) and reasonable compensation estimates. Includes source data from 14,000 US publicly-traded corporations with access to raw data downloads of source proxies and 10-Ks - 1994 to present. The IRS National Appeals Office has been a subscriber since 1990. (Subscribe @ \$2,389)	All Professional Edition features. Used for Board planning of direct cash (salary levels and incentives), long term incentives, stock appreciation rights, SERPs, benefits, stock options and other executive allowances. Includes international data with source data from 1,900 EU firms and 10-K and 8-K data from SEC files and Canadian data. Download original documents. Review new 2007 reporting fields. (Subscribe @ \$3,279)
PAQ's enhanced Dictionary of Occupational Titles the Occupational Assessor OA & OA+ eDOT & eDOT+	Illustration eDOT & eDOT+ with the Archive DOT, FLSA, & Disability Determination modules for jobs starting with the letters "A" & "B" for: US Average, Atlanta, & Boston. Also illustrates tabs/functions available (job availability, archived job postings, employers, etc.) with a Disability Series subscription. (Download free)	eDOT/OA models the new US FLSA overtime job analyses (8/23/04 rules. eDOT is an updated electronic version of the US DOT and the <u>Selected Characteristics of Occupations</u> including the 64 old DOT/SCO and 35 new PAQ eDOT work measures. SCO measures' source data (PAQ field job-analysts, subscribers/users of eDOT's cybernetic system, and other input) are displayed via the eDOT Skills Project, including calculations of "rates of error" as a starting point for an FLSA analysis for any of over 10,000 jobs. (Subscribe @ \$489)	All Professional Edition data features, plus those jobs new to the economy as found in ERI's Assessor Series. Contains a Disability Determination module for identification of alternative jobs. (Subscribe @ \$889; with a Disability Series subscription job availability statistics, potential employers, job board archives, US SSA DI estimates and other features are also available.) Use of eDOT+ is conditioned on a Subscriber agreeing to/signing an End User License Agreement Rider; call PAQ @ 800.292.2198 for details. Carriers must also use CAS.
Full Assessor Series FAS	ERI's Platform Library (Download free)	SA, GA, RA, and eDOT (Subscribe @ \$2,667, save \$978)	
Professional Assessor Series PAS	ERI's Platform Library (Download free)	FAS, XA and CA (Subscribe @ \$4,306, save \$1,728)	
Remuneration Assessor Series RAS	ERI's Platform Library (Download free)	GAuk/eu, RAuk/eu, SAuk/eu, and XAuk/eu (Subscribe @ £1,912, save £844)	
Disability Assessor Series DAS	ERI's Platform Library (Download free)		GA, CA, eDOT+ and SA+ (Subscribe @ \$6,556, carriers must also subscribe to CAS for access to PAQ/ERI file servers)
Consultant Assessor Series CAS	ERI's Platform Library (Download free)		PAS plus XA+, SA+, GA+, CA+, and RA+ (all UK/EU) (Subscribe @ \$5,668, save \$5,267)

Please call 800.627.3697 if you have questions. ERI's subscriber services are available 24/5 (with our London and West Coast offices).

ERI PRODUCT ORDER SHEET

www.eri.com

800.627.3697

ERI's ASSESSOR SERIES® & Surveys software databases (single annual subscriptions, updated quarterly, most recent data)

- ERI's Platform Library® ERIPL** ----- free -----
- Salary Assessor® & Survey Professional Edition SA** \$ 889. \$ _____
 Consultant Edition (with added executive/director titles, also UK/EU data) **SA+** \$ 2,389.
- Geographic Assessor® & Pay Survey Professional Edition GA** \$ 889. \$ _____
 Consultant Edition (with immigration/census/EEO-1 data, also UK/EU data) **GA+** \$ 2,389.
- Relocation Assessor® & COL Survey Professional Edition RA** \$ 889. \$ _____
 Consultant Edition (plus international locations and new labor cost model) **RA+** \$ 2,389.
- Executive Compensation Assessor® & Survey Professional Edition XA** \$ 2,389. \$ _____
 Consultant Edition (EU & Canada; plus US proxy/10-K, & valuation norms) **XA+** \$ 3,279.
- Nonprofit Comparables Assessor & Tax-Exempt Survey™ Professional Edition CA** \$ 489. \$ _____
 Consultant Edition (with CAS data/dots; with data >+/- 1.0 standard deviations) **CA+** \$ 5,668.
- Occupational Assessor™ & Survey eDOT® Professional Edition eDOT** \$ 489.
 Consultant Edition (new jobs, 35 new SCOs, & PAQ's updated characteristics) **eDOT+** \$ 889. \$ _____
(License Rider required with eDOT+; for access to other databases, see DAS below)

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

- Full Assessor Series FAS = SA, GA, RA, eDOT, CA** \$ 2,667. \$ _____
- Professional Assessor Series PAS = FAS, XA** \$ 4,306. \$ _____
- Consultant Assessor Series CAS = PAS & SA+, GA+, RA+, CA+, XA+, RAS** \$ 5,668. \$ _____
- Disability Assessor Series DAS = SA+, GA, CA, eDOT+** (with access to PAQ's Job Availability, Potential Employers, Job Postings, Earnings Profile, & SSDI Estimate - carriers please call) \$ 6,556. \$ _____
- Remuneration Assessor Series RAS= GAuk/eu, SAuk/eu, RAuk/eu & XAuk/eu** £ 1,912. £ _____

NETWORK SUBSCRIPTIONS A separate license is required for each individual user.

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

OTHER RESEARCH PRODUCTS

- ERI's Second Annual Technical Users Conference** (April 22-24, 2007 - tentative) \$ 889. \$ _____
- ERI's Geographic Reference® Report 2007** (single hardcopy edition) **GRAF** \$ 489. \$ _____
- ERI's Distance Learning Center** (courses for those new to compensation at www.ERIDLC.com) --free (fee for exam)--
- 2007 Salary Increase Planning Survey** (online at www.salariesreview.com) \$ 89. --with participation--
(free for Assessor Series subscribers via ERIPL Salary Increase Survey tab)

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Foreign duties/taxes are a subscriber's responsibility

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8575 - 164th Avenue NE, Suite 100 ♦ Redmond, Washington 98052 USA ♦ tel 800.627.3697 ♦ fax 800.753.4415
www.eri.com ♦ info.eri@eri.com ♦ US FEIN 33-0356443



INSTALLATION GUIDELINES

(See: Install.txt)

INSTALL/UPDATE

ASSESSOR SERIES FROM CD-ROM

ERI's quarterly dataset updates are provided via Internet download, memory key, or CD-ROM. All Assessor Series applications and their Demos can be accessed and/or installed from ERI's Platform Library CD-ROM.

To install from CD-ROM:

1. Check the date printed on the front of ERI's Platform Library CD-ROM to make sure that it is for the most recent quarter.
2. Place the CD-ROM in the drive and shut the drive door.
3. The CD-ROM should auto-run (may take up to 15 seconds). If after 15 seconds the CD-ROM does not auto-run, contact your organization's internal technical support department. Something may be wrong with your CD-ROM drive or device drivers. To manually run the CD-ROM:
a) Click the Windows "Start" button. b) Select "Run." c) Type "d:\eri.exe." d) Click the "OK" button.
4. Once the CD-ROM runs, you will see ERI's Platform Library window, and you may be prompted to install or update: New subscribers may select "Install" from the "Options for New Users" dialog. If you are a returning subscriber with a prior quarterly update already installed, click "Yes" when prompted to update. You may also select any option from the "To Install" menu (at the top of ERI's Platform Library window). If you are adding a new product to an existing subscription, click "Ignore" to input a new license code.



CURRENT SUBSCRIBERS: AUTOMATIC UPDATES

Each time one of ERI's Assessor Series software applications is run on a computer with an active Web connection, the application's automatic update program (XXXXXupdate.exe – found in each installed program's directory) checks for new updates on the Internet. Users are prompted when new updates (quarterly updates as well as occasional mid-quarter updates) are available. This is the easiest option for subscribers – the automatic update program does all the work of downloading, extracting and installing the latest files.

CURRENT SUBSCRIBERS: MANUALLY UPDATE ERI'S DATA FROM THE WEB

Subscribers may also manually download and install the latest updates.

1. Go to www.eri.com and click "Updates," then the "download" link for the appropriate Assessor Series software product.
2. Follow the instructions posted on the right side of the Updates Web page in your Internet browser.

INSTALL/UPDATE FROM A MEMORY KEY (CAS SUBSCRIBERS)

No installation required. ERI does all the work of installing your personal subscription to the Memory Key. Simply plug and play!

GENERAL INSTALLATION INFORMATION

ERI's software applications are designed to run on Windows NT, 2000, ME, and XP. Each quarter, a CD-ROM is mailed to subscribers from which all software applications may be installed. Pre-installed memory keys are also available. In addition, all software applications may be downloaded and installed from the Internet. For more information on installation options, please select **Help | Topic Search Support** (from www.eri.com, click **Support**, then click **Tech Support Pages**). Better yet, sign up for an **Assessor Series Conference Call Symposium** (from www.eri.com, click **Support** then select **Assessor Teleconferences**). Call any weekday; we are staffed 24 hours/workday, 800-627-3697. From Europe, call 0044-207-409-5060.

OTHER RESOURCES/WEB SITES

- ERI's patented online surveys: www.eri.com
PAQ's work analysis resources: www.paq.com
ERI's UK/EU research site: www.eri.co.uk
ERI's Distance Learning Center: www.eridlc.com
SReview's traditional surveys: www.salariesreview.com
... and example linking sites: www.nycharities.org

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