

ERI's Executive Pay Software



Research competitive executive salaries
in the UK, Europe, and North America

CALCULATE EXECUTIVE SALARIES

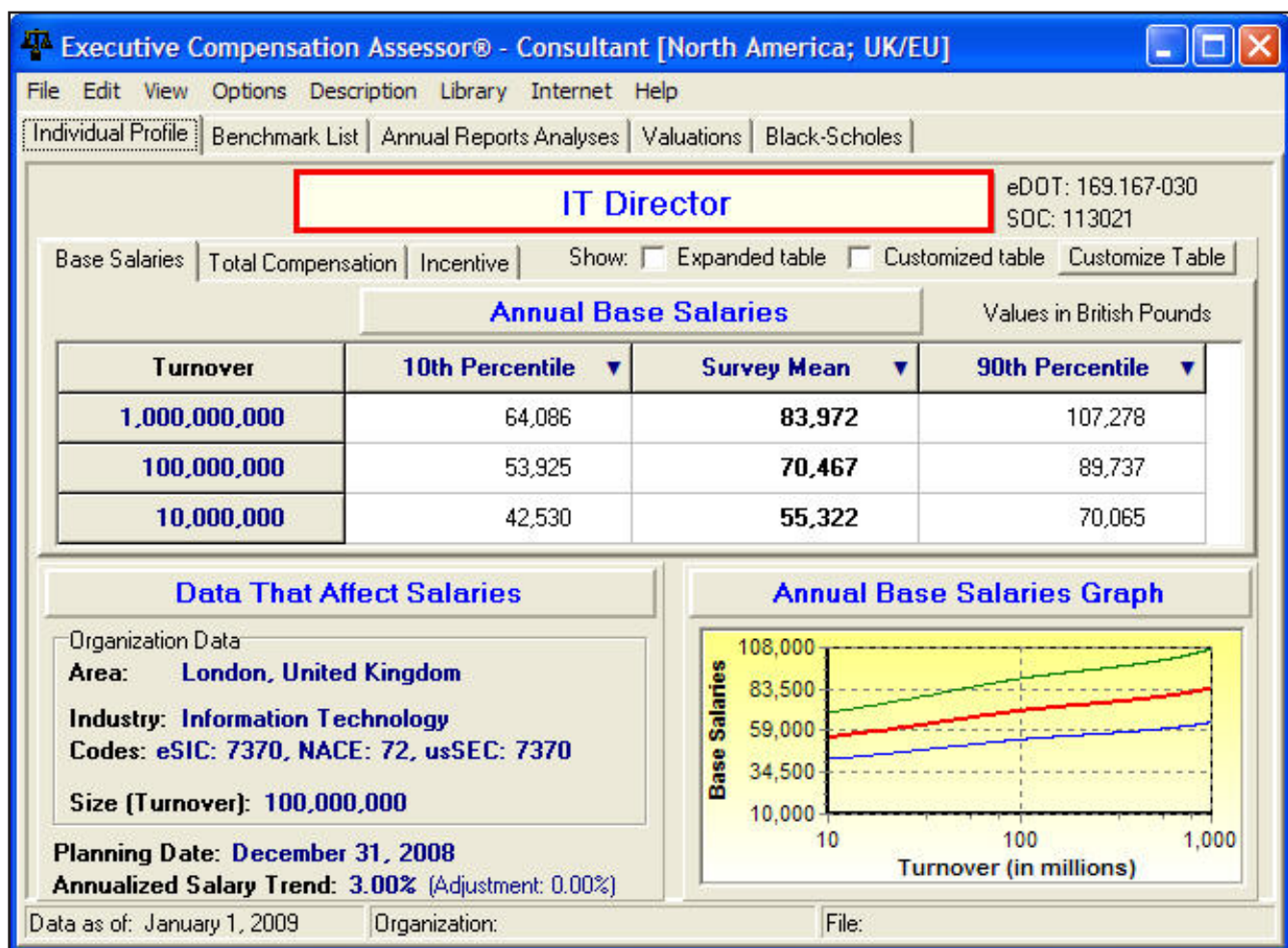
Executive Salary Analyses

ERI's **Executive Compensation Assessor**[®] software reports competitive base salaries, incentives, and total cash remuneration for top management positions. ERI researchers gather executive pay data from thousands of survey sources, and report consensus results via this easy-to-use desktop software.

Since 1987, thousands of worldwide organisations have relied on ERI salary data to set competitive and reasonable pay levels for every position in their company – from Clerk to Chief Executive.

How ERI's executive pay software works...

Users begin by inputting the executive's position title. First click on the position title bar.



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Search Filters

A pop-up box will open where you can type in the job title or scroll through the list of jobs. The *Enter New Position* box also has two advanced search functions. Click on the **Filter Options** button to search for jobs by title keywords or by occupational classification code. Or select the **Semantic Search** button to search for jobs by description text (keywords, functions, etc.). To verify that the position selected matches the job in your organisation, review the job description at the bottom of the page.

Enter New Position

Search String
FINANCE DIRECTOR

Filter Options **Semantic Search**

Use Filter Semantic Search

Select A Position

Position Title	eDOT Code	SOC (▲)
Executive Fourth Highest Paid	189.117-864	11101
Executive Highest Paid	189.117-861	11101
Executive Second Highest Paid	189.117-862	11101
Executive Third Highest Paid	189.117-863	11101
Executive Vice President	189.117-802	11101
Finance Director	189.117-854	11102
General Manager	189.117-806	11101
Group Chief Executive	189.117-826	11101
Group Finance Director	189.117-854	11102
Group Financial Director	189.117-854	11102

Position Description (original)

Directs and coordinates company's financial affairs according to financial principles and government regulations.

- Establishes major economic objectives and policies for the company.
- Directs and prepares financial analyses of operations for guidance of management.
- Typically reports to Chief Executive or Managing Director and director level personnel report to this position.
- Reports and recommends to top management or board of directors in regard to policies and programmes.
- Plans and directs new operational procedures to obtain optimum efficiency and reduced costs.
- Establishes extensive line of credit.

CALCULATE EXECUTIVE SALARIES

Organisation Specifics

Executive pay differs widely based upon the industry and size of the organisation (and differs moderately based on geographic location). To adjust for these variables, click on the *Data That Affect Salaries* tab.

The Professional Edition of this software allows you to select locations in the United Kingdom and Europe, while the Consultant Edition includes nearly 400 additional areas in North America. To analyze pay in even more locations (almost 10,000 total) order a subscription to ERI's **Geographic Assessor**® software as well.

You may specify the organisation's industry, annual revenue, and salary planning date. ERI uses the Standard Industrial Classification (eSIC) system for industry codes. To help select the most appropriate industry, click on the **Browse** button to the far right of the *Industry* field. Then search for industries by keyword or code.

Salary Adjustments

Organization Data

Name: ABC Company

Location (city): London, United Kingdom

Use the Geographic Assessor's Area Database of 7,000+ Cities

Industry

eSIC Code: 7370 NACE: 72 usSEC: 7370

Description: Information Technology

Turnover: 100,000,000

Salary Planning Date: 12/31/2008

Disk Operations

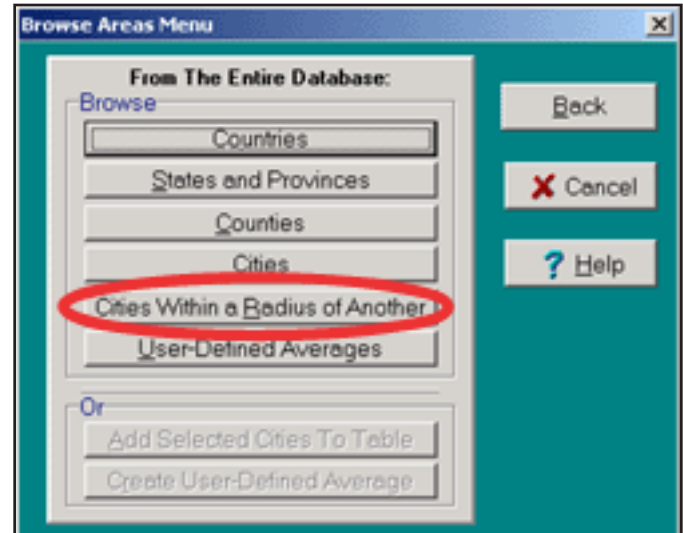
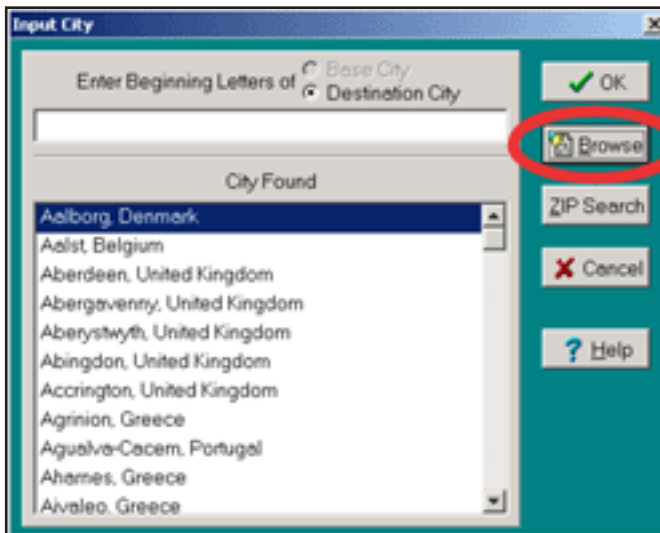
CALCULATE EXECUTIVE SALARIES

User-Defined Locations

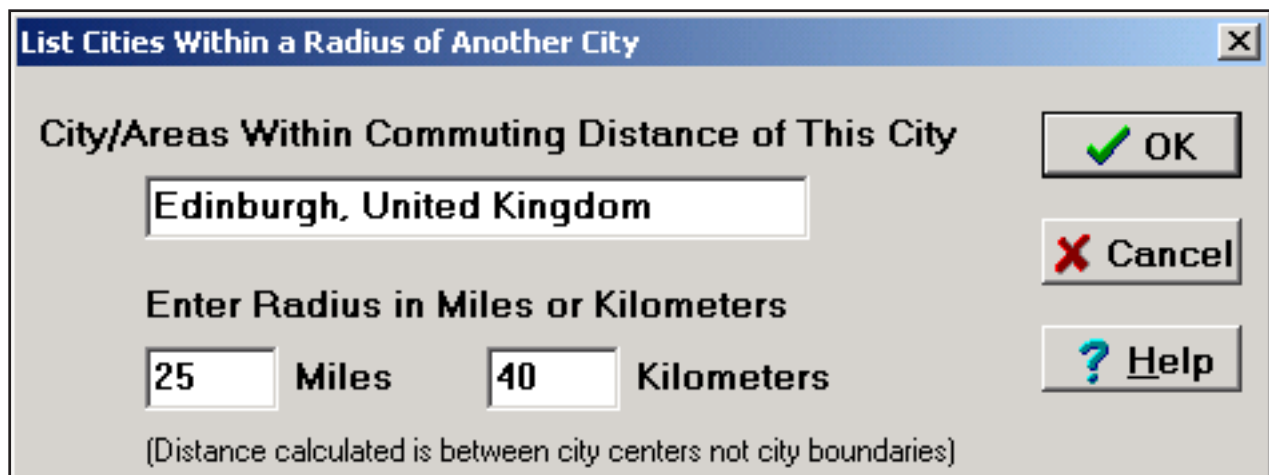
You also can create your own locations based on commuting distance of the local labour pool.

Here's how...

1. Click on the **Browse** button in the Input City pop-up box.
2. Click on **Cities Within a Radius of Another**.



Enter a city and a radius in kilometres or miles. Your remuneration comparisons will reflect data for this composite area.



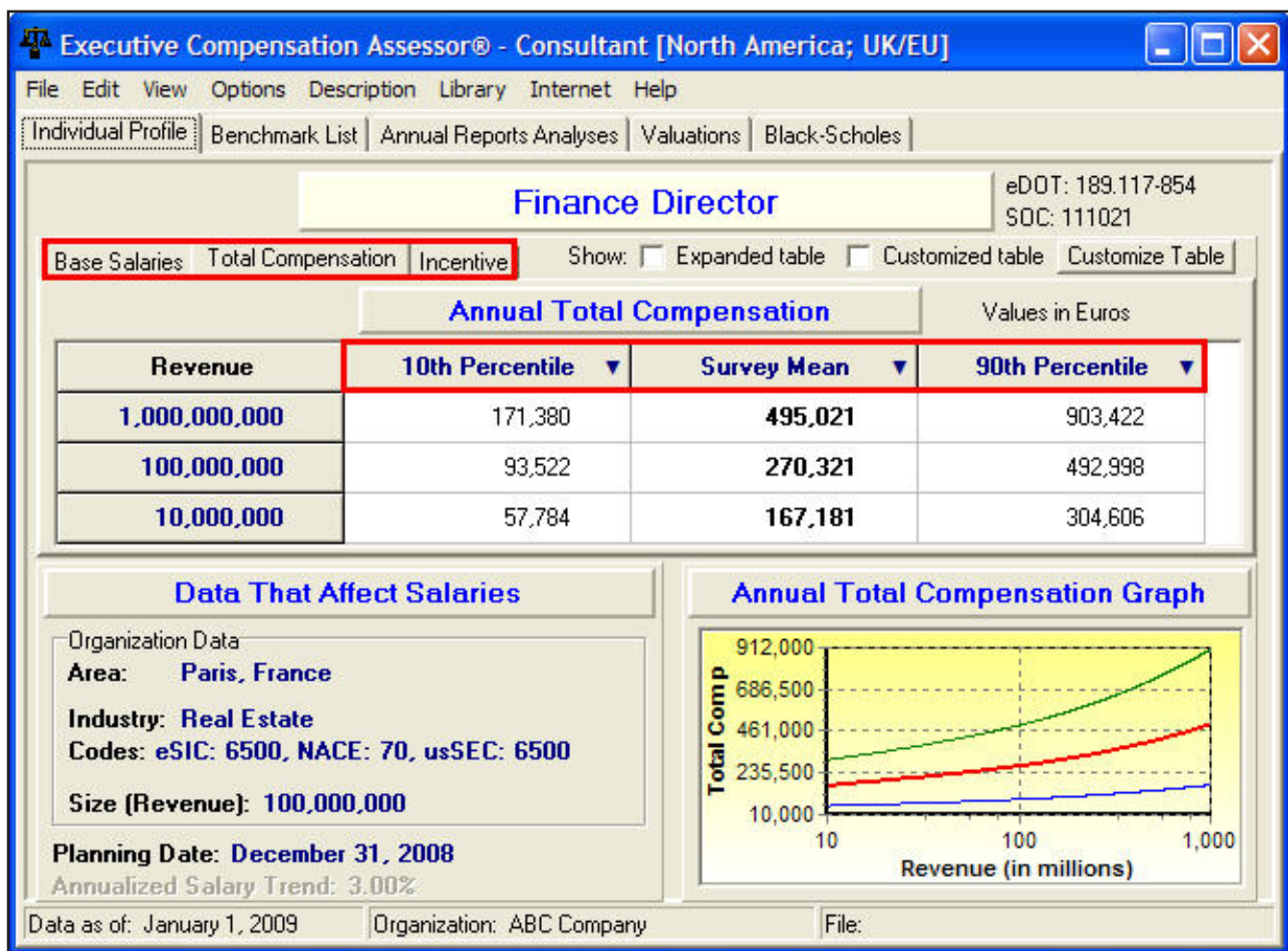
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Competitive Salaries

ERI's software will calculate competitive labour market levels for the executive employee based on your inputs. Toggle between base salary, total cash remuneration, and incentive data by clicking on the appropriate tab.

Analyze pay by percentile above and below market values by clicking on the **10th Percentile** or **90th Percentile** column headers. Then select a different percentile, such as 75th, from the drop-down menu to view competitive salary data at this level.

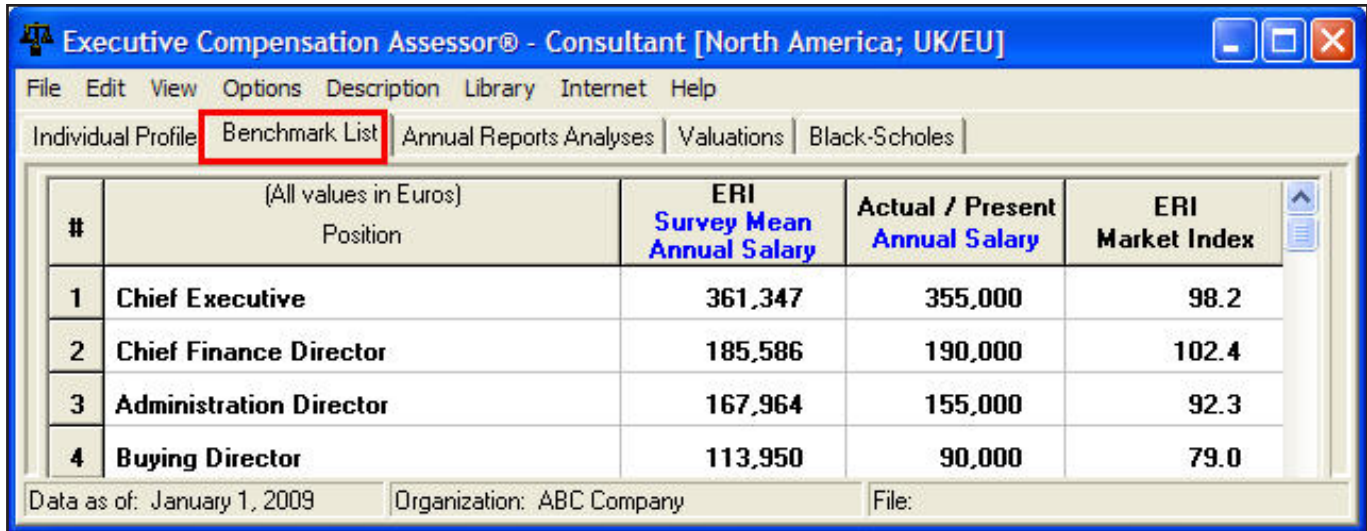
To toggle between mean (average) and median pay data, click on the **Survey Mean** column header.



CALCULATE EXECUTIVE SALARIES

Salary Structures

To quickly create and update top management salary structures, use the *Benchmark List* screen. Click on this tab, then input your organisation's benchmark jobs and their current salaries. The software reports mean or median salaries for these positions, plus a market index comparing your organisation's pay to the executive labour market. This reveals your organisation's competitive position, helping pinpoint positions that may be underpaid and at risk for experiencing high turnover.



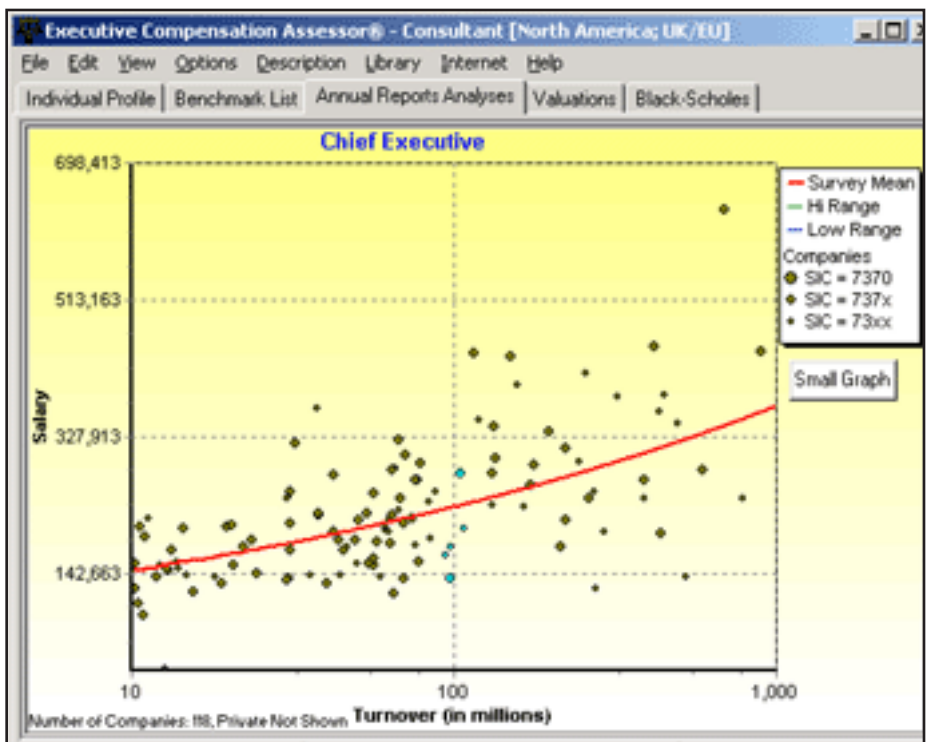
#	(All values in Euros) Position	ERI Survey Mean Annual Salary	Actual / Present Annual Salary	ERI Market Index
1	Chief Executive	361,347	355,000	98.2
2	Chief Finance Director	185,586	190,000	102.4
3	Administration Director	167,964	155,000	92.3
4	Buying Director	113,950	90,000	79.0

Data as of: January 1, 2009 Organization: ABC Company File:

Save and Share Data

ERI software reports data from thousands of executive salary surveys and annual reports. A remuneration graph plots dots of the publicly traded organisations used in each ERI pay analysis. (Private survey data is copyrighted and therefore not shown here.) Round dots represent for-profit organisations, square dots are nonprofits.

All graphs and tables from this software can be printed, emailed, and saved. Users can also export the data to other applications (Word, Excel, etc.) by selecting **Edit \ Copy To Clipboard**.



CALCULATE EXECUTIVE SALARIES

Annual Report Analyses

The *Annual Reports Analyses* screen provides mean and median salary, bonus, total remuneration, stock, and long-term remuneration data for comparable organisations (based on ERI's analyses of annual reports from publicly traded organisations).

(All values in Euros)									
Position	Year	Annual Salary	Bonus	Total Cash Comp.	Stock Appr. Rights	Restr. Stock Awards	Long Term Comp.	All Other Comp.	Total All Comp.
Chief Executive	2008								
Estimated Survey Mean Comp.		361,347	249,511	610,858	104,271	516,524	164,208	31,242	1,427,103
2 Std. Dev. Above Mean		788,365	1,167,602	1,955,967					
Managing Director	2008								
Estimated Survey Mean Comp.		235,984	152,954	388,938	58,846	213,469	68,758	16,457	746,469
2 Std. Dev. Above Mean		492,820	684,884	1,177,704					
Chief Business Officer	2008								
Estimated Survey Mean Comp.		197,235	125,407	322,642	35,236	127,186	53,759	14,162	552,985
2 Std. Dev. Above Mean		364,583	468,156	832,739					

Search for Comparable Organisations

To review the summary remuneration tables and annual reports of comparable organisations use the *Comparable Companies* box at the bottom of the **Annual Reports Analyses** screen. Search for comparables by name, size in revenue/assets/turnover, and/or industry. The closest-matching organisations are in blue, and the highest-paying comparable is shown in red.

Select Crc Group Plc | Dcs Group Plc | Havelock Europa Plc | Lavendon Group Plc | Lorien Plc

Select Comparable Companies (maximum of five)
Number listed: 45. Number selected: 5

- Harvey Nash Group Plc
- Havelock Europa PLC
- ICM Computer Group Plc
- Innovation Group PLC
- Intec Telecom Systems Plc
- ISoft Group Plc
- Lavendon Group Plc
- London Bridge Software Holding
- Lorien Plc
- Maiden Group (The) Plc
- MSB International Plc
- NSB Retail Systems Plc

Turnover/Indust. Text

Select from companies with:

- a turnover between £50,000,000 and £150,000,000
- the first 2 digits of the eSIC code equal to 7370
- ZIP Code between and including [] and []

Select the five closest matches

Highlighted Comparable

Clear All | Get Annual Report

HOW TO SUBSCRIBE

ERI's **Assessor Series**® software is sold on an annual-year subscription basis.

Place Your Order

- **Online** at www.erieri.co.uk
- **By Phone** at +44 (0) 808 234 3922 (freephone from the UK), 800 627 3697 (toll free from North America)
- **By Fax/Mail** using our Order Sheet PDF

Quarterly Updates

Software quarterly updates are released in January, April, July, and October of each annual subscription year, at no extra cost. Subscribers update their **Assessor** databases via Internet download or using CD-ROMs sent to you by post.

Operating System Requirements

Windows 2000: 128 MB RAM, 133 Mhz Processor Speed

Windows XP: 128 MB RAM, 233 Mhz Processor Speed

Windows Vista Home Basic: 512 MB RAM, 1 Ghz Processor Speed

Windows Vista Premium/Business/Ultimate: 1 GB RAM, 1 Ghz Processor Speed

Windows 7: 1 GB RAM, 1 Ghz Processor Speed

Disk Space: 29 MB

Free Demonstration CD-ROM

To download a free demo version of this software, please visit www.erieri.co.uk. This demo download will let you try out a limited version of the software, researching pay for jobs that begin with the letters "Ca" to "Ch" and cities beginning with the letters "A" and "B." If your company has firewalls or you have a slow Internet connection, please click here to request that a free ERI **Platform Library**® CD-ROM be mailed to you.

More Questions?

Please email questions to: eriinfo@erieri.co.uk or call us at +44 (0) 808 234 3922. If you wish to sign up for a free Guided Tour, an ERI expert will walk you through the use of our products while you sit at your computer.

ABOUT ERI

ERI Economic Research Institute is a world leader in remuneration survey data. Since 1987, we have published updated consensus reports of competitive salaries in the United Kingdom, European Union, Canada, and the United States. Our cost-of-living reports cover every major city in the world for relocation applications and family expenditure budget projections.

What Salary Surveys Do You Provide?

We are primarily a pay survey compilation and extraction service that provides market analyses via our remuneration survey software. Our survey library includes thousands of published cost-of-living and remuneration surveys from around the world. Our databases combine public and private surveys covering every industry.

We conduct surveys ourselves that are not already done by other research bodies. For example, we analyse annual reports, Securities Exchange Commission (SEC) pay information, proxies, 10Ks, and remuneration tables covering executive pay at public corporations. We report this data to our subscribers via our **Executive Compensation Assessor** software, which enables users to run unlimited analyses of executive remuneration at for-profit organisations.

In addition to collecting thousands of published salary surveys, ERI reviews remuneration data on specific benchmark jobs from the following sources: Chambers of Commerce, trade associations, consulting firms, and government entities. You can view many of our survey sources by visiting our website.

What is ERI's Reputation?

Our subscribers have included the UN, Monster Worldwide, the CIA, IRS, Aon, Honda, the NSA, DCAA, US and Canadian militaries, and federal/state/provincial agencies. Human Resources and corporate managers from most Fortune 500 companies rely on ERI research products to establish their organisations' salaries, cost-of-living allowances, and relocation costs. In addition, remuneration consultants, forensic economists, CPAs, law firms, disability carriers, career counselors, and academic researchers utilise ERI remuneration survey data and cost-of-living adjustment estimates.

This is all we do — publish the most current and complete summary of competitive salary and cost-of-living information in fast, secure, and portable software databases that are updated every quarter.

Assessor Series® software databases are designed for professional use by the remuneration and Human Resource specialists for whom we are a research outsource. We license individual users rather than companies or computers, and we offer unlimited training to all licensed subscribers. Free online tutorials and technical support are available to our subscribers. For a list of online courses that also provide instruction on our remuneration survey software, see the ERI Distance Learning Centre at www.eridlc.com.

How Can I Try Out ERI Products?

You can download free demos, sign up for a Guided Tour, or watch a 5-minute online slide show demonstration of each product at our website: www.eri.co.uk. We encourage you to call if you have any further questions or would like to place an order. ERI Subscriber Services is available 24 hours each weekday at +44 0808 234 3922 (UK) or 800 627 3697 (North America).

Over the past two decades, ERI has developed a catalogue of products that has become indispensable to our subscribers' salary planning.

Salary Assessor® Software

Calculate competitive salaries for more than 4,000 positions in the UK and Europe. Salary ranges are presented based on user input for position, employee experience level, location, industry, pay strategy, and salary planning date. The *Benchmark List* screen compares an organisation's current pay for benchmark jobs to the competitive labour market, helping subscribers to quickly update salary structures.

Geographic Assessor® Software

Design branch office salary structures that are fair and competitive using this desktop software. Calculate geographic salary and cost-of-living differentials for nearly 1,300 locations in the UK and Europe and approximately 8,000 locations in North America (Consultant Edition). Compare cities, national averages, or user-defined locations based on commuting distance of the local labour pool. Select locations for new facilities using this research software.

Relocation Assessor® Software

ERI's relocation calculator compares the cost of living in more than 11,500 locations worldwide. Personalised cost-of-living reports factor in employee earnings level, family size, home ownership, and spending patterns. Additional screens provide per diem rates and compare the cost of living in up to 99 locations at once. Set fair relocation allowances using this software's up-to-date cost-of-living data.

Executive Compensation Assessor® Software

This executive remuneration software reports competitive executive salaries and bonuses for top management positions in the UK and Europe. Specify the position, industry, location, pay strategy (at, above, or below market), organisation size in revenue/assets/turnover, and salary planning date. Users receive mean and median salary data, as well as low-to-high salary ranges. This software also provides access to publicly traded organisations' executive pay histories, including stock options and benefits.

Occupational Assessor (eDOT®) Software

Analyse jobs for remuneration and career planning. This work analysis software provides job descriptions for more than 18,000 positions, including worker characteristics and selected characteristics of occupations (SCOs). The Consultant Edition locates alternative work opportunities for individuals based on their education, work history, interests, physical capabilities, and cognitive/emotional limitations.

ERI Distance Learning Centre (DLC)

ERI provides HR professionals with online salary and benefits training at its Distance Learning Centre (DLC): www.eridlc.com. This HR education website offers more than 50 online courses. Each course takes 1-2 hours to complete and focuses on a unique topic in remuneration administration. Complete a series of courses to earn original certifications in remuneration and benefits administration. This website also hosts a free online business glossary and remuneration textbook.

ERI Economic Research Institute, Inc., is a world leader in remuneration and job content information. With data gathered from online surveys and an extensive survey library, ERI provides salary survey and cost-of-living research reports and software to 10,000 organisations worldwide.

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