

PAY RANGE ADJUSTMENTS

Employers who have formal pay ranges that have been or will be adjusted in 2011 reported *actual* adjustment percentages. Organizations knowing 2012 projected adjustments also reported *projected* adjustment percentages.

Pay range adjustment percent by industry (Company #15, #16, & #17)

Industry Category	% Reporting	2011 Pay Range Adjustment %	2012 Pay Range Adjustment %	# of Months Since Last Adjustment
Accounting Firms	20.0	*.*	*.*	*.*
Business Services	69.0	1.6	1.9	15.6
Engineering Firms	70.0	2.4	*.*	6.2
Household Goods Moving	72.7	1.8	2.0	16.5
Law Firms	80.0	1.9	1.7	15.8
Media	88.9	1.5	1.1	22.3
Real Estate/Construction	35.3	1.4	1.3	16.0
Retail	57.1	2.0	2.3	15.4
Tech/Data Processing	60.0	1.5	*.*	16.8
Other	71.8	1.8	2.2	17.8
All Categories	65.4	1.8	1.9	16.0

Pay range adjustment percent by geographic area (Company #15, #16, & #17)

State	% Reporting	2011 Pay Range Adjustment %	2012 Pay Range Adjustment %	# of Months Since Last Adjustment
Illinois	65.9	1.6	1.8	16.8
Indiana	69.7	1.8	1.8	11.3
Iowa	71.4	2.0	2.2	11.6
Michigan	83.3	1.8	1.3	13.3
Minnesota	83.3	2.1	1.8	14.2
Missouri	61.1	1.9	1.9	11.6
Nebraska	57.9	1.9	2.1	13.4
Ohio	75.0	2.1	2.1	13.7
Wisconsin	64.7	1.8	2.4	20.1
All Areas*	70.5	1.9	1.9	13.8

* Companies may have reported data in more than one geographic area.