

## 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
Banking and Finance	86.9	2.4	2.3	16.6
Healthcare	89.0	1.6	1.8	15.8
Hospitality	74.5	1.3	1.6	22.6
Insurance	83.3	1.5	1.8	15.1
Mfg. and Distribution	68.3	2.1	2.0	12.5
Not-For-Profit	87.3	1.0	1.2	18.7
Services	65.6	1.8	2.0	16.8
Utilities	86.0	1.8	1.8	11.2
All Categories	78.8	1.7	1.8	15.1

### 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	75.2	1.8	1.8	15.5
Indiana	77.2	1.6	1.6	16.4
Iowa	80.3	1.9	2.0	12.5
Michigan	81.8	1.8	1.6	14.9
Minnesota	81.1	1.9	1.8	12.0
Missouri	85.3	1.7	1.7	14.3
Nebraska	78.0	2.2	2.3	15.6
North Dakota	88.9	2.5	2.1	11.4
Ohio	75.9	1.8	1.9	13.5
South Dakota	100.0	2.1	1.6	10.1
Wisconsin	75.0	1.8	1.9	12.3
All Areas*	79.1	1.8	1.8	14.4

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