

*SalarySurveyOnline.com*

*Northeast Salary Survey Overview for Jacksonville Compensation Association*

*Presented by  
Effective Resources, Inc.*

## **THE SURVEY ...**

- × Each survey covers over 340 jobs with demographic breakouts based on company size, sales, industry, etc.
- × On-line survey results are free to participants
- × Survey results are available online and in PDF, Excel, or hard copy (spiral bound) formats
- × New to the survey this year is a Customized Market Analysis designed specifically for the comp professional to 'cherry pick' comparison companies or filter by a variety of demographic factors

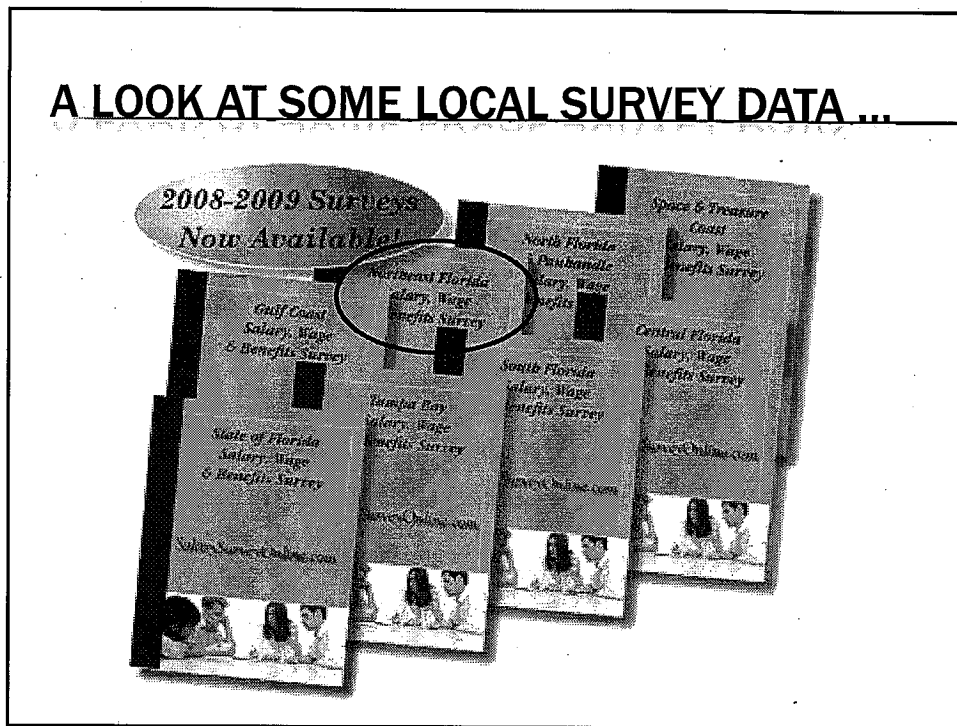
## **EFFECTIVE RESOURCES PROVIDES...**

- × “Media kit” to promote the survey
  - + Info about the survey and the process
  - + Suggested newsletter articles and more
  - + Web links
  - + Templates for flyers
  - + Suggested ads
- × A “real live person” to help you throughout the process
- × Toll free phone and fax numbers

## **THE SURVEY PROCESS ...**

- × Association promotes survey participation
- × Participants complete the survey using a secure, state-of-the-art, web-based questionnaire
- × ERI handles any questions via toll free numbers, email, and, later this year, live chat
- × ERI proofs all data, personally follows-up, and produces the survey
- × Participants are notified that results are available
- × Association promotes the survey to non-participants
- × ERI handles all the paperwork – including credit card purchases and processing

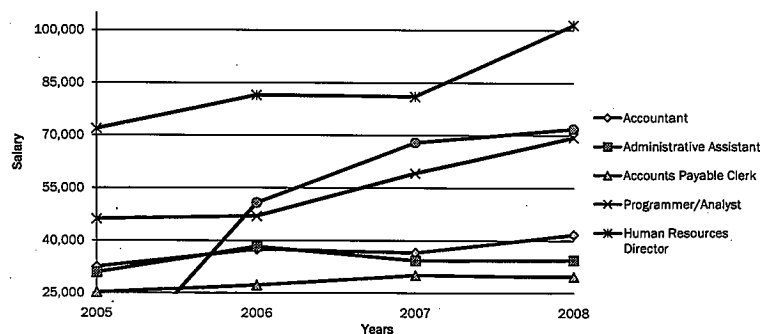
## A LOOK AT SOME LOCAL SURVEY DATA ...



## TRENDLINES FOR BENCHMARK JOBS ...

Job Title	2005	2006	2007	2008
Accountant	32,496	37,472	36,484	41,621
Administrative Assistant	30,891	38,261	34,249	34,387
Accounts Payable Clerk	25,184	27,211	30,046	29,699
Programmer/Analyst	46,150	46,919	59,153	69,361
Human Resources Director	71,883	81,450	81,034	101,423
Compensation Manager	-	50,747	67,897	71,817

3 Year Trend Lines



**THANK YOU!**  
**74-9901**

(800) 288-6044

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**EFFECTIVE RESOURCES, INC.**

*www.EffectiveResources.com*