



Associated Industries
Inland Northwest Compensation Survey

Deadline for participation
Monday, August 23rd

Call Today!

800.720.4291 or 509.326.6885

Associated Industries
1206 North Lincoln, Suite 200
Spokane, WA 99201

P: 509.326.6885 F: 509.328.6832
E: bsweigert@aiin.com W: aiin.com

2010 Inland Northwest Compensation Survey (INCS)

Benefits of our Survey

INCS provides answers on key compensation and benefit trends and the going rates for over 100 of the most in-demand jobs throughout the region.

INCS covers "cross-industry" jobs found in most organizations as well as jobs specific to your industry. Job families include: Accounting, Administration and Office, Customer Service, IT and Software, Design, Production, Crafts, Quality Assurance, Professionals, Management, Healthcare and many more. Base pay statistics, bonus trends and salary ranges are reported by size and type of business.

Recent Additions

Today's job marketplace could not be more different than in years past. Recent additions and expanded reporting in the INCS include detailed information on emerging trends in the strategies and tactics employers in our region are using to respond to changing conditions. A few of the recent additions are:

- Hiring and pay freezes
- Pay increases and cuts
- Benefit policies
- RIF's and staff re-structurings
- Layoffs
- Prospects for call-back and future hiring

Understand Your Pay Market

Learn more about your market to find employees with the skills you need:

- Base pay statistics
- Bonuses and total compensation
- Ranges by size and type of business
- Increase trends
- Merit pay patterns
- Key benefit issues

Data reports by manufacturing, non-manufacturing and employer size. Featuring a wide range of jobs and industries

Sign Up & Save

Participants in the survey on or before Monday, August 23, 2010 pay:

A.I. Members:
Participant \$95.00
Non-Members:
Participant \$250.00

Not able to participate? You can still get all the valuable compensation information gathered by A.I.:

A.I. Members:
NON-Participant \$145.00
Non-Members:
NON-Participant: \$300.00

Publication is scheduled for September 15.

2010 Inland Northwest Compensation Survey Order From

Associated Industries, 1206 North Lincoln, Suite 200, Spokane, WA 99201 Fax: 509.328.6832 Email: bsweigert@aiin.com

Organization Name: _____ Contact Person: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____ Fax: _____

I would like to complete the survey:

- Digitally via email
- Digitally via a download from aiin.com
- By hand on a hard copy mailed to me
- On my own spread sheet*

I would like to pay via:

- Enclosed check
- Credit card
- Invoice because I am an A.I. Member

VISA MASTERCARD

Card #: _____ Exp. Date: _____

Cardholder's Name: _____

Signature: _____

*Certain restrictions apply please call for more information.

INCS Fast Facts

Since 1912, Associated Industries has provided innovative HR services making a lasting difference in the effectiveness of area employers. INCS is the largest and longest continuously-published survey of its kind in the region, benefiting employers throughout Washington and North Idaho with information including:

- Data on wage and salary medians, averages, quartile ranges
- Data by: manufacturing and non-manufacturing, employer size categories
- Helpful information on bonuses, range practices
- Key benefit issues
- Increase trends for entry-level, merit pay

SAMPLE PAGE

Inland Northwest Compensation Survey

10 Accounting Clerk I (Entry)

Performs generally repetitive clerical accounting operations, including posting to registers and ledgers, verifying internal accuracy and completeness of input, inputting information into computer systems, and filing various materials. Incumbent operates within established procedures; work is subject to relatively close review. This is an entry-level position. Accounting course work is helpful.

	No. Orgs.	No. Empls	Base HRLY Pay Rates:			Interquartile Range			Organizations Paying Bonus:				All Orgs Avg Total Comp	SALARY RANGES (if used)		
			Avg.	Low	High	25th	Median	75th	Orgs Paying	Empl Rcvg	Avg Hrlly Bonus	Avg Total Comp		Orgs Using	Avg Min	Avg Max
All Organizations	19	52	12.22	9.00	16.64	11.01	12.12	13.27	4	19	0.60	12.82	12.44	5	10.84	15.43
A Under 50 Employees	4	5	11.54	10.95	12.50	11.23	11.33	11.69	1	1				0		
B 50 - 199 Employees	7	8	12.98	9.00	16.64	11.63	13.30	14.44	1	1				4	10.95	15.59
C 200 Plus Employees	8	39	12.15	9.34	15.24	11.01	12.16	13.24	2	17	0.66	12.81	12.43	1		
Manufacturing	6	24	13.01	9.88	15.24	12.41	13.16	14.04	2	17	0.66	13.67	13.48	1		
Nonmanufacturing	13	28	11.54	9.00	16.64	10.42	11.53	12.25	2	2				4	10.63	14.91

20 Accounting Clerk II (Intermediate)

Performs routine to moderately complex accounting operations, including posting, balancing and reconciling accounts, preparing journal vouchers, making adjusting entries to various accounts. Usually has 2 or more years of related experience, along with some accounting course work.

	No. Orgs.	No. Empls	Base HRLY Pay Rates:			Interquartile Range			Organizations Paying Bonus:				All Orgs Avg Total Comp	SALARY RANGES (if used)		
			Avg.	Low	High	25th	Median	75th	Orgs Paying	Empl Rcvg	Avg Hrlly Bonus	Avg Total Comp		Orgs Using	Avg Min	Avg Max
All Organizations	31	61	14.44	10.50	24.03	13.05	13.67	15.37	6	15	0.58	15.03	14.59	9	12.04	16.90
A Under 50 Employees	5	8	14.34	12.26	16.75	13.25	14.59	15.30	2	3				0		
B 50 - 199 Employees	15	24	14.22	10.50	23.25	11.75	13.52	15.55	3	8	0.45	14.67	14.37	5	12.19	17.16
C 200 Plus Employees	11	29	14.66	11.01	24.03	13.56	13.73	15.21	1	4	0.81	15.47	14.77	4	11.92	16.68
Manufacturing	9	16	14.99	10.58	21.44	13.27	14.12	17.07	2	6	0.60	15.58	15.21	3		
Nonmanufacturing	22	45	14.25	10.50	24.03	13.05	13.67	14.92	4	9	0.57	14.83	14.37	6	12.52	16.85

30 Accounting Specialist

Works independently in the preparation of monthly analyses of costs, budgets, and inventories, maintaining journals or subsidiary ledgers of an accounting system, balancing and reconciling accounts. May be responsible for daily work in a specialized area of accounting, i.e., payroll, accounts payable or receivable. Maintains proper records, prepares reports and various statements. Requires in-depth knowledge of accounting systems, company policies and procedures. May have four or more years of accounting experience.

	No. Orgs.	No. Empls	Base HRLY Pay Rates:			Interquartile Range			Organizations Paying Bonus:				All Orgs Avg Total Comp	SALARY RANGES (if used)		
			Avg.	Low	High	25th	Median	75th	Orgs Paying	Empl Rcvg	Avg Hrlly Bonus	Avg Total Comp		Orgs Using	Avg Min	Avg Max
All Organizations	31	75	16.37	10.00	34.73	13.70	15.78	17.98	10	23	0.86	17.22	16.63	10	13.77	19.25
A Under 50 Employees	5	8	18.11	14.00	26.00	15.56	16.24	20.21	2	2				0		
B 50 - 199 Employees	12	25	15.98	12.50	22.18	13.65	15.58	17.74	5	12	0.57	16.55	16.26	6	12.56	17.78
C 200 Plus Employees	14	42	16.26	10.00	34.73	13.40	15.78	18.05	3	9	1.15	17.41	16.51	4	14.42	20.04
Manufacturing	12	31	15.72	11.00	22.39	13.38	15.05	17.81	6	14	0.90	16.63	16.13	4	11.69	19.25
Nonmanufacturing	19	44	16.82	10.00	34.73	14.75	15.78	18.18	4	9	0.79	17.61	16.98	6	14.35	19.25