

2009 National IT and Engineering Compensation Survey

An Employer Associations of America (EAA) Survey

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Co-sponsored and Provided by MRA – The Management Association

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(Vol. 1: Wisconsin, Vol. 2: Northern Illinois and Vol. 3: Western Illinois & Iowa)
- **Wage Survey of Industrial Jobs**
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Confidential Survey Report

This survey is provided with the understanding that the information will:

- remain strictly confidential
- be restricted to authorized personnel only
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- protect, completely, organizational identity

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I. Survey Organization

The 2009 National Information Technology and Engineering Compensation Survey presents compensation data as well as policies and practices submitted by 1,494 U.S. firms of varying sizes, geographic locations, and industries for 213 job classifications.

Compensation

The data includes the following compensation components:

- Base Compensation
- Salary Ranges
- Bonus / Incentive Eligibility
- Bonus Targets
- Actual Bonus Payments

In addition to providing cumulative data, each job classification is also displayed by the following sub-groupings:

Nine Geographic Locations

- New England States
- Middle Atlantic
- Middle Southeast
- Lower Southeast
- Great Lakes
- Central States
- Mountain States
- Pacific Northwest
- Pacific Southwest

Seven Groups Based on Company Size

- 1-100 Employees
- 101-250 Employees
- 251-500 Employees
- 501-1000 Employees
- 1001-2500 Employees
- 2501-5000 Employees
- Over 5000 Employees

Fifteen Industry Groups

MANUFACTURING

- Metal Products
- Machinery & Instruments
- Transportation & High Technology
- Stone, Lumber, & Miscellaneous
- Petro-Chemical & Allied Products
- Food, Apparel, & Misc. Nondurable Goods

FINANCIAL SERVICES

- Finance
- Insurance
- Real Estate

NONMANUFACTURING

- IT, E-Business & Software
- Health & Education
- Wholesale & Retail Trade
- Utilities, Communication, & Mining
- Services to Individuals & Not-for-Profit
- All Other Businesses & Services to Businesses
- Public Sector
- Web-Based Operations

I. Survey Organization – Continued

Policies and Practices

This report also covers compensation policies and practices for the following topics:

- III.I Promotional Increases
- III.II Employee Referral Programs
- III.III Compensatory Time-Off / Overtime Practices: Exempt IT Personnel
- III.IV Annual Employee Turnover
- III.V Salary Increases
- III.VI Recruitment / Retention Techniques
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<p>• The data collected by this survey is summarized by engineering classification, i.e. electrical engineers, chemical engineers, etc. and also by three application groups: Sales, Manufacturing and Design. Application groups were created by combined all engineering classifications according to level. This method allows firms who traditionally use application and level as their means of comparing salaries to market.</p>	
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