

POSITION PROFILE

Has MD N/A
 Years (Mean) With Organization: 11 In Current Position: 5

5865 Programmer/Analyst

Codes instructions relating to difficult tasks and procedures in minicomputer or mainframe installation. Performs wide range of application programming duties. May also formulate and define system scope and objectives through research and fact-finding to develop or modify information systems. Analyzes and revises existing system logic difficulties and documentation as necessary.

(Compensation Data Displayed in \$000s)	Dist Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
All Participants Analysis									
Base Salary - Incumbent Weighted	78	89	1,222	61.1	73.1	90.1	89.5	103.7	116.8
Base Salary - Organization Weighted	78	89	1,222	68.5	76.1	87.0	87.7	99.9	107.4
Total Cash Compensation	78	89	1,222	61.1	73.1	90.1	89.6	103.7	116.9

Short-term Incentive Eligibility Analysis									
Base Salary - Incentive Eligible	11	*11	78	75.0	86.5	100.5	101.9	116.3	128.6
Base Salary - Not Incentive Eligible	68	79	1,144	60.4	72.2	88.9	88.7	102.7	114.9
Short-term Incentive - Receiving	9	*9	38	--	--	0.9	1.9	--	--
Total Cash Compensation - Receiving	9	*9	38	--	--	116.6	114.9	--	--

Long-term Incentive Eligibility Analysis (Black-Scholes)									
Long-term Incentive - Receiving	0	0	0	--	--	--	--	--	--
Total Direct Comp - Receiving	0	0	0	--	--	--	--	--	--

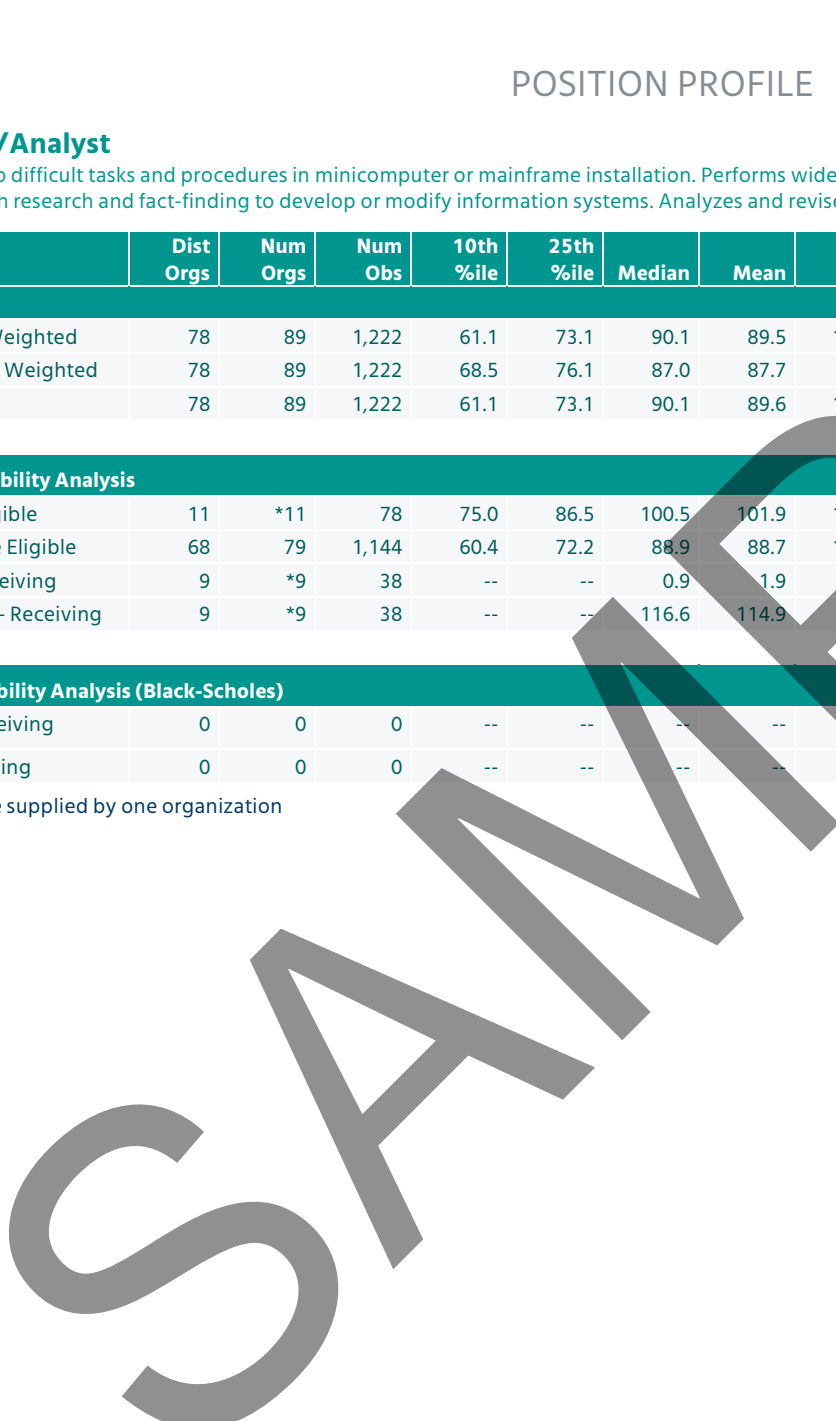
*More than 25% of sample supplied by one organization

Salary Range (Mean)	Num Orgs	Org Weighted	Inc Weighted
Minimum	80	67.8	68.4
Midpoint	80	86.3	87.5
Maximum	80	104.8	106.5
Compa-ratio	80	101.9%	101.5%

Short-term Incentives			
Percent Eligible			6%
Mean Actual as Percent of Salary	9	3.1%	1.7%
Mean Threshold Percent	1	--%	--%
Mean Target Percent	7	6.0%	5.4%
Mean Maximum Percent	3	--%	--%

Long-term Incentives			
Percent Eligible			0%
Of those LTI Eligible, Percent Eligible for:			
Stock/Share Options			--%
Share Appreciation Rights (SARs)			--%
Restricted Shares/Share Units			--%
Performance Shares/ Share Units			--%
Performance Cash Units			--%
Long-term Cash			--%

FLSA Status	
Exempt	97%
Nonexempt	3%



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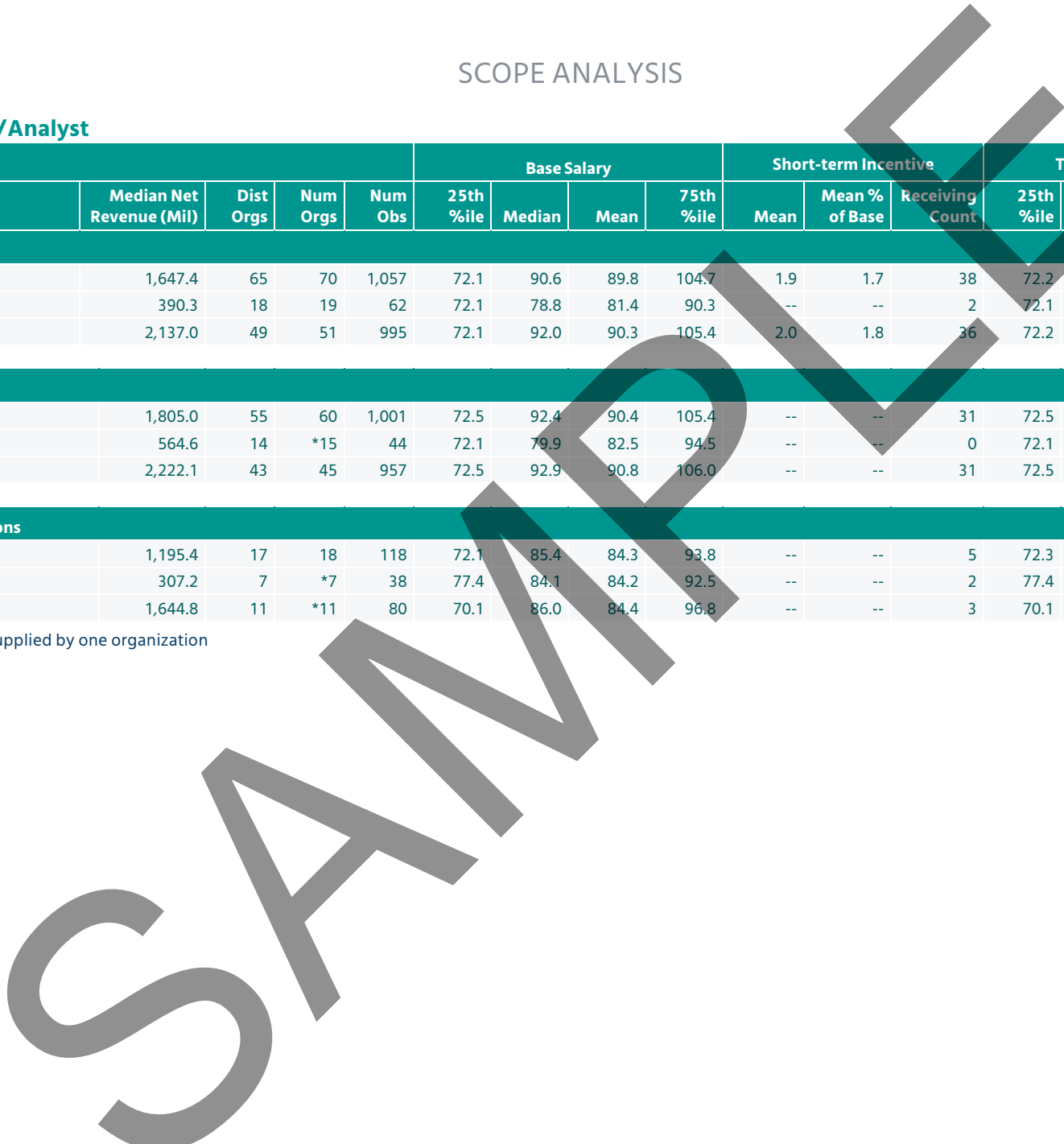
(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary				Short-term Incentive			Total Cash Compensation				
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile	
Net Revenue																
All Orgs	1,649.9	73	79	1,121	72.4	90.6	89.8	104.5	1.9	1.7	38	72.5	90.6	89.9	104.6	
Less than \$500 Million	260.9	13	*13	42	81.0	90.3	88.5	96.5	--	--	2	81.0	90.3	88.5	96.5	
\$500 Million < \$1 Billion	654.4	8	*9	40	69.5	76.1	77.8	82.7	--	--	0	69.5	76.1	77.8	82.7	
\$1 Billion or More	2,148.3	55	57	1,039	72.2	91.8	90.4	105.4	2.0	1.8	36	72.2	91.8	90.4	105.4	
For-Profit Organizations																
All Orgs	1,557.7	7	*7	40	--	92.6	90.2	--	--	--	4	--	92.6	90.9	--	
Less than \$5 Billion	1,527.0	5	*5	33	--	94.6	91.5	--	--	--	3	--	94.6	92.0	--	
\$5 Billion or More	--	2	*2	7	--	--	--	--	--	--	1	--	--	--	--	
Not-for-Profit Organizations																
All Orgs	1,649.9	65	71	1,072	72.3	90.5	89.8	104.5	1.4	1.2	34	72.3	90.5	89.9	104.5	
Less than \$1 Billion	411.0	21	22	82	74.6	82.7	83.3	92.7	--	--	2	74.6	82.7	83.3	92.7	
\$1 Billion < \$5 Billion	1,925.0	41	42	633	77.4	93.8	91.8	104.6	1.5	1.3	32	77.4	93.8	91.9	104.6	
\$5 Billion or More	10,948.8	7	*7	357	61.1	83.9	87.9	110.4	--	--	0	61.1	83.9	87.9	110.4	
Faith-based Organizations																
All Orgs	1,901.4	8	9	64	75.8	90.9	90.5	100.7	--	--	0	75.8	90.9	90.5	100.7	
Less than \$1 Billion	--	3	*3	20	--	--	--	--	--	--	0	--	--	--	--	
\$1 Billion or More	3,100.0	6	6	44	--	87.3	91.1	--	--	--	0	--	87.3	91.1	--	

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(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary				Short-term Incentive			Total Cash Compensation			
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile
Secular Organizations															
All Orgs	1,647.4	65	70	1,057	72.1	90.6	89.8	104.7	1.9	1.7	38	72.2	90.6	89.9	104.9
Less than \$1 Billion	390.3	18	19	62	72.1	78.8	81.4	90.3	--	--	2	72.1	78.8	81.4	90.4
\$1 Billion or More	2,137.0	49	51	995	72.1	92.0	90.3	105.4	2.0	1.8	36	72.2	92.0	90.4	105.4
Teaching Organizations															
All Orgs	1,805.0	55	60	1,001	72.5	92.4	90.4	105.4	--	--	31	72.5	92.4	90.5	105.4
Less than \$1 Billion	564.6	14	*15	44	72.1	79.9	82.5	94.5	--	--	0	72.1	79.9	82.5	94.5
\$1 Billion or More	2,222.1	43	45	957	72.5	92.9	90.8	106.0	--	--	31	72.5	92.9	90.8	106.0
Non-teaching Organizations															
All Orgs	1,195.4	17	18	118	72.1	85.4	84.3	93.8	--	--	5	72.3	85.4	84.5	93.8
Less than \$1 Billion	307.2	7	*7	38	77.4	84.1	84.2	92.5	--	--	2	77.4	84.1	84.2	92.5
\$1 Billion or More	1,644.8	11	*11	80	70.1	86.0	84.4	96.8	--	--	3	70.1	86.0	84.6	96.8

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REGIONAL ANALYSIS

5865 Programmer/Analyst

(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary			Short-term Incentive			Total Cash Compensation				
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile
Northeast Region															
All Orgs	1,536.2	20	*22	391	77.3	92.7	91.0	103.6	--	--	3	77.3	92.7	91.1	103.6
Less than \$1 Billion	348.4	8	*8	29	71.0	80.0	81.9	90.9	--	--	0	71.0	80.0	81.9	90.9
\$1 Billion or More	2,471.3	13	*14	362	78.8	93.8	91.8	104.3	--	--	3	78.8	93.8	91.8	104.4
Southeast Region															
All Orgs	1,344.1	16	*16	52	72.3	79.5	80.8	88.6	--	--	2	72.3	79.8	80.9	88.6
Less than \$1 Billion	--	4	*4	9	--	--	--	--	--	--	0	--	--	--	--
\$1 Billion or More	1,926.8	12	*12	43	70.7	80.0	80.5	88.4	--	--	2	70.7	80.0	80.6	88.4
North Central Region															
All Orgs	1,724.9	21	*22	411	62.8	77.1	79.4	96.2	--	--	2	62.8	77.1	79.4	96.2
Less than \$1 Billion	564.6	7	*7	36	76.7	84.1	84.1	93.2	--	--	2	76.7	84.1	84.1	93.2
\$1 Billion or More	2,148.3	15	*15	375	61.2	75.0	78.9	96.5	--	--	0	61.2	75.0	78.9	96.5
South Central Region															
All Orgs	2,085.3	12	*14	217	--	107.7	106.3	--	--	--	20	--	108.2	106.4	--
Less than \$1 Billion	--	2	*2	7	--	--	--	--	--	--	0	--	--	--	--
\$1 Billion or More	2,461.0	11	*12	210	--	108.7	107.0	--	--	--	20	--	109.1	107.1	--
West Coast Region															
All Orgs	1,663.8	8	*8	32	94.5	109.2	109.8	126.9	--	--	11	95.0	109.2	111.0	129.2
Less than \$1 Billion	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$1 Billion or More	1,769.9	7	*7	31	94.2	109.6	109.8	128.5	--	--	11	94.2	109.6	111.1	130.6

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