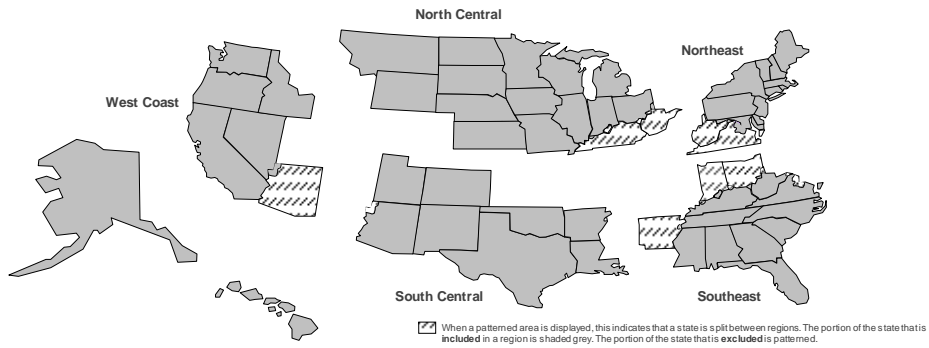


**Metropolitan Benchmark Survey - Regional Areas**

You may participate and purchase the Metropolitan Benchmark Survey, a module of the US Mercer Benchmark Database on a regional basis. The five regions of the country are: North Central, Northeast, Southeast, South Central, and West Coast. For your reference, a map displaying the regional areas defined for the survey is provided below.



**North**

- Iowa
- Illinois
- \*Indiana
- Kansas
- \*Kentucky
- Michigan
- Minnesota
- Missouri
- Montana
- North Dakota
- Nebraska
- \*Ohio
- South Dakota
- \*West Virginia
- Wisconsin
- Wyoming

**Northeast**

- Connecticut
- Delaware
- Massachusetts
- Maryland
- Maine
- New Hampshire
- New Jersey
- New York
- Pennsylvania
- Rhode Island
- Vermont
- \*Virginia
- \*West Virginia
- Washington, D.C.

**Southeast**

- Alabama
- \*Arkansas
- Florida
- Georgia
- \*Indiana
- \*Kentucky
- Mississippi
- North Carolina
- \*Ohio
- South Carolina
- Tennessee
- \*Virginia
- \*West

**South Central**

- \*Arkansas
- \*Arizona
- Colorado
- Louisiana
- New Mexico
- Oklahoma
- Texas
- Utah

**West Coast**

- Alaska
- \*Arizona
- California
- Hawaii
- Idaho
- Oregon
- Nevada
- Washington

\*State is split between regions