

Executive Compensation

General

****CompGeo Online—Salary Surveys and Online Compensation Research**

<http://www.compgeo.net/>

This is one of the only salary databases that offers flexible forward looking salary forecasting, most databases only offer historical information. Compensation information for over 1,000 jobs across 23 career occupation groups is included. Search the database by choosing geographic region, occupation group, survey area (states, cities, towns) and benchmark job selection. While this is a fee based database there are various pay structures available.

****Salary.com**

<http://www.salary.com>

As the name suggests this site is devoted to salary information. It contains the “Salary Wizard” where you can search for a salary by job category, and zip code or location, then by position. The free information retrieved from the basic report section is very general and should be used in conjunction with another survey. The site also contains fee based personal salary reports that allow you to determine your market value based on company size, location, and industry. It also accounts for your experience, performance, and education. At the end of the following Web page <http://rileyguide.com/salary.html> you will find a great review on whether these reports are worth purchasing or not!

****Salary Source**

<http://www.salarysource.com>

This site assesses the current market value of more than 350 benchmark positions. The publishers guaranteed you will receive at least three different survey sources for every position queried. You can search by city and the data will be aged forward to either the current date or to a date that you specify up to 12 months in the future using current market pay movement factors. All salary information is available for a fee. The site does have a limited number of articles available free of charge.

****WorldatWork**

<http://www.worldatwork.org/>

Billed as “The Professional Association for Compensation, Benefits, and Total Rewards” this association offers a “Total Salary Increase Budget Survey.” This fee based survey provides salary budget data for a group of organizations selected from a list of survey respondents. The site offers a downloadable list of participating organizations. Each report contains total/average salary budget data. Each data group includes total increases, general increases, merit increases, variable pay, and salary structure adjustments for nonexempt hourly nonunion, nonexempt, exempt and officer/executive salary budgets.

America's Career InfoNet

<http://www.acinet.org/acinet>

This site offers a salary calculator that will retrieve salaries for given occupations and/or positions. Salaries are given for the state level and compared with those at the national level.

Business Week Online: Pay & Perks

<http://www.businessweek.com/careers/resultlist/payarch01.htm>

A subcategory of the *Business Week* Online Career Center, this section provides articles on CEO salaries, negotiating strong compensation plans, the truth behind bonuses, and more.

Ecomp Executive Compensation Database

<http://www.ecomponline.com>

Although this is a commercial site offering executive compensation survey services it does contain a free executive/company search function. This search retrieves executive salaries from public and private companies. The compensation information is retrieved from multiple SEC filings. This resource can be used to compare salaries within an industry, business sector, or company.

Executive Pay/Total Compensation

<http://www.washingtonpost.com/wp-dyn/business/companyresearch/ceopay/index.html>

The *Washington Post* has developed this list of the top 100 executives in Washington and listed their annual salary, bonus, options, and total compensation. By clicking on the executives name you will also find their career highlights.

Forbes: CEO Pay: Big Bosses and Paychecks

<http://www.forbes.com/2002/04/25/ceos.html>

This annual report put out by *Forbes* magazine lists 501 chief executives of the largest U.S. corporations measured by a “composite ranking of sales, profits, assets and market value.” You can sort by rank, name, corporation, or total compensation.

SalaryExpert.com

<http://www.salaryexpert.com>

This site contains free basic salary information. You can select a job title and zip code or metro area to retrieve a compensation summary that includes area base salary, national salary, and cost of living. The site also has fee based salary surveys for Canadian and International positions.

Salary Surveys by State

<http://cnfnfn.looksmart.com/eus1/eus317829/eus317865/eus328554/eus61840/eus936856/r?l&izce&>

From the editors of CNN and Money magazine this portion of the CNN Money Web site offers salary surveys by state. The site links to each state’s appropriate government agency for general salary information.