

Pay Practices

Salary Changes Granted in Previous Year

Number of companies reporting salary increases, either Cost of Living Adjustments (COLA) or Merit Increases granted last year.

Position Group	COLA Increases Granted in 2011				Merit Increases Granted in 2011			
	# Cos Granting COLAs	Median	Average	Most Frequent	# Cos Granting Merit Increases	Median	Average	Most Frequent
Executives								
Your Group								
Your Group								
Your Group								
Your Group								
Admin. Staff								

Salary Changes Forecast for the Current Year

Number of companies forecasting salary increases, either Cost of Living Adjustments (COLA) or Merit Increases for the current year.

Position Group	COLA Increases Forecast for 2012				Merit Increases Forecast for 2012			
	# Companies to Grant COLAs	Median	Average	Most Frequent	# Companies to Grant Merit Increases	Median	Average	Most Frequent
Executives								
Your Group								
Your Group								
Your Group								
Your Group								
Admin. Staff								

