

**Summary of Projected 2013 Salary Increases**

<b>Projected Median Salary Increase Budget by Employee Level</b> <i>Includes Zeroes Where Provided</i>							
<b>Survey Source</b>	<b>Number of Orgs.</b>	<b>Projected Pay Budgets - 2013</b>			<b>Actual Pay Budgets - 2012</b>		
		<b>Executive</b>	<b>Exempt</b>	<b>Non-Exempt</b>	<b>Executive</b>	<b>Exempt</b>	<b>Non-Exempt</b>
WorldatWork	2,150	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Hay Group	350	3.0%	3.0%	3.0%	2.9%	2.9%	2.9%
Aon Hewitt	1,300	3.0%	3.0%	3.0%	2.8%	2.8%	2.8%
Mercer	1,500	2.9%	2.9%	2.9%	2.7%	2.7%	2.7%
Towers Watson	857	2.9%	2.9%	2.9%	2.8%	2.8%	2.8%
CompData	N/A	2.9%	2.9%	2.9%	2.8%	2.8%	2.8%
Conference Board	316	3.0%	3.0%	3.0%		3.0%	3.0%
Economic Research Institute (ERI)	N/A	2.8%	2.7%	2.6%	2.3%	2.2%	2.1%
Kenexa (CompAnalyst)	1,186	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Culpepper	Prelim	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%

*Sources*

- WorldatWork Salary Budget Survey for 2012-13*
- Hay Group 2012 Compensation Survey*
- AON Hewitt's 20112 and 2013 Salary Increase Survey*
- Mercer's 2012/2013 U.S. Compensation Planning Report*
- Towers Watson Salary Budget Survey*
- CompData Industry Reports*
- Conference Board U.S. Salary Increase Budgets for 2013*
- 2013 ERI Salary Increase Survey*
- Kenexa National Salary Budget Survey*
- Culpepper 2012-2013 Salary Budget and Compensation Planning Survey*

<b>Projected Median Salary Structure Increase by Employee Level</b> <i>Includes only adjustments to salary range midpoints or bands</i>							
<b>Survey Source</b>	<b>Number of Orgs.</b>	<b>Projected Structure Increases - 2013</b>			<b>Actual Structure Increases - 2012</b>		
		<b>Executive</b>	<b>Exempt</b>	<b>Non-Exempt</b>	<b>Executive</b>	<b>Exempt</b>	<b>Non-Exempt</b>
WorldatWork	2,150	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Culpepper	Prelim	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Kenexa	1186	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Economic Research Institute (ERI)	N/A	1.7%	1.6%	1.5%	1.1%	1.0%	1.0%

*Sources*

- WorldatWork Salary Budget Survey for 2012-13*
- Culpepper 2012-2013 Salary Budget and Compensation Planning Survey*
- Kenexa National Salary Budget Survey*
- 2013 ERI Salary Increase Survey*