



Gallagher Benefit Services, Inc.



2010 Compensation & Benefit Surveys

Aviation Compensation

- Geographic Coverage: National
- Data Effective Date: February 1
- Published Report Available: June
- Participant Price: \$450
- Non-Participant Price: \$900
- Fixed wing & helicopter
- Approximately 25 jobs organized by job family

Customer Service & Call Center Compensation

- Geographic Coverage: National
- Data Effective Date: January 1
- Published Report Available: April
- Participant Price: \$450
- Non-Participant Price: \$900
- Approximately 35 jobs organized by job family

Information Technology Compensation

- Geographic Coverage: Upper Midwest States (MN, IA, WI, ND, SD)
- Data Effective Date: May 1
- Published Report Available: September
- Participant Price: \$530
- Non-Participant Price: \$1,060
- Approximately 110 jobs organized by job family

Upper Midwest Benefits & HR Policy

- Geographic Coverage: Upper Midwest States (MN, IA, WI, ND, SD)
- Data Effective Date: January 1
- Published Report Available: May
- Participant Price: \$530
- Non-Participant Price: \$1,060
- Over 40 different benefits and policies included

Healthcare Professional & Hourly Compensation

- Geographic Coverage: Upper Midwest States (MN, IA, WI, ND, SD, NE)
- Data Effective Date: March 1
- Published Report Available: June
- Participant Price:

<u>FTE*</u>	<u>Price</u>
<200	\$530
200-1,500	\$630
>1,500	\$730
- Non-Participant Price:

<u>FTE*</u>	<u>Price</u>
<200	\$1,060
200-1,500	\$1,260
>1,500	\$1,460

■ Approximately 180 jobs organized by job family

* Pricing based on FTE

Healthcare Supervisory & Management Compensation

- Geographic Coverage: Upper Midwest States (MN, IA, WI, ND, SD, NE)
- Data Effective Date: March 1
- Published Report Available: June
- Participant Price:

<u>FTE*</u>	<u>Price</u>
<200	\$530
200-1,500	\$630
>1,500	\$730
- Non-Participant Price:

<u>FTE*</u>	<u>Price</u>
<200	\$1,060
200-1,500	\$1,260
>1,500	\$1,460

■ Approximately 100 jobs organized by job family

* Pricing based on FTE

PSI Exempt Compensation

- Geographic Coverage: 11 County Twin Cities Area
- Data Effective Date: May 1
- Published Report Available: September
- Participant Price*: \$800
- Membership-based survey
- Approximately 190 jobs organized by job family

* *Final results available to members only.
Participation and pricing based on membership guidelines.*

PSI Nonexempt Compensation

- Geographic Coverage: 11 County Twin Cities Area
- Data Effective Date: May 1
- Published Report Available: September
- Participant Price*: \$800
- Membership-based survey
- Approximately 75 jobs organized by job family

* *Final results available to members only.
Participation and pricing based on membership guidelines.*

Retail Grocer Compensation

- Geographic Coverage: National
- Data effective date: March 1
- Published Report Available: June
- Participant Price:

<u>Revenue*</u>	<u>Price</u>
<500M	\$330
500M-1.5B	\$530
>1.5B	\$730
- Non-Participant Price:

<u>Revenue*</u>	<u>Price</u>
<500M	\$660
500M-1.5B	\$1,060
>1.5B	\$1,460
- Approximately 45 jobs organized by job family

* *Pricing based on company revenue (retail only).*

Distribution Center Compensation Survey

- Geographic Coverage: National
- Data effective date: March 1
- Published Report Available: June
- Participant Price: \$375
- Non-Participant Price: \$750
- Approximately 55 jobs organized by job family

Upper Midwest Compensation

- Geographic Coverage: Upper Midwest States (MN, IA, WI, ND, SD)
- Data Effective Date: May 1
- Published Report Available: September
- Participant Price: \$600
- Non-Participant Price: \$1,200
- Approximately 18 executive jobs organized by family
- Approximately 140 exempt jobs organized by family
- Approximately 35 nonexempt jobs organized by family

Upper Midwest Plant Hourly Compensation

- Geographic Coverage: Upper Midwest States (MN, IA, WI, ND, SD)
- Data Effective Date: May 1
- Published Report Available: September
- Participant Price: \$350
- Non-Participant Price: \$700
- Approximately 60 jobs organized by job family

U.S. Pharmacy Staff Compensation

- Geographic Coverage: National
- Data Effective Date: December 1 & June 1
- Published Report Available: March & September
- Participant Price:

<u>FTE*</u>	<u>Price</u>
<250	\$600
250-1,000	\$800
>1,000	\$1,000
- Non-Participant Price:

<u>FTE*</u>	<u>Price</u>
<250	\$1,200
250-1,000	\$1,600
>1,000	\$2,000
- Exclusive look at retail only pharmacy staff compensation
- Approximately 18 jobs in spring full survey
- Participant Price for mid-year update:

<u>FTE*</u>	<u>Price**</u>
<250	\$250
250-1000	\$300
>1000	\$350

- Approximately 9 jobs in mid-year update survey

* *Pricing based on FTE.*

** *You must participate in the full survey to be eligible to participate in and receive the results of the update survey.*