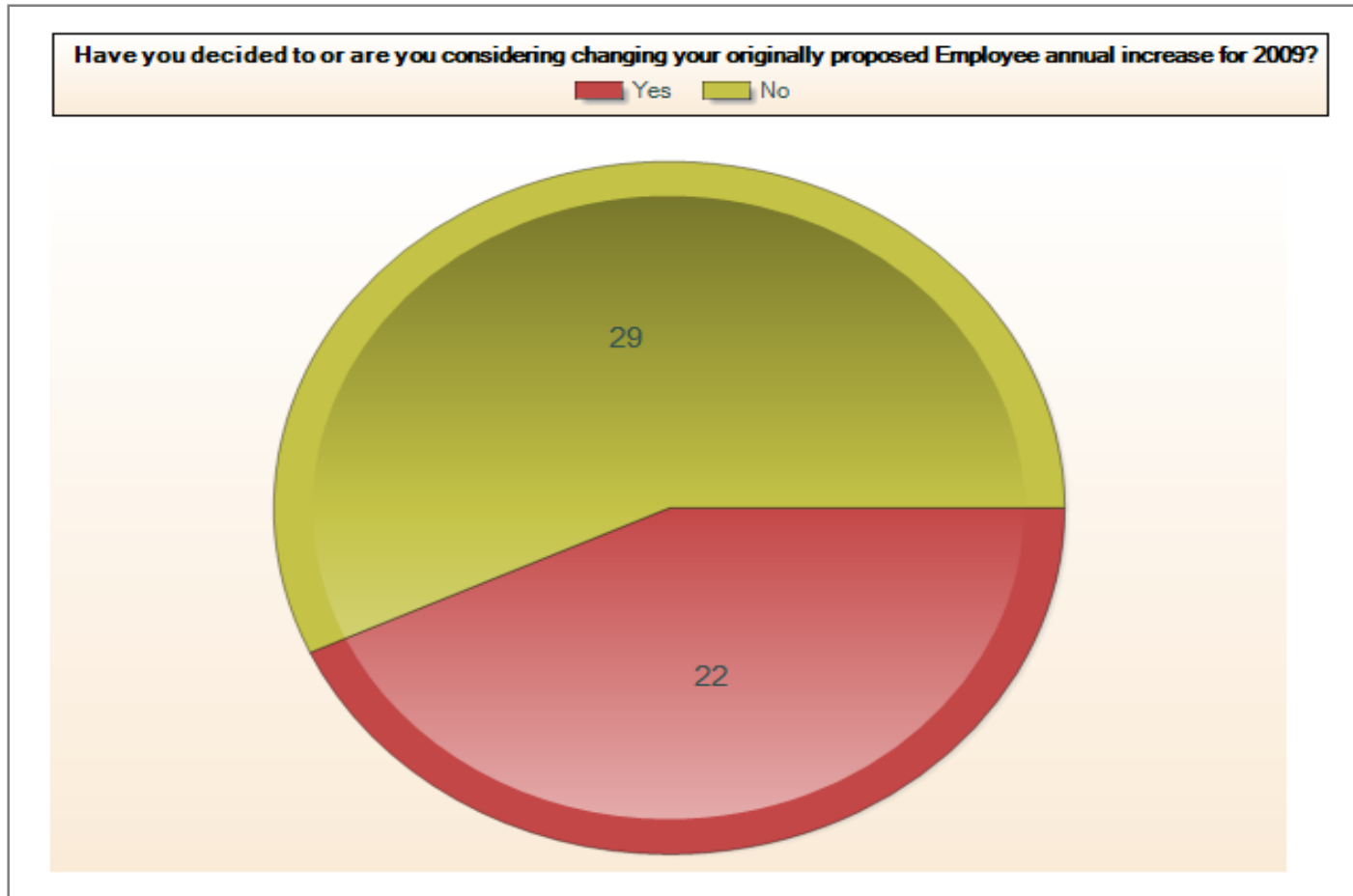


# 2009 Compensation Planning Survey

**2009 Compensation Planning Survey:** Have you decided to or are you considering changing your originally proposed Employee annual increase for 2009?



**2009 Compensation Planning Survey:** What percentage Employee merit increase (total annual increase, including promotional, merit, cost of living) did you **originally** budget/plan for 2009?

Responses	Count	Percent
2.0%	1	2%
2.5%	1	2%
3.0%	12	24%
3.5%	12	24%
3.6%	1	2%
3.7%	1	2%
3.8%	2	4%
3.9%	1	2%
4.0%	9	18%
4.5%	3	6%
5.0%	1	2%
5.13%	1	2%
Other responses: 3.8% (Merit Budget Only) 4% and promotional 7% None Not yet planned Too soon to tell We just are not sure yet; we give in April, 2009	6	12%

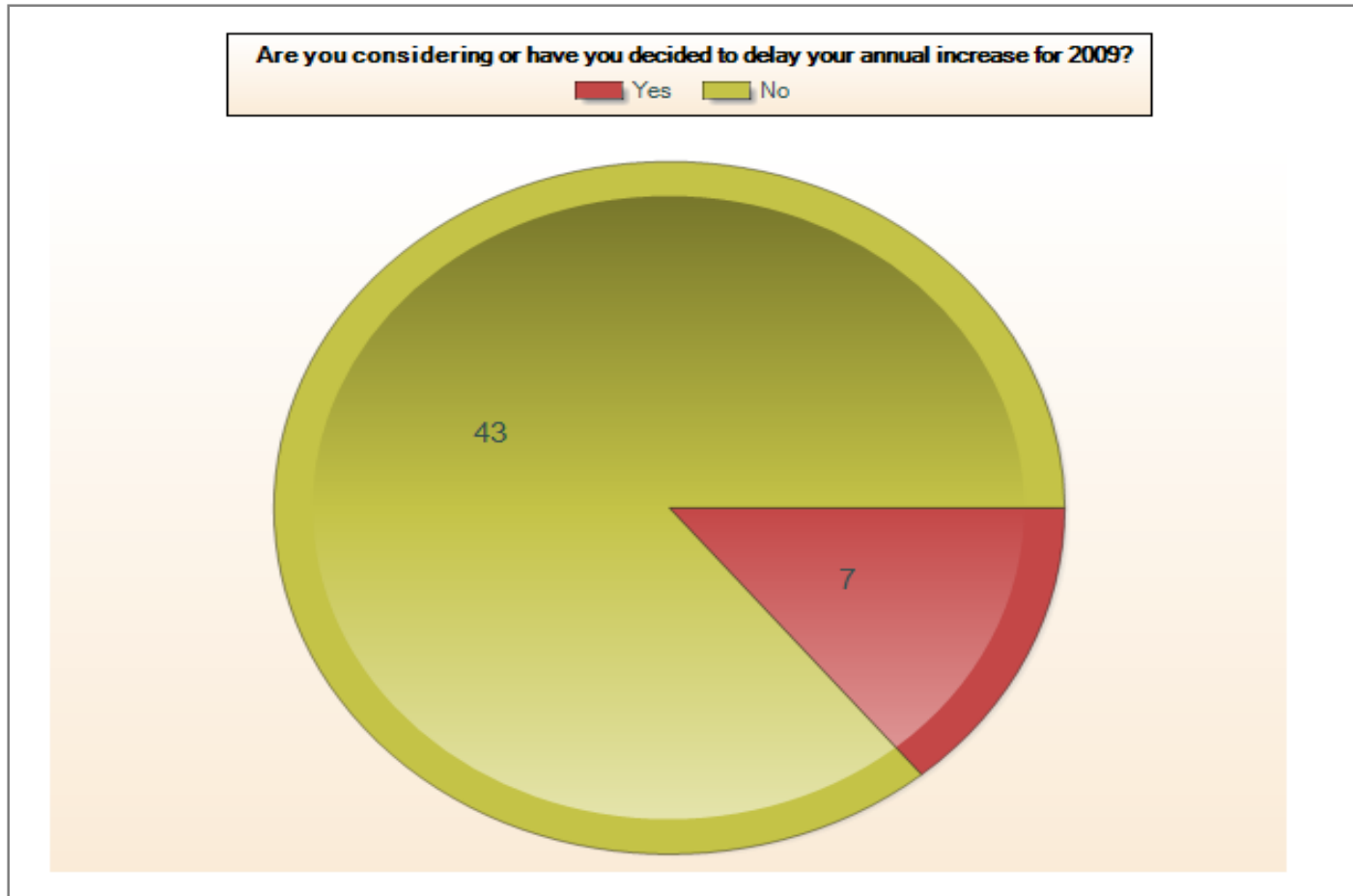
**2009 Compensation Planning Survey:** If you have decided or are considering **reducing** the annual increase percentage, by what percentage will you reduce your annual increase?

Responses	Count	Percent
0.0%	5	16%
0.25%	1	3%
0.5%	1	3%
0.7%	1	3%
1.0%	4	13%
1.5%	1	3%
2.0%	2	6%
2.5%	1	3%
3.0%	1	3%
3.5%	1	3%
4.0%	2	6%
100%	1	3%
N/A	6	19%
Other responses: .5% (1/2)% -Exempts, .25% (1/4)% Non-exempts Not yet decided Too soon to tell Unsure at this time NA – will probably not reduce	5	16%

**2009 Compensation Planning Survey:** If you have decided or are considering **increasing** the annual increase percentage, by what percentage will you increase the plan?

Responses	Count	Percent
0.0%	6	38%
NA	7	43%
Other responses: will not increase Too soon to tell Not increasing	3	19%

**2009 Compensation Planning Survey:** Are you considering or have you decided to delay your annual increase for 2009?



**2009 Compensation Planning Survey:** If you have decided or are considering delaying your annual increase, how many **months** are you planning between increases

## Responses

Unsure at this time.

n/a

n/a

Not decided or considered

3 months to assess the economic situation

24

Noted decided yet

NA

n/a

09-Mar

0

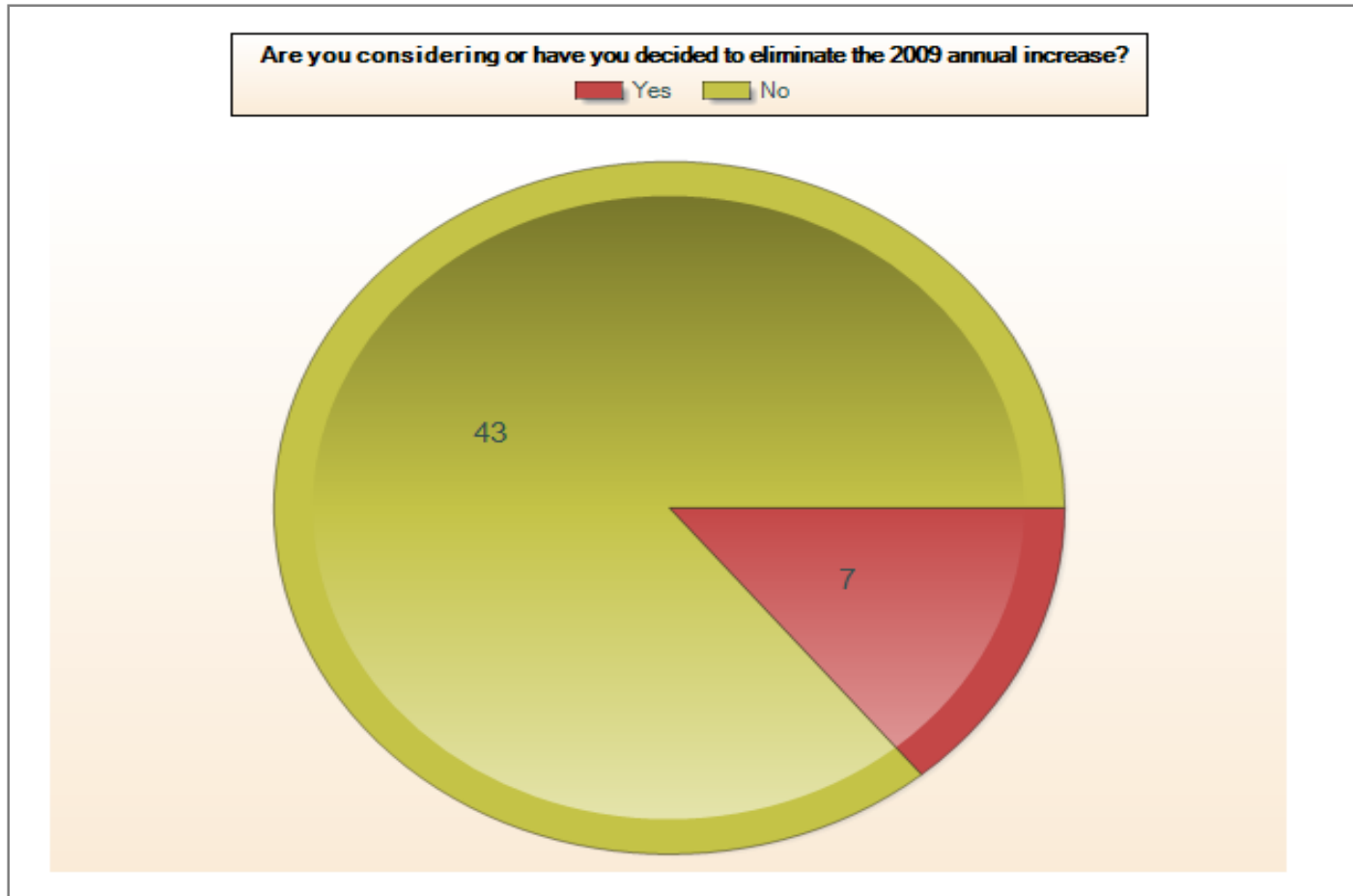
We just are not sure

na

Everything is still being considered – reducing, delaying or eliminating

At least 4 pay periods ( approx 2 months)

**2009 Compensation Planning Survey:** Are you considering or have you decided to eliminate the 2009 annual increase?



**2009 Compensation Planning Survey:** What percentage Executive merit increase (total annual increase including promotional, merit, cost of living) did you **originally** budget/plan for 2009?

Responses	Count	Percent
0.0%	2	5%
2.0%	1	2%
2.5%	1	2%
3.0%	2	5%
3.5%	10	23%
3.7%	2	5%
3.8%	2	5%
4.0%	10	23%
4.5%	2	5%
5.0%	4	9%
8.95%	1	2%
Other responses: Not yet planned Undecided at this time Too soon to tell 4% however, board determined Not available We don't know yet	6	14%

**2009 Compensation Planning Survey:** Have you decided to or are you considering **changing** your Executive annual increase for 2009?

Responses	Count	Percent
Yes	14	36%
No	18	46%
Other responses: Do not know Not decided or considered Not decided yet Undecided at this time Too soon to tell The board of directors determine our exec salaries We don't know yet	7	18%

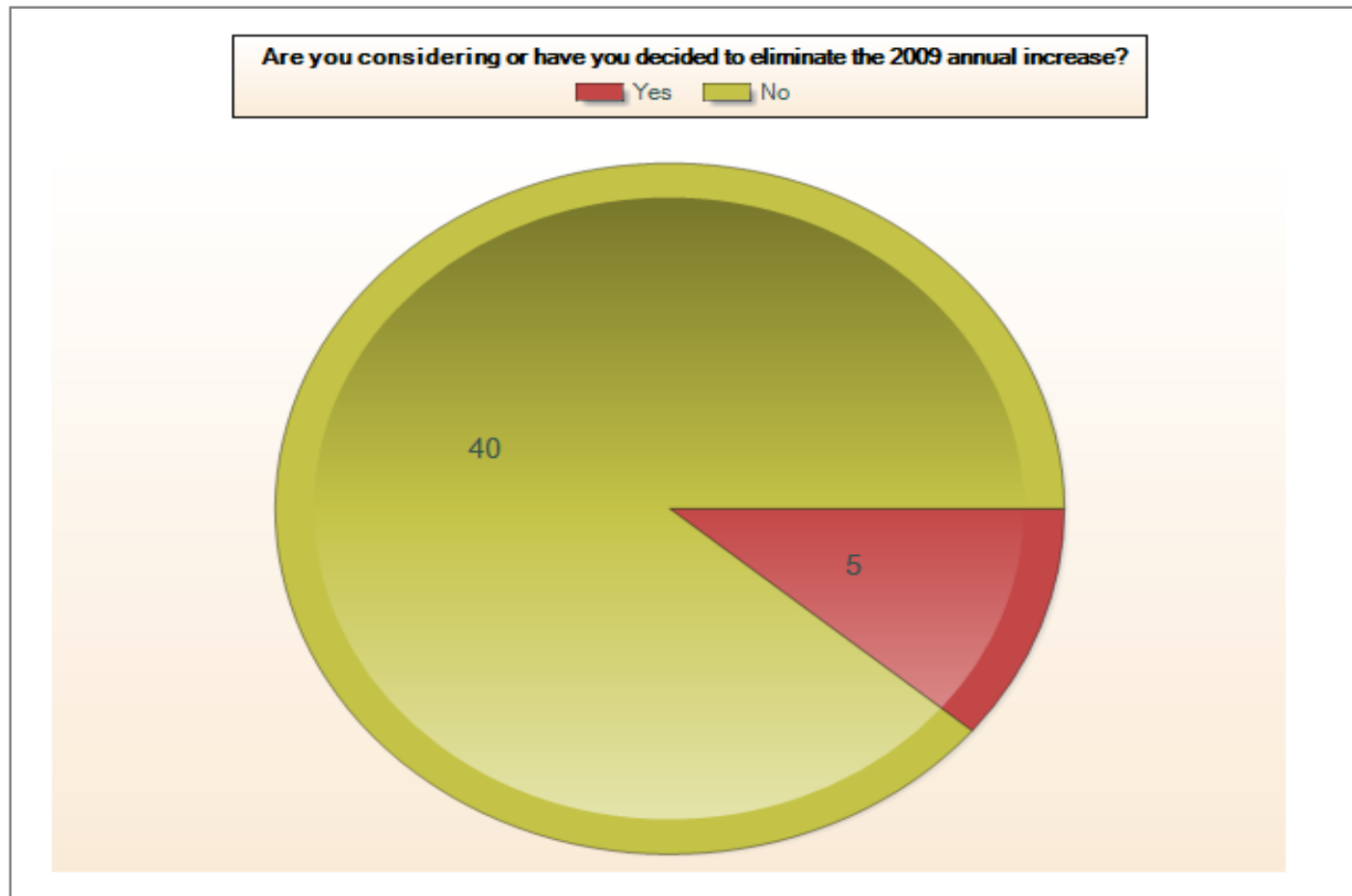
**2009 Compensation Planning Survey:** Have you decided to or are you considering **reducing** the Executive annual increase percentage, by what percentage will you reduce the plan?

Response	Count	Percent
0.0%	4	15%
0.25%	1	4%
0.5%	1	4%
0.7%	1	4%
1.0%	4	15%
1.5%	1	4%
2.0%	1	4%
3.5%	1	4%
4.0%	3	11%
100%	1	4%
n/a	5	19%
Other responses: Not decided or considered Not decided yet Too soon to tell We don't know yet	4	15%

**2009 Compensation Planning Survey:** Have you decided to or are you considering **increasing** the Executive annual increase percentage, by what percentage will you increase the annual plan?

Response	Count	Percent
0.0%	5	36%
n/a	5	36%
Other responses: Not decided or considered Too soon to tell Not increasing We don't know yet	4	28%

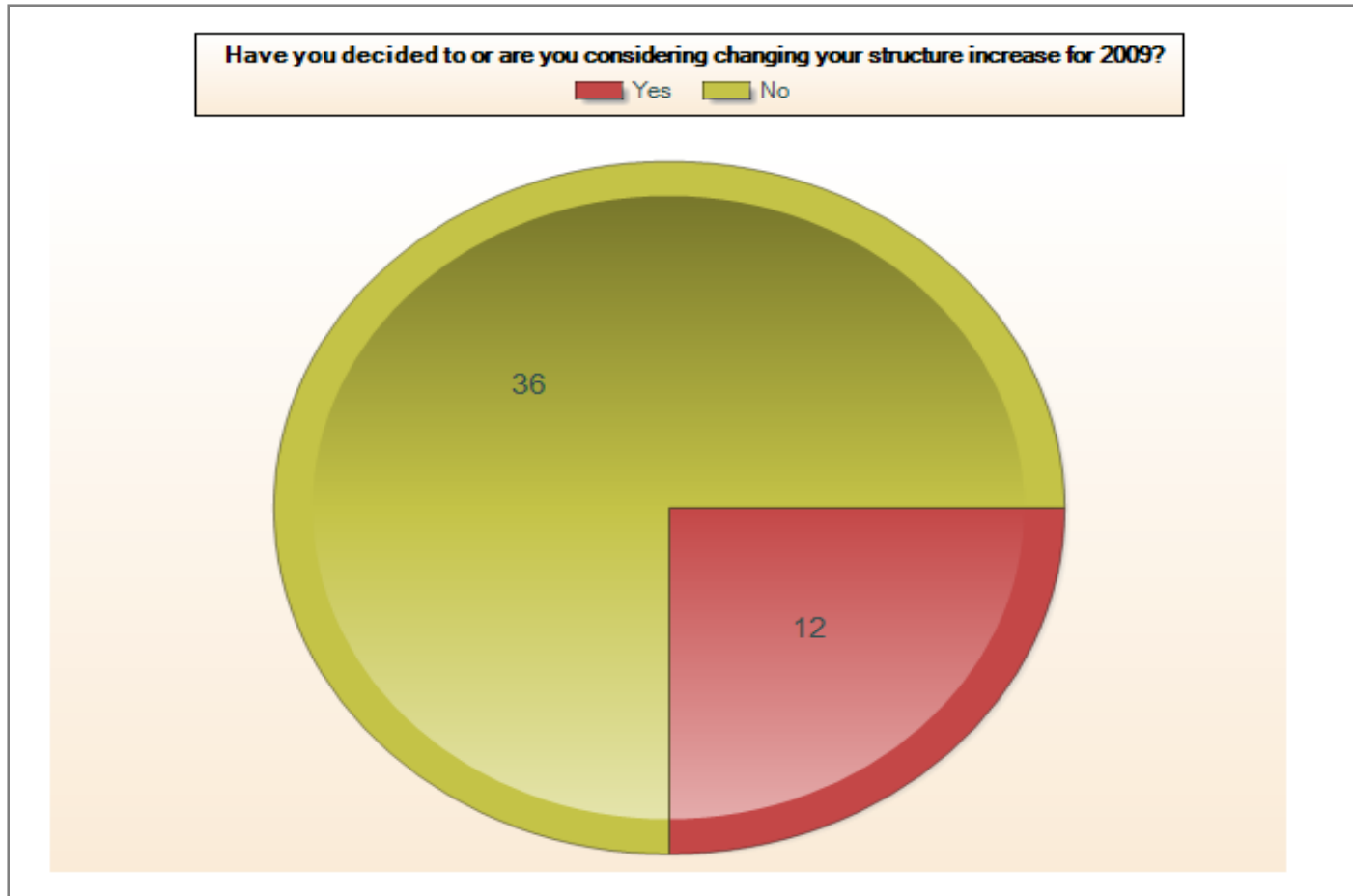
**2009 Compensation Planning Survey:** Are you considering or have you decided to eliminate the 2009 annual increase?



**2009 Compensation Planning Survey:** What percentage structure increase did you originally budget/plan for 2009?

Response	Count	Percent
0.0%	4	9%
2.0%	2	5%
2.5%	4	9%
2.7%	1	2%
2.8%	3	7%
2.9%	2	5%
3.0%	15	35%
3.5%	2	5%
4.0%	4	9%
Other responses: 3.9% for 2008 We do not maintain a structure Not determined None planned currently 2% to 4% depending on positions We don't know yet	6	14%

**2009 Compensation Planning Survey:** Have you decided to or are you considering changing your structure increase for 2009?



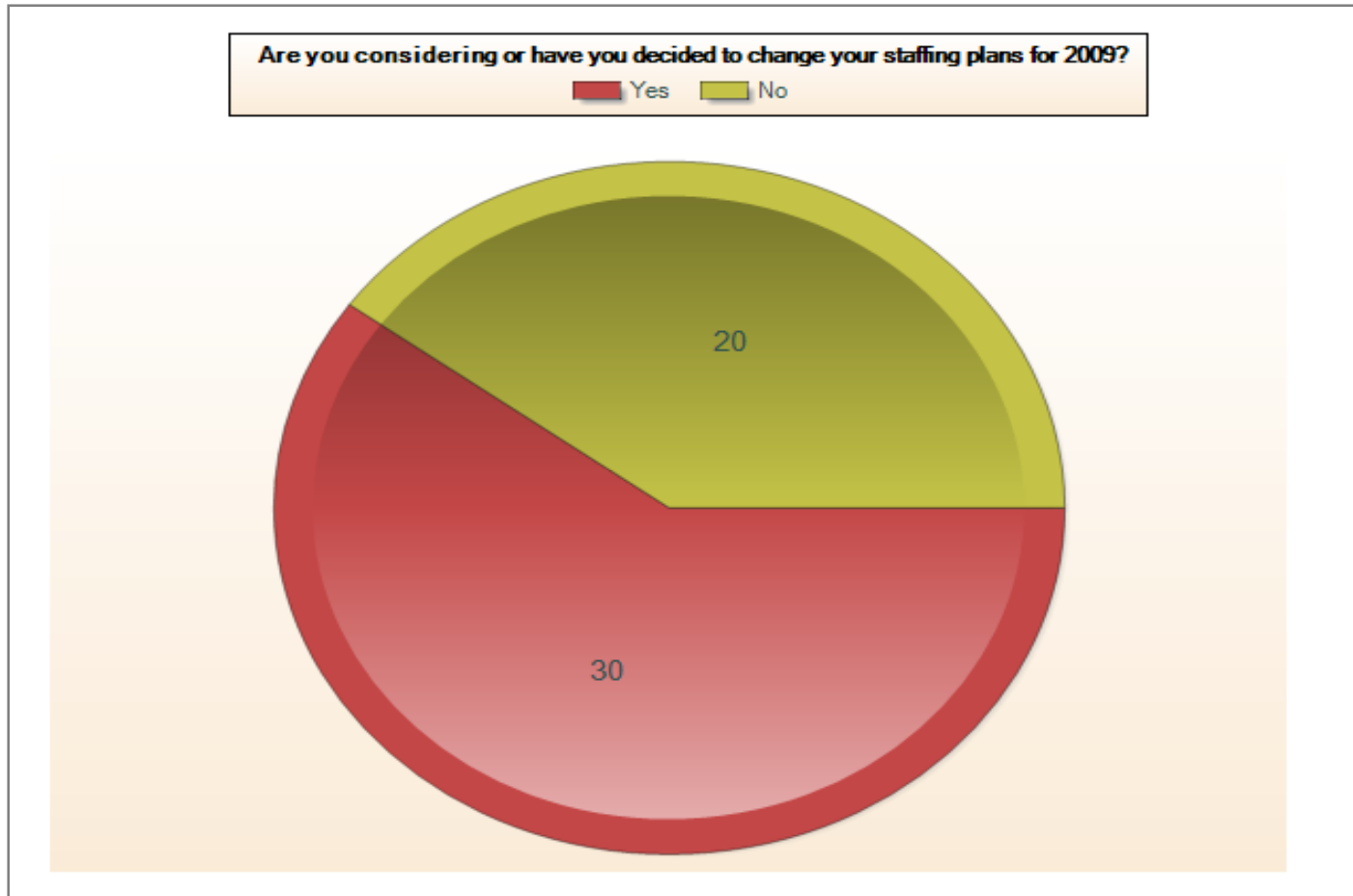
**2009 Compensation Planning Survey:** If you have decided or are considering **reducing** the planned structure increase percentage, by what percentage will reduce the structure plan?

Response	Count	Percent
0.0%	2	9%
0.3%	1	5%
0.5%	1	5%
0.6%	1	5%
0.7%	1	5%
1.0%	1	5%
2.0%	1	5%
3.0%	1	5%
n/a	4	19%
no	2	9%
Other responses: Unsure at this time Not decided or considered Unknown 2%, will increase all positions no more than 2% We don't know yet Will adjust based on our competitive analysis	6	28%

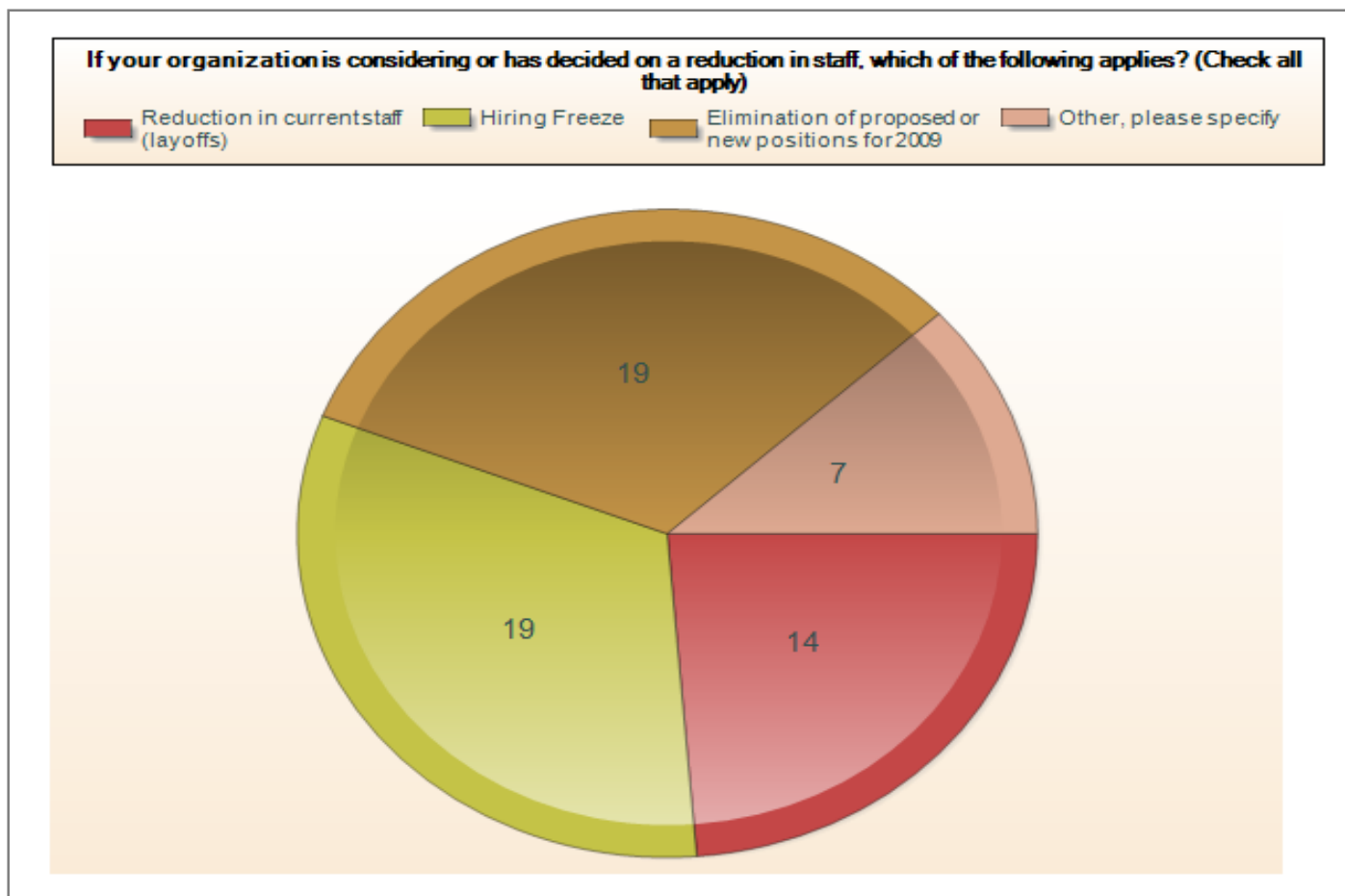
**2009 Compensation Planning Survey:** If you have decided or are considering **increasing** the planned structure increase percentage, by what percentage will increase the structure plan?

Response	Count	Percent
0.0%	2	22%
n/a	4	44%
Other responses: Not decided or considered No We don't know yet	3	33%

**2009 Compensation Planning Survey:** Are you considering or have you decided to change your staffing plans for 2009?

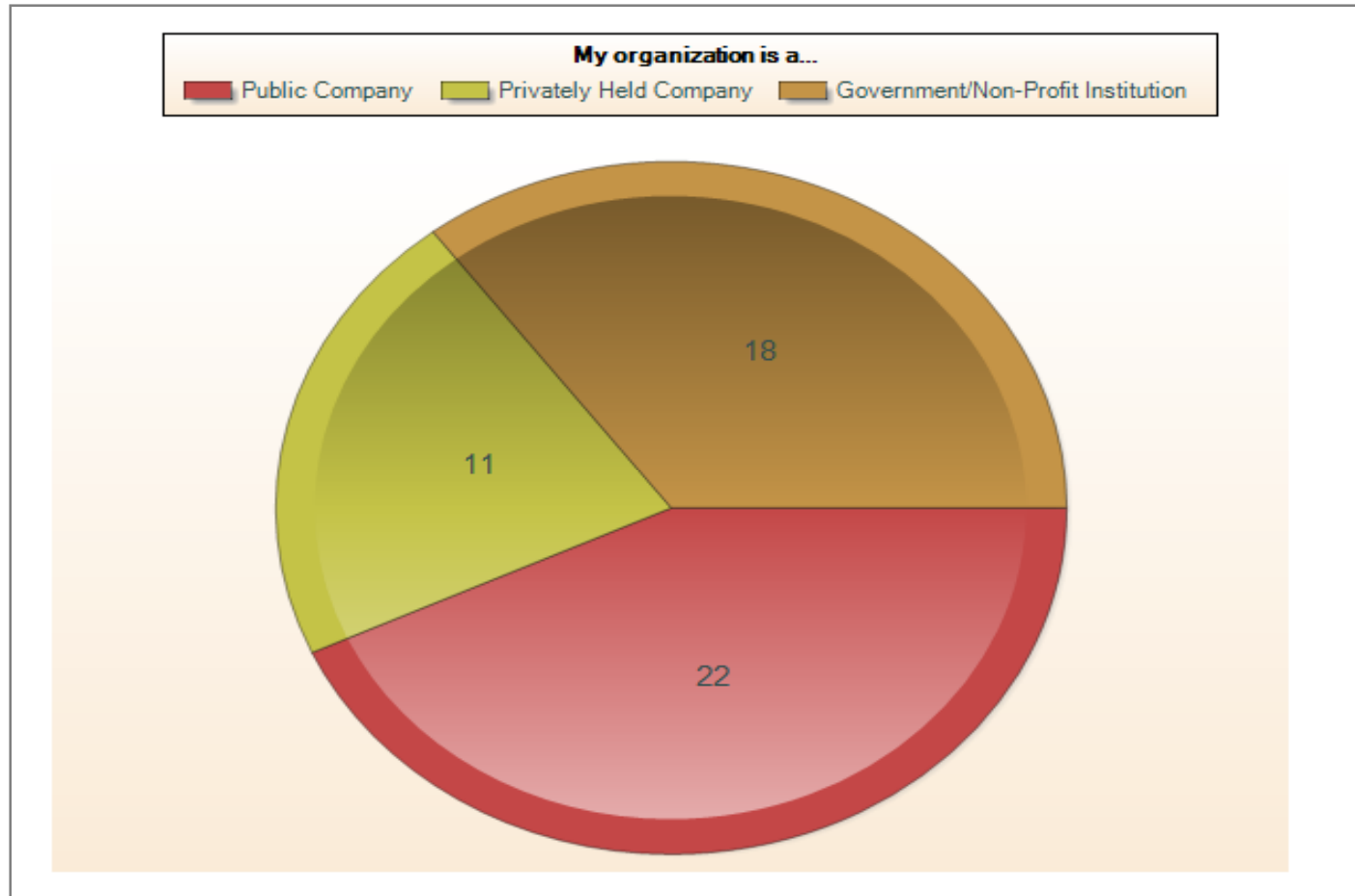


**2009 Compensation Planning Survey:** If your organization is considering or has decided on a reduction in staff, which of the following applies? (Check all that apply)

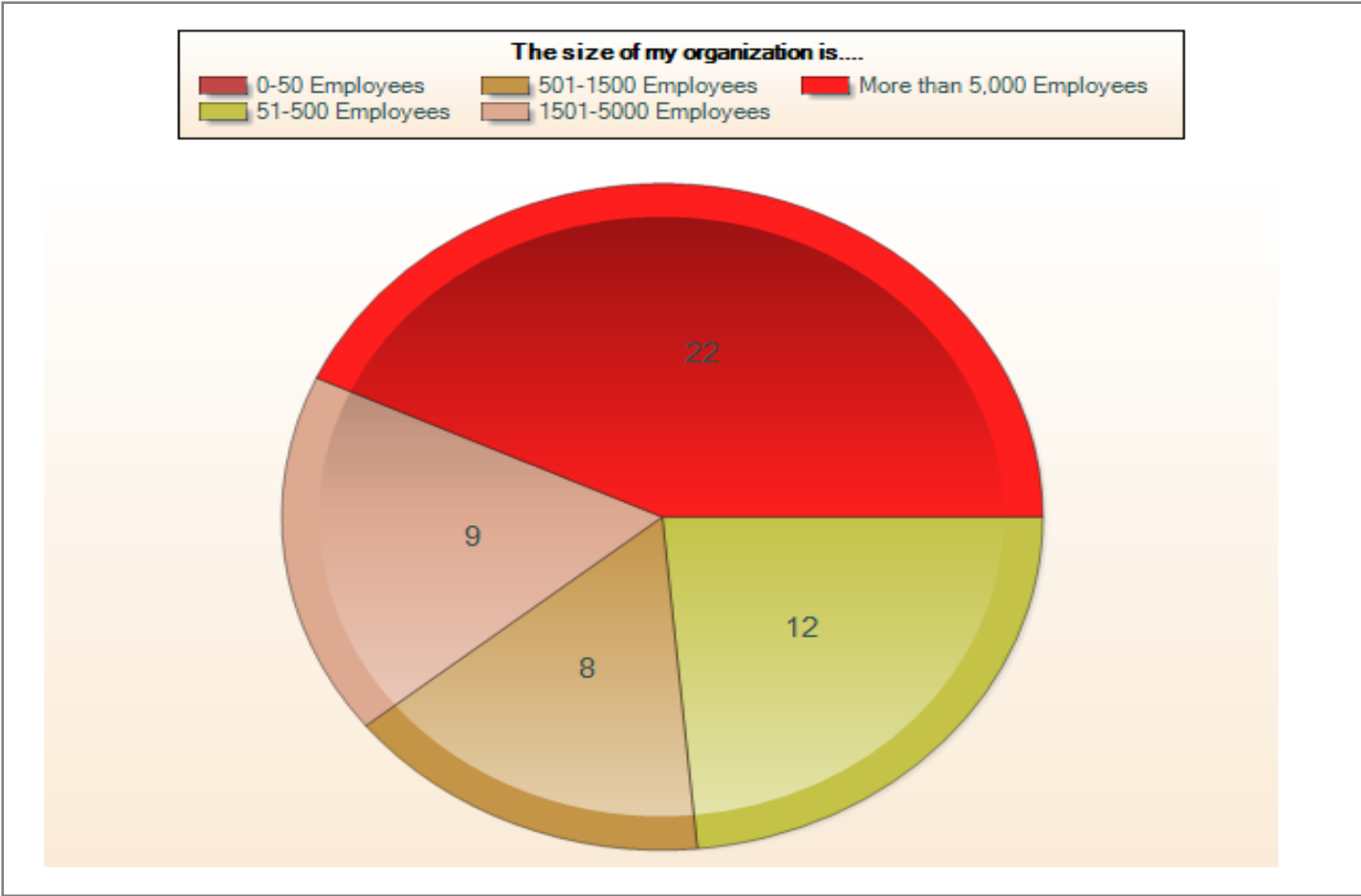


Responses	
Only fill most critical vacancies	More stringent review of new positions
Elimination of some new positions	Reduction of hours, very few layoffs in PA
We have already reduced our 2008 workforce by 10%	NA, None

2009 Compensation Planning Survey: My organization is a...



**2009 Compensation Planning Survey: The size of my organization is....**



## 2009 Compensation Planning Survey: What industry do you work in?

Response	Count	Percent
Healthcare	14	27%
Financial Services/ Banking	9	17%
Insurance	2	4%
Education	2	4%
Utilities	4	8%
Legal Services	2	4%
Biotechnology	2	4%
Telecommunications	2	4%
Pharmaceutical	2	4%
Public Administration – City Government	1	2%
Energy	1	2%
Retail	2	4%
Not-for-Profit	1	2%
Professional Services	1	2%
Consulting	1	2%
Propane sales and distribution	1	2%
Research and Development	1	2%
Business Services	1	2%
Flavors Industry	1	2%
Chemicals	1	2%