



Sample of CompKeeper Reports

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July 11, 2006

Cornerstone Incorporated

Job Description

Job Title Staff Accountant	Date 4/1/2004
Job Code 1003	Grade 8
FLSA Exempt	EEO Code 02

Job Summary

Analyze financial information and prepare financial reports to determine or maintain record of assets, liabilities, profit and loss, tax liability, or other financial activities within an organization.

Job Duties

- 1 Monitor account classification definitions to ensure accurate classification of all business transactions.
- 2 Prepare the monthly profit and loss statement.
- 3 Provide direction to accounting clerks to assist them in recording complex transactions.
- 4 Collects appropriate data and prepares federal, state, and local reports and tax returns.
- 5 Makes recommendations regarding the accounting of reserves, assets, and expenditures.
- 6 Audits contracts, orders, and vouchers, and prepares reports to substantiate individual transactions prior to settlement.

Minimum Requirements

Bachelors Degree in a related discipline plus 3 years of experience

Other Requirements - Skills / Competences / Certifications / Physical Ability

Demonstrated skill in using Microsoft Word, Excel and Access

Cornerstone Incorporated

Job Description

Job Title	Senior Software Developer	Date	6/29/2004
Job Code	2013	Grade	12
Job Family	201 Software Development	FLSA	Exempt
		EEO Code	02

Job Family Summary

Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team.

Scope and Complexity

As a fully competent professional, plans and conducts work requiring judgment in the independent evaluation, selection, and adaptation of standard techniques.

Direction Given and Received

Responsible for a program or significant project. Select team members and is responsible for performance evaluations.

Minimum Requirements

Bachelors Degree in a technical discipline plus 8 years of directly related experience

Other Requirements - Skills / Competencies / Licenses / Certifications / Physical Ability

Cornerstone Incorporated

Job Description

Job Family Software Development

Family 201

Function Engineering

Family Summary

Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team.

Level	Minimum Requirements	Scope and Complexity of Primary Assignment
1	Bachelors Degree in a technical discipline such as engineering, computer science, or mathematics.	Performs a variety of routine tasks that are planned to provide experience and familiarization.
2	Bachelors Degree in a technical discipline plus 5 years of directly related experience	Receives assignments in the form of objectives with goals and process to meet goals outlined. Works is reviewed by management to measure meeting objectives.
3	Bachelors Degree in a technical discipline plus 8 years of directly related experience	As a fully competent professional, plans and conducts work requiring judgment in the independent evaluation, selection, and adaptation of standard techniques.
4	Bachelors Degree in a technical discipline plus 12 years of directly related experience.	Has division wide responsibility for the software development function. Provides leadership in developing policies and direction while working within the framework of the company's strategic objectives. Typically directs function through subordinate managers or supervisors. Determines priorities for the function.

Level	Grade	Job Titles	Job Code	FLSA Status	EEO Category	Date
1	9	Software Developer I	2011	Exempt	02	6/29/2004
2	10	Software Developer II	2012	Exempt	02	6/29/2004
3	12	Senior Software Developer	2013	Exempt	02	6/29/2004
4	14	Program Manager	2014	Exempt	01	7/10/2004

Job Code	Job Title	Grade	FLSA	EEO Code
Accountants				
1001	Accounting Assistant	4	Non-Exempt	05
1002	Associate Accountant	6	Non-Exempt	05
1003	Staff Accountant	8	Exempt	02
1004	Accounting Manager	12	Exempt	01
Application Engineer				
2023	Application Engineer	11	Exempt	02
Customer Relations				
3011	Customer Relations Specialist	4	Non-Exempt	05
3012	Sr. Customer Relations Specialist	5	Non-Exempt	05
3013	Manager-Customer Relations	11	Exempt	01
Executive Management				
4013	Executive Vice President	0	Exempt	01
4014	Chief Executive Officer	18	Exempt	01
Human Resources				
1011	Human Resources Assistant	4	Non-Exempt	05
1012	Human Resources Representative	7	Exempt	02
1013	Human Resources Director	12	Exempt	01
Software Development				
2011	Software Developer I	9	Exempt	02
2012	Software Developer II	10	Exempt	02
2013	Senior Software Developer	12	Exempt	02
2014	Program Manager	14	Exempt	01
Support Services				
4021	Office Assistant	2	Non-Exempt	05

01 Officials and Manager

Job Code	Job Title	Grade	FLSA	EEO Code
4014	Chief Executive Officer	18	Exempt	01
4013	Executive Vice President	16	Exempt	01
2014	Program Manager	14	Exempt	01
1004	Accounting Manager	12	Exempt	01
1013	Human Resources Director	12	Exempt	01
3013	Manager-Customer Relations	11	Exempt	01

02 Professionals

Job Code	Job Title	Grade	FLSA	EEO Code
2013	Senior Software Developer	12	Exempt	02
2023	Application Engineer	11	Exempt	02
2012	Software Developer II	10	Exempt	02
2011	Software Developer I	9	Exempt	02
1003	Staff Accountant	8	Exempt	02
1012	Human Resources Representative	7	Exempt	02

05 Office and Clerical

Job Code	Job Title	Grade	FLSA	EEO Code
1002	Associate Accountant	6	Non-Exempt	05
3012	Sr. Customer Relations Specialist	5	Non-Exempt	05
1001	Accounting Assistant	4	Non-Exempt	05
1011	Human Resources Assistant	4	Non-Exempt	05
3011	Customer Relations Specialist	4	Non-Exempt	05
4021	Office Assistant	2	Non-Exempt	05

01 Officials and Manager

Job Code	Job Title	Grade	FLSA	EEO Code
4014	Chief Executive Officer	18	Exempt	01
4013	Executive Vice President	16	Exempt	01
2014	Program Manager	14	Exempt	01
1004	Accounting Manager	12	Exempt	01
1013	Human Resources Director	12	Exempt	01
3013	Manager-Customer Relations	11	Exempt	01

02 Professionals

Job Code	Job Title	Grade	FLSA	EEO Code
2013	Senior Software Developer	12	Exempt	02
2023	Application Engineer	11	Exempt	02
2012	Software Developer II	10	Exempt	02
2011	Software Developer I	9	Exempt	02
1003	Staff Accountant	8	Exempt	02
1012	Human Resources Representative	7	Exempt	02

05 Office and Clerical

Job Code	Job Title	Grade	FLSA	EEO Code
1002	Associate Accountant	6	Non-Exempt	05
3012	Sr. Customer Relations Specialist	5	Non-Exempt	05
1001	Accounting Assistant	4	Non-Exempt	05
1011	Human Resources Assistant	4	Non-Exempt	05
3011	Customer Relations Specialist	4	Non-Exempt	05
4021	Office Assistant	2	Non-Exempt	05

Cornerstone Incorporated

Report 113: Pay Structure

		Hourly Ranges			Annual Ranges		
		Min	Mid	Max	Min	Mid	Max
Grade	18	60.73	75.91	91.10	126,319	157,899	189,479
Chief Executive Officer							
Grade	17	53.98	67.48	80.97	112,284	140,355	168,426
No Jobs Assigned to Grade							
Grade	16	47.98	59.98	71.98	99,808	124,760	149,712
Executive Vice President							
Grade	15	42.65	53.32	63.98	88,718	110,898	133,077
No Jobs Assigned to Grade							
Grade	14	37.91	47.39	56.87	78,861	98,576	118,291
Program Manager							
Grade	13	33.70	42.13	50.55	70,098	87,623	105,147
No Jobs Assigned to Grade							
Grade	12	29.96	37.45	44.93	62,310	77,887	93,464
Accounting Manager Human Resources Director Senior Software Developer							
Grade	11	26.63	33.29	39.94	55,386	69,233	83,079
Application Engineer Manager-Customer Relations							
Grade	10	23.67	29.59	35.50	49,232	61,540	73,848
Software Developer II							
Grade	9	21.04	26.30	31.56	43,762	54,703	65,643
Software Developer I							
Grade	8	18.70	23.38	28.05	38,900	48,624	58,349
Staff Accountant							
Grade	7	16.62	20.78	24.94	34,577	43,222	51,866
Human Resources Representative							
Grade	6	14.78	18.47	22.16	30,735	38,419	46,103
Associate Accountant							
Grade	5	13.13	16.42	19.70	27,320	34,151	40,981
Sr. Customer Relations Specialist							
Grade	4	11.68	14.59	17.51	24,285	30,356	36,427
Accounting Assistant Human Resources Assistant Customer Relations Specialist							

		Hourly Ranges			Annual Ranges		
		Min	Mid	Max	Min	Mid	Max
Grade	3	10.38	12.97	15.57	21,586	26,983	32,380
No Jobs Assigned to Grade							
Grade	2	9.23	11.53	13.84	19,188	23,985	28,782
Office Assistant							
Grade	1	8.20	10.25	12.30	17,056	21,320	25,584
No Jobs Assigned to Grade							

Rec	Job Code	Job Title	No EE	Low Rate	Avg Rate	High Rate	Rate Spread
1	2014	Program Manager	1	95,000	95,000	95,000	0.0%
2	1004	Accounting Manager	1	75,000	75,000	75,000	0.0%
3	2013	Senior Software Developer	2	70,000	70,000	70,000	0.0%
4	1013	Human Resources Director	1	68,000	68,000	68,000	0.0%
5	2023	Application Engineer	1	68,000	68,000	68,000	0.0%
6	2012	Software Developer II	3	61,000	64,000	68,000	11.5%
7	1003	Staff Accountant	3	52,000	57,000	65,000	25.0%
8	2011	Software Developer I	1	55,000	55,000	55,000	0.0%
9	3013	Manager-Customer Relations	1	42,000	42,000	42,000	0.0%
10	1012	Human Resources Representative	1	39,400	39,400	39,400	0.0%
11	3011	Customer Relations Specialist	3	26,000	28,333	32,000	23.1%
12	1011	Human Resources Assistant	2	25,000	26,750	28,500	14.0%
13	1001	Accounting Assistant	4	24,750	26,438	29,500	19.2%
14	4021	Office Assistant	1	20,000	20,000	20,000	0.0%
Total Employees			25				

Rec	Job Code	Job Title	No EE	Low Rate	Avg Rate	High Rate	Rate Spread
1	2014	Program Manager	1	95,000	95,000	95,000	0.0%
2	1004	Accounting Manager	1	75,000	75,000	75,000	0.0%
3	2013	Senior Software Developer	2	70,000	70,000	70,000	0.0%
4	1013	Human Resources Director	1	68,000	68,000	68,000	0.0%
5	2023	Application Engineer	1	68,000	68,000	68,000	0.0%
6	2012	Software Developer II	3	61,000	64,000	68,000	11.5%
7	1003	Staff Accountant	3	52,000	57,000	65,000	25.0%
8	2011	Software Developer I	1	55,000	55,000	55,000	0.0%
9	3013	Manager-Customer Relations	1	42,000	42,000	42,000	0.0%
10	1012	Human Resources Representative	1	39,400	39,400	39,400	0.0%
11	3011	Customer Relations Specialist	3	26,000	28,333	32,000	23.1%
12	1011	Human Resources Assistant	2	25,000	26,750	28,500	14.0%
13	1001	Accounting Assistant	4	24,750	26,438	29,500	19.2%
14	4021	Office Assistant	1	20,000	20,000	20,000	0.0%
Total Employees			25				

Settings Weights: ON Aging Factor: 3.50% Age To: 7/1/2006

100 Accountants

Survey Source / Date / Scope	Survey Code	Survey Job Title	Company Job Title	Unadjusted Survey	Consensus Market Value
			Accounting Assistant		\$30,148
					\$14.49
Compdata Surveys	260	Accounting Clerk			
Effective Date: 6/1/2004		No. Co. 30	Comp Metric Average	\$28,100.00	
Scope: Columbus Metro		No. EEs 85	Weight Given 1		
			Associate Accountant		\$41,400
					\$19.90
Nationwide Survey	3689	General Accountant/Bookkeeper			
Effective Date: 7/1/2005		No. Co. 25	Comp Metric Median	\$40,000.00	
Scope:		No. EEs 52	Weight Given 1		
			Staff Accountant		\$49,889
					\$23.98
Target Surveys	275	Accountant			
Effective Date: 6/1/2004		No. Co. 28	Comp Metric Average	\$46,500.00	
Scope: Columbus Metro		No. EEs 65	Weight Given 1		
			Accounting Manager		\$76,603
					\$36.83
Target Surveys	285	General Accounting Manager			
Effective Date: 6/1/2004		No. Co. 49	Comp Metric Average	\$71,400.00	
Scope: Columbus Metro		No. EEs 65	Weight Given 1		

Settings Weights: ON Aging Factor: 3.50% Age To: 7/1/2006

101 Human Resources

Survey Source / Date / Scope	Survey Code	Survey Job Title	Company Job Title	Unadjusted Survey	Consensus Market Value
			Human Resources Assistant		\$29,933
					\$14.39
Target Surveys	905	Human Resources Assistant			
Effective Date: 6/1/2004		No. Co. 24	Comp Metric Average	\$27,900.00	
Scope: Columbus Metro		No. EEs 37	Weight Given 1		
			Human Resources Representative		\$40,555
					\$19.50
Target Surveys	908	Human Resources Rep			
Effective Date: 6/1/2004		No. Co. 28	Comp Metric Average	\$37,800.00	
Scope: Columbus Metro		No. EEs 36	Weight Given 1		
			Human Resources Director		\$80,680
					\$38.79
Target Surveys	910	Human Resources Manager			
Effective Date: 6/1/2004		No. Co. 27	Comp Metric Average	\$75,200.00	
Scope: Columbus Metro		No. EEs 27	Weight Given 1		

Settings Weights: ON Aging Factor: 3.50% Age To: 7/1/2006

201 Software Development

Survey Source / Date / Scope	Survey Code	Survey Job Title	Company Job Title	Unadjusted Survey	Consensus Market Value
Software Developer I					\$51,024
WW-IT	47801	Software Engineer	1		\$24.53
Effective Date:	4/1/2004	No. Co.	78	Comp Metric Median	\$47,300.00
Scope:	National-All Companies	No. EEs	431	Weight Given 1	
Software Developer II					\$60,777
WW-IT	19502	General Programmer/Analyst	2		\$29.22
Effective Date:	4/1/2004	No. Co.	543	Comp Metric Median	\$54,400.00
Scope:	National-All Companies	No. EEs	4416	Weight Given 1	
Target Surveys	502	Software Engineer - Intermed			
Effective Date:	6/1/2004	No. Co.	31	Comp Metric Average	\$58,600.00
Scope:	Columbus Metro	No. EEs	50	Weight Given 1	
Senior Software Developer					\$77,569
Target Surveys	503	Software Engineer - Senior			\$37.29
Effective Date:	6/1/2004	No. Co.	30	Comp Metric Average	\$72,300.00
Scope:	Columbus Metro	No. EEs	75	Weight Given 1	
Program Manager					\$101,280
Target Surveys	505	Software Development Manager			\$48.69
Effective Date:	6/1/2004	No. Co.	29	Comp Metric Average	\$94,400.00
Scope:	Columbus Metro	No. EEs	31	Weight Given 1	

Settings Weights: ON Aging Factor: 3.50% Age To: 7/1/2006

202 Application Engineer

Survey Source / Date / Scope	Survey Code	Survey Job Title	Company Job Title	Unadjusted Survey	Consensus Market Value
			Application Engineer		\$64,724
					\$31.12
WW-IT	28674	Technical Support Analyst	4		
Effective Date:	4/1/2004	No. Co.	21	Comp Metric Median	\$60,000.00
Scope:	National-All Companies	No. EEs	262	Weight Given	1

Settings Weights: ON Aging Factor: 3.50% Age To: 7/1/2006

301 Customer Relations

Survey Source / Date / Scope	Survey Code	Survey Job Title	Company Job Title	Unadjusted Survey	Consensus Market Value
Customer Relations Specialist					\$31,374
					\$15.08
Target Surveys	321	Customer Service Rep - Intermed			
Effective Date: 6/1/2004		No. Co. 24	Comp Metric Average	\$28,700.00	
Scope: Columbus Metro		No. EEs 80	Weight Given 75		
ABC Surveys	123	Customer Relations Rep			
Effective Date: 7/1/2005		No. Co. 12	Comp Metric Median	\$32,000.00	
Scope: National		No. EEs 20	Weight Given 25		
Sr. Customer Relations Specialist					\$34,761
					\$16.71
Target Surveys	322	Customer Service Rep - Sr			
Effective Date: 6/1/2004		No. Co. 27	Comp Metric Average	\$32,400.00	
Scope: Columbus Metro		No. EEs 95	Weight Given 1		
Manager-Customer Relations					\$65,124
					\$31.31
Target Surveys	325	Customer Service Manager			
Effective Date: 6/1/2004		No. Co. 26	Comp Metric Average	\$60,700.00	
Scope: Columbus Metro		No. EEs 26	Weight Given 1		

Settings Weights: ON Aging Factor: 3.50% Age To: 7/1/2006

401 Executive Management

Survey Source / Date / Scope	Survey Code	Survey Job Title	Company Job Title	Unadjusted Survey	Consensus Market Value
			Chief Executive Officer		\$149,978
					\$72.10
ERI Survey		CEO			
Effective Date:	7/8/2005	No. Co.	0	Comp Metric Median	\$145,000.00
Scope:	National - \$10m revenue	No. EEs	0	Weight Given	1

Settings Weights: ON Aging Factor: 3.50% Age To: 7/1/2006

402 Support Services

Survey Source / Date / Scope	Survey Code	Survey Job Title	Company Job Title	Unadjusted Survey	Consensus Market Value
			Office Assistant		\$22,242
					\$10.69
Target Surveys	1015	Office Assistant			
Effective Date:	7/8/2004	No. Co.	20	Comp Metric	Median \$10.00
Scope:	Columbus	No. EEs	30	Weight Given	1

Gr	Job Code	Job Title	No. Employees	Lowest Rate	Avg Rate	Highest Rate	Consensus Market	Market Index
2	4021	Office Assistant	1	20,000	20,000	20,000	22,242	0.90
4	3011	Customer Relations Speciali	3	26,000	28,333	32,000	31,374	0.90
4	1011	Human Resources Assistant	2	25,000	26,750	28,500	29,933	0.89
4	1001	Accounting Assistant	4	24,750	26,438	29,500	30,148	0.88
7	1012	Human Resources Represe	1	39,400	39,400	39,400	40,555	0.97
8	1003	Staff Accountant	3	52,000	57,000	65,000	49,889	1.14
9	2011	Software Developer I	1	55,000	55,000	55,000	51,024	1.08
10	2012	Software Developer II	3	61,000	64,000	68,000	60,777	1.05
11	3013	Manager-Customer Relation	1	42,000	42,000	42,000	65,124	0.64
11	2023	Application Engineer	1	68,000	68,000	68,000	64,724	1.05
12	2013	Senior Software Developer	2	70,000	70,000	70,000	77,569	0.90
12	1013	Human Resources Director	1	68,000	68,000	68,000	80,680	0.84
12	1004	Accounting Manager	1	75,000	75,000	75,000	76,603	0.98
14	2014	Program Manager	1	95,000	95,000	95,000	101,280	0.94
		Total Number of Employees	25					

Line	Gr	Job Title	Job Code	No. Employees	Avg Rate	Consensus Market	Market Index	Range Midpt	Compa Ratio
1	14	Program Manager	2014	1	45.67	48.69	0.94	47.39	0.96
2	12	Human Resources Director	1013	1	32.69	38.79	0.84	37.45	0.87
3	12	Senior Software Developer	2013	2	33.65	37.29	0.90	37.45	0.90
4	12	Accounting Manager	1004	1	36.06	36.83	0.98	37.45	0.96
5	11	Manager-Customer Relations	3013	1	20.19	31.31	0.64	33.29	0.61
6	11	Application Engineer	2023	1	32.69	31.12	1.05	33.29	0.98
7	10	Software Developer II	2012	3	30.77	29.22	1.05	29.59	1.04
8	9	Software Developer I	2011	1	26.44	24.53	1.08	26.30	1.01
9	8	Staff Accountant	1003	3	27.40	23.98	1.14	23.38	1.17
10	7	Human Resources Representati	1012	1	18.94	19.50	0.97	20.78	0.91
11	4	Customer Relations Specialist	3011	3	13.62	15.08	0.90	14.59	0.93
12	4	Accounting Assistant	1001	4	12.71	14.49	0.88	14.59	0.87
13	4	Human Resources Assistant	1011	2	12.86	14.39	0.89	14.59	0.88
14	2	Office Assistant	4021	1	9.62	10.69	0.90	11.53	0.83
Total Number of Employees				25		Overall Market Index	0.94	Overall Compa Ratio	0.93

Cornerstone Incorporated

Report 219: Market Midpoint Index

Line No.	Job Code	Job Title	Grade	Pay Range Midpt		Consensus Market		Mkt/Mid Index
				Hrly	Annual	Hrly	Annual	
1	4014	Chief Executive Officer	18	75.91	157,899	72.10	149,978	0.950
2	2014	Program Manager	14	47.39	98,576	48.69	101,280	1.027
3	1013	Human Resources Director	12	37.45	77,887	38.79	80,680	1.036
4	2013	Senior Software Developer	12	37.45	77,887	37.29	77,569	0.996
5	1004	Accounting Manager	12	37.45	77,887	36.83	76,603	0.984
6	3013	Manager-Customer Relations	11	33.29	69,233	31.31	65,124	0.941
7	2023	Application Engineer	11	33.29	69,233	31.12	64,724	0.935
8	2012	Software Developer II	10	29.59	61,540	29.22	60,777	0.988
9	2011	Software Developer I	9	26.30	54,703	24.53	51,024	0.933
10	1003	Staff Accountant	8	23.38	48,624	23.98	49,889	1.026
11	1012	Human Resources Representative	7	20.78	43,222	19.50	40,555	0.938
12	1002	Associate Accountant	6	18.47	38,419	19.90	41,400	1.078
13	3012	Sr. Customer Relations Specialist	5	16.42	34,151	16.71	34,761	1.018
14	3011	Customer Relations Specialist	4	14.59	30,356	15.08	31,374	1.034
15	1001	Accounting Assistant	4	14.59	30,356	14.49	30,148	0.993
16	1011	Human Resources Assistant	4	14.59	30,356	14.39	29,933	0.986
17	4021	Office Assistant	2	11.53	23,985	10.69	22,242	0.927
Market/ Midpoint Index All Jobs:								0.984

100 Accountants

First Name	Last Name	Department	Job Code	Grade	Job Title	Curr Base
Bernard	Franklin	125	1004	12	Accounting Manager	75,000.00
William	Berry	125	1003	8	Staff Accountant	65,000.00
Steven	Goodwell	125	1003	8	Staff Accountant	54,000.00
Jeff	Chapman	125	1003	8	Staff Accountant	52,000.00
Fred	Jones	125	1001	4	Accounting Assistant	29,500.00
Jack	Jackson	125	1001	4	Accounting Assistant	26,500.00
George	Riccardo	125	1001	4	Accounting Assistant	25,000.00
Janet	Smith	125	1001	4	Accounting Assistant	24,750.00

101 Human Resources

First Name	Last Name	Department	Job Code	Grade	Job Title	Curr Base
Alice	Webber	100	1013	12	Human Resources Director	68,000.00
Phil	Johnston	100	1012	7	Human Resources Representati	39,400.00
Nancy	Cole	100	1011	4	Human Resources Assistant	28,500.00
Lester	Bridges	100	1011	4	Human Resources Assistant	25,000.00

201 Software Development

First Name	Last Name	Department	Job Code	Grade	Job Title	Curr Base
John	Millright	200	2014	14	Program Manager	95,000.00
Sue Beth	Harrison	200	2013	12	Senior Software Developer	70,000.00
Margo	Harris	200	2013	12	Senior Software Developer	70,000.00
Florence	McWilliams	200	2012	10	Software Developer II	68,000.00
Harold	Homestead	200	2012	10	Software Developer II	63,000.00
Lisa	Dempsey	200	2012	10	Software Developer II	61,000.00
Katherine	Wilson	200	2011	9	Software Developer I	55,000.00

202 Application Engineer

First Name	Last Name	Department	Job Code	Grade	Job Title	Curr Base
Joyce	Winters	200	2023	11	Application Engineer	68,000.00

301 Customer Relations

First Name	Last Name	Department	Job Code	Grade	Job Title	Curr Base
Mark	Adams	300	3013	11	Manager-Customer Relations	42,000.00
James	Forrest	300	3011	4	Customer Relations Specialist	32,000.00
Peter	Winslow	300	3011	4	Customer Relations Specialist	27,000.00
Carol	Rivers	300	3011	4	Customer Relations Specialist	26,000.00

402 Support Services

First Name	Last Name	Department	Job Code	Grade	Job Title	Curr Base
Joe	Murphy		4021	2	Office Assistant	20,000.00

Cornerstone Incorporated

Report 318: Supervisor's Pay Equity Analysis - Full Time

Supervisor: Adams

Number of Employees : 3

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	PIR	CR	Race	Gender	Yrs		Salary Range		
										Ser	Perf	Minimum	Midpoint	Maximum
Carol	Rivers	3011	4	Customer Relations Special	26,000	OK	0.86	W	F	3.9	2	24,285	30,356	36,427
Peter	Winslow	3011	4	Customer Relations Special	27,000	OK	0.89	W	M	4.8	2	24,285	30,356	36,427
James	Forrest	3011	4	Customer Relations Special	32,000	OK	1.05	W	M	3.4	2	24,285	30,356	36,427
Total Current Base Rates					85,000		0.93							

Cornerstone Incorporated

Report 318: Supervisor's Pay Equity Analysis - Full Time

Supervisor: Berry

Number of Employees : 4

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	PIR	CR	Race	Gender	Yrs Ser	Perf	Salary Range		
												Minimum	Midpoint	Maximum
Janet	Smith	1001	4	Accounting Assistant	24,750	OK	0.82	W	F	3.3	3	24,285	30,356	36,427
George	Riccardo	1001	4	Accounting Assistant	25,000	OK	0.82	W	M	3.9	1	24,285	30,356	36,427
Jack	Jackson	1001	4	Accounting Assistant	26,500	OK	0.87	W	M	3.0	2	24,285	30,356	36,427
Fred	Jones	1001	4	Accounting Assistant	29,500	OK	0.97	W	M	3.4	2	24,285	30,356	36,427
Total Current Base Rates					105,750		0.87							

Cornerstone Incorporated

Report 318: Supervisor's Pay Equity Analysis - Full Time

Supervisor: Franklin

Number of Employees : 4

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	PIR	CR	Race	Gender	Yrs		Salary Range		
										Ser	Perf	Minimum	Midpoint	Maximum
Joe	Murphy	4021	2	Office Assistant	20,000	OK	0.83	W	M	3.1	3	19,188	23,985	28,782
Jeff	Chapman	1003	8	Staff Accountant	52,000	OK	1.07	W	M	3.2	1	38,900	48,624	58,349
Steven	Goodwell	1003	8	Staff Accountant	54,000	OK	1.11	W	M	3.2	2	38,900	48,624	58,349
William	Berry	1003	8	Staff Accountant	65,000	above	1.34	W	M	3.2	2	38,900	48,624	58,349
Total Current Base Rates					191,000		1.12							

Cornerstone Incorporated

Report 318: Supervisor's Pay Equity Analysis - Full Time

Supervisor: Hansen

Number of Employees : 4

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	PIR	CR	Race	Gender	Yrs		Salary Range		
										Ser	Perf	Minimum	Midpoint	Maximum
Mark	Adams	3013	11	Manager-Customer Relatio	42,000	below	0.61	W	M	3.4	1	55,386	69,233	83,079
Bernard	Franklin	1004	12	Accounting Manager	75,000	OK	0.96	W	M	6.4	3	62,310	77,887	93,464
Alice	Webber	1013	12	Human Resources Director	68,000	OK	0.87	W	F	5.5	2	62,310	77,887	93,464
John	Millright	2014	14	Program Manager	95,000	OK	0.96	W	M	3.1	1	78,861	98,576	118,291
Total Current Base Rates					280,000		0.87							

Cornerstone Incorporated
Report 318: Supervisor's Pay Equity Analysis - Full Time

Supervisor: Millwright

Number of Employees : 7

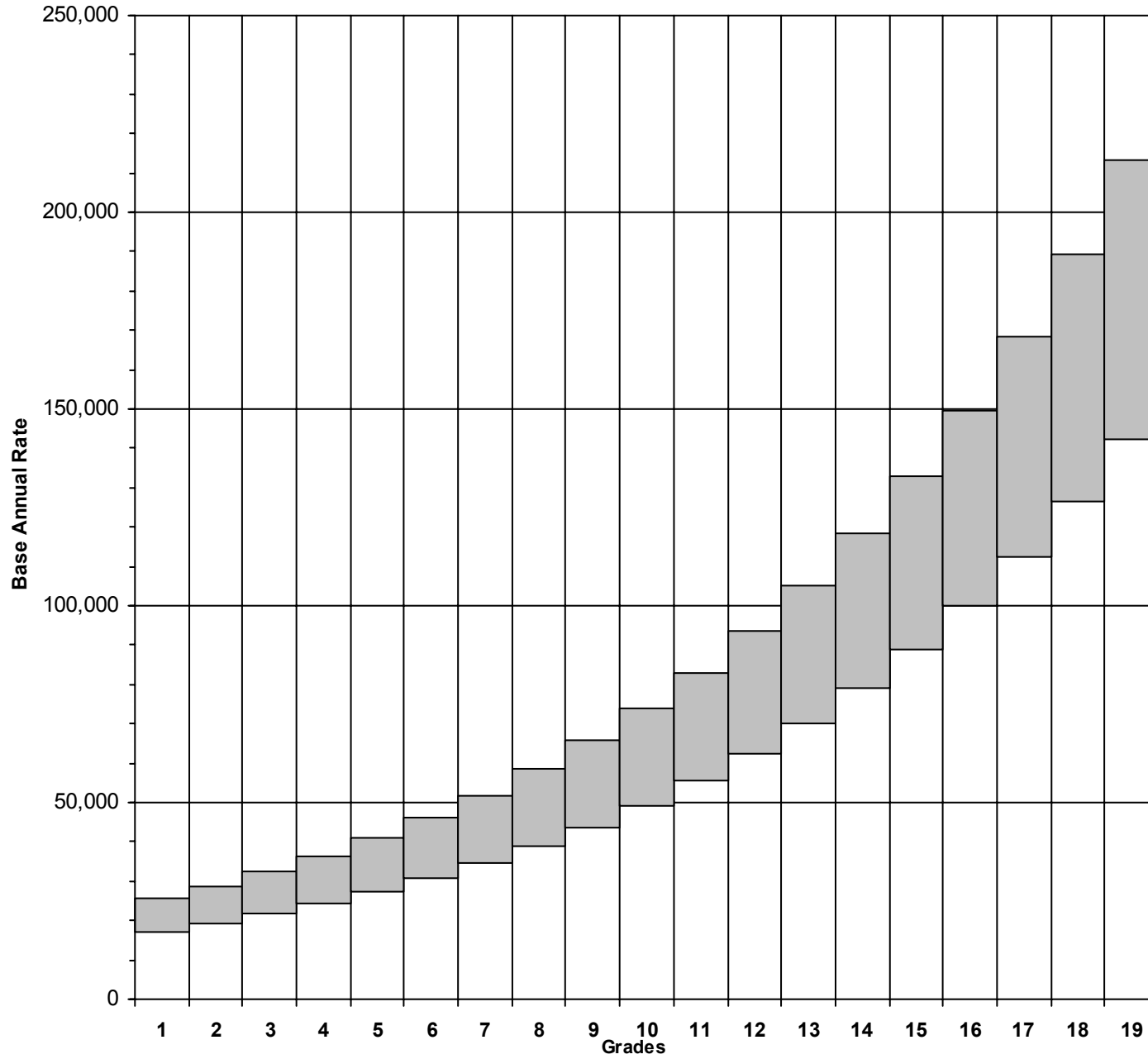
First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	PIR	CR	Race	Gender	Yrs		Salary Range		
										Ser	Perf	Minimum	Midpoint	Maximum
Katherine	Wilson	2011	9	Software Developer I	55,000	OK	1.01	W	F	4.7	1	43,762	54,703	65,643
Lisa	Dempsey	2012	10	Software Developer II	61,000	OK	0.99	W	F	4.1	2	49,232	61,540	73,848
Harold	Homestead	2012	10	Software Developer II	63,000	OK	1.02	W	M	5.5	3	49,232	61,540	73,848
Florence	McWilliams	2012	10	Software Developer II	68,000	OK	1.10	W	F	5.5	3	49,232	61,540	73,848
Joyce	Winters	2023	11	Application Engineer	68,000	OK	0.98	W	F	3.1	3	55,386	69,233	83,079
Margo	Harris	2013	12	Senior Software Developer	70,000	OK	0.90	W	F	3.1	2	62,310	77,887	93,464
Sue Beth	Harrison	2013	12	Senior Software Developer	70,000	OK	0.90	W	F	3.9	3	62,310	77,887	93,464
Total Current Base Rates					455,000		0.98							

Cornerstone Incorporated
Report 318: Supervisor's Pay Equity Analysis - Full Time

Supervisor: Webber

Number of Employees : 3

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	PIR	CR	Race	Gender	Yrs		Salary Range		
										Ser	Perf	Minimum	Midpoint	Maximum
Lester	Bridges	1011	4	Human Resources Assistan	25,000	OK	0.82	W	M	3.2	3	24,285	30,356	36,427
Nancy	Cole	1011	4	Human Resources Assistan	28,500	OK	0.94	W	F	3.2	2	24,285	30,356	36,427
Phil	Johnston	1012	7	Human Resources Represe	39,400	OK	0.91	W	M	5.5	2	34,577	43,222	51,866
Total Current Base Rates					92,900		0.89							
Number of Employees:		25	Grand Total Current Base Rates		1,209,650		0.95							



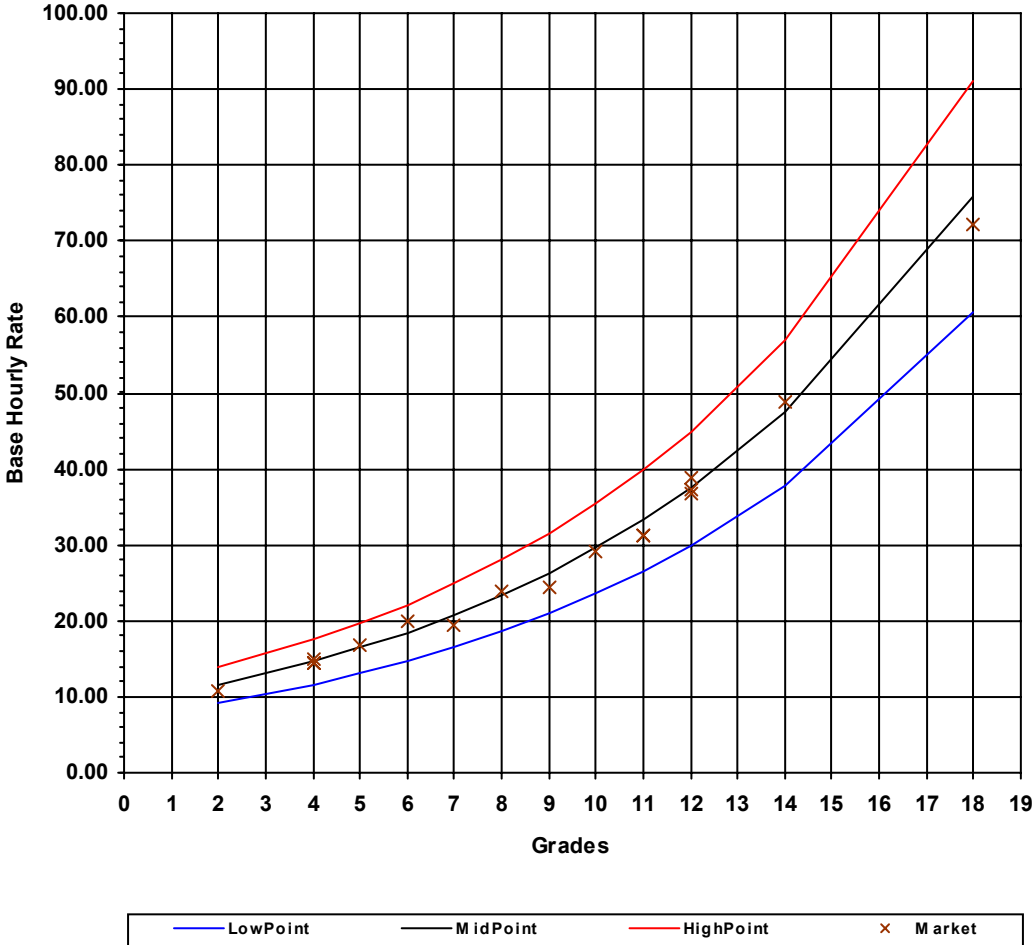
Cornerstone Incorporated

Report 404: Salary Ranges

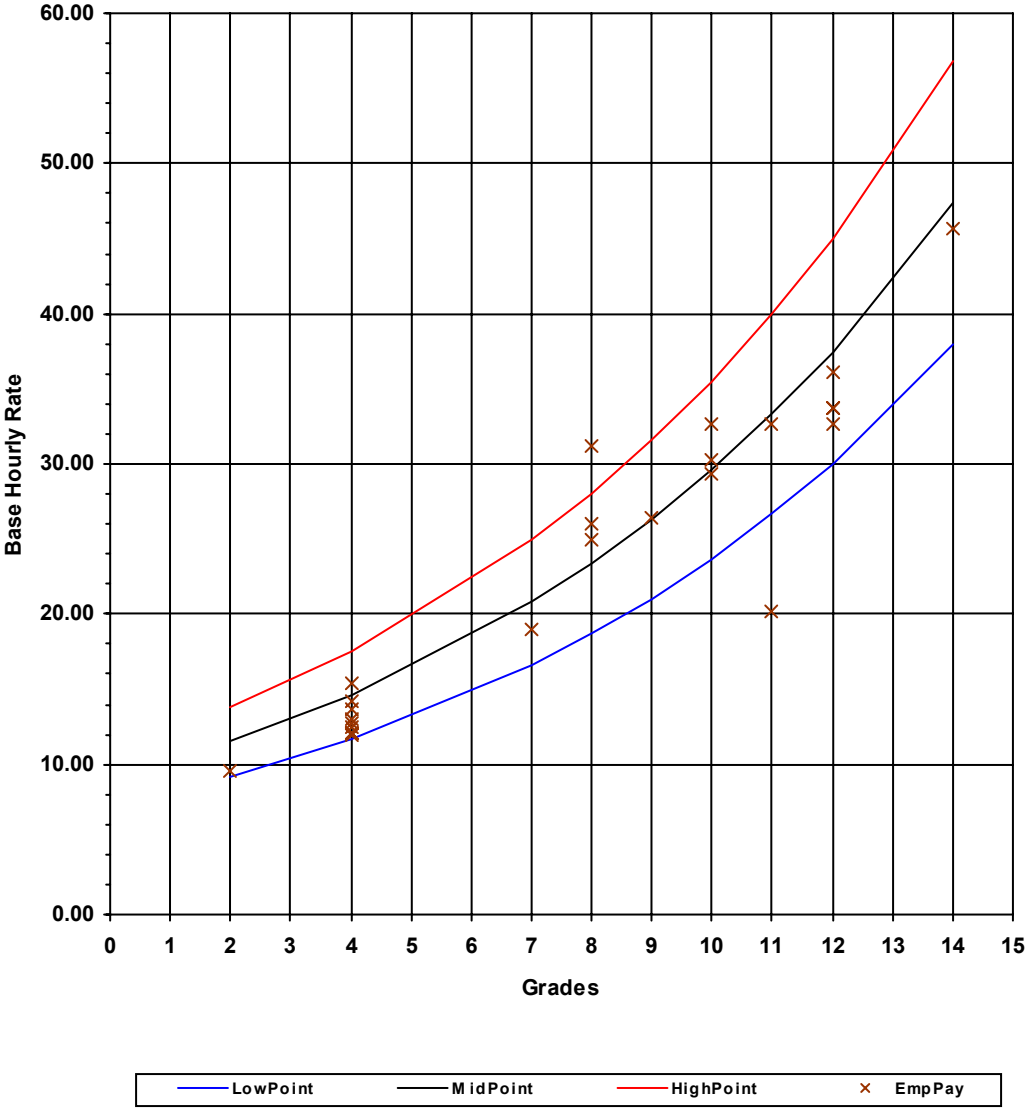
Effective Date: 1/1/2006

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Spread
1	17,056	21,320	25,584	50.0%	0.0%
2	19,188	23,985	28,782	50.0%	12.5%
3	21,586	26,983	32,380	50.0%	12.5%
4	24,285	30,356	36,427	50.0%	12.5%
5	27,320	34,151	40,981	50.0%	12.5%
6	30,735	38,419	46,103	50.0%	12.5%
7	34,577	43,222	51,866	50.0%	12.5%
8	38,900	48,624	58,349	50.0%	12.5%
9	43,762	54,703	65,643	50.0%	12.5%
10	49,232	61,540	73,848	50.0%	12.5%
11	55,386	69,233	83,079	50.0%	12.5%
12	62,310	77,887	93,464	50.0%	12.5%
13	70,098	87,623	105,147	50.0%	12.5%
14	78,861	98,576	118,291	50.0%	12.5%
15	88,718	110,898	133,077	50.0%	12.5%
16	99,808	124,760	149,712	50.0%	12.5%
17	112,284	140,355	168,426	50.0%	12.5%
18	126,319	157,899	189,479	50.0%	12.5%
19	142,109	177,637	213,164	50.0%	12.5%

Jobs - Market Average - By Grade



Employee Pay - By Grade



Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

100 Accountants

Number of Employees in Job Family: 8

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Janet F	Smith Accounting Clerk I	1001	4	Accounting Assistant	24,750.00	4/1/2006	3	1	0.82	4.00%	0.00%	25,740.00	0.85
George F	Riccardo Accounting Clerk I	1001	4	Accounting Assistant	25,000.00	9/1/2006	1	1	0.82	12.00%	0.00%	28,000.00	0.92
Jack F	Jackson Accounting Clerk - II	1001	4	Accounting Assistant	26,500.00	7/1/2006	2	1	0.87	7.00%	0.00%	28,355.00	0.93
Fred F	Jones Accounting Clerk - Sr	1001	4	Accounting Assistant	29,500.00	2/1/2006	2	2	0.97	5.00%	0.00%	30,975.00	1.02
Jeff F	Chapman Accountant	1003	8	Staff Accountant	52,000.00	5/1/2006	1	3	1.07	3.00%	0.00%	53,560.00	1.10
Steven F	Goodwell Accountant	1003	8	Staff Accountant	54,000.00	5/1/2006	2	3	1.11	3.00%	0.00%	55,620.00	1.14
William F	Berry Sr Accountant	1003	8	Staff Accountant	65,000.00	5/1/2006	2	A	1.34	0.00%	0.00%	65,000.00	1.34
Bernard F	Franklin Controller	1004	12	Accounting Manager	75,000.00	2/1/2006	3	2	0.96	3.00%	0.00%	77,250.00	0.99
Sum Base Rates					351,750.00							364,500.00	1.06

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

101 Human Resources

Number of Employees in Job Family: 4

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Lester F	Bridges HR Assistant	1011	4	Human Resources Assistant	25,000.00	5/1/2006	3	1	0.82	4.00%	0.00%	26,000.00	0.86
Nancy F	Cole HR Assistant	1011	4	Human Resources Assistant	28,500.00	5/1/2006	2	2	0.94	5.00%	0.00%	29,925.00	0.99
Phil F	Johnston HR Representative	1012	7	Human Resources Represent	39,400.00	1/3/2006	2	1	0.91	7.00%	0.00%	42,158.00	0.98
Alice F	Webber HR Director	1013	12	Human Resources Director	68,000.00	1/3/2006	2	1	0.87	7.00%	0.00%	72,760.00	0.93
Sum Base Rates					160,900.00							170,843.00	0.94

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

201 Software Development

Number of Employees in Job Family: 7

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Katherine F	Wilson Software Developer	2011	9	Software Developer I	55,000.00	11/1/2006	1	2	1.01	7.00%	0.00%	58,850.00	1.08
Lisa F	Dempsey Software Developer	2012	10	Software Developer II	61,000.00	6/1/2006	2	2	0.99	5.00%	0.00%	64,050.00	1.04
Harold F	Homestead Software Developer	2012	10	Software Developer II	63,000.00	1/3/2006	3	2	1.02	3.00%	0.00%	64,890.00	1.05
Florence F	McWilliams Software Developer	2012	10	Software Developer II	68,000.00	1/3/2006	3	3	1.10	2.00%	0.00%	69,360.00	1.13
Margo F	Harris Sr Software Developer	2013	12	Senior Software Developer	70,000.00	6/1/2006	2	1	0.90	7.00%	0.00%	74,900.00	0.96
Sue Beth F	Harrison Sr Software Developer	2013	12	Senior Software Developer	70,000.00	9/1/2006	3	1	0.90	4.00%	0.00%	72,800.00	0.93
John F	Millright Director Software	2014	14	Program Manager	95,000.00	6/1/2006	1	2	0.96	7.00%	0.00%	101,650.00	1.03
Sum Base Rates					482,000.00							506,500.00	1.03

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

202 Application Engineer

Number of Employees in Job Family: 1

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Joyce	Winters	2023	11	Application Engineer	68,000.00	6/1/2006	3	2	0.98	3.00%	0.00%	70,040.00	1.01
F	Application Engineer												
Sum Base Rates					68,000.00							70,040.00	1.01

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

301 Customer Relations

Number of Employees in Job Family: 4

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Carol F	Rivers Customer Relations Rep	3011	4	Customer Relations Specialis	26,000.00	8/1/2006	2	1	0.86	7.00%	0.00%	27,820.00	0.92
Peter F	Winslow Customer Relations Rep	3011	4	Customer Relations Specialis	27,000.00	10/1/2006	2	1	0.89	7.00%	0.00%	28,890.00	0.95
James F	Forrest Customer Relations Rep	3011	4	Customer Relations Specialis	32,000.00	2/1/2006	2	2	1.05	5.00%	0.00%	33,600.00	1.11
Mark F	Adams Mgr Customer Relations	3013	11	Manager-Customer Relations	42,000.00	3/1/2006	1	B	0.61	12.00%	0.00%	47,040.00	0.68
Sum Base Rates					127,000.00							137,350.00	0.86

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

402 Support Services

Number of Employees in Job Family: 1

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Joe	Murphy	4021	2	Office Assistant	20,000.00	6/1/2006	3	1	0.83	4.00%	0.00%	20,800.00	0.87
F	Office Assistant												
Sum Base Rates					20,000.00							20,800.00	0.87
Number of Employees:		25	Sum of Curr Base / Proposed Base		1,209,650.00							1,270,033.00	1.00

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

100 Accountants

Number of Employees in Job Family: 8

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Janet F	Smith Accounting Clerk I	1001	4	Accounting Assistant	24,750.00	4/1/2006	3	1	0.82	4.00%	0.00%	25,740.00	0.85
George F	Riccardo Accounting Clerk I	1001	4	Accounting Assistant	25,000.00	9/1/2006	1	1	0.82	12.00%	0.00%	28,000.00	0.92
Jack F	Jackson Accounting Clerk - II	1001	4	Accounting Assistant	26,500.00	7/1/2006	2	1	0.87	7.00%	0.00%	28,355.00	0.93
Fred F	Jones Accounting Clerk - Sr	1001	4	Accounting Assistant	29,500.00	2/1/2006	2	2	0.97	5.00%	0.00%	30,975.00	1.02
Jeff F	Chapman Accountant	1003	8	Staff Accountant	52,000.00	5/1/2006	1	3	1.07	3.00%	0.00%	53,560.00	1.10
Steven F	Goodwell Accountant	1003	8	Staff Accountant	54,000.00	5/1/2006	2	3	1.11	3.00%	0.00%	55,620.00	1.14
William F	Berry Sr Accountant	1003	8	Staff Accountant	65,000.00	5/1/2006	2	A	1.34	0.00%	0.00%	65,000.00	1.34
Bernard F	Franklin Controller	1004	12	Accounting Manager	75,000.00	2/1/2006	3	2	0.96	3.00%	0.00%	77,250.00	0.99
Sum Base Rates					351,750.00							364,500.00	1.06

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

101 Human Resources

Number of Employees in Job Family: 4

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Lester F	Bridges HR Assistant	1011	4	Human Resources Assistant	25,000.00	5/1/2006	3	1	0.82	4.00%	0.00%	26,000.00	0.86
Nancy F	Cole HR Assistant	1011	4	Human Resources Assistant	28,500.00	5/1/2006	2	2	0.94	5.00%	0.00%	29,925.00	0.99
Phil F	Johnston HR Representative	1012	7	Human Resources Represent	39,400.00	1/3/2006	2	1	0.91	7.00%	0.00%	42,158.00	0.98
Alice F	Webber HR Director	1013	12	Human Resources Director	68,000.00	1/3/2006	2	1	0.87	7.00%	0.00%	72,760.00	0.93
Sum Base Rates					160,900.00							170,843.00	0.94

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

201 Software Development

Number of Employees in Job Family: 7

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Katherine F	Wilson Software Developer	2011	9	Software Developer I	55,000.00	11/1/2006	1	2	1.01	7.00%	0.00%	58,850.00	1.08
Lisa F	Dempsey Software Developer	2012	10	Software Developer II	61,000.00	6/1/2006	2	2	0.99	5.00%	0.00%	64,050.00	1.04
Harold F	Homestead Software Developer	2012	10	Software Developer II	63,000.00	1/3/2006	3	2	1.02	3.00%	0.00%	64,890.00	1.05
Florence F	McWilliams Software Developer	2012	10	Software Developer II	68,000.00	1/3/2006	3	3	1.10	2.00%	0.00%	69,360.00	1.13
Margo F	Harris Sr Software Developer	2013	12	Senior Software Developer	70,000.00	6/1/2006	2	1	0.90	7.00%	0.00%	74,900.00	0.96
Sue Beth F	Harrison Sr Software Developer	2013	12	Senior Software Developer	70,000.00	9/1/2006	3	1	0.90	4.00%	0.00%	72,800.00	0.93
John F	Millright Director Software	2014	14	Program Manager	95,000.00	6/1/2006	1	2	0.96	7.00%	0.00%	101,650.00	1.03
Sum Base Rates					482,000.00							506,500.00	1.03

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

202 Application Engineer

Number of Employees in Job Family: 1

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Joyce	Winters	2023	11	Application Engineer	68,000.00	6/1/2006	3	2	0.98	3.00%	0.00%	70,040.00	1.01
F	Application Engineer												
Sum Base Rates					68,000.00							70,040.00	1.01

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

301 Customer Relations

Number of Employees in Job Family: 4

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Carol F	Rivers Customer Relations Rep	3011	4	Customer Relations Specialis	26,000.00	8/1/2006	2	1	0.86	7.00%	0.00%	27,820.00	0.92
Peter F	Winslow Customer Relations Rep	3011	4	Customer Relations Specialis	27,000.00	10/1/2006	2	1	0.89	7.00%	0.00%	28,890.00	0.95
James F	Forrest Customer Relations Rep	3011	4	Customer Relations Specialis	32,000.00	2/1/2006	2	2	1.05	5.00%	0.00%	33,600.00	1.11
Mark F	Adams Mgr Customer Relations	3013	11	Manager-Customer Relations	42,000.00	3/1/2006	1	B	0.61	12.00%	0.00%	47,040.00	0.68
Sum Base Rates					127,000.00							137,350.00	0.86

Cornerstone Incorporated
Report 501: Salary Planning - Full Time Employees

402 Support Services

Number of Employees in Job Family: 1

First Name	Last Name / Current Title	Job Code	Grade	New Title	Curr Base	Review Date	PR	Div	CR	Proposed Increase			
										Merit Incr	Adjustment	New Base	Compa Ratio
Joe	Murphy	4021	2	Office Assistant	20,000.00	6/1/2006	3	1	0.83	4.00%	0.00%	20,800.00	0.87
F	Office Assistant												
Sum Base Rates					20,000.00							20,800.00	0.87
Number of Employees:		25	Sum of Curr Base / Proposed Base		1,209,650.00							1,270,033.00	1.00

Cornerstone Incorporated
Report 506: Merit Budget Increase by Eligibility/Type Categories

Budget Categories	Number Employees	Current Base Payroll	Annualized Increase	Percent of Curr Base	New Base Payroll	Percent of Curr Base	Cost of Increase	Percent of Curr Base
Eligible - No Increase	1	65,000	0	0.0%	65,000	0.0%	0	0.0%
Eligible - Merit Only	24	1,144,650	60,383	5.3%	1,205,033	5.3%	39,675	3.5%
Totals:	25	1,209,650	60,383	5.0%	1,270,033	5.0%	39,675	3.3%
							Current Compa Ratio:	0.95
							New Compa Ratio:	1.00