

# ORC / SIRS 2007 Budgets and Structure Adjustments Survey

## Merit Budgets

Industry & Subindustry	# Cos	All Employee Groups (Exempt, Execs & Nonexempts)			Total Exempt Groups (Execs & Gen'l Exempt)			Executives			General Exempt		
		2007 Planned	2007 Actual	2008 Projected	2007 Planned	2007 Actual	2008 Projected	2007 Planned	2007 Actual	2008 Projected	2007 Planned	2007 Actual	2008 Projected
<b>Airline</b>	<b>15</b>	<b>3.33</b>	<b>3.28</b>	<b>3.47</b>	<b>3.42</b>	<b>3.38</b>	<b>3.59</b>	<b>3.73</b>	<b>3.71</b>	<b>3.87</b>	<b>3.15</b>	<b>3.08</b>	<b>3.34</b>
<b>Chemical</b>	<b>48</b>	<b>4.08</b>	<b>4.11</b>	<b>4.13</b>	<b>4.11</b>	<b>4.19</b>	<b>4.15</b>	<b>4.10</b>	<b>4.35</b>	<b>4.17</b>	<b>4.08</b>	<b>4.16</b>	<b>4.12</b>
Agricultural Chemical	14	3.44	3.35	3.51	3.48	3.46	3.54	3.57	3.82	3.68	3.48	3.38	3.54
Chemical	5	3.82	3.88	3.95	3.82	3.88	3.95	3.82	3.88	3.95	3.82	3.88	3.95
Oil & Gas	29	4.41	4.49	4.52	4.45	4.58	4.53	4.38	4.67	4.48	4.40	4.55	4.48
<b>Consumer Products</b>	<b>75</b>	<b>3.59</b>	<b>3.57</b>	<b>3.73</b>	<b>3.59</b>	<b>3.59</b>	<b>3.74</b>	<b>3.59</b>	<b>3.61</b>	<b>3.76</b>	<b>3.56</b>	<b>3.58</b>	<b>3.73</b>
Consumer Products	40	3.51	3.52	3.64	3.49	3.54	3.65	3.46	3.54	3.63	3.46	3.54	3.65
Entertainment	12	4.00	3.98	4.13	4.00	3.98	4.13	4.17	4.14	4.29	4.00	3.98	4.13
Foods	15	3.61	3.52	3.61	3.64	3.55	3.65	3.62	3.53	3.64	3.59	3.51	3.59
Vehicle	8	3.32	3.25	3.71	3.32	3.25	3.71	3.29	3.25	3.71	3.32	3.25	3.71
<b>Education &amp; Public Services</b>	<b>11</b>	<b>3.78</b>	<b>3.68</b>	<b>3.80</b>	<b>3.78</b>	<b>3.70</b>	<b>3.80</b>	<b>3.78</b>	<b>3.71</b>	<b>3.80</b>	<b>3.78</b>	<b>3.69</b>	<b>3.80</b>
<b>Financial</b>	<b>22</b>	<b>3.61</b>	<b>3.56</b>	<b>3.63</b>	<b>3.62</b>	<b>3.58</b>	<b>3.61</b>	<b>3.75</b>	<b>3.71</b>	<b>3.70</b>	<b>3.60</b>	<b>3.55</b>	<b>3.64</b>
<b>High Technology</b>	<b>162</b>	<b>3.84</b>	<b>3.83</b>	<b>3.85</b>	<b>3.89</b>	<b>3.89</b>	<b>3.87</b>	<b>3.92</b>	<b>3.91</b>	<b>3.87</b>	<b>3.86</b>	<b>3.88</b>	<b>3.86</b>
Aerospace	27	3.87	3.81	3.89	3.90	3.87	3.92	3.91	3.87	3.93	3.89	3.88	3.94
Aircraft & General Manufacturing	42	3.75	3.81	3.79	3.74	3.81	3.79	3.72	3.79	3.76	3.74	3.80	3.79
Electronics	30	3.81	3.82	3.90	3.88	3.89	3.96	3.90	3.92	3.99	3.85	3.86	3.93
Energy	20	3.90	3.80	3.90	4.08	3.97	3.90	4.01	3.90	3.89	4.05	3.94	3.87
Research & Development	14	3.61	3.63	3.45	3.64	3.67	3.49	3.68	3.73	3.49	3.64	3.66	3.49
Systems	29	4.07	4.03	4.02	4.12	4.07	4.04	4.31	4.25	4.06	4.02	4.10	4.00
<b>Life Sciences</b>	<b>163</b>	<b>3.87</b>	<b>3.85</b>	<b>3.91</b>	<b>3.90</b>	<b>3.86</b>	<b>3.92</b>	<b>3.92</b>	<b>3.94</b>	<b>3.96</b>	<b>3.90</b>	<b>3.86</b>	<b>3.94</b>
Animal Health	11	3.80	3.80	3.71	3.90	3.92	3.76	3.90	3.93	3.76	3.90	3.91	3.76
Biotechnology	37	3.94	3.91	3.98	3.94	3.90	3.97	3.94	3.90	3.97	3.94	3.91	3.97
Healthcare Products	12	3.89	3.83	4.03	3.89	3.83	4.03	4.22	4.16	4.43	3.89	3.83	4.03
Medical Devices	38	3.79	3.81	3.87	3.80	3.80	3.89	3.80	3.93	3.89	3.80	3.80	3.89
Pharmaceutical	60	3.89	3.85	3.94	3.93	3.87	3.92	3.93	3.90	3.96	3.93	3.86	3.97
Research Hospitals	5	3.86	3.86	3.50	3.96	3.96	3.67	3.96	4.26	3.67	3.96	3.96	3.67
<b>Total All Industry Groups</b>	<b>496</b>	<b>3.81</b>	<b>3.80</b>	<b>3.86</b>	<b>3.84</b>	<b>3.83</b>	<b>3.87</b>	<b>3.87</b>	<b>3.90</b>	<b>3.90</b>	<b>3.82</b>	<b>3.82</b>	<b>3.86</b>
% of Respondees		98%	98%	90%	98%	98%	90%	98%	97%	90%	98%	98%	90%