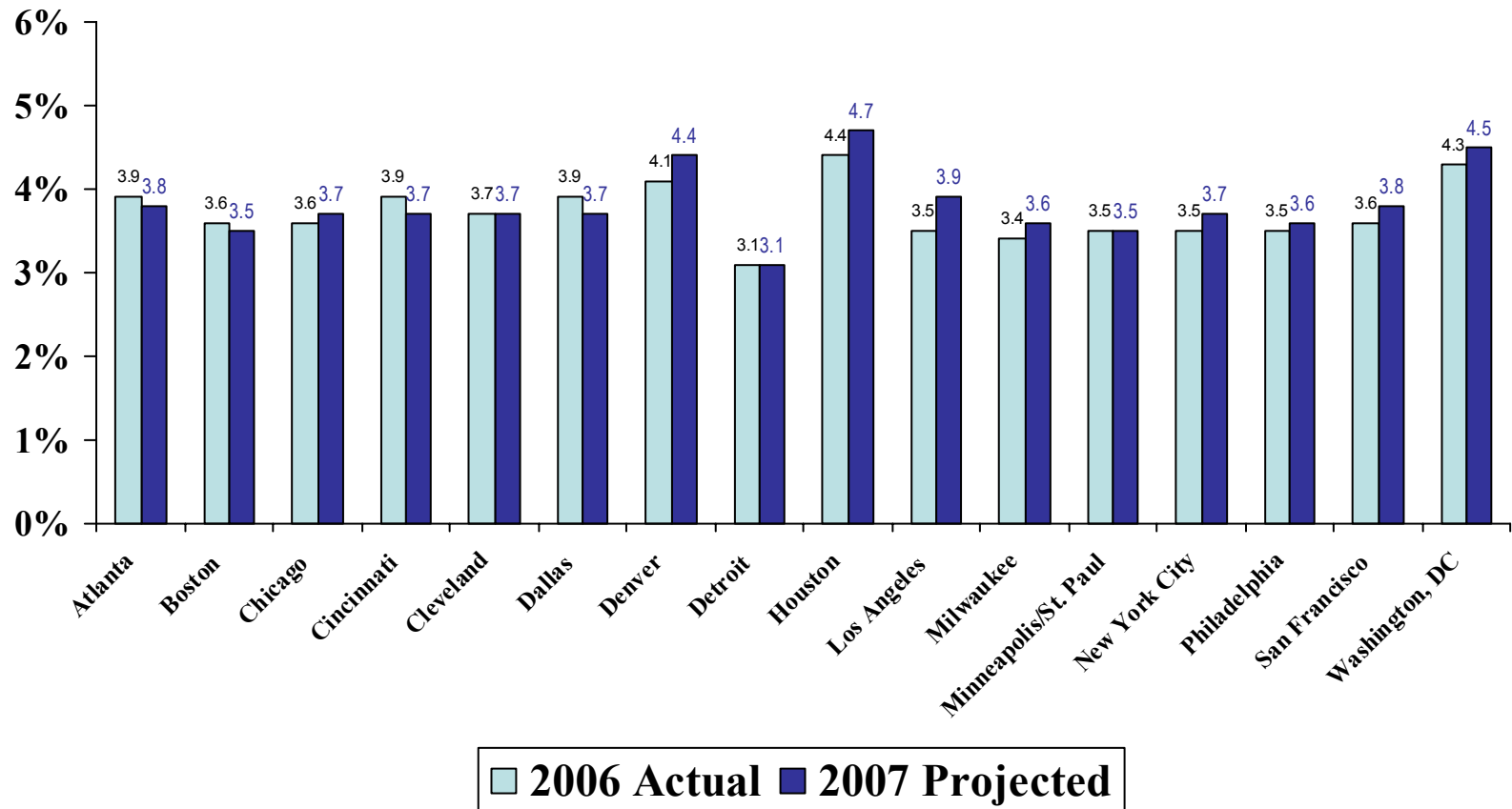
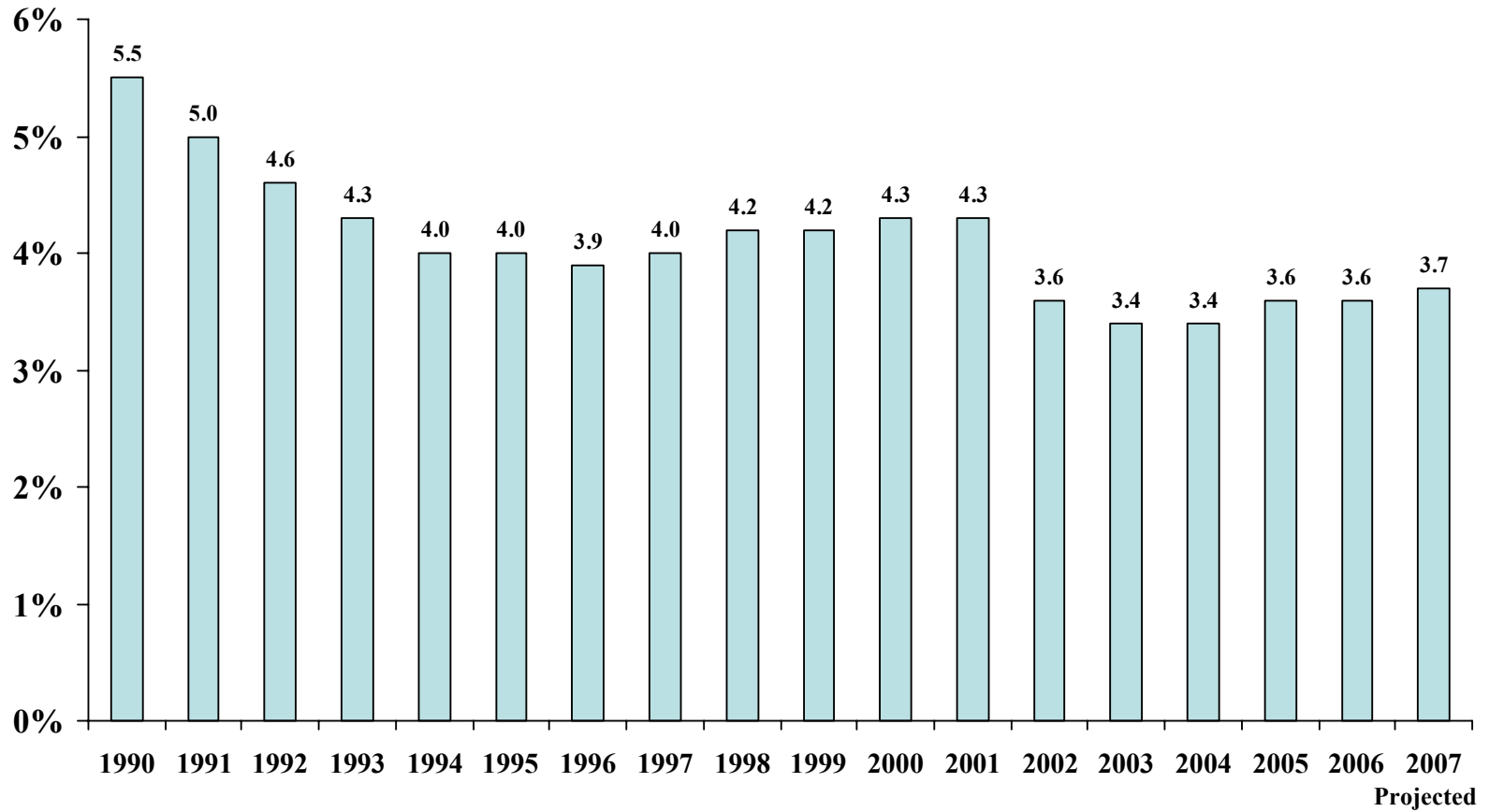


## Summary of Overall Salary Increases by City Location Salaried Exempt Employees

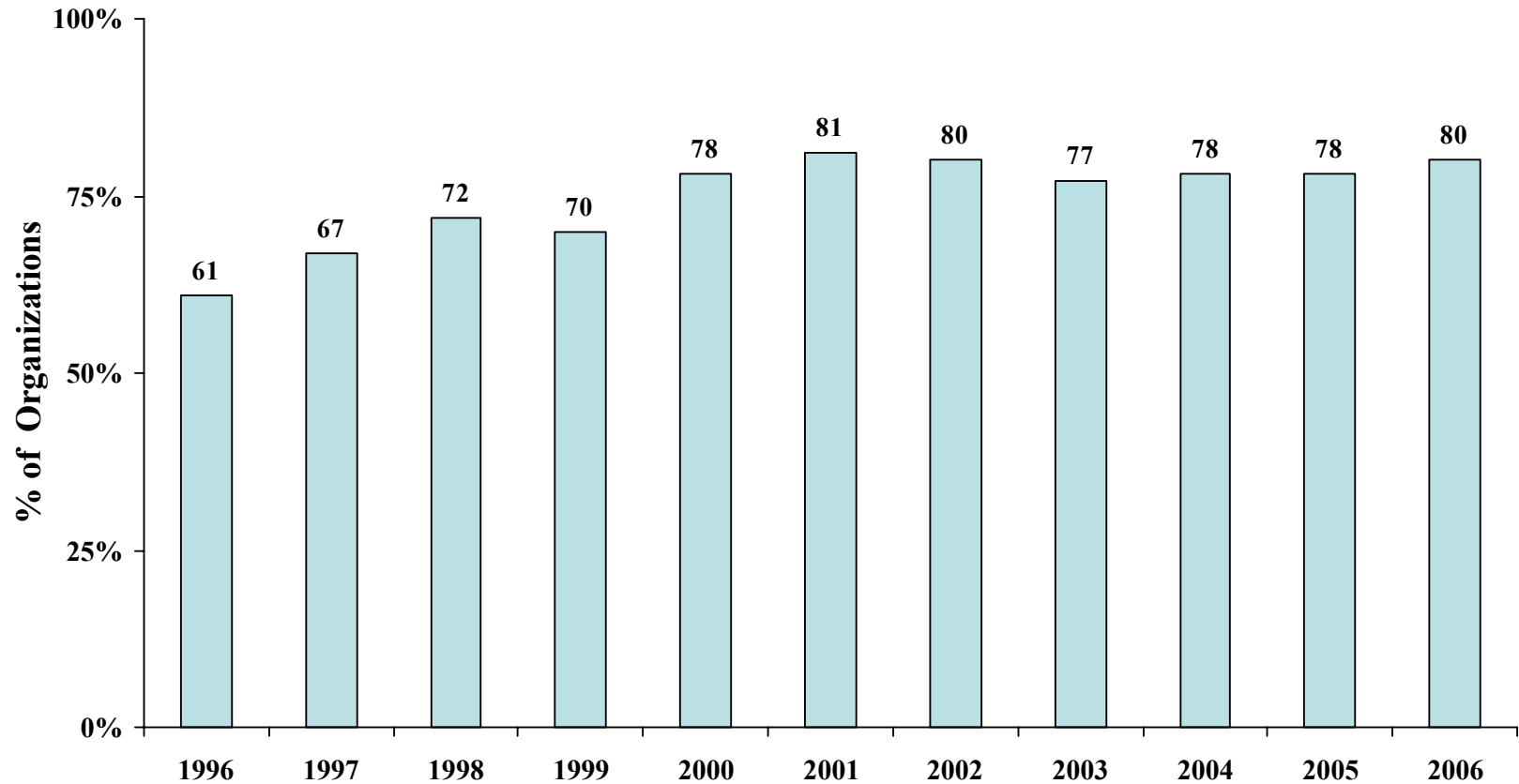


## U.S. Salary Increases (1990–2007)

### Salaried Exempt Employees



## Percentage of U.S. Companies With at Least One Type of Variable Pay Plan (1996–2006)



## U.S. Company Spending on Variable Pay Awards for Salaried Exempt Employees (as a % of Payroll)

