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Milliman's Survey Methodology

Milliman provides independent actuarial, employee benefits, and compensation consulting services. Founded in Seattle in 1947, the firm has 51 offices in principal cities in the United States and worldwide.

Milliman's compensation consulting staff provides assistance to clients in the review, development, and implementation of salary administration, incentive compensation, and executive compensation programs. Utilizing the firm's proprietary salary survey software, Milliman conducts numerous custom and regional surveys each year.

The surveys are managed by Milliman, a third-party, who collects and processes the data provided by survey participants. Data collected and reported from survey participants reflects policies and compensation for the most recent effective date of the survey. The information provided by participants and reported by Milliman as a final report is based on data more than 3 months old.

A required minimum sample size (5 or more organizations) on any special sort maintains the confidentiality of other participants' data. No individual employer represents more than 25% of the weighted data.

Notes on statistical methods:

1. Both averages (means) and medians are used in the Milliman reports as measures of central tendency. Medians can be a more accurate measure when a range of data contains extremes at the low or high end. A median is the point below which 50% of data observations fall.
2. 25th percentile is the point below which 25% of data observations fall. 75th percentile is the point below which 75% of data observations fall. Thus, the range between the 25th and 75th percentile is the middle 50% of the data.
3. Throughout the Milliman reports, organizations with or without bonus plans are included in the calculations for total cash. Therefore, the sum of averages/medians for base and bonus may not equal the total cash compensation shown.

Milliman's data collection uses SSL (Secure Socket Layer) to encrypt data between the client browser and the Milliman server, and once the data is on our server it is protected by our network security and a Checkpoint firewall.

Milliman's data collection has many built in data error checks. Once the data has been collected from the participants from all input options, e.g., online, Excel spreadsheet, hardcopy questionnaire, the data is analyzed and follow-up calls are made to participants to verify any erroneous or questionable data.

Under no circumstances is any participant's individual data shared with or disclosed to any organization or used by Milliman in other consulting engagements.

The Milliman surveys are for the private, confidential use of the recipient; reproducing or distributing the data without written permission is prohibited. Milliman has exercised reasonable care in compiling data and preparing the results, but does not warrant that the reports are free from all errors and omissions. Milliman disclaims all express and implied warranties, including, without limitation, the implied warranties of merchantability and fitness for a particular purpose.