

## Compensation Consultants Fact Sheet and FAQ

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### Introduction to Job Search Intelligence (JSI)

We're a data shop- specializing in compensation data and Labor Market Analytics. JSI answers labor market questions empirically with statistically defensible data.

The competencies of our team are in labor economics, statistics and engineering. Our team members were trained and formerly employed by MIT, Carnegie-Mellon, Wharton, UCLA, the U. S. Congressional Budget Office, the U. S. Department of Labor, the RAND Corporation, and other research and academic institutions.

Compensation plans are complex and are a constantly evolving aspect of human capital management. Data are one piece of the compensation puzzle. Strategy and consulting, built upon a reliable layer of data are necessary functions for a sound compensation plan. We are the data guys- you provide the consulting.

What we are offering you, the compensation consultant are a suite of resources that can be highly beneficial to your business.

- Salary Calculators with Full Time Employee data and Temp Worker data
- Data Set Builder which literally enables you to construct your own custom data sets
- Free aging and regionalization programs that will enable you to adjust or calibrate your existing data

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## Frequently Asked Questions

### **What about your data- what are your sources, how current is it, and so forth?**

We'll start with the short story- details are provided below.

- All data are derived from establishment and educational institution surveys. Over 400,000 market representative businesses participate in these surveys.
- All data are guaranteed to be statistically significant. Our programs have been engineered to present data only when we have a minimum of 25 recent respondents for the selected occupation and region.
- We have salary data for up to 1,000 occupations in 560 regions of the U. S. All data can be purchased in Excel formats directly through our web based programs.

### **What system does JSI use for its job titles and descriptions?**

JSI uses the O\*NET System for occupational classifications. O\*NET is a free, publicly available listing of occupations and their underlying job descriptions. O\*NET is endorsed by over 400 industry trade associations. More information can be found at [O\\*NET Online](#)

**What system does JSI use to define its regions?**

The Bureau of Labor Statistics Metropolitan Statistical Areas (MSA's). This also is a publicly available, free list. MSA's are established for the purpose of having enough persons within each MSA to achieve statistical significance.

**Does your data account for benefits?**

No. Our data represents total cash compensation for exempt and non-exempt full-time workers. This includes: salary, commissions and bonuses.

**Are there any segments of the labor market JSI does not cover?**

Yes, we generally avoid occupations where a significant percentage of the employees' income is derived from equity or options, such as upper management and executive positions.

**Are there any antitrust issues that my company would be exposed to by using JSI's data?**

No. The sample frames which are used to determine the establishments that will participate in the surveys are selected for the purpose of being market representative. This is in significant contrast to the convenience samples that are typically utilized within the industry which tend to create high incidences of survivorship bias. This can lead to anti-competitive issues as the survivors within an industry may have market power in excess of marginal costs.

**How do comp consultants typically work with JSI's data?**

Generally, JSI's data is used as the base salary layer or as a primary source of salary data to be blended into existing survey data. Consultants will build on top of this salary data layer their benefits data.

**Does JSI's data meet the standards necessary for admissibility in legal matters?** Yes. The INS, Treasury Dept/IRS accept data by JSI. We can also provide you with statistically significant data for expert testimony purposes.

**Can I test the program to see if you've got the data I need?**

Please do. Go to our Data Set Builder- select a region, your required industry and then the occupations you for which you require data.

**Can JSI provide me with data for unique consulting projects?**

Possibly- Labor Market Analytics is a very rapidly growing segment of our business. Our extensive data sets can be leveraged to answer your internal workforce, or labor economic questions empirically. For example:

- Labor disputes- price fixing, gender and race wage discrimination
- Diversity- population distribution by region, industry and occupation, and compensation issues
- Actuarial estimates for legal claims
- Labor turnover and replacement predictive analytics
- Labor cost regionalization studies

Custom research fees are \$400 per hour. Send us an [email](#) that outlines the project you are contemplating and we will contact to discuss the scope and feasibility of your project.

**What sources of data are used in JSI's salary programs?** We retrieve raw, non-identifying survey data from the following agencies: U. S. Federal Reserve, U. S. Bureau of Economic Analysis, U. S. Department of Labor, U. S. Bureau of Labor Statistics, U. S. Census Bureau, U. S. Equal Employment Opportunity Commission, and the National Center for Educational Statistics, which are harmonized and converted into compensation data sets. JSI's methods for procuring, developing and presenting salary data are protected by patents and pending patents. All rights reserved.

**Is government data as accurate as private sector data?** The data provided by JSI are not produced by any government agency; the data are collected from over 400,000 establishments throughout the U. S. by the aforementioned government agencies. The agencies collecting the salary data are employing rigorous sampling techniques for the collection of data from establishments which encompass all major industry sectors. Please, feel free to try any of our free job seeker salary programs and you'll get a sense of how extensive and accurate our data sets are.

**How often does JSI update its salary data?**

Salary data sets are updated quarterly.

Questions, comments, anything we failed to cover in this document? Send us an email and one of our team members will be back to you shortly, [sales@jobsearchintelligence.com](mailto:sales@jobsearchintelligence.com)