

			<b>2012 Salary Survey</b>					
			<b>Chicago Market: Human Resources Positions</b>					
			<b>Provided by: Arlington Resources, Inc.</b>					
			<a href="http://www.arlingtonresources.com">www.arlingtonresources.com</a>					
<b><u>Title</u></b>	<b><u>Median</u></b>	<b><u>Bonuses</u></b>	<b><u>Total Salary</u></b>		<b><u>10%</u></b>	<b><u>25%</u></b>	<b><u>75%</u></b>	<b><u>90%</u></b>
Top Human Resources Executive	\$ 226,839.00	\$ 48,575.00	\$ 275,414.00		133,430.00	177,945.00	287,097.00	341,959.00
Director of HR (Autonomous)	\$ 142,671.00	\$ 19,200.00	\$ 161,871.00		101,687.00	121,219.00	172,088.00	198,871.00
Director of HR (Non-autonomous)	\$ 126,274.00	\$ 13,222.00	\$ 139,496.00		90,115.00	107,347.00	146,853.00	165,590.00
International HR Manager	\$ 118,100.00	\$ 8,348.00	\$ 126,448.00		87,000.00	101,821.00	142,106.00	163,962.00
Regional HR Manager	\$ 93,742.00	\$ 7,769.00	\$ 101,511.00		69,826.00	81,224.00	110,373.00	125,515.00
Human Resources Manager	\$ 86,420.00	\$ 4,483.00	\$ 90,903.00		63,413.00	74,377.00	100,469.00	113,260.00
HR Generalist III	\$ 72,978.00	\$ 2,664.00	\$ 75,642.00		58,859.00	64,541.00	82,363.00	90,908.00
HR Generalist II	\$ 58,027.00	\$ 1,043.00	\$ 59,070.00		45,239.00	51,333.00	65,416.00	72,144.00
HR Generalist I	\$ 49,030.00	\$ 910.00	\$ 49,940.00		37,217.00	42,847.00	55,301.00	61,010.00
HR Assistant III	\$ 42,121.00	\$ 3,820.00	\$ 45,941.00		36,471.00	40,593.00	50,130.00	54,691.00
HR Assistant II	\$ 38,749.00	\$ 442.00	\$ 39,191.00		31,001.00	34,693.00	43,360.00	47,558.00
HR Assistant I	\$ 34,950.00	\$ 391.00	\$ 35,341.00		27,095.00	30,839.00	39,385.00	43,422.00
Benefits Manager	\$ 90,749.00	\$ 4,412.00	\$ 95,161.00		66,218.00	80,011.00	112,239.00	127,787.00
Benefits Admin III	\$ 59,839.00	\$ 1,498.00	\$ 61,337.00		44,844.00	51,990.00	69,437.00	78,175.00
Benefits Admin II	\$ 49,011.00	\$ 988.00	\$ 49,999.00		37,987.00	43,241.00	56,043.00	62,445.00
Benefits Admin I	\$ 41,237.00	\$ 702.00	\$ 41,939.00		31,276.00	36,023.00	47,580.00	53,354.00
Compensation Manager	\$ 105,254.00	\$ 6,264.00	\$ 111,518.00		79,038.00	91,532.00	120,066.00	134,698.00
Executive Compensation Analyst III	\$ 92,804.00	\$ 7,944.00	\$ 100,748.00		75,829.00	83,918.00	104,973.00	116,052.00

Executive Compensation Analyst II	\$ 68,125.00	\$ 4,562.00	\$ 72,687.00		51,123.00	59,225.00	79,268.00	89,413.00
Executive Compensation Analyst I	\$ 61,620.00	\$ 4,059.00	\$ 65,679.00		43,289.00	52,025.00	75,736.00	88,589.00
Compensation Analyst III	\$ 84,679.00	\$ 2,575.00	\$ 87,254.00		66,788.00	78,314.00	93,198.00	100,954.00
Compensation Analyst II	\$ 64,713.00	\$ 1,294.00	\$ 66,007.00		51,672.00	57,887.00	73,056.00	80,652.00
Compensation Analyst I	\$ 56,798.00	\$ 1,210.00	\$ 58,008.00		43,249.00	49,706.00	64,968.00	72,406.00
Recruiting Director	\$ 126,628.00	\$ 10,953.00	\$ 137,581.00		101,754.00	113,608.00	146,264.00	164,141.00
Recruiting Manager	\$ 94,065.00	\$ 4,349.00	\$ 98,414.00		69,854.00	81,392.00	107,802.00	120,310.00
Nurse Recruiter	\$ 69,777.00	\$ 63.00	\$ 69,840.00		53,699.00	61,362.00	79,835.00	88,991.00
Campus Recruiter	\$ 61,689.00	\$ 1,446.00	\$ 63,135.00		44,274.00	52,574.00	72,989.00	83,276.00
Recruiter III	\$ 74,607.00	\$ 2,003.00	\$ 76,610.00		58,051.00	65,941.00	83,734.00	92,043.00
Recruiter II	\$ 59,628.00	\$ 1,564.00	\$ 61,192.00		45,486.00	52,225.00	67,445.00	74,562.00
Recruiter I	\$ 50,462.00	\$ 1,636.00	\$ 52,098.00		38,048.00	43,964.00	57,791.00	64,464.00
HRIS Director	\$ 110,999.00	\$ 6,249.00	\$ 117,248.00		76,390.00	92,883.00	130,974.00	149,159.00
HRIS Manager	\$ 101,751.00	\$ 6,436.00	\$ 108,187.00		78,912.00	89,796.00	115,263.00	127,565.00
HRIS Analyst III	\$ 80,469.00	\$ 2,348.00	\$ 82,817.00		62,854.00	71,245.00	90,194.00	99,055.00
HRIS Analyst II	\$ 61,833.00	\$ 1,482.00	\$ 63,315.00		46,585.00	53,852.00	71,673.00	80,631.00
HRIS Analyst I	\$ 51,919.00	\$ 849.00	\$ 52,768.00		39,501.00	45,419.00	59,833.00	67,038.00
Payroll Manager	\$ 82,330.00	\$ 5,015.00	\$ 87,345.00		61,090.00	71,212.00	94,697.00	105,956.00
Payroll Administrator	\$ 55,416.00	\$ 1,355.00	\$ 56,771.00		39,956.00	47,324.00	65,118.00	73,952.00
Payroll Clerk	\$ 37,802.00	\$ 350.00	\$ 38,152.00		29,906.00	33,669.00	42,742.00	47,206.00
Organizational Development Dir.	\$ 140,997.00	\$ 19,020.00	\$ 160,017.00		83,653.00	110,981.00	174,845.00	205,661.00
Organizational Development Mgr.	\$ 106,325.00	\$ 8,722.00	\$ 115,047.00		81,748.00	93,461.00	123,114.00	138,400.00







