

# Why You Can Trust ERI's Data

The accuracy of our compensation data is our number one priority because thousands of companies rely on ERI's data for their compensation planning needs. For over 30 years, ERI has been focused on researching compensation. Our only business is data. We have no conflicts of interest from consulting or contracting, which allows us to stay independent and objective. We employ Ph.D. level data scientists and seasoned compensation professionals who provide an unrivaled level of expertise.

Advanced analytics, such as machine learning, longitudinal analysis, and meta-analysis, are all part of our methodology, which enables us to understand how each job fits into its organization, location, and industry, and how market forces influence its compensation. Data sourced from internal surveys, third-party surveys, and public sources provide a robust sample that is second to none in terms of volume and quality. Convergent validation has shown 99% agreement between Salary Assessor results and time-matched survey responses.

To ensure the accuracy of the data our five-step process is outlined below.

## **Data Collection**

Data are gathered from 3 sources: surveys we conduct, surveys purchased from other organizations, and reports from publicly traded organizations such as proxies and 10-Ks

## **Data Verification**

After collecting the data, we conduct QA to ensure the data flowing into the analyses are of the highest quality.

## **Analysis**

ERI conducts advanced analytics to accurately capture the full scope of an occupation and how it exists in the economy.

## **Quality Assurance**

ERI analysts double-check the results for each job every quarter.

## **ERI Results**

The result is a carefully curated dataset that reflects compensation rates with an unparalleled level of accuracy. ERI provides a comprehensive database of compensation for over 12,000 job titles, 1,000 industries, and 11,000 locations.