

Actual and Planned General Increases by Company Size

	2011 Actual	2012 Planned
Fewer than 100 Employees	Avg. Inc.	Avg. Inc.
Exempt	1.3%	1.4%
Nonexempt Office	1.4%	1.4%
Union Plant	1.5%	1.2%
Nonunion Plant	1.3%	1.6%
100-500 Employees	Avg. Inc.	Avg. Inc.
Exempt	1.2%	1.2%
Nonexempt Office	1.2%	1.1%
Union Plant	2.0%	2.1%
Nonunion Plant	1.4%	1.4%
More than 500 Employees	Avg. Inc.	Avg. Inc.
Exempt	1.2%	1.3%
Nonexempt Office	1.2%	1.2%
Union Plant	1.6%	1.6%
Nonunion Plant	1.4%	1.6%

Industry Increases Planned for 2012

	Planned Merit for 2012	Planned General for 2012
Accommodation	2.7%	1.4%
Agriculture	2.5%	1.8%
Construction	2.1%	1.8%
Education	1.1%	1.0%
Finance/Insurance	3.0%	1.5%
Government	0.6%	0.7%
Health	2.1%	1.5%
Management	3.4%	1.8%
Manufacturing	2.4%	1.4%
Other Services	2.2%	1.3%
Real Estate	2.6%	2.8%
Recreation	2.3%	1.6%
Retail/Wholesale	2.2%	0.8%
Transportation	2.2%	1.0%
Utilities	2.6%	1.0%

Industry Nonexempt Increases Planned for 2012

	Planned Merit for 2012	Planned General for 2012
Accommodation	1.6%	0.9%
Agriculture	4.0%	3.0%
Construction	1.5%	1.5%
Education	1.1%	1.1%
Finance/Insurance	2.9%	1.4%
Government	0.6%	0.6%
Health	2.1%	1.5%
Management	3.4%	1.6%
Manufacturing	2.4%	1.4%
Other Services	1.9%	1.3%
Real Estate	3.1%	2.4%
Recreation	2.3%	1.6%
Retail/Wholesale	2.2%	0.9%
Transportation	1.9%	1.3%
Utilities	2.6%	0.9%