



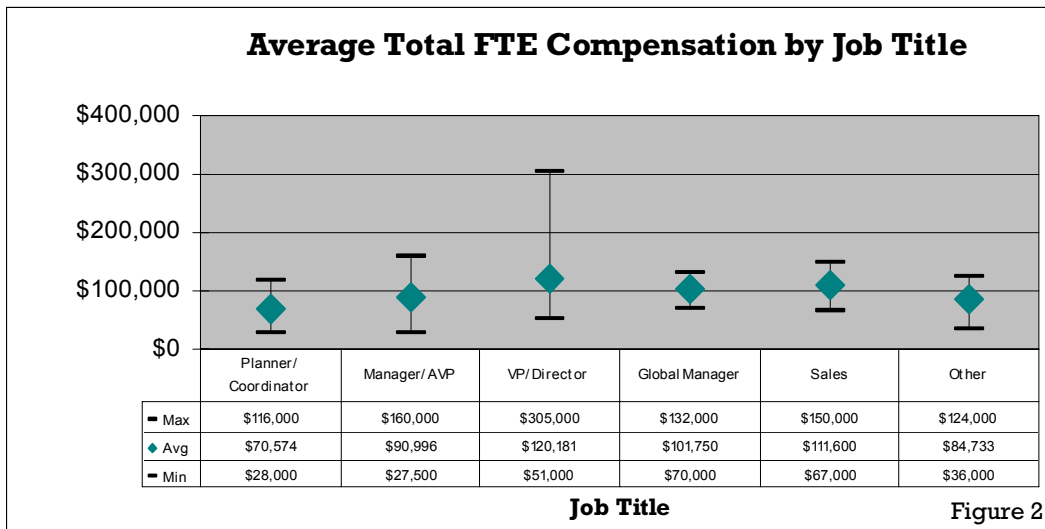
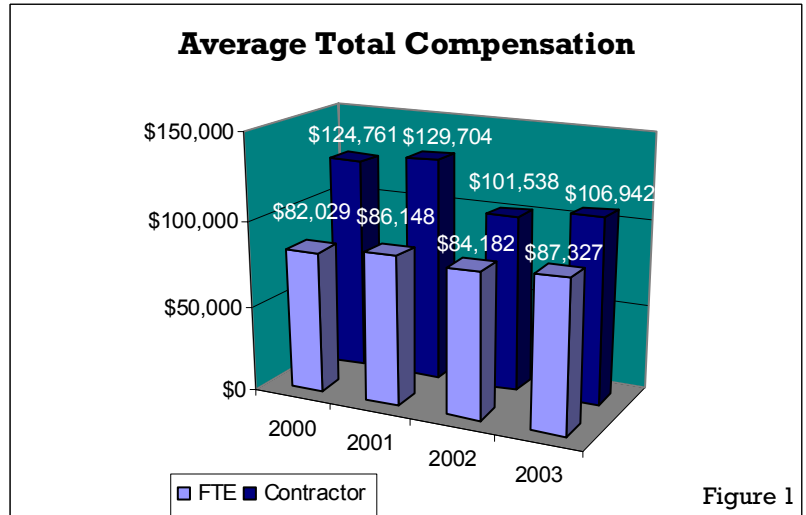
Business Continuity & Disaster

2003 Salary Survey

Salaries are on the rise again for professionals in the business continuity field. Although 2003 was distressing due to a lack of job opportunities, those who changed jobs, on average, enjoyed an increase in total compensation. With salaries on the rise and the job market picking up, many are hopeful for 2004.

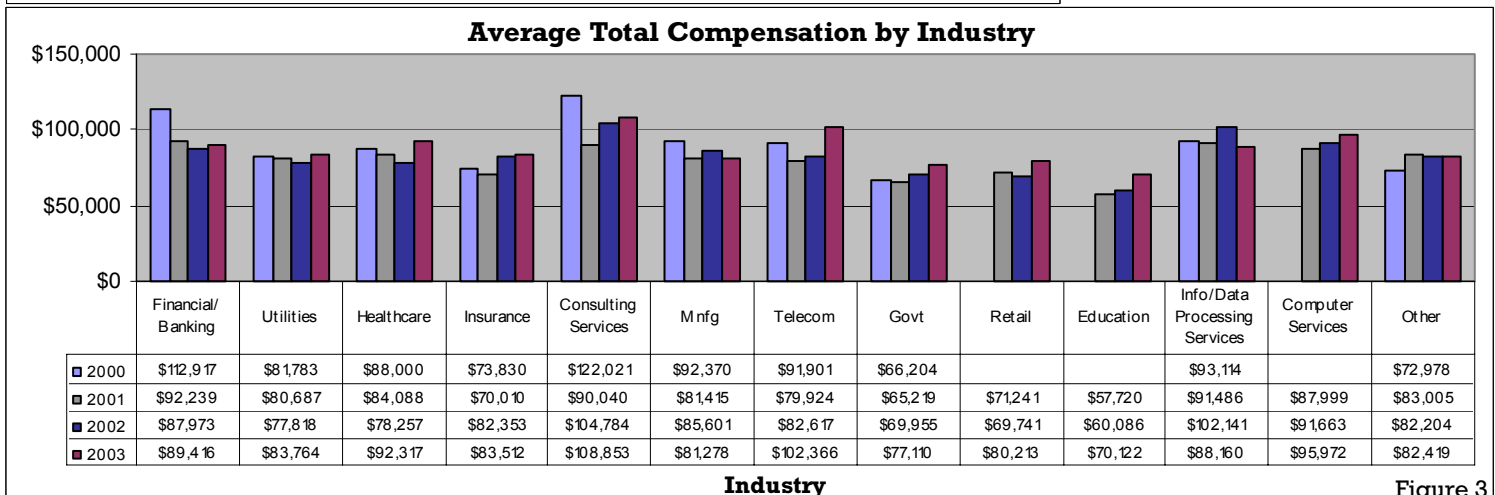
It is important to note that professionals in 13 countries responded to BC Management's annual salary survey, including people in Singapore, Germany, Poland, India and South Africa. The total number of respondents increased from 505 in 2002 to 584 in 2003.

In Figure 1, the survey results indicate a 3.7% increase in salary for full-time employees, and a 5.3% increase in salary for contractors. Independent contractors are still on their way to recovering the salaries they enjoyed in 2001, while full-time employees have exceeded their incomes from previous years.

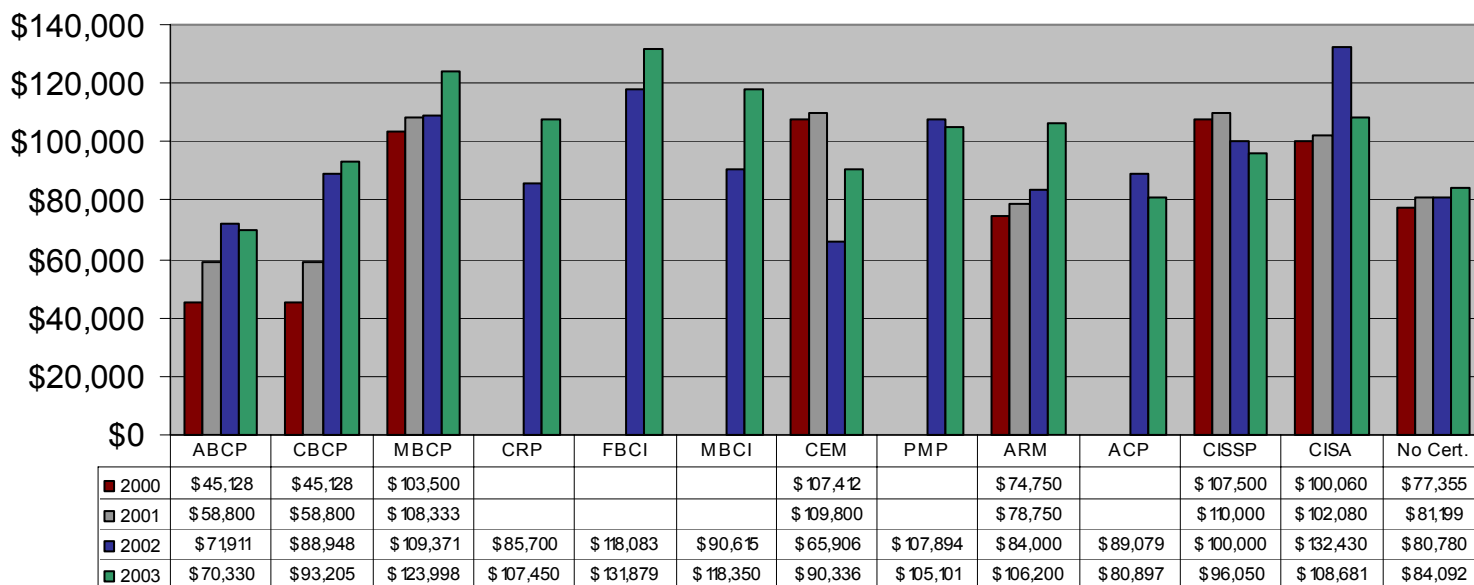


In Figure 2, the distribution of salaries within job titles was fairly close, with the exception of VPs/Directors. The top earner in this category had a total compensation of \$305,000. Surprisingly, there were several others up in this range. Compared to 2002, there was an increase in average salary for all job categories, with the exception of Global Managers and sales professionals.

For the most part, average salaries within individual industries showed an increase in 2003. Only the manufacturing and information/data processing industries showed a slight decrease from 2002 (see Figure 3).



Average Total Compensation by Certification



Certification

Distribution of Respondents by Certification	
CBCP	55%
ABCP	4%
PMP	4%
CISSP	4%
MBCP	3%
MBCI	3%
CISA	3%
CRP	2%
FBCI	2%
CEM	2%
ACP	2%
ARM	1%
No Certification	35%

Distribution of Respondents by Work	
Field of Work	Percentage
Business Continuity/ Disaster Recovery	68%
Information Security	5%
Emergency/ Crisis Management	11%
Risk Management	5%
Audit/ Compliance	1%
Health/ Safety	1%
Facilities	2%
Other	7%

*Percentages above add up to over 100% due to multiple certifications per person

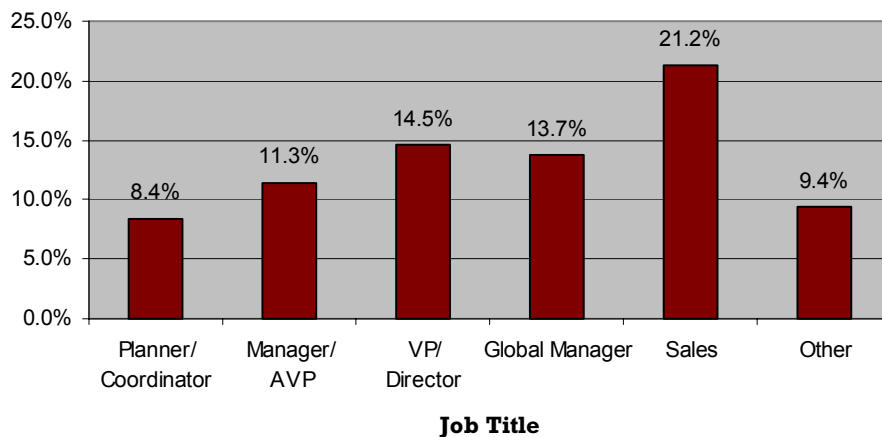
How about Bonus?

The survey results indicate that 47.2% of respondents received a bonus, compared to 48.9% in 2002. Of those who received a bonus, the average was \$11,268, or 11.2% of total compensation. This is down in amount from \$12,113 in 2002, but up in percentage from 10.7%.

The largest bonus paid in 2003 was \$150,000; the minimum was \$500. The largest bonus paid as a percentage of total compensation was 49.2%; the smallest was 0.05%. The largest and smallest bonus in 2002 was \$90,000 and \$750, respectively, which represented 54.5% and 1.2% of total compensation.

The survey results indicate that only Managers/AVPs and Global Managers received increases in their bonuses compared to 2002. Their average bonus as a percentage of total compensation in 2002 was 10% and 9%, respectively.

Average Bonus Percentage of Total Compensation



Average Total Compensation by IT Expertise - FTE

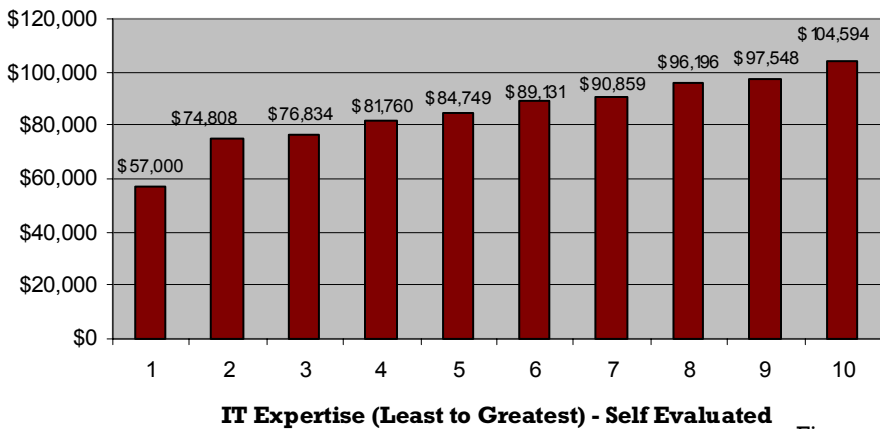


Figure 4

In our survey we asked respondents to rate their IT expertise on a scale of 1 to 10. The results show an interesting trend in 2003. Average total compensation increased based on IT expertise except for those professionals who rated themselves as a 1, 2, 9 or 10. We have noticed over the last two years that companies are seeking well rounded business continuity professionals who have a solid background in both information technology and business processes. In many cases, it is the business processes driving the enterprise contingency planning, not the IT functions. Regardless of this trend, Figure 4 still shows a steady increase in total compensation based on IT expertise.

Average Total Compensation by Years of Field Experience - FTE

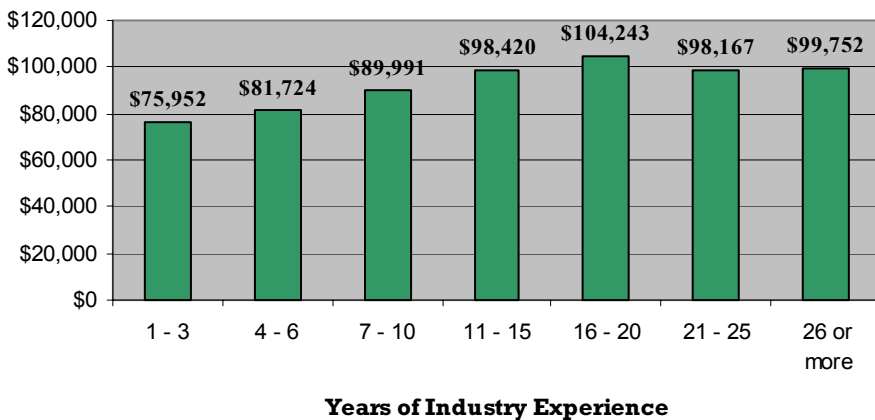


Figure 5

Figure 5 shows total compensation based on years of experience within the business continuity field. The survey results indicate an increase for all professionals with the exception of those who have 11-15 years of experience. These professionals, on average, noticed a drop in their salaries from \$101,823 to \$98,420, which is a 3.5% decrease. All other professionals enjoyed a 6% increase in their average total compensation.

Average Total Compensation by Degree - FTE

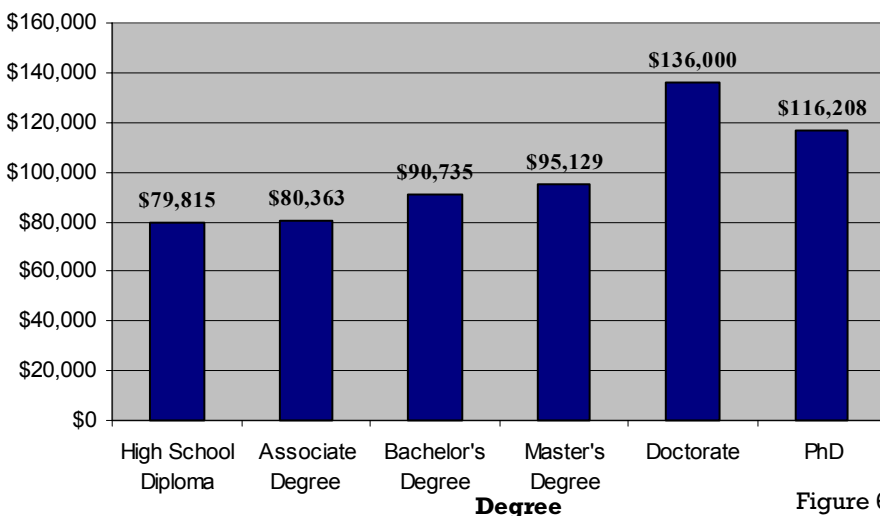


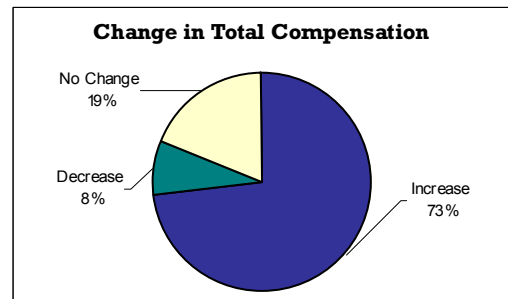
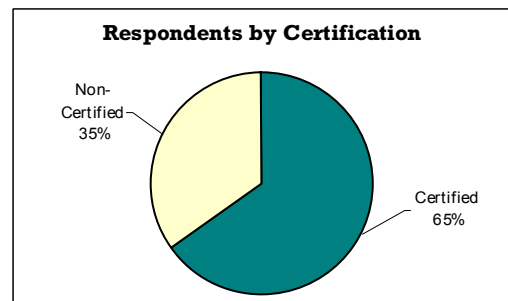
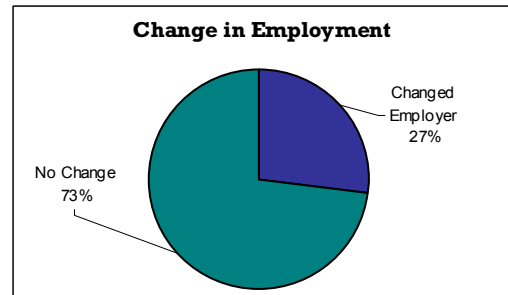
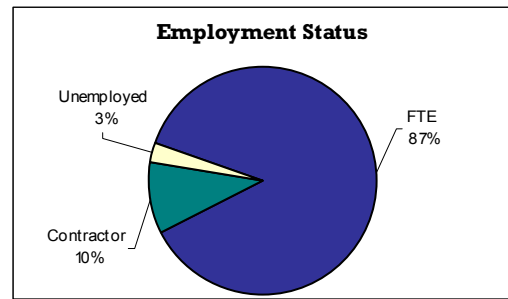
Figure 6

The data in Figure 6 implies that companies are being very selective about the professionals they hire. In 2003, professionals with PhD's or doctorates noticed a 44% and 30% increase in their average total compensations, respectively. Those professionals with a master's or bachelor's degree also enjoyed increases of 2% and 7%. In light of last year's economy, companies had the opportunity to be more selective and wait to hire professionals who are certified experts and have an advanced education.

Respondents by Industry	
Industry	Percentage
Financial/Banking	26%
Utilities	2%
Healthcare	8%
Insurance	8%
Consulting Services	12%
Manufacturing	6%
Telecommunications	6%
Government	8%
Retail	3%
Education	4%
Info/ Data Processing	4%
Computer Services	5%
Other	8%

Average Total Compensation by Region			
Region	Avg. Salary 2002	Avg. Salary 2003	Percentage of Respondents
United States	\$81,856	\$89,518	88.8%
AL		\$87,575	0.7%
AK		\$62,533	0.5%
AR	\$56,300	\$71,425	0.9%
AZ	\$78,516	\$69,028	3.7%
CA		\$98,292	13.7%
Los Angeles, CA	\$91,590	\$99,870	3.5%
Orange County, CA		\$86,422	2.8%
Sacramento, CA		\$94,495	1.0%
San Diego, CA		\$88,870	1.4%
San Fernando County, CA		\$98,200	0.9%
San Francisco, CA	\$110,123	\$109,452	4.0%
CO	\$78,546	\$75,540	0.9%
CT		\$121,600	0.9%
DC	\$80,406	\$85,894	0.9%
DE		\$116,500	0.9%
FL	\$78,618	\$75,771	5.6%
GA	\$85,837	\$89,012	2.6%
IA	\$77,196	\$75,300	0.5%
IL		\$96,879	4.6%
Chicago, IL	\$99,265	\$99,453	4.2%
Other		\$66,000	0.4%
IN		\$79,000	0.9%
Kansas City, KS		\$86,183	1.1%
MA	\$99,038	\$95,323	2.3%
MD	\$91,738	\$107,088	1.8%
MI	\$78,000	\$76,188	2.8%
MO	\$80,625	\$78,838	1.6%
MN	\$77,715	\$82,656	2.8%
NC	\$72,333	\$84,186	3.4%
NE		\$65,902	1.6%
NJ	\$92,867	\$119,320	4.4%
NY		\$108,799	5.4%
NYC	\$131,567	\$137,583	3.2%
Upstate NY	\$78,875	\$68,945	2.3%
OH	\$72,525	\$78,669	2.3%
Metro OH		\$84,791	1.9%
Other		\$66,000	0.5%
OK	\$63,300	\$77,033	0.5%
OR	\$66,436	\$68,565	1.4%
PA	\$90,386	\$89,235	2.8%
TX	\$78,744	\$87,293	4.0%
UT	\$59,643	\$56,250	0.5%
VA	\$106,608	\$77,603	3.0%
Arlington, VA		\$81,473	1.6%
Richmond, VA		\$78,800	0.9%
Other		\$64,000	0.5%
WA	\$78,682	\$100,080	3.7%
WI	\$83,885	\$77,033	1.6%
Canada	\$70,817 CAD	\$78,284 CAD	5.3%
British Columbia		\$82,872 CAD	0.5%
Alberta		\$79,200 CAD	0.9%
Toronto		\$83,850 CAD	1.4%
Ottawa		\$73,000 CAD	0.9%
Montreal		\$74,233 CAD	1.6%
United Kingdom	£45,062	£53,805	2.5%
London		£59,750	1.4%
Australia			
Melbourne		\$57,000 AUD	0.5%
New Zealand			
Auckland		\$90,000 NZD	0.5%
Switzerland			
Zurich		127,438 CHF	0.7%

Respondent Characteristics



For More information, please contact:



**4630 Campus Drive, #107
Newport Beach, CA 92660
Toll Free: (888) 250-7001
Phone: (949) 260-8453
Fax: (949) 260-8463
Email: info@bcmanagement.net
Website: www.bcmanagement.net**

*Note: Only countries and states with a significant response are included in the graph above.

The information in this survey was collected in February of 2004. Total compensation includes base and bonus only.