



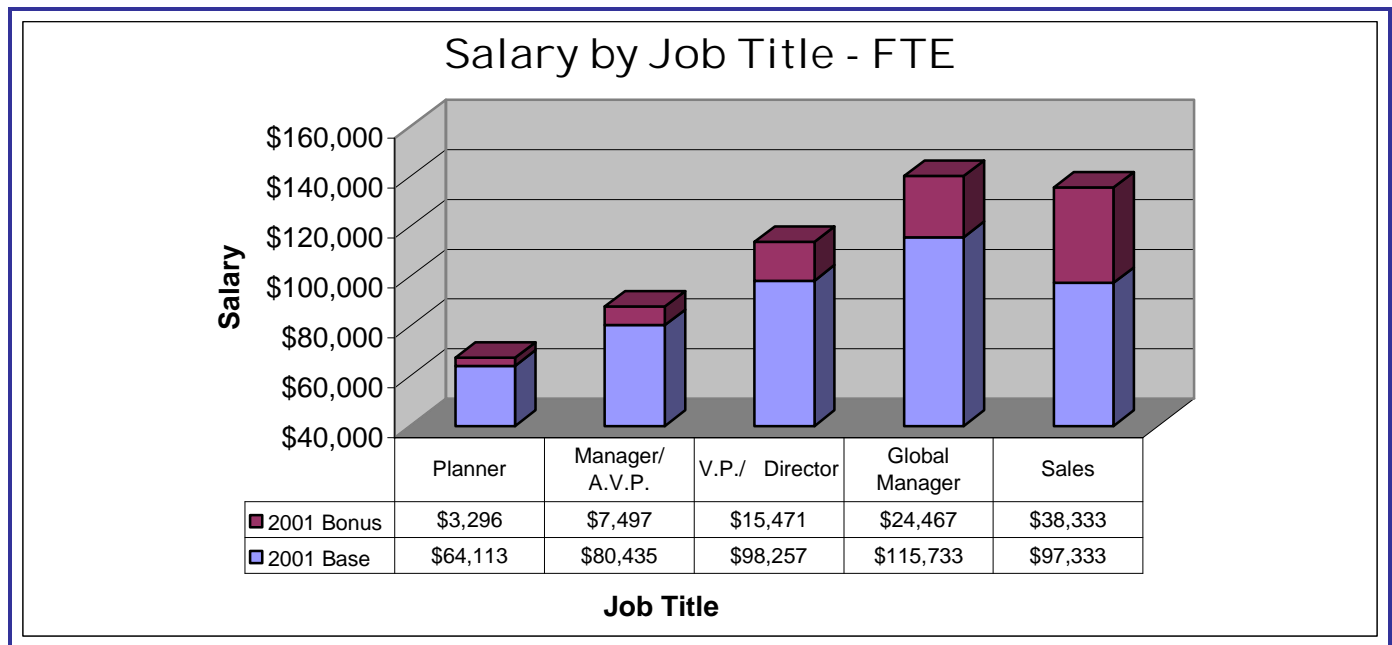
2001 Salary Survey

Good news! Salaries continue to increase for all Business Continuity Professionals. Our results indicate that both full-time employees (FTE) and contractors enjoyed an average increase of 4-5%. This was a modest increase compared to the 9% jump seen in the previous year.

The year 2001 proved to be challenging for Business Continuity professionals as budgets were cut, jobs were eliminated, and bonuses ceased to exist. The results indicate that 17.2% of our respondents saw a decrease in total income compared to only 5.3% from the previous year. In addition, fewer respondents enjoyed an increase in their total income with only 76.6% moving up as compared to 85.2% in 2000. Only 6.2% saw no change in their salary compared to the 9.5% from the previous year.

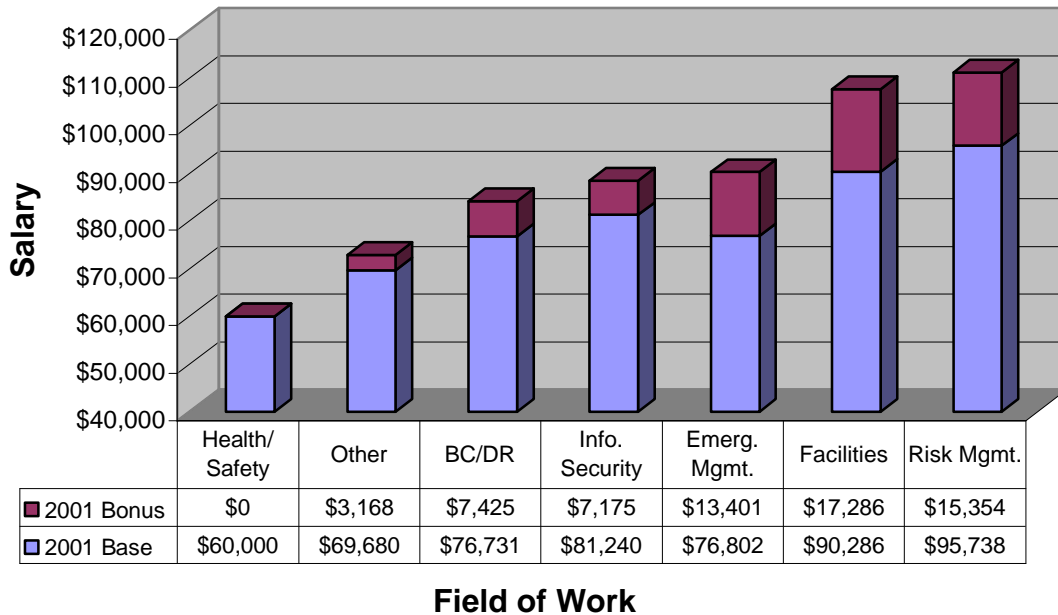
Full-Time Employees	2000	2001	% Change
Base	\$74,940	\$78,712	5.0%
Bonus	\$7,089	\$7,436	4.9%
TOTAL	\$82,029	\$86,148	5.0%

Contractors	2000	2001	% Change
Base	\$118,457	\$127,161	7.3%
Bonus	\$6,304	\$2,543	-59.7%
TOTAL	\$124,761	\$129,704	4.0%



Average Salary by Industry - FTE				
Industry	% of Respondents	2001 Base	2001 Bonus	2001 Total
Financial/Banking	36.1%	\$80,648	\$11,591	\$92,239
Info/Data Processing Services	5.8%	\$82,052	\$9,434	\$91,486
Consulting Services	8.5%	\$83,836	\$6,204	\$90,040
Computer Services/Systems	4.2%	\$76,954	\$11,045	\$87,999
Healthcare	5.2%	\$82,022	\$2,066	\$84,088
Other	6.8%	\$77,032	\$5,973	\$83,005
Manufacturing	3.9%	\$75,520	\$5,895	\$81,415
Utilities	4.9%	\$76,393	\$4,294	\$80,687
Telecommunications	6.4%	\$74,130	\$5,794	\$79,924
Retail	4.3%	\$69,291	\$1,950	\$71,241
Insurance	7.4%	\$66,965	\$3,045	\$70,010
Government	4.6%	\$65,219	\$0	\$65,219
Education	1.9%	\$57,720	\$0	\$57,720

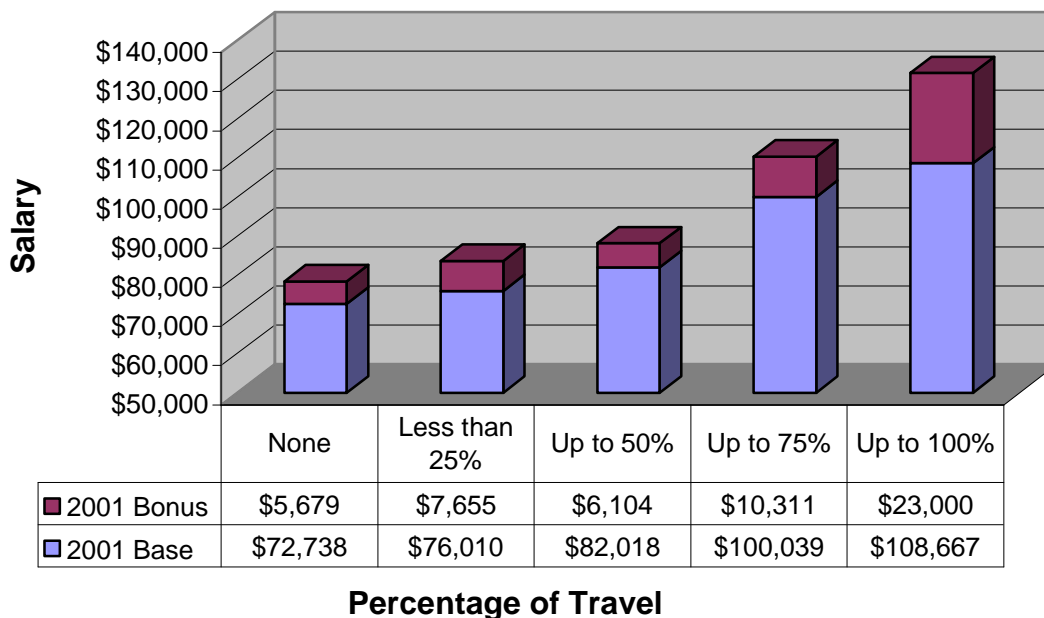
Salary by Field of Work - FTE



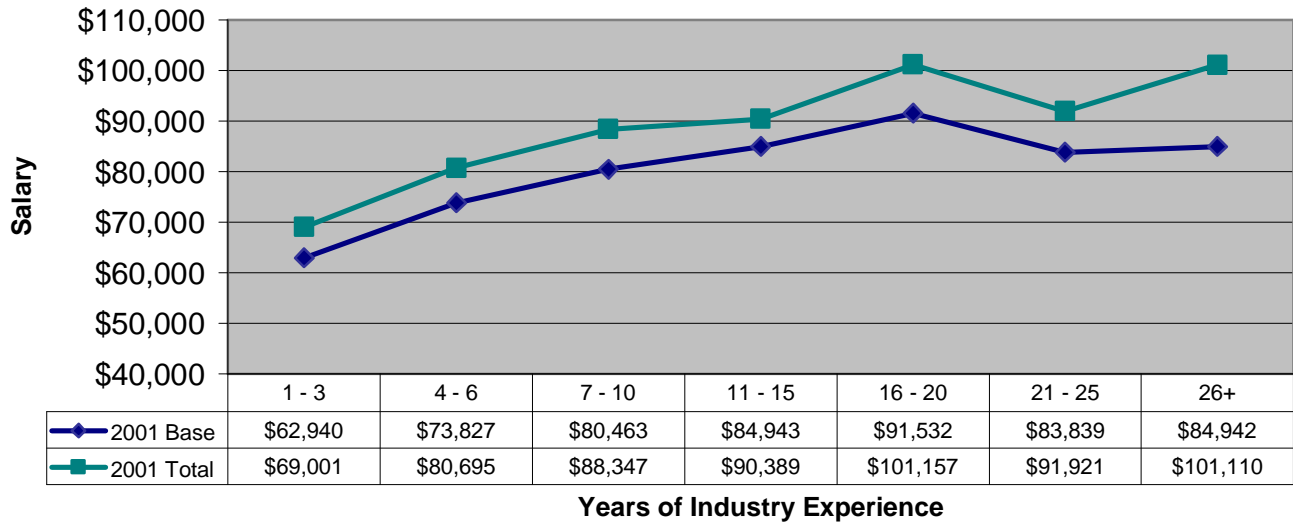
The results displayed in the graph above are not consistent with historical data.

Traditionally, the Information Security field ranks as the top paid industry followed by Business Continuity/ Disaster Recovery (BC/DR), Risk Management, Facilities, Emergency Management and Health/Safety. We believe the data was inconsistent with past results due to the small number of survey respondents working in Emergency Management, Risk Management, and Facilities as compared to BC/DR. According to the results, 84.4% of the respondents were BC/DR professionals while only 4.8% were Emergency Management, 2.7% were Risk Management, and 2.4% were Facilities.

Salary by Amount of Travel - FTE



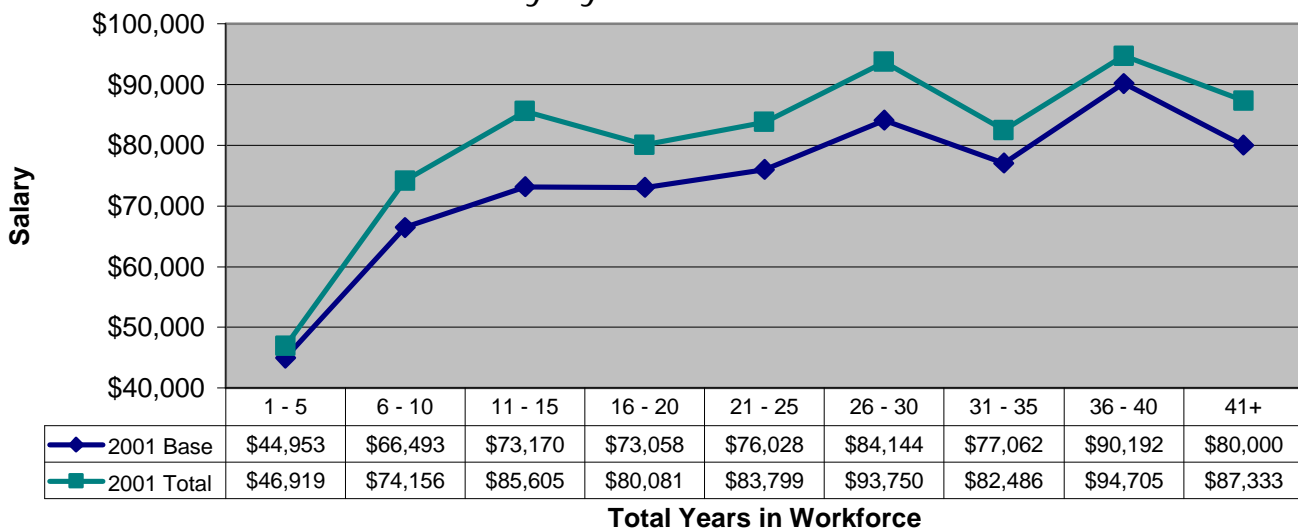
Salary by Years of Industry Experience - FTE



The results showed an unexpected decrease in salary in the 21-25 year category above.

In taking a closer look, we linked these results to current industry and found that a large number of respondents within this category currently work in industries that traditionally pay lower salaries (i.e. insurance, government, manufacturing, and retail). In addition, we found that a majority of the respondents in this category live outside of major metropolitan areas.

Salary by Total Years in Workforce - FTE

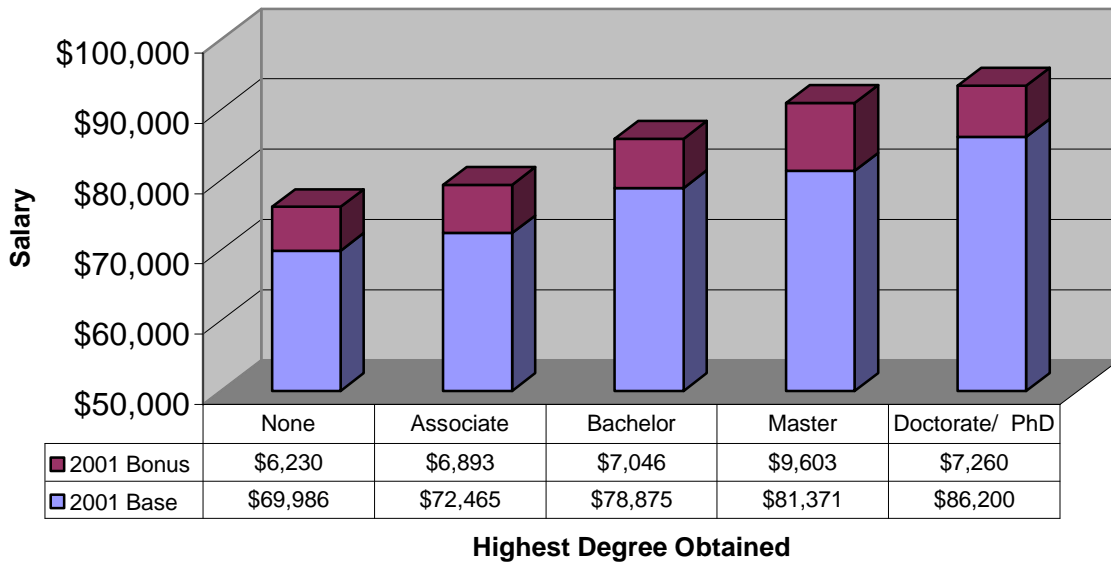


In the survey, respondents were asked to rank their IT knowledge on a scale of 1-10 with 10 being expert level.

Average Salary by IT Expertise - FTE

IT Rank	% of Respondents	2001 Base	2001 Bonus	2001 Total
1	1.50%	\$50,720	\$750	\$51,470
2	4.20%	\$63,864	\$6,455	\$70,319
3	6.40%	\$71,865	\$9,426	\$81,291
4	7.60%	\$71,635	\$7,550	\$79,185
5	17.80%	\$74,878	\$6,142	\$81,020
6	11.40%	\$72,975	\$9,393	\$82,368
7	24.60%	\$80,157	\$6,234	\$86,391
8	14.80%	\$77,151	\$4,860	\$82,011
9	7.20%	\$90,298	\$12,410	\$102,708
10	4.50%	\$86,999	\$12,183	\$99,182

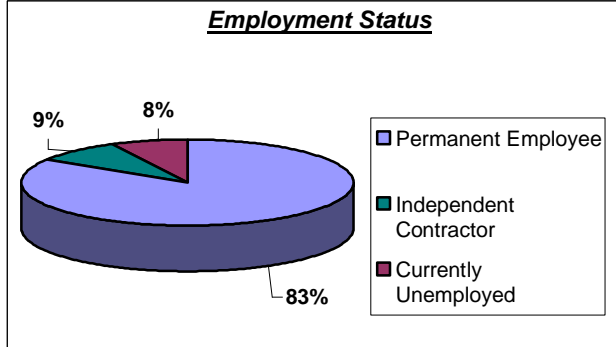
Salary by Degree - FTE



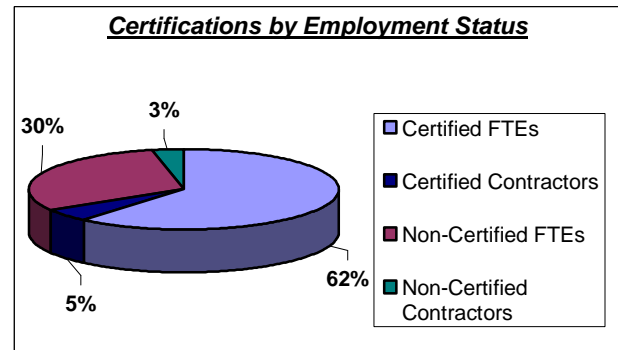
In reviewing the survey results, it is important to note that a majority of the respondents have achieved a recognized industry certification, most of which are offered by the DRI International.

Of the survey respondents, 67% were certified while 33% were not. An overwhelming 74.4% of the certified professionals who responded have obtained the CBCP, while 3.6% acquired the ABCP and 4.6% were awarded the MBCP. The results indicate a strong relationship between salary and the level of certification achieved (ABCP to CBCP to MBCP). *Please see the survey insert for the graph and data.* Other certifications represented in the results were the CISSP, CEM, CISA, and ARM. Respondents with technical certifications (CISSP and CISA) and multiple certifications (ex.: CBCP & CEM or CBCP & CISSP) enjoyed the highest salaries.

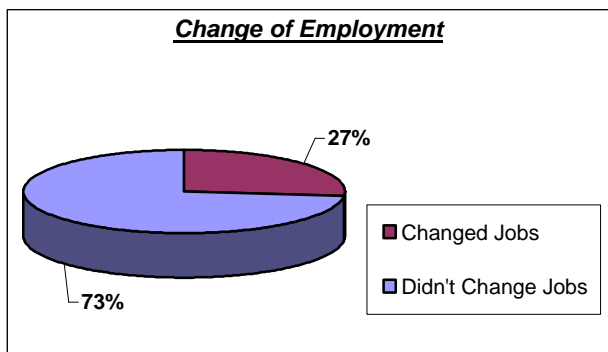
Employment Status



Certifications by Employment Status



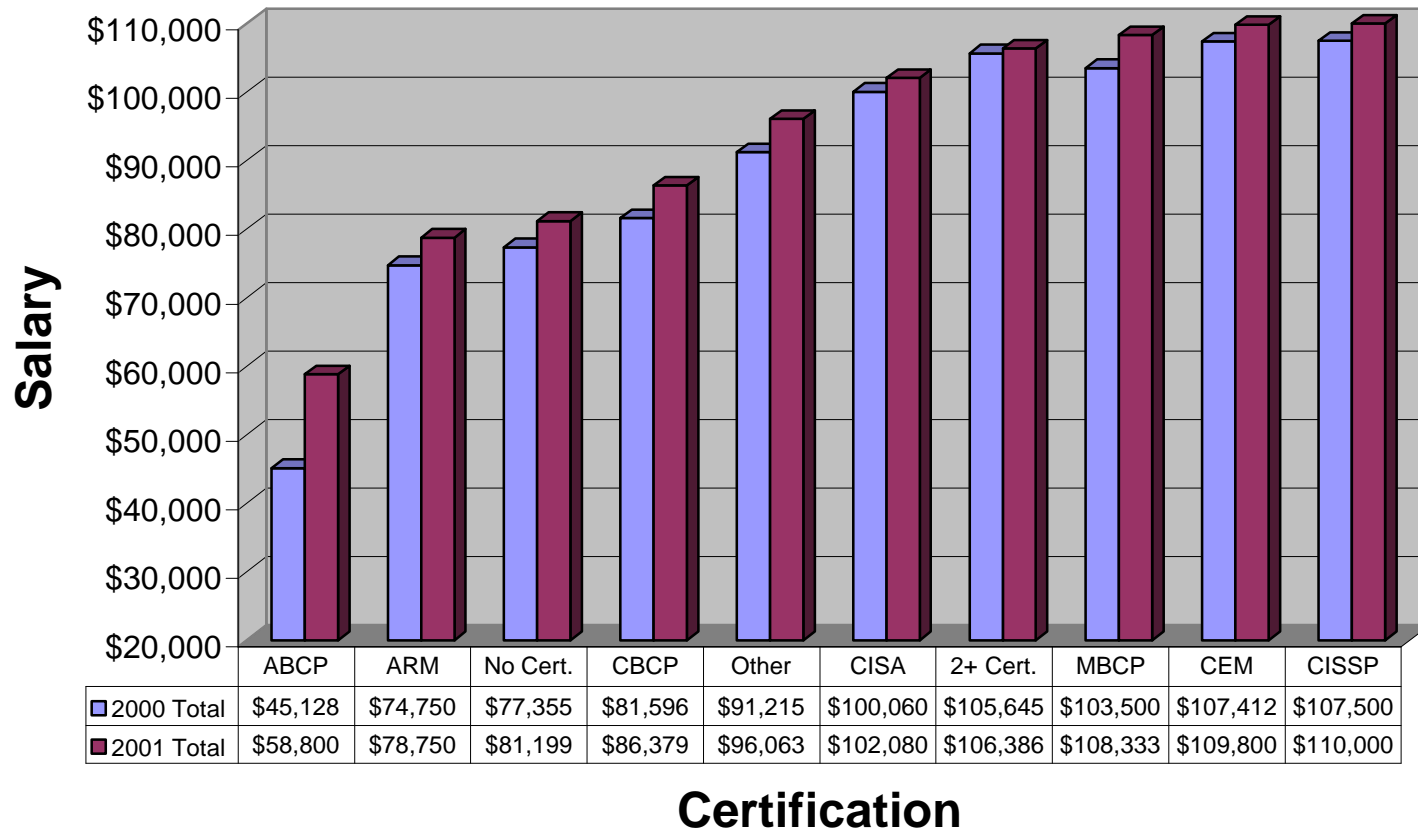
Change of Employment



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Salary by Certification, 2000-2001



The following certifications received a low number of respondents and are grouped into the “Other” category: FBCI, CRP, CET, CCP, CPP

Average Salaries by Geographic Region

Location	2001 Base	2001 Bonus	2001 Total
United States	\$77,587	\$7,443	\$85,030
New York City	\$108,597	\$17,474	\$126,071
Washington, D.C.	\$100,100	\$5,750	\$105,850
New Jersey	\$93,053	\$9,313	\$102,366
Georgia	\$89,822	\$9,589	\$99,411
Massachusetts	\$83,774	\$14,448	\$98,222
S. California	\$81,462	\$15,769	\$97,231
Pennsylvania	\$85,818	\$5,484	\$91,302
Illinois	\$81,223	\$7,086	\$88,309
Texas	\$78,821	\$8,514	\$87,335
Virginia	\$78,227	\$6,818	\$85,045
N. California	\$80,639	\$4,222	\$84,861
Maryland	\$77,667	\$5,833	\$83,500
Florida	\$76,650	\$5,958	\$82,608
Kansas	\$78,000	\$4,000	\$82,000
Nebraska	\$70,333	\$9,067	\$79,400
Missouri	\$68,212	\$6,506	\$74,718
Colorado	\$67,110	\$6,111	\$73,221
Iowa	\$71,600	\$1,075	\$72,675
Indiana	\$67,500	\$5,000	\$72,500
Michigan	\$69,000	\$875	\$69,875
Oregon	\$64,167	\$4,333	\$68,500
Ohio	\$66,162	\$2,281	\$68,443
N. Carolina	\$62,500	\$4,725	\$67,225
New Hampshire	\$60,814	\$6,400	\$67,214
Minnesota	\$63,000	\$833	\$63,833
Wisconsin	\$57,500	\$6,000	\$63,500
Washington	\$62,866	\$400	\$63,266
Upstate New York	\$58,100	\$3,740	\$61,840
Arizona	\$49,000	\$0	\$49,000
Montana	\$46,440	\$0	\$46,440

Canada	\$56,502	\$7,051	\$63,553
Ontario	\$63,517	\$10,444	\$73,961
Quebec	\$34,467	\$667	\$35,134

Australia	\$57,770	\$0	\$57,770
England	\$69,355	\$6,435	\$75,790