



More Than 60 Percent of High Tech Companies Institute Wage Freezes, According to Salary.com's IPAS Global Compensation Survey

Recent Quarterly Pay Increase Survey Finds Merit Increases Average 2.6 Percent

NEEDHAM, MA, Aug 13, 2009 (MARKETWIRE via COMTEX News Network) -- Salary.com, Inc. (NASDAQ: SLRY), a leading provider of on-demand compensation, payroll and talent management solutions, announced today key findings of its most recent Quarterly Pay Increase Survey. The update, part of the IPAS Global High Technology Compensation Survey, reveals that more than 60 percent of high technology companies have instituted wage freezes in one or more countries.

The IPAS Quarterly Pay Increase Survey includes data from nearly 150 organizations around the world. The survey also reveals increases to corporate compensation budgets continue to be small, averaging 2.6 percent in the U.S. among the firms that increased their pay budgets.

Salary.com's IPAS Global High Technology Compensation Survey helps premier global technology companies manage compensation costs in a challenging economy. Access to the IPAS Quarterly Pay Increase Survey is one of the benefits of participating in the IPAS Global High Technology Compensation Survey.

The IPAS Quarterly Pay Increase Survey is a critical tool that enables companies to assess their compensation strategies. Advantages include:

- Merit budget increases are provided both with and without "zero" responses, which enable customers to see the average among companies that grant an increase, as well as the average across an entire population.
- Data on the prevalence of wage freezes is provided for all countries.
- Salary.com's team of global compensation experts works closely with our customers to ensure validity and recency of all data provided.

"In today's economic environment, current data on compensation is a strategic advantage for companies that need to attract and retain top talent," said Brent Kleiman, SVP, Marketing & Strategy at Salary.com. "The Quarterly Pay Increase Survey empowers corporations with the knowledge they need to stay competitive as they manage their costs."

The IPAS Global High Technology Compensation Survey has been providing compensation data to premier global technology companies for more than 10 years. With nearly 400 participants across more than 80 countries, IPAS is the leading single source of global compensation data for technology organizations around the world.

About Salary.com, Inc.

Salary.com is a leading provider of on-demand compensation, payroll, and talent management solutions helping businesses and individuals manage pay and performance. Salary.com's highly configurable software applications, proprietary data and consulting services help HR and compensation professionals automate, streamline and optimize critical talent management processes including: payroll, benefits, HR administration, market pricing, compensation planning, performance management, competency management, learning and development, and succession planning. Built with compensation and competency data at the core, Salary.com solutions provide businesses of all sizes with the most productive and cost-effective way to manage and inspire their most important asset -- their people. For more information, visit www.salary.com.

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