

PULSE SURVEY RESULTS

Highlights & hot topics from the 2022 Puget Sound & Portland Area Compensation Surveys

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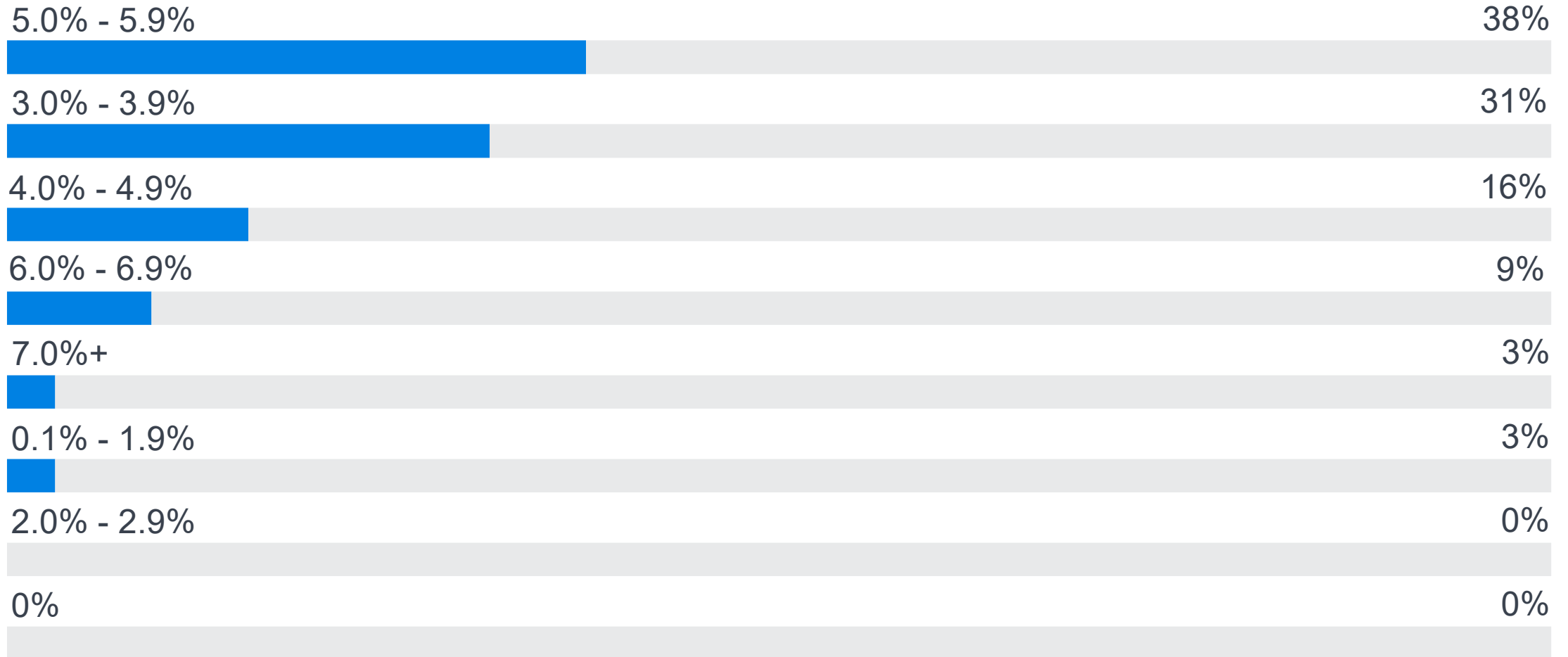
Caveats

The information provided should be considered incomplete without the benefit of discussion. The observations described are not necessarily applicable to any specific organization. Users of the information provided herein should be advised by professionals with experience in relevant domains.

The opinions provided herein are those of the author and should not be attributed to Milliman, Inc.



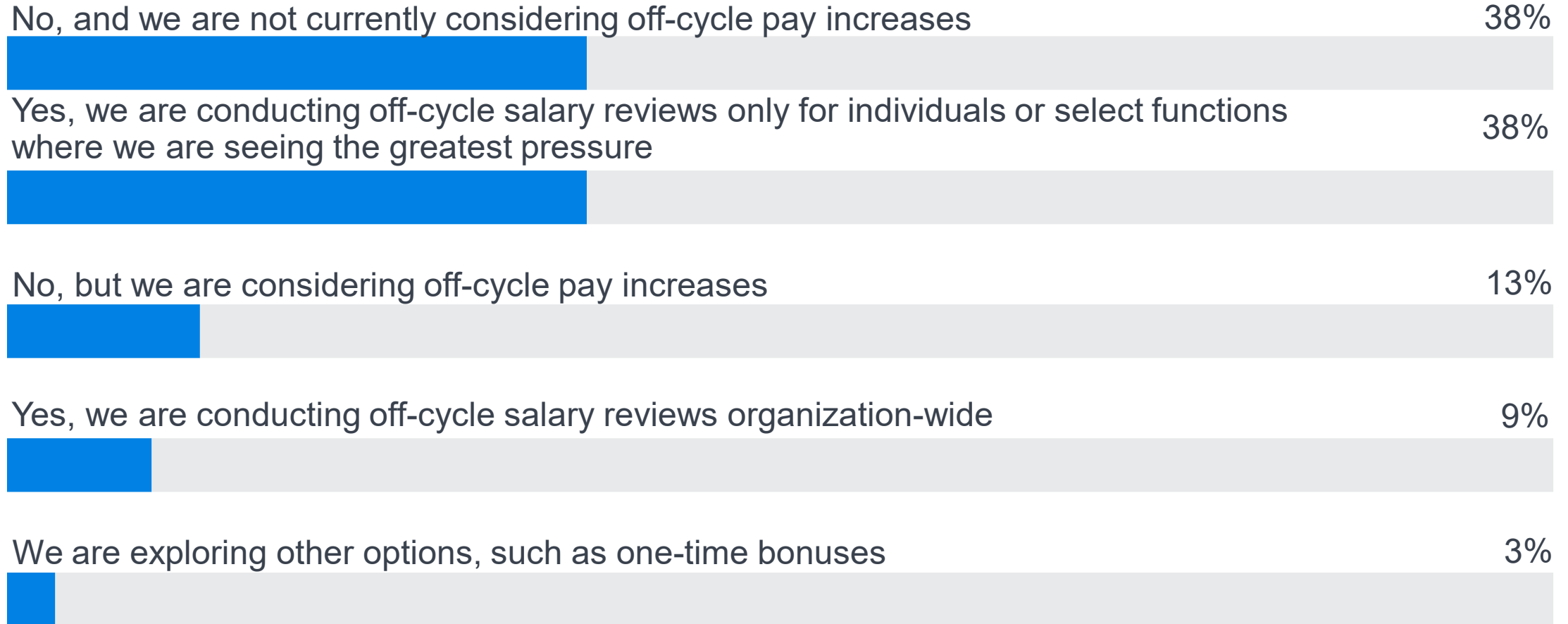
What is your overall actual salary budget increase % for 2022 (including merit, general, COLA, market adjustments, etc., but excluding promotional increases)?



Source: Results of pulse survey conducted July 25-27, 2022 (n=32).



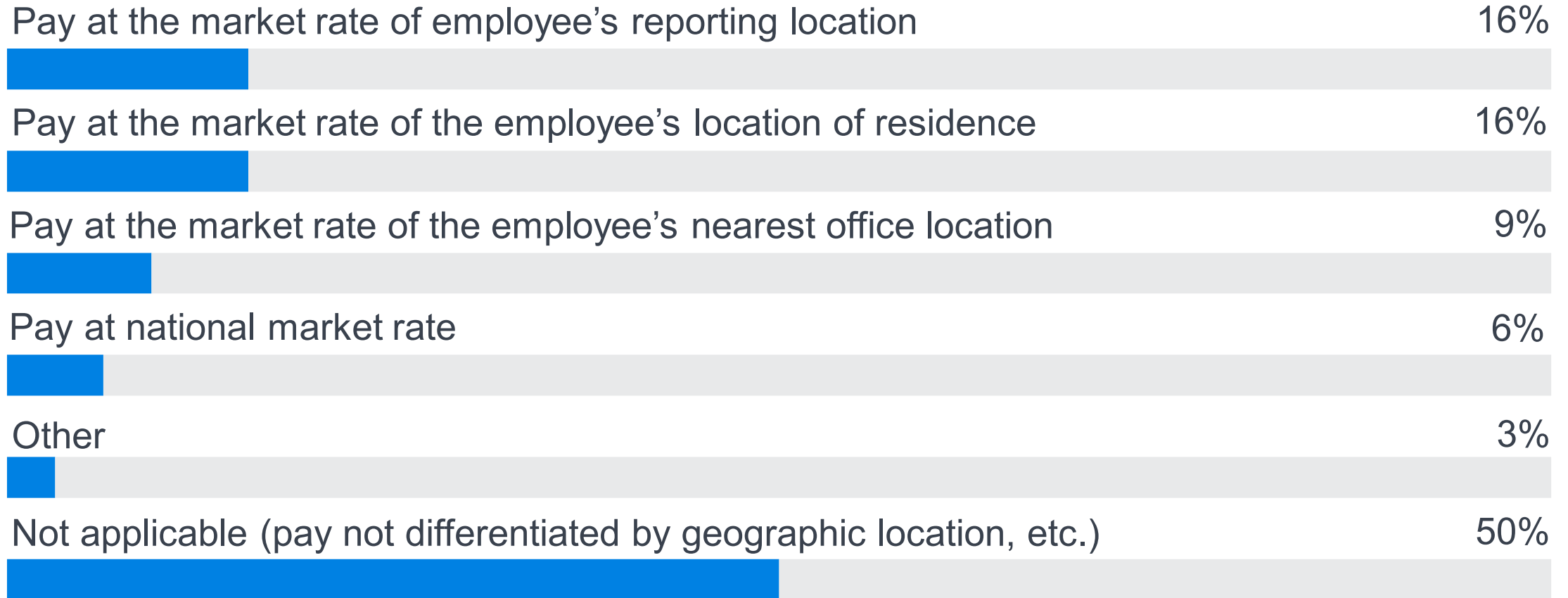
Are you providing off-cycle salary increases to employees in response to rising inflation?



Source: Results of pulse survey conducted July 25-27, 2022 (n=32).



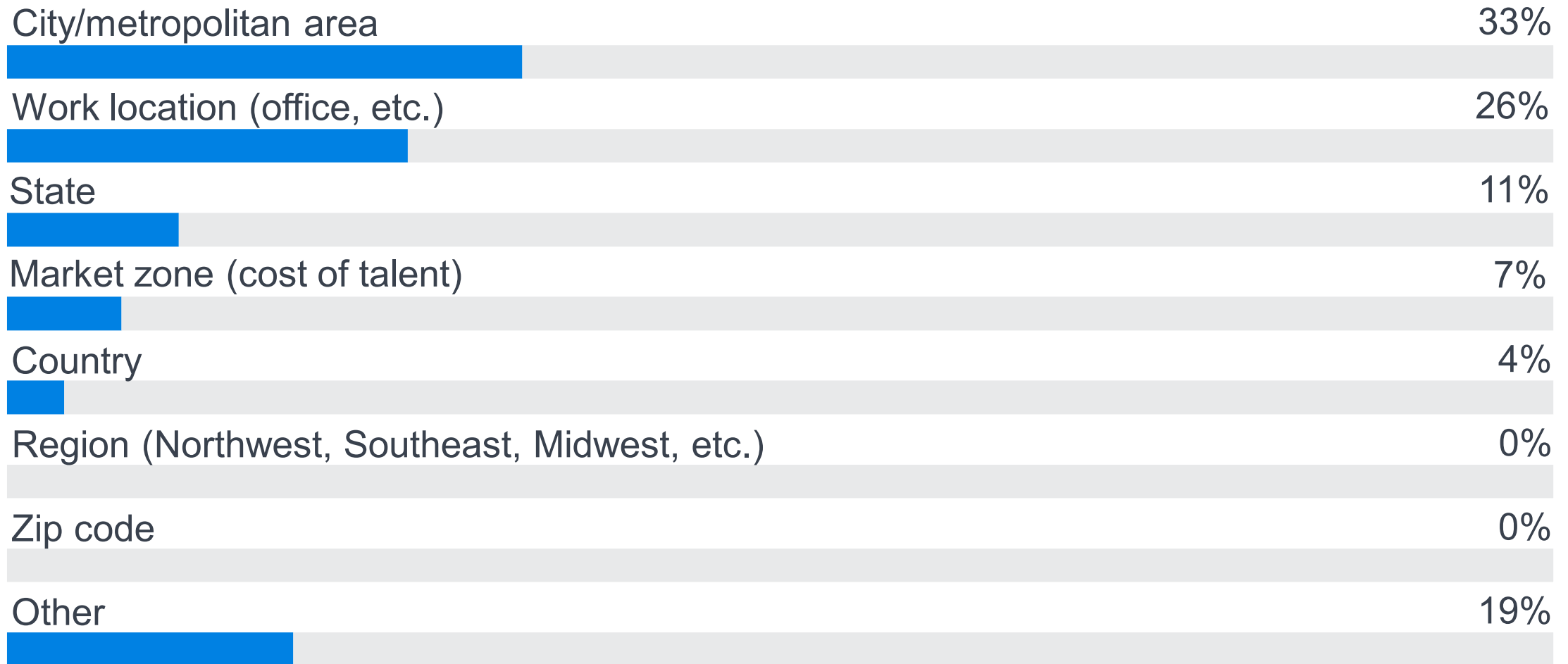
For your remote employees, how do you determine geographic pay location?



Source: Results of pulse survey conducted July 25-27, 2022 (n=32).



For your remote employees, what is your organization's geographic differential based on?



Source: Results of pulse survey conducted July 25-27, 2022 (n=32).