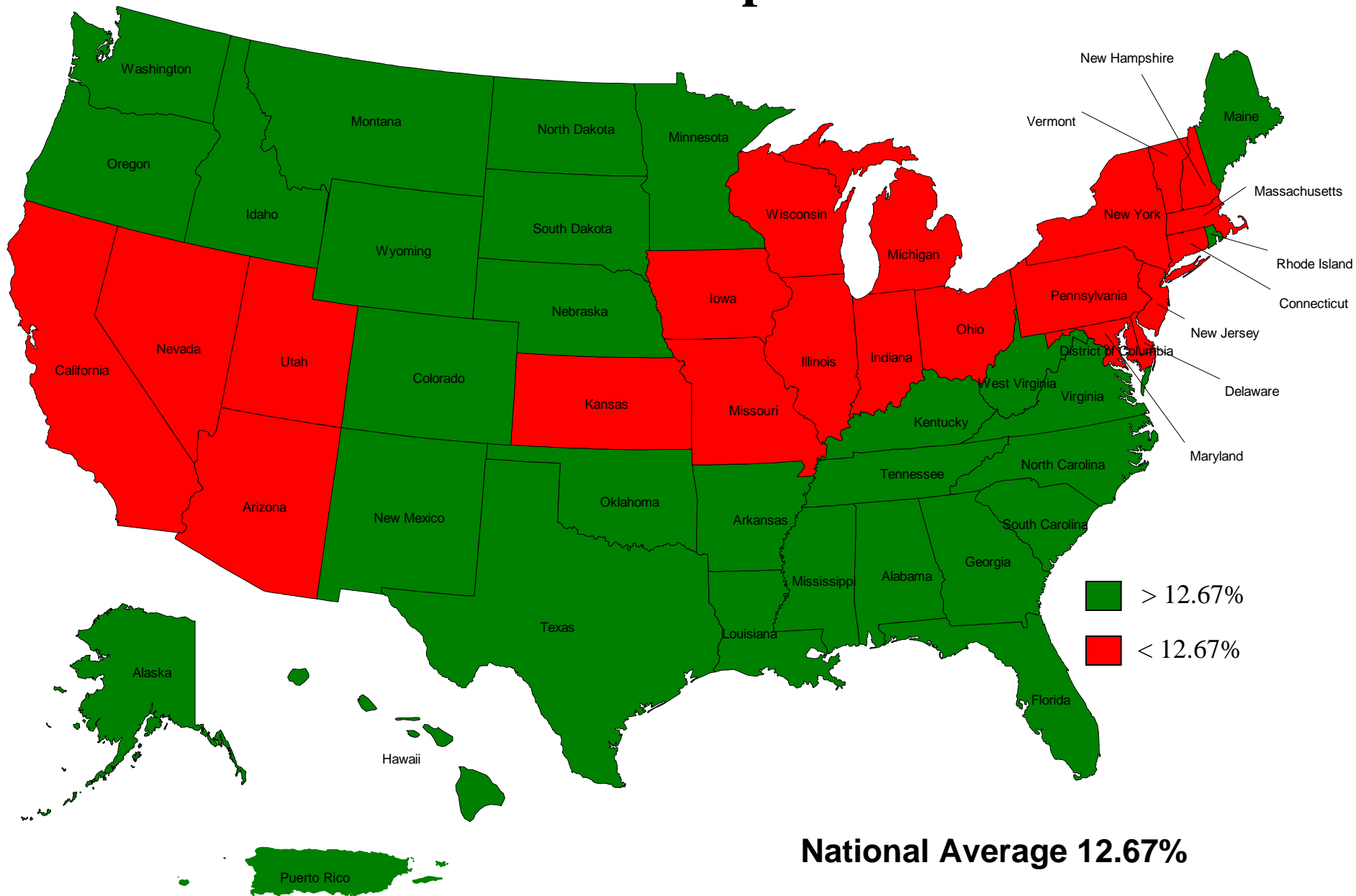






2009 United States Compensation

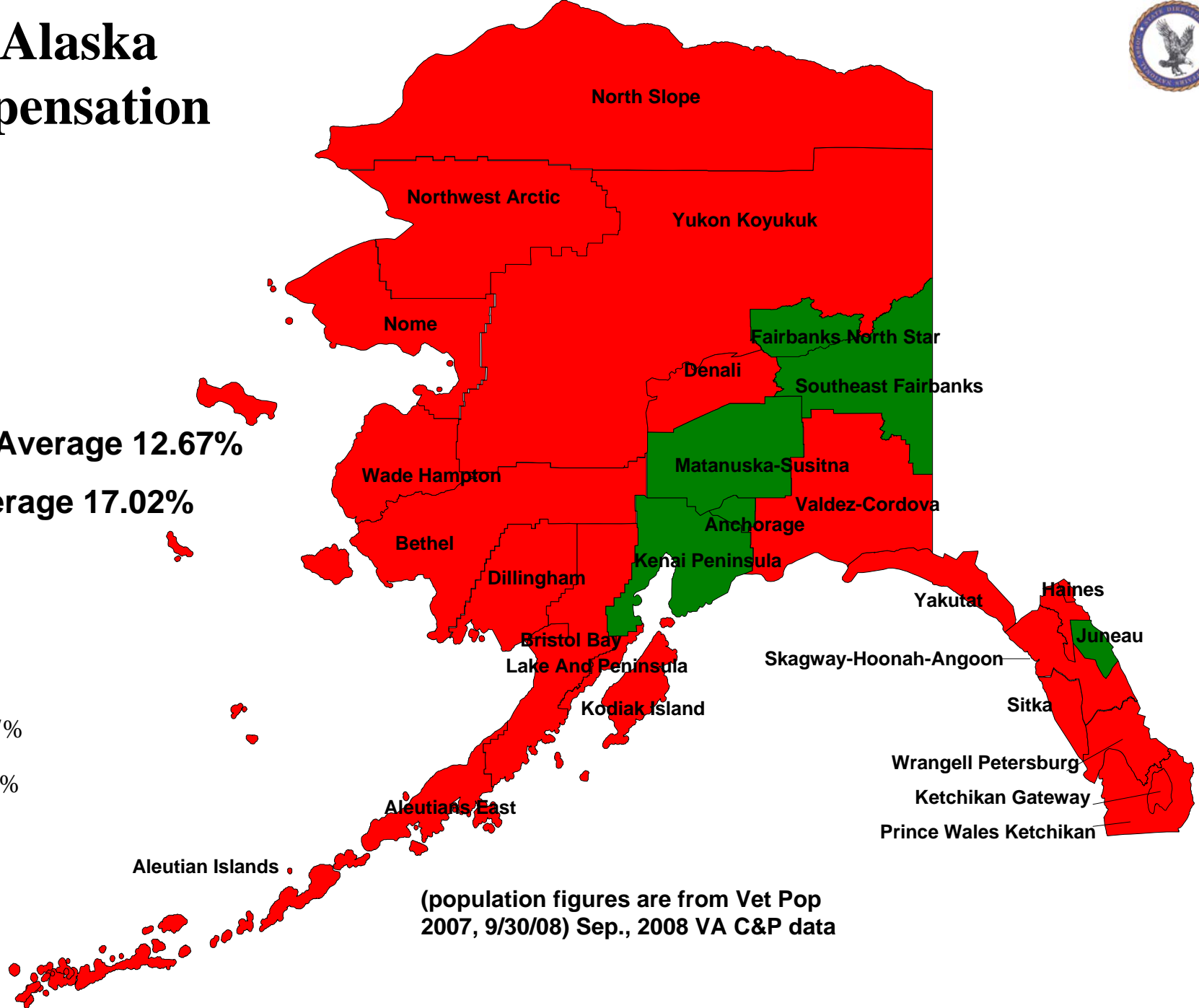


2009 Alaska Compensation



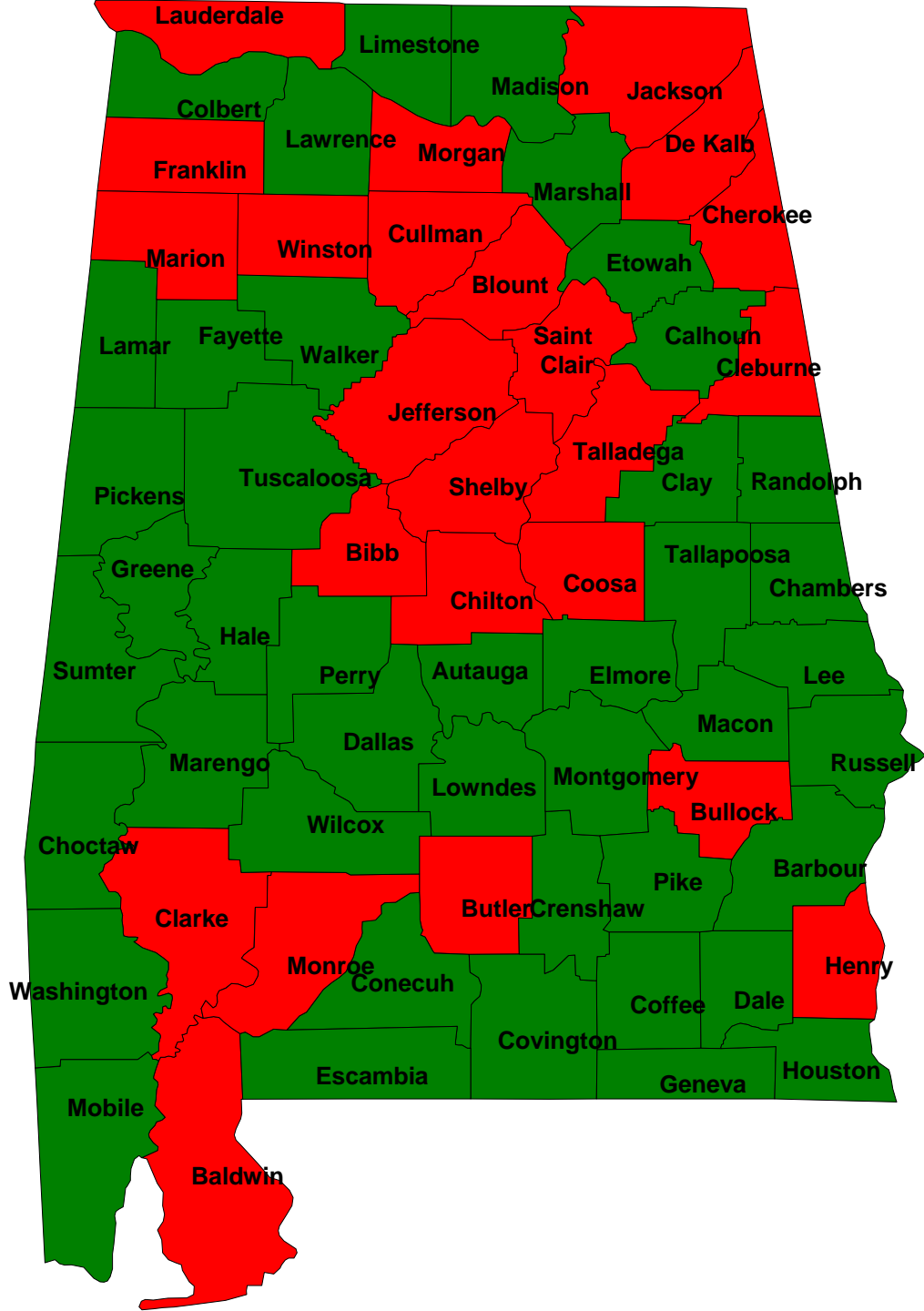
National Average 12.67%
State Average 17.02%

 > 12.67%
 < 12.67%



(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

2009 Alabama Compensation



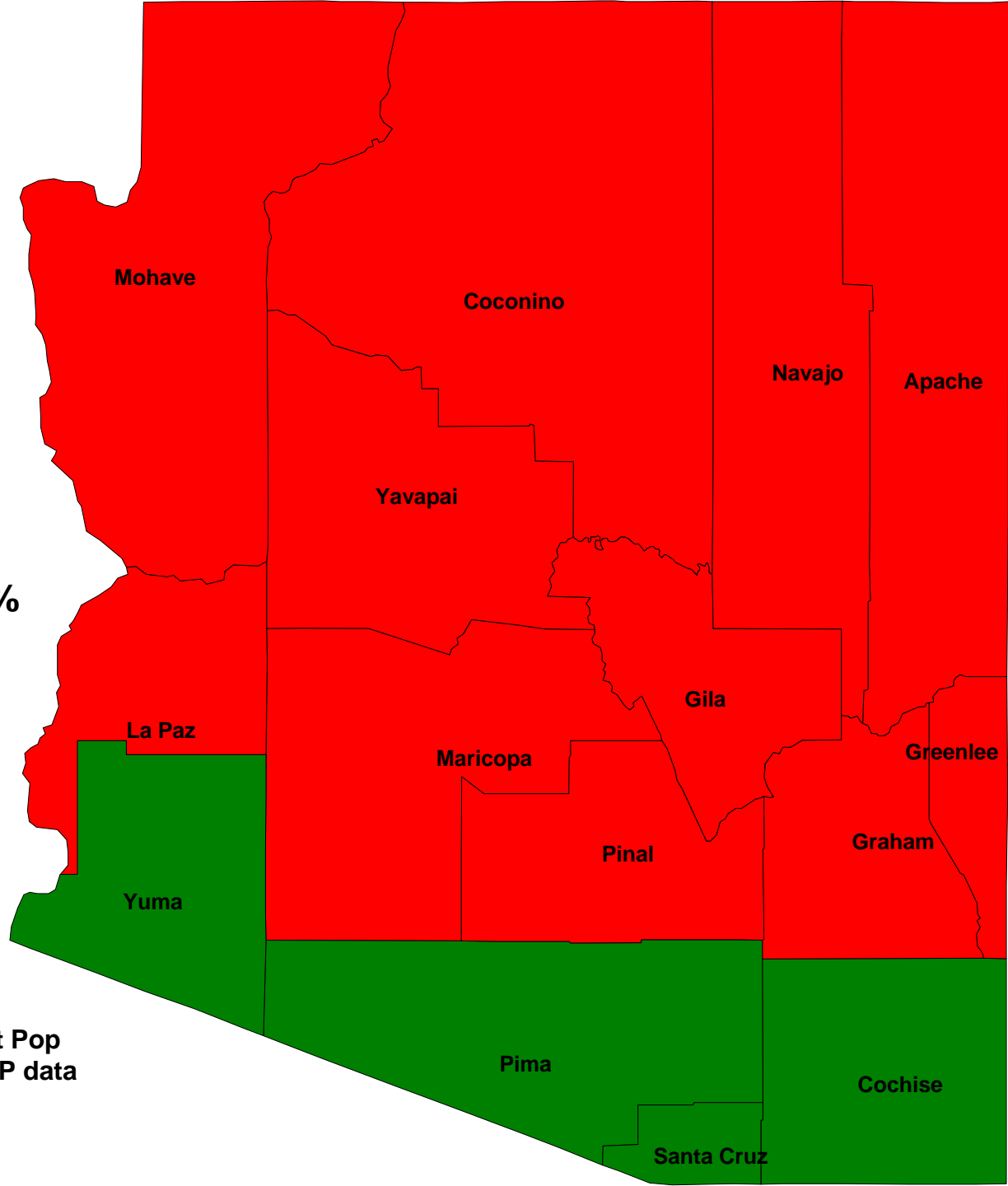
National Average 12.67%

State Average 16.08%

- > 12.67%
- < 12.67%


(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008
VA C&P data


2009 Arizona Compensation



National Average 12.67%

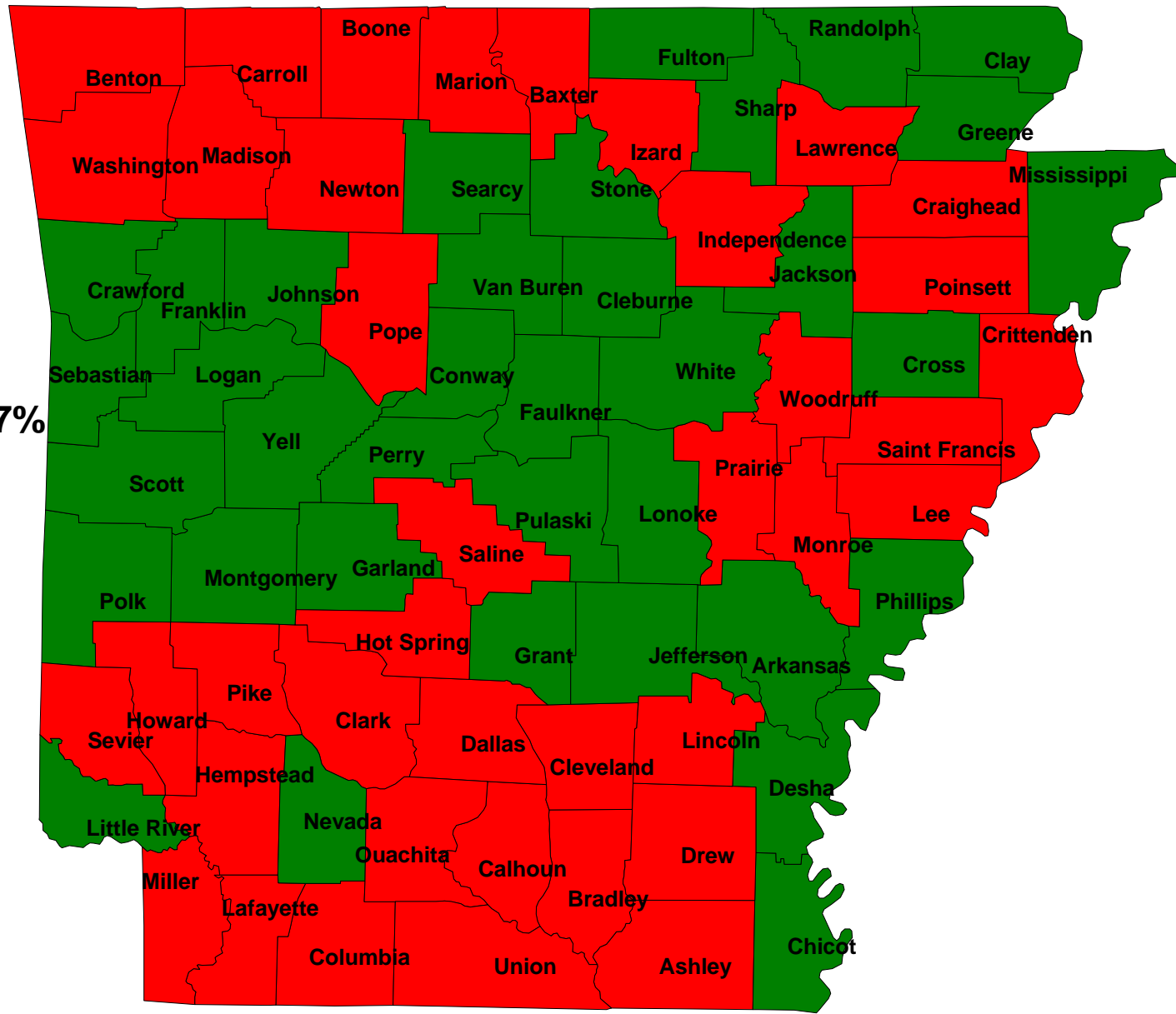
State Average 11.50%

 > 12.67%

 < 12.67%



(population figures are from Vet Pop
2007, 9/30/08) Sep., 2008 VA C&P data

2009 Arkansas Compensation



National Average 12.67%

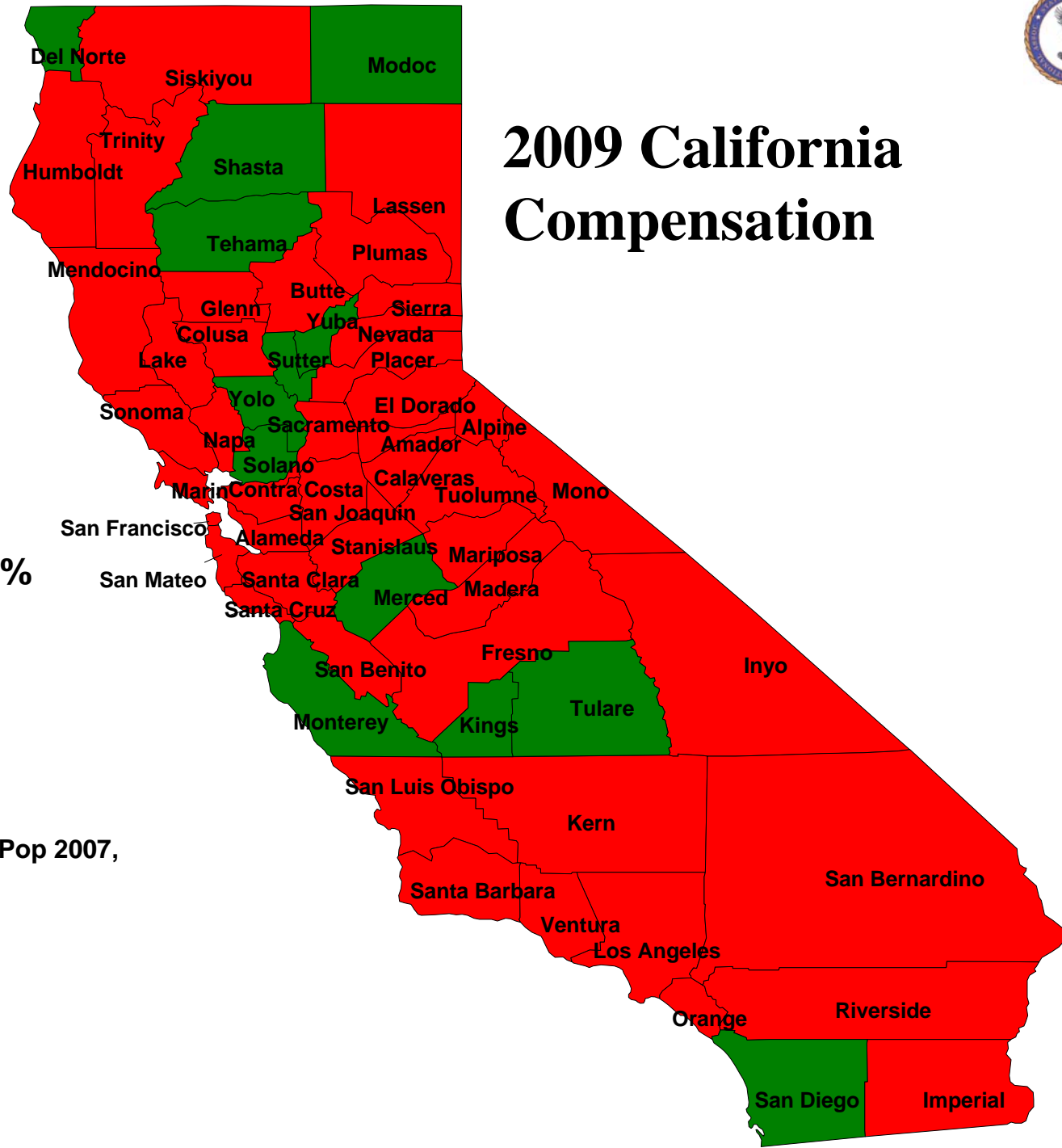
State Average 14.12%

 > 12.67%
 < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data





2009 California Compensation



National Average 12.67%

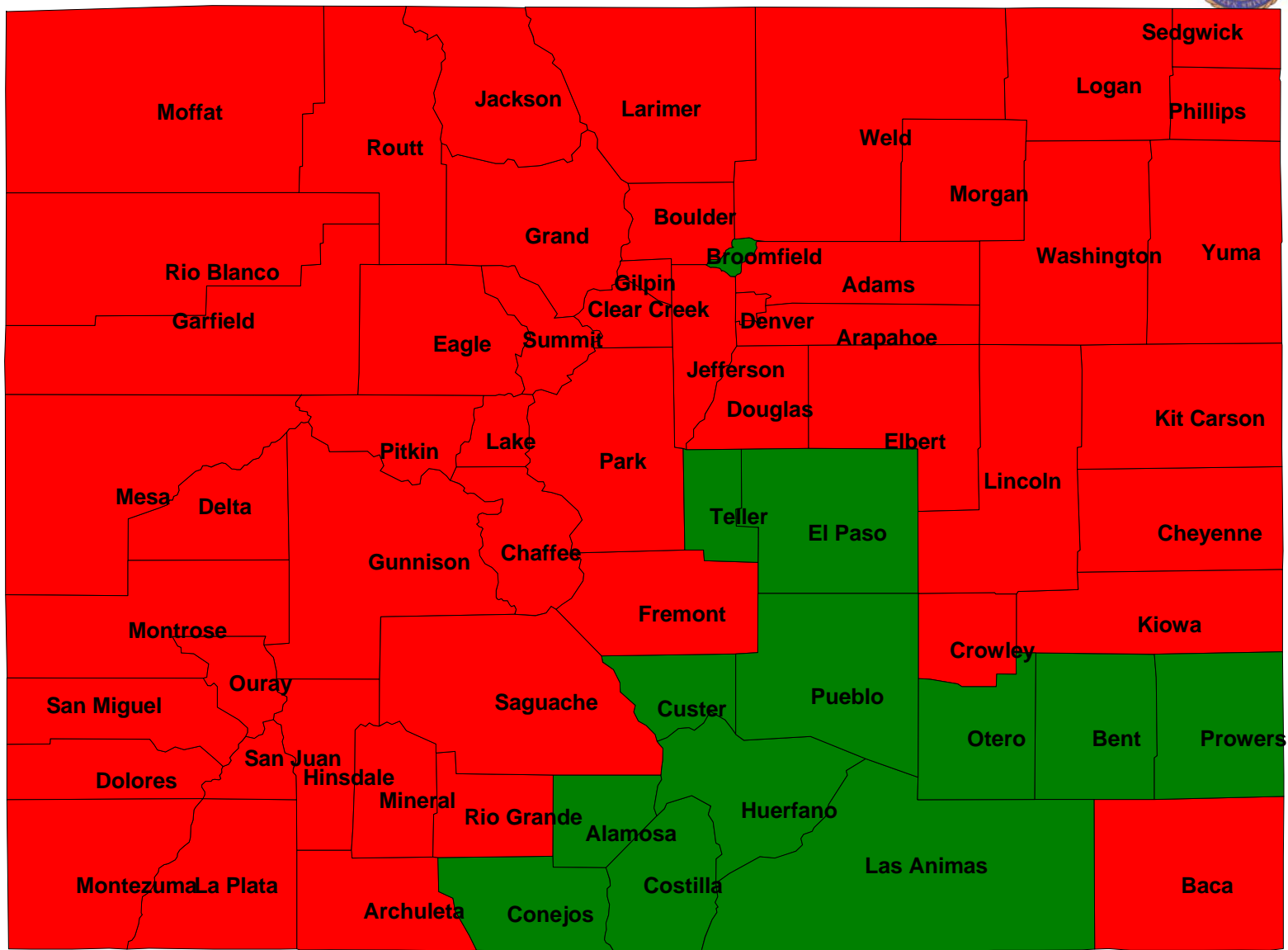
State Average 11.92%

 > 12.67%

 < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

2009 Colorado Compensation

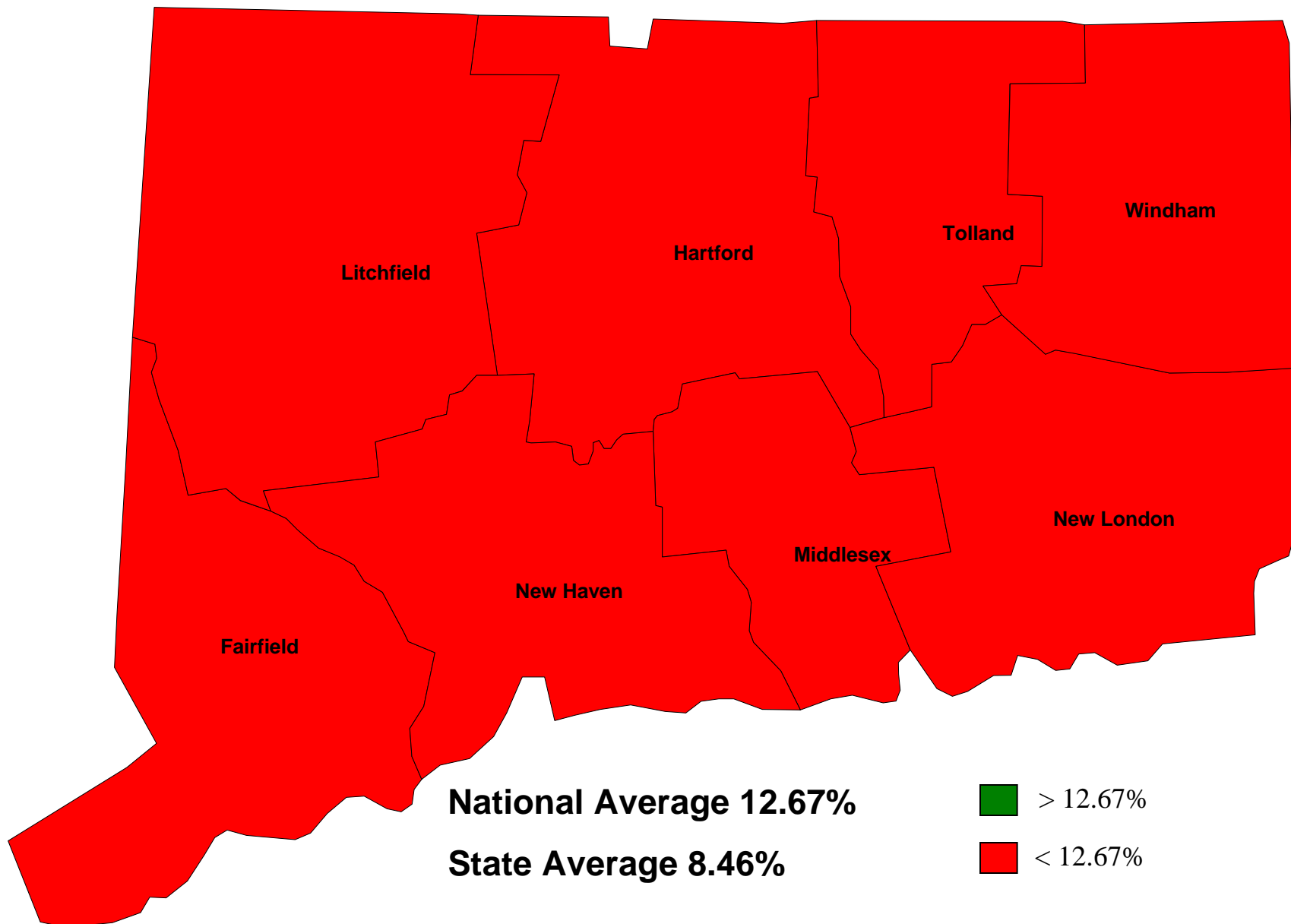


National Average 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

State Average 13.88%

2009 Connecticut Compensation




(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data


2009 Delaware Compensation



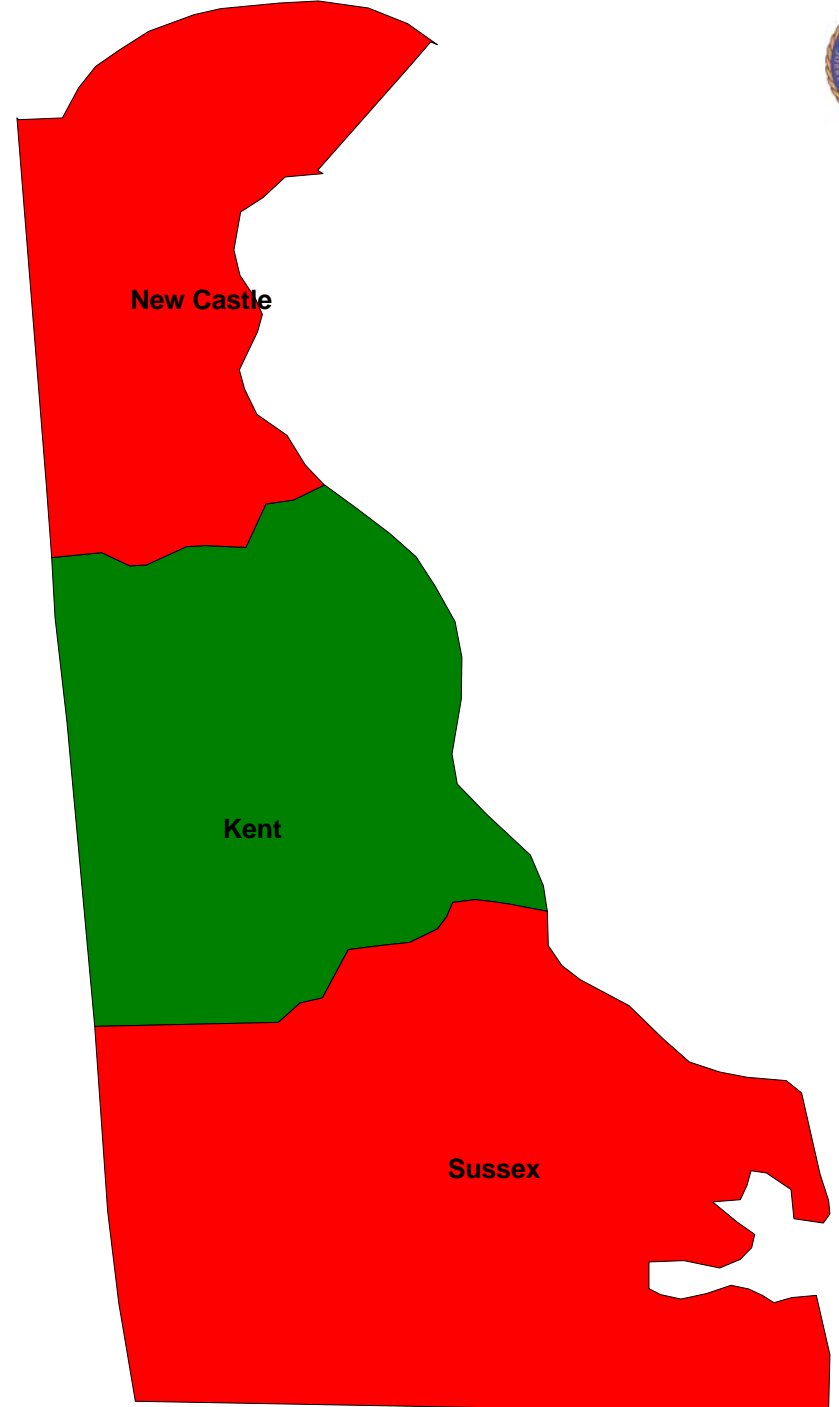
National Average 12.67%

State Average 11.24%

 > 12.67%

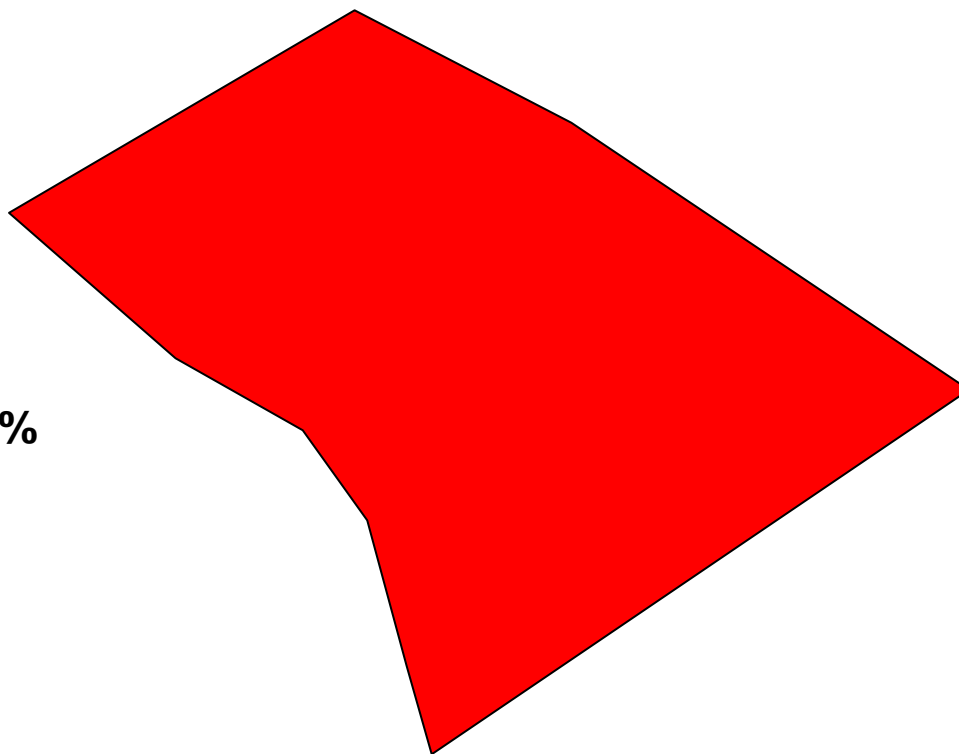
 < 12.67%

(population figures are from Vet Pop
2007, 9/30/08) Sep., 2008 VA C&P data







2009 Washington DC Compensation



National Average 12.67%

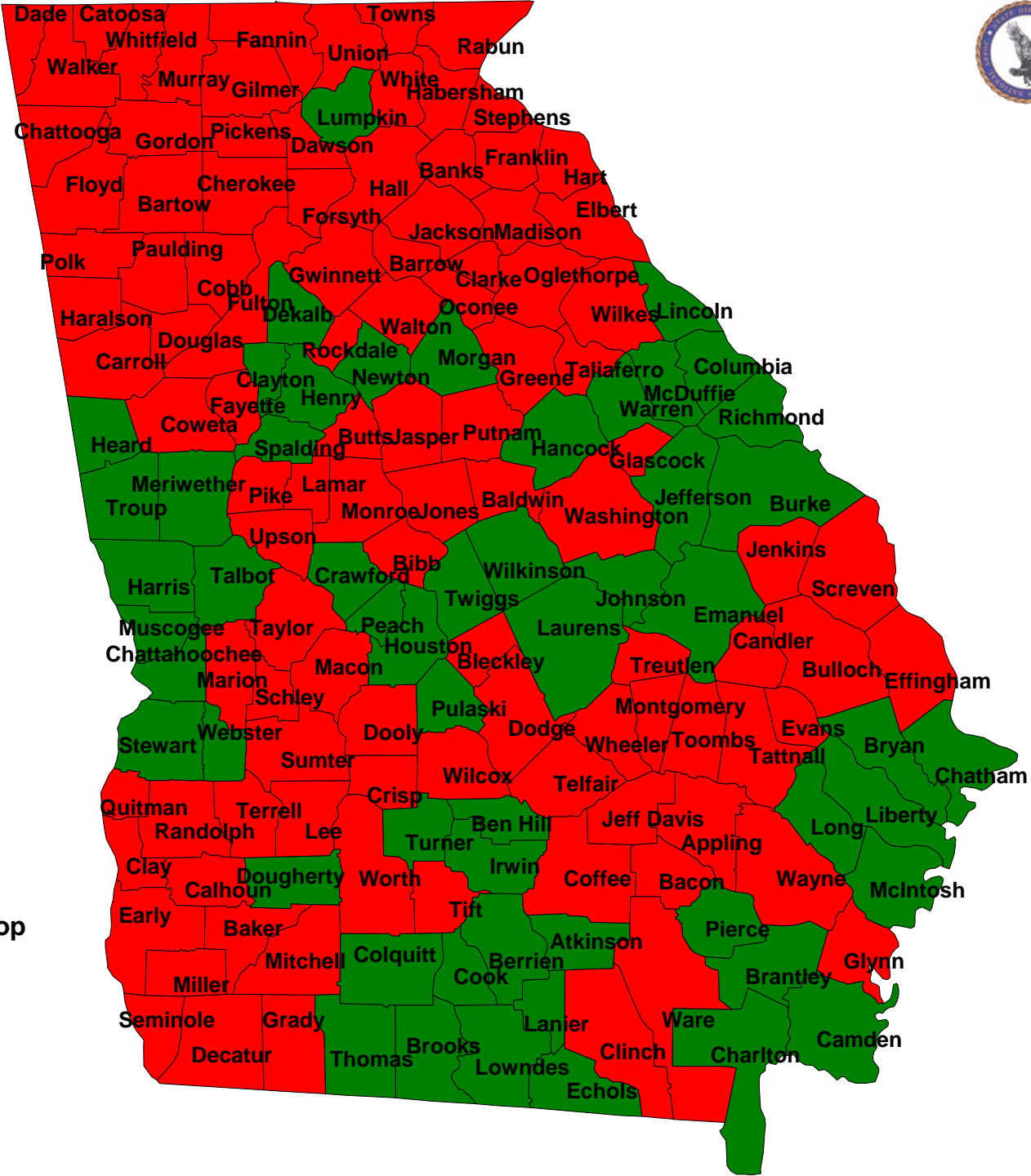
State Average 11.03%

 > 12.67%

 < 12.67%


(population figures are from Vet
Pop 2007, 9/30/08) Sep., 2008
VA C&P data


2009 Georgia Compensation



National Average 12.67%

State Average 13.71%

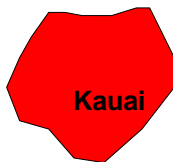
 > 12.67%

 < 12.67%

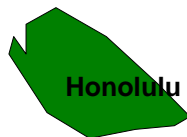
(population figures are from Vet Pop
2007, 9/30/08) Sep., 2008 VA C&P
data



2009 Hawaii Compensation



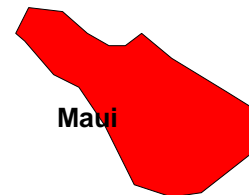
Kauai



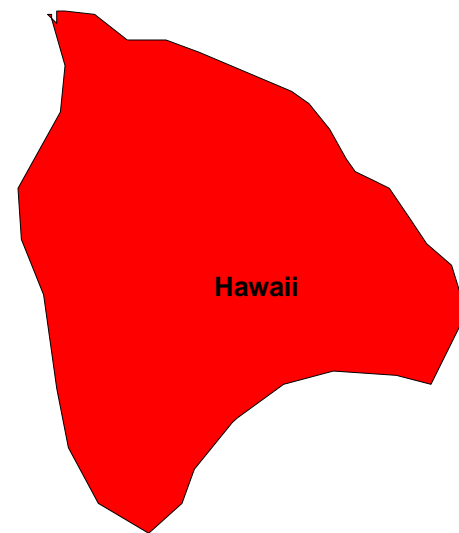
Honolulu



Kalawao




Maui




Hawaii

National Average 12.67%

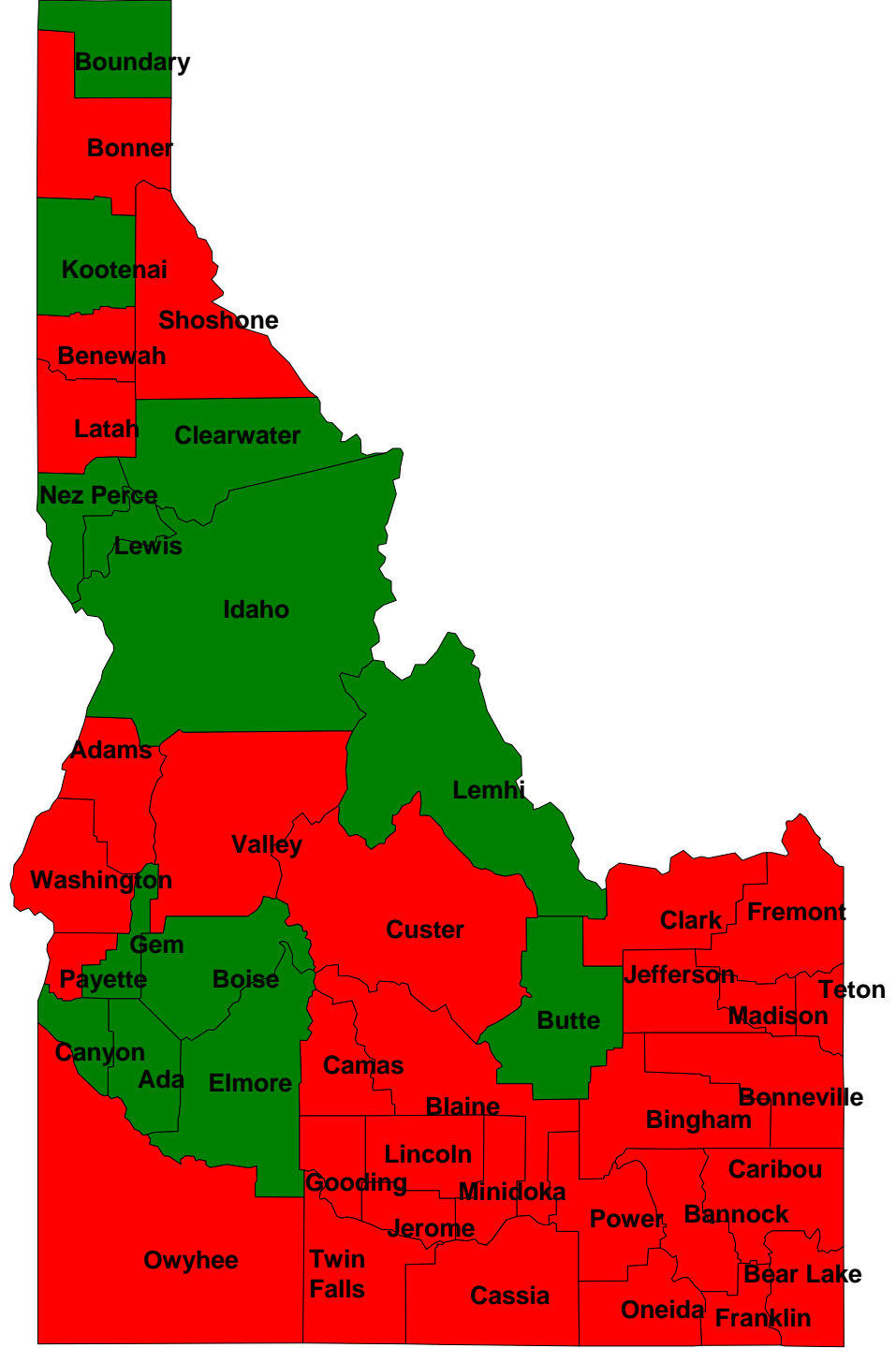
State Average 13.69%

 > 12.67%

 < 12.67%


(population figures are from Vet Pop
2007, 9/30/08) Sep., 2008 VA C&P
data


2009 Idaho Compensation



National Average 12.67%

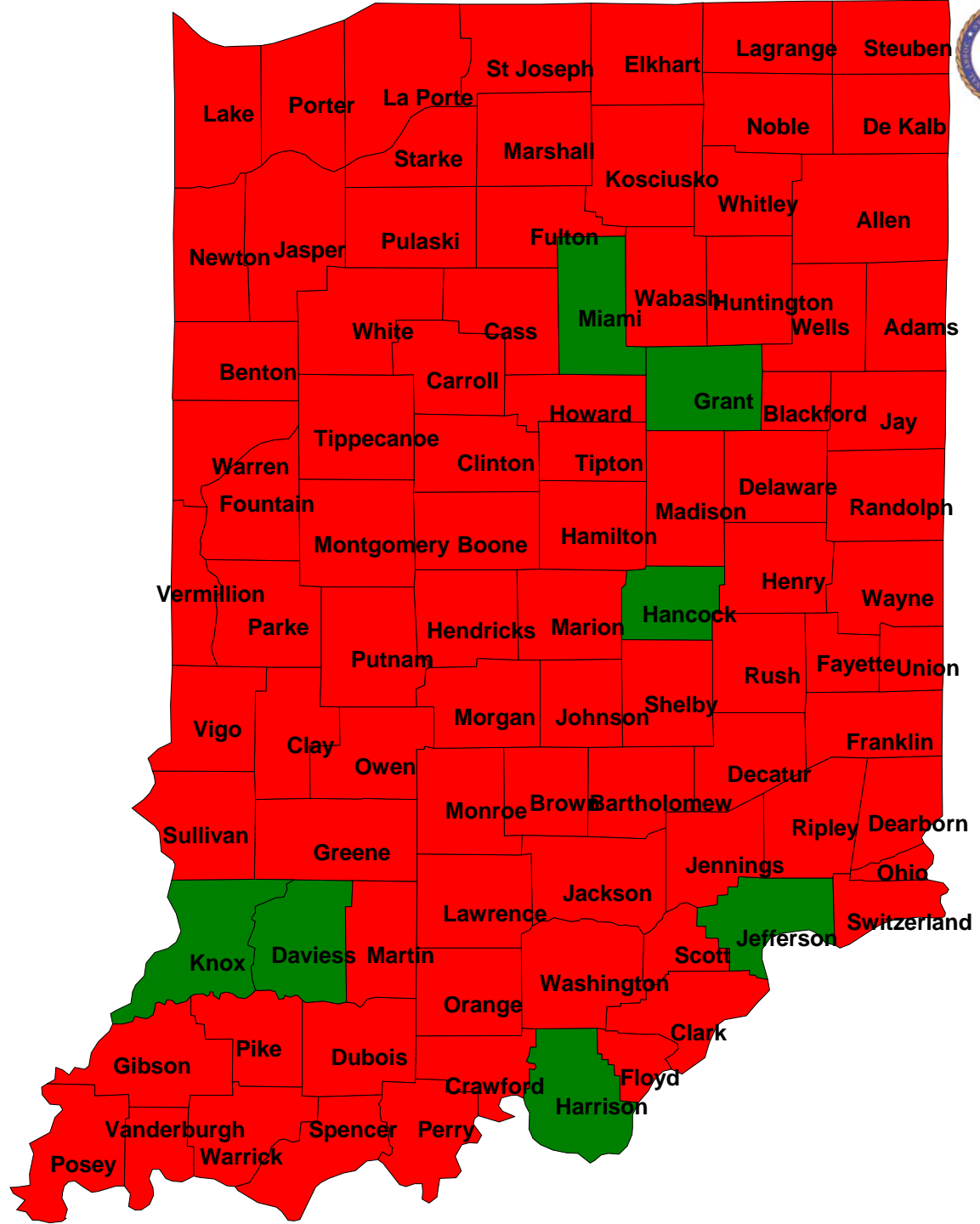
State Average 13.36%

 > 12.67%

 < 12.67%


(population figures
are from Vet Pop
2007, 9/30/08) Sep.,
2008 VA C&P data


2009 Indiana Compensation



National Average 12.67%

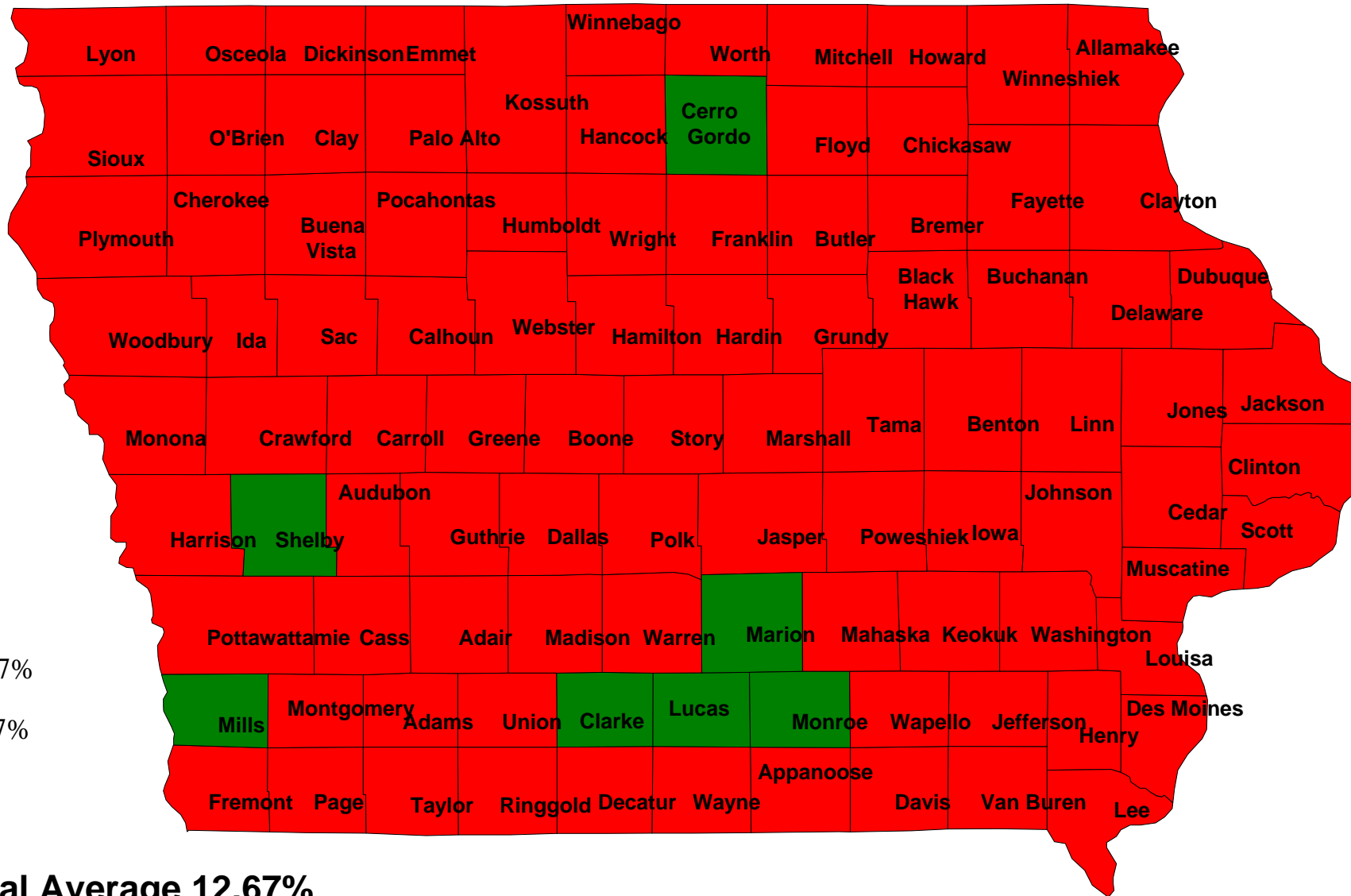
State Average 10.64%

 > 12.67%

 < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

2009 Iowa Compensation



> 12.67%

< 12.67%

National Average 12.67%

State Average 10.45%

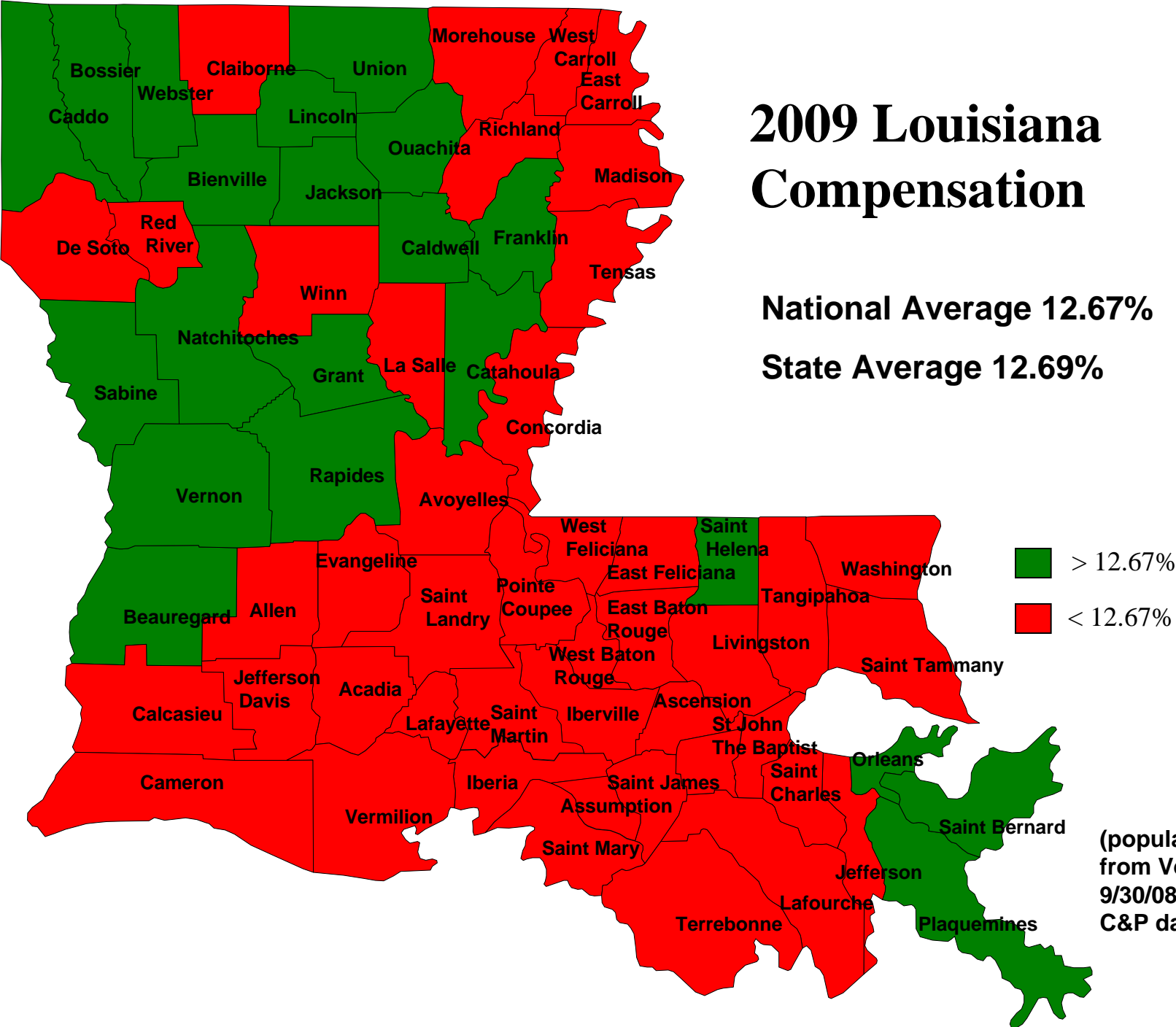
(population figures are from Vet Pop
2007, 9/30/08) Sep., 2008 VA C&P data



2009 Louisiana Compensation

National Average 12.67%

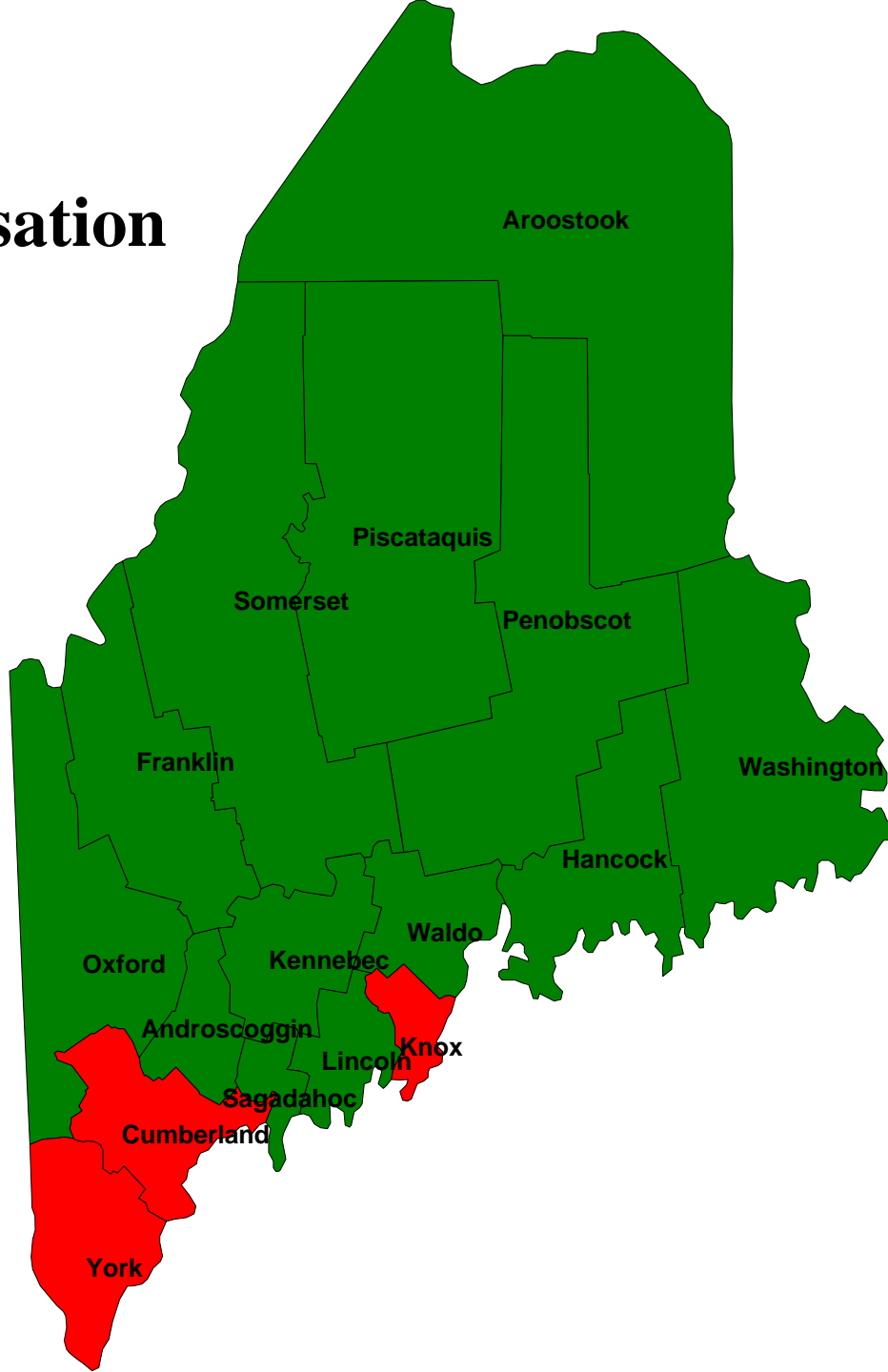
State Average 12.69%



(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data





2009 Maine Compensation



National Average 12.67%

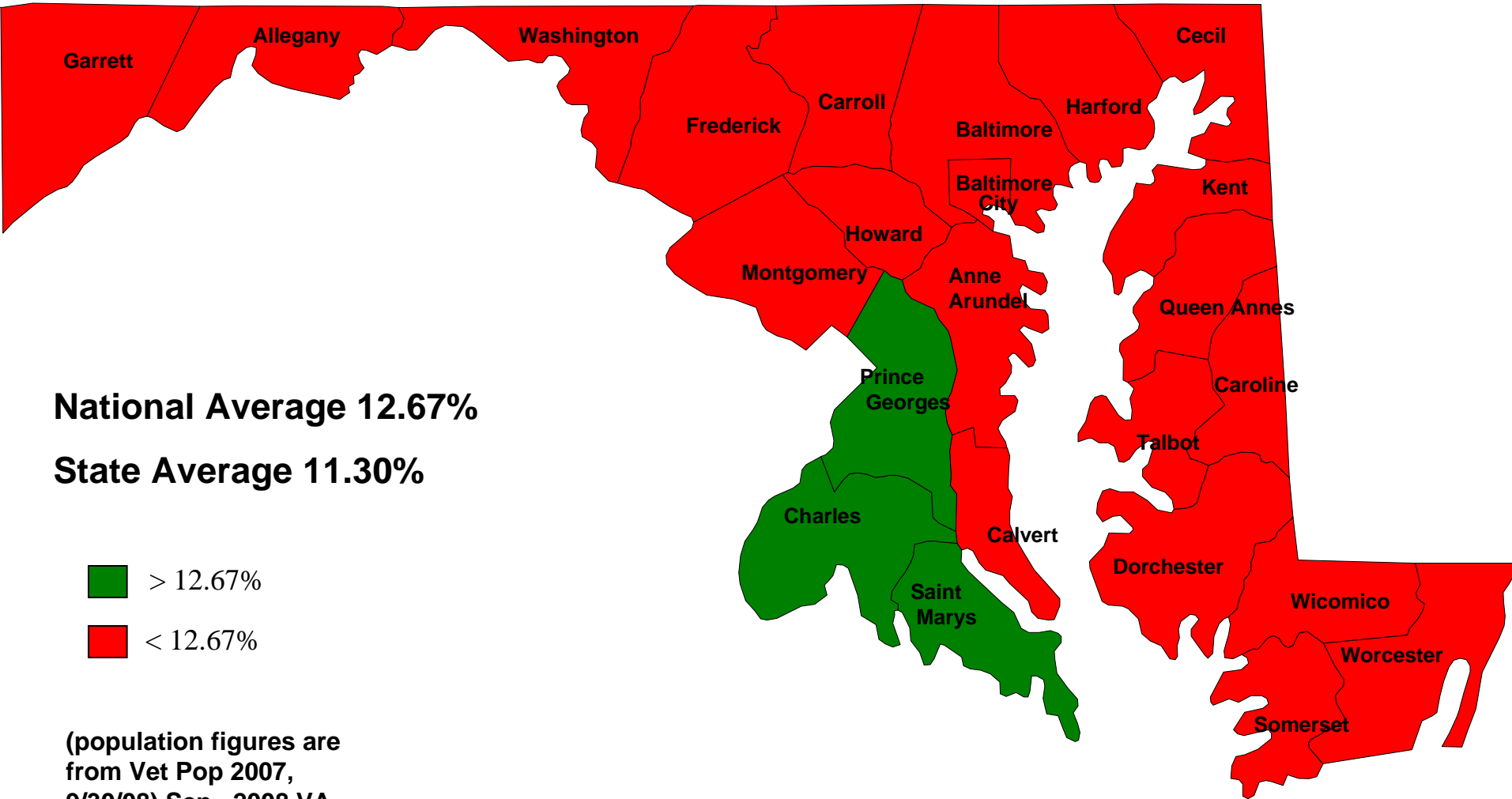
State Average 15.49%

 > 12.67%

 < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

2009 Maryland Compensation



National Average 12.67%

State Average 11.30%

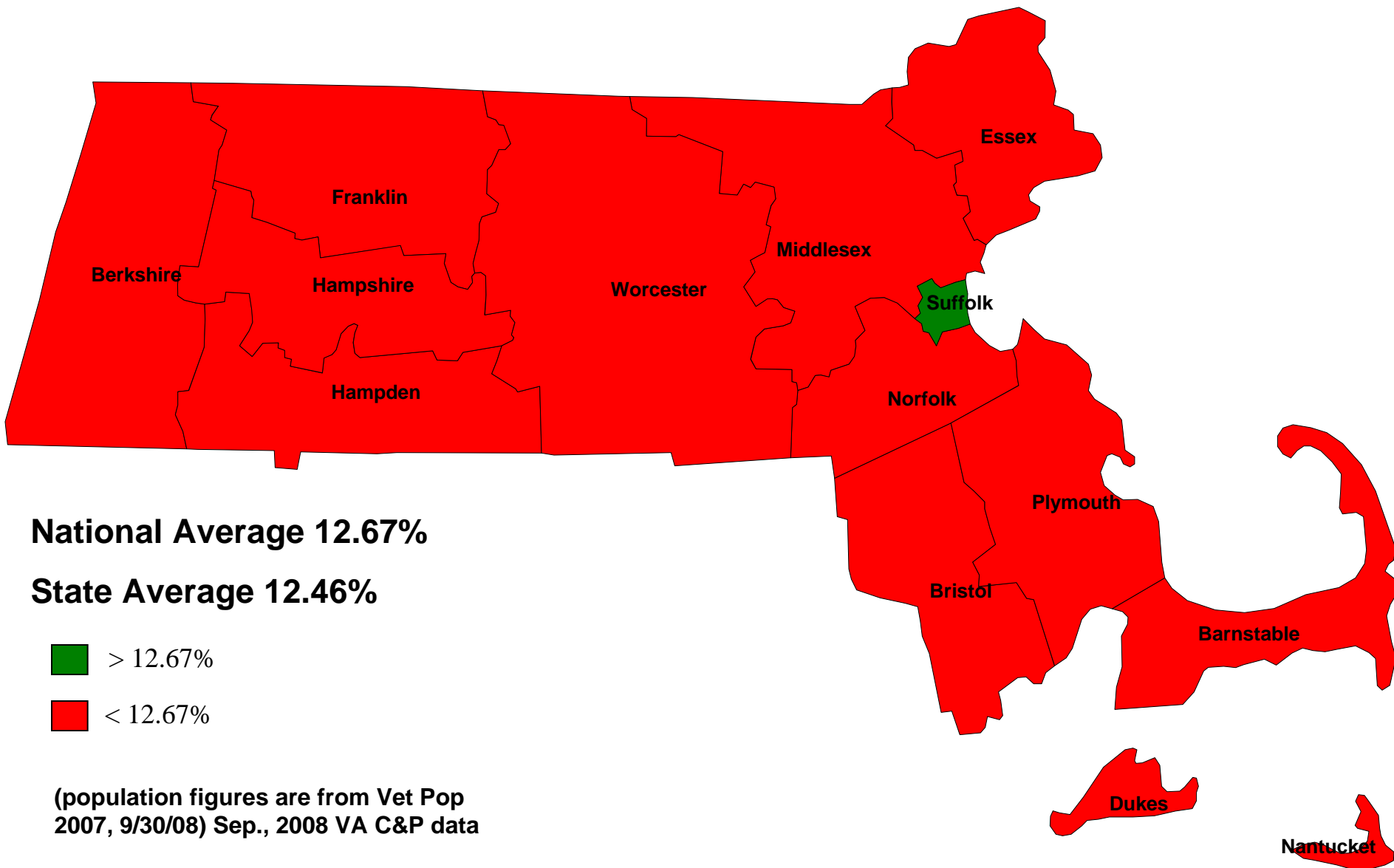
> 12.67%

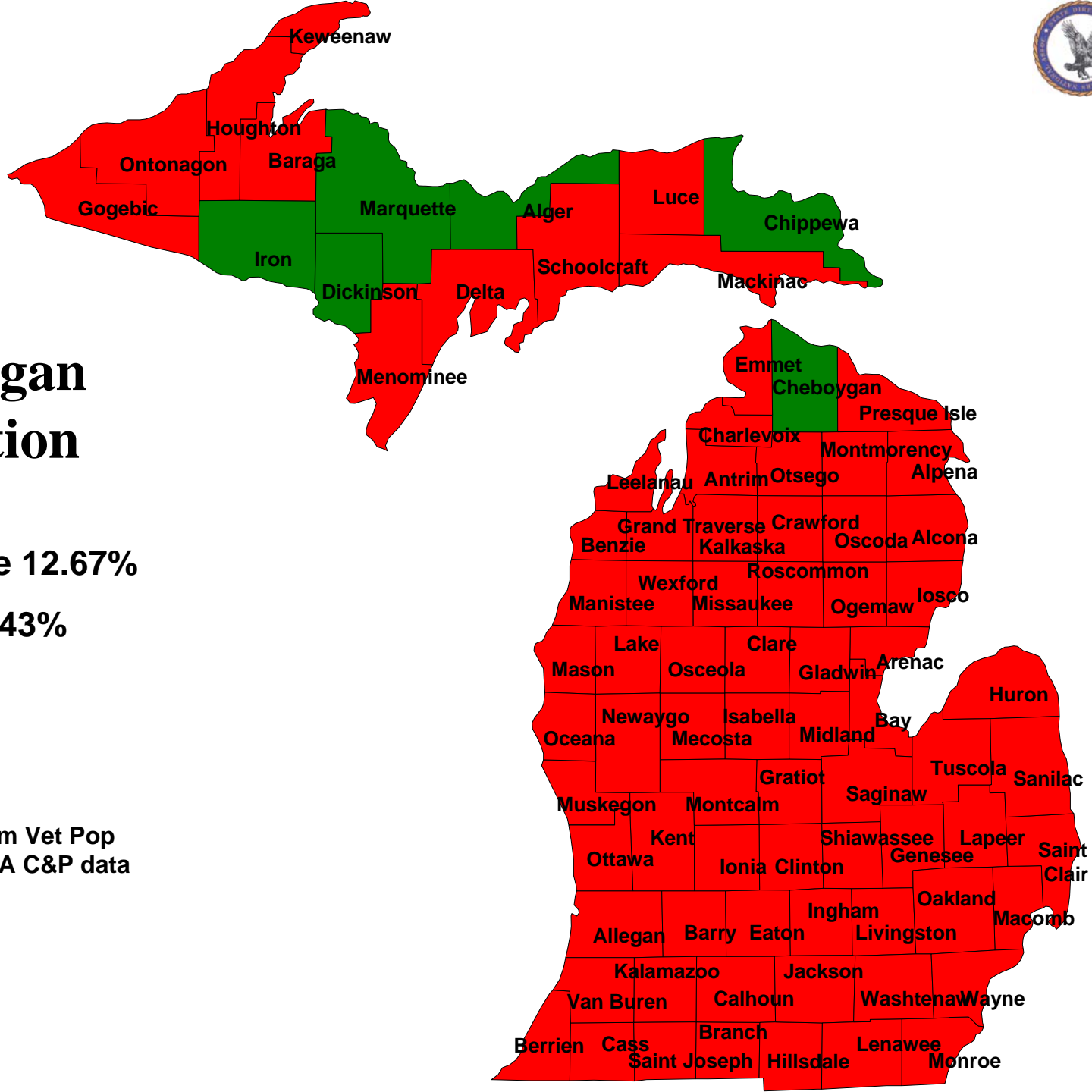
< 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data



2009 Massachusetts Compensation







2009 Michigan Compensation

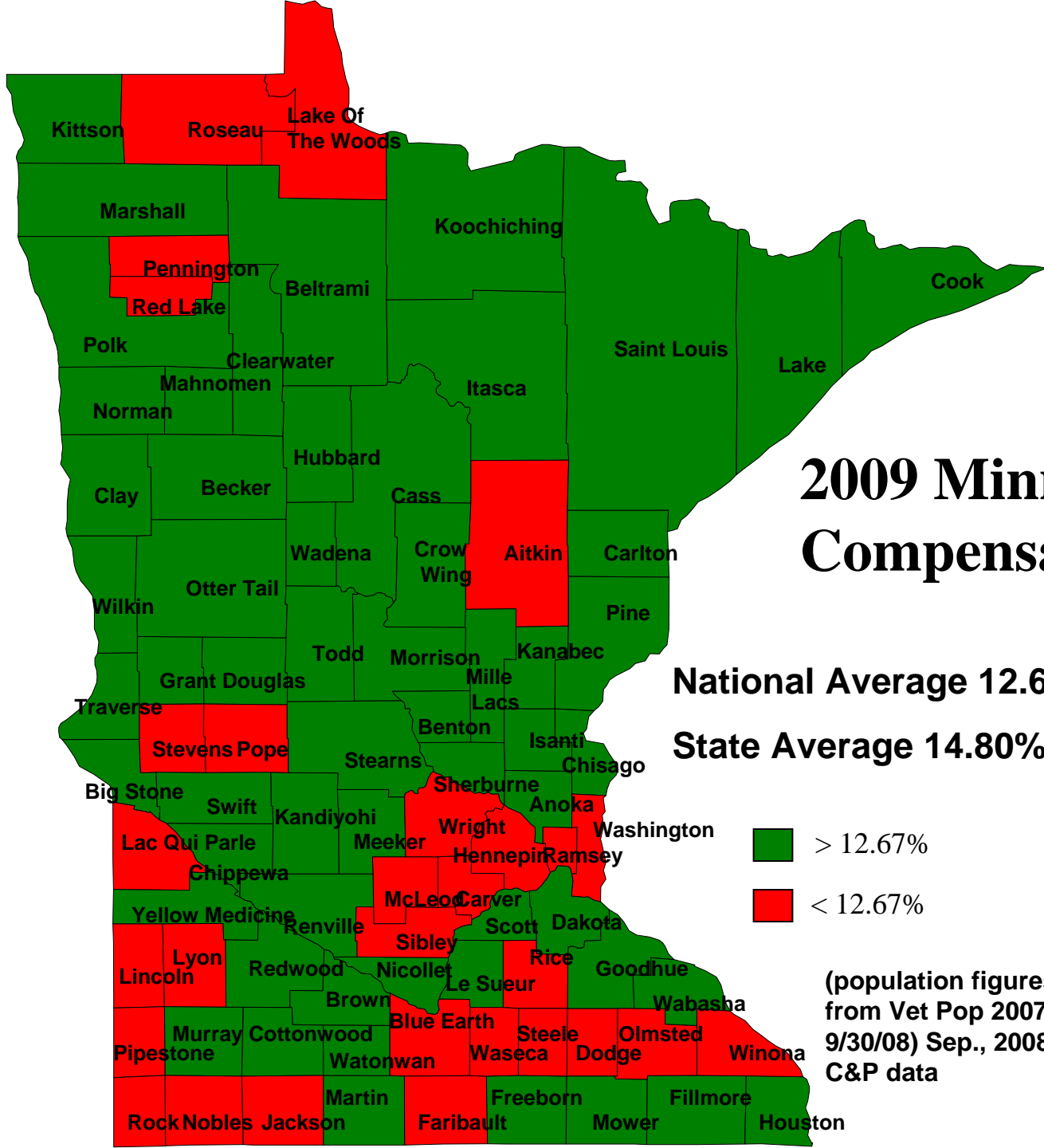
National Average 12.67%

State Average 9.43%

 > 12.67%

 < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data



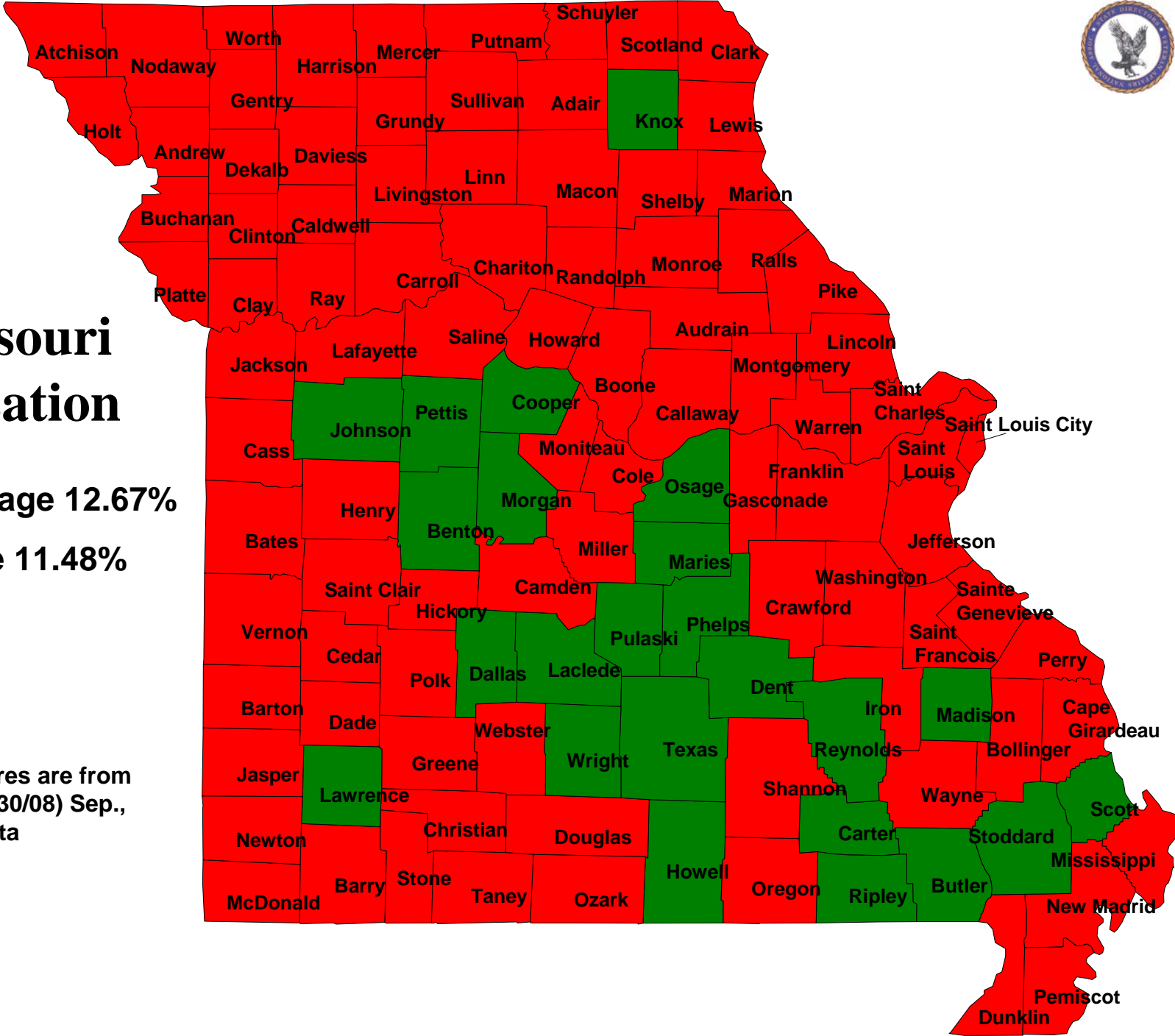
2009 Minnesota Compensation

National Average 12.67%

State Average 14.80%

- > 12.67%
- < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data



2009 Missouri Compensation

National Average 12.67%

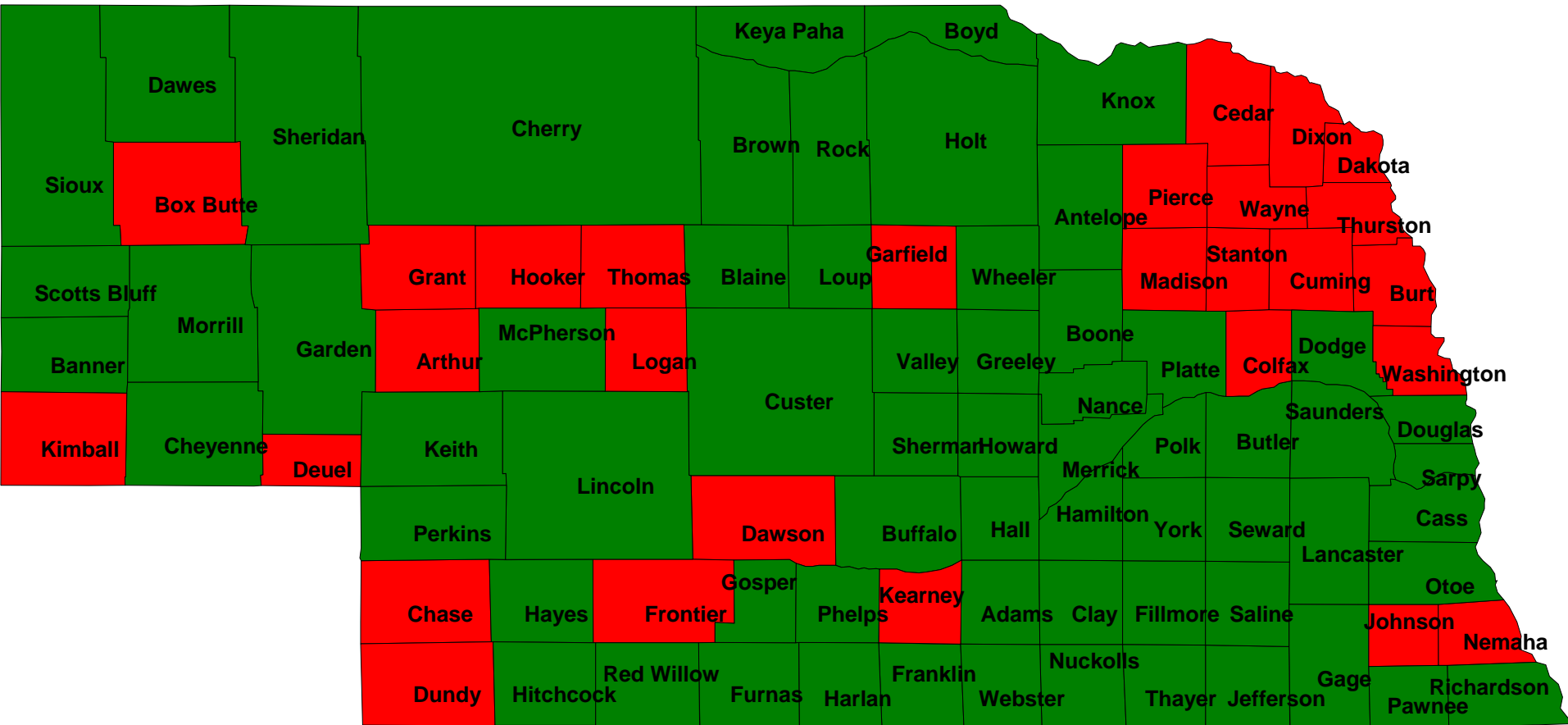
State Average 11.48%

- > 12.67%
- < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data



2009 Nebraska Compensation



National Average 12.67%

Green > 12.67%

State Average 20.65%

Red < 12.67%


(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data


2009 Nevada Compensation

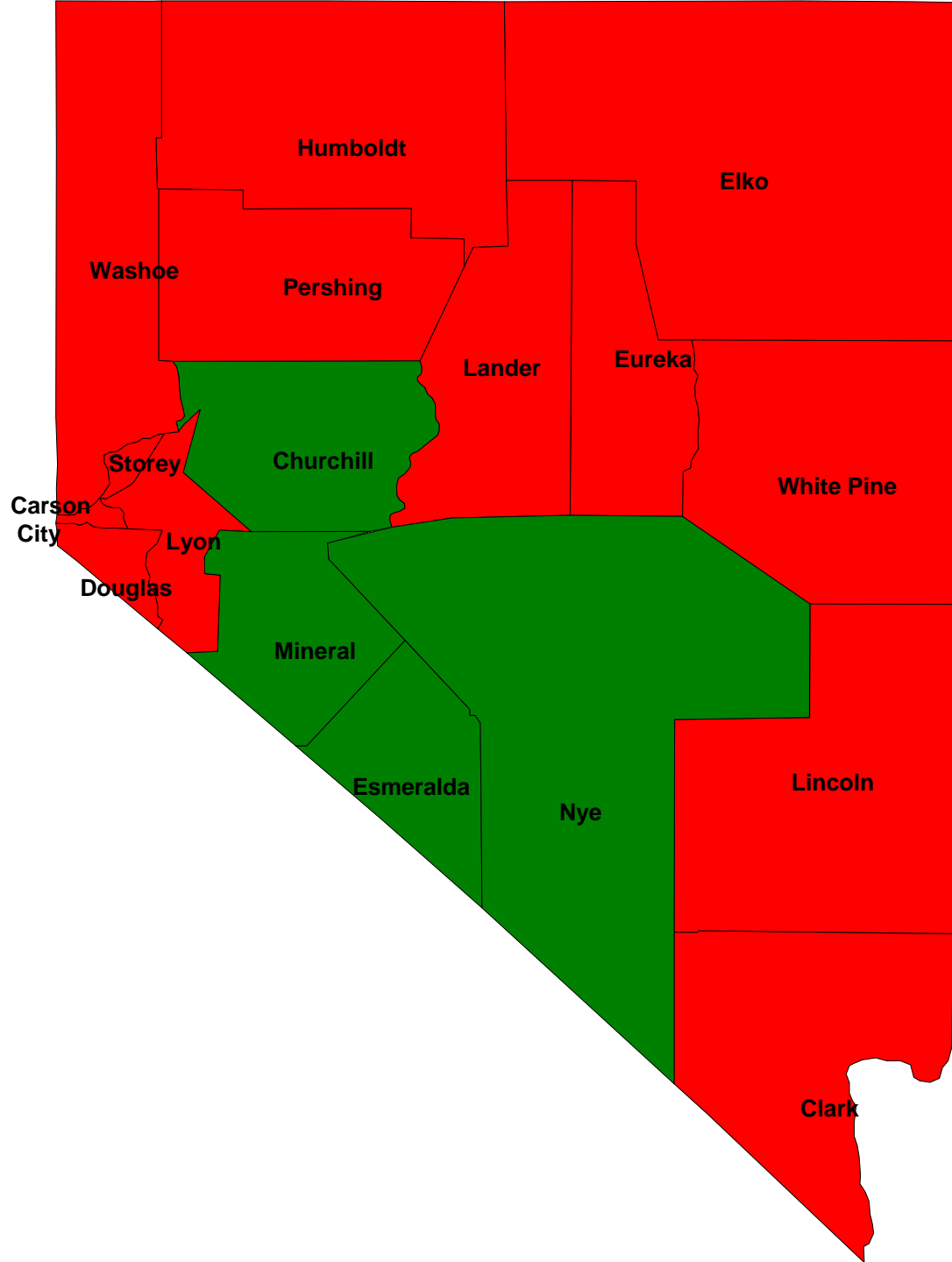


National Average 12.67%

State Average 11.75%

 > 12.67%

 < 12.67%




(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data


2009 New Hampshire Compensation



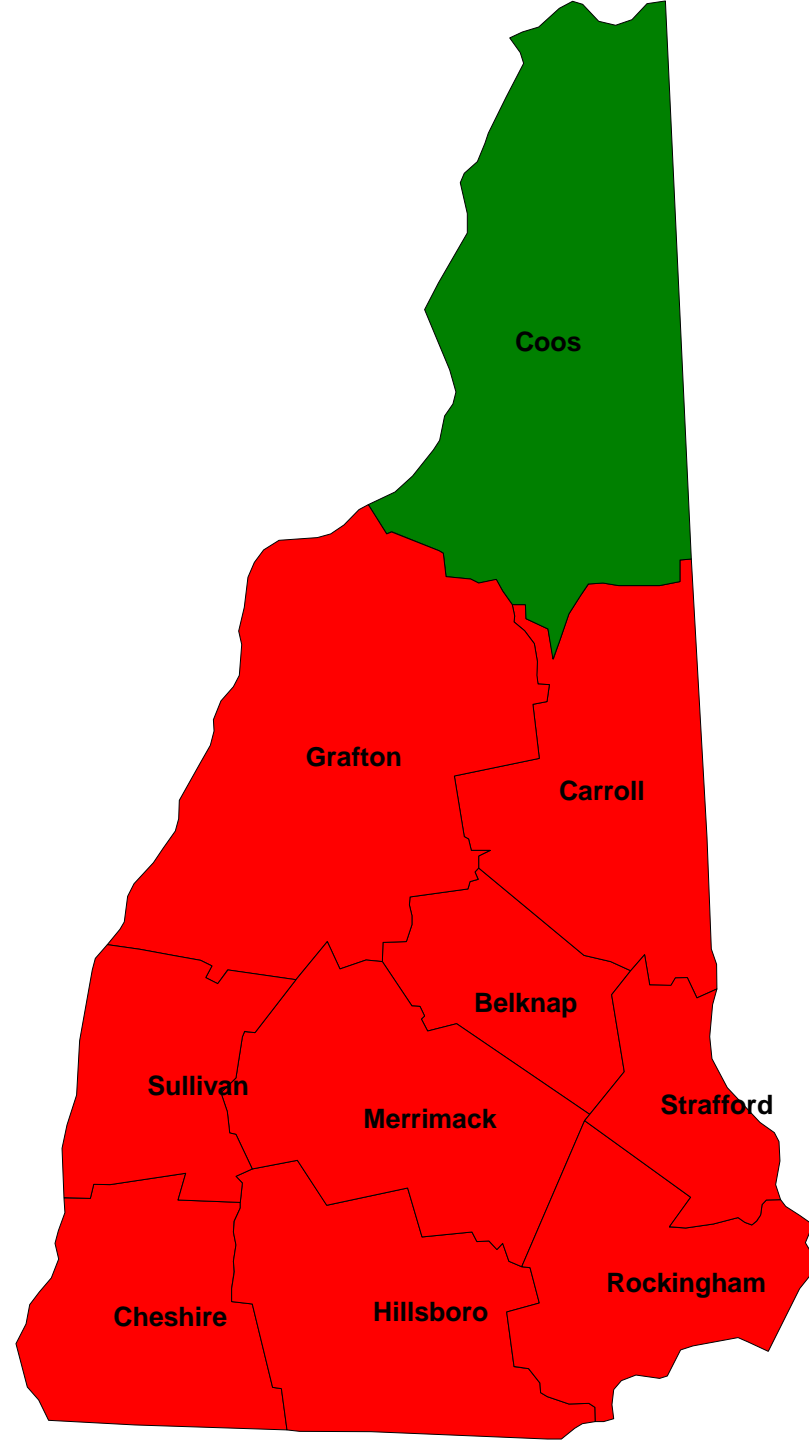
National Average 12.67%

State Average 11.59%

 **> 12.67%**

 **< 12.67%**

**(population figures are from
Vet Pop 2007, 9/30/08) Sep.,
2008 VA C&P data**





2009 New Jersey Compensation



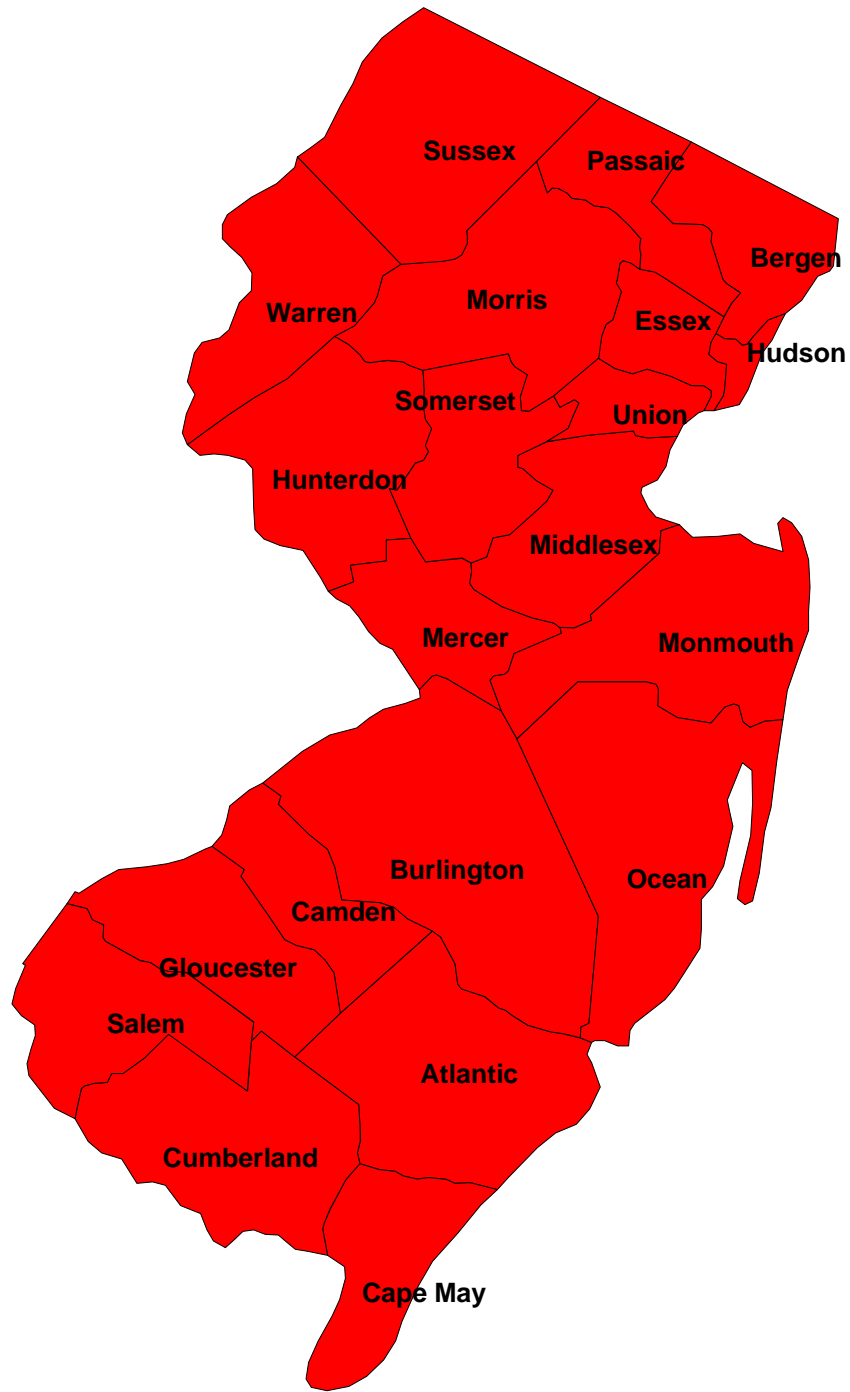
National Average 12.67%

State Average 10.40%

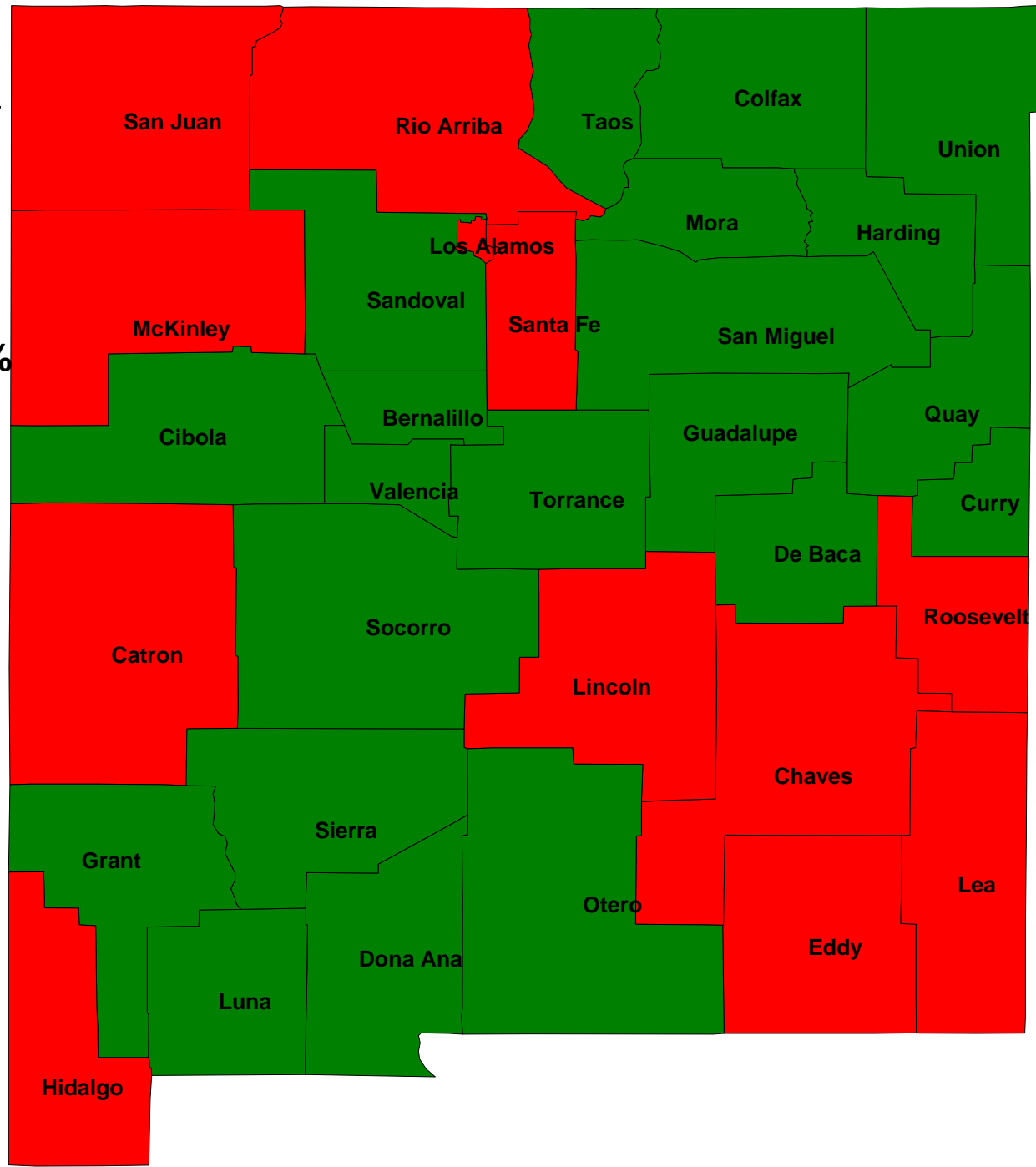
 > 12.67%

 < 12.67%

(population figures are from Vet
Pop 2007, 9/30/08) Sep., 2008 VA
C&P data



2009 Nevada Compensation



National Average 12.67%

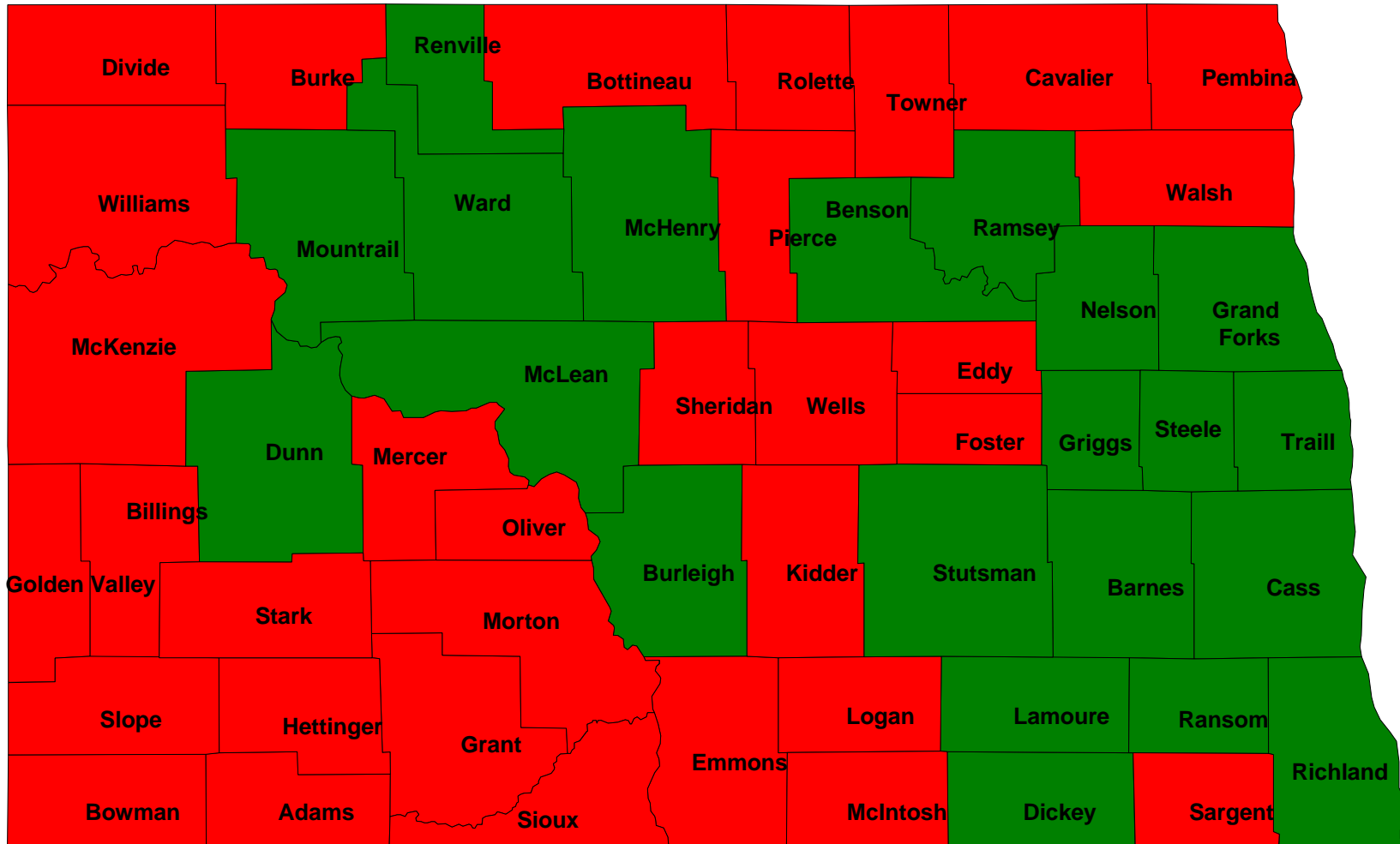
State Average 11.75%

- > 12.67%
- < 12.67%


(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data




2009 North Dakota Compensation



National Average 12.67%

 > 12.67%

State Average 15.55%

 < 12.67%


(population figures are from Vet Pop 2007, 9/30/08)
Sep., 2008 VA C&P data




2009 Oklahoma Compensation

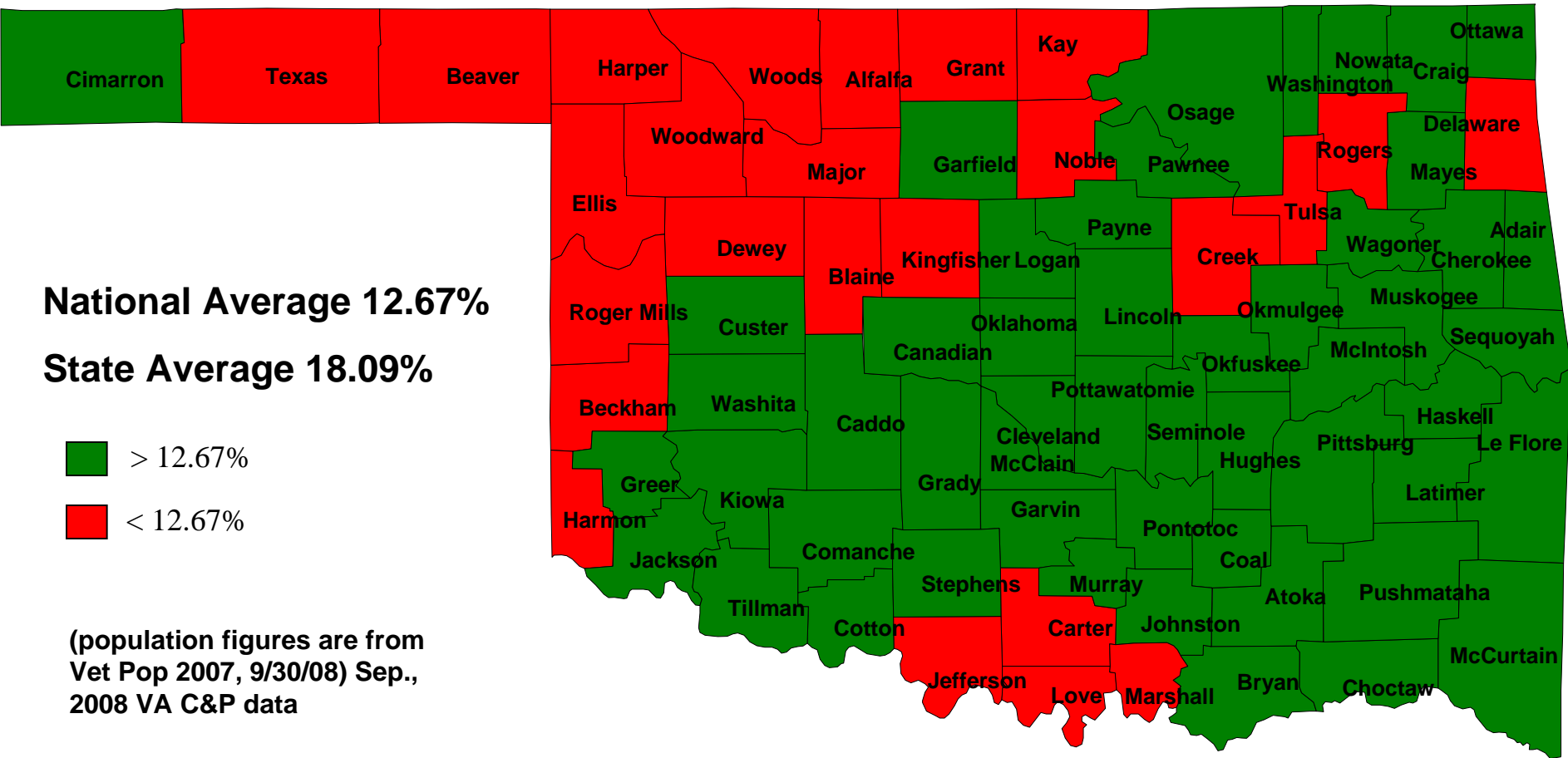
National Average 12.67%

State Average 18.09%

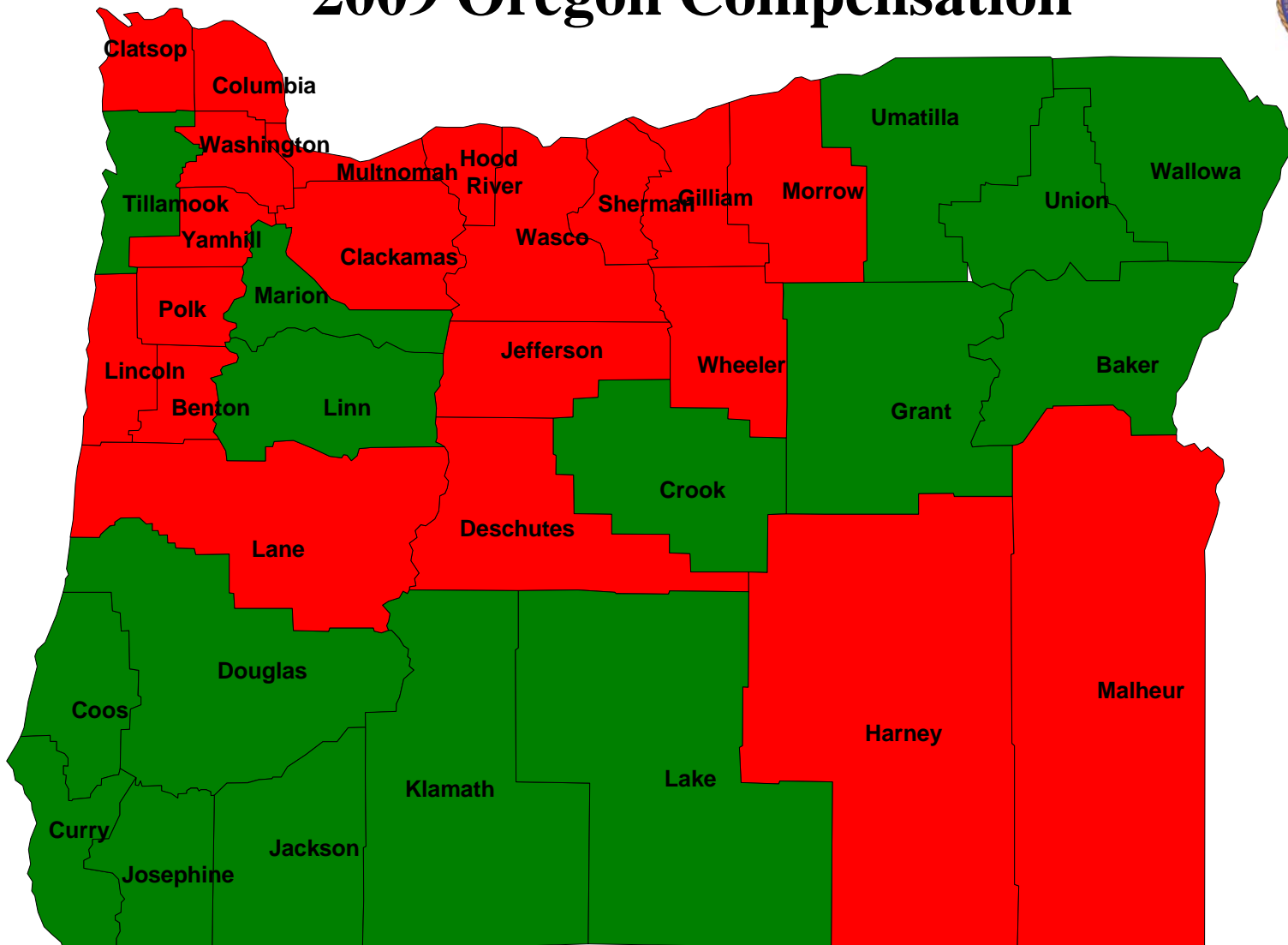
 > 12.67%

 < 12.67%

(population figures are from
Vet Pop 2007, 9/30/08) Sep.,
2008 VA C&P data



2009 Oregon Compensation



National Average 12.67%

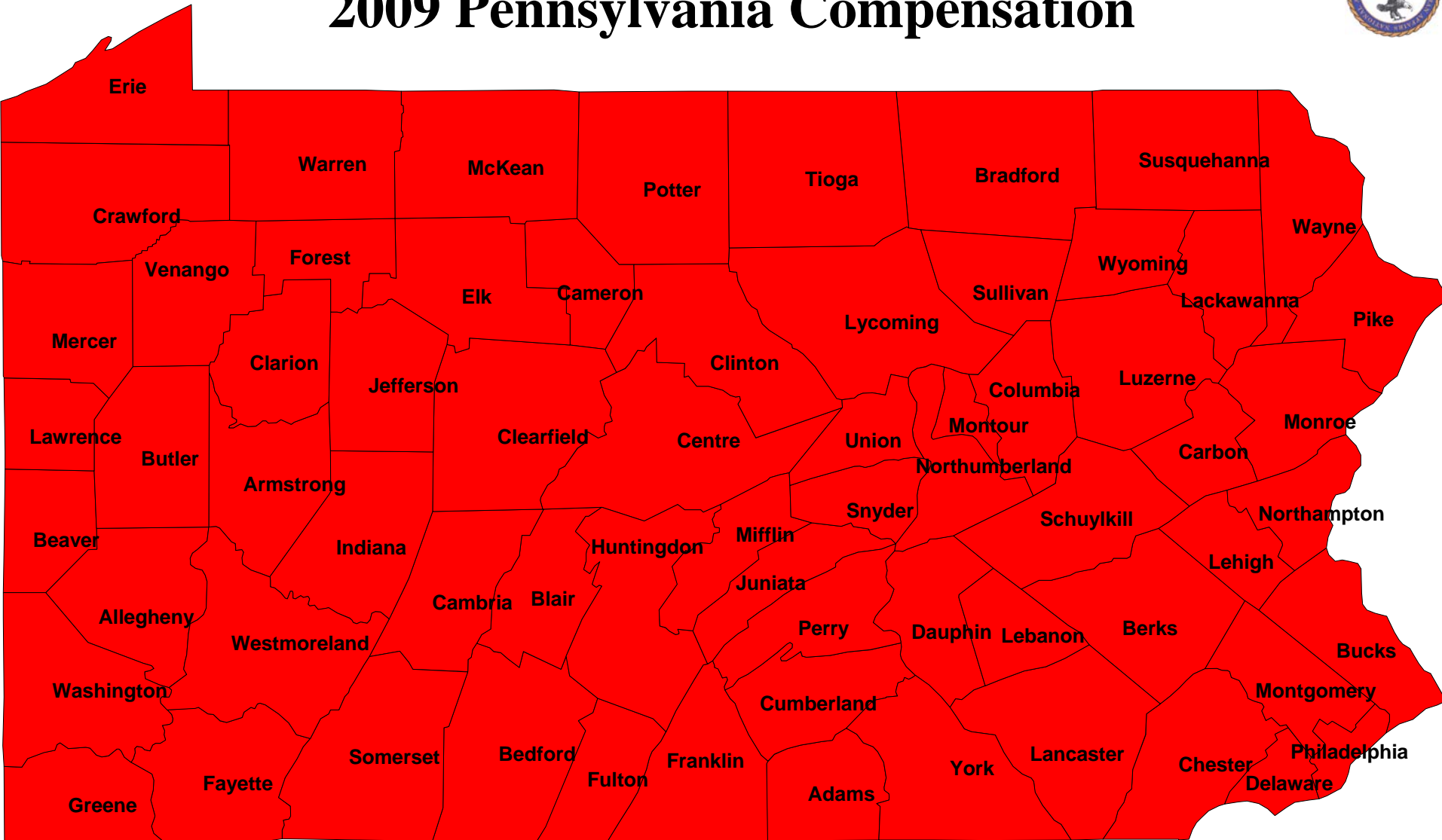
■ > 12.67%

State Average 13.10%


■ < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data


2009 Pennsylvania Compensation



National Average 12.67%

 > 12.67%

State Average 9.43%

 < 12.67%

(population figures are from
Vet Pop 2007, 9/30/08) Sep.,
2008 VA C&P data





2009 Puerto Rico Compensation



National Average 12.67%

State Average 18.29%

 > 12.67%

 < 12.67%


(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data


2009 Rhode Island Compensation



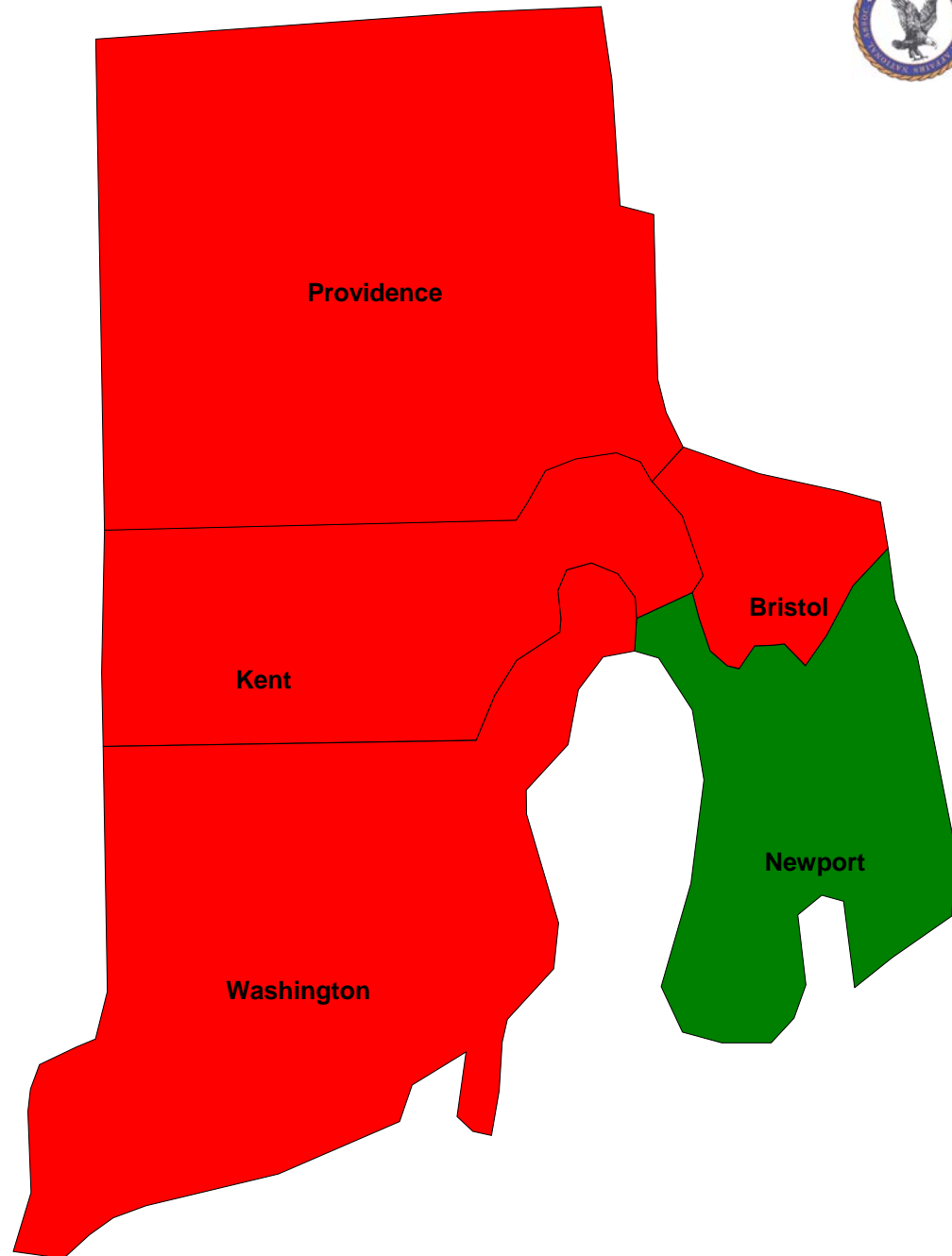
National Average 12.67%

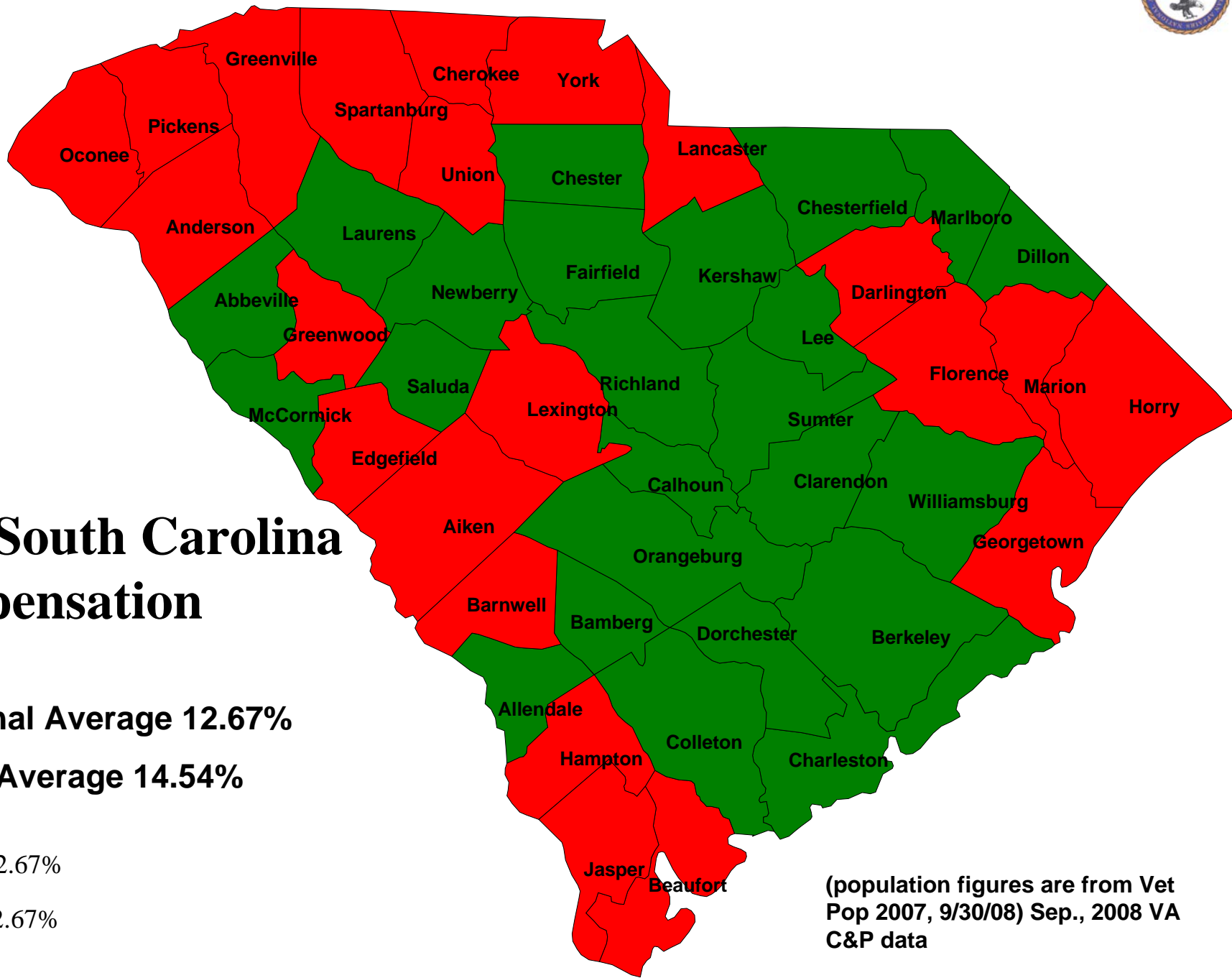
State Average 13.06%

 **> 12.67%**

 **< 12.67%**

(population figures are from Vet Pop
2007, 9/30/08) Sep., 2008 VA C&P data





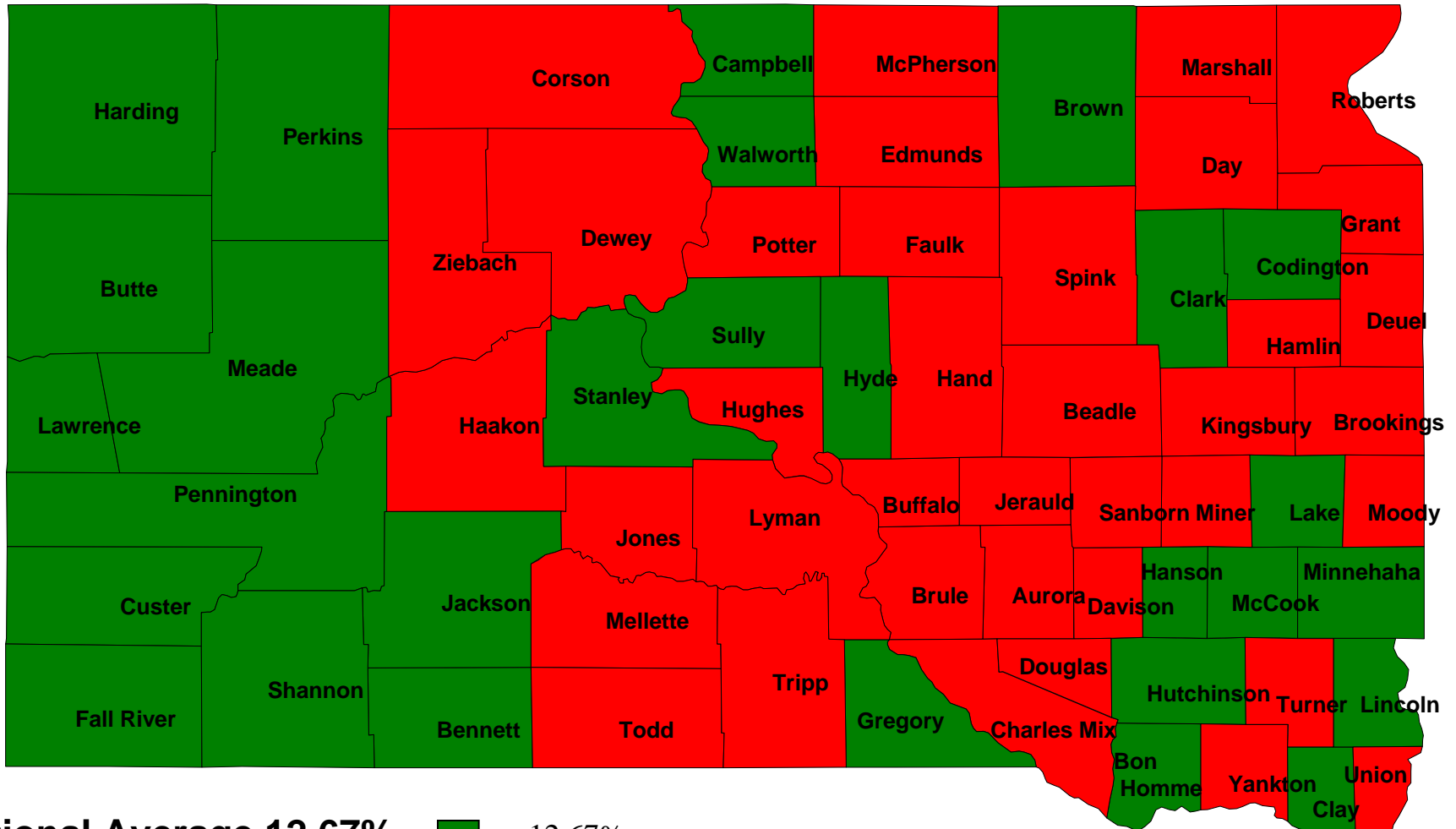
2009 South Carolina Compensation

National Average 12.67%
State Average 14.54%


- > 12.67%
- < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data


2009 South Carolina Compensation



National Average 12.67%

 > 12.67%

State Average 14.54%

 < 12.67%


(population figures are from
Vet Pop 2007, 9/30/08) Sep.,
2008 VA C&P data


2009 Texas Compensation

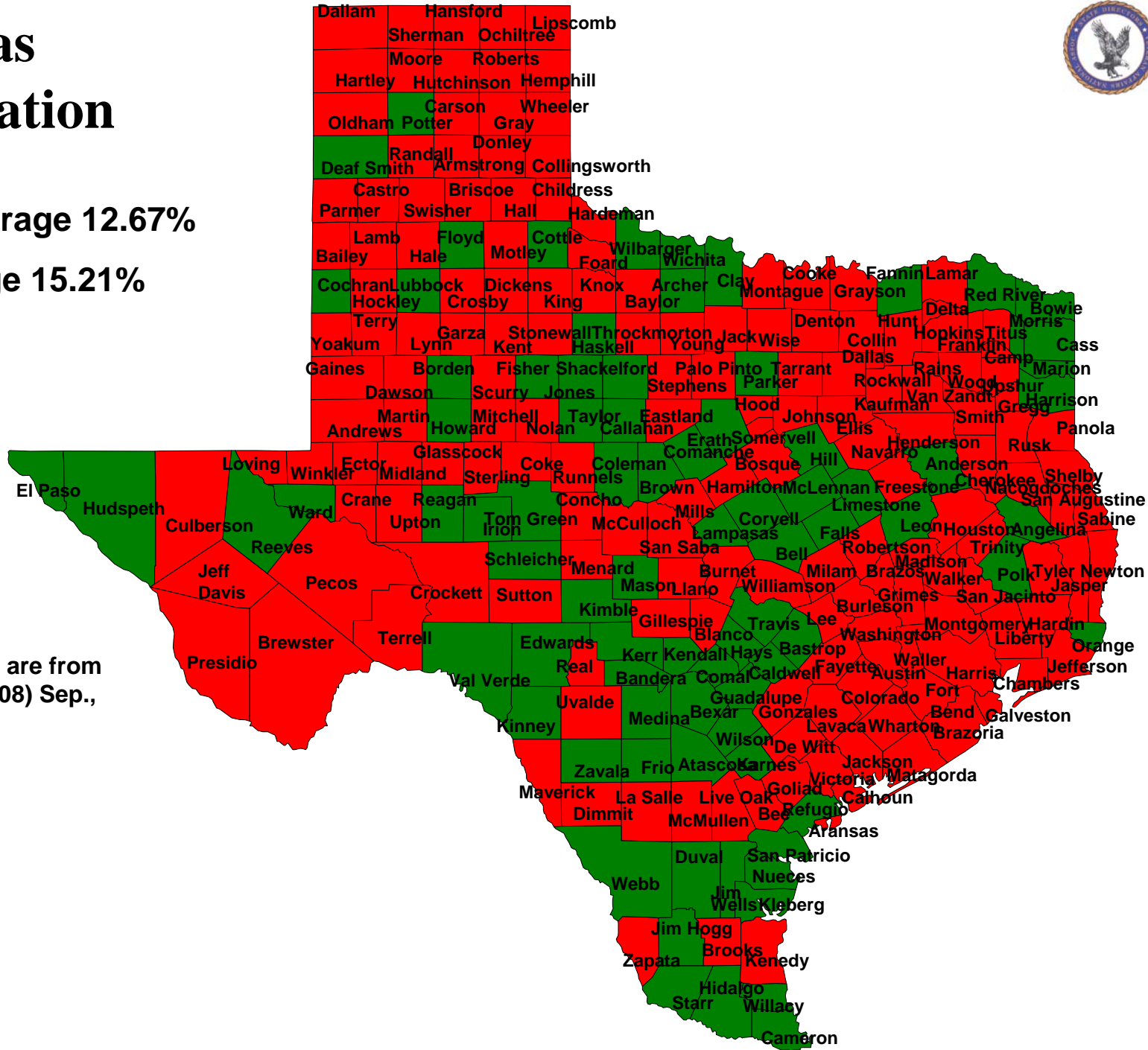


National Average 12.67%

State Average 15.21%

 > 12.67%

 < 12.67%




(population figures are from
Vet Pop 2007, 9/30/08) Sep.,
2008 VA C&P data


2009 Utah Compensation



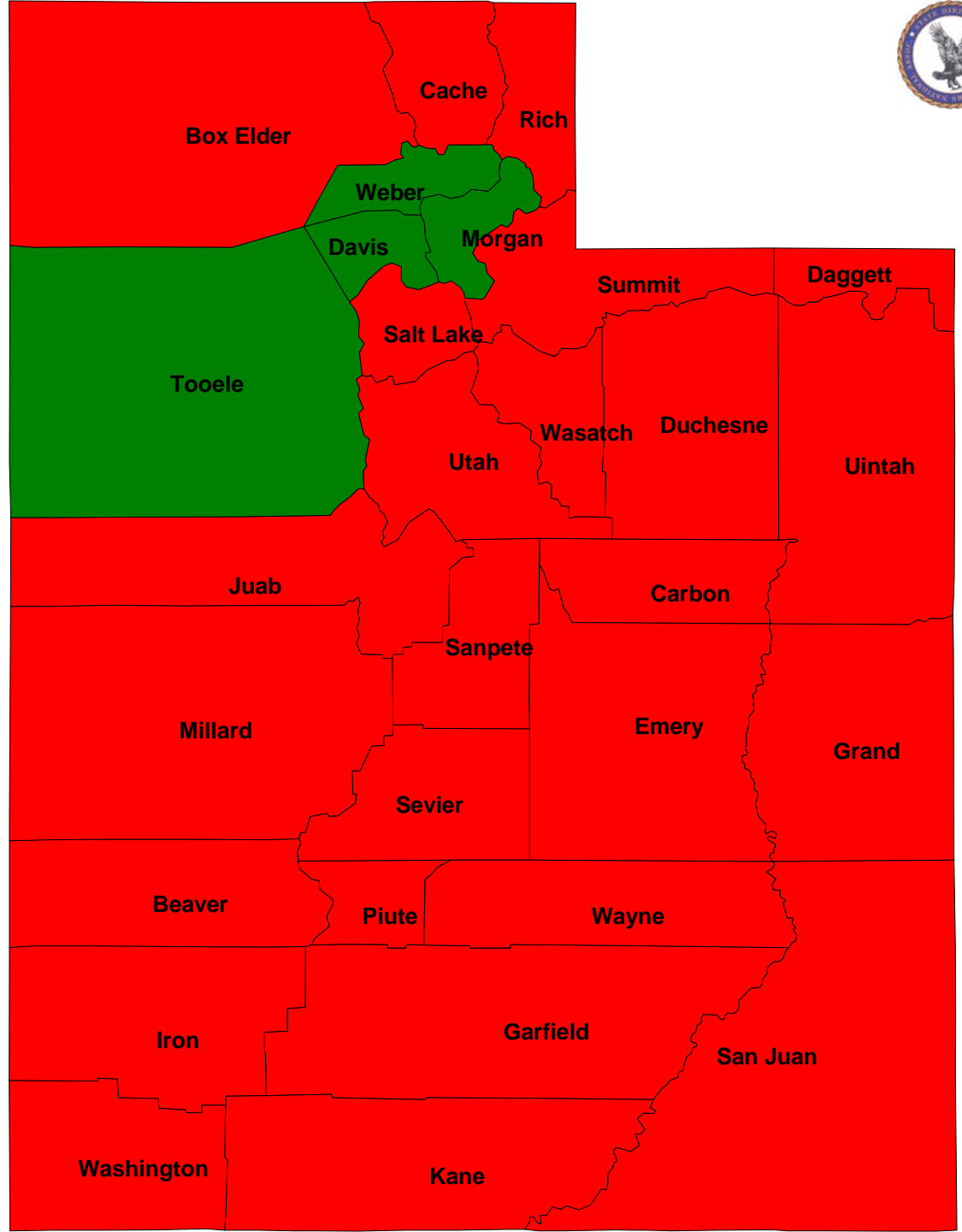
National Average 12.67%

State Average 11.16%

 > 12.67%

 < 12.67%

(population figures are from
Vet Pop 2007, 9/30/08) Sep.,
2008 VA C&P data





2009 Vermont Compensation



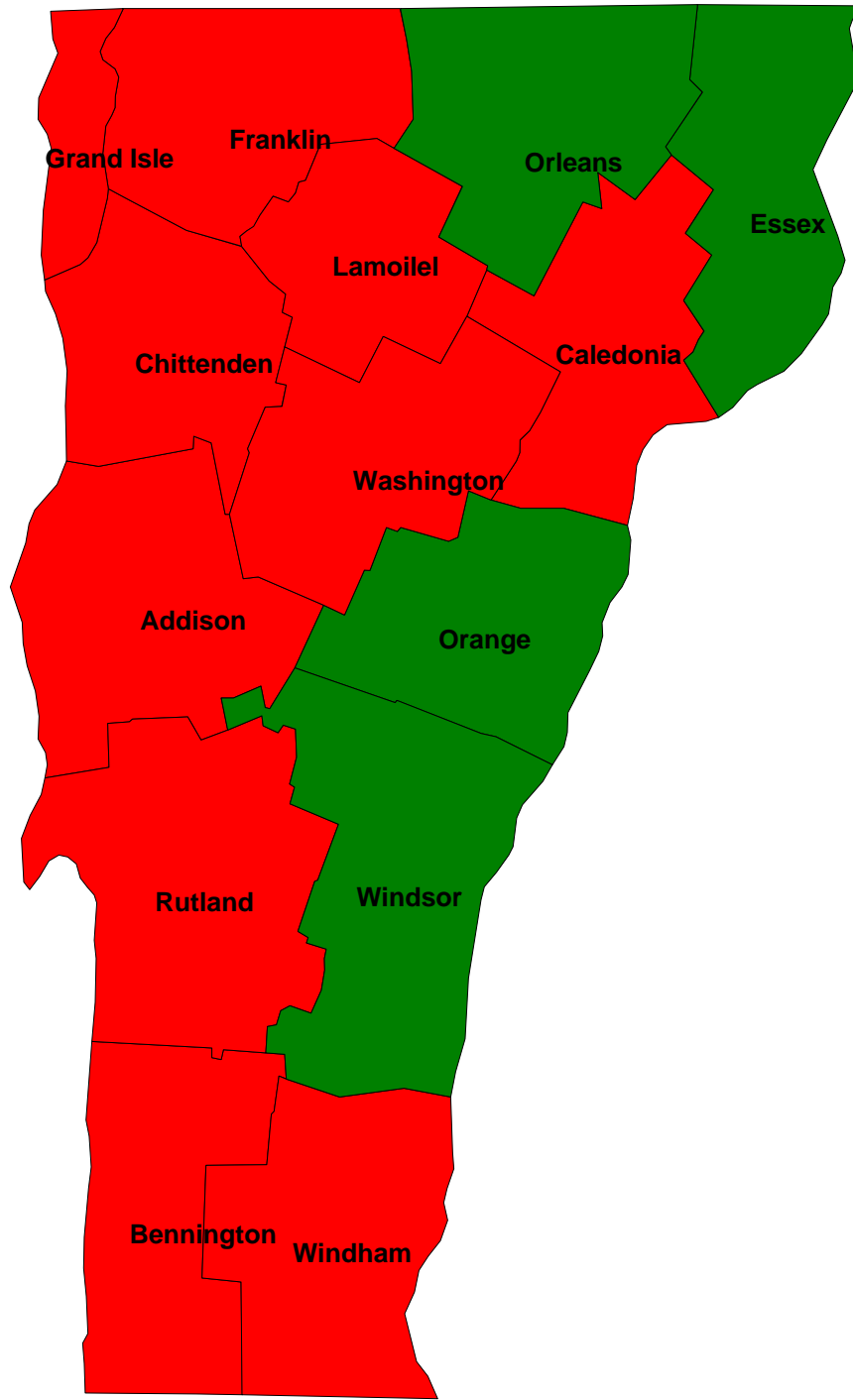
National Average 12.67%

State Average 11.28%

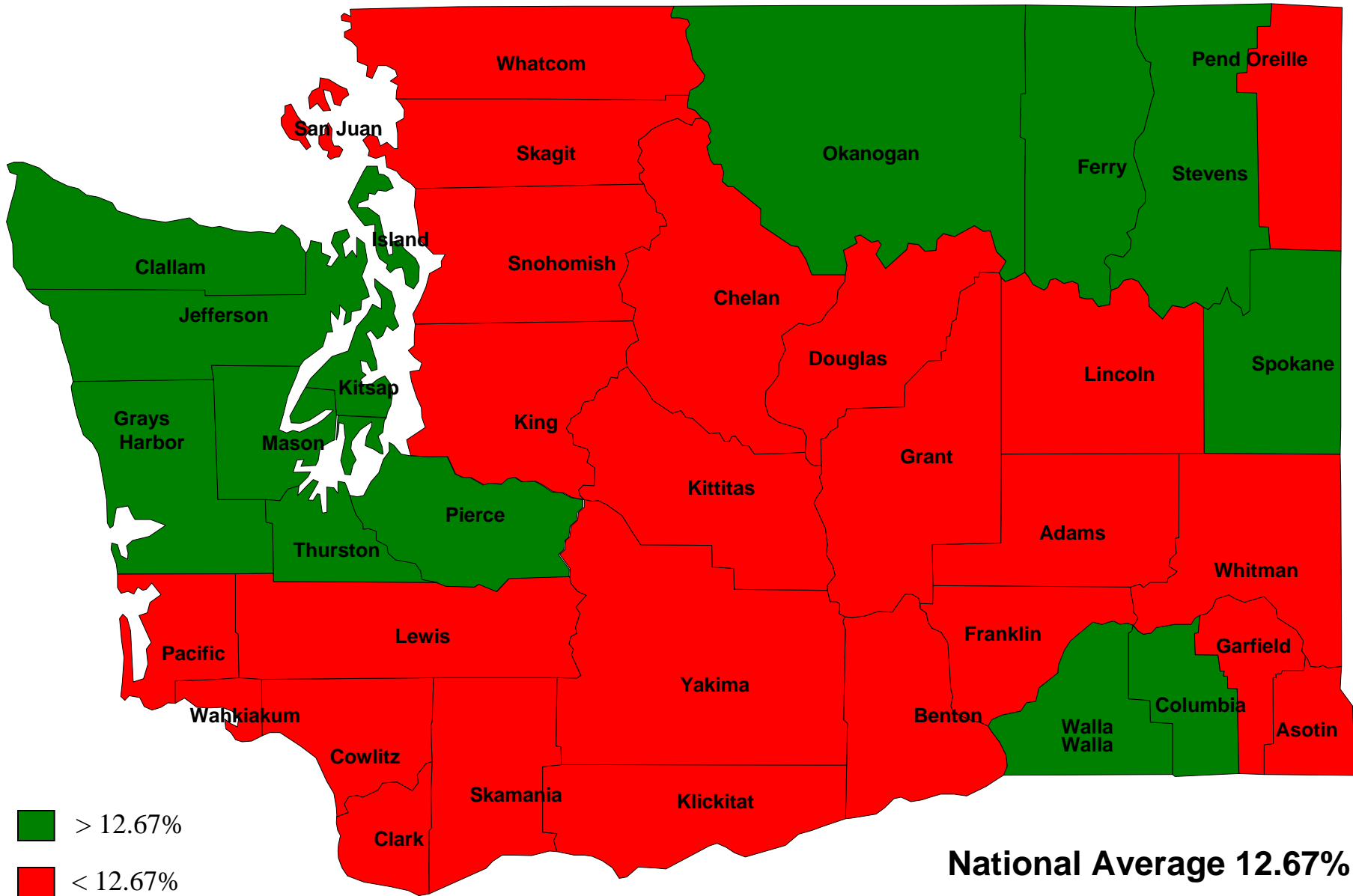
 > 12.67%

 < 12.67%

(population figures are from
Vet Pop 2007, 9/30/08) Sep.,
2008 VA C&P data



2009 Washington Compensation

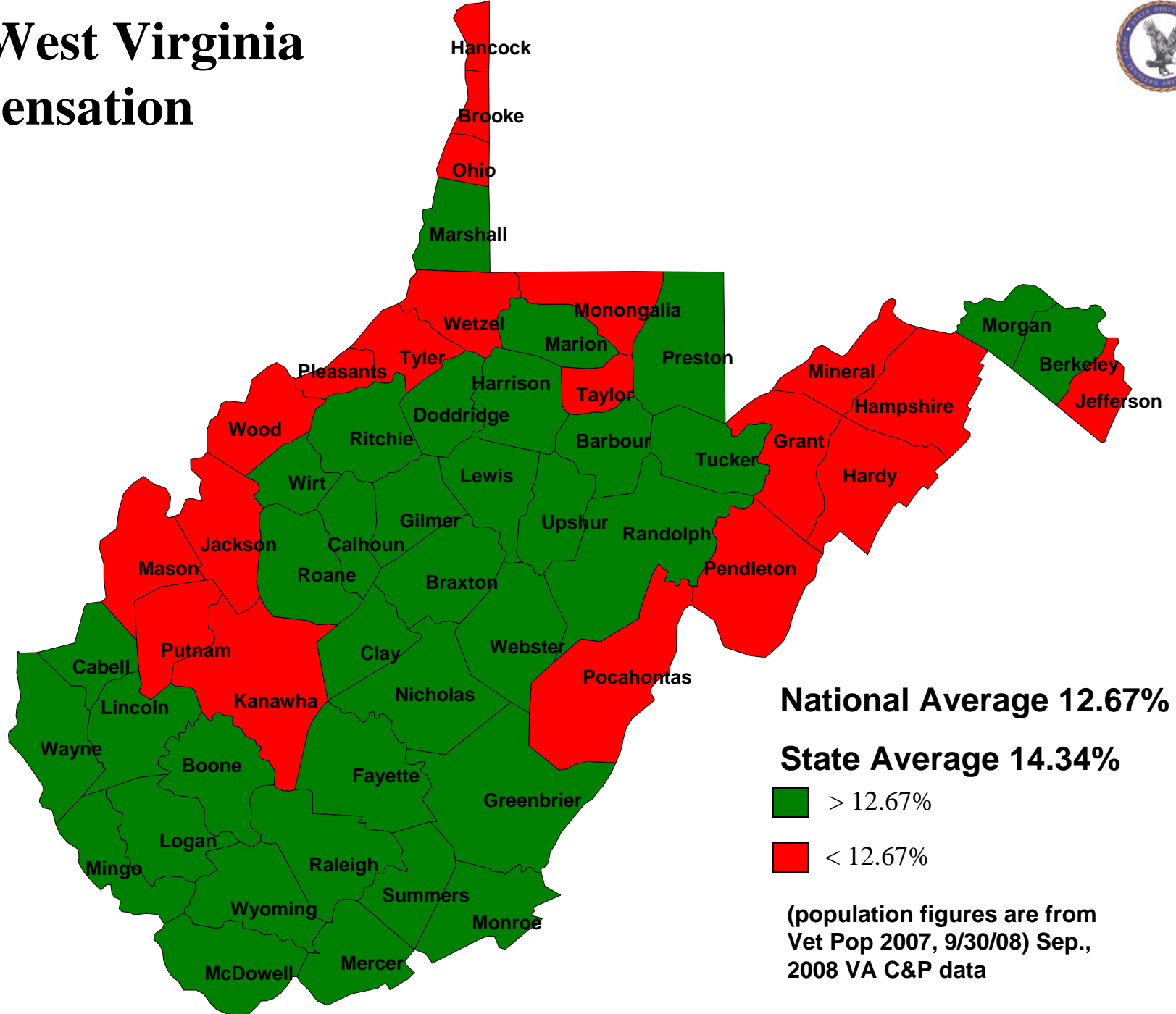


(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

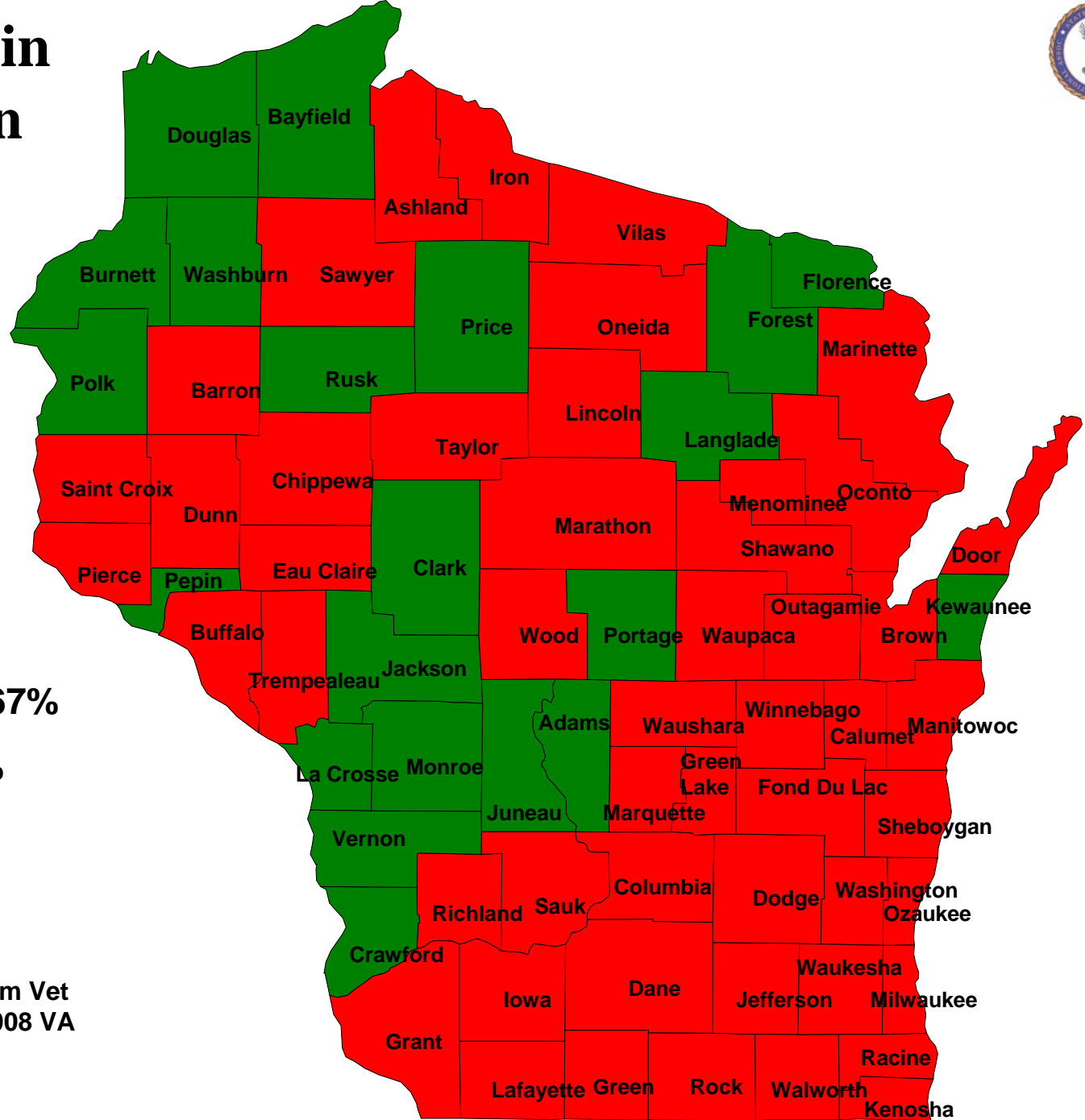
National Average 12.67%

State Average 14.41%

2009 West Virginia Compensation





2009 Wisconsin Compensation



National Average 12.67%

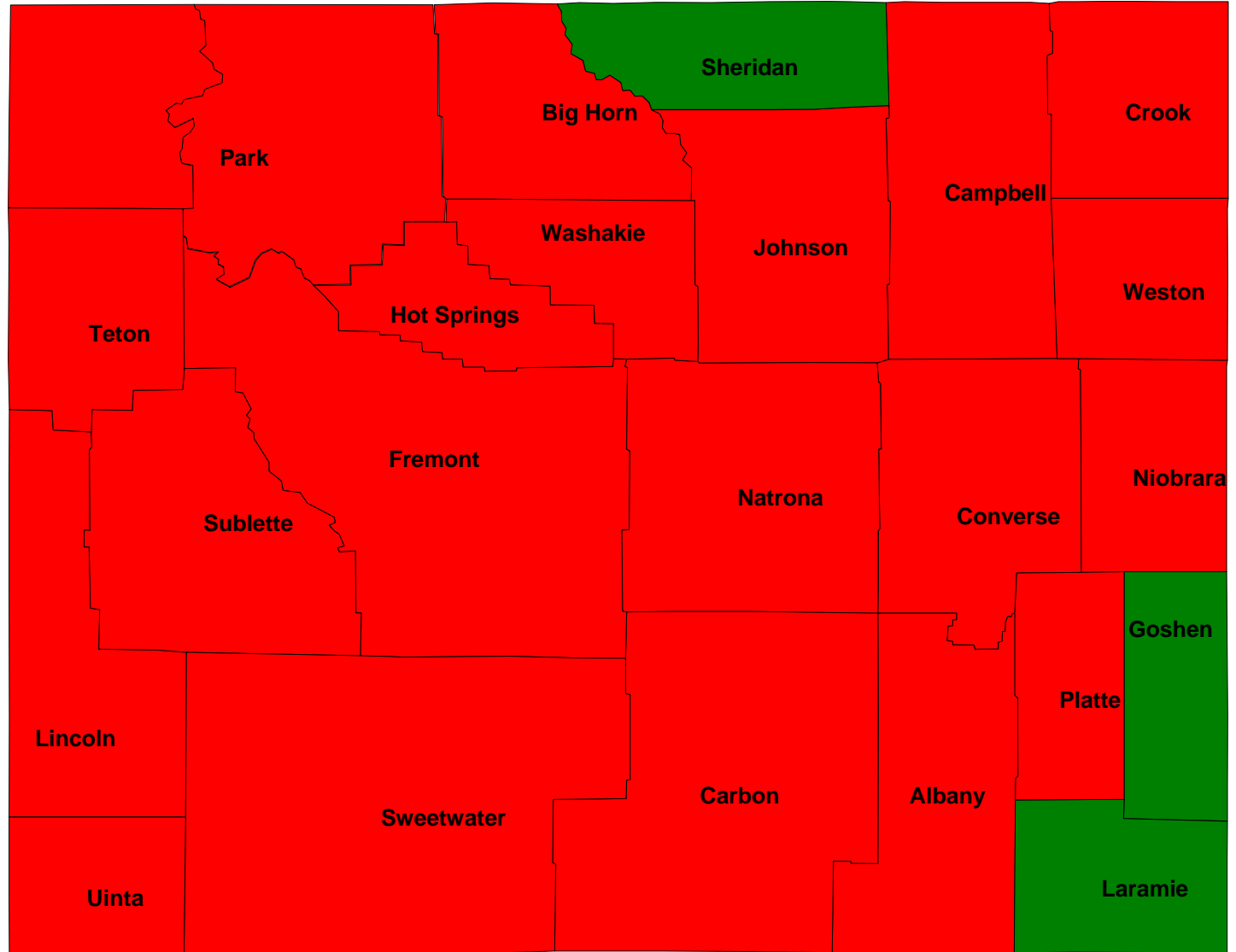
State Average 11.70%

 > 12.67%



 < 12.67%

(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

2009 Wyoming Compensation



(population figures are from Vet Pop 2007, 9/30/08) Sep., 2008 VA C&P data

 > 12.67%
 < 12.67%

National Average 12.67%

State Average 12.91%