

Question
Your Association
Overview
What Year of Data Are You Entering?
Region
State
Location Type
Organizational Structure
If you answered 'Other' above, provide that information here.
Organizational Scope
Number of Board of Directors Members
Non-Profit Status
Current Member of Local SAE
Number of Company Members
Number of Individual Members
Diversity, Equity & Inclusion
Age Demographic for Largest Portion of FTEs
Percentage of FTEs that are Differently Abled/Disabled
Percentage of FTEs with Veteran Status
Percentage of Male FTEs
Percentage of Female FTEs
Percentage of Gender-Diverse FTEs
Total Percentage of Full-Time Equivalent (FTE) Employees
Percentage of Asian FTEs
Percentage of Black or African American FTEs
Percentage of Caucasian/White FTEs
Percentage of Latino or Hispanic FTEs
Percentage of Middle Eastern/North African FTEs
Percentage of Indigenous FTEs
Percentage of Native Hawaiian or Pacific Islander FTEs

Percentage of Biracial FTEs
Total Percentage of Full-Time Equivalent (FTE) Employees
My Association has a Clearly Articulated DEI Policy
My Association Provides Training Programs that Promote DEI
My Association Provides Training to Promote Understanding and Mitigation of Unconscious Bias
My Association Intentionally Promotes Open Job Positions to Diverse Markets
Staff Member(s) Market the Association to Diverse Market Segments
Staff Member(s) are Responsible for Connecting the Association with Diversity Initiatives

Staffing

Number of Full-Time Employees
Number of Part-Time Employees
Number of Full-Time Equivalent Employees for Part-Time Staff
Contract Staff FTEs
Total Employees and Contract Staff FTEs
Types of Annual Salary Increases Most Commonly Granted to Staff
If you answered 'Other' above, provide that information here.
Total Years of Employment For All Full-Time Employees
Number of Terminated Employees This Fiscal Year

Finances

Annual Operating Budget
Total Revenue
Total Expenses
Total Base Wages & Fixed Salaries
Total Variable Cash Compensation
Total Payroll Taxes
Total Employee Benefits Expense

Total Payroll/Personnel Expenses

Executive Office & Finance Positions

Select Positions

Executive Office & Finance Positions

Compensation Details

All Items

Total Headcount in this Position

Total Headcount in this Position with Multi-function Responsibilities

Number of Individuals Identifying as Female in this Position

Number of Individuals Identifying as Male in this Position

Verification of Total Headcount in this Position

Minimum Annual Salary

Maximum Annual Salary

Average Annual Bonus/Incentive

FTE Employees in this Position

Position Status

Hours Worked per Week in this Position

Years in Current Role

CEO/Executive Benefits

How CEO/Executive is Retained

If you answered 'Other' above, provide that information here.

Duration of CEO/Executive Contract (in years)

Conditions of CEO/Executive Contract/Agreement

Benefits Offered to the CEO/Executive

Number of Paid Days Off Per Year

Payout for Bonus

Payout Amount for Bonus

CEO/Executive Severance Pay Basis

Number of Weeks of Severance Pay Awarded

CEO/Executive Performance Evaluations Conducted By

CEO/Executive Compensation Determined By

Salary Summary

Executive Office & Finance: Total Number of Positions

Executive Office & Finance: Total FTEs

Executive Office & Finance: Total Headcount

Executive Office & Finance: Average Minimum Annual Salary Paid

Executive Office & Finance: Average Maximum Annual Salary Paid

Executive Office & Finance: Average Maximum Annual Salary Paid

Marketing & Communications/PR Positions

Select Positions

Marketing & Communications/PR Positions

Compensation Details

All Items
Total Headcount in this Position
Total Headcount in this Position with Multi-function Responsibilities
Number of Individuals Identifying as Female in this Position
Number of Individuals Identifying as Male in this Position
Verification of Total Headcount in this Position
Minimum Annual Salary
Maximum Annual Salary
Average Annual Bonus/Incentive
FTE Employees in this Position
Position Status
Hours Worked per Week in this Position
Years in Current Role
Salary Summary
Marketing & Communications/PR: Total Number of Positions
Marketing & Communications/PR: Total FTEs
Marketing & Communications/PR: Total Headcount
Marketing & Communications/PR: Average Minimum Annual Salary Paid

Marketing & Communications/PR: Average Maximum Annual Salary Paid

Education & Meetings Positions

Select Positions

Education and Meetings Positions

Compensation Details

All Items

Total Headcount in this Position

Total Headcount in this Position with Multi-function Responsibilities

Number of Individuals Identifying as Female in this Position

Number of Individuals Identifying as Male in this Position

Verification of Total Headcount in this Position

Minimum Annual Salary

Maximum Annual Salary

Average Annual Bonus/Incentive

FTE Employees in this Position

Position Status

Hours Worked per Week in this Position

Years in Current Role

Salary Summary

Education & Meetings Positions: Total Number of Positions

Education & Meetings Positions: Total FTEs

Education & Meetings Positions: Total Headcount

Education & Meetings Positions: Average Minimum Annual Salary Paid

Education & Meetings Positions: Average Maximum Annual Salary Paid

Membership & Other Positions

Select Positions

Membership & Other Positions

Compensation Details

All Items

Total Headcount in this Position

Total Headcount in this Position with Multi-function Responsibilities

Number of Individuals Identifying as Female in this Position

Number of Individuals Identifying as Male in this Position

Verification of Total Headcount in this Position
Minimum Annual Salary
Maximum Annual Salary
Average Annual Bonus/Incentive
FTE Employees in this Position
Position Status
Hours Worked per Week in this Position
Years in Current Role
Salary Summary
Membership & Other Positions: Total Number of Positions
Membership & Other Positions: Total FTEs
Membership & Other Positions: Total Headcount
Membership & Other Positions: Average Minimum Annual Salary Paid
Membership & Other Positions: Average Maximum Annual Salary Paid
Benefits & Insurance
Employee Benefits
Employee Benefits Offered
Percentage of Total Monthly Premium paid by your Association for Employee (self)
Percentage of Total Monthly Premium paid by Employees for Employee (self)

Total Percentages of Health Insurance Premiums for Employee (self)
Percentage of Total Monthly Premium paid by your Association for Spouse/Partner
Percentage of Total Monthly Premium paid by Employees for Spouse/Partner
Total Percentages of Health Insurance Premiums for Spouse/Partner
Percentage of Total Monthly Premium paid by your Association for Spouse/Child(ren)
Percentage of Total Monthly Premium paid by Employees for Spouse/Child(ren)
Total Percentages of Health Insurance Premiums for Spouse/Child(ren)
Percentage of Total Monthly Premium paid by your Association for Family
Percentage of Total Monthly Premium paid by Employees for Family
Total Percentages of Health Insurance Premiums for Family
Life Insurance Plans Offered
Life Insurance Benefit as Multiplier of Employee's Annual Earnings
Percentage of Life Insurance Premium Paid by your Association
Other Benefits Offered
Paid Time Off
Paid Time Off Benefits Provided by Association
Number of Paid Holiday Days Provided per Year
Does Your Association Offer Unlimited PTO?
Number of PTO Days Earned Per Year
Number of Personal Days Provided Annually
Vacation Time Eligibility
Vacation Time Eligibility Length of Service
Vacation Day Carry-Over Policy
Number of Vacation Days an Employee Can Carry Over
Number of Paid Sick Leave Days Earned per Year
Retirement Plans
Retirement Plans Offered
Average Percentage of Compensation for Each Year of Service for Defined Benefit Contribution Plan (Pension Plan)

Vesting Schedule for Organization Contributions

Cliff Vesting: Number of Years Until Employee is Fully Vested

Graded Vesting: Number of Years Until Employee is Fully Vested

Key Performance Indicators

KPIs

Budget per FTE

Revenue per FTE (Employee Productivity Rate)

Total Expenses per FTE

Benefits Expense per FTE

Percentage of Workforce Cost

Employee Turnover Rate

Average Term of Employment

Feedback

Feedback

Please provide any suggestions or feedback you have for improving ASA's Real-Time Compensation Benchmarking. Provide specific examples where possible.

Help Text
Select the year your data represents (most recently completed financial year), regardless of whether it is a calendar or fiscal year.
View the Regional Map. <ul style="list-style-type: none"> US Northeast: CT, DE, ME, MA, PA, NH, NJ, NY, RI, VT US Midwest: IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI US Southeast: AL, AR, FL, GA, KY, LA, MD, MS, NC, SC, TN, VA, DC, WV US Southwest: AZ, NM, OK, TX US West: CO, ID, MT, NV, UT, WY US Pacific: AK, CA, HI, OR, WA Canada Other: Any other location that doesn't fit the above categories
Select the type of location for your organization.
Check 'n/a' if you did not answer 'Other above.'
Indicate the scope of the membership or constituency your organization services.
Indicate the number of people currently serving on your board of directors' team.
For charitable organization tax information, visit IRS.gov .
Indicate if your association is a current member of your local SAE.
Check 'n/a' if your association does not have company or organizational members.
Check 'n/a' if your association does not have individual members.
Differently Abled/Disabled is defined as a physical or mental impairment that substantially limits one or more major life activity.
A veteran is a person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable.
Includes people who identify as transgender, gender non-conforming, and non-binary.
This is automatically calculated. Click "Save" at the bottom of the page to see the calculation. The total should equal 100%.
Includes Native American, Alaska Native, First Nations, Inuit, and Métis.
Includes Native American, Alaska Native, First Nations, Inuit, and Métis.

This is automatically calculated. Click "Save" at the bottom of the page to see the calculation.

Select all of the positions (NOT headcount) employed by your association in this category. If your employee's title is not an exact match, select the position that best fits the employee's duties. Download a list of position definitions. Enter each employee under one position only. If your employee has multiple roles or overlapping position responsibilities, include the employee in the category that reflects their primary role. Details will be entered on the next tab. If none of these positions apply to your association, select 'n/a.'

Enter the total number of people (not FTEs) in this position regardless of their employment status or location. Please include positions that exist, even if temporarily vacant.

Enter the total number of people from the Total Headcount question above who have regular responsibilities in other functional areas besides this one. If this question does not apply, check n/a.

Enter '0' if there are no individuals identifying as female in this position in your association.

Enter '0' if there are no individuals identifying as male in this position in your association.

Click "Save" below to see this calculation. This verifies the number of men and women you indicated in this position is equal to the total headcount you entered above. If the difference is NOT "0", verify and modify your responses above.

Indicate the minimum annual salary currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.

Indicate the maximum hourly wage currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.

Report part-time employees as full-time equivalents (FTEs), adjusted to your company's standard work week, e.g., if your standard week is 40 hours, a part-time or temporary employee working 20 hours per week is reported as 0.5 FTE. Download the FTE Calculator for assistance.

Enter the typical hours worked per week by most employees in this position. Hours worked per week should not exceed full time work week hours for your organization, such as 35, 37.5, or 40 hours.

Enter the number of years the person in this position has worked in their current role at your association. If there is more than one person in this role, enter the average number of years of service in this role at your association.

Check 'n/a' if you did not answer 'Other above.'

Select all clauses that are included in the written contract.

Check all that apply.

Indicate how the bonus is calculated. Check all that apply.

Check all that apply.

Check all that apply.

Calculation: Count check of Executive Office & Finance positions selected.

Calculation: Sum of FTEs in the Executive Office & Finance departments.

Calculation: Sum of employee headcount (not FTEs) in the Executive Office & Finance departments.

Calculation: Combined minimum annual salaries paid for all department positions divided by total number of Executive Office & Finance positions selected.

Calculation: Combined maximum annual salaries paid for all department positions divided by total number of Executive Office & Finance positions selected.

Select all of the positions (NOT headcount) employed by your association in this category. If your employee's title is not an exact match, select the position that best fits the employee's duties. Download a list of position definitions. Enter each employee under one position only. If your employee has multiple roles or overlapping position responsibilities, include the employee in the category that reflects their primary role. Details will be entered on the next tab. If none of these positions apply to your association, select 'n/a.'

Enter the total number of people (not FTEs) in this position regardless of their employment status or location. Please include positions that exist, even if temporarily vacant.
Enter the total number of people from the Total Headcount question above who have regular responsibilities in other functional areas besides this one. If this question does not apply, check n/a.
Enter '0' if there are no individuals identifying as female in this position in your association.
Enter '0' if there are no individuals identifying as male in this position in your association.
Click "Save" below to see this calculation. This verifies the number of men and women you indicated in this position is equal to the total headcount you entered above. If the difference is NOT "0", verify and modify your responses above.
Indicate the minimum annual salary currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.
Indicate the maximum hourly wage currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.
Report part-time employees as full-time equivalents (FTEs), adjusted to your company's standard work week, e.g., if your standard week is 40 hours, a part-time or temporary employee working 20 hours per week is reported as 0.5 FTE. Download the FTE Calculator for assistance.
Enter the typical hours worked per week by most employees in this position. Hours worked per week should not exceed full time work week hours for your organization, such as 35, 37.5, or 40 hours.
Enter the number of years the person in this position has worked in their current role at your association. If there is more than one person in this role, enter the average number of years of service in this role at your association.
Calculation: Count check of Marketing & Communications/PR positions selected.
Calculation: Sum of FTEs in the Marketing & Communications/PR departments.
Calculation: Sum of employee headcount (not FTEs) in the Marketing & Communications/PR departments.
Calculation: Combined minimum annual salaries paid for all department positions divided by total number of Marketing & Communications/PR positions selected.

Calculation: Combined maximum annual salaries paid for all department positions divided by total number of Marketing & Communications/PR positions selected.

Select all of the positions (NOT headcount) employed by your association in this category. If your employee's title is not an exact match, select the position that best fits the employee's duties. Download a list of position definitions. Enter each employee under one position only. If your employee has multiple roles or overlapping position responsibilities, include the employee in the category that reflects their primary role. Details will be entered on the next tab. If none of these positions apply to your association, select 'n/a.'

Enter the total number of people (not FTEs) in this position regardless of their employment status or location. Please include positions that exist, even if temporarily vacant.

Enter the total number of people from the Total Headcount question above who have regular responsibilities in other functional areas besides this one. If this question does not apply, check n/a.

Enter '0' if there are no individuals identifying as female in this position in your association.

Enter '0' if there are no individuals identifying as male in this position in your association.

Click "Save" below to see this calculation. This verifies the number of men and women you indicated in this position is equal to the total headcount you entered above. If the difference is NOT "0", verify and modify your responses above.

Indicate the minimum annual salary currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.

Indicate the maximum hourly wage currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.

Report part-time employees as full-time equivalents (FTEs), adjusted to your company's standard work week, e.g., if your standard week is 40 hours, a part-time or temporary employee working 20 hours per week is reported as 0.5 FTE. Download the FTE Calculator for assistance.

Enter the typical hours worked per week by most employees in this position. Hours worked per week should not exceed full time work week hours for your organization, such as 35, 37.5, or 40 hours.

Enter the number of years the person in this position has worked in their current role at your association. If there is more than one person in this role, enter the average number of years of service in this role at your association.

Calculation: Count check of Education & Meetings positions selected.

Calculation: Sum of FTEs in the Education & Meetings departments.

Calculation: Sum of employee headcount (not FTEs) in the Education & Meetings departments.

Calculation: Combined minimum annual salaries paid for all department positions divided by total number of Education & Meetings positions selected.

Calculation: Combined maximum annual salaries paid for all department positions divided by total number of Education & Meetings positions selected.

Select all of the positions (NOT headcount) employed by your association in this category. If your employee's title is not an exact match, select the position that best fits the employee's duties. Download a list of position definitions. Enter each employee under one position only. If your employee has multiple roles or overlapping position responsibilities, include the employee in the category that reflects their primary role. Details will be entered on the next tab. If none of these positions apply to your association, select 'n/a.'

Enter the total number of people (not FTEs) in this position regardless of their employment status or location. Please include positions that exist, even if temporarily vacant.

Enter the total number of people from the Total Headcount question above who have regular responsibilities in other functional areas besides this one. If this question does not apply, check n/a.

Enter '0' if there are no individuals identifying as female in this position in your association.

Enter '0' if there are no individuals identifying as male in this position in your association.

Click "Save" below to see this calculation. This verifies the number of men and women you indicated in this position is equal to the total headcount you entered above. If the difference is NOT "0", verify and modify your responses above.

Indicate the minimum annual salary currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.

Indicate the maximum hourly wage currently paid for this position. If only one person is in this position, the minimum and maximum may be the same. Do not include any additional compensation when reporting the annual salary.

Report part-time employees as full-time equivalents (FTEs), adjusted to your company's standard work week, e.g., if your standard week is 40 hours, a part-time or temporary employee working 20 hours per week is reported as 0.5 FTE. Download the FTE Calculator for assistance.

Enter the typical hours worked per week by most employees in this position. Hours worked per week should not exceed full time work week hours for your organization, such as 35, 37.5, or 40 hours.

Enter the number of years the person in this position has worked in their current role at your association. If there is more than one person in this role, enter the average number of years of service in this role at your association.

Calculation: Count check of Membership & Other positions selected.

Calculation: Sum of FTEs in the Membership & Other departments.

Calculation: Sum of employee headcount (not FTEs) in the Membership & Other departments.

Calculation: Combined minimum annual salaries paid for all department positions divided by total number of Membership & Other positions selected.

Calculation: Combined maximum annual salaries paid for all department positions divided by total number of Membership & Other positions selected.

Check all that apply.

This is automatically calculated. Click "Save" at the bottom of the page to see the calculation. The total should equal 100%.

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This is automatically calculated. Click "Save" at the bottom of the page to see the calculation. The total should equal 100%.

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This is automatically calculated. Click "Save" at the bottom of the page to see the calculation. The total should equal 100%.

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This is automatically calculated. Click "Save" at the bottom of the page to see the calculation. The total should equal 100%.

Check all that apply.

Indicate how the amount of life insurance is calculated.

--

Check all that apply.

--

--

Indicate the types of paid time off provided by your association. Check all that apply.

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--

--

Indicate the number of weeks an employee must complete before becoming eligible for vacation time.

--

Indicate the number of accrued, unused vacation days an employee can carry over into the next year.

--

--

Check all that apply.

A defined contribution plan is a type of retirement plan in which the employer, employee or both make contributions on a regular basis.

Check all that apply. Cliff Vesting: The employee becomes fully vested at a specified time, rather than becoming partially vested in increasing amounts over an extended period of time. Graded Vesting: The employee receives a certain percentage of vesting after each year of service, and the percentage increases a certain amount each year.

Calculation: Total annual budget divided by total number of FTEs.

Calculation: Total annual revenue divided by the total number of FTEs.

Calculation: Total annual expenses divided by total number of FTEs.

Calculation: Employee benefits expenses divided by total number of FTEs.

Calculation: The cost of the workforce as compared to all costs is calculated by the total payroll/personnel expenses divided by total expenses.

Calculation: Number of terminated employees divided by total FTEs.

Calculation: Total years of employment for all full-time employees divided by number of full-time employees.



REAL-TIME Compensation BENCHMARKING



Export Report - All Data

NOTES: * denotes required question(s) | answer fields shaded in gray are calculated automatically by the online platform | a fields shaded in orange show out of range responses | symbols (\$, %) indicate the type of data being collected for that answer

Your Association

Overview	My Answer
What Year of Data Are You Entering? *	
2019	
2020	
2021	

Your Association's Location

If your association has more than 1 location, report the primary or headquarters office location.

Region *	
US Northeast	
US Midwest	
US Southeast	
US Southwest	
US West	
US Pacific	
Canada	
Other	
State *	
AK	
AL	
AR	
AZ	
CA	
CO	
CT	
DC	
DE	
FL	
GA	
HI	
IA	
ID	
IL	
IN	
KS	

KY	
LA	
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NC	
ND	
NE	
NH	
NJ	
NM	
NV	
NY	
OH	
OK	
OR	
PA	
RI	
SC	
SD	
TN	
TX	
UT	
VA	
VT	
WA	
WI	
WV	
WY	
Canada	
Outside U.S. and Canada	
Location Type *	
Metropolitan Area (1M+)	
Medium City (250K to 1M)	
Small City (25K to 250K)	
Rural (under 25K)	
Your Association's Profile	
Organizational Structure *	
Individual Member Association - Members are INDIVIDUALS	
Trade Association - Members are COMPANIES	
Combined Trade Association - Members may be EITHER	

Association Management Company	
Other	
If you answered 'Other' above, provide that information here.	
Organizational Scope *	
Local	
State	
Regional (multi-state)	
National	
International	
Number of Board of Directors Members	
Non-Profit Status	
501(c)3	
501(c)4	
501(c)6	
501(c)7	
Non-U.S. Non-Profit	
Current Member of Local SAE *	
Yes	
No	
Unsure	

Membership	
Number of Company Members *	
Number of Individual Members *	

Diversity, Equity & Inclusion	My Answer
Staffing Demographics Overview for Full-Time Equivalents (FTEs)	
Age Demographic for Largest Portion of FTEs *	
Gen Z (1996-2015)	
Millennial (1977-1995)	
Generation X (1965-1976)	
Baby Boomer (1946-1964)	
Traditionalists (1945 or earlier)	
Percentage of FTEs that are Differently Abled/Disabled *	%
Percentage of FTEs with Veteran Status *	%

Gender Identity of Full-Time Equivalents (FTEs)	
Gender identity is defined as how a person feels about and expresses their gender.	
Check 'n/a' if you prefer not to answer.	
Percentage of Male FTEs *	%
Percentage of Female FTEs *	%
Percentage of Gender-Diverse FTEs *	%
Total Percentage of Full-Time Equivalent (FTE) Employees	%

Racial Identity of Full-Time Equivalents (FTEs)

For the purposes of this study, the racial categories selected align with the employment data collected by the Equal Employment Opportunity Commission (EEOC). We recognize that the categories do not fully represent the diversity within groups. Check 'n/a' if you prefer not to answer.

Percentage of Asian FTEs *	%
Percentage of Black or African American FTEs *	%
Percentage of Caucasian/White FTEs *	%
Percentage of Latino or Hispanic FTEs *	%
Percentage of Middle Eastern/North African FTEs *	%
Percentage of Indigenous FTEs *	%
Percentage of Native Hawaiian or Pacific Islander FTEs *	%
Percentage of Biracial FTEs *	%
Total Percentage of Full-Time Equivalent (FTE) Employees	%

Your Association's DEI Policies

My Association has a Clearly Articulated DEI Policy *	
Yes	
No	
My Association Provides Training Programs that Promote DEI *	
Yes	
No	
My Association Provides Training to Promote Understanding and Mitigation of Unconscious Bias *	
Yes	
No	
My Association Intentionally Promotes Open Job Positions to Diverse Markets *	
Yes	
No	
Staff Member(s) Market the Association to Diverse Market Segments *	
Yes	
No	
Staff Member(s) are Responsible for Connecting the Association with Diversity Initiatives *	
Yes	
No	

Staffing	My Answer
Full-Time and Part-Time Staff	
Number of Full-Time Employees *	
Number of Part-Time Employees *	
Number of Full-Time Equivalent Employees for Part-Time Staff *	
Contract Staff FTEs *	
Total Employees and Contract Staff FTEs	

Staff Salary Increases

Types of Annual Salary Increases Most Commonly Granted to Staff	
Merit	
Cost of Living	
General (across the board)	
Promotion-based	
Length of Service	
Incentive Plan	
None	
Other	
If you answered 'Other' above, provide that information here.	

Employee Retention	
Total Years of Employment For All Full-Time Employees	
Number of Terminated Employees This Fiscal Year	

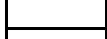
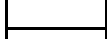
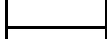
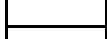
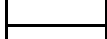
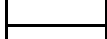
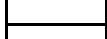
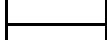
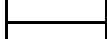
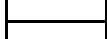
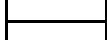
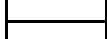
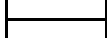
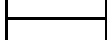
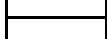
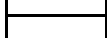
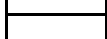
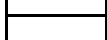
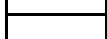
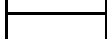
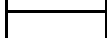
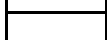
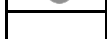
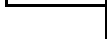
Finances	My Answer
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool	
Your Association's Budget	
Annual Operating Budget *	\$
Total Revenue *	\$
Total Expenses *	\$

Payroll Expenses	
Enter the total annual payroll expenses for the following items:	
Total Base Wages & Fixed Salaries	\$
Total Variable Cash Compensation	\$
Total Payroll Taxes	\$
Total Employee Benefits Expense	\$
Total Payroll/Personnel Expenses	\$

answer
er type.



Help



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REAL-TIME Compensation BENCHMARKING



Export Report - All Data

Date: 2/7/2022

Account Name: Georgia Society of Association Executives

Created By: Wendy Kavanagh

NOTES: * denotes required question(s) | answer fields shaded in gray are calculated automatically by the online platform | answer fields shaded in orange show out of range responses | symbols (\$, %) indicate the type of data being collected for that answer

Executive Office & Finance Positions

Select Positions	My Answer
Executive Office & Finance Positions	
CEO/Executive	
COO/Deputy Director	
Office Manager	
Human Resources VP/Director	
Administrative Assistant	
Receptionist	
CFO/VP/Director of Finance	
Accountant/Accounting Manager	
Grants/Contract Manager	
Bookkeeper/Accounting Clerk	

Compensation Details

CEO/Executive

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

COO/Deputy Director

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Office Manager

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	

Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Human Resources VP/Director

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Administrative Assistant

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Receptionist

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
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Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

CFO/VP/Director of Finance

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Accountant/Accounting Manager

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Grants/Contract Manager

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	

Hours Worked per Week in this Position *	
Years in Current Role	

Bookkeeper/Accounting Clerk

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool
HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

CEO/Executive Benefits **My Answer**

CEO/Executive Contract	
How CEO/Executive is Retained	
Formal Contract	
Letter of Agreement	
Verbal Arrangement	
No Contract	
Other	
If you answered 'Other' above, provide that information here.	
Duration of CEO/Executive Contract (in years)	
Conditions of CEO/Executive Contract/Agreement	
Formal Performance Review	
Termination Clause	
Severance Clause	
Severance for Non-renewal Contract	

Benefits Paid During Severance Period	
Salary Paid After Severance Period	

CEO/Executive Benefits Overview	
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Benefits Offered to the CEO/Executive	
Company Vehicle	
Auto Allowance	
Association Dues	
Health Insurance for Self	
Health Insurance for Dependents	
403(b) or 401(k) Plan	
Deferred Comp/457 Plan	
Paid Days Off	
Incentive Bonus	
Other	
Number of Paid Days Off Per Year	
Payout for Bonus	
Percentage of Salary	
Fixed Dollar Amount	
Payout Amount for Bonus	\$
CEO/Executive Severance Pay Basis	
Salary Paid for a Set Period	
Proportion of Salary Based on Length of Employment	
Lump Sum	
No Basis for Severance Pay	
Other	
Number of Weeks of Severance Pay Awarded	

CEO/Executive Performance Evaluation	
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CEO/Executive Performance Evaluations Conducted By	
Executive Committee	
Chief Elected/Appointed Officer	
Performance Review Committee	
Board of Directors	
Government Official	
Other	
CEO/Executive Compensation Determined By	
Executive Committee	
Chief Elected/Appointed Officer	
Performance Review Committee	
Board of Directors	
Government Official	
Other	

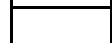
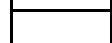
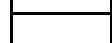
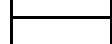
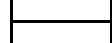
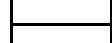
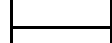
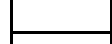
Salary Summary	My Answer
Executive Office & Finance: Total Number of Positions	

Executive Office & Finance: Total FTEs	
Executive Office & Finance: Total Headcount	
Executive Office & Finance: Average Minimum Annual Salary Paid	\$
Executive Office & Finance: Average Maximum Annual Salary Paid	\$

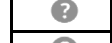
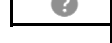
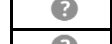
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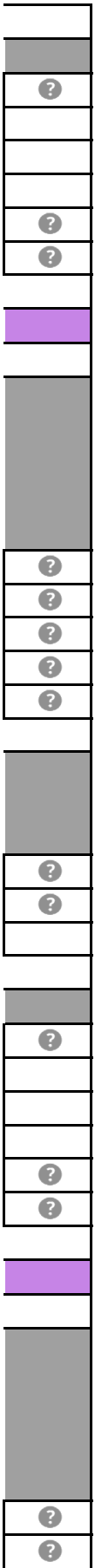


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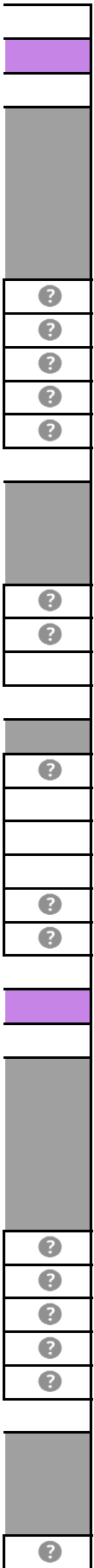
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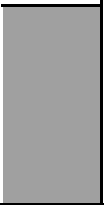
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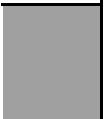
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REAL-TIME Compensation BENCHMARKING



Export Report - All Data

Date: 2/7/2022

NOTES: * denotes required question(s) | answer fields shaded in gray are calculated automatically by the online platform | a fields shaded in orange show out of range responses | symbols (\$, %) indicate the type of data being collected for that answer

Marketing & Communications/PR Positions

Select Positions	My Answer
Marketing & Communications/PR Positions	
VP/Director of Communications/PR	
VP/Director of Marketing	
VP/Director of Government/Lobbying	
Manager of Communications/PR	
Editor	
Social Media Manager	
Ad Sales Representative	
Legislative/Advocacy Coordinator	
Publications/Communications Coordinator	
Graphics/Design Coordinator	
PAC Coordinator	

Compensation Details

VP/Director of Communications/PR

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

VP/Director of Marketing

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

VP/Director of Government/Lobbying

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	

Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Manager of Communications/PR

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Editor

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool
HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Social Media Manager

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool
HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$

Average Annual Bonus/Incentive	\$
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STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Ad Sales Representative

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Legislative/Advocacy Coordinator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
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Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION	
If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate. Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Publications/Communications Coordinator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION	
If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate. Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	

Years in Current Role	
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Graphics/Design Coordinator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool
 HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

PAC Coordinator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool
 HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
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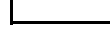
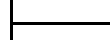
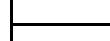
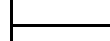
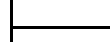
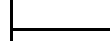
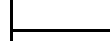
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Salary Summary	My Answer
Marketing & Communications/PR: Total Number of Positions	
Marketing & Communications/PR: Total FTEs	
Marketing & Communications/PR: Total Headcount	
Marketing & Communications/PR: Average Minimum Annual Salary Paid	\$
Marketing & Communications/PR: Average Maximum Annual Salary Paid	\$

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er type.

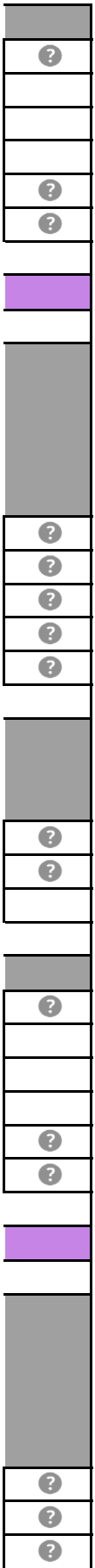


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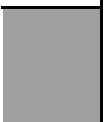
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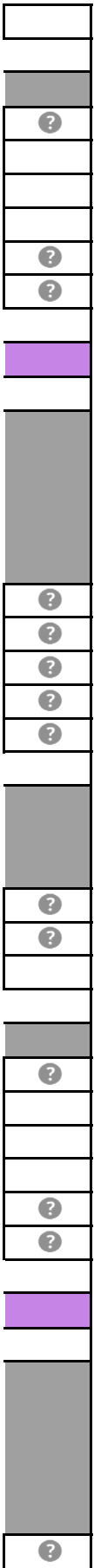
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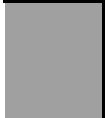
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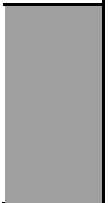
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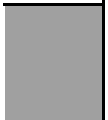
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REAL-TIME Compensation BENCHMARKING



Export Report - All Data
Date: 2/7/2022

NOTES: * denotes required question(s) | answer fields shaded in gray are calculated automatically by the online platform | a fields shaded in orange show out of range responses | symbols (\$, %) indicate the type of data being collected for that answer

Education & Meetings Positions

Select Positions	My Answer
Education and Meetings Positions	
VP/Director of Education	
Education Manager	
Education Coordinator	
Credentialing Program Specialist	
VP/Director of Meetings/Conventions	
Meeting Planner	
Exposition Manager	
Meetings Coordinator	

Compensation Details

VP/Director of Education

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	

Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Education Manager

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool
 HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Education Coordinator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, “uncheck” the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool
 HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. [Click here for help calculating this rate.](#)
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. [Currency Converter Tool](#)

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Credentialing Program Specialist

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. [Currency Converter Tool](#)

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. [Click here for help calculating this rate.](#)
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. [Currency Converter Tool](#)

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

VP/Director of Meetings/Conventions

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Meeting Planner

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Exposition Manager

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION	
If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate. Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Meetings Coordinator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	

Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. [Click here for help calculating this rate.](#)
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. [Currency Converter Tool](#)

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Salary Summary	My Answer
Education & Meetings Positions: Total Number of Positions	
Education & Meetings Positions: Total FTEs	
Education & Meetings Positions: Total Headcount	
Education & Meetings Positions: Average Minimum Annual Salary Paid	\$
Education & Meetings Positions: Average Maximum Annual Salary Paid	\$

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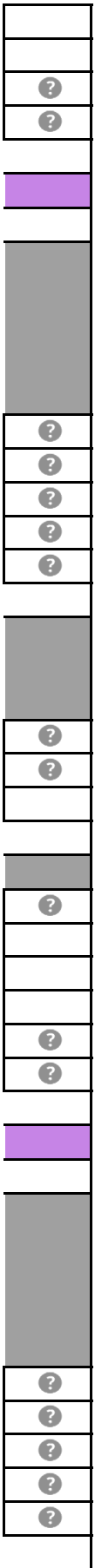
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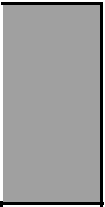
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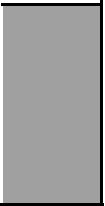
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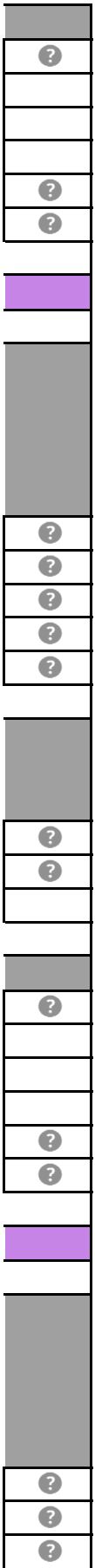
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REAL-TIME Compensation BENCHMARKING



Export Report - All Data

Date: 2/7/2022

NOTES: * denotes required question(s) | answer fields shaded in gray are calculated automatically by the online platform | a fields shaded in orange show out of range responses | symbols (\$, %) indicate the type of data being collected for that answer

Membership & Other Positions

Select Positions	My Answer
Membership & Other Positions	
VP/Director of Membership	
Membership Manager	
Membership Coordinator	
Component Relations/Regional Manager	
CIO/VP/Director of IT	
Website Content Manager	
Database Administrator	
Attorney	
Research/Statistics VP/Director	
Foundation EVP/VP/Director	
Sponsorship Director/Manager	

Compensation Details

VP/Director of Membership

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Membership Manager

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Membership Coordinator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	

Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Component Relations/Regional Manager

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION
 If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

CIO/VP/Director of IT

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Website Content Manager

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$

Average Annual Bonus/Incentive	\$
--------------------------------	----

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Database Administrator

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION

If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate.
 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Attorney

Enter your data for the position on the drop-down list above.
 Click Save & Next to advance to the next position on the drop-down list above.
 To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
 Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS

Total Headcount in this Position *	
------------------------------------	--

Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION	
If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate. Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Research/Statistics VP/Director

Enter your data for the position on the drop-down list above.
Click Save & Next to advance to the next position on the drop-down list above.
To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool

HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	

COMPENSATION	
If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate. Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	

Years in Current Role	
Foundation EVP/VP/Director	
<p>Enter your data for the position on the drop-down list above. Click Save & Next to advance to the next position on the drop-down list above. To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next . Enter data in U.S. Dollars. Currency Converter Tool</p>	
HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	
COMPENSATION	
<p>If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate. Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool</p>	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	
Sponsorship Director/Manager	
<p>Enter your data for the position on the drop-down list above. Click Save & Next to advance to the next position on the drop-down list above. To remove a position from the list, return to the Select Positions tab, "uncheck" the selection and click Save & Next . Enter data in U.S. Dollars. Currency Converter Tool</p>	
HEADCOUNT DETAILS	
Total Headcount in this Position *	
Total Headcount in this Position with Multi-function Responsibilities	
Number of Individuals Identifying as Female in this Position	
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	
COMPENSATION	
<p>If this position is paid an hourly wage, please calculate pay as annual salary. Click here for help calculating this rate. Enter data in U.S. Dollars that corresponds with your most recently completed fiscal year. Currency Converter Tool</p>	

Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$

STAFFING

FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	

Salary Summary	My Answer
Membership & Other Positions: Total Number of Positions	
Membership & Other Positions: Total FTEs	
Membership & Other Positions: Total Headcount	
Membership & Other Positions: Average Minimum Annual Salary Paid	\$
Membership & Other Positions: Average Maximum Annual Salary Paid	\$

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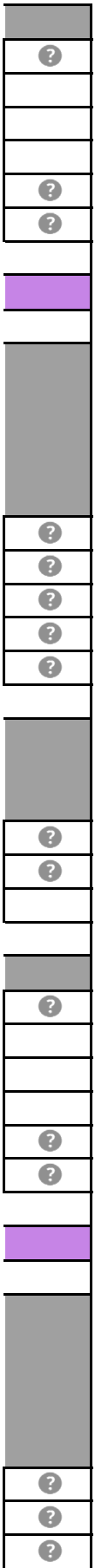


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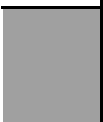
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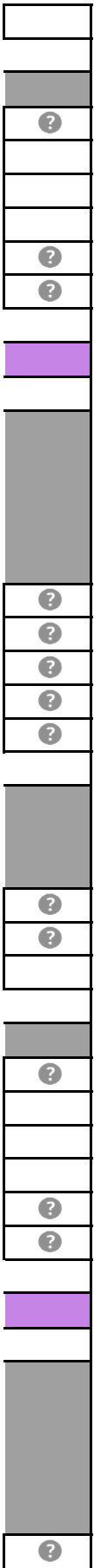
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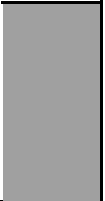
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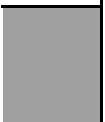
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REAL-TIME Compensation BENCHMARKING



Export Report - All Data

Date: 2/7/2022

NOTES: * denotes required question(s) | answer fields shaded in gray are calculated automatically by the online platform | a fields shaded in orange show out of range responses | symbols (\$, %) indicate the type of data being collected for that answer

Benefits & Insurance

Employee Benefits	My Answer
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Employee Benefits Overview

Employee Benefits Offered *	
Dental Insurance	
Disability Insurance - Long Term	
Disability Insurance - Short Term	
Employee Assistance Program (EAP)	
Group Indemnity	
HMO - Health Maintenance Organization plan	
HSA - Health Savings Account plan	
HRA - Health Reimbursement Account plan	
HDHP - High Deductible Health plan	
POS - Point of Service plan	
PPO - Preferred Provider Organization plan	
Life Insurance	
Post-retirement Health Benefits	
Vision Care Insurance	
Other	
None of the above	

HEALTH INSURANCE

Indicate your responses for the health insurance plan used by the majority of your full-time employees.

The total for each section should equal 100%.

Health Insurance for Employee (self)

Percentage of Total Monthly Premium paid by your Association for Employee (self)	%
Percentage of Total Monthly Premium paid by Employees for Employee (self)	%
Total Percentages of Health Insurance Premiums for Employee (self)	%

Health Insurance for Spouse/Partner

Percentage of Total Monthly Premium paid by your Association for Spouse/Partner	%
Percentage of Total Monthly Premium paid by Employees for Spouse/Partner	%
Total Percentages of Health Insurance Premiums for Spouse/Partner	%

Health Insurance for Spouse/Child(ren)	
Percentage of Total Monthly Premium paid by your Association for Spouse/Child(ren)	%
Percentage of Total Monthly Premium paid by Employees for Spouse/Child(ren)	%
Total Percentages of Health Insurance Premiums for Spouse/Child(ren)	%
Health Insurance for Family	
Percentage of Total Monthly Premium paid by your Association for Family	%
Percentage of Total Monthly Premium paid by Employees for Family	%
Total Percentages of Health Insurance Premiums for Family	%
Life Insurance	
Life Insurance Plans Offered *	
Accidental Death & Dismemberment	
Dependent Life Insurance	
Term Life	
Whole Universal Life	
Other	
We don't offer life insurance	
Life Insurance Benefit as Multiplier of Employee's Annual Earnings	
Equal to Annual Earnings	
1.5 Times Annual Earnings	
2 Times Annual Earnings	
2.5 Times Annual Earnings	
3 Times Annual Earnings	
Flat Rate	
Other	
Percentage of Life Insurance Premium Paid by your Association	%
Other Benefits	
Other Benefits Offered	
Commissions	
Bonus	
Profit Sharing	
Financial Planning Services	
Allows Personal Compensation from Outside Sources (e.g. consulting etc.)	
Low/no Interest Loan Program	
Mobile/Cell Phone Purchase	
Mobile/Cell Phone Monthly Fees	
Home Computer Purchase or Lease	
Home Internet Provider (ISP) Monthly Fees	
Local Transportation Subsidy	
Parking Subsidy	
Car Leasing	
Car Ownership	

Travel Expenses for Spouse/Domestic Partner	
County Residential Club Membership	
In-town Club Membership	
Professional Member Dues	
Professional License/Credentials Fees/Dues Reimbursement	
Maternity/Paternity Leave	

Paid Time Off	My Answer
----------------------	------------------

Paid Time Off Benefits	
-------------------------------	--

Paid Time Off Benefits Provided by Association *	
Holidays	
Personal Days	
Sick Days	
Vacation Days	
Bereavement or Funeral Leave Pay	
Jury Duty Pay	
Military Leave Pay	
Other Paid Time Off	
We don't offer paid time off	
Number of Paid Holiday Days Provided per Year	
Does Your Association Offer Unlimited PTO?	
Yes	
No	

Vacation	
-----------------	--

If unlimited PTO is granted, check n/a for the following questions .

Number of PTO Days Earned Per Year	
Number of Personal Days Provided Annually	
Vacation Time Eligibility	
Immediately Upon Hire	
Length of Service Requirement Must First be Met	
Employees Accrue Vacation Days on a Monthly Basis	
Vacation Time Eligibility Length of Service	
Vacation Day Carry-Over Policy	
Vacation Days Expire at End of Each Year	
Employee is Paid for Unused Vacation Days at End of Year	
Employee Can Carry Over Accrued, Unused Vacation Days	
No Established Carry-Over Policy	
Number of Vacation Days an Employee Can Carry Over	

Sick Leave	
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Number of Paid Sick Leave Days Earned per Year	
--	--

Retirement Plans	My Answer
-------------------------	------------------

Retirement Plans	
-------------------------	--

Retirement Plans Offered *	
----------------------------	--

401(k) Plan	
403(b) Plan	
457(b) Deferred Compensation Plan	
Defined Benefit Retirement Plan (Pension Plan)	
Defined Contribution Plan (Money Purchase Pension Plan)	
SEP (Employer Sponsored Retirement Plan)	
Simple IRA	
Other	
None	

Pension Plan Details	
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Average Percentage of Compensation for Each Year of Service for Defined Benefit Contribution Plan (Pension Plan)	%
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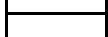
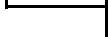
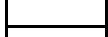
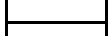
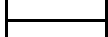
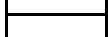
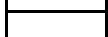
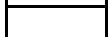
Vesting Details	
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Vesting Schedule for Organization Contributions	
Immediate Vesting	
Cliff Vesting	
Graded Vesting	
Cliff Vesting: Number of Years Until Employee is Fully Vested	
Graded Vesting: Number of Years Until Employee is Fully Vested	

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REAL-TIME Compensation BENCHMARKING



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Key Performance Indicators

KPIs	My Answer
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The following Key Performance Indicators are success drivers that, when measured periodically, will help you make progress your association's strategic goals.

Budget per FTE	\$
Revenue per FTE (Employee Productivity Rate)	\$
Total Expenses per FTE	\$
Benefits Expense per FTE	\$
Percentage of Workforce Cost	%
Employee Turnover Rate	%
Average Term of Employment	

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