Question
Your Association
Overview
What Year of Data Are You Entering?
Region
negion
Chaha
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 Black or African American ETEs
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
Componentian Datails
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 Marketing & Communications/PR Positions Select Positions Marketing & Communications/PR Positions

#### **Compensation 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  Minimum Annual Salary
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
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
Number of Individuals Identifying as Male in this Position  Verification of Total Headcount 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 9 Machines Desitions
Education & Meetings Positions Select Positions
Select Fusitions
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
Colony Cummony
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.help li { list-style:disc; display: list-item; width: 250px; margin-left:20px; font-family: Arial; font-size: 12px; max-width:250px;} US Northeast: CT, DE, ME, MA, PA, NH, NJ, NY, RI, VTUS Midwest: IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WIUS Southeast: AL, AR, FL, GA, KY, LA, MD, MS, NC, SC, TN, VA, DC, WVUS Southwest: AZ, NM, OK, TXUS West: CO, ID, MT, NV, UT, WYUS Pacific: AK, CA, HI, OR, WACanadaOther: 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.

Biracial includes two or more races.
This is automatically calculated. Click "Save" at the bottom of the page to see
the calculation. The total should equal 100%.

Enter the full-time employee headcount.

Enter the part-time employee headcount.

Calculate part-time FTEs by taking the total number of hours worked by your part-time employees and divide by 2,080 (annual hours worked). Download the FTE Calculator for assistance.

Contract staff are non-employees that augment the employee staff to complete company business. May be full-time (30+ hours per week) or part-time. Excludes consultants.

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

Check all that apply.

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

Enter the total number of COMBINED years of employment for all full-time employees in your association. Do not include part-time employees. Example calculation: 2 employees with 5 years of employment each plus 2 employees with 1 year of employment each equals a combined total of 12 years of employment for these 4 full-time employees.

Enter the number of terminated employees during the fiscal year. Include both voluntary and involuntary terminations.

Enter actual revenue, not planned or budgeted revenue.

Enter actual expenses, not planned or budgeted expenses.

Includes bonuses, commissions, and performance-based compensation.

Includes bonuses, commissions, and performance-based compensation. Include COVID-related tax credits if applicable within your fiscal year.

Include benefit expenses that your association provides voluntarily to employees, such as reimbursed expenses and employer contributions toward insurance and retirement plans.

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

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%.
This is automatically calculated. Click "Save" at the bottom of the page to see
the calculation. The total should equal 100%.
'
This is automatically calculated. Click "Save" at the bottom of the page to see
the calculation. The total should equal 100%.
the calculation. The total should equal 100%.
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.
Charle all that apply
Check all that apply.
Indicate the types of paid time off provided by your association. Check all that
apply.
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.		
by the total payrolly 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.		



My Answer

Export Report - All Data

Your Association

Overview

KS

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

	1019 7 111300 21
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	e location.
Region *	
US Northeast	
US Midwest	
US Southeast	
US Southwest	
US West	
US Pacific	
Canada	
Other	
State *	
AK	
AL	
AR	
AZ	
CA	
СО	
СТ	
DC	
DE	
FL	
GA	
HI	
IA	
ID	
IL	
IN	

КҮ	
LA	
MA	
MD	
ME	
MI	
MN	
MO	
MS	
MT	
NC	
ND	
NE	
NH	
NJ	
NM	
NV	
NY	
ОН	
ОК	
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 Company Members * Number of Individual Members *	
Number of Individual Members *  Diversity, Equity & Inclusion	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion Staffing Demographics Overview for Full-Time Equivalents (FTEs)	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion Staffing Demographics Overview for Full-Time Equivalents (FTEs) Age Demographic for Largest Portion of FTEs * Gen Z (1996-2015)	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion  Staffing Demographics Overview for Full-Time Equivalents (FTEs)  Age Demographic for Largest Portion of FTEs *	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion Staffing Demographics Overview for Full-Time Equivalents (FTEs) Age Demographic for Largest Portion of FTEs * Gen Z (1996-2015)	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion  Staffing Demographics Overview for Full-Time Equivalents (FTEs)  Age Demographic for Largest Portion of FTEs *  Gen Z (1996-2015)  Millennial (1977-1995)	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion 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)	My Answer
Number of Individual Members *  Diversity, Equity & Inclusion  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)	%
Number of Individual Members *  Diversity, Equity & Inclusion 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)	
Number of Individual Members *  Diversity, Equity & Inclusion  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 *	%
Number of Individual Members *  Diversity, Equity & Inclusion 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)	%
Number of Individual Members *  Diversity, Equity & Inclusion  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.	%
Number of Individual Members *  Diversity, Equity & Inclusion 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)	%
Number of Individual Members *  Diversity, Equity & Inclusion  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.	%
Number of Individual Members *  Diversity, Equity & Inclusion  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.	%
Number of Individual Members *  Diversity, Equity & Inclusion  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 *	%
Number of Individual Members *  Diversity, Equity & Inclusion  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 *	% % %

Racial Identity of Full-Time Equivalents (FTEs)	
For the purposes of this study, the racial categories selected align with the employe	ment data collected by the Equal Employ
Opportunity Commission (EEOC). We recognize that the categories do not fully repr	esent 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	
	NA. Anguar
Staffing Full-Time and Part-Time Staff	My Answer
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
Finances  Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	· · · · · · · · · · · · · · · · · · ·
	· · · · · · · · · · · · · · · · · · ·
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	· · · · · · · · · · · · · · · · · · ·
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Your Association's Budget	year. Currency Converter Tool
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your Association's Budget  Annual Operating Budget *	year. Currency Converter Tool
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your Association's Budget  Annual Operating Budget *  Total Revenue *	\$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your Association's Budget  Annual Operating Budget *  Total Revenue *	\$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your Association's Budget  Annual Operating Budget *  Total Revenue *  Total Expenses *	\$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your Association's Budget  Annual Operating Budget *  Total Revenue *  Total Expenses *  Payroll Expenses	\$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your Association's Budget  Annual Operating Budget *  Total Revenue *  Total Expenses *  Payroll Expenses  Enter the total annual payroll expenses for the following items:	\$ \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal 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	\$ \$ \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal 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	\$ \$ \$ \$ \$ \$

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Export Report - All Data

Date: 2/7/2022

Account Name: Georgia Society of Association Executives

Created By: Wendy Kavanagh

Average Annual Bonus/Incentive

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

ricids stidded in ordinge show out of range responses   symbols (\$7,70) indicate the typ	c of data being conceted for that answ
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	My Answer
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 se	election 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	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$

STAFFING	
FTE Employees in this Position * Position Status	
Exempt Non-Evernet	
Non-Exempt	
Hours Worked per Week in this Position * Years in Current Role	
Years in Current Role	
COO/Deputy Director	
COO/Deputy Director	
entre en el de Contro de Marcontro de la Parella de la Par	
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 se	election 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 Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your most recently complete fiscal your most	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your most recently complete fiscal your most r	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your most recently complete fiscal your most	ear. Currency Converter Tool
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your most recentl	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your most recentl	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your most recentl	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position *  Position Status	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your minimum Annual Salary Maximum Annual Salary Average Annual Bonus/Incentive  STAFFING FTE Employees in this Position * Position Status Exempt	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position *  Position Status  Exempt  Non-Exempt	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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 *	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position *  Position Status  Exempt  Non-Exempt	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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 *	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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.	ear. Currency Converter Tool \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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.	ear. Currency Converter Tool  \$ \$ \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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 set	ear. Currency Converter Tool  \$ \$ \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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 selected the position on the drap data in U.S. Dollars. Currency Converter Tool	ear. Currency Converter Tool  \$ \$ \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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 select data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS	ear. Currency Converter Tool  \$ \$ \$ \$
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your 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 selected the position on the drap down the list, "uncheck" the selected the position on the drap down the list, "uncheck" the selected the position on the drap down the list, "uncheck" the selected the position on the drap down the list, "uncheck" the selected the position on the drap down the list, "uncheck" the selected the position on the drap down the list, "uncheck" the selected the position on the drap down the list, "uncheck" the selected the position on the drap down the list, "uncheck" the selected data in U.S. Dollars. Currency Converter Tool	ear. Currency Converter Tool  \$ \$ \$ \$

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	
vernication of Total neadcount in this Position	
COMPENSATION	
If this position is paid an hourly wage, please calculate pay as annual salary. Clie	ck here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed t	fiscal year. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
CT A FFIAIC	
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	
numan resources vr/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 & Nevt
Enter data in U.S. Dollars. Currency Converter Tool	the selection and then save & Next.
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. Cli	ck here for help calculating this rate
Enter data in U.S. Dollars that corresponds with your most recently completed	
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 s	election 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 her	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal ${f y}$	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 ${f s}$	election 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 her	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	year. Currency Converter Tool

Minimum Annual Salary

\$

	Ι.
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 se	election 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	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. 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	

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 fis	scal 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" t	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 fis	scal year. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
-	1.
STAFFING	
FTE Employees in this Position *	1
Position Status	
Exempt	
<u> </u>	l l
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 abor To remove a position from the list, return to the Select Positions tab, "unche	
Enter data in U.S. Dollars. Currency Converter Tool	eck the selection and thick save & Next.
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  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 complete	
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 (III years)	
Formal Performance Review	
Termination Clause	
Severance Clause	
Severance for Non-renewal Contract	
	1

Benefits Paid During Severance Period	
Salary Paid After Severance Period	
CEO/Executive Benefits Overview	
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	
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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Export Report - All Data

Marketing & Communications/PR Positions

Marketing & Communications/PR Positions

Date: 2/7/2022

**Select Positions** 

Minimum Annual Salary

Maximum Annual Salary

Average Annual Bonus/Incentive

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

My Answer

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	My Answer
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 s	election and click Save & Next .
To remove a position from the list, return to the Select Positions tab, "uncheck" the s Enter data in U.S. Dollars. Currency Converter Tool	election and click Save & Next .
	election and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool	election and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS	election and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS Total Headcount in this Position *	election 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	election 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	election 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	election and click Save & Next .

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

\$

\$

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 se	election and click Save & Nevt
Enter data in U.S. Dollars. Currency Converter Tool	rection and thek save & Next.
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 Pernale in this Position  Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	
vernication 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 y	
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.	
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.	plaction and click Sava & Novt
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 se	election and click Save & Next .
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 se Enter data in U.S. Dollars. Currency Converter Tool	election and click Save & Next .
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 se Enter data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS	election and click Save & Next .
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 se Enter data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS Total Headcount in this Position *	election and click Save & Next .
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 se Enter data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS	election and click Save & Next .

Niverban of Individuals Intentifican as NASIs in this Desition	T
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	
COMPENSATION	
	- f        - +   +  -   +  -   +  -   +  -  -  -  -  -  -  -  -  -  -  -  -  -
If this position is paid an hourly wage, please calculate pay as annual salary. Click here	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
CT A FFINIC	
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 IDD	
Manager of Communications/PR	
manager of the Continuous Manager of the decoration of Parager of	
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 s	election 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	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	
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 se	election 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	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
STAFFING	T
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position * Years in Current Role	
reals in Current Role	
Social Media Manager	
ooda madaga	
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 se	election 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	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$

Average Annual Bonus/Incentive	\$
A trend ge 7 time du 2011 de 3, meen tre	Į¥
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	ne selection and click Save & Next .
Enter data in U.S. Dollars. Currency Converter Tool	
HEADCOUNT DETAILS	
Total Headcount in this Position *	1
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	
Vermoution of rotal frequencing in this resident	
COMPENSATION  If this position is paid an hourly wage, please calculate pay as annual salary. Click Enter data in U.S. Dollars that corresponds with your most recently completed fisc	
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	Ś
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STAFFING	ļ\$
STAFFING FTE Employees in this Position *	\$
FTE Employees in this Position *	
FTE Employees in this Position * Position Status	
FTE Employees in this Position * Position Status Exempt	
FTE Employees in this Position * Position Status Exempt Non-Exempt	
FTE Employees in this Position * Position Status Exempt Non-Exempt Hours Worked per Week in this Position *	
FTE Employees in this Position * Position Status Exempt Non-Exempt Hours Worked per Week in this Position *	
FTE Employees in this Position * Position Status Exempt Non-Exempt Hours Worked per Week in this Position * Years in Current Role	
FTE Employees in this Position * Position Status Exempt Non-Exempt Hours Worked per Week in this Position * Years in Current Role Legislative/Advocacy Coordinator	
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.	
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.	
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" t	
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 Enter data in U.S. Dollars. Currency Converter Tool	
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" t	

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	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	
Tears in earrene Note	
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 se	plaction and click Sava & Navt
Enter data in U.S. Dollars. Currency Converter Tool	election and thick save & Next.
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	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. 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 *	

	T
Years in Current Role	
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 he	
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	

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
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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Help









Export Report - All Data

Average Annual Bonus/Incentive

FTE Employees in this Position \*

**Position Status** 

Date: 2/7/2022

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

fields shaded in orange show out of range responses $ $ symbols ( $$$ , $%$ ) indicate the type	oe of data being collected for that answ
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	
	My Answer
Compensation Details	•
Compensation Details VP/Director of Education	
•	
VP/Director of Education	
VP/Director of Education  Enter your data for the position on the drop-down list above.	
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.	
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" table positions table pos	
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 senter data in U.S. Dollars. Currency Converter Tool	
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 select data in U.S. Dollars. Currency Converter Tool  HEADCOUNT 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 senter data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS  Total Headcount in this Position *	
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 senter data in U.S. Dollars. Currency Converter Tool HEADCOUNT DETAILS  Total Headcount in this Position * Total Headcount in this Position with Multi-function Responsibilities	
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 senter 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	
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 senter 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	
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 senter 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	
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 senter 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	selection and click Save & Next .
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 senter 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	selection and click Save & Next .
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 Senter 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	selection and click Save & Next .

	T
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 s	election 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	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
Minimum Annual Salary	\$
Minimum Annual Salary Maximum Annual Salary	\$ \$
Maximum Annual Salary Average Annual Bonus/Incentive	\$
Maximum Annual Salary Average Annual Bonus/Incentive	\$
Maximum Annual Salary Average Annual Bonus/Incentive STAFFING	\$
Maximum Annual Salary Average Annual Bonus/Incentive STAFFING	\$
Maximum Annual Salary Average Annual Bonus/Incentive  STAFFING FTE Employees in this Position *	\$
Maximum Annual Salary Average Annual Bonus/Incentive  STAFFING FTE Employees in this Position * Position Status	\$
Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position * Position Status  Exempt Non-Exempt	\$
Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position * Position Status  Exempt Non-Exempt	\$
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	\$
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	\$
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	\$
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.	\$
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.	\$
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 s	\$
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 s Enter data in U.S. Dollars. Currency Converter Tool	\$
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 s Enter data in U.S. Dollars. Currency Converter Tool	\$
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 s Enter data in U.S. Dollars. Currency Converter Tool	\$
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 senter data in U.S. Dollars. Currency Converter Tool  HEADCOUNT DETAILS	\$
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 senter data in U.S. Dollars. Currency Converter Tool  HEADCOUNT DETAILS  Total Headcount in this Position *	\$
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 senter data in U.S. Dollars. Currency Converter Tool  HEADCOUNT DETAILS  Total Headcount in this Position *  Total Headcount in this Position with Multi-function Responsibilities	\$
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 senter 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	\$

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 y	ear. 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 se	election 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	e for help calculating this rate.		
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. 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. Clic	
Enter data in U.S. Dollars that corresponds with your most recently completed fi	iscal year. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
CT A FFIAIC	
STAFFING	
FTE Employees in this Position *	
Position Status	
Exempt	
Non-Exempt	
Hours Worked per Week in this Position *	
Years in Current Role	
Meeting Planner	
wieeting riainiei	
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	the selection and thek save a mext.
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. Clic	k here for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fi	
, , , , , , , , , , , , , , , , , , ,	\$
Minimum Annual Salary	• •
·	\$
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 se	election 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		
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y		
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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Export Report - All Data

Membership & Other Positions

Membership & Other Positions
VP/Director of Membership

Minimum Annual Salary

Maximum Annual Salary

Average Annual Bonus/Incentive

Date: 2/7/2022

**Select Positions** 

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

My Answer

· ·	
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	My Answer
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

\$

\$

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 se	election 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	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal your	
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	
Tukan ya walaka fan kia masikia man kia aluan alaum liskakan ay	
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.	plaction and click Cova 9 Novt
To remove a position from the list, return to the Select Positions tab, "uncheck" the se	election 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	

Niverban of Individuals Islandifican as NASIs in this Desition	T
Number of Individuals Identifying as Male in this Position	
Verification of Total Headcount in this Position	
COMPENSATION	
	- f  -  -  -  -  -  -  -  -  -  -  -  -
If this position is paid an hourly wage, please calculate pay as annual salary. Click here	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	rear. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$
Average Annual Bonus/Incentive	\$
CT A FFILIC	
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 s	election 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	· Control of the later of the l
If this position is paid an hourly wage, please calculate pay as annual salary. Click here	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	
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 s	election 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	e for help calculating this rate.
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	
Minimum Annual Salary	\$
Maximum Annual Salary	Ś
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 s	election 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	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
Minimum Annual Salary	\$
Maximum Annual Salary	\$

	\$
Average Annual Bonus/Incentive	1.
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 se	election 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	
Verification of Total Headcount in this Position	
COMPENSATION  If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	
If this position is paid an hourly wage, please calculate pay as annual salary. Click here	
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	ear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary	ear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position *	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position *  Position Status	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position *  Position Status  Exempt	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y Minimum Annual Salary  Maximum Annual Salary  Average Annual Bonus/Incentive  STAFFING  FTE Employees in this Position *  Position Status  Exempt  Non-Exempt	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscally 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 *	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscally 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 *	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y 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	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y 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	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscally 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	sear. Currency Converter Tool
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y 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.	s s s s s s s s s s s s s s s s s s s
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y 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.	s s s s s s s s s s s s s s s s s s s
If this position is paid an hourly wage, please calculate pay as annual salary. Click here Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y 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 set	s s s s s s s s s s s s s s s s s s s

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	
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	
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 se	election 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	
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 holp calculating this rate
Enter data in U.S. Dollars that corresponds with your most recently completed fiscal y	
Minimum Annual Salary	
	\$
Maximum Annual Salary	\$
Maximum Annual Salary	
Maximum Annual Salary Average Annual Bonus/Incentive	\$
Maximum Annual Salary Average Annual Bonus/Incentive STAFFING	\$
Maximum Annual Salary Average Annual Bonus/Incentive  STAFFING FTE Employees in this Position *	\$
Maximum Annual Salary Average Annual Bonus/Incentive  STAFFING FTE Employees in this Position * Position Status	\$
Maximum Annual Salary Average Annual Bonus/Incentive  STAFFING FTE Employees in this Position * Position Status Exempt	\$
Maximum Annual Salary Average Annual Bonus/Incentive  STAFFING FTE Employees in this Position * Position Status	\$

Years in Current Role	
Foundation EVP/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. Cl	ick 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	
Sponsorship Director/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	
COLUDEN SATION	

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
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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## Help

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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
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 fu	ıll-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)	
referringe of Total Monthly Fremium 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	
referringe of rotal Monthly Fremium paid by your Association for Spouse/Farther	%
Percentage of Total Monthly Premium paid by Employees for Spouse/Partner	%
Total Percentages of Health Insurance Premiums for Spouse/Partner	0/2

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 .	
If unlimited PTO is granted, check n/a for the following questions .  Number of PTO Days Earned Per Year	
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	
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	
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Pension Plan Details	
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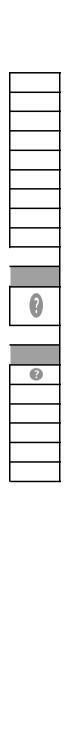
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Help 8 8 0 Help





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

Key Performance Indicators	
KPIs	My Answer
The following Key Performance Indicators are success drivers that, when measured po	eriodically, 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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Help

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