



2016 / 2017 NOT-FOR-PROFIT COMPENSATION REPORT - \$100 Off Special

Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC

Total Compensation Solutions is pleased to announce the availability of the 2016 / 2017 Not-For-Profit Compensation Report for non-participants. This survey covers 76 positions found in a sample of 654 not-for-profit organizations. For many organizations, this survey report has the potential to be a primary data source on compensation and pay policies for the not-for-profit sector and it includes the following information:

STATISTICS & OTHER PERTINENT DATA PROVIDED

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| <ul style="list-style-type: none"> • Executive Summary • Company Finance and Operating Data • Sample Organization Chart • Salary Administration Practices | <ul style="list-style-type: none"> • Salary Adjustments 2015, 2016 and 2017 • Benefits Policies • Annual Bonus/Incentive Plans • Board of Trustees Structure and Governance Issues |
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COMPENSATION DATA PROVIDED (WHEN AVAILABLE)

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| <ul style="list-style-type: none"> • Annual Base Salary (Avg., 25th, 50th, 75th) • Annual Bonus Paid (Avg., 25th, 50th, 75th) • Total Compensation (Avg., 25th, 50th, 75th) • Salary Ranges | <ul style="list-style-type: none"> • Geographical Breakouts • Organization Type • Size Breakouts (Operating Budget) • Exempt- Nonexempt Status |
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POSITIONS INCLUDED (PLEASE CALL FOR COMPLETE LIST)

<ul style="list-style-type: none"> Chief Executive Officer/ Executive Director Chief Operation Officer/ Deputy Ex. Director Top Legal Executive/ General Counsel Staff Attorney/ Assistant General Counsel Top Research Executive Research Director Research Manager Research Associate Top Human Resources Executive Human Resources Director Human Resources Manager Human Resources Generalist Top Administration Executive Top Facilities Executive Office Manager Top Government Affairs Executive Chief Financial Executive Controller Accounting Manager Treasurer Top Development Executive Top Grant Administration Executive Director of Membership Grant Proposal Manager Grant Proposal Writer Fundraising Manager 	<ul style="list-style-type: none"> Top Information Systems Executive Information Systems Director Information Systems Manager Website Director Systems Analyst-Intermediate Level Top Marketing Executive Top Public Relations Executive Marketing Director Marketing Manager Top Publications Executive Managing Editor Senior Editor Editor Art Director Production Director Fulfillment Manager Top Program Executive Top Professional Development Executive Program Director Education Director Training Specialist Director, Volunteer Services Program Associate Special Events Planner Social Worker
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SURVEY SUBSCRIBER ORDER FORM – \$100 Discount – End of Year Discount

The 2016 / 2017 Not-For-Profit Compensation Report is currently available. Please complete the required information and return this form via fax, mail or email: tbailey@total-comp.com
Fax 914-730-7303

<u>EMPLOYMENT</u>	<u>SURVEY FEE</u>	<u>INVOICING PROCEDURE</u>
Under 50 Employees <input type="checkbox"/> 50 & More Employees <input type="checkbox"/> Consulting Firms <input type="checkbox"/> (Single Office)	\$300 \$600 \$795	Send Bill <input type="checkbox"/> Purchase Order # _____ Check Enclosed <input type="checkbox"/> Credit Card: Visa, Master Card <input type="checkbox"/> or American Express – (TCS will will send a link by email)
<u>This survey is PDF Version Only</u> **Note: Refunds will not be granted after PDF is sent.		Take \$100 off list price – End of Year Discount <input type="checkbox"/>

INDIVIDUAL TO RECEIVE SURVEY REPORT:

NAME: _____
TITLE: _____
ORGANIZATION: _____
ADDRESS: _____

CITY/STATE/ZIP: _____
TELEPHONE: _____
FAX NUMBER: _____
e-Mail _____
SIGNATURE: _____ DATE: _____

Please complete and return this form to:

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