



2017 / 2018 NOT-FOR-PROFIT COMPENSATION REPORT

Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC

Total Compensation Solutions is pleased to announce the availability of the 2017 / 2018 Not-For-Profit Compensation Report for non-participants. This survey covers 79 positions found in a sample of 901 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 2016, 2017 and 2018 • 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)

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	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

The 2017 / 2018 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

EMPLOYMENT	SURVEY FEE	INVOICING PROCEDURE
Under 50 Employees <input type="checkbox"/>	\$300	Send Bill <input type="checkbox"/>
50 & More Employees <input type="checkbox"/>		Purchase Order # _____
Consulting Firms <input type="checkbox"/>	\$600	Check Enclosed <input type="checkbox"/>
(Single Office) <input type="checkbox"/>	\$795	Credit Card: Visa, Master Card <input type="checkbox"/>
PDF <input type="checkbox"/>		or American Express – (TCS will will send a link by email)
**Note: Refunds will not be granted on PDF purchases.		

INDIVIDUAL TO RECEIVE SURVEY REPORT:

NAME: _____

TITLE: _____

ORGANIZATION: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

TELEPHONE: _____

FAX NUMBER: _____

e-Mail _____

SIGNATURE: _____ **DATE:** _____

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