



2020 FOUNDATION EXECUTIVE COMPENSATION REPORT

Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC

Total Compensation Solutions is pleased to announce the availability of the 2020 Foundation Executive Compensation Report. This report covers 27 executive and director-level positions found in a sample of 823 foundations. The report includes compensation data on over 2,300 employees collected from the latest 990 forms. For many organizations, this report has the potential to be a primary data source on executive compensation for foundations in the United States and it includes the following information:

COMPENSATION DATA PROVIDED (WHEN AVAILABLE)

- Annual Base Salary (Avg., 25th, 50th, 75th)
- Annual Bonus Paid (Avg., 25th, 50th, 75th)
- Total Cash Compensation (Avg., 25th, 50th, 75th)
- Total Remuneration (Avg., 25th, 50th, 75th)
- Retirement, Non-taxable Benefits & Other Income (Avg., 25th, 50th, 75th)
- Six Revenue Cuts
- Six Assets Cuts
- Five Regional Cuts
- Three Cost-of-Labor Cuts (High/Medium/Low)
- Seven Major Metro Area Cuts (for eight select job titles)

JOB TITLES INCLUDED

Chief Executive Officer/Executive Director
 Chief Operation Officer/Dep. Executive Director
 Director of Communications
 Top Legal Executive/General Counsel
 Director of Research
 Top Human Resources Executive
 Human Resources Director
 Top Administrative Executive
 Chief Financial Officer
 Controller
 Treasurer
 Assistant Treasurer
 VP, Finance & Administration
 Chief Investment Officer
 Top Development Executive
 Top Grant Administration Executive
 Director of Development
 Director of Planned Giving
 Major Gifts Manager
 Top Information Systems Executive
 Top Marketing Executive
 Top Program Executive
 Program Director
 Program Associate
 Headmaster / Head of School
 Chief Advancement Officer

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REPORT SUBSCRIBER ORDER FORM

The 2020 Foundation Executive 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
Foundations <input type="checkbox"/>	\$495	Send Bill <input type="checkbox"/> Purchase Order # _____
Consulting Firms (Single Office) <input type="checkbox"/>	\$795	Check Enclosed <input type="checkbox"/>
Consulting Firms (Multiple Locations) <input type="checkbox"/>	\$3,000	Credit Card: Visa, Master Card <input type="checkbox"/> or American Express – (TCS 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: _____

Please complete and return this form to:

Total Compensation Solutions, LLC

Attn: Tom Bailey

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Armonk, NY 10504

Phone (914) 730 - 7300

Fax (914) 730-7303

www.Total-comp.com