



Annual Compensation Survey for Associations

A Member-Only Compensation Practices Survey is a Valuable Association Benefit

An annual compensation survey sponsored by Associations can be a valuable benefit made available to your members. This comprehensive and professional survey provides relevant and timely labor market information specific to your association's member companies. Salaries, bonuses, benefits and a variety of pay practice data are provided in an easy-to-read report to assist member companies in making competitive pay decisions throughout the year. All data is submitted by the member company directly and confidentially to a highly respected compensation firm who will process and report the information.

A Great Benefit to Your Members and to the Association

- A great membership benefit. This survey is only available to participating members of your association.
- Offers annual, current labor market information for positions your members are most interested in.
- Valuable, timely and validated market data is an excellent compensation planning tool
- Affordable, attractive benefit which will help attract and retain members
- Addresses trends and issues unique to your members' specific industry needs

Key Features

- The survey collects compensation information for typically between 20-60 positions, including executives, managers and individual contributors, and is customized to include positions most relevant to your member companies.
- Each year, members can offer input and recommendations to ensure the annual survey is relevant, and best reflects current pay practices and trends valuable to the participating members.
- Total Compensation data reported includes Base Salary, Incentives/Bonuses, and Total Cash Compensation.
- Pay Practices and Benefits Section typically includes various types of incentive plans, retirement and long-term plans, paid time off programs (sick, vacation, holidays), group insurance programs, automobile programs, (or other programs common to the industry).
- Salary increase budgets and practices, including Cost of Living and Merit increase practices, as well as other current trends are also surveyed and reported.
- The Executive Summary, Consultant's Comments and Recommendations offer excellent and timely insights into trends, market conditions and other relevant factors which may affect compensation decisions by employers in the coming year.
- *All data is considered highly confidential and is only seen by the outside compensation consulting firm. The report is made available only to those participating and is not sold or shared with anyone outside of those participants.*

Survey Report Format:

The compensation data is organized and consolidated into several levels, generally based upon company size (Revenues, Number of Employees, etc.). To reflect geographic differences, data can be reported regionally if there is sufficient data available. The hard copy report is sent to each participant and if desired by the association, may be made available in electronic (pdf-format).

Survey Sponsorship and Cost

The Association Compensation Survey is sponsored and paid for by the Association and there is no cost to the members to participate in the Association Annual Compensation Survey. It cannot be purchased by non-participants, and considered a valuable member benefit by associations as the report is available only to those who participate and provide their data.

The Survey cost is dependent upon the number of positions, varied benefits and pay practices, and potential number of participants. A detailed project proposal will be provided upon request.

How it Works

Survey input forms are sent via email to all Association members each year, typically in early January (or designated date) by the compensation consulting firm. All company data is compiled and reported by the company and submitted generally within 6 weeks/late February. (The Association does not receive any member data at any time.)

Data is submitted electronically in an easy-to-complete spreadsheet format directly to the outside compensation firm. Detailed instructions are included, as well as phone support as needed.

The Compensation Survey Report is mailed out to the designated company representative no later than early April. (Electronic copies may be offered at the discretion of Association management.)

A hosted webinar is available to participating companies to discuss the results of the survey and answer questions they may have.

Note: Only participating members are eligible to receive the survey. The information is never sold, given away, or provided to anyone other than participating companies.

About Cypress Ridge Solutions

For over 20 years, Cypress Ridge Solutions has worked with clients on their compensation and Human Resources planning needs to ensure they have the right people doing the right things. Cypress Ridge offers practical, highly effective solutions to address their clients' specific business objectives and company cultures. Cherryll Sevy is an expert in compensation plan designs, including company-wide salary structures, sales incentive plans and executive incentive plan designs.

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