

Q1 In what country is your organization based?

Answered: 957 Skipped: 0

Answer Choices	Responses	
United States	77.32%	740
Australia	1.67%	16
Bangladesh	0.10%	1
Belgium	0.10%	1
Bosnia and Herzegovina	0.10%	1
Brazil	0.52%	5
Bulgaria	0.21%	2
Burma	0.10%	1
Canada	6.79%	65
Cape Verde	0.10%	1
China	0.21%	2
Colombia	0.10%	1
Cyprus	0.10%	1
Denmark	0.10%	1
Egypt	0.21%	2
Finland	0.10%	1
France	0.21%	2
Georgia	0.21%	2
Ghana	0.31%	3
Greece	0.21%	2
Guinea	0.31%	3
India	0.52%	5
Ireland	0.31%	3
Italy	0.63%	6
Kenya	0.42%	4
Lebanon	0.21%	2
Malaysia	0.10%	1
Mexico	0.21%	2
Netherlands	0.52%	5
New Zealand	3.03%	29



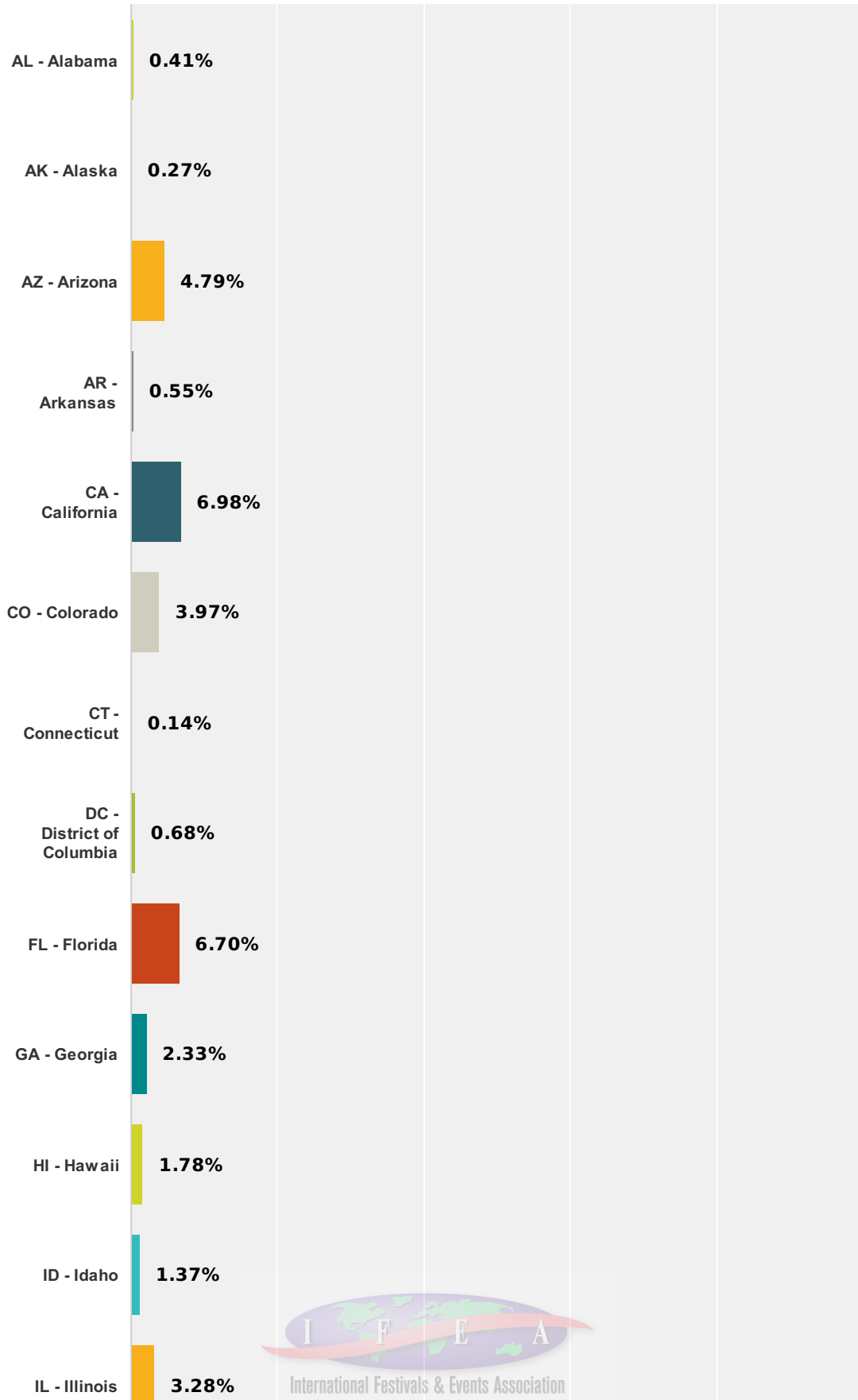
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Nigeria	0.63%	6
Norway	0.10%	1
Oman	0.10%	1
Pakistan	0.10%	1
Romania	0.10%	1
Senegal	0.10%	1
Sierra Leone	0.10%	1
Singapore	0.21%	2
Slovenia	0.31%	3
South Africa	0.10%	1
Spain	0.31%	3
Sweden	0.10%	1
Switzerland	0.21%	2
Turkey	0.10%	1
United Arab Emirates	0.42%	4
United Kingdom	1.78%	17
Zimbabwe	0.10%	1
Total		957

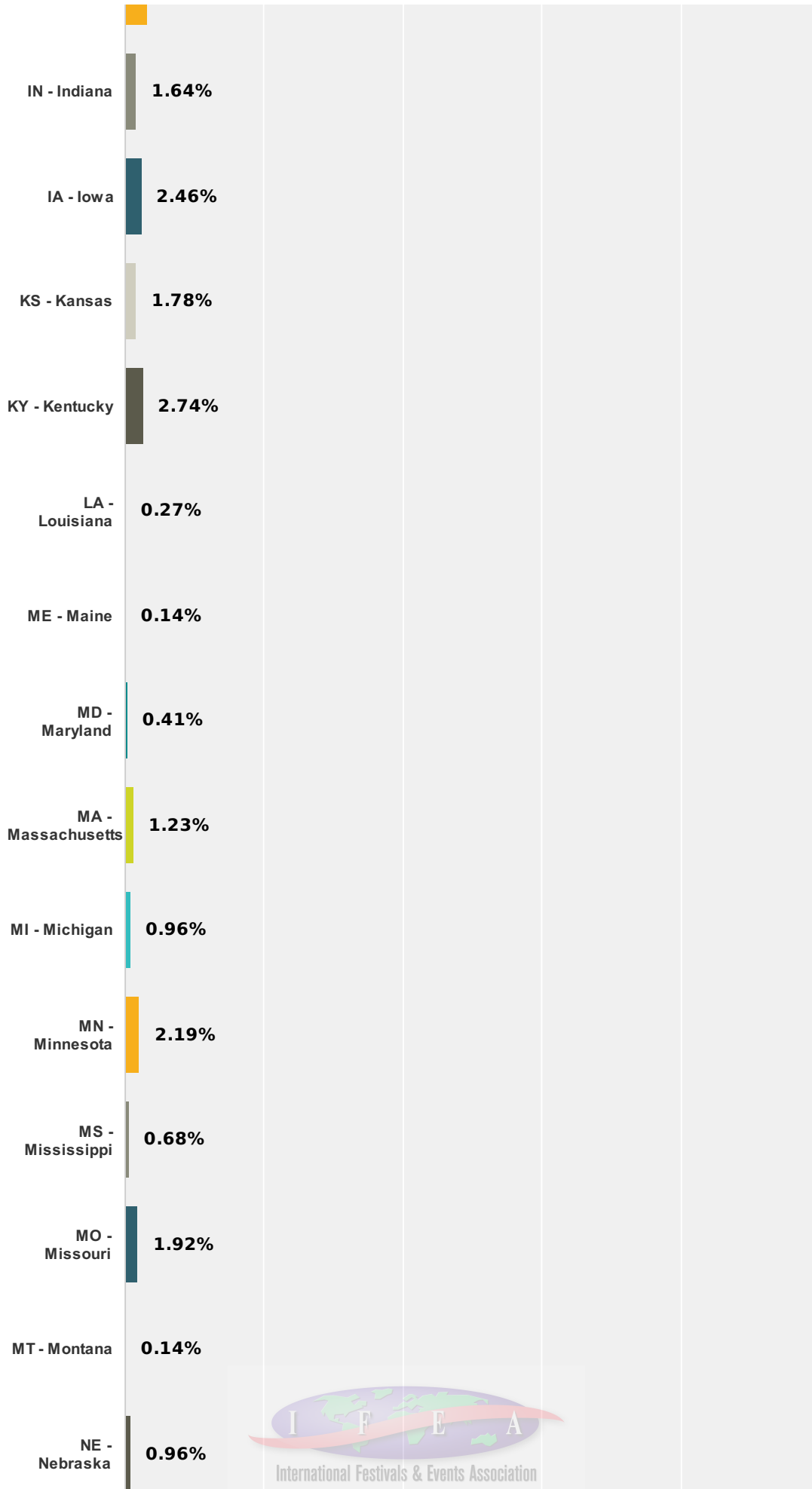


Q2 In what State or U.S. Territory is your organization based?

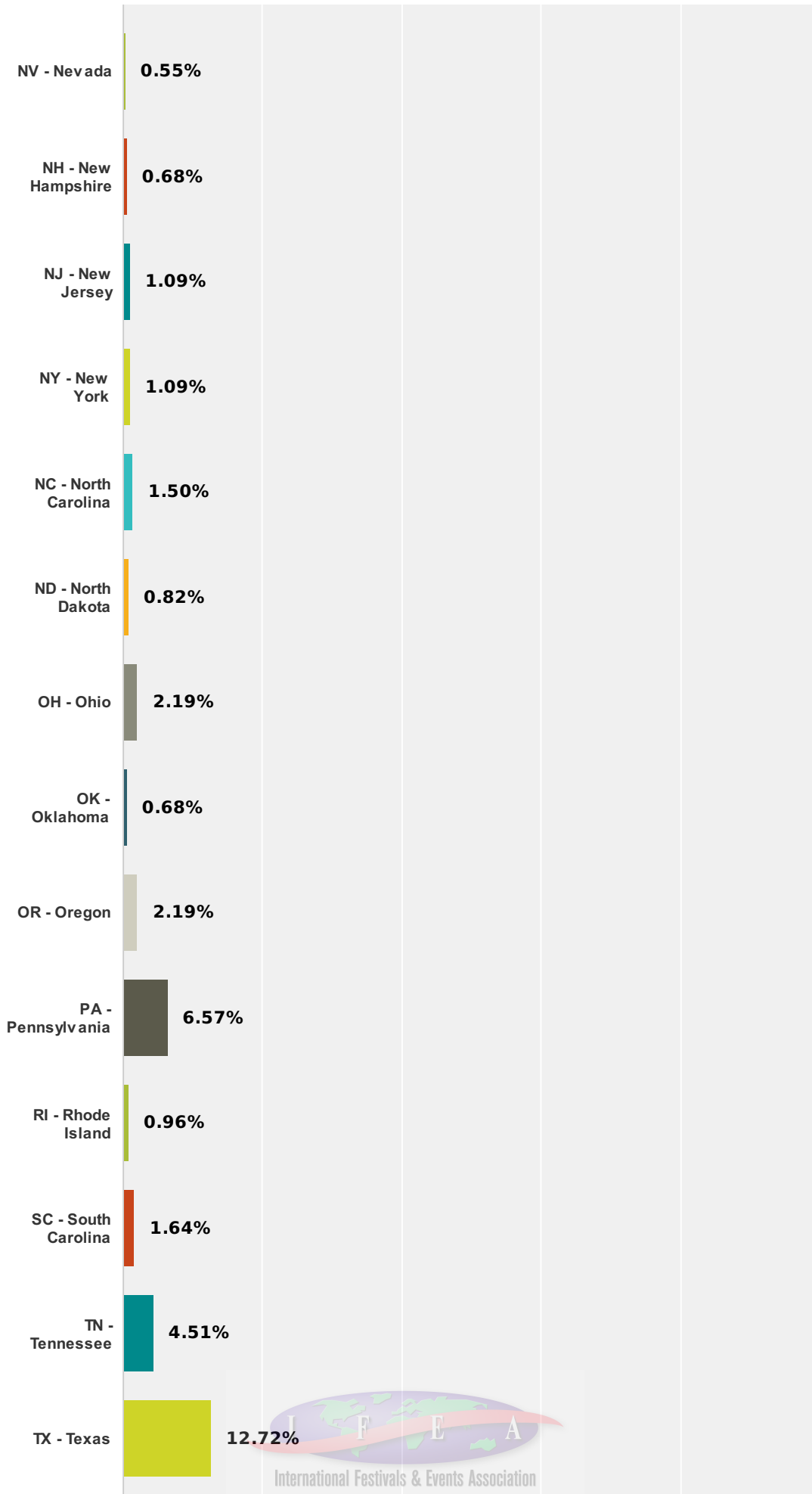
Answered: 731 Skipped: 226



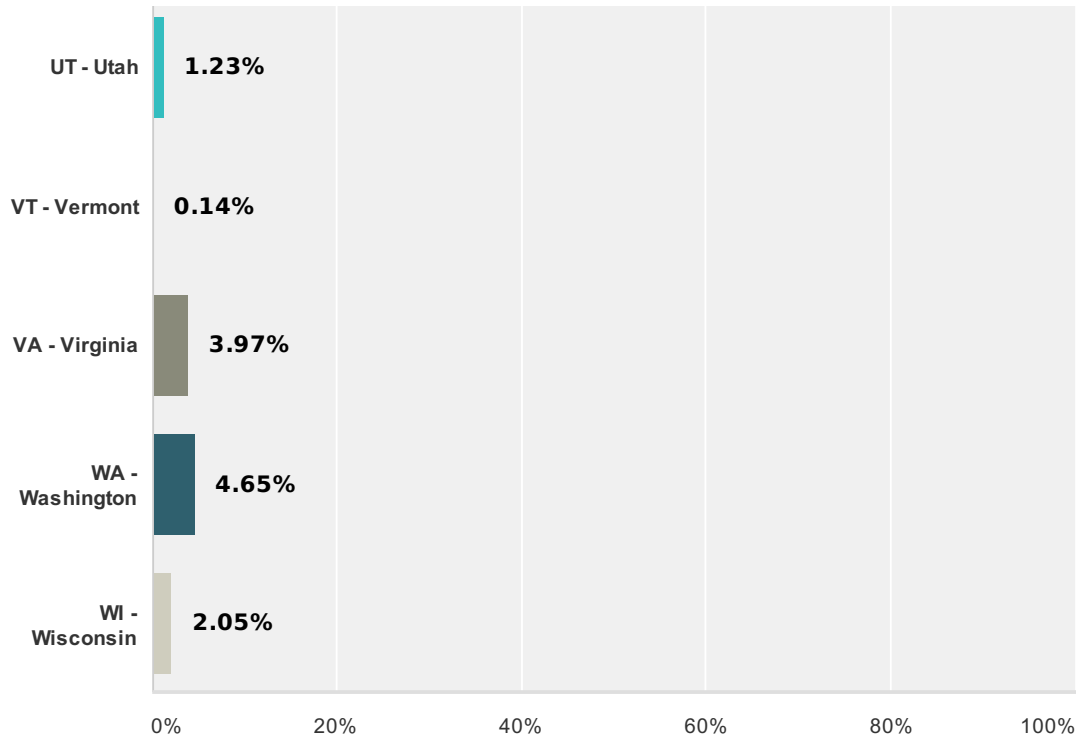
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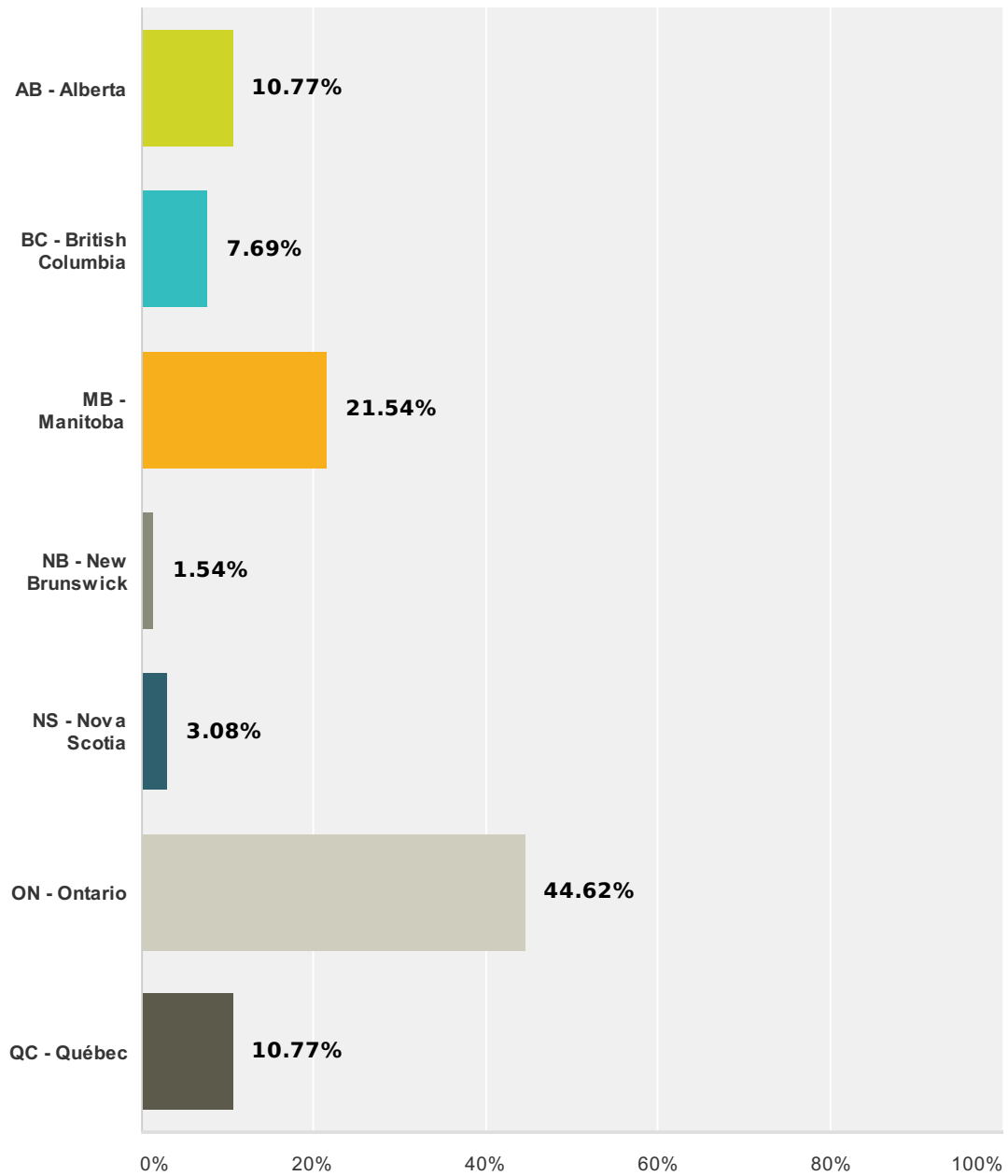


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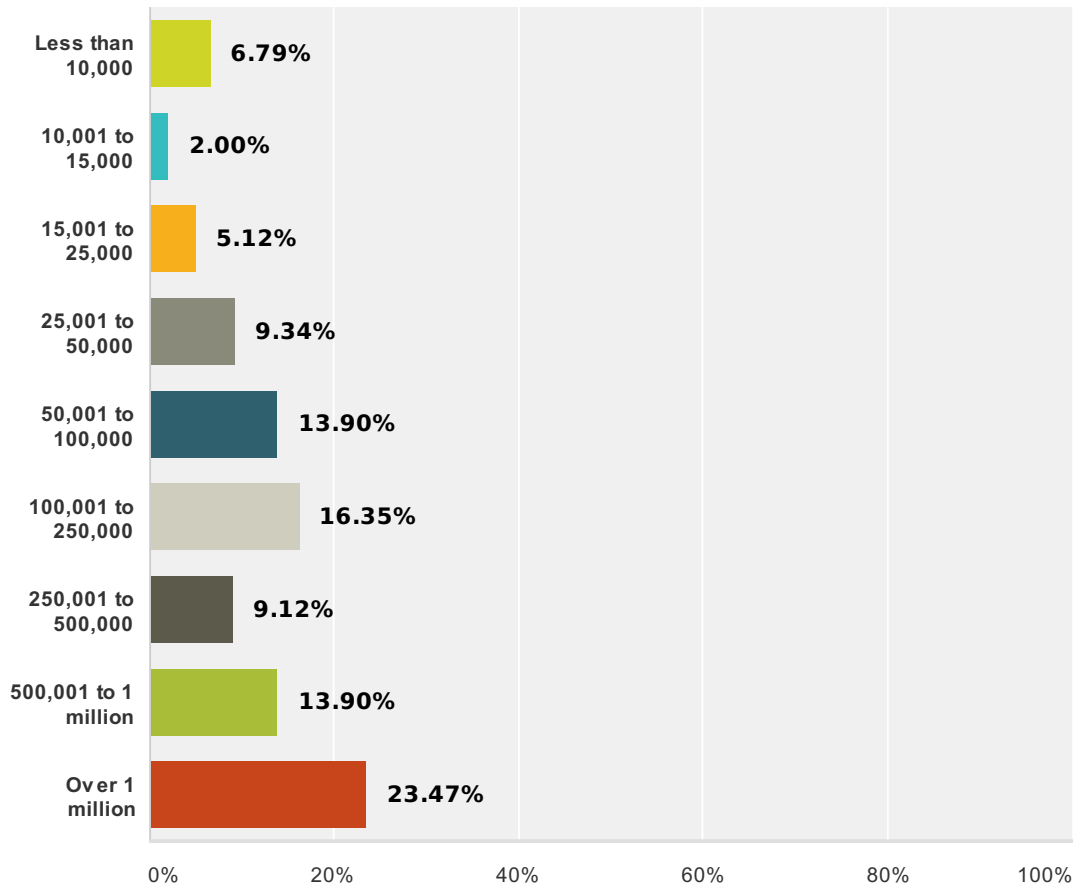
Q3 In what Province or Territory is your organization based?

Answered: 65 Skipped: 892



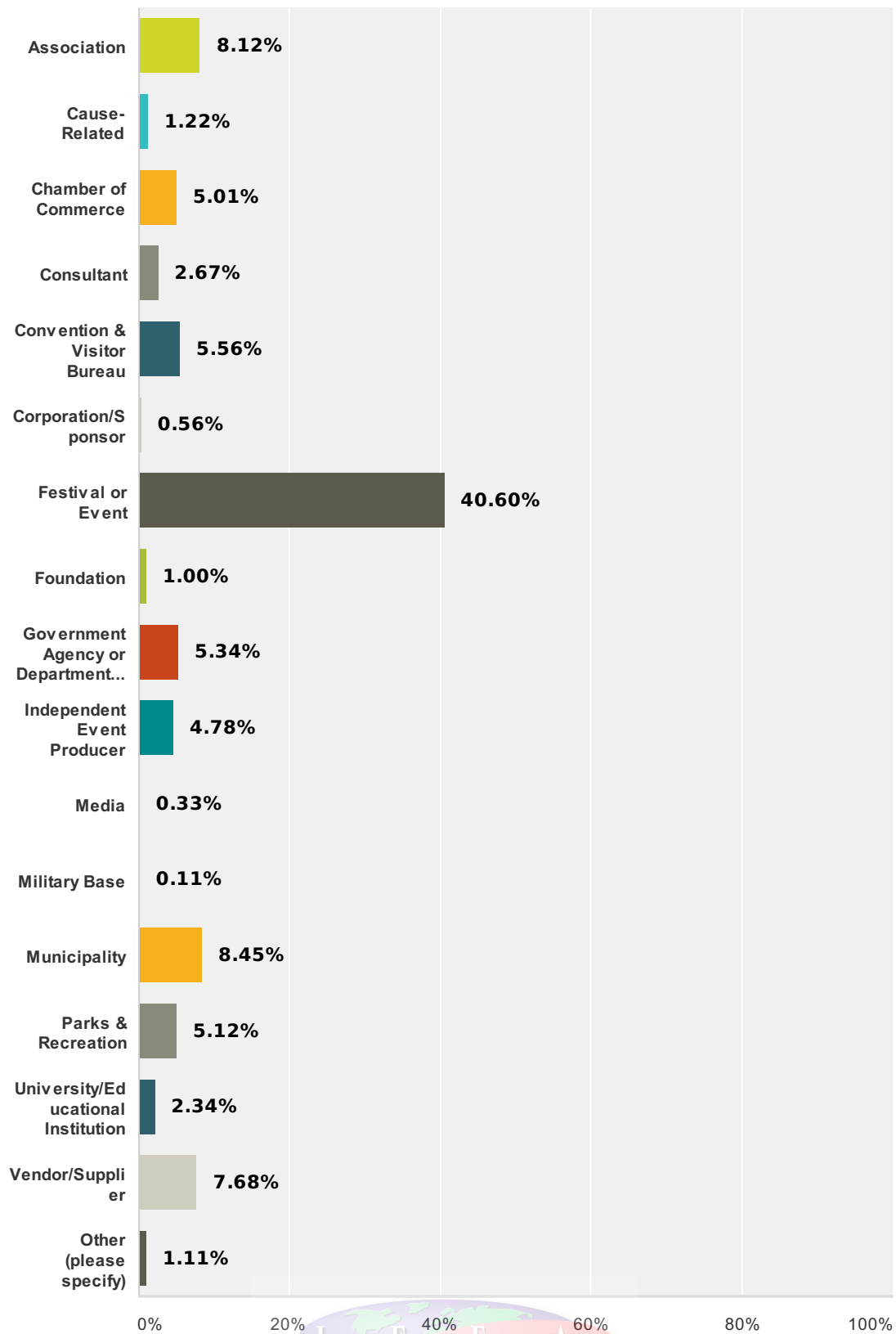
Q4 What is the population of your city?

Answered: 899 Skipped: 58



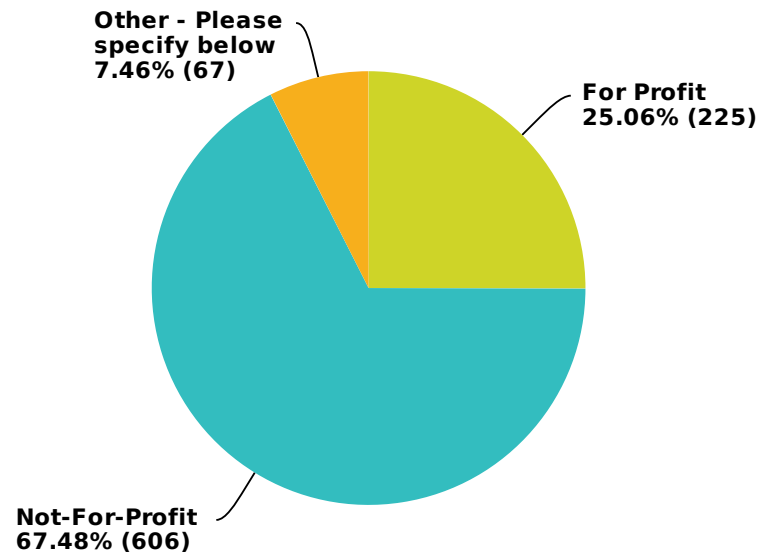
Q5 What is your organization business category? (If more than one apply, please choose the most applicable.)

Answered: 899 Skipped: 58



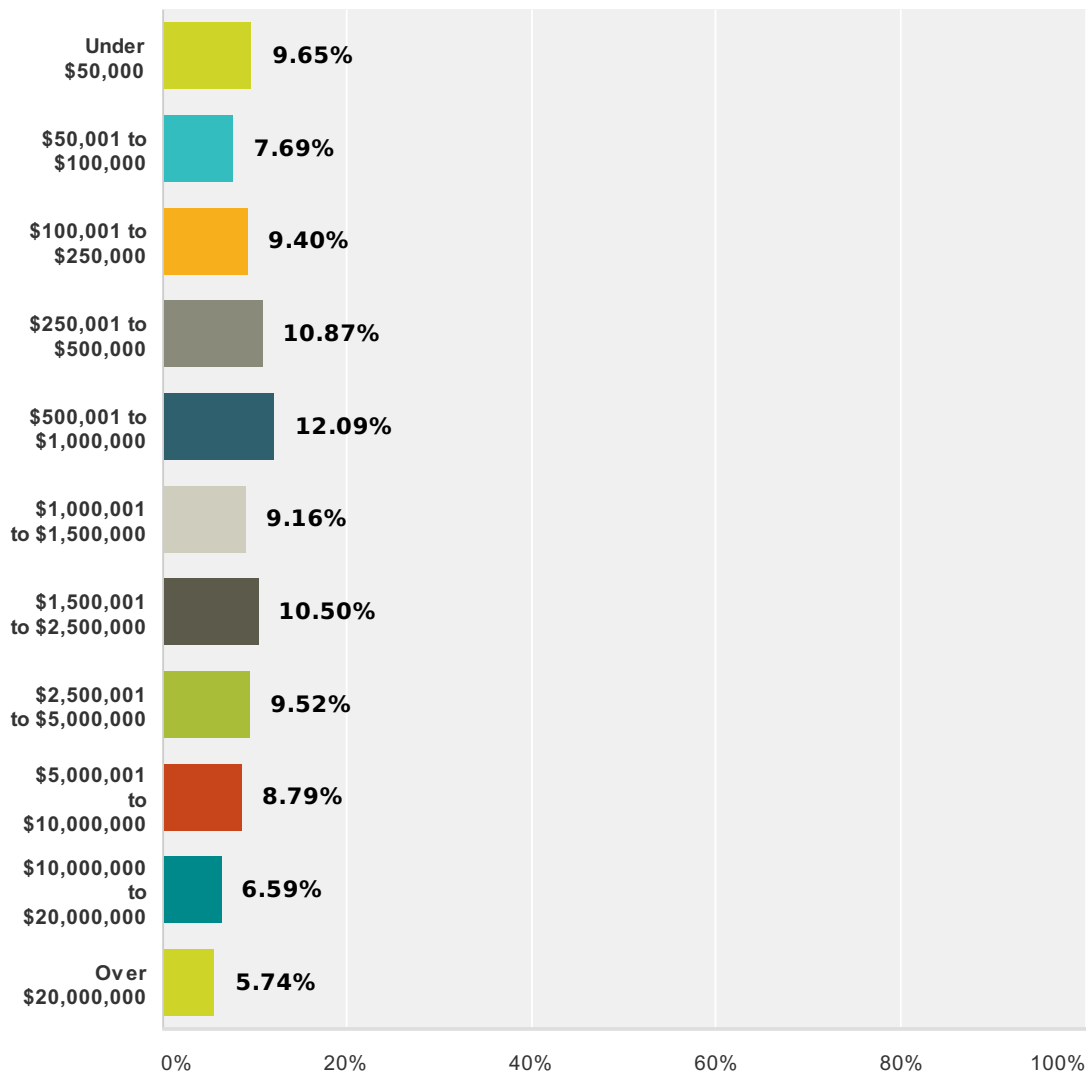
Q6 Is your organization For-Profit or Not-For-Profit?

Answered: 898 Skipped: 59



Q7 What is your Organization's Budget Level? (Note: Budget level is based upon total gross revenues.)

Answered: 819 Skipped: 138



Q8 Over the past 5 years, did your overall organization staff size increase, decrease or Stay the Same? Please answer by indicating the percentage your staff size increased or decreased. If your staff size stayed the same, answer "Stayed the Same" in that column.

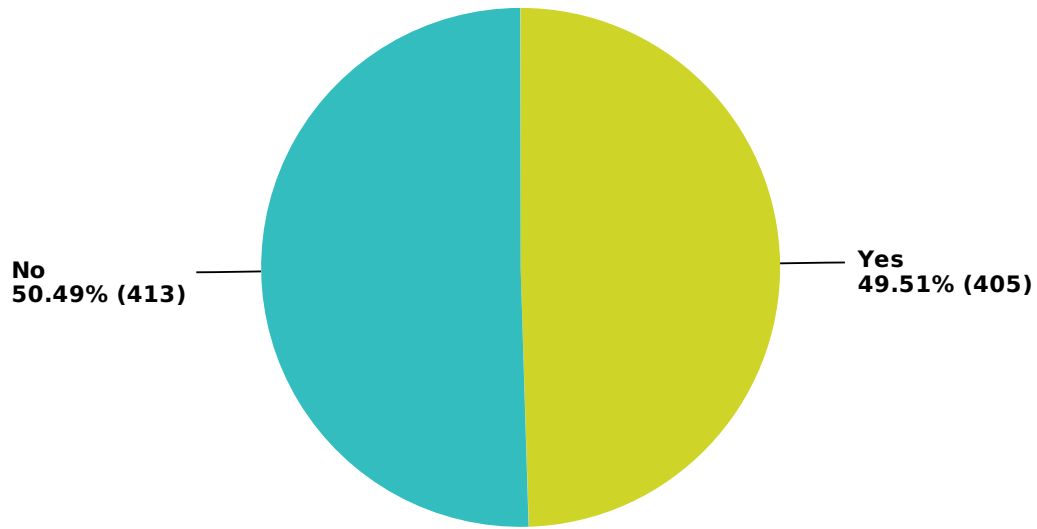
Answered: 805 Skipped: 152

Percentage of Increase													
	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-99%	100%	Total
Staff Size	24.70% 103	28.06% 117	15.11% 63	7.67% 32	1.92% 8	6.95% 29	0.96% 4	0.24% 1	1.20% 5	0.72% 3	0% 0	12.47% 52	417
Percentage of Decrease													
	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-99%	100%	Total
Staff Size	42.48% 96	17.70% 40	11.06% 25	8.85% 20	7.96% 18	7.96% 18	1.77% 4	1.33% 3	0.44% 1	0.44% 1	0% 0	0% 0	226
Stayed The Same													
	Stayed the Same											Total	
Staff Size	100% 381											381	



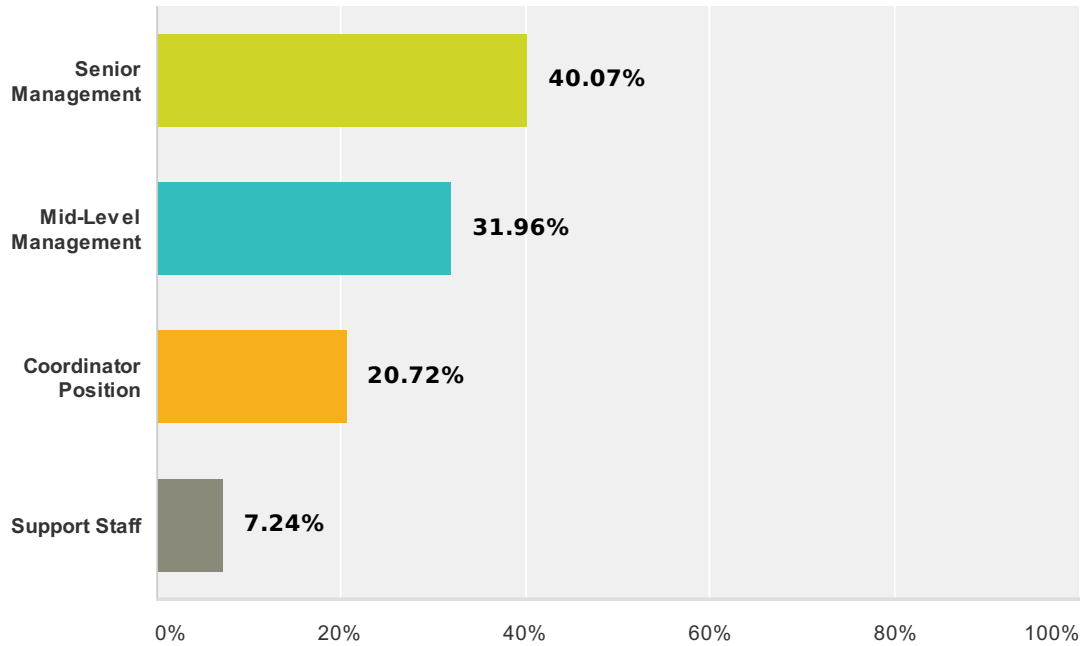
Q9 Does your organization plan to hire any additional staff within the next 2 years?

Answered: 818 Skipped: 139



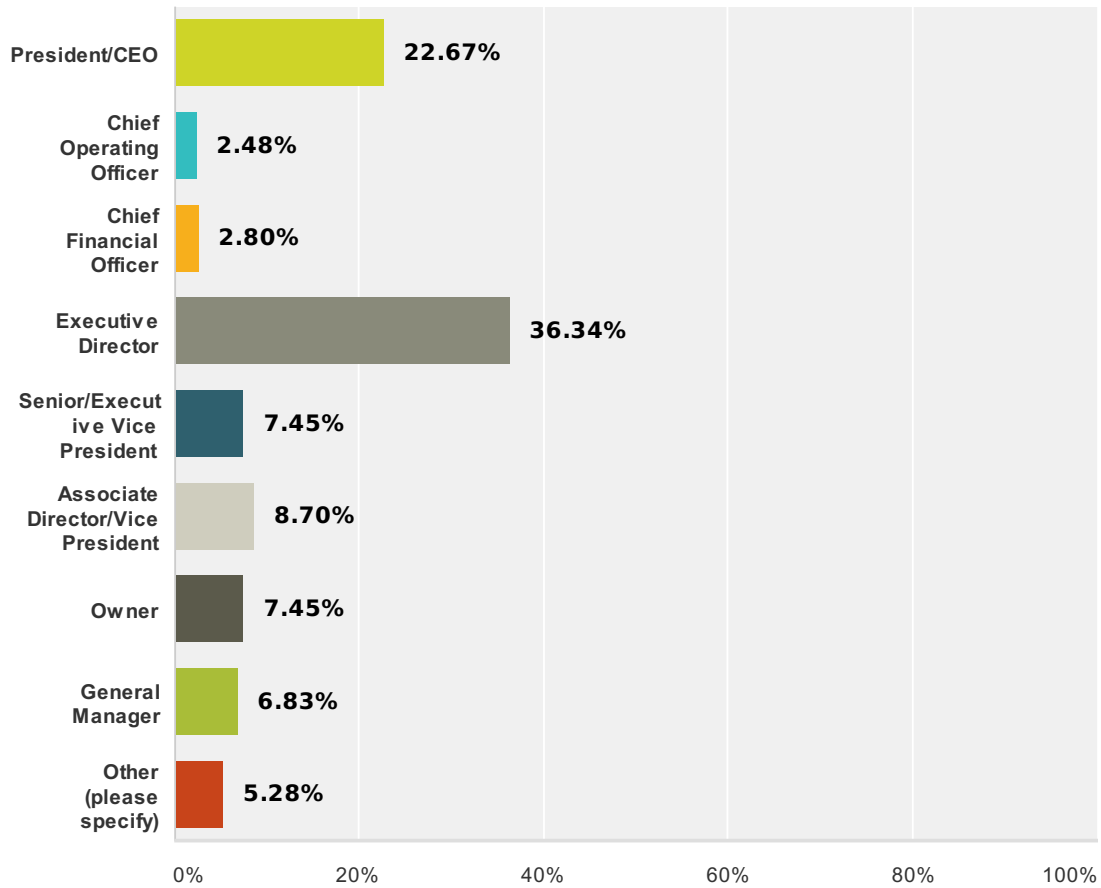
Q10 Please select the management position for the employee you are entering data for from the list below. (You will go on to specify the position in more detail in the next question):

Answered: 801 Skipped: 156



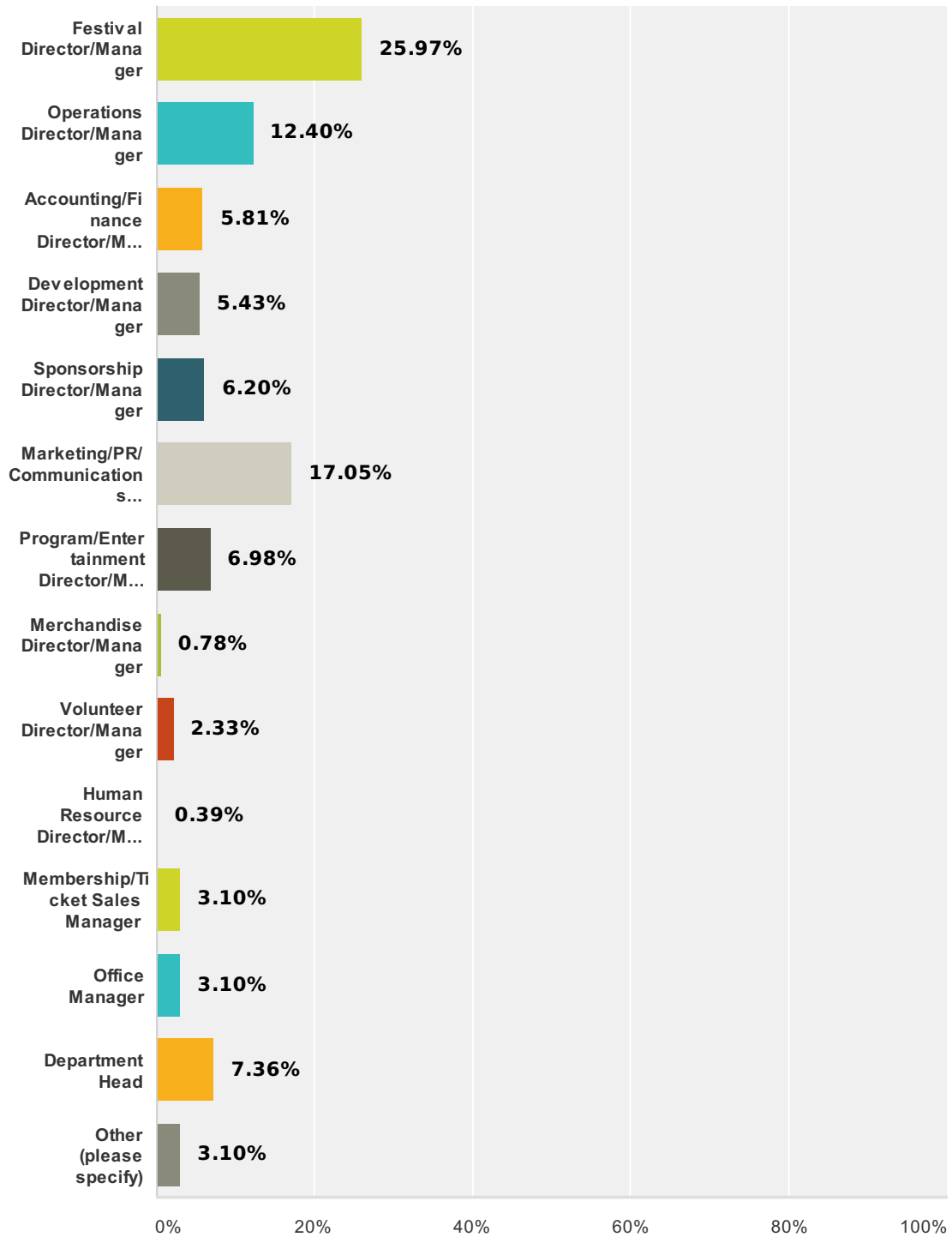
Q11 Please specify which Senior Management position you are entering data for from the list below:

Answered: 322 Skipped: 635



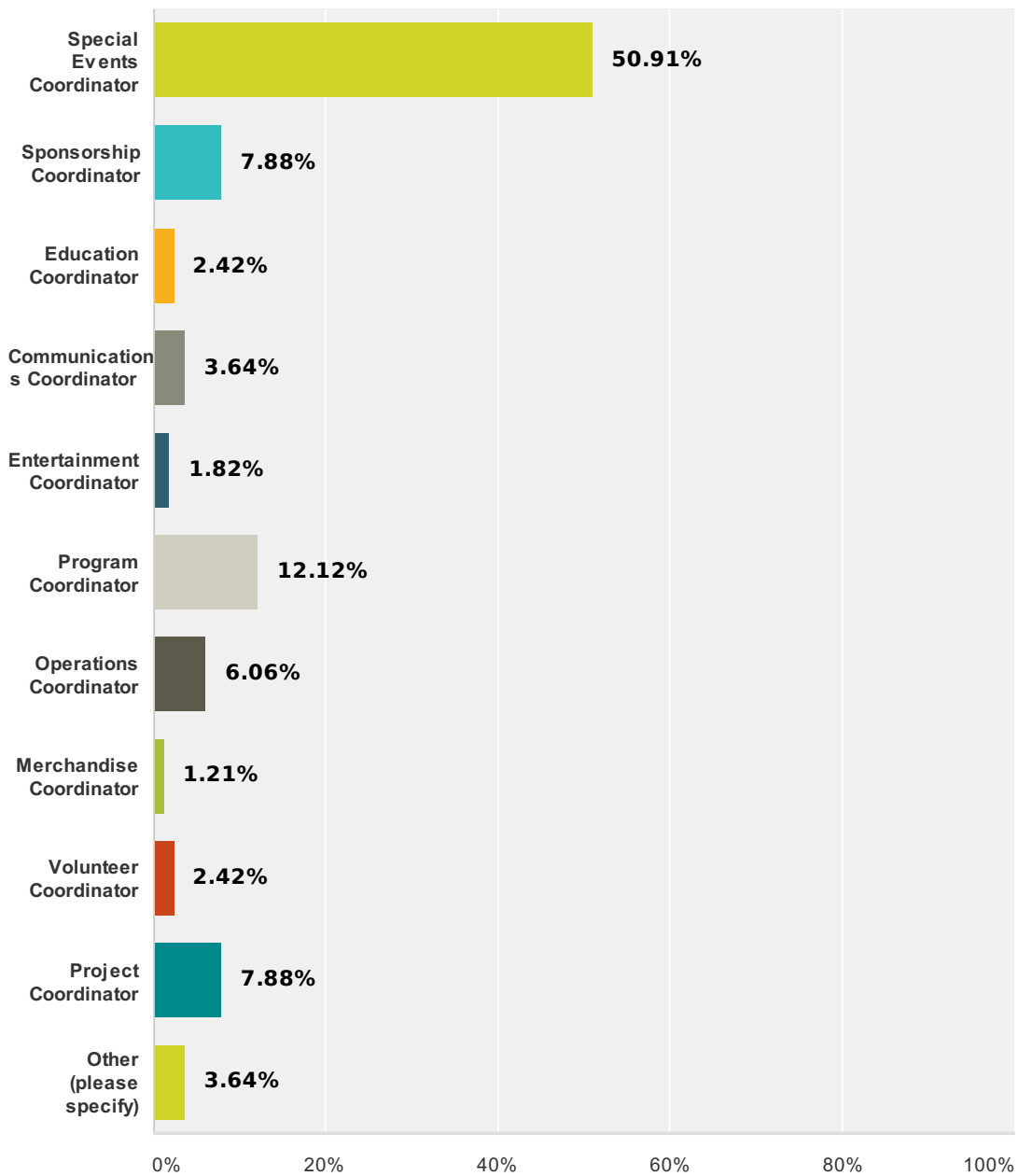
Q12 Please specify which Mid-Level Management position you are entering data for from the list below:

Answered: 258 Skipped: 699



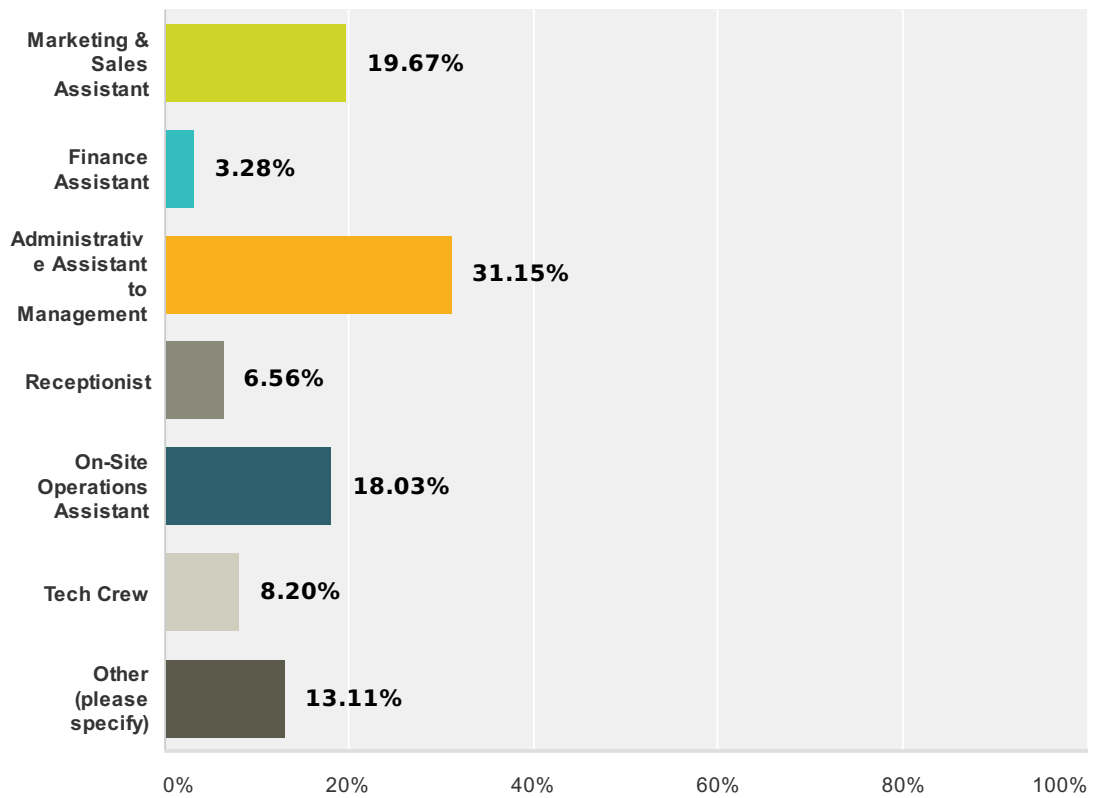
Q13 Please specify which Coordinator position you are entering data for from the list below:

Answered: 165 Skipped: 792



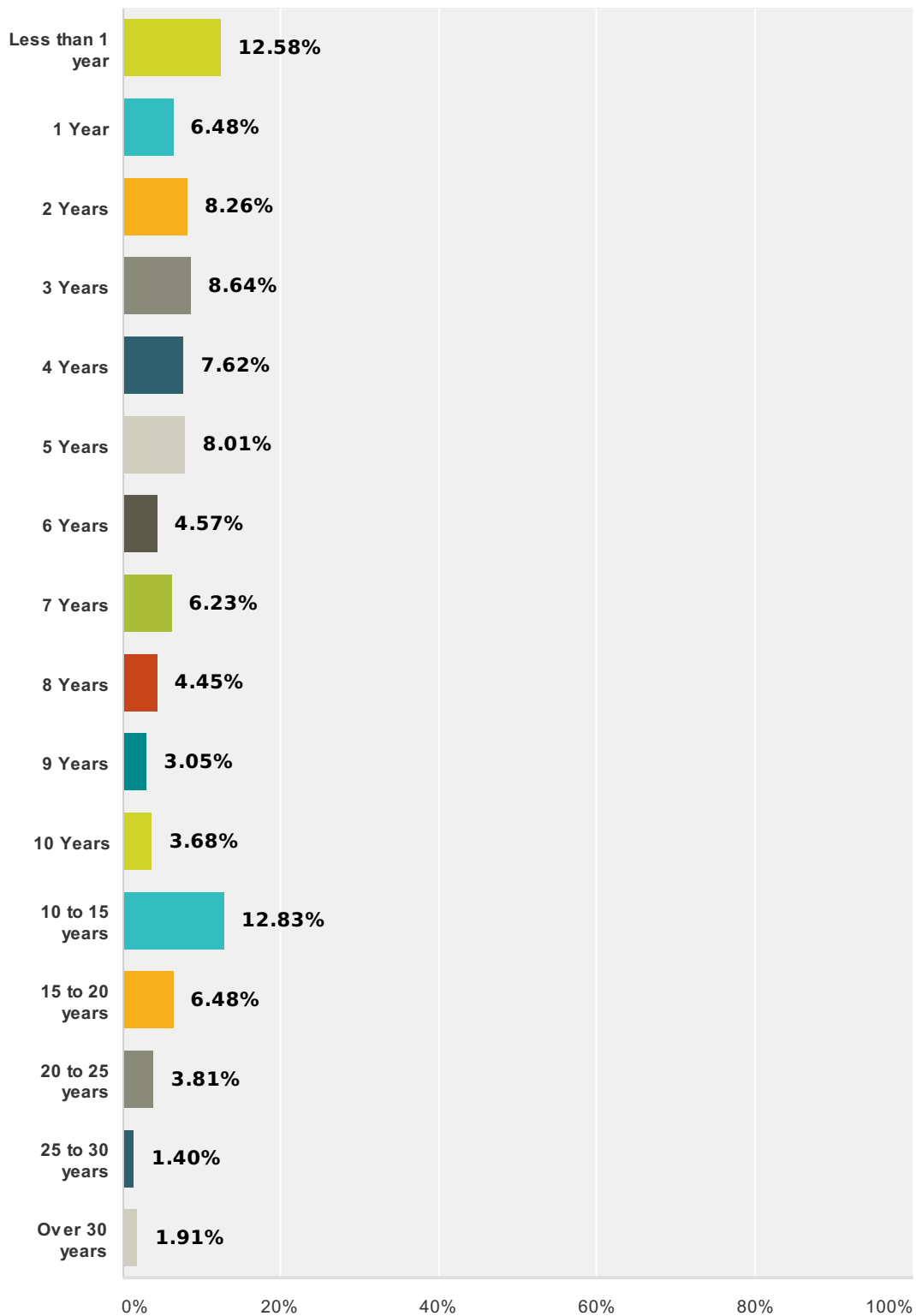
Q14 Please specify which Support Staff position you are entering data for from the list below:

Answered: 61 Skipped: 896



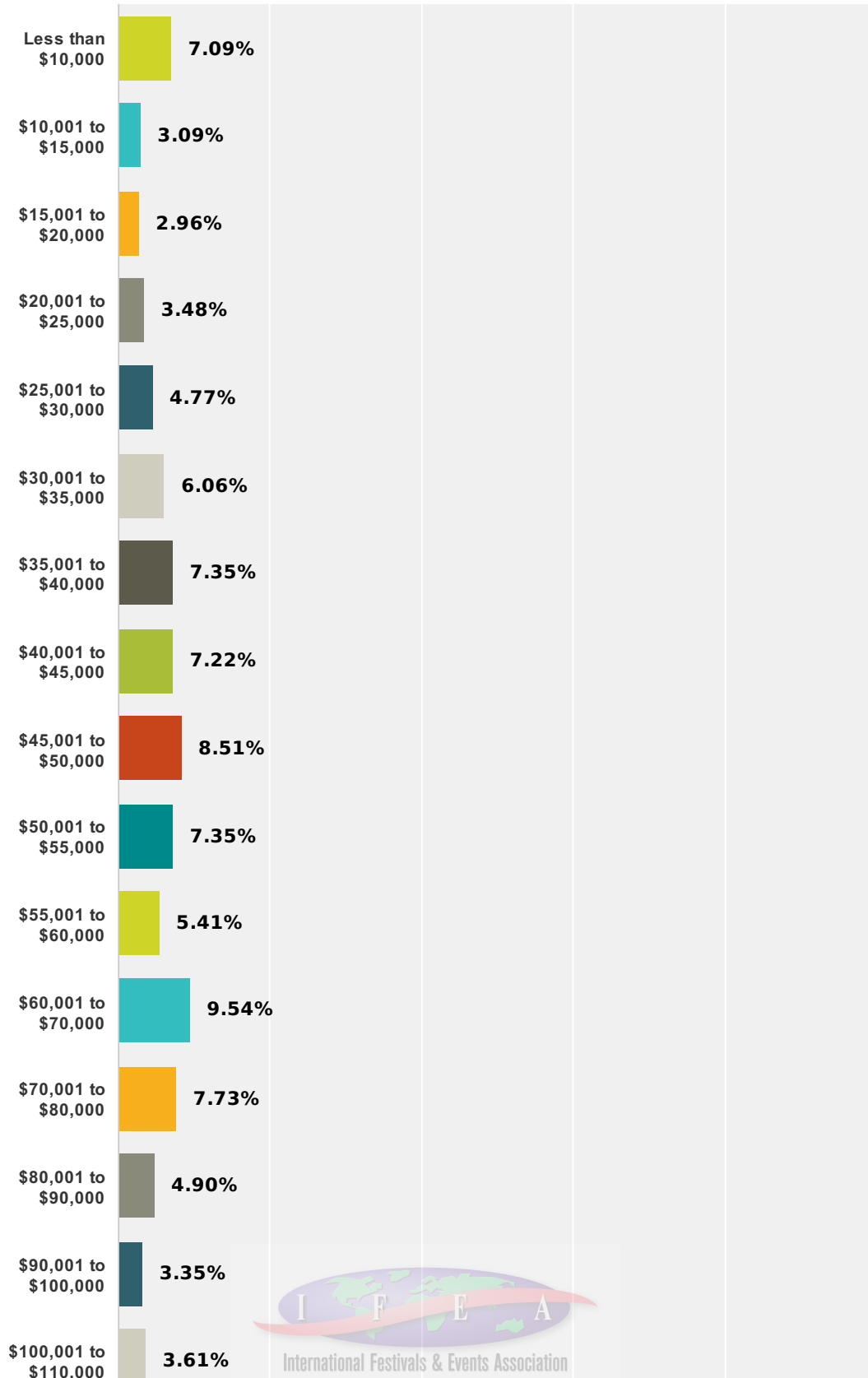
Q15 Please state the number of years this position has been filled by the present employee?

Answered: 787 Skipped: 170

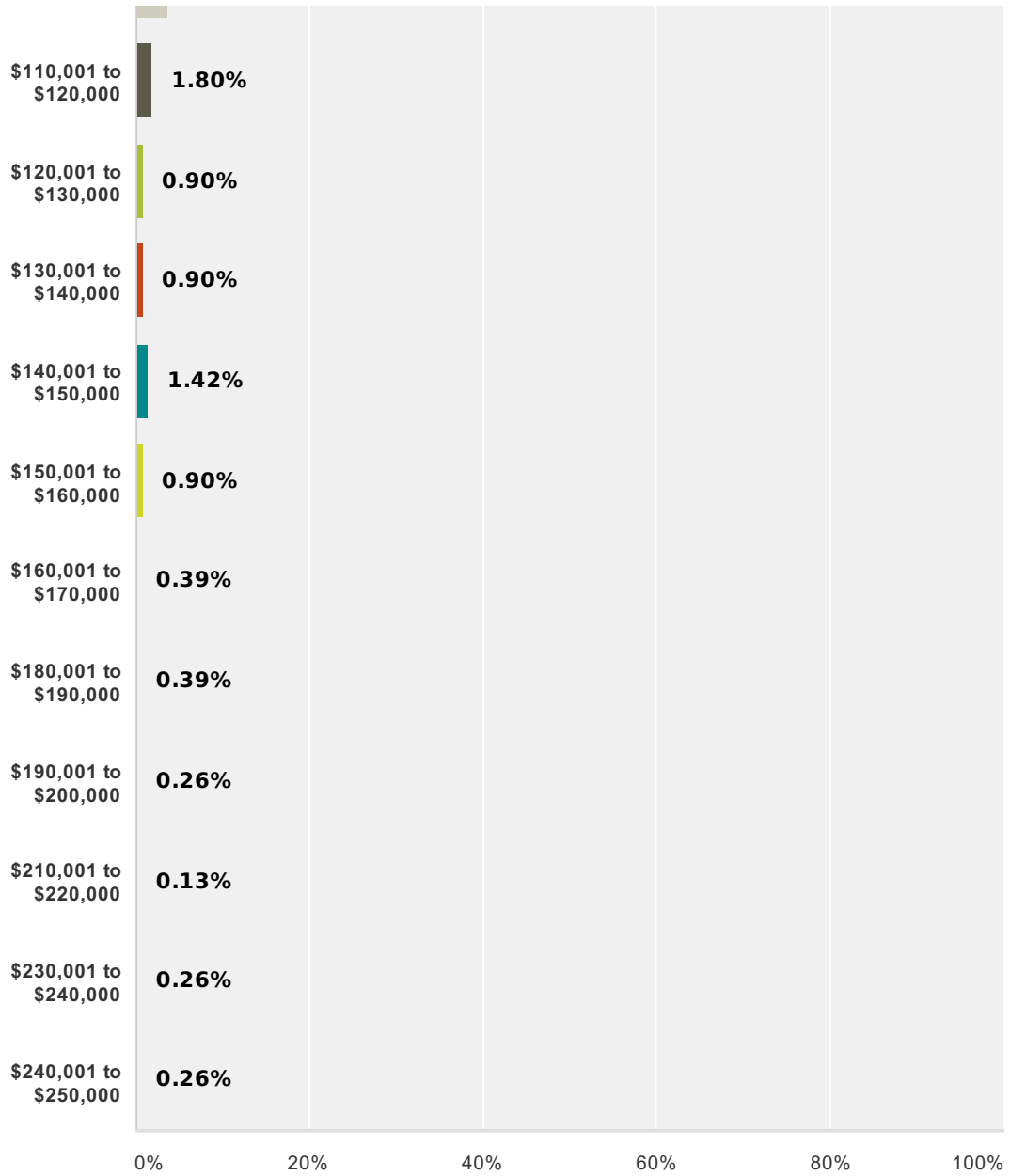


Q16 Please list the current salary in the most recent fiscal year in USD\$ for the employee in this position (not including additional benefit values):

Answered: 776 Skipped: 181

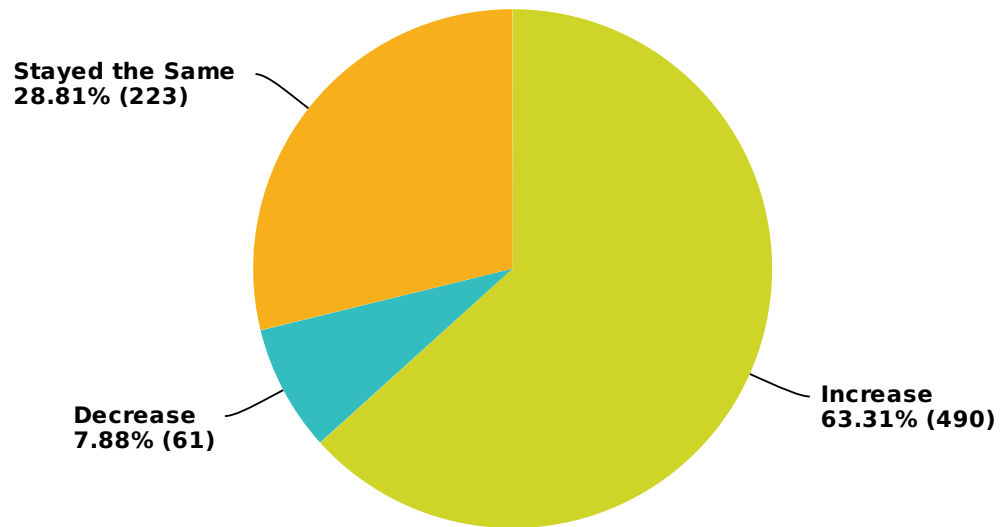


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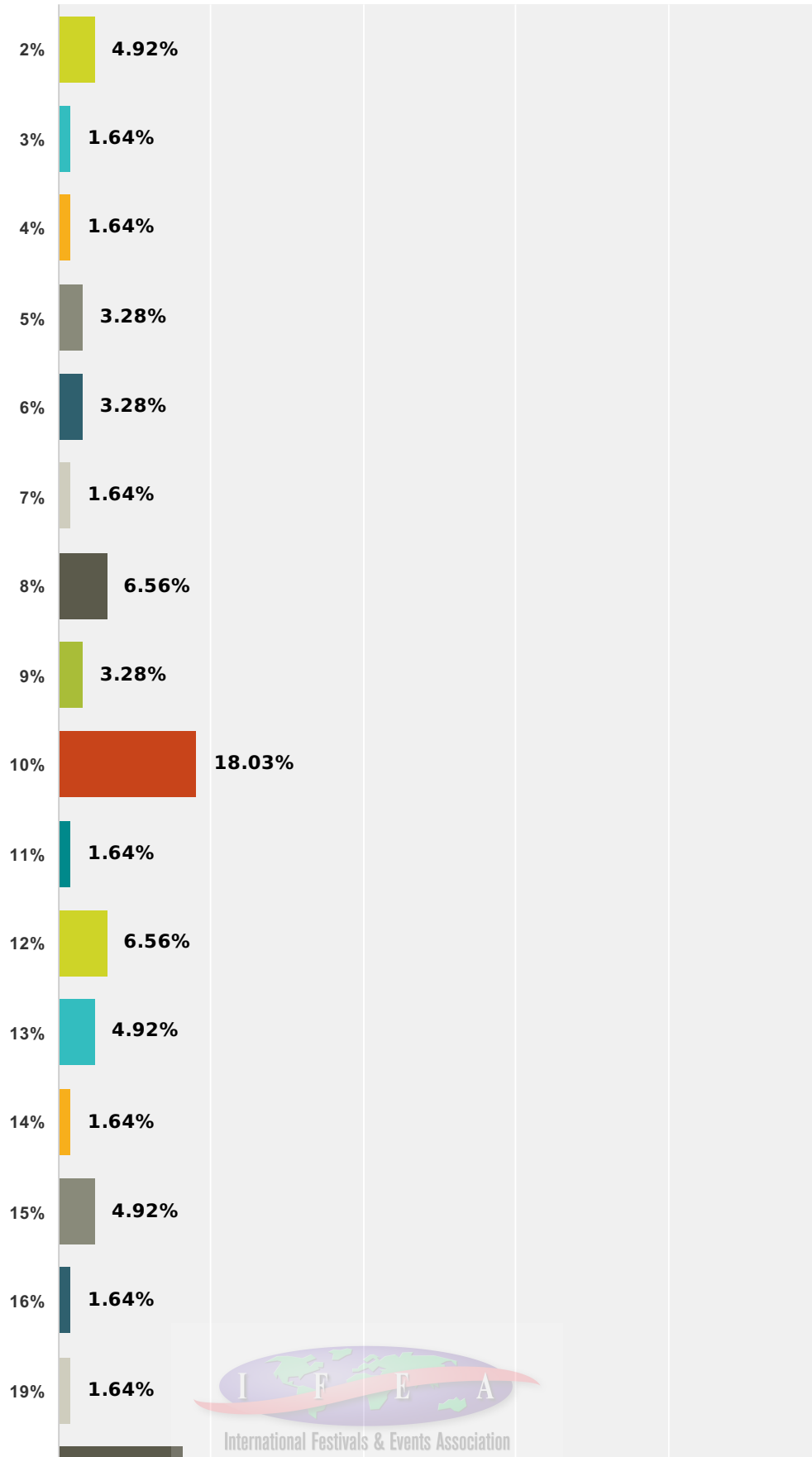
Q17 Did the salary for the employee in this position increase, decrease or stay the same over the past 5 years?

Answered: 774 Skipped: 183

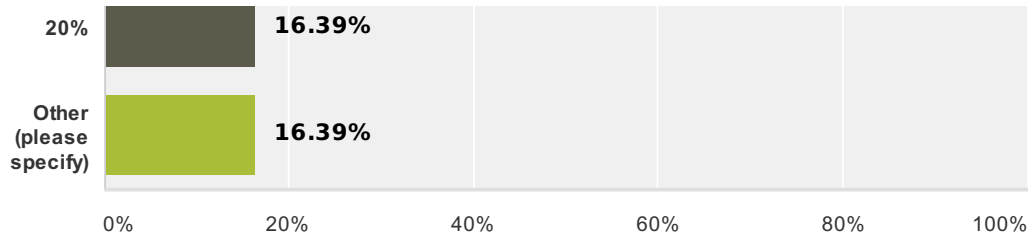


Q18 By what percentage did the salary for the employee in this position decrease?

Answered: 61 Skipped: 896

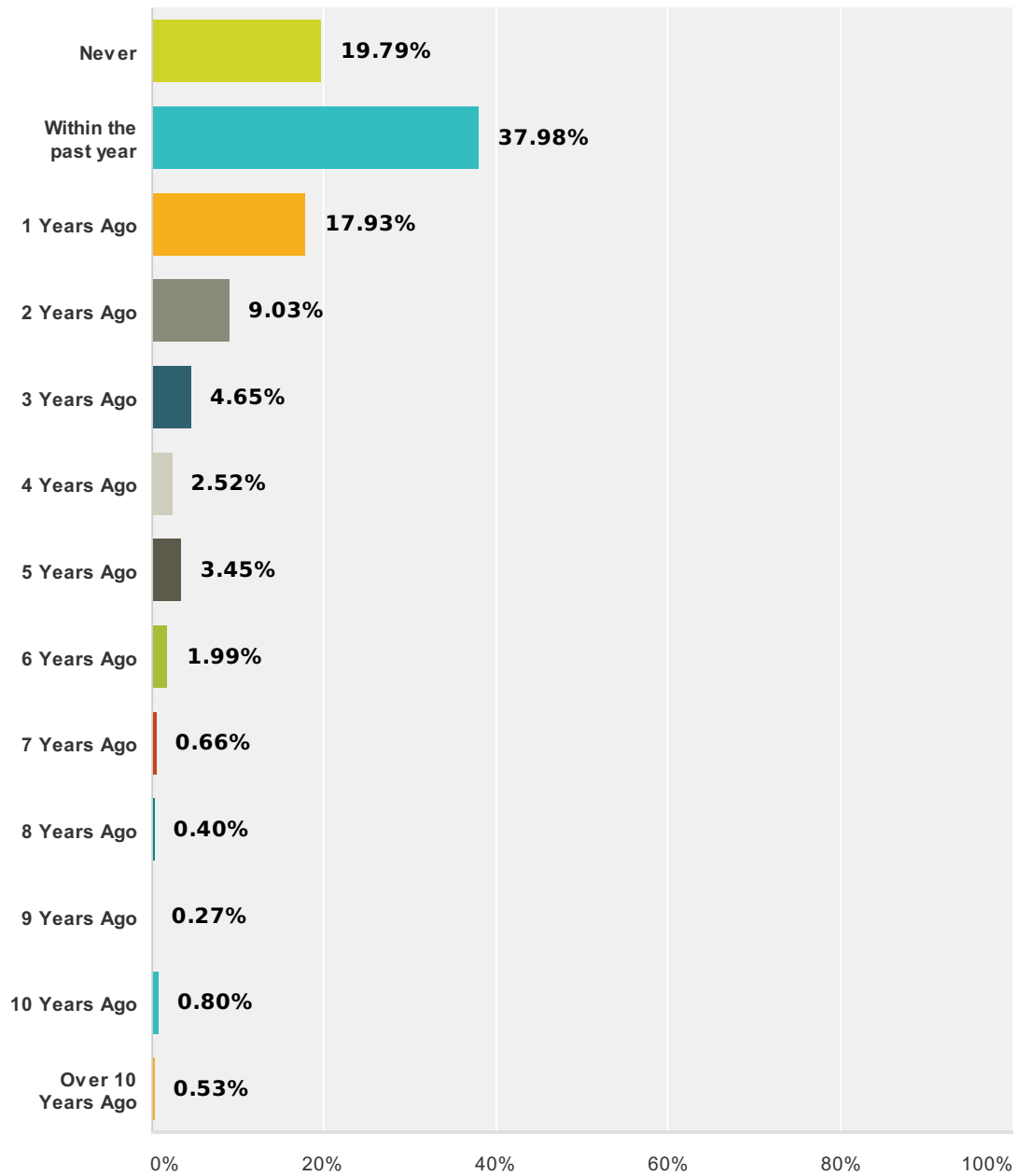


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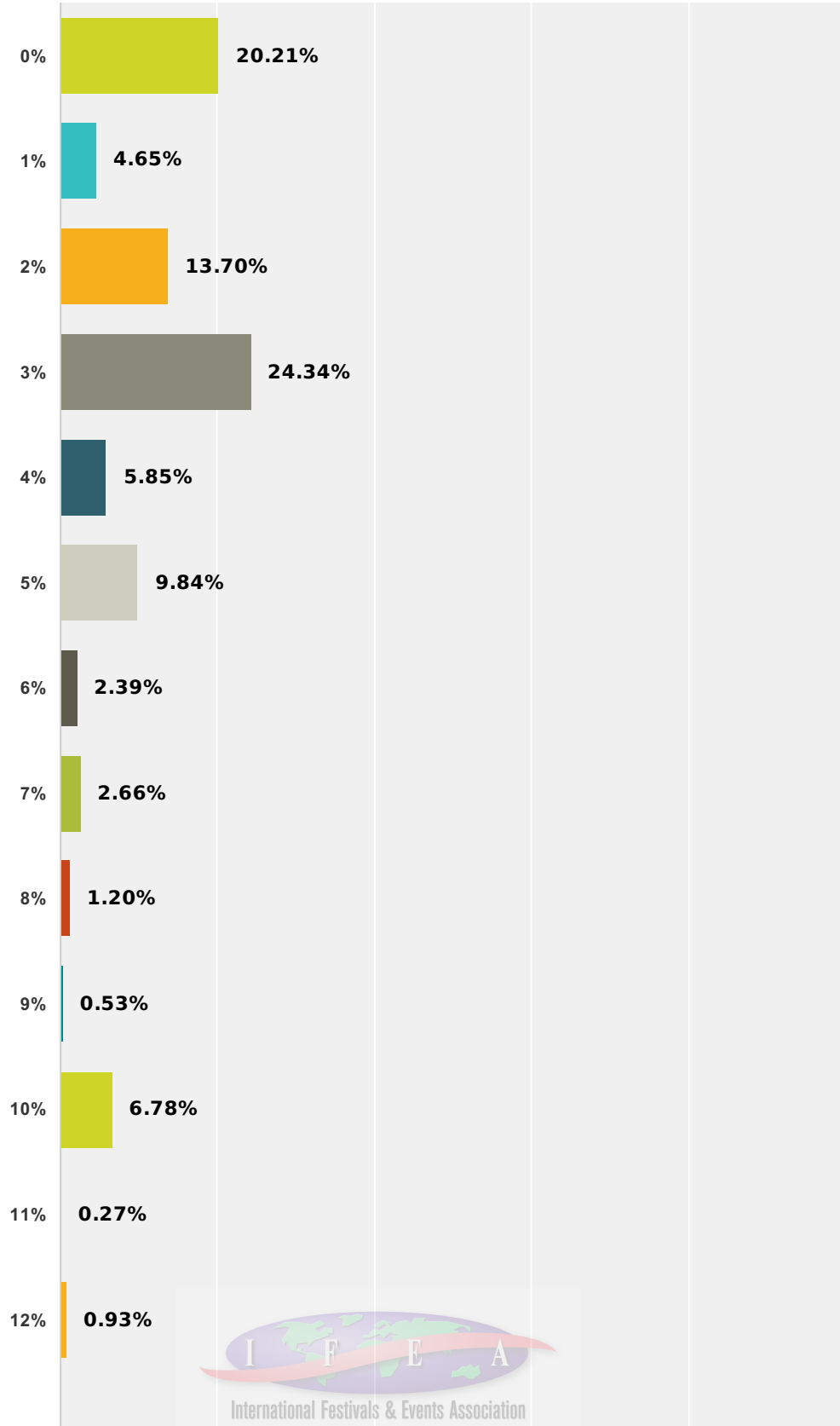
Q19 When was the last time the employee in this position received a raise?

Answered: 753 Skipped: 204

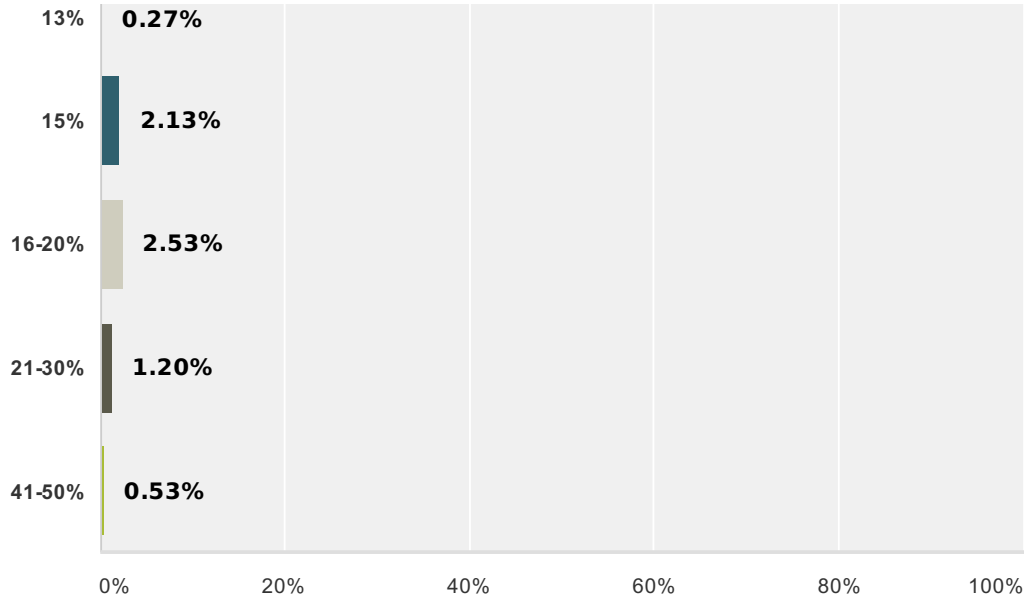


Q20 Please estimate what percentage of the current salary the employee in this position received as a raise the last time a raise was given:

Answered: 752 Skipped: 205

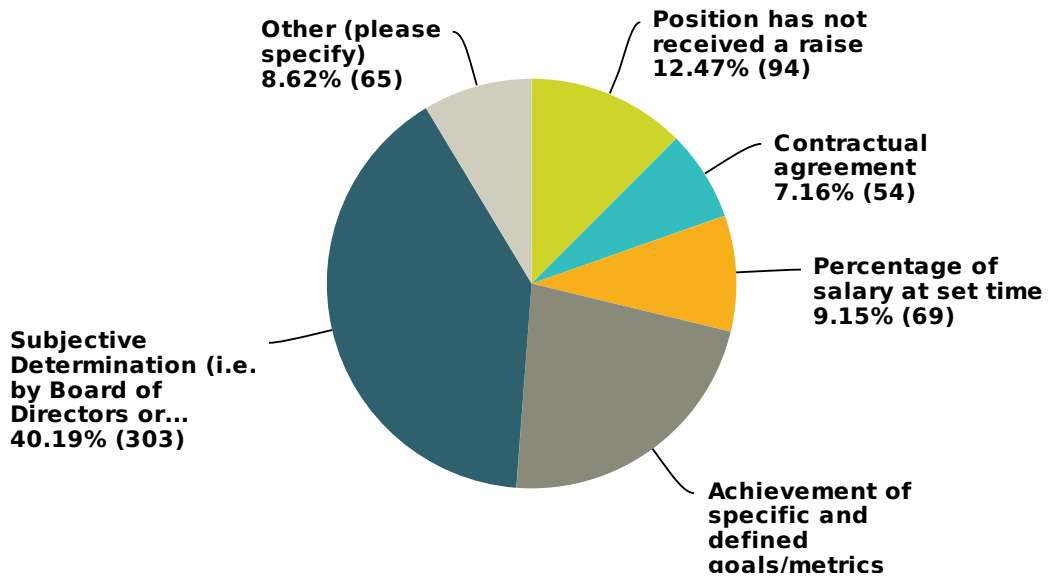


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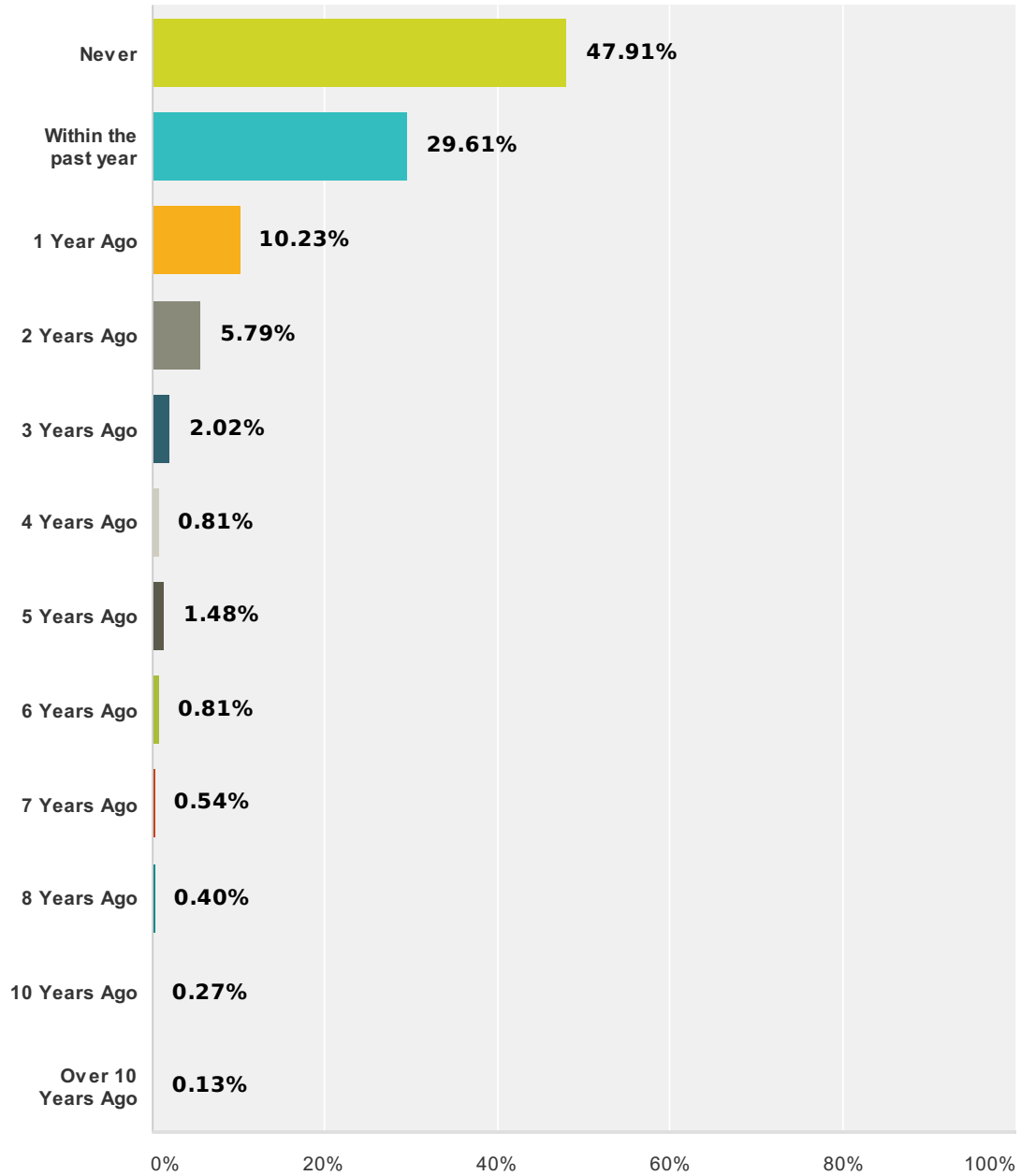
Q21 How does the organization/employer determine raises for this employee/position?

Answered: 754 Skipped: 203



Q22 When was the last time the employee in this position received a bonus?

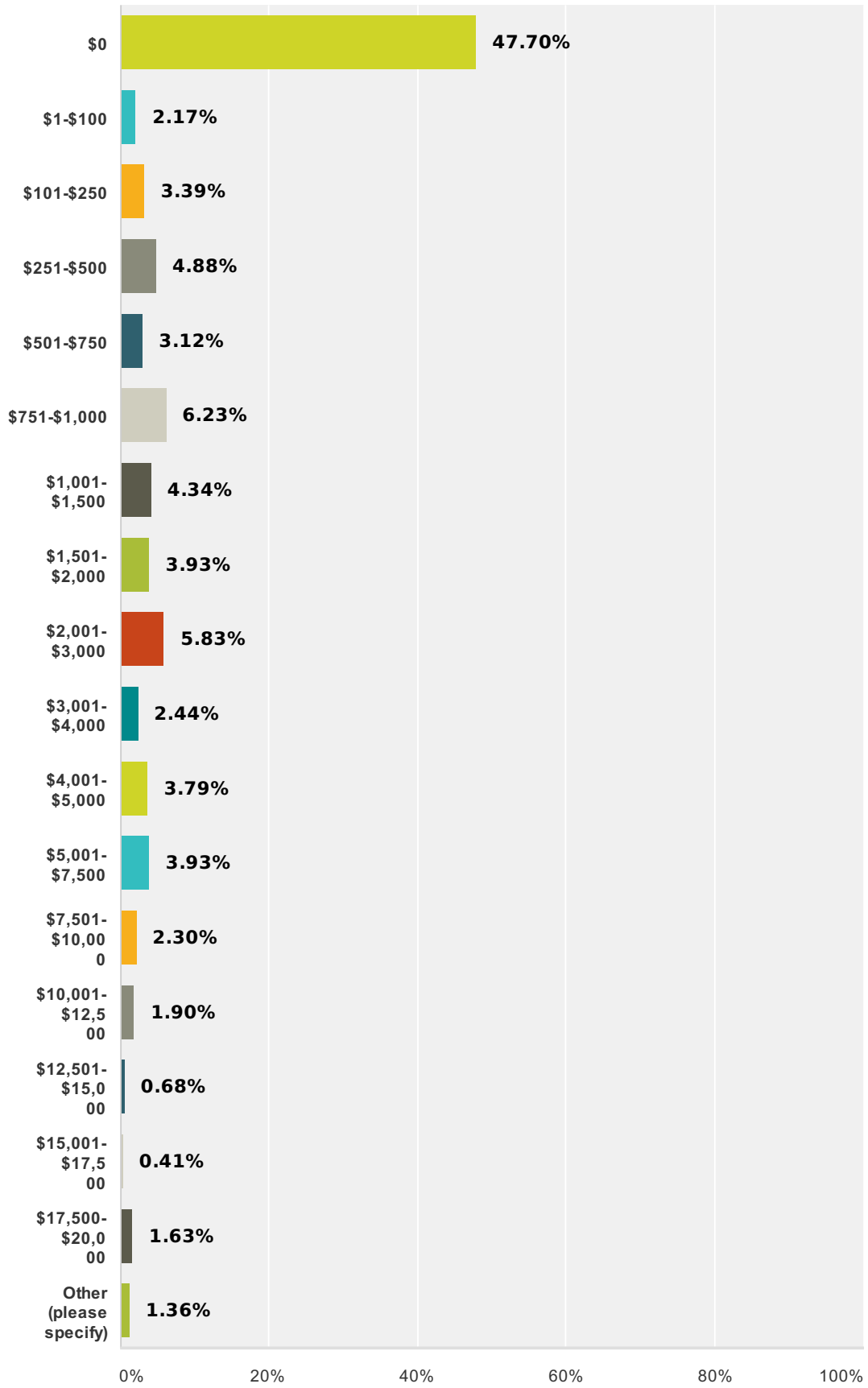
Answered: 743 Skipped: 214



Q23 Please estimate in USD\$, any bonus received for the employee in this position the last time a bonus was given:

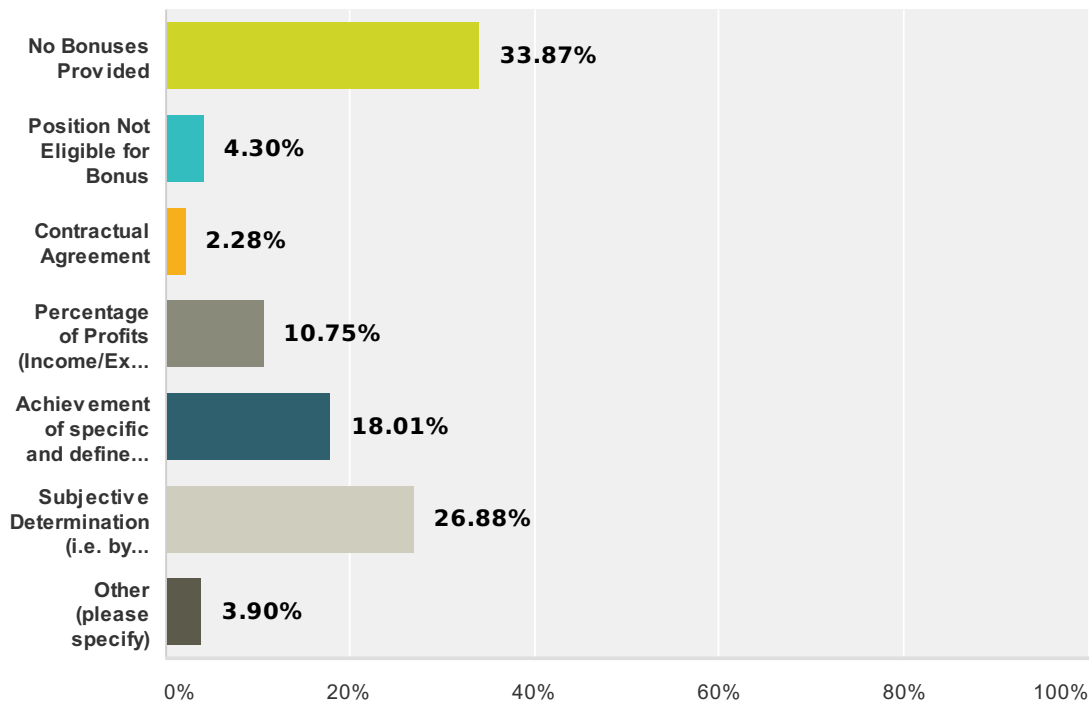
Answered: 738 Skipped: 219

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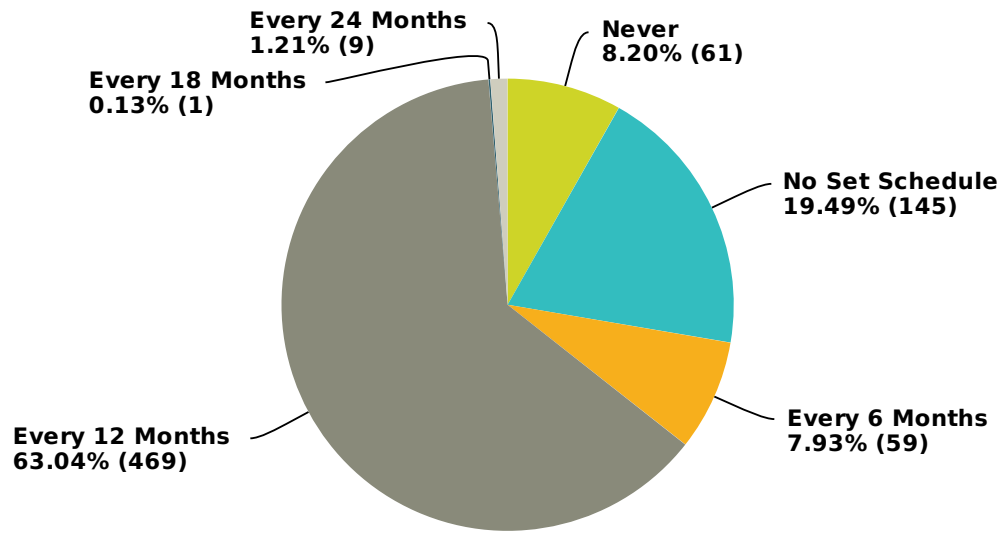
Q24 How does the organization/employer determine bonuses for this employee/position?

Answered: 744 Skipped: 213



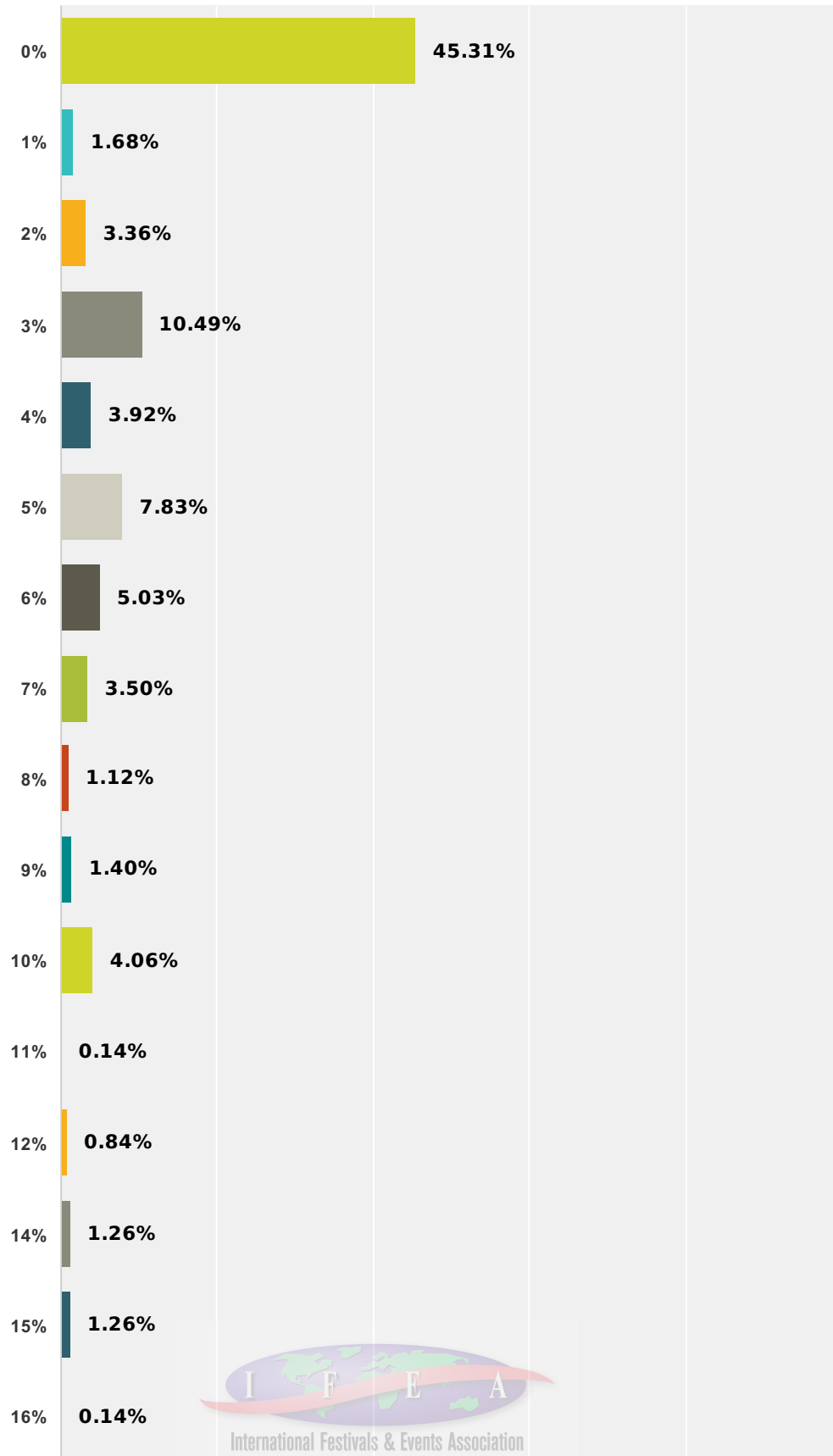
Q25 How often does the employee in this position receive a performance review?

Answered: 744 Skipped: 213

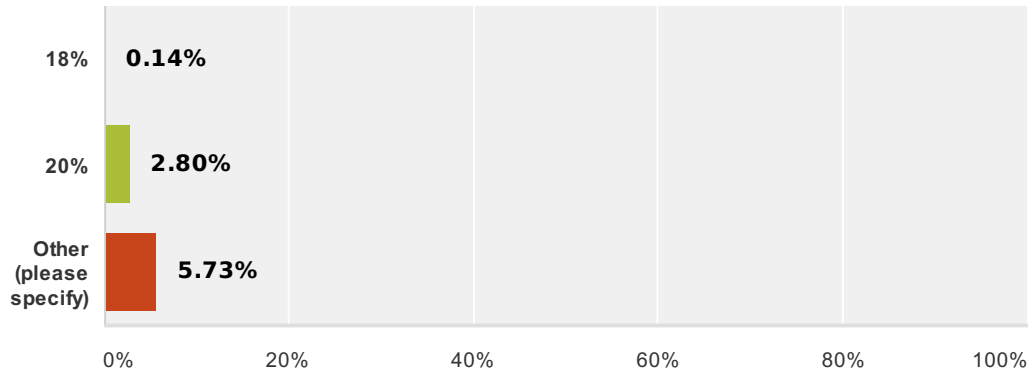


Q26 What percentage does the employer contribute to retirement benefits for the employee in this position?

Answered: 715 Skipped: 242

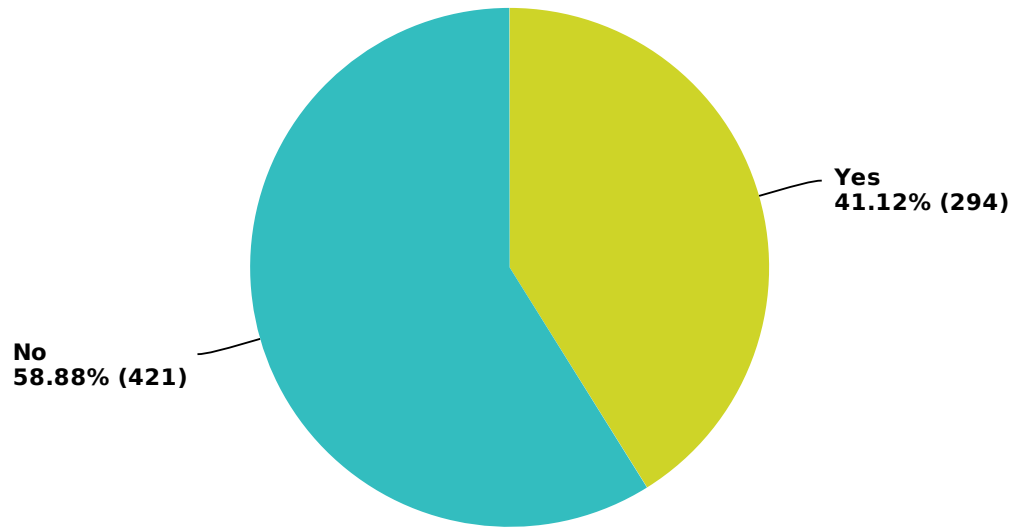


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Q27 Is employer contribution of retirement benefits a 'matching' contribution?

Answered: 715 Skipped: 242



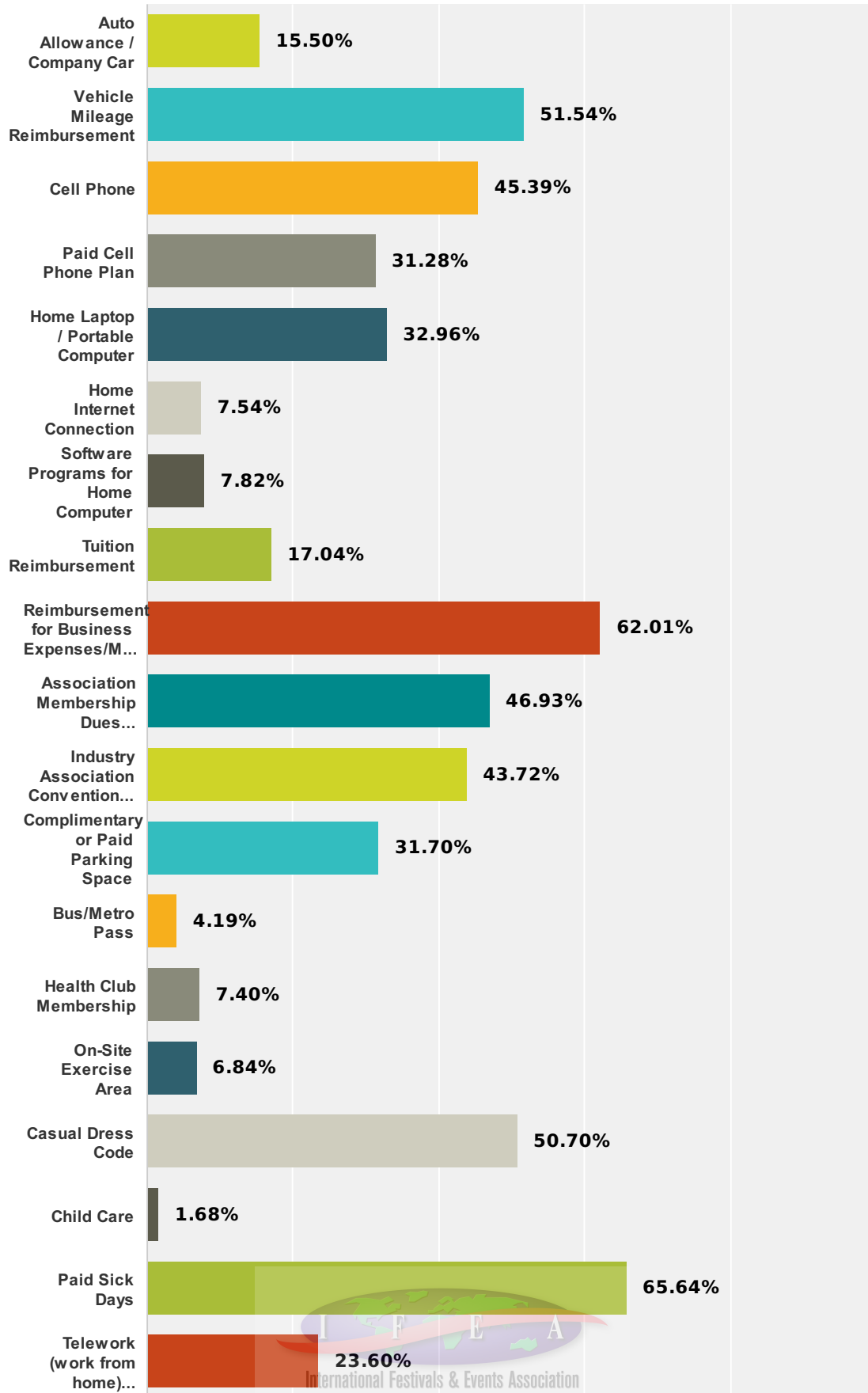
Q28 Please select all insurance coverage that is provided by the employer for the employee in this position by indicating what percentage of the insurance is covered by the employer.

Answered: 715 Skipped: 242

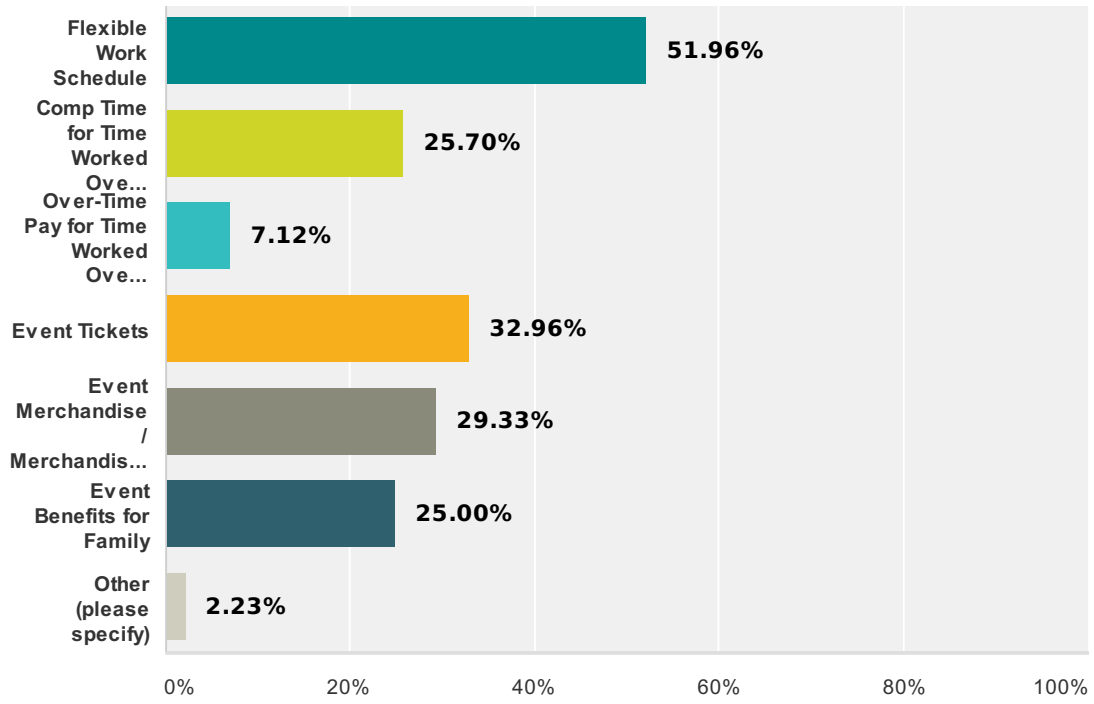
Percentage Covered						
	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Total
0%	13.25% 207	20.04% 313	23.56% 368	20.17% 315	22.98% 359	1,562
1-10%	25% 15	16.67% 10	10% 6	28.33% 17	20% 12	60
11-20%	24.39% 10	17.07% 7	26.83% 11	19.51% 8	12.20% 5	41
21-30%	22.86% 8	17.14% 6	34.29% 12	14.29% 5	11.43% 4	35
31-40%	20.83% 5	20.83% 5	20.83% 5	29.17% 7	8.33% 2	24
41-50%	35.62% 52	26.03% 38	13.70% 20	15.75% 23	8.90% 13	146
51-60%	22.22% 30	25.19% 34	21.48% 29	16.30% 22	14.81% 20	135
61-70%	31.71% 13	24.39% 10	19.51% 8	2.44% 1	21.95% 9	41
71-80%	46.05% 99	23.26% 50	17.67% 38	8.37% 18	4.65% 10	215
81-90%	40.34% 48	23.53% 28	18.49% 22	8.40% 10	9.24% 11	119
91-100%	23.99% 219	19.39% 177	13.80% 126	24.10% 220	18.73% 171	913

Q29 Please list any other benefits the employee in this position receives:

Answered: 716 Skipped: 241

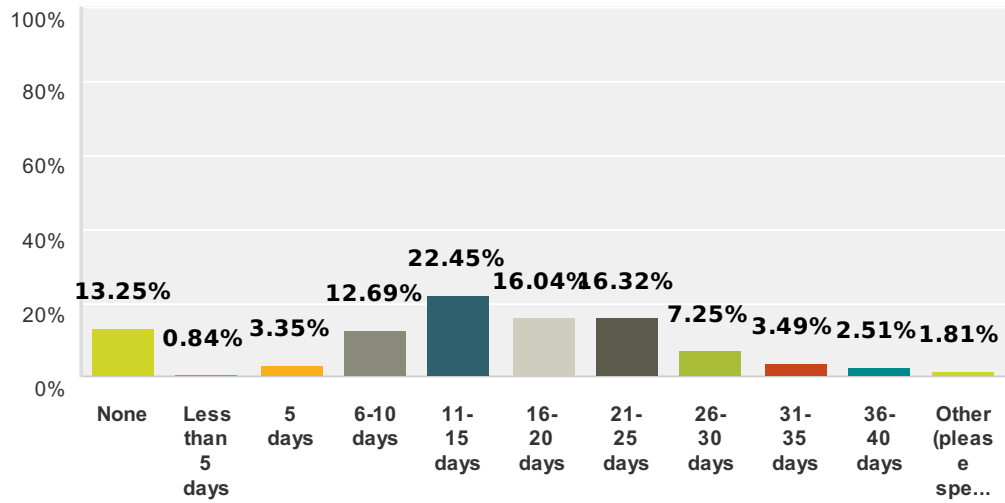


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Q30 How much paid vacation time does the employee in this position receive per year?

Answered: 717 Skipped: 240



Q31 What amount in USD\$ is set aside for Continuing Education for the employee in this position?

Answered: 715 Skipped: 242

