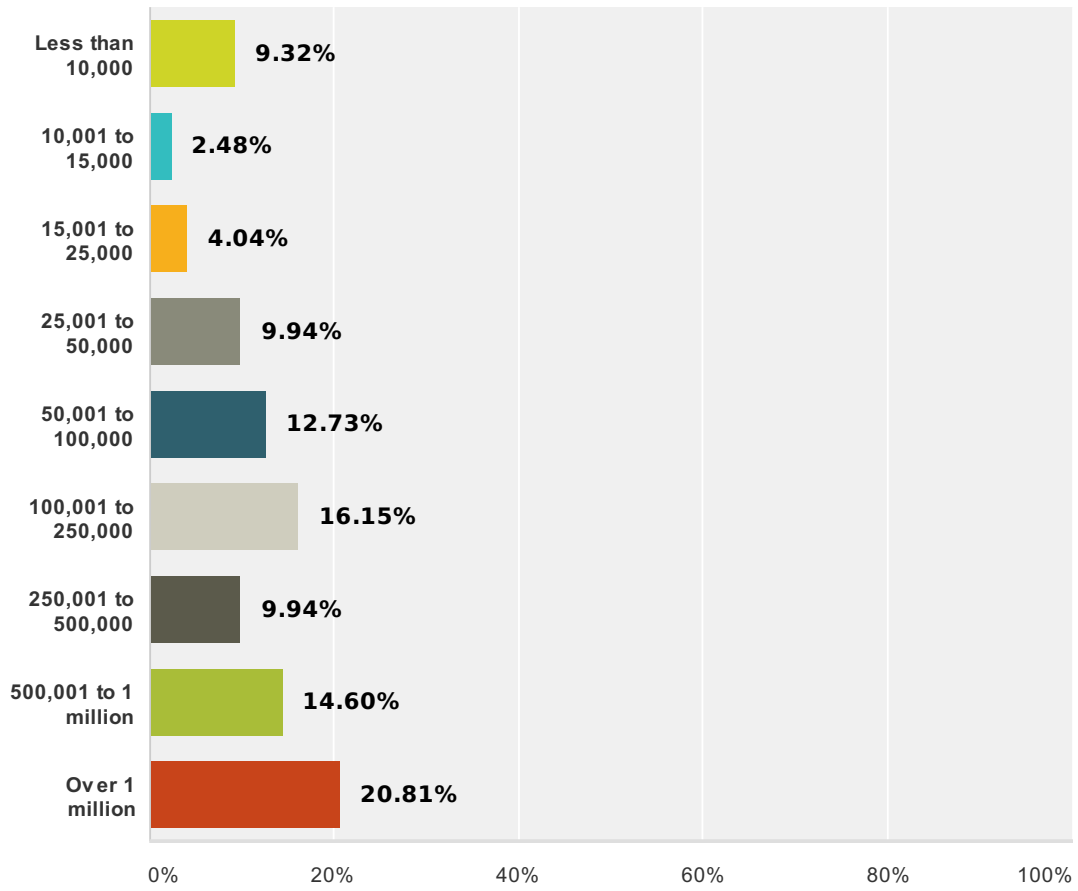


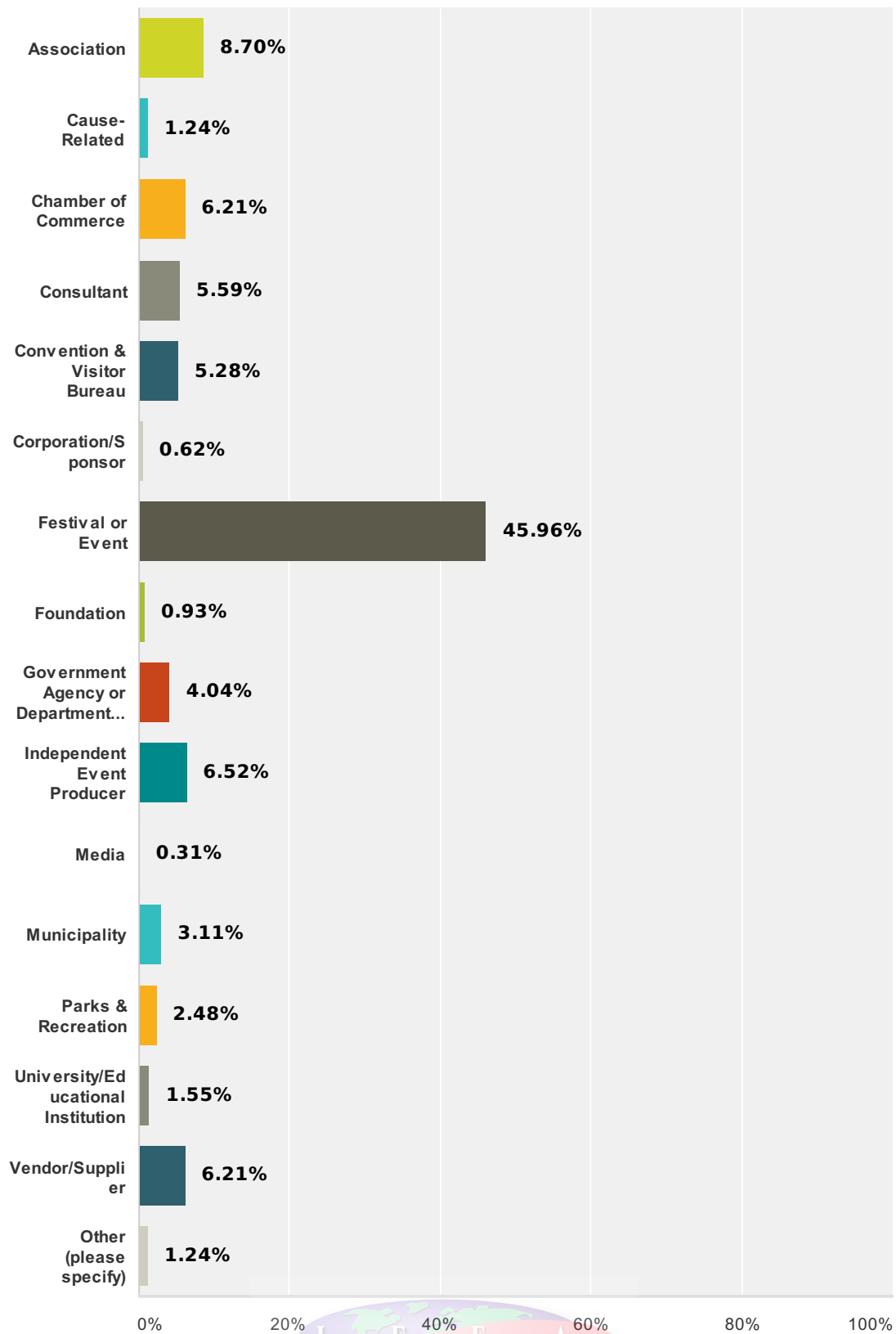
Q4 What is the population of your city?

Answered: 322 Skipped: 0



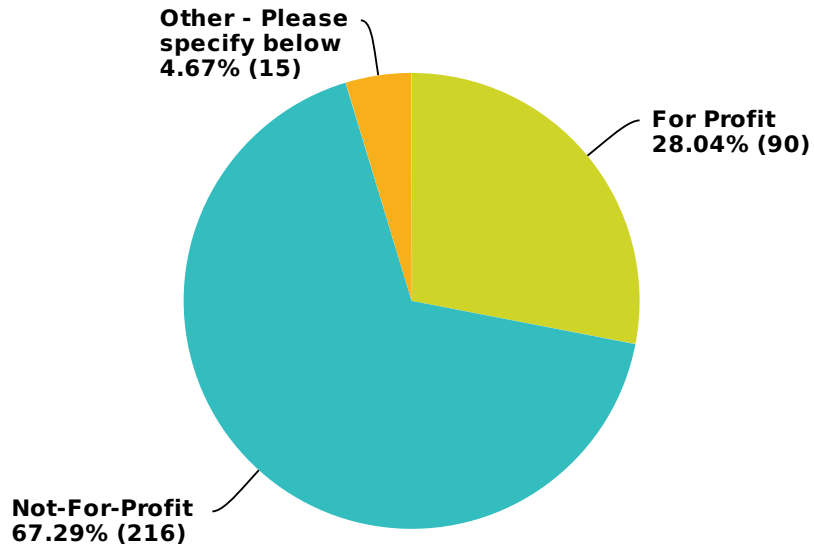
Q5 What is your organization business category? (If more than one apply, please choose the most applicable.)

Answered: 322 Skipped: 0



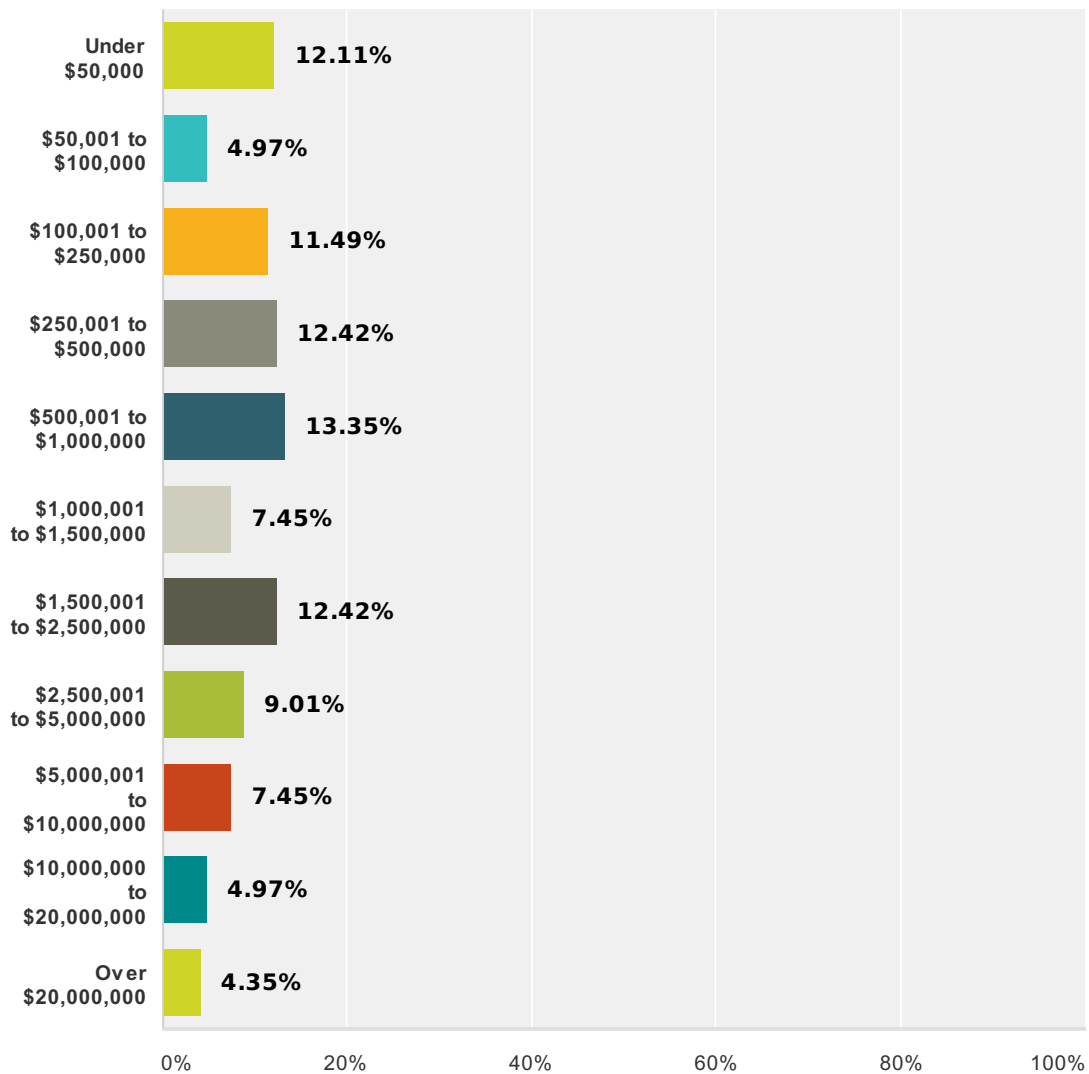
Q6 Is your organization For-Profit or Not-For-Profit?

Answered: 321 Skipped: 1



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

Answered: 322 Skipped: 0



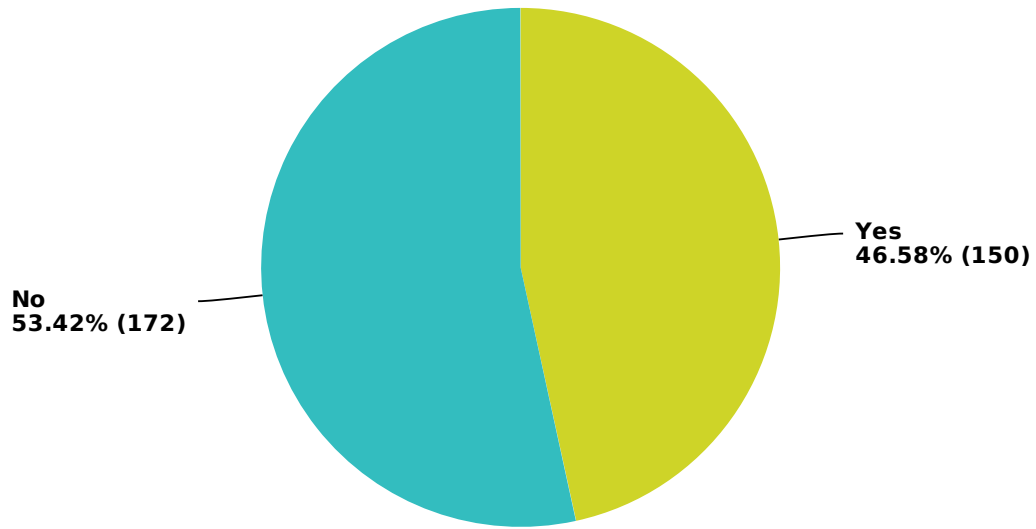
Q8 Over the past 5 years, did your overall organization staff size increase, decrease or Stay the Same? Please answer by indicating the percentage your staff size increased or decreased. If your staff size stayed the same, answer "Stayed the Same" in that column.

Answered: 320 Skipped: 2

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	27.39% 43	25.48% 40	11.46% 18	10.19% 16	1.27% 2	8.28% 13	1.27% 2	0% 0	0% 0	0% 0	0% 0	14.65% 23	157
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	48.86% 43	11.36% 10	10.23% 9	4.55% 4	7.95% 7	10.23% 9	3.41% 3	2.27% 2	0% 0	1.14% 1	0% 0	0% 0	88
Stayed The Same													
	Stayed the Same											Total	
Staff Size												100% 162	162

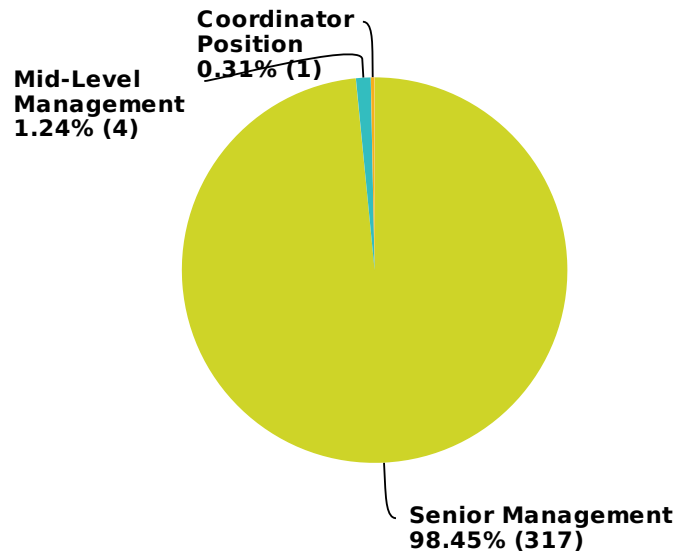
Q9 Does your organization plan to hire any additional staff within the next 2 years?

Answered: 322 Skipped: 0



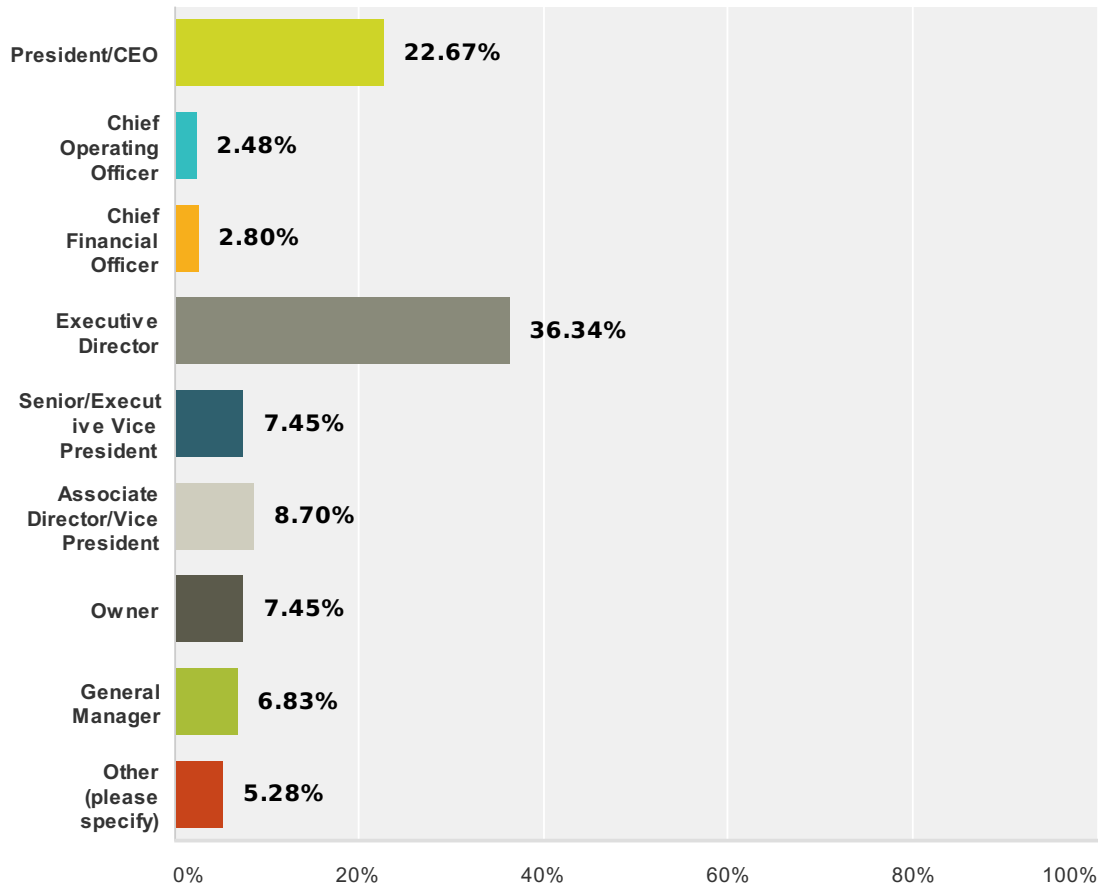
Q10 Please select the management position for the employee you are entering data for from the list below. (You will go on to specify the position in more detail in the next question):

Answered: 322 Skipped: 0



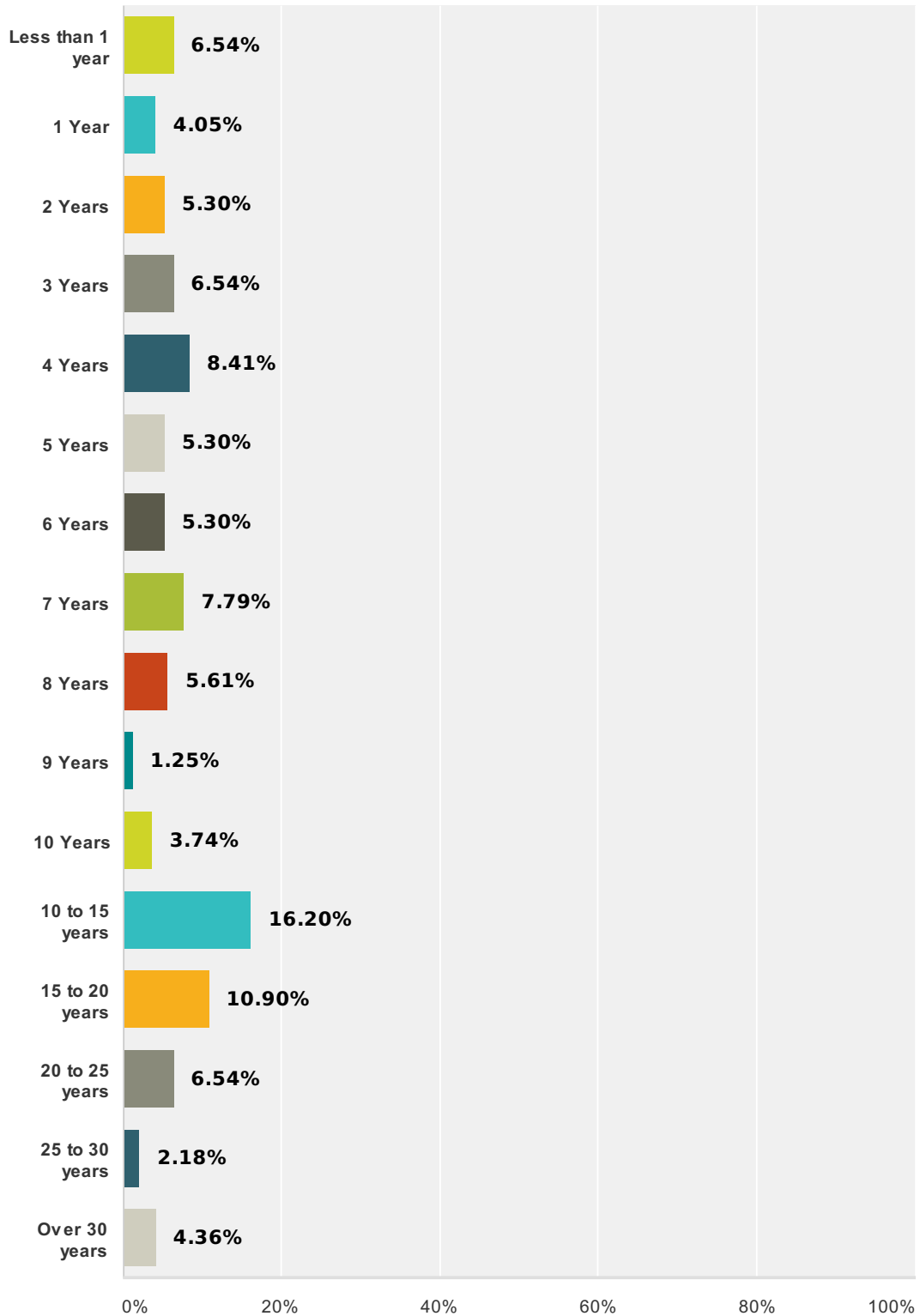
Q11 Please specify which Senior Management position you are entering data for from the list below:

Answered: 322 Skipped: 0



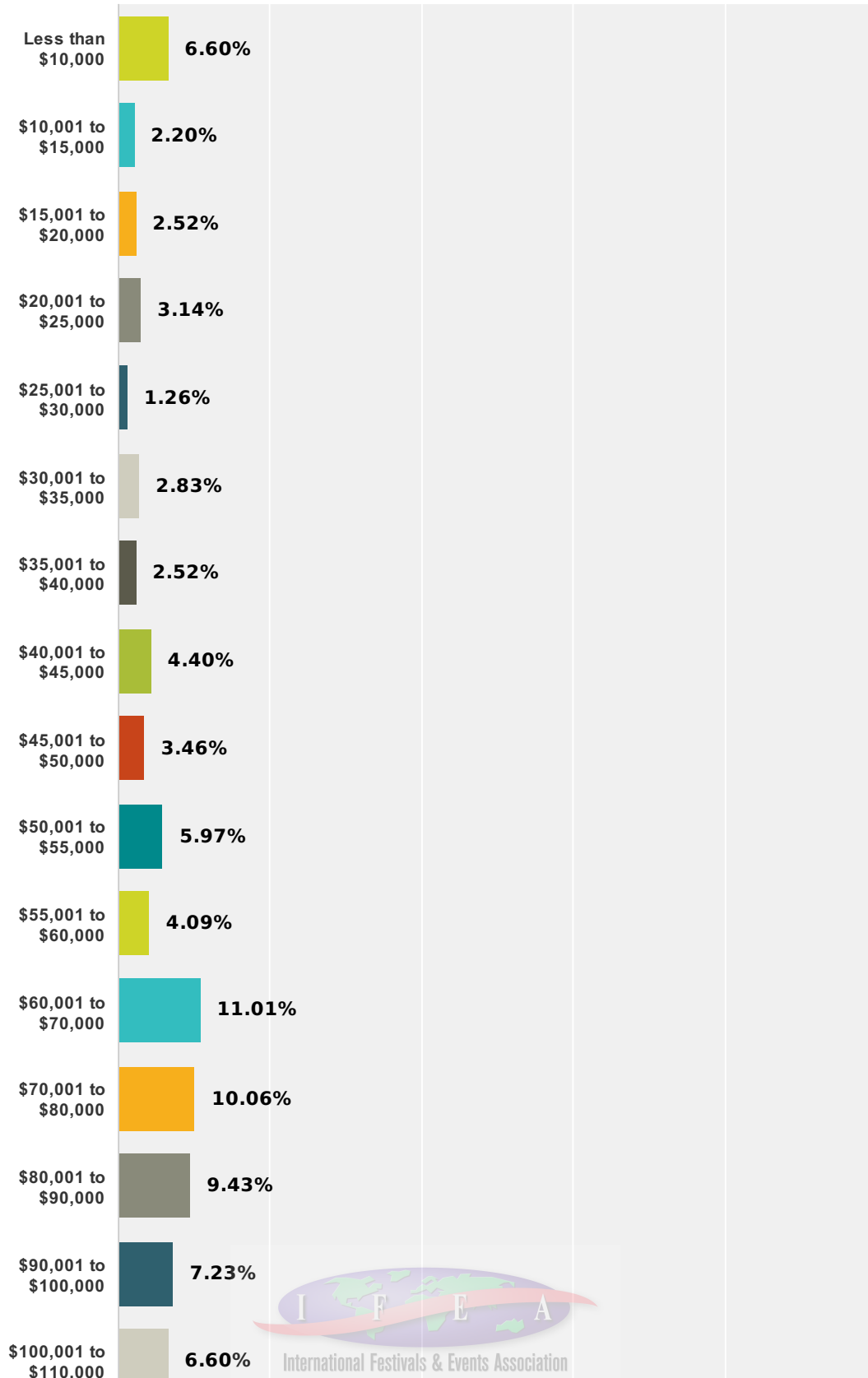
Q15 Please state the number of years this position has been filled by the present employee?

Answered: 321 Skipped: 1

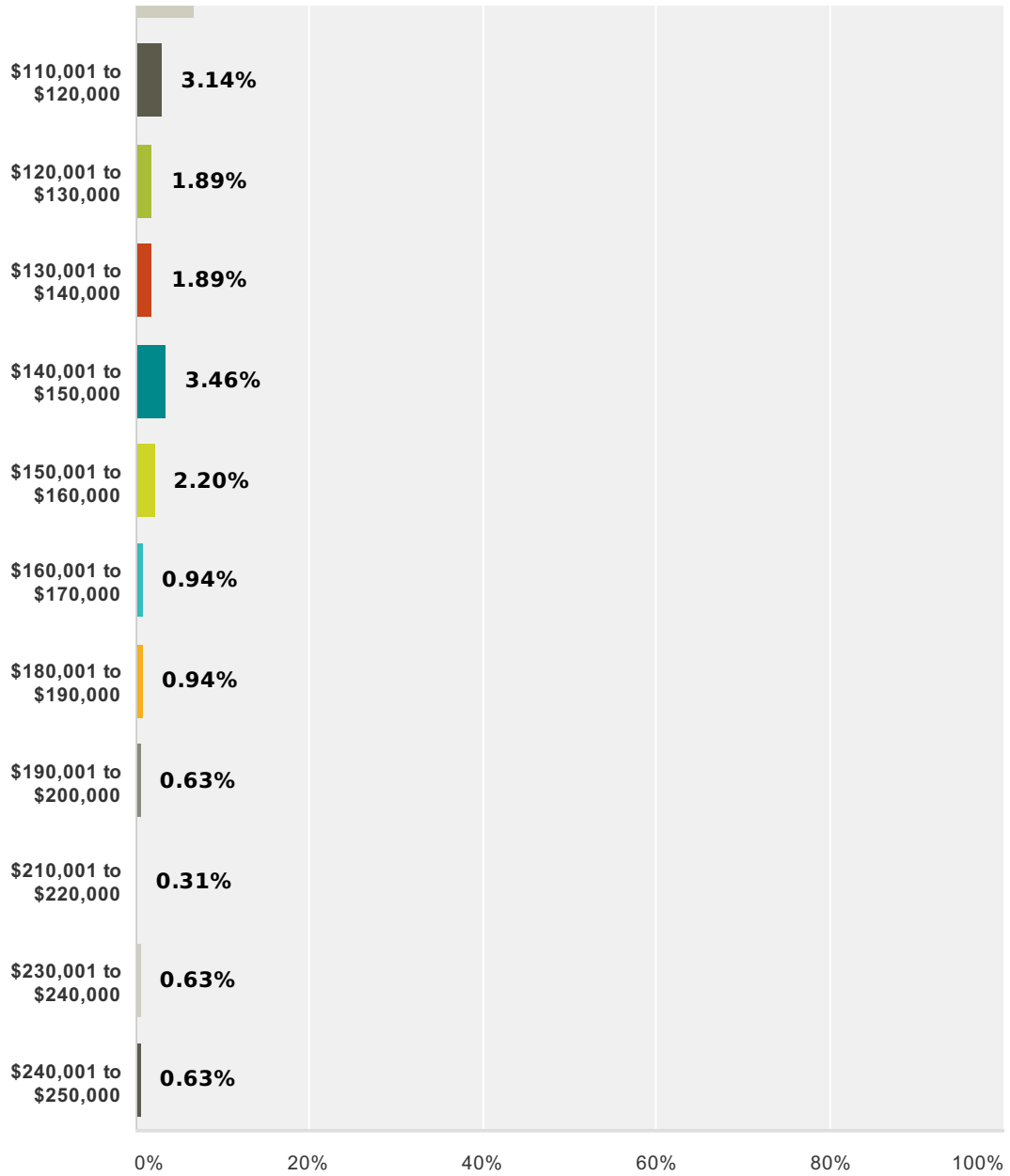


Q16 Please list the current salary in the most recent fiscal year in USD\$ for the employee in this position (not including additional benefit values):

Answered: 318 Skipped: 4

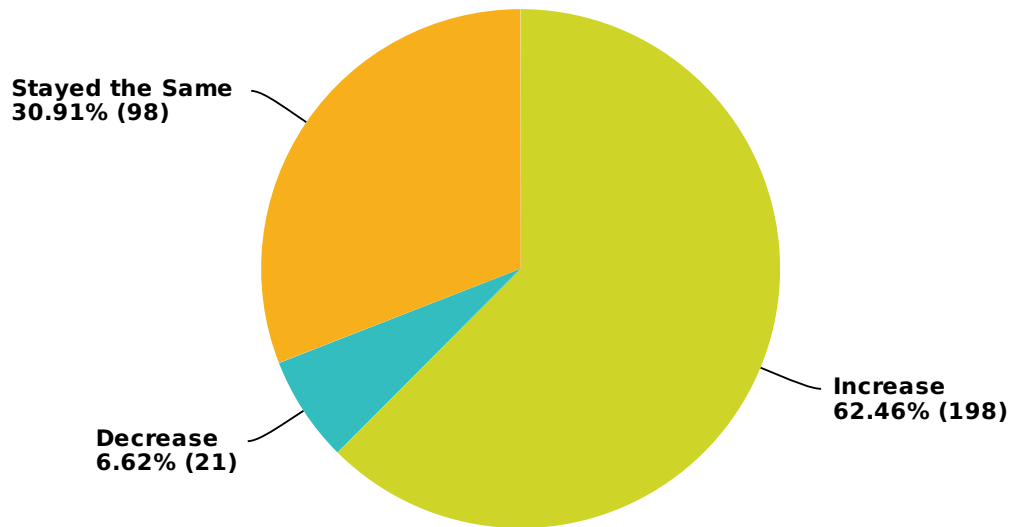


IFEA's 2013 Compensation and Benefits Survey



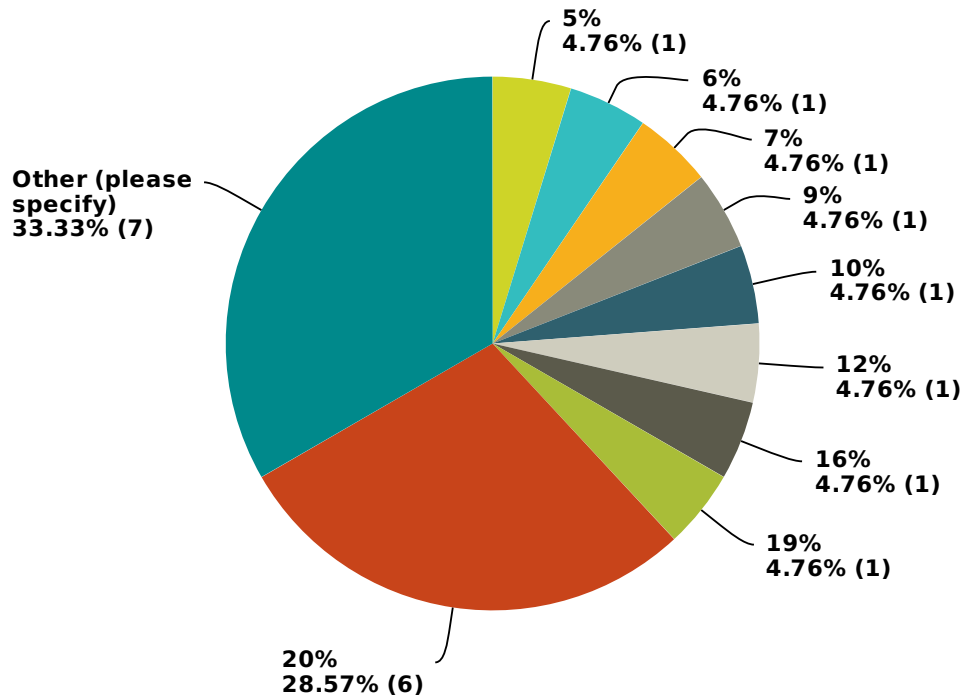
Q17 Did the salary for the employee in this position increase, decrease or stay the same over the past 5 years?

Answered: 317 Skipped: 5



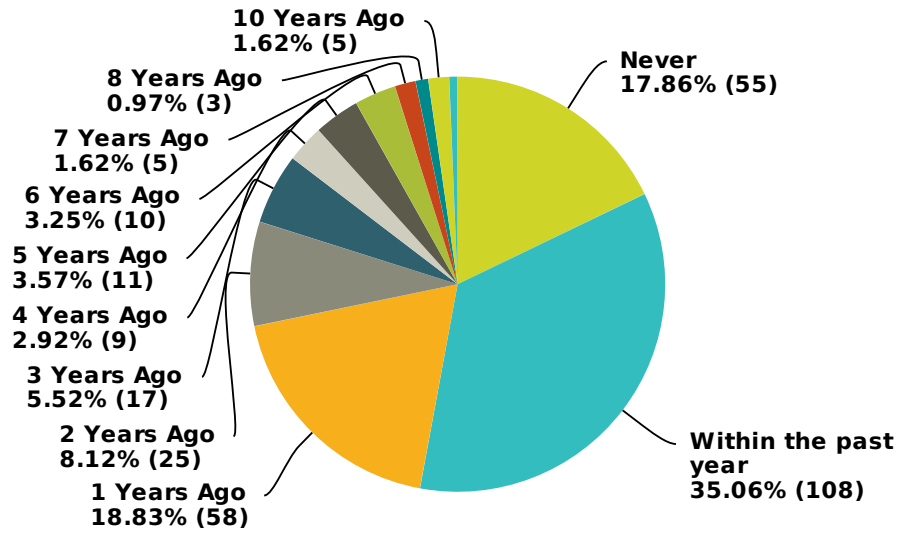
Q18 By what percentage did the salary for the employee in this position decrease?

Answered: 21 Skipped: 301



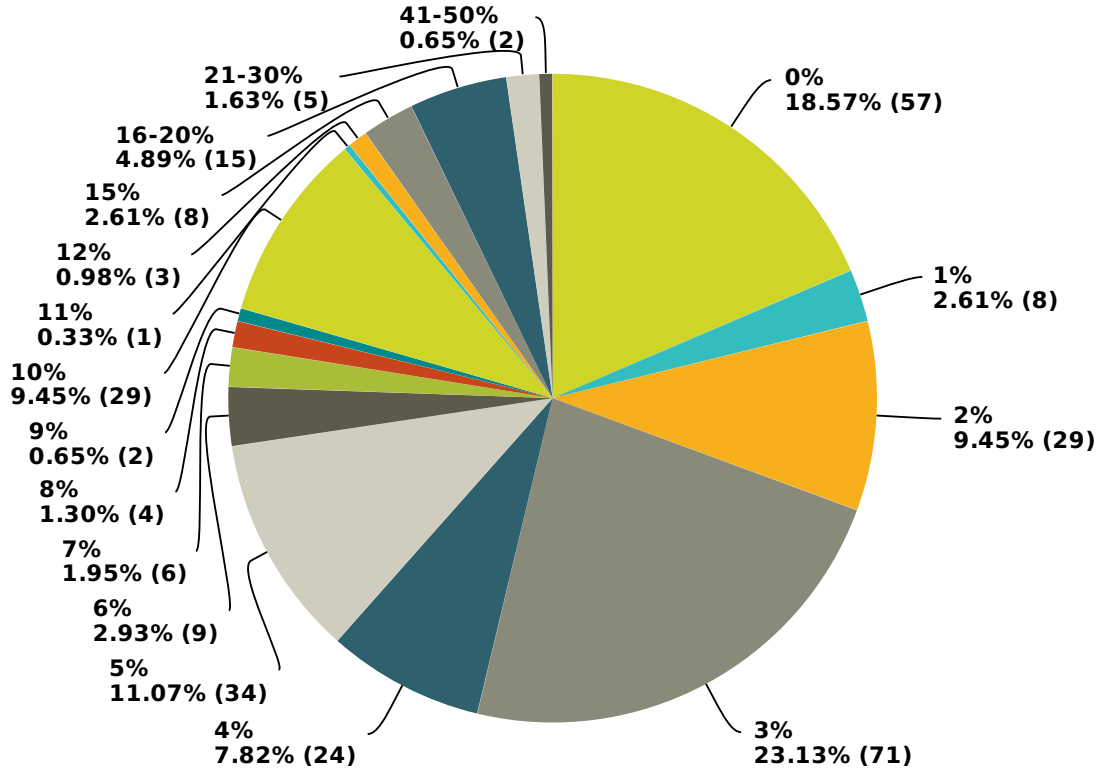
Q19 When was the last time the employee in this position received a raise?

Answered: 308 Skipped: 14



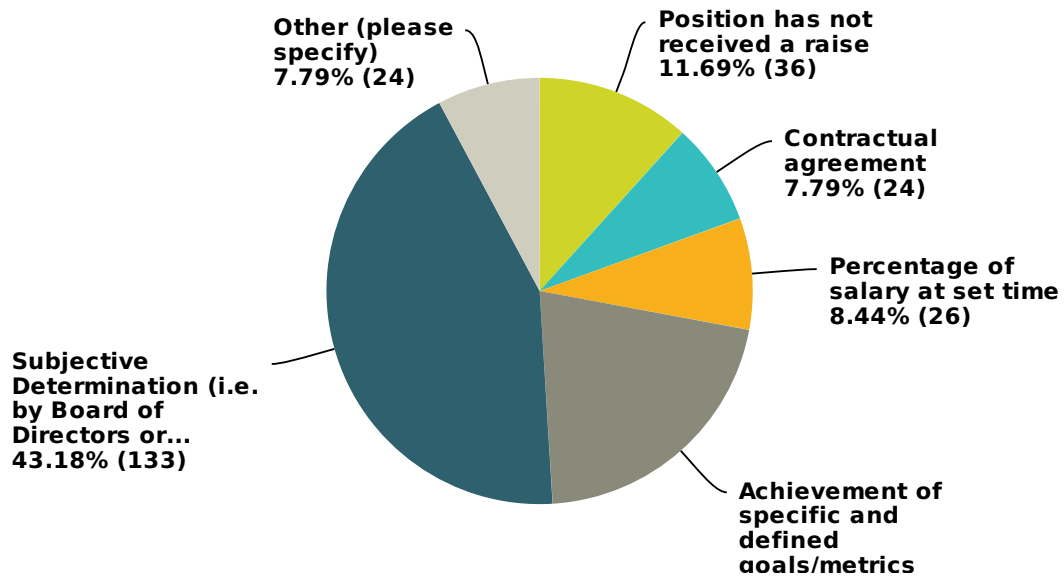
Q20 Please estimate what percentage of the current salary the employee in this position received as a raise the last time a raise was given:

Answered: 307 Skipped: 15



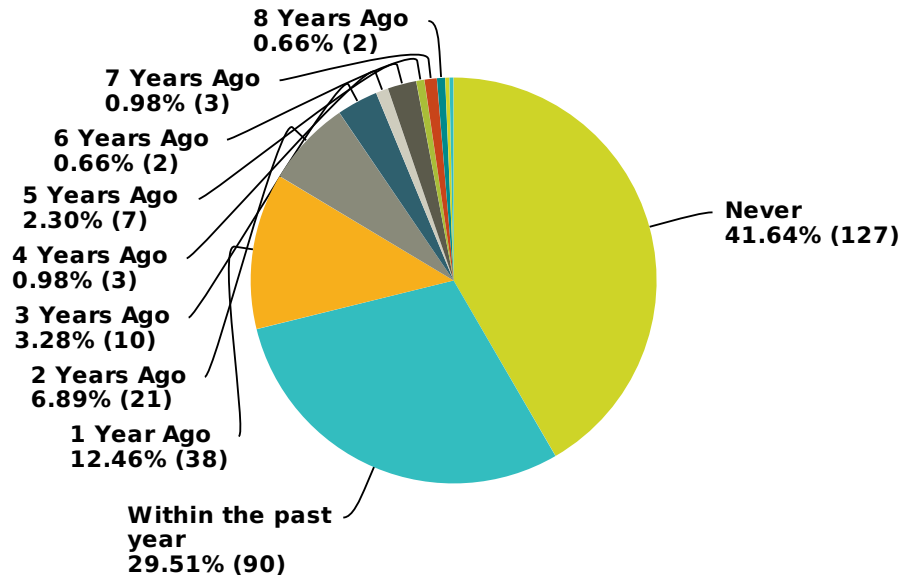
Q21 How does the organization/employer determine raises for this employee/position?

Answered: 308 Skipped: 14



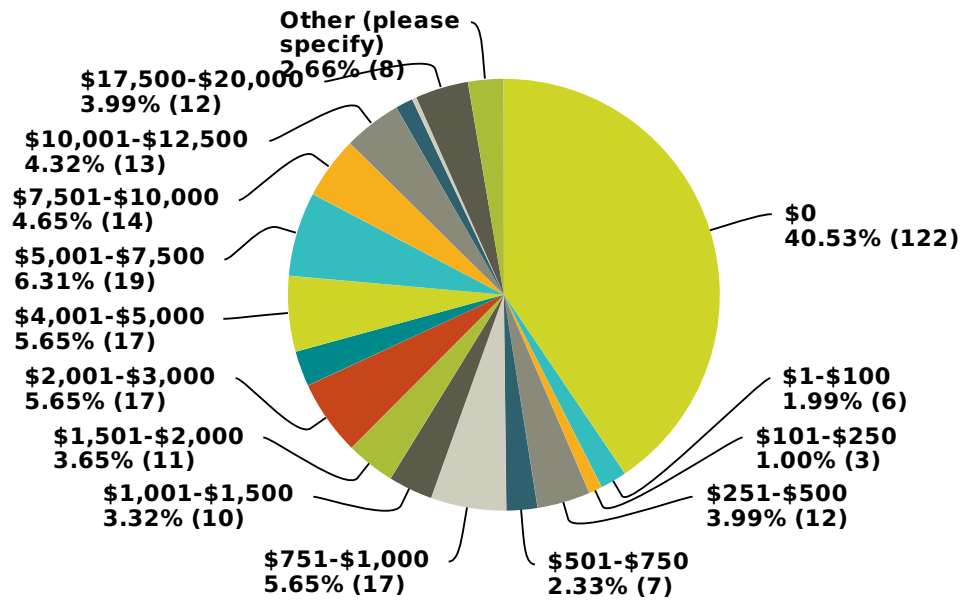
Q22 When was the last time the employee in this position received a bonus?

Answered: 305 Skipped: 17



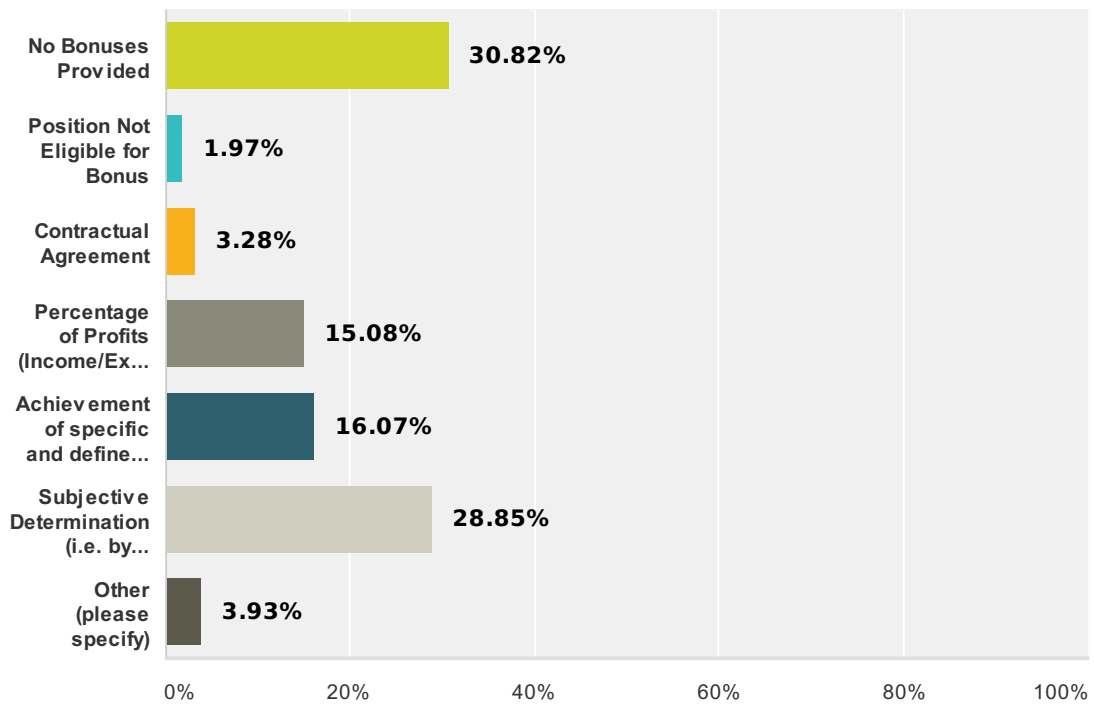
Q23 Please estimate in USD\$, any bonus received for the employee in this position the last time a bonus was given:

Answered: 301 Skipped: 21



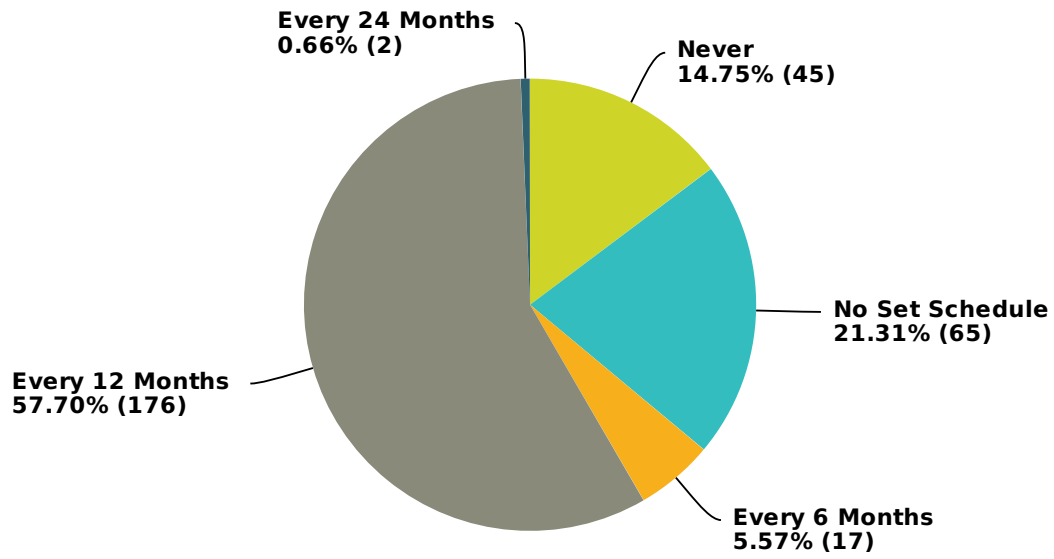
Q24 How does the organization/employer determine bonuses for this employee/position?

Answered: 305 Skipped: 17



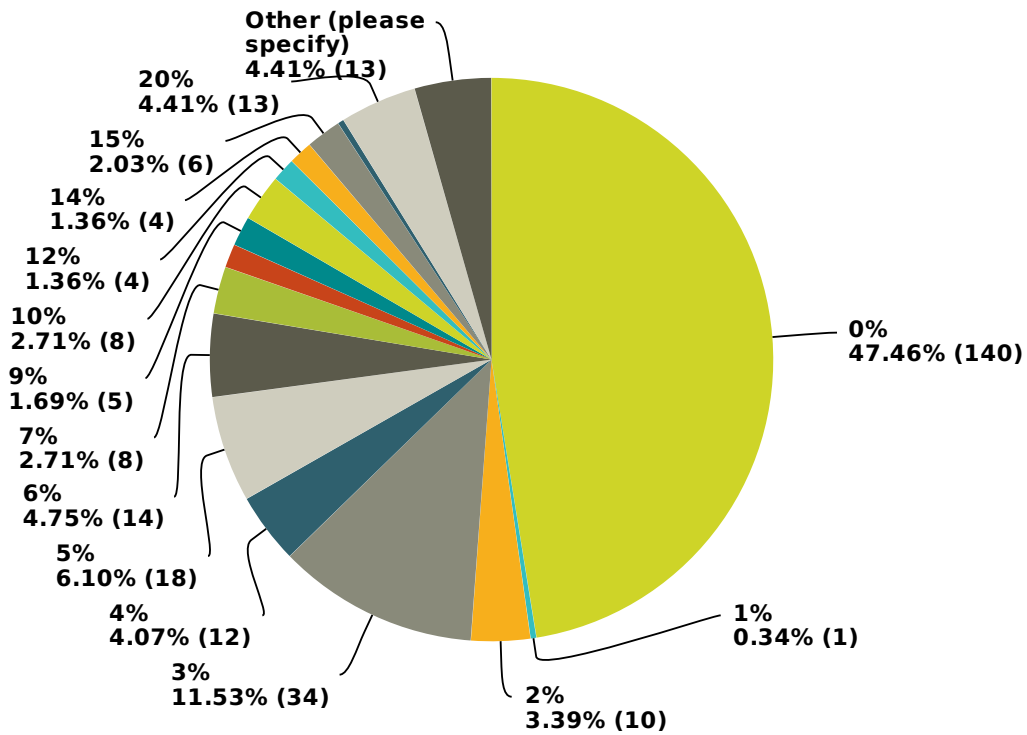
Q25 How often does the employee in this position receive a performance review?

Answered: 305 Skipped: 17



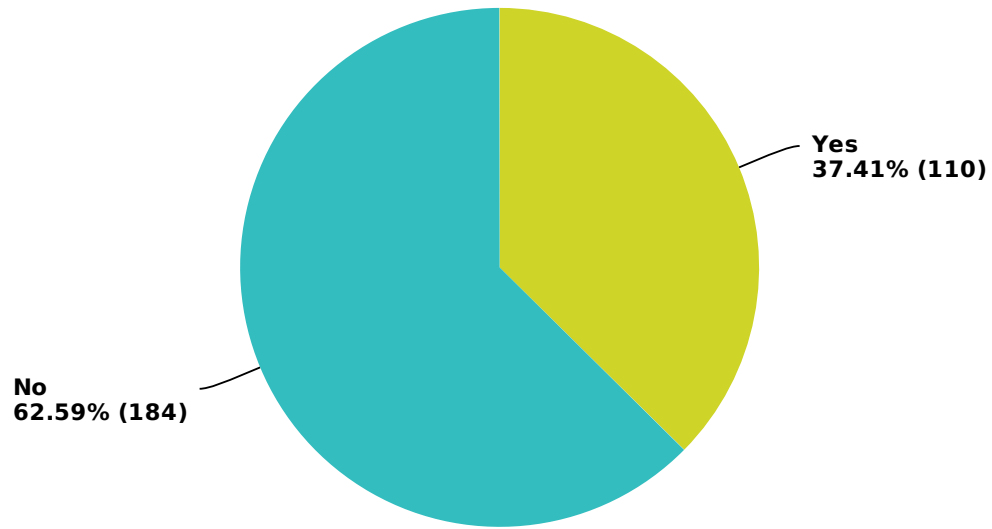
Q26 What percentage does the employer contribute to retirement benefits for the employee in this position?

Answered: 295 Skipped: 27



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

Answered: 294 Skipped: 28



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.

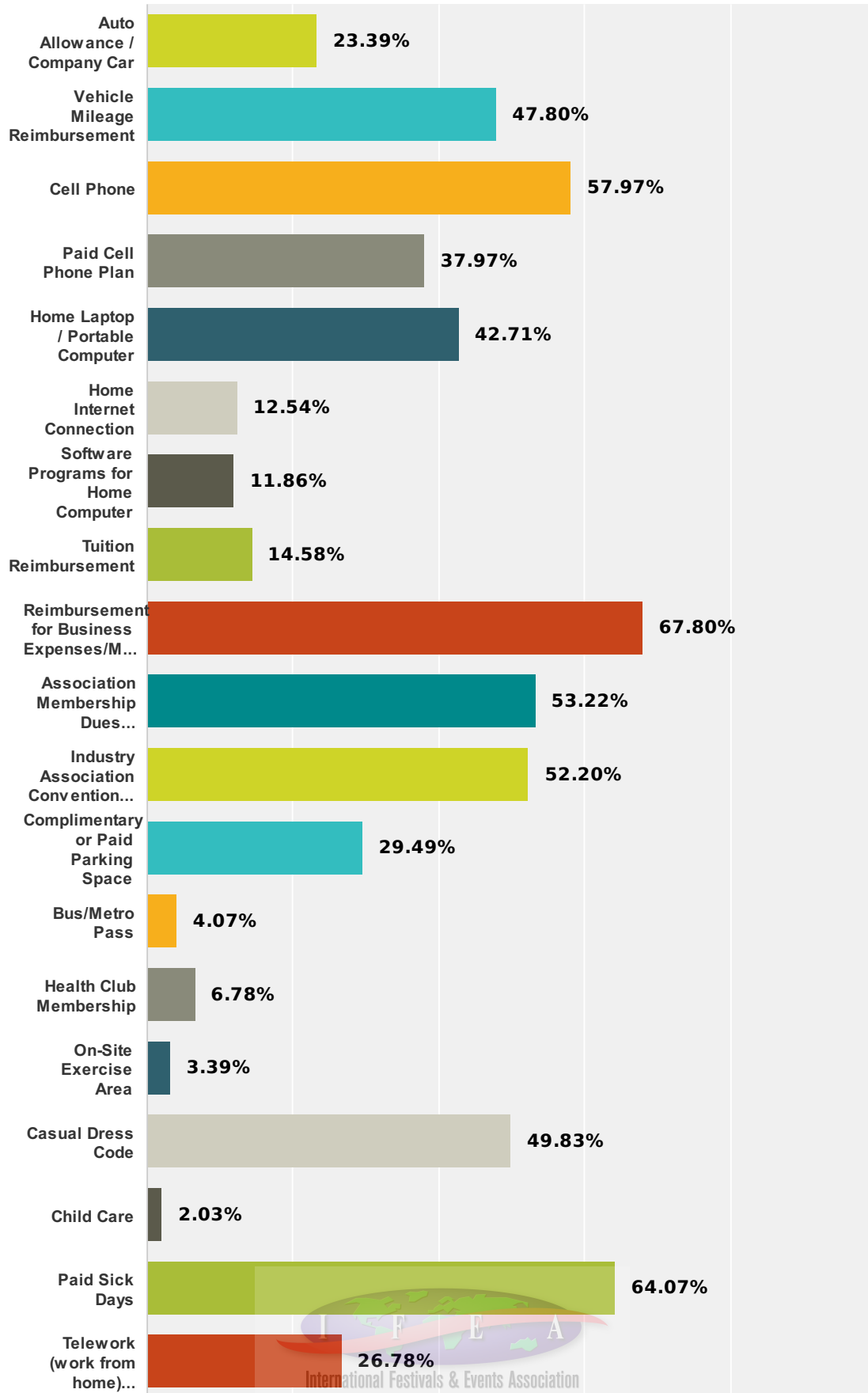
Answered: 294 Skipped: 28

Percentage Covered						
	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Total
0%	13.38% 95	19.72% 140	23.24% 165	21.13% 150	22.54% 160	710
1-10%	33.33% 5	6.67% 1	0% 0	40% 6	20% 3	15
11-20%	14.29% 3	14.29% 3	28.57% 6	23.81% 5	19.05% 4	21
21-30%	16.67% 2	25% 3	41.67% 5	16.67% 2	0% 0	12
31-40%	10% 1	20% 2	20% 2	30% 3	20% 2	10
41-50%	35.29% 24	29.41% 20	16.18% 11	11.76% 8	7.35% 5	68
51-60%	21.74% 5	39.13% 9	26.09% 6	8.70% 2	4.35% 1	23
61-70%	33.33% 3	11.11% 1	11.11% 1	0% 0	44.44% 4	9
71-80%	46.27% 31	28.36% 19	16.42% 11	7.46% 5	1.49% 1	67
81-90%	44.90% 22	22.45% 11	18.37% 9	6.12% 3	8.16% 4	49
91-100%	27.73% 99	18.21% 65	12.61% 45	22.13% 79	19.33% 69	357

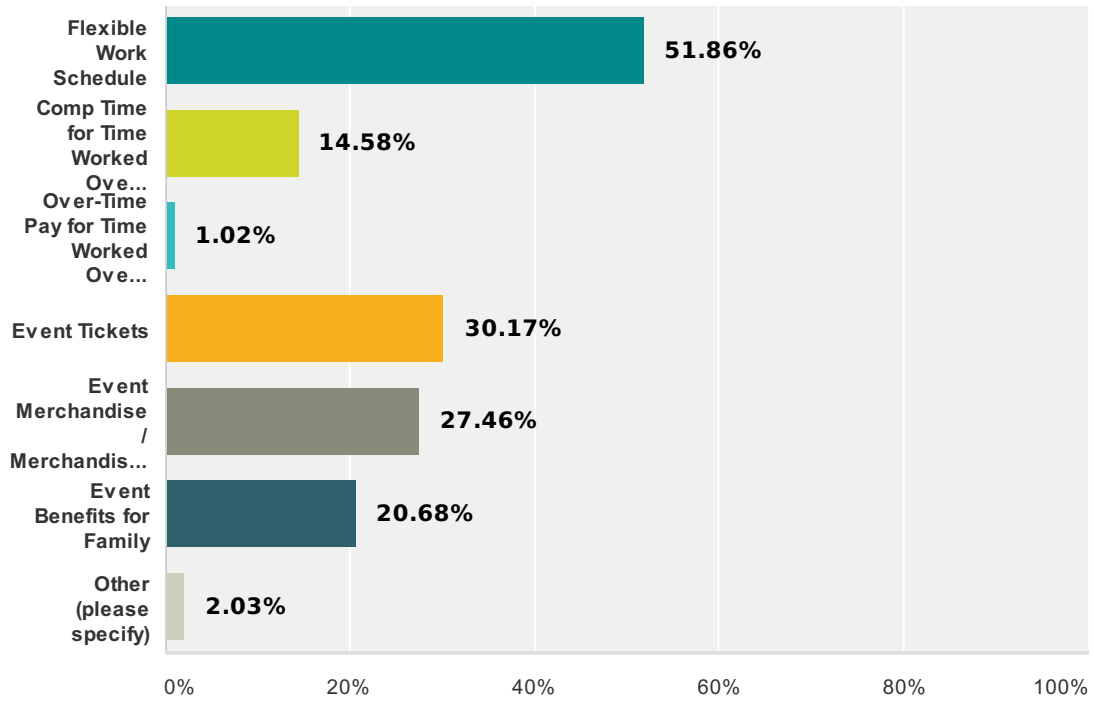


Q29 Please list any other benefits the employee in this position receives:

Answered: 295 Skipped: 27

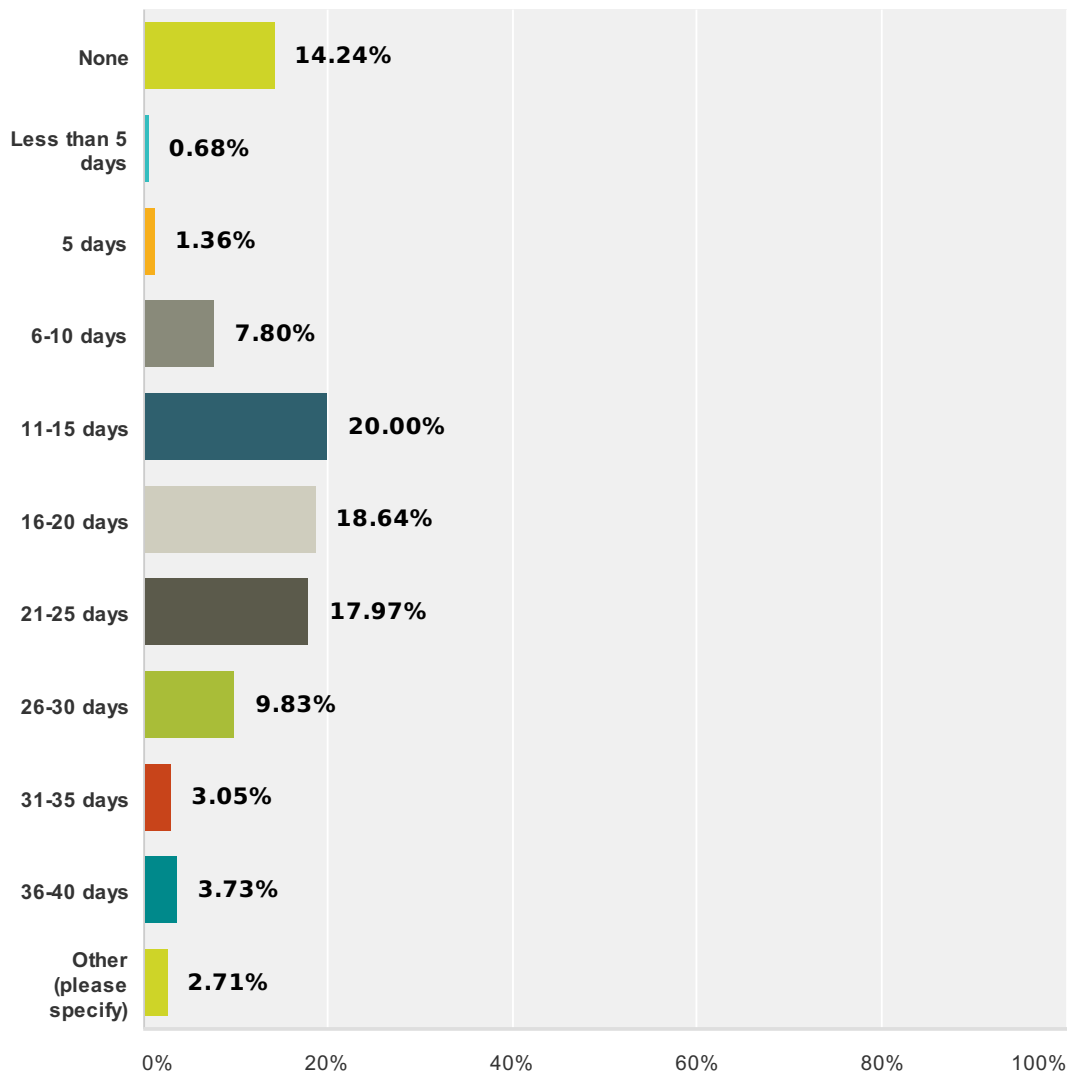


IFEA's 2013 Compensation and Benefits Survey



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

Answered: 295 Skipped: 27



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

Answered: 294 Skipped: 28

