



## **2022 FOUNDATION EXECUTIVE COMPENSATION REPORT**

**Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC**

Total Compensation Solutions is pleased to announce the availability of the 2022 Foundation Executive Compensation Report. This report covers 23 executive and director-level positions found in a sample of 678 foundations. The report includes compensation data on over 2,100 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., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Annual Bonus Paid (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Total Cash Compensation (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Total Remuneration (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Retirement, Non-taxable Benefits & Other Income (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- 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 Operating Officer / Deputy Executive Director  
Top Legal Officer / General Counsel  
Top Research Officer  
Top Human Resources Executive  
Top Administrative Executive  
Chief Financial Officer  
Controller  
Treasurer  
VP of Finance and Administration  
Chief Investment Officer  
Top Development Executive  
Top Grant Administration Executive  
Fundraising Director  
Top Planned Giving Executive  
Top Information Technology Executive  
Top Marketing Executive  
Top Public Relations Executive  
Top Program Executive  
Program Director  
Program Associate  
Chief Advancement Officer

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## REPORT SUBSCRIBER ORDER FORM

The 2022 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](mailto:tbailey@total-comp.com)  
Fax 914-730-7303

<b>EMPLOYMENT</b>	<b>SURVEY FEE</b>	<b>INVOICING PROCEDURE</b>
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"/>	\$2,000	ACH <input type="checkbox"/>
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### 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

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[www.Total-comp.com](http://www.Total-comp.com)