



2009 / 2010 NOT-FOR-PROFIT COMPENSATION REPORT

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

Total Compensation Solutions is pleased to announce the availability of the 2009 / 2010 Not-For-Profit Compensation Report for non-participants. This survey covers 74 positions found in a sample of 499 not-for-profit organizations. For many organizations, this survey report has the potential to be a primary data source on compensation and pay policies for the not-for-profit sector and it includes the following information:

STATISTICS & OTHER PERTINENT DATA PROVIDED

- Executive Summary
- Company Finance and Operating Data
- Sample Organization Chart
- Salary Administration Practices
- Salary Adjustments 2008, 2009 and 2010
- Benefits Policies
- Annual Bonus/Incentive Plans
- Board of Trustees Compensation and Governance Issues

COMPENSATION DATA PROVIDED (WHEN AVAILABLE)

- Annual Base Salary (Avg., 25th, 50th, 75th)
- Annual Bonus Paid (Avg., 25th, 50th, 75th)
- Total Compensation (Avg., 25th, 50th, 75th)
- Salary Ranges
- Geographical Breakouts
- Organization Type
- Size Breakouts (Operating Budget)
- Exempt- Nonexempt Status

POSITIONS INCLUDED (PLEASE CALL FOR COMPLETE LIST)

Chief Executive Officer/ Executive Director	Top Information Systems Executive
Chief Operation Officer/ Deputy Ex. Director	Information Systems Director
Top Legal Executive/ General Counsel	Information Systems Manager
Staff Attorney/ Assistant General Counsel	Website Director
Top Research Executive	Systems Analyst-Intermediate Level
Research Director	Top Marketing Executive
Research Manager	Top Public Relations Executive
Research Associate	Marketing Director
Top Human Resources Executive	Marketing Manager
Human Resources Director	Top Publications Executive
Human Resources Manager	Managing Editor
Human Resources Generalist	Senior Editor
Top Administration Executive	Editor
Top Facilities Executive	Art Director
Office Manager	Writer
Top Government Affairs Executive	Production Director
Chief Financial Executive	Fulfillment Manager
Controller	Top Program Executive
Accounting Manager	Top Professional Development Executive
Treasurer	Program Director
Top Development Executive	Education Director
Top Grant Administration Executive	Training Specialist
Director of Membership	Director, Volunteer Services
Grant Proposal Manager	Program Associate
Grant Proposal Writer	Special Events Planner
Fundraising Manager	

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SURVEY SUBSCRIBER ORDER FORM

The 2009 / 2010 Not-For-Profit 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

<u>EMPLOYMENT</u>	<u>SURVEY FEE</u>	<u>INVOICING PROCEDURE</u>
Under 50 Employees <input type="checkbox"/>	\$300	Send Bill <input type="checkbox"/>
50 & More Employees <input type="checkbox"/>	\$600	Purchase Order # _____
Consulting Firms <input type="checkbox"/>	\$795	Check Enclosed <input type="checkbox"/>
Hard Copy <input type="checkbox"/> PDF <input type="checkbox"/>		
EXTRA HARD COPY <input type="checkbox"/>	\$250	
2-Day Fedex	\$20	

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:

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