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2010

NONPROFIT ORGANIZATIONS SALARY AND BENEFITS REPORT

BLUEWATER
NONPROFIT SOLUTIONS



2010 Nonprofit Organizations Salary and Benefits Report

**Based on a Salary and Benefits Survey of Nonprofit Organizations in the U.S.A.,
Authored and Administered by**

BLUEWATER
NONPROFIT SOLUTIONS

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About Bluewater Nonprofit Solutions

Bluewater Nonprofit Solutions is a leading provider of salary and benefits surveys, compensation and benefits consulting, and credit card processing to nonprofit organizations. Bluewater specializes in helping nonprofit executives and boards conduct salary reviews, develop compensation structures and create performance based compensation programs. Their leading edge survey tools offer unlimited customization and flexible reporting options that allow quick, affordable tailoring of a survey to meet the needs of any associations, industry groups, professional societies, or chambers of commerce. Bluewater was founded by former nonprofit executives, and was created out of their deep knowledge and experiences providing day-to-day leadership within charitable organizations for more than 25 years. To learn more, visit www.bwnps.com

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Table of Contents

	Page		Page
I. Introduction	10	h. Executive Assistant Position	59
1. Developing the Survey	10	i. File Clerk Position	61
2. Data Effective Date	10	j. Mail Clerk Position	63
3. Data Sources	10	k. Meetings and Events Manager/Planner Position	65
4. Data Confidentiality	10	l. Office Manager Position	67
5. Survey Data Collection	11	m. Receptionist Position	69
6. Survey Participation	11	4. Advocacy / Government Affairs Job Family	71
7. Survey Completion	11	a. Government Relations Director Position	73
8. Understanding what Survey Responses are Displayed	12	b. Government Relations Manager Position	75
II. Overview of Survey Participants	13	c. Grassroots Advocacy Manager Position	77
1. Characteristics of Participating Organizations	13	d. Lobbyist Position	79
2. Survey Participants	14	e. Policy Advisor Position	81
III. Guide to Locating and Using the Report Data	21	f. Policy Analyst Position	83
1. Changes in Data from 2009 to 2010	21	5. Animal Care Job Family	85
2. Finding and Using the Compensation Data	22	a. Animal Care Worker Position	87
3. Finding and Using the Benefits Data	25	6. Athletics / Recreation Job Family	89
4. Report Presentation Views	31	a. Aquatics Director Position	91
5. Explanation of Data Fields Used	33	b. Athletic Director Position	93
6. Compensation Data Field Definitions	33	c. Fitness Instructor Position	95
7. Employee Benefits Data Field Definitions	35	d. Recreation/Activity Leader Position	97
8. Data Field Abbreviations	37	7. Call Center Job Family	99
9. Navigating the Report Using Bookmarks	37	a. Inbound Call Center Associate Position	101
IV. Compensation	38	b. Inbound Call Center Manager Position	103
1. Operating Unit Compensation Costs & Practices	39	c. Inbound Call Center Supervisor Position	105
2. Employee Turnover & Salary Increases	41	d. Outbound Call Center Associate Position	107
3. Administrative/General Office Job Family	43	e. Outbound Call Center Manager Position	109
a. Administrative Director Position	45	8. Communications / Marketing Job Family	111
b. Administrative Assistant, Intermediate Level Position	47	a. Communications/Marketing/Pub. Relations Assist. Pos	113
c. Administrative Assistant, Junior Level Position	49	b. Communications/Public Relations Director Position	115
d. Administrative Assistant, Senior Level Position	51	c. Communications/Public Relations Manager Position	117
e. Corporate Insurance Manager Position	53	d. Editor Position	119
f. Data Entry Operator Position	55	e. Editorial Services Manager Position	121
g. Data Entry Supervisor Position	57	f. Marketing Coordinator Position	123
		g. Marketing Director Position	125
		h. Photographer Position	127
		i. Videographer/Video Producer Position	129
		j. Writer Position	131

	Page
9. Culture / Performing Arts Job Family	133
a. Artistic Director Position	135
b. Box Office/Sales Manager Position	137
c. Curator Position	139
d. Exhibits Manager Position	141
e. Exhibits Technician Position	143
f. Museum Registrar Position	145
g. Production Manager/Coordinator Position	147
h. Stage Manager Position	149
i. Technical Staff Position	151
10. Education Job Family	153
a. Academic Records Assistant Position	155
b. Admissions Director Position	157
c. Admissions Representative Position	159
d. Adult Education Teacher Position	161
e. Alumni Affairs Director Position	163
f. Assistant Principal Position	165
g. Dean Position	167
h. Department Chair Position	169
i. Instructor Position	171
j. Librarian Position	173
k. Library Assistant Position	175
l. Placement & Career Services Director Position	177
m. Placement Counselor Position	179
n. Registrar Position	181
o. School Principal/Headmaster Position	183
p. Teacher, K – 12 Position	185
q. Teacher, Pre-School/Kindergarten Position	187
r. Teaching Assistant, K – 12 Position	189
s. Teaching Assistant, Pre-School/Kindergarten Position	191
11. Environment Job Family	193
a. Conservation Coordinator Position	195
b. Conservation Practitioner Position	197
c. Environmental Program Director Position	199
12. Executive Job Family	201
a. Chancellor/President Position	203
b. Chief Administrative Officer Position	205
c. Chief Advocacy Officer Position	207
d. Chief Development Officer Position	209

	Page
e. Chief Executive Officer/President /Executive Dir. Position	211
f. Chief Financial Officer Position	213
g. Chief Human Resources Officer Position	215
h. Chief Information Officer Position	217
i. Chief Marketing Officer Position	219
j. Chief Medical Officer Position	221
k. Chief of Staff Position	223
l. Chief Operating Officer/Associate Executive Dir. Position	225
m. Chief Program Officer Position	227
n. Chief Scientific Officer Position	229
o. Executive Vice President Position	231
13. Facilities / Maintenance Job Family	233
a. Building Manager Position	235
b. Driver Position	237
c. Facilities Manager Position	239
d. Groundskeeper Position	241
e. Janitor or Custodian Position	243
f. Maintenance Supervisor Position	245
g. Maintenance Technician/Specialist Position	247
h. Security Guard/Officer Position	249
i. Security Manager Position	251
14. Finance Job Family	253
a. Accounting Clerk Position	255
b. Accounting Manager Position	257
c. Accounts Payable Manager/Supervisor Position	259
d. Accounts Receivable Manager/Supervisor Position	261
e. Assistant Controller/Assistant Dir. of Accounting Position	263
f. Bookkeeper Position	265
g. Budget Analyst Position	267
h. Budget Director Position	269
i. Director of Accounting/Controller Position	271
j. Director of Finance Position	273
k. Finance Administrator Position	275
l. Financial Analyst Position	277
m. Government Grants Administrator Position	279
n. Internal Auditor Position	281
o. Regional Area Financial Analyst Position	283
p. Senior Accountant Position	285
q. Senior Internal Auditor Position	287

	Page
r. Staff Accountant Position_____	289
15. Food Services Job Family_____	291
a. Cafeteria Manager Position_____	293
b. Cook Position_____	295
c. Food Bank Manager Position_____	297
d. Food Service Assistant/Worker Position_____	299
e. Food Service Manager or Supervisor Position_____	301
16. Grant Making Job Family_____	303
a. Foundation Program Assistant Position_____	305
b. Foundation Program Associate Position_____	307
c. Foundation Program Officer Position_____	309
17. Graphics / Printing Job Family_____	311
a. Creative Services Director/Manager Position_____	313
b. Graphic Artist Position_____	315
c. Print Shop Manager Position_____	317
18. Housing Job Family_____	319
a. Construction Manager Position_____	321
b. Desk Clerk Position_____	323
c. Director of Property Management Position_____	325
d. Director of Residential Services Position_____	327
e. Resident Services Coordinator Position_____	329
f. Shelter Supervisor Position_____	331
19. Human Resources Job Family_____	333
a. Compensation Analyst Position_____	335
b. Compensation and Benefits Specialist Position_____	337
c. Employee Benefits Administrator Position_____	339
d. Employee Training Manager/Specialist Position_____	341
e. Human Resources Assistant Position_____	343
f. Human Resources Director/Manager Position_____	345
g. Human Resources Generalist Position_____	347
h. Payroll Clerk Position_____	349
i. Payroll Manager Position_____	351
j. Recruiter Position_____	353
k. Recruiting Manager Position_____	355
20. Income Development / Fundraising Job Family_____	357
a. Annual Giving Director Position_____	359
b. Annual Giving Officer Position_____	361
c. Campaign Manager Position_____	363

	Page
d. Development Associate/Generalist Position_____	365
e. Donor Information and Gift Processing Manager Position_____	367
f. Foundations and Corporate Giving Director Position_____	369
g. Grant Proposal Writer Position_____	371
h. Income Development Director Position_____	373
i. Major Gifts Director Position_____	375
j. Major Gifts Officer Position_____	377
k. Membership Assistant Position_____	379
l. Membership Director/Manager Position_____	381
m. Online Giving Manager Position_____	383
n. Planned Giving Director Position_____	385
o. Planned Giving Officer Position_____	387
p. Prospect Researcher Position_____	389
q. Regional Area Income Development Vice Pres./Dir. Position_____	391
r. Sales Clerk Position_____	393
s. Shop Manager Position_____	395
t. Special Events Manager/Specialist Position_____	397
21. Information Technology Job Family_____	399
a. Applications Developer Position_____	401
b. Business Systems Analyst Position_____	403
c. Database Administrator Position_____	405
d. Database Analyst Position_____	407
e. Database Architect Position_____	409
f. Desktop Support Manager Position_____	411
g. Desktop Support Specialist Position_____	413
h. Information Technology Manager Position_____	415
i. IT Systems Security Position_____	417
j. LAN Administrator Position_____	419
k. Network Engineer Position_____	421
l. Network Manager Position_____	423
m. Software Engineer Position_____	425
n. Systems Analyst Position_____	427
o. Systems Engineer Position_____	429
p. Technical Project Manager Position_____	431
q. Technical Support Analyst Position_____	433
r. Technical Support Manager Position_____	435
s. Web Administrator Position_____	437
t. Web Developer Position_____	439
u. Webmaster Position_____	441

	Page
22. Legal Job Family	443
a. Attorney Position	445
b. Deputy General Counsel Position	447
c. General Counsel Position	449
d. Legal Assistant Position	451
e. Paralegal Position	453
f. Senior Attorney Position	455
23. Medical Services Job Family	457
a. Clinic Director Position	459
b. Community Health Worker Position	461
c. Dental Assistant Position	463
d. Director of Nursing Position	465
e. Laboratory Technician/Technologist Position	467
f. Medical Assistant Position	469
g. Medical Case Manager Position	471
h. Medical Receptionist Position	473
i. Medical Records Clerk Position	475
j. Medical Services Director Position	477
k. Nurse Practitioner Position	479
l. Occupational Therapist Position	481
m. Patient Accounts Representative Position	483
n. Patient Financial Services Manager Position	485
o. Personal Attendant/Home Health Care Worker Position	487
p. Physical Therapist Position	489
q. Physician Position	491
r. Registered Nurse Position	493
s. Speech Pathologist Position	495
24. Program Administration Job Family	497
a. Partnership & Collaboration Manager Position	499
b. Program Analyst Position	501
c. Program Assistant Position	503
d. Program Coordinator Position	505
e. Program Director Position	507
f. Program Manager Position	509
g. Project Manager (Non-Technical) Position	511
h. Regional Area Program Coordinator Position	513
i. Regional Area Program Director or Manager Position	515
j. Senior Project Manager (Non-Technical) Position	517

	Page
25. Program Delivery Job Family	519
a. Case Manager, Entry-Level Position	521
b. Case Manager, Mid-Level Position	523
c. Case Manager, Senior-Level Position	525
d. Chaplain/Clergy Position	527
e. Child Care Assistant/Babysitter Position	529
f. Counselor, Entry-Level Position	531
g. Counselor, Mid-Level Position	533
h. Counselor, Senior-Level Position	535
i. Direct Care Counselor Position	537
j. Driver Position	539
k. Eligibility Specialist Position	541
l. Job Coach Position	543
m. Job Placement Coordinator Position	545
n. Licensed Psychologist Position	547
o. Psychiatric Social Worker Position	549
p. Psychiatrist Position	551
q. Senior/Adult Program Assistant Position	553
r. Social Worker, Entry-Level Position	555
s. Social Worker, Mid-Level Position	557
t. Social Worker, Senior-Level Position	559
u. Vocational or Placement Counselor Position	561
26. Purchasing Job Family	563
a. Buyer Position	565
b. Purchasing Coordinator/Specialist Position	567
c. Purchasing Manager Position	569
27. Regional General Management Job Family	571
a. Area Director Position	573
b. Area Manager Position	575
c. Regional Vice President Position	577
28. Science Job Family	579
a. Applied Scientist Position	581
b. Research Analyst Position	583
c. Research Assistant Position	585
d. Research Director Position	587
e. Research Manager Position	589
f. Scientific Program Manager Position	591
29. Volunteerism Job Family	593
a. Community Organizer Position	595

	Page
b. Volunteer Coordinator Position_____	597
c. Volunteer Director Position_____	599
30. Warehousing Job Family_____	601
a. Distribution Supervisor Position_____	603
b. Forklift Operator Position_____	605
c. Inventory Control Clerk Position_____	607
d. Inventory Control Manager Position_____	609
e. Order Picker Position_____	611
f. Shipping/Receiving Clerk Position_____	613
g. Warehouse Manager Position_____	615
V. Employee Benefits_____	617
1. General Benefit Offerings_____	618
2. Flexible Spending Accounts_____	622
3. Employee Leave Types_____	624
a. Vacation_____	624
b. Sick Leave_____	626
c. Personal Days_____	628
d. Holidays_____	630
e. Floating Holidays_____	632
f. Bereavement_____	634
g. Extended Sick Leave Pool (ESLP)_____	636
h. Paid Time Off (PTO)_____	638
i. Family Medical Leave Act (FMLA) with Pay_____	640
4. Overtime Practices_____	642
5. Medical_____	644
a. Plan Offerings_____	644
b. Plan Costs_____	648
6. Prescription Drug Plans_____	652
7. Dental_____	656
a. Plan Offerings_____	656
b. Plan Costs_____	660
8. Vision_____	664
a. Plan Offerings_____	664
b. Plan Costs_____	668
9. Life Insurance & Disability_____	670
a. Plan Offerings_____	670
b. Plan Eligibility_____	674

	Page
10. Retirement_____	678
a. Plan Offerings_____	678
b. Plan Eligibility_____	680
c. Plan Contributions_____	684
11. Executive Benefit Offerings_____	686
a. Chief Executive Officer /President/Executive Director_____	686
b. Chancellor/President_____	688
c. Chief Operating Officer/Associate Executive Director_____	690
d. Executive Vice President_____	692
e. Chief Administrative Officer_____	694
f. Chief Advocacy Officer_____	696
g. Chief Development Officer_____	698
h. Chief Financial Officer_____	700
i. Chief Human Resources Officer_____	702
j. Chief Information Officer_____	704
k. Chief Marketing Officer_____	706
l. Chief Medical Officer_____	708
m. Chief Program Officer_____	710
n. Chief Scientific Officer_____	712
o. Chief of Staff_____	714
12. Executive Employment Agreements_____	716
a. Chief Executive Officer /President/Executive Director_____	716
b. Chancellor/President_____	718
c. Chief Operating Officer/Associate Executive Director_____	720
d. Executive Vice President_____	722
e. Chief Administrative Officer_____	724
f. Chief Advocacy Officer_____	726
g. Chief Development Officer_____	728
h. Chief Financial Officer_____	730
i. Chief Human Resources Officer_____	732
j. Chief Information Officer_____	734
k. Chief Marketing Officer_____	736
l. Chief Medical Officer_____	738
m. Chief Program Officer_____	740
n. Chief Scientific Officer_____	742
o. Chief of Staff_____	744
VI. Wage Conversion Tables_____	746
VII. Glossary of Terms_____	751

Introduction

Developing the Survey

The 2010 Nonprofit Organizations Salary and Benefits Survey was designed to address the unique compensation and benefit practices of nonprofits in the U.S.A. Prior to developing the survey, extensive research was completed to ensure the survey reports would satisfy the needs of the nonprofit sector. The survey used a state-of-the-art online questionnaire to collect total cash compensation data on 309 nonprofit specific positions from entry-level to executive directors. Where possible, detailed benefits information was collected to cover plan costs, participation rates and eligibility for medical, dental, vision, life, disability, and retirement plans. More than 34 general benefit offerings from employee leave to telecommuting are covered as well. An executive benefits section provides additional information on these benefits and on employment agreements.

Data Effective Date

Survey participants were asked to provide responses to all survey questions with data that was valid for their organization as of March 1, 2010.

Data Sources

Participation in the survey was open to all U.S. based nonprofit organizations with at least 1 full time employee working 30 or more hours per week. All Data within the 2010 Nonprofit Organizations Salary and Benefits Survey was obtained directly from nonprofit organizations. As a condition to participating in the survey, each participant was asked to verify that they were an employee that had been authorized by their organization to provide the information requested in the survey. Additionally, they acknowledged that they would provide accurate survey information for their organization. No third party data was used in this report.

Data Confidentiality

All questionnaire data have been handled in the strictest confidence by Bluewater Nonprofit Solutions. The data within this report is presented in aggregate to protect the confidentiality of participating organizations. In the case where data specific to a particular organization could possibly be identified, the results have not been published or the presentation of the data has been changed to protect the identity of the organization.

Survey Data Collection

Data was collected through an online questionnaire on the Bluewater Nonprofit Solutions' website. Nonprofits were invited to complete the survey from March through mid-May 2010. Prior to completing the questionnaire, participants were asked to register and verify that they were authorized by their organizations to complete the survey.

Survey Participation

Participation in the survey was promoted through a variety of channels. The NonProfit Times invited its subscribers to participate in the survey through a series of vehicles including email communications, social media, advertisements on its website, and print and electronic advertisements in its magazines, newsletters and publications. Bluewater Nonprofit Solutions promoted participation in the survey to its customers and other nonprofit organizations through emails, social media, and by advertising on its website. Additionally, Bluewater reached out to collaborating nonprofit associations and asked them to invite their members to participate in the survey.

Survey Completion

Organizational Data

Survey participants were asked to provide information about their nonprofit organization to make it possible for the survey results to be displayed by operating budget size, number of full-time employees, geographic region, and field of work (based on the classifications in the National Taxonomy of Exempt Organizations). This data is used extensively throughout the report.

Position Matching and Entering Compensation Data

Prior to completing the compensation section of the questionnaire, participants were asked to match the organization's positions to benchmark jobs found in one of 28 job families. Job families are used to group relevant jobs together by functional area of responsibility (e.g., all jobs related to income development). The survey questionnaire made use of benchmark jobs during the position matching process to accommodate the many differences between the size, field, and programs offered by various nonprofit organizations. Because of these differences, similar job titles used across multiple organizations are likely to have differing levels of responsibility and scope associated with them. The use of benchmark jobs helps level the playing field by asking survey participants to match their organization's positions to a predefined list of positions using job descriptions, not job titles.

Once the appropriate benchmark jobs were selected, participants were asked to enter compensation data for each position. They were instructed to enter data for full-time employees only and to match each employee to only one benchmark job description. If more than one employee was being reported for a position, participants were asked to provide average annual compensation data for the group. The majority of the fields on the position entry page were mandatory to ensure data completeness. Participants were given the option to enter the position title used by their organization.

Organizations that completed the survey by the deadline were provided a complimentary Executive Summary report of the survey results and were given a discount on the purchase price of the full survey report.

Understanding what Survey Responses are Displayed

The online survey questionnaire was designed with functionality and tools that helped survey participants provide accurate data. A series of business rules were used during the data entry process. These business rules help improve the quality of the survey data by providing data validation in real time. Once participation in the survey was closed, a series of additional data quality checks are made. Survey participants were contacted directly to verify suspect responses, and changes were made to these survey participants' data as necessary.

Salary data was not collected for part-time positions. However, the data can be used as a starting point for determining part-time pay by calculating a percentage of the base salary amount reported in the data.

As part of the quality control process, data display rules are used to determine what information is presented throughout the report. The following data display guidelines are utilized throughout the report.

Position Data Titles Removed For Insufficient Data

Individual job title reports are not displayed where fewer than 5 organizations have provided a response. In cases where fewer than 5 responses are available, the data is still used for the aggregated data reporting in the Job Family and Operating Unit Compensation Costs & Practices reports.

Survey Responses Not Displayed

Survey responses are displayed as a hyphen (-) in cases where data is not available or where an insufficient number of organizations provided a response to the survey question. In the case where a zero is displayed, this data should be considered valid and the response accurate.

Displaying Statistical Data (AVG, MIN, 25th PCTL, Median, 75th PCTL, MAX)

The key statistical measures of Average (AVG), Minimum (MIN), 25th Percentile (25th PCTL), Median (50th PCTL), 75th Percentile (75th PCTL), and Maximum (MAX) are used to display data throughout the report. In cases where fewer than 4 organizations have provided valid data, only the AVG field will display data. All other statistical fields will display a hyphen (-) when data is not available.

Throughout the report, survey responses will be displayed as numbers unless otherwise indicated by the use of a percentage (%) or dollar (\$) sign.

Overview of Survey Participants

Characteristics of Participating Organizations

This section provides information about the 977 nonprofit organizations that completed the 2010 Nonprofit Organizations Salary and Benefits Survey. These organizations provided detailed information on benefit practices and compensation data on 259 different nonprofit positions. The tables in this section provide an overview of the participants based upon where they are located, their operating budget size, field of services and the number of full time staff they employ.

Full-Time Employees	Number of Organizations
1-10	480
11-25	157
26-50	108
51-100	106
101-200	51
201 or more	75

Field of Work	Number of Organizations
Arts, Culture, and Humanities	85
Education	88
Environment and Animals	45
Health	119
Human Services	391
International, Foreign Affairs	6
Public, Societal Benefit	164
Religion Related	23
Mutual/Membership Benefit	31
Unknown, Unclassified	25

Operating Budget	Number of Organizations
Less than \$499,999	206
\$500,000 - \$999,999	163
\$1,000,000 - \$2,499,999	207
\$2,500,000 - \$4,999,999	130
\$5,000,000 - \$9,999,999	111
\$10,000,000 - \$24,999,999	83
\$25,000,000 - \$49,999,999	35
\$50,000,000 or more	42

Geographic Region	Number of Organizations
Northeast U.S.	231
Southeast U.S.	197
North Central U.S.	214
South Central U.S.	93
Northwest U.S.	143
Southwest U.S.	99

Survey Participants

21st Century Leaders, Inc.
 A.C. Gilbert's Discovery Village
 ABLE, Inc.
 Acadiana Legal Service Corporation
 AchieveMpls
 ADA Foundation
 Adaptive Sports Center of Crested Butte, Inc
 Adler Planetarium
 Adoption Bridges of Kentucky
 Adult Literacy Advocates
 Adventure Cycling Association
 Advocacy Resource Center of Marion, Inc.
 Agassiz Audubon Society
 Aging Projects, Inc.
 Aglow International
 AIDS Research Institute at UCSF
 AIDS/LifeCycle
 Air-Conditioning, Heating and Refrigeration Institute
 Al-Anon Family Group Headquarters, Inc.
 Aldersgate
 Allegany Franciscan Ministries, Inc.
 Allen County Education Partnership
 Allendale Association
 Alliance for Community Trees
 Alliance for Telecommunications Industry Solutions
 Alpha Phi Omega
 Alpha-1 Foundation
 Alzheimer's Association - Northern California & Northern Nevada
 Alzheimer's Services of the Capital Area
 American Academy of Disability Evaluating Physicians
 American Association for the Study of Liver Diseases
 American Brain Tumor Association
 American College of Chest Physicians
 American Composites Manufacturers Association
 American Conference of Academic Deans
 American Conference of Cantors
 American Heart Association
 American Humanics
 American Institute for Medical and Biological Engineering
 American Institute of Architects, Los Angeles
 American Lung Association
 American Red Cross, Gaston County Chapter
 American Red Cross, Mid-Illinois Chapter
 American Red Cross, San Luis Obispo County Chapter
 American Red Cross, Wisconsin
 American Watchmakers-Clockmakers Institute
 America's Junior Miss
 Anchor Center for Blind Children
 And Justice For All
 Anderson Interfaith Ministries
 Andrews and Associates LLC
 Anxiety Disorders Association of America
 Aquidneck Land Trust
 ARC Greater Twin Cities
 ARC of Maui County
 Archuleta County Victim Assistance Program
 Ariel Clinical Services
 Arizona Quality Alliance
 Armstrong County Community Foundation
 Arthritis Foundation
 Arthritis Foundation, Florida Chapter
 Arthritis Foundation-Greater Southwest Chapter
 Arts & Scraps
 Aspen Historical Society
 Aspen Music Festival and School
 Assisting Single Parents in Realizing Education (ASPIRE)
 Associated Builders & Contractors
 Association of Camps Farthest Out, Inc.
 Association of Fundraising Professionals
 Association of Teachers of Japanese
 Asthma & Allergy Foundation of America New England Chapter
 Atlanta Community Food Bank
 AVODAH: The Jewish Service Corps
 Avondale House
 AWS Foundation
 Bach Choir of Pittsburgh
 Bailey House, Inc.
 Baker Industries
 Baltimore City Community College Foundation
 Baltimore Women's Classic, Inc
 Baptist Easley Hospital
 Baptist Foundation of Texas
 Bartow Health Access Inc
 Bashor Home of The United Methodist Church
 Bastrop Independent School District
 Bay Area Coalition for Equitable Schools
 Bay Cove Human Services, Inc.
 Bayou Interfaith Shared Community Organizing
 Beaver County Corporation for Economic Development
 Beech Brook
 Berks Women in Crisis
 Berkshire Area Health Education Center, Inc.
 BEST Project
 Beth Hillel Temple
 Big Brothers Big Sisters of Central Texas
 Big Brothers Big Sisters of Lake County
 Big Brothers Big Sisters of the Heart of Georgia
 Bi-State Primary Care Association
 Bob Woodruff Foundation
 Boca Helping Hands
 Boise Public Schools Education Foundation
 Bosma Enterprises
 Boston Community Capital
 Boston Gay Men's Chorus
 Boston Latin School Association
 Boys & Girls Club of Manchester
 Boys & Girls Club of Santa Cruz
 Boys & Girls Clubs of Boston
 Boys & Girls Clubs of Metropolitan Phoenix
 Boys & Girls Clubs of Middlesex County
 Boys & Girls Clubs of Wayne County, IN
 Brain Injury Association of Michigan
 Breathe California Golden Gate Public Health Partnership
 Breckenridge Outdoor Education Center
 Brett Family Foundation
 Brevard Achievement Center
 Bridgeway Capital Inc.
 Bright Horizons Resources for Survivors of Domestic Violence and Sexual Assault
 Brothers Brother Foundation
 Business Volunteers Unlimited
 Butler County Chamber of Commerce
 C.P. Huntington Railroad Historical Society, Inc.
 Cabrillo College Foundation
 Cache Creek Conservancy
 California Communications Association
 California Foster Families Inc
 California Redevelopment Association
 Camp and Retreat Ministry
 Camp Boggy Creek
 Camp Summit
 Canandaigua Chamber of Commerce
 Cancer Care Services
 Canine Companions for Independence
 Capital Area Alliance for the Homeless
 Capital City Youth Services Inc
 CARE USA

CareConnect
Caring Connection
Carson City Senior Citizens Center, Inc.
Cascades Humane Society
Catholic Charities of the Archdiocese of Chicago
Catholic Charities, Connecticut
Catholic Social Services
Cattaraugus Region Community Foundation
Center for Disability Rights, Inc.
Center for International Private Enterprise (CIPE)
Center for Nonprofit Excellence
Center for the Visually Impaired
Cen-Tex Alcoholic Rehabilitation Center
Central Catholic High School
Central Louisiana Partners in Literacy
Central Pennsylvania Food Bank
Centro Legal de la Raza
Chenango Housing Improvement Program, Inc.
Chicago Children's Choir
Child Care Resource Center
Child Care Resources Inc.
Child Care Services Association
Child Guidance & Family Solutions
Child Trends, Inc.
Children Across America
Children's Action Alliance
Children's Home + Aid
Children's Home Society of Washington
Children's Law Center of Los Angeles
Children's Museum of Naples
Children's Rights
Children's Theatre of Charlotte
Children's Tumor Foundation
Chimpanzee Sanctuary Northwest
Chippewa Health Access Coalition
Christ Church Unity
Chrysalis Center, Inc.

Clark College Foundation
Clearbrook
Coalition for a Tobacco-Free Hawaii
Coburn Place Safe Haven
Colburn Foundation
College Houses, Inc.
Colon Cancer Alliance
Colonial Williamsburg Foundation
Colorado Anti-Violence Program
Colorado Association of Funders
Colorado Big Country RC & D
Colorado Coalition Against Sexual Assault
Colorado Community Action Association
Colorado Foundation for Water Education
Colorado Renewable Energy Society
Colorado Youth at Risk
Colorado Youth for a Change
Columbia Museum of Art
Comer Museum & Arts Center
Commission To Every Nation
Communities In Schools of Florida
Community Action Committee of Danbury
Community Action Partnership of San Bernardino County
Community Alliance with Family Farmers
Community Foundation of Santa Cruz County
Community Foundation of the Florida Keys
Community Foundation of the Gunnison Valley
Community Foundation of Western Nevada
Community Grief Support Service
Community Health Network Foundation
Community Living Association
Community Music Center
Community Radio for Northern Colorado
Community Service Foundation
Community, Counseling, and Correctional Services, Inc.
Concordia University Texas

Conservation International
Conservation Law Foundation
CONTACT Crisis Line
Cook County Council on Aging
Cookeville Regional Medical Center Foundation
COPE Pregnancy Center
Cornerstones of Care
Cornish College of the Arts
Coronado Schools Foundation
Council of Michigan Foundations
Council of New Jersey Grantmakers
CPAsNet.com
Creative Ministries Inc.
Crime Commission
Crittenton Women's Union
Crow Canyon Archaeological Center
CT Campground Owners Association, Inc.
CurePSP
D.C. Law Students In Court
Dads Make a Difference
Daily Living Centers, Inc.
Dallas Women's Foundation
Davie County United Way
Day Nursery Association
Daybreak Inc.
Del Norte Family Resource Center
Delaware Coalition Against Domestic Violence
Del-Mor Dwellings Corp
Desert AIDS Project
Developmental Services Center
di Rosa
Direct Action Welfare Group Inc.
Direct Relief International
Disability Resource Center, Inc.
Disabled Sports USA, Inc.
Domestic Violence Resource Center of South County

Donaldsonville Area Association for Retarded Citizens, Inc
Door County YMCA
Douglas Cherokee Economic Authority Inc.
Durham Convention and Visitors Bureau
E2 Foundation
Earth Policy Institute
EarthSave International
East Boston Social Centers, Inc.
Easter Seals Capital Region & Eastern Connecticut
Easter Seals Central and Southeast Ohio, Inc.
Easter Seals Joliet Region Inc.
Easter Seals Massachusetts, Inc.
Easter Seals Southeast Wisconsin
Easter Seals Southern Georgia
Easter Seals Southwest Florida
Easter Seals Washington
Easter Seals, Inc.
Eastern Area Adult Services, Inc.
Eastern Christian Children's Retreat
Eastern West Virginia Community Foundation
EastLake Educational Foundation
Edsel & Eleanor Ford House
Education & Assistance Corporation
Educational Council for Hope & Opportunity
Egyptian Theatre
Eisenhower Center, Inc.
Elder Care Services, Inc.
Eldergarden
Electrochemical Society
Embassy Theatre
Encore Experiences at Harleysville
EngenderHealth
English at Work
Environmental Health Coalition
Epilepsy Society of Southern New York
Espanola Valley Fiber Arts Center

Evanston Art Center
 Exceptional Children's Foundation
 Executive Service Corps
 Executive Service Corps of Chicago
 Exploring the Arts
 F.I.R.S.T.
 Face to Face
 Fairfax Library Foundation
 Families First
 Family & Children's Agency, Inc
 Family & Children's Service
 Family Answers, Inc.
 Family Care Network, Inc.
 Family Counseling Services of Greater Miami, Inc.
 Family Housing and Adult Resources
 Family Resource Center of North Texas
 Family Services Incorporated
 Family Services of Tulare County
 Fargo-Moorhead Builders & Traders Exchange Inc.
 Farm Aid
 Federation of Internet Solution Providers of America
 Feed The Children, Inc.
 Fieldstone Foundation
 Fine Line Creative Arts Center
 Firelands Association of Realtors
 Flatirons Habitat for Humanity
 Florence Crittenton Services, Inc.
 Flynn Center for the Performing Arts, Ltd.
 Food Allergy & Anaphylaxis Network
 Food Bank of Alaska, Inc.
 Food Bank of Northern Indiana
 Food Bank of the Rockies
 Food for Others
 Foothills Equestrian Nature Center, Inc.
 ForestEthics
 Forsyth Medical Center Foundation
 Fort Lauderdale Children's Theatre
 Foundation Fighting Blindness
 Foundation for the Mid South
 Frank Lloyd Wright Preservation Trust
 Fraxa Research Foundation
 Freedom Service Dogs
 Friends of Acadia
 Friends of MacArthur Beach State Park
 Friends of the Levitt Pavilion - Arlington
 Full Circle for Women
 Futures Explored
 Gateway to the Arts
 Gay & Lesbian Advocates & Defenders (GLAD)
 Geneva Camp & Retreat Center
 Georgia AGAPE, Inc.
 Georgia Legal Services Program
 Girl Scout Council of Orange County
 Girl Scouts of Greater Los Angeles
 Girls Inc. of Jackson County
 Girls Incorporated of Central Alabama
 Girls Incorporated of Metropolitan Dallas
 GlobalGiving Foundation
 Golf Course Superintendents Association of New Jersey
 Goodwill Industries Manasota, Inc
 Gosnold on Cape Cod
 Grace Flight of America
 Grace Unlimited Corporation
 Grand County Rural Health Network
 Grand Rapids Public Library Foundation
 Greater Cedar Rapids Area Home Builders Association
 Greater Cleveland Volunteers
 Greater Midland Community Centers, Inc.
 Greater Milwaukee Association of REALTORS
 Greater Milwaukee Foundation
 Greater Newburgh YMCA
 Greater Pittsburgh Community Food Bank
 Greater Yellowstone Coalition
 Greenlights for NonProfit Success
 Griffith Centers for Children
 Guadalupe River Park Conservancy
 Guardian Angel Community Services
 Guild for the Blind
 Gulf Coast Community Foundation of Venice
 Gulfcoast Legal Services
 Gwinnett Coalition for Health and Human Services
 Habitat for Humanity
 Habitat for Humanity Buffalo
 Habitat for Humanity Choptank
 Habitat for Humanity Lansing
 Habitat for Humanity of Bucks County
 Habitat for Humanity of Champaign County
 Habitat for Humanity of Frederick County, MD
 Habitat for Humanity of Lee County, Inc.
 Hands of The Carpenter
 HandsOn Bay Area
 Harlem RBI
 Harvest House
 Haven House
 Headwaters Trails Alliance
 Healthcare Alternative Systems, Inc.
 HealthTrust
 Healthy Families of Clallam County
 Healthy Start Coalition of Miami-Dade
 Heart of Florida United Way
 Hebrew Educational Society
 Heights and Hill Community Council
 Helping Hand Center
 Helping Our Women
 Hemophilia Federation of America
 Hemophilia of Georgia
 Hendricks Regional Health Foundation
 Henry County Community Foundation, Inc.
 High Hopes Therapeutic Riding, Inc.
 Hilltop Neighborhood House
 History Center of Olmsted County
 Holland Hospital Foundation
 Holt International Children's Services, Inc
 Holy Cross Episcopal School
 Homework Hotline
 Hope House
 Hopkins House
 Hospice Maui
 Houston Area Women's Center
 HowardCenter
 Hughson Family Resource Center
 Human Services, Inc
 Hutton Settlement, Inc.
 Idaho Conservation League
 Idaho Dance Theatre
 Illinois Migrant Council
 Indian Hill Music, Inc.
 Indian Law Resource Center
 Indiana Association of School Principals
 Indiana Canine Assistant Network
 Indiana Natural Resources Foundation
 Indiana Youth Group
 Indianapolis Neighborhood Resource Center
 Inland Seas Education Association
 inMotion, Inc.
 Innovative Services NW
 Institute of Inspection, Cleaning and Restoration Certification
 Institute of Real Estate Management, Dallas
 Institute of the Americas
 Institute on Philanthropy/University of Richmond
 Interfaith Home Maintenance Service, Inc.
 International Association of Movers
 International Children's Heart Foundation
 International Christian Accrediting Association

International Family Missions	Learning Disabilities Association of America	Lynchburg Covenant Fellowship	Mid-Ohio Foodbank
International Sonoran Desert Alliance	Legal Services of North Florida, Inc.	Lyric Chamber Music Society of New York	Midwest Sociological Society
Interstages, Inc.	Legal Services of Northwest Jersey, Inc.	Madaha Kinsey-Lamb	Mile High United Way
Investment Management Consultants Association	Lehigh Valley Builders Association	Magic City Smooth Jazz	Milwaukee Center For Independence
Iowa Foster and Adoptive Parents Association	Leisure Education for Exceptional People	Magnolia Regional Medical Center Foundation	Minnesota Propane Association
Isles, Inc.	Leslie Science and Nature Center	Maine Association of Nonprofits	Minnesota Teen Challenge
Jacksonville Public Education Fund	Library Foundation of Martin County	Make-A-Wish Foundation of Metro New York	Minnesota Waters
Jewish Community Center of York	Licensed Professional Counselors Association	Manito, Inc.	Mirror Inc.
Jewish Community Centers Association	Life Coaches for Kids	MANTEC, Inc.	Missouri Baptist Children's Home Children and Family Ministries
JewishLinks	Lifelines - Family Counseling Center of Mobile, Inc	Maple Flooring Manufacturers Association	Mobile Meal Service of Spartanburg Co., Inc.
John Ball Zoo Society	LifeSpark Cancer Resources	Marcus Center for the Performing Arts	Mobile Meals of Toledo, Inc.
Junior Achievement of Southwest New England, Inc.	Lifetrack Resources	Margaret P. Muscarelle Child Development Center	Monroe Community College Foundation
Junior Achievement Worldwide	Linfield Christian School	Maricopa County Library District	Montana Community Foundation
Just Buffalo Literary Center, Inc.	Linguistic Society of America	Marin Child Care Council	Montana Nursery & Landscape Association
Kansas City Barbeque Society	LINKS Laymen In North Kingstown Schools	Marin Council, Boy Scouts of America	Montford Park Players
Kansas Cosmosphere & Space Center	Literacy Assistance Center	Martin House Restoration Corp.	Montgomery County Youth Services
Kansas State University Foundation	Literacy Volunteers of the Montachusett Area	Maryland Science Center	Moore Living Connections
Kartemquin Educational Films	Literacy Volunteers of Tucson	Massachusetts Legal Assistance Corporation	Morningside Ministries
KAWC	Literacy Works	McDowell Sonoran Conservancy	Mothers Against Drunk Driving
Kendrick Fincher Hydration Foundation	Little City Foundation	Meals on Wheels of Central Maryland	Mount Angel Abbey
Kent State University	Living History Farms Foundation, Inc	MedShare International, inc	Mount Saint Vincent Home
Kern Bridges Youth Homes	Loaves & Fishes Centers, Inc.	Memorial Health Care System Foundation	Mount St. Joseph Academy
Kidney Health Alliance of Kentucky	Loaves & Fishes Community Pantry	Mental Health America, Inc.	Namlo International
Kids From Wisconsin, LTD	Loaves and Fish/ 15 Place	Mercy Health Services, Inc	National Academy for State Health Policy
Kids In Distress	Lock Haven University	Mercy Home for Children	National Alliance of State & Territorial AIDS Directors
Kokomo Rescue Mission	Louisiana Assistive Technology Access Network	Mesa Youth Services, Inc.	National Association of Academic Advisors for Athletics
Lafayette Transitional Housing Center, Inc.	Louisiana Methodist Children's Home	Methodist Children's Home, Inc	National Association of Independent Life Brokerage Agencies
Lake County Council on Aging	Love Heals, the Alison Gertz Foundation for AIDS Education	Metro Health Foundation	National Association of Postmasters of the United States
Lake Cumberland Area Development District	Love INC of Benton County	Metropolitan Indianapolis Board of Realtors	National Audubon Society
Lakeshore Museum center	Lower Cape Fear Hospice & Life CareCenter	Metropolitan Museum of Art	National Black United Fund
Lar Lubovitch Dance Company	Lower Columbia CAP	Michigan Association for Computer Users in Learning	National Center for Law and Economic Justice
Larimer County Child Advocacy Center, Inc	LSA Family Health Service, Inc.	Michigan Theater Foundation	National Center for Science Education, Inc
Latino Community Services	Lund Family Center	Mid America Nutrition Program	National Council of Jewish Women
Lawyers for the Creative Arts	Lutheran Community Services	Mid-Atlantic Regional Air Management Association, Inc.	National Dental EDI Council
Leadership Johnson County	Lutheran Community Services Northwest	Middlesex County College Foundation	
Leadership Wisconsin	Lutheran Social Services of Illinois		

National Down Syndrome Society
 National Electronic Distributors Association
 National Family Institute North
 National Family Preservation Network
 National Forensic Science Technology Center
 National Gardening Association
 National Guild for Community Arts Education
 National Health Care for the Homeless Council
 National Kidney Foundation
 National Kidney Foundation of Louisiana, Inc.
 National Marine Life Center, Inc.
 National Multiple Sclerosis Society, Delaware Chapter
 National Multiple Sclerosis Society, Wisconsin Chapter
 National Scholarship Providers Association
 National Senior Citizens Law Center
 National Tax Association
 Nazareth Children's Home
 Nebraska Foundation for Children's Vision
 Needham Historical Society
 Neighbor to Neighbor, Inc.
 Neighborhood Centers Inc.
 Neighborhood Club
 Neighborhood Interfaith Movement
 Neighborhood Preservation Coalition of New York State
 Nepalese Youth Opportunity Foundation
 Nevada Outdoor School
 Nevada Volunteers
 New Hampshire Association for the Blind
 New Hampshire Humanities Council
 New Hope Blount County Children's Advocacy Center
 New Jersey Association on Correction
 New Jersey Chamber of Commerce Foundation
 New Jersey Society of Optometric Physicians
 New Jersey Tree Foundation
 New Land Samaritan Inns, Inc.

New York State Speech-Language-Hearing Association
 Newaygo County Community Services
 next level leadership & capacity building
 NISH
 Nonprofit Association of Oregon
 Nonprofit Finance Fund
 North Carolina Center for Nonprofit Organizations
 North County Interfaith Council
 North Dakota Association for the Disabled
 North Oakland Foundation
 Northeast Michigan Community Service Agency, Inc
 Northeast Residence, Inc
 Northern Indiana Community Foundation, Inc.
 Northwest Community Action Corporation
 Northwest Immigrant Rights Project
 Northwest Parish Nurse Ministries
 Oakland Kids First
 Oakwood Foundation, Inc.
 OAR of Fairfax County
 Oasis Center
 Ohio State Bar Foundation
 OKC All Sports Association
 OMB Watch
 OneStar Foundation
 Operation Homefront Georgia, Inc.
 Opportunities Unlimited
 Opportunity Village
 Opportunity Village ARC, Inc.
 Orange County Community Foundation
 Orlando Day Nursery
 Orrville Area United Way
 Our Family Services
 Pacific Telecommunications Council
 Palm Healthcare Foundation, Inc.
 Palmer Land Trust

Pathways Pennsylvania
 Pathways to College
 PAVE
 PENCIL Inc
 Pennsylvania Association of Nonprofit Organizations
 Pension Rights Center
 People Making a Difference (PMD)
 Peoples' Self Help Housing Corp
 Peoria Rescue Ministries
 Peter Pan Players, Inc
 Phelps County Community Foundation, Inc.
 Philadelphia Reads
 Phoenix Art Museum
 Phoenix Family Housing
 Phoenix Society, Inc.
 PianoForte Foundation
 Pie Ranch
 PIHRA
 Pilgrim Rest Community Development Agency
 Pima Council on Aging
 Place of Forsyth county Inc.
 Planned Parenthood of Arkansas and Eastern Oklahoma, Inc.
 Please Touch Museum
 Pontifical University of the Holy Cross Foundation
 Population Council
 Positive Tomorrows
 Presbyterian Communities and Services
 Preservation North Dakota
 Pro Bono Counseling Project
 Pro Bono Partnership
 Productive Living Board
 Progressive Directions Inc
 Promotional Products Education Foundation
 Public Health Institute
 Public Interest Clearinghouse

Public Radio International
 Putnam Family and Community Services
 Putnam Habitat for Humanity, Inc.
 Quantum House
 Raising A Reader Massachusetts
 Ralph Scott Lifeservices, Inc.
 Real Options for City Kids (ROCK)
 Reality Changers
 Realogy Charitable Foundation
 Rebuilding Together Tulsa
 Rebuilding Together Twin Cities
 Recording for the Blind & Dyslexic
 Recovery Resources
 ReCreation Experiences
 Red Oak Industries
 Redlands Community Hospital Foundation
 Renovare Inc
 Research Foundation of CUNY
 Residence XII
 Restonn Interfaith Inc
 Richmond Memorial Health Foundation
 Rio Grande Cancer Foundation
 Riverdale Senior Services
 Riverview Adult Day Center
 Roadrunner Food Bank
 Robins Nest Inc
 Rocky Mountain Cancer Centers Foundation
 Rocky Mountain Immigrant Advocacy Network
 Rocky Mountain MS Center
 Ronald McDonald House Charities of Central Georgia
 Ronald McDonald House Charities of Chicagoland & NW Indiana
 Ronald McDonald House Charities of Idaho, Inc.
 Rose Hill Community Center, Inc
 Rotary International
 Roundabout Theatre Company
 Royce Learning Center

Rural Coalition
Rural Ulster Preservation Company
Rush County Community Foundation
SafeHouse Denver
SAFY (Specialized Alternatives For Families & Youth)
SAGE ElderCare
Saint Mary's Press of Minnesota
Salamanca Rail Museum Association, Inc.
Salisbury House & Gardens
San Antonio Council on Alcohol and Drug Abuse
San Diego Regional Chamber of Commerce
San Diego Youth Symphony & Conservatory
Santa Fe Adolescent Services
Saratoga Bridges, NYSARC Inc. Saratoga Co. Chapter
Saratoga Economic Development Corp
Saratoga Economic Development Corp
Save The Bay
Scenic Bluffs Health Center
Schoolhouse Supplies
Schuylkill County's VISION
Seattle Theatre Group
Second Chance Foundation
Second Judicial District CASA Program, Inc
Seguin Services INC.
Senior Center Inc.
Senior Services of Southeastern Virginia
ServiceLink of Grafton County
Services to Enhance Potential
Shadows-on-the-Teche
Sheet Metal Contractors Association of Central & Southern New Jersey
Shoes That Fit
SIECUS
Sierra Vista Regional Health Center Foundation
SIFE
Siloam Wellness

Siopuxland Aging Services, Inc.
Sisters of St. Dominic
Sisters of the Presentation
Skylands RSVP Volunteer Resource Center
Slidell Memorial Hospital Foundation
SLV Immigrant Resource Center
Society for the Protection of NH Forests
Society of Manufacturing Engineers (SME)
Society of St. Vincent de Paul Atlanta
Somebody Cares America
Somerset Hills Handicapped Riding Center
Souderton Telford Main Streets
Sound View Community Media, Inc.
South Carolina Section American Water Works Association
South Coast Seniors, Inc.
South Dakota Cattlemen's Association
South Dakota Humanities Council
Southeastern Family Violence Center
Southern Illinois Regional Social Services
Southern Oregon Historical Society
Southern Poverty Law Center
Southern Tennis Association, Inc.
Southwest Florida Community Foundation
Southwest Georgia Cancer Coalition
Southwinds, Inc.
Spalding Catholic Schools
Special Equestrians, Inc.
Special Kids Foundation
Spokane Masonic Center
Springstep
St Vincent de Paul Society of Marin County
St. Anthony Catholic School Foundation
St. Benedict's Prep School
St. Tammany Hospital Foundation
St. Vincent de Paul Society of Colorado
St. Vincent de Paul Society of St. Joseph County
Staten Island Museum

Step Industries
StopBadware
Stout Street Foundation
Straight Spouse Network, Inc
Student Ministries Inc
Suffolk Community Council, Inc
Summit Adventure
Suncoast Center for Independent Living, Inc.
Sundance Institute
Sunny Hills Services
Surfrider Foundation
Susquehanna County Literacy Program
SVRC Industries, Inc.
Synthetic Turf Council
Tapestry Health
TEAM Fort Collins
Teen Lifeline
Temple Oheb Shalom
Tennessee Concrete Association
Texas Guaranteed Student Loan Corporation
The ACCESS Network, Inc
The Acting Company
The Actors' Fund of America
The ALS Association, Alabama Chapter
The ALS Association, Rocky Mountain Chapter
The Arc Michigan
The Arc Nature Coast, Inc.
The Arc of Clark County
The Arc of Northern Bristol County
The Arthritis Foundation, Inc
The Birch Wathen Lenox School
The Bridge Family Center
The Carmel Foundation
The Carriage House Community Table
The CAYL Institute
The Center for Enriched Living
The Center for Hearing and Speech

The Center for Rural Development
The Center for Victims of Torture
The Chamber of Schenectady County
The Chicago Bar Association
The Children's Clinic, sponsored by the Oak Park River Forest Infant Welfare Society
The Children's Law Center
The Children's Museum of Atlanta
The Children's Museum of Cleveland
The Clowes Fund
The Colorado Trail Foundation
The Counseling and Education Center
The Denver Center for Crime Victims
The Discovery Museums
The Doe Fund, Inc.
The Empty Stocking Fund, Inc.
The Enterprising Kitchen
The Full Belly Project
The Gathering Place
The Guild
The Harvest Foundation of the Piedmont
The Health Foundation, Inc.
The Horace Bushnell Memorial Hall Corp.
The Hospice of Chattanooga Foundation
The Human Services Council
The John Patrick Foundation
The Landon Exchange
The Leukemia & Lymphoma Society, Inc.
The Little Theatre On The Square
The Marine Mammal Center
The Mentoring Network, Inc.
The Minnie Pearl Cancer Foundation
The Morton Arboretum
The New Canaan Historical Society
The Parent Child Center of Tulsa Inc
The Prairie Center
The Salvation Army
The Salvation Army, Anniston Alabama Corps.

The Sing Out Corporation	United Way of Greater Toledo	Vermont Energy Investment Corporation	Whatcom Volunteer Center
The Steward's Staff	United Way of Hancock County	Vermont Public Interest Research Group	Wheat Ridge Ministries
The Summit Foundation	United Way of Jackson County	Vermont Society of Certified Public Accountants	Wilbraham & Monson Academy
The Surplus Exchange, Inc.	United Way of Miami Dade	Victory Women In Development Association	WildEarth Guardians
The Up Side of Downs of Greater Cleveland	United Way of Northern Shenandoah Valley	USA	Wilderness Technology Alliance
The Utility Reform Network	United Way of Pickens County	Villa Esperanza Services	Wildscreen USA
The Way Free Medical Clinic	United Way of Rock River Valley	Vincennes University Foundation	Willamette Family, Inc.
The Westerly Hospital	United Way of Salt Lake	Virginia College of Emergency Physicians	Willapa Behavioral Health
The YWCA of Helena Montana	United Way of Snohomish County	Virginia Community Healthcare Association	Wilson Memorial Hospital Foundation
Third Street Community Center	United Way of Southeastern Idaho	Virginia Samford Theatre	WINGS Foundation, Inc.
Three Rivers Community Foundation	United Way of Southern Nevada	VisionServe Alliance	Women In Trucking, Inc.
Thrive DC	United Way of the Chattahoochee Valley, Inc.	VISIT Milwaukee	Women's Employment Network
Thunderbird School of Global Management	United Way of Ventura County	Vista Community Clinic	Womens Initiative
Timothy Smith Network	United Way of Washington County	VNA OF TULSA	Women's Shelter of South Texas
TLC Meals on Wheels	United Way Worldwide	Volunteer center of Bergen County	Women's Sports Foundation
Tompkins County Public Library Foundation	University Medical Center Foundation	Volunteer Center of East Central WI	Woods Charitable Fund, Inc.
Training, Inc.	University of Louisiana Lafayette Foundation	Volunteers of America Alaska	Workforce Solutions for Tarrant County
Treatment Services	University of Virginia Alumni Association	Volunteers of America of Minnesota	Workforce Solutions Texoma
Troy Community Coalition	Upstate Area Health Education Center (AHEC)	Washington University	WVHTC Foundation
Truthseekers International	Urban Ecology Center	Water For People	Xavier High School Foundation
Tulsa Habitat for Humanity	Ursuline Senior Services	WaterTower Theatre	YMCA of Greater Rochester
Turning Point Community Programs	US Lacrosse	Waukesha Catholic School System	YMCA of Greenville & Hunt County
Tuscarawas County YMCA	USA Jesuit Conference	WAVE Foundation, Inc.	YMCA of Orange County
United Cerebral Palsy of Mobile	USGBC Colorado	Waverly-Shell Rock Area United Way	YMCA of Southern Indiana
United Cerebral Palsy of Southern Arizona	Valley Home Builders Association	Weehawken Creative Arts	YMCA of the USA
United Way & Volunteer Services of Greater Yankton	Valley Points Family YMCA	Welcome House of Northern Kentucky, Inc.	York Little Theatre
United Way of Anderson County	VaxTrac	Wellness House	Youth and Family Enrichment Services
United Way of Chatham County	Venture Strategies Innovations	Wesley House Community Center	YouthLaunch
United Way of Elkhart County	Vera Lloyd Presbyterian Home and Family Services Inc.	WestArk RSVP	YWCA Greater Pittsburgh
United Way of Erie County, Inc.	Vermont Achievement Center	Westchester Jewish Community Services	YWCA Syracuse & Onondaga Counties, Inc.
United Way of Greater Houston	Vermont Adult Learning	Western Kentucky University Foundation	Zarlengo Foundation
		Westgate Resorts Foundation	

Guide to Locating and Using the Report Data

Changes in Data from 2009 - 2010

Each section within the report contains a table that shows changes in the data for each field from 2009 to 2010. This table gives the user a quick snapshot of the changes and possible future data trends for each area of information. Each positive or negative number shows the percentage change in the data from 2009 to 2010. A hyphen (-) is displayed when comparable data is not available. All results presented in this table represent the nationwide average for the data (shown as, All Organizations). Below is a sample report section showing what the table looks like, and how the results will be displayed.

Chief Development Officer -- Position Code: 10004

Detailed Analysis

Scope				Base Salary						Bonus				Total Cash Compensation					
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
				\$94,968	\$30,000	\$62,000	\$77,000	\$100,000	\$293,000	45.45%	73.33%	28.00%	4.04%					\$100,000	\$293,000
				\$82,202	\$15,000	\$55,242	\$75,000	\$100,000	\$227,600	22.45%	72.73%	20.00%	2.44%					\$100,000	\$227,600
				\$101,616	\$42,000	\$53,750	\$76,500	\$123,750	\$383,000	33.33%	87.50%	20.00%	1.79%					\$123,750	\$383,000
				\$91,568	\$40,000	\$64,300	\$94,000	\$114,000	\$150,000	17.07%	85.71%	15.00%	3.52%					\$114,000	\$150,000
Southwest U.S.	19	1	6.3	\$94,597	\$38,000	\$59,000	\$80,000	\$108,000	\$236,400	21.05%	100.00%	30.00%	4.46%					\$108,000	\$270,400
All Organizations	231	1	6.3	\$94,524	\$15,000	\$60,000	\$80,000	\$110,000	\$383,000	24.24%	78.57%	30.00%	3.18%					\$110,000	\$383,000

This section of each report shows how the survey report data has changed from 2009 to 2010.

Each field in this report will display the positive or negative percentage change in the data from 2009 to 2010.

Changes in Data from 2009 - 2010

The report below shows how the data has changed in each field from 2009 to 2010. A positive percentage represents a number that has increased in value from 2009 to 2010, and a percentage with a negative sign represents a number that has decreased in value from 2009 to 2010. This symbol ">" will be used whenever a positive or negative percentage change is greater than 100 percent.

Scope				Base Salary						Bonus				Total Cash Compensation					
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX

Finding and Using the Compensation Data

This section will help you understand what information is available within the compensation reports and where to find it. Each report section presents unique information that can be used to quickly assess market competitiveness and benchmark compensation practices. The compensation data is organized and displayed through four different reports. When used in combination, the report sections provide a comprehensive view of compensation practices throughout all levels of an organization.

Quick Guide to the Compensation Report Sections

Type of Information Needed	Where to Find the Information
✓ Salary and bonus information for a single position	• Individual Job Title Reports
✓ Compensation data for a department or group of related positions	• Job Family Reports
✓ Compensation data for all positions within the organization	• Operating Unit Compensation Costs & Practices Report
✓ Employee data and compensation practices for the whole organization	• Employee Turnover & Salary Increases Report

The information available within each report section is presented by multiple views to allow for easy comparisons against relevant peer organizations by geographic location, operating budget, or field of work. Each compensation segment below contains a brief description of the information available within the report section. Look for the [Suggested Uses for the Data](#) component for recommendations and guidance on how the data might be used for comparison purposes.

Individual Job Title Reports

Individual Job Title reports provide base salary, bonus information, and total cash compensation data for a specific position title. Each report includes:

- Benchmark Job Description Used for the Position
- Total Number of Organizations Reporting Data for the Position
- Average Number of Full-Time Employees within the Position
- Average Number of Years Employed with the Organization
- Base Salary Compensation Statistics
- Percentage of Organizations Offering Bonus Pay
- Percentage of Employees Receiving Bonus Pay
- Maximum Bonus Offered
- Average Bonus Pay Received
- Total Cash Compensation Statistics

Suggested Uses for the Data:

- ✓ Benchmark your organization's base salary or total cash compensation practices for a specific job title.
- ✓ Compare employee length of service for a specific position within your organization.
- ✓ Evaluate your organization's bonus or incentive pay practices for a particular position.
- ✓ Find comparable data to satisfy IRS Intermediate Sanctions documentation requirements for your organization's top executives.

Job Family Reports

Job Family reports provide a department level view of compensation data for a group of related jobs. 22 unique Job Family Reports are displayed within the compensation section of the report. Each Job Family report includes:

- Listing of the Individual Position Titles Included within the Job Family
- Number of Organizations Reporting Data for the Job Family
- Number of Full-Time Employees within the Job Family
- Number of Years Job Family Employees have been with the Organization
- Total Cash Compensation Cost for each Employee within the Job Family
- Total Cash Compensation Cost Statistics for the Job Family
- Percentage of Job Family Total Cash Compensation Costs Comprised of Bonus Pay
- Percentage of Organizations Offering Bonus Pay to Job Family Positions
- Percentage of Employees within the Job Family Receiving Bonus Pay

Suggested Uses for the Data:

- ✓ Benchmark your organization's compensation costs for a department or group of related positions.
- ✓ Compare employee tenure within your organization at a department level.
- ✓ Evaluate your organization's incentive or bonus pay practices for a particular department.

Operating Unit Compensation Costs & Practices Report

The Operating Unit report provides aggregated compensation data for all positions within an organization. Each report includes:

- Number of Organizations Reporting Data
- Number of Full-Time Employees within the Organization
- Number of Years Employees have been with the Organization
- Total Cash Compensation Costs for each Employee within the Organization
- Total Cash Compensation Cost Statistics for the Organization
- Percentage of Total Cash Compensation Comprised of Bonus Pay
- Percentage of Organizations Offering Bonus Pay
- Percentage of Employees Receiving Bonus Pay

Suggested Uses for the Data:

- ✓ Benchmark your organization's total compensation costs.
- ✓ Compare the organization's overall employee tenure and retention practices.
- ✓ Evaluate your organization's incentive or bonus pay practices.

Employee Turnover & Salary Increases Report

This report section provides aggregated employee turnover & salary increase data at the organization level. Each report includes:

- Number of Organizations Reporting Data
- Number of Full-Time Employees within the Organization
- Percentage of Full-Time Exempt Level Staff
- Number of Part-Time Employees within the Organization
- Number of Years Employees have been with the Organization
- Full-Time Employee Turnover Statistics
- Annual Salary Increases for Prior Year
- Projected Salary Increases for Current Year

Suggested Uses for the Data:

- ✓ Benchmark your organization's full-time employee turnover.
- ✓ Analyze the organization's mix of exempt versus non-exempt employees.
- ✓ Compare the organization's projected and prior year annual salary increase practices.
- ✓ Evaluate the competitiveness of the organization's staffing model.

SAMPLE

Finding and Using the Benefits Data

This section will help you understand what information is available within the benefit reports and where to find it. Each report section presents unique information that can be used to quickly assess market competitiveness and benchmark benefit practices. The benefits data is organized and displayed through nineteen different reports. When used in combination, the report sections provide a complete view of benefit practices throughout the nonprofit sector.

Quick Guide to the Benefit Report Sections

Type of Information Needed	Where to Find the Information
✓ Information about general benefits offered to employees	• General Benefit Offerings Report
✓ Flexible Spending Accounts offerings and practices	• Flexible Spending Accounts Report
✓ Type of leave benefits provided and number of days offered (e.g. vacation leave)	• Organizational Leave Reports
✓ Methods used to compensate employees for overtime	• Overtime Practices Report
✓ Medical plans offered and employee eligibility and participation rates	• Medical Plan Offerings Report
✓ Dental plans offered and employee eligibility and participation rates	• Dental Plan Offerings Report
✓ Vision plans offered and employee eligibility and participation rates	• Vision Plan Offerings Report
✓ Costs paid by the organization for employee for medical coverage	• Medical Plan Costs Report
✓ Costs paid by the organization for employee for dental coverage	• Dental Plan Costs Report
✓ Costs paid by the organization for employee for vision coverage	• Vision Plan Costs Report
✓ Prescription drug plan benefits and employee costs	• Prescription Drug Plan Offerings & Costs Report
✓ Life insurance and disability plan offerings and employee participation	• Life Insurance & Disability Plan Offerings Report
✓ Timeframe employees must wait before life and disability benefits are available	• Life Insurance & Disability Plan Eligibility Report
✓ Retirement plan options and employee participation	• Retirement Plan Offerings Report
✓ Employee vesting periods for retirement plans	• Retirement Plan Eligibility Report
✓ Maximum organization and employee retirement plan contributions	• Retirement Plan Contributions Report
✓ Additional perks offered to key executive positions	• Executive Benefit Offerings Report
✓ Composition and use of employment agreements for key executives	• Executive Employment Agreement Reports

The information available within each report section is presented by multiple views to allow for easy comparisons against relevant peer organizations by geographic location, operating budget, number of employees, or field of work. Each benefit segment below contains a brief description of the information available within the report section. Look for the *Suggested Uses for the Data* component for recommendations and guidance on how the data might be used for comparison purposes.

General Benefit Offerings Report

This report section provides information about 34 different general benefits that are offered by organizations to their employees. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Benefit Type

Suggested Uses for the Data:

- ✓ Benchmark your organization's general benefit practices.
- ✓ Identify additional benefits that can be offered to increase market competitiveness.
- ✓ Evaluate the competitiveness of the organization's benefit package.

Flexible Spending Accounts Report

The Flexible Spending Account report provides information on healthcare and dependent care account usage and practices. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Flexible Spending Account Programs
- Maximum Employee Contribution Statistics

Suggested Uses for the Data:

- ✓ Analyze the use of flexible spending account benefit programs within the marketplace.
- ✓ Evaluate the competitiveness of your organization's flexible spending account program.

Organizational Leave Reports

Includes the following 9 Report Sections: Vacation Leave, Sick Leave, Personal Days, Holidays, Floating Holidays, Bereavement, Extended Sick Leave Pool, Paid Time Off (PTO), Family and Medical Leave (FMLA) with Pay

These reports provide data on the number of leave days provided to employees based upon the length of service with the organization. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Benefit Type
- Number of Leave Days Offered to Employees by Length of Employment with the Organization
- Percentage of Organizations Offering Benefits to Part-Time Employees

Suggested Uses for the Data:

- ✓ Benchmark your organization's employee leave practices.
- ✓ Identify emerging market trends in the use of employee leave programs.
- ✓ Evaluate the competitiveness of the organization's employee leave practices for part-time staff.

Overtime Practices Report

This report section provides information on how organizations compensate employees that work overtime. The report provides data on employees classified by the Fair Labor Standards Act as exempt and non-exempt. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Utilizing Each Compensation Method

Suggested Uses for the Data:

- ✓ Benchmark your organization's overtime practices for exempt and non-exempt staff.

Medical, Dental and Vision Plan Offering Reports

These reports provide information on the scope and usage of medical, dental and vision plans made available by organizations to their employees. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Plan Benefits
- Percentage of Organizations Offering Each Plan Type
- Percentage of Employees Enrolled in Each Plan Type
- Eligibility Time Frame Requirements for Employee Plan Participation
- Percentage of Organizations Offering Plan Coverage to Part-Time Employees
- Percentage of Organizations Offering Reimbursement for Medical Plan Opt-Out

Suggested Uses for the Data:

- ✓ Benchmark your organization's medical, dental, or vision plan offerings.
- ✓ Identify emerging market trends in the use of medical, dental and vision plans.
- ✓ Assess the competitiveness of the organization's employee eligibility time frame for plan participation.
- ✓ Evaluate your organization's practice of providing medical, dental or vision plan benefits to part-time staff.

Medical, Dental and Vision Plan Cost Reports

These reports show the monthly cost and percentage of the cost paid by the organization for all medical, dental and vision plan offerings. Each report includes:

- Number of Organizations Reporting Data
- Total Monthly Cost for Plan Coverage
- Percentage of Monthly Cost Paid By the Organization

Suggested Uses for the Data:

- ✓ Benchmark your organization's medical, dental, or vision plan costs.
- ✓ Identify opportunities to reduce medical, dental, and vision plan costs.
- ✓ Evaluate the competitiveness of the organization's premium cost share coverage for each medical, dental, or vision plan offered.

Prescription Drug Plan Offerings & Costs Report

This report provides data on prescription drug plan offerings and the costs associated with filling a prescription through retail and mail order pharmacies. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Prescription Drug Plan Benefits
- Cost to Fill a 30-Day Supply of Medication at a Retail Pharmacy
- Cost to Fill a 90-Day Supply of Medication Through a Mail Order Pharmacy

Suggested Uses for the Data:

- ✓ Compare your organization's prescription drug plan costs.
- ✓ Identify opportunities to reduce prescription drug plan costs.

Life Insurance & Disability Plan Offerings Report

This report provides information and employee participation rates on 7 different life insurance and disability plans offered to employees. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Plan Type
- Percentage of Employees Enrolled in Each Plan Type
- Percentage of Organizations Offering Plan Coverage to Part-Time Employees

Suggested Uses for the Data:

- ✓ Benchmark your organization's life insurance and disability plan offerings.
- ✓ Evaluate the participation rates of your employees within each plan type.

Life Insurance & Disability Plan Eligibility Report

This report provides information on employee eligibility time frames for the 7 different life insurance and disability plans offered. Each report includes:

- Number of Organizations Reporting Data
- Eligibility Time Frame Requirements for Employee Plan Participation

Suggested Uses for the Data:

- ✓ Assess the competitiveness of the organization's employee eligibility time frame for plan participation.

Retirement Plan Offerings Report

This report provides information and employee participation rates on 6 different retirement plan options offered to employees. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Each Plan Type
- Percentage of Employees Enrolled in Each Plan Type
- Percentage of Organizations Offering Plan Coverage to Part-Time Employees

Suggested Uses for the Data:

- ✓ Compare your organization's retirement plan offerings.
- ✓ Evaluate employee participation rates within each plan type.

Retirement Plan Eligibility Report

This report provides information on employee eligibility time frames for the 6 different retirement plan options offered to employees. Each report includes:

- Number of Organizations Reporting Data
- Eligibility Time Frame Requirements for Employee Plan Participation

Suggested Uses for the Data:

- ✓ Assess the competitiveness of the organization's employee eligibility time frame for plan participation.

Retirement Plan Contributions Report

This report shows the maximum percentage an organization will contribute to each plan type as a percentage of an employee's salary. Each report includes:

- Number of Organizations Reporting Data
- Maximum Organization Contribution by Plan Type

Suggested Uses for the Data:

- ✓ Benchmark your organization's retirement plan benefits.
- ✓ Identify opportunities to reduce retirement plan costs.

Executive Benefit Offerings Report

Reports are provided for the following 15 Executive Positions: Chief Executive Officer/ President/Executive Director, Chancellor/President, Chief Operating Officer/Associate Executive Director, Executive Vice President, Chief Administrative Officer, Chief Advocacy Officer, Chief Development Officer, Chief Financial Officer, Chief Human Resources Officer, Chief Information Officer, Chief Marketing Officer, Chief Medical Officer, Chief Program Officer, Chief Scientific Officer, Chief of Staff

These reports provide market data on the percentage of organizations that offer 11 additional benefits to executive level positions. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Offering Additional Benefits for Executives
- Percentage of Organizations Offering Each Benefit Type

Suggested Uses for the Data:

- ✓ Evaluate the competitiveness of the organization's executive compensation package.
- ✓ Find comparable data to satisfy IRS Intermediate Sanctions documentation requirements for your organization's top executives.
- ✓ Identify additional benefits that can be offered to increase market competitiveness.

Executive Employment Agreement Reports

Reports are provided for the following 15 Executive Positions: Chief Executive Officer/ President/Executive Director, Chancellor/President, Chief Operating Officer/Associate Executive Director, Executive Vice President, Chief Administrative Officer, Chief Advocacy Officer, Chief Development Officer, Chief Financial Officer, Chief Human Resources Officer, Chief Information Officer, Chief Marketing Officer, Chief Medical Officer, Chief Program Officer, Chief Scientific Officer, Chief of Staff

These reports provide information on the use of five popular contract terms found within employment agreements. The reports also cover the length of the agreement and the percentage of organizations that use employment agreements for each position. Each report includes:

- Number of Organizations Reporting Data
- Percentage of Organizations Utilizing Employment Agreements for Executives
- Number of Years the Employment Agreement Covers
- Percentage of Organizations that Utilize Each Contract Term

Suggested Uses for the Data:

- ✓ Benchmark your organization's employment agreement practices.
- ✓ Identify what components and contract terms are used most frequently.
- ✓ Evaluate the competitiveness of the organization's executive compensation package.

Report Presentation Views

The information within the report is presented by multiple reporting views to allow the user to quickly identify the most relevant data set for comparison. The following four distinct reporting views are used throughout the report to display the data: 1) Operating Budget, 2) Geographic Region, 3) Field of Work, and 4) Number of Employees. Each section within the report utilizes three of the available reporting views to present the data. The reporting views utilized are dependent upon the content and the relevance to the data being displayed. Each of the four reporting views contains predefined “bands” or subcategories that organize the display of the data. One additional aspect of each reporting view is the All Organizations row. The All Organizations row provides a summary of the data being displayed within each band of the reporting view. See the charts below for definitions of the bands displayed within the reporting views.

Geographic Region	States within the Region
Northeast U.S.	Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
Southeast U.S.	Alabama, District of Columbia, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
North Central U.S.	Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
South Central U.S.	Arkansas, Louisiana, Missouri, Oklahoma, Texas, Kansas
Northwest U.S.	Alaska, California, Hawaii, Idaho, Montana, Oregon, Washington, Wyoming
Southwest U.S.	Arizona, Colorado, Nevada, New Mexico, Utah

Operating Budget (Organization Fiscal-Year Operating Expenses)
Less than \$499,999
\$500,000 - \$999,999
\$1,000,000 - \$2,499,999
\$2,500,000 - \$4,999,999
\$5,000,000 - \$9,999,999
\$10,000,000 - \$24,999,999
\$25,000,000 - \$49,999,999
\$50,000,000 or more

Number of Employees (Full Time Staff)
1-10
11-25
26-50
51-100
101-200
201 or more

Organization Focus Category	NTEE Classes Within Category
Arts, Culture, and Humanities	Arts, Culture, and Humanities
Education	Educational Institutions
Environment and Animal	Environmental Quality Protection, Beautification Animal Related
Health	Health - General & Rehabilitative Mental Health, Crisis Intervention Disease, Disorders, Medical Disciplines Medical Research
Human Services	Crime, Legal Related Employment, Job Related Agriculture, Food, Nutrition Housing, Shelter Public Safety, Disaster Preparedness and Relief Recreation, Sports, Leisure, Athletics Youth Development Human Services
International, Foreign Affairs	International, Foreign Affairs, and National Security
Public, Societal Benefit	Civil Rights, Social Actions, Advocacy Community Improvement, Capacity Building Philanthropy, Voluntarism, and Grantmaking Science and Technology Research Institutes Social Science Research Institute Public, Society Benefit
Religion Related	Religion, Spiritual Development
Mutual/Membership Benefit	Mutual/Membership Benefit Organizations, Other
Unknown, Unclassified	Unknown

Compensation Section

SAMPLE

Administrative/General Office Job Family

Detailed Analysis

Administration Director; Administrative Assistant, Intermediate Level; Administrative Assistant, Junior Level; Administrative Assistant, Senior Level; Corporate Insurance Manager; Data Entry Operator; Data Entry Supervisor; Executive Assistant; File Clerk; Mail Clerk; Meetings and Events Manager/Planner; Office Manager; Receptionist

Scope			Operating Metrics		Total Cash Compensation as a % of the Operating Budget						Bonus Practices		
Operating Budget	# of ORGs	# of Full Time EMPs	# of Years With ORG	Cost Per EMP	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of Total Cash COMP	% of ORGs Paying	% of Eligible EMPs RCVNG
											\$0 to \$499,999	64	1
\$500,000 to \$999,999	84	1	5.4	\$34,285	6.72%	1.69%	3.94%	5.51%	8.41%	22.11%	0.47%	29.76%	64.00%
\$1,000,000 to \$2,499,999	148	2	6.2	\$35,560	4.88%	0.73%	2.56%	3.71%	5.77%	40.41%	0.58%	29.05%	82.56%
\$2,500,000 to \$4,999,999	85	4	5.8	\$36,362	3.92%	0.54%	1.76%	3.20%	5.02%	23.60%	0.50%	24.71%	60.32%
\$5,000,000 to \$9,999,999	73	6	5.6	\$36,086	2.84%	0.31%	0.92%	2.07%	3.14%	30.13%	0.21%	15.07%	70.71%
\$10,000,000 to \$24,999,999	50	9	6.6	\$37,604	2.12%	0.18%	0.92%	1.54%	3.02%	7.17%	0.35%	20.00%	67.50%
\$25,000,000 to \$49,999,999	14	14	5.6	\$33,252	1.52%	0.09%	0.74%	1.52%	2.08%	2.95%	0.49%	21.43%	100.00%
\$50,000,000 or More	8	27	5.9	\$37,856	0.94%	0.07%	0.63%	0.72%	1.09%	2.25%	0.39%	37.50%	36.90%
All Organizations	526	4	5.8	\$35,410	5.68%	0.07%	2.02%	3.74%	6.75%	70.00%	0.48%	26.05%	73.21%

Scope			Operating Metrics		Total Cash Compensation as a % of the Operating Budget						Bonus Practices		
Field of Work	# of ORGs	# of Full Time EMPs	# of Years With ORG	Cost Per EMP	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of Total Cash COMP	% of ORGs Paying	% of Eligible EMPs RCVNG
											Arts, Culture, and Humanities	36	2
Education	43	4	6.2	\$35,799	6.21%	0.52%	3.24%	5.27%	7.72%	19.53%	0.66%	30.23%	82.91%
Environment and Animals	20	2	4.9	\$38,682	8.91%	0.83%	3.17%	6.30%	9.52%	59.00%	0.39%	30.00%	83.33%
Health	69	6	5.0	\$38,208	5.55%	0.09%	2.16%	3.81%	7.13%	30.13%	0.40%	23.19%	81.25%
Human Services	220	5	5.8	\$32,428	4.44%	0.25%	1.81%	2.94%	5.00%	45.58%	0.39%	21.82%	75.52%
International, Foreign Affairs	2	4	4.6	\$35,892	3.56%	-	-	-	-	-	0.00%	0.00%	0.00%
Public, Societal Benefit	97	3	5.5	\$38,543	5.92%	0.07%	1.70%	3.44%	6.34%	58.90%	0.48%	24.74%	60.86%
Religion Related	13	4	8.8	\$34,461	8.48%	0.48%	2.42%	6.72%	11.58%	23.60%	0.02%	15.38%	50.00%
Mutual, Membership Benefit	16	2	5.6	\$40,711	12.62%	2.50%	3.74%	7.88%	11.88%	70.00%	0.75%	62.50%	60.00%
Unknown, Unclassified	10	2	4.6	\$42,775	6.86%	1.37%	5.92%	6.34%	7.78%	14.23%	2.46%	60.00%	61.11%
All Organizations	526	4	5.8	\$35,410	5.68%	0.07%	2.02%	3.74%	6.75%	70.00%	0.48%	26.05%	73.21%

Administrative/General Office Job Family

Detailed Analysis

Scope			Operating Metrics		Total Cash Compensation as a % of the Operating Budget						Bonus Practices		
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	Cost Per EMP	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of Total Cash COMP	% of ORGs Paying	% of Eligible EMPs RCVNG
Northeast U.S.	129	4	6.6	\$36,877	5.09%	0.32%	2.09%	3.43%	6.68%	22.80%	0.46%	20.16%	75.41%
Southeast U.S.	107	3	5.3	\$35,852	5.62%	0.34%	2.03%	3.85%	6.68%	70.00%	0.63%	30.84%	73.23%
North Central U.S.	110	4	6.0	\$32,215	6.15%	0.09%	2.00%	3.79%	6.31%	59.00%	0.34%	25.45%	73.31%
South Central U.S.	43	4	5.3	\$33,031	5.31%	0.54%	2.04%	4.02%	7.43%	19.67%	0.79%	27.91%	87.50%
Northwest U.S.	83	6	6.0	\$37,993	5.99%	0.07%	2.20%	3.95%	6.27%	43.86%	0.42%	22.89%	65.79%
Southwest U.S.	54	2	4.7	\$35,459	6.12%	0.18%	1.82%	3.33%	7.54%	58.90%	0.39%	35.19%	68.42%
All Organizations	526	4	5.8	\$35,410	5.68%	0.07%	2.02%	3.74%	6.75%	70.00%	0.48%	26.05%	73.21%

Changes in Data from 2009 - 2010

The report below shows how the data has changed in each field from 2009 to 2010. A positive percentage represents a number that has increased in value from 2009 to 2010, and a percentage with a negative sign represents a number that has decreased in value from 2009 to 2010. This symbol ">" will be used whenever a positive percentage change is greater than 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope		Operating Metrics		Total Cash Compensation as a % of the Operating Budget						Bonus Practices		
	# of Full Time EMPs	# of Years With ORG	Cost Per EMP	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of Total Cash COMP	% of ORGs Paying	% of Eligible EMPs RCVNG
All Organizations	6.33%	9.38%	2.71%	-10.30%	-83.37%	-20.77%	-13.69%	-16.34%	23.74%	1.45%	1.16%	-5.26%

Administrative Assistant, Intermediate Level -- Position Code: 2001

Detailed Analysis

Performs clerical duties including answering telephones, screening calls, taking messages and acting as receptionist; sets up and maintains files of information; uses computer skills to enter and maintain data; prepare correspondence and develop other routine documents; may make appointments and travel arrangements, coordinate activities relative to department functions.

Scope				Base Salary						Bonus				Total Cash Compensation					
Operating Budget	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
\$500,000 to \$999,999	14	1	5.0	\$28,276	\$15,000	\$21,525	\$29,060	\$33,885	\$44,000	50.00%	71.43%	8.00%	0.75%	\$28,351	\$15,500	\$21,625	\$29,060	\$33,885	\$44,100
\$1,000,000 to \$2,499,999	55	1	5.2	\$29,512	\$15,000	\$25,000	\$28,000	\$35,000	\$45,000	25.45%	71.43%	10.00%	1.48%	\$29,641	\$15,000	\$25,000	\$28,000	\$35,000	\$45,000
\$2,500,000 to \$4,999,999	42	1	5.3	\$32,417	\$15,000	\$26,354	\$30,750	\$39,418	\$50,000	28.57%	66.67%	3.40%	1.06%	\$32,520	\$15,000	\$26,354	\$30,750	\$39,418	\$50,500
\$5,000,000 to \$9,999,999	50	3	4.8	\$31,450	\$18,500	\$27,041	\$29,800	\$34,075	\$50,000	10.00%	80.00%	10.00%	0.95%	\$31,484	\$18,500	\$27,041	\$29,800	\$34,075	\$50,000
\$10,000,000 to \$24,999,999	34	4	6.7	\$32,836	\$21,300	\$27,900	\$31,959	\$36,676	\$55,000	14.71%	51.43%	10.00%	1.60%	\$32,909	\$21,300	\$27,900	\$32,000	\$36,676	\$56,000
\$25,000,000 to \$49,999,999	16	5	6.1	\$30,106	\$24,300	\$25,953	\$29,342	\$33,590	\$40,288	12.50%	50.00%	1.00%	0.00%	\$30,106	\$24,300	\$25,953	\$29,342	\$33,590	\$40,288
\$50,000,000 or More	23	8	7.5	\$35,136	\$24,658	\$31,516	\$35,000	\$36,890	\$50,700	13.04%	66.67%	6.30%	2.78%	\$35,270	\$24,658	\$31,516	\$35,000	\$38,150	\$50,700
All Organizations	244	3	5.5	\$31,323	\$15,000	\$26,000	\$30,000	\$35,475	\$55,000	21.72%	67.12%	15.00%	1.22%	\$31,409	\$15,000	\$26,104	\$30,000	\$35,475	\$56,000

Scope				Base Salary						Bonus				Total Cash Compensation					
Field of Work	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Education	19	3	5.6	\$33,949	\$21,000	\$25,500	\$30,500	\$39,969	\$52,000	36.84%	71.43%	10.00%	1.28%	\$34,102	\$21,000	\$26,100	\$30,500	\$40,672	\$52,000
Environment and Animals	8	2	5.4	\$34,071	\$24,000	\$27,242	\$34,302	\$40,500	\$45,000	0.00%	0.00%	0.00%	0.00%	\$34,071	\$24,000	\$27,242	\$34,302	\$40,500	\$45,000
Health	38	4	7.5	\$33,816	\$22,000	\$26,850	\$33,750	\$39,828	\$50,000	21.05%	75.00%	5.00%	0.82%	\$33,879	\$22,000	\$26,875	\$33,825	\$39,828	\$50,500
Human Services	105	3	5.4	\$29,089	\$15,000	\$24,700	\$29,000	\$33,000	\$55,000	16.19%	68.07%	15.00%	1.40%	\$29,157	\$15,000	\$24,700	\$29,000	\$33,000	\$56,000
International, Foreign Affairs	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public, Societal Benefit	42	2	3.9	\$32,347	\$18,500	\$28,000	\$30,750	\$37,134	\$50,700	26.19%	54.55%	6.30%	1.67%	\$32,501	\$18,500	\$28,000	\$31,000	\$37,750	\$50,700
Religion Related	9	3	8.3	\$36,282	\$25,000	\$34,100	\$35,000	\$41,500	\$44,000	11.11%	100.00%	1.00%	0.23%	\$36,293	\$25,000	\$34,100	\$35,000	\$41,500	\$44,100
Mutual, Membership Benefit	7	3	5.9	\$30,556	\$23,868	\$25,850	\$32,000	\$34,500	\$37,322	42.86%	33.33%	5.00%	0.21%	\$30,584	\$23,868	\$25,850	\$32,000	\$34,600	\$37,322
Unknown, Unclassified	5	2	3.1	\$29,821	\$25,000	\$28,000	\$29,100	\$32,007	\$35,000	40.00%	50.00%	3.00%	0.71%	\$29,901	\$25,000	\$28,400	\$29,100	\$32,007	\$35,000
All Organizations	244	3	5.5	\$31,323	\$15,000	\$26,000	\$30,000	\$35,475	\$55,000	21.72%	67.12%	15.00%	1.22%	\$31,409	\$15,000	\$26,104	\$30,000	\$35,475	\$56,000

Administrative Assistant, Intermediate Level -- Position Code: 2001

Detailed Analysis

Scope				Base Salary						Bonus				Total Cash Compensation					
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Northeast U.S.	64	3	5.7	\$32,583	\$15,898	\$27,416	\$32,000	\$36,975	\$50,785	14.06%	66.67%	10.00%	1.50%	\$32,656	\$15,898	\$27,416	\$32,000	\$36,975	\$50,785
Southeast U.S.	50	3	5.2	\$29,916	\$15,000	\$26,000	\$30,000	\$34,296	\$45,000	30.00%	73.33%	8.00%	1.27%	\$30,046	\$15,000	\$26,000	\$30,000	\$34,388	\$46,000
North Central U.S.	51	3	7.4	\$29,165	\$15,000	\$24,450	\$28,000	\$34,051	\$50,000	23.53%	63.10%	15.00%	1.13%	\$29,234	\$15,000	\$24,450	\$28,000	\$34,051	\$50,500
South Central U.S.	24	4	4.7	\$31,427	\$21,000	\$27,225	\$29,550	\$35,163	\$50,000	20.83%	80.00%	6.30%	2.60%	\$31,612	\$21,000	\$27,225	\$29,704	\$35,238	\$50,000
Northwest U.S.	36	2	4.5	\$34,735	\$23,400	\$29,875	\$33,500	\$39,078	\$55,000	16.67%	50.00%	10.00%	0.52%	\$34,771	\$23,400	\$29,875	\$33,500	\$39,078	\$56,000
Southwest U.S.	19	2	3.4	\$29,971	\$19,000	\$25,000	\$29,426	\$34,500	\$44,000	31.58%	66.67%	10.00%	0.42%	\$30,008	\$19,000	\$25,100	\$29,426	\$34,500	\$44,100
All Organizations	244	3	5.5	\$31,323	\$15,000	\$26,000	\$30,000	\$35,475	\$55,000	21.72%	67.12%	15.00%	1.22%	\$31,409	\$15,000	\$26,104	\$30,000	\$35,475	\$56,000

Changes in Data from 2009 - 2010

The report below shows how the data has changed in each field from 2009 to 2010. A positive percentage represents a number that has increased in value from 2009 to 2010, and a percentage with a negative sign represents a number that has decreased in value from 2009 to 2010. This symbol ">" will be used whenever a positive percentage change is greater than 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope			Base Salary						Bonus				Total Cash Compensation					
	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
All Organizations	-43.07%	29.53%	1.06%	25.00%	-1.14%	-4.79%	1.36%	0.00%	41.76%	-5.96%	-25.00%	-28.85%	1.12%	25.00%	-1.40%	-4.87%	1.36%	1.82%

Employee Benefits Section

SAMPLE

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
# of Employees	# of ORGs	% of ORGs Offering	PPO Plan		HMO Plan		POS Plan		EPO Plan		Indemnity Plan	
			% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan
1-10	381	70.08%	63.67%	69.21%	31.84%	62.80%	10.86%	60.74%	2.62%	66.33%	3.37%	61.23%
11-25	130	97.69%	70.08%	63.33%	33.07%	61.74%	11.81%	43.87%	3.15%	53.25%	0.79%	62.50%
26-50	89	100.00%	64.04%	64.76%	39.33%	65.51%	13.48%	49.12%	4.49%	86.25%	2.25%	77.50%
51-100	85	100.00%	61.18%	55.36%	41.18%	57.55%	21.18%	60.32%	4.71%	62.00%	1.18%	10.00%
101-200	36	100.00%	77.78%	48.58%	41.67%	59.87%	22.22%	49.26%	0.00%	0.00%	2.78%	90.00%
201 or more	57	96.49%	78.18%	40.87%	61.82%	49.40%	10.91%	31.21%	5.45%	53.33%	3.64%	2.75%
All Organizations	778	84.70%	66.62%	61.71%	37.33%	60.23%	13.35%	53.14%	3.34%	65.02%	2.43%	54.63%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans			
# of Employees	# of ORGs	% of ORGs Offering	% of ORGs Offering	% of ORGs Offering	% of ORGs Offering	% of ORGs Offering
			on EMP Start Date	on 1st of the Month Following EMP Start Date	at 30 Days Following EMP Start Date	at 90 Days Following EMP Start Date
1-10	381	70.08%	18.35%	27.72%	16.48%	28.46%
11-25	130	97.69%	14.96%	24.41%	18.90%	33.86%
26-50	89	100.00%	16.85%	22.47%	32.58%	24.72%
51-100	85	100.00%	10.59%	32.94%	23.53%	32.94%
101-200	36	100.00%	19.44%	19.44%	27.78%	30.56%
201 or more	57	96.49%	7.27%	21.82%	30.91%	36.36%
All Organizations	778	84.70%	15.63%	26.10%	21.85%	30.35%

Part Time Employee Coverage	Medical Plan Opt Out
% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
14.75%	20.22%
28.21%	23.62%
27.91%	12.36%
24.71%	15.29%
28.57%	36.11%
35.85%	20.00%
23.06%	20.03%

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
Field of Work	# of ORGs	% of ORGs Offering	PPO Plan		HMO Plan		POS Plan		EPO Plan		Indemnity Plan	
			% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan
Arts, Culture, and Humanities	71	70.42%	54.00%	69.83%	36.00%	67.09%	16.00%	60.61%	6.00%	61.00%	2.00%	75.00%
Education	57	85.96%	63.27%	56.16%	46.94%	53.90%	12.24%	21.90%	2.04%	5.00%	6.12%	66.20%
Environment and Animals	40	82.50%	63.64%	66.21%	45.45%	66.33%	6.06%	95.50%	3.03%	40.00%	0.00%	0.00%
Health	89	86.52%	76.62%	52.79%	41.56%	60.68%	14.29%	35.80%	5.19%	63.50%	2.60%	39.50%
Human Services	313	88.18%	66.30%	58.56%	37.32%	58.24%	12.68%	55.74%	3.26%	68.37%	2.17%	69.17%
International, Foreign Affairs	4	75.00%	33.33%	73.00%	33.33%	85.00%	33.33%	88.00%	0.00%	0.00%	0.00%	0.00%
Public, Societal Benefit	132	85.61%	69.03%	69.14%	29.20%	63.55%	15.04%	61.53%	2.65%	81.67%	3.54%	26.63%
Religion Related	19	89.47%	58.82%	68.30%	41.18%	67.57%	5.88%	50.00%	0.00%	0.00%	0.00%	0.00%
Mutual, Membership Benefit	29	75.86%	59.09%	61.89%	45.45%	68.80%	18.18%	25.75%	4.55%	88.00%	0.00%	0.00%
Unknown, Unclassified	24	79.17%	84.21%	80.50%	21.05%	22.50%	15.79%	79.00%	0.00%	0.00%	0.00%	0.00%
All Organizations	778	84.70%	66.62%	61.71%	37.33%	60.23%	13.35%	53.14%	3.34%	65.02%	2.43%	54.63%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans			
Field of Work	# of ORGs	% of ORGs Offering	% of ORGs Offering			
			% of ORGs Offering on EMP Start Date	% of ORGs Offering on 1st of the Month Following EMP Start Date	% of ORGs Offering at 30 Days Following EMP Start Date	% of ORGs Offering at 90 Days Following EMP Start Date
Arts, Culture, and Humanities	71	70.42%	18.00%	30.00%	22.00%	20.00%
Education	57	85.96%	18.37%	32.65%	20.41%	20.41%
Environment and Animals	40	82.50%	15.15%	33.33%	21.21%	24.24%
Health	89	86.52%	7.79%	25.97%	32.47%	18.18%
Human Services	313	88.18%	11.23%	21.74%	20.29%	42.75%
International, Foreign Affairs	4	75.00%	0.00%	66.67%	0.00%	33.33%
Public, Societal Benefit	132	85.61%	23.89%	28.32%	21.24%	22.12%
Religion Related	19	89.47%	29.41%	29.41%	17.65%	23.53%
Mutual, Membership Benefit	29	75.86%	31.82%	27.27%	18.18%	18.18%
Unknown, Unclassified	24	79.17%	21.05%	26.32%	21.05%	31.58%
All Organizations	778	84.70%	15.63%	26.10%	21.85%	30.35%

Part Time Employee Coverage	Medical Plan Opt Out
% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
20.00%	20.00%
24.44%	30.61%
29.03%	18.18%
33.33%	20.78%
22.64%	15.58%
33.33%	33.33%
19.44%	25.66%
17.65%	17.65%
14.29%	27.27%
21.05%	15.79%
23.06%	20.03%

Medical Plan Offerings

Detailed Analysis

Scope			Medical Plan Offerings & Employee Participation Rates									
Geographic Region	# of ORGs	% of ORGs Offering	PPO Plan		HMO Plan		POS Plan		EPO Plan		Indemnity Plan	
			% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan
Northeast U.S.	185	91.89%	47.65%	58.84%	42.35%	65.31%	20.00%	44.27%	8.82%	69.80%	3.53%	19.10%
Southeast U.S.	164	85.37%	75.00%	65.35%	27.86%	56.27%	19.29%	54.82%	1.43%	55.00%	2.14%	78.50%
North Central U.S.	162	76.54%	81.45%	58.96%	30.65%	50.64%	8.87%	59.61%	0.81%	33.33%	0.81%	100.00%
South Central U.S.	74	78.38%	74.14%	67.76%	25.86%	46.93%	5.17%	73.33%	3.45%	32.50%	6.90%	80.00%
Northwest U.S.	110	90.91%	69.00%	56.27%	55.00%	61.64%	5.00%	68.00%	1.00%	75.00%	2.00%	52.00%
Southwest U.S.	83	80.72%	59.70%	67.76%	40.30%	70.37%	11.94%	59.38%	1.49%	100.00%	0.00%	0.00%
All Organizations	778	84.70%	66.62%	61.71%	37.33%	60.23%	13.35%	53.14%	3.34%	65.02%	2.43%	54.63%

Scope			Eligibility Time Frame for Employee Participation in Medical Plans			
Geographic Region	# of ORGs	% of ORGs Offering	% of ORGs Offering			
			on EMP Start Date	Following EMP Start Date	Following EMP Start Date	
Northeast U.S.	185	91.89%	27.06%	21.76%	17.06%	
Southeast U.S.	164	85.37%	14.29%	27.86%	18.57%	
North Central U.S.	162	76.54%	9.68%	25.00%	29.03%	
South Central U.S.	74	78.38%	6.90%	24.14%	25.86%	
Northwest U.S.	110	90.91%	12.00%	31.00%	22.00%	
Southwest U.S.	83	80.72%	13.43%	29.85%	23.88%	
All Organizations	778	84.70%	15.63%	26.10%	21.85%	

Part Time Employee Coverage	Medical Plan Opt Out
% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
29.11%	24.71%
18.25%	16.43%
15.25%	16.94%
7.02%	13.79%
38.78%	29.00%
22.22%	13.43%
23.06%	20.03%

Medical Plan Offerings

Detailed Analysis

Changes in Data from 2009 - 2010

The report below shows how the data has changed in each field from 2009 to 2010. A positive percentage represents a number that has increased in value from 2009 to 2010, and a percentage with a negative sign represents a number that has decreased in value from 2009 to 2010. This symbol ">" will be used whenever a positive percentage change is greater than 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope	Medical Plan Offerings & Employee Participation Rates										
	PPO Plan		HMO Plan		POS Plan		EPO Plan		Indemnity Plan		
	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	% of ORGs Offering	% of EMPs in Plan	
All Organizations	0.41%	-2.80%	-6.84%	10.11%	-6.42%	16.49%	-8.14%	-31.56%	40.63%	-9.50%	25.32%

Scope	Eligibility Time Frame for Employee Participation in Medical Plans				
	% of ORGs Offering	% of ORGs Offering		% of ORGs Offering	
		% of ORGs Offering on EMP Start Date	on 1st of the Month Following EMP Start Date	at 30 Days Following EMP Start Date	at 90 Days Following EMP Start Date
All Organizations	0.41%	-37.78%	-3.59%	-3.67%	20.81%

Part Time Employee Coverage	Medical Plan Opt Out
% of ORGs Offering Benefit to Part Time EMPs	% of ORGs Offering Opt Out Benefit Option To EMPs
9.84%	19.02%

