



Information Technology - Compensation Detail

Annual Revenue: (Und	er \$499, <mark>000</mark>)		Sal	ary		Incentiv	e / Bonus		Bene	efits
						Avg. % of		Avg.	2:	
		Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	63,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	-×************************************	0%	, 0	0%
2nd Quartile	0	0%	\$0	0%	\$0	0%	···· 0%	0%	0	0%
3rd Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
4th Quartile	1	19%	\$55,000	15%	\$0	0% 🔪	0%/	0%	15,400	4%
Median	0.5	9%	\$27,500	7%	\$0			0%	7,700	2%

Annual Revenue: (\$500),000 - \$999,	000)	Sa	lary	\$? ?		e / Bonus		Bene	efits
				1000	and the	Avg. % of		Avg.		
		Avg. Total		Avg. Salary	i Same	Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	1	1 %	> \$55,000	6%	\$0	0%	0%	0%	15,400	2%
3rd Quartile	2	14%	\$110,000	11%	\$0	0%	0%	0%	30,800	3%
4th Quartile		21%	\$165,000	17%	\$0	0%	0%	0%	46,200	5%
Median	1.5	11%	\$82,500	8%	\$0	0%	0%	0%	23,100	2%

Annual Revenue: (\$1,0	00,000 - \$2,4	1 99 ,9 9 9)	Sal	ary		Incentiv		Benefits		
	. " (Avg. % of		Avg.		
The second of the State of the	1 1 m	Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	2	7%	\$110,000	6%	\$0	0%	0%	0%	30,800	2%
2nd Quartile	3	11%	\$165,000	8%	\$0	0%	0%	0%	46,200	2%
3rd Quartile	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
4th Quartile	5	18%	\$275,000	14%	\$0	0%	0%	0%	77,000	4%
Median	3.5	13%	\$192,500	10%	\$0	0%	0%	0%	53,900	3%





Information Technology - Compensation Detail

Annual Revenue: (\$2,5	00,000 - \$4,9	999,999)	Sal	lary		Incentiv	e / Bonus		Bend	efits
						Avg. % of		Avg.		
		Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum	100	Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0% _{"M} wwi	0%	61,600	3%
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	· 77,000	2%
2nd Quartile	6	11%	\$330,000	8%	\$0	0%	0%	3 9%	92,400	2%
3rd Quartile	7	12%	\$385,000	10%	\$0	0%	0%	0%	107,800	3%
4th Quartile	8	14%	\$440,000	11%	\$0	0%	<i>9</i> % **	0%	123,200	3%
Median	6.5	11%	\$357,500	9%	\$0	0%	0%	0%	100,100	3%

Annual Revenue: (\$5,0	00,000 - \$9,9	99,999)	Sal	lary		Incentiv	e / Bonus	Benefits		
Survey Results	Avg. Number of FTE's	Avg. Total Compensation as % of Expense	Avg. Total	Avg: Salary Cost as % of Expense	Avg. Total	Avg. % of Total Employees Eligible	Avg. Incentive Cost as % of Expense	Avg. Maximum Bonus as % of Salary	Avg. Total Benefit Cost	Avg. Benefit Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	77,000	1%
2nd Quartile	7	7% //	\$385,000	5%	\$0	0%	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%
4th Quartile	11 ,	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8 🦯	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

	and the state of t									
Annual Revenue: (\$10)	000,000 - \$2	4,999,999)	Sal	ary		Incentiv	e / Bonus		efits	
		Avg. Total		Avg. Salary		Avg. % of Total	Avg. Incentive	Avg. Maximum		Avg. Benefit
Survey Results	a^ -	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees		Bonus as % of	Avg. Total	Cost as % of
	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Particicant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	9	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0%	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	0%	0%	215,600	1%





Information Technology - Compensation Detail

Annual Revenue: (\$25,	000,000 - \$9	9,999,999)	Sal	ary		Incentiv	e / Bonus		Bene	efits
		Avg. Total Compensation as %	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Employees		Bonus as % of	sele 3i	Avg. Benefit Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	*Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	51,600	3%
1st Quartile	17	2%	\$935,000	1%	\$0	0%	0%	. 0%	261,800	0%
2nd Quartile	21	2%	\$1,155,000	2%	\$0	0% 🕍 🦸	0%	0%	323,400	0%
3rd Quartile	26	3%	\$1,430,000	2%	\$0	0%	0%	0%	400,400	1%
4th Quartile	30	3%	\$1,650,000	3%	\$82,500	25%	· 0%	5%	485,100	1%
Median	23.5	3%	\$1,292,500	2%	\$0	0%	0 %	0%	361,900	1%

						<u> </u>				
					Parts					
Annual Revenue: (\$100	(+ 000,000 +)		Sal	ary		incentiv	e / Bonus		Benefits	
				A STATE OF THE PARTY OF THE PAR	Mary Sand Street	Avg. % of		Avg.		
		Avg. Total	- Arthresis (OH	Avg. Salary	A Marine	Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	£1 %	\$0	0%	0%	0%	61,600	3%
1st Quartile	39	2%	\$2,145,000	1%	\$21,450	16%	0%	1%	606,606	0%
2nd Quartile	53	3%	\$2,915,000	2%	\$87,450	18%	0%	3%	840,686	1%
3rd Quartile	74	4%	\$4,070,000	3%	\$203,500	20%	0%	5%	1,196,580	1%
4th Quartile	الله 110	6%	* \$6,050,000	4%	\$423,500	26%	0%	7%	1,812,580	1%
Median	63,5	3%	\$3,492,500	2%	\$145,475	19%	0%	4%	1,018,633	1%

Annual Revenue: (All C	rganizations	A .	Sal	ary		Incentiv	e / Bonus		Benefits	
A CONTRACTOR OF THE PERSON OF						Avg. % of		Avg.		
	V 300	Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Farticipant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	14	3%	\$770,000	2%	\$0	0%	0%	0%	215,600	1%
2nd Quartile	17	3%	\$935,000	3%	\$9,350	2%	0%	1%	264,418	1%
3rd Quartile	21	4%	\$1,155,000	3%	\$23,100	9%	0%	2%	329,868	1%
4th Quartile	25	5%	\$1,375,000	4%	\$41,250	10%	0%	3%	396,550	1%
Median	19	4%	\$1,045,000	3%	\$16,225	6%	0%	2%	297,143	1%





Information Technology - Compensation Detail

Org. Focus: (Arts, Cultu	ire, & Humai	nities)	Sal	lary		Incentiv	e / Bonus		Bene	efits
						Avg. % of		Avg.		
		Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	W. 0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
3rd Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
4th Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
Median	0.5	9%	\$27,500	7%	\$0	0% 🔪	0 %	0%	7,700	2%

Org. Focus: (Education))		Sal	ary		Incentiv	e / Bonus		Bene	efits
		Avg. Total Compensation as %	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%ac/**	\$0	0%	0%	0%	61,600	3%
1st Quartile	17	2%	\$935,000	1%	\$0	0%	0%	0%	261,800	0%
2nd Quartile	21	2%	\$1,155,000	2%	\$0	0%	0%	0%	323,400	0%
3rd Quartile	26	3%	\$1,430,000	2%	\$0	0%	0%	0%	400,400	1%
4th Quartile	30	3%	\$1,650,000	3%	\$82,500	25%	0%	5%	485,100	1%
Median	23.5	3%	\$1,292,500	2%	\$0	0%	0%	0%	361,900	1%

Org. Focus: (Environme	ent & Anima	s)	Sal	ary	Incentive / Bonus				Benefits	
	(a,b)	T		A C. I		Avg. % of		Avg.		A D 6.
		Avg. Total		Avg. Salary		Total	Avg. Incentive			Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Sürvey-Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	2	7%	\$110,000	6%	\$0	0%	0%	0%	30,800	2%
2nd Quartile	3	11%	\$165,000	8%	\$0	0%	0%	0%	46,200	2%
3rd Quartile	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
4th Quartile	_	18%	\$275,000	14%	\$0	0%	0%	0%	77,000	4%
Median	3.5	13%	\$192,500	10%	\$0	0%	0%	0%	53,900	3%





Information Technology - Compensation Detail

Org. Focus: (Health)			Sal	ary	Incentive / Bonus				Benefits	
	Avg. Number of	Avg. Total Compensation as %	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Avg. Maximum Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	1%	61,600	3%
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	77,000	2%
2nd Quartile	6	11%	\$330,000	8%	\$0	0%	0%	2° 0%	92,400	2%
3rd Quartile	7	12%	\$385,000	10%	\$0	0% 📝	····0%	0%	107,800	3%
4th Quartile	8	14%	\$440,000	11%	\$0	0%	0%	0%	123,200	3%
Median	6.5	11%	\$357,500	9%	\$0	0% 🔪	0%	0%	100,100	3%

Org. Focus: (Human Se	rvices)		Sal	ary	Insentive / Bonus				Benefits	
	Avg. Number of	Avg. Total Compensation as %	Avg. Total	Avg. Salary	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Avg. Maximum Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	The Rower Car	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	1	7%	\$55,000	6%	\$0	0%	0%	0%	15,400	2%
3rd Quartile	2	14%	\$110,000	11%	\$0	0%	0%	0%	30,800	3%
4th Quartile	3	21%	\$165,000	17%	\$0	0%	0%	0%	46,200	5%
Median	1.5	11%	\$82,500	8%	\$0	0%	0%	0%	23,100	2%
	3									

Org. Focus: (Internation	al, Foreign A	Affairs)	Sal	ary		Incentiv	e / Bonus		Benefits		
						Avg. % of		Avg.			
A STATE OF THE STA	\	Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit	
The second secon	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of	
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense	
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%	
1st Quartile	2	7%	\$110,000	6%	\$0	0%	0%	0%	30,800	2%	
2nd Quartile	3	11%	\$165,000	8%	\$0	0%	0%	0%	46,200	2%	
3rd Quartile	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%	
4th Quartile	5	18%	\$275,000	14%	\$0	0%	0%	0%	77,000	4%	
Median	3.5	13%	\$192,500	10%	\$0	0%	0%	0%	53,900	3%	





Information Technology - Compensation Detail

Org. Focus: (Public, Soc	iety Benefit)	Sal	lary	Incentive / Bonus				Benefits	
	Avg. Number of	Avg. Total Compensation as %	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Avg. Maximum Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%		1,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	77,000	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0% 🦯	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0% 🕺	0%	0 %	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0% 👢	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Org. Focus: (Religion, S	piritual Dev.	.)	Sal	lary		lacentiv	e / Bonus		Bene	efits
						Avg. % of		Avg.		
		Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	13% SAE	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0 🍾	. 0%	\$0	0%	0%	0%	0	0%
2nd Quartile	0		\$0	0%	\$0	0%	0%	0%	0	0%
3rd Quartile	1	19%	\$55,000	15%	\$0	0%	0%	0%	15,400	4%
4th Quartile	1	19%	<i>∞</i> \$55,000	15%	\$0	0%	0%	0%	15,400	4%
Median	0.5	9%	\$27,500	7%	\$0	0%	0%	0%	7,700	2%
	San		_	-	-					

Org. Focus: (Mutual/M	ember. Ben	efit Org.)	Sal	ary		Incentiv	e / Bonus		Benefits	
***		1 3				Avg. % of		Avg.		
		Avg. Total		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Compensation as %	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participa Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	9	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0%	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	0%	0%	215,600	1%





Information Technology - Compensation Detail

Org. Focus: (Unknown,	Unclassified	i)	Sal	Salary Incentive / Bonus				Benefits		
	Avg. Number of	Avg. Total Compensation as %	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Avg. Maximum Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	(4%)	0%	0%	61,600	3%
1st Quartile	39	2%	\$2,145,000	1%	\$21,450	16%	0%	1%	606,606	0%
2nd Quartile	53	3%	\$2,915,000	2%	\$87,450	18%	0%	3%	840,686	1%
3rd Quartile	74	4%	\$4,070,000	3%	\$203,500	20%	0%	5%	1,196,580	1%
4th Quartile	110	6%	\$6,050,000	4%	\$423,500	26%	0%	7%	1,812,580	1%
Median	63.5	3%	\$3,492,500	2%	\$145,475	19%	0%	4%	1,018,633	1%

				\						
Org. Focus: (All Organia	zations)	.85	Sa	arý		Incentiv	e / Bonus		Benefits	
		Avg. Total	<u> </u>	Avg. Salary		Avg. % of Total	Avg. Incentive			Avg. Benefit
	_	Compensation as %	_	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	of Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	34%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	14	3%	\$770,000	2%	\$0	0%	0%	0%	215,600	1%
2nd Quartile	17	3%	\$935,000	3%	\$9,350	2%	0%	1%	264,418	1%
3rd Quartile	21	4%	\$1,155,000	3%	\$23,100	9%	0%	2%	329,868	1%
4th Quartile	25	5%	\$1,375,000	4%	\$41,250	10%	0%	3%	396,550	1%
Median	19	4%	\$1,045,000	3%	\$16,225	6%	0%	2%	297,143	1%





Information Technology - Compensation Detail

Applications Developer, Entry-Level, Applications Developer, Mid-Level, Applications Developer, Senior-Level, Business Systems Analyst, Database Administrator, Database Analyst, Database Architect, Desktop Support Manager,
Desktop Support Specialist, Documentation Specialist, Enterprise Architect, Information Technology Manager, IT Systems Security Position, LAN Administrator, Network Engineer, Network Manager, Software Engineer, Systems
Analyst, Systems Engineer, Technical Project Manager, Technical Support Analyst, Technical Support Manager, Web Administrator, Web Developer, Webmaster

Geographic Region: (U	nited States)		Salary		Incentive / Bonus				Bene	efits
	Avg. Number of	Avg. Total Dept. Comp. as % of	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Avg. Maximum Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	Privace BN	6,600	3%
1st Quartile	14	3%	\$770,000	2%	\$0	0%	0% .***	· 0%	215,600	1%
2nd Quartile	17	3%	\$935,000	3%	\$9,350	2%	0%	1%	264,418	1%
3rd Quartile	21	4%	\$1,155,000	3%	\$23,100	9%	0%	2%	329,868	1%
4th Quartile	25	5%	\$1,375,000	4%	\$41,250	10%	9%	3%	396,550	1%
Median	19	4%	\$1,045,000	3%	\$16,225	6% [%] _	0%	2%	297,143	1%

Geographic Region: (No	ew England S	States)	Sa	lary	130	Insentiv	e / Bonus		Bene	efits
	A N	Avg. Total Dept.		Avg. Salary		Total	Avg. Incentive		A T. 1.1.1	Avg. Benefit
Survey Results	Avg. Number of FTE's	Comp. as % of Expense	Avg. Total Salary Cost	Cost as % of Expense	Avg. Total	Employees Eligible	Cost as % of Expense	Bonus as % of Salary	Avg. Total Benefit Cost	Cost as % of Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	17	2%	\$935,000	1%	\$0	0%	0%	0%	261,800	0%
2nd Quartile	21	2%	\$1,155,000	2%	\$0	0%	0%	0%	323,400	0%
3rd Quartile	26	3%	\$1,4 30,000	2%	\$0	0%	0%	0%	400,400	1%
4th Quartile		3%	\$1,650,000	3%	\$82,500	25%	0%	5%	485,100	1%
Median	23.5	3%	\$1,292,500	2%	\$0	0%	0%	0%	361,900	1%

A CAL

Geographic Region: (M	iddle Atlanti	c States)	Sal	ary		Incentiv	e / Bonus		Benefits	
	Avg. Number of	Avg. Total Dept. Comp. as % of	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Avg. Maximum Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participan Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	39	2%	\$2,145,000	1%	\$21,450	16%	0%	1%	606,606	0%
2nd Quartile	53	3%	\$2,915,000	2%	\$87,450	18%	0%	3%	840,686	1%
3rd Quartile	74	4%	\$4,070,000	3%	\$203,500	20%	0%	5%	1,196,580	1%
4th Quartile	110	6%	\$6,050,000	4%	\$423,500	26%	0%	7%	1,812,580	1%
Median	63.5	3%	\$3,492,500	2%	\$145,475	19%	0%	4%	1,018,633	1%





Information Technology - Compensation Detail

WAR SEE

Geographic Region: (M	iddle Southe	east States)	Sal	ary		Incentiv	e / Bonus		Bene	efits
						Avg. % of		Avg.		
		Avg. Total Dept.		Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Comp. as % of	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	\$ 1% X	61,600	3%
1st Quartile	9	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0% 🦟	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	, 0%	0%	215,600	1%

Geographic Region: (Lower Southeast States)			Salary		Incentive / Bonus				Benefits		
	Avg. Number of	Avg. Total Dept. Comp. as % of	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Bonus as % of	Avg. Total	Avg. Benefit Cost as % of	
Survey Results	FTE's	Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense	
Survey Participant Data	4	14%	\$220,000	1.%	\$0	0%	0%	0%	61,600	3%	
1st Quartile	5	5%	\$275,000	4%***	\$0	0%	0%	0%	77,000	1%	
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	0%	0%	107,800	1%	
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%	
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%	
Median	8		\$440,000	6%	\$0	0%	0%	0%	123,200	2%	

Geographic Region: (Gr	Salary		Incentive / Bonus				Benefits			
	Avg. Number of	Avg. Total Dept. Comp. as % of	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Avg. % of Total Employees	Avg. Incentive Cost as % of	Avg. Maximum Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Carticipant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	77,000	2%
2nd Quartile	6	11%	\$330,000	8%	\$0	0%	0%	0%	92,400	2%
3rd Quartile	7	12%	\$385,000	10%	\$0	0%	0%	0%	107,800	3%
4th Quartile	8	14%	\$440,000	11%	\$0	0%	0%	0%	123,200	3%
Median	6.5	11%	\$357,500	9%	\$0	0%	0%	0%	100,100	3%





Information Technology - Compensation Detail

Geographic Region: (Central Plains States)			Salary		Incentive / Bonus				Benefits	
		Avg. Total Dept.		Avg. Salary		Avg. % of Total	Avg. Incentive	Avg. Maximum		Avg. Benefit
	Avg. Number of	Comp. as % of	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	18c 12-7 B	Cost as % of
Survey Results	FTE's	Expense	Salary Cost		Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	**************************************	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	.0%.	0%	7 7, 0 00	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	.0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7%	\$0	0%	0%	0%	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Geographic Region: (South Central States)			Salary		incestive / Bonus				Benefits			
	Avg. Number of	•	Avg. Total	Avg. Salary	20 at a	Avg. % of Total Employees		Bonus as % of	Avg. Total	Avg. Benefit Cost as % of		
Survey Results	FTE's	Expense	Salary Cost	2 2 2 2	Incentive Cost	0	Expense	Salary	Benefit Cost	Expense		
Survey Participant Data	4	14%	\$220,000	1.%	·- \$0	0%	0%	0%	61,600	3%		
1st Quartile	5	9%	\$275,000	7%	\$0	0%	0%	0%	77,000	2%		
2nd Quartile	6	11%^	\$330,000	8%	\$0	0%	0%	0%	92,400	2%		
3rd Quartile	7	12%	\$385,000	10%	\$0	0%	0%	0%	107,800	3%		
4th Quartile	8	.~14%	\$440,000	11%	\$0	0%	0%	0%	123,200	3%		
Median	6.5		\$357,500	9%	\$0	0%	0%	0%	100,100	3%		

Geographic Region: (Lower Mountain States)			Salary		Incentive / Bonus				Benefits	
Avg. Total Dept.			Avg. Salary		Avg. % of Total	Avg. Incentive	Avg. Maximum		Avg. Benefit	
	Avg. Number of	Comp. as % of	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	0	0%	\$0	0%	\$0	0%	0%	0%	0	0%
2nd Quartile	1	7%	\$55,000	6%	\$0	0%	0%	0%	15,400	2%
3rd Quartile	2	14%	\$110,000	11%	\$0	0%	0%	0%	30,800	3%
4th Quartile	3	21%	\$165,000	17%	\$0	0%	0%	0%	46,200	5%
Median	1.5	11%	\$82,500	8%	\$0	0%	0%	0%	23,100	2%





2009 Nonprofit Organizations Salary and Benefits Survey

Information Technology - Compensation Detail

Geographic Region: (Pacific Northwest States)			Salary		Incentive / Bonus				Benefits	
	Avg. Number of	Avg. Total Dept. Comp. as % of	Avg. Total	Avg. Salary Cost as % of	Avg. Total	Employees	1 % % % Week % % % % % % % % % % % % % % % % % %	Bonus as % of	Avg. Total	Avg. Benefit Cost as % of
Survey Results	FTE's	Expense	Salary Cost		Incentive Cost	Eligible \	Expense	Salary	Benefit Cost	Expense
Survey Participant Data	4	14%	\$220,000	11%	\$0	0%	ww. 0%	0%	61,600	3%
1st Quartile	5	5%	\$275,000	4%	\$0	0%	0%	0%	77,000	1%
2nd Quartile	7	7%	\$385,000	5%	\$0	0%	0%	0%	107,800	1%
3rd Quartile	9	8%	\$495,000	7% 🏃	\$0	0%	0%	0%	138,600	2%
4th Quartile	11	10%	\$605,000	8%	\$0	0%	0%	0%	169,400	2%
Median	8	8%	\$440,000	6%	\$0	0%	0%	0%	123,200	2%

Geographic Region: (Pa	Ssiary		Incentive / Bonus				Benefits			
						Avg. % of		Avg.		
		Avg. Total Dept.	Ship to the spirit	Avg. Salary		Total	Avg. Incentive	Maximum		Avg. Benefit
	Avg. Number of	Comp. as % of	Avg. Total	Cost as % of	Avg. Total	Employees	Cost as % of	Bonus as % of	Avg. Total	Cost as % of
Survey Results	FTE's	Expense	Salary Cost	Expense	Incentive Cost	Eligible	Expense	Salary	Benefit Cost	Expense
Survey Participant Data		14%	\$220,000	11%	\$0	0%	0%	0%	61,600	3%
1st Quartile	9 \	3%	\$495,000	2%	\$0	0%	0%	0%	138,600	1%
2nd Quartile	12	4%	\$660,000	3%	\$0	0%	0%	0%	184,800	1%
3rd Quartile	16	6%	\$880,000	4%	\$0	0%	0%	0%	246,400	1%
4th Quartile	19	7%	\$1,045,000	5%	\$0	0%	0%	0%	292,600	1%
Median	14	5%	\$770,000	4%	\$0	0%	0%	0%	215,600	1%