

# 2009 Nonprofit Organizations Salary and Benefits Survey

## Medical Plan - Benefit Offerings

Plan Offering	# of Orgs	% Offering Medical Coverage	PPO Plan		HMO Plan		POS Plan		EPO Plan		Indemnity Plan	
			% Offering	% Employee in Plan	% Offering	% Employee in Plan	% Offering	% Employee in Plan	% Offering	% Employee in Plan	% Offering	% Employee in Plan
<b>Survey Participant Data</b>	<b>1</b>	<b>100.0%</b>	<b>100.0%</b>	<b>56.0%</b>	<b>100.0%</b>	<b>42.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Annual Revenue</b>												
Under \$499,000	51	75%	41%	49%	64%	80%	12%	40%	7%	37%	2%	11%
\$500,000 - \$999,000	72	81%	59%	64%	73%	84%	17%	59%	8%	56%	3%	36%
\$1,000,000 - \$2,499,999	102	96%	64%	77%	87%	86%	36%	68%	15%	64%	9%	34%
\$2,500,000 - \$4,999,999	154	99%	75%	89%	94%	90%	52%	79%	27%	74%	11%	39%
\$5,000,000 - \$9,999,999	184	100%	80%	94%	98%	93%	56%	85%	32%	79%	19%	44%
\$10,000,000 - \$24,999,999	205	100%	88%	97%	100%	98%	67%	87%	39%	82%	30%	48%
\$25,000,000 - \$99,999,999	154	100%	94%	93%	100%	99%	77%	84%	57%	76%	34%	48%
\$100,000,000 +	102	100%	97%	96%	100%	98%	86%	92%	62%	86%	50%	48%
<b>All Organizations</b>	<b>1024</b>	<b>94%</b>	<b>75%</b>	<b>82%</b>	<b>90%</b>	<b>91%</b>	<b>50%</b>	<b>74%</b>	<b>31%</b>	<b>69%</b>	<b>20%</b>	<b>39%</b>
<b># of Employees</b>												
0 - 10	51	75%	41%	49%	64%	80%	12%	40%	7%	37%	2%	11%
11 - 20	72	81%	59%	64%	73%	84%	17%	59%	8%	56%	3%	36%
21 - 50	102	96%	64%	77%	87%	86%	36%	68%	15%	64%	9%	34%
51 - 100	154	99%	75%	89%	94%	90%	52%	79%	27%	74%	11%	39%
101 - 249	184	100%	80%	94%	98%	93%	56%	85%	32%	79%	19%	44%
250 - 499	205	100%	88%	97%	100%	98%	67%	87%	39%	82%	30%	48%
500 - 999	154	100%	94%	93%	100%	99%	77%	84%	57%	76%	34%	48%
1,000 +	102	100%	97%	96%	100%	98%	86%	92%	62%	86%	50%	48%
<b>All Organizations</b>	<b>1024</b>	<b>94%</b>	<b>75%</b>	<b>82%</b>	<b>90%</b>	<b>91%</b>	<b>50%</b>	<b>74%</b>	<b>31%</b>	<b>69%</b>	<b>20%</b>	<b>39%</b>
<b>Organizational Focus</b>												
Arts, Culture, and Humanities	51	94%	58%	85%	78%	95%	23%	85%	24%	87%	14%	49%
Education	205	97%	84%	80%	94%	90%	33%	80%	33%	80%	23%	44%
Environment and Animals	82	95%	76%	81%	93%	91%	29%	73%	21%	63%	11%	34%
Health	154	96%	96%	93%	99%	98%	77%	84%	38%	84%	28%	46%
Human Services	276	97%	98%	86%	99%	96%	34%	78%	46%	75%	34%	39%
International, Foreign Affairs	51	98%	52%	84%	80%	94%	45%	77%	18%	67%	8%	40%
Public, Society Benefit	51	97%	56%	82%	85%	92%	54%	66%	54%	63%	44%	33%
Religion, Spiritual Development	82	96%	89%	78%	98%	88%	61%	64%	15%	57%	5%	36%
Mutual/Membership Benefit Organizations, Other	51	94%	74%	72%	85%	82%	54%	61%	29%	51%	19%	29%
Unknown, Unclassified	20	79%	58%	71%	78%	79%	47%	70%	24%	59%	14%	35%
<b>All Organizations</b>	<b>1,024</b>	<b>94%</b>	<b>75%</b>	<b>81%</b>	<b>90%</b>	<b>91%</b>	<b>50%</b>	<b>74%</b>	<b>31%</b>	<b>69%</b>	<b>20%</b>	<b>39%</b>
<b>Geographic Region</b>												
United States	1,024	94%	75%	81%	90%	91%	50%	74%	31%	69%	21%	39%
New England States	205	96%	78%	80%	94%	90%	53%	73%	32%	68%	22%	38%
Middle Atlantic States	205	97%	76%	85%	92%	96%	52%	78%	31%	73%	21%	41%
Middle Southeast States	102	91%	73%	85%	88%	96%	49%	78%	30%	73%	20%	41%
Lower Southeast States	102	94%	72%	79%	86%	89%	48%	72%	29%	67%	20%	37%
Great Lake States	51	91%	78%	76%	93%	86%	52%	71%	32%	66%	21%	37%
Central Plains States	51	96%	76%	84%	91%	94%	51%	77%	31%	72%	21%	40%
South Central States	51	93%	77%	72%	92%	81%	52%	66%	31%	62%	21%	35%
Lower Mountain States	51	89%	73%	82%	87%	91%	49%	75%	30%	69%	20%	39%
Pacific Northwest States	102	98%	76%	88%	90%	98%	50%	80%	31%	75%	21%	42%
Pacific Southwest States	102	92%	74%	77%	88%	85%	49%	70%	30%	65%	20%	36%

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## Medical Plan - Benefit Offerings

Plan Eligibility & Opt Out Option		Plan Eligibility				% of Organization's Offering an Opt-Out Option
	# of Orgs	% Offering Immediate Coverage	% Offering Coverage at First of the Month Following Employment	% Offering Coverage with 30 Days or More of Service	% Offering Coverage with 90 Days or More of Service	
Survey Participant Data		0.0%	100.0%	0.0%	0.0%	0.0%
<b>Annual Revenue</b>						
Under \$499,000	51	2%	2%	5%	91%	0%
\$500,000 - \$999,000	72	3%	4%	10%	83%	2%
\$1,000,000 - \$2,499,999	102	9%	11%	13%	67%	1%
\$2,500,000 - \$4,999,999	154	19%	23%	26%	32%	4%
\$5,000,000 - \$9,999,999	184	11%	30%	35%	24%	15%
\$10,000,000 - \$24,999,999	205	6%	29%	33%	32%	33%
\$25,000,000 - \$99,999,999	154	4%	23%	29%	44%	46%
\$100,000,000 +	102	1%	11%	65%	23%	54%
<b>All Organizations</b>	<b>1024</b>	<b>7%</b>	<b>17%</b>	<b>27%</b>	<b>50%</b>	<b>19%</b>
<b># of Employees</b>						
0 - 10	51	2%	2%	5%	91%	0%
11 - 20	72	3%	4%	10%	83%	2%
21 - 50	102	9%	11%	13%	67%	1%
51 - 100	154	19%	23%	26%	32%	4%
101 - 249	184	11%	30%	35%	24%	15%
250 - 499	205	6%	29%	33%	32%	33%
500 - 999	154	4%	23%	29%	44%	46%
1,000 +	102	1%	11%	65%	23%	54%
<b>All Organizations</b>	<b>1024</b>	<b>7%</b>	<b>17%</b>	<b>27%</b>	<b>50%</b>	<b>19%</b>
<b>Organizational Focus</b>						
Arts, Culture, and Humanities	51	4%	11%	19%	66%	45%
Education	205	1%	3%	12%	84%	32%
Environment and Animals	82	3%	15%	20%	62%	23%
Health	154	15%	34%	43%	8%	24%
Human Services	276	4%	10%	21%	65%	67%
International, Foreign Affairs	51	12%	25%	39%	24%	78%
Public, Society Benefit	51	10%	16%	23%	51%	80%
Religion, Spiritual Development	82	0%	8%	17%	75%	56%
Mutual/Membership Benefit Organizations, Other	51	7%	26%	31%	36%	68%
Unknown, Unclassified	20	3%	17%	25%	55%	37%
<b>All Organizations</b>	<b>1,024</b>	<b>7%</b>	<b>17%</b>	<b>27%</b>	<b>50%</b>	<b>54%</b>
<b>Geographic Region</b>						
United States	1,024	7%	15%	24%	50%	54%
New England States	205	8%	16%	26%	51%	55%
Middle Atlantic States	205	10%	20%	32%	38%	32%
Middle Southeast States	102	6%	18%	29%	47%	28%
Lower Southeast States	102	10%	20%	32%	38%	24%
Great Lake States	51	4%	11%	18%	67%	74%
Central Plains States	51	4%	10%	16%	70%	78%
South Central States	51	6%	14%	22%	57%	68%
Lower Mountain States	51	6%	13%	21%	60%	56%
Pacific Northwest States	102	7%	15%	24%	54%	55%
Pacific Southwest States	102	5%	13%	21%	61%	54%

# 2009 Nonprofit Organizations Salary and Benefits Survey

## Medical Plan - Benefit Offerings

Plan Costs			# of Orgs	Preferred Provider Organization (PPO)							
				Avg Contribution Cost							
				Employee Only		Employee + Child		Employee + Spouse		Employee + Family	
				Organization Contribution (\$)	Employee Contribution (\$)	Organization Contribution (\$)	Employee Contribution (\$)	Organization Contribution (\$)	Employee Contribution (\$)	Organization Contribution (\$)	Employee Contribution (\$)
Survey Participant Data				\$358	\$120	\$750	\$251	\$750	\$251	\$1,120	\$375
Annual Revenue											
	Under \$499,000	51	\$514	\$220	\$953	\$408	\$1,010	\$433	\$1,306	\$560	
	\$500,000 - \$999,000	72	\$501	\$215	\$930	\$399	\$986	\$422	\$1,274	\$546	
	\$1,000,000 - \$2,499,999	102	\$485	\$208	\$900	\$386	\$953	\$409	\$1,232	\$528	
	\$2,500,000 - \$4,999,999	154	\$473	\$203	\$877	\$376	\$929	\$398	\$1,201	\$515	
	\$5,000,000 - \$9,999,999	184	\$460	\$197	\$854	\$366	\$905	\$388	\$1,170	\$501	
	\$10,000,000 - \$24,999,999	205	\$440	\$188	\$816	\$350	\$864	\$370	\$1,118	\$479	
	\$25,000,000 - \$99,999,999	154	\$427	\$183	\$793	\$340	\$840	\$360	\$1,086	\$466	
	\$100,000,000 +	102	\$411	\$176	\$762	\$327	\$808	\$346	\$1,044	\$448	
	All Organizations	1024	\$464	\$199	\$860	\$369	\$912	\$391	\$1,179	\$505	
# of Employees											
	0 - 10	51	\$514	\$220	\$953	\$408	\$1,010	\$433	\$1,306	\$560	
	11 - 20	72	\$501	\$215	\$930	\$399	\$986	\$422	\$1,274	\$546	
	21 - 50	102	\$485	\$208	\$900	\$386	\$953	\$409	\$1,232	\$528	
	51 - 100	154	\$473	\$203	\$877	\$376	\$929	\$398	\$1,201	\$515	
	101 - 249	184	\$460	\$197	\$854	\$366	\$905	\$388	\$1,170	\$501	
	250 - 499	205	\$440	\$188	\$816	\$350	\$864	\$370	\$1,118	\$479	
	500 - 999	154	\$427	\$183	\$793	\$340	\$840	\$360	\$1,086	\$466	
	1,000 +	102	\$411	\$176	\$762	\$327	\$808	\$346	\$1,044	\$448	
	All Organizations	1024	\$464	\$199	\$860	\$369	\$912	\$391	\$1,179	\$505	
Organizational Focus											
	Arts, Culture, and Humanities	51	\$439	\$189	\$812	\$349	\$861	\$370	\$1,111	\$478	
	Education	205	\$510	\$219	\$944	\$406	\$1,000	\$430	\$1,290	\$555	
	Environment and Animals	82	\$449	\$193	\$831	\$357	\$880	\$379	\$1,136	\$488	
	Health	154	\$411	\$177	\$760	\$327	\$806	\$347	\$1,040	\$447	
	Human Services	276	\$501	\$215	\$927	\$399	\$982	\$422	\$1,267	\$545	
	International, Foreign Affairs	51	\$476	\$205	\$881	\$379	\$933	\$401	\$1,204	\$518	
	Public, Society Benefit	51	\$489	\$210	\$905	\$389	\$959	\$412	\$1,237	\$532	
	Religion, Spiritual Development	82	\$523	\$225	\$968	\$416	\$1,026	\$441	\$1,323	\$569	
	Mutual/Membership Benefit Organizations, Other	51	\$423	\$182	\$783	\$336	\$830	\$357	\$1,070	\$460	
	Unknown, Unclassified	20	\$428	\$184	\$792	\$340	\$839	\$361	\$1,083	\$466	
	All Organizations	1,024	\$464	\$199	\$860	\$369	\$912	\$391	\$1,179	\$505	
Geographic Region											
	United States	1,024	\$468	\$199	\$860	\$372	\$912	\$391	\$1,179	\$509	
	New England States	205	\$488	\$210	\$903	\$388	\$957	\$411	\$1,234	\$531	
	Middle Atlantic States	205	\$480	\$206	\$888	\$382	\$941	\$405	\$1,214	\$522	
	Middle Southeast States	102	\$439	\$189	\$812	\$349	\$861	\$370	\$1,111	\$478	
	Lower Southeast States	102	\$449	\$193	\$831	\$357	\$880	\$379	\$1,136	\$488	
	Great Lake States	51	\$459	\$197	\$849	\$365	\$900	\$387	\$1,161	\$499	
	Central Plains States	51	\$447	\$192	\$827	\$356	\$877	\$377	\$1,131	\$486	
	South Central States	51	\$439	\$189	\$812	\$349	\$861	\$370	\$1,111	\$478	
	Lower Mountain States	51	\$437	\$188	\$808	\$348	\$857	\$368	\$1,105	\$475	
	Pacific Northwest States	102	\$519	\$223	\$960	\$413	\$1,018	\$438	\$1,313	\$565	
	Pacific Southwest States	102	\$520	\$224	\$962	\$414	\$1,020	\$438	\$1,315	\$566	

# 2009 Nonprofit Organizations Salary and Benefits Survey

## Medical Plan - Benefit Offerings

Prescription Drug Plan Costs		# of Orgs	Preferred Provider Organization (PPO)					
			30-Day Prescription Drug Plan			90-Day Mail Order Prescription Drug Plan		
			Avg Cost Generic	Avg Cost Formulary	Avg Cost Non-Formulary	Avg Cost Generic	Avg Cost Formulary	Avg Cost Non-Formulary
Survey Participant Data			\$10	\$25	\$45	\$25	\$60	\$110
<b>Annual Revenue</b>								
Under \$499,000	51		\$19	\$38	\$63	\$44	\$94	\$156
\$500,000 - \$999,000	72		\$18	\$37	\$61	\$43	\$92	\$153
\$1,000,000 - \$2,499,999	102		\$18	\$35	\$59	\$41	\$89	\$148
\$2,500,000 - \$4,999,999	154		\$17	\$35	\$58	\$40	\$86	\$144
\$5,000,000 - \$9,999,999	184		\$17	\$34	\$56	\$39	\$84	\$140
\$10,000,000 - \$24,999,999	205		\$16	\$32	\$54	\$37	\$80	\$134
\$25,000,000 - \$99,999,999	154		\$16	\$31	\$52	\$36	\$78	\$130
\$100,000,000 +	102		\$15	\$30	\$50	\$35	\$75	\$125
<b>All Organizations</b>	<b>1024</b>		<b>\$17</b>	<b>\$34</b>	<b>\$56</b>	<b>\$40</b>	<b>\$85</b>	<b>\$141</b>
<b># of Employees</b>								
0 - 10	51		\$19	\$38	\$63	\$44	\$94	\$156
11 - 20	72		\$18	\$37	\$61	\$43	\$92	\$153
21 - 50	102		\$18	\$35	\$59	\$41	\$89	\$148
51 - 100	154		\$17	\$35	\$58	\$40	\$86	\$144
101 - 249	184		\$17	\$34	\$56	\$39	\$84	\$140
250 - 499	205		\$16	\$32	\$54	\$37	\$80	\$134
500 - 999	154		\$16	\$31	\$52	\$36	\$78	\$130
1,000 +	102		\$15	\$30	\$50	\$35	\$75	\$125
<b>All Organizations</b>	<b>1024</b>		<b>\$17</b>	<b>\$34</b>	<b>\$56</b>	<b>\$40</b>	<b>\$85</b>	<b>\$141</b>
<b>Organizational Focus</b>								
Arts, Culture, and Humanities	51		\$16	\$28	\$49	\$34	\$76	\$128
Education	205		\$15	\$27	\$47	\$31	\$73	\$122
Environment and Animals	82		\$17	\$34	\$55	\$39	\$80	\$143
Health	154		\$15	\$37	\$58	\$38	\$78	\$132
Human Services	276		\$17	\$34	\$54	\$35	\$76	\$126
International, Foreign Affairs	51		\$16	\$32	\$53	\$38	\$78	\$134
Public, Society Benefit	51		\$19	\$38	\$60	\$48	\$97	\$152
Religion, Spiritual Development	82		\$20	\$40	\$66	\$51	\$100	\$169
Mutual/Membership Benefit Organizations, Other	51		\$16	\$29	\$50	\$36	\$83	\$142
Unknown, Unclassified	20		\$18	\$36	\$59	\$45	\$95	\$148
<b>All Organizations</b>	<b>1,024</b>		<b>\$17</b>	<b>\$34</b>	<b>\$56</b>	<b>\$40</b>	<b>\$85</b>	<b>\$141</b>
<b>Geographic Region</b>								
United States	1,024		\$17	\$34	\$56	\$40	\$85	\$141
New England States	205		\$19	\$36	\$60	\$43	\$92	\$154
Middle Atlantic States	205		\$16	\$30	\$51	\$36	\$78	\$131
Middle Southeast States	102		\$15	\$29	\$48	\$34	\$73	\$123
Lower Southeast States	102		\$17	\$33	\$55	\$39	\$84	\$141
Great Lake States	51		\$16	\$30	\$51	\$36	\$78	\$131
Central Plains States	51		\$17	\$34	\$56	\$40	\$85	\$144
South Central States	51		\$18	\$35	\$58	\$41	\$89	\$149
Lower Mountain States	51		\$16	\$30	\$51	\$36	\$78	\$131
Pacific Northwest States	102		\$19	\$39	\$68	\$48	\$104	\$174
Pacific Southwest States	102		\$19	\$37	\$66	\$47	\$101	\$169