

Survey Schedule

This schedule can be used throughout the year for all our surveys; please note that all surveys are available for purchase year round.

Surveys	Questionnaires Available	Effective Date of Survey	Survey Participation Deadline	Reports Mailed to Participants	
Benefits & Policies Survey - January	Late December	January 1st	Mid February	Late March	
National Executive Compensation Survey <i>(32 Executive Classifications)</i>	Late January	February 1st	Mid March	Late May	Research Services
Supervisory & Management Compensation Survey <i>(150 Classifications in middle management)</i>	Late February	March 1st	Mid April	Late June	
Regional Wage Survey <i>(Over 220 hourly production & nonexempt office jobs)</i>	Late March	April 1st	Late May	Late July	
Information Technology & Engineering Compensation Survey <i>(over 130 IT positions in management, web design, programming, systems analysis & e-operations, in addition to 58 Engineering positions)</i>	Late April	May 1st	Late June	Late August	For Sales, Ordering & General Questions: Carmen Chavez 213-765-3920
Benefits & Policies Survey- June	Mid June	June 1st	Late July	Late September	For Technical Questions: Sal Curiel 213-765-3969
Projected Budgets & Economic Planning <i>(Actual & projected salary increases, turnover, holidays, economic indicators.)</i>	Late June	Fall	Mid August	Late August	For Marketing Questions: Yvonne Soto 213-765-3935
National Sales Compensation and Benefits Survey <i>(Management, outsied & inside sales, retail, benefits, auto practices, reimbursement)</i>	Late July	Fall	Mid September	Mid December	
Benefits & Policies Survey - September	Early September	September 1st	Late October	Late November	
Professional Compensation Survey <i>(111 professional exempt, non-managerial positions)</i>	Late September	October 1st	Late November	Early January	

Your Source for Compensation, Benefits and Economic Trends.

For more information on participating in or purchasing our surveys, please visit us at www.employersgroup.com/surveys.asp

Executive Compensation Survey

Survey conducted every February.

This comprehensive report is designed to help firms create a competitive executive compensation package and includes summary & detailed compensation data for over 20 Executive Classifications in General Management, Finance, Administration, Engineering, Manufacturing and, Sales & Marketing for the CA version and over 30 Executive Classification in the National Version. Survey results for each position include base salary, other cash compensation, total compensation, established salary ranges, and bonuses (actual bonus and target bonus).

Supervisory And Management Compensation Survey

Survey conducted every March.

You will find the most current pay levels for over 480 California firms, encompassing over 140 exempt Supervisory and Middle Management classifications in marketing, finance, HR, customer service (call centers), engineering, technical services, and research. This report is extremely popular with our member companies because it not only provides data by industry and employment size, it also presents data breaks for most labor markets.

Regional Wage (Nonexempt) Survey

Survey conducted every April.

This survey encompasses over 200 statewide nonexempt office, clerical and technical employees, as well as hourly maintenance, warehouse and production classifications. Functional groupings surveyed include finance/accounting, payroll/credit/purchasing, customer service representatives, general office, human resources, departmental staff, administrative/secretarial services, marketing & sales, computer operations, insurance industry, general classifications, maintenance, stocking/inventory, shipping/receiving, drivers, and warehouse/material handling. Extensive analysis by counties, industry, and employment size makes this survey a "must have" tool to determine prevailing compensation levels for your nonexempt employees.

National Compensation Survey on Information Technology Professionals

Survey conducted every May.

Employers Group coordinates this national report with the cooperation of 20 of the largest employer associations in the U.S. With jobs ranging from Help Desk to CIO Executive, this survey provides clear and targeted compensation data, HR practices and benefits for over 138 classifications for "IT personnel". This is your "must have" tool to attract and retain your IT personnel. The survey covers all major regions in the U.S. with breaks by county, industry, and employment size. The US/CA edition includes breaks by county for California.

Professional Compensation Survey

Survey conducted every October.

One of the largest and most comprehensive California surveys on non-managerial exempt compensation! This is the survey you need if you are looking for compensation data that can enable you to make compensation decisions in a competitive, volatile marketplace. Data for over 110 professional (degreed, exempt positions) in Finance, Accounting, Banking, HR, Sales, Marketing, Communications, Creative Media Services, Production/Logistics and General Services is included.

Engineering and Technical Compensation Survey

Survey conducted every June.

This year's survey includes over 100 job classifications of today's most popular engineering and technical classifications such as: Aeronautical/Aerospace Engineer, Bio, Chemical, Mechanical, Civil, VP of Engineering, Designer, and various other classifications. This survey includes two reports: the California edition with over 130 firms, published by Employers Group; and the national edition covering 390 firms, coordinated by the Employers Association with the cooperation of 11 of the largest employer association in the U.S. Geographic differentials and aging/maturing formulas are also included.

National Sales Compensation and Benefits Survey

Survey conducted every Fall.

Designed to help you maximize sales force potential, minimize turnover and increase productivity, this report contains salary and compensation practices, commission, incentives, and popular sales plans. This survey targets over 20 popular sales and marketing classifications such as: Sales Management, Outside Sales, Telemarketing Sales, and Inside Sales -- making it an excellent benchmark for companies with sales personnel. Learn how other companies are using bonuses, perks, commissions, and non-cash incentives to attract high-tech sales champions! This survey includes two reports: the California edition with over 50 firms, coordinated by Employers Group; and the national edition covering over 900 U.S. firms, conducted with the cooperation of 12 of the largest employer association in the U.S.

National Wage and Salary Survey

Survey conducted every October.

This survey is produced through a collaborative effort between Employers Group and 30 employer associations in the U.S. This is the fourth year that EG has been able to bring this survey to our membership. Our survey covers over 100 benchmark classifications in over 40 metropolitan areas across the U.S. including hourly, management, and professional-level classifications. This is a great resource for companies with multi-state facilities.

Projected Budget and Economic Trends Survey

Survey conducted every Fall.

Published in September, this survey is our annual measure of actual and projected salary budget increases and labor forecasts from California firms. Survey features: Actual & projected salary increases and structure adjustments, turnover, recruitment projections, staffing projections, holiday schedules/paid holidays, and business/employment outlook. Data is examined by hourly/production, office/clerical, exempt, and executive level positions.

Human Resources Policies and Benefits Survey

Survey conducted multiple times a year.

The Human Resources Policies & Benefits Survey (HRPS) CD-ROM covers over 100 HR topics including group medical plans, vacation policies, 401(k) plans, etc. If your budgeting process requires you to benchmark your company's HR costs, this survey will help you compare and define your HR programs against current practices. The report includes the newly published Employee Healthcare Insurance Survey. With another round of double-digit medical premium increases expected, this Employee Healthcare Insurance Survey is the best source of information to help you compare and fine tune your medical benefits against current industry levels. This survey is conveniently organized on an easy-to-use CD.