



**Report Name:** Benchmarking Graphs

**Created For:** ABC Association- Full Access

**Created On:** 9/18/2020

**Created By:** John Doe

**Fiscal Year:** Fiscal Year 2019

## Report Statistics

### Filters Selected:

The data displayed on these charts represents the total responses in the database based on the filter options selected.



## NUMERIC RESULTS:

- **Line and Bar Charts** are presented in quartiles (values that divide a list of numbers into quarters).
  - **25<sup>th</sup> Percentile/first quartile:** 25% of organizations submitted data equal to or less than this number.
  - **50<sup>th</sup> Percentile/Median:** This number represents the middle number of all data submitted by organizations, with 50% of organizations reporting a higher number and 50% of organizations reporting a lower number. For example, if you have a series of numbers like: 1,5,10,15, and 30, the 50<sup>th</sup> percentile/median is 10.
  - **75<sup>th</sup> Percentile/third quartile:** 75% of the data submitted by organizations falls below this number.
- **Pie Charts** display the proportions of a whole for a series of data points. Comparison data is displayed as an average pie. An average is the sum divided by the count. For example, if you have a series of numbers like: 1,5,10,15, and 30, the average is 12.2. Averages can be skewed by a single high or low response.

## MULTIPLE CHOICE RESULTS:

- The percentage of responses is shown for all answer options associated with a question.

## YOUR RESPONSES:

- **Line graphs:** Your organization is indicated with a **purple** dot, followed by your percentile in parenthesis.
- **Bar charts:** Your organization's answers are indicated by a **purple** bar. If you did not answer the question, all bars will appear as gray and only the data submitted by other organization will be shown.

## REAL-TIME REPORTING:

These reports are real-time, meaning that the data can change each time the report is run as organizations enter/update their data, and new organizations participate during the data collection phase. An "Insufficient Data" message indicates there is currently not enough data to populate a comparison, or you need to modify your filters. As more data becomes available, the slide will automatically update each time the report is run.

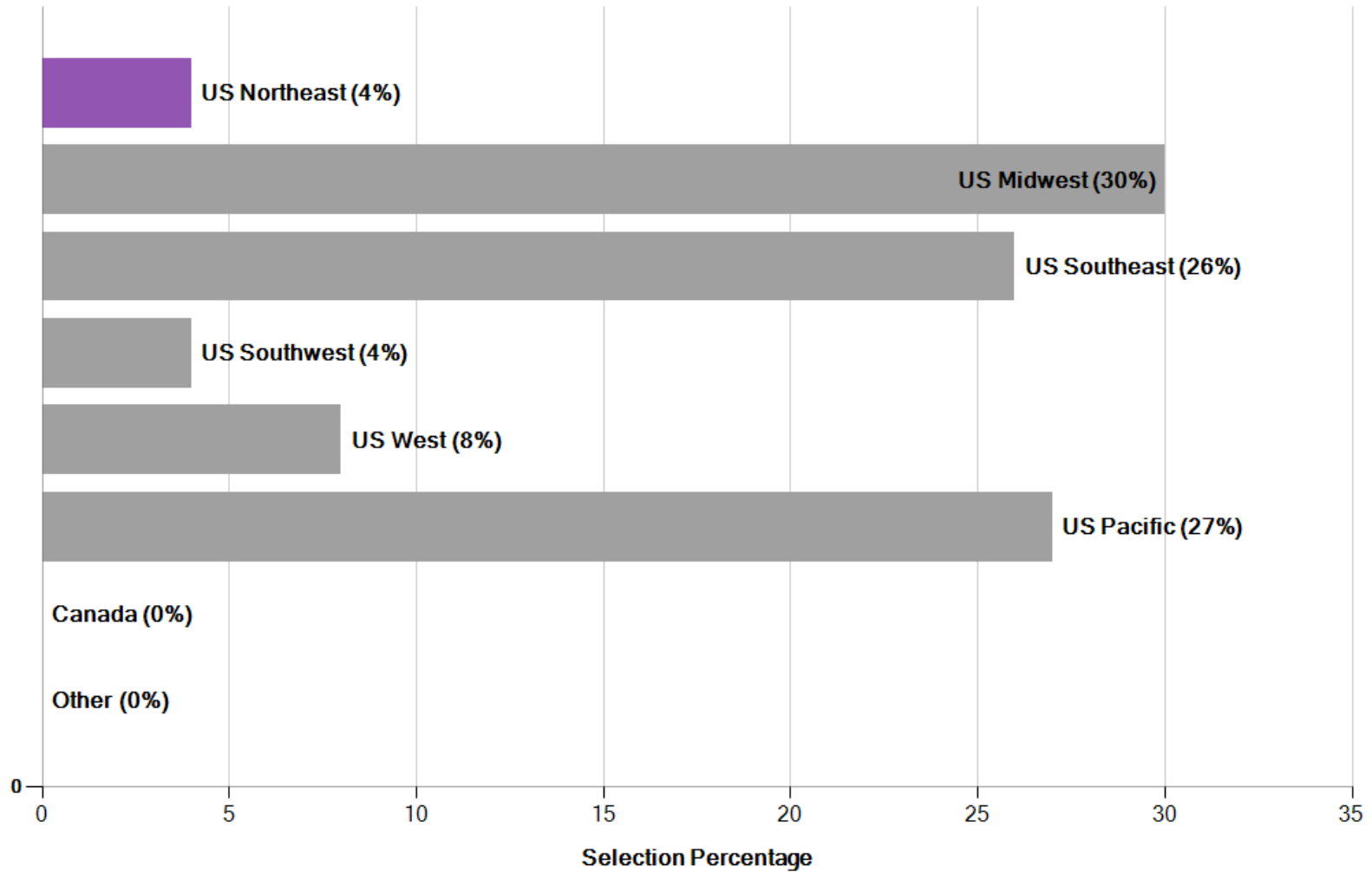


# REAL-TIME Compensation BENCHMARKING

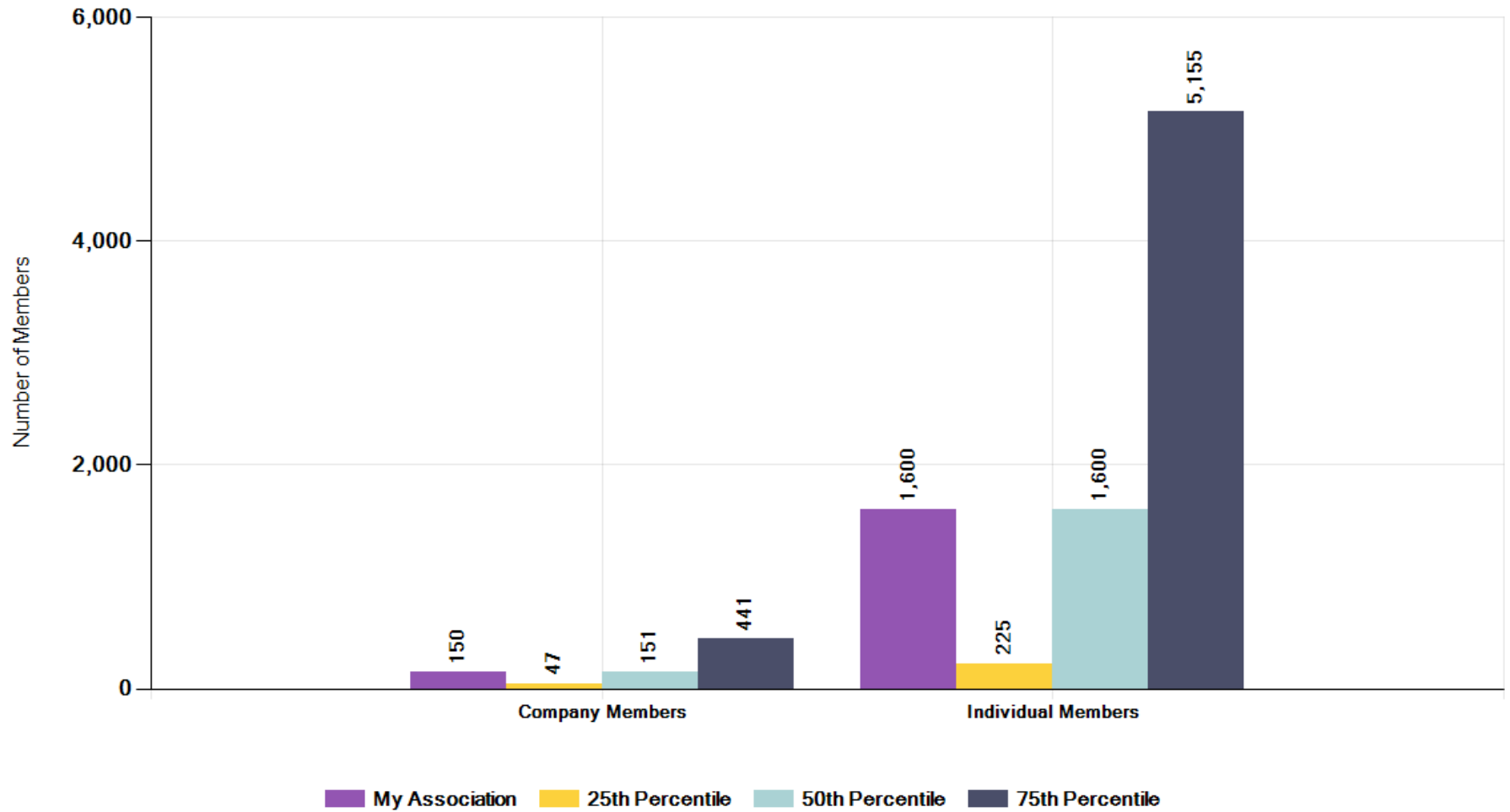
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Benchmarking**  
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## Profile Overview

**Region**  
**(Purple = My Responses)**



### Membership



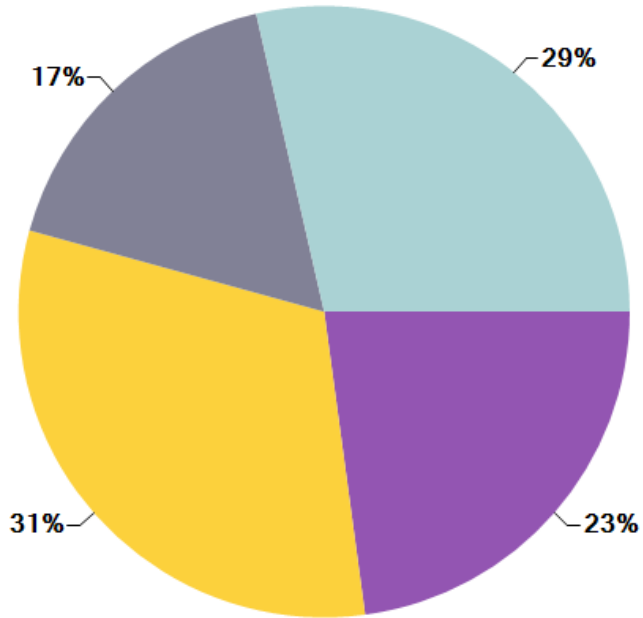


REAL-TIME  
**Compensation**  
BENCHMARKING

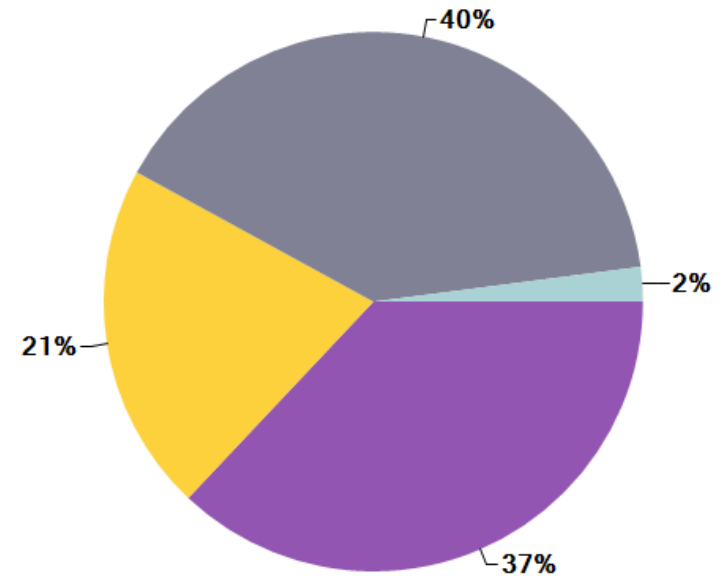
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# Staffing

**FTE Staffing Overview  
My Association**

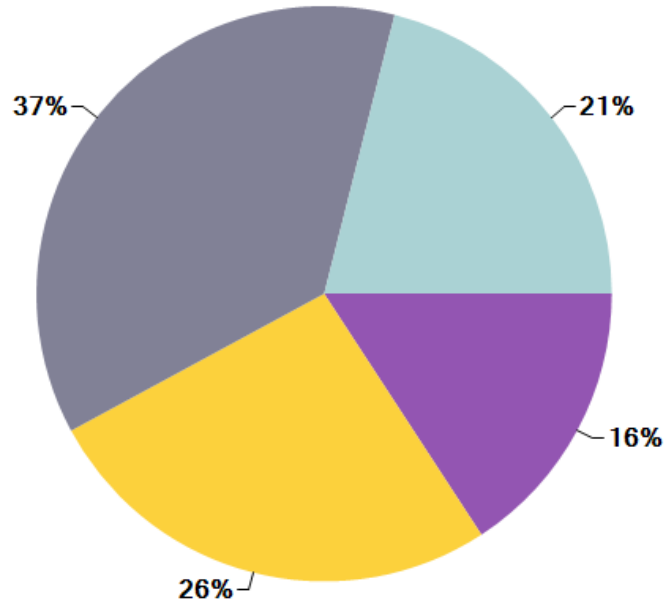


**FTE Staffing Overview  
Average Association**

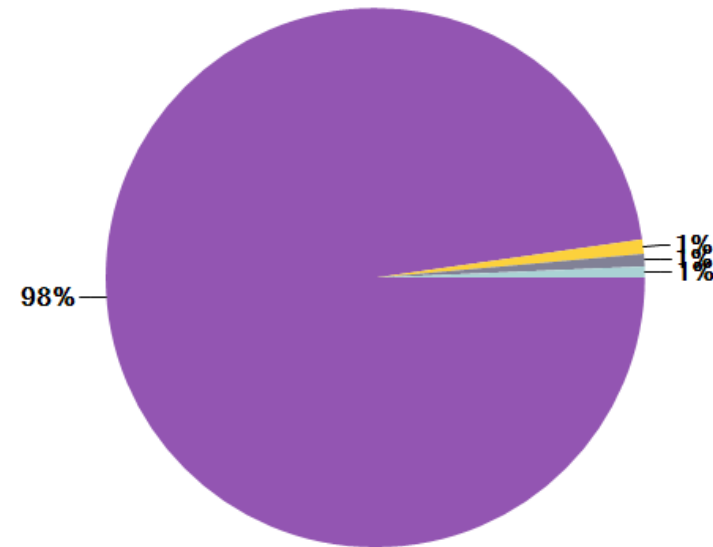


■ Marketing & Communications/PR Positions  
 ■ Education & Meetings Positions  
 ■ Executive Office & Finance Positions  
 ■ Membership & Other Positions

**Headcount Overview  
My Association**



**Headcount Overview  
Average Association**



■ Marketing & Communications/PR Dept.  
 ■ Education & Meetings Dept.  
 ■ Executive Office & Finance Dept.  
 ■ Membership & Other Dept.



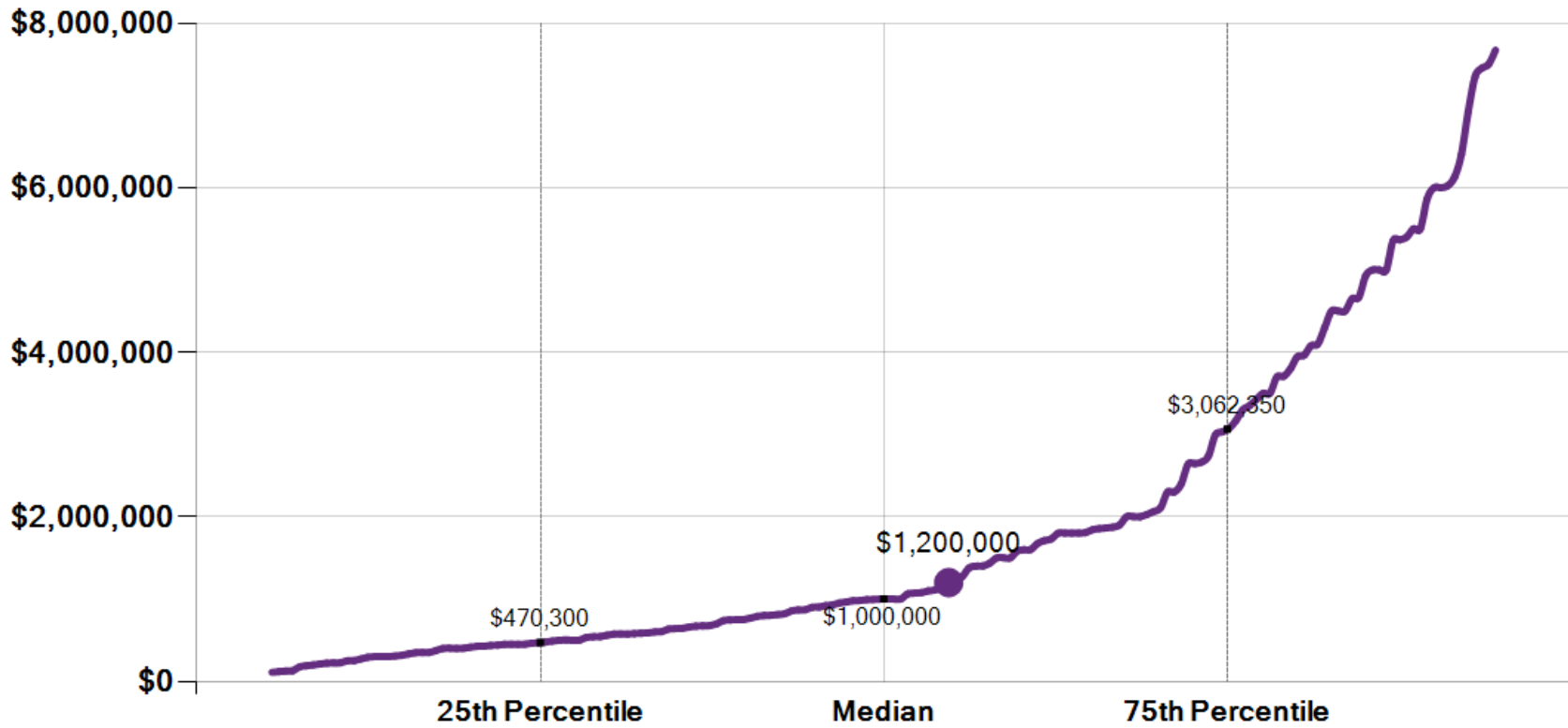


REAL-TIME  
**Compensation**  
BENCHMARKING

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**Dynamic  
Benchmarking**  
PERFORMANCE MATTERS

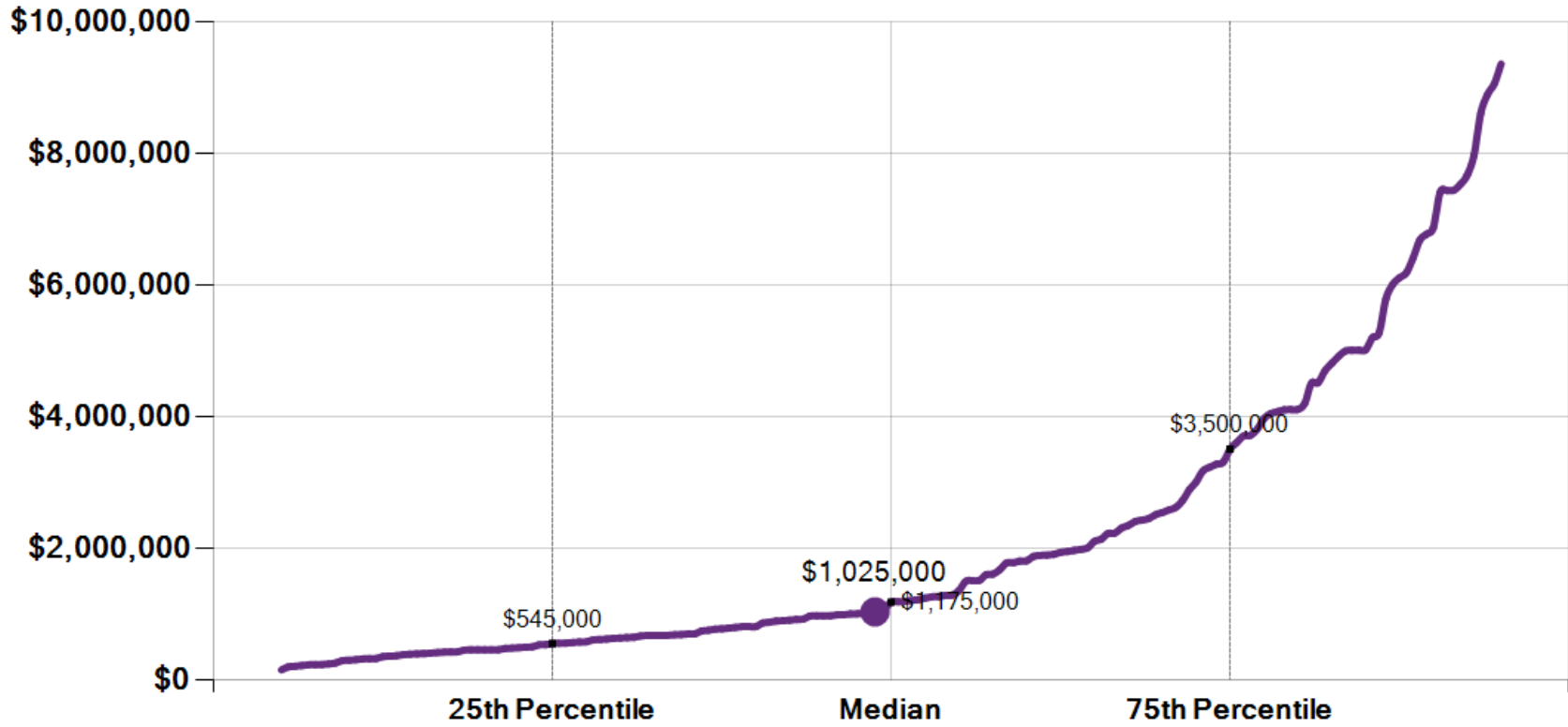
# Finances

### Annual Operating Budget



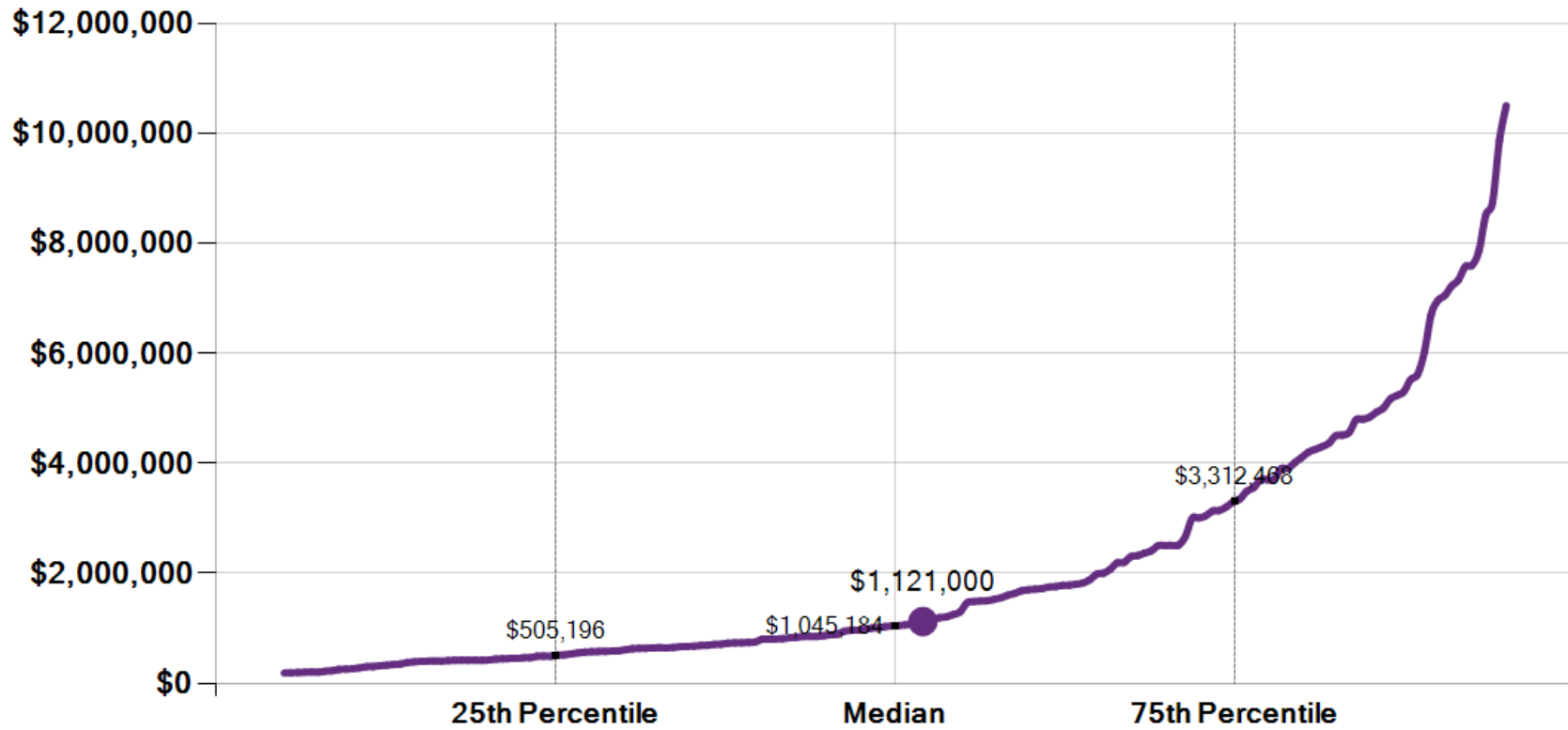
—●— My Association (55th)

### Total Revenue



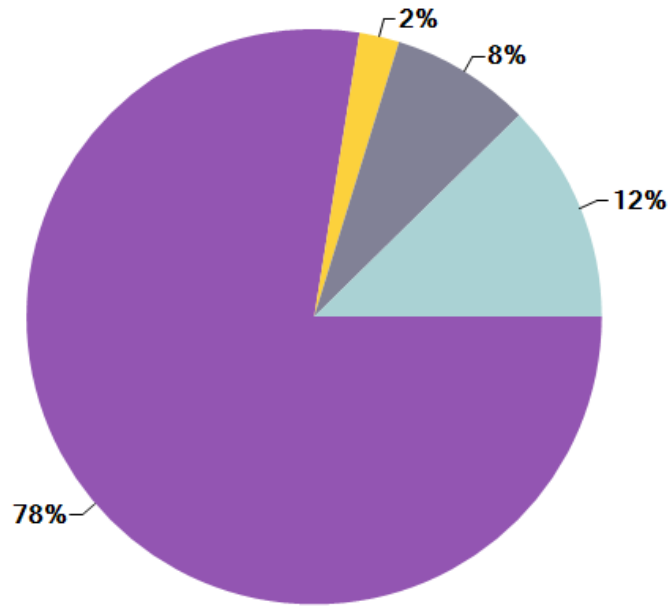
—●— My Association (49th)

### Total Expenses

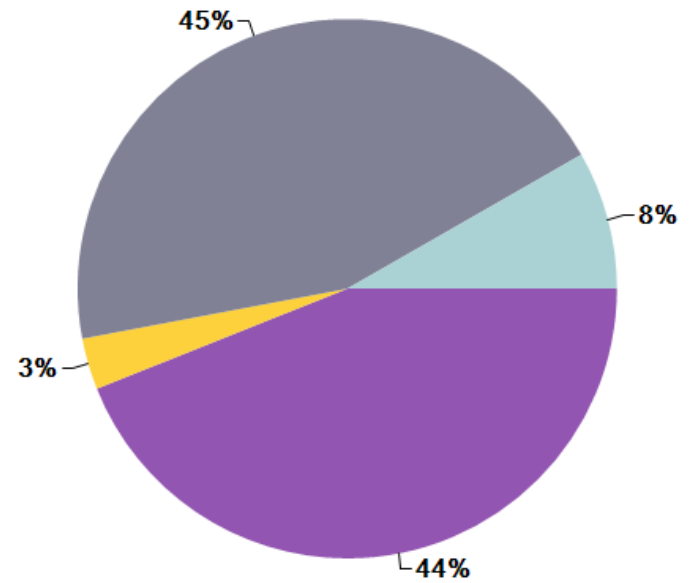


—●— My Association (52nd)

**Total Payroll/Personnel Expenses  
My Association**



**Total Payroll/Personnel Expenses  
Average Association**



■ Base Wages & Fixed Salaries 
 ■ Variable Cash Compensation 
 ■ Payroll Taxes 
 ■ Employee Benefits Expenses

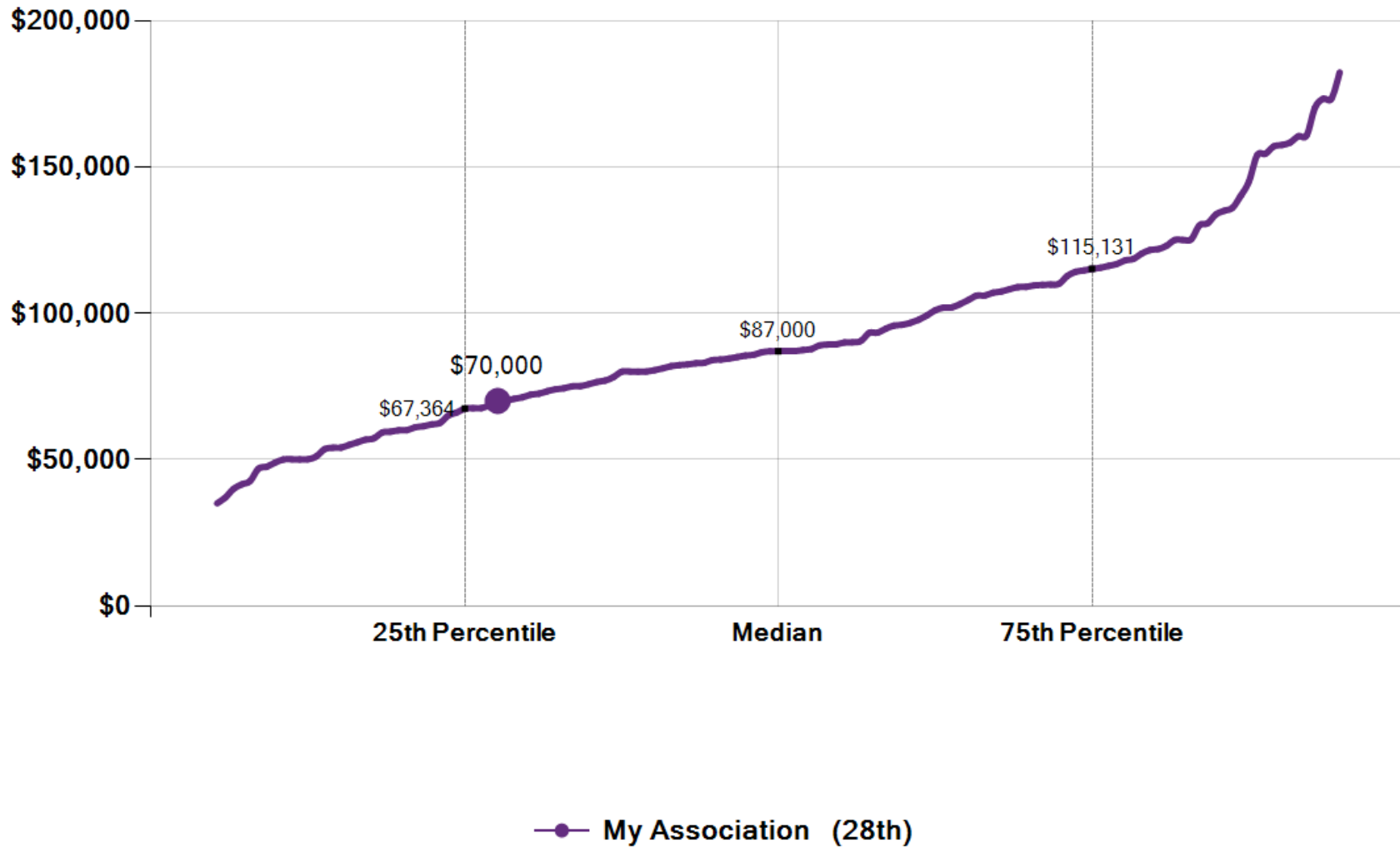


REAL-TIME  
**Compensation**  
BENCHMARKING

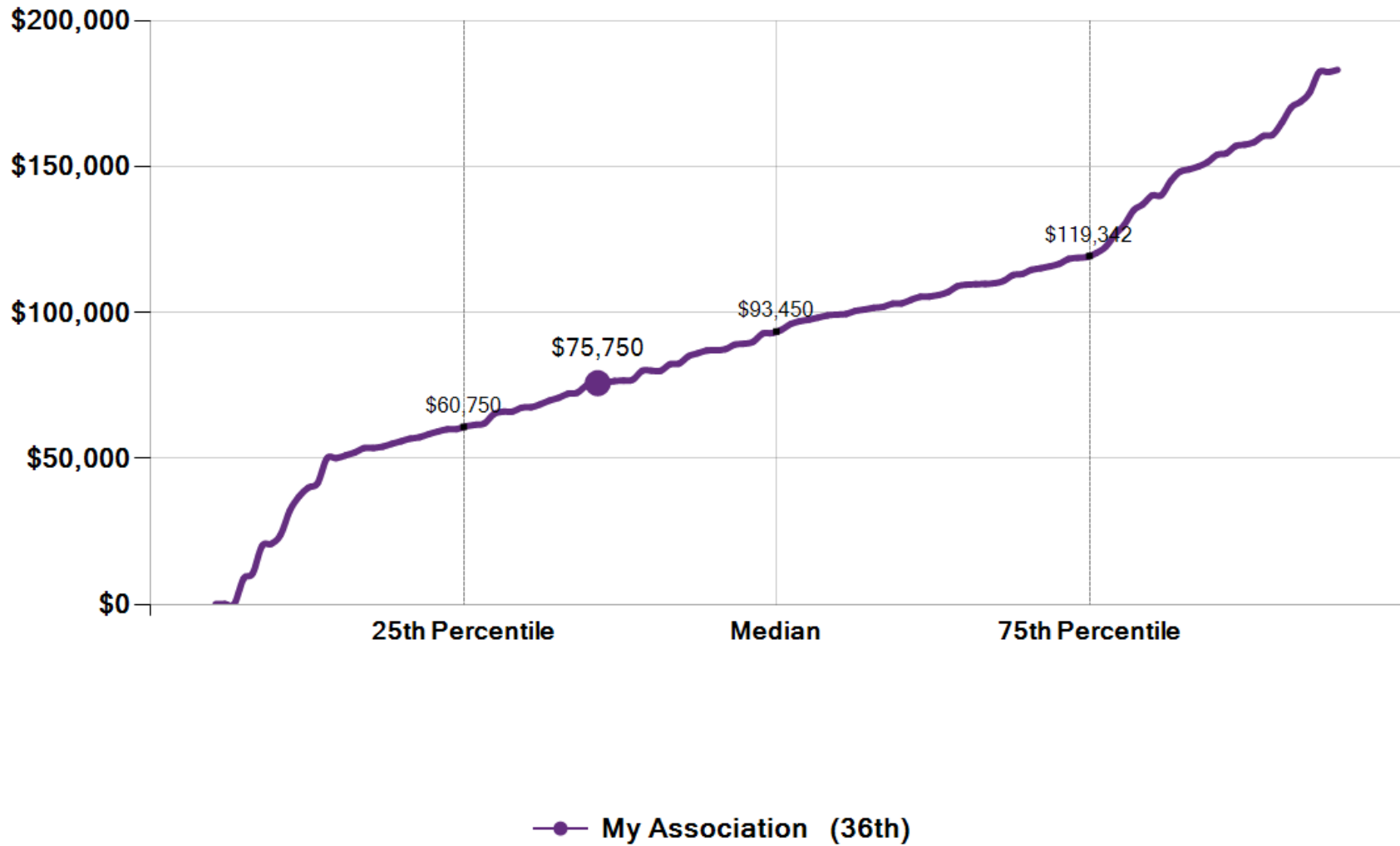
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# Compensation Summary

### Executive Office & Finance: Average Minimum Annual Salary Paid



**Executive Office & Finance: Average Maximum Annual Salary Paid**



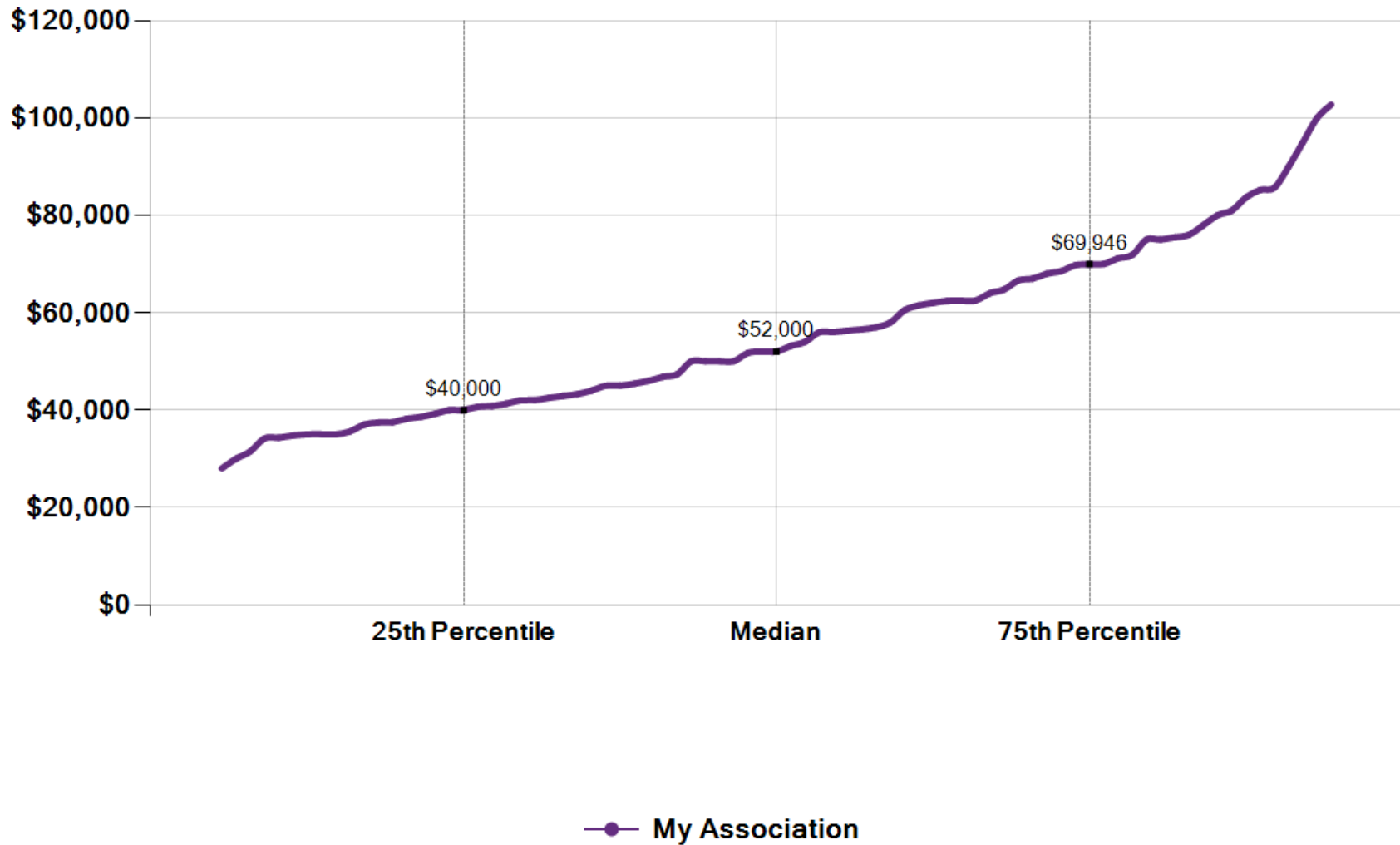




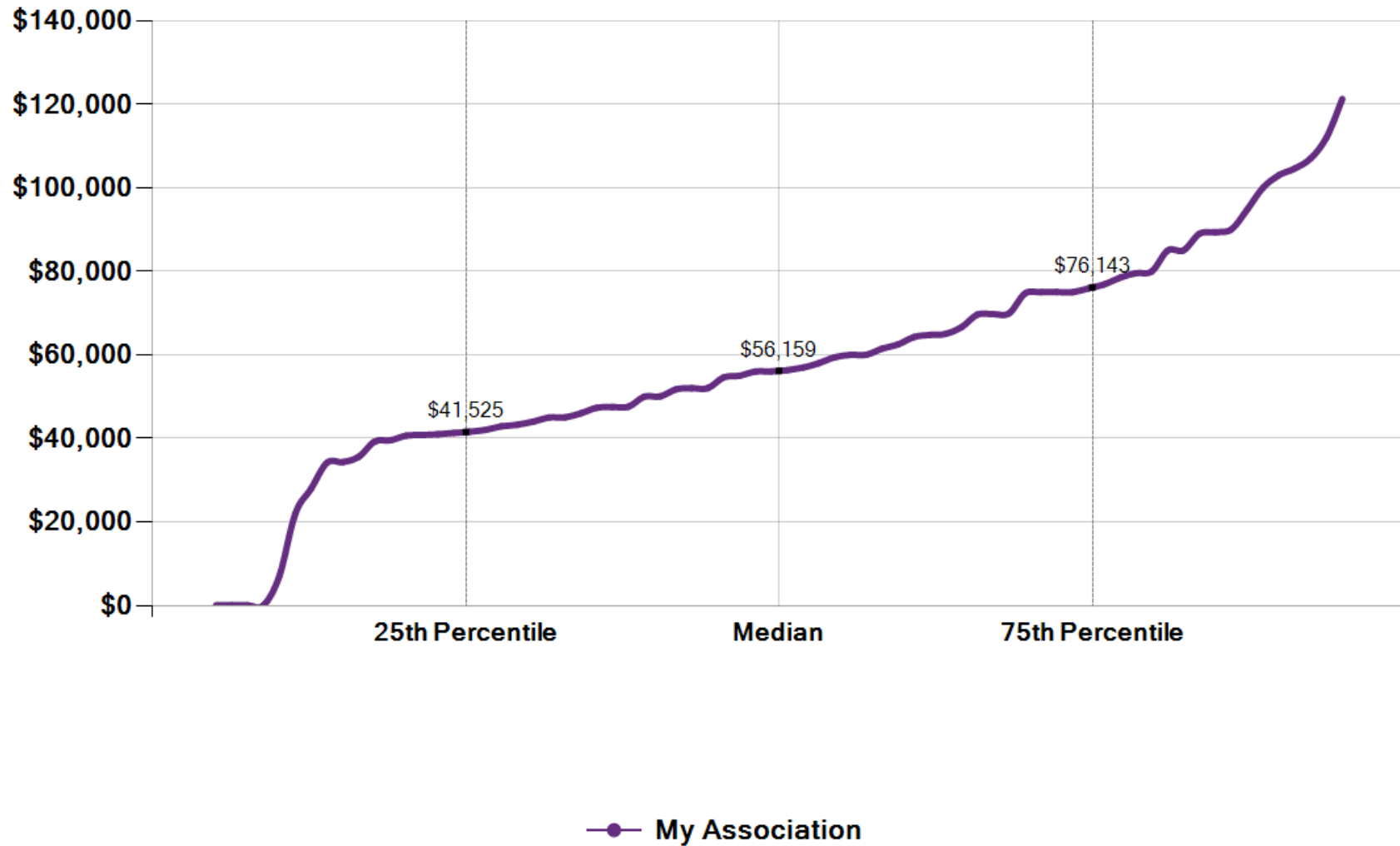
# REAL-TIME Compensation BENCHMARKING

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## Membership & Other Positions: Average Minimum Annual Salary Paid



### Membership & Other Positions: Average Maximum Annual Salary Paid

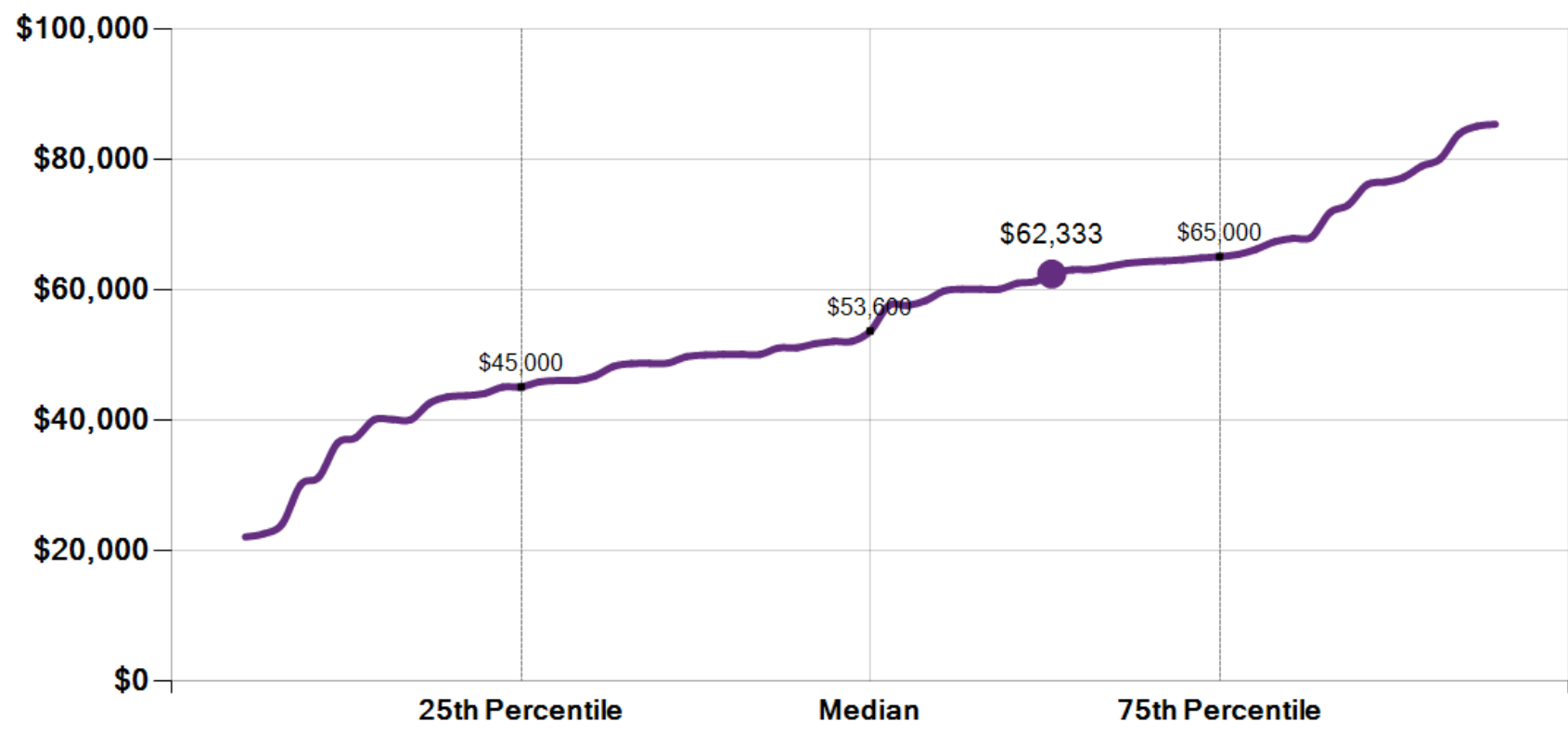




# REAL-TIME Compensation BENCHMARKING

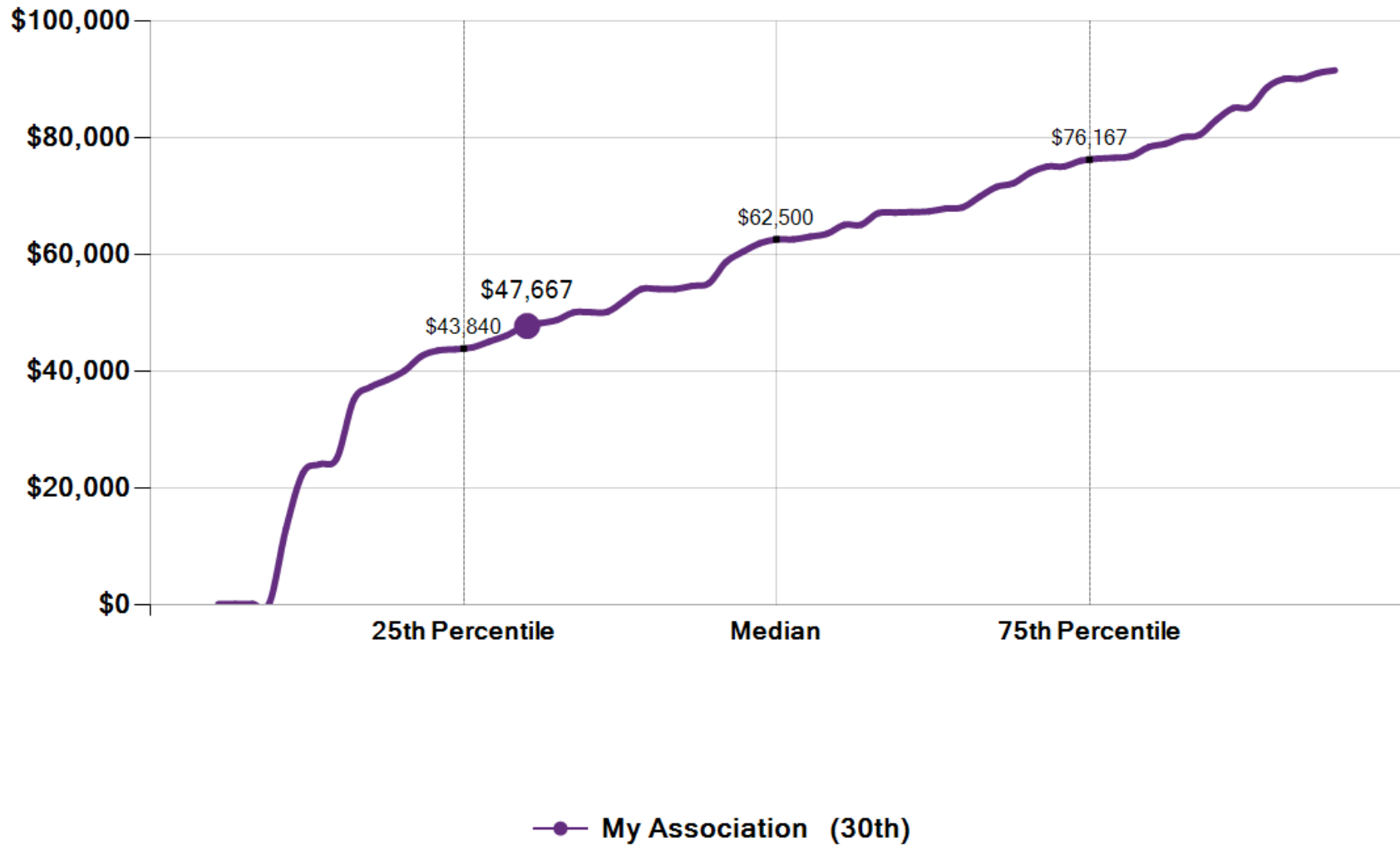
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## Education & Meetings Positions: Average Minimum Annual Salary Paid



—● My Association (63rd)

**Education & Meetings Positions: Average Maximum Annual Salary Paid**

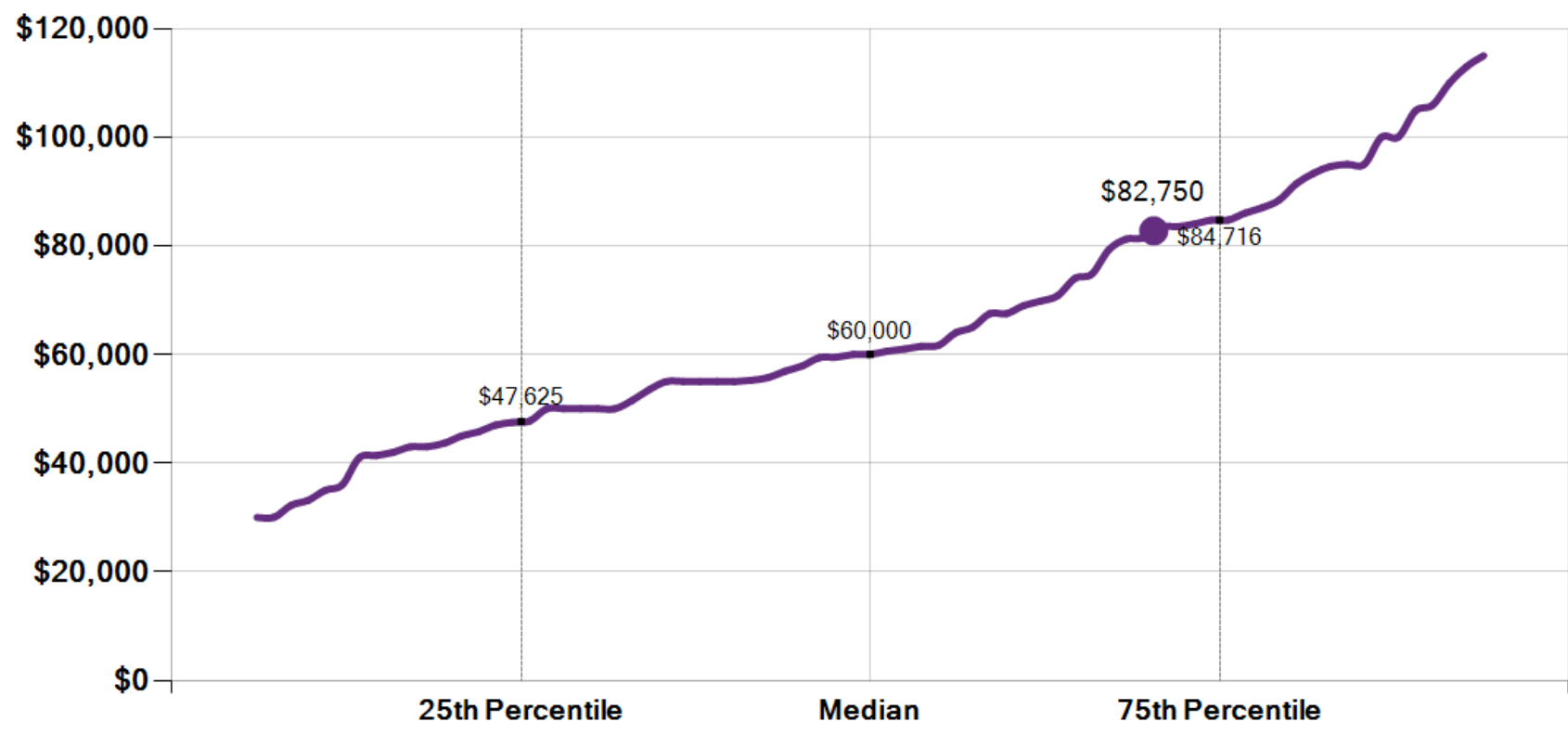




# REAL-TIME Compensation BENCHMARKING

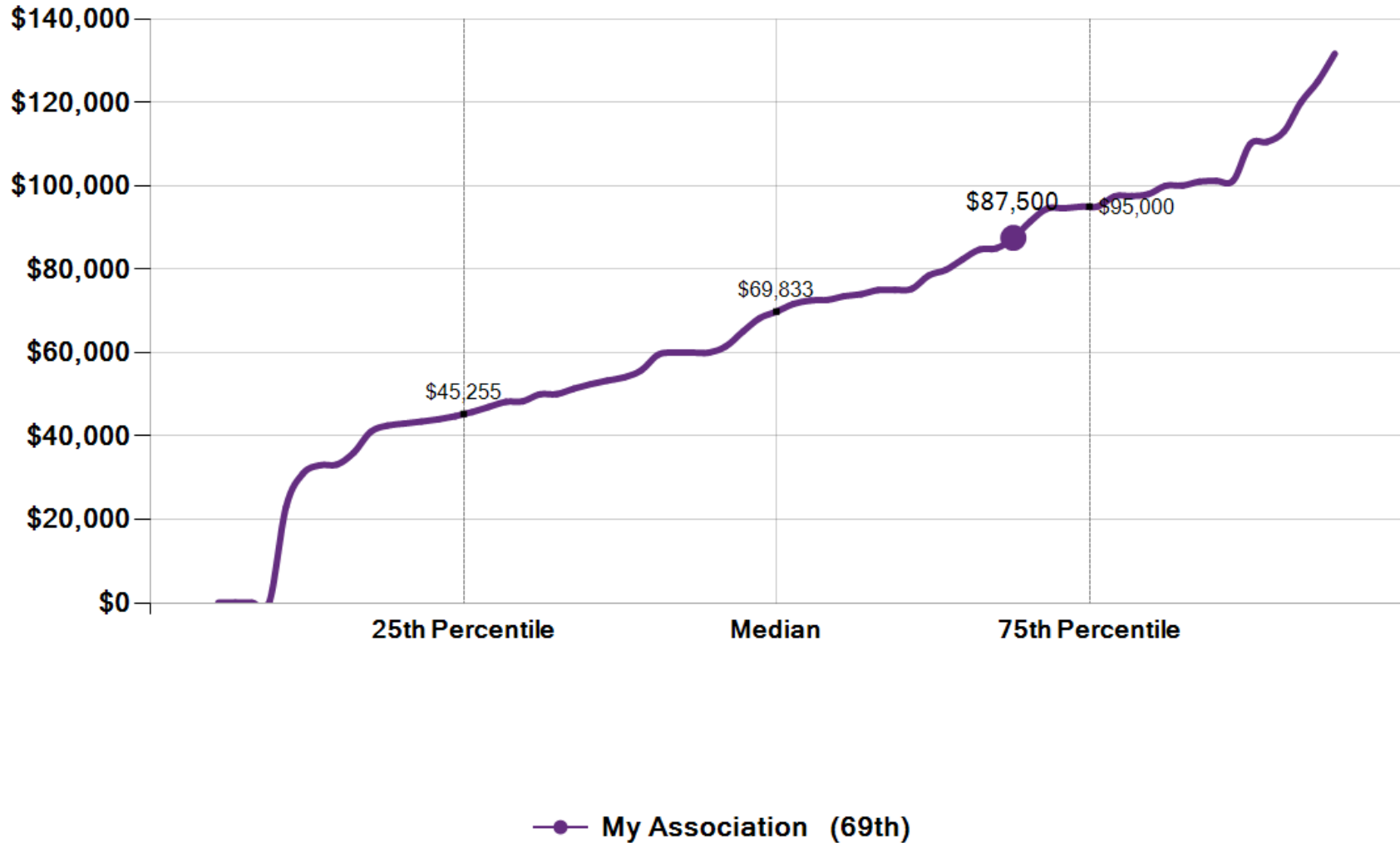
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PERFORMANCE MATTERS

## Marketing & Communications/PR: Average Minimum Annual Salary Paid



—●— My Association (70th)

**Marketing & Communications/PR: Average Maximum Annual Salary Paid**



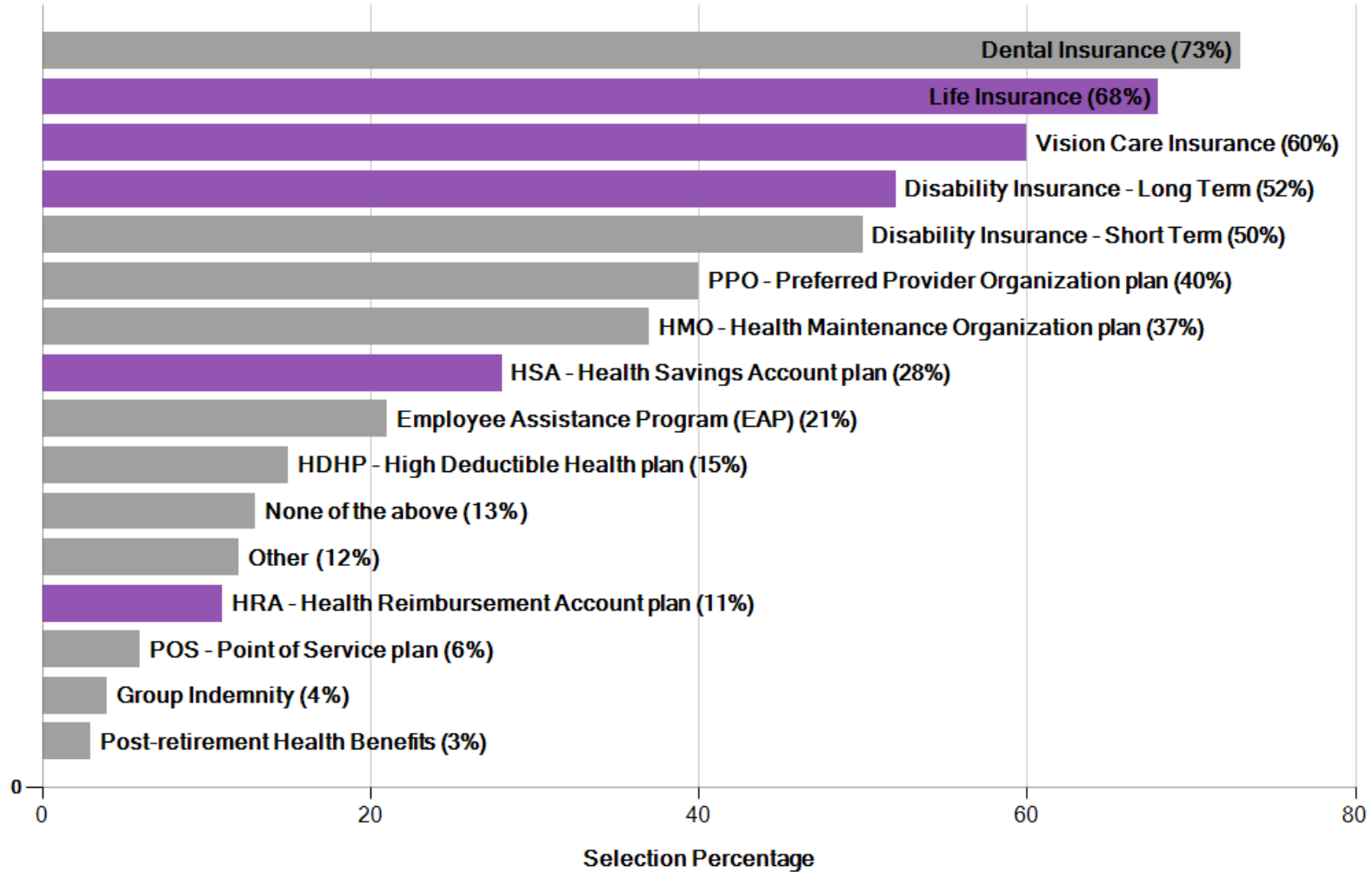


REAL-TIME  
**Compensation**  
BENCHMARKING

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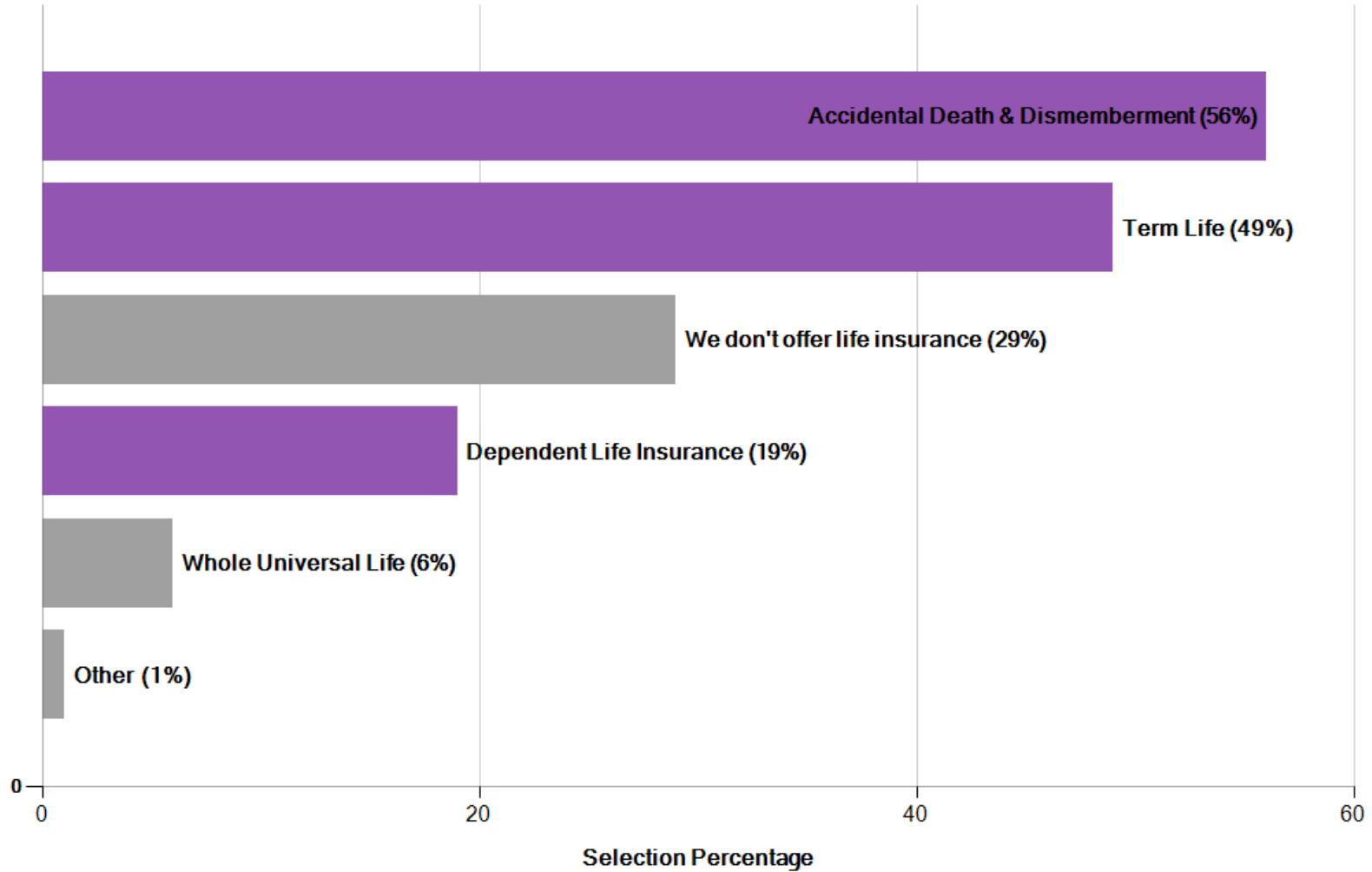
# Employee Benefits

**Employee Benefits Offered  
(Purple = My Responses)**

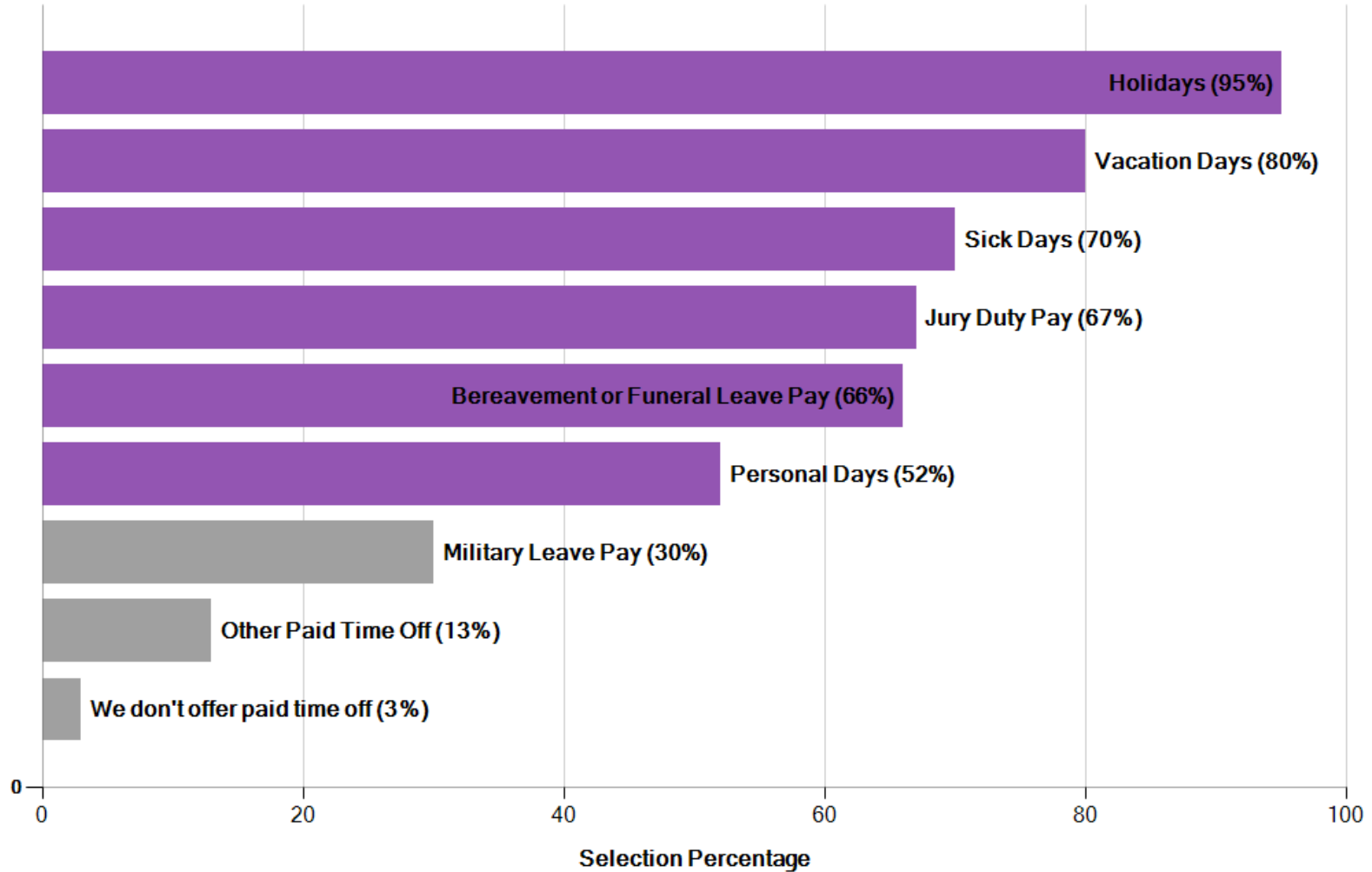




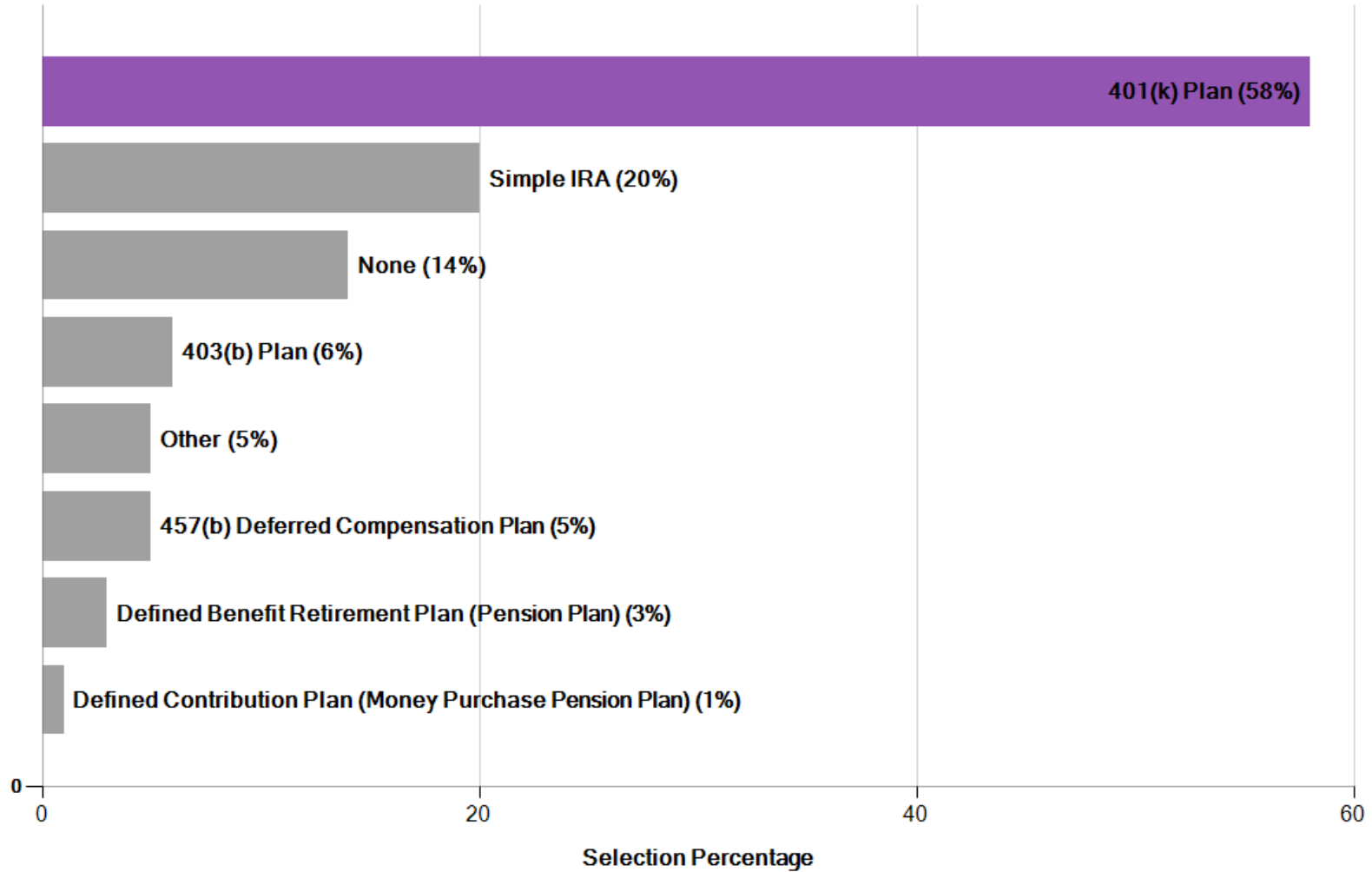
**Life Insurance Plans Offered  
(Purple = My Responses)**



**Paid Time Off Benefits Provided by Association  
(Purple = My Responses)**



**Retirement Plans Offered  
(Purple = My Responses)**



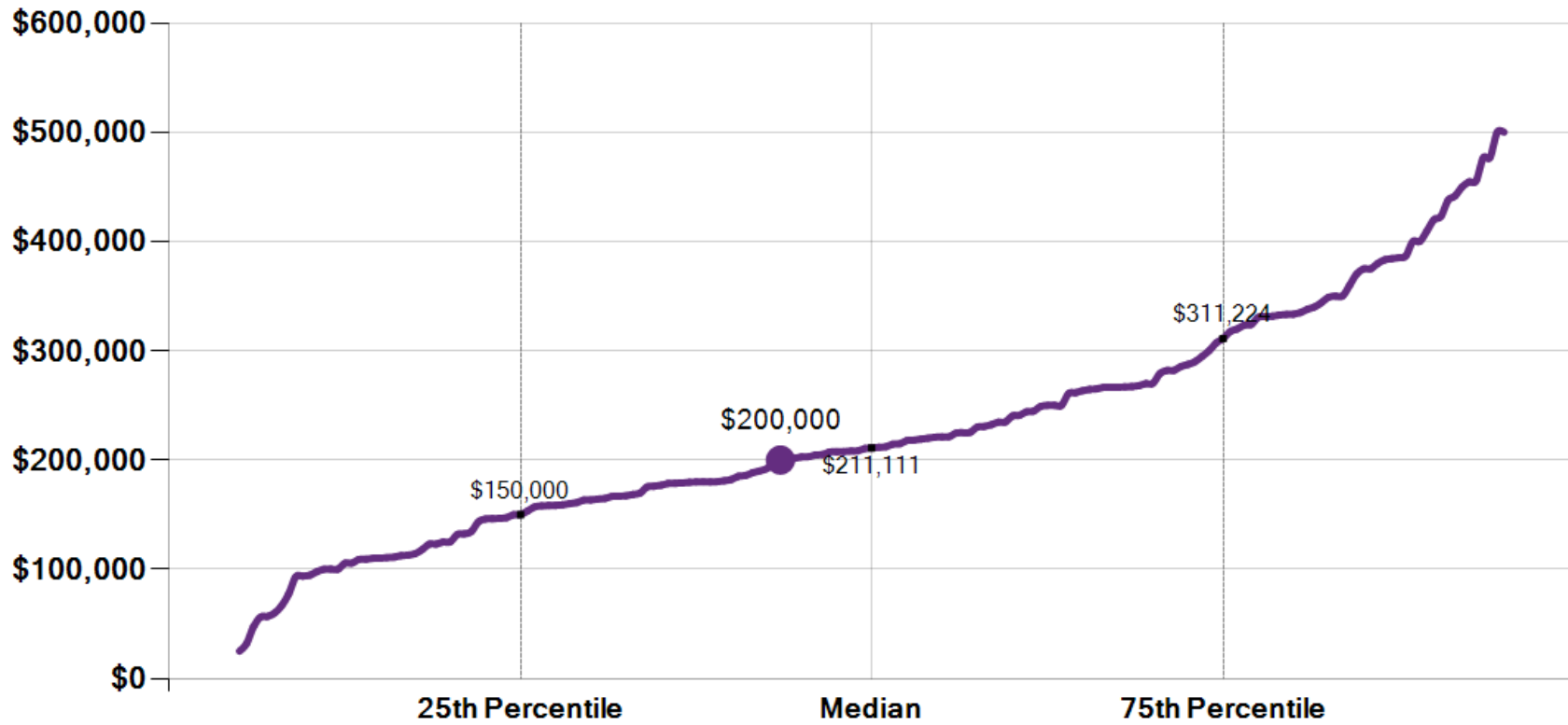


REAL-TIME  
**Compensation**  
BENCHMARKING

Powered by  
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Benchmarking**  
PERFORMANCE MATTERS

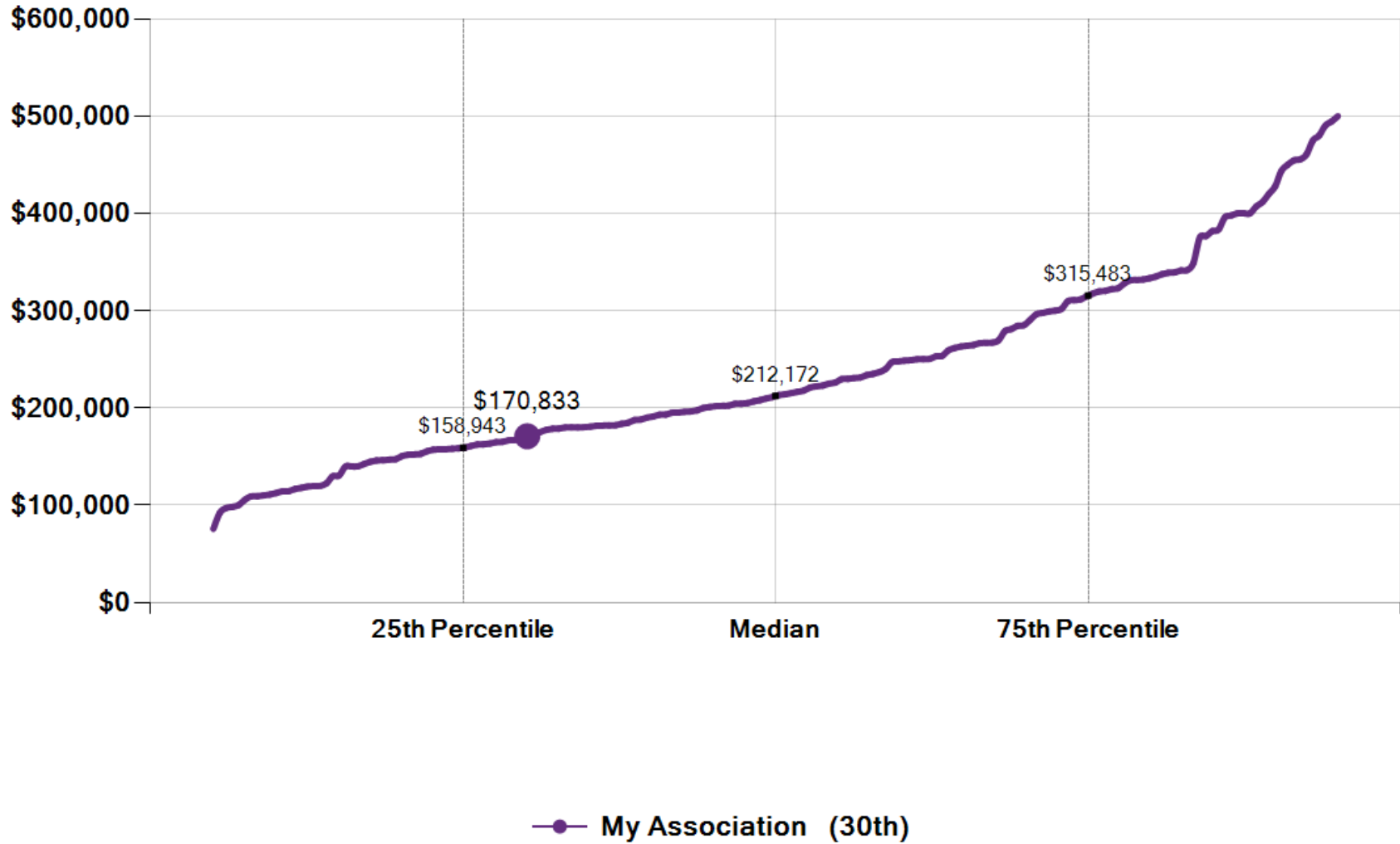
# Key Performance Indicators

### Budget per FTE

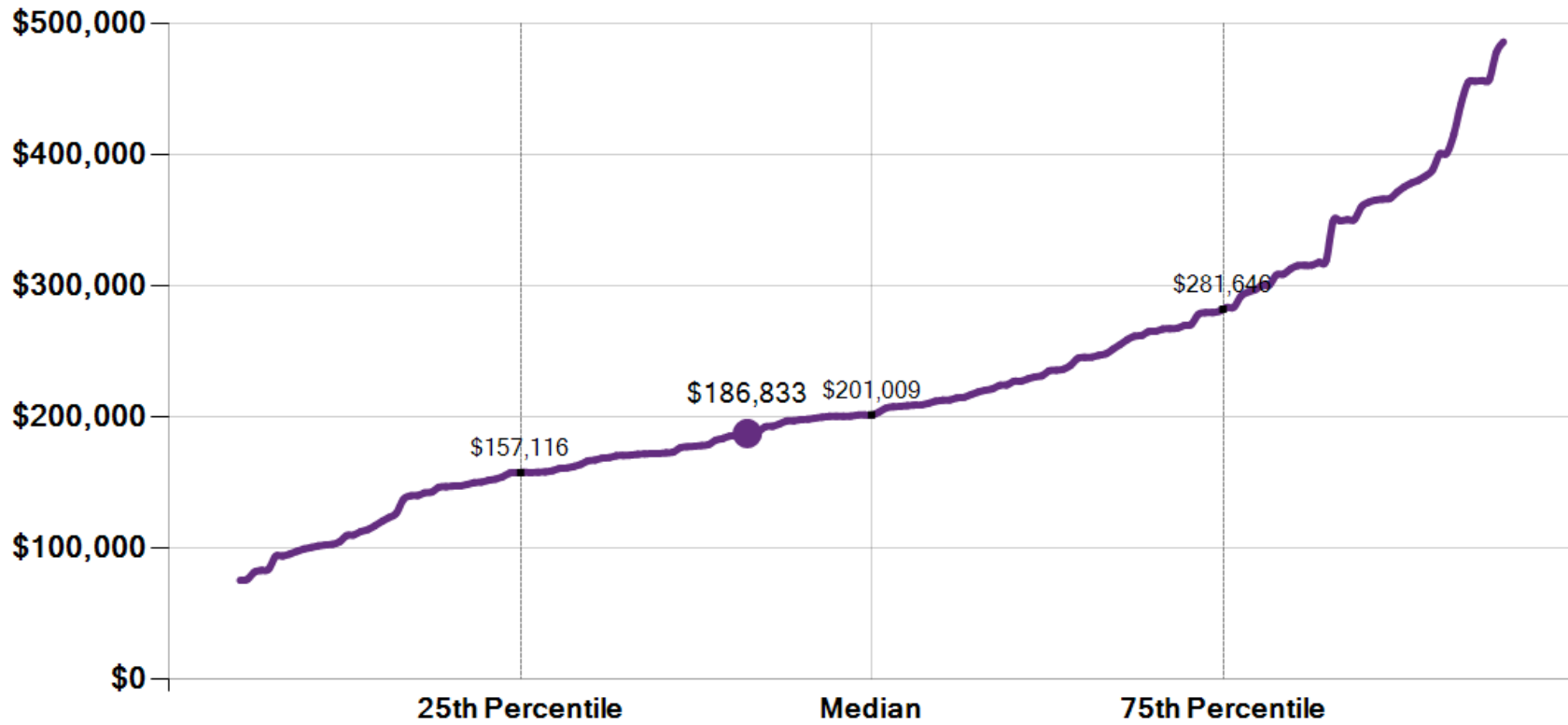


—●— My Association (44th)

Revenue per FTE (Employee Productivity Rate)

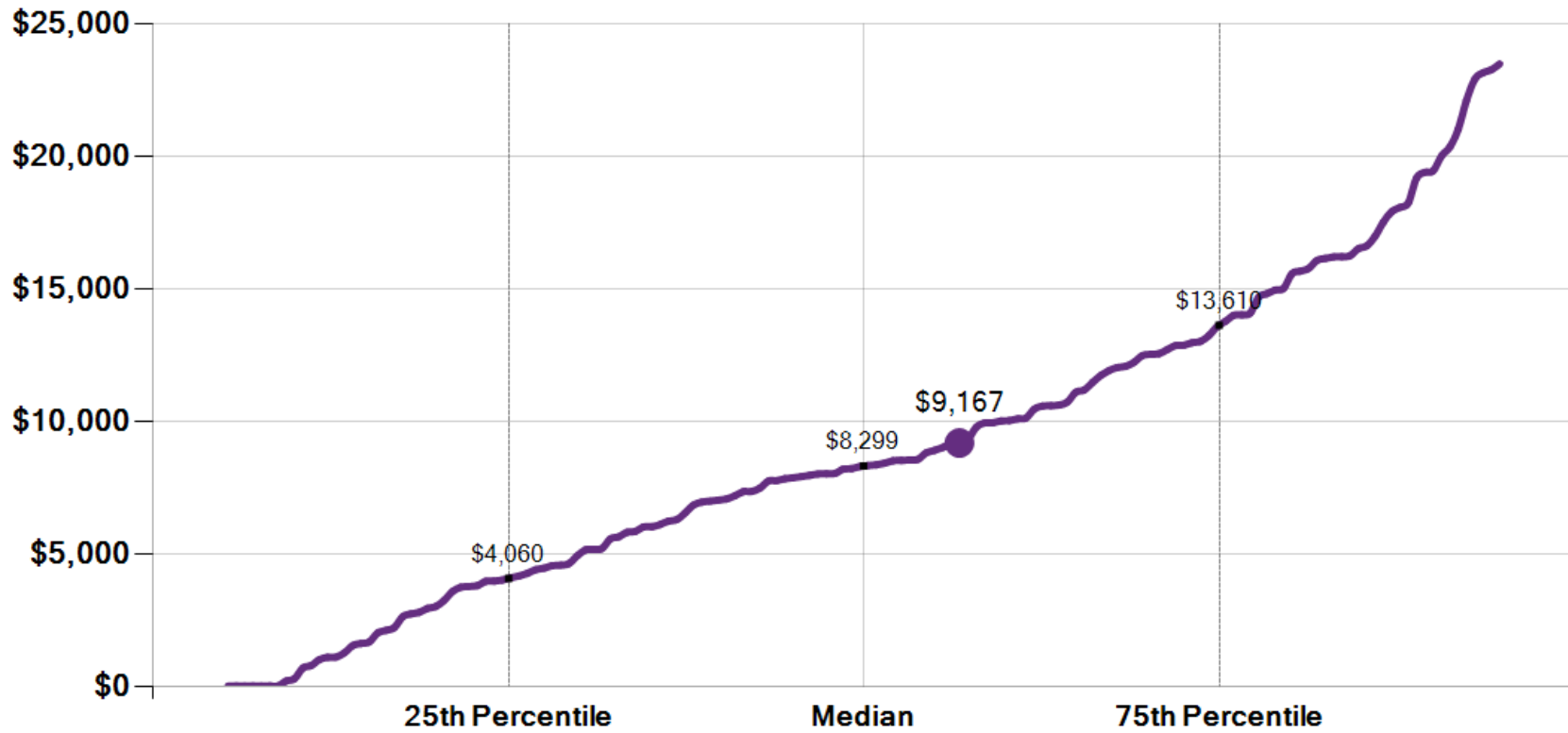


### Total Expenses per FTE



—● My Association (41st)

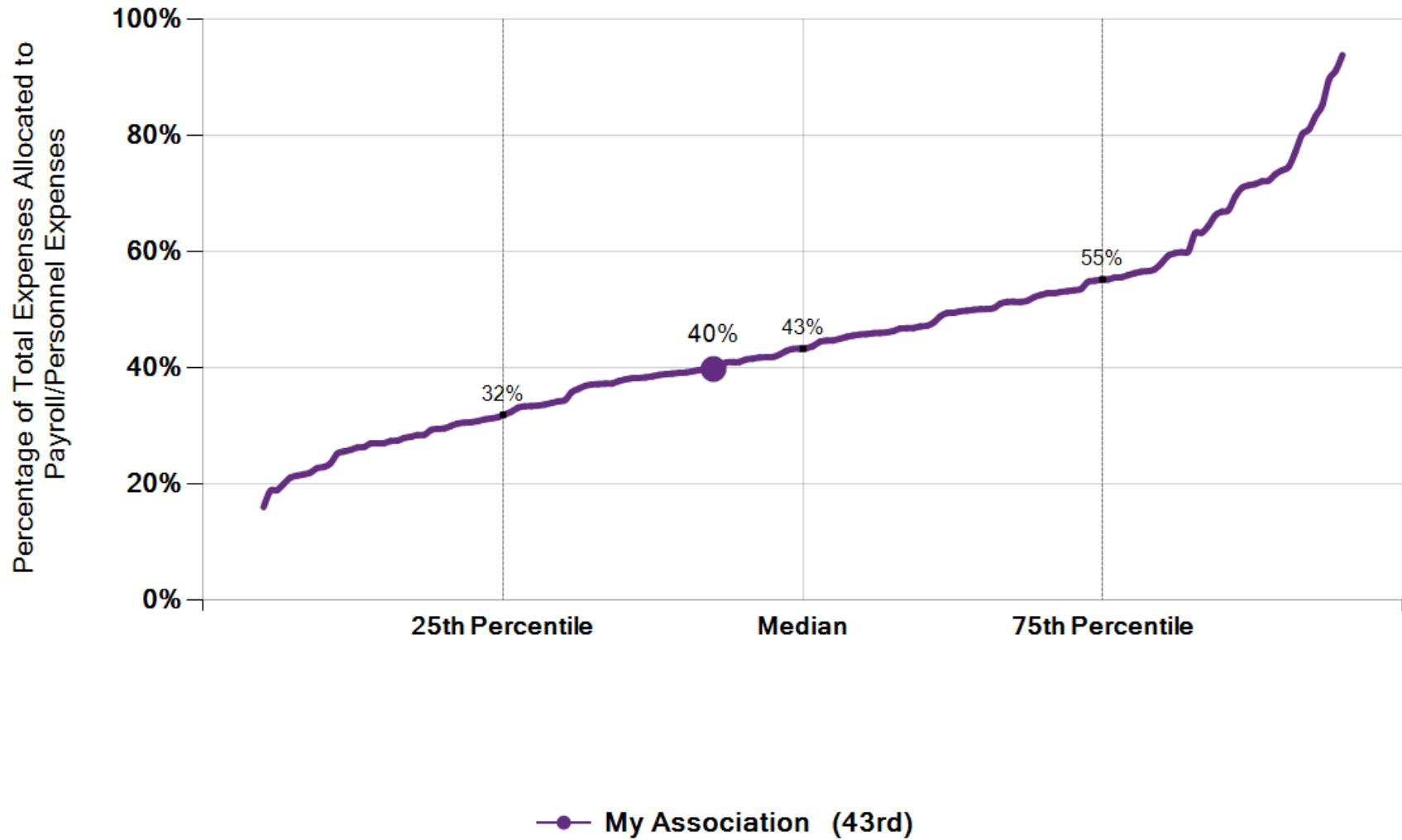
### Benefits Expense per FTE



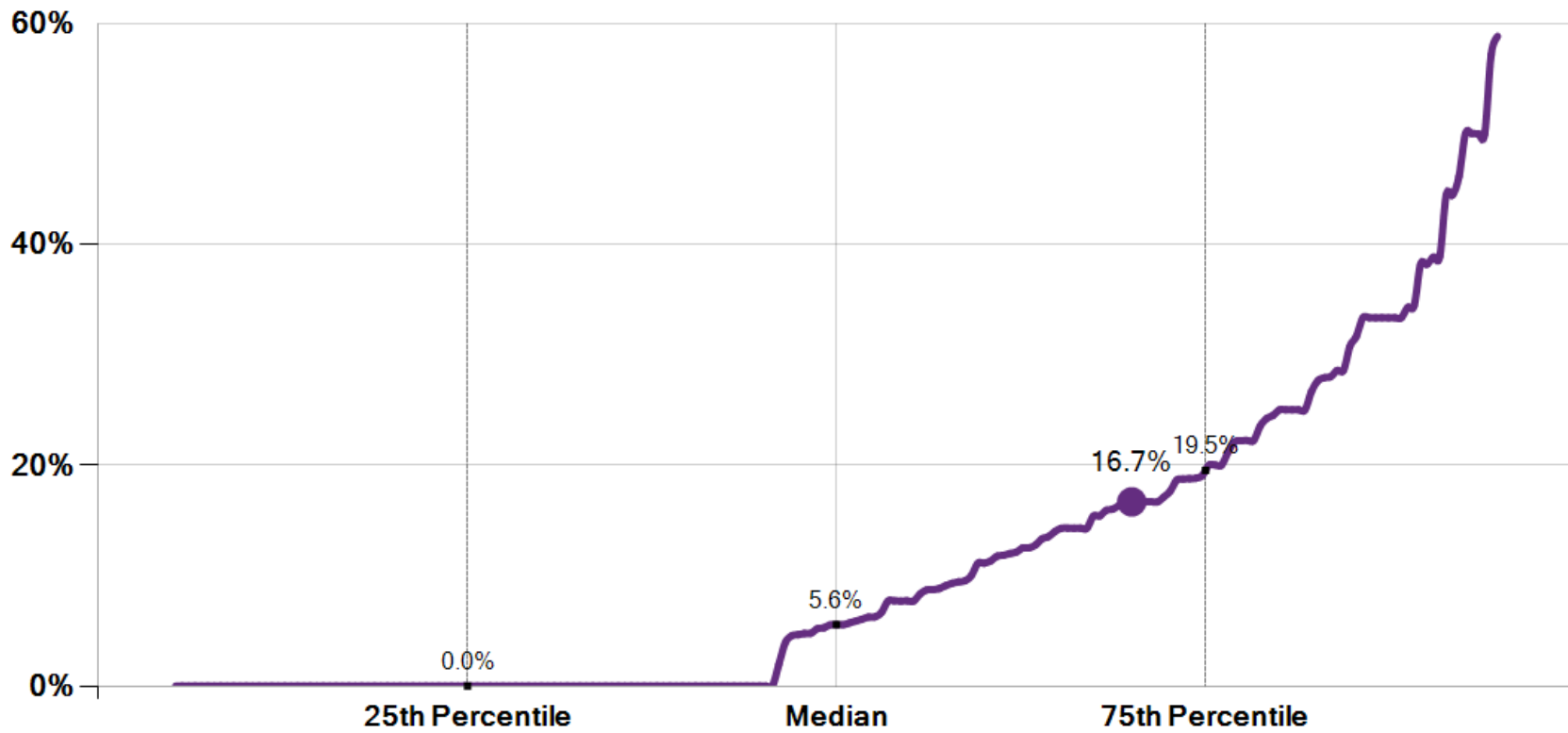
—●— My Association (57th)



### Percentage of Workforce Cost

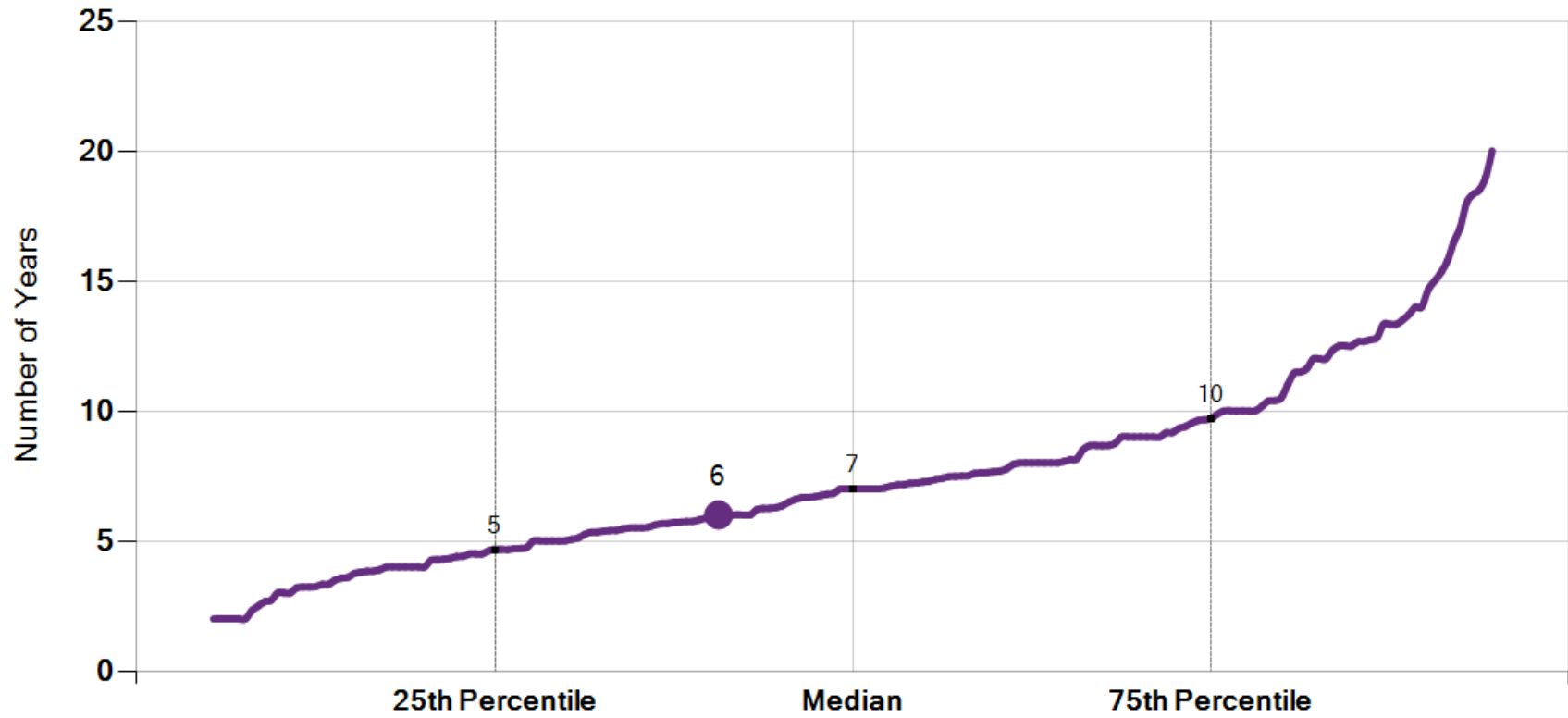


### Employee Turnover Rate



—●— My Association (70th)

### Average Term of Employment



—●— My Association (41st)