



April 2017

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[NEWSLINK.THESURVEYGROUP.COM](http://NEWSLINK.THESURVEYGROUP.COM)

## JOIN TSG

Members get access to TSG'S:

- Comprehensive data
- Online search & reporting tool
- Rapid response hotline

## FOLLOW US ON LINKEDIN

Valuable tips to keep you in the know  
<https://www.linkedin.com/company/the-survey-group>

## SURVEY UPDATE

### In Process

2017 Benchmark Compensation Survey

### Results Available Online

Members log in to view results for those surveys in which your organization participated.

2017 Employee Benefits Survey

2017 Compensation Planning Survey

2016 Turnover Survey

2017 - 2018 Holiday Survey

2016 Employee Programs & Practices Survey

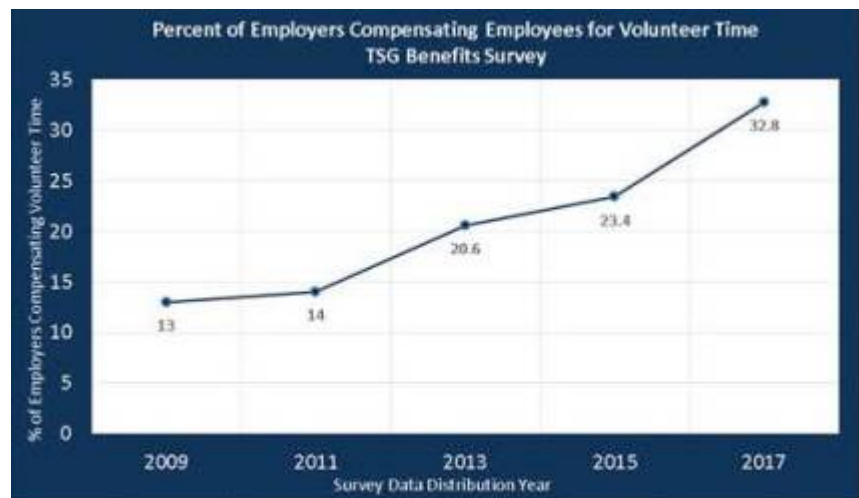
# MAKE A DIFFERENCE - IMPLEMENT A VOLUNTEERISM BENEFITS PROGRAM

Bruce McLaughlin, Founder/CEO, The Survey Group

“We make a living by what we get, but we make a life by what we give.” - Winston Churchill

If you are looking to recruit and retain talent, establishing a workplace volunteerism program is a good option. Benefits programs that promote work/life balance have become increasingly effective in the recruitment, retention and commitment of employees, particularly millennials.

Many organizations have begun to shift in this direction. According to TSG's recently released 2017 Benefits Survey, one-third (33%) of the organizations surveyed offered voluntary/civic duty as a corporate benefit. The number of companies that offer this benefit has increased dramatically year over year. The chart below illustrates the increase in popularity. In addition, according to a study conducted by World at Work, 83% of millennials wish their employer provided volunteer opportunities, while 79% of millennials seek paid service leave options.



## 2017 Increase Projections

According to TSG's **2017 Compensation Planning Survey** employers are projecting a 2.9% merit increase for 2017. This data is consistent with our 2016 Benchmark Survey report showing a projection of 3.0%. Looking back 5 years, merit increases have remained stable at 2.8% - 3.0% percent. While merits remained fixed, short term incentives (STI plans), designed to recognize and reward performance, have become more prevalent at all levels of the organization. Over half (59.2%) of organizations offer STI plans. One-quarter (25.2%) utilize long-term incentive plans as well.

## The Most Comprehensive Regional Compensation Data to Keep Your Company Competitive

### UPCOMING SEMINARS

Someone on your team could use this info. Please forward:

**Modernizing Traditional Performance Management Practices**  
April 25, 9:00 a.m. - 12:00 p.m.

**Benefits Administration for the HR Generalist**  
April 25, 1:00 p.m. - 4:00 p.m.

Click [here](#) to view the schedule for all TSG surveys and seminars.

### SUBSCRIBE

Privacy-protected subscription. Enter your email address below to receive the TSG e-newsletter, NewsLink:

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The Survey Group's **Benchmark Compensation Survey** is the most comprehensive compensation survey in New England and provides in-depth information on more than 800 executive, managerial, and individual contributor jobs across a wide range of functional areas and industries. This data, shared with our members, helps them remain competitive in their industries in their compensation, benefits and bonus structures. Effective recruitment and retention plans for New England companies start right here.

**Data collection for the 2017 Benchmark Compensation Survey for TSG Members ends April 28th and data will be distributed in July.**

Information gathered from close to 300 member participants from the New England area covers:

- Average salary range data
- Co-op and internship programs
- Data for the 25th, 50th, and 75th percentiles
- On-call pay
- Percentage of incumbents in the position classified as exempt
- Recruitment and retention bonuses
- Salary and structure increases
- Stock option programs

To become a TSG member and take advantage of our Benchmark Survey and other valuable survey data distributed throughout the year, [see our membership options here](#) or contact Terri Dignan at 781-345-7530 for more information.

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## TSG CONSULTING UPDATE

The Survey Group completed a comprehensive benchmark compensation project for a large college in Boston. We benchmarked and market-priced their jobs and were able to slot in

positions and implement a new competitive compensation structure. Concurrently, we performed an executive pay analysis for a large distribution organization.

Contact Steve Boyce at [steveb@thesurveygroup.com](mailto:steveb@thesurveygroup.com) today to discuss your compensation needs.

[PRINTER FRIENDLY VERSION]

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The Survey Group provides the expertise and resources to resolve virtually all your human resources challenges. Learn about TSG membership, compensation and benefits surveys, consulting services, software, seminars and more at [www.thesurveygroup.com](http://www.thesurveygroup.com) or by calling 781-345-7500.

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