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

## HAPPY HOLIDAYS FROM THE SURVEY GROUP

Bruce McLaughlin, President, The Survey Group

As we enter this holiday season, we all need to remember that we live in the greatest country in the world and we have a common goal of peace and prosperity for everyone regardless of our individual differences.

That being said, let's move on to what employers are doing with their holiday schedules for 2016/2017.

Below is a brief summary of what your fellow Survey Group members are planning this holiday season:

- 66% of them will be having a holiday party
- 99% of the cost will be paid for by the organization
- 40% of the organizations invite spouse/guest to the party
- 56% of parties are held off premises (alcoholic beverages available)

In 2016 both Christmas and New Year's Day fall on Sunday. Survey participants are responding in the following manner:

- 26% of the organizations are treating Friday, 12/23/16 as a paid holiday
- 93% of the organizations are giving Monday, 12/26/16 as a paid holiday
- 64% of the organizations responding will be open all day on Friday, 12/30/16
- 15% of the organizations reporting will be open for a ½ day on Friday, 12/30/16

Looking forward to 2017

Most TSG members give six traditional holidays, New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas.

Other holidays given are Martin Luther King's Birthday, President's Day, Columbus Day, the day after Thanksgiving and ½ day the Friday before Christmas.

The average number of holidays given is 10.3 days.

As a member, if you did not participate in our Holiday Survey, please call Terri at 781-345-7530 or email her at [terrid@thesurveygroup.com](mailto:terrid@thesurveygroup.com) for more information.

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## TSG CONSULTING UPDATE

TSG recently designed and completed a market based compensation program for a growing technology company with 50 employees. Previously, they were challenged with what to do when negotiating offer letters, distributing merit increases and assigning bonus dollars. Now, armed with comprehensive market data and a structure to guide them, they are able to make informed and strategic compensation decisions.

We are currently developing two Affirmative Action Plans, one for a pharmaceutical firm and another for a medical devices firm. We are also developing an OFCCP Compliance Audit response for another medical devices organization.

Contact Steve Boyce at [steveb@thesurveygroup.com](mailto:steveb@thesurveygroup.com) today to discuss your compensation needs or Maryann O'Keefe at [maryanno@thesurveygroup.com](mailto:maryanno@thesurveygroup.com) for your Affirmative Action needs!

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In closing, all of us at The Survey Group wish you a Happy Holiday Season. Remember to party safely!

***Bruce, Jan, Steve, Maryann, Paula, Debbie, Terri, Karen and Melanie***

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