



February 2017

VOLUME 15 ISSUE 2

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**UPCOMING SEMINARS**

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

**Tightening Up Record Retention Practices**

March 21, 9:00 a.m. - 12:00 p.m.

**Update of Wage and Hour Laws**

March 21, 1:00 p.m. - 4:00 p.m.

**Benchmark Compensation Survey Input Training**

March dates to be determined.

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

**SURVEY UPDATE**

**Benchmark Survey Participation**

This valuable data set covers many dimensions of compensation including salary, salary structure, bonus types, management perqs, sales practices and more.

Questionnaire coming in March.

Submit your data by April 28th to be in a drawing for a \$100 Amazon gift card. Five chances to win!.

**In Process**

**2017 Employee Benefits Survey - Deadline extended to Friday, Feb. 17th.**

**RECRUITING TOP-NOTCH INTERNS AND CO-OPS**

Bruce McLaughlin, President, The Survey Group

Springtime is right around the corner and many companies are now recruiting for co-ops and internships.

Co-op and internship programs can be valuable for companies to fulfill positions with hardworking students who may be future prospects for full-time employment. Creating a pipeline of potential employees from your co-op or internship program can keep your company's prospects flowing and paying competitive wages can help you attract the best and brightest.

The question is: How do you know what to pay students who participate in your internship program?

The Survey Group's 2016 Benchmark Compensation Survey can provide this and many other helpful benchmarks to keep your company competitive and an attractive place to work.

Here are some highlights from our 2016 Benchmark Survey about internship and co-op compensation.

Type of Program	Degree	Hourly Wage
Technical Degree	Bachelors	\$16.50-\$20.50
Technical Degree	Masters	\$26.50
Non-Technical Degree	Bachelors	\$15.50-\$18.60
Non-Technical Degree	Masters	\$21.50

In addition to the Benchmark Survey, The Survey Group is currently conducting the New England region's premier survey of Colleges and Universities. This data set is one of a kind for academic administrators.

The Survey Group makes available a large set relevant data and other surveys to help your company maintain a competitive advantage. To learn more about our services and surveys, contact us at 781-345-7500 or email us at [info@thesurveygroup.com](mailto:info@thesurveygroup.com).

- New England data for New England organizations evaluating their benefits structure and cost.

**2017 College & University Survey - Deadline extended to Thursday, Feb. 23rd.**

- The New England region's premier survey to support academic administrators.

**Results Available Online**

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

2017 Compensation Planning Survey

2016 Turnover Survey

2017 - 2018 Holiday Survey

2016 Benchmark Compensation Survey

2016 Employee Programs & Practices Survey

2015 Employee Benefits Survey

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## H1-B VISA ASSISTANCE – FAST PREVAILING WAGE REPORTS

It's that time of year again - H1-B visa applications are due April 1st! The Survey Group offers prevailing wage reports to support H-1B visa applications and permanent labor certifications as an add-on service for members (for a fee beyond membership). The Survey Group's reports cover thousands of occupations and can cover a position based anywhere in the United States. Our reports provide a prevailing wage that closely aligns with your position because the data provided covers multiple job levels, instead of just the four levels used by Occupation Employment Statistics (OES). Our extended reports address U.S. Department of Labor GAL No. 2-98 standards.

**For more details about prevailing wage reports, visit [www.pwage.com](http://www.pwage.com).**

Call or email TSG to establish an account for your prevailing wage research requests at (781) 345-7520 or email [pwage@thesurveygroup.com](mailto:pwage@thesurveygroup.com). Rush service is available for an additional fee.

## MARKET PRICING JOBS FOR A FULL COMPENSATION SYSTEM

The Survey Group's Consulting Practice recently provided a full compensation system for an organization of more than 400 employees by market pricing 102 jobs to develop a formal salary structure. This included job evaluations to set up career paths of more than 30 different career ladders across the organization. We also provided market pricing for top executive positions at a large non-profit group with more than 300 employees. A high-tech firm of 3,600 employees requested an extensive turnover analysis with a report of 2017 merit budget projections for presentation to their Board of Directors. Contact Steve Boyce at [steveb@thesurveygroup.com](mailto:steveb@thesurveygroup.com) or at 781-345-7511 to discuss your consulting needs.

## NEED HELP FAST? CALL OUR HOTLINE

TSG members who need answers fast to questions about competitive market rates, salary budget, policies and procedures, or other compensation or benefits issues, call our hotline service at 781-345-7530 or email us at [hotline@thesurveygroup.com](mailto:hotline@thesurveygroup.com)

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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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