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SURVEY UPDATE

In Process

2017 Benchmark Compensation Survey

It's not too late to participate. Contact us for details.

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

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SUMMER PERKS FOR EMPLOYEES

Bruce McLaughlin, Founder/CEO, The Survey Group

Summer months, longer days and warmer weather are almost within reach, and for many companies work tends to take a slower pace. This can be an opportune time to implement summertime perks around the office to reward employees for the hard work they've put in all year.

The Survey Group's **Employee Programs and Practices Survey** sheds light on how our members implement summer perks in their offices.

Casual Dress Code

When the weather gets hot, many companies choose to implement a summer dress code, allowing employees to forgo uncomfortable suits, ties and blazers for more comfortable, work-appropriate attire. Of the companies surveyed that chose to permit casual dress, over three quarters (85%), allow casual dress every day of the week.

The key to implementing a summer dress code is to establish limits and stick to them. Types of clothing survey participants chose *to prohibit* in their summer dress policies include: T-shirts, halter-tops, shorts, sneakers and flip flops.

Office Outings or Events

What better way to reward employees than with a summer picnic, outing or event? Nearly 60% of the companies we surveyed sponsor a summer outing or picnic and report that employee attendance is typically over 85%. Over 50% of outings are located off company premises and more than 60% are held during regular work hours. Some of the events our members sponsor for their employees include: luncheons, summer barbeques, trips to sporting events, day trips and dinner cruises.

Fun Fridays

Similar to sponsored company events, fun Fridays (or any other day of the week) are meant to encourage employee engagement, and build strong working relationships and company morale. While some companies choose to sponsor (or simply support) an optional event like a happy hour, ice cream social, or a trip to a

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nearby mini golf course, others give their employees extra paid time off in the form of half day Fridays or other summer hours.

To learn more about our surveys and membership benefits, contact Terri Dignan at 781-345-7530 or terrid@thesurveygroup.com, or visit www.thesurveygroup.com/join.php for more information.

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TSG CONSULTING UPDATE

The Survey Group is in the process of designing a company-wide compensation program for an \$800 million medical equipment distribution company. TSG is also developing the company's salary structures encompassing four geographic zones and 30 different cities. This includes developing formal job progressions and career paths for over 200 positions.

Let us know how we can help your organization with your compensation program.

Contact Steve Boyce at steveb@thesurveygroup.com today to discuss your consulting needs.

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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, seminars and more at www.thesurveygroup.com or by calling 781-345-7500.

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