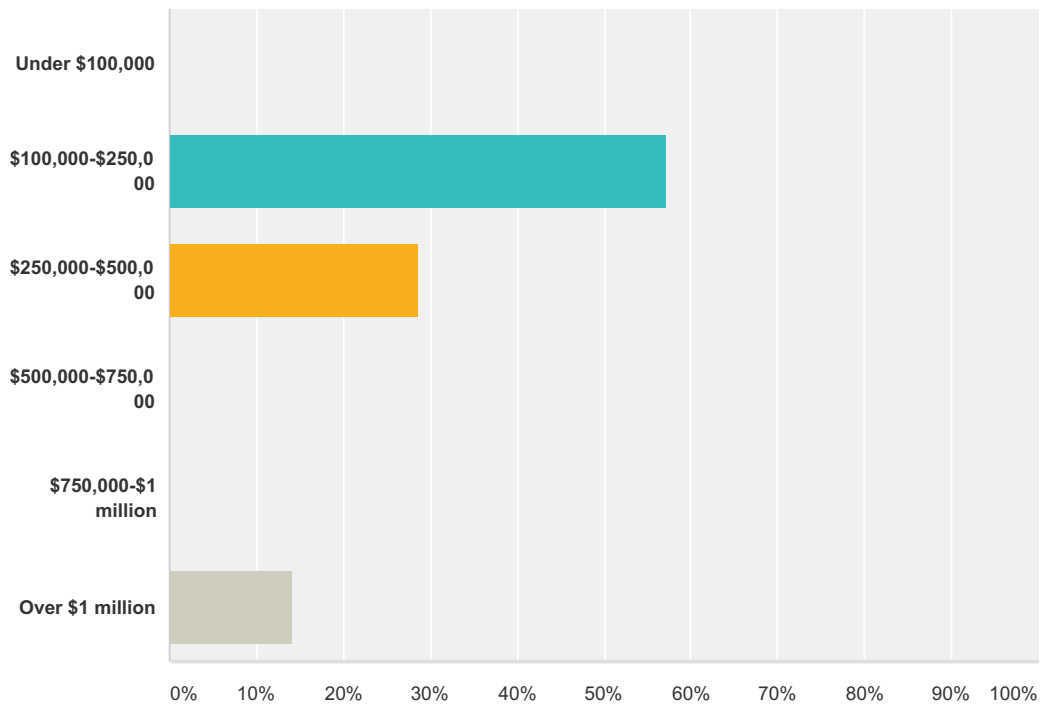


Q1 What is your organization's annual operating budget?

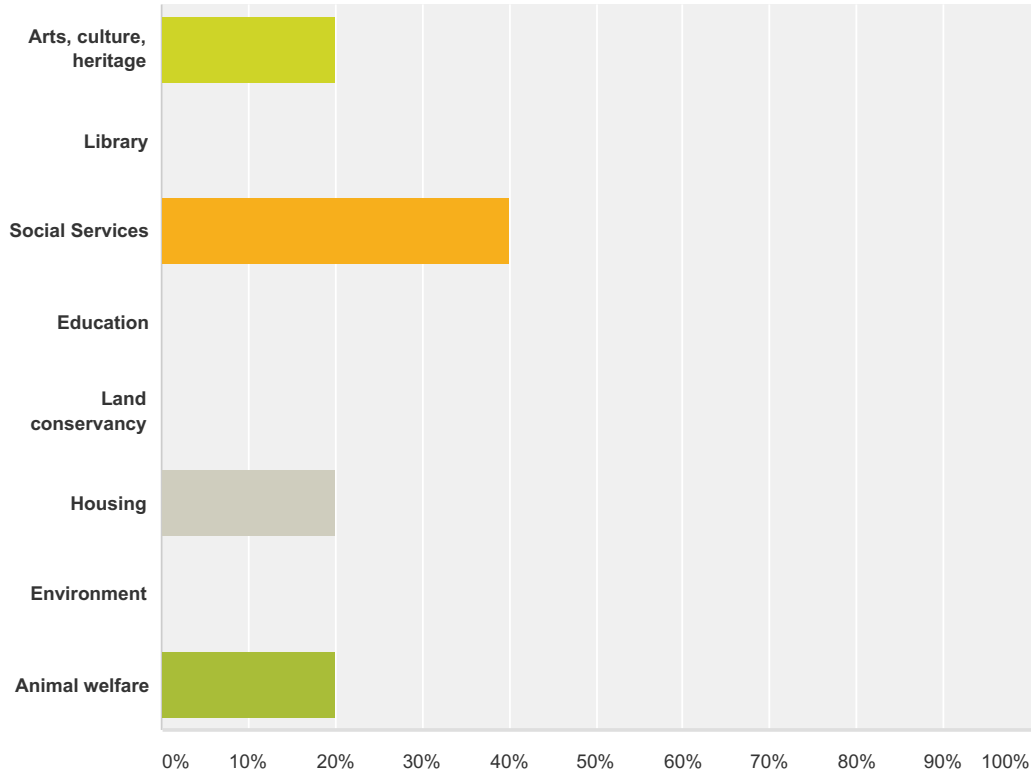
Answered: 7 Skipped: 0



Answer Choices	Responses
Under \$100,000	0.00% 0
\$100,000-\$250,000	57.14% 4
\$250,000-\$500,000	28.57% 2
\$500,000-\$750,000	0.00% 0
\$750,000-\$1 million	0.00% 0
Over \$1 million	14.29% 1
Total	7

Q2 In what field does your organization work?

Answered: 5 Skipped: 2



Answer Choices	Responses
Arts, culture, heritage	20.00% 1
Library	0.00% 0
Social Services	40.00% 2
Education	0.00% 0
Land conservancy	0.00% 0
Housing	20.00% 1
Environment	0.00% 0
Animal welfare	20.00% 1
Total	5

#	Other (please specify)	Date
1	Business Services	8/7/2013 4:17 PM
2	Foundation	8/6/2013 3:45 PM

Q3 What is your staffing in FTEs (full time equivalents)?

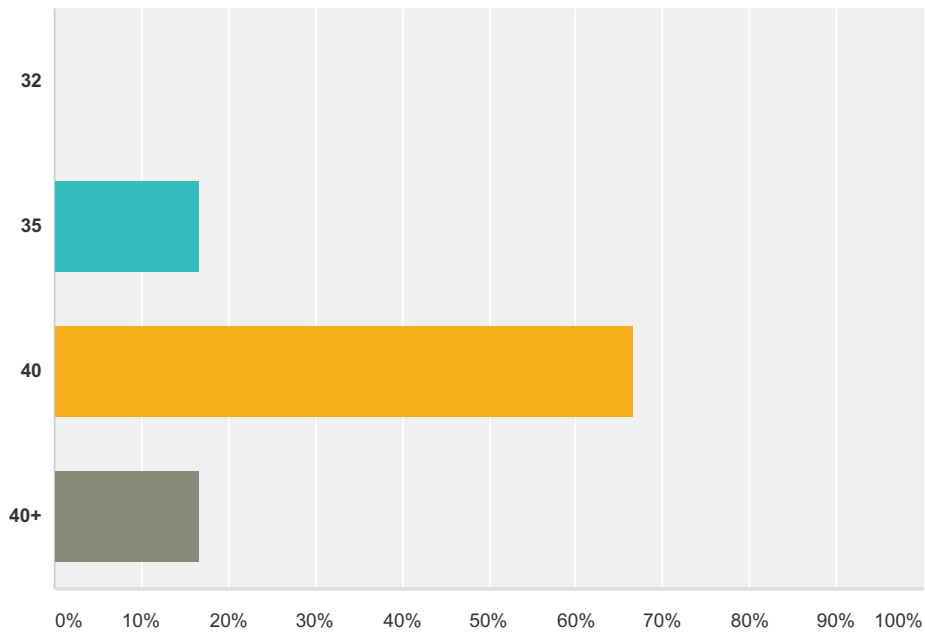
Answered: 7 Skipped: 0

#	Responses	Date
1	0	8/15/2013 2:28 PM

2	1.2	8/13/2013 5:06 PM
3	3.6	8/8/2013 1:59 PM
4	1.5	8/7/2013 4:17 PM
5	2.0	8/6/2013 6:40 PM
6	1.53 FTE, no full time	8/6/2013 5:39 PM
7	2	8/6/2013 3:45 PM

Q4 How many hours per week are full time employees required to work?

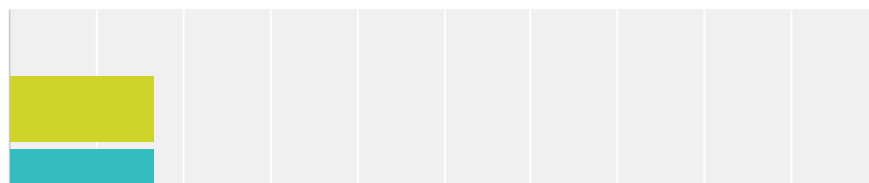
Answered: 6 Skipped: 1

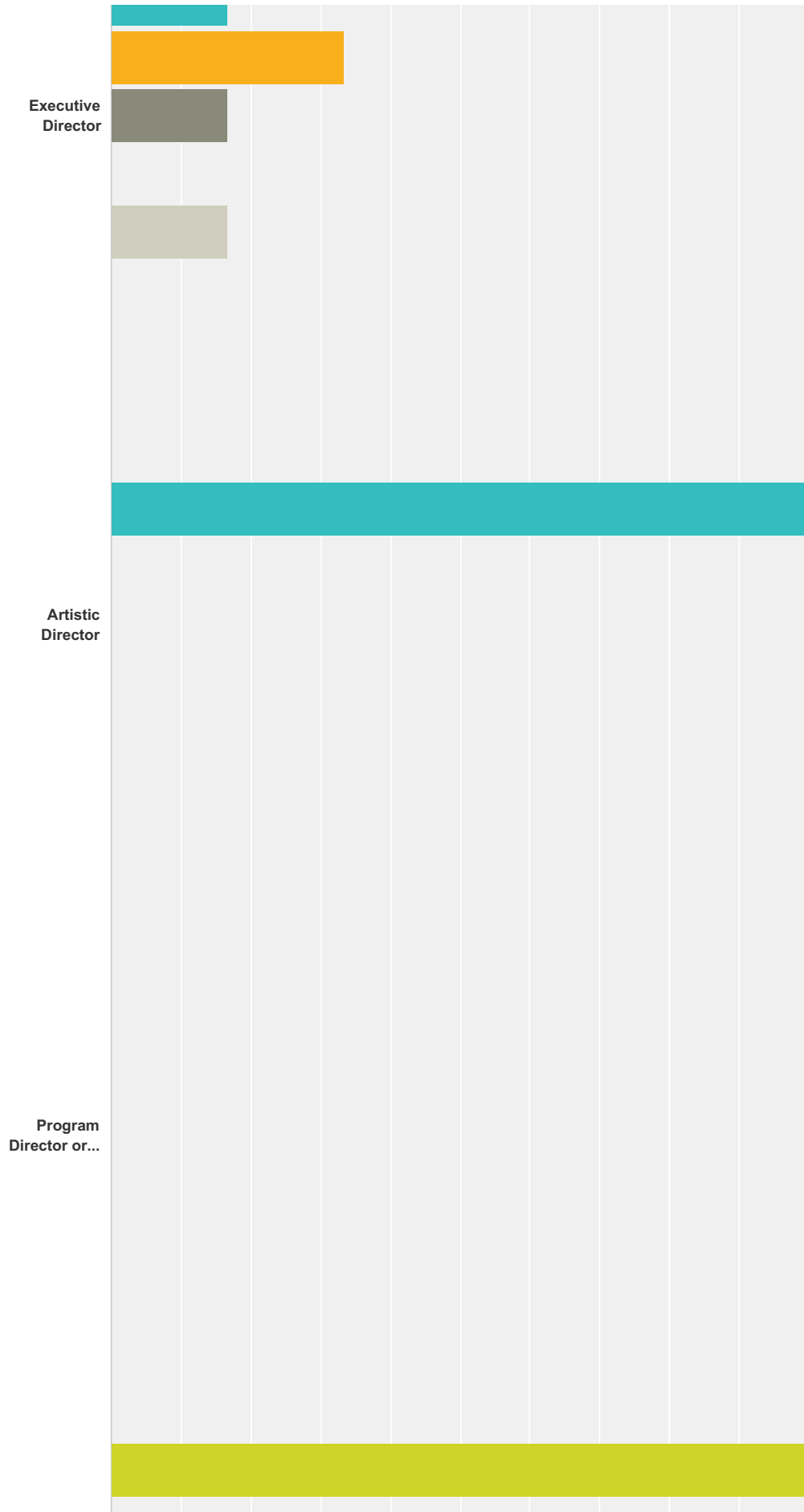


Answer Choices	Responses
32	0.00% 0
35	16.67% 1
40	66.67% 4
40+	16.67% 1
Total	6

Q5 For each Full time position on your staff, please indicate the current salary range.

Answered: 6 Skipped: 1

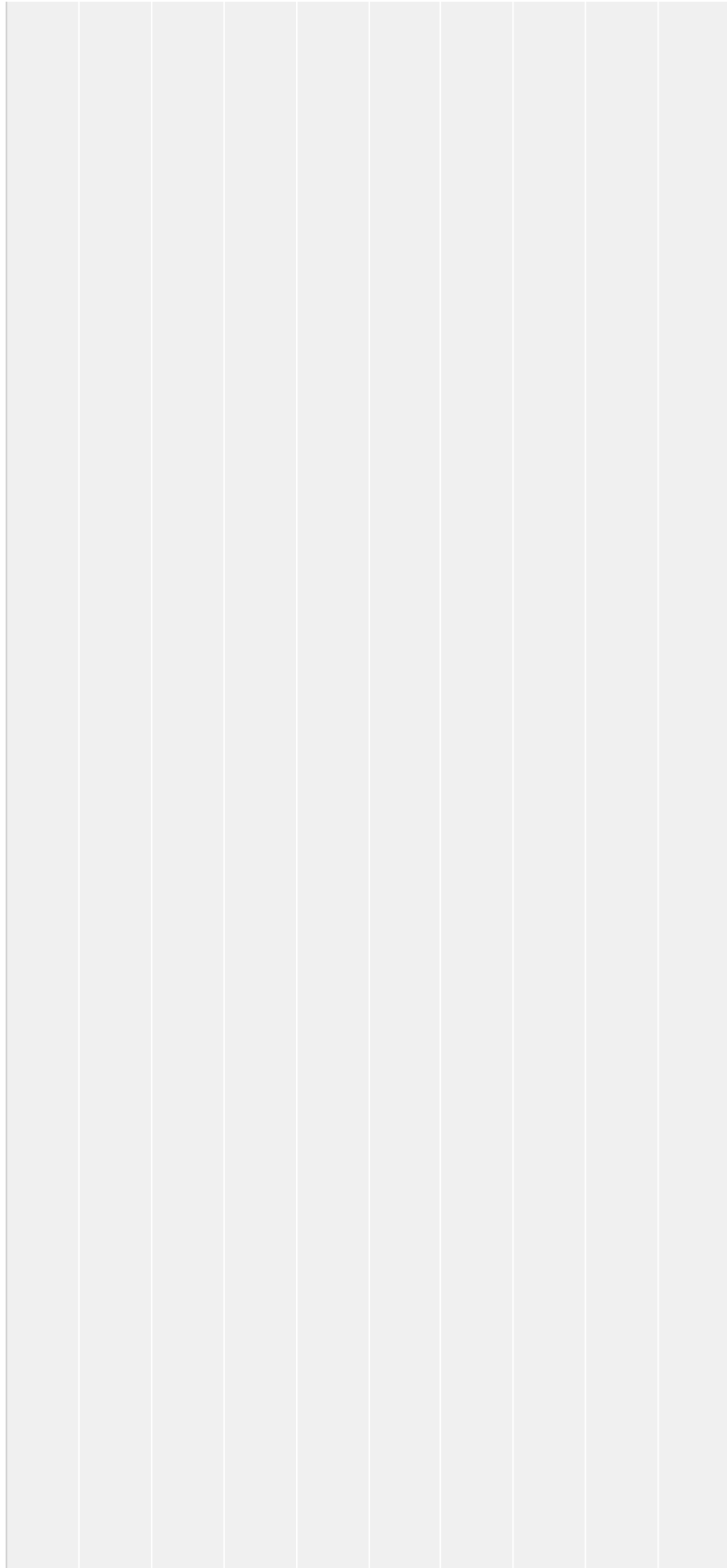




**Department
Director or...**

**Technical
Director**

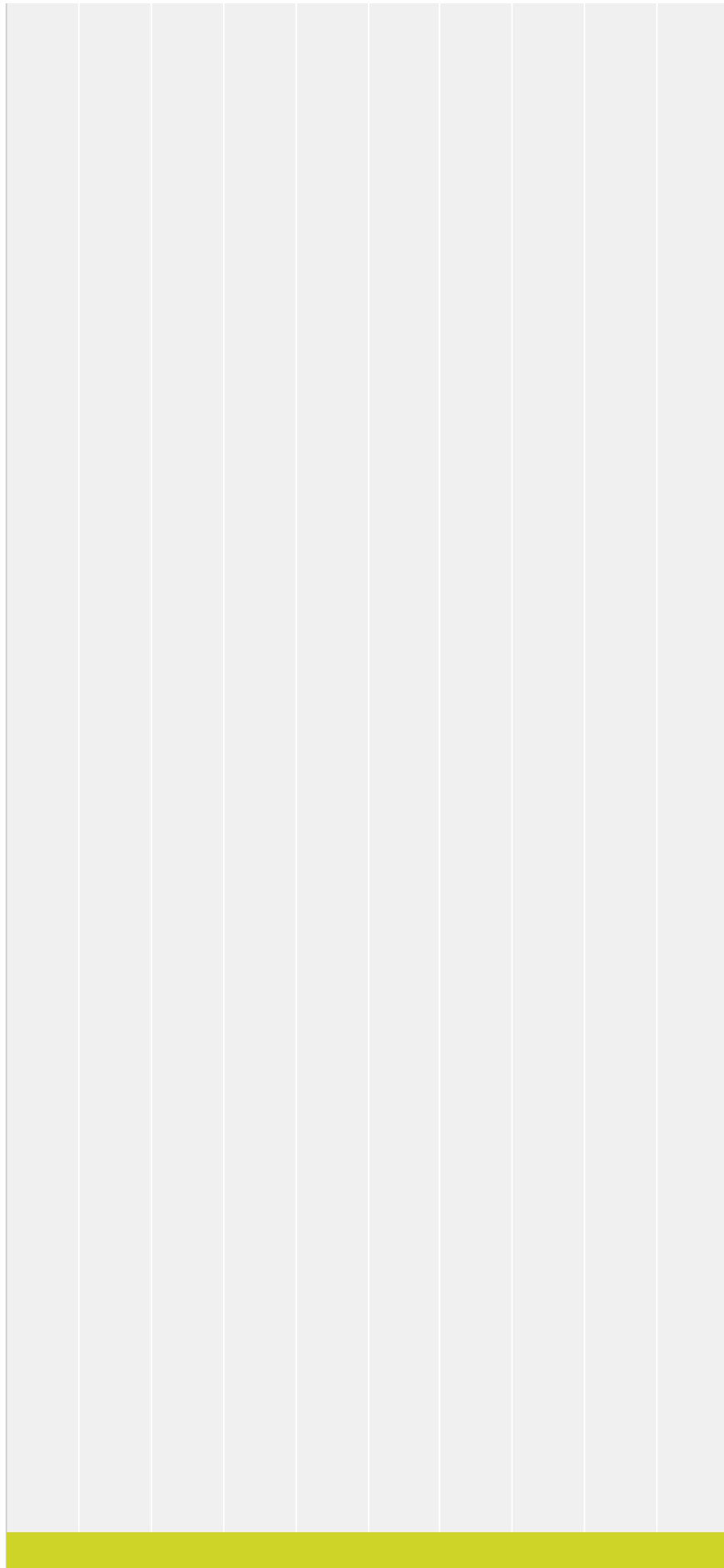
**Development
Director**



**Business
Manager**

**Marketing
Manager**

Administrator

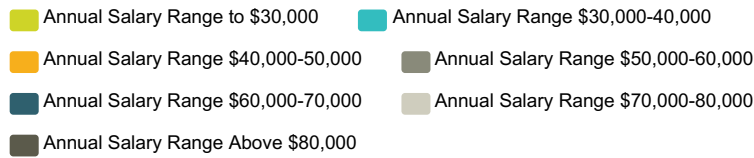


Janitor

Customer
Service...

Technical
Services...

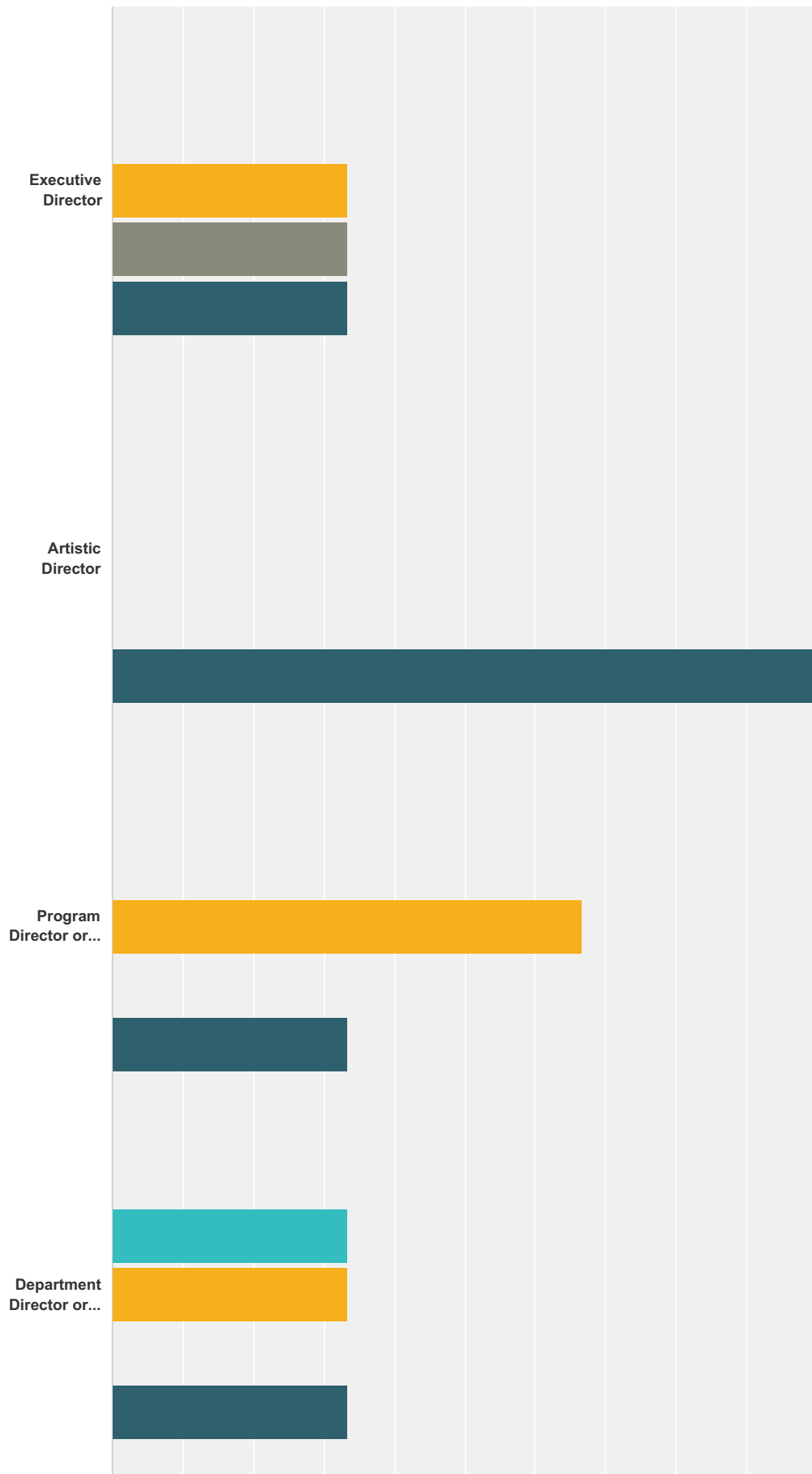




	Annual Salary Range to \$30,000	Annual Salary Range \$30,000-40,000	Annual Salary Range \$40,000-50,000	Annual Salary Range \$50,000-60,000	Annual Salary Range \$60,000-70,000	Annual Salary Range \$70,000-80,000	Annual Salary Range Above \$80,000	Total Respondents
Executive Director	16.67% 1	16.67% 1	33.33% 2	16.67% 1	0.00% 0	16.67% 1	0.00% 0	6
Artistic Director	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Program Director or Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Department Director or Manager	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Technical Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Development Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Business Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Marketing Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Administrator	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Janitor	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1
Customer Service Assistant	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Technical Services Assistant	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Information Technology Coordinator	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Service Area Lead Worker or Specialist	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Financial support (bookkeeping, accounting)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

Q6 For each part time position on your staff, please indicate the hourly pay range.

Answered: 7 Skipped: 0

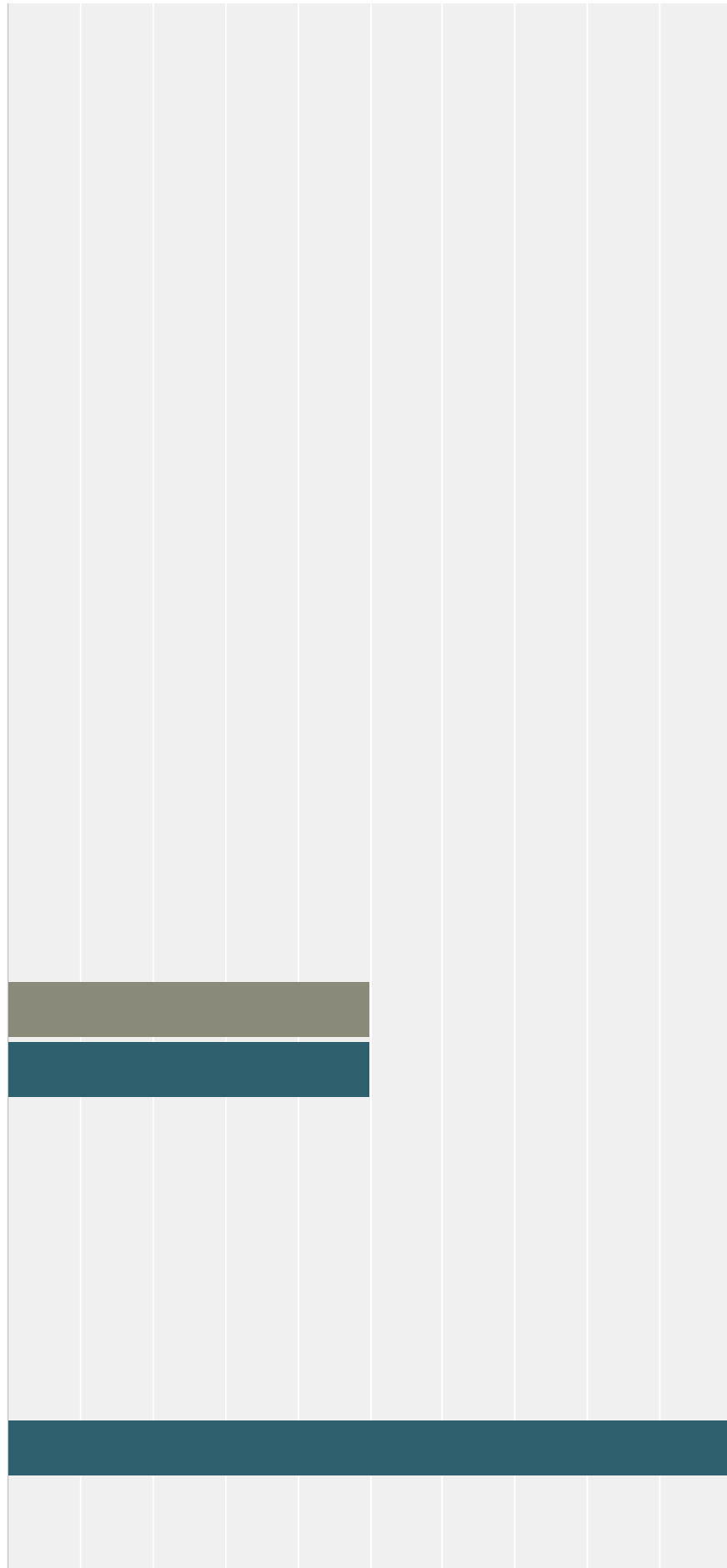


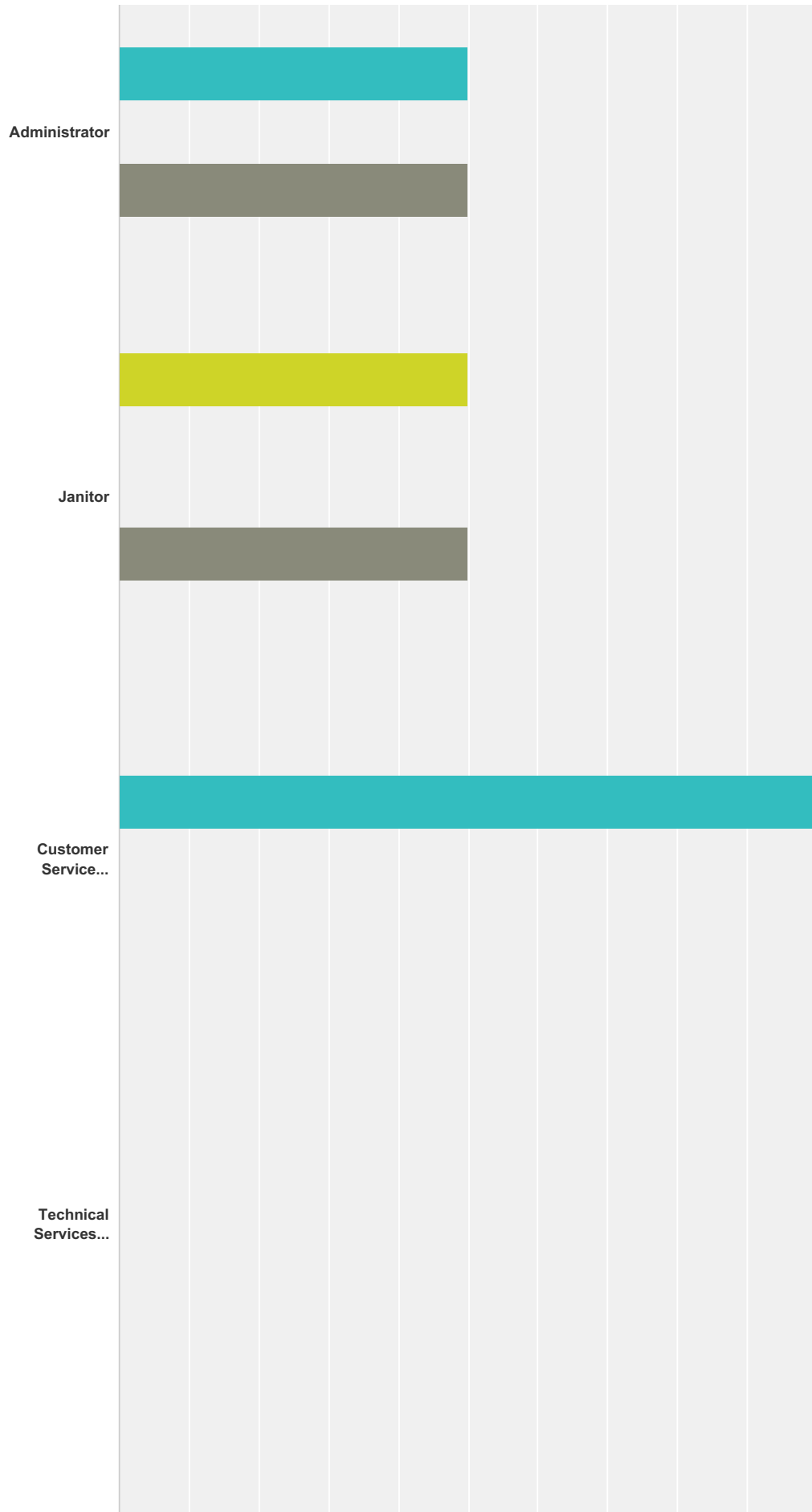
Technical Director

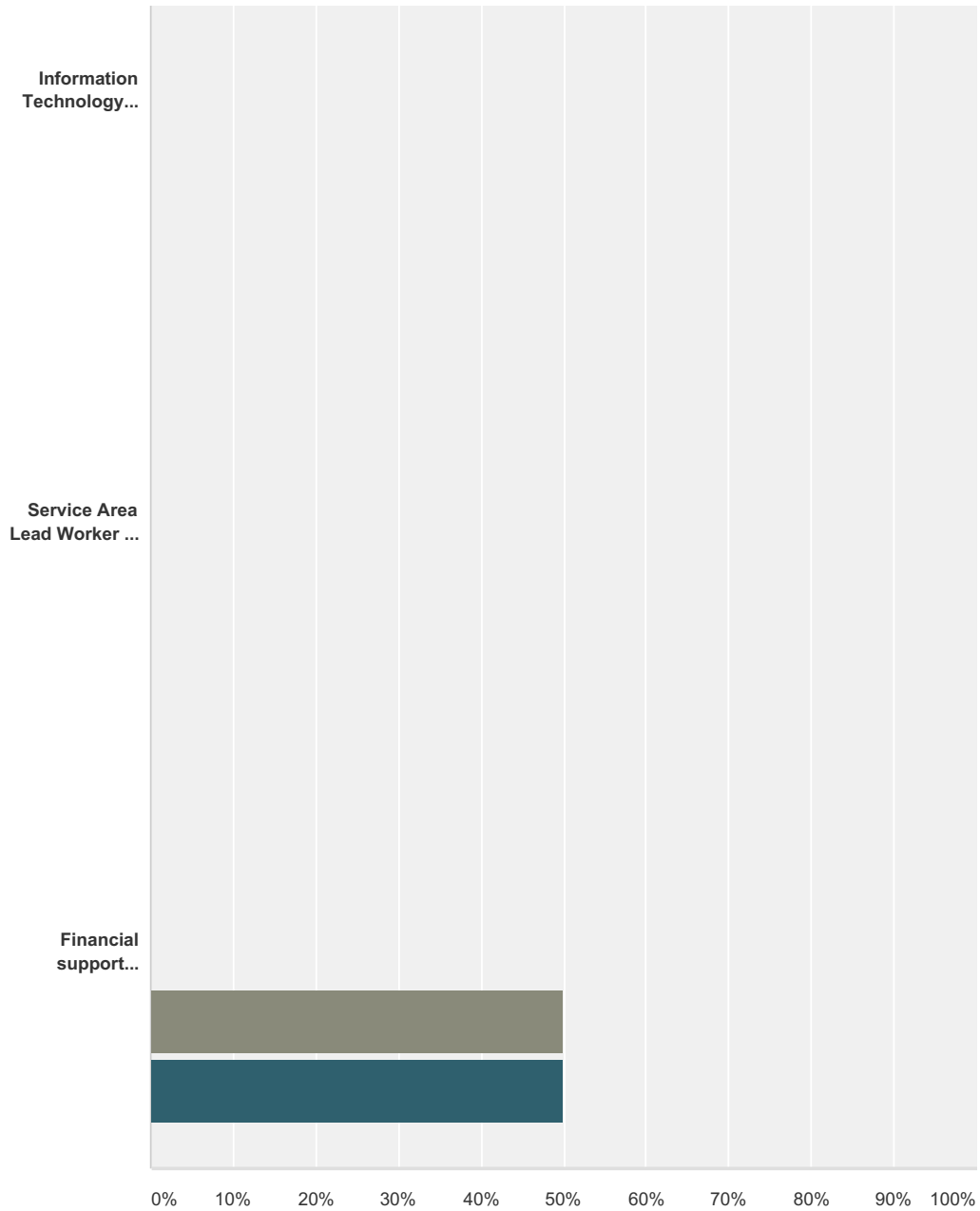
Development Director

Business Manager

Marketing Manager







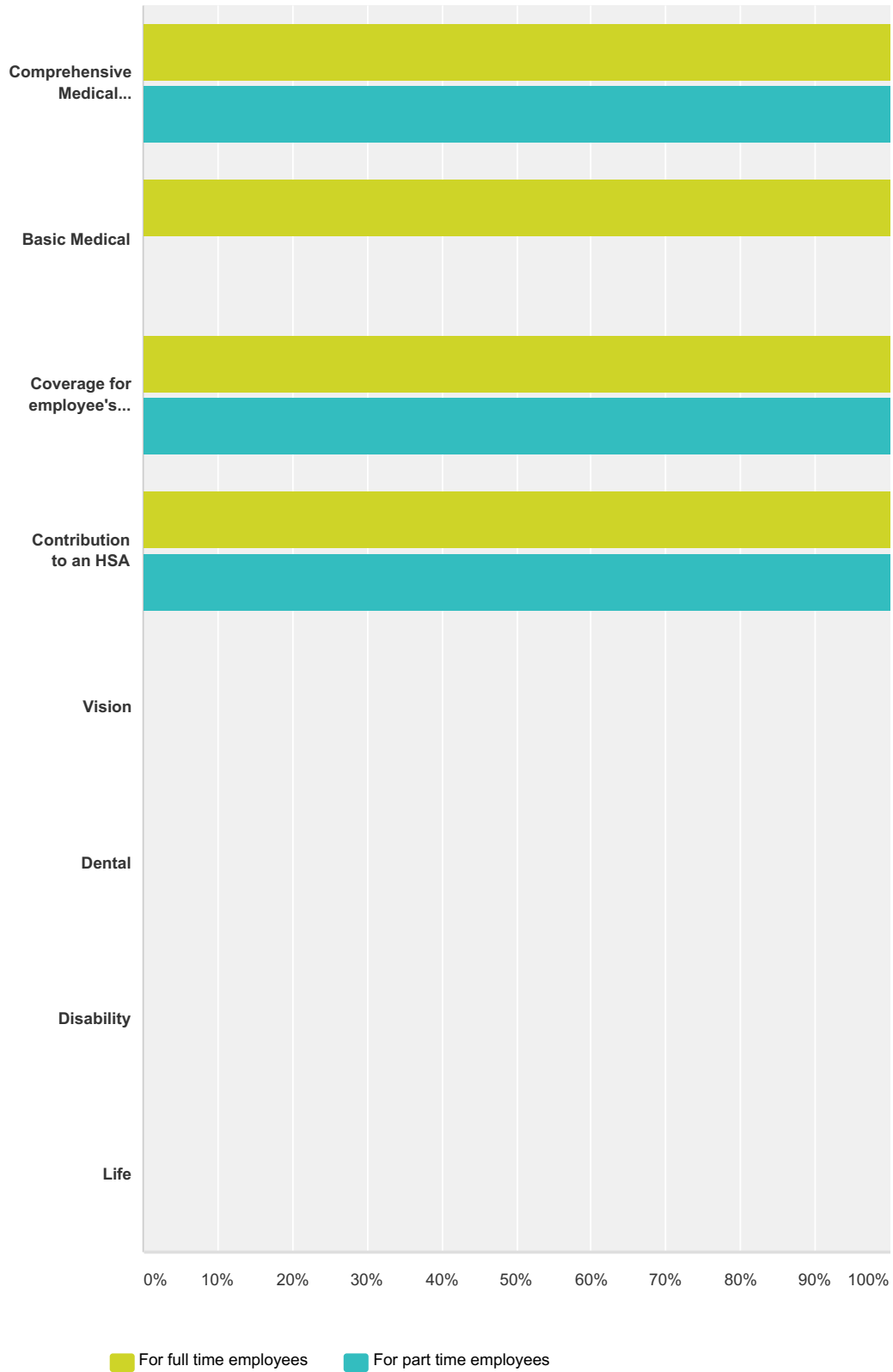
■ Under \$10 per hour
 ■ \$10-\$15 per hour
 ■ \$15-\$20 per hour
 ■ \$20-\$25 per hour
■ Over \$25 per hour

	Under \$10 per hour	\$10-\$15 per hour	\$15-\$20 per hour	\$20-\$25 per hour	Over \$25 per hour	Total
Executive Director	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3
Artistic Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1
Program Director or Manager	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3
Department Director or Manager	0.00% 0	33.33% 1	33.33% 1	0.00% 0	33.33% 1	3

Technical Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Development Director	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Business Manager	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2
Marketing Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	1
Administrator	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2
Janitor	50.00% 1	0.00% 0	0.00% 0	50.00% 1	0.00% 0	2
Customer Service Assistant	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1
Technical Services Assistant	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Information Technology Coordinator	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Service Area Lead Worker or Specialist	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
Financial support (bookkeeper, accounting)	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2

Q7 Please indicate which benefits are offered to employees as part of their total compensation package

Answered: 5 Skipped: 2

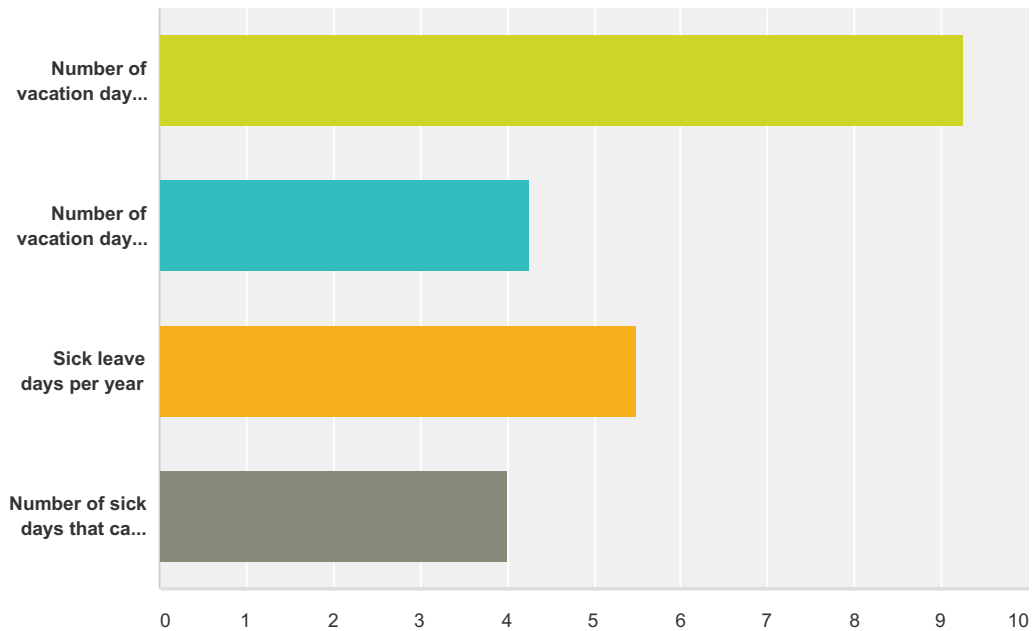


	For full time employees	For part time employees	Total Respondents
Comprehensive Medical (including preventive care)	100.00% 1	100.00% 1	1
Basic Medical	100.00% 1	0.00% 0	1

Coverage for employee's family members (with or without co-pay requirement)	100.00% 1	100.00% 1	1
Contribution to an HSA	100.00% 3	100.00% 3	3
Vision	0.00% 0	0.00% 0	0
Dental	0.00% 0	0.00% 0	0
Disability	0.00% 0	0.00% 0	0
Life	0.00% 0	0.00% 0	0

Q8 Please indicate what type and amount of leave is provided to full time employees.

Answered: 4 Skipped: 3



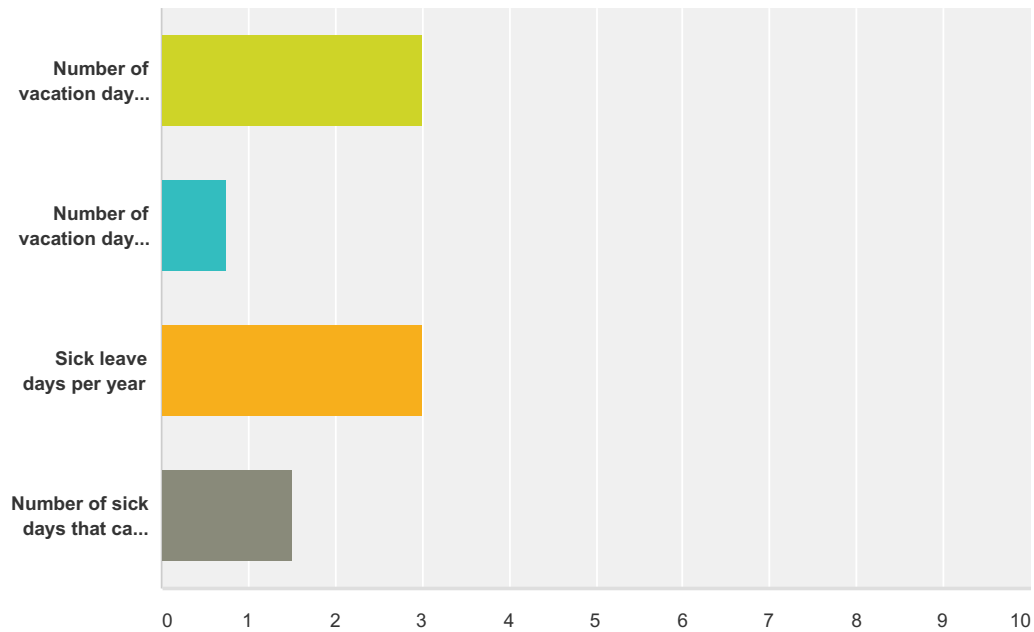
Answer Choices	Average Number	Total Number	Responses
Number of vacation days per year	9	37	4
Number of vacation days that can be carried over to next employment year	4	17	4
Sick leave days per year	6	22	4
Number of sick days that can be carried over to next employment year	4	16	4
Total Respondents: 4			

#	Number of vacation days per year	Date
1	10	8/15/2013 2:28 PM
2	15	8/6/2013 6:40 PM

3	0	8/6/2013 5:39 PM
4	12	8/6/2013 3:45 PM
#	Number of vacation days that can be carried over to next employment year	Date
1	0	8/15/2013 2:28 PM
2	10	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	7	8/6/2013 3:45 PM
#	Sick leave days per year	Date
1	0	8/15/2013 2:28 PM
2	10	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	12	8/6/2013 3:45 PM
#	Number of sick days that can be carried over to next employment year	Date
1	0	8/15/2013 2:28 PM
2	10	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM

Q9 Please indicate what type and amount of leave is provided to part time employees.

Answered: 4 Skipped: 3



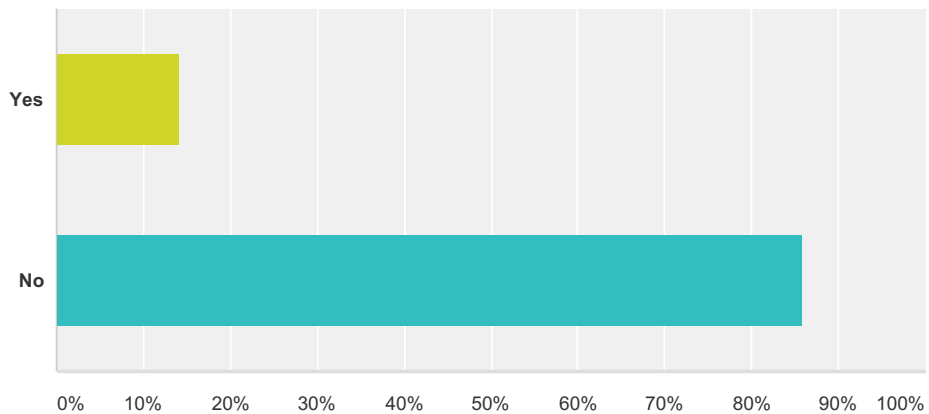
Answer Choices	Average Number	Total Number	Responses
Number of vacation days per year	3	12	4
Number of vacation days that can be carried over to next employment year	1	3	4

Sick leave days per year	3	12	4
Number of sick days that can be carried over to next employment year	2	6	4
Total Respondents: 4			

#	Number of vacation days per year	Date
1	0	8/15/2013 2:28 PM
2	6	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM
#	Number of vacation days that can be carried over to next employment year	Date
1	0	8/15/2013 2:28 PM
2	0	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	3	8/6/2013 3:45 PM
#	Sick leave days per year	Date
1	0	8/15/2013 2:28 PM
2	6	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM
#	Number of sick days that can be carried over to next employment year	Date
1	0	8/15/2013 2:28 PM
2	0	8/6/2013 6:40 PM
3	0	8/6/2013 5:39 PM
4	6	8/6/2013 3:45 PM

Q10 Does your organization ever provide bonuses to reward employee performance?

Answered: 7 Skipped: 0



Answer Choices	Responses
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Yes	14.29%	1
No	85.71%	6
Total		7