

CapinCrouse Nonprofit Employee Compensation Market Study Report Summary

At the conclusion of your CapinCrouse Nonprofit Employee Compensation Market Study, you will receive a detailed report to help your organization make informed compensation decisions. Each CapinCrouse Nonprofit Employee Compensation Market Study report includes the following section and exhibits.

Narrative

Our detailed narrative includes:

- The definition of compensation and the two different elements of our analysis
- An explanation of our data collection methods and the databases and parameters used for the study
- Insight on the importance of drafting and using a comprehensive compensation philosophy and policy
- A compensation philosophy and policy template you can adapt for your organization

Exhibit A

Exhibit A contains tables of the raw data from the databases used for each specific parameter, such as industry, organizational size, and geographic location. Each table lists the:

- Database used
- Internal job title being studied
- Database job title
- Geographic location of the data pull
- Criteria such as operational revenue amount or staff size

To complete our analysis, we create a single composite pay band for each job title, which is then transferred to Exhibit C.

Exhibit B

This section contains the job descriptions your organization provided for the positions in the study. This gives all stakeholders easy access to the job descriptions for internal discussions. It also provides insight into the keyword matching used within the databases. (If there are multiple job descriptions, this section may not be included.)

Exhibit C

In Exhibit C, all of the composite pay bands from Exhibit A are compiled into one pay matrix for quick reference.

Each line in the table is clearly labeled and broken down into 10th, 25th, 50th, 75th, and 90th percentiles for comparison. (For example, an employee at the 25th percentile of a certain data point is being paid more than 25% of his or her peers). We then highlight the percentile closest to the incumbent's actual compensation amount for each position.

Please [contact us](#) with any questions or to get started with your CapinCrouse Nonprofit Employee Compensation Market Study.