

SURVEY SCHEDULE

| SURVEY | DATA EFFECTIVE DATE | SUBMISSION DUE DATE | PUBLICATION DATE | JOB MATCHING SESSION | RESULTS MEETING |
|-------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|-----------------------------------------------|----------------------|-----------------|
| CHIPS One World | 4/1/2018 | 5/4/2018 | Week of 7/2/2018 | March 2018 | |
| Executive & Senior Management Survey | 4/1/2018 | 5/11/2018 | Week of 7/30/2018 | April 2018 | |
| College Graduate and Intern Compensation Survey | 1/15/2018 | 2/19/2018 | Week of 4/16/2018 | | |
| Compensation Planning Survey | | 8/27/2018 | CPGR-9/2018 All Participant Report-11/2018 | | |
| IBM Corporate Flight Operations Compensation Survey (conducted every other year 2016, 2018, etc.) | 4/1/2018 | 5/11/2018 | 7/20/2018 | March 2018 | |
| IBM Corporate Flight Operations Metrics Survey (conducted every other year 2017, 2019, etc.) | April 17/19 | May 17/19 | June 17/19 | | |
| Forest Products Industry Compensation Survey | 4/1/2018 | 5/4/2018 | 8/1/2018 | | September 2018 |
| Houston Engineering and Construction Salary Survey (conducted twice per year) | 1/1/2018 | 2/19/2018 | 4/2/2018 | | May 2018 |
| | 7/1/2018 | 8/10/2018 | 10/1/2018 | | November 2018 |
| The Technician and Technical Support Salary (LATSS) Survey - Sponsored by Los Alamos National Laboratories | 1/1/2018 | 2/12/2018 | 4/9/2018 | | |
| National Engineering and Construction Salary Survey | 5/15/2018 | 6/8/2018 | 8/15/2018 | May 2018 | September 2018 |
| Global Engineering, Procurement and Construction Management Compensation Survey | 5/15/2018 | 7/16/2018 | 9/14/2018 | | |
| Engineering and Construction Compensation Forum Survey | 6/1/2018 | 7/13/2018 | 9/4/2018 | | September 2018 |
| Post Doctorate Survey | 11/1/2017 | 12/8/2017 | 2/1/2018 | | |
| Research & Development Survey | 5/1/2018 | 6/1/2018 | Week of 7/30/2018 | | September 2018 |
| Systems Integration and IT Outsourcing Compensation Survey | 4/1/2018 | 5/4/2018 | 6/29/2018 | | |
| HR Alliance Compensation Survey | 4/1/2018 | 6/8/2018 | Week of 8/20/2018 | April 2018 | October 2018 |
| E&C Benefits | 1/1/2018 | 2/16/2018 | 4/2/2018 | | |

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|-------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|------------------|----------------------|-----------------|
| Massachusetts Bank Compensation Survey | 4/1/2018 | 5/25/2018 | 8/13/2018 | | |
| New York Banking Compensation Survey | 4/1/2018 | 5/25/2018 | 8/13/2018 | | |
| Connecticut Banking Compensation Survey | 4/1/2018 | 5/25/2018 | 8/13/2018 | | |
| Northeast Banking Compensation Survey | 4/1/2018 | 5/25/2018 | 8/13/2018 | | |
| North Northeast Banking Compensation Survey | 4/1/2018 | 5/25/2018 | 8/13/2018 | | |
| California Bankers Association Compensation and Benefits Benchmark Survey | 4/1/2018 | 5/15/2018 | 9/5/2018 | | |
| National Banking Compensation Survey | 4/1/2018 | 6/29/2018 | 9/10/2018 | | |
| Banking Benefits & Human Resources Policies Survey <small>(conducted every other year 2016, 2018, etc.)</small> | 1/1/2018 | 3/16/2018 | 5/11/2018 | | |
| Bank Director Compensation & Governance Practices Survey <small>(conducted every other year 2017, 2019, etc.)</small> | 1/1/2019 | 3/17/2019 | 5/11/2019 | | |

SURVEY FEES

| SURVEY | 2018 PARTICIPANT MEMBERSHIP PRICE |
|---------------------------------------------------------------------------------|-------------------------------------------------------------------|
| CHIPS <i>One World</i> | \$3,950 |
| Executive & Senior Management Survey | \$3,750 |
| College Graduate and Intern Compensation Survey | \$950 |
| Compensation Planning Survey | Free to Participants / \$395 Non-Participants |
| IBM Corporate Flight Operations Compensation Survey | \$2,200 |
| IBM Corporate Flight Operations Metrics Survey | \$1,400 |
| Forest Products Industry Compensation Survey | Contact FPICA regarding membership fees. |
| Houston Engineering and Construction Salary Survey | \$1,150 per edition (publishes 2x per year) |
| Los Alamos National Laboratory Technician Salary Survey | \$1,750 |
| National Engineering and Construction Salary Survey | \$3,750 |
| Global Engineering, Procurement and Construction Management Compensation Survey | \$3,500 |
| Engineering and Construction Compensation Forum Survey | \$2,500 |
| Post Doctorate Survey | \$1,050 |
| Research & Development Survey | \$3,250 |
| Research & Development Survey Management Addendum | \$350 |
| Systems Integration and IT Outsourcing Compensation Survey | \$3,150 |
| HR Alliance Compensation Survey | Contact HR Alliance regarding membership fees. |
| E&C Benefits | \$800 |
| Cyber Security Salary Survey | Contact Pearl Meyer |
| Massachusetts Banking Compensation Survey | Contact Pearl Meyer |
| New York Banking Compensation Survey | Contact Pearl Meyer |
| Connecticut Banking Compensation Survey | Contact CBA regarding fee information. |
| Northeast Banking Compensation Survey | Contact Pearl Meyer |
| North Northeast Banking Compensation Survey | Contact Pearl Meyer |
| California Bankers Association Compensation and Benefits Benchmark Survey | Contact California Bankers Association regarding fee information. |
| National Banking Compensation Survey | \$495 |
| Banking Benefits and Human Resources Policies Survey | Contact Pearl Meyer |
| Bank Director Compensation & Governance Practices Survey | Contact Pearl Meyer |

CUSTOM PEER GROUP REPORT (CPGR) FEES

| DESCRIPTION | FEE |
|------------------------------------------------------------------------------------------------------------------|---------|
| First CHiPS <i>One World</i> online job data CPGR (included with survey membership)* | Free |
| First and Second Executive & Senior Management Survey online job data CPGRs (included with survey membership)* | Free |
| Additional CHiPS <i>One World</i> or Executive & Senior Management Survey online job data CPGRs | \$575 |
| Pre-purchase CPGR bundles as follows: | |
| Unlimited online job data CPGRs for CHiPS <i>One World</i> <u>or</u> Executive & Senior Management Survey* | \$1,550 |
| Unlimited online job data CPGRs for both CHiPS <i>One World</i> <u>and</u> Executive & Senior Management Survey* | \$2,550 |
| College Graduate and Intern Compensation Survey CPGRs* | \$275 |