

## SURVEY SCHEDULE

SURVEY	DATA EFFECTIVE DATE	SUBMISSION DUE DATE	PUBLICATION DATE	JOB MATCHING SESSION	RESULTS MEETING
<b>CHIPS One World</b>	4/1/2019	5/3/2019	Week of 7/1/2019	March 2019	
<b>Executive &amp; Senior Management Survey</b>	4/1/2019	5/10/2019	Week of 7/29/2019	April 2019	
<b>College Graduate and Intern Compensation Survey</b>	1/15/2019	2/22/2019	Week of 4/22/2019		
<b>Compensation Planning Survey</b>		9/27/2019	CPGR-10/2019 All Participant Report-1/2020		
<b>IBM Corporate Flight Operations Compensation Survey</b>	4/1/2019	5/17/2019	7/19/2019		
<b>Forest Products Industry Compensation Survey</b>	4/1/2019	5/3/2019	8/1/2019		September 2019
<b>Houston Engineering and Construction Salary Survey</b> <small>(conducted twice per year)</small>	1/1/2019	2/8/2019	4/1/2019		May 2019
	7/1/2019	8/9/2019	10/1/2019		November 2019
<b>The Technician and Technical Support Salary Survey</b>	1/1/2019	2/15/2019	4/8/2019		
<b>National Engineering and Construction Salary Survey</b>	5/15/2019	6/7/2019	8/15/2019	March 2019	September 2019
<b>Global Engineering, Procurement and Construction Management Compensation Survey</b>	5/15/2019	7/12/2019	9/16/2019		
<b>Engineering and Construction Compensation Forum Survey</b>	6/1/2019	7/12/2019	9/3/2019		September 2019
<b>Post Doctorate Survey</b>	11/1/2018	12/7/2018	2/1/2019		
<b>Research &amp; Development Survey</b>	5/1/2019	Week of 6/3/2019	Week of 7/29/2019		September 2019
<b>HR Alliance Compensation Survey</b>	4/1/2019	6/7/2019	8/26/2019		
<b>Cyber Security Salary Survey</b>	1/1/2019	2/15/2019	Week of 4/8/2019		

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<b>Massachusetts Bank Compensation Survey</b>	4/1/2019	5/24/2019	8/12/2019		
<b>New York Banking Compensation Survey</b>	4/1/2019	5/24/2019	8/12/2019		
<b>Connecticut Banking Compensation Survey</b>	4/1/2019	5/24/2019	8/12/2019		
<b>Northeast Banking Compensation Survey</b>	4/1/2019	5/24/2019	8/12/2019		
<b>North Northeast Banking Compensation Survey</b>	4/1/2019	5/24/2019	8/12/2019		
<b>California Bankers Association Compensation and Benefits Benchmark Survey</b>	4/1/2019	5/15/2019	9/4/2019		
<b>National Banking Compensation Survey</b>	4/1/2019	6/28/2019	9/9/2019		
<b>Banking Benefits &amp; Human Resources Policies Survey</b> <small>(conducted every other year 2018, 2020, etc.)</small>	1/1/2020	3/13/2020	5/13/2020		
<b>Bank Director Compensation &amp; Governance Practices Survey</b> <small>(conducted every other year 2019, 2021, etc.)</small>	1/1/2019	3/15/2019	5/13/2019		

## SURVEY FEES

SURVEY	2019 PARTICIPANT MEMBERSHIP PRICE
CHIPS <i>One World</i>	\$3,950
Executive & Senior Management Survey	Contact Pearl Meyer
College Graduate and Intern Compensation Survey	\$950
Compensation Planning Survey	Free to Participants / \$395 Non-Participants
IBM Corporate Flight Operations Compensation Survey	\$2,500
Forest Products Industry Compensation Survey	Contact FPICA regarding membership fees
Houston Engineering and Construction Salary Survey	\$1,450 per edition <small>(publishes 2x per year)</small>
The Technician and Technical Support 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
HR Alliance Compensation Survey	Contact HR Alliance regarding membership fees
Cyber Security Salary Survey	Free to Participants / \$795 Non-Participants
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	\$625
Bank Director Compensation & Governance Practices Survey	\$650

## CUSTOM PEER GROUP REPORT (CPGR) FEES

DESCRIPTION	FEE
<b>First CHiPS <i>One World</i> online job data CPGR (included with survey membership)*</b>	Free
<b>First and Second Executive &amp; Senior Management Survey online job data CPGRs (included with survey membership)*</b>	Free
<b>Additional CHiPS <i>One World</i> or Executive &amp; Senior Management Survey online job data CPGRs</b>	\$575
<b>Pre-purchase CPGR bundles as follows:</b>	
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
<b>First College Graduate and Intern Compensation Survey online job data CPGR (included with survey membership)*</b>	Free