

CHiPS *One World*

U.S. Survey Reports

Each participant receives the following survey reports, as part of the basic membership fee:

- Participant Matching Summaries indicate the participating companies included in the report and their headcount matched by industry. Matching summaries providing geographical region and location by industry are also provided.
- Position Reports summarize average and percentile data for base salary and primary total compensation elements for each job, by job family and level, within a business function. The data is first presented for all firms, followed by associated industry and geographic region cuts for each job.
- Short Term Incentive Practices Report provides a cash incentives summary detailing participation, and the value of rewards associated with profit sharing, sales incentives/commissions, sign-on and short term incentives by hierarchical level within each business function. The data is first presented for all firms, followed by associated industry, geographic region, tenure and security clearance cuts.
- Long Term Incentive Practices Report provides an equity incentives summary detailing eligibility, participation, and the value of awards associated with stock options, restricted stock and long term incentives by hierarchical level within each business function. The data is first presented for all firms, followed by associated industry, geographic region, tenure and security clearance cuts.
- Policies and Practices Report provides in-depth policy and practice information on a wide range of compensation and human resource programs such as compensation, short and long term incentive practices, perquisites and sales plan characteristics and design. Competitive practices are summarized for all firms and by primary industry.
- Custom Peer Group Reports summarize each element of compensation by job, for your specific selection of competitor companies, industries, and/or geographic locations. The report provides average and percentile data for base salary and primary total compensation elements for each job, by job family and level, within a business function. Short and long term incentive practices reports for your peer group are also provided.

Throughout the year members can purchase custom reports and special analyses. In addition, participants may pre-purchase cost effective, unlimited online Custom Peer Group Report bundles for either a single survey or the survey family.

