**Contact Info**

*1. My company has at least 2 full-time technical pro-AV staff (across all locations).*
   - yes
   - no ... *This survey only applies to companies meeting this criteria. Thank you for your interest!*

*2. Can you personally provide information about staffing and compensation for your company's locations?*
   - yes, all locations
   - yes, some locations
   - no
   *If your company has locations you cannot answer for, please either share your User Name and Password with the person(s) who can, or contact us to let us know who can, and we'll invite them.*

*3. Who should we contact if we have questions about your company's survey?*
   - company name: ____________________________________________
   - your name: ________________________________________________
   - full phone number: ________________________________
   - email address: ____________________________________________

*4. Which of these most closely matches your title?*
   - Owner/Co-owner/Principal/Partner
   - CEO/President
   - VP/EVP
   - CFO/COO/Controller
   - Director of Human Resources
   - other: ________________________________________________

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About Your Company

Please answer these questions as of January 1, 2017.

*1. In what year was your company established?

*2. How many locations does your company operate from in the United States? Outside the United States?

   please enter a number for each; if none, enter 0

   # _____ locations in the United States
   # _____ locations outside the United States
   # __000_ TOTAL

*3. Where is your company’s headquarters located?

   city: ________________________________
   ZIP/postal code: ________
   (US or Canada)
   state/province: ____________________
   (US or Canada)
   OR country: _________________________
   (outside US and Canada)

*4. Including all locations, how many employees does your company have?

   Include both full-time and part-time employees (on the payroll); exclude contractors.
   ○ fewer than 5
   ○ 5 - 9
   ○ 10 - 24
   ○ 25 - 49
   ○ 50 - 99
   ○ 100 - 249
   ○ 250 - 499
   ○ 500 - 999
   ○ 1,000 or more
5. **Including all locations, approximately what were your company’s total gross revenues (USD) for 2016?**

Please report revenues, not margin or profit; please answer in US dollars.

- less than $2.50 million
- $2.50 - $4.99 million
- $5.00 - $9.99 million
- $10.00 - $24.99 million
- $25.00 - $49.99 million
- $50.00 million or more

6. **Approximately what percentage of 2016 gross revenues came from each of these areas?**

*please enter a % for each, totaling 100%; if none enter 0*

- _____% non-integrated sales (box sales)
- _____% rental and staging services
- _____% systems integration
- _____% design consultation services (exclusive of associated equipment sales)
- _____% maintenance contracts
- _____% repair service, employees contracted to others
- _____% other: _____________________________________________________

_100_% TOTAL
Pay Practices and Benefits

Please answer these questions as of January 1, 2017.

1a. Does your company generally offer a higher starting base pay rate (salary or wage) to professionals holding the Certified Technical Specialist (CTS) credential?
   ○ generally offer 1-2% higher starting base pay
   ○ generally offer 3-4% higher
   ○ generally offer 5-7% higher
   ○ generally offer 8% or more
   ○ do not offer higher starting base pay

1b. Does your company generally offer a signing bonus to professionals holding the Certified Technical Specialist (CTS) credential?
   ○ yes  ○ no

2a. Does your company generally offer a higher starting base pay rate (salary or wage) to professionals holding the Certified Technical Specialist-Install (CTS-I) credential?
   ○ generally offer 1-2% higher starting base pay
   ○ generally offer 3-4% higher
   ○ generally offer 5-7% higher
   ○ generally offer 8% or more
   ○ do not offer higher starting base pay

2b. Does your company generally offer a signing bonus to professionals holding the Certified Technical Specialist-Install (CTS-I) credential?
   ○ yes  ○ no

3a. Does your company generally offer a higher starting base pay rate (salary or wage) to professionals holding the Certified Technical Specialist-Design (CTS-D) credential?
   ○ generally offer 1-2% higher starting base pay
   ○ generally offer 3-4% higher
   ○ generally offer 5-7% higher
   ○ generally offer 8% or more
   ○ do not offer higher starting base pay

3b. Does your company generally offer a signing bonus to professionals holding the Certified Technical Specialist-Design (CTS-D) credential?
   ○ yes  ○ no

4. Does your company pay commissions to sales staff?
   ○ yes  ○ no

a. If yes, on what base(s) are commissions calculated?
   select all that apply
   □ gross sales price
   □ total project revenue
   □ actual gross margin
   □ estimated gross margin
   □ other: ____________________________________________________________
5. **On average, how many paid days off per year does your company provide its qualifying full-time employees?**

   enter an approximate average for each; if none, enter 0

   #_____ paid time off (PTO) - combines vacation, sick, and/or holidays
   #_____ paid holidays - if not covered by PTO
   #_____ paid vacation days - if not covered by PTO
   #_____ paid sick leave days - if not covered by PTO
   #_____ other paid time off (paid family leave, jury, bereavement, etc. - if not covered by PTO)

   #_____ TOTAL

6a. **Does your company offer medical coverage for employees and, if so, approximately what share of the total cost does the company contribute?**

   - do not offer
   - offer, contribute 0% of total cost
   - offer, contribute 1-24%
   - offer, contribute 25-49%
   - offer, contribute 50-74%
   - offer, contribute 74-99%
   - offer, contribute 100%

6b. **What about medical coverage for dependents?**

   - do not offer
   - offer, contribute 0% of total cost
   - offer, contribute 1-24%
   - offer, contribute 25-49%
   - offer, contribute 50-74%
   - offer, contribute 74-99%
   - offer, contribute 100%

7a. **Does your company offer dental coverage for employees and, if so, approximately what share of the total cost does the company contribute?**

   - do not offer
   - offer, contribute 0% of total cost
   - offer, contribute 1-24%
   - offer, contribute 25-49%
   - offer, contribute 50-74%
   - offer, contribute 74-99%
   - offer, contribute 100%

7b. **What about dental coverage for dependents?**

   - do not offer
   - offer, contribute 0% of total cost
   - offer, contribute 1-24%
   - offer, contribute 25-49%
   - offer, contribute 50-74%
   - offer, contribute 74-99%
   - offer, contribute 100%
8. What type(s) of retirement plan(s) does your company offer to qualifying full-time employees (if any)?
   select all that apply
   - defined contribution plan(s) (e.g., 401(k))
   - defined benefit (pension) plan(s)
   - other
   - no retirement plans offered ... if you selected this option, please skip to Q9 below

a. If you indicated a defined contribution plan above, does your company match or supplement full-time employee contributions to the plan?
   - yes, for all full-time employees
   - yes, for some full-time employees
   - no

b. If yes, how does your company match/supplement?
   select all that apply
   - match 100% of employee contribution, no cap
   - match 100% of employee contribution up to ___% of salary OR $______
   - match ___% of employee contribution, no cap
   - match ___% of employee contribution up to ___% of salary OR $______
   - other - please describe: ____________________________________________________

9. Does your company offer a program where qualifying full-time employees can earn equity shares in the company?
   - yes - please describe: ______________________________________________________
   - no, but planning to offer one in the next 24 months
   - no, but considering it
   - no, and not considering it

10. Which of these other benefits (if any) does your company offer to qualifying full-time employees?
    please select one response for each

<table>
<thead>
<tr>
<th>Company offers benefits fully</th>
<th>Company offers benefits in part</th>
<th>Company offers nothing</th>
<th>Company does not offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>health spending account (healthcare FSA)</td>
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<tr>
<td>health reimbursement account</td>
<td></td>
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<tr>
<td>dependent care account</td>
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<td></td>
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<tr>
<td>qualified transportation program</td>
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<td></td>
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<tr>
<td>other flexible spending account (FSA)</td>
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<td></td>
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<tr>
<td>vision care</td>
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<td></td>
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<tr>
<td>life insurance</td>
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<tr>
<td>long-term disability insurance</td>
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<tr>
<td>short-term disability insurance</td>
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<td></td>
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<tr>
<td>long-term care</td>
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<tr>
<td>paid family leave (e.g., maternity leave)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>reimbursement for professional fees (memberships, exams, etc.)</td>
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<tr>
<td>paid time off for professional exams</td>
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<tr>
<td>college/university tuition reimbursement</td>
<td></td>
<td></td>
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<tr>
<td>fitness club discount</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>wellness programs with incentives for participation</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>other: ________________________________________________________________</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
About This Location

Please answer these questions for this location only as of January 1, 2017.

1. Where is this location of your company?

   city: ________________________________

   ZIP/postal code: __________
   (US or Canada)

   state/province (US or Canada) __________

   OR country: ________________________________
   (outside US and Canada)

2. How many employees does your company have at this location?

   Include both full-time and part-time employees (on the payroll); exclude contractors.

   ○ 1 - 2
   ○ 3 - 4
   ○ 5 - 9
   ○ 10 - 24
   ○ 25 - 49
   ○ 50 - 99
   ○ 100 or more

3. Including yourself (if applicable), how many employees at this location fall into each of these categories?

   Please enter a number in any cell with 1+ employees

<table>
<thead>
<tr>
<th>Category</th>
<th>male</th>
<th>female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>#___</td>
<td>#___</td>
</tr>
<tr>
<td>(CEO/President/Owner; VP/COO/Managing Director; CFO/Treasurer/VP of Finance; VP/Director of Human Resources; Branch Manager/Area Manager/Regional Manager; Operations Manager/Product Manager/Rental Manager, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales/Business Development/Marketing</td>
<td>#___</td>
<td>#___</td>
</tr>
<tr>
<td>(Director of Business Development/Business Development Manager; Director of Marketing/Marketing Manager, Account Executive, Rental Account Manager, Customer Service Representative, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technical</td>
<td>#___</td>
<td>#___</td>
</tr>
<tr>
<td>(Engineer, Project Manager, Designer, Install Technician, Rental Technician, Staging Technician, Programmer, Field Technician, CAD Tech/Draftsman, etc.)</td>
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<td></td>
</tr>
<tr>
<td>Administrative</td>
<td>#___</td>
<td>#___</td>
</tr>
<tr>
<td>(Inventory Control Manager/Warehouse Manager/Rental Inventory Control, Purchasing Manager, Administrative Assistant/Secretary, Director of IT/Network Manager, Office/Shop Manager, Accountant/Bookkeeper, Human Resources Manager, etc.)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. Approximately what were your company’s total gross revenues (USD) for 2016 at this location?

   Please report revenues, not margin or profit; please answer in US dollars.

   ○ less than $500,000
   ○ $500,000 - $999,999
   ○ $1.00 - $2.49 million
   ○ $2.50 - $4.99 million
   ○ $5.00 - $9.99 million
   ○ $10.00 million or more
Please answer these questions for this location only as of January 1, 2017.

1. Your internal code / title / reference for this position (for your use only):
   __________________________________________________________

*2. Are you reporting compensation for this position at this location in US dollars, or some other currency?
   ○ US dollars
   ○ other: _______________________________________________________

*3. On January 1, 2017, how many full-time employees ("incumbents") did your company have in this position at this location?
   Exclude part-time employees and contractors.
   #_______ full-time incumbents

*4. What was the annual base salary for this position at this location as of January 1, 2017?
   IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE.
   Exclude overtime, draws, commissions, bonuses, incentive pay, profit sharing, retirement benefits paid, other cash compensation, and the monetary value of any other benefits. If base salary is not a part of position's compensation, enter 0.
   _____________ per year

*5. How much additional cash compensation was this position at this location awarded in the 12 months preceding January 1, 2017 (if any)?
   IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE. If nothing, enter 0.
   Exclude base salary, and the monetary value of benefits. Include overtime, draws, commissions, bonuses, incentive pay, profit sharing, retirement benefits paid.
   _____________
Please answer these questions for this location only as of January 1, 2017.

1. Your internal code / title / reference for this position (for your use only):
   __________________________________________________________

2. Are you reporting compensation for this position at this location in US dollars, or some other currency?
   ○ US dollars
   ○ other: _________________________________________________________

3. On January 1, 2017, how many part-time employees/contractors ("incumbents") did your company have in this position at this location?
   #_______ part-time/contractor incumbents

4. What was the base hourly wage rate for this position at this location as of January 1, 2017?
   IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE.
   Exclude overtime, draws, commissions, bonuses, incentive pay, profit sharing, retirement benefits paid, other cash compensation, and the monetary value of any other benefits. If base hourly wage is not a part of position's compensation, enter 0.
   _________ per hour

5. How much additional cash compensation was this position awarded in the 12 months preceding January 1, 2017 (if any)?
   IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE. If nothing, enter 0.
   Exclude base wage, and the monetary value of benefits. Include overtime, draws, commissions, bonuses, incentive pay, profit sharing, retirement benefits paid.
   ______________

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## Suggestions for Future Surveys

1. **What position(s), if any, would you like to see added to the survey?**

   

2. **Any suggestions for improving future InfoComm Compensation & Benefits Surveys?**

   