
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 criterion. 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, 2019.

***1. In what year was your company established?**

<select one> ▼

***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: <select one> ▼
(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 2018?

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 2018 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)
_____ % managed service contracts (including maintenance contracts)
_____ % repair service, employees contracted to others
_____ % other: _____
_ 100_ % TOTAL

Pay Practices and Benefits

Please answer these questions as of January 1, 2019.

1a. In your company's hiring decisions for each of these positions, is the Certified Technical Specialist (CTS) credential required, preferred, or not a factor? *please select one response in each row*

CTS is required	CTS is preferred but not required	CTS is not a factor	company does not hire this position	
☐	☐	☐	☐	Design Engineer / Systems Engineer / Designer
☐	☐	☐	☐	Audio Visual Field Engineer
☐	☐	☐	☐	Senior / Lead / Specialized Integration / Installation / Network Technician / Install Technician III
☐	☐	☐	☐	Specialized Integration / Installation Technician / Install Technician II
☐	☐	☐	☐	Non-Specialized Integration / Installation Technician / Install Technician I
☐	☐	☐	☐	Senior / Lead / Specialized Rental and Staging Technician
☐	☐	☐	☐	Non-specialized Rental and Staging Technician
☐	☐	☐	☐	Control Systems Programmer
☐	☐	☐	☐	Service Technician / Field Technician
☐	☐	☐	☐	CAD Technician / Draftsman
☐	☐	☐	☐	VP / COO / Managing Director
☐	☐	☐	☐	Director of Sales, Account Manager, Sales Rep
☐	☐	☐	☐	Director of Business Development / Business Development Manager
☐	☐	☐	☐	Sales Manager / Sales Coordinator / Sales Estimator
☐	☐	☐	☐	Operations Manager / Product Manager / Rental Manager
☐	☐	☐	☐	Branch Manager / Area Manager / Regional Manager

1b. In your company's hiring decisions for each of these positions, is the Certified Technical Specialist-Install (CTS-I) credential required, preferred, or not a factor? *please select one response in each row*

CTS-I is required	CTS-I is preferred but not required	CTS-I is not a factor	company does not hire this position	
☐	☐	☐	☐	Design Engineer / Systems Engineer / Designer
☐	☐	☐	☐	Audio Visual Field Engineer
☐	☐	☐	☐	Senior / Lead / Specialized Integration / Installation / Network Technician / Install Technician III
☐	☐	☐	☐	Specialized Integration / Installation Technician / Install Technician II
☐	☐	☐	☐	Non-Specialized Integration / Installation Technician / Install Technician I
☐	☐	☐	☐	Senior / Lead / Specialized Rental and Staging Technician
☐	☐	☐	☐	Non-specialized Rental and Staging Technician
☐	☐	☐	☐	Control Systems Programmer
☐	☐	☐	☐	Service Technician / Field Technician
☐	☐	☐	☐	CAD Technician / Draftsman
☐	☐	☐	☐	VP / COO / Managing Director
☐	☐	☐	☐	Director of Sales, Account Manager, Sales Rep
☐	☐	☐	☐	Director of Business Development / Business Development Manager
☐	☐	☐	☐	Sales Manager / Sales Coordinator / Sales Estimator
☐	☐	☐	☐	Operations Manager / Product Manager / Rental Manager
☐	☐	☐	☐	Branch Manager / Area Manager / Regional Manager

1c. In your company's hiring decisions for each of these positions, is the Certified Technical Specialist-Design (CTS-D) credential required, preferred, or not a factor? *please select one response in each row*

CTS-D is required	CTS-D is preferred but not required	CTS-D is not a factor	company does not hire this position	
☐	☐	☐	☐	Design Engineer / Systems Engineer / Designer
☐	☐	☐	☐	Audio Visual Field Engineer
☐	☐	☐	☐	Senior / Lead / Specialized Integration / Installation / Network Technician / Install Technician III
☐	☐	☐	☐	Specialized Integration / Installation Technician / Install Technician II
☐	☐	☐	☐	Non-Specialized Integration / Installation Technician / Install Technician I
☐	☐	☐	☐	Senior / Lead / Specialized Rental and Staging Technician
☐	☐	☐	☐	Non-specialized Rental and Staging Technician
☐	☐	☐	☐	Control Systems Programmer
☐	☐	☐	☐	Service Technician / Field Technician
☐	☐	☐	☐	CAD Technician / Draftsman
☐	☐	☐	☐	VP / COO / Managing Director
☐	☐	☐	☐	Director of Sales, Account Manager, Sales Rep
☐	☐	☐	☐	Director of Business Development / Business Development Manager
☐	☐	☐	☐	Sales Manager / Sales Coordinator / Sales Estimator
☐	☐	☐	☐	Operations Manager / Product Manager / Rental Manager
☐	☐	☐	☐	Branch Manager / Area Manager / Regional Manager

- 2. What other credentials (if any) does your technical staff have or require of employees at your company or of contractors you work with?** (e.g., Cisco, MS Certified, CompTIA)

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- 3. 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: _____

4. 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)
#_xxx_ TOTAL

5a. 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%

5b. 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%

6a. 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%

6b. 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%

7. 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 Q8 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:* _____

8. 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

9. Which of these other benefits (if any) does your company offer to qualifying full-time employees?

please select one response for each

company offers, pays in full	company offers, pays in part	company offers, pays nothing	company does not offer	
☐	☐	☐	☐	health spending account (healthcare FSA)
☐	☐	☐	☐	health reimbursement account
☐	☐	☐	☐	dependent care account
☐	☐	☐	☐	qualified transportation program
☐	☐	☐	☐	other flexible spending account (FSA)
☐	☐	☐	☐	vision care
☐	☐	☐	☐	life insurance
☐	☐	☐	☐	long-term disability insurance
☐	☐	☐	☐	short-term disability insurance
☐	☐	☐	☐	long-term care
☐	☐	☐	☐	paid family leave (e.g., maternity leave)
☐	☐	☐	☐	reimbursement for professional fees (memberships, exams, etc.)
☐	☐	☐	☐	paid time off for professional exams
☐	☐	☐	☐	college/university tuition reimbursement
☐	☐	☐	☐	fitness club discount
☐	☐	☐	☐	wellness programs with incentives for participation
☐	☐	☐	☐	other: _____

10. As a percentage of your company's full-time payroll (all locations), approximately what is the cost of the benefits package offered to full-time employees?

Include medical, dental, retirement, and other benefits listed above.

About This Location

Please answer these questions for this location only as of January 1, 2019.

***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

	male	female
Management (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.)	# _____	# _____
Sales/Business Development/Marketing (Director of Business Development/Business Development Manager; Director of Marketing/Marketing Manager, Account Executive, Rental Account Manager, Customer Service Representative, etc.)	# _____	# _____
Technical (Engineer, Project Manager, Designer, Install Technician, Rental Technician, Staging Technician, Programmer, Field Technician, CAD Tech/Draftsman, etc.)	# _____	# _____
Administrative (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.)	# _____	# _____

4. Approximately what were your company's total gross revenues (USD) for 2018 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

Compensation: 0000 Title

Please answer these questions for this location only as of January 1, 2019.

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

*2. On January 1, 2019, 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

*3. What was the **annual base salary** for this position at this location as of January 1, 2019?

IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE. Please answer in US dollars.

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.

US\$_____ per year

*4. How much **additional cash compensation** (other than base pay) was this position at this location awarded in the 12 months preceding January 1, 2019 (if any)?

IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE. Please answer in US dollars. If nothing, enter 0.

Exclude base salary, and the monetary value of benefits. Include overtime, draws, commissions, bonuses, incentive pay, profit sharing.

US\$_____ additional cash compensation (other than base pay)

Compensation: 0000 Title

Please answer these questions for this location only as of January 1, 2019.

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

*2. On January 1, 2019, 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, 2019?

IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE. Please answer in US dollars.

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.

US\$_____ per hour

*5. How much **additional cash compensation** (other than base pay) was this position awarded in the 12 months preceding January 1, 2019 (if any)?

IF REPORTING FOR MULTIPLE INCUMBENTS, FILL IN THE AVERAGE. Please answer in US dollars. If nothing, enter 0.

Exclude base salary, and the monetary value of benefits. Include overtime, draws, commissions, bonuses, incentive pay, profit sharing.

US\$_____ additional cash compensation (other than base pay)

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 AVIXA Compensation & Benefits Surveys?
