

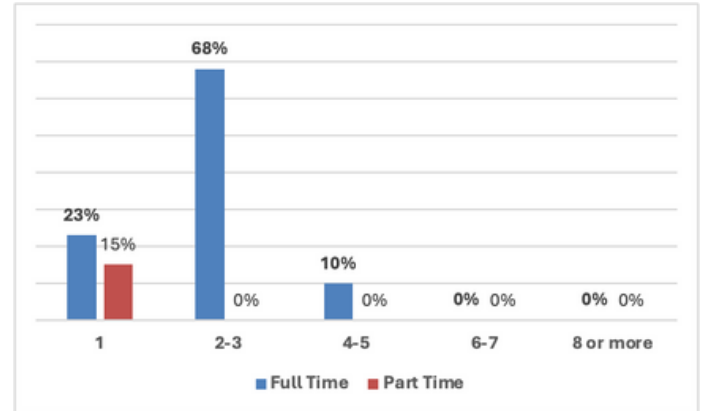
## Survey Data by Population 10,001 to 25,000



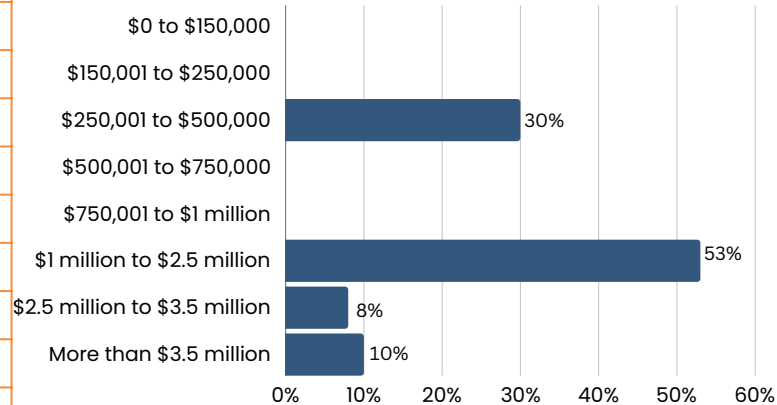
### Annual Base Salary by Position

| Annual Base Salary (Excluding Bonus) | CEO/Executive Director | VP/Deputy Director | Other Professional Staff | Administrative Staff |
|--------------------------------------|------------------------|--------------------|--------------------------|----------------------|
| Below \$30,000                       | 0%                     | 0%                 | 0%                       | 0%                   |
| \$30,001-\$39,999                    | 0%                     | 0%                 | 0%                       | 12%                  |
| \$40,000-\$49,999                    | 0%                     | 11%                | 0%                       | 38%                  |
| \$50,000-\$59,999                    | 0%                     | 0%                 | 37%                      | 38%                  |
| \$60,000-\$69,999                    | 0%                     | 0%                 | 42%                      | 12%                  |
| \$70,000-\$79,999                    | 0%                     | 34%                | 5%                       | 0%                   |
| \$80,000-\$89,999                    | 3%                     | 11%                | 11%                      | 0%                   |
| \$90,000-\$99,999                    | 18%                    | 11%                | 5%                       | 0%                   |
| \$100,000-\$109,999                  | 11%                    | 11%                | 0%                       | 0%                   |
| \$110,000-\$119,999                  | 8%                     | 0%                 | 0%                       | 0%                   |
| \$120,000-\$129,999                  | 8%                     | 0%                 | 0%                       | 0%                   |
| \$130,000-\$139,999                  | 14%                    | 22%                | 0%                       | 0%                   |
| \$140,000-\$149,999                  | 17%                    | 0%                 | 0%                       | 0%                   |
| \$150,000-\$159,999                  | 6%                     | 0%                 | 0%                       | 0%                   |
| \$160,000-\$169,999                  | 6%                     | 0%                 | 0%                       | 0%                   |
| \$170,000-\$199,999                  | 6%                     | 0%                 | 0%                       | 0%                   |
| \$200,000 or above                   | 3%                     | 0%                 | 0%                       | 0%                   |

### Number of Staff Positions



### Annual Operating Budget



### Annual Bonus Compensation

| Staff Position           | Below \$1,000 | \$1,000-2,999 | \$3,000-\$4,999 | \$5,000-\$9,999 | \$10,000 or more |
|--------------------------|---------------|---------------|-----------------|-----------------|------------------|
| CEO/Executive Director   | 27%           | 0%            | 0%              | 27%             | 46%              |
| VP/Deputy Director       | 34%           | 0%            | 33%             | 33%             | 0%               |
| Other Professional Staff | 34%           | 22%           | 22%             | 22%             | 0%               |
| Administrative Staff     | 34%           | 67%           | 0%              | 0%              | 0%               |

### Retirement Plan Match

| Percentage of Match | Defined Benefit (Pension) | Defined Contribution Plan (401k/403b) | Keogh/IRA | Simplified Employee Pension (SEP) | City/Government Plan (TMRs) |
|---------------------|---------------------------|---------------------------------------|-----------|-----------------------------------|-----------------------------|
| No match            | 0%                        | 40%                                   | 0%        | 0%                                | 0%                          |
| 1-4%                | 0%                        | 20%                                   | 0%        | 0%                                | 10%                         |
| 5-7%                | 25%                       | 0%                                    | 0%        | 0%                                | 45%                         |
| 8-10%               | 25%                       | 0%                                    | 0%        | 0%                                | 0%                          |
| 11-15%              | 25%                       | 40%                                   | 0%        | 0%                                | 39%                         |
| 16-20%              | 25%                       | 0%                                    | 0%        | 0%                                | 6%                          |