***2022 Compensation Trends & Employee Benefits Survey***

***Contact Laura Roth at*** [***surveys@blanchardc.com***](mailto:surveys@blanchardc.com) ***or 612-850-0153 for details***

***Surveys highlights:***

* *140 participants in the 2020 Compensation Trends & Employee Benefits Survey.*
* *Covers recent trends in various compensation programs such as: annual incentive plan design and payouts, equity/long-term incentive programs, executive benefits (including employment/change-in-control agreements), deferred compensation plans/supplemental executive retirement plans, and perquisites.*
* *Includes information on employee benefits surrounding 401K plans, tuition reimbursements, medical coverage, and more.*
* *Pricing for the 2022 Compensation Trends & Employee Benefits Survey Results*
  + *OBA Member & Participant: $150*
  + *OBA Member & Non-Participant: $300*
  + *OBA Member & Non-Bank/Non-Participant: $600*

***Surveys Available for Purchase:***

* ***2021 Salary and Cash Compensation Survey***
  + *207 Bank Participants*
  + *Includes approximately 20 executive and 150 middle management/staff level positions*
* ***2021 Director Compensation Survey***
  + *112 Bank Participants*
  + *Customized Board Compensation Analysis (available for purchase as a supplement)*

***Coming This Spring/early summer:***

***\*\*\*2022 salary and cash compensation survey\*\*\****

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