

## 2024 SURVEY OVERVIEW

### COMPENSATION TRENDS & EMPLOYEE BENEFITS SURVEY

**LAUNCH** JAN 17, 2024

**CLOSE** FEB 23, 2024

This survey covers recent trends in various compensation programs such as: annual incentive plan design and payouts, equity/mid-term incentive programs, executive benefits, employment/change-in-control agreements, deferred compensation plans/supplemental executive retirement plans, perquisites and employee benefits surrounding 401K plans, medical coverage, and more. This survey will provide valuable market data on a wide variety of compensation-related topics. This survey is completed in SurveyMonkey.

### SALARY & CASH COMPENSATION SURVEY

**LAUNCH** LATE SPRING/EARLY SUMMER

**CLOSE** MID SUMMER

This survey contains salary and cash compensation (salary + annual cash incentive/bonus + commissions) data for approximately 20 executive positions and approximately 150 middle management and staff level positions. The positions are categorized into 15 job families: Compliance, Executive, Finance, Human Resources, Insurance, IT, Lending (General, Commercial, Consumer, Mortgage), Marketing, Operations, Retail, Trust, and Wealth Management. This survey has gathered data from over 200 community/regional banks in recent years and the survey is completed in Excel.

### 2024 SURVEY PRICING

In 2024, we are introducing a subscription option for our surveys. You can pre-pay and purchase both of our 2024 surveys at one time. This offers a streamlined approach for your convenience and helps with budgeting survey costs for the year.

|   | OBA Member Participant | OBA Member Non-Participant |
|---|------------------------|----------------------------|
| <b>Subscription Option (Includes both surveys)**</b>      | \$550                  | \$1,000                    |
| <b>Compensation Trends &amp; Employee Benefits Survey</b> | \$200                  | \$350                      |
| <b>Salary &amp; Cash Compensation Survey</b>              | \$350                  | \$650                      |

\*\*Please note if you choose the subscription option at the participant rate; however, are unable to participate in one or both surveys, no refunds will be issued. In such cases, the bank has the option to purchase the survey findings at the non-participant rate, and the difference in cost will be invoiced accordingly. Banks still have the option to purchase the surveys on an individual basis at the prices noted above.

### CONTACT

To pre-order your copy of the survey, express your interest in the subscription option, or if you have any questions regarding the surveys, please contact Elyse Hoffmann.

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