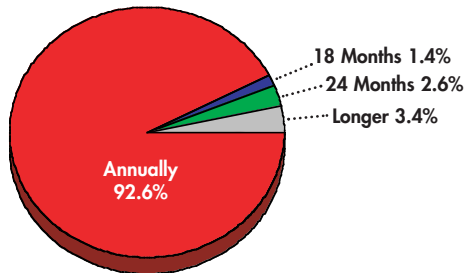


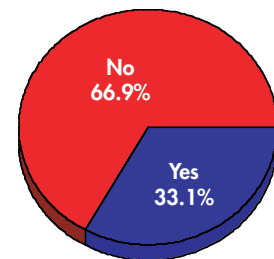
National AVERAGES

	OVERALL AVERAGE	AVERAGE SALARY BY BUDGET SIZE			
		\$500,000 - \$999,999	\$1M - \$9.9M	\$10M - \$49.9M	\$50M OR MORE
Chief Executive Officer	\$96,715	\$63,351	\$81,919	\$137,855	\$212,587
Chief Financial Officer	\$62,361	\$44,456	\$53,613	\$81,650	\$123,069
Program Director	\$56,862	\$41,427	\$49,809	\$74,028	\$112,211
Planned Gifts Officer	\$59,938	N/A	\$48,495	\$60,159	\$89,644
Development Director	\$59,220	\$41,089	\$51,061	\$69,804	\$123,614
Major Gifts Officer	\$60,945	N/A	\$44,942	\$69,856	\$73,337
Chief of Direct Marketing	\$52,758	\$39,500	\$44,482	\$69,170	\$74,573
Director of Volunteers	\$35,285	\$24,274	\$31,055	\$45,006	\$62,139

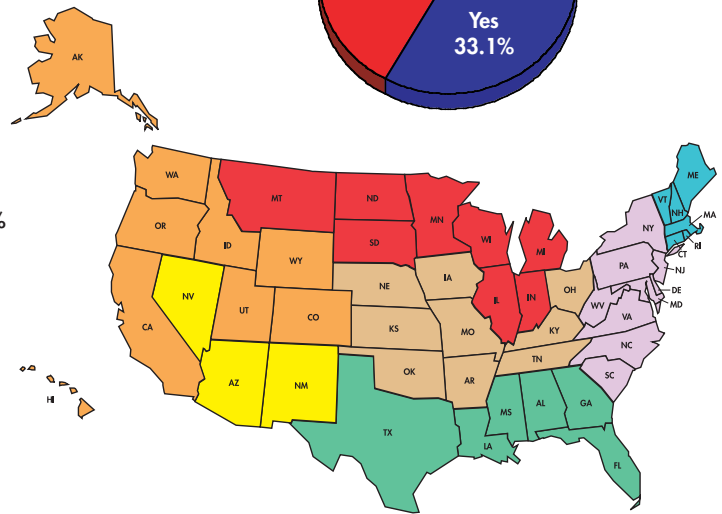
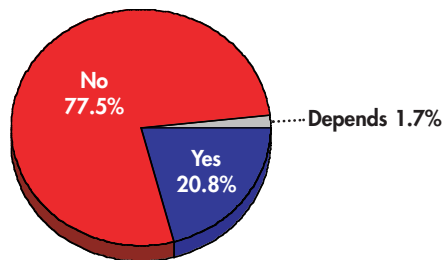
Frequency of Raises for Top Executives



Percentage of Top Executives Who Get Contracts



Percentage of Organizations That Give CEOs Performance Bonuses



Regional AVERAGES

	WEST	SOUTHWEST	NORTH CENTRAL	CENTRAL	SOUTH	MID-ATLANTIC	NEW ENGLAND
Chief Executive Officer	\$92,237	\$82,220	\$96,348	\$89,278	\$82,631	\$108,745	\$100,441
Chief Financial Officer	\$60,298	\$45,900	\$64,087	\$53,107	\$51,260	\$68,857	\$67,312
Program Director	\$54,625	\$48,413	\$56,874	\$51,135	\$51,326	\$62,118	\$61,045
Planned Gifts Officer	\$66,031	\$26,000	\$64,240	\$37,767	\$57,326	\$60,098	\$60,254
Development Director	\$56,167	\$37,960	\$58,484	\$55,787	\$55,940	\$66,338	\$67,202
Major Gifts Officer	\$57,870	N/A	\$67,312	\$49,629	\$47,966	\$65,548	\$59,534
Chief of Direct Marketing	\$52,896	\$62,000	\$59,933	\$49,780	\$42,362	\$53,546	\$60,939
Director of Volunteers	\$37,415	\$37,433	\$37,720	\$35,831	\$31,149	\$35,383	\$34,284