

Dear Colleagues,

Thank you, all, for taking the time to complete our **second annual CVNY Compensation Survey**, this year in collaboration with the New York Area Sustainability Group (NYASG). Like all CVNY resources and events, we aim with this survey to provide members with the tools we all need to advance our careers and the field as a whole. As discussed during this year's Professional Development Day, benchmarking data like this is one useful resource to have when negotiating on your own behalf.

The summary that follows is based on the anonymous information voluntarily shared through the survey. We've included an executive summary to provide you with more detailed, segmented information. We will continue conducting this annual compensation survey going forward. If you have any feedback related to this, or any other areas where benchmarking with CVNY colleagues would be useful to you, please do let us know. **You'll also find this summary, along with the 2017 summary, on the Resources section of our myCVNY site.**

We request that you do not share this information outside of CVNY membership.

EXECUTIVE SUMMARY

Based on 60 data points, the average base salary for members is **\$106,121.32**, with an average short-term incentive/bonus/variable compensation target of **\$17,439.40** based on 47 data points. *Note that not everyone responded to the question about short-term variable compensation.*

Snapshot: By Industry

- Average base salary and short-term incentive compensation for members across years of experience/titles within our various industry groups is as follows, based on a varying number of data points for each.
 - **Finance:** \$116,796.25 is the average current base salary; \$23,386.53 is the average short-term incentive/bonus/variable compensation target
 - **Media:** \$94,033.33 is the average current base salary; \$5,500.00 is the average short-term incentive/bonus/variable compensation target
 - **Marketing:** \$86,500.00 is the average current base salary; \$7,000.00 is the average short-term incentive/bonus/variable compensation target
 - **Professional Services:** \$106,987.29 is the average current base salary; \$10,597.83 is the average short-term incentive/bonus/variable compensation target
 - **Technology:** \$98,000.00 is the average current base salary; \$36,666.67 is the average short-term incentive/bonus/variable compensation target
 - **Retail:** \$85,166.67 is the average current base salary; \$8,216.67 is the average short-term incentive/bonus/variable compensation target
 - **Other** (*note: this includes a variety of additional fields, including government, insurance, sports, entertainment, etc.*): \$101,178.14 is the average current base

salary; \$13,333.33 is the average short-term incentive/bonus/variable compensation target

Snapshot: By Title

- Please note that this snapshot is not industry-specific or necessarily the same across companies when it comes to specific job responsibilities, levels above and below the role, and the way roles are structured within a given departmental hierarchy. Average base salary and short-term incentive/bonus/variable compensation for members by job titles are as follows, based on varying number of data points for each. We have omitted this information to protect respondents' identities. However, the majority of the responses we received were for both the Manager and Director levels.
 - **Coordinator/Administrator:** \$60,133.33 is the average current base salary; *we did not receive responses for average bonus in this category*
 - **Associate/Analyst:** \$66,916.67 is the average current base salary; \$5,883.33 is the average short-term incentive/bonus/variable compensation target
 - **Senior Associate/Senior Analyst:** \$78,733.00 is the average current base salary; \$7,078.01 is the average short-term incentive/bonus/variable compensation target
 - **Manager:** \$91,936.85 is the average current base salary; \$13,818.27 is the average short-term incentive/bonus/variable compensation target
 - **Assistant Vice President/Senior Manager:** \$117,937.00 is the average current base salary; \$17,100.00 is the average short-term incentive/bonus/variable compensation target
 - **Vice President:** \$128,800.00 is the average current base salary; \$14,694.20 is the average short-term incentive/bonus/variable compensation target
 - **Director:** \$152,900.00 is the average current base salary; \$29,500.00 is the average short-term incentive/bonus/variable compensation target
 - **Managing Director/Senior Vice President:** \$237,500.00 is the average current base salary; \$75,000.00 is the average short-term incentive/bonus/variable compensation target

Snapshot: By Experience

- Given the nontraditional routes that many professionals in this field take, it's important to consider both the total years of experience within and beyond the field. This snapshot includes average base salary and short-term incentive compensation targets for members by years of experience both within and beyond the field, based on varying numbers of data points for each. Note that this snapshot varies most widely across the various years of experience, due to the mix in terms of seniority levels included within each range.
- **Total years of full-time professional experience (including CR/Citizenship/Sustainability/ESG Reporting, etc.):**

- **0-2 years:** \$69,500.00 is the average current base salary; \$6,500.00 is the average short-term incentive/bonus/variable compensation target
- **3-4 years:** \$65,000.00 is the average current base salary; \$8,475.00 is the average short-term incentive/bonus/variable compensation target
- **5-7 years:** \$80,516.75 is the average current base salary; \$9,208.33 is the average short-term incentive/bonus/variable compensation target
- **8-10 years:** \$103,659.00 is the average current base salary; \$20,138.19 is the average short-term incentive/bonus/variable compensation target
- **11-12 years:** \$136,473.13 is the average current base salary; \$32,528.57 is the average short-term incentive/bonus/variable compensation target
- **13-15 years:** \$146,833.33 is the average current base salary; \$20,833.33 is the average short-term incentive/bonus/variable compensation target
- **16-20 years:** \$122,833.33 is the average current base salary; \$19,367.75 is the average short-term incentive/bonus/variable compensation target
- **21+ years:** \$152,000.00 is the average current base salary; \$14,000.00 is the average short-term incentive/bonus/variable compensation target
- **By years specifically as it relates to experience in CR/Citizenship/Sustainability/ESG Reporting, etc.:**
 - **0-2 years:** \$82,181.82 is the average current base salary; \$12,240.00 is the average short-term incentive/bonus/variable compensation target
 - **3-4 years:** \$97,097.71 is the average current base salary; \$11,670.00 is the average short-term incentive/bonus/variable compensation target
 - **5-7 years:** \$113,048.83 is the average current base salary; \$23,465.72 is the average short-term incentive/bonus/variable compensation target
 - **8-10 years:** \$113,448.00 is the average current base salary; \$22,067.29 is the average short-term incentive/bonus/variable compensation target
 - **11-12 years:** \$128,500.00 is the average current base salary; \$20,250.00 is the average short-term incentive/bonus/variable compensation target
 - **13-15 years:** \$133,500.00 is the average current base salary; \$11,333.33 is the average short-term incentive/bonus/variable compensation target
 - **16-20 years:** *Withheld because we did not receive any responses in this category.*
 - **21+ years:** *Withheld because we did not receive any responses in this category.*

Snapshot: By Staff

- In a field where teams are strapped for resources and headcount, small or single-person departments are not uncommon.
- For those members that **do** manage staff, the **average number of staff members managed is 2.25**. For those that do manage staff, the average base salary is \$129,684.95; the average short-term incentive compensation target is \$26,739.65.
- For those members that **do not** manage staff, the average base salary is \$92,479.21; the average short-term incentive compensation target is \$12,339.26.