

Dear Colleagues,

Thank you for taking the time to complete our third annual CVNY Compensation Survey. As with all other CVNY resources and events, our goal is to provide members with the tools we need to advance our careers and the field as a whole. We hope you will find this snapshot useful when negotiating on your own behalf.

Again this year, we invited the New York Area Sustainability Group (NYASG) to participate in this survey by posting it on their LinkedIn page.

The summary that follows is based on the anonymous information voluntarily submitted through the survey. We've included an executive summary to provide you with more detailed, segmented information. If you have any suggestions for future surveys or would like to suggest areas where CVNY can help benchmarking, please let us know.

Past year survey summaries can be found on the Resources section of CVNY's website.

Please do not share this information outside of CVNY membership.

EXECUTIVE SUMMARY

Based on 40 data points, the average base salary for members is **\$107,210**, with an average short-term incentive/bonus/variable compensation target of **\$13,763** based on 35 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 (bonus and/or variable), compensation for members across years of experience/titles within various industries are as follows, based on a varying number of data points for each. *There weren't enough responses for certain industries so for transparency the number in parenthesis indicates number of response received.*

Finance/Insurance (21): \$107,486 is the average base salary; \$16,743 is the average short-term incentive.

Media (3): \$82,333 is the average base salary; \$5,333 is the average short-term incentive.

Marketing (1): \$99,000 is the average base salary; \$2,000 is the average short-term incentive.

Professional Services (5): \$95,540 is the average current base salary; \$7,980 is the average short-term incentive.

Technology (1): \$94,000 is the average base salary; \$10,000 is the average short-term incentive.

Retail (6): \$116,333 is the average current base salary; \$17,250 is the average short-term incentive.

Other (3): \$138,500 is the average base; \$9,167 is the average short-term incentive (*this includes the following industries: pharmaceuticals, sports and entertainment*).

Snapshot: By Title

Please note that snapshot are 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 departmental hierarchy. Average base salary and short-term incentive (bonus and/or variable) compensation for members by job titles are as follows, based on varying number of data points for each. The majority of the responses received were for Manager level. *There weren't enough responses for certain roles so for transparency the number in parenthesis indicates number of response received.*

Specialist/Coordinator/Administrator (3): \$73,300 is the average base salary; \$2,833 is the average short-term incentive.

Associate/Analyst (5): \$63,800 is the average base salary; \$700 is the average short-term incentive.

Senior Associate/Senior Analyst (4): \$81,000 is the average base salary; \$8300 is the average short-

term incentive.

Manager (12): \$100,408 is the average base salary; \$12,067 is the average short-term incentive.

Assistant Vice President/Senior Manager (5): \$129,300 is the average base salary; \$17,400 is the average short-term incentive.

Vice President (8): \$144,513 is the average base salary; \$24,563 is the average short-term incentive.

Director (3): \$139,333 is the average base salary; \$25,667 is the average short-term incentive.

Snapshot: By Experience

Given the multiple career trajectories 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 range 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 CSR/citizenship/sustainability experience):

0-2 years: \$58,000 is the average base salary; \$1,000 is the average short-term incentive.

3-4 years: \$76,600 is the average base salary; \$3,625 is the average short-term incentive.

5-7 years: \$83,429 is the average base salary; \$11,800 is the average short-term incentive.

8-10 years: \$106,367 is the average base salary; \$14,250 is the average short-term incentive.

11-12 years: \$104,171 is the average base salary; \$12,200 is the average short-term incentive.

13-15 years: \$121,500 is the average base salary; \$17,800 is the average short-term incentive.

16-20 years: \$134,020 is the average base salary; \$16,500 is the average short-term incentive.

21+ years: \$159,250 is the average current base salary; \$27,250 is the average short-term incentive.

Total years of CSR/citizenship/sustainability professional experience:

0-2 years: \$82,875 is the average base salary; \$4,375 is the average short-term incentive.

3-4 years: \$92,390 is the average base salary; \$13,860 is the average short-term incentive.

5-7 years: \$116,490 is the average base salary; \$16,670 is the average short-term incentive.

8-10 years: \$123,800 is the average base salary; \$19,600 is the average short-term incentive.

11-12 years (2): \$91,800 is the average base salary; \$10,600 is the average short-term incentive.

13-15 years: \$145,667 is the average base salary; \$16,333 is the average short-term incentive.

16-20 years: 148,500 is the average base salary; \$21,000 is the average short-term incentive.

Snapshot: By Staff

In a field where teams are strapped for resources and headcount, lean teams are not uncommon. 25% of respondents indicated that they manage staff versus 75% who do not. The highest number of direct reports is 5.

- For those members that **do** manage staff, the **average number of staff members managed is 2.1**
- For those that **do** manage staff, the average base salary is \$123,550; the average short-term incentive is \$17,200.
- For those members that **do not** manage staff, the average base salary is \$101,763; the average short-term incentive is \$12,617.
- In relation to the CEO, the average levels are above responded was 3.7