

## NATIONAL ASSOCIATIONS - BUSINESS and HUMAN RESOURCES

**BUSINESS** (includes international trade, chambers of commerce, and service businesses **not** included in other categories)

**HUMAN RESOURCES** (includes employment/job related, vocational training/guidance, and compensation)

Revenue Ranges	Number	Median Revenue	Base Salary			Total Compensation		
			Average	Median	Middle Range (25th to 75th Percentile)	Average	Median	Middle Range (25th to 75th Percentile)
\$450,000 or Less	12	\$312,000	\$85,681	\$75,112	\$53,541 - \$113,585	\$90,295	\$77,612	\$56,396 - \$115,707
\$450,001 to \$800,000	18	\$663,000	\$135,418	\$111,362	\$89,642 - \$189,322	\$140,836	\$117,069	\$92,162 - \$189,322
\$800,001 to \$1.2 Million	20	\$948,000	\$173,696	\$160,508	\$110,405 - \$214,912	\$186,999	\$166,189	\$117,392 - \$229,553
\$1,200,001 to \$1.7 Million	11	\$1,301,000	\$206,773	\$198,610	\$172,418 - \$245,690	\$244,016	\$209,627	\$191,715 - \$256,220
\$1,700,001 to \$2.5 Million	13	\$2,100,000	\$234,691	\$226,565	\$167,740 - \$288,225	\$259,268	\$269,131	\$191,652 - \$303,975
\$2,500,001 to \$3.8 Million	20	\$3,155,000	\$297,246	\$274,074	\$214,018 - \$359,428	\$360,861	\$303,778	\$253,375 - \$427,474
\$3,800,001 to \$6 Million	15	\$5,132,000	\$252,696	\$250,000	\$171,572 - \$316,530	\$271,536	\$270,000	\$174,669 - \$343,691
\$6,000,001 to \$10 Million	8	\$7,856,000	\$342,227	\$299,755	\$230,822 - \$345,016	\$378,076	\$312,973	\$244,058 - \$403,592
\$10,000,001 to \$25 Million	10	\$16,437,000	\$427,593	\$341,555	\$243,332 - \$448,706	\$494,437	\$366,117	\$270,000 - \$467,906
Over \$25 Million	10	\$75,668,000	\$955,375	\$700,682	\$500,000 - \$1,267,796	\$1,162,501	\$894,084	\$549,579 - \$1,570,876
<b>Total</b>	<b>137</b>	<b>\$2,240,000</b>	<b>\$281,518</b>	<b>\$218,903</b>	<b>\$141,666 - \$319,853</b>	<b>\$323,339</b>	<b>\$231,478</b>	<b>\$148,072 - \$352,853</b>

Total compensation includes base salary, salary from association's subsidiaries/foundations (if chief staff executive is involved in their management), bonuses, commissions, cash value of perquisites if the amount is reportable to the IRS, and deferred compensation. Table includes trade and individual membership associations.

The average tenure of the survey participants is 10 years, and it is assumed that the IRS sample is similar.

To insure a more even overall distribution of associations within each revenue category, the groupings may be changed slightly from year to year.