

EMPLOYEE COMPENSATION AND BENEFITS SURVEY

As the title of this brief survey suggests, it is designed to find out how you feel about your compensation and benefits. Please complete the survey by entering your answers on this form and [email] it back to me.

Name: _____ Date: _____

Rank your answers with 1 being the most important to you.

1. Which *direct compensation model* is the most important to you? Direct compensation does not include benefits.

Compensation Format	Rank 1-5
Salary – Fixed amount	
Salary – Base plus commissions or ability to earn extra money based on performance	
Commissions	
Total compensation	
Other – Describe:	

2. Which *total compensation model* is the most important to you? Total compensation includes benefits.

Compensation Format	Rank 1-4
Current balance of direct compensation and benefits is fine	
More direct compensation with lower benefits	
Less direct compensation with higher benefits	
More direct compensation and higher benefits. If you chose this one, explain below in #6 what you would to increase our revenues to make it happen	

3. Please rank our current benefits.

Benefits	Rank 1-4
Health Insurance	
Short-Term Disability	
Long-Term Disability	
Group Life Insurance	
Question does not apply to me	N/A

4. Rank the benefits we don't have that you would be interested in.

Benefits I would be interested in	Rank 1-4
Dental	
Vision	
401(k)	
Other – Describe:	
Question does not apply to me	N/A

5. For those that work at home, how do you rank the benefit?

Working from home	Rank 1-3
I can't imagine not working at home.	
Working at home gives me great flexibility and saves me lots of money	
I would rather work in the office, if available	
Question does not apply to me	N/A

6. Please share any additional comments or suggestions:

Thank you for taking the time to complete this survey. We will use it to deliver compensation and benefits in a way that is important to you. Of course, affordability is an issue. Your input will allow us to prioritize changing or adding benefits as we move forward.