



Saratoga, a service offering of  
PricewaterhouseCoopers  
Human Resource Services



# CTHRA's 2008 Human Capital Metrics Survey

The most successful organizations manage their human capital as a strategic asset by aligning the workforce with business objectives and using measurement to drive decisions, monitor performance, and improve results. That's why for a third year in a row, the members of the Cable and Telecommunications Human Resources Association are teaming up with Saratoga to conduct a Human Capital Metrics survey exclusively designed for CTHRA Members.

Many companies in the Cable and Telecommunications industry have sought to gather information on the performance of its human capital and its HR function, but have not been able to rigorously collect, measure and benchmark such data. With the expertise and standards set by Saratoga, the world's largest database of human capital metrics and benchmarks, the process has been simplified.

We are very excited to kick off the Third Annual CTHRA Human Capital Metrics Survey. Participation in this exclusive industry specific survey will allow companies to:

- Better understand internal human resource issues
- Develop a comprehensive perspective on human capital asset management
- Improve the management of human resources expenditures
- Establish consistent reporting on human capital metrics

- Benchmark against other organizations in our industry
- Network with a peer group to share knowledge and best practices
- Strategically direct HR planning efforts

Organizations that participate in the benchmarking consortium will benefit from:

- Current trends in the industry
- Individual company metric results compared to Cable and Telecommunications industry benchmarks
- Operator/Programmer cuts of data
- An executive summary of overall CTHRA industry results

A sample of the metrics that will be collected include;

- Human Capital ROI
- Manager Ratio
- HR Headcount Ratio
- Voluntary Separation Rate
- Income Per Employee
- Time to Fill
- Compensation Revenue Percent
- And many more

A few other important details as you consider participation

- Cost for the survey is \$3,000 per company
- Approximately 25 metrics will be collected for the survey
- Data will be collected via Saratoga’s online measurement tool—data entry is simple!
- Saratoga will conduct several conference calls to assist organizations with the data collection process

To register please complete the attached registration form and fax back to Pamela Healy at (813.393.2491). Please contact Shebani Patel at 408.817.7445, shebani.patel@saratoga.pwc.com or Pamela Healy at 646.471.8518, pamela.e.healy@us.pwc.com for more information on the benefits of joining CTHRA’s Human Capital Metrics Survey.

Timeline for the CTHRA’s Human Capital Metrics Survey

Activity	Date
Data Collection Begins	April 2008
Data Collection Process Closes	Late June 2008
Data Analysis/Results Prepared	August 2008
Results Released to Participants	September 2008
CTHRA Symposium	October 2008



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# 2008 CTHRA Human Capital Metrics Survey

## Participant Registration

**Company Name:**

**Contact:**

**Title:**

**Phone Number:**

**Fax Number:**

**Address:**

**City:**

**State:**

**Zip:**

**Email:**

**Check One:**

**Operator:**

**Programmer:**

### Participation Includes:

- Individualized company data results and benchmarks
- Operator/Programmer data results and benchmarks
- Overall industry executive summary

Participation Option—Please check one

One Year of Participation (2007 Submission/2008 Report)	\$3,000	<input type="checkbox"/>
Two Years of Participation (2007 & 2008 Submission/2008 & 2009 Report)	\$6,000	<input type="checkbox"/>

**Attention:**

**Pamela Healy, PwC Saratoga**

**Direct Fax: (813) 393-2491**

**Please respond by: April 1, 2008**