



NEWS RELEASE

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CTHRA Seeks Participants for Trio of 2012 Employer Surveys

Naperville, Ill., January 26, 2012 — The Cable and Telecommunications Human Resources Association (CTHRA) announced three industry-specific survey initiatives for 2012: Compensation, Human Capital Metrics and Employee Benefits Surveys. While cross-industry data is widely available in all three areas, CTHRA is the only provider of benchmarks specific to the cable telecommunications industry.

“CTHRA’s annual surveys deliver information that is critical for strategic decision-making at the executive level,” said Pamela Williams, CAE, CTHRA’s executive director. “By participating in CTHRA’s surveys, HR professionals arm themselves with the benchmarks and statistics they need to play a significant role in the success of their companies.”

CTHRA’s Employee Benefits Survey is being conducted by Willis, one of the world’s largest brokerage firms. This survey’s scope includes total and net medical cost per employee and covered employee, costs as a percentage of salary, contribution levels, Relative Benefit Values (RBV), plan features such as co-pay levels, deductibles, and co-insurance for each major medical offering. In addition, the survey will also query participants about life insurance, disability insurance, dental insurance, and retirement plans. Data collection began January 9 and ends February 17, so interested companies need to enroll to participate now. CTHRA will release the results by April 30 to allow employers to reference the findings during their budgeting process.

Data for CTHRA’s 2012 **Human Capital Metrics Survey** will be collected and analyzed by Pearl Meyer & Partners. This survey will establish industry-specific benchmarks for more than 25 metrics that quantify how industry companies leverage human capital including productivity, Human Capital ROI (the pre-tax profit return per dollar invested in labor costs which includes cash compensation and benefits), median HR expenditure per employee, employee turnover, training cost expenditures and more. Data collection is currently underway and must be submitted by March 9. Results will be released May 15.

CTHRA’s Annual Compensation Surveys, conducted by The Croner Company, are a go-to source for salary and incentive benchmarks, trend identification, and historical analysis. Last year, all of the top 25 national cable networks, five (5) national broadcast networks, and the majority of the largest MSOs participated in the surveys which encompassed data for 154,000 incumbents including both exempt and nonexempt positions ranging from technicians to top executives. Data will be collected in March and April, with the findings released to participants this fall.

In each case, all data collected is held in strict confidence. Survey respondents see only their own corporate results and aggregate data for their own sector (programmer or operator). For more information or to register to participate in any of the surveys, please visit www.cthra.com.

About CTHRA

The Cable and Telecommunications Human Resources Association (CTHRA) is the premier human capital resource for the industry and a growing nonprofit organization with more than 1,600 members spanning 80 companies. CTHRA provides industry-specific benchmarks, information and resources, as well as networking and educational opportunities. Its groundbreaking initiatives include compensation, employee benefits, and human capital metrics surveys, an Annual HR Symposium, roundtables and webinars. For more information, visit www.cthra.com.

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