



NEWS RELEASE

FOR IMMEDIATE RELEASE

What's in Store for Employee Compensation in 2013? Open Enrollment and Planning Meetings for CTHRA's Annual Surveys Announced

NAPERVILLE, ILL., November 8, 2012— How is the global economy, technological developments and November election results going to impact the paychecks of industry employees? What new jobs have emerged that didn't exist 12 months ago? The Cable and Telecommunications Human Resources Association's (CTHRA) is preparing to find out the answers to these questions and more with its 2013 Annual Compensation Surveys. CTHRA is currently enrolling participants for the survey's next installment and has established dates for participants to collaborate on changes that will be made to the 2013 survey questions.

There are three key elements that make CTHRA's Compensation Surveys so valuable to cable and telecommunications employers. First, CTHRA is the only source for industry-specific, in-depth compensation data and historical analysis. While there are several sources for general compensation trends and pay practices, CTHRA's surveys focuses specifically on cable programmers and operators and encompasses data for more than 150,000 incumbents ranging from technicians to top executives.

Second, the majority of the industry's employers participate in CTHRA's Compensation Surveys including all of the top 25 national cable networks, five national broadcast networks, and the majority of the largest MSOs. This level of participation makes the data incredibly rich and relevant.

The third distinct advantage of CTHRA's Compensation Surveys is that they are organic and responsive to changes in the marketplace. Each year survey participants gather to identify job positions that need to be added to the surveys and others that can be eliminated. **On December 4 and 5 in New York City**, Hali Croner, president and CEO of The Croner Company, will meet with survey participants to collect their input for the 2013 surveys. The Croner Company is a leading management consulting firm specializing in compensation plan design, compensation surveys and organizational design; the firm has conducted CTHRA's Annual Compensation Surveys since 2002.

Employers interested in enrolling to participate in CTHRA's 2013 Compensation Surveys should contact The Croner Company's Laurie Krashanoff at 415.485.5521 or laurie@croner.biz. More information about CTHRA's Compensation Surveys is also available at <http://www.cthra.com/surveys>. Highlights from CTHRA's 2012 Compensation Surveys will be announced soon.

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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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