



## NEWS RELEASE

**FOR IMMEDIATE RELEASE**

### **What Does Year Ahead Hold for Employee Compensation?**

**Input Sought for CTHRA's 2015 Industry-Specific Compensation Surveys**

**NAPERVILLE, ILL., November 20, 2014**— How will competition for tech and digital media talent drive salaries in the coming year? Will industry employers continue to leverage large incentives to retain critical talent? What new jobs have emerged that didn't exist 12 months ago? The Cable and Telecommunications Human Resources Association (CTHRA) strives to reveal the answers to these questions and more with its 2015 Annual Compensation Surveys and qualified industry employers are invited to participate. But first, CTHRA is seeking input from the participants to ensure the survey reflects changes in the ever-dynamic marketplace.

Each year compensation specialists from across the industry gather to identify job categories and specific job titles that need to be added or eliminated from CTHRA's survey. They also fine-tune the scope of the survey by requesting nuances to the compensation queries. CTHRA's 2015 Compensation Survey Planning Meetings will be hosted in Denver at Charter Communications. Programmers will convene on Wednesday, December 3 and MSOs on Thursday, December 4. To RSVP or request more information about CTHRA's surveys and planning meetings, please contact [laurie@croner.biz](mailto:laurie@croner.biz).

For the 15<sup>th</sup> consecutive year, The Croner Company, a leading consulting firm specializing in compensation plan design, will facilitate the planning meetings and conduct CTHRA's 2015 surveys. To ensure confidentiality, the results from any given company cannot be seen, and only summary information pertaining to all participants is available. In addition, The Croner Company confirms in writing and orally that there is no discussion of actual pay levels at the planning meetings. This reporting approach complies with Federal Trade Commission (FTC) regulation and encourages participation without fear of exposing proprietary information to the public.

With the majority of industry employers submitting data, CTHRA's surveys help establish benchmarks and identify trends in pay practices including salaries, incentives and bonuses. In 2014, 63 industry employers participated, including all of the top 25 national cable networks, all five national broadcast networks and seven of the eight largest cable operators (including one satellite delivery company). This level of participation makes the data incredibly rich and relevant, encompassing data for more than 150,000 incumbents including both exempt and non-exempt positions ranging from technicians to top executives. Highlights from CTHRA's 2014 Compensation Surveys will be released in early December.

For more information about CTHRA's Annual Compensation Surveys, please visit <http://www.cthra.com/compensation-survey> or contact [Laurie Krashanoff](mailto:laurie@croner.biz) of The Croner Company at [laurie@croner.biz](mailto:laurie@croner.biz) or 415. 485.5521.

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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 3,000 members spanning 50 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](http://www.cthra.com).

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