



NEWS RELEASE

FOR IMMEDIATE RELEASE

CTHRA Seeks Input for 2016 Industry-Specific Compensation Surveys Survey Planning Meetings Set for NYC in Early December

NAPERVILLE, ILL., November 19, 2015—When it comes to establishing pay practices and compensation programs, it's critical to have accurate benchmarks. For nearly two decades, cable and telecommunications employers have relied on the industry-specific data provided by the Cable and Telecommunications Human Resources Association's (CTHRA) Annual Compensation Surveys. Each year, survey participants are invited to participate in a collaborative effort to shape the upcoming year's surveys.

CTHRA invites compensation specialists from across the industry to CTHRA's 2016 Compensation Survey Planning Meetings to identify job categories and specific job titles that need to be added or eliminated from the survey. Participants will also fine-tune the scope of the survey by requesting nuances to the compensation queries. Programmers will convene on Wednesday, December 2 and cable operators on Thursday, December 3 at HBO's offices in New York City. To RSVP or request more information about CTHRA's surveys and planning meetings, please contact laurie@croner.biz.

For the 15th consecutive year, The Croner Company, a leading consulting firm specializing in compensation plan design, will facilitate the planning meetings and conduct CTHRA's 2016 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 2015, 56 industry employers participated, including all of the top 25 national cable networks, all five national broadcast networks and eight of the nine largest cable operators (including two satellite delivery companies). This level of participation makes the data incredibly rich and relevant, encompassing data for more than 359 job titles including both exempt and non-exempt positions ranging from technicians to top executives. Highlights from CTHRA's 2015 Compensation Surveys will be released in December.

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

Media Contact: Melissa A. Hicks, Mosaic Marketing, 484.888.6766

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 and an Annual HR Symposium. For more information, visit www.cthra.com.

#