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CTHRA Invites Employers to Provide Input for 2019 Compensation Surveys

NAPERVILLE, ILL., November 26, 2018 — Competition for talent in the cable and entertainment industry has never been fiercer. With the national unemployment rate dropping to 3.7 percent, a near 50-year low, it is crucial that employers hone their compensation strategies to attract new workers and retain talent. Toward that end, CTHRA's Annual Compensation Surveys provide industry-specific benchmarks on salaries, incentives and bonuses that employers can use to determine if their pay practices are competitive. In 2018, 14 multiple system operators (MSOs) and 45 programmers participated in CTHRA's Compensation Surveys (see attached list).



To ensure these surveys deliver the benchmarks most critical in today's rapidly evolving labor market, CTHRA asks compensation specialists from across the industry to help shape the upcoming year's surveys. Planning participants identify job categories and titles to add to or remove from the survey, shape questions concerning amenities and highlight nuances regarding incentives. Companies that anticipate participating in CTHRA's 2019 Compensation Surveys are invited to attend one of the upcoming planning meetings.

The Croner Company, a leading consulting firm specializing in compensation plan design, will facilitate the meetings and conduct CTHRA's 2019 Compensation Surveys. Programmers and broadcasters will convene on Wednesday, December 5, 2018, and cable and satellite MSOs on Thursday, December 6, 2018, at Turner Headquarters in Atlanta. To register to attend or request more information about CTHRA's Compensation Surveys, please contact [Laurie Krashanoff](mailto:Laurie.Krashanoff@croner.biz) at laurie@croner.biz or 415.485.5521.

To ensure confidentiality, the survey results from any given company cannot be seen, and only summary information pertaining to all survey 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.

ABOUT CTHRA

CTHRA is the industry's human resources association and a growing nonprofit organization with more than 4,300 members spanning 50 companies. CTHRA provides industry-specific benchmarks, information and resources, as well as networking and educational opportunities. Its groundbreaking initiatives include its Compensation Surveys, Annual HR Symposium and Executive HR Forum. For more information, visit www.CTHRA.com.

2018 CTHRA MSO Compensation Survey Participants

ADT
Altice USA Inc.
Armstrong
AT&T
Cable One Inc.
Charter Communications Inc.
Comcast Cable Communications Inc.
Cox Communications Inc.
Google LLC
Mediacom Communications Corporation
RCN Telecom Services LLC
TDS Broadband Service LLC
Verizon Communications Inc.
WOW! Internet, Cable & Phone

2018 CTHRA Programmers and Broadcast Networks Compensation Survey Participants

Altice USA Inc.
Amazon.com Services Inc.
AMC Networks Inc.
AT&T
BBC Studios Americas Inc.
Blizzard Entertainment Inc.
CBS Corporation — CBS Television
CBS Corporation — Showtime Networks Inc.
Charter Communications Inc.
Crown Media Holdings Inc.
Discovery Communications Inc.
Disney ABC Television Group — Disney ABC Television
Disney ABC Television Group —
Disney ABC Cable Networks Group

ESPN Inc.
Fanduel Group (formerly Betfair)
Fox Networks Group Inc. — Fox
Broadcasting Company
Fox Networks Group Inc. — Fox Cable
Networks Group
Fox News Network LLC
Fuse Media
Game Show Network LLC
Home Box Office Inc.
Howard Hughes Medical Institute
Hulu LLC
INSP LLC
ION Media Networks Inc.
Jet Propulsion Laboratory
Madison Square Garden
MLB Network LLC
National Basketball Association
National Football League
NBCUniversal
NBCUniversal — NBCUniversal Cable
Networks, Comcast Programming
Public Broadcasting Service
QVC Inc.
Red Bull Media House North America Inc.
Sony Pictures Entertainment
Starz Entertainment LLC
The E.W. Scripps Company
Turner
Univision Communications Inc.
VEVO LLC
Viacom Media Networks
Warner Bros. Entertainment Inc. — The CW
Television Network
Warner Bros. Entertainment Inc. — WBTV
World Wrestling Entertainment Inc.

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