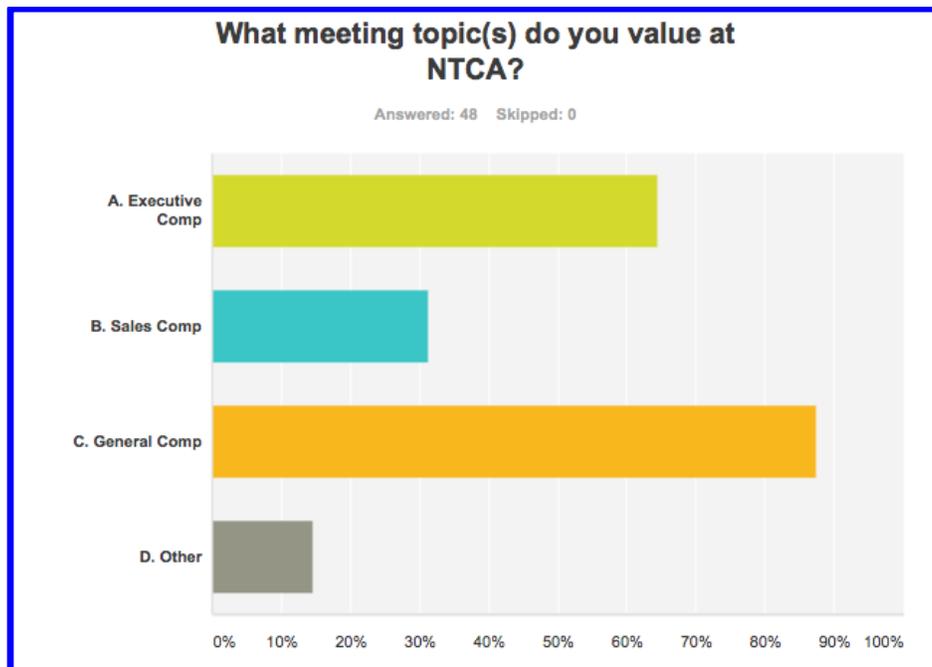




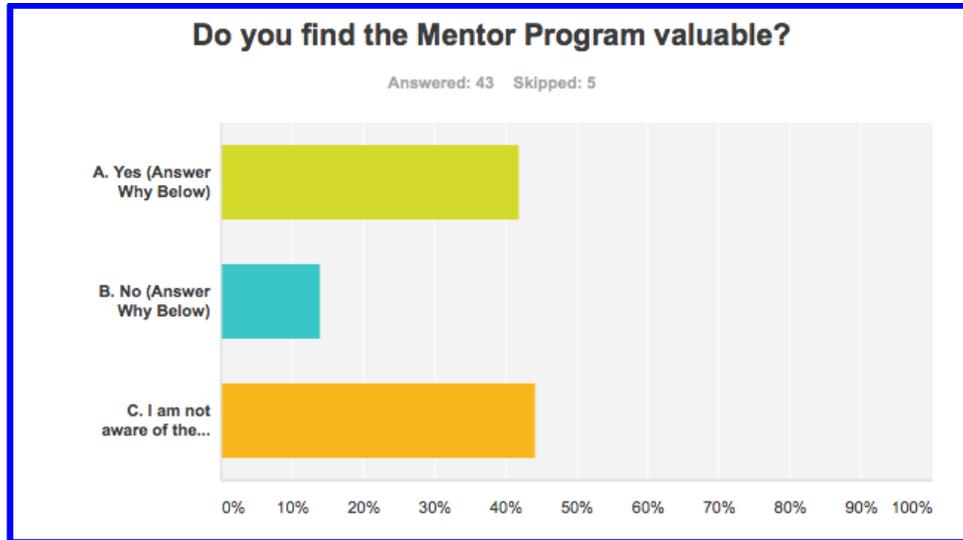
April 2014

Thanks to everyone who participated in NTCA's 2013 end-of-year membership survey. We have summarized the results below and also provided a summary of misc. comments that were provided in the various responses.



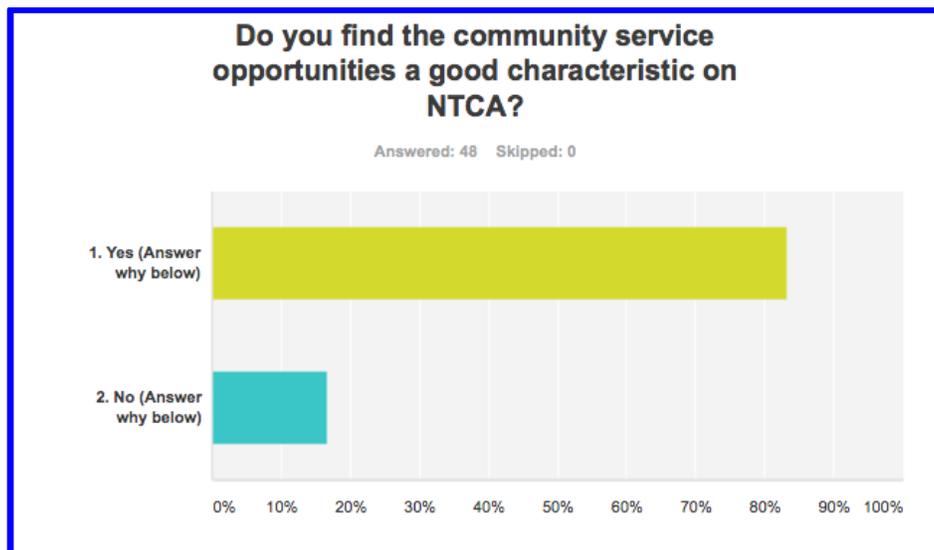
Misc. comments included...

- Current trends in comp and benefits
- Regulatory Updates
- Leadership
- Performance Management, aligning pay to performance
- International Comp
- Recognition
- Equity Comp



Misc. comments included...

- Yes I do, however a larger population of upper level management to be mentors would help the program
- Too Senior
- I am aware, but don't know how it works
- I didn't participate, but think it's a good idea
- I currently participate and find it very rewarding
- It is a food way to bring new professionals in the field
- Relationship building, sharing of knowledge, etc.
- Good Way to hear what other companies are doing





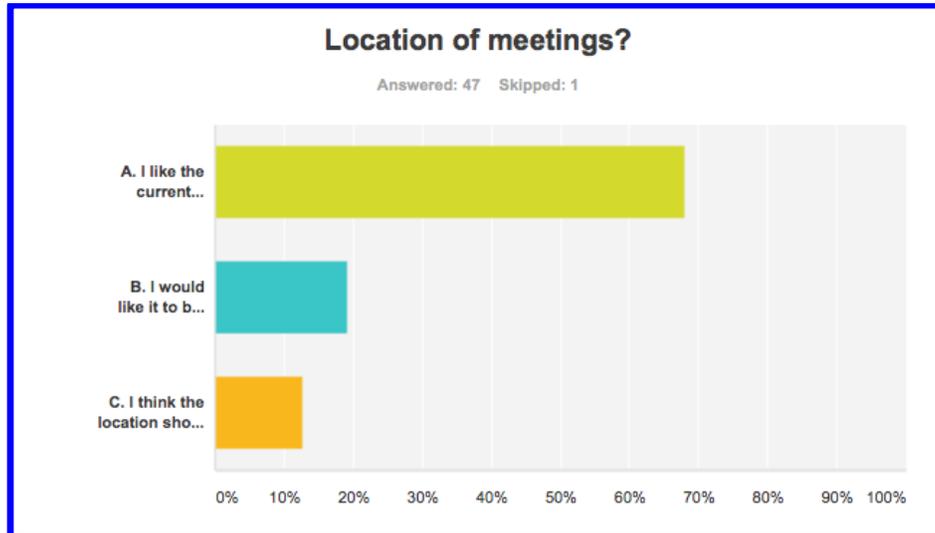
Misc. comments included...

- Not interested in this particular charity as most companies have volunteer activities
- Too many personal opportunities through church
- Community service helps create bonds within the organization from shared experiences.
- It's always good to have ways to give back
- I'd suggest doubling the opportunities, if possible, including some during the week.
- They are nice but dilute the focus on compensation
- The NTFB is a worthy charity.
- I think it reflects a positive image, but I'm not sure how it is relevant to what we represent.
- Strong belief in the need to help others.
- With so many organizations plugged into this model, I believe NTCA should only pick one community services opportunity and enhance it year over year.

What activity or event do you find is missing from your NTCA membership offerings?

Misc. comments included...

- More networking activities
- A way to get new members involved. New members seem to be outsiders.
- Maybe just having more time/ways to meet and interact with members that are not sitting at your table.
- Communication
- Maybe if there was some sort of "planned" activity before the meetings to truly interact/network with other members before the meeting starts. Yes, we can get there early and go to different tables and introduce ourselves, but if there was some type of 10-15 minute activity after registration and before lunch to incorporate a "networking activity", that would be great.
- Evening events
- I haven't seen the NTCA comp. survey requests from other NTCA members for a while. Are these no longer being done?
- I would recommend that new members be assigned a mentor for the first year to welcome them and get them involved
- Free training opportunities.
- More roundtable luncheons where we have a topic at each table. We have done these before.



Misc. comments included...

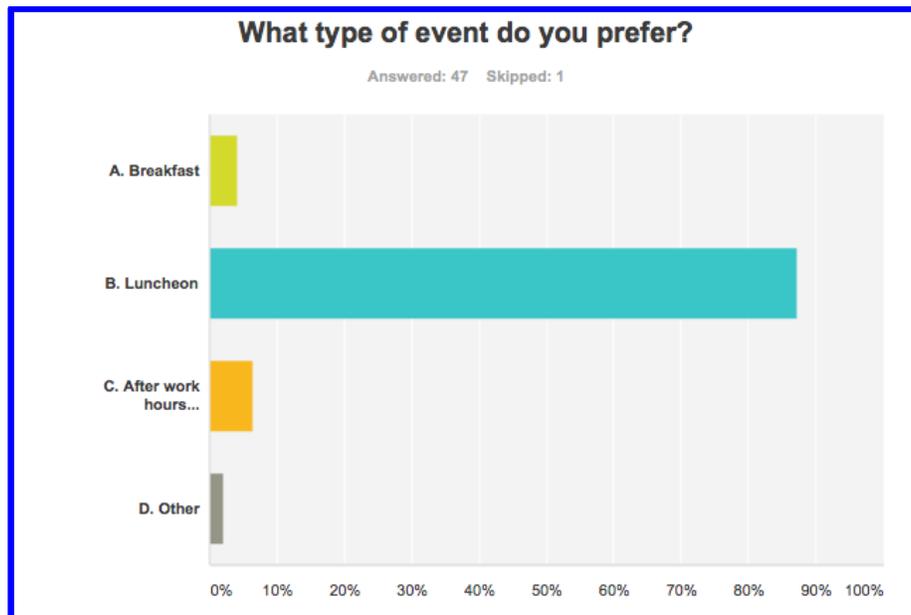
- I like not having to look up the location, get directions, etc., so Maggiano's is great. However, something a little further West would also be convenient.
- I commute to work by DART train. Anything easy on the rail line would be greatly appreciated.
- I work in Hurst, and can't take the 3 hours it would take to attend a luncheon, so I never get to attend.
- I like the location/area, however, the restaurant could change for a little variety (but Maggiano's is fine, too)

Would you like to see other non-comp topics discussed at meetings? (Examples: Social Media in HR, Motivation / Inspirational speakers, Etc.)

Misc. comments included...

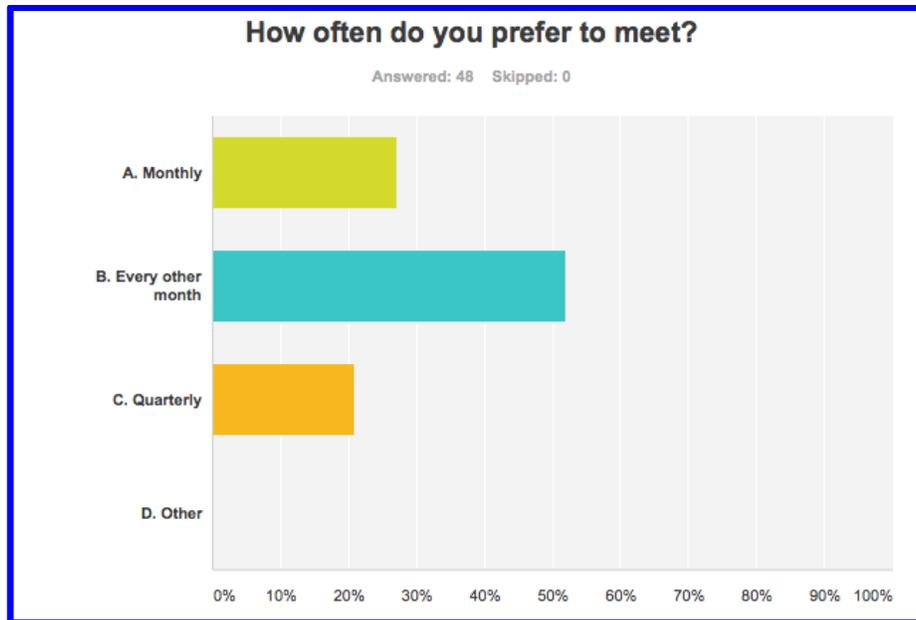
- Yes, expand the topics but keep them related to compensation and benefits. There are other ways to explore specific topics.
- Please no more inspirational speakers. Let's focus on business. Try to bring in more CHROs.
- Employee Engagement seems to be a hot topic these days
- Yes - keep the compensation presentations but include a few others based on what is happening in HR during the year.
- Inspirational Speakers
- Yes. I am not a comp person so I am interested in how pay aligns with organizational behavior, culture, strategy, etc.

- Maybe. I could see benefit related topics as many jobs are posted for both types of role.
- Prefer Comp and maybe some Organizational Development topics which sometimes overall with Comp
- Hot HR topics - example the hot topic in Benefits was ObamaCare at one point in time.
- Yes, I'm interested in a variety of topics relevant to the workplace
- Millenials and how to deal with them in a positive manner.



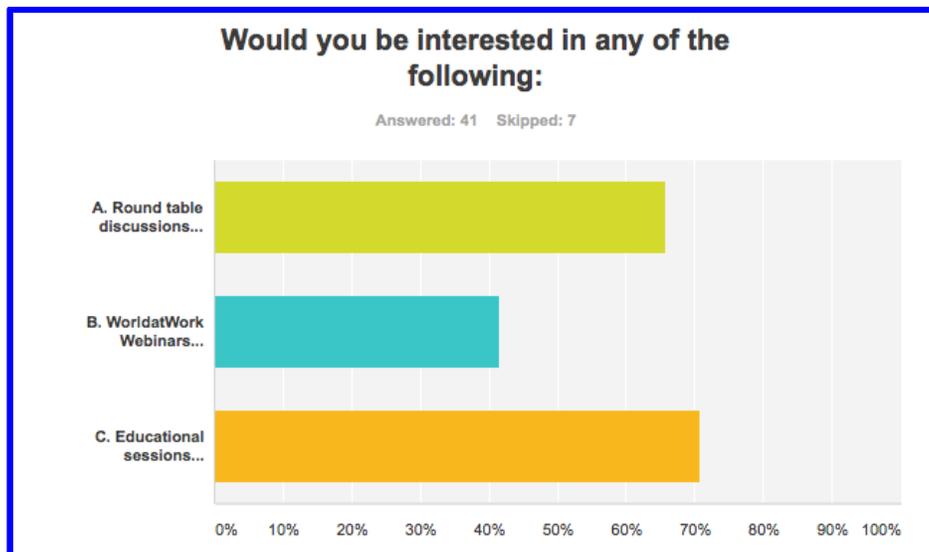
Misc. comments included...

- Breakfast or lunch works.
- All of the above! Change it up...
- A variety of breakfast, lunch and late date meetings/happy hours



Misc. comments included...

- Perhaps once a quarter change to Breakfast and add 2x per year an After Hours networking
- Good balance unless attendance drops off because of not meeting on a monthly basis
- Monthly or every other month



Misc. comments included...

- No Comments Were Provided



What else can we do to make your membership with NTCA a more valuable experience?

Misc. comments included...

- More comp profession best practice sharing
- The job opportunities are becoming less and less valuable. This draws folks to the website. Consider options for enhancing it like encouraging members to post there first. Make some 'successful hires' banners and include promotion notices. People don't know one another.
- More senior-level speakers and no motivational speakers.

What could NTCA do to get you more involved?

Misc. comments included...

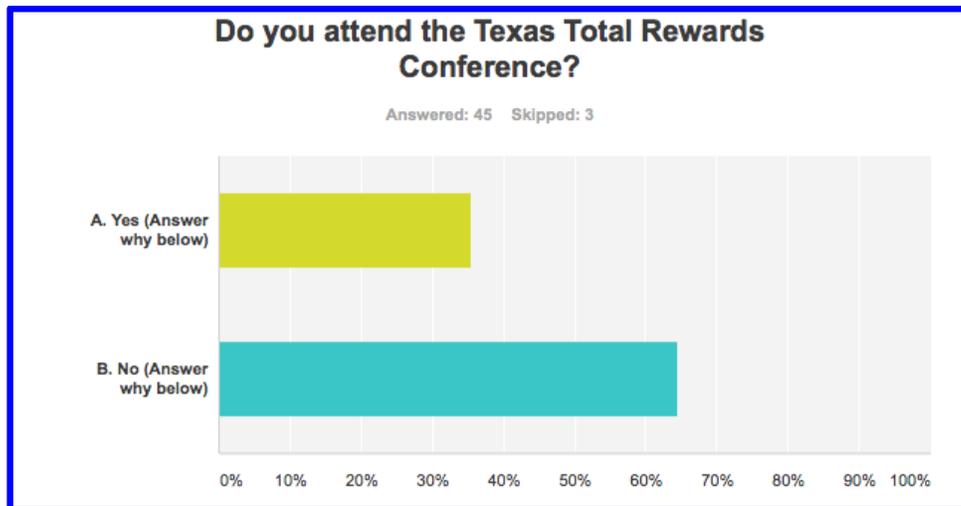
- I attend when the topic is interesting in relevant to me, so having more compensation-focused presenters and discussions would get me more involved than presentations about talent & OD or motivational speakers.
- I think it is more a question of self-motivation. I also feel that since it is a compensation group and compensation is not my strong suit, there are others better suited to lead.
- Nothing, other than additional offerings.
- Move time and/or location of meetings
- It would be interesting to have senior execs (either HR or others) speak or involved.
- I have tried to become more involved, but no one has followed up
- Make the events more centrally located.
- That is a tough one. Time is the only issue.
- Location is really the only issue and time.
- The meeting topics have to be work related in order for my work leadership to support us participating. If the meeting topics are not related to my current work, we really cannot attend.
- Happy hours

What can NTCA do to get your leadership, at your organization, involved with NTCA?

Misc. comments included...

- I do invite our CEO when the topic is one he would be interested in.

- I don't anticipate additional levels getting involved, unless there's a Boss's Day event, but they're supportive of my attending.
- Perhaps you can invite leadership from our member organizations to be speakers?
- Send personal invitations
- Offer more executive comp topics



Misc. comments included...

- Lack of budget
- A great opportunity to network. Learn from topics offered.
- Broad range of speakers
- Cost and company not paying for it.
- Hasn't fit into my schedule
- I like the idea, but haven't attended yet.
- Was attended by colleagues.
- Since I am not a comp person, I do not find the conference rewarding.
- Did not this past year due to location
- Not a sufficiently valuable use of my time.
- Networking opportunity and affordable cost.
- To visit with vendors and get other ideas.
- Presentations tend to be the same year after year. Nothing different to present.
- I have attended this conference in the past. The only restrictions are usually price of the conference and the current work load at the time of the conference. Some of the conferences have been very valuable to me, while some have been somewhat questionable in terms of meeting content and information presented.
- Current events



Thanks again to everyone who participated in NTCA's 2013 end-of-year membership survey. Your feedback is very important for the NTCA Board to provide the best experience possible to you as a member of the North Texas Compensation Association.

Your 2014 NTCA Board of Directors