

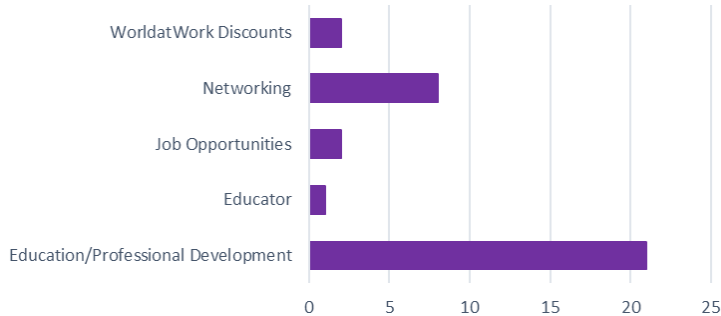


## 2018 Voice of Membership Survey Results

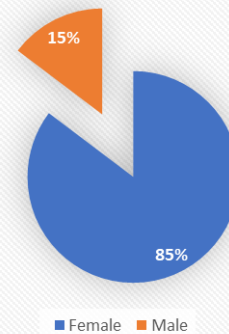
North Texas Compensation Association Membership survey to help define what programs, education or events to offer in future. The last membership survey was done in 2013. We had a 17% response rate from membership on 2018 VOM survey. Thank you to the members that participated in the VOM survey.

### Membership Demographics

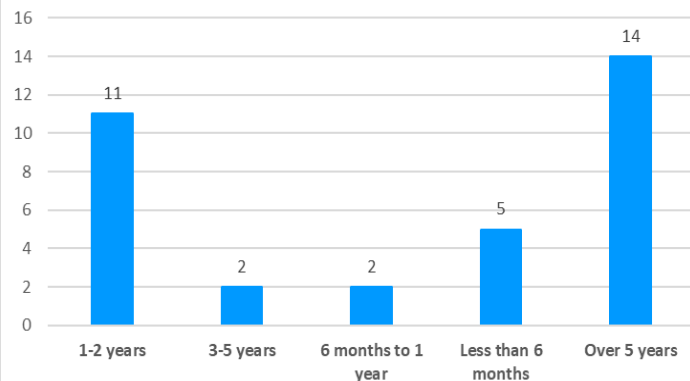
What was your primary reason for joining NTCA?



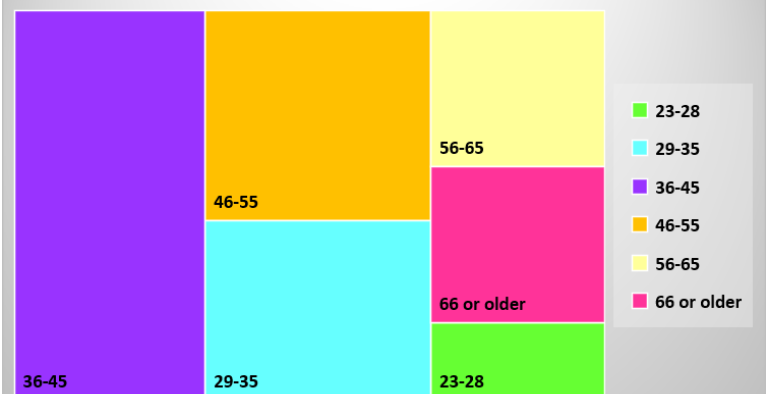
Are you Female/Male



How long have you been a member of NTCA?



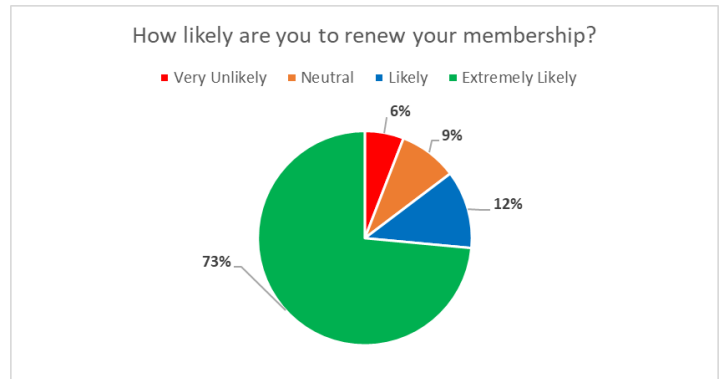
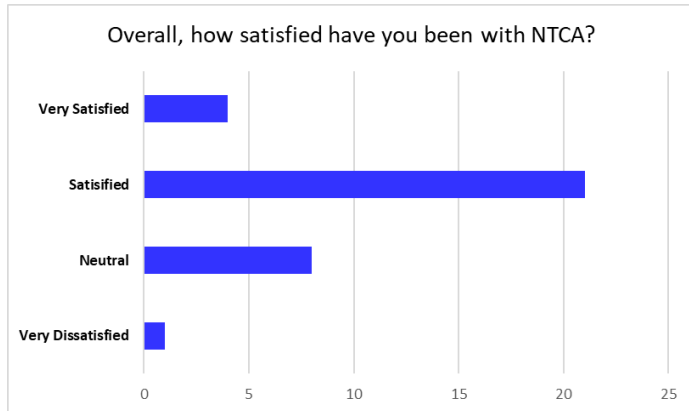
What is your age?





## 2018 Voice of Membership Survey Results

### Satisfaction



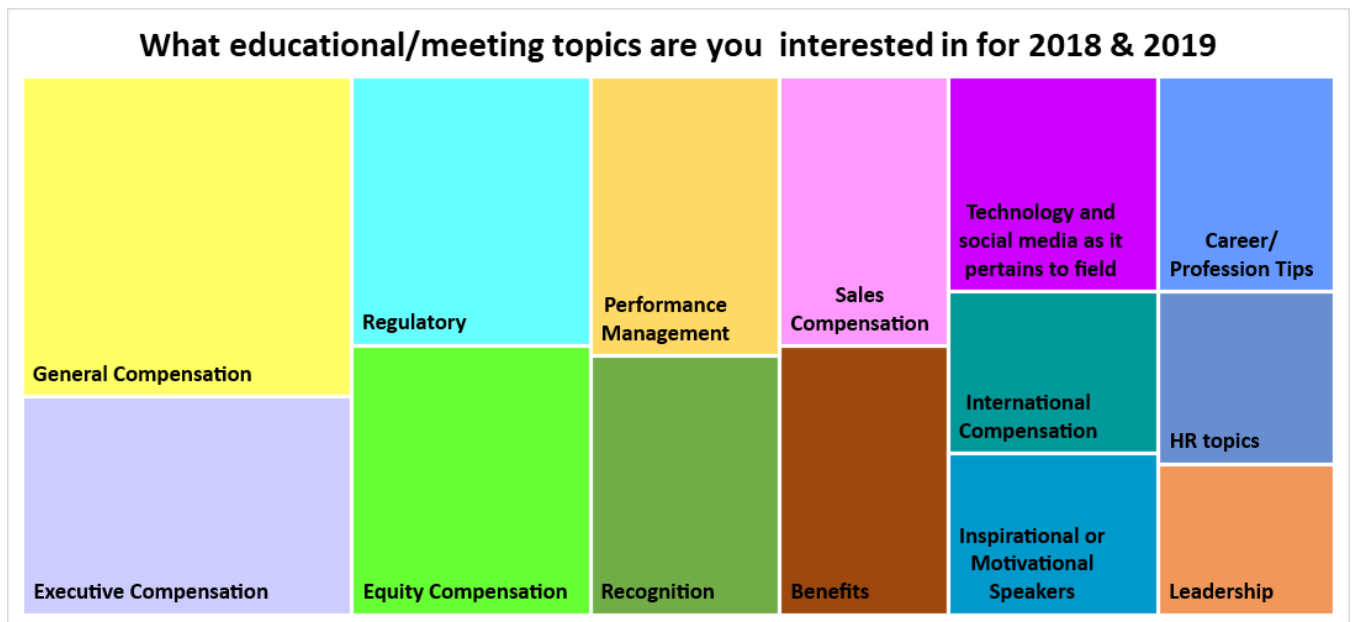
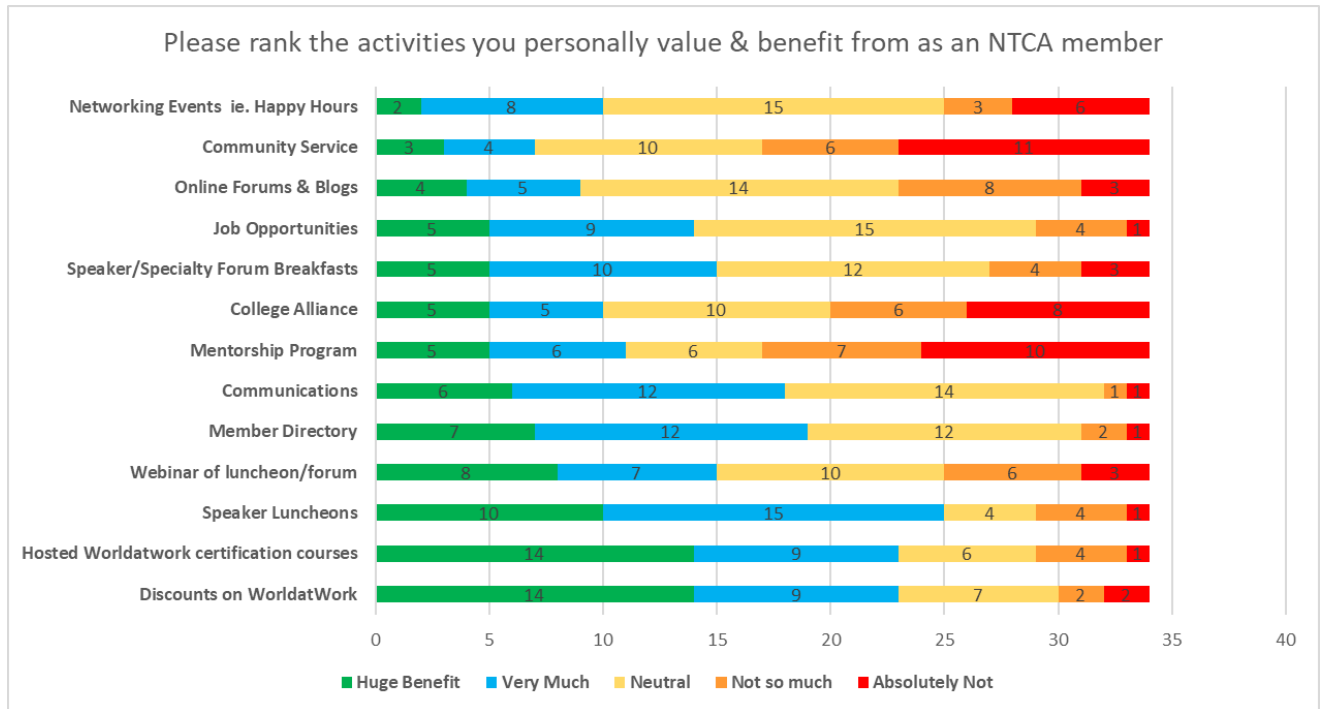
***Please explain your reasons for the overall satisfaction rating.***

Pro's	Con's
<p>Good course offerings and monthly luncheons.</p> <p>Great information; notification on classes.</p> <p>I enjoy the opportunities to learn and network.</p> <p>My expectations for development have been satisfactorily met.</p> <p>Only attended 1 event and it was outstanding.</p> <p>Since I am an HR generalist, required to help guide our companies' compensation process, this is an area where I needed the expertise of fellow comp professionals. I also found several compensation consultants through NTCA.</p> <p>Speakers generally have good subject matter value for the audience.</p> <p>The events I have been to have been good. Usually have good speakers on timely topics.</p> <p>Good networking opportunities and education. Just getting to know what NTCA offers and it can help me teach students</p> <p>Good website and good events. I appreciate that the effort made to have events in different parts of the metroplex.</p> <p>Great classes and events. Website improvements are good, too.</p> <p>I have been associated with NTCA since its inception. I believe it is a wonderful professional development vehicle for total rewards professionals. I enjoy the events, especially the luncheons and speakers.</p> <p>I have only been in the associations for less than 6 months and so far, what I see I am satisfied.</p> <p>I haven't been able to attend an event yet, but I feel like I know people via the newsletter and emails. The communication of this organization is great, and I look forward to being more involved.</p> <p>I like the luncheons and the other educational tools. Unfortunately, my current employer keeps me busy that I cannot take full advantage of the other educational tools.</p> <p>I've been a prior NTCA member but dropped as prior company's financial constraints cut costs. Glad to be back.</p>	<p>Meetings during the day are challenging to attend.</p> <p>Over and above membership fee, attending other events are also expensive.</p> <p>The speakers do not provide strong networking opportunity.</p> <p>The networking is always good, but the topics vary in applicability for me. The least relevant meeting for me was the LinkedIn expert. He had some good tips I passed on to folks who were out of work, but nothing I could take back to my job. The best meeting I've been to be the one where we heard about new and upcoming legislation.</p> <p>Things have been kind of disorganized in the past year or so, but I know there have been a few transitions</p> <p>Thought there would be more educational opportunities. Everything has an extra cost.</p> <p>Wish there was more after work hours networking opportunities.</p> <p>Would like to hear more about comp and what others are doing/hearing</p> <p>Many times, the topics are not relevant or beneficial to me.</p> <p>Don't participate as much as I would like.</p> <p>Different opportunities for development</p> <p>I enjoyed the meeting I went to a lot, but some of the presentations aren't as relevant to me since I'm in a Comp department at a huge company - we don't do performance management, learning, etc so those are interesting but also hard for me to glean a lot of info from that's helpful to my specific job.</p> <p>After being with NTCA for over 20 years, much of the education offered is the same standard views. This is great for a newcomer in the field. But a seasoned professional want to explore new and fresh ideas/thoughts/methods.</p>



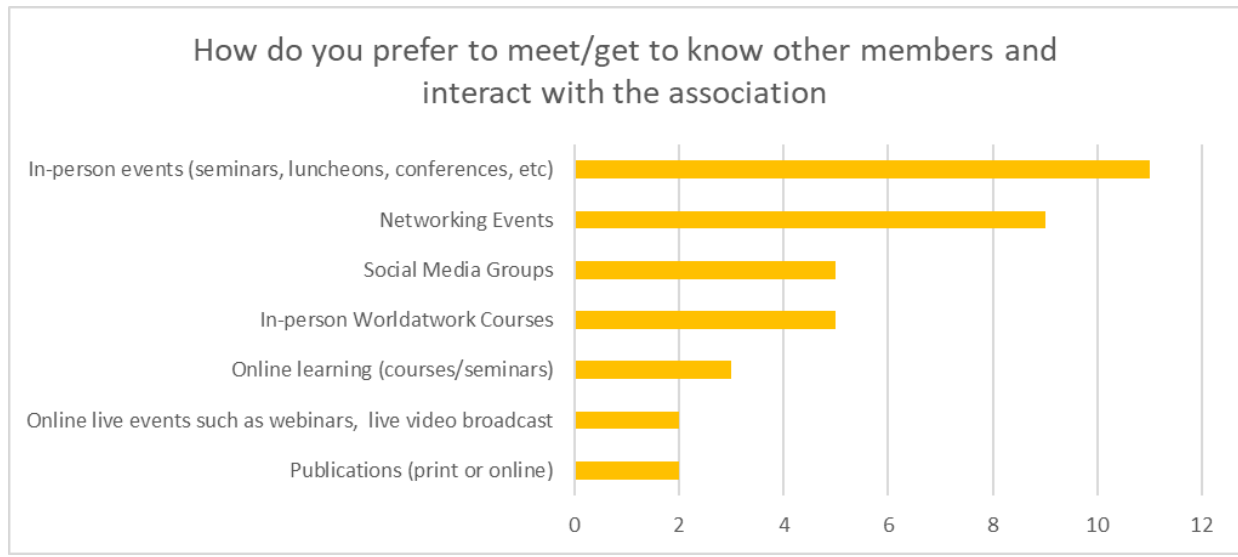
## 2018 Voice of Membership Survey Results

### Offerings

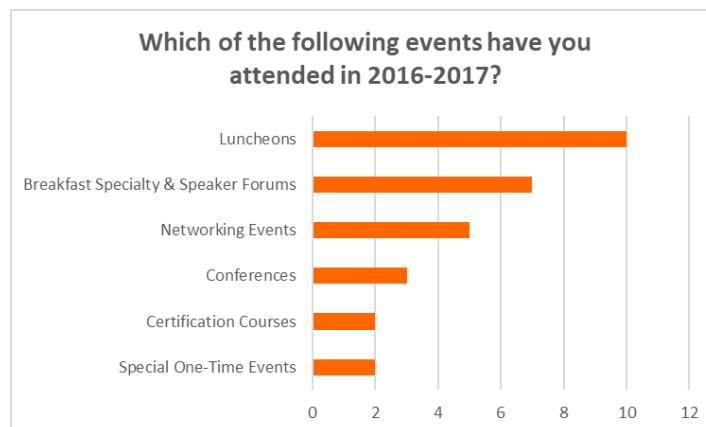
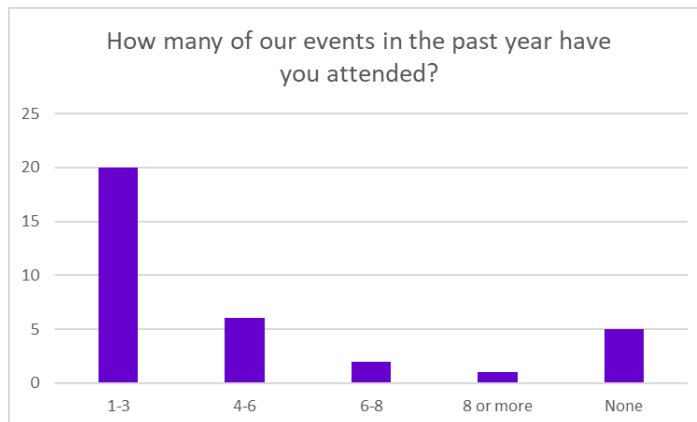




## 2018 Voice of Membership Survey Results



### Events

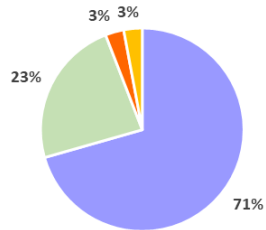




## 2018 Voice of Membership Survey Results

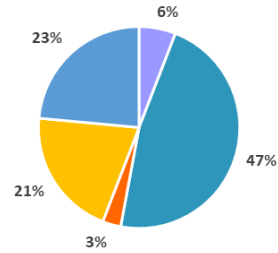
How far in advance of an event do you prefer to receive notification?

■ 1 month ■ 1-2 weeks ■ 2-5 days ■ Current notification schedule is good.

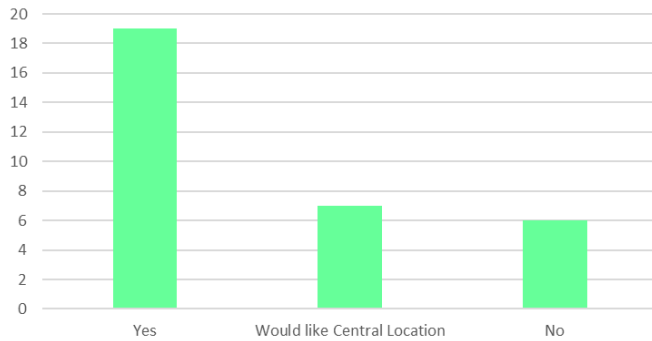


How far in advance of an event do you usually make a decision to attend?

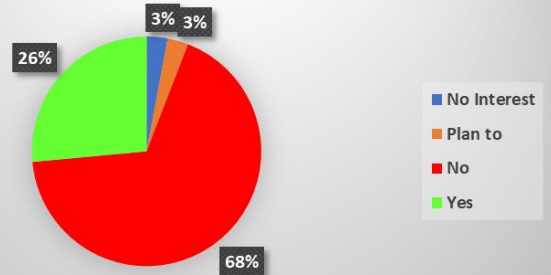
■ Same day ■ 2-3 weeks ■ 1-3 days prior ■ 1 week ■ 1 month+



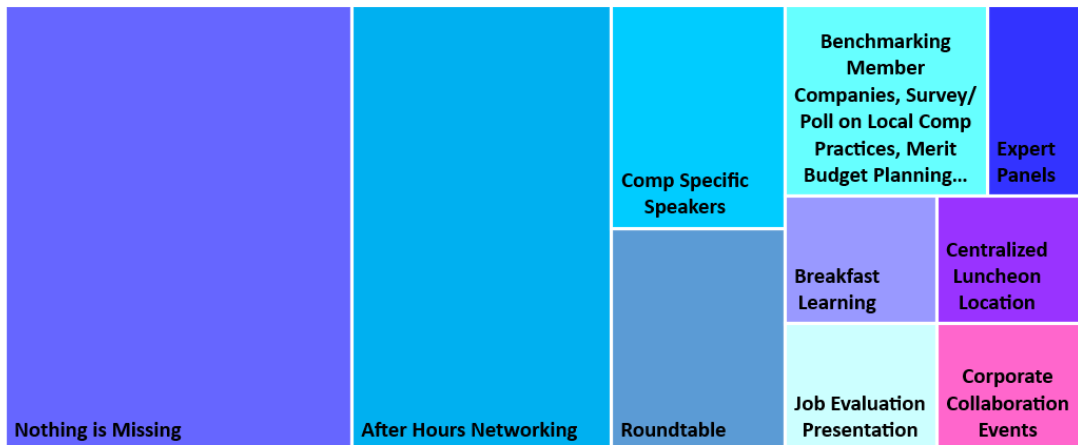
Do you like the locations for the events offered?



Do you attend Texas Total Rewards Conference?



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

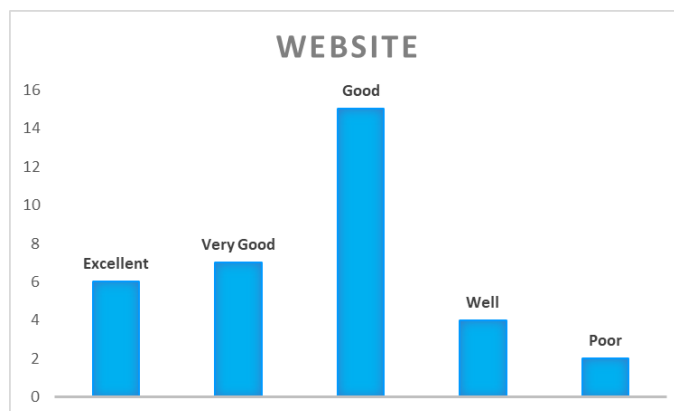
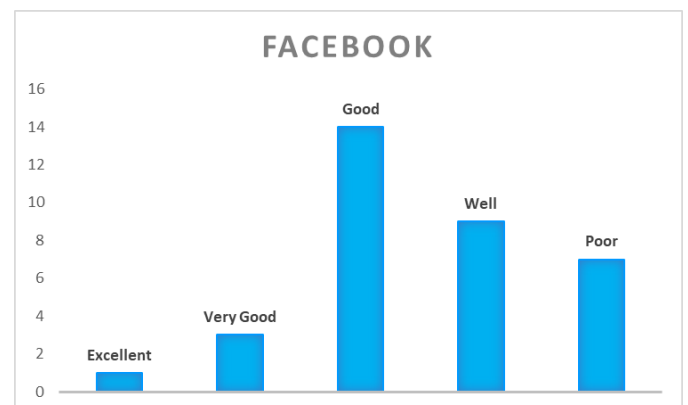
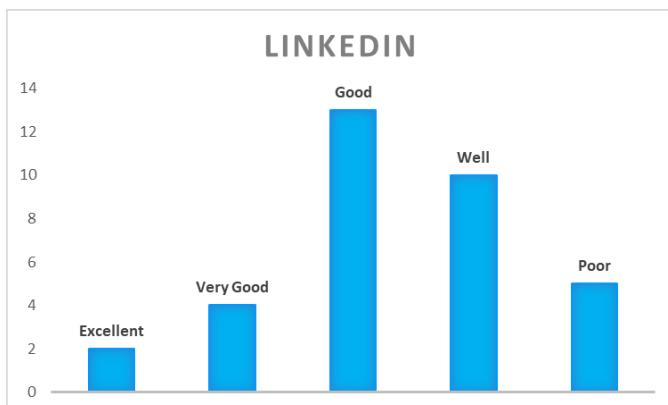
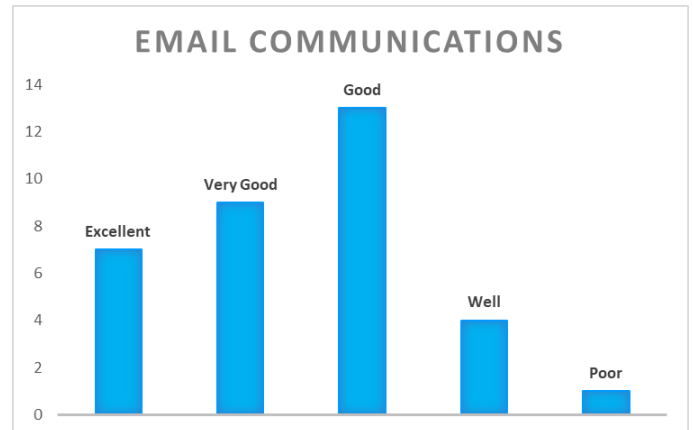
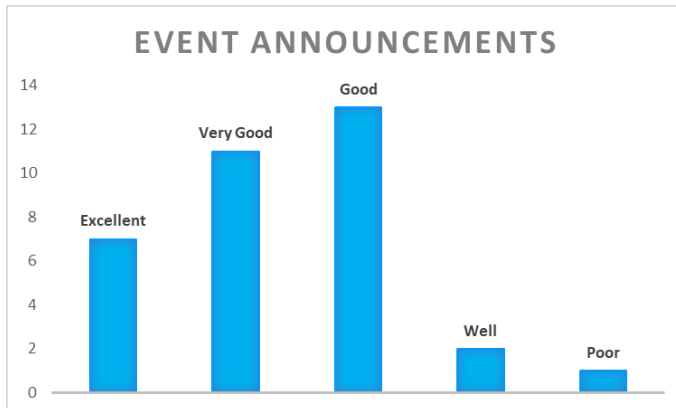




## 2018 Voice of Membership Survey Results

### Communication

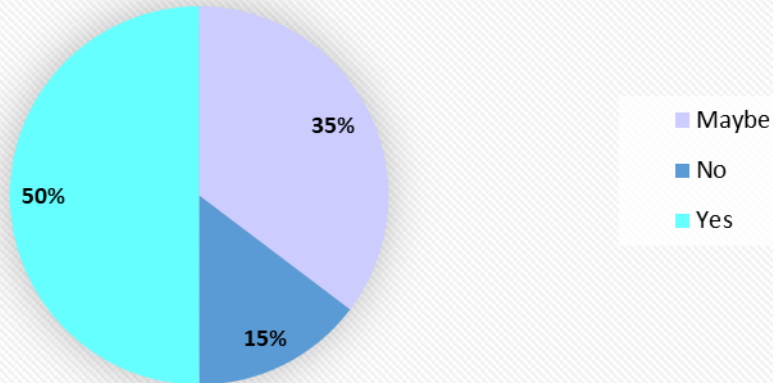
Please rate NTCA on communicating information, news or events. Are you getting the right amount of information through the proper communication mode at the right time and frequency?





## 2018 Voice of Membership Survey Results

**Would you like to see a monthly newsletter from NTCA by email & on website?**



### **Newsletter Ideas**

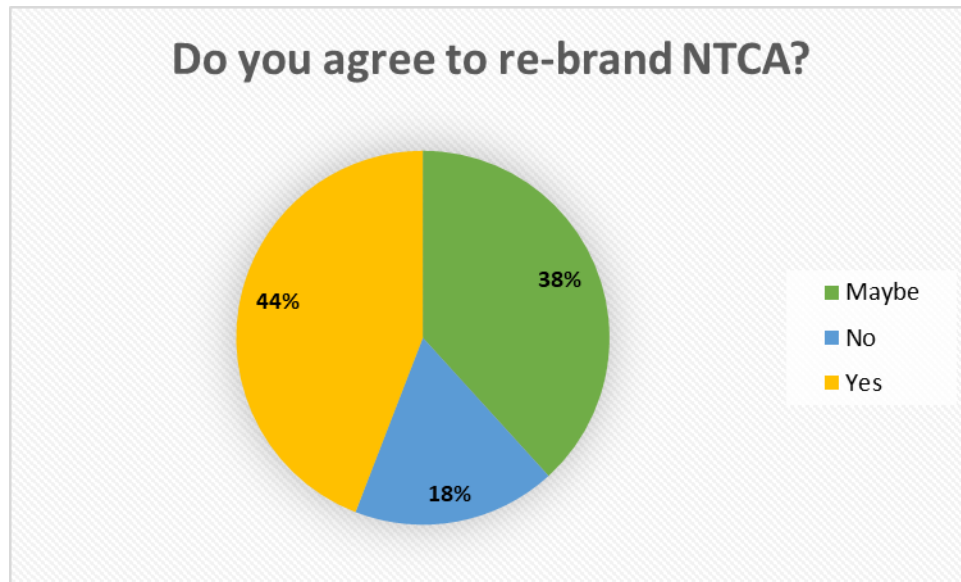
- *HR Topics, Luncheon overview if you couldn't attend, and professional advancement, and community services*
- *hot topics in compensation (not so much benefits)*
- *Articles, future events*
- *Compensation legislation*
- *Education, Career, Networking, and Community Service*
- *Q and A*
- *It would have to be something that is timely, informative and not provided by WAW and preferably, local to DFW or Texas.*
- *Offer member insight perspectives*
- *issues companies are currently facing*
- *A feature article and some survey results and infographics*
- *trends, happenings, what's going on with members, technical articles*



## 2018 Voice of Membership Survey Results

### Rebrand Association

The North Texas Compensation Association (NTCA) was founded in 1993 by a group of compensation professionals to foster education and exchange of information among compensation practitioners and policy makers. Consideration of NTCA re-branding (Name/Logo) to accurately depict our offerings (ie. Total Rewards) in DFW and to our neighboring states.



#### **Comments with No/Maybe**

*"do not change - I'm one of those founding members. Note that W@W does not attract the benefits and other specialists. They go to SHRM which I'm also a member and they provide certs for comp. and ben too."*

*"current title seems appropriate"*

*"I like NTCA, but I'd be open to changing the location name. I'd never heard of Total Rewards until a year ago when I got a boss with TR in her title, and I didn't know what it meant. I'm still not onboard with it. I don't think of my paycheck or health insurance as rewards. And if you do a Google search for "total rewards" you learn a lot about member rewards for casinos and credit cards. Do the same for "compensation" and you get results for the definition of compensation, including a link to SHRM."*

*"I like it already"*

#### **Comments with Yes**

Multiple suggestions for North Texas Total Rewards Association (NTTRA)

Southwest Total Rewards Association

North Texas Regional Total Rewards

DFWTRA





## 2018 Voice of Membership Survey Results

**What suggestions do you have to help improve NTCA? What could we do different?**

Topics/Speakers	Event Location	Event Types & Time	Shout-Outs
More Comp & Benefits Experts	More Fort Worth Events	Quarterly after work networking	No improvement necessary from my vantage.
I'd like more comp-specific presentations and topics personally	I work in the Fort Worth area, so have more events closer to the middle of Dallas and Fort Worth - maybe Las Colinas	Possibly offer events after the work day, after 5pm, so for those who cannot come into the office late (after the 8am meetings) or attend the luncheons.	Some luncheons come off as kind of sales pitchy recently; I like expert panels and more informative presentations.
Lately some of the topics are not very compensation focused.	Have the luncheons at different locations. It is difficult to always get to Northpark	More Learning Opportunity Breakfasts	I really think you are doing a great job! Your networking events were helpful to me as I launched a consulting business.
Really enjoyed the speaker at April's meeting	More events for Fort Worth members.	More regular chapter meetings	No suggestions - I'm satisfied with the benefit I get from my membership.
Need a little more variety of speaker topics within total rewards and career growth. Engage more of "North Texas" employers, not Dallas centric regarding meeting locations to help increase membership potential and active participation. Perhaps rotate regular meeting locations.	More than one luncheon gathering in various parts of the Dallas AND Fort Worth metroplex. North Dallas area, Plano, Richardson, downtown Dallas, Southlake, Alliance in Fort Worth and south like Arlington. I live in Fort Worth, work in Irving and won't be going to 75 Central for luncheon as it would take 3 hours out of a workday.	I would rather have a longer event 2 times a year than every month. Difficult to work around my schedule.	Continue revamping the website and keeping it updated with fresh information  Engage more sponsorship to minimize monthly meeting cost to members.
More out of the box thinking would be great. There are new ideas that need exploration (just one example: Rating less Performance Programs) Having presentations from companies or consultants who have tried this (or other non-standard comp programs) and either were successful or failed would be great information.	a new venue with better acoustics.	More educational opportunities and more classes. Trying to get my CCP and one class was already canceled, and I can only schedule 5 because of overlapping dates etc.	This survey is a good idea to see what people are interested in. I think education meetings related to things that are directly impacting the compensation profession would be helpful
Perhaps some expert panels on key topics rather than speakers only!	More events in Fort Worth or Grapevine.	More event options	What happened to the survey/poll requests that NTCA members used to email out to the group to get local peer response on comp practices?
speakers and leadership panel should be invited from core total rewards and leadership domain ..from diversified industries			Cheaper Luncheon Price