

2017 tribal government compensation survey

In 2016, **63 Tribes** in **19 states** participated in the Survey.

YOUR KEY TO HIRING AND RETAINING TOP TALENT

To ensure the long-term success and sustainability of your Tribal organization, it's important to attract—and retain—the best people. Given today's competitive labor market and ongoing budget constraints, that means basing your employee compensation and benefits programs on **relevant and reliable data**. For the 7th consecutive year, REDW has partnered with the National Native American Human Resources Association (NNAHRA) to develop an annual survey of Tribal government compensation that provides the benchmarks and metric-by-metric comparisons you need to make smart, strategic decisions for strengthening your workforce.



WHAT KINDS OF DATA DOES THE SURVEY PROVIDE?

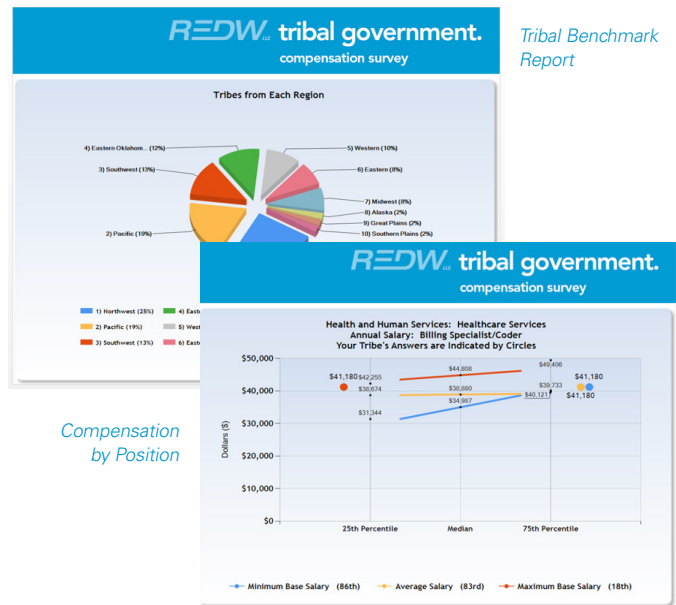
The Survey gathers compensation data from dozens of participating Tribes and uses powerful filtering and comparing tools to generate a wide range of useful reports that contrast your compensation data, by specific position, against that of other, similar Tribes. These include:

- Metric-by-metric comparisons, filtered according to:
 - » Number of employees
 - » Annual revenue
 - » BIA region and/or Rural vs. Urban
- Tribal Benchmark Report of participating Tribes, by:
 - » BIA region
 - » Number of Tribal employees
 - » Annual revenue
 - » Tribes using Tribal Preference
 - » Benefits offered
- Trend Reports, showing compensation trends per position, year-over-year
- Comprehensive, dynamic Annual Report

These reports can all be downloaded in PDF or PowerPoint formats for use in meetings and presentations, or for planning purposes.

WHY PARTICIPATE IN THE SURVEY?

To gain an accurate picture of where your Tribe stands in the grand scheme of Tribal government employee compensation, you'll need to begin by contributing your own Tribe's data. In fact, the more Tribes who participate, the better the data, and the greater the benefit to everyone.



Contacts

2017 REDW Tribal Government Compensation Survey

COST TO PARTICIPATE

There is no fee to register for the Survey or enter your Tribe's compensation data into our secure, cloud-based portal at tribalgovcompsurvey.redw.com.

The fee for accessing the Survey's powerful Comparing, Filtering and Reporting features, as well as the Annual Summary Report, is \$1,500 for those who contribute their Tribe's compensation data (vs. \$2,500 for those who do not), and only \$1,200 if they are also NNAHRA members.

In addition to a deep discount and more meaningful data comparisons and reports, Data Contributors to the Survey also receive 30 minutes of consulting time with REDW's team of HR Consulting professionals as part of their fee.

TOO BUSY TO ENTER YOUR DATA?

In 2017, REDW is offering Data Input Services at no additional cost. Simply fill in or export your Tribe's position information from your own system into a simple Excel template we provide, and we will do the data entry for you.

GUARANTEED CONFIDENTIALITY

All data entered into the Survey's cloud-based portal is secure and accessible only by your Tribal representative. Data specific to any individual Tribe is never displayed in the Survey results, and controls are in place so that a minimum data threshold must be met in order for reporting to occur. This prevents users from being able to deduce which Tribes are reporting.

IMPORTANT DATES

- **February 1, 2017** – Data collection opens for 2017 Survey
- **August 4, 2017** – Deadline for submitting compensation data via REDW's Excel template to receive free Data Input Services
- **August 31, 2017** – Comparing, Filtering & Reporting features for the 2017 Survey is available
- **September 15, 2017** – Annual Summary Report for the 2017 Survey is available

WHAT DOES MY TRIBE RECEIVE FOR THE FEE?	Data Contributor	Non-Contributor
Registration and Data Entry	No Charge	N/A
Comparing, Filtering & Reporting Features <i>Includes charts on individual positions, KPIs, presentation slides, and dynamic reports you can print on demand.</i>	\$1,200 - NNAHRA Members \$1,500 - Non-members	\$2,500
Data Input Services <i>REDW will input your Tribe's compensation data into the Survey platform, provided you give us the information via our handy Excel template by no later than August 4, 2017.</i>	Included in above fee	N/A
Annual Summary Report <i>This dynamic report contains comprehensive data on all positions from dozens of Tribes nationwide, and shows where your Tribe's fit into the bigger picture, if you participated as a Data Contributor. Hard copies are available upon request.</i>	Included in above fee	Included in above fee
Consulting Services <i>Get 30 minutes of consulting time with REDW compensation professionals to discuss what the data means for your organization, how to use the compensation data from the report, and specific areas you may want to adjust for your Tribe.</i>	Included in above fee	N/A



REDW is also pleased to support the **Tribal Gaming Employee Compensation Survey** offered by the National Indian Gaming Association (NIGA) to casino general managers and HR professionals working in Indian Country. For details, visit www.indiangaming.org/wage-survey or call NIGA at **202.546.7711**.