

CRTRA Membership Key Benefits

- Access to restaurant pay and benefits data from over 100 participating companies.
- Ability to conduct ad hoc surveys with industry peers.
- Annual conference of association peers with speakers on topics ranging from survey results to industry trends and Total Rewards best practices.
- Opportunity to network with HR leaders in the restaurant industry.
- Discounts including World at Work memberships and certification courses.

2017 Survey Costs	Participant	Nonparticipant
Executive/Management	\$3,858	\$5,775
Executive/Management (Light Version)	\$2,425	\$3,638
Hourly	\$1,980	\$2,970
Benefits SpecSelect Online	\$4,500	
Benefit Specifications Report	\$2,500	

Annual Conference Registration Fee

First person from company	\$500
Each additional person	\$400

¹Full version includes unlimited access to complimentary custom comparator group analysis by named company as well as analysis by scope category or geographic detail.

Benefit SpecSelect™ provides both online access as well as paper report.

Benefit Specifications Report - for a three-volume paper report containing 20 plan prevalence tables plus benefit plan details shown separately for salaried plans, hourly plans, and salaried and hourly plans combined for all participating CRTRA members. * *New for 2017*

Annual Membership Fee (\$300 per Company)

Participation in the Executive/Restaurant Management Survey is required to maintain membership, but purchase is not required. Members joining CRTRA after survey submission may purchase the survey at the nonparticipant rate.

What Is Different About CRTRA/Aon Hewitt?

- We are a partner with Aon Hewitt to produce the industry's leading salary and benefits survey to ensure our members have the most accurate and up-to-date information on competitive pay.
- As a CRTRA member and participant, you are entitled to a 10% discount on Aon Hewitt's Total Compensation Measurement™ (TCM) products.

What Kind of Data Can I Get?

You can choose from any or all of the following:

- CRTRA Executive/Management Annual Survey
- CRTRA Hourly Survey—Quarterly!
- Benefit Spec Select Online
- Benefit Specifications Report – New Option!

What Is Benefit Spec Select Online?

Benefit Spec Select is Aon Hewitt's premier broad-based benefits database, featuring customized peer groups, prevalence reporting, and detailed plan design reports on more than 2,000 organizations.

- Create and save prevalence reports for a custom peer group of your choice
- Create and save benefit specification reports for a custom peer group of your choice
- Save a custom peer group to reuse at any time in the future
- View plan prevalence and organization-by-organization plan design detail for any organization in the database

Can I purchase 2016 or 2017 Compensation Data, Even Though I Did Not Participate?

Yes. New members are offered to purchase data in the current year if they joined after survey deadlines. Though, your cost would be at the participant rate of 150% of the normal cost.

What Is New With the CRTRA Compensation Surveys?

- Aon Hewitt is committed to providing leading edge data.
- New in 2016, AonHewittSurveys.com, The new tool provides a more user friendly experience with enhanced features and functionality.
- Additional positions to cover more operations and specialty positions: I.e. Catering Coordinator, Catering Field Manager, Franchise Administrator and Lease Administrator.
- Data is now effective March 1 for more current data reporting.
- Capturing FLSA Status, workweek insights.
- Hourly survey is quarterly with easier reporting with custom reporting on the concept level.
- Redesigned variable pay plan tab to differentiate between HQ/Support Plan, Multi-unit Manager Plan and General Manager Plan.

How Is the Collected Compensation Data Reported?

Data is reported out in several ways. Such examples are:

- Full reports downloadable in Excel/PDF formats
- Online reporting with unlimited custom comparator groups
- Multiple geographic reporting options for hourly roles
- Regression analysis tool for select positions

What Are My Compensation Survey Data Purchase Options?

- CRTRA Executive/Management Annual Survey Full Version (See chart on next page for differences)
- CRTRA Executive/Management Annual Survey Light Version (See chart on next page for differences)
- CRTRA Hourly Survey
 - Quarterly Survey.
 - Hourly Compensation (base rate, salary range and incentives).
 - Electronic data provided in three forms (PDF, Excel, and online access).
 - Scope cuts, geographic cuts (including detailed analysis by state, MSA code and three-digit ZIP code) will be available in Excel and online through custom reporting.
 - View and Age data by job or job family with online tool.
- Custom Online Reporting—scope cuts, peer reporting and geographic cuts.
Analysis on Hourly Pay Practices (available in Adobe Acrobat).

How can I make my CRTRA results a better fit..... Upgrade to the Full version and get Peer Group / Custom Reporting.					
CRTRA Survey Edition	Jobs	Reporting Outputs	Statistical Options	Scope options	Added Value
Light	138 Jobs in Executive / Management	* Preformatted Excel * View and Age data tool * Regression Analysis reporting * Policies & Practices data in PDF * PDF of positional data * Polished Casual Executive & Management PDF Report	* Average * 25th * 50th * 75th	* Concept Type * Geographic - State, Region, MSA and 3 digit Zip where data is available	N/A
Full	same <i>Plus...</i> * Ability to create Hybrid/ Custom Jobs which allow you to customize the weighted distribution in the output.	Same <i>Plus...</i> Custom reporting based on... * a peer group * a specific concept type * all companies (View and age feature included for custom reporting)	Same <i>Plus...</i> * Custom percentiles from 5 to 95%	Same <i>Plus...</i> additional scope options of * Business Unit Industry * System wide Revenue (Company & Franchised) * Company Owned Revenue (excludes Franchised) * Incumbent # of Units * Incumbent Territory & Unit Volume	* Custom reporting allows you to see only the components and statistics that you want to view without shifting through extensive excel or PDF files * get that data you need faster and easier

Contact Information

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