



Dear Member,

The **San Antonio Compensation Association (SACA)**, along with the Texas Compensation Alliance, has partnered with WageAccess® to provide you with current and accurate online salary and benefits survey results at an extremely competitive price. The Texas Compensation Alliance is comprised of the SHRM Texas State Council, the Texas-based local chapters of SHRM and the Texas-based compensation associations.

Sign-up today at <http://www.TexasCompensation.com>

Survey Features:

- Online survey participation and results
- 900+ benchmark positions
- 1,500+ participating organizations in the State of Texas
- 11,000+ participating organizations across the United States
- Quarterly updates to survey results (participation required once annually)
- Ability to select and filter survey results by any combination of:
 - Geographic Location (national, regional, state and local areas)
 - Industry
 - Number of Employees
 - Annual Revenue
- Comprehensive set of descriptive statistics and trends
- Extensive variety of compensation analysis tools include:
 - Quartile analysis
 - Percentile ranking
 - Market analysis
- Incentive pay and pay practices results are included
- Benefits survey results are also included

All This for One Low Price!

Subscribe using a special **SACA promotion code TXW152** to receive the annual survey subscription at a discounted rate. Once data has been submitted and payment received, you can immediately view survey results comprised of data collected in previous quarters of the survey.

Annual Survey Subscription	Member Price	Non-Member Price
Survey Participant	\$349.00	\$499.00
Non-Participant	\$699.00	\$899.00

Participate in the Survey

If you have not yet participated in the survey, it's not too late. Since the survey results are updated quarterly, your data can still be included. For more information go to www.texascompensation.com or contact us at (866) 926-9400 or customerservice@wageaccess.com.

Remember, this is your survey! Your participation makes this resource the valuable member benefit that it is. We hope we can count on you to support our efforts to provide the best salary-planning tool available in the San Antonio area.

Robert McGee
2009 President
San Antonio Compensation Association