



Introduction

Opportunity Finance Network contracted Quatt Associates, Inc. to conduct a compensation and benefits survey of CDFIs and to develop a comparison group of general not-for-profit organizations. Quatt Associates conducted the survey in December 2012. Quatt Associates will ensure that all survey responses remain confidential.

The 2012 CDFI Compensation and Benefits Survey Report includes:

- Summary compensation and benefits information for thirteen executive and staff positions
- Summary compensation data for the “top five” compensated positions
- A comprehensive view of CDFI benefits practice.
- For the Chief Executive Officer, Chief Financial Officer, Top Communications and Marketing Executive, Top Development Executive, and the Top Five Highest Paid employees we have also provided summary data from a special analysis of thirty-six general not-for-profit organizations for reference purposes.

All base salary data is effective as of October 1, 2012, and incentive compensation data is effective for the respondents’ most recent fiscal year.

For all thirteen executive and staff positions, the survey provides data on base salary, target incentive, actual incentive, and total cash compensation. The survey also includes summary salary increases and benefits offerings for each of the thirteen positions surveyed.

This report provides base salary, actual incentive compensation, and total cash compensation for the top five compensated positions. Positions are ranked by total cash compensation.

One hundred and fifty-six CDFIs completed the questionnaire. The names of the participating organizations are listed on page 45.