



3218 Fawnridge Court □ Rockford, IL 61114
815.877.8794 Phone □ 815.877.8802 Fax

PARTICIPATION POLICY

While we welcome new subscribers, it is our policy that once an organization begins utilizing our survey results, we expect them to participate on a regular basis. Since 1980, the hallmark of our success has been our loyal participant base. Our participants understand the need to do their part to maintain the stability, consistency and integrity of the survey results that they rely upon for their own salary administration and staff retention. It is in your best interest and that of your industry colleagues to participate in the surveys on a regular basis.

Failure to participate on a regular basis may jeopardize your receipt of the results and/or limit access to our other services and result in a higher rate upon the next renewal.

Our survey participation materials are sent out electronically to all current, past and potential subscribers. Even if you are not interested in purchasing a particular survey at the time you receive these materials, we encourage you to participate in order to assure the results are readily available to your organization if and when you need them.

If you are in need of survey participation materials, please register by clicking on "**Warren Surveys Registry**" on our home page and one of our representatives will contact you with information on how to download the survey questionnaires.

ABOUT CONFIDENTIALITY

All data submitted is held in strictest confidence. You have our assurance that your organization's individual pay practices will not be disclosed in any manner whatsoever.

Our surveys are conducted within the guidelines of the Federal Anti-Trust Rules & Regulations.

Warren Surveys is strictly a research and publishing firm and does not engage in any form of competitive compensation consulting, recruitment or job placement.