



2018 SURVEY SUITE

Strengthening Total Compensation Solutions through Data-Driven Intelligence and Insights





Access to the right data is paramount. SullivanCotter's proprietary survey data provide the intelligence and insights you need to confidently inform reward strategies.

INDUSTRY-LEADING BENCHMARKING DATA AND ANALYSES FOR HEALTH CARE AND BEYOND

For over 25 years, SullivanCotter's Center for Information, Analytics and Insights has provided the most comprehensive total compensation data, analyses and research to a wide variety of organizations, including for-profit and not-for-profit health care, higher education, public charities, associations and foundations. Our market-leading surveys equip organizations with the data-driven intelligence and insights they need to keep pace with the changing marketplace. This allows organizations to confidently develop total compensation strategies that attract, manage and retain top talent while satisfying evolving regulatory requirements.

WHY INDUSTRY-LEADING ORGANIZATIONS DEPEND ON SULLIVANCOTTER SURVEYS

VALUABLE INSIGHTS: Our deep industry knowledge and consulting experience informs our surveys, focusing data collection to reveal emerging market issues.

EXPERIENCE: We have been collecting data for over 25 years, so our surveys reflect strong longitudinal history. All surveys are conducted by a dedicated team of highly qualified compensation consultants and research experts from our Center for Information, Analytics and Insights.



SUPERIOR DATA: Proprietary data collection, cleaning, analysis and reporting methodologies ensure benchmarking data of the highest quality and integrity. Participants include many of the nation's largest, most complex healthcare organizations.

FULL-SERVICE: SullivanCotter offers organizations a wide array of services to help you interpret the data and put it to work for your organization.

SURVEY PARTICIPATION HAS ITS PRIVILEGES

- ✓ Substantial **discounts on standard report prices**
- ✓ **Early access** to electronic survey data tables
- ✓ **Exclusive webinars** with insights from our consultants
- ✓ **Easy-to-access** reports
- ✓ Ability to order **custom peer group reports** for your specific needs
- ✓ **Prepopulated participation files** using prior year submissions

PARTICIPATION IS EASY

Your time is valuable, which is why we've designed our survey systems to minimize your effort. We collect data through our secure online portals, which **prepopulate** your prior year data whenever possible. In addition, your data will be **automatically transferred** to other SullivanCotter surveys on your behalf, providing you with the **participant benefit** of completing multiple surveys without the additional effort. With streamlined navigation and an improved process for submitting your compensation data, participating in our surveys is now easier than ever before.

Additional Support and Benefits

- Submit your compensation data by **uploading an Excel file**
 - **Dedicated participant support team** and **subject-matter experts** on hand to assist with any questions
 - **Input on preferred topics** for future surveys
 - **Access to pulse survey results** covering hot topics
 - **Early submission discounts**
 - **Access to compensation practices data** when submitting to those survey sections
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2018 Survey Schedule and Pricing

SURVEY NAME	2018 SURVEY PARTICIPATION KEY DATES*				SURVEY REPORT PRICING		
	OPENS	SUBMISSION DEADLINES		PUBLISHED	PARTICIPANTS	EARLY SUBMISSION DISCOUNT	NON-PARTICIPANTS ⁽¹⁾
		EARLY	FINAL				
Executive Surveys (pages 5-6)							
Manager and Executive Compensation in Hospitals and Health Systems Survey	January	March 2	March 30	July	\$875 ⁽²⁾	\$150	\$3,500 ⁽²⁾
For-Profit Health Care Executive Compensation Survey	May	June 29	July 27	October	\$1,000	\$500	\$4,000
Not-for-Profit Manager and Executive Compensation Survey	January	March 16	March 30	August	\$500	\$150	\$2,000
Physician Executive Compensation Survey	January	March 2	March 30	July	\$750	\$150	\$3,000
Medical Group Executive Compensation Survey	January	March 2	March 30	July	\$750	\$150	\$3,000
Physician Surveys (pages 7-8)							
Physician Compensation and Productivity Survey	January	March 2	March 30	August	\$875 ⁽²⁾	\$150	\$3,500 ⁽²⁾
Medical Group Compensation and Productivity Survey	January	March 2	March 30	June	Complimentary ⁽²⁾	NA	\$3,500 ⁽²⁾
Hospital-Based Physician Compensation and Work Effort Survey	January	March 16	March 30	August	\$750	\$250 ⁽³⁾	\$3,000
Physician On-Call and Telemedicine Compensation Survey	June	July 13	August 17	November	\$750	\$300 ⁽³⁾	\$3,000
Advanced Practice Provider Surveys (pages 9-10)							
Advanced Practice Provider Compensation and Pay Practices Survey	June	July 27	August 17	November	\$875	\$400 ⁽³⁾	\$3,500
Advanced Practice Provider Credentialing and Privileging Survey	March	June 29	August 30, 2019	November 2019	\$500	\$150	\$2,000
Advanced Practice Provider Leadership Survey	June	July 27	August 17	December	\$750	\$150	\$3,000
Advanced Practice Provider Organizational Survey	June	July 27	August 17	December	\$750	\$150	\$3,000
Employee Surveys (page 11)							
Health Care Staff Compensation Survey	January	March 16	March 30	August	\$875	\$150	\$3,500
Endowment and Foundation Investment Staff Compensation Survey	January	February 2	February 16	April	\$1,150	\$150	\$4,600
Multi-Level Survey (page 12)							
Benefits Practices in Hospitals and Health Systems Survey	January	March 2	March 30	June	\$500 ⁽⁴⁾	\$150	\$3,500

⁽¹⁾ Organizations (law firms, consulting firms, accounting firms, etc.) are welcome to participate in surveys on behalf of their clients; however, they are not eligible to purchase the report at the participant or nonparticipant rate. Please call 888.739.7039 for pricing.

⁽²⁾ A hard copy of the following survey reports is available for an **additional \$200**: 1) Manager and Executive Compensation in Hospitals and Health Systems Survey, 2) Physician Compensation and Productivity Survey, 3) Medical Group Compensation and Productivity Survey

⁽³⁾ The early submission discounts for the following surveys are introductory rates that will only apply for 2018 surveys: 1) Hospital-Based Physician Compensation and Work Effort Survey, 2) Physician On-Call and Telemedicine Compensation Survey, 3) Advanced Practice Provider Compensation and Pay Practices Survey

⁽⁴⁾ In order to receive the Executive Benefits Practices or Physician Benefits Practices section of the 2018 Benefits Practices in Hospitals and Health Systems Survey Report, you must submit data for these sections of the survey questionnaire.

* Dates are subject to change.

Executive Surveys

Manager and Executive Compensation in Hospitals and Health Systems Survey

Provides critical benchmarking data on executive and management compensation trends and pay practices. Now in its 26th year, this survey is the largest of its kind for hospitals and health systems nationwide.

SURVEY HIGHLIGHTS

- Base salary, total cash compensation and total direct compensation
- Short-term and long-term incentive plan design, including performance measures, eligibility and target, maximum opportunity and actual awards paid
- National compensation data reported by organization type and size
- Compensation data organized by regional and subregional breakouts for hospitals
- Retention arrangements and awards
- Featured in *Modern Healthcare's* annual executive compensation issue

Special Note

- **Complimentary custom reports** for children's hospitals, academic and major teaching hospitals
- Participants of this survey will also receive a complimentary copy of the **Benefits Practices in Hospitals and Health Systems Survey Report** if both sections of that survey are completed (executive and physician)

PARTICIPANT HIGHLIGHTS

- More than **29,000** executives and managers
- Over **2,000** organizations
- Nearly **300** system jobs reported
- Over **230** hospital jobs reported

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018
Early Submission Deadline: March 2, 2018
Published: July 2018

REPORT PRICING

Participants: \$875
Early Submission Discount: \$150
Health Care Nonparticipants: \$3,500

For-Profit Health Care Executive Compensation Survey

Offers critical information on equity-based compensation and its role in incentive plan design for executives as well as total direct compensation benchmarks that include the value of equity-based long-term incentives.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation
- Equity-based long-term incentive plan types and eligibility and accounting value of grants
- Data collected on 22 top executive positions, including corporate, regional, business unit, acute care and post-acute care executive positions

Special Note

- Participants of this survey will also receive a complimentary copy of the **Benefits Practices in Hospitals and Health Systems Survey Report** if both sections of that survey are completed (executive and physician)

PARTICIPANT HIGHLIGHTS

- **1,029** executives
- **12** organizations
- **15** jobs reported

SURVEY SCHEDULE

Participation Period: May 2018 – July 27, 2018
Early Submission Deadline: June 29, 2018
Published: October 2018

REPORT PRICING

Participants: \$1,000
Early Submission Discount: \$500
Health Care Nonparticipants: \$4,000

Not-for-Profit Manager and Executive Compensation Survey

Focuses exclusively on compensation and benefits practices in not-for-profit organizations, including associations, health plans, education, research and service or charitable organizations, among others.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation
- Bonus and incentive plan prevalence and award opportunity
- Benefits prevalence and practices
- Salary planning and other compensation trends
- Data collected on over 100 senior-level management and executive-level job roles
- Data reported in multiple cuts including organization type and size

PARTICIPANT HIGHLIGHTS

- Over **1,200** executives and managers
- **120** organizations

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018
Early Submission Deadline: March 16, 2018
Published: August 2018

REPORT PRICING

Participants: \$500
Early Submission Discount: \$150
Nonparticipants: \$2,000

Executive Surveys

Physician Executive Compensation Survey

Shares detailed total cash compensation data on physicians in C-Suite, service line and other key executive roles.

SURVEY HIGHLIGHTS

- Base salary and incentives
- Data reported by organization size and revenue
- Unique source of benchmarking data on physician executives – very difficult to find elsewhere
- Data collected on multiple physician executive positions, including but not limited to:
 - + President and chief executive officer
 - + Top medical informatics executive
 - + Top clinical research executive
 - + Top clinical integration/transformation executive
 - + Top telemedicine executive

PARTICIPANT HIGHLIGHTS

- Over **800** organizations
- Nearly **1,500** physician executives
- **25** reported positions

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018

Early Submission Deadline: March 2, 2018

Published: July 2018

REPORT PRICING

Participants: \$750

Early Submission Deadline: \$150

Health Care Nonparticipants: \$3,000

Medical Group Executive Compensation Survey

Provides vital total compensation benchmarking data on key executive positions collected from both independent medical groups and those owned by health systems.

SURVEY HIGHLIGHTS

- Base salary and incentives
- Data reported by organization size
- Unique source of benchmarking data on medical group executives – very difficult to find elsewhere
- Data collected on multiple medical group executive positions, including but not limited to:
 - + Chief operating officer
 - + Chief information officer
 - + Top human resources executive
 - + Top population health executive
 - + Chief executive/executive director (both MD and non-MD)

PARTICIPANT HIGHLIGHTS

- Over **170** organizations
- More than **400** medical group executives
- **13** reported positions

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018

Early Submission Deadline: March 2, 2018

Published: July 2018

REPORT PRICING

Participants: \$750

Early Submission Deadline: \$150

Health Care Nonparticipants: \$3,000

Physician Surveys

Physician Compensation and Productivity Survey

Conducted for 26 years, this survey is the largest and most comprehensive data set of its kind and provides compensation, pay practice and productivity benchmarking data for employed physicians, advanced practice providers (APPs) and PhD providers and researchers.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation data, as well as cost of benefits
- Productivity data and ratios, including work RVUs, collections, patient visits and panel sizes
- Value-based compensation approaches and amounts paid
- Data for multiple position levels, from staff physicians to chairs
- National data reported by region, organization type, position level and specialty area
- Other data: sign-on bonuses, retention bonuses, relocation assistance and other perquisites

Special Note

Participants of this survey will also receive a complimentary copy of the **Benefits Practices in Hospitals and Health Systems Survey Report** if both sections of that survey are completed (executive and physician)

PARTICIPANT HIGHLIGHTS

- Nearly **134,600** individual physicians and APPs
- Over **560** participating hospitals, health systems and medical groups
- **224** specialties with new and emerging positions added annually

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018
Early Submission Deadline: March 2, 2018
Published: August 2018

REPORT PRICING

Participants: \$875
Early Submission Discount: \$150
Health Care Nonparticipants: \$3,500

Medical Group Compensation and Productivity Survey

As the largest medical group compensation dataset in the market, this survey offers a comprehensive look into pay practices and productivity across a wide spectrum of physician and advanced practice provider (APP) specialties.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation information for physicians and APPs, as well as compensation and productivity data on academic and faculty practices
- Productivity data and ratios, including work RVUs, collections, patient visits and panel sizes
- Insight into performance and annual incentive payments
- Total cost of benefits, including benefits as a percentage of total cash compensation
- Starting salary and bonus data for both new and experienced physicians
- Data reported across a number of specialty areas for multiple position levels, from staff physicians to chairs
- National medical group data broken out by revenue, size, region and academic affiliation

PARTICIPANT HIGHLIGHTS

- Nearly **110,700** individual physicians and APPs
- **240** medical groups
- **170** reported physician and APP specialties

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018
Early Submission Deadline: March 2, 2018
Published: June 2018

REPORT PRICING

Participants: Complimentary
Health Care Nonparticipants: \$3,500

Physician Surveys

Hospital-Based Physician Compensation and Work Effort Survey

This survey provides insight into compensation topics specific to hospital-based physicians with a focus on understanding work effort and related compensation structures.

SURVEY HIGHLIGHTS

- Clinical work effort standards
- Compensation data, including base pay levels, hourly/shift rates, shift differentials, incentive compensation and on-call pay
- Paid time off practices
- Specialties included in the survey:
 - + Anesthesiology
 - + General radiology
 - + Critical care/intensivist
 - + Emergency medicine
 - + Hospitalist
 - + Nocturnist
 - + Urgent care
 - + Pediatric critical care/intensivist
 - + Pediatric emergency medicine
 - + Pediatric hospitalist
 - + Pediatric urgent care
 - + Laborist
 - + Surgicalist
 - + Neonatology
 - + Medical oncology

PARTICIPANT HIGHLIGHTS

- Data from **32** organizations
- **13** specialties reported

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018
Early Submission Deadline: March 16, 2018
Published: August 2018

REPORT PRICING

Participants: \$750
Early Submission Discount: \$250*
Health Care Nonparticipants: \$3,000

Physician On-Call and Telemedicine Compensation Survey

Now in its twelfth year, this one-of-a-kind survey provides deep insight into on-call pay rates and practices. This data is virtually impossible to find elsewhere.

SURVEY HIGHLIGHTS

- On-call pay practices for both employed and nonemployed physicians
- Compensation data and pay rates, including total on-call pay expenditures
- Details on both restricted and unrestricted call coverage, as well as concurrent and excess call arrangements
- Pay rate data includes unrestricted on-call rates paid for general emergency medicine coverage, trauma coverage and rates paid by trauma centers
- Information on a number of specialties, including but not limited to the following:
 - + Cardiology
 - + General surgery
 - + Neurosurgery
 - + Orthopedic surgery
 - + Obstetrics/Gynecology
 - + Pediatric surgery
 - + Radiology
 - + Trauma surgery

PARTICIPANT HIGHLIGHTS

- **150** organizations
- **30** physician and advanced practice provider specialties

SURVEY SCHEDULE

Participation Period: June 2018 – August 17, 2018
Early Submission Deadline: July 13, 2018
Published: November 2018

REPORT PRICING

Participants: \$750
Early Submission Discount: \$300*
Health Care Nonparticipants: \$3,000

*This early submission discount is an introductory rate that will only apply to 2018 surveys.

Advanced Practice Provider Surveys

Advanced Practice Provider Compensation and Pay Practices Survey

Offers unique insights on advanced practice provider (APP) compensation levels, trends and pay practices.

SURVEY HIGHLIGHTS

- Base pay, total cash compensation and total cost of benefits
- Productivity data and ratios, including collections and work RVUs
- Pay practices, including salary grades and ranges, shift differentials and extra shifts, on-call pay, education expenses, sign-on bonuses, retention bonuses and moving allowances
- APP incentive plan design, including prevalence and performance metrics
- Data reported for nurse practitioners and physician assistants across multiple specialty areas
- Information also reported for nurse anesthetists and midwives
- Data reported both nationally and regionally by practice setting (inpatient/outpatient) and locale (urban/suburban/rural)
- Total cash compensation data for a number of APP leadership positions

PARTICIPANT HIGHLIGHTS

- Representing more than **52,000** APPs
- Data from nearly **500** organizations
- **203** specialties reported

SURVEY SCHEDULE

Participation Period: June 2018 – August 17, 2018

Early Submission Deadline: July 27, 2018

Published: November 2018

REPORT PRICING

Participants: \$875

Early Submission Discount: \$400*

Health Care Nonparticipants: \$3,500

Advanced Practice Provider Credentialing and Privileging Survey



As the demand for advanced practice providers (APPs) continues to grow, organizations must understand the latest trends in credentialing and privileging. This survey provides data and insights on credentialing practices as well as core and clinical specialty privileges. Data includes APP headcount and prevalence of specialty-specific privileges granted in each specialty.

SURVEY HIGHLIGHTS

- National data reported by region, organization type, position level and specialty area
- Prevalence of core and specialty-specific privileges across the country
- Information about clinical specialty areas in which APPs practice
- Most common specialties APPs practice by licensure (CRNAs, NPs, PAs, etc.)
- Variations between credentialing and privileging practices within health systems
- Data reported both nationally and regionally by practice setting
- Insights on APP involvement in credentialing

PARTICIPANT HIGHLIGHTS



New Survey!

SURVEY SCHEDULE

Participation Period: March 2018 – August 30, 2019

Early Submission Deadline: June 29, 2018

Published: November 2019

REPORT PRICING

Participants: \$500

Early Submission Discount: \$150

Health Care Nonparticipants: \$2,000

*This early submission discount is an introductory rate that will only apply to 2018 surveys.

Advanced Practice Provider Surveys



Advanced Practice Provider Leadership Survey

The role of the advanced practice provider (APP) in transforming care delivery is critical, and organizations must have the necessary leadership structures and practices in place to support this growing workforce. This survey identifies leadership roles and responsibilities, clarifies the different levels of leadership and evaluates the infrastructure in place to help support the practice and management of APPs.

SURVEY HIGHLIGHTS

- National data reported by region, organization type and size
- Data cuts include pediatric and non-pediatric hospitals
- Committee and organizational engagement and participation
- Three distinct APP leadership levels
- Insights on varying levels of education, titling and reporting structures for APP leaders
- Information about APP leader roles, scope of responsibility and time allocation
- Data on APP centers to support APP practice

PARTICIPANT HIGHLIGHTS



New Survey!

SURVEY SCHEDULE

Participation Period: June 2018 – August 17, 2018
Early Submission Deadline: July 27, 2018
Published: December 2018

REPORT PRICING

Participants: \$750
Early Submission Discount: \$150
Health Care Nonparticipants: \$3,000



Advanced Practice Provider Organizational Survey

As health care organizations seek to improve access, quality, service and affordability, developing a strategy to integrate, optimize and engage the growing advanced practice provider (APP) workforce across all specialties is essential.

SURVEY HIGHLIGHTS

- This new survey assesses current organizational APP practices in the following key areas:
 - + Advanced practice organizational structure
 - + Operations
 - + Workforce planning
 - + Competency assessment
 - + Billing and productivity
 - + Engagement and retention
 - + Student placement and precepting
 - + Postgraduate education
 - + Emerging trends and practices
- + National data reported by region, organization type, position level and specialty area

PARTICIPANT HIGHLIGHTS



New Survey!

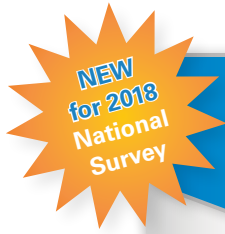
SURVEY SCHEDULE

Participation Period: June 2018 – August 17, 2018
Early Submission Deadline: July 27, 2018
Published: December 2018

REPORT PRICING

Participants: \$750
Early Submission Discount: \$150
Health Care Nonparticipants: \$3,000

Employee Surveys



Health Care Staff Compensation Survey

Published regionally for over 20 years, this new national survey provides cash compensation market data for health care staff.

SURVEY HIGHLIGHTS

- Market data tables at the national and regional levels, including base salary, total cash compensation and pay range minimum and maximum for nearly 400 administrative, nursing, professional, service and supervisory positions
- Detailed on-call pay and shift differential data, including evening, night and weekend coverage
- Compensation practices data that focuses on market staffing trends and strategies
- Additional data on lead and charge pay, preceptor pay, extra-shift pay and float pool pay fields
- Fair Labor Standards Act status for exempt and nonexempt employees

PARTICIPANT HIGHLIGHTS



New Survey!

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018

Early Submission Deadline: March 16, 2018

Published: August 2018

REPORT PRICING

Participants: \$875

Early Submission Discount: \$150

Health Care Nonparticipants: \$3,500

Endowment and Foundation Investment Staff Compensation Survey

A comprehensive look into pay levels, practices and trends among endowment and foundation staff, including detailed insight into the chief investment officer position.

SURVEY HIGHLIGHTS

- Base salary, incentive pay and retirement benefits for senior investment staff
- Base salary and total cash compensation data for other investment staff
- Detailed incentive plan design information, including performance measures, weighting of measures, incentive opportunity levels, and payout and deferral practices
- Other data: eligibility and participation as well as administration and governance of investment staff incentive plans
- Data presented nationally by organization type and by asset category
- Key endowment and foundation investment staff positions, including chief investment officer, managing director, director, manager, two levels of analyst staff and three levels of investment operations staff

PARTICIPANT HIGHLIGHTS

- Over **390** investment professionals
- Over **60** organizations
- **9** investment staff positions

SURVEY SCHEDULE

Participation Period: January 2018 – February 16, 2018

Early Submission Deadline: February 2, 2018

Published: April 2018

REPORT PRICING

Participants: \$1,150

Early Submission Discount: \$150

Health Care Nonparticipants: \$4,600

Multi-Level Surveys

Benefits Practices in Hospitals and Health Systems Survey

Uniquely focused on only hospitals and health systems, this survey helps organizations address challenges related to executive and physician benefit programs, including optimizing benefit offerings, implementing retirement plans for evolving executive and physician roles, and keeping pace with emerging trends in paid time off, severance and disability programs.

SURVEY HIGHLIGHTS

- Detailed reporting on executive and physician benefits
- Data covering all facets of benefits:
 - + Supplemental retirement plans
 - + Paid time off
 - + Disability
 - + Life insurance
 - + Severance policies
 - + Perquisites and professional benefits
- Data reported nationally, custom reports available by region and organization size

Special Note

- Must complete both sections of the survey (executive and physician) to receive the full report. Individual sections of the survey are also available for purchase.

PARTICIPANT HIGHLIGHTS

- **180** participating organizations

SURVEY SCHEDULE

Participation Period: January 2018 – March 30, 2018

Early Submission Deadline: March 2, 2018

Published: June 2018

REPORT PRICING

Participants: \$500

Early Submission Discount: \$150

Health Care Nonparticipants: \$3,500

Custom Survey Solutions and Membership Groups

If the unique needs of your organization cannot be met by readily available benchmarking data, consider a custom survey conducted by our experienced researchers and consultants — delivering the information you need on compensation, benefits, performance measurement and other critical elements to help your organization craft data-driven solutions.

SURVEY HIGHLIGHTS

- Customized and proprietary analyses that provide data on positions and topics not covered in our suite of annual surveys nor widely available in the marketplace. For example:
 - + CEO evaluations
 - + Provider compensation satisfaction
 - + Targeted and specialized compensation data
 - + Board and committee evaluations
 - + Benefit plan designs
 - + Pulse surveys on specific issues
- Offers the ability to identify and target survey participants and groups within our extensive contact database
- Survey timelines customized to meet your needs

ABOUT SULLIVAN, COTTER AND ASSOCIATES, INC.

SullivanCotter is the leading independent consulting firm in the assessment and development of performance-based total rewards programs and workforce solutions for the health care industry and not-for-profit sector. For over 25 years, the firm has provided unbiased advice to executives and boards to help attract, retain and motivate executives, physicians, advanced practice providers and employees at all levels. Through the Center for Information, Analytics and Insights, SullivanCotter has developed the most widely recognized compensation surveys in the United States. Combining data-driven intelligence with national insights, we act with integrity to help organizations fulfill their missions, business objectives and regulatory requirements.



SullivanCotter maintains strict confidentiality regarding all survey data submissions and follows the safe harbor guidelines published by the U.S. Department of Justice and the Federal Trade Commission where applicable.