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## Non-Profits Get a New Data Source to Help Keep Them Out of the IRS' Office

**Philadelphia, Pa, March 17, 2009** - Non-profits are now under increased scrutiny from the IRS due to new transparency requirements around executive compensation and benefits. To keep themselves out of "hot water", non-profits can prove that executive compensation is not excessive by using the rebuttal presumption. To help Greater Delaware Valley non-profits comply with the rebuttal presumption requirements, Philadelphia-based eXperience HR and WageWatch, Inc., a national Web-based survey firm, launched in March 2009 a leading-edge, Web-based compensation survey covering over 115 job titles including executive and non-executive positions.

Participants in the Non-Profit Compensation Survey receive reports on competitive compensation and executive benefits practices to use in making and justifying decisions on how much to pay the top leaders in their organization. "The survey is designed to provide comparable competitive data based on operating revenue, type of non-profit, and other metrics to Board of Directors members, who will be held accountable for the pay decisions they make," states Margaret Dyekman, President and COO of WageWatch.

Survey's annual subscription fees range from \$125 to \$350 depending on organization's size. Subscribers receive 12-months of unlimited access to all survey data. "Our non-profit clients have told us they are in great need of a survey like this to attract and retain the right employees and ensure they have a good source for documenting their executive pay decisions", added Alison DiFlorio, President of eXperience HR.

Non-profits can learn more about the survey by calling eXperience HR at 877.875.4265.

### ABOUT WAGEWATCH

WageWatch ([www.wagewatch.com](http://www.wagewatch.com)), the leading Web-based source for compensation and benefits data, provides instantly accessible industry wage, salary and benefits data, delivered to any Internet-enabled device. Using leading-edge technology, WageWatch surveys industries and provides companies with the data they need to make their compensation and benefits decisions. As a pure information provider, WageWatch gives its customers the ability to see what their competitors are paying and position themselves in their markets.

### ABOUT EXPERIENCE HR

eXperience HR, affiliate of eXude Benefits Group & eXcel Retirement Plans, is a human resources consulting group committed to helping organizations align their HR practices with their business strategy. eXperience puts all its energy into improving the workplace experience and providing customized human resource solutions. For more information on eXperience HR and their affiliates visit [www.eXudebenefits.com](http://www.eXudebenefits.com) or call 215.825.2688 or 877.875.4265.

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