

Surveys	Effective Date	Collection Begin Date	Collection End Date	Publish Deadline Date
Non-Management Compensation	4/1/23	4/3/23	5/5/23	*8/11/23
Executive Compensation	5/1/23	5/1/23	6/2/23	*9/15/23
Management Compensation	5/1/23	5/1/23	6/2/23	*9/15/23
Labor Union Penetration	1/1/23	**year-round	**year-round	*11/24/23
HR Metrics	8/1/23	8/1/23	9/8/23	*11/3/23
Workforce 1st Quarter	1/1/23	4/3/23	5/5/23	*6/16/23
Workforce 2nd Quarter	4/1/23	7/3/23	8/4/23	*9/15/23
Workforce 3rd Quarter	7/1/23	10/2/23	11/3/23	*12/15/23
Workforce 4th Quarter	10/1/23	1/2/24	2/2/24	*03/15/24

**Dates subject to change*

*** Union survey collection period is year-round*

Revised 1/30/23

