

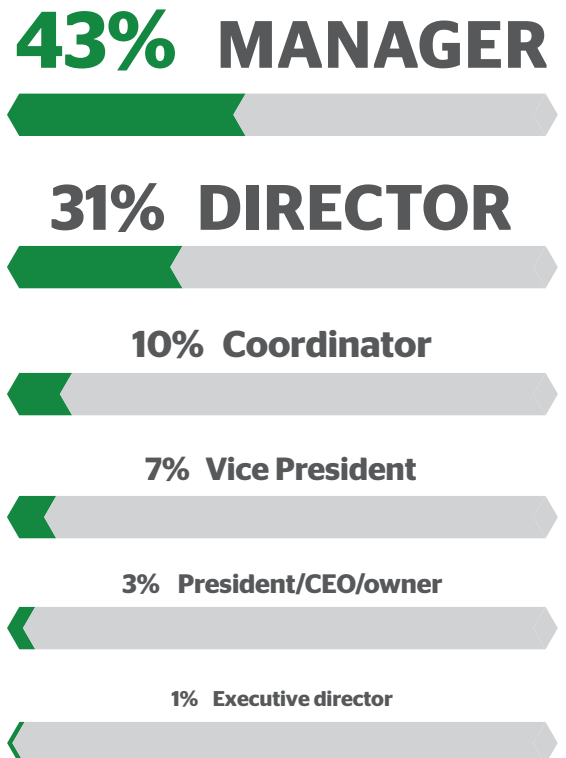
That Was Then

Results of the Annual Salary Survey, taken prior to the pandemic taking an economic toll in North America.

RESPONDENTS BY CURRENT ROLE



RESPONDENTS BY JOB TITLE



CONVENE SALARY SURVEY 2020

2020 SALARY AVERAGE BY CURRENT ROLE

Association executive
\$111,554

Independent meeting professional
\$86,150

Association meeting professional
\$86,182

Medical meeting professional
\$84,464

Corporate meeting professional
\$89,401

Nonprofit/education meeting professional
\$77,895

Government meeting professional
\$67,500

2020 SALARY AVERAGE BY JOB TITLE

CEO/Owner
\$88,167

Vice President
\$125,811

Executive Director
\$94,167

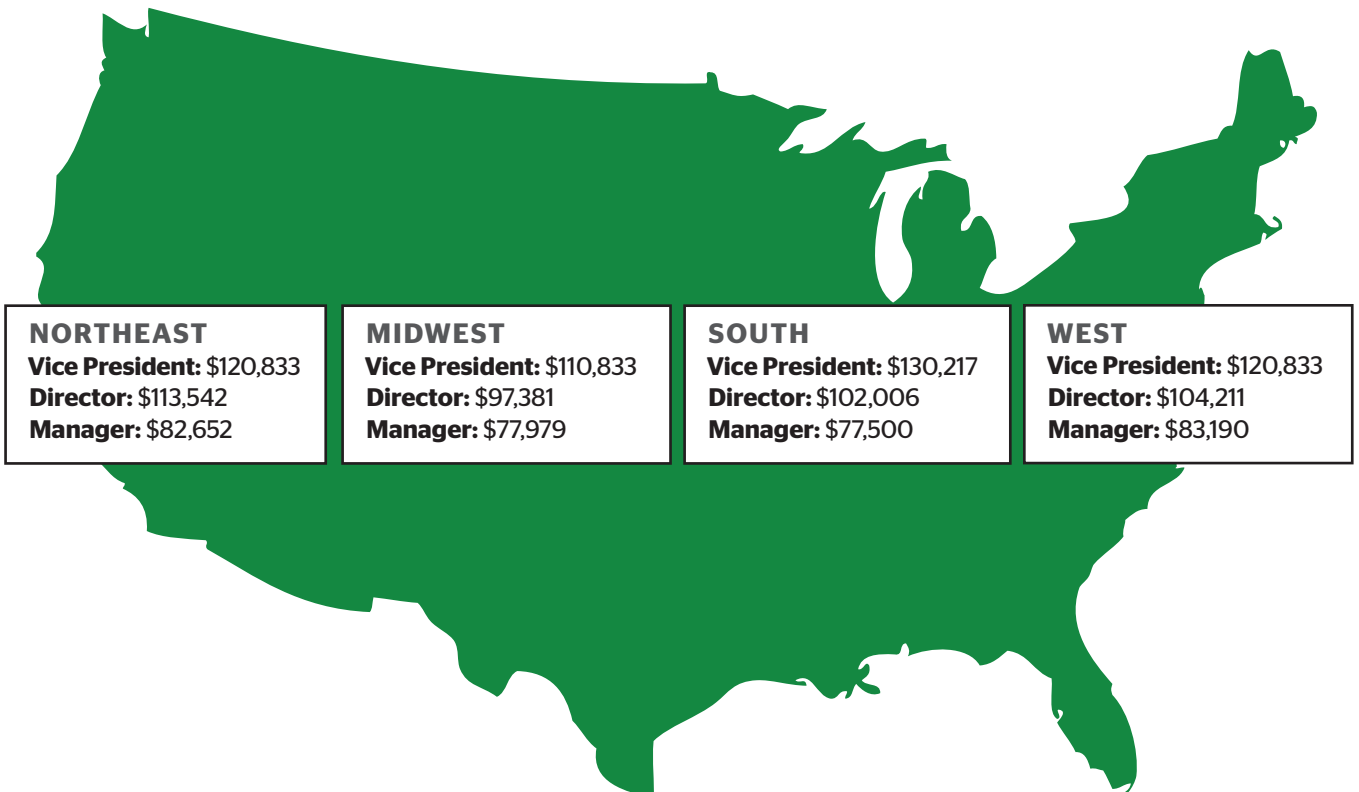
Director
\$102,202

Manager
\$78,450

Overall average (all positions)

\$87,924

2020 SALARY AVERAGE BY GEOGRAPHIC AREA



CONVENE SALARY SURVEY 2020

2020 AVERAGE SALARY

Supervise a staff
\$100,206
Do not supervise a staff
\$75,517

Satisfied with job
\$90,489
Dissatisfied with job:
\$83,211

Satisfied with profession
\$88,904
Dissatisfied with profession
\$91,176

With CMP
\$92,134
Without CMP
\$83,893

Metro New York area
\$105,000

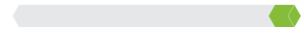
Metro Washington, D.C. area
\$94,758

Metro Chicago area
\$88,222

AVERAGE SALARY INCREASE IN 2020*

Overall change (all positions):

6.9%



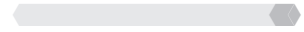
Vice president

11.5%



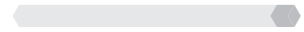
Director

6.8%



Manager

6.4%



*For those receiving salary increases

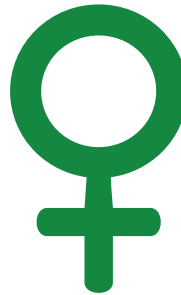


MALE

\$99,838

FEMALE

\$86,103



VICE PRESIDENT

SALARY RANGES

(percentage of VPs responding)

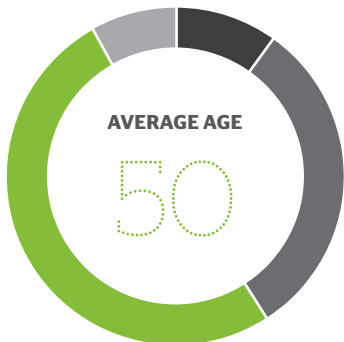
3% Less than \$70,000
0% \$70,000-\$84,000
11% \$85,000-\$99,999



11% \$100,000-\$124,999
76% \$125,000 or more

AVERAGE SALARY

\$125,811



AVERAGE AGE

50

AGE

10% Under 40
31% 40 to 49
51% 50 to 59
8% 60 or older

GENDER

64%

FEMALE

36%

MALE



97%
graduated college

HIGHEST LEVEL OF EDUCATION

3% Some college
74% College graduate
13% Some post-graduate
10% Post-graduate degree

CONVENE SALARY SURVEY 2020

DIRECTOR

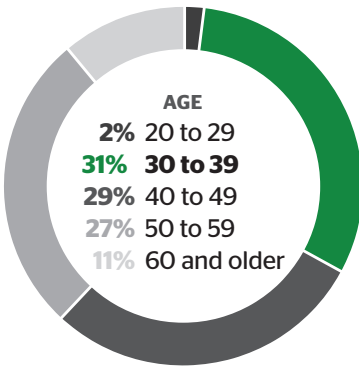
- 0% \$30,000-\$39,999
- 2% \$40,000-\$49,999
- 5% \$50,000-\$59,999
- 6% \$60,000-\$69,999
- 16% \$70,000-\$84,999
- 16% \$85,000-\$99,999
- 30% \$100,000-\$124,999**
- 25% More than \$125,000

SALARY RANGES
(percentage of directors responding)



AVERAGE SALARY

\$102,202



AVERAGE AGE

46

GENDER

FEMALE **87%**

MALE **13%**

OTHER /PREFER NOT TO ANSWER **1%**



85%
graduated college

HIGHEST LEVEL OF EDUCATION

- 2% High-school graduate
- 14% Some college
- 62% College graduate**
- 6% Some post-graduate
- 17% Post-graduate degree

MANAGER

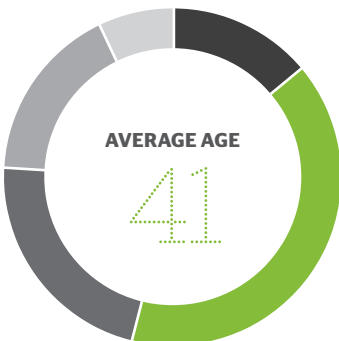
- 5% \$40,000-\$49,999
- 12% \$50,000-\$59,999
- 19% \$60,000-\$69,999
- 30% \$70,000-\$84,999**
- 20% \$85,000-\$99,999
- 10% \$100,000-\$124,999
- 3% \$125,000 or more

SALARY RANGES
(percentage of managers responding)



AVERAGE SALARY

\$78,450



- AGE
- 14% 20 to 29
 - 40% 30 to 39**
 - 22% 40 to 49
 - 17% 50 to 59
 - 7% 60 or older

GENDER

93%

FEMALE

7%

MALE



90%
graduated college

HIGHEST LEVEL OF EDUCATION

- 3% High-school graduate
- 7% Some college
- 68% College graduate**
- 5% Some post-graduate
- 17% Post-graduate degree

Michelle Russell is Convene's editor in chief.