

## Request for Quote – Compensation Evaluation Services Q&A (#2)

1. How many unique job titles or job classifications are included in the study?

The Lottery has approximately 120 distinct classifications. We understand that some firms like to benchmark every distinct position and some firms have a different methodology (e.g. benchmark some positions and slot the others). The lottery is interested in each firm's recommended methodology and costs associated with each approach.

2. Does NCEL want the consultant to collect salary data only or does the study also include in the prevalence and cost of benefits (paid time off, health benefits, retirement benefits) provided by peer organizations?

We are not necessarily interested in conducting customized surveys to obtain salary data. We are more interested in which data sources the firm uses and the rationale behind that decision. If there is a cost to gaining access to various salary surveys, we are interested in what those costs are.

We are not interested in benchmarking any benefits, this is strictly a salary study.