



## **International Security Management Association Special Report**

Thank you for participating in the 2024 Security and Compliance Compensation Survey. Please follow the instructions provided in the email communication for accessing and downloading the ISMA special report file from our website which includes the files described below.

### **THE E-VERSION WAS CREATED USING ADOBE ACROBAT READER.**

The downloadable file includes the following:

- **2024 Updated Security and Compliance ISMA Report.pdf** - This is the electronic version of the 2024 Security and Compliance Compensation Survey report in Adobe Acrobat.
- **2024 Updated Security and Compliance ISMA Report.xlsx** – The Security and Compliance Compensation Survey in Excel format. The spreadsheet is provided so you can load onto your HRIS system.
- **Manipulation of the data in Excel, is accomplished by:**
  - Extract the Excel file from the download file to a folder of your choice.
  - Once complete, open the spreadsheet and click Enable Editing. You can now manipulate the data in the Excel spreadsheet.
- **2024 ScottMadden Copyright Notice** – A document defining copyright protections afforded to ScottMadden, Inc. by Federal and State Laws.

If you have any questions, please email us at [foushee@scottmadden.com](mailto:foushee@scottmadden.com). We appreciate your participation in the survey and look forward to working with you in the future.