Foushée Group, Inc.

2023 Environmental, Health and Safety

Compensation Survey Report

37th Edition

Thank you for participating in the 2023 Environmental, Health and Safety Compensation Survey. We are confident the report will serve your compensation planning needs.

**THE E-VERSION MAY NOT BE OPENED UNLESS YOU HAVE ADOBE ACROBAT READER.**

In addition to this READ ME file, the CD contains additional files;

* **2023 Foushée Environmental, Health & Safety Survey. PDF** - This is the electronic version (thumb drive) of the 2023 Environmental, Health and Safety Compensation Survey report in Adobe Acrobat format.
* **2023 Foushée Environmental, Health & Safety Survey.xls** – The 2023 Environmental, Health and Safety Compensation Survey in Excel format. The spreadsheet is provided so you can load onto your HRIS system. The Fousheé Group gives permission for the participating company to load the report on their HRIS system at your location only. Additional copies of the survey must be purchased, or a site license or NDA must be granted to allow the report to be loaded into any other reporting system outside of your physical location.

**Manipulation of the data in excel, is accomplished by:**

* + Copy the excel data base (2023 Foushée EH&S Compensation Survey.xls) from the thumb drive to a folder of your choice, usually in your “C” drive.
  + Once complete, right click the excel document icon from your folder and click properties. Under the “general” tab in properties, look for the “attributes” section, and un-check the “read only” box, and click apply. You can now manipulate all the data in the excel spreadsheet.

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