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|  | MRA Surveys Marketing Content | |
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General Information – Compensation Trends Survey

The 2025 Compensation Trends Survey gives the complete picture of pay, from strategy to pay adjustments to market data to putting it all together with communication and transparency. The final report contains six sections (Overall, Illinois, Iowa, Minnesota, Ohio, and Wisconsin).

- Questionnaire Available: June 3
- Survey Deadline: July 11
- Report Published: August
- Full report valued at \$1,199

Detailed Survey Information – Compensation Trends

2025 Compensation Trends Survey is Now Open!

The trends survey is now open for submissions. The participation deadline is Friday, July 11, and the survey will be published in late August. This year, the survey covers questions on:

- Compensation Strategies
- Pay Adjustments
- Market Data
- Pay Structures
- Pay Communications & Transparency

The final report will contain information on what organizations have done over the past 12 months and what organizations are planning to do over the next 12 months. The information can help organizations approach current talent challenges and prepare to make next year successful for an organization. In conjunction with the organization's philosophy, it can be used as a benchmark to develop a strong compensation strategy. The data is collected for all U.S. Markets, with the final report containing five state sections (Illinois, Iowa, Minnesota, Ohio, and Wisconsin) plus an overall section.

With local, employer-matched, employer-reported pay data, you can be confident that your organization is making vital pay decisions based on solid, high-quality data that reflects the market in which you do business. The more organizations that participate, the more reliable and representative the results!

Trends Survey Participation Instructions

Instructions:

Survey due dates:

- Compensation Trends Survey should be completed no later than July 11

Data collection details:

The survey consists of an online questionnaire sent via email. The questionnaire consists of about 40 questions – not all are required. Ensure that you answer the required questions and those pertaining to your organization.

Notes for when completing the questionnaire:

- You will be asked which states the information you submit applies to. Please complete separate surveys for states where your responses (compensation trends, merit increases, etc.) differ significantly.
- After answering all questions, select the "Submit Survey" button at the end to complete your submission.
- You will be redirected if you elect to complete it again for another location.
- If you have any questions regarding the online questionnaire, please get in touch with the MRA-Survey Department at surveys@mrnet.org or (800) 488-4845 extension 3508.

Survey FAQ

Why is my survey not being submitted?

- Ensure the required questions have been answered
- After answering all questions, select the "Submit Survey" button at the end to complete your submission.
- If you are still having trouble, one of [the survey professionals can assist at surveys@mrnet.org](mailto:surveys@mrnet.org) or (800) 488-4845 extension 3508.

What if there is an open survey and I haven't received an invitation?

- Please [contact us](#) if you have not received information on an open survey or have questions about survey participation.

Who conducts the surveys?

- Founded in 1901, MRA is one of the largest employer associations in the country, serving 4,000 employers each year. Members range in size from small entrepreneurs to Fortune 50 companies and reflect the diversity of the industries in Illinois, Indiana, Iowa, Minnesota, Ohio, Kentucky, and Wisconsin. MRA's Survey and Business Research Department has been conducting surveys since 1901 and has a team of professionals with expertise in survey design, statistical analysis, compensation, and market research.

Can I share the results with other organizations?

- MRA surveys are not to be used commercially or for any purpose other than those that pertain to the internal planning of the purchasing/participating organization. The surveys prohibit Copying and/or Sharing Surveys with Non-Participants.