



2024

National Business Trends Survey

MRA-The Management Association
www.mranet.org
800.488.4845



2024 National Business Trends

An Employer Associations of America (EAA) Sponsored Survey, coordinated by Cascade Employers Association in cooperation with employer associations nationwide.

Published: November 2023

Next Publication: November 2024

Confidential Survey Report

This survey is provided with the understanding that the information will:

- remain strictly confidential
- be restricted to authorized personnel only
- not be used in collective bargaining or grievance proceedings
- protect, completely, organizational identity



National surveys produced by the EAA include:

- National Business Trends Survey
- National Executive Compensation Survey
- National IT & Engineering Compensation Survey
- National Policies & Practices Survey
- National Benefits Survey
- National Sales Compensation Survey
- National Wage & Salary Survey

© 2023 Employer Associations of America (EAA): All rights reserved. This survey is provided to the recipient to use as an *internal* compensation resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means, without prior permission in writing from EAA or a survey co-sponsor named herein is prohibited.

2024 National Business Trends

Co-Sponsoring Associations

This survey was made possible by the collaborative efforts of Employer Associations throughout the nation. We want to graciously thank all of these associations for their efforts in attracting participants and helping to make the 2024 National Business Trends Survey a great success.



AAIM Employers' Association
St. Louis, MO
www.aaimea.org

Liz Redohl
liz.redohl@aaimea.org
(314) 968-3600



American Society of Employers
Livonia, MI
www.aseonline.org

Kevin Marrs
kmarrs@aseonline.org
(248) 223-8025



Cascade Employers Association
Salem, OR
www.salarytrends.com

McKenna Arnold
marnold@cascadeemployers.com
(503) 585-4320



Catapult
Charlotte, NC
www.letscatapult.org

Chris Reifsnyder
christopher.reifsnyder@letscatapult.org
(704) 522-8011



Employers Association of the NorthEast
Agawam, MA
www.eane.org

Meg Coursey
mcoursey@eane.org
(877) 662-6444



Hawaii Employers Council
Honolulu, HI
www.hecouncil.org

Dawn Mitchell
dmitchell@hecouncil.org
(808) 440-8810



HR Source
Downers Grove, IL
www.hrsorce.org

Monica Sorenson
surveys@hrsorce.org
(630) 963-7600

2024 National Business Trends

Co-Sponsoring Associations (continued)

This survey was made possible by the collaborative efforts of Employer Associations throughout the nation. We want to graciously thank all of these associations for their efforts in attracting participants and helping to make the 2024 National Business Trends Survey a great success.



MidAtlantic Employers Association
King of Prussia, PA
www.meainfo.org

Shawn McGuire
smcguire@meainfo.org
(610) 994-7632



MRA – The Management Association
Waukesha, WI
www.mranet.org

Brittany Rittershaus
brittany.rittershaus@mranet.org
(800) 488-4845



Nevada Association of Employers
Las Vegas, NV
www.nevadaemployers.org

Audra Parton
surveys@nevadaemployers.org
(775) 329-4241



The Employers' Association
Grand Rapids, MI
www.teagr.org/teaimis

Marla Holzapfel
mholzapfel@teagr.org
(616) 698-1167



The Employers' Association
Maumee, OH
www.theea.org

Drew Peterson
drew.peterson@theea.org
(419) 893-3000



United Employers Association
Portland, OR
www.unitedemployers.org

Becca Wiegand
bwiegand@ueainc.com
(503) 595-2095

2024 National Business Trends

Table of Contents

Introduction	Page
Report Overview	1
Report Formats	1
Response Levels	1
Participant Distribution Statistics.....	2
Year-to-Year Comparison	7
Section One: National Report	9
Significant Trends Summary.....	10
Participant Demographics.....	12
Detail Reports	13
Section Two: Western Region Report	28
Significant Trends Summary.....	29
Participant Demographics.....	31
Detail Reports	32
Section Three: Southern Region Report	47
Significant Trends Summary.....	48
Participant Demographics.....	50
Detail Reports	51
Section Four: Northeast Region Report	66
Significant Trends Summary.....	67
Participant Demographics.....	69
Detail Reports	70
Section Five: Midwest Region Report	85
Significant Trends Summary.....	86
Participant Demographics.....	88
Detail Reports	89
Section Six: State Reports	104
State Detail Reports (alphabetical)	105
Section Seven: Industry Reports	921
Industry Detail Reports (alphabetical)	922
Appendix (“Other” specified responses).....	1128