

# 2023 Corporate Benchmarking Report Survey

## Welcome! (Page 1)

Thank you for participating in the Public Affairs Council's *2023 PAC Benchmarking Survey*. For many years, the Council has conducted this rigorous study following each election cycle. The survey and resulting report cover the structure, staffing and management, leadership engagement, fundraising activities and disbursement strategy of corporate and association PACs.

**This version of the survey is to be completed by corporations only (including publicly traded companies, private companies and cooperatives).**

If you do not represent a publicly traded company, a private company or a cooperative, **please exit this survey** and contact Tori Ellington at [vellington@pac.org](mailto:vellington@pac.org) for instructions on how to access the association version of this survey.

## (Page 2)

If you complete this survey in full, you will receive the following as a thank you for your time and participation:

- A **complimentary copy** of the final PAC Benchmarking Report
- Exclusive access to a **webinar** discussing the findings and their implications for the profession
- An entry into a **drawing to receive complimentary registration** to your choice of the 2024 or 2025 National PAC Conference for those who complete the survey by 5 p.m. EST on **April 28<sup>th</sup>**.

Before you begin, a few notes on filling out the survey:

- Your responses are **confidential**. Individual companies will not be revealed as data will only be reported in the aggregate
- If you do not have exact numbers, **estimates** may be used throughout the survey
- Your responses should relate to your organization's **federal PAC** activities only
- Should you want to adjust or review your answers, **use the "Prev" button**, not your browser's back button
- This survey should take **approximately 20 minutes** to complete

This survey will close on **Friday, April 28**. Should you have any questions, please contact Tori Ellington, manager, PAC & grassroots practices at [vellington@pac.org](mailto:vellington@pac.org).

Thank you for taking part in this important research effort.

## (New page)

1. To ensure you receive your free copy of the report, please provide the following contact information. Please complete all items requested.

Note: All responses are confidential. All data will be reported in the aggregate and will not be associated with any individual organization. Your contact information will only be used to deliver your free report, and will not be used for any other purpose.

- Name:
- Organization:
- Job Title:
- Email address:
- Phone number:

### Company Profile

2. Is your company a:
  - For-profit corporation, publicly traded
  - For-profit corporation, private
  - Non-profit corporation
  - Cooperative
  - Other type of corporation (please specify)
3. Where is your company's headquarters located?
  - United States
  - North America (other than the U.S.)
  - South America
  - Europe
  - Asia
  - Other (please specify)
4. Which of the following best describes your company's primary industry sector?  
*(If your company is involved in more than one sector, please select the one that accounts for the largest share of company revenue.)*
  - Chemicals & Basic Resources *(Chemicals, forestry, industrial metals, forestry & paper, mining)*
  - Consumer Goods *(Automobiles, food/beverage products, food production, personal/household goods, home construction, recreational products, tobacco)*
  - Consumer Services *(Retail, travel & leisure, hotels, restaurants, tourism, media, broadcasting & entertainment)*
  - Financials *(Banking, insurance, real estate investment/services, financial services)*
  - Health Care *(Health care equipment/services, pharmaceuticals, biotechnology)*
  - Industrial Goods & Services *(Heavy construction, aerospace, defense, diversified industrials, commercial vehicles/machinery, industrial transportation, business support services)*

- Oil and Gas (*Oil & gas producers, services, pipelines, exploration, production, alternative fuels*)
  - Technology (*Software, computer services, technology hardware, semiconductors, telecom equipment*)
  - Telecommunications (*Fixed and mobile telecom*)
  - Utilities
  - Other (*Please specify*)
5. What are your company's annual revenues for its most recent fiscal year?  
(*If you are not sure of the exact number, please make your best estimate.*)
- <\$1 billion
  - \$1 billion – \$3 billion
  - \$3.1 billion – \$5 billion
  - \$5.1 billion – \$10 billion
  - \$10.1 billion – \$20 billion
  - \$20.1 billion – \$50 billion
  - \$50.1 billion – \$100 billion
  - >\$100 billion
6. What is the approximate number of U.S. employees in your company?  
(*If you are not sure of the exact number, please make your best estimate.*)
- <200
  - 200 – 500
  - 501 – 1,000
  - 1,001 – 2,000
  - 2,001 – 5,000
  - 5,001 – 10,000
  - 10,001 – 20,000
  - 20,001 – 50,000
  - >50,000
7. Does your company grant prior authorization to any trade associations?
- Yes
  - No

#### PAC Management and Structure

8. What is the name of your company's federal PAC?  
(*The Public Affairs Council asks for this information to collect current FEC data on your PAC to track historical trends among all responding PACs. Your PAC's name will not be associated with the data displayed in this report in any way.*)
- Federal PAC name: \_\_\_\_\_
9. How many professional and administrative staff in your company spend at least 50 percent of their time on federal PAC-related responsibilities?

For the purposes of this question:

- Professional staff are those WITH decision-making capacities and/or supervisory responsibilities
- Administrative staff are those WITHOUT direct decision-making authority

Please count part-time staff as 0.5 staff (e.g., 1 FT and 1 PT staff = 1.5 total staff).

- Number of professional staff: \_\_\_\_\_
- Number of administrative staff: \_\_\_\_\_

10. Please indicate which of the following activities are primarily conducted by your company's federal PAC staff or volunteers, and which are primarily conducted by external consultants or other vendors:

*(Check all that apply for each column.)*

	PAC staff or volunteers	External consultants or vendors
Maintaining contributor database		
Solicitation planning or development		
Conducting solicitation meetings		
Selecting candidates or disbursement strategy		
Check writing		
FEC reporting		
Writing or editing communications materials (newsletters, annual reports, etc.)		
Writing or editing website/ intranet content		
Designing PAC materials		
Administering donor benefits or incentives (e.g., PAC match)		
PAC ambassador recruitment and/or training		

Other activities: *(Please specify activity and if it is conducted by staff or consultants/vendors.)*

11. Please indicate the approximate annual operating budget of your federal PAC:
- This may include such items as the use of vendors, administrative/operating expenses, incentives for PAC donors, fundraising events, website services, etc.
  - EXCLUDE salaries and PAC receipts
- < \$10,000
  - \$10,001– \$20,000
  - \$20,001 – \$30,000
  - \$30,001 – \$40,000
  - \$40,001 – \$60,000
  - \$60,001 – \$80,000
  - \$80,001 – \$100,000
  - \$100,001 – \$150,000
  - \$150,001 – \$200,000
  - \$200,001 – \$300,000
  - \$300,001 – \$400,000

- \$400,001 – \$500,000
- \$500,001 – \$600,000
- \$600,001 – \$700,000
- > \$700,000 Please indicate how your annual operating budget is allocated (as a percentage of the total amount) across the following categories:
  - Please enter whole numbers only (no decimal points or % signs)
  - If you do not have the exact number, please estimate as best as possible
  - The total must sum to 100%
- A. Outsourcing (*professional services/consultants*)
- B. Administration/PAC management/database management (*including operating expenses such as travel, communications, printing, postage, etc.*)
- C. Fundraising/event management
- D. Gifts and member benefits
- E. PAC website services
- F. All others (describe below)

12. If applicable, please describe what is included in the “all others” category above: \_\_\_\_\_

#### PAC Oversight and CEO Involvement

13. How is your company's CEO involved in the federal PAC?

(Check all that apply.)

- N/A – the CEO is NOT involved in the federal PAC
- Makes presentation at or opens solicitation meetings
- Signs or sends solicitation letters and emails
- Appears in a PAC video
- Signs or sends thank you letters
- Contributes the maximum amount allowed to the PAC
- Contributes below the maximum amount allowed to the PAC
- Formally endorses the PAC
- Serves on the PAC board
- Chairs the PAC board
- Sends communications on behalf of the PAC (e.g., PAC newsletter)
- Attends PAC events
- Hosts PAC donor appreciation events
- Solicits corporate board of directors
- Other (please specify)

14. Does your company's federal PAC have a PAC board of directors?

(This may also be called the PAC steering or executive committee.)

- Yes
- No

15. How many people are on the federal PAC's board of directors?

Number of people on the PAC board = \_\_\_\_\_

16. Does the PAC have term limits for its board of director positions?

- Yes

- No

17. If you answered **yes** to the previous question, what are the term lengths?

- 2 years
- 4 years
- 6 years
- Other \_\_\_\_\_

18. In which of the following departments in your company, and at what level, do the federal PAC board members work?

*(Check all that apply for each column.)*

	Senior management level	Non-senior management level
Government Affairs		
Finance		
Legal		
Sales/ Marketing		
Human Resources		
Office of the CEO		
Information Technology		
Research		
Business Unit Management		
Communications		

Other departments:

*(Please specify department and level.)*

19. Please indicate the activities of the federal PAC board members:

*(Check all that apply.)*

- Approve contributions to candidates
- Manage communications activities
- Manage transparency activities
- Plan solicitations
- Manage strategic planning/goal setting
- Conduct in-person fundraising or give PAC presentations
- Select candidates or manage disbursement strategy
- Approve changes to bylaws
- Provide internal budget planning/oversight
- Recruit PAC ambassadors/champions
- Host PAC donor appreciation events
- Sign/send solicitation letters
- Provide general PAC oversight/input
- Attend PAC events
- Attend candidate fundraisers
- Other (please specify)

20. Please indicate which of the following federal PAC-related activities your company conducts to manage compliance:

*(Check all that apply.)*

- Employs external legal counsel
- Conducts compliance audit at least once per cycle *(using in-house or contracted counsel)*
- Conducts compliance audit at least once per cycle *(using external firm other than legal counsel)*
- Conducts intermittent compliance audit(s)
- Monthly reconciliation of bank statements
- Other (please specify)

**This section of the survey requests information on solicitations and contributions received.  
Please limit your answers to the 2021 – 2022 election cycle.**

**If you do not have exact numbers for any of the following, please estimate as best as possible.**

21. What was the total dollar amount of all PAC contributions from ALL of your donors for the 2021-2022 election cycle?

- Total 21/22 cycle contributions (in dollars) = \_\_\_\_\_

22. What was the average or "typical" individual contribution dollar amount to your PAC for the 2019-2020 election cycle?

- < \$250
- \$250 – \$500
- \$501 – \$1000
- \$1,001 – \$1,500
- \$1,501 – \$2,000
- \$2,501 – \$3,000
- \$3,001 – \$3,500
- \$3,501 – \$4,000
- \$4,001 – \$4,500
- \$4,501 – \$5,000

23. How many EMPLOYEES were ELIGIBLE for your federal PAC in the 2021-2022 election cycle?

- Include ALL ELIGIBLE employees, regardless of whether they were solicited.
- Total number of ELIGIBLE EMPLOYEES for 21/22 cycle = \_\_\_\_\_

24. Of the eligible employees listed above, how many were SOLICITED for a contribution in the 2021-2022 election cycle?

- Provide the number who were solicited, even if they did not make a contribution. A solicitation includes any requests for contributions, sharing benefits of membership or encouraging support of the PAC.
- Total number of employees SOLICITED in 21/22 cycle = \_\_\_\_\_

25. Of the solicited employees listed above, how many CONTRIBUTED to your federal PAC in the 2021-2022 election cycle?

- Total number of employees who CONTRIBUTED in 21/22 cycle =

26. Did you gain PAC members in 2021 – 2022 and if so approximately how many?

*Please only respond if you gained PAC members.*

- Number of new PAC members: \_\_\_\_\_

27. Did you lose PAC members in 2021 – 2022 and if so approximately how many?

*Please only respond if you lost PAC members (to retirements, lack of interest/ support, financial concerns, etc.)*

- Number of lost PAC members: \_\_\_\_\_

**The following question requests information on contributions from each of the following four donor groups:**

- **Senior management (i.e., executive-level personnel with substantial oversight and reporting responsibilities)**
- **Restricted class/salaried employees (excluding senior management)**
- **Corporate Board of Directors**
- **All other donors (e.g., shareholders, franchisees, retirees, eligible hourly employees, family of eligible employees, etc.)**

28. Please indicate the percentage of total PAC contributions for the 2021-2022 election cycle that are attributable to the following four groups:

- Please enter whole numbers only (no decimal points or % signs)
- If you do not have the exact number, please estimate as best as possible
- The total must sum to 100%

- A. Percentage from **senior management**:
- B. Percentage from **restricted class/salaried employees**:
- C. Percentage from **corporate board of directors**:
- D. Percentage from **all other donors**:

29. Please indicate if you solicited individuals from the following categories for federal PAC contributions in the 2021-2022 election cycle:

*(Check all that apply.)*

- Shareholders who are not employees or Board members
- Franchisees
- Retirees
- Eligible hourly employees
- Families/spouses of eligible employees or Board members
- N/A - my company's federal PAC did not solicit donors outside of senior management, restricted class/salaried employees or the Corporate Board
- Other (please specify)

30. Please indicate the percentage of total contributions made to your company's federal PAC during the 2021-2022 election cycle via the following methods:

- Please enter whole numbers only (no decimal points or % signs)
- If you do not have the exact number, please estimate as best as possible
- The total must sum to 100%



- A. Payroll deduction: \_\_\_\_\_  
B. Credit card (*one-time or recurring*): \_\_\_\_\_  
C. Check: \_\_\_\_\_  
D. Cash: \_\_\_\_\_  
E. All other methods (*electronic/mobile payment platforms, etc.*): \_\_\_\_\_

Strategies for Motivating PAC Participation

31. Which of the following people conduct solicitations for your company's federal PAC?

(Check all that apply.)

- CEO
- Senior management (not the CEO)
- Consultants
- Head of government relations department
- Government relations staff
- PAC board members
- PAC manager
- Peer solicitors
- Corporate board of directors
- Other (please specify)

32. Which three categories of solicitors have been the most effective? (Check up to THREE options.)

- CEO
- Senior management (not the CEO)
- Consultants
- Head of government relations department
- Government relations staff
- PAC board members
- PAC manager
- Peer solicitors
- Corporate board of directors
- Other, as specified above

33. Which of the following solicitation approaches are used for your company's federal PAC?

(Check all that apply.)

- Online solicitations (e.g., email)
- Peer-to-peer solicitations
- Large organization event (e.g., leadership meeting or shareholder meeting)
- Fundraising events (e.g., dinner, reception, auction)
- Virtual events
- New hire communication or orientation
- Large group meetings
- Small group meetings
- Regular staff meetings
- Interoffice mail
- Phone calls
- Mail to home address

- PAC video
- Mobile solicitations via text or app
- Other (please specify)

34. Which three solicitation approaches have been the most effective?

*(Check up to THREE options.)*

- Online solicitations (e.g., email)
- Peer-to-peer solicitations
- Large organization event (e.g., leadership meeting or shareholder meeting)
- Fundraising events (e.g., dinner, reception, auction)
- Virtual events
- New hire communication or orientation
- Large group meetings
- Small group meetings
- Regular staff meetings
- Interoffice mail
- Phone calls
- Mail to home address
- PAC video
- Mobile solicitations via text or app
- Other as specified above

35. Do you currently have an active PAC charitable match program?

- Yes
- No

36. If you responded "yes" to the last question, what is the dollar-for-dollar match ratio for contributions eligible for PAC match?

- >1:1
- 1:1
- .5:1
- .25:1
- Other (please specify)

37. (If responded yes to 34,35) What charitable options are available to recipients of the PAC match benefit?

- Any 501c3
- Any 501c3 with some exceptions (examples: religious organizations, universities, customer, etc.)
- A select few charities
- One charity

38. How frequently did your company's federal PAC solicit its eligible class during the 2021-2022 election cycle?

- Short campaign once per cycle
- Short campaign once per year
- Semi-annually
- Quarterly

- Periodically, but on a schedule other than listed above
- Continuously or on no set schedule
- Other (please specify)

39. Please indicate which of the following types of giving guidelines (if any) your company's federal PAC uses:

*(Check all that apply.)*

- N/A - No giving guidelines provided
- Percentage of base pay
- Suggested level (dollar or percentage) based on pay grade/title
- Straight dollar amount
- Other (please specify)

40. . Does your company's federal PAC have incentive clubs?

- Yes
- No

41. . How many incentive club levels are in your company's federal PAC?

- One
- Two
- Three
- Four
- Five or more

42. What are the minimum contributions required for membership at the following levels?

*Please answer only the options that apply to your incentive club structure (e.g., dollar amount or percentage of base pay).*

- Minimum annual contribution required for lowest incentive club = \_\_\_\_\_
- Minimum annual contribution required for highest incentive club = \_\_\_\_\_
- Minimum percentage of base pay required for lowest incentive club = \_\_\_\_\_
- Minimum percentage of base pay required for highest incentive club = \_\_\_\_\_

43. Please indicate the benefits that are offered **ONLY** to INCENTIVE CLUB members:

- Do not indicate benefits that are available to general donors of your PAC – you will be able to specify those in the next question.
- Special communications (e.g., issue updates or newsletters)
- Annual gift
- PAC match
- Live events with politician, celebrity or other guest speaker
- Virtual events with politician, celebrity or guest speaker
- Event with CEO and/or senior executives
- Incentive-club only events
- Special name recognition
- Raffles, auctions or sweepstakes
- Upgraded services or special events at company meetings/events
- Lapel pin
- Ability to deliver PAC checks to candidates

- Opportunity to attend candidate fundraiser
- Exclusive election or policy updates
- Other (please specify)

44. What benefits are offered to all general donors of your company's federal PAC, regardless of contribution amount?

*(Check all that apply.)*

- Special communications (e.g., issue updates or newsletters)
- Annual gift
- PAC match
- Live events with politician, celebrity or other guest speaker
- Virtual events with politician, celebrity or guest speaker
- Event with CEO and/or senior executives
- Incentive-club only events
- Special name recognition
- Raffles, auctions or sweepstakes
- Upgraded services or special events at company meetings/events
- Lapel pin
- Ability to deliver PAC checks to candidates
- Opportunity to attend candidate fundraiser
- Exclusive election or policy updates
- Other (please specify)

45. What ONE benefit is the most effective in your fundraising efforts?

- Special communications (e.g., issue updates or newsletters)
- Annual gift
- PAC match
- Live events with politician, celebrity or other guest speaker
- Virtual events with politician, celebrity or guest speaker
- Event with CEO and/or senior executives
- Incentive-club only events
- Special name recognition
- Raffles, auctions or sweepstakes
- Upgraded services or special events at company meetings/events
- Lapel pin
- Ability to deliver PAC checks to candidates
- Opportunity to attend candidate fundraiser
- Exclusive election or policy updates
- Other as specified above

46. Please indicate which of the following communications tools your federal PAC uses to communicate with PAC donors only, and which are used for all PAC eligibles:

*(Check all that apply for each column.)*

	Used for PAC donors ONLY	Used for all PAC eligibles
PAC annual report		
PAC newsletter		
Issue updates via email and/or web		

Virtual events, webinars or teleconferences on issues or featuring guest speakers		
Get-out-the-vote education		
PAC-specific social media activities		
In-person events (e.g., PAC education, issue overviews and meet-and-greets)		
PAC advertising/ awareness campaign		
Non-political communications (I.e. fun holiday reminders, recipes, work from home tips, etc.)		
Podcasts		

Other communications tools used:

*(Please specify tool and whether it is directed to only donors or to all eligibles.)*

47. Does your company use social media for any PAC purposes?

- Yes
- No

48. Approximately what percentage of your annual or 2022 election cycle fundraising goal did you achieve?

- <20%
- 21 - 30%
- 31 - 40%
- 41 – 50%
- 51 – 60%
- 61 – 70 %
- 71 – 80%
- 81 – 90%
- 91 – 100%
- >100%

49. In the past year, has your company received at least one shareholder proposal for disclosure of your company's political activities?

- Yes
- No
- Not sure
- Not applicable -- company is not publicly traded

50. What action(s) did your company take in response to the shareholder proposal(s) for disclosure of your company's political activities?

*(Check all that apply.)*

- We took no additional action and allowed proposal to go to a vote
- We negotiated an agreement about the company's political disclosure
- We fully implemented the shareholder proposal's requests
- Other (please specify)

## PAC Disbursements

51. Which of the following are included in your formal candidate contribution criteria governing PAC disbursements to federal candidates?

*(Check all that apply.)*

- N/A – my company does not have formal candidate contribution criteria
- Candidate's political alignment with customers, employees or other stakeholders
- Voting record consistent with your organization's goals
- Party affiliation
- Financial need
- Leadership position
- Likelihood of being reelected
- Organization has facilities or locations in the candidate's district
- Recommendation of a PAC member
- Industry peers are supporting candidate/event
- Membership on key legislative committees
- Incumbent status
- CEO, senior management or Board preference for candidate
- Candidate's position on social issues (e.g., racial equity, environmental sustainability, etc.)
- Character, ethics, reputation
- Support for democratic institutions and/or voting rights
- Alignment with key values
- Other (please specify)

52. Which of the following criteria are the THREE most important in making decisions regarding PAC contributions to federal candidates?

*(Check up to 3 options.)*

- N/A - my company does not have formal candidate contribution criteria
- Candidate's political alignment with customers, employees or other stakeholders
- Voting record consistent with your organization's goals
- Party affiliation
- Financial need
- Leadership position
- Likelihood of being reelected
- Organization has facilities or locations in the candidate's district
- Recommendation of a PAC member
- Industry peers are supporting candidate/event
- Membership on key legislative committees
- Incumbent status
- CEO, senior management or Board preference for candidate
- Candidate's position on social issues (e.g., racial equity, environmental sustainability etc.)
- Character, ethics, reputation
- Support for democratic institutions and/or voting rights
- Alignment with key values
- Other, as specified above

53. Is there a formal process in place for reevaluating and potentially updating your giving criteria?

- Yes
- No

54. If you answered yes to the previous question, how frequently do you reevaluate your PAC giving criteria?

- Quarterly
- Annually
- Each election cycle
- Every 2 years
- Less frequently than every 2 years

55. Please indicate the percentage of your company's total federal PAC dollars contributed to each of the following entities during the 2021-2022 election cycle:

- Please enter whole numbers only (no decimal points or % signs)
- If you do not have the exact number, please estimate as best as possible
- The total must sum to 100%

- A. Congressional candidates: \_\_\_\_\_
- B. Presidential candidates: \_\_\_\_\_
- C. State and local candidates: \_\_\_\_\_
- D. Party committees (*e.g.*, NRCC, DCCC): \_\_\_\_\_
- E. Leadership PACs: \_\_\_\_\_
- F. Association PACs: \_\_\_\_\_
- G. Super PACs: \_\_\_\_\_
- H. Other: \_\_\_\_\_

56. Please indicate the total dollar amount that your company's federal PAC held in reserve (carried over to the next cycle) at the end of the 2021-2022 election cycle:

- Dollar amount held in reserve: \_\_\_\_\_

57. Please indicate the percentage of your company's total federal PAC contributions given to candidates from major parties during the 2021-2022 election cycle:

- Please enter whole numbers only (no decimal points or % signs)
- If you do not have the exact number, please estimate as best as possible
- The total must sum to 100%

- A. Democrat
- B. Republican
- C. Independent/Unaffiliated

58. Which ONE of the following individuals/groups is the most influential in directing PAC contributions at the federal level?

- Federal/state lobbyists
- Head of Washington, DC office or head of Public Affairs/Government Relations function
- PAC board – all members

- PAC board chair
- Senior PAC professional
- CEO
- Other (please specify)

59. Please indicate how your company manages contributions at the state level:

*(Check all that apply.)*

- N/A – my company does not make contributions at the state level
- My company makes corporate political contributions at the state level, where legal and feasible
- My company has separate state-level PAC(s)
- My company makes contributions at the state level from the same account as the federal PAC, where legal and feasible
- Other (please specify)

60. Does your PAC allow contributors to designate their contribution by party?

- Yes
- No

61. If you answered yes to the previous question, what percentage of contributors choose to designate their contribution by party?

- Percentage of contributors that designate a party: \_\_\_\_\_

62. How does your federal PAC provide checks to recipients?

*(Check all that apply.)*

- Check presented in-person at an event hosted by your organization
- Check presented in-person at a large group event hosted by another organization
- Check mailed to campaign office
- Check brought to fundraising event
- Check delivered by PAC donor(s) in district
- Check presented during a small group meeting with the candidate in Washington, D.C.
- ACH or electronic payment transfers
- Other (please specify)

63. What best describes your company's level of involvement with super PACs?

- My company contributed to a super PAC in the 2021-22 cycle
- My company has contributed to a super PAC in the past but not in the 2021-22 cycle
- My company has a policy prohibiting contributions to super PACs
- My company doesn't prohibit contributions to super PACs, but we have never made a contribution
- Other (please specify)

Thank you for participating in the *2023 PAC Benchmarking Survey* and contributing to the compilation of a comprehensive report on PAC best practices and trends. Your responses have been recorded.



If you have completed this survey in full, you will receive the following as a thank you for your participation:

- A complimentary copy of the final PAC Benchmarking Report
- Exclusive access to an invitation-only webinar to discuss the findings and their implications for the profession
- An entry into a drawing to receive complimentary registration to your choice of the 2024 or 2025 National PAC Conference for those who complete the survey by **5 p.m. EST on April 28<sup>th</sup>**.

In the meantime, if you have any questions regarding this survey, please don't hesitate to contact us.

We appreciate your time and participation!