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Executive Compensation

The compensation/benefit level for executive staff positions at ASIS International (“ASIS”) is reviewed annually by external independent consultants to ensure parity with similar organizations, within parameters such as type of not-for-profit enterprise, budget size, headquarters location, and position description. The findings of the consulting firm are presented to a committee of the ASIS elected Board of Directors, which approves the CEO’s compensation.

In terms of the ASIS 2010 IRS Form 990, the figures reported regarding the average (all key staff) executive compensation (\$300k+), and the Chief Executive Officer (not President) compensation (\$600k+), incorporate all benefits, pensions, health care, life insurance, disability coverage, etc. Additionally, ASIS is self-insured for its employees’ health insurance, and is therefore required to report all of the claims paid annually as compensation.

Role of Staff and Volunteers

The role of headquarters staff is to manage the finances and operations of ASIS and to collaborate with senior elected volunteer leadership on the development of strategic directions and business plans.

ASIS relies on volunteer members to support the governance of the association, and to provide the leadership required to maintain subject matter expertise that is essential to support educational programs (committees and councils), standards/guidelines development, certification programs, and *Security Management* publishing content, globally. Active participation allows volunteers to give back to the profession, and provides recognition as security industry thought leaders.

This is a very common model for most not-for-profit enterprises to extend their resources beyond the compensated staff. Volunteers are invited and encouraged to provide their time and expertise in a variety of capacities. They do so enthusiastically and with full understanding of the financial arrangements.

Seminar Revenues and Expenses

The ASIS 2010 IRS Form 990 indicates \$26 million in total revenue, with \$14 million in revenue from all Seminars, including our other US and non US Seminar/Exhibit programs conducted annually, and \$4 million in expenses from all Seminar/Exhibit programming globally. However, all Seminar expenses are not captured under this line item; the total US and non US Seminar expenses including all costs were \$7.6 million.

The trade show portion of the Seminars provided about \$9.9 million in revenue in 2010. Sponsorships typically contribute about \$500,000 per year. Sponsorships provide corporate recognition and do not involve any product or service promotions.

The Seminar financial margin is used to subsidize other administrative overhead not associated with the Seminar, and many other activities of ASIS worldwide. Seminar revenues also subsidize the development/maintenance of educational programs, standards and guidelines, and certification program evolution and maintenance. Most of these programs do not net positive financial margins, yet they are of critical value to ASIS and the security profession as a whole.

Sources of ASIS Revenue

The tradeshow (exhibits), coupled with advertising in ASIS publications, are the mainstays of ASIS net financial margins each year.

In 2010, membership dues provided just under \$5 million. The appearance of a fall-off in membership dues revenue between 2007 and 2010 resulted from the portion of dues allocated to *Security Management* (a magazine produced as a member benefit). In 2010 that cost was allocated to publishing revenue and gave the appearance of a \$1.5 million drop in membership dues revenue when, in fact, membership levels remained steady despite a major economic recession that impacted most organizations globally and the security industry in particular. Membership dues have not been increased in over 10 years, and ASIS membership levels have increased through 2011 and 2012, reaching a record high this year.

The ASIS 2010 IRS Form 990 reported \$5 million in revenue from *Security Management*. Almost all publishing revenue is related to advertising and the portion of dues that contributes to the production of *Security Management*. Very little revenue is derived from nonmember subscriptions, of which there are fewer than 500.