



Dear Provider of Disability Services,

Around the country, providers of services for people with disabilities are struggling to reduce staff turnover and retain a quality workforce. At the heart of the issue is the significant discrepancy in wages paid by State-operated providers compared to private providers for staff performing the same job functions.

To help shed light on the situation and further raise awareness among legislators around the country about this alarming issue, **ANCOR is conducting its second annual survey of Direct Support Professional (DSP) wages in the United States.** Last year we had provider participation from all 50 states. This year we want to expand the number of participating providers in order to provide you with a more in-depth comparative analysis of DSP wages by state, urban and rural areas.

This is where we need your help.

We invite you to become a part of the solution in addressing the discrepancy in DSP wages by completing a short survey about your organization by **November 2, 2009.**

As a large, multi-state provider, we ask that you provide information for each agency/location in each state where you deliver services. While smaller, single location providers are being directed to an online survey, we recognize that larger providers need a different way to submit their responses due to the size of their organization. Therefore, in an effort to simplify the process for you, we are providing a [spreadsheet template](#) in which we ask that you enter information for each of your agencies/locations and return to us via email. (Follow the link to the spreadsheet. Enter you information and save the document. Email the saved document to [mpjones@ancor.org](mailto:mpjones@ancor.org).)

ANCOR has contracted with *The Mosaic Collaborative for Disabilities Public Policy and Practice* to complete the study. **All individual provider data will be kept strictly confidential.** Published results will be represented as aggregate data and your individual responses will not be identifiable in any dissemination of the study results. Participating providers will receive a complimentary electronic copy of the 2009 DSP Wage Study just prior to the official public release.

Please direct your completed survey and any questions to:

Mary Pauline Jones  
ANCOR  
Phone: 703.535.7850  
E-mail: [mpjones@ancor.org](mailto:mpjones@ancor.org)

Thank you for your time and support!