

American Association of Corporate and Public Practice Veterinarians 2008 Compensation Survey © ¹

The American Association of Corporate and Public Practice Veterinarians (AACPPV, formerly AAIV) has conducted a compensation survey of its membership since 1976. These surveys provide members with the latest salary data and other information relative to job responsibilities, geographical location, title, et cetera. In 2008, survey questionnaires of AACPPV members were conducted exclusively via Survey Monkey. One hundred ninety-four (194) surveys were completed and tabulated. Not all respondents answered every question. Therefore, the values and percentages reported in the attached tables refer to the actual number of respondents that completed each particular question and not the total number that submitted completed questionnaires. The number of females working in corporate and public practice increased 3% from 2005 to 2007.

The Southeast, North Central and West regions experienced slight to moderate decreases as to where respondents reside. The East Coast decreased by 4%, while the Northeast and Southwest increased by 4.28% and 4.08% respectively. Canada remains substantially the same.

<u>Year</u>	<u>Average Salary</u>
1976	31,722
1978	36,036
1980	43,599
1982	50,981
1984	57,720
1987	67,576
1989	78,529
1991	79,009
1993	78,735
1995	89,899
1997	105,664
1999	106,294
2001	111,945
2003	120,176
2005	115,504
2007	129,169
2008	135,491



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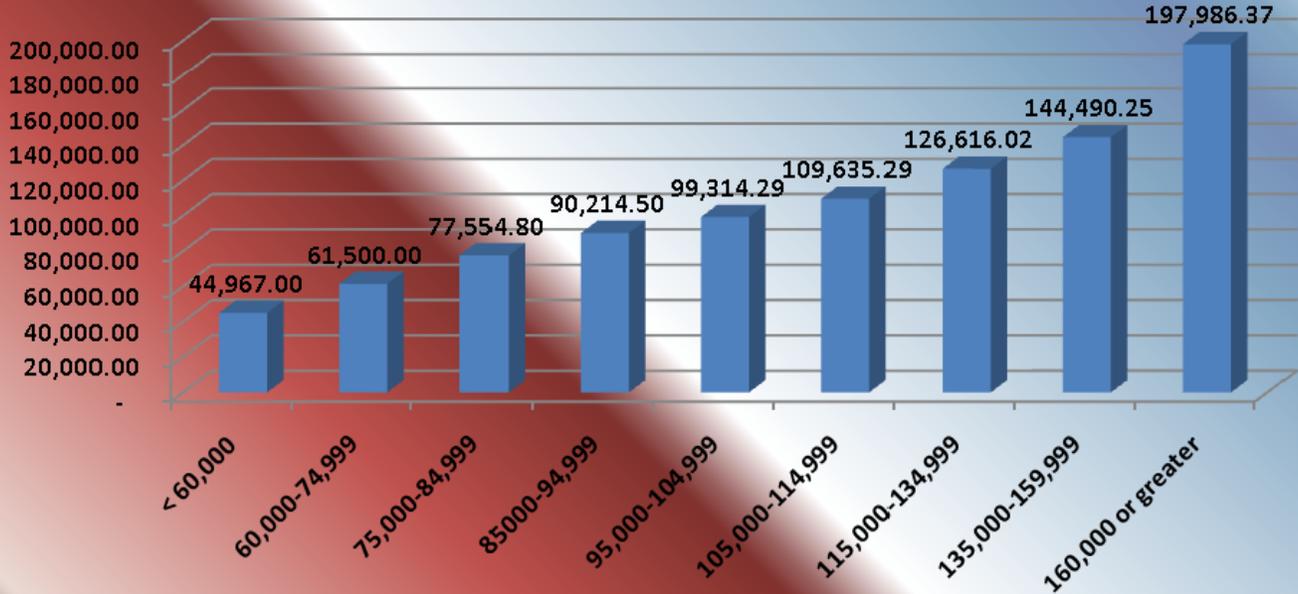
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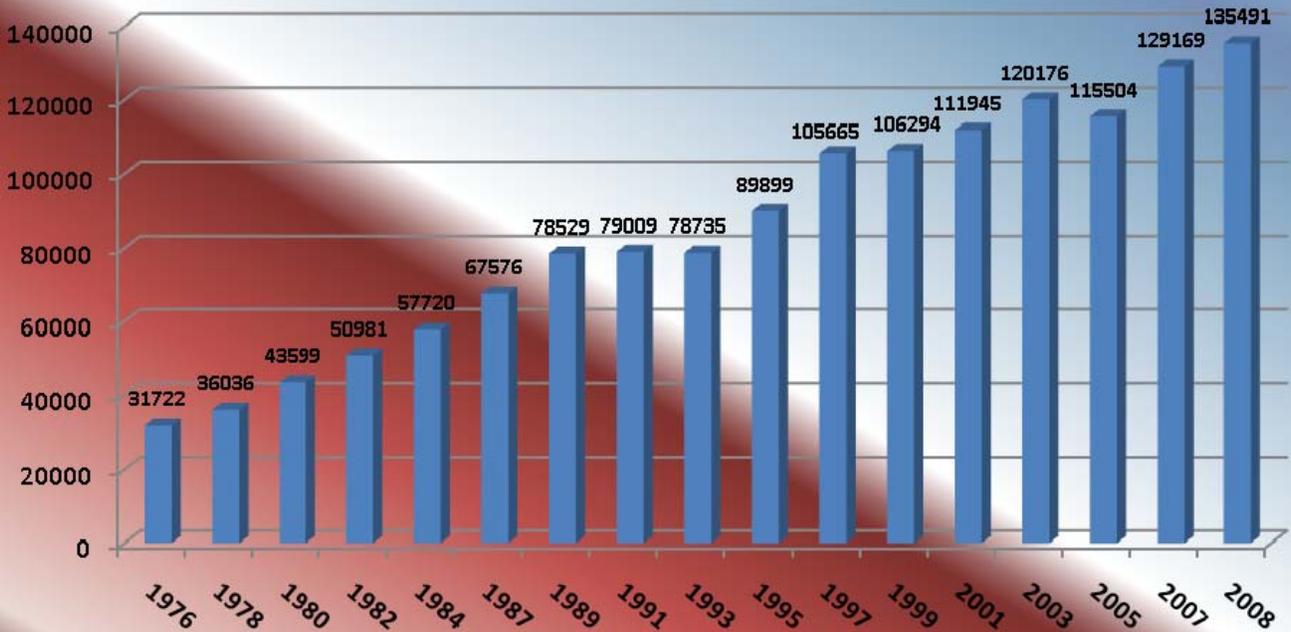
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2008 Distribution of Salaries



Salary Comparison 1976-2008



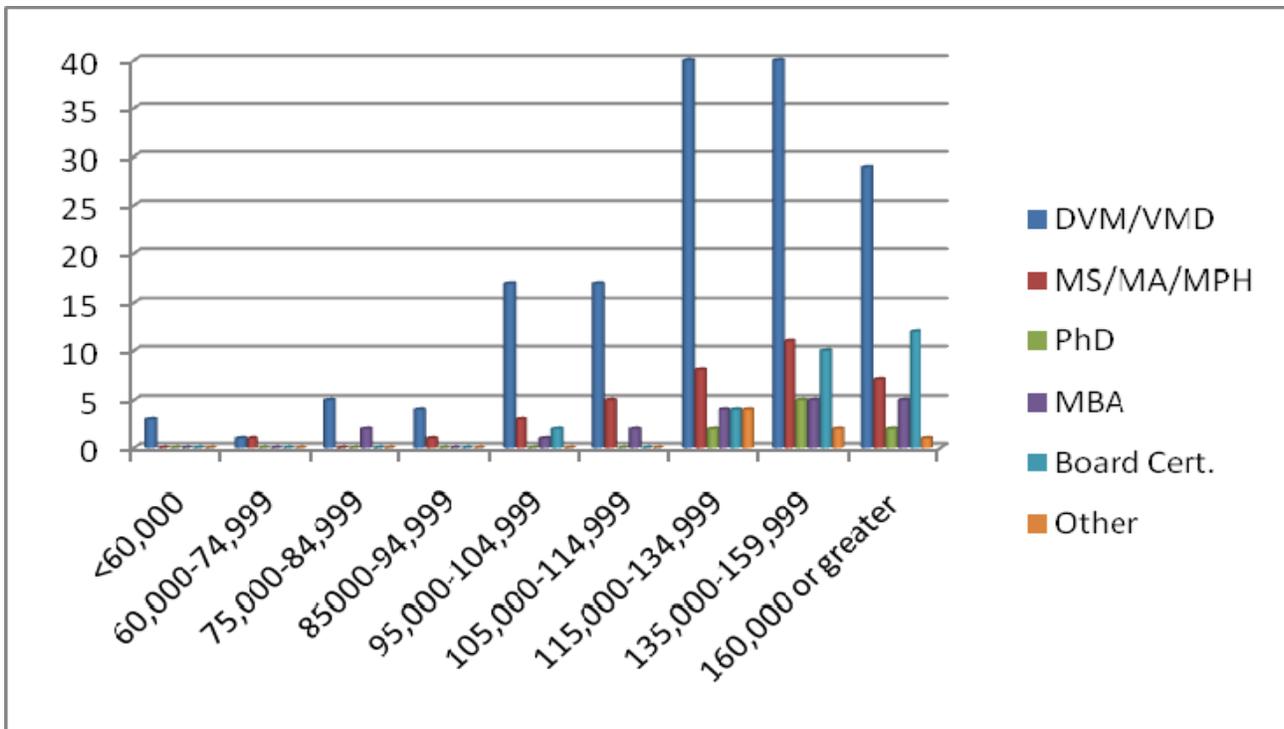
Demographics

Table 1. Distribution of salaries by degree(s) held in addition to DVM/VMD

Salary Range \$	DVM/VMD	MS/MA/MPH	PhD	MBA	Board Certification	Other
<60,000	3	0	0	0	0	0
60,000—74,999	1	1	0	0	0	0
75,000—84,999	5	0	0	2	0	0
85,000—94,999	4	1	0	0	0	0
95,000—104,999	17	3	0	1	2	0
105,000—114,999	17	5	0	2	0	0
115,000—134,999	40	8	2	4	4	4
135,000—159,999	40	11	5	5	10	2
160,000 and greater	29	7	2	5	12	1

Mean Salary	135,375.8590	138,211.7500	183,166.6667	134,179.7895	167,536.0357	142,186.8571
Percent ²	61.18%	14.12%	3.53%	7.45%	10.98%	2.75%

Other includes MSN, Certified Trainer, BSc (Hons), DVSc, MPVM, Diplomate, American College of Poultry Veterinarians, and Diplomate, American Board of Toxicology.



² Percentages are calculated on total number of salaries by degree divided by total number of respondents to the question.

Table 2. Distribution of salaries by sex.

Salary Range	Male	%	Female	%
<60,000	1	33.33%	2	66.67%
60,000—74,999	0	0.00%	1	100.00%
75,000—84,999	1	20.00%	4	80.00%
85,000—94,999	1	25.00%	3	75.00%
95,000—104,999	10	58.82%	7	41.18%
105,000—114,999	5	29.41%	12	70.59%
115,000—134,999	26	63.41%	15	36.59%
135,000—159,999	29	72.50%	11	27.50%
160,000 and greater	22	73.33%	8	26.67%
Total	95		63	
Percent	60.13%		39.87%	

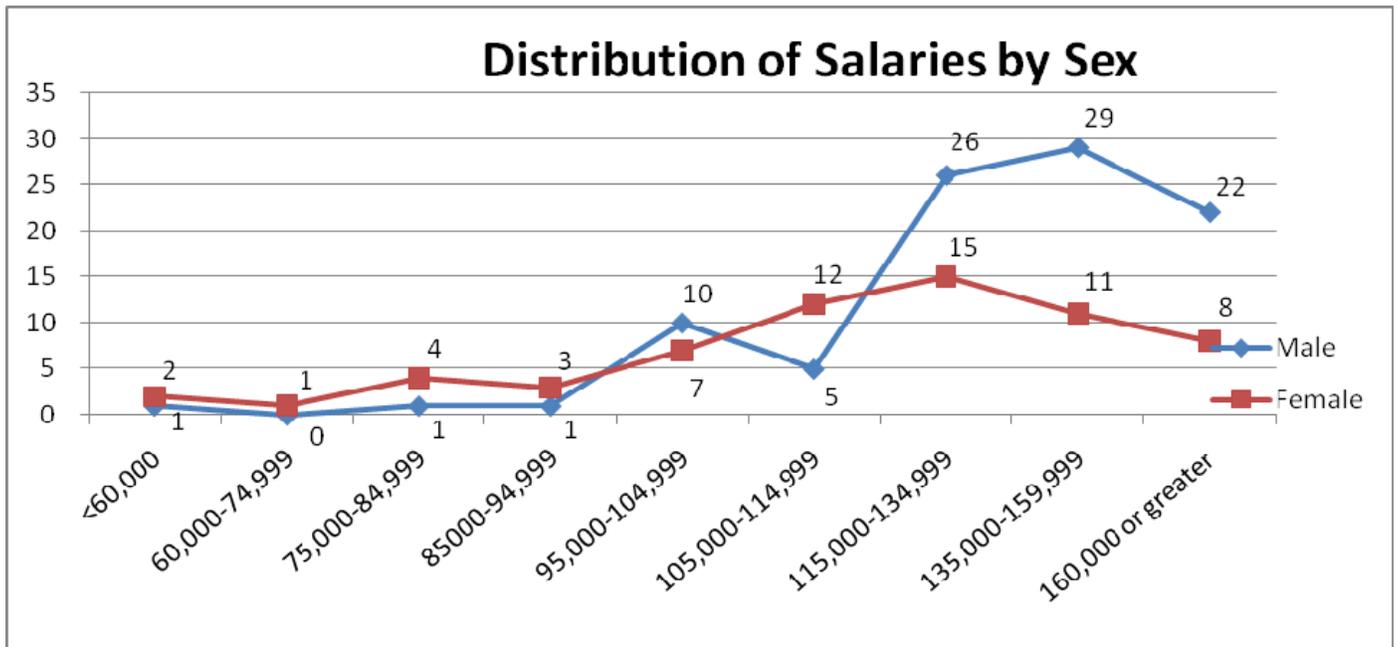


Table 3. Geographic distribution of salaries

Salary Range \$	North-east	East Coast	South-East	North Central	Mid-West	South-West	West Coast	North-West	Canada	Outside North America
<60,000	0	0	0	0	2	1	0	0	0	0
60,000—75,000	0	0	0	1	0	0	0	0	0	0
75,000—85,000	0	1	1	0	3	0	0	0	0	0
85,000—95,000	0	0	1	1	0	0	0	2	0	0
95,000—105,000	1	2	2	1	8	3	0	0	0	0
105,000—115,000	6	2	0	1	6	1	1	0	0	0
115,000—135,000	3	4	2	1	21	5	3	2	0	0
135,000—160,000	7	7	6	2	13	3	0	2	0	0
>160,000	7	6	2	2	8	2	1	2	0	0
Total Respondents	24	22	14	9	61	15	5	8	0	0
Mean Salary	162,450.00	143,445.45	130,912.93	135,611.111	126,988.59	124,225.07	130,746.600	129,630.00	0	0
Percent	15.19%	13.92%	8.86%	5.70%	38.61%	9.33%	9.49%	3.16%	0.00%	0.00%

Distribution of Salaries by Geographic Region

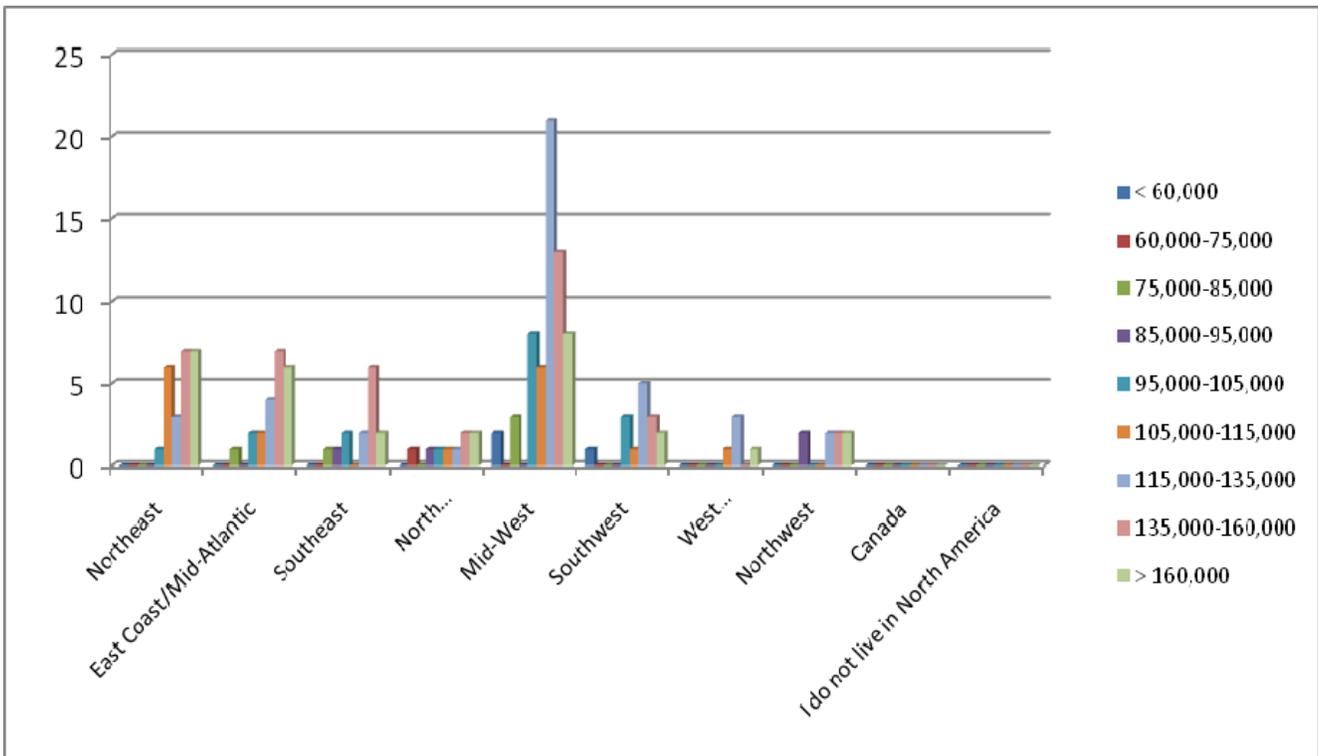


Table 4. Distribution of salaries by interest of company.

Salary Range \$	HP	AHP	AC/P	AF	PF	LP	P/EP	CR/T	G	C	O
<60,000	0	3	0	0	0	0	0	0	0	0	0
60,000— 75,000	0	1	0	0	0	0	0	0	0	0	0
75,000— 85,000	0	3	0	0	0	0	0	0	1	0	1
85,000— 95,000	0	3	0	0	0	0	0	0	0	0	0
95,000— 105,000	0	13	0	2	0	0	0	0	1	0	1
105,000— 115,000	2	12	0	0	2	0	0	0	0	0	1
115,000— 135,000	3	31	0	0	5	0	0	0	0	0	2
135,000— 160,000	3	35	0	0	0	0	1	0	0	1	0
>160,000	3	20	0	0	2	0	1	1	0	0	3
			0								
Mean Salary	182,991	131,314	0	98,500	136,416	0	175,000	245,000	85,500	147,000	146,000
Percent	7.01%	77.07%	0.00%	1.27%	5.73%	0.00%	1.27%	0.64%	1.27%	0.64%	5.10%

Legend:

- HP** = Human Pharmaceuticals and/or Medical Devices
- AHP** = Animal Health Products
- AC/P** = Agricultural Chemicals/Pesticides
- AF** = Animal Feeds
- PF** = Pet Foods
- LP** = Livestock Production
- P/EP** = Poultry/Egg Production
- CR/T** = Contract Research/Testing
- G** = Government
- C** = Corporate Veterinary Practice
- O** = Other

Other responses include

- Farm Animal Biologicals
- Retail Pet Stores
- Total Ag Input Supply Company
- Regulatory Consulting
- Self-employed consultant
- Nutraceuticals
- Other
- Biotechnology.

Table 5. Percentage of respondents that are employed full-time.

Salary Range	Full-time	Part-time	Retired
< 60,000	0	3	0
60,000-75,000	1	0	0
75,000-85,000	5	0	0
85,000-95,000	4	0	0
95,000-105,000	17	0	0
105,000-115,000	17	0	0
115,000-135,000	41	0	0
135,000-160,000	40	0	0
> 160,000	29	0	0
Totals	154	3	0
Percentage	97.12%	1.92%	0.96%

Table 6. Distribution of salaries by job title

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	Other
<60,000	0	0	1	0	1	0	1	0	0
60,000—75,000	0	0	0	0	1	0	0	0	0
75,000—85,000	0	0	0	0	1	0	0	1	2
85,000—95,000	0	0	0	0	3	0	1	0	0
95,000—105,000	0	0	0	3	9	1	0	1	2
105,000—115,000	0	1	0	3	13	0	0	0	0
115,000—135,000	0	0	4	10	18	3	2	0	4
135,000—160,000	0	3	8	8	16	0	0	2	2
>160,000	0	4	12	4	4	0	1	1	0
Mean Salary	0	216,562	155,001	125,987	122,462	119,375	128,780	124,180	143,313
Percent	0.00%	8.74%	25.24%	20.39%	29.13%	5.83%	3.88%	1.94%	2.91%

Legend:

PRES =	President	TSV =	Technical Services Veterinarian
VP =	Vice President	SCI =	Scientist
DIR =	Director	CON =	Consultant
MGR =	Manager	SPEC =	Specialist

“Other” responses include Research and Development Veterinarian, Technical Writer, Professional Services Veterinarian, Pharmacovigilance Veterinarian, Veterinary Epidemiologist, Specialty hospital liaison, Manager, US Veterinary Operations, Field Sales Trainer and Coach, Global Technical Services Veterinarian, Senior Director, Marketing - product manager, Senior Veterinary Specialist, Senior Director, and Attending Veterinarian

Table 7. Distribution of salaries by primary nature of job.

Salary Range \$	MGT	F/CI	LAM	R/PD	SPEC	AP	TS	S/M	Other
<60,000	0	1	0	0	1	0	0	0	0
60,000—75,000	0	0	0	0	0	0	1	0	0
75,000—85,000	0	0	0	1	1	0	2	0	1
85,000—95,000	0	0	0	4	1	0	8	3	0
95,000—105,000	1	0	0	1	0	0	3	0	0
105,000—115,000	0	2	0	1	0	0	13	1	0
115,000—135,000	3	2	1	5	2	0	20	3	1
135,000—160,000	11	0	0	1	2	0	22	1	2
>160,000	12	0	1	1	1	0	9	3	2
Mean Salary	177,970	100,480	201,000	114,928	125,488	115,667	120,165	131,055	140,964
Percent	17.88%	3.31%	1.32%	9.27%	5.30%	0.00%	51.66%	7.28%	3.97%

Legend:

- MGT** = Management
- F/CI** = Field and/or Clinical Investigations
- LAM** = Laboratory Animal Medicine
- R/PD** = Research or Product Development
- SPEC** = Specialized, e.g., Regulatory/Toxicology/Pathology
- AP** = Animal Production
- TS** = Technical Services
- S/M** = Sales and/or Marketing

“Other” includes technical writing and training, support to research, quality control and other departments, training and coaching, vet specialty team-education, sales support, educational presentations and programs, outcomes research, practice management, and influence, networking, information.

Table 8. Distribution of salaries by number of years in management.

Salary Range \$	0-1	2-5	6-10	11-20	20+
<60,000	0	0	0	0	1
60,000—75,000	0	0	0	0	0
75,000—85,000	0	0	0	1	0
85,000—95,000	0	0	0	0	0
95,000—105,000	0	3	0	2	0
105,000—115,000	1	6	2	0	0
115,000—135,000	3	10	6	1	0
135,000—160,000	3	7	7	4	0
>160,000	0	4	8	5	3
Mean Salary	132,171	129,715	166,558	145,747	196,333
Percent	8.86%	37.97%	29.11%	16.46%	7.59%

Table 9. Distribution of salaries by number of employees supervised.

Salary Range \$	0	1-2	3-5	6-10	11-20	21-35	35-50	50+
<60,000	0	1	0	0	0	0	0	0
60,000—75,000	0	0	0	0	0	0	0	0
75,000—85,000	0	0	0	1	0	0	0	0
85,000—95,000	0	0	0	0	0	0	0	0
95,000—105,000	2	0	2	1	0	0	0	0
105,000—115,000	3	2	1	1	0	0	0	0
115,000—135,000	9	4	1	4	1	1	0	0
135,000—160,000	5	0	4	8	2	1	0	1
>160,000	4	3	6	4	1	1	1	2
Mean Salary	135,030	157,305	150,571	150,551	164,133	164,667	169,000	278,900
Percent	30.67%	12.00%	18.67%	24.00%	5.33%	4.00%	1.33%	4.00%

Table 10. Distribution of salaries by years with present employer.

Salary Range \$	0-1	2-5	6-10	11-15	16-20	20+
<60,000	0	2	1	0	0	0
60,000—75,000	0	0	0	0	0	0
75,000—85,000	2	2	0	0	0	1
85,000—95,000	0	3	0	0	0	0
95,000—105,000	1	8	3	2	0	0
105,000—115,000	2	9	4	1	0	0
115,000—135,000	1	18	9	7	4	0
135,000—160,000	2	13	12	5	4	4
>160,000	1	8	10	4	3	3
Mean Salary	128,327	125,180	139,141	155,132	161,210	157,382
Percent	6.04%	42.28%	26.17%	12.75%	7.38%	5.37%

Table 11. Distribution of salaries by years employed in industry.

Salary Range \$	0-1	2-5	6-10	11-15	16-20	20+
<60,000	0	1	1	0	0	1
60,000—75,000	1	0	0	0	0	0
75,000—85,000	1	0	0	1	0	2
85,000—95,000	0	1	1	0	0	2
95,000—105,000	1	7	6	2	1	0
105,000—115,000	1	6	5	1	2	1
115,000—135,000	0	13	8	11	4	5
135,000—160,000	0	7	5	9	8	11
>160,000	0	4	6	7	4	9
Mean Salary	72,250	121,981	125,812	99,567	170,064	148,078
Percent	2.56%	25.00%	20.51%	19.87%	12.18%	19.87%

Table 12. Distribution of salaries by nature of office location.

Salary Range \$	Co HQ	Div. HQ	Sub. HQ	RO/ HQ	R/T HQ	RS	P/MS	Coll/ Univ.	Home	Other
<60,000	1	0	1	0	0	0	0	0	1	0
60,000—										
75,000	0	1	0	0	0	0	0	0	0	0
75,000—										
85,000	0	0	1	0	0	1	2	0	1	0
85,000—										
95,000	2	0	0	0	0	0	0	0	2	0
95,000—										
105,000	4	1	0	1	0	3	0	0	8	0
105,000—										
115,000	2	1	1	2	1	0	0	0	9	1
115,000—										
135,000	6	6	1	2	2	0	1	0	23	0
135,000—										
160,000	7	0	2	1	1	2	0	0	26	1
>160,000	7	2	2	0	2	0	2	0	14	0
								0		

Mean Salary	140,324	126,482	140,347	120,883	203,567	108,000	136,000	0	131,981	129,500
Percent	18.47%	7.01%	5.10%	3.82%	3.82%	3.82%	3.18%	0.00%	53.50%	1.27%

Legend:

- Co HQ** = Company or Corporate Headquarters
- Div. HQ** = Division Headquarters
- Sub. HQ** = Subsidiary Headquarters
- RO/HQ** = Regional Office or Headquarters
- R/T HQ** = Research or Technology Headquarters
- RS** = Research Station or Center
- P/MS** = Production or Manufacturing Site
- Coll/Univ** = College or University
- Home** = Home Office

Other includes Call Center.

Table 13. Distribution of salaries by nature of reporting status.

Salary Range \$	Directly to CEO	Middle Management	Self-Employed	Other
<60,000	1	1	1	0
60,000—75,000	1	0	0	0
75,000—85,000	2	3	0	0
85,000—95,000	1	2	0	0
95,000—105,000	4	12	0	0
105,000—115,000	7	10	0	0
115,000—135,000	14	24	2	1
135,000—160,000	19	21	0	0
>160,000	21	8	1	0
Mean Salary	149,847	124,018	138,725	130,000
Percent	44.87%	51.92%	2.56%	0.64%

Other includes Group director, veterinary services.

Table 14. Distribution of salaries by nature of previous employment.

Salary Range \$	Pvt.Prac.	VS	C/U	Govt.	Mil.	Other
<60,000	3	0	0	0	0	0
60,000—75,000	1	0	0	0	0	0
75,000—85,000	4	0	1	0	0	0
85,000—95,000	3	2	0	0	0	0
95,000—105,000	15	0	0	0	1	1
105,000—115,000	12	0	4	0	0	1
115,000—135,000	31	0	6	1	0	3
135,000—160,000	28	1	11	0	0	0
>160,000	16	2	7	2	0	3
Mean Salary	127,291	161,400	154,862	169,667	103,000	139,214
Percent	71.07%	3.14%	18.24%	1.89%	0.63%	5.03%

Legend:
Pvt. Prac. = Private Practice
VS = Veterinary School (entered industry immediately following graduation)
C/U = College or University – Teaching, Research, or Laboratory
Govt. = Government
Mil. = Military

Other: non-profit, graduate school, Laboratory Animal Medicine for Cardiac Device company, sales, self-employed consultant, Self Practice Management for Primary Care Doctors, Laboratory diagnostics, and AVMA Government Relations.

Table 15. Distribution of salaries by amount of travel (percentage of working time)

Salary Range \$	0-20	21-40	41-60	61-80	>80
<60,000	2	1	0	0	0
60,000—75,000	1	0	0	0	0
75,000—85,000	2	2	0	0	0
85,000—95,000	1	1	0	2	0
95,000—105,000	7	3	3	4	0
105,000—115,000	9	1	3	3	1
115,000—135,000	15	5	4	7	1
135,000—160,000	11	7	8	11	2
>160,000	9	8	9	4	0

Mean Salary	138,778	133,624	143,244	132,482	132,925
Percent	38.78%	19.05%	18.37%	21.09%	2.72%

Distribution of salaries by amount of travel (percentage of working time)

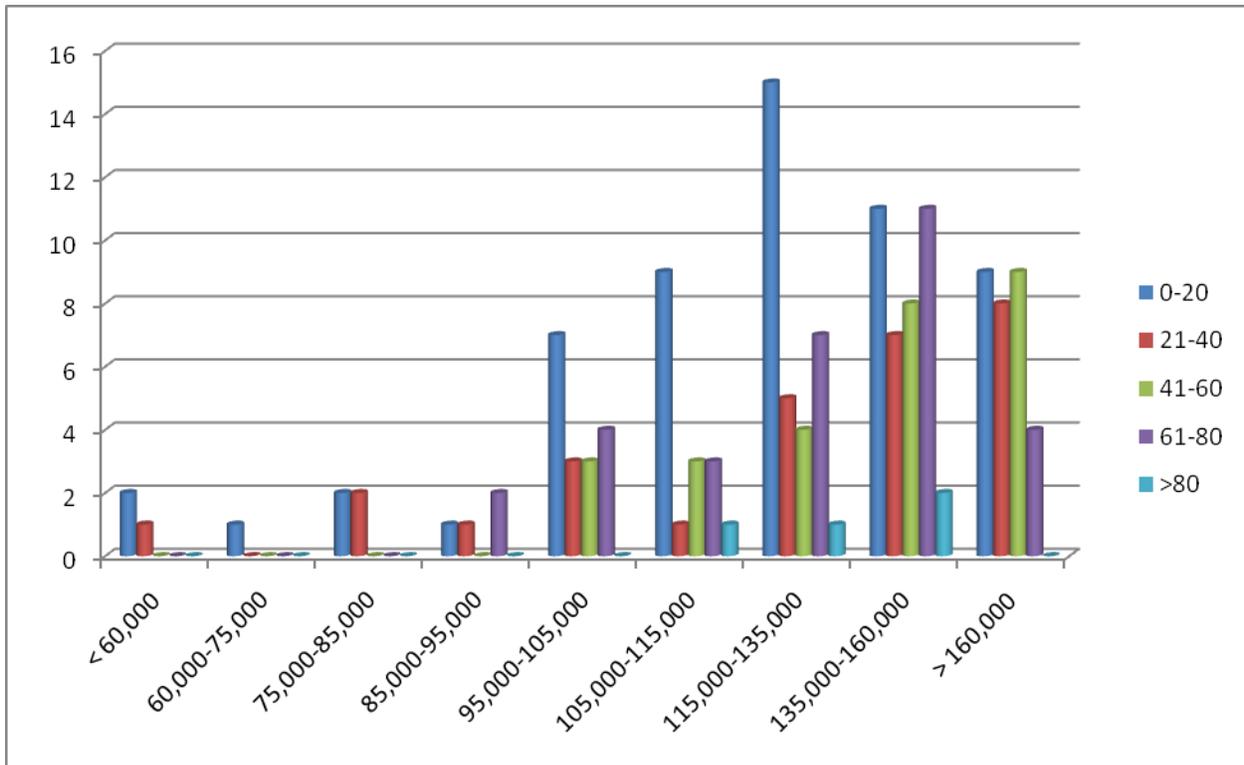


Table 16. Distribution of salaries by type of travel

Salary Range \$	Local	Reg'l/Dist	Nat'l	Int'l
<60,000	0	2	3	0
60,000—75,000	0	0	1	0
75,000—85,000	1	1	3	0
85,000—95,000	0	2	2	0
95,000—105,000	1	6	10	0
105,000—115,000	1	6	10	0
115,000—135,000	2	15	23	1
135,000—160,000	0	13	26	1
>160,000	0	7	18	5
Mean Salary	108,861	123,366	134,149	197,286
Percent	2.57%	30.23%	60.69%	6.00%

Legend: **Reg'l/Dist** = Regional or District
 Nat'l = National
 Int'l = International

Table 17. Percentage of respondents with company 401(K)/savings plan match.

Salary Range \$	Yes	No
< 60,000	Yes	No
60,000-75,000	0	3
75,000-85,000	1	0
85,000-95,000	5	0
95,000-105,000	3	1
105,000-115,000	17	0
115,000-135,000	15	2
135,000-160,000	30	1
> 160,000	37	2
Percent	93.88%	6.12%

Table 18. Percentage of respondents for whom their company provides a company car.

Salary Range \$	Yes	No
< 60,000	0	3
60,000-75,000	0	1
75,000-85,000	2	3
85,000-95,000	1	3
95,000-105,000	9	8
105,000-115,000	10	7
115,000-135,000	10	21
135,000-160,000	23	16
> 160,000	16	14
Percentage	48.30%	51.70%

Table 19. Percentage allowed to use the company car for personal travel.

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	0	0
75,000-85,000	0	2
85,000-95,000	1	0
95,000-105,000	6	1
105,000-115,000	8	1
115,000-135,000	18	0
135,000-160,000	23	0
> 160,000	14	0
Percentage	94.59%	5.41%

Table 20. Fringe benefits provided by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	144	96.00%
Hospital/Medical Insurance	149	99.33%
Dental Insurance	137	94.67%
Retirement Plan	42	91.33%
Profit Sharing	0	28.00%
Royalties on New Products	69	0.00%
Stock Options	97	46.00%
Cash Bonus Program	11	64.67%
Other (e.g., Day Care, Continuing Education, etc.)	144	7.33%

Other includes health club credit/ flexible spending/ bonus days, none - I'm self-employed, limited contribution to Medical and Dental, health club reimbursement/pet health insurance, employee stock purchase plan, self-employed, RSU, tuition reimbursement, Life management, long-term incentive plan, ESOP, and Restricted Stock Grants.

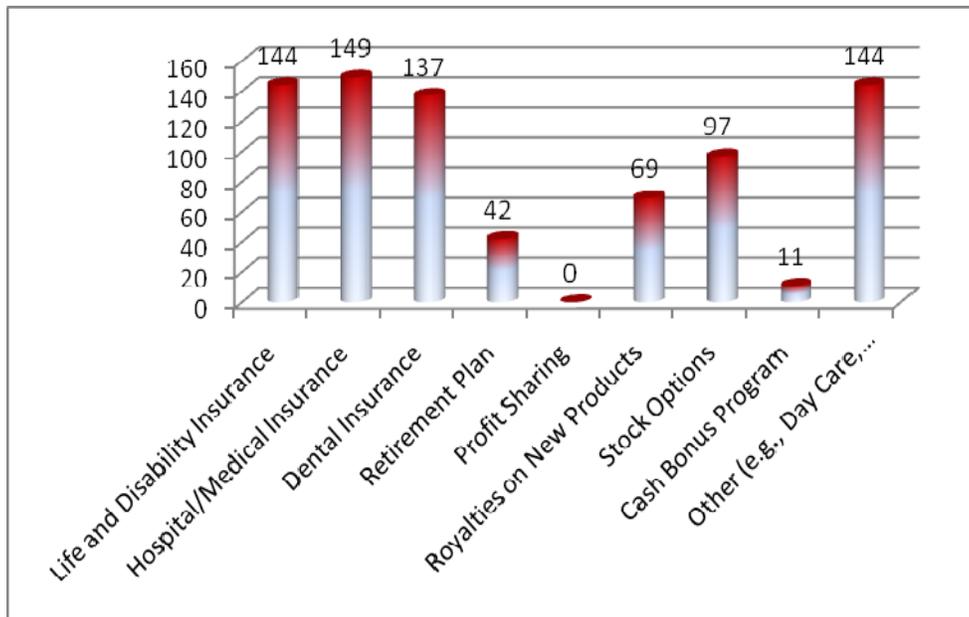


Table 21. Company benefit providing most satisfaction.

Benefit	# of Responses	Percent
Life Insurance	1	.67%
Disability Insurance	0	0.00%
Medical/Dental Insurance	83	55.70%
Profit Sharing	2	1.34%
Savings Plan	10	6.71%
Cash Bonus Program	29	19.46%
Stock Options	2	1.34%
Retirement Plan	22	14.77%
Royalties on New Products	0	0.00%

Table 22. Company benefit providing least satisfaction.

Benefit	# of Responses	Percent
Life Insurance	17	11.89%
Disability Insurance	10	6.99%
Medical/Dental Insurance	18	12.59%
Profit Sharing	10	6.99%
Savings Plan	1	.70%
Cash Bonus Program	24	16.78%
Stock Options	41	28.67%
Retirement Plan	20	13.99%
Royalties on New Products	2	1.40%

Table 23. Benefit desired to be added by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	0	0.00%
Hospital/Medical Insurance	2	1.52%
Dental Insurance	3	2.27%
Retirement Plan	8	6.06%
Profit Sharing	29	21.97%
Royalties on New Products	17	12.88%
Stock Options	35	26.52%
Cash Bonus Program	21	15.91%
Other (e.g., Day Care, Continuing Education, Education Financial)	17	12.88%

Other includes Health Savings Account, Universal Health Care so I won't pay so much for private insurance, telecommuting/work from home, longer maternity leave (even if unpaid), better pay scale, health/dental insurance for retirees, self-employed, self-employed, nothing, no need to be greedy, health benefits after retirement, health benefits for retirees, retirement hospital/medical insurance, pet insurance coverage, pet health insurance or discounted animal health products, and matched donations to charities.

Table 24. Distribution of salaries.

Salary Range	# of Responses	Percent
<60,000	3	1.9%
60,000—75,000	1	0.6%
75,000—85,000	5	3.2%
85,000—95,000	4	2.5%
95,000—105,000	17	10.8%
105,000—115,000	17	10.8%
115,000—135,000	41	25.9%
135,000—160,000	40	25.3%
>160,000	30	19.0%
Mean Salary	135,491	

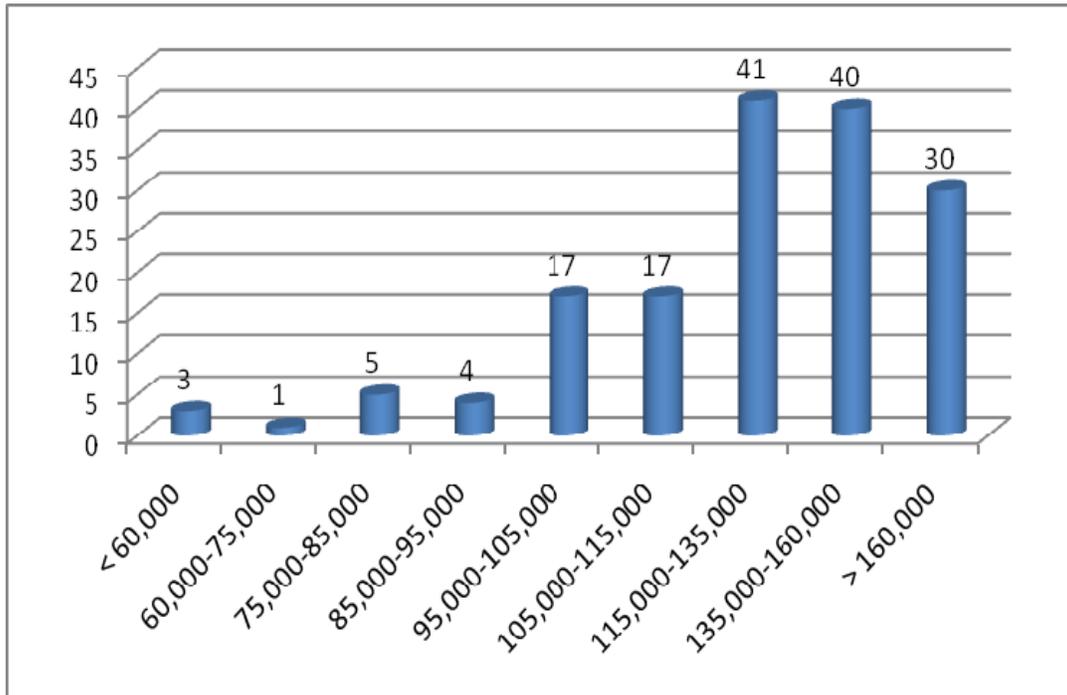


Table 25. Percentage of respondents receiving a monetary bonus.

Salary Range \$	Yes	No
< 60,000	2	3
60,000-75,000	1	0
75,000-85,000	3	2
85,000-95,000	3	1
95,000-105,000	15	0
105,000-115,000	11	6
115,000-135,000	28	12
135,000-160,000	28	10
> 160,000	31	9
Percentage	73.94%	26.06%

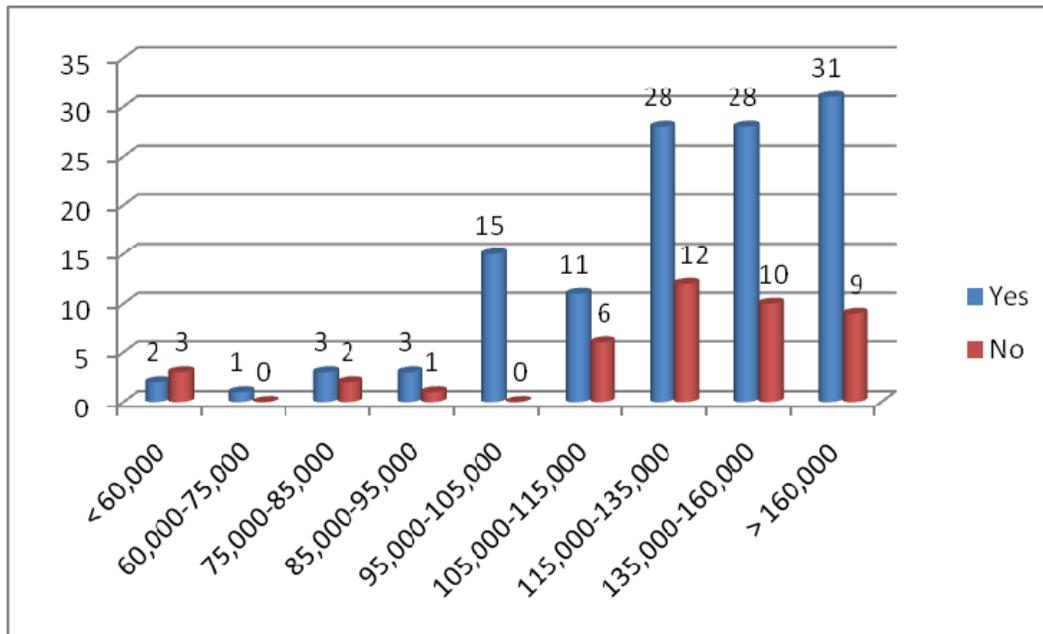


Table 26. Target Bonus Value Percentages.

Salary Range \$	<5,000	5,000-10,000	10,000-15,000	15,000-20,000	20,000-25,000	25,000-30,000	30,000-35,000	35,000-40,000	>40,000
< 60,000	1	0	0	0	0	0	0	0	0
60,000-75,000	0	1	0	0	0	0	0	0	0
75,000-85,000	0	1	0	1	0	0	0	0	0
85,000-95,000	0	1	0	1	0	0	0	0	0
95,000-105,000	3	3	3	5	4	0	0	0	0
105,000-115,000	1	0	3	2	4	1	0	0	0
115,000-135,000	0	3	4	6	9	4	2	0	0
135,000-160,000	0	1	1	3	11	7	1	2	1
> 160,000	0	0	1	1	0	3	4	3	9
Total Respondents	5	0	12	19	28	15	7	5	10
Percentage	4.50%	9.01%	10.81%	17.12%	25.23%	13.51%	6.31%	4.50%	9.01%

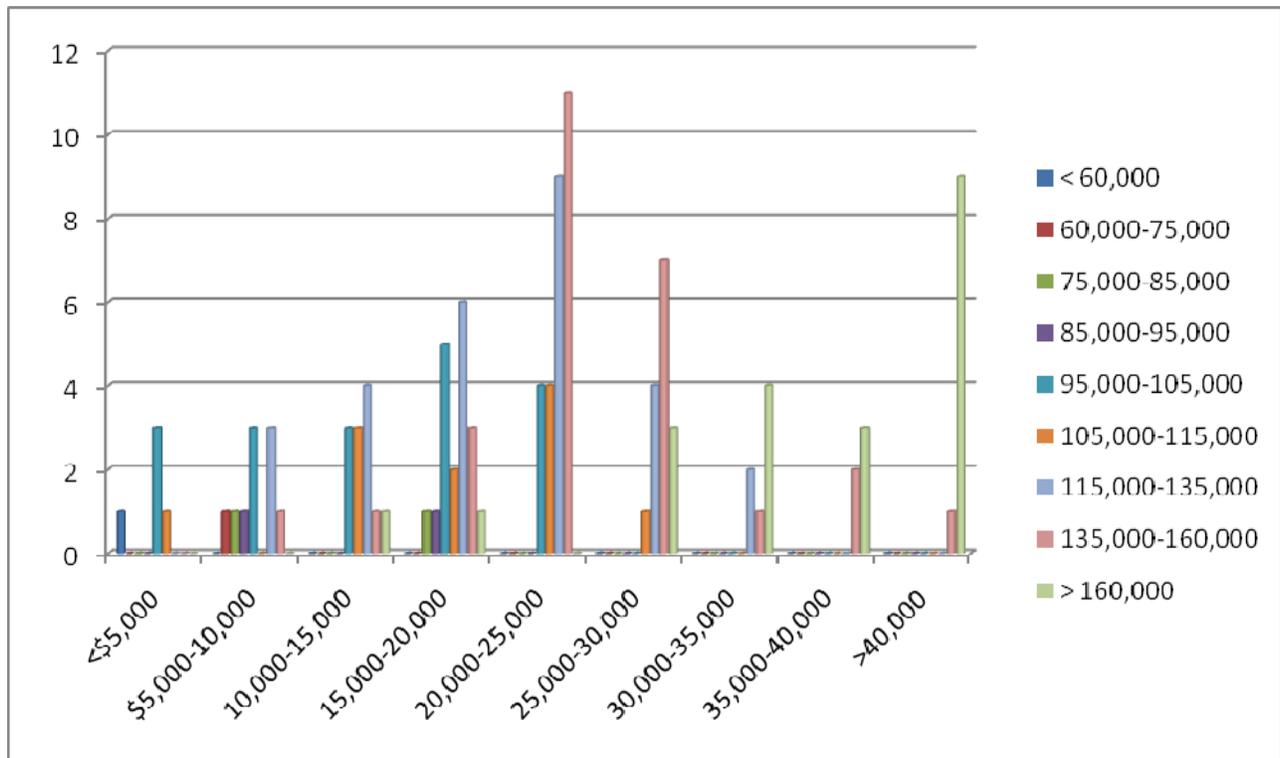


Table 27. Other Financial Incentive Received (Stock Option, SAR).

Salary Range \$	Yes	No
< 60,000	0	3
60,000-75,000	0	1
75,000-85,000	1	4
85,000-95,000	1	3
95,000-105,000	3	14
105,000-115,000	5	11
115,000-135,000	15	24
135,000-160,000	22	17
> 160,000	18	12
Total Respondents	65	89
Percentage	42.21%	57.79%

Table 28. Estimated Annual Monetary Benefit of Incentive.

Salary Range \$	<5,000	5,000-10,000	10,000-15,000	15,000-20,000	20,000-25,000	25,000-30,000	30,000-35,000	35,000-40,000	>40,000
< 60,000	0	0	0	0	0	0	0	0	0
60,000-75,000	0	0	0	0	0	0	0	0	0
75,000-85,000	1	0	0	0	0	0	0	0	0
85,000-95,000	1	1	0	0	0	0	0	0	0
95,000-105,000	1	0	2	0	0	0	0	0	0
105,000-115,000	2	2	1	0	0	0	0	0	0
115,000-135,000	11	1	1	2	0	0	0	0	0
135,000-160,000	12	5	3	1	0	0	1	0	0
> 160,000	3	3	3	2	3	1	1	0	1
Total Respondents	31	12	10	5	3	1	2	0	1
Percentage	47.69%	18.46%	15.38%	7.69%	4.62%	1.54%	3.08%	0.00%	1.54%

Table 29. Changed employers in the past two years (including mergers and acquisitions).

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	0	3
75,000-85,000	2	7
85,000-95,000	1	7
95,000-105,000	3	15
105,000-115,000	2	18
115,000-135,000	10	44
135,000-160,000	6	38
> 160,000	6	30
Total Respondents	30	124
Percentage	19.48%	80.52%

Table 30. Current Member of AACPPV

Salary Range \$	Yes	No
< 60,000	1	2
60,000-75,000	1	0
75,000-85,000	2	2
85,000-95,000	4	0
95,000-105,000	16	1
105,000-115,000	16	1
115,000-135,000	38	3
135,000-160,000	38	1
> 160,000	30	0
Total Respondents	146	10
Percentage	93.59%	6.41%

Table 31. Employer supports AACPPV membership by paying dues.

Salary Range \$	Yes	No
< 60,000	1	0
60,000-75,000	1	0
75,000-85,000	1	2
85,000-95,000	2	2
95,000-105,000	12	4
105,000-115,000	13	3
115,000-135,000	33	3
135,000-160,000	37	1
> 160,000	24	2
Total Respondents	124	17
Percentage	87.94%	12.06%

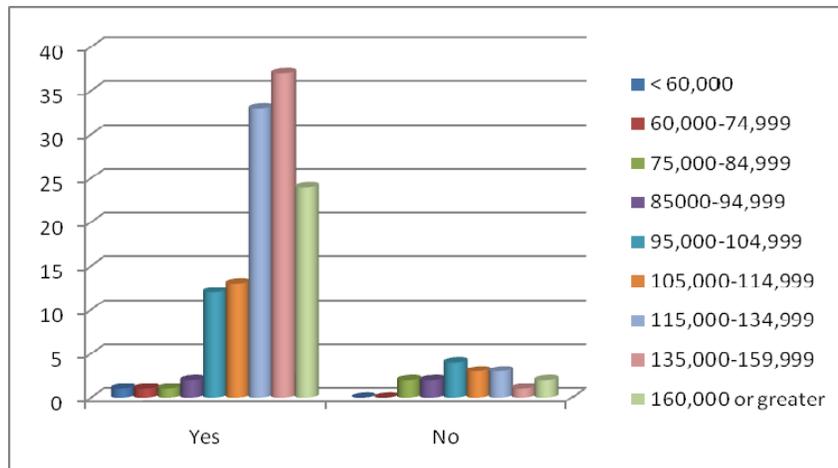


Table 32. Employer supports membership by allowing time to attend AACPPV functions

Salary Range \$	Yes	No
< 60,000	0	1
60,000-75,000	1	0
75,000-85,000	1	2
85,000-95,000	1	3
95,000-105,000	6	10
105,000-115,000	6	10
115,000-135,000	27	11
135,000-160,000	26	11
> 160,000	23	6
<hr/>		
Total Respondents	91	54
Percentage	62.76%	37.24%

Table 33. Employer supports AACPPV membership by paying expenses to attend AACPPV functions.

Salary Range \$	Yes	No
< 60,000	0	1
60,000-75,000	1	0
75,000-85,000	2	1
85,000-95,000	1	3
95,000-105,000	13	3
105,000-115,000	10	6
115,000-135,000	29	9
135,000-160,000	30	7
> 160,000	25	4
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Total Respondents	111	34
Percentage	76.55%	23.45%