



2015 AAIV COMPENSATION SURVEY

HISTORY

The American Association of Industry Veterinarians (AAIV) has been conducting compensation surveys since 1976. Over the years, the format and frequency has been adjusted in order to accommodate market and organizational needs, changes and interests. The most recent survey prior to this one was reported in 2011 with data collected in 2010. This edition, therefore, is the first in several years. Data was collected between 12/2015 and 3/2016.

METHODOLOGY

The survey was promoted through the AAIV website and via member promotion to veterinarians, via their own Linked In pages, and other industry communication methodologies. The data instrument was developed and data was collected anonymously via Survey Monkey. Once collected, data was reviewed for appropriate inclusions. Twenty respondents who indicated they were exclusively in private practice, who did not indicate they had a DVM degree or did not answer any questions at all in the survey were removed from the analysis. The responses from the remaining 92 respondents are included in this final report.

Due to major changes in the survey instrument, it is difficult to directly compare this years' data to that of previous years, however, where possible, we have done so and listed the caveats in associated footnotes.

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HIGHLIGHTS

A total of 92 respondents were included in the results presented. Of those, approximately half were male and half female. It appears that the average salary has stagnated over the past decade or so, with this year's mean at \$146,323, however, previous studies did not split out base salary versus bonus clearly, therefore it is difficult to compare the numbers directly. Moving forward, these two compensation numbers will be tracked independently.

Male respondents reported a higher average salary (\$156,731) than female respondents (\$133,602). This proved true in every age group except for the oldest respondents, but the numbers in that cohort were too small to gather statistical relevance from. However, the gap appears to be shrinking with the largest differential in the 50-59 cohort and the smallest in the 30-39 cohort. Increasing the total number of survey respondents, especially in the younger age groups in future surveys may help to provide better detail on this trend.

Respondents tended to be very experienced, with 46% having been out of Veterinary school for 26 years or more. This may skew results somewhat, so in future studies, gathering data from both a larger total base as well as a more diverse age range will be critical to providing adequate tracking results year over year.

In the last survey conducted prior to this one (2011), questions were asked about bonuses and 69.3% of respondents indicated they did receive a monetary bonus versus 75.6% of respondents in this current study. The average bonus target reported by respondents was \$31,326 which brings the average total cash compensation opportunity for respondents to \$177,649. If previous years included complete compensation, this would represent the highest number reported over the years the study has been conducted, with the second highest reported back in 2009 (\$171,535). The gender disparity continued with the bonus opportunity as men reported a mean of \$36,925 available to them while women reported a mean of \$23,728.

Regarding 401K programs, 81.5% reported their employer had a plan and 90.7% of those had a match program with 6% being the average match.

Overall, 60.1% of respondents reported being Extremely or Very Satisfied with their job with male respondents (65.2%) somewhat more likely than female respondents to feel this way (54.0%). 72.7% of Respondents who reported working primarily out of a home office indicated they were Extremely or Very Satisfied with their job versus only 50% who worked in a corporate office.

Work-Life balance appeared to be a general challenge for respondents with 39.1% reporting it was moderately easy versus only 18.9% reporting it was Extremely or Very easy and 23.9% reporting it was only slightly easy.

Previous Study Data retrieved from 2011 AAIV Compensation Report.

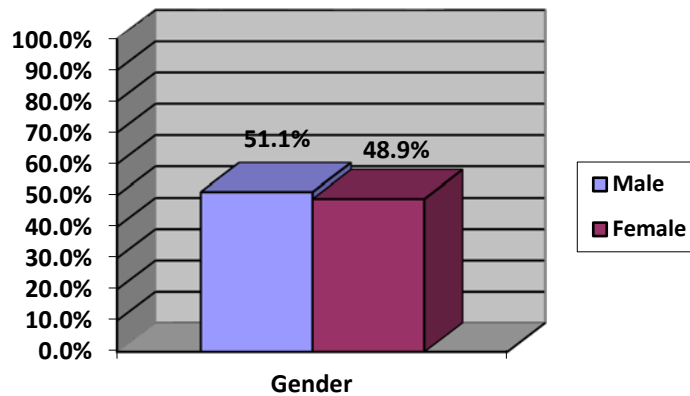
YEAR	AVG SALARY
1976	\$31,722
1978	\$36,036
1980	\$43,599
1982	\$50,981
1984	\$57,720
1987	\$67,576
1989	\$78,529
1991	\$79,009
1993	\$78,735
1995	\$89,899
1997	\$105,664
1999	\$106,294
2001	\$111,945
2003	\$120,176
2005	\$115,504
2007	\$129,169
2008	\$135,491
2009	\$171,535
2010	\$146,116
2011	\$152,365
2015	\$146,323

DEMOGRAPHICS

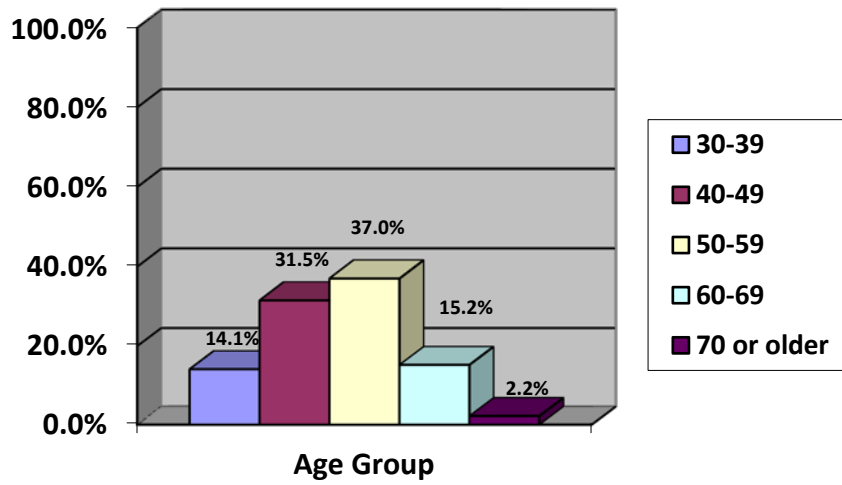
Gender and Age

Responses were relatively evenly split between male and female with 51.1% male and 48.9% female respondents. Respondents tended to be older rather than younger with the largest group (37.0%) in the 50-59 age range. The female respondents tended to be a little younger than the male respondents with 53.4% of female respondents aged 49 and under and only 38.3% of male respondents in that cohort.

<u>Male or Female?</u>	<u>Number</u>	<u>Percent</u>
Male	47	51.1 %
Female	45	48.9 %
Total	92	100.0 %



<u>What is your age?</u>	<u>Number</u>	<u>Percent</u>
21-29	0	0.0 %
30-39	13	14.1 %
40-49	29	31.5 %
50-59	34	37.0 %
60-69	14	15.2 %
70 or older	2	2.2 %
Total	92	100.0 %



Breakdown of Age by Gender

Number	Male	Female	Totals
3=30-39	5	8	13
Row %	38.5%	61.5%	
Col %	10.6%	17.8%	14.1%
Total %	5.4%	8.7%	
4=40-49	13	16	29
Row %	44.8%	55.2%	
Col %	27.7%	35.6%	31.5%
Total %	14.1%	17.4%	
5=50-59	18	16	34
Row %	52.9%	47.1%	
Col %	38.3%	35.6%	37.0%
Total %	19.6%	17.4%	
6=60-69	10	4	14
Row %	71.4%	28.6%	
Col %	21.3%	8.9%	15.2%
Total %	10.9%	4.3%	
7=70 or older	1	1	2
Row %	50.0%	50.0%	
Col %	2.1%	2.2%	2.2%
Total %	1.1%	1.1%	
Totals	47	45	92
Row %	51.1%	48.9%	100.0%

Education

There was a wide range of veterinary graduation years represented ranging from 1963 through 2012. Both the mean and median year was 1992, which means the average respondent has been practicing veterinary medicine for 24 years. In fact, over 46% of respondents had been in veterinary medicine for 26 years or more.

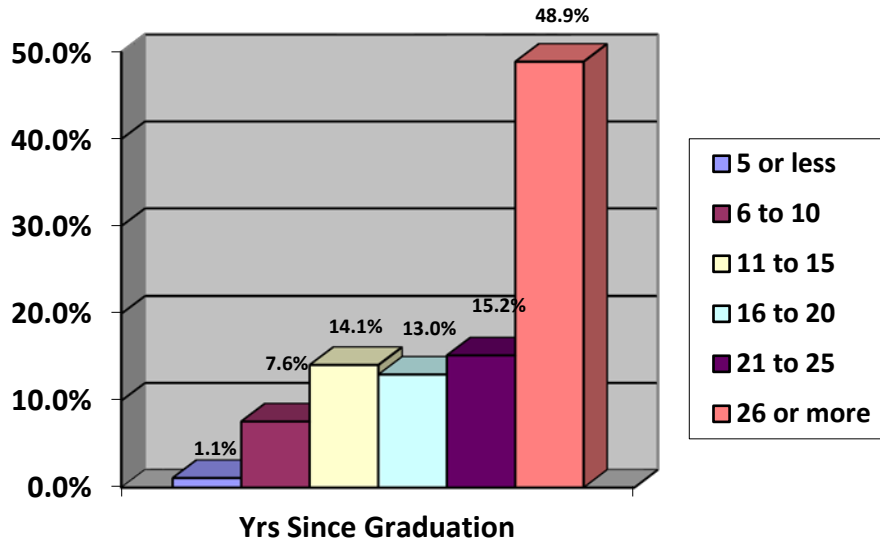
Almost half of respondents, 46.7% reported having some sort of additional training or degree (Master's, PhD or Specialty)

What year did you graduate from Veterinary School?	Number	Percent
1963	1	1.1 %
1967	1	1.1 %
1972	1	1.1 %
1975	2	2.2 %
1977	5	5.4 %
1978	1	1.1 %
1979	1	1.1 %
1981	2	2.2 %
1983	3	3.3 %
1984	4	4.3 %
1985	4	4.3 %
1986	3	3.3 %
1987	4	4.3 %
1988	6	6.5 %
1989	2	2.2 %
1990	3	3.3 %
1991	2	2.2 %
1992	3	3.3 %
1993	4	4.3 %
1994	3	3.3 %
1995	2	2.2 %
1996	2	2.2 %
1997	1	1.1 %
1998	3	3.3 %
1999	3	3.3 %
2000	4	4.3 %
2001	1	1.1 %
2002	4	4.3 %
2003	3	3.3 %
2004	1	1.1 %
2005	2	2.2 %
2006	3	3.3 %
2008	2	2.2 %
2010	3	3.3 %
2011	2	2.2 %
2012	1	1.1 %
Total	92	100.0 %

Mean = 1992

Median = 1992

What year did you graduate from Veterinary School?	Number	Percent
5 YEARS OR LESS	1	1.1 %
6-10 YEARS	7	7.6 %
11-15 YEARS	13	14.1 %
16-20 YEARS	12	13.0 %
21-25 YEARS	14	15.2 %
26 YEARS OR MORE	45	48.9 %
Total	92	100.0 %



	Male	Female	Total
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What year did you graduate from Veterinary School?

5 YEARS OR LESS	0	1	1
	0.0%	2.2%	1.1%
6-10 YEARS	3	4	7
	6.4%	8.9%	7.6%
11-15 YEARS	5	8	13
	10.6%	17.8%	14.1%
16-20 YEARS	2	10	12
	4.3%	22.2%	13.0%
21-25 YEARS	9	5	14
	19.1%	11.1%	15.2%
26 YEARS OR MORE	28	17	45
	59.6%	37.8%	48.9%
Total	47	45	92
	51.1%	48.9%	100.0%

<u>From which school did you receive your Veterinary degree?</u>	<u>Number</u>	<u>Percent</u>
Other (please specify)	9	9.8 %
Iowa State University	7	7.6 %
University of Illinois	6	6.5 %
Kansas State University	6	6.5 %
University of Pennsylvania	5	5.4 %
The University of Minnesota	5	5.4 %
University of Florida	5	5.4 %
Michigan State University	4	4.3 %
Tuskegee University	4	4.3 %
Auburn University	4	4.3 %
Cornell University	3	3.3 %
Virginia Tech University	3	3.3 %
University of Missouri	3	3.3 %
Texas A&M University	3	3.3 %
The Ohio State University	3	3.3 %
Colorado State University	3	3.3 %
Ross University	3	3.3 %
University of Tennessee	2	2.2 %
Purdue University	2	2.2 %
Tufts University	2	2.2 %
University of California-Davis	2	2.2 %
University of Georgia	2	2.2 %
Louisiana State University	2	2.2 %
Washington State University	2	2.2 %
Oklahoma State University	1	1.1 %
Oregon State University	1	1.1 %
Total	92	100.0 %

Other College of Veterinary Medicine (please specify)

University of Sydney
Western College of Veterinary Medicine (Saskatchewan, Canada)
Punjab Agricultural University
University of the Philippines
National University Colombia
Ankara
UNPHU
Unicit, Chile
University of Tehran

Board Certified	Number	Percent
Board Certified	14	24.6 %
Board Eligible	3	5.3 %
MBA	13	22.8 %
PhD	8	14.0 %
MPH	1	1.8 %
Other Master's	16	28.1 %
Other Professional	2	3.5 %
Total	57	100.0 %

Number of Cases = 92

Number of Responses = 57

Number Of Cases With At Least One Response = 43

Response Percent = 46.7 %

Advanced Degrees listed

Food Animal Production Management

MPA

Doctor of ministry

medical device sales and marketing (human)

ACVPM, MS in Vet Micro, ABVP

DACVS, MS - Veterinary Medicine

Boarded by ABT and ABVT. Master's in toxicology.

Diplomate, American College of Lab Animal Medicine, MS in Laboratory Animal Medicine

Comparative Pathology

ACVD

American College of Theriogenology; PhD in Physiology

Plus MS degree.

DACVECC

Food Animal Production Medicine

ACLAM

University internship, specialty internship in surgery

ACPV, ACT, MS in Repro Phsy

parasitology

ACVIM

ACVM

Parasitology

Veterinary pathobiology

ACVIM LA and MS in Clinical sciences

MSc Veterinary Microbiology

Agronomy and Animal Husbandry

Shelter and technical services

ACPV diplomats

Immunology

Marine biology

SA Internal medicine

Surgery and Medicine

Geography

Kansas had the largest contingent of respondents with 14.1%, likely due to the number of Animal Health companies in the local area. Minnesota, California and Florida all had 6.5%. When grouped geographically based on US Census regions, the Midwest (35.9%) and South (28.3%) had the largest number of residents.(1)

<u>In what state or U.S. Territory do you live?</u>	<u>Number</u>	<u>Percent</u>
Alabama	1	1.1 %
Arizona	1	1.1 %
California	6	6.5 %
Colorado	3	3.3 %
Florida	6	6.5 %
Georgia	3	3.3 %
Illinois	3	3.3 %
Indiana	1	1.1 %
Kansas	13	14.1 %
Kentucky	3	3.3 %
Louisiana	1	1.1 %
Maryland	1	1.1 %
Massachusetts	1	1.1 %
Michigan	1	1.1 %
Minnesota	6	6.5 %
Missouri	4	4.3 %
Nebraska	1	1.1 %
New Jersey	4	4.3 %
New York	2	2.2 %
North Carolina	3	3.3 %
Ohio	1	1.1 %
Oregon	4	4.3 %
Other (please specify)	6	6.5 %
Pennsylvania	3	3.3 %
South Dakota	1	1.1 %
Tennessee	2	2.2 %
Texas	3	3.3 %
Virginia	3	3.3 %
Washington	3	3.3 %
Wisconsin	2	2.2 %
Total	92	100.0 %

Other (please specify)

Germany

France

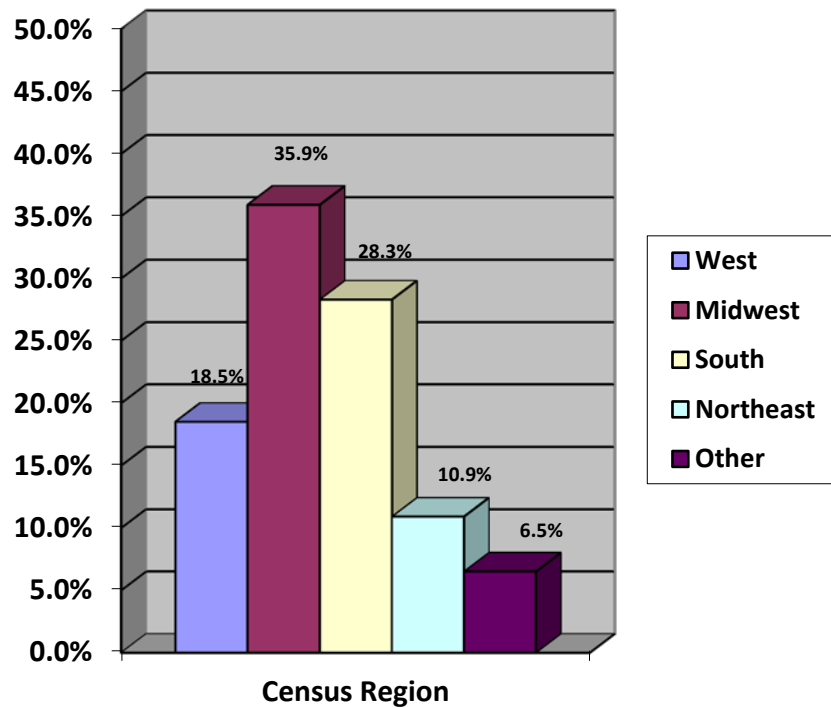
Part time in Antigua, Guatemala.

Turkey

Santiago, Chile

Quebec, Canada

Census Region	Number	Percent
Other	6	6.5 %
West	17	18.5 %
Midwest	33	35.9 %
South	26	28.3 %
Northeast	10	10.9 %
Total	92	100.0 %



- (1) Previous AIV surveys used a larger list of geographic regions, but due to the generally small number of total responses in these surveys, the data groups become too small for evaluation. The US Census regions will allow for comparison with other data, including those from other industries, over time as it is a standardized grouping system.

Organizational Memberships

Just over 1/3 of respondents reported being active AVMA members (37.8%). Overall, 79.3% of respondents reported belonging to at least one of the organizations listed. Female respondents appeared more likely (31.1%) than males (17.0%) to belong to their local VMA. Additionally, the youngest cohort (30-39) and the oldest cohort (60-69) appeared more likely to belong to the AVMA and their State VMA than the intervening age groups (40-49 and 50-59).

Which of the following organizations are you a paying member of (please check all that apply)?

	Number	Percent (of 92)
AVMA	68	73.9 %
State VMA	44	47.8 %
Local VMA	22	23.9 %
AAIV	46	50.0 %
Total	180	

Number of Cases = 92
 Number of Responses = 180
 Average Number Of Responses Per Case = 2.0
 Number Of Cases With At Least One Response = 73
 Response Percent = 79.3 %

	Male	Female	Total
<u>Membership</u>			
AVMA	35 74.5%	33 73.3%	68 73.9%
State VMA	21 44.7%	23 51.1%	44 47.8%
Local VMA	8 17.0%	14 31.1%	22 23.9%
AAIV	23 48.9%	23 51.1%	46 50.0%
Total	47 51.1%	45 48.9%	92 100.0%

What is your age?

	30-39	40-49	50-59	60-69	70 or older	Total
<u>Membership (col %)</u>						
AVMA	12 92.3%	17 58.6%	25 73.5%	13 92.9%	1 50.0%	68 73.9%
State VMA	9 69.2%	10 34.5%	14 41.2%	10 71.4%	1 50.0%	44 47.8%
Local VMA	2 15.4%	8 27.6%	7 20.6%	4 28.6%	1 50.0%	22 23.9%
AAIV	7 53.8%	10 34.5%	19 55.9%	9 64.3%	1 50.0%	46 50.0%
Total	13 14.1%	29 31.5%	34 37.0%	14 15.2%	2 2.2%	92 100.0%

Census Region

	West	Midwest	South	Northeast	Other	Total
<u>Membership (col %)</u>						
AVMA	15 88.2%	28 84.8%	16 61.5%	8 80.0%	1 16.7%	68 73.9%
State VMA	10 58.8%	18 54.5%	13 50.0%	3 30.0%	0 0.0%	44 47.8%
Local VMA	5 29.4%	8 24.2%	7 26.9%	1 10.0%	1 16.7%	22 23.9%
AAIV	9 52.9%	18 54.5%	14 53.8%	5 50.0%	0 0.0%	46 50.0%
Total	17 18.5%	33 35.9%	26 28.3%	10 10.9%	6 6.5%	92 100.0%

EMPLOYMENT

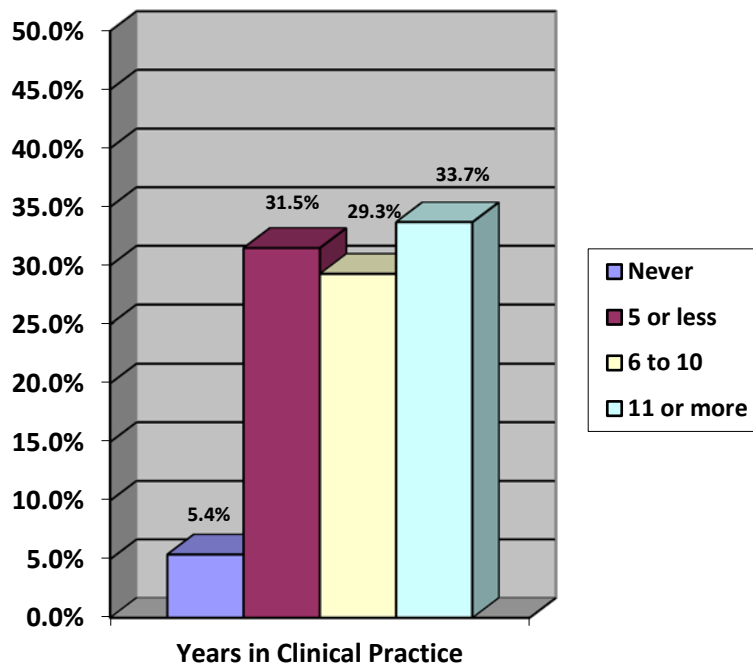
Employment status

The majority of respondents reported to be working full time (92.4%). Almost all respondents had worked in clinical practice during their career, with only 5.4% reporting never having done so. Respondents were relatively evenly split between having worked in full-time clinical practice for 5 or fewer years (31.5%), 6-10 years (29.3%) or 11 or more years (33.7%)

Which of the following categories best describes your employment status?	Number	Percent
Employed, working full-time	85	92.4 %
Employed, working part-time	0	0.0 %
Not employed, looking for work	4	4.3 %
Not employed, NOT looking for work	0	0.0 %
Retired	3	3.3 %
Disabled, not able to work	0	0.0 %
Total	92	100.0 %

If you worked in full-time clinical practice during part of your career, for how many years did you do so?

	Number	Percent
I have never worked in full-time clinical practice	5	5.4 %
Five or fewer years	29	31.5 %
6-10 years	27	29.3 %
11 or more years	31	33.7 %
Total	92	100.0 %



Employment Type

The majority of respondents (67.4%) reported that they were employed in the veterinary industry. Of those, the majority (66.7%) reported that their employer's primary focus area was veterinary pharmaceuticals. One third of respondents (34.3%) reported working in Field Technical Services.

Which of the following best describes the entity you are primarily employed by?	Number	Percent
Human pharmaceuticals/devices	3	3.3 %
Contract research/testing	2	2.2 %
Government (Federal, State or Local)	2	2.2 %
Academic Institution	4	4.3 %
Association or non-profit organization	2	2.2 %
Corporate Veterinary Practice (VCA/Banfield/etc.)	5	5.4 %
Veterinary Industry (pharmaceuticals/food/consulting/etc)	62	67.4 %
Other	12	13.0 %
Total	92	100.0 %

Other

Agriculture Supply Industry (2)
Small Animal
Unemployed
Self-employed
Education
Retired (2)
Technical support biologics
Consultant
Shelter
Consumer Pet Products
Veterinary Biologics

Which of the following areas is your employer's primary focus area?	Number	Percent
Veterinary pharmaceuticals	40	66.7 %
Veterinary nutrition	10	16.7 %
Veterinary supplements/nutraceuticals/supplies (non-pharmaceutical)	0	0.0 %
Medical devices/equipment	1	1.7 %
Veterinary laboratory services	1	1.7 %
Livestock production	0	0.0 %
Veterinary business services (finance/insurance/media/consulting/legal)	6	10.0 %
Other	2	3.3 %
Total	60	100.0 %

Employment Duration

Almost half (47.8%) of respondents had been at their current firm for five or fewer years. Note that respondents were asked to count consecutive employment as follows: “Note: if your company has changed status such as been purchased or IPO'd, but you have remained, consider it as the same term of employment”.

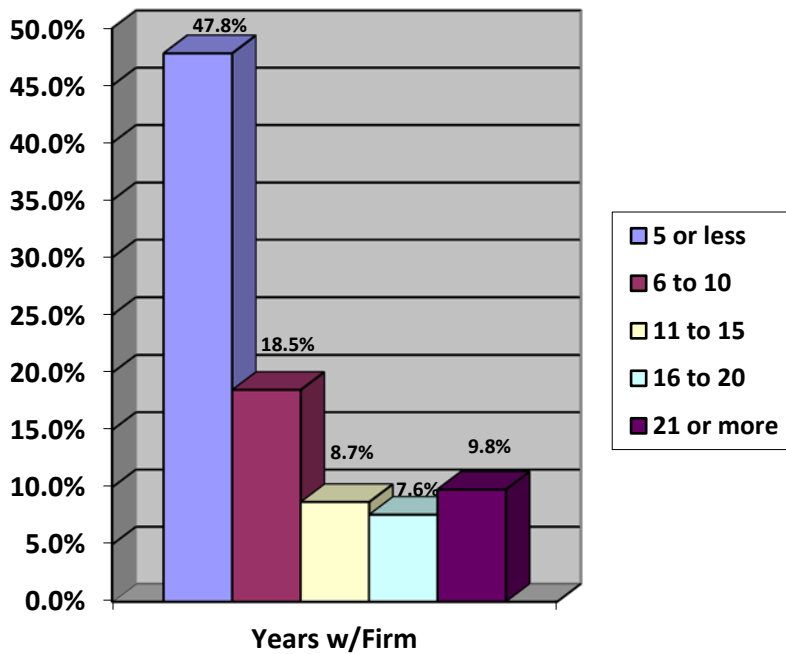
How many years have you been at your current firm?	Number	Percent
5 or fewer	44	47.8 %
6-10 years	17	18.5 %
11-15 years	8	8.7 %
16-20 years	7	7.6 %
21 or more years	9	9.8 %
Total	85	92.4 %

Total Respondents = 92 (base for percentage)

Missing Cases = 7

Mean = 8.64

Median = 5



Employment location

The majority of respondents reported working out of a home office (52.2%). Of the 39.1% who indicated they worked out of a corporate headquarters or other company office location, 52.8% indicated that they worked almost exclusively out of that location while 44.4% indicated they were able to work at home between 1 and 3 days per week.

Which of the following best describes your primary work location?	Number	Percent
Home office	48	52.2 %
Corporate headquarters or other company office location	36	39.1 %
No response	8	8.7 %
Total	92	100.0 %

(If corporate HQ or company office)

Are you able to work at home occasionally and if so, approximately how often?	Number	Percent
I work almost exclusively at the company office	19	52.8 %
I am able to work at home as often as one day per week	7	19.4 %
I am able to work at home as often as 2-3 days per week	9	25.0 %
No response	1	2.8 %
Total	36	100.0 %

Employment Position

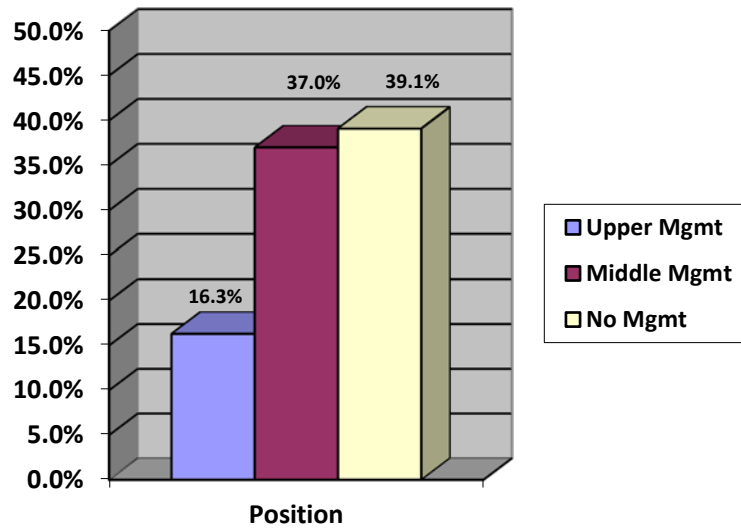
Respondents reported employment in a variety of job positions with the largest single group (32.6%) in field technical services. About 16% of respondents were in upper management and the rest were about equally split between middle management and having no responsibility to manage others.

Which of the following best describes your personal primary work function/department?	Number	Percent
Regulatory	5	5.4 %
Field Technical Services	30	32.6 %
Marketing/Sales	11	12.0 %
Business/Organizational Operations	11	12.0 %
Manufacturing/Supply	0	0.0 %
Financial/Accounting/IT	0	0.0 %
Research and Development	12	13.0 %
Other	19	20.7 %
<u>N/R</u>	4	4.3 %
Total	92	100.0 %

Other (please specify)

Veterinarian, chief of staff
Research and education
Founder and CEO, motivational speaker and consultant
Pharmacovigilance
HQ based veterinary support
Consultation
Unemployed
Executive
Chief of Staff
Technical services/pharmacovigilance
Research and Education
Small animal practice
Consulting and adult education
Administration
Veterinary Affairs
Mobile clinic
DVM
clinical
Office technical services

Which most closely matches your current position?	Number	Percent
Upper management (VP and above such as CEO, COO, etc.)	15	16.3 %
Middle management	34	37.0 %
Don't manage others	36	39.1 %
N/R	7	7.6 %
Total	92	100.0 %

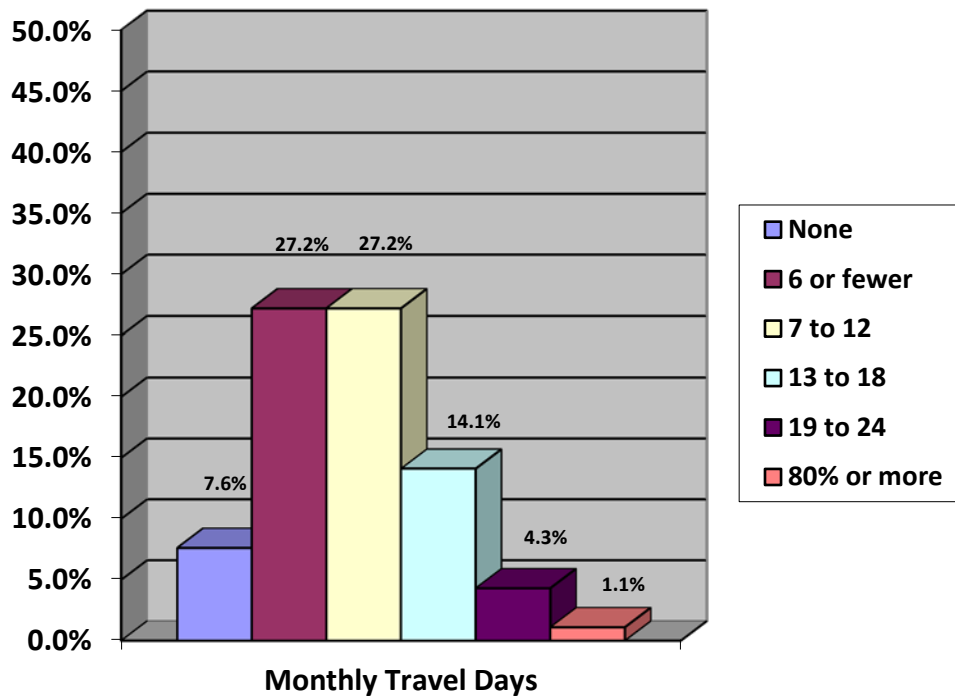


Travel for Work

Approximately one-third of respondents (34.8%) reported traveling 6 or fewer days/month (or not at all). Another 27.2% indicated that they travel 7-12 days per month.

If you travel out of town for work, on average, approximately how many nights per month do you spend away from home?

	Number	Percent
I do not travel for work	7	7.6 %
6 or fewer days/month	25	27.2 %
7-12 days/month	25	27.2 %
13-18 days/month	13	14.1 %
19 or 24 days/month	4	4.3 %
80% or more	1	1.1 %
N/R	17	18.5 %
Total	92	100.0 %



BENEFITS

401K Program

Over 80% of respondents reported that their firm had a 401K program and of those, 90.7% indicated that they had a matching program for their 401K. The most common match was 6%. This was also the mean.

<u>Does your company provide a 401K program?</u>	<u>Number</u>	<u>Percent</u>
Yes	75	81.5 %
No	5	5.4 %
Total	80	87.0 %

Missing Cases = 12

<u>Does your company provide a match for your 401K investment?</u>	<u>Number</u>	<u>Percent</u>
Yes	68	90.7 %
No	7	9.3 %
Total	75	100.0 %

What percentage investment does your company match

<u>in the 401K?</u>	<u>Number</u>	<u>Percent</u>
6.0	19	31.1 %
5.0	12	19.7 %
3.0	11	18.0 %
4.0	6	9.8 %
7.0	3	4.9 %
4.5	2	3.3 %
15.0	2	3.3 %
50.0	1	1.6 %
8.0	1	1.6 %
9.0	1	1.6 %
25.0	1	1.6 %
10.0	1	1.6 %
20.0	1	1.6 %
Total	61	100.0 %

Minimum = 3

Maximum = 25

Mean = 6.05

Median = 5

Standard Deviation (Unbiased Estimate) = 3.88

Standard Error Of The Mean = 0.50

95 Percent Confidence Interval Around The Mean = 5.07 - 7.03

99 Percent Confidence Interval Around The Mean = 4.76 - 7.34

Other Benefits

82.6% of respondents answered this question. All of them reported having paid vacation. Overall, about a third of the 92 study respondents reported having other benefits including a Pension, Stock options, Paid Family leave and/or a company car. 87.0% of respondents reported some type of insurance coverage, with most indicating that their employer covered their health and dental insurance and approximately 2/3 reporting coverage available for family/dependents.

Which of the following additional benefits does your company provide and subsidize? (check all that apply)

	Number	Percent
Paid vacation	76	82.6 %
On site child care	1	1.0 %
Pension	26	28.2 %
Stock options	31	33.7 %
Paid family leave	33	35.9 %
Company car	38	41.3 %
Other benefits	0	0.0 %
Total	205	

Number of Cases = 92

Number of Responses = 205

Average Number Of Responses Per Case = 2.2

Number Of Cases With At Least One Response = 76

Response Percent = 82.6 %

Which of the following insurance benefits does your company provide and subsidize? (check all that apply)

	Number	Percent
Health insurance for me	74	18.2 %
Health insurance for my family	61	15.0 %
Dental insurance for me	70	17.2 %
Dental insurance for my family	58	14.3 %
Life insurance for me	63	15.5 %
Life insurance for my family	30	7.4 %
Other insurance	45	11.1 %
No insurance provided	5	1.2 %
Total	406	100.0 %

Number of Cases = 92

Number of Responses = 406

Average Number Of Responses Per Case = 4.4

Number Of Cases With At Least One Response = 80

Response Percent = 87.0 %

SATISFACTION

Job Satisfaction

Only 87% of respondents answered this query. As a percentage of those that responded, the majority, 60%, were very or extremely satisfied with their job. This represents 52% of the total survey respondents. It appears that male respondents were slightly more satisfied with their jobs than female respondents with 65% of males vs. 54% of females reporting that they were extremely or very satisfied.

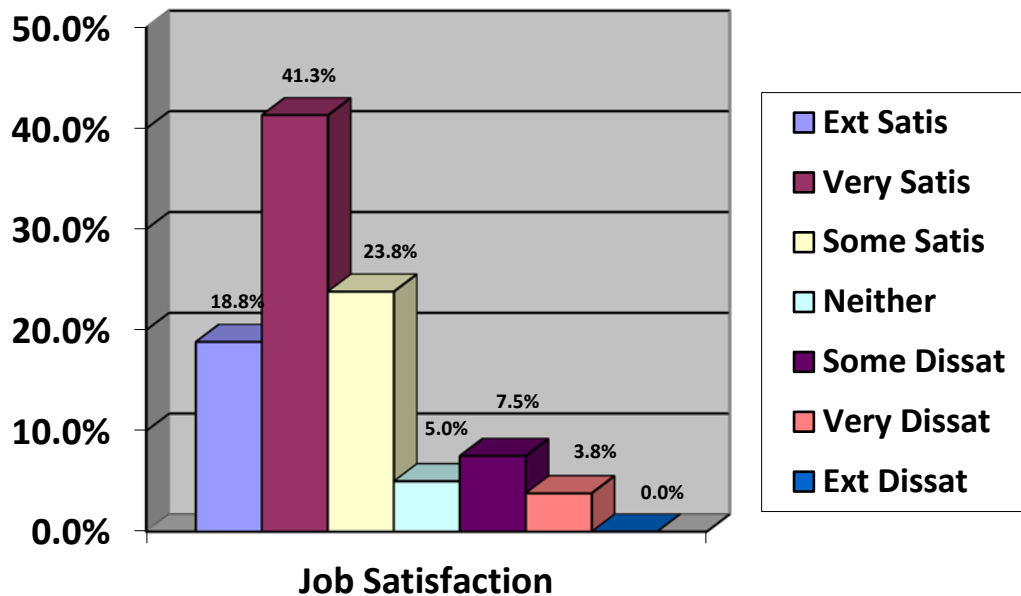
More than 2/3 of respondents who worked out of a home office (68.8%) were Extremely or Very satisfied versus only 44.4% who worked out of a corporate office.

Overall, are you satisfied with your job, neither satisfied nor dissatisfied with it, or dissatisfied with it?

	Number	Percent
Extremely satisfied	15	18.8 %
Very satisfied	33	41.3 %
Somewhat satisfied	19	23.8 %
Neither satisfied nor dissatisfied	4	5.0 %
Somewhat dissatisfied	6	7.5 %
Very dissatisfied	3	3.8 %
Extremely dissatisfied	0	0.0 %
Total	80	100.0 %

Missing Cases = 12

Response Percent = 87.0 %



	Male	Female	Totals
	1	2	
1=Extremely satisfied	6 14.0%	9 24.3%	15 18.8%
2=Very satisfied	22 51.2%	11 29.7%	33 41.2%
3=Somewhat satisfied	9 20.9%	10 27.0%	19 23.7%
4=Neither satisfied nor dissatisfi...	3 7.0%	1 2.7%	4 5.0%
5=Somewhat dissatisfied	2 4.7%	4 10.8%	6 7.5%
6=Very dissatisfied	1 2.3%	2 5.4%	3 3.8%
Totals	43 53.8%	37 46.3%	80 100.0%

	30-39	40-49	50-59	60-69	70 or older	Totals
1=Extremely satisfied	3 25.0%	5 21.7%	5 16.1%	2 15.4%	0 0.0%	15 18.8%
2=Very satisfied	6 50.0%	7 30.4%	13 41.9%	7 53.8%	0 0.0%	33 41.2%
3=Somewhat satisfied	2 16.7%	7 30.4%	7 22.6%	2 15.4%	1 100.0%	19 23.7%
4=Neither satisfied nor dissatisfi...	0 0.0%	0 0.0%	4 12.9%	0 0.0%	0 0.0%	4 5.0%
5=Somewhat dissatisfied	1 8.3%	2 8.7%	1 3.2%	2 15.4%	0 0.0%	6 7.5%
6=Very dissatisfied	0 0.0%	2 8.7%	1 3.2%	0 0.0%	0 0.0%	3 3.8%
Totals	12 15.0%	23 28.7%	31 38.7%	13 16.2%	1 1.3%	80 100.0%

Number
Col %

	Other	West 1	Midwest 2	South 3	Northeast 4	Totals
1=Extremely satisfied	0 0.0%	5 33.3%	6 19.4%	2 10.0%	2 20.0%	15 18.8%
2=Very satisfied	2 50.0%	5 33.3%	11 35.5%	11 55.0%	4 40.0%	33 41.2%
3=Somewhat satisfied	1 25.0%	3 20.0%	9 29.0%	4 20.0%	2 20.0%	19 23.7%
4=Neither satisfied nor dissatisfi...	0 0.0%	0 0.0%	2 6.5%	1 5.0%	1 10.0%	4 5.0%
5=Somewhat dissatisfied	1 25.0%	1 6.7%	1 3.2%	2 10.0%	1 10.0%	6 7.5%
6=Very dissatisfied	0 0.0%	1 6.7%	2 6.5%	0 0.0%	0 0.0%	3 3.8%
Totals	4 5.0%	15 18.8%	31 38.7%	20 25.0%	10 12.5%	80 100.0%

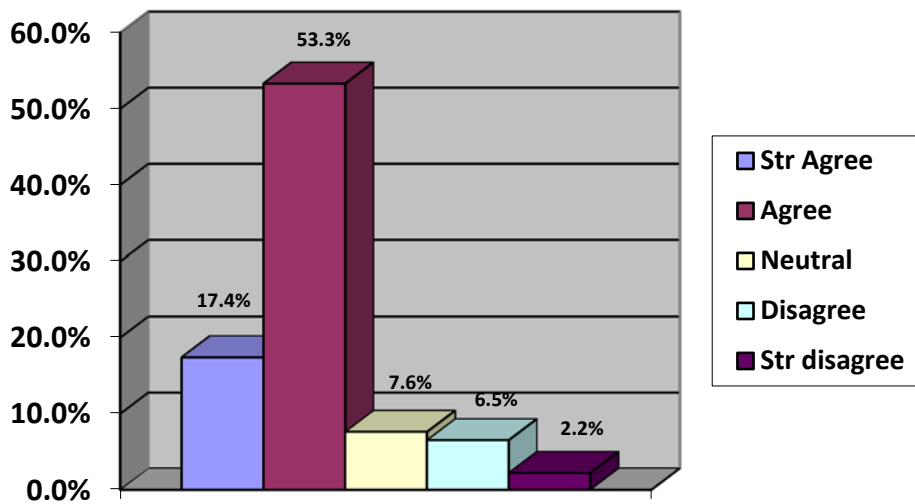
N=84

	Home office	Corporate HQ or other company office.	Total
Extremely satisfied	11 22.9%	4 11.1%	15 17.9%
Very satisfied	21 43.8%	12 33.3%	33 39.3%
Somewhat satisfied	6 12.5%	12 33.3%	18 21.4%
Neither satisfied nor dissatisfied	1 2.1%	2 5.6%	3 3.6%
Somewhat dissatisfied	3 6.3%	1 2.8%	4 4.8%
Very dissatisfied	2 4.2%	1 2.8%	3 3.6%
Extremely dissatisfied	0 0.0%	0 0.0%	0 0.0%
N/R	4 8.3%	4 11.1%	8 9.5%
Total	48 57.1%	36 42.9%	84 100.0%

Benefits Satisfaction

The majority of respondents were satisfied with their total benefits package, although only 17.4% indicated that they strongly agreed with this statement.

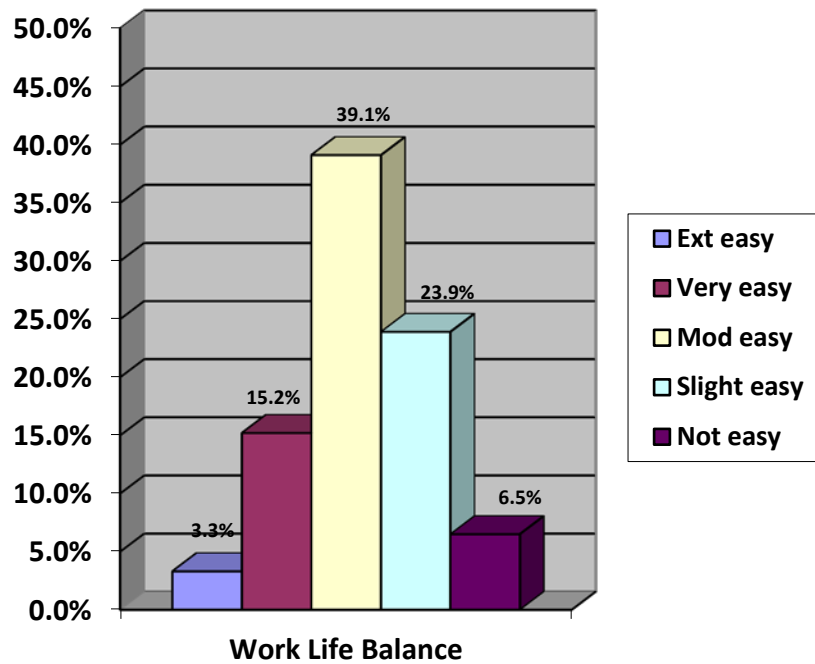
<u>I am satisfied with my total benefits package.</u>	<u>Number</u>	<u>Percent</u>
Strongly disagree	2	2.2 %
Disagree	6	6.5 %
Neutral/neither agree nor disagree	7	7.6 %
Agree	49	53.3 %
Strongly agree	16	17.4%
N/R	12	13.0 %
<hr/>		
Total	92	100.0 %



Work-Life Balance

Just under 1/5 of respondents indicated it was extremely or very easy to balance their work and personal lives in their current position (18.5%). However, another 39.1% indicated that it was moderately easy, leaving just under 1/3 (30.4%) feeling that it was not easy to do so.

How easy is it to balance your work life and personal life where you work?	Number	Percent
Extremely easy	3	3.3 %
Very easy	14	15.2 %
Moderately easy	36	39.1 %
Slightly easy	22	23.9 %
Not at all easy	6	6.5 %
N/R	11	12.0 %
Total	92	100.0 %



	Male	Female	Total
<u>How easy is it to balance your work life and personal life where you work?</u>			
Extremely easy	3 6.4%	0 0.0%	3 3.3%
Very easy	4 8.5%	10 22.2%	14 15.2%
Moderately easy	20 42.6%	16 35.6%	36 39.1%
Slightly easy	12 25.5%	10 22.2%	22 23.9%
Not at all easy	4 8.5%	2 4.4%	6 6.5%
N/R	4 8.5%	7 15.6%	11 12.0%
Total	47 51.1%	45 48.9%	92 100.0%

						Total
	30-39	40-49	50-59	60-69	70 or older	
<u>How easy is it to balance your work life and personal life where you work?</u>						
Extremely easy	1 7.7%	0 0.0%	2 5.9%	0 0.0%	0 0.0%	3 3.3%
Very easy	1 7.7%	5 17.2%	6 17.6%	2 14.3%	0 0.0%	14 15.2%
Moderately easy	6 46.2%	8 27.6%	14 41.2%	7 50.0%	1 50.0%	36 39.1%
Slightly easy	2 15.4%	7 24.1%	10 29.4%	3 21.4%	0 0.0%	22 23.9%
Not at all easy	2 15.4%	3 10.3%	0 0.0%	1 7.1%	0 0.0%	6 6.5%
N/R	1 7.7%	6 20.7%	2 5.9%	1 7.1%	1 50.0%	11 12.0%
Total	13 14.1%	29 31.5%	34 37.0%	14 15.2%	2 2.2%	92 100.0%

	Home office	Corporate HQ or other company office.	Total
<u>How easy is it to balance your work life and personal life where you work?</u>			
Extremely easy	1 2.3%	1 3.0%	3 3.7%
Very easy	10 22.7%	4 12.1%	14 17.3%
Moderately easy	16 36.4%	19 57.6%	36 44.4%
Slightly easy	12 27.3%	8 24.2%	22 27.2%
Not at all easy	5 11.4%	1 3.0%	6 7.4%
Total	48 57.1%	36 42.9%	84 100.0%

COMPENSATION

Salary

The mean annual base salary reported was \$146,323 and the median was \$140,000. This represented a salary range from \$60,000 to \$300,000 annually.

<u>SALARY LEVEL</u>	<u>Number</u>	<u>Percent</u>
No Response	12	13.0 %
LESS THAN \$75,000	2	2.2 %
\$75,000-\$99,999	3	3.3 %
\$100,000-\$124,999	18	19.6 %
\$125,000-\$149,999	23	25.0 %
\$150,000-\$174,999	17	18.5 %
\$175,000-\$199,999	9	9.8 %
\$200,000-\$224,999	4	4.3 %
<u>\$225,000 OR MORE</u>	<u>4</u>	<u>4.3 %</u>
Total	92	100.0 %

Missing Cases = 12
Response Percent = 87.0%

What is your annual base salary?

Minimum = 60000

Maximum = 300000

Mean = 146323.33

Median = 140000

95 Percent Confidence Interval Around The Mean = 136629.70 - 156016.95

99 Percent Confidence Interval Around The Mean = 133588.07 - 159058.58

Valid Cases = 80
Missing Cases = 12
Response Percent = 87.0%

Salary

Male respondents reported significantly higher incomes overall than female respondents with a mean of \$156,731 versus \$133,602, a difference of \$23,129. This represents a 14.8% lower annual salary for women than men in this study.

Male respondents

What is your annual base salary?

Minimum = 100000

Maximum = 286000

Mean = 156731.00

Median = 152150

95 Percent Confidence Interval Around The Mean = 143931.84 - 169530.16

99 Percent Confidence Interval Around The Mean = 139915.78 - 173546.22

Valid Cases =44

Missing Cases =3

Response Percent = 93.6%

Female respondents

What is your annual base salary?

Minimum = 60000

Maximum = 300000

Mean = 133602.83

Median = 131000

95 Percent Confidence Interval Around The Mean = 119708.79 - 147496.88

99 Percent Confidence Interval Around The Mean = 115349.18 - 151856.49

Valid Cases =36

Missing Cases =9

Response Percent = 80.0%

Salary by Gender and Age

The gender disparity continued across all age groups except the eldest, but there were only two women in that group, making comparison difficult. Women made 4.7% less in the 30-39 age group, 6.6% less in the 40-49 group and 22.0% less in the 50-59 group.

Male respondents

What is your annual base salary?

	Mean	SD	N	Pct.
For Entire Sample (Missing = 3)	156731.00	43316.32	44	100.0%

What is your age?

3=30-39	118000.00	26730.13	5	11.4%
4=40-49	136546.92	25259.48	12	27.3%
5=50-59	178811.16	50734.46	18	40.9%
6=60-69	161000.00	26734.81	9	20.5%
7=70 or older	0.00	0.00	0	0.0%

Female respondents

What is your annual base salary?

	Mean	SD	N	Pct.
For Entire Sample (Missing = 9)	133602.83	42532.79	36	100.0%

What is your age?

3=30-39	112444.85	24657.24	7	19.4%
4=40-49	127500.00	25528.95	12	33.3%
5=50-59	139542.00	39084.51	14	38.9%
6=60-69	202000.00	138592.92	2	5.6%
7=70 or older	135000.00	0.00	1	2.8%

	Male	Female	Total
<u>SALARY LEVEL</u>			
LESS THAN \$75,000	0 0.0%	2 4.4%	2 2.2%
\$75,000-\$99,999	0 0.0%	3 6.7%	3 3.3%
\$100,000-\$124,999	11 23.4%	7 15.6%	18 19.6%
\$125,000-\$149,999	9 19.1%	14 31.1%	23 25.0%
\$150,000-\$174,999	11 23.4%	6 13.3%	17 18.5%
\$175,000-\$199,999	7 14.9%	2 4.4%	9 9.8%
\$200,000-\$224,999	3 6.4%	1 2.2%	4 4.3%
\$225,000 OR MORE	3 6.4%	1 2.2%	4 4.3%
N/R	3 6.4%	9 20.0%	12 13.0%
Total	47 51.1%	45 48.9%	85 100.0%

N=92

	What is your age?						Total
	21-29	30-39	40-49	50-59	60-69	70 or older	
<u>SALARY LEVEL</u>							
LESS THAN \$75,000	0 0.0%	0 0.0%	1 3.4%	1 2.9%	0 0.0%	0 0.0%	2 2.2%
\$75,000-\$99,999	0 0.0%	2 15.4%	0 0.0%	1 2.9%	0 0.0%	0 0.0%	3 3.3%
\$100,000-\$124,999	0 0.0%	5 38.5%	7 24.1%	5 14.7%	1 7.1%	0 0.0%	18 19.6%
\$125,000-\$149,999	0 0.0%	4 30.8%	9 31.0%	6 17.6%	3 21.4%	1 50.0%	23 25.0%
\$150,000-\$174,999	0 0.0%	1 7.7%	6 20.7%	7 20.6%	3 21.4%	0 0.0%	17 18.5%
\$175,000-\$199,999	0 0.0%	0 0.0%	1 3.4%	6 17.6%	2 14.3%	0 0.0%	9 9.8%
\$200,000-\$224,999	0 0.0%	0 0.0%	0 0.0%	3 8.8%	1 7.1%	0 0.0%	4 4.3%
\$225,000 OR MORE	0 0.0%	0 0.0%	0 0.0%	3 8.8%	1 7.1%	0 0.0%	4 4.3%
N/R	0 0.0%	1 7.7%	5 17.2%	2 5.9%	3 21.4%	1 50.0%	12 13.0%
Total	0 0.0%	13 14.1%	29 31.5%	34 37.0%	14 15.2%	2 2.2%	85 100.0%

N=92

	Census Region					Total
	West	Midwest	South	Northeast	Other	
<u>SALARY LEVEL</u>						
LESS THAN \$75,000	1 5.9%	1 3.0%	0 0.0%	0 0.0%	0 0.0%	2 2.2%
\$75,000-\$99,999	2 11.8%	0 0.0%	1 3.8%	0 0.0%	0 0.0%	3 3.3%
\$100,000-\$124,999	5 29.4%	6 18.2%	5 19.2%	1 10.0%	1 16.7%	18 19.6%
\$125,000-\$149,999	3 17.6%	8 24.2%	8 30.8%	3 30.0%	1 16.7%	23 25.0%
\$150,000-\$174,999	1 5.9%	7 21.2%	3 11.5%	5 50.0%	1 16.7%	17 18.5%
\$175,000-\$199,999	2 11.8%	3 9.1%	3 11.5%	1 10.0%	0 0.0%	9 9.8%
\$200,000-\$224,999	0 0.0%	3 9.1%	1 3.8%	0 0.0%	0 0.0%	4 4.3%
\$225,000 OR MORE	1 5.9%	2 6.1%	0 0.0%	0 0.0%	1 16.7%	4 4.3%
N/R	2 11.8%	3 9.1%	5 19.2%	0 0.0%	2 33.3%	12 13.0%
Total	17 18.5%	33 35.9%	26 28.3%	10 10.9%	6 6.5%	85 100.0%

N=92

I am satisfied with my total benefits package.

	Strongly disagree	Disagree	Neutral/ neither agree nor disagree	Agree	Strongly agree	Total
<u>SALARY LEVEL</u>						
LESS THAN \$75,000	0 0.0%	0 0.0%	1 14.3%	1 2.0%	0 0.0%	2 2.2%
\$75,000-\$99,999	0 0.0%	0 0.0%	0 0.0%	3 6.1%	0 0.0%	3 3.3%
\$100,000-\$124,999	1 50.0%	1 50.0%	1 14.3%	8 16.3%	3 23.1%	18 19.6%
\$125,000-\$149,999	1 50.0%	1 50.0%	2 28.6%	16 32.7%	1 7.7%	23 25.0%
\$150,000-\$174,999	0 0.0%	0 0.0%	3 42.9%	9 18.4%	3 23.1%	17 18.5%
\$175,000-\$199,999	0 0.0%	0 0.0%	0 0.0%	8 16.3%	0 0.0%	9 9.8%
\$200,000-\$224,999	0 0.0%	0 0.0%	0 0.0%	2 4.1%	2 15.4%	4 4.3%
\$225,000 OR MORE	0 0.0%	0 0.0%	0 0.0%	1 2.0%	3 23.1%	4 4.3%
N/R	0 0.0%	0 0.0%	0 0.0%	1 2.0%	1 7.7%	12 13.0%
Total	2 2.7%	2 2.7%	7 9.6%	49 67.1%	13 17.8%	85 100.0%

N=92

How easy is it to balance your work life and personal life
where you work?

	Extremely easy	Very easy	Moderate- ly easy	Slightly easy	Not at all easy	Total
<u>SALARY LEVEL</u>						
LESS THAN \$75,000	0 0.0%	1 7.1%	1 2.8%	0 0.0%	0 0.0%	2 2.2%
\$75,000-\$99,999	0 0.0%	2 14.3%	0 0.0%	0 0.0%	1 16.7%	3 3.3%
\$100,000-\$124,999	2 66.7%	2 14.3%	5 13.9%	6 27.3%	2 33.3%	18 19.6%
\$125,000-\$149,999	0 0.0%	2 14.3%	14 38.9%	5 22.7%	2 33.3%	23 25.0%
\$150,000-\$174,999	0 0.0%	3 21.4%	7 19.4%	7 31.8%	0 0.0%	17 18.5%
\$175,000-\$199,999	0 0.0%	1 7.1%	4 11.1%	2 9.1%	1 16.7%	9 9.8%
\$200,000-\$224,999	0 0.0%	0 0.0%	4 11.1%	0 0.0%	0 0.0%	4 4.3%
\$225,000 OR MORE	1 33.3%	1 7.1%	1 2.8%	1 4.5%	0 0.0%	4 4.3%
N/R	0 0.0%	2 14.3%	0 0.0%	1 4.5%	0 0.0%	12 13.0%
Total	3 3.7%	14 17.3%	36 44.4%	22 27.2%	6 7.4%	85 100.0%

N=92

Overall, are you satisfied with your job, neither satisfied nor dissatisfied with it, or dissatisfied with it?

	Extremely satisfied	Very satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Very dissatisfied	Extremely dissatisfied	Total
<u>SALARY LEVEL</u>								
LESS THAN \$75,000	1 6.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	0 0.0%	2 2.2%
\$75,000-\$99,999	1 6.7%	2 6.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 3.3%
\$100,000-\$124,999	2 13.3%	8 24.2%	2 10.5%	1 25.0%	2 33.3%	2 66.7%	0 0.0%	18 19.6%
\$125,000-\$149,999	1 6.7%	9 27.3%	10 52.6%	1 25.0%	2 33.3%	0 0.0%	0 0.0%	23 25.0%
\$150,000-\$174,999	4 26.7%	7 21.2%	3 15.8%	1 25.0%	2 33.3%	0 0.0%	0 0.0%	17 18.5%
\$175,000-\$199,999	2 13.3%	3 9.1%	2 10.5%	1 25.0%	0 0.0%	0 0.0%	0 0.0%	9 9.8%
\$200,000-\$224,999	1 6.7%	2 6.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 4.3%
\$225,000 OR MORE	3 20.0%	1 3.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 4.3%
N/R	0 0.0%	1 3.0%	2 10.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	12 13.0%
Total	15 18.8%	33 41.3%	19 23.8%	4 5.0%	6 7.5%	3 3.8%	0 0.0%	85 100.0%

N=92

If you travel out of town for work, on average, approximately how many nights per month do you spend away from home?

	I do not travel for work	6 or fewer days/month	7-12 days/month	13-18 days/month	19 or 24 days/month	80% or more	Total
<u>SALARY LEVEL</u>							
LESS THAN \$75,000	0 0.0%	1 4.0%	0 0.0%	0 0.0%	1 25.0%	0 0.0%	2 2.2%
\$75,000-\$99,999	0 0.0%	0 0.0%	2 8.0%	0 0.0%	0 0.0%	0 0.0%	3 3.3%
\$100,000-\$124,999	4 57.1%	4 16.0%	5 20.0%	1 7.7%	2 50.0%	0 0.0%	18 19.6%
\$125,000-\$149,999	1 14.3%	8 32.0%	8 32.0%	4 30.8%	0 0.0%	1 100.0%	23 25.0%
\$150,000-\$174,999	0 0.0%	6 24.0%	6 24.0%	3 23.1%	1 25.0%	0 0.0%	17 18.5%
\$175,000-\$199,999	1 14.3%	3 12.0%	2 8.0%	3 23.1%	0 0.0%	0 0.0%	9 9.8%
\$200,000-\$224,999	0 0.0%	2 8.0%	1 4.0%	1 7.7%	0 0.0%	0 0.0%	4 4.3%
\$225,000 OR MORE	0 0.0%	1 4.0%	1 4.0%	1 7.7%	0 0.0%	0 0.0%	4 4.3%
N/R	1 14.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	12 13.0%
Total	7 9.3%	25 33.3%	25 33.3%	13 17.3%	4 5.3%	1 1.3%	85 100.0%

	Which most closely matches your current position?			Total
	Upper management (VP and above)	Middle management	Don't manage others	
<u>SALARY LEVEL</u>				
LESS THAN \$75,000	1 6.7%	1 2.9%	0 0.0%	2 2.2%
\$75,000-\$99,999	0 0.0%	1 2.9%	2 5.6%	3 3.3%
\$100,000-\$124,999	1 6.7%	3 8.8%	14 38.9%	18 19.6%
\$125,000-\$149,999	1 6.7%	11 32.4%	10 27.8%	23 25.0%
\$150,000-\$174,999	4 26.7%	10 29.4%	3 8.3%	17 18.5%
\$175,000-\$199,999	3 20.0%	4 11.8%	2 5.6%	9 9.8%
\$200,000-\$224,999	2 13.3%	2 5.9%	0 0.0%	4 4.3%
\$225,000 OR MORE	3 20.0%	1 2.9%	0 0.0%	4 4.3%
N/R	0 0.0%	1 2.9%	5 13.9%	12 13.0%
Total	15 17.6%	34 40.0%	36 42.4%	85 100.0%

Bonus

Three quarters of respondents who provided salary data indicated that they do have a cash bonus program. This ranged from \$3000 to \$250,000 with a mean of \$31,326 and a median of \$28,000 annually.

<u>Does your compensation include a bonus?</u>	<u>Number</u>	<u>Percent</u>
Yes	62	75.6 %
No	20	24.4 %
Total	82	100.0 %

Missing Cases = 10
Response Percent = 89.1 %

What is your target bonus amount (in dollars)?

Minimum = 3000

Maximum = 250000

Mean = 31326.52

Median = 28000

95 Percent Confidence Interval Around The Mean = 23806.44 - 38846.59

99 Percent Confidence Interval Around The Mean = 21446.83 - 41206.20

Valid Cases =66
Missing Cases =26
Response Percent = 71.7%

Bonus by gender

The gender disparity continued with the bonus opportunity as men reported a mean of \$36,925 available to them while women reported a mean of \$23,728.

Male respondents

What is your target bonus amount (in dollars)?

Minimum = 5000

Maximum = 250000

Mean = 36925.00

Median = 30000

95 Percent Confidence Interval Around The Mean = 24457.49 - 49392.51

99 Percent Confidence Interval Around The Mean = 20545.50 - 53304.50

Valid Cases =38

Missing Cases =9

Response Percent = 80.9%

Female respondents

What is your target bonus amount (in dollars)?

Minimum = 3000

Maximum = 48000

Mean = 23728.57

Median = 23500

95 Percent Confidence Interval Around The Mean = 19538.34 - 27918.80

99 Percent Confidence Interval Around The Mean = 18223.55 - 29233.59

Valid Cases =28

Missing Cases =17

Response Percent = 62.2%

