

## **2017 AAIIV 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. Data was collected in the month of 4/2018.

### **METHODOLOGY**

The survey was promoted through the AAIIV website, social media channels, 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. One respondent who did not indicate they had a DVM degree was removed from the analysis. The responses from the remaining 104 respondents are included in this final report.

Due to major changes in the survey instrument, it is difficult to directly compare the past three 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 104 respondents were included in the results presented. Of those, 57% (59) were female and 43% (45) were male. This year's mean reported salary was at \$146,141 versus \$141,524 in 2016. Prior to 2015, the AAIIV compensation studies did not split out base salary versus bonus clearly. Therefore it is difficult to compare historical numbers directly. Beginning in 2015, base salary and bonus are tracked independently.

The majority of respondents reported to be working full time (97.1%). The majority of respondents had worked in clinical practice during their career, with only 10.6% reporting never having done so. The percentage of respondents having worked in full-time clinical practice for 5 or fewer years was 32.7%, 6-10 years was 29.8% or 11 or more years was 26.9%.

Nearly one-half of respondents (47.1%) reported traveling 6 or fewer days/month (or not at all). Another 28.8% indicated that they travel 7-12 days per month and 13.5% travel 13-18 days per month.

Male respondents reported a higher mean salary (\$168,929) than female respondents (\$127,828). This represents an increased gap (\$41,101) to two prior years with differences of \$23,129 in 2015 and \$19,197 in 2016. Increasing the total number of survey respondents, especially in the younger age groups in future surveys will help to provide better detail on this trend.

Three quarters of respondents who provided salary data indicated that they do have a cash bonus program. This ranged from \$2,000 to \$250,000 with a mean of \$31,309 and a median of \$28,227 annually. The gender disparity continued with the bonus opportunity as men reported a mean of \$38,553.85 available to them while women reported a mean of \$24,409.19. As bonus is often reflected as a percentage of base salary this finding is consistent with the salary gap.

Over 93% of respondents reported that their organization had a 401K program, and of those, 91.9% indicated that they had a matching program for their 401K. The median match was 5% with a mean of 5.3%.

As a percentage of those that responded, the majority, 53.6%, were very or extremely satisfied with their job. 54.6% of male respondents and 52.7% of female respondents reported being extremely or very satisfied with their job. 51.6% of respondents who worked out of a home office were extremely or very satisfied versus 57.1% who worked out of corporate headquarters or other company office.

Work-life balance continues to be a general challenge for respondents with 19.2% reporting it was extremely or very easy, 31.7% reporting it was moderately easy, and 35.6% reporting it was slightly easy.

# AVERAGE SALARY SUMMARY

Previous Study Data retrieved from 2016 AAIV Compensation Report.

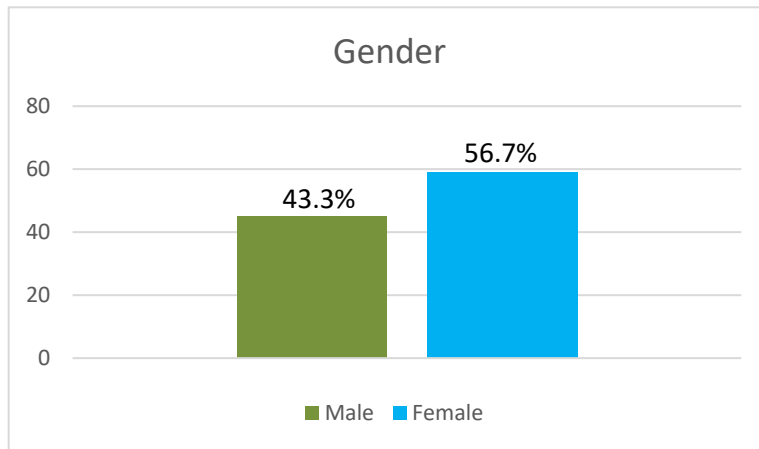
<b>YEAR</b>	<b>AVG SALARY</b>
1976	\$31,722
1978	\$36,036
1980	\$43,599
1982	\$50,981
1984	\$57,720
1987	\$67,576
1989	\$78,529
1991	\$79,009
1993	\$78,735
1995	\$89,899
1997	\$105,664
1999	\$106,294
2001	\$111,945
2003	\$120,176
2005	\$115,504
2007	\$129,169
2008	\$135,491
2009	\$171,535
2010	\$146,116
2011	\$152,365
2015	\$146,323
2016	\$141,524
2017	\$146,141

# DEMOGRAPHICS

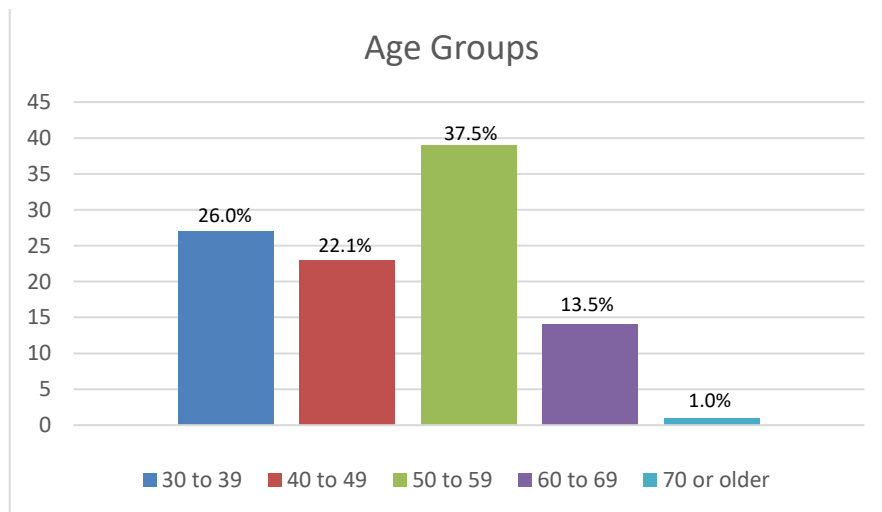
## Gender and Age

Responses were relatively evenly split between male and female with 43.3% male and 56.7% female respondents. Respondents tended to be older rather than younger with the largest group (37.5%) in the 50-59 age range. The female respondents tended to be a little younger than the male respondents with 29.8% of female respondents aged 49 and under and only 18.2% of male respondents in that cohort.

<u>Male or Female?</u>	<u>Number</u>	<u>Percent</u>
Male	45	43.3 %
Female	59	56.7 %
Total	104	100.0 %



<u>What is your age?</u>	<u>Number</u>	<u>Percent</u>
30-39	27	26.0 %
40-49	23	22.1 %
50-59	39	37.5 %
60-69	14	13.5 %
70 or older	1	1.0 %
Total	104	100.0 %



Breakdown of Age by Gender

Number Row % Col % Total %	Male	Female	Totals
30-39	7 25.9% 15.6% 6.7%	20 74.1% 33.9% 19.2%	27 26.0%
40-49	12 52.2% 26.7% 11.5%	11 47.8% 18.6% 10.6%	23 22.1%
50-59	18 46.2% 40.0% 17.3%	21 53.8% 35.6% 20.2%	39 37.5%
60-69	8 57.1% 17.8% 7.7%	6 42.9% 10.2% 5.8%	14 13.5%
70 years and older	0 0.0% 0.0% 0.0%	1 100.0% 1.7% 1.0%	1 1.0%
Totals	45 43.3%	59 56.7%	104 100.0%

## Education

There was a wide range of veterinary graduation years represented ranging from 1967 through 2013. The mean and median year was 1995, which means the average respondent has been practicing veterinary medicine for 23 years. In fact, 41.3% of respondents had been in veterinary medicine for 26 years or more.

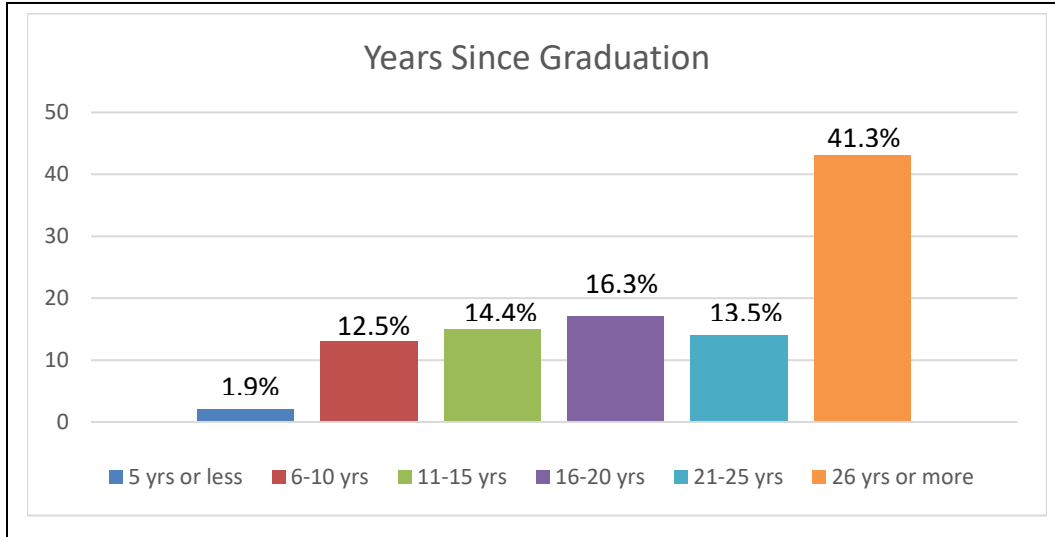
The majority of respondents, 51.9% reported having some sort of additional training or degree (Master's, PhD or Specialty)

What year did you graduate from Veterinary School?	Number	Percent
1967	1	1.0 %
1973	1	1.0 %
1975	1	1.0 %
1977	1	1.0 %
1978	2	1.9 %
1980	1	1.0 %
1983	4	3.8 %
1984	1	1.0 %
1985	6	5.8 %
1986	3	2.9 %
1987	8	7.7 %
1988	5	4.8 %
1989	1	1.0 %
1990	3	2.9 %
1991	1	1.0 %
1992	4	3.8 %
1993	5	4.8 %
1994	3	2.9 %
1995	2	1.9 %
1996	3	2.9 %
1997	1	1.0 %
1998	5	4.8 %
1999	8	7.7 %
2000	2	1.9 %
2001	1	1.0 %
2002	1	1.0 %
2003	2	1.9 %
2004	4	3.8 %
2005	4	3.8 %
2006	3	2.9 %
2007	2	1.9 %
2008	1	1.0 %
2009	4	3.8 %
2010	2	1.9 %
2011	2	1.9 %
2012	4	3.8 %
2013	2	1.9 %
Total	104	100.0 %

Mean = 1995

Median = 1995

What year did you graduate from Veterinary School?	Number	Percent
5 YEARS OR LESS	2	1.9 %
6-10 YEARS	13	12.5 %
11-15 YEARS	15	14.4 %
16-20 YEARS	17	16.3 %
21-25 YEARS	14	13.5 %
26 YEARS OR MORE	43	41.3 %
Total	104	100.0 %



### Yrs Since Graduation

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

	Male	Female	Total
5 YEARS OR LESS	0 0.0%	2 3.4%	2 1.9%
6-10 YEARS	5 11.1%	8 13.6%	13 12.5%
11-15 YEARS	4 8.9%	11 18.6%	15 14.4%
16-20 YEARS	7 15.6%	10 16.9%	17 16.3%
21-25 YEARS	8 17.8%	6 10.2%	14 13.5%
26 YEARS OR MORE	21 46.7%	22 37.3%	43 41.3%
Total	45 43.3%	59 56.7%	104 100.0%



<u>From which school did you receive your Veterinary degree?</u>	<u>Number</u>	<u>Percent</u>
Other (please specify)	5	4.8 %
Iowa State University	5	4.8 %
Kansas State University	15	14.4 %
University of Pennsylvania	8	7.7 %
Auburn University	7	6.7 %
Michigan State University	5	4.8 %
Purdue University	6	5.8 %
The Ohio State University	5	4.8 %
University of Illinois	3	2.9 %
Colorado State University	1	1.0 %
Virginia Tech University	1	1.0 %
University of Wisconsin - Madison	1	1.0 %
Louisiana State University	2	1.9 %
Ross University	2	1.9 %
University of Florida	4	3.9 %
University of Tennessee	3	2.9 %
Mississippi State University	1	1.0 %
North Carolina State University	3	2.9 %
Texas A&M University	7	6.7 %
The University of Minnesota	3	2.9 %
University of Missouri	6	5.8 %
Oklahoma State University	2	1.9 %
Oregon State University	1	1.0 %
Tufts University	3	2.9 %
University of California-Davis	2	1.9 %
Tuskagee University	2	1.9 %
Washington State University	1	1.0 %
Total	104	100.0 %

Other College of Veterinary Medicine (please specify)

Overseas University  
Ludwig-Maximilians-University Munich, Germany  
WCVN – University of Saskatchewan  
Kangwon National University (South Korea)  
UDCA

Board Certified	Number	Percent
Board Certified	17	23.3 %
Board Eligible	2	2.7 %
MBA	12	16.4 %
PhD	12	16.4 %
MPH	5	6.8 %
Other Master's	24	32.9 %
Other Professional	1	1.4 %
Total	73	100.0 %

Number of Cases = 104

Number of Responses = 73

Number Of Cases With At Least One Response = 54

Response Percent = 51.9 %

#### Advanced Degrees listed

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##### Pathology

Master's in veterinary medical sciences, area pharmacology.

ACVPM

Toxicology

Small Animal Internal Medicine

Boarded in Animal Welfare, and in Toxicology

Pharmacology/Physiology

DACVIM-LA, MS (biomedical science)

Education

Interpersonal and Organizational Communication

MS-Veterinary Medical Science; ACVIM-Small Animal Internal Medicine

Animal Science x3

ACLAM

ACVP. MS is in Pathology. PhD in Veterinary Pathology

Comparative Pathology

Food Animal Production Management

Master and Ph.D. in Medical Microbiology

ACVIM (Large Animal)

Therio, Poultry, MS is repo phys.

Histology and embryology

Pathobiology

Pharmacology

DACVECC

Laboratory Animal Medicine

American Board of Veterinary Toxicology & American Board of Toxicology; MS in toxicology

Toxicology, Animal Welfare

Physiology

Master of Science, parasitology

German

Ag Economics

ACVD

Executive Master's in Leadership

ABVP – feline

Poultry

Surgery and medicine

Preventative Veterinary Medicine

## Geography

Kansas and Missouri had the largest contingent of respondents with 17.3% and 10.6%, respectively, likely due to the number of Animal Health companies in the local area. When grouped geographically based on US Census regions, the Midwest (39.4%) and South (29.8%) had the largest number of residents.

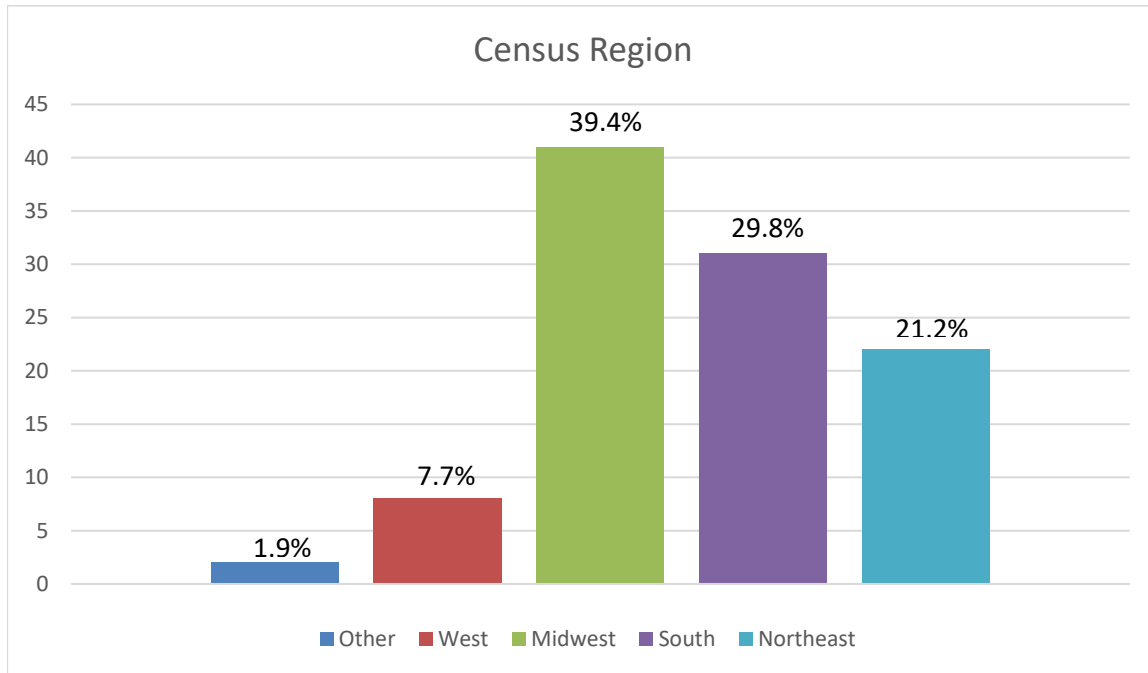
<u>In what state or U.S. Territory do you live?</u>	<u>Number</u>	<u>Percent</u>
Alabama	1	1.0 %
Arizona	2	1.9 %
California	1	1.0 %
Colorado	3	2.9 %
Florida	6	5.8 %
Georgia	3	2.9 %
Illinois	1	1.0 %
Indiana	4	3.9 %
Kansas	18	17.3 %
Kentucky	1	1.0 %
Louisiana	1	1.0 %
Maryland	1	1.0 %
Massachusetts	4	3.9 %
Michigan	2	1.9 %
Minnesota	1	1.0 %
Missouri	11	10.6 %
New Hampshire	1	1.0 %
New Jersey	8	7.7 %
New York	2	1.9 %
North Carolina	4	3.9 %
Ohio	2	1.9 %
Oklahoma	1	1.0 %
Oregon	1	1.0 %
Other (please specify)	2	1.9 %
Pennsylvania	7	6.7 %
South Carolina	2	1.9 %
Tennessee	2	1.9 %
Texas	7	6.7 %
Virginia	2	1.9 %
Washington	1	1.0 %
Wisconsin	2	1.9 %
Total	104	100.0 %

### Other (please specify)

Germany

Ontario, Canada

Census Region	Number	Percent
Other	2	1.9 %
West	8	7.7 %
Midwest	41	39.4 %
South	31	29.8 %
Northeast	22	21.2 %
Total	104	100.0 %



- (1) Previous AAIV 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**

Over 3/4 of respondents reported being active AVMA members (86.5%). Overall, 92.3% of respondents reported belonging to at least one of the organizations listed. Female respondents appeared more likely (39.2%) than males (18.2%) to belong to their local VMA. Additionally, 91.9% or more of each age group belonged to AVMA.

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

	Number	Percent (of 104)
AVMA	90	86.5 %
State VMA	58	55.8 %
Local VMA	28	26.9 %
AAIV	75	72.1 %
Total	251	

Number of Cases = 104

Number of Responses = 251

Average Number Of Responses Per Case = 2.6

Number Of Cases With At Least One Response = 95

Response Percent = 91.3 %

<u>Membership</u>			Total
	Male	Female	
AVMA	44 100.0%	46 90.2%	90 94.7%
State VMA	25 56.8%	33 64.7%	58 61.1%
Local VMA	8 18.2%	20 39.2%	28 29.5%
AAIV	36 81.8%	39 76.5%	75 78.9%
Total	44 46.3%	51 53.7%	95 100.0%

	What is your age?					Total
	30-39	40-49	50-59	60-69	70 yrs and older	
<u>Membership (col %)</u>						
AVMA	21 95.5%	22 100.0%	34 91.9%	12 92.3%	1 100.0%	90 94.7%
State VMA	16 72.7%	11 50.0%	21 56.8%	9 69.2%	1 100.0%	58 61.1%
Local VMA	8 36.4%	4 18.2%	12 32.4%	3 23.1%	1 100.0%	28 29.5%
AAIV	16 72.7%	19 86.4%	30 81.1%	9 69.2%	1 100.0%	75 78.9%
Total	22 23.2%	22 23.2%	37 38.9%	13 13.7%	1 1.1%	95 100.0%

	Census Region					Total
	West	Midwest	South	Northeast	Other	
<u>Membership (col %)</u>						
AVMA	7 100.0%	35 94.6%	28 96.6%	19 95.0%	1 50.0%	90 94.7%
State VMA	6 85.7%	24 64.9%	21 72.4%	7 35.0%	0 0.0%	58 61.1%
Local VMA	3 42.9%	12 32.4%	10 34.5%	3 15.0%	0 0.0%	28 29.5%
AAIV	6 85.7%	33 89.2%	24 82.8%	10 50.0%	2 100.0%	75 78.9%
Total	7 7.4%	37 38.9%	29 30.5%	20 21.1%	2 2.1%	95 100.0%

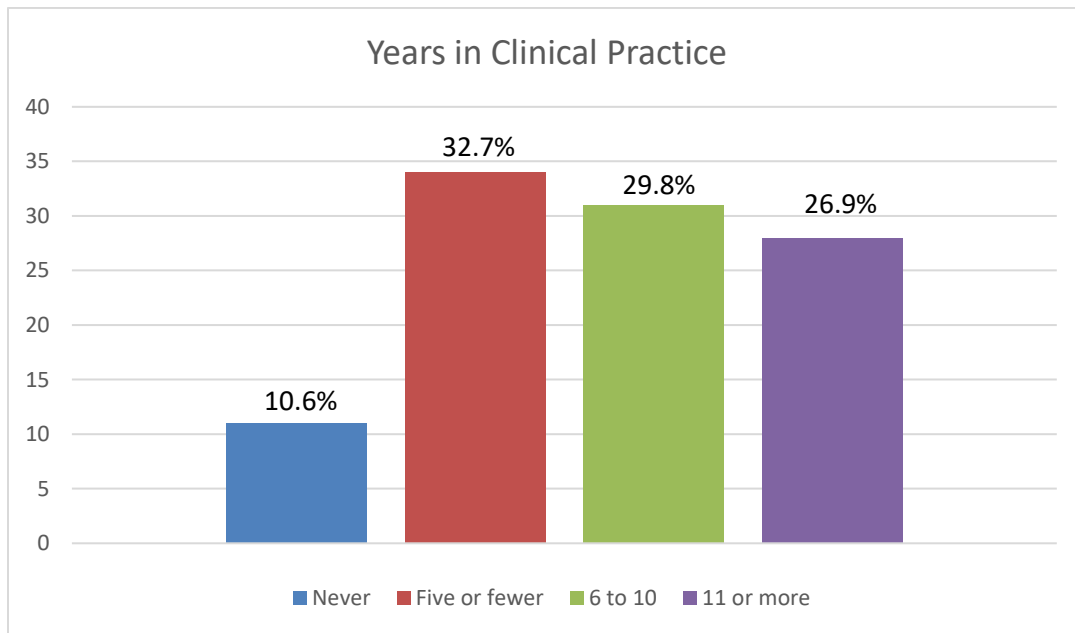
# EMPLOYMENT

## Employment status

The majority of respondents reported to be working full time (97.1%). The majority of respondents had worked in clinical practice during their career, with only 10.6% reporting never having done so. Respondents were relatively evenly split between having worked in full-time clinical practice for 5 or fewer years (32.7%), 6-10 years (29.8%) or 11 or more years (26.9%)

Which of the following categories best describes your employment status?	Number	Percent
Employed, working full-time	101	97.1 %
Employed, working part-time	2	1.9 %
Retired	1	1.0 %
Total	104	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	11	10.6 %
Five or fewer years	34	32.7 %
6-10 years	31	29.8 %
11 or more years	28	26.9 %
Total	104	100.0 %





## Employment Type

Approximately 3/4 of respondents (78.8%) reported that they were employed in the veterinary industry. Of those, the majority (59.8%) reported that their employer's primary focus area was veterinary pharmaceuticals. Almost half of all respondents (47.1%) reported working in Field Technical Services.

Which of the following best describes the entity you are primarily employed by?	Number	Percent
Human pharmaceuticals/devices	4	3.8 %
Contract research/testing	1	1.0 %
Government (Federal, State or Local)	2	1.9 %
Academic Institution	4	3.8 %
Association or non-profit organization	3	2.9 %
Corporate Veterinary Practice (VCA/Banfield/etc.)	2	1.9 %
Veterinary Industry (pharmaceuticals/food/consulting/etc)	82	78.8 %
<u>Other</u>	6	5.8 %
Total	104	100.0 %

### Other

Biologics (x2)  
Animal pharmaceuticals (x2)  
Pharmacovigilance  
Consumer products industry

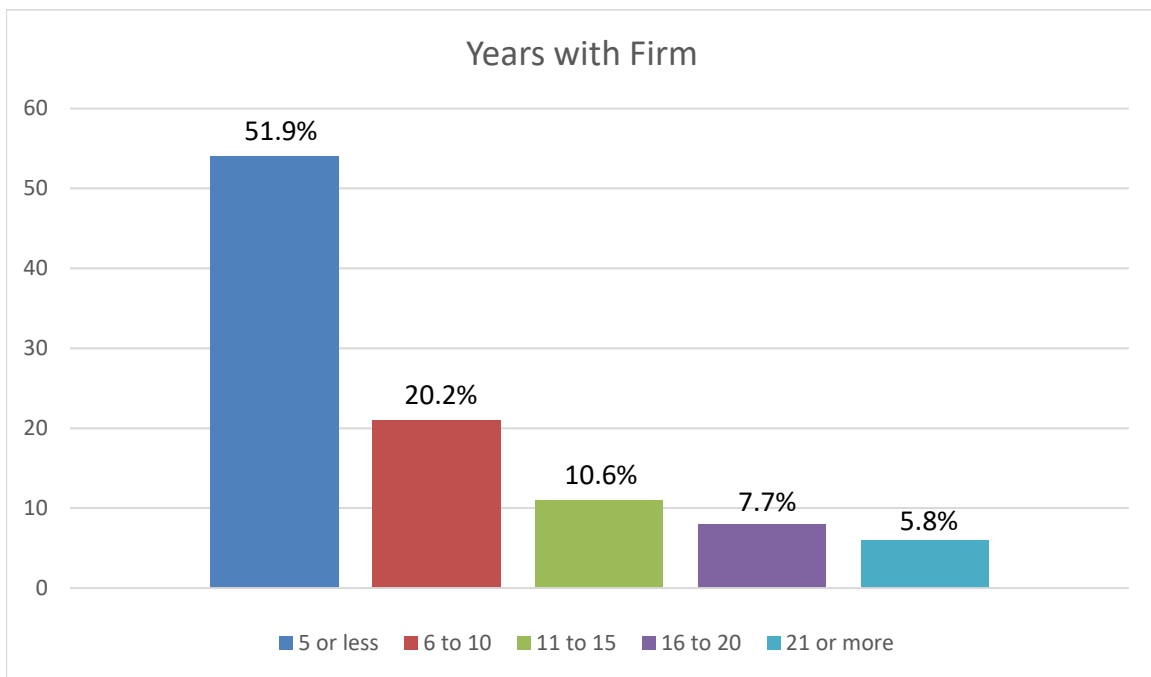
Which of the following areas is your employer's primary focus area?	Number	Percent
Veterinary pharmaceuticals	49	59.8 %
Veterinary nutrition	13	15.9 %
Veterinary supplements/nutraceuticals/supplies (non-pharmaceutical)	4	4.9 %
Medical devices/equipment	3	3.7 %
Veterinary laboratory services	4	4.9 %
Veterinary business services (finance/insurance/media/consulting/legal)	1	1.2 %
<u>Other</u>	8	9.8 %
Total	82	100.0 %

## Employment Duration

The majority of respondents (51.9%) 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”.

<u>How many years have you been at your current firm?</u>	<u>Number</u>	<u>Percent</u>
5 or fewer	54	51.9 %
6-10 years	21	20.2 %
11-15 years	11	10.6 %
16-20 years	8	7.7 %
21 or more years	6	5.8 %
Total	100	96.2 %

Total Respondents = 104 (base for percentage)  
Missing Cases = 4  
Mean = 7.69  
Median = 5



### Employment location

The majority of respondents reported working out of a home office (64.4%). Of the 34.6% who indicated they worked out of a corporate headquarters or other company office location, 47.2% indicated that they worked almost exclusively out of that location while 52.7% 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	67	64.4 %
Corporate headquarters or other company office location	36	34.6 %
No response	1	1.0 %
Total	104	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	17	47.2 %
I am able to work at home as often as one day per week	12	33.3 %
I am able to work at home as often as 2-3 days per week	7	19.4 %
Total	36	100.0 %

### **Employment Position**

Respondents reported employment in a variety of job positions with the largest single group (47.1%) in field technical services. The majority of respondents had no responsibility to manage others (51.0%).

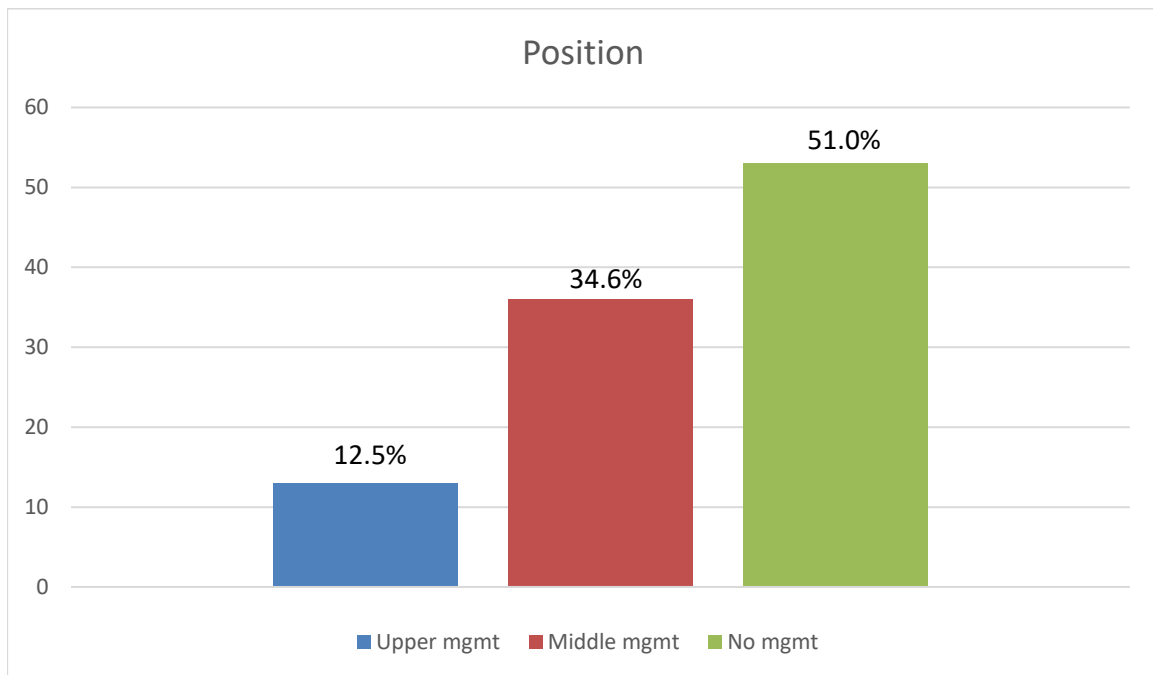
Which of the following best describes your personal primary work function/department?	Number	Percent
Regulatory	9	8.7 %
Field Technical Services	49	47.1 %
Marketing/Sales	12	11.5 %
Business/Organizational Operations	9	8.7 %
Manufacturing/Supply	1	1.0 %
Research and Development	11	10.6 %
Other	12	11.5 %
N/R	1	1.0 %
Total	104	100.0 %

#### Other (please specify)

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Pharmacovigilance (x3)  
Technical support, pharmacovigilance  
HQ technical support  
In house technical services  
Customer service/technical support  
Academia  
Commercial development  
New product discovery and development in Ruminant  
Teaching  
Education

Which most closely matches your current position?	Number	Percent
Upper management (VP and above such as CEO, COO, etc.)	13	12.5 %
Middle management	36	34.6 %
Don't manage others	53	51.0 %
N/R	2	1.9 %
Total	104	100.0 %

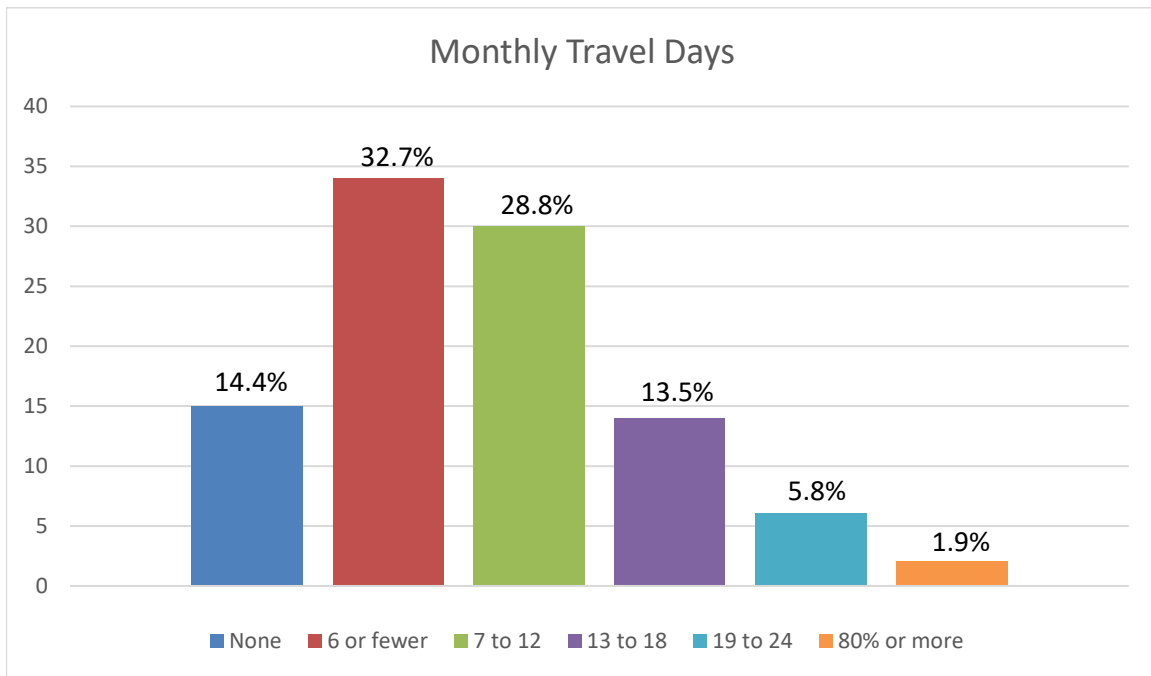


**Travel for Work**

Approximately half of respondents (47.1%) reported traveling 6 or fewer days/month (or not at all). Another 28.8% 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	15	14.4 %
6 or fewer days/month	34	32.7 %
7-12 days/month	30	28.8 %
13-18 days/month	14	13.5 %
19 or 24 days/month	6	5.8 %
80% or more	2	1.9 %
N/R	3	2.9 %
Total	104	100.0 %



## BENEFITS

### 401K Program

Over 93% of respondents reported that their firm had a 401K program, and of those, 91.9% indicated that they had a matching program for their 401K. The most common match was 5%. The mean was 5.3%.

Does your company provide a 401K program?	Number	Percent
Yes	97	93.3 %
No	1	1.0 %
Total	98	94.2 %

Missing Cases = 6

Does your company provide a match for your 401K investment?	Number	Percent
Yes	91	91.9 %
No	8	8.1 %
Total	99	100.0 %

What percentage investment does your company match

in the 401K?	Number	Percent
6.0	26	30.2 %
5.0	15	16.5 %
3.0	13	14.3 %
4.0	12	13.2 %
7.0	3	3.3 %
8.0	3	3.3 %
10.0	3	3.3 %
4.5	2	2.3 %
8.5	1	1.1 %
3.5	1	1.1 %
Total	79	86.8 %

Minimum= 3.0  
Maximum = 10.0  
Mean = 5.3  
Median = 5

## Other Benefits

95.2% of respondents answered this question. All of them reported having paid vacation. Overall, just under half of the 104 study respondents reported having other benefits including a Pension, Stock options, Paid Family leave and/or a company car. 86.0% of respondents reported some type of insurance coverage, with most indicating that their employer covered their health, dental, and life insurance and approximately 3/4 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	99	100 %
On site child care	2	2.0 %
Pension	37	37.4 %
Stock options	43	43.3 %
Paid family leave	43	43.3 %
Company car	44	44.4 %
Other benefits	14	14.1 %
Total	282	

Number of Cases = 104

Number of Responses = 282

Average Number Of Responses Per Case = 2.8

Number Of Cases With At Least One Response = 99

Response Percent = 95.2 %

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

	Number	Percent
Health insurance for me	86	86.0 %
Health insurance for my family	80	80.0 %
Dental insurance for me	80	80.0 %
Dental insurance for my family	74	74.0 %
Life insurance for me	86	86.0 %
Life insurance for my family	48	48.0 %
Other insurance	66	66.0 %
No insurance provided	3	3.0 %
Total	523	

Number of Cases = 104

Number of Responses = 523

Average Number Of Responses Per Case = 5.2

Number Of Cases With At Least One Response = 100

Response Percent = 96.2 %



# SATISFACTION

## Job Satisfaction

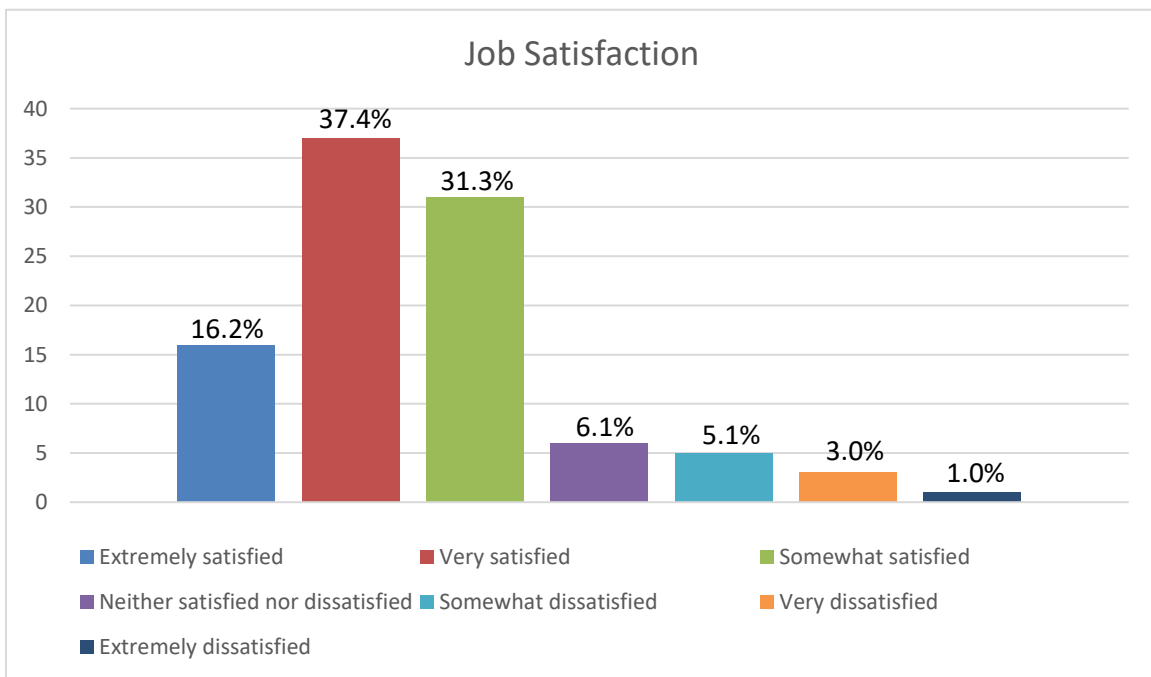
95.2% of respondents answered this query. As a percentage of those that responded, the majority, 54%, were very or extremely satisfied with their job. This represents 51% of the total survey respondents.

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

	Number	Percent
Extremely satisfied	16	16.2 %
Very satisfied	37	37.4 %
Somewhat satisfied	31	31.3 %
Neither satisfied nor dissatisfied	6	6.1 %
Somewhat dissatisfied	5	5.1 %
Very dissatisfied	3	3.0 %
Extremely dissatisfied	1	1.0 %
Total	99	100.0 %

Missing Cases = 5

Response Percent = 95.2 %



	Male	Female	Totals
	1	2	
1=Extremely satisfied	8 18.2%	8 14.5%	16 16.2%
2=Very satisfied	16 36.4%	21 38.2%	37 37.4%
3=Somewhat satisfied	13 29.5%	18 32.7%	31 31.3%
4=Neither satisfied nor dissatisfi...	3 6.8%	3 5.5%	6 6.1%
5=Somewhat dissatisfied	1 2.3%	4 7.3%	5 5.1%
6=Very dissatisfied	2 4.5%	1 1.8%	3 3.0%
7=Extremely dissatisfied	1 2.3%	0 0.0%	1 1.0%
Totals	44 44.4%	55 55.6%	99 100.0%

	30-39	40-49	50-59	60-69	70 years and older	Totals
1=Extremely satisfied	4 16.7%	5 21.7%	5 13.5%	2 14.3%	0 0.0%	16 16.2%
2=Very satisfied	7 29.2%	7 30.4%	15 40.5%	8 57.1%	0 0.0%	37 37.4%
3=Somewhat satisfied	10 41.7%	7 30.4%	10 27.0%	3 21.4%	1 100.0%	31 31.3%
4=Neither satisfied nor dissatisfi...	1 4.2%	2 8.7%	3 8.1%	0 0.0%	0 0.0%	6 6.1%
5=Somewhat dissatisfied	1 4.2%	1 4.3%	3 8.1%	0 0.0%	0 0.0%	5 5.1%
6=Very dissatisfied	0 0.0%	1 4.3%	1 2.7%	1 7.1%	0 0.0%	3 3.0%
7=Extremely dissatisfied	1 4.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.0%
Totals	24 24.2%	23 23.2%	37 34.3%	14 14.1%	1 1.0%	99 100.0%

Number Col %	Other	West	Midwest	South	Northeast	Totals
		1	2	3	4	
1=Extremely satisfied	0 0.0%	2 25.0%	8 20.5%	5 17.2%	1 4.8%	16 16.2%
2=Very satisfied	1 50.0%	3 37.5%	16 41.0%	8 27.6%	9 42.9%	37 37.4%
3=Somewhat satisfied	0 0.0%	3 37.5%	8 20.5%	12 41.4%	8 38.1%	31 31.3%
4=Neither satisfied nor dissatisfi...	1 50.0%	0 0.0%	5 12.8%	0 0.0%	0 0.0%	6 6.1%
5=Somewhat dissatisfied	0 0.0%	0 0.0%	1 2.6%	2 6.9%	2 9.5%	5 5.1%
6=Very dissatisfied	0 0.0%	0 0.0%	1 2.6%	1 3.4%	1 4.8%	3 3.0%
7=Extremely dissatisfied	0 0.0%	0 0.0%	0 0.0%	1 3.4%	0 0.0%	1 1.0%
Totals	2 2.0%	8 8.1%	39 39.4%	29 29.3%	21 21.2%	99 100.0%

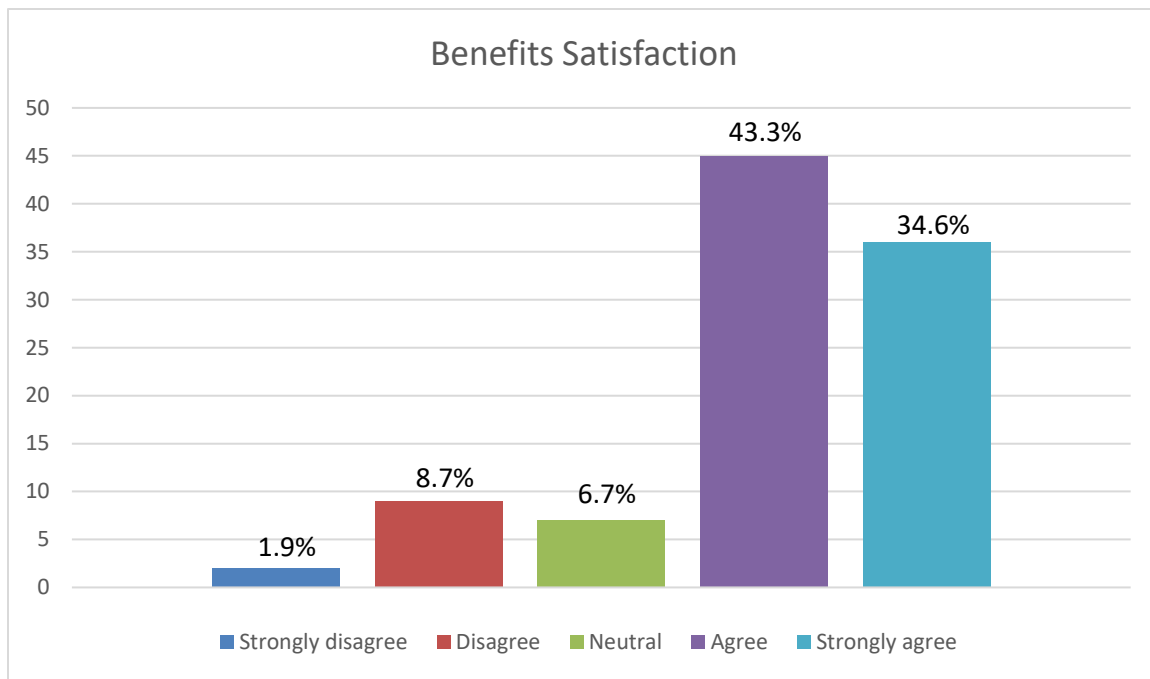
N=109

	Home office	Corporate HQ or other company office.	Total
Extremely satisfied	12 18.8%	4 11.4%	16 16.2%
Very satisfied	21 32.8%	16 45.7%	37 37.1%
Somewhat satisfied	24 37.5%	7 20.0%	31 31.3%
Neither satisfied nor dissatisfied	1 1.6%	5 14.3%	6 6.1%
Somewhat dissatisfied	3 4.7%	2 5.7%	5 5.1%
Very dissatisfied	2 3.1%	1 2.9%	3 3.0%
Extremely dissatisfied	1 1.6%	0 0.0%	1 1.0%
Total	64 64.6%	35 35.4%	99 100.0%

**Benefits Satisfaction**

The majority of respondents were satisfied with their total benefits package, although only 34.6% indicated that they strongly agreed with this statement.

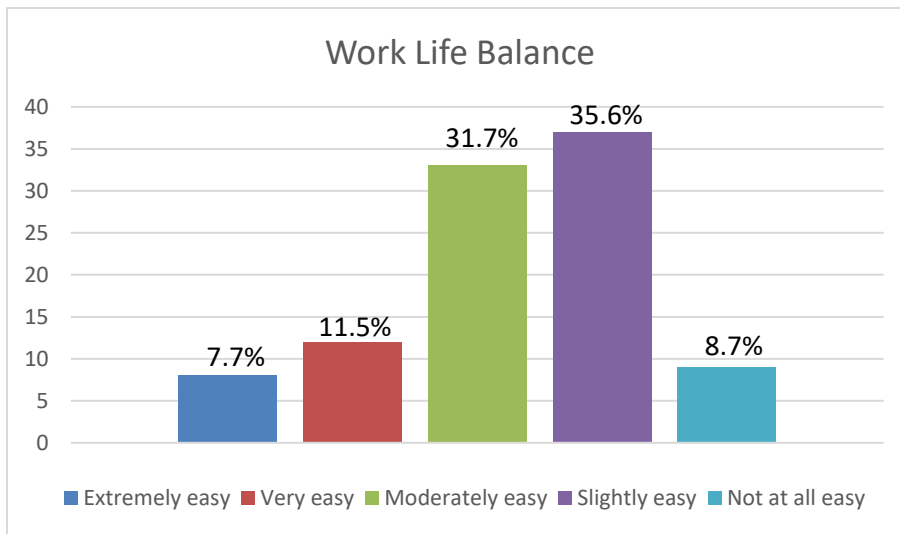
<u>I am satisfied with my total benefits package.</u>	<u>Number</u>	<u>Percent</u>
Strongly disagree	2	1.9 %
Disagree	9	8.7 %
Neutral/neither agree nor disagree	7	6.7 %
Agree	45	43.3 %
Strongly agree	36	34.6 %
N/R	5	4.8 %
Total	104	100.0 %



## **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 (19.2%). However, another 31.7% indicated that it was moderately easy, leaving almost 1/2 (44.2%) indicating 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	8	7.7 %
Very easy	12	11.5 %
Moderately easy	33	31.7 %
Slightly easy	37	35.6 %
Not at all easy	9	8.7 %
N/R	5	4.8 %
Total	104	100.0 %



	Male	Female	Total
<u>How easy is it to balance your work life and personal life where you work?</u>			
Extremely easy	4 9.1%	4 7.3%	8 8.1%
Very easy	5 11.4%	7 12.7%	12 12.1%
Moderately easy	14 31.8%	19 34.5%	34 34.3%
Slightly easy	16 36.4%	21 38.2%	37 37.4%
Not at all easy	5 11.4%	4 7.3%	9 9.1%
Total	44 44.4%	55 55.6%	99 100.0%

						Total	
	30-39	40-49	50-59	60-69	70 years or older		
<u>How easy is it to balance your work life and personal life where you work?</u>							
Extremely easy		2 8.3%	3 13.0%	3 8.1%	0 0.0%	0 0.0%	8 8.1%
Very easy		5 20.8%	2 8.7%	4 10.8%	1 7.1%	0 0.0%	12 12.1%
Moderately easy		6 25.0%	7 30.4%	13 35.1%	6 42.9%	1 50.0%	34 34.3%
Slightly easy		9 37.5%	9 39.1%	13 35.1%	6 42.9%	0 21.4%	37 37.4%
Not at all easy		2 8.3%	2 8.7%	4 10.8%	1 7.1%	0 21.4%	9 9.1%
Total		24 24.2%	23 23.2%	37 37.4%	14 14.1%	1 1.0%	99 100.0%



	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	3 4.7%	5 14.3%	8 8.1%
Very easy	7 10.9%	5 14.3%	12 12.1%
Moderately easy	22 34.4%	11 31.4%	33 33.3%
Slightly easy	24 37.5%	13 37.1%	37 37.4%
Not at all easy	8 12.5%	1 2.9%	9 9.1%
Total	64 64.6%	35 35.4%	99 100.0%

## COMPENSATION

### Salary

The mean annual base salary reported was \$146,141 and the median was \$140,000. This represented a salary range from \$60,000 to \$325,000 annually.

<u>SALARY LEVEL</u>	<u>Number</u>	<u>Percent</u>
No Response	3	2.9 %
LESS THAN \$75,000	1	1.0 %
\$75,000-\$99,999	13	12.5 %
\$100,000-\$124,999	22	21.2 %
\$125,000-\$149,999	21	20.2 %
\$150,000-\$174,999	21	20.2 %
\$175,000-\$199,999	12	11.5 %
\$200,000-\$224,999	7	6.7 %
\$225,000 OR MORE	4	3.8 %
Total	104	100.0 %

### What is your annual base salary?

Minimum = 60000

Maximum = 325000

Mean = 146140.53

Median = 140000

Valid Cases =101

Missing Cases =3

Response Percent = 97.1%

## Salary

Male respondents reported significantly higher incomes overall than female respondents with a mean of \$168,929 versus \$127,828, a difference of \$41,101. This represents a 24.3% lower annual salary for women than men in this study.

### Male respondents

What is your annual base salary?

Minimum = 76000

Maximum = 325000

Mean = 168929.30

Median = 165000

Valid Cases =45

Missing Cases =0

Response Percent = 100.0%

### Female respondents

What is your annual base salary?

Minimum = 60000

Maximum = 210000

Mean = 127828.16

Median = 124500

Valid Cases =56

Missing Cases =3

Response Percent = 94.9%

### Salary by Gender and Age

The gender disparity continued across all age groups except the oldest, which cannot be added to the comparison because there was one woman and no men in that group. Women made 15.8% less in the 30-39 age group, 23.6% less in the 40-49 group, 20.5% less in the 50-59 group, and 35.7% less in the 60-69 group.

Male respondents

What is your annual base salary?

	Mean	SD	N	Pct.
For Entire Sample (Missing = 0)	168929.30	50763.59	45	100.0%

What is your age?

30-39	137857.10	22274.26	7	12.7%
40-49	164616.70	35869.33	12	26.0%
50-59	180634.30	63380.71	18	42.8%
60-69	176250.00	54334.28	8	18.6%
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 = 3)	127828.16	31032.36	56	100.0%

What is your age?

30-39	116016.60	30794.07	18	29.2%
40-49	125763.80	34714.60	11	19.3%
50-59	143603.80	28506.15	20	40.1%
60-69	113266.70	17077.08	6	9.5%
70 or older	135000.00	NA	1	1.9%

	Male	Female	Total
<u>SALARY LEVEL</u>			
LESS THAN \$75,000	0 0.0%	1 1.7%	1 1.0%
\$75,000-\$99,999	3 6.7%	10 16.9%	13 12.5%
\$100,000-\$124,999	5 11.1%	17 28.8%	22 21.2%
\$125,000-\$149,999	4 8.9%	17 28.8%	21 20.2%
\$150,000-\$174,999	15 33.3%	6 10.2%	21 20.2%
\$175,000-\$199,999	9 20.0%	3 5.1%	12 11.5%
\$200,000-\$224,999	5 11.1%	2 3.4%	7 6.7%
\$225,000 OR MORE	4 8.9%	0 0.0%	4 3.8%
N/R	0 0.0%	3 5.1%	3 2.9%
Total	45 43.3%	59 56.7%	104 100.0%

N=104

	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%	1 3.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.0%
\$75,000-\$99,999	0 0.0%	5 18.5%	4 17.4%	3 7.7%	1 7.1%	0 0.0%	13 12.5%
\$100,000-\$124,999	0 0.0%	7 25.9%	4 17.4%	6 15.4%	5 35.7%	0 0.0%	22 21.2%
\$125,000-\$149,999	0 0.0%	6 22.2%	4 17.4%	7 17.9%	3 21.4%	1 100.0%	21 20.2%
\$150,000-\$174,999	0 0.0%	5 18.5%	4 17.4%	12 30.8%	0 0.0%	0 0.0%	21 20.2%
\$175,000-\$199,999	0 0.0%	1 3.7%	5 21.7%	3 7.7%	3 21.4%	0 0.0%	12 11.5%
\$200,000-\$224,999	0 0.0%	0 0.0%	2 8.7%	4 10.3%	1 7.1%	0 0.0%	7 6.7%
\$225,000 OR MORE	0 0.0%	0 0.0%	0 0.0%	3 7.7%	1 7.1%	0 0.0%	4 3.8%
N/R	0 0.0%	2 7.4%	0 0.0%	1 2.6%	0 0.0%	0 0.0%	3 2.9%
Total	0 0.0%	27 26.0%	23 22.1%	39 37.5%	14 13.5%	1 1.0%	104 100.0%

N=104

	Census Region					Total
	West	Midwest	South	Northeast	Other	
<u>SALARY LEVEL</u>						
LESS THAN \$75,000	0 0.0%	0 0.0%	1 3.2%	0 0.0%	0 0.0%	1 1.0%
\$75,000-\$99,999	2 25.0%	8 19.5%	1 3.2%	1 4.5%	1 50.0%	13 12.5%
\$100,000-\$124,999	2 25.0%	7 17.1%	8 25.8%	5 22.7%	0 0.0%	22 21.2%
\$125,000-\$149,999	0 0.0%	7 17.1%	8 25.8%	6 27.3%	0 0.0%	21 20.2%
\$150,000-\$174,999	1 12.5%	10 24.4%	5 16.1%	5 22.7%	0 0.0%	21 20.2%
\$175,000-\$199,999	1 12.5%	5 12.2%	3 9.7%	3 13.6%	0 0.0%	12 11.5%
\$200,000-\$224,999	1 12.5%	3 7.3%	3 9.7%	0 0.0%	0 0.0%	7 6.7%
\$225,000 OR MORE	1 12.5%	1 2.4%	0 0.0%	1 4.5%	1 50.0%	4 3.8%
N/R	0 0.0%	0 0.0%	2 6.5%	1 4.5%	0 0.0%	3 2.9%
Total	8 7.7%	41 39.4%	31 29.8%	22 21.2%	2 1.9%	104 100.0%

N=99

I am satisfied with my total benefits package.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Total
<u>SALARY LEVEL</u>						
LESS THAN \$75,000	0 0.0%	1 11.1%	0 0.0%	0 0.0%	0 0.0%	1 1.0%
\$75,000-\$99,999	1 50.0%	4 44.4%	1 14.3%	4 8.9%	2 5.6%	12 12.1%
\$100,000-\$124,999	0 0.0%	3 33.3%	1 14.3%	7 15.6%	11 30.6%	22 22.2%
\$125,000-\$149,999	0 0.0%	1 11.1%	4 57.1%	10 22.2%	6 16.7%	21 21.2%
\$150,000-\$174,999	1 50.0%	0 0.0%	0 0.0%	11 24.4%	8 22.2%	20 20.2%
\$175,000-\$199,999	0 0.0%	0 0.0%	1 14.3%	6 13.3%	5 13.9%	12 12.1%
\$200,000-\$224,999	0 0.0%	0 0.0%	0 0.0%	5 11.1%	2 5.6%	7 7.1%
\$225,000 OR MORE	0 0.0%	0 0.0%	0 0.0%	2 4.4%	2 5.6%	4 4.0%
N/R	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Total	2 2.0%	9 9.1%	7 7.1%	45 45.5%	36 36.4%	99 100.0%



N=99

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

	Extremely easy	Very easy	Moderately easy	Slightly easy	Not at all easy	Total
<u>SALARY LEVEL</u>						
LESS THAN \$75,000	0 0.0%	0 0.0%	0 0.0%	1 2.7%	0 0.0%	1 0.0%
\$75,000-\$99,999	2 25.0%	2 16.7%	2 6.1%	6 16.2%	0 0.0%	12 12.1%
\$100,000-\$124,999	2 25.0%	3 25.0%	7 21.2%	7 18.9%	3 33.3%	22 22.2%
\$125,000-\$149,999	3 37.5%	2 16.7%	7 21.2%	7 18.9%	2 22.2%	21 21.2%
\$150,000-\$174,999	1 12.5%	4 33.3%	5 15.2%	6 16.2%	4 44.4%	20 20.2%
\$175,000-\$199,999	0 0.0%	1 8.3%	6 18.2%	5 13.5%	0 0.0%	12 12.1%
\$200,000-\$224,999	0 0.0%	0 0.0%	5 15.2%	2 5.4%	0 0.0%	7 7.1%
\$225,000 OR MORE	0 0.0%	0 0.0%	1 3.0%	3 8.1%	0 0.0%	4 4.0%
N/R	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Total	8 8.1%	12 12.1%	33 33.3%	37 37.4%	9 9.1%	99 100.0%

N=99

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
<b><u>SALARY LEVEL</u></b>								
LESS THAN \$75,000	0 0.0%	0 0.0%	1 3.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.0%
\$75,000-\$99,999	1 6.3%	2 5.4%	5 16.1%	2 33.3%	1 20.0%	1 33.3%	0 0.0%	12 12.1%
\$100,000-\$124,999	4 25.0%	9 24.3%	8 25.8%	1 16.7%	0 0.0%	0 0.0%	0 0.0%	22 22.2%
\$125,000-\$149,999	3 18.8%	8 21.6%	6 19.4%	0 0.0%	3 60.0%	0 0.0%	1 100.0%	21 21.2%
\$150,000-\$174,999	3 18.8%	8 21.6%	7 22.6%	1 16.7%	1 20.0%	0 0.0%	0 0.0%	20 20.2%
\$175,000-\$199,999	1 6.3%	5 13.5%	4 12.9%	1 16.7%	0 0.0%	1 33.3%	0 0.0%	12 12.1%
\$200,000-\$224,999	3 18.8%	2 5.4%	0 0.0%	1 16.7%	0 0.0%	1 33.3%	0 0.0%	7 7.1%
\$225,000 OR MORE	1 6.3%	3 8.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 4.0%
N/R	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Total	16 16.2%	37 37.4%	31 31.3%	6 6.1%	5 5.1%	3 3.0%	1 1.0%	99 100.0%

N=101

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	19-24 days/month	80% or more	Total
<u>SALARY LEVEL</u>							
LESS THAN \$75,000	0 0.0%	1 2.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.0%
\$75,000-\$99,999	4 26.7%	3 8.8%	5 16.7%	0 0.0%	1 16.7%	0 0.0%	13 12.9%
\$100,000-\$124,999	4 26.7%	8 23.5%	4 13.3%	2 14.3%	2 33.3%	2 100.0%	22 21.8%
\$125,000-\$149,999	2 13.3%	11 32.4%	2 6.7%	6 42.9%	0 0.0%	0 0.0%	21 20.8%
\$150,000-\$174,999	3 20.0%	5 14.7%	10 33.3%	2 14.3%	1 16.7%	0 0.0%	21 20.8%
\$175,000-\$199,999	1 6.7%	5 14.7%	3 10.0%	3 21.4%	0 0.0%	0 0.0%	12 11.9%
\$200,000-\$224,999	0 0.0%	0 0.0%	4 13.3%	1 7.1%	2 33.3%	0 0.0%	7 6.9%
\$225,000 OR MORE	1 6.7%	1 2.9%	2 6.7%	0 0.0%	0 0.0%	0 0.0%	4 4.0%
N/R	0 12.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Total	15 14.9%	34 33.7%	30 29.7%	14 13.9%	6 5.9%	2 2.0%	101 100.0%

	Which most closely matches your current position?			Total
	Upper management (VP and above)	Middle management	Don't manage others	

SALARY LEVEL

LESS THAN \$75,000	0 0.0%	0 0.0%	1 1.9%	1 1.0%
\$75,000-\$99,999	0 0.0%	5 13.9%	8 15.1%	13 12.7%
\$100,000-\$124,999	0 0.0%	5 13.9%	17 32.1%	22 21.6%
\$125,000-\$149,999	2 15.4%	4 11.1%	15 28.3%	21 20.6%
\$150,000-\$174,999	2 15.4%	11 30.6%	8 15.1%	21 20.6%
\$175,000-\$199,999	2 15.4%	6 16.7%	4 7.5%	12 11.8%
\$200,000-\$224,999	3 23.1%	4 11.1%	0 0.0%	7 6.9%
\$225,000 OR MORE	4 30.8%	0 0.0%	0 0.0%	4 3.9%
N/R	0 0.0%	1 2.8%	0 0.0%	1 1.0%
Total	13 12.7%	36 35.3%	53 51.9%	102 100.0%

**Bonus**

Three quarters of respondents who provided salary data indicated that they do have a cash bonus program. This ranged from \$2,000 to \$250,000 with a mean of \$31,309 and a median of \$28,227 annually.

<u>Does your compensation include a bonus?</u>	<u>Number</u>	<u>Percent</u>
Yes	76	75.25 %
No	25	24.75 %
Total	101	100.0 %

Missing Cases = 3  
Response Percent = 97.1 %

What is your target bonus amount (in dollars)?

Minimum = 2000  
Maximum = 250000  
Mean = 31309.02  
Median = 28227

Valid Cases =82  
Missing Cases =22  
Response Percent = 78.8%

---

### **Bonus by gender**

The gender disparity continued with the bonus opportunity as men reported a mean of \$38,553.85 available to them while women reported a mean of \$24,409.19.

#### Male respondents

What is your target bonus amount (in dollars)?

Minimum = 2400

Maximum = 250000

Mean = 38553.85

Median = 30000

Valid Cases =40

Missing Cases =5

Response Percent = 88.9%

#### Female respondents

What is your target bonus amount (in dollars)?

Minimum = 2000

Maximum = 45000

Mean = 24409.19

Median = 25000

Valid Cases =43

Missing Cases =16

Response Percent = 72.9%