

2018 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. The responses from all 106 respondents are included in this final report.

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

COPYRIGHT AND EXLUSIVITY

This report, all associated data, survey instrument, results and discussion are the exclusive property of the American Association of Industry Veterinarians (AAIV) and may not be copied, shared or reproduced without the express written consent of the AAIIV. Data and results are available to members via their online portal on the organization website.

TABLE OF CONTENTS

Contents

TABLE OF CONTENTS.....	2
HIGHLIGHTS.....	3
AVERAGE SALARY SUMMARY.....	4
DEMOGRAPHICS	5
Gender and Age	5
Education	7
Geography.....	12
Organizational Memberships	14
EMPLOYMENT	16
Employment status.....	16
Employment Type.....	17
Employment Duration.....	18
Work Location	19
Employment Position.....	20
Travel	22
BENEFITS.....	23
401K Program.....	23
Other Benefits	24
SATISFACTION	25
Job Satisfaction	25
Work-Life Balance.....	31
COMPENSATION	35
Salary	35
Bonus	45

HIGHLIGHTS

This year, 106 veterinarians responded and are included in the results. Of those, 61% (65) were female, 36% (38) were male and 35% (3) preferred not to identify. This year's mean reported annual salary was at \$149,383 versus \$146,141 in 2017, a mean increase of 2.2%. The reported annual salary range this year was \$50,000 to \$372,000. Prior to 2015, the AAIIV compensation surveys 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 (95.3%). The majority of respondents had worked in clinical practice during their career, with only 10.4% reporting never having done so. The percentage of respondents having worked in full-time clinical practice for 5 or fewer years was 40.6%, 6-10 years was 22.6% or 11 or more years was 26.4%.

Almost 41% of the respondents reported living in the Midwest which included a relative high number living in Missouri and Kansas, possibly due to location in the Animal Health Corridor. About 78% reported that they work in the veterinary industry (pharmaceuticals, food, consulting, etc.). For those respondents who reported traveling 6 or fewer days/month (or not at all), the total was 41.4%. Another 24% indicated that they travel 7-12 days per month, 12.5% travel 13-18 days per month, and 7.7% travel 19-24 days per month.

Male respondents reported a higher mean salary (\$166,177) than female respondents (\$140,823). This represents a decreased gap (\$25,354) to last year (\$41,101) and slightly increased (\$19,197) from 2016. This year, almost two thirds of the respondents were female, which was the highest percentage of our surveys.

Three quarters of respondents who provided salary data indicated that they do have a cash bonus program. This ranged from \$4,000 to \$240,000 with a mean of \$33,058 and a median of \$27,100 annually. The gender disparity continued with the bonus opportunity as men reported a mean of \$39,618 available to them while women reported a mean of \$27,867, a 30% gap. As bonus is often reflected as a percentage of base salary this finding is consistent with the salary gap.

Over 95% of respondents reported that their organization had a 401K program, and of those, 92.1% indicated that they had a matching program for their 401K. The median match was 5.5% with a mean of 6%. Overall, 85.6% of the respondents were satisfied with their benefits package.

As a percentage of those that responded, the majority, 92.1%, were extremely, very or somewhat satisfied with their job. 76.3% of male respondents and 63.5% of female respondents reported being extremely or very satisfied with their job. 67.3% of respondents who worked out of a home office were extremely or very satisfied versus 66.6% who worked out of corporate headquarters or other company office.

For those responding about work-life balance, 35.6% reported that it was very or moderately easy to achieve. Of the male respondents, 39.5% and 20.0% of the female respondents reported that work life balance was very or moderately easy.

AVERAGE SALARY SUMMARY

Previous Study Data retrieved from 2017 AAV Compensation Report.

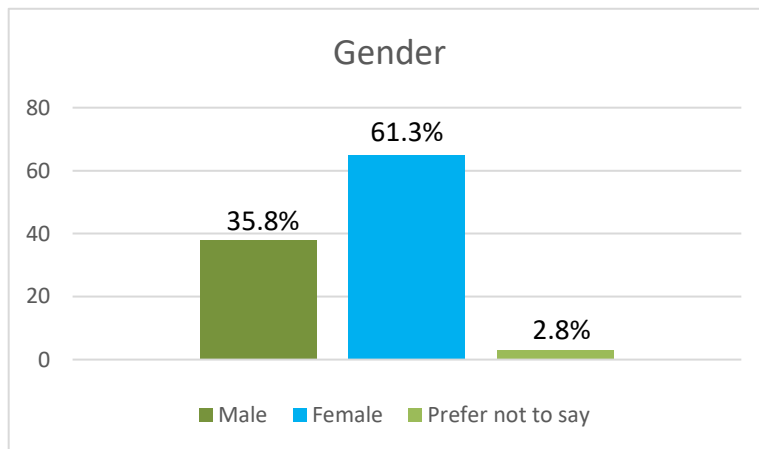
YEAR	AVG SALARY
1976	\$31,722
1978	\$36,036
1980	\$43,599
1982	\$50,981
1984	\$57,720
1987	\$67,576
1989	\$78,529
1991	\$79,009
1993	\$78,735
1995	\$89,899
1997	\$105,664
1999	\$106,294
2001	\$111,945
2003	\$120,176
2005	\$115,504
2007	\$129,169
2008	\$135,491
2009	\$171,535
2010	\$146,116
2011	\$152,365
2015	\$146,323
2016	\$141,524
2017	\$146,141
2018	\$149,383

DEMOGRAPHICS

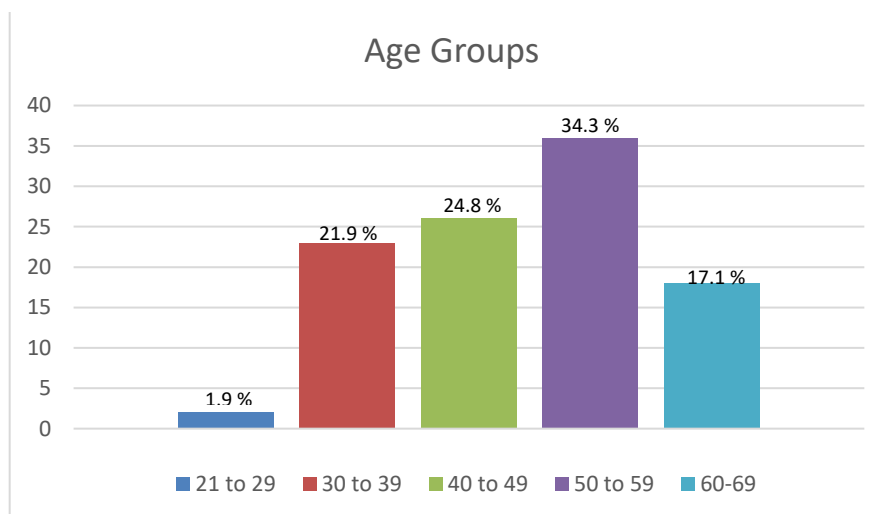
Gender and Age

The majority of respondents were female (61.3%) with 35.8% male and 2.8% preferred not to say. Respondents tended to be older rather than younger with the largest group (34.3%) in the 50-59 age range. The female respondents tended to be a little younger than the male respondents with 57.0% of female respondents aged 49 and under and only 35.1% of male respondents in that cohort.

Male or Female?	Number	Percent
Male	38	35.8 %
Female	65	61.3 %
Prefer not to say	3	2.8 %
Total	106	100.0 %



What is your age?	Number	Percent
21-29	2	1.9 %
30-39	23	21.9 %
40-49	26	24.8 %
50-59	36	34.3 %
60-69	18	17.1 %
Total	105	100.0 %



Breakdown of Age by Gender

Number Row % Col % Total %	Male	Female	Prefer not to say	Totals
21-29	0 0.0% 0.0% 0.0%	2 100.0% 3.1% 1.9%	0 0.0% 0.0% 0.0%	2 1.9%
30-39	5 21.7% 13.5% 4.7%	18 76.3% 27.7% 17.0%	0 0.0% 0.0% 0.0%	23 21.7%
40-49	8 30.8% 21.6% 7.6%	17 65.4% 26.2% 16.0%	1 3.9% 33.3% 1.0%	26 24.5%
50-59	15 41.7% 40.5% 14.2%	19 52.8% 29.2% 17.9%	2 5.6% 66.6% 1.9%	36 34.0%
60-69	9 50.0% 24.3% 8.5%	9 50.0% 13.9% 8.5%	0 0.0% 0.0% 0.0%	18 17.0%
No response	1 100.0% 24.3% 1.0%	0 0.0% 0.0% 0.0%	0 0.0% 0.0% 0.0%	1 1.0%
Totals	38 35.8%	65 61.3%	3 2.8%	106 100.0%

Education

There was a wide range of veterinary graduation years represented ranging from 1975 through 2017. The mean and median year was 1997, which means the average respondent has been practicing veterinary medicine for 22 years. In fact, 44.3% of respondents had been in veterinary medicine for 26 years or more.

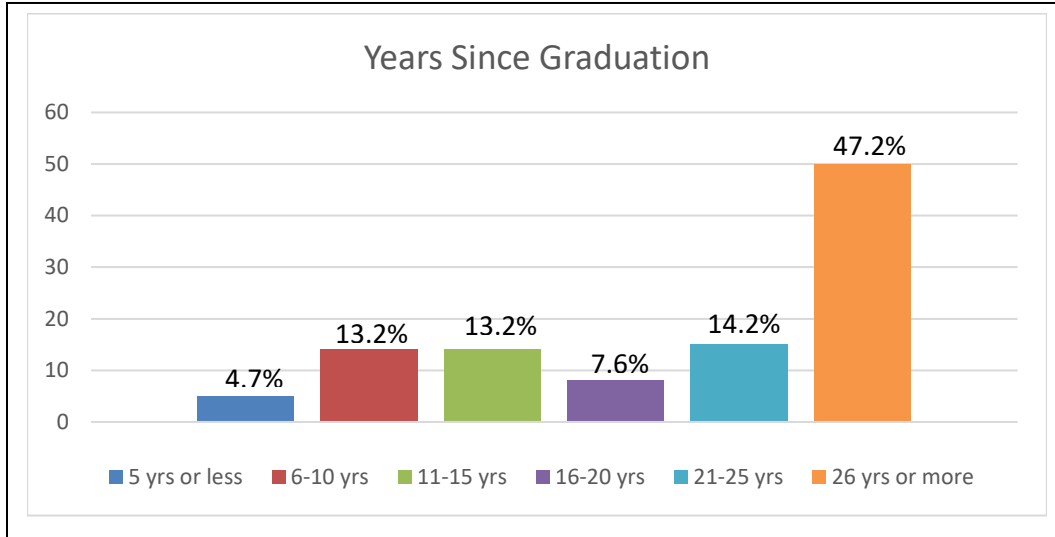
The majority of respondents, 51.9% reported having some sort of additional training or degree (Master's, PhD or Specialty)

<u>What year did you graduate from Veterinary School?</u>	<u>Number</u>	<u>Percent</u>
1975	1	0.9 %
1977	3	2.8 %
1978	3	2.8 %
1980	1	0.9 %
1981	1	0.9 %
1982	1	0.9 %
1983	3	2.8 %
1984	3	2.8 %
1985	3	2.8 %
1986	3	2.8 %
1987	6	5.7 %
1988	8	7.5 %
1989	1	0.9 %
1990	1	0.9 %
1991	1	0.9 %
1992	4	3.8 %
1993	4	3.8 %
1994	2	1.9 %
1995	1	0.9 %
1996	2	1.9 %
1998	8	7.5 %
1999	4	3.8 %
2001	2	1.9 %
2002	2	1.9 %
2003	1	0.9 %
2004	3	2.8 %
2005	3	2.8 %
2006	2	1.9 %
2007	5	4.7 %
2008	3	2.8 %
2009	1	0.9 %
2010	3	2.8 %
2011	3	2.8 %
2012	4	3.8 %
2013	2	1.9 %
2014	2	1.9 %
2015	2	1.9 %
2016	1	0.9 %
2017	2	1.9 %
Total	106	100.0 %

Mean = 1997

Median = 1997

What year did you graduate from Veterinary School?	Number	Percent
5 YEARS OR LESS	5	4.7 %
6-10 YEARS	14	13.2 %
11-15 YEARS	14	13.2 %
16-20 YEARS	8	7.6 %
21-25 YEARS	15	14.2 %
26 YEARS OR MORE	50	47.2 %
Total	106	100.0 %



Yrs Since Graduation

Male	Female	Prefer not to say	Total
------	--------	-------------------	-------

What year did you graduate from Veterinary School?

	Male	Female	Prefer not to say	Total
5 YEARS OR LESS	1 2.6%	4 6.2%	0 0.0%	5 4.7%
6-10 YEARS	5 13.2%	9 13.9%	0 0.0%	14 13.2%
11-15 YEARS	1 2.6%	13 20.0%	0 0.0%	14 13.2%
16-20 YEARS	4 10.5%	4 6.2%	0 0.0%	8 7.6%
21-25 YEARS	5 13.1%	9 13.9%	1 33.3%	15 14.2%
26 YEARS OR MORE	22 57.9%	26 40.0%	2 66.7%	50 47.2%
Total	38 35.8%	65 61.3%	3 2.8%	106 100.0%

<u>From which school did you receive your Veterinary degree?</u>	<u>Number</u>	<u>Percent</u>
Auburn University	10	9.5 %
Colorado State University	3	2.9 %
Iowa State University	6	5.7 %
Kansas State University	6	5.7 %
Louisiana State University	1	1.0 %
Michigan State University	7	6.7 %
Mississippi State University	3	2.9 %
North Carolina State University	2	1.9 %
Oklahoma State University	1	1.0 %
Purdue University	1	1.0 %
Ross University	2	1.9 %
Texas A&M University	8	7.6 %
The Ohio State University	7	6.7 %
The University of Minnesota	5	4.8 %
Tufts University	4	3.8 %
Tuskagee University	4	3.8 %
University of California-Davis	2	1.9 %
University of Illinois	4	3.8 %
University of Missouri	8	7.6 %
University of Pennsylvania	6	5.7 %
University of Tennessee	7	6.7 %
University of Wisconsin - Madison	3	2.9 %
Virginia Tech University	1	1.0 %
Washington State University	1	1.0 %
<u>Other (please specify)</u>	<u>3</u>	<u>2.9 %</u>
Total	106	100.0 %

Other College of Veterinary Medicine (please specify)

ECFVG

UDCA

UFSM Brazil

Board Certified	Number	Percent
Board Certified	16	23.9 %
Board Eligible	3	4.5 %
MBA	14	16.4 %
PhD	8	20.9 %
MPH	4	6.0 %
Other Master's	22	32.8 %
Total	67	100.0 %

Number of Cases = 106

Number of Responses = 67

Number Of Cases With At Least One Response = 55

Response Percent = 51.9 %

Advanced Degrees listed

ABVP Canine/Feline

ACLAM

ACT and ACPV. MS in Reproductive Physy.

ACT, ACPV, MS

ACVIM LAIM

ACVPM

Ag Economics

Animal Science (3)

Aquatics

Behavior, Welfare

Biomedical Science

Certified Aquatic Veterinarian

Comparative Medicine

DACVIM (LAIM)

Dairy genetics

Dermatology

Diagnostic Medicine and Pathobiology

Food Animal Production Management (MS) (2)

Internal Medicine

Internal Medicine-Small Animal

Laboratory Animal Medicine (2)

Masters of Preventive Veterinary Medicine (2)

Nutrition (2)

Parasitology (2)

Pathology

Pet Food/Nutrition

Pharmacology

Physiology

Preventive Medicine

Shelter Medicine

Small Animal Acupuncture

Small Animal Internal Medicine

Surgery and Medicine

Toxicology

Geography

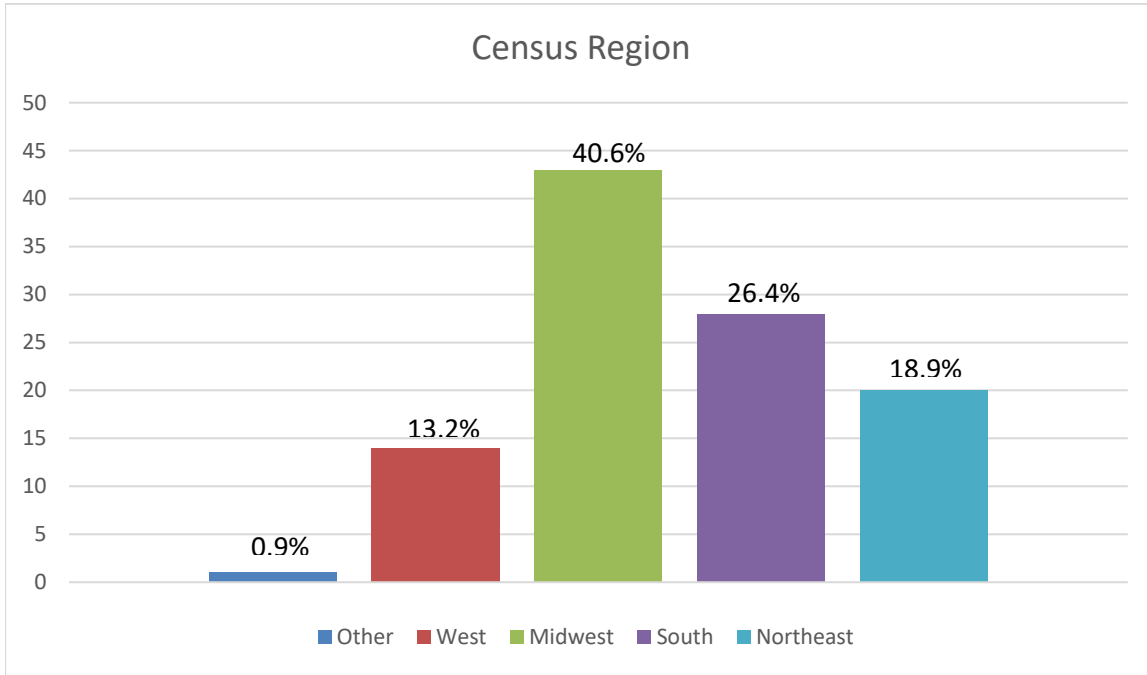
Missouri had the largest contingent of respondents with 12.3%, likely due to the number of Animal Health companies in the local area. When grouped geographically based on US Census regions, the Midwest (40.6%) and South (26.4%) had the largest number of residents.

<u>In what state or U.S. Territory do you live?</u>	<u>Number</u>	<u>Percent</u>
Alabama	2	1.9 %
Arizona	2	1.9 %
California	2	1.9 %
Colorado	6	5.7 %
Florida	3	2.8 %
Illinois	2	1.9 %
Indiana	3	2.8 %
Kansas	8	7.6 %
Louisiana	1	0.9 %
Maine	1	0.9 %
Maryland	1	0.9 %
Massachusetts	4	3.8 %
Michigan	3	2.8 %
Minnesota	3	2.8 %
Missouri	13	12.3 %
Nebraska	3	2.8 %
New Jersey	8	7.6 %
New York	2	1.9 %
North Carolina	3	2.8 %
Ohio	4	3.8 %
Oklahoma	1	0.9 %
Other (please specify)	1	0.9 %
Pennsylvania	5	4.7 %
South Carolina	2	1.9 %
South Dakota	1	0.9 %
Tennessee	5	4.7 %
Texas	7	6.6 %
Virginia	3	2.8 %
Washington	4	3.8 %
Wisconsin	3	2.8 %
Total	106	100.0 %

Other (please specify)

Germany

Census Region	Number	Percent
Other	1	0.9 %
West	14	13.2 %
Midwest	43	40.6 %
South	28	26.4 %
Northeast	20	18.9 %
Total	106	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

The majority of respondents reported being active AVMA members (91.5%). Overall, 96.2% of respondents reported belonging to at least one of the organizations listed. Additionally, 91.7% 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 106)
AVMA	97	91.5 %
State VMA	60	56.6 %
Local VMA	32	30.2 %
AAIV	71	67.0 %
Total	260	

Number of Cases = 106

Number of Responses = 260

Average Number Of Responses Per Case = 2.5

Number Of Cases With At Least One Response = 102

Response Percent = 96.2 %

	Male	Female	Prefer not to say	Total
<u>Membership (col %)</u>				
AVMA	35 94.6%	59 95.2%	3 100.0%	97 95.1%
State VMA	23 62.2%	34 54.8%	3 100.0%	60 55.9%
Local VMA	11 29.7%	19 30.6%	2 66.7%	32 29.4%
AAIV	24 64.9%	44 71.0%	3 100.0%	71 69.6%
Total	37 36.3%	62 60.8%	3 2.9%	102 100.0%

	What is your age?						Total
	21-29	30-39	40-49	50-59	60-69	No response	
<u>Membership (col %)</u>							
AVMA	2 100.0%	21 95.5%	25 100.0%	33 91.7%	15 93.8%	1 100.0%	97 95.1%
State VMA	1 50.0%	14 63.6%	15 60.0%	21 58.3%	8 50.0%	1 100.0%	60 58.8%
Local VMA	1 50.0%	9 40.9%	4 16.0%	11 30.6%	7 43.8%	0 0.0%	32 31.4%
AAIV	2 100.0%	14 63.6%	22 88.0%	24 66.7%	9 56.3%	0 0.0%	71 69.6%
Total	2 2.0%	22 21.6%	25 24.5%	36 35.3%	16 15.7%	1 1.0%	102 100.0%

	Census Region					Total
	West	Midwest	South	Northeast	Other	
<u>Membership (col %)</u>						
AVMA	14 100.0%	36 92.3%	27 96.4%	19 100.0%	1 100.0%	97 96.0%
State VMA	8 57.1%	28 71.8%	22 78.6%	2 10.5%	0 0.0%	60 59.4%
Local VMA	5 35.7%	12 30.8%	14 50.0%	1 5.3%	0 0.0%	32 31.7%
AAIV	11 78.6%	29 74.4%	23 82.1%	8 42.1%	0 0.0%	71 70.3%
Total	14 13.9%	39 38.6%	28 27.7%	19 18.8%	1 1.0%	101 100.0%

EMPLOYMENT

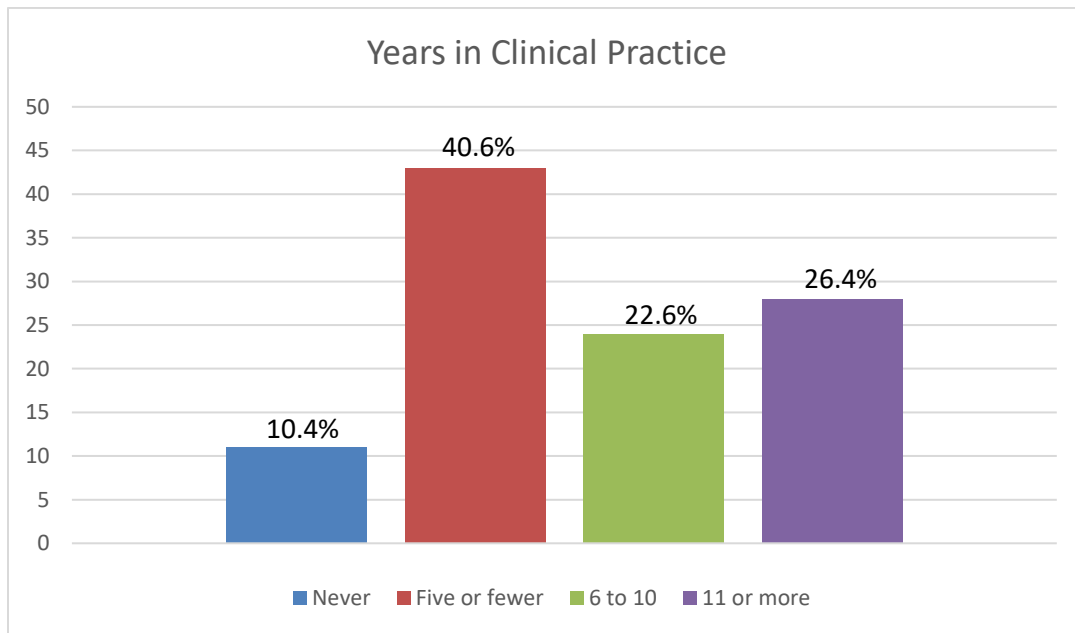
Employment status

The majority of respondents reported to be working full time (95.3%). The majority of respondents had worked in clinical practice during their career, with only 10.4% reporting never having done so. Of the remaining respondents, the highest percentage (40.6%) reported working in full-time clinical practice for 5 or fewer years.

Which of the following categories best describes your employment status?	Number	Percent
Employed, working full-time	101	95.3 %
Employed, working part-time	3	2.8 %
Retired	2	1.9 %
Total	106	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	10.4 %
Five or fewer years	43	40.6 %
6-10 years	24	22.6 %
11 or more years	28	26.4 %
Total	106	100.0 %



Employment Type

Approximately 3/4 of respondents (77.9%) reported that they were employed in the veterinary industry. The majority (56.7%) reported that their employer's primary focus area was veterinary pharmaceuticals. Almost half of all respondents (44.2%) reported working in Field Technical Services.

Which of the following best describes the entity you are primarily employed by?

	Number	Percent
Academic Institution	3	2.9 %
Association or non-profit organization	4	3.9 %
Contract research/testing	2	1.9 %
Corporate Veterinary Practice (VCA/Banfield/etc.)	1	1.0 %
Government (Federal, State or Local)	1	1.0 %
Human pharmaceuticals/devices	6	5.8 %
Veterinary Industry (pharmaceuticals/food/consulting/etc)	81	77.9 %
<u>Other</u>	6	5.8 %
Total	104	100.0 %

Other

Agriculture input supply industry
Biologics
Director Veterinary Services, Vaccines
Pharmacovigilance
Retail
Traditional clinical practice (including specialty and mobile)

Which of the following areas is your employer's primary focus area?

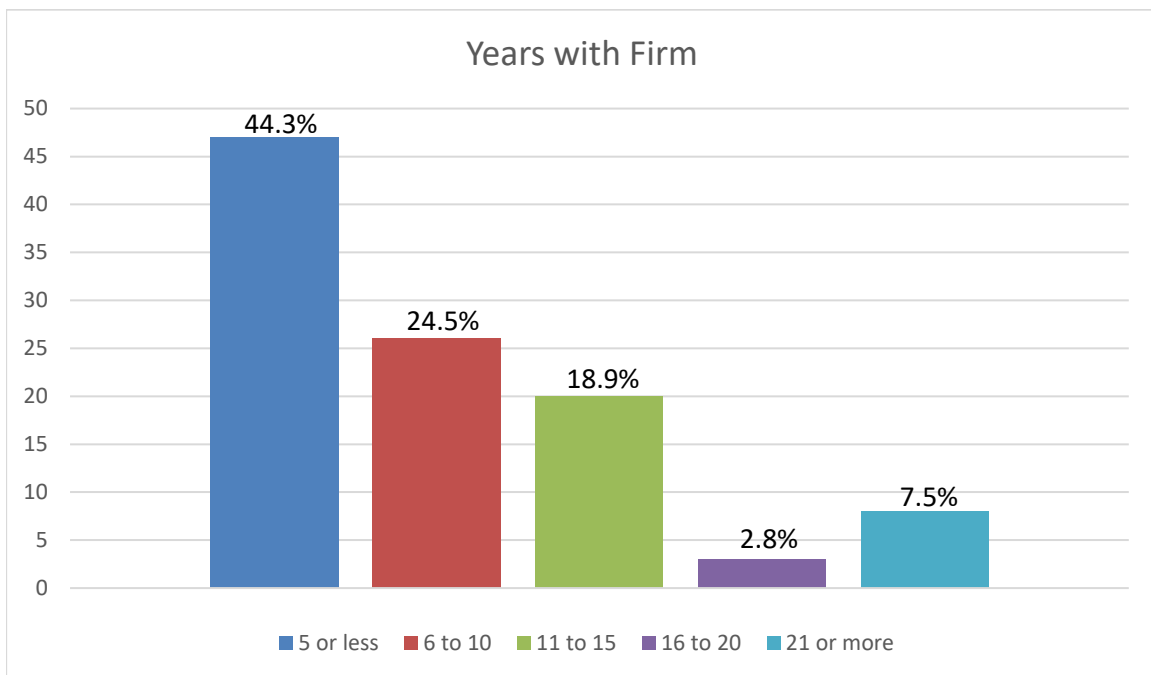
	Number	Percent
Veterinary pharmaceuticals	59	56.7 %
Veterinary nutrition	13	12.5 %
Veterinary supplements/nutraceuticals/supplies (non-pharmaceutical)	3	2.9 %
Medical devices/equipment	4	3.9 %
Veterinary laboratory services	3	2.9 %
Veterinary business services (finance/insurance/media/consulting/legal)	5	4.8 %
<u>Other</u>	17	9.8 %
Total	104	100.0 %

Employment Duration

Just under half of respondents (44.3%) 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	47	44.3 %
6-10 years	26	24.5 %
11-15 years	20	18.9 %
16-20 years	3	2.8 %
21 or more years	8	7.5 %
Total	104	98.1 %

Total Respondents = 106 (base for percentage)
Missing Cases = 2
Mean = 8.1
Median = 6



Employment location

The majority of respondents reported working out of a home office (55.8%). Of the 43.3% who indicated they worked out of a corporate headquarters or other company office location, 51.1% indicated that they worked almost exclusively out of that location while 48.9% 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	58	55.8 %
Corporate headquarters or other company office location	45	43.3 %
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	23	51.1 %
I am able to work at home as often as one day per week	16	35.6 %
I am able to work at home as often as 2-3 days per week	6	13.3 %
Total	45	100.0 %

Employment Position

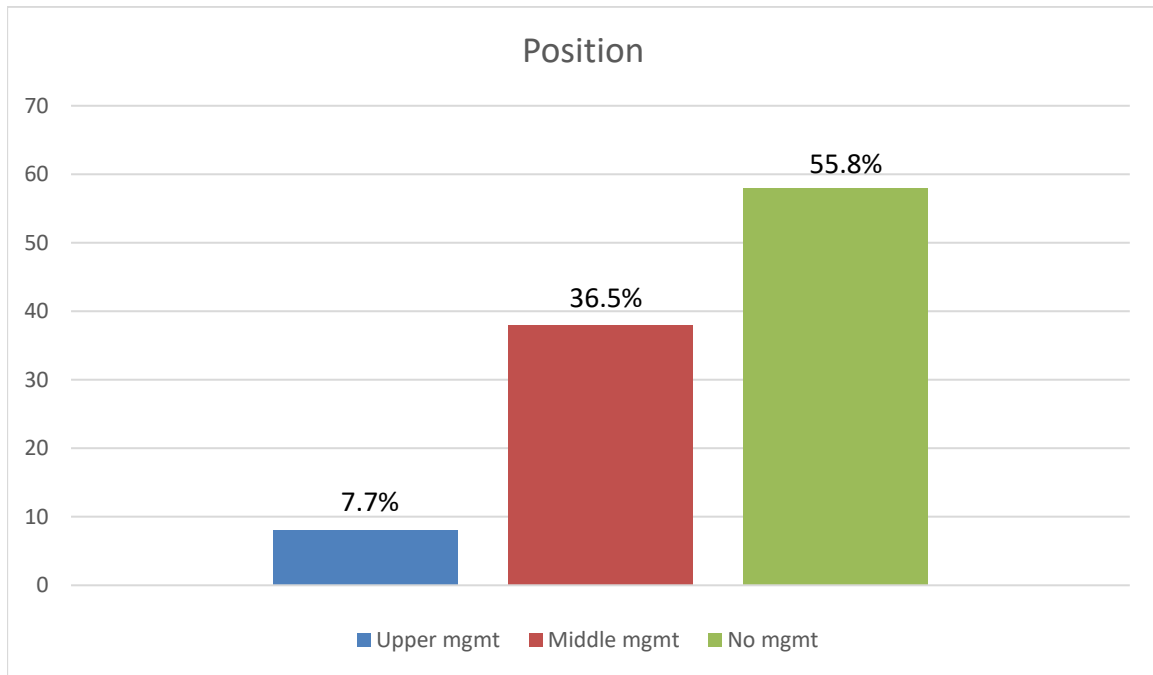
Respondents reported employment in a variety of job positions with the largest single group (44.2%) in field technical services. The majority of respondents had no responsibility to manage others (55.8%).

Which of the following best describes your personal primary work function/department?	Number	Percent
Business/Organizational Operations	8	7.7 %
Field Technical Services	46	44.2 %
Marketing/Sales	5	4.8 %
Manufacturing/Supply	1	1.0 %
Regulatory	7	6.7 %
Research and Development	18	17.3 %
Other	19	18.3 %
Total	104	100.0 %

Other (please specify)

Animal Care and Cross functional
Animal Services Internal
Attending Veterinarian
Clinical Practice
Dir. Vet Services
Education & Professional Development
Financial/Accounting/HR
Headquarter Technical Support (2)
Home Office Technical Service/Customer Support
HQ Medical Lead Dermatology
HQ Medical Support
Pharmacovigilance (2)
Technical Services & PHV
Technical Services & Pharmacovigilance
Technical, Marketing
University Relations

Which most closely matches your current position?	Number	Percent
Upper management (VP and above such as CEO, COO, etc.)	8	7.7 %
Middle management	38	36.5 %
Don't manage others	58	55.8 %
Total	104	100.0 %

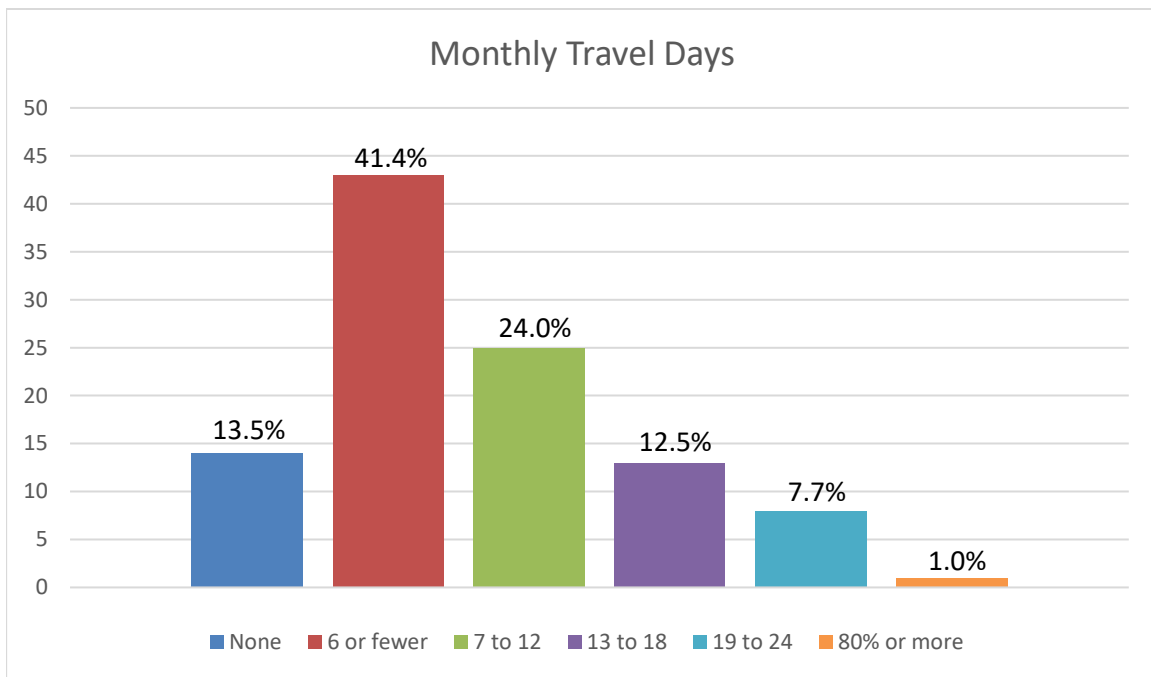


Travel for Work

Approximately half of respondents (44.9%) reported traveling 6 or fewer days/month (or not at all). Another 24% 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	14	13.5 %
6 or fewer days/month	43	41.4 %
7-12 days/month	25	24.0 %
13-18 days/month	13	12.5 %
19-24 days/month	8	7.7 %
80% or more	1	1.0 %
Total	104	100.0 %



BENEFITS

401K Program

Over 95% of respondents reported that their firm had a 401K program, and of those, 92.1% indicated that they had a matching program for their 401K. The most common match and the mean was 5%.

Does your company provide a 401K program?	Number	Percent
Yes	101	95.3 %
No	2	1.9 %
Total	103	97.2 %

Missing Cases = 3

Does your company provide a match for your 401K investment?	Number	Percent
Yes	93	92.1 %
No	8	7.9 %
Total	101	100.0 %

What percentage investment does your company match

in the 401K?	Number	Percent
5.0	25	30.9 %
6.0	15	18.5 %
4.0	14	17.3 %
3.0	13	16.1 %
10.0	3	3.7 %
8.0	3	3.7 %
7.0	2	2.5 %
1.5	2	2.5 %
18.0	1	1.2 %
2.0	1	1.2 %
4.5	1	1.2 %
9.0	1	1.2 %
Total	81	100.0 %

Minimum= 1.5
Maximum = 18.0
Mean = 5
Median = 5

Other Benefits

95.2% of respondents answered this question. All of them reported having paid vacation. Overall, just over 3/4 of the 104 study respondents reported having other benefits including a Pension, Stock options, Paid Family leave and/or a company car. 98.1% 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	31	29.8 %
Stock options	35	33.7 %
Paid family leave	53	51.0 %
Company car	42	40.4 %
Other benefits	4	3.8 %
Total	266	

Number of Cases = 104

Number of Responses = 266

Average Number Of Responses Per Case = 2.6

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	102	98.1 %
Health insurance for my family	82	78.8 %
Dental insurance for me	82	78.8 %
Dental insurance for my family	77	74.0 %
Life insurance for me	87	83.7 %
Life insurance for my family	48	46.2 %
Other insurance	48	46.2 %
No insurance provided	2	1.9 %
Total	541	

Number of Cases = 104

Number of Responses = 541

Average Number Of Responses Per Case = 5.2

Number Of Cases With At Least One Response = 104

Response Percent = 100.0 %

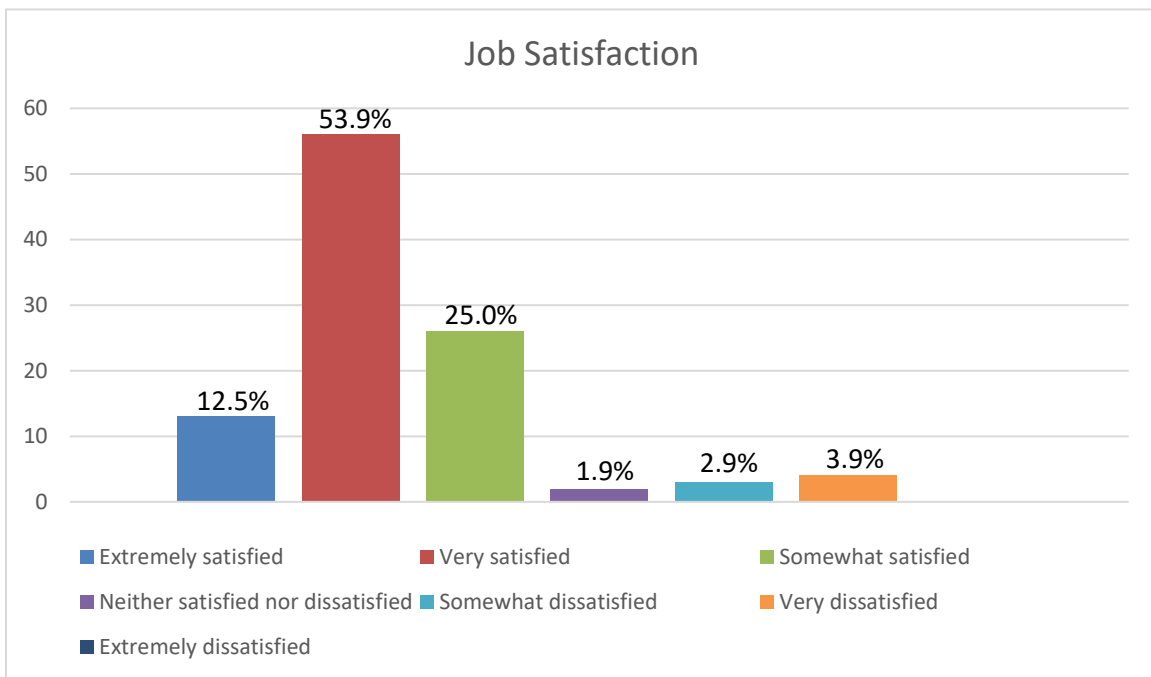
SATISFACTION

Job Satisfaction

The majority (66.4%) of respondents were very or extremely satisfied with their job.

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

	Number	Percent
Extremely satisfied	13	12.5 %
Very satisfied	56	53.9 %
Somewhat satisfied	26	25.0 %
Neither satisfied nor dissatisfied	2	1.9 %
Somewhat dissatisfied	3	2.9 %
Very dissatisfied	4	3.9 %
Extremely dissatisfied	0	0.0 %
Total	104	100.0 %



Number Col %	Male	Female	Prefer not to say	Totals
1=Extremely satisfied	7 18.4%	6 9.5%	0 0.0%	13 12.5%
2=Very satisfied	22 57.9%	34 54.0%	0 0.0%	56 53.8%
3=Somewhat satisfied	6 15.8%	17 27.0%	3 100.0%	26 25.0%
4=Neither satisfied nor dissatisfi...	1 2.6%	1 1.6%	0 0.0%	2 1.9%
5=Somewhat dissatisfied	0 0.0%	3 4.8%	0 0.0%	3 2.9%
6=Very dissatisfied	2 5.3%	2 3.2%	0 0.0%	4 3.8%
7=Extremely dissatisfied	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Totals	38 44.4%	63 55.6%	3 55.6%	104 100.0%

Number Col %	21-29	30-39	40-49	50-59	60-69	No response	Totals
1=Extremely satisfied	0 0.0%	1 4.4%	2 7.7%	6 16.7%	3 18.8%	1 100.0%	13 12.5%
2=Very satisfied	1 50.0%	15 65.2%	11 42.3%	19 52.8%	10 62.5%	0 0.0%	56 53.8%
3=Somewhat satisfied	1 50.0%	4 17.4%	10 38.5%	9 25.0%	2 12.5%	0 0.0%	26 25.0%
4=Neither satisfied nor dissatisfi...	0 0.0%	1 4.4%	0 0.0%	1 2.8%	0 0.0%	0 0.0%	2 1.9%
5=Somewhat dissatisfied	0 0.0%	0 0.0%	2 7.7%	0 0.0%	1 6.3%	0 0.0%	3 2.9%
6=Very dissatisfied	0 0.0%	2 8.7%	1 3.9%	1 2.8%	0 0.0%	0 0.0%	4 3.8%
7=Extremely dissatisfied	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Totals	2 24.2%	23 23.2%	26 34.3%	26 14.1%	16 1.0%	1 1.0%	104 100.0%

Number
Col %

	Other	West 1	Midwest 2	South 3	Northeast 4	Totals
1=Extremely satisfied	0 0.0%	2 14.3%	6 14.6%	4 14.3%	1 5.0%	13 12.5%
2=Very satisfied	1 100.0%	7 50.0%	21 51.2%	12 42.9%	15 75.0%	56 54.9%
3=Somewhat satisfied	0 0.0%	3 21.4%	10 24.4%	11 39.3%	2 10.0%	26 25.0%
4=Neither satisfied nor dissatisfi...	0 0.0%	0 0.0%	2 4.9%	0 0.0%	0 0.0%	2 1.9%
5=Somewhat dissatisfied	0 0.0%	2 14.3%	0 0.0%	0 0.0%	1 5.0%	3 2.9%
6=Very dissatisfied	0 0.0%	0 0.0%	2 4.9%	1 3.6%	1 5.0%	4 3.8%
7=Extremely dissatisfied	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Totals	1 2.0%	14 8.1%	39 39.4%	29 29.3%	21 21.2%	104 100.0%

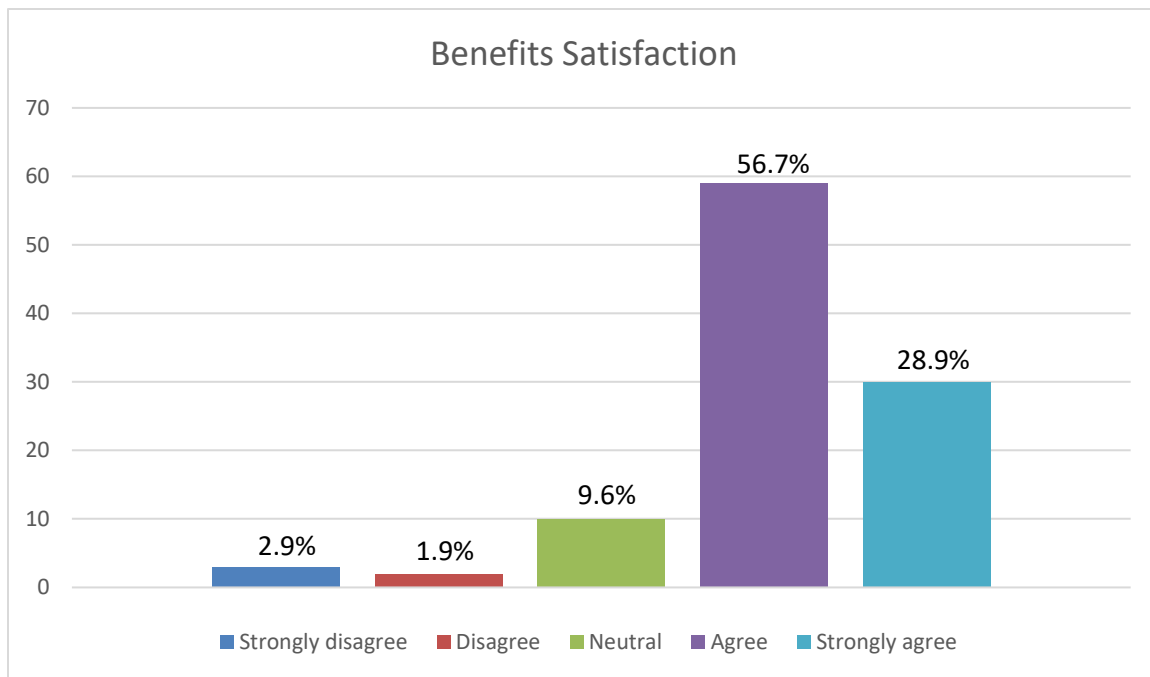
N=106

	Home office	Corporate HQ or other company office.	Total
Extremely satisfied	7 12.1%	6 13.3%	13 12.6%
Very satisfied	32 55.2%	24 53.3%	56 54.4%
Somewhat satisfied	15 25.9%	10 22.2%	25 24.3%
Neither satisfied nor dissatisfied	1 1.7%	1 2.2%	2 1.9%
Somewhat dissatisfied	2 3.5%	1 2.2%	3 2.9%
Very dissatisfied	1 1.7%	3 6.7%	4 3.9%
Extremely dissatisfied	0 0.0%	0 0.0%	0 0.0%
Total	58 64.6%	45 35.4%	103 100.0%

Benefits Satisfaction

The majority of respondents were satisfied with their total benefits package, although only 28.9% 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	3	2.9 %
Disagree	2	1.9 %
Neutral/neither agree nor disagree	10	9.6 %
Agree	59	56.7 %
Strongly agree	30	28.9 %
Total	104	100.0 %

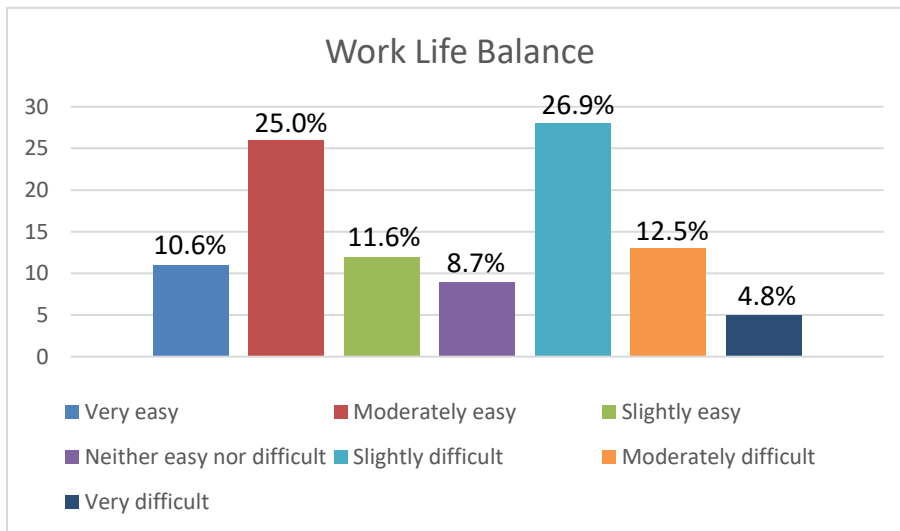


Work-Life Balance

One third of respondents indicated it was very easy or moderately easy to balance their work and personal lives in their current position (35.6%). Only 17.3% indicated it was moderately difficult or very difficult to do so.

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

	Number	Percent
Very easy	11	10.6 %
Moderately easy	26	25.0 %
Slightly easy	12	11.6 %
Neither easy nor difficult	9	8.7 %
Slightly difficult	28	26.9 %
Moderately difficult	13	12.5 %
Very difficult	5	4.8 %
Total	104	100.0 %



	Male	Female	Prefer not to say	Total
<u>How easy is it to balance your work life and personal life where you work?</u>				
Very easy	6 15.8%	5 7.3%	0 7.3%	11 10.6%
Moderately easy	9 23.7%	17 12.7%	0 12.7%	26 25.0%
Slightly easy	7 18.4%	4 34.5%	1 34.5%	12 11.5%
Neither easy nor difficult	4 10.5%	5 38.2%	0 38.2%	9 8.7%
Slightly difficult	6 15.8%	22 7.3%	0 7.3%	28 26.9%
Moderately difficult	4 10.5%	9 7.3%	0 7.3%	13 12.5%
Very difficult	2 5.3%	1 7.3%	2 7.3%	5 4.8%
Total	38 36.5%	63 60.6%	3 2.9%	104 100.0%

	21-29	30-39	40-49	50-59	60-69	No response	Total
<u>How easy is it to balance your work life and personal life where you work?</u>							
Very easy	0 0.0%	3 13.0%	5 19.2%	1 2.8%	1 6.3%	1 100.0%	11 10.6%
Moderately easy	2 100.0%	6 26.1%	4 15.4%	9 25.0%	5 31.3%	0 0.0%	26 25.0%
Slightly easy	0 0.0%	1 4.4%	2 7.7%	6 16.7%	3 18.8%	0 0.0%	12 11.5%
Neither easy nor dif...	0 0.0%	1 4.4%	2 7.7%	6 16.7%	0 0.0%	0 0.0%	9 8.7%
Slightly difficult	0 0.0%	9 39.1%	7 27.0%	8 22.2%	4 25.0%	0 0.0%	28 26.9%
Moderately difficult	0 0.0%	2 8.7%	5 19.2%	3 8.3%	3 18.8%	0 0.0%	13 12.5%
Very difficult	0 0.0%	1 4.4%	1 3.9%	3 8.3%	0 0.0%	0 0.0%	5 4.8%
Total	2 1.9%	23 23.2%	26 37.4%	36 14.1%	16 1.0%	1 1.0%	104 100.0%

	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>			
Very easy	4 6.9%	7 15.2%	11 10.6%
Moderately easy	13 22.4%	13 28.3%	26 25.0%
Slightly easy	5 8.6%	7 15.2%	12 11.5%
Neither easy nor dif...	4 6.9%	5 10.9%	9 8.7%
Slightly difficult	19 32.8%	9 19.6%	28 26.9%
Moderately difficult	9 15.5%	4 8.7%	13 12.5%
Very difficult	4 6.9%	1 2.2%	5 4.8%
Total	58 55.8%	46 44.2%	104 100.0%

COMPENSATION

Salary

The mean annual base salary reported was \$149,383 and the median was \$145,000. This represented a salary range from \$50,000 to \$372,000 annually.

<u>SALARY LEVEL</u>	<u>Number</u>	<u>Percent</u>
No Response	2	1.9 %
LESS THAN \$75,000	3	2.9 %
\$75,000-\$99,999	9	8.7 %
\$100,000-\$124,999	15	14.4 %
\$125,000-\$149,999	30	28.8 %
\$150,000-\$174,999	24	23.1 %
\$175,000-\$199,999	8	7.7 %
\$200,000-\$224,999	5	4.8 %
\$225,000 OR MORE	8	7.7 %
Total	104	100.0 %

What is your annual base salary?

Minimum = 50000

Maximum = 372000

Mean = 150687.66

Median = 145000

Valid Cases =102

Missing Cases =2

Response Percent = 98.0%

Salary

Male respondents reported higher incomes overall than female respondents with a mean of \$167,177 versus \$140,823, a difference of \$26,354.

Male respondents

What is your annual base salary?

Minimum = 50000

Maximum = 310000

Mean = 167177.43

Median = 165000

Valid Cases =37

Missing Cases =1

Response Percent = 97.4%

Female respondents

What is your annual base salary?

Minimum = 60000

Maximum = 372000

Mean = 140823.05

Median = 137750

Valid Cases =62

Missing Cases =1

Response Percent = 98.4%

Salary by Gender and Age

The gender disparity continued across all age groups except the 60-69 group. Women made 10.2% less in the 30-39 age group, 13.4% less in the 40-49 group, 12.9% less in the 50-59 group, and 2.2% more in the 60-69 group.

Male respondents

What is your annual base salary?

	Mean	SD	N	Pct.
For Entire Sample (Missing = 1)	167177.43	55036.80	37	100.0%

What is your age?

21-29	0.0	0.0	0	0.0%
30-39	131500.00	27790.89	4	8.5%
40-49	151750.00	56119.13	8	19.6%
50-59	179971.00	44787.77	15	43.6%
60-69	188444.44	60568.37	9	27.4%
No response	50000.00	NA	1	8.1%

Female respondents

What is your annual base salary?

	Mean	SD	N	Pct.
For Entire Sample (Missing = 1)	140823.05	47868.36	62	100.0%

What is your age?

21-29	81400.00	5091.17	2	1.9%
30-39	118047.71	30035.18	17	23.0%
40-49	131417.29	21834.88	17	25.6%
50-59	156701.28	20848.63	19	34.1%
60-69	192857.14	107031.82	7	15.5%

	Male	Female	Prefer not to say	Total
<u>SALARY LEVEL</u>				
LESS THAN \$75,000	1 2.6%	2 3.2%	0 0.0%	3 2.9%
\$75,000-\$99,999	3 7.9%	6 9.5%	0 0.0%	9 8.7%
\$100,000-\$124,999	2 5.3%	13 20.6%	0 0.0%	15 14.4%
\$125,000-\$149,999	8 21.1%	22 34.9%	0 0.0%	30 28.8%
\$150,000-\$174,999	10 26.3%	13 20.6%	1 33.3%	24 23.1%
\$175,000-\$199,999	2 5.3%	4 6.3%	2 66.7%	8 7.7%
\$200,000-\$224,999	5 13.2%	0 0.0%	0 0.0%	5 4.8%
\$225,000 OR MORE	6 15.8%	2 3.2%	0 0.0%	8 7.7%
N/R	1 2.6%	1 1.6%	0 0.0%	2 1.9%
Total	38 36.5%	63 60.6%	3 2.9%	104 100.0%

N=104

	What is your age?						Total
	21-29	30-39	40-49	50-59	60-69	No response	
<u>SALARY LEVEL</u>							
LESS THAN \$75,000	0 0.0%	2 8.7%	0 0.0%	0 0.0%	0 0.0%	1 100.0%	3 2.9%
\$75,000-\$99,999	2 0.0%	2 8.7%	5 19.2%	0 0.0%	0 0.0%	0 0.0%	9 8.7%
\$100,000-\$124,999	0 0.0%	8 34.8%	3 11.5%	1 2.8%	3 18.8%	0 0.0%	15 14.4%
\$125,000-\$149,999	0 0.0%	4 17.4%	11 42.3%	11 30.6%	4 25.0%	0 0.0%	30 28.8%
\$150,000-\$174,999	0 0.0%	5 21.7%	4 15.4%	14 38.9%	1 6.3%	0 0.0%	24 23.1%
\$175,000-\$199,999	0 0.0%	0 0.0%	0 0.0%	5 13.9%	3 18.8%	0 0.0%	8 7.7%
\$200,000-\$224,999	0 0.0%	0 0.0%	2 7.7%	3 8.3%	0 0.0%	0 0.0%	5 4.8%
\$225,000 OR MORE	0 0.0%	0 0.0%	1 3.8%	2 5.6%	5 31.3%	0 0.0%	8 7.7%
N/R	0 0.0%	2 8.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 1.9%
Total	2 1.9%	23 22.1%	26 25.0%	36 34.6%	16 15.4%	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%	2 4.9%	1 3.6%	0 0.0%	0 0.0%	3 2.9%
\$75,000-\$99,999	1 7.1%	7 17.1%	0 0.0%	1 5.0%	0 0.0%	9 8.7%
\$100,000-\$124,999	3 21.4%	8 19.5%	2 7.1%	2 10.0%	0 0.0%	15 14.4%
\$125,000-\$149,999	3 21.4%	8 19.5%	13 46.4%	6 30.0%	0 0.0%	30 28.8%
\$150,000-\$174,999	5 35.7%	7 17.1%	6 21.4%	6 30.0%	0 0.0%	24 23.1%
\$175,000-\$199,999	1 7.1%	1 2.4%	3 10.7%	3 15.0%	0 0.0%	8 7.7%
\$200,000-\$224,999	0 0.0%	4 9.8%	0 0.0%	1 5.0%	0 0.0%	5 4.8%
\$225,000 OR MORE	1 7.1%	3 7.3%	2 7.1%	1 5.0%	1 100.0%	8 7.7%
N/R	0 0.0%	1 2.4%	1 3.6%	0 0.0%	0 0.0%	2 1.9%
Total	14 13.5%	41 39.4%	28 26.9%	20 19.2%	1 1.0%	104 100.0%

N=104

I am satisfied with my total benefits package.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Total
<u>SALARY LEVEL</u>						
LESS THAN \$75,000	1 33.3%	0 0.0%	2 20.0%	0 0.0%	0 0.0%	3 2.9%
\$75,000-\$99,999	1 33.3%	0 0.0%	1 10.0%	7 11.9%	0 0.0%	9 8.7%
\$100,000-\$124,999	0 0.0%	1 50.0%	2 20.0%	6 10.2%	6 20.0%	15 14.4%
\$125,000-\$149,999	1 33.3%	1 50.0%	1 10.0%	21 35.6%	6 20.0%	30 28.8%
\$150,000-\$174,999	0 0.0%	0 0.0%	2 20.0%	12 20.3%	10 33.3%	24 23.1%
\$175,000-\$199,999	0 0.0%	0 0.0%	1 10.0%	5 8.5%	2 6.7%	8 7.7%
\$200,000-\$224,999	0 0.0%	0 0.0%	0 0.0%	2 3.4%	3 10.0%	5 4.8%
\$225,000 OR MORE	0 0.0%	0 0.0%	0 0.0%	6 10.2%	2 6.7%	8 7.7%
N/R	0 0.0%	0 0.0%	1 10.0%	0 0.0%	1 3.3%	2 1.9%
Total	3 2.9%	2 1.9%	10 9.6%	45 43.3%	30 28.8%	104 100.0%

N=104

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

	Very easy	Moderately easy	Slightly easy	Neither	Slightly difficult	Moderately difficult	Very difficult	Total
<u>SALARY LEVEL</u>								
LESS THAN 75K	1 9.1%	0 0.0%	0 0.0%	1 11.1%	1 3.6%	0 0.0%	0 0.0%	3 2.9%
\$75,000-\$99,999	2 18.2%	7 26.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	9 8.7%
\$100,000-\$124,999	1 9.1%	3 11.5%	3 25.0%	1 11.1%	6 21.4%	1 7.7%	0 0.0%	15 14.4%
\$125,000-\$149,999	5 45.5%	2 7.7%	3 25.0%	4 44.4%	12 42.9%	2 15.4%	2 40.0%	30 28.8%
\$150,000-\$174,999	1 9.1%	10 38.5%	2 16.7%	2 22.2%	4 14.3%	4 30.8%	1 20.0%	24 23.1%
\$175,000-\$199,999	0 0.0%	3 11.5%	1 8.3%	0 0.0%	1 3.6%	1 7.7%	2 40.0%	8 7.7%
\$200,000-\$224,999	0 0.0%	0 0.0%	3 25.0%	0 0.0%	0 0.0%	2 15.4%	0 0.0%	5 4.8%
\$225,000 OR MORE	0 0.0%	1 3.9%	0 0.0%	1 11.1%	3 10.7%	3 23.1%	0 0.0%	8 7.7%
N/R	1 9.1%	0 0.0%	0 0.0%	0 0.0%	1 3.6%	0 0.0%	0 0.0%	2 1.9%
Total	11 10.6%	26 25.0%	12 11.5%	9 8.7%	28 26.9%	13 12.5%	5 4.8%	104 100.0%

N=104

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 7.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 50.0%	0 0.0%	3 2.9%
\$75,000-\$99,999	1 7.7%	4 7.1%	3 11.5%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	9 8.7%
\$100,000-\$124,999	0 0.0%	10 17.9%	3 11.5%	1 50.0%	1 33.3%	0 0.0%	0 0.0%	15 14.4%
\$125,000-\$149,999	1 7.7%	15 26.8%	12 46.2%	0 0.0%	1 33.3%	1 25.0%	0 0.0%	30 28.8%
\$150,000-\$174,999	4 30.8%	14 25.0%	6 23.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	24 23.1%
\$175,000-\$199,999	2 15.4%	4 7.1%	2 7.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	8 7.7%
\$200,000-\$224,999	1 7.7%	3 5.4%	0 0.0%	0 0.0%	0 0.0%	1 25.0%	0 0.0%	5 4.8%
\$225,000 OR MORE	3 23.1%	5 8.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	8 7.7%
N/R	0 0.0%	1 1.8%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	2 1.9%
Total	13 12.5%	56 53.8%	26 25.0%	2 1.9%	3 2.9%	4 3.8%	0 0.0%	104 100.0%

N=104

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	1 7.1%	1 2.3%	1 4.0%	0 0.0%	0 0.0%	0 0.0%	3 2.9%
\$75,000-\$99,999	3 21.4%	6 14.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	9 8.7%
\$100,000-\$124,999	2 14.3%	7 16.3%	2 8.0%	3 23.1%	1 12.5%	0 0.0%	15 14.4%
\$125,000-\$149,999	6 42.9%	10 23.3%	5 20.0%	2 15.4%	6 75.0%	1 100.0%	30 28.8%
\$150,000-\$174,999	2 14.3%	10 23.3%	7 28.0%	4 30.4%	1 12.5%	0 0.0%	24 23.1%
\$175,000-\$199,999	0 0.0%	2 4.7%	4 16.0%	2 15.4%	0 0.0%	0 0.0%	8 7.7%
\$200,000-\$224,999	0 0.0%	3 0.0%	2 8.0%	0 0.0%	0 0.0%	0 0.0%	5 4.8%
\$225,000 OR MORE	0 0.0%	2 4.7%	4 16.0%	2 15.4%	0 0.0%	0 0.0%	8 7.7%
N/R	0 0.0%	2 4.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 1.9%
Total	14 13.5%	43 41.3%	25 24.0%	13 12.5%	8 7.7%	1 1.0%	104 100.0%

	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%	1 2.6%	2 3.5%	3 2.9%
\$75,000-\$99,999	0 0.0%	4 10.5%	5 8.6%	9 8.7%
\$100,000-\$124,999	0 0.0%	3 7.9%	12 20.7%	15 14.4%
\$125,000-\$149,999	0 0.0%	8 21.1%	22 37.9%	30 28.8%
\$150,000-\$174,999	1 12.5%	13 34.2%	10 17.2%	24 23.1%
\$175,000-\$199,999	2 25.0%	0 0.0%	6 10.3%	8 7.7%
\$200,000-\$224,999	0 0.0%	5 13.2%	0 0.0%	5 4.8%
\$225,000 OR MORE	5 62.5%	3 7.9%	0 0.0%	8 7.7%
N/R	0 0.0%	1 2.6%	1 1.7%	2 1.9%
Total	8 7.7%	38 36.5%	58 55.8%	104 100.0%

Bonus

Three quarters of respondents who provided salary data indicated that they do have a cash bonus program. This ranged from \$4,000 to \$240,000 with a mean of \$33,058 and a median of \$27,100 annually.

<u>Does your compensation include a bonus?</u>	<u>Number</u>	<u>Percent</u>
Yes	78	75.7 %
No	25	24.3 %
Total	103	100.0 %

Missing Cases = 1
Response Percent = 99.0 %

What is your target bonus amount (in dollars)?

Minimum = 4000

Maximum = 240000

Mean = 33058.26

Median = 27100

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 \$39,618 available to them while women reported a mean of \$27,867.

Male respondents

What is your target bonus amount (in dollars)?

Minimum = 4000

Maximum = 240000

Mean = 39618.16

Median = 22000

Valid Cases =31

Missing Cases =7

Response Percent = 81.6%

Female respondents

What is your target bonus amount (in dollars)?

Minimum = 7000

Maximum = 100000

Mean = 27866.96

Median = 27100

Valid Cases =48

Missing Cases =15

Response Percent = 76.2%