

**2019 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. Data was collected in the months of 4/2020-6/2020.

**METHODOLOGY**

The survey was promoted through the AAIV 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 108 respondents are included in this final report.

Due to major changes in the survey instrument, it is difficult to directly compare the past 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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EXECUTIVE SUMMARY

The number of respondents was 108. Of those, 59% (64) were female, 40% (43) were male, and 1% (1) preferred not to say.  Reported mean annual salary was $152,513 versus $149,383 in 2018, an increase of 2.1% (an increase of 4.2%, 2019 vs 2015). The range of annual salary was $50,000 to $375,000, nearly identical to that of 2018 (2015, $60,000 to $300,000).

Male respondents reported a higher mean salary ($153,165 [vs 2018, $166,177]) than female respondents ($151,641 [vs 2018, $140,823). The difference in mean salaries was much smaller ($1,524) than that in 2018 ($25,354) and 2015 (approximately $6,000).

New for 2019 was determining whether any correlations were identified between salary and 4 variables as follows: age, gender, years since graduation, and years employed in industry.

* Salary and age— weak positive correlation— possibly because most respondents were in their current positions for ≤ 5 years (n = 60 [56%]) and were ≥ 26 years since graduation (n = 51 [48%])
* Salary and gender—very weak positive correlation a correlation is nearly not present
* Salary and years out of school (graduation year)—weak positive correlation—possibly because nearly 50% of respondents graduated from veterinary school 26 or more years ago
* Salary and years in industry—weak positive correlation—possibly because most respondents have been employed in industry for between 11 and 20 years (vs ≤ 5 years or > 20 years [nearly equal number of respondents for each of these categories])

Nearly 50% of respondents graduated from veterinary school 26 or more years ago, unchanged from 2015. Slightly > 50% of respondents have been with their firm in current their position for ≤ 5 years, also unchanged from 2015.

Respondents may have thought about 2020, the year of the COVID-19 pandemic, in their responses, especially regarding balancing work and personal life, job satisfaction, and employment location/frequency of travel. However, survey questions may not have been clear to respondents that they were to consider the year 2019 when answering questions. For example, of those responding to questions regarding work-life balance, 45.8% (vs 2018, 35.6%) reported it was very or moderately easy to achieve and 49% (vs 2018, 39.5%) of the male respondents and 44% (vs 2018, 20%) of females reported work-life balance was very or moderately easy to achieve. Therefore, these substantial differences may not have been identified if respondents had answered considering the year 2019 (e.g., easier work-life balance with work at home and less travel, vs 2018). Yet, 63.5% of all respondents were extremely or very satisfied with their job, similar to that reported for 2018 (66.4%), but whether this result was related to the COVID-19 pandemic was unclear.

AVERAGE SALARY SUMMARY

Previous study data were retrieved from 2018 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 |
| 2016 | $141,524 |
| 2017 | $146,141 |
| 2018 | $149,383 |
| 2019 | $152,513 |

DEMOGRAPHICS

***Gender and Age***

Most respondents were female (59.3%). 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 of female respondents aged ≤ 49 and only 35.1% of male respondents in that cohort.

Male or Female? Number Percent Male 43 39.8 %

Female 64 59.3 %

Prefer not to say 1 0.9 % Total 108 100.0 %

59.3%

39.8%

0.9%

What is your age? Number Percent

21-29 1 0.9 %

30-39 15 13.9 %

40-49 37 34.3 %

50-59 29 26.9 %

60-69 26 24.0 %

Total 108 100.0 %

34.3 %

26.9 %

24.0 %

13.9 %

0.9 %

Number Row % Col %

Total %Breakdown of Age by Gender

Male Female Prefer not

to say Totals

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 0 |  |  |
| 21-29 | 0.0% | 100.0% | 0.0% |  | 1 |
|  | 0.0% | 3.1% | 0.0% |  | 0.9% |
|  | 0.0% | 1.9% | 0.0% |  |  |
|  | 5 | 18 | 0 |  |  |
| 30-39 | 21.7% | 76.3% | 0.0% |  | 15 |
|  | 13.5% | 27.7% | 0.0% |  | 13.9% |
|  | 4.7% | 17.0% | 0.0% |  |  |
|  | 8 | 17 | 1 |  |  |
| 40-49 | 30.8% | 65.4% | 3.9% |  | 37 |
|  | 21.6% | 26.2% | 33.3% |  | 34.3% |
|  | 7.6% | 16.0% | 1.0% |  |  |
|  | 15 | 19 | 2 |  |  |
| 50-59 | 41.7% | 52.8% | 5.6% |  | 29 |
|  | 40.5% | 29.2% | 66.6% |  | 26.9% |
|  | 14.2% | 17.9% | 1.9% |  |  |
|  | 9 | 9 | 0 |  |  |
| 60-69 | 50.0% | 50.0% | 0.0% |  | 26 |
|  | 24.3% | 13.9% | 0.0% |  | 24.0% |
|  | 8.5% | 8.5% | 0.0% |  |  |
| Totals | 43 | 64 | 1 |  | 108 |
|  | 39.8% | 59.3% | 0.9% |  | 100.0% |

***Education***

There was a wide range of veterinary graduation years represented ranging from 1975 through 2018. The mean and median year was 1997, which means the average respondent has been practicing veterinary medicine for 23 years. In fact, 47.7% of respondents had been in veterinary medicine for 26 years or more.

40.1% of respondents reported having some sort of additional training or degree (Master’s, PhD, or Specialty)

What year did you graduate from Veterinary School? Number Percent

1975 1 0.9 %

1977 2 1.9 %

1978 2 1.9 %

1980 3 2.8 %

1981 2 1.9 %

1982 1 0.9 %

1983 3 2.8 %

1984 1 0.9 %

1985 6 5.6 %

1986 1 0.9 %

1987 5 4.7 %

1988 6 5.6 %

1989 1 0.9 %

1990 2 1.9 %

1992 3 2.8 %

1993 2 1.9 %

1994 7 6.5 %

1995 3 2.8 %

1996 2 1.9 %

1997 2 1.9 %

1998 4 3.7 %

1999 3 2.8 %

2000 2 1.9 %

2001 4 3.7 %

2002 4 3.7 %

2003 9 8.4 %

2004 1 0.9 %

2006 1 0.9 %

2007 4 3.7 %

2008 3 2.8 %

2009 3 2.8 %

2010 3 2.8 %

2011 2 1.9 %

2012 3 2.8 %

2013 1 0.9 %

2015 1 0.9 %

2016 3 2.8 %

2018 1 0.9 %

Total 107 100.0 %

N=107

Mean = 1997

Median = 1997

What year did you graduate from Veterinary School? Number Percent

5 YEARS OR LESS 4 3.7 %

6-10 YEARS 7 6.5 %

11-15 YEARS 14 13.1 %

16-20 YEARS 18 16.8 %

21-25 YEARS 13 12.2 %

26 YEARS OR MORE 51 47.7 % Total 107 100.0 %

16.8%

12.2%

47.7%

13.1%

3.7%

6.5%

**Years Since Graduation**

Male Female

Prefer not to say Total

What year did you graduate from Veterinary School?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 5 YEARS OR LESS | 1 | 3 | 0 |  | 4 |
|  | 2.3% | 4.8% | 0.0% |  | 3.7% |
| 6-10 YEARS | 4 | 3 | 0 |  | 7 |
|  | 9.3% | 4.8% | 0.0% |  | 6.5% |
| 11-15 YEARS | 2 | 12 | 0 |  | 14 |
|  | 4.7% | 19.1% | 0.0% |  | 13.1% |
| 16-20 YEARS | 9 | 9 | 0 |  | 18 |
|  | 21.0% | 14.3% | 0.0% |  | 16.8% |
| 21-25 YEARS | 4 | 9 | 0 |  | 13 |
|  | 9.3% | 14.3% | 0.0% |  | 12.2% |
| 26 YEARS OR MORE | 23 | 27 | 1 |  | 51 |
|  | 53.5% | 42.9% | 100.0% |  | 47.7% |
| Total | 43 | 63 | 1 |  | 107 |
|  | 40.2% | 58.9% | 0.9% |  | 100.0% |

From which school did you receive your Veterinary degree? Number Percent Auburn University 5 4.7 % Colorado State University 3 2.8 %

Cornell University 3 2.8 %

Iowa State University 10 9.4 % Kansas State University 13 12.2 % Louisiana State University 3 2.8 % Michigan State University 8 7.5 % Mississippi State University 2 1.9 % North Carolina State University 1 0.9 % Oklahoma State University 5 4.7 % Purdue University 3 2.8 % Ross University 1 0.9 % St. Georges University 2 1.9 % Texas A&M University 9 8.4 % The Ohio State University 5 4.7 % The University of Minnesota 4 3.7 % Tufts University 2 1.9 % Tuskegee University 2 1.9 % University of Florida 3 2.8 % University of Georgia 6 5.6 % University of Illinois 1 0.9 % University of Missouri 3 2.8 % University of Pennsylvania 4 3.7 % University of Tennessee 3 2.8 % University of Wisconsin - Madison 3 2.8 % Other (please specify) 3 2.8 % Total 107 100.0 %

Other College of Veterinary Medicine (please specify)

Canada  
UK Veterinary School   
University of Saskatchewan WCVM

Board Certified Number Percent Board Certified 15 25.9 % Board Eligible 1 1.7 % MBA 11 19.0 % PhD 6 10.3 % MPH 5 8.6 % Other Master's 20 34.5 % Total 58 100.0 %

Number of cases = 108

Number of responses = 58

Number of cases with at least one response = 44

Response percent = 40.1 %

Advanced Degrees listed

|  |
| --- |
|  |
| American Board of Toxicology (x2)  American College of Animal Welfare (provisional recognition)  American College of Laboratory Animal Medicine  American College of Poultry Veterinarians  American College of Veterinary Dermatology  American College of Veterinary Internal Medicine (x4)  American College of Veterinary Pathologists (x2)  American College of Veterinary Preventative Medicine (x2)  American College of Veterinary Surgeons  American College of Veterinary Preventative Medicine (x2) |
| ACLAM |
| ACT and ACPV. MS in Reproductive Phys. |
| ACT, ACPV, MS |
| ACVIM LAIM |
| ACVPM |
| Ag Economics |
| Animal Science  Animal Science focus on Physiology of Reproduction  German Lit  Juris Doctor  Large Animal Clinical Sciences  Master of Avian Medicine |
| Parasitology |
| Surgery and Medicine |
|  |

***Geography***

Kansas had the largest contingent of respondents with 11.1%, likely because of the number of animal health companies in the local area. When grouped geographically on the basis of US Census regions, the South (37%) and Midwest (32.4%) had the largest number of residents.

In what state or US territory do you live? Number Percent Alabama 1 0.9 % Arizona 2 1.9 % California 5 4.6 % Colorado 9 8.3 % Florida 11 10.2 % Georgia 3 2.8 % Illinois 3 2.8 % Indiana 2 1.9 % Iowa 1 0.9 % Kansas 12 11.1 % Kentucky 3 2.8 % Louisiana 3 2.8 % Maine 1 0.9 %

Massachusetts 4 3.7 % Michigan 2 1.9 % Minnesota 2 1.9 % Missouri 7 6.5 % Nebraska 3 2.8 % Nevada 1 0.9 % New Jersey 3 2.8 % New York 5 4.6 % North Carolina 1 0.9 % Ohio 1 0.9 % Oklahoma 3 2.8 % Oregon 1 0.9 % Pennsylvania 1 0.9 % South Carolina 2 1.9 %

Tennessee 2 1.9 % Texas 9 8.3 % Utah 1 0.9 % Virginia 2 1.9 % Wisconsin 2 1.9 % Total 108 100.0 %

Census Region Number Percent West 19 17.6 % Midwest 35 32.4 % South 40 37.0 % Northeast 14 13.0 % Total 108 100.0 %

37.0%

32.4%

17.6%

13.0%

(1) Previous AAIV surveys used a larger list of geographic regions, but because of the 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 (95.3%). Overall, 98.1% 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

AVMA 102/107 95.3% State VMA 75/107 70.1% Local VMA 38/107 35.5% AAIV 66/107 61.7%

Male Female Prefer not  
 to say Total

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Membership (col %)  AVMA | 42 | 60 | 1 | 102 |
|  | 100.0% | 96.8% | 100.0% | 97.1% |
| State VMA | 29 | 45 | 1 | 75 |
|  | 69.0% | 72.6% | 100.0% | 71.4% |
| Local VMA | 13 | 25 | 1 | 38 |
|  | 31.0% | 40.3% | 100.0% | 36.2% |
| AAIV | 25 | 41 | 1 | 66 |
|  | 59.5% | 66.1% | 100.0% | 62.8% |
| Total | 42 | 62 | 1 | 105 |
|  | 40.0% | 59.0% | 1.0% | 100.0% |

What is your age? Total

21-29 30-39 40-49 50-59 60-69

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Membership (col %) AVMA | 1 | 15 | 33 | 28 | 25 |  | 102 |
|  | 100.0% | 100.0% | 91.7% | 100.0% | 100.0% |  | 97.1% |
| State VMA | 0 | 10 | 24 | 23 | 18 |  | 75 |
|  | 0.0% | 66.7% | 66.7% | 82.1% | 72.0% |  | 71.4% |
| Local VMA | 0 | 4 | 15 | 10 | 9 |  | 38 |
|  | 0.0% | 26.7% | 41.7% | 35.7% | 36.0% |  | 36.2% |
| AAIV | 1 | 8 | 21 | 17 | 19 |  | 66 |
|  | 100.0% | 53.3% | 58.3% | 60.7% | 76.0% |  | 62.8% |
| Total | 1 | 15 | 36 | 28 | 25 |  | 105 |
|  | 1.0% | 14.3% | 34.3% | 26.7% | 23.8% |  | 100.0% |

Census Region Total

West Midwest South Northeast

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Membership (col %) AVMA | 18 | 33 | 37 | 14 |  | 102 |
|  | 100.0% | 97.1% | 94.9% | 100.0% |  | 97.1% |
| State VMA | 12 | 21 | 33 | 9 |  | 75 |
|  | 66.7% | 61.8% | 84.6% | 64.3% |  | 71.4% |
| Local VMA | 7 | 13 | 18 | 0 |  | 38 |
|  | 38.9% | 38.2% | 46.2% | 0.0% |  | 36.2% |
| AAIV | 12 | 22 | 24 | 8 |  | 66 |
|  | 66.7% | 64.7% | 61.5% | 57.1% |  | 62.8% |
| Total | 18 | 34 | 39 | 14 |  | 105 |
|  | 17.1% | 32.4% | 37.1% | 13.3% |  | 100.0% |

EMPLOYMENT

***Employment status***

The majority of respondents reported to be working full time (94.4%). The majority of respondents had worked in clinical practice during their career, with only 4.6% reporting never having done so.

Which of the following categories best describes your employment status? Number Percent Consultant, 1099 3 2.8 % Employed, working full-time 102 94.4 % Employed, working part-time 2 1.9 % Retired 1 0.9% Total 108 100.0 %

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 4.6 %

≤ 5 years 34 31.5 %

6-10 years 37 34.3 %

11 or more years 32 29.6 % Total 108 100.0 %

29.6%

34.3%

4.6%

31.5%

How many years have you worked (cumulatively) in the

animal health industry (not in a clinical practice)? Number Percent ≤ 5 years 27 25.5 %

6-10 years 12 11.3 %

11-20 years 41 38.7 % >20 years 26 24.5 % Total 106 100.0 %

Besides a strong scientific background, what other key competencies does your company value for success?

**Top 4 Competencies:**

**Communication** x23 (included communication, presentation, verbal & written)

**Teamwork** x20 (included collaboration)

**Leadership abilities** x19 (included project management, change management, management, vision, and influencing without authority)

**Business acumen** x18 (included negotiation, financial, business development, marketing knowledge, HR, and sales)

***Employment Type***

The majority of respondents (88.0%) reported that they were employed in the veterinary industry. The majority (73.2%) reported that their employer’s primary focus area was veterinary pharmaceuticals. Almost half of all respondents (44.9%) reported working as Field Veterinarians.

Which of the following best describes the entity you

are primarily employed by? Number Percent Academic Institution 3 2.8 % Association or non-profit organization 3 2.8 % Contract research/testing (CRO) 1 0.9% Corporate Veterinary Practice (VCA/Banfield/etc.) 2 1.9 % Traditional clinical practice (including specialty and mobile) 2 1.9 % Veterinary Industry (pharmaceuticals/food/consulting/etc) 94 87.9 % Other 2 1.9 % Total 107 100.0 %

Other

Animal production

Veterinary pharmaceuticals

Which of the following areas is your employer's primary

focus area? Number Percent Veterinary pharmaceuticals 79 73.8 % Veterinary nutrition 2 1.9 % Veterinary supplements/nutraceuticals/supplies (non-

pharmaceutical) 6 5.6 % Veterinary laboratory services 5 4.7 % Veterinary business services (finance/insurance/media/

consulting/legal) 2 1.9 % Other 13 12.1 % Total 107 100.0 %

Which of the following best describes your personal

primary work function/department? Number Percent Business Development 3 2.8 %

Business/Organizational Operations 9 8.4 % Field Veterinarians 48 44.9 % Regulatory 2 1.9 % Research and Development 12 11.2 % Sales 4 3.7 %

Technical Marketing 5 4.7 %   
Technical Support 17 15.9 % Other 7 6.5 % Total 107 100.0 %

Other (please specify)

CEO  
Diagnostics

Pharmacovigilance (x2)

Practicing med

Recruiting

Writing/editing

In your current role, what is your

primary focus? Number Percent Small animal 83 77.6 %

Equine 4 3.7 % Food animal 9 8.4 % Dairy 1 0.9 % Poultry 1 0.9 %

Other 8 7.4 % Total 107 100.0 %

Other comments

All species (x6)  
Laboratory animal

Drug development

***Employment Duration***

The majority of respondents (56.1%) had been at their current firm for five or fewer years. 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 60 56.1 %

6-10 years 20 18.7 %

11-15 years 18 16.8 %

16-20 years 3 2.8 %

21 or more years 6 5.6 % Total 107 100 %

Total Respondents = 107 (base for percentage)

Missing Cases = 0

Mean = 7.1

Median = 5

56.1%

18.7%

16.8%

5.6%

2.8%

***Employment location***

The majority of respondents reported working as field based/customer-facing (53.8%). Most (88.6%) reported that they could work from home at least 1 day per week, with half of those indicating they work primarily from home.

Respondents may have thought about 2020, the year of the COVID-19 pandemic, in their responses, especially regarding employment location. Survey questions may not have been clear to respondents that they were to consider the year 2019 when answering questions

Which of the following best describes your primary

work location? Number Percent Corporate headquarters or other company office location 27 25.5 % Field based/customer-facing 57 53.8 % Residence-based 22 20.8 % Total 107 100.0 %

Are you able to work at home occasionally and if so,

approximately how often? Number Percent I work almost exclusively at the company office 12 11.4 % I am able to work at home as often as one day per week 22 21.0 % I am able to work at home as often as 2-3 days per week 29 27.6 % I work primarily from home 42 40.0 % Total 105 100.0 %

***Employment Position***

The majority of respondents had no responsibility to manage others (56.2%). Opportunities for promotion were equally split between “Yes, without relocation,” “Yes, if I relocate,” “No,” and “Maybe.”

Do you have opportunities for promotion

from your current position? Number Percent Yes, without relocation 30 28.0 %

Yes, if I relocate 24 22.4 % No 21 19.6 % Maybe 30 28.0 %

Other 2 1.9 % Total 107 100.0 %

Other comments

Yes, with and without relocation

With and without relocation, mostly lateral transfer

How many years have you been in your current role? Number Percent

5 or fewer 77 72.0 %

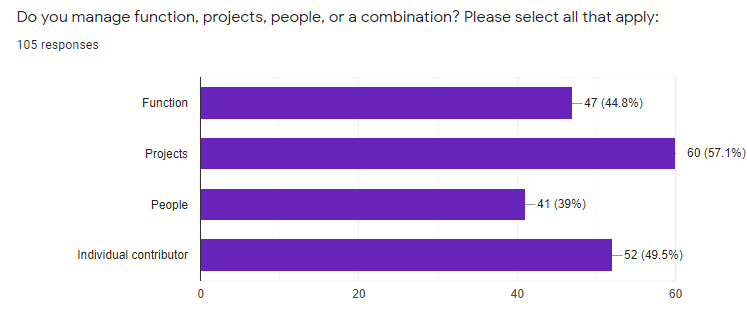
6-10 years 16 15.0 %

11-15 years 12 11.2 %

16-20 years 1 0.9 %

21 or more years 1 0.9 % Total 107 100 %

Which most closely matches your current position? Number Percent Upper management (VP and above such as CEO, COO, etc.) 10 9.5 % Middle management 36 34.3 % Individual contributor 59 56.2 % Total 105 100.0 %



56.2%

34.3%

9.5%

***Travel for Work***

Forty-two (39.3%) of respondents reported traveling ≤ 4 days per month, lower for those that reported traveling ≤ 6 days in 2018 (55%), and 93 (87%) reported traveling ≤ 12 days, higher (79%) than those that traveled in 2018.

Respondents may have thought about 2020, the year of the COVID-19 pandemic, in their responses, especially regarding frequency of travel. Survey questions may not have been clear to respondents that they were to consider the year 2019 when answering questions

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 much at all 17 15.9 %

≤ 4 (≤ 20% of the time) 25 23.4%

5-8 days (21-40% of the time) 23 21.5 %

9-12 days (41-60% of the time) 28 26.2 %

13-16 days (61-80% of the time) 14 13.1 %

Total 107 100.0 %

15.9%

23.4%

21.5%

26.2%

13.1%

BENEFITS

***401K Program***

Over 95% of respondents reported that their firm had a 401K program, with 87.9% of respondents indicating they had a matching program for their 401K. The most common match was company matches 1:1 what I put in, capped at 5-7% of my salary.

Does your company provide a 401K program? If so,

do they match your contribution? Number Percent Yes, 401K with a matched contribution 94 87.9 %

Yes, 401K, but no match 8 7.5 %

No 401K 5 4.7 % Total 107 100.0 %

You selected that your company does a match. Please pick the best choice to describe the match below:

Total

Capped at Capped at Capped at Capped at No cap or  
up to 2% 3-4% of 5-7% of 8-10% of above 10%  
of my salary my salary my salary my salary of my salary

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Match (row %)  Company matches 1:1 what I put in | 2 | 17 | 45 | 13 | 4 |  | 81 |
|  | 2.5% | 21.0% | 55.6% | 16.1% | 4.9% |  | 80.2% |
| Company contributes 75% of what I put in | 0 | 1 | 3 | 0 | 0 |  | 4 |
|  | 0.0% | 25.0% | 75.0% | 0.0% | 0.0% |  | 4.0% |
| Company contributes 50% of what I put in | 1 | 2 | 4 | 1 | 0 |  | 8 |
|  | 12.5% | 25.0% | 50.0% | 12.5% | 0.0% |  | 7.9% |
| Company contributes 25% of what I put in | 1 | 4 | 3 | 0 | 0 |  | 8 |
|  | 12.5% | 50.0% | 37.5% | 0.0% | 0.0% |  | 7.9% |
| Total | 4 | 24 | 55 | 14 | 4 |  | 101 |
|  | 4.0% | 23.8% | 54.5% | 13.9% | 4.0% |  | 100.0% |

***Other Benefits***

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

Number Percent Paid time off 102 99.0 % Onsite child care 0 0.0 % Pension plan 30 29.1 % Stock options 26 25.2 % Paid parental/family leave 53 51.5 % Company car or car stipend 63 61.2 % Other benefits 4 3.9 % Total 278

Number of Cases = 107 | Number of Responses = 278

Average Number Of Responses Per Case = 2.7

Number Of Cases With At Least One Response = 103

Response Percent = 96.3 %

What health and welfare benefits are not offered but you wish you had? (check all that apply)

Number Percent Insurance options 4 6.5 % Paid time off 1 1.6 % Onsite child care 6 9.7 % Pension plan 31 50.0 % Stock options 31 50.0 % Paid parental/family leave 5 8.1 % Company car or car stipend 11 17.7 % Other benefits 5 8.1 % Total 94

Number of Cases = 107 | Number of Responses = 94

Average Number Of Responses Per Case = 1.5

Number Of Cases With At Least One Response = 62

Response Percent = 57.9 %

Which of the following insurance benefits does your company provide and subsidize?

(check all that apply) Number Percent Health insurance for me 95 88.8 % Health insurance for my family 85 79.4 % Dental insurance for me 91 85.0 % Dental insurance for my family 82 76.6 % Life insurance for me 91 85.0 % Life insurance for my family 44 41.1 % Disability insurance for me 89 83.2 % Pet insurance 46 43.0 % Other insurance options for me 40 37.4 %   
No insurance provided 5 4.7 %

Total 668

Number of Cases = 107 | Number of Responses = 668

Average Number Of Responses Per Case = 6.2

Number Of Cases With At Least One Response = 107

Response Percent = 100.0 %

SATISFACTION

***Job Satisfaction***

The majority (63.5%) of respondents were very or extremely satisfied with their job, similar to that reported for 2018 (66.4%).

Overall, are you satisfied with your job, neither satisfied

nor dissatisfied with it, or dissatisfied with it? Number Percent Extremely satisfied 24 22.4 % Very satisfied 44 41.1 % Somewhat satisfied 25 23.4 % Neither satisfied nor dissatisfied 2 1.9 % Somewhat dissatisfied 5 4.7 % Very dissatisfied 5 4.7 % Extremely dissatisfied 2 1.9 % Total 107 100.0 %

1.9%

4.7%

4.7%

1.9%

23.4%

22.4%

41.1%

Number

Col % Male Female Prefer not

to say Totals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 12 | 12 | 0 | 24 |
| 1=Extremely satisfied | 27.9% | 19.1% | 0.0% | 22.4% |
|  | 16 | 28 | 0 | 44 |
| 2=Very satisfied | 37.2% | 44.4% | 0.0% | 41.1% |
|  | 8 | 16 | 1 | 25 |
| 3=Somewhat satisfied | 18.6% | 25.4% | 100.0% | 23.4% |
|  | 1 | 1 | 0 | 2 |
| 4=Neither satisfied nor dissatisfied | 2.3% | 1.6% | 0.0% | 1.9% |
|  | 3 | 2 | 0 | 5 |
| 5=Somewhat dissatisfied | 7.0% | 3.2% | 0.0% | 4.7% |
|  | 2 | 3 | 0 | 5 |
| 6=Very dissatisfied | 4.7% | 4.8% | 0.0% | 4.7% |
|  | 0 | 0 | 0 | 2 |
| 7=Extremely dissatisfied | 0.0% | 0.0% | 0.0% | 1.9% |
| Totals | 43 | 63 | 1 | 107 |
|  | 40.2% | 58.9% | 0.9% | 100.0% |

Number

Col % 21-29 30-39 40-49 50-59

60-69 Totals

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 2 | 6 | 8 | 8 | 24 |
| 1=Extremely satisfied | 0.0% | 13.3% | 16.2% | 27.6% | 32.0% | 22.4% |
|  | 0 | 8 | 19 | 11 | 6 | 44 |
| 2=Very satisfied | 0.0% | 53.3% | 51.4% | 37.9% | 24.0% | 41.1% |
|  | 1 | 3 | 8 | 7 | 6 | 25 |
| 3=Somewhat satisfied | 100.0% | 20.0% | 21.6% | 24.1% | 24.0% | 23.4% |
|  | 0 | 0 | 1 | 1 | 0 | 2 |
| 4=Neither satisfied nor dissatisfied | 0.0% | 0.0% | 2.7% | 3.5% | 0.0% | 1.9% |
|  | 0 | 1 | 2 | 0 | 2 | 5 |
| 5=Somewhat dissatisfied | 0.0% | 6.7% | 5.4% | 0.0% | 8.0% | 4.7% |
|  | 0 | 1 | 1 | 1 | 2 | 5 |
| 6=Very dissatisfied | 0.0% | 6.7% | 2.7% | 3.5% | 8.0% | 4.7% |
|  | 0 | 0 | 0 | 1 | 1 | 2 |
| 7=Extremely dissatisfied | 0.0% | 0.0% | 0.0% | 3.5% | 4.0% | 1.9% |
| Totals | 1 | 15 | 37 | 29 | 25 | 107 |
|  | 0.9% | 14.0% | 34.6% | 27.1% | 23.4% | 100.0% |

Number

Col %

West Midwest South Northeast Totals

4 8 11 1 24

1=Extremely satisfied 21.1% 23.5% 27.5% 7.1% 22.4%

9 15 15 5 44

2=Very satisfied 47.4% 44.1% 37.5% 35.7% 41.1%

3 6 10 6 25

3=Somewhat satisfied 15.8% 17.7% 25.0% 42.9% 23.4%

1 1 0 0 2

4=Neither satisfied nor dissatisfi... 5.3% 2.9% 0.0% 0.0% 1.9%

0 3 2 0 5

5=Somewhat dissatisified 0.0% 8.8% 5.0% 0.0% 4.7%

1 0 2 2 5

6=Very dissatisfied 5.3% 0.0% 5.0% 14.3% 4.7%

1 1 0 0 2

7=Extremely dissatisfied 5.3% 2.9% 0.0% 0.0% 1.9%

Totals 19 34 40 14 107

17.8% 31.8% 37.4% 13.1% 100.0%

N=106

Number

Col %

Corporate   
 headquarters Field

or other based/  
company customer- Residence-

office location facing based Totals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 4 | 14 | 5 | 23 |
| 1=Extremely satisfied | 14.8% | 24.6% | 22.7% | 21.7% |
|  | 13 | 20 | 11 | 44 |
| 2=Very satisfied | 48.2% | 35.1% | 50.0% | 41.5% |
|  | 6 | 14 | 5 | 25 |
| 3=Somewhat satisfied | 22.2% | 24.6% | 22.7% | 23.6% |
|  | 1 | 0 | 1 | 2 |
| 4=Neither satisfied nor dissatisfied | 3.7% | 0.0% | 4.6% | 1.9% |
|  | 2 | 3 | 0 | 5 |
| 5=Somewhat dissatisfied | 7.4% | 5.3% | 0.0% | 4.7% |
|  | 1 | 4 | 0 | 5 |
| 6=Very dissatisfied | 3.7% | 7.0% | 0.0% | 4.7% |
|  | 0 | 2 | 0 | 2 |
| 7=Extremely dissatisfied | 0.0% | 3.5% | 0.0% | 1.9% |
| Totals | 27 | 57 | 22 | 106 |
|  | 25.5% | 53.8% | 20.8% | 100.0% |

***Benefits Satisfaction***

The majority of respondents were satisfied with their total benefits package, with 38.7% indicating they strongly agreed with this statement.

I am satisfied with my total benefits package. Number Percent

|  |  |  |
| --- | --- | --- |
| Strongly disagree | 7 | 6.6 % |
| Disagree | 4 | 3.8 % |
| Neutral/neither agree nor disagree | 14 | 13.2 % |
| Agree | 40 | 37.7 % |
| Strongly agree | 41 | 38.7 % |
|  |  |  |

Total 106 100.0 %

38.7%

37.7%

13.2%

3.8%

6.6%

***Work-Life Balance***

Almost half of respondents indicated it was very easy or moderately easy to balance their work and personal lives in their current position (45.8%). Only 17.7% 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 14 13.1 % Moderately easy 35 32.7 % Slightly easy 10 9.4 % Neither easy nor difficult 8 7.5 % Slightly difficult 21 19.6 %

Moderately difficult 15 14.0 %

Very difficult 4 3.7 %

Total 107 100.0 %

32.7%

19.6%

14.0%

13.1%

7.5%

9.4%

3.7%

Male Female Prefer not   
 to say Total

How easy is it to balance your work life and personal life

where you work?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Very easy | 3 | 11 | 0 | 14 |
|  | 7.0% | 17.5% | 0.0% | 13.1% |
| Moderately easy | 18 | 17 | 0 | 35 |
|  | 41.9% | 27.0% | 0.0% | 32.7% |
| Slightly easy | 2 | 8 | 0 | 10 |
|  | 4.7% | 12.7% | 0.0% | 9.4% |
| Neither easy nor difficult | 5 | 3 | 0 | 8 |
|  | 11.6% | 4.8% | 0.0% | 7.5% |
| Slightly difficult | 9 | 12 | 0 | 21 |
|  | 20.9% | 19.1% | 0.0% | 19.6% |
| Moderately difficult | 5 | 10 | 0 | 15 |
|  | 11.6% | 15.9% | 0.0% | 14.0% |
| Very difficult | 1 | 2 | 1 | 4 |
|  | 2.3% | 3.2% | 100.0% | 3.7% |
| Total | 43 | 63 | 1 | 107 |
|  | 40.2% | 58.9% | 0.9% | 100.0% |

21-29 30-39 40-49 50-59 60-69 Total

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very easy | 0 | 0 | 6 | 8 | 0 | 14 |
|  | 0.0% | 0.0% | 16.2% | 27.6% | 0.0% | 13.1% |
| Moderately easy | 1 | 5 | 11 | 7 | 11 | 35 |
|  | 100.0% | 33.3% | 29.7% | 24.1% | 44.0% | 32.7% |
| Slightly easy | 0 | 2 | 5 | 3 | 0 | 10 |
|  | 0.0% | 13.3% | 13.5% | 10.3% | 0.0% | 9.4% |
| Neither easy nor dif… | 0 | 2 | 1 | 3 | 2 | 8 |
|  | 0.0% | 13.3% | 2.7% | 10.3% | 8.0% | 7.5% |
| Slightly difficult | 0 | 4 | 7 | 6 | 4 | 21 |
|  | 0.0% | 26.7% | 18.9% | 20.7% | 16.0% | 19.6% |
| Moderately difficult | 0 | 1 | 6 | 1 | 7 | 15 |
|  | 0.0% | 6.7% | 16.2% | 3.5% | 28.0% | 14.0% |
| Very difficult | 0 | 1 | 1 | 1 | 1 | 4 |
|  | 0.0% | 6.7% | 2.7% | 3.5% | 4.0% | 3.7% |
| Total | 1 | 15 | 37 | 29 | 25 | 107 |
|  | 0.9% | 14.0% | 34.6% | 27.1% | 23.4% | 100.0% |

Corporate   
 headquarters Field

or other based/  
company customer- Residence-

office location facing based Totals

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 4 | 4 | 5 | 13 |
| Very easy | 14.8% | 7.0% | 22.7% | 12.3% |
|  | 9 | 18 | 8 | 35 |
| Moderately easy | 33.3% | 31.6% | 36.4% | 33.0% |
|  | 1 | 7 | 2 | 10 |
| Slightly easy | 3.7% | 12.3% | 9.1% | 9.4% |
|  | 3 | 3 | 2 | 8 |
| Neither easy nor difficult | 11.1% | 5.3% | 9.1% | 7.5% |
|  | 9 | 10 | 2 | 21 |
| Slightly difficult | 33.3% | 17.5% | 9.1% | 19.8% |
|  | 1 | 11 | 3 | 15 |
| Moderately difficult | 3.7% | 19.3% | 13.6% | 14.2% |
|  | 0 | 4 | 0 | 4 |
| Very difficult | 0.0% | 7.0% | 0.0% | 3.8% |
| Totals | 27 | 57 | 22 | 106 |
|  | 25.5% | 53.8% | 20.8% | 100.0% |

COMPENSATION

***Salary***

The mean annual base salary reported was $152,513 and the median was $145,000. This represented a salary range from $50,000 to $375,000 annually.

SALARY LEVEL Number Percent LESS THAN $75,000 2 1.9 %

$75,000-$99,999 6 5.7 %

$100,000-$124,999 19 17.9 %

$125,000-$149,999 37 34.9 %

$150,000-$174,999 15 14.2 %

$175,000-$199,999 13 12.3 %

$200,000-$224,999 9 8.5 %

$225,000 OR MORE 5 4.7 % Total 106 100.0 %

What is your annual base salary?

Minimum = 50000

Maximum = 375000

Mean = 152512.78

Median = 145000

Valid Cases =106

Missing Cases =1

Response Percent = 99.1%

New for 2019 was determining whether any correlations were identified between salary and 4 variables as follows: age, gender, years since graduation, and years employed in industry.

* Salary and age—value of R is: 0.3254. There is a weak positive correlation, —possibly because most respondents were in their current positions for ≤ 5 years (n = 60 [56%]) and were ≥ 26 years since graduation (n = 51 [48%])
* Salary and gender— value of R is: 0.0465. There is a very weak positive, if any, correlation, which may suggest that salary is independent of gender (mean difference in salary between male and female respondents was low [$1,524]).
* Salary and years out of school (graduation year)— value of R is: 0.3436. There is a weak positive correlation, possibly because nearly 50% of respondents graduated from veterinary school 26 or more years ago.
* Salary and years in industry— value of R is: 0.4187. There is a weak positive correlation (although the strongest of the evaluated pairs), possibly because most respondents have been employed in industry for between 11 and 20 years (vs ≤ 5 years or > 20 years [nearly equal number of respondents for each of these categories])

***Salary***

Male respondents reported a higher mean salary ($153,165 [vs 2018, $166,177]) than female respondents ($151,641 [vs 2018, $140,823). The difference in mean salaries was much smaller ($1,524) than that in 2018 ($25,354) and 2015 (approximately $6,000). However, female respondents reported a median annual salary ($145,000) that was $2,000 more than male respondent’s median annual salary ($143,000).

**Male respondents**

What is your annual base salary?

Minimum = 50000

Maximum = 320000

Mean = 153165.33

Median = 143000

Valid Cases =42

Missing Cases =1

Response Percent = 97.7%

**Female respondents**

What is your annual base salary?

Minimum = 70000

Maximum = 375000

Mean = 151641.44

Median = 145000

Valid Cases =63

Missing Cases =0

Response Percent = 100.0%

**Prefer Not to Say respondent**

What is your annual base salary?

Minimum = 180000

Maximum = 180000

Mean = 180000

Median = 180000

Valid Cases =1

Missing Cases =0

Response Percent = 100.0%

***Salary by Gender and Age***

Salary and gender—A strong negative correlation was identified between salary and gender, with salary negatively correlated with female gender.

Male respondents

What is your annual base

salary? Mean SD N Pct.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| For Entire Sample (Missing = 1) | 153165.33 | 48098.33 | 42 | 100.0% |
| What is your age? |  |  |  |  |
| 21-29 | 0.0 | 0.0 | 0 | 0.0% 0.0% |
| 30-39 | 145446.80 | 25631.78 | 5 | 11.3% |
| 40-49 | 133896.43 | 36256.30 | 14 | 29.1% |
| 50-59 | 149763.33 | 50149.45 | 12 | 27.9% |
| 60-69 | 184909.09 | 55453.50 | 11 | 31.6% |

Female respondents

What is your annual base

salary? Mean SD N Pct.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| For Entire Sample (Missing = 0) | 151641.44 | 48916.24 | 63 | 100.0% |
| What is your age? |  |  |  |  |
| 21-29 | 77780.00 | 0.0 | 1 | 0.8% |
| 30-39 | 131510.00 | 30465.66 | 10 | 13.8% |
| 40-49 | 142969.83 | 32150.50 | 23 | 34.4% |
| 50-59 | 154264.06 | 32275.11 | 16 | 25.8% |
| 60-69 | 184923.08 | 107031.82 | 13 | 25.2% |

Male Female

Prefer not  
to say

Total

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| SALARY LEVEL LESS THAN $75,000 | 1 | 1 | 0 | 2 |
|  | 2.4% | 1.6% | 0.0% | 1.9% |
| $75,000-$99,999 | 3 | 3 | 0 | 6 |
|  | 7.1% | 4.8% | 0.0% | 5.7% |
| $100,000-$124,999 | 8 | 11 | 0 | 19 |
|  | 19.1% | 17.5% | 0.0% | 17.9% |
| $125,000-$149,999 | 11 | 26 | 0 | 37 |
|  | 26.2% | 41.3% | 0.0% | 34.9% |
| $150,000-$174,999 | 6 | 9 | 0 | 15 |
|  | 14.3% | 14.3% | 0.0% | 14.2% |
| $175,000-$199,999 | 5 | 7 | 1 | 13 |
|  | 11.9% | 11.1% | 100.0% | 12.3% |
| $200,000-$224,999 | 6 | 3 | 0 | 9 |
|  | 14.3% | 4.8% | 0.0% | 8.5% |
| $225,000 OR MORE | 2 | 3 | 0 | 5 |
|  | 4.8% | 4.8% | 0.0% | 4.7% |
| Total | 42 | 63 | 1 | 106 |
|  | 39.6% | 59.4% | 0.9% | 100.0% |

N=106 What is your age?

21-29 30-39 40-49 50-59 60-69 Total

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| SALARY LEVEL LESS THAN $75,000 | 0 | 1 | 0 | 1 | 0 | 2 |  |
|  | 0.0% | 6.7% | 0.0% | 3.5% | 0.0% | 1.9% |  |
| $75,000-$99,999 | 1 | 0 | 2 | 3 | 0 | 6 |  |
|  | 100.0% | 0.0% | 5.4% | 10.3% | 0.0% | 5.7% |  |
| $100,000-$124,999 | 0 | 3 | 13 | 1 | 2 | 19 |  |
|  | 0.0% | 20.0% | 35.1% | 3.5% | 8.3% | 17.9% |  |
| $125,000-$149,999 | 0 | 7 | 13 | 8 | 9 | 37 |  |
|  | 0.0% | 46.7% | 35.1% | 27.6% | 37.5% | 34.9% |  |
| $150,000-$174,999 | 0 | 2 | 4 | 6 | 3 | 15 |  |
|  | 0.0% | 13.3% | 10.8% | 20.7% | 12.5% | 14.2% |  |
| $175,000-$199,999 | 0 | 2 | 2 | 6 | 3 | 13 |  |
|  | 0.0% | 13.3% | 5.4% | 20.7% | 12.5% | 12.3% |  |
| $200,000-$224,999 | 0 | 0 | 2 | 3 | 4 | 9 |  |
|  | 0.0% | 0.0% | 5.4% | 10.3% | 16.7% | 8.5% |  |
| $225,000 OR MORE | 0 | 0 | 1 | 1 | 3 | 5 |  |
|  | 0.0% | 0.0% | 2.7% | 3.5% | 12.5% | 4.7% |  |
| Total | 1 | 15 | 37 | 29 | 24 | 106 |  |
|  | 0.9% | 14.2% | 34.9% | 27.4% | 22.6% | 100.0% |  |

N=106 Census Region

West Midwest South Northeast Total

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| SALARY LEVEL LESS THAN $75,000 | 0 | 2 | 0 | 0 | 2 |  |
|  | 0.0% | 5.9% | 0.0% | 0.0% | 1.9% |  |
| $75,000-$99,999 | 1 | 4 | 1 | 0 | 6 |  |
|  | 5.3% | 11.8% | 2.6% | 0.0% | 5.7% |  |
| $100,000-$124,999 | 3 | 12 | 3 | 1 | 19 |  |
|  | 15.8% | 35.3% | 7.7% | 7.1% | 17.9% |  |
| $125,000-$149,999 | 9 | 6 | 16 | 6 | 37 |  |
|  | 47.4% | 17.7% | 41.0% | 42.9% | 34.9% |  |
| $150,000-$174,999 | 1 | 1 | 11 | 2 | 15 |  |
|  | 5.3% | 2.9% | 28.2% | 14.3% | 14.2% |  |
| $175,000-$199,999 | 1 | 3 | 5 | 4 | 13 |  |
|  | 5.3% | 8.8% | 12.8% | 28.6% | 12.3% |  |
| $200,000-$224,999 | 2 | 4 | 2 | 1 | 9 |  |
|  | 10.5% | 11.8% | 5.1% | 7.1% | 8.5% |  |
| $225,000 OR MORE | 2 | 2 | 1 | 0 | 5 |  |
|  | 10.5% | 5.9% | 2.6% | 0.0% | 4.7% |  |
| Total | 19 | 34 | 39 | 14 | 106 |  |
|  | 17.9% | 32.1% | 36.8% | 13.2% | 100.0% |  |

N=106 I am satisfied with my total benefits package.

Strongly Strongly Total  
disagree Disagree Neutral Agree agree

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| SALARY LEVEL  LESS THAN $75,000 | 0 | 0 | 1 | 0 | 0 | 1 |
|  | 0.0% | 0.0% | 7.7% | 0.0% | 0.0% | 1.0% |
| $75,000-$99,999 | 0 | 0 | 2 | 3 | 1 | 6 |
|  | 0.0% | 0.0% | 15.4% | 7.5% | 2.4% | 5.7% |
| $100,000-$124,999 | 4 | 1 | 5 | 5 | 4 | 19 |
|  | 57.1% | 25.0% | 38.5% | 12.5% | 9.8% | 18.1% |
| $125,000-$149,999 | 0 | 2 | 4 | 13 | 18 | 37 |
|  | 0.0% | 50.0% | 30.8% | 32.5% | 43.9% | 35.2% |
| $150,000-$174,999 | 2 | 0 | 0 | 8 | 5 | 15 |
|  | 28.6% | 0.0% | 0.0% | 20.0% | 12.2% | 14.3% |
| $175,000-$199,999 | 0 | 1 | 0 | 6 | 6 | 13 |
|  | 0.0% | 25.0% | 0.0% | 15.0% | 14.6% | 12.4% |
| $200,000-$224,999 | 0 | 0 | 1 | 3 | 5 | 9 |
|  | 0.0% | 0.0% | 7.7% | 7.5% | 12.2% | 8.6% |
| $225,000 OR MORE | 1 | 0 | 0 | 2 | 2 | 5 |
|  | 14.3% | 0.0% | 0.0% | 5.0% | 4.9% | 4.8% |
| Total | 7 | 4 | 13 | 40 | 41 | 105 |
|  | 6.7% | 3.8% | 12.4% | 38.1% | 39.1% | 100.0% |

N=106 How easy is it to balance your work life and personal life where you work?

Extremely

Very Moderately Slightly Neither Slightly Moderately Very  
easy easy easy difficult difficult difficult Total

easy Very easy

Moderately e easy

Slightly easy

Not at all

easy Total

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SALARY LEVEL LESS THAN 75K | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 |  |
|  | 7.1% | 0.0% | 0.0% | 0.0% | 4.8% | 0.0% | 0.0% | 1.9% |  |
| $75,000-$99,999 | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 6 |  |
|  | 14.3% | 8.8% | 0.0% | 0.0% | 0.0% | 6.7% | 0.0% | 5.7% |  |
| $100,000-$124,999 | 3 | 6 | 2 | 1 | 5 | 1 | 1 | 19 |  |
|  | 21.4% | 17.7% | 20.0% | 12.5% | 23.8% | 6.7% | 25.0% | 17.9% |  |
| $125,000-$149,999 | 6 | 10 | 5 | 2 | 5 | 9 | 0 | 37 |  |
|  | 42.9% | 29.4% | 50.0% | 25.0% | 23.8% | 60.0% | 0.0% | 34.9% |  |
| $150,000-$174,999 | 1 | 9 | 1 | 2 | 1 | 1 | 0 | 15 |  |
|  | 7.1% | 26.5% | 10.0% | 25.0% | 4.8% | 6.7% | 0.0% | 14.2% |  |
| $175,000-$199,999 | 1 | 2 | 0 | 0 | 6 | 1 | 3 | 13 |  |
|  | 7.1% | 5.9% | 0.0% | 0.0% | 28.6% | 6.7% | 75.0% | 12.3% |  |
| $200,000-$224,999 | 0 | 2 | 1 | 2 | 2 | 2 | 0 | 9 |  |
|  | 0.0% | 5.9% | 10.0% | 25.0% | 9.5% | 13.3% | 0.0% | 8.5% |  |
| $225,000 OR MORE | 0 | 2 | 1 | 1 | 1 | 0 | 0 | 5 |  |
|  | 0.0% | 5.9% | 10.0% | 12.5% | 4.8% | 0.0% | 0.0% | 4.7% |  |
| Total | 14 | 34 | 10 | 8 | 21 | 15 | 4 | 106 |  |
|  | 13.2% | 32.1% | 9.4% | 7.6% | 19.8% | 14.2% | 3.8% | 100.0% |  |

N=106 Overall, are you satisfied with your job, neither satisfied nor dissatisfied with it, or dissatisfied with it?

Neither

Extremely satisfied

Very satisfied

Somewhat satisfied

satisfied nor dissatisfi...

Somewhat dissatisfied

Very dissatisfied

Extremely dissatisfied Total

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SALARY LEVEL LESS THAN $75,000 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 |
|  | 4.2% | 0.0% | 0.0% | 0.0% | 20.0% | 0.0% | 0.0% | 1.9% |
| $75,000-$99,999 | 1 | 0 | 3 | 0 | 1 | 0 | 1 | 6 |
|  | 4.2% | 0.0% | 12.5% | 0.0% | 20.0% | 0.0% | 50.0% | 5.7% |
| $100,000-$124,999 | 1 | 13 | 2 | 0 | 1 | 2 | 0 | 19 |
|  | 4.2% | 29.6% | 8.3% | 0.0% | 20.0% | 40.0% | 0.0% | 17.9% |
| $125,000-$149,999 | 7 | 12 | 13 | 1 | 2 | 2 | 0 | 37 |
|  | 29.2% | 27.3% | 54.2% | 50.0% | 40.0% | 40.0% | 0.0% | 34.9% |
| $150,000-$174,999 | 5 | 8 | 2 | 0 | 0 | 0 | 0 | 15 |
|  | 20.8% | 18.2% | 8.3% | 0.0% | 0.0% | 0.0% | 0.0% | 14.2% |
| $175,000-$199,999 | 2 | 6 | 4 | 0 | 0 | 0 | 1 | 13 |
|  | 8.3% | 13.6% | 16.7% | 0.0% | 0.0% | 0.0% | 50.0% | 12.3% |
| $200,000-$224,999 | 4 | 4 | 0 | 0 | 0 | 1 | 0 | 9 |
|  | 16.7% | 9.1% | 0.0% | 0.0% | 0.0% | 20.0% | 0.0% | 8.5% |
| $225,000 OR MORE | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 5 |
|  | 12.5% | 2.3% | 0.0% | 50.0% | 0.0% | 0.0% | 0.0% | 4.7% |
| Total | 24 | 44 | 24 | 2 | 5 | 5 | 2 | 106 |
|  | 22.6% | 41.5% | 22.6% | 1.9% | 4.7% | 4.7% | 1.9% | 100.0% |

N=106 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 4 or fewer 9-12 13-16  
 travel for days/ 5-8 days/ days/ days/ Total  
 work month month month month

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| SALARY LEVEL  LESS THAN $75,000 | 0 | 0 | 1 | 0 | 1 | 2 |
|  | 0.0% | 0.0% | 3.6% | 0.0% | 6.3% | 1.9% |
| $75,000-$99,999 | 2 | 0 | 0 | 1 | 3 | 6 |
|  | 8.0% | 0.0% | 0.0% | 7.1% | 18.8% | 5.7% |
| $100,000-$124,999 | 7 | 1 | 5 | 0 | 6 | 19 |
|  | 28.0% | 4.4% | 17.9% | 0.0% | 37.5% | 17.9% |
| $125,000-$149,999 | 6 | 7 | 11 | 9 | 4 | 37 |
|  | 24.0% | 30.4% | 39.3% | 64.3% | 25.0% | 34.9% |
| $150,000-$174,999 | 4 | 4 | 6 | 1 | 0 | 15 |
|  | 16.0% | 17.4% | 21.4% | 7.1% | 0.0% | 14.2% |
| $175,000-$199,999 | 3 | 5 | 2 | 2 | 1 | 13 |
|  | 12.0% | 21.7% | 7.1% | 14.3% | 6.3% | 12.3% |
| $200,000-$224,999 | 3 | 2 | 3 | 1 | 0 | 9 |
|  | 12.0% | 8.7% | 10.7% | 7.1% | 0.0% | 8.5% |
| $225,000 OR MORE | 0 | 4 | 0 | 0 | 1 | 5 |
|  | 0.0% | 17.4% | 0.0% | 0.0% | 6.3% | 4.7% |
| Total | 25 | 23 | 28 | 14 | 16 | 106 |
|  | 23.6% | 21.7% | 26.4% | 13.2% | 15.1% | 100.0% |

Which most closely matches your

current position? Total

Upper managem- ent (VP and above

Middle managem- ent

Individual contributor

SALARY LEVEL

LESS THAN $75,000 0 0 2 2

0.0% 0.0% 3.4% 1.9%

$75,000-$99,999 1 2 3 6

10.0% 5.7% 5.1% 5.8%

$100,000-$124,999 1 5 13 19

10.0% 14.3% 22.0% 18.3%

$125,000-$149,999 0 11 25 36

0.0% 31.4% 42.4% 34.6%

$150,000-$174,999 1 3 11 15

10.0% 8.6% 18.6% 14.4%

$175,000-$199,999 1 6 5 12

10.0% 17.1% 8.5% 11.5%

$200,000-$224,999 3 6 0 9

30.0% 17.1% 0.0% 8.7%

$225,000 OR MORE 3 2 0 5

30.0% 5.7% 0.0% 4.8%

Total 10 35 59 104

9.6% 33.7% 56.7% 100.0%

***Bonus***

The majority of respondents (86.9%) indicated they do have a cash bonus program.

Does your compensation include a bonus? Number Percent Yes – company/regional performance based 37 34.6 % Yes – personal performance based 10 9.4 % Yes – both or blended 46 43.0 % No bonus 14 13.1 % Total 107 100.0 %

Missing Cases = 0

Response Percent = 100.0 %

What is your target bonus amount (in % of your annual base salary)? Number Percent 0% 5 5.8 % 3% 2 2.3 % 4% 1 1.2 % 5% 2 2.3 % 7% 1 1.2 % 10% 2 2.3 % 12% 2 2.3 % 13% 3 3.5 % 13.5% 1 1.2 % 14% 1 1.2 % 15% 5 5.8 % 16% 1 1.2 % 18% 3 3.5 % 19% 1 1.2 % 20% 24 27.9 % 21% 1 1.2 % 22% 2 2.3 % 22.5% 2 2.3 % 25% 11 12.8 % 27% 1 1.2 % 30% 5 5.8 % 35% 8 9.3 % 38% 1 1.2 % 50% 1 1.2 %

Total 86 100.0 %

Valid Cases =86

Missing Cases =21

Response Percent = 80.4%

Does your company offer stock options as part of your bonus or annual compensation?

Number Percent Yes 22 20.6 % No 85 79.4 % Total 107 100.0 %