



## **2020 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 months of July 2021- Oct. 2021 and included data from the previous calendar year of 2020.

### **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. Once collected, data was reviewed for appropriate inclusions. The responses from all 100 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.

A compensation task force has been convened within AAIIV and consists of representatives from major sponsors of AAIIV. This group will serve as advisors for future compensation surveys so that we can obtain data that is more usable for human resources purposes. In fall 2022, we will utilize feedback from this group for the 2021 compensation survey. Analytics will then be performed by a statistician for all survey data moving forward. A few parameters that we need to evaluate are starting salary, salary based on experience prior to current firm and others.

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## EXECUTIVE SUMMARY

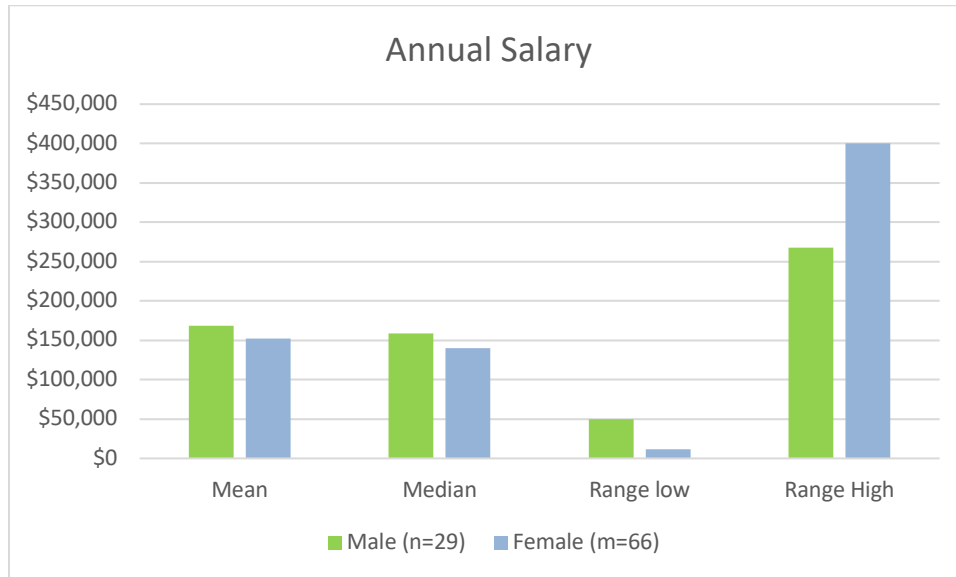
The number of respondents was 100. Of those, 68% (68) were female, 30% (30) were male, and 2% (2) preferred not to say. Despite a global pandemic, the reported mean increased this year by just over 3.2%. Reported mean annual salary was \$157,430 versus \$152,513 in 2019. It should be noted that the mean increase in 2019 was 2.1% and previous years have seen as high as 4.2%. The range of annual salary reported was \$12,000 to \$400,000. However, three respondents were consultants using a 1099 (and also the three lowest reported values) and were excluded from the mean, median and range shown in the figure below.

This year female respondents reported both the lowest and highest salaries in the range. However, women still have a lower mean and median when compared to men overall. The mean salary for males appears to have increased slightly since previous years (vs 2018, \$166,177) and increased more significantly for female respondents (versus 2018, \$140,823). See page 14 for analysis of salary for respondents of survey who have an advanced degree versus those who do not.

### Salary Comparison

The overall mean (\$157,430) and median (\$148,000) includes two respondents who did not identify genders. Below are the charts for males versus females for the three data points.

Gender	Mean	Median	Range
Male (n=29)	\$168,396	\$159,000	\$112,500- \$268,000
Female (m=66)	\$152,231	\$140,000	\$77,000-\$400,000

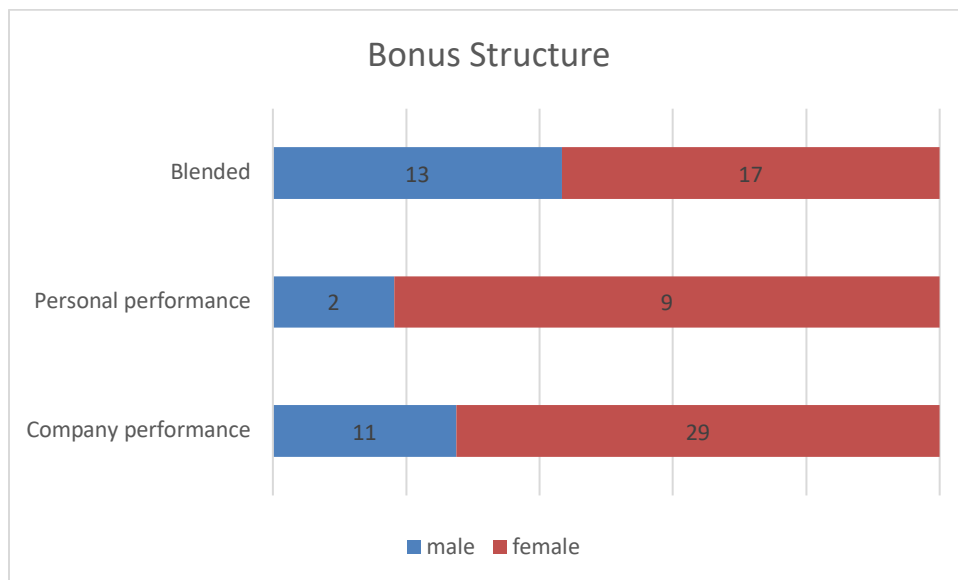


- 3 respondents (male, n = 1; female, n = 2) were contractors (1099) and had the lowest salaries and are only included in range
- 1 respondent (female) not employed and looking for work; reported annual salary (not reported to protect confidentiality)

## Additional Compensation/Benefits

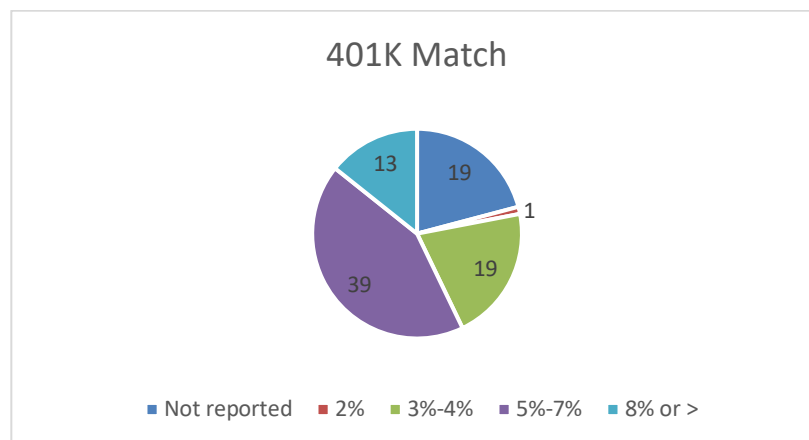
### Bonus Structure

Only 17 respondents (4 male, 13 female) indicated that they did not receive a bonus as part of their total compensation plan (including all 3 consultant 1099 employees). Eighty-three respondents (55 female, 26 male and 2 non-identified) indicated that they did have bonus as part of compensation plan. Eleven of the respondents receive bonus based on personal performance, 42 on regional or company performance and 30 on a combination of the two. The range of percent for bonus was highly variable (3%-80%) with 20% having the highest number of respondents (n=20). Twelve respondents reported a dollar amount and not a percentage. These responses ranged from \$2,000-\$100,000. One respondent did not have any cap on bonus potential. In future reports, the intention will be to have all respondents calculate as a percentage to eliminate confusion of data.



### 401K

Ninety-five of 100 respondents receive 401K as a portion of the compensation package. (None of these were the 3 consultant 1099 employees). Of these respondents, 91 have a company match that ranges from 2% to greater than 8%.

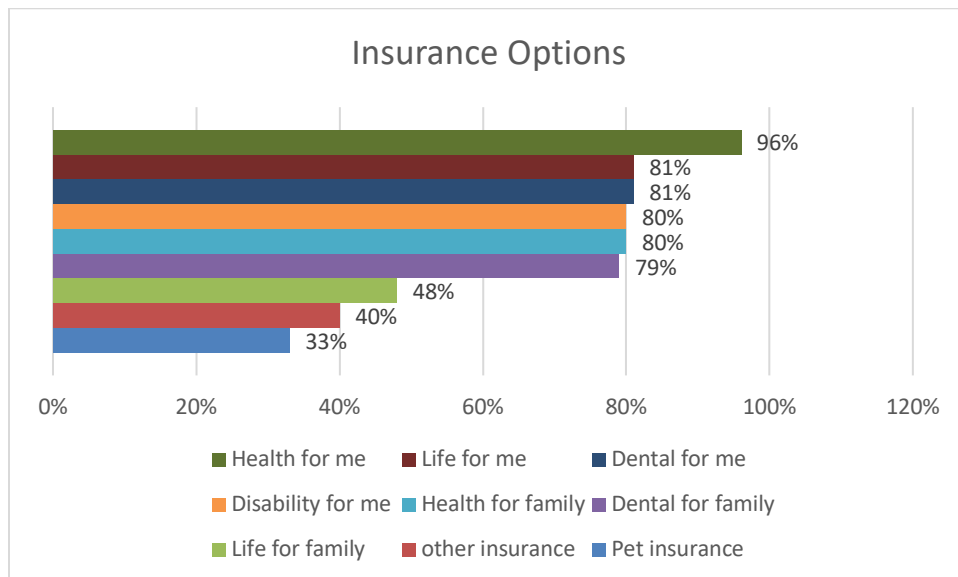


## Health Insurance

Out of the 100 responses received, only four did not receive any form of health insurance. (The three consultant 1099 and an individual identified as a contracted full-time employee). There was a large amount of variability due to the selection of multiple answers. This makes the data difficult to analyze. Below you will find the choices for respondents to choose, and the highest combinations of insurances offered. It should be noted that there were 33 unique combinations found within the raw data. The choices given allowed respondents to choose all that apply from the following:

- Health Insurance for me
- Dental Insurance for me
- Health Insurance for family
- Dental insurance for family
- Life insurance for me
- Life insurance for family
- Disability for me
- Pet insurance
- Other insurance not listed

Of the respondents who selected insurance benefits, eighty one percent of the respondents noted receiving health, dental and life insurance for themselves. Eighty percent of respondents noted also receiving health insurance for family members, 80% receive disability insurance for themselves, 79% noted dental insurance for family in addition and 48% also received life insurance for family members. Only 40% of respondents receive another type of insurance for themselves and 33% receive pet insurance. It should be noted that these are not unique respondents and therefore some overlap is expected.



## Other Benefits

Respondents were given the opportunity to also select other options offered in compensation package as well as options that they wish were offered. Other options were a multiselect option and therefore also led to variability in answers. There were 17 different combinations chosen and only 95 respondents answered this question. Other benefits offered included the following:

- Paid time off
- Company car or car stipend
- Stock options
- On-site childcare
- Paid parental leave
- Pension plan
- Community service days
- Match for charitable contributions
- Phone/media stipend

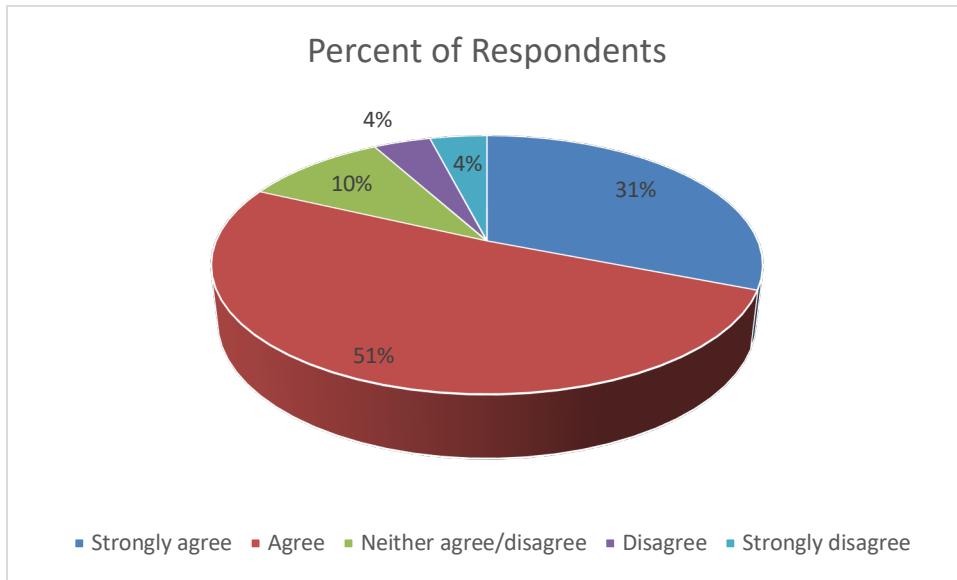
All respondents who answered this question (N=95) noted that they received paid time off (100%), 63 receive paid parental leave (66%), 38 respondents receive a car allowance or company car (40%), 29 receive a pension plan (31%), 28 receive stock options (29%), and 1 respondent noted receiving a media stipend. One individual respondent noted that their company offers community service days, matching for charitable donations and on-site childcare. This individual is residence-based. It should be noted that the wording of the answers may have been misunderstood and this could account for falsely low numbers for options such as media allowance.

When asked “What health and welfare benefits are not offered but you wish you had?”, 54 respondents answered the question and were given the opportunity to free type answers. Most respondents who answered the question would like stock options, pension plan or a company car. All of the following were included in the options that were desired:

- Paid time off or more paid time off (n=4)
- Company car/allowance (n=22)
- Paid parental leave (n=4)
- Stock option (n=25)
- Pension plan (n=21)
- Media allowance or reimburse media (n=2)
- Company product discounts (n=1)
- On-site childcare (n=10)
- Insurance offerings (n=2)
- Permanent remote work (n=1)
- Pet Insurance (n=1)

Satisfaction of Benefits:

Considering all the above information for benefits, respondents were asked if they were satisfied with their current package of benefits. All 100 respondents answered this question and chose between strongly agree, agree, neither agree/disagree, disagree and highly disagree. More than 80% of respondents either agree or strongly agree that they are satisfied with their compensation plan. Consultant 1099 respondents were included in this information and were split in their satisfaction.



## AVERAGE SALARY SUMMARY

Previous study data were retrieved from 2019 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
2018	\$149,383
2019	\$152,513
2020	\$157,430

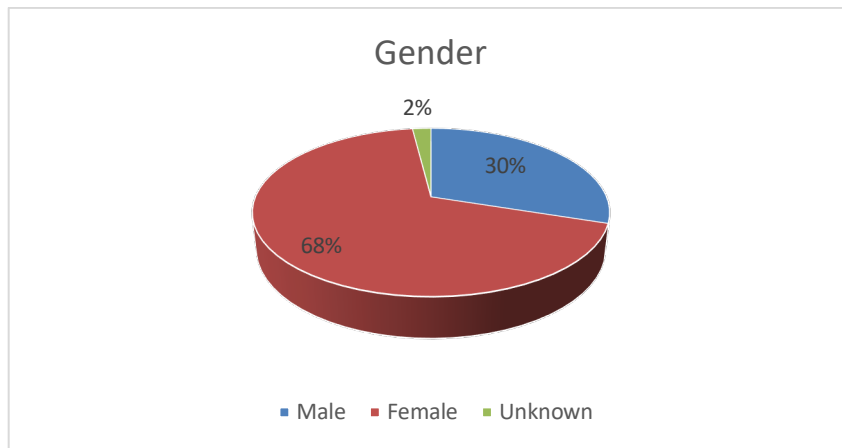


# DEMOGRAPHICS

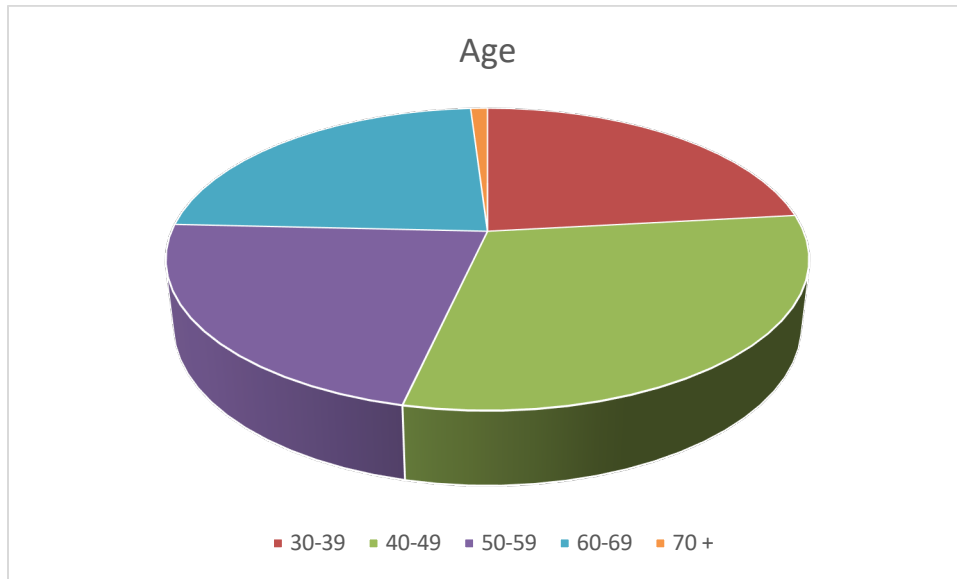
## Gender and Age

Most respondents were female (68%). Two respondents did not answer about gender and the remainder identified as male. Respondents this year were pretty evenly split in age groups, with a slight lean toward under 50 years of age. Of the respondents, 45.4% were over 50 years old and 53.5% were under 50 years old. The largest group (30.3%) were individuals 40-49 years of age. Female respondents were a greater percentage at each age range, consistent with the overall makeup of the survey.

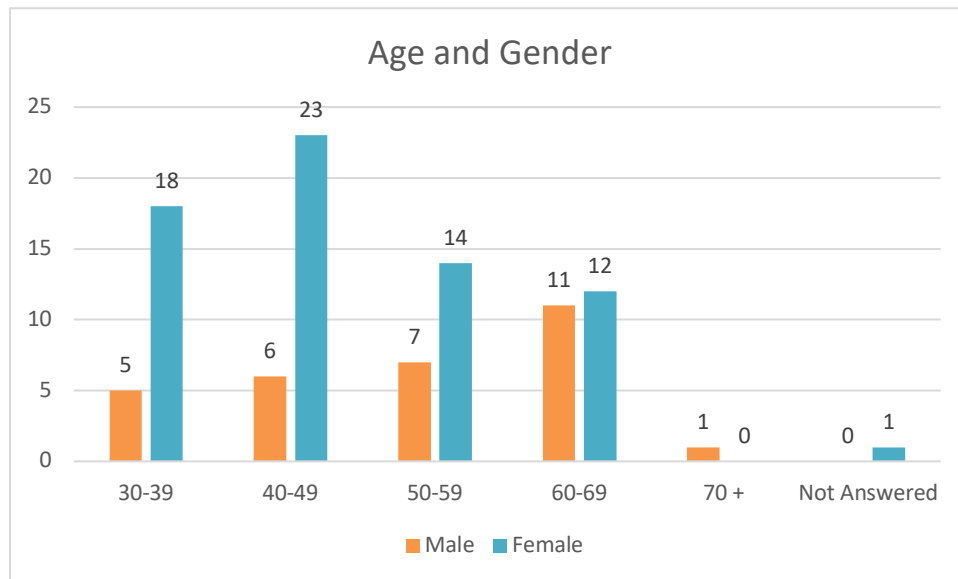
<u>Male or Female?</u>	<u>Number</u>	<u>Percent</u>
Male	30	30 %
Female	68	68 %
Prefer not to say	2	2 %
Total	100	100.0 %



What is your age?	Number	Percent
30-39	23	23.2 %
40-49	30	30.3 %
50-59	22	22.2 %
60-69	23	23.2 %
70 +	1	1 %
Total	99	99 %



Breakdown of Age by Gender

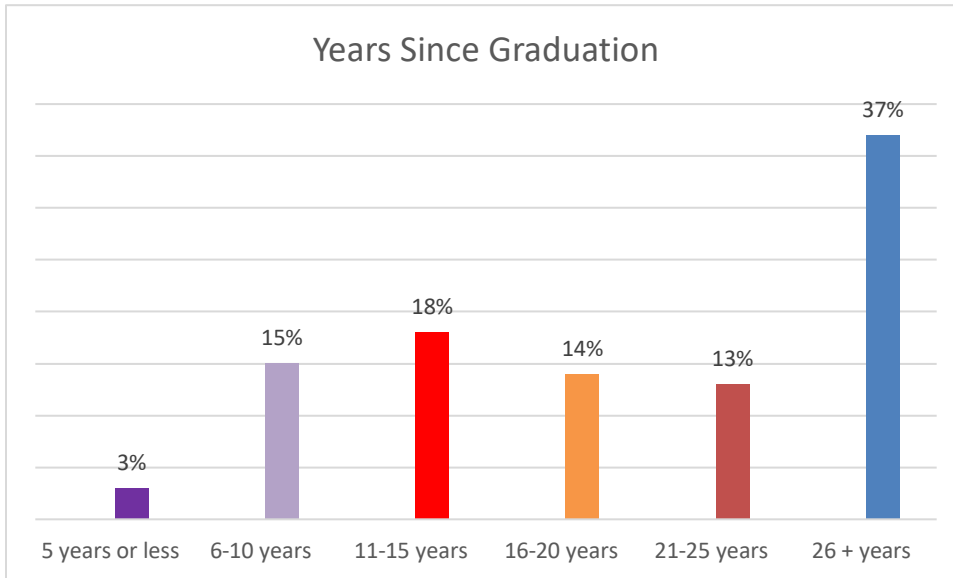


## **Education**

There was a wide range of veterinary graduation years represented ranging from 1975 through 2018. The highest number of respondents was 5 and was for each of the following years: 1993, 1998, 2009, 2011, 2012, 2016.

<b><u>Year</u></b>	<b><u>Number</u></b>	<b><u>Percentage</u></b>
1975	1	1%
1977	4	4%
1978	2	2%
1981	1	1%
1983	2	2%
1984	2	2%
1985	3	3%
1986	2	2%
1987	2	2%
1988	2	2%
1989	2	2%
1990	2	2%
1991	1	1%
1992	2	2%
1993	5	5%
1994	3	3%
1995	1	1%
1996	1	1%
1997	3	3%
1998	5	5%
2000	2	2%
2001	2	2%
2002	2	2%
2003	1	1%
2004	4	4%
2005	3	3%
2006	4	4%
2007	2	2%
2008	4	4%
2009	5	5%
2010	2	2%
2011	5	5%
2012	5	5%
2013	2	2%
2014	2	2%
2015	1	1%
2016	5	5%
2017	2	2%
2018	1	1%
TOTAL	100	100%

What year did you graduate from Veterinary School?	Number	Percent
5 YEARS OR LESS	3	3 %
6-10 YEARS	15	15 %
11-15 YEARS	18	18 %
16-20 YEARS	14	14 %
21-25 YEARS	13	13 %
26 YEARS OR MORE	37	37 %
Total	100	100.0 %



**From which school did you receive your Veterinary Degree:**

Thirty different schools were represented from all the respondents. One respondent did not specify a CVM, and two graduated from universities outside of the US or island affiliates. These two respondents were asked to specify which school- University of Liverpool and University of Saskatchewan. The highest number of respondents were from Kansas State University, University of Missouri and Texas A&M. This is most likely related to the location of the animal health corridor in Kansas/Missouri and the secondary corridor in Fort Worth, Texas.

<b>University</b>	<b>Respondents</b>
Auburn University	7
Colorado State University	5
Iowa State University	2
Kansas State University	11
Louisiana State University	1
Michigan State University	2
Mississippi State University	2
North Carolina State	1
Oklahoma State University	1
Purdue University	5
Ross University	3
St George University	1
Texas A&M	10
Ohio State University	7
University of Minnesota	5
Tufts University	2
Tuskegee University	1
UC Davis	4
U of Florida	3
U of Georgia	1
U of Illinois	2
U of Missouri	7
U of Penn	4
U of Tenn	5
U of Wisconsin	1
Virginia Tech	2
Washington State	1
Western University	1
Out of Country	2
Did not answer	1
<b>Total</b>	<b>100</b>

## **Board Certification and Advanced Degrees**

Fifty-five respondents out of 100 surveyed answered that they had additional training, board certification or an advanced degree. The following chart shows the breakdown of respondents and percentage based on the 55 respondents. It should be noted that several respondents had multiple advanced degrees or certifications, therefore the numbers do not represent individual respondents. Of those who denoted having any advanced degree or board certification, the average salary was \$156,378 and was just higher than that of those without any advanced degree at \$153,087 (n=96, for this data specifically, highest and lowest, and all consultants are removed).

<b>Degree/Board Cert</b>	<b>Number</b>	<b>Percent</b>
Board Certified	20	36.3 %
Board Eligible	2	3.6 %
MBA	16	29.0 %
PhD	7	12.7 %
MPH	4	7.2 %
Other Master's	26	47.2 %
Total	55	

There were several advanced degrees represented, including MS in Animal Science, Biomedical Science, Food Animal Production and Veterinary Medical Science. Board Certifications listed included the following (not individual responses, some respondents hold multiple certifications):

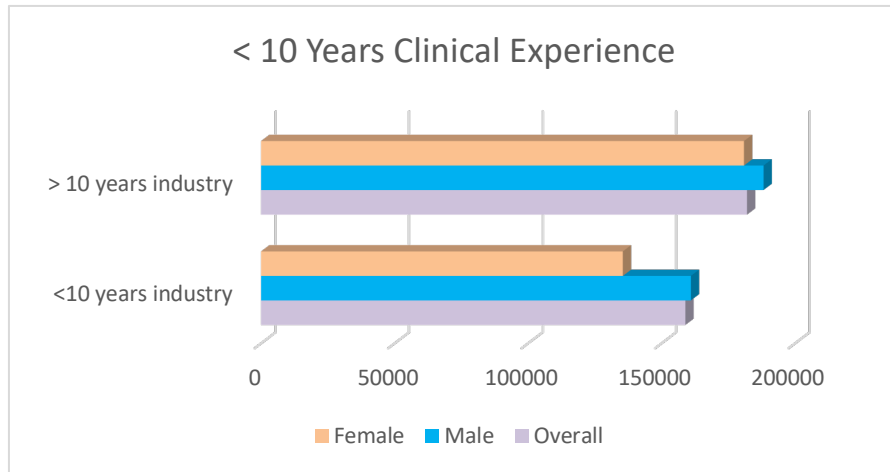
- Accredited in Mixed Animal Veterinary Acupuncture (n=1)
- American College of Poultry Veterinarians (n=1)
- American Association of Veterinary Parasitologists (n=1)
- American Board of Veterinary Practitioners (n=1)
- American Board of Veterinary Toxicology (n=1)
- American Board of Toxicology (n=1)
- American College of Animal Welfare (n=1)
- American College of Veterinary Behaviorists (n=1)
- American College of Laboratory Animal Medicine (n=1)
- American College of Veterinary Clinical Pharmacology (n=1)
- American College of Veterinary Dermatology (n=1)
- American College of Veterinary Internal Medicine (n=9)
- American College of Veterinary Preventative Medicine (n=4)

**Other demographics vs. Salary:**

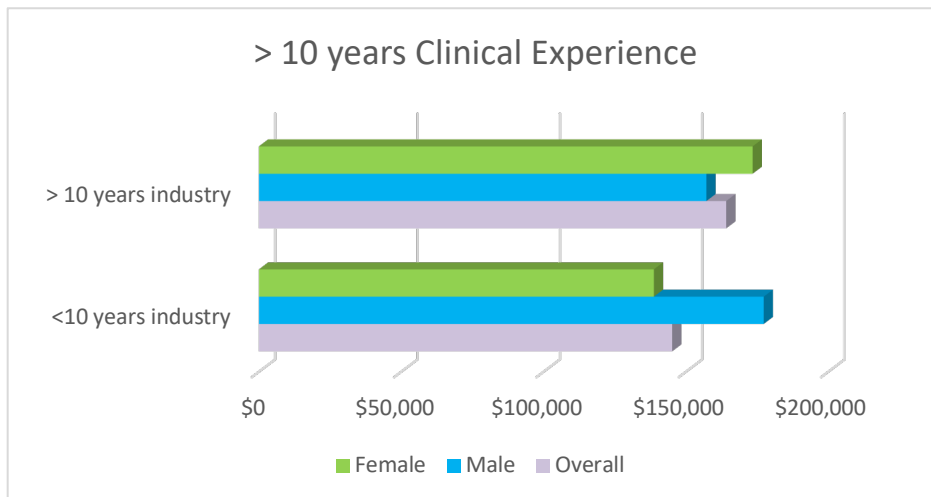
*Years in practice vs. Salary:*

Of the non-consultant respondents to the survey, 60 worked in clinical practice less than 10 years and 32 longer than 10 years. 5 respondents did not answer this question. For respondents who worked less than 10 years the average salary was \$158, 925. That same group was analyzed for industry experience greater than or less than 10 years. Those employed less than 10 years in industry (n=32) had an average salary of \$142,671 with females in this group (n=23) making \$135,500 vs males (n=9) with \$160,988. This group was also evaluated for advanced degree or board eligibility (n=16) with the average for this group being \$144,875. Males (n=5) reported a salary of \$152,500 vs females (n=11) of \$141,409.

Of the 26 respondents with less than 10 years clinical experience but greater than 10 years industry experience the average salary was \$182,020. Of those respondents, 17 were female with an average of \$180,884 vs the male salary (n=7) of \$188, 214. Unfortunately, there is not enough data to analyze advanced degrees in this subgroup.



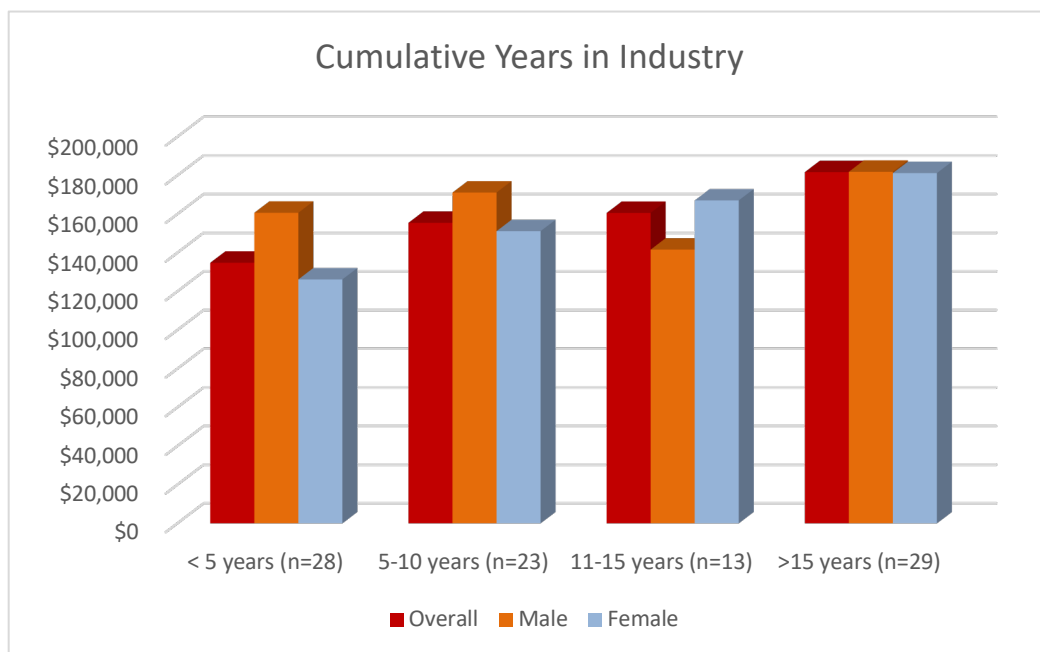
Of the 32 who worked in clinical practice over 10 years, the average salary was \$153,477. Females (n=21) in this group made \$148,655 and males (n=11) made \$162,682. For this group, respondents who worked in industry less than 10 years (n=18) made \$145,175 and over 10 years (n=14) \$164,150. The breakdown of genders for this subgroup had a unique combination in that females were compensated higher in the category of > 10 years clinical experience and > 10 years industry (n=6 female, n=8 male). For those with > 10 years clinical and < 10 years industry, males made a higher salary (n=3 male, n=15 female). These results can be seen in the chart below.



## Years in Industry vs. Salary

96 respondents answered the question about number of cumulative years in industry (not necessarily all at one firm). Three additional respondents who denoted that they were consultants are not included in the overall information considered for this section, bringing the total to 93 respondents. In the overall numbers, there are also two respondents included who did not indicate gender.

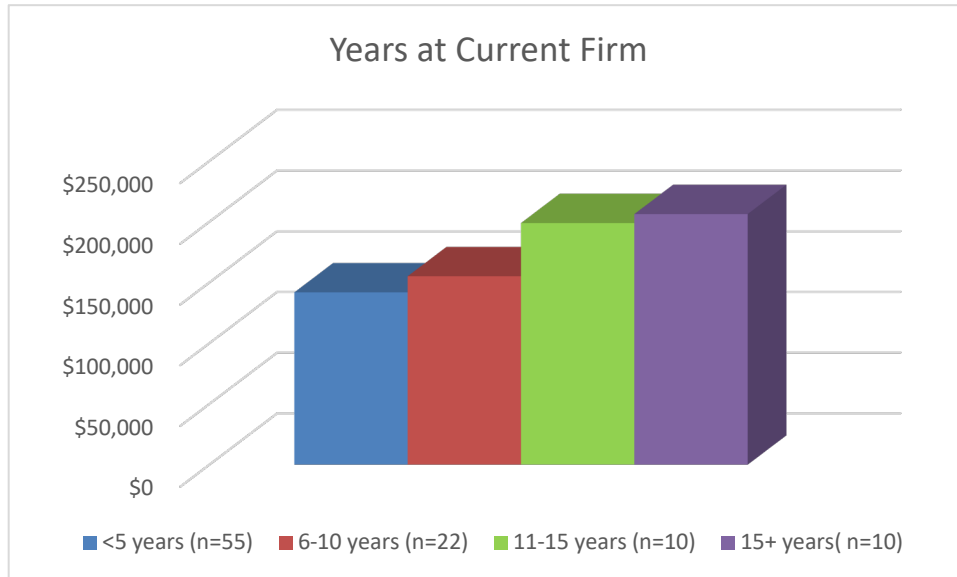
This trend shows a correlation with length of time and salary increasing as expected. Responses were pretty evenly split among the groups, with the exception of 11-15 years having the lowest number of respondents. Although the data shows that males have a higher salary at the lower two groups, female respondents earn more at 11-15 years. It should be noted that there were only three males who responded and fit into that group. Also of note is that of respondents who have been in industry greater than 15 years, there was virtually no difference in the salary for male respondents versus female respondents.



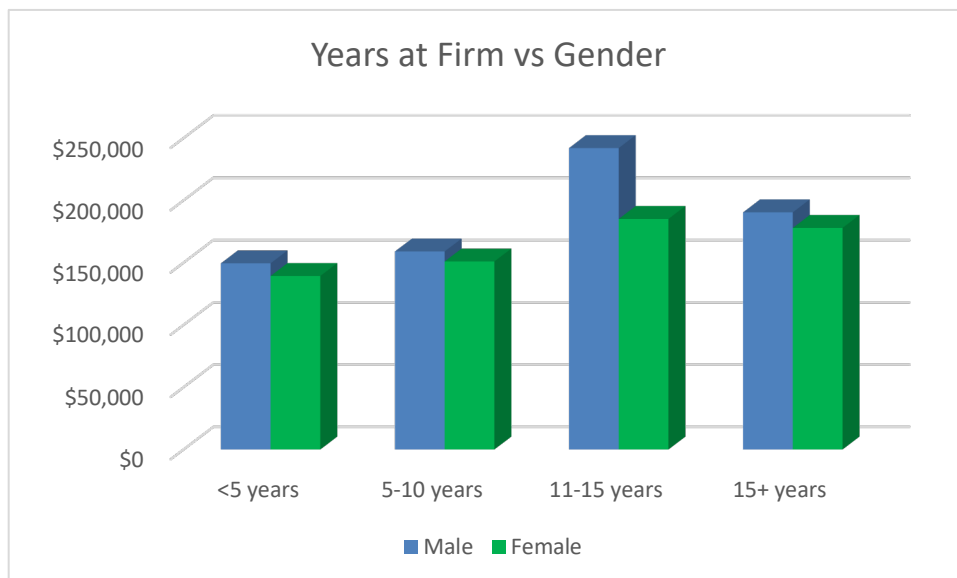


*Years at Current Firm vs. Salary:*

All 97 of the non-consultant respondents were considered for the length of time at current firm versus salary. As expected, the length of time versus salary was directly proportional. The highest and lowest were left in for this series of analysis. The first chart shows years at firm versus salary for overall statistics and the second is broken down based on gender.



When comparing the genders in each set of year data, the highest and lowest were removed because of small sample size and skewing of data. It should also be noted that the sample size was rather small for the 2 sets of data for respondents 11-15 years and 15+ years.



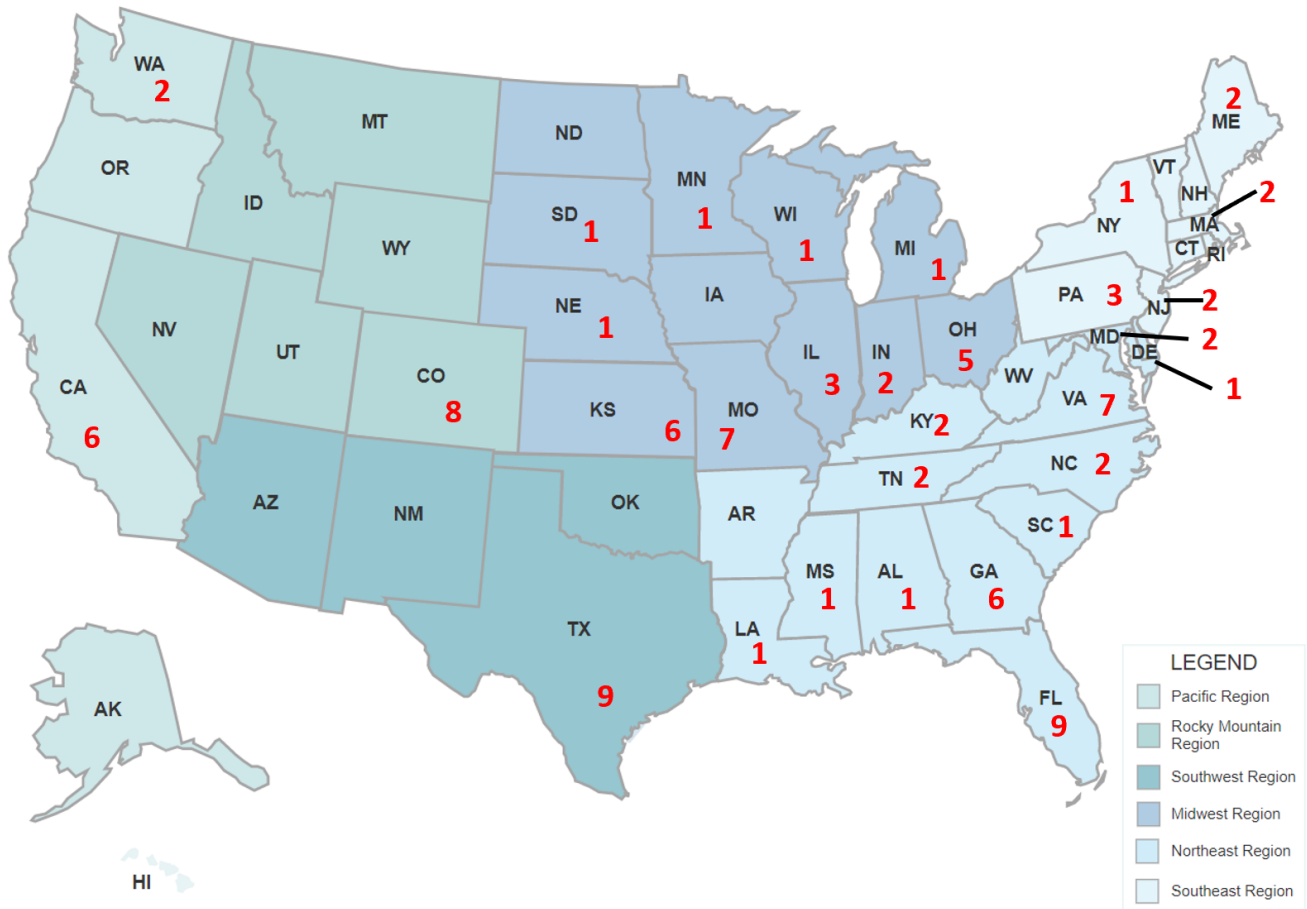
## **Geography**

Texas and Florida had the highest number of respondents when considered individually with 9% each. These were followed by Colorado with 8%, Missouri and Virginia with 7% and California and Kansas with 6%. When Kansas and Missouri are added together (comprising the animal health corridor) this accounts for 13% of all respondents. It would be interesting in future versions of this survey to analyze salary versus state to demonstrate cost of living differences.

<b>Location</b>	<b>Respondents</b>
Canada	2
Alabama	1
California	6
Colorado	8
Delaware	1
Florida	9
Georgia	6
Illinois	3
Indiana	2
Kansas	6
Kentucky	2
Louisiana	1
Maine	2
Maryland	2
Massachusetts	2
Michigan	1
Minnesota	1
Mississippi	1
Missouri	7
Nebraska	1
New Jersey	2
New York	1
North Carolina	2
Ohio	5
Pennsylvania	3
South Carolina	1
South Dakota	1
Tennessee	2
Texas	9
Virginia	7
Washington	2
Wisconsin	1

# USA REGIONS

Canada-2



**Organizational Memberships**

The majority of respondents reported being active AVMA members (87%). Overall, 96% of respondents reported belonging to at least one of the organizations listed. Additionally, 87.6% (57/65) of female respondents reported being AVMA members and 93.5% of male respondents belong to AVMA. When broken down by age group, 100% of respondents 60-69 years old and 70+ years old (n=24) were AVMA members. The other age brackets were all similar in range of 83-89% being AVMA members.

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

Organization	# of respondents
AVMA	87/100
State VMA	63/100
Local VMA	33/100
AAIV	65/100
ACVIM	4/100
AABP	2/100
AAEP	3/100
AAFP	2/100
ACVMP	2/100
AAZV	1/100
Pride VMC	2/100

	Male (30)		Female (68)		Unknown (2)		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>AVMA</b>	28	93.50%	57	87.60%	2	100%	87	87%
<b>State</b>	24	80%	37	54.40%	2	100%	63	63%
<b>Local</b>	10	33%	22	32.30%	1	50%	33	33%
<b>AAIV</b>	22	73.40%	42	61.70%	1	50%	65	65%

Age vs. membership correlation:

AGE	30-39		40-49		50-59		60+		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>AVMA</b>	19	83%	26	87%	18	82%	24	100%	87	87%
<b>State</b>	14	61%	19	63%	13	59%	17	71%	63	63%
<b>Local</b>	6	26%	12	40%	8	36%	7	29%	33	33%
<b>AAIV</b>	12	52%	18	60%	13	59%	21	88%	64	64%

# EMPLOYMENT

## Employment status

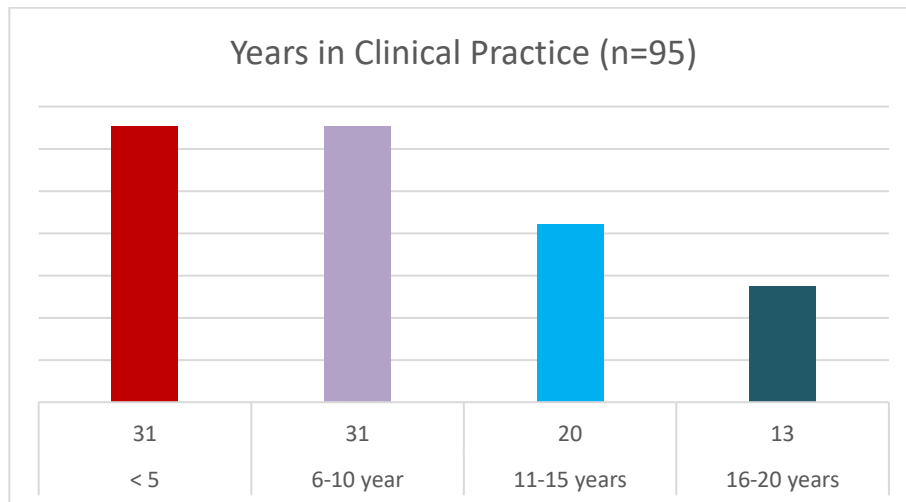
The majority of respondents reported to be working full time (95%). The majority of respondents had worked in clinical practice during their career, with only 5% either reporting having never done so, or choosing not to select that question (survey did not have a choice for “never have I worked in a hospital setting”, respondents were asked to input # of years).

For number of years in animal health industry (non-clinical)- years ranged from 1 to 36 years with the majority of respondents having worked for less than 10 years.

Which of the following categories best describes your employment status?	Number	Percent
Consultant, 1099	3	3.0 %
Employed, working full-time	95	95 %
Consultant (contract steady hours)	1	1.0 %
Looking for job	1	1.0%
Total	100	100.0 %

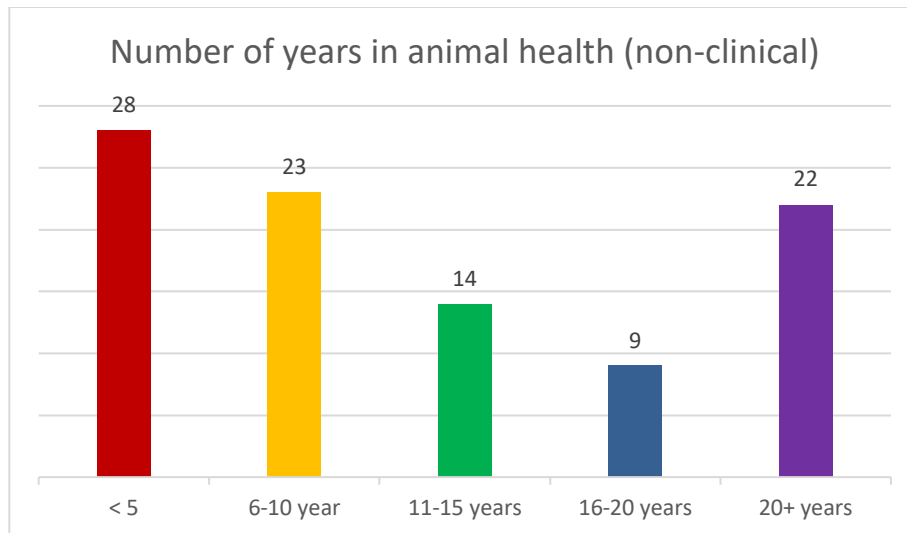
### # of years in Clinical Practice (n=95)

< 5	31	33%
6-10 year	31	33%
11-15 years	20	21%
16-20 years	13	14%



### # of years in Animal Health (non-clinical) (n=96)

< 5	28	29%
6-10 year	23	24%
11-15 years	14	15%
16-20 years	9	9%
20+ years	22	23%



Besides a strong scientific background, what other key competencies does your company value for success? Unlike years in past, this year respondents were allowed to enter competencies. Communication and leadership skills were the most common responses. Teamwork was listed only 14 times in the responses (out of 100) and business acumen six times. In the past, both of these responses were selections in a dropdown list and had more than 20 respondents each.

**Most Common Competencies:**

**Communication** x 36 respondents (included communication, presentation, verbal and written)

**Teamwork** x 14 (including team player, teamwork, collaboration with others)

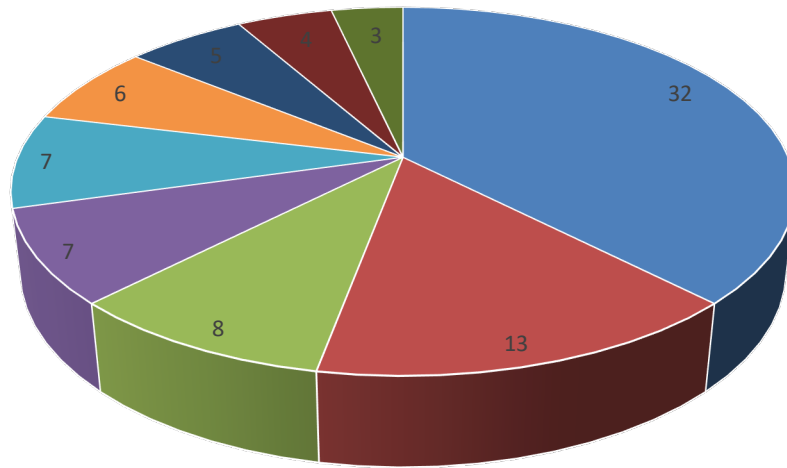
**Leadership skills** x 15 respondents (included project management, change management, management, vision and influencing without authority)

**Employment Type**

The majority (49%) reported that their employer’s primary focus area was veterinary pharmaceuticals This was followed by veterinary laboratories (n=13), veterinary nutrition (n=6) and medical devices (n=5). Veterinary business services, human pharmaceuticals and livestock production all had four respondents each. The remainder of the choices each had only one respondent and ranged from academia to professional associations to clinical corporate practice. There were 21 unique responses. (See chart below.)

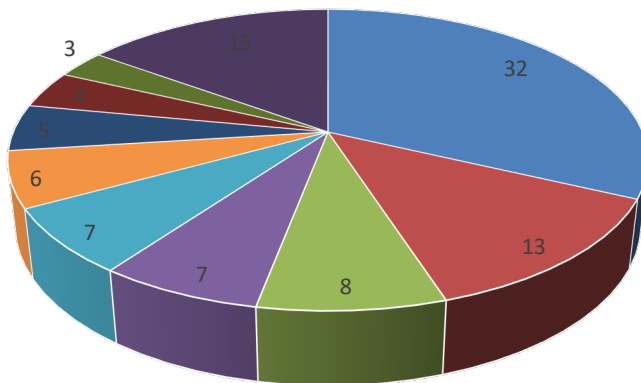
When asked what describes the individual respondents personal primary work function/department there were 25 unique responses. The majority were field veterinarians (including those dedicated to strategic accounts, n= 32. Other than field veterinarians, respondents were functioning in the capacity of technical support (n=13), diagnostics (n=8), business/organizational operations or R&D (n=7 each), technical marketing (n=6), and sales (n=5). Three respondents are currently in business development and the remaining 15 were split one for reach response and ranged from pharmacovigilance to university relations (See chart below.)

### Employer Main Focus



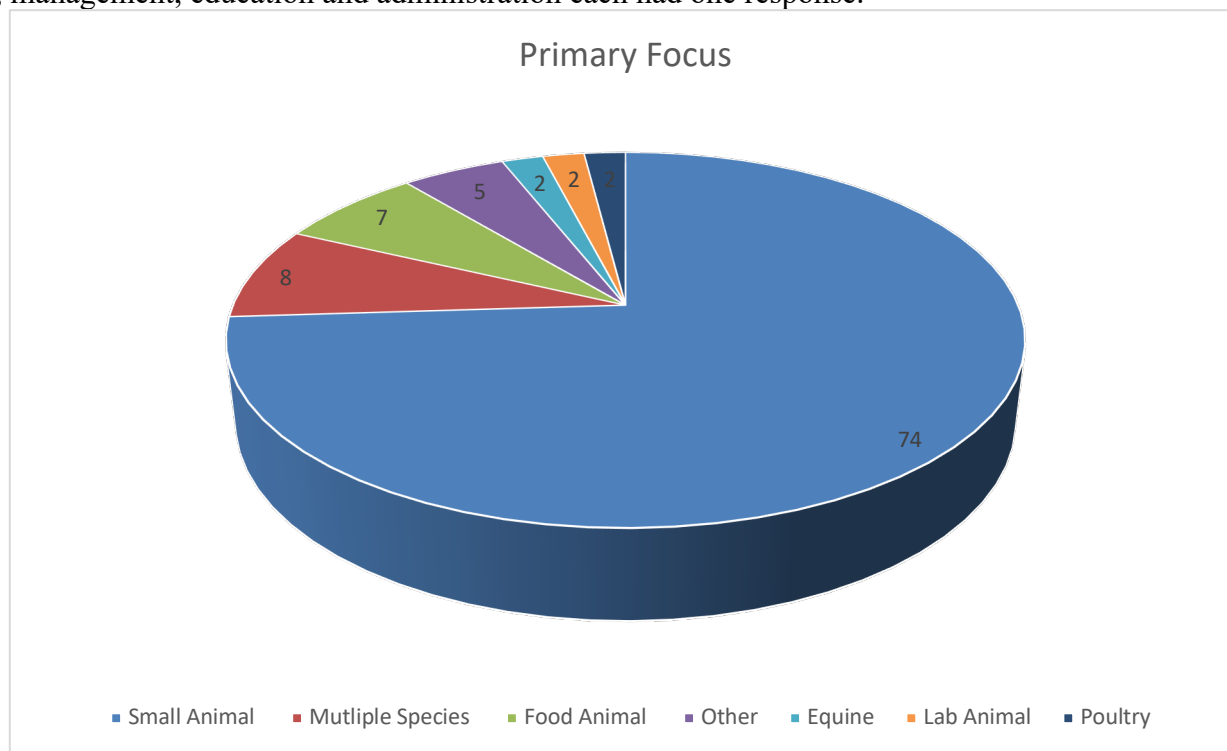
- Field Veterinarian
- Technical Support
- Diagnostics
- R & D
- Organizational operations
- Technical Marketing
- Sales
- Regulatory
- Business development

### Personal Function



- Field Veterinarian
- Technical Support
- Diagnostics
- R & D
- Organizational operations
- Technical Marketing
- Sales
- Regulatory
- Business development
- Other

When asked about primary focus of their current role, the overwhelming majority focus on small animal (n=74), followed by food animal (n=7), all species or multiple species (including human, human clinical trials and influenza research, n=8), and lab animal, equine and poultry each had 2 respondents. R&D, regulatory affairs, management, education and administration each had one response.

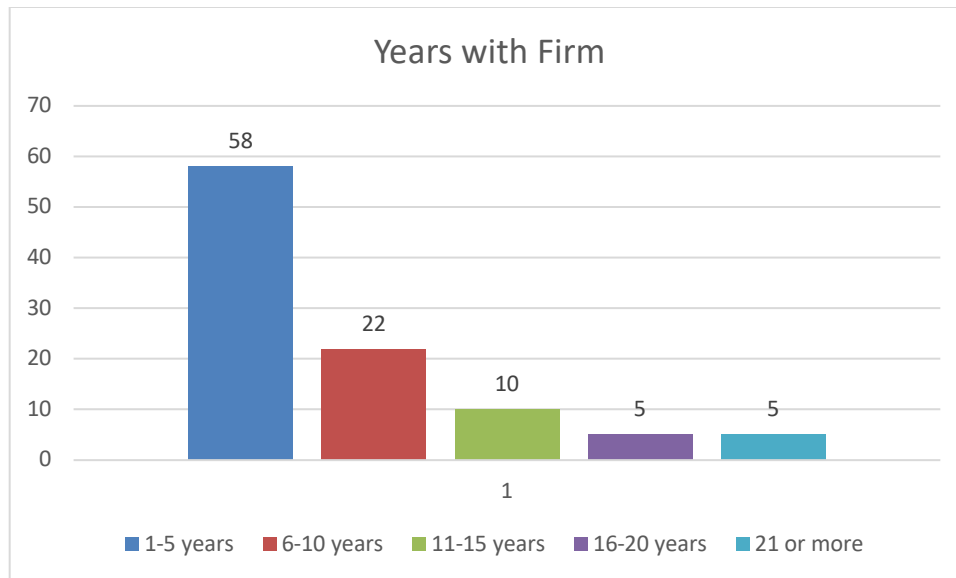


### **Employment Duration**

The majority of respondents (58%) had been at their current firm for five or fewer years. Nineteen of those respondents had only been with their current firm for 1 year or less. One respondent had been at the same firm for more than 30 years and 20 years in their current role. 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	58	58 %
6-10 years	22	22 %
11-15 years	10	10 %
16-20 years	5	5 %
21 or more years	5	5 %
Total	107	100
%		





### **Employment location**

The majority of respondents reported working as residence-based (n=42) followed by field based/customer facing (n=38) and then corporate headquarters (n=20). The phrasing of the question only allowed choices of those three options, and it should be noted that there may be some ambiguity around the differentiation of residence based and field based, especially considering the COVID-19 pandemic. Most (96%) reported that they could work from home at least 1 day per week, with 65 total respondents indicating that they work primarily from home. The amount who work exclusively at headquarters dropped from 12% in 2019 to 4% in 2020 and the amount who could work from home just one day a week dropped from 21% to 4%. The amount who work primarily from home increased from 40% to 65%.

Again, the effects of the COVID-19 pandemic should be considered with these responses as residence-based work has increased since the last survey.

Which of the following best describes your primary work location?	Number	Percent
Corporate headquarters or other company office location	20	20 %
Field based/customer-facing	38	38 %
Residence-based	42	42 %
Total	100	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	4	4 %
I am able to work at home as often as one day per week	4	4 %
I am able to work at home as often as 2-3 days per week	27	27 %
I work primarily from home	65	65 %
Total	100	100.0 %

### **Employment Position**

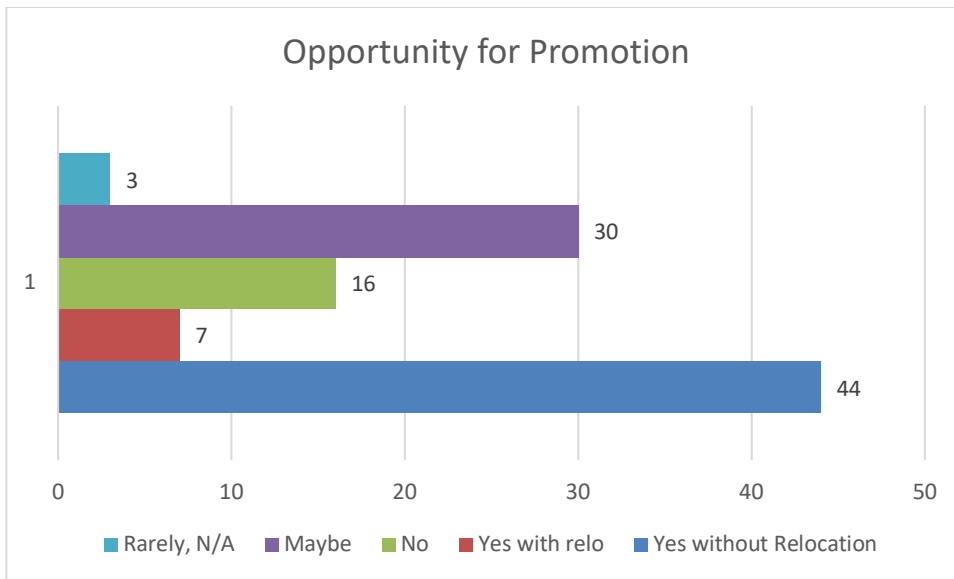
The majority of respondents had no responsibility to manage others (54%). On the other side of the spectrum, 66% of the respondents had responsibility for project management – either in a group or as a sole responsibility. Ten percent of respondents were in upper management positions, 33% were in middle management and 57 % were individual contributors at their position.

Opportunities for promotion were split across “Yes, with relocation,” “Yes, without relocation” and “No”. It should be noted that the majority were “Yes” (51%) and most of those were without relocation (86%). There were 18 respondents who answered “No”, “not applicable” or “rarely” for chance at a promotion.

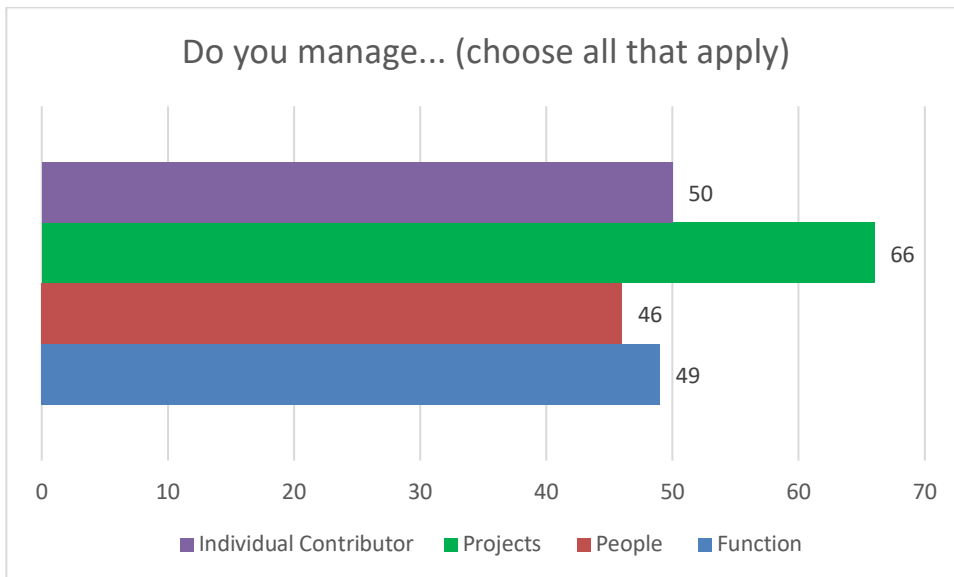
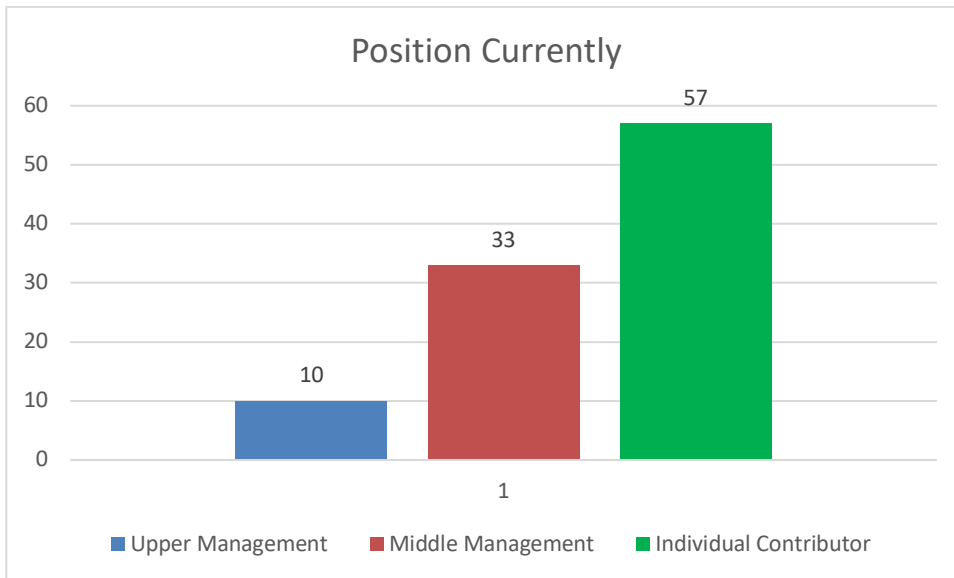
Interestingly, the amount available for promotion without relocation increased by about 20% over last year and the amount available with relocation decreased by close to that same amount. This would indicate that there is possibly some influence of COVID-19 allowing us more liberty to complete upper level jobs in remote locations or working from home.

Do you have opportunities for promotion from your current position?

<u>Number</u>	<u>Percent</u>
Yes, without relocation	44 44.0 %
Yes, if I relocate	7 7.0 %
No	16 16.0 %
Maybe	30 30.0 %
Other	3 3.0 %
Total	100 100.0 %



Which most closely matches your current position?	Number	Percent
Upper management (VP and above such as CEO, COO, etc.)	10	10 %
Middle management	33	33 %
Individual contributor	57	57 %
Total	100	100.0 %

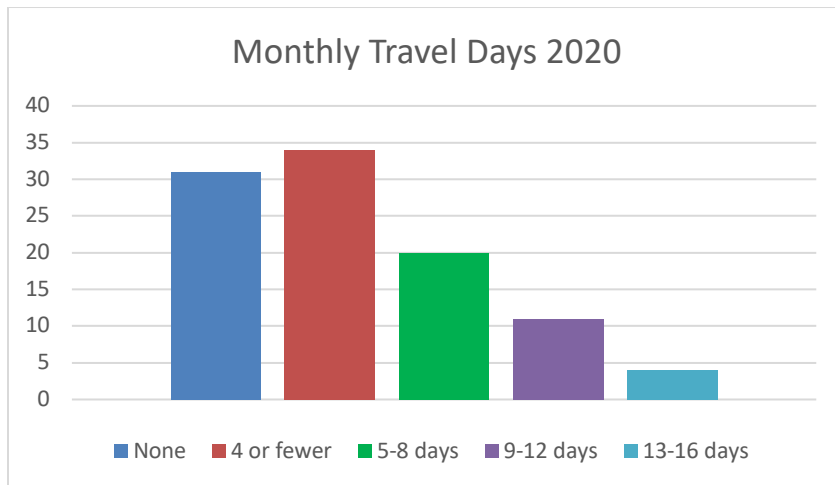
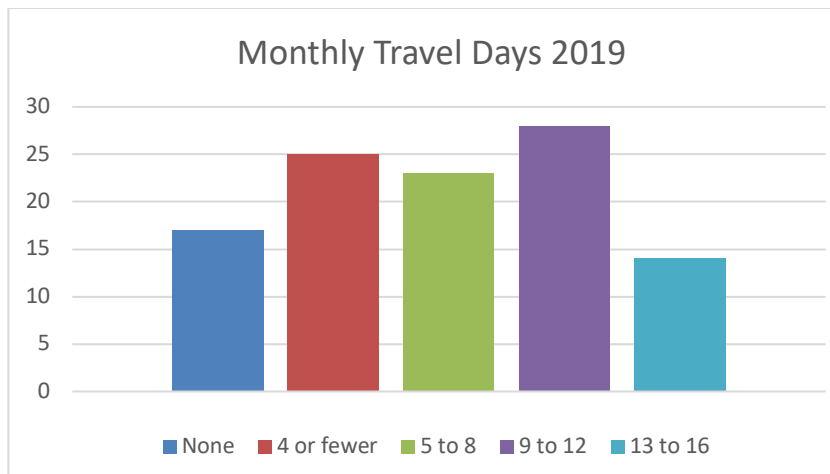


**Travel for Work**

Thirty-one (31%) of respondents reported not traveling for work much at all, doubling the respondents since this time last year, 34% reported traveling ≤ 4 days per month, also up about 10% from last year. For those reporting higher than 5 days/month travel, all of these have decreased by 10% or greater since the 2019 survey: 5-8 days (20%), 9-12 days (11%, 15% lower than last year) and 13-16 days/month dropped to only 4% of respondents. This also lends itself to the suggestion that COVID-19 has either greatly impacted travel or shifted our focus for future to include less travel and still perform our daily jobs. Survey questions may not have been clear to respondents that they were to consider the year 2019 when answering questions. For the chart below, the 2019 chart was left for a comparison of the shift away from heavy travel over the past year.

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	31	31.0 %
≤ 4 (≤ 20% of the time)	34	34.0 %
5-8 days (21-40% of the time)	20	20.0 %
9-12 days (41-60% of the time)	11	11.0 %
13-16 days (61-80% of the time)	4	4.0 %
Total	100	100.0 %

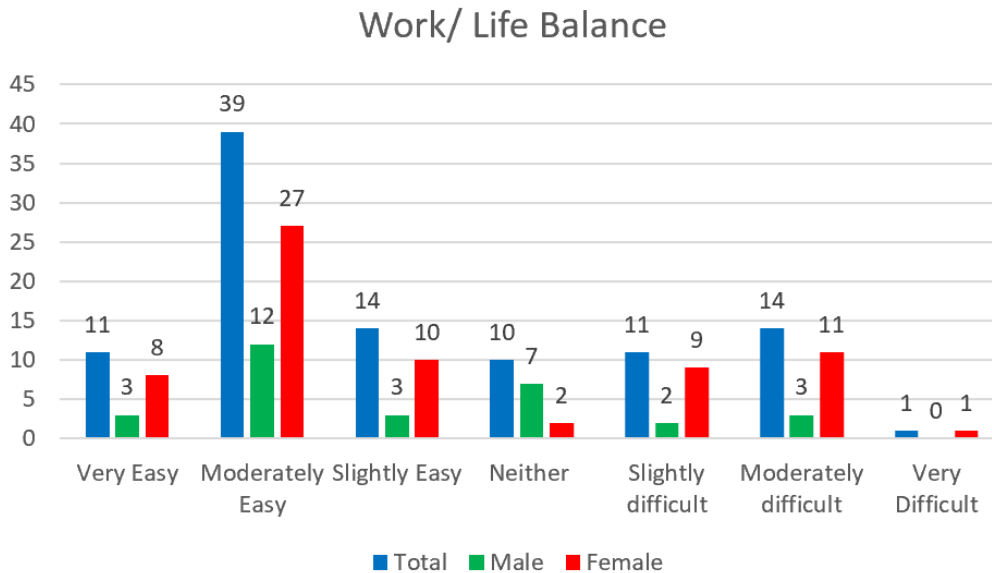


**Work-Life Balance**

Exactly half of respondents indicated it was very easy or moderately easy to balance their work and personal lives in their current position (50%) and another 14% responded that it was slightly easy. Only 15% indicated it was moderately difficult or very difficult to do so. These responses did trend more towards the easy side of the scale, also possibly due to the increase work-from-home ability and the decrease in travel for work and the COVID-19 pandemic. The ratio of male to female is also shown in the chart for reference, but the overall percentage of male to female is similar to breakdown of each of the levels of satisfaction. Further analysis was done for residence or field-based versus HQ for work-life balance. Because of the ambiguity in the differences between those two groups, residence/field was considered as one and then HQ-based as one. This was also further broken down to male vs female for those same groups. Not surprisingly, field-based trended towards more difficult for a work-life balance in that particular category. It should be noted, though, that the data is likely skewed towards field or residence-based, as an overwhelming 80% of respondents reported being in the field or residence based. Therefore, this data may not be truly interpretive of the actual feeling of industry.

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

	Number	Percent
Very easy	11	11 %
Moderately easy	39	39 %
Slightly easy	14	14 %
Neither easy nor difficult	10	10 %
Slightly difficult	11	11 %
Moderately difficult	14	14.0 %
Very difficult	1	1 %
Total	100	100.0 %



## Residence vs HQ based

