

American Association of Corporate and Public Practice Veterinarians 2010 Compensation Survey © ¹



The American Association of Corporate and Public Practice Veterinarians (AACPPV, formerly AAIV) has conducted a compensation survey of its membership since 1976. These surveys provide members with the latest compensation data and other information in areas such as job responsibilities, geographical location, and job title/management responsibilities. Originally published biannually, AACPPV moved to an annual survey in 2008. In 2011, survey questionnaires on 2010 compensation data were conducted exclusively via Survey Monkey. One hundred seventy-one (171) surveys were completed and tabulated. Not all respondents answered every question. Therefore, the values and percentages reported in the attached tables refer to the actual number of respondents that completed each particular question and not the total number that submitted completed questionnaires. Beginning with the 2010 compensation survey, salary ranges were reclassified to reflect current data. The lowest category is now <\$75,000 (raised from <\$60,000 and the high end was moved from >\$160,000 to >\$225,000. For historical purposes, the Salary Comparison Chart for 1976 through 2009 will be retained in future surveys. Beginning with the 2011 survey, a new comparison chart will be maintained, beginning with the 2010 data.

<u>Year</u>	<u>Average Salary</u>
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

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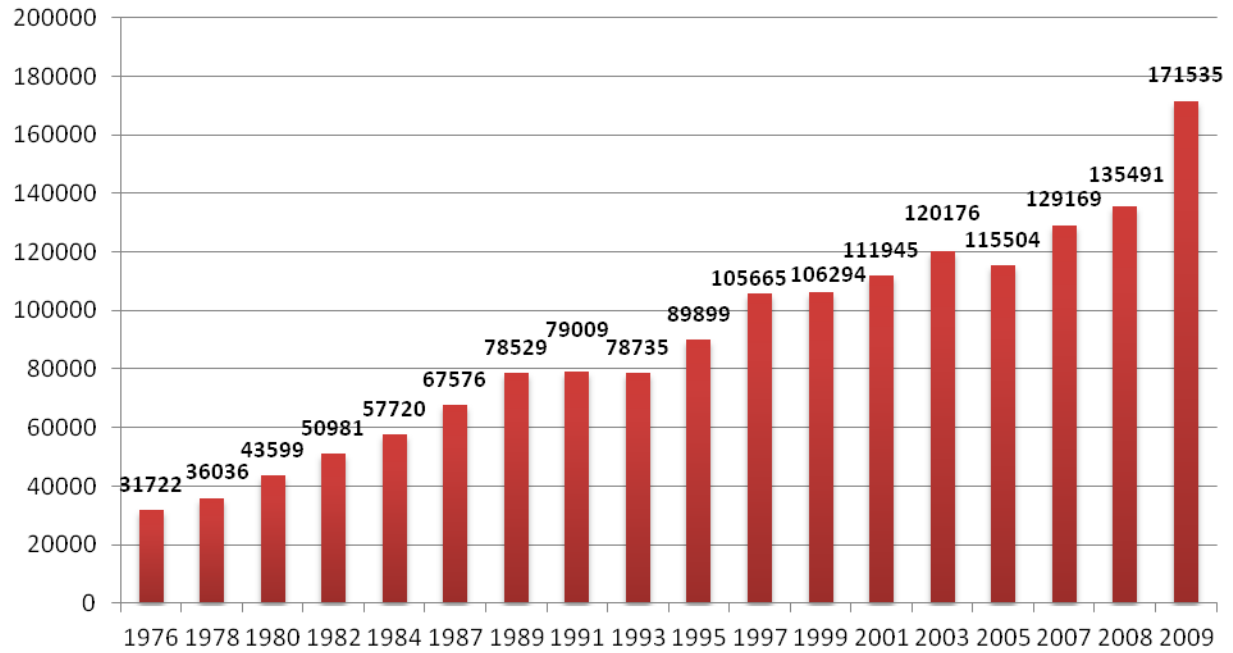
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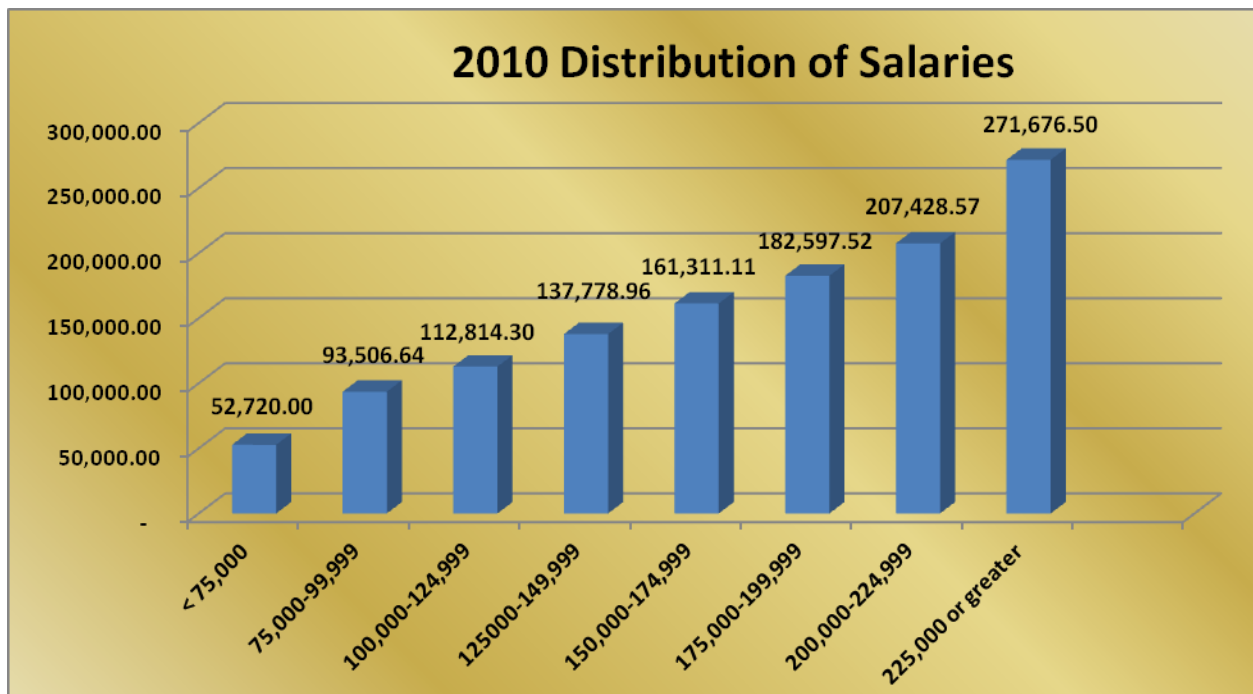
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Salary Comparison 1976-2009



2010 Distribution of Salaries



Demographics

Table 1. Distribution of salaries by degree(s) held in addition to DVM/VMD

Salary Range \$	DVM/VMD	MS/MA/MPH	PhD	MBA	Board Certification	Other
< 75,000	5	4	1	0	1	0
75,000-99,999	11	3	0	0	1	0
100,000-124,999	43	0	1	6	0	0
125,000-149,999	46	11	4	3	9	1
150,000-174,999	27	4	3	4	7	4
175,000-199,999	20	6	2	2	7	0
200,000-224,999	7	1	0	1	4	1
225,000 or greater	10	5	0	3	4	1

Mean Salary **145,909.6627** **179,088.6176** **146,898.5455** **164,019.6842** **179,553.4848** **186,571.4286**

Percent **61.90%** **12.45%** **4.03%** **6.96%** **12.09%** **2.56%**

Other includes PMP, BSc (Hons) Wildlife Management; MRCVS, MS, DVSc, and JD.

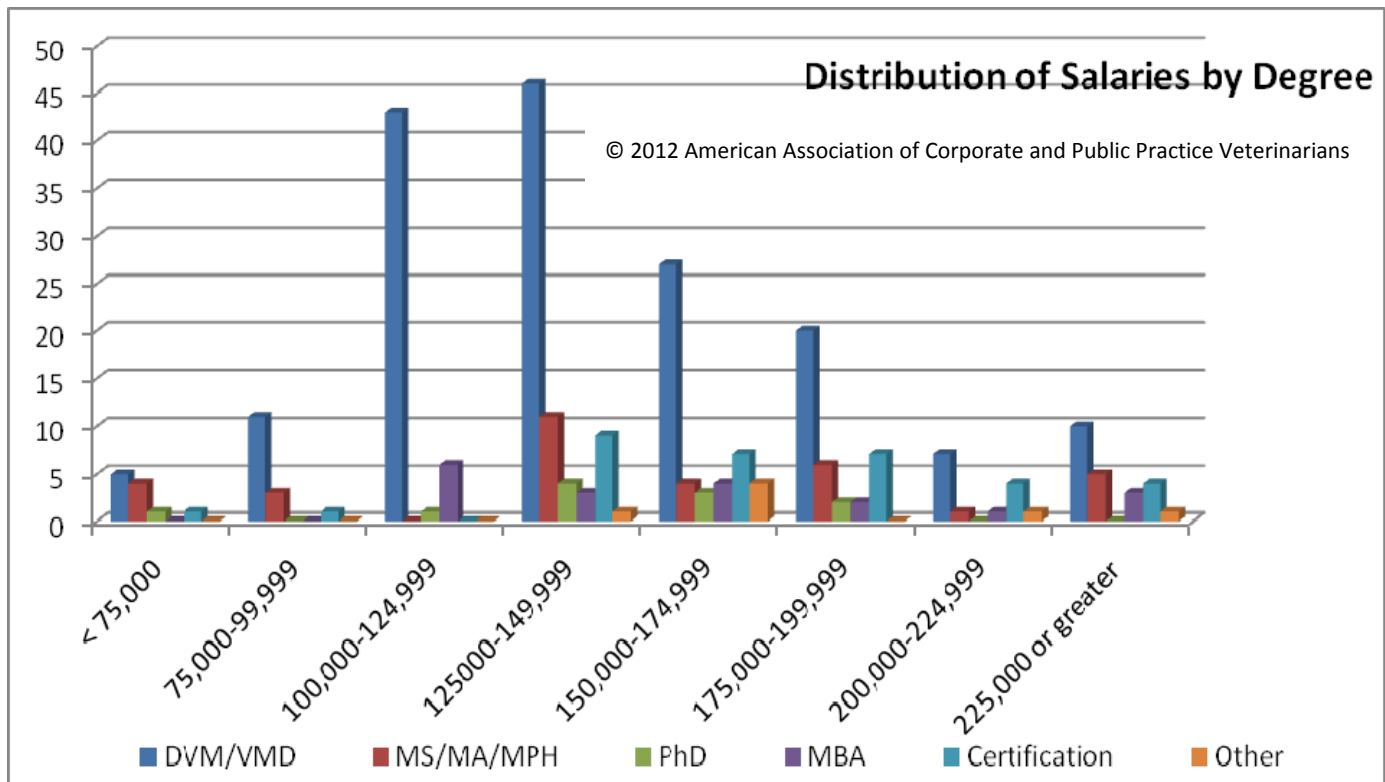
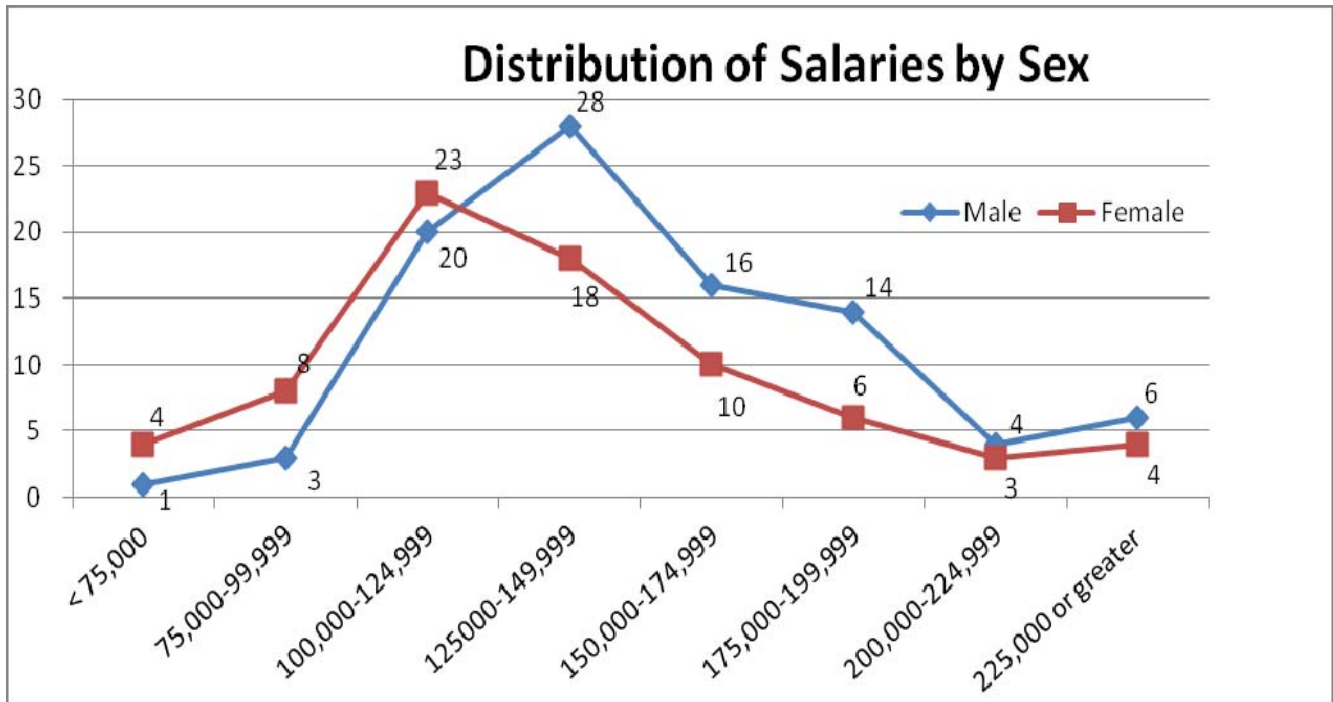


Table 2. Distribution of salaries by sex.

Salary Range	Male	%	Female	%
< 75,000	1	20.00%	4	80.00%
75,000-99,999	3	27.27%	8	72.73%
100,000-124,999	20	46.51%	23	53.49%
125,000-149,999	28	60.87%	18	39.13%
150,000-174,999	16	61.54%	10	38.46%
175,000-199,999	14	70.00%	6	30.00%
200,000-224,999	4	57.14%	3	42.86%
225,000 or greater	6	60.00%	4	40.00%
Total	92		76	
Percent	54.76%		45.24%	



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Table 3. Geographic distribution of salaries

Salary Range \$	North-east	East Coast	South-East	North Central	Mid-West	South-West	West Coast	North-West	Canada	Outside North America
< 75,000	1	1	0	1	2	0	0	0	0	0
75,000-99,999	0	1	1	1	7	1	0	0	0	0
100,000-124,999	7	2	10	2	13	5	2	0	0	0
125000-149,999	4	5	5	0	20	6	5	1	0	0
150,000-174,999	7	3	3	1	6	2	1	3	0	0
175,000-199,999	2	4	4	0	3	4	2	0	0	0
200,000-224,999	1	1	0	0	4	1	0	0	0	0
225,000 or greater	3	1	0	0	4	0	0	0	0	0
Total Respondents	25	18	23	5	59	19	10	4	0	0
Mean Salary	157,373.96	154,285.72	134,973.91	94,151.40	141,253.86	143,909.16	146,683.20	119,750.0000	0	0
Percent	15.34%	11.04%	14.11%	3.07%	36.20%	11.66%	6.13%	2.45%	0.00%	0.00%

Distribution of Salaries by Geographic Region

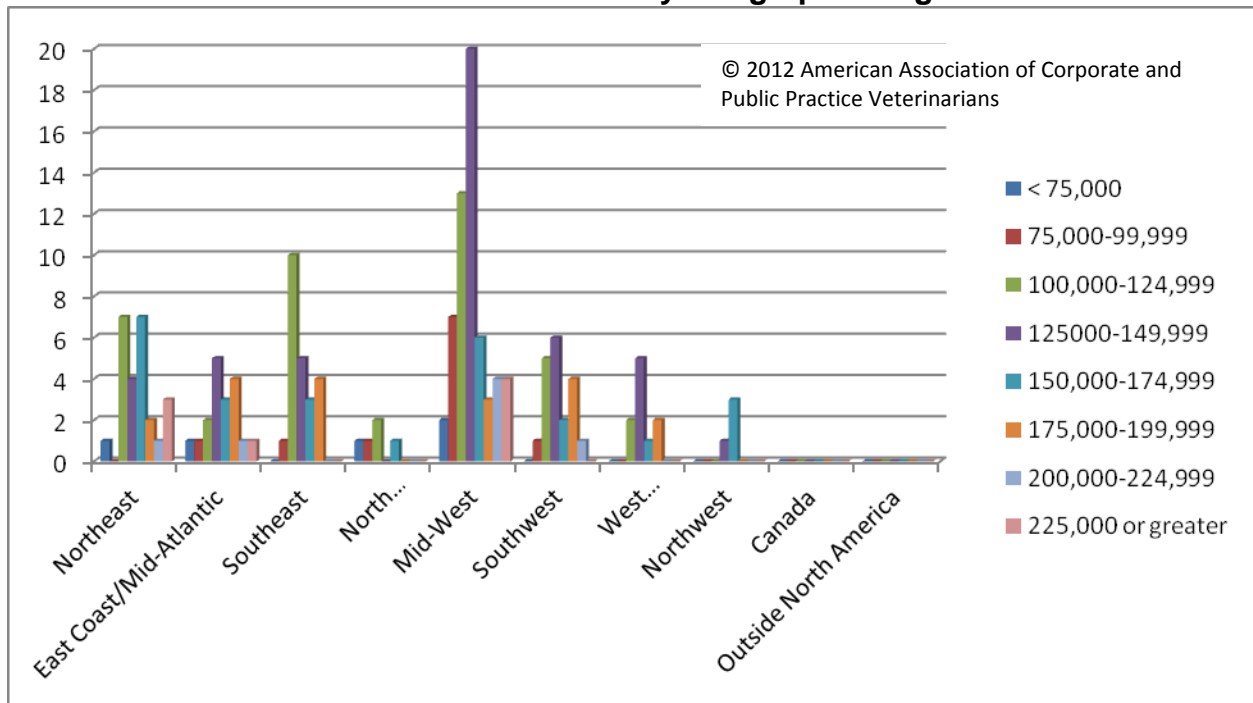


Table 4. Distribution of salaries by interest of company.

Salary Range \$	HP	AHP	AC/P	AF	PF	LP	P/EP	CR/T	G	C	O
< 75,000	0	1	0	0	1	0	0	1	1	0	1
75,000-99,999	0	1	0	0	2	0	0	0	0	0	3
100,000-124,999	1	2	0	0	0	0	0	0	0	0	0
125,000-149,999	4	5	0	1	1	0	0	1	0	0	0
150,000-174,999	1	3	0	0	2	0	1	0	0	1	2
175,000-199,999	2	4	0	0	0	0	2	0	0	0	2
200,000-224,999	0	1	0	0	1	0	0	0	0	1	1
225,000 or greater	3	1	0	0	2	0	0	0	0	0	3
Mean Salary	180,524.09	143,572.50	0	145,000	171,972.22	0	177,333.33	85,000	45,000	182,500	177,000
Percent	6.71%	75.00%	0.00%	0.61%	5.49%	0.00%	1.83%	1.22%	0.61%	1.22%	7.32%

Legend:

- HP** = Human Pharmaceuticals and/or Medical Devices
- AHP** = Animal Health Products
- AC/P** = Agricultural Chemicals/Pesticides
- AF** = Animal Feeds
- PF** = Pet Foods
- LP** = Livestock Production
- P/EP** = Poultry/Egg Production
- CR/T** = Contract Research/Testing
- G** = Government
- C** = Corporate Veterinary Practice
- O** = Other

Other responses include

- For Profit Veterinary Education
- Academia
- Veterinary medical devices
- Consulting, solo
- Financial
- Total Ag Input Supply
- Academia
- Vet pharma
- Insurance
- Nutrients manufacturer
- Lab animal vendor
- Veterinary Association
- AVMA PLIT
- Animal supply

Table 5. Percentage of respondents that are employed full-time.

Salary Range	Full-time	Part-time	Retired	Self-Employed
< 75,000	0	4	0	1
75,000-99,999	9	10	1	0
100,000-124,999	42	1	0	0
125000-149,999	46	0	0	0
150,000-174,999	27	0	0	0
175,000-199,999	21	0	0	0
200,000-224,999	7	0	0	0
225,000 or greater	10	0	0	0
Totals	162	15	1	1
Percentage	90.5%	8.38%	0.96%	.96%

Table 6. Distribution of salaries by job title

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	Other
< 75,000	0	0	1	0	1	0	1	0	2
75,000-99,999	0	0	1	1	6	0	2	0	1
100,000-124,999	0	0	3	4	32	0	2	0	2
125000-149,999	0	1	2	9	26	1	0	5	3
150,000-174,999	0	2	10	6	5	0	0	2	2
175,000-199,999	0	1	10	2	4	0	1	1	0
200,000-224,999	0	3	3	0	0	0	1	0	2
225,000 or greater	0	0	3	0	0	0	0	0	4
Mean Salary	0	235,000	168,212	140,962	125,568	125,000	128,315	151,937	166,922
Percent	0.00%	4.17%	19.64%	13.10%	44.05%	0.60%	4.17%	4.76%	9.52%

Legend:

PRES =	President	TSV =	Technical Services Veterinarian
VP =	Vice President	SCI =	Scientist
DIR =	Director	CON =	Consultant
MGR =	Manager	SPEC =	Specialist

“Other” responses include Head of Quality Assurance, Assistant director, Clinical Assistant Professor, Chief of staff, Clinical Project Manager, Senior Technical Manager, Specialty Hospital Services, Associate Representative, Veterinary Specialist – CE, CEO, Group Director, Partner, Attending Veterinarian, and Chief Veterinary Officer.

Table 7. Distribution of salaries by primary nature of job.

Salary Range \$	MGT	F/CI	LAM	R/PD	SPEC	AP	TS	S/M	Other
< 75,000	1	0	0	0	0	0	2	0	2
75,000-99,999	0	0	0	0	0	0	8	1	2
100,000-124,999	1	2	0	1	2	0	32	5	0
125000-149,999	3	0	0	6	0	0	27	4	6
150,000-174,999	6	0	0	1	0	0	10	6	3
175,000-199,999	4	0	2	1	2	1	8	1	1
200,000-224,999	3	0	1	0	1	0	1	0	1
225,000 or greater	9	0	1	0	0	0	0	0	0
Mean Salary	197,611	117,500	213,941	141,801	160,000	184,000	130,322	141,701	131,000
Percent	16.07%	1.19%	2.38%	5.36%	2.98%	0.60%	52.38%	10.12%	8.93%

Legend:

- MGT** = Management
- F/CI** = Field and/or Clinical Investigations
- LAM** = Laboratory Animal Medicine
- R/PD** = Research or Product Development
- SPEC** = Specialized, e.g., Regulatory/Toxicology/Pathology
- AP** = Animal Production
- TS** = Technical Services
- S/M** = Sales and/or Marketing

“Other” includes Quality Assurance, Teaching, In transition, Training, People development, Consultation and CE, Business Support, Pharmacovigilance, Education, Veterinary Specialty Team- education in the field, Continuing education related to internal medicine and veterinary law, Continuing Education, Teaching specialty medicine, and General business consulting.

Table 8. Distribution of salaries by number of years in management.

Salary Range \$	0-1	2-5	6-10	11-20	20+
< 75,000	0	0	0	0	1
75,000-99,999	0	0	0	0	0
100,000-124,999	0	1	0	0	0
125000-149,999	0	1	1	1	0
150,000-174,999	0	2	2	2	0
175,000-199,999	0	3	0	0	1
200,000-224,999	0	0	2	1	0
225,000 or greater	0	2	2	4	1
Mean Salary	0	190,167	191,714	257,125	191,667
Percent	0.00%	33.33%	25.93%	29.63%	11.11%

Table 9. Distribution of salaries by number of employees supervised.

Salary Range \$	0	1-2	3-5	6-10	11-20	21-35	35-50	50+
< 75,000	0	0	0	0	0	0	0	1
75,000-99,999	0	0	0	0	0	0	0	0
100,000-124,999	0	0	0	1	0	0	0	0
125000-149,999	0	0	0	1	0	1	0	0
150,000-174,999	0	0	1	3	0	2	0	0
175,000-199,999	0	1	0	1	0	0	2	0
200,000-224,999	0	0	0	1	0	0	0	2
225,000 or greater	0	0	1	2	3	1	0	2
Mean Salary	0	185,000	190,000	228,313	245,333	200,500	178,000	210,000
Percent	0.00%	4.00%	8.00%	32.00%	12.00%	16.00%	8.00%	20.00%

Table 10. Distribution of salaries by years with present employer.

Salary Range \$	0-1	2-5	6-10	11-15	16-20	20+
< 75,000	3	1	0	1	0	0
75,000-99,999	4	2	4	0	0	0
100,000-124,999	7	23	10	2	0	1
125,000-149,999	5	18	13	4	2	4
150,000-174,999	2	8	8	4	2	2
175,000-199,999	2	5	8	2	2	1
200,000-224,999	1	1	1	4	0	0
225,000 or greater	2	2	3	2	1	0
Mean Salary	126,069	137,636	149,197	168,092	185,714	144,500
Percent	15.57%	35.93%	28.14%	11.38%	4.19%	4.79%

Table 11. Distribution of salaries by years employed in industry.

Salary Range \$	0-1	2-5	6-10	11-15	16-20	20+
< 75,000	1	1	1	1	0	1
75,000-99,999	0	3	4	1	0	2
100,000-124,999	6	17	8	5	3	3
125,000-149,999	1	11	14	6	5	9
150,000-174,999	0	4	9	3	6	4
175,000-199,999	1	1	5	4	3	6
200,000-224,999	0	0	1	4	1	1
225,000 or greater	0	0	1	2	3	4
Mean Salary	113,811	123,384	139,583	158,763	169,408	165,158
Percent	5.42%	22.29%	25.90%	15.66%	12.65%	18.07%

Table 12. Distribution of salaries by nature of office location.

Salary Range \$	Co HQ	Div. HQ	Sub. HQ	RO/ HQ	R/T HQ	RS	P/MS	Coll/ Univ.	Home	Other
< 75,000	3	0	0	0	0	0	0	0	1	1
75,000-99,999	3	1	0	0	0	0	1	1	5	0
100,000-124,999	5	3	0	3	1	0	0	1	28	2
125000-149,999	4	2	2	3	0	1	1	0	32	0
150,000-174,999	8	2	0	0	0	0	1	0	15	0
175,000-199,999	3	3	0	0	1	0	2	0	11	0
200,000-224,999	7	0	0	0	0	0	0	0	0	0
225,000 or greater	7	0	0	2	0	0	0	0	1	0
Mean Salary	167,075	140,710	136,750	160,871	157,750	125,000	152,500	98,000	137,171	87,667
Percent	23.95%	6.59%	1.20%	4.79%	1.20%	.60%	2.99%	1.20%	55.69%	1.80%

Legend:

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Co HQ = Company or Corporate Headquarters
Div. HQ = Division Headquarters
Sub. HQ = Subsidiary Headquarters
RO/HQ = Regional Office or Headquarters
R/T HQ = Research or Technology Headquarters
RS = Research Station or Center
P/MS = Production or Manufacturing Site
Coll/Univ = College or University
Home = Home Office

Other includes Field, Branch Hospital.

Table 13. Distribution of salaries by nature of reporting status.

Salary Range \$	Directly to CEO	Middle Management	Self-Employed	Other
< 75,000	2	2	0	1
75,000-99,999	6	4	0	1
100,000-124,999	13	28	2	0
125000-149,999	11	35	0	0
150,000-174,999	20	6	0	0
175,000-199,999	13	6	1	0
200,000-224,999	6	0	0	1
225,000 or greater	7	1	1	1
Mean Salary	159,598	131,821	159,801	150,250
Percent	46.43%	48.81%	2.38%	2.38%

Other includes Board of Directors, Board of Trustees, and self-employed.

Table 14. Distribution of salaries by nature of previous employment.

Salary Range \$	Pvt.Prac.	VS	C/U	Govt.	Mil.	Other
< 75,000	3	0	1	0	0	0
75,000-99,999	8	0	1	1	1	0
100,000-124,999	38	0	2	1	0	1
125000-149,999	35	2	6	0	0	3
150,000-174,999	19	0	6	0	0	1
175,000-199,999	12	1	3	1	0	3
200,000-224,999	5	0	2	0	0	0
225,000 or greater	3	2	3	0	0	2
Mean Salary	138,307	206,241	165,169	130,667	90,000	185,277
Percent	74.10%	3.01%	14.46%	1.81%	0.60%	6.02%

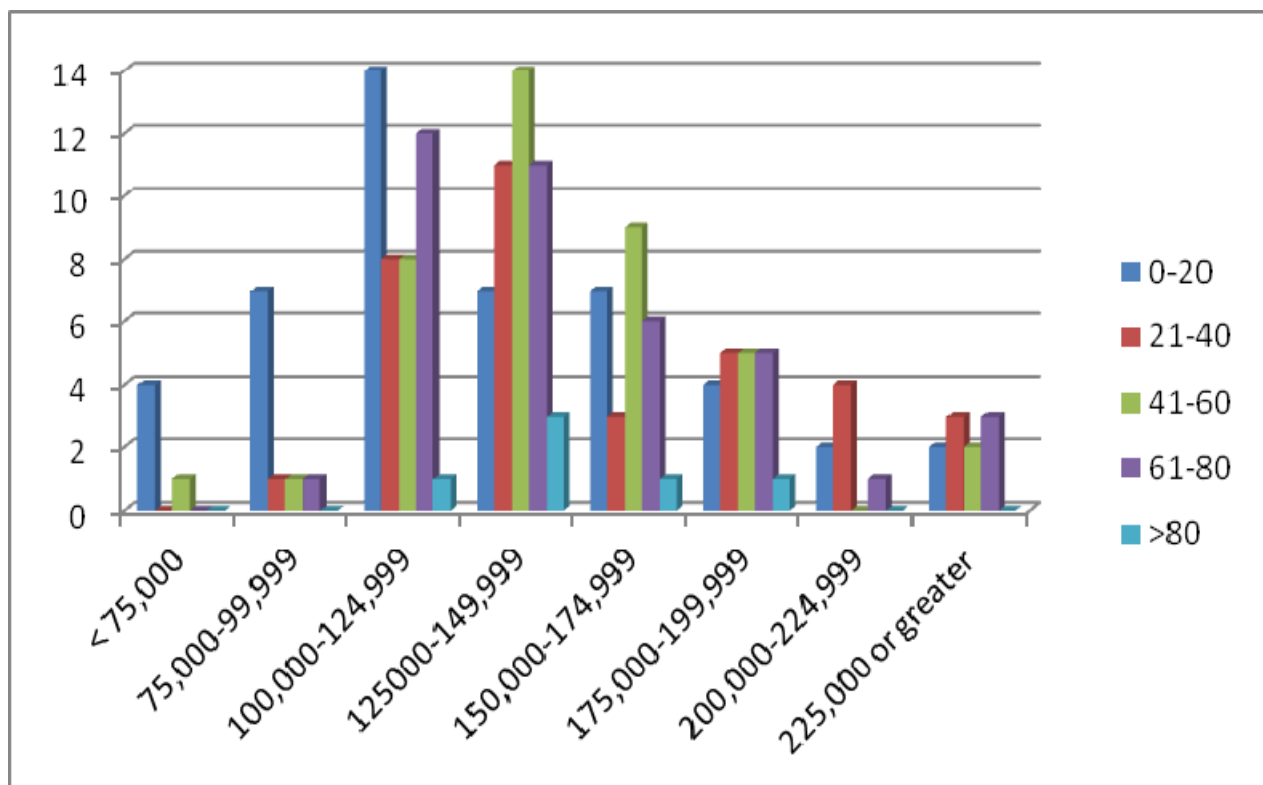
Legend: **Pvt. Prac.** = Private Practice
VS = Veterinary School (entered industry immediately following graduation)
C/U = College or University – Teaching, Research, or Laboratory
Govt. = Government
Mil. = Military

Other includes Pharmaceutical industry, Veterinary Lab/Research position in human health hospital, Graduate School, Industry, Non Profit, Poultry Industry, Pharmaceutical, Biotech company, Lab Animal Faculty at a Veterinary School, and Non-profit.

Table 15. Distribution of salaries by amount of travel (percentage of working time)

Salary Range \$	0-20	21-40	41-60	61-80	>80
< 75,000	4	0	1	0	0
75,000-99,999	7	1	1	1	0
100,000-124,999	14	8	8	12	1
125,000-149,999	7	11	14	11	3
150,000-174,999	7	3	9	6	1
175,000-199,999	4	5	5	5	1
200,000-224,999	2	4	0	1	0
225,000 or greater	2	3	2	3	0
Mean Salary	132,897	160,741	147,975	149,702	144,872
Percent	28.14%	20.96%	23.95%	23.35%	3.59%

Distribution of salaries by amount of travel (percentage of working time)



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Table 16. Distribution of salaries by type of travel

Salary Range \$	Local	Reg'l/Dist	Nat'l	Int'l
< 75,000	2	1	2	0
75,000-99,999	1	4	5	0
100,000-124,999	5	22	14	2
125000-149,999	0	23	22	1
150,000-174,999	0	5	21	0
175,000-199,999	0	3	14	3
200,000-224,999	0	0	6	1
225,000 or greater	0	0	7	3
Mean Salary	95,188	128,104	156,470	197,247
Percent	4.79%	34.73%	54.49%	5.99%

Legend: **Reg'l/Dist** = Regional or District
 Nat'l = National
 Int'l = International

Table 17. Percentage of respondents with company 401(K)/savings plan match.

Salary Range \$	Yes	No
< 75,000	3	2
75,000-99,999	9	4
100,000-124,999	41	2
125000-149,999	45	1
150,000-174,999	25	1
175,000-199,999	19	1
200,000-224,999	6	1
225,000 or greater	9	1
Percent	92.35%	7.65%

Table 18. Percentage of respondents for whom their company provides a company car.

Salary Range \$	Yes	No
< 75,000	0	5
75,000-99,999	3	8
100,000-124,999	25	18
125000-149,999	33	23
150,000-174,999	1	12
175,000-199,999	12	8
200,000-224,999	1	6
225,000 or greater	1	9
Percentage	46.06%	53.94%

Table 19. Percentage allowed to use the company car for personal travel.

Salary Range \$	Yes	No
< 75,000	0	0
75,000-99,999	3	0
100,000-124,999	25	0
125000-149,999	33	0
150,000-174,999	14	0
175,000-199,999	12	0
200,000-224,999	1	0
225,000 or greater	1	0
Percentage	100.00%	0%

Table 20. Fringe benefits provided by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	154	92.77%
Hospital/Medical Insurance	158	95.18%
Dental Insurance	150	90.36%
Retirement Plan	137	82.53%
Profit Sharing	32	19.28%
Royalties on New Products	6	3.61%
Stock Options	69	41.57%
Cash Bonus Program	87	52.41%
Other (e.g., Day Care, Continuing Education, etc.)	16	9.64%

Other includes continuing education, association dues, vision care, eye care, long term employee retention based on company goals, long-term care insurance, legal, tuition reimbursement, campus resource benefits, stock grants, employee stock purchase plan, short and long-term disability.

Table 21. Company benefit providing most satisfaction.

Benefit	# of Responses	Percent
Life Insurance	5	3.09%
Disability Insurance	2	1.23%
Medical/Dental Insurance	83	51.23%
Profit Sharing	2	1.23%
Savings Plan	16	9.88%
Cash Bonus Program	24	14.81%
Stock Options	4	2.47%
Retirement Plan	25	15.43%
Royalties on New Products	0	0.00%

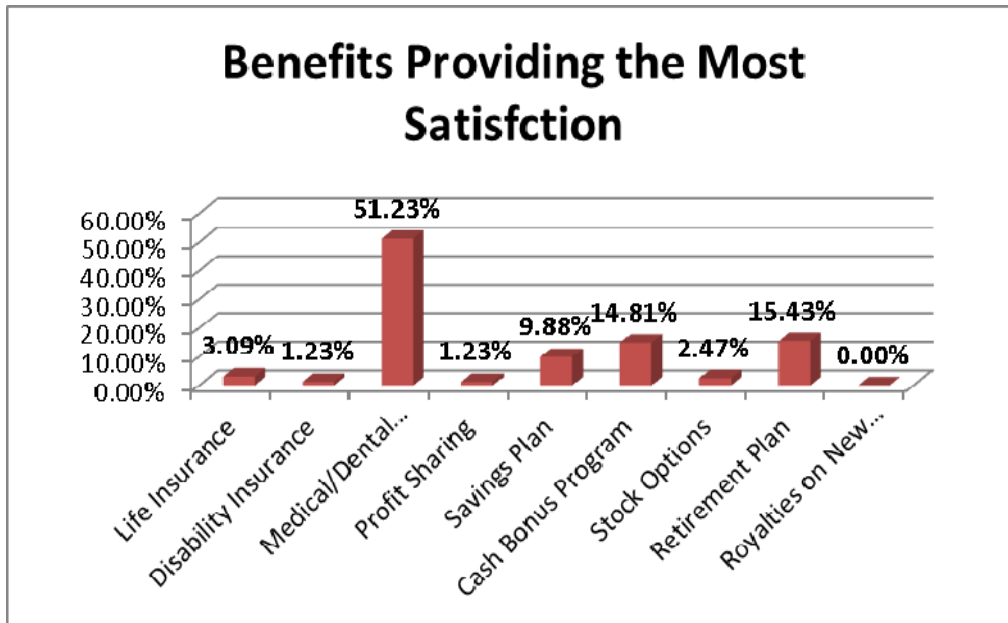


Table 22. Company benefit providing least satisfaction.

Benefit	# of Responses	Percent
Life Insurance	10	6.33%
Disability Insurance	15	9.49%
Medical/Dental Insurance	21	13.29%
Profit Sharing	10	6.33%
Savings Plan	5	3.16%
Cash Bonus Program	31	19.62%
Stock Options	31	19.62%
Retirement Plan	23	14.56%
Royalties on New Products	11	6.96%

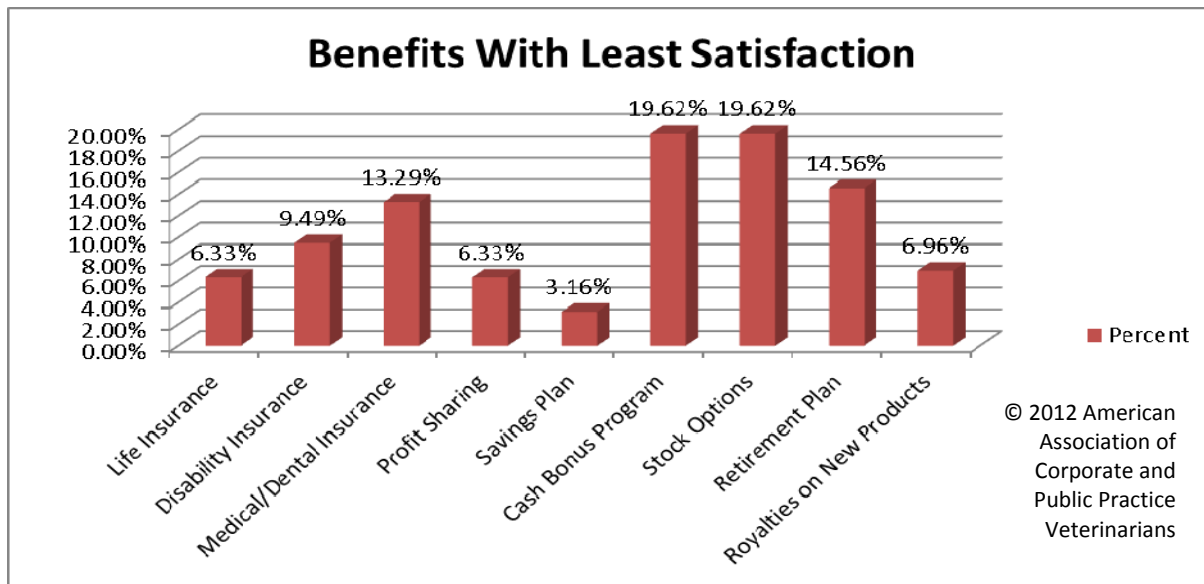


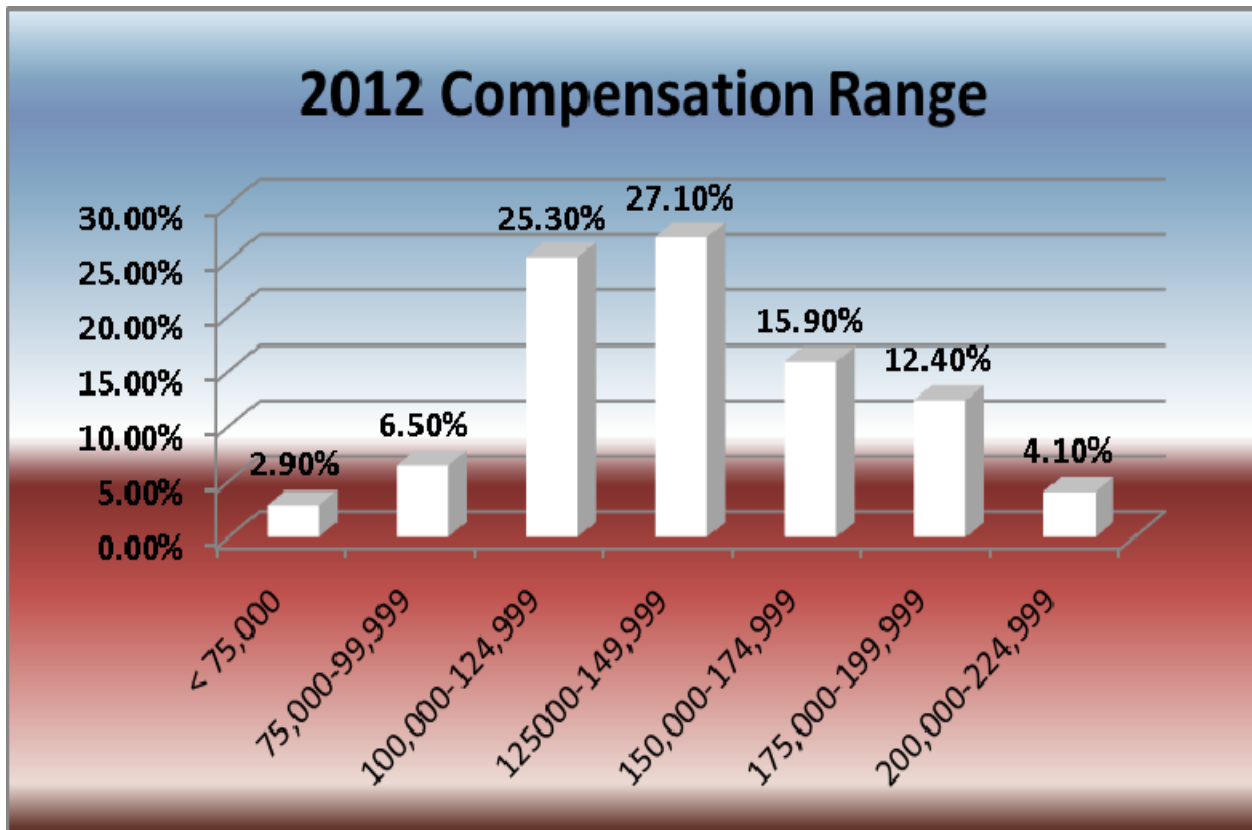
Table 23. Benefit desired to be added by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	1	0.65%
Hospital/Medical Insurance	2	1.31%
Dental Insurance	3	1.96%
Retirement Plan	12	7.84%
Profit Sharing	41	26.80%
Royalties on New Products	20	13.07%
Stock Options	26	16.99%
Cash Bonus Program	34	22.22%
Other (e.g., Day Care, Continuing Education, Financial)	17	11.11%

Other includes Broader/better retirement/401K options, Pension, no expectation for more benefits, more vacation time, none – my company takes great care of its employees, performance based bonus, I am satisfied with the current offerings, better death and dismemberment, and Pet Insurance.

Table 24. Distribution of salaries.

Salary Range	# of Responses	Percent
< 75,000	5	2.9%
75,000-99,999	11	6.5%
100,000-124,999	43	25.3%
125,000-149,999	46	27.1%
150,000-174,999	27	15.9%
175,000-199,999	21	12.4%
200,000-224,999	7	4.1%
225,000 or greater	10	5.9%
Mean Salary		146,116



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Table 25. Percentage of respondents receiving a monetary bonus.

Salary Range \$	Yes	No
< 75,000	2	3
75,000-99,999	7	4
100,000-124,999	31	12
125000-149,999	26	20
150,000-174,999	17	10
175,000-199,999	13	8
200,000-224,999	5	2
225,000 or greater	8	2
Percentage	64.12%	35.88%

Percentage of Respondents Receiving a Monetary Bonus

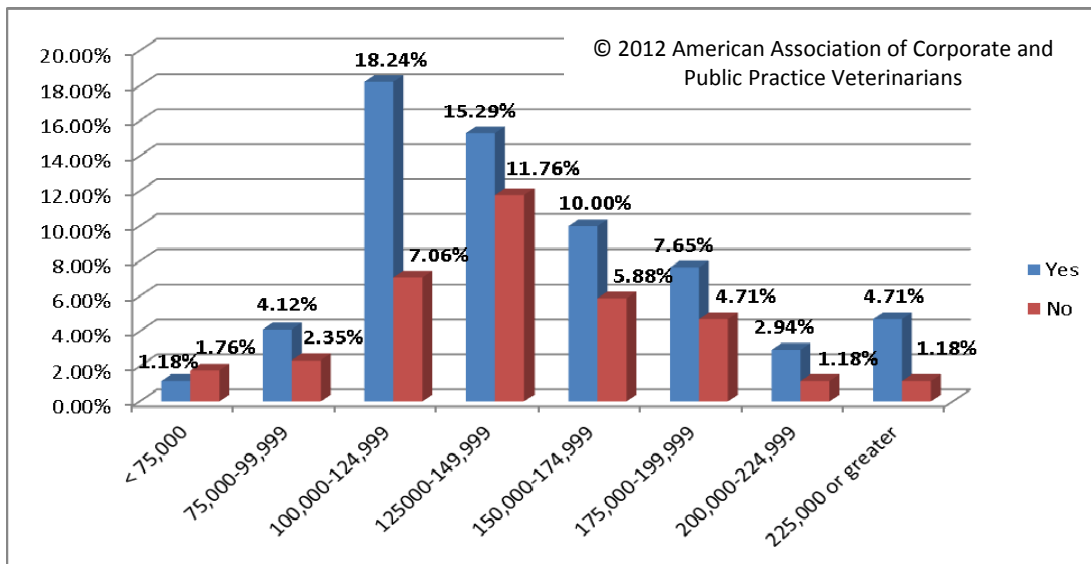


Table 26. Target Bonus Value Percentages.

Salary Range \$	<5,000	5,000-10,000	10,000-15,000	15,000-20,000	20,000-25,000	25,000-30,000	30,000-35,000	35,000-40,000	>40,000
< 75,000	1	1	0	0	0	0	0	0	0
75,000-99,999	1	3	1	0	0	2	0	0	0
100,000-124,999	4	3	5	3	8	7	1	0	0
125000-149,999	0	3	0	4	7	6	5	1	0
150,000-174,999	3	0	0	1	3	2	3	5	0
175,000-199,999	0	0	1	0	0	4	3	2	3
200,000-224,999	0	0	1	0	1	0	0	2	1
225,000 or greater	0	0	1	0	0	0	1	1	5
Total Respondents	9	0	9	8	19	21	13	11	9
Percentage	8.26%	9.17%	8.26%	7.34%	17.43%	19.27%	11.93%	10.09%	8.26%

Table 27. Other Financial Incentive Received (Stock Option, SAR).

Salary Range \$	Yes	No
< 75,000	3	8
75,000-99,999	9	33
100,000-124,999	23	22
125000-149,999	16	10
150,000-174,999	9	11
175,000-199,999	3	4
200,000-224,999	6	4
225,000 or greater	3	8
Total Respondents	69	97
Percentage	41.57%	58.43%

Table 28. Estimated Annual Monetary Benefit of Incentive.

Salary Range \$	<5,000	5,000-10,000	10,000-15,000	15,000-20,000	20,000-25,000	25,000-30,000	30,000-35,000	35,000-40,000	>40,000
< 75,000	0	0	0	0	0	0	0	0	0
75,000-99,999	1	1	0	1	0	0	0	0	0
100,000-124,999	6	2	1	0	0	2	0	0	1
125000-149,999	15	4	4	0	1	0	0	0	0
150,000-174,999	6	3	2	0	3	1	1	0	0
175,000-199,999	1	1	2	3	0	0	0	0	0
200,000-224,999	1	1	1	0	2	1	1	1	1
225,000 or greater	0	0	0	0	0		1	1	3
Total Respondents	30	12	10	4	6	4	3	2	5
Percentage	39.47%	15.79%	13.16%	5.26%	7.89%	5.26%	3.95%	2.63%	6.58%

Table 29. Changed employers in the past two years (including mergers and acquisitions).

Salary Range \$	Yes	No
< 75,000	3	2
75,000-99,999	4	7
100,000-124,999	11	31
125,000-149,999	10	35
150,000-174,999	6	20
175,000-199,999	4	16
200,000-224,999	2	5
225,000 or greater	4	6
Total Respondents	44	122
Percentage	26.51%	73.49%

Table 30. Current Member of AACPPV

Salary Range \$	Yes	No
< 75,000	3	2
75,000-99,999	9	2
100,000-124,999	33	9
125,000-149,999	35	10
150,000-174,999	24	2
175,000-199,999	17	3
200,000-224,999	6	1
225,000 or greater	8	2
Total Respondents	135	31
Percentage	81.33%	18.67%

Table 31. Employer supports AACPPV membership by paying dues.

Salary Range \$	Yes	No
< 75,000	1	2
75,000-99,999	6	3
100,000-124,999	28	5
125,000-149,999	32	3
150,000-174,999	23	1
175,000-199,999	16	1
200,000-224,999	6	0
225,000 or greater	6	2
Total Respondents	118	17
Percentage	87.41%	12.59%

Table 32. Employer supports membership by allowing time to attend AACPPV functions

Salary Range \$	Yes	No
< 75,000	0	3
75,000-99,999	5	4
100,000-124,999	17	16
125000-149,999	21	14
150,000-174,999	17	6
175,000-199,999	12	5
200,000-224,999	5	1
225,000 or greater	4	4
<hr/>		
Total Respondents	81	53
Percentage	60.45%	39.55%

Table 33. Employer supports AACPPV membership by paying expenses to attend AACPPV functions.

Salary Range \$	Yes	No
< 75,000	0	3
75,000-99,999	4	3
100,000-124,999	29	4
125000-149,999	28	6
150,000-174,999	15	9
175,000-199,999	15	2
200,000-224,999	6	0
225,000 or greater	5	3
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Total Respondents	102	30
Percentage	77.27%	22.73%