

American Association of Corporate and Public Practice Veterinarians 2011 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 2012, survey questionnaires on 2011 compensation data were conducted exclusively via Survey Monkey. One hundred sixteen (116) 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 is maintained, beginning with the 2010 data. Effective in 2012, AACPPV is returning to a biannual survey due to cost considerations. AACPPV's next survey will begin to collect data from participants in January 2014 and will publish in March 2014. In years where a survey is not conducted, AACPPV will analyze trends in specific data and roll that information out to its members throughout the year.

<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
2011	152,365

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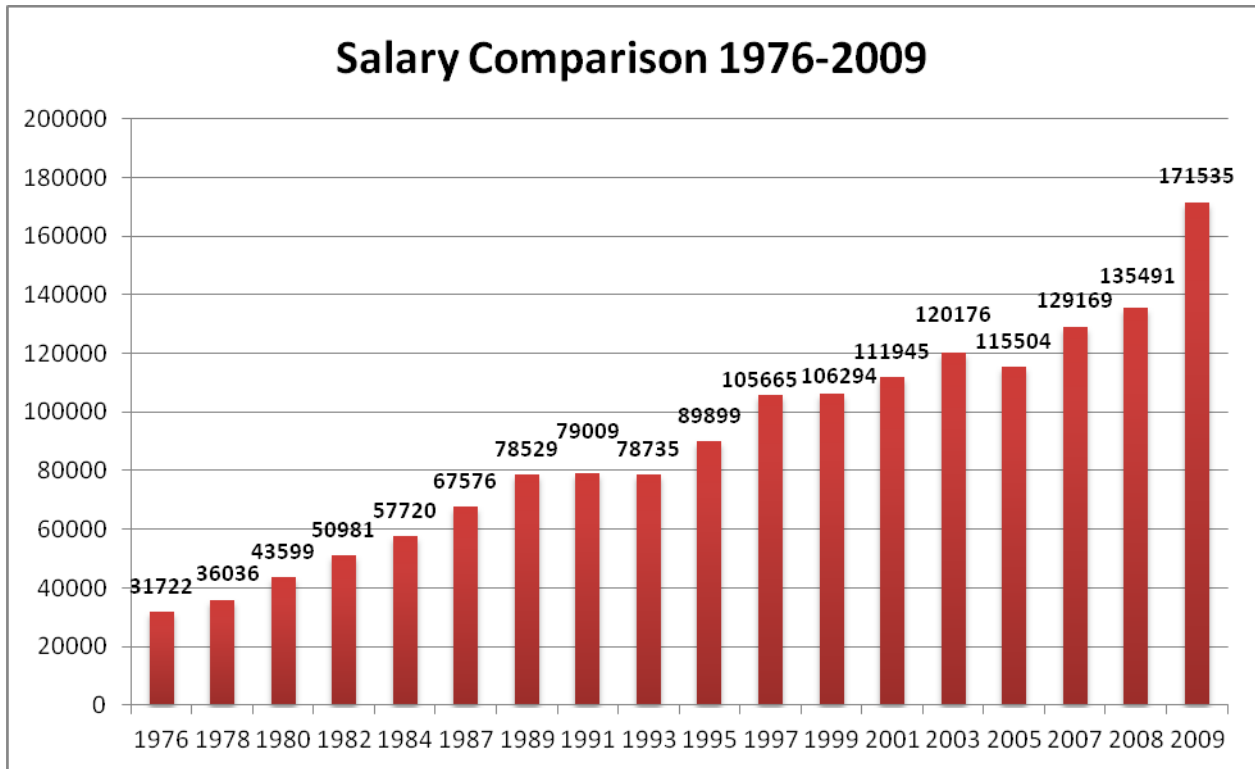
AACPPV Executive Director, 6060 Sunrise Vista Drive, Suite 1300, Citrus Heights, CA 95610-7098.

Phone: (916) 726-1560

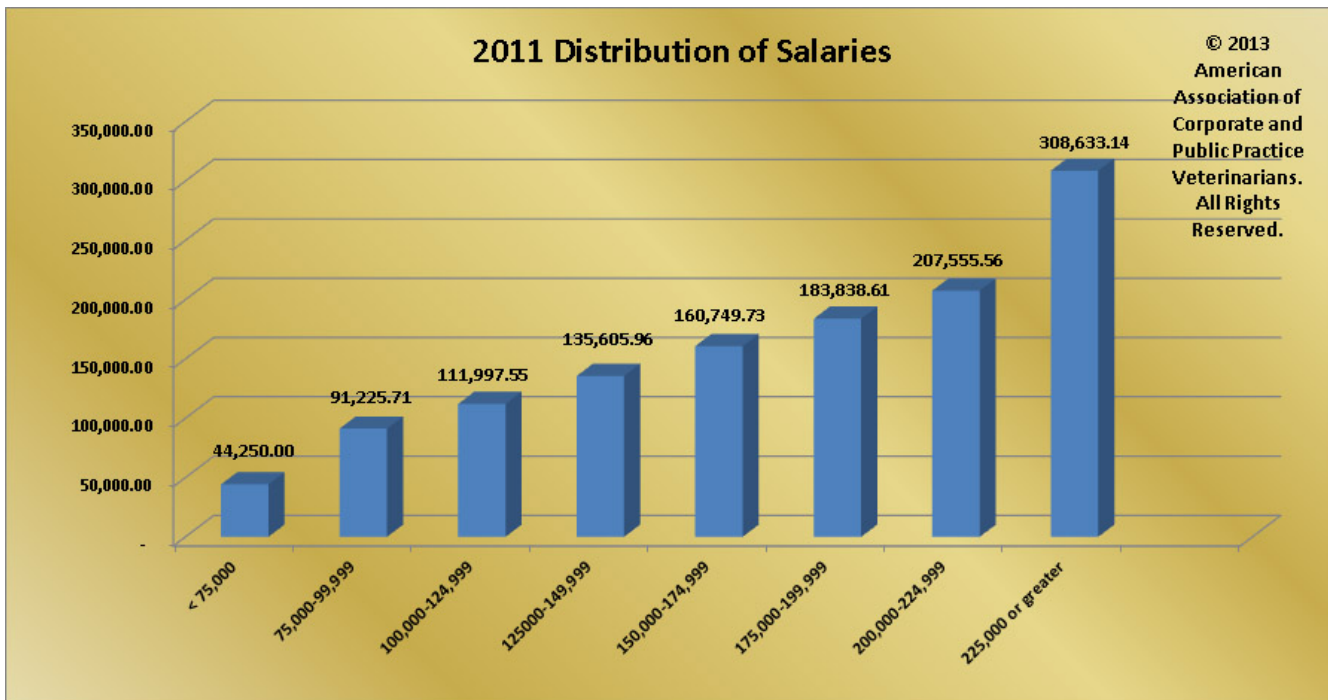
Fax (866) 500-3947

Email: info@aacppv.org.

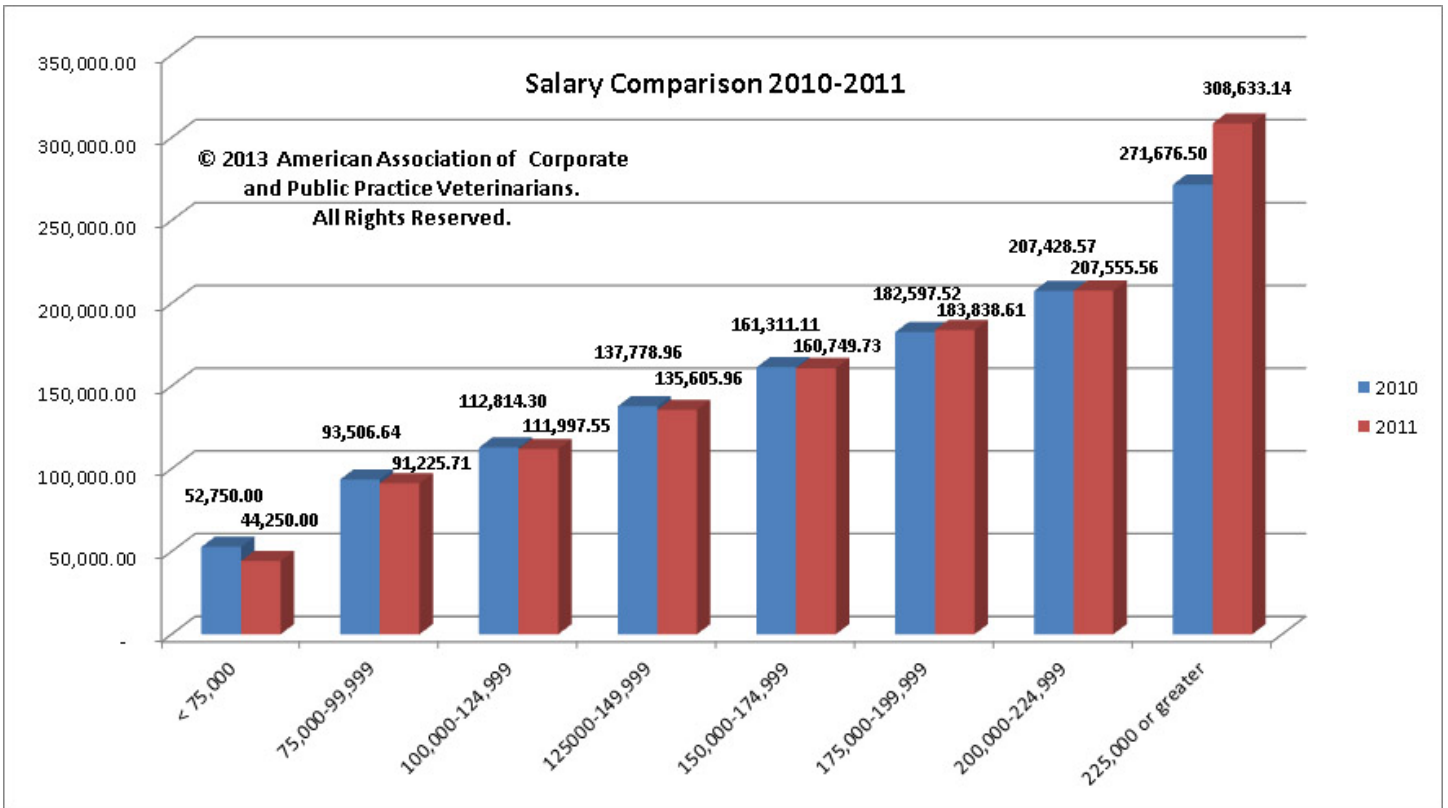
Salary Comparison 1976-2009



2011 Distribution of Salaries



2010-2011 Salary Comparison



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	4	3	1	0	1	0
75,000-99,999	7	1	0	0	0	0
100,000-124,999	22	7	1	3	4	0
125000-149,999	26	6	2	4	3	0
150,000-174,999	25	9	4	3	8	2
175,000-199,999	13	3	1	1	8	4
200,000-224,999	9	3	0	1	2	0
225,000 or greater	7	2	1	1	4	0

Mean Salary	152,985.1327	147,484.2353	186,842.6000	153,076.9231	184,657.7333	175,833.3333
Percent	100.00%	30.09%	8.85%	11.50%	26.55%	5.31%

Other includes DVSc, BSc (Hons), J.D., MPVM, Specialty Internship, Second Board Certification.

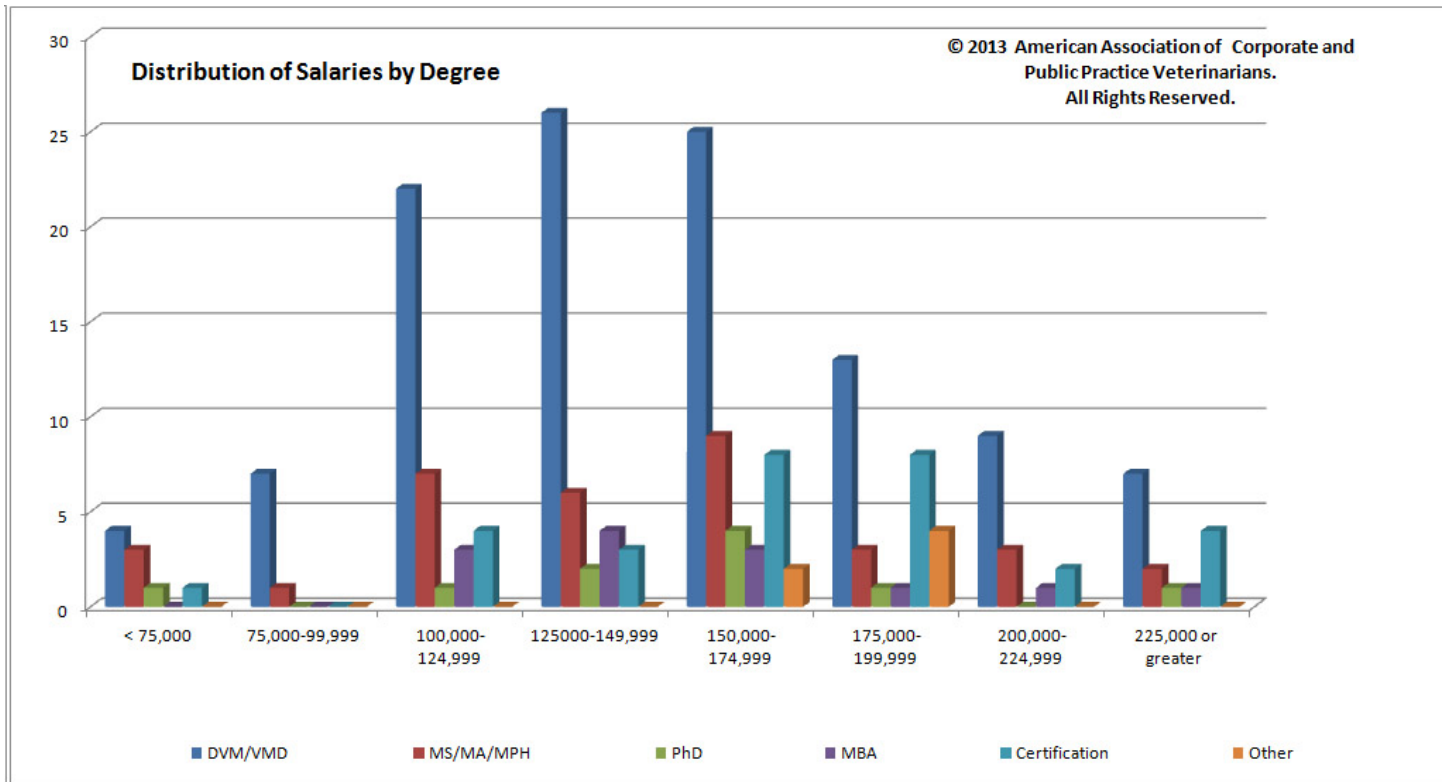


Table 2. Distribution of salaries by sex.

Salary Range	Male	%	Female	%
< 75,000	1	25.00%	3	75.00%
75,000-99,999	2	28.57%	5	71.43%
100,000-124,999	10	45.45%	12	54.55%
125,000-149,999	18	64.29%	10	35.71%
150,000-174,999	18	69.23%	8	30.77%
175,000-199,999	10	76.92%	3	23.08%
200,000-224,999	5	55.56%	4	44.44%
225,000 or greater	3	42.86%	4	57.14%
Total	67		49	
Percent	57.76%		42.24%	

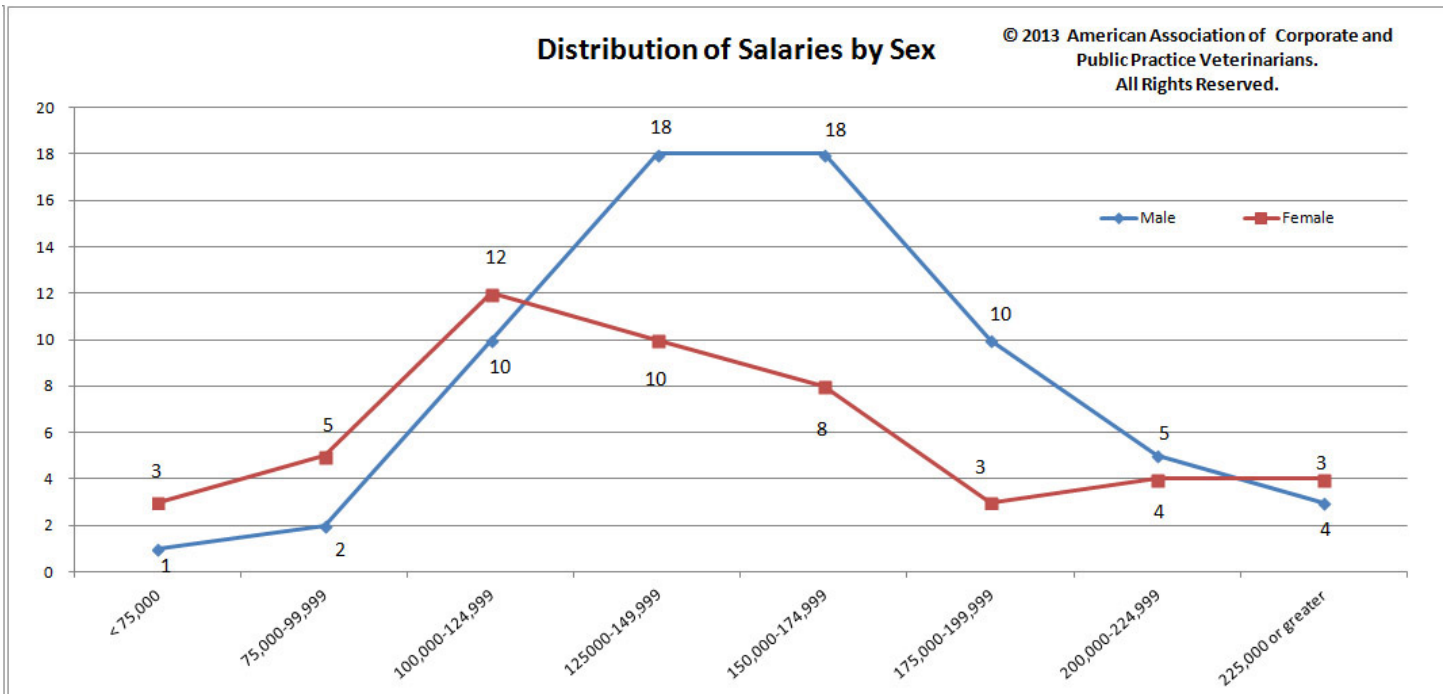


Table 3. Geographic distribution of salaries

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	0	0	1	2	0	0	0	0	0
75,000-99,999	1	1	1	1	3	0	0	0	0	0
100,000-124,999	1	6	6	0	6	2	0	1	0	0
125000-149,999	6	7	7	0	10	2	1	0	0	0
150,000-174,999	5	2	2	0	12	1	0	2	0	0
175,000-199,999	0	3	3	1	2	0	2	0	0	0
200,000-224,999	1	1	1	0	4	1	0	0	0	0
225,000 or greater	3	0	0	0	3	0	0	0	0	1
Total Respondents	18	20	20	3	42	6	3	3	0	1
Mean Salary	178,321	141,024	150,855	90,433	290,719	142,076	171,333	142,333	0	250,000

Percent 15.52% 17.24% 17.24% 2.59% 36.21% 5.17% 2.59% 2.59% 0.00% 0.95%

Distribution of Salaries by Geographic Region

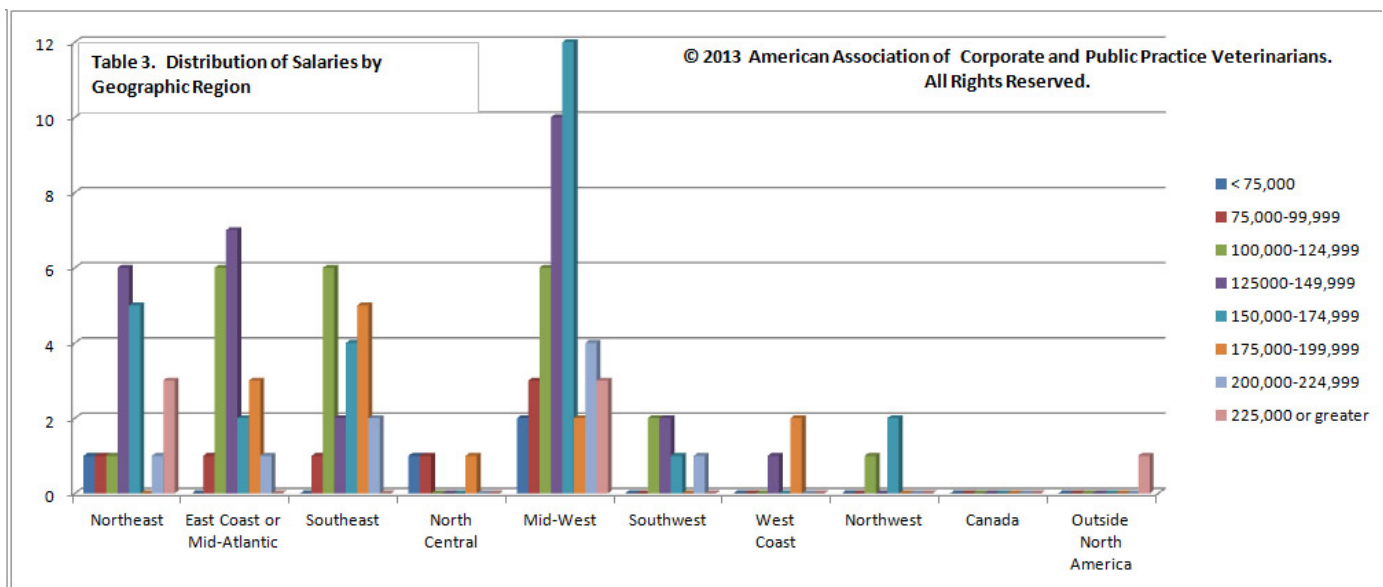


Table 4. Distribution of salaries by interest of company.

Salary Range \$	HP	AHP	AC/P	AF	PF	LP	P/EP	CR/T	G	C	O
< 75,000	0	0	0	0	1	0	0	1	0	1	0
75,000-99,999	0	6	0	0	1	0	0	0	0	0	0
100,000-124,999	1	11	0	0	1	1	0	0	0	0	0
125,000-149,999	1	24	0	1	4	0	0	1	0	0	0
150,000-174,999	1	22	0	0	2	0	1	0	0	0	1
175,000-199,999	0	11	0	0	1	0	1	0	0	0	1
200,000-224,999	0	6	0	0	0	0	0	0	0	1	1
225,000 or greater	2	2	0	0	2	0	0	1	0	0	1
Mean Salary	250,399	371,674	0	0	137,917	112,000	178,500	169,333	0	120,000	195,610
Percent	4.50%	73.87%	0.00%	0.00%	10.81%	0.90%	1.80%	2.70%	0.00%	1.80%	3.60%

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

- Regulatory consulting
- Total Ag Input Supply Company (Agronomy & Livestock)
- Not for profit member association – veterinarians
- University
- Human Pharmaceuticals/Biologicals 1st, then Veterinary
- Insurance programs
- Consulting - poultry health, food safety, welfare
- AVMA PLIT
- Veterinary Association

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

Salary Range	Full-time	Part-time	Self-Employed
< 75,000	1	3	0
75,000-99,999	7	0	0
100,000-124,999	21	1	0
125000-149,999	28	0	0
150,000-174,999	26	0	0
175,000-199,999	13	0	0
200,000-224,999	9	0	0
225,000 or greater	7	0	0
Totals	112	4	0
Percentage	96.55%	3.45%	0.00%

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	1
75,000-99,999	0	0	0	2	5	0	0	0	0
100,000-124,999	0	0	1	1	13	0	3	0	4
125000-149,999	0	0	1	10	15	1	0	1	0
150,000-174,999	0	1	3	8	9	0	1	1	3
175,000-199,999	0	0	6	1	3	0	1	2	0
200,000-224,999	0	3	2	0	1	0	2	0	1
225,000 or greater	0	2	1	1	0	0	0	0	3
Mean Salary	0	147,858	171,667	148,443	131,592	127,000	138,694	166,825	158,453
Percent	0.00%	5.17%	12.93%	19.83%	40.52%	0.86%	6.90%	3.45%	10.34%

Legend:

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

Other responses include contract clinical research veterinarian, Executive Vice President, Professional Services Veterinarian, Associate Director, Senior Manager, Trust Representative, CEO, Executive Director, Senior Director, and Attending Veterinarian.

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	0	1	0	0	0	0	1	0	2
75,000-99,999	0	1	0	0	0	0	5	1	0
100,000-124,999	2	0	0	0	1	0	11	7	1
125,000-149,999	2	0	0	4	0	0	19	3	0
150,000-174,999	3	1	0	0	1	0	14	4	3
175,000-199,999	2	0	0	0	1	1	5	0	4
200,000-224,999	3	0	0	1	0	0	2	0	3
225,000 or greater	4	0	1	1	0	0	0	1	0
157,331									
Mean Salary	211,549	93,333	286,644	160,500	153,182	185,000	138,545	135,813	157,331
Percent	13.79%	2.59%	0.86%	5.17%	2.59%	0.86%	49.14%	13.79%	11.21%

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, Medical Writer, Teaching, Specialty teaching in field, research/marketing support, Management of insurance programs, Academic Affairs, Education and Product Support, Business Development and Alliances, Academic Relations, Education and Teaching, Consulting, Scientific Affairs, Chief Executive Officer

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	0
75,000-99,999	0	0	0	0	0
100,000-124,999	0	0	2	0	0
125000-149,999	0	1	0	1	0
150,000-174,999	0	1	0	1	1
175,000-199,999	0	0	1	0	1
200,000-224,999	0	1	0	1	0
225,000 or greater	0	2	0	2	1
Mean Salary	0	159,000	138,000	257,358	229,667
Percent	0.00%	13.25%	18.75%	31.25%	18.75%

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	0
75,000-99,999	0	0	0	0	0	0	0	0
100,000-124,999	0	2	0	0	0	0	0	0
125000-149,999	0	0	0	1	0	1	0	0
150,000-174,999	0	0	1	0	2	0	0	0
175,000-199,999	0	0	1	0	1	0	0	0
200,000-224,999	0	0	0	0	1	0	0	1
225,000 or greater	0	0	0	0	0	1	1	2
Mean Salary	0	224,000	178,000	145,000	180,000	202,500	166,500	327,263
Percent	0.00%	12.50%	12.50%	6.25%	25.00%	12.50%	12.50%	18.75%

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	1	1	1	1	0	0
75,000-99,999	2	1	2	1	0	1
100,000-124,999	0	6	11	3	1	1
125000-149,999	1	7	11	3	1	4
150,000-174,999	2	7	10	3	1	2
175,000-199,999	0	2	5	3	1	2
200,000-224,999	0	2	3	4	0	0
225,000 or greater	0	3	1	0	2	1
Mean Salary	80,000	155,577	144,447	153,698	237,225	165,364
Percent	5.26%	25.44%	38.60%	15.79%	5.26%	9.65%

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	0	0	1	1	1	1
75,000-99,999	1	2	2	1	0	1
100,000-124,999	0	3	10	2	3	4
125000-149,999	0	3	9	4	7	5
150,000-174,999	0	1	10	3	5	7
175,000-199,999	0	1	5	1	2	3
200,000-224,999	0	0	2	3	0	4
225,000 or greater	0	1	0	0	2	4
Mean Salary	95,000	139,077	140,618	146,839	135,830	167,765
Percent	.087%	9.57%	33.91%	13.04%	17.39%	25.22%

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	2	0	0	0	0	0	0	0	1	0
75,000- 99,999	1	1	1	0	0	0	1	0	3	0
100,000- 124,999	7	3	0	0	0	0	1	1	9	1
125000- 149,999	2	3	0	5	0	1	1	0	15	1
150,000- 174,999	7	2	0	2	0	0	0	0	15	0
175,000- 199,999	3	1	0	0	1	0	0	0	8	0
200,000- 224,999	4	1	0	0	0	0	0	0	3	0
225,000 or greater	3	1	0	0	3	0	0	0	0	0
Mean Salary	159,705	149,547	85,280	144,986	313,749	127,000	109,833	115,000	145,756	123,000
Percent	25.44%	10.53%	0.88%	6.14%	3.51%	0.88%	2.63%	0.88%	47.37%	1.75%

Legend:

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 Home/Commute/Field, Subsidiary Customer Service Center

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

Salary Range \$	Directly to CEO	Middle Management	Self-Employed	Other
< 75,000	1	1	1	1
75,000-99,999	3	4	0	0
100,000-124,999	5	15	1	1
125000-149,999	11	17	0	0
150,000-174,999	14	12	0	0
175,000-199,999	8	3	1	1
200,000-224,999	6	1	1	1
225,000 or greater	4	2	0	1
Mean Salary	168,826	138,433	132,636	150,088
Percent	44.83%	47.41%	3.45%	4.31%

Other includes contracted/self-employed, self-employed, Board of Directors, Board of Trustees

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

Salary Range \$	Pvt.Prac.	VS	C/U	Govt.	Mil.	Other
< 75,000	1	0	1	0	0	2
75,000-99,999	6	0	0	0	0	1
100,000-124,999	13	0	6	2	1	0
125000-149,999	23	0	3	0	0	2
150,000-174,999	21	1	4	0	0	0
175,000-199,999	8	2	2	0	0	1
200,000-224,999	5	1	2	0	0	1
225,000 or greater	3	1	2	0	0	1
Mean Salary	128,814	145,380	171,600	100,773	115,000	135,163
Percent	68.97%	4.31%	17.24%	1.72%	0.86%	6.90%

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 Industry before veterinary school, then practice, then industry and practice; MBA graduate school, graduate school, production company, nonprofit organization.

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	3	0	1	0	0
75,000-99,999	3	2	1	1	0
100,000-124,999	9	5	3	3	2
125,000-149,999	8	8	6	5	1
150,000-174,999	4	7	8	7	0
175,000-199,999	1	3	7	2	0
200,000-224,999	3	2	1	1	1
225,000 or greater	2	5	0	0	0

Mean Salary	135,356	173,534	144,710	148,118	147,019
Percent	28.70%	27.83%	23.48%	16.52%	3.48%

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

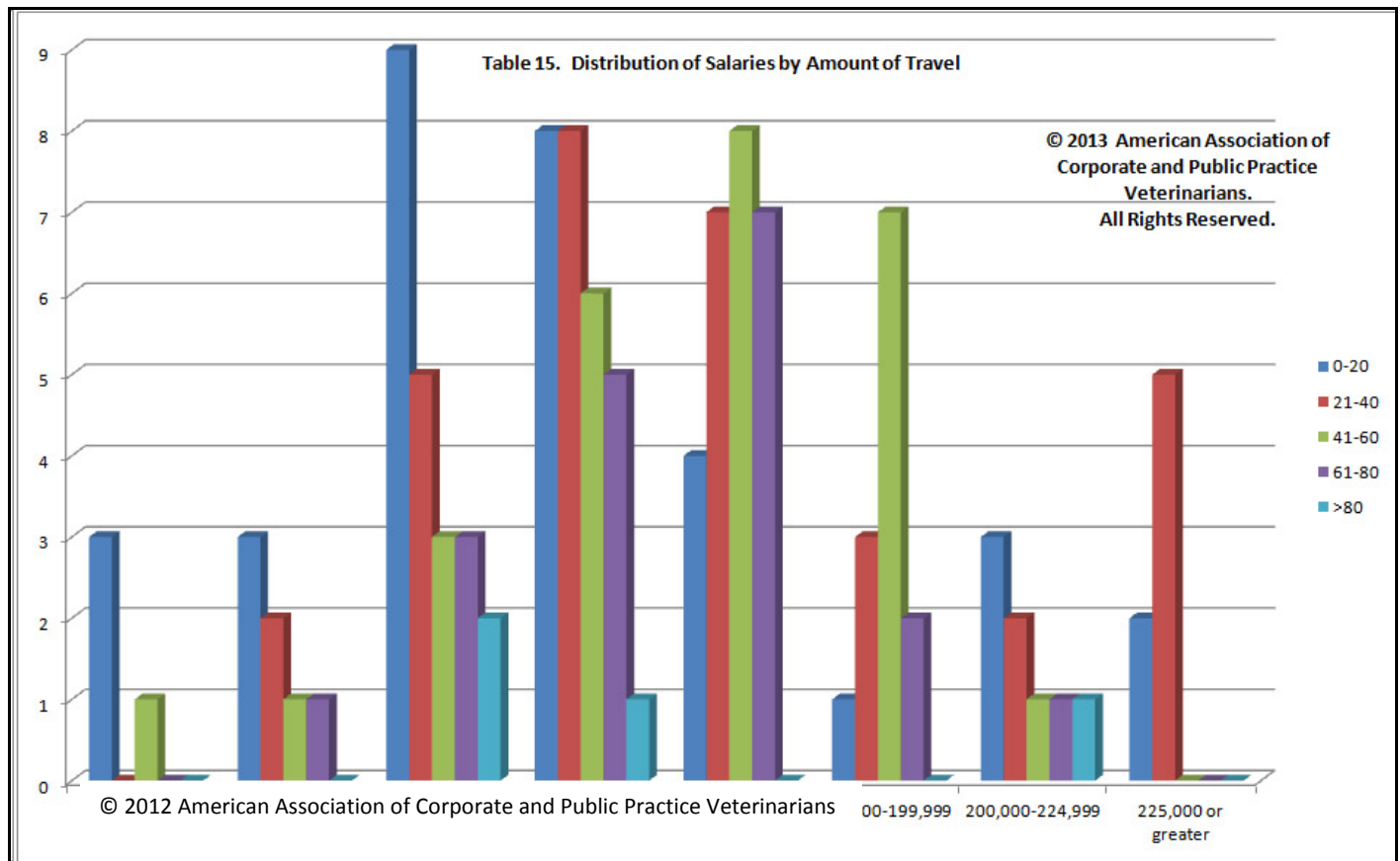


Table 16. Distribution of salaries by type of travel

Salary Range \$	Local	Reg'l/Dist	Nat'l	Int'l
< 75,000	1	0	3	0
75,000-99,999	0	2	5	0
100,000-124,999	3	8	10	1
125000-149,999	0	14	13	1
150,000-174,999	0	10	16	0
175,000-199,999	1	5	6	1
200,000-224,999	1	0	7	1
225,000 or greater	0	0	4	3
Mean Salary	124,395	140,900	155,482	211,714
Percent	5.17%	33.62%	55.17%	6.03%

Legend: **Regional/District** = Regional or District
 National = National
 International = International

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

Salary Range \$	Yes	No
< 75,000	1	3
75,000-99,999	7	0
100,000-124,999	19	3
125000-149,999	27	1
150,000-174,999	25	1
175,000-199,999	12	1
200,000-224,999	6	2
225,000 or greater	7	0
Percent	90.43%	9.57%

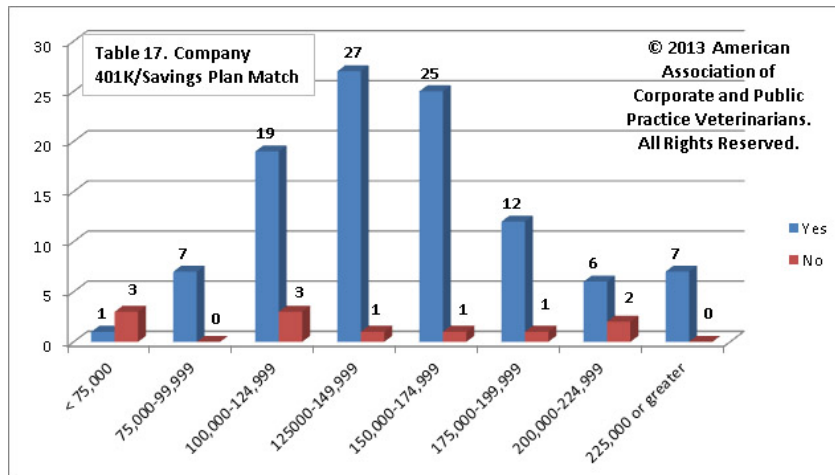


Table 18. Percentage of respondents for whom their company provides a company car.

Salary Range \$	Yes	No
< 75,000	1	3
75,000-99,999	3	4
100,000-124,999	9	13
125000-149,999	15	13
150,000-174,999	15	11
175,000-199,999	9	3
200,000-224,999	2	6
225,000 or greater	0	7
Percentage	47.37%	52.63%

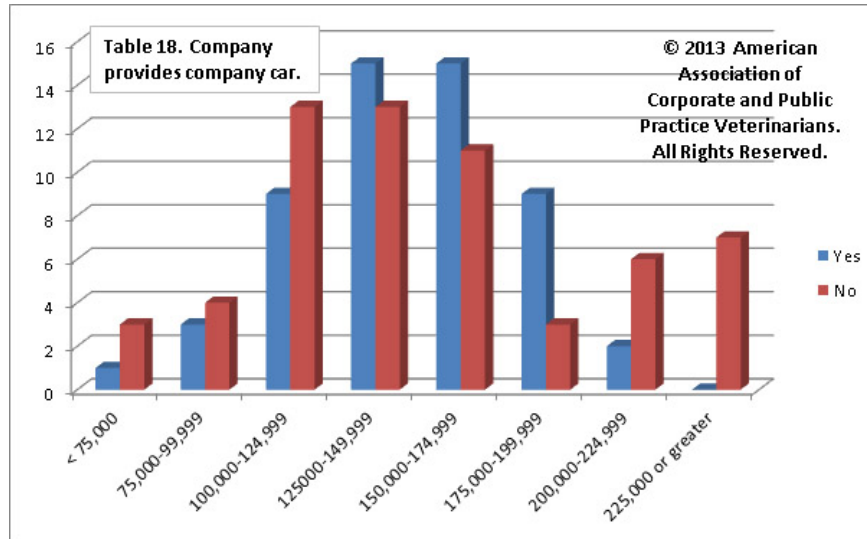


Table 19. Percentage allowed to use the company car for personal travel.

Salary Range \$	Yes	No
< 75,000	1	0
75,000-99,999	3	0
100,000-124,999	9	0
125000-149,999	15	0
150,000-174,999	15	0
175,000-199,999	10	0
200,000-224,999	2	0
225,000 or greater	0	0
Percentage	100.00%	0%

Table 20. Fringe benefits provided by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	154	89.66%
Hospital/Medical Insurance	158	90.52%
Dental Insurance	150	68.10%
Retirement Plan	137	79.31%
Profit Sharing	32	12.93%
Royalties on New Products	6	0.00%
Stock Options	69	46.55%
Cash Bonus Program	87	63.79%
Other (e.g., Day Care, Continuing Education, etc.)	16	6.90%

Other includes ESOP, Legal Insurance, Long Term Stock Incentive Plan, Long Term Care Plan, Partial payment against government-mandated health insurance, and vision insurance.

Table 21. Company benefit providing most satisfaction.

Benefit	# of Responses	Percent
Life Insurance	4	3.74%
Disability Insurance	2	1.87%
Medical/Dental Insurance	60	56.07%
Profit Sharing	2	1.87%
Savings Plan	6	5.61%
Cash Bonus Program	14	13.08%
Stock Options	2	1.87%
Retirement Plan	17	15.89%
Royalties on New Products	0	0.00%

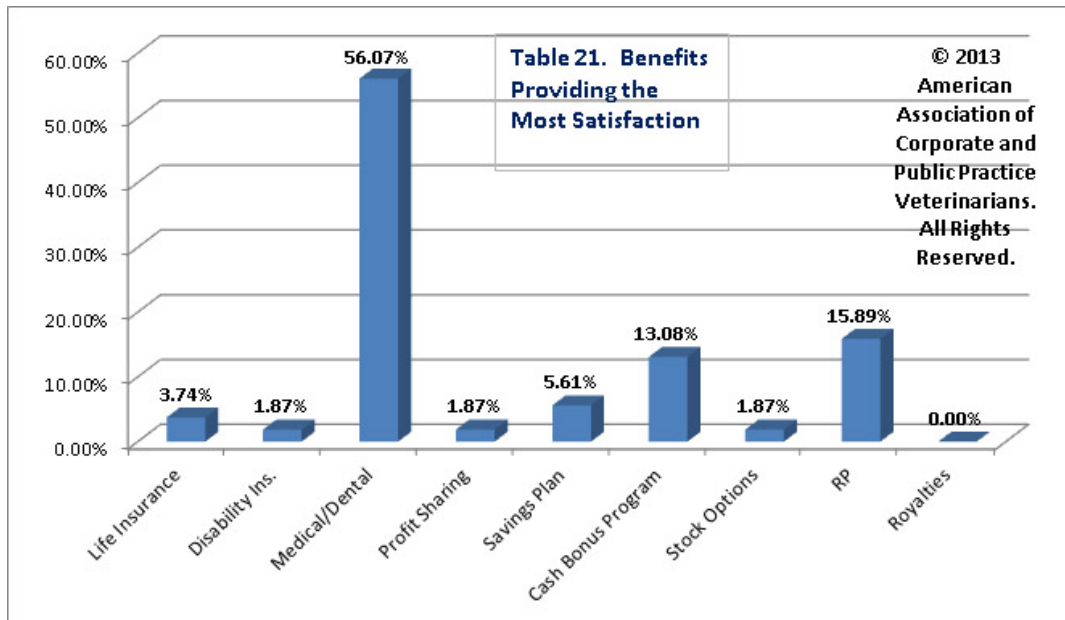


Table 22. Company benefit providing least satisfaction.

Benefit	# of Responses	Percent
Life Insurance	17	15.89%
Disability Insurance	7	6.54%
Medical/Dental Insurance	8	7.48%
Profit Sharing	13	12.15%
Savings Plan	2	1.87%
Cash Bonus Program	16	14.95%
Stock Options	21	19.63%
Retirement Plan	13	12.15%
Royalties on New Products	10	9.35%

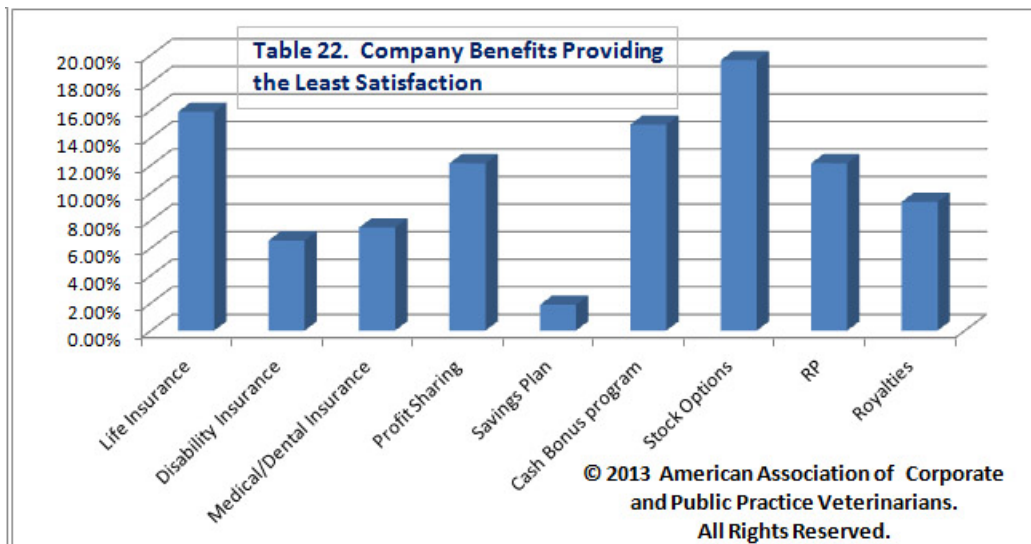


Table 23. Benefit desired to be added by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	1	0.99%
Hospital/Medical Insurance	2	0.99%
Dental Insurance	3	0.99%
Retirement Plan	12	3.96%
Profit Sharing	41	34.65%
Royalties on New Products	20	14.85%
Stock Options	26	17.82%
Cash Bonus Program	34	14.85%
Other (e.g., Day Care, Continuing Education, Financial)	17	10.89%

Other includes Company Car, Compensation based on increased contribution, Increased \$ on the Cash Bonus Program, Innovation Incentive, Long term care insurance, no charge for personal use of company vehicle, Retirement Health Care, and Sabbatical Leave.

Table 24. Distribution of salaries.

Salary Range	# of Responses	Percent
< 75,000	4	3.4%
75,000-99,999	7	6.0%
100,000-124,999	22	19.0%
125,000-149,999	28	24.1%
150,000-174,999	26	22.4%
175,000-199,999	13	11.2%
200,000-224,999	9	7.8%
225,000 or greater	7	6.0%
Mean Salary		152,365

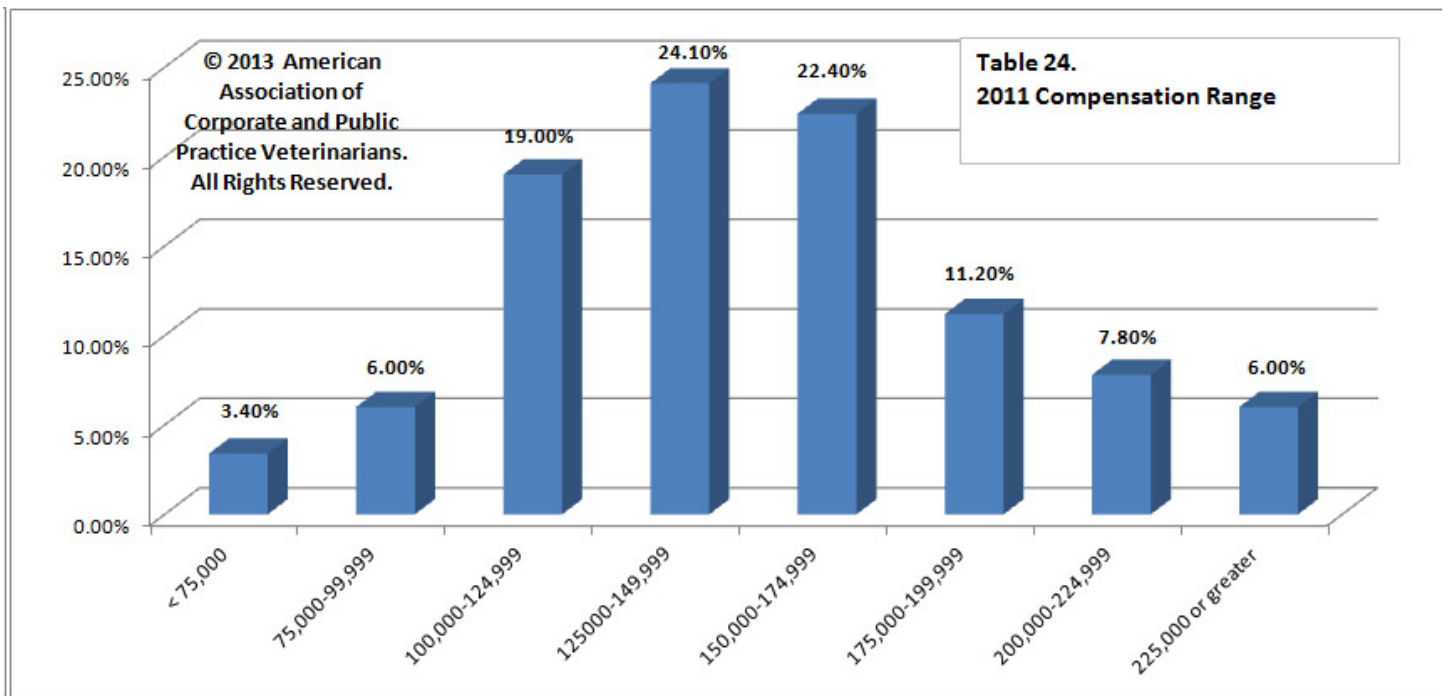


Table 25. Respondents receiving a monetary bonus.

Salary Range \$	Yes	No
< 75,000	1	2
75,000-99,999	6	1
100,000-124,999	17	5
125,000-149,999	17	11
150,000-174,999	19	7
175,000-199,999	8	5
200,000-224,999	4	4
225,000 or greater	7	0
Percentage	69.30%	30.70%

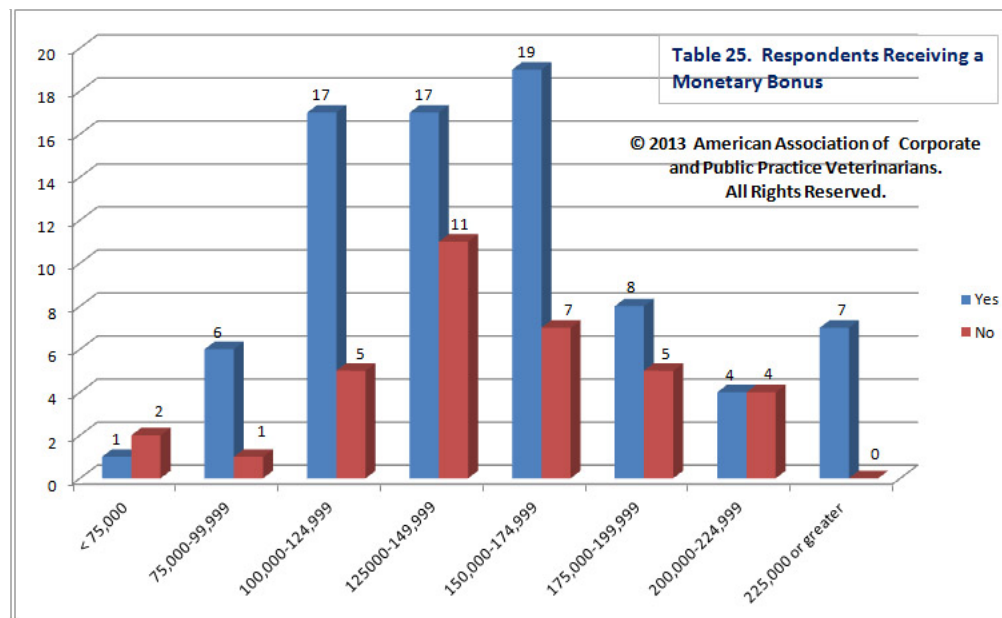


Table 26. Target Bonus Value Percentages.

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	0	0	0	0	0	0	0	0
75,000-99,999	0	5	0	0	0	2	0	0	0
100,000-124,999	2	4	2	3	8	0	0	0	0
125,000-149,999	1	0	0	4	3	6	2	0	0
150,000-174,999	2	1	2	1	2	5	2	1	2
175,000-199,999	1	0	0	0	1	3	2	0	2
200,000-224,999	0	0	1	0	1	0	1	0	2
225,000 or greater	0	0	0	0	0	0	0	0	0
Total Respondents	7	0	5	11	15	16	7	1	6
Percentage	8.97%	12.82%	6.41%	14.10%	19.23%	20.51%	8.97%	1.28%	7.69%

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

Salary Range \$	Yes	No
< 75,000	0	3
75,000-99,999	3	4
100,000-124,999	5	17
125,000-149,999	15	13
150,000-174,999	17	9
175,000-199,999	8	5
200,000-224,999	2	6
225,000 or greater	4	2
Total Respondents	54	59
Percentage	47.79%	52.21%

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	0	0	3	0	1	0	0	0	0
125,000-149,999	7	5	2	0	0	1	0	0	0
150,000-174,999	7	6	1	1	2	0	0	0	0
175,000-199,999	2	2	0	3	0	1	0	0	0
200,000-224,999	1	0	1	0	0	0	0	0	0
225,000 or greater	0	0	0	0	0	0	1	0	3
Total Respondents	18	14	7	5	3	2	1	0	3
Percentage	33.96%	26.42%	13.21%	9.43%	5.66%	3.77%	1.89%	0.00%	5.66%

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

Salary Range \$	Yes	No
< 75,000	3	1
75,000-99,999	2	5
100,000-124,999	2	20
125000-149,999	3	25
150,000-174,999	5	21
175,000-199,999	0	13
200,000-224,999	0	8
225,000 or greater	0	6
Total Respondents	15	99
Percentage	13.16%	86.84%

Table 30. Current Member of AACPPV

Salary Range \$	Yes	No
< 75,000	2	2
75,000-99,999	5	2
100,000-124,999	22	0
125000-149,999	27	0
150,000-174,999	25	1
175,000-199,999	11	2
200,000-224,999	8	0
225,000 or greater	5	1
Total Respondents	105	8
Percentage	92.92%	7.08%

Table 31. Employer supports AACPPV membership by paying dues.

Salary Range \$	Yes	No
< 75,000	.95%	.95%
75,000-99,999	3.81%	.95%
100,000-124,999	16.19%	4.76%
125000-149,999	23.81%	1.90%
150,000-174,999	22.86%	.95%
175,000-199,999	9.52%	.95%
200,000-224,999	6.67%	.95%
225,000 or greater	2.86%	1.90%
Total Respondents	91	14
Percentage	86.67%	13.33%

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

Salary Range \$	Yes	No
< 75,000	1	1
75,000-99,999	4	1
100,000-124,999	13	9
125000-149,999	24	3
150,000-174,999	18	7
175,000-199,999	8	3
200,000-224,999	7	1
225,000 or greater	4	1
Total Respondents		
	79	26
Percentage		
	75.24%	24.76%

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

Salary Range \$	Yes	No
< 75,000	0	2
75,000-99,999	3	2
100,000-124,999	11	11
125000-149,999	16	11
150,000-174,999	15	10
175,000-199,999	6	5
200,000-224,999	7	1
225,000 or greater	4	1
Total Respondents		
	62	43
Percentage		
	59.05%	40.95%