

A Survey of
Compensation of Life Scientists in the USA, 2009

By

TheScientist
MAGAZINE OF THE LIFE SCIENCES

With the participation of
The American Association of Immunologists
The American Physiological Society
The American Society for Cell Biology
The Endocrine Society

Conducted by



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This report is an analysis of data collected via a web survey form from readers of *The Scientist*, registrants and visitors to *The Scientist* web site, and members of the sponsoring societies. The survey was conducted between March 5 and May 31, 2009.

We wish to express our thanks to the participating societies and to the many thousands of scientists who responded to this survey.

The survey form and analysis were developed by

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Please direct any inquiries about the survey methodology and analysis to AMG Science Publishing.

Methodology

E-mail invitations to participate in this survey were sent to subscribers to the print edition of *The Scientist*, to registrants on *The Scientist* web site who identified themselves as U.S.-based professional life scientists. The sponsoring Societies carried out additional mailings and advertising to their members encouraging them to participate. Advertising was included on *The Scientist* web site encouraging visitors to participate.

Data were collected from March 5 and May 31, 2009. Usable responses were received from 4,738 individuals in the United States. Since many individuals are subscribers to *The Scientist*, and/or registrants on their web site, and/or members of one or more of the sponsoring societies, it is not possible to compute an accurate rate of response.

It should be noted that not every participant provided all of the information requested. If the participant provided income data, plus information concerning at least one demographic characteristic, the questionnaire was included in the study. The result of this decision is that the total number of cases varies from table to table.

For each parameter, the following data are given

No.	Refers to the usable number of responses from which the statistics were derived for the data line in which that specific number appears.
Mean	Indicates the annual compensation of all individuals in a group were added together and the total divided by the number of cases involved. This measure of central tendency can be unduly influenced by a few very high or very low data. While the mean is more convenient for the purpose of certain calculations, greater consideration should be given to the median for comparison purposes, especially when the sample size is small.
10%	First Decile: Income below which 10% of the incomes fall
25%	First Quartile: Income below which 25% of the incomes fall
50%	Median: The value of the middle item (or the average of the two middle items) of a group of values when they are arrayed from largest to smallest. The advantage of the median is that it provides a measure of central tendency that is not unduly influenced by a few very high or very low. The median value is most useful for comparison purposes and has been highlighted in yellow on all pages.
75%	Third Quartile: Income below which 75% of the incomes fall.

90%	Ninth Decile: Income below which 90% of the incomes fall
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Thresholds

- If there are less than 5 responses No values are given
- If there are less than 10 responses Only mean and median values are given
- If there are less than 20 responses Only mean, median and quartile values are given
- If there are 20 or more responses Mean, median, quartile and first and ninth decile values are given.

The information regarding compensation which is presented herein should be considered in its entirety before any final interpretations are made. Usually, the larger the sample size, the more "stable" and valid the statistics which are reported. Consequently, greater confidence can usually be placed in data for which sample sizes are larger.

Occasionally, the current salary and/or total compensation reported by one or more respondents in a group will be considerably higher or lower than that of other respondents. When the sample size for that group is very small, the mean for the group will be influenced unduly and the inter-decile range extended greatly. However, the medians reported will not be influenced by such isolated cases. Therefore, whenever the sample size is small, the inter-decile range is extremely large, and there is a considerable difference between the mean and the median in a line of data, greater confidence should usually be placed in the median rate reported than in the mean rate.

As the definitions imply, one-half of the respondents in a group are in positions where the salary currently paid and the total compensation are above the median rates reported, one-quarter are above the third quartile rates reported, and one-tenth above the ninth decile. As a matter of policy, many employers deliberately set salary ranges above the "going rate" in order to attract and retain the best possible employees. Further, an individual's length of service and performance in his or her position play parts in determining that individual's current salary, since the value of a job tends to increase when the job is performed and "molded" by an exceptionally able individual. Therefore, the fact that an individual's salary is above some otherwise-appropriate statistic need not necessarily be a matter of concern.

Survey Form

The Survey Form, with definitions of terms used is reproduced below. The headings given in the results tables are somewhat abbreviated and it is sometimes necessary to consider the more detailed wording of the questions when making judgments about the results.

Introduction

The Scientist, Magazine of the Life Sciences, in cooperation with several major professional societies, is conducting a survey of compensation in the life sciences.

The survey is open to all life scientists employed in the US.

The survey is being conducted and analyzed by AMG Science Publishing, an independent consulting firm. Articles describing the results of the survey will be published in The Scientist September 2009 issue, on The-Scientist.com web site, and in the participating societies' publications.

Your participation in this study is completely voluntary and will take approximately 4 minutes. To ensure that we collect accurate and representative results please answer all questions carefully and completely. All responses are confidential, anonymous and coded, and data from this research will be reported only in the aggregate.

As our way of saying "thank you" for your participation, all respondents who fill out the survey by SUNDAY, MAY 31, 2009 may enter a drawing for one of three Amazon.com gift certificates worth \$100.

If you have questions at any time about the survey or the procedures, you may contact AMG SCIENCE PUBLISHING by email at info@amgpublishing.com. Thank you very much for your time and support.

Are you a life scientist resident in the US?

Yes

No

Society Membership: Please check the names of any of the following societies of which you are a member.

Check all that apply.

The American Association of Immunologists (AAI)

The American Physiological Society (APS)

The American Society for Biochemistry and Molecular Biology (ASBMB)

The American Society for Cell Biology (ASCB)

The American Society for Pharmacology and Experimental Therapeutics (ASPET)

The Endocrine Society

Society for Neuroscience (SFN)

None of the above

Employment

Employment Status. Please select the entry below which best describes your employment status

Employed full-time (permanent)

Employed full-time (contract/temporary)

Employed part-time (permanent)
Employed part-time (contract/temporary)
Post-doctoral or other fellowship
Self-employed full-time (35 hours or more per week)
Self-employed part-time (under 35 hours per week)
Unemployed (seeking employment)
Other (not adequately described above)

Primary Job Activity. Please select the entry below which best identifies your primary job activity

Administration (primarily not of research)
Analytical Services
Clinical Services
Consulting
Government (excluding Health and Safety/Regulatory Affairs)
Health and Safety/Regulatory Affairs
Marketing, Sales, Purchasing, and Technical Services
Patents, Licensing, and Trademarks
Patient Care
Production, Quality Control/Quality Assurance
Research - Administration
Research - Clinical
Research - Field
Research - Laboratory
Teaching/Training - Academic
Teaching/Training - Other
Technology Transfer
Other (not adequately described above)

Primary Area of Specialization. Please select the entry below which identifies your primary area of specialization.

Anatomy
Animal Behavior
Bacteriology
Biochemistry
Bioengineering
Bioinformatics
Biology - General/Other
Biophysics
Biostatistics
Biotechnology
Botany
Cancer/Oncology
Cell Biology/Cytology
Chemistry - General/Other

Clinical Research
Developmental Biology
Drug Discovery/Development/Delivery
Ecology
Endocrinology
Entomology
Environmental Science
Epidemiology
Evolution
Food Science/Nutrition
Genetics
Genomics
Immunology
Microbiology
Molecular Biology
Neuroscience
Organic Chemistry
Parasitology
Pathology
Preclinical/Translational Research
Pharmacology
Physiology
Plant Sciences
Proteomics
Stem Cell Research
Systems Biology
Toxicology
Virology
Zoology
Other (not specified above)

Job Type

Position/Job Type: Please select the entry below that best describes your position. (Your choice will determine what job titles you are presented with.)

Academic/Teaching position (including postdocs in academia)

Non-academic position

Academic Job Types

This page shows the various academic job titles we analyze. Please select the entry which best describes your job level, even if it is not your exact title.

Academic/Teaching Positions: Please select the entry below which best describes your job level

College/University Department Head (11-12 month appointment)

College/University Department Head (9-10 month appointment)

Professor (11-12 month appointment)

Professor (9-10 month appointment)

Associate Professor (11-12 month appointment)

Associate Professor (9-10 month appointment)

Assistant Professor (11-12 month appointment)

Assistant Professor (9-10 month appointment)

College Instructor (11-12 month appointment) Other

College Instructor (9-10 month appointment)

Adjunct Professor (at least 2 semesters per year)

Post-Doctoral Researcher

Other Academic Position (not adequately described above)

Academic Positions: Please indicate your academic tenure status

Tenured

On tenure track

Not on tenure track

Other (please specify)

Non-Academic Job Titles

This page lists all the non-academic job titles we analyze. Please select the entry in ONE of the sections below that best describes your job, even if the title is not an exact match.

Management Positions in Industry

President/Managing Director/CEO

Chief Operating Officer

Chief Scientific Officer

Other Management Position

Non-Academic Research Positions

Research Vice President/Director.

Research Manager.

Research Section Head.

Research Unit Supervisor.

"Distinguished" Researcher.

Senior Researcher.

Intermediate Researcher.

Researcher in Post-doctoral training program

Junior Researcher.
Senior Research Technician.
Research Technician.
Other Research Position (full-time)

Laboratory Positions

Laboratory Director.
Laboratory Manager.
Medical Technologist/Clinical Lab Scientist
Laboratory Technician.
Other Laboratory Position

Government Positions

Manager
Section Head.
Unit Supervisor.
Non-supervisory Professional.
Non-supervisory Non-professional.
Other Government Position

Consulting Positions

Principal Consultant
Senior Consultant
Consultant
Junior Consultant
Independent Consultant (solo practice)
Other Consulting Position

Other Positions

Editor
Science Journalist
Non-profit/NGO Administrator
Other Position not adequately described in this section

Compensation

Base Annual Salary from Primary Job.

What is your base annual salary from your primary, full-time job (to the nearest whole dollar)?

Please exclude summer teaching, fees, overtime pay, bonuses, profit-sharing, and any other supplemental income. Also, please exclude income from secondary employment (such as part-time teaching, part-time consulting, etc.) Note: If you are self-employed, please post your total annual income (from your primary business) here.

Please enter a whole number without punctuation. e.g. for \$50,000.00, enter 50000

Other Cash Compensation from Primary Employment.

During the past year, what additional cash income did you receive from your primary job (to the nearest whole dollar)? (Please include fees, bonuses, and profit sharing, but exclude salary, overtime pay, and income from secondary or part-time employment.)

If you received no fees, bonuses, commissions, or profit sharing, please enter a single 0 digit (zero).

Please enter a whole number without punctuation. e.g. for \$50,000.00, enter 50000

Responsibilities

Type of Supervisory/Managerial Responsibility. Please select the entry below which best describes the type of employees that you supervise/manage.

I have no routine supervisory/managerial responsibility

I supervise/manage life scientists or other professionals but not clerical or other non-professional employees.

I supervise/manage clerical or other non-professional employees, but not scientists or other professionals.

I supervise/manage both professional and non-professional employees.

Other (not adequately described above)

Level of Supervisory/Managerial Responsibility. Please indicate the number of employees of the type specified previously that you supervise/manage (directly or through subordinate supervisors).

None

One or two employees

Three or four employees

Five to nine employees

10 to 24 employees

25 to 49 employees

50 to 99 employees

100 to 249 employees

250 to 499 employees

500 to 999 employees

1,000 or more employees

Qualifications

Highest Degree(s) Earned. Please select the entries below for the highest degree(s) you have been granted to date. Check all that apply. (Please exclude honorary degrees.)

Some college but no degree

Two-to-three year degree (e.g. A.A./A.S. degree)

Bachelor-level Non-Science degree (B.A.)

Bachelor-level Science/Engineering Degree (e.g. B.S.)

Masters-level Non-Science Degree (e.g. M.A.)

Masters-level Business Degree (e.g. M.B.A.)

Masters-level Science/Engineering Degree (e.g. M.S.)
Doctoral Non-Science Degree (e.g. Ph.D.)
Doctoral Science/Engineering Degree (e.g. Ph.D., Pharm. D. etc.)
Medical Doctorate (MD, etc.)
Juris Doctor (J.D.)
Other (not adequately described herein)

Age and Experience

Age at Most Recent Birthday

Under 30
30 - 34
35 - 39
40 - 44
45 - 49
50 - 54
55 - 59
60 - 64
65 or more

Total Years of Professional Experience. Please select the entry below for the group which includes your total number of years of professional experience. (Note: Please exclude years as a graduate student and/or during significant interruptions in your professional career.)

Under one year
One or two years
Three or four years
Five to nine years
10 to 14 years
15 to 19 years
20 to 24 years
25 to 29 years
30 to 34 years
35 to 39 years
40 years or more

Demographics

Answers to these questions are not required.

Gender

Female

Male

Ethnic Origin of Respondent

White/Caucasian (not of Hispanic origin)

Black/African origin

Hispanic/Latino

Asian

Pacific Islander

Native American/Native Alaskan

Other (not adequately described above)

Citizenship or Visa Status. What is your citizenship or visa status?

U. S. native

U. S. naturalized citizen

U. S. permanent resident

Other U. S. visa

Description of Place of Work

Specific Industry or Service of Employer. Please select the entry below which best describes the specific industry or service of your place of work.

Academic - Medical School

Academic - Dental School

Academic - Veterinary School

Academic - Ph.D. Degree Program

Academic - Other Professional School

Academic - Non-professional School

Academic - College/University (grants only Masters and Bachelors degrees)

Academic - College/University (grants only 2-3 year degrees)

Academic - Secondary School

Agricultural or Veterinary Service

Clinical Laboratory (private)

Consultant (independent)

Consulting firm

Government - Federal (civilian)

Government - Federal (military)

Government - State

Government - City/County

Government - Other Local Jurisdiction

Health Care Facility (not listed below)

Health Care Facility - for-profit

Health Care Facility - non-profit
Health Maintenance Organization
Health Practitioner's Office
Hospital - University
Hospital - V.A.
Hospital - Other Federal Facility
Hospital - State
Hospital - City/County
Hospital - For-profit
Hospital - Non-profit
Independent Testing Laboratory
Industry (biologicals)
Industry (biotechnology)
Industry (chemicals)
Industry (cosmetics/toiletries)
Industry (food/beverage)
Industry (laboratory/medical instruments/supplies)
Industry (pharmaceuticals)
Industry (other)
Contract research organization
Research institute or organization (non-profit)
Research organization (not otherwise listed)
Law Firm
Non-profit organization (not otherwise listed)
Publishing
Other, not adequately described

Employees

Number of Employees. Please click on the range below which includes the total number of employees in your entire organization in all locations.

1
2 -4
5 -9
10 -24
25 -49
50 -99
100 -249
250 -499
500 -999
1,000 -2,499

2,500 -4,999
5,000 -9,999
10,000 -24,999
25,000 or more

Location

Please enter the 5-digit ZIP code of your place of work.

Prize Drawing

If you wish to be entered in the drawing for a \$100 Amazon.com gift certificate, please provide your name and e-mail address.

This information will be kept separate from your responses to the survey and will be used solely to contact you concerning the prize drawing.

Name

Email

THE SCIENTIST SURVEY OF SALARIES IN THE LIFE SCIENCES 2009

Survey Dates: March 5, 2009 - May 31, 2009

CUSTOM REPORT FOR THE AMERICAN SOCIETY FOR CELL BIOLOGY

ASCB Members	No.	Mean	10%	25%	50%	75%	90%
Base Salary	297	\$ 101,583	\$ 42,312	\$ 64,000	\$ 92,000	\$ 125,000	\$ 180,000
Total Cash Compensation		\$ 111,311	\$ 42,312	\$ 64,842	\$ 96,000	\$ 130,000	\$ 186,000
Responses from all sources							
Base Salary	4,738	\$ 100,378	\$ 40,000	\$ 55,000	\$ 85,000	\$ 127,500	\$ 180,000
Total Cash Compensation		\$ 107,688	\$ 40,000	\$ 56,000	\$ 90,000	\$ 135,972	\$ 195,000

Notes:

For each parameter, the following data are given

No.	Total number of respondents for that parameter value
Mean	Average of all values
10%	First decile (10% of respondents earn this amount or less)
25%	First quartile (1/4 of respondents earn this amount or less)
50%	Median value (50% of respondents earn this amount)
75%	3rd quartile (1/4 of respondents earn this amount or more)
90%	9th decile (10% of respondents earn this amount or more)

If there are less than 5 responses	No values are given
If there are less than 10 responses	Only median value is given
If there are less than 20 responses	Only median and quartile values are given

All data is self reported by respondents to the survey.
Every effort has been made to eliminate duplicate and false entries

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The survey was developed and analyses were prepared by AMG Science Publishing.
Contact sandy@amgpublishing.com with questions.

By Employment Status

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
Employed full-time (permanent)	Base Salary	242	\$ 110,612	\$ 57,500	\$ 72,000	\$ 98,000	\$ 134,000	\$ 186,000
	Total Cash Compensation		\$ 122,444	\$ 58,000	\$ 73,400	\$ 101,095	\$ 139,000	\$ 197,301
Employed full-time (contract/temporary)	Base Salary	17	\$ 68,449		\$ 43,428	\$ 65,000	\$ 92,500	
	Total Cash Compensation		\$ 68,829		\$ 43,428	\$ 65,000	\$ 92,960	
Post-doctoral or other fellowship	Base Salary	25	\$ 43,560	\$ 35,000	\$ 39,000	\$ 42,000	\$ 46,000	\$ 51,000
	Total Cash Compensation		\$ 43,760	\$ 35,000	\$ 39,000	\$ 42,000	\$ 47,000	\$ 51,000

Primary Job Activity		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
Administration (primarily not of research)	Base Salary	8	\$ 144,313			\$ 155,000		
	Total Cash Compensation		\$ 151,956			\$ 155,000		
Government (excluding Health and Safety/Regulatory Affairs)	Base Salary	7	\$ 103,857			\$ 105,000		
	Total Cash Compensation		\$ 104,929			\$ 105,000		
Health and Safety/Regulatory Affairs	Base Salary	7	\$ 103,857			\$ 105,000		
	Total Cash Compensation		\$ 104,929			\$ 105,000		
Research - Administration	Base Salary	20	\$ 151,506	\$ 57,150	\$ 130,000	\$ 153,000	\$ 186,000	\$ 207,900
	Total Cash Compensation		\$ 164,305	\$ 57,150	\$ 130,000	\$ 164,000	\$ 197,301	\$ 217,900
Research - Laboratory	Base Salary	176	\$ 97,314	\$ 41,000	\$ 53,000	\$ 90,000	\$ 116,000	\$ 176,000
	Total Cash Compensation		\$ 100,358	\$ 41,000	\$ 53,000	\$ 92,480	\$ 120,000	\$ 180,000
Teaching/Training - Academic	Base Salary	62	\$ 85,062	\$ 58,000	\$ 63,000	\$ 77,501	\$ 98,000	\$ 126,000
	Total Cash Compensation		\$ 88,900	\$ 59,000	\$ 65,000	\$ 82,023	\$ 106,000	\$ 131,000
Other (not adequately described above)	Base Salary	10	\$ 110,950		\$ 60,000	\$ 91,500	\$ 165,000	
	Total Cash Compensation		\$ 120,100		\$ 60,000	\$ 91,500	\$ 165,000	

Primary Specialization

Primary Specialization		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
Biochemistry	Base Salary	25	\$ 105,557	\$ 42,000	\$ 58,000	\$ 94,000	\$ 120,000	\$ 180,000
	Total Cash Compensation		\$ 116,253	\$ 42,000	\$ 61,300	\$ 106,000	\$ 120,000	\$ 270,000
Biophysics	Base Salary	7	\$ 79,299			\$ 67,000		
	Total Cash Compensation		\$ 81,934			\$ 67,000		
Biotechnology	Base Salary	6	\$ 130,482			\$ 136,446		
	Total Cash Compensation		\$ 134,550			\$ 141,150		
Cancer/Oncology	Base Salary	15	\$ 100,533		\$ 47,000	\$ 85,000	\$ 125,000	
	Total Cash Compensation		\$ 113,633		\$ 47,000	\$ 95,000	\$ 150,000	
Cell Biology/Cytology	Base Salary	85	\$ 87,622	\$ 40,000	\$ 55,000	\$ 85,000	\$ 104,000	\$ 128,000
	Total Cash Compensation		\$ 89,864	\$ 40,000	\$ 55,000	\$ 85,842	\$ 108,000	\$ 130,000
Developmental Biology	Base Salary	15	\$ 120,928		\$ 73,400	\$ 123,000	\$ 163,000	
	Total Cash Compensation		\$ 124,181		\$ 81,200	\$ 123,000	\$ 163,000	
Drug Discovery/Development/Delivery	Base Salary	5	\$ 99,800			\$ 100,000		
	Total Cash Compensation		\$ 112,600			\$ 120,000		
Endocrinology	Base Salary	6	\$ 152,100			\$ 152,000		
	Total Cash Compensation		\$ 152,267			\$ 152,500		
Genetics	Base Salary	5	\$ 118,247			\$ 100,000		
	Total Cash Compensation		\$ 119,247			\$ 100,000		
Immunology	Base Salary	16	\$ 103,692		\$ 68,000	\$ 90,000	\$ 102,000	
	Total Cash Compensation		\$ 107,410		\$ 71,000	\$ 99,000	\$ 102,000	
Molecular Biology	Base Salary	37	\$ 94,829	\$ 36,800	\$ 63,000	\$ 84,000	\$ 125,000	\$ 152,000
	Total Cash Compensation		\$ 95,969	\$ 36,800	\$ 63,000	\$ 84,000	\$ 125,000	\$ 154,000
Neuroscience	Base Salary	22	\$ 102,592	\$ 45,000	\$ 57,000	\$ 75,000	\$ 151,783	\$ 185,000
	Total Cash Compensation		\$ 110,924	\$ 45,000	\$ 57,000	\$ 75,000	\$ 165,600	\$ 192,000

Physiology

Base Salary 6 \$ 76,033
Total Cash Compensation \$ 76,867

\$ 80,100
\$ 80,100

Other (not specified above)

Base Salary 13 \$ 122,289
Total Cash Compensation \$ 130,982

\$ 56,000 \$ 123,762 \$ 165,000
\$ 56,000 \$ 130,000 \$ 165,000

Position/Job Type

Academic/Teaching position (including postdocs in academia)

	No.	Mean	10%	25%	Percentiles		
					50%	75%	90%
Base Salary	236	\$ 102,077	\$ 43,428	\$ 64,000	\$ 90,000	\$ 123,762	\$ 183,000
Total Cash Compensation		\$ 111,883	\$ 43,428	\$ 65,000	\$ 93,214	\$ 130,000	\$ 186,000

Non-academic position

Base Salary	61	\$ 99,674	\$ 41,000	\$ 59,000	\$ 98,000	\$ 125,000	\$ 155,000
Total Cash Compensation		\$ 109,100	\$ 41,000	\$ 59,000	\$ 101,190	\$ 130,000	\$ 185,000

Position Detail

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
Academic Positions								
College/University Department Head (11-12 month appointment)								
	Base Salary	8	\$ 195,550			\$ 198,700		
	Total Cash Compensation		\$ 208,050			\$ 216,450		
Professor (11-12 month appointment)								
	Base Salary	47	\$ 166,765	\$ 108,000	\$ 123,762	\$ 160,000	\$ 196,000	\$ 250,000
	Total Cash Compensation		\$ 173,113	\$ 114,000	\$ 130,000	\$ 160,900	\$ 203,000	\$ 251,000
Professor (9-10 month appointment)								
	Base Salary	21	\$ 101,017	\$ 54,000	\$ 90,000	\$ 102,000	\$ 110,000	\$ 135,000
	Total Cash Compensation		\$ 103,586	\$ 54,000	\$ 90,000	\$ 105,000	\$ 111,516	\$ 139,000
Associate Professor (11-12 month appointment)								
	Base Salary	34	\$ 104,515	\$ 68,000	\$ 82,846	\$ 100,862	\$ 115,000	\$ 129,874
	Total Cash Compensation		\$ 107,238	\$ 71,965	\$ 85,000	\$ 102,000	\$ 120,000	\$ 133,874
Associate Professor (9-10 month appointment)								
	Base Salary	20	\$ 73,114	\$ 55,000	\$ 61,000	\$ 72,500	\$ 85,000	\$ 86,278
	Total Cash Compensation		\$ 76,073	\$ 59,000	\$ 65,000	\$ 74,000	\$ 85,842	\$ 94,000
Assistant Professor (11-12 month appointment)								
	Base Salary	34	\$ 85,059	\$ 58,000	\$ 72,000	\$ 85,000	\$ 94,000	\$ 105,000
	Total Cash Compensation		\$ 87,087	\$ 58,000	\$ 72,000	\$ 87,000	\$ 100,000	\$ 106,000
Assistant Professor (9-10 month appointment)								
	Base Salary	21	\$ 68,404	\$ 55,000	\$ 60,000	\$ 67,000	\$ 73,400	\$ 85,000
	Total Cash Compensation		\$ 69,313	\$ 55,000	\$ 61,300	\$ 67,000	\$ 73,400	\$ 85,000
Post-Doctoral Researcher								
	Base Salary	28	\$ 52,776	\$ 36,800	\$ 39,000	\$ 42,000	\$ 45,000	\$ 51,000
	Total Cash Compensation		\$ 106,526	\$ 36,800	\$ 39,000	\$ 42,000	\$ 46,000	\$ 51,000
Academic Tenure Status								
Tenured								
	Base Salary	112	\$ 127,932	\$ 68,000	\$ 85,842	\$ 112,698	\$ 162,000	\$ 210,000
	Total Cash Compensation		\$ 133,937	\$ 71,000	\$ 92,000	\$ 119,500	\$ 163,000	\$ 220,000
On tenure track								
	Base Salary	104	\$ 77,888	\$ 41,000	\$ 54,000	\$ 71,333	\$ 90,000	\$ 113,000
	Total Cash Compensation		\$ 93,327	\$ 41,000	\$ 54,000	\$ 71,333	\$ 92,960	\$ 114,000
Not on tenure track								
	Base Salary	53	\$ 66,991	\$ 37,000	\$ 42,000	\$ 57,500	\$ 77,000	\$ 108,000
	Total Cash Compensation		\$ 67,389	\$ 37,000	\$ 42,000	\$ 57,500	\$ 77,000	\$ 114,000
Research Positions								
Senior Researcher.								
	Base Salary	12	\$ 100,824		\$ 72,000	\$ 95,000	\$ 105,000	
	Total Cash Compensation		\$ 103,358		\$ 72,000	\$ 100,000	\$ 105,000	

Type of Supervisory/Managerial Responsibility

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
I have no routine supervisory/managerial responsibility	Base Salary	62	\$ 66,508	\$ 35,000	\$ 41,500	\$ 56,575	\$ 87,000	\$ 110,000
	Total Cash Compensation		\$ 68,422	\$ 35,000	\$ 41,500	\$ 56,575	\$ 93,000	\$ 117,000
I supervise/manage life scientists or other professionals but not clerical or other non-	Base Salary	137	\$ 95,404	\$ 50,000	\$ 68,000	\$ 90,000	\$ 120,000	\$ 150,000
	Total Cash Compensation		\$ 99,788	\$ 50,000	\$ 70,000	\$ 94,000	\$ 120,000	\$ 154,000
I supervise/manage clerical or other non-professional employees, but not scientists or	Base Salary	7	\$ 92,235			\$ 105,000		
	Total Cash Compensation		\$ 92,449			\$ 105,000		
I supervise/manage both professional and non-professional employees.	Base Salary	79	\$ 145,974	\$ 70,000	\$ 95,000	\$ 136,000	\$ 194,000	\$ 241,000
	Total Cash Compensation		\$ 173,335	\$ 71,000	\$ 97,100	\$ 145,000	\$ 206,800	\$ 250,000
Other (not adequately described above)	Base Salary	10	\$ 64,583		\$ 42,312	\$ 57,500	\$ 70,000	
	Total Cash Compensation		\$ 65,283		\$ 42,312	\$ 57,500	\$ 70,000	

Level of Supervisory/Managerial Responsibility

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
None	Base Salary	64	\$ 63,882	\$ 27,000	\$ 41,000	\$ 54,500	\$ 82,846	\$ 102,000
	Total Cash Compensation		\$ 65,737	\$ 27,000	\$ 41,000	\$ 54,500	\$ 85,000	\$ 113,000
One or two employees	Base Salary	43	\$ 79,966	\$ 41,000	\$ 50,000	\$ 72,000	\$ 105,000	\$ 126,000
	Total Cash Compensation		\$ 81,752	\$ 41,000	\$ 50,000	\$ 72,000	\$ 105,000	\$ 126,000
Three or four employees	Base Salary	74	\$ 88,735	\$ 58,000	\$ 67,500	\$ 86,139	\$ 102,000	\$ 128,000
	Total Cash Compensation		\$ 90,958	\$ 58,000	\$ 70,665	\$ 90,000	\$ 105,000	\$ 130,000
Five to nine employees	Base Salary	65	\$ 126,028	\$ 70,000	\$ 95,000	\$ 115,000	\$ 150,000	\$ 192,000
	Total Cash Compensation		\$ 131,950	\$ 70,000	\$ 97,869	\$ 123,630	\$ 155,000	\$ 192,000
10 to 24 employees	Base Salary	39	\$ 152,992	\$ 60,500	\$ 95,500	\$ 150,000	\$ 196,300	\$ 250,000
	Total Cash Compensation		\$ 203,255	\$ 61,000	\$ 97,100	\$ 163,000	\$ 211,000	\$ 287,000
25 to 49 employees	Base Salary	8	\$ 154,188			\$ 166,500		
	Total Cash Compensation		\$ 164,688			\$ 169,750		

Highest Degree(s) Earned

Highest Degree(s) Earned		No.	Mean	10%	Percentiles			
					25%	50%	75%	90%
Masters-level Science/Engineering Degree (e.g. MS)	Base Salary	17	\$ 71,833		\$ 41,000	\$ 75,000	\$ 96,000	
	Total Cash Compensation		\$ 73,252		\$ 41,000	\$ 75,000	\$ 100,000	
Doctoral Non-Science Degree (e.g. PhD)	Base Salary	10	\$ 98,250		\$ 42,000	\$ 79,000	\$ 131,000	
	Total Cash Compensation		\$ 106,250		\$ 42,000	\$ 79,000	\$ 131,000	
Doctoral Science/Engineering Degree (e.g. PhD, Pharm. D. etc.)	Base Salary	239	\$ 99,545	\$ 45,000	\$ 64,842	\$ 90,000	\$ 120,000	\$ 165,600
	Total Cash Compensation		\$ 103,320	\$ 45,000	\$ 65,000	\$ 94,500	\$ 123,880	\$ 176,000
Medical Doctorate (MD, etc.)	Base Salary	11	\$ 123,273		\$ 50,000	\$ 150,000	\$ 157,000	
	Total Cash Compensation		\$ 127,909		\$ 50,000	\$ 150,000	\$ 157,000	
MD/PhD	Base Salary	12	\$ 151,275		\$ 85,000	\$ 157,500	\$ 203,000	
	Total Cash Compensation		\$ 170,608		\$ 85,000	\$ 181,151	\$ 220,000	

Age at Most Recent Birthday

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
Under 30	Base Salary	13	\$ 33,456		\$ 24,000	\$ 37,000	\$ 41,000	
	Total Cash Compensation		\$ 33,841		\$ 24,000	\$ 37,000	\$ 41,000	
30 - 34	Base Salary	15	\$ 50,620		\$ 38,000	\$ 42,000	\$ 66,000	
	Total Cash Compensation		\$ 52,820		\$ 38,000	\$ 42,000	\$ 66,000	
35 - 39	Base Salary	42	\$ 68,753	\$ 45,000	\$ 51,000	\$ 66,000	\$ 85,000	\$ 95,000
	Total Cash Compensation		\$ 70,284	\$ 45,000	\$ 51,000	\$ 66,000	\$ 85,000	\$ 102,000
40 - 44	Base Salary	46	\$ 94,754	\$ 48,000	\$ 65,000	\$ 90,000	\$ 110,000	\$ 130,000
	Total Cash Compensation		\$ 101,190	\$ 48,000	\$ 65,500	\$ 96,000	\$ 115,164	\$ 154,000
45 - 49	Base Salary	45	\$ 99,521	\$ 58,000	\$ 75,000	\$ 90,000	\$ 113,000	\$ 150,000
	Total Cash Compensation		\$ 104,927	\$ 58,000	\$ 75,000	\$ 90,000	\$ 113,000	\$ 164,500
50 - 54	Base Salary	45	\$ 109,512	\$ 55,000	\$ 70,000	\$ 94,000	\$ 126,000	\$ 203,000
	Total Cash Compensation		\$ 146,537	\$ 55,000	\$ 70,000	\$ 98,000	\$ 126,000	\$ 203,000
55 - 59	Base Salary	38	\$ 128,417	\$ 54,000	\$ 99,200	\$ 127,109	\$ 150,000	\$ 185,000
	Total Cash Compensation		\$ 133,914	\$ 54,000	\$ 105,000	\$ 135,300	\$ 160,000	\$ 185,000
60 - 64	Base Salary	30	\$ 150,153	\$ 92,000	\$ 100,000	\$ 135,425	\$ 192,000	\$ 215,000
	Total Cash Compensation		\$ 159,476	\$ 94,500	\$ 101,000	\$ 138,535	\$ 215,000	\$ 244,000
65 or more	Base Salary	20	\$ 126,790	\$ 25,000	\$ 90,000	\$ 109,000	\$ 151,783	\$ 244,000
	Total Cash Compensation		\$ 129,435	\$ 25,000	\$ 90,000	\$ 115,000	\$ 156,000	\$ 244,000

Total Years of Professional Experience

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
Under one year	Base Salary	11	\$ 37,164		\$ 24,000	\$ 37,000	\$ 41,500	
	Total Cash Compensation		\$ 39,527		\$ 24,000	\$ 37,000	\$ 41,500	
One or two years	Base Salary	10	\$ 45,000		\$ 38,000	\$ 40,500	\$ 44,000	
	Total Cash Compensation		\$ 46,200		\$ 38,000	\$ 40,500	\$ 49,000	
Three or four years	Base Salary	9	\$ 48,048			\$ 44,000		
	Total Cash Compensation		\$ 48,214			\$ 44,000		
Five to nine years	Base Salary	39	\$ 71,286	\$ 42,000	\$ 52,000	\$ 69,000	\$ 86,000	\$ 97,869
	Total Cash Compensation		\$ 73,498	\$ 42,000	\$ 52,000	\$ 70,000	\$ 89,000	\$ 106,000
10 to 14 years	Base Salary	39	\$ 86,068	\$ 51,000	\$ 64,000	\$ 80,000	\$ 100,000	\$ 120,000
	Total Cash Compensation		\$ 89,370	\$ 51,000	\$ 64,000	\$ 80,000	\$ 100,132	\$ 123,880
15 to 19 years	Base Salary	56	\$ 99,309	\$ 55,000	\$ 70,000	\$ 90,000	\$ 116,000	\$ 150,000
	Total Cash Compensation		\$ 105,580	\$ 55,000	\$ 72,000	\$ 94,500	\$ 119,000	\$ 164,500
20 to 24 years	Base Salary	31	\$ 105,811	\$ 53,000	\$ 70,000	\$ 94,000	\$ 126,000	\$ 200,000
	Total Cash Compensation		\$ 110,494	\$ 53,000	\$ 70,000	\$ 95,000	\$ 126,000	\$ 203,000
25 to 29 years	Base Salary	37	\$ 129,022	\$ 61,000	\$ 90,000	\$ 111,516	\$ 163,000	\$ 196,300
	Total Cash Compensation		\$ 136,128	\$ 61,000	\$ 92,000	\$ 130,000	\$ 165,000	\$ 244,000
30 to 34 years	Base Salary	29	\$ 143,745	\$ 57,000	\$ 106,000	\$ 134,000	\$ 176,000	\$ 233,000
	Total Cash Compensation		\$ 203,279	\$ 57,000	\$ 109,000	\$ 135,000	\$ 176,000	\$ 273,000
35 to 39 years	Base Salary	20	\$ 138,910	\$ 70,000	\$ 94,500	\$ 127,500	\$ 192,000	\$ 215,000
	Total Cash Compensation		\$ 143,753	\$ 70,350	\$ 95,000	\$ 132,000	\$ 197,301	\$ 217,900
40 years or more	Base Salary	13	\$ 136,706		\$ 100,000	\$ 131,000	\$ 151,783	
	Total Cash Compensation		\$ 137,635		\$ 100,000	\$ 131,000	\$ 154,183	

Gender

		Percentiles						
		No.	Mean	10%	25%	50%	75%	90%
Female	Base Salary	113	\$ 86,979	\$ 41,000	\$ 57,000	\$ 80,000	\$ 104,000	\$ 135,093
	Total Cash Compensation		\$ 89,977	\$ 41,000	\$ 57,000	\$ 85,000	\$ 106,000	\$ 138,093
Male	Base Salary	176	\$ 110,554	\$ 46,000	\$ 70,000	\$ 97,000	\$ 140,000	\$ 192,000
	Total Cash Compensation		\$ 124,136	\$ 46,000	\$ 71,965	\$ 102,000	\$ 150,000	\$ 206,800

Ethnic Origin of Respondent

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
White/Caucasian (not of Hispanic origin)	Base Salary	236	\$ 104,977	\$ 44,000	\$ 67,000	\$ 95,250	\$ 129,217	\$ 185,000
	Total Cash Compensation		\$ 116,075	\$ 45,000	\$ 67,500	\$ 98,000	\$ 133,762	\$ 196,300
Black/African origin	Base Salary	5	\$ 61,600			\$ 64,000		
	Total Cash Compensation		\$ 61,600			\$ 64,000		
Hispanic/Latino	Base Salary	7	\$ 100,857			\$ 85,000		
	Total Cash Compensation		\$ 101,571			\$ 85,000		
Asian	Base Salary	36	\$ 86,367	\$ 35,000	\$ 47,000	\$ 87,000	\$ 102,000	\$ 160,000
	Total Cash Compensation		\$ 89,117	\$ 35,000	\$ 47,000	\$ 91,000	\$ 110,000	\$ 160,000

Citizenship or Visa Status

		Percentiles						
	No.	Mean	10%	25%	50%	75%	90%	
U. S. native	Base Salary	194	\$ 103,133	\$ 45,000	\$ 64,842	\$ 94,500	\$ 130,000	\$ 184,301
	Total Cash Compensation		\$ 107,810	\$ 45,000	\$ 65,500	\$ 97,050	\$ 133,762	\$ 192,000
U. S. naturalized citizen	Base Salary	46	\$ 121,566	\$ 69,000	\$ 85,000	\$ 100,000	\$ 150,000	\$ 240,000
	Total Cash Compensation		\$ 158,825	\$ 70,070	\$ 90,000	\$ 100,500	\$ 150,000	\$ 250,000
U. S. permanent resident	Base Salary	35	\$ 87,512	\$ 40,000	\$ 55,000	\$ 81,632	\$ 105,000	\$ 130,000
	Total Cash Compensation		\$ 91,026	\$ 40,000	\$ 55,000	\$ 81,632	\$ 108,000	\$ 150,000
Other U. S. visa	Base Salary	17	\$ 47,915		\$ 39,000	\$ 43,428	\$ 48,000	
	Total Cash Compensation		\$ 48,209		\$ 39,000	\$ 43,428	\$ 49,000	

General Type of Organization

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
Academic	Base Salary	211	\$ 99,011	\$ 44,000	\$ 61,000	\$ 89,000	\$120,000	\$175,000
	Total Cash Compensation		\$102,522	\$ 44,000	\$ 63,000	\$ 90,000	\$124,000	\$175,000
Government	Base Salary	21	\$ 99,550	\$ 41,500	\$ 51,000	\$100,000	\$115,000	\$160,000
	Total Cash Compensation		\$100,314	\$ 41,500	\$ 51,000	\$100,000	\$117,000	\$160,000
Hospital and other Health Care	Base Salary	16	\$101,217		\$ 48,000	\$ 91,000	\$125,000	
	Total Cash Compensation		\$113,905		\$ 48,000	\$ 91,000	\$138,093	
Industry	Base Salary	26	\$116,167	\$ 25,000	\$ 78,000	\$100,000	\$130,000	\$200,000
	Total Cash Compensation		\$188,495	\$ 37,600	\$ 82,000	\$106,000	\$140,978	\$288,000
Research Institute	Base Salary	12	\$121,546		\$ 65,000	\$104,625	\$128,000	
	Total Cash Compensation		\$121,708		\$ 65,000	\$105,595	\$128,000	
Other	Base Salary	20	\$ 96,471	\$ 41,000	\$ 48,000	\$ 78,500	\$125,000	\$150,000
	Total Cash Compensation		\$106,621	\$ 41,000	\$ 48,000	\$ 78,500	\$136,000	\$180,000

Specific Industry or Service of Employer

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
Academic - Medical School	Base Salary	118	\$ 110,958	\$ 45,000	\$ 70,000	\$ 98,000	\$ 150,000	\$ 186,000
	Total Cash Compensation		\$ 114,869	\$ 45,000	\$ 71,965	\$ 100,000	\$ 150,000	\$ 203,000
Academic - Ph.D. Degree Program	Base Salary	60	\$ 87,288	\$ 37,000	\$ 60,000	\$ 73,400	\$ 98,000	\$ 150,000
	Total Cash Compensation		\$ 91,123	\$ 37,000	\$ 61,300	\$ 74,201	\$ 108,000	\$ 154,183
Academic - College/University (grants only Masters and Bachelors degr	Base Salary	21	\$ 72,495	\$ 48,000	\$ 55,000	\$ 69,000	\$ 85,842	\$ 95,500
	Total Cash Compensation		\$ 74,685	\$ 52,000	\$ 59,000	\$ 71,000	\$ 85,842	\$ 107,800
Government - Federal (civilian)	Base Salary	17	\$ 99,973		\$ 45,500	\$ 100,000	\$ 133,543	
	Total Cash Compensation		\$ 100,800		\$ 49,000	\$ 100,000	\$ 136,092	
Hospital - University	Base Salary	10	\$ 93,147		\$ 47,000	\$ 72,250	\$ 113,880	
	Total Cash Compensation		\$ 95,447		\$ 47,000	\$ 72,250	\$ 123,880	
Industry (biotechnology)	Base Salary	15	\$ 122,156		\$ 90,000	\$ 100,000	\$ 134,850	
	Total Cash Compensation		\$ 237,259		\$ 94,000	\$ 107,000	\$ 140,978	
Research institute or organization (non-profit)	Base Salary	12	\$ 121,546		\$ 65,000	\$ 104,625	\$ 128,000	
	Total Cash Compensation		\$ 121,708		\$ 65,000	\$ 105,595	\$ 128,000	

By Region

		Percentiles						
		No.	Mean	10%	25%	50%	75%	90%
Midwest	Base Salary	67	\$ 90,780	\$ 41,000	\$ 63,000	\$ 85,000	\$ 109,800	\$ 151,783
	Total Cash Compensation		\$ 93,002	\$ 41,000	\$ 63,000	\$ 89,000	\$ 120,000	\$ 154,000
Northeast	Base Salary	86	\$ 109,138	\$ 43,428	\$ 70,070	\$ 95,000	\$ 135,093	\$ 200,000
	Total Cash Compensation		\$ 131,799	\$ 43,428	\$ 72,000	\$ 97,550	\$ 136,000	\$ 215,000
South	Base Salary	92	\$ 105,045	\$ 45,000	\$ 67,000	\$ 98,600	\$ 130,000	\$ 180,000
	Total Cash Compensation		\$ 112,620	\$ 45,500	\$ 67,500	\$ 101,500	\$ 135,600	\$ 206,800
West	Base Salary	44	\$ 96,656	\$ 40,000	\$ 51,000	\$ 88,500	\$ 120,000	\$ 185,000
	Total Cash Compensation		\$ 97,442	\$ 40,000	\$ 51,000	\$ 89,980	\$ 120,000	\$ 185,000

(Regions and Divisions as defined by the US Census Bureau)

By Division

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
East North Central	Base Salary	37	\$ 92,787	\$ 51,000	\$ 67,000	\$ 90,000	\$ 108,000	\$ 134,000
	Total Cash Compensation		\$ 94,717	\$ 51,000	\$ 67,000	\$ 90,000	\$ 108,000	\$ 140,000
East South Central	Base Salary	12	\$ 114,333		\$ 58,000	\$ 95,500	\$ 150,000	
	Total Cash Compensation		\$ 117,308		\$ 58,000	\$ 105,500	\$ 150,000	
Middle Atlantic	Base Salary	55	\$ 111,836	\$ 45,000	\$ 73,400	\$ 95,000	\$ 128,000	\$ 233,000
	Total Cash Compensation		\$ 142,975	\$ 45,000	\$ 74,000	\$ 96,000	\$ 132,300	\$ 244,000
Mountain	Base Salary	8	\$ 62,375			\$ 61,500		
	Total Cash Compensation		\$ 62,875			\$ 61,500		
New England	Base Salary	31	\$ 104,352	\$ 37,000	\$ 60,500	\$ 98,000	\$ 150,000	\$ 189,500
	Total Cash Compensation		\$ 111,971	\$ 37,600	\$ 70,000	\$ 100,000	\$ 151,000	\$ 189,500
Pacific	Base Salary	36	\$ 104,274	\$ 27,000	\$ 56,000	\$ 95,000	\$ 125,000	\$ 196,300
	Total Cash Compensation		\$ 105,124	\$ 27,000	\$ 56,000	\$ 99,118	\$ 125,000	\$ 196,300
South Atlantic	Base Salary	58	\$ 98,305	\$ 41,500	\$ 58,000	\$ 98,600	\$ 130,000	\$ 163,000
	Total Cash Compensation		\$ 106,372	\$ 41,500	\$ 60,000	\$ 100,500	\$ 136,092	\$ 180,000
West North Central	Base Salary	30	\$ 88,306	\$ 36,800	\$ 50,000	\$ 78,089	\$ 120,000	\$ 154,000
	Total Cash Compensation		\$ 90,886	\$ 36,800	\$ 50,000	\$ 78,089	\$ 130,000	\$ 154,183
West South Central	Base Salary	22	\$ 117,748	\$ 67,000	\$ 70,000	\$ 100,000	\$ 130,000	\$ 207,900
	Total Cash Compensation		\$ 126,536	\$ 67,000	\$ 70,350	\$ 100,000	\$ 130,000	\$ 255,000

(Regions and Divisions as defined by the US Census Bureau)

East North Central

Illinois, Indiana, Michigan, Ohio, Wisconsin

East South Central

Alabama, Kentucky, Mississippi, Tennessee

Middle Atlantic

New Jersey, New York, Pennsylvania

Mountain

Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming

New England

Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

Pacific

Alaska, California, Guam, Hawaii, Oregon, Washington

South Atlantic

Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico,

South Carolina, Virginia, West Virginia

West North Central

Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota

West South Central

Arkansas, Louisiana, Oklahoma, Texas

By State

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
California	Base Salary	27	\$ 110,885	\$ 25,000	\$ 44,000	\$ 98,235	\$ 150,000	\$ 241,000
	Total Cash Compensation		\$ 111,647	\$ 25,000	\$ 44,000	\$ 100,000	\$ 150,000	\$ 241,000
Connecticut	Base Salary	6	\$ 156,667			\$ 156,000		
	Total Cash Compensation		\$ 174,250			\$ 157,750		
Florida	Base Salary	10	\$ 127,560		\$ 61,000	\$ 142,500	\$ 165,600	
	Total Cash Compensation		\$ 137,560		\$ 66,000	\$ 142,500	\$ 165,600	
Georgia	Base Salary	5	\$ 81,000			\$ 82,000		
	Total Cash Compensation		\$ 82,030			\$ 82,150		
Illinois	Base Salary	7	\$ 121,829			\$ 108,000		
	Total Cash Compensation		\$ 124,257			\$ 108,000		
Maryland	Base Salary	21	\$ 104,931	\$ 41,500	\$ 64,000	\$ 100,000	\$ 133,543	\$ 160,000
	Total Cash Compensation		\$ 106,790	\$ 41,500	\$ 64,000	\$ 105,000	\$ 136,092	\$ 160,000
Massachusetts	Base Salary	21	\$ 90,111	\$ 35,000	\$ 47,000	\$ 85,000	\$ 100,000	\$ 156,000
	Total Cash Compensation		\$ 95,263	\$ 37,000	\$ 47,000	\$ 93,468	\$ 105,000	\$ 185,000
Michigan	Base Salary	11	\$ 96,699		\$ 47,000	\$ 95,500	\$ 125,000	
	Total Cash Compensation		\$ 100,699		\$ 47,000	\$ 108,000	\$ 133,874	
Minnesota	Base Salary	12	\$ 78,817		\$ 38,000	\$ 74,500	\$ 98,000	
	Total Cash Compensation		\$ 80,900		\$ 38,000	\$ 77,000	\$ 98,000	
Missouri	Base Salary	8	\$ 107,576			\$ 90,589		
	Total Cash Compensation		\$ 110,076			\$ 95,589		
Nebraska	Base Salary	5	\$ 82,200			\$ 54,000		
	Total Cash Compensation		\$ 88,200			\$ 54,000		
New Jersey	Base Salary	8	\$ 131,866			\$ 109,496		
	Total Cash Compensation		\$ 142,042			\$ 114,700		

New York	Base Salary	28	\$ 112,021	\$ 38,000	\$ 73,400	\$ 92,250	\$ 128,000	\$ 233,000
	Total Cash Compensation		\$ 168,585	\$ 38,000	\$ 74,000	\$ 92,671	\$ 128,000	\$ 251,000
North Carolina	Base Salary	8	\$ 77,528			\$ 88,500		
	Total Cash Compensation		\$ 85,591			\$ 91,000		
Ohio	Base Salary	12	\$ 79,208		\$ 63,000	\$ 77,250	\$ 85,000	
	Total Cash Compensation		\$ 79,917		\$ 63,000	\$ 78,000	\$ 85,000	
Pennsylvania	Base Salary	19	\$ 103,130		\$ 48,000	\$ 95,000	\$ 107,800	
	Total Cash Compensation		\$ 105,626		\$ 51,000	\$ 102,000	\$ 114,000	
Texas	Base Salary	15	\$ 120,103		\$ 68,000	\$ 106,000	\$ 130,000	
	Total Cash Compensation		\$ 126,327		\$ 68,000	\$ 109,000	\$ 130,000	
Virginia	Base Salary	9	\$ 79,679			\$ 71,965		
	Total Cash Compensation		\$ 83,846			\$ 96,000		
Washington	Base Salary	5	\$ 76,726			\$ 65,000		
	Total Cash Compensation		\$ 76,726			\$ 65,000		
Wisconsin	Base Salary	5	\$ 89,224			\$ 90,000		
	Total Cash Compensation		\$ 89,612			\$ 90,000		

By Metropolitan Area

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
California - Los Angeles Area	Base Salary	7	\$ 117,319			\$ 98,235		
	Total Cash Compensation		\$ 117,319			\$ 98,235		
California - San Diego	Base Salary	7	\$ 136,757			\$ 150,000		
	Total Cash Compensation		\$ 136,757			\$ 150,000		
California - San Francisco-Oakland-San Jose	Base Salary	12	\$ 91,613		\$ 42,000	\$ 93,250	\$ 125,000	
	Total Cash Compensation		\$ 93,078		\$ 42,000	\$ 96,480	\$ 125,000	
Illinois - Chicago Area	Base Salary	7	\$ 121,829			\$ 108,000		
	Total Cash Compensation		\$ 124,257			\$ 108,000		
Maryland - Bethesda-College Park-Rockville Area	Base Salary	17	\$ 105,091		\$ 45,500	\$ 100,000	\$ 138,000	
	Total Cash Compensation		\$ 107,388		\$ 49,000	\$ 101,000	\$ 141,000	
Massachusetts - Boston Area	Base Salary	19	\$ 89,898		\$ 43,428	\$ 80,000	\$ 100,132	
	Total Cash Compensation		\$ 94,687		\$ 43,428	\$ 85,000	\$ 105,000	
Michigan - Detroit-Ann Arbor	Base Salary	11	\$ 96,699		\$ 47,000	\$ 95,500	\$ 125,000	
	Total Cash Compensation		\$ 100,699		\$ 47,000	\$ 108,000	\$ 133,874	
Minnesota - Minneapolis-St. Paul	Base Salary	5	\$ 90,800			\$ 98,000		
	Total Cash Compensation		\$ 95,600			\$ 98,000		
Minnesota - Rochester	Base Salary	5	\$ 77,960			\$ 59,000		
	Total Cash Compensation		\$ 77,960			\$ 59,000		
New Jersey - New York NJ Area	Base Salary	7	\$ 139,989			\$ 122,892		
	Total Cash Compensation		\$ 150,619			\$ 132,300		
New York - Albany-Schenectady-Troy	Base Salary	5	\$ 89,280			\$ 96,000		
	Total Cash Compensation		\$ 93,840			\$ 96,000		
New York - New York-Long Island Area	Base Salary	19	\$ 125,404		\$ 61,000	\$ 90,000	\$ 165,000	
	Total Cash Compensation		\$ 207,562		\$ 61,000	\$ 90,842	\$ 165,000	
North Carolina - Raleigh-Durham	Base Salary	6	\$ 73,871			\$ 72,500		
	Total Cash Compensation		\$ 82,955			\$ 72,500		
Ohio - Cleveland Area	Base Salary	5	\$ 78,900			\$ 82,500		
	Total Cash Compensation		\$ 79,200			\$ 84,000		

Pennsylvania - Philadelphia Area	Base Salary	10	\$ 110,489	\$ 51,000	\$ 98,500	\$ 113,000
	Total Cash Compensation		\$ 110,789	\$ 51,000	\$ 98,500	\$ 113,000
Texas - Houston-Galveston Area	Base Salary	6	\$ 139,247		\$ 125,000	
	Total Cash Compensation		\$ 145,580		\$ 126,940	
Virginia - Other Areas	Base Salary	6	\$ 89,192		\$ 100,000	
	Total Cash Compensation		\$ 90,775		\$ 103,750	
Washington - Seattle-Tacoma	Base Salary	5	\$ 76,726		\$ 65,000	
	Total Cash Compensation		\$ 76,726		\$ 65,000	

Number of Employees

		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
5 to 9	Base Salary	6	\$ 81,692			\$ 69,000		
	Total Cash Compensation		\$ 81,692			\$ 69,000		
10 to 24	Base Salary	5	\$ 60,300			\$ 47,000		
	Total Cash Compensation		\$ 62,500			\$ 47,000		
25 to 49	Base Salary	5	\$ 109,000			\$ 105,000		
	Total Cash Compensation		\$ 109,400			\$ 105,000		
50 to 99	Base Salary	6	\$ 99,167			\$ 95,000		
	Total Cash Compensation		\$ 119,833			\$ 97,000		
100 to 249	Base Salary	12	\$ 99,795		\$ 65,000	\$ 104,900	\$ 122,892	
	Total Cash Compensation		\$ 101,465		\$ 65,000	\$ 106,150	\$ 123,000	
250 to 499	Base Salary	9	\$ 135,724			\$ 111,516		
	Total Cash Compensation		\$ 137,391			\$ 111,516		
500 to 999	Base Salary	20	\$ 88,164	\$ 39,000	\$ 64,000	\$ 72,483	\$ 99,250	\$ 120,000
	Total Cash Compensation		\$ 92,911	\$ 39,000	\$ 67,500	\$ 85,500	\$ 109,000	\$ 150,000
1,000 to 2,499	Base Salary	33	\$ 105,016	\$ 41,000	\$ 64,000	\$ 84,000	\$ 136,000	\$ 163,000
	Total Cash Compensation		\$ 157,971	\$ 41,000	\$ 65,000	\$ 84,000	\$ 136,000	\$ 251,000
2,500 to 4,999	Base Salary	30	\$ 98,287	\$ 42,312	\$ 68,000	\$ 85,639	\$ 130,000	\$ 151,783
	Total Cash Compensation		\$ 103,105	\$ 42,312	\$ 68,000	\$ 87,800	\$ 130,000	\$ 154,183
5,000 to 9,999	Base Salary	56	\$ 108,119	\$ 55,000	\$ 70,000	\$ 94,500	\$ 120,000	\$ 183,000
	Total Cash Compensation		\$ 113,125	\$ 55,000	\$ 70,000	\$ 97,000	\$ 130,000	\$ 215,000
10,000 to 24,999	Base Salary	52	\$ 102,347	\$ 41,000	\$ 58,000	\$ 92,000	\$ 131,000	\$ 192,000
	Total Cash Compensation		\$ 106,143	\$ 41,000	\$ 58,000	\$ 98,935	\$ 135,600	\$ 197,301
25,000 or more	Base Salary	48	\$ 99,610	\$ 41,000	\$ 51,000	\$ 97,500	\$ 123,000	\$ 156,000
	Total Cash Compensation		\$ 104,037	\$ 41,000	\$ 51,000	\$ 101,500	\$ 123,630	\$ 185,000