

## American Association of Corporate and Public Practice Veterinarians 2005 Compensation Survey © <sup>1</sup>

The American Association of Corporate and Public Practice Veterinarians (formerly AAIV) has conducted a compensation survey of its membership since 1976. These surveys provide members with the latest salary data and other information relative to job responsibilities, geographical location, title, et cetera. In the spring of 2006, survey questionnaires were mailed not only to all active AACPPV members, but also to nonmember veterinarians in corporate and public practice. Four hundred thirty-seven (437) 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. As compared to the 2003 Compensation Survey (where 106 surveys were returned and tabulated), the 2005 survey tabulated an additional 331 responses and realized a 312.26% increase in responses. There is a marked contrast between 2003 data and 2005 data with respect to advanced degrees, where the percentage of participants holding advanced degrees and/or board certification increased significantly from 2003.

Questions from the 2003 survey were either modified or removed to make the survey more meaningful. Range of years was changed in many questions for consistency purposes. The number of individuals entering industry from private practice decreased by more than 16% from the 2003 survey to the 2005 survey (66% versus 49.23%).

New for the 2005 survey is information regarding company 401(K) plan matches, where more than 81% of respondents received some form of 401(K) match. Significant increases in fringe benefits are noted. Also new for the 2005 survey are responses involving target bonus value percentages and other financial incentives. Unlike the 2003 survey, where 100% of the respondents were AACPPV members, the 2005 survey consists of responses from individuals, 53.93% of whom are not AACPPV members.

In this most recent survey, the mean salary decreased (-4,672) to \$115,504. However, it is important to note that the question regarding salaries was changed in that in 2003, the salary was quoted **with benefits included** while the 2005 question asked for **base salary**. Additional questions regarding fringe benefits were added for 2005.

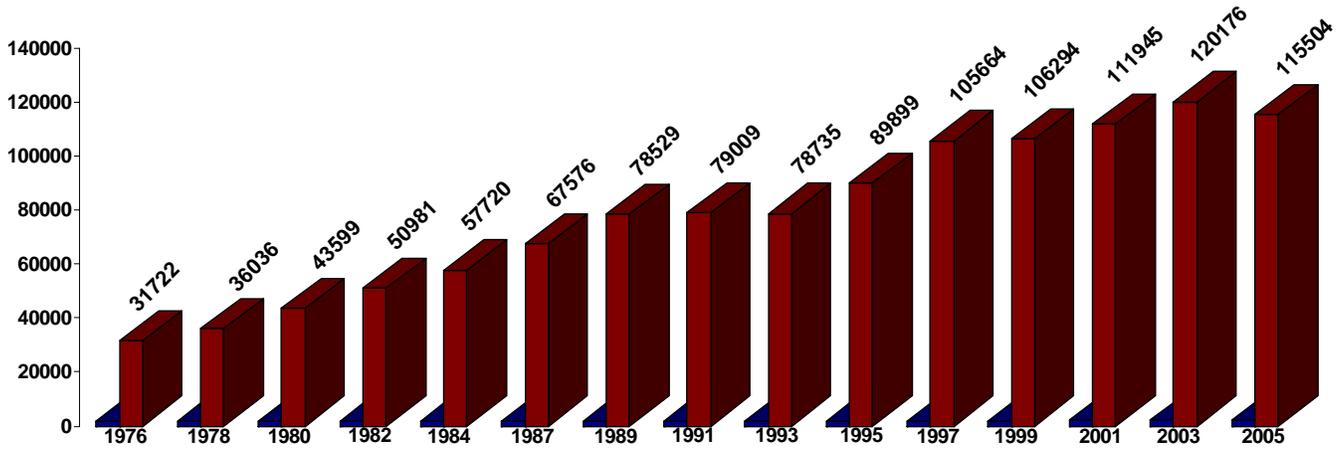
<u>Year</u>	<u>Average Salary</u>
1976	31,722
1978	36,036
1980	43,599
1982	50,981
1984	57,720
1987	67,576
1989	78,529
1991	79,009
1993	78,735
1995	89,899
1997	105,664
1999	106,294
2001	111,945
2003	120,176
2005	115,504

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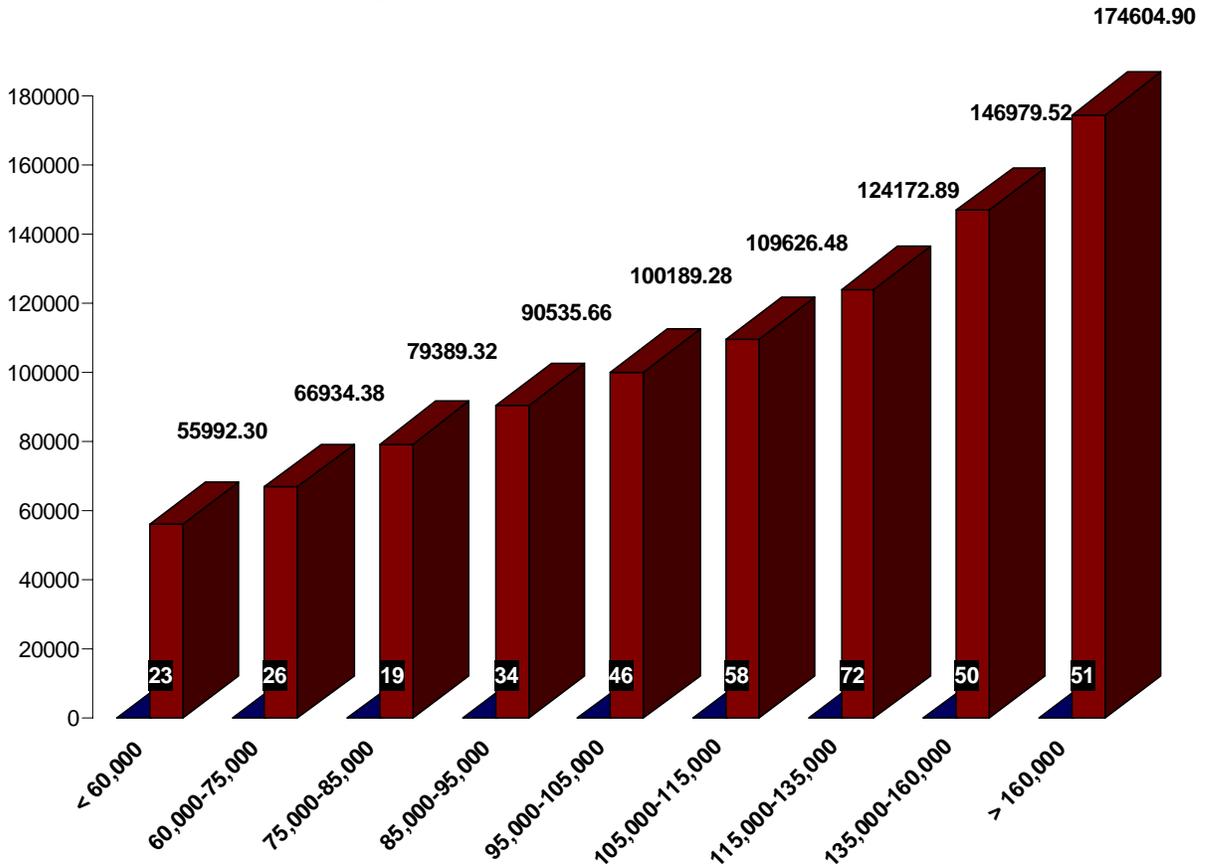
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### Salary Comparison to Past Surveys



### 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
<60,000	25	7	2	3	0
60,000—75,000	32	8	4	2	4
75,000—85,000	26	12	2	3	8
85,000—95,000	53	16	4	6	12
95,000—105,000	43	16	7	5	12
105,000—115,000	58	16	17	9	14
115,000—135,000	72	22	21	9	29
135,000—160,000	58	22	15	3	32
>160,000	70	19	23	11	42
Mean Salary	116,152	115,714	129,409	118,627	133,099
Percent	100.00%	31.58%	21.74%	11.67%	35.01%

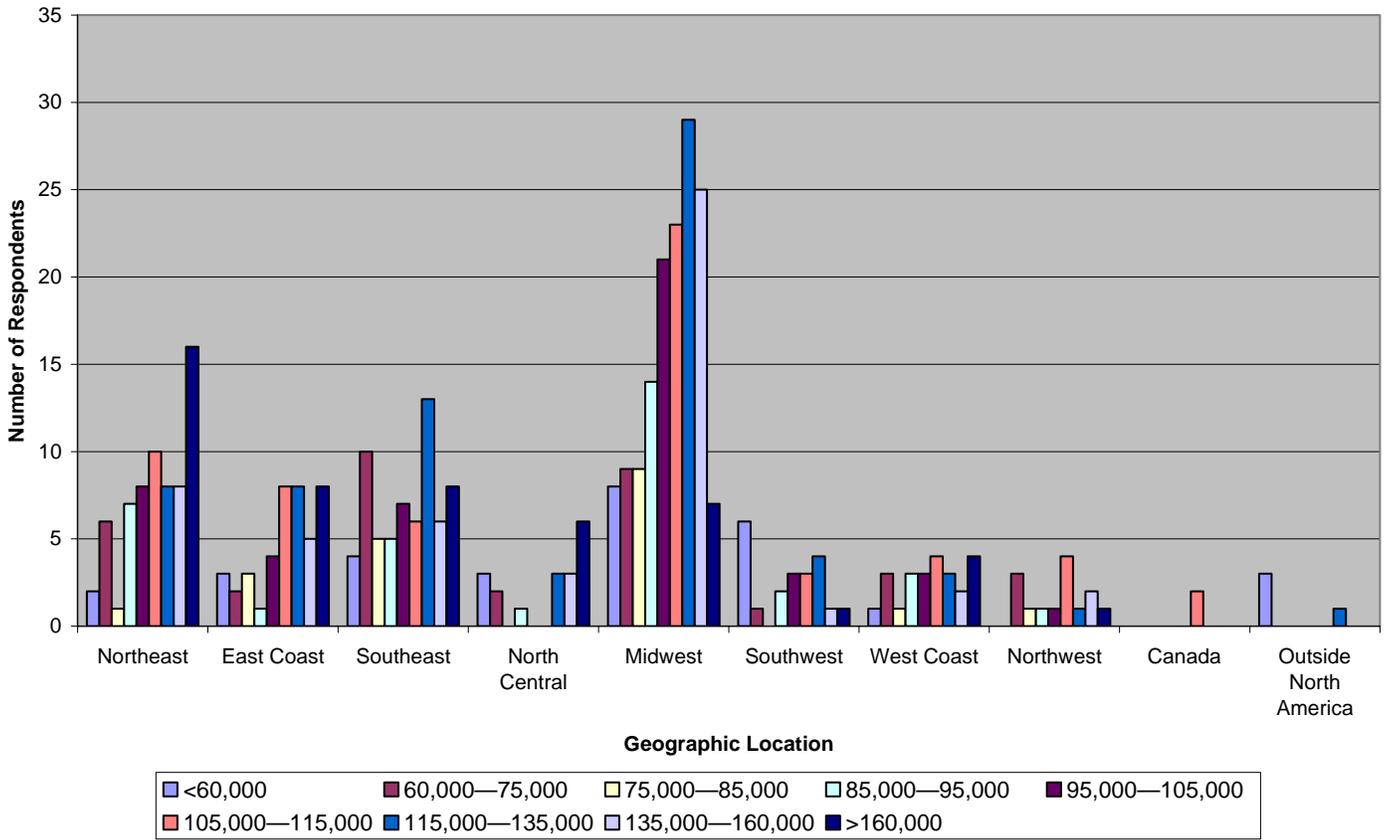
**Table 2. Distribution of salaries by sex.**

Salary Range	Male	Female
< 60,000	8	22
60,000-75,000	14	20
75,000-85,000	7	13
85,000-95,000	23	11
95,000-105,000	23	23
105,000-115,000	43	15
115,000-135,000	52	20
135,000-160,000	38	11
> 160,000	38	14
Total	246	149
Percent	62.28%	37.72%

**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
<60,000	2	3	4	3	8	6	1	0	0	3
60,000—75,000	6	2	10	2	9	1	3	3	0	0
75,000—85,000	1	3	5	0	9	0	1	1	0	0
85,000—95,000	7	1	5	1	14	2	3	1	0	0
95,000—105,000	8	4	7	0	21	3	3	1	0	0
105,000—115,000	10	8	6	0	23	3	4	4	2	0
115,000—135,000	8	8	13	3	29	4	3	1	0	1
135,000—160,000	8	5	6	3	25	1	2	2	0	0
>160,000	16	8	8	6	7	1	4	1	0	0
Mean Salary	122,536	119,844	109,297	115,861	111,417	96,747	112,990	107,297	109,626	73,037
Percent	16.50%	10.50%	16.00%	4.50%	36.25%	5.25%	6.00%	3.50%	0.50%	1.00%

**Geographic Distribution of Salaries**



**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
<60,000	6	2	0	0	0	0	0	1	5	2	18
60,000—75,000	1	9	0	1	1	3	1	0	7	1	10
75,000—85,000	1	4	0	0	0	0	0	0	2	0	11
85,000—95,000	2	15	0	1	2	0	0	2	3	0	10
95,000—105,000	5	24	0	3	1	1	0	2	2	1	8
105,000—115,000	8	35	1	0	2	3	1	2	2	1	4
115,000—135,000	10	40	0	1	2	1	3	4	1	0	7
135,000—160,000	12	23	0	0	1	3	2	3	0	1	7
>160,000	27	11	0	0	1	0	2	2	2	1	7
Mean Salary	135,571	115,948	109,626	97,035	113,738	108,635	132,472	121,471	86,329	101,474	95,319
Percent	17.96%	40.65%	.25%	1.5%	2.49%	2.74%	2.24%	3.99%	5.99%	1.75%	20.45%

**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 basic biomedical research, consultant to several industries, university – diagnostic laboratory, food and dietary ingredients, veterinary academics, academic research, education, college—equine studies, university, uniformed services, freelance medical/regulatory writer, oilfield services, biotechnology, animal industry consultant, consumer products, animal welfare, private consultant, Ag. Input Supply Cooperative, corporate pet stores, group publishing, university teaching hospital, and diagnostics.

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

Salary Range	Full-time	Part-time	Retired
< 60,000	17	7	0
60,000-75,000	32	2	0
75,000-85,000	21	1	0
85,000-95,000	32	1	0
95,000-105,000	43	2	1
105,000-115,000	58	0	0
115,000-135,000	69	0	1
135,000-160,000	50	0	1
> 160,000	50	1	0
Totals	372	14	3
Percentage	95.63%	3.60%	.77%

**Table 6. Distribution of salaries by job title**

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	Other
<60,000	1	2	0	0	2	2	2	0	14
60,000—75,000	0	0	3	2	12	4	0	2	11
75,000—85,000	1	0	4	1	3	3	1	1	6
85,000—95,000	0	0	3	9	7	1	2	2	9
95,000—105,000	0	0	4	5	21	2	0	0	5
105,000—115,000	1	4	7	12	20	7	1	1	5
115,000—135,000	0	0	23	16	17	7	1	7	12
135,000—160,000	2	6	23	5	6	4	3	2	2
>160,000	2	6	29	13	3	4	1	0	4
Mean Salary	118,883	146,053	138,106	124,382	105,497	112,698	111,071	111,142	93,277
Percent	1.74%	4.47%	23.82%	15.63%	22.58%	8.44%	2.73%	3.72%	16.87%

**Legend:**

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

“Other” responses include site veterinarian, pathologist/department head, US military, senior research veterinarian, senior advisor, assistant professor, veterinary medical investigations and product support, chief-public health, clinical specialists, associate professor-veterinarian, assistant professor, major, commander, academic affairs manager, toxicologist, research associate, CEO, senior project leader, product manager, quality assurance veterinarian, associate veterinarian, field veterinarian, veterinary medical officer, chief of staff, clinical veterinarian, veterinarian corp. officer, veterinarian-R&D, emergency response coordinator, lecturer, attending veterinarian, public health veterinarian, associate professor, head analyst, Lt. Colonel, professional affairs, professor, territory manager, pathologist/research, staff attending veterinarian, writer, and senior lecturer.

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

Salary Range \$	MGT	F/CI	LAM	R/PD	SPEC	AP	TS	S/M	Other
<60,000	2	0	2	3	1	1	0	0	13
60,000—75,000	2	1	3	3	2	1	9	3	11
75,000—85,000	3	2	3	3	1	0	1	0	3
85,000—95,000	5	0	3	3	1	0	3	1	3
95,000—105,000	8	3	2	5	1	1	7	4	3
105,000—115,000	6	0	1	8	6	0	23	6	6
115,000—135,000	12	2	6	7	12	0	25	3	2
135,000—160,000	17	0	4	8	6	3	10	3	1
>160,000	21	1	7	5	9	0	3	2	2
Mean Salary	132,255	105,470	118,960	114,991	129,773	110,676	114,495	114,205	83,564
Percent	21.53%	2.55%	8.78%	12.75%	11.5%	1.70%	22.95%	6.23%	12.46%

**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 scientific information support, public health, teaching, business consulting, clinical service, clinical/pharmaceutical/pain management, military working dog care-food inspection, research, regulatory, policy, business development, teaching, training, clinical service, teaching and research, R&D and QA, field management and support, freelance medical/regulatory writer, education, product development/regulatory/legal, veterinary medical investigations and product support, teaching/clinical, diagnostic pathology, scientific and academic affairs, and military.

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

Salary Range \$	0-1	2-5	6-10	11-20	20+
<60,000	1	0	0	2	1
60,000—75,000	0	1	0	0	2
75,000—85,000	0	1	3	0	0
85,000—95,000	1	6	6	1	0
95,000—105,000	3	4	3	0	0
105,000—115,000	6	5	8	0	2
115,000—135,000	4	9	7	6	5
135,000—160,000	0	10	5	8	4
>160,000	0	5	7	12	7
Mean Salary	106,770	134,361	122,700	145,471	135,244
Percent	10.34%	28.28%	26.90%	20.00%	14.48%

**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+
<60,000	1	0	2	1	0	0	0	0
60,000—75,000	1	0	0	2	0	0	0	0
75,000—85,000	0	0	1	0	2	0	0	0
85,000—95,000	3	2	3	1	2	2	1	1
95,000—105,000	5	2	1	3	0	0	0	0
105,000—115,000	8	3	4	3	1	0	0	3
115,000—135,000	9	5	7	9	2	1	0	0
135,000—160,000	4	3	6	4	8	0	2	0
>160,000	1	6	1	6	2	5	2	8
Mean Salary	114,143	134,274	117,095	126,308	130,760	147,284	146,741	151,354
Percent	21.48%	14.09%	16.78%	19.46%	11.41%	5.37%	3.36%	8.05%

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

<b>Salary Range \$</b>	<b>0-1</b>	<b>2-5</b>	<b>6-10</b>	<b>11-15</b>	<b>16-20</b>	<b>20+</b>
<60,000	0	1	2	0	0	2
60,000—75,000	0	1	1	0	1	2
75,000—85,000	0	1	0	2	0	0
85,000—95,000	1	5	4	0	4	1
95,000—105,000	2	7	2	2	0	0
105,000—115,000	1	10	7	4	1	3
115,000—135,000	3	12	8	8	1	2
135,000—160,000	2	7	9	4	4	2
>160,000	2	9	5	6	5	4
<b>Mean Salary</b>	<b>128,748</b>	<b>123,452</b>	<b>123,633</b>	<b>131,792</b>	<b>132,739</b>	<b>119,125</b>
<b>Percent</b>	<b>6.88%</b>	<b>33.13%</b>	<b>23.75%</b>	<b>16.25%</b>	<b>10.00%</b>	<b>10.00%</b>

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

<b>Salary Range \$</b>	<b>0-1</b>	<b>2-5</b>	<b>6-10</b>	<b>11-15</b>	<b>16-20</b>	<b>20+</b>
<60,000	0	1	2	0	0	2
60,000—75,000	0	1	1	0	0	1
75,000—85,000	1	0	0	2	0	0
85,000—95,000	2	4	4	0	3	4
95,000—105,000	1	7	3	2	2	0
105,000—115,000	1	6	4	7	2	8
115,000—135,000	0	5	10	9	4	6
135,000—160,000	0	2	4	7	8	9
>160,000	0	3	4	4	10	9
<b>Mean Salary</b>	<b>94,055</b>	<b>113,200</b>	<b>119,006</b>	<b>128,109</b>	<b>141,717</b>	<b>129,676</b>
<b>Percent</b>	<b>3.03%</b>	<b>17.58%</b>	<b>19.39%</b>	<b>18.79%</b>	<b>17.58%</b>	<b>23.64%</b>

**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	Home	Other
<60,000	4	0	0	0	0	0	0	1	1
60,000—75,000	4	1	0	0	0	0	0	0	0
75,000—85,000	1	0	0	0	0	0	0	1	1
85,000—95,000	6	0	0	3	2	0	1	1	2
95,000—105,000	3	0	1	2	0	2	0	5	2
105,000—115,000	12	1	2	1	0	1	2	9	0
115,000—135,000	12	6	1	1	3	0	0	10	2
135,000—160,000	14	5	2	0	3	0	1	6	1
>160,000	14	4	1	5	3	2	1	1	1

Mean Salary	124,609	138,524	130,311	131,567	138,031	131,843	126,275	117,992	108,676
Percent	40.94%	9.94%	4.09%	7.02%	6.43%	2.92%	2.92%	19.88%	5.85%

**Legend:**

<b>Co HQ</b>	=	Company or Corporate Headquarters
<b>Div. HQ</b>	=	Division Headquarters
<b>Sub. HQ</b>	=	Subsidiary Headquarters
<b>RO/HQ</b>	=	Regional Office or Headquarters
<b>R/T HQ</b>	=	Research or Technology Headquarters
<b>RS</b>	=	Research Station or Center
<b>P/MS</b>	=	Production or Manufacturing Site

**Other** includes veterinary school, university, major research university, client sites—global, and division R&D headquarters.

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

Salary Range \$	Upper	Middle	Self-Employed
<60,000	12	12	1
60,000—75,000	17	16	1
75,000—85,000	8	10	1
85,000—95,000	14	17	1
95,000—105,000	14	29	2
105,000—115,000	31	26	1
115,000—135,000	37	30	1
135,000—160,000	31	14	6
>160,000	41	10	1

Mean Salary	121,088	105,857	118,901
Percent	53.39%	42.71%	3.91%

**Legend:**

<b>Upper</b>	=	CEO, President, Vice President, Director or similar Management position
<b>Middle</b>	=	Middle Management position

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

Salary Range \$	Pvt.Prac.	VS	C/U	Govt.	Mil.	Other
<60,000	13	6	4	1	0	0
60,000—75,000	14	5	14	1	3	0
75,000—85,000	11	2	1	2	0	3
85,000—95,000	17	6	5	3	0	2
95,000—105,000	26	3	10	1	2	4
105,000—115,000	34	8	12	2	0	2
115,000—135,000	40	2	17	5	1	6
135,000—160,000	25	3	18	3	1	1
>160,000	13	3	28	3	5	1
Mean Salary	110,471	99,034	125,285	117,065	128,799	110,835
Percent	49.23%	9.69%	27.81%	5.36%	3.06%	4.85%

**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:** Residency, Graduate School, contractor, management consultant, animal production, and publishing.

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

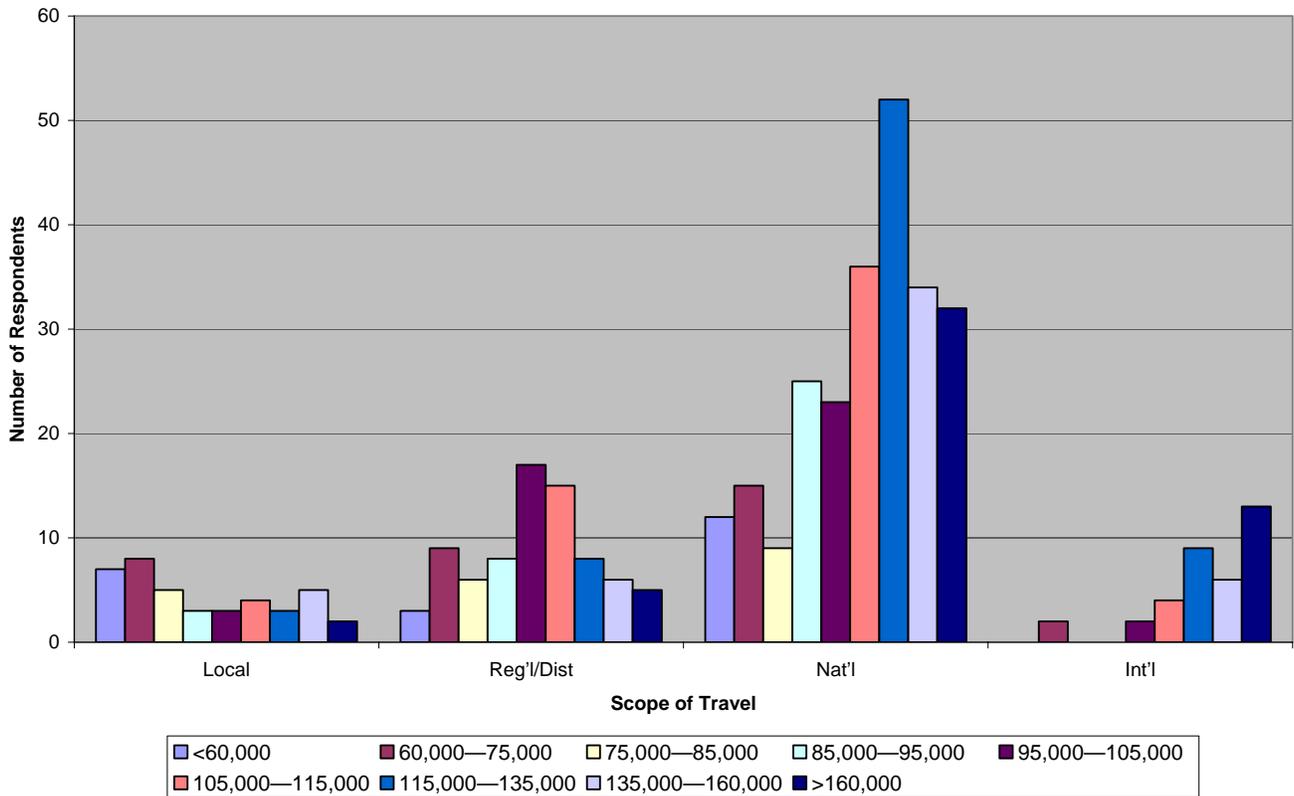
Salary Range \$	0-20	21-40	41-60	61-80	>80
<60,000	20	0	1	0	3
60,000—75,000	26	5	2	1	0
75,000—85,000	17	0	3	0	0
85,000—95,000	27	2	0	4	1
95,000—105,000	25	9	6	5	0
105,000—115,000	34	14	4	5	1
115,000—135,000	34	16	13	7	2
135,000—160,000	28	10	5	8	0
>160,000	33	11	4	1	2
Mean Salary	110,596	124,320	118,822	119,284	107,299
Percent	62.72%	17.22%	9.77%	7.97%	2.31%

**Table 16. Distribution of salaries by type of travel**

Salary Range \$	Local	Reg'l/Dist	Nat'l	Int'l
<60,000	7	3	12	0
60,000—75,000	8	9	15	2
75,000—85,000	5	6	9	0
85,000—95,000	3	8	25	0
95,000—105,000	3	17	23	2
105,000—115,000	4	15	36	4
115,000—135,000	3	8	52	9
135,000—160,000	5	6	34	6
>160,000	2	5	32	13
Mean Salary	94,792	104,765	117,422	140,057
Percent	10.23%	19.69%	60.87%	9.21%

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

**Distribution of Salaries by Scope of Travel**



**Table 17. Distribution of salaries by company 401(K) plan match.**

Salary Range	Yes	No
< 60,000	11	14
60,000-75,000	21	13
75,000-85,000	14	6
85,000-95,000	24	11
95,000-105,000	40	5
105,000-115,000	53	7
115,000-135,000	64	5
135,000-160,000	44	8
> 160,000	49	2
Mean Salary	119,042	92,119
Percent	81.84%	18.16%

**Question 18. What is the company match on your 401(K) plan?**

Responses to this question include<sup>2</sup>:

- \$0.50 for each \$1.00 on first 3% contributed
- 100% for the first 5% of salary
- 6%
- 4% to 6%
- 50% up to 6% of salary
- 5%
- 75% up to 5% of employee contributions
- Up to 5% match ; will contribute 2-3% even if you don't
- 100% match for first 3% of salary then 50% match for the next 2% of salary
- 50% of the first 6%
- \$0.50 for each \$1.00
- Full match on 2.5% in company stock
- Up to 5.5% of total pay
- Dollar for dollar up to 4% of salary and 50 cents on the dollar up to 6%
- You can contribute 1% to 16% of your covered pay and receive 50% company matching contribution, up to the first 6% of your covered pay contributions
- Up to 6%
- First 3% = 100% match; second 3% = 50% match
- 3%
- 11%
- 50% up to 5%
- Employee contribution 2.5%, employer contribution 13%. Participation is mandatory
- 100%
- 100% to 4% of salary, 50% between 4% and 6%
- Up to 5% if you contribute 6%
- 70%
- 100% for the first 4%, 50% for the next 2%
- \$0.45
- Dollar for dollar match up to 6.25% of salary

<sup>2</sup> Multiple responses for 3%, 4%, 5%, 5.5% and 6% received

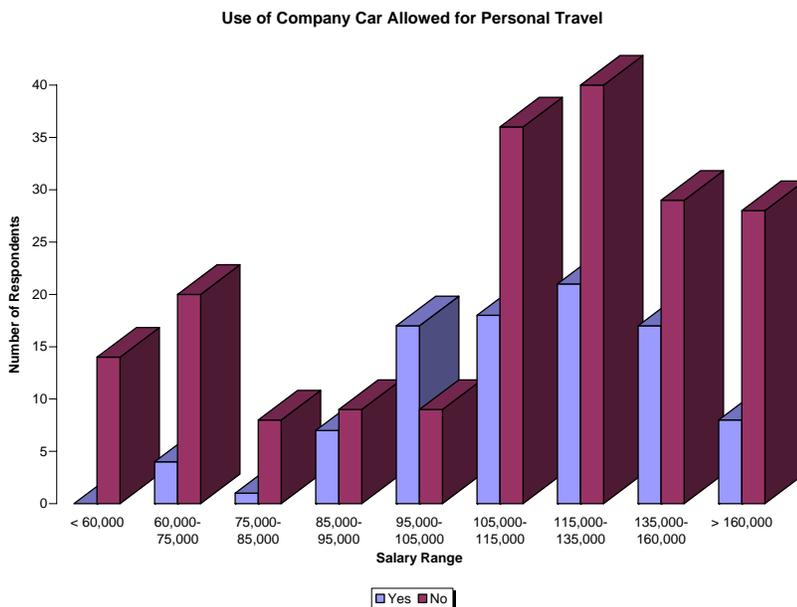
- Dollar for dollar match up to 4%; \$0.50 for each dollar up to 6%
- Up to \$3,500
- 1:1 for 2%, then 0.5:1 for next 4%
- \$0.50 for every \$1.00 I contribute
- 0.63%
- I contribute 6%, they match 4%; total 10%
- 100% for the first 6%
- \$0.50 per \$1.00 up to 3% of salary
- 50% on the first 6% of personal contribution
- Dollar per dollar up to 4% of income
- 4%
- \$1.00 per \$1.00 for 5.5% of my salary
- 100% match for the first 3%; 50% match on the next 3%
- Dollar for dollar up to the first \$3,000 contributed by me to 401K
- 100% up to 5% contribution
- 1:1 up to 6% of salary
- If I put in 6%, they will put in 3% If I put in 10%, they will still only put in 3%.
- 1:1 for the first 5%
- 100% up to 5%
- 50% match up to the first % of base salary contributed by the employee
- Dollar for dollar for the first 6% of salary plus 3% defined benefit contribution at year end
- 3% of salary if employee contributes 3 or more
- \$0.50 for every dollar up to 10% of salary contributed
- 1:1 match of first 2% of salary contributed, then 50% match for each of the next 2%
- \$0.50 for every dollar up to the maximum
- 50% for the first 6%
- 75 cents/dollar
- 100% up to 6% of salary and bonus
- Up to \$5,000 annually
- 100% up to 5% of income; thereafter, matching is incrementally reduced up to 10% of income
- Maximum of \$300.00
- Employee puts in 6, company puts in 4.5
- 100% match on the first 2.5%
- 3.5%
- 8.5%
- \$0.50 for every \$1.00 I contribute
- 100% up to 5%, then 50% up to 8%
- 4% match for a 6% personal input
- 3:1 of base salary
- 2%
- 50% up to \$6,000
- 25%-40%
- \$.80 to \$1.00
- 6.25%
- \$0.55:\$1.00
- \$0.75:\$1.00 to \$5,000
- \$0.75:\$1.00 up to 6%
- 2 to 1
- 9-13%
- 7%
- 200% of first 2%; 50% next 4%
- 16% of salary
- 25% to 10%

**Table 19. Percentage of respondents for whom their company provides a company car.**

Salary Range \$	Yes	No
< 60,000	3	19
60,000-75,000	8	25
75,000-85,000	5	15
85,000-95,000	9	24
95,000-105,000	19	27
105,000-115,000	19	40
115,000-135,000	22	49
135,000-160,000	17	34
> 160,000	8	43
Percentage	28.50%	71.50%

**Table 20. Percentage allowed to use the company car for personal travel.**

Salary Range \$	Yes	No
< 60,000	0	14
60,000-75,000	4	20
75,000-85,000	1	8
85,000-95,000	7	9
95,000-105,000	17	9
105,000-115,000	18	36
115,000-135,000	21	40
135,000-160,000	17	29
> 160,000	8	28
Percentage	32.52%	67.48%



**Table 21. Fringe benefits provided by company.**

Benefit	# of Responses	Percent
Life and Disability Insurance	328	87.94%
Hospital/Medical Insurance	347	93.03%
Dental Insurance	333	89.28%
Retirement Plan	287	76.94%
Profit Sharing	67	17.96%
Royalties on New Products	21	5.63%
Stock Options	170	45.58%
Cash Bonus Program	206	55.23%
Other (e.g., Day Care, Continuing Education, Education Financial)	105	28.15%

**Other** includes insurance allowance, continuing education, educational financial assistance, veterinary licenses, day care, restricted stock grants, stock options and awards for next level higher than I am (incentive for promotion, paid membership dues restricted stock grants, 401K savings plan in excess of contribution fed limit, cash balance retirement funds, savings plan, flex savings account, pays industry dues, pays one continuing education trip per year, vision, pharmacy card, in-house discount on company products, option to purchase additional week of vacation, housing allowance, housing/food allowance and 30 days paid vacation, all medical bills paid for self and family, stock purchased at discounted price, stock awards, basic life insurance, maternity/paternity leave, adoption assistance, health/dependent care flexible spending account, tuition reimbursement, life management, matching grants, buy stock at 15% discounted price, restricted stock units, eye care, long term stock-based incentive, domestic partner benefits, health club, parking, dry cleaning, and credit union.

**Table 22. Company benefit providing most satisfaction.**

Benefit	# of Responses	Percent
Life Insurance	9	2.31%
Disability Insurance	6	1.54%
Medical/Dental Insurance	180	46.27%
Profit Sharing	7	1.80%
Savings Plan	40	10.28%
Cash Bonus Program	68	17.48%
Stock Options	17	4.37%
Retirement Plan	59	15.17%
Royalties on New Products	3	.77%

**Table 23. Company benefit providing least satisfaction.**

Benefit	# of Responses	Percent
Life Insurance	36	10.26%
Disability Insurance	29	8.26%
Medical/Dental Insurance	61	17.38%
Profit Sharing	25	7.12%
Savings Plan	17	4.84%
Cash Bonus Program	45	12.82%
Stock Options	59	16.81%
Retirement Plan	66	18.80%
Royalties on New Products	13	3.70%

**Table 24. Benefit desired to be added by company.**

Benefit	# of Responses	Percent
Life and Disability Insurance	9	2.85%
Hospital/Medical Insurance	2	.63%
Dental Insurance	10	3.16%
Retirement Plan	17	5.38%
Profit Sharing	77	24.37%
Royalties on New Products	44	13.92%
Stock Options	50	15.82%
Cash Bonus Program	52	16.46%
Other (e.g., Day Care, Continuing Education, Education Financial)	55	17.41%

**Other** includes better vision care, in-house day care, retirement plan available sooner, more vacation for director-level positions, animal health insurance, better life insurance, no cost to employee medical insurance, cash bonus program for non-manager positions, no cost vision care, profit sharing at manager level, better retirement plan, better vacation plan, bonus system based on contribution, wellness programs, retirement medical benefits, long term care, educational financial assistance, and retirement benefits that are not tampered with before or after retirement.

**Table 25. Distribution of salaries.**

Salary Range	# of Responses	Percent
<60,000	23	6.07%
60,000—75,000	26	6.86%
75,000—85,000	19	5.01%
85,000—95,000	34	8.97%
95,000—105,000	46	12.14%
105,000—115,000	58	15.30%
115,000—135,000	72	19.00%
135,000—160,000	50	13.19%
>160,000	51	13.46%
<b>Mean Salary</b>	<b>115,504</b>	

**Table 26. Percentage of respondents receiving a monetary bonus.**

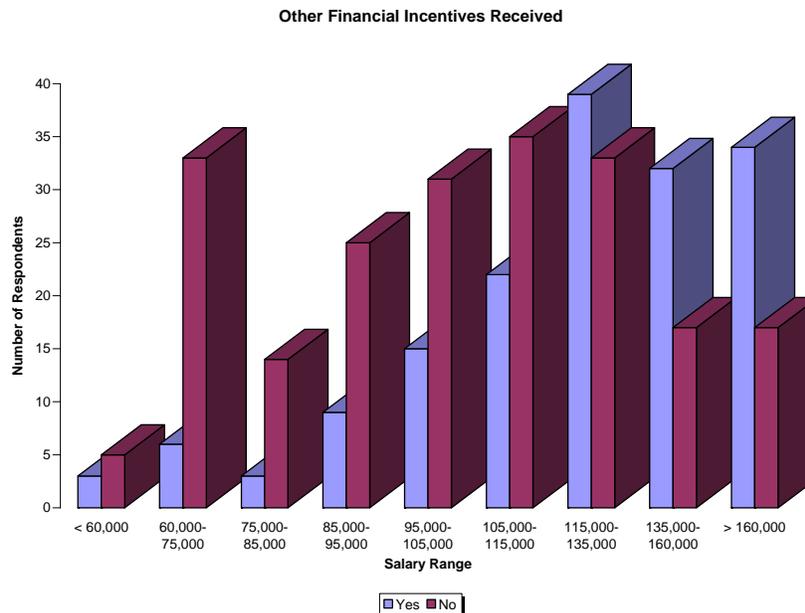
Salary Range \$	Yes	No
< 60,000	3	20
60,000-75,000	9	17
75,000-85,000	7	12
85,000-95,000	19	15
95,000-105,000	31	14
105,000-115,000	43	16
115,000-135,000	46	26
135,000-160,000	34	17
> 160,000	40	11
Percentage	61.05%	38.95%

**Table 27. 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
< 60,000	2	0	0	0	0	0	0	0	0
60,000-75,000	2	4	1	0	0	0	1	0	0
75,000-85,000	2	1	1	0	2	0	1	0	0
85,000-95,000	4	2	4	6	0	1	1	0	0
95,000-105,000	7	5	3	6	8	3	1	1	0
105,000-115,000	3	10	6	8	6	4	2	0	3
115,000-135,000	3	4	6	9	9	9	6	1	1
135,000-160,000	4	2	1	3	8	6	8	4	4
> 160,000	1	4	0	1	0	3	4	5	23
<b>Total Respondents</b>	<b>28</b>	<b>32</b>	<b>22</b>	<b>33</b>	<b>33</b>	<b>26</b>	<b>24</b>	<b>11</b>	<b>31</b>
<b>Percentage</b>	<b>11.67%</b>	<b>13.33%</b>	<b>9.17%</b>	<b>13.75%</b>	<b>13.75%</b>	<b>10.83%</b>	<b>10.00%</b>	<b>4.58%</b>	<b>12.92%</b>

**Table 28. Other Financial Incentive Received (Stock Option, SAR).**

Salary Range \$	Yes	No
< 60,000	3	5
60,000-75,000	6	33
75,000-85,000	3	14
85,000-95,000	9	25
95,000-105,000	15	31
105,000-115,000	22	35
115,000-135,000	39	33
135,000-160,000	32	17
> 160,000	34	17
<b>Percentage</b>	<b>43.70%</b>	<b>56.30%</b>



**Question 29. Other financial incentives specified.**

- Stock options
- Restricted stock grants
- Compensatory time
- Profit sharing based on stock ownership, pretax flexible medical benefit plan
- Restricted stock units and stock options
- Sales award trip
- Completely funded retirement plan
- Housing and subsistence allowance
- Board certification pay housing allowance, subsistence allowance
- Stock options targeted to be worth 20% of salary
- Spouse travel and accommodation on work assignments authorized
- Receive expense for my vehicle use at \$485 per month plus actual expenses plus fuel and DOT rate fuel surcharge accommodation based on Fed Ex fuel surcharge published rate
- Stock options and gifts of stock

**Table 30. Estimated annual monetary value of the 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
< 60,000	0	2	0	2	0	0	0	0	3
60,000-75,000	1	1	0	0	0	0	0	0	0
75,000-85,000	1	0	0	0	0	0	0	0	0
85,000-95,000	4	1	0	1	0	0	2	0	0
95,000-105,000	9	4	0	1	1	0	0	0	0
105,000-115,000	12	2	1	2	0	0	1	1	0
115,000-135,000	11	11	5	1	2	0	0	0	0
135,000-160,000	8	7	3	2	4	0	1	1	5
> 160,000	6	6	3	2	2	2	1	2	12
<b>Total Respondents</b>	<b>52</b>	<b>34</b>	<b>12</b>	<b>11</b>	<b>9</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>20</b>
<b>Percentage</b>	<b>34.90%</b>	<b>22.82%</b>	<b>8.05%</b>	<b>7.38%</b>	<b>6.04%</b>	<b>1.34%</b>	<b>3.36%</b>	<b>2.68%</b>	<b>13.42%</b>

**Table 31. Changed employers in the past two years (including mergers and acquisitions).**

Salary Range \$	Yes	No
< 60,000	3	22
60,000-75,000	7	19
75,000-85,000	2	19
85,000-95,000	4	29
95,000-105,000	9	37
105,000-115,000	8	51
115,000-135,000	15	45
135,000-160,000	5	46
> 160,000	11	41
<b>Percentage</b>	<b>17.16%</b>	<b>82.84%</b>

**Table 32. Employer supports AACPPV membership by paying annual dues.**

<b>Salary Range \$</b>	<b>Yes</b>	<b>No</b>
< 60,000	2	21
60,000-75,000	2	23
75,000-85,000	6	10
85,000-95,000	16	17
95,000-105,000	21	22
105,000-115,000	35	24
115,000-135,000	44	22
135,000-160,000	27	22
> 160,000	16	33
<hr/>		
Total Respondents	169	194
Percentage	46.56%	53.44%

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

<b>Salary Range \$</b>	<b>Yes</b>	<b>No</b>
< 60,000	3	20
60,000-75,000	3	21
75,000-85,000	6	11
85,000-95,000	11	21
95,000-105,000	11	31
105,000-115,000	26	34
115,000-135,000	33	30
135,000-160,000	24	34
> 160,000	13	35
<hr/>		
Total Respondents	169	194
Percentage	35.42%	64.58%

**Table 34. Employer supports AACPPV membership by allowing time to attend AACPPV functions.**

<b>Salary Range \$</b>	<b>Yes</b>	<b>No</b>
< 60,000	6	11
60,000-75,000	5	19
75,000-85,000	7	10
85,000-95,000	12	21
95,000-105,000	19	24
105,000-115,000	35	24
115,000-135,000	40	23
135,000-160,000	31	18
> 160,000	21	26
<hr/>		
Total Respondents	176	176
Percentage	50.00%	50.00%

**Table 35. Current member of AACPPV.**

Salary Range \$	Yes	No
< 60,000	4	20
60,000-75,000	3	23
75,000-85,000	6	13
85,000-95,000	16	18
95,000-105,000	24	22
105,000-115,000	32	27
115,000-135,000	43	27
135,000-160,000	31	20
> 160,000	17	36
<b>Total Respondents</b>	<b>176</b>	<b>206</b>
<b>Percentage</b>	<b>46.07%</b>	<b>53.93%</b>

