

American Association of Corporate and Public Practice Veterinarians 2007 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 salary data and other information relative to job responsibilities, geographical location, title, et cetera. In 2008, survey questionnaires of AACPPV members were conducted exclusively via Survey Monkey. One hundred ninety-four (194) 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. The number of females working in corporate and public practice increased 3% from 2005 to 2007.

The Southeast, North Central and West regions experienced slight to moderate decreases as to where respondents reside. The East Coast decreased by 4%, while the Northeast and Southwest increased by 4.28% and 4.08% respectively. Canada remains substantially the same.

In this most recent survey, the mean salary increased 13,665 to \$129,169. 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**. Salaries for 2007 are again quoted with benefits included to more accurately compare data. Additional questions regarding fringe benefits were added for 2005 and revised in 2007 to collect more relevant data..

<u>Year</u>	<u>Average Salary</u>
1976	31,722
1978	36,036
1980	43,599
1982	50,981
1984	57,720
1987	67,576
1989	78,529
1991	79,009
1993	78,735
1995	89,899
1997	105,664
1999	106,294
2001	111,945
2003	120,176
2005	115,504
2007	129,169

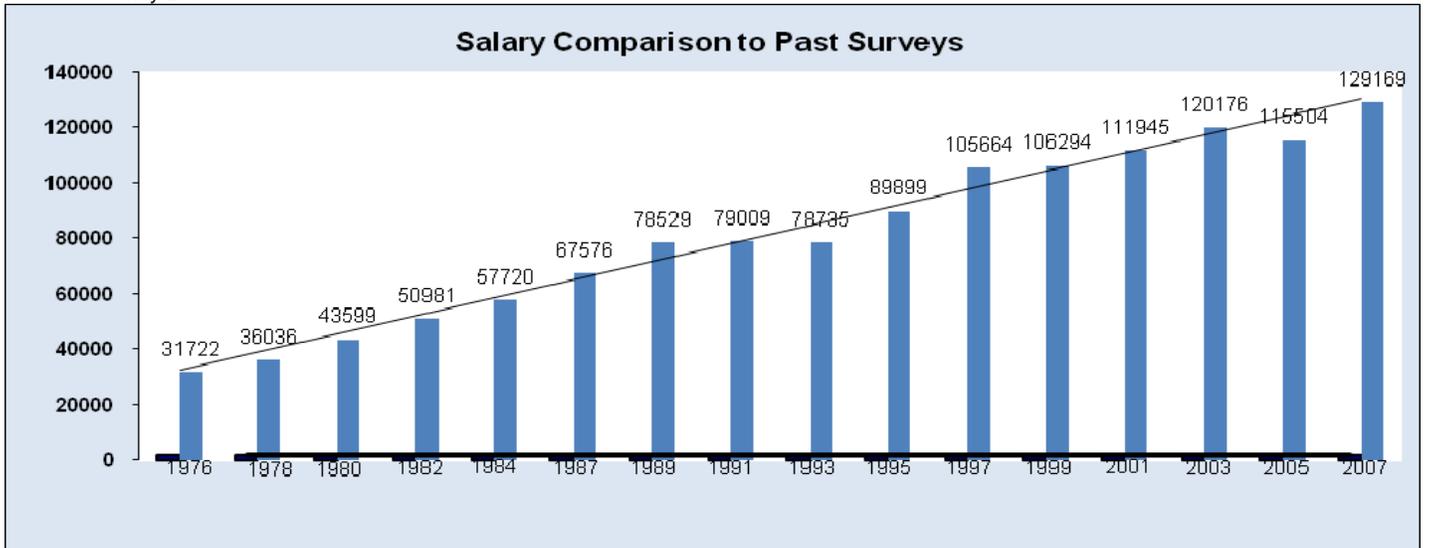
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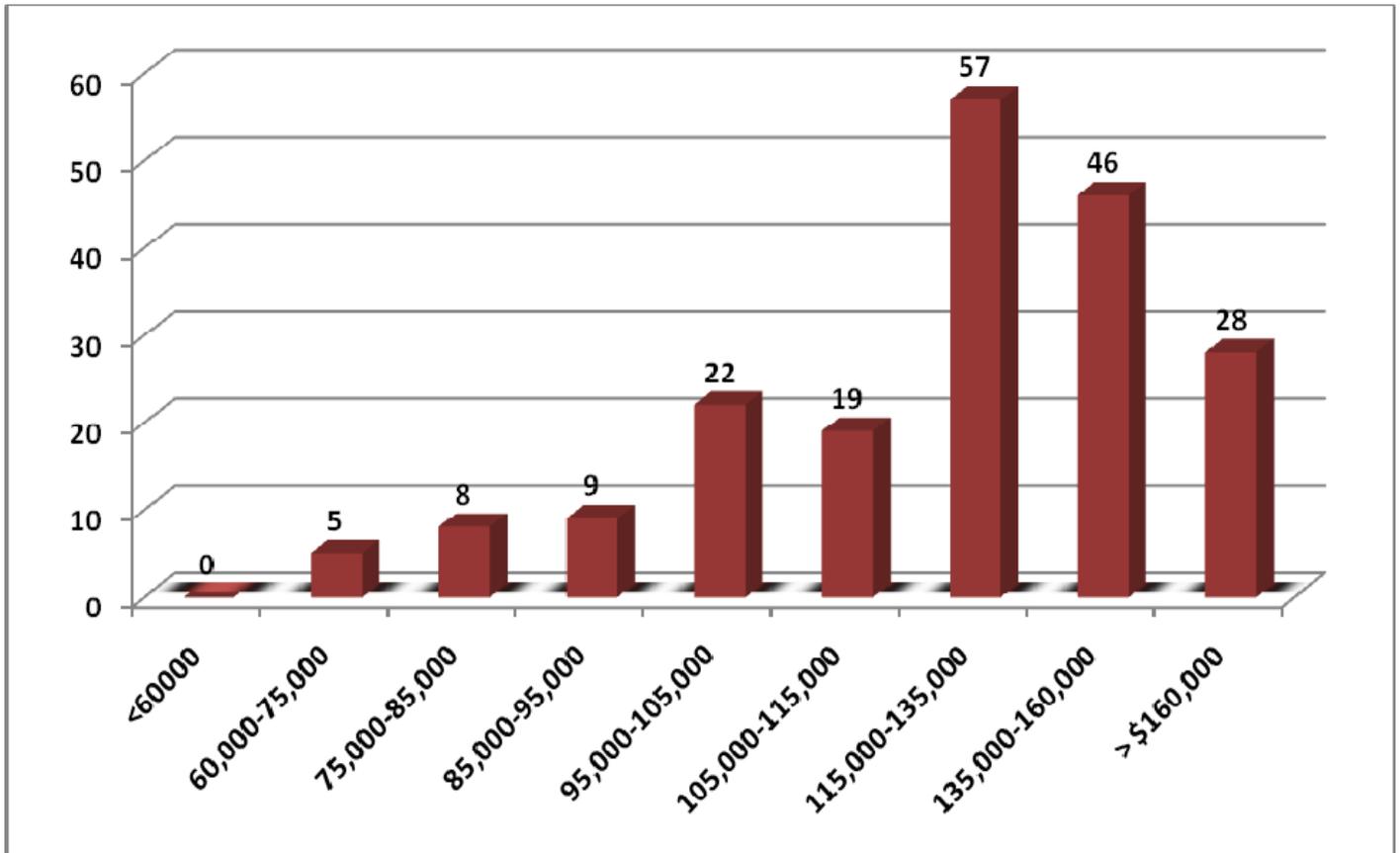
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Distribution of Salaries



Demographics

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

Salary Range \$	DVM/VMD	MS/MA/MPH	PhD	MBA	Board Certification	Other
<60,000	0	0	0	0	0	0
60,000—75,000	4	1	1	0	1	0
75,000—85,000	8	1	0	0	0	0
85,000—95,000	9	1	0	1	0	0
95,000—105,000	19	7	1	0	1	0
105,000—115,000	18	4	0	1	1	1
115,000—135,000	54	13	6	6	10	3
135,000—160,000	40	12	7	5	12	3
>160,000	37	12	4	0	12	2
Mean Salary	132,269.1534	135,535.2941	145,351.5263	131,738.4615	184,127.3421	165,055.5556
Percent	59.43%	16.04%	5.97%	4.09%	11.91%	2.82%

Other includes Certificate in Beef Production Medicine, MSc, Certificate in Business and HR outside veterinary medicine, Special credentials in the field of expertise, but different than board certification, Marketing Diplomate, J.D., DVSc, MLAS, Board qualified in Veterinary Pathology.

Table 2. Distribution of salaries by sex.

Salary Range	Male	Female
< 60,000	0	0
60,000-75,000	1	3
75,000-85,000	4	4
85,000-95,000	4	5
95,000-105,000	10	9
105,000-115,000	8	10
115,000-135,000	38	19
135,000-160,000	26	16
> 160,000	24	13
Total	115	79
Percent	59.28%	40.72%

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	0	0	0	0	0	0	0	0	0	0
60,000—75,000	1	0	1	0	2	0	0	0	0	0
75,000—85,000	0	0	2	0	6	0	0	0	0	0
85,000—95,000	1	0	2	0	3	0	1	1	0	0
95,000—105,000	3	1	6	3	4	1	1	0	0	0
105,000—115,000	5	1	3	0	7	4	1	0	2	0
115,000—135,000	11	3	7	1	21	5	3	3	0	0
135,000—160,000	7	3	6	1	16	5	0	4	0	0
>160,000	7	4	2	3	13	3	3	1	0	0
Mean Salary	138,198.2857	151,875.0000	121,504.1034	143,271.5000	417,269.4444	131,379.9444	146,611.1111	144,233.3333	165,000.0000	0
Percent	18.13%	6.22%	15.03%	4.15%	37.31%	9.33%	4.66%	4.66%	0.52%	0.00%

Distribution of Salaries by Geographic Region

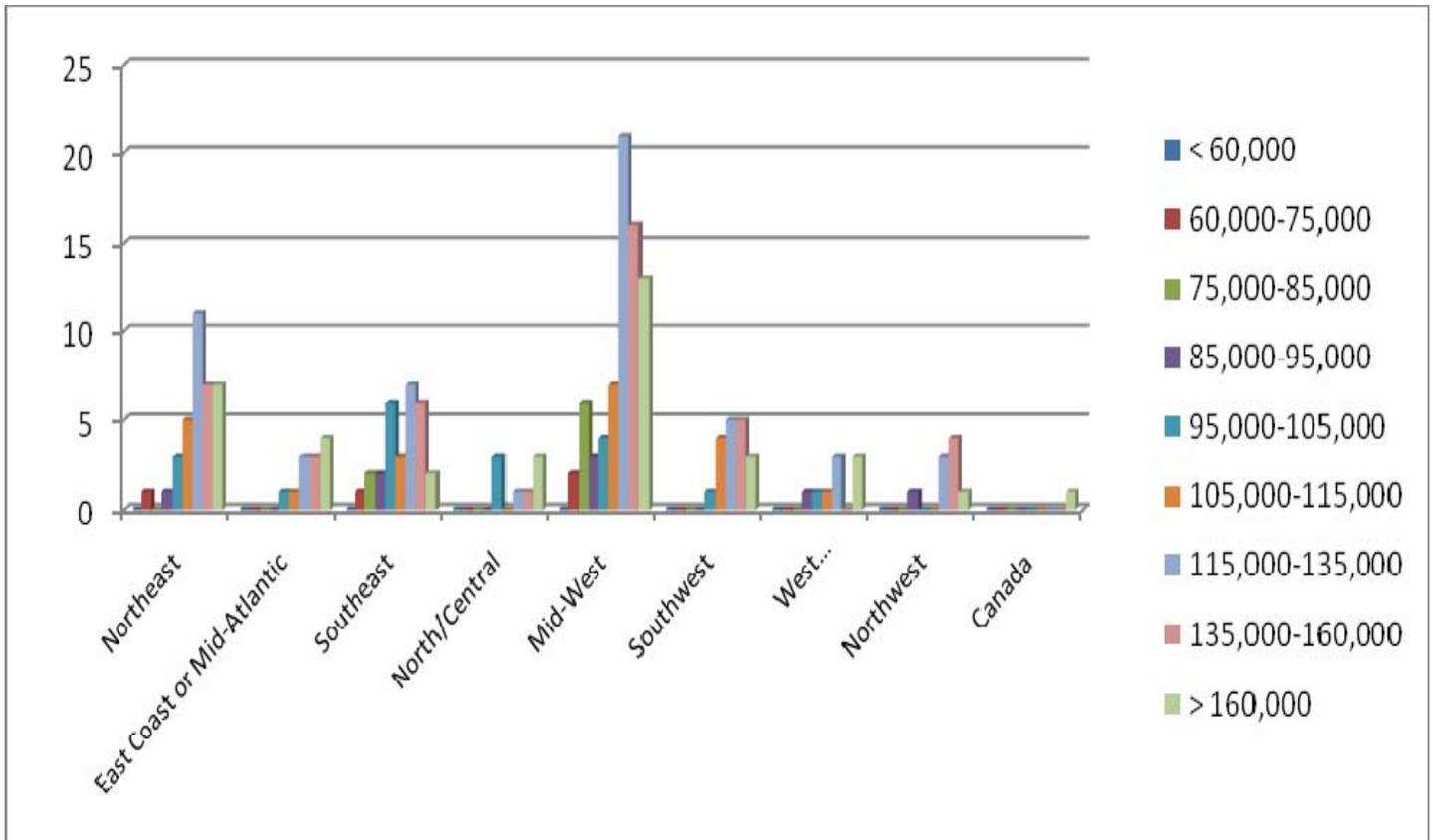


Table 4. Distribution of salaries by interest of company.

Salary Range \$	HP	AHP	AC/P	AF	PF	LP	P/EP	CR/T	G	C	O
<60,000	0	0	0	0	0	0	0	0	0	0	0
60,000—75,000	0	3	0	0	0	0	0	0	0	0	1
75,000—85,000	0	4	0	0	0	0	0	2	0	0	2
85,000—95,000	0	7	0	0	1	0	0	0	1	0	0
95,000—105,000	0	15	0	0	2	0	0	0	0	0	2
105,000—115,000	2	14	0	2	1	0	0	0	1	0	1
115,000—135,000	4	41	0	0	4	1	1	1	0	0	2
135,000—160,000	2	33	0	0	3	1	1	0	0	0	2
>160,000	12	16	0	1	3	0	2	0	0	1	3
Mean Salary	181,975	128,087	0	131,000	129,028	127,500	158,666	95,333	103,500	215,000	119,946
Percent	10.31%	68.56%	0%	1.55%	7.22%	1.03%	1.55%	1.55%	1.03%	0.52%	6.70%

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

- Nonprofit; professional education, public policy and standards
- Basic and translational research for humans
- International Marketing
- Veterinary Reference Laboratory
- Agriculture Supply Cooperative
- Consultant
- Retail Pet Industry
- Choose not to answer
- Risk management
- Self-employed as a contract veterinary study monitor
- Consulting

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

Salary Range	Full-time	Part-time	Retired
< 60,000	0	0	0
60,000-75,000	3	1	0
75,000-85,000	6	2	0
85,000-95,000	9	0	0
95,000-105,000	19	0	0
105,000-115,000	22	0	0
115,000-135,000	54	0	0
135,000-160,000	42	0	0
> 160,000	36	0	0
Totals	191	3	0
Percentage	98.45%	1.55%	0%

Table 6. Distribution of salaries by job title

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	Other
<60,000	0	0	0	0	0	0	0	0	0
60,000—75,000	0	0	0	0	2	0	1	0	1
75,000—85,000	0	0	1	0	3	1	0	0	3
85,000—95,000	0	0	0	1	7	0	1	0	0
95,000—105,000	0	0	0	5	10	0	0	0	3
105,000—115,000	0	0	0	1	16	0	0	0	4
115,000—135,000	1	1	5	9	25	3	0	3	7
135,000—160,000	0	0	12	12	12	2	0	3	0
>160,000	0	1	17	3	3	0	3	2	4
Mean Salary	129,000	135,000	162,564	132,455	116,491	112,698	125,000	146,725	129,609
Percent	.53%	1.06%	18.62%	16.49%	22.58%	41.49%	2.66%	4.26%	11.70%

Legend:

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

“Other” responses include Plant Veterinarian, Industry liaison, CCBW (Chief Cook and Bottle Washer), Clinical Pathologist, Veterinary Consultation Clinician, Associate Director, Attending Veterinarian, Senior Tech Services – International, Academic Affairs Manager, Clinical Protocol Manager, Veterinary Medical Investigations and Product Support, Field Sales Trainer, Sales Trainer, Clinical Veterinarian with 4 direct reports, Associate Research Fellow, Senior Director, and CEO.

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									
60,000—75,000				2			2		
75,000—85,000			2				2	1	1
85,000—95,000					2		7		
95,000—105,000	1			2	1		12	1	1
105,000—115,000				1	1	1	15	3	1
115,000—135,000	7		1	6	2	2	25	8	3
135,000—160,000	11	1		3	1		21	3	2
>160,000	12		4	5	3		3	4	6
Mean Salary	169,931	138,300	151,000	134,626	143,700	115,667	120,165	131,055	140,964
Percent	16.15%	0.52%	3.65%	9.90%	5.21%	1.56%	45.31%	10.42%	7.29%

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 Disease control, Policy development and education, Veterinary clinical pathology and cytology, Technical support for marketed companion animal products, Continuing Education in the Field about my specialty, Practitioner education and consultation, Documentation/Medical Writing, Quality Assurance, education, case Consultations, Scientific Communication, business consulting, teaching, and general business consulting. One individual chose not to answer the question.

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

Salary Range \$	0-1	2-5	6-10	11-20	20+
<60,000	0	0	0	0	0
60,000—75,000	0	0	1	0	0
75,000—85,000	0	1	0	2	0
85,000—95,000	0	2	0	1	0
95,000—105,000	2	3	4	0	0
105,000—115,000	1	2	0	0	1
115,000—135,000	4	7	7	3	1
135,000—160,000	4	11	5	4	2
>160,000	1	1	10	5	3
Mean Salary	129,567	127,420	153,386	156,627	165,786
Percent	13.64%	30.68%	30.68%	17.05%	7.95%

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	0	0	0	0	0	0	0	0
60,000—75,000	0	0	0	1	0	0	0	0
75,000—85,000	0	4	0	0	0	0	0	0
85,000—95,000	0	0	0	2	0	0	1	0
95,000—105,000	5	0	1	2	1	0	0	0
105,000—115,000	1	1	1	0	0	0	0	0
115,000—135,000	6	3	5	7	2	1	0	0
135,000—160,000	0	3	4	3	0	1	0	1
>160,000	1	3	4	3	3	3	1	6
Mean Salary	115,333	178,540	207,235	152,471	169,500	185,600	130,550	223,557
Percent	16.22%	13.51%	20.27%	22.97%	8.11%	6.76%	2.70%	12.07%

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

Salary Range \$	0-1	2-5	6-10	11-15	16-20	20+
<60,000	0	0	0	0	0	0
60,000—75,000	1	2	1	0	0	0
75,000—85,000	2	5	0	1	0	0
85,000—95,000	1	5	0	0	1	0
95,000—105,000	4	7	5	0	1	1
105,000—115,000	3	9	4	3	0	1
115,000—135,000	5	29	6	6	6	2
135,000—160,000	2	11	19	3	4	2
>160,000	4	11	13	5	1	2
Mean Salary	112,009	125,415	147,999	137,494	132,564	104,838
Percent	11.70%	42.02%	25.53%	9.57%	6.91%	4.26%

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

Salary Range \$	0-1	2-5	6-10	11-15	16-20	20+
<60,000	0	0	0	0	0	0
60,000—75,000	1	1	1	0	0	1
75,000—85,000	1	3	1	1	0	2
85,000—95,000	1	6	0	0	1	1
95,000—105,000	3	6	7	0	1	2
105,000—115,000	3	8	5	3	0	1
115,000—135,000	2	16	8	12	10	6
135,000—160,000	0	6	15	6	4	11
>160,000	0	0	0	0	0	0
Mean Salary	94,245	112,387	123,635	132,950	125,544	124,388
Percent	7.05%	29.49%	23.72%	14.10%	10.26%	15.38%

Distribution of salaries by years employed in industry

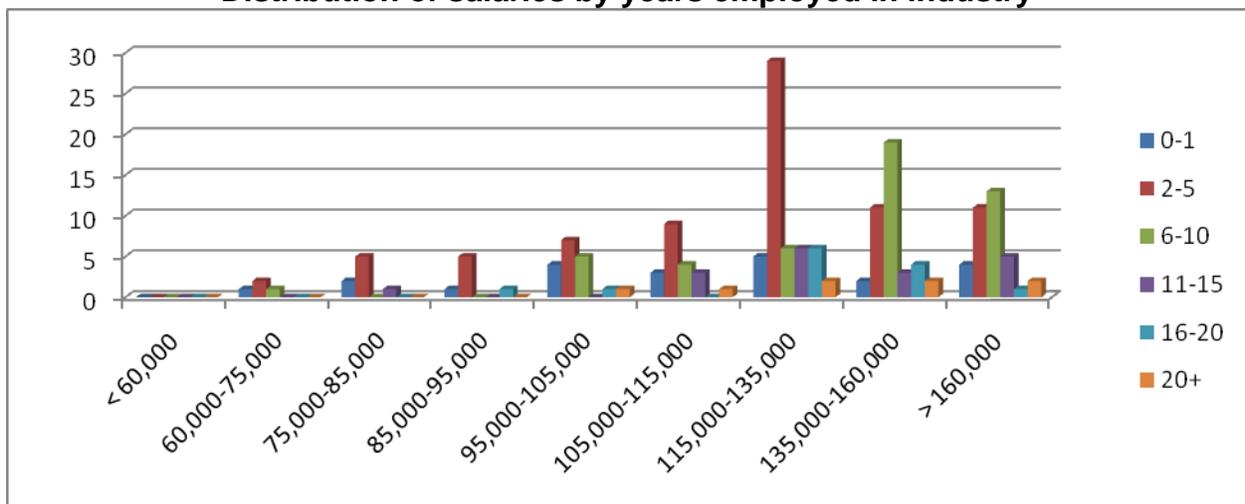


Table 12. Distribution of salaries by nature of office location.

Salary Range \$	Co HQ	Div. HQ	Sub. HQ	RO/ HQ	R/T HQ	RS	P/MS	Coll/ Univ.	Home	Other
<60,000	0	0	0	0	0	0	0	0	0	0
60,000—								0		
75,000	0	1	1	0	0	1	0	0	1	0
75,000—								0		
85,000	4	0	0	0	0	1	0	0	2	0
85,000—								0		
95,000	2	0	0	0	0	0	1	0	1	0
95,000—								0		
105,000	5	1	0	0	1	1	0	0	10	1
105,000—								0		
115,000	3	1	0	3	2	0	0	0	11	1
115,000—								0		
135,000	15	4	2	2	0	2	0	0	28	1
135,000—								1		
160,000	5	7	1	1	2	0	1	0	19	1
>160,000	12	4	0	3	2	0	0	1	9	0

Mean Salary	140,132	146,039	115,631	145,278	140,471	98,200	114,000	185,000	138,871	120,450
Percent	25.84%	10.11%	2.25%	5.06%	3.93%	2.81%	1.12%	1.12%	45.51%	2.25%

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 Government office - local public health, Regional laboratory, Home/Office, Customer Service Center, and Call Center.

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

Salary Range \$	Directly to CEO	Middle Management	Self-Employed	Other
<60,000	0	0	0	0
60,000—75,000	2	1	1	0
75,000—85,000	3	3	1	0
85,000—95,000	3	6	0	0
95,000—105,000	9	10	0	0
105,000—115,000	4	17	0	0
115,000—135,000	18	34	1	1
135,000—160,000	24	18	0	0
>160,000	24	11	1	1
Mean Salary	140,921	100,006	131,631	264,500
Percent	45.08%	51.81%	2.07%	1.04%

Other includes Board of Directors and client contracts.

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

Salary Range \$	Pvt.Prac.	VS	C/U	Govt.	Mil.	Other
<60,000	0	0	0	0	0	0
60,000—75,000	2	0	1	0	0	1
75,000—85,000	7	1	0	0	0	0
85,000—95,000	6	0	1	1	0	0
95,000—105,000	16	2	0	0	0	0
105,000—115,000	16	0	1	1	0	3
115,000—135,000	42	2	7	0	1	1
135,000—160,000	28	1	9	1	0	3
>160,000	19	2	13	0	2	1
Mean Salary	130,751	137,563	160,318	114,000	184,333	124,033
Percent	71.20%	4.19%	16.75%	1.57%	1.57%	4.71%

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: graduate school, Individual Swine Farm Veterinarian, Association, Lab animal residency, Livestock Production Company, self, Farm management, graduate student at a veterinary college, and Laboratory Animal Veterinarian.

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	0	0	0	0	0
60,000—75,000	4	0	0	0	0
75,000—85,000	5	2	0	1	0
85,000—95,000	1	0	1	7	0
95,000—105,000	11	1	3	1	3
105,000—115,000	8	2	8	2	1
115,000—135,000	19	13	11	10	1
135,000—160,000	7	10	15	9	1
>160,000	18	8	7	4	0
Mean Salary	131,802	141,910	134,898	142,225	114,917
Percent	37.63%	18.56%	23.20%	17.53%	3.09%

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

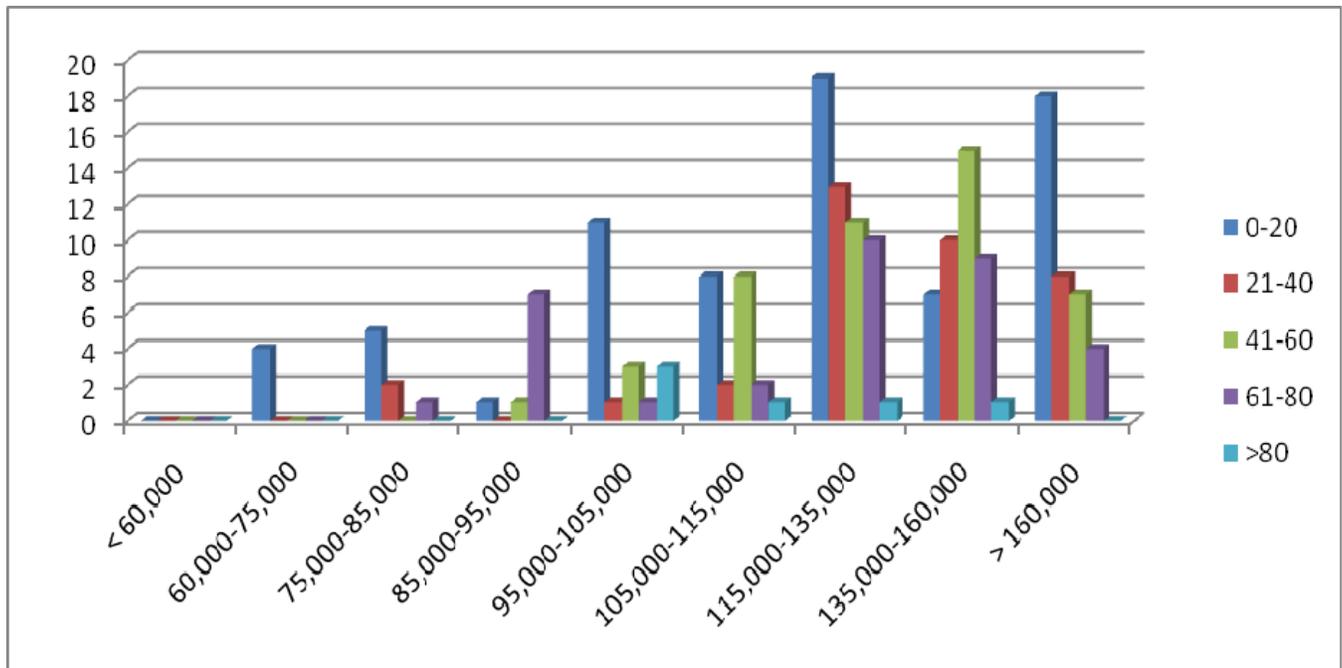


Table 16. Distribution of salaries by type of travel

Salary Range \$	Local	Reg'l/Dist	Nat'l	Int'l
<60,000	0	0	0	0
60,000—75,000	1	0	3	0
75,000—85,000	2	1	5	0
85,000—95,000	2	5	2	0
95,000—105,000	2	11	6	0
105,000—115,000	0	10	9	2
115,000—135,000	2	22	29	1
135,000—160,000	0	10	29	3
>160,000	1	5	25	6
Mean Salary	164,900	205,000	179,804	238,000
Percent	5.15%	32.99%	55.67%	6.19%

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

Distribution of Salaries By Type of Travel

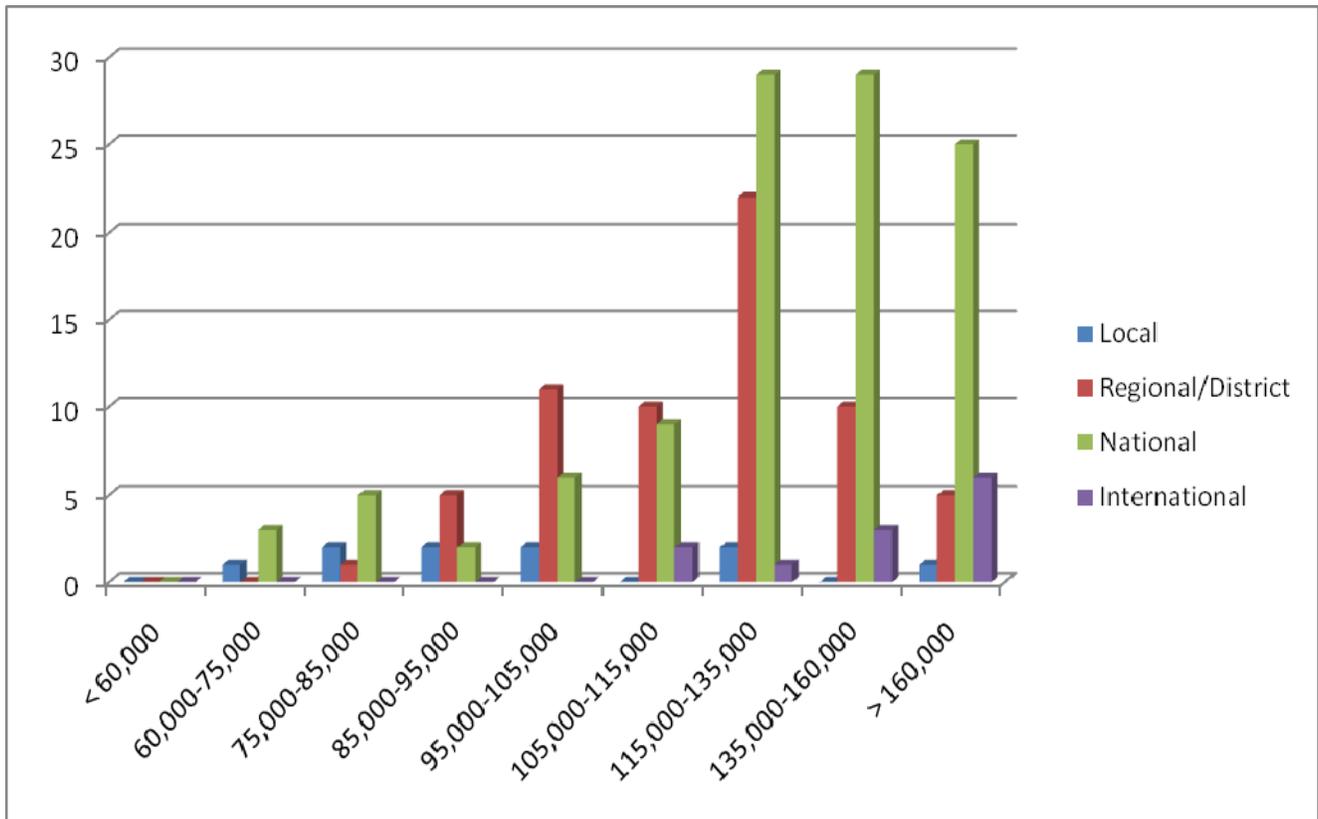


Table 17. Distribution of salaries by company 401(K) plan match.

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	3	1
75,000-85,000	6	2
85,000-95,000	9	0
95,000-105,000	18	1
105,000-115,000	21	1
115,000-135,000	52	2
135,000-160,000	42	0
> 160,000	33	4
Mean Salary	133,385	131,364
Percent	94.36%	5.64%

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

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	2	2
75,000-85,000	0	8
85,000-95,000	5	4
95,000-105,000	11	8
105,000-115,000	15	6
115,000-135,000	29	25
135,000-160,000	24	18
> 160,000	14	23
Percentage	51.55%	48.45%

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

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	1	1
75,000-85,000	0	0
85,000-95,000	5	0
95,000-105,000	10	0
105,000-115,000	13	3
115,000-135,000	29	1
135,000-160,000	23	1
> 160,000	14	0
Percentage	94.06%	5.94%

Table 20. Fringe benefits provided by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	180	93.75%
Hospital/Medical Insurance	184	95.83%
Dental Insurance	174	90.63%
Retirement Plan	169	88.02%
Profit Sharing	37	19.27%
Royalties on New Products	0	0.00%
Stock Options	101	52.60%
Cash Bonus Program	113	58.85%
Other (e.g., Day Care, Continuing Education, etc.)	12	6.25%

Other includes \$2000 per year for certain expenses (e.g., gym membership, house cleaning, etc), Award incentive program, Self-employed, Vision plan, free prescriptions, Long Term Care Insurance, Long Term Incentive Plan, Owner draws as I own the company, Self employed - I buy insurance: Medical, Life, AD&D, Pet insurance, Partial pay on Medical and Dental; No match on 401K, vision insurance, and Employee assistance.

Table 21. Company benefit providing most satisfaction.

Benefit	# of Responses	Percent
Life Insurance	4	2.13%
Disability Insurance	1	0.53%
Medical/Dental Insurance	108	57.45%
Profit Sharing	2	1.06%
Savings Plan	12	6.38%
Cash Bonus Program	29	15.43%
Stock Options	3	1.60%
Retirement Plan	28	14.89%
Royalties on New Products	0	0.00%

Table 22. Company benefit providing least satisfaction.

Benefit	# of Responses	Percent
Life Insurance	15	8.62%
Disability Insurance	5	2.87%
Medical/Dental Insurance	25	14.37%
Profit Sharing	7	4.02%
Savings Plan	7	4.02%
Cash Bonus Program	33	18.97%
Stock Options	50	28.74%
Retirement Plan	22	12.64%
Royalties on New Products	9	5.17%

Table 23. Benefit desired to be added by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	4	2.47%
Hospital/Medical Insurance	1	.62%
Dental Insurance	3	1.85%
Retirement Plan	10	6.17%
Profit Sharing	43	26.54%
Royalties on New Products	32	19.75%
Stock Options	26	16.05%
Cash Bonus Program	23	14.20%
Other (e.g., Day Care, Continuing Education, Education Financial)	20	12.35%

Other includes retiree medical insurance, more vacation time, flex scheduling, Old age care, Additional % match to existing 401(k) program, performance based bonus plan, Additional Vacation, I am pretty satisfied that I am well compensated, Retiree Health Insurance, compensation for excessive work hours, better benefits following retirement including medical coverage, I really can't complain, More of a cash bonus instead of stock options, Raises that at least match cost of living increases (but it is a cooperative!), and executive education. Several members responded "none" or "N/A."

Table 24. Distribution of salaries.

Salary Range	# of Responses	Percent
<60,000	0	0.00%
60,000—75,000	4	2.09%
75,000—85,000	8	4.19%
85,000—95,000	7	3.66%
95,000—105,000	22	11.52%
105,000—115,000	19	9.95%
115,000—135,000	57	29.84%
135,000—160,000	46	24.08%
>160,000	28	14.66%

Mean Salary **129,169**

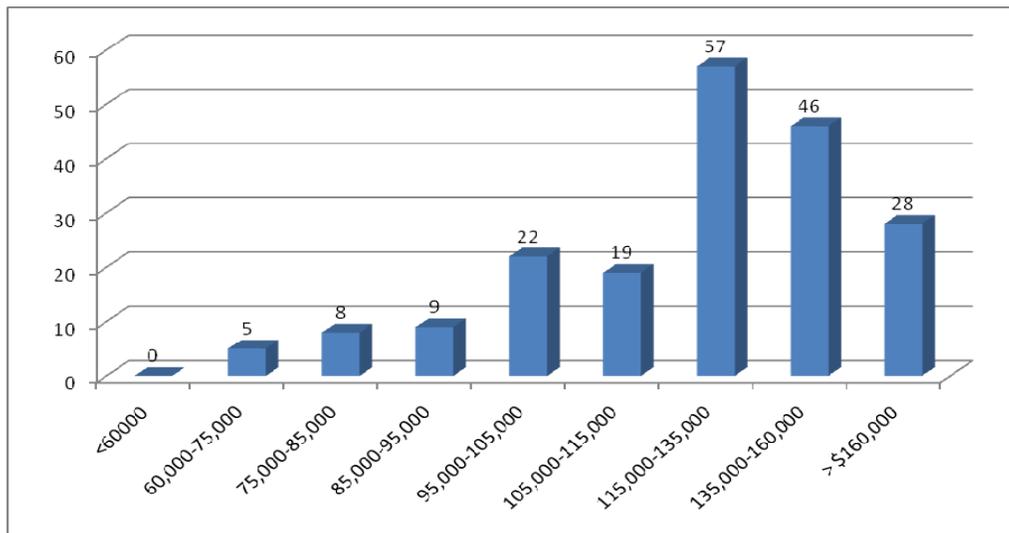


Table 25. Percentage of respondents receiving a monetary bonus.

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	3	1
75,000-85,000	6	1
85,000-95,000	9	0
95,000-105,000	15	4
105,000-115,000	10	11
115,000-135,000	32	22
135,000-160,000	24	18
> 160,000	30	6
Percentage	67.71%	33.33%

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
< 60,000	0	0	0	0	0	0	0	0	0
60,000-75,000	1	2	0	0	0	0	1	0	0
75,000-85,000	1	3	1	0	0	0	1	0	0
85,000-95,000	1	1	2	2	2	1	1	0	0
95,000-105,000	4	2	2	3	4	0	1	0	0
105,000-115,000	0	2	1	2	2	0	2	2	3
115,000-135,000	0	1	7	10	11	1	6	1	1
135,000-160,000	0	3	4	1	6	6	8	0	4
> 160,000	0	0	0	1	4	5	4	8	23
Total Respondents	7	14	17	19	29	13	24	11	11
Percentage	5.53%	11.03%	13.39%	14.96%	22.83%	10.24%	18.90%	8.66%	8.66%

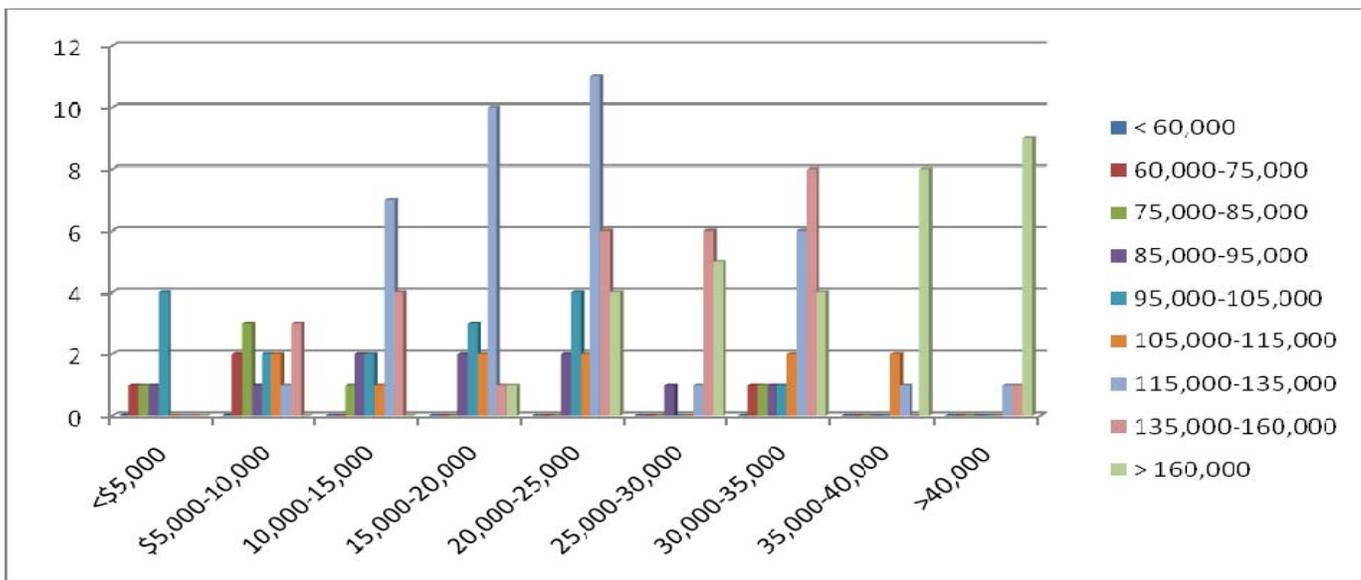


Table 27. Other Financial Incentive Received (Stock Option, SAR).

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	1	3
75,000-85,000	1	5
85,000-95,000	2	7
95,000-105,000	7	11
105,000-115,000	11	10
115,000-135,000	25	28
135,000-160,000	22	20
> 160,000	26	9
Percentage	50.53%	49.47%

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
< 60,000	0	0	0	0	0	0	0	0	0
60,000-75,000	1	0	0	0	0	0	0	0	0
75,000-85,000	1	0	0	0	0	0	0	0	0
85,000-95,000	1	0	0	0	0	0	0	0	0
95,000-105,000	4	3	0	0	0	0	0	0	0
105,000-115,000	3	4	1	2	1	0	0	0	0
115,000-135,000	15	6	1	0	2	1	0	0	0
135,000-160,000	12	5	1	1	2	0	1	0	1
> 160,000	0	0	0	3	4	1	3	0	4
Total Respondents	37	18	3	6	9	2	4	0	5
Percentage	44.08%	21.51%	3.60%	7.14%	10.71%	2.38%	4.76%	0.00%	5.95%

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

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	1	3
75,000-85,000	1	7
85,000-95,000	2	7
95,000-105,000	4	15
105,000-115,000	3	18
115,000-135,000	10	44
135,000-160,000	4	38
> 160,000	6	30
Percentage	16.06%	83.94%

Table 30. Current Member of AACPPV

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	2	2
75,000-85,000	7	1
85,000-95,000	8	1
95,000-105,000	13	6
105,000-115,000	16	5
115,000-135,000	46	8
135,000-160,000	32	10
> 160,000	27	10
Total Respondents	151	43
Percentage	77.84%	22.16%

Table 31. Employer supports AACPPV membership by paying your dues.

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	1	0
75,000-85,000	5	2
85,000-95,000	6	1
95,000-105,000	12	1
105,000-115,000	16	0
115,000-135,000	38	5
135,000-160,000	30	3
> 160,000	24	2
Total Respondents	132	14
Percentage	90.41%	9.59%

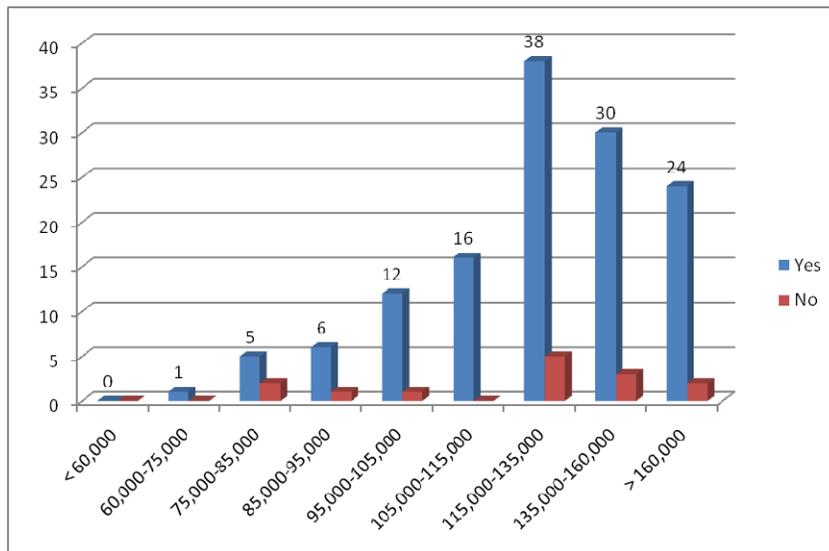


Table 32. Employer supports AACPPV membership by allowing time to attend AACPPV functions.

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	2	0
75,000-85,000	3	4
85,000-95,000	4	4
95,000-105,000	7	6
105,000-115,000	10	6
115,000-135,000	26	17
135,000-160,000	24	9
> 160,000	16	10
Total Respondents	92	56
Percentage	62.16%	37.84%

Table 33. Employer allows time to attend AACPPV Functions

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	2	0
75,000-85,000	2	5
85,000-95,000	6	2
95,000-105,000	8	5
105,000-115,000	13	3
115,000-135,000	33	11
135,000-160,000	25	8
> 160,000	15	11
Total Respondents	104	45
Percentage	69.80%	30.20%