

American Association of Corporate and Public Practice Veterinarians 2009 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 2009, survey questionnaires of AACPPV members were conducted exclusively via Survey Monkey. One hundred fifty-three (153) 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 most significant change from 2008 to 2009 is the shift of respondents to the higher salary ranges, thus accounting for the significant increase in average salary.

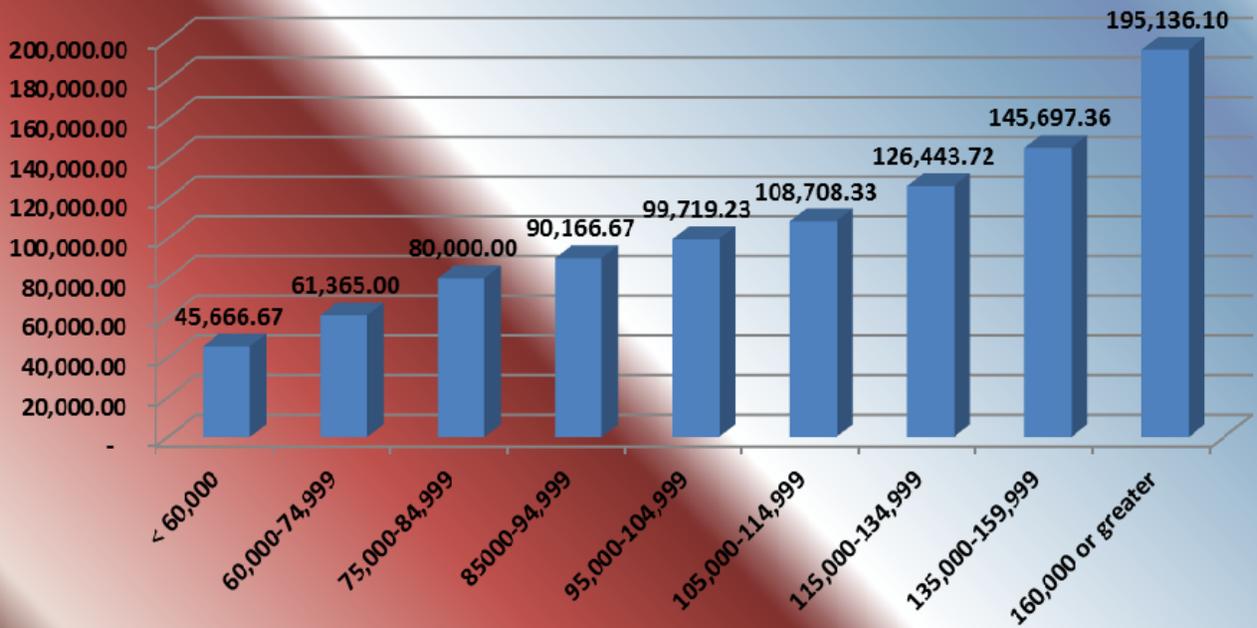
<u>Year</u>	<u>Average Salary</u>
1976	31,722
1978	36,036
1980	43,599
1982	50,981
1984	57,720
1987	67,576
1989	78,529
1991	79,009
1993	78,735
1995	89,899
1997	105,664
1999	106,294
2001	111,945
2003	120,176
2005	115,504
2007	129,169
2008	135,491
2009	171,535

Publication Date: December 30, 2010

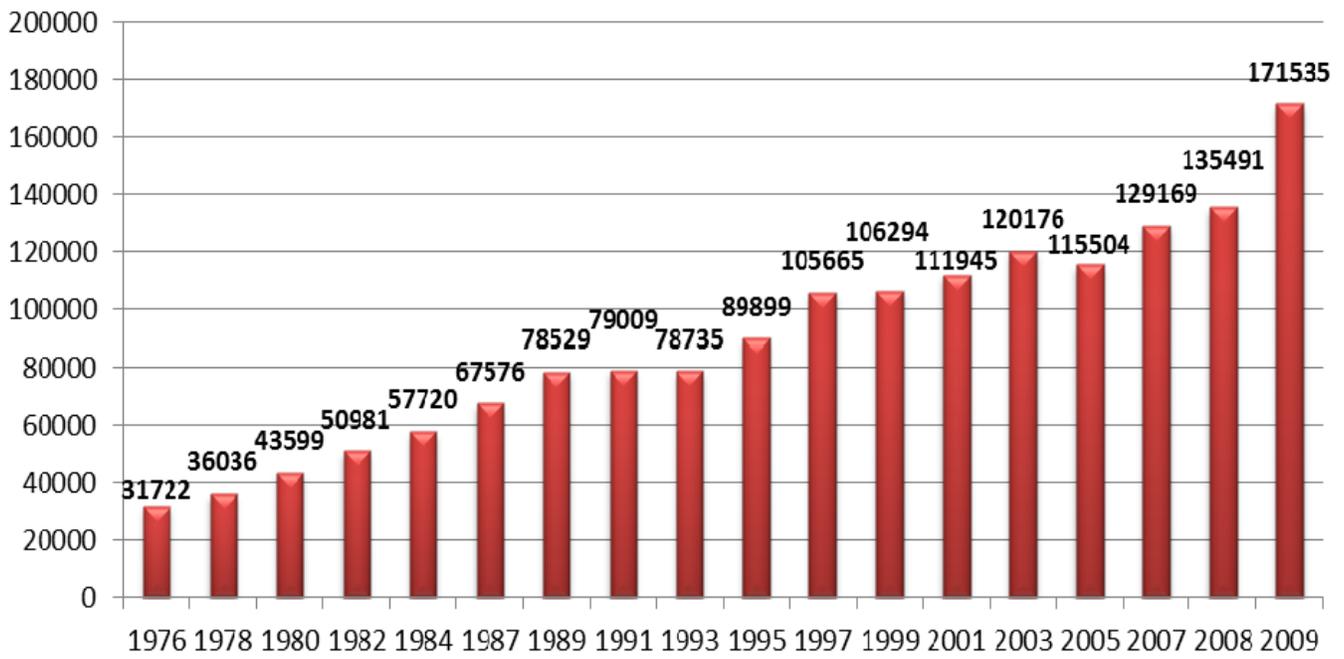


¹ © American Association of Corporate and Public Practice Veterinarians, 2010. All Rights Reserved. Requests to copy, reproduce or use portions of these published materials (including the information in tables and charts) should be addressed to **AACPPV, 6060 Sunrise Vista Drive, Suite 1300, Citrus Heights, CA 95610-7098.**
Phone: (916) 726-1560 Fax (916) 722-8149. Email: info@aacppv.org.

2009 Distribution of Salaries



Salary Comparison 1976-2009



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	3	2	0	0	0	1
60,000—74,999	2	1	0	0	0	0
75,000—84,999	2	0	0	1	0	0
85,000—94,999	6	1	0	1	0	0
95,000—104,999	13	3	1	0	0	0
105,000—114,999	12	2	0	1	0	1
115,000—134,999	39	10	2	2	7	4
135,000—159,999	37	13	6	2	9	3
160,000 and greater	3	2	4	7	17	3

Mean Salary **139,747.4503** **136,855.6842** **152,969.2308** **150,560.0714** **162,135.6176** **145,937.0909**

Percent **57.85%** **14.56%** **4.98%** **5.36%** **13.03%** **4.21%**

Other includes Certified in OD/system design (business), Member, Australian College of Veterinary Scientists, MPVM, DVSc, EML, JD.

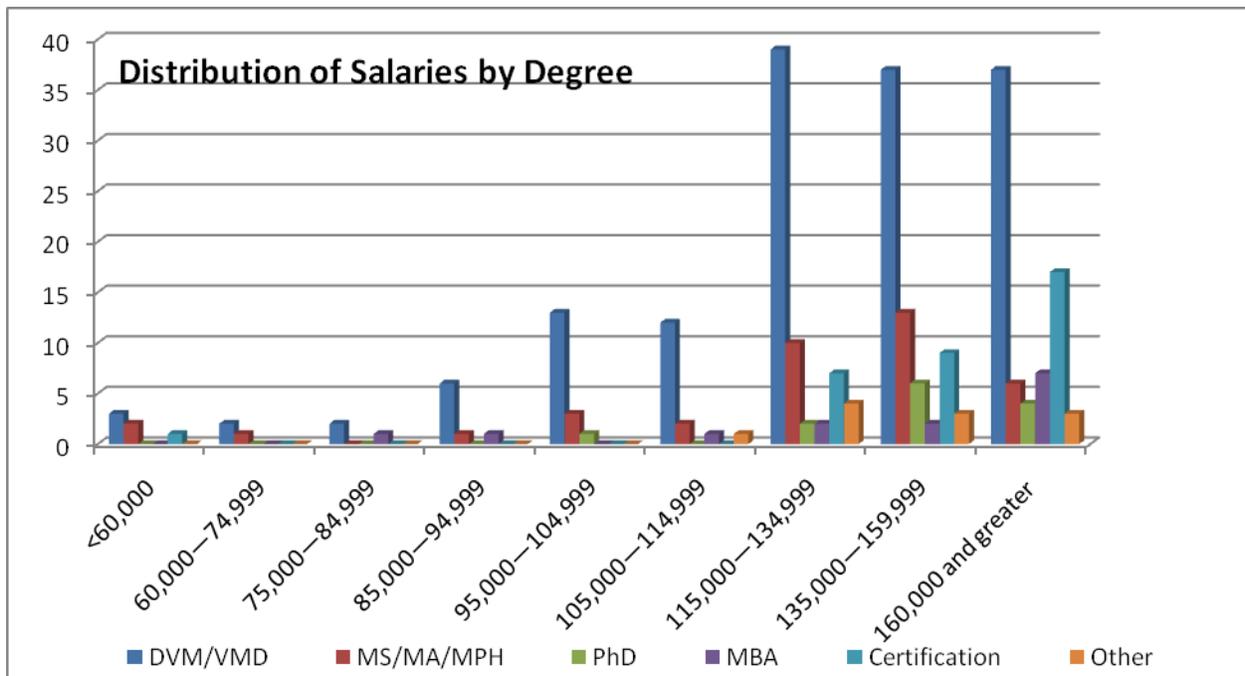


Table 2. Distribution of salaries by sex.

Salary Range	Male	%	Female	%
<60,000	2	66.67%	1	33.33%
60,000—74,999	0	0.00%	2	100.00%
75,000—84,999	1	50.00%	1	50.00%
85,000—94,999	1	16.67%	5	83.33%
95,000—104,999	8	61.54%	5	38.46%
105,000—114,999	7	58.33%	5	41.67%
115,000—134,999	20	50.00%	20	50.00%
135,000—159,999	29	76.32%	9	23.68%
160,000 and greater	24	64.86%	13	35.14%
Total	92		61	
Percent	60.13%		39.87%	

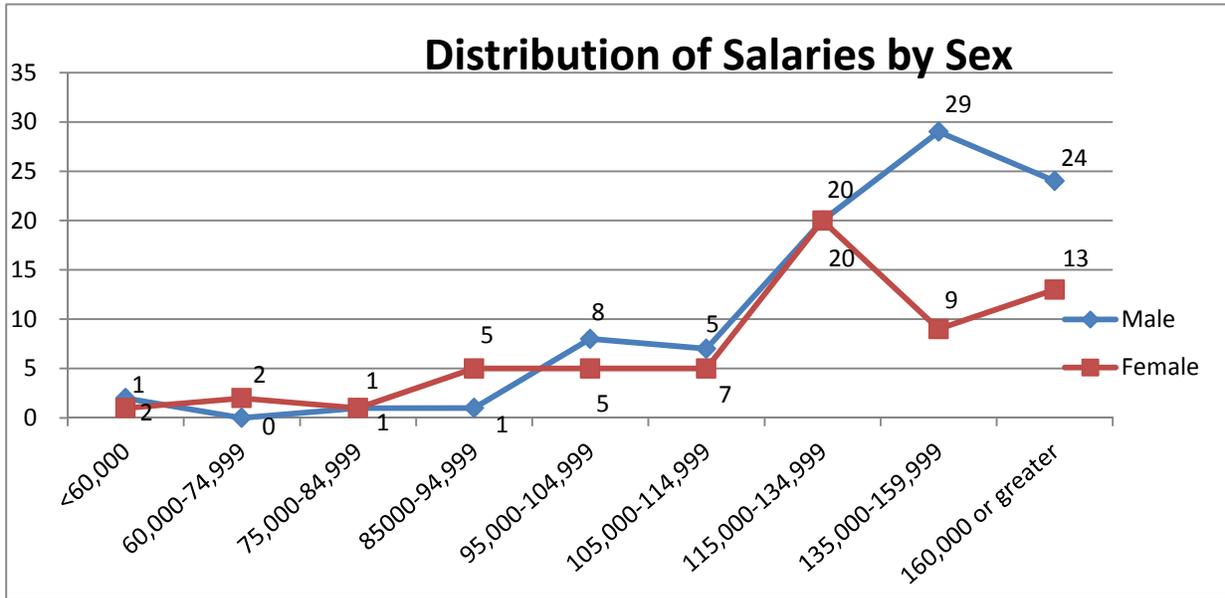


Table 3. Geographic distribution of salaries

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	2	1	0	0	0	0
60,000—75,000	0	0	0	1	0	1	0	0	0	0
75,000—85,000	0	0	1	0	1	0	0	0	0	0
85,000—95,000	0	0	0	0	4	1	1	0	0	0
95,000—105,000	0	0	4	2	4	1	2	0	0	0
105,000—115,000	1	2	1	0	6	1	0	1	0	0
115,000—135,000	6	1	7	0	16	6	4	0	0	0
135,000—160,000	4	3	7	0	17	3	1	2	0	0
>160,000	8	6	1	1	7	9	2	2	0	3
Total Respondents	19	12	21	4	57	23	10	5	0	3
Mean Salary	169,658.47	162,541.67	128,775.43	108,120.00	132,806.70	139,727.87	127,936.700	144,000.00	0	200,000.00
Percent	12.34%	7.79%	13.64%	2.60%	37.01%	14.94%	6.49%	3.25%	0.00%	1.95%

Distribution of Salaries by Geographic Region

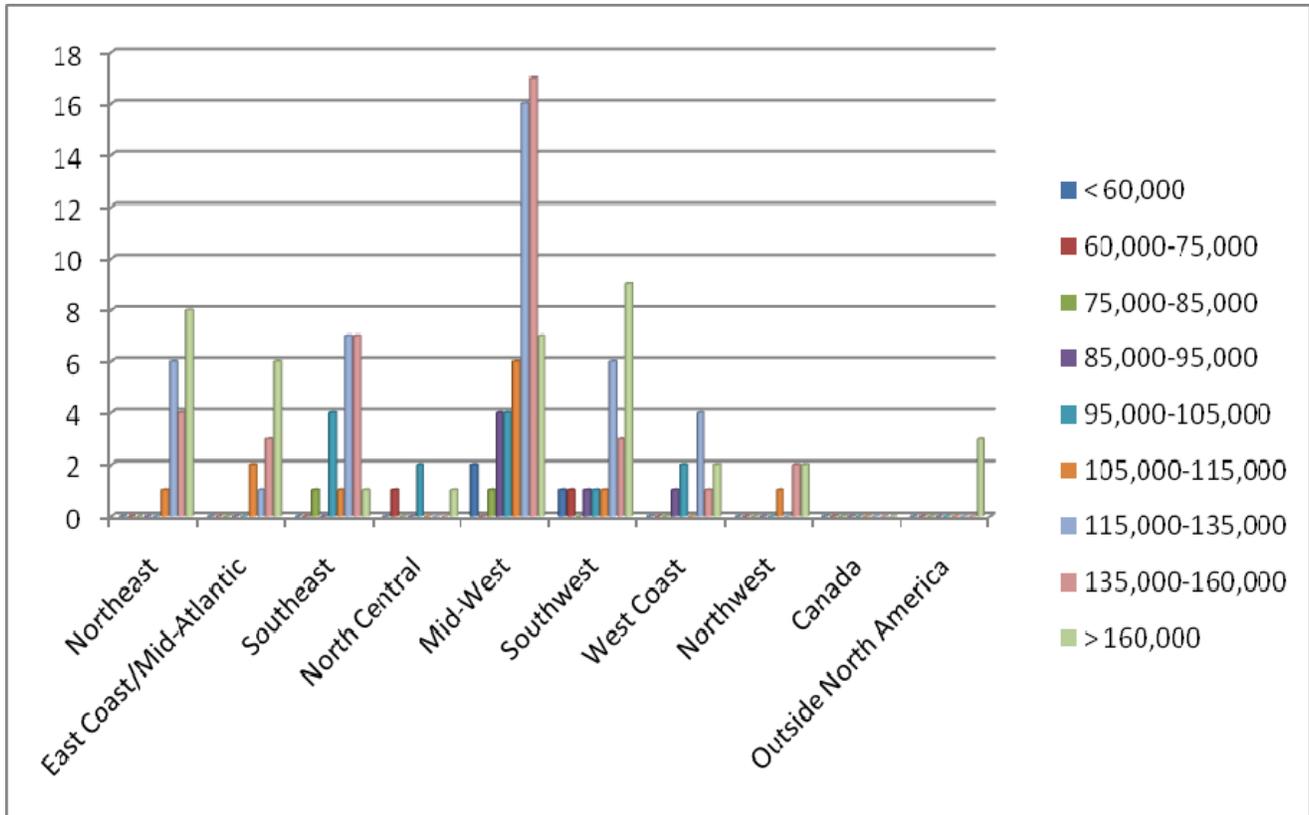


Table 4. Distribution of salaries by interest of company.

Salary Range \$	HP	AHP	AC/P	AF	PF	LP	P/EP	CR/T	G	C	O
<60,000	0	1	0	0	0	0	0	1	0	0	0
60,000—											
75,000	0	2	0	0	0	0	0	0	0	0	0
75,000—											
85,000	0	1	0	0	0	0	0	0	1	0	0
85,000—											
95,000	1	5	0	0	0	0	0	0	0	0	0
95,000—											
105,000	1	7	0	1	2	0	0	0	0	0	1
105,000—											
115,000	0	9	0	1	2	0	0	0	1	0	1
115,000—											
135,000	1	26	0	2	0	0	0	0	0	2	0
135,000—											
160,000	5	29	0	0	0	0	2	0	0	0	1
>160,000	5	23	0	0	1	0	1	0	0	1	4
Mean Salary	168,654.69	137,749.31	0	116,393.75	117,400	0	173,333.33	40,000	96,250	146,667.67	185,442.86
Percent	9.22%	73.05%	0.00%	2.84%	3.55%	0.00%	2.13%	0.71%	1.42%	2.13%	4.96%

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

- Education,
- Non-profit professional
- Product development consulting
- University
- Research services and Animal breeder
- Veterinary Reference Laboratory
- Veterinary Association

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

Salary Range	Full-time	Part-time	Retired	Other
< 60,000	1	1	0	1
60,000-75,000	1	1	0	0
75,000-85,000	2	0	0	0
85,000-95,000	5	0	0	1
95,000-105,000	12	0	0	0
105,000-115,000	12	0	0	0
115,000-135,000	38	0	0	1
135,000-160,000	37	0	0	0
> 160,000	34	1	0	0
Totals	142	3	0	3
Percentage	95.95%	2.03%	0.00%	2.03%

“Other” responses include Consultant, Self-Employed, Unemployed (attempting to establish consultancy)

Table 6. Distribution of salaries by job title

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	Other
<60,000	0	0	1	0	0	0	2	0	0
60,000—75,000	0	0	0	0	1	0	0	0	0
75,000—85,000	0	0	0	1	1	0	0	0	0
85,000—95,000	0	0	0	0	3	0	1	1	1
95,000—105,000	0	0	0	3	8	0	0	1	0
105,000—115,000	0	0	0	2	8	0	0	0	2
115,000—135,000	2	0	2	5	24	2	1	2	1
135,000—160,000	0	4	6	15	8	0	1	2	1
>160,000	1	3	11	3	6	0	3	3	5
Mean Salary	148,333.33	182,000	165,193.65	134,083.31	124,514.66	126,500	138,250	138,744.44	164,051
Percent	2.04%	4.76%	13.61%	19.73%	40.14%	1.36%	5.44%	6.12%	6.80%

Legend:

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

“Other” responses include Attending Veterinarian, CEO, Clinical Assistant Professor, Deputy Director, Global Department Head, International Technical Services Veterinarian, Marketing industry liaison and technical consulting, Strategic Marketer, Supervising Public Health Veterinarian, Veterinary Epidemiologist, and Sr. Statistician.

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	1	0	1	0	0	0	1	0	0
60,000— 75,000	0	0	0	0	0	0	1	1	0
75,000— 85,000	0	0	0	0	0	0	1	0	1
85,000— 95,000	0	0	0	1	2	0	3	0	0
95,000— 105,000	2	0	0	0	0	0	8	1	1
105,000— 115,000	1	1	0	1	1	0	6	2	0
115,000— 135,000	1	2	0	3	3	0	26	3	1
135,000— 160,000	9	1	0	4	1	0	15	6	2
>160,000	15	1	1	3	2	0	9	1	2

Mean Salary	172,114.03	138,000	159,255.50	139,416.67	131,833.33	0	127,568.58	125,974.71	136,728.57
Percent	19.59%	3.38%	1.35%	8.11%	6.08%	0.00%	47.30%	9.46%	4.73%

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

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	1
60,000—75,000	0	0	0	0	0
75,000—85,000	0	0	0	1	0
85,000—95,000	0	0	0	0	0
95,000—105,000	0	3	1	0	0
105,000—115,000	1	2	0	0	0
115,000—135,000	1	1	0	2	0
135,000—160,000	0	5	4	2	1
>160,000	0	5	5	3	0
Mean Salary	118,500	144,156.25	170,830.70	168,042.63	105,000
Percent	5.26%	42.11%	26.32%	21.05%	5.26%

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	1	0	0	0	0
60,000—75,000	0	0	0	0	0	0	0	0
75,000—85,000	0	0	0	1	0	0	0	0
85,000—95,000	0	0	0	0	1	0	0	0
95,000—105,000	1	1	0	2	0	0	0	0
105,000—115,000	3	0	0	1	0	0	0	0
115,000—135,000	1	2	1	0	1	1	0	0
135,000—160,000	0	1	2	5	1	3	0	0
>160,000	2	1	1	3	1	1	1	6
Mean Salary	144,800	166,354	148,000	154,545.45	152,625	166,000	230,000	213,134.50
Percent	16.67%	9.52%	9.52%	26.19%	9.52%	11.90%	2.37%	14.29%

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	1	2	0	0	0
60,000—75,000	0	2	0	0	0	0
75,000—85,000	0	1	0	0	0	1
85,000—95,000	1	4	1	0	0	0
95,000—105,000	0	6	5	0	0	1
105,000—115,000	2	6	3	0	1	0
115,000—135,000	4	20	7	3	4	1
135,000—160,000	1	16	8	7	3	2
>160,000	1	9	10	8	3	3
Mean Salary	128,555.56	133,325.51	131,570.58	165,640.28	154,597.73	139,758.25
Percent	6.12%	44.22%	24.49%	12.24%	7.48%	5.44%

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	1	0	1	0	0	1
60,000—75,000	0	2	0	0	0	0
75,000—85,000	0	0	0	0	1	1
85,000—95,000	0	4	1	0	1	0
95,000—105,000	0	5	5	0	0	2
105,000—115,000	1	5	2	0	1	1
115,000—135,000	2	14	6	5	8	4
135,000—160,000	0	9	4	9	8	8
>160,000	1	3	8	7	7	9
Mean Salary	118,900	121,110.64	134,822.22	156,307.57	149,283.92	155,276.04
Percent	3.40%	28.57%	18.37%	14.29%	17.69%	17.69%

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	1	2	0
60,000—										
75,000	1	1	0	0	0	0	0	0	0	0
75,000—										
85,000	0	0	0	0	0	0	1	0	1	0
85,000—										
95,000	1	1	0	0	0	0	0	0	3	1
95,000—										
105,000	3	0	0	1	0	0	0	0	4	0
105,000—										
115,000	2	1	0	3	0	1	0	1	4	0
115,000—										
135,000	3	2	2	5	0	1	0	0	25	1
135,000—										
160,000	12	2	0	1	0	1	1	0	20	1
>160,000	10	2	1	2	1	1	0	0	17	1

Mean Salary	149,965.06	140,842.44	162,666.67	133,050	250,000	138,000	115,000	80,500	142,615.80	134,250
Percent	22.07%	6.21%	2.07%	8.28%	0.69%	2.76%	1.38%	1.38%	52.41%	2.76%

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 2 offices (both Regional HQ and Company HQ), Call Center, and Field Office.

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

Salary Range \$	Directly to CEO	Middle Management	Self-Employed	Other
<60,000	1	1	1	0
60,000—75,000	2	0	0	0
75,000—85,000	0	2	0	0
85,000—95,000	3	2	1	0
95,000—105,000	7	5	0	0
105,000—115,000	2	9	0	1
115,000—135,000	13	24	2	0
135,000—160,000	19	17	1	0
>160,000	21	11	2	1
Mean Salary	147,294.84	131,462.20	129,142.86	158,000
Percent	45.95%	47.97%	4.73%	1.35%

Other includes Board of Directors and Department Head.

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

Salary Range \$	Pvt.Prac.	VS	C/U	Govt.	Mil.	Other
<60,000	2	0	0	0	1	0
60,000—75,000	2	0	0	0	0	0
75,000—85,000	1	0	1	0	0	0
85,000—95,000	5	0	1	0	0	0
95,000—105,000	10	1	0	0	0	1
105,000—115,000	11	0	0	0	0	1
115,000—135,000	31	1	5	1	0	0
135,000—160,000	29	3	5	0	0	1
>160,000	20	3	7	0	1	4
Mean Salary	133,930.22	155,625	150,816.37	125,000	145,000	172,157.14
Percent	75.00%	5.41%	12.84%	0.68%	1.35%	4.73%

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, Residency at Veterinary School, After obtaining advanced Vet School degree, AVMA - Professional Association, Research and Development in Industry, and Self.

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	3	0	0	0	0
60,000—75,000	2	0	0	0	0
75,000—85,000	0	0	0	0	0
85,000—95,000	3	1	1	0	1
95,000—105,000	3	1	5	3	0
105,000—115,000	5	1	2	2	0
115,000—135,000	11	8	11	8	1
135,000—160,000	12	7	6	11	2
>160,000	9	8	10	8	0
Mean Salary	138,005.35	153,576.92	143,159.03	144,192.97	131,341.75
Percent	33.10%	17.93%	24.14%	22.07%	2.76%

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

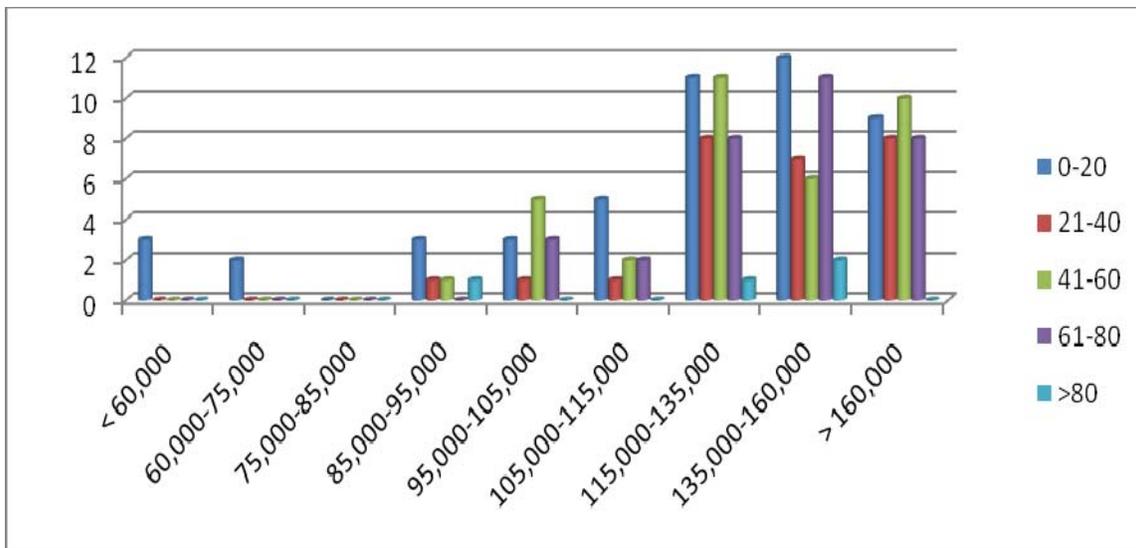


Table 16. Distribution of salaries by type of travel

Salary Range \$	Local	Reg'l/Dist	Nat'l	Int'l
<60,000	1	0	2	0
60,000—75,000	0	0	1	0
75,000—85,000	0	1	1	0
85,000—95,000	1	1	2	1
95,000—105,000	0	9	3	0
105,000—115,000	1	5	6	0
115,000—135,000	1	23	15	0
135,000—160,000	1	12	23	2
>160,000	1	3	25	6
Mean Salary	119,250	126,984	145,481.77	190,501.22
Percent	3.47%	33.22%	55.01%	8.31%
Legend:	Reg'l/Dist	=	Regional or District	
	Nat'l	=	National	
	Int'l	=	International	

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

Salary Range \$	Yes	No
< 60,000	0	3
60,000-75,000	2	0
75,000-85,000	2	0
85,000-95,000	5	1
95,000-105,000	9	2
105,000-115,000	11	0
115,000-135,000	37	2
135,000-160,000	37	1
> 160,000	32	2
Percent	92.47%	7.53%

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

Salary Range \$	Yes	No
< 60,000	0	3
60,000-75,000	0	2
75,000-85,000	1	1
85,000-95,000	1	5
95,000-105,000	7	4
105,000-115,000	6	6
115,000-135,000	23	16
135,000-160,000	21	17
> 160,000	18	17
Percentage	52.03%	47.97%

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

Salary Range \$	Yes	No
< 60,000	0	0
60,000-75,000	0	0
75,000-85,000	0	0
85,000-95,000	1	0
95,000-105,000	6	0
105,000-115,000	6	0
115,000-135,000	19	1
135,000-160,000	19	0
> 160,000	17	0
Percentage	98.55%	1.45%

Table 20. Fringe benefits provided by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	135	90.00%
Hospital/Medical Insurance	138	92.00%
Dental Insurance	134	89.33%
Retirement Plan	124	82.67%
Profit Sharing	32	21.33%
Royalties on New Products	1	0.67%
Stock Options	57	38.00%
Cash Bonus Program	88	58.67%
Other (e.g., Day Care, Continuing Education, etc.)	11	7.33%

Other includes pet insurance, fitness reimbursement, student loan payback, long term incentive plans, Vision, legal, financial consulting, adoption reimbursement, auto allowance, health, life, AD&D insurance, long term incentive plan, and annual car allowance.

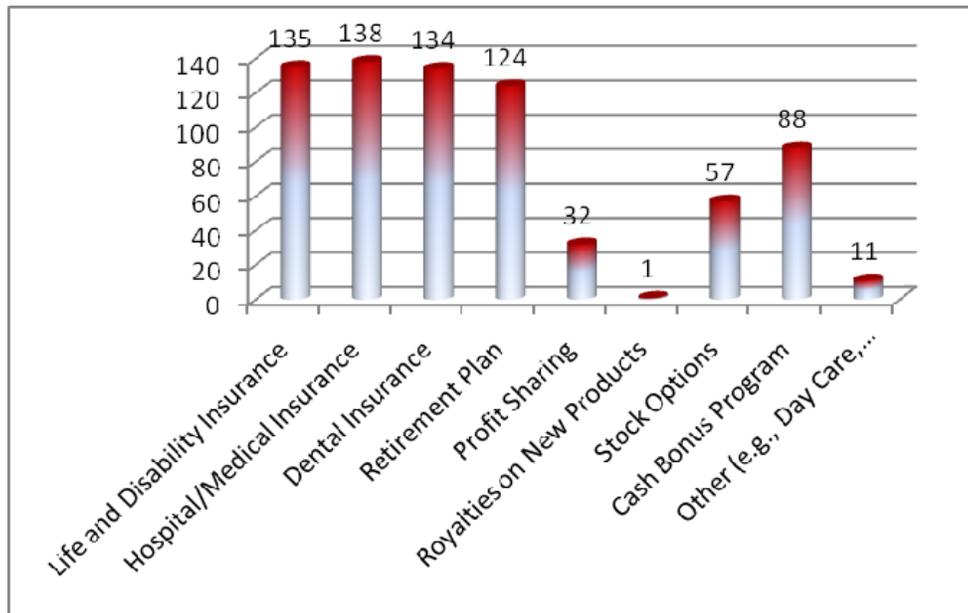


Table 21. Company benefit providing most satisfaction.

Benefit	# of Responses	Percent
Life Insurance	4	2.84%
Disability Insurance	0	0.00%
Medical/Dental Insurance	75	53.19%
Profit Sharing	3	2.13%
Savings Plan	17	12.06%
Cash Bonus Program	19	13.48%
Stock Options	2	1.42%
Retirement Plan	21	14.89%
Royalties on New Products	0	0.00%

Table 22. Company benefit providing least satisfaction.

Benefit	# of Responses	Percent
Life Insurance	17	12.98%
Disability Insurance	11	8.40%
Medical/Dental Insurance	16	12.21%
Profit Sharing	9	6.87%
Savings Plan	1	0.76%
Cash Bonus Program	22	16.79%
Stock Options	27	20.61%
Retirement Plan	21	16.03%
Royalties on New Products	7	5.34%

Table 23. Benefit desired to be added by company.

Benefit	# of Responses	Percent
Life and Disability Insurance	4	3.10%
Hospital/Medical Insurance	0	0.00%
Dental Insurance	2	1.55%
Retirement Plan	8	6.20%
Profit Sharing	32	24.81%
Royalties on New Products	17	13.18%
Stock Options	28	21.71%
Cash Bonus Program	25	19.38%
Other (e.g., Day Care, Continuing Education, Education Financial)	13	10.08%

Other includes more vacation time, long-term care insurance, Consistent, significant 401K matching program, Medical insurance after retirement, company car, performance-based bonus plan, financial payment for unused vacation, health benefits at retirement, and reduced rate pet health insurance.

Table 24. Distribution of salaries.

Salary Range	# of Responses	Percent
<60,000	3	2.0%
60,000—75,000	2	1.3%
75,000—85,000	2	1.3%
85,000—95,000	6	3.9%
95,000—105,000	13	8.5%
105,000—115,000	12	7.8%
115,000—135,000	40	26.1%
135,000—160,000	38	24.8%
>160,000	37	24.2%
Mean Salary	135,491	

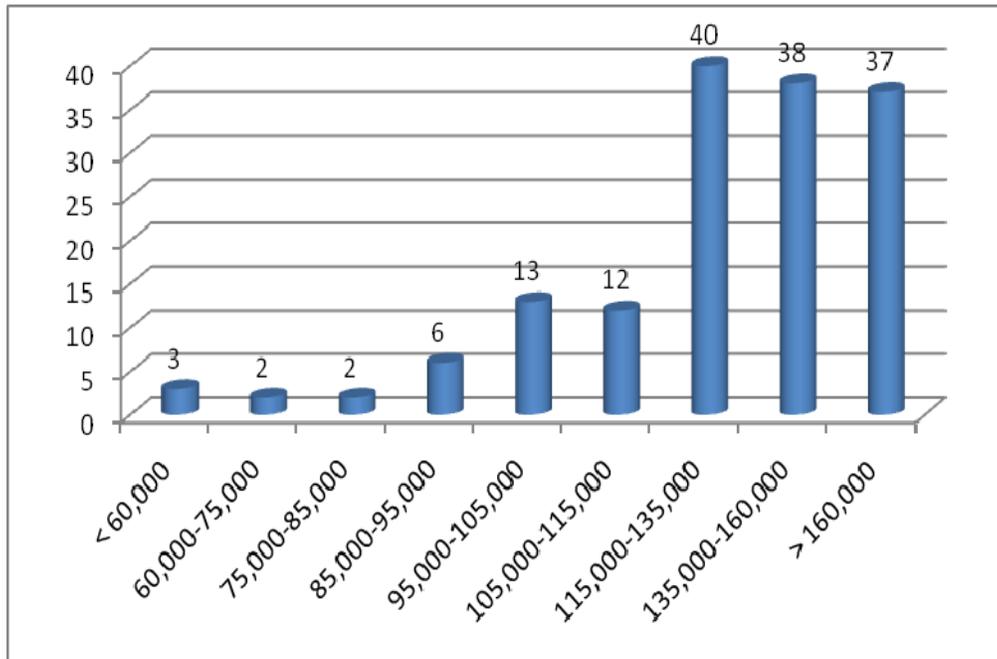


Table 25. Percentage of respondents receiving a monetary bonus.

Salary Range \$	Yes	No
< 60,000	1	2
60,000-75,000	1	1
75,000-85,000	1	1
85,000-95,000	5	1
95,000-105,000	9	2
105,000-115,000	8	4
115,000-135,000	24	15
135,000-160,000	25	13
> 160,000	25	10
Percentage	42%	58%

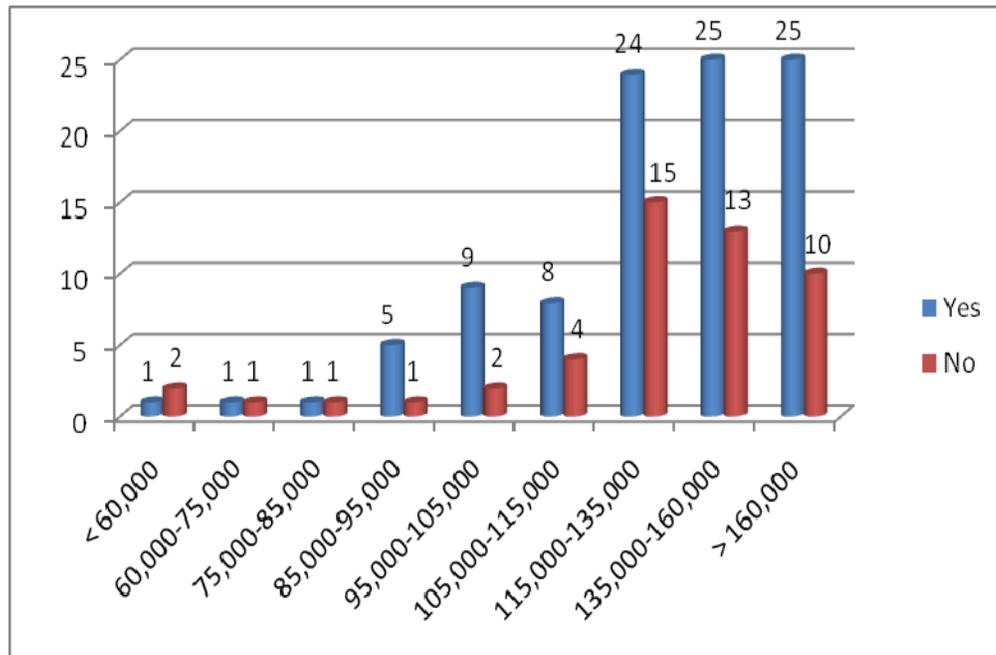


Table 26. Target Bonus Value Percentages.

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	0	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	1	3	0	1	0	0	0	0	0
95,000-105,000	1	2	0	1	3	1	0	0	0
105,000-115,000	0	4	1	1	1	1	0	0	0
115,000-135,000	2	1	1	4	8	5	2	0	0
135,000-160,000	0	1	1	3	8	5	2	2	3
> 160,000	0	1	0	0	3	4	5	5	6
Total Respondents	5	3	3	10	23	16	9	7	9
Percentage	5.26%	13.68%	3.16%	10.53%	24.21%	16.84%	9.47%	7.37%	9.47%

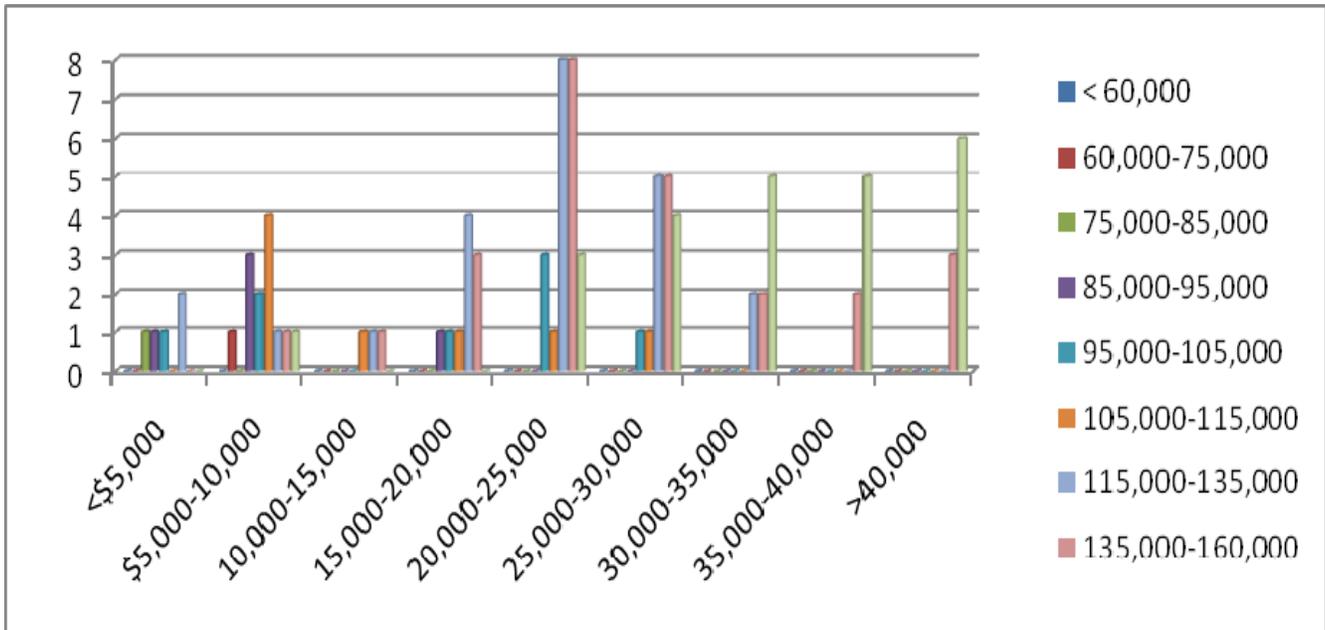


Table 27. Other Financial Incentive Received (Stock Option, SAR).

Salary Range \$	Yes	No
< 60,000	0	3
60,000-75,000	1	1
75,000-85,000	0	2
85,000-95,000	1	4
95,000-105,000	3	8
105,000-115,000	4	8
115,000-135,000	14	25
135,000-160,000	13	25
> 160,000	19	17
Total Respondents	55	93
Percentage	37.16%	62.84%

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	0	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	1	0	1	2	0	0	0	0	0
105,000-115,000	3	1	0	0	0	0	0	0	0
115,000-135,000	7	4	2	0	0	0	0	0	0
135,000-160,000	8	2	0	2	0	0	0	0	0
> 160,000	4	3	3	3	1	2	0	1	1
Total Respondents	25	10	6	7	1	2	0	1	1
Percentage	47.17%	18.87%	11.32%	13.21%	1.89%	3.77%	0.00%	1.89%	1.89%

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

Salary Range \$	Yes	No
< 60,000	1	2
60,000-75,000	0	2
75,000-85,000	0	2
85,000-95,000	1	5
95,000-105,000	0	11
105,000-115,000	3	9
115,000-135,000	7	32
135,000-160,000	6	31
> 160,000	6	29
Total Respondents	24	123
Percentage	16.33%	83.67%

Table 30. Current Member of AACPPV

Salary Range \$	Yes	No
< 60,000	2	1
60,000-75,000	0	1
75,000-85,000	2	0
85,000-95,000	6	0
95,000-105,000	11	0
105,000-115,000	11	1
115,000-135,000	37	2
135,000-160,000	34	3
> 160,000	35	0
Total Respondents	138	8
Percentage	94.52%	5.48%

Table 31. Employer supports AACPPV membership by paying dues.

Salary Range \$	Yes	No
< 60,000	1	1
60,000-75,000	1	1
75,000-85,000	1	1
85,000-95,000	2	3
95,000-105,000	7	4
105,000-115,000	9	1
115,000-135,000	29	7
135,000-160,000	31	1
> 160,000	26	6
Total Respondents	107	25
Percentage	81.06%	18.94%

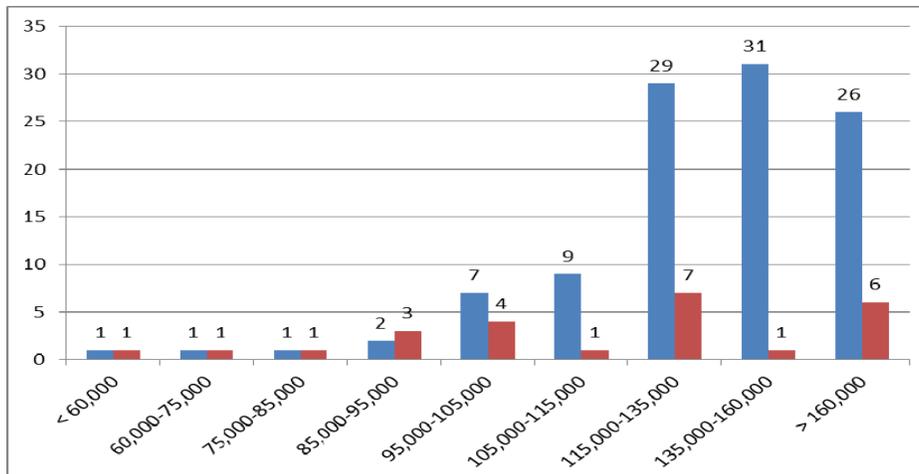


Table 32. Employer supports membership by allowing time to attend AACPPV functions

Salary Range \$	Yes	No
< 60,000	0	2
60,000-75,000	1	0
75,000-85,000	0	2
85,000-95,000	4	2
95,000-105,000	3	8
105,000-115,000	7	5
115,000-135,000	23	13
135,000-160,000	23	11
> 160,000	22	13
Total Respondents		
	83	56
Percentage		
	59.71%	40.29%

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

Salary Range \$	Yes	No
< 60,000	1	1
60,000-75,000	1	0
75,000-85,000	1	1
85,000-95,000	6	0
95,000-105,000	6	5
105,000-115,000	10	2
115,000-135,000	27	9
135,000-160,000	27	6
> 160,000	25	10
Total Respondents		
	104	34
Percentage		
	75.36%	24.64%