



Key Participants

Abbott Labs
 Actelion
 Affymetrix
 Amgen
 Amylin
 Astellas
 Baxter
 Beckman Coulter
 Becton Dickinson
 Bio-Rad
 Biogen Idec
 BioMarin
 Bristol-Myers Squibb
 Celgene
 Cephalon
 Covance
 Covidien
 Daiichi Sankyo
 Elan
 EMD Millipore
 EMD Serono
 Exelixis
 F. Hoffman Roche
 Genencor-Danisco
 Genzyme
 Gilead
 INC Research
 Ingenix
 Intuitive Surgical
 Johnson & Johnson
 Lonza
 Medtronic
 Merck
 Monsanto
 Novartis
 Novo Nordisk
 Pfizer
 PPD
 PRA International
 Quintiles
 Sanofi Aventis
 Shire
 Thoratec
 Vertex
 Watson

RADFORD GLOBAL LIFE SCIENCES SURVEY

Introduction

The Radford Global Life Sciences Survey provides total compensation and practices data for **600** multinational life sciences companies and nearly **360,000** incumbents. Reliable global market data is available for up to **48** countries and positions at the executive, management, professional and support levels, as well as overall practices. Target industries include biotechnology, pharmaceutical, medical device, diagnostic and clinical research organizations (CROs). Participants have the option of participating in the US only or in multiple countries.

Participation in the Global Life Sciences Survey includes:

- > Online access to results
- > Multi-country Data Generator
- > Practices and Country Practices Reports
- > Radford Trends Report
- > Unlimited Radford Network® users
- > Quarterly updates for Data Generator beginning July 2012
- > Hot topic webcasts
- > Industry-specific white papers
- > In person, online and desktop survey training program
- > Designated Survey Consultant

Key Features

Comprehensive Compensation Database

Includes 600 participating companies; results delivered online via the Radford Network

Extensive Job Coding and Leveling Structure

Uses a harmonized global job structure to facilitate input and consistency in data submission, job matching and market comparisons for global operations

Global Data Reporting

Covers base salary, regular allowances, fixed compensation, bonus/incentives, total cash compensation, stock options and restricted stock; data collection for 48 countries

Global Life Sciences Data Generators

Create queries for one or more countries in a multi-country Generator; includes a currency converter and the ability to share results among team members; Express Reports feature on Generator delivers presentation-ready, country-specific data for all standard data elements

Surveyed Countries

Argentina
Australia
Austria
Belgium
Brazil
Bulgaria
Canada
China
Croatia
Czech Republic
Denmark
Estonia
France
Finland
Germany
Greece
Hong Kong
Hungary
India
Ireland
Israel
Italy
Japan
Latvia
Lithuania
Malaysia
Mexico
Netherlands
Norway
Poland
Portugal
Puerto Rico
Romania
Russia
Serbia
Singapore
Slovakia
Slovenia
South Korea
Spain
Sweden
Switzerland
Taiwan
Thailand
Turkey
Ukraine
United Kingdom
United States

Key Features continued

Extensive Country Practices Reports

Includes pay increase budgets/actuals, incentives eligibility/practices, stock eligibility/practices, car plans and more

Radford Trends Report

Stay current on salary increase trends, turnover, hiring practices and HR hot topics; free quarterly report for participants

Targeted Custom Reports

Provide insight into stock granting practices, equity programs and Board of Directors pay through a variety of special reports; combined life sciences and technology Custom Report capabilities will allow clients to leverage both databases for analysis (*additional fee*)

Radford Training Programs

Program includes on-site, local meetings with consulting experts, as well as online survey training courses and “hot topic” webcasts

Data Sample

For illustrative purposes only, the sample data below displays a subset of results* for Management All Functions - Roll-Up - Career for the United Kingdom via an **Express Report**. These workbooks include a Data Display Tool allowing you to instantly customize overall or peer group results, and provide a **presentation-ready report for any job in a country** for which you have access, utilizing Standard Data Elements.

INDIVIDUAL JOB DETAILS

Management - All Functions - Roll-Up - Career United Kingdom - Pound

Annual Incentive Target or Actual

Select New-Hire or Ongoing Long-Term Incentives

Guideline or Actual Long-Term Incentive

	Avg.	75th	50th	25th	# Emps	# Cos
Base Salary	62,709	70,722	60,758	53,093	664	50
Total Allowances	6,647	7,500	6,240	6,000	279	23
Fixed Compensation	65,502	74,619	63,973	56,190	664	50
Target Incentive Amount	9,636	11,608	8,676	6,192	558	42
Target Incentive % of Base	14.6%	15.0%	15.0%	10.00%	558	42
Base + Target Incentives	72,366	82,102	69,484	60,000	606	44
Fixed Comp + Target Incentives	75,276	86,366	73,263	63,446	606	44
Actual OG SO + RS Cash LTI	16,172	17,863	8,943	4,704	274	26
Target Total Direct Compensation**	82,867	91,979	77,558	64,333	584	44

Note: All data in local currency and employee-weighted

*Actual results provide data for six percentiles; you can also select actual incentives, new-hire stock, and equity guidelines for data presentation.

**Target Total Direct Compensation = Base + Total Allowance + Target Incentives + Actual Ongoing Equity

Contact Information

For more information on the Radford Global Life Sciences Survey, please contact us at:

+1 (408) 321.2500
Toll-free in US:
+1 (866) 431.4796
sales@radford.com
www.radford.com

Locations

Bangalore, Beijing,
Boston, Brussels,
Chicago, Frankfurt,
Hong Kong, London,
New York, Philadelphia,
San Francisco,
Shanghai and Singapore