



Key Participants

Abbott Labs
 Affymetrix
 Actelion
 Amgen
 Amylin
 Astellas
 AstraZeneca
 Baxter
 Beckman Coulter
 Becton Dickinson
 Bio-Rad
 BiogenIdec
 Bristol-Meyers Squibb
 Celera
 Celgene
 Cephalon
 Covance
 Covidien
 Elan
 EMD Serono
 Exelixis
 Genencor-Danisco Div
 Genentech
 Genzyme
 Gilead
 INC Research
 Ingenix
 Inverness Med Innovations
 Johnson & Johnson
 Kendle International
 Lonza
 Medtronic
 Merck
 Monsanto
 Novartis
 Novo Nordisk
 OSI Pharma
 Pall
 Pfizer
 Pharma Product Dev
 PRA International
 Quintiles
 Daiichi Sankyo
 Sanofi Pasteur
 Sepracor
 Shire Pharma
 Siemens Healthcare
 Thoratec
 Watson Pharma

RADFORD GLOBAL LIFE SCIENCES SURVEY

Introduction

The Radford Global Life Sciences Survey provides total compensation and practices data for **more than 525** multinational life sciences companies. Reliable global market data is available for up to **32 countries** and positions at the executive, management, professional, sales 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 multiple countries in a “give all, get all” approach.

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
- > Hot topic webcasts
- > Industry-specific white papers
- > In person, online and desktop survey training program
- > Designated Survey Consultant

Key Features

Comprehensive Compensation Database

Includes more than 525 participating companies; results delivered online via 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

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; new Express Reports feature on Generator delivers presentation-ready, country-specific data for all standard data elements

Surveyed Countries

Australia
Austria
Belgium
Brazil
Canada
China
Czech Republic
Denmark
France
Finland
Germany
Hungary
India
Ireland
Israel
Italy
Japan
Mexico
Netherlands
Norway
Poland
Puerto Rico
Romania
Russia
Singapore
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 for US public life sciences companies through a variety of special reports (*additional fee*)

Radford Training Programs

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

Data Sample

The sample data below displays a subset of results for the UK. Actual results provide data for all percentiles for which data is sufficient.

M0004R MANAGEMENT - ALL FUNCTIONS - ROLL-UP 4
UK - UK Pound

COMPENSATION ELEMENTS	Average	75th	50th	25th	Number Emps Cos.	
BASE SALARY - All Employees	79,963	87,900	77,796	71,800	165	36
REGULAR ALLOWANCES						
Car Allowance/Car Lease Value	8,302	9,500	7,716	7,000	83	15
Total Allowances	8,302	9,500	7,716	7,000	83	15
FIXED COMPENSATION						
Base + Allowances						
Employees Reporting Allowances	84,772	90,866	84,000	72,300	83	15
All Employees	84,140	91,400	83,070	73,500	165	36
BONUS/INCENTIVES						
Target Incentives (current year)	15,435	19,963	14,703	10,443	118	29
Actual Incentives (last year)	13,816	17,807	12,633	8,217	105	27
STOCK OPTIONS (NPV) + RESTRICTED STOCK (Face Value)						
New-Hire Guidelines	48,120	53,849	38,712	25,271	33	13
New-Hire Actual	49,876	64,934	46,263	32,417	7	5
Ongoing Guidelines (annualized)	27,829	42,127	16,110	9,914	67	18
Ongoing Actual	25,335	25,311	12,335	9,440	95	22

INCENTIVES/ STOCK ELIGIBILITY	% Emps	# Emps	# Cos.	ALLOWANCES RECEIVED	% Emps	# Emps	# Cos.
Bonus/Incentives	90.9%	150	35	Allowances (Any)	54.5%	90	16
Stock/LTI (Any)	81.8%	135	30	Car or Car Allowance	49.1%	81	14
Stock Options	68.5%	113	27	Housing Allowance	5.5%	9	3
Restricted Stock	44.2%	73	16	Other Regular Allowance	0.0%	0	0

Contact Information

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Locations

Atlanta, Austin,
Boston, Chicago,
DC Metro, Denver,
Hong Kong, London,
New York, Philadelphia,
San Diego, San
Francisco,
San Jose, Singapore