



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 organisations (CROs). Participants have the option of participating in one country 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 programme
- > 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 harmonised 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 elements

Extensive Country Practices Reports

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

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

Contact Information

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+1 (866) 431.4796

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www.radford.com

Locations

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

Key Features continued

Industry Trends Report

Stay current on salary increase trends, turnover, hiring practices and HR hot topics

Targeted Custom Reports

Provide insight into stock granting practices, equity programmes 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 Programme

Programme 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 customise overall or peer group results, and provide a **presentation-ready report for any job in a country** for which you have access, utilising 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	62,782	72,000	60,777	53,005	687	55
Total Allowances	6,660	7,800	6,240	6,000	345	26
Fixed Compensation	66,126	75,334	64,050	56,190	687	55
Target Incentive Amount	9,415	11,466	8,264	5,851	600	48
Target Incentive % of Base	14.2%	15.0%	15.0%	10.0%	600	48
Base + Target Incentives	72,131	82,421	69,164	59,366	644	50
Fixed Comp + Target Incentives	75,652	87,308	73,335	62,848	644	50
Actual OG SO + RS Cash LTI	12,632	16,461	8,288	5,180	284	29
Target Total Direct Compensation**	81,114	93,837	77,070	63,604	643	50

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