

Salary Report

BT- Research Scientist 3 (51102)

compINSIGHT Biotechnology Survey

DATA SUMMARY

National Summary

		BASE SALARY		TOTAL CASH COMPENSATION			SALARY STRUCTURE		
# cos.	# inc.	Weighted	Simple	Companies	Weighted	Simple	# cos.	Minimum	Job Rate
50	191	68623	65857	25	71260	68774	20	56910	81416

BASE SALARY DATA

TOTAL CASH COMPENSATION (includes all variable pay)

	Weighted	Simple	Range of Data			Weighted	Simple	Range of Data	
Reported Data	Average	Average	Low	High	Reported Data	Average	Average	Low	High
Company Avg.	68623	65857	53664	88200	Company Avg.	71260	68774	53664	107131
Actual Low		63532	48900	88200	Actual Low		65982	49692	106103
Actual High		68125	54805	88580	Actual High		71322	55000	108160

QUARTILES

	Base Salary	Total Cash Compensation
Upper Decile (90th Percentile)	77106	84653
Quartile 3 (75th Percentile)	68025	72922
Median (50th Percentile)	65000	66429
Quartile 1 (25th Percentile)	60000	62287
Lower Decile (10th Percentile)	57216	57350

VARIABLE COMPENSATION

Variable compensation is comprised of the following:

# cos.	# inc.	Weighted	% of	Simple	% of		# eligible	# paying	Simple
		Average	Base	Average	Base				Average
25	83	6069	9	5834	9	CASH VARIABLES			
						Signing Bonus	1	1	10000
						Retention Bonus	1	1	14500
						Performance/Merit	17	11	4291
						Targeted incentive	2	3	9583
						Profit Sharing	1	1	1000
						NON CASH VARIABLES			
						Stock Options	30		
						Stock-Based Grants	1		

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SURVEY DATA SPLITS

	BASE SALARY				TOTAL CASH COMP.		SALARY STRUCTURE			
	# cos.	# inc.	Weighted	Simple	Weighted	Simple	# cos.	Minimum	Job Rate	
By Region										
British Columbia		23	69353	67663	73762	71518	5	62477	88845	
Alberta		9	60889	62524	61591	64632	1	54216	90348	
Prairies		8	59775	59762	61856	60871	3	50079	71504	
Toronto		50	71561	70800	75966	73930	5	57459	85980	
SouthWestern Ontario		Insufficient Data								
Ottawa/Hull		56	70618	63322	70782	64853	3	56865	75765	
Montreal		42	65327	63380	68529	66411	3	54493	74013	
Quebec & East		3	69761	66071	74903	69928	0	0	0	
By Sales										
< 5 million		31	69206	66638	70849	69102	9	60675	85578	
5-14 million		9	63400	62065	68873	65994	4	54634	75398	
15-49 million		3	69264	67260	73855	72146	1	53000	68900	
50-99 million		Insufficient Data								
> 100 million		4	70653	68894	76620	73750	4	56398	86906	
By Company Size										
Under 50		27	65954	64662	70046	67688	8	59328	80326	
50 - 100		9	68984	68924	71007	70385	2	58150	92850	
101 - 500		9	67562	65281	70558	69385	6	55089	82981	
501 - 1500		Insufficient Data								
1501 - 5000		Insufficient Data								
Over 5000		Insufficient Data								
By Industry Type										
Agriculture		2	67140	67140	70303	70303	1	54216	90348	
Aquaculture		Insufficient Data								
Bio-informatics		Insufficient Data								
Environment		Insufficient Data								
Food Processing		Insufficient Data								
Health Care		Insufficient Data								
Pharmaceutical		11	70444	68410	75329	71505	6	56016	83322	
Research & Development		31	68947	65634	70672	68291	9	57944	79661	
Other		4	63894	62794	68162	66188	3	57800	84067	
Total Survey		50	191	68623	65857	71260	68774	20	56910	81416