



**Licensing Executives Society**  
(U.S.A. and Canada), Inc.

2011 Compensation Survey

Summary Results

*October 2011*

## Survey Highlights

- 850 responses were received from 4,000 members surveyed, a 21% response rate.
- More than 300, or over 37% of participants are employed by industrial corporations. Responses were closely representative of industry sectors in the survey population.
- The most frequent job titles were Director (24%) and Technology Transfer Professional (19%).

## Overall Results

- Median Base Salary **\$ 157,500**
- Median Bonus **4.5% (41% reported none)**
- Median Total 2010 Cash Compensation **\$ 172,500**
- 23% of respondents indicated that a deferred compensation plan was available to them. Of those 23%, 75% utilized the deferred compensation plan, indicating a median deferred compensation figure of 10% of total salary.
- This year, 27% of respondents will receive stock options. Stock options were most prevalent in the San Francisco Bay Area region (40%) and within Medical Diagnostics firms (63%).
- 25% of respondents have 5 to less than 10 years of experience while 75% of respondents have 5 or more years of experience.
- 70% of respondents have been LES (USA and Canada) members for 3 years or more.
- 87% of respondents have a Post-Graduate Degree.

## Median Data for Employers

- Employer Size: 1,500 employees
- Revenue: \$175,000,000

## Licensing Activities

- Over 90% of respondents are involved in international licensing transactions with the lowest level of activity present in the Transportation sector reporting 75% involvement in international licensing transactions.
- More than 87% of respondents' employers conduct Out-licensing. The next most popular licensing activities were R&D collaboration activities (72%) and Academic/Industry Collaborations (61%).
- Only 21% of participants' employers are engaged in Co-Promotions

