



# MSL Salary & Compensation

Canada Results

# 2021

# About this Report



The 2021 survey is our 8th annual global survey on MSL Salary and Compensation levels. Like previous years, the primary purpose of the survey was to gain insights into current global MSL salary and compensation levels across pharmaceutical, biotechnology, medical devices, and other healthcare companies that employ MSLs.

Salary and compensation is clearly one of the most important factors in successfully recruiting and retaining the best MSL talent. It's crucial for companies to ensure the compensation they offer is competitive by benchmarking against others in their industry and region.

The MSL Society conducted the first-ever MSL salary survey in 2014. Our 2021 survey includes **2,149 MSL professionals** from **69 countries** making it the largest database of MSL salaries, and as a result, it is the most comprehensive and authoritative resource on global MSL salary and compensation levels.

Individual country reports were created for all countries that received a sizeable number of responses. As a result, the full results of the 2021 Salary & Compensation Survey includes a total of **1,516 slides** and are available in **17 versions** including the global results and 16 individual countries reports: **Australia, Brazil, Canada, Chile, Colombia, France, Germany, India, Italy, Mexico, Portugal, Russia, Spain, Turkey, U.K., and USA**. All Salary data throughout all versions are reported in the local currency for each role (MSL, Manager/Director of MSLs, Executive Management, and MSL Excellence/Operations).

On behalf of the Medical Science Liaison Society, we thank all those who participated and we hope that you find the information valuable.

Dr. Samuel Dyer  
CEO/Chairman of the Board  
Medical Science Liaison Society

# About the MSL Society



The Medical Science Liaison Society is the ONLY 501c3 Nonprofit Organization dedicated to the global MSL profession and has members in over 90 countries around the world. The MSL Society is managed by a team of highly experienced global MSL leaders and an advisory committee that consists of a number of VPs, executive directors of Medical Affairs, and MSLs representing numerous companies from various regions around the world.

## Our Mission

The Medical Science Liaison Society is exclusively dedicated to advancing the global MSL profession and helping MSLs and MSL leaders become more effective in their careers.

We provide resources for those interested in the MSL role, as well as, professional growth and development opportunities for current MSL Managers and individual MSLs.

We are the credible source for the MSL profession.

## Our Vision

The Medical Science Liaison Society is the primary global professional resource for MSL professionals in the Pharmaceutical, Biotechnology, Medical Device, CRO, and other healthcare industries.

Not a member?  
Join Today!

# MSL Society Resources by the Numbers



1<sup>st</sup>



Certification for  
Medical Science  
Liaisons -MSL-BC®



123

New MSLS and MSLS  
Managers mentored in  
free Mentor Program



210

Original MSLS  
Focused Research  
Reports since 2014

1<sup>st</sup>



Publication  
focused  
exclusively on  
the global MSLS  
profession



200+

MSLS careers launched as a  
result of our training programs



1<sup>st</sup>

Guidelines written  
for MSLS activities



40+  
Hours

Webinar Recordings



170

Presentations by  
MSLS Leaders



1<sup>st</sup>

Online social community  
built and dedicated to  
global MSLS community



20

Original MSLS Focused  
Research Posters



1<sup>st</sup>

Only job board  
dedicated  
exclusively to  
MSLS and MSLS  
managers

1<sup>st</sup>



Global directory  
specifically for MSLS  
community

2021

| MSLS Salary & Compensation Survey – USA Results

[www.themsls.org](http://www.themsls.org)



A blue banner with white text, held by four silver grommets. The banner is part of a larger graphic with a blue border, confetti, and a globe of flags.

**3RD ANNUAL**

**INTERNATIONAL  
MSL DAY**

**March 27th, 2022**



# MSL-BC<sup>®</sup>

## The first-ever Medical Science Liaison Board Certification for MSLs and MSL Leaders!

Through examination, the certification allows MSLs and MSL Managers to validate and demonstrate their knowledge and skills related to the MSL profession based on specific criteria determined by a large number of independent MSL and Medical Affairs leaders from some of the top global pharmaceutical companies.

[www.themsls.org/msl-board-certification](http://www.themsls.org/msl-board-certification)

## Benefits of the MSL-BC

- ✓ Recognition to KOLs and healthcare professionals
- ✓ Demonstrates commitment to the profession
- ✓ Validation of knowledge-base and visible credential
- ✓ A way to demonstrate knowledge
- ✓ Personal and professional accomplishment
- ✓ Recognition amongst fellow MSLs or managers

# THE MSL JOURNAL



## THE MSL Features Original Content from MSLs and MSL Leaders

- ✓ Multiple Issues Per Year
- ✓ ONLINE and **FREE** for the global community
- ✓ Professional Development
- ✓ Insights from global MSL community
- ✓ New Research
- ✓ Share knowledge...October 2021 Issue = 12,000 page views and 4,000 unique users

[WWW.THEMSLJOURNAL.COM](http://WWW.THEMSLJOURNAL.COM)



# Customized training for Medical Science Liaison teams!

We offer MSL training programs in virtual, in-person, and eLearning formats

Some of the  
most requested  
topics include:

- ✓ MSL Onboarding
- ✓ Effectively Identifying, Gathering, Communicating Actionable Insights
- ✓ KOL Relationship Development, Communication, & Maximizing Performance
- ✓ Effective Virtual KOL Engagement
- ✓ How to Critically Evaluate a Research Paper
- ✓ MSL Presentation and Communication Skills



## INTERESTED?

Read testimonials from numerous MSL leaders / MSLs AND request a proposal for your team:

[www.themsls.org/customized-medical-science-liaison-training](http://www.themsls.org/customized-medical-science-liaison-training)



The MSL Society is the ONLY organization in the world that offers MSL and Medical Affairs training programs that has achieved both 501c3 Nonprofit status and is fully accredited by IACET!

SOME OF THE  
MSL TEAMS  
THAT WE HAVE  
TRAINED





The 2021 MSL Salary & Compensation survey included 2,149 MSL professionals from 69 countries.

The online survey was open from August 24<sup>th</sup> to November 26<sup>th</sup>. The survey was only open to current MSLs (or equivalent title), MSL management, MSL operations, and executive management. Respondents were only allowed to participate one time and duplicate surveys from a single email address were not accepted. The survey results were not weighted. Partial responses that included salary data were included in this report, meaning that the N value in some tables will not add up to the total report N.

Respondents were invited to participate in the survey through a range of sources including:

- Announcements in our LinkedIn group “Medical Science Liaison & Medical Affairs Networkers” as well as other LinkedIn groups
- The MSL Society newsletter
- Personal direct LinkedIn contacts

Throughout the research process, The MSL Society followed a Total Survey Quality approach designed to minimize error at each stage. The MSL Society is confident that the information gathered from this survey can be used to make important business decisions related to this topic.

# Report Structure

## Data is segmented by role:

- MSL/Senior MSL
- Manager/Director of MSLs
- Executive Management/VP of Medical Affairs
- MSL Excellence / Operations

## For each role, salary data sub-segmented by:

- Gender
- Ethnicity
- Academic Background
- Years of Experience
- Company Type
- Therapeutic Area

## For each role, data includes:

- Salary
- Salary Negotiation
- Sign-on Bonus
- Salary Increase
- Bonus Received
- Bonus Eligibility
- Company Stock
- Paid Days Off
- Benefits Received
- Benefits Desired
- Salary Satisfaction
- Age Range
- Reasons for leaving
- & Multiple role-specific questions

## Salary data is reported by quartile for each role

### “75th Percentile and above” - Market maximum range

(Indicates the value that separates the sample in such a way that 25% of the reported salaries are greater and 75% are lesser.)



### “50th percentile” – Market midpoint range

(The value that separates the sample in such a way that 50% of the reported salaries are greater and 50% are lesser.)



### “25th Percentile and below “ – Market minimum range

(The value that separates the sample in such a way that 75% of the reported salaries are greater and 25% are lesser.)



Maximum salary

100th percentile

4th Quartile

75th percentile

3rd Quartile

50th percentile/  
median

2nd Quartile

25th percentile

1st Quartile

0th percentile

Minimum salary

#### Mean (average)

(Indicates the average salary obtained when considering each response with a unitary weight.)

#### % relative to country mean

(Indicates the relative % of a specified salary in relation to a country or global mean/ average salary.)



# Participant Demographics



# Participant Demographics - Gender and Role



Gender	Number	% of Sample
Male	56	51%
Female	53	49%
Other	0	0%

Role	Number	% of Sample
MSL/Sr. MSL	92	84%
Manager / Director of MSLs	12	11%
Executive Management / Vice President of Medical Affairs	2	2%
MSL Excellence / Operations	1	1%
Other	2	2%

# Participant Demographics - Ethnicity

Ethnicity	Total	MSL/Sr. MSL	Manager / Director of MSLs	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Asian	22%	23%	25%	0%	0%	0%
Black or African American	2%	1%	0%	0%	0%	50%
Hispanic or Latino	3%	3%	0%	0%	0%	0%
Native American or American Indian	0%	0%	0%	0%	0%	0%
Native Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0%	0%
Other / I choose not to disclose	9%	7%	8%	100%	100%	0%
White	67%	70%	67%	0%	0%	50%

Note: respondents were allowed to select 1+ answer choices.

# Participant Demographics – Age Range



Age Group	Total	MSL/Sr. MSL	Manager / Director of MSLS	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Under 25 years old	0%	0%	0%	0%	0%	0%
25-34 years old	29%	33%	8%	0%	100%	0%
35-44 years old	38%	34%	67%	0%	0%	100%
45-54 years old	25%	24%	25%	100%	0%	0%
55-64 years old	8%	10%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%
Not Answered	-	0%	0%	0%	0%	0%

# Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	19	17%
1-2 years	22	20%
3-4 years	16	15%
5-6 years	21	19%
7-8 years	10	9%
9-10 years	4	4%
11-15 years	12	11%
More than 15 Years	5	5%



# Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	59	54%
Medium Pharmaceutical / Biotechnology	24	22%
Small Pharmaceutical / Biotechnology	14	13%
Medical Devices	6	6%
Contract Research Organization (CRO)	1	1%
Diagnostic Company	1	1%
Contract MSL Organization	0	0%
Other	4	4%

Note:

**Large Pharmaceutical:**  
\$10+ Billion.

**Medium Pharmaceutical:**  
\$1-10 Billion.

**Small Pharmaceutical:**  
<\$1 Billion

# Participant Demographics – Education

Education	Number	% of Sample
PharmD	9	8%
PhD	61	56%
MD / MBBS (or equivalent)	10	9%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	0	0%
Master's Degree (i.e. MS, MSN, etc.)	21	19%
Bachelor's Degree (BSN, BS, etc.)	7	6%
Other Degree (please specify)	1	1%

# Participant Demographics – MSL levels (Sr. MSL, Level 1 etc.) at company



MSL levels (Sr. MSL, Level 1 etc.)	Number	% of Sample
1	33	30%
2	45	41%
3	12	11%
4+	19	17%

Note:

**Large Pharmaceutical:**

\$10+ Billion.

**Medium Pharmaceutical:**

\$1-10 Billion.

**Small Pharmaceutical:**

<\$1 Billion

Company Size	1	2	3	4+
Large Pharmaceutical	16%	22%	9%	7%
Medium Pharmaceutical	10%	5%	1%	6%
Small Pharmaceutical / Biotechnology	1%	9%	1%	2%
Medical Devices	3%	1%	0%	2%
CRO	0%	1%	0%	0%
Diagnostic Company	1%	0%	0%	0%
Contract MSL Organization	0%	0%	0%	0%
Other	0%	4%	0%	0%

# Participant Demographics – Therapeutic Areas

Therapeutic Area	Number	% of Sample	Therapeutic Area	Number	% of Sample
Addiction	1	1%	Nephrology	4	4%
Allergy	5	5%	Neurology / CNS/ Neuroscience	16	15%
Autoimmune Diseases	4	4%	Nutrition	1	1%
Cardiovascular / Thrombosis	8	7%	Oncology	28	26%
Dentistry / Oral Medicine	0	0%	Ophthalmology	4	4%
Dermatology	18	17%	Otolaryngology	2	2%
Diabetes / Metabolic Disorders / Endocrinology	11	10%	Pain	0	0%
Gastroenterology	5	5%	Pediatrics	1	1%
Genetic Diseases	5	5%	Podiatry	0	0%
Hematology	8	7%	Radiology	0	0%
HEOR	0	0%	Rare Diseases / Orphan Diseases	7	6%
Hepatology	2	2%	Reproductive Health	3	3%
HIV	2	2%	Respiratory / Pulmonary	13	12%
Immunology	9	8%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	9	8%
Infectious Diseases	6	6%	Surgery	1	1%
Managed Care	0	0%	Transplantation	0	0%
Medical Devices / Diagnostics	3	3%	Urology	1	1%
Mental Health	5	5%	Vaccines	2	2%
Movement Disorders	5	5%	Virology (excluding HIV)	1	1%
Multiple Sclerosis	2	2%	Women's Health	1	1%
Neonatology	0	0%	Other (please specify)	2	2%



# Participant Opinions

*Do you think MSL managers (those that directly manage MSL teams) should have prior MSL experience?*



Previous Experience	MSL/Sr. MSL
Yes	96%
No	4%
Number	92

Previous Experience	Manager / Director of MSLS
Yes	83%
No	17%
Number	12

Previous Experience	Executive Management / Vice President of Medical Affairs
Yes	50%
No	50%
Number	2

# Participant Opinions

*Do you utilize the MSL Society's annual MSL Salary & Compensation Survey as part of your salary benchmark data?*



MSL Salary Survey Use	Manager / Director of MSLs
Yes	33%
No	33%
I have no knowledge of this	33%
Number	12

MSL Salary Survey Use	Executive Management / Vice President of Medical Affairs
Yes	100%
No	0%
I have no knowledge of this	0%
Number	2

# Currency

*In which currency is your compensation (i.e. base salary, bonus, etc.) paid?*



All monetary values reported in **Canadian Dollar**





# Questions & Results



**The data is segmented for participants that selected “MSL / Sr. MSL (or equivalent title)” as their current role**

# MSL/Sr. MSL Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Canada - MSL/Sr. MSL	\$ 125,120	-	\$ 80,000	\$ 111,000	\$ 125,000	\$ 135,000	\$ 181,000	92	100%
Male	\$ 122,543	98%	\$ 90,000	\$ 110,000	\$ 121,500	\$ 130,750	\$ 150,000	46	50%
Female	\$ 127,696	102%	\$ 80,000	\$ 112,750	\$ 129,500	\$ 139,000	\$ 181,000	46	50%
Other	-	-	-	-	-	-	-	0	0%

Note: Respondents were not required to respond



# MSL/Sr. MSL Salary based on Ethnicity

*Q. Which of the following best describes you? (you may select more than one)*



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Canada - MSL/Sr. MSL	\$ 125,120	-	\$ 80,000	\$ 111,000	\$ 125,000	\$ 135,000	\$ 181,000	92	100%
Asian	\$ 122,905	98%	\$ 90,000	\$ 113,000	\$ 121,000	\$ 134,000	\$ 150,000	21	22%
Black or African American	\$ 120,000	96%	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	1	1%
Hispanic or Latino	\$ 113,000	90%	\$ 110,000	\$ 111,000	\$ 112,000	\$ 114,500	\$ 117,000	3	3%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose not to disclose	\$ 119,333	95%	\$ 110,000	\$ 110,250	\$ 115,500	\$ 127,500	\$ 135,000	6	6%
White	\$ 126,719	101%	\$ 80,000	\$ 110,000	\$ 127,500	\$ 137,000	\$ 181,000	64	67%

Note: respondents were allowed to select 1+ answer choices.

# MSL/Sr. MSL Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - MSL/Sr. MSL	\$ 125,120	-	\$ 80,000	\$ 111,000	\$ 125,000	\$ 135,000	\$ 181,000	92	100%
PharmD	\$ 125,250	100%	\$ 95,000	\$ 108,500	\$ 114,000	\$ 141,000	\$ 181,000	8	9%
PhD	\$ 124,327	99%	\$ 90,000	\$ 113,000	\$ 125,000	\$ 132,000	\$ 167,000	49	53%
MD / MBBS (or equivalent)	\$ 124,750	100%	\$ 109,000	\$ 116,750	\$ 122,500	\$ 134,250	\$ 144,000	8	9%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	\$ 127,789	102%	\$ 100,000	\$ 114,000	\$ 125,000	\$ 137,000	\$ 179,000	19	21%
Bachelor's Degree (i.e. BSN, BS, etc.)	\$ 125,571	100%	\$ 80,000	\$ 115,000	\$ 133,000	\$ 142,000	\$ 152,000	7	8%
Other Degree (please specify)	\$ 112,000	90%	\$ 112,000	\$ 112,000	\$ 112,000	\$ 112,000	\$ 112,000	1	1%

# MSL/Sr. MSL Salary based on Years of Experience

*Q. How many years of MSL and/or MSL management experience do you have?*



Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - MSL/Sr. MSL	\$ 125,120	-	\$ 80,000	\$ 111,000	\$ 125,000	\$ 135,000	\$ 181,000	92	100%
Less than 1 year	\$ 109,941	88%	\$ 90,000	\$ 105,000	\$ 110,000	\$ 113,000	\$ 130,000	17	18%
1-2 years	\$ 119,682	96%	\$ 100,000	\$ 110,500	\$ 120,000	\$ 125,000	\$ 142,000	22	24%
3-4 years	\$ 124,333	99%	\$ 102,000	\$ 117,000	\$ 128,000	\$ 134,000	\$ 139,000	15	16%
5-6 years	\$ 127,667	102%	\$ 80,000	\$ 122,000	\$ 130,000	\$ 137,000	\$ 150,000	15	16%
7-8 years	\$ 131,333	105%	\$ 107,000	\$ 121,000	\$ 132,500	\$ 143,250	\$ 152,000	6	7%
9-10 years	\$ 138,000	110%	\$ 120,000	\$ 130,500	\$ 141,000	\$ 148,500	\$ 150,000	4	4%
11-15 years	\$ 138,333	111%	\$ 121,000	\$ 125,000	\$ 141,000	\$ 144,000	\$ 167,000	9	10%
More than 15 Years	\$ 161,000	129%	\$ 140,000	\$ 143,000	\$ 161,500	\$ 179,500	\$ 181,000	4	4%

# MSL/Sr. MSL Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - MSL/Sr. MSL	\$ 125,120	-	\$ 80,000	\$ 111,000	\$ 125,000	\$ 135,000	\$ 181,000	92	100%
Large Pharmaceutical / Biotechnology	\$ 125,981	101%	\$ 100,000	\$ 112,750	\$ 130,000	\$ 135,500	\$ 150,000	52	57%
Medium Pharmaceutical / Biotechnology	\$ 128,700	103%	\$ 95,000	\$ 110,750	\$ 120,500	\$ 138,500	\$ 181,000	20	22%
Small Pharmaceutical / Biotechnology	\$ 124,455	99%	\$ 102,000	\$ 118,000	\$ 122,000	\$ 130,000	\$ 148,000	11	12%
Medical Devices	\$ 111,800	89%	\$ 80,000	\$ 107,000	\$ 110,000	\$ 110,000	\$ 152,000	5	5%
Contract Research Organization (CRO)	\$ 126,000	101%	\$ 126,000	\$ 126,000	\$ 126,000	\$ 126,000	\$ 126,000	1	1%
Diagnostic Company	\$ 117,000	94%	\$ 117,000	\$ 117,000	\$ 117,000	\$ 117,000	\$ 117,000	1	1%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	\$ 107,500	86%	\$ 90,000	\$ 98,750	\$ 107,500	\$ 116,250	\$ 125,000	2	2%

Note: **Large Pharmaceutical:** \$10+ Billion. **Medium Pharmaceutical:** \$1-10 Billion. **Small Pharmaceutical:** <\$1 Billion

# MSL/Sr. MSL Salary based on Therapeutic Area



Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - MSL/Sr. MSL	\$ 125,120	-	\$ 80,000	\$ 111,000	\$ 125,000	\$ 135,000	\$ 181,000	92	100%
Addiction	\$ 115,000	92%	\$ 115,000	\$ 115,000	\$ 115,000	\$ 115,000	\$ 115,000	1	1%
Allergy	\$ 120,500	96%	\$ 106,000	\$ 109,000	\$ 116,000	\$ 127,500	\$ 144,000	4	4%
Autoimmune Diseases	\$ 107,000	86%	\$ 105,000	\$ 105,500	\$ 106,000	\$ 108,000	\$ 110,000	3	3%
Cardiovascular / Thrombosis	\$ 127,000	102%	\$ 105,000	\$ 117,500	\$ 130,000	\$ 137,500	\$ 144,000	7	8%
Dentistry / Oral Medicine	-	-	\$ -	-	-	-	-	0	0%
Dermatology	\$ 125,769	101%	\$ 80,000	\$ 120,000	\$ 125,000	\$ 134,000	\$ 167,000	13	14%
Diabetes / Metabolic Disorders / Endocrinology	\$ 118,625	95%	\$ 105,000	\$ 110,750	\$ 115,000	\$ 130,000	\$ 133,000	8	9%
Gastroenterology	\$ 130,000	104%	\$ 130,000	\$ 130,000	\$ 130,000	\$ 130,000	\$ 130,000	1	1%
Genetic Diseases	\$ 130,800	105%	\$ 111,000	\$ 117,000	\$ 120,000	\$ 125,000	\$ 181,000	5	5%
Hematology	\$ 129,333	103%	\$ 110,000	\$ 125,000	\$ 130,000	\$ 138,000	\$ 142,000	6	7%
HEOR	-	-	\$ -	-	-	-	-	0	0%
Hepatology	\$ 129,000	103%	\$ 125,000	\$ 127,000	\$ 129,000	\$ 131,000	\$ 133,000	2	2%
HIV	\$ 122,500	98%	\$ 110,000	\$ 116,250	\$ 122,500	\$ 128,750	\$ 135,000	2	2%
Immunology	\$ 128,429	103%	\$ 105,000	\$ 127,500	\$ 130,000	\$ 134,500	\$ 140,000	7	8%
Infectious Diseases	\$ 126,000	101%	\$ 110,000	\$ 122,000	\$ 129,500	\$ 133,500	\$ 135,000	4	4%
Managed Care	-	-	\$ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	\$ 107,500	86%	\$ 105,000	\$ 106,250	\$ 107,500	\$ 108,750	\$ 110,000	2	2%
Mental Health	\$ 128,500	103%	\$ 118,000	\$ 118,000	\$ 124,000	\$ 134,500	\$ 148,000	4	4%
Movement Disorders	\$ 110,750	89%	\$ 95,000	\$ 104,000	\$ 113,500	\$ 120,250	\$ 121,000	4	4%
Multiple Sclerosis	\$ 143,000	114%	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	1	1%
Neonatology	-	-	\$ -	-	-	-	-	0	0%
Nephrology	\$ 125,333	100%	\$ 121,000	\$ 123,000	\$ 125,000	\$ 127,500	\$ 130,000	3	3%
Neurology / CNS/ Neuroscience	\$ 120,923	97%	\$ 102,000	\$ 117,000	\$ 120,000	\$ 129,000	\$ 143,000	13	14%
Nutrition	-	-	\$ -	-	-	-	-	0	0%
Oncology	\$ 126,304	101%	\$ 90,000	\$ 111,500	\$ 131,000	\$ 137,500	\$ 150,000	23	25%
Ophthalmology	\$ 124,667	100%	\$ 100,000	\$ 118,500	\$ 137,000	\$ 137,000	\$ 137,000	3	3%
Otolaryngology	\$ 134,000	107%	\$ 134,000	\$ 134,000	\$ 134,000	\$ 134,000	\$ 134,000	1	1%
Pain	-	-	\$ -	-	-	-	-	0	0%
Pediatrics	\$ 120,000	96%	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	1	1%
Podiatry	-	-	\$ -	-	-	-	-	0	0%
Radiology	-	-	\$ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	\$ 131,000	105%	\$ 111,000	\$ 120,000	\$ 120,000	\$ 125,000	\$ 179,000	5	5%
Reproductive Health	\$ 110,500	88%	\$ 110,000	\$ 110,250	\$ 110,500	\$ 110,750	\$ 111,000	2	2%
Respiratory / Pulmonary	\$ 129,000	103%	\$ 104,000	\$ 112,500	\$ 126,500	\$ 138,500	\$ 179,000	10	11%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 133,143	106%	\$ 110,000	\$ 110,000	\$ 139,000	\$ 148,000	\$ 167,000	7	8%
Surgery	\$ 152,000	121%	\$ 152,000	\$ 152,000	\$ 152,000	\$ 152,000	\$ 152,000	1	1%
Transplantation	-	-	\$ -	-	-	-	-	0	0%
Urology	\$ 122,000	98%	\$ 122,000	\$ 122,000	\$ 122,000	\$ 122,000	\$ 122,000	1	1%
Vaccines	\$ 125,500	100%	\$ 125,000	\$ 125,250	\$ 125,500	\$ 125,750	\$ 126,000	2	2%
Virology (excluding HIV)	\$ 104,000	83%	\$ 104,000	\$ 104,000	\$ 104,000	\$ 104,000	\$ 104,000	1	1%
Women's Health	-	-	\$ -	-	-	-	-	0	0%
Other (please specify)	\$ 115,000	92%	\$ 112,000	\$ 113,500	\$ 115,000	\$ 116,500	\$ 118,000	2	2%

# MSL/Sr. MSL – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	24%	22
No	76%	70

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	7%	21



# MSL/Sr. MSL – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	\$ 3,667	3

# MSL/Sr. MSL – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	29%	27
No, I did not receive a salary increase, and I did NOT have a salary review	2%	2
No, I did not receive a salary increase, but I did have a salary review	1%	1
Yes, 1% - 2% increase	33%	30
Yes, 3% - 4% increase	24%	22
Yes, 5% - 6% increase	4%	4
Yes, 7% - 8% increase	1%	1
Yes, 9% - 10% increase	4%	4
Yes, More than 10% (Please specify)	1%	1

# MSL/Sr. MSL – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$19,600
Min	\$3,000
25th percentile	\$14,000
50th percentile (median)	\$18,000
75th percentile	\$25,500
Max	\$42,000
Number	75

# MSL/Sr. MSL – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	5%	5
1-4%	2%	2
5-9%	1%	1
10-14%	22%	20
15-19%	45%	41
20-24%	14%	13
25-29%	2%	2
30-34%	1%	1
35-39%	1%	1
40-49%	1%	1
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	5%	5

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	23%	21
No, not this year	23%	21
No, I am not eligible or they are not awarded at my level	28%	26
No, the company does not offer them to any employee	25%	23
Other - my company calculates this based on other variables	1%	1

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	\$ 24,619	21

# MSL/Sr. MSL – Paid Days Off

*Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	92%	85
Flextime	7%	6
Unlimited Days	1%	1

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	18
25th percentile	15
50th percentile (median)	20
75th percentile	20
Number	85



# MSL/Sr. MSL – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	95%	87	Professional development funds/budget	23%	21
Dental insurance	95%	87	Professional memberships (associations/societies)	23%	21
Health insurance	92%	85	Professional certification(s) fees covered	20%	18
Retirement plan contribution	91%	84	Medical or Industry Journal subscription(s)	15%	14
Paid mobile phone service	90%	83	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	7%	6
Paid sick days	78%	72	TSA Pre-Check	7%	6
Company car	73%	67	Airline travel lounge membership(s)	3%	3
Parental leave	72%	66	None of the above	3%	3
Subsidized fitness program or gym membership	57%	52	Global Entry	2%	2
Paid Internet service at home	54%	50	Other (please specify)	2%	2
Pension	37%	34	Subsidized childcare	0%	0
Car allowance	26%	24			

# MSL/Sr. MSL – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	62%	57	Car allowance	16%	15
TSA Pre-Check	41%	38	Company car	4%	4
Professional development funds/budget	38%	35	Paid mobile phone service	4%	4
Professional memberships (associations/societies)	34%	31	Parental leave	4%	4
Global Entry	32%	29	Retirement plan contribution	3%	3
Subsidized childcare	27%	25	Paid sick days	2%	2
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	27%	25	Health insurance	2%	2
Paid Internet service at home	26%	24	Dental insurance	2%	2
Medical or Industry Journal subscription(s)	25%	23	Paid time off (holiday or vacation time)	1%	1
Professional certification(s) fees covered	24%	22	Other (please specify)	0%	0
Subsidized fitness program or gym membership	23%	21	None of the above	0%	0
Pension	23%	21			

# MSL/Sr. MSL – Satisfaction

*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	10%	9
Satisfied	62%	57
Dissatisfied	23%	21
Very Dissatisfied	5%	5

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	16%	15
Satisfied	55%	51
Dissatisfied	27%	25
Very Dissatisfied	1%	1

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	23%	21
Satisfied	59%	54
Dissatisfied	14%	13
Very Dissatisfied	4%	4

# MSL/Sr. MSL – KOL Relationships

*How many KOLs do you maintain a relationship with? (i.e. how many KOLs are on your "list" that you engage with regularly throughout the year)*



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max
Overall	47	4	40	50	60	100
Large Pharmaceutical / Biotechnology	51	4	45	50	60	100
Medium Pharmaceutical / Biotechnology	45	15	30	41	60	88
Small Pharmaceutical / Biotechnology	48	20	45	50	53	75
Medical Devices	32	10	20	35	45	50
Contract Research Organization (CRO)	50	50	50	50	50	50
Diagnostic Company	5	5	5	5	5	5
Contract MSL Organization	-	-	-	-	-	-
Other	23	20	22	23	25	26

Note: responses indicating over 100 KOL relationships were cut for reporting accuracy.

# MSL/Sr. MSL – KOL Relationships

*Prior to the COVID-19 pandemic, on average, how many in-person live KOL engagements did you have per week?*

Metrics	KOL Relationships
Average	4
Min	1
25th percentile	3
50th percentile (median)	4
75th percentile	5
Max	10
Number	67

*During the COVID-19 pandemic, on average, how many live/virtual (i.e. zoom, teams, webex, etc.) KOL engagements do you have per week?*

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	2
50th percentile (median)	3
75th percentile	4
Max	10
Number	85

# MSL/Sr. MSL – Age Range X Years of experience



Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	12%	11%	9%	1%	0%	0%	0%	0%
35-44 years old	4%	11%	4%	10%	2%	1%	1%	0%
45-54 years old	2%	2%	3%	4%	2%	2%	7%	1%
55-64 years old	0%	0%	0%	1%	2%	1%	2%	3%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							



# MSL/Sr. MSL – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?  
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Lack of Job security	17%	7	I did not get the raise I was expecting or deserved	5%	2
Relocated to another city or geographical area	12%	5	Lack of interest in Therapeutic Area/Product	5%	2
Was offered a higher salary elsewhere	12%	5	Excessive travel/lack of work-life balance	2%	1
Company culture (not a good fit)	10%	4	Lack of recognition	2%	1
Didn't like my manager	10%	4	Lack of training	2%	1
Lack of or no opportunities for career advancement/promotion	10%	4	Didn't get along with MSL(s) on my team	0%	0
I was terminated/laid off	7%	3	Other	0%	0
Lack of professional development opportunities	7%	3	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# MSL/Sr. MSL – Salary Perception

*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	3%	3
Fair	61%	56
Insufficient	33%	30
Very Insufficient	3%	3

# MSL/Sr. MSL – Activities

*Q. Which of the following activities do you participate in?  
(select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
KOL relationship management	100%	92	Tools Development (slides, training materials, etc)	78%	72
Attending medical conferences (and other conference support)	100%	92	Providing input for Medical Strategy	75%	69
Delivering scientific presentations	95%	87	Supporting and coordinating company sponsored research/trials	67%	62
Training and supporting sales force	93%	86	Material Review (publications, educational materials, slides, etc.)	64%	59
Supporting Advisory Boards	93%	86	Mentoring/Training new MSLs	60%	55
Gathering Insights	92%	85	Continuing Medical Education (CME) activities	48%	44
Educating KOLs & other Healthcare Professionals	91%	84	Medical publications	28%	26
Competitive intelligence gathering	84%	77	HEOR presentations or research	22%	20
Supporting investigator led research (IITs ISTs etc.)	84%	77	Other (please specify)	7%	6
Identify and training speakers	80%	74	Managed Care Activities	5%	5



**The data is segmented for participants that selected “Manager/Director of MSLS” as their current role**

# Manager/Director of MSLs Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Manager / Director of MSLs	\$ 152,750	-	\$ 124,000	\$ 139,250	\$ 146,000	\$ 157,500	\$ 226,000	12	100%
Male	\$ 159,429	104%	\$ 137,000	\$ 142,000	\$ 148,000	\$ 160,500	\$ 226,000	7	58%
Female	\$ 143,400	94%	\$ 124,000	\$ 134,000	\$ 143,000	\$ 154,000	\$ 162,000	5	42%
Other	-	-	-	-	-	-	-	0	0%

# Manager/Director of MSLs Salary based on Ethnicity



Q. Which of the following best describes you? (you may select more than one)

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Canada – Manager/Director of MSLs	\$ 152,750	-	\$ 124,000	\$ 139,250	\$ 146,000	\$ 157,500	\$ 226,000	12	100%
Asian	\$ 170,667	112%	\$ 124,000	\$ 143,000	\$ 162,000	\$ 194,000	\$ 226,000	3	25%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose not to disclose	\$ 143,000	94%	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	1	8%
White	\$ 147,250	96%	\$ 134,000	\$ 139,250	\$ 146,000	\$ 154,500	\$ 165,000	8	67%

Note: respondents were allowed to select 1+ answer choices.

# Manager/Director of MSLs Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Manager / Director of MSLs	\$ 152,750	-	\$ 124,000	\$ 139,250	\$ 146,000	\$ 157,500	\$ 226,000	12	100%
PharmD	-	-	-	-	-	-	-	0	0%
PhD	\$ 146,000	96%	\$ 124,000	\$ 140,000	\$ 144,000	\$ 154,000	\$ 165,000	9	75%
MD / MBBS (or equivalent)	\$ 226,000	148%	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	1	8%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	\$ 146,500	96%	\$ 137,000	\$ 141,750	\$ 146,500	\$ 151,250	\$ 156,000	2	17%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%



# Manager/Director of MSLs Salary based on Years of Experience



*Q. How many years of MSL and/or MSL management experience do you have?*

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>Canada - Manager / Director of MSLs</b>	\$ 152,750	-	\$ 124,000	\$ 139,250	\$ 146,000	\$ 157,500	\$ 226,000	12	100%
<b>Less than 1 year</b>	\$ 130,500	85%	\$ 124,000	\$ 127,250	\$ 130,500	\$ 133,750	\$ 137,000	2	17%
<b>1-2 years</b>	-	-	-	-	-	-	-	0	0%
<b>3-4 years</b>	\$ 140,000	92%	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	1	8%
<b>5-6 years</b>	\$ 149,667	98%	\$ 143,000	\$ 143,500	\$ 144,000	\$ 153,000	\$ 162,000	3	25%
<b>7-8 years</b>	\$ 165,500	108%	\$ 134,000	\$ 144,500	\$ 151,000	\$ 172,000	\$ 226,000	4	33%
<b>9-10 years</b>	-	-	-	-	-	-	-	0	0%
<b>11-15 years</b>	\$ 160,500	105%	\$ 156,000	\$ 158,250	\$ 160,500	\$ 162,750	\$ 165,000	2	17%
<b>More than 15 Years</b>	-	-	-	-	-	-	-	0	0%

# Manager/Director of MSLs Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Manager / Director of MSLs	\$ 152,750	-	\$ 124,000	\$ 139,250	\$ 146,000	\$ 157,500	\$ 226,000	12	100%
Large Pharmaceutical / Biotechnology	\$ 147,500	97%	\$ 134,000	\$ 141,000	\$ 146,000	\$ 152,500	\$ 165,000	6	50%
Medium Pharmaceutical / Biotechnology	\$ 164,333	108%	\$ 124,000	\$ 133,500	\$ 143,000	\$ 184,500	\$ 226,000	3	25%
Small Pharmaceutical / Biotechnology	\$ 149,500	98%	\$ 137,000	\$ 143,250	\$ 149,500	\$ 155,750	\$ 162,000	2	17%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	\$ 156,000	102%	\$ 156,000	\$ 156,000	\$ 156,000	\$ 156,000	\$ 156,000	1	8%

Note: **Large Pharmaceutical:** \$10+ Billion. **Medium Pharmaceutical:** \$1-10 Billion. **Small Pharmaceutical:** <\$1 Billion

# Manager/Director of MSLs Salary based on Therapeutic Area



*Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)*

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Manager / Director of MSLs	\$ 152,750	-	\$ 124,000	\$ 139,250	\$ 146,000	\$ 157,500	\$ 226,000	12	100%
Addiction	-	-	\$ -	-	-	-	-	0	0%
Allergy	\$ 226,000	148%	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	1	8%
Autoimmune Diseases	-	-	\$ -	-	-	-	-	0	0%
Cardiovascular / Thrombosis	-	-	\$ -	-	-	-	-	0	0%
Dentistry / Oral Medicine	-	-	\$ -	-	-	-	-	0	0%
Dermatology	\$ 137,333	90%	\$ 124,000	\$ 129,000	\$ 134,000	\$ 144,000	\$ 154,000	3	25%
Diabetes / Metabolic Disorders / Endocrinology	\$ 195,500	128%	\$ 165,000	\$ 180,250	\$ 195,500	\$ 210,750	\$ 226,000	2	17%
Gastroenterology	\$ 149,500	98%	\$ 143,000	\$ 146,250	\$ 149,500	\$ 152,750	\$ 156,000	2	17%
Genetic Diseases	-	-	\$ -	-	-	-	-	0	0%
Hematology	-	-	\$ -	-	-	-	-	0	0%
HEOR	-	-	\$ -	-	-	-	-	0	0%
Hepatology	-	-	\$ -	-	-	-	-	0	0%
HIV	-	-	\$ -	-	-	-	-	0	0%
Immunology	\$ 134,000	88%	\$ 134,000	\$ 134,000	\$ 134,000	\$ 134,000	\$ 134,000	1	8%
Infectious Diseases	\$ 156,000	102%	\$ 156,000	\$ 156,000	\$ 156,000	\$ 156,000	\$ 156,000	1	8%
Managed Care	-	-	\$ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	\$ -	-	-	-	-	0	0%
Mental Health	\$ 162,000	106%	\$ 162,000	\$ 162,000	\$ 162,000	\$ 162,000	\$ 162,000	1	8%
Movement Disorders	-	-	\$ -	-	-	-	-	0	0%
Multiple Sclerosis	-	-	\$ -	-	-	-	-	0	0%
Neonatology	-	-	\$ -	-	-	-	-	0	0%
Nephrology	-	-	\$ -	-	-	-	-	0	0%
Neurology / CNS/ Neuroscience	\$ 162,000	106%	\$ 162,000	\$ 162,000	\$ 162,000	\$ 162,000	\$ 162,000	1	8%
Nutrition	\$ 137,000	90%	\$ 137,000	\$ 137,000	\$ 137,000	\$ 137,000	\$ 137,000	1	8%
Oncology	\$ 146,000	96%	\$ 144,000	\$ 145,000	\$ 146,000	\$ 147,000	\$ 148,000	2	17%
Ophthalmology	\$ 226,000	148%	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	1	8%
Otolaryngology	-	-	\$ -	-	-	-	-	0	0%
Pain	-	-	\$ -	-	-	-	-	0	0%
Pediatrics	-	-	\$ -	-	-	-	-	0	0%
Podiatry	-	-	\$ -	-	-	-	-	0	0%
Radiology	-	-	\$ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	\$ 226,000	148%	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	\$ 226,000	1	8%
Reproductive Health	-	-	\$ -	-	-	-	-	0	0%
Respiratory / Pulmonary	\$ 140,000	92%	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	1	8%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 134,000	88%	\$ 134,000	\$ 134,000	\$ 134,000	\$ 134,000	\$ 134,000	1	8%
Surgery	-	-	\$ -	-	-	-	-	0	0%
Transplantation	-	-	\$ -	-	-	-	-	0	0%
Urology	-	-	\$ -	-	-	-	-	0	0%
Vaccines	-	-	\$ -	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	\$ -	-	-	-	-	0	0%
Women's Health	\$ 143,000	94%	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	1	8%
Other (please specify)	-	-	\$ -	-	-	-	-	0	0%

# Manager/Director of MSLs – MSLs Managed

*Q. How many MSLs do you directly manage (only include MSLs on your team that report directly to you)?*



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	4	0	3	5	5	7	12
Large Pharmaceutical / Biotechnology	5	4	5	5	6	7	6
Medium Pharmaceutical / Biotechnology	3	0	2	3	3	3	3
Small Pharmaceutical / Biotechnology	4	1	2	4	5	6	2
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	-	-	-	-	-	-	0
Other	3	3	3	3	3	3	1

# Manager/Director of MSLs – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	33%	4
No	67%	8

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	8%	3

# Manager/Director of MSLs – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

# Manager/Director of MSLs – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	33%	4
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	17%	2
Yes, 3% - 4% increase	42%	5
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	8%	1



# Manager/Director of MSLs – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$22,833
Min	\$11,000
25th percentile	\$14,000
50th percentile (median)	\$20,500
75th percentile	\$29,000
Max	\$50,000
Number	12

# Manager/Director of MSLs – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	8%	1
5-9%	0%	0
10-14%	8%	1
15-19%	58%	7
20-24%	25%	3
25-29%	0%	0
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

# Manager/Director of MSLS – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	33%	4
No, not this year	33%	4
No, I am not eligible or they are not awarded at my level	17%	2
No, the company does not offer them to any employee	17%	2
Other - my company calculates this based on other variables	0%	0

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	\$ 12,750	4

# Manager/Director of MSLs – Paid Days Off

*Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	100%	12
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	20
25th percentile	20
50th percentile (median)	20
75th percentile	20
Number	12

# Manager/Director of MSLs – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	100%	12	Professional development funds/budget	25%	3
Health insurance	100%	12	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	17%	2
Dental insurance	100%	12	Professional certification(s) fees covered	8%	1
Paid mobile phone service	92%	11	Medical or Industry Journal subscription(s)	8%	1
Paid sick days	75%	9	Subsidized childcare	0%	0
Retirement plan contribution	75%	9	Professional memberships (associations/societies)	0%	0
Parental leave	67%	8	Airline travel lounge membership(s)	0%	0
Company car	58%	7	TSA Pre-Check	0%	0
Paid Internet service at home	58%	7	Global Entry	0%	0
Pension	42%	5	Other (please specify)	0%	0
Subsidized fitness program or gym membership	33%	4	None of the above	0%	0
Car allowance	25%	3			

# Manager/Director of MSLs – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	83%	10	Subsidized childcare	25%	3
Car allowance	42%	5	Retirement plan contribution	17%	2
Pension	42%	5	Paid mobile phone service	8%	1
Professional development funds/budget	42%	5	Paid sick days	8%	1
Professional certification(s) fees covered	42%	5	Parental leave	8%	1
Medical or Industry Journal subscription(s)	42%	5	Company car	0%	0
Subsidized fitness program or gym membership	33%	4	Paid time off (holiday or vacation time)	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	33%	4	Health insurance	0%	0
Professional memberships (associations/societies)	33%	4	Dental insurance	0%	0
TSA Pre-Check	33%	4	Other (please specify)	0%	0
Global Entry	33%	4	None of the above	0%	0
Paid Internet service at home	25%	3			

# Manager/Director of MSLs – Satisfaction

*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	0%	0
Satisfied	58%	7
Dissatisfied	42%	5
Very Dissatisfied	0%	0

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	75%	9
Dissatisfied	25%	3
Very Dissatisfied	0%	0

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	8%	1
Satisfied	75%	9
Dissatisfied	17%	2
Very Dissatisfied	0%	0



# Manager/Director of MSLs – Age Range X Years of experience



Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	8%	0%	0%	0%
35-44 years old	8%	0%	8%	17%	25%	0%	8%	0%
45-54 years old	8%	0%	0%	8%	0%	0%	8%	0%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							

# Manager/Director of MSLs – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	17%	1	Lack of interest in Therapeutic Area/Product	0%	0
Didn't like my manager	17%	1	Lack of Job security	0%	0
Excessive travel/lack of work-life balance	17%	1	Lack of professional development opportunities	0%	0
I did not get the raise I was expecting or deserved	17%	1	Lack of recognition	0%	0
Lack of or no opportunities for career advancement/promotion	17%	1	Lack of training	0%	0
Relocated to another city or geographical area	17%	1	Other	0%	0
Didn't get along with MSL(s) on my team	0%	0	Was offered a higher salary elsewhere	0%	0
I was terminated/laid off	0%	0	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# Manager/Director of MSLs – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	83%	10
Insufficient	17%	2
Very Insufficient	0%	0

# Manager/Director of MSLs – Team Expansion

*Q. Was the size of the MSL team that you manage expanded (i.e. an increase in the number of FTEs) during the last 12 months?*

Previous Team Expansion	Percentage	Number
Yes	25%	3
No	75%	9

*Q. Is the company planning to expand (i.e. an increase in the number of FTEs) the size of the MSL team that you manage during the next 12 months?*

Future Team Expansion	Percentage	Number
Yes	17%	2
No	75%	9
I have no knowledge of this	8%	1

# Manager/Director of MSLs – Budgets

*What is the OVERALL ANNUAL budget PER MSL (salary, travel, benefits, training, etc.) at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 201,250
Medium Pharmaceutical / Biotechnology	\$ 212,500
Small Pharmaceutical / Biotechnology	\$ 196,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

*What is the ANNUAL TRAINING budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 2,000
Medium Pharmaceutical / Biotechnology	\$ 1,000
Small Pharmaceutical / Biotechnology	\$ 11,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

*What is the ANNUAL TRAVEL (flights, hotel, food, car rental, etc.) budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 11,667
Medium Pharmaceutical / Biotechnology	\$ 47,500
Small Pharmaceutical / Biotechnology	\$ 14,230
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-



**The data is segmented for participants that selected “Executive Management/VP of Medical Affairs” as their current role**

# Executive Management/VP of Medical Affairs Salary based on Gender

*Q. What is your gender?*



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Executive Management / Vice President of Medical Affairs	\$ 199,000	-	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
Male	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Female	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%
Other	-	-	-	-	-	-	-	0	0%



# Executive Management/VP of Medical Affairs Salary based on Ethnicity



*Q. Which of the following best describes you? (you may select more than one)*

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Canada – Executive Management/VP of Medical Affairs	\$ 199,000	-	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
Asian	-	-	-	-	-	-	-	0	0%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose not to disclose	\$ 199,000	100%	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
White	-	-	-	-	-	-	-	0	0%

Note: respondents were allowed to select 1+ answer choices.

# Executive Management/VP of Medical Affairs Salary based on Academic Background

*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Executive Management / Vice President of Medical Affairs	\$ 199,000	-	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
PharmD	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%
PhD	-	-	-	-	-	-	-	0	0%
MD / MBBS (or equivalent)	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Other Doctorate Degree (i.e. PsychD, DNP, etc)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	-	-	-	-	-	-	-	0	0%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

# Executive Management/VP of Medical Affairs Salary based on Years of Experience



*Q. How many years of MSL and/or MSL management experience do you have?*

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>Canada - Executive Management / Vice President of Medical Affairs</b>	\$ 199,000	-	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
<b>Less than 1 year</b>	-	-	-	-	-	-	-	0	0%
<b>1-2 years</b>	-	-	-	-	-	-	-	0	0%
<b>3-4 years</b>	-	-	-	-	-	-	-	0	0%
<b>5-6 years</b>	-	-	-	-	-	-	-	0	0%
<b>7-8 years</b>	-	-	-	-	-	-	-	0	0%
<b>9-10 years</b>	-	-	-	-	-	-	-	0	0%
<b>11-15 years</b>	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
<b>More than 15 Years</b>	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%

# Executive Management/VP of Medical Affairs Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Executive Management / Vice President of Medical Affairs	\$ 199,000	-	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Small Pharmaceutical / Biotechnology	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%

Note: **Large Pharmaceutical:** \$10+ Billion. **Medium Pharmaceutical:** \$1-10 Billion. **Small Pharmaceutical:** <\$1 Billion

# Executive Management/VP of Medical Affairs Salary based on Therapeutic Area



*Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)*

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - Executive Management / Vice President of Medical Affairs	\$ 199,000	-	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
Addiction	-	-	\$ -	-	-	-	-	0	0%
Allergy	-	-	\$ -	-	-	-	-	0	0%
Autoimmune Diseases	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Cardiovascular / Thrombosis	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Dentistry / Oral Medicine	-	-	\$ -	-	-	-	-	0	0%
Dermatology	\$ 199,000	100%	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
Diabetes / Metabolic Disorders / Endocrinology	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Gastroenterology	\$ 199,000	100%	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
Genetic Diseases	-	-	\$ -	-	-	-	-	0	0%
Hematology	\$ 199,000	100%	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
HEOR	-	-	\$ -	-	-	-	-	0	0%
Hepatology	-	-	\$ -	-	-	-	-	0	0%
HIV	-	-	\$ -	-	-	-	-	0	0%
Immunology	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Infectious Diseases	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%
Managed Care	-	-	\$ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Mental Health	-	-	\$ -	-	-	-	-	0	0%
Movement Disorders	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%
Multiple Sclerosis	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Neonatology	-	-	\$ -	-	-	-	-	0	0%
Nephrology	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%
Neurology / CNS/ Neuroscience	\$ 228,000	115%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	50%
Nutrition	-	-	\$ -	-	-	-	-	0	0%
Oncology	\$ 199,000	100%	\$ 170,000	\$ 184,500	\$ 199,000	\$ 213,500	\$ 228,000	2	100%
Ophthalmology	-	-	\$ -	-	-	-	-	0	0%
Otolaryngology	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Pain	-	-	\$ -	-	-	-	-	0	0%
Pediatrics	-	-	\$ -	-	-	-	-	0	0%
Podiatry	-	-	\$ -	-	-	-	-	0	0%
Radiology	-	-	\$ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	-	-	\$ -	-	-	-	-	0	0%
Reproductive Health	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Respiratory / Pulmonary	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 170,000	85%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	50%
Surgery	-	-	\$ -	-	-	-	-	0	0%
Transplantation	-	-	\$ -	-	-	-	-	0	0%
Urology	-	-	\$ -	-	-	-	-	0	0%
Vaccines	-	-	\$ -	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	\$ -	-	-	-	-	0	0%
Women's Health	-	-	\$ -	-	-	-	-	0	0%
Other (please specify)	-	-	\$ -	-	-	-	-	0	0%

# Executive Management/VP of Medical Affairs – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	100%	2
No	0%	0

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	8%	2

## Executive Management/VP of Medical Affairs – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0



# Executive Management/VP of Medical Affairs – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	0%	0
No, I did not receive a salary increase, and I did NOT have a salary review	50%	1
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	50%	1
Yes, 3% - 4% increase	0%	0
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

## Executive Management/VP of Medical Affairs – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$35,000
Min	\$10,000
25th percentile	\$22,500
50th percentile (median)	\$35,000
75th percentile	\$47,500
Max	\$60,000
Number	2

# Executive Management/VP of Medical Affairs – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	0%	0
5-9%	50%	1
10-14%	0%	0
15-19%	0%	0
20-24%	0%	0
25-29%	50%	1
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

## Executive Management/VP of Medical Affairs – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	0%	0
No, not this year	50%	1
No, I am not eligible or they are not awarded at my level	0%	0
No, the company does not offer them to any employee	50%	1
Other - my company calculates this based on other variables	0%	0

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	-	0

# Executive Management/VP of Medical Affairs – Paid Days Off

*Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	50%	1
Flextime	50%	1
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	20
25th percentile	5
50th percentile (median)	10
75th percentile	15
Number	1

# Executive Management/VP of Medical Affairs – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid mobile phone service	100%	2	Subsidized fitness program or gym membership	0%	0
Paid Internet service at home	100%	2	Subsidized childcare	0%	0
Health insurance	100%	2	Professional development funds/budget	0%	0
Car allowance	50%	1	Professional certification(s) fees covered	0%	0
Company car	50%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Paid time off (holiday or vacation time)	50%	1	Medical or Industry Journal subscription(s)	0%	0
Paid sick days	50%	1	Airline travel lounge membership(s)	0%	0
Dental insurance	50%	1	TSA Pre-Check	0%	0
Parental leave	50%	1	Global Entry	0%	0
Pension	50%	1	Other (please specify)	0%	0
Retirement plan contribution	50%	1	None of the above	0%	0
Professional memberships (associations/societies)	50%	1			

# Executive Management/VP of Medical Affairs – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Subsidized childcare	100%	2	Health insurance	0%	0
Dental insurance	50%	1	Professional development funds/budget	0%	0
Subsidized fitness program or gym membership	50%	1	Professional certification(s) fees covered	0%	0
Parental leave	50%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Pension	50%	1	Professional memberships (associations/societies)	0%	0
Retirement plan contribution	50%	1	Medical or Industry Journal subscription(s)	0%	0
Car allowance	0%	0	Airline travel lounge membership(s)	0%	0
Company car	0%	0	TSA Pre-Check	0%	0
Paid mobile phone service	0%	0	Global Entry	0%	0
Paid Internet service at home	0%	0	Other (please specify)	0%	0
Paid time off (holiday or vacation time)	0%	0	None of the above	0%	0
Paid sick days	0%	0			



# Executive Management/VP of Medical Affairs – MSLs on team

*Q. How many MSLs (FTEs) are there on your team?*



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	8	8	8	8	8	8	2
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Small Pharmaceutical / Biotechnology	8	8	8	8	8	8	1
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	-	-	-	-	-	-	0
Other	8	8	8	8	8	8	1

# Executive Management/VP of Medical Affairs – Satisfaction

*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	50%	1
Satisfied	50%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	50%	1
Satisfied	50%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	50%	1
Satisfied	50%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

# Executive Management/VP of Medical Affairs – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	0%	0%	0%	0%	0%	0%	0%	0%
45-54 years old	0%	0%	0%	0%	0%	0%	50%	50%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							

# Executive Management/VP of Medical Affairs – Reason for leaving



*Q. What was the primary reason for leaving your most recent MSL/MSL leader position? (select one)*

Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	100%	1	Lack of or no opportunities for career advancement/promotion	0%	0
Didn't get along with MSL(s) on my team	0%	0	Lack of professional development opportunities	0%	0
Didn't like my manager	0%	0	Lack of recognition	0%	0
Excessive travel/lack of work-life balance	0%	0	Lack of training	0%	0
I did not get the raise I was expecting or deserved	0%	0	Other	0%	0
I was terminated/laid off	0%	0	Relocated to another city or geographical area	0%	0
Lack of interest in Therapeutic Area/Product	0%	0	Was offered a higher salary elsewhere	0%	0
Lack of Job security	0%	0	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# Executive Management/VP of Medical Affairs – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	100%	2
Insufficient	0%	0
Very Insufficient	0%	0

# Executive Management/VP of Medical Affairs – Team Expansion

*Q. Was the size of the MSL team at your company expanded (i.e. an increase in the number of FTEs) during the last 12 months?*

Previous Team Expansion	Percentage	Number
Yes	50%	1
No	50%	1

*Q. Is the company planning to expand the size (i.e. increase the number of FTEs) of your MSL team within the next 12 months?*

Future Team Expansion	Percentage	Number
Yes	50%	1
No	50%	1
I have no knowledge of this	0%	0

# Executive Management/VP of Medical Affairs – Budgets



*What is the OVERALL ANNUAL budget PER MSL (salary, travel, benefits, training, etc.) at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	\$ 250,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

*What is the ANNUAL TRAINING budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	\$ 5,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

*What is the ANNUAL TRAVEL (flights, hotel, food, car rental, etc.) budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	\$ 25,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-





**The data is segmented for participants that selected “MSL Excellence / Operations” as their current role**

# MSL Excellence / Operations Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - MSL Excellence / Operations	\$ 129,000	-	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
Male	\$ 129,000	100%	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
Female	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

# MSL Excellence / Operations Salary based on Ethnicity



*Q. Which of the following best describes you? (you may select more than one)*

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Canada – MSL Excellence / Operations	\$ 129,000	-	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
Asian	-	-	-	-	-	-	-	0	0%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose note to disclose	\$ 129,000	100%	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
White	-	-	-	-	-	-	-	0	0%

Note: respondents were allowed to select 1+ answer choices.

# MSL Excellence / Operations Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>Canada - MSL Excellence / Operations</b>	\$ 129,000	-	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
PharmD	-	-	-	-	-	-	-	0	0%
PhD	\$ 129,000	100%	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
MD / MBBS (or equivalent)	-	-	-	-	-	-	-	0	0%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	-	-	-	-	-	-	-	0	0%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

# MSL Excellence / Operations Salary based on Years of Experience



*Q. How many years of MSL and/or MSL management experience do you have?*

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>Canada - MSL Excellence / Operations</b>	\$ 129,000	-	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
<b>Less than 1 year</b>	-	-	-	-	-	-	-	0	0%
<b>1-2 years</b>	-	-	-	-	-	-	-	0	0%
<b>3-4 years</b>	-	-	-	-	-	-	-	0	0%
<b>5-6 years</b>	\$ 129,000	100%	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
<b>7-8 years</b>	-	-	-	-	-	-	-	0	0%
<b>9-10 years</b>	-	-	-	-	-	-	-	0	0%
<b>11-15 years</b>	-	-	-	-	-	-	-	0	0%
<b>More than 15 Years</b>	-	-	-	-	-	-	-	0	0%

# MSL Excellence / Operations Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - MSL Excellence / Operations	\$ 129,000	-	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medical Devices	\$ 129,000	100%	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** \$10+ Billion. **Medium Pharmaceutical:** \$1-10 Billion. **Small Pharmaceutical:** <\$1 Billion

# MSL Excellence / Operations Salary based on Therapeutic Area



*Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)*

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Canada - MSL Excellence / Operations	\$ 129,000	-	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
Addiction	-	-	\$ -	-	-	-	-	0	0%
Allergy	-	-	\$ -	-	-	-	-	0	0%
Autoimmune Diseases	-	-	\$ -	-	-	-	-	0	0%
Cardiovascular / Thrombosis	-	-	\$ -	-	-	-	-	0	0%
Dentistry / Oral Medicine	-	-	\$ -	-	-	-	-	0	0%
Dermatology	-	-	\$ -	-	-	-	-	0	0%
Diabetes / Metabolic Disorders / Endocrinology	-	-	\$ -	-	-	-	-	0	0%
Gastroenterology	-	-	\$ -	-	-	-	-	0	0%
Genetic Diseases	-	-	\$ -	-	-	-	-	0	0%
Hematology	-	-	\$ -	-	-	-	-	0	0%
HEOR	-	-	\$ -	-	-	-	-	0	0%
Hepatology	-	-	\$ -	-	-	-	-	0	0%
HIV	-	-	\$ -	-	-	-	-	0	0%
Immunology	-	-	\$ -	-	-	-	-	0	0%
Infectious Diseases	-	-	\$ -	-	-	-	-	0	0%
Managed Care	-	-	\$ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	\$ -	-	-	-	-	0	0%
Mental Health	-	-	\$ -	-	-	-	-	0	0%
Movement Disorders	-	-	\$ -	-	-	-	-	0	0%
Multiple Sclerosis	-	-	\$ -	-	-	-	-	0	0%
Neonatology	-	-	\$ -	-	-	-	-	0	0%
Nephrology	-	-	\$ -	-	-	-	-	0	0%
Neurology / CNS/ Neuroscience	-	-	\$ -	-	-	-	-	0	0%
Nutrition	-	-	\$ -	-	-	-	-	0	0%
Oncology	-	-	\$ -	-	-	-	-	0	0%
Ophthalmology	-	-	\$ -	-	-	-	-	0	0%
Otolaryngology	-	-	\$ -	-	-	-	-	0	0%
Pain	-	-	\$ -	-	-	-	-	0	0%
Pediatrics	-	-	\$ -	-	-	-	-	0	0%
Podiatry	-	-	\$ -	-	-	-	-	0	0%
Radiology	-	-	\$ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	-	-	\$ -	-	-	-	-	0	0%
Reproductive Health	-	-	\$ -	-	-	-	-	0	0%
Respiratory / Pulmonary	\$ 129,000	100%	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	100%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	\$ -	-	-	-	-	0	0%
Surgery	-	-	\$ -	-	-	-	-	0	0%
Transplantation	-	-	\$ -	-	-	-	-	0	0%
Urology	-	-	\$ -	-	-	-	-	0	0%
Vaccines	-	-	\$ -	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	\$ -	-	-	-	-	0	0%
Women's Health	-	-	\$ -	-	-	-	-	0	0%
Other (please specify)	-	-	\$ -	-	-	-	-	0	0%



## MSL Excellence / Operations – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	0%	0
No	100%	1

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	-	0

## MSL Excellence / Operations – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

# MSL Excellence / Operations – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	0%	0
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	100%	1
Yes, 3% - 4% increase	0%	0
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

## MSL Excellence / Operations – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$7,000
Min	\$7,000
25th percentile	\$7,000
50th percentile (median)	\$7,000
75th percentile	\$7,000
Max	\$7,000
Number	1

# MSL Excellence / Operations – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	0%	0
5-9%	100%	1
10-14%	0%	0
15-19%	0%	0
20-24%	0%	0
25-29%	0%	0
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

## MSL Excellence / Operations – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	0%	0
No, not this year	0%	0
No, I am not eligible or they are not awarded at my level	100%	1
No, the company does not offer them to any employee	0%	0
Other - my company calculates this based on other variables	0%	0

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	-	0

# MSL Excellence / Operations – Paid Days Off

*Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	100%	1
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	15
25th percentile	15
50th percentile (median)	15
75th percentile	15
Number	1

# MSL Excellence / Operations – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Car allowance	100%	1	Subsidized childcare	0%	0
Company car	100%	1	Pension	0%	0
Paid mobile phone service	100%	1	Professional certification(s) fees covered	0%	0
Paid Internet service at home	100%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Paid time off (holiday or vacation time)	100%	1	Professional memberships (associations/societies)	0%	0
Paid sick days	100%	1	Medical or Industry Journal subscription(s)	0%	0
Health insurance	100%	1	Airline travel lounge membership(s)	0%	0
Dental insurance	100%	1	TSA Pre-Check	0%	0
Retirement plan contribution	100%	1	Global Entry	0%	0
Professional development funds/budget	100%	1	Other (please specify)	0%	0
Subsidized fitness program or gym membership	0%	0	None of the above	0%	0
Parental leave	0%	0			



# MSL Excellence / Operations – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Subsidized fitness program or gym membership	100%	1	Paid time off (holiday or vacation time)	0%	0
Parental leave	100%	1	Paid sick days	0%	0
Subsidized childcare	100%	1	Health insurance	0%	0
Pension	100%	1	Dental insurance	0%	0
Medical or Industry Journal subscription(s)	100%	1	Retirement plan contribution	0%	0
Airline travel lounge membership(s)	100%	1	Professional development funds/budget	0%	0
TSA Pre-Check	100%	1	Professional certification(s) fees covered	0%	0
Global Entry	100%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Car allowance	0%	0	Professional memberships (associations/societies)	0%	0
Company car	0%	0	Other (please specify)	0%	0
Paid mobile phone service	0%	0	None of the above	0%	0
Paid Internet service at home	0%	0			

# MSL Excellence / Operations – Satisfaction



*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	0%	0
Satisfied	0%	0
Dissatisfied	100%	1
Very Dissatisfied	0%	0

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	0%	0
Dissatisfied	100%	1
Very Dissatisfied	0%	0

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

# MSL Excellence / Operations – Age Range X Years of experience



Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	100%	0%	0%	0%	0%
35-44 years old	0%	0%	0%	0%	0%	0%	0%	0%
45-54 years old	0%	0%	0%	0%	0%	0%	0%	0%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							

# MSL Excellence / Operations – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?  
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
I did not get the raise I was expecting or deserved	100%	1	Lack of or no opportunities for career advancement/promotion	0%	0
Company culture (not a good fit)	0%	0	Lack of professional development opportunities	0%	0
Didn't get along with MSL(s) on my team	0%	0	Lack of recognition	0%	0
Didn't like my manager	0%	0	Lack of training	0%	0
Excessive travel/lack of work-life balance	0%	0	Wrong people were promoted or fired	0%	0
I was terminated/laid off	0%	0	Other	0%	0
Lack of interest in Therapeutic Area/Product	0%	0	Relocated to another city or geographical area	0%	0
Lack of Job security	0%	0	Was offered a higher salary elsewhere	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# MSL Excellence / Operations – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	100%	1
Insufficient	0%	0
Very Insufficient	0%	0



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