



MSL Salary & Compensation

India 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



1st



Certification for
Medical Science
Liaisons -MSL-BC®



123

New MSLs and MSL
Managers mentored in
free Mentor Program



210

Original MSL
Focused Research
Reports since 2014

1st



Publication
focused
exclusively on
the global MSL
profession



200+

MSL careers launched as a
result of our training programs



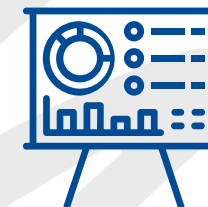
1st

Guidelines written
for MSL activities



40+
Hours

Webinar Recordings



170

Presentations by
MSL Leaders



1st

Online social community
built and dedicated to
global MSL community



20

Original MSL Focused
Research Posters



1st

Only job board
dedicated
exclusively to
MSLs and MSL
managers

1st



Global directory
specifically for MSL
community

2021

| MSL Salary & Compensation Survey – USA Results

www.themsls.org

A blue banner with white text, held by four silver rings. The banner is part of a larger graphic with a blue border, confetti, and a globe of flags. The text on the banner reads "3RD ANNUAL".

3RD ANNUAL

**INTERNATIONAL
MSL DAY**

March 27th, 2022



MSL-BC[®]

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

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

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



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 24th to November 26th. 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 | 14 | 70% |
| Female | 6 | 30% |
| Other | 0 | 0% |

| Role | Number | % of Sample |
|--|--------|-------------|
| MSL/Sr. MSL | 13 | 62% |
| Manager / Director of MSLs | 4 | 19% |
| Executive Management / Vice President of Medical Affairs | 3 | 14% |
| MSL Excellence / Operations | 0 | 0% |
| Other | 1 | 5% |

Participant Demographics - Ethnicity

| Ethnicity | Total | MSL/Sr. MSL | Manager / Director of MSLs | Executive Management / VP Medical Affairs | MSL Excellence / Operations | Other |
|---|-------|-------------|-------------------------------|---|--------------------------------|-------|
| Asian | 90% | 92% | 100% | 100% | - | 0% |
| Black or African American | 0% | 0% | 0% | 0% | - | 0% |
| Hispanic or Latino | 0% | 0% | 0% | 0% | - | 0% |
| Native American or American Indian | 0% | 0% | 0% | 0% | - | 0% |
| Native Hawaiian or Other Pacific Islander | 5% | 8% | 0% | 0% | - | 0% |
| Other / I choose not to disclose | 0% | 0% | 0% | 0% | - | 0% |
| White | 0% | 0% | 0% | 0% | - | 0% |

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% |
| 25-34 years old | 40% | 62% | 0% | 0% | - | 0% |
| 35-44 years old | 50% | 38% | 50% | 100% | - | 0% |
| 45-54 years old | 5% | 0% | 25% | 0% | - | 0% |
| 55-64 years old | 5% | 0% | 25% | 0% | - | 0% |
| 65-74 years old | 0% | 0% | 0% | 0% | - | 0% |
| Not Answered | - | 0% | 0% | 0% | - | 100% |

Participant Demographics – Years of Experience

| Experience | Number | % of Sample |
|--------------------|--------|-------------|
| Less than 1 year | 2 | 10% |
| 1-2 years | 7 | 33% |
| 3-4 years | 6 | 29% |
| 5-6 years | 1 | 5% |
| 7-8 years | 2 | 10% |
| 9-10 years | 1 | 5% |
| 11-15 years | 1 | 5% |
| More than 15 Years | 1 | 5% |

Participant Demographics – Company Type

| Company Type | Number | % of Sample |
|---------------------------------------|--------|-------------|
| Large Pharmaceutical / Biotechnology | 10 | 48% |
| Medium Pharmaceutical / Biotechnology | 5 | 24% |
| Small Pharmaceutical / Biotechnology | 1 | 5% |
| Medical Devices | 3 | 14% |
| Contract Research Organization (CRO) | 1 | 5% |
| Diagnostic Company | 1 | 5% |
| Contract MSL Organization | 0 | 0% |
| Other | 0 | 0% |

Note:

Large Pharmaceutical:
₹10+ Billion.

Medium Pharmaceutical:
₹1-10 Billion.

Small Pharmaceutical:
<₹1 Billion

Participant Demographics – Education

| Education | Number | % of Sample |
|---|--------|-------------|
| PharmD | 1 | 5% |
| PhD | 2 | 10% |
| MD / MBBS (or equivalent) | 10 | 48% |
| Other Doctorate Degree (i.e. PsychD, DNP, etc.) | 1 | 5% |
| Master's Degree (i.e. MS, MSN, etc.) | 4 | 19% |
| Bachelor's Degree (BSN, BS, etc.) | 2 | 10% |
| Other Degree (please specify) | 1 | 5% |

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

| MSL levels (Sr. MSL, Level 1 etc.) | Number | % of Sample |
|------------------------------------|--------|-------------|
| 1 | 7 | 33% |
| 2 | 6 | 29% |
| 3 | 4 | 19% |
| 4+ | 4 | 19% |

Note:

Large Pharmaceutical:

₹10+ Billion.

Medium Pharmaceutical:

₹1-10 Billion.

Small Pharmaceutical:

<₹1 Billion

| Company Size | 1 | 2 | 3 | 4+ |
|--------------------------------------|-----|-----|-----|-----|
| Large Pharmaceutical | 19% | 10% | 5% | 14% |
| Medium Pharmaceutical | 10% | 0% | 10% | 5% |
| Small Pharmaceutical / Biotechnology | 0% | 5% | 0% | 0% |
| Medical Devices | 0% | 14% | 0% | 0% |
| CRO | 5% | 0% | 0% | 0% |
| Diagnostic Company | 0% | 0% | 5% | 0% |
| Contract MSL Organization | 0% | 0% | 0% | 0% |
| Other | 0% | 0% | 0% | 0% |

Participant Demographics – Therapeutic Areas

| Therapeutic Area | Number | % of Sample | Therapeutic Area | Number | % of Sample |
|--|--------|-------------|--|--------|-------------|
| Addiction | 0 | 0% | Nephrology | 0 | 0% |
| Allergy | 1 | 5% | Neurology / CNS/ Neuroscience | 3 | 14% |
| Autoimmune Diseases | 1 | 5% | Nutrition | 1 | 5% |
| Cardiovascular / Thrombosis | 5 | 24% | Oncology | 4 | 19% |
| Dentistry / Oral Medicine | 2 | 10% | Ophthalmology | 1 | 5% |
| Dermatology | 2 | 10% | Otolaryngology | 0 | 0% |
| Diabetes / Metabolic Disorders / Endocrinology | 7 | 33% | Pain | 2 | 10% |
| Gastroenterology | 4 | 19% | Pediatrics | 2 | 10% |
| Genetic Diseases | 0 | 0% | Podiatry | 0 | 0% |
| Hematology | 2 | 10% | Radiology | 0 | 0% |
| HEOR | 0 | 0% | Rare Diseases / Orphan Diseases | 0 | 0% |
| Hepatology | 1 | 5% | Reproductive Health | 1 | 5% |
| HIV | 0 | 0% | Respiratory / Pulmonary | 4 | 19% |
| Immunology | 4 | 19% | Rheumatology / Arthritis / Musculoskeletal / Orthopedics | 1 | 5% |
| Infectious Diseases | 3 | 14% | Surgery | 0 | 0% |
| Managed Care | 0 | 0% | Transplantation | 1 | 5% |
| Medical Devices / Diagnostics | 4 | 19% | Urology | 0 | 0% |
| Mental Health | 2 | 10% | Vaccines | 2 | 10% |
| Movement Disorders | 0 | 0% | Virology (excluding HIV) | 0 | 0% |
| Multiple Sclerosis | 0 | 0% | Women's Health | 0 | 0% |
| Neonatology | 0 | 0% | Other (please specify) | 1 | 5% |

Participant Opinions

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



| Previous Experience | MSL/Sr. MSL |
|---------------------|-------------|
| Yes | 85% |
| No | 15% |
| Number | 13 |

| Previous Experience | Manager / Director of MSLS |
|---------------------|----------------------------|
| Yes | 100% |
| No | 0% |
| Number | 4 |

| Previous Experience | Executive Management / Vice President of Medical Affairs |
|---------------------|--|
| Yes | 67% |
| No | 33% |
| Number | 3 |

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 | 25% |
| No | 50% |
| I have no knowledge of this | 25% |
| Number | 4 |

| MSL Salary Survey Use | Executive Management / Vice President of Medical Affairs |
|-----------------------------|--|
| Yes | 0% |
| No | 100% |
| I have no knowledge of this | 0% |
| Number | 3 |

Currency

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



In our effort to provide ever-increasing value to our global MSL community, this year we utilized, for the first time, local-currency reporting instead of requiring currency conversions to U.S. Dollar values. Unfortunately, we overlooked the possibility that our reporting scale would be unable to capture values greater than 750,000, which would be necessary for several local currencies. For this reason, we are unable to report salary data for this country.

We sincerely apologize for this oversight and will have this fixed for the 2022 reporting year.

All other values are reported in **Indian Rupee**



Questions & Results



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

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 | 46% | 6 |
| No | 54% | 7 |

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 | 12% | 6 |

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 | - | 0 |

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 | 15% | 2 |
| No, I did not receive a salary increase, and I did NOT have a salary review | 8% | 1 |
| No, I did not receive a salary increase, but I did have a salary review | 0% | 0 |
| Yes, 1% - 2% increase | 0% | 0 |
| Yes, 3% - 4% increase | 31% | 4 |
| Yes, 5% - 6% increase | 23% | 3 |
| Yes, 7% - 8% increase | 8% | 1 |
| Yes, 9% - 10% increase | 0% | 0 |
| Yes, More than 10% (Please specify) | 15% | 2 |

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 | ₹78,600 |
| Min | ₹6,000 |
| 25th percentile | ₹32,500 |
| 50th percentile (median) | ₹65,000 |
| 75th percentile | ₹137,500 |
| Max | ₹150,000 |
| Number | 10 |

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% | 8% | 1 |
| 1-4% | 23% | 3 |
| 5-9% | 15% | 2 |
| 10-14% | 31% | 4 |
| 15-19% | 15% | 2 |
| 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 | 8% | 1 |

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 | 46% | 6 |
| No, I am not eligible or they are not awarded at my level | 23% | 3 |
| No, the company does not offer them to any employee | 31% | 4 |
| 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/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 | 85% | 11 |
| Flextime | 15% | 2 |
| Unlimited Days | 0% | 0 |

| Paid Days Off (Not Including Personal Days, Sick Days, Etc.) | Days Off |
|--|----------|
| Average | 19 |
| 25th percentile | 7 |
| 50th percentile (median) | 12 |
| 75th percentile | 30 |
| Number | 11 |

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 mobile phone service | 85% | 11 | Airline travel lounge membership(s) | 8% | 1 |
| Paid sick days | 85% | 11 | Company car | 0% | 0 |
| Health insurance | 77% | 10 | Dental insurance | 0% | 0 |
| Paid time off (holiday or vacation time) | 69% | 9 | Subsidized fitness program or gym membership | 0% | 0 |
| Paid Internet service at home | 54% | 7 | Subsidized childcare | 0% | 0 |
| Parental leave | 46% | 6 | Professional certification(s) fees covered | 0% | 0 |
| Car allowance | 31% | 4 | Professional memberships (associations/societies) | 0% | 0 |
| Retirement plan contribution | 31% | 4 | TSA Pre-Check | 0% | 0 |
| Pension | 23% | 3 | Global Entry | 0% | 0 |
| Professional development funds/budget | 8% | 1 | Other (please specify) | 0% | 0 |
| Continuing professional education credits (i.e. CME, CNE, CPE) fees covered | 8% | 1 | None of the above | 0% | 0 |
| Medical or Industry Journal subscription(s) | 8% | 1 | | | |

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 |
|---|------------|--------|--|------------|--------|
| Car allowance | 54% | 7 | Airline travel lounge membership(s) | 31% | 4 |
| Global Entry | 54% | 7 | Retirement plan contribution | 23% | 3 |
| Company car | 46% | 6 | Paid mobile phone service | 15% | 2 |
| Subsidized childcare | 46% | 6 | Paid Internet service at home | 15% | 2 |
| Professional memberships (associations/societies) | 46% | 6 | Health insurance | 15% | 2 |
| Medical or Industry Journal subscription(s) | 46% | 6 | TSA Pre-Check | 8% | 1 |
| Subsidized fitness program or gym membership | 38% | 5 | Paid time off (holiday or vacation time) | 0% | 0 |
| Pension | 38% | 5 | Paid sick days | 0% | 0 |
| Continuing professional education credits (i.e. CME, CNE, CPE) fees covered | 38% | 5 | Parental leave | 0% | 0 |
| Dental insurance | 31% | 4 | Other (please specify) | 0% | 0 |
| Professional development funds/budget | 31% | 4 | None of the above | 0% | 0 |
| Professional certification(s) fees covered | 31% | 4 | | | |

MSL/Sr. MSL – Satisfaction

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

| Pre-tax Annual Base Salary | Percentage | Number |
|----------------------------|------------|--------|
| Very Satisfied | 0% | 0 |
| Satisfied | 54% | 7 |
| Dissatisfied | 46% | 6 |
| Very Dissatisfied | 0% | 0 |

How satisfied are you with your overall annual compensation?

| Overall Annual Compensation | Percentage | Number |
|-----------------------------|------------|--------|
| Very Satisfied | 0% | 0 |
| Satisfied | 46% | 6 |
| Dissatisfied | 46% | 6 |
| Very Dissatisfied | 8% | 1 |

How satisfied are you with the benefits your employer provides?

| Benefits Provided | Percentage | Number |
|-------------------|------------|--------|
| Very Satisfied | 0% | 0 |
| Satisfied | 62% | 8 |
| Dissatisfied | 31% | 4 |
| Very Dissatisfied | 8% | 1 |

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 | 38 | 3 | 35 | 50 | 50 | 51 |
| Large Pharmaceutical / Biotechnology | 48 | 43 | 47 | 50 | 51 | 51 |
| Medium Pharmaceutical / Biotechnology | 45 | 35 | 43 | 50 | 50 | 50 |
| Small Pharmaceutical / Biotechnology | - | - | - | - | - | - |
| Medical Devices | 3 | 3 | 3 | 3 | 3 | 3 |
| Contract Research Organization (CRO) | 5 | 5 | 5 | 5 | 5 | 5 |
| Diagnostic Company | 10 | 10 | 10 | 10 | 10 | 10 |
| Contract MSL Organization | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |

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 | 3 |
| Min | 1 |
| 25th percentile | 2 |
| 50th percentile (median) | 4 |
| 75th percentile | 5 |
| Max | 10 |
| Number | 9 |

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 | 5 |
| Min | 1 |
| 25th percentile | 2 |
| 50th percentile (median) | 4 |
| 75th percentile | 7 |
| Max | 10 |
| Number | 12 |

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 | 0% | 31% | 15% | 8% | 8% | 0% | 0% | 0% |
| 35-44 years old | 8% | 15% | 8% | 0% | 0% | 8% | 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/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 |
|--|------------|--------|--|------------|--------|
| Excessive travel/lack of work-life balance | 33% | 3 | Lack of interest in Therapeutic Area/Product | 0% | 0 |
| Company culture (not a good fit) | 22% | 2 | Lack of Job security | 0% | 0 |
| Didn't get along with MSL(s) on my team | 11% | 1 | Lack of professional development opportunities | 0% | 0 |
| I did not get the raise I was expecting or deserved | 11% | 1 | Lack of training | 0% | 0 |
| Lack of or no opportunities for career advancement/promotion | 11% | 1 | Other | 0% | 0 |
| Lack of recognition | 11% | 1 | Relocated to another city or geographical area | 0% | 0 |
| Didn't like my manager | 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

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 | 0% | 0 |
| Fair | 46% | 6 |
| Insufficient | 46% | 6 |
| Very Insufficient | 8% | 1 |

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 | 92% | 12 | Identify and training speakers | 54% | 7 |
| Attending medical conferences (and other conference support) | 85% | 11 | Supporting and coordinating company sponsored research/trials | 54% | 7 |
| Training and supporting sales force | 85% | 11 | Gathering Insights | 54% | 7 |
| Delivering scientific presentations | 69% | 9 | Mentoring/Training new MSLs | 46% | 6 |
| Supporting Advisory Boards | 69% | 9 | Material Review (publications, educational materials, slides, etc.) | 46% | 6 |
| Tools Development (slides, training materials, etc) | 69% | 9 | Providing input for Medical Strategy | 46% | 6 |
| Educating KOLs & other Healthcare Professionals | 62% | 8 | Medical publications | 38% | 5 |
| Competitive intelligence gathering | 62% | 8 | Managed Care Activities | 15% | 2 |
| Continuing Medical Education (CME) activities | 62% | 8 | HEOR presentations or research | 8% | 1 |
| Supporting investigator led research (IITs ISTs etc.) | 54% | 7 | Other (please specify) | 8% | 1 |



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

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 | 6 | 0 | 2 | 5 | 8 | 8 | 4 |
| Large Pharmaceutical / Biotechnology | 2 | 0 | 1 | 1 | 2 | 2 | 2 |
| Medium Pharmaceutical / Biotechnology | 8 | 8 | 8 | 8 | 8 | 8 | 2 |
| Small Pharmaceutical / Biotechnology | - | - | - | - | - | - | 0 |
| Medical Devices | - | - | - | - | - | - | 0 |
| Contract Research Organization (CRO) | - | - | - | - | - | - | 0 |
| Diagnostic Company | - | - | - | - | - | - | 0 |
| Contract MSL Organization | - | - | - | - | - | - | 0 |
| Other | - | - | - | - | - | - | 0 |

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 | 0% | 0 |
| No | 100% | 4 |

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 |

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 | 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 | 25% | 1 |
| Yes, 3% - 4% increase | 0% | 0 |
| Yes, 5% - 6% increase | 50% | 2 |
| Yes, 7% - 8% increase | 25% | 1 |
| Yes, 9% - 10% increase | 0% | 0 |
| Yes, More than 10% (Please specify) | 0% | 0 |

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 | ₹134,000 |
| Min | ₹99,000 |
| 25th percentile | ₹128,250 |
| 50th percentile (median) | ₹143,500 |
| 75th percentile | ₹149,250 |
| Max | ₹150,000 |
| Number | 4 |

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% | 25% | 1 |
| 5-9% | 0% | 0 |
| 10-14% | 25% | 1 |
| 15-19% | 0% | 0 |
| 20-24% | 0% | 0 |
| 25-29% | 50% | 2 |
| 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 | 0% | 0 |
| No, not this year | 50% | 2 |
| No, I am not eligible or they are not awarded at my level | 50% | 2 |
| 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 |

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% | 4 |
| Flextime | 0% | 0 |
| Unlimited Days | 0% | 0 |

| Paid Days Off (Not Including Personal Days, Sick Days, Etc.) | Days Off |
|--|----------|
| Average | 23 |
| 25th percentile | 14 |
| 50th percentile (median) | 18 |
| 75th percentile | 27 |
| Number | 4 |

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 |
|--|------------|--------|---|------------|--------|
| Health insurance | 100% | 4 | Continuing professional education credits (i.e. CME, CNE, CPE) fees covered | 25% | 1 |
| Paid mobile phone service | 75% | 3 | Company car | 0% | 0 |
| Paid Internet service at home | 75% | 3 | Dental insurance | 0% | 0 |
| Paid sick days | 75% | 3 | Subsidized childcare | 0% | 0 |
| Paid time off (holiday or vacation time) | 50% | 2 | Professional memberships (associations/societies) | 0% | 0 |
| Parental leave | 50% | 2 | Medical or Industry Journal subscription(s) | 0% | 0 |
| Retirement plan contribution | 50% | 2 | Airline travel lounge membership(s) | 0% | 0 |
| Car allowance | 25% | 1 | TSA Pre-Check | 0% | 0 |
| Subsidized fitness program or gym membership | 25% | 1 | Global Entry | 0% | 0 |
| Pension | 25% | 1 | Other (please specify) | 0% | 0 |
| Professional development funds/budget | 25% | 1 | None of the above | 0% | 0 |
| Professional certification(s) fees covered | 25% | 1 | | | |

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 |
|---|------------|--------|---|------------|--------|
| Car allowance | 50% | 2 | Paid Internet service at home | 0% | 0 |
| Dental insurance | 50% | 2 | Paid sick days | 0% | 0 |
| Continuing professional education credits (i.e. CME, CNE, CPE) fees covered | 50% | 2 | Health insurance | 0% | 0 |
| Airline travel lounge membership(s) | 50% | 2 | Parental leave | 0% | 0 |
| Company car | 25% | 1 | Pension | 0% | 0 |
| Paid time off (holiday or vacation time) | 25% | 1 | Retirement plan contribution | 0% | 0 |
| Subsidized fitness program or gym membership | 25% | 1 | Professional development funds/budget | 0% | 0 |
| Subsidized childcare | 25% | 1 | Medical or Industry Journal subscription(s) | 0% | 0 |
| Professional certification(s) fees covered | 25% | 1 | TSA Pre-Check | 0% | 0 |
| Professional memberships (associations/societies) | 25% | 1 | Other (please specify) | 0% | 0 |
| Global Entry | 25% | 1 | None of the above | 0% | 0 |
| Paid mobile phone service | 0% | 0 | | | |

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 | 25% | 1 |
| Dissatisfied | 50% | 2 |
| Very Dissatisfied | 25% | 1 |

How satisfied are you with your overall annual compensation?

| Overall Annual Compensation | Percentage | Number |
|-----------------------------|------------|--------|
| Very Satisfied | 0% | 0 |
| Satisfied | 25% | 1 |
| Dissatisfied | 50% | 2 |
| Very Dissatisfied | 25% | 1 |

How satisfied are you with the benefits your employer provides?

| Benefits Provided | Percentage | Number |
|-------------------|------------|--------|
| Very Satisfied | 25% | 1 |
| Satisfied | 50% | 2 |
| Dissatisfied | 0% | 0 |
| Very Dissatisfied | 25% | 1 |

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% | 0% | 0% | 0% | 0% |
| 35-44 years old | 25% | 0% | 25% | 0% | 0% | 0% | 0% | 0% |
| 45-54 years old | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 25% |
| 55-64 years old | 0% | 25% | 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 |
|---|------------|--------|--|------------|--------|
| Didn't like my manager | 50% | 1 | Lack of or no opportunities for career advancement/promotion | 0% | 0 |
| Lack of Job security | 50% | 1 | Lack of professional development opportunities | 0% | 0 |
| Company culture (not a good fit) | 0% | 0 | Lack of recognition | 0% | 0 |
| Didn't get along with MSL(s) on my team | 0% | 0 | Lack of training | 0% | 0 |
| Excessive travel/lack of work-life balance | 0% | 0 | Other | 0% | 0 |
| I did not get the raise I was expecting or deserved | 0% | 0 | Relocated to another city or geographical area | 0% | 0 |
| I was terminated/laid off | 0% | 0 | Was offered a higher salary elsewhere | 0% | 0 |
| Lack of interest in Therapeutic Area/Product | 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 | 75% | 3 |
| Insufficient | 25% | 1 |
| 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% | 1 |
| No | 75% | 3 |

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 | 25% | 1 |
| No | 50% | 2 |
| I have no knowledge of this | 25% | 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 | - |
| Medium Pharmaceutical / Biotechnology | ₹ 4,250,000 |
| Small Pharmaceutical / Biotechnology | - |
| 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 | ₹ 50,000 |
| Small Pharmaceutical / Biotechnology | - |
| 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 | ₹ 2,500,000 |
| Small Pharmaceutical / Biotechnology | - |
| Medical Devices | - |
| Contract Research Organization (CRO) | - |
| Diagnostic Company | - |
| Contract MSL Organization | - |

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

Executive Management / Vice President 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 | 67% | 2 |
| No | 33% | 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 | 5% | 2 |

Executive Management / Vice President 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 / Vice President 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 | 0% | 0 |
| No, I did not receive a salary increase, but I did have a salary review | 0% | 0 |
| Yes, 1% - 2% increase | 0% | 0 |
| Yes, 3% - 4% increase | 33% | 1 |
| Yes, 5% - 6% increase | 0% | 0 |
| Yes, 7% - 8% increase | 67% | 2 |
| Yes, 9% - 10% increase | 0% | 0 |
| Yes, More than 10% (Please specify) | 0% | 0 |

Executive Management / Vice President 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 | ₹68,000 |
| Min | ₹60,000 |
| 25th percentile | ₹64,000 |
| 50th percentile (median) | ₹68,000 |
| 75th percentile | ₹72,000 |
| Max | ₹76,000 |
| Number | 2 |

Executive Management / Vice President 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% | 33% | 1 |
| 1-4% | 0% | 0 |
| 5-9% | 0% | 0 |
| 10-14% | 33% | 1 |
| 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 | 33% | 1 |

Executive Management / Vice President 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 | 0% | 0 |
| 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 | 100% | 3 |
| 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 / Vice President 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 | 67% | 2 |
| Flextime | 33% | 1 |
| Unlimited Days | 0% | 0 |

| Paid Days Off (Not Including Personal Days, Sick Days, Etc.) | Days Off |
|--|----------|
| Average | 14 |
| 25th percentile | 14 |
| 50th percentile (median) | 14 |
| 75th percentile | 14 |
| Number | 1 |

Executive Management / Vice President 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% | 3 | Pension | 33% | 1 |
| Paid Internet service at home | 100% | 3 | Global Entry | 33% | 1 |
| Paid sick days | 100% | 3 | Car allowance | 0% | 0 |
| Continuing professional education credits (i.e. CME, CNE, CPE) fees covered | 100% | 3 | Company car | 0% | 0 |
| Paid time off (holiday or vacation time) | 67% | 2 | Dental insurance | 0% | 0 |
| Health insurance | 67% | 2 | Subsidized fitness program or gym membership | 0% | 0 |
| Retirement plan contribution | 67% | 2 | Subsidized childcare | 0% | 0 |
| Professional development funds/budget | 67% | 2 | Airline travel lounge membership(s) | 0% | 0 |
| Professional certification(s) fees covered | 67% | 2 | TSA Pre-Check | 0% | 0 |
| Professional memberships (associations/societies) | 67% | 2 | Other (please specify) | 0% | 0 |
| Medical or Industry Journal subscription(s) | 67% | 2 | None of the above | 0% | 0 |
| Parental leave | 33% | 1 | | | |

Executive Management / Vice President 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 |
|---|------------|--------|---|------------|--------|
| Dental insurance | 67% | 2 | Medical or Industry Journal subscription(s) | 33% | 1 |
| Car allowance | 33% | 1 | Airline travel lounge membership(s) | 33% | 1 |
| Company car | 33% | 1 | TSA Pre-Check | 33% | 1 |
| Paid time off (holiday or vacation time) | 33% | 1 | Global Entry | 33% | 1 |
| Health insurance | 33% | 1 | Paid mobile phone service | 0% | 0 |
| Subsidized fitness program or gym membership | 33% | 1 | Paid Internet service at home | 0% | 0 |
| Subsidized childcare | 33% | 1 | Paid sick days | 0% | 0 |
| Pension | 33% | 1 | Parental leave | 0% | 0 |
| Retirement plan contribution | 33% | 1 | Professional certification(s) fees covered | 0% | 0 |
| Professional development funds/budget | 33% | 1 | Other (please specify) | 0% | 0 |
| Continuing professional education credits (i.e. CME, CNE, CPE) fees covered | 33% | 1 | None of the above | 0% | 0 |
| Professional memberships (associations/societies) | 33% | 1 | | | |

Executive Management / Vice President of Medical Affairs – Satisfaction



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

| Pre-tax Annual Base Salary | Percentage | Number |
|----------------------------|------------|--------|
| Very Satisfied | 0% | 0 |
| Satisfied | 67% | 2 |
| Dissatisfied | 0% | 0 |
| Very Dissatisfied | 33% | 1 |

How satisfied are you with your overall annual compensation?

| Overall Annual Compensation | Percentage | Number |
|-----------------------------|------------|--------|
| Very Satisfied | 0% | 0 |
| Satisfied | 67% | 2 |
| Dissatisfied | 0% | 0 |
| Very Dissatisfied | 33% | 1 |

How satisfied are you with the benefits your employer provides?

| Benefits Provided | Percentage | Number |
|-------------------|------------|--------|
| Very Satisfied | 67% | 2 |
| Satisfied | 0% | 0 |
| Dissatisfied | 0% | 0 |
| Very Dissatisfied | 33% | 1 |

Executive Management / Vice President 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% | 67% | 0% | 0% | 0% | 33% | 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% | | | | | | | |

Executive Management / Vice President 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 / Vice President 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 | 67% | 2 |
| Insufficient | 33% | 1 |
| Very Insufficient | 0% | 0 |

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