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

2007 Compensation Survey  
Summary Results

October 2007
Survey Highlights

- 890 responses were received from 3,229 members surveyed, a 28% response rate.
- More than 541, or over 60% of participants are employed by industrial corporations. Responses were closely representative of industry sectors in the survey population.
- The most frequent job titles were Director (32%) and Manager (27%).

Overall Results

- Median Base Salary $127,500
- Median Bonus 7.5% (36% reported none)
- Median Total 2007 Cash Compensation $157,500

- This year, 43% of respondents will receive stock options. Stock options were most prevalent in the West (54%) and in Transportation and Mechatronics (83%) firms.
- 28% of respondents have 5 to less than 10 years of experience while 64% of respondents have 5 or more years of experience.
- 66% of respondents have been LES members for 3 years or more.
- 87% of respondents have a Post–Graduate Degree.

Median Data for Employers

- Employer Size: 4,000 employees
- Revenue: $375,000,000

Licensing Activities

- Over 93% of respondents are involved in international licensing transactions with the lowest level of activity present in the Electronics sector reporting 86% involvement in international licensing transactions.
- More than 75% of respondents’ employers conduct Out-licensing, Academic/Industry Collaborations, and R&D collaboration activities.
- Only 32% of participants’ employers are engaged in Co-Promotions
LES 2007 Compensation Survey
Responses by Organization Size

Number of Employees

- Less than 50: 17%
- 50 or more, but less than 100: 9%
- 100 or more, but less than 500: 11%
- 500 or more, but less than 1,000: 6%
- 1,000 or more, but less than 2,000: 6%
- 2,000 or more, but less than 3,000: 5%
- 3,000 or more, but less than 5,000: 5%
- 5,000 or more, but less than 10,000: 9%
- 10,000 or more: 33%
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Responses by Employer's Revenue

Annual Revenue

- Less than $50 Million: 31%
- $50 Million or more, but less than $100 Million: 7%
- $100 Million or more, but less than $250 Million: 6%
- $250 Million or more, but less than $500 Million: 8%
- $500 Million or more, but less than $1 Billion: 9%
- $1 Billion or more, but less than $2 Billion: 10%
- $2 Billion or more, but less than $3 Billion: 5%
- $3 Billion or more: 24%
LES 2007 Compensation Survey Responses by Position Title

- Director: 32%
- Manager: 27%
- Vice President: 14%
- Assistant/Associate Director: 10%
- Counsel: 7%
- Executive/Senior Vice President: 5%
- President: 3%
- COO: 1%
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Median Base Salary by Region

N = 849