



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.

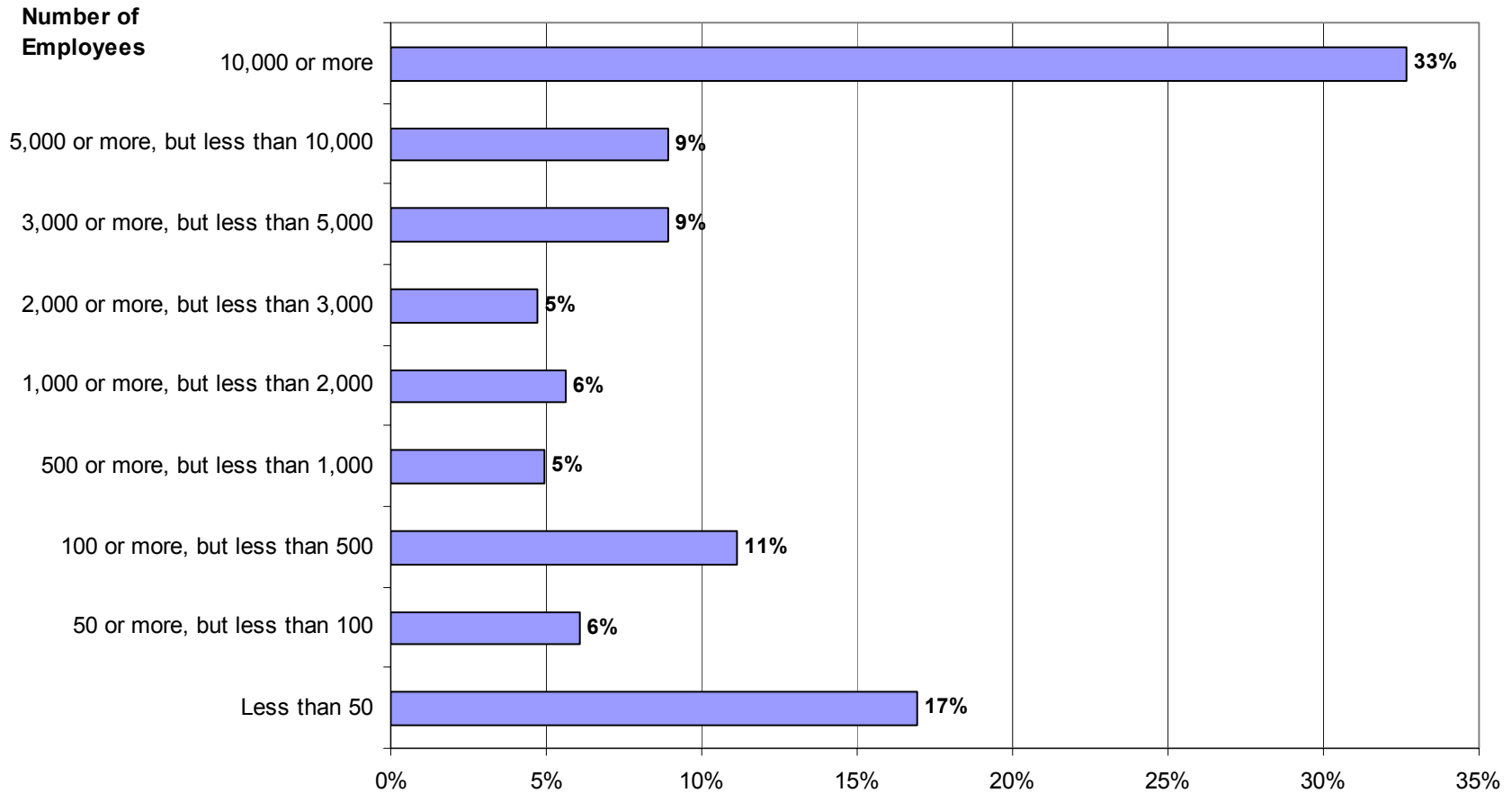
Median Data for Employers

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

Licensing Activities

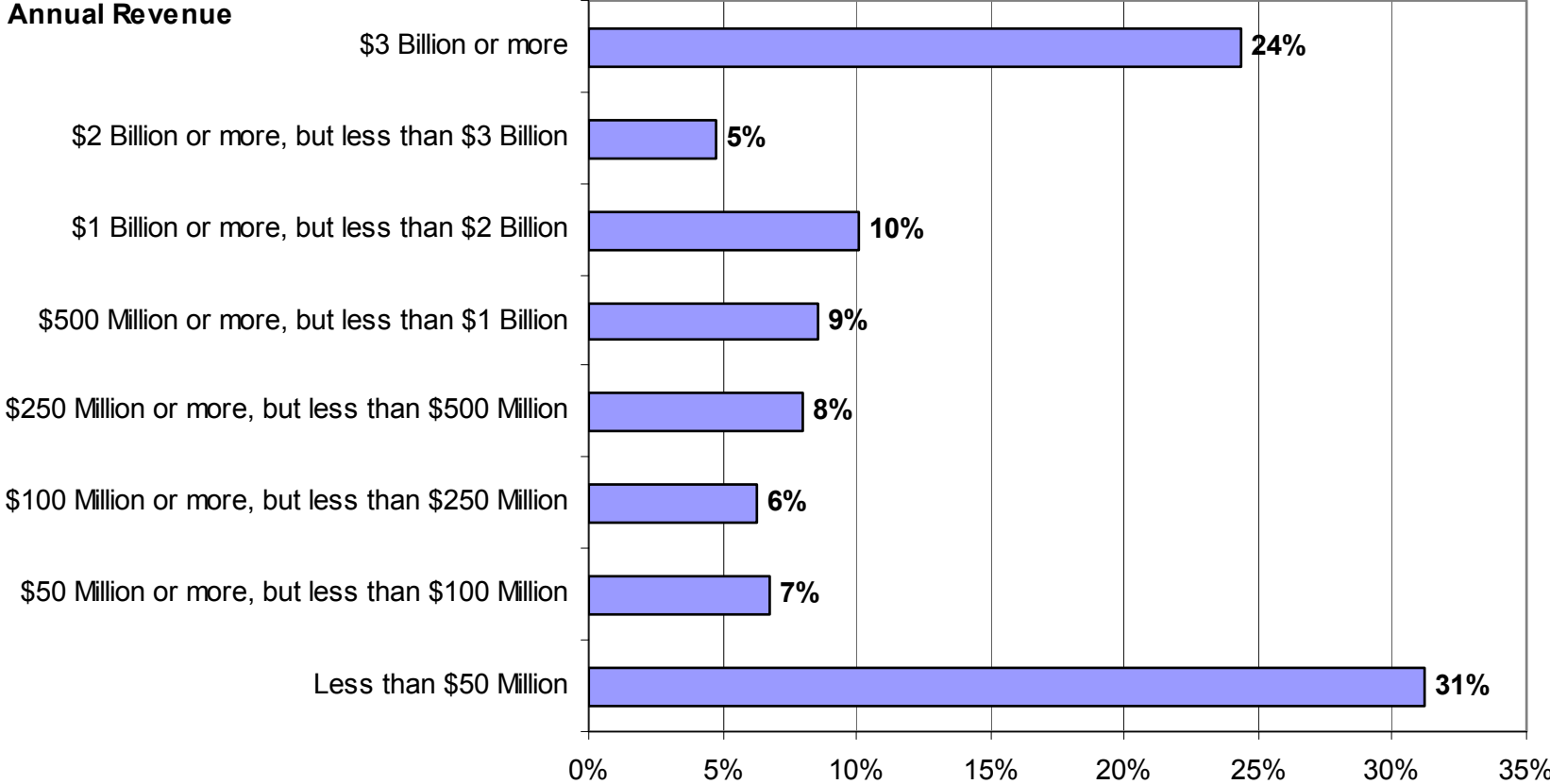
- **Over 93%** of respondents are involved in international licensing transactions with the lowest level of activity present in the Electronics sector reporting 86% involvement in international licensing transactions.
- **More than 75%** of respondents' employers conduct Out-licensing, Academic/Industry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

LES 2007 Compensation Survey Responses by Organization Size

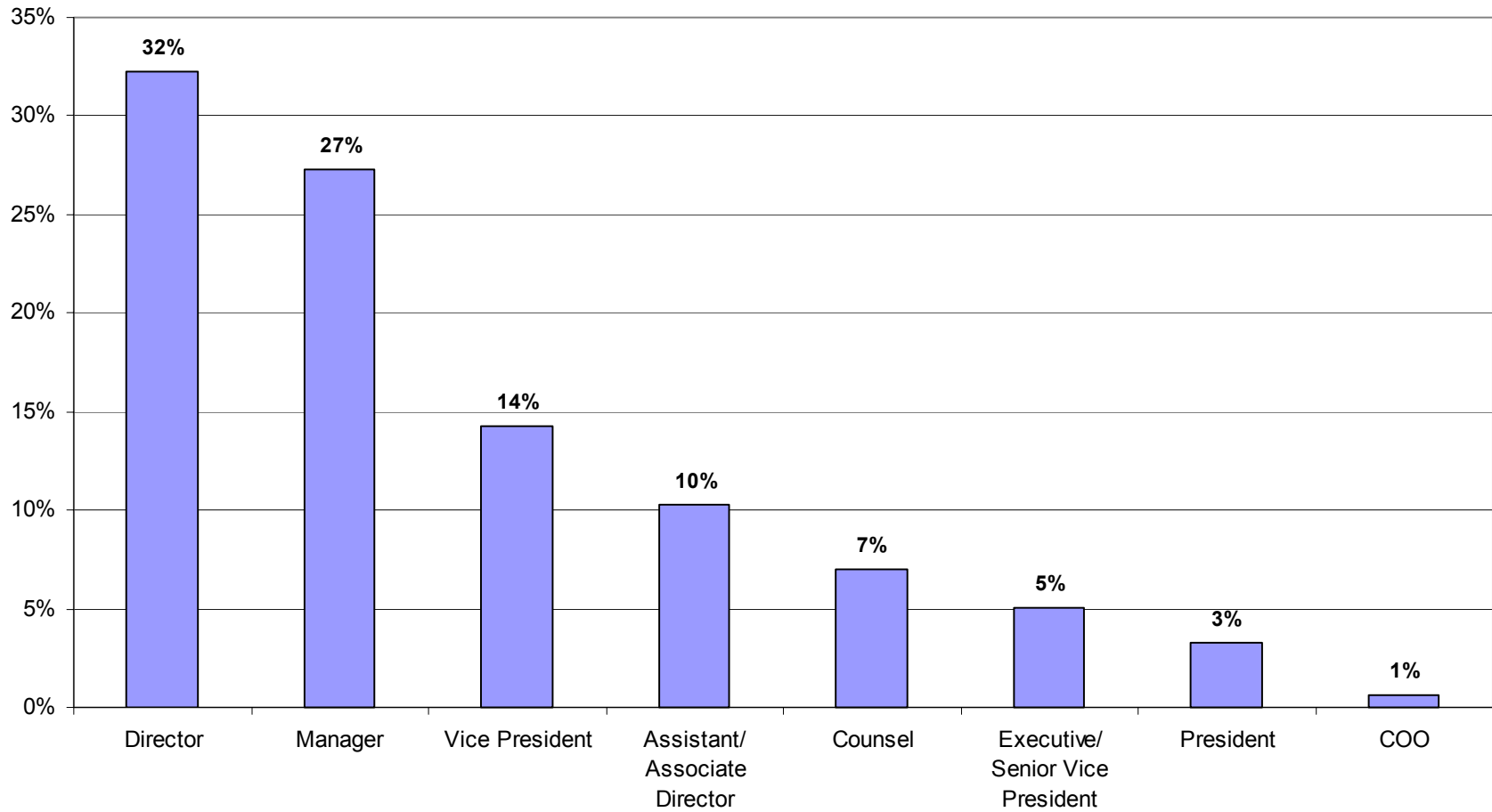


LES 2007 Compensation Survey Responses by Employer's Revenue

Annual Revenue

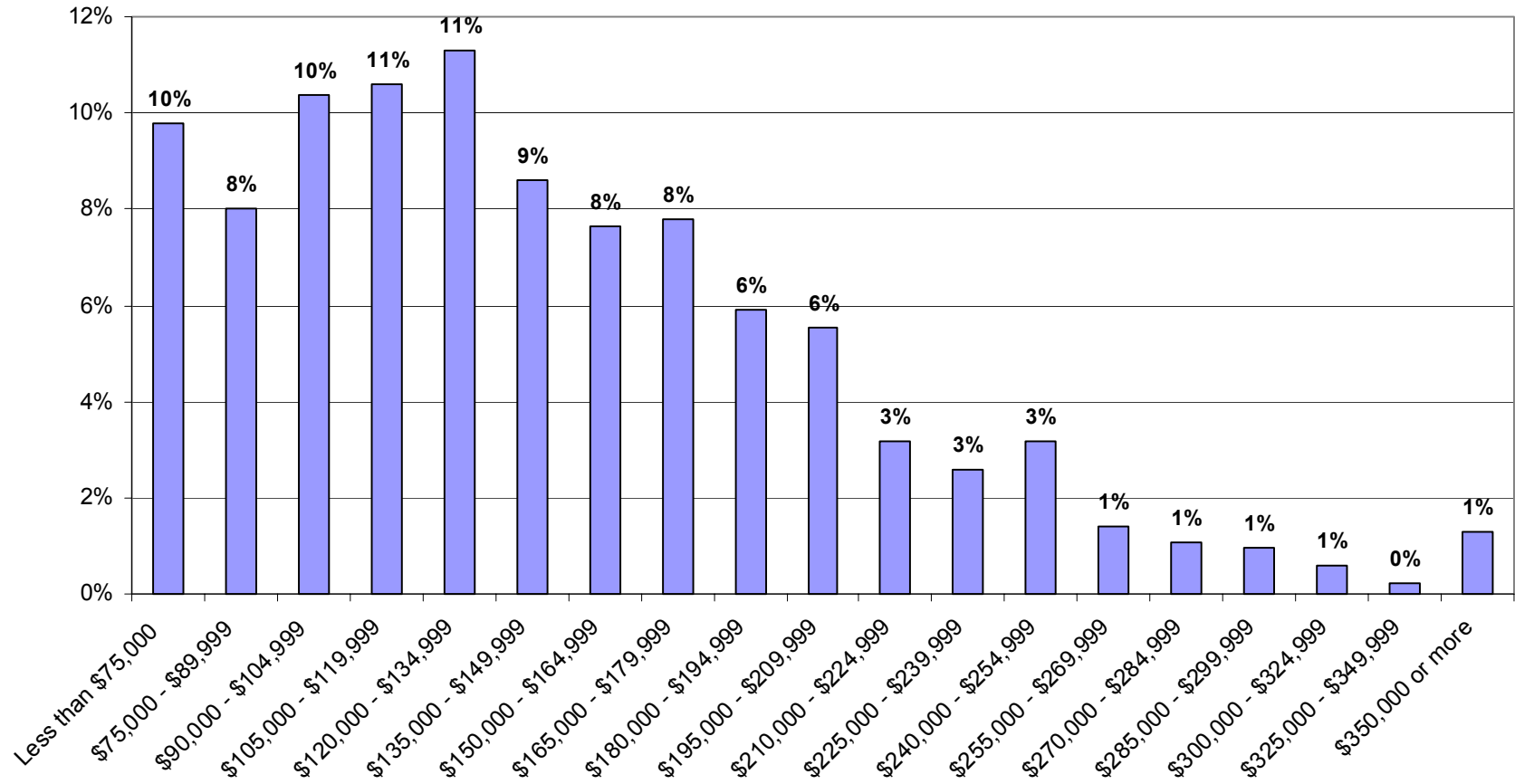


LES 2007 Compensation Survey Responses by Position Title



LES 2007 Compensation Survey Base Salary

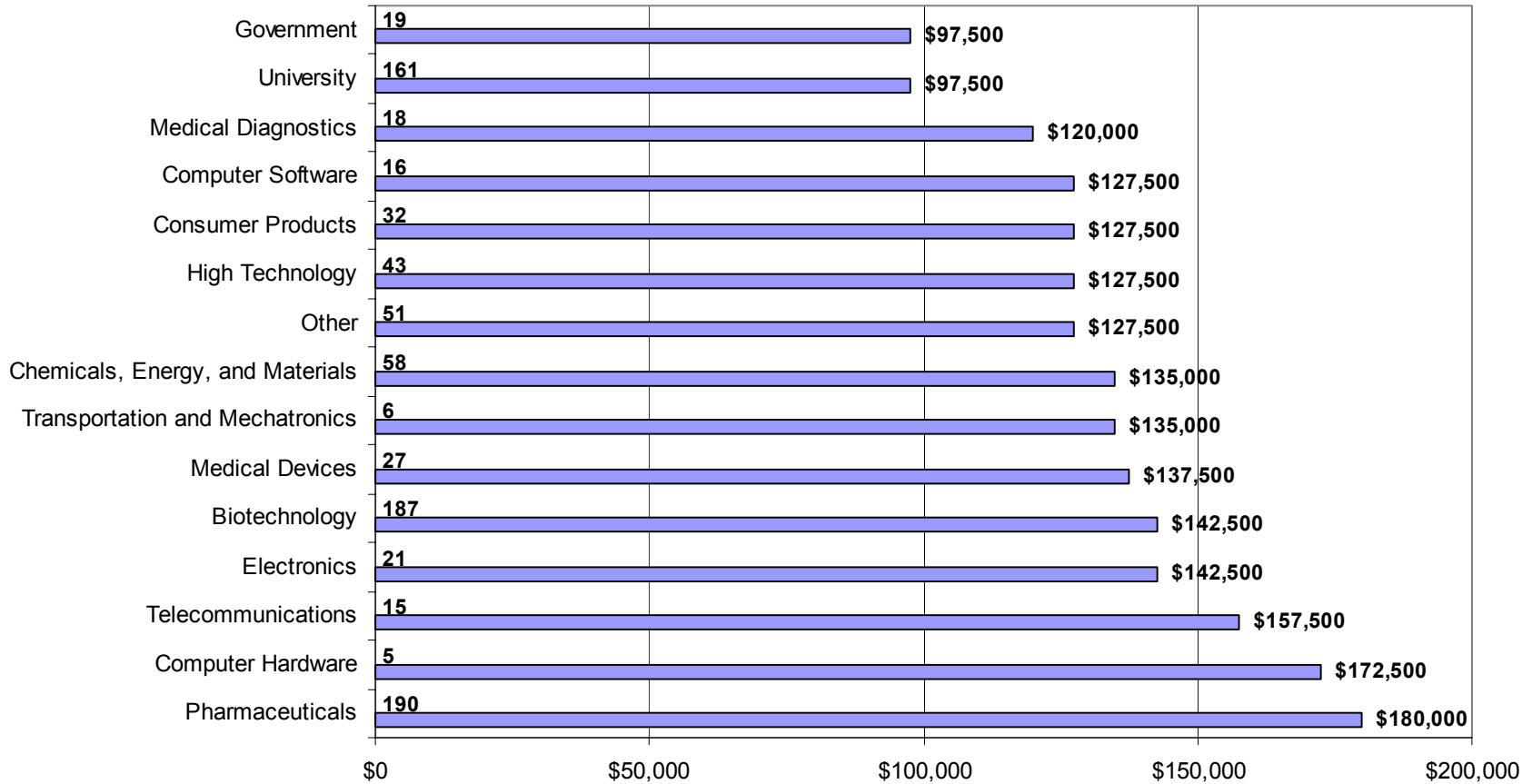
N = 849



LES 2007 Compensation Survey

Median Base Salary by Industry Sector

N = 849



LES 2007 Compensation Survey Median Base Salary by Region

N = 849

