Survey Highlights

• 561 responses were received from 2656 members surveyed, a 21% response rate.

• More than 230, or over 45% 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 (28%) and Manager (18%).

Overall Results

• Median Base Salary $157,500
• Median Bonus 7.5% (44% reported none)
• Median Total 2007 Cash Compensation $172,500

• 22% of respondents indicated that a deferred compensation plan was available to them. Of those 22%, 75% utilized the deferred compensation plan, indicating a median deferred compensation figure of 10% of total salary.

• This year, 34% of respondents will receive stock options. Stock options were most prevalent in the Northeast region (53%) and Telecommunications firms (71%).

• 25% of respondents have 5 to less than 10 years of experience while 87% of respondents have 5 or more years of experience.

• 98% of respondents have been LES (USA and Canada) members for 3 years or more.

• 90% of respondents have a Post–Graduate Degree.

Median Data for Employers

• Employer Size: 1,500 employees
• Revenue: $175,000,000

Licensing Activities

• Over 93% of respondents are involved in international licensing transactions with the lowest level of activity present in the Transportation sector reporting 75% involvement in international licensing transactions.

• More than 85% of respondents’ employers conduct Out-licensing. The next most popular licensing activities were Academic/Industry Collaborations (61%), and R&D collaboration activities (72%).

• Only 32% of participants’ employers are engaged in Co-Promotions
LES 2009 Compensation Survey Responses by Organization Size

- Less than 50 employees: 21%
- 50 < 100 employees: 9%
- 100 < 500 employees: 8%
- 500 < 1,000 employees: 6%
- 1,000 < 2,000 employees: 5%
- 2,000 < 3,000 employees: 3%
- 3,000 < 5,000 employees: 3%
- 5,000 < 10,000 employees: 7%
- 10,000 or More employees: 28%
LES 2009 Compensation Survey Responses by Position Title

- Director: 28%
- Manager: 18%
- Vice President: 14%
- Counsel: 11%
- President: 11%
- Assistant/Associate Director: 9%
- Executive/Senior Vice President: 8%
- COO: 1%
LES 2009 Compensation Survey
Median Base Salary by Industry Sector

N = 507

* Computer Hardware is not reported due to a lack of responses.
LES 2009 Compensation Survey
Median Base Salary by Region

New York Metro: $202,500
Northeast: $172,500
South: $172,500
West: $157,500
Midwest: $142,500
Canada: $127,500

N = 507