



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

2009 Compensation Survey

Summary Results

October 2009

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.

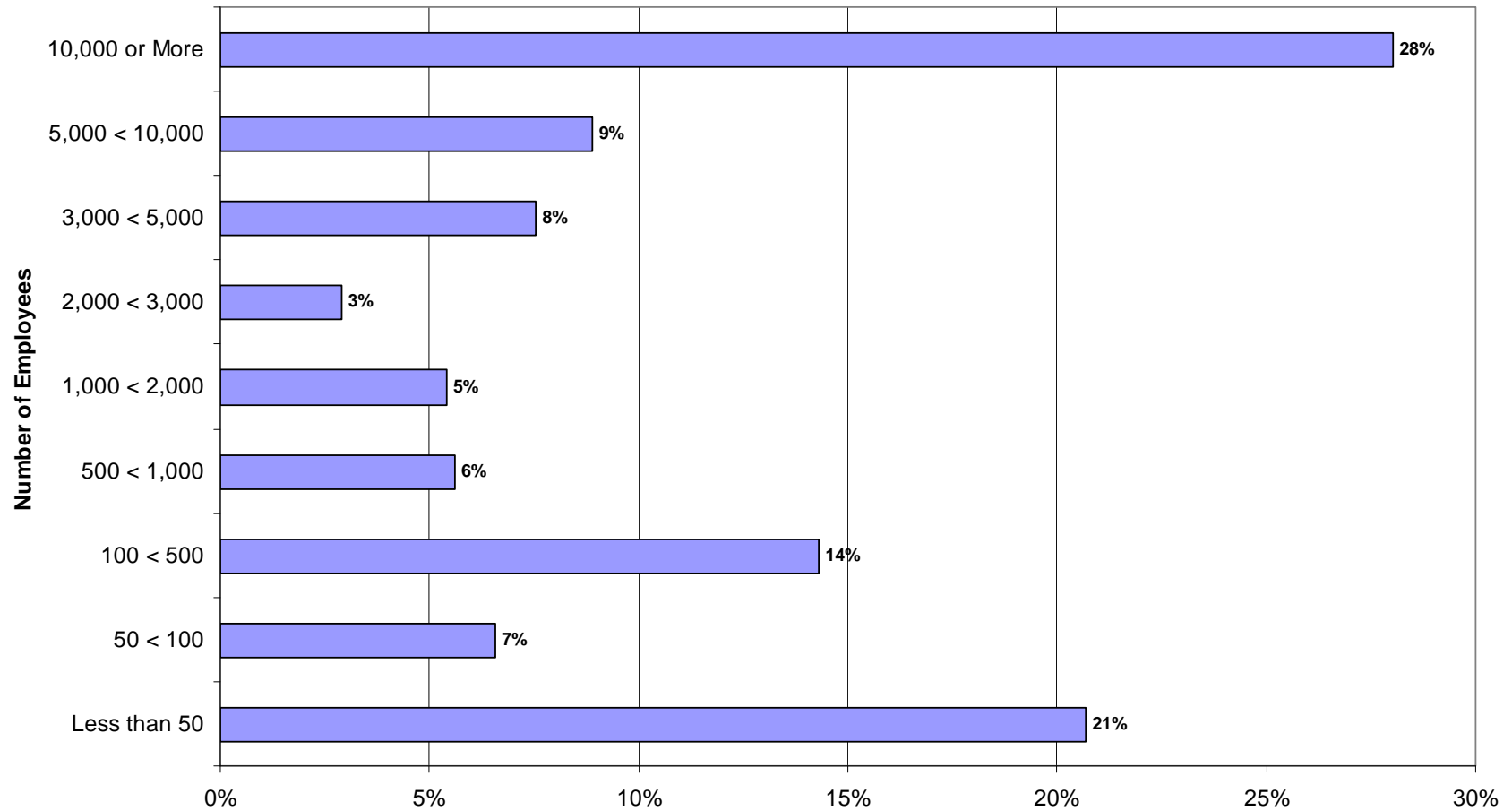
Median Data for Employers

- Employer Size: 1,500 employees
- Revenue: \$175,000,000

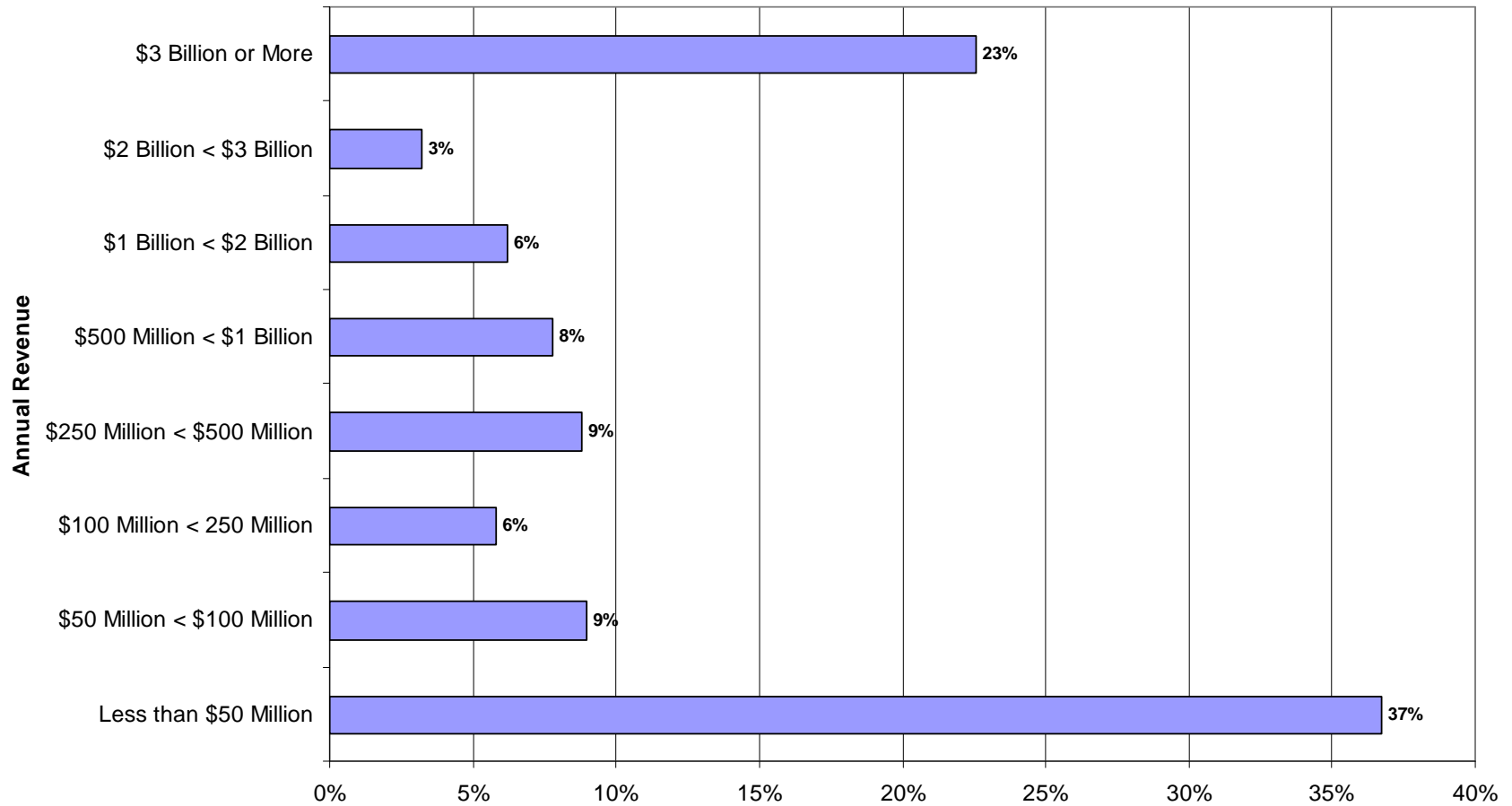
Licensing Activities

- **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

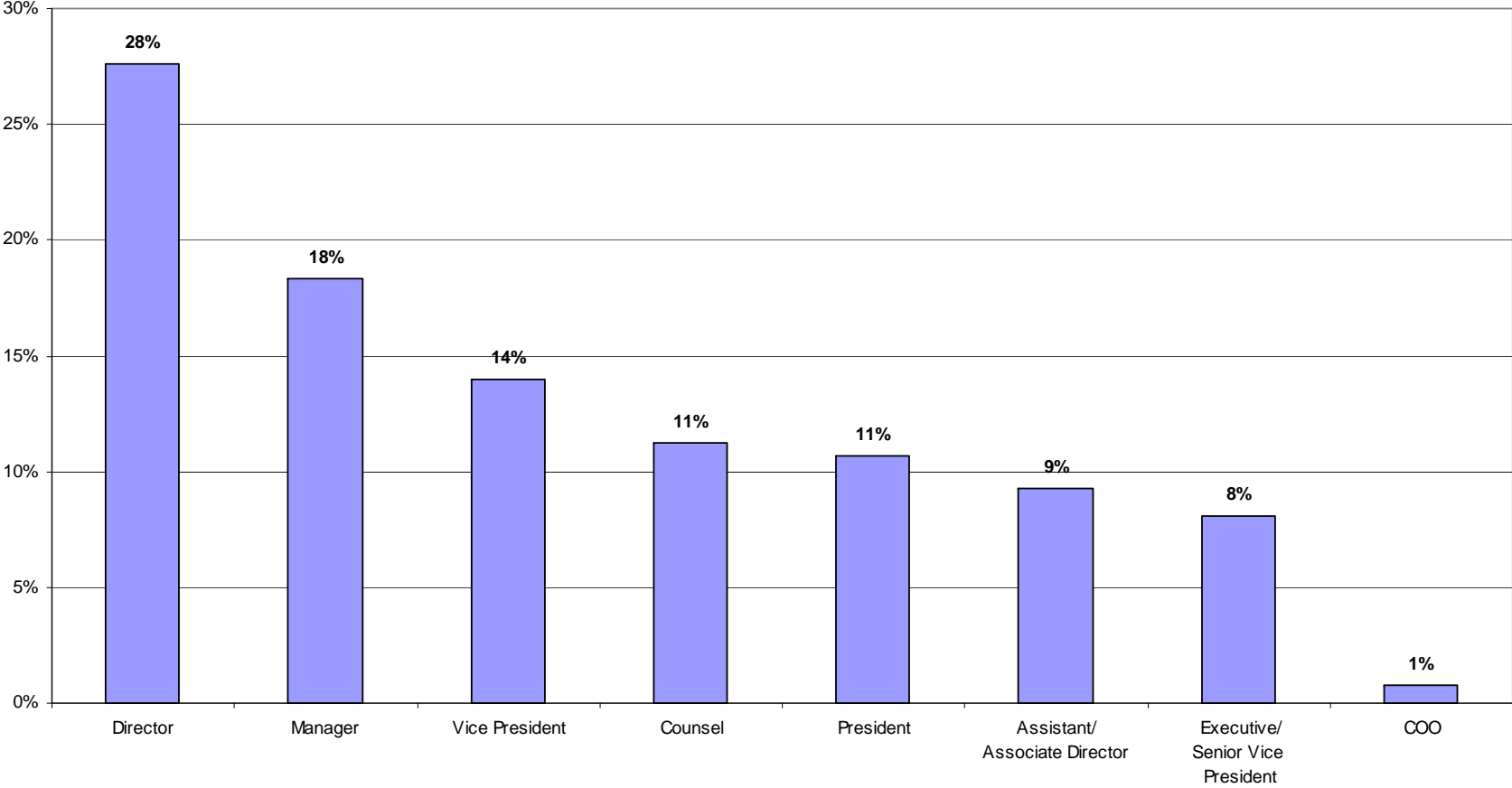
LES 2009 Compensation Survey Responses by Organization Size



LES 2009 Compensation Survey Responses by Employer's Revenue

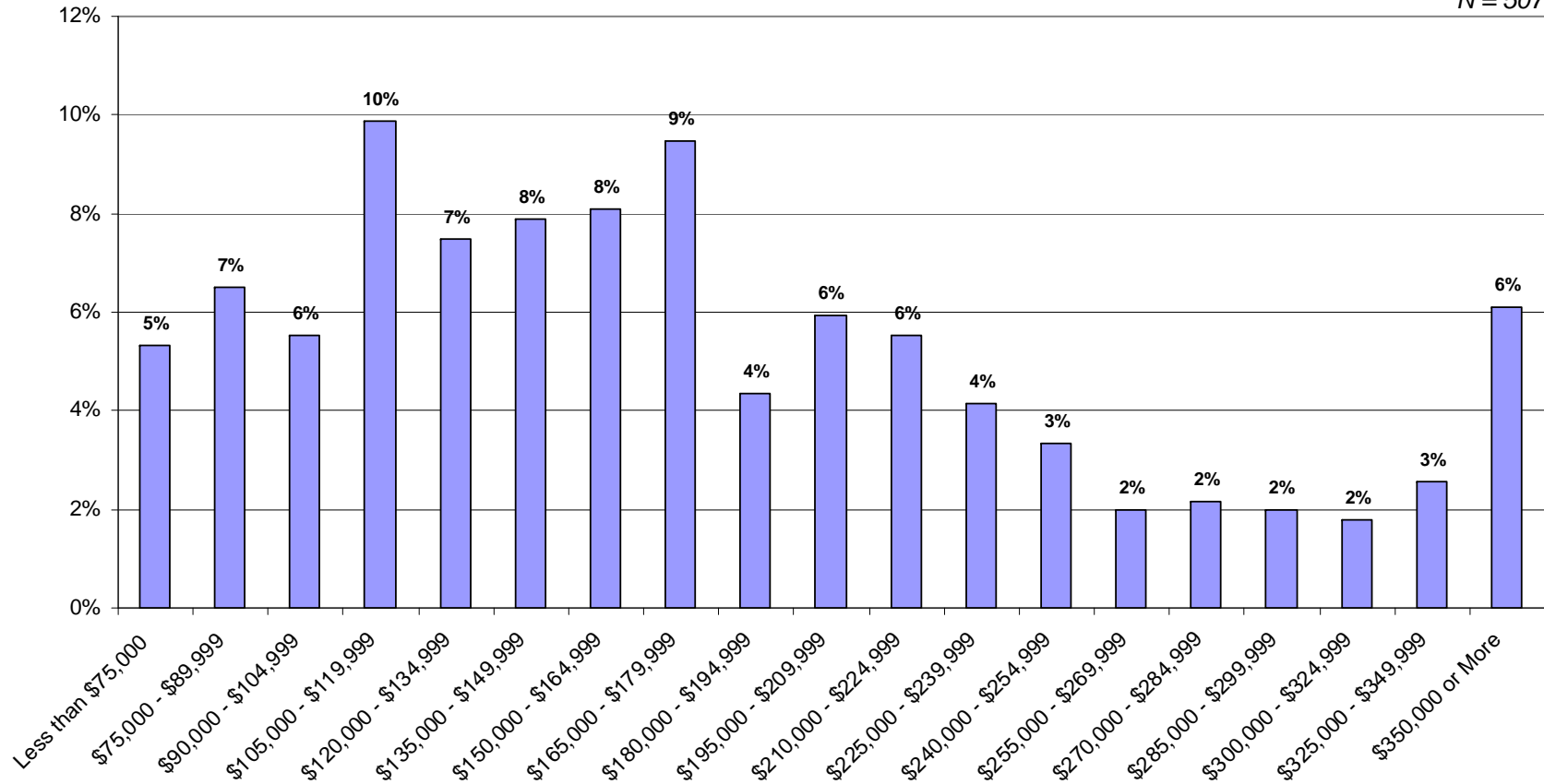


LES 2009 Compensation Survey Responses by Position Title



LES 2009 Compensation Survey Base Salary

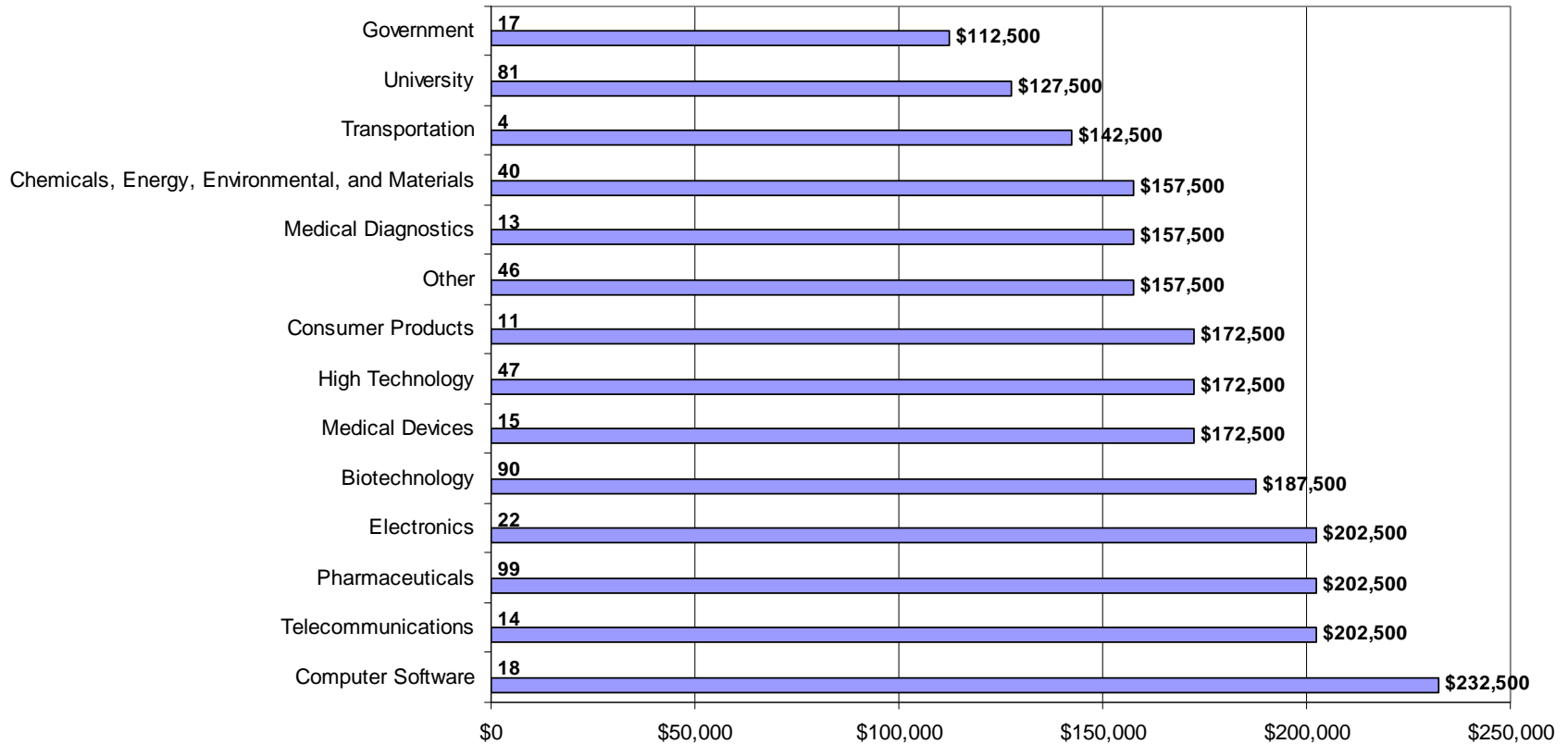
N = 507



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

N = 507

