

# CRO Industry Global Compensation & Turnover Survey

The clinical research outsourcing (CRO) industry is increasingly transitioning from traditional outsourcing models to strategic partnerships and continues to experience rapid growth due to the value CROs contribute to the process of bringing drugs and medical devices to market. For these reasons, the industry is forecast to continue to expand. Clinical research outsourcing companies need to stay abreast of the ever-changing needs of this dynamic and global industry to meet current and future talent demands. The CRO Industry Global Compensation & Turnover Survey is the premier source of market compensation and employee turnover data for clinical research outsourcing companies, and is the longest-running survey of its kind having been conducted since 1998. CROs from around the world participate annually. This Survey provides comprehensive data for more than 250 jobs in the U.S. and in over 50 countries around the world.

## PAST PARTICIPANTS

- ▶ ACI Clinical
- ▶ Acurian, Inc.
- ▶ Atlantic Research Group
- ▶ BioClinica, Inc.
- ▶ Celerion
- ▶ Chiltern (now owned by Covance)
- ▶ Clinipace
- ▶ Covance
- ▶ CTI Clinical Trials and Consulting Service
- ▶ Cytel, Inc.
- ▶ Duke Clinical Research Institute (DCRI)
- ▶ Emmes Corporation
- ▶ FHI Clinical
- ▶ Harvard Clinical Research
- ▶ Hospital Corp. of America
- ▶ ICON
- ▶ Impact Pharmaceutical Services
- ▶ INC Research (now Syneos Health)
- ▶ Innovaderm Research, Inc.
- ▶ inVentiv Health / PharmaNet (now Syneos Health)
- ▶ IQVIA
- ▶ MCRA
- ▶ Medpace
- ▶ Memorial Sloan Kettering Cancer Center
- ▶ Moffitt Cancer Center
- ▶ MPI Research
- ▶ NAMS
- ▶ NEOMED-LABS
- ▶ Novotech
- ▶ Optimumpharm
- ▶ Ora Clinical Research
- ▶ Parexel
- ▶ Path NGO
- ▶ PPD Inc
- ▶ PRA Health Sciences
- ▶ Premier Research
- ▶ ProTrials Research, Inc.
- ▶ PSI Pharma Support America, Inc.
- ▶ Quanticate
- ▶ ResearchPoint Global
- ▶ Rho, Inc.
- ▶ Robarts Clinical Trials
- ▶ Sarah Cannon Research
- ▶ Scimega Research
- ▶ Synteract Inc.
- ▶ Syneos Health
- ▶ Theorem Clinical Research (bought by Chiltern)
- ▶ TKL Research
- ▶ TRIO – Translational Research in Oncology
- ▶ United Biosource – Express Scripts
- ▶ UHG – Ingenix (now Optum360)
- ▶ Westat
- ▶ Worldwide Clinical Trials
- ▶ Wuxi Clinical Development, Inc.

## SURVEY VALUE

- ▶ Focuses on clinical research outsourcing industry
- ▶ Longest-running industry survey of its kind with consistent participation
- ▶ Provides detailed statistics on all elements of total direct compensation
- ▶ Offers information about employee turnover, U.S. geographic pay differentials, compensation and benefit plan design, and perquisites
- ▶ Access to BDO bench strength for your industry compensation and tax questions

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## SURVEY TOPICS & DETAILS

### Comprehensive Market Intelligence

- ▶ Actual base salary
- ▶ Annual incentive eligibility
- ▶ Annual incentive type (including corporate and sales incentives)
- ▶ Target incentive
- ▶ Actual incentive paid
- ▶ Total cash compensation (target and actual)
- ▶ Long-term incentive eligibility and projected value
- ▶ Total direct compensation

### Employee Turnover Rates

- ▶ By key job families
- ▶ U.S. and globally
- ▶ Voluntary and involuntary

### Jobs Covered

- ▶ 268 benchmark job titles
- ▶ Technical, Managerial, and Executive jobs in 19 job families:
  - Bioinformatics
  - Biostatistics
  - Business Development
  - Clinical Pharmacy
  - Clinical Research
  - Database Management
  - Medical Affairs
  - Medical Writing
  - Nursing
  - Pathology

### Special Analysis

- ▶ U.S. geographical pay differentials
- ▶ Early stage and late stage

### Pay, Benefits & Perks

- ▶ Annual incentive plan design
- ▶ Long-term incentive plan design
- ▶ Business development/sales compensation plan design
- ▶ Talent attraction and retention bonuses
- ▶ Benefit plan design and prevalence
- ▶ Perquisite prevalence
- ▶ Allowance prevalence
- ▶ Prevalence of other compensation arrangements such as deferred compensation, employment contracts, change-in-control, and severance agreements

*“The CRO Industry Global Compensation & Turnover Survey provides thoughtful, unique and highly credible information, covering a niche in healthcare and the life sciences industries that is simply not captured effectively through another survey resource. Participating in this survey allowed us to equip our management team with timely information to support fair and competitive pay practices as part of a critical talent retention strategy. Participating in a forum that welcomes creative thinking, is open to new ideas, and is highly responsive in the competitive CRO Labor market has been invaluable in managing the firm’s compensation and retention strategies.”*

#### KIM M FUCHS

Formerly Senior Director, Corporate Human Resources, TKL Research Inc.

## SURVEY COST & HOW TO PARTICIPATE

Survey results are available to participants only; see the pricing guide below for details. To participate, click the appropriate link below to complete the respective online Survey Registration Form.

PARTICIPATION OPTIONS (A OR B):	A. Participants with operations in the U.S.		B. Participants with minimal <sup>2</sup> or no operations in the U.S.
	SURVEY RESULTS MODULE <sup>1</sup> :	United States plus one additional country	Countries outside the U.S.
Base fee for participants	\$3,600	\$395 per country, up to a maximum of \$3,600 for nine or more countries	\$700 per country, up to a maximum of \$4,300 for six or more countries
Additional entry fee for new participants or re-entry fee for skipped year(s) participants	\$400		\$400
Additional late fee for participants submitting completed questionnaires after July 1	\$500		\$500
	<a href="#">Click here to register</a>		<a href="#">Click here to register</a>

1 Must submit data for the country(ies) your organization intends to purchase.

2 Minimal is approximately less than 20 employees.

Note: Pricing is in USD.

This pricing structure is intended to benefit all survey participants in an effort to have as consistent database as possible for meaningful year over year comparisons. This pricing also covers the additional time needed to ensure new/returning participants complete the survey questionnaire and match the survey jobs correctly. New participants are eligible for a one-hour personal session with BDO focused on survey questionnaire completion and job matching. Once you are an annual participant, you realize a significant price discount.

Contact Judy Canavan, Compensation & Benefits Managing Director, at 215-636-5635 or [jcanavan@bdo.com](mailto:jcanavan@bdo.com) with any questions.

## SURVEY TIMEFRAME

- ▶ **Questionnaires Distributed:** March 15
- ▶ **Completed Questionnaires Due:** April 30
- ▶ **Report Publication:** September
- ▶ **Talent Management Roundtables for the U.S.:** October - December
- ▶ **Virtual Roundtable for Participants Outside the U.S.:** February

## COUNTRIES COVERED FOR OUTSIDE THE U.S. SURVEY MODULE

- ▶ Argentina
- ▶ Australia
- ▶ Austria
- ▶ Belgium
- ▶ Brazil
- ▶ Bulgaria
- ▶ Canada
- ▶ Chile
- ▶ China
- ▶ Colombia
- ▶ Costa Rica
- ▶ Croatia
- ▶ Czech Republic
- ▶ Denmark
- ▶ Egypt
- ▶ Finland
- ▶ France
- ▶ Germany
- ▶ Greece
- ▶ Hong Kong
- ▶ Hungary
- ▶ India
- ▶ Indonesia
- ▶ Ireland
- ▶ Israel
- ▶ Italy
- ▶ Japan
- ▶ Jordan
- ▶ Kenya
- ▶ Lebanon
- ▶ Malaysia
- ▶ Mexico
- ▶ Netherlands
- ▶ New Zealand
- ▶ Norway
- ▶ Peru
- ▶ Philippines
- ▶ Poland
- ▶ Portugal
- ▶ Romania
- ▶ Russia
- ▶ Serbia
- ▶ Singapore
- ▶ Slovakia
- ▶ South Africa
- ▶ South Korea
- ▶ Spain
- ▶ Sweden
- ▶ Switzerland
- ▶ Taiwan
- ▶ Thailand
- ▶ Turkey
- ▶ Ukraine
- ▶ United Kingdom
- ▶ Vietnam