

# CRO Industry Global Compensation & Turnover Survey

The clinical research outsourcing industry has experienced rapid growth due to the value they bring to the process of bringing drugs and medical devices to market. For this reason 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 as it is entering its 22nd consecutive year with excellent participation from CROs around the world participating annually. This Survey provides comprehensive data for more than 200 jobs in the U.S. and in over 50 countries around the world.

## PAST PARTICIPANTS

- ▶ Acurian, Inc.
- ▶ Atlantic Research Group
- ▶ BioClinica, Inc.
- ▶ Celerion
- ▶ Chiltern (now owned by Covance)
- ▶ Clinipace
- ▶ Covance
- ▶ CTI Clinical Trials and Consulting Service
- ▶ Duke Clinical Research Institute (DCRI)
- ▶ Harvard Clinical Research
- ▶ Hospital Corp. of America
- ▶ ICON
- ▶ 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
- ▶ NAMSA
- ▶ NEOMED-LABS
- ▶ Novotech
- ▶ 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
- ▶ United Biosource – Express Scripts
- ▶ UHG – Ingenix (now Optum360)
- ▶ Westat
- ▶ Worldwide Clinical Trials

## 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

- ▶ 217 benchmark job titles
- ▶ Technical Managerial and Executive jobs in 18 job families:
  - Biostatistics
  - Business Development
  - Clinical Pharmacy
  - Clinical Research
  - Database Management
  - Medical Affairs
  - Medical Writing
  - Nursing
  - Pathology
  - Patient Recruitment
  - Quality Assurance (Clinical)
  - Regulatory
  - Safety/Pharmacovigilance
  - Site Start-up, Site Operations
  - Site/Study Contract Management
  - Technicians
  - Toxicology

### 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

To participate, complete and return the Survey Registration Form. Survey results are available only to participants, and cost \$3,500 for the United States plus one additional country. Global survey results are available at a cost of \$395 per country up to a maximum of \$3,250 for all countries. **Contact Judy Canavan, Compensation & Benefits Managing Director, at 215-636-5635 or via email at [jcanavan@bdo.com](mailto:jcanavan@bdo.com) with any questions.**

## SURVEY TIMEFRAME

- ▶ **Questionnaires Distributed:** March 15
- ▶ **Completed Questionnaires Due:** April 30

## COUNTRIES COVERED



- ▶ 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