

# 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 as it is entering its 23rd consecutive year with excellent participation from CROs around the world participating 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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Material discussed is meant to provide general information and should not be acted on without professional advice tailored to your needs.

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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 \*NEW
  - 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
  - Therapeutic Strategy \*NEW
  - 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

Survey results are available only to participants. To participate, click the appropriate link below to complete the respective online Survey Registration Form.

Survey Results Module <sup>1</sup>	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.
United States plus one additional country	\$3,500	N/A
Countries outside the U.S.	\$395 per country up to a maximum of \$3,500 for nine or more countries	\$700 per country up to a maximum of \$4,200 for six or more countries
	Click <a href="#">here</a> to register	Click <a href="#">here</a> to register

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

<sup>2</sup> Minimal is approximately less than 20 employees.

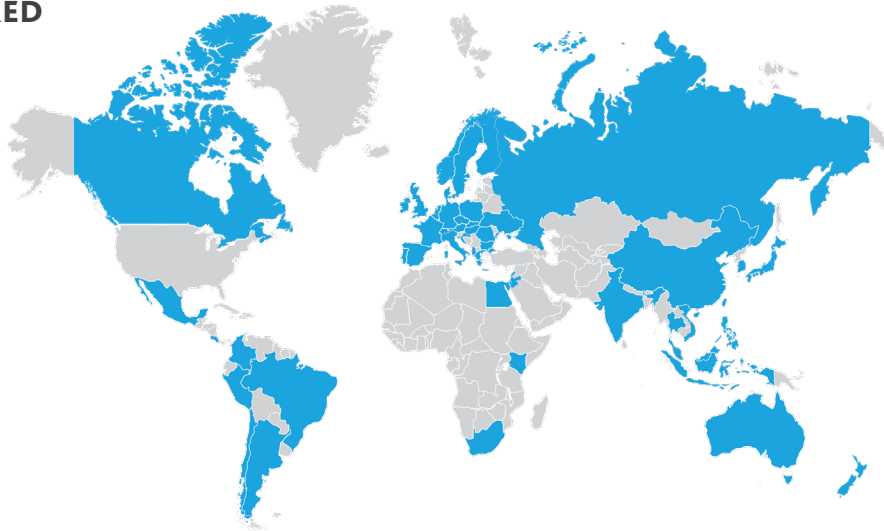
Note: Pricing is in USD.

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
- ▶ U.S. Talent Management Roundtable: December
- ▶ International Roundtable Webinar: February

## 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