



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

2005 Compensation Survey

Summary Results

October 2005

Overview

- Over **1,005** responses were received from 3,348 members surveyed, a **30%** response rate.
- More than **60%** of participants are employed by industrial corporations. Responses were closely representative of industry sectors in the survey population.
- The most prevalent job titles were Director (**29%**) and Manager (**25%**).

Overall Results

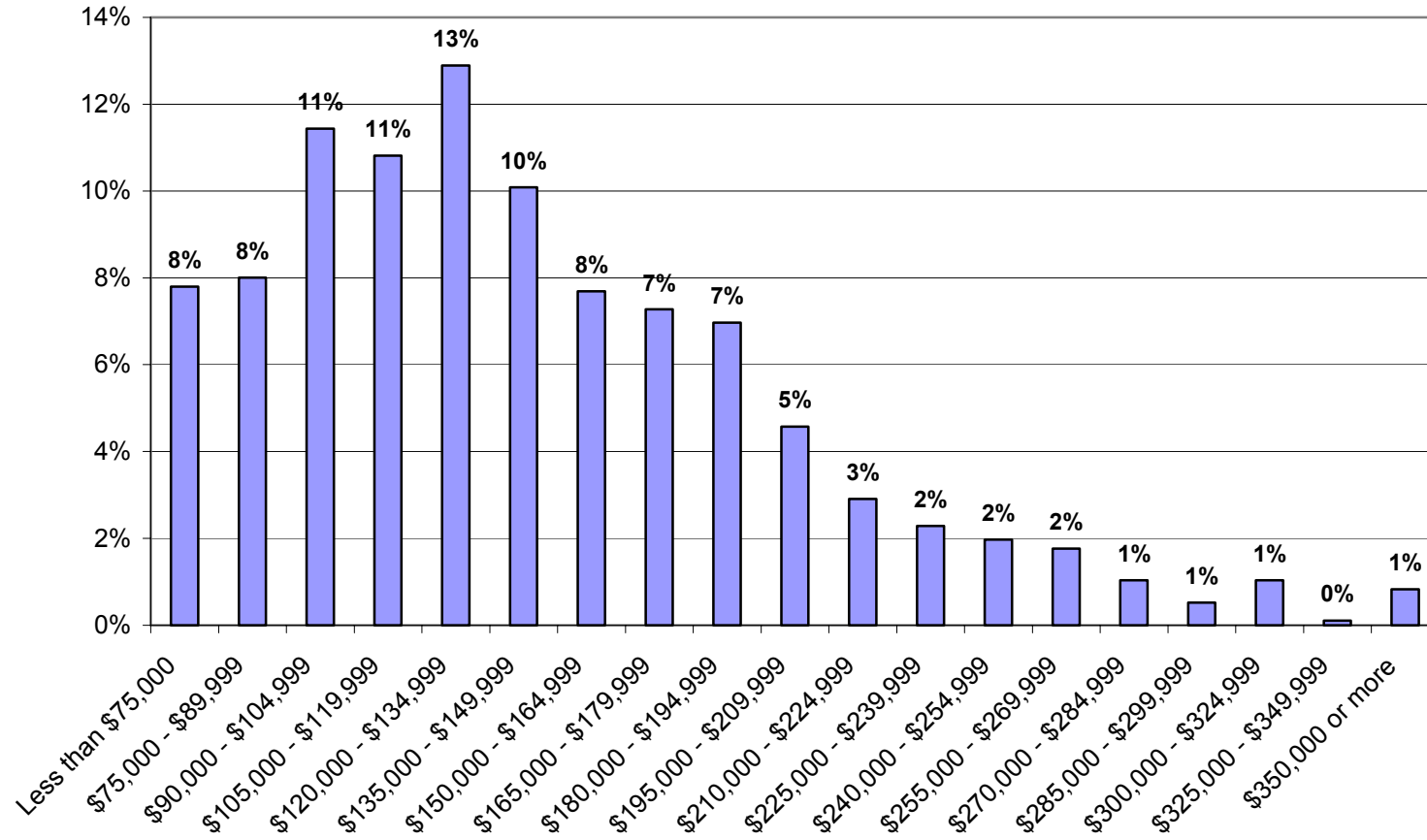
- Median Base Salary **\$127,500**
- Median Bonus **7.5%** (35% reported none)
- Median Total 2005 Cash Compensation **\$157,500**
- This year, **48%** of respondents will receive **stock options**. Stock options were most prevalent in the Northeast and with Telecommunications, Electronics and Biotechnology firms.
- **29%** of respondents have 5-10 years of experience.
- **60%** of participants have been LES members for 3 years or more.
- **87%** of respondents have a Post-Graduate Degree.

Median Data for Employers

- Employer Size: 4,000 employees
- Revenue: \$375,000,000

LES 2005 Compensation Survey Base Salary

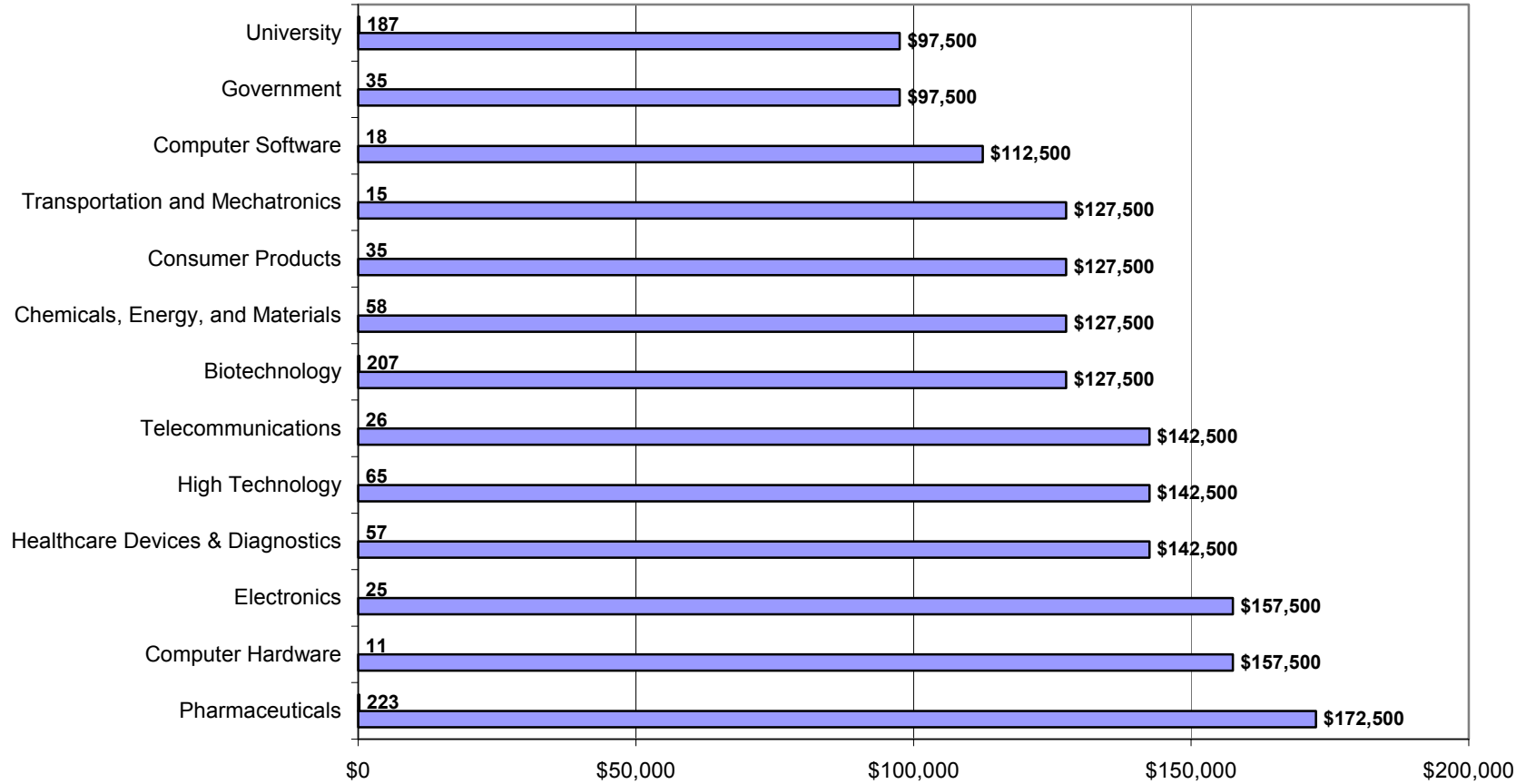
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LES 2005 Compensation Survey

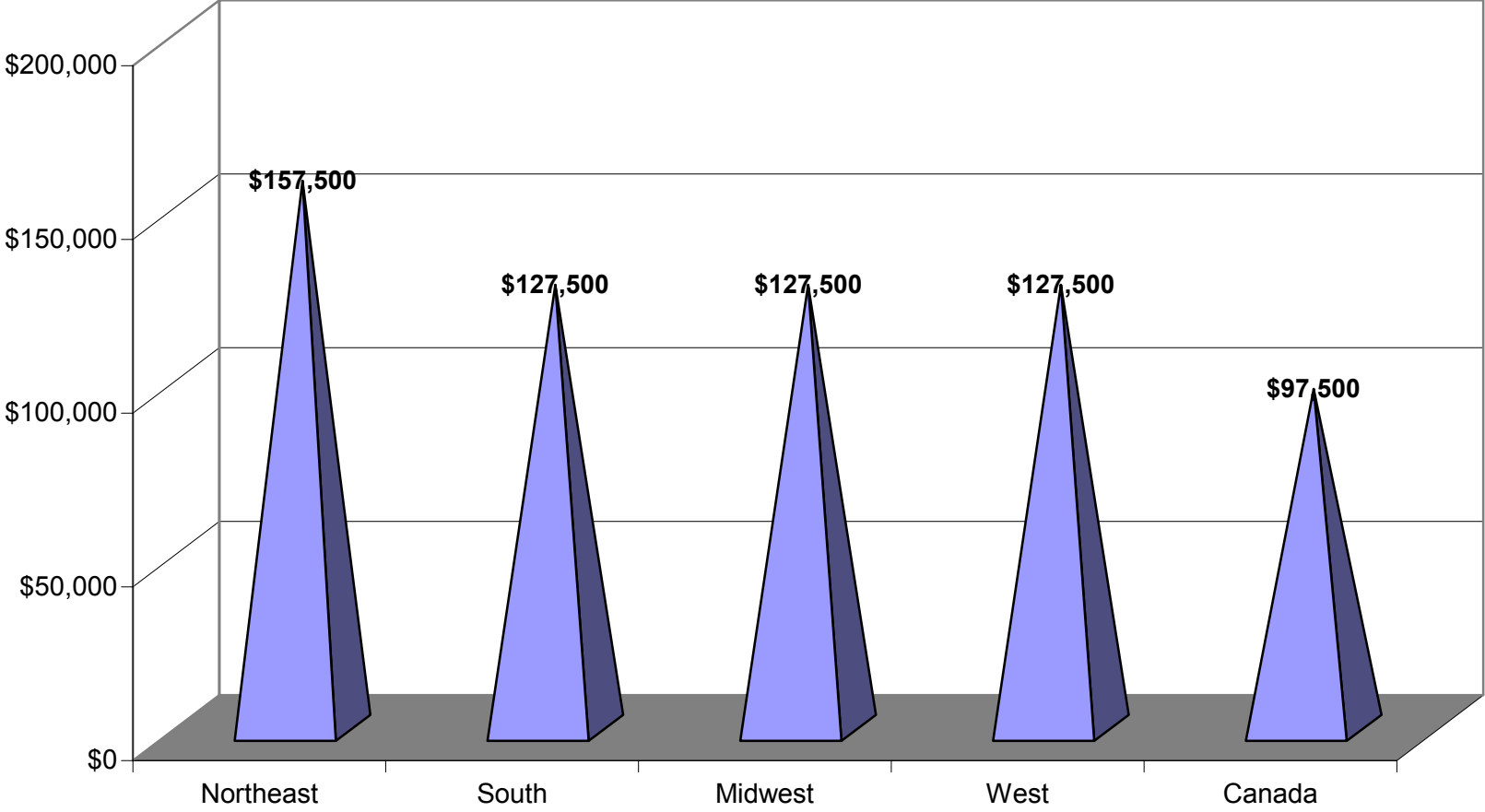
Median Base Salary by Industry Sector

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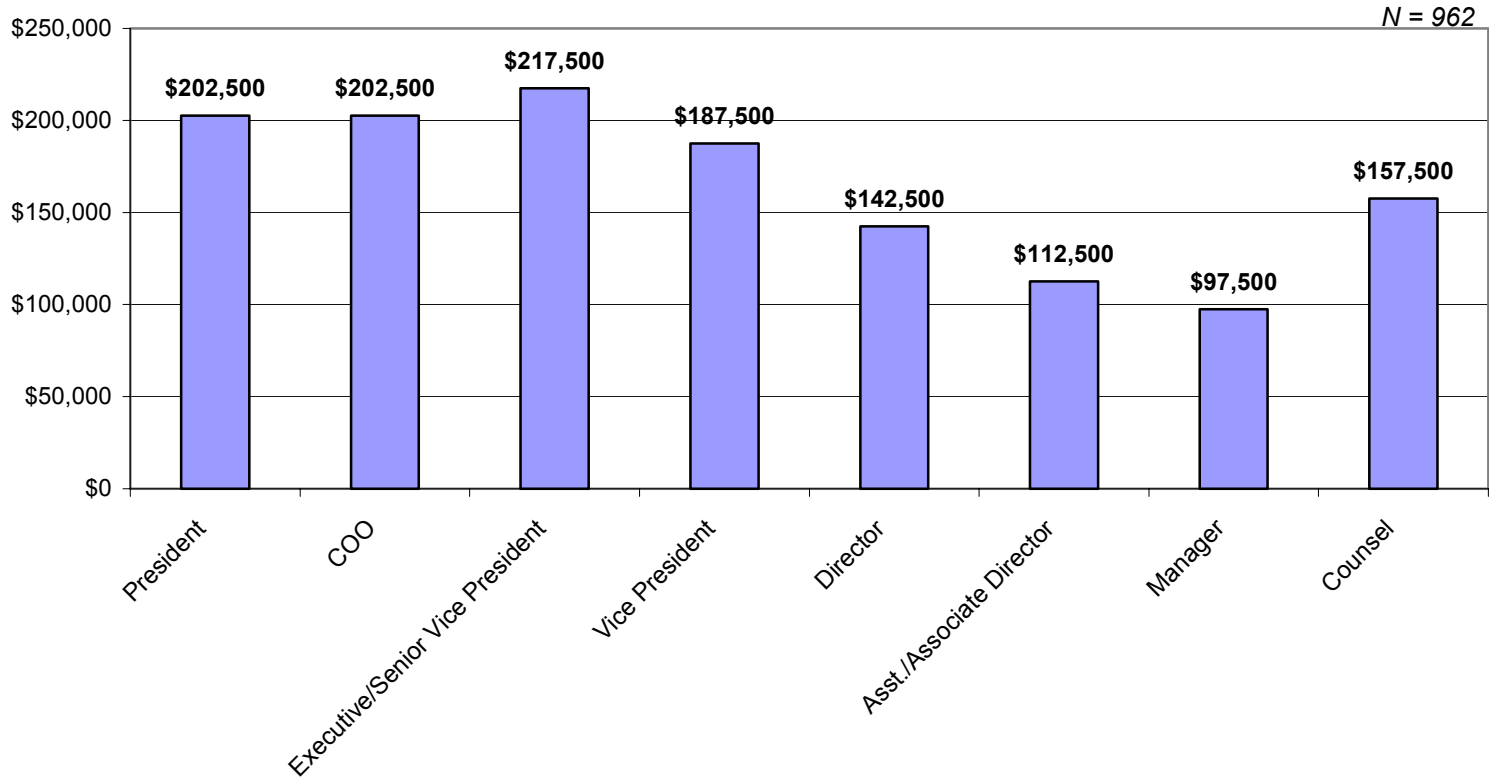


LES 2005 Compensation Survey Median Base Salary by Region

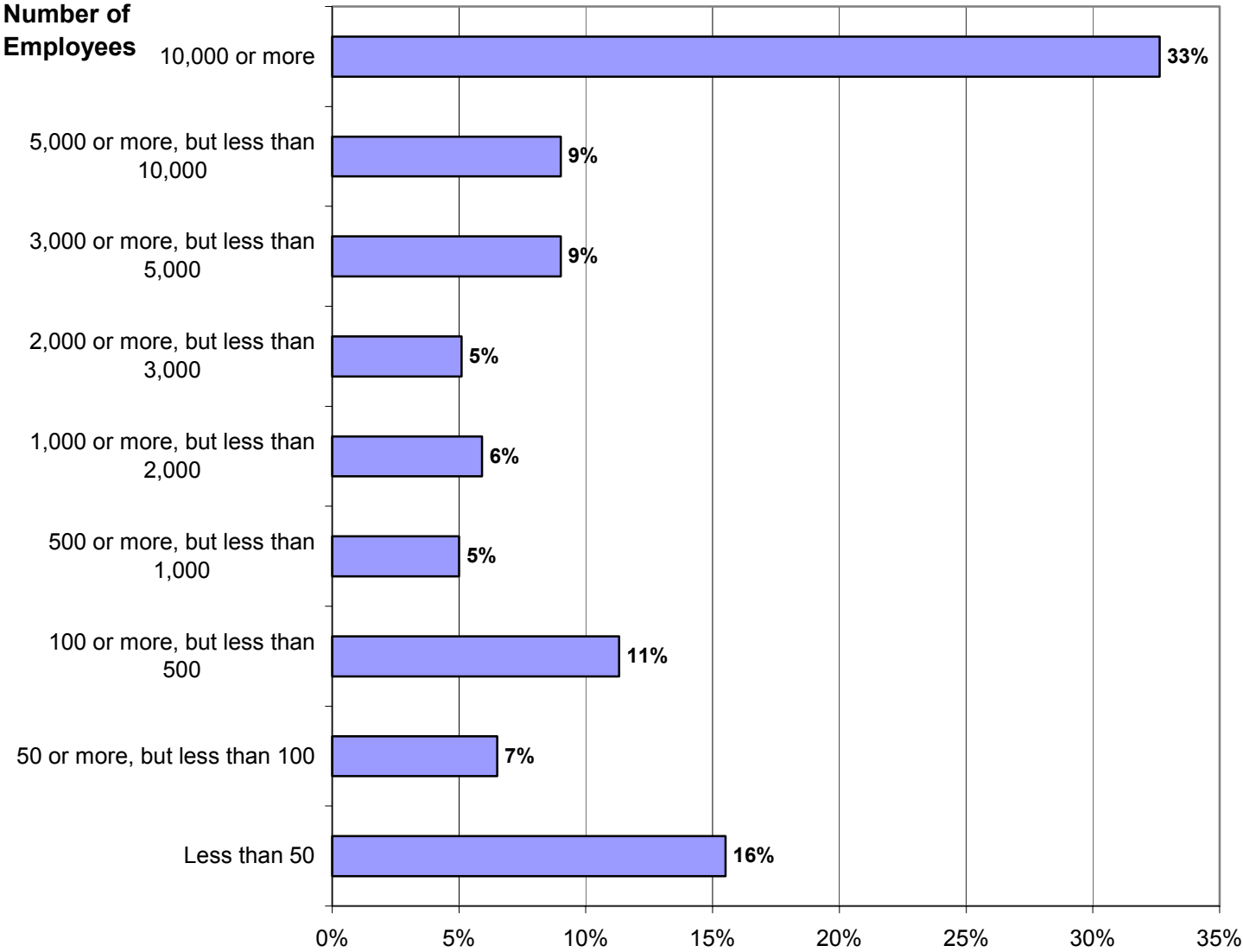
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LES 2005 Compensation Survey Median Base Salary by Position Title



LES 2005 Compensation Survey Responses by Organization Size



LES 2005 Compensation Survey Responses by Employer's Revenue

Annual Revenue

