

**Licensing Executives Society
(U.S.A. and Canada)**

2003 Compensation Survey

Summary Results

December 2003

Overview

- Over **1025** responses received from 3168 members surveyed, focusing on those members at corporations or universities (**32%** response rate).
- More than 60% of responses from members at industrial corporations. Responses were closely representative of industry sectors in the survey population.
- Most frequent job titles: Director (**32%**) and Manager (**26%**)

Overall Results:

- Median Base Salary **\$127,500**
- Median Bonus 7.5% (39% reported none)
- Media total 2003 Cash Compensation: **\$127,500**
- **48%** of respondents were offered **stock options**; options were most prevalent in the Northeast and with Telecommunications, Pharmaceutical and Biotechnology firms.
- Most frequently, respondents have 5-10 years experience and have been LES members for 3 years.
- **76%** of survey respondents have a Masters' degree or Ph.D.

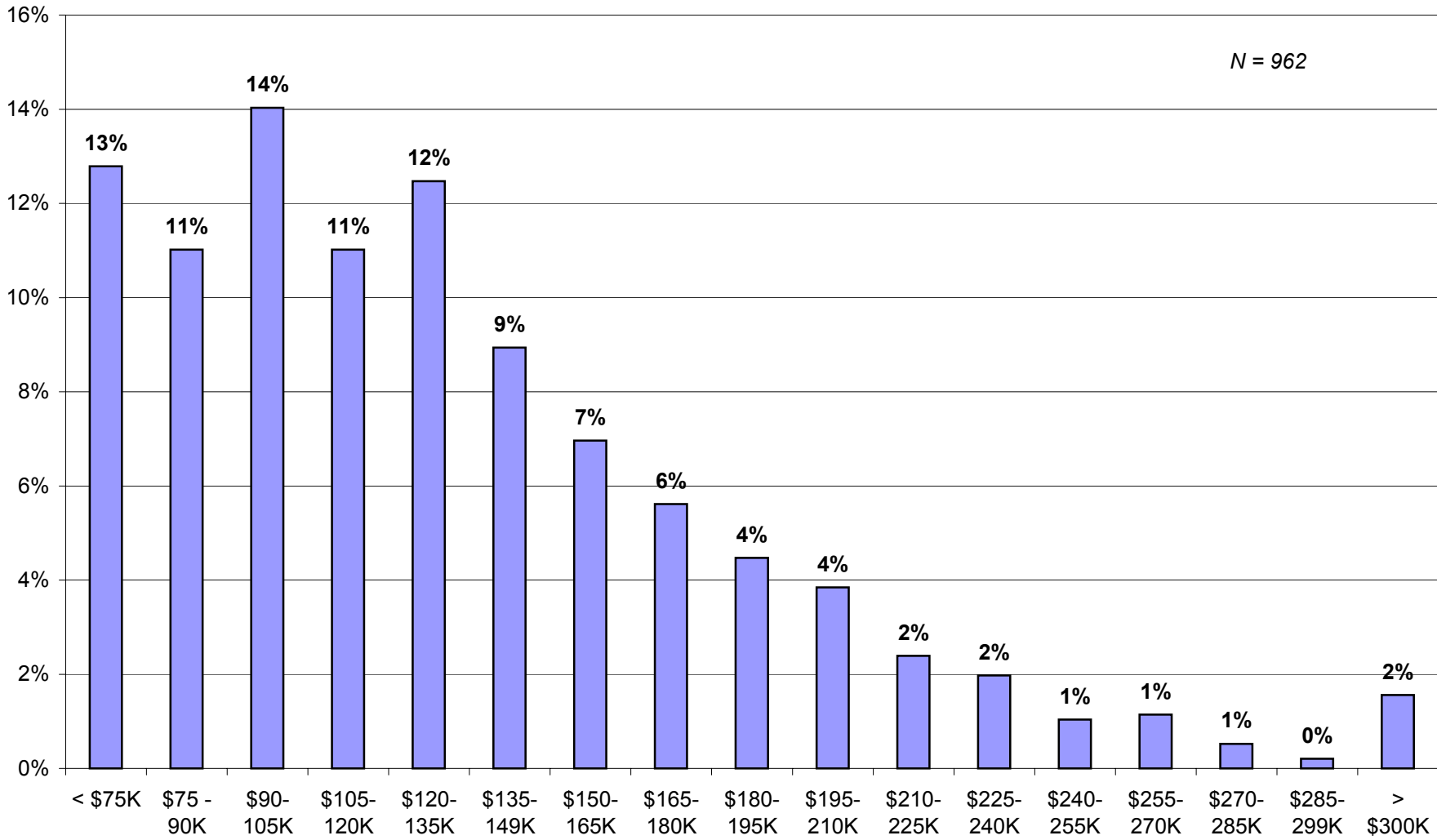
Median Data for Employers

- Employer Size: 1,500 employees
- Revenue: \$375M

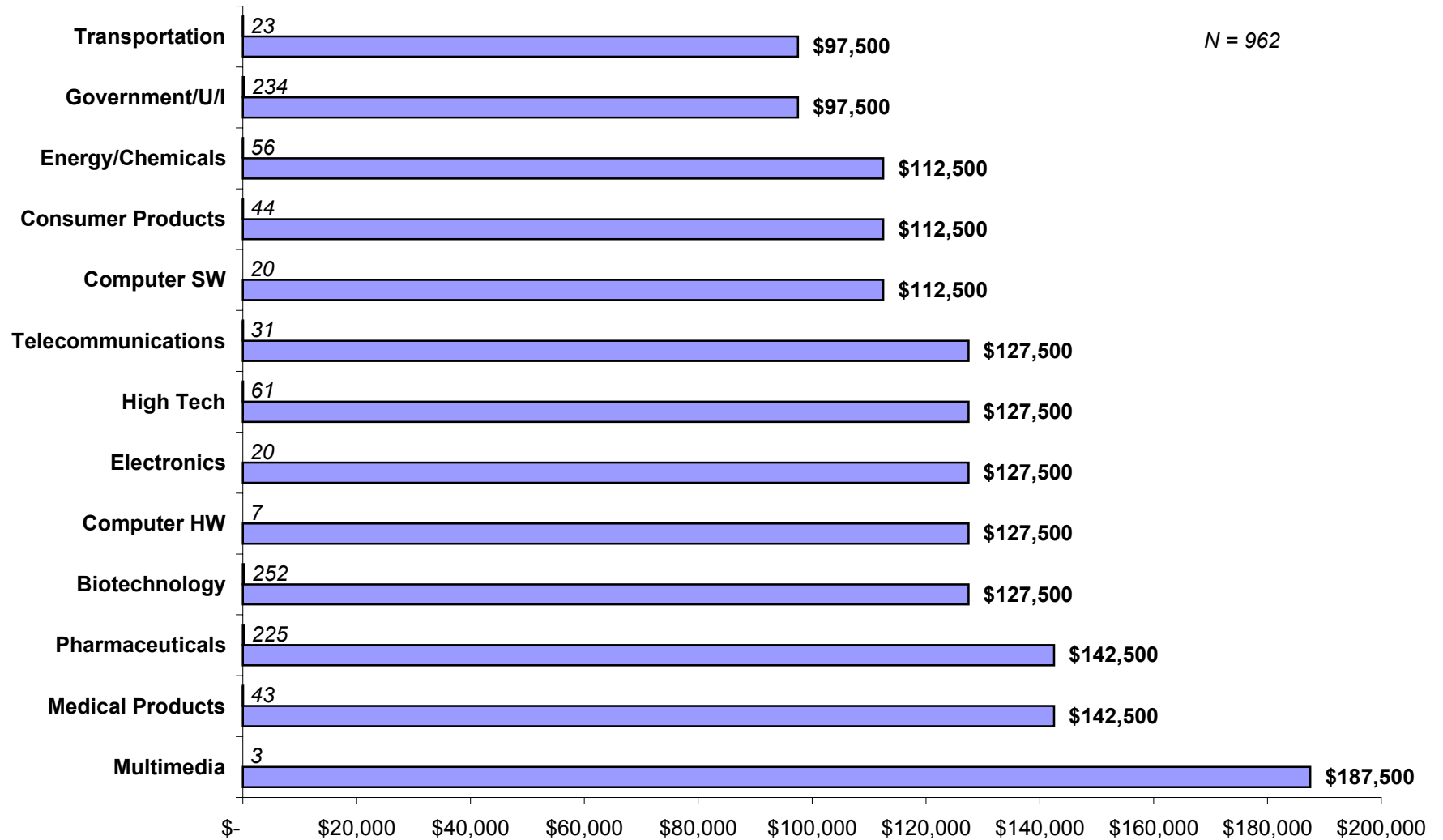
Licensing Activities

- Over 90% of respondents are involved in International licensing transactions; lowest rates in Multimedia, Medical Products
- Out-licensing and R&D collaborations most frequent activities; co-promotions least frequent type of activity overall.

LES 2003 Compensation Survey Base Salary

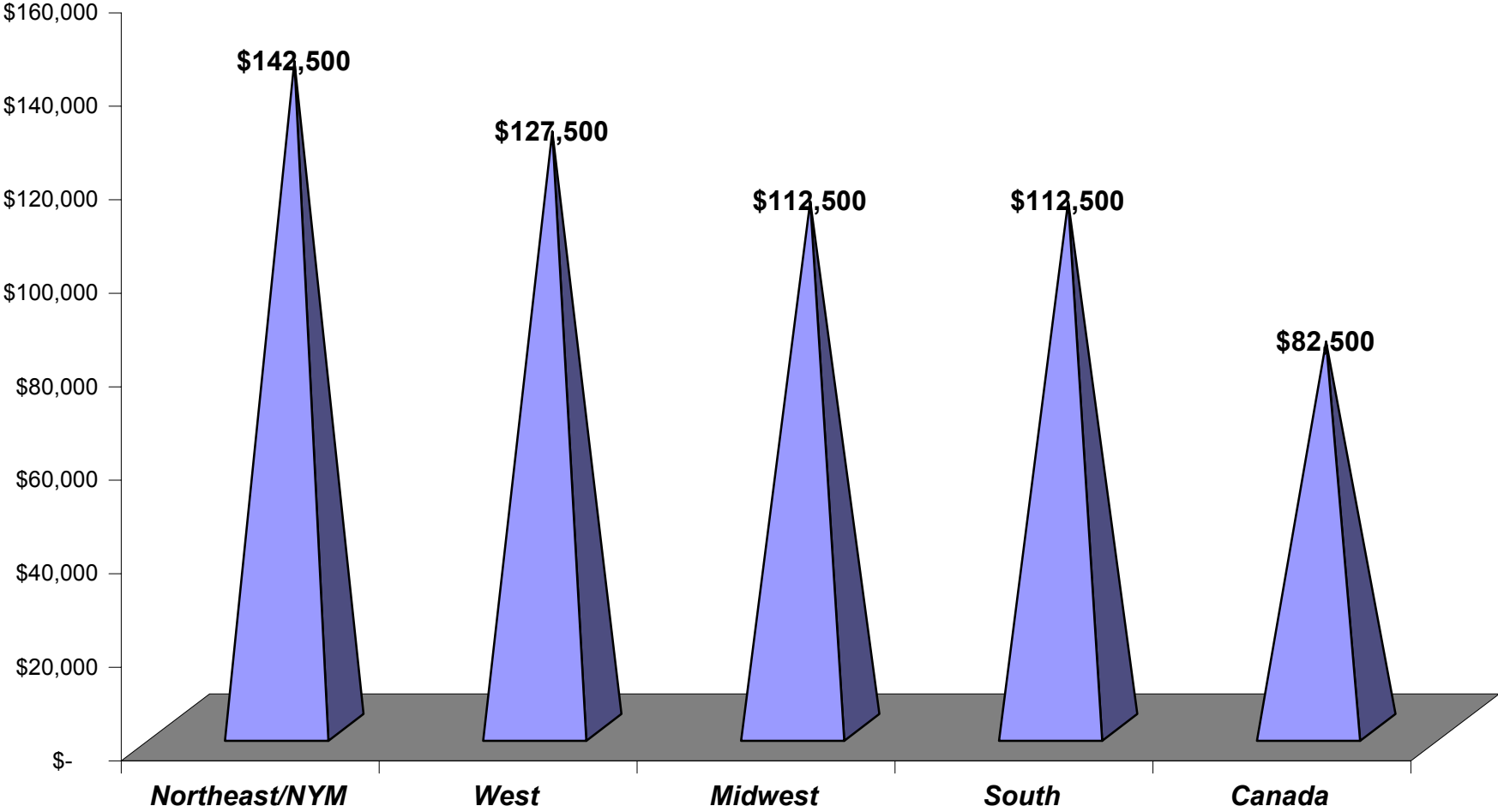


**LES 2003 Compensation Survey
Median Base Salary by Industry Sector**



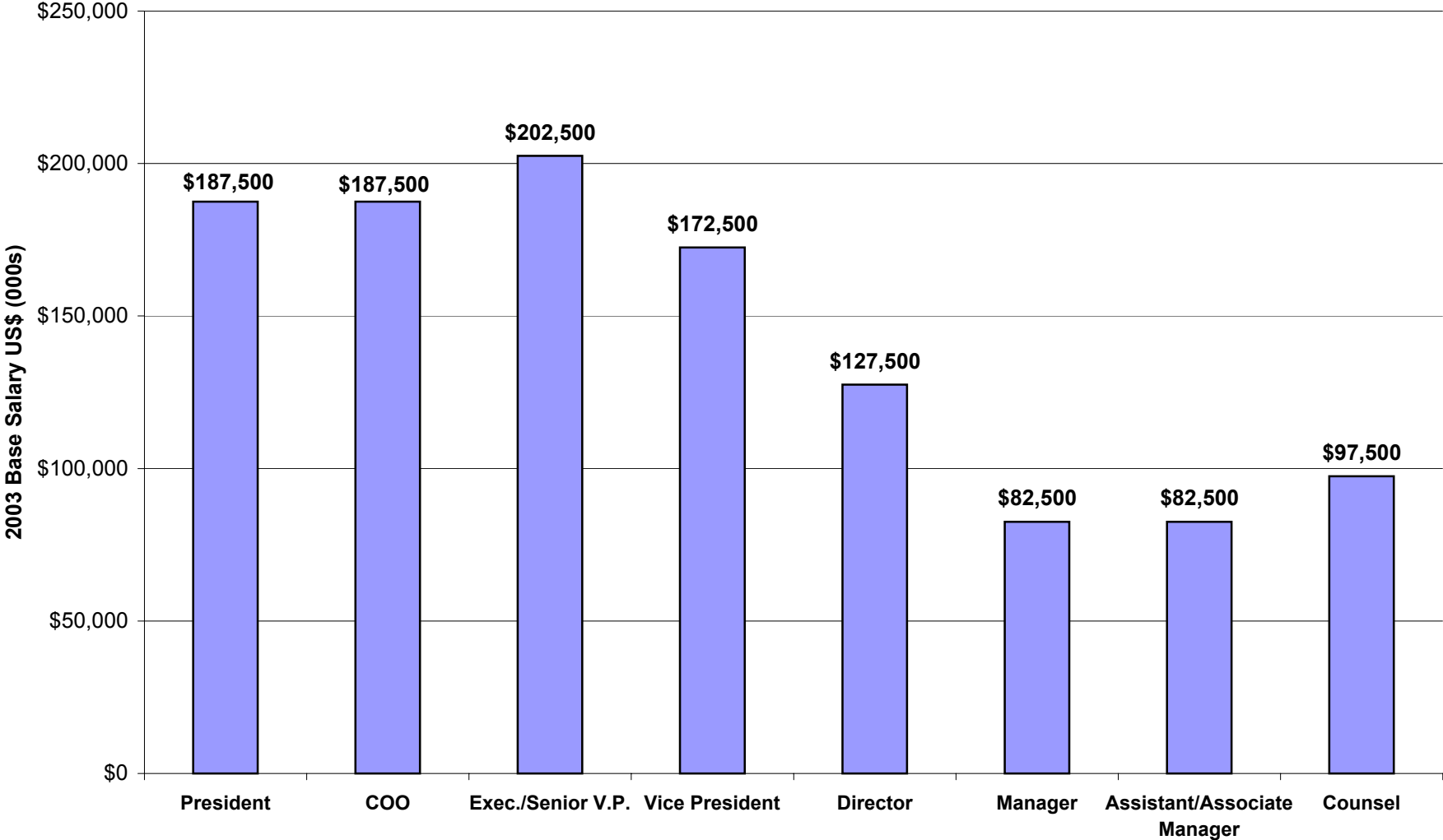
LES 2003 Compensation Survey Median Base Salary by Region

N = 962



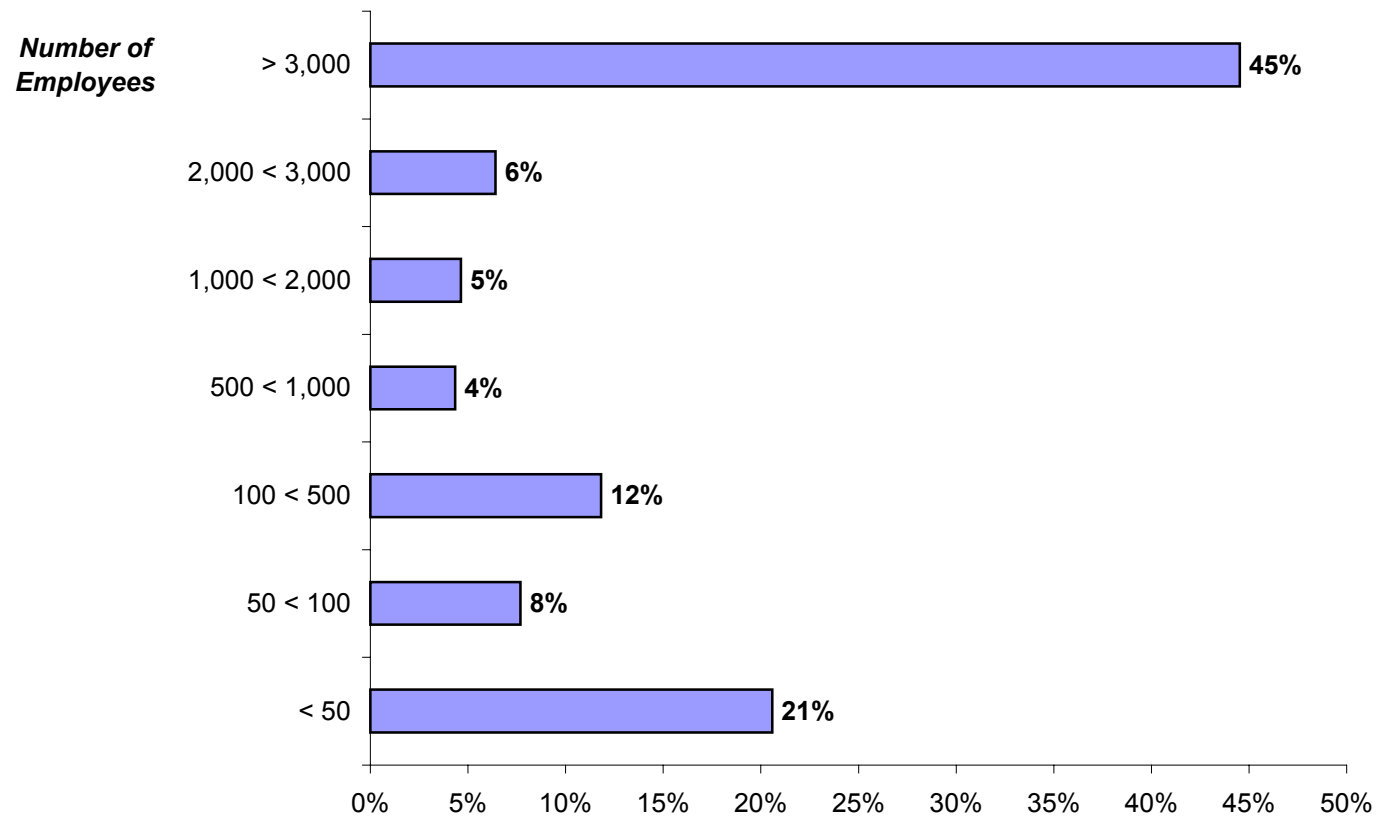
**LES 2003 Compensation Survey
Median Base Salary by Title**

N = 977



LES 2003 Compensation Survey Responses by Organization Size

N = 1,015



LES 2003 Compensation Survey Responses by Employer's Revenue

N = 998

