



## Fifth Annual Salary and Employee Satisfaction Survey

Please select your job title.

2011			2010		
Biochemist	12	1%	Biochemist	4	1%
Chemical Engineer	11	1%	NA	NA	NA
Chemist/Scientist	142	13%	Chemist/Scientist	50	8%
Clinical Research Associate/Manager	21	2%	Clinical Research Manager	4	1%
Core Facility Director/Manager	11	1%	Core Facility Director/Manager	10	2%
Corporate Management (CEO, President, VP, etc)	3	0%	Corporate Management (CEO, President, VP, etc)	37	6%
NA	NA	NA	Engineer	10	2%
Human Resources	4	0%	Human Resources	0	0%
Immunology	7	1%	Immunology	0	0%
Lab Supervisor/Manager/Director	241	23%	Lab Supervisor/Manager/Director	265	43%
Microbiologist	24	2%	Microbiologist	10	2%
Molecular Biology	10	1%	Molecular Biology	6	1%
Operations Manager - Scientific	5	0%	Operations Manager - Scientific	13	2%
Plant Manager	3	0%	Plant Manager	1	0%
Principal Investigator	6	1%	Principal Investigator	16	3%
Professor/Department Head	10	1%	Professor/Department Head	21	3%
Project Manager - Scientific	13	1%	Project Manager - Scientific	2	0%
Protein Biochemist	3	0%	Protein Biochemist	0	0%
Purchasing Agent	3	0%	Purchasing Agent	7	1%
QA/QC Manager/Director	25	2%	QA/QC Manager/Director	17	3%
R&D Supervisor/Manager/Director	19	2%	R&D Supervisor/Manager/Director	25	4%
Regulatory Affairs	5	0%	NA	NA	NA
Safety Manager	1	0%	Safety Manager	4	1%
Senior Chemist/Scientist	29	3%	Senior Chemist/Scientist	32	5%
Technical Writer	6	1%	NA	NA	NA
Technologist/Technician	234	22%	Technologist/Technician	47	8%
Other (please specify):	211	20%	Other: (Please specify)	35	6%

**What is your job function?**

2011			2010		
Clinical Research/Trials	48	5%	Clinical Research/Trials	22	4%
Corporate Management	22	2%	Corporate Management	23	4%
Engineering/Design	9	1%	Engineering/Design	8	1%
Manufacturing/Processing	76	7%	Manufacturing/Processing	25	4%
Operations	93	9%	Operations	85	14%
Purchasing	5	0%	Purchasing	12	2%
Quality Control/Assurance/Validation	193	18%	Quality Control/Assurance/Validation	99	16%
R&D	276	26%	R&D	147	24%
Regulatory	30	3%	Regulatory	21	3%
Safety	13	1%	Safety	4	1%
Sales and Marketing	10	1%	Sales and Marketing	6	1%
Teaching	28	3%	Teaching	29	5%
Technical Services	124	12%	Technical Services	86	14%
Other (please specify):	132	12%	Other: (Please specify)	50	8%

**Which best describes the type of research organization or market/industry you currently work in?**

2011			2010		
Clinical Research Lab	30	3%	Clinical Research Lab	11	2%
Contract Lab	67	6%	Contract Lab	65	11%
Distributor/Dealer (New and Used Equipment)	11	1%	Distributor/Dealer (New & Used Equipment)	15	2%
Government Research Lab	35	3%	Government Research Lab	28	5%
Hospital/Medical Lab	125	12%	Hospital/Medical Lab	100	16%
Industry Research Lab	314	30%	Industry Research Lab	125	20%
Manufacturer (New Equipment)	113	11%	Manufacturer (New Equipment)	28	5%
Private Research Institution	44	4%	Private Research Institution	27	4%
University/College Research Lab	85	8%	University/College Research Lab	105	17%
Other (please specify):	227	22%	Other: (Please specify)	113	18%

**Which of the following best describes your field of work?**

2011			2010		
Biotechnology	127	12%	Biotechnology	69	11%
Chemicals	134	13%	Chemicals	88	14%
Clinical Research/Trials	38	4%	Clinical Research/Trials	68	11%
Clinical/Medical Laboratory	98	9%	NA		
Energy/Petroleum	35	3%	Energy/Petroleum	19	3%
Environmental	84	8%	Environmental	79	13%
Food/Beverage	41	4%	Food/Beverage	22	4%
Forensics	13	1%	Forensics	10	2%
Hospital	49	5%	NA		
Instrumentation Design/Development	30	3%	Instrumentation Design/Development	12	2%
Microbiology	44	4%	Microbiology	49	8%
Pharmaceuticals	139	13%	Pharmaceuticals	77	12%
Plastics/Polymers	67	6%	Plastics/Polymers	20	3%
Other (please specify):	152	14%	Other: (Please specify)	104	17%

**How many people work in your lab?**

2011			2010		
1 - 10	481	46%	1 - 10	336	54%
11 - 25	265	25%	11 - 25	145	24%
26 - 50	143	14%	26 - 50	69	11%
51 - 100	86	8%	51 - 100	34	6%
More than 101	76	7%	More than 101	33	5%

**How many people work in the organization?**

2011			2020		
Less than 100	176	16%	Less than 100	200	32%
100 - 500	209	19%	100 - 500	168	27%
501 - 1,000	105	10%	501 - 1,000	57	9%
1,001 - 5,000	199	19%	1,001 - 5,000	92	15%
5,001 - 10,000	123	11%	5,001 - 10,000	46	7%
10,001 - 50,000	130	12%	10,001 - 50,000	39	6%
More than 50,000	133	12%	More than 50,000	15	2%

**How many years have you been with your current employer?**

2011			2010		
Less than 1 year	382	35%	Less than 1 year	45	7%
1 - 2 years	168	16%	1 - 2 years	84	14%
3 - 5 years	174	16%	3 - 5 years	144	23%
6 - 10 years	130	12%	6 - 10 years	121	20%
11 - 15 years	65	6%	11 - 15 years	79	13%
16 - 20 years	46	4%	16 - 20 years	45	7%
More than 20 years	114	11%	More than 20 years	99	16%

**Please indicate your current employment for this employer.**

2011		
Working full-time directly for this employer (35 hours or more per week)	583	54%
Working part-time directly for this employer (less than 35 hours per week)	17	2%
Working full-time on a temporary/contract basis for this employer (35 hours or more per week)	424	39%
Working part-time on a temporary/contract basis for this employer (less than 35 hours per week)	47	4%
Other (please specify):	14	1%
	1085	

  

2010		
Full-time (35 hours or more per week)	596	97%
Part-time (less than 35 hours per week)	17	3%
Other: (Please specify)	4	0%

**In total, how long have you worked full- and/or part-time as a researcher/scientist?**

2011 Only		
Less than 1 year	225	22%
1 - 2 years	98	9%
3 - 5 years	143	14%
6 - 10 years	122	12%
11 - 15 years	103	10%
16 - 20 years	94	9%
More than 20 years	260	25%

<b>2011: Please reply to the following statements regarding your current position.</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I like the type of work that I do	45%	45%	3%	1%	0%	7%
I feel that the work that I do raises my self-confidence	30%	44%	4%	2%	0%	19%
I am given enough authority to make decisions I need to make	26%	46%	8%	3%	0%	16%
I believe my job is secure	14%	38%	15%	9%	2%	23%
I feel I am contributing to this organization's mission	36%	50%	2%	1%	1%	9%
If I do very good work I can count on being acknowledged/recognized/promoted	18%	32%	14%	8%	2%	26%
Deadlines at this organization are realistic	17%	49%	10%	2%	1%	20%
I feel I am valued at this organization	20%	43%	10%	4%	1%	22%
I feel I work for an organization that adds value to society through their research and products they produce	39%	43%	2%	1%	1%	11%
My organization is known and respected for its products and services	43%	44%	1%	1%	1%	10%
I feel part of a team working toward a shared goal	30%	46%	7%	2%	0%	14%
I am willing to contribute above and beyond what is expected of me to help this organization be successful	46%	46%	1%	1%	0%	7%
It is very important to me to have a good balance between work and personal life	57%	38%	1%	0%	0%	5%
I am happy with the work-life balance I currently have	26%	45%	11%	4%	0%	14%
The company culture is important to me	32%	47%	3%	1%	0%	17%
Integrating into the company is important to me	32%	47%	3%	1%	0%	16%

<b>2010: Please reply to the following statements regarding your current position.</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I like the type of work that I do	54%	38%	6%	0%	0%	1%
I feel that the work that I do raises my self-confidence	37%	47%	12%	1%	0%	3%
I am given enough authority to make decisions I need to make	33%	47%	11%	2%	0%	8%
I believe my job is secure	24%	41%	21%	4%	0%	9%
I feel I am contributing to this organization's mission	47%	44%	7%	0%	0%	2%
If I do very good work I can count on being acknowledged/recognized/promoted	20%	34%	27%	7%	0%	12%
Deadlines at this organization are realistic	13%	46%	25%	3%	0%	12%
I feel I am valued at this organization	26%	44%	17%	9%	0%	4%
I feel I work for an organization that adds value to society through their research and products they produce	38%	44%	14%	1%	1%	3%
My organization is known and respected for its products and services	34%	48%	14%	1%	1%	2%
I feel part of a team working toward a shared goal	28%	47%	17%	2%	0%	6%
I am willing to contribute above and beyond what is expected of me to help this organization be successful	52%	43%	3%	0%	0%	1%
It is very important to me to have a good balance between work and personal life	57%	35%	7%	0%	0%	1%

<b>2009: Please reply to the following statements regarding your current position.</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
I like the type of work that I do	49%	47%	3%	1%	0%
I feel that the work I do raises my self-confidence	36%	55%	6%	1%	2%
I am given enough authority to make decisions I need to make	36%	49%	12%	3%	0%
I believe my job is secure	23%	51%	16%	6%	5%
I feel I am contributing to this organizations mission	50%	46%	2%	1%	1%
If I do very good work I can count on being acknowledged / recognized / promoted	20%	44%	24%	8%	4%
Deadlines at this organization are realistic	14%	60%	20%	4%	2%
I feel I am valued at this organization	24%	55%	14%	5%	3%
I feel part of a team working toward a shared goal	27%	55%	13%	3%	1%
I am willing to contribute above and beyond what is expected of me to help this organization be successful	52%	45%	2%	0%	1%
It is very important to me to have a good balance between work and personal life	63%	35%	1%	0%	0%
I am happy with the work-life balance that I currently have.	27%	51%	17%	4%	1%

**Please select the entry which describes the type of employees that you supervise/manage.**

	<b>2011</b>		<b>2010</b>	
I have no supervisory/managerial responsibility	642	60%	103	17%
I supervise/manage researchers and/or other lab professionals only	227	21%	221	36%
I supervise/manage clerical and/or other non-lab professional employees only	31	3%	22	4%
I supervise/manage both lab professional and non-lab professional employees	168	16%	271	44%

<b>Please reply to the following based on your current work environment. (2011)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
My physical working conditions are good	39%	51%	3%	0%	0%	6%
My general work area is adequately lit	48%	45%	2%	0%	0%	4%
My general work area is adequately heated/cooled	33%	46%	8%	2%	0%	10%
My general work area is adequately clean	38%	48%	4%	1%	0%	7%
There is adequate noise control to allow me to focus on my work	34%	48%	5%	2%	0%	10%
I feel physically safe in my work environment	46%	45%	2%	1%	0%	5%
My furniture is ergonomically adequate	29%	41%	9%	3%	0%	17%
There is appropriate safety equipment in place (ventilation, eye wash stations, fire extinguishers)	53%	40%	1%	1%	1%	3%



<b>Please reply to the following based on your current work environment. (2010)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
My physical working conditions are good	30%	52%	10%	1%	0%	6%
My general work area is adequately lit	36%	53%	8%	0%	0%	3%
My general work area is adequately heated/cooled	28%	44%	14%	2%	1%	10%
My general work area is adequately clean	31%	52%	11%	1%	0%	5%
There is adequate noise control to allow me to focus on my work	25%	52%	12%	1%	0%	9%
I feel physically safe in my work environment	40%	50%	7%	1%	0%	2%
My furniture is ergonomically adequate	22%	46%	17%	3%	0%	13%
There is appropriate safety equipment in place (ventilation, eye wash stations, fire extinguishers)	43%	44%	7%	1%	0%	5%

<b>Please reply to the following based on your current work environment. (2009)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
My physical working conditions are good	37%	54%	8%	1%	0%
My general work area is adequately lit	42%	53%	4%	1%	0%
My general work area is adequately heated/cooled	31%	50%	16%	2%	0%
My general work area is adequately clean	34%	55%	10%	1%	0%
There is adequate noise control to allow me to focus on my work	30%	56%	13%	2%	0%
I feel physically safe in my work environment	43%	52%	4%	1%	0%
My furniture is ergonomically adequate	25%	53%	19%	3%	1%
There is appropriate safety equipment in place (ventilation, eye wash stations, fire extinguishers)	45%	48%	6%	1%	0%

<b>Please reply to the following based on your organization's corporate culture and communication programs. (2011)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
This organization's corporate communications are frequent enough	20%	47%	10%	3%	2%	19%
This organization's corporate communications are detailed enough	18%	44%	11%	3%	2%	22%
I have a good understanding of how this organization is doing financially	15%	42%	15%	4%	2%	21%
I feel I can trust what this organization tells me	16%	42%	9%	5%	2%	27%
This organization treats me like a person, not a number	19%	43%	10%	6%	1%	20%
This organization gives me recognition for work that's well done	15%	38%	12%	6%	2%	26%
Staffing levels are adequate to provide quality products/services	13%	42%	16%	6%	1%	21%
Quality is a top priority with this organization	33%	45%	5%	2%	1%	14%
Safety is a top priority with this organization	42%	41%	4%	2%	1%	12%
I believe there is a spirit of cooperation at this organization	21%	44%	10%	4%	1%	21%
Employees are treated fairly here, regardless of race, gender, religion or sexual orientation	35%	43%	6%	3%	2%	11%

I like the people I work with at this organization	37%	48%	2%	1%	0%	11%
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<b>Please reply to the following based on your organization's corporate culture and communication programs. (2010)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
This organization's corporate communications are frequent enough	15%	49%	19%	3%	1%	13%
This organization's corporate communications are detailed enough	13%	46%	22%	3%	1%	15%
I have a good understanding of how this organization is doing financially	18%	44%	20%	5%	1%	11%
I feel I can trust what this organization tells me	17%	42%	23%	6%	0%	12%
This organization treats me like a person, not a number	23%	47%	16%	4%	0%	10%
This organization gives me recognition for work that's well done	19%	39%	23%	6%	0%	13%
Staffing levels are adequate to provide quality products/services	12%	37%	24%	7%	0%	21%
Quality is a top priority with this organization	32%	41%	16%	2%	0%	9%
Safety is a top priority with this organization	30%	45%	18%	1%	0%	5%
I believe there is a spirit of cooperation at this organization	19%	44%	21%	2%	0%	13%
Employees are treated fairly	34%	40%	12%	3%	0%	12%

here, regardless of race, gender, religion or sexual orientation						
I like the people I work with at this organization	37%	48%	12%	0%	0%	2%

<b>Please reply to the following based on your organization's corporate culture and communication programs. (2009)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
This organizations corporate communications are frequent enough	14.80%	58.55%	20.39%	3.87%	2.38%
This organizations corporate communications are detailed enough	12.33%	55.46%	25.14%	4.52%	2.55%
I have a good understanding of how this organization is doing financially	18.35%	52.43%	20.66%	4.94%	3.62%
I feel I can trust what this organization tells me	14.72%	55.26%	20.56%	5.18%	4.28%
This organization treats me like a person, not a number	20.91%	53.66%	18.35%	4.86%	2.22%
This organization gives me recognition for work thats well done	16.24%	47.49%	26.96%	6.35%	2.97%
Staffing levels are adequate to provide quality products / services	11.09%	50.21%	28.92%	8.22%	1.56%
Quality is a top priority with this organization	29.47%	50.21%	15.64%	2.72%	1.98%
Safety is a top priority with this organization	35.89%	48.35%	12.95%	1.82%	0.99%
I believe there is a spirit of cooperation at	18.23%	53.88%	21.53%	4.29%	2.06%

this organization					
Employees are treated fairly here, regardless of race, gender, religion, or sexual orientation	37.64%	48.11%	9.06%	3.62%	1.57%
I like the people I work with at this organization	34.46%	59.77%	4.62%	0.41%	0.74%

<b>Please reply to the following on your experience and professional development. (2011)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I feel that my experience and skills are adequate for my current position	51%	42%	2%	1%	0%	4%
I require and desire more on-the-job training for my current position	13%	31%	21%	5%	0%	29%
I am ready and prepared for my next position	32%	40%	5%	1%	2%	20%
I am planning to obtain additional on-the-job training on my own	17%	37%	14%	3%	3%	26%
I am planning to go back to school to obtain my next degree	16%	14%	24%	15%	9%	22%

<b>Please reply to the following on your experience and professional development. (2010)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I feel that my experience and skills are adequate for my current position	49%	45%	5%	0%	0%	1%
I require and desire more on-the-job training for my current position	12%	35%	29%	4%	0%	20%
I am ready and prepared for my next position	24%	44%	4%	0%	2%	24%
I am planning to obtain additional on-the-job training on my own	16%	41%	23%	2%	4%	13%
I am planning to go back to school to obtain my next degree	10%	11%	25%	17%	6%	31%

<b>Please reply to the following on training and professional development provided by your organization. (2011)</b>	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Neutral
This organization provided as much initial training as I needed	20%	45%	14%	4%	0%	17%
This organization provides as much ongoing training as I need	20%	43%	12%	4%	0%	21%
This organization provides the information, equipment and resources I need to do my job well	23%	48%	9%	2%	0%	16%
This organization provides training or experiences to help me explore other opportunities within the company	14%	27%	23%	8%	3%	25%
This organization provides training or education to help me balance my work and personal life	12%	28%	20%	7%	3%	30%



Please reply to the following on training and professional development provided by your organization. (2010)	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Neutral
This organization provided as much initial training as I needed	13%	36%	26%	5%	0%	19%
This organization provides as much ongoing training as I need	12%	36%	29%	4%	1%	18%
This organization provides the information, equipment and resources I need to do my job well	15%	46%	23%	3%	0%	13%
This organization provides training or experiences to help me explore other opportunities within the company	10%	27%	30%	10%	2%	22%
This organization provides training or education to help me balance my work and personal life	8%	26%	34%	8%	2%	22%

<b>Please reply to the following on training and professional development provided by your organization. (2009)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
This organization provided as much initial training as I needed	18.42%	51.92%	24.42%	4.50%	0.75%
This organization provides as much ongoing training as I need	17.64%	50.33%	26.46%	4.41%	1.16%
This organization provides the information, equipment and resources I need to do my job well	20.37%	58.18%	17.45%	3.51%	0.50%
This organization provides training or experiences to help me explore other opportunities within the company	12.56%	39.18%	35.27%	8.49%	4.49%
This organization provides training or education to help me balance my work and personal life	11.99%	41.47%	34.97%	6.91%	4.66%

<b>Please reply to the following on your organization's leadership and planning strategies. (2011)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I understand the long-term strategy of this organization	20%	45%	10%	3%	2%	19%
I have confidence in the leadership of this organization	18%	37%	12%	6%	2%	26%
The leaders of this organization care about employees' well-being	19%	39%	10%	6%	2%	23%
There is adequate planning of corporate objectives	15%	38%	10%	5%	9%	24%
There is adequate follow-through of corporate objectives	14%	35%	11%	4%	9%	26%
There is adequate planning of departmental objectives	15%	45%	9%	4%	5%	22%
There is adequate follow-through of departmental objectives	15%	42%	9%	3%	5%	25%
The leaders of this organization are open to input from employees	17%	39%	10%	6%	4%	23%

<b>Please reply to the following on your organization's leadership and planning strategies. (2010)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I understand the long-term strategy of this organization	18%	51%	15%	4%	0%	12%
I have confidence in the leadership of this organization	17%	39%	22%	8%	0%	13%
The leaders of this organization care about employees' well-being	16%	40%	23%	7%	1%	12%
There is adequate planning of corporate objectives	13%	35%	26%	5%	5%	15%
There is adequate follow-through of corporate objectives	12%	34%	28%	5%	5%	16%
There is adequate planning of departmental objectives	12%	44%	25%	5%	2%	12%
There is adequate follow-through of departmental objectives	12%	43%	24%	6%	2%	14%
The leaders of this organization are open to input from employees	17%	41%	21%	7%	1%	12%

<b>Please reply to the following on your organization's leadership and planning strategies. (2009)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
I understand the long-term strategy of this organization	21.99%	54.78%	16.23%	3.54%	3.46%
I have confidence in the leadership of this organization	18.68%	49.22%	21.56%	6.83%	3.70%
The leaders of this organization care about employees' well-being	18.07%	51.32%	18.65%	6.68%	5.28%
There is adequate planning of corporate objectives	12.12%	48.64%	22.84%	5.94%	10.47%
There is adequate follow-through of corporate objectives	10.30%	47.36%	25.62%	6.18%	10.54%
There is adequate planning of departmental objectives	12.76%	57.12%	19.42%	6.01%	4.69%
There is adequate follow-through of departmental objectives	12.04%	54.58%	22.42%	5.94%	5.03%
The leaders of this organization are open to input from employees	18.25%	50.12%	19.82%	6.61%	5.20%

**Please check off which of the following employer-provided benefits you are currently receiving.  
(Check all that apply)**

**2011**

Vacation/Paid Time Off	619	57%
Childcare Assistance	31	3%
Contribution to Pension or Retirement Accounts (other than 401K)	306	28%
Health Insurance	508	46%
Dental Insurance	443	40%
Vision Insurance	354	32%
Life Insurance	409	37%
Long-term Care Insurance	136	12%
Tuition Reimbursement	189	17%
Employer 401K Match	273	25%
Profit Sharing	83	8%
Stock Options	56	5%
Other (please specify):	105	10%

**2010**

Vacation/Paid Time Off	542	88%
Childcare Assistance	39	6%
Contribution to Pension or Retirement Accounts (other than 401K)	307	50%
Health Insurance	505	82%
Dental Insurance	384	62%
Vision Insurance	283	46%
Life Insurance	390	63%
Long-term Care Insurance	131	21%
Tuition Reimbursement	173	28%
Employer 401K Match	238	39%
Profit Sharing	101	16%
Stock Options	69	11%
Other: (Please specify)	22	4%

**Have there been any significant changes in your benefits within the last year?**

<b>2011</b>			<b>2010</b>		
<b>Yes (please describe):</b>	164	15%	<b>Yes (please describe):</b>	135	22%
<b>No</b>	901	85%	<b>No</b>	474	78%
<b>2009</b>					
<b>Yes (please describe):</b>	520	42%			
<b>No</b>	721	58%			

**Please select the resources you use when recruiting employees. (Check all that apply)**

<b>2011</b>			<b>2010</b>		
Staffing Firms	278	26%	Staffing Firms	155	25%
Internal HR Department	402	38%	Internal HR Department	320	52%
Online Job Boards	316	30%	Online Job Boards	213	35%
Social Networking Sites	83	8%	Social Networking Sites	67	11%
Professional Organizations	170	16%	Professional Organizations	151	24%
Referrals	280	26%	Referrals	220	36%
Classified Ads	219	21%	Classified Ads	223	36%
Social Media	50	5%	NA		0%
Other (please specify):	78	7%	Other: (Please specify)	40	6%

<b>Please reply to the following regarding your future career goals. (2011)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
Given the opportunity, I would leave my present job	23%	26%	21%	5%	3%	23%
There is room for me to advance at this organization	11%	30%	21%	10%	3%	24%
My career goals are being advanced through my current job	10%	30%	19%	8%	1%	33%
If I could start over again, I would choose the same field of work	21%	38%	12%	4%	3%	21%
I would take on a lesser role or a lower wage if I felt that my work contributed to something more important or meaningful to me	7%	21%	31%	11%	3%	29%
I would consider accepting a lesser role or a lower salary to work for a firm with a reputation for being environmentally friendly, caring about employees and caring about outside stakeholders such as the community	8%	20%	26%	11%	4%	31%



<b>Please reply to the following regarding your future career goals. (2010)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
Given the opportunity, I would leave my present job	19%	25%	26%	11%	2%	16%
There is room for me to advance at this organization	6%	31%	27%	13%	2%	21%
My career goals are being advanced through my current job	9%	36%	30%	8%	0%	16%
If I could start over again, I would choose the same field of work	28%	35%	17%	6%	2%	12%
I would take on a lesser role or a lower wage if I felt that my work contributed to something more important or meaningful to me	7%	28%	27%	10%	4%	25%
I would consider accepting a lesser role or a lower salary to work for a firm with a reputation for being environmentally friendly, caring about employees and caring about outside stakeholders such as the community	7%	24%	34%	11%	3%	21%

<b>Please reply to the following regarding your future career goals. (2009)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
Given the opportunity, I would leave my present job	16.75%	36.06%	27.06%	10.97%	9.16%
There is room for me to advance at this organization	8.41%	38.66%	34.21%	14.01%	4.70%
My career goals are being advanced through my current job	10.41%	46.53%	30.33%	8.51%	4.21%
If I could start over again, I would choose the same field of work	23.84%	42.99%	17.99%	7.18%	8.00%
I would take on a lesser role or a lower wage if I felt that my work contributed to something more important or meaningful to me	7.48%	32.87%	39.11%	12.16%	8.38%
I would consider accepting a lesser role or a lower salary to work for a firm with a reputation for being environmentally friendly, caring about employees and caring about outside stakeholders such as the community	7.74%	29.71%	38.93%	12.02%	11.60%

**What is your annual salary, not including bonuses?**

<b>2011</b>			<b>2010</b>		
Less than \$25,000	142	13%	Less than \$25,000	69	11%
\$25,000 - \$34,999	182	17%	\$25,000 - \$34,999	32	5%
\$35,000 - \$44,999	186	17%	\$35,000 - \$44,999	44	7%
\$45,000 - \$54,999	138	13%	\$45,000 - \$54,999	84	14%
\$55,000 - \$64,999	116	11%	\$55,000 - \$64,999	75	12%
\$65,000 - \$74,999	83	8%	\$65,000 - \$74,999	77	13%
\$75,000 - \$84,999	78	7%	\$75,000 - \$84,999	50	8%
\$85,000 - \$94,999	42	4%	\$85,000 - \$94,999	40	7%
\$95,000 - \$109,999	46	4%	\$95,000 - \$109,999	66	11%
\$110,000 - \$124,999	33	3%	\$110,000 - \$124,999	34	6%
\$125,000 - \$149,999	24	2%	\$125,000 - \$149,999	20	3%
More than \$150,000	15	1%	More than \$150,000	21	3%

**In addition to your base salary, are you eligible to participate in a bonus program?**

<b>2011</b>			<b>2010</b>		
<b>Yes</b>	295	27%	<b>Yes</b>	270	44%
<b>No</b>	780	73%	<b>No</b>	339	56%

**How are individual employee bonuses determined?**

<b>2011</b>			<b>2010</b>		
Meeting individual goals/objectives	140	47%	Meeting individual goals/objectives	137	51%
Meeting department (group/team) goals/objectives	129	44%	Meeting department (group/team) goals/objectives	117	43%
Achieving financial performance (revenues/profit)	135	46%	Achieving financial performance (revenues/profit)	168	62%
Other (please specify):	209	71%	Other: (Please specify)	96	36%

<b>Please reply to the following: "Within the next 12 months..." (2011)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I will still be working at the same company with the same position	22%	41%	10%	9%	14%	17%
I will still be working at the same company with a job promotion	6%	12%	28%	18%	14%	22%
I will be working somewhere else in the same profession	4%	13%	29%	13%	17%	23%
I will be working somewhere else in a different profession	3%	9%	29%	21%	15%	22%
I will have left this job to run my own business	1%	3%	32%	41%	8%	14%
I will consider contract employment in the same position	5%	15%	26%	26%	9%	20%
I will consider contract employment in the same profession	6%	19%	22%	23%	9%	19%

<b>Please reply to the following: In the next 5 years... (2010)</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Neutral</b>
I will still be working at the same company with the same position	12%	29%	23%	10%	8%	17%
I will still be working at the same company with a job promotion	8%	24%	28%	10%	9%	21%
I will be working somewhere else in the same profession	8%	18%	31%	10%	12%	22%
I will be working somewhere else in a different profession	3%	8%	26%	21%	10%	32%
I will have left this job to run my own business	5%	10%	21%	26%	10%	28%

<b>2009</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
I will still be working at the same company in the same position	12.67%	30.78%	25.84%	12.84%	17.86%
I will still be working at the same company with a job promotion	9.43%	23.33%	32.01%	16.54%	18.69%
I will be working somewhere else in the same profession	4.06%	21.81%	36.24%	11.61%	26.29%
I will be working somewhere else in a different profession	2.49%	12.22%	41.23%	22.61%	21.45%
I will have left this job to run my own business	3.66%	9.48%	34.00%	35.00%	17.87%

**How do you go about looking for potential new career/position opportunities? (Check all that apply)**

**2011**

Internal Human Resources Department/Internal Job Postings	551	52%
Online Job Boards	805	76%
Staffing Firms	449	42%
Personal/Professional Networks	600	56%
Social Networking Sites	271	25%
Classified Ads	434	41%
Other (please specify):	39	4%

**2010**

Internal Human Resources Department/Internal Job Postings	192	31%
Online Job Boards	383	63%
Staffing Firms	156	26%
Personal/Professional Networks	363	59%
Social Networking Sites	119	19%
Classified Ads	235	38%
Other: (Please specify)	42	7%

**Do you access any of the resources in the previous question via a mobile application on a Smart Devices (iPhone, Blackberry, Android)?**

**2011**

**only**

<b>Yes</b>	310	29%
<b>No</b>	762	71%

**Please select your gender.**

<b>2011</b>			<b>2010</b>		
<b>Male</b>	514	48%	<b>Male</b>	377	61%
<b>Female</b>	563	52%	<b>Female</b>	233	38%

Please select your age.

2011			2010		
Under 25	141	13%	Under 25	4	1%
25 - 29	156	14%	25 - 29	27	4%
30 - 34	104	10%	30 - 34	60	10%
35 - 39	107	10%	35 - 39	84	14%
40 - 44	118	11%	40 - 44	82	13%
45 - 49	126	12%	45 - 59	132	22%
50 - 54	147	14%	50 - 54	70	11%
55 - 59	106	10%	55 - 59	89	15%
60 - 64	55	5%	60 - 64	50	8%
65+	22	2%	65+	15	2%

Please select the geographic region in which you were born.

2011			2010		
United States	898	83%	United States	401	66%
Canada	23	2%	Canada	29	5%
Mexico	5	0%	Mexico	8	1%
South America	13	1%	South America	14	2%
Eastern Europe	13	1%	Eastern Europe	17	3%
Western Europe	24	2%	Western Europe	24	4%
Africa	15	1%	Africa	20	3%
India	35	3%	India	40	7%
China	16	1%	China	8	1%
Middle East	4	0%	Middle East	7	1%
Japan	1	0%	Japan	1	0%
Australia and Oceania	3	0%	Australia and Oceania	7	1%
Other (please specify):	30	3%	Other: (Please specify)	29	5%

Please select your ethnicity.

2011	
White/Caucasian (not Hispanic or Latino)	773 72%
Black or African American	88 8%
Native Hawaiian or Other Pacific Islander	4 0%
Asian	99 9%
American Indian/Alaskan Native	3 0%
Hispanic/Latino	46 4%
Two or more races (more than one of the above races)	23 2%
I'd rather not say	36 3%
Other (please specify):	5 0%

**2010**

<b>White/Caucasian (not Hispanic or Latino)</b>	426	71%
<b>Black or African American</b>	23	4%
<b>Native Hawaiian or Other Pacific Islander</b>	1	0%
<b>Asian</b>	83	14%
<b>American Indian/Alaskan Native</b>	1	0%
<b>Hispanic/Latino</b>	36	6%
<b>Two or more races (more than one of the above races)</b>	8	1%
<b>I'd rather not say</b>	16	3%
<b>Other: (Please specify)</b>	10	2%

**What is the highest level of education you have completed?**

<b>2011</b>			<b>2010</b>		
<b>High School Diploma</b>	46	4%	<b>High School Diploma</b>	4	1%
<b>Some College</b>	99	9%	<b>Some College</b>	31	5%
<b>Associate's Degree</b>	84	8%	<b>Associate's Degree</b>	24	4%
<b>Bachelor's Degree</b>	520	48%	<b>Bachelor's Degree</b>	238	39%
<b>Master's Degree</b>	222	21%	<b>Master's Degree</b>	165	27%
<b>Doctoral Degree (PhD)</b>	95	9%	<b>Doctoral Degree (PhD)</b>	131	22%
<b>MD</b>	3	0%	<b>MD</b>	4	1%
<b>Other (please specify):</b>	13	1%	<b>Other: (Please specify)</b>	12	2%