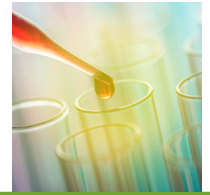




Pearl Meyer

The Research & Development Survey

The R&D Survey is the ultimate source of detailed information on cash compensation – base salary and non-base pay – for Scientists and Engineers.



About the Research & Development (R&D) Survey

The R&D Survey has been in existence since 1956 and was administered by its membership through 2002. Since 2003, the survey has been administered by Pearl Meyer to provide third-party confidentiality and independence.

The R&D Survey is the ultimate source of detailed information on cash compensation – base salary and non-base pay – for Scientists and Engineers. Detailed information is provided allowing for in-depth analysis of benchmark compensation, differences in compensation based on fields of practice, fields of degree, and degree level. Additionally, the survey provides maturity curve information for those organizations employing this compensation administration approach.

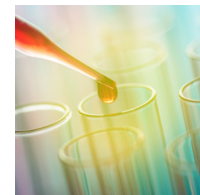
The membership includes leading, nationally recognized profit and nonprofit Research and Development organizations.

Specific Topics Covered Include:

- Base Salaries
- Non-Base Pay, including annual bonuses, lump sum merit bonuses, special achievement awards, and profit-sharing.

Compensation information in the survey is summarized based on a number of incumbent and position characteristics, including:

- Years Since First Degree/Years of Experience
- Highest Degree
- Benchmark Level
- Supervisory Level
- Field of Degree
- Field of Practice



Definition of Research & Development (R&D)

For purposes of the survey, Research and Development is defined as the search for new or refined knowledge and ideas and for the application or use of such knowledge and ideas for the development of new or improved products and processes with the expectation of maintaining or increasing economic productive capacity or yielding other future benefits.

Research and development includes:

1. *Basic Research* - Systematic study to gain knowledge or understanding of the fundamental aspects of phenomena and of observable facts without specific applications toward processes or products in mind.
2. *Applied Research* - Systematic study to gain knowledge or understanding necessary for determining the means by which a recognized and specific need may be met.
3. *Development* - Systematic use of the knowledge and understanding gained from research for the production of useful materials, devices, systems, or methods, including the design and development of prototypes and processes.





R&D SURVEY

- Highest Quality Compensation Data



43
Participating
Institutions



The Results Report Contains:

- Compensation Summary by Benchmark Level*
- Compensation Summary by Experience Level*
- Scatterplots and Percentiles by Experience Level*
- Maturity Curve Analysis*
- Short-Term Incentive Summary*
- Five Year Trend Analysis*
- Constant Incumbent Report
- Policies & Practices
- Participating Companies List



*These reports are available in Excel and PDF Form.

Flexible Report Formats

As a member of the R&D Survey, you will be able to easily download detailed total compensation data by survey position in both Excel and PDF formats, as noted above. These survey reports give you the ability to isolate key data points and salary trends.



Constant Incumbent Report

At the request of the R&D Survey Group, Pearl Meyer was pleased to add a Constant Incumbent Report to the R&D Survey in 2018. The purpose of this report is to help track year-over-year changes to base salary and total cash for each of the job families/levels in the R&D Survey.

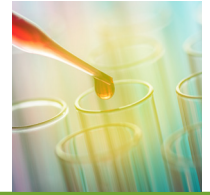
The Constant Incumbent Report provides survey participants with the data points listed below. These data points are organized by Benchmark Level, and have current year data side-by-side with prior year data to demonstrate year-over-year changes.

- Number of Firms
- Number of Incumbents
- Base Salary
- Base Salary Percent Change
- Total Cash
- Total Cash Percent Change

We are confident that the Constant Incumbent Report provides survey participants with high quality, year-over-year data that is easily reviewable and not subject to certain changes, such as new companies joining the R&D Group, some firms ‘dropping’ the survey, etc.

Annual Results Meeting

The addition of the Constant Incumbent Report is due in part to questions raised by the R&D Group at the annual results meeting, which takes place in September each year. The R&D Survey annual results meeting provides survey participants with an opportunity to review survey trends, gain insight from peers and industry experts, and network.



Management Addendum

In addition to the R&D Survey itself, participating companies have the option to participate in/purchase the Management Addendum each year. The Management Addendum provides R&D Survey participants with compensation data for the following four positions:

- President (analogous to Unit-Level CEO at for-profit firm)
- Vice President Research & Technology / Technical Vice President
- Technical Director
- Deputy Laboratory Director

The Management Addendum serves to easily organize data for these positions, which are of more interest to the R&D Survey group. In the Management Addendum, data is organized into four categories, which are listed below. The data points provided are as follows:

- | | |
|--|--|
| ▪ Job Matching <ul style="list-style-type: none">• # of Companies Matched• # of Incumbents Matched | ▪ Base Salary <ul style="list-style-type: none">• Avg. Base Salary• 25th, 50th, 75th Percentiles |
| ▪ Job/Individual Companies <ul style="list-style-type: none">• Avg. Financial Scope• Avg. Headcount Managed• LTI Eligibility | ▪ Cash Incentives <ul style="list-style-type: none">• Avg. Actual Incentive• Avg. Incentive Target (%) |

The Management Addendum also provides a Participant Matching Summary, which outlines which R&D Survey firms could match to each of the four positions above.

The total cost of the R&D Survey is **\$3,750** for participating firms. This price includes data for individual contributors, all the way up to the top-level positions contained in the Management Addendum.

Survey Dates

Data Effective Date: 5/1/2023

Submission Due Date: 6/2/2023

Survey Results Published: 8/1/2023





How Can I Participate?

Work with a Dedicated Survey Account Manager

You will be assigned a dedicated account manager who will be available to walk you through the survey process and answer any questions you may have. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your survey account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete the survey.

- **To contact us by email:** survey@pearlmeier.com or daniel.besser@pearlmeier.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600 or call Daniel Besser, Survey Account Manager, at 508-630-1517



Dedicated Team of Account Managers



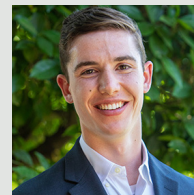
Rebecca Toman
Vice President, Survey
Business Unit



Nana Adu
Associate Account
Manager



Dan Besser
Survey Account
Manager



Matt Donahue
Associate Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Associate Account
Manager



Rhonda Snyder
Survey Account
Manager



Veronika Valcheva
Associate Account
Manager

Pearl Meyer



About Pearl Meyer

(www.pearlmeyer.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.

Pearl Meyer's Survey Suite

(www.pearlmeyer.com/salary-surveys)

At Pearl Meyer we specialize in salary surveys in a wide range of industries including high technology, engineering and construction, banking and many more. Each survey provides the most comprehensive perspective on total compensation for the broadest groups of positions available. Combined, the surveys paint a complete picture of total compensation, giving you the only data resource you need to establish and manage your employee pay and reward strategy.



Locations

ATLANTA

(770) 261-4080

atlanta@pearlmeyer.com

BOSTON

(508) 460-9600

boston@pearlmeyer.com

CHARLOTTE

(704) 844-6626

charlotte@pearlmeyer.com

CHICAGO

(312) 242-3050

chicago@pearlmeyer.com

HOUSTON

(713) 568-2200

houston@pearlmeyer.com

LOS ANGELES

(213) 438-6500

losangeles@pearlmeyer.com

NEW YORK

(212) 644-2300

newyork@pearlmeyer.com

SAN JOSE

(669) 800-5074

sanjose@pearlmeyer.com

For more information on Pearl Meyer, visit us at www.pearlmeyer.com or contact us at (212) 644-2300.