

**ON** ***Q*** **RECRUITMENT**  
*Scientific Technical Medical*

2014 Salary & Job Satisfaction Survey

Sales & Marketing Sector



# 2014 Salary and Job Satisfaction Survey



## Index

- Foreword by On Q Recruitment's Director
- Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.
- Functional Overview – by Sector: a snapshot of the contributors profile by individual sector. It indicates salary increases and percentage of those who received bonus across the whole sector in addition to other analysis, including job satisfaction and the likelihood to change jobs.
- Functional Overview – All Sectors: as above, but across all sectors. Facilitates a comparison against Functional Overview by Sector.
- Job Satisfaction – by Sector: highlights the benefits contributors currently receive, the benefits most valued, the top reasons for staying with a current employer and the most frustrating aspects of the job. 2013 data is provided for comparative purposes.
- Job Satisfaction – All Sectors: as above, but across All Sectors. Facilitates a comparison against Job Satisfaction by Sector.
- Job Title pages: specific data on base salary, bonus, car allowances and demographics for each individual job title. These pages also illustrate the likelihood to change jobs, job satisfaction, security and stress level. They also provide an indication of the top 5 most valuable benefits for each job.
- Remarks: accompanying notes on calculations and clarification of remuneration terms.

# 2014 Salary and Job Satisfaction Survey



## Foreword by On Q Recruitment's Director

Welcome to On Q Recruitment's 2014 Salary and Job Satisfaction Report. Thank you for your participation and for taking an interest in the results. The aim of the annual survey is to support our clients – talent acquisition, line managers and HR teams with a comprehensive overview of remuneration data, salary movements, job satisfaction and people trends across our key industry sectors. In 2014 we have reported on nearly 1700 professionals across 11 functional sectors and 12 industries in Australia, as follows:



### Industries:

Animal Health	FMCG, Food & Beverage
Clinical Research Organisations	Laboratory Services
Complementary Medicines	Manufacturing
Consulting Services	Medical Devices;
Diagnostics, Life Sciences &	Pharmaceuticals – Ethical (prescription)
Biotechnology	Pharmaceuticals – OTC & Health
	Research / NFP/ Hospital / Academia

### Functional Sectors:

Clinical Research	Medical Affairs
Engineering	Operations &
General Business Management	Manufacturing
Health Economics & Corporate Affairs	Quality Assurance
Human Resources	Regulatory Affairs
Laboratory	Sales & Marketing

The contributors in 2014 represent 58.6% females and 41.4% males, with an age range from 20 years to over 60 years, with the highest demographic, 35%, in the 30-39 age bracket. 84% are engaged in full time employment and 70% are based in Sydney. Although we received survey data from New Zealand and various Asian countries, we chose not to include this data in the report.

On Q is very appreciative to all its survey contributors and ensures complete confidentiality of all participants. On Q has conducted its salary survey for 8 years, continually improving and deepening our analysis and reporting to help our clients be informed, benchmark and identify trends or areas of concern. As always, we welcome your feedback and suggestions for improvements, either in representation of data or new questions to survey. Please don't hesitate to contact myself or your On Q Recruitment Consultant with feedback or requests for further information.

Kind Regards

Catherine O'Mahony  
Director, On Q Recruitment  
August 2014

# 2014 Salary and Job Satisfaction Survey



## Sales and Marketing Sector (n = 261)

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### Summary of Total Remuneration by Industry

		All Industry 2014	All Industry 2013	Pharmaceuticals - Ethical (prescription)	Medical Devices	Pharmaceuticals - OTC & Consumer Health	Diagnostics, Life Sciences & Biotechnology	Manufacturing	Consulting Services	FMCG, Food & Beverage	Research Institute/NFP/Hospital/Academia	Animal Health	Laboratory Services	Complementary Medicines	Clinical Research Organisation
Sales Representative	n	23	8	9	4	5	1			4					
	1st Quartile	\$55,000	\$87,500	\$73,250	\$75,000	\$56,250				\$55,000					
	Median	\$72,000	\$103,000	\$99,500	\$122,500	\$63,000	\$72,000			\$55,000					
	3rd Quartile	\$120,000	\$117,250	\$118,500	\$128,750	\$95,000				\$55,000					
Senior Sales Representative	n	15	11	9	1	1	2	2							
	1st Quartile	\$100,000	\$103,000	\$104,000	\$135,000	\$57,500	\$86,500	\$80,000							
	Median	\$110,000	\$110,000	\$113,000	\$135,000	\$57,500	\$93,000	\$100,000							
	3rd Quartile	\$120,000	\$112,000	\$120,000	\$135,000	\$57,500	\$99,500	\$120,000							
Account Manager	n	22	18	2	4	3	4	1	2	1	2		2	1	
	1st Quartile	\$95,625	\$87,500	\$102,500	\$70,000	\$122,000	\$78,375								
	Median	\$109,000	\$101,000	\$105,000	\$110,000	\$124,000	\$105,000	\$128,000	\$93,750	\$150,000	\$66,000		\$118,500	\$100,000	
	3rd Quartile	\$125,500	\$117,500	\$107,500	\$138,750	\$130,000	\$120,750								
Territory Manager	n	27	10	6	16	2		1		1	1				
	1st Quartile	\$107,000	\$84,250	\$102,625	\$108,500										
	Median	\$115,000	\$102,500	\$135,000	\$114,500	\$106,500		\$150,000		\$145,000	\$100,000				
	3rd Quartile	\$135,000	\$125,000	\$138,000	\$124,500										
Business Development Manager / Consultant	n	26	23	3	4	3	2	3	5	1	1		3		1
	1st Quartile	\$93,875	\$100,000	\$125,000	\$125,000	\$120,000		\$75,000	\$76,250				\$87,500		
	Median	\$136,500	\$120,000	\$140,000	\$190,000	\$180,000	\$113,750	\$80,000	\$145,000	\$117,000	\$97,000		\$140,000		\$92,000
	3rd Quartile	\$169,500	\$180,000	\$191,000	\$247,500	\$210,000		\$150,000	\$175,500				\$150,000		
State Sales Manager / Regional Sales Manager	n	12	8	2	4	3	1					1		1	
	1st Quartile	\$117,000	\$79,500		\$90,000	\$151,000									
	Median	\$144,500	\$152,500	\$144,500	\$126,500	\$182,000	\$116,000					\$160,000		\$115,000	
	3rd Quartile	\$176,500	\$190,500		\$175,750	\$182,000									
National Field Sales Manager	n	8	7	2	4	1	1								
	1st Quartile	\$130,000	\$116,000		\$127,500										
	Median	\$160,500	\$125,000	\$184,000	\$162,500	\$145,000	\$125,000								
	3rd Quartile	\$191,500	\$163,000		\$193,750										
Sales Analyst	n	6	6	3					1					1	
	1st Quartile	\$79,375	\$66,500	\$111,000											
	Median	\$109,500	\$87,500	\$144,000	\$55,000				\$108,000					\$87,500	
	3rd Quartile	\$149,250	\$142,750	\$165,000											
Sales Director	n	7	5	1	1	1	1		1	1			1		
	1st Quartile	\$146,000	\$195,500												
	Median	\$188,000	\$220,000	\$188,000	\$198,000	\$220,000	\$129,000		\$200,000	\$146,000			\$175,000		
	3rd Quartile	\$200,000	\$275,000												

- n = The number of observations recorded for each category
- Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)
- Please refer to the All Industry data whenever there are less than 3 data points for a specific industry

# 2014 Salary and Job Satisfaction Survey



## Sales and Marketing Sector (n = 261)

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### Summary of Total Remuneration by Industry

		All Industry 2014	All Industry 2013	Pharmaceuticals Ethical (prescription)	Medical Devices	Pharmaceuticals OTC & Consumer Health	Diagnostics, Life Sciences & Biotechnology	Manufacturing	Consulting Services	FMCG, Food & Beverage	Research Institute/NFP/Hospital/Academia	Animal Health	Laboratory Services	Complementary Medicines	Clinical Research Organisation
Assistant / Associate Brand / Product Manager	n	19	8	4	3	2	3	3	1	1	1	1			
	1st Quartile	\$58,000	\$61,250	\$63,750	\$87,500		\$56,500	\$56,500							
	Median	\$82,000	\$73,000	\$90,500	\$92,500	\$60,000	\$100,000	\$61,500	\$90,500	\$78,500	\$56,000	\$82,000			
	3rd Quartile	\$100,000	\$79,625	\$137,500	\$146,000		\$138,000	\$85,000							
Brand / Product Manager	n	20	27	6	5	4	1	2		1				1	
	1st Quartile	\$111,000	\$98,000	\$115,000	\$110,000	\$61,250									
	Median	\$129,500	\$120,000	\$137,000	\$130,000	\$97,000	\$130,000	\$152,500		\$120,000				\$150,000	
	3rd Quartile	\$148,750	\$134,000	\$161,250	\$143,000	\$120,750									
Senior Brand / Product Manager	n	16	20	5	4		1	4				1			
	1st Quartile	\$127,500	\$143,000	\$157,500	\$125,000			\$96,500							
	Median	\$147,500	\$161,000	\$180,000	\$130,000	\$158,000	\$161,000	\$131,000				\$142,000			
	3rd Quartile	\$167,750	\$183,750	\$196,000	\$153,750			\$146,750							
Marketing Manager	n	18	19	4	1	3	2		3	3		2			
	1st Quartile	\$140,750	\$130,000	\$154,000		\$160,000			\$55,000	\$115,000					
	Median	\$162,500	\$177,000	\$206,500	\$165,000	\$175,000	\$185,000		\$55,000	\$180,000		\$160,000			
	3rd Quartile	\$194,750	\$220,000	\$235,000		\$177,000			\$140,000	\$200,000					
Marketing Director	n	9	7	4	1	1	1			1					1
	1st Quartile	\$220,000	\$230,000	\$250,000											
	Median	\$280,000	\$290,000	\$285,000	\$300,000	\$250,000	\$450,000			\$200,000					\$62,000
	3rd Quartile	\$310,000	\$300,000	\$312,500											
Sales & Marketing Manager	n	15	16	2	3	1	3	2	2		1	1			
	1st Quartile	\$135,000	\$113,500		\$152,000										
	Median	\$175,000	\$169,500	\$212,500	\$210,000	\$200,000	\$178,000	\$212,500	\$127,500		\$74,000	\$149,000			
	3rd Quartile	\$210,000	\$207,500		\$230,000										
Business Unit Manager / Head of Division	n	18	16	6	6		2		1	2				1	
	1st Quartile	\$160,000	\$165,000	\$201,250	\$202,750										
	Median	\$220,000	\$220,000	\$220,000	\$265,000		\$240,000		\$138,000	\$155,000				\$160,000	
	3rd Quartile	\$270,000	\$230,000	\$272,500	\$275,000										

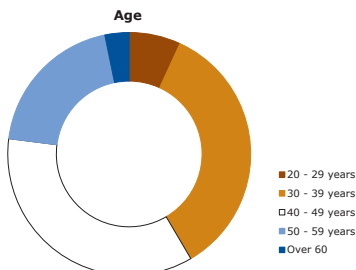
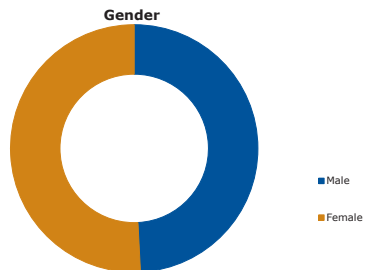
- n = The number of observations recorded for each category

- Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)

- Please refer to the All Industry data whenever there are less than 3 data points for a specific industry

# 2014 Salary and Job Satisfaction Survey

## Functional Overview - Sales & Marketing Sector (n = 261)

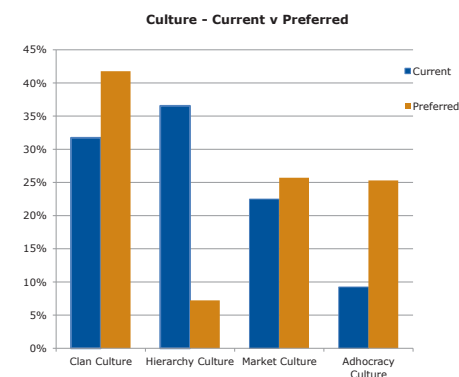
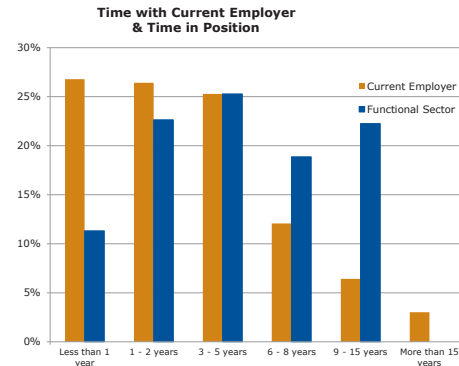
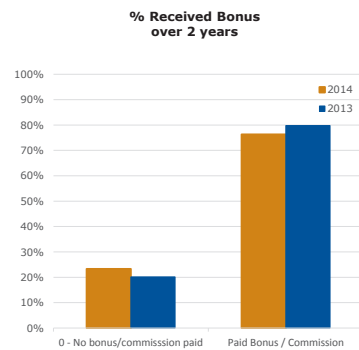
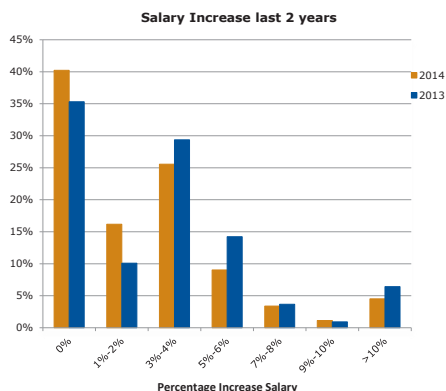
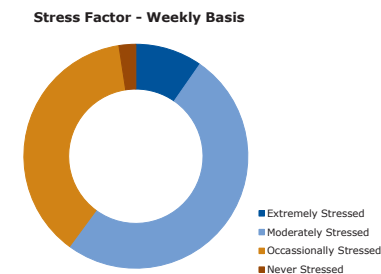
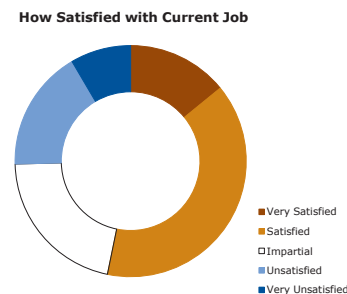
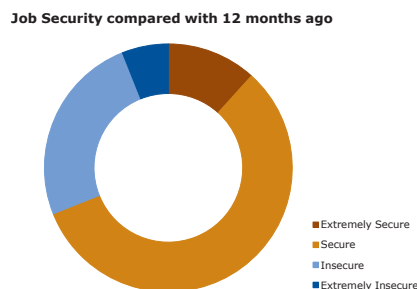
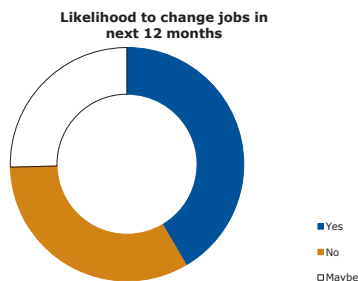


### Industry Segment

Pharmaceuticals - Ethical (prescription)	26.3%
Medical Devices	23.3%
Pharmaceuticals - OTC & Consumer Health	11.7%
Diagnostics, Life Sciences & Biotechnology	9.4%
Manufacturing	6.8%
FMCG, Food & Beverage	6.4%
Consulting Services	6.4%
Complementary Medicines	2.3%
Animal Health	2.3%
Research Institute/NFP/ Hospital/ Academia	2.3%
Laboratory Services	2.3%
Clinical Research Organisation	0.8%

**Average Department turnover %** 16.48  
**Average Overtime hours per week** 8.23

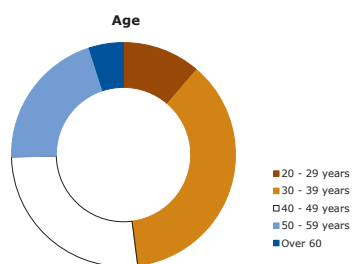
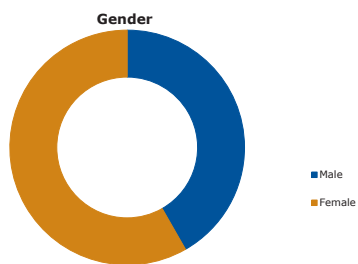
**Flexibility, working from Home:**  
 Work from home 8.6%  
 Not permitted to work from home 8.3%  
 No policy, on Manager's approval / discretion 25.9%  
 No policy, on an ad-hoc, as needed basis 32.7%  
 Up to 0.5 day per week (1 day per fortnight) 2.3%  
 Up to 1 day per week 11.7%  
 2 days or more a week 10.5%



# 2014 Salary and Job Satisfaction Survey



## Functional Overview - All Sectors (n = 1671)

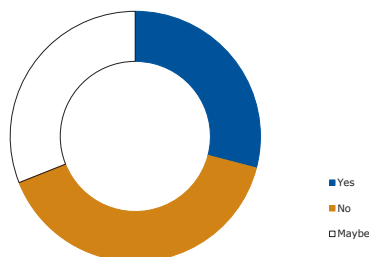


Industry Segment	Percentage
Pharmaceuticals - Ethical (prescription)	28.6%
Medical Devices	11.5%
Clinical Research Organisation	10.9%
Manufacturing	9.7%
Research Institute/NFP/ Hospital/ Academia	8.7%
Pharmaceuticals - OTC & Consumer Health	7.2%
FMCG, Food & Beverage	6.2%
Consulting Services	4.2%
Diagnostics, Life Sciences & Biotechnology	4.0%
Laboratory Services	3.4%
Animal Health	2.9%
Complementary Medicines	2.8%

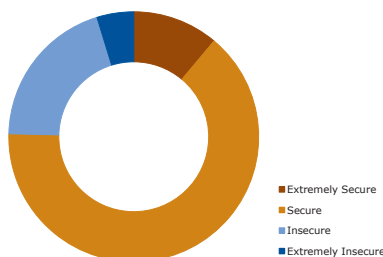
Average Department turnover % **15.44**  
 Average Overtime hours per week **7.34**

Flexibility	Percentage
Work from home	5.0%
Not permitted to work from home	19.0%
No policy, on Manager's approval / discretion	27.2%
No policy, on an ad-hoc, as needed basis	25.1%
Up to 0.5 day per week (1 day per fortnight)	2.8%
Up to 1 day per week	11.1%
2 days or more a week	9.8%

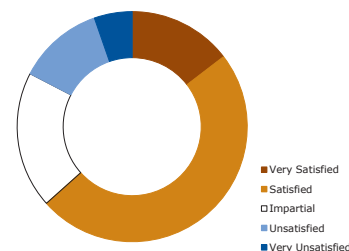
Likelihood to change jobs in next 12 months



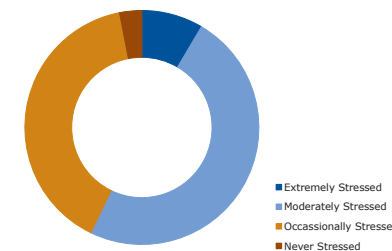
Job Security compared with 12 months ago



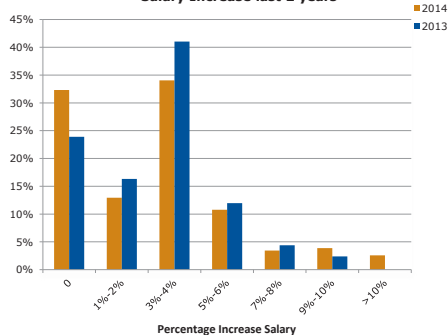
How Satisfied with Current Job



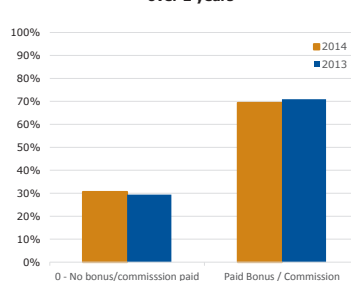
Stress Factor - Weekly Basis



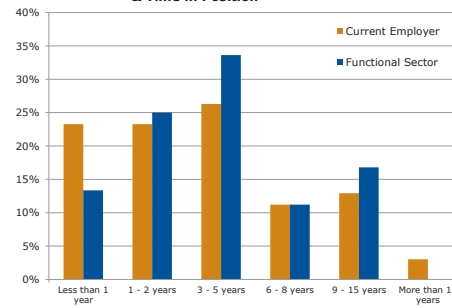
Salary Increase last 2 years



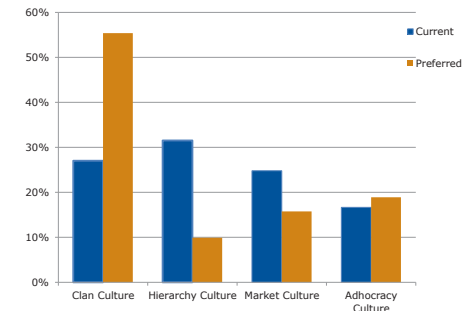
% Received Bonus over 2 years



Time with Current Employer & Time in Position



Culture - Current v Preferred

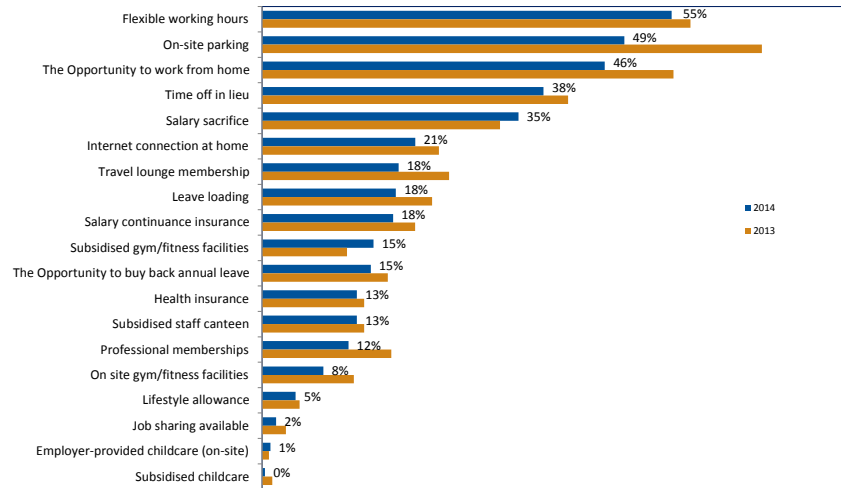


# 2014 Salary and Job Satisfaction Survey



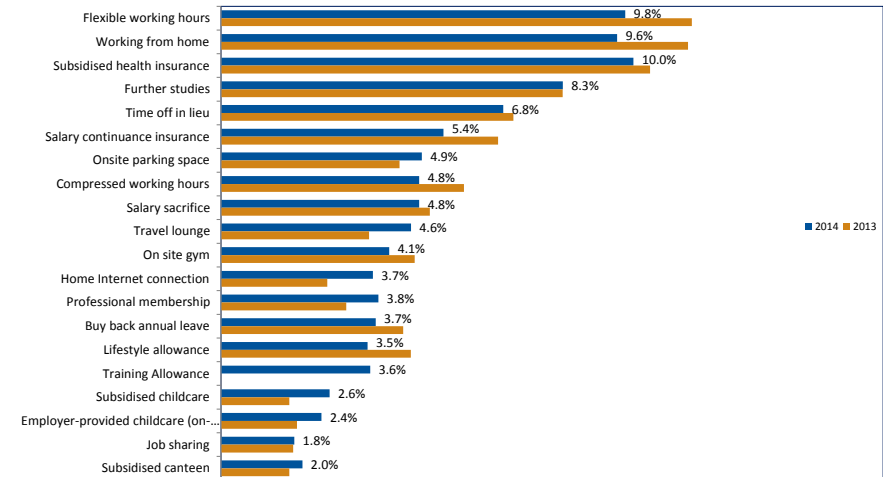
## Job Satisfaction Data - Sales & Marketing Sector (n = 261)

Which Benefits Do You Receive



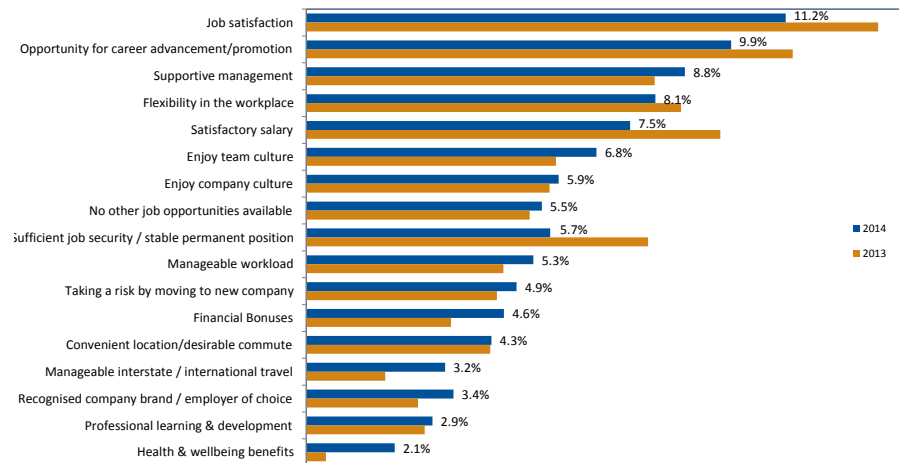
Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



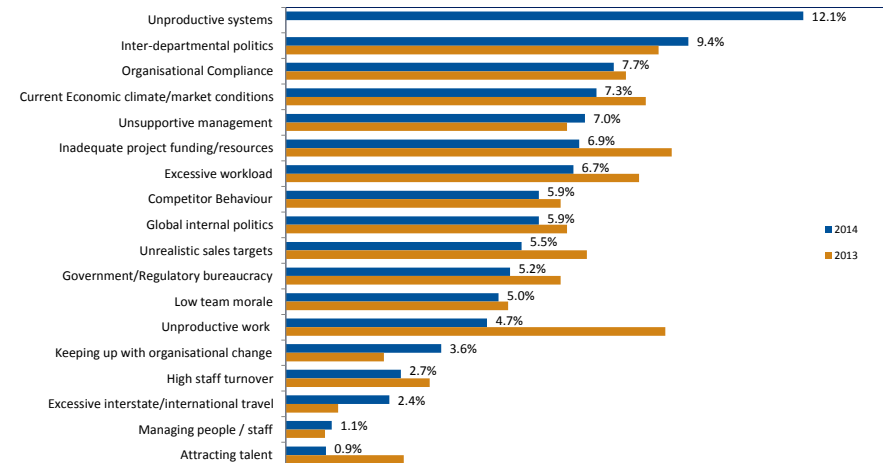
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



Participants were asked to list their top 3 choices

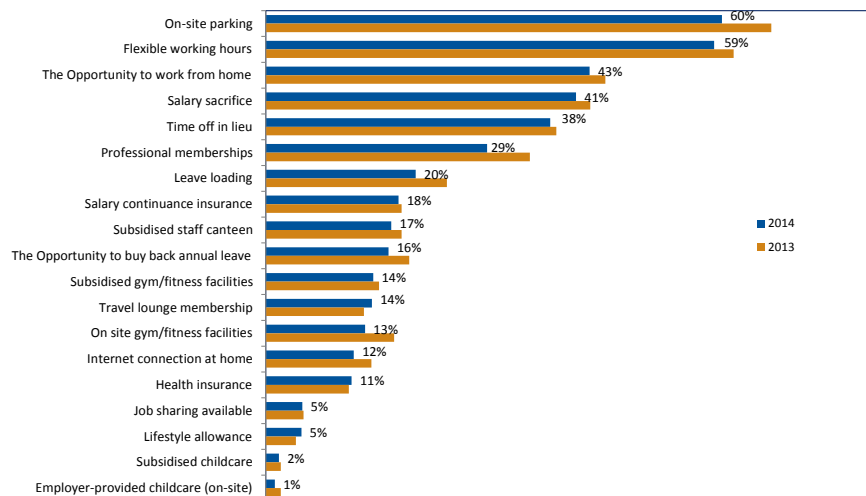


# 2014 Salary and Job Satisfaction Survey



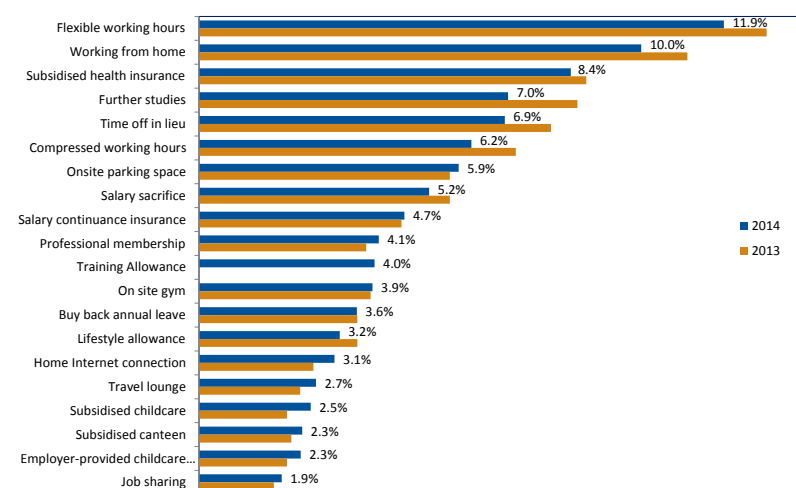
## Job Satisfaction Data - All Sectors (n = 1671)

Which Benefits Do You Receive



Participants were asked to list all benefits received

Top Ranking Most Valuable Benefits



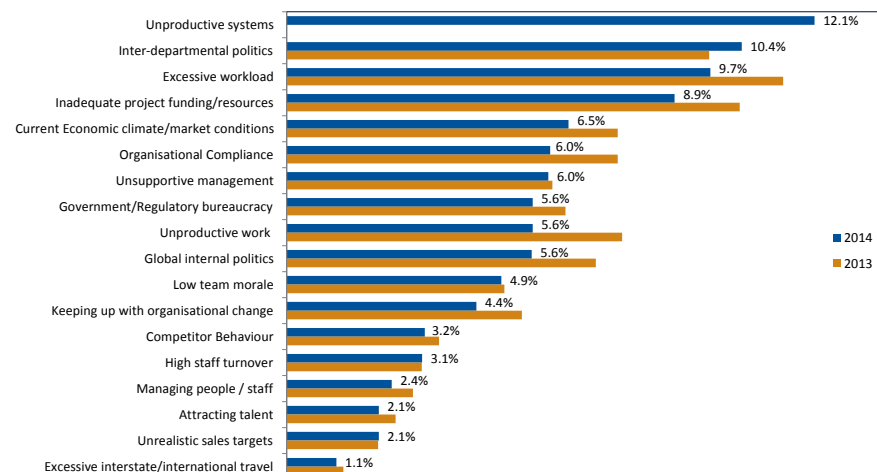
Participants were asked to list their top 5 choices

Top Reasons for Staying with Current Employer



Participants were asked to list their top 3 choices

Most Frustrating Aspects of Job



Participants were asked to list their top 3 choices

# 2014 Salary and Job Satisfaction Survey



## Sales Representative

	n	First Quartile	Median	Third Quartile
Base Salary	23	\$55,000	\$65,000	\$90,000
Car/Car Allowance	15	\$15,000	\$18,000	\$21,000
Bonus/Commission	13	\$3,000	\$8,000	\$14,000

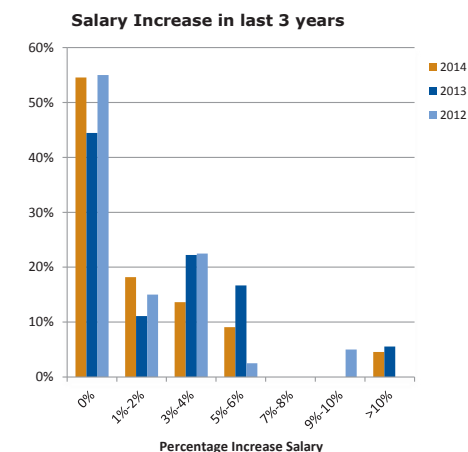
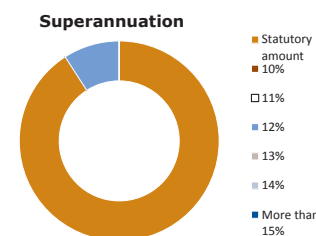
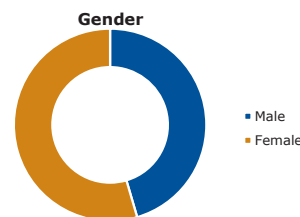
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

District/Regional Sales Manager	17.4%
National Sales Manager	17.4%
Territory Manager	17.4%
CEO/Managing Director	8.7%
State Sales Manager	4.3%
Senior Product Manager	4.3%
General Manager	4.3%
Head of Division	4.3%
National Business Development Manager	4.3%
Sales Director/Country Manager	4.3%
Senior Brand Manager	4.3%
Marketing Manager	4.3%
Regional Manager / Regional Associate Vice President	4.3%

### Industry Segment

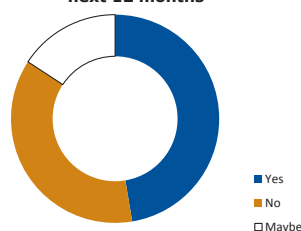
Pharmaceuticals - Ethical (prescription)	39.1%
Pharmaceuticals - OTC & Consumer Health	21.7%
Medical Devices	17.4%
FMCG, Food & Beverage	17.4%
Diagnostics, Life Sciences & Biotechnology	4.3%



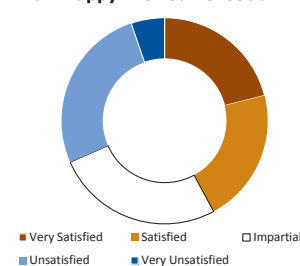
**Number of Direct Reports**  
0 100%

**Total No. of Staff Reporting**  
0 100%

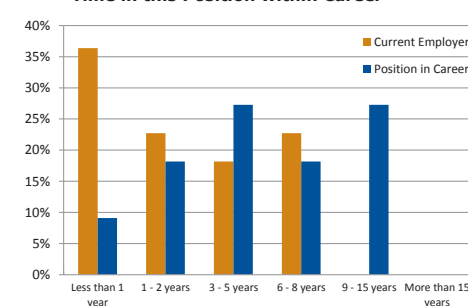
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



### Time with Current Employer and Time in this Position within Career

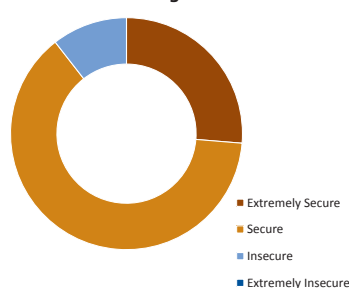


### (No. Of Employees)

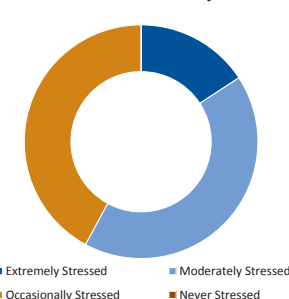
Less than 50	13.0%
51-100	21.7%
101-250	26.1%
251-500	17.4%
501-1000	13.0%
More than 1001	8.7%

**Average Overtime Hours per Week** 4.80

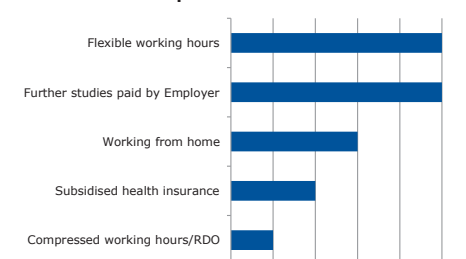
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## Senior Sales Representative

	n	First Quartile	Median	Third Quartile
Base Salary	15	\$71,000	\$80,500	\$94,500
Car/Car Allowance	13	\$18,000	\$19,000	\$21,000
Bonus/Commission	14	\$4,000	\$6,000	\$9,000

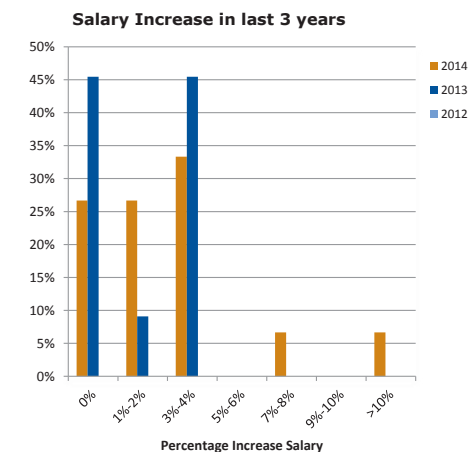
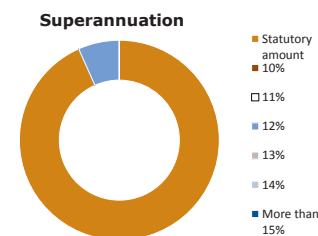
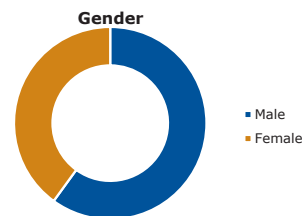
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

District/Regional Sales Manager	20.0%
State Sales Manager	20.0%
National Sales Manager	20.0%
CEO/Managing Director	13.3%
Business Unit Manager	6.7%
National Account Manager	6.7%
Senior Product Manager	6.7%
General Manager	6.7%

### Industry Segment

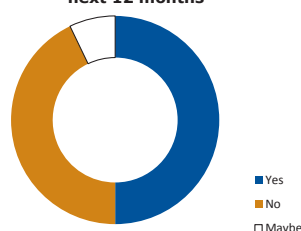
Pharmaceuticals - Ethical (prescription)	60.0%
Diagnostics, Life Sciences & Biotechnology	13.3%
Manufacturing	13.3%
Pharmaceuticals - OTC & Consumer Health	6.7%
Medical Devices	6.7%



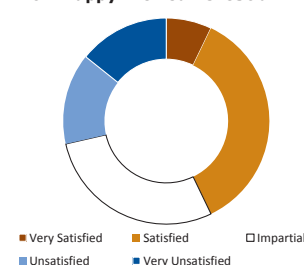
### Number of Direct Reports

0	93%
1-5	7%

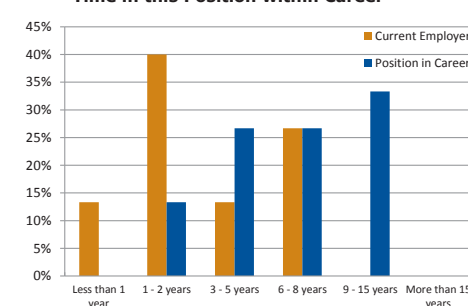
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



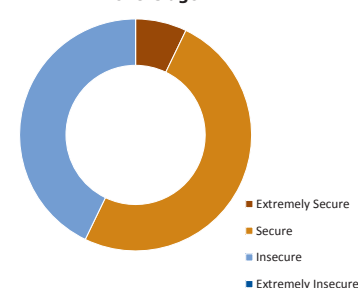
### Time with Current Employer and Time in this Position within Career



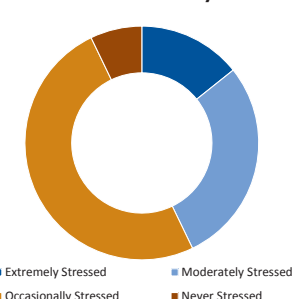
### Total No. of Staff Reporting

0	93%
1-5	7%

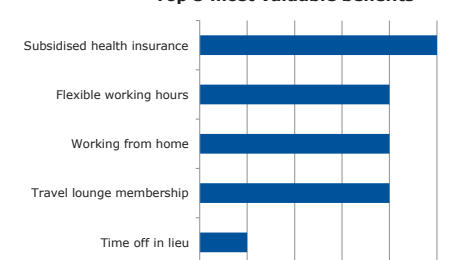
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	33.3%
51-100	6.7%
101-250	13.3%
251-500	13.3%
501-1000	13.3%
More than 1001	13.3%

### Average Overtime Hours per Week

7.92

# 2014 Salary and Job Satisfaction Survey

## Account Manager

	n	First Quartile	Median	Third Quartile
Base Salary	22	\$75,375	\$86,000	\$94,250
Car/Car Allowance	16	\$17,500	\$20,000	\$21,000
Bonus/Commission	18	\$6,000	\$10,000	\$15,000

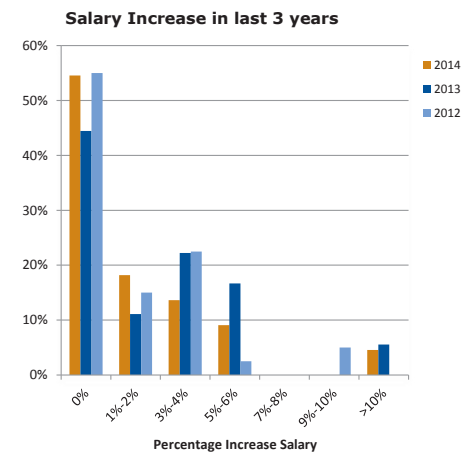
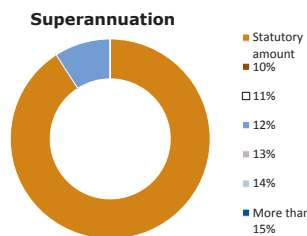
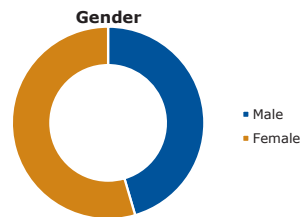
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

National Sales Manager	27.3%
National Account Manager	13.6%
District/Regional Sales Manager	9.1%
Business Unit Manager	9.1%
State Account Manager	9.1%
Regional Director / Regional Vice President	9.1%
Head of Division	4.5%
State Sales Manager	4.5%
National Business Development Manager	4.5%
Senior Product Manager	4.5%
CEO/Managing Director	4.5%

### Industry Segment

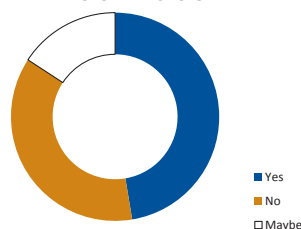
Medical Devices	18.2%
Diagnostics, Life Sciences & Biotechnology	18.2%
Pharmaceuticals - OTC & Consumer Health	13.6%
Pharmaceuticals - Ethical (prescription)	9.1%
Consulting Services	9.1%
Research Institute/NFP/ Hospital/ Academia	9.1%
Laboratory Services	9.1%
Complementary Medicines	4.5%
FMCG, Food & Beverage	4.5%
Manufacturing	4.5%



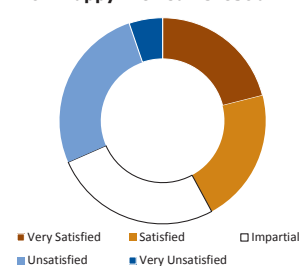
### Number of Direct Reports

0	91%
1-5	9%

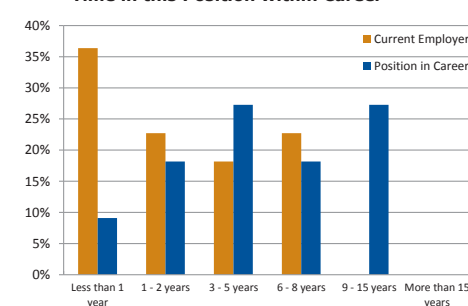
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



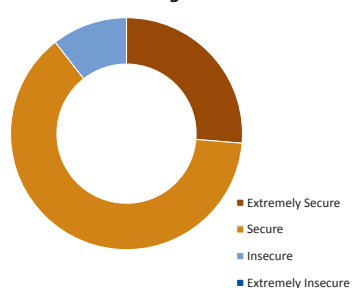
### Time with Current Employer and Time in this Position within Career



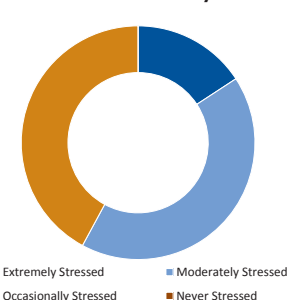
### Total No. of Staff Reporting

0	91%
1-5	9%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



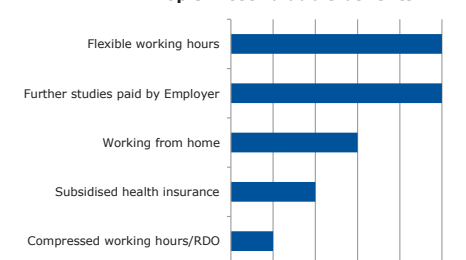
### (No. Of Employees)

Less than 50	9.1%
51-100	18.2%
101-250	45.5%
251-500	22.7%
501-1000	4.5%
More than 1001	0.0%

### Average Overtime Hours per Week

9.11

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Territory Manager

	n	First Quartile	Median	Third Quartile
Base Salary	27	\$80,000	\$89,500	\$104,000
Car/Car Allowance	26	\$17,750	\$20,000	\$22,000
Bonus/Commission	23	\$5,000	\$14,000	\$16,000

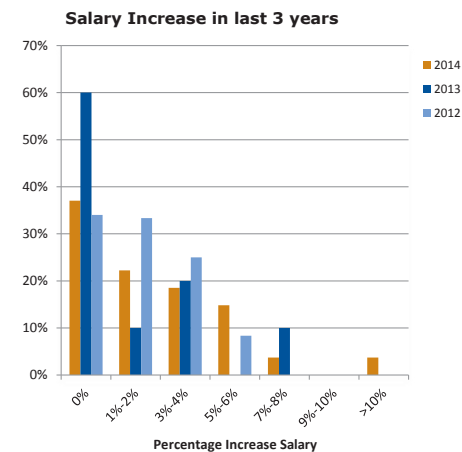
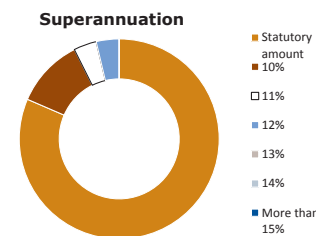
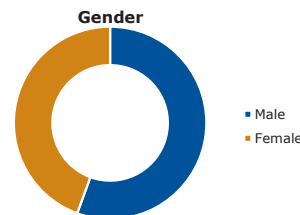
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

National Sales Manager	48.1%
District/Regional Sales Manager	14.8%
Business Unit Manager	11.1%
State Sales Manager	7.4%
General Manager	3.7%
CEO/Managing Director	3.7%
Territory Manager	3.7%
Business Development Manager	3.7%
Sales Director/Country Manager	3.7%

### Industry Segment

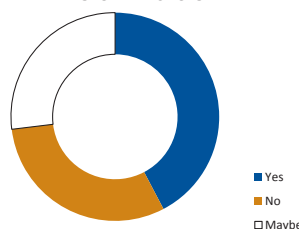
Medical Devices	59.3%
Pharmaceuticals - Ethical (prescription)	22.2%
Pharmaceuticals - OTC & Consumer Health	7.4%
Manufacturing	3.7%
FMCG, Food & Beverage	3.7%
Research Institute/NFP/ Hospital/ Academia	3.7%



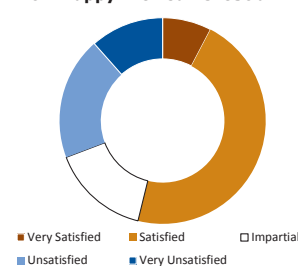
### Number of Direct Reports

0	85%
1-5	11%
6-10	0%
11-20	0%
21-50	4%

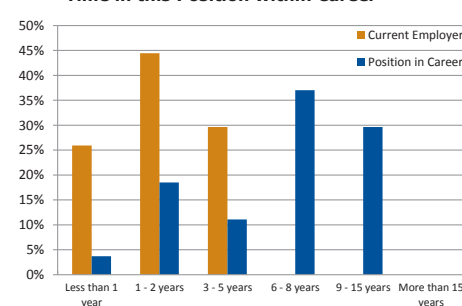
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



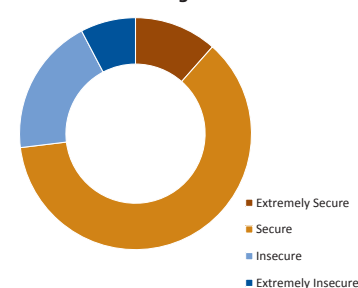
### Time with Current Employer and Time in this Position within Career



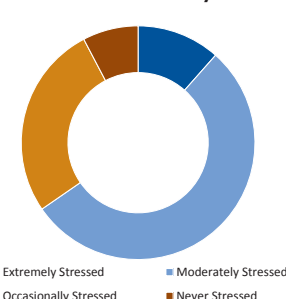
### Total No. of Staff Reporting

0	85%
1-5	15%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



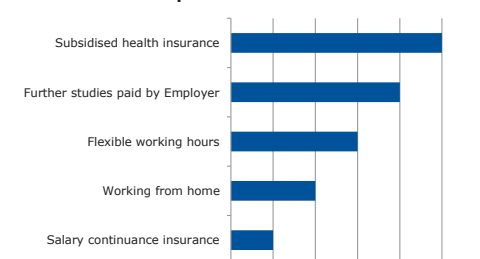
### (No. Of Employees)

Less than 50	33.3%
51-100	22.2%
101-250	11.1%
251-500	18.5%
501-1000	7.4%
More than 1001	7.4%

### Average Overtime Hours per Week

6.04

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Business Development Manager / Consultant

	n	First Quartile	Median	Third Quartile
Base Salary	26	\$80,750	\$110,000	\$136,250
Car/Car Allowance	18	\$15,000	\$18,500	\$22,250
Bonus/Commission	22	\$5,000	\$10,000	\$27,000

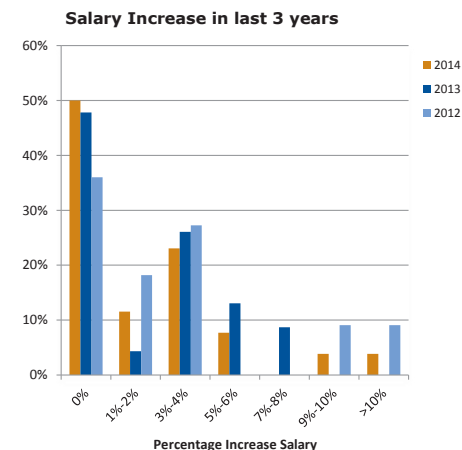
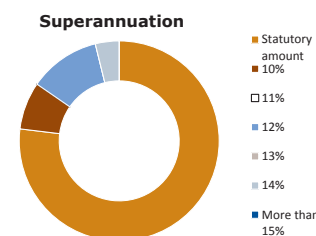
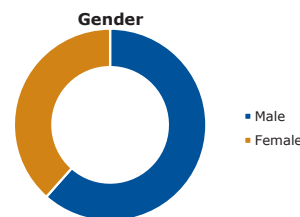
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Sales Director/Country Manager	19.2%
CEO/Managing Director	19.2%
General Manager	11.5%
Marketing Director/ Country Manager	11.5%
National Sales Manager	7.7%
Business Unit Manager	7.7%
Regional Director / Regional Vice President	7.7%
Business Development Manager	3.8%
National Business Development Manager	3.8%
Regional Manager / Regional Associate Vice Presiden	3.8%
Global Vice President	3.8%

### Industry Segment

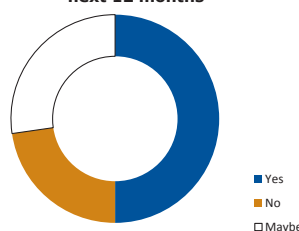
Consulting Services	19.2%
Medical Devices	15.4%
Pharmaceuticals - Ethical (prescription)	11.5%
Pharmaceuticals - OTC & Consumer Health	11.5%
Manufacturing	11.5%
Laboratory Services	11.5%
Diagnostics, Life Sciences & Biotechnology	7.7%
Clinical Research Organisation	3.8%
Research Institute/NFP/ Hospital/ Academia	3.8%



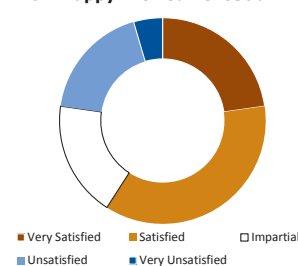
### Number of Direct Reports

0	65%
1-5	23%
6-10	8%

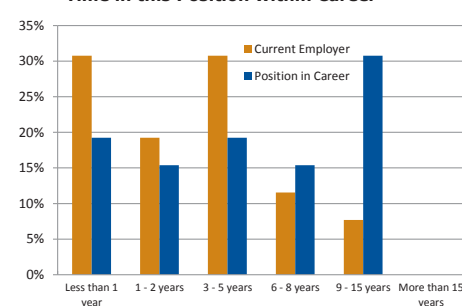
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



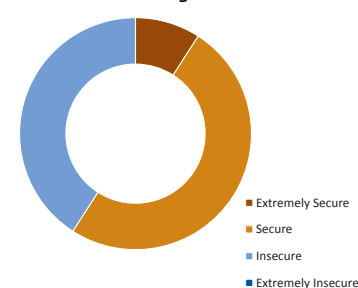
### Time with Current Employer and Time in this Position within Career



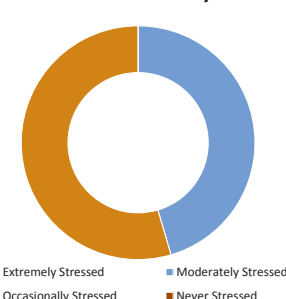
### Total No. of Staff Reporting

0	65%
1-5	19%
6-10	0%
11-20	8%
21-50	0%
51-75	0%
76-100	0%
101 - 150	8%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



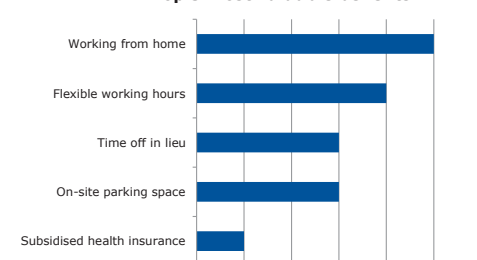
### (No. Of Employees)

Less than 50	23.1%
51-100	15.4%
101-250	15.4%
251-500	19.2%
501-1000	11.5%
More than 1001	15.4%

### Average Overtime Hours per Week

7.71

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## State Sales Manager / Regional Sales Manager

	n	First Quartile	Median	Third Quartile
Base Salary	12	\$90,000	\$110,500	\$138,750
Car/Car Allowance	12	\$20,000	\$22,000	\$22,750
Bonus/Commission	10	\$3,750	\$26,000	\$31,000

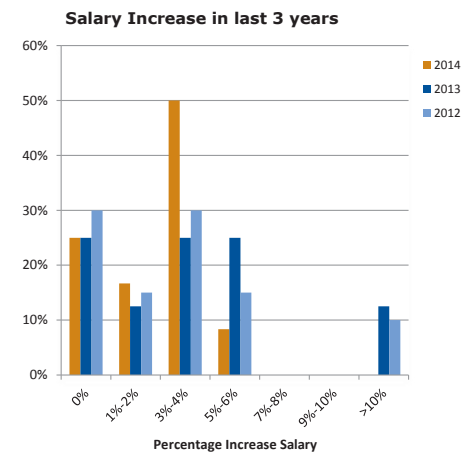
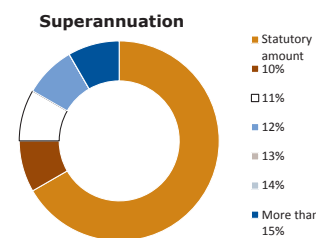
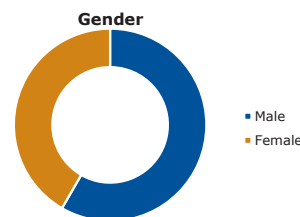
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

National Sales Manager	16.7%
Business Unit Manager	16.7%
Head of Division	25.0%
District/Regional Sales Manager	8.3%
State Sales Manager	8.3%
General Manager	8.3%
CEO/Managing Director	8.3%
Sales Director/Country Manager	8.3%

### Industry Segment

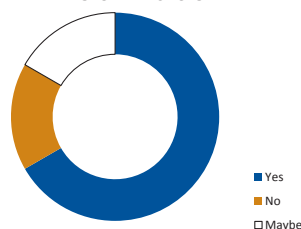
Medical Devices	33.3%
Pharmaceuticals - OTC & Consumer Health	25.0%
Pharmaceuticals - Ethical (prescription)	16.7%
Diagnostics, Life Sciences & Biotechnology	8.3%
Complementary Medicines	8.3%



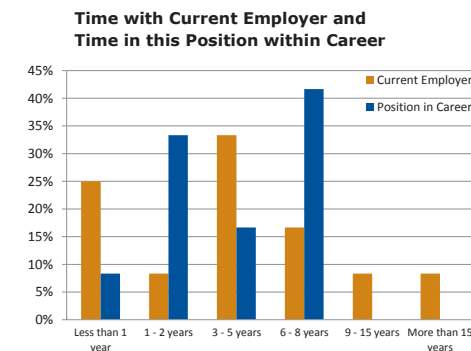
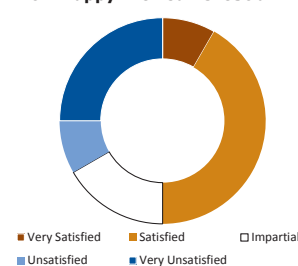
### Number of Direct Reports

0	8%
1-5	58%
6-10	25%
11-20	8%

### Likelihood to change jobs in next 12 months



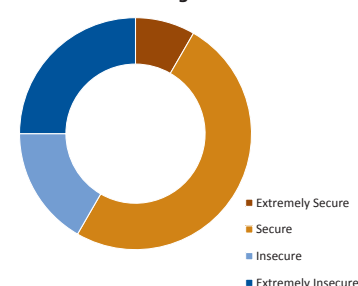
### How Happy with Current Job



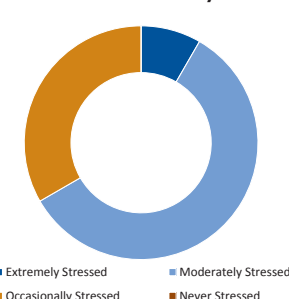
### Total No. of Staff Reporting

0	8%
1-5	25%
6-10	42%
11-20	17%
21-50	0%
51-75	0%
76-100	8%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



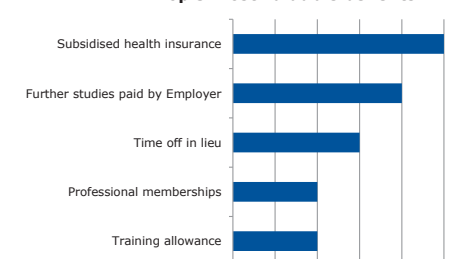
### (No. Of Employees)

Less than 50	16.7%
51-100	25.0%
101-250	16.7%
251-500	25.0%
501-1000	16.7%
More than 1001	0.0%

### Average Overtime Hours per Week

7.67

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## National Field Sales Manager

	n	First Quartile	Median	Third Quartile
Base Salary	8	\$102,875	\$120,000	\$128,000
Car/Car Allowance	8	\$16,500	\$21,500	\$23,750
Bonus/Commission	7	\$10,000	\$18,000	\$40,000

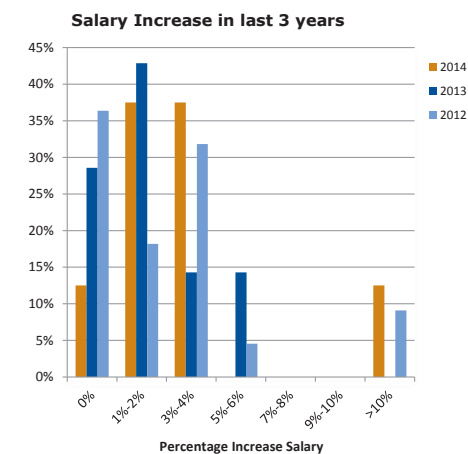
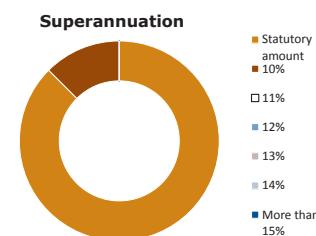
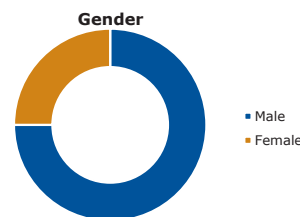
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Business Unit Manager	25.0%
CEO/Managing Director	25.0%
National Sales Manager	12.5%
National Account Manager	12.5%
General Manager	12.5%
Sales Director/Country Manager	12.5%

### Industry Segment

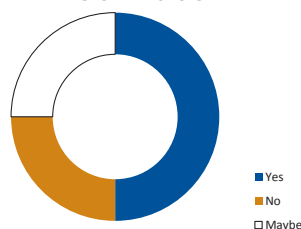
Medical Devices	50.0%
Pharmaceuticals - Ethical (prescription)	25.0%
Diagnostics, Life Sciences & Biotechnology	12.5%
Pharmaceuticals - OTC & Consumer Health	12.5%



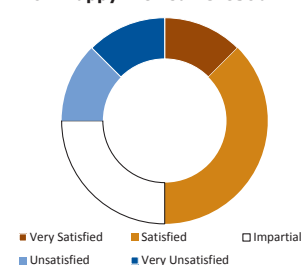
### Number of Direct Reports

0	13%
1-5	38%
6-10	50%

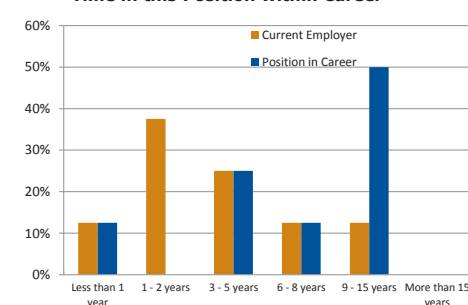
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



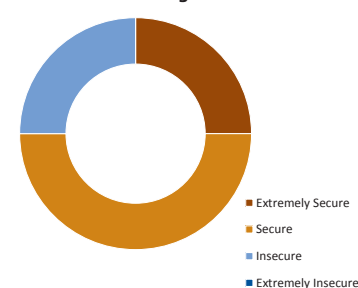
### Time with Current Employer and Time in this Position within Career



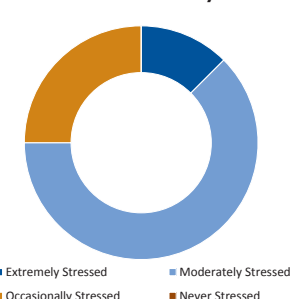
### Total No. of Staff Reporting

0	13%
1-5	25%
6-10	50%
11-20	13%

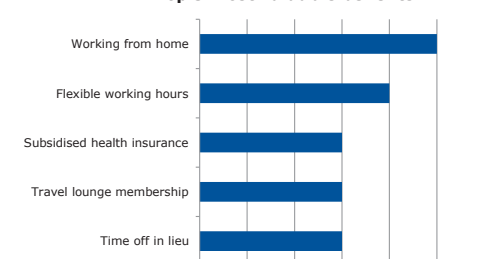
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	25.0%
51-100	25.0%
101-250	25.0%
251-500	25.0%
501-1000	0.0%
More than 1001	0.0%

### Average Overtime Hours per Week

10.71



# 2014 Salary and Job Satisfaction Survey

## Sales Analyst

	n	First Quartile	Median	Third Quartile
Base Salary	6	\$73,000	\$100,500	\$111,500
Car/Car Allowance	2		\$18,500	
Bonus/Commission	4	\$12,000	\$16,000	\$20,000

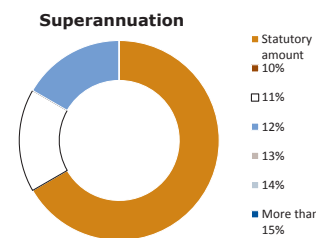
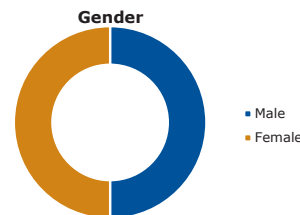
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

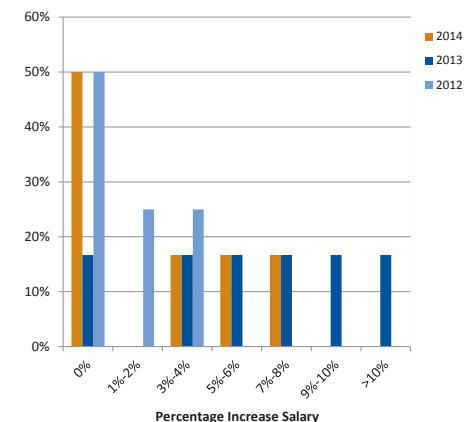
Head of Division	33.3%
Sales Force Effectiveness Manager	33.3%
Business Unit Manager	16.7%
Marketing Manager	16.7%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	50.0%
Medical Devices	16.7%
Complementary Medicines	16.7%
Consulting Services	16.7%



### Salary Increase in last 3 years



### Number of Direct Reports

0	67%
1-5	33%

### Total No. of Staff Reporting

0	67%
1-5	17%
6-10	
11-20	
More than 20	

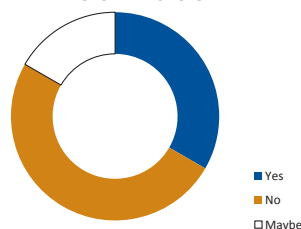
### (No. Of Employees)

Less than 50	16.7%
51-100	16.7%
101-250	16.7%
251-500	33.3%
501-1000	0.0%
More than 1001	16.7%

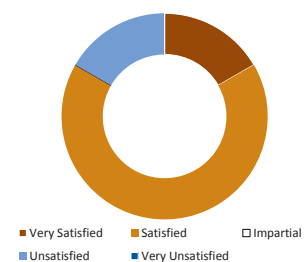
### Average Overtime Hours per Week

4.17

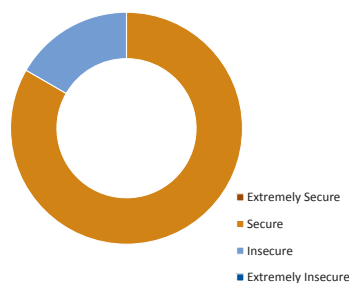
### Likelihood to change jobs in next 12 months



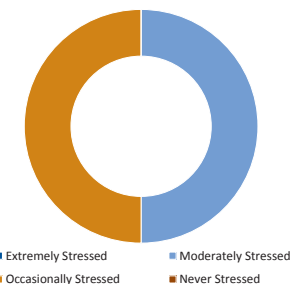
### How Happy with Current Job



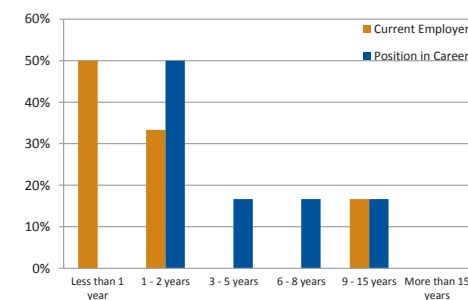
### Job Security Compared with 12 months ago



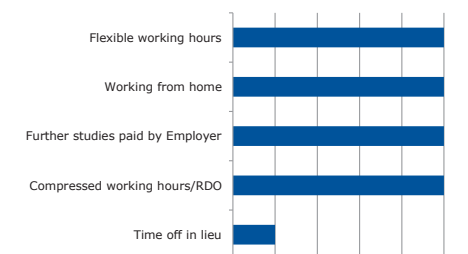
### Stress Factor - Weekly Basis



### Time with Current Employer and Time in this Position within Career



### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Sales Director

	n	First Quartile	Median	Third Quartile
Base Salary	7	\$113,000	\$150,000	\$160,000
Car/Car Allowance	6	\$15,750	\$22,000	\$24,250
Bonus/Commission	5	\$20,000	\$32,000	\$41,000

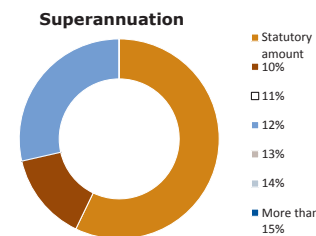
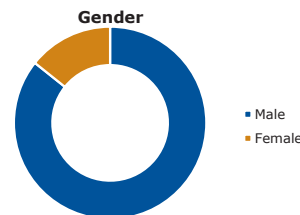
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

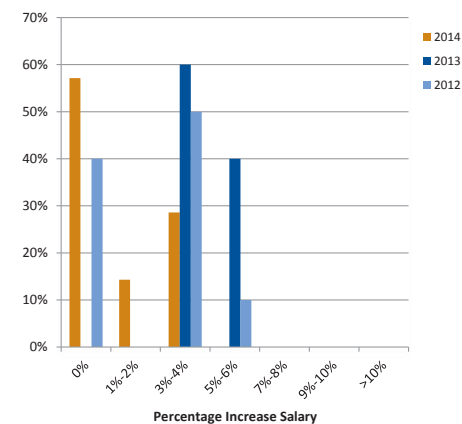
General Manager	42.9%
Regional Director / Regional Vice President	42.9%
Head of Division	14.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	14.3%
Diagnostics, Life Sciences & Biotechnology	14.3%
Pharmaceuticals - OTC & Consumer Health	14.3%
Medical Devices	14.3%
FMCG, Food & Beverage	14.3%
Consulting Services	14.3%
Laboratory Services	14.3%



### Salary Increase in last 3 years



### Number of Direct Reports

0	14%
1-5	14%
6-10	57%
11-20	0%
21-50	14%

### Total No. of Staff Reporting

0	14%
1-5	0%
6-10	43%
11-20	14%
21 - 50	14%
51-75	0%
76 - 100	0%
101 - 150	14%

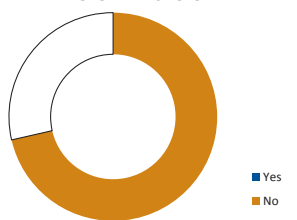
### (No. Of Employees)

Less than 50	57.1%
51-100	14.3%
101-250	0.0%
251-500	0.0%
501-1000	28.6%
More than 1001	0.0%

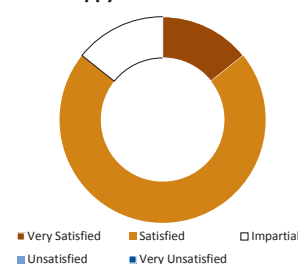
### Average Overtime Hours per Week

9.71

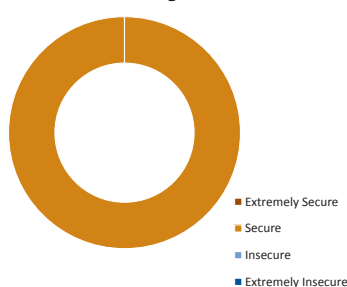
### Likelihood to change jobs in next 12 months



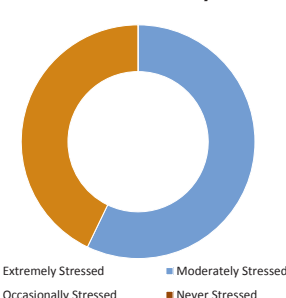
### How Happy with Current Job



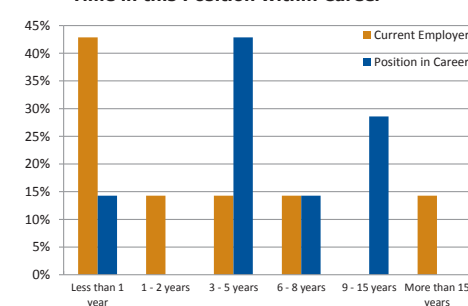
### Job Security Compared with 12 months ago



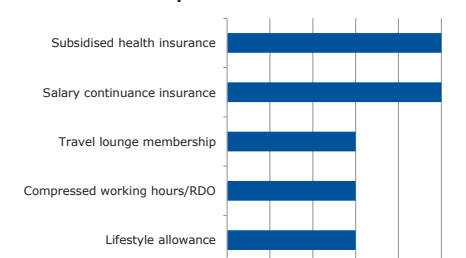
### Stress Factor - Weekly Basis



### Time with Current Employer and Time in this Position within Career



### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Assistant / Associate Brand / Product Manager

	n	First Quartile	Median	Third Quartile
Base Salary	19	\$55,000	\$70,500	\$80,500
Car/Car Allowance	5	\$12,500	\$16,000	\$17,500
Bonus/Commission	9	\$4,500	\$5,000	\$11,500

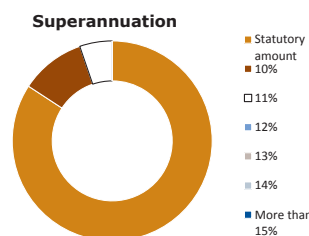
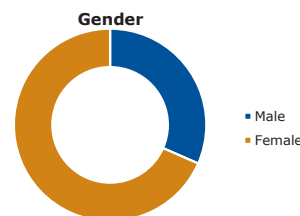
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

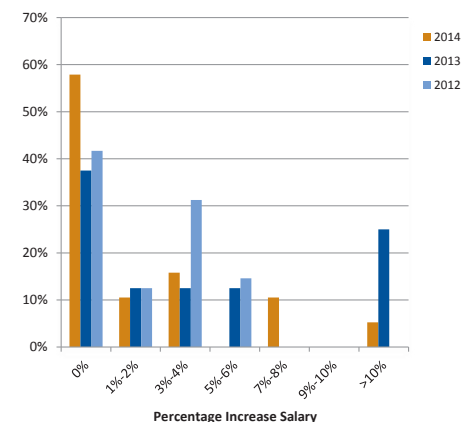
Marketing Manager	36.8%
Head of Division	21.1%
National Sales Manager	10.5%
Business Unit Manager	10.5%
General Manager	10.5%
State Sales Manager	5.3%
Sales Director/Country Manager	5.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	21.1%
Diagnostics, Life Sciences & Biotechnology	15.8%
Medical Devices	15.8%
Manufacturing	15.8%
Pharmaceuticals - OTC & Consumer Health	10.5%
FMCG, Food & Beverage	5.3%
Consulting Services	5.3%
Animal Health	5.3%
Research Institute/NFP/ Hospital/ Academia	5.3%



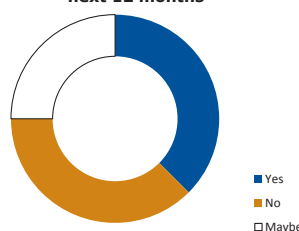
### Salary Increase in last 3 years



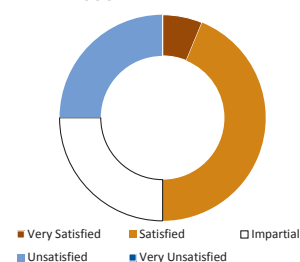
### Number of Direct Reports

0	95%
1-5	5%

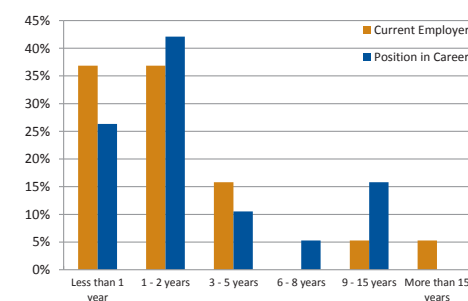
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



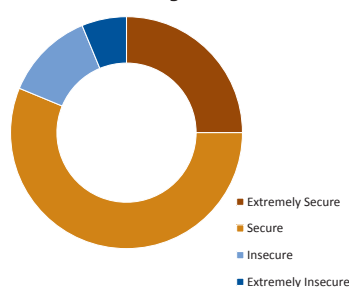
### Time with Current Employer and Time in this Position within Career



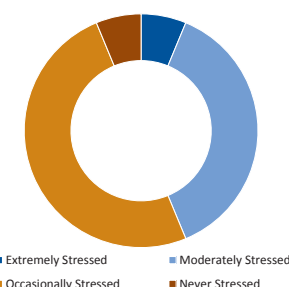
### Total No. of Staff Reporting

0	95%
1-5	5%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



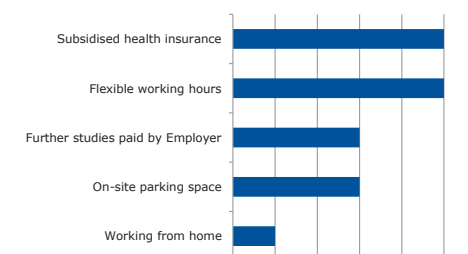
### (No. Of Employees)

Less than 50	26.3%
51-100	15.8%
101-250	15.8%
251-500	21.1%
501-1000	15.8%
More than 1001	5.3%

### Average Overtime Hours per Week

6.92

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## Brand / Product Manager

	n	First Quartile	Median	Third Quartile
Base Salary	20	\$86,500	\$99,750	\$110,000
Car/Car Allowance	12	\$20,000	\$20,500	\$22,000
Bonus/Commission	17	\$5,500	\$11,000	\$18,000

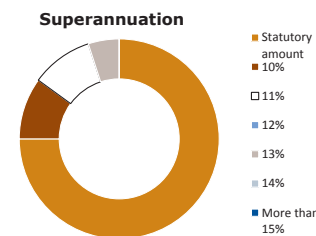
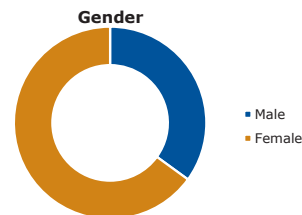
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

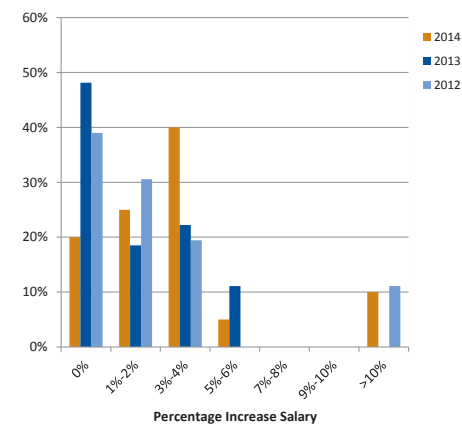
Marketing Manager	60.0%
Business Unit Manager	10.0%
Marketing Director/ Country Manager	10.0%
District/Regional Sales Manager	5.0%
Senior Brand Manager	5.0%
Category Manager	5.0%
Report to Board of Directors	5.0%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	30.0%
Medical Devices	25.0%
Pharmaceuticals - OTC & Consumer Health	20.0%
Manufacturing	10.0%
Diagnostics, Life Sciences & Biotechnology	5.0%
Complementary Medicines	5.0%
FMCG, Food & Beverage	5.0%



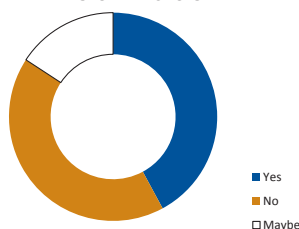
### Salary Increase in last 3 years



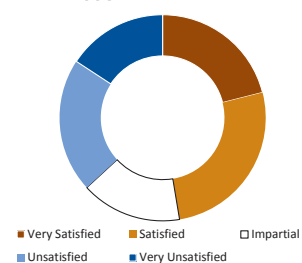
### Number of Direct Reports

0	95%
1-5	5%

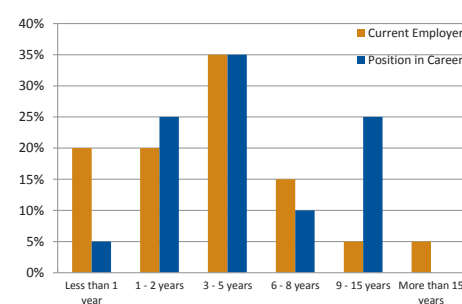
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



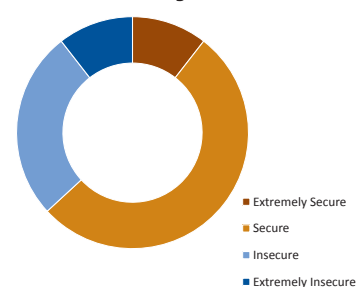
### Time with Current Employer and Time in this Position within Career



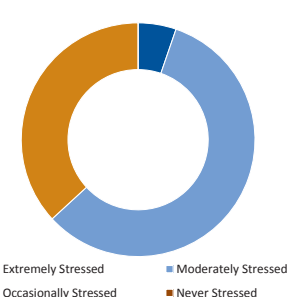
### Total No. of Staff Reporting

0	95%
1-5	0%
6-10	5%

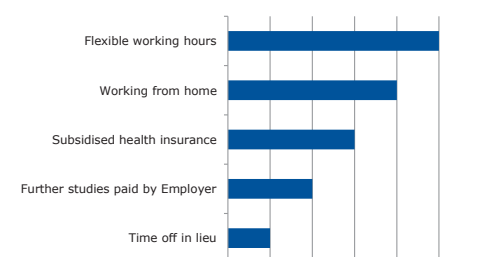
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### (No. Of Employees)

Less than 50	15.0%
51-100	10.0%
101-250	20.0%
251-500	20.0%
501-1000	20.0%
More than 1001	15.0%

### Average Overtime Hours per Week

8.24

# 2014 Salary and Job Satisfaction Survey

## Senior Brand / Product Manager

	n	First Quartile	Median	Third Quartile
Base Salary	16	\$109,750	\$120,000	\$138,000
Car/Car Allowance	13	\$12,500	\$18,000	\$20,500
Bonus/Commission	14	\$5,000	\$14,000	\$24,000

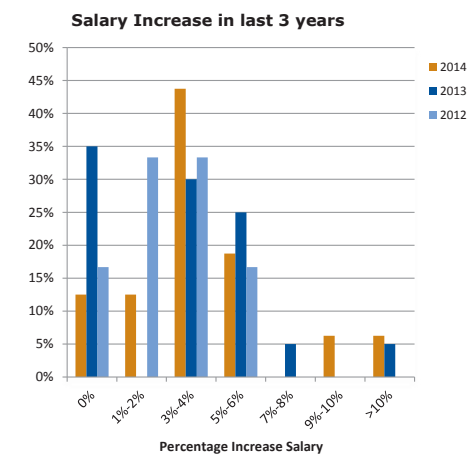
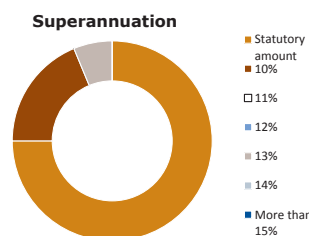
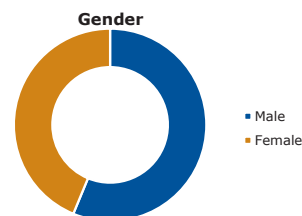
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Business Unit Manager	25.0%
Marketing Director/ Country Manager	25.0%
General Manager	12.5%
Group Marketing Manager	12.5%
Head of Division	6.3%
Business Development Manager	6.3%
National Business Development Manager	6.3%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	31.3%
Medical Devices	25.0%
Manufacturing	25.0%
Diagnostics, Life Sciences & Biotechnology	6.3%
Pharmaceuticals - OTC & Consumer Health	6.3%
Animal Health	6.3%



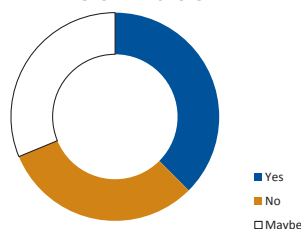
### Number of Direct Reports

0	81%
1-5	13%
6-10	6%

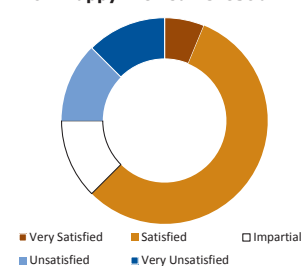
### Total No. of Staff Reporting

0	81%
1-5	6%
6-10	6%
11-20	6%

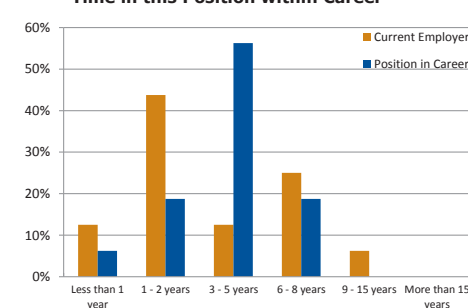
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



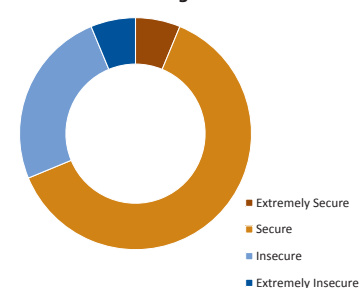
### Time with Current Employer and Time in this Position within Career



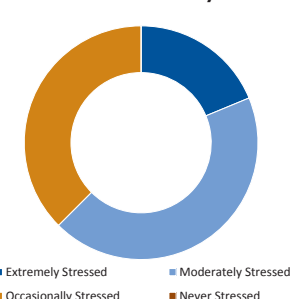
### (No. Of Employees)

Less than 50	31.3%
51-100	12.5%
101-250	12.5%
251-500	25.0%
501-1000	6.3%
More than 1001	12.5%

### Job Security Compared with 12 months ago



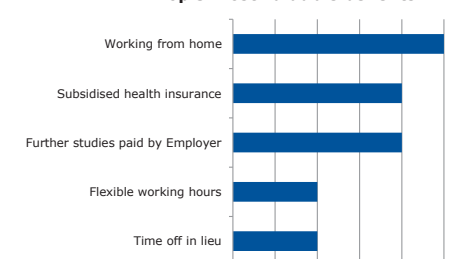
### Stress Factor - Weekly Basis



### Average Overtime Hours per Week

10.69

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Marketing Manager

	n	First Quartile	Median	Third Quartile
Base Salary	18	\$124,500	\$132,500	\$150,000
Car/Car Allowance	9	\$17,500	\$22,000	\$25,000
Bonus/Commission	13	\$10,000	\$20,000	\$28,000

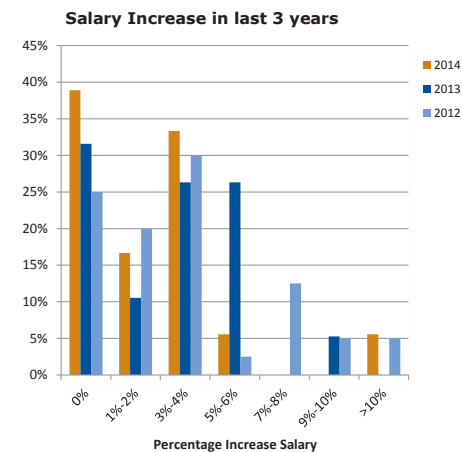
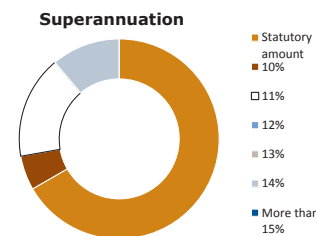
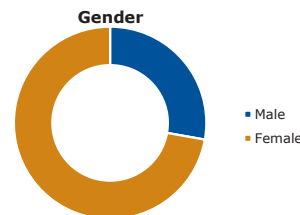
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Marketing Director/ Country Manager	38.9%
Business Unit Manager	16.7%
General Manager	16.7%
Group Marketing Manager	16.7%
CEO/Managing Director	11.1%

### Industry Segment

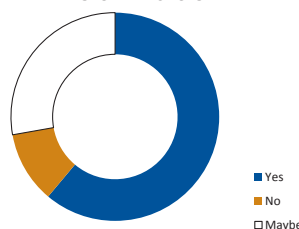
Pharmaceuticals - Ethical (prescription)	22.2%
Pharmaceuticals - OTC & Consumer Health	16.7%
FMCG, Food & Beverage	16.7%
Consulting Services	16.7%
Diagnostics, Life Sciences & Biotechnology	11.1%
Animal Health	11.1%
Medical Devices	5.6%



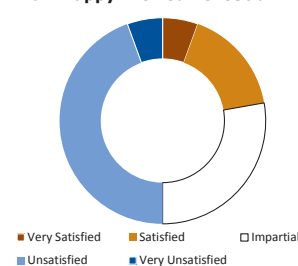
### Number of Direct Reports

0	33%
1-5	50%
6-10	17%

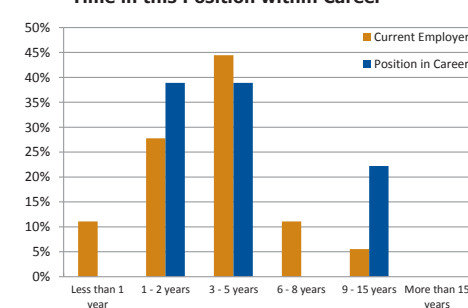
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



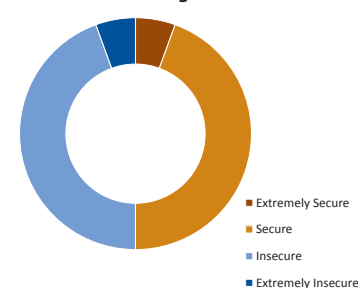
### Time with Current Employer and Time in this Position within Career



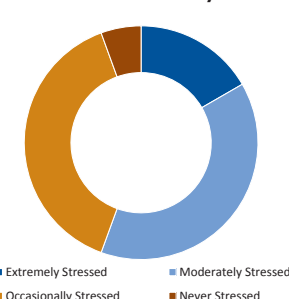
### Total No. of Staff Reporting

0	33%
1-5	39%
6-10	11%
11-20	11%
21 - 50	6%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



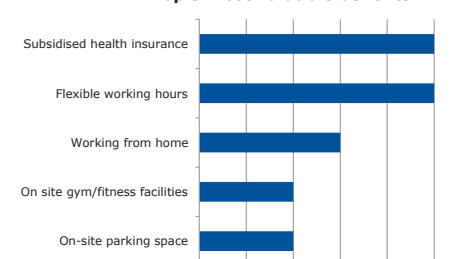
### (No. Of Employees)

Less than 50	22.2%
51-100	16.7%
101-250	22.2%
251-500	11.1%
501-1000	11.1%
More than 1001	16.7%

### Average Overtime Hours per Week

9.94

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey

## Marketing Director

	n	First Quartile	Median	Third Quartile
Base Salary	9	\$179,000	\$210,000	\$250,000
Car/Car Allowance	7	\$19,500	\$24,000	\$26,500
Bonus/Commission	7	\$19,500	\$50,000	\$90,000

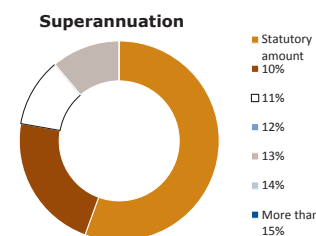
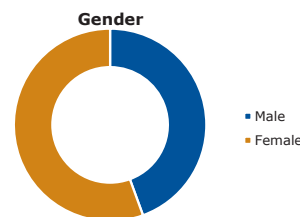
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

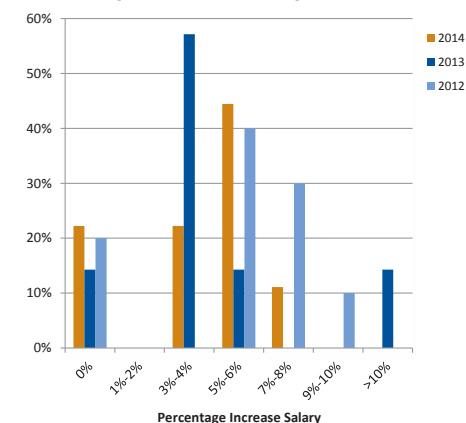
Marketing Director/ Country Manager	33.3%
CEO/Managing Director	22.2%
Report to Board of Directors	22.2%
Category Manager	11.1%
Global Vice President	11.1%

### Industry Segment

Pharmaceuticals - Ethical (prescription)	44.4%
Diagnostics, Life Sciences & Biotechnology	11.1%
Pharmaceuticals - OTC & Consumer Health	11.1%
Medical Devices	11.1%
FMCG, Food & Beverage	11.1%
Clinical Research Organisation	11.1%



### Salary Increase in last 3 years



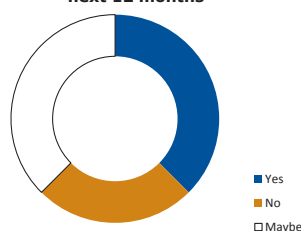
### Number of Direct Reports

0	0%
1-5	67%
6-10	22%
11-20	11%

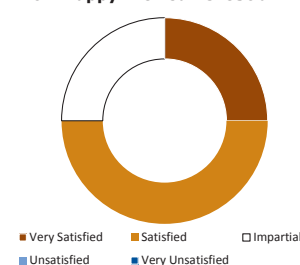
### Total No. of Staff Reporting

0	0%
1-5	33%
6-10	33%
11-20	0%
More than 20	11%

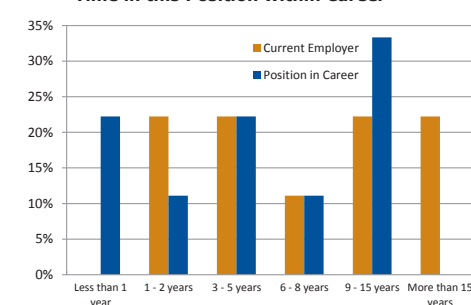
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



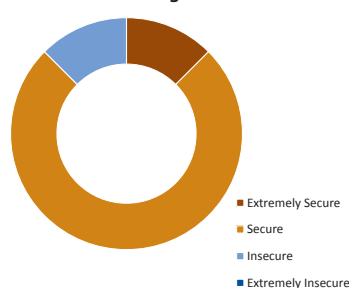
### Time with Current Employer and Time in this Position within Career



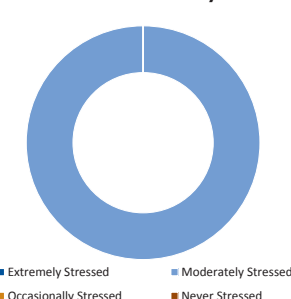
### (No. Of Employees)

Less than 50	22.2%
51-100	0.0%
101-250	33.3%
251-500	22.2%
501-1000	22.2%
More than 1001	0.0%

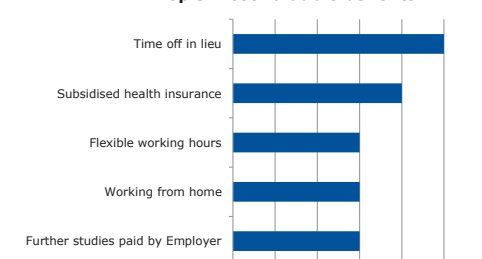
### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



### Top 5 most valuable benefits



### Average Overtime Hours per Week

9.88

# 2014 Salary and Job Satisfaction Survey



## Sales & Marketing Manager

	n	First Quartile	Median	Third Quartile
Base Salary	15	\$115,000	\$150,000	\$178,000
Car/Car Allowance	9	\$16,250	\$22,500	\$26,500
Bonus/Commission	10	\$9,000	\$22,000	\$42,500

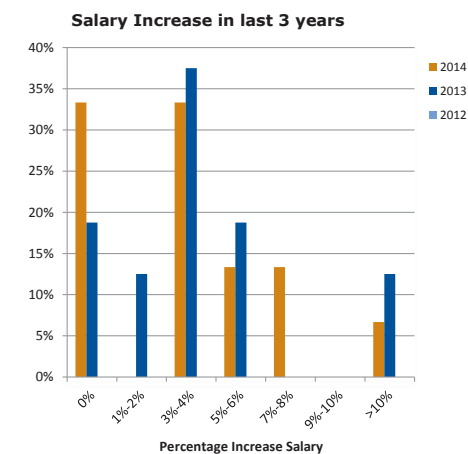
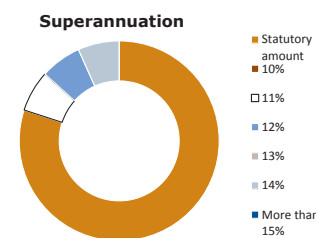
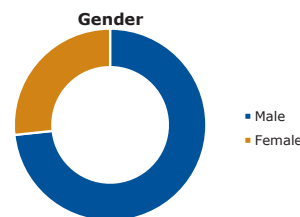
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

Business Unit Manager	13.3%
CEO/Managing Director	20.0%
General Manager	26.7%
Marketing Director/ Country Manager	20.0%
Sales Director/Country Manager	6.7%
Global Vice President	6.7%
National Business Development Manager	6.7%

### Industry Segment

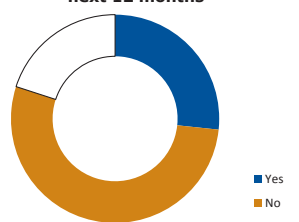
Medical Devices	20.0%
Diagnostics, Life Sciences & Biotechnology	20.0%
Pharmaceuticals - Ethical (prescription)	13.3%
Consulting Services	13.3%
Manufacturing	13.3%
Pharmaceuticals - OTC & Consumer Health	6.7%
Animal Health	6.7%
Research Institute/NFP/ Hospital/ Academia	6.7%



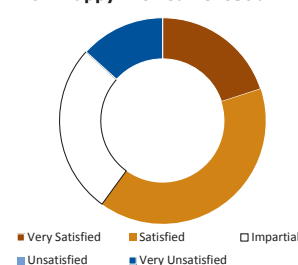
### Number of Direct Reports

0	13%
1-5	67%
6-10	20%

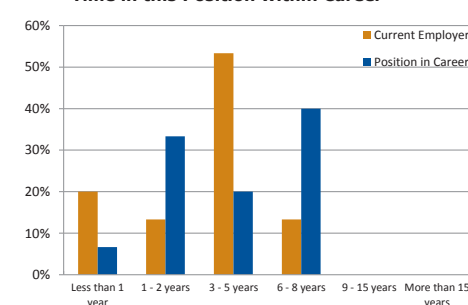
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



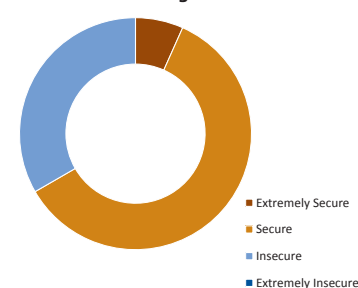
### Time with Current Employer and Time in this Position within Career



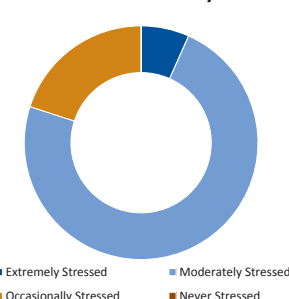
### Total No. of Staff Reporting

0	13%
1-5	27%
6-10	40%
11-20	7%
21 - 50	13%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



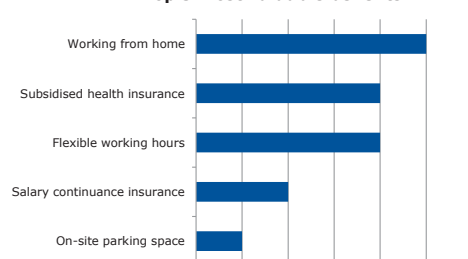
### (No. Of Employees)

Less than 50	46.7%
51-100	6.7%
101-250	20.0%
251-500	13.3%
501-1000	6.7%
More than 1001	6.7%

### Average Overtime Hours per Week

9.00

### Top 5 most valuable benefits





# 2014 Salary and Job Satisfaction Survey



## Business Unit Manager / Head of Division

	n	First Quartile	Median	Third Quartile
Base Salary	18	\$126,000	\$174,000	\$202,500
Car/Car Allowance	14	\$18,000	\$20,000	\$24,000
Bonus/Commission	16	\$7,000	\$21,000	\$30,000

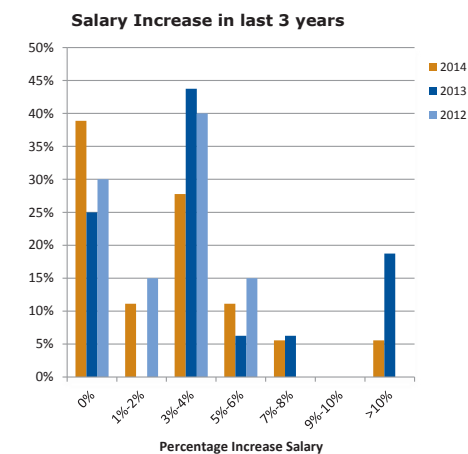
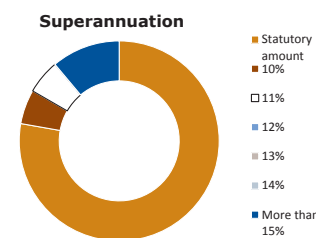
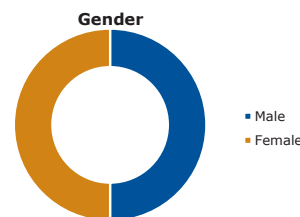
n = The number of observations recorded for each category

### Job Title of Current Manager / Supervisor

CEO/Managing Director	33.3%
Head of Division	22.2%
General Manager	11.1%
Marketing Director/ Country Manager	11.1%
Regional Director / Regional Vice President	11.1%
Sales Director/Country Manager	5.6%
Global Vice President	5.6%

### Industry Segment

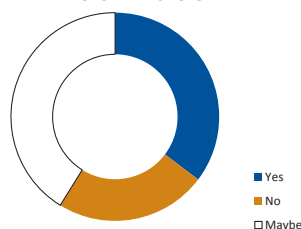
Pharmaceuticals - Ethical (prescription)	33.3%
Medical Devices	33.3%
Diagnostics, Life Sciences & Biotechnology	11.1%
FMCG, Food & Beverage	11.1%
Complementary Medicines	5.6%
Consulting Services	5.6%



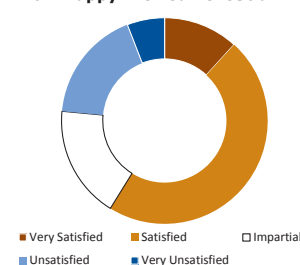
### Number of Direct Reports

0	11%
1-5	44%
6-10	44%

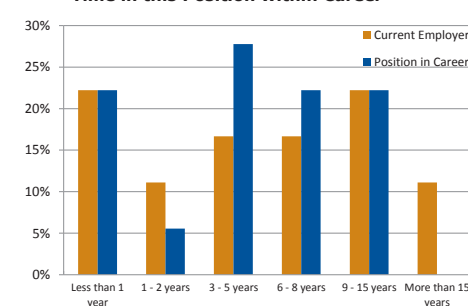
### Likelihood to change jobs in next 12 months



### How Happy with Current Job



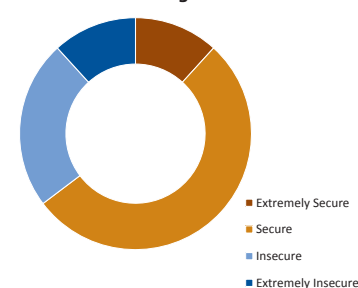
### Time with Current Employer and Time in this Position within Career



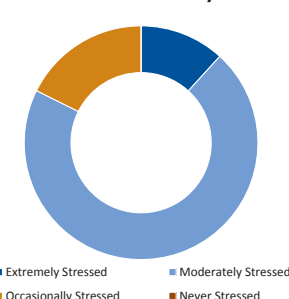
### Total No. of Staff Reporting

0	11%
1-5	22%
6-10	11%
11-20	11%
More than 20	39%

### Job Security Compared with 12 months ago



### Stress Factor - Weekly Basis



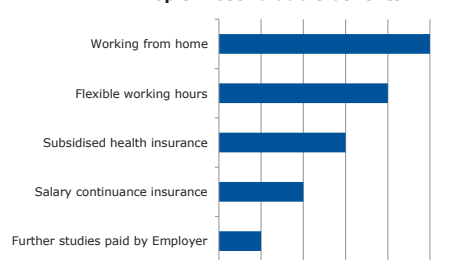
### (No. Of Employees)

Less than 50	27.8%
51-100	5.6%
101-250	33.3%
251-500	5.6%
501-1000	16.7%
More than 1001	11.1%

### Average Overtime Hours per Week

11.11

### Top 5 most valuable benefits



# 2014 Salary and Job Satisfaction Survey



## Remarks

### Remuneration

- **Total remuneration** – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.
- **Base Salary** – excludes superannuation, bonus / commission and allowances, eg. Car/car allowance. It is not expected to add up to the total on the Summary of Remuneration by Industry page.
- **Car allowance** of "\$30,000+" – has been adjusted to \$30,000 for quartile calculations.
- **Bonus** of "less than \$1000" - has been adjusted to \$900 for quartile calculations.
- **Bonus** of "more than \$100,000" - has been adjusted to \$100,000 for quartile calculations.
- **Median** – In instances where there are less than 3 data points, only the median has been used.

### Calculations

- The data has been presented 1<sup>st</sup> Quartile, Median and 3<sup>rd</sup> Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are less than 3 data points, only the median has been shown.

### Job Title pages

- Graph presenting Salary Increase in last 3 years – in some instances data is only available for 1 or 2 years.