



The following set of sample executive compensation reports show you the data presentation of our **2009 Executive Pay in the Medical Device Industry** report.

The executive pay reports are shown in the same order as they appear in the full report. We have chosen the **CFO position** for this set of sample reports. The detail reports (listing executives by company in company order) have been *condensed* by deleting pages between the first and last page to reduce the overall size of the sample report. **The sample data is from the 2008 edition of the report and is not current data. It is presented to allow you to see the data presentation and analysis in our 2009 report, and may not include the exact same list of companies as in the 2009 report.**

This same set of reports is provided for *each* of the functional executive positions included in the 2009 report, including:

- Chief Executive Officer/President
- Chief Operating Officer
- General Manager
- Chief Financial Officer
- General Counsel
- R&D/Engineering Executive
- Chief Medical Officer/Clinical Devel Exec
- Regulatory/QA Executive
- Operations/Manufacturing Executive
- Sales & Marketing Executive
- Sales Executive
- Marketing/Business Development Executive
- Administration Executive



TOTAL DIRECT COMPENSATION - SUMMARY BY ANNUAL REVENUES

Chief Financial Officer

	Base	Variable Cash	Variable as % of Base	Total Cash	Time-Based Grants		Performance Based	Other LTIP	Total Direct Comp
					SARs / Options	Restricted Stock	LTIP		
UNDER \$1.0 MILLION									
COUNT	25	13	13	25	18	0	1	0	25
LOWEST	\$121,250	\$10,000	7.2%	\$131,250	\$4,785	N/A	\$262,717	N/A	\$140,000
25TH PERCENTILE	150,000	19,721	8.3%	155,000	42,700	N/A	N/A	N/A	232,500
50TH PERCENTILE	210,000	30,000	14.8%	229,166	109,890	N/A	N/A	N/A	273,625
75TH PERCENTILE	235,542	52,500	19.7%	255,828	210,643	N/A	N/A	N/A	450,650
HIGHEST	350,015	99,225	32.7%	449,240	370,144	N/A	262,717	N/A	660,478
AVERAGE	203,940	36,258	16.2%	222,794	136,588	N/A	N/A	N/A	331,646
\$1.0 TO \$49.9 MILLION									
COUNT	87	60	60	87	38	12	3	0	87
LOWEST	\$84,410	\$1,904	2.0%	\$88,231	\$8,071	\$17,257	\$106,875	N/A	\$88,231
25TH PERCENTILE	156,511	23,625	12.5%	170,805	30,146	28,953	N/A	N/A	177,877
50TH PERCENTILE	189,615	45,733	20.7%	230,334	122,325	88,188	191,133	N/A	252,967
75TH PERCENTILE	234,077	74,742	34.6%	284,214	194,949	180,396	N/A	N/A	425,035
HIGHEST	339,721	210,000	97.6%	456,061	510,034	235,400	288,000	N/A	936,455
AVERAGE	191,870	54,030	27.2%	229,132	148,931	104,328	195,336	N/A	315,308
\$50.0 TO \$99.9 MILLION									
COUNT	28	21	21	28	17	8	1	0	28
LOWEST	\$130,000	\$804	0.4%	\$143,000	\$30,783	\$37,214	\$315,000	N/A	\$159,808
25TH PERCENTILE	191,875	38,891	19.0%	224,762	47,570	N/A	N/A	N/A	264,185
50TH PERCENTILE	216,371	51,005	26.7%	278,556	99,555	63,175	N/A	N/A	350,537
75TH PERCENTILE	250,385	100,000	40.3%	300,332	136,618	N/A	N/A	N/A	480,892
HIGHEST	283,131	271,500	132.4%	476,566	381,322	242,250	315,000	N/A	709,406
AVERAGE	217,617	74,373	34.2%	273,397	119,007	90,500	N/A	N/A	382,759



TOTAL DIRECT COMPENSATION - SUMMARY BY ANNUAL REVENUES
Chief Financial Officer

	Base	Variable Cash	Variable as % of Base	Total Cash	Time-Based Grants		Performance Based	Other LTIP	Total Direct Comp
					SARs / Options	Restricted Stock	LTIP		
\$100.0 TO \$499.9 MILLION									
COUNT	44	44	44	44	27	16	4	2	44
LOWEST	\$183,846	\$24,295	8.6%	\$242,000	\$67,500	\$48,030	\$68,324	\$14,971	\$242,000
25TH PERCENTILE	236,365	75,780	26.3%	335,824	199,896	160,575	N/A	N/A	451,381
50TH PERCENTILE	257,192	113,239	44.2%	388,616	287,059	321,157	237,090	72,304	712,871
75TH PERCENTILE	282,143	187,094	72.1%	446,629	503,766	423,385	N/A	N/A	1,047,474
HIGHEST	350,000	529,408	224.7%	765,067	1,015,500	776,000	383,361	129,636	1,594,320
AVERAGE	262,192	140,700	55.3%	402,892	366,942	324,998	231,466	72,304	770,571
\$500.0 TO \$9999.9 MILLION									
COUNT	34	33	33	34	29	17	7	0	34
LOWEST	\$219,961	\$99,549	25.9%	\$241,250	\$10,101	\$17,187	\$266,892	N/A	\$365,367
25TH PERCENTILE	315,198	190,204	58.0%	488,717	389,209	75,320	N/A	N/A	963,099
50TH PERCENTILE	391,539	286,144	78.9%	695,750	582,198	150,000	568,238	N/A	1,321,414
75TH PERCENTILE	457,066	513,065	104.6%	955,974	1,044,000	349,420	N/A	N/A	2,437,503
HIGHEST	699,996	1,120,912	269.9%	1,548,089	2,284,176	1,524,969	1,184,237	N/A	3,932,498
AVERAGE	396,404	361,845	87.0%	747,606	759,764	322,600	677,154	N/A	1,696,354
\$10000.0 MILLION AND OVER									
COUNT	8	8	8	8	8	7	7	0	8
LOWEST	\$506,615	\$208,689	30.0%	\$904,317	\$577,778	\$327,744	\$533,350	N/A	\$2,702,138
25TH PERCENTILE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50TH PERCENTILE	589,378	734,700	117.2%	1,292,600	991,883	534,798	888,600	N/A	3,775,656
75TH PERCENTILE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HIGHEST	921,181	1,200,000	156.6%	2,052,542	2,639,736	2,657,168	1,469,293	N/A	6,359,135
AVERAGE	652,071	684,433	107.0%	1,336,503	1,204,641	919,572	998,265	N/A	4,219,252



TOTAL DIRECT COMPENSATION - SUMMARY BY EMPLOYMENT SIZE

Chief Financial Officer

	Base	Variable Cash	Variable as % of Base	Total Cash	Time-Based Grants		Performance Based		Total Direct Comp
					SARs / Options	Restricted Stock	LTIP	Other LTIP	
UNDER 25 EE's									
COUNT	25	10	10	25	15	1	0	0	25
LOWEST	\$95,000	\$10,000	7.2%	\$95,000	\$4,785	\$27,125	N/A	N/A	\$95,000
25TH PERCENTILE	139,396	13,781	10.6%	145,801	15,875	N/A	N/A	N/A	164,025
50TH PERCENTILE	166,126	20,478	11.8%	179,142	39,630	N/A	N/A	N/A	189,125
75TH PERCENTILE	189,615	32,531	16.2%	199,127	109,890	N/A	N/A	N/A	268,796
HIGHEST	235,542	52,500	25.3%	262,542	248,306	27,125	N/A	N/A	460,919
AVERAGE	165,335	24,621	14.2%	175,183	76,646	N/A	N/A	N/A	222,256
25 TO 99 EE's									
COUNT	38	25	25	38	13	2	1	0	38
LOWEST	\$84,410	\$3,821	3.0%	\$88,231	\$8,071	\$34,000	\$262,717	N/A	\$88,231
25TH PERCENTILE	155,955	22,500	9.7%	162,388	28,446	N/A	N/A	N/A	167,315
50TH PERCENTILE	195,928	37,082	19.7%	233,033	88,415	116,000	N/A	N/A	248,413
75TH PERCENTILE	226,191	58,146	26.1%	257,853	183,443	N/A	N/A	N/A	323,287
HIGHEST	274,519	120,000	57.8%	394,519	339,930	198,000	262,717	N/A	641,018
AVERAGE	188,183	44,527	21.6%	217,477	104,836	116,000	N/A	N/A	266,361
100 TO 999 EE's									
COUNT	103	85	85	103	63	26	7	1	103
LOWEST	\$94,435	\$804	0.4%	\$96,361	\$18,210	\$17,257	\$68,324	\$14,971	\$109,442
25TH PERCENTILE	191,098	43,000	19.7%	231,700	89,660	59,763	N/A	N/A	284,444
50TH PERCENTILE	234,600	80,000	32.7%	291,182	163,200	137,198	288,000	N/A	435,800
75TH PERCENTILE	257,817	120,000	51.4%	364,208	317,636	228,925	N/A	N/A	642,055
HIGHEST	350,015	529,408	224.7%	765,067	1,015,500	425,740	383,361	14,971	1,455,500
AVERAGE	226,253	95,292	42.1%	304,892	243,620	163,661	243,483	N/A	511,908



TOTAL DIRECT COMPENSATION - SUMMARY BY EMPLOYMENT SIZE

Chief Financial Officer

	Base	Variable Cash	Variable as % of Base	Total Cash	Time-Based Grants		Performance Based	Other LTIP	Total Direct Comp
					SARs / Options	Restricted Stock	LTIP		
1,000 TO 4,999 EE's									
COUNT	26	26	26	26	15	12	1	1	26
LOWEST	\$200,000	\$24,295	8.6%	\$242,000	\$75,748	\$48,030	\$122,490	\$129,636	\$242,000
25TH PERCENTILE	250,000	60,000	22.9%	310,589	249,789	109,367	N/A	N/A	456,791
50TH PERCENTILE	273,817	120,183	44.5%	398,825	295,488	209,100	N/A	N/A	669,766
75TH PERCENTILE	299,664	187,500	62.5%	495,544	497,130	488,963	N/A	N/A	1,038,602
HIGHEST	457,520	650,000	208.4%	961,930	1,724,565	923,560	122,490	129,636	3,391,789
AVERAGE	283,461	149,041	51.2%	432,502	433,340	335,216	N/A	N/A	846,918
5,000 TO 24,999 EE's									
COUNT	23	22	22	23	21	11	5	0	23
LOWEST	\$219,961	\$105,355	31.9%	\$241,250	\$10,101	\$17,187	\$266,892	N/A	\$365,367
25TH PERCENTILE	343,840	222,651	58.8%	531,602	389,209	52,635	N/A	N/A	1,021,896
50TH PERCENTILE	400,000	303,650	83.4%	702,100	582,198	158,857	346,000	N/A	1,405,756
75TH PERCENTILE	446,352	514,161	105.6%	904,709	1,044,000	365,720	N/A	N/A	2,332,157
HIGHEST	699,996	1,120,912	269.9%	1,548,089	2,284,176	1,524,969	1,149,792	N/A	3,932,498
AVERAGE	403,255	383,461	90.0%	770,044	734,725	343,072	597,520	N/A	1,734,853
25,000 EE's AND OVER									
COUNT	11	11	11	11	10	8	9	0	11
LOWEST	\$495,419	\$208,689	30.0%	\$904,317	\$577,778	\$327,744	\$533,350	N/A	\$1,048,065
25TH PERCENTILE	523,422	483,150	90.7%	1,036,201	650,175	N/A	N/A	N/A	2,942,589
50TH PERCENTILE	578,756	670,000	105.5%	1,285,000	991,883	534,074	888,600	N/A	3,483,539
75TH PERCENTILE	665,290	764,293	130.3%	1,309,054	1,603,432	N/A	N/A	N/A	4,440,678
HIGHEST	921,181	1,200,000	156.6%	2,052,542	2,639,736	2,657,168	1,469,293	N/A	6,359,135
AVERAGE	625,631	646,524	104.5%	1,272,154	1,192,885	848,303	971,148	N/A	3,768,118

PAY MIX
Chief Financial Officer



Breakdown	Bracket	Number Incumbents	Base	Variable Cash	Total Cash	All LTIP	Total Direct Comp
By Annual Revenues	<\$1.0 M	25	61%	6%	67%	33%	100%
	\$1.0 - \$49.9 M	87	61%	12%	73%	27%	100%
	\$50.0 - \$99.9 M	28	57%	15%	71%	29%	100%
	\$100.0 - \$499.9 M	44	34%	18%	52%	48%	100%
	\$500.0 - \$9999.9 M	34	23%	21%	44%	56%	100%
	\$10000.0 M +	8	15%	16%	32%	68%	100%
By Employment Size	<25 EE's	25	74%	4%	79%	21%	100%
	25 - 99 EE's	38	71%	11%	82%	18%	100%
	100 - 999 EE's	103	44%	15%	60%	40%	100%
	1,000 - 4,999 EE's	26	33%	18%	51%	49%	100%
	5,000 - 24,999 EE's	23	23%	21%	44%	56%	100%
	25,000 EE's +	11	17%	17%	34%	66%	100%

**RATIO OF PAY TO CEO'S
Chief Financial Officer**



Breakdown	Bracket	Number Incumbents	Base	Variable Cash	Total Cash	All LTIP	Total Direct Comp
By Annual Revenues	<\$1.0 M	21	75%	50%	72%	38%	55%
	\$1.0 - \$49.9 M	75	63%	39%	57%	36%	49%
	\$50.0 - \$99.9 M	24	60%	34%	51%	30%	42%
	\$100.0 - \$499.9 M	41	58%	41%	51%	24%	33%
	\$500.0 - \$9999.9 M	33	49%	33%	40%	30%	34%
	\$10000.0 M +	7	48%	28%	35%	27%	29%
By Employment Size	<25 EE's	19	67%	34%	63%	47%	58%
	25 - 99 EE's	33	66%	37%	60%	30%	51%
	100 - 999 EE's	92	62%	39%	53%	26%	37%
	1,000 - 4,999 EE's	25	56%	45%	52%	33%	40%
	5,000 - 24,999 EE's	22	47%	31%	37%	29%	32%
	25,000 EE's +	10	49%	29%	36%	28%	30%



TOTAL CASH COMPENSATION
Chief Financial Officer

COMPANY	TITLE(S)	BASE SALARY	VARIABLE CASH	TOTAL CASH	VARIABLE CASH AS % BASE
Aastrom Biosciences	CFO	239,583	19,721	259,304	8.2%
Abaxis	VP-Finance, CFO	183,846	261,250	445,096	142.1
Abbott Laboratories	EVP-Finance, CFO	852,542	1,200,000	2,052,542	140.8
ABIOMED	CFO, Treasurer	228,750	75,000	303,750	32.8
Accuray	SVP, CFO	316,250	82,225	398,475	26.0
Aduromed Industries	CFO	150,000		150,000	
AFP Imaging	CFO, EVP-Finance	150,000	25,000	175,000	16.7
Agilent Technologies	EVP-Finance & Admin, CFO	699,996	848,093	1,548,089	121.2
Alexza Pharmaceuticals	SVP, CFO, Sec	303,750	59,840	363,590	19.7
Align Technology	VP-Finance, CFO	295,360	324,896	620,256	110.0
Allergan	EVP, CFO	455,704	395,300	851,004	86.7
Allied Healthcare Products	VP-Finance, CFO	159,808		159,808	
Alphatec Spine	VP, CFO, Treasurer	216,347	44,183	260,530	20.4
AMDL	CFO	176,666	15,000	191,666	8.5
American Medical Systems	EVP, CFO	265,000	47,357	312,357	17.9
AMICAS	VP, CFO	250,000	58,494	308,494	23.4
Analogic	SVP, CFO, Treasurer	250,000	56,200	306,200	22.5
Angeion	CFO	157,661	51,341	209,002	32.6
AngioDynamics	EVP, CFO	259,330	92,222	351,552	35.6
Anika Therapeutics	CFO	232,585	58,146	290,731	25.0
Antares Pharma	CFO	260,000	64,740	324,740	24.9
Arbios Systems	VP-Admin, CFO, Sec	121,250	10,000	131,250	8.3
Arrhythmia Research Technology	EVP, CFO	150,000		150,000	
Artes Medical	EVP, CFO	247,115		247,115	
ArthroCare	SVP, CFO	252,313	148,475	400,788	58.9
Aspect Medical Systems	VP, CFO	228,800	143,106	371,906	62.6
Aspyra	CFO	120,673		120,673	
Atrion	VP, CFO, Treas, Sec	200,000	100,000	300,000	50.0
ATS Medical	CFO	168,846		168,846	
Averion	CFO	241,182	50,000	291,182	20.7
Baxter International	VP, CFO	506,615	793,585	1,300,200	156.6

TOTAL CASH COMPENSATION
Chief Financial Officer



COMPANY	TITLE(S)	BASE SALARY	VARIABLE CASH	TOTAL CASH	VARIABLE CASH AS % BASE
Vision Sciences	CFO, Sec	196,694	41,000	237,694	20.8
Vital Signs	EVP, CFO	200,000	42,000	242,000	21.0
Volcano	CFO, Sec	256,250	100,000	356,250	39.0
WaferGen Bio-systems	CFO	229,166		229,166	
West Pharmaceutical Services	VP, CFO	407,656	236,603	644,259	58.0
Wright Medical Group	EVP, CFO	267,250	87,318	354,568	32.7
Xtent	CFO	236,508	19,320	255,828	8.2
Young Innovations	VP, CFO, Sec	160,000		160,000	
ZOLL Medical	CFO, VP-Administration	250,000	177,000	427,000	70.8
	COUNT	226	179	226	179
	LOWEST	\$84,410	\$804	\$88,231	0.4%
	10TH PERCENTILE	150,000	18,390	157,404	9.8
	25TH PERCENTILE	185,571	42,500	212,786	19.5
	50TH PERCENTILE	235,556	87,318	290,710	33.6
	75TH PERCENTILE	280,988	190,602	425,823	65.0
	90TH PERCENTILE	400,600	422,182	750,043	104.8
	HIGHEST	921,181	1,200,000	2,052,542	269.9
	AVERAGE	257,147	161,353	384,944	48.7
	WTD. AVERAGE PERCENTAGE				58.7%

ANNUAL STOCK OPTION GRANTS
Chief Financial Officer



COMPANY	NAME	TITLE(S)	BASE SALARY	OPTION GRANT VALUE	RATIO OPTIONS VALUE TO BASE
Aastrom Biosciences	Gerald Brennan	CFO	239,583	88,415	0.4
Abbott Laboratories	Thomas Freyman	EVP-Finance, CFO	852,542	1,442,560	1.7
ABIOMED	Daniel Sutherby	CFO, Treasurer	228,750	33,199	0.1
Accuray	Robert McNamara	SVP, CFO	316,250	504,462	1.6
Agilent Technologies	Adrian Dillon	EVP-Finance & Admin, CFO	699,996	1,145,143	1.6
Alexza Pharmaceuticals	August Moretti	SVP, CFO, Sec	303,750	296,888	1.0
Align Technology	Eldon Bullington	VP-Finance, CFO	295,360	491,189	1.7
Allergan	Jeffrey Edwards	EVP, CFO	455,704	1,597,697	3.5
Alphatec Spine	Steven Yasbeck	VP, CFO, Treasurer	216,347	42,578	0.2
AMICAS	Joseph Hill	VP, CFO	250,000	117,600	0.5
Angeion	Dale H. Johnson	CFO	157,661	67,680	0.4
AngioDynamics	D. Joseph Gersuk	EVP, CFO	259,330	75,074	0.3
Antares Pharma	Robert Apple	CFO	260,000	111,920	0.4
Arbios Systems	Scott Hayashi	VP-Admin, CFO, Sec	121,250	51,909	0.4
Artes Medical	Peter Wulff	EVP, CFO	247,115	65,391	0.3
ArthroCare	Michael Gluk	SVP, CFO	252,313	503,070	2.0
Aspect Medical Systems	Michael Falvey	VP, CFO	228,800	95,250	0.4
Averion	Christopher Codeanne	CFO	241,182	303,600	1.3
Baxter International	Robert Davis	VP, CFO	506,615	970,536	1.9
Bio-Imaging Technologies	Ted Kaminer	SVP, CFO	235,569	57,450	0.2
Bio-Rad Laboratories	Christine Tsingos	VP, CFO	357,680	91,829	0.3
BioMimetic Therapeutics	Larry Bullock	CFO	226,588	339,930	1.5
BioSphere Medical	Martin Joyce	EVP, CFO	237,726	185,320	0.8
Bovie Medical	Gary Pickett	CFO	94,457	88,200	0.9
Bristol-Myers Squibb	A.R.J. Bonfield	EVP, CFO	921,181	1,657,056	1.8
C. R. Bard	Todd Schermerhorn	SVP, CFO	522,917	1,337,700	2.6
Cantel Medical	Craig A. Sheldon	SVP, CFO	251,034	67,500	0.3
Cardica	Robert Newell	VP-Finance & Ops, CFO	205,000	89,250	0.4
Cardinal Health	Jeffrey Henderson	CFO	695,628	1,013,229	1.5
CardioGenesis	William Abbott	SVP, CFO, Sec, Treasurer	200,000	9,900	0.0
CardioTech International	Eric Walters	VP, CFO	189,615	30,443	0.2

ANNUAL STOCK OPTION GRANTS
Chief Financial Officer



COMPANY	NAME	TITLE(S)	BASE SALARY	OPTION GRANT VALUE	RATIO OPTIONS VALUE TO BASE
Thoratec	David Smith	EVP, CFO	340,000	277,464	0.8
United Therapeutics	John Ferrari	CFO, Treasurer	300,000	1,015,500	3.4
Uroplasty	Mahedi Jiwani	VP, CFO, Treasurer	191,875	28,446	0.1
Varian Medical Systems	Elisha Finney	SVP, CFO	457,520	1,724,565	3.8
VirtualScopics	Molly Henderson	VP-Finance, CFO	156,412	9,900	0.1
Vision Sciences	Yoav Cohen	CFO, Sec	196,694	127,050	0.6
Volcano	John Dahldorf	CFO, Sec	256,250	662,494	2.6
WaferGen Bio-systems	Amjad Huda	CFO	229,166	39,630	0.2
West Pharmaceutical Services	William Federici	VP, CFO	407,656	406,529	1.0
Young Innovations	Christine Boehning	VP, CFO, Sec	160,000	47,570	0.3
ZOLL Medical	A. Ernest Whiton	CFO, VP-Administration	250,000	316,200	1.3
		COUNT	135	135	135
		LOWEST	\$94,457	\$4,785	0.0
		10TH PERCENTILE	160,086	30,205	0.2
		25TH PERCENTILE	208,311	88,833	0.4
		50TH PERCENTILE	247,115	209,616	0.8
		75TH PERCENTILE	320,125	488,952	1.6
		90TH PERCENTILE	456,794	955,992	2.6
		HIGHEST	921,181	2,639,736	5.2
		AVERAGE	285,901	378,255	1.1



TOTAL DIRECT COMPENSATION
Chief Financial Officer

Company	Title(s)	Base	Variable Cash	Time-Based		Performance Based		Other LTIP	Total Direct Comp	Value Realized From			Notes
				SAR/Option Grant	Restricted Stock	LTIP	Options Vesting			Stock Vesting	LTIP Payouts		
Aastrom Biosciences	CFO	239,583	19,721	88,415					347,719				
Abaxis	VP-Finance, CFO	183,846	261,250		422,600				867,696	1,347,913	22,830		
Abbott Laboratories	EVP-Finance, CFO	852,542	1,200,000	1,442,560	1,103,340	1,450,104			6,048,546	4,021,419	2,400,579		1
ABIOMED	CFO, Treasurer	228,750	75,000	33,199	56,350				393,299				
Accuray	SVP, CFO	316,250	82,225	504,462	138,299				1,041,236				2
Aduromed Industries	CFO	150,000							150,000				
AFP Imaging	CFO, EVP-Finance	150,000	25,000						175,000				
Agilent Technologies	EVP-Finance & Admin, CFO	699,996	848,093	1,145,143		1,149,792			3,843,024		6,408,771		3
Alexza Pharmaceuticals	SVP, CFO, Sec	303,750	59,840	296,888					660,478	182,350			
Align Technology	VP-Finance, CFO	295,360	324,896	491,189	268,200				1,379,645	2,326,605	149,789		
Allergan	EVP, CFO	455,704	395,300	1,597,697	94,148				2,542,849	1,224,948			
Allied Healthcare Products	VP-Finance, CFO	159,808							159,808				
Alphatec Spine	VP, CFO, Treasurer	216,347	44,183	42,578					303,108				
AMDL	CFO	176,666	15,000						191,666				
American Medical Systems	EVP, CFO	265,000	47,357						312,357				
AMICAS	VP, CFO	250,000	58,494	117,600					426,094				
Analogic	SVP, CFO, Treasurer	250,000	56,200						306,200		173,850		
Angeion	CFO	157,661	51,341	67,680					276,682	50,795			
AngioDynamics	EVP, CFO	259,330	92,222	75,074					426,626				
Anika Therapeutics	CFO	232,585	58,146						290,731				
Antares Pharma	CFO	260,000	64,740	111,920					436,660		59,772		
Arbios Systems	VP-Admin, CFO, Sec	121,250	10,000	51,909					183,159				
Arrhythmia Research Technology	EVP, CFO	150,000							150,000				
Artes Medical	EVP, CFO	247,115		65,391					312,506				
ArthroCare	SVP, CFO	252,313	148,475	503,070					903,858	179,040	124,061		
Aspect Medical Systems	VP, CFO	228,800	143,106	95,250	242,250				709,406		9,832		
Aspyra	CFO	120,673							120,673				
Atrion	VP, CFO, Treas, Sec	200,000	100,000						300,000	310,550			
ATS Medical	CFO	168,846				175,694			344,540		7,160		
Averion	CFO	241,182	50,000	303,600					594,782				
Baxter International	VP, CFO	506,615	793,585	970,536	327,744	1,469,293			4,067,773	537,722	270,198		
Beckman Coulter	SVP, CFO	476,827	253,413						730,240		357,750		
Becton Dickinson & Company	SVP, CFO	634,951	670,000	578,714	349,420	568,238			2,801,323	4,041,468	1,841,792		
Bio-Imaging Technologies	SVP, CFO	235,569	120,000	57,450					413,019	134,060			
Bio-Rad Laboratories	VP, CFO	357,680	212,781	91,829	75,320				737,610	130,530			
Bioject Medical Technologies	VP-Finance, PFO	126,974							126,974				
Biomerica	CFO, Treasurer, Sec	84,410	3,821						88,231				



TOTAL DIRECT COMPENSATION
Chief Financial Officer

Company	Title(s)	Base	Variable Cash	Time-Based		Performance Based		Total Direct Comp	Value Realized From			Notes
				SAR/Option Grant	Restricted Stock	LTIP	Other LTIP		Options Vesting	Stock Vesting	LTIP Payouts	
Wright Medical Group	EVP, CFO	267,250	87,318		433,440			788,008	2,420,628			
Xtent	CFO	236,508	19,320					255,828				
Young Innovations	VP, CFO, Sec	160,000		47,570	49,555			257,125				
ZOLL Medical	CFO, VP-Administration	250,000	177,000	316,200				743,200	863,291			
	COUNT	226	179	137	60	23	2	226	61	45	0	
	LOWEST	\$84,410	\$804	\$4,785	\$17,187	\$68,324	\$14,971	\$88,231	\$14,420	\$5,036	N/A	
	10TH PERCENTILE	150,000	18,390	30,285	29,871	136,219	N/A	171,006	52,650	8,490	N/A	
	25TH PERCENTILE	185,571	42,500	88,415	70,375	277,446	N/A	247,017	179,040	22,375	N/A	
	50TH PERCENTILE	235,556	87,318	209,616	171,847	383,361	72,304	428,257	626,227	95,288	N/A	
	75TH PERCENTILE	280,988	190,602	491,189	396,723	887,908	N/A	773,826	1,962,708	216,965	N/A	
	90TH PERCENTILE	400,600	422,182	948,720	787,499	1,177,348	N/A	1,505,045	4,041,468	938,486	N/A	
	HIGHEST	\$921,181	\$1,200,000	\$2,639,736	\$2,657,168	\$1,469,293	\$129,636	\$6,359,135	\$7,228,618	\$6,408,771	N/A	
	AVERAGE	\$257,146	\$161,352	\$377,509	\$318,284	\$600,761	\$72,303	\$760,068	\$1,333,775	\$399,667	N/A	

OFFICER COMMENTS
Chief Financial Officer



COMPANY	NAME	TITLE(S)	NOTES
Abbott Laboratories	Thomas Freyman	EVP-Finance, CFO	1 Does not include replacement option grants.
Accuray	Robert McNamara	SVP, CFO	2 Mr. McNamara's employment as Chief Financial Officer terminated effective as of his resignation on September 11, 2008.
Agilent Technologies	Adrian Dillon	EVP-Finance & Admin, CFO	3 Performance shares value reflects potential payout of the target number of performance shares granted in fiscal year 2007 for the FY07 through FY09 performance period under Agilent's LTP Program.
Bristol-Myers Squibb	A.R.J. Bonfield	EVP, CFO	4 Options granted at market price, but are subject to a 15% price appreciation threshold that must be held for 7 consecutive days prior to exercise.
Cardinal Health	Jeffrey Henderson	CFO	5 Performance-based cash target relates to award opportunities granted during fiscal 2008 under MIP with respect to fiscal 2008 performance and under long-term incentive cash program with respect to fiscal 2008-2010 performance.
Charles River Laboratories	Thomas Ackerman	EVP, CFO	6 LTIP represents the FMV of performance shares granted for 2007 performance.
Chembio Diagnostics	Richard Larkin	CFO	7 Received stock option repricing of most outstanding options, including those issued for 2007. Estimated 2007 option grant value not included in this analysis.
DataTRAK International	Terry C. Black	VP-Finance, CFO, Treasurer, Asst Sec	8 Promoted to COO in August 2007.
Hologic	Glenn P. Muir	EVP-Finance & Admin	9 Bonus includes SERP contribution.
ICU Medical	Francis J. O'Brien	CFO, Sec, Treas	10 Options granted to Mr. O'Brien vested immediately in anticipation of his retirement in 2008.
Immucor	Patrick Waddy	VP, CFO	11 In December 2007, with the appointment of Mr. Flynt as Chief Financial Officer, Patrick D. Waddy resigned as Chief Financial Officer and became Vice President of International Finance, a non-executive position.
Ivivi Technologies	Alan Gallantar	CFO	12 Bonus is guaranteed.
Johnson & Johnson	Dominic Caruso	VP-Finance, CFO	13 Bonus does not include deferred compensation (performance units) earned.
Kimberly-Clark	Mark Buthman	SVP, CFO	14 LTIP represents FMV of performance-based RSU's.
Lipid Sciences	Sandra Gardiner	CFO	15 Also received repricing of some previously granted options.
Medtronic	Gary Ellis	SVP, CFO	16 Performance cash value is targeted payout.
North American Scientific	James Klingler	SVP, CFO	17 Resigned in March 2008.
Oculus Innovative Sciences	Robert Miller	CFO	18 Mr. Miller was granted 60,000 restricted stock units on April 26, 2007, which may be settled as to one-half of the shares on January 15, 2009 and as to the remaining one-half of the shares on January 15, 2010. This grant was made for services rendered by Mr. Miller in fiscal 2007 and was made in lieu of the award of an option under the Company's 2004 Stock Option Plan authorized by the board on October 1, 2005 to be



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