



The following set of sample executive compensation reports show you the data presentation of our **2010 Executive Pay in the Medical Device Industry** report. We have chosen the **CFO** position to illustrate our report format.

The executive pay reports are shown in the same order as they appear in the full report, but in a shortened format that omits all pages between the first and last page to reduce the overall size of the sample report. **The sample data is not current report data. The sample shows you the data presentation and analysis in our 2010 report, but does not include the exact same list of companies as in the 2010 report. Our website provides you with a complete list of all companies presented in the 2010 edition.**

This same set of reports is provided for *each* of the functional executive positions included in the 2010 report, including:

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

**In addition to the executive pay reports, you also receive a set of reports detailing last complete fiscal year Company Revenues, Earnings, Employment and Location.**



## 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		
<b>UNDER \$25.0 MILLION</b>									
<b>COUNT</b>	79	45	45	79	38	6	1	0	79
<b>LOWEST</b>	\$84,410	\$3,821	3.0%	\$88,231	\$4,785	\$17,257	\$262,717	N/A	\$88,231
<b>25TH PERCENTILE</b>	150,000	19,320	9.8%	158,056	28,485	N/A	N/A	N/A	170,805
<b>50TH PERCENTILE</b>	185,000	35,000	15.2%	200,000	88,833	31,166	N/A	N/A	241,808
<b>75TH PERCENTILE</b>	224,511	52,500	25.0%	248,558	189,031	N/A	N/A	N/A	334,593
<b>HIGHEST</b>	350,015	120,000	70.8%	449,240	510,034	198,000	262,717	N/A	793,462
<b>AVERAGE</b>	187,698	40,514	20.3%	210,775	119,355	62,536	N/A	N/A	276,262
<b>\$25.0 TO \$149.9 MILLION</b>									
<b>COUNT</b>	76	64	64	76	46	18	7	0	76
<b>LOWEST</b>	\$94,435	\$804	0.4%	\$96,361	\$23,430	\$29,160	\$68,324	N/A	\$109,442
<b>25TH PERCENTILE</b>	190,866	43,887	19.8%	233,852	88,930	59,763	N/A	N/A	290,576
<b>50TH PERCENTILE</b>	228,775	78,921	33.2%	290,710	156,420	124,297	288,000	N/A	436,038
<b>75TH PERCENTILE</b>	251,914	122,109	51.7%	357,740	255,489	225,175	N/A	N/A	596,061
<b>HIGHEST</b>	339,721	529,408	224.7%	765,067	734,389	422,600	383,361	N/A	1,160,522
<b>AVERAGE</b>	220,868	96,618	43.7%	302,230	201,694	159,511	243,483	N/A	484,513
<b>\$150.0 TO \$499.9 MILLION</b>									
<b>COUNT</b>	29	29	29	29	16	12	1	2	29
<b>LOWEST</b>	\$200,000	\$24,295	8.6%	\$242,000	\$67,500	\$48,030	\$122,490	\$14,971	\$242,000
<b>25TH PERCENTILE</b>	247,962	60,000	24.0%	312,357	218,990	160,575	N/A	N/A	396,861
<b>50TH PERCENTILE</b>	260,000	100,000	35.6%	367,500	301,630	296,600	N/A	72,304	590,630
<b>75TH PERCENTILE</b>	295,360	161,126	56.6%	435,800	503,418	427,665	N/A	N/A	1,041,236
<b>HIGHEST</b>	350,000	324,896	110.0%	620,256	1,015,500	776,000	122,490	129,636	1,594,320
<b>AVERAGE</b>	269,200	119,281	44.4%	388,481	389,697	327,458	N/A	72,304	748,197



## 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		
<b>\$500.0 TO \$999.9 MILLION</b>									
COUNT	11	10	10	11	8	4	0	0	11
LOWEST	\$222,789	\$99,549	25.9%	\$241,250	\$118,666	\$67,770	N/A	N/A	\$443,342
25TH PERCENTILE	245,528	130,751	50.4%	429,454	N/A	N/A	N/A	N/A	686,285
50TH PERCENTILE	292,000	166,255	55.2%	473,427	531,451	109,827	N/A	N/A	955,841
75TH PERCENTILE	318,465	216,301	75.9%	508,110	N/A	N/A	N/A	N/A	1,130,800
HIGHEST	385,000	650,000	208.4%	961,930	934,176	150,000	N/A	N/A	1,404,176
AVERAGE	295,366	214,435	73.9%	490,307	537,375	109,356	N/A	N/A	920,891
<b>\$1000.0 TO \$4999.9 MILLION</b>									
COUNT	17	17	17	17	16	12	3	0	17
LOWEST	\$219,961	\$105,355	37.7%	\$325,316	\$10,101	\$17,187	\$266,892	N/A	\$365,367
25TH PERCENTILE	358,333	236,603	59.5%	641,116	379,881	63,978	N/A	N/A	1,130,198
50TH PERCENTILE	407,656	300,900	78.9%	730,240	568,490	175,554	337,700	N/A	1,407,747
75TH PERCENTILE	457,520	421,643	103.0%	851,004	1,117,425	620,583	N/A	N/A	2,775,411
HIGHEST	610,000	1,120,912	269.9%	1,536,297	2,284,176	1,524,969	887,216	N/A	3,932,498
AVERAGE	414,702	377,101	88.1%	791,803	796,675	391,446	497,269	N/A	1,905,682
<b>\$5000.0 MILLION AND OVER</b>									
COUNT	14	14	14	14	13	8	11	0	14
LOWEST	\$400,000	\$208,689	30.0%	\$756,422	\$346,000	\$327,744	\$346,000	N/A	\$1,048,065
25TH PERCENTILE	507,922	468,192	90.4%	974,895	632,234	N/A	621,619	N/A	2,726,934
50TH PERCENTILE	564,378	610,194	106.5%	1,173,616	1,013,229	534,074	888,600	N/A	3,339,493
75TH PERCENTILE	680,459	778,939	130.6%	1,311,105	1,442,560	N/A	1,167,015	N/A	4,012,305
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	599,668	632,948	106.5%	1,232,616	1,124,961	848,303	930,556	N/A	3,493,119



**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		
<b>UNDER 100 EE's</b>									
<b>COUNT</b>	63	35	35	63	28	3	1	0	63
<b>LOWEST</b>	\$84,410	\$3,821	3.0%	\$88,231	\$4,785	\$27,125	\$262,717	N/A	\$88,231
<b>25TH PERCENTILE</b>	144,776	19,423	10.0%	149,698	16,313	N/A	N/A	N/A	165,076
<b>50TH PERCENTILE</b>	180,000	32,000	14.8%	194,289	61,469	34,000	N/A	N/A	232,500
<b>75TH PERCENTILE</b>	210,000	51,250	25.0%	246,314	128,783	N/A	N/A	N/A	317,386
<b>HIGHEST</b>	274,519	120,000	57.8%	394,519	339,930	198,000	262,717	N/A	641,018
<b>AVERAGE</b>	179,116	38,839	19.5%	200,694	89,735	86,375	N/A	N/A	248,859
<b>100 TO 499 EE's</b>									
<b>COUNT</b>	82	65	65	82	49	18	5	0	82
<b>LOWEST</b>	\$94,435	\$804	0.4%	\$96,361	\$18,210	\$17,257	\$68,324	N/A	\$109,442
<b>25TH PERCENTILE</b>	185,888	38,891	18.5%	225,961	91,120	50,942	N/A	N/A	258,506
<b>50TH PERCENTILE</b>	225,573	64,800	28.4%	276,294	163,200	92,380	191,133	N/A	415,981
<b>75TH PERCENTILE</b>	253,064	114,570	50.9%	339,760	296,888	189,799	N/A	N/A	593,156
<b>HIGHEST</b>	350,015	529,408	224.7%	765,067	1,015,500	422,600	315,000	N/A	1,455,500
<b>AVERAGE</b>	220,959	89,045	40.5%	291,543	222,028	139,329	193,866	N/A	466,624
<b>500 TO 999 EE's</b>									
<b>COUNT</b>	21	20	20	21	14	8	2	1	21
<b>LOWEST</b>	\$130,000	\$8,539	3.1%	\$143,000	\$47,570	\$49,555	\$351,690	\$14,971	\$224,150
<b>25TH PERCENTILE</b>	234,600	79,917	28.1%	315,259	89,138	N/A	N/A	N/A	426,626
<b>50TH PERCENTILE</b>	246,250	104,567	40.4%	358,322	186,237	188,750	367,526	N/A	495,692
<b>75TH PERCENTILE</b>	260,000	145,375	52.7%	422,292	490,336	N/A	N/A	N/A	1,018,744
<b>HIGHEST</b>	342,095	271,500	132.4%	476,566	934,176	425,740	383,361	14,971	1,404,176
<b>AVERAGE</b>	246,927	115,592	47.3%	357,015	319,194	218,407	367,526	N/A	688,729



## 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		
<b>1,000 TO 4,999 EE's</b>									
<b>COUNT</b>	26	26	26	26	15	12	1	1	26
<b>LOWEST</b>	\$200,000	\$24,295	8.6%	\$242,000	\$75,748	\$48,030	\$122,490	\$129,636	\$242,000
<b>25TH PERCENTILE</b>	250,000	60,000	22.9%	310,589	249,789	109,367	N/A	N/A	456,791
<b>50TH PERCENTILE</b>	273,817	120,183	44.5%	398,825	295,488	209,100	N/A	N/A	669,766
<b>75TH PERCENTILE</b>	299,664	187,500	62.5%	495,544	497,130	488,963	N/A	N/A	1,038,602
<b>HIGHEST</b>	457,520	650,000	208.4%	961,930	1,724,565	923,560	122,490	129,636	3,391,789
<b>AVERAGE</b>	283,461	149,041	51.2%	432,502	433,340	335,216	N/A	N/A	846,918
<b>5,000 TO 9,999 EE's</b>									
<b>COUNT</b>	15	14	14	15	14	9	3	0	15
<b>LOWEST</b>	\$219,961	\$105,355	31.9%	\$241,250	\$10,101	\$17,187	\$266,892	N/A	\$365,367
<b>25TH PERCENTILE</b>	327,046	195,848	58.2%	487,324	361,226	N/A	N/A	N/A	861,241
<b>50TH PERCENTILE</b>	358,333	243,621	70.5%	570,461	482,061	94,148	337,700	N/A	1,149,670
<b>75TH PERCENTILE</b>	404,428	305,025	85.1%	695,750	584,669	N/A	N/A	N/A	1,406,752
<b>HIGHEST</b>	455,704	1,120,912	269.9%	1,536,297	1,597,697	519,590	887,216	N/A	2,775,411
<b>AVERAGE</b>	350,937	305,455	82.6%	636,028	514,851	146,269	497,269	N/A	1,303,770
<b>10,000 EE's AND OVER</b>									
<b>COUNT</b>	19	19	19	19	17	10	11	0	19
<b>LOWEST</b>	\$398,077	\$208,689	30.0%	\$730,240	\$346,000	\$327,744	\$346,000	N/A	\$730,240
<b>25TH PERCENTILE</b>	492,498	438,785	90.7%	953,534	703,998	425,547	621,619	N/A	2,331,530
<b>50TH PERCENTILE</b>	535,000	550,387	105.5%	1,062,231	1,044,000	712,896	888,600	N/A	3,195,446
<b>75TH PERCENTILE</b>	622,476	734,700	124.0%	1,302,576	1,442,560	1,060,605	1,167,015	N/A	3,889,199
<b>HIGHEST</b>	921,181	1,200,000	156.6%	2,052,542	2,639,736	2,657,168	1,469,293	N/A	6,359,135
<b>AVERAGE</b>	573,302	593,239	103.8%	1,166,541	1,185,304	924,379	930,556	N/A	3,252,335

**PAY MIX**  
**Chief Financial Officer**



<b>Breakdown</b>	<b>Bracket</b>	<b>Number Incumbents</b>	<b>Base</b>	<b>Variable Cash</b>	<b>Total Cash</b>	<b>All LTIP</b>	<b>Total Direct Comp</b>
By Annual Revenues	<\$25.0 M	79	68%	8%	76%	24%	100%
	\$25.0 - \$149.9 M	76	46%	17%	62%	38%	100%
	\$150.0 - \$499.9 M	29	36%	16%	52%	48%	100%
	\$500.0 - \$999.9 M	11	32%	21%	53%	47%	100%
	\$1000.0 - \$4999.9 M	17	22%	20%	42%	58%	100%
	\$5000.0 M +	14	17%	18%	35%	65%	100%
By Employment Size	<100 EE's	63	72%	9%	81%	19%	100%
	100 - 499 EE's	82	47%	15%	62%	38%	100%
	500 - 999 EE's	21	36%	16%	52%	48%	100%
	1,000 - 4,999 EE's	26	33%	18%	51%	49%	100%
	5,000 - 9,999 EE's	15	27%	22%	49%	51%	100%
	10,000 EE's +	19	18%	18%	36%	64%	100%

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



<b>Breakdown</b>	<b>Bracket</b>	<b>Number Incumbents</b>	<b>Base</b>	<b>Variable Cash</b>	<b>Total Cash</b>	<b>All LTIP</b>	<b>Total Direct Comp</b>
By Annual Revenues	<\$25.0 M	66	67%	38%	62%	31%	49%
	\$25.0 - \$149.9 M	69	61%	40%	53%	40%	47%
	\$150.0 - \$499.9 M	26	56%	41%	50%	19%	28%
	\$500.0 - \$999.9 M	11	53%	44%	49%	24%	33%
	\$1000.0 - \$4999.9 M	16	46%	27%	35%	28%	30%
	\$5000.0 M +	13	49%	32%	39%	30%	33%
By Employment Size	<100 EE's	52	66%	37%	61%	35%	53%
	100 - 499 EE's	73	63%	43%	57%	24%	37%
	500 - 999 EE's	19	57%	31%	45%	33%	38%
	1,000 - 4,999 EE's	25	56%	45%	52%	33%	40%
	5,000 - 9,999 EE's	14	45%	25%	33%	23%	27%
	10,000 EE's +	18	49%	33%	39%	30%	33%

**BASE SALARY**  
**Chief Financial Officer**



COMPANY	NAME	TITLE(S)	CURRENT BASE SALARY	PRIOR BASE SALARY	PERCENT CHANGE IN BASE
Aastrom Biosciences	Gerald Brennan	CFO	239,583	230,208	4.1%
Abaxis	Alberto Santa Ines	VP-Finance, CFO	183,846	174,008	5.7
Abbott Laboratories	Thomas Freyman	EVP-Finance, CFO	852,542	852,542	0.0
ABIOMED	Daniel Sutherby	CFO, Treasurer	228,750	225,000	1.7
Accuray	Robert McNamara	SVP, CFO	316,250	275,000	15.0
Aduromed Industries	Kevin Dunphy	CFO	150,000	150,000	0.0
AFP Imaging	Elise Nissen	CFO, EVP-Finance	150,000	150,000	0.0
Agilent Technologies	Adrian Dillon	EVP-Finance & Admin, CFO	699,996	699,996	0.0
Alexza Pharmaceuticals	August Moretti	SVP, CFO, Sec	303,750	303,750	0.0
Allergan	Jeffrey Edwards	EVP, CFO	455,704	455,704	0.0
Allied Healthcare Products	Daniel Dunn	VP-Finance, CFO	159,808	159,808	0.0
American Medical Systems	Mark Heggstad	EVP, CFO	265,000	265,000	0.0
Analogic	John J. Millerick	SVP, CFO, Treasurer	250,000	250,000	0.0
Anika Therapeutics	Kevin Quinlan	CFO	232,585	232,585	0.0
Antares Pharma	Robert Apple	CFO	260,000	260,000	0.0
Arrhythmia Research Technology	David Garrison	EVP, CFO	150,000	150,000	0.0
Aspect Medical Systems	Michael Falvey	VP, CFO	228,800	228,800	0.0
Atrion	Jeffery Strickland	VP, CFO, Treas, Sec	200,000	200,000	0.0
ATS Medical	Michael Kramer	CFO	168,846	168,846	0.0
Baxter International	Robert Davis	VP, CFO	506,615	506,615	0.0
Beckman Coulter	Charles Slacik	SVP, CFO	476,827	476,827	0.0
Becton Dickinson & Company	John R. Considine	SVP, CFO	634,951	634,951	0.0
Bio-Imaging Technologies	Ted Kaminer	SVP, CFO	235,569	235,569	0.0
Bio-Rad Laboratories	Christine Tsingos	VP, CFO	357,680	357,680	0.0
Bioject Medical Technologies	Christine Farrell	VP-Finance, PFO	126,974	126,974	0.0
BioMimetic Therapeutics	Larry Bullock	CFO	226,588	226,588	0.0
BioSphere Medical	Martin Joyce	EVP, CFO	237,726	237,726	0.0
Biotel	Judy Naus	VP, CFO	104,127	104,127	0.0
Bovie Medical	Gary Pickett	CFO	94,457	94,457	0.0
C. R. Bard	Todd Schermerhorn	SVP, CFO	522,917	522,917	0.0
Cantel Medical	Craig A. Sheldon	SVP, CFO	251,034	251,034	0.0

**BASE SALARY**  
**Chief Financial Officer**



COMPANY	NAME	TITLE(S)	CURRENT BASE SALARY	PRIOR BASE SALARY	PERCENT CHANGE IN BASE
Vascular Solutions	James Hennen	VP-Finance, CFO	190,000	190,000	0.0
VirtualScopics	Molly Henderson	VP-Finance, CFO	156,412	156,412	0.0
Volcano	John Dahldorf	CFO, Sec	256,250	256,250	0.0
WaferGen Bio-systems	Amjad Huda	CFO	229,166	229,166	0.0
West Pharmaceutical Services	William Federici	VP, CFO	407,656	407,656	0.0
Wright Medical Group	John K. Bakewell	EVP, CFO	267,250	267,250	0.0
Xtent	Timothy Kahlenberg	CFO	236,508	236,508	0.0
ZOLL Medical	A. Ernest Whiton	CFO, VP-Administration	250,000	250,000	0.0
		<b>COUNT</b>	163	163	163
		<b>LOWEST</b>	\$94,435	\$94,435	-6.1%
		<b>10TH PERCENTILE</b>	150,000	150,000	0.0
		<b>25TH PERCENTILE</b>	190,521	190,521	0.0
		<b>50TH PERCENTILE</b>	235,958	235,569	0.0
		<b>75TH PERCENTILE</b>	285,000	284,066	0.0
		<b>90TH PERCENTILE</b>	432,283	432,283	0.0
		<b>HIGHEST</b>	852,542	852,542	15.0
		<b>AVERAGE</b>	262,445	260,933	0.5
		<b>WTD. AVERAGE CHANGE IN PAY</b>			0.6%
		<b>NUMBER UNCHANGED</b>			148
		<b>NUMBER WITH PAY CUT</b>			2
		<b>WTD. AVERAGE INCREASE IN PAY</b>			7.7

**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**



<b>COMPANY</b>	<b>NAME</b>	<b>TITLE(S)</b>	<b>BASE SALARY</b>	<b>OPTION GRANT VALUE</b>	<b>RATIO OPTIONS VALUE TO BASE</b>
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
		<b>COUNT</b>	135	135	135
		<b>LOWEST</b>	\$94,457	\$4,785	0.0
		<b>10TH PERCENTILE</b>	160,086	30,205	0.2
		<b>25TH PERCENTILE</b>	208,311	88,833	0.4
		<b>50TH PERCENTILE</b>	247,115	209,616	0.8
		<b>75TH PERCENTILE</b>	320,125	488,952	1.6
		<b>90TH PERCENTILE</b>	456,794	955,992	2.6
		<b>HIGHEST</b>	921,181	2,639,736	5.2
		<b>AVERAGE</b>	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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