



**2010 pre-IPO Life Sciences Compensation Survey
Non-Executive Positions List**

Finance, Administration, IT

Finance Directors	
Finance Managers	Levels 1 - 3
Finance Professionals	Levels 1 - 3
Finance Support Staff	Levels 1 - 3
Administrative Directors	
Administrative Managers	Levels 1 - 3
Administrative Professionals	Levels 1 - 3
Administrative Support Staff	Levels 1 - 3
Information Systems Directors	
Information Systems Managers	Levels 1 - 3
Information Systems Professionals	Levels 1 - 3
Information Systems Support Staff	Levels 1 - 3

Engineering Development

Engineering Development Directors	
Engineering Development Managers	Levels 1 - 3
Engineering Development Professionals	Levels 1 - 3
Engineering Development Associates	Levels 1 - 3
Engineering Development Support Staff	Levels 1 - 3

Drug Research/Development (including Pre-Clinical Research)

Research/Development Directors	
Research/Development Managers	Levels 1 - 3
Research/Development Professionals	Levels 1 - 3
Research/Development Associates	Levels 1 - 3
Research/Development Support Staff	Levels 1 - 3

Clinical Research/Regulatory Affairs/Quality

Clinical Research Directors	
Clinical Research Managers	Levels 1 - 3
Clinical Research Professionals	Levels 1 - 3
Clinical Research Associates	Levels 1 - 3
Clinical Research Support Staff	Levels 1 - 3
Regulatory Affairs Directors	
Regulatory Affairs Managers	Levels 1 - 3
Regulatory Affairs Professionals	Levels 1 - 3
Regulatory Affairs Associates	Levels 1 - 3
Regulatory Affairs Support Staff	Levels 1 - 3
Quality Directors	
Quality Managers	Levels 1 - 3
Quality Professionals	Levels 1 - 3
Quality Associates	Levels 1 - 3
Quality Support Staff	Levels 1 - 3



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Non-Executive Positions List**

Manufacturing/Production (Device)

Manufacturing/Production Directors	
Manufacturing/Production Managers	Levels 1 - 3
Manufacturing/Production Professionals	Levels 1 - 3
Manufacturing/Production Support Staff	Levels 1 - 3

Operations/Process Development (Pharmaceuticals)

Operations/Process Development Directors	
Operations/Process Development Managers	Levels 1 - 3
Operations/Process Development Professionals	Levels 1 - 3
Operations/Process Development Support Staff	Levels 1 - 3

Materials, Purchasing, Facilities

Materials Directors	
Materials Managers	Levels 1 - 3
Materials Professionals	Levels 1 - 3
Materials Support Staff	Levels 1 - 3
Purchasing Directors	
Purchasing Managers	Levels 1 - 3
Purchasing Professionals	Levels 1 - 3
Purchasing Support Staff	Levels 1 - 3
Facilities Directors	
Facilities Managers	Levels 1 - 3
Facilities Professionals	Levels 1 - 3
Facilities Support Staff	Levels 1 - 3

Sales & Marketing

Sales & Marketing Directors	
Sales & Marketing Managers	Levels 1 - 3
Sales & Marketing Professionals	Levels 1 - 3
Sales & Marketing Support Staff	Levels 1 - 3