



The following set of sample executive compensation reports show you the data presentation of our **2009 Executive Pay in the Biopharmaceutical 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
- Chief Technology/R&D Exec
- Discovery/Research Executive
- Pre-Clinical Research Executive
- Chief Medical Officer/Clinical Devel Exec
- Regulatory/QA Executive
- Operations/Manufacturing Executive
- Sales & Marketing Executive
- Marketing/Business Development Executive
- Administration Executive
- Human Resources 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	74	50	50	74	53	11	2	1	74
LOWEST	\$92,102	\$5,800	5.2%	\$100,000	\$14,025	\$6,000	\$1,159,200	\$324,500	\$100,000
25TH PERCENTILE	179,063	43,561	18.1%	210,500	94,050	52,500	N/A	N/A	264,074
50TH PERCENTILE	232,500	72,500	28.9%	266,250	182,325	86,940	1,275,458	N/A	410,667
75TH PERCENTILE	277,425	100,000	41.9%	335,694	332,210	161,162	N/A	N/A	656,685
HIGHEST	425,000	775,625	182.5%	1,200,625	2,048,671	712,501	1,391,715	324,500	3,043,191
AVERAGE	231,002	94,297	35.3%	294,716	308,101	150,080	1,275,458	N/A	576,550
\$1.0 TO \$49.9 MILLION									
COUNT	102	92	92	102	79	15	5	0	102
LOWEST	\$103,158	\$3,000	2.5%	\$103,158	\$11,768	\$19,880	\$191,133	N/A	\$103,158
25TH PERCENTILE	212,188	44,957	19.7%	254,117	85,440	45,920	N/A	N/A	339,188
50TH PERCENTILE	250,706	70,000	26.5%	324,000	189,400	87,750	553,846	N/A	467,332
75TH PERCENTILE	285,592	99,368	36.1%	375,623	334,058	248,360	N/A	N/A	669,201
HIGHEST	447,000	216,770	100.0%	642,563	1,201,228	1,615,404	3,571,316	N/A	5,235,131
AVERAGE	249,389	78,629	30.5%	320,310	277,969	250,225	1,183,259	N/A	630,400
\$50.0 TO \$99.9 MILLION									
COUNT	28	25	25	28	23	11	1	0	28
LOWEST	\$189,087	\$24,519	10.6%	\$189,087	\$20,689	\$16,572	\$73,400	N/A	\$264,503
25TH PERCENTILE	253,620	82,941	30.2%	337,669	122,400	73,702	N/A	N/A	482,378
50TH PERCENTILE	277,500	110,000	35.9%	377,205	279,844	205,750	N/A	N/A	665,684
75TH PERCENTILE	312,849	127,000	45.8%	444,200	472,660	259,224	N/A	N/A	891,065
HIGHEST	492,550	328,000	75.5%	820,550	1,860,800	1,122,550	73,400	N/A	3,803,900
AVERAGE	285,346	117,199	38.6%	389,988	454,452	278,446	N/A	N/A	875,298



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	29	28	28	29	24	13	1	0	29
LOWEST	\$148,594	\$30,000	13.4%	\$180,000	\$19,147	\$37,360	\$64,988	N/A	\$250,000
25TH PERCENTILE	283,550	95,408	33.4%	371,309	140,391	112,498	N/A	N/A	669,815
50TH PERCENTILE	315,000	141,829	45.0%	468,000	362,811	206,359	N/A	N/A	858,066
75TH PERCENTILE	376,018	185,563	60.2%	558,750	940,478	319,500	N/A	N/A	1,522,837
HIGHEST	515,000	835,450	282.6%	1,131,037	2,577,000	1,164,328	64,988	N/A	3,655,981
AVERAGE	328,612	180,083	53.0%	502,485	583,524	304,406	N/A	N/A	1,124,100
\$500.0 TO \$9999.9 MILLION									
COUNT	21	20	20	21	16	12	7	0	21
LOWEST	\$295,000	\$38,356	12.8%	\$338,214	\$140,032	\$68,749	\$68,749	N/A	\$338,356
25TH PERCENTILE	355,833	228,750	51.2%	606,752	258,051	233,260	N/A	N/A	1,048,065
50TH PERCENTILE	448,041	285,000	65.0%	742,386	520,568	511,927	225,000	N/A	1,534,349
75TH PERCENTILE	489,577	380,076	88.6%	848,269	1,142,344	791,925	N/A	N/A	2,542,849
HIGHEST	535,000	716,608	140.1%	1,228,042	3,040,138	1,141,650	3,321,497	N/A	5,504,973
AVERAGE	427,088	308,379	69.1%	720,782	800,395	534,787	656,546	N/A	1,855,048
\$10000.0 MILLION AND OVER									
COUNT	8	8	8	8	7	4	7	0	8
LOWEST	\$503,833	\$545,000	82.0%	\$1,209,322	\$632,234	\$327,744	\$871,483	N/A	\$3,195,446
25TH PERCENTILE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50TH PERCENTILE	705,953	874,532	137.2%	1,587,039	1,442,560	462,205	1,469,293	N/A	4,388,479
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	182.6%	2,091,672	3,052,500	1,103,340	2,555,300	N/A	7,456,470
AVERAGE	706,760	907,552	132.1%	1,614,311	1,685,575	588,874	1,543,063	N/A	4,733,806



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		
UNDER 25 EE's									
COUNT	46	30	30	46	25	3	0	1	46
LOWEST	\$92,102	\$3,000	2.5%	\$100,000	\$14,025	\$6,000	N/A	\$324,500	\$100,000
25TH PERCENTILE	150,718	21,616	12.1%	170,948	39,630	N/A	N/A	N/A	196,324
50TH PERCENTILE	194,886	44,504	24.9%	213,828	109,534	27,125	N/A	N/A	269,398
75TH PERCENTILE	223,833	96,900	43.3%	268,703	219,450	N/A	N/A	N/A	414,846
HIGHEST	375,000	344,996	100.0%	719,996	674,800	75,000	N/A	324,500	948,417
AVERAGE	188,791	70,946	33.2%	235,061	157,527	36,042	N/A	N/A	330,078
25 TO 99 EE's									
COUNT	70	59	59	70	56	9	2	0	70
LOWEST	\$128,077	\$10,000	7.0%	\$148,077	\$15,274	\$19,880	\$250,000	N/A	\$148,077
25TH PERCENTILE	221,250	48,438	21.2%	250,579	85,401	N/A	N/A	N/A	345,305
50TH PERCENTILE	250,561	70,000	26.3%	308,072	189,590	59,070	401,923	N/A	450,892
75TH PERCENTILE	279,056	83,431	36.8%	345,537	344,221	N/A	N/A	N/A	659,792
HIGHEST	356,796	206,250	68.8%	506,250	2,048,671	344,300	553,846	N/A	2,361,130
AVERAGE	244,929	75,609	30.3%	308,657	326,976	123,349	401,923	N/A	597,580
100 TO 999 EE's									
COUNT	110	99	99	110	92	35	7	0	110
LOWEST	\$148,594	\$15,000	6.0%	\$168,654	\$11,768	\$16,572	\$73,400	N/A	\$168,654
25TH PERCENTILE	247,563	64,562	25.0%	292,381	134,361	87,345	N/A	N/A	449,593
50TH PERCENTILE	283,338	102,078	34.6%	376,399	281,630	157,920	1,159,200	N/A	662,569
75TH PERCENTILE	330,000	140,000	45.9%	461,500	483,296	253,312	N/A	N/A	1,071,794
HIGHEST	515,000	835,450	282.6%	1,131,037	2,577,000	1,615,404	3,571,316	N/A	5,235,131
AVERAGE	290,603	121,606	39.1%	400,048	402,670	269,775	1,136,223	N/A	894,969



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	18	17	17	18	14	9	4	0	18
LOWEST	\$280,000	\$38,356	12.8%	\$333,198	\$45,240	\$37,360	\$64,988	N/A	\$338,356
25TH PERCENTILE	301,594	91,309	32.6%	382,653	256,182	N/A	N/A	N/A	670,982
50TH PERCENTILE	378,693	191,000	50.0%	559,545	318,804	504,263	160,614	N/A	933,600
75TH PERCENTILE	446,031	270,000	62.3%	709,510	1,050,924	N/A	N/A	N/A	1,982,737
HIGHEST	511,434	716,608	140.1%	1,228,042	3,040,138	1,164,328	3,321,497	N/A	5,504,973
AVERAGE	380,622	216,112	52.4%	584,728	704,209	567,666	926,928	N/A	1,622,264
5,000 TO 24,999 EE's									
COUNT	11	11	11	11	10	6	4	0	11
LOWEST	\$295,000	\$150,000	45.7%	\$445,000	\$140,032	\$68,749	\$68,749	N/A	\$515,204
25TH PERCENTILE	390,417	245,460	57.6%	686,001	541,171	N/A	N/A	N/A	1,359,974
50TH PERCENTILE	455,704	395,300	82.0%	848,269	1,080,825	616,046	333,773	N/A	2,542,849
75TH PERCENTILE	514,542	552,500	104.3%	1,125,101	1,208,499	N/A	N/A	N/A	3,034,584
HIGHEST	664,322	920,000	182.6%	1,423,833	3,052,500	932,400	1,856,660	N/A	4,476,333
AVERAGE	455,121	430,756	93.1%	885,877	1,068,603	512,081	648,239	N/A	2,372,375
25,000 EE's AND OVER									
COUNT	7	7	7	7	5	4	6	0	7
LOWEST	\$506,615	\$513,065	90.0%	\$1,048,065	\$632,234	\$327,744	\$871,483	N/A	\$1,048,065
25TH PERCENTILE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50TH PERCENTILE	747,583	829,064	133.6%	1,750,245	1,442,560	462,205	1,459,699	N/A	4,067,773
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%	2,091,672	2,809,498	1,103,340	2,555,300	N/A	7,456,470
AVERAGE	717,274	901,211	126.9%	1,618,486	1,502,377	588,874	1,490,797	N/A	4,305,937

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	74	40%	11%	51%	49%	100%
	\$1.0 - \$49.9 M	102	40%	11%	51%	49%	100%
	\$50.0 - \$99.9 M	28	33%	12%	45%	55%	100%
	\$100.0 - \$499.9 M	29	29%	15%	45%	55%	100%
	\$500.0 - \$9999.9 M	21	23%	16%	39%	61%	100%
	\$10000.0 M +	8	15%	19%	34%	66%	100%
By Employment Size	<25 EE's	46	57%	14%	71%	29%	100%
	25 - 99 EE's	70	41%	11%	52%	48%	100%
	100 - 999 EE's	110	32%	12%	45%	55%	100%
	1,000 - 4,999 EE's	18	23%	13%	36%	64%	100%
	5,000 - 24,999 EE's	11	19%	18%	37%	63%	100%
	25,000 EE's +	7	17%	21%	38%	62%	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	67	61%	35%	53%	38%	44%
	\$1.0 - \$49.9 M	90	61%	41%	55%	41%	47%
	\$50.0 - \$99.9 M	26	60%	41%	53%	35%	43%
	\$100.0 - \$499.9 M	28	55%	28%	41%	27%	32%
	\$500.0 - \$9999.9 M	19	48%	26%	36%	23%	26%
	\$10000.0 M +	8	47%	28%	34%	29%	31%
By Employment Size	<25 EE's	38	60%	38%	54%	39%	48%
	25 - 99 EE's	64	65%	37%	56%	36%	44%
	100 - 999 EE's	102	59%	39%	52%	35%	41%
	1,000 - 4,999 EE's	17	51%	20%	33%	24%	26%
	5,000 - 24,999 EE's	10	42%	29%	35%	28%	30%
	25,000 EE's +	7	47%	27%	33%	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%
Abbott Laboratories	EVP-Finance, CFO	852,542	1,200,000	2,052,542	140.8
ACADIA Pharmaceuticals	VP, CFO	285,974	68,500	354,474	24.0
Accelrys	SVP, Chief Financial Officer	225,000	127,500	352,500	56.7
Accentia Biopharmaceuticals	CFO	260,077	25,000	285,077	9.6
Access Pharmaceuticals	VP, CFO	154,080		154,080	
Achillion Pharmaceuticals	VP, CFO	200,000	46,500	246,500	23.3
Acorda Therapeutics	CFO	236,600	55,366	291,966	23.4
Acura Pharmaceuticals	SVP, CFO	180,000	180,000	360,000	100.0
Adherex Technologies	CFO	225,000	20,000	245,000	8.9
Adolor	VP-Finance, CFO	203,850	33,000	236,850	16.2
ADVENTRX Pharmaceuticals	CFO	250,000		250,000	
Affymax	EVP-Corp Devel, CFO	315,000	87,318	402,318	27.7
Akesis Pharmaceuticals	CFO, Sec	100,000		100,000	
Akorn	SVP-Finance, CFO	275,000		275,000	
Albany Molecular Research	CFO	293,808	39,390	333,198	13.4
Alexion Pharmaceuticals	SVP, CFO	309,665	215,910	525,575	69.7
Alexza Pharmaceuticals	SVP, CFO, Sec	303,750	59,840	363,590	19.7
Alkermes	SVP, CFO, Treasurer	367,138	150,000	517,138	40.9
Allergan	EVP, CFO	455,704	395,300	851,004	86.7
Alnylam Pharmaceuticals	VP-Finance, Treasurer	217,069		217,069	
Alpharma	EVP, CFO	367,385	375,001	742,386	102.1
Alseres Pharmaceuticals	EVP, CFO	300,000	76,500	376,500	25.5
Altus Pharmaceuticals	VP, CFO	268,500	71,656	340,156	26.7
AMDL	CFO	176,666	15,000	191,666	8.5
Amgen	EVP, CFO	664,322	545,000	1,209,322	82.0
Amicus Therapeutics	CFO	282,692	93,324	376,016	33.0
Amylin Pharmaceuticals	SVP-Finance, CFO	355,385	61,300	416,685	17.3
Anesiva	VP, CFO	298,354		298,354	
Anika Therapeutics	CFO	232,585	58,146	290,731	25.0
Antares Pharma	CFO	260,000	64,740	324,740	24.9



TOTAL CASH COMPENSATION
Chief Financial Officer

COMPANY	TITLE(S)	BASE SALARY	VARIABLE CASH	TOTAL CASH	VARIABLE CASH AS % BASE
United Therapeutics	CFO, Treasurer	300,000	140,000	440,000	46.7
Valeant Pharmaceuticals	EVP, CFO	338,214		338,214	
Vanda Pharmaceuticals	SVP, CFO	277,500	70,000	347,500	25.2
VaxGen	SVP-Finance & Admin, CFO	300,000	206,250	506,250	68.8
Vertex Pharmaceuticals	EVP, CFO	411,595	141,907	553,502	34.5
VIA Pharmaceuticals	CFO	304,167	240,000	544,167	78.9
Vical	VP, CFO, Sec	273,075	60,000	333,075	22.0
ViroPharma	VP, CFO, Treasurer	315,000	141,750	456,750	45.0
VIVUS	VP-Finance, CFO	292,724	102,547	395,271	35.0
WaferGen Bio-systems	CFO	229,166		229,166	
Warner Chilcott	EVP, CFO	400,692	236,408	637,100	59.0
XenoPort	SVP-Finance, CFO	283,550	102,078	385,628	36.0
Xoma	VP-Finance, CFO	283,000	94,337	377,337	33.3
ZymoGenetics	EVP, CFO, Treasurer	338,968	111,825	450,793	33.0
	COUNT	262	223	262	223
	LOWEST	\$92,102	\$3,000	\$100,000	2.5%
	10TH PERCENTILE	171,130	27,544	189,345	12.6
	25TH PERCENTILE	223,222	54,800	255,369	22.7
	50TH PERCENTILE	270,000	89,775	339,178	33.0
	75TH PERCENTILE	321,800	149,857	453,967	50.9
	90TH PERCENTILE	425,900	312,000	692,832	78.9
	HIGHEST	921,181	1,200,000	2,091,672	282.6
	AVERAGE	285,016	149,547	412,302	42.4
	WTD. AVERAGE PERCENTAGE				50.3%

ANNUAL STOCK OPTION GRANTS
Chief Financial Officer



COMPANY	NAME	TITLE(S)	BASE SALARY	OPTION GRANT VALUE	RATIO OPTIONS VALUE TO BASE
Theravance	Michael Aguiar	SVP, CFO	355,447	1,201,228	3.4
Titan Pharmaceuticals	Robert E. Farrell	EVP, CFO	248,508	125,653	0.5
TorreyPines Therapeutics	Craig Johnson	VP, CFO	271,200	15,274	0.1
United Therapeutics	John Ferrari	CFO, Treasurer	300,000	1,015,500	3.4
Valeant Pharmaceuticals	Peter Blott	EVP, CFO	338,214	302,170	0.9
Vanda Pharmaceuticals	Steven Shallcross	SVP, CFO	277,500	2,013,630	7.3
VaxGen	Matthew Pfeffer	SVP-Finance & Admin, CFO	300,000	1,163,472	3.9
Vertex Pharmaceuticals	Ian Smith	EVP, CFO	411,595	1,641,900	4.0
VIA Pharmaceuticals	James Stewart	CFO	304,167	404,250	1.3
Vical	Jill Church	VP, CFO, Sec	273,075	171,534	0.6
ViroPharma	Vincent J. Milano	VP, CFO, Treasurer	315,000	1,215,165	3.9
VIVUS	Timothy Morris	VP-Finance, CFO	292,724	279,844	1.0
WaferGen Bio-systems	Amjad Huda	CFO	229,166	39,630	0.2
XenoPort	William Harris	SVP-Finance, CFO	283,550	408,390	1.4
Xoma	J. David Boyle	VP-Finance, CFO	283,000	1,693,528	6.0
ZymoGenetics	James Johnson	EVP, CFO, Treasurer	338,968	634,290	1.9
		COUNT	202	202	202
		LOWEST	\$92,102	\$11,768	0.0
		10TH PERCENTILE	179,350	44,326	0.2
		25TH PERCENTILE	236,700	115,075	0.5
		50TH PERCENTILE	275,000	246,186	0.9
		75TH PERCENTILE	328,910	485,134	1.7
		90TH PERCENTILE	432,097	1,128,824	2.9
		HIGHEST	921,181	3,052,500	11.5
		AVERAGE	293,890	429,650	1.3



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	
Astrom Biosciences	CFO	239,583	19,721	88,415				347,719				
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
ACADIA Pharmaceuticals	VP, CFO	285,974	68,500	89,945				444,419	119,270			
Accelrys	SVP, Chief Financial Officer	225,000	127,500		95,400			447,900		62,172		
Accentia Biopharmaceuticals	CFO	260,077	25,000	665,940				951,017				
Access Pharmaceuticals	VP, CFO	154,080						154,080				
Achillion Pharmaceuticals	VP, CFO	200,000	46,500	133,514				380,014				
Acorda Therapeutics	CFO	236,600	55,366	946,481				1,238,447	143,181	297,193		
Acura Pharmaceuticals	SVP, CFO	180,000	180,000					360,000		1,776,859		
Adherex Technologies	CFO	225,000	20,000	219,450				464,450				
Adolor	VP-Finance, CFO	203,850	33,000	230,100	37,940			504,890				
ADVENTRX Pharmaceuticals	CFO	250,000						250,000				
Affymax	EVP-Corp Devel, CFO	315,000	87,318	905,784				1,308,102				
Akesis Pharmaceuticals	CFO, Sec	100,000						100,000				
Akorn	SVP-Finance, CFO	275,000		327,845				602,845		369,000		
Albany Molecular Research	CFO	293,808	39,390	45,240	37,360			415,798				
Alexion Pharmaceuticals	SVP, CFO	309,665	215,910	1,189,458	205,750			1,920,783		633,900		
Alexza Pharmaceuticals	SVP, CFO, Sec	303,750	59,840	296,888				660,478	182,350			
Alkermes	SVP, CFO, Treasurer	367,138	150,000	320,367	147,885			985,390	577,429	85,584		
Allergan	EVP, CFO	455,704	395,300	1,597,697	94,148			2,542,849	1,224,948			
Alnylam Pharmaceuticals	VP-Finance, Treasurer	217,069		625,128				842,197	616,000			
Alpharma	EVP, CFO	367,385	375,001	258,985	145,080			1,146,451		528,920		
Alseres Pharmaceuticals	EVP, CFO	300,000	76,500	220,690				597,190				
Altus Pharmaceuticals	VP, CFO	268,500	71,656	531,662				871,818	184,852			
AMDL	CFO	176,666	15,000					191,666				
Amgen	EVP, CFO	664,322	545,000	1,234,643		1,856,660		4,300,625		207,488		2
Amicus Therapeutics	CFO	282,692	93,324	705,766				1,081,782		197,456		
Amylin Pharmaceuticals	SVP-Finance, CFO	355,385	61,300	1,216,425				1,633,110	883,665	6,750		
Anesiva	VP, CFO	298,354						298,354				
Anika Therapeutics	CFO	232,585	58,146					290,731				
Antares Pharma	CFO	260,000	64,740	111,920				436,660		59,772		
Antigenics	VP, CFO	240,000	24,000	178,543	31,200			473,743		1,641		
Applied NeuroSolutions	CFO	195,339						195,339				
Arena Pharmaceuticals	VP-Finance, CFO	284,444	90,000	283,416		1,350,000		2,007,860		65,850		
ARIAD Pharmaceuticals	SVP, CFO, Treasurer	329,000	115,000	323,280				767,280				
AspenBio Pharma	CFO	100,000	80,000	48,840				228,840				
AtheroGenics	EVP-Commerical Ops, CFO	328,640	166,532	109,600				604,772	61,250			

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	
XenoPort	SVP-Finance, CFO	283,550	102,078	408,390	79,907			873,925				
Xoma	VP-Finance, CFO	283,000	94,337	1,693,528	16,572			2,087,437				25, 26
ZymoGenetics	EVP, CFO, Treasurer	338,968	111,825	634,290				1,085,083				
	COUNT	262	223	202	66	23	1	262	47	60	0	
	LOWEST	\$92,102	\$3,000	\$11,768	\$6,000	\$64,988	\$324,500	\$100,000	\$1,050	\$867	N/A	
	10TH PERCENTILE	171,130	27,544	44,326	34,280	77,966	N/A	221,773	21,480	10,984	N/A	
	25TH PERCENTILE	223,222	54,800	115,075	76,227	220,900	N/A	354,344	132,227	35,041	N/A	
	50TH PERCENTILE	270,000	89,775	246,186	162,122	871,483	N/A	550,876	288,520	102,560	N/A	
	75TH PERCENTILE	321,800	149,857	485,134	387,262	1,459,699	N/A	969,883	669,365	375,156	N/A	
	90TH PERCENTILE	425,900	312,000	1,128,824	891,196	2,415,572	N/A	1,999,152	1,294,159	1,227,251	N/A	
	HIGHEST	\$921,181	\$1,200,000	\$3,052,500	\$1,615,404	\$3,571,316	\$324,500	\$7,456,470	\$7,228,618	\$4,151,500	N/A	
	AVERAGE	\$285,016	\$149,547	\$432,431	\$321,172	\$1,043,602	\$324,500	\$919,462	\$720,727	\$402,153	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.
Amgen	Robert Bradway	EVP, CFO	2 LTIP is FMV of performance units granted in 2007, using a lattice valuation model.
Biodel	F. Scott Reding	CFO	3 On November 13, 2007, F. Scott Reding, former Chief Financial Officer, Chief Accounting Officer and Treasurer, resigned from all of his positions with the Company.
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.
CardioVascular BioTherapeutics	Mickael Flaa	VP, CFO	5 Granted warrants to purchase 550,000 shares at \$1.00 per share (share price \$.60 at time of grant).
Celgene	David Gryska	CFO	6 Portion of option grants pursuant to new hire offer.
Cell Genesys	Sharon Tetlow	SVP, CFO	7 Salary was increased to \$345,000 effective January 1, 2008.
Cell Therapeutics	Louis A. Bianco	EVP-Finance & Admin	8 LTIP represents company reported FMV of shares of restricted stock that vest solely on attainment of performance goals.
Charles River Laboratories	Thomas Ackerman	EVP, CFO	9 LTIP represents the FMV of performance shares granted for 2007 performance.
Chembio Diagnostics	Richard Larkin	CFO	10 Received stock option repricing of most outstanding options, including those issued for 2007. Estimated 2007 option grant value not included in this analysis.
CV Therapeutics	Daniel K. Spiegelman	SVP, CFO	11 Terms of some previously granted options and SAR's changed in 2007. Reported incremental increase in value not included in analysis.
Dendreon	Gregory Schiffman	SVP, CFO	12 Also received performance-contingent restricted stock awards with company stated FMV totalling \$208,097.
Exact Sciences	Charles Carelli, Jr.	SVP, CFO, Treasurer, Sec	13 Bonus is a retention bonus.
Favrille	Tamara Seymour	CFO	14 40,000 options are performance-based and fully vest and become exercisable only upon FDA approval to market Specifid.
GeoPharma	Carol Dore-Falcone	SVP, CFO	15 Restricted stock grant vests in 3 years, paid as bonus.
Invitrogen	David Hoffmeister	SVP, CFO	16 Restricted stock grant includes company reported FMV of performance-contingent RUS's.
Johnson & Johnson	Dominic Caruso	VP-Finance, CFO	17 Bonus does not include deferred compensation (performance units) earned.
Peregrine Pharmaceuticals	Paul J. Lytle	CFO, Sec	18 Base salary includes the advancement of earned and accrued paid-time-off benefits (earned and accrued vacation benefits) in the amount of \$30,693 for Mr. Paul Lytle, to cover the aggregate purchase price of stock options exercised and federal and state mandatory tax obligations.



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