

CRO Industry Global Compensation & Turnover Survey

The clinical research outsourcing (CRO) industry is increasingly transitioning from traditional outsourcing models to strategic partnerships and continues to experience rapid growth due to the value CROs contribute to the process of bringing drugs and medical devices to market. For these reasons, the industry is forecast to continue to experience strong growth especially as companies opt for CRO services with a focus on niche markets. Clinical research outsourcing companies need to stay abreast of the ever-changing needs of this dynamic and global industry to meet current and future talent demands. The CRO Industry Global Compensation & Turnover Survey is the premier source of market compensation and employee turnover data for clinical research outsourcing companies, and is the longest-running survey of its kind having been conducted since 1998. CROs from around the world participate annually. This Survey provides comprehensive data for more than 250 jobs in the U.S. and in over 50 countries/territories around the world.

PAST PARTICIPANTS

- ▶ Atlantic Research Group
- ▶ Avance Clinical
- ▶ Avania Clinical
- ▶ Cedars-Sinai Medical Center
- ▶ CTI Clinical Trials and Consulting Service
- ▶ Cytel
- ▶ DP Clinical
- ▶ Duke Clinical Research Institute
- ▶ Everest Clinical Research
- ▶ FHI Clinical
- ▶ Fortrea
- ▶ Fred Hutch
- ▶ Harvard Clinical Research
- ▶ HCA Healthcare
- ▶ ICON
- ▶ Innovaderm Research
- ▶ IQVIA
- ▶ KCAS Bioanalytical
- ▶ Labcorp (formerly Covance)
- ▶ MCRA
- ▶ Medpace
- ▶ Memorial Sloan Kettering Cancer Center
- ▶ Moffitt Cancer Center
- ▶ NAMS
- ▶ Novotech
- ▶ Parexel International
- ▶ PPD
- ▶ PRA Health Sciences
- ▶ Premier Research
- ▶ PSI CRO
- ▶ Quanticate
- ▶ Rho
- ▶ Sarah Cannon Research Institute
- ▶ Science 37
- ▶ Scimega Research
- ▶ Syner-G BioPharma (formerly Impact Pharmaceutical Services)
- ▶ Syneos Health
- ▶ Synteract
- ▶ The Emmes Company
- ▶ TKL Research
- ▶ Translational Research in Oncology
- ▶ United Biosource
- ▶ Veranex
- ▶ Westat
- ▶ Worldwide Clinical Trials
- ▶ Wuxi Clinical Development

SURVEY VALUE

- ▶ Focuses on clinical research outsourcing industry
- ▶ Longest-running industry survey of its kind with consistent participation
- ▶ Provides detailed statistics on all elements of total direct compensation
- ▶ Offers information about employee turnover, U.S. geographic pay differentials, U.S. human capital metrics, compensation and benefit plan design, and perquisites
- ▶ Access to BDO bench strength for your industry compensation and tax questions



SURVEY TOPICS & DETAILS

Comprehensive Market Intelligence

- ▶ Actual base salary
- ▶ Annual incentive eligibility
- ▶ Annual incentive type (including corporate and sales incentives)
- ▶ Target annual incentive
- ▶ Actual annual incentive paid
- ▶ Total cash compensation (target and actual)
- ▶ Long-term incentive eligibility and projected value
- ▶ Total direct compensation

Employee Turnover Rates

- ▶ By key job families for the U.S.
- ▶ U.S. and globally
- ▶ Overall, voluntary and involuntary

Jobs Covered

- ▶ 268 benchmark job titles
- ▶ Technical, Managerial, and Executive jobs in 19 job families:
 - Bioinformatics
 - Biostatistics
 - Business Development
 - Clinical Pharmacy
 - Clinical Research
 - Database Management
 - Medical Affairs
 - Medical Writing
 - Nursing
 - Pathology
 - Patient Recruitment
 - Quality Assurance (Clinical)
 - Regulatory
 - Safety/Pharmacovigilance
 - Site Start-up, Site Operations
 - Site/Study Contract Management
 - Technicians
 - Therapeutic Strategy
 - Toxicology

Special Analysis

- ▶ Early stage and late stage
- ▶ U.S. geographical pay differentials
- ▶ U.S. human capital metrics

Pay, Benefits & Perks

- ▶ Annual incentive plan design
- ▶ Long-term incentive plan design
- ▶ Business development/sales compensation plan design
- ▶ Talent attraction and retention bonuses
- ▶ Benefit plan design and prevalence
- ▶ Perquisite prevalence
- ▶ Allowance prevalence
- ▶ Prevalence of other compensation arrangements such as deferred compensation, employment contracts, change-in-control, and severance agreements

“The CRO Industry Global Compensation & Turnover Survey provides thoughtful, unique and highly credible information, covering a niche in healthcare and the life sciences industries that is simply not captured effectively through another survey resource. Participating in this survey allowed us to equip our management team with timely information to support fair and competitive pay practices as part of a critical talent retention strategy. Participating in a forum that welcomes creative thinking, is open to new ideas, and is highly responsive in the competitive CRO Labor market has been invaluable in managing the firm's compensation and retention strategies.”

KIM M FUCHS

Formerly Senior Director, Corporate Human Resources, TKL Research Inc.

SURVEY COST & HOW TO PARTICIPATE

Survey results are available to participants only; see the pricing guide below for details. To participate, complete the respective Survey Registration Form linked below.

Participation Options (A OR B):	A. Participants with Operations in the U.S.		B. Participants with Minimal or No Operations in the U.S. ¹
Survey Results Module Purchase Options: ²	U.S Plus One Additional Location ³	Locations Outside the U.S.	Location outside the U.S.
Base fee for participants	\$3,995	\$500 per location, up to a maximum of \$4,500 for nine or more locations	\$750 per location up to a maximum of \$4,500 for six or more locations
Discount for continued year-over-year participants ⁴	\$400		N/A
Total fee for continued year-over-year participants	\$3,595	\$4,500	\$4,500
Late fee for participants who submit completed questionnaires after July 1 ⁵	\$500		\$500
	Register for the Survey		Register for the Survey

Note: All pricing is in USD.

¹ Minimal is approximately less than 20 employees.

² Must submit data for the location(s) your organization intends to obtain results.

³ Country or territory.

⁴ Only one discount may be applied per participating organization.

⁵ To avoid a late fee, ALL sections within the survey questionnaire must be fully completed.

This pricing structure is intended to benefit all survey participants in an effort to have as consistent database as possible for meaningful year-over-year comparisons. This pricing also covers the additional time needed to ensure new/returning participants complete the survey questionnaire and match the survey jobs correctly. Once you are an annual participant, you realize a significant price discount.

SURVEY TIMEFRAME

► **Questionnaires Distributed:** March 14

► **Completed Questionnaires Due:** April 30

► **Report Publication:** October

► **Talent Management Roundtables for the U.S.:**
October - December

► **Virtual Roundtable for Participants Outside the U.S.:** February

COUNTRIES/TERRITORIES COVERED FOR OUTSIDE THE U.S. SURVEY MODULE

- | | | | |
|------------------|-------------|---------------|------------------|
| ▶ Argentina | ▶ Egypt | ▶ Latvia | ▶ Singapore |
| ▶ Australia | ▶ Finland | ▶ Lithuania | ▶ Slovakia |
| ▶ Austria | ▶ France | ▶ Malaysia | ▶ South Africa |
| ▶ Belgium | ▶ Germany | ▶ Mexico | ▶ South Korea |
| ▶ Brazil | ▶ Greece | ▶ Netherlands | ▶ Spain |
| ▶ Bulgaria | ▶ Hong Kong | ▶ New Zealand | ▶ Sweden |
| ▶ Canada | ▶ Hungary | ▶ Norway | ▶ Switzerland |
| ▶ Chile | ▶ India | ▶ Peru | ▶ Taiwan |
| ▶ China | ▶ Indonesia | ▶ Philippines | ▶ Thailand |
| ▶ Colombia | ▶ Ireland | ▶ Poland | ▶ Turkey |
| ▶ Costa Rica | ▶ Israel | ▶ Portugal | ▶ Ukraine |
| ▶ Croatia | ▶ Italy | ▶ Romania | ▶ United Kingdom |
| ▶ Czech Republic | ▶ Japan | ▶ Russia | ▶ Vietnam |
| ▶ Denmark | ▶ Kenya | ▶ Serbia | |

CONTACT**JUDY CANAVAN**

Managing Director

215-636-5635 / jcanavan@bdo.com

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