

2023

Salary & Benefits Survey

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SURVEY DETAILS

Purpose

The findings cited in this report are based on a study sponsored by the American College of Veterinary Pathologists (ACVP). The purpose of this research project was to understand compensation trends among ACVP diplomates.

Method

The survey sample of 2,053 included all emailable ACVP Active members.

The survey was designed jointly by ACVP and Readex. Development and hosting of the survey website and cleaning/tabulation of survey responses were handled by Readex. Emailing of survey invitations was handled by Readex and ACVP.

On November 29, 2023, ACVP sent an introduction message to the sample, notifying them of the survey to come. The following day (November 30), Readex contacted all sample members via an email in the name of ACVP's president, asking for participation in the study via a unique link included in the email. It was mentioned that results would be shared in the coming year, helping them to better understand how their compensation and benefits compare to Diplomat peers.

Readex sent reminder invitations on December 5 and 12 to those with deliverable email addresses who had not yet responded.

The survey was closed for tabulation on December 18, 2023, with 889 total responses—a 43% response rate. A majority of results in this Findings report are based on the 624 respondents who indicated they were employed or self-employed full time as of January 1, 2023 and primarily working in the United States.

As with any research, the results should be interpreted with the potential of non-response bias in mind. It is unknown how those who responded to the survey may be different from those who did not respond. In general, the higher the response rate, the lower the probability of estimation errors due to non-response and thus, the more stable the results.

The margin of error (maximum sampling error for percentages at the 95% confidence level) based on 624 respondents who indicated they were employed/self-employed full time and primarily working in the United States is ± 3.0 percentage points. The margin of error for percentages based on smaller sample sizes will be larger.

This report was prepared by Readex in accordance with accepted research standards and practices. Percentages may not add to 100 for single answer questions due to rounding and/or non-response.

ABOUT READEX RESEARCH

Readex Research is a nationally recognized independent research company located in Stillwater, Minnesota. Its roots are in survey research for the magazine publishing industry, but specialization in conducting high-quality survey research (by mail and/or online) has brought clients from many other markets, including associations, corporate marketers and communicators, and government agencies. Since its founding in 1947, Readex has completed thousands of surveys for hundreds of different clients.

As a full-service survey research supplier, Readex offers professional services and in-house processing of all phases of each project (traditional mailing, broadcast emailing, and data processing) to ensure complete control over project quality and schedule. Analytical capabilities include a range of multivariate statistics and modeling techniques in addition to the more traditional stub-and-banner tabulations.

This survey was conducted and this report was prepared by Readex in accordance with accepted research standards and practices.

EXECUTIVE SUMMARY

US Full Time

Most results in this report are based on the 624 respondents who indicated they were employed or self-employed full time and primarily working in the United States as of January 1, 2023.

More than one in four FT/US respondents work in a diagnostic laboratory or an academia setting (college/university; 28% in each), followed by 18% at a contract research organization and 17% at pharmaceutical companies. A third (36%) of FT/US respondents indicated their primary position is best described as veterinary pathologist, pathologist, diagnostician, laboratory diagnostician, etc. A quarter (26%) are toxicologic pathologists.

Two in five (18%) have at least one certification other than from ACVP, most commonly ABT (7%). While a small proportion (3%) are certified in both anatomic and clinical pathology, most are certified exclusively in anatomic pathology (79%) versus being certified exclusively in clinical pathology (19%).

The median age of FT/US respondents is 44. The proportion of women responding is higher than that of men (62% versus 36%, respectively); a small portion preferred not to answer the gender question. 98% reported they do not identify as transgender with a small proportion preferring not to disclose.

The typical (median) respondent reported an annual base salary of \$165,000. The spread in annual base salaries is wide—15% reported an annual base salary of \$250,000 or more for their primary position as of January 1, 2023, while 6% reported salaries below \$100,000. Helping to account for this wide range of annual base salaries, a number of factors show strong correlations with salary. For example:

- Median annual base salary varies substantially by job title/function. Toxicologic pathologists and those in leadership positions reported the highest median salaries at \$225,000 and \$250,000, respectively.
- Annual base salary varies by job setting. Those in pharmaceutical/bulk chemicals/agriculture settings reported one of the highest medians at \$260,000, and those in academia the lowest at \$135,300.
- Those who supervise at least 25 individuals (directly or indirectly) reported a median base salary of \$222,400—substantially higher than those who supervise fewer people.
- Those certified in anatomic pathology reported a median \$29,000 higher than those certified in clinical pathology; those certified in both reported the highest median at \$189,500.
- Respondents who hold at least one certification other than from ACVP reported a median of \$193,500—\$32,500 higher than those who do not.
- Those who identify as men reported a median annual base salary \$24,000 higher than that of women.
 - It appears, however, that other variables may be contributing to this disparity. For example, men average more experience and more people supervised, are more likely than women to be certified in anatomic pathology, are more likely to hold at least one certification other than from ACVP, and are more heavily concentrated in positions that have higher median salaries (toxicologic pathologists and leadership positions).

More than half (57%) received at least one form of other cash compensation (beyond salary) for their primary position, with the most common type being bonuses.

EXECUTIVE SUMMARY

US Full Time (continued)

Three in four (78%) spent at least some of their time working remotely, with 30% reporting that they work remotely all of the time.

In addition to their full-time primary position, 14% of respondents were also employed or self-employed part-time as of January 1, 2023. Two in five (42%) were not allowed to have employment in addition to their full-time primary position.

US Part Time

There were 26 respondents who indicated they were employed or self-employed part time and primarily working in the United States as of January 1, 2023. These respondents tend to be older (median age of 57) and are spread fairly evenly across the four census regions, with a slight concentration of respondents in the West.

Two in five (42%) are self-employed, the most common employment setting is a diagnostic laboratory or as a consultant, and a majority are veterinary pathologists, pathologists, diagnosticians, laboratory diagnosticians, etc., toxicologic pathologists, or consultants.

Canada

There were 62 respondents who indicated they were employed or self-employed full or part time and primarily working in Canada as of January 1, 2023.

Canadian respondents are heavily concentrated in Quebec and Ontario, followed by Saskatchewan, Alberta, British Columbia, and Prince Edward Island. A majority (94%) work full-time. Three in five (60%) are veterinary pathologists, pathologists, diagnosticians, laboratory diagnosticians, etc., and 19% are toxicologic pathologists. The most common employment setting is a diagnostic laboratory, followed by contract research organizations and academia.

The median annual base salary among full time Canadian respondents is \$116,000 (USD).

Other World Regions

There were 134 respondents who indicated they were employed or self-employed full or part time and primarily working outside the United States or Canada as of January 1, 2023.

These respondents are heavily concentrated in the United Kingdom and Australia, followed by New Zealand, and Germany. The most common employment setting is a diagnostic laboratory followed by academia. Two in three are veterinary pathologists, pathologists, diagnosticians, laboratory diagnosticians, etc. while no other individual job title/function accounts for more than 5%.

The median annual base salary among full time respondents outside the US/Canada is \$98,000 (USD).

US FULL TIME FINDINGS: Compensation

Most results in this report (pages 5-37) are based on the respondents who indicated they were employed or self-employed full time and primarily working in the United States as of January 1, 2023. These respondents are hereafter referred to as “FT/US respondents” for brevity. Brief summaries of those working part time in the US, those primarily working in Canada, and those primarily working in other regions of the world are provided on pages 38-43; complete results are provided in the cross-tabulated data tables.

Compensation information provided for FT/US respondents is provided for those who report their main compensation structure is based on either an annual salary (96%) or hourly wage (1%).

Additionally, of those whose compensation structure is based on an annual salary or hourly wage, those who did not respond to the salary question (2%) are not included in the median salary analysis provided throughout this report.

Main Compensation Structure

What best describes your main compensation structure for your primary position as of January 1, 2023?

base: 624 FT/US respondents¹



Base Salary Provided

As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

base: 607 FT/US respondents whose compensation structure is annual salary or hourly wage (fill-in answers)



¹ 624 respondents who indicated they were employed or self-employed full time and primarily working in the United States as of January 1, 2023

US FULL TIME FINDINGS: Compensation

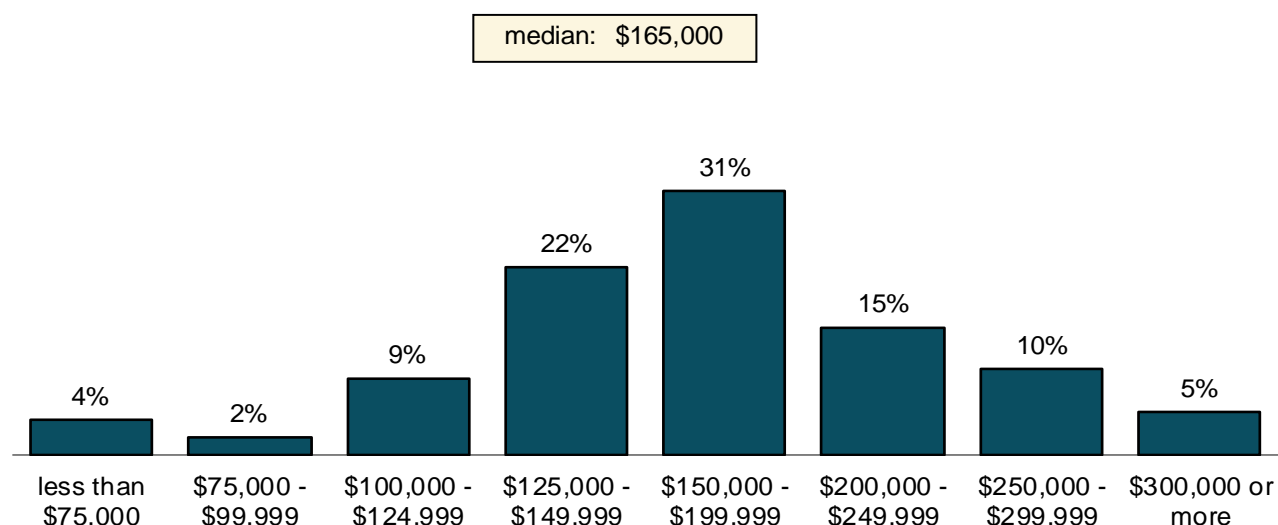
The spread in annual base salaries among FT/US respondents is wide—15% reported an annual base salary of \$250,000 or more for their primary position as of January 1, 2023, while 6% reported salaries below \$100,000. The typical (median²) respondent reported an annual base salary of \$165,000.

Helping to account for the wide range of annual base salaries, a number of factors show strong correlations with salary. The charts on the following pages demonstrate the relationships between salary and key single variables: experience, supervisory responsibility, certifications, primary work location, job title/function, work setting, sector, age, and gender identity.

Base Salary

As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

base: 607 FT/US respondents whose compensation structure is annual salary or hourly wage (fill-in answers)



² A **median** is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. It represents the “typical” response, and is not influenced by extreme values.

US FULL TIME FINDINGS: Compensation

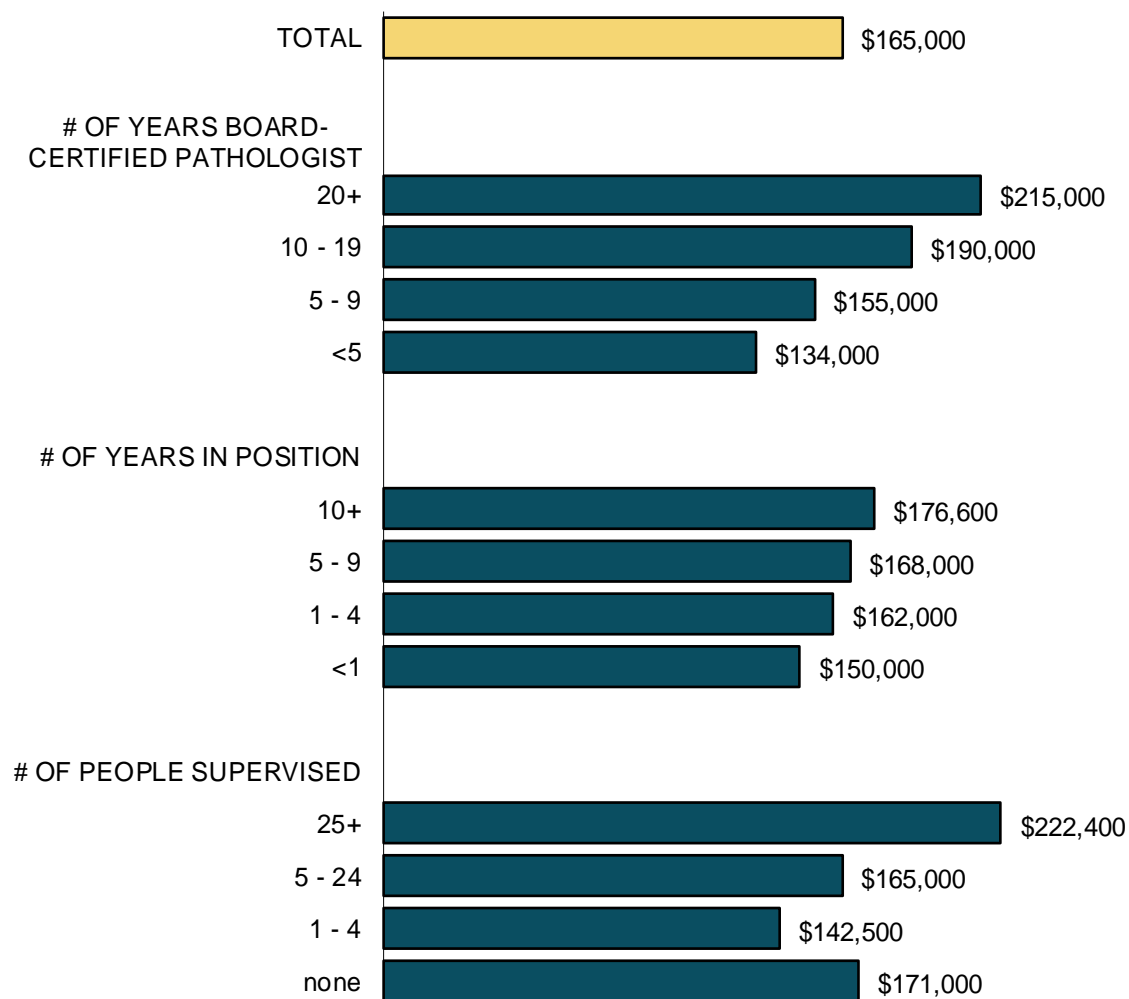
Annual base salary correlates positively with experience. The median salary for those who have been a board-certified pathologist for at least 20 years is nearly twice that of the median among those who have been board-certified for fewer than five years (\$215,000 versus \$134,000). Median salaries also correlate positively with position tenure.

Those who supervise at least 25 individuals (directly or indirectly) reported a median base salary of \$222,400—substantially higher than those who supervise fewer people. Those who do not supervise others reported a median higher than those with limited supervisory responsibility, likely influenced by the types of positions held.

Base Salary

As of January 1, 2023, what was your annual base salary (*in USD*) for your primary position?

base: 594 FT/US respondents whose compensation structure is annual salary or hourly wage answering; those in each segment



US FULL TIME FINDINGS: Compensation

Those certified in anatomic pathology reported a median \$29,000 higher than those certified in clinical pathology; those certified in *both* reported the highest median at \$189,500.

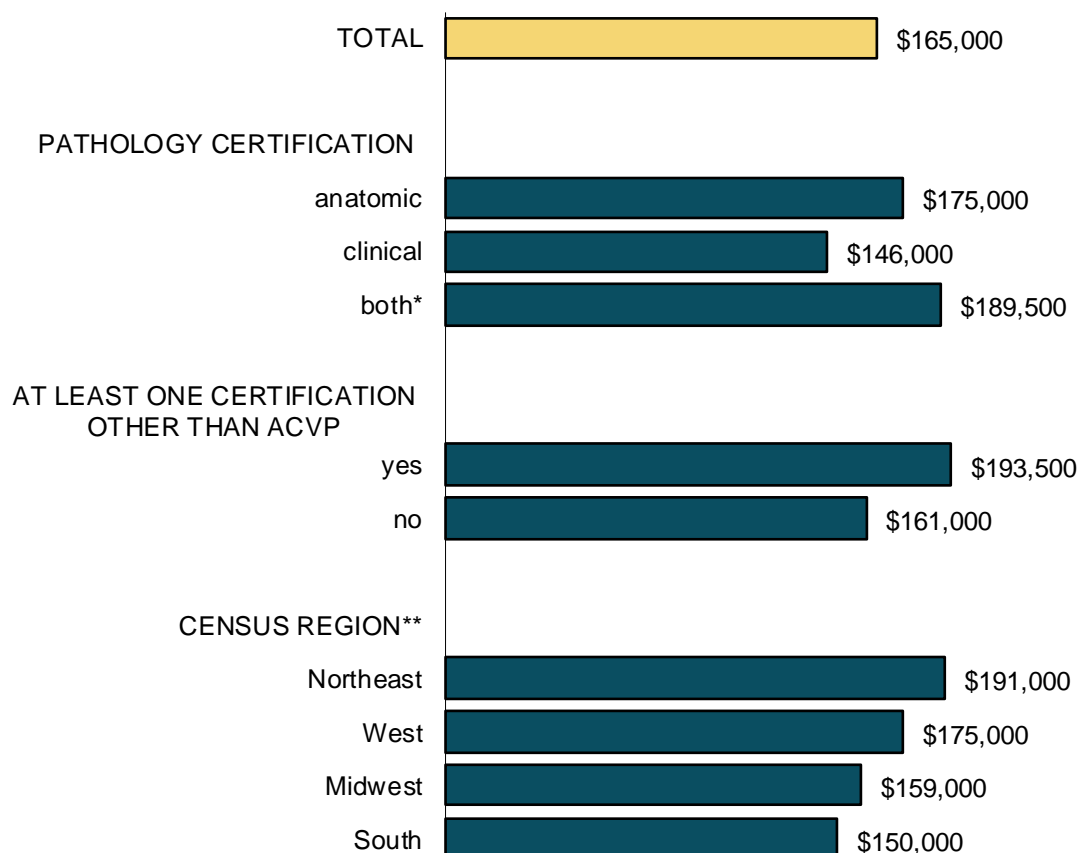
FT/US respondents who hold at least one certification other than from ACVP reported a median of \$193,500—\$32,500 higher than those who do not.

Median salary varies by census region—likely a function of many variables, such as the ratio of urban to rural population and disparate costs of living. Generally, those who primarily work in the Northeast region report the highest median salary, those in the South region the lowest. Median salary by state is shown on the next page.

Base Salary

As of January 1, 2023, what was your annual base salary (*in USD*) for your primary position?

base: 594 FT/US respondents whose compensation structure is annual salary or hourly wage answering; those in each segment



*based on fewer than 30 respondents

**Census Region:

Northeast = CT, MA, ME, NH, RI, VT, NJ, NY, PA

Midwest = IL, IN, MI, OH, WI, IA, KS, MN, MO, NE, ND, SD

South = DC, DE, FL, GA, MD, NC, PR/VI, SC, VA, WV, AL, KY, MS, TN, AR, LA, OK, TX

West = AZ, CO, ID, MT, NM, NV, UT, WY, AK, CA, HI, OR, WA

US FULL TIME FINDINGS: Compensation

Connecticut, Indiana, Massachusetts, New Jersey, and California claim the highest median salaries, each above \$200,000. Iowa, South Carolina, Louisiana, and Alabama have the lowest median salaries, each \$130,000 or below. However, it is important to note that much of the state-level data is based on few respondents.

Base Salary

As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

base: FT/US respondents whose compensation structure is annual salary or hourly wage in each segment answering

	# responding	median
Alabama	8	\$123,000
Alaska	0	*
Arizona	7	\$175,000
Arkansas	2	*
California	60	\$202,000
Colorado	17	\$150,000
Connecticut	5	\$260,000
Delaware	1	*
District of Columbia	1	*
Florida	15	\$141,600
Georgia	10	\$139,500
Hawaii	1	*
Idaho	2	*
Illinois	20	\$149,900
Indiana	14	\$250,200
Iowa	7	\$130,000
Kansas	2	*
Kentucky	3	*
Louisiana	7	\$126,000
Maine	2	*
Maryland	27	\$193,500
Massachusetts	41	\$220,000
Michigan	24	\$179,500
Minnesota	17	\$144,800
Mississippi	5	\$156,000
Missouri	10	\$131,100

	# responding	median
Montana	2	*
Nebraska	3	*
Nevada	5	\$180,000
New Hampshire	6	\$155,000
New Jersey	14	\$203,400
New Mexico	6	\$193,000
New York	30	\$173,200
North Carolina	27	\$154,000
North Dakota	1	*
Ohio	26	\$184,500
Oklahoma	6	\$150,000
Oregon	12	\$160,000
Pennsylvania	38	\$172,800
Puerto Rico/Virgin Islands	0	*
Rhode Island	0	*
South Carolina	5	\$130,000
South Dakota	1	*
Tennessee	7	\$165,000
Texas	38	\$144,500
Utah	1	*
Vermont	1	*
Virginia	11	\$155,000
Washington	26	\$165,000
West Virginia	0	*
Wisconsin	19	\$142,000
Wyoming	0	*
Pacific Territories	0	*

*results not shown if fewer than 5 valid values

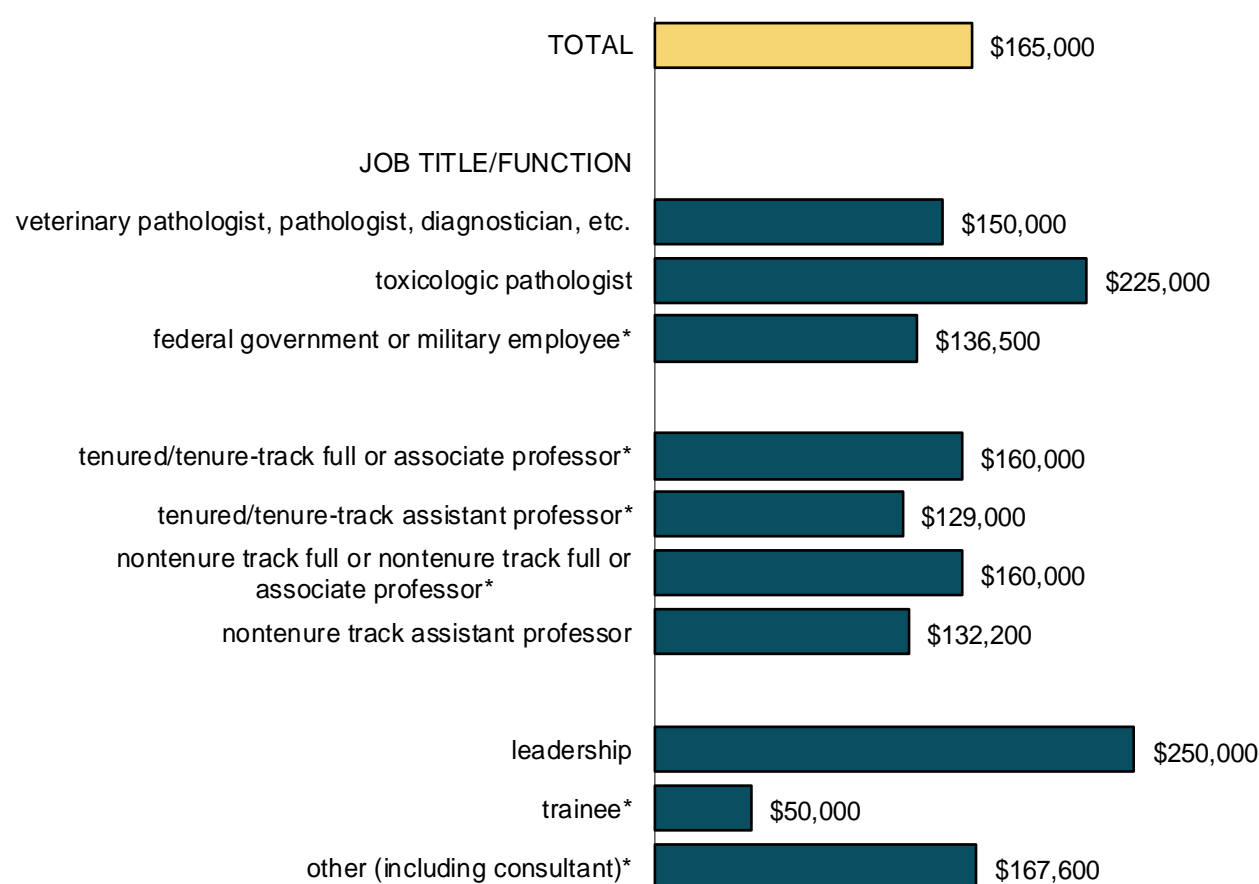
US FULL TIME FINDINGS: Compensation

Median annual base salary varies substantially by job title/function. Toxicologic pathologists and those in leadership positions reported the highest median salaries at \$225,000 and \$250,000, respectively. Veterinary pathologists, pathologists, diagnosticians, etc. reported a median base salary of \$150,000.

Base Salary

As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

base: 594 FT/US respondents whose compensation structure is annual salary or hourly wage answering; those in each segment



*based on fewer than 30 respondents

leadership = president, VP, dean, assistant/associate dean, director/chair, assistant/associate director/chair

trainee = resident/graduate student, post-doctoral fellow

US FULL TIME FINDINGS: Compensation

Annual base salary varies by job setting, with those at pharmaceutical/bulk chemicals companies, agriculture reporting the highest median salary of \$260,000 and those in academia the lowest at \$135,300.

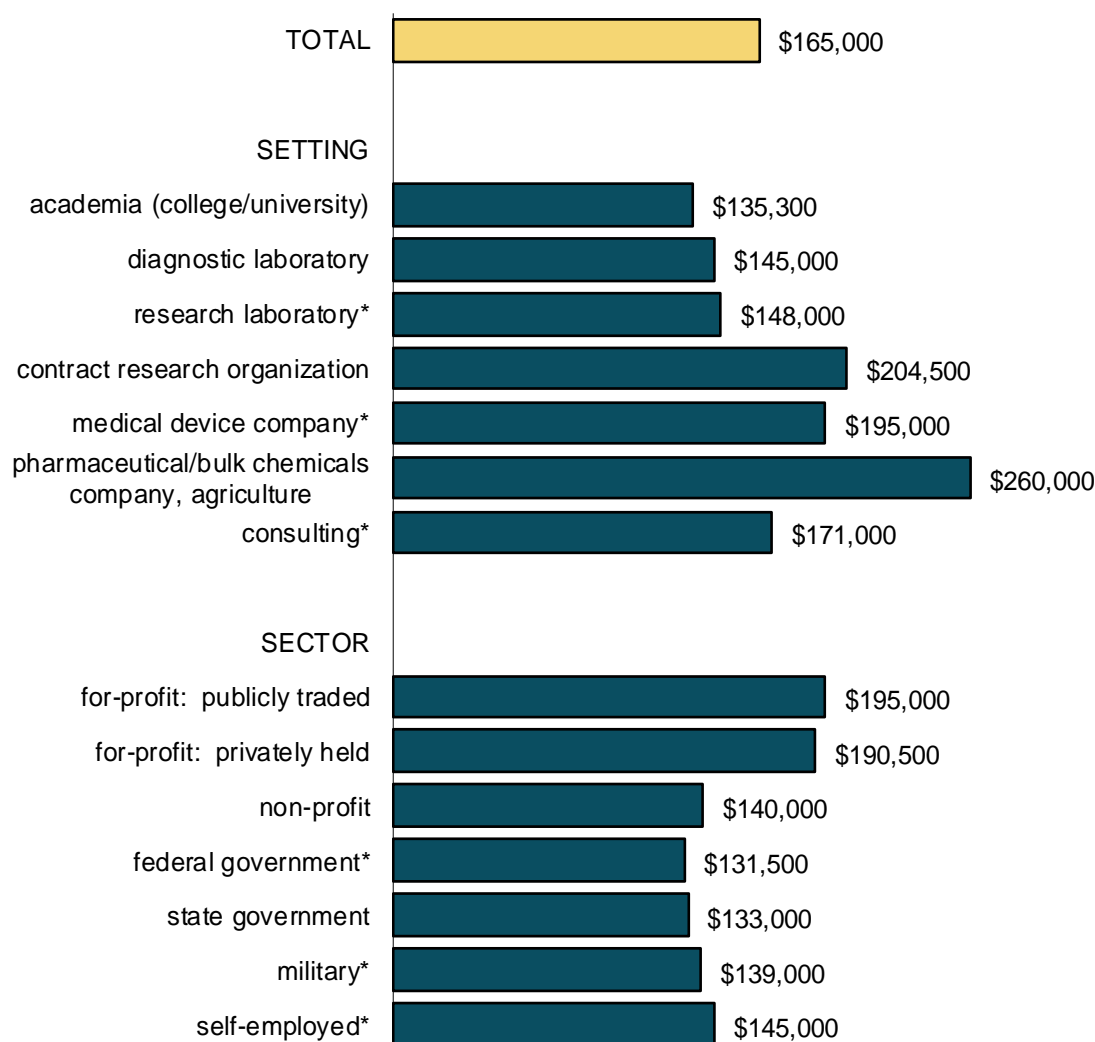
FT/US respondents who work in the for-profit sector (especially those at publicly traded companies) reported significantly higher median salaries than those in the non-profit sector.

A more detailed analysis of salary by various factors within each broad sector (for-profit, non-profit, and government/military) is provided in Appendix A: Compensation Tables. There were too few self-employed respondents to segment their salary results further.

Base Salary

As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

base: 594 FT/US respondents whose compensation structure is annual salary or hourly wage answering; those in each segment



*based on fewer than 30 respondents

US FULL TIME FINDINGS: Compensation

We look lastly at the correlations of salary with age and gender identity. In viewing these results, it is important to remember that other variables may be factors; a simple bivariate correlation is not sufficient to establish discrimination.

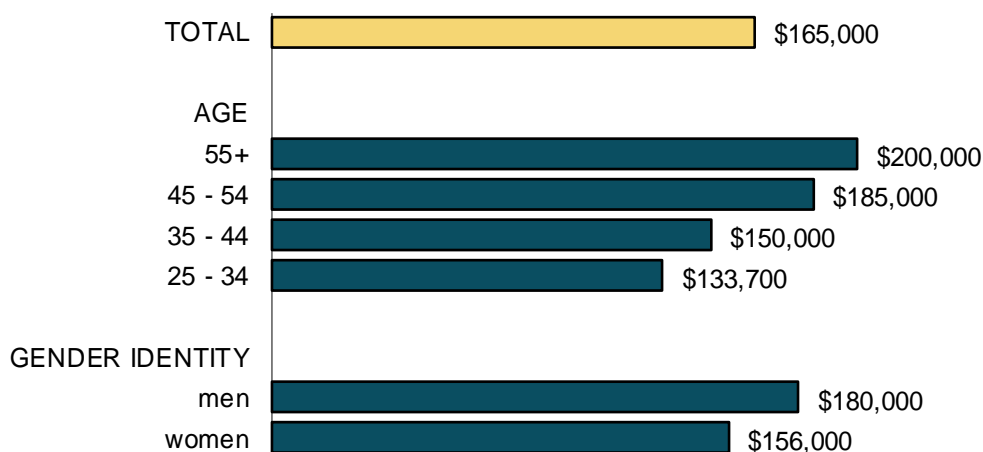
Median annual base salary increases with age; those 55 or older reported a median \$66,300 higher than those between the ages of 25 and 34. This is likely indicative of a corresponding increase in experience.

Those who identify as men reported a median \$24,000 higher than that of women. It appears, however, that other variables may be contributing to this disparity. For example, men average more experience and more people supervised, are more likely than women to be certified in anatomic pathology, are more likely to hold at least one certification other than from ACVP, and are more heavily concentrated in positions that have higher median salaries (toxicologic pathologists and leadership positions).

Base Salary

As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

base: 594 FT/US respondents whose compensation structure is annual salary or hourly wage answering; those in each segment



	men	women
average years in position	7.2	5.7
average years board-certified pathologist	13.8	10.5
average # people supervised	9.5	4.5
certified in anatomic pathology	85%	74%
certified in clinical pathology	14%	22%
both	1%	4%
have certification other than ACVP	22%	15%
toxicologic pathologist	30%	21%
leadership position	13%	7%
consultant	1%	0%

US FULL TIME FINDINGS: Compensation

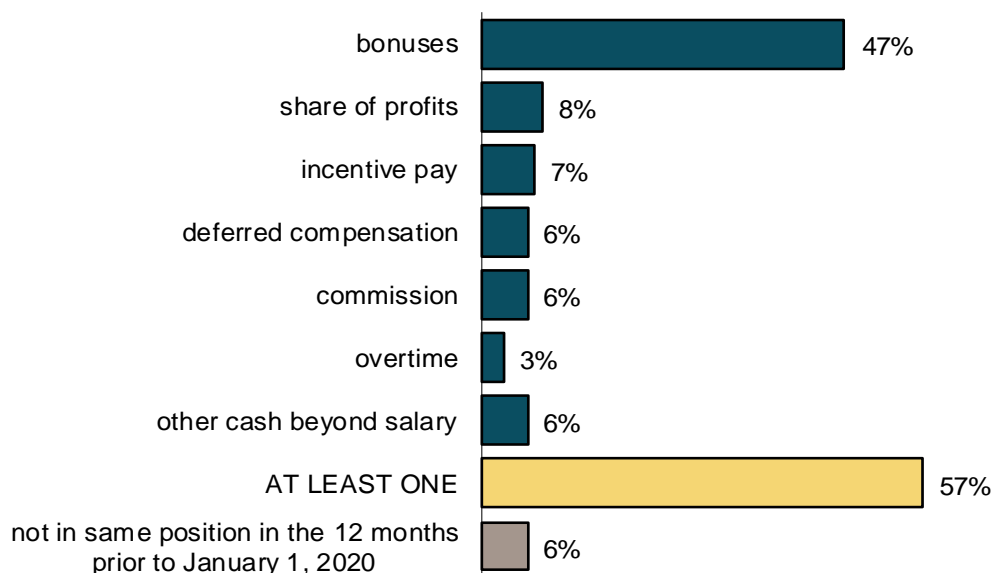
Just over half (57%) of FT/US respondents indicated they received at least one form of other cash compensation (beyond salary, wage, or per case) for their primary position in the 12 months prior to January 1, 2023. The most common type of other cash compensation received, by far, was bonuses.

Those in the for-profit sector were much more likely than those in the non-profit sector, government, and those self-employed to have received other cash compensation.

Other Cash Compensation Received

In the 12 months prior to January 1, 2023, what types of other cash compensation (beyond salary, wage, or per case) did you receive in your primary position (if any)?

base: 624 FT/US respondents (multiple answers)



% Who Received Other Cash Compensation by Sector

for-profit	83%
non-profit	20%
government	25%
self-employed*	18%

**based on only 17 respondents*

US FULL TIME FINDINGS: Compensation

When looking at all FT/US respondents in the same position 12 months prior to January 1, 2023, the median amount of other cash compensation received in that timeframe was \$9,500. When looking at just those who actually received other cash compensation, the median figure was \$25,000.

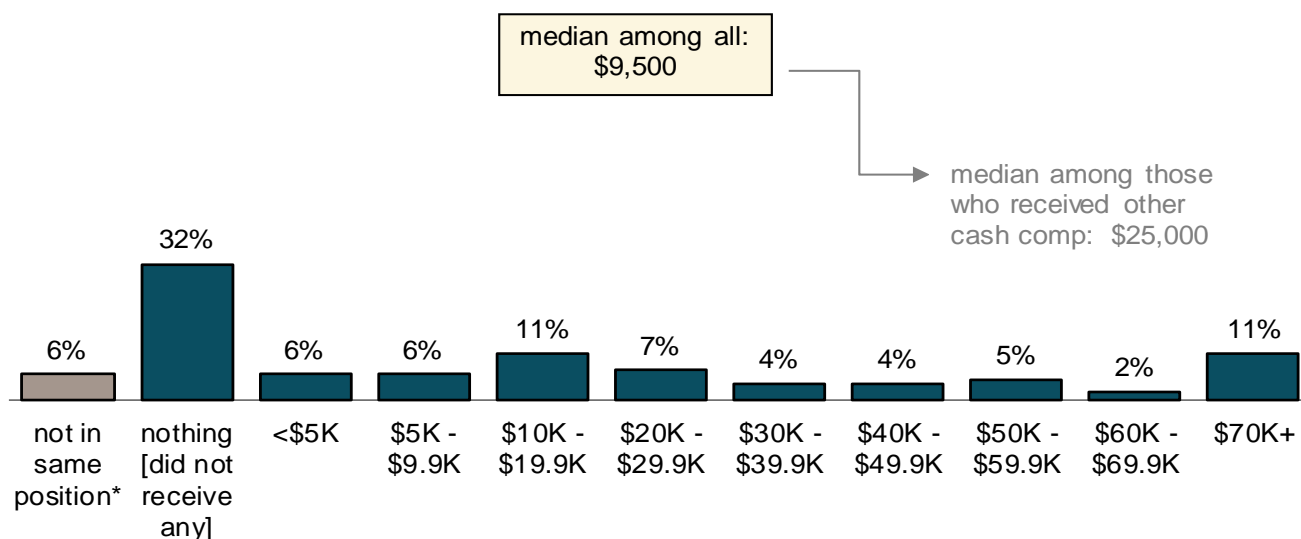
Again, differences emerge by sector, with median values of other cash compensation received highest in the for-profit sector.

For additional information on other cash compensation received by a variety of other variables (job title/function, work setting, tenure, etc.) refer to **Appendix A: Compensation Tables**.

Other Cash Compensation Received

In the 12 months prior to January 1, 2023, approximately what was the total value (in USD) of all other cash compensation (besides salary) you received for your primary position?

base: 624 FT/US respondents (fill-in answers)



*not included in median

Median Other Cash Compensation Received by Sector

	among all	among those who received other cash comp
for-profit	\$25,000	\$30,000
non-profit	\$0	\$10,000*
government	\$0	\$8,000
self-employed	\$29,000*	**

*based on fewer than 30 respondents

**based on fewer than 10 respondents

US FULL TIME FINDINGS: Benefits

This year, FT/US respondents were asked to report what type of paid days off they qualified for: paid vacations days, paid sick days, or personal time off (PTO). For example, if their employer offered separate benefits for vacation and sick leave, they were told to fill out those rows and leave the PTO row in the questionnaire blank. They were also given the option to report unlimited paid days off.

5% of the total FT/US respondents report that they qualify for unlimited paid days off. Self-employed respondents were much more likely than those in other sectors to qualify for unlimited paid days off—with one in four (24%) reporting that they qualify.

In the following tables, these individuals are shown in each subsequent category as a comparison.


Paid Days Off: Unlimited

On an annual basis, how many days of each of these do you qualify for?

base: 624 FT/US respondents; those in each segment

% Who Qualify	TOTAL	SECTOR			
		for-profit	non-profit	gov't/military	self-employed*
Unlimited Paid Days Off	5%	6%	3%	2%	24%

**based on fewer than 30 respondents*

 =20%+

US FULL TIME FINDINGS: Benefits

Nearly three in four PT/US respondents (72%) qualify for paid vacation days. Those in government/military were more likely than those in the for-profit sector, non-profit sector, and those self-employed to qualify for paid vacation days.

The median number of days offered is 21 among those who qualify for paid vacation. Three in five (64%) report qualifying for 20 or more days.

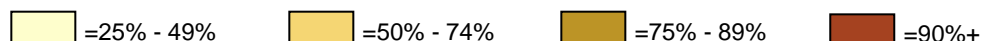
Paid Days Off: Vacation Days

On an annual basis, how many days of each of these do you qualify for?

base: 624 FT/US respondents; those in each segment

% Who Qualify	SECTOR				
	TOTAL	for-profit	non-profit	gov't/military	self-employed*
Paid Vacation Days	72%	63%	82%	92%	24%

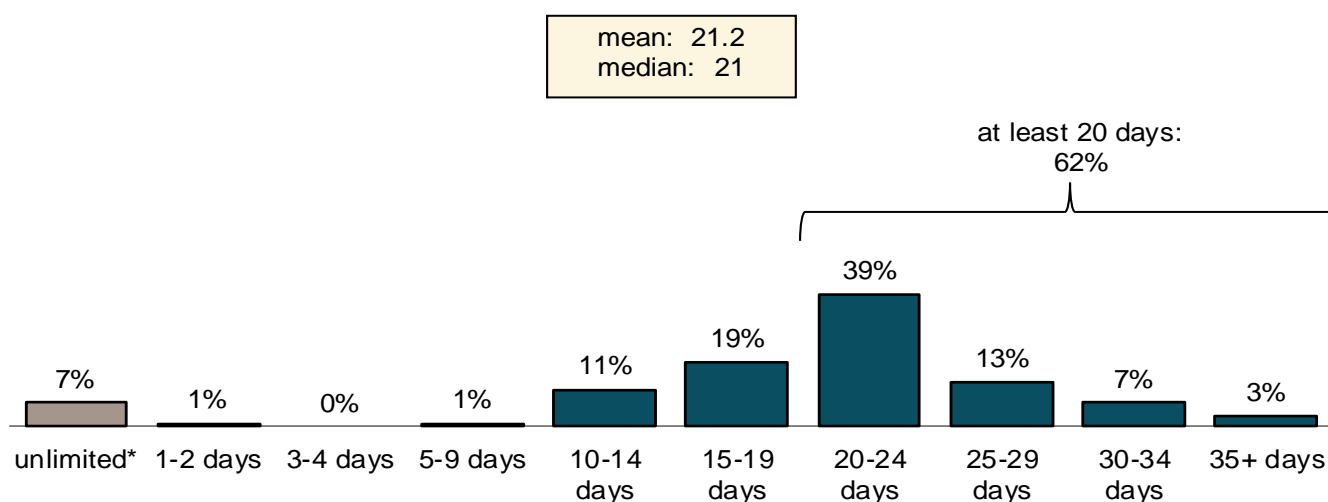
*based on fewer than 30 respondents



Paid Days Off: Vacation Days

On an annual basis, how many days of each of these do you qualify for?

base: 447 FT/US respondents who qualify for at least one paid vacation day



*not included in mean/median

US FULL TIME FINDINGS: Benefits

More than half of PT/US respondents (55%) qualify for paid sick days. Those in government/military were more likely than those in the for-profit sector, non-profit sector, and those self-employed to qualify for paid sick days.

The median number of days offered is 12 among those who qualify for paid sick days. One in four (25%) report qualifying for 20 or more days.

Paid Days Off: Sick Days

On an annual basis, how many days of each of these do you qualify for?

base: 624 FT/US respondents; those in each segment

% Who Qualify	TOTAL	SECTOR			
		for-profit	non-profit	gov't/military	self-employed*
Paid Vacation Days	55%	42%	67%	83%	24%

*based on fewer than 30 respondents

=25% - 49%

=50% - 74%

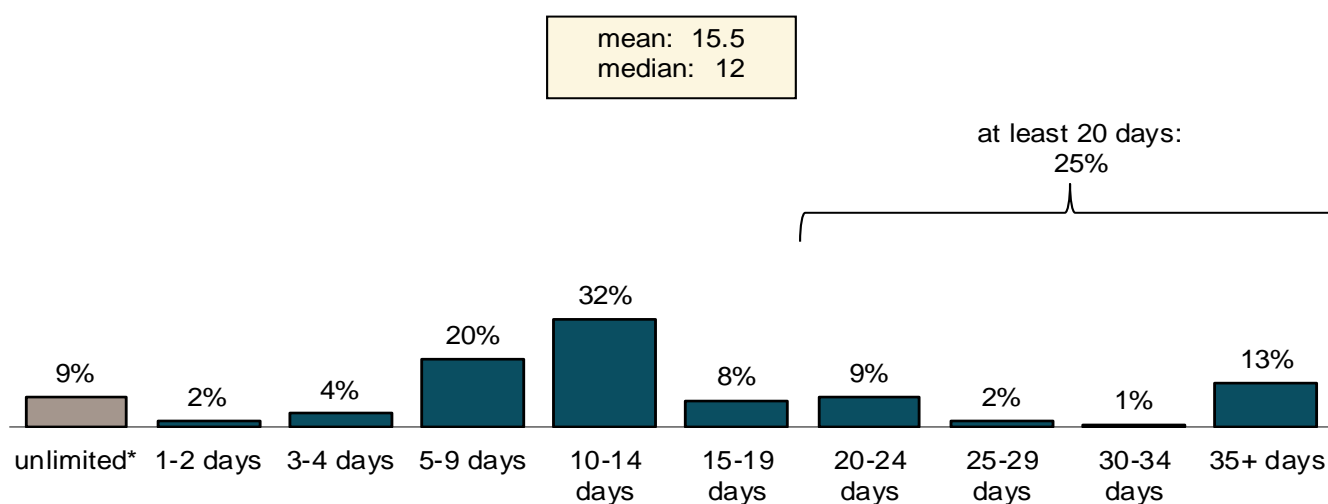
=75% - 89%

=90%+

Paid Days Off: Sick Days

On an annual basis, how many days of each of these do you qualify for?

base: 344 FT/US respondents who qualify for at least one paid sick day



*not included in mean/median

US FULL TIME FINDINGS: Benefits

On in three PT/US respondents (29%) qualify personal time off (PTO). Those who report being in the for-profit sector or self-employed were more likely than those in the non-profit sector and those in the government/military to qualify for PTO.

The median number of days offered is 25 among those who qualify for PTO. 71% report qualifying for 20 or more days.

Paid Days Off: Personal Time Off (PTO)

On an annual basis, how many days of each of these do you qualify for?

base: 624 FT/US respondents; those in each segment

% Who Qualify	SECTOR				
	TOTAL	for-profit	non-profit	gov't/military	self-employed*
Paid Vacation Days	29%	41%	18%	7%	35%

*based on fewer than 30 respondents

=25% - 49%

=50% - 74%

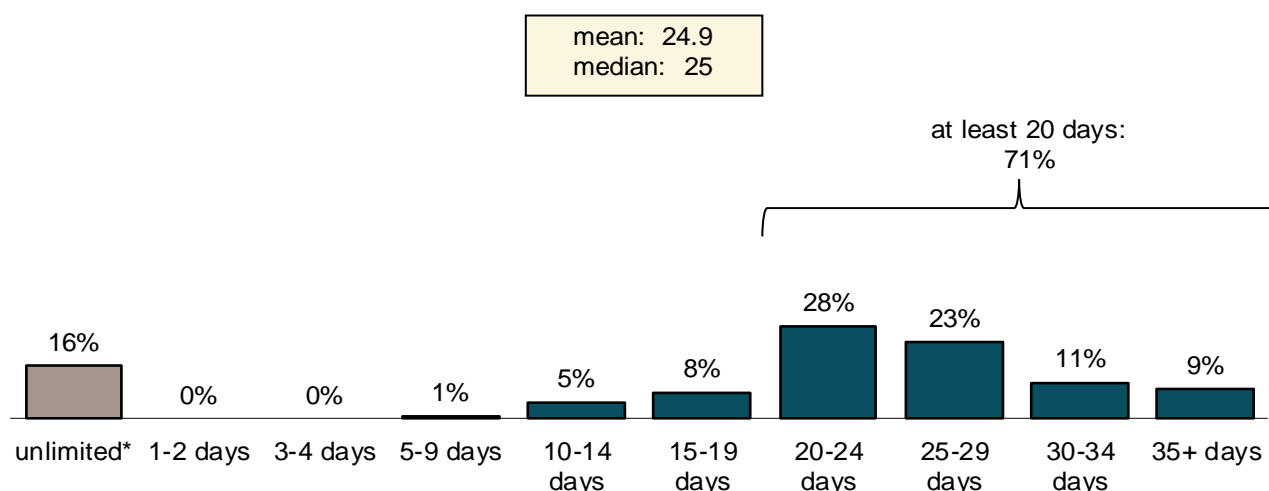
=75% - 89%

=90%+

Paid Days Off: Personal Time Off (PTO)

On an annual basis, how many days of each of these do you qualify for?

base: 183 FT/US respondents who qualify for at least one day PTO



*not included in mean/median

US FULL TIME FINDINGS: Benefits

FT/US respondents are offered a variety of benefits from their employer (whether they make use of it or not), regardless of if the company contributes or not. At least three in four are offered various insurance plans (medical, dental, life, etc.), FSA accounts, paid family/medical leave, defined contribution plan, funding for professional development/continuing education, and laptops/tablets. Fewer are offered comp/flex time, pensions, stock options/grants, tuition assistance, student loan repayments, and cell phones.

Differences appear by sector. For many of the listed benefits, the likelihood of being offered is highest in the for-profit sector. Only 65% of those who are self-employed report being offered at least one of the listed benefits. Tuition assistance is most commonly offered to those in the non-profit sector, and pensions are most commonly offered to those in the government/military.

Benefits Offered: Offered Summary

Which of the following other benefits does your employer offer (whether you make use of it or not)?

base: 624 FT/US respondents; those in each segment

	TOTAL	SECTOR			
		for-profit	non-profit	gov't/military	self-employed*
medical insurance	97%	99%	99%	98%	35%
dental insurance	96%	98%	98%	98%	18%
life insurance	93%	97%	92%	93%	12%
vision insurance	93%	97%	94%	93%	12%
long-term disability insurance	86%	92%	87%	80%	6%
short-term disability insurance	82%	92%	79%	67%	0%
flexible spending account (FSA): dependent care	77%	83%	77%	70%	0%
flexible spending account (FSA): health/medical	84%	92%	82%	77%	0%
paid family/medical leave excluding sick time (e.g., maternity/paternity)	81%	85%	85%	75%	6%
comp time or flex time	33%	34%	30%	39%	6%
defined contribution plan (e.g., 401k)	90%	96%	88%	82%	35%
pension	26%	13%	28%	60%	6%
stock options / grants	41%	66%	6%	8%	6%
tuition assistance	47%	44%	66%	43%	0%
student loan repayment	14%	14%	14%	17%	0%
professional association dues	73%	90%	60%	45%	35%
funding for continuing education	76%	84%	66%	68%	41%
funding for professional development (conferences, seminars, etc.)	86%	88%	86%	86%	41%
cell phone	36%	48%	18%	19%	35%
laptop or tablet	80%	90%	71%	67%	41%
OFFERED AT LEAST ONE	99%	100%	100%	98%	65%

*based on fewer than 30 respondents

=30% - 49%

=50% - 69%

=70% - 89%

=90%+

US FULL TIME FINDINGS: Benefits

FT/US respondents were also asked if their employers contributed to the listed benefits.


More than three in four report that their employers offer and contribute to medical insurance, dental insurance, life insurance, defined contribution plan, funding for professional development, and laptop or tablet.


Benefits Offered: Employer Contribution


Which of the following other benefits does your employer offer (whether you make use of it or not)?

base: 624 FT/US respondents

	TOTAL	Employer Contributed	Employer Did Not Contribute
medical insurance	97%	89%	8%
dental insurance	96%	79%	17%
life insurance	93%	77%	15%
vision insurance	93%	74%	19%
long-term disability insurance	86%	65%	21%
short-term disability insurance	82%	61%	21%
flexible spending account (FSA): dependent care	77%	33%	44%
flexible spending account (FSA): health/medical	84%	42%	42%
paid family/medical leave excluding sick time (e.g., maternity/paternity)	81%	55%	26%
comp time or flex time	33%	22%	11%
defined contribution plan (e.g., 401k)	90%	83%	7%
pension	26%	22%	4%
stock options / grants	41%	32%	9%
tuition assistance	47%	32%	15%
student loan repayment	14%	9%	6%
professional association dues	73%	72%	1%
funding for continuing education	76%	73%	4%
funding for professional development (conferences, seminars, etc.)	86%	82%	4%
cell phone	36%	33%	3%
laptop or tablet	80%	79%	1%

 =30% - 49%

 =50% - 69%

 =70% - 89%

 =90%+

US FULL TIME FINDINGS: Benefits

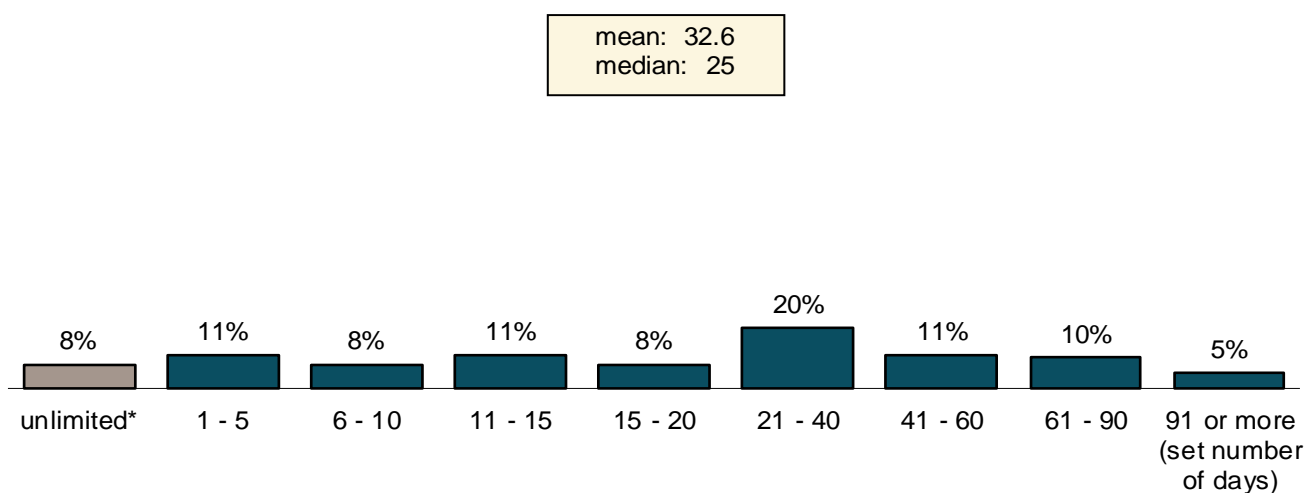
The typical FT/US respondents whose employer offered paid family/medical leave (excluding sick time) were entitled to 25 days.

The median days offered differs slightly by sector—with those working for a non-profit being offered the most days of paid family/medical leave and those who working for the government/military being offered the least.

Paid Family/Medical Leave: Days Offered

How many days of paid family/medical leave (excluding sick time) did your employer offer as of January 1, 2023, whether or not you used it?

base: 503 FT/US respondents whose employer offered paid family/medical leave excluding sick time; those in each segment



*not included in mean/median

	SECTOR			
	for-profit	non-profit	gov't/military	self-employed*
mean:	31.7	38.2	29.7	*
median:	24	28	23	*

*based on fewer than 10 respondents

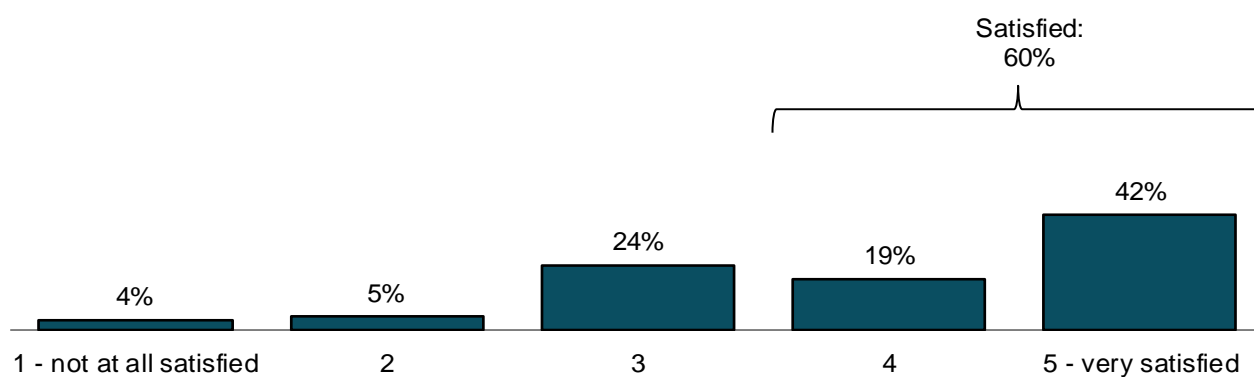
US FULL TIME FINDINGS: Benefits

Three in five (60%) FT/US respondents whose employer offered paid family/medical leave (excluding sick time) report being satisfied with the number of paid family/medical leave days their employer offered as of January 1, 2023—including 42% who are very satisfied.

Paid Family/Medical Leave: Satisfaction

How satisfied are you with the number of paid family/medical leave (excluding sick time) days your employer offered as of January 1, 2023?

base: 503 FT/US respondents whose employer offered paid family/medical leave excluding sick time



US FULL TIME FINDINGS: Benefits

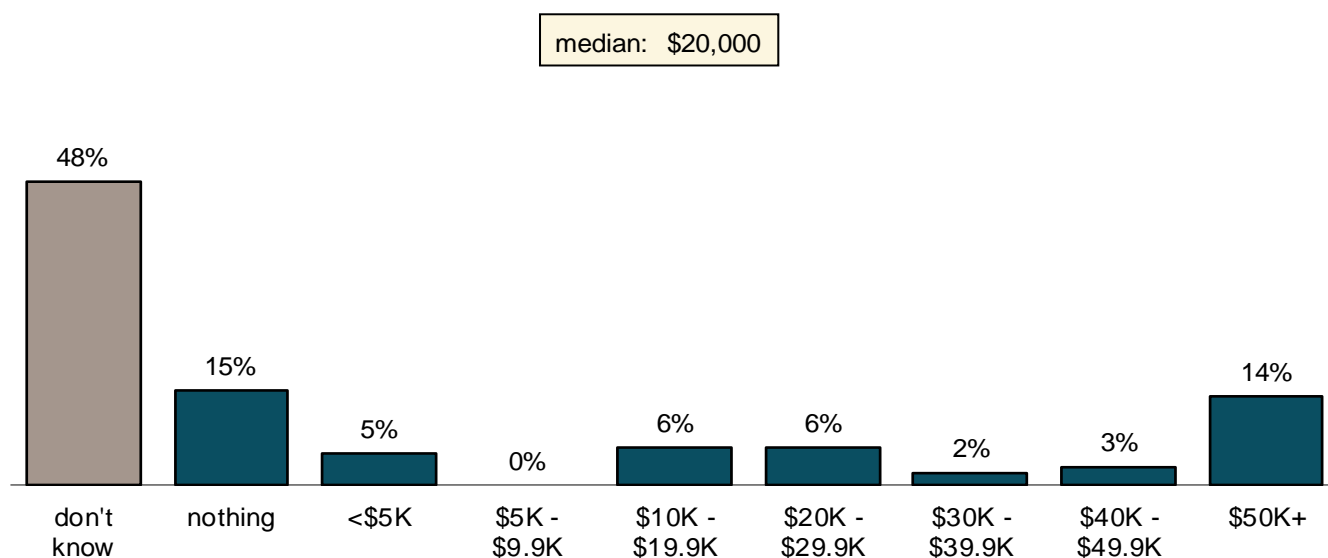
Among those in the for-profit sector who receive stock options/grants, the median average annual income received from exercising stock options/grants over the past five years was \$20,000. Many (48%) indicated they did not know and were therefore not included in the median calculation.

Average Stock Income

Over the past five years, what has been your average annual income from exercising stock options/grants?

base: 236 FT/US respondents in the for-profit sector whose employer offered stock options/grants (fill-in answers)

Among Those Offered Stock Options/Grants in the For-Profit Sector



US FULL TIME FINDINGS: Benefits

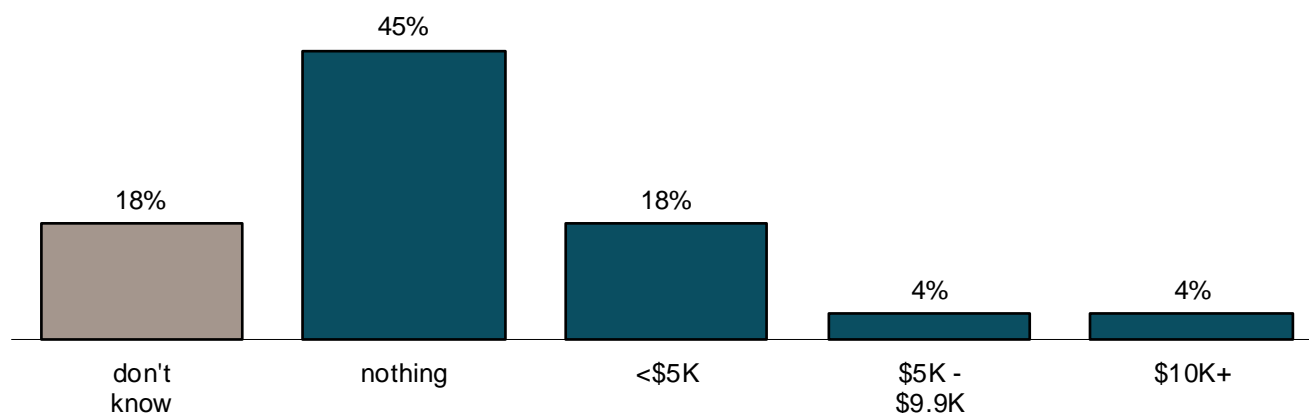
Among those in the for-profit sector whose employer offered student loan repayment, 41% said that their employer did not contribute anything to their student loans in 2022. One in five (18%) did not know how much their employer contributed in 2022.

Student Loan Repayment

In 2022, how much did your employer contribute to your student loan repayment?

base: 51 FT/US respondents in the for-profit sector whose employer offered stock options/grants (fill-in answers)

Among Those Offered Student Loan Repayment in the For-Profit Sector



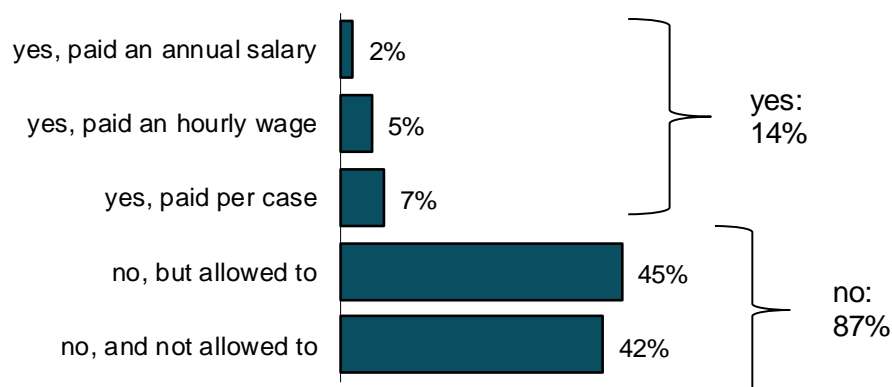
US FULL TIME FINDINGS: Other Employment

14% of FT/US respondents were also employed or self-employed part-time as of January 1, 2023. Two in five (42%) were not allowed to have employment in addition to their full time primary position.

Proportion of Full-Time Employees Also Working Additional Part Time Positions

In addition to the full time primary position you are reporting on, were you also employed or self-employed part-time as of January 1, 2023?

base: 624 FT/US respondents



US FULL TIME FINDINGS: Respondent Profile

There is a wide range of experience among FT/US respondents. One in four (25%) have been board-certified pathologists for fewer than five years while a one in five (19%) have been so for 20 or more years. The typical FT/US respondent has been a board-certified pathologist for 10 years.

15% were brand new (less than one year) to the primary position they were reporting on, while 5% had been in their position for at least 20 years. The median was 4 years.

23% have completed 10 or more years of post-DVM/VMD pathology training while 33% have completed three; the remaining 42% are spread nearly evenly across 4-9 years.

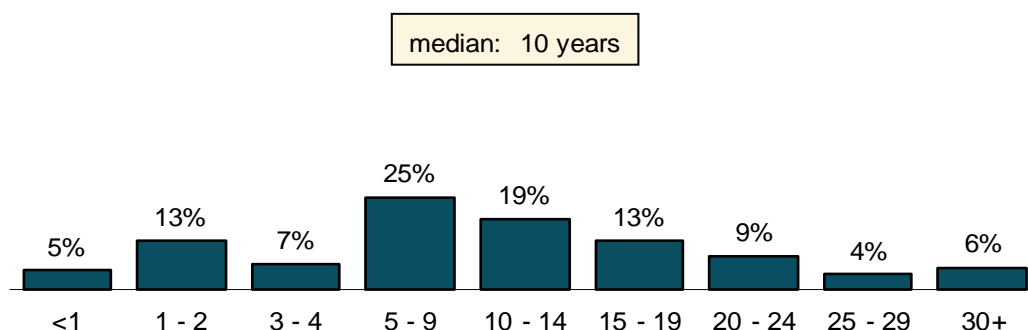
Experience

How many years have you been a board-certified pathologist?

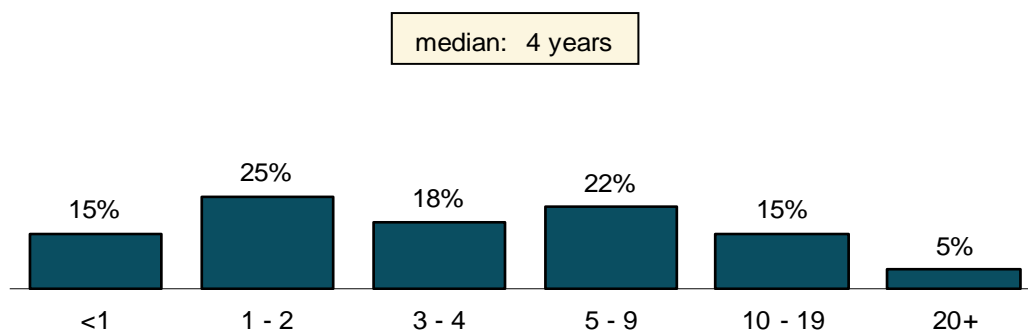
As of January 1, 2023, how many years had you been in the primary position you are reporting on?

base: 624 FT/US respondents

Number of Years a Board-Certified Pathologist



Number of Years In Primary Position



U.S. FULL TIME US FULL TIME FINDINGS: Respondent Profile

Among FT/US respondents, 18% have at least one certification other than from ACVP, most commonly ABT (7%).

80% have a degree beyond a DVM/VMD, most commonly a PhD (48%).

While a small proportion (3%) are certified in both anatomic and clinical pathology, most are certified exclusively in anatomic pathology (79%) versus being certified exclusively in clinical pathology (19%).

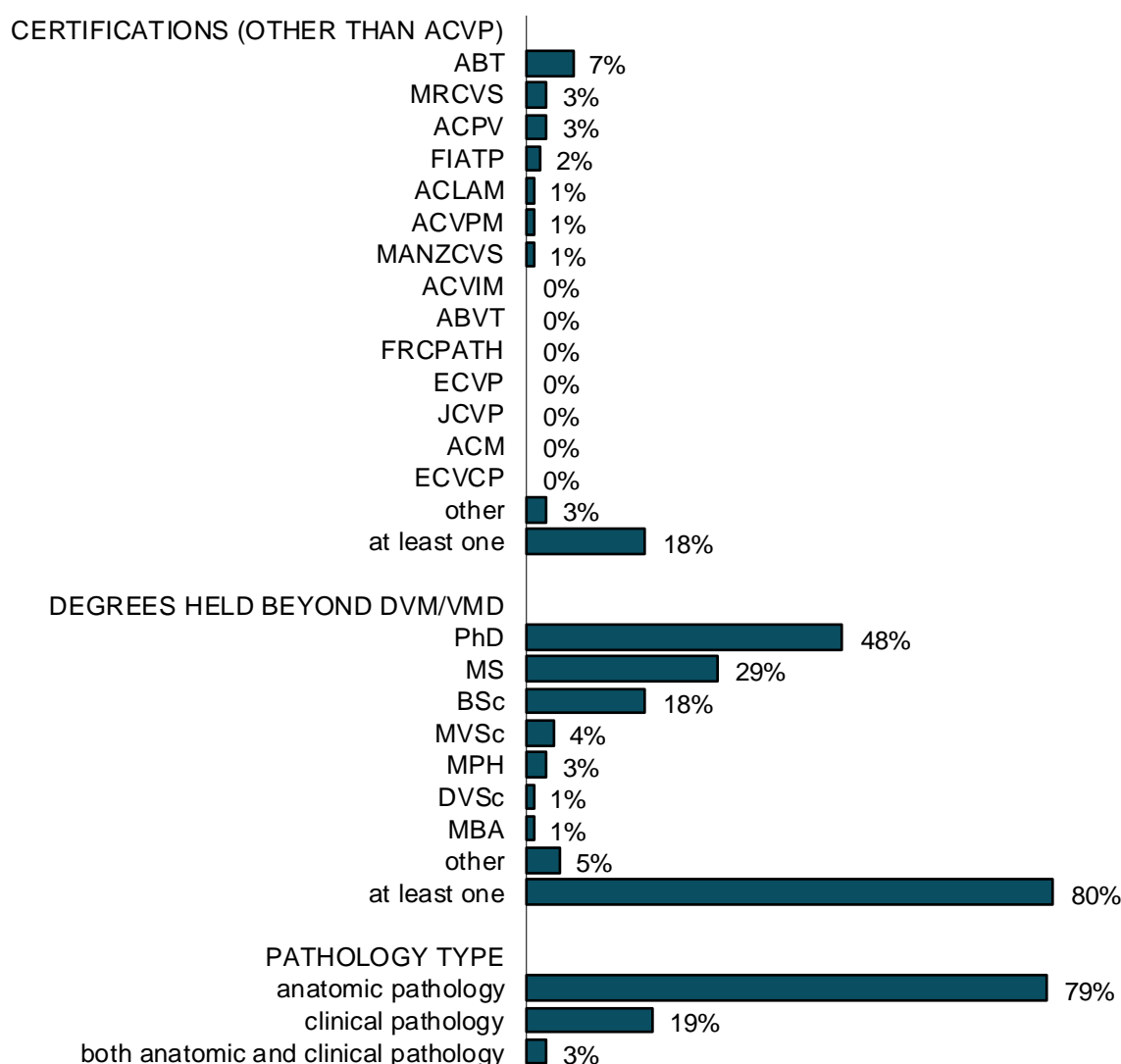
Certifications, Education, and Pathology Type

What certifications, other than from ACVP, do you have?

What degrees do you have beyond a DVM/VMD?

Are you certified in anatomic pathology, clinical pathology, or both?

base: 624 FT/US respondents (multiple answers for certifications and degrees)



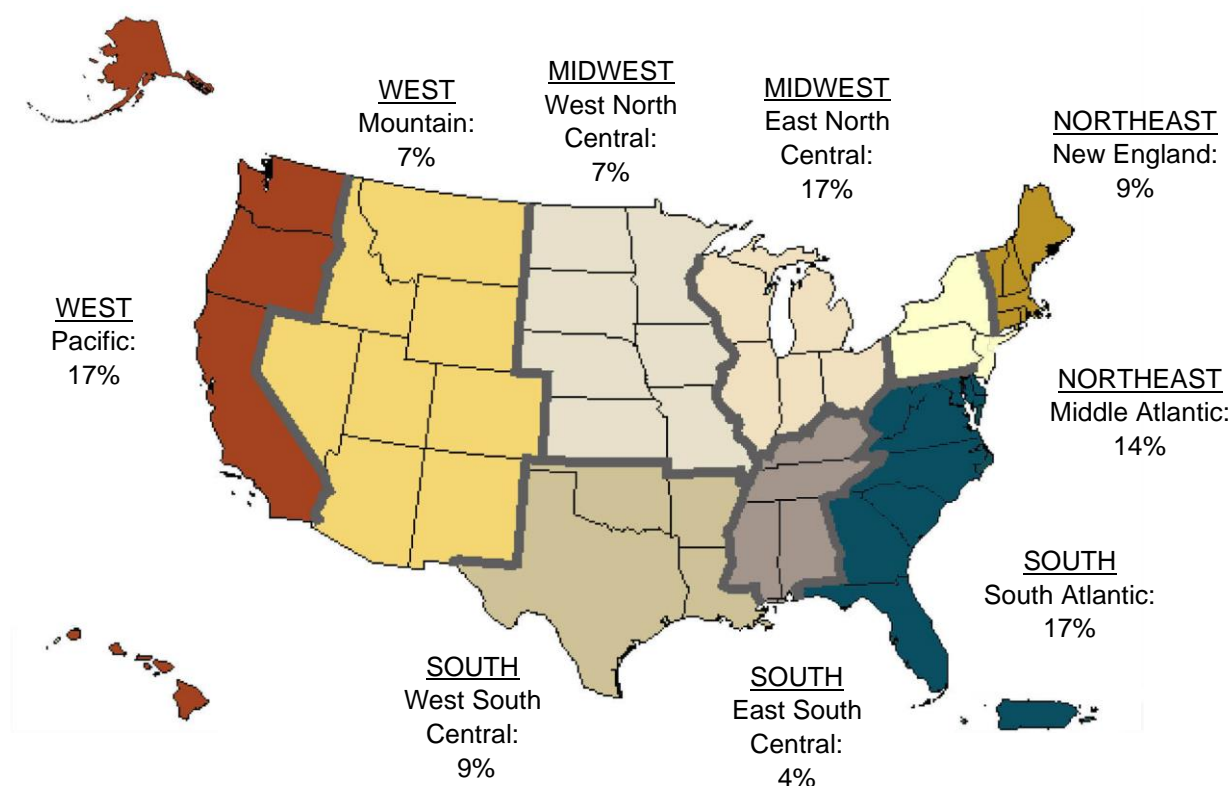
US FULL TIME FINDINGS: Respondent Profile

FT/US respondents are disbursed across the country, with 23% in the Northeast census region, 30% in the South, 24% in the West, and 24% in the Midwest. No individual state claims more than 11% (California).

Geographic Distribution

In what location were you primarily working?

base: 624 FT/US respondents



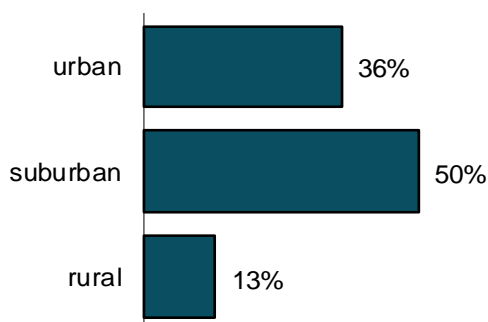
US FULL TIME FINDINGS: Respondent Profile

Half of FT/US respondents (50%) describe their primary location as suburban, with 36% reporting an urban location and 13% reporting rural.

More than half (57%) of FT/US respondents are in the for-profit sector—41% at publicly traded organizations, 16% privately held. Far fewer are in the non-profit sector (19%). One in five work for the government/military (21%), mostly at the state level (17%). A small number are self-employed (3%).

Primary Location

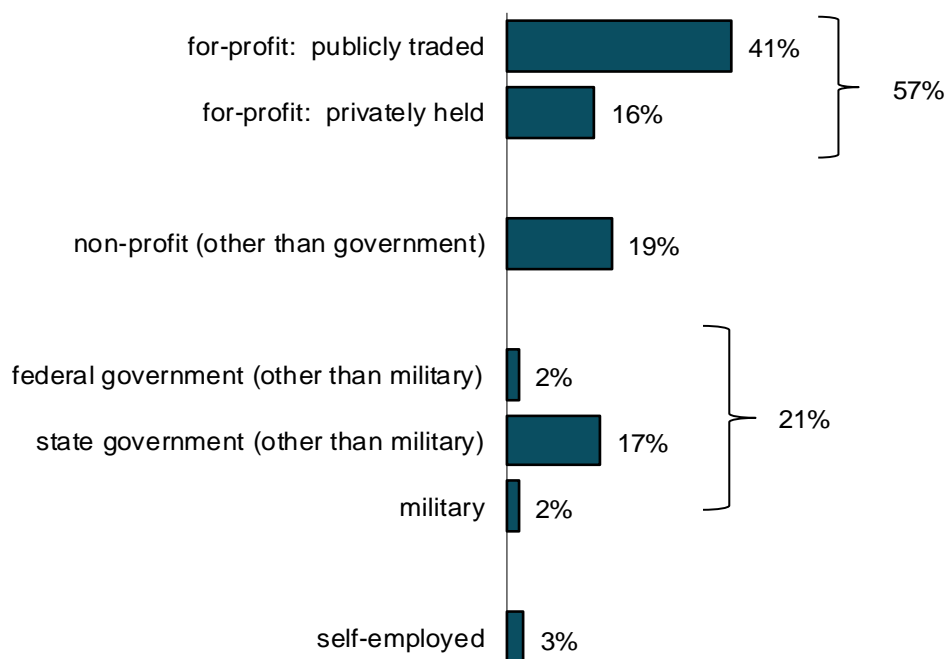
As of January 1, 2023, which of the following best describes your primary working location?
base: 624 FT/US respondents



Employment Sector

What was your primary employment sector?

base: 624 FT/US respondents



US FULL TIME FINDINGS: Respondent Profile

Overall, more than one in four of FT/US respondents work in a diagnostic laboratory or an academia setting (college/university; 28% for each), followed by 18% at a contract research organization and 17% at pharmaceutical companies.

The distribution of employment settings varies substantially across sectors. Those in the for-profit sector are concentrated in diagnostic laboratories, contract research organizations, and pharmaceutical companies, whereas those in the non-profit sector and government/military are heavily concentrated in academia.

Employment Setting

What was your primary employment setting?

base: 624 FT/US respondents; those in each segment

	TOTAL	SECTOR			
		for-profit	non-profit	gov't/military	self-employed*
diagnostic laboratory	28%	35%	8%	27%	29%
academia (college/university)	28%	2%	76%	58%	0%
contract research organization	18%	29%	5%	0%	12%
pharmaceutical company	17%	29%	0%	0%	0%
research laboratory	3%	1%	3%	10%	0%
consulting	2%	0%	0%	1%	53%
medical device company	1%	1%	1%	0%	0%
bulk chemicals company	0%	0%	0%	0%	0%
agriculture	0%	0%	0%	0%	0%
other	4%	2%	7%	5%	6%

*based on fewer than 30 respondents

=20% - 29%

=30% - 49%

=50%+

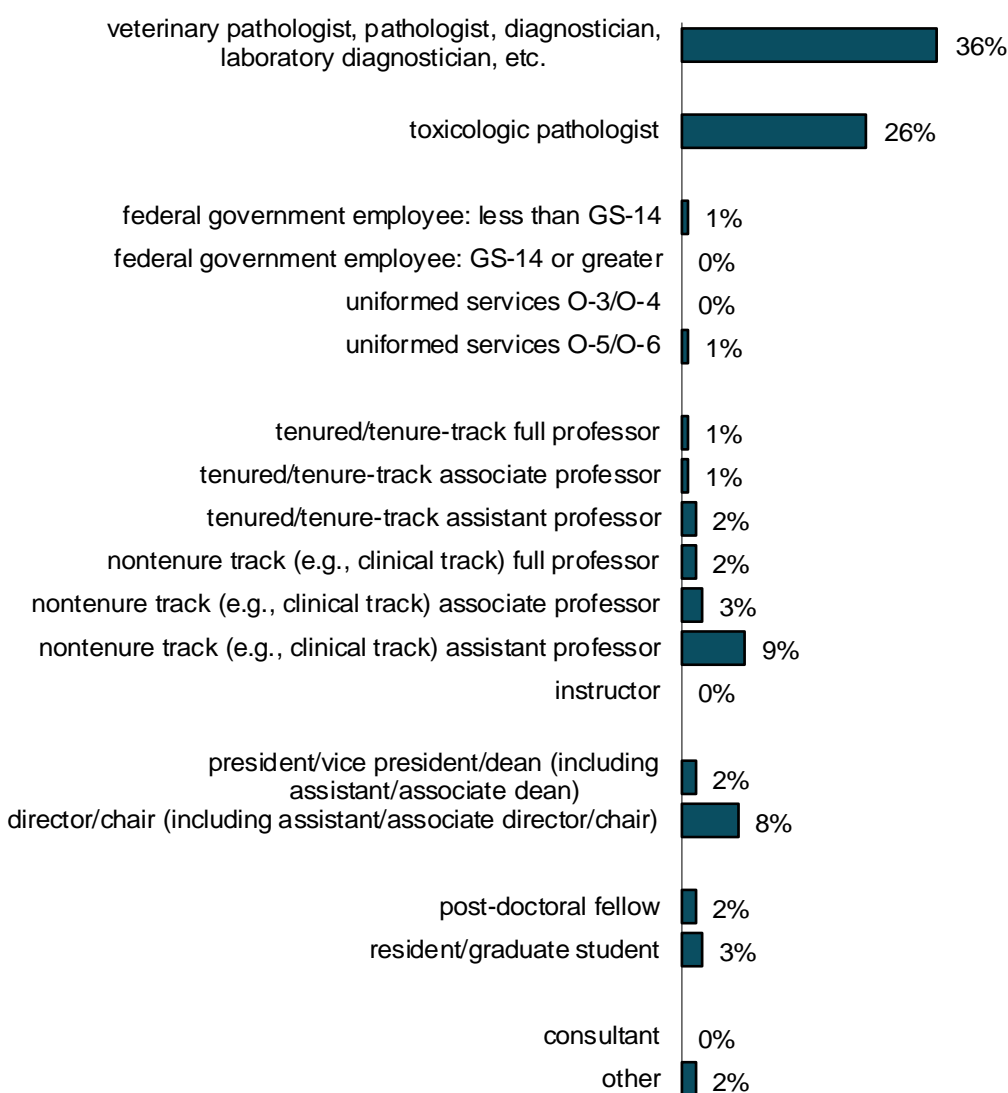
US FULL TIME FINDINGS: Respondent Profile

A third (36%) of FT/US respondents indicated their primary position is best described as veterinary pathologist, pathologist, diagnostician, laboratory diagnostician, etc. A quarter (26%) are toxicologic pathologists. The remainder are spread across a variety of job titles/functions, with no individual one accounting for more than 9%.

Job Title/Function

Which of these job titles/functions most closely matched your primary position as of January 1, 2023?

base: 624 FT/US respondents



US FULL TIME FINDINGS: Respondent Profile

The composition of job titles/functions varies by sector. Toxicologic pathologists are almost exclusively found in the for-profit sector or are self-employed, whereas those in academia are most commonly working in the non-profit sector or government/military.


Job Title/Function


Which of these job titles/functions most closely matched your primary position as of January 1, 2023?

base: FT/US respondents in each segment

	SECTOR			
	for-profit	non-profit	gov't/ military	self-employed*
veterinary pathologist, pathologist, diagnostician, laboratory diagnostician, etc.	43%	20%	31%	53%
toxicologic pathologist	42%	6%	0%	29%
federal government employee: less than GS-14	0%	0%	4%	0%
federal government employee: GS-14 or greater	0%	0%	2%	0%
uniformed services O-3/O-4	0%	0%	2%	0%
uniformed services O-5/O-6	0%	0%	6%	0%
tenured/tenure-track full professor	0%	5%	2%	0%
tenured/tenure-track associate professor	0%	3%	3%	0%
tenured/tenure-track assistant professor	0%	7%	5%	0%
nontenure track (e.g., clinical track) full professor	0%	3%	7%	0%
nontenure track (e.g., clinical track) associate professor	0%	8%	5%	0%
nontenure track (e.g., clinical track) assistant professor	1%	23%	20%	0%
instructor	0%	1%	1%	0%
director/chair (including assistant/associate director/chair)	10%	7%	5%	0%
president/vice president/dean (including assistant/associate dean)	2%	1%	1%	0%
post-doctoral fellow	0%	8%	1%	0%
resident/graduate student	0%	9%	5%	0%
consultant	0%	0%	0%	18%
other	2%	0%	2%	0%

*based on fewer than 30 respondents

 =5% - 19%

 =20% - 29%

 =30%+

US FULL TIME FINDINGS: Respondent Profile

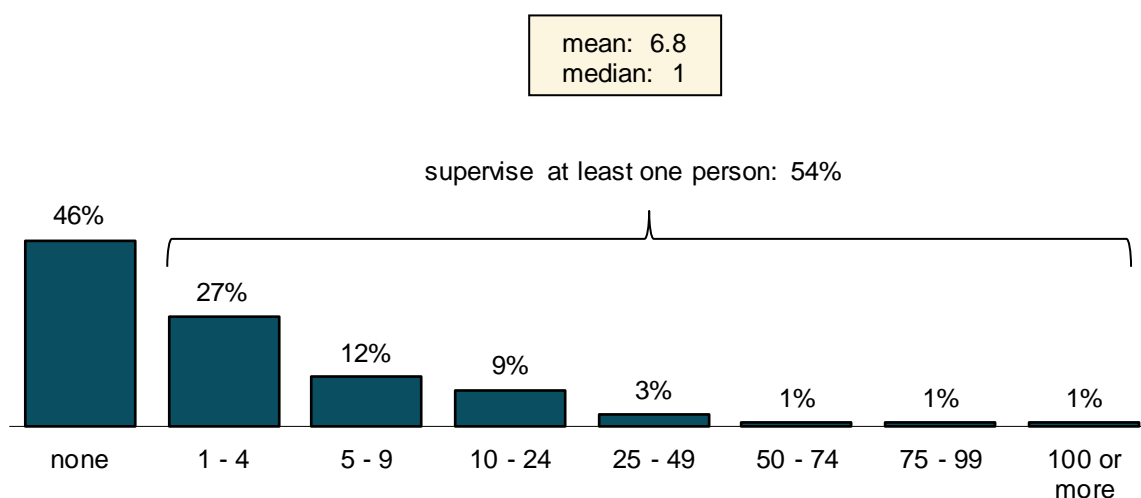
More than half (54%) FT/US respondents supervise at least one person directly and/or indirectly in their primary position. The typical respondent supervises 1 person, while the mean is higher at 6.8, influenced by a handful that manage a large number of people.

FT/US respondents reported working a median of 44 hours in a typical week. While a small handful (3%) work fewer than 35 hours in a typical week, a similar proportion work 70 or more hours.

Number of People Supervised

How many people were you directly and/or indirectly supervising in your primary position?

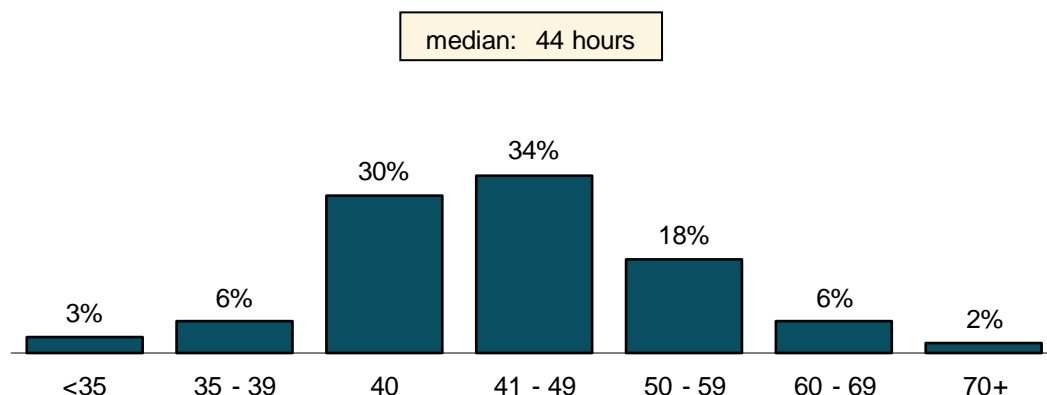
base: 624 FT/US respondents



Hours Worked

About how many hours were you working in a typical week?

base: 624 FT/US respondents



US FULL TIME FINDINGS: Respondent Profile

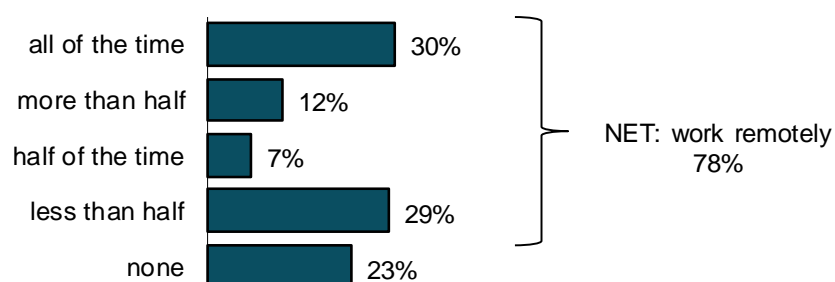
Three in four (78%) FT/US respondents spent at least some of their time working remotely, with 30% reporting that they work remotely all of the time.

Remote work varies by sector with those in the for-profit sector or those who are self-employed most likely to report that they work remotely at least some of the time.

Proportion of Time Working Remotely

As of January 1, 2023, approximately what percentage of your time was spent working remotely?

base: 624 FT/US respondents



	SECTOR			
	for-profit	non-profit	gov't/military	self-employed*
all of the time	48%	3%	2%	59%
more than half	17%	2%	5%	24%
half of the time	10%	3%	2%	6%
less than half	17%	58%	38%	0%
none	8%	34%	54%	12%
NET: work remotely	92%	66%	47%	89%

*based on fewer than 30 respondents

=20% - 29%

=30% - 49%

=50% - 74%+

=75%+

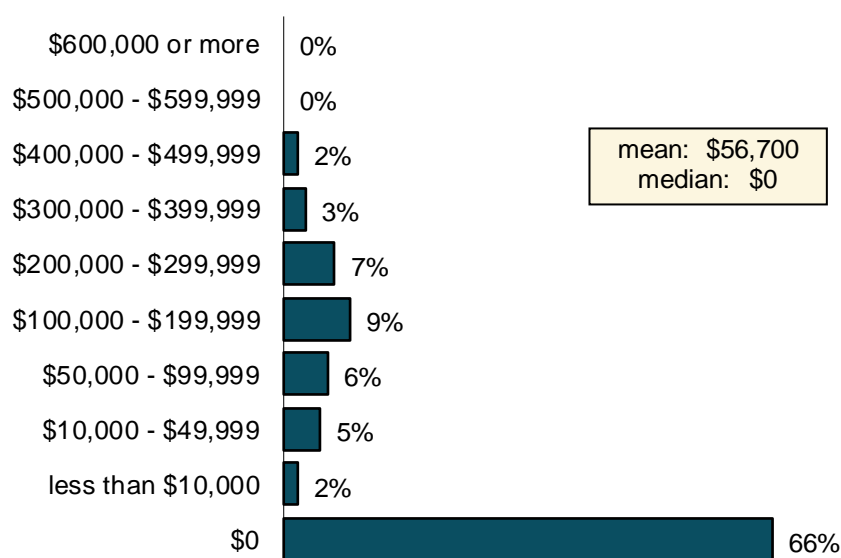
US FULL TIME FINDINGS: Respondent Profile

One-third of FT/US respondents have outstanding student loans, spanning from less than \$10,000 to \$400,000 or more. Those self-employed and those in the for-profit sector are less likely than others to have outstanding student loan debt.

Outstanding Student Loans

What is the estimated amount of your outstanding student loans as of January 1, 2023?

base: 624 FT/US respondents



	SECTOR			
	for-profit	non-profit	gov't/military	self-employed*
\$600,000 or more	0%	1%	0%	0%
\$500,000 - \$599,999	0%	0%	0%	0%
\$400,000 - \$499,999	2%	2%	2%	0%
\$300,000 - \$399,999	1%	5%	7%	0%
\$200,000 - \$299,999	6%	8%	7%	6%
\$100,000 - \$199,999	10%	12%	7%	0%
\$50,000 - \$99,999	6%	8%	5%	0%
\$10,000 - \$49,999	4%	6%	7%	12%
less than \$10,000	1%	4%	2%	0%
\$0	70%	55%	63%	82%
mean	\$47,900	\$76,600	\$67,400	\$18,200
median	\$0	\$0	\$0	\$0

*based on fewer than 30 respondents

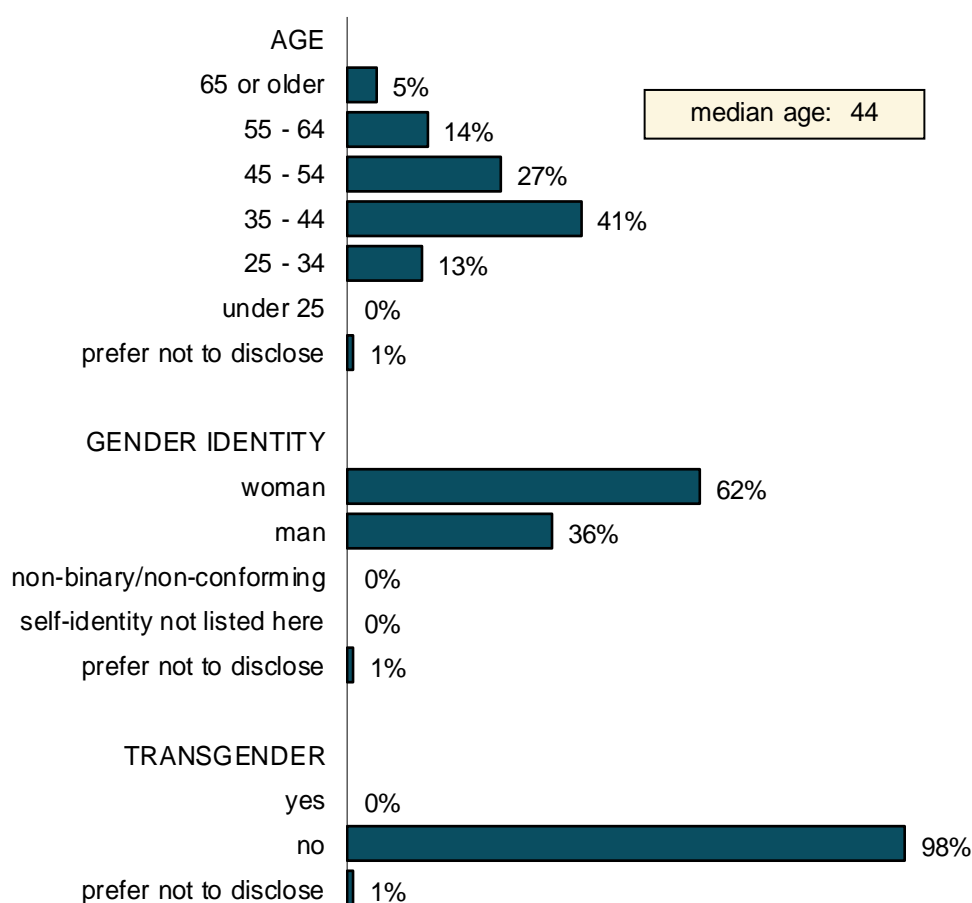
US FULL TIME FINDINGS: Respondent Profile

The median age of FT/US respondents is 44. The proportion of women responding is higher than that of men (62% versus 36%, respectively); a small portion preferred not to answer the gender identity question. 98% reported they do not identify as transgender with a small proportion preferring not to disclose.

Age and Gender Identity

What is your age? How do you self-identify? Do you identify as transgender?

base: 602 FT/US respondents who consent to demographic questions



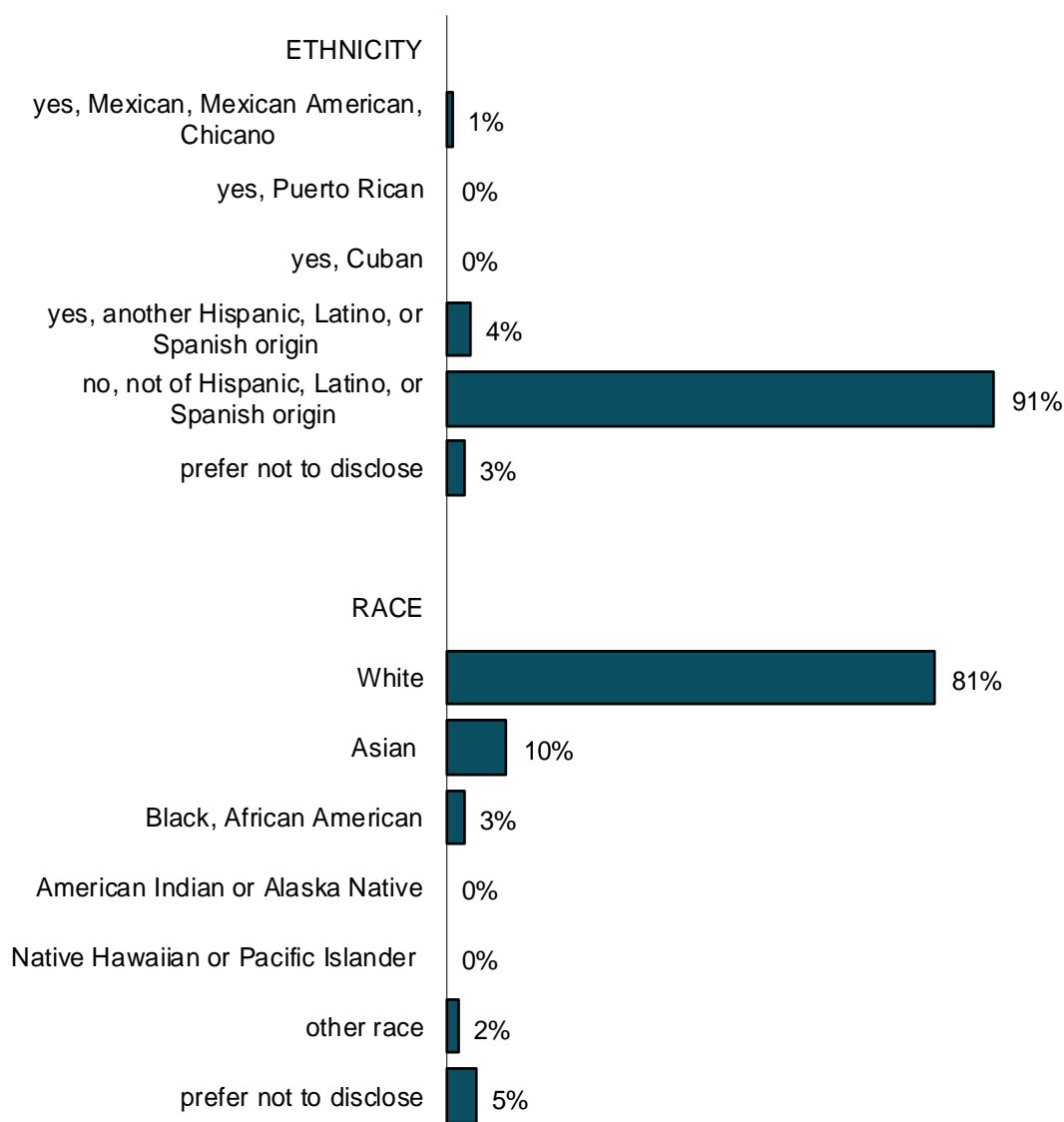
US FULL TIME FINDINGS: Respondent Profile

A majority of FT/US respondents (91%) report they are not of Hispanic, Latino, or Spanish origin. When asked their race, four in five (81%) report White, 10% Asian, 3% Black/African American, and 2% other race.

Ethnicity and Race

Are you of Hispanic, Latino, or Spanish origin? What is your race?

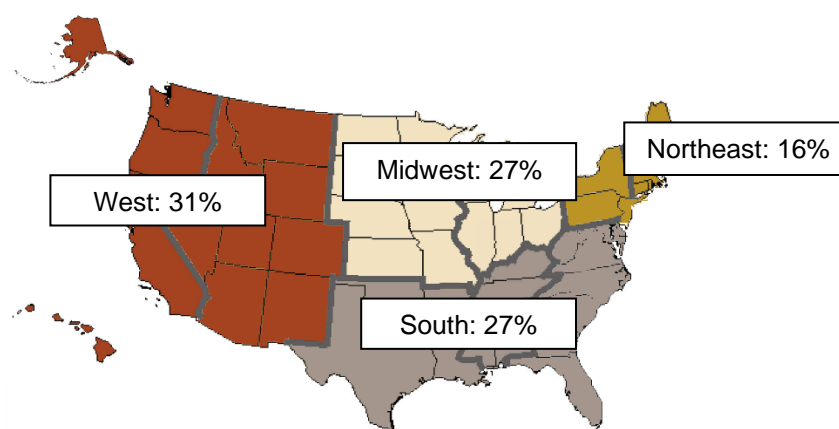
base: 602 FT/US respondents who consent to demographic questions (multiple answer for Race)



US PART TIME FINDINGS: Summary

The following is a brief recap of results for the 26 respondents who indicated they were employed or self-employed part time and primarily working in the United States as of January 1, 2023 (PT/US respondents). All results can be found in **Appendix B: Data Tables**.

PT/US respondents are spread fairly evenly across the four census regions, with a slight concentration of respondents in the West (31%).



Two in five (42%) are self-employed. The most common employment setting is in a diagnostic laboratory or as a consultant.

part time US respondents	
SECTORS	
self-employed	42%
for-profit: publicly traded	23%
non-profit (other than government)	19%
for-profit: privately held	12%
state government (other than military)	4%
federal government (other than military)	0%
military	0%
SETTINGS	
diagnostic laboratory	27%
consulting	27%
academia (college/university)	23%
pharmaceutical company	12%
contract research organization	8%
research laboratory	0%
medical device company	0%
bulk chemicals company	0%
agriculture	0%
other	4%

US PART TIME FINDINGS: Summary (continued)

A majority are veterinary pathologists, pathologists, diagnosticians, laboratory diagnosticians, etc., toxicologic pathologists, or consultants.

	part time US respondents
TOP JOB TITLES/FUNCTIONS (at least 15%)	
pathologist, diagnostician, etc.*	31%
toxicologic pathologist	23%
consultant	23%

PT/US respondents tend to be older, with the median age being 57 and the typical respondent having been board-certified for 22 years. About a quarter (23%) have at least one certification other than from ACVP. Gender identity is nearly evenly split between women and men.

	part time US respondents
median years as board-certified pathologist	22
median years in position	4
have at least one cert other than from ACVP	23%
median age	57
GENDER IDENTITY	
woman	50%
man	46%
non-binary/non-conforming	4%
self-identity not listed here	0%
prefer not to disclose	0%

The median annual base salary among PT/US respondents is \$120,000. However, it is important to note that salary varies based on PT hours worked (the median hours worked in a typical week is 26). Not surprisingly, part time respondents are far less likely than full time respondents to have reported receiving other cash compensation (beyond salary), stock options/grants, paid vacation, sick, or PTO days.

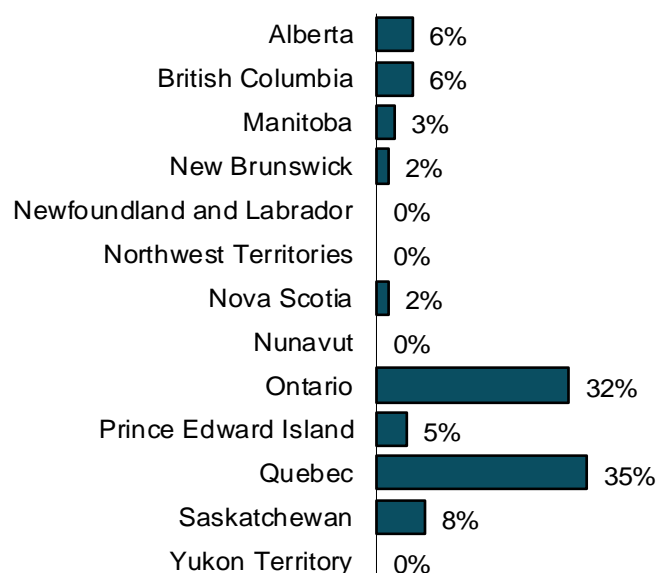
	part time US respondents
median hours worked in typical week	26
median annual base salary	\$120,000
receive other cash comp (beyond salary)	27%
receive stock options/grants	31%
offered paid vacation	42%
offered paid sick	31%
offered paid personal time off (PTO) days	38%

*veterinary pathologist, pathologist, diagnostician, laboratory diagnostician, etc.

CANADIAN FINDINGS: Summary

The following is a brief recap of results for the 62 respondents who indicated they were employed or self-employed full or part time and primarily working in Canada as of January 1, 2023. All results can be found in **Appendix B: Data Tables**.

Canadian respondents are heavily concentrated in Quebec and Ontario, followed by Saskatchewan, Alberta, British Columbia, and Prince Edward Island.



The most common employment setting is a diagnostic laboratory, followed by contract research organizations and academia (these three settings account for 97% of Canadian respondents).

	Canadian respondents (FT/PT)
TOP SECTORS (at least 15%)	
for-profit: publicly traded	32%
non-profit (other than government)	26%
for-profit: privately held	24%
state government (other than military)	16%
TOP SETTINGS (at least 15%)	
diagnostic laboratory	52%
contract research organization	26%
academia (college/university)	19%

CANADIAN FINDINGS: Summary (continued)

Three in five Canadian respondents (60%) are veterinary pathologists, pathologists, diagnosticians, laboratory diagnosticians, etc., and 19% are toxicologic pathologists.

	Canadian respondents (FT/PT)
TOP JOB TITLES/FUNCTIONS (at least 15%)	
pathologist, diagnostician, etc.*	60%
toxicologic pathologist	19%

The typical (median) Canadian respondent has been board-certified for 10 years, in their position for 7 years, and is 45 years of age. 16% have at least one certification other than from ACVP. 65% identify as women and 34% as men (2% chose not to answer this question).

	Canadian respondents (FT/PT)
median years as board-certified pathologist	10
median years in position	7
have at least one cert other than from ACVP	16%
median age	45
GENDER IDENTITY	
woman	65%
man	34%
non-binary/non-conforming	0%
self-identity not listed here	0%
prefer not to disclose	2%

The median annual base salary among full time Canadian respondents is \$116,000 (USD), and the median number of full time hours worked in a typical week is 40. Half of Canadian respondents (50%) reported receiving other cash compensation beyond their salary, while far fewer receive stock options/grants (18%).

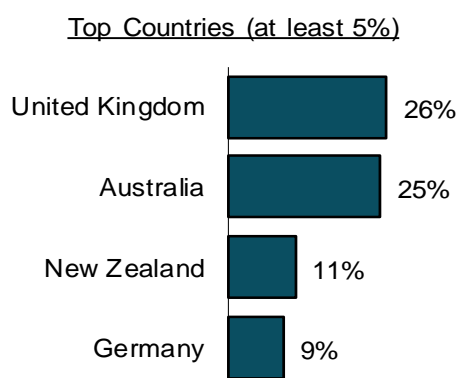
	Canadian respondents (FT/PT)
% full time	94%
% part time	6%
median <u>full time</u> hours worked in typical week	40
median <u>full time</u> annual base salary (USD)	\$116,000
receive other cash comp (beyond salary)	50%
receive stock options/grants	18%

*veterinary pathologist, pathologist, diagnostician, laboratory diagnostician, etc.

OTHER WORLD REGIONS FINDINGS: Summary

The following is a brief recap of results for the 134 respondents who indicated they were employed or self-employed full or part time and primarily working outside the United States or Canada as of January 1, 2023. All results can be found in **Appendix B: Data Tables**.

These respondents are heavily concentrated in the United Kingdom and Australia, followed by New Zealand and Germany.



Most work in the for-profit or non-profit sectors; few work for the government/military or are self-employed. The most common employment setting is a diagnostic laboratory followed by academia. Two-thirds are veterinary pathologists, pathologists, diagnosticians, laboratory diagnosticians, etc. while no other individual job title/function accounts for more than 5%.

	other world region respondents (FT/PT)
TOP SECTORS (at least 10%)	
for-profit: privately held	40%
for-profit: publicly traded	34%
non-profit (other than government)	10%
TOP SETTINGS (at least 30%)	
diagnostic laboratory	54%
academia (college/university)	32%
TOP JOB TITLES/FUNCTIONS (at least 50%)	
pathologist, diagnostician, etc.*	66%

*veterinary pathologist, pathologist, diagnostician, laboratory diagnostician, etc.

OTHER WORLD REGIONS FINDINGS: Summary (continued)

The typical (median) respondent outside the US/Canada has been board-certified for 6 years, in their position for 4 years, and is 43 years of age. Half (55%) hold at least one certification other than from ACVP. Those who identify as women significantly outweigh men (62% versus 37%, respectively).

	other world region respondents (FT/PT)
median years as board-certified pathologist	6
median years in position	4
hold at least one cert other than from ACVP	55%
median age	43
GENDER IDENTITY	
woman	62%
man	37%
non-binary/non-conforming	0%
self-identity not listed here	0%
prefer not to disclose	1%

Overall, the median annual base salary among full time respondents outside the US/Canada is \$98,000 (USD), and the median number of full time hours worked in a typical week is 41. 44% of respondents outside the US/Canada reported receiving other cash compensation beyond their salary, while far fewer receive stock options/grants.

	other world region respondents (FT/PT)
% full time	81%
% part time	19%
median <u>full time</u> hours worked in typical week	41
median <u>full time</u> annual base salary (USD)	\$98,000
receive other cash comp (beyond salary)	44%
receive stock options/grants	13%

APPENDIX A: COMPENSATION TABLES

Index To Tables

001	US Full Time: All
002	US Full Time: For-Profit Sector
003	US Full Time: Non-Profit Sector
004	US Full Time: Government (federal/state/military)

Key to Tables

NOTE: annual base salary results in these tables are based on respondents employed or self-employed full-time and primarily working in the United States as of January 1, 2023; other cash compensation results are based on those in their same position in the 12 months prior to that date.

ANNUAL BASE SALARY QUESTION AND INSTRUCTIONS:

As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

Please include only the regular salary/wage paid for your primary position. EXCLUDE earnings from other work, overtime pay, commissions, bonuses, incentive pay, profit sharing, deferred compensation, retirement benefits received, and the monetary value of other benefits.

If you were paid hourly, please convert to an annual base salary. For example, if you made \$35.00 per hour and worked 40 hours per week, multiply \$35.00 by 2,080 hours (40 hours per week times 52 weeks per year) to report an annual base salary of \$72,800.

Please respond in USD.

OTHER CASH COMPENSATION QUESTION AND INSTRUCTIONS:

In the 12 months prior to January 1, 2023, approximately what was the total value (in USD) of all other cash compensation (besides salary) you received for your primary position?

Other cash compensation would include bonuses, commission, incentive pay, overtime, profit sharing, deferred compensation, and other cash beyond salary received. Exclude stock options/grants received.

Please respond in USD.

base = the number of respondents for basing the results

25th percentile = 25% earn less

50th percentile = median; the value that lies at the middle of a distribution; 50% of the values are above it and 50% are below

75th percentile = 75% earn less

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US Full Time: All

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Total	594	\$135,000	\$165,000	\$210,000	554	\$0	\$9,500	\$35,800
Census Region								
Northeast	137	\$149,000	\$191,000	\$252,300	131	\$0	\$21,100	\$68,000
Midwest	144	\$133,300	\$159,000	\$205,500	135	\$0	\$7,500	\$25,000
South	173	\$124,600	\$150,000	\$189,500	157	\$0	\$3,000	\$20,000
West	139	\$140,000	\$175,000	\$220,000	130	\$0	\$13,500	\$40,700
State								
Alabama	8	\$108,000	\$123,000	\$141,100	8	\$0	\$0	\$500
Alaska		-	-	-		-	-	-
Arizona	7	\$139,000	\$175,000	\$181,500	7	\$3,000	\$14,400	\$20,000
Arkansas	2	-	-	-	2	-	-	-
California	60	\$152,300	\$202,000	\$253,800	54	\$0	\$27,500	\$76,600
Colorado	17	\$129,400	\$150,000	\$210,000	17	\$0	\$10,000	\$27,000
Connecticut	5	\$219,000	\$260,000	\$280,000	5	\$20,800	\$50,000	\$159,000
Delaware	1	-	-	-	1	-	-	-
District of Columbia	1	-	-	-	1	-	-	-
Florida	15	\$100,000	\$141,600	\$175,000	13	\$0	\$14,000	\$37,500
Georgia	10	\$123,800	\$139,500	\$167,500	8	\$0	\$0	\$9,900
Hawaii	1	-	-	-	1	-	-	-
Idaho	2	-	-	-	2	-	-	-
Illinois	20	\$136,800	\$149,900	\$197,000	19	\$0	\$0	\$20,000
Indiana	14	\$198,700	\$250,200	\$268,000	12	\$16,300	\$52,500	\$76,800
Iowa	7	\$118,000	\$130,000	\$140,000	7	\$0	\$0	\$3,000
Kansas	2	-	-	-	2	-	-	-
Kentucky	3	-	-	-	2	-	-	-
Louisiana	7	\$110,000	\$126,000	\$156,000	6	\$0	\$2,500	\$15,300
Maine	2	-	-	-	2	-	-	-
Maryland	27	\$135,000	\$193,500	\$235,000	26	\$3,800	\$12,000	\$49,900
Massachusetts	41	\$182,000	\$220,000	\$280,000	40	\$6,300	\$45,500	\$75,000
Michigan	24	\$140,000	\$179,500	\$203,800	20	\$10,000	\$17,000	\$37,500
Minnesota	17	\$126,200	\$144,800	\$228,400	17	\$0	\$0	\$4,300
Mississippi	5	\$139,800	\$156,000	\$180,800	5	\$0	\$0	\$0
Missouri	10	\$112,300	\$131,100	\$174,400	10	\$0	\$0	\$2,900
Montana	2	-	-	-	2	-	-	-
Nebraska	3	-	-	-	3	-	-	-
Nevada	5	\$150,000	\$180,000	\$281,000	5	\$23,500	\$35,000	\$57,500
New Hampshire	6	\$134,200	\$155,000	\$212,500	5	\$5,000	\$14,800	\$55,000

NOTE: results not shown if fewer than 5 valid values

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US Full Time: All

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
New Jersey	14	\$149,300	\$203,400	\$272,500	14	\$18,800	\$42,500	\$85,000
New Mexico	6	\$133,100	\$193,000	\$224,000	5	\$5,000	\$17,000	\$40,000
New York	30	\$135,000	\$173,200	\$204,500	29	\$0	\$1,500	\$25,500
North Carolina	27	\$127,000	\$154,000	\$193,000	22	\$0	\$4,300	\$26,800
North Dakota	1	-	-	-	1	-	-	-
Ohio	26	\$137,300	\$184,500	\$224,300	25	\$3,700	\$18,000	\$25,000
Oklahoma	6	\$126,800	\$150,000	\$205,300	6	\$0	\$29,500	\$57,800
Oregon	12	\$128,500	\$160,000	\$181,500	12	\$0	\$7,500	\$30,000
Pennsylvania	38	\$133,000	\$172,800	\$242,300	35	\$0	\$10,000	\$72,300
Puerto Rico/Virgin Islands		-	-	-		-	-	-
Rhode Island		-	-	-		-	-	-
South Carolina	5	\$109,600	\$130,000	\$190,100	5	\$0	\$0	\$4,300
South Dakota	1	-	-	-	1	-	-	-
Tennessee	7	\$160,000	\$165,000	\$200,000	7	\$0	\$10,000	\$25,000
Texas	38	\$120,000	\$144,500	\$167,000	34	\$0	\$1,300	\$27,500
Utah	1	-	-	-	1	-	-	-
Vermont	1	-	-	-	1	-	-	-
Virginia	11	\$128,000	\$155,000	\$198,000	11	\$0	\$5,000	\$12,000
Washington	26	\$139,500	\$165,000	\$190,000	24	\$300	\$5,500	\$20,000
West Virginia		-	-	-		-	-	-
Wisconsin	19	\$126,000	\$142,000	\$173,600	18	\$0	\$0	\$23,500
Wyoming		-	-	-		-	-	-
Pacific Territories		-	-	-		-	-	-
Sector								
for-profit: publicly traded	250	\$160,800	\$195,000	\$250,000	234	\$10,000	\$26,000	\$60,000
for-profit: privately held	90	\$150,000	\$190,500	\$230,000	84	\$9,300	\$22,000	\$50,000
non-profit	118	\$120,000	\$140,000	\$167,900	108	\$0	\$0	\$0
federal government	12	\$100,800	\$131,500	\$178,800	11	\$0	\$0	\$3,000
state government	107	\$118,000	\$133,000	\$154,000	100	\$0	\$0	\$0
military	12	\$111,100	\$139,000	\$160,500	12	\$800	\$20,500	\$45,700
self-employed	5	\$120,000	\$145,000	\$256,500	5	\$0	\$29,000	\$32,500

NOTE: results not shown if fewer than 5 valid values

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US Full Time: All

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Setting								
academia (college/university)	174	\$120,000	\$135,300	\$160,000	160	\$0	\$0	\$0
diagnostic laboratory	167	\$134,500	\$145,000	\$165,000	157	\$0	\$10,000	\$24,500
research laboratory	18	\$104,900	\$148,000	\$181,000	18	\$0	\$500	\$15,800
contract research organization	104	\$185,000	\$204,500	\$230,000	97	\$10,000	\$20,000	\$37,500
medical device company	5	\$185,800	\$195,000	\$261,000	5	\$7,500	\$15,000	\$73,900
pharmaceutical company, bulk								
chemicals company, agriculture	100	\$230,500	\$260,000	\$285,600	94	\$49,000	\$70,000	\$101,600
consulting	5	\$153,500	\$171,000	\$326,000	5	\$0	\$29,000	\$115,000
Job Title/Function								
veterinary pathologist, pathologist, diagnostician, etc.	209	\$134,300	\$150,000	\$175,500	191	\$0	\$8,000	\$19,500
toxicologic pathologist	152	\$192,300	\$225,000	\$258,800	143	\$18,000	\$40,000	\$72,500
federal government or military employee (uniformed services)	18	\$104,900	\$136,500	\$162,200	17	\$0	\$5,000	\$38,600
tenured/tenure-track full or associate professor	18	\$144,500	\$160,000	\$165,700	18	\$0	\$0	\$0
tenured/tenure-track assistant professor	15	\$125,000	\$129,000	\$135,500	12	\$0	\$0	\$0
nontenure track (e.g., clinical track) full or associate professor	29	\$148,300	\$160,000	\$190,000	28	\$0	\$0	\$2,100
nontenure track (e.g., clinical track) assistant professor	55	\$125,000	\$132,200	\$140,000	52	\$0	\$0	\$1,100
leadership (president, VP, dean, assistant/associate dean, director/chair, assistant/associate director/chair)	57	\$195,500	\$250,000	\$294,000	56	\$2,500	\$45,500	\$80,000
trainee (resident/graduate								
student, post-doctoral fellow)	27	\$35,000	\$50,000	\$64,300	24	\$0	\$0	\$0
other (including consultant)	11	\$145,000	\$167,600	\$315,000	11	\$4,000	\$30,000	\$80,000

NOTE: results not shown if fewer than 5 valid values

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US Full Time: All

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Number of People Supervised								
25+	36	\$185,500	\$222,400	\$300,300	36	\$0	\$36,000	\$80,000
5 - 24	125	\$130,600	\$165,000	\$222,500	118	\$0	\$2,000	\$30,000
1 - 4	166	\$120,000	\$142,500	\$195,000	154	\$0	\$0	\$22,300
at least one	327	\$130,000	\$160,000	\$220,000	308	\$0	\$1,000	\$37,300
none	267	\$141,600	\$171,000	\$205,000	246	\$2,400	\$14,000	\$35,800
Number of Years a Board-Certified Pathologist								
20+	97	\$173,000	\$215,000	\$282,300	94	\$0	\$25,500	\$76,300
10 - 19	190	\$150,800	\$190,000	\$237,000	184	\$0	\$11,000	\$44,000
5 - 9	153	\$134,300	\$155,000	\$195,000	145	\$0	\$11,000	\$32,000
<5	152	\$107,600	\$134,000	\$161,200	129	\$0	\$0	\$10,000
Position Tenure								
10+	116	\$149,600	\$176,600	\$245,300	116	\$0	\$5,000	\$38,000
5 - 9	131	\$137,000	\$165,000	\$215,400	131	\$0	\$14,000	\$40,000
1 - 4	254	\$134,000	\$162,000	\$210,000	253	\$0	\$9,000	\$39,000
<1	92	\$122,300	\$150,000	\$195,000	53	\$0	\$10,000	\$22,500
Pathology Certification								
anatomic	469	\$137,000	\$175,000	\$224,500	435	\$0	\$10,000	\$40,000
clinical	109	\$135,000	\$146,000	\$166,000	103	\$0	\$6,000	\$20,000
both	14	\$144,500	\$189,500	\$240,800	14	\$0	\$19,500	\$55,000
At Least One Certification Other than ACVP								
yes	105	\$145,700	\$193,500	\$250,000	98	\$0	\$20,000	\$61,500
no	423	\$135,000	\$161,000	\$200,000	394	\$0	\$7,900	\$30,000
Age								
55+	93	\$167,500	\$200,000	\$260,000	90	\$0	\$20,000	\$55,300
45 - 54	159	\$150,000	\$185,000	\$240,000	154	\$0	\$15,000	\$50,000
35 - 44	243	\$130,000	\$150,000	\$190,000	225	\$0	\$5,000	\$25,000
25 - 34	76	\$102,000	\$133,700	\$155,800	62	\$0	\$0	\$10,500
Gender								
men	207	\$141,000	\$180,000	\$240,000	195	\$0	\$14,000	\$50,000
women	359	\$130,000	\$156,000	\$195,000	331	\$0	\$6,000	\$25,000

NOTE: results not shown if fewer than 5 valid values

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US Full Time: All

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION [those in position in the 12 months prior to 01/01/23]			
	base	25th	50th	75th	base	25th	50th	75th
		percentile	percentile (median)	percentile		percentile	percentile (median)	percentile
Gender by Number of Years a Board-Certified Pathologist								
men								
20+	48	\$172,000	\$205,500	\$285,100	46	\$0	\$25,000	\$93,400
10 - 19	69	\$155,000	\$195,000	\$256,000	67	\$0	\$18,200	\$70,000
5 - 9	49	\$135,000	\$160,000	\$221,500	47	\$0	\$19,000	\$50,000
<5	40	\$120,000	\$140,000	\$157,500	34	\$0	\$0	\$15,100
women								
20+	42	\$161,500	\$210,000	\$276,600	41	\$0	\$20,000	\$52,900
10 - 19	108	\$148,400	\$183,500	\$221,900	104	\$0	\$10,000	\$30,000
5 - 9	102	\$132,100	\$150,100	\$190,000	96	\$0	\$8,600	\$30,000
<5	106	\$92,000	\$130,500	\$156,800	89	\$0	\$0	\$8,500
Gender by Setting								
men								
academia (college/university)	55	\$129,000	\$150,000	\$167,900	52	\$0	\$0	\$0
diagnostic laboratory	52	\$135,000	\$144,800	\$165,000	48	\$0	\$11,000	\$28,800
industry	92	\$199,300	\$247,000	\$280,000	88	\$20,000	\$50,000	\$95,000
women								
academia (college/university)	116	\$110,100	\$130,500	\$153,000	105	\$0	\$0	\$0
diagnostic laboratory	112	\$132,400	\$146,700	\$165,000	106	\$0	\$9,000	\$21,800
industry	115	\$185,000	\$207,000	\$244,000	106	\$15,000	\$30,000	\$55,000

NOTE: results not shown if fewer than 5 valid values

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2023 Salary and Benefits Survey

TABLE 002 page 1

US Full Time: For-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Total	340	\$158,000	\$195,000	\$247,800	318	\$10,000	\$25,000	\$55,800
Census Region								
Northeast	97	\$180,000	\$229,100	\$277,200	94	\$14,600	\$45,500	\$80,000
Midwest	77	\$163,500	\$195,000	\$247,600	73	\$13,300	\$20,000	\$47,500
South	79	\$136,000	\$168,000	\$205,000	70	\$6,100	\$13,500	\$40,000
West	87	\$160,000	\$190,000	\$245,000	81	\$9,000	\$30,000	\$65,000
State								
Alabama		-	-	-		-	-	-
Alaska		-	-	-		-	-	-
Arizona	3	-	-	-	3	-	-	-
Arkansas	1	-	-	-	1	-	-	-
California	41	\$182,700	\$240,000	\$286,300	38	\$21,200	\$59,200	\$98,500
Colorado	10	\$148,000	\$193,500	\$233,800	10	\$800	\$17,500	\$44,000
Connecticut	5	\$219,000	\$260,000	\$280,000	5	\$20,800	\$50,000	\$159,000
Delaware		-	-	-		-	-	-
District of Columbia	1	-	-	-	1	-	-	-
Florida	11	\$136,000	\$150,000	\$187,000	9	\$5,000	\$14,000	\$43,500
Georgia	3	-	-	-	2	-	-	-
Hawaii		-	-	-		-	-	-
Idaho	2	-	-	-	2	-	-	-
Illinois	12	\$144,200	\$169,000	\$222,200	11	\$5,000	\$13,500	\$50,000
Indiana	12	\$202,400	\$250,200	\$276,000	11	\$20,000	\$55,000	\$80,000
Iowa	1	-	-	-	1	-	-	-
Kansas	1	-	-	-	1	-	-	-
Kentucky	1	-	-	-		-	-	-
Louisiana	3	-	-	-	3	-	-	-
Maine	2	-	-	-	2	-	-	-
Maryland	13	\$194,300	\$215,000	\$250,000	13	\$7,500	\$20,000	\$99,400
Massachusetts	36	\$185,000	\$235,400	\$284,500	35	\$20,000	\$50,000	\$80,000
Michigan	18	\$157,500	\$185,000	\$234,200	16	\$15,000	\$22,000	\$47,500
Minnesota	6	\$130,800	\$244,500	\$281,600	6	\$0	\$8,000	\$30,300
Mississippi	1	-	-	-	1	-	-	-
Missouri	1	-	-	-	1	-	-	-
Montana		-	-	-		-	-	-
Nebraska	1	-	-	-	1	-	-	-
Nevada	5	\$150,000	\$180,000	\$281,000	5	\$23,500	\$35,000	\$57,500
New Hampshire	4	-	-	-	4	-	-	-

NOTE: results not shown if fewer than 5 valid values

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US Full Time: For-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
New Jersey	13	\$155,000	\$206,900	\$275,000	13	\$24,500	\$45,000	\$90,000
New Mexico	2	-	-	-	1	-	-	-
New York	16	\$159,000	\$193,500	\$249,500	16	\$6,600	\$24,500	\$47,500
North Carolina	16	\$137,300	\$190,500	\$212,800	12	\$6,900	\$16,000	\$38,000
North Dakota		-	-	-		-	-	-
Ohio	17	\$173,500	\$208,000	\$235,100	17	\$16,000	\$20,000	\$25,500
Oklahoma	4	-	-	-	4	-	-	-
Oregon	5	\$162,500	\$165,000	\$197,000	5	\$7,500	\$15,000	\$55,000
Pennsylvania	20	\$187,500	\$235,500	\$287,500	18	\$11,500	\$71,100	\$148,900
Puerto Rico/Virgin Islands		-	-	-		-	-	-
Rhode Island		-	-	-		-	-	-
South Carolina	3	-	-	-	3	-	-	-
South Dakota		-	-	-		-	-	-
Tennessee	3	-	-	-	3	-	-	-
Texas	12	\$136,000	\$148,000	\$169,500	11	\$7,500	\$9,000	\$45,000
Utah		-	-	-		-	-	-
Vermont	1	-	-	-	1	-	-	-
Virginia	7	\$150,100	\$175,000	\$200,000	7	\$5,000	\$9,000	\$25,000
Washington	19	\$140,000	\$165,000	\$190,000	17	\$4,000	\$9,000	\$26,000
West Virginia		-	-	-		-	-	-
Wisconsin	8	\$166,200	\$171,800	\$197,500	8	\$16,300	\$24,000	\$37,300
Wyoming		-	-	-		-	-	-
Pacific Territories		-	-	-		-	-	-
Sector								
for-profit: publicly traded	250	\$160,800	\$195,000	\$250,000	234	\$10,000	\$26,000	\$60,000
for-profit: privately held	90	\$150,000	\$190,500	\$230,000	84	\$9,300	\$22,000	\$50,000
non-profit		-	-	-		-	-	-
federal government		-	-	-		-	-	-
state government		-	-	-		-	-	-
military		-	-	-		-	-	-
self-employed		-	-	-		-	-	-

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 002 page 3

US Full Time: For-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Setting								
academia (college/university)	8	\$112,500	\$144,300	\$161,300	8	\$0	\$0	\$0
diagnostic laboratory	120	\$139,300	\$150,000	\$165,000	113	\$7,300	\$14,000	\$30,000
research laboratory	2	-	-	-	2	-	-	-
contract research organization	99	\$185,000	\$205,000	\$232,000	92	\$10,000	\$20,000	\$38,800
medical device company	4	-	-	-	4	-	-	-
pharmaceutical company, bulk								
chemicals company, agriculture	100	\$230,500	\$260,000	\$285,600	94	\$49,000	\$70,000	\$101,600
consulting	1	-	-	-	1	-	-	-
Job Title/Function								
veterinary pathologist, pathologist, diagnostician, etc.	142	\$140,000	\$153,500	\$181,600	130	\$7,000	\$13,000	\$25,000
toxicologic pathologist	144	\$195,000	\$226,800	\$260,000	135	\$19,000	\$45,000	\$75,000
federal government or military employee (uniformed services)		-	-	-		-	-	-
tenured/tenure-track full or associate professor	1	-	-	-	1	-	-	-
tenured/tenure-track assistant professor		-	-	-		-	-	-
nontenure track (e.g., clinical track) full or associate professor	1	-	-	-	1	-	-	-
nontenure track (e.g., clinical track) assistant professor	2	-	-	-	2	-	-	-
leadership (president, VP, dean, assistant/associate dean, director/chair, assistant/associate director/chair)	41	\$222,500	\$266,200	\$295,000	40	\$34,000	\$66,600	\$95,000
trainee (resident/graduate student, post-doctoral fellow)		-	-	-		-	-	-
other (including consultant)	8	\$151,900	\$206,300	\$326,300	8	\$26,400	\$46,000	\$95,000

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 002 page 4

US Full Time: For-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Number of People Supervised								
25+	19	\$225,000	\$264,000	\$320,000	19	\$40,000	\$80,000	\$100,000
5 - 24	50	\$188,800	\$229,400	\$282,100	49	\$15,000	\$40,000	\$63,600
1 - 4	57	\$150,000	\$227,300	\$260,000	54	\$9,800	\$40,000	\$80,500
at least one	126	\$185,000	\$235,900	\$280,000	122	\$15,800	\$40,000	\$80,000
none	214	\$152,400	\$182,000	\$215,000	196	\$9,000	\$20,000	\$46,700
Number of Years a Board-Certified Pathologist								
20+	66	\$183,800	\$250,000	\$295,300	64	\$20,000	\$50,000	\$100,000
10 - 19	118	\$182,000	\$217,200	\$254,300	112	\$11,300	\$30,000	\$70,000
5 - 9	92	\$150,000	\$186,200	\$210,000	88	\$10,000	\$25,000	\$50,000
<5	62	\$138,400	\$155,000	\$180,000	52	\$2,500	\$9,500	\$17,800
Position Tenure								
10+	54	\$164,300	\$227,500	\$267,200	54	\$10,000	\$36,000	\$81,300
5 - 9	79	\$154,000	\$199,000	\$250,000	79	\$14,000	\$30,000	\$60,000
1 - 4	152	\$158,500	\$192,000	\$245,200	152	\$9,300	\$23,500	\$58,000
<1	54	\$143,000	\$190,000	\$216,300	32	\$6,300	\$15,000	\$30,000
Pathology Certification								
anatomic	260	\$171,300	\$205,900	\$253,400	244	\$11,000	\$30,000	\$60,000
clinical	71	\$140,000	\$156,000	\$178,500	65	\$6,500	\$13,500	\$31,000
both	9	\$154,800	\$230,000	\$263,600	9	\$14,500	\$50,000	\$82,500
At Least One Certification Other than ACVP								
yes	67	\$190,000	\$230,000	\$270,000	64	\$15,800	\$50,000	\$79,600
no	237	\$150,100	\$186,900	\$235,500	220	\$9,000	\$24,500	\$50,000
Age								
55+	57	\$186,000	\$234,000	\$281,000	55	\$15,000	\$40,000	\$95,000
45 - 54	108	\$165,000	\$204,500	\$252,500	104	\$10,000	\$35,000	\$70,000
35 - 44	127	\$150,000	\$185,000	\$213,000	115	\$9,000	\$20,000	\$40,000
25 - 34	32	\$137,400	\$150,000	\$180,000	28	\$5,000	\$11,000	\$19,500
Gender								
men	123	\$160,000	\$213,000	\$274,500	117	\$14,400	\$41,000	\$86,000
women	198	\$150,100	\$185,000	\$218,000	182	\$8,000	\$19,300	\$41,300

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 002 page 5

US Full Time: For-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th	50th	75th	base	25th	50th	75th
		percentile	percentile (median)	percentile		percentile	percentile (median)	percentile
Gender by Number of Years a Board-Certified Pathologist								
men								
20+	33	\$182,700	\$250,000	\$305,000	32	\$20,000	\$45,000	\$115,000
10 - 19	38	\$202,500	\$249,000	\$280,000	36	\$22,500	\$59,000	\$94,800
5 - 9	31	\$160,000	\$200,000	\$250,000	31	\$14,800	\$45,000	\$72,500
<5	20	\$140,000	\$152,000	\$187,900	17	\$2,500	\$13,000	\$38,400
women								
20+	28	\$177,000	\$239,600	\$281,500	27	\$15,000	\$50,000	\$99,000
10 - 19	70	\$165,000	\$198,900	\$231,500	66	\$10,000	\$23,500	\$50,000
5 - 9	59	\$146,300	\$175,000	\$202,100	55	\$8,000	\$20,000	\$35,000
<5	40	\$136,300	\$156,000	\$176,300	33	\$900	\$9,000	\$15,000
Gender by Setting								
men								
academia (college/university)	2	-	-	-	2	-	-	-
diagnostic laboratory	33	\$140,000	\$150,000	\$165,000	32	\$8,300	\$16,600	\$40,000
industry	85	\$205,900	\$250,000	\$289,200	81	\$25,000	\$50,000	\$99,000
women								
academia (college/university)	6	\$102,000	\$144,300	\$171,500	6	\$0	\$0	\$900
diagnostic laboratory	85	\$136,500	\$150,000	\$165,000	79	\$6,500	\$12,000	\$25,000
industry	103	\$192,000	\$215,000	\$248,000	94	\$15,000	\$30,000	\$55,200

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 003 page 1

US Full Time: Non-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Total	118	\$120,000	\$140,000	\$167,900	108	\$0	\$0	\$0
Census Region								
Northeast	31	\$123,000	\$140,000	\$169,500	29	\$0	\$0	\$0
Midwest	27	\$124,600	\$137,000	\$194,000	24	\$0	\$0	\$400
South	30	\$115,500	\$140,400	\$161,400	26	\$0	\$0	\$0
West	30	\$117,300	\$140,000	\$169,500	29	\$0	\$0	\$5,500
State								
Alabama	3	-	-	-	3	-	-	-
Alaska		-	-	-		-	-	-
Arizona	2	-	-	-	2	-	-	-
Arkansas		-	-	-		-	-	-
California	14	\$122,300	\$140,000	\$169,500	13	\$0	\$0	\$1,500
Colorado	5	\$62,900	\$109,000	\$142,500	5	\$0	\$0	\$0
Connecticut		-	-	-		-	-	-
Delaware	1	-	-	-	1	-	-	-
District of Columbia		-	-	-		-	-	-
Florida	1	-	-	-	1	-	-	-
Georgia	1	-	-	-	1	-	-	-
Hawaii		-	-	-		-	-	-
Idaho		-	-	-		-	-	-
Illinois	1	-	-	-	1	-	-	-
Indiana	2	-	-	-	1	-	-	-
Iowa		-	-	-		-	-	-
Kansas		-	-	-		-	-	-
Kentucky	2	-	-	-	2	-	-	-
Louisiana	2	-	-	-	2	-	-	-
Maine		-	-	-		-	-	-
Maryland	2	-	-	-	2	-	-	-
Massachusetts	5	\$141,800	\$182,000	\$206,500	5	\$0	\$0	\$2,500
Michigan	4	-	-	-	3	-	-	-
Minnesota	6	\$125,600	\$152,500	\$202,000	6	\$0	\$0	\$1,900
Mississippi		-	-	-		-	-	-
Missouri	6	\$97,100	\$144,600	\$206,800	6	\$0	\$0	\$2,900
Montana		-	-	-		-	-	-
Nebraska		-	-	-		-	-	-
Nevada		-	-	-		-	-	-
New Hampshire		-	-	-		-	-	-

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 003 page 2

US Full Time: Non-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
New Jersey		-	-	-		-	-	-
New Mexico	3	-	-	-	3	-	-	-
New York	11	\$107,500	\$132,200	\$181,000	10	\$0	\$0	\$0
North Carolina	7	\$128,000	\$145,600	\$154,000	6	\$0	\$0	\$12,500
North Dakota		-	-	-		-	-	-
Ohio	6	\$35,000	\$92,200	\$168,500	5	\$0	\$2,500	\$19,000
Oklahoma	1	-	-	-	1	-	-	-
Oregon	2	-	-	-	2	-	-	-
Pennsylvania	15	\$123,000	\$140,000	\$150,000	14	\$0	\$0	\$0
Puerto Rico/Virgin Islands		-	-	-		-	-	-
Rhode Island		-	-	-		-	-	-
South Carolina		-	-	-		-	-	-
South Dakota		-	-	-		-	-	-
Tennessee	3	-	-	-	3	-	-	-
Texas	6	\$92,300	\$143,800	\$206,500	3	-	-	-
Utah		-	-	-		-	-	-
Vermont		-	-	-		-	-	-
Virginia	1	-	-	-	1	-	-	-
Washington	4	-	-	-	4	-	-	-
West Virginia		-	-	-		-	-	-
Wisconsin	2	-	-	-	2	-	-	-
Wyoming		-	-	-		-	-	-
Pacific Territories		-	-	-		-	-	-
Sector								
for-profit: publicly traded		-	-	-		-	-	-
for-profit: privately held		-	-	-		-	-	-
non-profit	118	\$120,000	\$140,000	\$167,900	108	\$0	\$0	\$0
federal government		-	-	-		-	-	-
state government		-	-	-		-	-	-
military		-	-	-		-	-	-
self-employed		-	-	-		-	-	-

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 003 page 3

US Full Time: Non-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Setting								
academia (college/university)	90	\$118,000	\$136,100	\$164,300	82	\$0	\$0	\$0
diagnostic laboratory	10	\$120,900	\$140,000	\$182,000	8	\$0	\$0	\$0
research laboratory	4	-	-	-	4	-	-	-
contract research organization	5	\$158,000	\$194,000	\$221,000	5	\$8,500	\$20,000	\$43,000
medical device company	1	-	-	-	1	-	-	-
pharmaceutical company, bulk		-	-	-		-	-	-
chemicals company, agriculture		-	-	-		-	-	-
consulting		-	-	-		-	-	-
Job Title/Function								
veterinary pathologist, pathologist, diagnostician, etc.	24	\$125,900	\$140,000	\$182,000	22	\$0	\$0	\$0
toxicologic pathologist	6	\$162,000	\$181,800	\$220,500	6	\$0	\$18,500	\$34,500
federal government or military employee (uniformed services)		-	-	-		-	-	-
tenured/tenure-track full or associate professor	10	\$137,900	\$160,000	\$164,300	10	\$0	\$0	\$0
tenured/tenure-track assistant professor	8	\$126,500	\$130,100	\$145,900	5	\$0	\$0	\$0
nontenure track (e.g., clinical track) full or associate professor	13	\$144,800	\$167,000	\$195,000	13	\$0	\$0	\$7,500
nontenure track (e.g., clinical track) assistant professor	27	\$125,100	\$132,000	\$140,000	25	\$0	\$0	\$1,300
leadership (president, VP, dean, assistant/associate dean, director/chair, assistant/associate director/chair)	9	\$190,500	\$210,000	\$250,000	9	\$0	\$0	\$5,000
trainee (resident/graduate								
student, post-doctoral fellow)	20	\$44,500	\$57,500	\$68,000	17	\$0	\$0	\$0
other (including consultant)		-	-	-		-	-	-

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 003 page 4

US Full Time: Non-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Number of People Supervised								
25+	7	\$185,000	\$210,000	\$222,800	7	\$0	\$0	\$20,000
5 - 24	38	\$127,900	\$147,800	\$185,600	35	\$0	\$0	\$0
1 - 4	53	\$118,000	\$139,000	\$165,500	47	\$0	\$0	\$0
at least one	98	\$125,800	\$141,000	\$177,300	89	\$0	\$0	\$0
none	20	\$56,300	\$108,500	\$149,000	19	\$0	\$0	\$0
Number of Years a Board-Certified Pathologist								
20+	14	\$160,000	\$192,000	\$231,100	14	\$0	\$0	\$6,500
10 - 19	31	\$138,000	\$160,000	\$190,000	31	\$0	\$0	\$2,500
5 - 9	27	\$123,000	\$132,200	\$145,600	24	\$0	\$0	\$400
<5	46	\$61,500	\$119,000	\$148,500	39	\$0	\$0	\$0
Position Tenure								
10+	24	\$160,000	\$170,000	\$202,300	24	\$0	\$0	\$0
5 - 9	27	\$128,000	\$140,000	\$190,000	27	\$0	\$0	\$0
1 - 4	53	\$70,000	\$130,000	\$157,500	52	\$0	\$0	\$400
<1	14	\$97,500	\$126,000	\$146,700	5	\$0	\$0	\$1,000
Pathology Certification								
anatomic	92	\$120,500	\$142,100	\$179,800	82	\$0	\$0	\$0
clinical	21	\$122,500	\$130,000	\$141,800	21	\$0	\$0	\$0
both	4	-	-	-	4	-	-	-
At Least One Certification Other than ACVP								
yes	17	\$110,000	\$150,000	\$163,500	14	\$0	\$0	\$3,100
no	85	\$124,300	\$140,000	\$182,000	79	\$0	\$0	\$0
Age								
55+	14	\$160,000	\$183,000	\$213,000	14	\$0	\$0	\$5,000
45 - 54	21	\$142,100	\$184,100	\$197,500	20	\$0	\$0	\$2,000
35 - 44	55	\$123,000	\$134,000	\$148,000	51	\$0	\$0	\$0
25 - 34	25	\$57,500	\$100,000	\$131,700	20	\$0	\$0	\$0
Gender								
men	34	\$126,000	\$148,000	\$182,000	30	\$0	\$0	\$0
women	80	\$112,400	\$134,600	\$165,500	74	\$0	\$0	\$0

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 003 page 5

US Full Time: Non-Profit Sector

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Gender by Number of Years a Board-Certified Pathologist								
men								
20+	5	\$160,500	\$190,000	\$228,000	5	\$0	\$0	\$0
10 - 19	12	\$145,000	\$164,500	\$190,000	12	\$0	\$0	\$9,500
5 - 9	8	\$109,300	\$125,300	\$135,600	6	\$0	\$0	\$1,300
<5	9	\$107,800	\$130,200	\$158,500	7	\$0	\$0	\$0
women								
20+	7	\$160,000	\$176,000	\$210,000	7	\$0	\$0	\$26,000
10 - 19	18	\$133,900	\$157,000	\$192,500	18	\$0	\$0	\$0
5 - 9	19	\$124,000	\$139,000	\$182,000	18	\$0	\$0	\$1,900
<5	36	\$54,600	\$105,300	\$138,300	31	\$0	\$0	\$0
Gender by Setting								
men								
academia (college/university)	25	\$130,100	\$150,000	\$183,000	23	\$0	\$0	\$0
diagnostic laboratory	4	-	-	-	2	-	-	-
industry	3	-	-	-	3	-	-	-
women								
academia (college/university)	62	\$91,800	\$130,000	\$157,000	56	\$0	\$0	\$0
diagnostic laboratory	6	\$139,500	\$161,000	\$189,000	6	\$0	\$0	\$0
industry	6	\$141,800	\$175,700	\$200,500	6	\$0	\$8,500	\$34,500

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 004 page 1

US Full Time: Government (federal/state/military)

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Total	131	\$117,000	\$133,800	\$155,000	123	\$0	\$0	\$1,000
Census Region								
Northeast	9	\$110,000	\$118,000	\$144,000	8	\$0	\$0	\$14,800
Midwest	39	\$125,000	\$131,000	\$144,800	37	\$0	\$0	\$0
South	63	\$111,000	\$138,000	\$162,000	60	\$0	\$0	\$3,000
West	19	\$115,500	\$138,000	\$167,900	17	\$0	\$0	\$2,000
State								
Alabama	5	\$111,900	\$122,000	\$139,200	5	\$0	\$0	\$4,300
Alaska		-	-	-		-	-	-
Arizona	2	-	-	-	2	-	-	-
Arkansas	1	-	-	-	1	-	-	-
California	4	-	-	-	2	-	-	-
Colorado	1	-	-	-	1	-	-	-
Connecticut		-	-	-		-	-	-
Delaware		-	-	-		-	-	-
District of Columbia		-	-	-		-	-	-
Florida	2	-	-	-	2	-	-	-
Georgia	6	\$112,300	\$134,000	\$161,500	5	\$0	\$0	\$1,800
Hawaii	1	-	-	-	1	-	-	-
Idaho		-	-	-		-	-	-
Illinois	7	\$132,700	\$135,000	\$155,500	7	\$0	\$0	\$0
Indiana		-	-	-		-	-	-
Iowa	5	\$111,700	\$122,000	\$132,000	5	\$0	\$0	\$2,000
Kansas	1	-	-	-	1	-	-	-
Kentucky		-	-	-		-	-	-
Louisiana	2	-	-	-	1	-	-	-
Maine		-	-	-		-	-	-
Maryland	12	\$119,300	\$148,000	\$183,800	11	\$0	\$5,000	\$30,000
Massachusetts		-	-	-		-	-	-
Michigan	2	-	-	-	1	-	-	-
Minnesota	5	\$80,700	\$135,000	\$147,400	5	\$0	\$0	\$0
Mississippi	4	-	-	-	4	-	-	-
Missouri	3	-	-	-	3	-	-	-
Montana	2	-	-	-	2	-	-	-
Nebraska	2	-	-	-	2	-	-	-
Nevada		-	-	-		-	-	-
New Hampshire	2	-	-	-	1	-	-	-

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 004 page 2

US Full Time: Government (federal/state/military)

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
New Jersey	1	-	-	-	1	-	-	-
New Mexico	1	-	-	-	1	-	-	-
New York	3	-	-	-	3	-	-	-
North Carolina	4	-	-	-	4	-	-	-
North Dakota	1	-	-	-	1	-	-	-
Ohio	3	-	-	-	3	-	-	-
Oklahoma	1	-	-	-	1	-	-	-
Oregon	4	-	-	-	4	-	-	-
Pennsylvania	3	-	-	-	3	-	-	-
Puerto Rico/Virgin Islands		-	-	-		-	-	-
Rhode Island		-	-	-		-	-	-
South Carolina	2	-	-	-	2	-	-	-
South Dakota	1	-	-	-	1	-	-	-
Tennessee	1	-	-	-	1	-	-	-
Texas	20	\$105,800	\$137,000	\$162,700	20	\$0	\$0	\$2,300
Utah	1	-	-	-	1	-	-	-
Vermont		-	-	-		-	-	-
Virginia	3	-	-	-	3	-	-	-
Washington	3	-	-	-	3	-	-	-
West Virginia		-	-	-		-	-	-
Wisconsin	9	\$103,500	\$126,000	\$140,500	8	\$0	\$0	\$0
Wyoming		-	-	-		-	-	-
Pacific Territories		-	-	-		-	-	-
Sector								
for-profit: publicly traded		-	-	-		-	-	-
for-profit: privately held		-	-	-		-	-	-
non-profit		-	-	-		-	-	-
federal government	12	\$100,800	\$131,500	\$178,800	11	\$0	\$0	\$3,000
state government	107	\$118,000	\$133,000	\$154,000	100	\$0	\$0	\$0
military	12	\$111,100	\$139,000	\$160,500	12	\$800	\$20,500	\$45,700
self-employed		-	-	-		-	-	-

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 004 page 3

US Full Time: Government (federal/state/military)

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Setting								
academia (college/university)	76	\$122,000	\$135,000	\$155,000	70	\$0	\$0	\$0
diagnostic laboratory	35	\$109,500	\$125,000	\$144,800	34	\$0	\$0	\$200
research laboratory	12	\$103,600	\$134,000	\$162,800	12	\$300	\$4,000	\$37,000
contract research organization		-	-	-		-	-	-
medical device company		-	-	-		-	-	-
pharmaceutical company, bulk		-	-	-		-	-	-
chemicals company, agriculture		-	-	-		-	-	-
consulting	1	-	-	-	1	-	-	-
Job Title/Function								
veterinary pathologist, pathologist, diagnostician, etc.	41	\$109,500	\$125,000	\$146,400	37	\$0	\$0	\$0
toxicologic pathologist		-	-	-		-	-	-
federal government or military employee (uniformed services)	18	\$104,900	\$136,500	\$162,200	17	\$0	\$5,000	\$38,600
tenured/tenure-track full or associate professor	7	\$145,000	\$155,000	\$212,000	7	\$0	\$0	\$0
tenured/tenure-track assistant professor	7	\$122,000	\$125,000	\$134,000	7	\$0	\$0	\$3,000
nontenure track (e.g., clinical track) full or associate professor	15	\$149,000	\$155,500	\$167,000	14	\$0	\$0	\$1,600
nontenure track (e.g., clinical track) assistant professor	26	\$124,500	\$132,800	\$137,400	25	\$0	\$0	\$2,000
leadership (president, VP, dean, assistant/associate dean, director/chair, assistant/associate director/chair)	7	\$145,000	\$190,000	\$211,000	7	\$0	\$0	\$20,000
trainee (resident/graduate								
student, post-doctoral fellow)	7	\$35,000	\$35,000	\$40,000	7	\$0	\$0	\$0
other (including consultant)	2	-	-	-	2	-	-	-

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 004 page 4

US Full Time: Government (federal/state/military)

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Number of People Supervised								
25+	10	\$128,800	\$158,500	\$199,000	10	\$0	\$0	\$32,000
5 - 24	37	\$121,700	\$135,000	\$154,800	34	\$0	\$0	\$800
1 - 4	54	\$110,600	\$131,500	\$155,000	51	\$0	\$0	\$1,000
at least one	101	\$117,700	\$134,000	\$155,300	95	\$0	\$0	\$1,500
none	30	\$104,200	\$127,000	\$148,500	28	\$0	\$0	\$0
Number of Years a Board-Certified Pathologist								
20+	14	\$145,500	\$169,100	\$199,000	13	\$0	\$0	\$0
10 - 19	41	\$129,000	\$148,000	\$166,000	41	\$0	\$0	\$1,800
5 - 9	32	\$118,500	\$130,000	\$145,000	31	\$0	\$0	\$3,000
<5	44	\$98,400	\$117,700	\$132,900	38	\$0	\$0	\$1,100
Position Tenure								
10+	35	\$128,000	\$150,300	\$177,300	35	\$0	\$0	\$2,100
5 - 9	23	\$123,000	\$131,000	\$145,000	23	\$0	\$0	\$1,000
1 - 4	49	\$109,500	\$130,000	\$142,500	49	\$0	\$0	\$1,300
<1	24	\$105,000	\$121,000	\$135,000	16	\$0	\$0	\$6,000
Pathology Certification								
anatomic	113	\$116,700	\$133,000	\$155,800	105	\$0	\$0	\$2,100
clinical	16	\$119,000	\$135,800	\$145,000	16	\$0	\$0	\$0
both	1	-	-	-	1	-	-	-
At Least One Certification Other than ACVP								
yes	19	\$115,500	\$135,000	\$150,300	18	\$0	\$0	\$14,600
no	98	\$118,000	\$135,000	\$155,100	92	\$0	\$0	\$1,400
Age								
55+	19	\$145,000	\$177,200	\$195,000	18	\$0	\$0	\$3,500
45 - 54	28	\$125,800	\$152,000	\$162,700	28	\$0	\$0	\$1,100
35 - 44	61	\$113,700	\$127,000	\$137,500	59	\$0	\$0	\$2,500
25 - 34	19	\$90,000	\$115,500	\$134,000	14	\$0	\$0	\$0
Gender								
men	49	\$120,000	\$144,000	\$166,400	47	\$0	\$0	\$2,000
women	77	\$113,300	\$129,000	\$144,000	71	\$0	\$0	\$1,500

NOTE: results not shown if fewer than 5 valid values

ACVP
2023 Salary and Benefits Survey

TABLE 004 page 5

US Full Time: Government (federal/state/military)

	ANNUAL BASE SALARY				OTHER CASH COMPENSATION <i>[those in position in the 12 months prior to 01/01/23]</i>			
	base	25th percentile	50th percentile (median)	75th percentile	base	25th percentile	50th percentile (median)	75th percentile
Gender by Number of Years a Board-Certified Pathologist								
men								
20+	9	\$150,100	\$185,000	\$203,000	8	\$0	\$0	\$0
10 - 19	19	\$138,000	\$155,000	\$180,000	19	\$0	\$0	\$4,000
5 - 9	10	\$117,600	\$132,500	\$147,800	10	\$0	\$0	\$12,000
<5	11	\$109,400	\$118,000	\$132,700	10	\$0	\$0	\$800
women								
20+	5	\$130,500	\$149,000	\$251,100	5	\$0	\$0	\$1,100
10 - 19	20	\$126,900	\$143,000	\$155,900	20	\$0	\$0	\$1,100
5 - 9	22	\$119,100	\$128,500	\$147,300	21	\$0	\$0	\$1,800
<5	30	\$80,500	\$118,800	\$133,200	25	\$0	\$0	\$2,000
Gender by Setting								
men								
academia (college/university)	28	\$122,300	\$147,500	\$164,000	27	\$0	\$0	\$0
diagnostic laboratory	15	\$109,500	\$130,000	\$185,000	14	\$0	\$0	\$3,500
industry	4	-	-	-	4	-	-	-
women								
academia (college/university)	48	\$122,000	\$132,000	\$148,000	43	\$0	\$0	\$0
diagnostic laboratory	19	\$108,000	\$125,000	\$143,000	19	\$0	\$0	\$0
industry	6	\$97,700	\$120,500	\$155,000	6	\$2,500	\$17,500	\$41,400

NOTE: results not shown if fewer than 5 valid values

APPENDIX B: DATA TABLES

Table	Title
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Data Interpretation

000	Key to Tables
001	Employment Status
002	Full-Time Employment Status
003	Hours Worked: Full Time
004	Hours Worked: Part Time
005	Proportion of Time Working Remotely
006	Position Tenure
007	Geographic Distribution: State/Province
008	Geographic Distribution: U.S. Census Region
009	Geographic Distribution: Country
010	Geographic Distribution: World Region
011	Working Location
012	Employment Sector
013	Employment Setting
014	Job Title/Function
015	Proportion of Time Spent: Mean Summary
016	Proportion of Time Spent: Research and Development
017	Proportion of Time Spent: Diagnostics
018	Proportion of Time Spent: Preclinical Safety Assessment
019	Proportion of Time Spent: Teaching
020	Proportion of Time Spent: Admin/Management
021	Proportion of Time Spent: Other
022	Number of People Supervised
023	Pathology Type
024	Main Compensation Structure
025	Base Salary: Full Time
026	Base Salary: Part Time
027	Other Cash Compensation Received
028	Other Cash Compensation: Full Time
029	Other Cash Compensation: Part Time
030	Other Cash Compensation: Full Time Who Received Other Cash Compensation
031	Other Cash Compensation: Part Time Who Received Other Cash Compensation
032	Number of Qualifying Days: Mean Summary
033	Number of Qualifying Days: Paid Vacation Days
034	Number of Qualifying Days: Paid Sick Days
035	Number of Qualifying Days: Personal Time Off

DATA TABLES

Index to Tables

Table	Title
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036	Benefits Offered: Offered Summary
037	Benefits Offered: Employer Offered and Contributed Summary
038	Benefits Offered: Employer Offered but Did Not Contribute Summary
039	Benefits Offered: Employer Did Not Offer Summary
040	Benefits Offered: Medical Insurance
041	Benefits Offered: Dental Insurance
042	Benefits Offered: Life Insurance
043	Benefits Offered: Vision Insurance
044	Benefits Offered: Long-Term Disability Insurance
045	Benefits Offered: Short-Term Disability Insurance
046	Benefits Offered: Flexible Spending Account: Dependent Care
047	Benefits Offered: Flexible Spending Account: Health/Medical
048	Benefits Offered: Paid Family/Medical Leave Excluding Sick Time
049	Benefits Offered: Comp Time or Flex Time
050	Benefits Offered: Defined Contribution Plan
051	Benefits Offered: Pension
052	Benefits Offered: Stock Options / Grants
053	Benefits Offered: Tuition Assistance
054	Benefits Offered: Student Loan Repayment
055	Benefits Offered: Professional Association Dues
056	Benefits Offered: Funding for Continuing Education
057	Benefits Offered: Funding for Professional Development
058	Benefits Offered: Cell Phone
059	Benefits Offered: Laptop or Tablet
060	Number of Paid Family/Medical Leave Days Offered
061	Satisfaction with Number of Paid Family/Medical Leave Days Offered
062	Average Stock Income: Full Time
063	Average Stock Income: Full Time Who Are Offered Stock Options/Grants
064	Student Loan Repayment: Full Time
065	Student Loan Repayment: Full Time Who Are Offered Student Loan Repayment
066	Proportion of Full-Time Employees Working Part Time
067	Number of Years of Post-DVM/VMD Pathology Training Completed
068	Number of Years Been a Board-Certified Pathologist
069	Certifications Held
070	Degrees Held
071	Outstanding Student Loans
072	Demographics Consent
073	Age
074	Identification
075	Transgender
076	Hispanic
077	Race

DATA TABLES

Index to Tables

HOW TO READ THE TABLES

The first column ("TOTAL") shows results for all respondents. Each column to the right represents a specific segment of respondents – for example, those with a job title/function of director.

The circled result in the example below may be paraphrased as

"Among those with a job title/function of director, 57% are current members of XYZ association."

Are you currently a member of XYZ association?					
	TOTAL	-----JOB TITLE/FUNCTION-----			
		C-suite	director	manager	other
base: all respondents	985 100%	29 100%	501 100%	300 100%	150 100%
yes	536 54%	20 69%	286 57%	197 66%	30 20%
no	442 45%	9 31%	213 43%	98 33%	120 80%
no answer	7 1%	0 0%	2 0%	5 2%	0 0%

Use caution when interpreting a column with a base value less than 30 ("C-suite" in the example above). Results based on fewer than 30 responses are not statistically sound, and should not be used to make inferences about that group.

In addition to percentages, three common summary statistics may be presented in this report for numeric variables.

A **mean** is the arithmetic average of a distribution (i.e., a set of values). Because it is arithmetically calculated, it can be multiplied by the population represented to present a total volume estimate. For example, if 100 survey respondents (representing 10,000 people in the population) reported mean expenditures of \$100 each, total expenditures for that population are estimated as $10,000 \times \$100 = \$1,000,000$. Means are very much influenced by extremely large or extremely small values in the distribution (e.g., one millionaire can substantially raise an estimate of average income). Means for grouped data are calculated using the midpoint of each range. The lowest-valued group is represented by its largest value; the highest-valued group by its lowest.

The **standard error** measures the variability associated with the survey's estimate of a population mean. The standard error is analogous to the margin of error associated with percentages: that is, 95% of the time we expect the true (unknown) population mean to be within plus-or-minus two standard errors of the mean calculated from the sample. A standard error that is large in proportion to the mean indicates a high level of statistical instability; trending and projections against such estimates should be undertaken cautiously.

A **median** is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. It represents the "typical" response, and is not influenced by extreme values. For most distributions, the median will be either roughly equal to, or significantly smaller than the mean. Medians for grouped data are calculated by locating the group which contains the 50th percentile, then interpolating between the lower and upper bounds to estimate the precise value. Only the values listed above the statistics on a data table are used in the calculations.

TABLE 000 page 1

Key to Tables

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/self-employed	624	356	119	132	17	94	266	137	125	218	375	26	62	134
margin of error at 95% confidence (percentage points):	±3.0	±3.9	±6.8	±6.4	*	±7.6	±4.5	±6.3	±6.6	±5.0	±3.8	*	±9.4	±6.4

*The margin of error for results based on fewer than 30 responses cannot be meaningfully calculated and the results are considered statistically unstable.

Segment	Description
U.S. FULL TIME	those indicating they are employed or self-employed <u>full time</u> as of January 1, 2023 and primarily working in the United States
EMPLOYMENT SECTOR	those indicating their primary employment sector as:
for-profit	for-profit: publicly traded, or for-profit: privately held
non-profit	non-profit (other than military)
govt	federal government (other than military), state government (other than military), or military
self-employed	self-employed
POSITION TENURE	those indicating the number of years they have been in their primary position as of January 1, 2023 as:
<1	less than 1
1 - 4	1 - 4
5 - 9	5 - 9
10+	10 or more
GENDER	those indicating the self-identify as:
men	man
women	woman
U.S. PART TIME	those indicating they are employed or self-employed, but not full time as of January 1, 2023 and primarily working in the United States
CANADA FT/PT	those indicating they are employed or self-employed as of January 1, 2023 and primarily working in Canada
OTHER FT/PT	those indicating they are employed or self-employed as of January 1, 2023 and primarily working in another country than the United States or Canada

2023 Salary and Benefits Survey

TABLE 001 page 1

Employment Status

1. As of January 1, 2023, were you employed or self-employed?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: all respondents	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
yes	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
no	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 002 page 1

Full-Time Employment Status

2. Were you employed or self-employed full time as of January 1, 2023?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
yes	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	0 0%	58 94%	109 81%
no	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	26 100%	4 6%	25 19%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 003 page 1

Hours Worked: Full Time

3. About how many hours were you working in a typical week?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed full time	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%		58 100%	109 100%
70 or more	12 2%	6 2%	4 3%	2 2%	0 0%	1 1%	4 2%	3 2%	4 3%	1 0%	11 3%		0 0%	0 0%
60 - 69	40 6%	13 4%	13 11%	12 9%	2 12%	2 2%	21 8%	9 7%	8 6%	13 6%	25 7%		1 2%	2 2%
50 - 59	113 18%	44 12%	40 34%	28 21%	1 6%	16 17%	42 16%	26 19%	29 23%	43 20%	65 17%		4 7%	9 8%
41 - 49	214 34%	132 37%	27 23%	50 38%	5 29%	24 26%	97 36%	49 36%	43 34%	76 35%	128 34%		16 28%	35 32%
40	186 30%	114 32%	33 28%	36 27%	3 18%	39 41%	81 30%	35 26%	31 25%	65 30%	109 29%		11 19%	40 37%
35 - 39	37 6%	31 9%	1 1%	4 3%	1 6%	9 10%	13 5%	9 7%	6 5%	11 5%	24 6%		25 43%	20 18%
fewer than 35	21 3%	16 4%	1 1%	0 0%	4 24%	3 3%	8 3%	6 4%	3 2%	8 4%	13 3%		1 2%	3 3%
mean:	46.6	45.0	50.1	48.0	44.5	44.6	46.7	46.9	47.9	46.4	46.8		41.9	43.0
standard error:	0.33	0.39	0.82	0.70	2.43	0.73	0.50	0.71	0.76	0.52	0.44		0.77	0.55
median:	44	42	49	46	41	41	44	44	46	44	44		40	41
no answer	1 0%	0 0%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%		0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 004 page 1

Hours Worked: Part Time

3. About how many hours were you working in a typical week?

----- U.S. FULL TIME -----													

*Due to the significant proportion of respondents answering in the top category, the sample statistic may understate the true population mean.

TABLE 005 page 1

Proportion of Time Working Remotely

4. As of January 1, 2023, approximately what percentage of your time was spent working remotely?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
all of the time	185 30%	170 48%	3 3%	2 2%	10 59%	33 35%	75 28%	45 33%	31 25%	59 27%	122 33%	11 42%	13 21%	24 18%
more than half	73 12%	61 17%	2 2%	6 5%	4 24%	10 11%	30 11%	20 15%	12 10%	23 11%	40 11%	4 15%	2 3%	12 9%
half of the time	44 7%	37 10%	4 3%	2 2%	1 6%	1 1%	23 9%	12 9%	8 6%	18 8%	23 6%	2 8%	2 3%	15 11%
less than half	178 29%	59 17%	69 58%	50 38%	0 0%	25 27%	73 27%	40 29%	40 32%	63 29%	109 29%	7 27%	24 39%	43 32%
none	143 23%	29 8%	41 34%	71 54%	2 12%	25 27%	65 24%	19 14%	34 27%	55 25%	80 21%	2 8%	21 34%	40 30%
no answer	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 006 page 1

Position Tenure

5. As of January 1, 2023, how many years had you been in the primary position you are reporting on?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
20 or more	31 5%	17 5%	6 5%	6 5%	2 12%	0 0%	0 0%	0 0%	31 25%	19 9%	11 3%	2 8%	6 10%	9 7%
10 - 19	94 15%	40 11%	18 15%	29 22%	7 41%	0 0%	0 0%	0 0%	94 75%	37 17%	51 14%	4 15%	16 26%	18 13%
5 - 9	137 22%	81 23%	27 23%	24 18%	5 29%	0 0%	0 0%	137 100%	0 0%	52 24%	82 22%	5 19%	17 27%	29 22%
3 - 4	111 18%	69 19%	17 14%	24 18%	1 6%	0 0%	111 42%	0 0%	0 0%	28 13%	72 19%	4 15%	12 19%	27 20%
1 - 2	155 25%	92 26%	37 31%	25 19%	1 6%	0 0%	155 58%	0 0%	0 0%	53 24%	93 25%	9 35%	7 11%	25 19%
less than 1	94 15%	56 16%	14 12%	24 18%	0 0%	94 100%	0 0%	0 0%	0 0%	29 13%	64 17%	2 8%	4 6%	26 19%
mean:	6.3	5.8	6.3	6.9	11.8	1.0	2.8	7.5	16.2	7.2	5.7	6.7	8.9	6.3
standard error:	0.22	0.28	0.51	0.51	1.38	0.00	0.06	0.00	0.19	0.42	0.27	1.19	0.77	0.50
median:	4	4	4	4	11	1	3	7	17	5	4	4	7	4
no answer	2 0%	1 0%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 007 page 1

Geographic Distribution: State/Province

6. In what location were you primarily working?

	U.S. FULL TIME											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
UNITED STATES:	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	0 0%	0 0%
California	66 11%	44 12%	14 12%	4 3%	4 24%	9 10%	26 10%	16 12%	14 11%	22 10%	43 11%	2 8%	0 0%	0 0%
Massachusetts	42 7%	37 10%	5 4%	0 0%	0 0%	6 6%	18 7%	8 6%	10 8%	19 9%	18 5%	2 8%	0 0%	0 0%
Pennsylvania	39 6%	21 6%	15 13%	3 2%	0 0%	7 7%	15 6%	9 7%	8 6%	14 6%	23 6%	2 8%	0 0%	0 0%
Texas	39 6%	12 3%	6 5%	20 15%	1 6%	7 7%	19 7%	5 4%	8 6%	13 6%	24 6%	1 4%	0 0%	0 0%
New York	33 5%	17 5%	12 10%	3 2%	1 6%	5 5%	17 6%	6 4%	5 4%	17 8%	16 4%	0 0%	0 0%	0 0%
North Carolina	30 5%	17 5%	7 6%	5 4%	1 6%	9 10%	10 4%	9 7%	2 2%	5 2%	25 7%	1 4%	0 0%	0 0%
Maryland	28 4%	13 4%	2 2%	12 9%	1 6%	5 5%	13 5%	5 4%	5 4%	9 4%	16 4%	1 4%	0 0%	0 0%
Ohio	27 4%	17 5%	6 5%	3 2%	1 6%	2 2%	15 6%	7 5%	3 2%	9 4%	18 5%	2 8%	0 0%	0 0%
Washington	26 4%	19 5%	4 3%	3 2%	0 0%	5 5%	11 4%	5 4%	5 4%	9 4%	16 4%	2 8%	0 0%	0 0%
Michigan	24 4%	18 5%	4 3%	2 2%	0 0%	9 10%	12 5%	3 2%	0 0%	5 2%	17 5%	2 8%	0 0%	0 0%
Illinois	21 3%	13 4%	1 1%	7 5%	0 0%	4 4%	7 3%	4 3%	6 5%	7 3%	14 4%	0 0%	0 0%	0 0%
Wisconsin	20 3%	9 3%	2 2%	9 7%	0 0%	2 2%	11 4%	5 4%	2 2%	3 1%	16 4%	0 0%	0 0%	0 0%
Colorado	18 3%	11 3%	5 4%	1 1%	1 6%	1 1%	8 3%	3 2%	6 5%	9 4%	9 2%	1 4%	0 0%	0 0%
Minnesota	18 3%	6 2%	6 5%	5 4%	1 6%	1 1%	5 2%	6 4%	6 5%	7 3%	9 2%	2 8%	0 0%	0 0%
Florida	16 3%	11 3%	1 1%	2 2%	2 12%	3 3%	6 2%	5 4%	2 2%	8 4%	7 2%	0 0%	0 0%	0 0%
Indiana	16 3%	14 4%	2 2%	0 0%	0 0%	2 2%	4 2%	8 6%	2 2%	9 4%	6 2%	1 4%	0 0%	0 0%
New Jersey	14 2%	13 4%	0 0%	1 1%	0 0%	0 0%	9 3%	3 2%	2 2%	5 2%	6 2%	0 0%	0 0%	0 0%

TABLE 007 page 2

Geographic Distribution: State/Province

6. In what location were you primarily working?

	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER		U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
		for-profit	non-profit	govt	self-employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
Oregon	12 2%	5 1%	2 2%	4 3%	1 6%	0 0%	5 2%	2 1%	5 4%	2 1%	10 3%	2 8%	0 0%	0 0%
Georgia	11 2%	4 1%	1 1%	6 5%	0 0%	2 2%	3 1%	1 1%	5 4%	2 1%	9 2%	2 8%	0 0%	0 0%
Missouri	11 2%	1 0%	6 5%	3 2%	1 6%	1 1%	6 2%	1 1%	3 2%	3 1%	6 2%	0 0%	0 0%	0 0%
Virginia	11 2%	7 2%	1 1%	3 2%	0 0%	2 2%	2 1%	5 4%	2 2%	2 1%	9 2%	0 0%	0 0%	0 0%
Alabama	8 1%	0 0%	3 3%	5 4%	0 0%	1 1%	4 2%	1 1%	2 2%	1 0%	7 2%	1 4%	0 0%	0 0%
Iowa	8 1%	2 1%	0 0%	5 4%	1 6%	0 0%	7 3%	1 1%	0 0%	3 1%	4 1%	0 0%	0 0%	0 0%
Arizona	7 1%	3 1%	2 2%	2 2%	0 0%	1 1%	3 1%	0 0%	2 2%	2 1%	5 1%	0 0%	0 0%	0 0%
Louisiana	7 1%	3 1%	2 2%	2 2%	0 0%	2 2%	3 1%	1 1%	1 1%	4 2%	3 1%	0 0%	0 0%	0 0%
Tennessee	7 1%	3 1%	3 3%	1 1%	0 0%	0 0%	3 1%	1 1%	3 2%	1 0%	6 2%	0 0%	0 0%	0 0%
Nevada	6 1%	6 2%	0 0%	0 0%	0 0%	0 0%	3 1%	3 2%	0 0%	1 0%	5 1%	0 0%	0 0%	0 0%
New Hampshire	6 1%	4 1%	0 0%	2 2%	0 0%	1 1%	2 1%	1 1%	2 2%	3 1%	3 1%	0 0%	0 0%	0 0%
New Mexico	6 1%	2 1%	3 3%	1 1%	0 0%	2 2%	1 0%	1 1%	2 2%	2 1%	4 1%	0 0%	0 0%	0 0%
Oklahoma	6 1%	4 1%	1 1%	1 1%	0 0%	0 0%	3 1%	1 1%	2 2%	2 1%	4 1%	1 4%	0 0%	0 0%
Connecticut	5 1%	5 1%	0 0%	0 0%	0 0%	1 1%	0 0%	3 2%	1 1%	2 1%	3 1%	0 0%	0 0%	0 0%
Mississippi	5 1%	1 0%	0 0%	4 3%	0 0%	0 0%	2 1%	2 1%	1 1%	3 1%	2 1%	0 0%	0 0%	0 0%
South Carolina	5 1%	3 1%	0 0%	2 2%	0 0%	0 0%	3 1%	2 1%	0 0%	2 1%	2 1%	0 0%	0 0%	0 0%
Kansas	4 1%	2 1%	0 0%	1 1%	1 6%	2 2%	1 0%	1 1%	0 0%	2 1%	2 1%	0 0%	0 0%	0 0%
Kentucky	3 0%	1 0%	2 2%	0 0%	0 0%	1 1%	2 1%	0 0%	0 0%	2 1%	1 0%	0 0%	0 0%	0 0%

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Geographic Distribution: State/Province

6. In what location were you primarily working?

	U.S. FULL TIME											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	EMPLOYMENT SECTOR					POSITION TENURE				GENDER				
	TOTAL	for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
Nebraska	3 0%	1 0%	0 0%	2 2%	0 0%	0 0%	1 0%	1 1%	1 1%	1 0%	2 1%	0 0%	0 0%	0 0%
Arkansas	2 0%	1 0%	0 0%	1 1%	0 0%	0 0%	2 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%
Idaho	2 0%	2 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 2%	0 0%	2 1%	0 0%	0 0%	0 0%
Maine	2 0%	2 1%	0 0%	0 0%	0 0%	0 0%	1 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%
Montana	2 0%	0 0%	0 0%	2 2%	0 0%	0 0%	1 0%	0 0%	1 1%	1 0%	0 0%	0 0%	0 0%	0 0%
Delaware	1 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	1 0%	0 0%	0 0%	0 0%
District of Columbia	1 0%	1 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%
Hawaii	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%
North Dakota	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%
South Dakota	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%
Utah	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%	1 4%	0 0%	0 0%
Vermont	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%	0 0%	0 0%	0 0%
Alaska	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Rhode Island	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
West Virginia	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Wyoming	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Puerto Rico / Virgin Islands	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Pacific Territories	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

TABLE 007 page 4

Geographic Distribution: State/Province

6. In what location were you primarily working?

	U.S. FULL TIME											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
APO	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%	0 0%	0 0%	0 0%
CANADA:	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	62 100%	0 0%
Alberta	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 6%	0 0%
British Columbia	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 6%	0 0%
Manitoba	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 3%	0 0%
New Brunswick	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%
Newfoundland and Labrador	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Northwest Territories	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Nova Scotia	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%
Nunavut	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Ontario	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	20 32%	0 0%
Prince Edward Island	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 5%	0 0%
Quebec	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	22 35%	0 0%
Saskatchewan	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5 8%	0 0%
Yukon Territory	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Outside U.S./Canada	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	134 100%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

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Geographic Distribution: U.S. Census Region

6. In what location were you primarily working?

	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER		U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
		for-profit	non-profit	govt	self-employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed in the U.S.	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%		
NORTHEAST:														
New England (CT, MA, ME, NH, RI, VT)	56 9%	49 14%	5 4%	2 2%	0 0%	8 9%	21 8%	13 9%	14 11%	25 11%	25 7%	2 8%		
Middle Atlantic (NJ, NY, PA)	86 14%	51 14%	27 23%	7 5%	1 6%	12 13%	41 15%	18 13%	15 12%	36 17%	45 12%	2 8%		
MIDWEST:														
East North Central (IL, IN, MI, OH, WI)	108 17%	71 20%	15 13%	21 16%	1 6%	19 20%	49 18%	27 20%	13 10%	33 15%	71 19%	5 19%		
West North Central (IA, KS, MN, MO, NE, ND, SD)	46 7%	12 3%	12 10%	18 14%	4 24%	4 4%	22 8%	10 7%	10 8%	17 8%	24 6%	2 8%		
SOUTH:														
South Atlantic (DC, DE, FL, GA, MD, NC, PR/VI, SC, VA, WV)	103 17%	56 16%	13 11%	30 23%	4 24%	22 23%	37 14%	27 20%	17 14%	29 13%	69 18%	4 15%		
East South Central (AL, KY, MS, TN)	23 4%	5 1%	8 7%	10 8%	0 0%	2 2%	11 4%	4 3%	6 5%	7 3%	16 4%	1 4%		
West South Central (AR, LA, OK, TX)	54 9%	20 6%	9 8%	24 18%	1 6%	9 10%	27 10%	7 5%	11 9%	20 9%	31 8%	2 8%		
WEST:														
Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	42 7%	24 7%	10 8%	7 5%	1 6%	4 4%	16 6%	7 5%	14 11%	16 7%	25 7%	2 8%		
Pacific (AK, CA, HI, OR, WA)	105 17%	68 19%	20 17%	12 9%	5 29%	14 15%	42 16%	24 18%	24 19%	34 16%	69 18%	6 23%		
APO	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%	0 0%		

2023 Salary and Benefits Survey

TABLE 009 page 1

Geographic Distribution: Country

6. In what location were you primarily working?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
United States	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	0 0%	0 0%
Canada	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	62 100%	0 0%
OTHER FOREIGN:	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	134 100%
Australia	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	34 25%
Austria	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%
Brazil	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%
China	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%
Costa Rica	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%
France	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5 4%
Germany	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12 9%
Grenada	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%
Ireland	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%
Israel	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%
Italy	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%
Japan	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6 4%
Netherlands	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%
New Zealand	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	15 11%
Portugal	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%

TABLE 009 page 2

Geographic Distribution: Country

6. In what location were you primarily working?

	TOTAL	-----EMPLOYMENT SECTOR-----				-----U.S. FULL TIME-----				-----POSITION TENURE-----		-----GENDER-----		U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women					
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%		
Romania	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%		
Saint Kitts and Nevis	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5 4%		
Switzerland	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 3%		
Trinidad and Tobago	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%		
United Kingdom	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	35 26%		
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		

TABLE 010 page 1

Geographic Distribution: World Region

6. In what location were you primarily working?

	TOTAL	-----EMPLOYMENT SECTOR-----				-----U.S. FULL TIME-----				-----POSITION TENURE-----		-----GENDER-----		U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women					
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%		
North America	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	0 0%		
Africa	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		
Central America and the Caribbean	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	10 7%		
Asia: Central	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		
Asia: East and Southeast	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8 6%		
Europe	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	63 47%		
Middle East	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%		
Oceania	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	49 37%		
South America	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%		
Asia: South	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		

TABLE 011 page 1

Working Location

7. As of January 1, 2023, which of the following best describes your primary working location?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
urban	226 36%	102 29%	70 59%	52 39%	2 12%	38 40%	93 35%	44 32%	51 41%	81 37%	132 35%	10 38%	36 58%	63 47%
suburban	314 50%	203 57%	39 33%	60 45%	12 71%	41 44%	135 51%	77 56%	59 47%	116 53%	187 50%	12 46%	22 35%	49 37%
rural	82 13%	50 14%	9 8%	20 15%	3 18%	15 16%	37 14%	16 12%	14 11%	20 9%	55 15%	4 15%	4 6%	22 16%
no answer	2 0%	1 0%	1 1%	0 0%	0 0%	0 0%	1 0%	0 0%	1 1%	1 0%	1 0%	0 0%	0 0%	0 0%

TABLE 012 page 1

Employment Sector

8. What was your primary employment sector?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
for-profit: publicly traded	256 41%	256 72%	0 0%	0 0%	0 0%	39 41%	117 44%	54 39%	46 37%	94 43%	147 39%	6 23%	20 32%	45 34%
non-profit (other than government)	119 19%	0 0%	119 100%	0 0%	0 0%	14 15%	54 20%	27 20%	24 19%	35 16%	80 21%	5 19%	16 26%	14 10%
state government (other than military)	107 17%	0 0%	0 0%	107 81%	0 0%	19 20%	38 14%	20 15%	30 24%	40 18%	66 18%	1 4%	10 16%	9 7%
for-profit: privately held	100 16%	100 28%	0 0%	0 0%	0 0%	17 18%	44 17%	27 20%	11 9%	32 15%	62 17%	3 12%	15 24%	53 40%
self-employed	17 3%	0 0%	0 0%	0 0%	17 100%	0 0%	2 1%	5 4%	9 7%	7 3%	9 2%	11 42%	0 0%	5 4%
federal government (other than military)	13 2%	0 0%	0 0%	13 10%	0 0%	1 1%	5 2%	4 3%	3 2%	4 2%	6 2%	0 0%	1 2%	7 5%
military	12 2%	0 0%	0 0%	12 9%	0 0%	4 4%	6 2%	0 0%	2 2%	6 3%	5 1%	0 0%	0 0%	0 0%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%

TABLE 013 page 1

Employment Setting

9. What was your primary employment setting?

	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----		U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
diagnostic laboratory	176 28%	126 35%	10 8%	35 27%	5 29%	21 22%	68 26%	45 33%	40 32%	54 25%	119 32%	7 27%	32 52%	72 54%
academia (college/university)	174 28%	8 2%	90 76%	76 58%	0 0%	29 31%	73 27%	32 23%	40 32%	55 25%	116 31%	6 23%	12 19%	43 32%
contract research organization	111 18%	103 29%	6 5%	0 0%	2 12%	19 20%	52 20%	29 21%	11 9%	38 17%	66 18%	2 8%	16 26%	5 4%
pharmaceutical company	104 17%	104 29%	0 0%	0 0%	0 0%	14 15%	49 18%	20 15%	21 17%	50 23%	43 11%	3 12%	0 0%	7 5%
research laboratory	19 3%	2 1%	4 3%	13 10%	0 0%	4 4%	10 4%	2 1%	3 2%	6 3%	9 2%	0 0%	1 2%	1 1%
consulting	11 2%	1 0%	0 0%	1 1%	9 53%	1 1%	2 1%	2 1%	6 5%	6 3%	3 1%	7 27%	0 0%	1 1%
medical device company	5 1%	4 1%	1 1%	0 0%	0 0%	2 2%	3 1%	0 0%	0 0%	3 1%	2 1%	0 0%	0 0%	0 0%
bulk chemicals company	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
agriculture	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%
other	23 4%	7 2%	8 7%	7 5%	1 6%	4 4%	8 3%	7 5%	4 3%	6 3%	16 4%	1 4%	1 2%	4 3%
no answer	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 014 page 1

Job Title/Function

10. Which of these job titles/functions most closely matched your primary position as of January 1, 2023?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
veterinary pathologist, pathologist, diagnostician, laboratory diagnostician, etc.	226 36%	152 43%	24 20%	41 31%	9 53%	37 39%	84 32%	59 43%	45 36%	63 29%	158 42%	8 31%	37 60%	88 66%
toxicologic pathologist	161 26%	149 42%	7 6%	0 0%	5 29%	22 23%	76 29%	36 26%	27 22%	66 30%	79 21%	6 23%	12 19%	7 5%
federal government employee: less than GS-14	5 1%	0 0%	0 0%	5 4%	0 0%	0 0%	2 1%	2 1%	1 1%	0 0%	3 1%	0 0%	0 0%	1 1%
federal government employee: GS-14 or greater	3 0%	0 0%	0 0%	3 2%	0 0%	1 1%	0 0%	1 1%	1 1%	2 1%	1 0%	0 0%	0 0%	0 0%
uniformed services O-3/O-4	3 0%	0 0%	0 0%	3 2%	0 0%	1 1%	2 1%	0 0%	0 0%	1 0%	2 1%	0 0%	0 0%	0 0%
uniformed services O-5/O-6	8 1%	0 0%	0 0%	8 6%	0 0%	3 3%	4 2%	0 0%	1 1%	5 2%	2 1%	0 0%	0 0%	0 0%
tenured/tenure-track full professor	9 1%	0 0%	6 5%	3 2%	0 0%	0 0%	0 0%	0 0%	9 7%	4 2%	5 1%	1 4%	2 3%	6 4%
tenured/tenure-track associate professor	9 1%	1 0%	4 3%	4 3%	0 0%	0 0%	1 0%	1 1%	7 6%	5 2%	4 1%	0 0%	4 6%	4 3%
tenured/tenure-track assistant professor	15 2%	0 0%	8 7%	7 5%	0 0%	4 4%	8 3%	2 1%	1 1%	7 3%	8 2%	0 0%	4 6%	7 5%
nontenure track (e.g., clinical track) full professor	13 2%	0 0%	4 3%	9 7%	0 0%	1 1%	2 1%	1 1%	9 7%	7 3%	5 1%	0 0%	0 0%	2 1%
nontenure track (e.g., clinical track) associate professor	16 3%	1 0%	9 8%	6 5%	0 0%	0 0%	3 1%	7 5%	6 5%	4 2%	11 3%	0 0%	0 0%	3 2%
nontenure track (e.g., clinical track) assistant professor	55 9%	2 1%	27 23%	26 20%	0 0%	12 13%	31 12%	11 8%	1 1%	16 7%	39 10%	1 4%	1 2%	4 3%
instructor	3 0%	1 0%	1 1%	1 1%	0 0%	1 1%	2 1%	0 0%	0 0%	1 0%	2 1%	0 0%	0 0%	0 0%
consultant	3 0%	0 0%	0 0%	0 0%	3 18%	0 0%	0 0%	2 1%	1 1%	2 1%	1 0%	6 23%	0 0%	1 1%
director/chair (including assistant/associate director/ chair)	48 8%	34 10%	8 7%	6 5%	0 0%	5 5%	18 7%	11 8%	13 10%	21 10%	25 7%	1 4%	2 3%	4 3%
president/vice president/dean (including assistant/associate dean)	10 2%	8 2%	1 1%	1 1%	0 0%	0 0%	7 3%	0 0%	3 2%	7 3%	1 0%	0 0%	0 0%	0 0%
post-doctoral fellow	10 2%	0 0%	9 8%	1 1%	0 0%	5 5%	4 2%	1 1%	0 0%	2 1%	8 2%	0 0%	0 0%	1 1%

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TABLE 014 page 2

Job Title/Function

10. Which of these job titles/functions most closely matched your primary position as of January 1, 2023?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
resident/graduate student	17 3%	0 0%	11 9%	6 5%	0 0%	1 1%	15 6%	1 1%	0 0%	0 0%	17 5%	2 8%	0 0%	3 2%
other	10 2%	8 2%	0 0%	2 2%	0 0%	1 1%	7 3%	2 1%	0 0%	5 2%	4 1%	1 4%	0 0%	3 2%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

TABLE 015 page 1

Proportion of Time Spent: Mean Summary

11. What percentage of the time were you spending in each of these areas for your primary position?

	TOTAL	-----EMPLOYMENT SECTOR-----				-----U.S. FULL TIME-----				-----POSITION TENURE-----		-----GENDER-----		U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women					
MEAN SUMMARY																
base: respondents employed/ self-employed answering (fill-in answers)																
diagnostics	37.4%	31.7%	39.3%	50.6%	38.4%	40.3%	34.6%	38.0%	40.0%	31.9%	42.7%	33.3%	47.3%	59.4%		
preclinical safety assessment	26.5%	41.4%	6.9%	3.0%	36.5%	25.6%	28.6%	30.0%	19.5%	29.9%	23.4%	30.6%	23.3%	5.3%		
research and development	16.5%	13.2%	27.4%	15.9%	14.2%	20.0%	18.2%	10.3%	17.4%	17.3%	15.3%	27.7%	10.0%	11.1%		
admin/management	11.1%	10.7%	10.5%	13.5%	6.9%	6.5%	10.9%	13.2%	12.3%	12.6%	9.9%	5.0%	8.8%	10.1%		
teaching	6.8%	1.6%	14.9%	14.0%	2.2%	6.4%	6.1%	6.1%	9.4%	6.4%	7.3%	3.4%	9.3%	12.9%		
other	1.7%	1.4%	0.9%	3.0%	1.8%	1.1%	1.6%	2.5%	1.4%	1.9%	1.3%	0.0%	1.2%	1.2%		
TOTAL =	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		

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TABLE 016 page 1

Proportion of Time Spent: Research and Development

11. What percentage of the time were you spending in each of these areas for your primary position?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
RESEARCH AND DEVELOPMENT														
base: respondents employed/ self-employed (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
100%	13 2%	8 2%	4 3%	1 1%	0 0%	2 2%	8 3%	1 1%	2 2%	7 3%	5 1%	5 19%	1 2%	1 1%
75% - 99%	26 4%	10 3%	10 8%	4 3%	2 12%	7 7%	9 3%	4 3%	6 5%	9 4%	16 4%	0 0%	0 0%	2 1%
50% - 74%	38 6%	20 6%	11 9%	7 5%	0 0%	7 7%	22 8%	3 2%	6 5%	10 5%	23 6%	1 4%	2 3%	5 4%
25% - 49%	82 13%	38 11%	26 22%	17 13%	1 6%	10 11%	39 15%	12 9%	21 17%	32 15%	42 11%	4 15%	7 11%	12 9%
1% - 24%	188 30%	71 20%	53 45%	61 46%	3 18%	31 33%	76 29%	41 30%	40 32%	64 29%	118 31%	4 15%	16 26%	54 40%
none	276 44%	208 58%	15 13%	42 32%	11 65%	37 39%	112 42%	76 55%	49 39%	96 44%	171 46%	12 46%	36 58%	60 45%
mean:	16.5%	13.2%	27.4%	15.9%	14.2%	20.0%	18.2%	10.3%	17.4%	17.3%	15.3%	27.7%	10.0%	11.1%
standard error:	1.00%	1.27%	2.53%	1.86%	7.47%	2.94%	1.58%	1.67%	2.22%	1.76%	1.24%	7.70%	2.37%	1.54%
median:	5%	0%	20%	7%	0%	5%	5%	0%	5%	5%	5%	6%	0%	3%
no answer	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%

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TABLE 017 page 1

Proportion of Time Spent: Diagnostics

11. What percentage of the time were you spending in each of these areas for your primary position?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
DIAGNOSTICS														
base: respondents employed/ self-employed (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
100%	79 13%	66 19%	0 0%	12 9%	1 6%	17 18%	28 11%	14 10%	19 15%	22 10%	56 15%	4 15%	11 18%	22 16%
75% - 99%	89 14%	42 12%	16 13%	27 20%	4 24%	13 14%	38 14%	23 17%	15 12%	25 11%	63 17%	4 15%	14 23%	39 29%
50% - 74%	89 14%	10 3%	35 29%	41 31%	3 18%	13 14%	33 12%	23 17%	20 16%	28 13%	61 16%	1 4%	7 11%	21 16%
25% - 49%	49 8%	4 1%	26 22%	19 14%	0 0%	4 4%	21 8%	8 6%	15 12%	18 8%	28 7%	1 4%	4 6%	22 16%
1% - 24%	73 12%	26 7%	28 24%	19 14%	0 0%	12 13%	35 13%	10 7%	16 13%	24 11%	45 12%	2 8%	4 6%	17 13%
none	244 39%	207 58%	14 12%	14 11%	9 53%	35 37%	111 42%	59 43%	39 31%	101 46%	122 33%	14 54%	22 35%	13 10%
mean:	37.4%	31.7%	39.3%	50.6%	38.4%	40.3%	34.6%	38.0%	40.0%	31.9%	42.7%	33.3%	47.3%	59.4%
standard error:	1.60%	2.34%	2.60%	2.83%	10.63%	4.23%	2.44%	3.44%	3.48%	2.61%	2.08%	8.19%	5.44%	3.09%
median:	20%	0%	40%	50%	0%	23%	10%	20%	35%	5%	40%	0%	50%	66%
no answer	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 018 page 1

Proportion of Time Spent: Preclinical Safety Assessment

11. What percentage of the time were you spending in each of these areas for your primary position?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
PRECLINICAL SAFETY ASSESSMENT														
base: respondents employed/ self-employed (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
100%	61 10%	56 16%	1 1%	1 1%	3 18%	10 11%	23 9%	21 15%	7 6%	28 13%	31 8%	4 15%	8 13%	2 1%
75% - 99%	79 13%	70 20%	5 4%	1 1%	3 18%	9 10%	42 16%	17 12%	11 9%	25 11%	46 12%	2 8%	7 11%	1 1%
50% - 74%	46 7%	40 11%	3 3%	2 2%	1 6%	7 7%	23 9%	8 6%	8 6%	19 9%	21 6%	3 12%	0 0%	4 3%
25% - 49%	21 3%	19 5%	1 1%	1 1%	0 0%	4 4%	11 4%	1 1%	5 4%	11 5%	9 2%	1 4%	1 2%	5 4%
1% - 24%	29 5%	12 3%	10 8%	7 5%	0 0%	7 7%	10 4%	4 3%	8 6%	10 5%	17 5%	0 0%	0 0%	5 4%
none	387 62%	158 44%	99 83%	120 91%	10 59%	57 61%	157 59%	86 63%	85 68%	125 57%	251 67%	16 62%	46 74%	117 87%
mean:	26.5%	41.4%	6.9%	3.0%	36.5%	25.6%	28.6%	30.0%	19.5%	29.9%	23.4%	30.6%	23.3%	5.3%
standard error:	1.55%	2.23%	1.90%	1.22%	11.05%	3.95%	2.39%	3.61%	3.04%	2.71%	1.95%	8.20%	5.17%	1.51%
median:	0%	30%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
no answer	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%

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TABLE 019 page 1

Proportion of Time Spent: Teaching

11. What percentage of the time were you spending in each of these areas for your primary position?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
TEACHING														
base: respondents employed/ self-employed (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
75% - 99%	3 0%	1 0%	0 0%	2 2%	0 0%	0 0%	2 1%	0 0%	1 1%	1 0%	2 1%	0 0%	1 2%	2 1%
50% - 74%	5 1%	0 0%	3 3%	2 2%	0 0%	2 2%	1 0%	1 1%	1 1%	1 0%	4 1%	0 0%	3 5%	9 7%
25% - 49%	60 10%	6 2%	30 25%	24 18%	0 0%	6 6%	21 8%	13 9%	20 16%	24 11%	35 9%	1 4%	7 11%	19 14%
1% - 24%	194 31%	54 15%	62 52%	72 55%	6 35%	28 30%	87 33%	40 29%	39 31%	62 28%	127 34%	7 27%	16 26%	48 36%
none	361 58%	294 83%	24 20%	32 24%	11 65%	58 62%	155 58%	83 61%	63 50%	130 60%	207 55%	18 69%	35 56%	56 42%
mean:	6.8%	1.6%	14.9%	14.0%	2.2%	6.4%	6.1%	6.1%	9.4%	6.4%	7.3%	3.4%	9.3%	12.9%
standard error:	0.50%	0.34%	1.36%	1.36%	1.04%	1.21%	0.76%	0.95%	1.31%	0.80%	0.68%	1.25%	2.16%	1.68%
median:	0%	0%	10%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
no answer	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 020 page 1

Proportion of Time Spent: Admin/Management

11. What percentage of the time were you spending in each of these areas for your primary position?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
ADMIN/MANAGEMENT														
base: respondents employed/ self-employed (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
100%	10 2%	10 3%	0 0%	0 0%	0 0%	0 0%	5 2%	4 3%	1 1%	5 2%	5 1%	0 0%	1 2%	0 0%
75% - 99%	18 3%	7 2%	4 3%	7 5%	0 0%	0 0%	7 3%	5 4%	5 4%	9 4%	7 2%	1 4%	1 2%	0 0%
50% - 74%	37 6%	21 6%	6 5%	10 8%	0 0%	6 6%	16 6%	8 6%	7 6%	13 6%	21 6%	0 0%	1 2%	9 7%
25% - 49%	25 4%	12 3%	4 3%	7 5%	2 12%	3 3%	8 3%	6 4%	8 6%	7 3%	17 5%	0 0%	2 3%	10 7%
1% - 24%	183 29%	71 20%	56 47%	49 37%	7 41%	24 26%	72 27%	45 33%	42 34%	64 29%	111 30%	5 19%	22 35%	51 38%
none	350 56%	234 66%	49 41%	59 45%	8 47%	61 65%	158 59%	69 50%	61 49%	120 55%	214 57%	20 77%	35 56%	64 48%
mean:	11.1%	10.7%	10.5%	13.5%	6.9%	6.5%	10.9%	13.2%	12.3%	12.6%	9.9%	5.0%	8.8%	10.1%
standard error:	0.88%	1.22%	1.68%	1.96%	2.84%	1.41%	1.35%	2.13%	2.00%	1.65%	1.03%	2.97%	2.46%	1.34%
median:	0%	0%	5%	5%	5%	0%	0%	0%	4%	0%	0%	0%	0%	4%
no answer	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 021 page 1

Proportion of Time Spent: Other

11. What percentage of the time were you spending in each of these areas for your primary position?

	----- U.S. FULL TIME -----													
	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----			U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
OTHER														
base: respondents employed/ self-employed (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
100%	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
75% - 99%	3 0%	2 1%	0 0%	1 1%	0 0%	0 0%	1 0%	2 1%	0 0%	2 1%	1 0%	0 0%	0 0%	0 0%
50% - 74%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
25% - 49%	5 1%	2 1%	0 0%	3 2%	0 0%	0 0%	2 1%	3 2%	0 0%	2 1%	2 1%	0 0%	0 0%	1 1%
1% - 24%	65 10%	28 8%	16 13%	19 14%	2 12%	11 12%	20 8%	15 11%	19 15%	23 11%	41 11%	0 0%	9 15%	14 10%
none	549 88%	323 91%	103 87%	108 82%	15 88%	83 88%	242 91%	117 85%	105 84%	191 88%	331 88%	26 100%	53 85%	119 89%
mean:	1.7%	1.4%	0.9%	3.0%	1.8%	1.1%	1.6%	2.5%	1.4%	1.9%	1.3%	0.0%	1.2%	1.2%
standard error:	0.32%	0.38%	0.23%	1.06%	1.28%	0.38%	0.54%	0.90%	0.35%	0.58%	0.29%	0.00%	0.41%	0.35%
median:	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
no answer	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%

TABLE 022 page 1

Number of People Supervised

12. How many people were you directly and/or indirectly supervising in your primary position?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
100 or more	9 1%	6 2%	2 2%	1 1%	0 0%	0 0%	6 2%	2 1%	1 1%	4 2%	2 1%	0 0%	1 2%	3 2%
75 - 99	4 1%	2 1%	0 0%	2 2%	0 0%	0 0%	1 0%	2 1%	1 1%	4 2%	0 0%	0 0%	0 0%	0 0%
50 - 74	8 1%	3 1%	2 2%	3 2%	0 0%	0 0%	3 1%	3 2%	2 2%	6 3%	2 1%	0 0%	0 0%	1 1%
25 - 49	16 3%	8 2%	3 3%	5 4%	0 0%	1 1%	5 2%	2 1%	8 6%	7 3%	6 2%	0 0%	0 0%	2 1%
10 - 24	57 9%	28 8%	18 15%	11 8%	0 0%	5 5%	25 9%	12 9%	14 11%	22 10%	32 9%	3 12%	7 11%	10 7%
5 - 9	73 12%	26 7%	20 17%	26 20%	1 6%	11 12%	25 9%	14 10%	23 18%	23 11%	46 12%	3 12%	10 16%	21 16%
1 - 4	170 27%	58 16%	53 45%	54 41%	5 29%	28 30%	70 26%	44 32%	27 22%	61 28%	103 27%	1 4%	18 29%	44 33%
none	286 46%	225 63%	21 18%	30 23%	10 59%	49 52%	131 49%	58 42%	48 38%	90 41%	184 49%	19 73%	26 42%	53 40%
mean:	6.8	5.8	8.5	8.7	1.2	2.9	6.9	7.6	8.7	9.5	4.5	2.9	5.4	6.4
standard error:	0.65	0.87	1.45	1.49	0.49	0.56	1.08	1.57	1.45	1.39	0.54	1.11	1.69	1.41
median:	1	0	3	3	0	0	1	2	3	2	1	0	2	2
no answer	1 0%	0 0%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	1 1%	1 0%	0 0%	0 0%	0 0%	0 0%

TABLE 023 page 1

Pathology Type

13. Are you certified in anatomic pathology, clinical pathology, or both?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
anatomic pathology	490 79%	268 75%	93 78%	114 86%	15 88%	81 86%	200 75%	107 78%	101 81%	186 85%	276 74%	20 77%	44 71%	95 71%
clinical pathology	116 19%	78 22%	21 18%	16 12%	1 6%	12 13%	54 20%	29 21%	20 16%	30 14%	83 22%	5 19%	16 26%	32 24%
both anatomic and clinical pathology	16 3%	10 3%	4 3%	1 1%	1 6%	1 1%	10 4%	1 1%	4 3%	2 1%	14 4%	1 4%	2 3%	7 5%
no answer	2 0%	0 0%	1 1%	1 1%	0 0%	0 0%	2 1%	0 0%	0 0%	0 0%	2 1%	0 0%	0 0%	0 0%

TABLE 024 page 1

Main Compensation Structure

14. What best describes your main compensation structure for your primary position as of January 1, 2023?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
annual salary	600 96%	346 97%	118 99%	130 98%	6 35%	93 99%	257 97%	134 98%	115 92%	209 96%	362 97%	12 46%	58 94%	126 94%
per case	14 2%	7 2%	0 0%	0 0%	7 41%	1 1%	5 2%	2 1%	5 4%	4 2%	8 2%	5 19%	0 0%	5 4%
hourly wage	7 1%	0 0%	1 1%	2 2%	4 24%	0 0%	2 1%	1 1%	4 3%	4 2%	3 1%	8 31%	4 6%	3 2%
none of these	3 0%	3 1%	0 0%	0 0%	0 0%	0 0%	2 1%	0 0%	1 1%	1 0%	2 1%	1 4%	0 0%	0 0%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 025 page 1

Base Salary: Full Time

15. As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

	----- U.S. FULL TIME -----										U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----			
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women		
base: respondents employed/ self-employed full time whose compensation structure is annual salary or hourly wage (fill-in answers)	607 100%	346 100%	119 100%	132 100%	10 100%	93 100%	259 100%	135 100%	119 100%	213 100%	365 100%		
\$300,000 or more	28 5%	25 7%	1 1%	1 1%	1 10%	2 2%	12 5%	6 4%	8 7%	14 7%	8 2%	0 0%	0 0%
\$250,000 - \$299,999	61 10%	58 17%	2 2%	1 1%	0 0%	4 4%	23 9%	15 11%	19 16%	34 16%	19 5%	0 0%	1 1%
\$200,000 - \$249,999	94 15%	77 22%	11 9%	6 5%	0 0%	16 17%	38 15%	23 17%	17 14%	30 14%	59 16%	0 0%	3 3%
\$150,000 - \$199,999	187 31%	121 35%	34 29%	31 23%	1 10%	26 28%	78 30%	39 29%	43 36%	67 31%	115 32%	10 17%	10 10%
\$125,000 - \$149,999	133 22%	47 14%	36 30%	48 36%	2 20%	19 20%	59 23%	34 25%	21 18%	37 17%	95 26%	11 19%	9 9%
\$100,000 - \$124,999	56 9%	11 3%	14 12%	30 23%	1 10%	17 18%	21 8%	10 7%	8 7%	22 10%	32 9%	16 28%	26 25%
\$75,000 - \$99,999	10 2%	1 0%	2 2%	7 5%	0 0%	4 4%	4 2%	2 1%	0 0%	2 1%	7 2%	20 34%	31 30%
less than \$75,000	25 4%	0 0%	18 15%	7 5%	0 0%	4 4%	19 7%	2 1%	0 0%	1 0%	24 7%	1 2%	25 24%
n:	594	340	118	131	5	92	254	131	116	207	359	58	105
75th percentile (thousands):	\$210.0	\$247.8	\$167.9	\$155.0	\$256.5	\$195.0	\$210.0	\$215.4	\$245.3	\$240.0	\$195.0	\$141.0	\$120.0
50th percentile (median):	\$165.0	\$195.0	\$140.0	\$133.8	\$145.0	\$150.0	\$162.0	\$165.0	\$176.6	\$180.0	\$156.0	\$116.0	\$98.0
25th percentile:	\$135.0	\$158.0	\$120.0	\$117.0	\$120.0	\$122.3	\$134.0	\$137.0	\$149.6	\$141.0	\$130.0	\$92.7	\$75.5
no answer	13 2%	6 2%	1 1%	1 1%	5 50%	1 1%	5 2%	4 3%	3 3%	6 3%	6 2%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 026 page 1

Base Salary: Part Time

15. As of January 1, 2023, what was your annual base salary (in USD) for your primary position?

----- U.S. FULL TIME -----														
		-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----		U.S. PART TIME	CANADA	OTHER
TOTAL		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women		FT/PT	FT/PT
base: respondents employed/ self-employed part time whose compensation structure is annual salary or hourly wage (fill-in answers)												20 100%	4 100%	24 100%
\$150,000 or more												6 30%		1 4%
\$110,000 - \$149,999												6 30%		1 4%
\$90,000 - \$109,999												3 15%		7 29%
\$70,000 - \$89,999												1 5%		7 29%
\$50,000 - \$69,999												1 5%		5 21%
\$30,000 - \$49,999												3 15%		2 8%
less than \$30,000												0 0%		0 0%
n:												20	4	23
75th percentile (thousands):												\$150.0		\$98.7
50th percentile (median):												\$120.0		\$81.0
25th percentile:												\$81.2		\$60.0
no answer												0 0%		1 4%

2023 Salary and Benefits Survey

TABLE 027 page 1

Other Cash Compensation Received

16. In the 12 months prior to January 1, 2023, what types of other cash compensation (beyond salary, wage, or per case) did you receive in your primary position (if any)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed (multiple answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
bonuses	294 47%	261 73%	13 11%	20 15%	0 0%	27 29%	140 53%	72 53%	54 43%	113 52%	162 43%	6 23%	23 37%	41 31%
share of profits	51 8%	48 13%	0 0%	1 1%	2 12%	5 5%	27 10%	11 8%	8 6%	17 8%	31 8%	2 8%	3 5%	9 7%
incentive pay	46 7%	29 8%	4 3%	13 10%	0 0%	11 12%	18 7%	10 7%	7 6%	18 8%	25 7%	3 12%	3 5%	7 5%
deferred compensation	40 6%	33 9%	3 3%	4 3%	0 0%	1 1%	16 6%	15 11%	8 6%	16 7%	20 5%	2 8%	2 3%	3 2%
commission	38 6%	37 10%	0 0%	1 1%	0 0%	2 2%	14 5%	16 12%	5 4%	11 5%	27 7%	0 0%	5 8%	2 1%
overtime	16 3%	13 4%	1 1%	2 2%	0 0%	2 2%	4 2%	6 4%	4 3%	3 1%	13 3%	1 4%	3 5%	7 5%
other cash beyond salary	36 6%	22 6%	7 6%	6 5%	1 6%	3 3%	20 8%	7 5%	6 5%	10 5%	24 6%	3 12%	5 8%	9 7%
indicated at least one	354 57%	294 83%	24 20%	33 25%	3 18%	33 35%	166 62%	89 65%	65 52%	130 60%	203 54%	7 27%	31 50%	59 44%
none	200 32%	24 7%	84 71%	90 68%	2 12%	20 21%	87 33%	42 31%	51 41%	65 30%	128 34%	12 46%	28 45%	63 47%
not in same position in the 12 months prior to January 1, 2023	40 6%	22 6%	10 8%	8 6%	0 0%	39 41%	1 0%	0 0%	0 0%	12 6%	28 7%	1 4%	3 5%	6 4%
no answer	30 5%	16 4%	1 1%	1 1%	12 71%	2 2%	12 5%	6 4%	9 7%	11 5%	16 4%	6 23%	0 0%	6 4%

2023 Salary and Benefits Survey

TABLE 028 page 1

Other Cash Compensation: Full Time

17. In the 12 months prior to January 1, 2023, approximately what was the total value (in USD) of all other cash compensation (besides salary) you received for your primary position?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed full time (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%		58 100%	109 100%
\$70,000 or more	67 11%	66 19%	1 1%	0 0%	0 0%	0 0%	33 12%	18 13%	16 13%	40 18%	19 5%		0 0%	2 2%
\$60,000 - \$69,999	10 2%	9 3%	1 1%	0 0%	0 0%	1 1%	4 2%	4 3%	1 1%	1 0%	6 2%		1 2%	0 0%
\$50,000 - \$59,999	34 5%	32 9%	1 1%	1 1%	0 0%	1 1%	16 6%	8 6%	9 7%	13 6%	19 5%		1 2%	1 1%
\$40,000 - \$49,999	24 4%	21 6%	0 0%	3 2%	0 0%	3 3%	10 4%	8 6%	3 2%	12 6%	12 3%		0 0%	1 1%
\$30,000 - \$39,999	28 4%	21 6%	1 1%	4 3%	2 12%	7 7%	9 3%	8 6%	4 3%	6 3%	21 6%		3 5%	4 4%
\$20,000 - \$29,999	46 7%	40 11%	2 2%	3 2%	1 6%	3 3%	17 6%	13 9%	13 10%	19 9%	25 7%		3 5%	3 3%
\$10,000 - \$19,999	68 11%	56 16%	7 6%	5 4%	0 0%	12 13%	37 14%	11 8%	7 6%	20 9%	46 12%		9 16%	7 6%
\$5,000 - \$9,999	40 6%	32 9%	5 4%	3 2%	0 0%	3 3%	23 9%	7 5%	7 6%	13 6%	26 7%		6 10%	10 9%
less than \$5,000	37 6%	17 5%	6 5%	14 11%	0 0%	3 3%	17 6%	12 9%	5 4%	6 3%	29 8%		7 12%	23 21%
nothing [did not receive any]	200 32%	24 7%	84 71%	90 68%	2 12%	20 21%	87 33%	42 31%	51 41%	65 30%	128 34%		25 43%	48 44%
n:	554	318	108	123	5	53	253	131	116	195	331		55	99
75th percentile (thousands):	\$35.8	\$55.8	\$0.0	\$1.0	\$32.5	\$22.5	\$39.0	\$40.0	\$38.0	\$50.0	\$25.0		\$13.2	\$6.0
50th percentile (median):	\$9.5	\$25.0	\$0.0	\$0.0	\$29.0	\$10.0	\$9.0	\$14.0	\$5.0	\$14.0	\$6.0		\$0.5	\$0.5
25th percentile:	\$0.0	\$10.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0		\$0.0	\$0.0
not in same position in the 12 months prior to January 1, 2023	40 6%	22 6%	10 8%	8 6%	0 0%	39 41%	1 0%	0 0%	0 0%	12 6%	28 7%		3 5%	6 6%
no answer	30 5%	16 4%	1 1%	1 1%	12 71%	2 2%	12 5%	6 4%	9 7%	11 5%	16 4%		0 0%	4 4%

2023 Salary and Benefits Survey

TABLE 029 page 1

Other Cash Compensation: Part Time

17. In the 12 months prior to January 1, 2023, approximately what was the total value (in USD) of all other cash compensation (besides salary) you received for your primary position?

----- U.S. FULL TIME -----													
-----EMPLOYMENT SECTOR-----													
-----POSITION TENURE-----													
-----GENDER-----													
TOTAL	for-profit	non-profit	govt	self-employed	<1	1 - 4	5 - 9	10+	men	women	U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
base: respondents employed/ self-employed part time (fill-in answers)											26 100%	4 100%	25 100%
\$20,000 or more											4 15%		0 0%
\$10,000 - \$19,999											2 8%		1 4%
\$5,000 - \$9,999											1 4%		1 4%
less than \$5,000											0 0%		6 24%
nothing [did not receive any]											12 46%		15 60%
n:											19	4	23
75th percentile (thousands):											\$18.0		\$2.5
50th percentile (median):											\$0.0		\$0.0
25th percentile:											\$0.0		\$0.0
not in same position <u>in the 12 months prior to</u> January 1, 2023											1 4%		0 0%
no answer											6 23%		2 8%

2023 Salary and Benefits Survey

TABLE 030 page 1

Other Cash Compensation: Full Time Who Received Other Cash Compensation

17. In the 12 months prior to January 1, 2023, approximately what was the total value (in USD) of all other cash compensation (besides salary) you received for your primary position?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed full time who received other cash compensation (fill-in answers)	354 100%	294 100%	24 100%	33 100%	3 100%	33 100%	166 100%	89 100%	65 100%	130 100%	203 100%		30 100%	51 100%
\$70,000 or more	67 19%	66 22%	1 4%	0 0%		0 0%	33 20%	18 20%	16 25%	40 31%	19 9%		0 0%	2 4%
\$60,000 - \$69,999	10 3%	9 3%	1 4%	0 0%		1 3%	4 2%	4 4%	1 2%	1 1%	6 3%		1 3%	0 0%
\$50,000 - \$59,999	34 10%	32 11%	1 4%	1 3%		1 3%	16 10%	8 9%	9 14%	13 10%	19 9%		1 3%	1 2%
\$40,000 - \$49,999	24 7%	21 7%	0 0%	3 9%		3 9%	10 6%	8 9%	3 5%	12 9%	12 6%		0 0%	1 2%
\$30,000 - \$39,999	28 8%	21 7%	1 4%	4 12%		7 21%	9 5%	8 9%	4 6%	6 5%	21 10%		3 10%	4 8%
\$20,000 - \$29,999	46 13%	40 14%	2 8%	3 9%		3 9%	17 10%	13 15%	13 20%	19 15%	25 12%		3 10%	3 6%
\$10,000 - \$19,999	68 19%	56 19%	7 29%	5 15%		12 36%	37 22%	11 12%	7 11%	20 15%	46 23%		9 30%	7 14%
\$5,000 - \$9,999	40 11%	32 11%	5 21%	3 9%		3 9%	23 14%	7 8%	7 11%	13 10%	26 13%		6 20%	10 20%
less than \$5,000	37 10%	17 6%	6 25%	14 42%		3 9%	17 10%	12 13%	5 8%	6 5%	29 14%		7 23%	23 45%
n:	354	294	24	33	3	33	166	89	65	130	203		30	51
75th percentile (thousands):	\$51.6	\$60.0	\$19.3	\$28.0		\$31.0	\$55.2	\$58.4	\$65.0	\$80.0	\$40.0		\$20.0	\$13.6
50th percentile (median):	\$25.0	\$30.0	\$10.0	\$8.0		\$15.0	\$23.5	\$30.0	\$30.0	\$40.0	\$20.0		\$12.0	\$6.0
25th percentile:	\$10.0	\$12.7	\$3.5	\$2.8		\$10.0	\$10.0	\$12.0	\$10.0	\$13.9	\$9.0		\$4.5	\$2.8
not in same position <u>in the 12 months prior to</u> January 1, 2023	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%
no answer	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 031 page 1

Other Cash Compensation: Part Time Who Received Other Cash Compensation

17. In the 12 months prior to January 1, 2023, approximately what was the total value (in USD) of all other cash compensation (besides salary) you received for your primary position?

----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
	for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed part time who received other cash compensation (fill-in answers)*											7 100%	1 100%	8 100%
\$20,000 or more											4 57%		0 0%
\$10,000 - \$19,999											2 29%		1 13%
\$5,000 - \$9,999											1 14%		1 13%
less than \$5,000											0 0%		6 75%
n:											7	1	8
75th percentile (thousands):											\$70.0		\$7.5
50th percentile (median):											\$25.0		\$3.5
25th percentile:											\$15.0		\$2.5
not in same position <u>in the 12 months prior to</u> January 1, 2023											0 0%		0 0%
no answer											0 0%		0 0%

*Results are based on fewer than 30 responses and considered statistically unstable.

TABLE 032 page 1

Number of Qualifying Days: Mean Summary

18. On an annual basis, how many days of each of these do you qualify for?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
MEAN SUMMARY														
base: respondents employed/ self-employed who qualify for each answering [EXCLUDING UNLIMITED]														
personal time off (PTO)	24.9	25.7	19.2	26.4	17.0	23.9	23.4	26.1	28.3	26.5	24.2	28.3		23.0
paid vacation days	21.2	21.1	21.1	21.7		20.0	21.0	20.8	23.3	21.6	20.9	20.0	22.8	26.1
paid sick days	15.5	12.8	17.2	17.6		15.9	15.2	14.4	17.0	15.1	15.7	12.0	12.4	18.0

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TABLE 033 page 1

Number of Qualifying Days: Paid Vacation Days

18. On an annual basis, how many days of each of these do you qualify for?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
PAID VACATION DAYS														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
none	173 28%	132 37%	20 17%	9 7%	12 71%	19 20%	83 31%	42 31%	28 22%	48 22%	116 31%	15 58%	1 2%	12 9%
no answer	4 1%	0 0%	1 1%	2 2%	1 6%	1 1%	1 0%	0 0%	2 2%	2 1%	2 1%	0 0%	0 0%	0 0%
base: respondents employed/ self-employed who qualify for at least one day paid vacation	447 100%	224 100%	98 100%	121 100%	4 100%	74 100%	182 100%	95 100%	95 100%	168 100%	257 100%	11 100%	61 100%	122 100%
35+ days	14 3%	6 3%	4 4%	4 3%	0 0%	1 1%	7 4%	0 0%	6 6%	4 2%	8 3%	0 0%	2 3%	12 10%
30-34 days	30 7%	12 5%	0 0%	18 15%	0 0%	4 5%	13 7%	4 4%	9 9%	13 8%	15 6%	0 0%	7 11%	25 20%
25-29 days	56 13%	29 13%	14 14%	13 11%	0 0%	8 11%	17 9%	14 15%	17 18%	24 14%	30 12%	0 0%	8 13%	31 25%
20-24 days	173 39%	77 34%	51 52%	45 37%	0 0%	27 36%	67 37%	39 41%	40 42%	66 39%	101 39%	3 27%	33 54%	40 33%
15-19 days	85 19%	57 25%	12 12%	16 13%	0 0%	19 26%	37 20%	19 20%	10 11%	32 19%	47 18%	2 18%	7 11%	9 7%
10-14 days	51 11%	21 9%	10 10%	20 17%	0 0%	7 9%	26 14%	10 11%	7 7%	18 11%	32 12%	0 0%	2 3%	3 2%
5-9 days	4 1%	0 0%	2 2%	2 2%	0 0%	3 4%	1 1%	0 0%	0 0%	0 0%	4 2%	0 0%	2 3%	0 0%
3-4 days	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
1-2 days	4 1%	2 1%	1 1%	1 1%	0 0%	1 1%	1 1%	1 1%	1 1%	1 1%	3 1%	0 0%	0 0%	0 0%
mean:	21.2	21.1	21.1	21.7		20.0	21.0	20.8	23.3	21.6	20.9	20.0	22.8	26.1
standard error:	0.31	0.41	0.60	0.66		0.76	0.49	0.58	0.67	0.47	0.41	1.22	0.74	0.52
median:	21	21	22	22		21	21	21	23	22	21	20	22	26
unlimited	30 7%	20 9%	4 4%	2 2%	4 100%	4 5%	13 7%	8 8%	5 5%	10 6%	17 7%	6 55%	0 0%	2 2%

2023 Salary and Benefits Survey

TABLE 034 page 1

Number of Qualifying Days: Paid Sick Days

18. On an annual basis, how many days of each of these do you qualify for?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
PAID SICK DAYS														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
none	276 44%	205 58%	38 32%	21 16%	12 71%	38 40%	124 47%	64 47%	49 39%	92 42%	168 45%	18 69%	8 13%	34 25%
no answer	4 1%	0 0%	1 1%	2 2%	1 6%	1 1%	1 0%	0 0%	2 2%	2 1%	2 1%	0 0%	0 0%	0 0%
base: respondents employed/ self-employed who qualify for at least one day paid sick	344 100%	151 100%	80 100%	109 100%	4 100%	55 100%	141 100%	73 100%	74 100%	124 100%	205 100%	8 100%	54 100%	100 100%
35+ days	43 13%	17 11%	10 13%	16 15%	0 0%	9 16%	13 9%	8 11%	13 18%	16 13%	25 12%	0 0%	3 6%	24 24%
30-34 days	4 1%	0 0%	2 3%	2 2%	0 0%	0 0%	2 1%	0 0%	2 3%	2 2%	2 1%	0 0%	2 4%	3 3%
25-29 days	7 2%	1 1%	4 5%	2 2%	0 0%	1 2%	4 3%	2 3%	0 0%	1 1%	5 2%	0 0%	1 2%	2 2%
20-24 days	32 9%	7 5%	10 13%	15 14%	0 0%	3 5%	14 10%	8 11%	7 9%	10 8%	22 11%	0 0%	1 2%	9 9%
15-19 days	29 8%	4 3%	10 13%	15 14%	0 0%	5 9%	13 9%	3 4%	8 11%	8 6%	20 10%	0 0%	4 7%	3 3%
10-14 days	109 32%	38 25%	26 33%	45 41%	0 0%	20 36%	49 35%	19 26%	21 28%	41 33%	64 31%	2 25%	21 39%	32 32%
5-9 days	68 20%	48 32%	10 13%	10 9%	0 0%	10 18%	24 17%	19 26%	14 19%	29 23%	35 17%	0 0%	16 30%	17 17%
3-4 days	14 4%	11 7%	2 3%	1 1%	0 0%	2 4%	7 5%	2 3%	3 4%	4 3%	10 5%	0 0%	4 7%	7 7%
1-2 days	8 2%	5 3%	2 3%	1 1%	0 0%	1 2%	2 1%	4 5%	1 1%	3 2%	5 2%	0 0%	2 4%	1 1%
mean:	15.5	12.8	17.2	17.6		15.9	15.2	14.4	17.0	15.1	15.7	12.0	12.4	18.0
standard error:	0.55	0.86	1.09	0.88		1.42	0.80	1.23	1.27	0.92	0.70	0.00	1.14	1.16
median:	12	10	14	14		13	13	12	13	12	13	12	11	13
unlimited	30 9%	20 13%	4 5%	2 2%	4 100%	4 7%	13 9%	8 11%	5 7%	10 8%	17 8%	6 75%	0 0%	2 2%

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TABLE 035 page 1

Number of Qualifying Days: Personal Time Off

18. On an annual basis, how many days of each of these do you qualify for?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
PERSONAL TIME OFF (PTO)														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
none	437 70%	209 59%	97 82%	121 92%	10 59%	70 74%	179 67%	92 67%	94 75%	164 75%	253 67%	16 62%	62 100%	127 95%
no answer	4 1%	0 0%	1 1%	2 2%	1 6%	1 1%	1 0%	0 0%	2 2%	2 1%	2 1%	0 0%	0 0%	0 0%
base: respondents employed/ self-employed who qualify for at least one day PTO	183 100%	147 100%	21 100%	9 100%	6 100%	23 100%	86 100%	45 100%	29 100%	52 100%	120 100%	10 100%		7 100%
35+ days	16 9%	13 9%	1 5%	2 22%	0 0%	2 9%	1 1%	6 13%	7 24%	4 8%	12 10%	0 0%		0 0%
30-34 days	20 11%	20 14%	0 0%	0 0%	0 0%	2 9%	8 9%	6 13%	4 14%	9 17%	10 8%	1 10%		1 14%
25-29 days	42 23%	38 26%	1 5%	3 33%	0 0%	2 9%	22 26%	11 24%	7 24%	16 31%	23 19%	3 30%		0 0%
20-24 days	51 28%	42 29%	7 33%	1 11%	1 17%	10 43%	29 34%	8 18%	4 14%	7 13%	40 33%	0 0%		3 43%
15-19 days	14 8%	10 7%	4 19%	0 0%	0 0%	2 9%	7 8%	4 9%	1 3%	5 10%	9 8%	0 0%		1 14%
10-14 days	9 5%	4 3%	3 14%	1 11%	1 17%	1 4%	5 6%	2 4%	1 3%	1 2%	8 7%	0 0%		0 0%
5-9 days	1 1%	0 0%	1 5%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	0 0%		0 0%
3-4 days	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%
1-2 days	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%
mean:	24.9	25.7	19.2	26.4	17.0	23.9	23.4	26.1	28.3	26.5	24.2	28.3		23.0
standard error:	0.51	0.50	1.59	2.99	5.00	1.40	0.66	1.08	1.30	0.89	0.64	1.25		2.45
median:	25	26	20	27	17	23	23	27	29	27	23	28		22
unlimited	30 16%	20 14%	4 19%	2 22%	4 67%	4 17%	13 15%	8 18%	5 17%	10 19%	17 14%	6 60%		2 29%

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TABLE 036 page 1

Benefits Offered: Offered Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	U.S. FULL TIME											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER				
		for-profit	non-profit	govt	self-employed	<1	1 - 4	5 - 9	10+	men	women			
OFFERED SUMMARY (employer offered and contributed or employer offered but did not contribute)														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
medical insurance	607 97%	353 99%	118 99%	130 98%	6 35%	93 99%	261 98%	134 98%	118 94%	209 96%	367 98%	16 62%	59 95%	62 46%
dental insurance	599 96%	350 98%	117 98%	129 98%	3 18%	92 98%	260 98%	132 96%	114 91%	209 96%	360 96%	14 54%	59 95%	29 22%
vision insurance	582 93%	345 97%	112 94%	123 93%	2 12%	89 95%	254 95%	126 92%	112 90%	202 93%	353 94%	13 50%	46 74%	21 16%
life insurance	578 93%	344 97%	109 92%	123 93%	2 12%	88 94%	250 94%	129 94%	110 88%	200 92%	350 93%	14 54%	52 84%	28 21%
defined contribution plan (e.g., 401k)	561 90%	342 96%	105 88%	108 82%	6 35%	84 89%	239 90%	130 95%	107 86%	194 89%	337 90%	15 58%	27 44%	38 28%
long-term disability insurance	537 86%	328 92%	103 87%	105 80%	1 6%	78 83%	227 85%	120 88%	111 89%	189 87%	325 87%	14 54%	50 81%	32 24%
funding for professional development (conferences, seminars, etc.)	535 86%	312 88%	102 86%	114 86%	7 41%	83 88%	234 88%	115 84%	102 82%	179 82%	330 88%	17 65%	51 82%	104 78%
flexible spending account (FSA): health/medical	526 84%	326 92%	98 82%	102 77%	0 0%	79 84%	222 83%	117 85%	107 86%	181 83%	317 85%	12 46%	13 21%	7 5%
short-term disability insurance	512 82%	329 92%	94 79%	89 67%	0 0%	74 79%	219 82%	119 87%	99 79%	173 79%	315 84%	14 54%	39 63%	33 25%
paid family/medical leave excluding sick time (e.g., maternity/paternity)	503 81%	302 85%	101 85%	99 75%	1 6%	77 82%	216 81%	113 82%	96 77%	173 79%	303 81%	12 46%	41 66%	79 59%
laptop or tablet	500 80%	320 90%	84 71%	89 67%	7 41%	78 83%	217 82%	112 82%	92 74%	175 80%	300 80%	15 58%	43 69%	101 75%
flexible spending account (FSA): dependent care	479 77%	295 83%	92 77%	92 70%	0 0%	73 78%	202 76%	107 78%	96 77%	162 74%	294 78%	11 42%	10 16%	6 4%
funding for continuing education	476 76%	300 84%	79 66%	90 68%	7 41%	73 78%	209 79%	96 70%	97 78%	166 76%	290 77%	17 65%	44 71%	89 66%
professional association dues	458 73%	321 90%	71 60%	60 45%	6 35%	68 72%	197 74%	107 78%	85 68%	155 71%	277 74%	14 54%	53 85%	88 66%
tuition assistance	293 47%	157 44%	79 66%	57 43%	0 0%	37 39%	127 48%	64 47%	64 51%	112 51%	169 45%	7 27%	17 27%	20 15%

TABLE 036 page 2

Benefits Offered: Offered Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
stock options / grants	254 41%	236 66%	7 6%	10 8%	1 6%	38 40%	118 44%	58 42%	40 32%	99 45%	138 37%	8 31%	11 18%	17 13%
cell phone	222 36%	170 48%	21 18%	25 19%	6 35%	31 33%	100 38%	44 32%	47 38%	87 40%	120 32%	9 35%	17 27%	35 26%
comp time or flex time	209 33%	120 34%	36 30%	52 39%	1 6%	30 32%	93 35%	44 32%	42 34%	76 35%	119 32%	10 38%	16 26%	36 27%
pension	161 26%	48 13%	33 28%	79 60%	1 6%	29 31%	64 24%	33 24%	35 28%	61 28%	90 24%	3 12%	40 65%	75 56%
student loan repayment	90 14%	51 14%	17 14%	22 17%	0 0%	17 18%	49 18%	10 7%	14 11%	31 14%	53 14%	2 8%	1 2%	5 4%
indicated at least one	616 99%	356 100%	119 100%	130 98%	11 65%	93 99%	265 100%	135 99%	122 98%	214 98%	371 99%	20 77%	61 98%	128 96%
indicated none	8 1%	0 0%	0 0%	2 2%	6 35%	1 1%	1 0%	2 1%	3 2%	4 2%	4 1%	6 23%	1 2%	6 4%

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TABLE 037 page 1

Benefits Offered: Employer Offered and Contributed Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	U.S. FULL TIME											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
EMPLOYER OFFERED AND CONTRIBUTED SUMMARY														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
medical insurance	554 89%	315 88%	109 92%	124 94%	6 35%	84 89%	240 90%	117 85%	112 90%	196 90%	328 87%	13 50%	57 92%	48 36%
defined contribution plan (e.g., 401k)	518 83%	329 92%	95 80%	88 67%	6 35%	76 81%	225 85%	118 86%	98 78%	182 83%	307 82%	15 58%	26 42%	36 27%
funding for professional development (conferences, seminars, etc.)	512 82%	297 83%	100 84%	108 82%	7 41%	81 86%	224 84%	108 79%	98 78%	173 79%	315 84%	15 58%	50 81%	102 76%
dental insurance	495 79%	294 83%	94 79%	104 79%	3 18%	76 81%	214 80%	105 77%	99 79%	185 85%	284 76%	12 46%	56 90%	22 16%
laptop or tablet	491 79%	316 89%	81 68%	87 66%	7 41%	78 83%	215 81%	107 78%	90 72%	172 79%	294 78%	15 58%	42 68%	97 72%
life insurance	483 77%	300 84%	85 71%	96 73%	2 12%	73 78%	211 79%	104 76%	94 75%	168 77%	291 78%	10 38%	49 79%	22 16%
vision insurance	462 74%	282 79%	87 73%	91 69%	2 12%	70 74%	203 76%	97 71%	91 73%	169 78%	270 72%	10 38%	44 71%	18 13%
funding for continuing education	453 73%	281 79%	77 65%	88 67%	7 41%	70 74%	199 75%	89 65%	94 75%	159 73%	275 73%	15 58%	42 68%	87 65%
professional association dues	449 72%	316 89%	70 59%	57 43%	6 35%	67 71%	193 73%	103 75%	85 68%	152 70%	271 72%	13 50%	53 85%	86 64%
long-term disability insurance	405 65%	271 76%	67 56%	66 50%	1 6%	63 67%	177 67%	82 60%	83 66%	153 70%	236 63%	11 42%	47 76%	25 19%
short-term disability insurance	382 61%	276 78%	57 48%	49 37%	0 0%	61 65%	174 65%	83 61%	64 51%	133 61%	230 61%	11 42%	39 63%	28 21%
paid family/medical leave excluding sick time (e.g., maternity/paternity)	342 55%	207 58%	73 61%	61 46%	1 6%	54 57%	163 61%	74 54%	51 41%	119 55%	202 54%	10 38%	38 61%	54 40%
flexible spending account (FSA): health/medical	261 42%	174 49%	42 35%	45 34%	0 0%	39 41%	115 43%	57 42%	50 40%	102 47%	144 38%	8 31%	11 18%	6 4%
flexible spending account (FSA): dependent care	207 33%	145 41%	30 25%	32 24%	0 0%	31 33%	99 37%	47 34%	30 24%	81 37%	115 31%	6 23%	7 11%	5 4%
cell phone	205 33%	159 45%	18 15%	22 17%	6 35%	27 29%	94 35%	41 30%	43 34%	78 36%	112 30%	8 31%	15 24%	35 26%
tuition assistance	201 32%	110 31%	57 48%	34 26%	0 0%	23 24%	95 36%	43 31%	39 31%	77 35%	114 30%	4 15%	15 24%	13 10%

TABLE 037 page 2

Benefits Offered: Employer Offered and Contributed Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
stock options / grants	198 32%	191 54%	2 2%	4 3%	1 6%	26 28%	94 35%	45 33%	33 26%	79 36%	104 28%	7 27%	10 16%	11 8%
comp time or flex time	138 22%	85 24%	21 18%	31 23%	1 6%	22 23%	64 24%	30 22%	22 18%	47 22%	82 22%	8 31%	13 21%	26 19%
pension	136 22%	42 12%	26 22%	67 51%	1 6%	23 24%	52 20%	27 20%	34 27%	54 25%	74 20%	2 8%	40 65%	70 52%
student loan repayment	54 9%	38 11%	8 7%	8 6%	0 0%	10 11%	32 12%	5 4%	7 6%	18 8%	31 8%	2 8%	0 0%	1 1%
indicated at least one	615 99%	355 100%	119 100%	130 98%	11 65%	93 99%	265 100%	134 98%	122 98%	214 98%	370 99%	20 77%	61 98%	128 96%
indicated none	9 1%	1 0%	0 0%	2 2%	6 35%	1 1%	1 0%	3 2%	3 2%	4 2%	5 1%	6 23%	1 2%	6 4%

2023 Salary and Benefits Survey

TABLE 038 page 1

Benefits Offered: Employer Offered but Did Not Contribute Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	U.S. FULL TIME											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
EMPLOYER OFFERED BUT DID NOT CONTRIBUTE SUMMARY														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
flexible spending account (FSA): dependent care	272 44%	150 42%	62 52%	60 45%	0 0%	42 45%	103 39%	60 44%	66 53%	81 37%	179 48%	5 19%	3 5%	1 1%
flexible spending account (FSA): health/medical	265 42%	152 43%	56 47%	57 43%	0 0%	40 43%	107 40%	60 44%	57 46%	79 36%	173 46%	4 15%	2 3%	1 1%
paid family/medical leave excluding sick time (e.g., maternity/paternity)	161 26%	95 27%	28 24%	38 29%	0 0%	23 24%	53 20%	39 28%	45 36%	54 25%	101 27%	2 8%	3 5%	25 19%
long-term disability insurance	132 21%	57 16%	36 30%	39 30%	0 0%	15 16%	50 19%	38 28%	28 22%	36 17%	89 24%	3 12%	3 5%	7 5%
short-term disability insurance	130 21%	53 15%	37 31%	40 30%	0 0%	13 14%	45 17%	36 26%	35 28%	40 18%	85 23%	3 12%	0 0%	5 4%
vision insurance	120 19%	63 18%	25 21%	32 24%	0 0%	19 20%	51 19%	29 21%	21 17%	33 15%	83 22%	3 12%	2 3%	3 2%
dental insurance	104 17%	56 16%	23 19%	25 19%	0 0%	16 17%	46 17%	27 20%	15 12%	24 11%	76 20%	2 8%	3 5%	7 5%
life insurance	95 15%	44 12%	24 20%	27 20%	0 0%	15 16%	39 15%	25 18%	16 13%	32 15%	59 16%	4 15%	3 5%	6 4%
tuition assistance	92 15%	47 13%	22 18%	23 17%	0 0%	14 15%	32 12%	21 15%	25 20%	35 16%	55 15%	3 12%	2 3%	7 5%
comp time or flex time	71 11%	35 10%	15 13%	21 16%	0 0%	8 9%	29 11%	14 10%	20 16%	29 13%	37 10%	2 8%	3 5%	10 7%
stock options / grants	56 9%	45 13%	5 4%	6 5%	0 0%	12 13%	24 9%	13 9%	7 6%	20 9%	34 9%	1 4%	1 2%	6 4%
medical insurance	53 8%	38 11%	9 8%	6 5%	0 0%	9 10%	21 8%	17 12%	6 5%	13 6%	39 10%	3 12%	2 3%	14 10%
defined contribution plan (e.g., 401k)	43 7%	13 4%	10 8%	20 15%	0 0%	8 9%	14 5%	12 9%	9 7%	12 6%	30 8%	0 0%	1 2%	2 1%
student loan repayment	36 6%	13 4%	9 8%	14 11%	0 0%	7 7%	17 6%	5 4%	7 6%	13 6%	22 6%	0 0%	1 2%	4 3%
pension	25 4%	6 2%	7 6%	12 9%	0 0%	6 6%	12 5%	6 4%	1 1%	7 3%	16 4%	1 4%	0 0%	5 4%
funding for continuing education	23 4%	19 5%	2 2%	2 2%	0 0%	3 3%	10 4%	7 5%	3 2%	7 3%	15 4%	2 8%	2 3%	2 1%

TABLE 038 page 2

Benefits Offered: Employer Offered but Did Not Contribute Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
funding for professional development (conferences, seminars, etc.)	23 4%	15 4%	2 2%	6 5%	0 0%	2 2%	10 4%	7 5%	4 3%	6 3%	15 4%	2 8%	1 2%	2 1%
cell phone	17 3%	11 3%	3 3%	3 2%	0 0%	4 4%	6 2%	3 2%	4 3%	9 4%	8 2%	1 4%	2 3%	0 0%
professional association dues	9 1%	5 1%	1 1%	3 2%	0 0%	1 1%	4 2%	4 3%	0 0%	3 1%	6 2%	1 4%	0 0%	2 1%
laptop or tablet	9 1%	4 1%	3 3%	2 2%	0 0%	0 0%	2 1%	5 4%	2 2%	3 1%	6 2%	0 0%	1 2%	4 3%
indicated at least one	406 65%	223 63%	87 73%	96 73%	0 0%	66 70%	165 62%	89 65%	85 68%	132 61%	256 68%	8 31%	15 24%	46 34%
indicated none	218 35%	133 37%	32 27%	36 27%	17 100%	28 30%	101 38%	48 35%	40 32%	86 39%	119 32%	18 69%	47 76%	88 66%

2023 Salary and Benefits Survey

TABLE 039 page 1

Benefits Offered: Employer Did Not Offer Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
EMPLOYER DID NOT OFFER SUMMARY														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
student loan repayment	407 65%	227 64%	83 70%	86 65%	11 65%	66 70%	163 61%	92 67%	84 67%	129 59%	261 70%	20 77%	39 63%	94 70%
pension	342 55%	227 64%	66 55%	39 30%	10 59%	55 59%	142 53%	75 55%	68 54%	106 49%	224 60%	19 73%	14 23%	43 32%
cell phone	319 51%	142 40%	81 68%	88 67%	8 47%	53 56%	130 49%	75 55%	59 47%	98 45%	210 56%	15 58%	26 42%	76 57%
comp time or flex time	294 47%	163 46%	60 50%	60 45%	11 65%	49 52%	122 46%	64 47%	57 46%	90 41%	193 51%	13 50%	27 44%	69 51%
stock options / grants	287 46%	94 26%	89 75%	94 71%	10 59%	48 51%	113 42%	60 44%	64 51%	84 39%	190 51%	16 62%	33 53%	87 65%
tuition assistance	241 39%	146 41%	25 21%	59 45%	11 65%	46 49%	98 37%	52 38%	44 35%	71 33%	157 42%	15 58%	27 44%	81 60%
professional association dues	121 19%	18 5%	40 34%	55 42%	8 47%	20 21%	47 18%	21 15%	32 26%	41 19%	76 20%	10 38%	4 6%	29 22%
funding for continuing education	94 15%	27 8%	30 25%	29 22%	8 47%	13 14%	34 13%	27 20%	19 15%	30 14%	57 15%	8 31%	5 8%	27 20%
laptop or tablet	85 14%	17 5%	29 24%	32 24%	7 41%	11 12%	35 13%	17 12%	21 17%	23 11%	58 15%	9 35%	10 16%	22 16%
flexible spending account (FSA): dependent care	79 13%	25 7%	18 15%	25 19%	11 65%	14 15%	35 13%	16 12%	13 10%	31 14%	42 11%	12 46%	30 48%	99 74%
paid family/medical leave excluding sick time (e.g., maternity/paternity)	76 12%	30 8%	12 10%	23 17%	11 65%	10 11%	31 12%	16 12%	18 14%	25 11%	48 13%	11 42%	13 21%	35 26%
short-term disability insurance	67 11%	15 4%	14 12%	27 20%	11 65%	14 15%	29 11%	10 7%	13 10%	21 10%	39 10%	11 42%	12 19%	78 58%
long-term disability insurance	53 8%	13 4%	12 10%	17 13%	11 65%	11 12%	23 9%	9 7%	9 7%	14 6%	32 9%	11 42%	5 8%	79 59%
flexible spending account (FSA): health/medical	52 8%	9 3%	14 12%	18 14%	11 65%	10 11%	23 9%	10 7%	8 6%	18 8%	32 9%	12 46%	28 45%	97 72%
funding for professional development (conferences, seminars, etc.)	45 7%	20 6%	11 9%	8 6%	6 35%	3 3%	13 5%	15 11%	13 10%	18 8%	24 6%	8 31%	5 8%	20 15%
defined contribution plan (e.g., 401k)	35 6%	7 2%	8 7%	13 10%	7 41%	5 5%	17 6%	3 2%	9 7%	13 6%	21 6%	9 35%	21 34%	66 49%

TABLE 039 page 2

Benefits Offered: Employer Did Not Offer Summary

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
vision insurance	25 4%	6 2%	5 4%	4 3%	10 59%	2 2%	8 3%	7 5%	7 6%	8 4%	14 4%	11 42%	10 16%	85 63%
life insurance	23 4%	4 1%	5 4%	4 3%	10 59%	3 3%	11 4%	2 1%	6 5%	6 3%	14 4%	11 42%	4 6%	82 61%
dental insurance	14 2%	3 1%	1 1%	1 1%	9 53%	1 1%	3 1%	2 1%	7 6%	4 2%	9 2%	11 42%	2 3%	81 60%
medical insurance	8 1%	0 0%	0 0%	0 0%	8 47%	0 0%	1 0%	1 1%	5 4%	4 2%	4 1%	9 35%	2 3%	57 43%
indicated at least one	487 78%	269 76%	99 83%	108 82%	11 65%	85 90%	205 77%	100 73%	95 76%	157 72%	310 83%	21 81%	40 65%	103 77%
indicated none	137 22%	87 24%	20 17%	24 18%	6 35%	9 10%	61 23%	37 27%	30 24%	61 28%	65 17%	5 19%	22 35%	31 23%

TABLE 040 page 1

Benefits Offered: Medical Insurance

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
	for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women				
MEDICAL INSURANCE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	607 97%	353 99%	118 99%	130 98%	6 35%	93 99%	261 98%	134 98%	118 94%	209 96%	367 98%	16 62%	59 95%	62 46%
employer offered and contributed	554 89%	315 88%	109 92%	124 94%	6 35%	84 89%	240 90%	117 85%	112 90%	196 90%	328 87%	13 50%	57 92%	48 36%
employer offered but did not contribute	53 8%	38 11%	9 8%	6 5%	0 0%	9 10%	21 8%	17 12%	6 5%	13 6%	39 10%	3 12%	2 3%	14 10%
employer did not offer	8 1%	0 0%	0 0%	0 0%	8 47%	0 0%	1 0%	1 1%	5 4%	4 2%	4 1%	9 35%	2 3%	57 43%
no answer	9 1%	3 1%	1 1%	2 2%	3 18%	1 1%	4 2%	2 1%	2 2%	5 2%	4 1%	1 4%	1 2%	15 11%

TABLE 041 page 1

Benefits Offered: Dental Insurance

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
DENTAL INSURANCE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	599 96%	350 98%	117 98%	129 98%	3 18%	92 98%	260 98%	132 96%	114 91%	209 96%	360 96%	14 54%	59 95%	29 22%
employer offered and contributed	495 79%	294 83%	94 79%	104 79%	3 18%	76 81%	214 80%	105 77%	99 79%	185 85%	284 76%	12 46%	56 90%	22 16%
employer offered but did not contribute	104 17%	56 16%	23 19%	25 19%	0 0%	16 17%	46 17%	27 20%	15 12%	24 11%	76 20%	2 8%	3 5%	7 5%
employer did not offer	14 2%	3 1%	1 1%	1 1%	9 53%	1 1%	3 1%	2 1%	7 6%	4 2%	9 2%	11 42%	2 3%	81 60%
no answer	11 2%	3 1%	1 1%	2 2%	5 29%	1 1%	3 1%	3 2%	4 3%	5 2%	6 2%	1 4%	1 2%	24 18%

TABLE 042 page 1

Benefits Offered: Life Insurance

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
LIFE INSURANCE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	578 93%	344 97%	109 92%	123 93%	2 12%	88 94%	250 94%	129 94%	110 88%	200 92%	350 93%	14 54%	52 84%	28 21%
employer offered and contributed	483 77%	300 84%	85 71%	96 73%	2 12%	73 78%	211 79%	104 76%	94 75%	168 77%	291 78%	10 38%	49 79%	22 16%
employer offered but did not contribute	95 15%	44 12%	24 20%	27 20%	0 0%	15 16%	39 15%	25 18%	16 13%	32 15%	59 16%	4 15%	3 5%	6 4%
employer did not offer	23 4%	4 1%	5 4%	4 3%	10 59%	3 3%	11 4%	2 1%	6 5%	6 3%	14 4%	11 42%	4 6%	82 61%
no answer	23 4%	8 2%	5 4%	5 4%	5 29%	3 3%	5 2%	6 4%	9 7%	12 6%	11 3%	1 4%	6 10%	24 18%

TABLE 043 page 1

Benefits Offered: Vision Insurance

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
VISION INSURANCE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	582 93%	345 97%	112 94%	123 93%	2 12%	89 95%	254 95%	126 92%	112 90%	202 93%	353 94%	13 50%	46 74%	21 16%
employer offered and contributed	462 74%	282 79%	87 73%	91 69%	2 12%	70 74%	203 76%	97 71%	91 73%	169 78%	270 72%	10 38%	44 71%	18 13%
employer offered but did not contribute	120 19%	63 18%	25 21%	32 24%	0 0%	19 20%	51 19%	29 21%	21 17%	33 15%	83 22%	3 12%	2 3%	3 2%
employer did not offer	25 4%	6 2%	5 4%	4 3%	10 59%	2 2%	8 3%	7 5%	7 6%	8 4%	14 4%	11 42%	10 16%	85 63%
no answer	17 3%	5 1%	2 2%	5 4%	5 29%	3 3%	4 2%	4 3%	6 5%	8 4%	8 2%	2 8%	6 10%	28 21%

TABLE 044 page 1

Benefits Offered: Long-Term Disability Insurance

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
LONG-TERM DISABILITY INSURANCE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	537 86%	328 92%	103 87%	105 80%	1 6%	78 83%	227 85%	120 88%	111 89%	189 87%	325 87%	14 54%	50 81%	32 24%
employer offered and contributed	405 65%	271 76%	67 56%	66 50%	1 6%	63 67%	177 67%	82 60%	83 66%	153 70%	236 63%	11 42%	47 76%	25 19%
employer offered but did not contribute	132 21%	57 16%	36 30%	39 30%	0 0%	15 16%	50 19%	38 28%	28 22%	36 17%	89 24%	3 12%	3 5%	7 5%
employer did not offer	53 8%	13 4%	12 10%	17 13%	11 65%	11 12%	23 9%	9 7%	9 7%	14 6%	32 9%	11 42%	5 8%	79 59%
no answer	34 5%	15 4%	4 3%	10 8%	5 29%	5 5%	16 6%	8 6%	5 4%	15 7%	18 5%	1 4%	7 11%	23 17%

TABLE 045 page 1

Benefits Offered: Short-Term Disability Insurance

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
SHORT-TERM DISABILITY INSURANCE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	512 82%	329 92%	94 79%	89 67%	0 0%	74 79%	219 82%	119 87%	99 79%	173 79%	315 84%	14 54%	39 63%	33 25%
employer offered and contributed	382 61%	276 78%	57 48%	49 37%	0 0%	61 65%	174 65%	83 61%	64 51%	133 61%	230 61%	11 42%	39 63%	28 21%
employer offered but did not contribute	130 21%	53 15%	37 31%	40 30%	0 0%	13 14%	45 17%	36 26%	35 28%	40 18%	85 23%	3 12%	0 0%	5 4%
employer did not offer	67 11%	15 4%	14 12%	27 20%	11 65%	14 15%	29 11%	10 7%	13 10%	21 10%	39 10%	11 42%	12 19%	78 58%
no answer	45 7%	12 3%	11 9%	16 12%	6 35%	6 6%	18 7%	8 6%	13 10%	24 11%	21 6%	1 4%	11 18%	23 17%

TABLE 046 page 1

Benefits Offered: Flexible Spending Account: Dependent Care

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	TOTAL	-----EMPLOYMENT SECTOR-----				-----U.S. FULL TIME-----				-----POSITION TENURE-----		-----GENDER-----		U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women					
FLEXIBLE SPENDING ACCOUNT (FSA): DEPENDENT CARE																
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%			26 100%	62 100%	134 100%
OFFERED:	479 77%	295 83%	92 77%	92 70%	0 0%	73 78%	202 76%	107 78%	96 77%	162 74%	294 78%			11 42%	10 16%	6 4%
employer offered and contributed	207 33%	145 41%	30 25%	32 24%	0 0%	31 33%	99 37%	47 34%	30 24%	81 37%	115 31%			6 23%	7 11%	5 4%
employer offered but did not contribute	272 44%	150 42%	62 52%	60 45%	0 0%	42 45%	103 39%	60 44%	66 53%	81 37%	179 48%			5 19%	3 5%	1 1%
employer did not offer	79 13%	25 7%	18 15%	25 19%	11 65%	14 15%	35 13%	16 12%	13 10%	31 14%	42 11%			12 46%	30 48%	99 74%
no answer	66 11%	36 10%	9 8%	15 11%	6 35%	7 7%	29 11%	14 10%	16 13%	25 11%	39 10%			3 12%	22 35%	29 22%

TABLE 047 page 1

Benefits Offered: Flexible Spending Account: Health/Medical

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	U.S. FULL TIME										U.S. PART TIME	CANADA FT/PT	OTHER FT/PT	
	TOTAL	EMPLOYMENT SECTOR				POSITION TENURE				GENDER				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
FLEXIBLE SPENDING ACCOUNT (FSA): HEALTH/MEDICAL														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	526 84%	326 92%	98 82%	102 77%	0 0%	79 84%	222 83%	117 85%	107 86%	181 83%	317 85%	12 46%	13 21%	7 5%
employer offered and contributed	261 42%	174 49%	42 35%	45 34%	0 0%	39 41%	115 43%	57 42%	50 40%	102 47%	144 38%	8 31%	11 18%	6 4%
employer offered but did not contribute	265 42%	152 43%	56 47%	57 43%	0 0%	40 43%	107 40%	60 44%	57 46%	79 36%	173 46%	4 15%	2 3%	1 1%
employer did not offer	52 8%	9 3%	14 12%	18 14%	11 65%	10 11%	23 9%	10 7%	8 6%	18 8%	32 9%	12 46%	28 45%	97 72%
no answer	46 7%	21 6%	7 6%	12 9%	6 35%	5 5%	21 8%	10 7%	10 8%	19 9%	26 7%	2 8%	21 34%	30 22%

2023 Salary and Benefits Survey

TABLE 048 page 1

Benefits Offered: Paid Family/Medical Leave Excluding Sick Time

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
PAID FAMILY/MEDICAL LEAVE EXCLUDING SICK TIME (E.G., MATERNITY/PATERNITY)														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	503 81%	302 85%	101 85%	99 75%	1 6%	77 82%	216 81%	113 82%	96 77%	173 79%	303 81%	12 46%	41 66%	79 59%
employer offered and contributed	342 55%	207 58%	73 61%	61 46%	1 6%	54 57%	163 61%	74 54%	51 41%	119 55%	202 54%	10 38%	38 61%	54 40%
employer offered but did not contribute	161 26%	95 27%	28 24%	38 29%	0 0%	23 24%	53 20%	39 28%	45 36%	54 25%	101 27%	2 8%	3 5%	25 19%
employer did not offer	76 12%	30 8%	12 10%	23 17%	11 65%	10 11%	31 12%	16 12%	18 14%	25 11%	48 13%	11 42%	13 21%	35 26%
no answer	45 7%	24 7%	6 5%	10 8%	5 29%	7 7%	19 7%	8 6%	11 9%	20 9%	24 6%	3 12%	8 13%	20 15%

2023 Salary and Benefits Survey

TABLE 049 page 1

Benefits Offered: Comp Time or Flex Time

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
COMP TIME OR FLEX TIME														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	209 33%	120 34%	36 30%	52 39%	1 6%	30 32%	93 35%	44 32%	42 34%	76 35%	119 32%	10 38%	16 26%	36 27%
employer offered and contributed	138 22%	85 24%	21 18%	31 23%	1 6%	22 23%	64 24%	30 22%	22 18%	47 22%	82 22%	8 31%	13 21%	26 19%
employer offered but did not contribute	71 11%	35 10%	15 13%	21 16%	0 0%	8 9%	29 11%	14 10%	20 16%	29 13%	37 10%	2 8%	3 5%	10 7%
employer did not offer	294 47%	163 46%	60 50%	60 45%	11 65%	49 52%	122 46%	64 47%	57 46%	90 41%	193 51%	13 50%	27 44%	69 51%
no answer	121 19%	73 21%	23 19%	20 15%	5 29%	15 16%	51 19%	29 21%	26 21%	52 24%	63 17%	3 12%	19 31%	29 22%

TABLE 050 page 1

Benefits Offered: Defined Contribution Plan

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
DEFINED CONTRIBUTION PLAN (E.G., 401K)														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	561 90%	342 96%	105 88%	108 82%	6 35%	84 89%	239 90%	130 95%	107 86%	194 89%	337 90%	15 58%	27 44%	38 28%
employer offered and contributed	518 83%	329 92%	95 80%	88 67%	6 35%	76 81%	225 85%	118 86%	98 78%	182 83%	307 82%	15 58%	26 42%	36 27%
employer offered but did not contribute	43 7%	13 4%	10 8%	20 15%	0 0%	8 9%	14 5%	12 9%	9 7%	12 6%	30 8%	0 0%	1 2%	2 1%
employer did not offer	35 6%	7 2%	8 7%	13 10%	7 41%	5 5%	17 6%	3 2%	9 7%	13 6%	21 6%	9 35%	21 34%	66 49%
no answer	28 4%	7 2%	6 5%	11 8%	4 24%	5 5%	10 4%	4 3%	9 7%	11 5%	17 5%	2 8%	14 23%	30 22%

TABLE 051 page 1

Benefits Offered: Pension

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
PENSION														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	161 26%	48 13%	33 28%	79 60%	1 6%	29 31%	64 24%	33 24%	35 28%	61 28%	90 24%	3 12%	40 65%	75 56%
employer offered and contributed	136 22%	42 12%	26 22%	67 51%	1 6%	23 24%	52 20%	27 20%	34 27%	54 25%	74 20%	2 8%	40 65%	70 52%
employer offered but did not contribute	25 4%	6 2%	7 6%	12 9%	0 0%	6 6%	12 5%	6 4%	1 1%	7 3%	16 4%	1 4%	0 0%	5 4%
employer did not offer	342 55%	227 64%	66 55%	39 30%	10 59%	55 59%	142 53%	75 55%	68 54%	106 49%	224 60%	19 73%	14 23%	43 32%
no answer	121 19%	81 23%	20 17%	14 11%	6 35%	10 11%	60 23%	29 21%	22 18%	51 23%	61 16%	4 15%	8 13%	16 12%

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TABLE 052 page 1

Benefits Offered: Stock Options / Grants

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
STOCK OPTIONS / GRANTS														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	254 41%	236 66%	7 6%	10 8%	1 6%	38 40%	118 44%	58 42%	40 32%	99 45%	138 37%	8 31%	11 18%	17 13%
employer offered and contributed	198 32%	191 54%	2 2%	4 3%	1 6%	26 28%	94 35%	45 33%	33 26%	79 36%	104 28%	7 27%	10 16%	11 8%
employer offered but did not contribute	56 9%	45 13%	5 4%	6 5%	0 0%	12 13%	24 9%	13 9%	7 6%	20 9%	34 9%	1 4%	1 2%	6 4%
employer did not offer	287 46%	94 26%	89 75%	94 71%	10 59%	48 51%	113 42%	60 44%	64 51%	84 39%	190 51%	16 62%	33 53%	87 65%
no answer	83 13%	26 7%	23 19%	28 21%	6 35%	8 9%	35 13%	19 14%	21 17%	35 16%	47 13%	2 8%	18 29%	30 22%

TABLE 053 page 1

Benefits Offered: Tuition Assistance

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
TUITION ASSISTANCE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	293 47%	157 44%	79 66%	57 43%	0 0%	37 39%	127 48%	64 47%	64 51%	112 51%	169 45%	7 27%	17 27%	20 15%
employer offered and contributed	201 32%	110 31%	57 48%	34 26%	0 0%	23 24%	95 36%	43 31%	39 31%	77 35%	114 30%	4 15%	15 24%	13 10%
employer offered but did not contribute	92 15%	47 13%	22 18%	23 17%	0 0%	14 15%	32 12%	21 15%	25 20%	35 16%	55 15%	3 12%	2 3%	7 5%
employer did not offer	241 39%	146 41%	25 21%	59 45%	11 65%	46 49%	98 37%	52 38%	44 35%	71 33%	157 42%	15 58%	27 44%	81 60%
no answer	90 14%	53 15%	15 13%	16 12%	6 35%	11 12%	41 15%	21 15%	17 14%	35 16%	49 13%	4 15%	18 29%	33 25%

2023 Salary and Benefits Survey

TABLE 054 page 1

Benefits Offered: Student Loan Repayment

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
STUDENT LOAN REPAYMENT														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	90 14%	51 14%	17 14%	22 17%	0 0%	17 18%	49 18%	10 7%	14 11%	31 14%	53 14%	2 8%	1 2%	5 4%
employer offered and contributed	54 9%	38 11%	8 7%	8 6%	0 0%	10 11%	32 12%	5 4%	7 6%	18 8%	31 8%	2 8%	0 0%	1 1%
employer offered but did not contribute	36 6%	13 4%	9 8%	14 11%	0 0%	7 7%	17 6%	5 4%	7 6%	13 6%	22 6%	0 0%	1 2%	4 3%
employer did not offer	407 65%	227 64%	83 70%	86 65%	11 65%	66 70%	163 61%	92 67%	84 67%	129 59%	261 70%	20 77%	39 63%	94 70%
no answer	127 20%	78 22%	19 16%	24 18%	6 35%	11 12%	54 20%	35 26%	27 22%	58 27%	61 16%	4 15%	22 35%	35 26%

TABLE 055 page 1

Benefits Offered: Professional Association Dues

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
PROFESSIONAL ASSOCIATION DUES														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	458 73%	321 90%	71 60%	60 45%	6 35%	68 72%	197 74%	107 78%	85 68%	155 71%	277 74%	14 54%	53 85%	88 66%
employer offered and contributed	449 72%	316 89%	70 59%	57 43%	6 35%	67 71%	193 73%	103 75%	85 68%	152 70%	271 72%	13 50%	53 85%	86 64%
employer offered but did not contribute	9 1%	5 1%	1 1%	3 2%	0 0%	1 1%	4 2%	4 3%	0 0%	3 1%	6 2%	1 4%	0 0%	2 1%
employer did not offer	121 19%	18 5%	40 34%	55 42%	8 47%	20 21%	47 18%	21 15%	32 26%	41 19%	76 20%	10 38%	4 6%	29 22%
no answer	45 7%	17 5%	8 7%	17 13%	3 18%	6 6%	22 8%	9 7%	8 6%	22 10%	22 6%	2 8%	5 8%	17 13%

TABLE 056 page 1

Benefits Offered: Funding for Continuing Education

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
FUNDING FOR CONTINUING EDUCATION														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	476 76%	300 84%	79 66%	90 68%	7 41%	73 78%	209 79%	96 70%	97 78%	166 76%	290 77%	17 65%	44 71%	89 66%
employer offered and contributed	453 73%	281 79%	77 65%	88 67%	7 41%	70 74%	199 75%	89 65%	94 75%	159 73%	275 73%	15 58%	42 68%	87 65%
employer offered but did not contribute	23 4%	19 5%	2 2%	2 2%	0 0%	3 3%	10 4%	7 5%	3 2%	7 3%	15 4%	2 8%	2 3%	2 1%
employer did not offer	94 15%	27 8%	30 25%	29 22%	8 47%	13 14%	34 13%	27 20%	19 15%	30 14%	57 15%	8 31%	5 8%	27 20%
no answer	54 9%	29 8%	10 8%	13 10%	2 12%	8 9%	23 9%	14 10%	9 7%	22 10%	28 7%	1 4%	13 21%	18 13%

TABLE 057 page 1

Benefits Offered: Funding for Professional Development

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
FUNDING FOR PROFESSIONAL DEVELOPMENT (CONFERENCES, SEMINARS, ETC.)														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	535 86%	312 88%	102 86%	114 86%	7 41%	83 88%	234 88%	115 84%	102 82%	179 82%	330 88%	17 65%	51 82%	104 78%
employer offered and contributed	512 82%	297 83%	100 84%	108 82%	7 41%	81 86%	224 84%	108 79%	98 78%	173 79%	315 84%	15 58%	50 81%	102 76%
employer offered but did not contribute	23 4%	15 4%	2 2%	6 5%	0 0%	2 2%	10 4%	7 5%	4 3%	6 3%	15 4%	2 8%	1 2%	2 1%
employer did not offer	45 7%	20 6%	11 9%	8 6%	6 35%	3 3%	13 5%	15 11%	13 10%	18 8%	24 6%	8 31%	5 8%	20 15%
no answer	44 7%	24 7%	6 5%	10 8%	4 24%	8 9%	19 7%	7 5%	10 8%	21 10%	21 6%	1 4%	6 10%	10 7%

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TABLE 058 page 1

Benefits Offered: Cell Phone

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
CELL PHONE														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	222 36%	170 48%	21 18%	25 19%	6 35%	31 33%	100 38%	44 32%	47 38%	87 40%	120 32%	9 35%	17 27%	35 26%
employer offered and contributed	205 33%	159 45%	18 15%	22 17%	6 35%	27 29%	94 35%	41 30%	43 34%	78 36%	112 30%	8 31%	15 24%	35 26%
employer offered but did not contribute	17 3%	11 3%	3 3%	3 2%	0 0%	4 4%	6 2%	3 2%	4 3%	9 4%	8 2%	1 4%	2 3%	0 0%
employer did not offer	319 51%	142 40%	81 68%	88 67%	8 47%	53 56%	130 49%	75 55%	59 47%	98 45%	210 56%	15 58%	26 42%	76 57%
no answer	83 13%	44 12%	17 14%	19 14%	3 18%	10 11%	36 14%	18 13%	19 15%	33 15%	45 12%	2 8%	19 31%	23 17%

TABLE 059 page 1

Benefits Offered: Laptop or Tablet

19. Which of the following other benefits does your employer offer (whether you make use of it or not)?

----- U.S. FULL TIME -----												U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----					
	for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women				
LAPTOP OR TABLET														
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
OFFERED:	500 80%	320 90%	84 71%	89 67%	7 41%	78 83%	217 82%	112 82%	92 74%	175 80%	300 80%	15 58%	43 69%	101 75%
employer offered and contributed	491 79%	316 89%	81 68%	87 66%	7 41%	78 83%	215 81%	107 78%	90 72%	172 79%	294 78%	15 58%	42 68%	97 72%
employer offered but did not contribute	9 1%	4 1%	3 3%	2 2%	0 0%	0 0%	2 1%	5 4%	2 2%	3 1%	6 2%	0 0%	1 2%	4 3%
employer did not offer	85 14%	17 5%	29 24%	32 24%	7 41%	11 12%	35 13%	17 12%	21 17%	23 11%	58 15%	9 35%	10 16%	22 16%
no answer	39 6%	19 5%	6 5%	11 8%	3 18%	5 5%	14 5%	8 6%	12 10%	20 9%	17 5%	2 8%	9 15%	11 8%

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TABLE 060 page 1

Number of Paid Family/Medical Leave Days Offered

20. How many days of paid family/medical leave (excluding sick time) did your employer offer as of January 1, 2023, whether or not you used it?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed whose employer offered paid family/medical leave excluding sick time	503 100%	302 100%	101 100%	99 100%	1 100%	77 100%	216 100%	113 100%	96 100%	173 100%	303 100%	12 100%	41 100%	79 100%
91 or more (set number of days)	25 5%	15 5%	7 7%	3 3%	0 0%	4 5%	13 6%	5 4%	3 3%	8 5%	15 5%	1 8%	1 2%	13 16%
61 - 90	50 10%	24 8%	18 18%	8 8%	0 0%	6 8%	24 11%	10 9%	10 10%	12 7%	33 11%	2 17%	2 5%	3 4%
41 - 60	54 11%	41 14%	4 4%	9 9%	0 0%	4 5%	20 9%	14 12%	15 16%	17 10%	35 12%	2 17%	2 5%	5 6%
21 - 40	100 20%	51 17%	24 24%	25 25%	0 0%	15 19%	43 20%	28 25%	14 15%	42 24%	54 18%	2 17%	2 5%	9 11%
15 - 20	42 8%	20 7%	12 12%	10 10%	0 0%	10 13%	15 7%	10 9%	7 7%	17 10%	25 8%	0 0%	2 5%	6 8%
11 - 15	53 11%	27 9%	12 12%	14 14%	0 0%	6 8%	21 10%	10 9%	16 17%	20 12%	32 11%	3 25%	6 15%	9 11%
6 - 10	40 8%	27 9%	7 7%	6 6%	0 0%	10 13%	14 6%	8 7%	8 8%	15 9%	24 8%	0 0%	5 12%	16 20%
1 - 5	56 11%	42 14%	4 4%	10 10%	0 0%	10 13%	30 14%	10 9%	6 6%	16 9%	36 12%	1 8%	14 34%	9 11%
mean:	32.6	31.7	38.2	29.7		28.3	33.6	33.3	33.1	30.5	33.1	40.4	17.5	33.0
standard error:	1.30	1.71	3.05	2.58		3.26	2.10	2.59	2.89	2.04	1.71	9.12	4.03	3.92
median:	25	24	28	23		18	25	27	24	23	24	40	9	16
unlimited days	41 8%	25 8%	6 6%	9 9%	1 100%	6 8%	15 7%	12 11%	8 8%	14 8%	20 7%	0 0%	5 12%	7 9%
no answer	42 8%	30 10%	7 7%	5 5%	0 0%	6 8%	21 10%	6 5%	9 9%	12 7%	29 10%	1 8%	2 5%	2 3%

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TABLE 061 page 1

Satisfaction with Number of Paid Family/Medical Leave Days Offered

21. How satisfied are you with the number of paid family/medical leave (excluding sick time) days your employer offered as of January 1, 2023?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed whose employer offered paid family/medical leave excluding sick time	503 100%	302 100%	101 100%	99 100%	1 100%	77 100%	216 100%	113 100%	96 100%	173 100%	303 100%	12 100%	41 100%	79 100%
5 - very satisfied	210 42%	127 42%	38 38%	44 44%	1 100%	28 36%	91 42%	46 41%	45 47%	81 47%	114 38%	7 58%	19 46%	36 46%
4	94 19%	55 18%	22 22%	17 17%	0 0%	18 23%	37 17%	25 22%	14 15%	36 21%	56 18%	0 0%	4 10%	20 25%
3	120 24%	75 25%	24 24%	21 21%	0 0%	16 21%	52 24%	27 24%	24 25%	40 23%	75 25%	2 17%	15 37%	16 20%
2	27 5%	12 4%	9 9%	6 6%	0 0%	1 1%	11 5%	9 8%	6 6%	7 4%	18 6%	1 8%	2 5%	1 1%
1 - not at all satisfied	21 4%	10 3%	4 4%	7 7%	0 0%	7 9%	10 5%	2 2%	2 2%	1 1%	17 6%	1 8%	0 0%	5 6%
mean:	3.9	4.0	3.8	3.9	5.0	3.8	3.9	4.0	4.0	4.1	3.8	4.0	4.0	4.0
standard error:	0.05	0.07	0.12	0.13		0.15	0.08	0.10	0.12	0.08	0.07	0.45	0.16	0.13
TOP 2	304 60%	182 60%	60 59%	61 62%	1 100%	46 60%	128 59%	71 63%	59 61%	117 68%	170 56%	7 58%	23 56%	56 71%
no answer	31 6%	23 8%	4 4%	4 4%	0 0%	7 9%	15 7%	4 4%	5 5%	8 5%	23 8%	1 8%	1 2%	1 1%

2023 Salary and Benefits Survey

TABLE 062 page 1

Average Stock Income: Full Time

22. Over the past five years, what has been your average annual income from exercising stock options/grants?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	-----EMPLOYMENT SECTOR-----					-----POSITION TENURE-----				-----GENDER-----				
	TOTAL	for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed full time (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%		58 100%	109 100%
\$50,000 or more	36 6%	35 10%	0 0%	1 1%	0 0%	1 1%	16 6%	11 8%	8 6%	17 8%	14 4%		0 0%	1 1%
\$40,000 - \$49,999	7 1%	7 2%	0 0%	0 0%	0 0%	0 0%	3 1%	3 2%	1 1%	5 2%	2 1%		0 0%	1 1%
\$30,000 - \$39,999	6 1%	6 2%	0 0%	0 0%	0 0%	0 0%	3 1%	0 0%	3 2%	5 2%	1 0%		1 2%	1 1%
\$20,000 - \$29,999	15 2%	15 4%	0 0%	0 0%	0 0%	2 2%	6 2%	6 4%	1 1%	11 5%	2 1%		0 0%	0 0%
\$10,000 - \$19,999	15 2%	15 4%	0 0%	0 0%	0 0%	0 0%	7 3%	6 4%	2 2%	7 3%	7 2%		2 3%	0 0%
\$5,000 - \$9,999	1 0%	1 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 0%		1 2%	0 0%
less than \$5,000	12 2%	12 3%	0 0%	0 0%	0 0%	2 2%	6 2%	1 1%	3 2%	6 3%	6 2%		1 2%	0 0%
nothing	38 6%	32 9%	3 3%	3 2%	0 0%	8 9%	20 8%	8 6%	2 2%	10 5%	24 6%		2 3%	0 0%
not offered stock options/grants	287 46%	94 26%	89 75%	94 71%	10 59%	48 51%	113 42%	60 44%	64 51%	84 39%	190 51%		30 52%	71 65%
n:	417	217	92	98	10	62	174	95	84	145	247		37	74
75th percentile (thousands):	\$0	\$22	\$0	\$0	\$0	\$0	\$0	\$10	\$0	\$20	\$0		\$0	\$0
50th percentile (median):	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
25th percentile:	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
don't know	122 20%	112 31%	4 3%	5 4%	1 6%	23 24%	57 21%	22 16%	20 16%	37 17%	80 21%		4 7%	13 12%
no answer	85 14%	27 8%	23 19%	29 22%	6 35%	9 10%	35 13%	20 15%	21 17%	36 17%	48 13%		17 29%	22 20%

*Due to the low incidence of respondents employed/self-employed part time, no tables will be reported for part-time employees.

2023 Salary and Benefits Survey

TABLE 063 page 1

Average Stock Income: Full Time Who Are Offered Stock Options/Grants

22. Over the past five years, what has been your average annual income from exercising stock options/grants?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed full time who receive stock options/grants (fill-in answers)	254 100%	236 100%	7 100%	10 100%	1 100%	38 100%	118 100%	58 100%	40 100%	99 100%	138 100%		11 100%	16 100%
\$50,000 or more	36 14%	35 15%				1 3%	16 14%	11 19%	8 20%	17 17%	14 10%		0 0%	
\$40,000 - \$49,999	7 3%	7 3%				0 0%	3 3%	3 5%	1 3%	5 5%	2 1%		0 0%	
\$30,000 - \$39,999	6 2%	6 3%				0 0%	3 3%	0 0%	3 8%	5 5%	1 1%		1 9%	
\$20,000 - \$29,999	15 6%	15 6%				2 5%	6 5%	6 10%	1 3%	11 11%	2 1%		0 0%	
\$10,000 - \$19,999	15 6%	15 6%				0 0%	7 6%	6 10%	2 5%	7 7%	7 5%		2 18%	
\$5,000 - \$9,999	1 0%	1 0%				1 3%	0 0%	0 0%	0 0%	0 0%	1 1%		1 9%	
less than \$5,000	12 5%	12 5%				2 5%	6 5%	1 2%	3 8%	6 6%	6 4%		1 9%	
nothing	38 15%	32 14%				8 21%	20 17%	8 14%	2 5%	10 10%	24 17%		2 18%	
n:	130	123	3	4	0	14	61	35	20	61	57		7	3
75th percentile (thousands):	\$50.0	\$50.0				\$8.8	\$50.0	\$55.0	\$92.5	\$52.5	\$47.5		\$16.5	
50th percentile (median):	\$16.5	\$20.0				\$0.0	\$15.0	\$20.0	\$30.0	\$25.0	\$3.0		\$5.0	
25th percentile:	\$0.0	\$0.0				\$0.0	\$0.0	\$3.0	\$6.4	\$3.5	\$0.0		\$0.0	
don't know	122 48%	112 47%	4 57%	5 50%	1 100%	23 61%	57 48%	22 38%	20 50%	37 37%	80 58%		4 36%	13 81%
no answer	2 1%	1 0%	0 0%	1 10%	0 0%	1 3%	0 0%	1 2%	0 0%	1 1%	1 1%		0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 064 page 1

Student Loan Repayment: Full Time

23. In 2022, how much did your employer contribute to your student loan repayment?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	-----EMPLOYMENT SECTOR-----					-----POSITION TENURE-----				-----GENDER-----				
	TOTAL	for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed full time (fill-in answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%		58 100%	109 100%
\$50,000 or more	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%
\$40,000 - \$49,999	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%
\$30,000 - \$39,999	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%
\$20,000 - \$29,999	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%
\$10,000 - \$19,999	2 0%	2 1%	0 0%	0 0%	0 0%	0 0%	0 0%	2 1%	0 0%	0 0%	2 1%		0 0%	0 0%
\$5,000 - \$9,999	3 0%	2 1%	0 0%	1 1%	0 0%	0 0%	3 1%	0 0%	0 0%	0 0%	2 1%		0 0%	0 0%
less than \$5,000	9 1%	9 3%	0 0%	0 0%	0 0%	1 1%	6 2%	1 1%	1 1%	1 0%	8 2%		0 0%	0 0%
nothing	47 8%	23 6%	9 8%	15 11%	0 0%	10 11%	23 9%	4 3%	10 8%	17 8%	29 8%		1 2%	0 0%
not offered student loan repayment	407 65%	227 64%	83 70%	86 65%	11 65%	66 70%	163 61%	92 67%	84 67%	129 59%	261 70%		36 62%	76 70%
n:	468	263	92	102	11	77	195	99	95	147	302		37	76
75th percentile (thousands):	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
50th percentile (median):	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
25th percentile:	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
don't know	21 3%	9 3%	7 6%	5 4%	0 0%	5 5%	13 5%	1 1%	2 2%	10 5%	9 2%		0 0%	4 4%
no answer	135 22%	84 24%	20 17%	25 19%	6 35%	12 13%	58 22%	37 27%	28 22%	61 28%	64 17%		21 36%	29 27%

*Due to the low incidence of respondents employed/self-employed part time, no tables will be reported for part-time employees.

2023 Salary and Benefits Survey

TABLE 065 page 1

Student Loan Repayment: Full Time Who Are Offered Student Loan Repayment

23. In 2022, how much did your employer contribute to your student loan repayment?

	----- U.S. FULL TIME -----										U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----			
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women		
base: respondents employed/ self-employed full time who receive stock options/grants (fill-in answers)	90 100%	51 100%	17 100%	22 100%		17 100%	49 100%	10 100%	14 100%	31 100%	53 100%	1 100%	5 100%
\$50,000 or more	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		
\$40,000 - \$49,999	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		
\$30,000 - \$39,999	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		
\$20,000 - \$29,999	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		
\$10,000 - \$19,999	2 2%	2 4%	0 0%	0 0%		0 0%	0 0%	2 20%	0 0%	0 0%	2 4%		
\$5,000 - \$9,999	3 3%	2 4%	0 0%	1 5%		0 0%	3 6%	0 0%	0 0%	0 0%	2 4%		
less than \$5,000	9 10%	9 18%	0 0%	0 0%		1 6%	6 12%	1 10%	1 7%	1 3%	8 15%		
nothing	47 52%	23 45%	9 53%	15 68%		10 59%	23 47%	4 40%	10 71%	17 55%	29 55%	1	
n:	61	36	9	16		11	32	7	11	18	41	1	0
75th percentile (thousands):	\$0.0	\$1.7	\$0.0	\$0.0		\$0.0	\$1.2	\$10.0	\$0.0	\$0.0	\$1.4		
50th percentile (median):	\$0.0	\$0.0	\$0.0	\$0.0		\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0		
25th percentile:	\$0.0	\$0.0	\$0.0	\$0.0		\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0		
don't know	21 23%	9 18%	7 41%	5 23%		5 29%	13 27%	1 10%	2 14%	10 32%	9 17%	0 0%	4 80%
no answer	8 9%	6 12%	1 6%	1 5%		1 6%	4 8%	2 20%	1 7%	3 10%	3 6%	0 0%	1 20%

TABLE 066 page 1

Proportion of Full-Time Employees Working Part Time

24. In addition to the full time primary position you are reporting on, were you also employed or self-employed part-time as of January 1, 2023?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed full time	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%		58 100%	109 100%
yes, paid an annual salary	12 2%	5 1%	3 3%	3 2%	1 6%	0 0%	5 2%	4 3%	3 2%	4 2%	7 2%		1 2%	6 6%
yes, paid an hourly wage	29 5%	16 4%	6 5%	6 5%	1 6%	8 9%	12 5%	7 5%	2 2%	7 3%	21 6%		3 5%	4 4%
yes, paid per case	42 7%	18 5%	10 8%	13 10%	1 6%	4 4%	18 7%	12 9%	8 6%	22 10%	17 5%		4 7%	16 15%
no, but allowed to	282 45%	127 36%	63 53%	78 59%	14 82%	45 48%	118 44%	58 42%	60 48%	96 44%	176 47%		32 55%	40 37%
no, and not allowed to	259 42%	190 53%	37 31%	32 24%	0 0%	37 39%	113 42%	56 41%	52 42%	89 41%	154 41%		18 31%	43 39%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%		0 0%	0 0%

TABLE 067 page 1

Number of Years of Post-DVM/VMD Pathology Training Completed

25. How many years of post-DVM/VMD pathology training have you completed?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
10 or more	146 23%	89 25%	27 23%	23 17%	7 41%	13 14%	53 20%	29 21%	51 41%	66 30%	70 19%	5 19%	6 10%	42 31%
9	15 2%	9 3%	3 3%	2 2%	1 6%	1 1%	4 2%	7 5%	3 2%	5 2%	10 3%	1 4%	1 2%	8 6%
8	25 4%	15 4%	6 5%	4 3%	0 0%	4 4%	7 3%	8 6%	6 5%	10 5%	15 4%	1 4%	3 5%	6 4%
7	45 7%	22 6%	8 7%	14 11%	1 6%	7 7%	22 8%	8 6%	8 6%	15 7%	26 7%	2 8%	2 3%	6 4%
6	46 7%	29 8%	9 8%	8 6%	0 0%	5 5%	23 9%	10 7%	8 6%	18 8%	27 7%	1 4%	2 3%	12 9%
5	71 11%	39 11%	14 12%	18 14%	0 0%	12 13%	33 12%	16 12%	10 8%	20 9%	46 12%	3 12%	4 6%	12 9%
4	70 11%	35 10%	16 13%	15 11%	4 24%	17 18%	33 12%	10 7%	10 8%	24 11%	41 11%	5 19%	9 15%	24 18%
3	205 33%	118 33%	36 30%	47 36%	4 24%	35 37%	90 34%	49 36%	29 23%	60 28%	139 37%	8 31%	35 56%	23 17%
mean:*	5.8	5.9	5.9	5.5	6.7	5.1	5.6	5.8	6.9	6.3	5.5	5.6	4.5	6.6
standard error:	0.11	0.15	0.25	0.23	0.78	0.25	0.16	0.24	0.26	0.19	0.14	0.54	0.30	0.24
median:	5	5	5	5	7	4	5	5	7	6	5	5	3	6
no answer	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	1 1%

*Due to the significant proportion of respondents answering in the top category, the sample statistic may understate the true population mean.

TABLE 068 page 1

Number of Years Been a Board-Certified Pathologist

26. How many years have you been a board-certified pathologist?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
30 or more	37 6%	16 4%	7 6%	7 5%	7 41%	2 2%	8 3%	9 7%	18 14%	22 10%	11 3%	10 38%	5 8%	3 2%
25 - 29	25 4%	18 5%	2 2%	3 2%	2 12%	0 0%	7 3%	7 5%	11 9%	8 4%	14 4%	2 8%	1 2%	5 4%
20 - 24	55 9%	42 12%	6 5%	5 4%	2 12%	4 4%	20 8%	4 3%	26 21%	28 13%	25 7%	2 8%	6 10%	7 5%
15 - 19	79 13%	46 13%	14 12%	18 14%	1 6%	8 9%	18 7%	16 12%	37 30%	32 15%	42 11%	5 19%	9 15%	11 8%
10 - 14	116 19%	75 21%	17 14%	23 17%	1 6%	10 11%	38 14%	38 28%	30 24%	38 17%	69 18%	2 8%	10 16%	18 13%
5 - 9	156 25%	93 26%	27 23%	32 24%	4 24%	17 18%	77 29%	58 42%	3 2%	49 22%	105 28%	2 8%	16 26%	32 24%
3 - 4	41 7%	19 5%	7 6%	15 11%	0 0%	7 7%	32 12%	2 1%	0 0%	8 4%	30 8%	0 0%	6 10%	16 12%
1 - 2	83 13%	36 10%	28 24%	19 14%	0 0%	30 32%	51 19%	2 1%	0 0%	22 10%	58 15%	1 4%	7 11%	28 21%
less than 1	30 5%	9 3%	11 9%	10 8%	0 0%	16 17%	13 5%	1 1%	0 0%	10 5%	20 5%	2 8%	2 3%	14 10%
mean:	11.9	12.8	9.7	10.3	21.8	6.9	9.4	12.8	19.8	13.8	10.5	20.4	12.2	8.8
standard error:	0.34	0.43	0.77	0.70	2.32	0.73	0.47	0.62	0.57	0.61	0.40	2.01	1.08	0.67
median:	10	11	7	8	25	3	7	11	19	13	9	22	10	6
no answer	2 0%	2 1%	0 0%	0 0%	0 0%	0 0%	2 1%	0 0%	0 0%	1 0%	1 0%	0 0%	0 0%	0 0%

2023 Salary and Benefits Survey

TABLE 069 page 1

Certifications Held

27. What certifications, other than from ACVP, do you have?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed (multiple answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
ABT	45 7%	38 11%	1 1%	2 2%	4 24%	3 3%	16 6%	11 8%	15 12%	23 11%	16 4%	0 0%	1 2%	0 0%
MRCVS	19 3%	12 3%	6 5%	1 1%	0 0%	7 7%	6 2%	3 2%	3 2%	3 1%	16 4%	2 8%	5 8%	33 25%
ACPV	16 3%	7 2%	1 1%	7 5%	1 6%	1 1%	7 3%	5 4%	3 2%	4 2%	11 3%	2 8%	0 0%	2 1%
FIATP	15 2%	11 3%	2 2%	0 0%	2 12%	1 1%	6 2%	4 3%	4 3%	9 4%	4 1%	1 4%	1 2%	1 1%
ACLAM	8 1%	1 0%	2 2%	4 3%	1 6%	0 0%	1 0%	4 3%	3 2%	7 3%	0 0%	0 0%	0 0%	0 0%
ACVPM	5 1%	1 0%	0 0%	4 3%	0 0%	1 1%	2 1%	1 1%	1 1%	4 2%	1 0%	0 0%	0 0%	1 1%
MANZCVS	5 1%	4 1%	0 0%	1 1%	0 0%	1 1%	2 1%	1 1%	1 1%	1 0%	3 1%	0 0%	1 2%	24 18%
ACVIM	3 0%	2 1%	1 1%	0 0%	0 0%	1 1%	0 0%	1 1%	1 1%	0 0%	3 1%	0 0%	0 0%	1 1%
ABVT	2 0%	2 1%	0 0%	0 0%	0 0%	1 1%	0 0%	1 1%	0 0%	1 0%	1 0%	0 0%	0 0%	0 0%
FRCPATH	2 0%	0 0%	1 1%	0 0%	1 6%	1 1%	0 0%	0 0%	1 1%	2 1%	0 0%	0 0%	0 0%	8 6%
ECVP	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	1 1%
JCVP	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	1 0%	0 0%	0 0%	1 1%
ACM	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 4%	0 0%	0 0%
ECVCP	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 2%	3 2%
other	18 3%	7 2%	8 7%	2 2%	1 6%	2 2%	6 2%	2 1%	8 6%	7 3%	11 3%	0 0%	3 5%	17 13%
indicated at least one	112 18%	71 20%	17 14%	19 14%	5 29%	15 16%	38 14%	28 20%	31 25%	47 22%	57 15%	6 23%	10 16%	74 55%
none	441 71%	245 69%	86 72%	99 75%	11 65%	69 73%	188 71%	102 74%	81 65%	151 69%	273 73%	17 65%	45 73%	47 35%
no answer	71 11%	40 11%	16 13%	14 11%	1 6%	10 11%	40 15%	7 5%	13 10%	20 9%	45 12%	3 12%	7 11%	13 10%

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Degrees Held

28. What degrees do you have beyond a DVM/VMD?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed (multiple answers)	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
PhD	302 48%	170 48%	65 55%	60 45%	7 41%	38 40%	131 49%	68 50%	65 52%	121 56%	162 43%	14 54%	11 18%	55 41%
MS	179 29%	103 29%	33 28%	35 27%	8 47%	28 30%	76 29%	42 31%	33 26%	57 26%	116 31%	8 31%	17 27%	23 17%
BSc	112 18%	63 18%	18 15%	27 20%	4 24%	20 21%	44 17%	26 19%	21 17%	32 15%	76 20%	6 23%	24 39%	27 20%
MVSc	27 4%	23 6%	3 3%	1 1%	0 0%	3 3%	16 6%	5 4%	3 2%	15 7%	8 2%	2 8%	20 32%	31 23%
MPH	18 3%	8 2%	3 3%	7 5%	0 0%	4 4%	11 4%	3 2%	0 0%	5 2%	13 3%	0 0%	0 0%	2 1%
DVSc	9 1%	4 1%	1 1%	2 2%	2 12%	1 1%	4 2%	0 0%	4 3%	5 2%	4 1%	1 4%	14 23%	7 5%
MBA	9 1%	7 2%	1 1%	1 1%	0 0%	0 0%	5 2%	1 1%	3 2%	3 1%	4 1%	0 0%	1 2%	0 0%
other	30 5%	18 5%	8 7%	3 2%	1 6%	6 6%	14 5%	4 3%	6 5%	9 4%	21 6%	0 0%	5 8%	21 16%
indicated at least one	497 80%	286 80%	97 82%	100 76%	14 82%	73 78%	221 83%	101 74%	101 81%	176 81%	293 78%	20 77%	58 94%	112 84%
none	107 17%	59 17%	17 14%	29 22%	2 12%	21 22%	34 13%	32 23%	20 16%	37 17%	67 18%	5 19%	1 2%	16 12%
no answer	20 3%	11 3%	5 4%	3 2%	1 6%	0 0%	11 4%	4 3%	4 3%	5 2%	15 4%	1 4%	3 5%	6 4%

2023 Salary and Benefits Survey

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Outstanding Student Loans

29. What is the estimated amount of your outstanding student loans as of January 1, 2023?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
\$600,000 or more	1 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%
\$500,000 - \$599,999	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
\$400,000 - \$499,999	13 2%	8 2%	2 2%	3 2%	0 0%	4 4%	7 3%	2 1%	0 0%	4 2%	9 2%	1 4%	0 0%	0 0%
\$300,000 - \$399,999	18 3%	3 1%	6 5%	9 7%	0 0%	4 4%	9 3%	5 4%	0 0%	6 3%	11 3%	1 4%	0 0%	1 1%
\$200,000 - \$299,999	41 7%	21 6%	10 8%	9 7%	1 6%	12 13%	19 7%	9 7%	1 1%	7 3%	33 9%	0 0%	0 0%	1 1%
\$100,000 - \$199,999	57 9%	34 10%	14 12%	9 7%	0 0%	11 12%	33 12%	9 7%	4 3%	10 5%	44 12%	1 4%	0 0%	0 0%
\$50,000 - \$99,999	35 6%	20 6%	9 8%	6 5%	0 0%	2 2%	16 6%	14 10%	3 2%	7 3%	27 7%	0 0%	1 2%	3 2%
\$10,000 - \$49,999	34 5%	16 4%	7 6%	9 7%	2 12%	10 11%	16 6%	6 4%	2 2%	11 5%	23 6%	1 4%	6 10%	13 10%
less than \$10,000	11 2%	3 1%	5 4%	3 2%	0 0%	1 1%	6 2%	2 1%	2 2%	1 0%	8 2%	0 0%	4 6%	4 3%
\$0	412 66%	250 70%	65 55%	83 63%	14 82%	48 51%	159 60%	90 66%	113 90%	171 78%	218 58%	22 85%	51 82%	112 84%
mean (thousands):	\$56.7	\$47.9	\$76.6	\$67.4	\$18.2	\$90.3	\$68.8	\$54.7	\$9.2	\$36.9	\$69.8	\$37.7	\$4.4	\$9.2
standard error:	\$4.34	\$5.18	\$11.32	\$10.62	\$14.68	\$13.69	\$7.20	\$8.84	\$3.22	\$6.47	\$5.95	\$21.89	\$1.62	\$3.37
median:	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
no answer	2 0%	1 0%	0 0%	1 1%	0 0%	2 2%	0 0%	0 0%	0 0%	1 0%	1 0%	0 0%	0 0%	0 0%

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Demographics Consent

I consent to the collection and use of my survey answers and data as outlined above and in the Readex Research Privacy Policy.

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed	624 100%	356 100%	119 100%	132 100%	17 100%	94 100%	266 100%	137 100%	125 100%	218 100%	375 100%	26 100%	62 100%	134 100%
Yes, I consent	602 96%	340 96%	118 99%	128 97%	16 94%	93 99%	251 94%	135 99%	121 97%	218 100%	375 100%	26 100%	62 100%	134 100%
No, I do not consent	22 4%	16 4%	1 1%	4 3%	1 6%	1 1%	15 6%	2 1%	4 3%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

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TABLE 073 page 1

Age

30. What is your age?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed who consent to demographics	602 100%	340 100%	118 100%	128 100%	16 100%	93 100%	251 100%	135 100%	121 100%	218 100%	375 100%	26 100%	62 100%	134 100%
65 or older	29 5%	14 4%	4 3%	7 5%	4 25%	2 2%	6 2%	7 5%	14 12%	18 8%	11 3%	10 38%	3 5%	4 3%
55 - 64	83 14%	53 16%	11 9%	13 10%	6 38%	2 2%	26 10%	16 12%	39 32%	40 18%	42 11%	4 15%	8 13%	13 10%
45 - 54	163 27%	109 32%	21 18%	28 22%	5 31%	17 18%	50 20%	46 34%	48 40%	67 31%	96 26%	7 27%	20 32%	40 30%
35 - 44	245 41%	128 38%	55 47%	61 48%	1 6%	42 45%	121 48%	64 47%	18 15%	72 33%	168 45%	3 12%	25 40%	53 40%
25 - 34	78 13%	34 10%	25 21%	19 15%	0 0%	30 32%	46 18%	2 1%	0 0%	21 10%	57 15%	2 8%	6 10%	23 17%
under 25	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
mean:	45.4	46.4	42.4	44.1	56.9	39.6	42.8	46.9	53.5	47.8	44.0	54.6	46.0	44.0
standard error:	0.40	0.52	0.90	0.86	1.88	0.89	0.59	0.71	0.72	0.69	0.49	2.22	1.20	0.82
median:	44	46	41	42	58	39	41	45	54	47	43	57	45	43
prefer not to disclose	4 1%	2 1%	2 2%	0 0%	0 0%	0 0%	2 1%	0 0%	2 2%	0 0%	1 0%	0 0%	0 0%	1 1%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

TABLE 074 page 1

Identification

31. How do you self-identify?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed who consent to demographics	602 100%	340 100%	118 100%	128 100%	16 100%	93 100%	251 100%	135 100%	121 100%	218 100%	375 100%	26 100%	62 100%	134 100%
woman	375 62%	209 61%	80 68%	77 60%	9 56%	64 69%	165 66%	82 61%	62 51%	0 0%	375 100%	13 50%	40 65%	83 62%
man	218 36%	126 37%	35 30%	50 39%	7 44%	29 31%	81 32%	52 39%	56 46%	218 100%	0 0%	12 46%	21 34%	50 37%
non-binary/non-conforming	2 0%	1 0%	1 1%	0 0%	0 0%	0 0%	1 0%	1 1%	0 0%	0 0%	0 0%	1 4%	0 0%	0 0%
self-identity not listed here	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
prefer not to disclose	6 1%	4 1%	2 2%	0 0%	0 0%	0 0%	3 1%	0 0%	3 2%	0 0%	0 0%	0 0%	1 2%	1 1%
no answer	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

TABLE 075 page 1

Transgender

32. Do you identify as transgender?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed who consent to demographics	602 100%	340 100%	118 100%	128 100%	16 100%	93 100%	251 100%	135 100%	121 100%	218 100%	375 100%	26 100%	62 100%	134 100%
yes	1 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
no	592 98%	335 99%	114 97%	127 99%	16 100%	93 100%	246 98%	132 98%	119 98%	218 100%	371 99%	26 100%	61 98%	131 98%
prefer not to disclose	6 1%	4 1%	2 2%	0 0%	0 0%	0 0%	3 1%	1 1%	2 2%	0 0%	2 1%	0 0%	1 2%	2 1%
no answer	3 0%	1 0%	1 1%	1 1%	0 0%	0 0%	2 1%	1 1%	0 0%	0 0%	2 1%	0 0%	0 0%	1 1%

TABLE 076 page 1

Hispanic

33. Are you of Hispanic, Latino, or Spanish origin?

	----- U.S. FULL TIME -----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed who consent to demographics	602 100%	340 100%	118 100%	128 100%	16 100%	93 100%	251 100%	135 100%	121 100%	218 100%	375 100%	26 100%	62 100%	134 100%
yes, Mexican, Mexican American, Chicano	6 1%	2 1%	3 3%	1 1%	0 0%	0 0%	3 1%	2 1%	1 1%	2 1%	4 1%	1 4%	0 0%	2 1%
yes, Puerto Rican	3 0%	3 1%	0 0%	0 0%	0 0%	0 0%	1 0%	1 1%	1 1%	1 0%	2 1%	0 0%	0 0%	1 1%
yes, Cuban	1 0%	0 0%	0 0%	1 1%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%
yes, another Hispanic, Latino, or Spanish origin (e.g., Argentinean, Columbian, Dominican, Nicaraguan, Salvadoran, Spaniard, and so on)	27 4%	13 4%	5 4%	9 7%	0 0%	6 6%	14 6%	4 3%	3 2%	12 6%	15 4%	2 8%	1 2%	15 11%
no, not of Hispanic, Latino, or Spanish origin	547 91%	309 91%	108 92%	114 89%	16 100%	86 92%	226 90%	125 93%	108 89%	196 90%	347 93%	21 81%	59 95%	110 82%
prefer not to disclose	16 3%	13 4%	1 1%	2 2%	0 0%	0 0%	5 2%	3 2%	8 7%	7 3%	5 1%	2 8%	1 2%	5 4%
no answer	2 0%	0 0%	1 1%	1 1%	0 0%	0 0%	2 1%	0 0%	0 0%	0 0%	1 0%	0 0%	1 2%	1 1%

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TABLE 077 page 1

Race

34. What is your race?

	-----U.S. FULL TIME-----											U.S. PART TIME	CANADA FT/PT	OTHER FT/PT
	TOTAL	-----EMPLOYMENT SECTOR-----				-----POSITION TENURE-----				-----GENDER-----				
		for-profit	non-profit	govt	self- employed	<1	1 - 4	5 - 9	10+	men	women			
base: respondents employed/ self-employed who consent to demographics (multiple answers)	602 100%	340 100%	118 100%	128 100%	16 100%	93 100%	251 100%	135 100%	121 100%	218 100%	375 100%	26 100%	62 100%	134 100%
White	490 81%	268 79%	92 78%	115 90%	15 94%	79 85%	195 78%	115 85%	100 83%	163 75%	325 87%	21 81%	54 87%	101 75%
Asian (includes Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, Hmong, Laotian, Thai, Pakistani, Cambodian, and so on)	59 10%	38 11%	14 12%	6 5%	1 6%	10 11%	26 10%	14 10%	8 7%	35 16%	24 6%	2 8%	7 11%	12 9%
Black, African American	17 3%	10 3%	3 3%	4 3%	0 0%	1 1%	12 5%	2 1%	2 2%	5 2%	12 3%	0 0%	0 0%	1 1%
American Indian or Alaska Native	2 0%	1 0%	0 0%	1 1%	0 0%	0 0%	2 1%	0 0%	0 0%	2 1%	0 0%	0 0%	1 2%	0 0%
Native Hawaiian or Pacific Islander (includes Guamanian or Chamorro, Samoan, Fijian, Tongan, and so on)	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%
other race	11 2%	5 1%	4 3%	2 2%	0 0%	2 2%	4 2%	2 1%	3 2%	6 3%	5 1%	1 4%	2 3%	12 9%
indicated one or more	573 95%	321 94%	113 96%	123 96%	16 100%	92 99%	234 93%	132 98%	113 93%	207 95%	364 97%	24 92%	61 98%	126 94%
prefer not to disclose	28 5%	19 6%	5 4%	4 3%	0 0%	1 1%	16 6%	3 2%	8 7%	11 5%	11 3%	2 8%	1 2%	7 5%
no answer	1 0%	0 0%	0 0%	1 1%	0 0%	0 0%	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%