

NCBIO Member,

NCBIO and the Coalition of State Bioscience Institutes have teamed up with Gallagher Surveys to produce the 2020 National Life Sciences Compensation Survey. We started this process in January and then paused because of the COVID-19 pandemic. *You are the only representative of your company receiving this email, so please forward this to your HR staff or other individuals who can complete the survey.*

***The survey has been updated to reflect the vast changes in the market due to the COVID-19 pandemic and will provide relevant and reliable data on current market conditions.*** Your organization's participation will give you access to this indispensable compensation planning tool and resource, which will be leveraged by your peers across the industry.

“Relaunch” updates to the survey –

- July 1<sup>st</sup> effective date to capture recent changes in the market due to COVID-19
- Streamlined form and survey process
- Fully concentrated on compensation and compensation policy
- Quick turnaround so the data can be used for 2021 planning

**The reporting process has been streamlined and consists of completing one compensation questionnaire and uploading the completed form to the secure server.**

[Click Here](#) to access the online survey hub where you can view the “Survey Overview/How to Participate” recorded webinar, download the questionnaire and upload your data. Please note detailed instructions are included on the first tab of the questionnaire. Gallagher is very flexible with regards to data submission and can accept almost any electronic format as long as it contains the required data. Contact Gallagher individuals listed below for more information.

**Effective Date: July 1, 2020**

**Submission Due Date: August 28, 2020**

Compensation results will be distributed in PDF, Excel and through an online custom reporting tool. The participant price is based on organization size. *Please participate in the survey even if you do not wish to purchase the compensation results.*

\$400 (<100 FTEs) \* \$550 (100 to 500 FTEs) \* \$800 (>500 FTEs)

***Please note if you already submitted compensation data, we can use your previous submission (if nothing has changed) or you can submit an updated submission.***

If you have questions, please contact Michell Barrett, Senior Survey Analyst, Gallagher Surveys, 617-531-7768, [Michelle\\_Barrett@ajg.com](mailto:Michelle_Barrett@ajg.com), Thomas Cummins, CCP, Managing Director, Gallagher Surveys, 617-531-7758, [Thomas\\_Cummins@ajg.com](mailto:Thomas_Cummins@ajg.com)

Thanks for your attention to this survey.

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