

# Table of Contents

## Introduction

Vital Statistics .....	11
In Biotech's New Normal, Skills at CEO Level Evolve .....	13
Executive Compensation Report Definitions .....	15

## Chief Executive Officers

CEO Median Cash Compensation Package (Fiscal Year 2002-2010) .....	20
CEO Median Cash Compensation Package (by Market Capitalization of Companies for Fiscal Year 2010 .....	21
CEOs Ranked by Annual Compensation .....	22
Top 25 CEOs Based on Salary Only .....	26
Top 25 CEOs Based on Bonus Only .....	27
The Millionaires Club	
CEOs Whose Total Realized Direct Compensation Exceeded \$1 Million. ....	28
CEOs Median Annual Direct Compensation Package .....	31
CEO Compensation Packages Sorted by Company .....	32
CEO Equity Mix .....	40
CEO Median Total Direct Compensation by Market Capitalization .....	41
CEO Total Compensation for All Companies by Type (measured by percentiles) .....	42

## Chief Financial Officers

CFOs Ranked by Annual Compensation .....	47
CFO Median Annual Direct Compensation Package .....	51
CFO Compensation Packages Sorted by Company .....	52
CFO Equity Mix .....	56
CFO Median Total Direct Compensation by Market Capitalization .....	57
CFO Total Compensation for All Companies by Type (measured by percentiles). ....	58

## Chief Operating Officers

COOs Ranked by Annual Compensation .....	63
COO Median Annual Direct Compensation Package .....	65
COO Compensation Packages Sorted by Company .....	66
COO Equity Mix. ....	68
COO Median Total Direct Compensation by Market Capitalization .....	69
COO Total Compensation for All Companies by Type (measured by percentiles) .....	70

## Table of Contents

### Research and Development Officers

R&D Officers Ranked by Annual Compensation . . . . .	73
R&D Officers' Median Annual Direct Compensation Package . . . . .	78
R&D Officers' Compensation Packages Sorted by Company . . . . .	79
R&D Officers' Equity Mix . . . . .	84
R&D Officers' Median Total Direct Compensation by Market Capitalization . . . . .	85
R&D Officers' Total Compensation for All Companies by Type (measured by percentiles) . . . . .	86

### Business and Corporate Development Officers

Business and Corporate Development Officers Ranked by Annual Compensation . . . . .	89
Business and Corporate Development Officers' Median Annual Direct Compensation Package . . . . .	91
Business and Corporate Development Officers' Compensation Packages Sorted by Company . . . . .	92
Business and Corporate Development Officers' Equity Mix . . . . .	94
Business and Corporate Development Officers' Median Total Direct Compensation by Market Capitalization . . . . .	95
Business and Corporate Development Officers' Total Compensation for All Companies by Type (measured by percentiles) . . . . .	96

### Legal Officers

Legal Officers Ranked by Annual Compensation . . . . .	99
Legal Officers' Median Annual Direct Compensation Package . . . . .	101
Legal Officers' Compensation Packages Sorted by Company . . . . .	102
Legal Officers' Equity Mix . . . . .	104
Legal Officers' Median Total Direct Compensation by Market Capitalization . . . . .	105
Legal Officers' Total Compensation for All Companies by Type (measured by percentiles) . . . . .	106