

Attachment B
COMPENSATION PROGRAM

AGENDA ITEM# 4
3/30/06 Governance Subcommittee Meeting

DATA TRENDS: 9/20/2005													
Compensation Benchmark Survey: AGGREGATE RESULTS as of 7/15/05													
Conducted by Advanced-HR Inc. on behalf of the California Institute of Regenerative Medicine (CIRM)													
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Dean, School of Medicine	75%	8	\$539,389	\$505,906	\$290,000	\$500,000	\$502,800	\$576,400	\$639,837	17%	6%	29%
PRI	President	100%	12	\$350,628	\$350,628	\$173,000	\$287,589	\$357,367	\$425,000	\$528,350	17%	29%	
					\$412,739	\$219,800	\$372,553	\$415,540	\$485,560	\$572,945			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
PRI	Vice President, Research	50%	8	\$299,304	\$300,594	\$215,000	\$246,380	\$294,111	\$306,984	\$458,598	33%	24%	3%
HE	Vice President, Research	50%	5	\$269,842	\$272,819	\$167,015	\$235,205	\$283,968	\$321,581	\$356,325	0%		
					\$289,911	\$196,544	\$242,082	\$290,209	\$312,598	\$419,262			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Vice President, Finance / Admin	88%	8	\$288,845	\$294,166	\$173,109	\$267,900	\$285,000	\$329,875	\$405,500	43%	17%	23%
PRI	Vice President, Finance / Admin	92%	13	\$210,230	\$217,091	\$120,000	\$172,498	\$220,000	\$255,000	\$313,500	18%	24%	
					\$246,452	\$140,232	\$208,842	\$244,762	\$283,524	\$348,548			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Vice President, Marketing	0%	0										
PRI	Vice President, Marketing	0%	0										
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Vice President, Info Technology	63%	5	\$174,918	\$174,918	\$106,400	\$161,040	\$174,400	\$211,300	\$221,450	40%	15%	
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	General Counsel	25%	2	\$225,500	\$225,500	\$135,999	\$180,749	\$225,500	\$270,250	\$315,000	50%	4%	19%
PRI	General Counsel	25%	3	\$211,000	\$211,000	\$160,000	\$171,500	\$183,000	\$236,500	\$290,000	33%	36%	
					\$216,800	\$150,400	\$175,200	\$200,000	\$250,000	\$300,000			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Director, Research	13%	3	\$231,650	\$231,650	\$231,650	\$231,650	\$231,650	\$231,650	\$231,650	0%		38%
PRI	Director, Research	42%	15	\$167,817	\$149,124	\$110,000	\$120,996	\$144,000	\$164,941	\$205,684	0%		
					\$162,879	\$130,275	\$139,438	\$158,608	\$176,059	\$210,012			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Director, HR	75%	6	\$137,313	\$137,313	\$90,000	\$101,373	\$137,263	\$166,196	\$194,100	33%	15%	27%
PRI	Director, HR	83%	10	\$122,114	\$122,114	\$76,000	\$90,823	\$100,200	\$130,956	\$249,600	10%	38%	
					\$127,813	\$81,250	\$94,779	\$114,098	\$144,171	\$228,788			

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HE	Director, Marketing	38%	4	\$156,266	\$118,247	\$73,360	\$91,533	\$109,705	\$140,690	\$171,675	0%		18%
PRI	Director, Marketing	8%	1	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	0%		
					\$112,597	\$76,688	\$91,226	\$105,764	\$130,552	\$155,340			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Deputy Campus Counsel	38%	3	\$195,376	\$195,376	\$189,999	\$194,000	\$198,000	\$198,065	\$198,130	0%		19%
PRI	Legal Counsel	8%	2	\$160,740	\$160,740	\$160,740	\$160,740	\$160,740	\$160,740	\$160,740	0%		
					\$181,522	\$178,295	\$180,696	\$183,096	\$183,135	\$183,174			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Manager, Grants	50%	22	\$59,809	\$75,389	\$53,200	\$60,930	\$69,254	\$83,713	\$109,850	0%		
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Manager, Regulatory Affairs	25%	2	\$159,353	\$159,353	\$108,706	\$134,030	\$159,353	\$184,677	\$210,000	0%		42%
PRI	Manager, Regulatory Affairs	17%	2	\$92,170	\$92,170	\$82,000	\$87,085	\$92,170	\$97,255	\$102,340	0%		
					\$125,762	\$95,353	\$110,557	\$125,762	\$140,966	\$156,170			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Manager, Clinical Sciences Liaison	13%	1	\$109,574	\$109,574	\$109,574	\$109,574	\$109,574	\$109,574	\$109,574	0%		32%
PRI	Manager, Clinical Sciences Liaison	8%	1	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	0%		
					\$92,037	\$92,037	\$92,037	\$92,037	\$92,037	\$92,037			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Manager, Marketing Communication	25%	2	\$133,950	\$133,950	\$130,000	\$131,975	\$133,950	\$135,925	\$137,900	0%		45%
PRI	Manager, Marketing Communication	17%	2	\$73,568	\$73,568	\$67,600	\$70,584	\$73,568	\$76,552	\$79,536	0%		
					\$103,759	\$98,800	\$101,280	\$103,759	\$106,239	\$108,718			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
PRI	Manager, Events and Tradeshow	17%	2	\$97,000	\$97,000	\$78,000	\$87,500	\$97,000	\$106,500	\$116,000	0%		
HE	Manager, Events and Tradeshow	0%	0										
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
PRI	Principal Research Scientist	67%	58	\$140,362	\$147,923	\$101,500	\$144,314	\$151,547	\$163,606	\$171,750	0%		25%
HE	Principal Research Scientist	63%	238	\$193,298	\$133,025	\$102,100	\$107,400	\$113,568	\$140,337	\$201,718	40%	22%	
					\$135,944	\$101,982	\$114,633	\$121,010	\$144,897	\$195,846			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
PRI	Senior Research Scientist	83%	68	\$124,677	\$115,622	\$72,800	\$107,491	\$111,267	\$132,003	\$161,739	0%		18%
HE	Senior Research Scientist	63%	110	\$119,491	\$102,734	\$74,134	\$84,200	\$90,700	\$117,250	\$147,384	25%	22%	
					\$107,657	\$73,624	\$93,097	\$98,557	\$122,886	\$152,868			

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PRI	Research Scientist 3	67%	65	\$83,233	\$90,149	\$58,460	\$77,167	\$86,728	\$100,168	\$123,320	0%		8%
HE	Research Scientist 3	50%	130	\$90,025	\$84,105	\$56,910	\$69,578	\$80,150	\$94,677	\$119,208	25%	25%	
					\$86,119	\$57,427	\$72,107	\$82,343	\$96,507	\$120,579			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Marketing Analyst	25%	2	\$88,649	\$88,649	\$72,453	\$80,551	\$88,649	\$96,746	\$104,844	0%		
PRI	Marketing Analyst	0%	0										
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Marketing Communication Specialist	25%	8	\$69,420	\$69,420	\$47,840	\$58,630	\$69,420	\$80,210	\$91,000	0%		
PRI	Marketing Communication Specialist	0%	0										
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Executive Assistant to Chair	50%	70	\$52,102	\$49,757	\$42,400	\$42,400	\$49,173	\$52,447	\$52,900	0%		5%
PRI	Executive Assistant	75%	40	\$54,676	\$53,716	\$45,520	\$45,520	\$46,486	\$57,006	\$72,235	0%		
					\$51,196	\$43,535	\$43,535	\$48,196	\$54,105	\$59,931			
	Survey Job Title	% With Position	# Incumbents	wtd. Average	average	low	25th percentile	50th percentile	75th percentile	high	% with Bonus	average bonus	% Higher
HE	Admin Assistant	75%	908	\$41,145	\$46,407	\$36,456	\$37,800	\$41,771	\$53,384	\$64,714	0%		2%
PRI	Admin Assistant	50%	60	\$41,623	\$40,550	\$32,240	\$38,173	\$40,753	\$43,845	\$46,820	0%		
					\$46,044	\$36,195	\$37,823	\$41,708	\$52,793	\$63,605			