

7/29/05 Governance Subcommittee Meeting
AGENDA ITEM #6
Exhibit B

Compensation Benchmark Survey: AGGREGATE RESULTS

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
1	Radford	CEO - CORPORATE	128		\$343,900	\$211,300	\$292,500	\$338,300	\$389,300	\$483,700	77%	39%
	UC	President	8	\$311,625	\$311,625	\$253,600	\$273,550	\$298,150	\$352,225	\$390,000	0%	
	PRI	President	10	\$362,314	\$362,314	\$220,000	\$303,125	\$357,367	\$425,000	\$528,350	20%	29%
121R	Radford	SENIOR RESEARCH EXECUTIVE	28		\$197,500	\$147,200	\$175,800	\$194,700	\$216,900	\$259,400	100%	20%
	UC	Vice President, Research	6	\$199,250	\$199,250	\$149,000	\$185,050	\$193,100	\$211,725	\$260,000	0%	
	PRI	Vice President, Research	8	\$299,304	\$300,594	\$215,000	\$246,380	\$294,111	\$306,984	\$458,598	33%	24%
900	Radford	CFO/SENIOR FINANCIAL EXECUTIVE	102		\$224,200	\$145,200	\$200,000	\$225,000	\$249,100	\$287,800	80%	25%
	UC	Vice President, Finance / Admin	8	\$202,238	\$198,650	\$138,600	\$185,775	\$193,450	\$208,250	\$270,000	0%	
	PRI	Vice President, Finance / Admin	11	\$217,545	\$227,555	\$140,000	\$182,496	\$225,000	\$260,000	\$313,500	22%	24%
830	Radford	SENIOR MARKETING EXECUTIVE	22		\$204,700	\$142,300	\$190,000	\$199,500	\$234,900	\$258,500	82%	25%
	UC	Vice President, Marketing	2	\$152,950	\$152,950	\$147,900	\$150,425	\$152,950	\$155,475	\$158,000	0%	
	PRI	Vice President, Marketing	0									
960	Radford	SENIOR LEGAL COUNSEL	46		\$228,700	\$174,900	\$199,600	\$225,000	\$251,400	\$293,200	76%	25%
	UC	General Counsel	3	\$171,233	\$171,233	\$150,400	\$161,500	\$172,600	\$181,650	\$190,700	0%	
	PRI	General Counsel	2	\$225,000	\$225,000	\$160,000	\$192,500	\$225,000	\$257,500	\$290,000	50%	36%

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5022	Radford REGULATORY AFFAIRS MANAGEMENT 2		66	\$94,423	\$93,795	\$79,188	\$87,846	\$95,004	\$100,348	\$112,438	89%	11%
5021	Radford REGULATORY AFFAIRS MANAGEMENT 1		6	\$66,911	\$66,911	\$0	\$55,095	\$68,100	\$77,023	\$0	67%	0%
	UC Manager, Regulatory Affairs	0%	0									
	PRI Manager, Regulatory Affairs	20%	2	\$92,170	\$92,170	\$82,000	\$87,085	\$92,170	\$97,255	\$102,340	0%	
4062	Radford CLINICAL RESEARCH MANAGEMENT 2		69	\$102,925	\$102,285	\$84,000	\$97,516	\$104,830	\$111,552	\$117,202	84%	10%
4061	Radford BIOSTATISTICIAN MANAGEMENT 4		21	\$168,551	\$168,789	\$146,210	\$155,172	\$162,961	\$183,626	\$201,360	100%	17%
	UC Manager, Clinical Sciences Liaison	0%	0									
	PRI Manager, Clinical Sciences Liaison	10%	1	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	\$74,500	0%	
8062	Radford MARKET RESEARCH MANAGEMENT 2		8	\$95,052	\$95,052	\$0	\$90,576	\$95,290	\$101,052	\$0	100%	10%
	UC Manager, Marketing Communication	25%	2	\$71,300	\$71,300	\$60,000	\$65,650	\$71,300	\$76,950	\$82,600	0%	
	PRI Manager, Marketing Communication	20%	2	\$73,568	\$73,568	\$67,600	\$70,584	\$73,568	\$76,552	\$79,536	0%	
8072	Radford PRODUCT MARKETING MANAGEMENT 2		51	\$102,518	\$101,095	\$79,106	\$91,802	\$102,000	\$114,700	\$124,602	84%	10%
8071	Radford PRODUCT MARKETING MANAGEMENT 1		7	\$78,195	\$77,523	\$0	\$69,578	\$79,456	\$85,000	\$0	71%	0%
	UC Manager, Events and Tradeshow	25%	3	\$48,140	\$51,105	\$42,210	\$46,658	\$51,105	\$55,553	\$60,000	0%	
	PRI Manager, Events and Tradeshow	20%	2	\$97,000	\$97,000	\$78,000	\$87,500	\$97,000	\$106,500	\$116,000	0%	

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1055	Radford	SCIENTIST 5		57	\$140,182	\$141,498	\$107,608	\$125,230	\$135,040	\$150,595	\$180,720	60%	20%
	UC	Principal Research Scientist	0%	0									
	PRI	Principal Research Scientist	80%	58	\$140,362	\$147,923	\$101,500	\$144,314	\$151,547	\$163,606	\$171,750	0%	
1054	Radford	SCIENTIST 4		253	\$117,594	\$114,348	\$92,012	\$105,000	\$115,000	\$128,650	\$151,171	61%	17%
	UC	Senior Research Scientist	0%	0									
	PRI	Senior Research Scientist	100%	68	\$124,677	\$115,622	\$72,800	\$107,491	\$111,267	\$132,003	\$161,739	0%	
1053	Radford	SCIENTIST 3		426	\$99,767	\$97,398	\$77,918	\$91,800	\$99,288	\$107,377	\$123,770	64%	11%
	UC	Research Scientist 3	0%	0									
	PRI	Research Scientist 3	80%	65	\$83,233	\$90,149	\$58,460	\$77,167	\$86,728	\$100,168	\$123,320	0%	
1052	Radford	SCIENTIST 2		448	\$88,443	\$84,819	\$68,203	\$81,097	\$88,420	\$95,345	\$107,793	75%	10%
1051	Radford	SCIENTIST 1		378	\$79,275	\$77,216	\$65,000	\$73,586	\$80,000	\$84,731	\$94,001	77%	8%
	UC	Research Scientist 2	0%	0									
	PRI	Research Scientist 2	80%	107	\$67,250	\$75,367	\$52,415	\$60,082	\$80,737	\$87,779	\$91,657	0%	
8053	Radford	MARKET RESEARCH ANALYST 3		35	\$90,354	\$80,680	\$60,422	\$88,212	\$93,000	\$98,515	\$101,764	89%	11%
	UC	Marketing Analyst	0%	0									
	PRI	Marketing Analyst	0%	0									
8052	Radford	MARKET RESEARCH ANALYST 2		17	\$68,255	\$65,555	\$0	\$61,512	\$69,575	\$76,025	\$0	65%	9%
	UC	Marketing Communication Specialist	13%	12	\$51,297	\$51,297	\$51,297	\$51,297	\$51,297	\$51,297	\$51,297	0%	
	PRI	Marketing Communication Specialist	0%	0									
9274	Radford	EXECUTIVE ASSISTANT 4		85	\$74,820	\$74,474	\$62,192	\$69,570	\$74,000	\$79,924	\$89,220	58%	9%
9273	Radford	EXECUTIVE ASSISTANT 3		248	\$62,601	\$62,912	\$46,544	\$57,000	\$63,180	\$68,116	\$75,989	71%	8%
	UC	Executive Assistant	38%	16	\$41,665	\$44,626	\$38,884	\$38,884	\$42,292	\$47,498	\$40,025	0%	
	PRI	Executive Assistant	90%	40	\$54,676	\$53,716	\$45,520	\$45,520	\$46,486	\$57,006	\$46,820	0%	
9264	Radford	ADMINISTRATIVE ASSISTANT 4		496	\$55,304	\$54,943	\$46,026	\$51,399	\$55,000	\$59,177	\$65,503	80%	6%
9263	Radford	ADMINISTRATIVE ASSISTANT 3		369	\$47,887	\$46,856	\$37,470	\$43,830	\$47,500	\$52,098	\$58,691	75%	5%
	UC	Admin Assistant	50%	2160	\$36,356	\$32,398	\$26,660	\$29,990	\$31,454	\$33,862	\$40,025	0%	
	PRI	Admin Assistant	60%	59	\$41,782	\$41,935	\$37,808	\$39,092	\$41,954	\$44,191	\$46,820	0%	