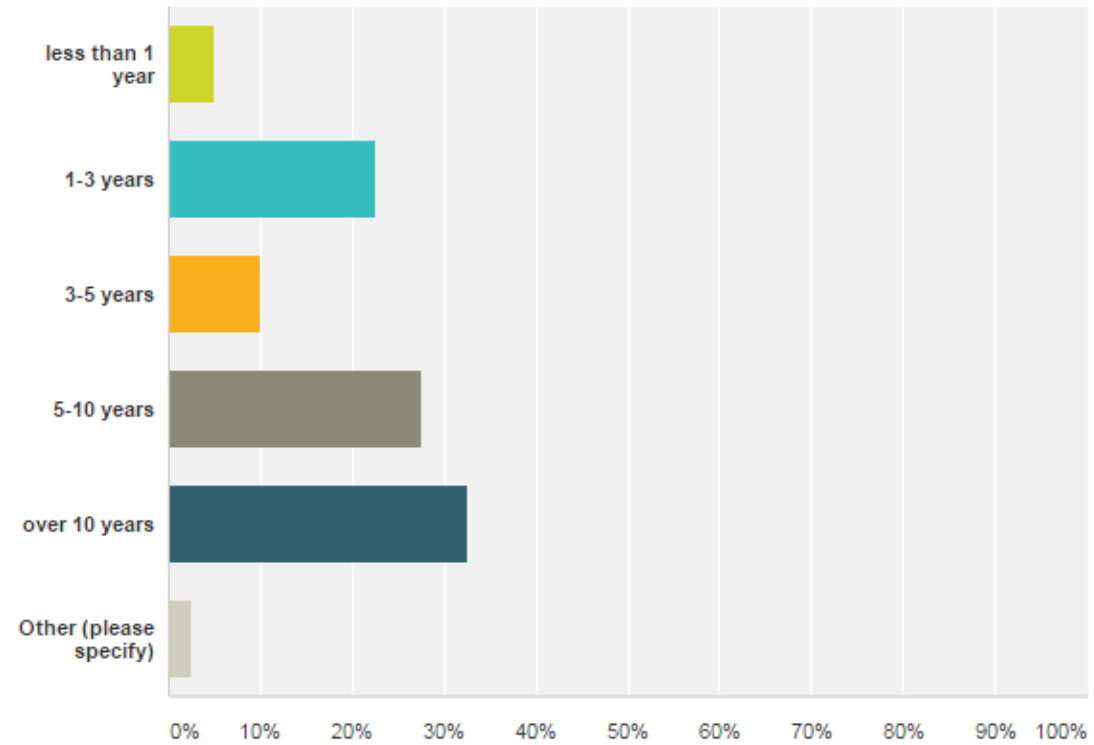


NCARB Salary survey 2016

40 Responses

Years of embryology experience in IVF lab:

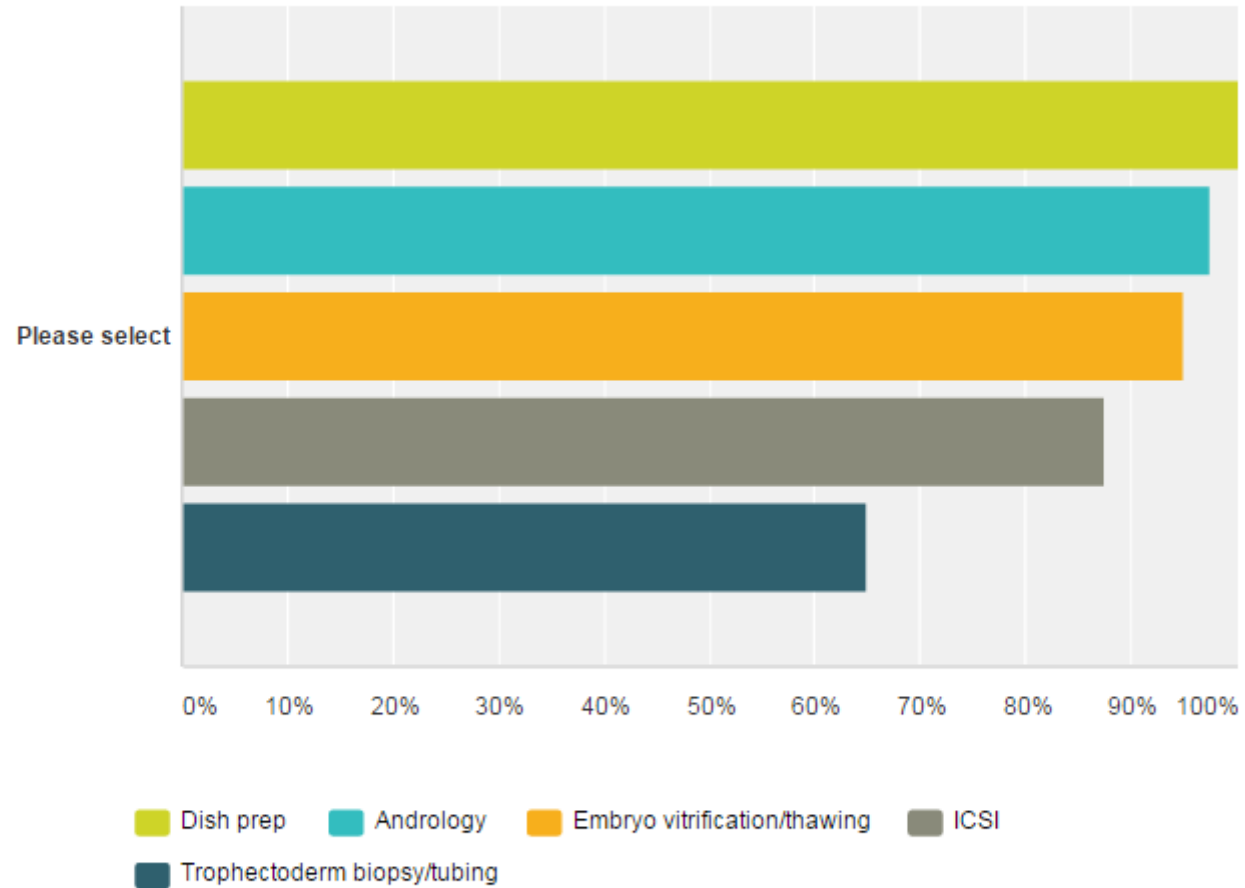
Answered: 40 Skipped: 0



Answer Choices	Responses
less than 1 year	5.00% 2
1-3 years	22.50% 9
3-5 years	10.00% 4
5-10 years	27.50% 11
over 10 years	32.50% 13
Other (please specify)	2.50% 1
Total	40

Your current skill set

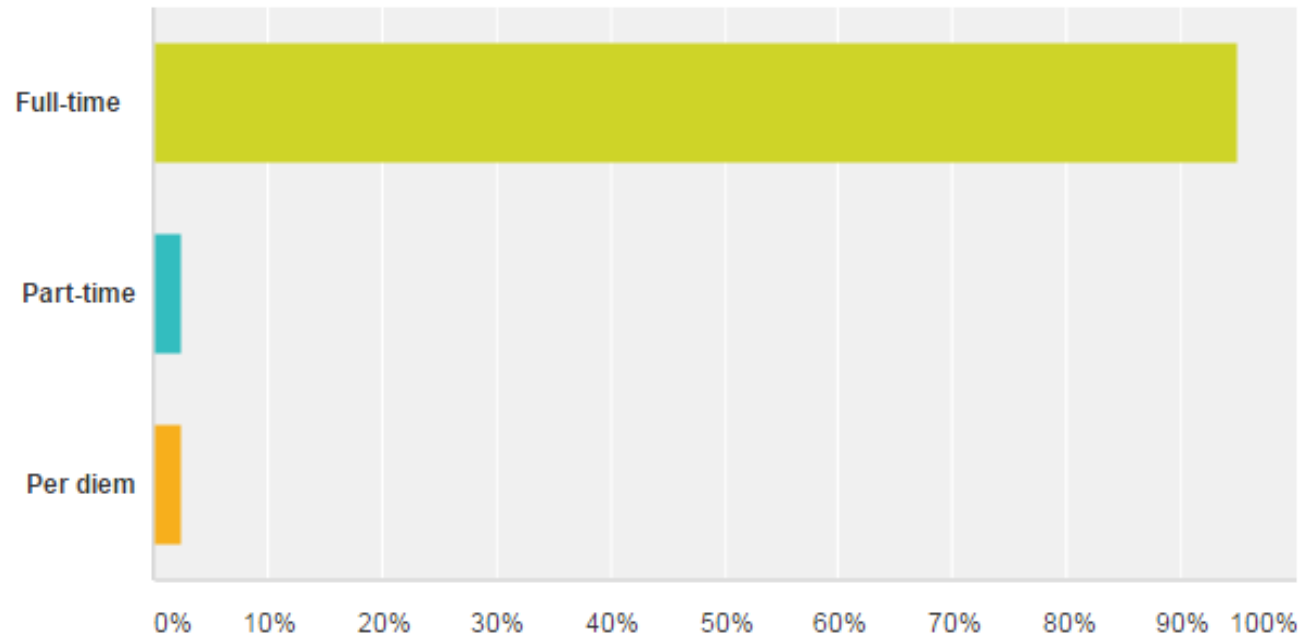
Answered: 40 Skipped: 0



	Dish prep	Andrology	Embryo vitrification/thawing	ICSI	Trophectoderm biopsy/tubing	Total Respondents
Please select	100.00% 40	97.50% 39	95.00% 38	87.50% 35	65.00% 26	40

Type of employment

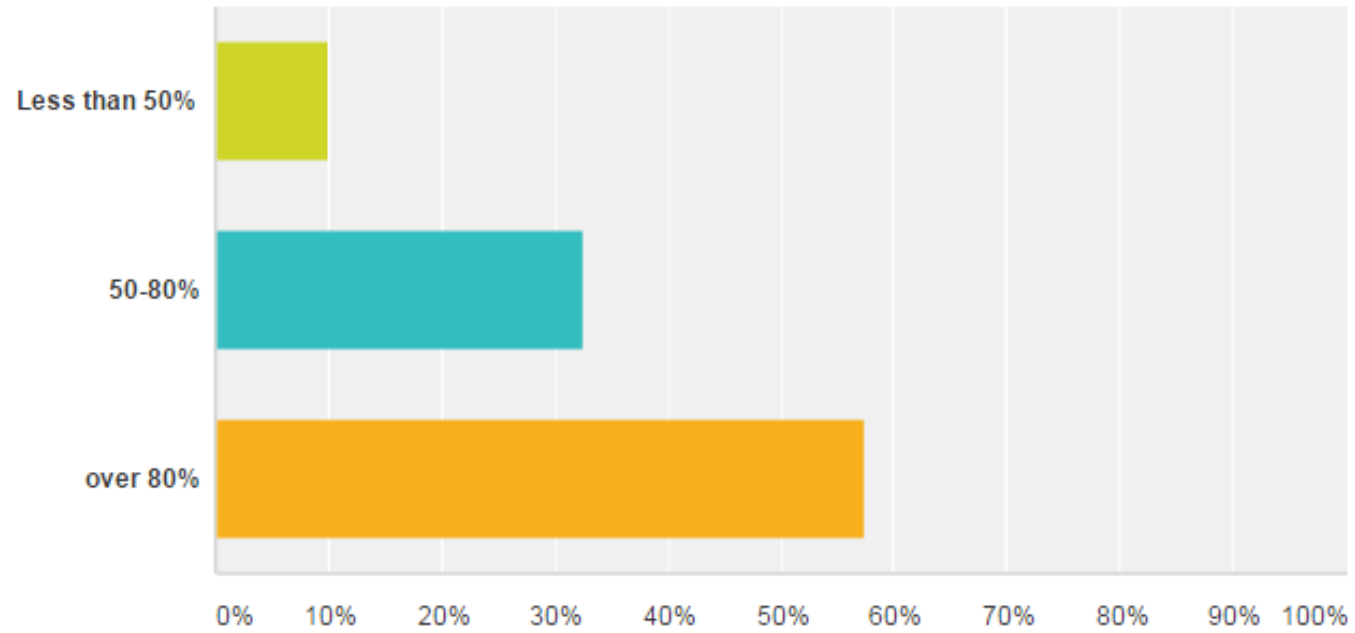
Answered: 40 Skipped: 0



Answer Choices	Responses
Full-time	95.00% 38
Part-time	2.50% 1
Per diem	2.50% 1
Total	40

Bench work involvement time

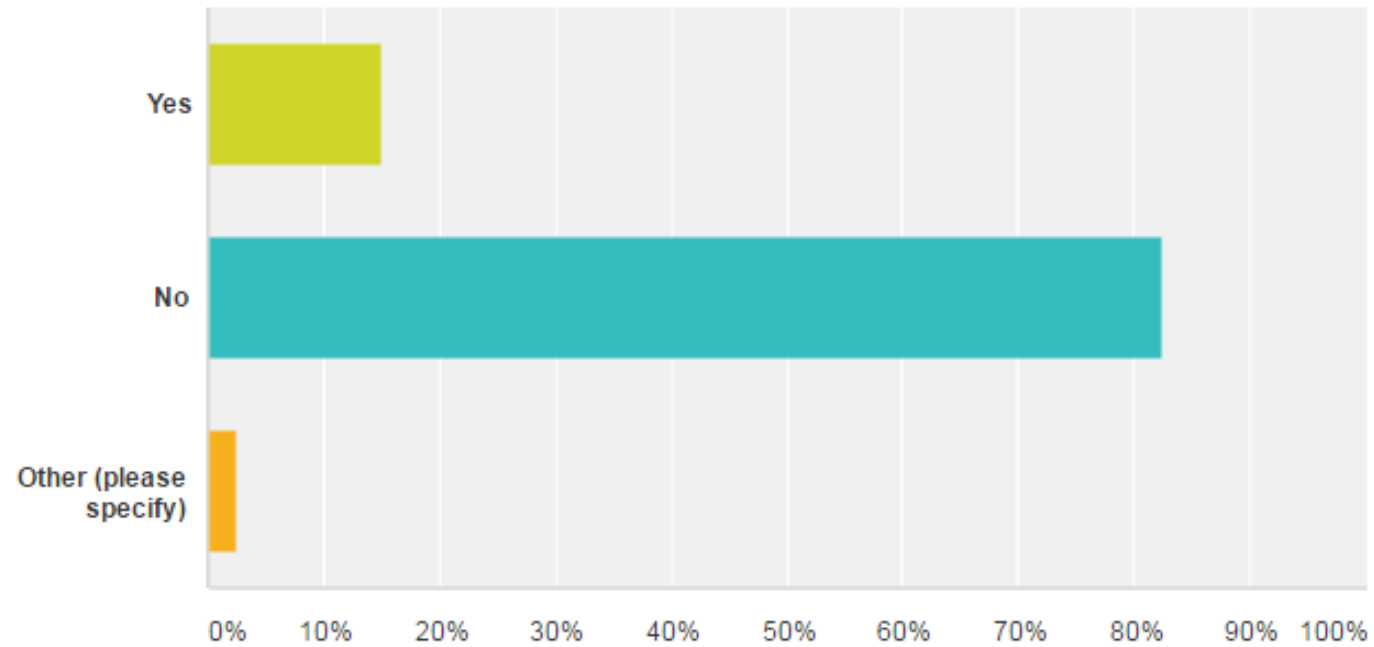
Answered: 40 Skipped: 0



Answer Choices	Responses
Less than 50%	10.00% 4
50-80%	32.50% 13
over 80%	57.50% 23
Total	40

Overtime work is paid or compensated?

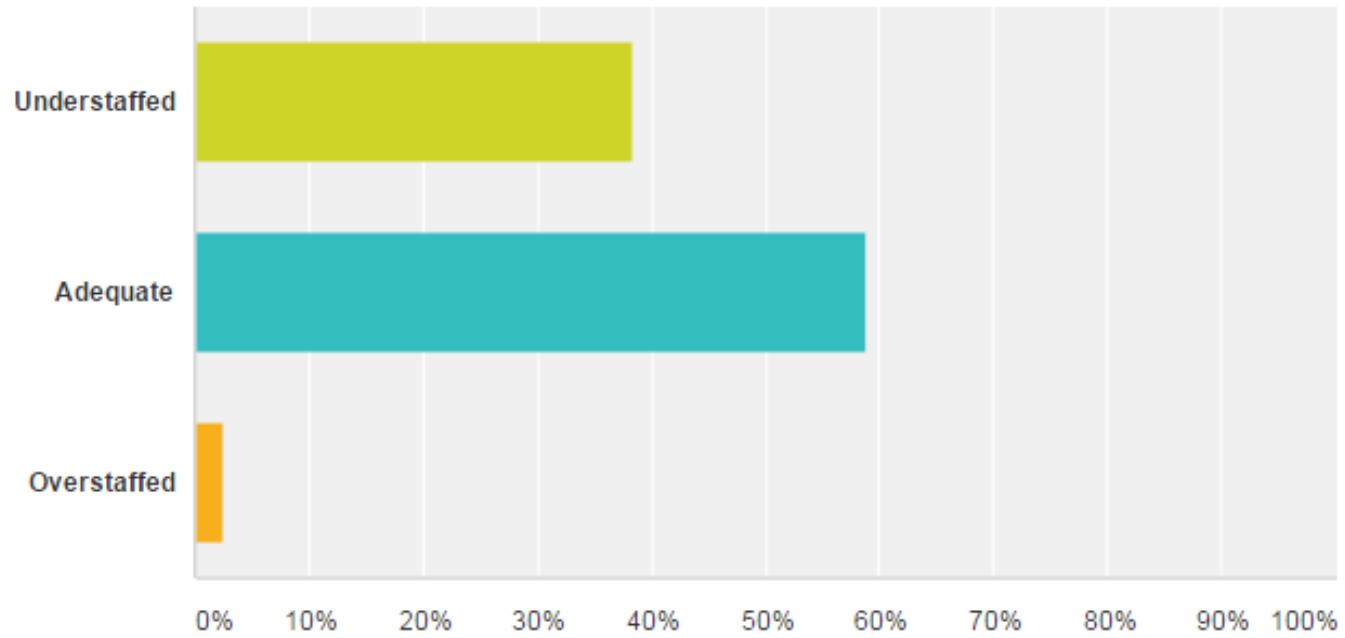
Answered: 40 Skipped: 0



Answer Choices	Responses
Yes	15.00% 6
No	82.50% 33
Other (please specify)	2.50% 1
Total	40

Lab Staffing

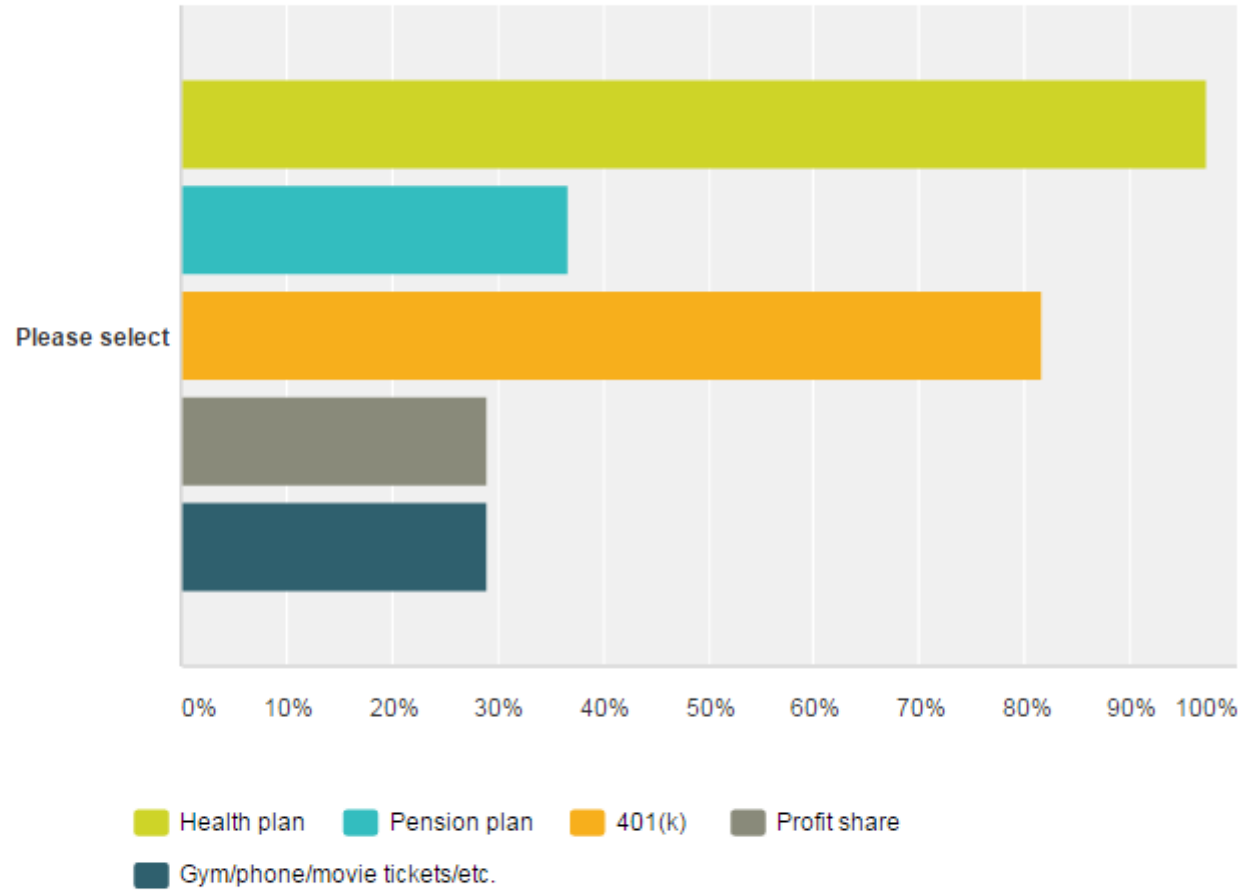
Answered: 39 Skipped: 1



Answer Choices	Responses
Understaffed	38.46% 15
Adequate	58.97% 23
Overstaffed	2.56% 1
Total	39

What benefits do you have?

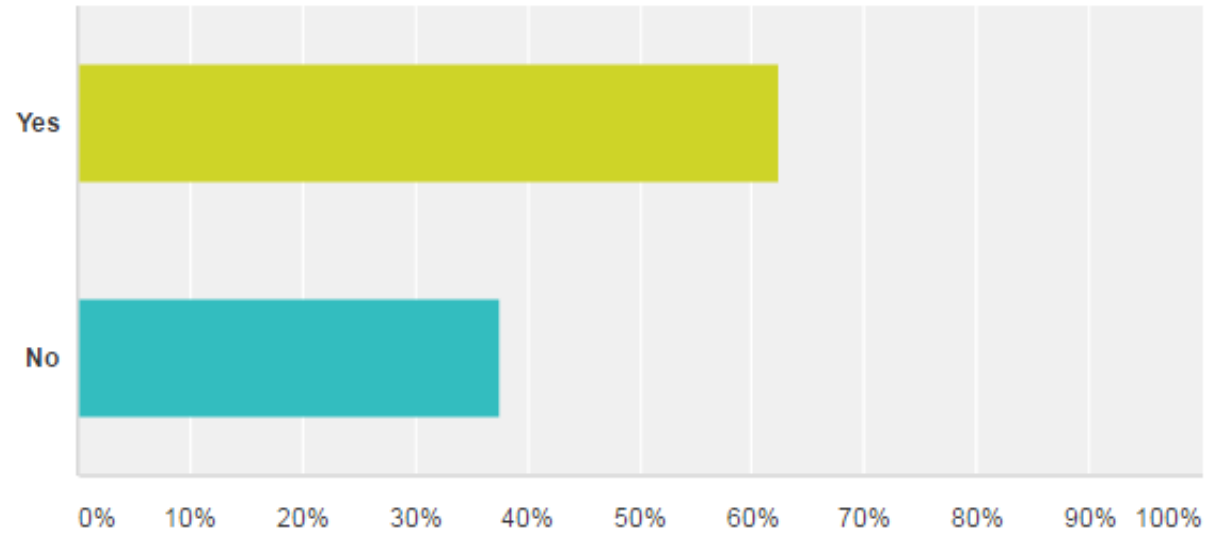
Answered: 38 Skipped: 2



	Health plan	Pension plan	401(k)	Profit share	Gym/phone/movie tickets/etc.	Total Respondents
Please select	97.37% 37	36.84% 14	81.58% 31	28.95% 11	28.95% 11	38

In your opinion do you believe forming a Union will be beneficial for embryologists in SF bay area?

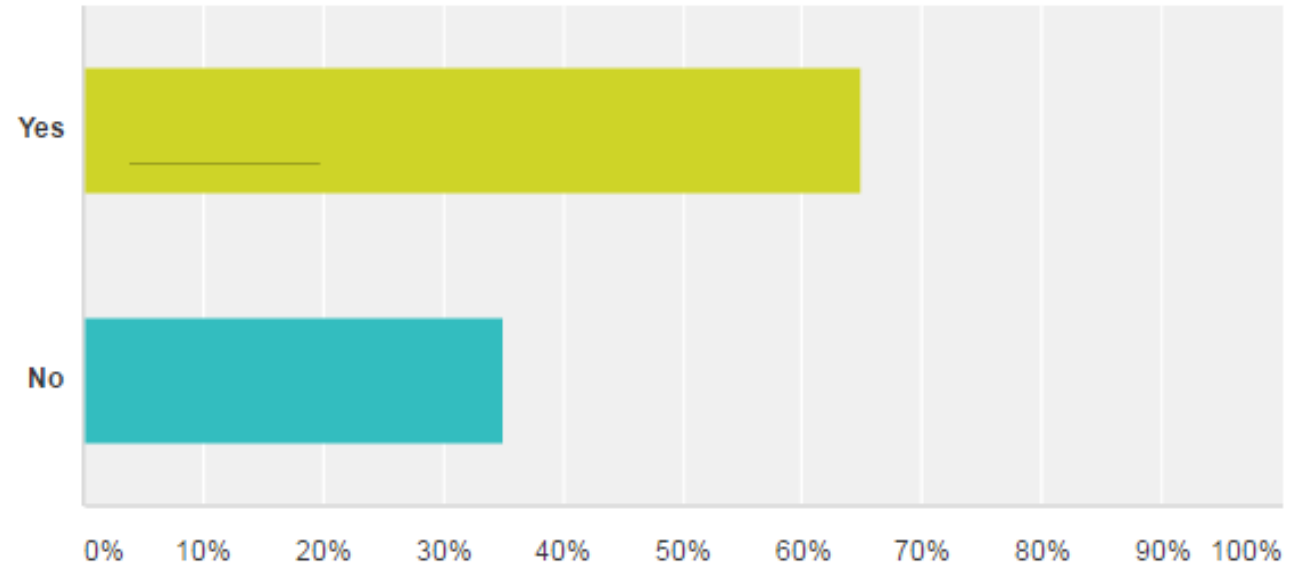
Answered: 40 Skipped: 0



Answer Choices	Responses
Yes	62.50% 25
No	37.50% 15
Total	40

Would you become a member of such Union?

Answered: 40 Skipped: 0



Answer Choices	Responses
Yes	65.00% 26
No	35.00% 14
Total	40

Your total annual compensation

Answered: 40 Skipped: 0

Answer Choices		Responses	
Salary	Responses	100.00%	40
Annual bonus	Responses	42.50%	17
Other monetary benefits	Responses	15.00%	6

Annual bonuses indicated:

\$500

\$700

\$500-1000

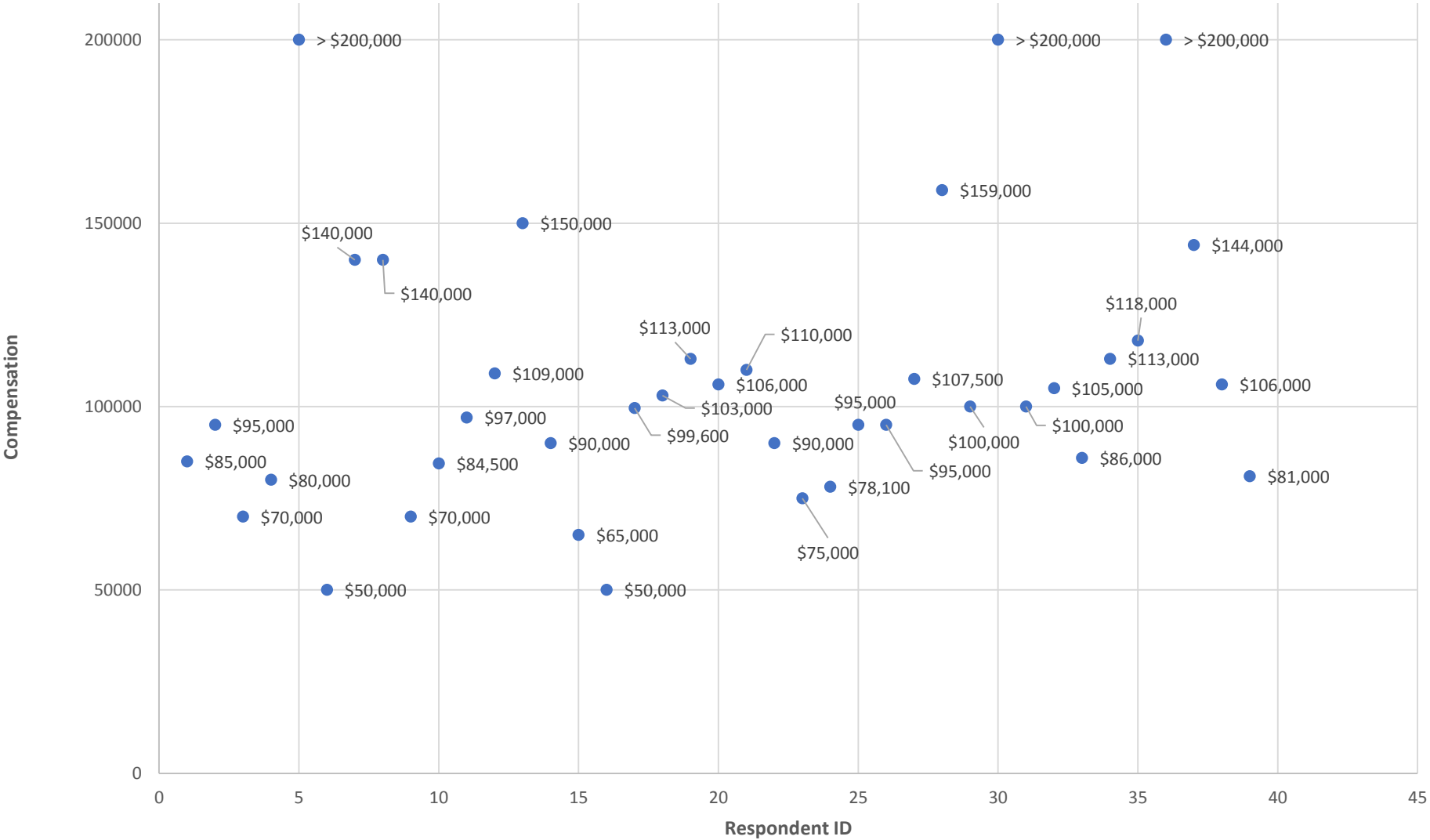
\$5,000

\$10,000 to retirement account

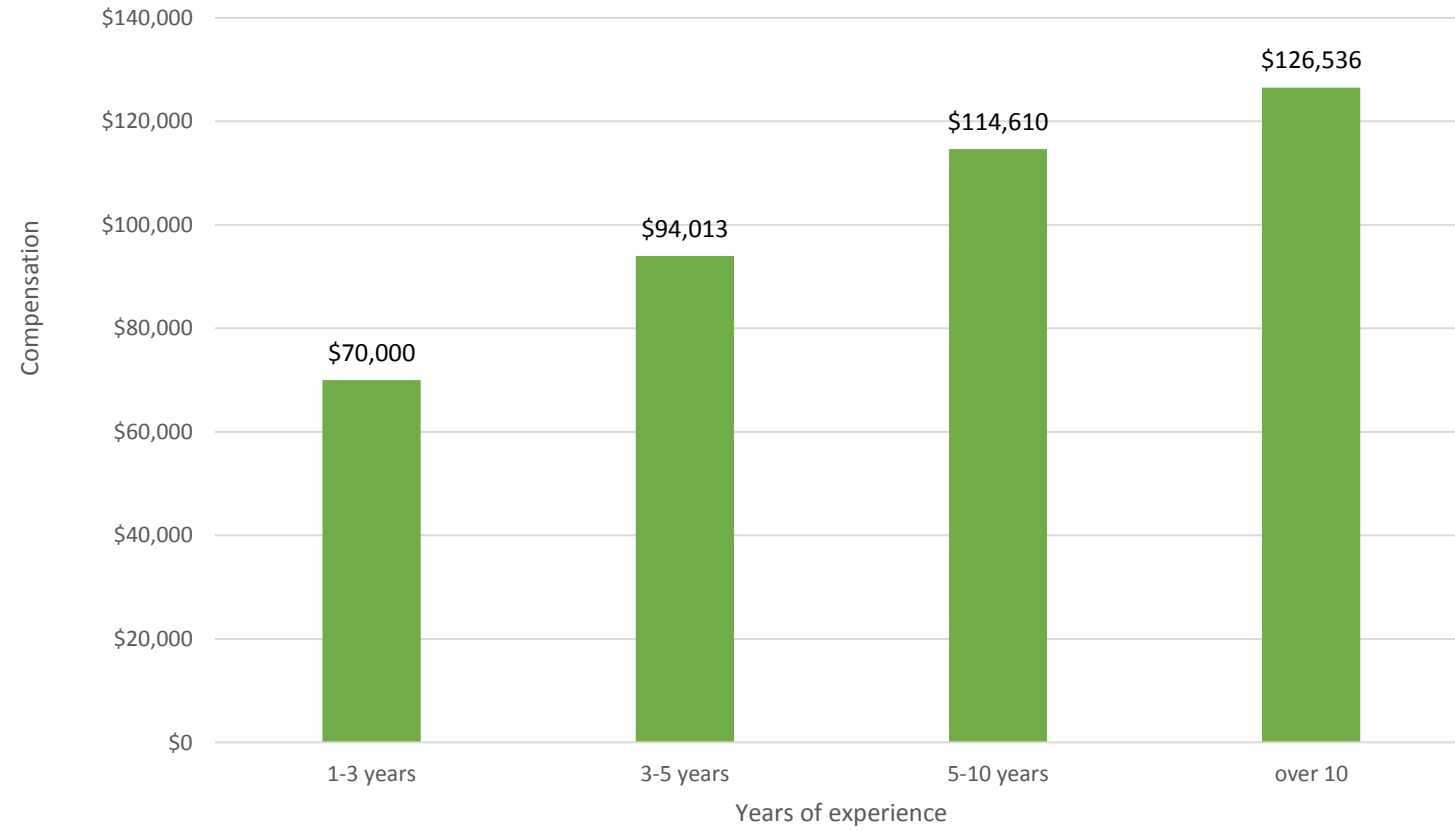
\$50,000

\$60,000

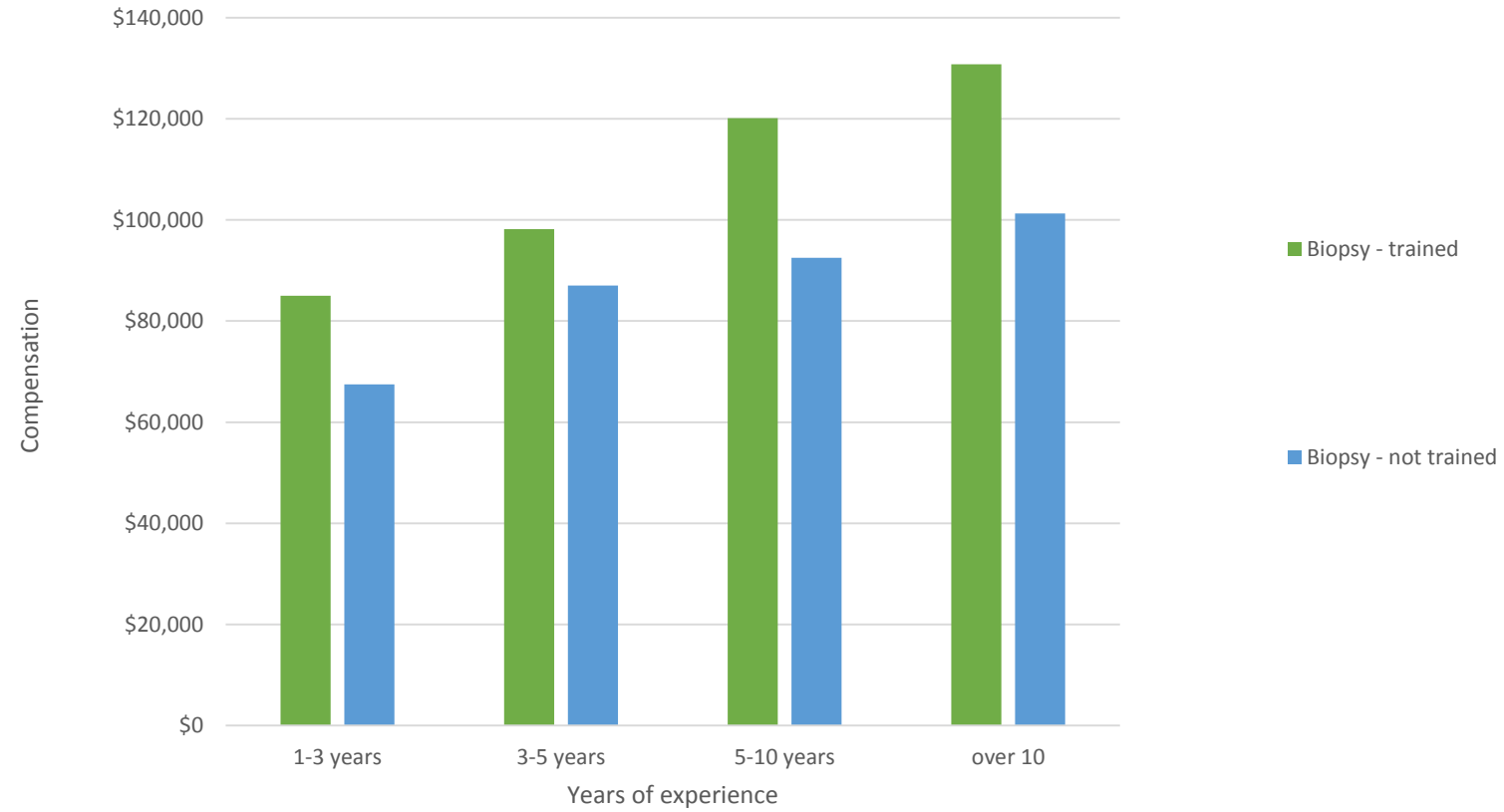
Compensation of all responders



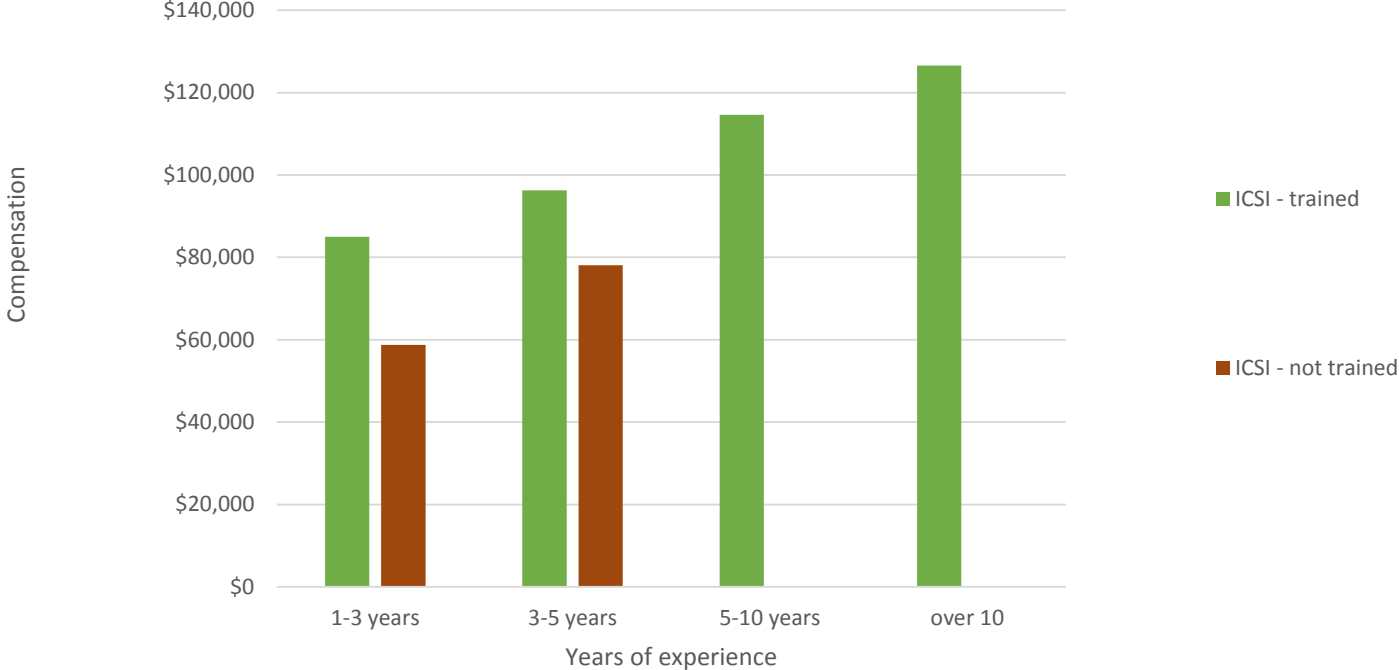
Average compensation by years of experience



TE biopsy skills



ICSI skills



Years of experience	Average compensation	
	Yes - Profit share	No – Profit share
1-3 years		\$70,000
3-5 years	\$102,525	\$85,500
5-10 years	\$139,500	\$98,017
over 10	\$133,650	\$108,750

Years of experience	Average compensation	
	Understaffed	Overstaffed or Adequate
1-3 years	\$71,667	\$68,750
3-5 years	\$89,000	\$95,683
5-10 years	\$109,750	\$117,850
over 10	\$112,417	\$140,571

Thank you!