

3rd Annual **Medical Sales Salary Report**
 MedReps.com

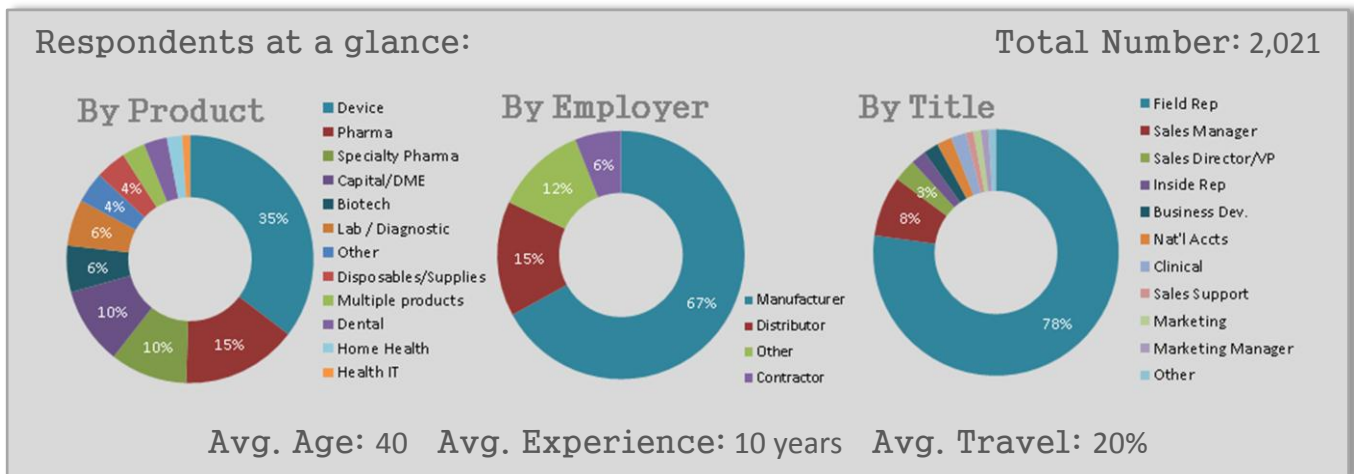
2013

While the appeal of a medical sales job is not tied solely to income, the impressive compensation that often accompanies the job certainly doesn't hurt. With an average total income of \$133,654, medical sales professionals are some of the highest earners in the healthcare industry.

| | |
|--------------------------|----------------------------|
| \$75,000 Median Base | \$125,000 Median Total |
| Average Base \$82,087 | Average Total \$133,654 |

More than 2,700 medical sales professionals participated in the 3rd Annual MedReps.com Salary Survey. Only responses from those *currently* working in medical sales were considered, bringing the total number of eligible responses to 2,021. The format of this year's survey allowed respondents to give more precise answers, fostering more accurate reporting. This year's report also discloses median incomes, which at times vary significantly from the average. This is because extremely high earners can skew the average disproportionately higher than the majority earns.

In addition to looking at income by product sold, we analyzed the 2013 data to find out how income varies by company size, job title, years of experience, age, sex and other influential factors. Keep reading for the details.



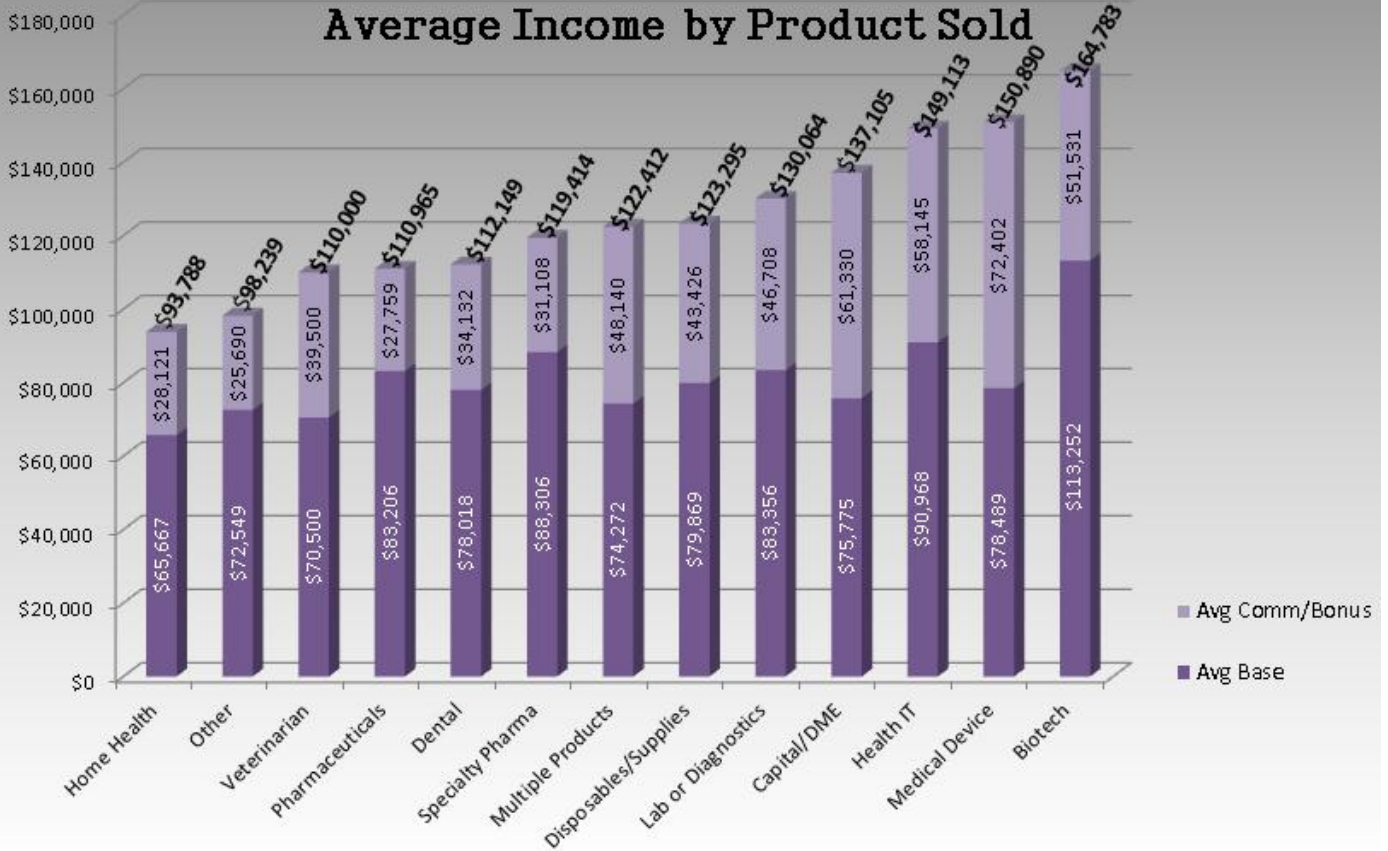
Income by Product Sold

Biotech professionals command the highest incomes.

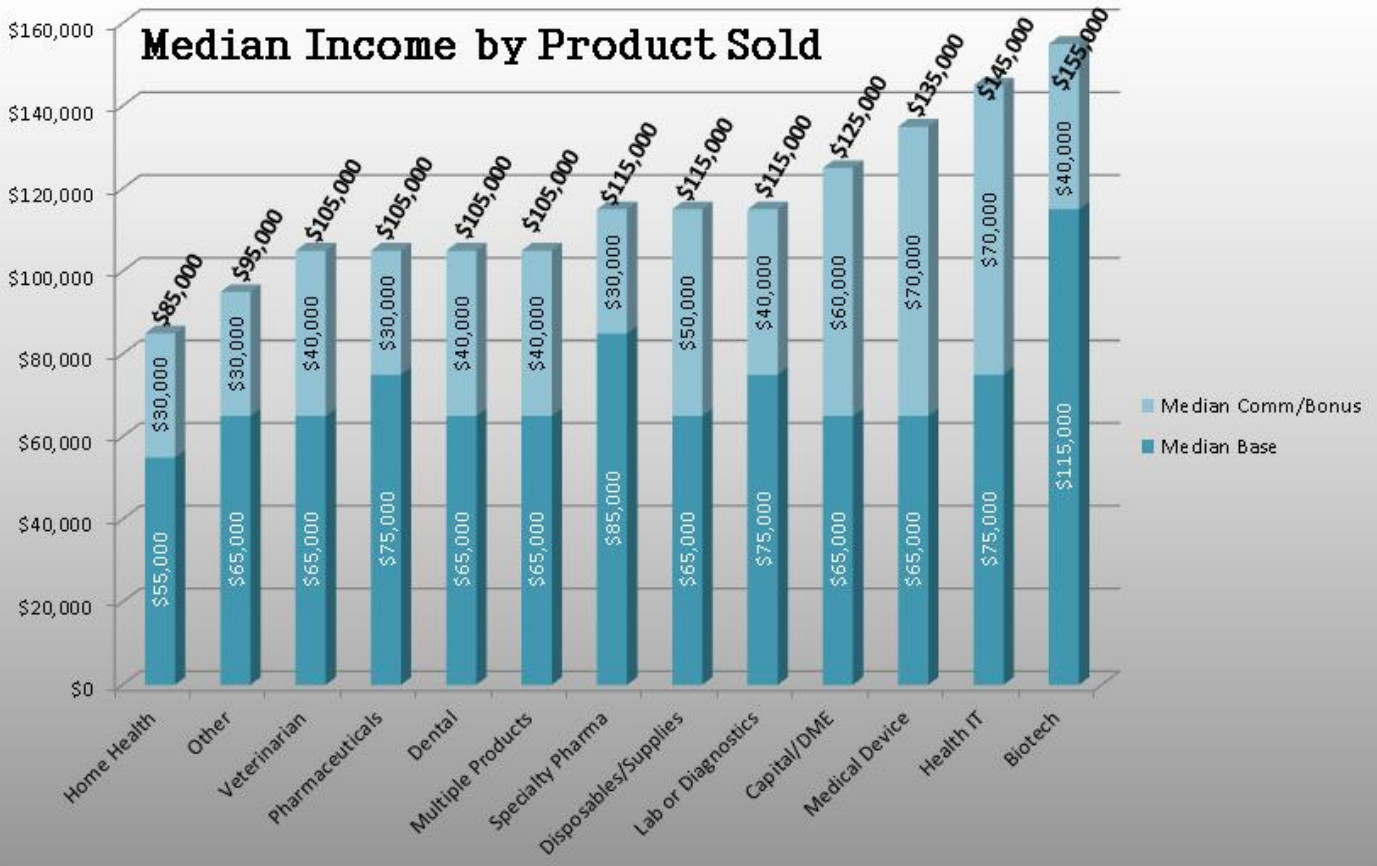
Medical sales encompasses a wide range of healthcare products and services – from devices and equipment, to supplies and disposables, to home healthcare and health IT. The product or service sold may be the most important indicator of what kind of compensation a sales professional receives.

This year, biotech professionals command the highest earnings. With an average total compensation of \$164,783, biotech sales professionals edged out device sales professionals for the top spot in 2013. Biotech professionals also report the highest median income at \$155,000. Medical and surgical device sales professionals are a somewhat distant second with an average income of \$150,890 and median income of \$135,000.

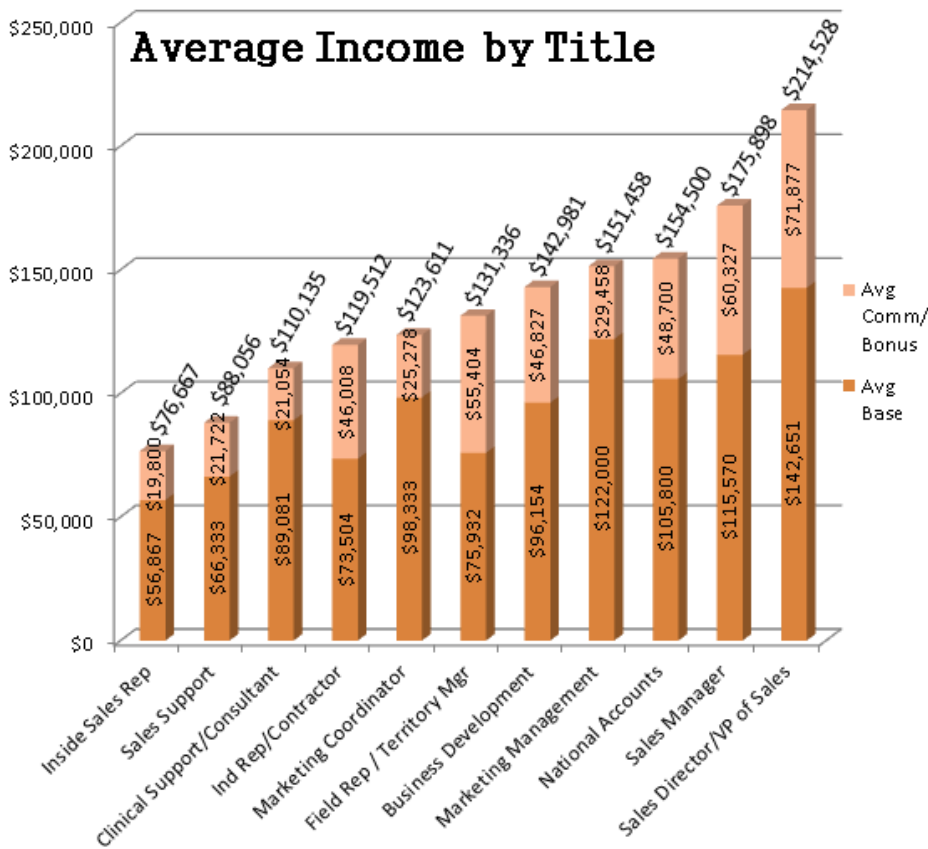
Average Income by Product Sold



Median Income by Product Sold



Income by Job Title

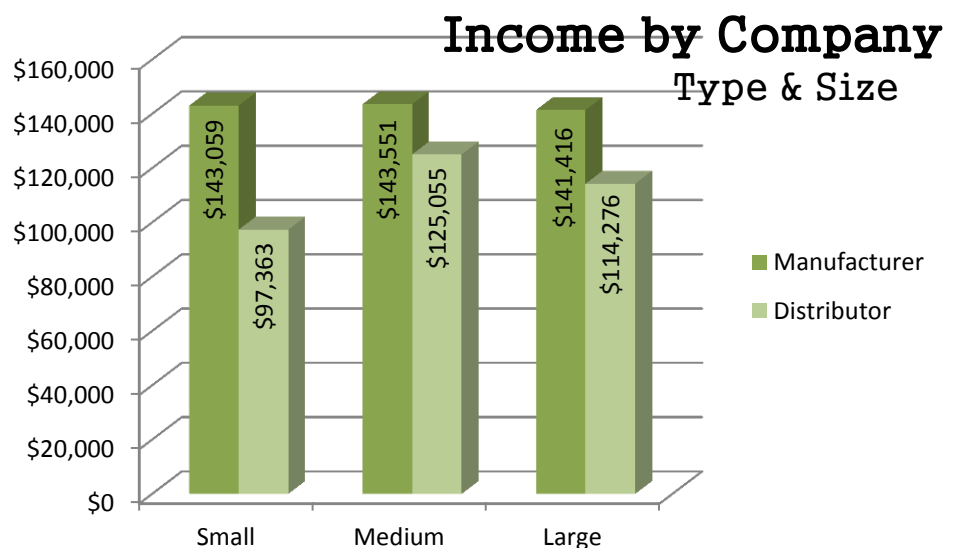


Not surprisingly, the job title commanding the highest income is “Sales Director,” reporting an average total income of \$214,528, median \$212,500. Respondents who wrote in “VP of Sales” as their title were also placed into this group. “Sales Managers” reported the second highest average earnings at \$175,898, and median \$165,000.

While it pays to work in management, it’s interesting to note that of those reporting the highest incomes (over \$300k), 45% hold the title “Field Sales Rep” or “Territory Manager.” Also noteworthy, the majority (72%) of the field reps earning over \$300k are selling medical or surgical devices.

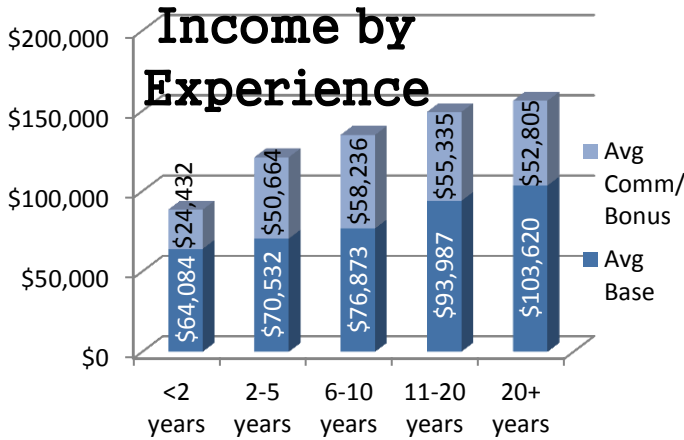
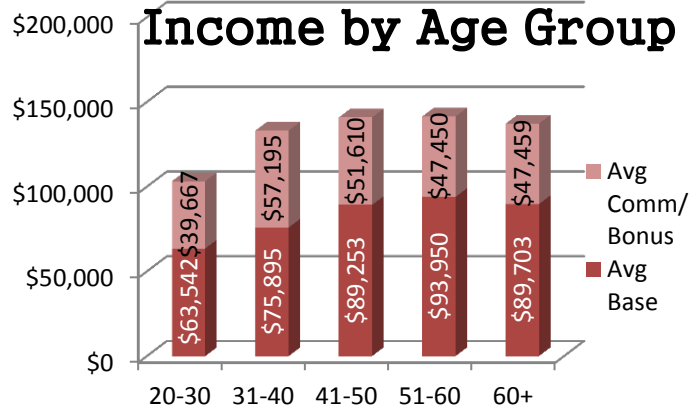
Income by Company

According to the 2013 data, professionals employed by manufacturers earn substantially more than those employed by distributors. The average income reported by those employed by manufacturers is \$141,958, the median \$125,000. Professionals employed by distributors earn an average income of \$112,264, median \$95,000. The size of the manufacturer does not seem to affect earnings, but it did impact earnings for those working for a distributor.

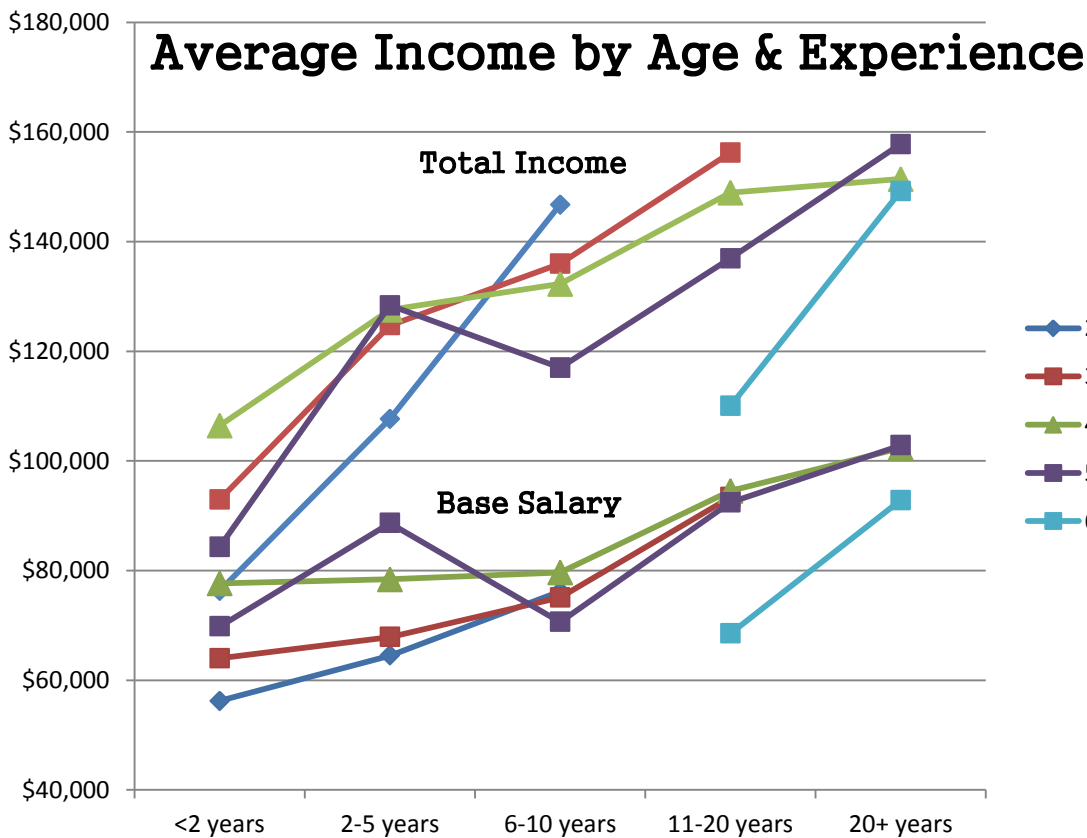


Income by Age and Experience

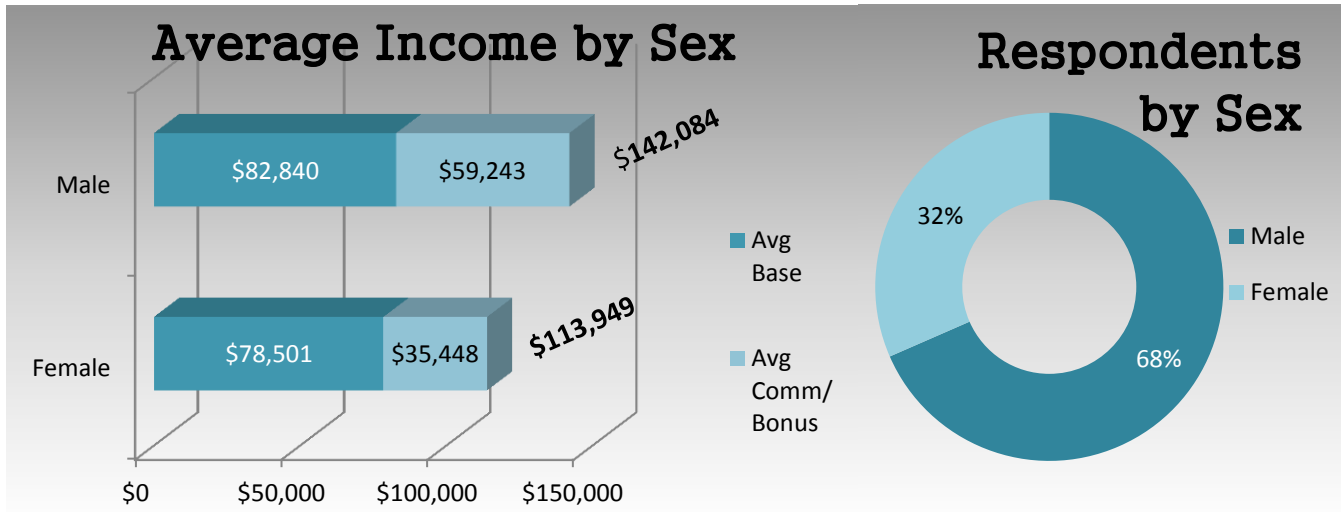
While age and experience often go hand in hand, the 2013 survey suggests that experience has more impact on earnings than age. While income increases significantly between the 20-30 and 31-40 age groups, it stays relatively flat among the other age groups. Income steadily rises, however, as the years of experience increase.



It's interesting to note though, that when years of experience are equal, the younger age group often earns more than the older. For example, in the group with 11-20 years of experience, professionals in their 30s earn more than those in their 40s; those in their 40s earn more than those in their 50s, and those in their 50s earn more than professionals over 60. With some exception, there appears to be more parity in base salaries, indicating the variance often lies in the amount of commission each group earns.



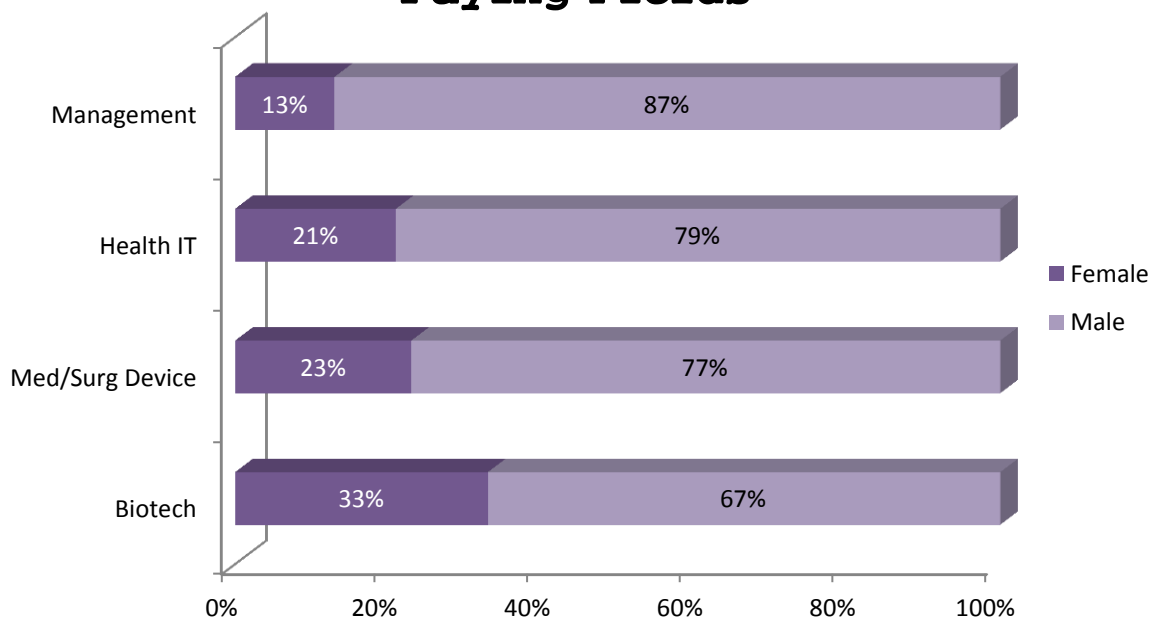
Income by Sex



The wage gap continues in the medical sales industry, and unfortunately, it appears to be widening. According to the 2013 data, men report an average base salary 5% higher than women and an average total income that is 20% higher. In 2012, this difference was 1% and 15%, respectively.

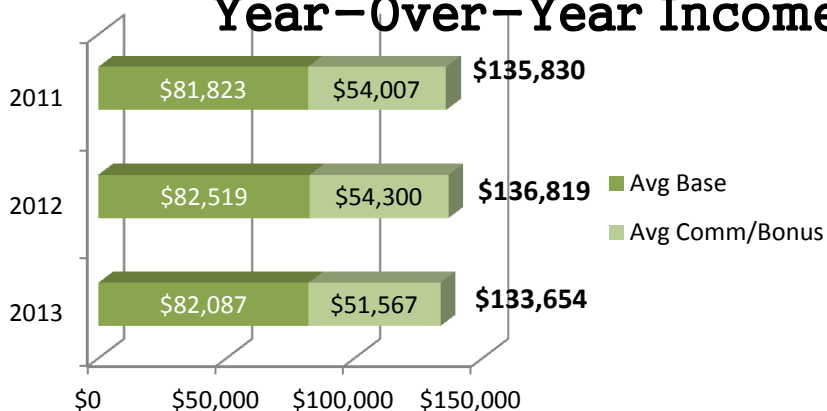
To explain this difference, it's important to look at both the positions held and products sold by men and women in the industry. As was the case in 2012, in the 2013 survey, men hold the majority of management positions. Men are also far more likely to sell medical devices and biotech products. Perhaps this discrepancy shouldn't be surprising though, considering men accounted for 68% of all survey respondents. These numbers suggest the medical sales industry continues to be a male-dominated space.

Respondents by Sex in Highest Paying Fields

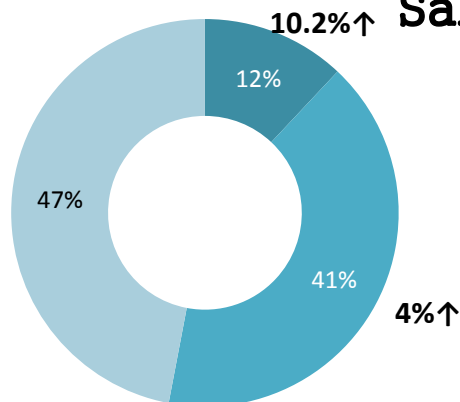


According to the 2013 survey, the average medical sales income was down slightly (2%) from the previous year. However, this small decline is more likely a result of the change in survey methodology than it is a reflection of a decline across the industry. As was previously noted, the 2013 survey allowed for more precise reporting than in previous years.

Year-Over-Year Income



Salary Increase?



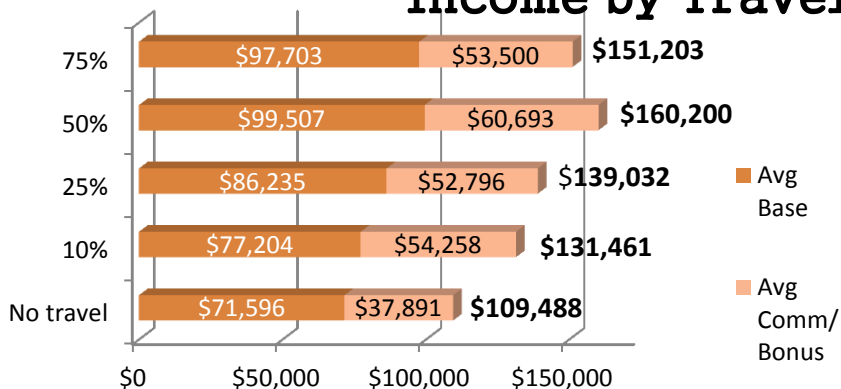
- Yes - Promotion / Job Change
- Yes - No Promotion / No Job Change
- No Increase

While overall average income was down, more than half of respondents reported receiving a pay increase during the past 12 months. Those who saw a pay bump as a result of a promotion or job change received an average increase of 10.2%.

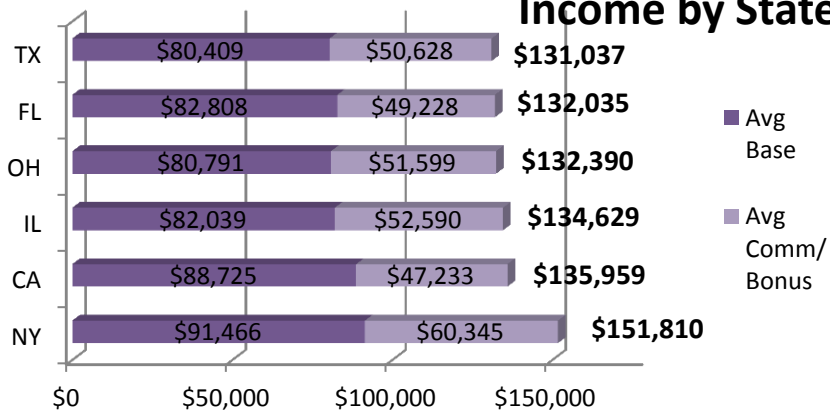
Survey respondents spend an average of 20% of their time travelling overnight, but does the time on the road pay off? To some extent, yes.

The increased pay that often accompanies travel may in part be explained by the fact that professionals working in sales management travel an average of 42% of the time, while those in a strictly sales role spend just 17% of their time travelling overnight.

Income by Travel



Income by State

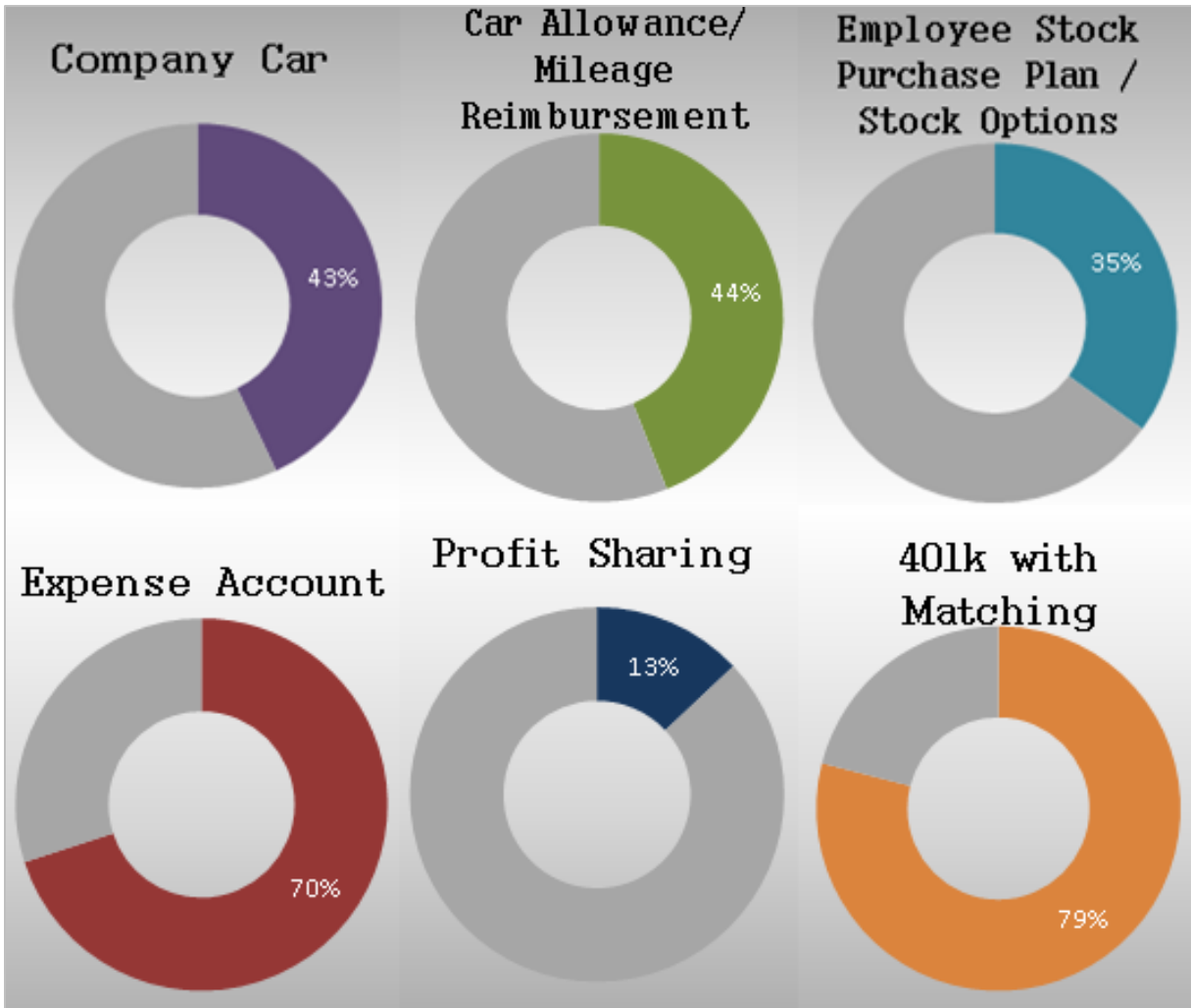


Medical sales professionals in Kansas reported the highest average income at \$168,810, though they accounted for just 1% of survey respondents.

The states with the largest number of respondents were California, Texas, Florida, Illinois, Ohio, and New York. Not surprisingly, the incomes reported by states with the highest number of respondents were more in line with national average.

Other Benefits

Medical sales jobs have a reputation for coming with attractive perks such as company cars, expense accounts, and stock options. According to the survey data, this reputation is often true. Access to an expense account is still very prevalent – 70% report having this perk. 44% receive a car allowance or mileage reimbursement, and 43% have a company car (though just 3% have both).



Conclusion

The 2013 Medical Sales Salary confirms that medical sales continues to be a lucrative profession. With an average total compensation of \$133,654, medical sales professionals command some of the highest incomes in the healthcare industry. All medical sales jobs are not created equal though. Incomes vary significantly based on the type of product sold, job title, years of experience, and type of company. And as we've seen, even factors such as age and sex may affect earnings. Of course, the most important influencer is one's ability to close sales and serve customers. For more information about medical sales salaries and the jobs that pay them, visit MedReps.com.