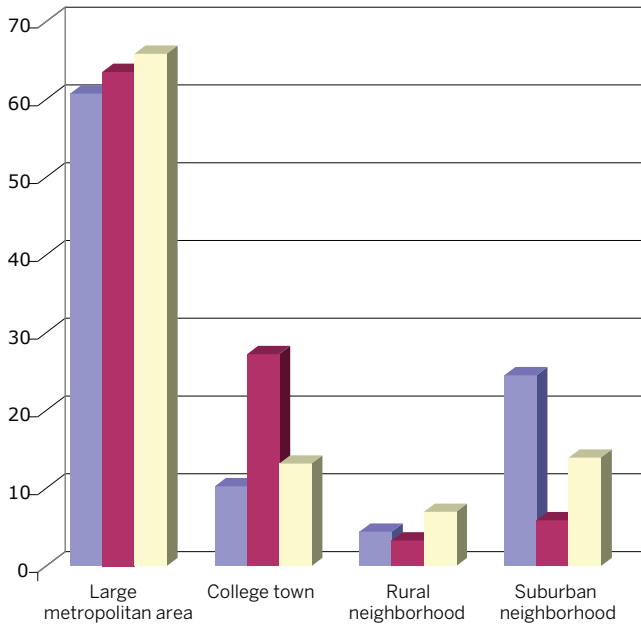
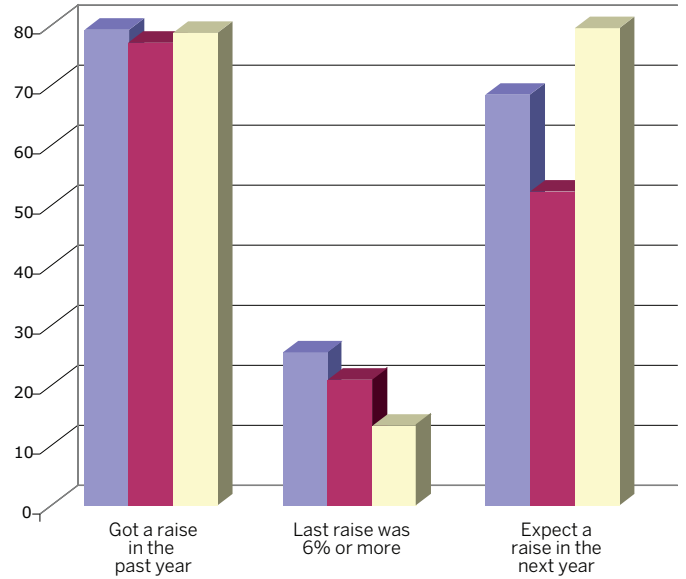


## Type of Region by Organization



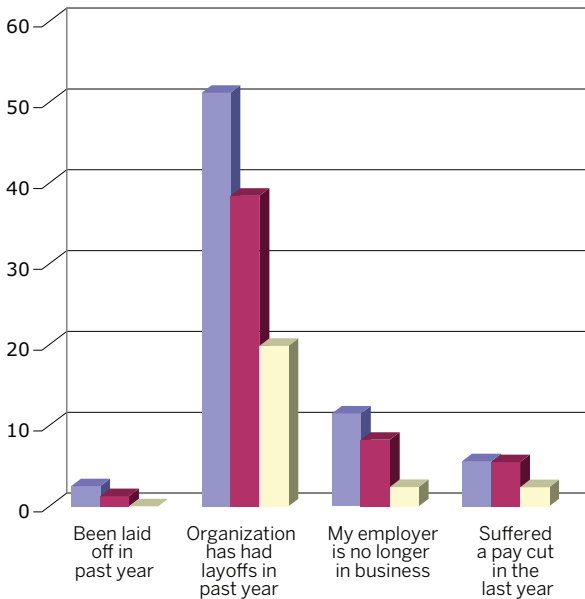
Percent of respondents in each type of organization:  
 ■ Pharma/Biotech ■ Academic ■ Government

## Raises Expected by Organization



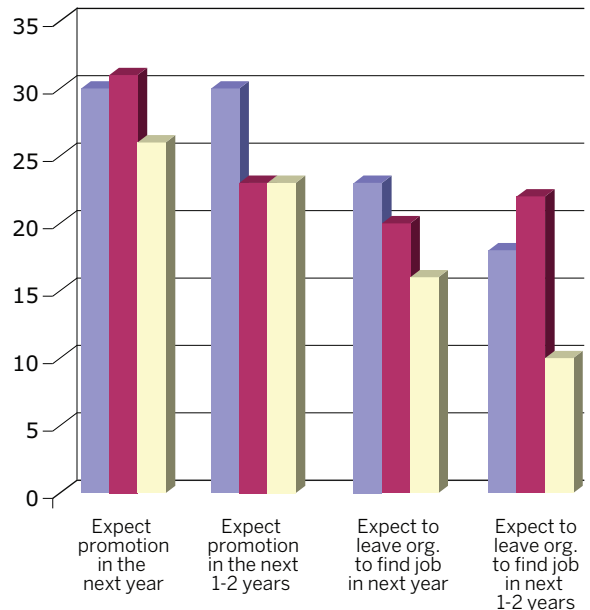
Percent of respondents in each type of organization:  
 ■ Pharma/Biotech ■ Academic ■ Government

## Layoffs and Pay Cuts by Organization



Percent of respondents in each type of organization:  
 ■ Pharma/Biotech ■ Academic ■ Government

## Moving On and Up by Organization



Percent of respondents in each type of organization:  
 ■ Pharma/Biotech ■ Academic ■ Government