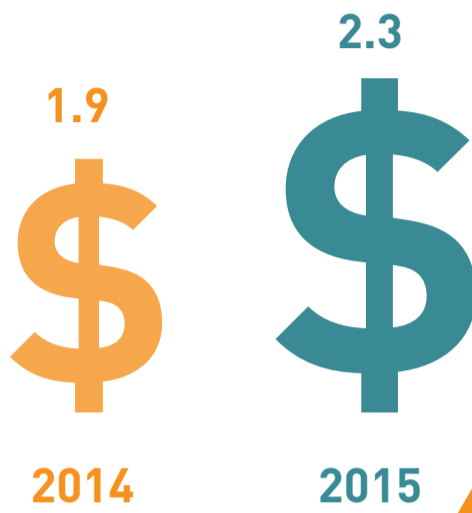


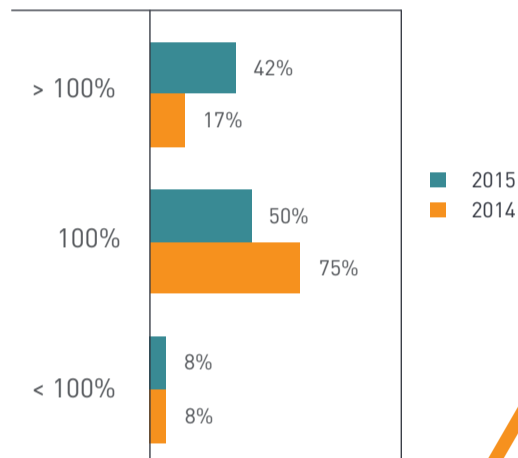
# Key Findings from ZS's 2015 Medtech Incentive Practices Research (IPR)

How much incentive pay (as a multiple of target incentive) does the plan pay out for top 10% of employees?



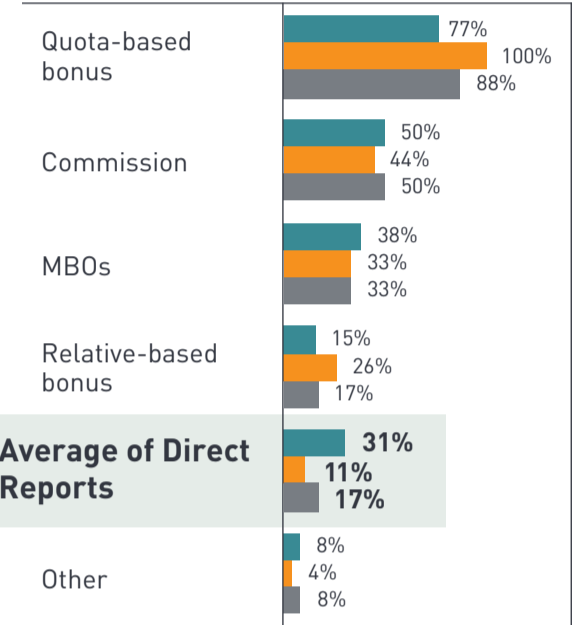
If sales quotas were summed across the sales force, what percentage of the national sales objective would they be?

### Sales Manager



What components are included in sales incentive plan?

### Sales Manager



% of respondents  
Note: respondents could select more than one option

## Design

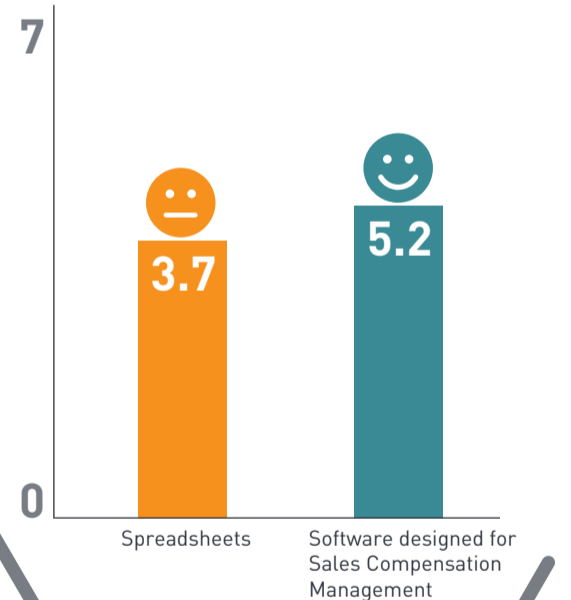
## Administration



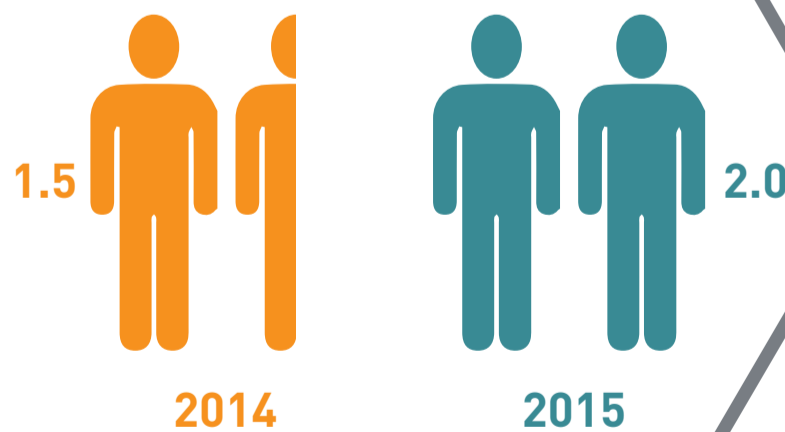
What are the biggest incentive compensation issues your organization struggles with?

Rank	Issue
1	Data availability/accuracy
1	Administration
3	Managing multiple plans
4	Automation
5	Changing market requirements
5	Quota setting
5	Incentive plan complexity

How satisfied is your organization with its administration methods?



How many internal FTEs are allocated to incentive compensation processing and reporting?



Participants from 30 US-based medical products, devices, and services companies completed the online survey for their sales teams from April 27, 2015 through June 10, 2015

The survey was divided into the following categories of questions:

- + Incentive Methods
- + Pay Practices: Thresholds and Caps
- + Reporting and Timing
- + Quota Setting
- + General Sales Force Measurements

Respondents filled out the survey for up to 6 different types of sales teams:

- + Territory or Account Manager
- + Specialist Rep
- + Clinical Support Rep
- + Capital Equipment Specialist
- + Inside Sales
- + Key/Strategic Account Manager