

## **Salary Survey**



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**Prepared by Jerry Kaup**  
**MemberSurveys.com**  
**847-867-6682**

# Salary Survey for American Society for Bioethics and Humanities

## Executive Summary

The high response to this survey indicates a high affinity for this association. 358 full time and 69 part time members answered the salary question, or 28% of the 1,542 members surveyed. Even more members answered some of the other questions.

### *Statistical Significance*

At a 90% Confidence Level, the 358 fulltime responses to the salary questions can be considered statistically significant, and thus “projectable,” or representative, for the entire ASBH membership (Confidence Interval of 3.82). At a 90% Confidence Level, the 69 part time responses have a Confidence Interval of 9.71.

For cross-tabulations that show salary categorized by other factors (employment setting, academic rank, etc.) the statistical significance of mean salaries is reduced. These cross-tab tables include t-tests of significance for columns at 95% and 90%. Each banner column is assigned a letter which appears under the Banner. If the mean in one column is significantly different from the mean in another at the 95% confidence level, the **uppercase** letter of the other column appears under the data in this column. If the means differ significantly at the 90% level, a **lowercase** letter appears.

## Data Display – Tables and Charts

Responses to all survey questions are displayed in tables on the following pages. Full Time/Part Time cross-tabs are included in most cases. When charts would aid in the quick comprehension of responses, they are also included. When the question asked for “other” responses, those responses follow the table for that question.

NOTE: The “Base” number indicated on tables exceeds the total of cross-tab responses because all members who answered one question in the cross-tab may not have answered the second question.

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**Salary**

The mean salary reported was \$95,519, but with nearly 20% of members reporting part time employment status, the following cross tabulations is more meaningful. This table indicates the separate mean salary for both Full Time and Part Time members.

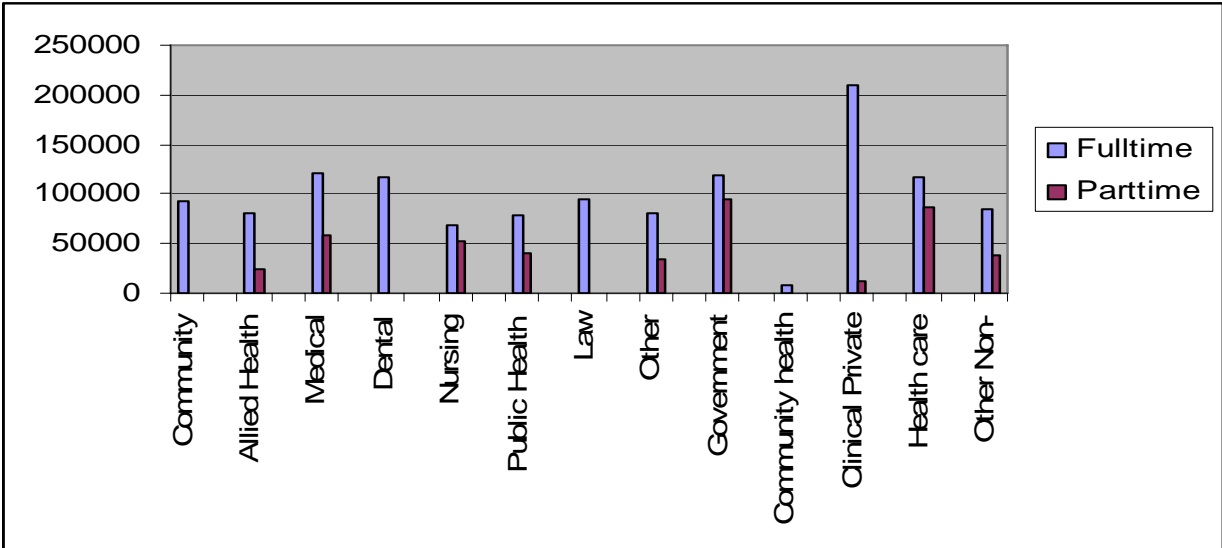
**Salary by Full Time/Part Time**

358 members that provided salary data indicated “Yes” to **Q. 9. Is your position 1.0 FTE (Fulltime)?**, while 69 indicated “no.”

Table 12: 8. My gross base annual fixed salary for my primary position.

	Total	9. Is your position 1.0 FTE (Fulltime)?	
		Yes	No
Base	430	358	69
Enter salary as Whole US dollar amount or equivalent here.	\$95,519	<b>\$102,651</b>	<b>\$59,827</b>

**Salary by Employment Setting and FTE Status**



**Mean Salary by Employment Setting and FTE Status – Full Time:**

Table 12: 8. My gross base annual fixed salary for my primary position.

**Full Time**

1. My primary employment is at a(n) - please check all that apply:

Total	Community College	Allied Health Professional School/College	Medical School/College	Dental School/College	Nursing School/College	Public Health School/College
358	1 (A)	9 (B)	147 (C)	1 (D)	16 (E)	11 (F)
\$102,651	\$93,000	\$80,302 CIJk	\$120,056 BEFHjKM	\$117,000 e	\$67,619 CdGIJKL	\$78,786 CIJkl
Law School/College	Other University/College	Government organization	Community health agency	Clinical Private Practice	Health care facility/system	Other
9 (G)	92 (H)	19 (I)	1 (J)	3 (K)	75 (L)	15 (M)
\$95,306 EJ	\$80,278 CIJKL	\$117,986 BEFHJkM	\$9,000 BcEFGHI	\$208,733 bCEfHiL m	\$116,170 EfHKm	\$83,866 CIkl

**t-tests show how likely it** is that any difference you see between two means reflects a real difference in the population and not just a chance difference in your sample.

Each banner column is assigned a letter which appears under the Banner. If the mean in one column is significantly different from the mean in another at the 95% confidence level, the uppercase letter of the other column appears under the data in this column. If the means differ significantly at the 90% level, a lowercase letter appears.

Full time and part time t-tests run separately on all table.

**Mean Salary by Employment Setting and FTE Status – Part Time:**

Table 12: 8. My gross base annual fixed salary for my primary position.

**Part Time**

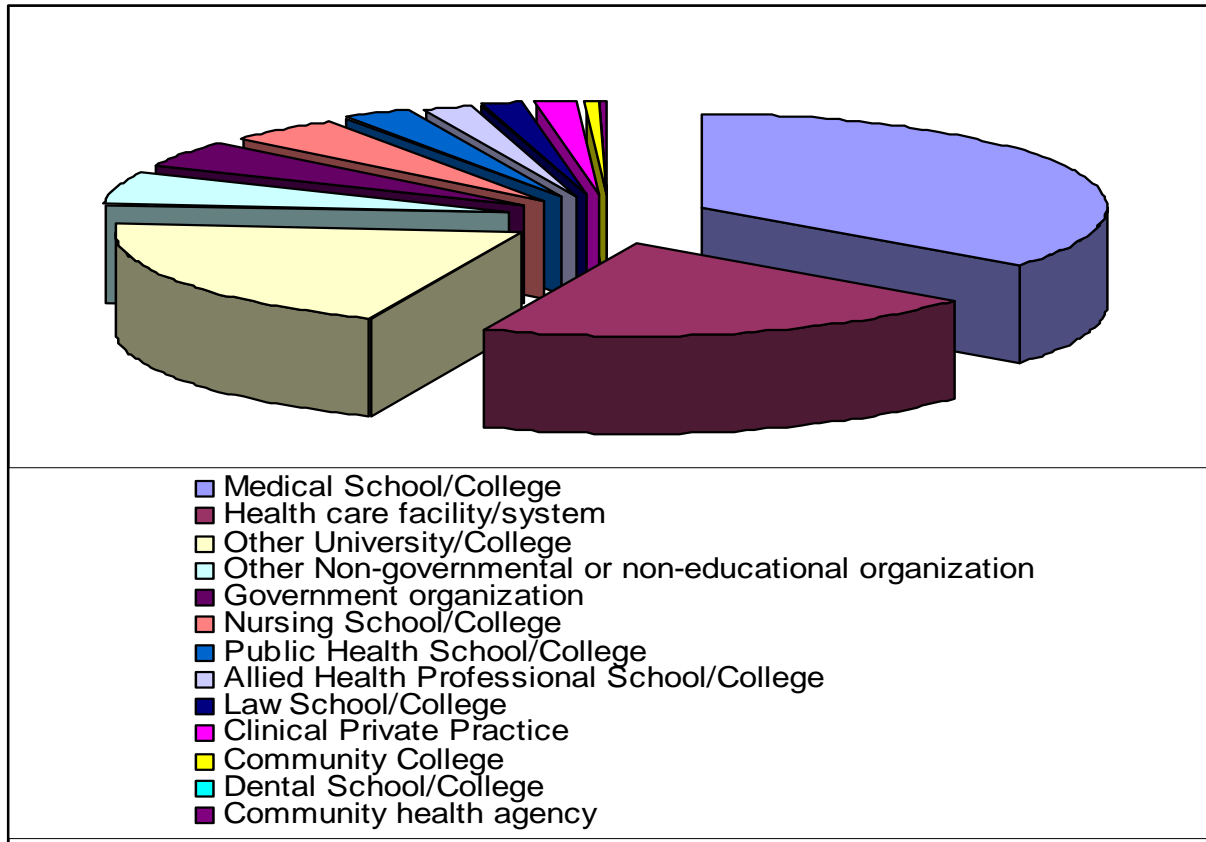
1. My primary employment is at a(n) - please check all that apply:							
Total	Community College	Allied Health Professional School/College	Medical School/College	Dental School/College	Nursing School/College	Public Health School/College	
Base							
69	0 (A)	2 (B)	26 (C)	0 (D)	6 (E)	3 (F)	
\$59,827	0	\$25,000 Ik	\$58,323 L	\$0	\$53,000 i	\$40,533 I	
	Law School/College	Other University/College	Government organization	Community health agency	Clinical Private Practice	Health care facility/system	Other Non-governmental or non-educational organization
	0 (G)	10 (H)	3 (I)	0 (J)	1 (K)	26 (L)	6 (M)
	\$0	\$34,659 IL	\$95,342 BeFHKM	\$0	\$13,000 bI	\$86,079 CHM	\$37,800 IL

**t-tests show how likely it** is that any difference you see between two means reflects a real difference in the population and not just a chance difference in your sample.

Each banner column is assigned a letter which appears under the Banner. If the mean in one column is significantly different from the mean in another at the 95% confidence level, the uppercase letter of the other column appears under the data in this column. If the means differ significantly at the 90% level, a lowercase letter appears.

Full time and part time t-tests run separately on all table.

**Counts: Employment Setting – All Members Responding**



**Academic Institution – Sub-total 369**

**Non-academic institution or organization – Sub-total 179**

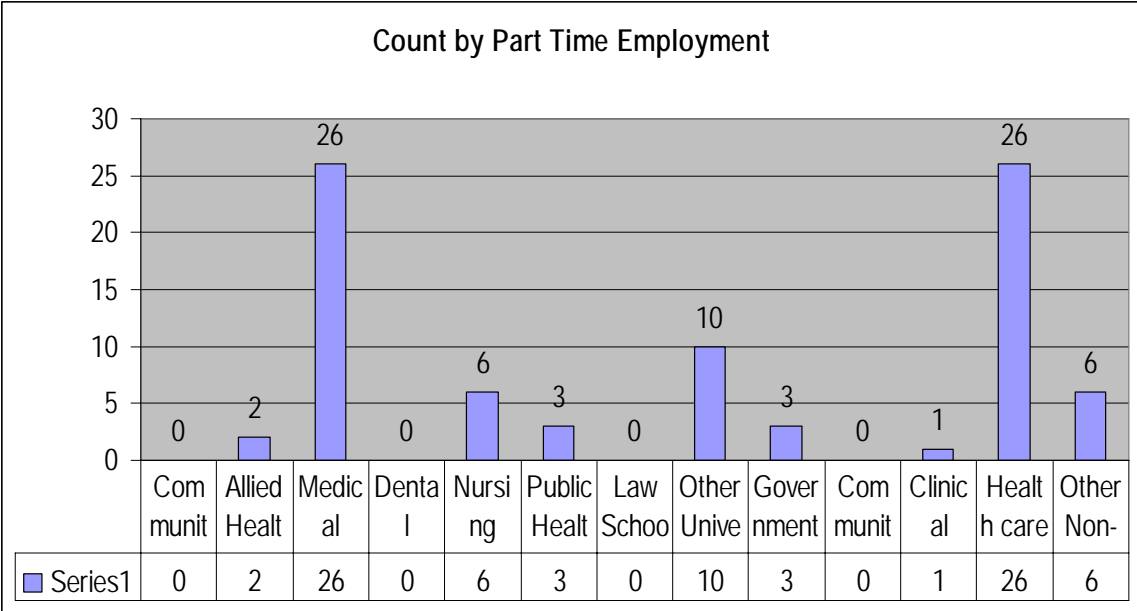
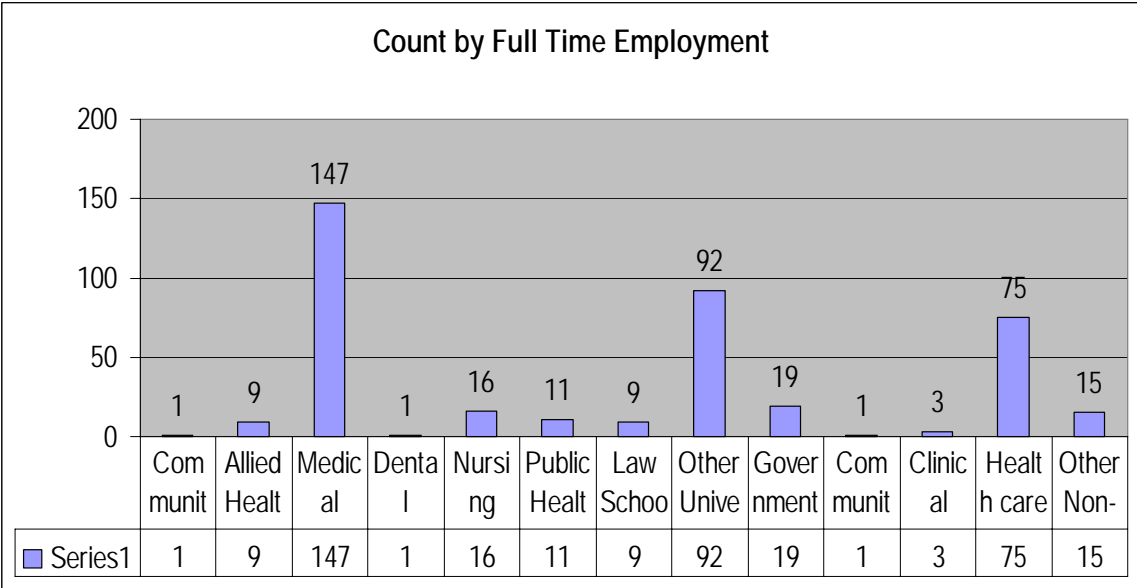
**Employment Setting and FTE Status**

Table 2: 1. My primary employment is at a(n) - please check all that apply:

	Total	9. Is your position 1.0 FTE (Fulltime)?	
		Yes	No
Base	485	367	82
<b>Academic Institution – Sub-total</b>	<b>369</b>	295	56
	67%	72%	57%
		80%	15%
Community College	2	1	0
	0%	0%	0%
		50%	0%
Allied Health Professional School/College	11	9	2
	2%	2%	2%

		82%	18%
Medical School/College	195 36%	153 37% 78%	34 34% 17%
Dental School/College	1 0%	1 0% 100%	0 0% 0%
Nursing School/College	24 4%	16 4% 67%	6 6% 25%
Public Health School/College	15 3%	11 3% 73%	3 3% 20%
Law School/College	10 2%	10 2% 100%	0 0% 0%
Other University/College	111 20%	94 23% 85%	11 11% 10%
<b>Non-academic institution or organization – Sub-total</b>	<b>179</b> 33%	114 28% 64%	43 43% 24%
Government organization	26 5%	20 5% 77%	3 3% 12%
Community health agency	1 0%	1 0% 100%	0 0% 0%
Clinical Private Practice	9 2%	3 1% 33%	2 2% 22%
Health care facility/system	112 20%	75 18% 67%	30 30% 27%
Other Non-governmental or non-educational organization	31 6%	15 4% 48%	8 8% 26%

**Counts: Employment Setting and FTE Status**



## Salary by Academic Rank

Table 12: 8. My gross base annual fixed salary for my primary position. by academic rank of primary position, Full Time, Part Time

	Total Full Time	Instructor	Assistant Professor	Associate Professor	Professor	Other - please specify:
Base	358	14 (A)	69 (B)	76 (C)	78 (D)	40 (E)
Enter salary as Whole US dollar amount or equivalent here.	\$102,651	\$67,021 CD	\$85,914 CDE	\$105,644 ABDE	\$130,750 ABCE	\$63,799 BCD

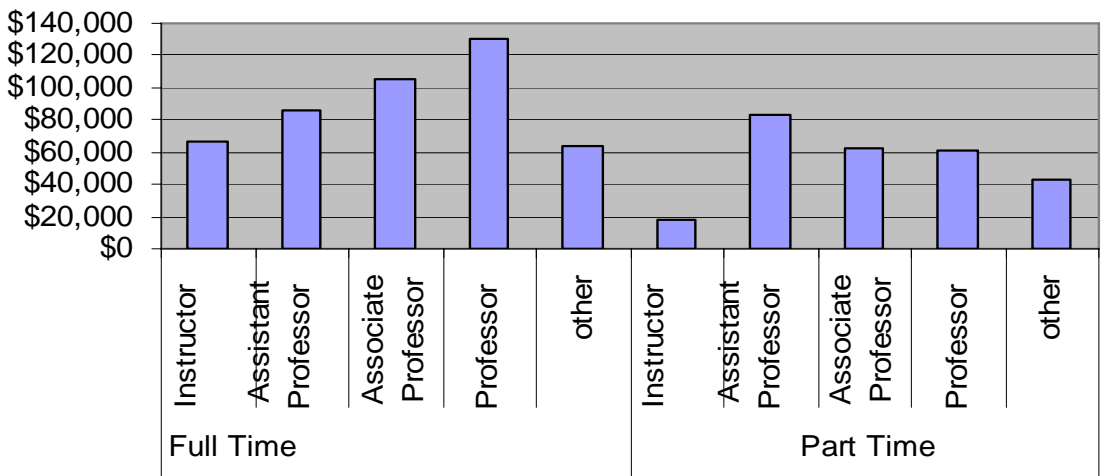
Part Time						
Base	69	8 (A)	10 (B)	6 (C)	4 (D)	15 (E)
Enter salary as Whole US dollar amount or equivalent here.	\$59,827	\$18,438 BCD	\$83,780 AE	\$62,564 A	\$60,750 A	\$43,393 B

**t-tests show how likely it is** that any difference you see between two means reflects a real difference in the population and not just a chance difference in your sample.

Each banner column is assigned a letter which appears under the Banner. If the mean in one column is significantly different from the mean in another at the 95% confidence level, the uppercase letter of the other column appears under the data in this column. If the means differ significantly at the 90% level, a lowercase letter appears.

Full time and part time t-tests run separately on all table.

### Salary by Academic Rank



**Salary by Tenure Status**

Table 12: 8. My gross base annual fixed salary for my primary position.

**Full Time**

3. My current position is (please select the one best response):

		Tenured	Tenure-track	Non-tenured/contracted
	Total			
Base	358	118 (A)	61 (B)	130 (C)
Enter salary as Whole US dollar amount or equivalent here.	\$102,651	\$119,070 BC	\$77,404 AC	\$95,179 AB

<b>Part Time</b>				
Base	69	2 (A)	1 (B)	51 (C)
Enter salary as Whole US dollar amount or equivalent here.	\$59,827	\$82,500	\$35,000	\$54,406

# Salary by Degree Level

Table 12: 8. My gross base annual fixed salary for my primary position.

**Full Time**

Base

358

4. I have the following degrees (check all that apply):

MD/DO	PhD	JD	DDS/DMD	PharmD	EdD	DV M	Master's Degree	Bachelor's Degree	Other post- secondar y education
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)
71	211	37	2	0	2	0	200	129	46
\$159,337	\$96,248	\$101,626	\$123,500	\$0	\$86,117	\$0	\$92,355	\$92,367	\$98,795
BCHIJ	A	A	F		D		A	A	A

PartTime									
Base									
69									
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)
15	28	9	0	0	0	0	43	28	5
\$92,607	\$65,372	\$53,033	\$0	\$0	\$0	\$0	\$53,685	\$57,766	\$73,448
bHI	a						A	A	

**Counts for MD/DO: by primary area of clinical practice.**

**NOTE: These options were only available to those members who selected “MD/DO” in the prior question.**

**Counts** 5. What is your primary area of clinical practice?

	Total
Base	103
Other	46
Pediatrics	17
Psychiatry	9
Surgery	9
Family Medicine	4
Pulmonary/Critical Care	3
Anesthesia	2
Oncology and Hematology	2
OB/GYN	2
Emergency medicine	1
Cardiology	1
Diabetes/Endocrine/Metabolism	1
Geriatrics and Gerontology	1
Infectious Disease	1
Nephrology	1
Ophthalmology	1
Orthopedics	1
Radiology	1

**Salary by primary area of clinical practice: Full Time**

**Full Time**

	Anesthesi a	Emergency medicine	Family Medicine	Cardiolog y	Dermatology	Diabetes/Endocrine/Metabo lism
	1 (A)	0 (B)	3 (C)	1 (D)	0 (E)	1 (F)
	\$2,000 cLQRW	\$0	\$144,333 aDt	\$450,000 CLQRVW	\$0	\$140,000 L
Gastroenterolo gy and Hepatology	Geriatrics and Gerontolo gy	Infectious Disease	Nephrolog y	Oncology and Hematolo gy	Pulmonary/Criti cal Care	
0 (G)	1 (H)	0 (I)	0 (J)	1 (K)	2 (L)	
\$0	\$250,000 LRW	\$0	\$0	\$130,000 L	\$173,500 ADFHKT	
Rheumatology and Immunology	OB/GYN	Ophthalmolo gy	Orthopedi cs	Pediatrics	Psychiatry	
0 (M)	2 (N)	0 (O)	1 (P)	13 (Q)	6 (R)	
\$0	\$212,500 w	\$0	\$170,000	\$160,738 AD	\$157,500 ADHT	
Radiation Oncology	Radiology	Rehabilitatio n	Surgery	Other, please specify:		
0 (S)	1 (T)	0 (U)	8 (V)	30 (W)		
\$0	\$272,000 cLRW	\$0	\$125,114 D	\$155,282 ADHnT		

## Salary by primary area of clinical practice: Part Time

### Part Time

	Anesthesia	Emergency medicine	Family Medicine	Cardiology	Dermatology	Diabetes/Endocrine/Metabolism
	1 (A)	0 (B)	1 (C)	0 (D)	0 (E)	0 (F)
	\$212,000 q	\$0	\$128,000	\$0	\$0	\$0
Gastroenterology and Hepatology						
Geriatrics and Gerontology						
Infectious Disease						
Nephrology						
Oncology and Hematology						
Pulmonary/Critical Care						
	0 (G)	0 (H)	1 (I)	1 (J)	0 (K)	1 (L)
	\$0	\$0	\$95,000	\$62,000	\$0	\$35,000
Rheumatology and Immunology						
OB/GYN						
Ophthalmology						
Orthopedics						
Pediatrics						
Psychiatry						
	0 (M)	0 (N)	0 (O)	0 (P)	3 (Q)	0 (R)
	\$0	\$0	\$0	\$0	\$94,700 a	\$0
Radiation Oncology						
Radiology						
Rehabilitation						
Surgery						
Other, please specify:						
	0 (S)	0 (T)	0 (U)	0 (V)	5 (W)	
	\$0	\$0	\$0	\$0	\$77,600	

**Responses of those who answered “Other” primary area of clinical practice (Verbatim responses have been categorized below)**

Addiction medicine  
Allergy / immunology  
Bioethics / humanities / ethics  
Geriatrics  
Internal medicine  
Legal forensic medicine  
Neonatology  
Neurology / neurosurgery  
Non-clinical  
None – not licensed / retired  
Otolaryngology  
Palliative care  
Pathology  
Pediatrics  
Preventative medicine / Public Health

**Salary for non-MD/DO: Primary area of specialty/concentration**

**Note: Area of specialty/concentration was asked as an open-ended question. Verbatim responses have been categorized below.**

Bioethics  
Biology  
Biotechnology / Technology  
Chaplaincy  
Chiropractic  
Clinical ethics  
Dietitian  
Director / Administration  
Disability studies / care  
Education  
Empirical bioethics  
End of life care  
Ethics (healthcare / biotechnology / biomedical / applied / research / public health/  
professional / reproductive / pediatric / medical / religious)  
Ethics consultation  
Generalist  
Genetics / Genomics  
Gerontology  
Health economics  
History of medicine and public health  
Law / Legal  
Literature and Medicine  
Medical Anthropology  
Medical arts and Humanities  
Neuroscience / Neuroethics  
Nursing  
Oral medicine / pathology  
Organizational ethics  
Palliative care / Hospice  
Pediatrics  
Performance Improvement and Risk Management  
Pharmaceuticals  
Philosophy  
Physiology  
Professional / Narrative writing  
Professionalism  
Psychology  
Public and health care policy  
Public health  
Refused  
Reproductive health / sciences  
Research / Clinical trials

Sociology / Social science  
Theology / Religious studies

**Salary by 12-month appointment**

Table 12: 8. My gross base annual fixed salary for my primary position.

		6. Is your position a 12-month appointment?	
<b>Full Time</b>		Yes	No
Base			
358		242 (A)	111 (B)
\$102,651		\$109,799 B	\$87,074 A
69		45 (A)	21 (B)
\$59,827		\$68,497 B	\$38,243 A
<b>Part Time</b>			
Base			
69		45 (A)	21 (B)
\$59,827		\$68,497 B	\$38,243 A

**Salary by Other months of appointment**

Table 12: 8. My gross base annual fixed salary for my primary position.

		Number of months of your appointment if NOT a 12-month appointment:				
<b>Full Time</b>	Total	9 months or less	10 to 18 months	19 to 27 months	28 to 36 months	over 36 months
	Base	358	54 (A)	16 (B)	9 (C)	9 (D)
	\$102,651	\$79,274	\$83,347	\$68,814	\$95,917	\$126,275
<b>Part Time</b>		E	e			Ab
Base	69	14 (A)	3 (B)	1 (C)	0 (D)	0 (E)
	\$59,827	\$17,721	\$54,667	\$212,000	\$0	\$0
	C		A			

**Is your position 1.0 FTE (Fulltime)** – More members answered the FTE question than supplied salary data.

Table 13: 9. Is your position 1.0 FTE (Fulltime)?

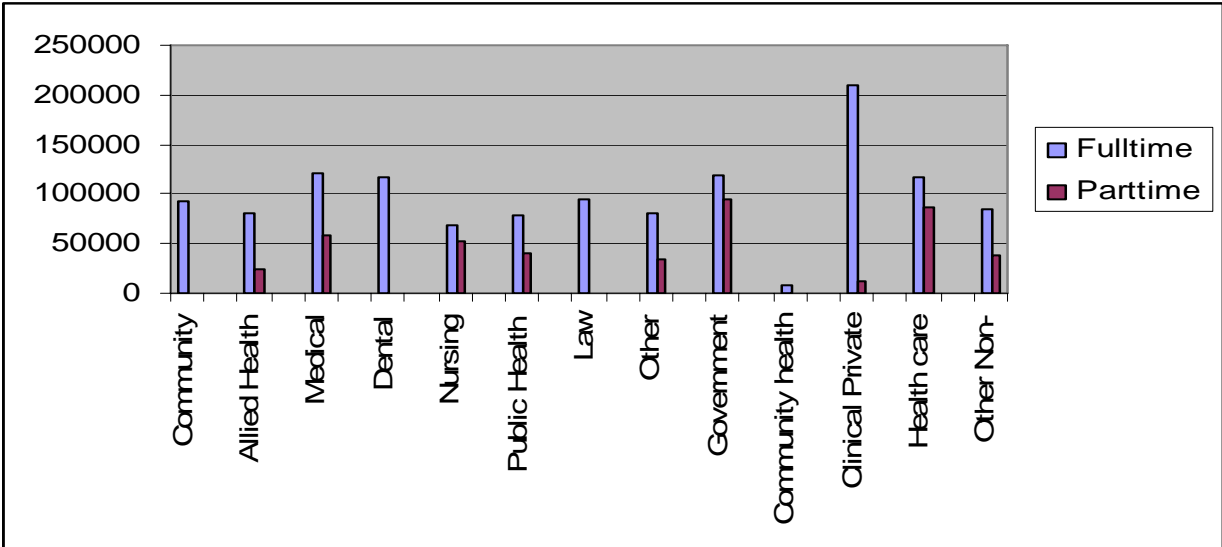
	<b>Total</b>
Base	451
Yes	368 82%
No	83 18%

358 members that provided salary data indicated “Yes” to **Q. 9. Is your position 1.0 FTE (Fulltime)?**, while 69 indicated “no.”

Table 12: 8. My gross base annual fixed salary for my primary position.

	<b>Total</b>	<b>9. Is your position 1.0 FTE (Fulltime)?</b>	
		<b>Yes</b>	<b>No</b>
Base	430	358	69
Enter salary as Whole US dollar amount or equivalent here.	95519	<b>\$102,651</b>	<b>\$59,827</b>

**Salary by Employment Setting and FTE Status**



**Your Total FTE**

Table 12: 8. My gross base annual fixed salary for my primary position.

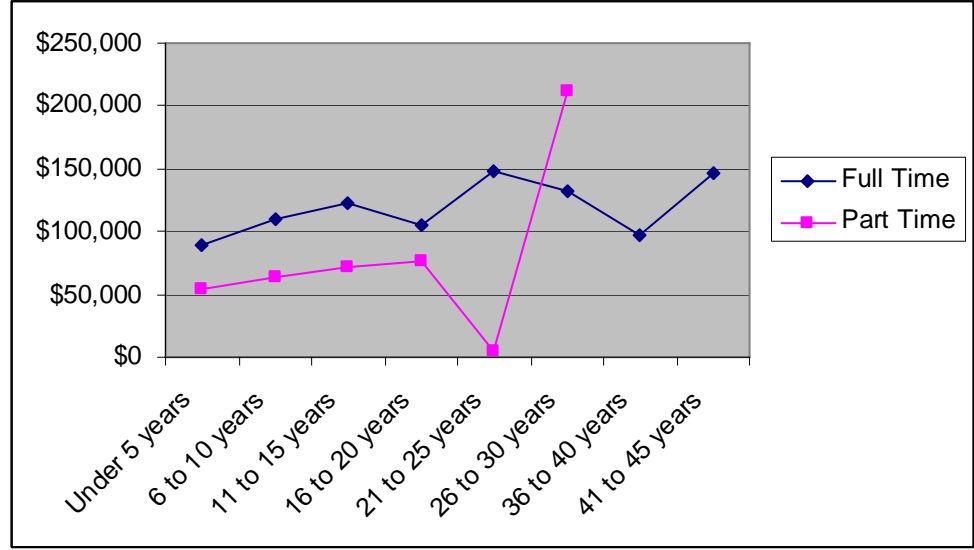
Your Total FTE						
Total	under .2	.2 to under .4	.4 to under .6	.6 to under .8	.8 to under 1	1 and over
Base						
430	2	6	28	12	16	2
	(A)	(B)	(C)	(D)	(E)	(F)
\$95,519	\$11,750	\$11,167	\$45,593	\$73,135	\$106,397	\$42,000
	DE	cDE	bDE	ABCE	ABCDF	e

**Salary by Length of time in current primary position**

Length in current position:

Full Time	Length in current position:								
	Under 5 years	6 to 10 years	11 to 15 years	16 to 20 years	21 to 25 years	26 to 30 years	36 to 40 years	41 to 45 years	
Base	358	183 (A)	66 (B)	37 (C)	23 (D)	19 (E)	12 (F)	8 (G)	1 (H)
	\$102,651	\$88,487 BCEF	\$110,314 AE	\$123,098 A	\$104,926 e	\$147,609 ABd	\$132,393 A	\$97,154	\$147,000

Part Time									
Base									
	69	41 (A)	16 (B)	5 (C)	3 (D)	1 (E)	1 (F)	0 (G)	0 (H)
	\$59,827	\$54,001 F	\$63,245 F	\$72,417 F	\$76,333	\$5,000	\$212,000 ABC	\$0	\$0



**Salary by Length of time with present employer**

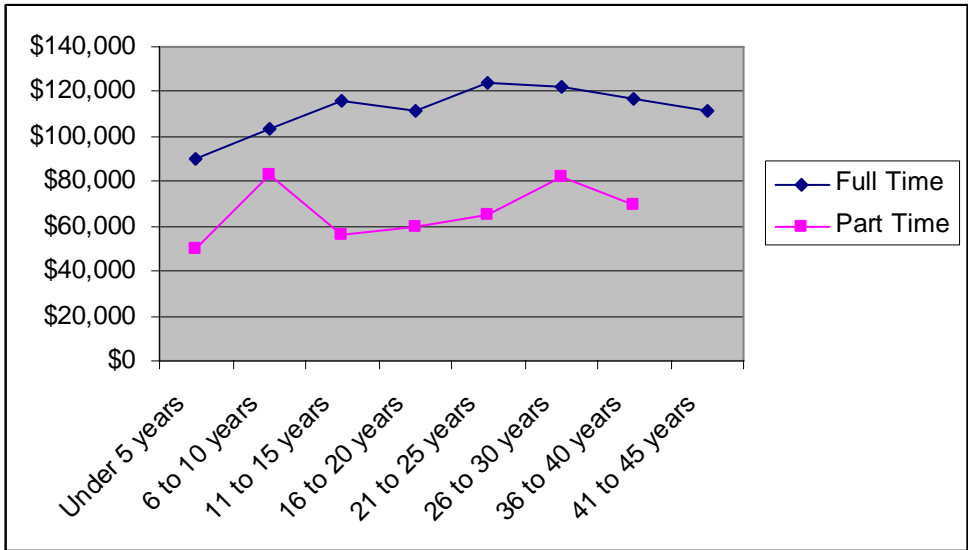
Table 12: 8. My gross base annual fixed salary for my primary position.

Length of time with present employer:

Full Time	Length of time with present employer:								
	Under 5 years	6 to 10 years	11 to 15 years	16 to 20 years	21 to 25 years	26 to 30 years	36 to 40 years	41 to 45 years	
Base	358	150	65	43	38	24	14	13	2
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	
	\$102,651	\$90,189	\$103,379	\$116,344	\$111,259	\$124,236	\$122,571	\$116,884	\$111,500
	bcDEFG	ae	A	A	Ab	A	a		

Part Time									
Base	69	34	18	5	6	2	1	1	0
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	
	\$59,827	\$50,054	\$82,843	\$56,017	\$59,667	\$65,000	\$82,000	\$70,000	\$0
		B	A						



**Full Time Equivalent (FTE) positions at institution**

Table 17: 13. How many Full Time Equivalent (FTE) positions does your institution have for medical humanities or bioethics instruction, research, consultation, or administration?

	Total
Base	399
1	122 31%
2	65 16%
3	40 10%
4	36 9%
5-9	87 22%
10 or more	49 12%

**Time your position devoted to bioethics/medical humanities**

Table 18: 14. The percentage of time of my position devoted to bioethics/medical humanities is (should add to 100%):

	Total
Base	440
academic and research bioethics responsibilities (includes teaching)	46.80%
other, non-bioethics responsibilities	29.40%
bioethics administrative responsibilities	12.20%
clinical bioethics consultation responsibilities	11.70%
	100.10%

**Rounding error adds to 100.10%**

## Location of my current employment

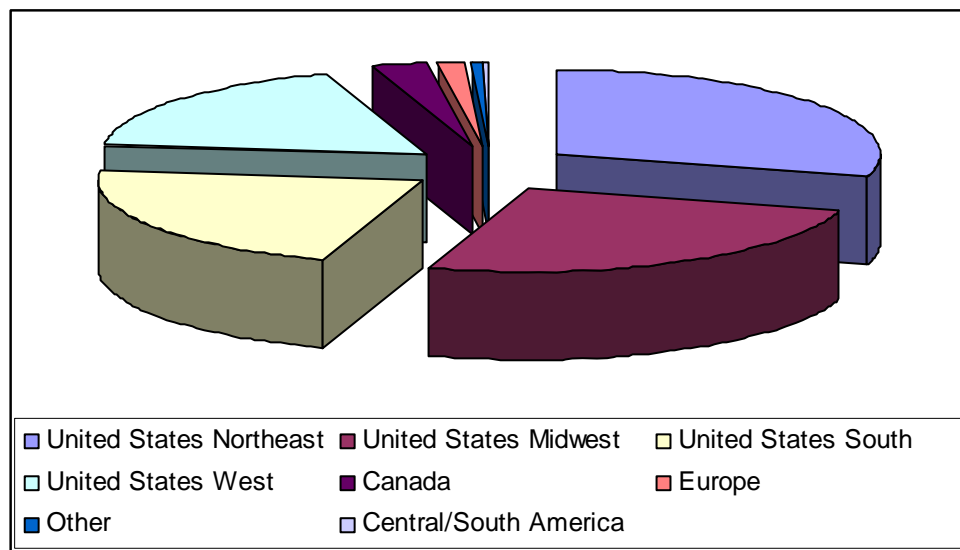


Table 19: 15. Location of my current employment - select one:

Base	447
United States Northeast (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Washington D.C.)	131 29%
United States South (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, Virginia, West Virginia)	97 22%
United States Midwest (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin)	115 26%
United States West (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming)	82 18%

Australia	0 0%
Europe	6 1%
Canada	12 3%
Asia	0
Africa	0
Central/South America	1
Other, please specify:	3 1%

**Location of my current employment – Other – verbatim responses**

Please note I am an independent consultant so many of your questions did not apply and should be interpreted cautiously!

Middle East (Dubai)

Lebanon

not currently employed

**Salary by Gender**

Table 12: 8. My gross base annual fixed salary for my primary position.

16. Sex

Total	Male	Female
430	201 (A)	219 (B)
\$95,519	\$108,018 B	\$83,057 A

**Salary by Age**

Table 12: 8. My gross base annual fixed salary for my primary position.

		17. Age				
		0-29	30-39	40-49	50-59	60-69
Base	430	20 (A)	81 (B)	109 (C)	132 (D)	70 (E)
	\$95,519	\$39,843 BCDE	\$76,088 ACDE	\$101,122 AB	\$104,722 AB	\$107,694 AB

## Salary by Race

Table 12: 8. My gross base annual fixed salary for my primary position.

18. Race (check all that apply):

Total	White	Black	Asian	Native Hawaiian/Pacific Islander	American Indian/Alaska Native	Other, please specify:
430	394 (A)	7 (B)	10 (C)	0 (D)	2 (E)	8 (F)
\$95,519	\$93,754 F	\$121,557	\$82,340 F	\$0	\$48,500 f	\$139,000 ACe

Other race – verbatim responses:

Caucasian/Asian

???: white-black-native american, culturally European

Bi-racial

don't like these choices/labels

multiple categories

hispanic

prefer not to disclose

**Salary by Ethnic Background**

Table 12: 8. My gross base annual fixed salary for my primary position.

19. Ethnic Background

Total	Hispanic or Latino	Not Hispanic or Latino
430	8 (A)	343 (B)
\$95,519	\$113,145	\$93,815

## Survey and Data Clean-up Methodology

The ASBH Salary Survey was posted online in March, 2008. Four waves of email invitations were sent to 1,542 members, with subsequent waves mailed only to those members who did not complete the survey. To encourage participation, ASBH offered one free month of membership for all those who complete the survey. The email invitations included a password-protected URL that restricted each member to complete the survey only one time.

358 full time and 69 part time members answered the salary question, or 28% of the 1,542 members surveyed. Even more members answered some of the other questions.

### Data Clean-up

28 values were omitted in the calculations for all survey tables and charts. These omissions were made to best accurately reflect actual salaries in effect. Of these 28 omitted values, 17 members entered “0” – While an option to identify as a volunteer was not offered, several comments from those who entered zero as salary indicate a volunteer status. e.g.:

currently unemployed  
Professor Emerita  
Emeritus  
Adjunct  
Volunteer  
student  
visiting assistant professor  
Clinical Professor, Emeritus  
Clinical Professor, Medicine, Volunteer, Non-salaried  
Graduate Student

An additional 11 members entered amounts below \$1,000

While these amounts could be assumed to be “thousands,” that assumption would lead to an average salary for this group of over \$191,000, well above the mean for the 358 members accurately entering salary amounts. Given the statistical significance of the accurate 358 fulltime responses, excluding the 11 values under \$1,000 is appropriate.

11 Values entered less than \$1,000

20  
25  
27  
75  
110  
130  
145  
170  
200  
350  
840

**END OF REPORT**