2008 Practice Profile Survey
Executive Summary

The 2008 SPSSCS Practice Profile Survey was compiled, tabulated and analyzed by Industry Insights, Inc. and is intended for use by SPSSCS, its members and other interested parties.

The enclosed charts and graphs are based on results collected by a 3-page questionnaire fielded between November 20, 2008 and January 12, 2009.

The survey was mailed to all current members as well as prior members who dropped their memberships within the past two years, a total of 916 individuals. To encourage participation, respondents were given a $5 Starbucks gift card as well as access to this Executive Summary. All responses were received anonymously. To provide credit for participating, a postage-paid Business Reply Postcard requesting contact information was included with the survey.

A secure, online version of the survey was available for those who preferred to participate online. A reminder was issued via email to increase participation after the initial deadline.

Three hundred three (303) responses were collected prior to the January 12 deadline, representing a 33.4% response rate.

It is believed that the data presented in this report represent a valid cross-section of current and recent members’ profiles and circumstances, pay structures, services offered, other general information. Statistically, any multiple choice question that received 303 responses would provide a 95% level of confidence that the response is accurate within +/- 4.61%. However, the statistical validity of responses for any given question varies somewhat depending on sample sizes and the demographics of the response. Industry Insights, therefore, makes no representations or warranties with respect to the results of this study and shall not be liable to SPSSCS, its members, or anyone else for information inaccuracies, errors, or omissions in content.

Industry Insights is a professional research and consulting firm that specializes in conducting industry research, customer satisfaction surveys, operating and compensation studies, educational programs and various customized research services.

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Introduction
ABOUT THE 2008 PRACTICE PROFILE SURVEY

The 2008 Practice Profile Survey was conducted in order to quantify the characteristics and pay structures of the Association’s current and recent membership and to determine a variety of important issues facing their practices and their Industry. The ultimate purpose of the study was to provide SPSSCS’ members with a useful tool for evaluating their own circumstances in relation to the overall industry. To facilitate ease of use, the structure of this report largely parallels the flow of the survey instrument itself. A copy of the questionnaire can be found in the Appendix of this report.

To field this study, SPSSCS retained the services of Industry Insights, Inc., an independent research and consulting firm headquartered in Columbus, Ohio.

The enclosed charts and graphs are based on results collected by a 3-page questionnaire fielded between November 20, 2008 and January 12, 2009.

The survey was mailed to all current members as well as prior members who dropped their memberships within the past two years, a total of 916 individuals. To encourage participation, respondents were given a $5 Starbucks gift card as well as access to this Executive Summary. All responses were received anonymously. To provide credit for participating, a postage-paid Business Reply Postcard requesting contact information was included with the survey.

A secure, online version of the survey was available for those who preferred to participate online. A reminder was issued via email to increase participation after the initial deadline.

Industry Insights accepted completed survey forms during the period of November 20, 2008 through January 12, 2009, and in all, 303 completed and usable surveys were collected.

To ensure confidentiality, all online forms were submitted directly to Industry Insights’ secure server and all paper forms were returned directly to Industry Insights, using a postage-paid business reply envelope (BRE). Upon receipt, the questionnaires underwent data examination to ensure that directions were followed and that the data were consistent, accurate, and complete. This process included:

- Entry (and verification/re-entry) of data by keying personnel trained and experienced in working with survey data (paper forms only)
- Examination of aggregate responses for inaccuracies/errors
- Tabulation of results using standard statistical procedures

Detailed attributes and characteristics of the sample are outlined in the Executive Summary. It is believed that the data presented in this report represent a valid cross-section of current and recent members’ profiles and circumstances, pay structures, services offered, other general information. However, the statistical validity of responses for any given question varies somewhat depending on sample sizes and the demographics of the response. Industry Insights, therefore, makes no representations or warranties with respect to the results of this study and shall not be liable to SPSSCS, its members, or anyone else for information inaccuracies, errors, or omissions in content.
**Introduction**

**HOW TO USE THIS REPORT**

Using the information within this report, members can compare their own profiles, service offerings, and pay structures with the overall industry as well as peers who most closely match their circumstances.

**Understanding the Data**

In order to use the information in this report to its maximum advantage, it is important to understand *how the data is organized* and *how to interpret the various items*.

To aid in the analysis, responses have been segmented and reviewed as follows:

- By All Responses
- By Age
- By Licenses Held
- By Years as a Skin Care Professional
- By Years Practice has Been in Operation
- By Number of Plastic Surgeons in Practice
- By Number of Skin Care Specialists in Practice
- By Type of Practice
- By Skin Care Clinic Type
- By Skin Care Clinic Owner
- By Number of Hours Worked per Week
- By Percent of Working Hours Spent with Patients
- By 2008 Total Income
- By Income Change 2008 vs 2007
- By Geographic Region

**Interpreting the Numbers**

The statistics included in this study are reported as independent values and as frequencies of responses, based on the structure of the possible values.

Frequencies of responses are often shown throughout this report since questions normally involved a list of pre-chosen selections (in the form of checkboxes). When more than one response for a particular question was permitted, the listed frequency pertains to the number of respondents selecting a particular item as a percentage of all respondents who answered at least one item within the given question. Since more than one selection was allowed for this question type, the sum of response frequencies is normally much greater than 100%.
Executive Summary
RESPONDENT PROFILE

Are you a current member of SPSSCS?

![Pie Chart showing 81.8% Yes and 18.2% No]

By whom are you presently employed?*

- Board-Certified Plastic Surgeon: 86.0%
- Self (Clinic Owner): 8.0%
- Medi-Spa: 6.7%
- Self (Independent Contractor): 6.4%
- ENT Facial Plastic Surgeon: 3.0%
- Dermatologist: 2.7%
- Salon/Spa: 2.3%
- Other: 4.0%

* Multiple responses allowed.
What is your age?

- 30 or younger: 13.6%
- 31 - 40: 29.2%
- 41 - 50: 31.6%
- 51 - 60: 22.6%
- 61 - 70: 3.0%
- Over 70: 0.0%
- 30 or younger: 13.6%

What is your gender?

- Female: 99.7%
- Male: 0.3%
Which of the following licenses do you hold?*

- Aesthetician: 61.5%
- RN: 26.4%
- Cosmetologist: 13.0%
- LPN: 1.0%
- MD: 0.3%
- Other: 16.1%
- None: 3.0%

* Multiple responses allowed.
Which of the following licenses do you hold? (continued)

Licenses held by percent of working hours spent with patients

Licenses held by 2008 total income

[Graphs showing percentage of respondents with different licenses based on working hours and income levels.]

- Aesthetician
- RN
- Cosmetologist
Executive Summary

How many years have you been a skin care professional? (Median)

By number of hours worked per week

By 2008 total income

<table>
<thead>
<tr>
<th>All Respondents</th>
<th>Fewer than 30</th>
<th>30 to 39</th>
<th>40</th>
<th>More than 40</th>
</tr>
</thead>
<tbody>
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<td>5.0</td>
<td>10.0</td>
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<td>$30K to $50K</td>
<td>10.0</td>
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<td>15.0</td>
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<tr>
<td>$50K to $70K</td>
<td>15.0</td>
<td>10.0</td>
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<tr>
<td>$70 to 90K</td>
<td>15.0</td>
<td>10.0</td>
<td></td>
<td></td>
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<tr>
<td>More than $90K</td>
<td>20.0</td>
<td>15.0</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>All Respondents</th>
<th>$30K or less</th>
<th>$30K to $50K</th>
<th>$50K to $70K</th>
<th>$70 to 90K</th>
<th>More than $90K</th>
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</thead>
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<tr>
<td>0.0</td>
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</tbody>
</table>

Median

- How many years have you been a skin care professional? 10.0 years
- How many years have you practiced in plastic surgery? 7.0 years
- How many years have you practiced skin care in the plastic surgery field? 6.0 years
PRACTICE’S PROFILE

<table>
<thead>
<tr>
<th>Question</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>How many years has the plastic surgery practice been in business?</td>
<td>18.0 years</td>
</tr>
<tr>
<td>How many years has the plastic surgery practice been offering skin care?</td>
<td>10.0 years</td>
</tr>
<tr>
<td>Number of plastic surgeons in your practice?</td>
<td>1.0</td>
</tr>
</tbody>
</table>

What is the geographic region of your facility?

- East South Central (AL, KY, MS, TN) 6.2%
- West North Central (IA, KS, MN, MO, NE, ND, SD) 7.3%
- West South Central (AR, LA, OK, TX) 6.5%
- Mountain (AZ, CO, ID, MT, NV, NM, UT, WY) 11.9%
- Pacific (AK, CA, HI, OR, WA) 11.2%
- New England (CT, ME, MA, NH, RI, VT) 3.9%
- Middle Atlantic (MD, NJ, NY, PA, DC) 14.2%
- South Atlantic (DE, FL, GA, NC, SC, VA, WV) 18.9%
- East North Central (IL, IN, MI, OH, WI) 20.0%
How many of the following skin care specialists are in your practice? (Average)

- Aesthetician: 1.7
- RN: 1.3
- MD: 1.2
- LPN: 0.2
- Cosmetologist: 0.2
- Other: 0.8

Is the plastic surgeon’s practice solo or group?

- Solo: 62.0%
- Group: 35.1%
- Multidisciplinary: 2.9%
Executive Summary

**Does the skin care clinic operate separately or is it incorporated with the plastic surgery practice?**

- Incorporated: 82.1%
- Separately: 17.9%

**Who owns the skin care clinic?**

- Practice: 85.9%
- Other: 14.1%
WORK LIFE

How many hours do you work during a typical week? (Include all work-related functions, not just seeing patients)

By years as skin care professional

<table>
<thead>
<tr>
<th>Years as Skin Care Professional</th>
<th>All Respondents</th>
<th>5 or Fewer</th>
<th>6 to 12</th>
<th>More than 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours</td>
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<tr>
<td>Median</td>
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<td></td>
</tr>
<tr>
<td>Average</td>
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</tr>
</tbody>
</table>

By number of skin care specialists

<table>
<thead>
<tr>
<th>Number of Skin Care Specialists</th>
<th>All Respondents</th>
<th>3 or Fewer</th>
<th>4 to 6</th>
<th>More than 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours</td>
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<tr>
<td>Median</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

By number of plastic surgeons in practice

<table>
<thead>
<tr>
<th>Number of Plastic Surgeons in Practice</th>
<th>All Respondents</th>
<th>1 or Fewer</th>
<th>More than 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Median</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average</td>
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<td></td>
</tr>
</tbody>
</table>
How many hours do you work during a typical week? (Include all work-related functions, not just seeing patients) (continued)

By who owns the clinic

By 2008 total income
Of the total hours worked per week, what percentage of your time is spent working directly with patients?

By age

- All Respondents
- 30 or Younger
- 31 to 40
- 41 to 50
- Over 50

By type of practice

- All Respondents
- Solo
- Group

By number of hours worked per week

- All Respondents
- Fewer than 30
- 30 to 39
- 40
- More than 40

[Bar charts showing percentage of time spent working directly with patients by age, type of practice, and number of hours worked per week.]
Which of the following non-clinical functions, if any, are your responsibilities?*

- Product Dispensing: 86.5%
- Product line selection: 80.7%
- Ordering/Stocking: 78.0%
- Deciding the selection of offered procedures: 72.3%
- Marketing: 53.4%
- Sales Analysis: 43.9%
- Supervising Clinical Staff: 27.7%
- Front-Office Duties: 27.4%
- Supervising Non-Clinical Staff: 20.3%
- Administrative (Accounts Payable, Payroll, etc.): 16.9%
- Other: 14.9%
- I am not responsible for any non-clinical functions: 3.4%

* Multiple responses allowed.
Which of the following non-clinical functions, if any, are your responsibilities?

<table>
<thead>
<tr>
<th></th>
<th>Ordering/ Stocking</th>
<th>Sales Analysis</th>
<th>Supervising Clinical Staff</th>
<th>Front-Office Duties</th>
<th>Supervising Non-Clinical Staff</th>
<th>Administrative (Accounts Payable, Payroll, etc.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
<td>78.0%</td>
<td>43.9%</td>
<td>27.7%</td>
<td>27.4%</td>
<td>20.3%</td>
<td>16.9%</td>
</tr>
<tr>
<td>By age</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>30 or Younger</td>
<td>92.7%</td>
<td>51.2%</td>
<td>7.3%</td>
<td>43.9%</td>
<td>7.3%</td>
<td>12.2%</td>
</tr>
<tr>
<td>31 to 40</td>
<td>79.1%</td>
<td>40.7%</td>
<td>25.6%</td>
<td>33.7%</td>
<td>18.6%</td>
<td>15.1%</td>
</tr>
<tr>
<td>41 to 50</td>
<td>74.5%</td>
<td>33.0%</td>
<td>26.6%</td>
<td>25.5%</td>
<td>13.8%</td>
<td>14.9%</td>
</tr>
<tr>
<td>Over 50</td>
<td>73.3%</td>
<td>57.3%</td>
<td>42.7%</td>
<td>13.3%</td>
<td>37.3%</td>
<td>24.0%</td>
</tr>
<tr>
<td>By years as skin care professional</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>5 or fewer</td>
<td>77.4%</td>
<td>44.1%</td>
<td>14.3%</td>
<td>40.5%</td>
<td>9.5%</td>
<td>19.1%</td>
</tr>
<tr>
<td>6 to 12</td>
<td>75.2%</td>
<td>42.5%</td>
<td>29.2%</td>
<td>23.9%</td>
<td>17.7%</td>
<td>13.3%</td>
</tr>
<tr>
<td>More than 12</td>
<td>81.6%</td>
<td>44.9%</td>
<td>37.8%</td>
<td>19.4%</td>
<td>31.6%</td>
<td>18.4%</td>
</tr>
<tr>
<td>By number of skin care specialists</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 or fewer</td>
<td>84.0%</td>
<td>46.4%</td>
<td>23.2%</td>
<td>27.2%</td>
<td>19.2%</td>
<td>17.6%</td>
</tr>
<tr>
<td>4 to 6</td>
<td>80.5%</td>
<td>37.7%</td>
<td>28.6%</td>
<td>29.9%</td>
<td>18.2%</td>
<td>11.7%</td>
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<tr>
<td>More than 6</td>
<td>64.8%</td>
<td>40.9%</td>
<td>29.6%</td>
<td>21.1%</td>
<td>23.9%</td>
<td>15.5%</td>
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<tr>
<td>By 2008 total income</td>
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</tr>
<tr>
<td>$30K or less</td>
<td>67.3%</td>
<td>25.0%</td>
<td>1.9%</td>
<td>34.6%</td>
<td>5.8%</td>
<td>5.8%</td>
</tr>
<tr>
<td>$30K to $50K</td>
<td>81.1%</td>
<td>41.1%</td>
<td>16.7%</td>
<td>34.4%</td>
<td>12.2%</td>
<td>12.2%</td>
</tr>
<tr>
<td>$50K to $70K</td>
<td>86.0%</td>
<td>49.1%</td>
<td>40.4%</td>
<td>22.8%</td>
<td>22.8%</td>
<td>22.8%</td>
</tr>
<tr>
<td>$70 to 90K</td>
<td>77.6%</td>
<td>49.0%</td>
<td>32.7%</td>
<td>16.3%</td>
<td>28.6%</td>
<td>16.3%</td>
</tr>
<tr>
<td>More than $90K</td>
<td>69.2%</td>
<td>51.3%</td>
<td>51.3%</td>
<td>12.8%</td>
<td>35.9%</td>
<td>28.2%</td>
</tr>
</tbody>
</table>

PAY & BENEFITS

Which of the following are included in your compensation structure?*

- **Base Hourly Rate** 58.3%
- **Base Salary** 22.2%
- **Fixed Commission Rate (Same percentage for all procedures/products)** 33.0%
- **Floating Commission Rate (rate varies by procedure/product)** 25.3%
- **Bonus/Profit Sharing** 32.0%
- **Other** 10.8%

* Multiple responses allowed.
Which of the following are included in your compensation structure?

### By age

<table>
<thead>
<tr>
<th>Age</th>
<th>Base Hourly Rate</th>
<th>Base Salary</th>
<th>Bonus/Profit Sharing</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>30 or Younger</td>
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<tr>
<td>31 to 40</td>
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<td>41 to 50</td>
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<tr>
<td>Over 50</td>
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</tbody>
</table>

### By license(s) held

<table>
<thead>
<tr>
<th>License Held</th>
<th>Base Hourly Rate</th>
<th>Base Salary</th>
<th>Bonus/Profit Sharing</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents</td>
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</tr>
<tr>
<td>Aesthetician</td>
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<tr>
<td>RN</td>
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<tr>
<td>Cosmetologist</td>
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</tbody>
</table>

### By 2008 total income

<table>
<thead>
<tr>
<th>Total Income</th>
<th>Base Hourly Rate</th>
<th>Base Salary</th>
<th>Bonus/Profit Sharing</th>
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</thead>
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<tr>
<td>More than $90K</td>
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</table>

Legend:
- Base Hourly Rate
- Base Salary
- Bonus/Profit Sharing
### Executive Summary

Percentage of respondents with the following compensation structures:

#### Structures with Base Hourly Rates:

- **Base Hourly Rate only** ................................................................. 14.1%
- **With Fixed Commission Rates**
  - Base Hourly Rate + Fixed Commission Rate ........................................ 14.8%
  - Base Hourly Rate + Fixed Commission Rate Floating Commission Rate ........................................ 0.3%
  - Base Hourly Rate + Fixed Commission Rate + Bonus/Profit Sharing ........................................ 6.1%
  - Base Hourly Rate + Fixed Commission Rate + Bonus/Profit Sharing + Other ........................................ 0.3%
  - Base Hourly Rate + Fixed Commission Rate + Other ........................................ 0.7%
- **With Floating Commission Rates**
  - Base Hourly Rate + Floating Commission Rate ........................................ 7.1%
  - Base Hourly Rate + Floating Commission Rate + Bonus/Profit Sharing ........................................ 3.7%
  - Base Hourly Rate + Floating Commission Rate + Bonus/Profit Sharing + Other ........................................ 0.7%
- **Without Commission**
  - Base Hourly Rate + Bonus/Profit Sharing ........................................ 8.1%
  - Base Hourly Rate + Other ........................................ 2.4%

#### Structures with Base Salary:

- **Base Salary only** ........................................................................ 6.4%
- **With Fixed Commission Rates**
  - Base Salary + Fixed Commission Rate ........................................ 3.0%
  - Base Salary + Fixed Commission Rate + Bonus/Profit Sharing ........................................ 1.0%
  - Base Salary + Fixed Commission Rate + Bonus/Profit Sharing + Other ........................................ 0.3%
- **With Floating Commission Rates**
  - Base Salary + Floating Commission Rate ........................................ 3.0%
  - Base Salary + Floating Commission Rate + Bonus/Profit Sharing ........................................ 1.4%
  - Base Salary + Floating Commission Rate + Bonus/Profit Sharing + Other ........................................ 0.3%
- **Without Commission**
  - Base Salary + Bonus/Profit Sharing ........................................ 6.4%
  - Base Salary + Other ........................................ 0.3%

#### Structures without Base Salary or Hourly Rate:

- **Fixed Commission Rate Only** ........................................ 4.4%
- **Fixed Commission Rates**
  - Fixed Commission Rate + Floating Commission Rate ........................................ 1.0%
  - Fixed Commission Rate + Bonus/Profit Sharing ........................................ 1.0%
- **With Floating Commission Rates**
  - Floating Commission Rate ........................................ 5.1%
  - Floating Commission Rate + Bonus/Profit Sharing ........................................ 2.4%
  - Floating Commission Rate + Bonus/Profit Sharing + Other ........................................ 0.3%
- **Other**
  - Other Only ........................................ 5.4%
Percentage of respondents with the following compensation structures:

- Base hourly rate or salary + bonus/profit sharing and/or other (without profit sharing), 17.2%
- Base hourly rate or salary + commission + bonus/profit sharing, 13.8%
- Base hourly rate or salary only (without commission or bonus/profit sharing or other), 29.0%
- Base hourly rate or salary + commission, 29.0%
- Structure without a base hourly rate or salary, 19.6%
- Structure without a base hourly rate or salary + bonus/profit sharing and/or other (without profit sharing), 20.5%

What do you anticipate will be your total income in 2008?

- Less than $30,000: 18.2%
- $30,001 to $50,000: 31.6%
- $50,001 to $70,000: 19.9%
- $70,001 to $90,000: 16.8%
- Over $90,000: 13.4%
Executive Summary

Percentage of respondents with 2008 income over $50,000:

By age

- 30 or Younger: 0.0%
- 31 to 40: 20.0%
- 41 to 50: 40.0%
- Over 50: 80.0%

By license(s) held

- All Respondents: 100.0%
- Aesthetician: 0.0%
- RN: 60.0%
- Cosmetologist: 40.0%

By years as skin care professional

- 5 or fewer: 20.0%
- 6 to 12: 40.0%
- More than 12: 60.0%

By geographic region

- New England (CT, ME, MA, NH, RI, VT): 100.0%
- Middle Atlantic (MD, NJ, NY, PA, DC): 60.0%
- South Atlantic (DE, FL, GA, NC, SC, VA, WV): 40.0%
- East North Central (IL, IN, MI, OH, WI): 20.0%
- East South Central (AL, KY, MS, TN): 10.0%
- West North Central (IA, KS, MN, MO, NE, ND, SD): 60.0%
- West South Central (AR, LA, OK, TX): 40.0%
- South Central (AZ, CO, ID, MT, NV, NM, UT, WY): 20.0%
- Mountain (AZ, CA, HI, OR, WA): 10.0%
- Pacific (AK, CA, HI, OR, WA): 10.0%
In general, how does your anticipated 2008 income compare to your income in 2007?

- More than 2007: 42.8%
- Unchanged: 33.2%
- Less than 2007: 24.0%

**EMPLOYEE BENEFITS OFFERED**

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Fully Paid by Practice</th>
<th>Partially Paid by Practice</th>
<th>Offered but Not Paid by Practice</th>
<th>Not Offered by Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Insurance</td>
<td>32.7%</td>
<td>33.1%</td>
<td>11.5%</td>
<td>22.7%</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>20.5%</td>
<td>11.8%</td>
<td>14.0%</td>
<td>53.7%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>17.7%</td>
<td>21.4%</td>
<td>15.6%</td>
<td>45.3%</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>19.2%</td>
<td>13.5%</td>
<td>20.1%</td>
<td>47.2%</td>
</tr>
<tr>
<td>Retirement Plan (IRA, 401(k), etc.)</td>
<td>22.1%</td>
<td>43.7%</td>
<td>7.9%</td>
<td>26.4%</td>
</tr>
<tr>
<td>Continuing Education Expenses</td>
<td>45.2%</td>
<td>31.7%</td>
<td>2.6%</td>
<td>20.5%</td>
</tr>
</tbody>
</table>
SERVICES PROVIDED

Which of the following services do you provide? *

- Skin Care Consultations: 95.0%
- Light Chemical Peel: 93.0%
- Acne Treatment: 82.6%
- Microdermabrasion: 77.9%
- Clinical Facial: 72.8%
- Medium Chemical Peel: 70.8%
- Laser Hair Removal: 63.8%
- Make-Up Application: 63.1%
- Intense Pulse Light: 60.4%
- Dermaplaning with Treatment: 60.1%
- Aesthetic Facial: 59.1%
- Dermaplaning - Stand alone: 53.4%
- Shape Brows: 49.0%
- Botulinum Toxin (Botox): 48.0%
- Dermal Fillers: 47.3%
- Nonablative Lasers (Fraxel, etc): 44.0%
- Waxing: 42.0%
- Ablative Lasers (Erbium, CO2): 32.2%
- Lash Dying: 29.5%
- Permanent Cosmetics/ Micropigmentation: 26.5%
- Deep Chemical Peel: 25.8%
- Sclerotherapy: 19.1%
- Photo Dynamic Therapy: 18.8%
- Oral Supplement Therapy: 14.1%
- Thermage: 12.8%
- Lash Extension Application: 10.7%
- Massage Therapy: 9.4%
- Lipomassage/Endermologie: 8.7%
- Vibradermabrasion: 7.7%
- Electrolysis: 3.7%
- Mesotherapy: 3.4%

* Multiple responses allowed.
## Executive Summary

### How frequently do you provide this procedure?

<table>
<thead>
<tr>
<th>Procedure</th>
<th>Provide very frequently</th>
<th>Provide fairly frequently</th>
<th>Rarely provide</th>
<th>Service not offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skin Care Consultations</td>
<td>77.6%</td>
<td>18.3%</td>
<td>1.1%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Light Chemical Peel</td>
<td>59.5%</td>
<td>26.0%</td>
<td>8.9%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Microdermabrasion</td>
<td>55.7%</td>
<td>21.5%</td>
<td>8.9%</td>
<td>13.8%</td>
</tr>
<tr>
<td>Facial Treatments</td>
<td>48.4%</td>
<td>24.2%</td>
<td>11.7%</td>
<td>15.6%</td>
</tr>
<tr>
<td>Botulinum Toxin (Botox)</td>
<td>43.9%</td>
<td>7.6%</td>
<td>0.5%</td>
<td>48.0%</td>
</tr>
<tr>
<td>Laser Hair Removal</td>
<td>41.7%</td>
<td>22.9%</td>
<td>7.8%</td>
<td>27.5%</td>
</tr>
<tr>
<td>Intense Pulse Light</td>
<td>40.6%</td>
<td>23.7%</td>
<td>6.9%</td>
<td>28.8%</td>
</tr>
<tr>
<td>Dermal Fillers</td>
<td>39.5%</td>
<td>7.4%</td>
<td>2.6%</td>
<td>50.5%</td>
</tr>
<tr>
<td>Nonablative Lasers (Fraxel, etc)</td>
<td>30.0%</td>
<td>18.8%</td>
<td>6.6%</td>
<td>44.7%</td>
</tr>
<tr>
<td>Medium Chemical Peel</td>
<td>24.6%</td>
<td>28.9%</td>
<td>20.3%</td>
<td>26.3%</td>
</tr>
<tr>
<td>Permanent Cosmetics/Micropigmentation</td>
<td>11.2%</td>
<td>16.0%</td>
<td>8.0%</td>
<td>64.9%</td>
</tr>
<tr>
<td>Sclerotherapy</td>
<td>8.9%</td>
<td>8.9%</td>
<td>6.2%</td>
<td>76.0%</td>
</tr>
</tbody>
</table>

### Average fee charged per procedure (median)

- **Nonablative Lasers (Fraxel, etc)**: $710
- **Dermal Fillers**: $550
- **Permanent Cosmetics/Micropigmentation**: $500
- **Intense Pulse Light**: $350
- **Botulinum Toxin (Botox)**: $325
- **Sclerotherapy**: $240
- **Laser Hair Removal**: $238
- **Medium Chemical Peel**: $155
- **Microdermabrasion**: $125
- **Light Chemical Peel**: $100
- **Facial Treatments**: $90
- **Skin Care Consultations**: $0
THOUGHTS ABOUT THE INDUSTRY, SPSSCS, AND OTHER GENERAL INFORMATION

Do you plan to participate in any continuing education courses within the next 12 months?

- Yes: 96.6%
- No: 3.4%

If you will participate in any continuing education courses within the next 12 months, what are your primary reasons for doing so?*

- To expand my service offerings: 75.6%
- To interact with colleagues: 61.4%
- To maintain my credentials: 60.0%
- To gain more responsibility within my practice: 46.1%
- To increase job security: 31.9%
- Other: 34.2%

* Multiple responses allowed.
**What is your preferred method for obtaining continuing education?**

<table>
<thead>
<tr>
<th>Method</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPSSCS Annual Meeting</td>
<td>82.4%</td>
</tr>
<tr>
<td>Vendor Workshops</td>
<td>63.2%</td>
</tr>
<tr>
<td>Other Conference/Meetings (Live)</td>
<td>59.8%</td>
</tr>
<tr>
<td>Self-study</td>
<td>36.8%</td>
</tr>
<tr>
<td>Online</td>
<td>33.8%</td>
</tr>
<tr>
<td>Other</td>
<td>7.4%</td>
</tr>
</tbody>
</table>

*Multiple responses allowed.*

**How frequently do you visit the SPSSCS website (www.SPSSCS.org)?**

- Monthly: 30.7%
- Quarterly: 49.2%
- Annually: 18.8%
- Less than Annually: 18.4%
- Daily: 0.0%
- Weekly: 4.8%

*Multiple responses allowed.*
Appendix
The Society of Plastic Surgical Skin Care Specialists
Practice Profile Survey

SURVEY DEADLINE: DECEMBER 19, 2008

The focus of this survey is to analyze our profession’s roles and functions, including compensation and benefits structures and other work-related issues. Our industry is changing, and this information will help you stay informed and assist your Society in tailoring its benefits to best meet your needs.

All participants will receive an Executive Summary of the survey’s findings as well as a $5 Starbucks® Gift Card. We anticipate the survey will take 5-10 minutes to complete.

Please use the enclosed, postage-paid envelope to return your completed survey to:

Industry Insights
6235 Emerald Parkway
Dublin, Ohio 43016
614-389-2100; 614-389-3816 Fax

Or, for your convenience, this survey is also available online at: www.SPSSCS-Survey.com

Note: this survey is administered by Industry Insights, an independent third-party research firm. Your responses will be confidentially maintained by Industry Insights. No one outside Industry Insights will ever have access to your individual responses.

YOUR PROFILE
1. Are you a current member of SPSSCS?
   ☐ Yes ☐ No

2. By whom are you presently employed? (Select all that apply)
   ☐ Board-Certified Plastic Surgeon ☐ ENT Facial Plastic Surgeon ☐ Salon/Spa
   ☐ Dermatologist ☐ Med-Spa ☐ Self (Clinic Owner)
   ☐ Self (Independent Contractor) ☐ Other____________________

3. What is your age?
   ☐ 30 or younger ☐ 31 – 40 ☐ 41 – 50 ☐ 51 – 60 ☐ 61 – 70 ☐ Over 70

4. What is your gender?
   ☐ ☐ Male ☐ Female

5. Which of the following licenses do you hold? (Select all that apply)
   ☐ MD ☐ RN ☐ LPN ☐ Aesthetician ☐ Cosmetologist ☐ Other__________ ☐ None

6. How many years have you been a skin care professional? ________ years

7. How many years have you practiced in plastic surgery? ________ years

8. How many years have you practiced skin care in the plastic surgery field? ________ years

YOUR PRACTICE’S PROFILE (Skip to next section if you are not employed by a plastic surgeon)
1. How many years has the plastic surgery practice been in business? ________ years

2. How many years has the plastic surgery practice been offering skin care? ________ years

3. Zip code where practice is located (list zip code of main office if you travel to more than one location): __________

4. Number of plastic surgeons in your practice? __________________________

5. How many of the following skin care specialists are in your practice?

   MD # _______
   RN # _______
   LPN # _______
   Aesthetician # _______
   Cosmetologist # _______
   Other # _______
   Total # _______

6. Is the plastic surgeon’s practice solo or group?
   ☐ ☐ Solo ☐ ☐ Group (# in group _________) ☐ ☐ Multidisciplinary
7. Does the skin care clinic operate separately or is it incorporated with the plastic surgery practice?
   - Separately
   - Incorporated

8. Who owns the skin care clinic?
   - Practice
   - Other

YOUR WORK-LIFE

1. How many hours do you work during a typical week?
   (Include all work-related functions, not just seeing patients)
   ________ hours/week

2. Of the total hours you work per week, what percentage of your time is spent working directly with patients?
   ________%

3. Which of the following non-clinical functions, if any, are your responsibilities? (Select all that apply)
   - Product line selection
   - Ordering/Stocking
   - Sales/Analysis
   - Product Dispensing
   - Supervising Clinical Staff
   - Supervising Non-Clinical Staff
   - Marketing
   - Other

   - Front-Office Duties
   - Administrative (Accounts Payable, Payroll, etc.)
   - Deciding the selection of offered procedures
   - I am not responsible for any non-clinical functions

YOUR PAY & BENEFITS

1. Which of the following are included in your compensation structure? (Choose all options that apply to your situation.)
   - Base Hourly Rate
   - Commission Rate (rate varies by procedure/product)
   - Fixed Commission Rate (same percentage for all procedures/products)
   - Other

2. What do you anticipate will be your total income in 2008?
   - Less than $20,000
   - $20,000 to $30,000
   - $30,001 to $40,000
   - $40,001 to $50,000
   - $50,001 to $60,000
   - $60,001 to $70,000
   - $70,001 to $80,000
   - $80,001 to $90,000
   - $90,001 to $100,000
   - Over $100,000

3. In general, how does your anticipated 2008 income compare to your income in 2007?
   - Less than 2007
   - More than 2007
   - Unchanged
   - More than 2007

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Is Fully Paid by Practice</th>
<th>Is Partially Paid by Practice</th>
<th>Is Offered but Not Paid by Practice</th>
<th>Is Not Offered by Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Insurance</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Disability Insurance</td>
<td>☐</td>
<td>☐</td>
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<td>☐</td>
</tr>
<tr>
<td>Retirement Plan (IRA, 401(k), etc.)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Continuing Education Expenses</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

SERVICES YOU PROVIDE

1. Which of the following services do you provide? (Select all that apply)
   - Aesthetic Facial
   - Clinical Facial
   - Dermaplaning – Stand alone
   - Dermaplaning with Treatment
   - Acne Treatment
   - Shape Brows
   - Light Chemical Peel
   - Medium Chemical Peel
   - Deep Chemical Peel
   - Lipomassage/Endermologie
   - Massage Therapy
   - Microdermabrasion
   - Botulinum Toxin (Botox)
   - Dermal Fillers
   - Mesotherapy
   - Permanent Cosmeceutical Micropigmentation
   - Electrolysis
   - Waxing
   - Lash Dying
   - Lash Extension Application

   - Make-Up Application
   - Oral Supplement Therapy
   - Sclerotherapy
   - Ablative Lasers (Erbium, CO2)
   - Intense Pulse Light
   - Laser Hair Removal
   - Nonablative Lasers (Fraxel, etc.)
   - Thermage
   - Photo Dynamic Therapy
   - Skin Care Consultations

   - Light Chemical Peel = TCA (10-30%), low potency alpha-hydroxy acid, beta-hydroxy acid, tretinoic, Jessner’s Solution, 70% glycolic acid.
   - Medium Chemical Peel = TCA (35-40%), 89% phenol, solid CO2 plus TCA, Jessner’s Solution plus 35% TCA, 70% glycolic acid plus 35% TCA.
   - Deep Chemical Peel = Baker-Gordon phenol peel.
2. For each service below, please indicate how often you provide the service and list the average fee your patients are charged.

<table>
<thead>
<tr>
<th>Service</th>
<th>How frequently do you provide this procedure?</th>
<th>What is the average fee your patients are charged?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I do not offer this service</td>
<td>Rarely provide</td>
</tr>
<tr>
<td>Facial Treatments</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Light Chemical Peel*</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Medium Chemical Peel*</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Microdermabrasion</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Botulinum Toxin (Botox)</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Dermal Fillers</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Permanent Cosmetics/ Micropigmentation</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Sclerotherapy</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Intense Pulse Light</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Laser Hair Removal</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Noninvasive Lasers (Fraxel, etc)</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Skin Care Consultations</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

* Light Chemical Peel = TCA (15-30%) low potency alpha-hydroxy acid, beta-hydroxy acid, tretinoin, Jessner’s Solution, 70% glycolic acid.

YOUR THOUGHTS ABOUT THE INDUSTRY, SPSSCS, AND OTHER GENERAL INFORMATION

1. Do you plan to participate in any continuing education courses within the next 12 months?
   - [ ] Yes
   - [ ] No

2. If you will participate in any continuing education courses within the next 12 months, what are your primary reasons for doing so?
   (Select all that apply)
   - [ ] To increase job security
   - [ ] To maintain my credentials
   - [ ] To expand my service offerings
   - [ ] To gain more responsibility within my practice

3. What is your preferred method for obtaining continuing education? (Select all that apply)
   - [ ] Self-Study
   - [ ] SPSSCS Annual Meeting
   - [ ] Online
   - [ ] Other Conference/Meetings (Live)
   - [ ] Vendor Workshops
   - [ ] Other

4. How frequently do you visit the SPSSCS website (www.SPSSCS.org)?
   - [ ] Daily
   - [ ] Weekly
   - [ ] Monthly
   - [ ] Quarterly
   - [ ] Annually
   - [ ] Less than Annually

5. Do you read the quarterly newsletter that SPSSCS publishes?
   - [ ] Yes - every quarter
   - [ ] Yes - occasionally
   - [ ] No – I am not aware of the newsletter
   - [ ] No – I am aware of it but do not read it

6. Please describe any additional services/functions that SPSSCS could provide that would increase its value to you.

7. Please share with us any internal/external factors that have recently affected your practice as a skin care professional.

Thank you for participating.