

RADFORD GLOBAL TECHNOLOGY SURVEY

Participation Agreement (with US)

Please complete this form and fax to +1 (408) 321-2662

COMPANY INFORMATION

Company Name _____

Payment Method:

Bill me PO Number _____ Credit Card: (*circle one*) AmEx Mastercard Visa

Card Number _____ Expiration Date _____

Name that appears on credit card _____

Survey Primary Contact: Please designate an individual below who will be responsible to complete timely input and clarification of survey information. Survey input materials and survey notifications will be e-mailed to this individual. This contact may authorize Network access for contacts in survey(s) for which they are designated as Survey Primary contact.

Name _____ Title _____

Phone _____ Fax _____ E-mail Address _____

Address 1 _____

Address 2 _____

City _____ State/Province _____

Zip/Postal Code _____ Country _____

2010 PARTICIPATION - GLOBAL TECHNOLOGY SURVEY

- \$19,100** Companies with operations in the US plus 26 or more countries
- \$18,200** Companies with operations in the US plus 16-25 countries
- \$16,900** Companies with operations in the US plus 11-15 countries
- \$14,600** Companies with operations in the US plus 7-10 countries
- \$12,900** Companies with operations in the US plus 4-6 countries
- \$11,400** Companies with operations in the US plus 2-3 countries
- \$9,900** Companies with operations in the US plus 1 country
- \$7,900** Companies with operations in the US only

Participation includes:

- ▶ Input/Output Guide, including job descriptions, to facilitate survey submission and using survey results
- ▶ Benchmark and Executive results on a "get all, give all" basis for 100 countries
- ▶ Online access to results via web-based Data Generators; spreadsheet Compensation Totals; and PDFs by country
- ▶ Global Practices Report for key metrics, including equity and incentive practices, car plans and allowances/pay practices
- ▶ Quarterly trends report to gauge program competitiveness; covers salary increases, hiring practices, turnover and more
- ▶ Multi-country Custom Report for peer group analysis; design and order your first free report online
- ▶ Unlimited number of Radford Network[®] users per company for access to data, tools and resources on demand
- ▶ Designated Survey Consultant for client dialogue in data review, as well as ongoing participant support
- ▶ Free survey training program to train global staff; meetings offered in locations across the world and online

RADFORD GLOBAL TECHNOLOGY SURVEY

Participation Agreement (with US) continued

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2010 Country List (Additional countries may be added)

Please indicate those countries for which your company has operations.

Europe, Middle East and Africa

- Algeria
- Armenia
- Austria
- Bahrain
- Belgium
- Bosnia and Herzegovina
- Bulgaria
- Cameroon
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Egypt
- Estonia
- Finland
- France
- Germany
- Ghana
- Greece
- Hungary
- Iceland
- Ireland
- Israel
- Italy
- Jordan
- Kenya
- Kuwait
- Latvia
- Lebanon
- Lithuania
- Luxembourg
- Mauritius
- Morocco
- Mozambique
- Netherlands
- Nigeria
- Norway
- Poland
- Portugal
- Qatar
- Romania
- Russia

Asia/Pacific

- Australia
- Bangladesh
- China
- Hong Kong
- India
- Indonesia
- Japan
- Kazakhstan
- Macau
- Malaysia
- New Zealand
- Oman
- Pakistan
- Philippines
- Singapore
- South Korea
- Sri Lanka
- Taiwan
- Thailand
- Vietnam

Americas

- Argentina
- Barbados
- Bermuda
- Bolivia
- Brazil
- Canada
- Chile
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- El Salvador
- Guatemala
- Honduras
- Mexico
- Panama
- Paraguay
- Peru
- Puerto Rico
- Trinidad and Tobago
- United States
- Uruguay
- Venezuela

2009 NETWORK ACCESS* - REQUIRES 2010 PARTICIPATION AT COSTS LISTED ON PREVIOUS PAGE

Please select boxes below to receive access to the 2009 results via the Radford Network, as well as participate in the 2010 Survey(s) at the participation costs listed on previous page. The Radford Global Technology Survey is comprised of the former Radford Benchmark, Executive and International Surveys. Includes reports and services detailed on previous page excluding Custom Report. Access will be granted to countries selected on the following page. Payment for Network access must be received prior to Network access. 2009 Network access continues through June 2010 and is contingent upon satisfying 2010 participation requirements.

Please confirm 2009 access level:

- \$5,700** US Benchmark Survey
- \$4,400** US Executive Survey (\$2,900 - discounted price if purchased with 2009 Benchmark access)
- International Survey (select tier below, countries on next page)
 - \$11,200** 26 or more countries
 - \$10,300** 16-25 countries
 - \$9,000** 11-15 countries
 - \$6,700** 7-10 countries
 - \$5,000** 4-6 countries
 - \$3,500** 2-3 countries
 - \$2,000** 1 country

*Based on sufficient country data

RADFORD GLOBAL TECHNOLOGY SURVEY

Participation Agreement (with US) continued

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2009 Country List

Please indicate those countries for which your company agrees to purchase Network access.

Europe, Middle East and Africa

- Algeria
- Armenia
- Austria
- Bahrain
- Belgium
- Bosnia and Herzegovina
- Bulgaria
- Cameroon
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Egypt
- Estonia
- Finland
- France
- Germany
- Ghana
- Greece
- Hungary
- Iceland
- Ireland
- Israel
- Italy
- Jordan
- Kenya
- Kuwait
- Latvia
- Lebanon
- Lithuania
- Luxembourg
- Mauritius
- Morocco
- Mozambique
- Netherlands
- Nigeria
- Norway
- Poland
- Portugal
- Qatar
- Romania
- Russia

- Saudi Arabia
- Senegal
- Serbia
- Slovakia
- Slovenia
- South Africa
- Spain
- Sweden
- Switzerland
- Tanzania
- Tunisia
- Turkey
- Ukraine
- United Arab Emirates
- United Kingdom

Asia/Pacific

- Australia
- Bangladesh
- China
- Hong Kong
- India
- Indonesia
- Japan
- Kazakhstan
- Macau
- Malaysia
- New Zealand
- Oman
- Pakistan
- Philippines
- Singapore
- South Korea
- Sri Lanka
- Taiwan
- Thailand
- Vietnam

Americas

- Argentina
- Barbados
- Bermuda
- Bolivia
- Brazil
- Canada
- Chile
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- El Salvador
- Guatemala
- Honduras
- Mexico
- Panama
- Paraguay
- Peru
- Puerto Rico
- Trinidad and Tobago
- United States
- Uruguay
- Venezuela

TERMS AND CONDITIONS

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The entity requesting the services ("Client") agrees to participate in and submit data for the 2010 Radford Survey(s) (the "Survey"). Client agrees to submit on-time, complete and accurate data (the "Data") according to the input requirements outlined in the Input/Output Guide for each Survey. If the Data submission is late, Client's access to the results of the Survey (the "Results") will be suspended until the Data is received; provided, however, to facilitate Client's submission of the Data, online access to the Site will remain available during the time of suspension in order to input the Data. Radford shall treat all Client identifiable Data submitted to Radford as confidential. Notwithstanding the foregoing, Client agrees that (a) Client may be listed in the Results as a survey participant and (b) any non-identifiable Data may be used by Radford to produce the Results.

The Results are copyrighted by Aon Corporation ("Aon"). Client is granted a limited license to use the Results for Client's personal and internal business purposes only, upon the following terms and conditions: (a) Client will not sell, assign, rent, lease, distribute, export, import, act as an intermediary or provider, or otherwise grant rights to third parties (including contractors, consultants, etc.) with regard to the Results or any part thereof; (b) Client will not undertake, cause, permit or authorize the modification, creation of derivative works, translation, reverse engineering, decompiling, disassembling or hacking of the Results or any part thereof; and (c) Client agrees that Client will not remove, obscure, make illegible or alter any notices or indications of the IP Rights and/or Aon's rights and ownership thereof, whether such notice or indications are affixed on, contained in or otherwise connected to any Results. Client is granted a license to copy the Results for Client's internal use only. Client agrees that any portion of the Results that are copied, reproduced, distributed, downloaded, posted or transmitted in any form or by any means, including, but not limited to, electronic, photocopying, or otherwise, for the use of any third parties (including contractors, consultants, etc.), shall (i) be used only in connection with services being performed on behalf of Client, and (ii) be returned to Client upon completion of such services.

Any violation by Client of the terms hereof, or failure to submit payment, may result in suspension of access to the Results; and Client acknowledges that all fees shall remain due and payable during such suspension.

Authorized management signature _____

Print name _____

Title _____ Date _____

Please contact us with any questions at:

Radford, An Aon Consulting Company

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