



Surveyed Countries

Europe

Armenia	Lithuania
Austria	Luxembourg
Belgium	Netherlands
Bulgaria	Norway
Croatia	Poland
Cyprus	Portugal
Czech Rep.	Romania
Denmark	Russia
Estonia	Serbia
Finland	Slovakia
France	Slovenia
Germany	Spain
Greece	Sweden
Hungary	Switzerland
Ireland	Turkey
Italy	Ukraine
Latvia	UK

Middle East/Africa

Algeria	Morocco
Bahrain	Nigeria
Cameroon	Oman
Egypt	Qatar
Israel	Saudi Arabia
Jordan	South Africa
Kenya	Tanzania
Kuwait	Tunisia
Lebanon	UAE

Asia/Pacific

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

The Americas

Argentina	El Salvador
Barbados	Guatemala
Bermuda	Honduras
Bolivia	Mexico
Brazil	Panama
Canada	Paraguay
Chile	Peru
Colombia	Puerto Rico
Costa Rica	Trinidad & Tobago
Dominican Rep.	Uruguay
Ecuador	Venezuela

RADFORD INTERNATIONAL SURVEY

Introduction

The Radford International Survey covers total compensation data for 84 countries and practices data for 57 countries. This comprehensive survey includes data for more than 1.6 million incumbents reported for more than 600 participating companies.

Participation in the International Survey includes:

- > Online Access to Results
- > Multi-country Data Generator
- > Overall Practices and Country Practices Reports
- > Country Benefits Summaries
- > International Semi-Annual Industry Trends (ISSIT)
- > Unlimited Radford Network® users
- > Hot topic webcasts
- > Industry-specific white papers
- > In person, online and desktop survey training program
- > Designated Survey Consultant

Key Features

Global Job Leveling Approach

More than 1,900 jobs in harmonized global coding structure to facilitate input and consistency in data submission and job matching

Global Data Reporting

Covers base salary, regular allowances, fixed compensation, bonus/incentives, total cash compensation, total direct compensation, stock options and restricted stock

International Data Generators

Create queries using Survey Totals or Custom Report data for one or more countries; customize output with industry and geographic filters, as well as a currency converter; new Express Reports feature on Generator delivers presentation-ready, country-specific data for all Standard Data Elements

Country Practices Reports

Covers number of months of pay, stock eligibility/practices, incentives eligibility/practices, car plans and allowances

International Semi-Annual Summary of Industry Trends

Stay current on global salary increase trends and HR hot topics with free report; twice-yearly input and results

Key Participants

Accenture
 Adobe Systems
 Advanced Micro Devices
 Agilent
 Alcatel-Lucent
 Altera
 Amazon.com
 Analog Devices
 Apple
 Applied Materials
 CA
 Cisco Systems
 Dell
 eBay
 Electronic Arts
 EMC
 Fairchild Semi
 Hewlett-Packard
 Hitachi
 IBM
 Intel
 KLA-Tencor
 Lenovo
 McAfee
 Microsoft
 Motorola
 National Semi
 NetApp
 Nokia
 Nortel
 NVIDIA
 NXP
 Oracle
 Research in Motion
 SAP AG
 Seagate Tech
 Spansion
 Sprint Nextel
 STMicroelectronics
 Sun Microsystems
 Symantec
 Wipro
 Xilinx
 Yahoo!

Contact Information

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Locations

Austin, Atlanta, Boston,
 Chicago, Denver,
 Hong Kong, London,
 New York, Philadelphia,
 San Diego, San
 Francisco, San Jose,
 Washington, DC.

Key Features continued

Targeted Custom Reports

Multi-country Custom Reports for peer group insight via Data Generator using selected company and country filters (*first report free*)

Stock by Level Report

Provides insight into global market practices for public technology firms for a variety of long-term incentive vehicles for more than 50 countries (*additional fee*)

Radford Training Programs

Complimentary program includes on-site, local meetings with consulting experts, as well as online survey training courses and "hot topic" webcasts

Data Sample

The sample data below displays a subset of results for Germany. Actual results provide data for all percentiles for which data is sufficient.

S603R SALES ACCOUNT MANAGER - CAREER - ALL CHANNELS ROLL-UP Germany - EURO

COMPENSATION ELEMENTS	Average	75th	50th	25th	Number Emps Cos.	
BASE SALARY - All Emps	63,455	73,047	62,560	53,192	1,441	150
REGULAR ALLOWANCES						
Total Allowances (Car + Other)	8,566	10,800	8,280	6,749	622	87
FIXED COMPENSATION						
Base + Total Allowances - All Emps	67,153	77,382	66,755	55,526	1,441	150
BONUS/INCENTIVES						
Target Incentives (current year)	39,802	48,754	36,293	27,112	1,282	135
Actual Incentives (last year)	34,199	44,379	30,266	16,323	521	97
FIXED COMP + INCENTIVES						
Base + Total Allowances + Incentives						
Fixed Comp + Target Incentives - All Emps	107,238	122,094	105,560	86,524	1,285	136
Fixed Comp + Actual Incentives - All Emps	98,704	115,477	95,026	76,518	593	109
STOCK OPTIONS (NPV) + RESTRICTED STOCK (Face Value)						
New-Hire Guidelines	11,637	17,588	10,343	3,762	374	43
New-Hire Actual	20,190	28,984	15,970	7,591	70	29
Ongoing Guidelines (annualized)	6,947	11,108	3,762	3,383	334	50
Ongoing Actual	7,343	7,594	4,880	3,545	306	52
TOTAL DIRECT COMPENSATION						
Fixed Comp + Incentives + Options + RS - All Emps	110,866	128,410	108,256	88,800	1,039	128

INCENTIVES/ STOCK ELIGIBILITY	Percent Employees	Number Employees	Number Companies	ALLOWANCES RECEIVED	Percent Employees	Number Employees	Number Companies
Bonus/Incentives	99.8%	1,438	149	Allowances (Any)	71.2%	1,026	101
Stock/LTI (Any)	67.0%	876	102	Car Allowance	24.8%	357	65
Stock Options	47.9%	626	83	Company Car	45.0%	649	44
Restricted Stock	39.1%	505	49	Other Regular Allowance	3.7%	54	12