

RADFORD REGISTRATION FORM

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

This information must be completed to begin your survey participation.

SECTION 1: COMPANY PROFILE

Company Information:

Company Name _____

Street Address 1 _____

Street Address 2 _____

City, State/Province, Country _____ Zip/Postal Code _____

Main Phone Number (_____) Fax Number (_____)

Company Website _____

Accounts Payable Address (all Radford invoices will be sent to this address)

Same as above

Street Address _____

City, State/Province, Country _____ Zip/Postal Code _____

Accounts Payable Phone/Ext. (_____)

- General Industry:
- | | | |
|---|---|---|
| <input type="checkbox"/> Aerospace/Defense Electronics | <input type="checkbox"/> Computer Peripherals | <input type="checkbox"/> Network Equipment/Products |
| <input type="checkbox"/> Alternative Energy/Technologies | <input type="checkbox"/> Diagnostics | <input type="checkbox"/> Other Life Sciences |
| <input type="checkbox"/> Bio/Pharma - Commercial | <input type="checkbox"/> Entertainment/Games/Animation | <input type="checkbox"/> Other Non Technology |
| <input type="checkbox"/> Bio/Pharma - Pre-Commercial | <input type="checkbox"/> Financial and Insurance Services | <input type="checkbox"/> Other Technology |
| <input type="checkbox"/> Capital Equipment | <input type="checkbox"/> Institutions and Foundations | <input type="checkbox"/> Professional/Technical Services/
Consulting |
| <input type="checkbox"/> Clinical Research Organizations/
(CRO's)/Clinical Manufacturing | <input type="checkbox"/> Internet/e-Commerce/
Online Community | <input type="checkbox"/> Semiconductor Components |
| <input type="checkbox"/> Communications Products/Services | <input type="checkbox"/> Medical Devices/Scientific Inst | <input type="checkbox"/> Software Products/Services |

Specific Industry/Product Line: _____

- Organization Type: Independent Corporation
 Division
 Subsidiary

- Ownership: Public Stock Symbol: _____
 Private
 Not for Profit
 Government

Fiscal Year Start Date (month): _____

Insurance Plan Start Date (month): _____

Sales Plan Start Date (month): _____

Reporting Location Revenue (Last Complete Fiscal Year): _____ Currency _____

Worldwide Revenue (Last Complete Fiscal Year): _____ Currency _____

RADFORD REGISTRATION FORM (continued)

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Company Information (continued)

Headcount: Americas (other than US) _____ Middle East/Africa _____
 Asia/Pacific _____ United States _____
 Europe _____

Compensation Cycles:

Category	Anniversary System (*)	Focal System (**)	Focal Month
Americas (other than US)	<input type="checkbox"/>	<input type="checkbox"/>	_____
Asia/Pacific	<input type="checkbox"/>	<input type="checkbox"/>	_____
Europe	<input type="checkbox"/>	<input type="checkbox"/>	_____
Middle East/Africa	<input type="checkbox"/>	<input type="checkbox"/>	_____
United States	<input type="checkbox"/>	<input type="checkbox"/>	_____
Sales Positions	<input type="checkbox"/>	<input type="checkbox"/>	_____

Compensation Cycles Comments: _____

(*) **Anniversary System:** A management review of each employee's salary on the employee's anniversary of hire or last salary increase. Usually requires a formal review and evaluation of employee's performance before a salary increase is granted.

(**) **Focal System:** A management review of the salaries of all the employees in the organization (or group within the organization) at a specific point in time. Usually conducted on a periodic basis (e.g., annually, semi-annually) and usually requires a formal review and evaluation of employee performance before a salary increase is granted.

SECTION 2: GLOBAL LOCATIONS

Please complete the following information for the organization that is participating in the survey. For example, if the participating organization is an independent corporation, the information would pertain to the global operations of the company. If the participating organization is a unit of a larger organization (e.g., you are reporting data for a subsidiary, group, division, etc.), your answers would pertain to the operations of your particular unit. Check countries where your company has local staff only. Exclude checking countries containing only part-time employees, foreign nationals not on a local pay package, expatriates, outside consultants, contractors, temporary help, interns, returnees on a "local-plus" pay package, co-op students, or bargaining unit employees working in the US.

Americas <input type="checkbox"/> All Americas <input type="checkbox"/> Argentina <input type="checkbox"/> Barbados <input type="checkbox"/> Bermuda <input type="checkbox"/> Bolivia <input type="checkbox"/> Brazil <input type="checkbox"/> Canada <input type="checkbox"/> Chile <input type="checkbox"/> Colombia <input type="checkbox"/> Costa Rica <input type="checkbox"/> Dominican Republic <input type="checkbox"/> Ecuador <input type="checkbox"/> El Salvador <input type="checkbox"/> Guatemala <input type="checkbox"/> Honduras <input type="checkbox"/> Mexico <input type="checkbox"/> Panama <input type="checkbox"/> Paraguay	Americas (cont'd) <input type="checkbox"/> Peru <input type="checkbox"/> Puerto Rico <input type="checkbox"/> Trinidad and Tobago <input type="checkbox"/> United States <input type="checkbox"/> Uruguay <input type="checkbox"/> Venezuela	Europe <input type="checkbox"/> All Europe <input type="checkbox"/> Armenia <input type="checkbox"/> Austria <input type="checkbox"/> Belgium <input type="checkbox"/> Bosnia and Herzegovina <input type="checkbox"/> Bulgaria <input type="checkbox"/> Croatia <input type="checkbox"/> Cyprus <input type="checkbox"/> Czech Republic <input type="checkbox"/> Denmark <input type="checkbox"/> Estonia <input type="checkbox"/> Finland <input type="checkbox"/> France <input type="checkbox"/> Germany <input type="checkbox"/> Greece <input type="checkbox"/> Hungary <input type="checkbox"/> Iceland <input type="checkbox"/> Ireland	Europe (cont'd) <input type="checkbox"/> Italy <input type="checkbox"/> Latvia <input type="checkbox"/> Lithuania <input type="checkbox"/> Luxembourg <input type="checkbox"/> Netherlands <input type="checkbox"/> Norway <input type="checkbox"/> Poland <input type="checkbox"/> Portugal <input type="checkbox"/> Romania <input type="checkbox"/> Russia <input type="checkbox"/> Serbia <input type="checkbox"/> Slovakia <input type="checkbox"/> Slovenia <input type="checkbox"/> Spain <input type="checkbox"/> Sweden <input type="checkbox"/> Switzerland <input type="checkbox"/> Turkey <input type="checkbox"/> Ukraine <input type="checkbox"/> United Kingdom	Middle East/Africa <input type="checkbox"/> All Middle East/Africa <input type="checkbox"/> Algeria <input type="checkbox"/> Bahrain <input type="checkbox"/> Cameroon <input type="checkbox"/> Egypt <input type="checkbox"/> Ghana <input type="checkbox"/> Israel <input type="checkbox"/> Jordan <input type="checkbox"/> Kenya <input type="checkbox"/> Kuwait <input type="checkbox"/> Lebanon <input type="checkbox"/> Mauritius <input type="checkbox"/> Morocco <input type="checkbox"/> Mozambique <input type="checkbox"/> Nigeria <input type="checkbox"/> Oman <input type="checkbox"/> Qatar <input type="checkbox"/> Saudi Arabia <input type="checkbox"/> Senegal <input type="checkbox"/> South Africa <input type="checkbox"/> Tanzania <input type="checkbox"/> Tunisia <input type="checkbox"/> United Arab Emirates	Asia/Pacific <input type="checkbox"/> All Asia/Pacific <input type="checkbox"/> Australia <input type="checkbox"/> Bangladesh <input type="checkbox"/> China <input type="checkbox"/> Hong Kong <input type="checkbox"/> India <input type="checkbox"/> Indonesia <input type="checkbox"/> Japan <input type="checkbox"/> Kazakhstan <input type="checkbox"/> Macau <input type="checkbox"/> Malaysia <input type="checkbox"/> New Zealand <input type="checkbox"/> Pakistan <input type="checkbox"/> Philippines <input type="checkbox"/> Singapore <input type="checkbox"/> South Korea <input type="checkbox"/> Sri Lanka <input type="checkbox"/> Taiwan <input type="checkbox"/> Thailand <input type="checkbox"/> Vietnam
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RADFORD REGISTRATION FORM (continued)

Radford Network Access Role Definitions

The Radford Network provides online access to input materials, job descriptions, survey results and other helpful resources. Access is provided to company-employed staff, with management approval to receive survey-specific access. Each contact is assigned a confidential username and password which is not to be shared with other individuals. Continuous online access requires complete and on-time data submission(s), interaction with Survey Consultant(s) to resolve input questions and payment of participation fees.

Renewal Contact (one contact per company)

Contact is responsible for committing the company to Radford Surveys participation, ensures data is submitted in a timely manner, and authorizes payment of all fees associated with survey participation. Authorizes Network access for contacts for all survey(s) in which the company participates.

Network Primary (one contact per company)

Contact authorizes and oversees contacts with Network Access for all survey(s) in which the company participates.

Survey Primary Contact (one contact per survey participation)

Contact is responsible for complete, timely input, and clarification of survey information. Survey input materials and survey notifications will be sent to this individual. This contact may authorize Network access for contacts in survey(s) for which they are designated as Survey Primary contact.

Regional Contact(s)

Contact may assist in collection of regional data and/or clarification of survey information for one or more regions. Access is granted to the Input/Output Guide and general areas of the Network. Contact(s) with this role may or may not have access to survey results.

Network Access (survey-specific data)

Contact(s) with this role are authorized by the Renewal, Network, or Survey Primary Contact(s) to receive survey-specific Radford data via the Network.

General Access

Access is limited to the Input/Output Guides and general areas of the Network. Contact(s) with this role will not have access to survey results.

RADFORD REGISTRATION FORM (continued)

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Company Name: _____

This section allows you to add contacts to access the Radford Network. Each contact receives an individual and confidential username and password via e-mail from password@radford.com. You must designate one Renewal and Network Primary contact, as well as a Survey Primary contact per survey. Please see the Radford Network access role definitions for more details. Once registered, these contacts may add, modify, delete Network access via the Radford Network. Please copy this form as needed to add contacts.

Contact:

Name _____ Title _____

E-mail _____ Phone Number (_____) _____ Fax Number (_____) _____

Street Address _____

City, State/Province, Country _____ Zip/Postal Code _____

- Renewal Contact (one per company) Network Primary Contact (one per company)

Network Access

- Global Technology Survey
- Global Sales Survey
- Global Life Sciences Survey
- US Benefits Survey

Survey Primary (one per survey)

- Global Technology Survey
- Global Sales Survey
- Global Life Sciences Survey
- US Benefits Survey

Regional Contact

- Asia/Pacific Europe Other Americas
- Canada Middle East/Africa United States

Designate Network Access for countries - check all that apply.

- All Countries

- | | | | | | |
|--|---|--|--|--|--|
| <p>Americas</p> <ul style="list-style-type: none"> <input type="checkbox"/> All Americas <input type="checkbox"/> Argentina <input type="checkbox"/> Barbados <input type="checkbox"/> Bermuda <input type="checkbox"/> Bolivia <input type="checkbox"/> Brazil <input type="checkbox"/> Canada <input type="checkbox"/> Chile <input type="checkbox"/> Colombia <input type="checkbox"/> Costa Rica <input type="checkbox"/> Dominican Republic <input type="checkbox"/> Ecuador <input type="checkbox"/> El Salvador <input type="checkbox"/> Guatemala <input type="checkbox"/> Honduras <input type="checkbox"/> Mexico <input type="checkbox"/> Panama <input type="checkbox"/> Paraguay | <p>Americas (cont'd)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Peru <input type="checkbox"/> Puerto Rico <input type="checkbox"/> Trinidad and Tobago <input type="checkbox"/> United States <input type="checkbox"/> Uruguay <input type="checkbox"/> Venezuela | <p>Europe</p> <ul style="list-style-type: none"> <input type="checkbox"/> All Europe <input type="checkbox"/> Armenia <input type="checkbox"/> Austria <input type="checkbox"/> Belgium <input type="checkbox"/> Bosnia and Herzegovina <input type="checkbox"/> Bulgaria <input type="checkbox"/> Croatia <input type="checkbox"/> Cyprus <input type="checkbox"/> Czech Republic <input type="checkbox"/> Denmark <input type="checkbox"/> Estonia <input type="checkbox"/> Finland <input type="checkbox"/> France <input type="checkbox"/> Germany <input type="checkbox"/> Greece <input type="checkbox"/> Hungary <input type="checkbox"/> Iceland <input type="checkbox"/> Ireland | <p>Europe (cont'd)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Italy <input type="checkbox"/> Latvia <input type="checkbox"/> Lithuania <input type="checkbox"/> Luxembourg <input type="checkbox"/> Netherlands <input type="checkbox"/> Norway <input type="checkbox"/> Poland <input type="checkbox"/> Portugal <input type="checkbox"/> Romania <input type="checkbox"/> Russia <input type="checkbox"/> Serbia <input type="checkbox"/> Slovakia <input type="checkbox"/> Slovenia <input type="checkbox"/> Spain <input type="checkbox"/> Sweden <input type="checkbox"/> Switzerland <input type="checkbox"/> Turkey <input type="checkbox"/> Ukraine <input type="checkbox"/> United Kingdom | <p>Middle East/Africa</p> <ul style="list-style-type: none"> <input type="checkbox"/> All Middle East/Africa <input type="checkbox"/> Algeria <input type="checkbox"/> Bahrain <input type="checkbox"/> Cameroon <input type="checkbox"/> Egypt <input type="checkbox"/> Ghana <input type="checkbox"/> Israel <input type="checkbox"/> Jordan <input type="checkbox"/> Kenya <input type="checkbox"/> Kuwait <input type="checkbox"/> Lebanon <input type="checkbox"/> Mauritius <input type="checkbox"/> Morocco <input type="checkbox"/> Mozambique <input type="checkbox"/> Nigeria <input type="checkbox"/> Oman <input type="checkbox"/> Qatar <input type="checkbox"/> Saudi Arabia <input type="checkbox"/> Senegal <input type="checkbox"/> South Africa <input type="checkbox"/> Tanzania <input type="checkbox"/> Tunisia <input type="checkbox"/> United Arab Emirates | <p>Asia/Pacific</p> <ul style="list-style-type: none"> <input type="checkbox"/> All Asia/Pacific <input type="checkbox"/> Australia <input type="checkbox"/> Bangladesh <input type="checkbox"/> China <input type="checkbox"/> Hong Kong <input type="checkbox"/> India <input type="checkbox"/> Indonesia <input type="checkbox"/> Japan <input type="checkbox"/> Kazakhstan <input type="checkbox"/> Macau <input type="checkbox"/> Malaysia <input type="checkbox"/> New Zealand <input type="checkbox"/> Pakistan <input type="checkbox"/> Philippines <input type="checkbox"/> Singapore <input type="checkbox"/> South Korea <input type="checkbox"/> Sri Lanka <input type="checkbox"/> Taiwan <input type="checkbox"/> Thailand <input type="checkbox"/> Vietnam |
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