

RADFORD REGISTRATION FORM

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

This information must be completed to begin your survey participation.

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 | <input type="checkbox"/> Software Products/Services |

Specific Industry/Product Line: _____

- Organization Type:
- Independent Corporation
 - Division/Group
 - Subsidiary

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

Parent Company: _____

Headquarter Country: _____

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

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

RADFORD REGISTRATION FORM (continued)

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Company Information (continued)

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

Total Global Headcount: _____

Compensation Cycles:

Category	Anniversary System (*)	Focal System (**)	Focal Month
United States	<input type="checkbox"/>	<input type="checkbox"/>	_____
Americas (non-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"/>	_____
Sales Positions	<input type="checkbox"/>	<input type="checkbox"/>	_____

Insurance Plan Start Date (month): _____

Fiscal Year Start Date (month): _____

Sales Plan Start Date (month): _____

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.

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)

Survey Primary (one per survey)

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

Network Access

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

Regional Contact

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

Designate Network Access for countries - check all that apply. *All Countries*

Americas

- | GTS | GSS | GLS | |
|--------------------------|--------------------------|--------------------------|---------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Argentina |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Barbados |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bermuda |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bolivia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Brazil |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Canada |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Chile |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Colombia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Costa Rica |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Dominican Republic |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Ecuador |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | El Salvador |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Guatemala |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Honduras |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Mexico |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Panama |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Paraguay |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Peru |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Puerto Rico |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Trinidad and Tobago |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | United States |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Uruguay |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Venezuela |

Asia/Pacific

- | GTS | GSS | GLS | |
|--------------------------|--------------------------|--------------------------|-------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Australia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bangladesh |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | China |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Hong Kong |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | India |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Indonesia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Japan |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Kazakhstan |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Macau |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Malaysia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | New Zealand |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Pakistan |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Philippines |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Singapore |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | South Korea |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Sri Lanka |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Taiwan |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Thailand |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Vietnam |

Europe

- | GTS | GSS | GLS | |
|--------------------------|--------------------------|--------------------------|------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Armenia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Austria |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Belgium |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bosnia and Herzegovina |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bulgaria |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Croatia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Cyprus |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Czech Republic |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Denmark |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Estonia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Finland |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | France |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Germany |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Greece |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Hungary |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Iceland |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Ireland |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Italy |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Latvia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Lithuania |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Luxembourg |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Netherlands |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Norway |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Poland |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Portugal |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Romania |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Russia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Serbia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Slovakia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Slovenia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Spain |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Sweden |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Switzerland |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Turkey |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Ukraine |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | United Kingdom |

Middle East/Africa

- | GTS | GSS | GLS | |
|--------------------------|--------------------------|--------------------------|----------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Algeria |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Bahrain |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Cameroon |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Egypt |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Ghana |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Israel |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Jordan |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Kenya |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Kuwait |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Lebanon |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Mauritius |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Morocco |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Mozambique |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Nigeria |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Oman |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Qatar |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Saudi Arabia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Senegal |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | South Africa |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Tanzania |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Tunisia |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | United Arab Emirates |