

EuroComp Remuneration Survey



Summer 2006 Edition: Breakout Report
Report ID = Sample Report
Country: Germany Metro: DEBE; DEDD; DEDK; DEFM; DEZZ; DEHM; DEMC; DEST
Report created for: Basic Report - All Companies Included

04 Dec 2006

Currency: EU Euro

Report Selection Criteria

Report Run At: 04 Dec 2006 08:45:37
Currency: EU Euro
Exchange Rate: 1
Countries: Germany
Metros: Germany - Berlin Metro
Germany - Dresden Metro
Germany - Düsseldorf/Köln Metro
Germany - Frankfurt AM Metro
Germany - Germany Other
Germany - Hamburg Metro
Germany - Munich Metro
Germany - Stuttgart Metro
WMG Survey Job Code: 13130 - Buyer 3
13210 - Purchasing Manager 1

Companies Meeting Report Selection Criteria

Applied Materials	EDS	EMC	Fujitsu Microelectronics
Hitachi Europe Limited	IBM	Infineon Technologies	Lucent Technologies
Microsoft	Nokia	Solectron	Tektronix
Unisys			

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Job Selection Summary

<u>Job Code</u>	<u>Job Title</u>	<u>Number of Companies</u>	<u>Incumbents Included</u>	<u>Incumbents Excluded</u>	<u>Your</u>
13130	Buyer 3	9	28	41	0
13210	Purchasing Manager 1	7	15	0	0

* No company can represent more than 1/3 of the data in a given job. Less than 3 incumbents = insufficient data

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DATA FOR MY COMPANY DISPLAYED IN ITALICS

13130 Buyer 3

	Guaranteed Payments	Base Salary	Profit Sharing Target	Incentive Target	Total Target Pay	Profit Sharing Last Year	Incentive Last Year	Total Actual Pay	Relative Index	Number of Companies	Number of Employees
GEOGRAPHY											
Germany - Frankfurt AM Metro		62,062			62,062			62,062	92.3 %	2	9
Germany - Germany Other		65,294	3,597	8,526	71,414	3,980	6,442	69,985	104.1 %	4	16
JOB FOCUS											
Combination		64,252	3,597	8,195	68,257	4,172	5,636	67,525	100.4 %	7	26
INDUSTRY											
Computer Systems		66,943	4,063		70,600	3,900		70,454	104.8 %	2	10
Consulting / Integration		62,320			62,320			62,320	92.7 %	1	8
Telecommunications Equipment		63,697	1,630	8,526	73,038	3,278	6,442	69,103	102.8 %	2	6
GEOGRAPHIC RESPONSIBILITY											
Single Country		65,290	3,455	8,809	69,063	3,933	5,788	67,738	100.7 %	6	25
PEOPLE RESPONSIBILITY											
Not Reported/Not Available		64,419	3,597	8,129	68,412	4,172	5,636	67,247	100.0 %	9	28
YEARS OF SERVICE											
Not Reported/Not Available		65,817	4,188	6,205	69,823	4,497	3,218	70,207	104.4 %	4	12
6 - 10 Years		58,422	1,678	8,389	64,084	3,278	6,442	62,477	92.9 %	3	8
10+ Years		70,449		7,669	71,983			69,762	103.7 %	2	5
Total Job											
Total Job		64,419	3,597	8,129	68,412	4,172	5,636	67,247	100.0 %	9	28

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data

13130 Buyer 3

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DATA FOR MY COMPANY DISPLAYED IN ITALICS

13210 Purchasing Manager 1

	Guaranteed Payments	Base Salary	Profit Sharing Target	Incentive Target	Total Target Pay	Profit Sharing Last Year	Incentive Last Year	Total Actual Pay	Relative Index	Number of Companies	Number of Employees
GEOGRAPHY											
Germany - Düsseldorf/Köln Metro		75,062	1,942	8,801	85,157	3,732	14,434	91,984	104.8 %	2	3
Germany - Germany Other		81,534	5,061	8,380	87,242	4,549	11,557	89,132	101.5 %	4	10
JOB FOCUS											
Combination		77,794	3,813	9,316	85,275	4,276	12,428	87,790	100.0 %	7	15
INDUSTRY											
Computer Systems		86,632	5,061		89,668	4,858		89,547	102.0 %	2	5
Telecommunications Equipment		76,786	1,942	8,759	86,100	3,694	12,830	91,199	103.9 %	2	7
GEOGRAPHIC RESPONSIBILITY											
Large Cluster of Countries		77,271		8,191	85,462		11,314	88,585	100.9 %	1	4
Single Country		80,344	3,813	11,317	87,910	4,276	15,596	90,708	103.3 %	5	10
PEOPLE RESPONSIBILITY											
Not Reported/Not Available		75,458	5,061	5,397	80,653	4,858	6,161	80,837	92.1 %	3	5
Less than 25 Employees		78,962	1,942	10,295	87,587	3,694	13,995	91,266	104.0 %	4	10
YEARS OF SERVICE											
Not Reported/Not Available		82,146	5,061	14,018	88,320	4,858	16,713	89,003	101.4 %	4	7
6 - 10 Years		70,648	1,828	7,694	78,799	3,585	9,746	82,186	93.6 %	3	4
10+ Years		75,701		8,024	83,725		11,318	87,019	99.1 %	1	3
Total Job											
Total Job		77,794	3,813	9,316	85,275	4,276	12,428	87,790	100.0 %	7	15

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