

# EuroComp Remuneration Survey



Summer 2006 Edition: Statistical 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 December 2006

Currency: EU Euro

## Report Selection Criteria

**Report Run At:** 04 Dec 2006 08:41:56  
**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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## 13130 Buyer 3

People Responsibility	Guaranteed Payments	Base Salary	Profit Sharing Target	Incentive Target	Total Target Pay	Profit Sharing Last Year	Incentive Last Year	Total Actual Pay	Age
<b>Highest 5</b>		86,334	5,309	10,608	86,334	7,511	10,262	87,779	54
		73,826	4,345	9,524	83,098	6,849	7,750	86,334	54
		73,200	4,321	9,214	81,209	4,172	3,218	76,591	51
		72,898	4,092	8,456	80,869	4,149	1,314	76,172	51
		72,718	4,085	7,669	76,764	3,928		74,258	50
<b>90th Percentile</b>		73,200	4,345	10,608	81,209	6,849	10,262	76,591	51
<b>75th Percentile</b>		72,023	4,092	9,214	74,605	4,149	7,750	72,718	49
<b>50th Percentile</b>		65,226	4,045	7,669	71,460	3,883	3,218	68,514	39
<b>25th Percentile</b>		60,000	3,800	6,205	64,440	3,648	1,314	60,603	37
<b>10th Percentile</b>		52,611	1,587	5,972	52,611	3,065	1,314	52,611	35
<b>Lowest 5</b>		55,555	3,887	8,456	58,401	3,691	10,262	60,000	37
		53,092	3,800	7,669	55,555	3,648	7,750	55,555	36
		52,611	1,768	7,383	52,611	3,536	3,218	52,611	35
		49,595	1,587	6,205	49,595	3,065	1,314	49,595	35
		44,411	1,536	5,972	44,411	2,819		44,411	35
<b>Number Of Employees</b>		28	13	8	28	15	4	27	20
<b>Market Average</b>		64,419	3,597	8,129	68,412	4,172	5,636	67,247	42
<b>Number Of Companies</b>		9	3	4	9	4	3	8	8
<b>Company Weighted Average</b>		62,790	3,667	7,221	67,149	5,385	5,585	65,760	41

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data

## 13130 Buyer 3

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## 13210 Purchasing Manager 1

	People Responsibility	Guaranteed Payments	Base Salary	Profit Sharing Target	Incentive Target	Total Target Pay	Profit Sharing Last Year	Incentive Last Year	Total Actual Pay	Age
<b>Highest 5</b>	12		96,934	5,331	21,048	96,934	5,117	22,150	104,026	52
	12		88,851	4,977	10,274	94,523	4,778	17,918	96,934	51
	12		83,182	4,875	9,141	94,182	4,680	14,555	94,150	49
	12		82,952	2,055	9,137	93,048	3,914	14,108	93,968	48
	12		82,194	1,828	8,690	90,670	3,619	12,528	93,280	46
<b>90th Percentile</b>	12		88,851	5,331	10,274	94,523	5,117	17,918	96,934	51
<b>75th Percentile</b>	12		82,952	4,977	9,141	93,048	4,778	14,555	93,968	48
<b>50th Percentile</b>	12		78,032	4,875	8,271	86,115	3,914	11,300	89,244	41
<b>25th Percentile</b>	12		72,251	2,055	7,659	82,234	3,619	9,900	83,182	38
<b>10th Percentile</b>	12		69,862	1,828	3,807	76,849	3,550	1,046	81,138	36
<b>Lowest 5</b>	12		73,097	5,331	8,271	83,182	4,778	11,300	85,920	39
	12		72,251	4,977	8,143	82,234	4,680	11,276	83,182	38
	12		72,000	4,875	7,659	79,910	3,914	9,900	82,151	36
	12		69,862	2,055	6,987	76,849	3,619	9,500	81,138	36
	12		54,384	1,828	3,807	58,191	3,550	1,046	55,430	33
<b>Number Of Employees</b>	10		15	5	10	15	6	10	15	15
<b>Market Average</b>	12		77,794	3,813	9,316	85,275	4,276	12,428	87,790	42
<b>Number Of Companies</b>	4		7	2	5	7	2	5	7	7
<b>Company Weighted Average</b>	12		74,866	3,501	9,910	82,853	4,276	12,127	84,750	42

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data

## 13210 Purchasing Manager 1