

EuroComp Executive Remuneration Survey



2006 Edition: Breakout Report
Report ID = Sample Report
Country: France
Report created for: Basic Report - All Companies Included

04 Dec 2006

Currency: EU Euro

Report Selection Criteria

Report Run At: 04 Dec 2006 08:05:12
Currency: EU Euro
Exchange Rate: 1
Countries: France
WMG Survey Job Code: 10300 - Human Resources

Companies Meeting Report Selection Criteria

Accenture	Agilent Technologies	Alcatel	Avaya
Canon	Cisco Systems	Eastman Kodak	EDS
EMC	Freescale Semiconductor	Fujitsu Services	Fujitsu Siemens Computers
Getronics	Hewlett-Packard	IBM	Intel
Juniper Networks	Lawson	Microsoft	Motorola
Nortel	Oracle	SAP	ST Microelectronics
Sun Microsystems	T-Systems	Tech Data	Texas Instruments
Unisys	Xerox		

EuroComp Executive Remuneration Survey



2006 Edition: Breakout Report
Report ID = Sample Report
Country: France
Report created for: Basic Report - All Companies Included

04 Dec 2006

Currency: EU Euro

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>
10300	Human Resources	30	51	0	0

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

EuroComp Executive Remuneration Survey



2006 Edition: Breakout Report
 Report ID = Sample Report
 Country: France
 Report created for: Basic Report - All Companies Included

04 Dec 2006

Currency: EU Euro

DATA FOR MY COMPANY DISPLAYED IN ITALICS

10300 Human Resources

	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											
France	12,069	129,792	9,614	31,830	161,374	11,702	40,822	167,467	100.0 %	30	51
JOB FOCUS											
Combination	14,383	129,846	9,614	30,680	161,046	11,702	44,477	171,219	102.2 %	28	37
Compensation and Benefits		143,137		48,238	191,374		57,508	200,645	119.8 %	2	3
Training and Development		113,024		22,957	135,981		25,467	138,491	82.7 %	2	7
INDUSTRY											
Components / Semiconductors	7,866	123,488	9,614	24,653	151,987	11,702	32,949	160,346	95.8 %	4	5
Computer Products and Peripherals	20,900	145,259		45,245	190,504		40,135	185,393	110.7 %	2	3
Computer Software		122,169		33,192	155,360		15,000	125,006	74.7 %	3	3
Computer Systems		133,027		39,467	172,494		56,986	189,279	113.0 %	8	17
Consulting / Integration		143,058		24,011	167,068		45,000	227,006	135.6 %	3	3
Telecommunications Equipment	7,440	140,067		27,670	167,737		29,481	169,548	101.2 %	3	11
BUSINESS TIER											
All Business Units	14,170	128,252		35,884	162,940		50,259	171,119	102.2 %	20	30
Multiple Business Units	7,866	139,127	9,614	27,541	169,414	11,702	34,507	176,977	105.7 %	6	7
Single Business Unit		122,510		26,300	148,809		29,490	148,314	88.6 %	5	8
Partial Business Unit		136,955		20,871	157,826		29,228	168,660	100.7 %	2	3
Corporate Role		135,667		28,350	164,017		33,100	168,767	100.8 %	1	3
GEOGRAPHIC RESPONSIBILITY											
Worldwide Responsibility		130,574		27,722	158,296		31,319	161,893	96.7 %	2	9
Regional Responsibility	7,653	153,636	13,182	47,560	202,661	14,940	58,187	214,730	128.2 %	7	9
Large Cluster of Countries		123,627		29,666	153,293		40,165	168,220	100.5 %	7	7

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data

10300 Human Resources

EuroComp Executive Remuneration Survey



2006 Edition: Breakout Report
 Report ID = Sample Report
 Country: France
 Report created for: Basic Report - All Companies Included

04 Dec 2006

Currency: EU Euro

DATA FOR MY COMPANY DISPLAYED IN ITALICS

10300 Human Resources

	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
Small Cluster of Countries		132,407		36,975	169,381		44,966	181,683	108.5 %	5	5
Single Country	20,900	120,669	6,045	26,071	145,787	8,463	35,209	144,653	86.4 %	20	21
FINANCIAL RESPONSIBILITY											
Not Reported / Not Available	12,069	129,792	9,614	31,830	161,374	11,702	40,822	167,467	100.0 %	30	51
ORGANISATION HEADCOUNT											
Not Reported/Not Available		113,735		16,100	126,615		28,353	123,346	73.7 %	4	5
Less than 25 Employees		157,327		32,206	189,533		38,979	185,720	110.9 %	3	3
100 to 249 Employees		99,943		22,378	122,321		19,468	119,411	71.3 %	4	5
250 to 499 Employees		113,398		28,872	142,270		17,477	120,971	72.2 %	5	6
500 to 999 Employees		108,621		30,337	138,958		58,705	136,487	81.5 %	4	4
1,000 to 2,499 Employees	7,866	120,455	9,614	20,514	142,892	11,702	28,330	153,373	91.6 %	9	10
2,500 to 4,999 Employees	20,900	144,012		45,305	189,317		78,485	222,497	132.9 %	3	6
5,000 to 9,999 Employees	7,440	170,902		44,904	215,806		38,445	215,743	128.8 %	3	5
10,000 to 24,999 Employees		148,528		42,740	191,269		41,564	190,093	113.5 %	2	3
PEOPLE RESPONSIBILITY											
Not Reported/Not Available		136,827		41,995	174,623		55,780	175,873	105.0 %	6	10
Less then 25 Employees	7,440	125,721	6,045	28,691	154,607	8,463	34,955	156,070	93.2 %	21	31
25 to 49 Employees	14,383	145,203	13,182	36,466	184,964	14,940	52,552	201,490	120.3 %	4	4
Total Job											
Total Job	12,069	129,792	9,614	31,830	161,374	11,702	40,822	167,467	100.0 %	30	51

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data

10300 Human Resources