

# EuroComp Executive Remuneration Survey



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

04 December 2006

Currency: EU Euro

## Report Selection Criteria

**Report Run At:** 04 Dec 2006 08:02:56  
**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		

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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>
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

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## 10300 Human Resources

	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>	1,750	20,900	240,000		78,221	300,000		147,407	310,000	63
	1,750	7,866	197,327		70,680	273,806		105,573	285,112	59
	375	7,440	195,585		69,064	266,391		73,536	261,474	58
	175		182,006		65,653	231,495		70,000	256,032	58
	175		178,500		60,000	218,407		67,008	247,816	58
<b>90th Percentile</b>	175	20,900	175,000		55,082	216,000		70,000	247,816	58
<b>75th Percentile</b>	12	20,900	154,507		39,719	193,877		58,705	210,756	52
<b>50th Percentile</b>	12	7,866	132,000		31,270	163,000		34,792	168,982	44
<b>25th Percentile</b>	12	7,440	105,868		16,082	123,293		19,000	125,006	40
<b>10th Percentile</b>	12	7,440	81,400		11,244	96,537		14,000	90,000	36
<b>Lowest 5</b>	12	20,900	80,000		11,244	93,610		14,600	90,000	36
	12	7,866	78,000		11,014	90,000		14,000	86,901	36
	12	7,440	75,000		10,000	90,000		13,029	84,000	35
	12		73,428		9,000	84,442		11,478	80,000	34
	12		65,520		6,840	79,934		5,242	73,428	32
<b>Number Of Employees</b>	41	3	51	2	50	51	2	37	42	47
<b>Market Average</b>	118	12,069	129,792		31,830	161,374		40,822	167,467	45
<b>Number Of Companies</b>	26	3	30	2	29	30	2	20	24	27
<b>Company Weighted Average</b>	169	12,069	122,842		26,656	149,251		32,494	149,375	44

(Light Grey) = Insufficient data for analysis

(Empty Cell) = No data

## 10300 Human Resources