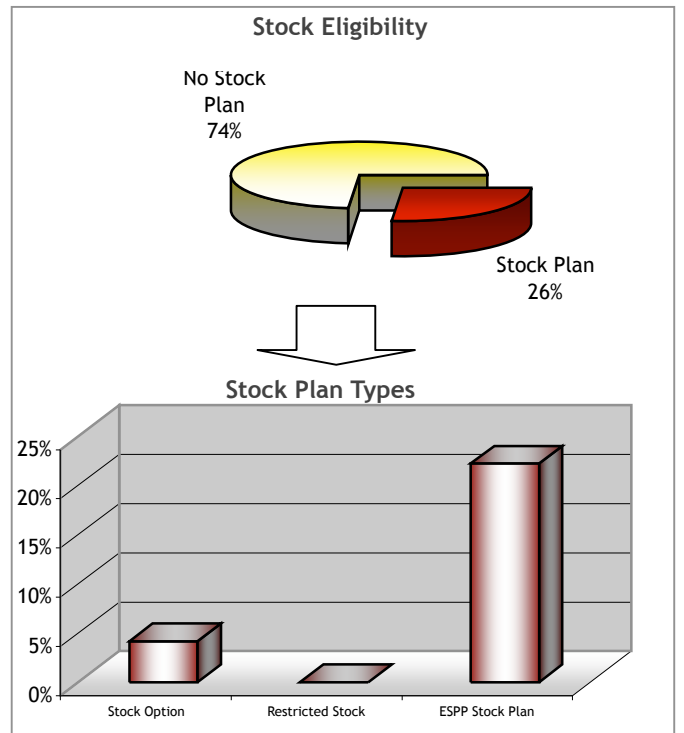
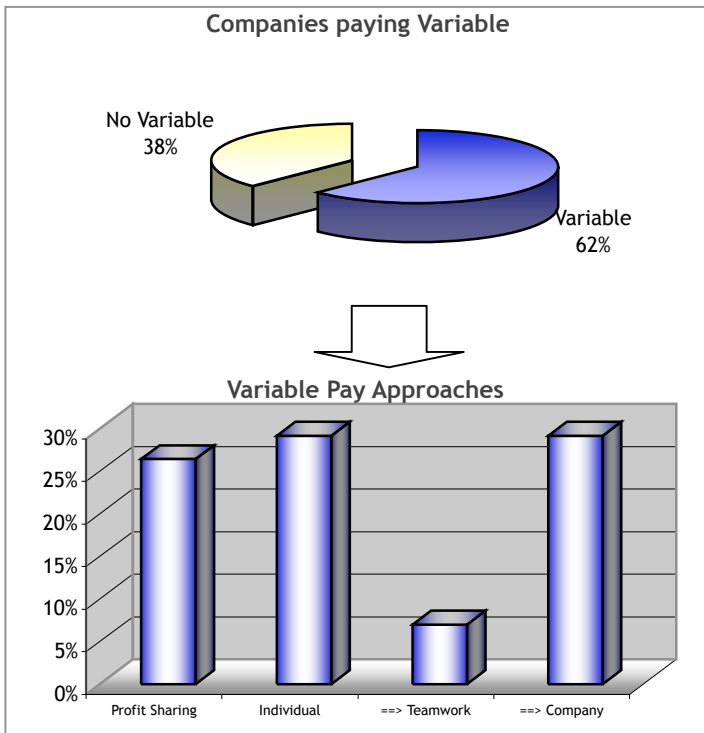


Salary data in CHF

	Salary data in CHF							Diff
	You vs	10th perc.	Q 1	Median	Q 3	90th perc.	Average	
# of incumbents : 72	==>							
Annual Base Salary (ABS)	76,872	76,908	81,120	87,742	97,400	106,456	90,356	88%
Target Variable	7,687	-	4,798	7,139	8,817	18,400	8,254	108%
% of ABS	10%	0%	6%	8%	9%	17%	9%	
Total Target Cash (TTC)	84,559	78,314	83,000	92,133	104,520	114,891	95,515	92%
GEM Position Grade	2	ABS	75,642	86,702	97,387			
		TTC	77,901	91,380	104,725			
Salary Range								
min.	83,703		66,096	74,800	79,894			
midpoint	104,628		82,620	92,300	99,868			
max.	125,554		102,491	112,920	124,045			
Job Complexity	Equal	Less 4%		==> Equal 86%		More 10%		

Profile								
Age	30	27	32	36	45	48	38	
Seniority	2	0	1	2	5	9	4	
Employee #	19090							

Variable & Stocks	Variable Pay Eligibility (63%)	Stock Eligibility (26%)	Other
		Profit Sharing 26%	Stock Option 4%
	Individual 29%	Restricted Stock 0%	Rep. Allowances 0%
	==> Teamwork 7%	ESPP Stock Plan 22%	
	==> Company 29%		



Some survey's guidance

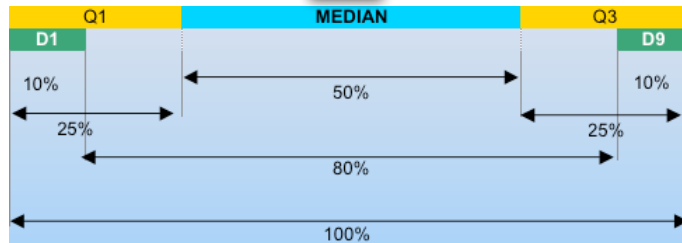
ADM02 Admin Assistant

GEM Salary Survey 2008

Salary data in CHF

# of incumbents : 72	==> You vs	10th perc.	Q 1	Median	Q 3	90th perc.	Average	Diff
Annual Base Salary (ABS)	76,872	76,908	81,120	87,742	97,400	106,456	90,356	88%
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Total Target Cash (TTC)	84,559	78,314	83,000	92,133	104,520	114,891	95,515	92%

Your data versus the sample which excludes your reported salaries



GEM Position Grade

2

ABS	75,642	86,702	97,387
TTC	77,901	91,380	104,725

The reported grade for the position of Admin Assistant

The value of Grade 2 based on the selected companies from which derives the above data. Should you have selected 15 companies, the program will create a salary structure based on all the positions (from grade 1 to 6) reported by these companies

Salary Range	min.	83,703	66,096	74,800	79,894
midpoint	104,628	82,620	92,300	99,868	
max.	125,554	102,491	112,920	124,045	
Job Complexity	Equal	Less 4%	==> Equal 86%	More 10%	

Your data versus the sample which excludes your reported salaries

The salary ranges reported by the selected companies

INSURANCES

GEM SALARY SURVEY 2008

HEALTH INSURANCE

Private Medical Care			
Minimum annual contribution for private medical care			
	Q1	Median	Q3
Employee	0	305	2,400
Spouse	0	0	0
per Child	0	0	0
Maximum annual contribution for private medical care			
Employee	0	405	7,000
Spouse	0	0	0
per Child	0	0	0
Medical coverage in case of hospitalization (type of room)			
	Private		
	Semi private		
	Common		

ACCIDENT INSURANCE

Accident coverage in case of hospitalization (type of room)

Percentage of salary paid to employee by the company during accident disability

Does the employee contribute to the cost of the insurance?

SALARY PRACTICES

Competitive positioning on the market

GEM SALARY SURVEY 2008

Base Salary	25th %	Median	75th %
	4%	5%	5%
Total Target Cash Benefits	25th %	Median	75th %
	5%	5%	5%

Base Salary	25th %	Median	75th %
	4%	5%	5%
Total Target Cash Benefits	25th %	Median	75th %
	5%	5%	5%

Base Salary	25th %	Median	75th %
	4%	5%	5%
Total Target Cash Benefits	25th %	Median	75th %
	5%	5%	5%

OTHER BENEFITS



WORKING POLICY

GEM SALARY SURVEY 2008

Vacation days entitlement (for full time employees, aged > 20 years)

Major distinction criteria for attribution of vacation days

	Q1	Median	Q3	Average
Minimum	20	22	25	23
Maximum	25	30	30	28



Additional days off beyond the 10 official public holidays

Contractual working hours per week

	Q1	Median	Q3	Average
	40	40	40	40

WORKING HOURS

Compensation for overtime hours or additional work for employees

Compensation for overtime hours or additional work for managers

If applicable, compensation method of overtime hours or additional work

Percentage of salary paid to employee by the company

Yes	68%
Yes	11%
Time off	86%
Payment	14%

OVERTIME