

POSITION LIST

International High Tech Executive Database

(Asia/Pacific, Canada, EMEA and Latin America)

BENCHMARK POSITIONS

Top Executive

- 0001 Chief Executive Officer (Canada only)
- 0002 Chief Operating Officer (Canada only)

Profit Center Head

- 0100 Country Manager/Subsidiary President
- 0102 Multi-Profit Center (Group) Head (Canada only)
- 0103 Profit Center Head

Other Executive and Administrative

- 0120 Top Administration Executive (Major Functions)
- 0122 Top Total Quality Executive
- 0123 Top Nonmanufacturing Operations Executive
- 0127 Top Organizational Compliance Executive

Legal

- 0201 Top Legal Executive
- 0208 Top Commercial Services Executive

Human Resources

- 0301 Top Human Resources Executive
- 0302 Top Employee/Labor Relations Executive
- 0303 Top Compensation and Benefits Executive
- 0307 Top Employment/Recruitment Executive
- 0308 Top Training and Development Executive

Manufacturing/Engineering

- 0402 Top Manufacturing Executive
- 0403 Top Engineering Executive
- 0407 Plant Manager

Sales/Marketing

- 0501 Top Sales and Marketing Executive
- 0502 Top Sales Executive
- 0505 Regional Field Sales Executive
- 0507 Global Account Management Executive
- 0509 Top Channel Sales Executive
- 0520 Top Marketing Executive
- 0522 Top Product Marketing Executive
- 0524 Top New Product Development Executive
- 0535 Top Merchandising Executive
- 0536 Top Retail Operations Executive

Customer Operations

- 0540 Top Customer Service Executive
- 0541 Customer Service Executive (Nontechnical)
- 0542 Presales Service Executive
- 0543 Call Center Executive
- 0544 Technical Customer Support Executive

Finance

- 0601 Top Financial Executive
- 0602 Controller
- 0604 Treasurer
- 0606 Top Tax Executive
- 0608 Top General Accounting Executive
- 0609 Top Internal Audit Executive
- 0615 Top Investor Relations Executive

Information Technology

- 0700 Chief Information Officer (Canada only)
- 0701 Chief Technology Officer (Canada only)
- 0702 Top Information Technology Executive
- 0703 Top Applications Development Executive
- 0706 Top Telecommunications Executive
- 0714 Top Technology Platforms Executive

Research and Development

- 0801 Top Research and Development Executive
- 0810 Top Technology Product Development Executive

Corporate Affairs

- 0901 Top Corporate Affairs Executive
- 0902 Top Public Relations Executive

Planning and Business Development

- 1001 Top Planning and Business Development Executive
- 1003 Top Business Development Executive
- 1006 Top Strategic Alliance Executive

BENCHMARK POSITIONS

Procurement and Logistics

- 1101 Top Supply Chain Executive
- 1102 Top Procurement Executive
- 1103 Top Logistics Executive

Property Management

- 1201 Top Property Management Executive
- 1203 Top Facilities Management Executive

Network Services and Operations

- 1301 Top Network Services Executive
- 1302 Top Data and Internet Network Services Executive
- 1306 Top Network Architecture and Development Services Executive

Professional Services

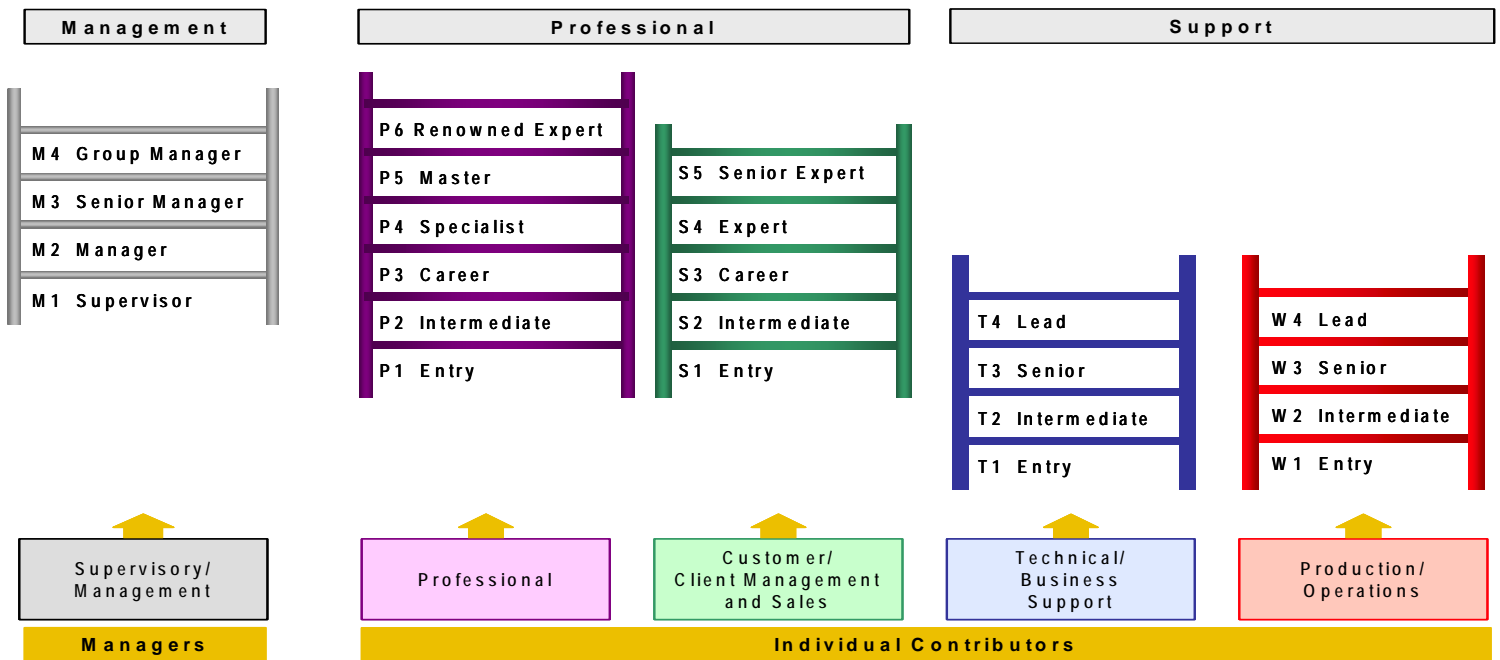
- 1401 Consultancy Services Executive
- 1402 Service Delivery Executive
- 1403 Business Consulting Executive
- 1404 Technology Consulting Executive
- 1405 Outsourcing Executive
- 1406 Outsourcing Delivery Executive
- 1407 Professional Services and Support Executive

Program Management

- 1601 Program Management Executive

CAREER LEVELS, FUNCTIONS AND DISCIPLINES LIST
International High Tech Middle Management, Professional and Support Database
(Asia/Pacific, Canada, EMEA and Latin America)

CAREER LEVELS



FUNCTIONS (by alpha)

- | | | |
|--|--------------------------------------|---|
| Account Management (CAM) | Human Resources (AHR) | Security (AAY) |
| Accounting, Credit and Collections (AFA) | IT Administration (AIT) | Strategic Planning/Corporate Development (ACD) |
| Administrative Services (AAS) | IT Development (AID) | Supply Chain Management (ASC) |
| Bid Management (CBM) | Large Deal Acquisition Sales (CSL) | Technical Customer Support (AMT) |
| Business Consulting (TCB) | Legal (ALG) | Technical Sales Support (CUT) |
| Channel Sales (CSC) | Legal Support (ALS) | Technical Specialty/Skilled Trade (AZT) |
| Client Service Delivery Management (CDM) | Manufacturing/Operations (AOM) | Technology Product Development (TPD) |
| Corporate Affairs/Communications (ACA) | Marketing (AMK) | Technology Product Development Support (TPS) |
| Customer Support/Operations (AMS) | Project Management (APM) | Technology/Systems Consulting (TCT) |
| Direct Sales (CSD) | Quality Assurance Methods (AQY) | Technology/Systems Development – External Clients (TID) |
| Engineering (AZE) | Real Estate and Facilities (ARE) | Telesales (CTS) |
| Environmental, Health and Safety (AHS) | Research Science (ARS) | |
| External Project Management (TMP) | Research Science Support (ARU) | |
| Financial Analysis, Audit and Tax (AFT) | Retailing (RET) | |
| General Administration (AGA) | Sales Support & Administration (CUS) | |

FUNCTIONS AND DISCIPLINES (by code)

AAS Administrative Services

- AAS000 Administrative Services Generic/Generalist
- AAS010 Office/Location Services
- AAS015 Office Refreshments/Help
- AAS030 Receptionist/Switchboard
- AAS040 Secretarial/Executive Administrative Assistance
- AAS045 Driver/Chauffeur
- AAS999 Administrative Services – No Applicable Discipline

AAY Security

- AAY000 Security Generic/Generalist
- AAY999 Security – No Applicable Discipline

ACA Corporate Affairs/Communications

- ACA000 Corporate Affairs/Communications Generic/Generalist
- ACA010 Public Relations
- ACA050 Regulatory Affairs
- ACA090 Investor Relations
- ACA100 Internal/Employee Communications
- ACA140 Localization/Translation Services
- ACA999 Corporate Affairs/Communications – No Applicable Discipline

ACD Strategic Planning/Corporate Development

- ACD000 Strategic Planning/Corporate Development Generic/Generalist
- ACD020 Corporate Development and Licensing Generic/Generalist
- ACD999 Strategic Planning/Corporate Development – No Applicable Discipline

AFA Accounting, Credit and Collections

- AFA000 Accounting, Credit and Collections Generic/Generalist
- AFA010 General Accounting
- AFA030 Accounts Payable/Receivable
- AFA040 Payroll
- AFA070 Credit
- AFA080 Collections
- AFA999 Accounting, Credit and Collections – No Applicable Discipline

AFT Financial Analysis, Audit and Tax

- AFT000 Financial Analysis, Audit and Tax Generic/Generalist
- AFT010 Financial Analysis
- AFT020 Budget Analysis
- AFT030 Treasury Operations
- AFT050 Tax Reporting and Compliance
- AFT070 Risk Management
- AFT090 Rates
- AFT110 Audit and Financial/Business Controls Generic/Generalist
- AFT999 Financial Analysis, Audit and Tax – No Applicable Discipline

AGA General Administration

- AGA000 General Administration Generic/Generalist
- AGA010 General Administration Without Business Development
- AGA999 General Administration – No Applicable Discipline

AHR Human Resources

- AHR000 HR Generalist/Consultant Generic/Generalist
- AHR010 Compensation and Benefits Generic/Generalist
- AHR050 Compensation – Sales Compensation
- AHR090 Employee/Labor Relations Generic/Generalist
- AHR130 Employee Development/Training Generic/Generalist
- AHR180 Recruitment Generic/Generalist
- AHR220 Human Resources Information Systems (HRIS)
- AHR999 Human Resources – No Applicable Discipline

AHS Environmental, Health and Safety

- AHS000 Environmental, Health and Safety Generic/Generalist
- AHS999 Environmental, Health and Safety – No Applicable Discipline

FUNCTIONS AND DISCIPLINES (by code)

AID	IT Development	AMK	Marketing (continued)
AID000	IT Development Generic/Generalist	AMK050	Product Management
AID010	Application Development	AMK060	Direct Marketing/Analysis
AID015	Internet/Web Application Development	AMK070	Brand Marketing
AID020	Business Systems Analysis	AMK100	Trade Shows/Events
AID030	IT Architecture (Systems Design)	AMK110	E-Commerce Marketing
AID040	Systems Software Engineering	AMK120	Web Content Management/Production
AID050	Software Quality Assurance and Testing	AMK130	Web Graphic/Visual Design
AID060	Database Design and Analysis	AMK140	Web Multimedia Production
AID080	Network Architecture Design	AMK999	Marketing – No Applicable Discipline
AID090	Network Planning and Implementation	AMS	Customer Support/Operations
AID100	Enterprise Resource Planning (ERP)	AMS000	Customer Support/Operations Generic/Generalist
AID110	IS Security Development	AMS020	Customer Contact Center
AID999	IT Development – No Applicable Discipline	AMS030	High Volume Customer Billing
AIT	IT Administration	AMS050	Product Warranty
AIT000	IT Administration Generic/Generalist	AMS999	Customer Support/Operations – No Applicable Discipline
AIT010	Computer Systems Administration	AMT	Technical Customer Support
AIT015	Web Site Administration	AMT000	Technical Customer Support Generic/Generalist
AIT020	Help Desk Support	AMT010	Technical Customer Support – Remote/Help Desk
AIT030	Database Administration	AMT020	Technical Customer Support – Customer Site
AIT040	Network Control/Administration	AMT030	Repair Center
AIT070	IS Security	AMT999	Technical Customer Support – No Applicable Discipline
AIT080	IT Training/Documentation	AOM	Manufacturing/Operations
AIT110	IT Outsourcing Management	AOM000	Manufacturing/Operations Generic/Generalist
AIT999	IT Administration – No Applicable Discipline	AOM010	Production Planning and Control
ALG	Legal	AOM200	Wafer Fab/Semiconductor Operations
ALG000	Legal Generic/Generalist	AOM999	Manufacturing/Operations – No Applicable Discipline
ALG030	Intellectual Property/Patent Law	APM	Project Management
ALG999	Legal – No Applicable Discipline	APM000	Project Management Generic/Generalist
ALS	Legal Support	APM010	Information Technology Project Management
ALS000	Legal Support Generic/Generalist	APM030	Engineering Project Management
ALS010	Paralegal	APM050	Product Development Project/Program Management
ALS020	Contract Administration	APM060	Resource Management
ALS999	Legal Support – No Applicable Discipline	APM999	Project Management – No Applicable Discipline
AMK	Marketing		
AMK000	Marketing Generic/Generalist		
AMK010	Channel/Partnership/Co-Branded Marketing		
AMK020	Marketing Communications		
AMK030	Market/Segment Development		
AMK040	Market Research/Intelligence		

FUNCTIONS AND DISCIPLINES (by code)

AQY Quality Assurance Methods

- AQY000 Quality Assurance Methods
Generic/Generalist
- AQY010 Quality Systems/Customer Satisfaction
- AQY020 Business Process Improvement
- AQY999 Quality Assurance Methods –
No Applicable Discipline

ARE Real Estate and Facilities

- ARE000 Real Estate and Facilities
Generic/Generalist
- ARE010 Real Estate/Property Management
- ARE020 Facilities Management
- ARE999 Real Estate and Facilities – No Applicable
Discipline

ARS Research Science

- ARS000 Research Science Generic/Generalist
- ARS999 Research Science – No Applicable
Discipline

ARU Research Science Support

- ARU000 Research Science Support
Generic/Generalist
- ARU999 Research Science Support –
No Applicable Discipline

ASC Supply Chain Management

- ASC000 Supply Chain Management
Generic/Generalist
- ASC010 Supply Chain Development and
Optimization
- ASC020 Materials Management
- ASC030 Logistics
- ASC035 Import/Export
- ASC040 Warehousing
- ASC045 Fulfillment
- ASC060 Purchasing Generic/Generalist
- ASC070 Goods Purchasing
- ASC080 Services Purchasing
- ASC090 Technical Purchasing
- ASC999 Supply Chain Management –
No Applicable Discipline

AZE Engineering

- AZE000 Engineering Generic/Generalist
- AZE010 Chemical Engineering
- AZE030 Quality Assurance Engineering
- AZE060 Process Engineering
- AZE080 Manufacturing Engineering

AZE Engineering (continued)

- AZE200 Network Engineering
- AZE210 Network Activation/Deployment/
Construction/Installation Engineering
- AZE220 Network Design and Planning (Network
Architecture) Engineering
- AZE230 Switch Engineering
- AZE999 Engineering – No Applicable Discipline

AZT Technical Specialty/Skilled Trade

- AZT000 Technical Specialty/Skilled Trade
Generic/Generalist
- AZT010 Equipment Maintenance Technical
Specialty
- AZT020 Calibration Technical Specialty
- AZT030 Product Test/Debug Technical Specialty
- AZT040 Facilities Technical Specialty
- AZT050 Process Technical Specialty
- AZT060 Quality Control/Inspection Technical
Specialty
- AZT070 Test Equipment Technical Specialty
- AZT080 CAD/CAE Drafting Technical Specialty
- AZT140 Skilled Trade Generic/Generalist
- AZT200 Network Operations Technical Specialty
- AZT210 Semiconductor Manufacturing Technical
Specialty
- AZT999 Technical Specialty/Skilled Trade –
No Applicable Discipline

CAM Account Management

- CAM000 Account Management
Generic/Generalist
- CAM010 Major/Strategic Account Management
Single Country
- CAM020 Major/Strategic Account Management
Global
- CAM300 Consulting and Professional Services
Account Management
- CAM310 Outsourcing Services Account
Management
- CAM320 Systems Integration and Solutions
Account Management
- CAM999 Account Management – No Applicable
Discipline

CBM Bid Management

- CBM000 Bid Management Generic/Generalist
- CBM999 Bid Management – No Applicable
Discipline

FUNCTIONS AND DISCIPLINES (by code)

CDM	Client Service Delivery Management	CSL	Large Deal Acquisition Sales (continued)
CDM000	Client Service Delivery Management Generic/Generalist	CSL310	Large Deal Acquisition Sales – Outsourcing Services
CDM310	Client Service Delivery Management – Outsourcing Services	CSL320	Large Deal Acquisition Sales – Systems Integration and Solutions
CDM330	Client Service Delivery Management – Internet Services	CSL999	Large Deal Acquisition Sales – No Applicable Discipline
CDM999	Client Service Delivery Management – No Applicable Discipline	CTS	Telesales
CSC	Channel Sales	CTS000	Telesales Generic/Generalist
CSC000	Channel Sales Generic/Generalist	CTS010	Telesales – Inbound/Inside
CSC200	Channel Sales – IT Hardware/Software Products	CTS020	Telesales – Outbound
CSC270	Channel Sales – Telecom Services	CTS999	Telesales – No Applicable Discipline
CSC999	Channel Sales – No Applicable Discipline	CUS	Sales Support and Administration
CSD	Direct Sales	CUS000	Sales Support and Administration Generic/Generalist
CSD000	Direct Sales Generic/Generalist	CUS010	Sales Training
CSD030	Direct Sales – Services Generic/Generalist	CUS020	Product Sales Financing
CSD200	Direct Sales – IT Hardware/Software Products	CUS030	Sales Planning
CSD210	Direct Sales – IT Hardware Products	CUS999	Sales Support and Administration – No Applicable Discipline
CSD220	Direct Sales – IT Software Products	CUT	Technical Sales Support
CSD240	Direct Sales – Telecom Hardware/ Software Products	CUT000	Technical Sales Support Generic/Generalist
CSD250	Direct Sales – Semiconductors	CUT010	Presales Technical Support/Systems Engineering
CSD270	Direct Sales – Telecom Services	CUT020	Application Engineering
CSD999	Direct Sales – No Applicable Discipline	CUT030	Field Application Engineering (Semiconductor)
CSL	Large Deal Acquisition Sales	CUT040	Technical/Product Training
CSL000	Large Deal Acquisition Sales Generic/Generalist	CUT999	Technical Sales Support – No Applicable Discipline
CSL300	Large Deal Acquisition Sales – Consulting and Professional Services	RET	Retailing
		RET000	Retailing Generic/Generalist
		RET010	Retail Store Operations
		RET999	Retailing – No Applicable Discipline
		TCB	Business Consulting
		TCB000	Business Consulting Generic/Generalist
		TCB010	Change Management Consulting
		TCB020	Strategy Consulting
		TCB999	Business Consulting – No Applicable Discipline

FUNCTIONS AND DISCIPLINES (by code)

TCT	Technology/Systems Consulting	TPD	Technology Product Development
TCT000	Technology/Systems Consulting Generic/Generalist	TPD000	Technology Product Development Generic/Generalist
TCT010	IS Security Consulting	TPD050	Product Development – Engineering
TCT020	Technology/Systems Consulting – Function/Business Area Applications	TPD060	Product Development – Prototypes and Trials
TCT030	Technology/Systems Consulting – Web, IP and Online Solutions	TPD070	Product Development – Ergonomics and Usability
TCT040	Technology/Systems Consulting – Networking	TPD200	Product Development – Hardware Generic/Generalist
TCT050	Technology/Systems Consulting – Industry Applications	TPD210	Product Development – Integrated Circuit (IC)
TCT060	Enterprise Application Integration (EAI) Consulting	TPD230	Product Development – Wireless/RF (Radio Frequency)
TCT070	Desktop Architecture Consulting	TPD240	Product Development – Software Generic/Generalist
TCT080	Systems Infrastructure Planning Consulting	TPD250	Product Development – Packaged Software Applications
TCT090	Technology/Systems Consulting – Technology Function Interface	TPD270	Product Development – Systems Architecture
TCT999	Technology/Systems Consulting – No Applicable Discipline	TPD280	Product Development – Embedded Software/Firmware
TID	Technology/Systems Development – External Clients	TPD290	Product Development – Data Security
TID000	Technology/Systems Development – External Clients Generic/Generalist	TPD999	Technology Product Development – No Applicable Discipline
TID010	New Application Development – External Clients	TPS	Technology Product Development Support
TID020	IT Architecture (Systems Design) – External Clients	TPS000	Technology Product Development Support Generic/Generalist
TID030	Software Quality Assurance and Testing – External Clients	TPS050	Product Localization
TID040	Network Architecture Design – External Clients	TPS060	Product Development Technical Writing
TID050	Function/Business Area Application (ERP) Customization – External Clients	TPS070	Product Development Library/Knowledge Management
TID999	Technology/Systems Development – External Clients – No Applicable Discipline	TPS200	Product Development Software Localization/Translation
TMP	External Project Management	TPS220	Development Systems Testing and Quality
TMP000	External Project Management Generic/Generalist	TPS999	Technology Product Development Support – No Applicable Discipline
TMP010	Business Process Outsourcing Project Management		
TMP020	IT Outsourcing Project Management		
TMP030	IT Consulting Project Management		
TMP040	Business Consulting Project Management		
TMP999	External Project Management – No Applicable Discipline		