

2006 LATIN AMERICA PHARMACEUTICAL & HEALTH CARE SURVEY

Report Content

- Standardized report for each country, customized for each participant
- Regionally consistent, yet reflects local country practices
- Numerical results by position
- Economic scenario, salary adjustment trends and labor environment changes
- Bilingual reports (Portuguese/English or Spanish/English)
- See sample report output below and on following page

SAMPLE REPORT OUTPUT

2005 Brazil Pharmaceutical and Health Care Club Survey
XYZ Company
Position Table



Position : 0006 – Finance Head
Your Position Title : Finance Director
Companies : 9
Incumbents : 9

	Your Data	Average	25th	Median	75th	Pct Diff Mean	Pct Diff Median	Pct Diff 75th
Annual Base Salary	203,762	186,251	166,473	182,702	209,898	9.4	11.5	-2.9
Other Fix Payments	22,640	20,694	18,497	20,299	23,322	9.4	11.5	-2.9
TOTAL Guaranteed Pay	226,401	206,945	184,969	203,001	233,220	9.4	11.5	-2.9
Target Bonus Amount (receivers)	55,186	47,479	35,731	50,565	56,802	16.2	9.1	-2.8
Target Bonus as % Base	27	25	22	26	29	6.6	3.8	-6.9
TOTAL Target Variable Pay	55,186	47,479	35,731	50,565	56,802	16.2	9.1	-2.8
Actual Bonus Amount (receivers)	70,196	53,903	31,873	46,049	77,760	30.2	52.4	-9.7
Actual Bonus as % Base	34	28	18	27	35	22.0	28.3	-3.5
TOTAL Actual Variable Pay	70,196	53,903	31,873	46,049	77,760	30.2	52.4	-9.7
TOTAL Target Cash Compensation	281,587	254,423	226,481	253,702	289,311	10.7	11.0	-2.7
TOTAL Actual Cash Compensation	296,598	254,858	198,978	228,830	310,224	16.4	29.6	-4.4
Long Term Incentives	36,193	42,755	22,341	45,255	53,587	-15.3	-20.0	-32.5
LTI as % Base	18	24	13	24	27	-25.9	-25.0	-33.3
TOTAL Target Direct Compensation	317,780	287,677	254,272	272,216	323,994	10.5	16.7	-1.9
TOTAL Actual Direct Compensation	332,791	288,112	244,256	268,460	350,157	15.5	24.0	-5.0
COMPANY DATA								
Local Revenues (millions)	420.6	357.3	194.2	267.7	581.7	17.7	57.1	-27.7
Local Employees	1,134	1,341	621	802	1,895	-15.4	41.4	-40.1

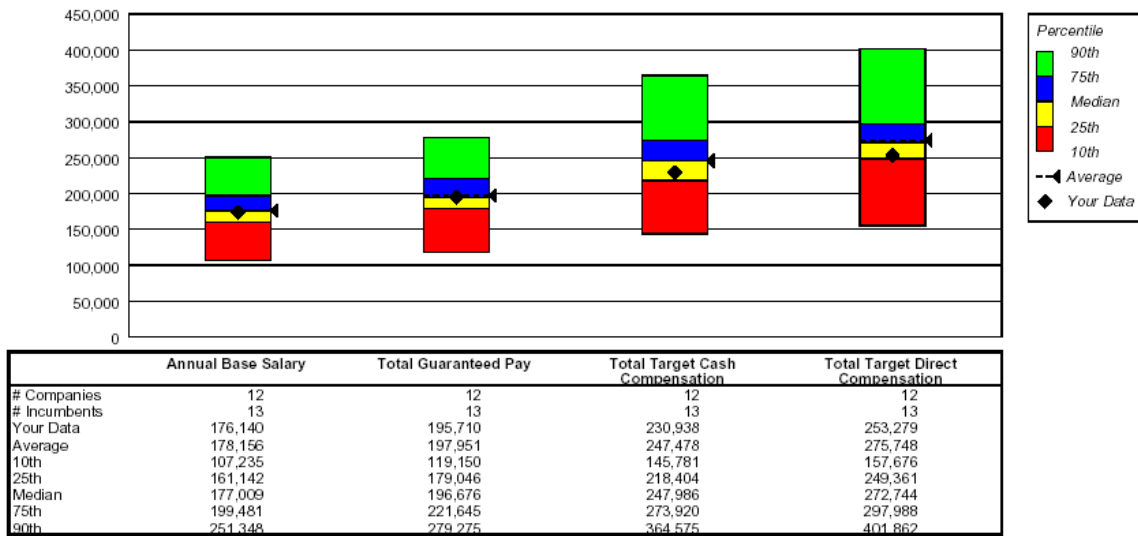
Degree of Match	Board Member	Geographical Resp.	Line of Business
0% Less Than	22% No Board *	100% National *	71% Ethical/Prescription Drug
89% Equal To	33% Subs./Local Mgmt. Committee	0% Territory (within a country)	0% OTC
11% Greater Than *	44% Subsidiary Board	0% Multi Country	14% Medical Devices/Diagnostics
	0% Corporate Executive Committee	0% Regional	14% Health Care
	0% Corporate Main Board		0% Other (Animal Health, etc)
Bonus Eligible			
0% No	LTI Eligible		
100% Yes *	11% No		
	89% Yes *		

2006 LATIN AMERICA PHARMACEUTICAL & HEALTH CARE SURVEY

SAMPLE REPORT OUPUT (CONTINUED)

2005 Brazil Pharmaceutical and Health Care Club Survey
XYZ Company
Position Graph

Position : 0007 – Human Resources Head



Latin America Pharmaceutical and Health Care Club Survey
Mexico Database
2005 Participant's Report

The tables below show market statistics for bonus and long term incentives by base salary ranges.

Base Salary	Target Bonus as % Base					Actual Bonus as % Base				
	# Cos	# Incs	25th	Median	75th	# Cos	# Incs	25th	Median	75th
Less Than \$1,100,001	5	5	17	18	20	5	5	9	16	19
\$1,100,001 to \$1,450,000	10	20	21	28	28	9	16	20	25	30
\$1,450,001 to \$1,800,000	11	32	21	22	28	10	27	9	21	32
\$1,800,001 to \$2,150,000	10	23	21	25	30	10	23	18	25	33
\$2,150,001 to \$2,750,000	7	10	28	28	32	7	10	24	32	40
Greater Than \$2,750,000	6	6	29	34	52	6	6	25	38	58

Base Salary	LTI					LTI as % Base				
	# Cos	# Incs	25th	Median	75th	# Cos	# Incs	25th	Median	75th
Less Than \$1,100,001	4	---	---	---	---	4	---	---	---	---
\$1,100,001 to \$1,450,000	8	13	127,650	212,900	269,250	8	13	9	17	22
\$1,450,001 to \$1,800,000	10	29	127,650	204,300	302,650	10	29	9	13	18
\$1,800,001 to \$2,150,000	9	20	104,225	177,800	349,150	9	20	5	9	18
\$2,150,001 to \$2,750,000	6	8	320,650	417,583	638,342	6	8	15	16	26
Greater Than \$2,750,000	6	6	574,550	939,450	1,446,400	6	6	17	28	51