

Results By Position

Characteristics Summary	General Engineering - Level 1 (201)	
	India, INR	
Number of Employees - Total Sample	301	
# Empl - Reweighted	98	
Number of Companies	5	
Average Age	25.7	
Salary Ranges and Base Pay		
Salary Range Minimum	204,120	
Salary Range Midpoint	306,120	
Salary Range Maximum	408,120	
Company Weighted Average Base Pay	278,582	
Company Weighted Average Total Cash	497,284	
Base Pay of Those Receiving Bonus	258,110	
Base Pay of Those Not Receiving Bonus	293,612	
Variable Pay Summary		
Percent of All Incumbents Eligible for Variable Pay	47.4%	
Percent of All Incumbents Receiving Variable Pay	18.2%	
Percent of All Incumbents Reporting a Target Bonus Percentage	47.4%	
Average Target Bonus Percentage (Excl 0)	5.9%	
Percent of All Incumbents Receiving Performance Bonus	12.0%	
Average Performance Bonus (Excl 0)	18,093	
Percent of All Incumbents Receiving Discretionary Bonus	6.1%	
Average Discretionary Bonus (Excl 0)	54,667	
Percent of All Incumbents Receiving Retention Bonus	0.0%	
Average Retention Bonus (Excl 0)		
Percent of All Incumbents Receiving Sign-On Bonus	0.0%	
Average Sign-On Bonus (Excl 0)		
Percent of All Incumbents Receiving Project Bonus	0.0%	
Average Project Bonus (Excl 0)		
Long Term Incentives		
Percent Eligible for Long Term Incentives	0.0%	
Percent Reporting Long Term Incentives	0.0%	
Cost to Company		
Percent Reporting Cost to Company	0.0%	
Average Cost to Company		

Compensation Summary		# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay	Actual Variable Pay	Total Cash
All Firms	Average	301	98	5	287,165	5,525	518,192
	25th Ptile	301	98	5	220,000	0	466,196
	50th Ptile	301	98	5	268,572	0	539,600
	75th Ptile	301	98	5	315,600	0	626,280

Compensation by Primary Responsibility / Revenue Responsibility /	# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay Average	Base Pay 50th Ptile	Total Cash Average	Total Cash 50th Ptile
Civil/Structural	81	81	4	351,668	337,200	623,291	613,200
Electrical	28	28	3				
Mechanical	23	23	4	321,173	301,200	597,845	597,006
Instrument Control	50	50	3				
Nuclear	0	0	0				
Environmental	1	1	1				
Other	8	8	2				
Chemical (excl Process Eng)	0	0	0				
Piping/Plant Design	89	89	3				
Offshore/Subsea	0	0	0				
Geotechnical	0	0	0				
Geological	0	0	0				

Compensation by Employee Type	# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay Average	Base Pay 50th Ptile	Total Cash Average	Total Cash 50th Ptile
Local National	280	280	4	337,476	330,600	610,341	599,700
Expatriate paid on home country payroll	0	0	0				
Expatriate paid on host country payroll	0	0	0				
Other Country National, paid in the work country	0	0	0				