

# Results By Position

Characteristics Summary	General Engineering - Level 1 (201)	
	India, INR	
Number of Employees - Total Sample	272	
# Empl - Reweighted	96	
Number of Companies	5	
Average Age	26.3	
<b>Salary Ranges and Base Pay</b>		
Salary Range Minimum	487,252	
Salary Range Midpoint	676,497	
Salary Range Maximum	865,743	
Company Weighted Average Base Pay	394,401	
Company Weighted Average Total Cash	654,482	
Base Pay of Those Receiving Bonus	286,941	
Base Pay of Those Not Receiving Bonus	548,589	
<b>Variable Pay Summary</b>		
Percent of All Incumbents Eligible for Variable Pay	45.8%	
Percent of All Incumbents Receiving Variable Pay	45.8%	
Percent of All Incumbents Reporting a Target Bonus Percentage	45.8%	
Average Target Bonus Percentage (Excl 0)	8.2%	
Percent of All Incumbents Receiving Performance Bonus	24.0%	
Average Performance Bonus (Excl 0)	15,027	
Percent of All Incumbents Receiving Discretionary Bonus	21.9%	
Average Discretionary Bonus (Excl 0)	25,714	
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)		
<b>Long Term Incentives</b>		
Percent Eligible for Long Term Incentives	0.0%	
Percent Reporting Long Term Incentives	0.0%	
<b>Cost to Company</b>		
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	<b>Average</b>	272	96	5	428,667	9,225	688,880
	25th Ptile	272	96	5	272,796	0	586,820
	50th Ptile	272	96	5	317,208	0	657,516
	75th Ptile	272	96	5	468,684	18,000	761,964

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	59	59	4	727,459	773,729	780,941	773,729
Electrical	30	30	3				
Mechanical	26	26	3				
Instrument Control	4	4	2				
Nuclear	0	0	0				
Environmental	36	36	2				
Other	11	11	2				
Chemical (excl Process Eng)	6	6	1				
Piping/Plant Design	66	66	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	272	96	5	428,667	317,208	688,880	657,516
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				