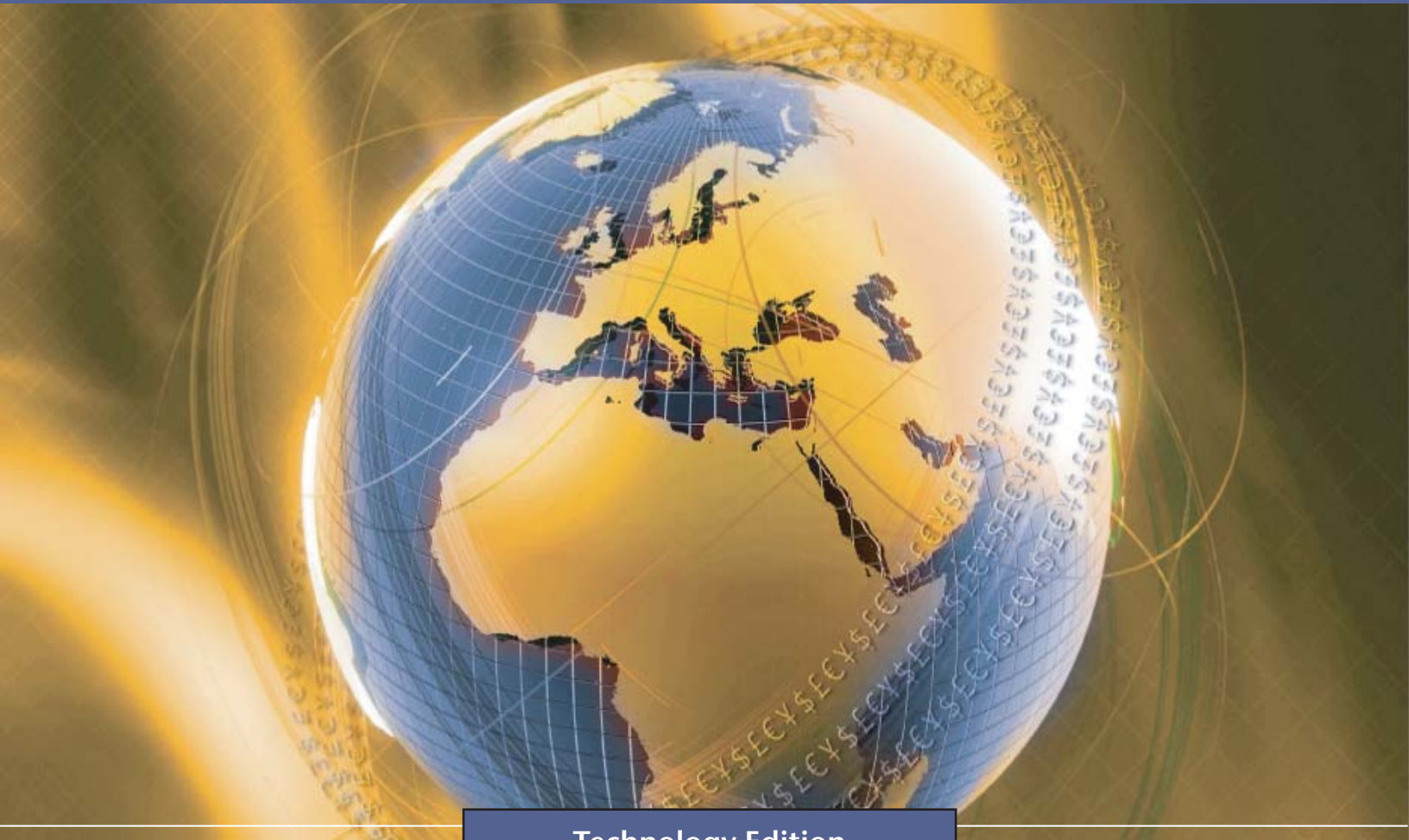


# Radford Surveys + Consulting

## Q1 2006 Quarterly Summary of Industry Trends



Technology Edition

**AON**

## Introduction - Q1 2006

Welcome to the technology industry edition of Radford Surveys Quarterly Summary of Industry Trends (QSIT) Report for the first quarter of 2006. This report contains data from 497 companies that participate in the Benchmark and/or Executive Surveys. Ongoing access to complete quarterly results and survey trends is limited to companies submitting input.

This quarter's publication contains data collected between January 1 and February 28, 2006, in an online questionnaire. Data is validated for completeness and reasonableness through rules embedded in the data collection form. The data is further reviewed, analyzed and screened to ensure proper data integrity prior to publication.

The survey covers four recurring topics:

- Base Salary Increase Analysis
- Expense Controls, Hiring Environment, and Turnover
- Cash Incentives Program
- Equity Program

In this quarter's Hot Topic section, we report on Internship Programs, a timely topic as companies approach the summer intern hiring season.

We appreciate your ongoing participation in this survey. Your participation during each quarterly data collection cycle helps us follow and identify trends across a consistent and large sampling of technology companies.

If you have any questions about the survey, please e-mail [galfaro@radford.com](mailto:galfaro@radford.com).

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## Executive Summary - Q1 2006

The U.S. economy continues to grow and recover from last hurricane season.

- Gross Domestic Product (GDP) for the fourth quarter was 1.6 percent, reflecting the significant impact that Hurricane Katrina brought upon the Gulf Coast. First quarter GDP is expected to rebound to 3.5 percent. This is slower growth than the 4.1 percent in the third quarter of 2005 (pre-Katrina) which may allow the Fed to end its pattern of interest rate increases.
- Unemployment for February rose to 4.8 percent from 4.7 percent in January. The increase was attributed to more people looking for work, as more than 243,000 jobs were created last month.
- The Federal Reserve increased interest rates at the first meeting of new Fed Chairman Bernard Bernanke. Stock averages reached highs not seen in several years, as speculation that the pattern of rate increases may end raised hopes on Wall Street.
- The semiconductor industry benchmark book-to-bill ratio was 0.97 in January, indicating that shipments outpaced new orders. Increasing convergence of formerly separate electronic consumer goods drives continued interest and growth in technology sales.

Key findings from this quarter's survey include:

- Salary increase budgets continue their rise with a 0.1 percent increase for executive, exempt and nonexempt employees. (See pages 5-8 for survey totals; breakouts by industry and region are available on the QSIT website.)
- Despite increasing hiring trends (page 10), 15 percent of companies continue to layoff employees to control costs (page 10).
- The majority of companies are expecting their global headcount to remain stable or grow, during the next 12 months (page 11).
- Turnover continues to rise. Industries experiencing high voluntary turnover include companies in the software/Internet/e-commerce industry (page 12).
- While the use of restricted stock/units is increasing, a majority of companies still use stock option grants (pages 16-17).
- Internship programs are this quarter's Hot Topic. With well over 50 percent of companies hiring interns, this is a timely subject. As we approach the spring and summer season, use this time to review, modify or create an internship program from the responses found on pages 18-20.

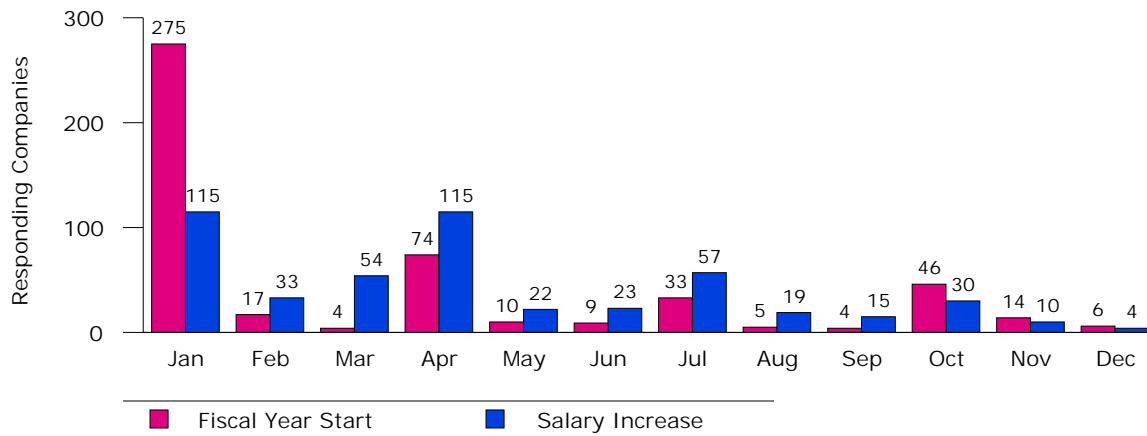
## Section One: Base Salary Increase Analysis - Q1 2006

### Pay Administration

#### Fiscal Year and Effective Salary Increase Distribution

Most companies have a January fiscal year start, although their salary increase effective dates don't always coincide with the calendar year. The two most popular months companies grant merit increases are January and April. Throughout the report, keep in mind that the last fiscal year reflect 2005 action for most companies.

FISCAL YEAR AND EFFECTIVE SALARY INCREASE DISTRIBUTION



### Compensation Administration Changes

The majority of companies, 77 percent, did not make any changes to their compensation practices during the past 12 months. For those companies that did make a change, they enhanced their benefits program more frequently than any other surveyed choice.

Compensation Administration	Responding Companies	Percent of Companies
No Changes	367	76.5%
Changes:		
Introduced/enhanced management tools	32	6.7%
Moved from anniversary to focal review system	17	3.5%
Moved from focal to anniversary review system	6	1.3%
Shifted merit increase funds into variable pay target bonus	20	4.2%
Enhanced benefits program	52	10.8%
Reduced benefits offerings	12	2.5%

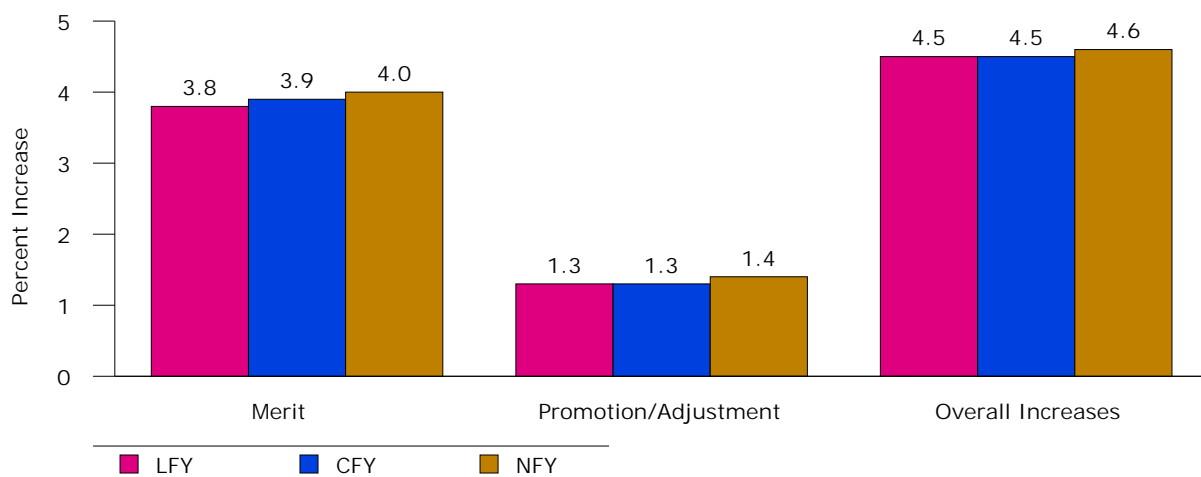
## Section One: Base Salary Increase Analysis - Q1 2006

### Executive Employees

The overall executive pay increase budgets have remained stable for two years. With actual spending consistently above budgets, we may see the average overall executive increase approach five percent as we collect further actual spending data during the year.

Executive*	Merit (all)		Promotion/Adjustment		Overall Increases Combined	
	%	Co Count	%	Co Count	%	Co Count
Last Fiscal Year						
Budget (Undiluted)	3.8%	314	1.3%	168	4.5%	373
Budget (Diluted)	3.5%	350	1.0%	220	4.0%	411
Actual (Undiluted)	4.3%	291	1.6%	138	4.8%	361
Actual (Diluted)	3.7%	333	1.2%	190	4.3%	402
Current Fiscal Year						
Budget (Undiluted)	3.9%	307	1.3%	172	4.5%	375
Budget (Diluted)	3.5%	336	1.0%	223	4.1%	408
Actual (Undiluted)	4.0%	199	1.8%	89	4.6%	259
Actual (Diluted)	3.1%	263	1.1%	148	3.7%	322
Next Fiscal Year						
Budget (Undiluted)	4.0%	223	1.4%	120	4.6%	271

UNDILUTED BASE SALARY INCREASE BUDGETS



\*This page includes base salary increase activity for all participating companies, separated into merit increase vs. promotion/adjustment where applicable. In other words, overall increase figures represent merit plus promotion/adjustment where reported separately, as well as total increase amounts when no type-of-increase distinction is made.

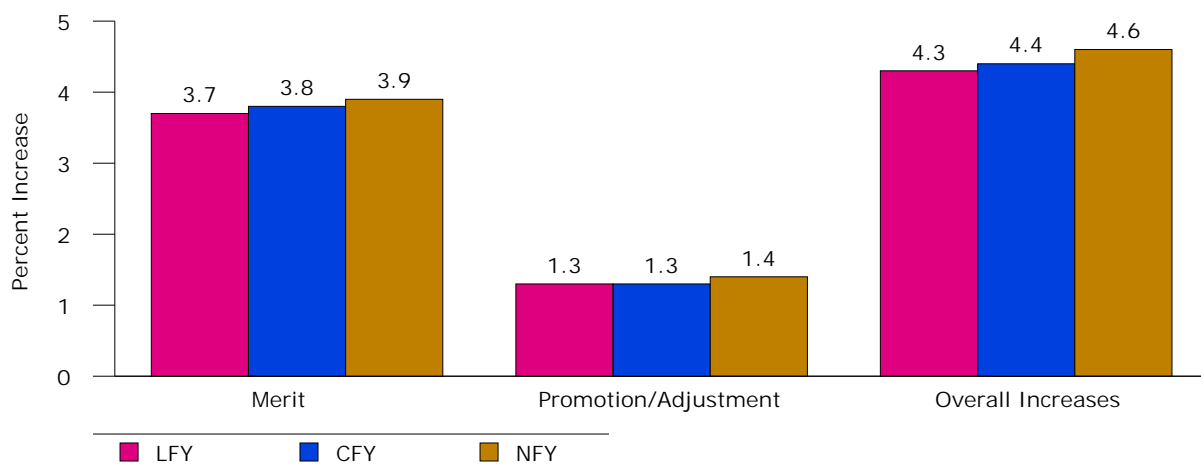
## Section One: Base Salary Increase Analysis - Q1 2006

### Exempt Employees

At this point in time, both the budgeted and actual exempt merit increase for the current fiscal year is 3.8 percent. Note the steady increase in non-executive merit increases during the three years surveyed. When we factor in the promotional/adjustment increases, the exempt overall budgeted increase is 4.4 percent.

Exempt*	Merit (all)		Promotion/Adjustment		Overall Increases Combined	
	%	Co Count	%	Co Count	%	Co Count
Last Fiscal Year						
Budget (Undiluted)	3.7%	390	1.3%	217	4.3%	458
Budget (Diluted)	3.5%	410	1.1%	260	4.1%	480
Actual (Undiluted)	3.7%	367	1.4%	219	4.4%	452
Actual (Diluted)	3.6%	387	1.2%	251	4.3%	469
Current Fiscal Year						
Budget (Undiluted)	3.8%	376	1.3%	228	4.4%	458
Budget (Diluted)	3.7%	391	1.1%	262	4.3%	472
Actual (Undiluted)	3.8%	252	1.5%	149	4.5%	323
Actual (Diluted)	3.3%	294	1.2%	182	4.0%	359
Next Fiscal Year						
Budget (Undiluted)	3.9%	266	1.4%	155	4.6%	325

UNDILUTED BASE SALARY INCREASE BUDGETS



\*This page includes base salary increase activity for all participating companies, separated into merit increase vs. promotion/adjustment where applicable. In other words, overall increase figures represent merit plus promotion/adjustment where reported separately, as well as total increase amounts when no type-of-increase distinction is made.

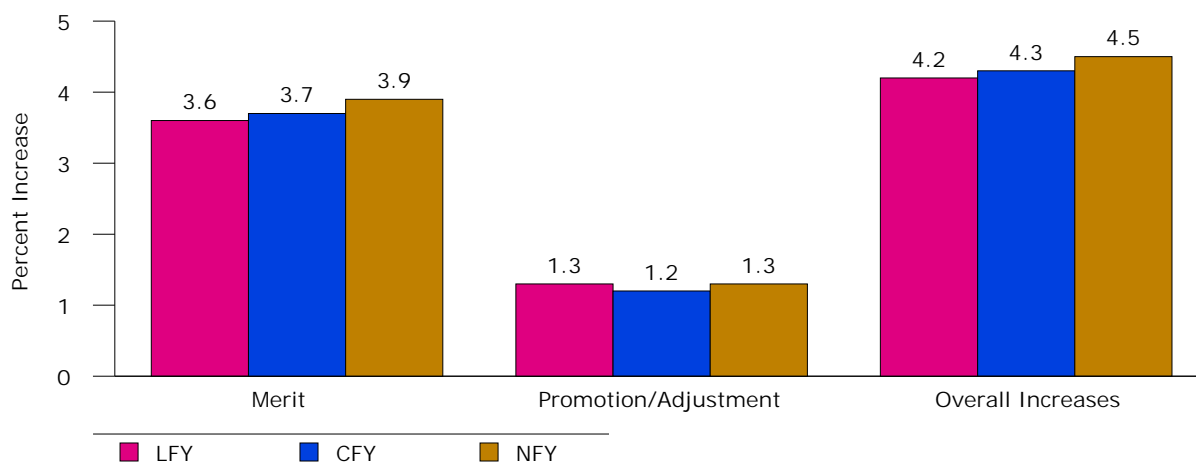
## Section One: Base Salary Increase Analysis - Q1 2006

### Nonexempt Employees

Similar to the exempt employee merit increase, both the budgeted and actual nonexempt merit increase for the current fiscal year are the same. Although the difference is small, larger budget figures for next year are evident. We continue to see the trend of nonexempt merit budget trailing the exempt merit budget.

Nonexempt*	Merit (all)		Promotion/Adjustment		Overall Increases Combined	
	%	Co Count	%	Co Count	%	Co Count
Last Fiscal Year						
Budget (Undiluted)	3.6%	382	1.3%	210	4.2%	449
Budget (Diluted)	3.4%	406	1.0%	256	4.0%	475
Actual (Undiluted)	3.6%	361	1.3%	200	4.2%	443
Actual (Diluted)	3.4%	385	1.1%	242	3.9%	467
Current Fiscal Year						
Budget (Undiluted)	3.7%	369	1.2%	220	4.3%	450
Budget (Diluted)	3.5%	388	1.0%	257	4.1%	468
Actual (Undiluted)	3.7%	246	1.3%	136	4.2%	313
Actual (Diluted)	3.1%	289	1.0%	179	3.7%	351
Next Fiscal Year						
Budget (Undiluted)	3.9%	262	1.3%	149	4.5%	319

UNDILUTED BASE SALARY INCREASE BUDGETS



\*This page includes base salary increase activity for all participating companies, separated into merit increase vs. promotion/adjustment where applicable. In other words, overall increase figures represent merit plus promotion/adjustment where reported separately, as well as total increase amounts when no type-of-increase distinction is made.

Section One: Base Salary Increase Analysis - Q1 2006

Companies That Budget "Merit Only" or "Overall Increases Only"

Two interesting observations can be made about this page. First, companies that have a "merit only" increase budget (below) tend to mirror the merit budget of companies that differentiate between a merit and promotional/adjustment budget (pages 5-7). Second, companies that budget an "overall increase only" tend to provide smaller increase budget compared to companies that budget their merit and promotional/adjustment increases separately.

Merit Only*	Executive		Exempt		Nonexempt	
	%	Co Count	%	Co Count	%	Co Count
Last Fiscal Year						
Budget (Undiluted)	3.8%	148	3.7%	175	3.7%	173
Budget (Diluted)	3.1%	183	3.3%	195	3.2%	197
Actual (Undiluted)	4.4%	158	3.8%	157	3.7%	167
Actual (Diluted)	3.5%	197	3.5%	173	3.3%	189
Current Fiscal Year						
Budget (Undiluted)	3.8%	139	3.9%	154	3.7%	154
Budget (Diluted)	3.2%	166	3.6%	166	3.4%	170
Actual (Undiluted)	4.0%	117	4.0%	112	3.8%	117
Actual (Diluted)	2.7%	176	3.0%	147	2.9%	154
Next Fiscal Year						
Budget (Undiluted)	3.9%	105	3.9%	115	3.9%	116

Overall Increases Only*	Executive		Exempt		Nonexempt	
	%	Co Count	%	Co Count	%	Co Count
Last Fiscal Year						
Budget (Undiluted)	4.1%	57	3.8%	66	3.8%	66
Budget (Diluted)	2.5%	95	2.8%	88	2.7%	92
Actual (Undiluted)	4.0%	65	4.0%	76	3.7%	76
Actual (Diluted)	2.5%	106	3.3%	93	2.8%	100
Current Fiscal Year						
Budget (Undiluted)	4.3%	64	4.0%	76	3.9%	76
Budget (Diluted)	2.8%	97	3.3%	90	3.2%	94
Actual (Undiluted)	4.3%	53	4.0%	62	3.8%	60
Actual (Diluted)	2.0%	116	2.5%	98	2.3%	98
Next Fiscal Year						
Budget (Undiluted)	4.2%	46	4.0%	55	4.0%	54

\*All data on this page is a subset of that on the previous three pages (pgs. 5-7). The top half of the page includes calculations for only those companies that budget merit activity only (no promotion/adjustment budget). The bottom portion of the page includes separate calculations for only those companies that budget for overall activity only (do not separate merit vs. promotion/adjustment); these companies do not report the same number for both merit and overall, but rather report overall numbers only.

Section One: Base Salary Increase Analysis - Q1 2006

Current and Next Fiscal Year Budget Comparison

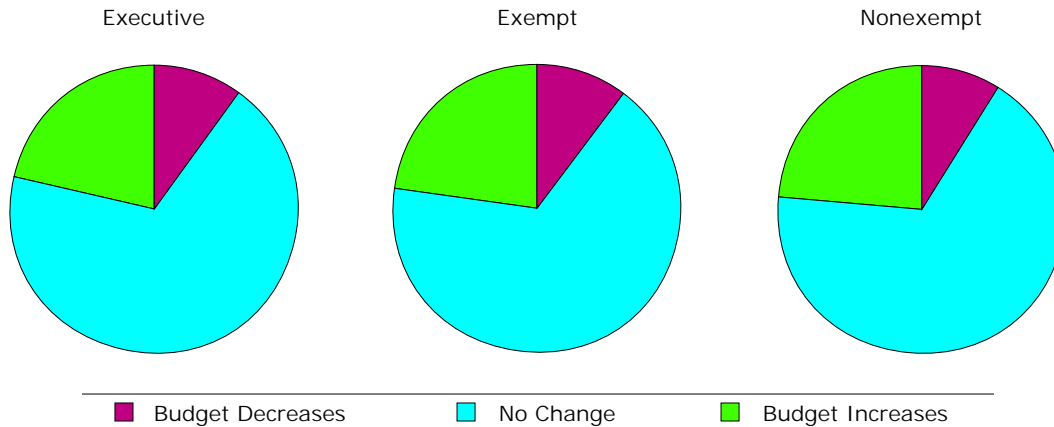
Nearly two-thirds of companies reporting salary increase budgets for both the current fiscal year and next fiscal year intend to keep their spending level the same next year. Of the remaining one-third, the number of companies increasing their budgets outnumbers decliners two-to-one. Regardless of direction, the magnitude of the change is basically the same.

Current and next fiscal year budget comparison*	Budget Decreases		No Change	Budget Increases	
	Avg Change	Co Count	Co Count	Avg Change	Co Count
Executive	-0.5%	21	143	0.8%	44
Exempt	-1.2%	26	170	0.9%	57
Nonexempt	-0.6%	22	166	0.8%	58

\*Limited to companies reporting increase budgets in both years and next year start date within the next six months

MERIT BUDGET COMPARISON - CURRENT AND NEXT FISCAL YEAR

Percent of Companies



Section Two: Expense Controls, Hiring and Turnover - Q1 2006

Expense Control Measures

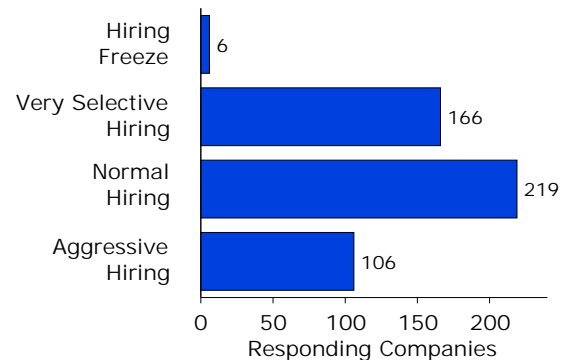
Almost 26 percent of companies reported some recent action to control payroll costs. Despite continuing U.S. economic growth, the most prevalent action to control costs has been through a layoff/reduction in workforce or instituting an office/plant shutdown. The reported number of layoff/reduction in workforce is influenced, in part, by acquisition and merger activity.

Measures Used in Last Three Months	Responding Companies	Percent of Companies
None	367	73.8%
Salary Increase Delay/Pay Freeze	25	5.0%
Office/Plant Shutdown	41	8.2%
Mandatory Time Off	17	3.4%
Reduction in Temporary Workforce	18	3.6%
Layoff/Reduction in Force	77	15.5%
<i>Responding Companies</i>	497	

Current Hiring Environment

Overall about 99 percent of companies are reporting some form of hiring, with the number of companies reporting normal hiring holding steady compared to last quarter at 44 percent. The number of companies reporting a hiring freeze is also holding steady compared to last quarter.

Current Hiring Environment	Responding Companies	Percent of Companies
Hiring Freeze in Place	6	1.2%
Very Selective Hiring	166	33.4%
Normal Hiring	219	44.1%
Aggressive Hiring	106	21.3%
<i>Responding Companies</i>	497	

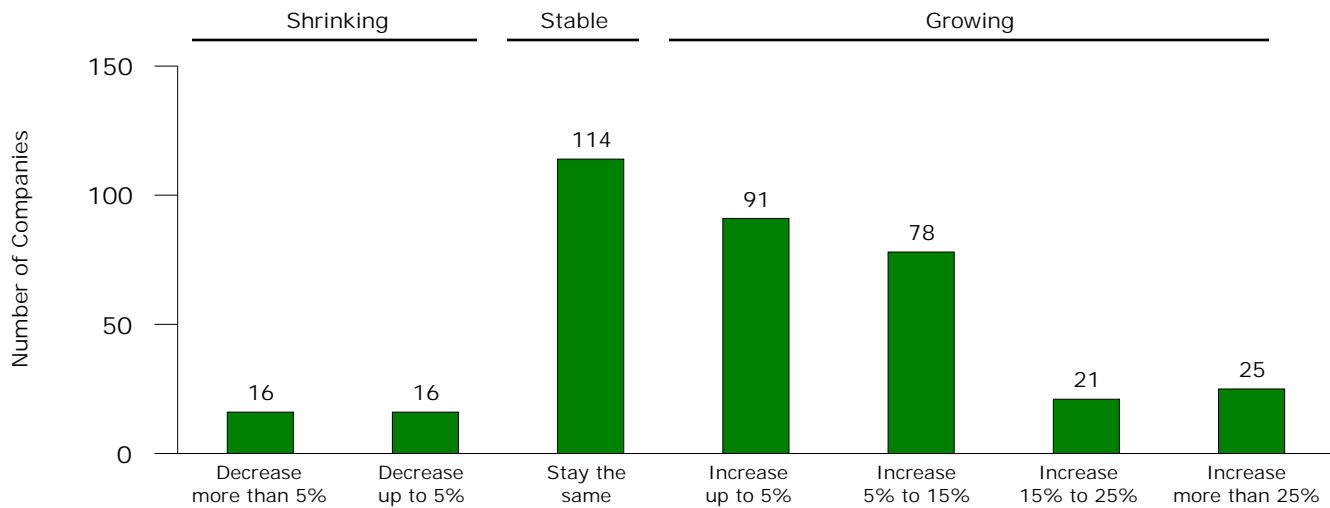


Section Two: Expense Controls, Hiring and Turnover - Q1 2006

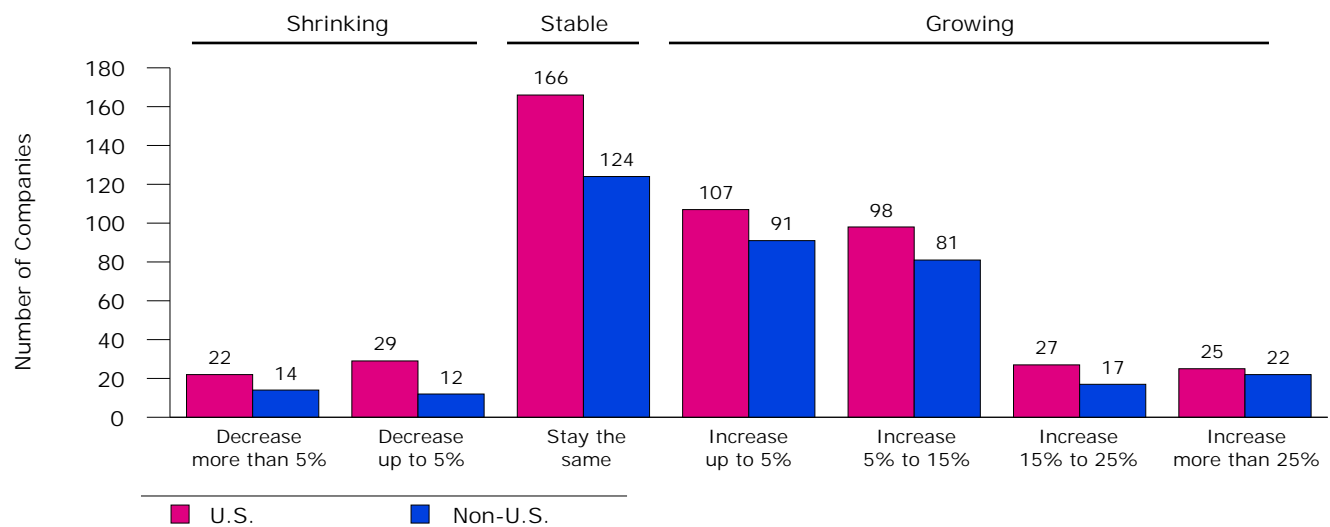
Expected Workforce Change (next 12 months)

Globally, 60 percent of companies expect to have a larger workforce a year from now. Most of the growing companies expect employee headcount to increase by up to 15 percent. The percentage of companies predicting U.S. and international employment growth, 54 and 58 percent respectively, is in line with the 60 percent of companies predicting global growth.

WORLDWIDE



U.S. vs. Non-U.S.



Region*	Responding Companies
Worldwide	361
U.S.	474
Non-U.S.	361

\*Note: The number of companies for each response may differ by region, since company size/growth may not be uniform across the world, and some companies were not able to report for each of the three regions.

Section Two: Expense Controls, Hiring and Turnover - Q1 2006

Turnover: January 1, 2005 and January 1, 2006

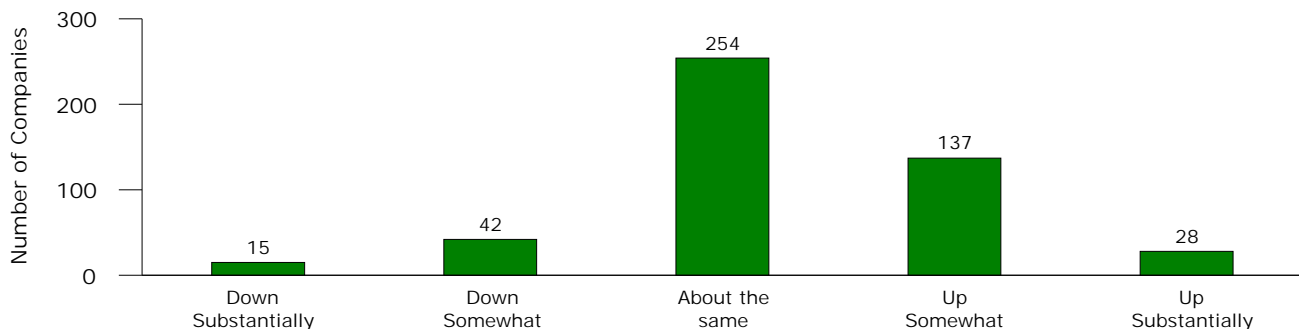
Average overall turnover increased in 2005, compared to 2004, by about two percentage points, while voluntary turnover remained steady or dropped slightly. The voluntary turnover figure is supported by the 53 percent of companies that reported year-over-year voluntary turnover remains about the same.

Category	Overall Turnover		Voluntary Turnover	
	Co Count	Average	Co Count	Average
Capital Equipment	20	18.8%	19	8.9%
Computer Peripherals	33	20.8%	33	11.6%
Medical/Scientific/Test Instruments	24	13.9%	22	9.4%
Semiconductor	65	19.3%	57	10.1%
Software/Internet/e-Commerce	93	23.7%	88	15.8%
Telecom/Network Products - Services	63	19.9%	57	11.9%
Other High Technology	87	20.5%	79	13.6%
<i>All Companies</i>	385	20.5%	355	12.6%

U.S. Voluntary Turnover Compared to Same Time Last Year

	Responding Companies	Percent of Companies
Down substantially	15	3.2%
Down somewhat	42	8.8%
About the same	254	53.4%
Up somewhat	137	28.8%
Up substantially	28	5.9%
<i>Responding Companies</i>	476	

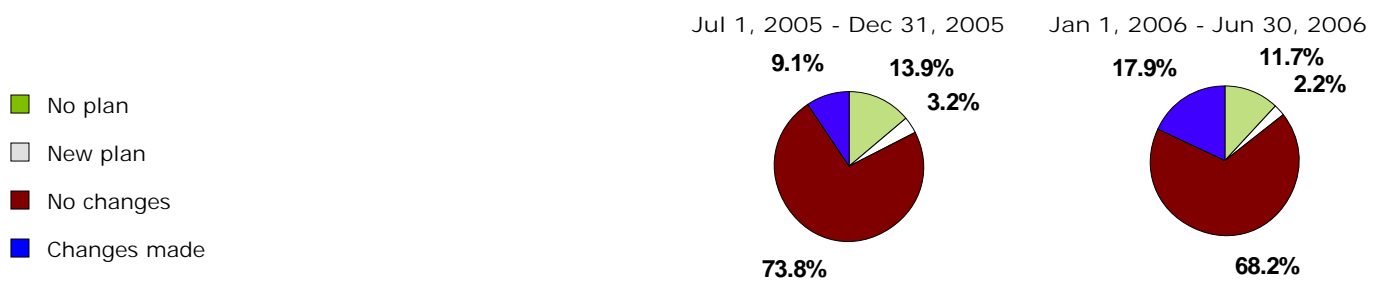
U.S. VOLUNTARY TURNOVER YEAR-OVER-YEAR COMPARISON



### Section Three: Cash Incentive Programs - Q1 2006

#### Cash Incentives

This quarter we are comparing the cash incentive program designs from the last half of 2005 and the first half of 2006. While 11 companies created a new cash incentive plan, most companies reported no change to their existing plan. The number of companies making a change to their existing plan doubled from the last period. The most common changes were increasing eligibility and incentive targets, as well as performance measures.



Cash Incentives	Jul 1, 2005 - Dec 31, 2005		Jan 1, 2006 - Jun 30, 2006	
	%	Co Count	%	Co Count
No plan	13.9%	69	11.7%	58
New plan	3.2%	16	2.2%	11
No changes	73.8%	367	68.2%	339
Changes made	9.1%	45	17.9%	89
<b>Changes to existing plan</b>				
Increased target incentive	1.8%	9	5.6%	28
Decreased target incentive	0.6%	3	1.4%	7
Increased participation eligibility	1.2%	6	4.0%	20
Decreased participation eligibility	0.6%	3	0.8%	4
Changed performance measures	3.8%	19	9.3%	46
Other	2.6%	13	3.2%	16
<i>Responding Companies</i>		497		497

### Section Three: Cash Incentive Programs - Q1 2006

#### Incentive Payments: Last Plan Year

Most companies made incentive payments matching expected targets. At the extremes, some companies made no incentive payments, failing to meet minimum objectives/thresholds. A smaller number of companies reported paying more than 20 percent above targets.

Payment of Incentives	Responding Companies	Percent of Companies
No incentives paid - no plan (other than sales)	97	19.5%
No incentives paid - minimum objectives/threshold not met	41	8.2%
Incentives paid - less than targets	117	23.5%
Incentives paid - approximately at targets	166	33.4%
Incentives paid - above targets (by up to 20%)	55	11.1%
Incentives paid - above targets (by more than 20%)	21	4.2%
<i>Responding Companies</i>	497	

#### Incentive Payments: Annual Comparison

While plenty of companies provided incentives of about the same size this year, the rest were twice as likely to say the bonuses this year were larger. It appears that as far as bonuses go, 2005 was at least as good as 2004 at nearly 80 percent of companies.

Size of Incentive Payment	Responding Companies	Percent of Companies
Incentive payments - smaller than the previous year	77	22.6%
Incentive payments - about the same as the previous year	141	41.3%
Incentive payments - bigger than the previous year	123	36.1%
<i>Responding Companies</i>	341	

## Section Four: Equity Programs - Q1 2006

### Equity/LTI Vehicles in Use

Nearly all responding companies continue to use stock options as a tool for equity compensation. While the use of restricted stock does continue to grow, companies currently favor time-based restricted stock over performance-based restricted stock.

Forms of Long-Term Incentives	Responding Companies	Percent of Companies
Stock options	308	90.9%
Restricted stock/units - without performance contingencies	126	37.2%
Restricted stock/units - with performance contingencies	58	17.1%
Stock-settled SARs	6	1.8%
Long-term cash incentives	37	10.9%
<i>Responding Companies</i>	339	

### Changes Made to Stock Option Plans (Last 12 Months)

Few companies (12 percent) made any type of change in their stock option plan during the past year. The most common changes were shortening the vesting period; vesting more frequently; and/or shortening the life of the option. These changes, individually or in combination, were probably made to reduce or better control the expense of options as a result of FAS 123(R).

Stock Option Plan Design Changes	Responding Companies	Percent of Companies
Longer vesting	6	2.0%
Shorter vesting	20	6.6%
More frequent vesting	5	1.6%
Less frequent vesting	2	0.7%
Longer period (term) to exercise	2	0.7%
Shorter period (term) to exercise	12	3.9%
No changes	268	87.9%
<i>Responding Companies</i>	305	

## Section Four: Equity Programs - Q1 2006

### Long-Term Incentive Eligibility

This chart shows the prevalence of use for the selected forms of long-term incentives (LTI) among the different levels of employees. As expected, executive and directors appear to be the favored groups eligible for LTI. Note the use of both new-hire and ongoing stock options and restricted stock eligibility at the entry individual contributor levels and among the individual contributor support levels.

To compute an overall eligibility figure, combine the numbers on this page with those on the next page. For example, to understand what percentage of support employees are eligible for ongoing stock options, multiply the percent eligible among companies reporting support eligibility (89.5 percent - see next page) by the percent of companies reporting eligibility of support employees (49 percent - see below), which results in a figure of 43.8 percent of support employees eligible.

	Stock Options		Restricted Stock				Multi-Year Cash Bonus	Other LTI	
			As part of a plan/program		As exception/special case				
New-Hire (NH)/Ongoing (OG)	NH	OG	NH	OG	NH	OG	Overall	NH	OG
<b>Job Level</b>									
Executive	98%	100%	87%	97%	75%	74%	92%	92%	100%
<b>Management</b>									
Level 5/6 (Director)	91%	92%	54%	68%	40%	30%	38%	50%	57%
Level 3/4 (Manager)	76%	84%	39%	49%	33%	28%	33%	25%	29%
Level 1/2 (Supervisor)	63%	60%	26%	26%	18%	21%	21%	17%	14%
<b>Nonmanagement Technical Professional</b>									
Level 5/6	73%	78%	39%	48%	30%	28%	25%	25%	21%
Level 3/4	69%	64%	33%	34%	13%	19%	25%	8%	14%
Level 1/2	58%	52%	26%	24%	5%	15%	17%	8%	14%
<b>Nonmanagement Nontechnical Professional</b>									
Level 5/6	69%	65%	33%	32%	13%	23%	25%	8%	14%
Level 3/4	64%	59%	29%	27%	10%	21%	25%	8%	14%
Level 1/2	56%	49%	21%	20%	5%	15%	17%	17%	14%
Support	46%	49%	16%	21%	5%	13%	13%	8%	14%
<b>Responding Companies</b>									
	267	271	70	124	40	47	24	12	14

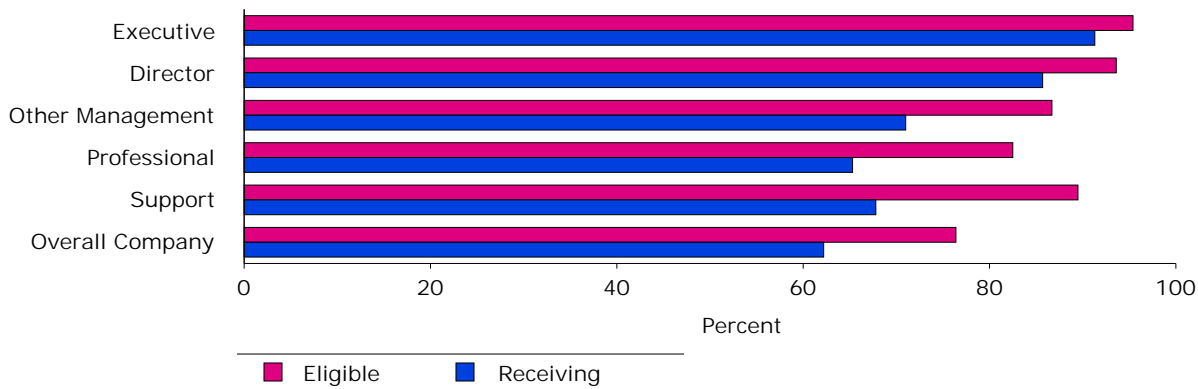
## Section Four: Equity Programs - Q1 2006

### U.S. Employee Equity Eligibility/Receipt

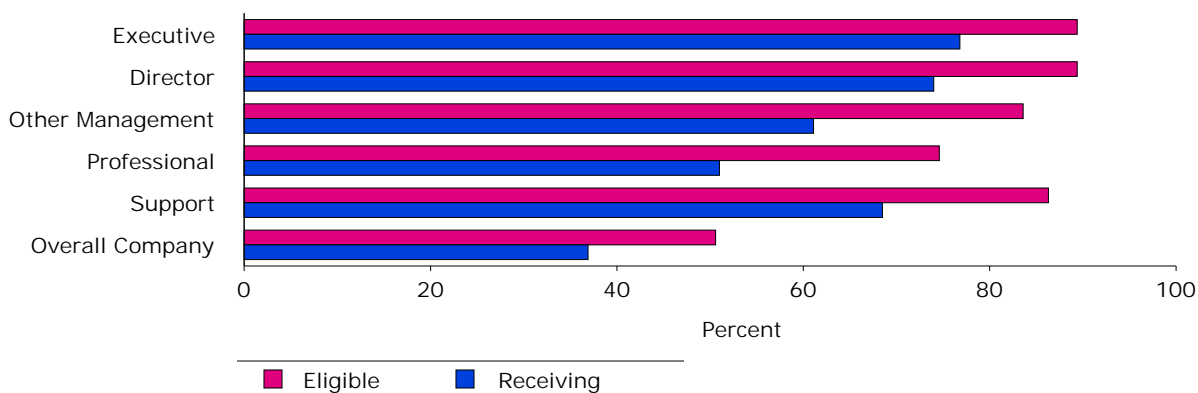
These charts show the average percentage of incumbents eligible for and receiving ongoing stock options and restricted stock for each level, among companies reporting eligibility at that level. Again, based on the ongoing stock option chart, we see the higher eligibility and receipt of stock options among executives and directors, while the other levels show a greater gap between eligibility and receipt. The restricted stock chart mirrors the ongoing option chart, but with wider gaps between eligibility and receipt among the different levels.

Job Level	Ongoing Options				Restricted Stock			
	Avg % Eligible	Co Count	Avg % Receiving	Co Count	Avg % Eligible	Co Count	Avg % Receiving	Co Count
Executive	95.4%	222	91.3%	196	89.4%	113	76.8%	99
Director	93.6%	205	85.7%	184	89.4%	82	74.0%	74
Other Management	86.7%	182	71.0%	162	83.6%	58	61.1%	52
Professional	82.5%	170	65.3%	149	74.6%	56	51.0%	47
Support	89.5%	115	67.8%	96	86.3%	27	68.5%	17
Overall Company	76.4%	179	62.2%	156	50.6%	63	36.9%	58

STOCK OPTION ELIGIBILITY AND RECEIPT



RESTRICTED STOCK ELIGIBILITY AND RECEIPT

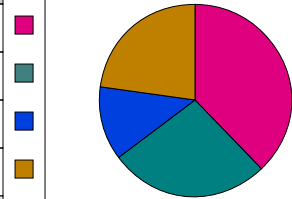


Section Five: Hot Topic - Q1 2006

Internship Programs

Among companies hiring interns, essentially half offer a formal internship program. The majority of companies tend to hire interns in some form. Most companies view interns as an entry point for employment and providing career training.

Intern Hiring	Co Count	%
Interns hired with intent to provide career training/exposure	189	43.3%
Interns hired on occasion - no formal program	134	30.7%
Interns treated as temp/seasonal employees - no formal program	61	14.0%
Interns never/rarely hired	113	25.9%
<i>Responding Companies</i>	436	



Internship Program Objectives	Co Count	%
Internships are viewed as a vehicle/point of entry for full-time employment	216	56.4%
Interns are sought out/recruited from specific schools	184	48.0%
Internships help publicize the company and support our image in the community	150	39.2%
We have hired employees who once were interns at the company	276	72.1%
Interns provide labor for projects we otherwise would not have time to pursue	136	35.5%
Interns usually do work similar to that performed by regular employees	196	51.2%
Internships are usually summer/semester programs	233	60.8%
Interns may rotate through more than one department during their employment	64	16.7%
Interns are typically individuals pursuing an Associates/Bachelors degree	219	57.2%
Interns are typically individuals pursuing a Masters degree or PhD	143	37.3%
<i>Responding Companies</i>	383	

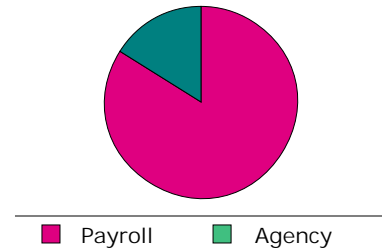
Internship Program Tools/Activities	Co Count	%
Written policies/manager guidelines	105	34.1%
Section on website/intranet	72	23.4%
Recruiting/advertising on campus	174	56.5%
Designated HR point of contact	202	65.6%
Designated requisitions	183	59.4%
Formal pay policies/hiring guidelines	141	45.8%
Group events	87	28.2%
Formal performance evaluation/mentorship feedback	87	28.2%
<i>Responding Companies</i>	308	

Section Five: Hot Topic - Q1 2006

Payment of Interns

An overwhelming number of companies hire interns on their payroll as opposed to using an agency for hiring and payment services. Regardless of the method used to hire an intern, a rate of pay needs to be established. The two most popular considerations is a pay rate based on the intern's functional role and the individual's education/experience, or as guided by Human Resources on a case-by-case basis.

Hiring/Payment Type	Co Count	%
Typically hired on company payroll	324	84.2%
Typically hired/paid through an agency	61	15.8%
<i>Responding Companies</i>	385	



Setting Rates of Pay for Interns	Hired by Company		Hired By Agency		Combined	
	Co Count	%	Co Count	%	Co Count	%
Single rate paid to all interns	15	4.9%	2	3.8%	17	4.7%
Standard rate by education/experience	42	13.7%	5	9.4%	47	13.1%
Rate varies by functional area and education/exp	95	31.0%	15	28.3%	110	30.6%
Specific job-based rates	11	3.6%	3	5.7%	14	3.9%
Specific job-based rates by education/experience	23	7.5%	1	1.9%	24	6.7%
Case by case - guided by Human Resources	93	30.4%	19	35.8%	112	31.2%
Case by case - guided by hiring manager	27	8.8%	8	15.1%	35	9.7%

Section Five: Hot Topic - Q1 2006

Projected Hiring of Interns

Companies project hiring interns into a variety of roles. The two functional areas where companies anticipate offering the most internships are product development/research and information technology/MIS.

Plan to Hire/Functional Area	Company Count
Marketing	36
Product Dev/Research	83
Information Tech/MIS	41
Accounting/Finance	34
Human Resources	25
Operations/QA/QC	24
Other Admin functions	13
Other	16
<i>Responding Companies</i>	115

Typical Intern Pay Rates

The table below presents the average hourly rate for an intern based on the intern's level of education and functional area of his/her job. Similar to the progression of pay within a job family, salary progression exists for interns. The highly educated product development/research intern appear to be more valued, thus receiving the highest intern pay rate.

Level of Education	Marketing		Prod Dev/Research		IT/MIS		Accounting/Finance	
	avg/hr	Co Count	avg/hr	Co Count	avg/hr	Co Count	avg/hr	Co Count
High School Student/Pre-College	\$11.50	14	\$11.13	15	\$11.41	17	\$11.94	17
College, 1-2 yrs	\$14.10	42	\$15.64	68	\$14.66	46	\$13.17	42
College, 2-3 yrs	\$15.77	48	\$17.21	85	\$16.07	59	\$14.96	54
College, 3-4 yrs	\$16.24	51	\$19.45	98	\$17.93	62	\$16.29	49
College, 4-5 yrs/Grad Student	\$21.07	41	\$23.28	92	\$21.45	47	\$21.70	40
<i>Responding Companies</i>		69		129		71		66

Level of Education	Human Resources		Operations/QA/QC		Other Admin		Other	
	avg/hr	Co Count	avg/hr	Co Count	avg/hr	Co Count	avg/hr	Co Count
High School Student/Pre-College	\$10.94	16	\$11.00	14	\$10.54	13	\$10.83	6
College, 1-2 yrs	\$13.57	37	\$14.41	32	\$13.43	23	\$14.68	16
College, 2-3 yrs	\$14.74	42	\$16.49	39	\$14.63	27	\$15.68	19
College, 3-4 yrs	\$16.24	46	\$17.95	42	\$16.54	28	\$18.30	20
College, 4-5 yrs/Grad Student	\$20.97	31	\$21.74	31	\$20.90	20	\$20.79	19
<i>Responding Companies</i>		56		49		32		27

Section Six: Participant Profile - Q1 2006

A total of 497 companies responded to the survey in time for inclusion in the report for Q1 2006.

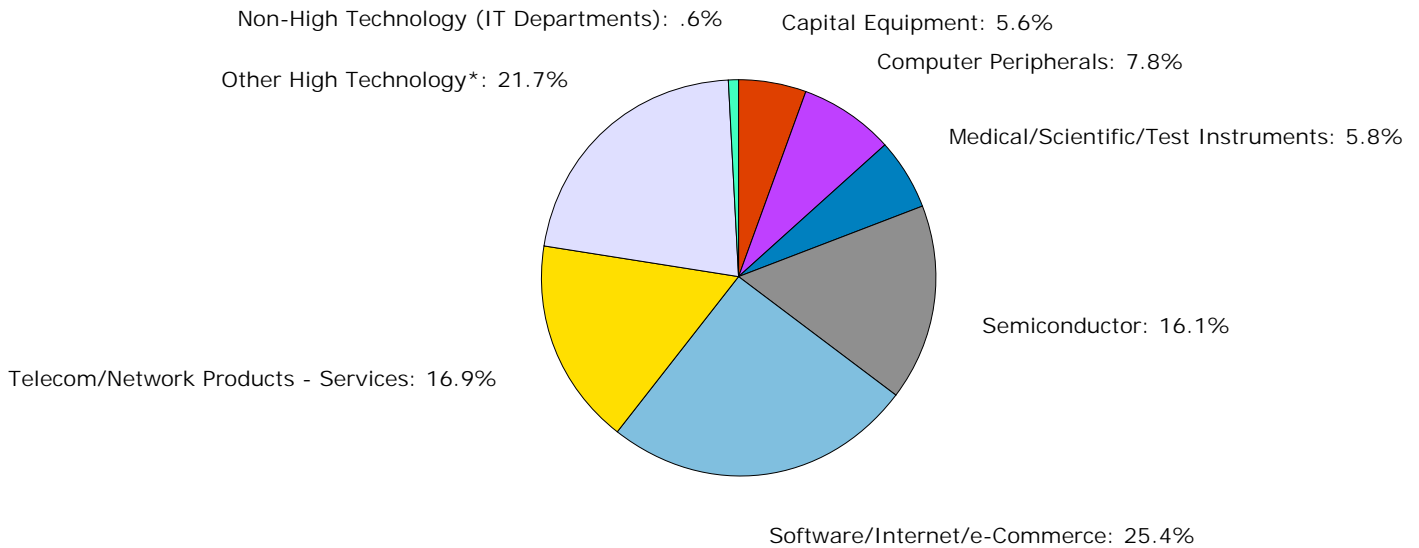
Industry

Participants cover a wide range of industries. Software/Internet/e-commerce, telecommunications/networking and semiconductor companies represented more than half of respondents. Salary increase activity is displayed by industry in the spreadsheets accompanying this report.

Industry	Responding Companies	% of Total
Capital Equipment	28	5.6%
Computer Peripherals	39	7.8%
Medical/Scientific/Test Instruments	29	5.8%
Semiconductor	80	16.1%
Software/Internet/e-Commerce	126	25.4%
Telecom/Network Products - Services	84	16.9%
Other High Technology*	108	21.7%
Non-High Technology (IT Departments)	3	0.6%
<i>Total Responding Companies</i>	<b>497</b>	

\*Note: The industry category labeled "Other High Tech" is a combination of several industries, including Aerospace/Defense Electronics, Biotechnology, Professional Services, Pharmaceutical and Other High Tech.

PARTICIPANTS BY INDUSTRY

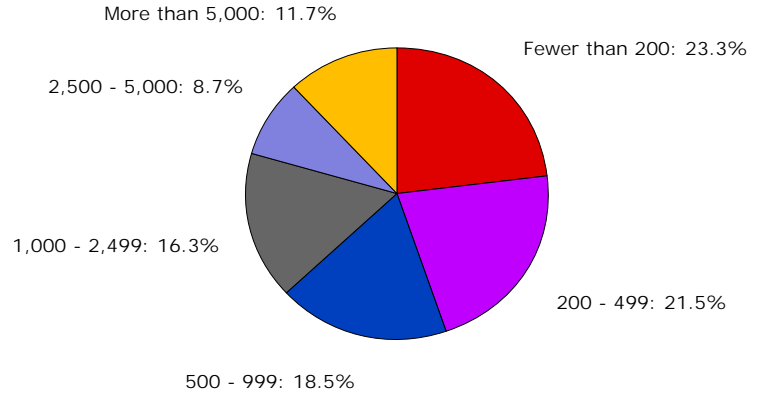


## Section Six: Participant Profile - Q1 2006

### U.S. Headcount

Participating companies represent a balanced array of different organization sizes. The number of employees includes full-time regular employees working in the United States and excludes temporary and contract employees.

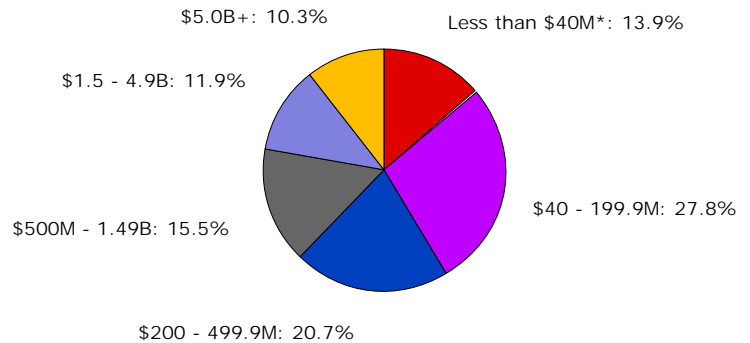
# Employees	Responding Companies	% of Total
Fewer than 200	116	23.3%
200 - 499	107	21.5%
500 - 999	92	18.5%
1,000 - 2,499	81	16.3%
2,500 - 5,000	43	8.7%
More than 5,000	58	11.7%
<i>Total Responding Companies</i>	497	



### Revenue

Revenue categories are shown based upon last complete fiscal year results. Survey participation reflects that approximately 12 percent of companies now exceed five billion dollars in annual revenue. However, participation covers the spectrum, with about 14 percent reporting less than 40 million in revenue last year.

Revenue	Responding Companies	% of Total
Less than \$40M*	69	13.9%
\$40 - 199.9M	138	27.8%
\$200 - 499.9M	103	20.7%
\$500M - 1.49B	77	15.5%
\$1.5 - 4.9B	59	11.9%
\$5.0B+	51	10.3%
<i>Total Responding Companies</i>	497	



\*M=Million, B=Billion

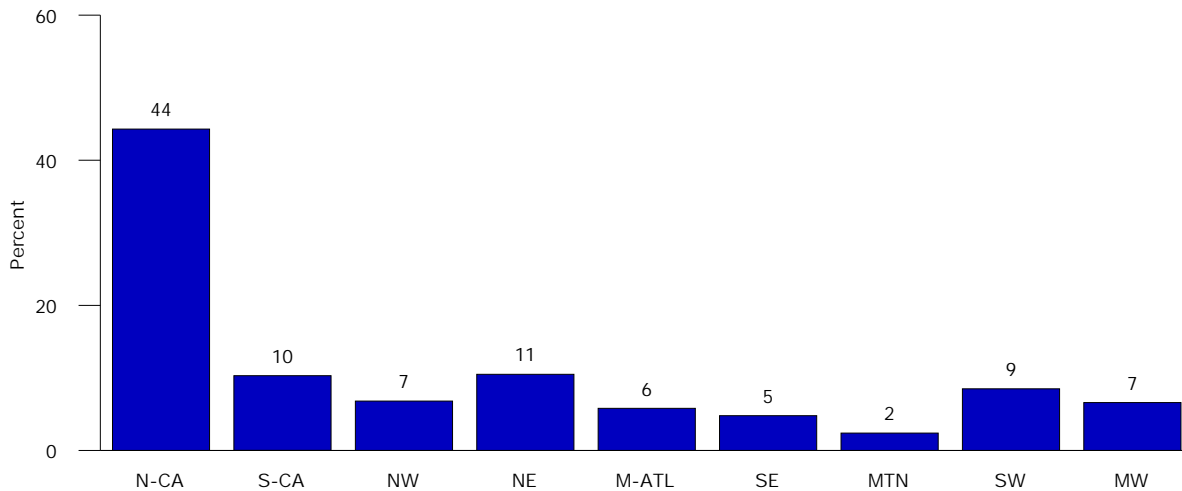
Section Six: Participant Profile - Q1 2006

Region

The accompanying spreadsheet contains detailed survey results for each of the nine regions listed below. These designations indicate the prevalent location for reported operations. While the plurality of participating companies is headquartered in Northern California, Benchmark Survey incumbent compensation data reflects greater dispersion of employees working throughout the United States.

Region	Responding Companies	% of Total
NORTHERN CALIFORNIA	220	44.3%
SOUTHERN CALIFORNIA	51	10.3%
PACIFIC NORTHWEST	34	6.8%
NORTHEAST STATES	52	10.5%
MID-ATLANTIC STATES	29	5.8%
SOUTHEAST STATES	24	4.8%
MOUNTAIN STATES	12	2.4%
SOUTHWEST STATES	42	8.5%
CENTRAL STATES/MIDWEST	33	6.6%
<i>Total Responding Companies</i>	497	

PARTICIPANTS BY REGION



## Participant List - Q1 2006

A&D ENGINEERING  
ABBOTT DIABETES CARE  
ACCELA  
ACTEL  
ACTUATE  
ACXIOM  
ADAPTEC  
ADC  
ADIC  
ADOBE SYSTEMS  
ADVANCED MEDICAL OPTICS  
ADVANCED MICRO DEVICES  
ADVENT SOFTWARE  
AEROFLEX COLORADO SPRINGS  
AGERE SYSTEMS  
AGILENT TECHNOLOGIES  
AIRGO NETWORKS  
AKAMAI TECHNOLOGIES  
ALASKA COMMUNICATIONS SYSTEMS  
ALCATEL USA  
ALIGN TECHNOLOGY  
ALL COVERED  
ALLEGRO MICROSYSTEMS  
ALLIANCE DATA SYSTEMS  
ALLOPTIC  
ALLTEL  
ALTERA  
AMAZON.COM  
AMCC  
AMDOCS  
AMERICA ONLINE  
AMERICAN POWER CONVERSION  
AMERICAN SCIENCE & ENGINEERING  
AMGEN  
AMI SEMICONDUCTOR  
AMPEX DATA SYSTEMS  
ANADIGICS  
ANALOG DEVICES  
ANRITSU  
APPLE COMPUTER  
APPLERA  
APPLIED MATERIALS  
APPLIED PRECISION  
APPLIED SIGNAL TECHNOLOGY  
ARADIGM  
ARCSIGHT  
ARGON ST  
ARM  
ARRAYCOMM  
ARTESYN TECHNOLOGIES  
ASM AMERICA  
ASML  
ASPECT MEDICAL SYSTEMS  
ASPECT SOFTWARE  
ASTRONICS AIRBORNE ELECTRONIC SYSTEMS  
ASYST TECHNOLOGIES  
ATHEROS COMMUNICATIONS  
ATMEL  
ATOS ORIGIN  
AUTODESK  
AVANADE  
AVANEX  
AVAYA  
AVID TECHNOLOGY  
AZAIRE NETWORKS  
BEA SYSTEMS  
BELL MICROPRODUCTS  
BI  
BIGBAND NETWORKS  
BIO-RAD LABORATORIES  
BLACK BOX NETWORK SERVICES  
BLUE COAT SYSTEMS  
BMC SOFTWARE  
BOC EDWARDS  
BOOKHAM TECHNOLOGY  
BOWE BELL & HOWELL  
BROCADE COMMUNICATIONS SYSTEMS  
BUSINESS OBJECTS  
C-COR  
CABLE & WIRELESS  
CABOT MICROELECTRONICS  
CADENCE DESIGN SYSTEMS  
CAE-USA  
CAFEPRESS.COM  
CALIFORNIA EASTERN LABS  
CALIFORNIA MICRO DEVICES  
CALIPER LIFE SCIENCES  
CALLIDUS SOFTWARE  
CAMBRIDGE SILICON RADIO  
CANON DEVELOPMENT AMERICAS

## Participant List - Q1 2006

CARREKER  
CASCADE MICROTECH  
CASPIAN  
CATAPULT COMMUNICATIONS  
CELERITY  
CENTILLIUM COMMUNICATIONS  
CENTURY TEL  
CERIDIAN  
CGI-AMS  
CHECK POINT SOFTWARE TECHNOLOGIES  
CHECKFREE  
CIENA  
CINGULAR WIRELESS  
CIRRUS LOGIC  
CISCO SYSTEMS  
CITRIX SYSTEMS  
CLARIA  
CLONTECH  
CLOUDMARK  
COBALT GROUP  
COGNEX  
COHERENT  
COINSTAR  
COMM & POWER INDUSTRIES  
COMMVAULT SYSTEMS  
COMPUCOM SYSTEMS  
COMPUTER ASSOCIATES  
COMPUTER SCIENCES  
CONCUR TECHNOLOGIES  
CONTINUOUS COMPUTING  
CONVERGYS  
CORBIS  
CORILLIAN  
CRAY  
CREATIVE LABS  
CREDENCE SYSTEMS  
CREE  
CROSSCOM NATIONAL  
CSG SYSTEMS  
CYBERSOURCE  
CYMER  
CYPRESS SEMICONDUCTOR  
CYTOKINETICS  
DATASCOPE  
DATRON WORLD COMMUNICATIONS  
DEALERTRACK  
DELL  
DELTA PRODUCTS  
DIGI INTERNATIONAL  
DIGIMARC  
DIONEX  
DITECH COMMUNICATIONS  
DOLBY LABORATORIES  
DPIX  
DRS TECHNOLOGIES  
DRUGSTORE.COM  
EADS-NA DEFENSE TEST AND SERVICES  
EBARA TECHNOLOGIES  
ECLIPSE AVIATION  
ELECTROGLAS  
ELECTRONIC ARTS  
ELECTRONIC DATA SYSTEMS  
EMC  
EMERSON  
EMPIRIX  
EMS TECHNOLOGIES  
EMULEX  
ENCAD  
ENDWAVE  
ENTEGRIS  
ENTRIQ  
EPRI  
EPSON AMERICA  
EPSON PORTLAND  
ESRI  
EVANS & SUTHERLAND  
EXAR  
EXPONENT  
EXTREME NETWORKS  
F5 NETWORKS  
FAIRCHILD SEMICONDUCTOR  
FEI COMPANY  
FIBERTOWER  
FILENET  
FIOS  
FLEXTRONICS INTERNATIONAL  
FORMFACTOR  
FOUNDRY NETWORKS  
FSI INTERNATIONAL  
FUJITSU AMERICA

## Participant List - Q1 2006

FX PALO ALTO LABORATORY  
GATAN  
GATEWAY  
GEAC ENTERPRISE SOLUTIONS  
GEMPLUS  
GENENCOR INTERNATIONAL  
GENENTECH  
GENERAL ATOMICS  
GENERAL DYNAMICS NETWORK SYSTEMS  
GENERAL DYNAMICS-AIS  
GENESIS MICROCHIP  
GENESYS TELECOM LABS  
GLOBAL CROSSING  
GLOBALSTAR  
GOOGLE  
GREEN DOT  
GSI GROUP  
GUIDANT CORPORATION  
HARMONIC  
HARRIS  
HEADWAY TECHNOLOGIES  
HEWLETT PACKARD  
HI/FN  
HITACHI COMPUTER PROD-OK  
HITACHI DATA SYSTEMS  
HOMESTORE  
HOWARD HUGHES MEDICAL  
HYPERION SOLUTIONS  
I2 TECHNOLOGIES  
ICF CONSULTING  
IFS NORTH AMERICA  
IKANOS COMMUNICATIONS  
INFINEON TECHNOLOGIES  
INFOCUS  
INPUT/OUTPUT  
INSTILL  
INTEGRETEL  
INTEL  
INTERNATIONAL GAME TECH  
INTERNATIONAL RECTIFIER  
INTERPUBLIC GRP OF COMPANIES - GLBL INFO SVCS  
INTERWOVEN  
INTUIT  
INVENSYS  
IOMEGA  
IXIA  
JAZZ SEMICONDUCTOR  
JDS UNIPHASE  
JET PROPULSION LAB  
KENSINGTON TECHNOLOGY  
KEYNOTE SYSTEMS  
KINETO WIRELESS  
KLA-TENCOR  
KODAK GRAPHIC COMMUNICATIONS  
KODAK IMAGING NETWORK  
KOKUSAI SEMICONDUCTOR EQUIPMENT  
KOMAG  
KRONOS  
KULICKE AND SOFFA  
KVH INDUSTRIES  
KYPHON  
L-3 COMM RANDTRON  
L-3 COMM-NARDA MICRO  
L-3 TITAN  
LAM RESEARCH  
LATTICE SEMICONDUCTOR  
LAWRENCE BERKELEY NAT'L LAB  
LAWRENCE LIVERMORE NAT'L LAB  
LAWSON SOFTWARE  
LEGERITY  
LEXAR MEDIA  
LIFESCAN  
LIGHTBRIDGE  
LIVEOPS  
LOGITECH  
LOOKSMART.COM  
LSI LOGIC  
LUCASFILM LTD  
LUMENIS  
LUMILEDS LIGHTING  
LYCOS  
MAGMA DESIGN AUTOMATION  
MAQUET  
MARCONI NORTH AMERICA  
MARVELL SEMICONDUCTOR  
MAXIM INTEGRATED PRODUCTS  
MAXTOR  
MCAFEE  
MEDTRONIC  
MEMC ELECTRONIC MATERIALS

Participant List - Q1 2006

METAVANTE	NUVERA FUEL CELLS
MICREL SEMICONDUCTOR	NVIDIA
MICRO FOCUS	OKI AMERICA
MICROSEMI	OKI DATA
MICROSOFT	OLYMPUS AMERICA
MINDSPEED TECHNOLOGIES	OMIDYAR NETWORK SERVICES LLC
MIPS TECHNOLOGIES	OMNEON VIDEO NETWORKS
MISYS BANKING SYSTEMS	OMNIVISION TECHNOLOGIES
MITRETEK SYSTEMS	OPENWAVE
MITSUBISHI ELECTRIC USA	OPERON BIOTECHNOLOGIES
MKS-US	OPSWARE
MOBITV	ORACLE USA
MOLECULAR DEVICES-UNION CITY	ORBITAL SCIENCES
MOLECULAR IMPRINTS	OVERSEE.NET
MONTAVISTA SOFTWARE	OXFORD SEMICONDUCTOR
MONTEREY BAY AQUARIUM RESEARCH	PACKETEER
MOTOROLA	PALM
MULTIMEDIA GAMES	PANDUIT
NAPSTER	PDF SOLUTIONS
NATIONAL CENTER/ATMOSPHERIC RESEARCH	PEERLESS SYSTEMS
NATIONAL INSTRUMENTS	PEMSTAR
NATIONAL SEMICONDUCTOR	PERKIN ELMER OPTOELECTRONICS -CA IMAGING
NAVIS	PEROT SYSTEMS
NAVTEQ	PG&E COMPANY
NDC / JOHNSON & JOHNSON	PHILIPS MEDICAL SYSTEMS-MA
NEC AMERICA	PHILIPS SEMICONDUCTORS
NEC ELECTRONICS AMERICA	PHOENIX TECHNOLOGIES
NEKTAR THERAPEUTICS	PILLAR DATA SYSTEMS
NETBLUE	PIXELWORKS
NETLOGIC MICROSYSTEMS	PLANAR SYSTEMS
NETMANAGE	PLAXO
NETRATINGS	PMC-SIERRA - US
NETWORK APPLIANCE	POLYCOM
NETWORK GENERAL	PORTAL PLAYER
NEWPORT	PORTAL SOFTWARE
NEXTEL PARTNERS	POSTINI
NIKON PRECISION	POWERWAVE TECHNOLOGIES
NINTENDO OF AMERICA	PRINT
NOKIA-US	PRINTRONIX
NORTEL-US	PROCLARITY
NORTHROP GRUMMAN - INFORMATION TECH	PROMEGA
NORTHROP GRUMMAN - MISSION SYSTEMS	QSENT
NOVELL	QUANTUM
NOVELLUS SYSTEMS	QUINTILES
NP PHOTONICS	QWEST COMMUNICATIONS

## Participant List - Q1 2006

R2 TECHNOLOGY  
RADIANT SYSTEMS  
RADIOFRAME NETWORKS  
RAMBUS  
RAVE LLC  
RCN  
REALNETWORKS  
RED HAT  
RENESAS TECHNOLOGY AMERICA  
RESEARCH IN MOTION-US  
RF MAGIC  
RF MICRO DEVICES  
RICOH ELECTRONICS  
RINCON RESEARCH  
ROCKWELL COLLINS  
ROHM ELECTRONICS USA  
S1  
SALESFORCE.COM  
SAMSUNG AUSTIN SEMICONDUCTOR L.P.  
SAMSUNG INFORMATION SYSTEMS AMERICA  
SAMSUNG SEMICONDUCTOR  
SAMSUNG TELECOM AMERICA  
SANDIA NATIONAL LABS  
SCHNEIDER AUTOMATION  
SCIENTIFIC LEARNING  
SEAGATE TECHNOLOGY  
SECURE COMPUTING  
SEMATECH  
SEMTECH  
SENSUS METERING SYSTEMS  
SERENA SOFTWARE  
SEROLOGICALS  
SHORETEL  
SHURE  
SHUTTERFLY  
SIEMENS CORP RESEARCH  
SIEMENS CORPORATION  
SIERRA WIRELESS AMERICA  
SIGMA DESIGNS  
SILICON LABORATORIES  
SIPEX  
SIRENZA MICRODEVICES  
SNOCAP  
SONUS NETWORKS  
SONY COMPUTER ENTERTAINMENT AMERICA  
SONY ELECTRONICS  
SPACE SYSTEMS/LORAL  
SPANSION  
SPARTON  
SPIRENT COMMUNICATIONS  
SPL WORLDGROUP  
SPRINT NEXTEL  
SPRINT/NEXTEL-NEW LOCAL COMPANY  
SRI INTERNATIONAL  
SRS TECHNOLOGIES  
STAKTEK GROUP LP  
STANDARD MICROSYSTEMS  
STANFORD UNIVERSITY  
STANLEY ASSOCIATES  
STATS CHIPPAC  
STMICROELECTRONICS  
STRATEGIC TECHNOLOGIES  
STRATEX NETWORKS  
STRATUS TECHNOLOGIES  
SUCCESSFACTORS  
SUMCO USA PHOENIX  
SUN MICROSYSTEMS  
SUNGARD  
SUNRISE TELECOM  
SWIFT  
SYMANTEC  
SYNAPTICS  
SYNNEX  
SYNOPSIS  
SYNPLICITY  
TAKE TWO INTERACTIVE SOFTWARE  
TECHNOLOGY ASSOCIATES INTERNATIONAL  
TEKELEC  
TEKTRONIX  
TELCORDIA TECHNOLOGIES  
TELEPHIA  
TELLABS  
TERAYON COMMUNICATION SYSTEMS  
TEXAS INSTRUMENTS  
THE MITRE CORPORATION  
THERMA - WAVE  
THERMOGENESIS  
TIBCO SOFTWARE  
TOKYO ELECTRON US HOLDINGS  
TOMOTHERAPY

Participant List - Q1 2006

TOPPAN PHOTOMASKS	ZORAN
TOSHIBA AMERICA BUSINESS SOLUTIONS	ZYGO
TOSHIBA AMERICA INFORMATION SYSTEMS	
TOSHIBA AMERICA MEDICAL SYSTEM	
TRANSCORE	
TRANSMETA	
TRANSWITCH	
TRUEPOSITION	
TSMC NORTH AMERICA	
TYCO ELECTRONICS	
TYCO HEALTHCARE	
UBISOFT	
ULTRACLEAN TECHNOLOGY	
UNITED ONLINE	
UNIVERSAL HOSPITAL SERVICES	
UTSTARCOM	
VARIAN SEMICONDUCTOR EQUIPMENT	
VERIO	
VERISPAN LLC	
VERIZON COMMUNICATIONS	
VERIZON WIRELESS	
VIASAT	
VICOR	
VIGNETTE	
VISA INTERNATIONAL	
VISA USA	
VITESSE SEMICONDUCTOR	
VIVENDI UNIVERSAL GAMES	
VODAFONE	
WAFERTECH	
WALT DISNEY INTERNET GROUP	
WEBMETHODS	
WEBSense	
WEBTRENDS	
WELCH ALLYN	
WINBOND ELECTRONICS CORP	
WIND RIVER SYSTEMS	
WJ COMMUNICATIONS	
WOLFE ENGINEERING	
XEROX INTERNATIONAL PARTNERS	
XICOM TECHNOLOGY	
XILINX	
XO COMMUNICATIONS	
YAHOO!	
ZALE	

## Using This Report - Q1 2006

The QSIT gathers a wide range of information on compensation increase budgets and practices.

To maximize the value of this report to participants, we use overall totals to show responses to practices topics and the salary increase results. For detailed analysis, we provide a separate spreadsheet containing salary increase data for specific industry and region categories.

### Definitions:

#### Pay Increase Types

- Merit increases are defined as money set aside (budgeted) or given (actual) in the form of salary increases based on individual performance and contribution to the organization. This is the most typical manner in which technology companies award salary increases.
- Promotional increases are provided to employees who take on greater responsibilities (typically in a job with a higher target pay level or salary range midpoint). Adjustment increases are provided to reduce inequities. These actions can be taken to resolve internal issues, based on hiring/organization change, or external equity, based on comparison of employee pay to rates paid in the labor market. Where companies budget or can calculate payments of these types, we report the data.
- Overall increases combine merit plus promotion/adjustment increases for companies that break them out, and also include companies that lump these increases together (can't break them out) plus companies that grant merit increases only.
- Take note that throughout this report the sum of the merit budget figure plus the promotion/adjustment figure is not the same as the overall increases combined figure. This variation occurs because not every company with a merit budget has a promotion/adjustment budget. In other words, a company with an average size merit budget does not always have the average size promotion/adjustment budget.

#### Fiscal Year

Answers represent three time periods: Last Fiscal Year, Current Fiscal Year, and Next Fiscal Year. Data is classified by year according to the month of data collection. For example, a company with a calendar fiscal year (January start) reporting data in January 2006 submits data for Last Fiscal Year based on calendar year 2005. The Current Fiscal Year is calendar 2006. Since the Next Fiscal Year is calendar year 2007, and data cannot be reported with certainty, Next Fiscal Year data analysis is limited to companies with a fiscal year start date within the next six months.

#### Diluted Average

A calculation that includes "zero" values in the result. Also referred to as the "all employees" calculation. Example: average of 10, 10, 10, 0, 0, 0 = 5.

## About Radford Surveys + Consulting

Radford Surveys + Consulting: Since 1975, Radford has provided compensation and benefits intelligence to the technology sector. Survey databases, which include nearly 2 million incumbents, offer current, reliable data to more than 2,000 clients on a subscription basis. The Radford Network, an exclusive client-only extranet, provides access to survey data, tools and resources on demand and has more than 6,000 registered users. Our suite of global surveys includes:

### U.S. Biotechnology Surveys

- Radford Biotechnology Survey
- Radford Benefits Survey

### U.S. Technology Surveys

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Technology Compensation Consulting: Comprised of the technology industries' leading consultants, our consulting practice focuses on the compensation issues facing technology and biotechnology companies at all stages of development. Our thought leaders are skilled in a variety of compensation areas and can offer a tailored solution for your company's toughest business and compensation challenges. The Compensation Consulting senior management team has a combined 100 years of experience. They are supported by a full staff of professionals at our offices in San Francisco, San Jose, San Diego, Seattle, Chicago, Boston and New York.

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