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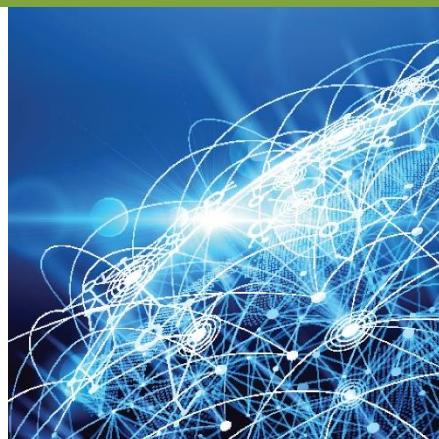
CHiPS *One* World
Total Compensation Survey

Learn why the CHiPS *One* World Total Compensation Survey is the best value for global technology compensation data.

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Why Participate?

Comprehensive
- More than 250 Job Families
- Over 2,100 Individual Positions

Credible
- 106 U.S. and Global participating organizations
- More than 50 Countries

Cost Effective
- One Low Fee of **$3,950** for both U.S. and Global Data

Customized
- One Free Custom Peer Group Report
- One Full Year of CHiPS online, including on-demand features

The CHiPS *One* World Total Compensation Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- View differences in regional compensation for each position.
- Analyze compensation trends by industry group.
- Understand what incentives are becoming more widespread.
- Isolate key pieces of data based on your unique needs.

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Who Participates?

2016 Participating Organizations
ranged in revenue size from $25 million to over $150 billion,
with an average revenue of $12.7 billion.

Participating Companies

128 Technology	Cincom Systems, Inc. *	Fidelity Investments
Accenture LTD*	Comcast Corporation	Fujitsu America, Inc. *
Aerojet-General Corporation	Computer Sciences Corporation *	General Dynamics Mission Systems
AGC Electronics America *	Consolidated Nuclear Security, LLC	Gulfstream Aerospace Corporation
American Family Insurance Group	Corning Incorporated	HRL Laboratories, LLC
Argonne National Laboratory	CSRA Inc.	IBM Corporation *
AT&T Inc.*	Deloitte LLP	ICF International *
BAE Systems North America, Inc. *	Digi International Inc. *	Idaho National Laboratory
Battelle Memorial Institute *	Draper Laboratory	Illumina, Inc. *
Biodesy	Eastman Kodak Company *	Imprivata, Inc. *
Black Knight Financial Services	EMC Corporation *	Institute for Defense Analyses
Bose Corporation	Entegris, Inc. *	Intelsat, Ltd. *
Brookhaven National Laboratory	Eppendorf North America	Jet Propulsion Laboratory
CDK Global	Ericsson Inc.	Johns Hopkins University Applied Physics Laboratory
CEM Corporation *	Experian Americas *	Kaiser Permanente
CenturyLink, Inc. *	Federal Aviation Administration	Keysight Technologies *
CGI Technologies and Solutions, Inc.	FedEx Corporation	Lawrence Berkeley National Laboratory
CImpress *	FEI Company *	Lawrence Livermore National Laboratory

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Participating Companies (Continued)

Leidos *	Pitney Bowes Inc.	Staples Inc
Level 3 Communications, Inc. *	PricewaterhouseCoopers	State Farm Mutual Automobile Insurance Company
Lockheed Martin Corporation	Princeton Plasma Physics Laboratory	SunTrust Banks, Inc.
Los Alamos National Laboratory	Pro-Build Holdings, Inc.	The Aerospace Corporation
Marriott International, Inc.	ProLogis*	The Boeing Company
Metrohm USA, Inc. *	Public Company Accounting Oversight Board	The Corporate Executive Board Company*
MIT Lincoln Laboratory	QUALCOMM Incorporated*	The GAP Inc.
Molina Healthcare, Inc.	Raytheon Company	The MathWorks, Inc.*
National Ecological Observatory Network	Ricoh Americas Corporation	The MITRE Corporation
National Instruments Corporation *	Roche Diagnostics Corporation	The Ohio State University
National Renewable Energy Lab	Samsung Electronics America	Time Warner Cable Inc.
National Security Technologies, LLC	Sandia National Laboratories	United Technologies Corporation*
NEC Corporation of America *	SBM Offshore USA, Inc.	University Corporation for Atmospheric Research (UCAR)
Nintendo of America, Inc.	Sharp Electronics Corporation	USAA
NOKIA *	Sony Electronics, Inc.*	Vencore
Oak Ridge National Laboratory UT-Battelle, LLC	Sprint Corporation*	ViaSat, Inc.*
Panduit Corp. *	SRI International	Visa Inc.*
*Denotes participants that provided U.S. and non-U.S. incumbents.		Waters Corporation*

If you are a global or domestic organization with a large technology population, we encourage your participation to share with and gain insight from organizations within your industry, region and country or those of similar headcount or revenue size.

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In 2016, we were able to report data for 52 of the 69 countries below.

Countries

Argentina	Hungary	Portugal
Armenia	Iceland	Puerto Rico
Australia	India	Qatar
Austria	Indonesia	Romania
Bahrain	Ireland	Russian Federation
Belgium	Israel	Saudi Arabia
Bermuda	Italy	Singapore
Brazil	Japan	Slovakia
Bulgaria	Korea	Slovenia
Canada	Kuwait	South Africa
Chile	Lithuania	Spain
Colombia	Luxembourg	Sri Lanka
Costa Rica	Malaysia	Sweden
Czech Republic	Mexico	Switzerland
Denmark	Netherlands	Taiwan
Dominican Republic	New Zealand	Thailand
Egypt	Norway	Turkey
El Salvador	Pakistan	Ukraine
Finland	Panama	United Arab Emirates
France	People's Republic of China	United Kingdom
Germany	Peru	United States
Greece	Philippines	Venezuela
Hong Kong	Poland	Vietnam

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What Will I Receive?

The membership fee includes an all-participants report, one free custom peer group report (valued at $575), one full year of 24/7 access to CHiPS online with free on-demand features, and access to the CHiPS peer to peer network.

About the Survey

Collecting data on over 250 job families comprised of more than 2,100 individual positions, CHiPS *One* World provides both U.S. and global compensation information on employees in:

- Research & Development;
- Engineering;
- Information Technology;
- Sales & Customer-facing; and
- Core Support (Communications, Finance, HR, Legal, etc.) functions.

Job Families

Research and Development Job Families

- Hardware Engineering
- Electronic Design Engineering
- Mechanical Design Engineering
- Hardware Engineering Default
- Multi-Discipline Hardware Engineering Roll-Up
- Engineer Technician - Hardware
- Engineer Technician
- ASIC Design Engineering
- Semiconductor Design Engineering
- Multi-Discipline Semiconductor Design Engineering Roll-Up
- Network Product Development Engineering
- Optical Engineering
- RF/Wireless Development Engineering
- Telecomm Product Development Engineering
- Network/Telecomm Development Engineering Roll-Up
- Mobile Applications Engineering
- Software Applications Engineering
- Software Operating Systems Engineering
- CAD Engineering
- Embedded Software Engineering
- User Experience Design Engineering
- Software Engineering Default

- Software Engineering Roll-Up
- Engineer Technician - Software
- Aeronautical Engineering
- Analog/Digital Signal Processing Engineering
- Systems Design Engineering
- Information Assurance Engineering
- Industrial Design Engineering
- Structural Engineering
- Environmental Engineering
- Packaging Engineering
- Composite Materials Engineering
- Semiconductor Process Engineering
- Development Engineering Default
- All R&D Engineering Roll-Up
- Defense Sector Program/Project Management
- R&D Program/Project Management
- Chemist
- Research Scientist Basic
- Research Scientist Applied
- Research Scientist Default
- Research Scientist Roll-Up
- Design Research
- Data Scientist
- Laboratory Operations Management

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Technical Job Families

Customer Focused Support (Technical)

- Systems Engineering (Pre-Sales)
- Systems Engineering (Post-Sales)
- Systems Engineering (Pre-/Post-Sales)
- Systems Engineering Roll-Up
- Professional Services Specialist
- Systems Engineering/Professional Services Specialist Roll-Up
- Business Process Analysis - External Focus
- Business Process Analysis - Internal Focus
- Network Engineering
- Applications Engineering
- SaaS (Software as a Service) Operations Engineer
- Technical Support Engineering
- Technical Training
- Field Service Engineering
- Field Service Technician
- Desktop/Deskside Support Technician
- PC Help Desk Technician
- Remote Support Engineering
- Repair Technician (Remote)

Information Systems

- Applications Programmer/Analyst
- Operating Systems Programmer/Analyst
- Enterprise Resource Planning Programmer/Analyst
- Programmer/Analyst Default
- Programmer/Analyst Roll-Up
- Business/Systems Analysis
- Database Analysis
- Telecommunications Analysis
- Network Systems Analysis
- Internal Network Engineering
- Information Systems Architect
- Information Systems Program/Project Management
- Information Technology Operations Management
- Information Technology Outsourcing Management
- Systems Administration
- Client/Server Database Administration
- Information Security Administration
- Cyber Security
- PC Technician (HW/SW Support)
- Computer Operations Support
- Data Center Engineer
- Help Desk Coordinator
- Internet/E-commerce Applications Development
- Front-end Web Development
- Web Site Design
- Web Site Management/Administration
- Web Site Content Authoring/Editing

Manufacturing (Technical)

- Semiconductor Product Engineering
- Equipment Engineering
- Configuration/Release Engineering
- Industrial Engineering
- Chemical Engineering
- Manufacturing Technician
- Manufacturing Maintenance Technician
- Hazardous Materials Technician
- Semiconductor Process Technician
- Semiconductor Equipment Technician
- Semiconductor Equipment Operator
- Chemical Operator
- Manufacturing Engineering
- Manufacturing Process Engineering Default

Quality

- Hardware Test Engineering
- Quality Engineering
- Reliability Engineering
- Software Quality/Test Engineering
- Software Quality Assurance Analysis
- Quality Engineering Default
- Quality/Manufacturing Process Engineering Roll-Up
- Six Sigma Black Belt
- Calibration Technician
- Test Equipment Technician
- Hardware Test Technician
- Inspector (QA/QC/In-Process/Receiving)

Technical Job Families (continued)

Marketing (Technical)

- Product/Brand Management
- Offering Management
- Product Marketing
- Product Management/Marketing Default
- Product Management/Marketing Roll-Up
- Technology/Platform/Product Champion (Evangelist)
- Proposal Development
- Marketing Research
- Channel Marketing
- Industry Marketing
- Technical Marketing Support
- Marketing Default
- Marketing Roll-Up

Engineering Support

- Technical Writing
- Technical Editing
- Engineering Change Analyst
- Drafter
- Designer
- Semiconductor Layout Designer
- PC Board Designer
- Drafter/Designer Default
- Drafter/Designer Roll-Up

Other Technical

- Technical Program/Project Management Default
- Mathematician/Statistician

Non-Technical Job Families

Customer Focused Support

- User Support Specialist
- Customer Service Support
- Sales Operations - Commission Analysis
- Sales Operations - Order Administration
- Sales Support
- Sales Operations - Management
- Client Services Program/Project Management
- Business Development

Human Resources

- Human Resource Generalist
- Human Resource Operations
- Benefits
- Compensation
- Executive Compensation
- Compensation and/or Benefits Default
- Compensation and/or Benefits Roll-Up
- Employee Relations
- Labor Relations
- HRIS
- EEO/Diversity
- Organizational Development
- Staffing
- Training
- Human Resource Specialist Default
- HR Program/Project Management
- Human Resource Specialist Roll-Up
- Human Resource Support
- Call Center Representative

Finance

- Accounting
- Cost Accounting
- Finance
- Finance/Accounting Default
- Finance/Accounting Roll-Up
- Credit/Collection Analysis
- Credit/Collection Support
- Payroll Support
- Payable/Receivable Accounting Support
- Travel and Expense Support
- Finance/Accounting Supervisor Default
- Finance/Accounting Supervisor Roll-Up
- Controller
- Auditing
- Tax
- Treasury Analysis
- Investor Relations
- Mergers and Acquisitions Analysis
- Risk Management
- Stock Administration
- Finance Program/Project Management

Legal

- General Law
- Patent Law
- Attorney Roll-Up
- Intellectual Property Licensing Services
- Contracts Negotiation
- Contracts Administration/Management
- Paralegal
- Legal Secretary

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Non-Technical Job Families (continued)

Manufacturing

- Manufacturing Production Management
- Material/Production Control Planning
- Purchasing/Procurement for Manufacturing
- Purchasing/Procurement/Planning Default
- Purchasing/Matl Planning Roll-Up
- Logistics
- Supply Chain Analysis
- Vendor Management
- Inventory Control
- Production Scheduler
- Material Handler
- Machinist
- Maintenance Mechanic
- Machine Operator/Polish/Inspect
- Machine Operator/Sputter
- Assembler

Marketing

- Marketing Communications
- Visual/Graphic Designer
- Promotion/Advertising
- Pricing Analysis
- Event Specialist
- Government Relations (non-attorney)
- Community Relations
- Public Relations
- Public/Community Relations Default
- Public/Community Relations Roll-Up
- Social Media

Other Administrative

- Facilities Engineering
- Facilities Technician
- Construction Project Management
- Real Estate Portfolio Management
- Environmental Health and Safety
- Safety Technician
- Occupational Health Nursing
- Security
- Chief Pilot
- Captain/Pilot
- Co-Pilot
- Business Strategy - External Focus
- Business Planning Analyst
- Web Analyst
- Project/Program Management (Non-Technical)
- Import/Export Analyst
- Purchasing/Procurement for Non-Manufacturing
- Purchasing Assistant
- Information Services Research
- Document Content Specialist
- Office Manager
- Executive Assistant
- Administrative Assistant/Administrative Support
- Receptionist
- Data Entry Operator
- Shipping/Receiving Clerk
- Mail Clerk

Sales Families

Sales

- Field Sales - Direct - Commercial
- Field Sales - Direct - Government
- Field Sales - Direct - Combination
- Field Sales - Direct Roll-Up
- Field Sales - Indirect OEM
- Field Sales - Indirect VAR
- Field Sales - Indirect Distributor
- Field Sales - Indirect Retail
- Field Sales - Indirect Multiple Channels
- Field Sales - Indirect Roll-Up
- Field Sales - Direct and Indirect Combination
- Field Sales - Direct and Indirect Roll-Up
- Product/Service Sales Specialist (Overlay)
- Strategic Client Management

- Global Account Management
- National (Domestic) Account Management
- Maintenance Contract Sales
- Retail - Sales (Store)

Inside Sales

- Inside Sales Representative - Consumer
- Inside Sales Representative - B2B Supplies, Consumables, Packaged Offerings
- Inside Sales Representative - B2B Product/Service/Solutions
- Inside Sales Roll-Up

Data Reported

The survey reports on over 50 data elements including:

- Base Salary
- Target and Actual Cash Incentives
- Long-term Incentives
- Perquisites
- U.S. Policies and Practices
- International Salary Administration and Increases

Flexible Report Formats

As a member of the CHiPS *One* World Total Compensation Survey, you will be able to easily download detailed total compensation data by survey position in both Excel and PDF Format. Excel reports provide U.S. data breakouts by industry, region, tenure, and security clearance while Global excel data is broken out by country. These survey reports give you the ability to isolate key data points and identify salary trends.

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Sample of U.S. Position Report and Policies and Practices

Custom Peer Group Report

Looking for customized data? Do you need a better understanding of how you compare to your peers? Our custom peer group reports allow you to select survey data on a subset of participating organizations to gain a more targeted perspective on compensation data and trends for organizations of similar size, industry, revenue, or geographic location (one custom peer group report is included in the membership fee, a $575 value).

When Will I Receive the Survey Results?

The survey report will be published the week of July 3, 2017. The data effective date for the survey is April 1, 2017 and all data should be submitted by April 28, 2017.

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

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How Can I Participate?

Work with a Dedicated Survey Account Manager

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your survey account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- To contact us by email: survey@pearlmeyer.com or mary.hutchings@pearlmeyer.com
- To contact us by phone: ask for the survey group from our general number 508-460-9600 or call Mary Hutchings, Survey Manager, at 508-630-1471

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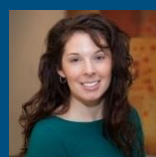
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Banking Survey Operations Manager

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Why Pearl Meyer Surveys?

Our Promise to You

Our objectives are simple:

- Provide the highest quality compensation information available anywhere
- Include the benchmark competitors you need
- Offer you a survey experience that is as easy as possible

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting, surpassing all other global technology surveys in the industry. Our rigorous quality assurance process includes:

- Job matching guidelines that contain clear and concise job descriptions and level guide matrices that contain education and experience profiles, typical population distributions, and scope definitions.
- Distribution of quality assurance reports to help clarify input and identify discrepancies.
- Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for any organization and you can have peace of mind that your data will be uploaded into a secure environment.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

- All data is reported in summary form only.
- No data is reported for any job at any level where there are less than five companies matching (3 company limit is used outside the U.S.).
- No organization's data will represent more than a 25% weighting for any job (35% weighting is employed outside the U.S.).
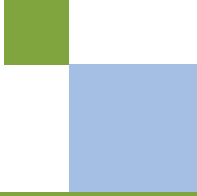
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About Pearl Meyer
(www.pearlmeyer.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, and San Francisco.

About Pearl Meyer's Survey Suite
(www.pearlmeyer.com/salary-surveys)

At Pearl Meyer we specialize in salary surveys in a wide range of industries including high technology, engineering and construction, banking and many more. Each survey provides the most comprehensive perspective on total compensation for the broadest groups of positions available. Combined, the surveys paint a complete picture of total compensation, giving you the only data resource you need to establish and manage your employee pay and reward strategy.

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www.pearlmeyer.com