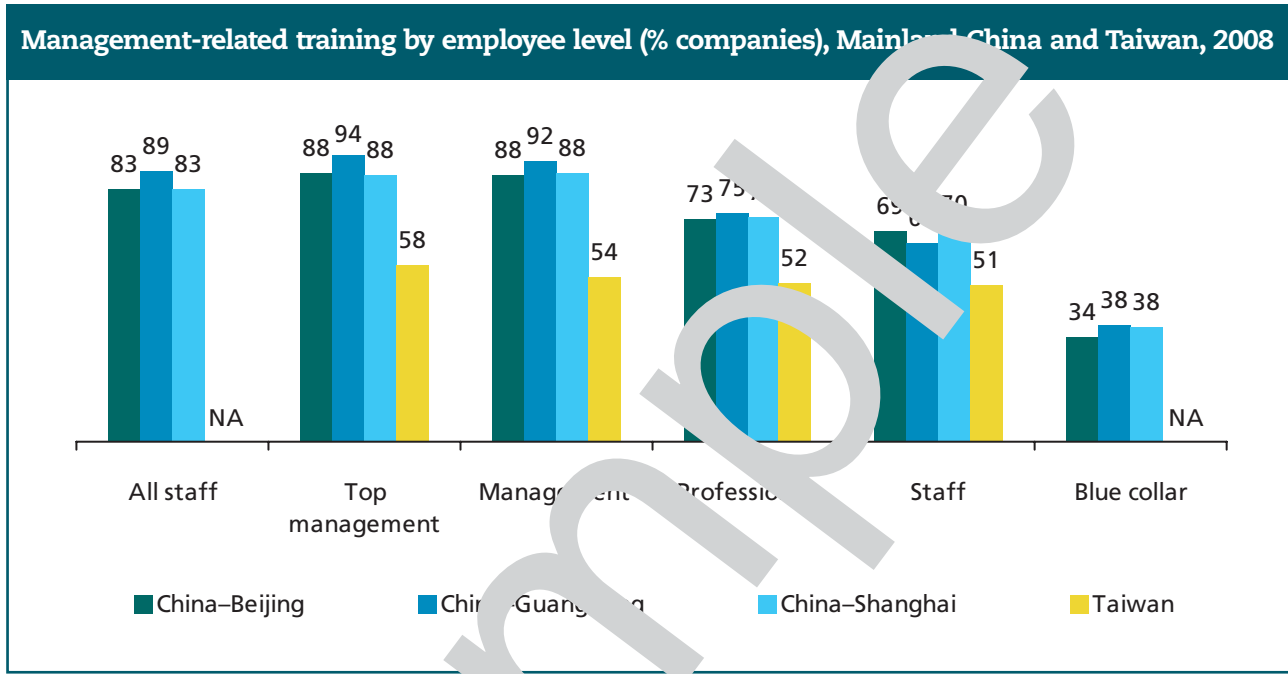


- The percentage of companies providing technical training in Beijing is the highest at the professional career level.
- In Guangdong, the percentage of companies that provide technical training is the highest for professional and blue-collar employees.
- Taiwan shows the least prevalence of domestic technical training policy across career levels.

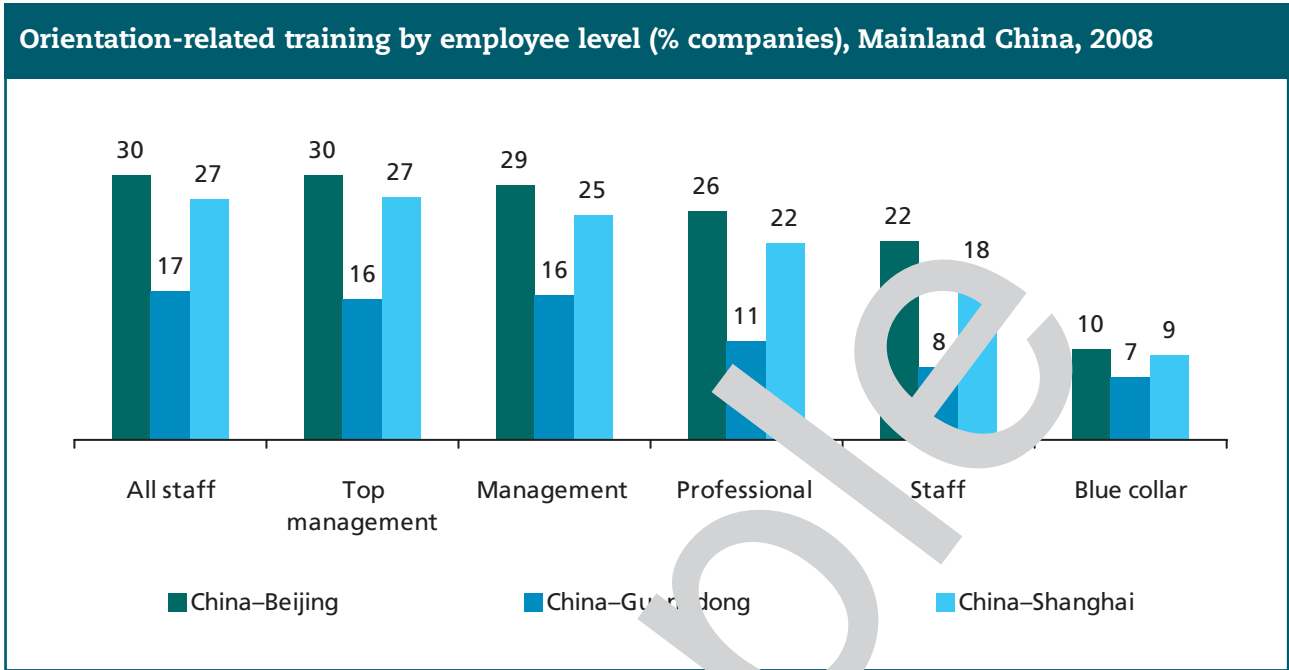


Source: Mercer's Benefits Prevalence Reports, 2008

- Management-related domestic training is most prevalent in Guangdong for the top management employee level.
- Less than 60% of companies in Taiwan provide their employees with management-related domestic training.
- The percentage of companies that provide this training benefit decreases with career level.

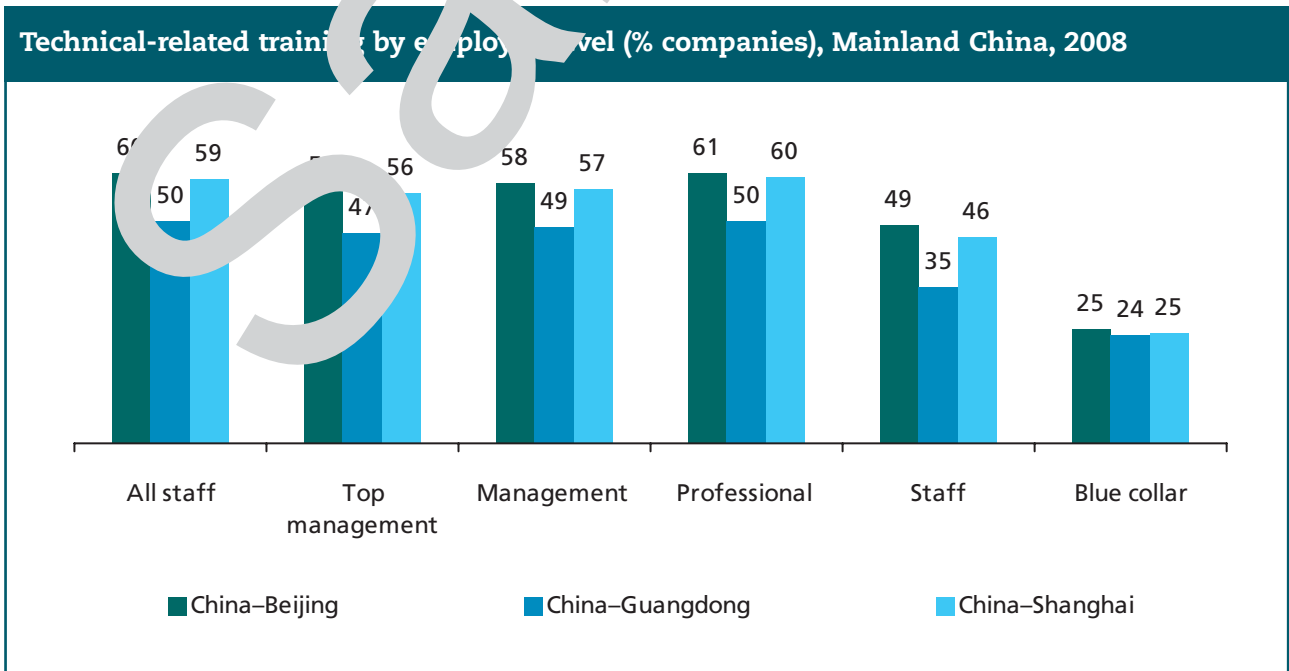
### Overseas training

Some of the companies send their employees to other countries for orientation, technical and management trainings. This information is provided for Beijing, Guangdong and Shanghai.



Source: Mercer's Benefits Prevalence Reports, 2008

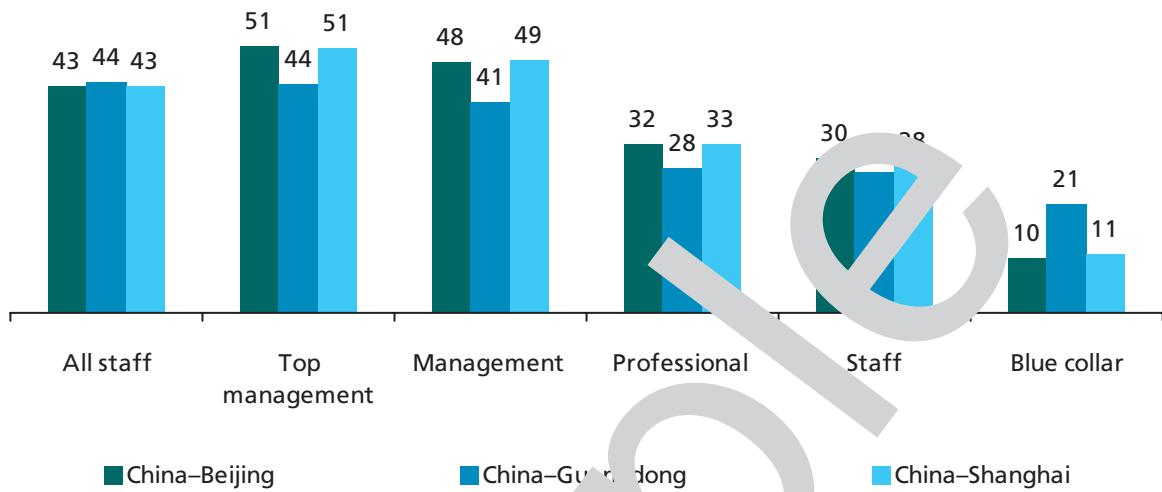
- For the Mainland Chinese cities examined here, only 30% of companies provide overseas orientation training for their employees.
- The prevalence of these training benefits is the highest in Beijing, followed by Shanghai, across all employee levels.
- The percentage of companies providing overseas orientation training is higher for the top management career level.



Source: Mercer's Benefits Prevalence Reports, 2008

- The percentage of companies providing overseas technical training for top management employees varies between 47% in Guangdong and 56% in Beijing and Shanghai.
- Technical training is provided more at the management and professional career levels.

Management-related training by employee level (% companies), Mainland China, 2008



Source: Mercer's Benefits Prevalence Reports, 2008

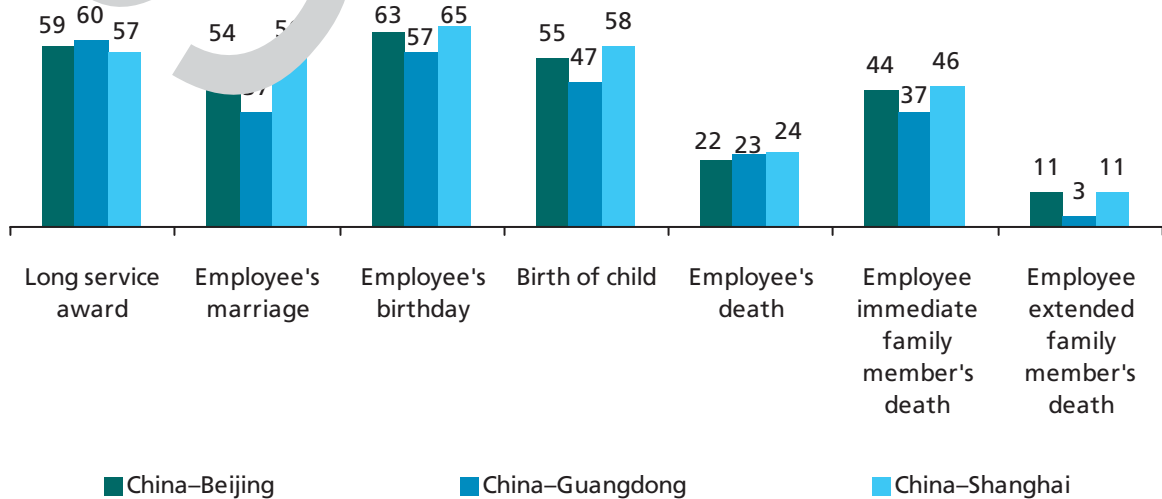
- Overseas management-related training for management and professional-level employees is slightly more prevalent in Shanghai than in Beijing.
- Fifty-one percent of companies in Beijing and Shanghai provide overseas management training for their top management employees.

**Allowance and subsidies**

**Congratulations and condolence awards**

Some companies have congratulations and condolence policies for long-service awards, employees' marriages, employees' birthdays, birth of children, employees' deaths, and for death of employees' immediate and extended family members.

Congratulations and condolence for all staff (% of companies), Mainland China, 2008



Source: Mercer's Benefits Prevalence Reports, 2008