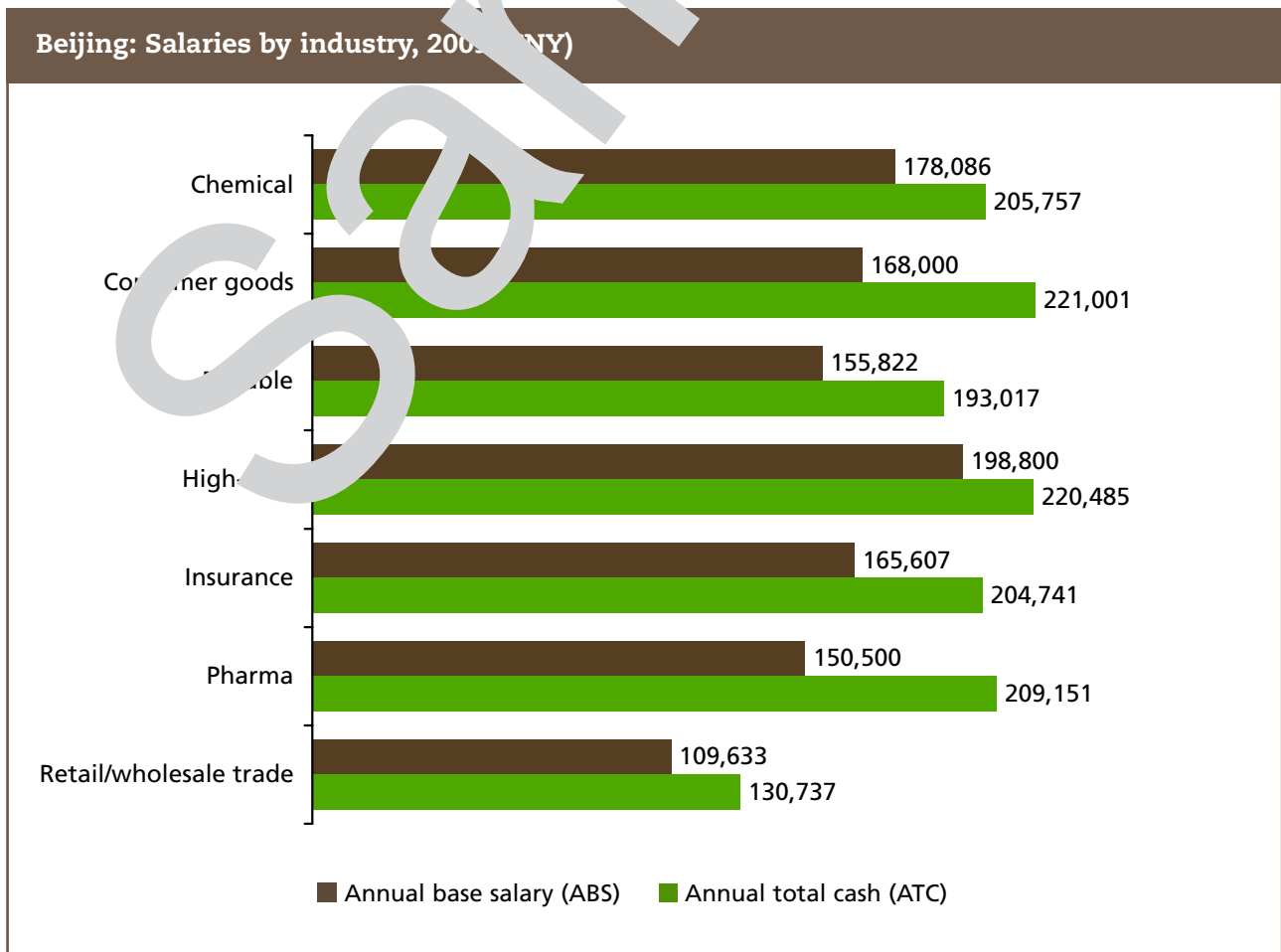


Salaries by industry and career stream

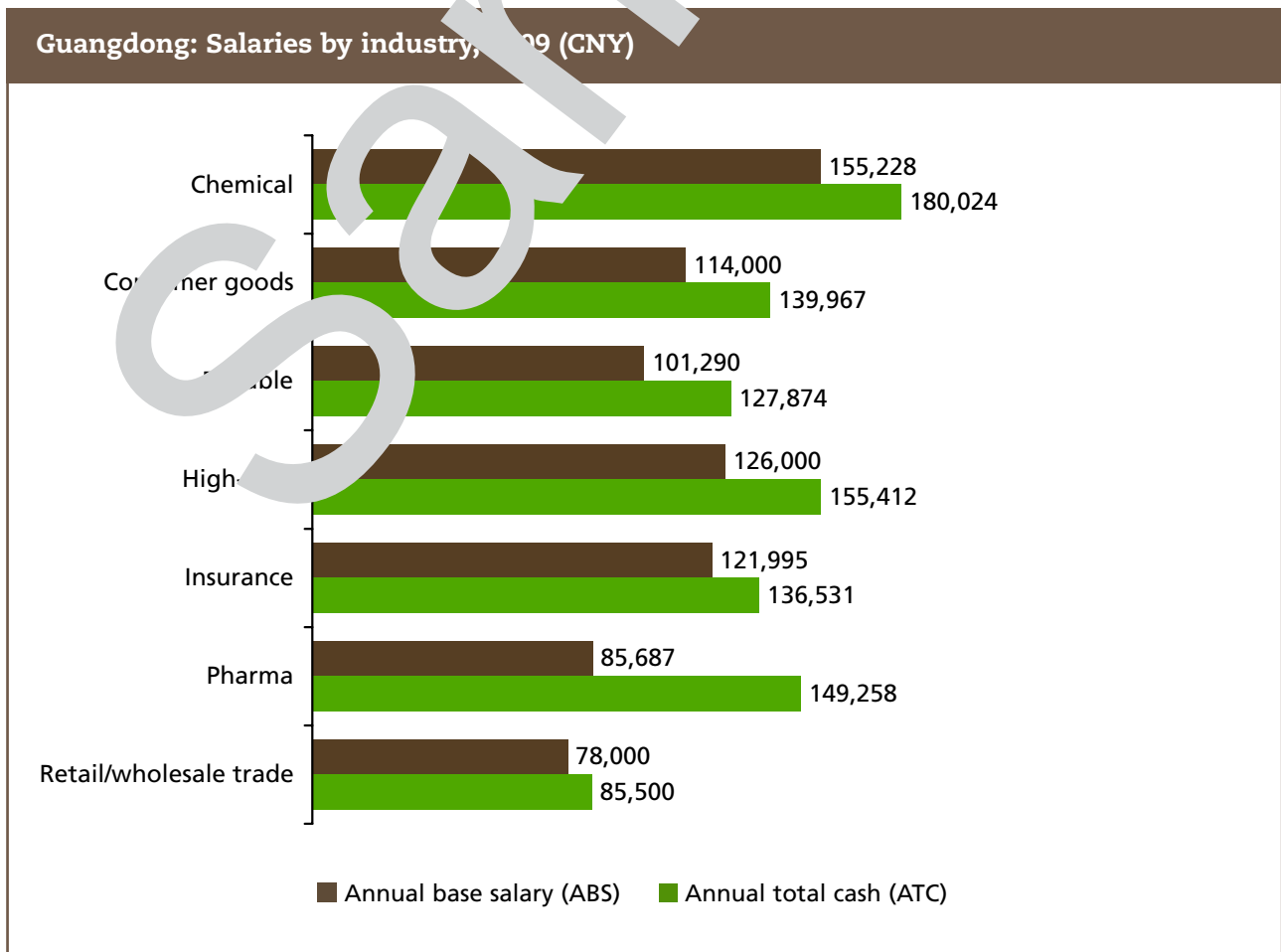
Beijing: Salaries by industry and career stream, 2009 (CNY)

Industry	Para-professional		Professional		Middle management	
	General	Skilled	Junior	Senior	Lower	Upper
■ Annual base salary (ABS)						
Chemical	30,294	51,986	93,180	168,948	266,364	480,975
Consumer goods	25,740	35,295	65,526	130,052	257,400	536,900
Durable	29,664	49,078	74,160	148,310	236,965	462,334
High-tech	40,056	47,820	102,000	164,602	264,000	322,000
Insurance	30,000	53,300	70,736	130,600	213,310	560,400
Pharmaceutical	36,920	47,520	61,000	132,000	148,820	540,199
Retail/wholesale trade	19,429	31,889	75,312	113,005	225,204	399,090
■ Annual total cash (ATC)						
Chemical	38,240	65,961	108,241	192,865	307,604	593,486
Consumer goods	30,810	47,831	103,538	172,200	323,000	677,400
Durable	38,693	60,314	103,746	184,717	288,267	584,405
High-tech	44,880	53,475	111,537	153,399	281,329	347,509
Insurance	36,720	55,000	106,000	204,741	436,226	707,543
Pharmaceutical	53,208	67,787	111,081	182,688	322,029	681,811
Retail/wholesale trade	22,369	36,688	75,548	109,598	283,641	487,211



Salaries by industry and career stream

Guangdong: Salaries by industry and career stream, 2009 (CNY)						
Industry	Para-professional		Professional		Middle management	
	General	Skilled	Junior	Senior	Lower	Upper
■ Annual base salary (ABS)						
Chemical	31,200	32,400	88,517	137,800	252,000	391,697
Consumer goods	24,068	31,980	61,289	114,000	240,500	460,720
Durable	19,422	36,000	62,400	100,279	191,473	378,618
High-tech	20,400	35,750	75,600	155,000	273,040	333,366
Insurance	27,120	48,465	77,811	156,250	230,695	445,291
Pharmaceutical	-	35,700	54,568	95,000	176,007	488,020
Retail/wholesale trade	19,500	34,593	70,200	104,000	283,920	-
■ Annual total cash (ATC)						
Chemical	37,840	59,840	106,975	160,350	293,703	511,107
Consumer goods	31,658	43,516	87,024	139,967	299,837	541,380
Durable	24,501	40,692	78,525	122,203	236,473	511,186
High-tech	27,610	44,230	82,457	155,412	273,973	390,297
Insurance	31,460	57,000	77,000	156,031	230,211	507,627
Pharmaceutical	-	65,700	101,568	162,000	271,216	597,173
Retail/wholesale trade	23,170	39,998	78,000	122,852	309,500	-



Salaries by industry and career stream

Shanghai: Salaries by industry and career stream, 2009 (CNY)						
Industry	Para-professional		Professional		Middle management	
	General	Skilled	Junior	Senior	Lower	Upper
■ Annual base salary (ABS)						
Chemical	-	-	-	-	-	-
Consumer goods	25,323	44,352	71,500	140,500	270,585	573,961
Durable	26,000	48,995	77,883	150,000	231,400	457,618
High-tech	39,098	48,000	93,000	165,000	283,000	385,000
Insurance	29,088	45,452	75,400	137,000	217,290	453,083
Pharmaceutical	23,227	50,472	65,000	131,000	184,000	556,699
Retail/wholesale trade	26,767	45,289	78,765	130,000	279,500	482,950
■ Annual total cash (ATC)						
Chemical	-	-	-	-	-	-
Consumer goods	32,647	52,914	99,073	172,535	324,508	702,923
Durable	31,692	59,507	93,854	164,310	275,864	558,540
High-tech	46,983	59,098	100,000	174,000	279,600	425,983
Insurance	41,188	57,000	95,000	198,539	307,119	560,237
Pharmaceutical	38,090	70,156	107,715	176,517	339,149	715,468
Retail/wholesale trade	28,149	47,406	83,360	147,566	300,373	511,062

