

Regional overview: Eastern Europe, Middle East & Africa

Czech Republic: STI by career stream and family, 2009									
Job family	Management								
	Executive/top management			Managers			Supervisors/team leaders		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	91%	24.9%	25.0%	-	-	-	-	-	-
Corp Aff	100%	21.4%	18.0%	90%	15.7%	16.0%	-	-	-
Legal	-	-	-	-	-	-	-	-	-
HR	-	-	-	90%	10.2%	11.0%	81%	6.8%	11.4%
Finance	86%	15.3%	16.0%	86%	13.4%	14.3%	81%	6.4%	10.0%
Admin	-	-	-	76%	8.3%	7.7%	-	-	-
IT	-	-	-	85%	15.0%	15.0%	100%	10.1%	18.0%
Sales & Mktg	-	-	-	82%	12.0%	12.0%	-	-	-
Marketing	-	-	-	81%	17.2%	10.8%	-	-	-
Sales	-	-	-	84%	18.1%	9.1%	-	-	-
Contact Cen	-	-	-	80%	14.0%	15.0%	89%	15.0%	20.0%
R&D	-	-	-	90%	15.0%	20.0%	-	-	-
Engineering	-	-	-	87%	10.7%	13.1%	93%	10.6%	11.0%
Mfg	75%	17.0%	13.6%	79%	12.6%	12.0%	55%	12.7%	11.2%
S&L	-	-	-	80%	15.8%	18.1%	74%	15.0%	14.6%
Quality	-	-	-	89%	13.1%	13.1%	80%	11.4%	11.6%
Average	85%	20.0%	20.0%	85%	15.0%	16.1%	68%	12.7%	12.4%
Job family	Professionals								
	Senior			Experienced			Para-professionals		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	-	-	-	-	-	-	-	-	-
Corp Aff	-	-	-	100%	12.0%	8.2%	-	-	-
Legal	-	-	-	-	-	-	-	-	-
HR	64%	10.7%	14.6%	73%	10.1%	11.2%	77%	15.5%	18.0%
Finance	-	9.9%	9.9%	73%	10.2%	10.9%	81%	9.4%	10.2%
Admin	-	-	-	41%	10.0%	9.5%	82%	11.3%	11.9%
IT	71%	13.1%	16.5%	85%	18.8%	18.0%	-	-	-
Sales & Mktg	-	-	-	59%	14.5%	13.5%	-	-	-
Marketing	79%	14.8%	14.7%	70%	9.5%	9.9%	-	-	-
Sales	63%	20.0%	20.0%	62%	21.2%	24.8%	65%	14.4%	17.3%
Contact Cen	-	-	-	82%	10.0%	13.0%	71%	12.2%	14.1%
R&D	86%	15.0%	15.0%	83%	5.4%	7.5%	-	-	-
Engineering	85%	12.1%	11.0%	88%	9.7%	9.7%	89%	14.2%	17.5%
Mfg	-	-	-	73%	8.3%	10.0%	70%	9.9%	11.4%
S&L	68%	8.4%	10.0%	76%	8.7%	9.1%	81%	11.9%	12.5%
Quality	72%	8.0%	10.0%	87%	11.4%	9.4%	74%	11.5%	14.6%
Average	72%	14.9%	15.1%	72%	15.0%	16.6%	73%	10.7%	12.4%

Egypt: STI by career stream and family, 2009									
Job family	Management								
	Executive/top management			Managers			Supervisors/team leaders		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	42%	27.0%	26.6%	-	-	-	-	-	-
Corp Aff	-	-	-	45%	10.9%	12.0%	-	-	-
Legal	-	-	-	-	-	-	-	-	-
HR	-	-	-	68%	12.0%	12.0%	-	-	-
Finance	-	-	-	63%	14.4%	12.9%	-	-	-
Admin	-	-	-	67%	7.6%	10.0%	-	-	-
IT	-	-	-	100%	13.0%	13.0%	67%	12.5%	13.0%
Sales & Mktg	-	-	-	88%	15.4%	16.5%	-	-	-
Marketing	-	-	-	-	-	-	-	-	-
Sales	-	-	-	67%	17.2%	12.0%	-	-	-
Contact Cen	-	-	-	-	-	-	-	-	-
R&D	-	-	-	-	-	-	-	-	-
Engineering	-	-	-	55%	13.3%	12.0%	28%	11.4%	10.0%
Mfg	86%	14.8%	10.0%	56%	12.2%	12.0%	48%	14.3%	10.0%
S&L	-	-	-	71%	10.2%	10.8%	41%	10.3%	10.7%
Quality	-	-	-	-	-	-	-	-	-
Average	65%	21.4%	21.4%	66%	13.7%	12.4%	42%	12.0%	10.5%
Job family	Professionals								
	Senior			Experienced			Para-professionals		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	-	-	-	-	-	-	-	-	-
Corp Aff	-	-	-	-	-	-	-	-	-
Legal	-	-	-	-	-	-	-	-	-
HR	53%	10.0%	12.3%	70%	11.6%	13.8%	67%	7.6%	10.0%
Finance	-	11.0%	11.4%	63%	14.1%	10.0%	73%	4.9%	8.3%
Admin	-	-	-	81%	10.1%	12.0%	60%	8.1%	9.9%
IT	-	-	-	79%	8.5%	13.8%	-	-	-
Sales & Mktg	-	-	-	-	-	-	-	-	-
Marketing	77%	12.0%	12.0%	71%	10.9%	10.0%	-	-	-
Sales	42%	17.6%	10.0%	48%	12.0%	12.0%	-	-	-
Contact Cen	-	-	-	-	-	-	-	-	-
R&D	-	-	-	-	-	-	-	-	-
Engineering	76%	7.0%	10.0%	41%	9.0%	10.0%	82%	10.4%	16.0%
Mfg	-	-	-	-	-	-	85%	17.4%	12.5%
S&L	-	-	-	47%	12.5%	10.6%	57%	7.1%	4.2%
Quality	-	-	-	-	-	-	-	-	-
Average	49%	15.5%	10.5%	54%	12.1%	11.4%	62%	8.0%	8.3%

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Hungary: STI by career stream and family, 2009

Job family	Management								
	Executive/top management			Managers			Supervisors/team leaders		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	76%	23.7%	23.0%	-	-	-	-	-	-
Corp Aff	-	-	-	85%	12.7%	15.0%	-	-	-
Legal	-	-	-	-	-	-	-	-	-
HR	-	-	-	83%	11.1%	11.0%	59%	11.5%	10.3%
Finance	87%	14.5%	16.4%	81%	12.8%	12.8%	71%	10.0%	11.4%
Admin	-	-	-	-	-	-	-	-	-
IT	-	-	-	83%	15.2%	15.0%	85%	12.9%	13.1%
Sales & Mktg	-	-	-	85%	10.0%	15.0%	-	-	-
Marketing	-	-	-	81%	11.9%	11.9%	-	-	-
Sales	-	-	-	63%	16.3%	16.6%	-	-	-
Contact Cen	-	-	-	70%	12.0%	15.0%	69%	10.0%	10.0%
R&D	-	-	-	88%	23.4%	20.0%	-	-	-
Engineering	-	-	-	85%	11.1%	14.6%	92%	7.1%	8.0%
Mfg	78%	15.0%	17.9%	85%	13.0%	15.3%	77%	11.4%	9.8%
S&L	100%	21.6%	25.0%	71%	11.7%	14.6%	49%	9.9%	9.3%
Quality	-	-	-	83%	12.0%	16.2%	65%	5.8%	6.2%
Average	82%	15.1%	19.1%	79%	13.9%	15.2%	71%	10.2%	9.6%
Job family	Professionals								
	Senior			Experienced			Para-professionals		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	-	-	-	-	-	-	-	-	-
Corp Aff	-	-	-	-	-	-	-	-	-
Legal	90%	19.0%	19.0%	59%	10.0%	10.0%	-	-	-
HR	66%	10.2%	10.2%	83%	8.7%	9.8%	77%	7.3%	8.0%
Finance	-	8.7%	10.0%	76%	6.6%	8.1%	76%	6.8%	8.1%
Admin	-	-	-	68%	8.4%	10.0%	76%	9.8%	9.0%
IT	78%	12.4%	10.0%	73%	10.2%	9.9%	-	-	-
Sales & Mktg	-	-	-	-	-	-	-	-	-
Marketing	68%	8.0%	10.3%	56%	7.7%	8.9%	-	-	-
Sales	59%	13.9%	18.4%	50%	13.6%	9.6%	50%	7.2%	8.7%
Contact Cen	85%	7.3%	8.0%	79%	7.5%	8.0%	66%	9.6%	10.4%
R&D	88%	12.4%	12.0%	81%	13.5%	12.0%	-	-	-
Engineering	90%	10.7%	10.9%	88%	8.1%	9.0%	76%	8.9%	8.8%
Mfg	-	-	-	90%	9.6%	8.0%	78%	6.9%	8.5%
S&L	84%	7.2%	8.0%	64%	7.9%	8.1%	60%	9.5%	9.3%
Quality	87%	11.6%	12.0%	83%	11.0%	11.6%	86%	9.9%	10.3%
Average	70%	11.1%	13.5%	70%	9.8%	9.2%	76%	7.5%	8.7%

Israel: STI by career stream and family, 2009									
Job family	Management								
	Executive/Top management			Managers			Supervisors/team leaders		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	-	-	-	-	-	-	-	-	-
Corp Aff	-	-	-	-	-	-	-	-	-
Legal	-	-	-	-	-	-	-	-	-
HR	-	-	-	81%	15%	-	-	-	-
Finance	-	-	-	83%	16.9%	10.0%	-	-	-
Admin	-	-	-	-	-	-	-	-	-
IT	-	-	-	67%	-	-	-	-	-
Sales & Mktg	-	-	-	-	-	-	-	-	-
Marketing	-	-	-	81%	15.4%	10.0%	-	-	-
Sales	-	-	-	56%	16.3%	-	-	-	-
Contact Cen	-	-	-	-	-	-	-	-	-
R&D	-	-	-	-	-	-	-	-	-
Engineering	-	-	-	-	-	-	-	-	-
Mfg	-	-	-	-	-	-	-	-	-
S&L	-	-	-	5%	8.4%	-	33%	-	-
Quality	-	-	-	-	-	-	-	-	-
Average	-	-	-	68%	13.9%	4.2%	33%	-	-
Job family	Professionals								
	Senior			Experienced			Para-professionals		
	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010	% receiving	Actual 2009	Target 2010
Top Mgmt	-	-	-	-	-	-	-	-	-
Corp Aff	-	-	-	-	-	-	-	-	-
Legal	-	-	-	-	-	-	-	-	-
HR	-	-	-	-	-	-	-	-	-
Finance	-	9.4%	6.2%	58%	8.1%	6.1%	-	-	-
Admin	-	-	-	-	-	-	50%	7.0%	-
IT	-	-	-	-	-	-	-	-	-
Sales & Mktg	-	-	-	-	-	-	-	-	-
Marketing	60%	10.9%	-	-	-	-	-	-	-
Sales	75%	14.2%	-	42%	8.5%	-	55%	4.6%	-
Contact Cen	-	-	-	-	-	-	50%	5.8%	-
R&D	-	-	-	-	-	-	-	-	-
Engineering	-	-	-	-	-	-	-	-	-
Mfg	-	-	-	-	-	-	-	-	-
S&L	-	-	-	43%	7.6%	-	49%	6.5%	-
Quality	-	-	-	-	-	-	-	-	-
Average	58%	10.5%	3.0%	46%	8.4%	1.5%	50%	6.5%	-