

# What do you pay for the world?

## IPAS® Global High Technology Survey

With the intense competition for talent in the technology industry, it has become more critical than ever to offer competitive compensation and benefit plans to employees. For companies with multi-national operations, offering fair and equitable pay and benefits becomes increasingly complex—impacting recruitment and retention.

IPAS provides a unique, single source of global market data that allows you to price your jobs around the world and compare jobs in various countries using the same methodology, participants, currency and system. With data collected from the most prestigious firms in the industry and validated by a team of experts, you can be certain you have the highest quality information to build your compensation programs around the world.



# Access reliable global data for more than 80 countries

## Key benefits

- Nearly 400 premier participants across more than 80 countries
- Key data on base salary, incentives, allowances, benefits, long-term incentives and merit increase budgets
- Breakouts by revenue, geography, industry segment and new vs. existing hires
- Intuitive, web-based reporting and analysis tools
- Simple job matching and data submission process

## High value methodology

- Key reward elements standardized to enable cross-country comparison
- Common job function and leveling approach across countries
- Focal-based input ensures that each participant's data is as timely as possible
- Customized view of the market for each participant

## Participation from nearly 400 multi-national companies

Trusted benchmarks covering all segments of the technology market from top firms, including:

Accenture	Freescale Semiconductor	Nortel Networks
Adobe	Hewlett-Packard	Oracle
Alcatel-Lucent	Intel	SAP
CA	Lenovo	Symantec
Cisco	Microsoft	Wipro
Dell	Motorola	Yahoo!
EMC	Nokia Siemens Networks	

## Learn more

To learn more about IPAS or to schedule an online demonstration, visit: [IPAS.salary.com](http://IPAS.salary.com)

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160 Gould Street, Suite 300  
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