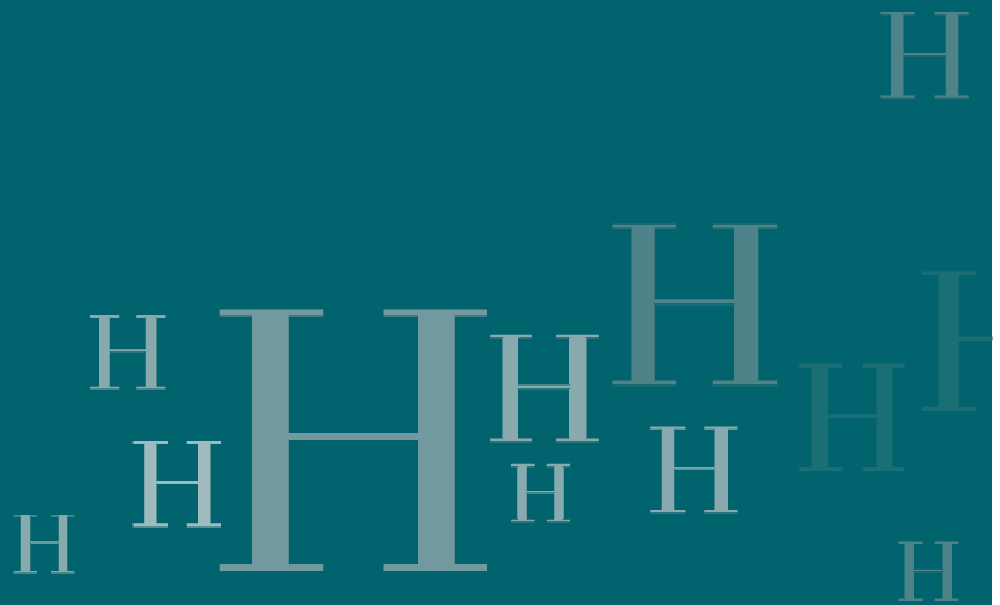




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Salary Information

Manufacturing & Industrial

Asia

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Salary Information



Manufacturing & Industrial

		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Regional Quality Director	10 – 15+	800K – 1.2M	150K – 180K	800K – 1M	12M – 15M
Junior Project or Quality Engineer (Electrical or Mechanical)	1 – 2	195K – 260K	35K – 45K	70K – 90K	6M – 8M
Project Engineer	2 – 4	250K – 450K	50K – 70K	90K – 150K	6M – 8M
Senior Project Engineer	5+	400K – 700K	70K – 100K	120K – 200K	6M – 10M
Project Manager	2 – 5+	500K – 750K	80K – 100K	240K – 350K	8M – 12M
Engineering Manager	3 – 4+	600K – 700K	80K – 200K	200K – 400K	8M – 12M
Purchasing Manager	8+	500K – 850K	90K – 180K	250K – 350K	8M – 12M
Head of Procurement	10+	800K – 1.5M	200K – 280K	450K – 500K	12M – 15M
Manufacturing Manager	5 – 10	700K – 800K	120K – 180K	250K – 500K	8M – 12M
Technical Sales Manager	5+	450K – 900K	100K – 150K	230K – 400K	8M – 12M
Logistics Manager	5 – 10	500K – 800K	80K – 160K	200K – 250K	8M – 12M
Planning Production Manager	5+	500K – 700K	80K – 140K	250K – 350K	8M – 12M
Supply Chain Manager	8 – 10	800K – 1.2M	100K – 180K	250K – 400K	8M – 12M
Operations Director	8 – 15	800K – 1.2M	185K – 280K	400K – 600K	12M – 18M
Logistics Director	15+	800K – 1.2M	200K – 280K	600K – 800K	12M – 18M
Manufacturing Director	8 – 10	800K – 1.2M	150K – 260K	500K – 700K	12M – 18M
Engineering Director	10+	800K – 1M	150K – 220K	320K – 450K	12M – 18M
General Manager – Country (usually a sales focus)	10+	1M+	180K – 250K	800K – 1.5M	600K – 1.3M
General Manager – Asia (Regional)	10+	1.2M+	250K – 350K+	1.5M – 2M	15M – 25M

Salary Information

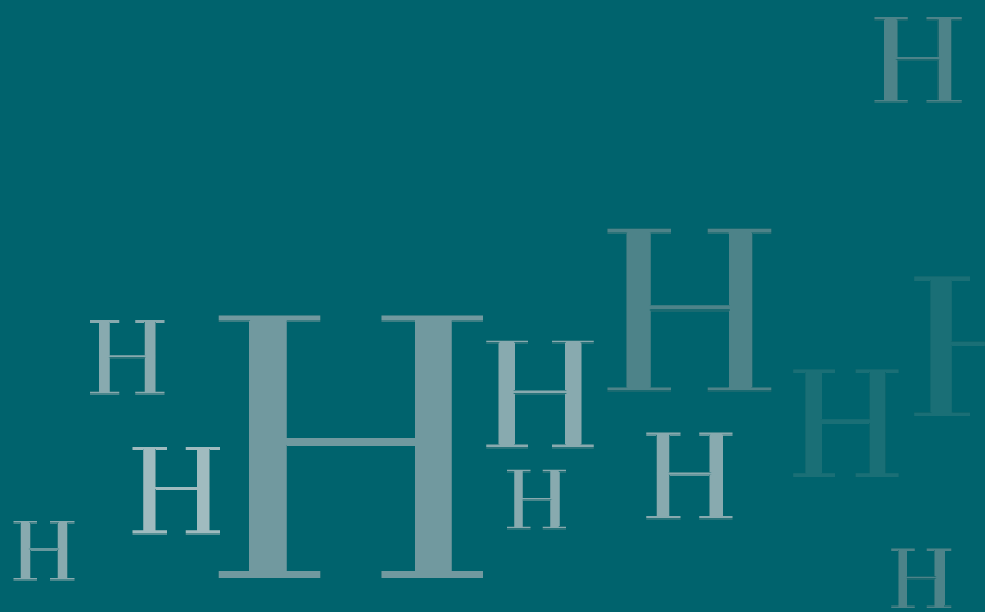
Manufacturing & Industrial



Manufacturing & Industrial (cont'd)					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Regional Sales Manager	8 – 10	650K – 1M	110K – 150K	250K – 400K	12M – 18M
Marketing Manager	8 – 10	650K – 800K	120K – 150K	250K – 400K	8M – 12M
Marketing Director	10 – 15	750K – 1M	150K – 200K	600K – 1.2M	10M – 15M
Plant Manager	10 – 15	800K – 1.2M	120K – 175K	500K – 700K	10M – 15M

Disclaimer: All salary ranges are represented in terms of total guaranteed package, and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2007.

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