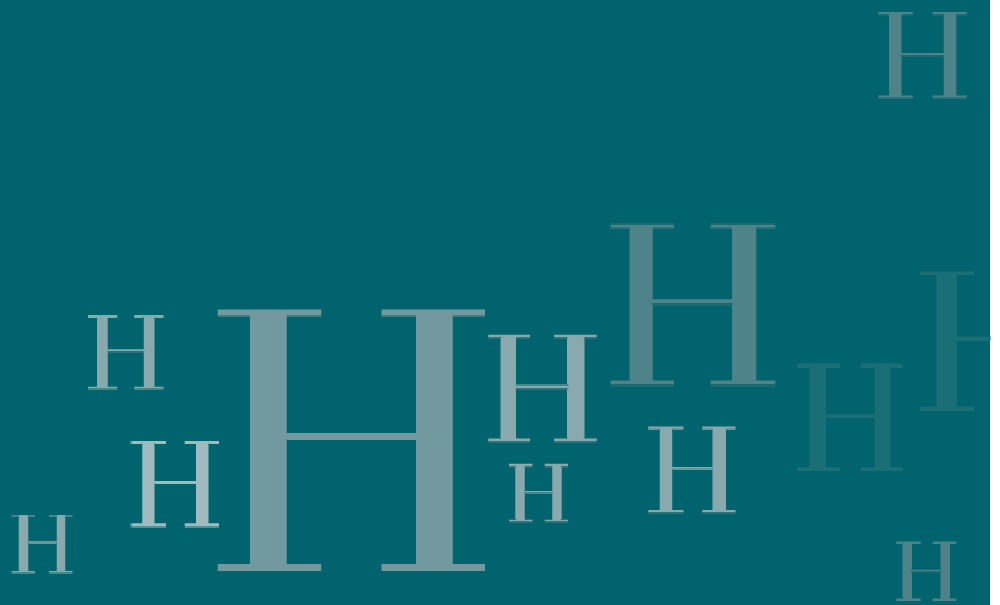




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Salary Information

Sales & Marketing

Asia

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Salary Information

Sales & Marketing



		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Public Relations					
In House					
Regional Director, Corporate Communications	15+	1M – 1.5M+	240K – 300K	N/A	15M – 20M
Director, Corporate Affairs	12	850K – 1.2M+	150K – 180K	600K – 800K	12M – 15M
Public Relations Manager	7+	500K – 750K+	84K – 110K	300K – 450K	10M – 15M
Marketing Communications Director	10+	750K – 1M+	120K – 150K	420K	12M – 18M
Marketing Communications Manager	7+	500K – 750K+	70K – 110K	240K	8M – 13M
Events Manager	5+	300K – 450K+	45K – 70K	200K	6M – 8M
Marketing					
Marketing Director	10+	1M – 1.5M	150K – 210K	1M – 1.5M	10M – 20M
Marketing Manager	7+	700K – 900K	70K – 100K	500K – 800K	8M – 15M

Salary Information

Sales & Marketing



Consumer					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Managing Director	20+	2M+	350K+	1.5M – 2M	18M – 30M
General Manager	15+	1.8M+	250K+	1.5M	15M – 25M
Sales Director	10+	1M – 1.5M	150K – 250K	800K – 1.2M	10M – 16M
Sales Manager	7+	600K – 900K	60K – 100K	400K	8M – 12M
Marketing Director / Brand Director	10+	1.2M – 1.5M	180K – 300K	1.2M – 1.5M	12M – 20M
Sales & Marketing Director	10+	1.2M – 1.5M	120K – 200K	1.2M – 1.5M	10M – 18M
Marketing Manager	8+	700K – 900K	100K – 150K	500K – 800K	8M – 12M
Sales & Marketing Manager	8+	700K – 1M	80K – 120K	600K	8M – 12M
Channel Manager	7+	650K+	60K – 100K	500K	8M – 12M
Key Account Manager	5+	500K – 800K	60K – 90K	200K – 300K	8M – 10M
Trade Marketing Manager	7+	600K – 800K	60K – 100K	300K – 400K	8M – 10M
Retail					
Managing Director					
Managing Director	20+	1.8M+	250K – 400K	2M	18M – 30M
General Director					
Medium to large chain	15+	1.5M+	240K – 300K	1.5M	15M – 20M
Small to medium chain	10+	1M+	150K – 220K	1M	12M – 18M
Marketing Director					
Medium to large chain	10+	1M+	160K – 200K	800K	12M – 18M
Small to medium chain	8+	800K+	140K – 180K	700K	10M – 15M

Salary Information

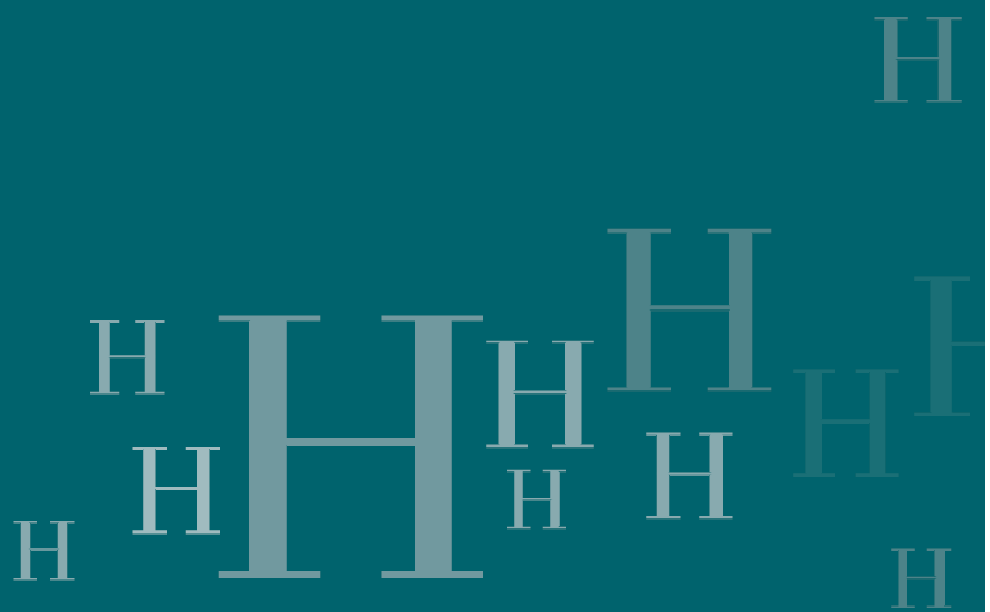
Sales & Marketing



Retail (Cont'd)					
Marketing Manager					
Medium to large chain	7+	700K+	90K – 150K	400K	8M – 12M
Small to medium chain	5+	500K+	60K – 80K	300K	6M – 10M
Retail Operation Director					
Medium to large chain	8+	1M+	180K – 200K	800K	10M – 14M
Small to medium chain	7+	800K+	140K – 160K	700K	6M – 12M
Retail Operations Manager / Area Manager					
Medium to large chain	5+	500K – 750K	120K – 140K	500K	10M – 13M
Small to medium chain	5+	450K+	80K – 110K	400K	8M – 10M
Merchandising Director					
Medium to large chain	10+	1.2M – 1.5M	180K – 200K	600K	10M – 16M
Small to medium chain	8+	700K+	140K – 180K	500K	8M – 12M
Merchandising Manager					
Medium to large chain	7+	700K – 1M	80K – 130K	400K	8M – 10M
Small to medium chain	5+	500K – 700K	60K – 70K	250K	6M – 8M

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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