

» Compensation Survey France



» Overview

About the Compensation Survey

This cross-industry compensation survey offers a well-founded basis for comparing your own practices with the market in France.

The positions cover the typical job families (e. g. Top Management, Finance, HR, IT, Sales).

Kienbaum has an easy-to-use methodology to match your own jobs to standard function profiles, which guarantees a customized analysis.

Kienbaum has more than 50 years of expertise in compensation consulting and many years of experience in the conduction of compensation surveys and benchmarks.

Your advantages

- » Profound market information on compensation
- » Transparency on the level and structure of the compensation package
- » Excellent long-term basis for the future compensation policy
- » Data only used in aggregated and anonymized form
- » Exclusive access to the web application Compensation Portal with customized queries and user-friendly presentation of data
- » High quality solution at attractive prices for individual peer group analysis



» Benefit from Our Compensation Survey

Our Compensation Survey France offers a comprehensive market overview.

Surveyed compensation components include:

- » Base Salary
- » Total Cash Compensation
- » Variable Compensation
- » Recipients of Variable Compensation
- » Fringe Benefits (e.g. company car)

According to our job matching methodology, three position characteristics for each of the following job levels are available:

Management

- » Senior Management (e.g. business unit manager, director)
- » Middle Management (e.g. department head)
- » Operative Management (e.g. team/group leader)

Specialist/Expert

- » Senior
- » Experienced
- » Junior

Clerk/Secretary

- » High Complexity
- » Middle Complexity
- » Low Complexity

» Kienbaum Data Security Guarantee

Your compensation data is compiled strictly anonymously and stored with the highest levels of security. Furthermore, we process each client's data separately, ensuring strict confidentiality of all client data. Your contact details will not be published or made available to third parties.

Collected data is strictly used in our compensation consulting duties and is presented (i.e. given to third parties) only in anonymised form. This ensures that displayed results arising from collected data cannot be traced to any one person or company.

» Survey Positions

The Compensation Survey France contains the following functions (+ job descriptions):

General Management

- » Chief Executive/General Manager
- » Head of Business Unit/Division
- » Plant Manager

Finance

- » Head of Finance/Financial Accounting
- » Financial Specialist
- » Financial Clerk
- » Head of Accounting/Balance Sheet Accounting
- » Certified Accountant
- » Accounting Clerk
- » Head of Audit
- » Audit Specialist
- » Head of Controlling
- » Controller

Human Resources

- » Head of HR
- » HR Specialist
- » HR-Business Partner (global)
- » HR-Business Partner (national)
- » HR Clerk
- » Head of Professional Development/Training
- » Payroll Accountant

IT

- » Head of IT
- » IT Application Developer (Application Programmer)
- » IT Software Engineer
- » Head of IT Architecture, Methods and Tools
- » Software Architect
- » Head of Cloud
- » Head of IT Solutions
- » Head of IT Operations
- » IT Database Administrator
- » IT System Administrator
- » IT Application Analyst
- » IT Support Officer
- » IT User Helpdesk Specialist

Digital

- » Head of Digital Marketing
- » Social Media Manager
- » SEO Manager
- » Content Manager
- » Content Curator
- » Web Developer
- » Web Designer
- » Webmaster
- » Head of Data Management/Data Science
- » Data Analyst
- » Data Scientist

Marketing

- » Head of Marketing
- » Marketing Specialist
- » Head of Product Management
- » Product Manager

Administration

- » Head of Administration
- » Head Secretary/Personal Assistant
- » Department Secretary/Project Assistant
- » Department/Team Secretary
- » Foreign Correspondent/Secretary
- » Typist
- » Receptionist

Business Development/Planning

- » Head of Business Development/Planning

Legal

- » Head of Legal
- » Legal Advisor

Corporate Communications/PR

- » Head of Corporate Communications/PR
- » Public Relations Specialist
- » Investor Relations Specialist

Logistics

- » Head of Logistics/Materials Logistics/Purchasing
- » Head of Logistics/Supply Chain Management

Purchasing

- » Head of Purchasing
- » Purchasing Specialist
- » Purchasing Clerk
- » Head of Materials Logistics
- » Scheduler

Distribution

- » Head of Sales
- » Sales Clerk
- » Internal Sales (Operative)
- » Field Sales Officer
- » Sales Management Specialist
- » Head of Export

Customer Service/Customer Support

- » Head of After Sales Service
- » Customer Service/Customer Support Clerk

Research & Development

- » Head of Research & Development
- » Research & Development Project Leader
- » Research & Development Specialist
- » Laboratory Assistant
- » Application Engineer

Production

- » Head of Manufacturing/Production/Fabrication
- » Production Master
- » Production Engineer
- » Production Technician
- » Production and Process Engineer
- » Head of Production Planning
- » Head of Facility Operations and Plant Maintenance

Design Engineering

- » Head of Design
- » Design Engineer
- » Design Technician

Quality Management

- » Head of Quality Management/Quality Control
- » Quality Control Specialist/Officer
- » Quality Control Clerk

Project Management

- » Head of Project Management
- » Head of Project Management Office
- » Project Manager

We reserve the right to adjust single positions as required to guarantee a high quality of the compensation survey.



We support you in data submission

- ✓ We would like to offer you our support in job matching.
- ✓ We will be glad to offer you the opportunity to submit data as an export from your company's system (e.g. in Excel format or in a different available format).

» Access to the Compensation Portal

The survey participants receive an individual access to the online application Compensation Portal. With various selection criteria, this analysis tool allows a quick and easy generation of customized reports.

Functionality

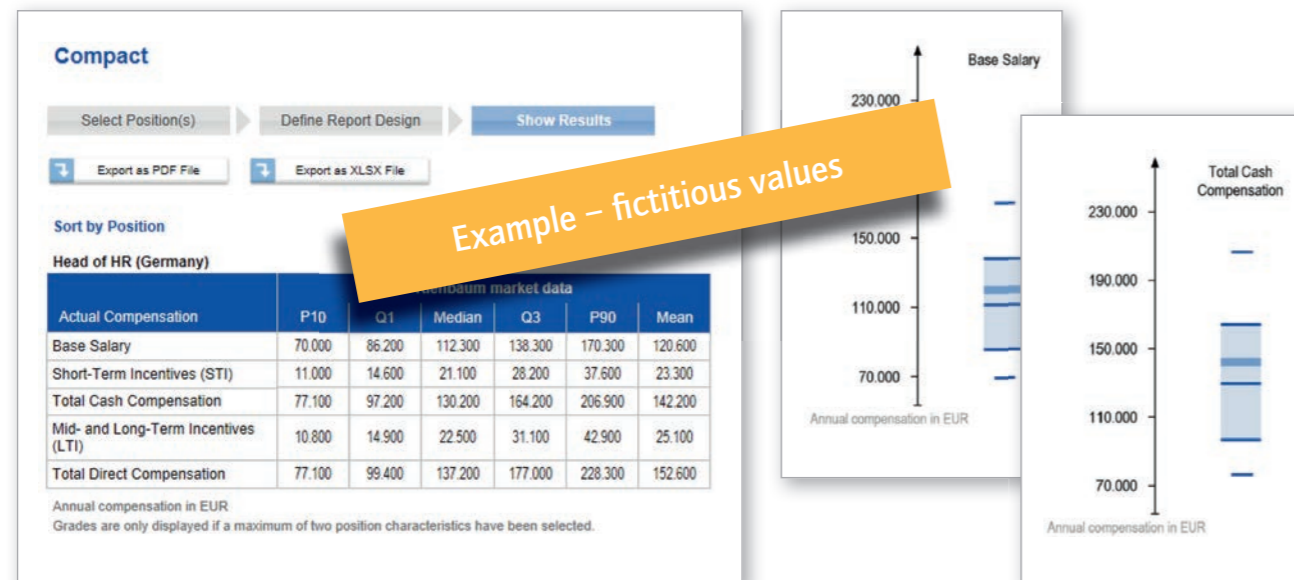
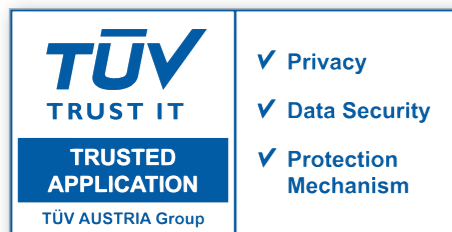
- » Upload of data with an user-friendly program interface
- » Highly customisable selection criteria
- » Generation of online reports and/or
- » PDF and Excel exports
- » Intuitive user interface

Data Security

- » Kienbaum guarantees highest standards of data security. The Compensation Portal is certified by an independent institution.

Kienbaum Quality

- » Verified Kienbaum data quality
- » Personal support by Kienbaum experts



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» Time Table 2015

1 Registration until:
July 31, 2015

2 Submission of compensation
data until: September 15, 2015

3 PDF report available from:
end of October, 2015

» Reports and Fees 2015

Special offer (due to survey launch):

- » Full PDF report for France (for survey participants only):
600 € (VAT excluded)
- » Access to online-tool (Compact France incl. PDF report):
1.950 € (VAT excluded)

For this first year, PDF report will be available by end of **October** and access to results through online-tool by latest **January 2016**.

Exclusively for Participants of the Kienbaum Survey France 2015:

- » Discount on access to and participation on our European compensation online database (Kienbaum Compensation Portal)
- » Available for Germany, Austria, Switzerland, Poland, Czech Republic, Slovakia, Hungary, Russian Federation, Romania, Turkey, Spain, (the Netherlands and Belgium coming soon).
- » If you are interested in having access/participation, please contact us for an estimate based on your specific needs (discounts will be applied).

» Contacts

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