

24th Annual Specialty Chemicals Industry Compensation Survey

Titles Surveyed for 2008 / Base and Total Compensation

Administrative & Financial

Chief Executive Officer
Chief Operating Officer
Top Strategic Business Unit Executive
Chief Financial Officer
General Counsel
Treasurer
Controller
Manager Accounting
Manager Planning & Financial Analysis
Budget Analyst (senior level)
Attorney
Accountant (senior/entry level)
Top Human Resources Job
Top Specialist in Comp and/or Benefits
Top Training & Development Job
Tax Manager
Patent Attorney
Human Resources Generalist

Information Systems

Top MIS Job
Systems Manager
Senior Systems Analyst
Systems Analyst
Programmer / Analyst
Programmer
Network Administrator

Manufacturing / Operations

Top Operations Job
Plant Manager
Production Manager / Superintendent
Production Supervisor
Engineering and Maintenance Manager
Technical Manager
Manager Quality Control
Plant Controller
Top Environmental Affairs & Safety Job
Site Environmental Affairs & Safety Job
Industrial Hygienist (degreed)
Top Purchasing Job
Top Materials Management Job
Manager TQM

Sales & Marketing

VP Sales and Marketing
VP Sales
VP Marketing
Marketing Director
National Sales Manager
Regional Sales Manager
Field (District) Manager
Senior Sales Representative
Sales Representative III, II, I
Group Product Manager
Product Manager
Assistant Product Manager
Senior Technical Service Representative
Technical Service Representative
Senior Customer Service Representative
Customer Service Representative

In this survey, base and total compensation data is analyzed and compared against an industry composite in an individualized report for your organization. An overview of salary administration practices is also presented.

*Option: You may elect to have an analysis of your salary practices through measured job size utilizing the **Equi-Comp® System of Job Evaluation**.*

Research & Product Development

VP Research & Development
Director of Research
Group Leader (Project Manager)
Sr. Research Scientist (Chemist V)
Research Scientist (Chemist IV)
Chemist III, II, I

Engineering

Director Engineering
Manager of Engineering
Project Engineer
Engineer V, IV, III, II, I

**FAX Page to:
610-783-6591**

Enroll by: October 2008

Name: _____
Title: _____
Company: _____
Address: _____

Phone: _____ Fax: _____
E-mail: _____

Conducted by:

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Basic Survey Fee: \$995 (market comparison)

Expanded Survey Fee: \$1,895 (includes analysis of internal equity and market comparisons based upon measured job size) We will contact you to schedule a visit to measure your jobs. Travel expenses will be invoiced back. As many companies as possible will be visited during a trip. In this manner, travel costs are kept to a minimum (expenses are averaged for all visited on any given trip).