

Ingenører Kina contra Danmark

DataPoint Report

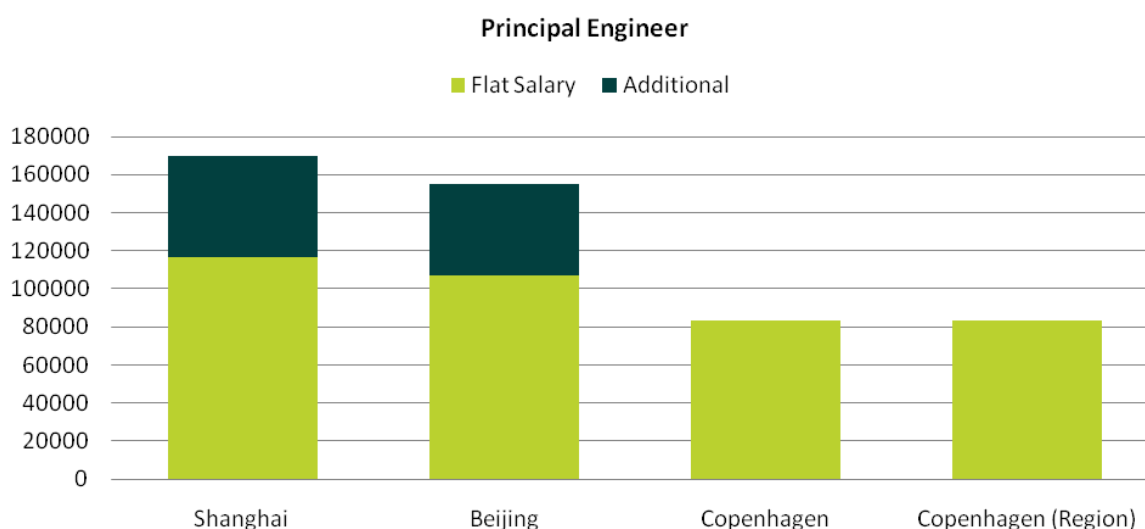
Report Overview

- Benchmark Locations: *Copenhagen, Beijing, Shanghai, Copenhagen (Region)*
- Currency: *Any cost factors or labour data included in this report are in EUR - Euro*

Datapoint Analysis

Principal Engineer

- Datapoint Description: As Principal Engineer/Section Manager, manages a single or multidisciplinary team of engineers and support staff in a single workplace or working on different assignments. Alternatively, a non-managerial technical specialist who advises on methods and technical approaches to projects.
- Unit Type: EUR - Euro



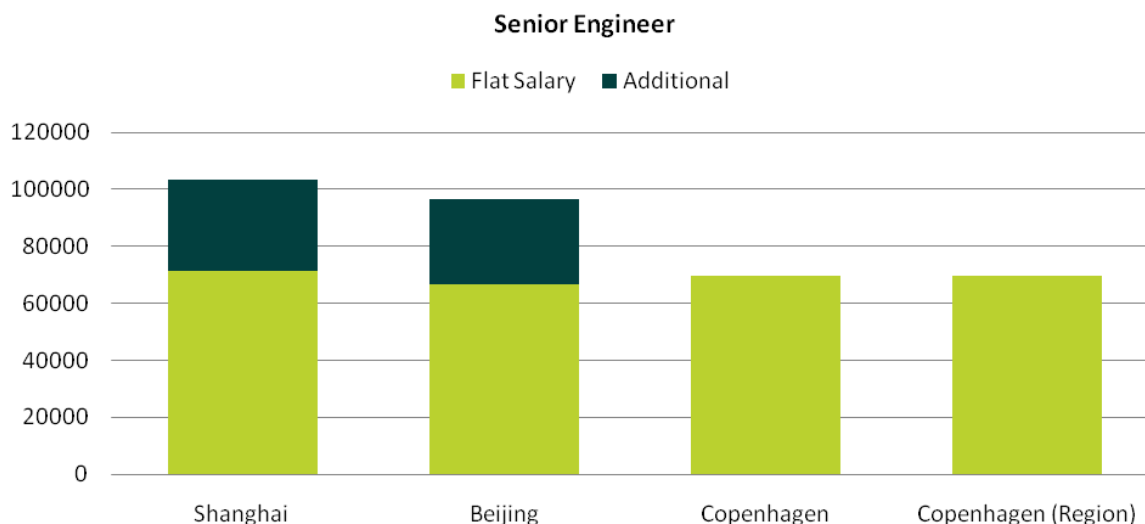
Benchmark Location	Flat Salary	Additional	Actual	Data Location	Year
Shanghai ¹	116,921.4	52,673.1	169,594.6	China	2011
Beijing ¹	106,843.5	48,133.0	154,976.5	China	2011
Copenhagen ¹	83,005.5	0.0	83,005.5	Denmark	2011
Copenhagen (Region) ¹	83,005.5	0.0	83,005.5	Denmark	2011

Sources:

¹ : Towers Watson Global 50 Remuneration Planning Report 2011/12

Senior Engineer

- Datapoint Description: As Senior Research Engineer works within broad guidelines. May supervise more junior staff. Will typically have 7 years of experience in the position.
- Unit Type: EUR - Euro



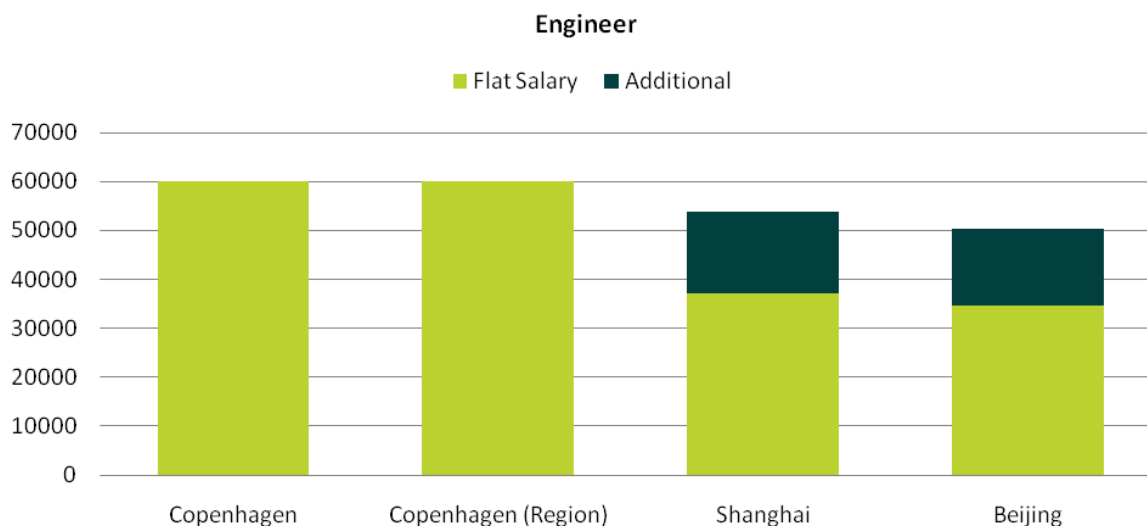
Benchmark Location	Flat Salary	Additional	Actual	Data Location	Year
Shanghai ¹	71,277.9	32,110.7	103,388.6	China	2011
Beijing ¹	66,476.2	29,947.5	96,423.7	China	2011
Copenhagen ¹	69,811.5	0.0	69,811.5	Denmark	2011
Copenhagen (Region) ¹	69,811.5	0.0	69,811.5	Denmark	2011

Sources:

¹ : Towers Watson Global 50 Remuneration Planning Report 2011/12

Engineer

- Datapoint Description: As Research Engineer works as team member on bigger research projects. Sound technical knowledge but works under fairly close supervision. Will typically have 3 years of experience in the position.
- Unit Type: EUR - Euro



Benchmark Location	Flat Salary	Additional	Actual	Data Location	Year
Copenhagen ¹	60,064.6	0.0	60,064.6	Denmark	2011
Copenhagen (Region) ¹	60,064.6	0.0	60,064.6	Denmark	2011
Shanghai ¹	37,132.1	16,728.0	53,860.1	China	2011
Beijing ¹	34,630.7	15,601.1	50,231.8	China	2011

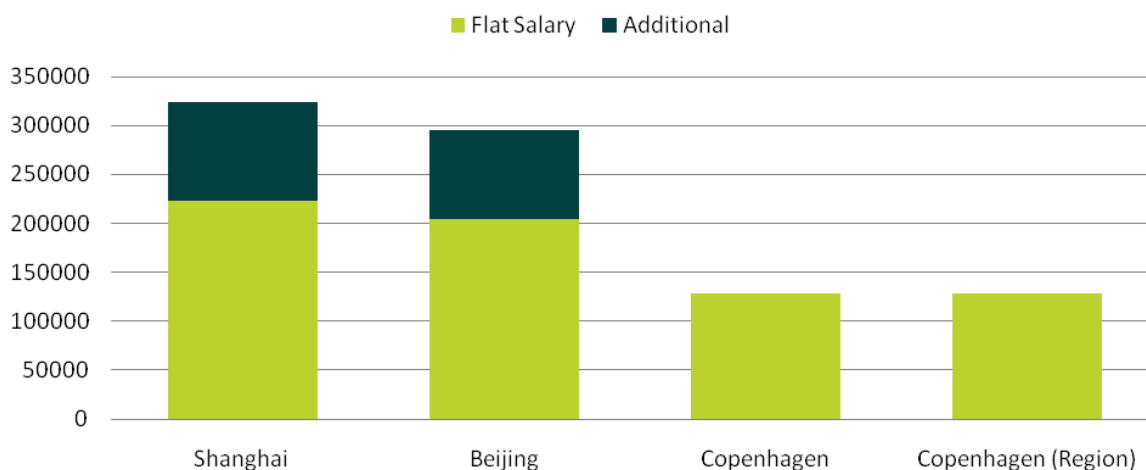
Sources:

¹ : Towers Watson Global 50 Remuneration Planning Report 2011/12

Chief Engineer/Technical Mgr

- Datapoint Description: Responsible for the management and development of the engineering team and the researching, developing, designing, manufacturing, and testing of products in support of the company's vision and department goals. Reports to the engineering/technical director. Requires 8 to 10 years experience following university education.
- Unit Type: EUR - Euro

Chief Engineer/Technical Mgr



Benchmark Location	Flat Salary	Additional	Actual	Data Location	Year
Shanghai ¹	223,068.2	100,492.2	323,560.4	China	2011
Beijing ¹	203,841.0	91,830.4	295,671.4	China	2011
Copenhagen ¹	128,715.5	0.0	128,715.5	Denmark	2011
Copenhagen (Region) ¹	128,715.5	0.0	128,715.5	Denmark	2011

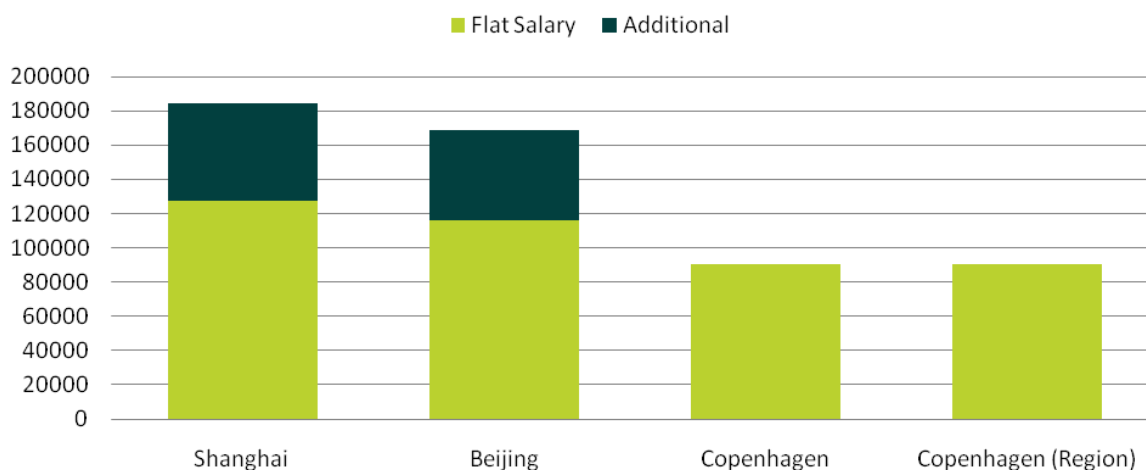
Sources:

¹ : Towers Watson Global 50 Remuneration Planning Report 2011/12

Chemical Engineer

- Datapoint Description: Design chemical plant equipment and devise processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering.
- Unit Type: EUR - Euro

Chemical Engineer



Benchmark Location	Flat Salary	Additional	Actual	Data Location	Year
Shanghai ¹	127,120.3	57,267.7	184,387.9	China	2011
Beijing ¹	116,163.2	52,331.5	168,494.8	China	2011
Copenhagen ¹	90,245.9	0.0	90,245.9	Denmark	2011
Copenhagen (Region) ¹	90,245.9	0.0	90,245.9	Denmark	2011

Sources:

¹ : Towers Watson Global 50 Remuneration Planning Report 2011/12