

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 3 – May 3, 2002**

	COMPANY - A	COMPANY - B	COMPANY - C	COMPANY - D
3. Do you place any controls on the ability of a Foreign Service Officer to earn a salary higher than the mid-point?	No, staff members may receive salaries up to the range maximum	No, staff may receive salary up to the range maximum	No, staff may receive salary up to the range maximum	No, staff may receive salary up to the range maximum
4. How do staff typically move through the salary range?	By individually determined increments based on performance	By individually determined increments based on performance	Other: Competitive position, competencies, Comparison to peers	By individually determined increments based on performance
5. On average, or by formula, how long would it typically take a staff member to move from minimum salary to the maximum or other control point?	Three to four years	Five years or more		
6. Please describe the total remuneration package provided to your staff members and estimate the cost or value of each element as a percentage of the position's salary range mid-point	Five years or more	Annual Bonus: 5% to 28% - Annual Incentive Plan - performance based Long-term Incentive Plan: 10% to 100% - Employee Stock Option Plan, Restricted Share Awards for Executives represent 20-37% of total compensation. Other awards specific to individual lines of businesses Employee Benefits: 25% - Regular employee benefits, e.g. Health, Dental, Life Insurance, and Social Security etc. Perquisites: 3% to 20% - Car, financial planning, club membership	Annual Bonus: 35% - Bonus based on Company and individual performance Perquisites: 7.5% - Financial planning, Automobile	
7. Where do salaries fall when compared to other professional groups in your civil service?	In the top 30%	N/A	N/A	N/A

Note – Some of the respondents are not included in the table – data are only included in aggregate report.