

SALARY AND FRINGE BENEFITS SURVEY 2012 EDITION

Groupement des Entreprises Multinationales

Global survey
decreasing the
number of
punctual surveys

100% Confidential
100% Anonymous

The GEM invites you to
participate in its 2012 edition of
the **Salary & Fringe
Benefit Survey**

High quality
questions validated by
a specialist

Practical questions
in a friendly and
safe platform

Do no longer wait and fill the
attached registration form
to enroll before June 15, 2012
and participate in this high
value survey until June 29,
2012 .
Reliable and confidential
results to be received in
September 2012.

Attractive
fees

Survey done
to share
experiences

Clear &
reliable
results

More information at:
- www.tymwork.com/GEM/2012.htm
- Secretariat of the GEM
(info@gemonline.ch; 022/715 32 99)

This year again the **GEM** is pleased to launch its reward survey. The aim of this questionnaire is to cover all major **compensation** and **benefits** aspects.

The survey will be **anonymous**. Therefore no raw data and no company codes will be disclosed. **Confidentiality** is a major aspect and participants will be asked **not to divulge any confidential information** related to the survey to non-authorized parties.

Enrolment to participate in this survey are to be sent to the Secretariat of the **GEM** in order to obtain the activation code. **A contribution of CHF 1'500** will be asked to each participant for this complete survey, but "the most participants, the less we pay" and we therefore **invite all companies to participate**.

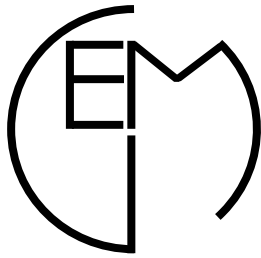
A database questionnaire, downloadable from a dedicated secured website with clear instructions, will be the tool used to collect the participants' data. We also took care of making possible the upload of excel data coming from your internal system. The survey is designed so that the output process is totally under the control of the participants (within confidentiality limits) representing an added value to the survey.

The final report will be available in various formats and in the course of September 2012.

Timing has been designed to motivate and meet the participants' expectations and agendas

- | |
|---|
| <p>Step 1: Registration before June 15, 2012 Step 2: Questionnaire downloadable online as of June 1, 2012 Step 3: Questionnaire to be completed until June 29, 2012 Step 4: Final results available in the course of September 2012</p> |
|---|

Overview and additional information of the 2012 survey are available on the following website:
<http://www.tymwork.com/GEM/2012.htm> and at the Secretariat of the GEM (info@gemonline.ch; 022 / 715.32.99)



Groupement des Entreprises Multinationales

REGISTRATION FORM

**GROUPEMENT DES ENTREPRIS
MULTINATIONALES (GEM)**

Rue de Saint- Jean, 98

CP 5278

1211 GENEVE 11

2012 SALARY AND FRINGE BENEFITS SURVEY

Our Company/Firm

will

- participate in the 2012 Salary and fringe benefits Survey conducted by the GEM
- not participate in the 2012 Salary and fringe benefits Survey

Date :

Signature :

Registration form to be sent to the GEM Secretariat
By Fax on 022/715.33.22 or by e-mail at info@gemonline.ch