

**Pasona N A, Inc. Annual Salary Survey of US Employees of  
Japanese Companies Doing Business in the United States  
Summary Report**

In November of 2005, Pasona N A, Inc. conducted a "Salary Survey of Locally Hired Employees of Japanese Companies Doing Business in the United States." This survey contains data collected in reference to salary increases, average salary by position and benefit trends. Below is the Summary of the Survey results.

**Survey Source**

Survey Target	Japanese Companies in the United States
Survey Method:	Online Survey
Survey Period:	November 1, 2005 to November 23, 2005
Number of Participants:	595 companies
Survey Conducted by:	Pasona N A, Inc.
Survey Cooperation by:	Pasona Global Inc.

**Average Percentage of Salary Increase for 2005 and 2006 (estimated)**

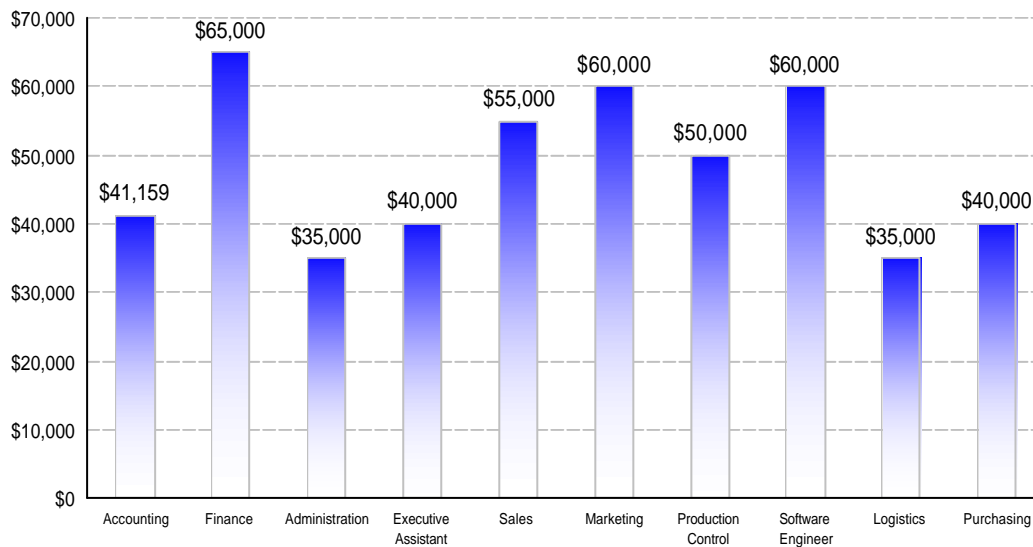
The average percentage of salary increase given in 2005 was **3.99%** and the expected average percentage salary increase for 2006 is **3.90%**.

**Bonus**

The average bonus rate in relation to the base salary was **13.49%** for Management and **8.55%** for Staff.

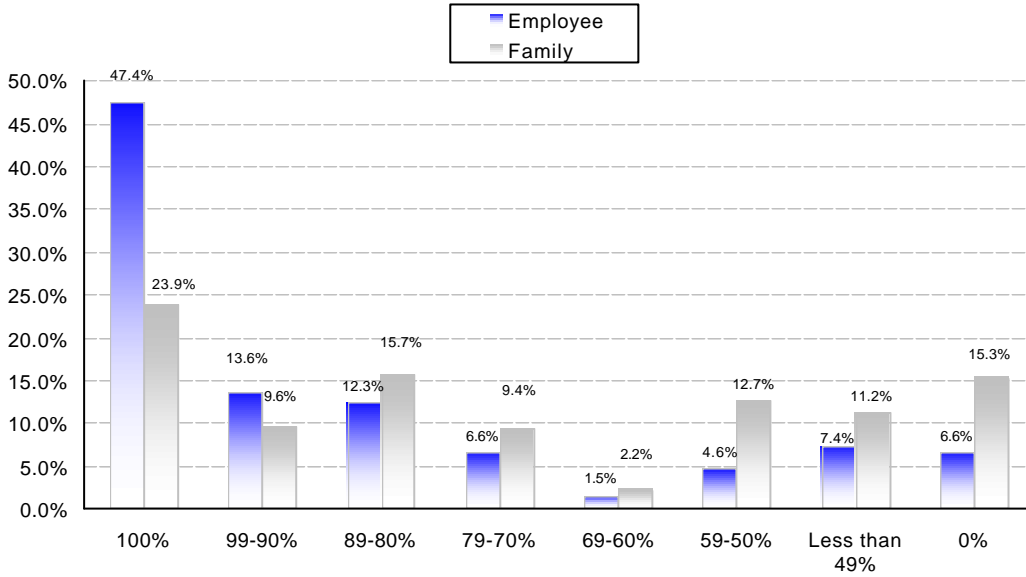
**Salary**

Median of annual salary. (Randomly selected from 18 positions)



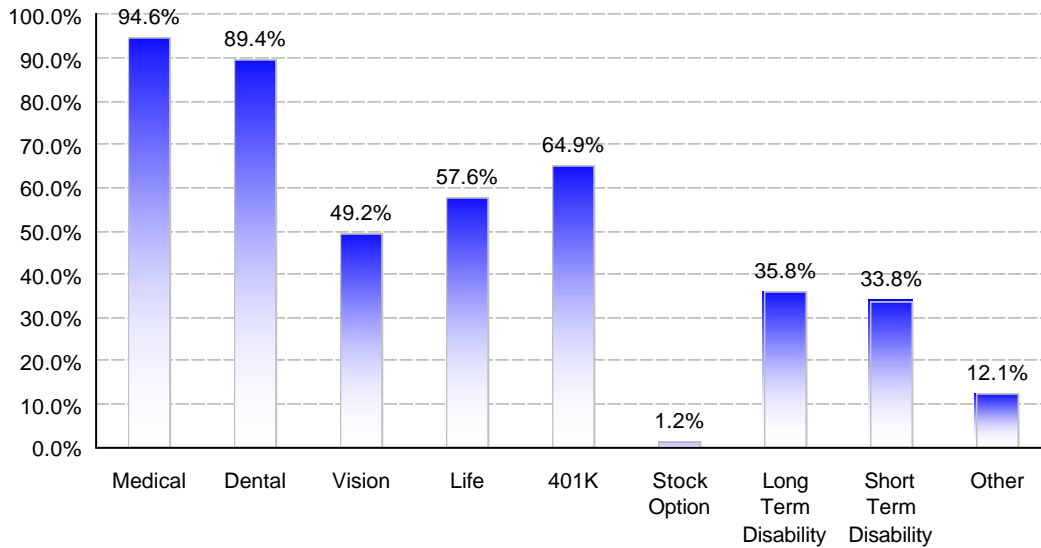
**Medical Insurance**

Percentage of insurance premium paid by the company.



**Benefits**

The percentage of companies that provide each benefit for locally hired employees.



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