

<b>Survey Name:</b>	XXXXXXX	<b>Refinement:</b>	XXXX
<b>Job Family:</b>	Communications & Corporate Affairs	<b>Scale:</b>	In Whole Numbers
<b>Job Sub-family:</b>	Corporate Affairs	<b>Currency:</b>	Australian Dollar
<b>Job Code:</b>	CCA.04.000.M50	<b>Number of Organizations:</b>	7
<b>Job Title:</b>	Corporate Affairs - Senior Manager II (M5)	<b>Number of Observations:</b>	25
<b>Job Type:</b>	Core Job	<b>Position Class:</b>	56 - 63

\* More than 35% of the rates within the sample are supplied by one organization

\*\* Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	*/ **	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile
<b>Base Salary</b>	6	9		194,616	245,190	246,264	294,653
Vacation/Leave Premium	0	0		--	--	--	--
Other Guaranteed Allowance	0	0		--	--	--	--
<b>Total Guaranteed Cash Comp</b>	6	9		194,616	245,190	246,264	294,653
STI Target	6	22	**	--	45,032	43,741	--
STI Target % of Base	5	7		2.0	19.9	25.0	30.0
Sales Incentive (Target)	0	0		--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--
Other STI Target	1	1	**	--	--	--	--
Other STI Target % Base	0	0		--	--	--	--
Total STI - Target	6	23	**	--	43,183	43,637	--
<b>Total Cash - Target</b>	5	7		198,557	278,088	286,650	336,250
STI Actual	4	7		--	55,019	59,275	--
STI Actual % Base	4	7		--	20.6	26.9	--
Sales Incentive Actual	0	0		--	--	--	--
Sales Incentive Actual % Base	0	0		--	--	--	--
Other STI Actual	0	0		--	--	--	--
Other STI Actual % Base	0	0		--	--	--	--
Total STI - Actual	4	7		--	55,019	59,275	--
<b>Total Cash - Actual</b>	6	9		197,166	287,983	279,775	365,532
Full-Value Plans	2	4	**	--	--	--	--
Appreciation Based Plans	0	0		--	--	--	--
LTI (B-S)	2	4	**	--	--	--	--
LTI % of Base (B-S)	2	4	**	--	--	--	--
<b>TDC Actual (B-S)</b>	3	5	*	--	431,222	--	--
Allowance in Lieu of Organization Car	0	0		--	--	--	--
Total Car Related Benefit	0	0		--	--	--	--
Total Fixed Superannuation	3	5	*	--	26,243	--	--
Other FBT Benefits	0	0		--	--	--	--
Value of FBT	0	0		--	--	--	--
Car Benefit Value	0	0		--	--	--	--
<b>Total Rem - Actual less LTI</b>	5	22	**	--	240,886	218,396	--
<b>Total Rem - Actual</b>	2	3	**	--	--	--	--
<b>Total Employment Cost</b>	7	25	**	--	234,947	219,219	--
Tenure - Organization	5	8		2	8	7	14
Position Class	7	25	**	--	59	59	--