

LANGUAGE SKILLS AN ADDED BONUS

Salary Guide 2012

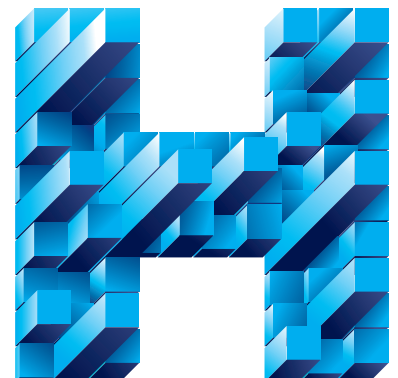
ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Audit Assistant (recent graduate)	250.000	300.000	275.000
Audit Senior 3+ PQE	500.000	650.000	550.000
Audit Manager 5+ PQE	650.000	900.000	800.000
Audit Partner 7+ PQE	1.000.000	1.700.000	1.500.000
Junior Controller (recent graduate)	250.000	350.000	300.000
Controller (1-3 years' experience)	350.000	500.000	450.000
Senior Controller 3+ PQE	500.000	650.000	550.000
Head of Controlling 5+ PQE	650.000	1.000.000	900.000
Accountant (recent graduate)	250.000	300.000	270.000
Accountant (1-3 years' experience)	350.000	450.000	400.000
Senior Accountant (3-5 years' experience)	550.000	750.000	600.000
Chief Accountant 5+ PQE	700.000	900.000	750.000
CFO 10+ PQE	1.000.000	1.500.000	1.200.000
Credit Collector (1-3 years' experience)	300.000	500.000	400.000
Senior Credit Collector 3+ PQE	500.000	750.000	600.000
Payroll Specialist (1-3 years' experience)	250.000	450.000	350.000
Payroll Team Leader 5+ PQE	650.000	800.000	700.000
Junior Analyst (recent graduate)	250.000	300.000	280.000
Analyst (1-3 years' experience)	300.000	450.000	400.000
Senior Analyst 3+ PQE	550.000	800.000	650.000
Cost Manager 5+ PQE	650.000	800.000	700.000
Tax Advisor (1-3 years' experience)	350.000	470.000	400.000
Tax Supervisor 3+ PQE	550.000	650.000	600.000
Tax Manager 5+ PQE	750.000	900.000	850.000
Regional Finance Director	1.200.000	1.800.000	1.500.000

Figures quoted are monthly gross salaries (HUF) for permanent positions.
Factors such as responsibilities, industry, region, relocation and benefits have been taken into account.

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ATTRACTIVE REWARDS FOR THE RIGHT INDIVIDUAL

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ROLE	SENIORITY/LEVEL				
	ASSISTANT (0-1YR)	SPECIALIST (1-3 YRS)	SENIOR (3-5 YRS)	TEAM LEAD	MANAGER
Collection Specialist	250-280.000	280-350.000	350-450.000	450-550.000	550-650.000
Cash Application Agent	270-300.000	300-350.000	350-410.000	410-500.000	500-600.000
Customer Service Agent	250-280.000	280-350.000	350-450.000	550-650.000	650-900.000
Accounts Payable Specialist	270-300.000	300-350.000	350-550.000	550-650.000	650-1.000.000
Accounts Receivable Specialist	270-300.000	300-350.000	350-550.000	550-650.000	650-1.000.000
General Ledger Expert	300-350.000	350-450.000	450-600.000	600-750.000	750-1.000.000
Credit Analyst	300-330.000	330-420.000	420-550.000	550-700.000	700-900.000
Purchasing Specialist	300-330.000	330-450.000	450-700.000	700-1.000.000	1.000-1.300.000
Master Data Expert	250-300.000	300-400.000	400-550.000	550-750.000	750-1.000.000
Market Research Ananyst	260-300.000	300-380.000	380-500.000	500-600.000	600-700.000
HR Associate / HR Support	250-280.000	280-380.000	380-550.000	550-650.000	650-750.000

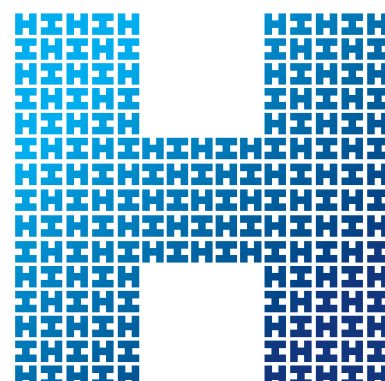
Figures quoted are monthly gross salaries (HUF) for permanent positions.

Salary levels are also influenced by language requirements. Each additional language increases salary by 20-30.000 HUF (gross).

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PROPERTY RETAINS VALUE IN CHALLENGING MARKET

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ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Site Manager (junior, senior, mid-level)	400.000	1.100.000	700.000
Development Manager	1.000.000	1.500.000	1.250.000
Junior Project Manager (Construction)	250.000	350.000	300.000
Project Manager / Senior Project Manager (Construction)	600.000	1.000.000	800.000
Construction Project Manager (Construction)	1.100.000	1.500.000	1.300.000
Junior Facility Manager	250.000	350.000	300.000
Facility Manager / Senior Facility Manager	500.000	900.000	700.000
Shopping Mall Manager	1.000.000	1.500.000	1.250.000
Junior Leasing Manager	250.000	400.000	325.000
Leasing Manager / Senior Leasing Manager	700.000	1.000.000	850.000
Junior Property Manager	250.000	350.000	300.000
Property Manager / Senior Property Manager	600.000	900.000	750.000

Figures quoted are monthly gross salaries (HUF) for permanent positions.
For junior roles, 1-3 years' experience is typically sought; 4-5 years for mid to senior level.

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AUTOMOTIVE INVESTMENT CREATES OPPORTUNITIES

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ROLE	JUNIOR ENGINEER MIN. 1 YEAR'S EXPERIENCE			SENIOR ENGINEER 3 YEARS'+ EXPERIENCE		
	MINIMUM	MAXIMUM	TYPICAL	MINIMUM	MAXIMUM	TYPICAL
Production	250.000	320.000	280.000	300.000	500.000	400.000
Quality	250.000	320.000	280.000	300.000	500.000	400.000
Maintenance	250.000	320.000	280.000	300.000	500.000	400.000
R&D	250.000	320.000	280.000	300.000	500.000	400.000
Project Engineering	250.000	320.000	280.000	300.000	500.000	400.000
Service Engineering	250.000	320.000	280.000	300.000	500.000	400.000
Expert in specific technology	300.000	350.000	320.000	350.000	550.000	500.000

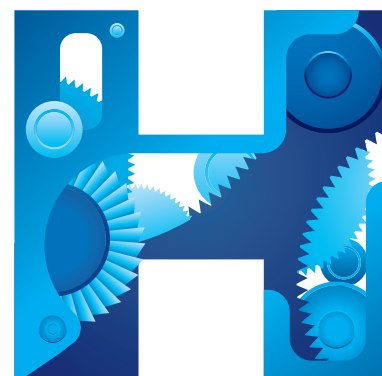
ROLE	TEAM LEADER/MIDDLE TECHNICAL MANAGEMENT: 5 YEARS'+ EXPERIENCE			TOP TECHNICAL MANAGEMENT 10 YEARS'+ EXPERIENCE		
	MINIMUM	MAXIMUM	TYPICAL	MINIMUM	MAXIMUM	TYPICAL
Production	500.000	800.000	650.000	700.000	1.500.000	1.100.000
Quality	500.000	800.000	650.000	700.000	1.500.000	1.100.000
Maintenance	500.000	800.000	650.000	700.000	1.500.000	1.100.000
R&D	500.000	800.000	700.000	700.000	1.500.000	1.100.000
Project Engineering	500.000	800.000	700.000	700.000	1.500.000	1.100.000
Service Engineering	500.000	800.000	700.000	700.000	1.500.000	1.100.000
Expert in specific technology	500.000	800.000	700.000	700.000	1.500.000	1.100.000

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STRONG DEMAND FOR TECHNICAL SKILLS

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Helpdesk

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
L1 (Outlook or other technical)	280.000	380.000	350.000
L2 (Outlook, Lotus)	350.000	450.000	420.000
Helpdesk Team Leader	450.000	550.000	500.000

Development

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Junior Software Developer	260.000	310.000	290.000
Software Developer	380.000	500.000	450.000
Software Tester (min. 1 year)	250.000	380.000	350.000
Senior software Developer (min. 3-4 years)	550.000	750.000	600.000
Development Lead	650.000	900.000	850.000

Infrastructure

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Network Engineer	550.000	700.000	600.000
System Engineer	500.000	700.000	600.000

Other

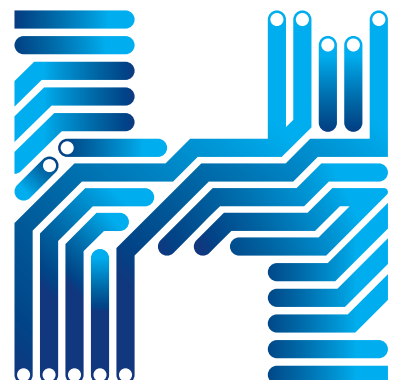
ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
System Administrator	300.000	450.000	400.000
Business Analyst	700.000	1.000.000	900.000
SAP Consultant	800.000	1.200.000	1.100.000
Project Manager	600.000	900.000	750.000
Technical Writer (min. 1 year)	280.000	350.000	320.000

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BROAD-BASED EXPERTISE HIGHLY SOUGHT AFTER

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International CRO - Hungary

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Clinical Research Associate I (min. 1 year's experience)	500.000	600.000	550.000
Clinical Research Associate II (2-3 years' experience)	600.000	800.000	700.000
Senior Clinical Research Associate (3 years'+ experience)	800.000	1.000.000	900.000
Clinical Team Leader	900.000	1.200.000	1.050.000
Clinical Research Manager	900.000	1.300.000	1.100.000
Clinical Project Manager	1.000.000	1.500.000	1.250.000
Clinical Operations Manager	1.000.000	1.500.000	1.250.000
Clinical Operations Director	1.500.000	2.000.000	1.750.000

Local CRO - Hungary

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Clinical Research Associate I (min. 1 year's experience)	450.000	550.000	500.000
Clinical Research Associate II (2-3 years' experience)	550.000	700.000	625.000
Senior Clinical Research Associate (3 years' + experience)	700.000	900.000	800.000
Clinical Team Leader	900.000	1.200.000	1.050.000
Clinical Research Manager	900.000	1.200.000	1.050.000
Clinical Project Manager	1.000.000	1.300.000	1.150.000

Medical device company

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Sales Representative	350.000	500.000	425.000
Medical Representative - high quality devices	600.000	1.000.000	800.000
Product Manager	650.000	1.000.000	825.000
Service Engineer	400.000	600.000	500.000
Application Specialist	350.000	550.000	450.000
Sales Manager	900.000	1.500.000	1.200.000
CRS	350.000	500.000	425.000



Pharma company - Hungary

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Clinical Research Associate (up to 3 years' experience)	550.000	700.000	625.000
Senior Clinical Research Associate (3 years'+ experience)	700.000	900.000	800.000
Clinical Team Leader	800.000	900.000	850.000
Clinical Research Manager	1.000.000	1.400.000	1.200.000
Clinical Project Manager	1.000.000	1.400.000	1.200.000
Sales Representative - Pharmacy	300.000	450.000	375.000
Medical Representative - GP line/Mixed	350.000	550.000	450.000
Medical Representative Specialist line	450.000	700.000	575.000
Key Account Manager	600.000	1.000.000	800.000
Product Manager	750.000	1.100.000	925.000
Business Unit Head	1.200.000	1.500.000	1.350.000
Marketing Manager	1.300.000	1.700.000	1.500.000
Area Sales Manager	700.000	1.000.000	850.000
Sales Manager	900.000	1.500.000	1.200.000
Medical Advisor	600.000	900.000	800.000
Senior Medical Advisor	900.000	1.300.000	1.000.000
Regulatory Affairs Specialist	450.000	700.000	600.000
Regulatory Affairs Manager	700.000	900.000	800.000
Qualified Person/QA Pharmacist	500.000	850.000	700.000

Pharmaceutical manufacturing

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Quality Assurance Engineer/GMP	400.000	600.000	500.000
Quality Manager	700.000	1.000.000	850.000
Quality Control Analyst	400.000	500.000	450.000
Quality Control Manager	700.000	900.000	800.000
Process Development Specialist	500.000	700.000	600.000
Validation Engineer	400.000	600.000	500.000
Pharmaceutical Technologist/Formulator	450.000	650.000	575.000

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MANAGEMENT FLAIR TRACK RECORD IN SALES

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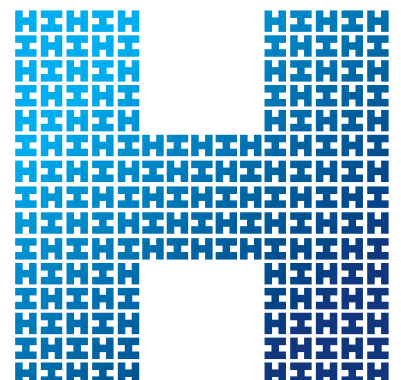
ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Retail Manager	300.000	750.000	450.000
Store Manager	250.000	650.000	350.000
Department Manager	200.000	450.000	250.000
Visual Merchandiser	220.000	480.000	280.000

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EXPERIENCED MANAGERS HIGHLY PRIZED ASSETS

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Marketing

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Marketing Assistant	240.000	280.000	250.000
Junior Brand Manager	280.000	400.000	350.000
Brand Manager	380.000	500.000	450.000
Senior Brand Manager	550.000	750.000	650.000
Marketing Manager	750.000	1.000.000	850.000
Trade Marketing Manager	450.000	650.000	500.000

Sales

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Sales Representative	240.000	350.000	300.000
Key Account Manager	450.000	600.000	550.000
Area Sales Manager	380.000	500.000	420.000
National Sales Manager	500.000	700.000	600.000
Sales Engineer	450.000	600.000	550.000

Purchasing

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Purchasing Manager	700.000	1.100.000	850.000
Purchaser/Buyer	400.000	700.000	500.000
Purchasing Assistant	250.000	300.000	270.000

Logistics

ROLE	MINIMUM SALARY	MAXIMUM SALARY	TYPICAL
Warehouse Manager	500.000	900.000	700.000
Logistics Specialist	300.000	500.000	400.000
Logistics Manager	600.000	1.000.000	800.000
Warehouse Shift Leader	200.000	400.000	300.000

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