

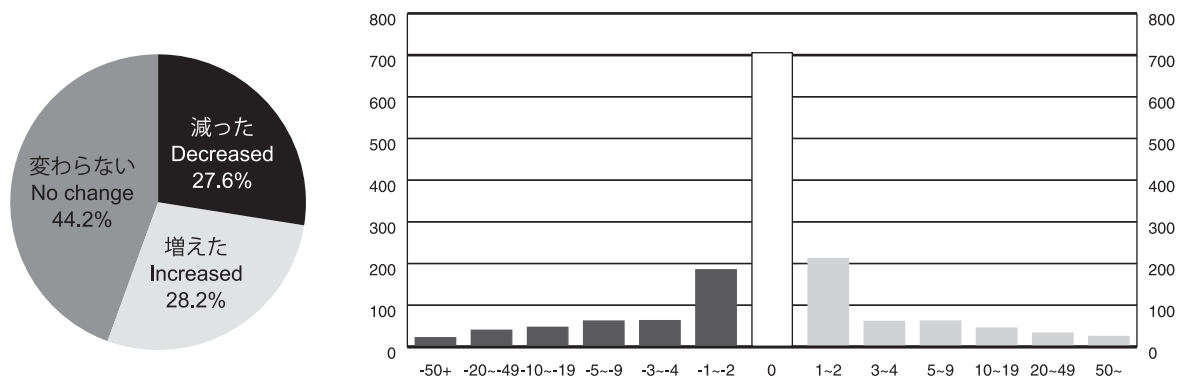
調査実施概要 SCOPE OF SURVEY

調査期間 Survey Period	2010年09月22日～10月15日 September 22nd ~ October 15th, 2010			
調査対象 Survey Target	在米日系企業(現地法人、駐在事務所、合併企業、支店) Japanese Companies in the U.S. (Subsidiary, Representative Office, Joint Corporation, Branch Office)			
調査方法 Survey Method	インターネット調査 Internet Survey			
有効回答数 Valid Sample	1604社 1604 companies			
有効回答ポジション数 Valid Position Sample	9843名分 9843 positions			
回答企業所在地と地域区分 Location of Respondents & Regional Classifications	I, Northeast (347) New York, New Jersey, Connecticut, Massachusetts, Pennsylvania II, Midwest (308) Illinois, Michigan, Ohio, Indiana, Wisconsin, Kansas, Nebraska III, South (208) Georgia, Kentucky, Tennessee, Texas, North Carolina, South Carolina, District of Columbia, Florida, Alabama, Maryland, Virginia, West Virginia IV, West (741) California, Arizona, Oregon, Hawaii, New Mexico, Nevada, Washington IV-i, Northern California (127) San Francisco, Santa Clara, San Mateo, Santa Cruz, Alameda, Sacramento, Monterey, Contra Costa, Marin, Sonoma IV-ii, Southern California (602) Los Angeles, Orange, Riverside, San Bernardino, San Diego, Imperial, Ventura, Santa Barbara, Kern, San Luis Obispo			
調査対象職種 Target Occupation (職種別サンプル数) (Sample Size by Occupation)	経理 Accounting	1563	マーケティング Marketing	415
	財務 Finance	247	電気・電子エンジニア Electrical/Electronics Engineer	353
	アカウント・オフィサー Finance Front Office/Account Officer	97	機械エンジニア Mechanical Engineer	500
	ファイナンシャル・アナリスト Finance Mid Office/Analyst	41	品質管理 QA/QC	362
	オペレーター Finance Back Office/Operator	57	生産管理 Production Control	293
	人事 Human Resources	617	ソフトウェアエンジニア Software Engineer	242
	総務 Administration/General Clerk	776	情報管理 / システムアドミニストレータ MIS/System Administrator	260
	カスタマーサービス Customer Service	795	ヘルプデスク / テクニカルサポート Help Desk/Technical Support	189
	秘書 Executive Assistant	194	倉庫 / 物流 Warehouse/Distribution/Logistics	641
	営業 Sales	1452	輸出入 Import and Export	340
			購買 Purchasing	409

従業員の増減 CHANGE IN NUMBER OF STAFF

1. 過去一年間の従業員数の増減 Change in number of staff compared to one year ago

(1) 従業員数の増減 Change in number of staff



今年度は「従業員数が減少した」と回答した企業が昨年より 13.6 ポイント減少し、逆に「従業員数が増えた」と回答した企業が昨年より 8.1 ポイント増加しました。これは若干ではありますが、不況から緩やかな回復に向かっている傾向がデータから伺えます。減少人数も昨年多かった「50人以上」と回答した企業数が少なくなっていました。世界同時不況の影響により多くの企業で人員削減が行われましたが、歯止めが掛かっている事が伺えます。一方、「従業員数が変わらない」と答えた企業は 44.2% で、従業員数に関しては現状維持が最も多い回答との結果となりました。

Compared to the previous year, companies that responded as having decreased the number of employees fell 13.6 points, and companies that responded as having increased the number of employees rose 8.1 points. From this somewhat positive data, it could be said that most companies are recovering from the recession. The worldwide recession forced many companies to reduce their workforce, but this does not seem to be the case any longer. 44.2% of companies responded as “no change”, which by the way, represented the majority of responses.

(2) エリア別従業員数の増減 Change in number of staff - by region

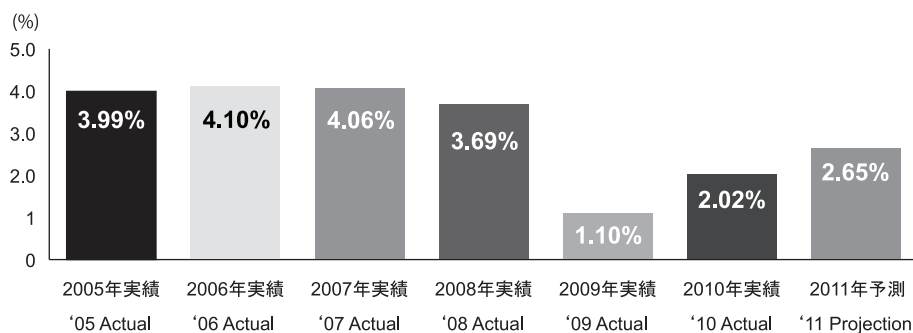
	Northeast	Midwest	South	West (Northern CA / Southern CA)
Decreased	35.60%	31.27%	25.00%	28.10% (31.75% / 27.89%)
No change	32.20%	29.64%	38.94%	27.29% (26.19% / 26.87%)
Increased	32.20%	39.09%	36.06%	44.61% (42.06% / 45.24%)

地域別で見ると中西部、南部、西部では減少の数が改善されています。自動車業界をはじめ製造業全般で需要が上がり、生産量が 2008 年のピーク時近くまで戻っていることが要因のようです。

Looking at changes by region, the Midwest, South, and West showed a decrease in layoffs. Sales demand in the manufacturing industry, including automotive, picked up and production volume rebounded almost to its 2008 level.

昇給率 PERCENTAGE OF SALARY RAISES GIVEN

1. 昇給率 Percentage of salary raises given



2010年度の昇給率は2.02%となり、2009年実績(1.1%)、2010年予測(1.82%)を共に上回る結果となりました。2005～2008年の昇給率に比べると低いものの、景気の回復がこの結果に表れているのではないのでしょうか。また、2011年度の昇給率の予測は2.65%と今年度の実績より高い予測値となっています。

The average salary increase in 2010 was 2.02%, higher than last year's percentage (1.1%) and higher than the projected percentage (1.82%). Although 2.02% is a lower number compared to the percentage from 2005 to 2008, the number does reflect the economic recovery. The projected salary raise in 2011 is 2.65%, which is higher than this year's actual rate.

職種別給与 ANNUAL BASE SALARY BY JOB POSITION

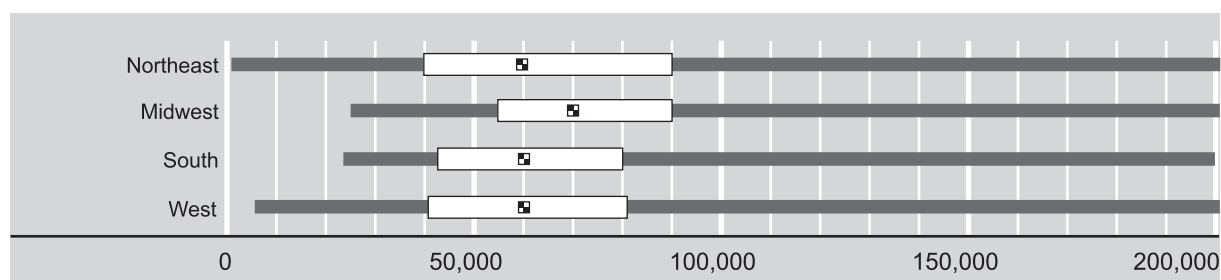
10 営業 Sales

Annual Salary (US\$)

	Minimum	25%	Median	75%	Maximum	Mean
Annual base salary	3,000	45,000	65,000	86,950	900,000	72,288
Bonus	200	1,500	4,500	10,000	450,000	10,651
Total cash compensation	7,500	50,000	67,600	93,000	904,000	78,323

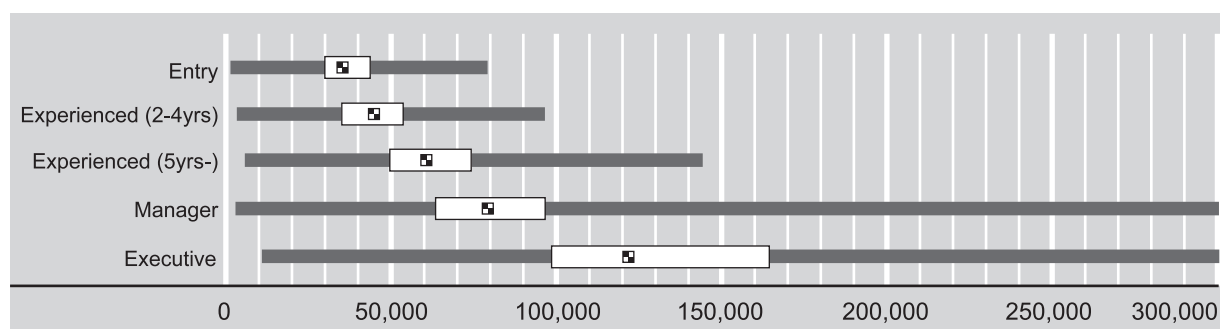
Area (US\$)

	Minimum	25%	Median	75%	Maximum	Mean
Northeast	3,000	40,000	60,000	88,410	290,000	69,679
Midwest	28,000	55,000	70,000	91,000	900,000	77,449
South	25,000	45,000	60,000	80,000	200,000	70,188
West	8,000	42,000	60,000	82,000	390,000	70,520



Career Level (US\$)

	Minimum	25%	Median	75%	Maximum	Mean
Entry (less than 2 years)	3,000	30,000	36,000	45,000	80,000	38,095
Experienced (2 to 4 years)	4,500	36,000	45,000	55,000	95,000	46,578
Experienced (more than 5 years)	8,000	50,000	61,350	75,000	145,000	63,529
Manager	7,500	65,000	80,000	98,000	900,000	84,316
Executive	11,000	100,000	122,700	161,500	390,000	135,455

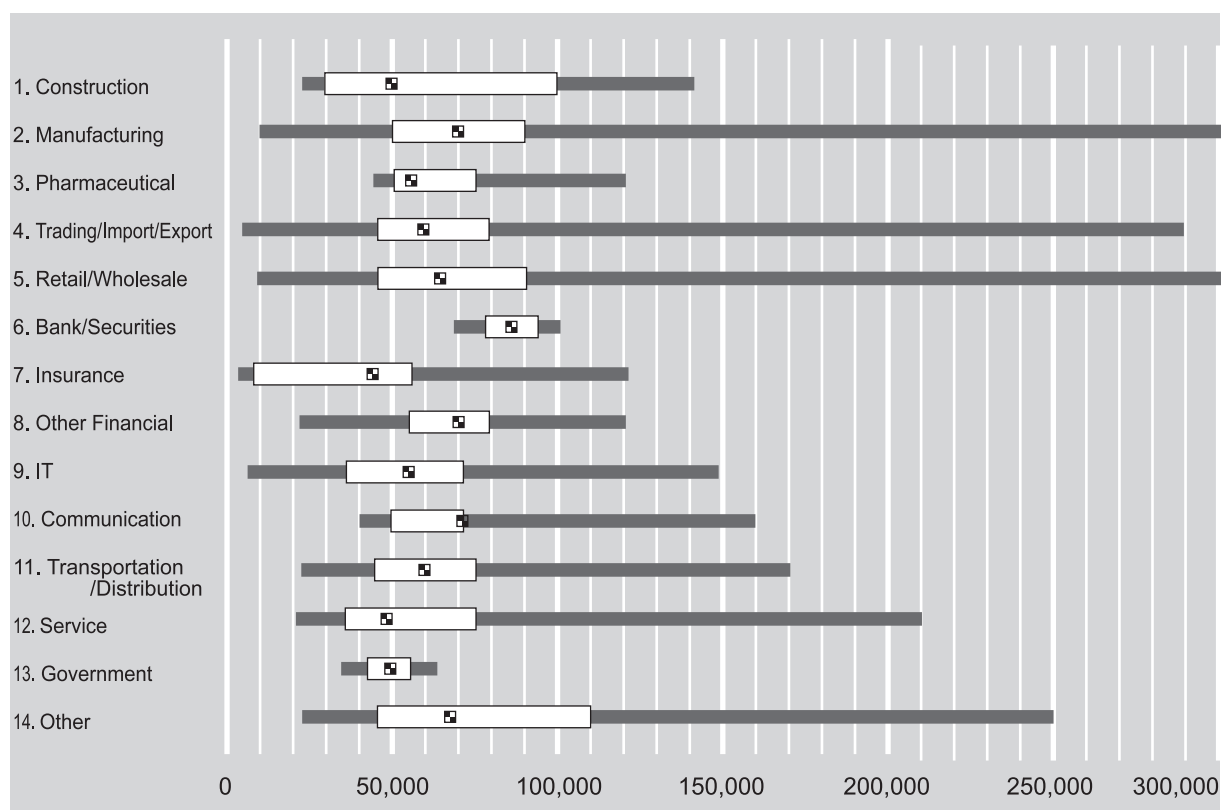


職種別給与 ANNUAL BASE SALARY BY JOB POSITION

営業 Sales

Industry (US\$)

	Minimum	25%	Median	75%	Maximum	Mean
Construction	25,000	30,000	50,000	100,000	140,000	69,000
Manufacturing	11,000	50,000	70,000	90,000	900,000	75,919
Pharmaceutical	45,000	50,000	55,000	76,250	120,000	67,200
Trading/Import/Export	7,500	45,150	60,000	80,000	290,000	70,106
Retail/Wholesale	10,400	45,000	64,000	90,000	390,000	73,999
Bank/Securities	70,000	77,500	85,000	92,500	100,000	85,000
Insurance	3,000	6,250	43,000	55,000	120,000	41,214
Other Financial	24,000	56,250	70,000	80,000	120,000	69,333
IT	8,000	36,000	55,000	71,000	148,000	59,313
Communication	40,000	50,000	70,000	70,000	160,000	72,778
Transportation/Distribution	24,000	45,000	60,000	75,918	169,000	64,271
Service	21,600	35,000	48,000	75,000	210,000	58,308
Government	36,480	43,110	49,740	56,370	63,000	49,740
Other	24,000	45,000	67,000	110,000	250,000	80,374

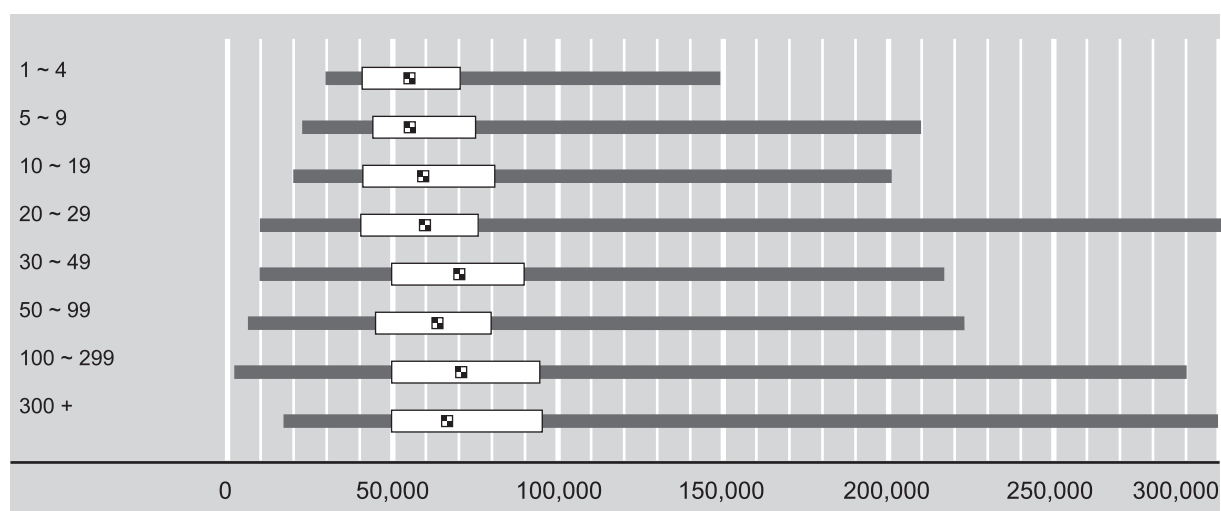


職種別給与 ANNUAL BASE SALARY BY JOB POSITION

営業 Sales

Employee Size (US\$)

	Minimum	25%	Median	75%	Maximum	Mean
1 ~ 4	30,000	40,000	54,000	70,000	148,000	60,362
5 ~ 9	24,000	44,000	55,250	73,800	208,000	62,351
10 ~ 19	20,000	41,790	58,500	80,000	200,000	63,654
20 ~ 29	10,400	40,000	60,000	76,596	900,000	69,832
30 ~ 49	11,000	50,000	70,000	90,000	215,000	75,662
50 ~ 99	7,500	45,000	62,590	80,000	222,000	68,523
100 ~ 299	3,000	50,925	70,018	95,000	290,000	78,816
300+	17,000	50,000	67,600	95,850	390,000	80,842



職務定義

既存の顧客、新規顧客への商品・サービスの提供と販売を行う。顧客のニーズと商品・サービスを関連させ、商品・サービスの販売促進を行う。

Job Description

Interacts with existing and potential customers to increase sales of organization's products and services. Promotes the company's products and services by highlighting features relevant to the customer's needs.

職種別給与 ANNUAL BASE SALARY BY JOB POSITION

営業 Sales

Analysis

全体の中央値は昨年より 4.8% 上昇していました。年間給与・ボーナス額ともに最小値と最大値の幅が非常に大きく、特徴として歩合制・コミッションを付与しているケースも多いのが営業職です。

An increase of 4.8% was seen in the median from last year. The spreads between the minimum and the maximum for both salary and bonuses are remarkably wide and many companies are offering additional incentives and commissions.

地域別分析 Analysis by Region:

昨年の中央値と対比すると、北東部 11.8% 減、南部 15.9% 減と 2 地域の数値減少が目立ちます。この 2 地域に関しては景気の緩やかな回復傾向で、新たにエントリーレベルの雇用に注力した事が考えられます。

Significant drops of 11.8% in the Northeast and 15.9% in the South were evident. Due to mild recovery from the recession, more companies in these areas are hiring junior level positions.

職位別分析 Analysis by Position:

各レベル共に昨年対比で中央値、平均値はあまり大きな変動はありませんでした。

No notable change was found in either the median or the mean, at all levels.

業種別分析 Analysis by Industry:

昨年度に比べて、中央値は銀行・証券 (Bank/Securities) で大きく上昇しました。その他の業種では大きな変化はありませんでしたが、75% タイル、最大値はほぼ全ての業界で軒並み上昇しており、成果をあげる営業に対する企業の投資が伺えます。

The median in the Bank/Securities industry dramatically rose. Other industries did not experience significant change. However, both the 75th percentile and the maximum value in all industries increased. It can be speculated that more companies are investing money into Sales positions, as these are the positions that relate more directly to the company's profit.

規模別分析 Analysis by Company Size:

中央値で見ると、企業規模による共通点は見当たりませんが、平均値は 1 ~ 49 名規模までで上昇が見られます。中小規模の企業がビジネス拡大のため、優秀な営業の採用を増やした結果と推測できます。

No common changes were seen in the median based on the size of companies. However, companies with 49 or less employees showed some increase in the mean. Small and medium sized companies are expanding their businesses and aggressively hiring quality sales professionals and this might have brought the means up.