

Sample

2010 IT Salary+Skills Pay Survey Report

SAP

2010 Quarterly Editions/Canada

**The compensation data in this report
is updated four times per year:**

January 10, 2010

April 10, 2010

July 10, 2010

October 10, 2010

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Methodology and Use of Foote Partners' 2010 IT Insider IT Professional Compensation Reports

How does Foote Partners collect IT compensation data?

Rapidly evolving information technology jobs are so unique in the universe of business employment that using passive surveying methods to obtain compensation benchmark data now yields extremely inaccurate results. Why? Because of the massive mismatch problem that now exists between IT job titles and what these professionals actually do on-the-job.

The “job title thing” is an epidemic widely acknowledged by HR compensation professionals and IT salary surveyors alike. It affects more than half of all employed IT workers by even the most conservative estimates. Making the situation worse is that compensation surveys from the largest HR consulting firms, including Towers Perrin, William M. Mercer, Watson Wyatt, Hewitt, and Aon/Radford among others, don’t offer a solution via their off-the-shelf products. Employers must contract with them for expensive custom survey consulting.

Our solution fifteen years ago was to create a new methodology---dubbed “IT Insider”---that produced the first salary surveys in North America to define and benchmark “new breed” IT positions and job families in Data Warehousing/Business Intelligence, Unix, NT, Web/I-net, e-Commerce, and Business Technology (1994 to 1995) and Information Security, SAP and other enterprise software applications (1997 to 1998).

The *IT Insider* method corrects for job title/job content mismatches by reclassifying surveyed participants according to what they do on-the-job and assigning to them the most accurate job title before their pay data is loaded into our survey data compilation engine. It is labor-intensive, expensive, and requires a deep grounding in technology and the nuances of IT professional employment.

In addition to that unique grounding, Foote Partners uses its unprecedented access to 93,000 IT workers at nearly 2,000 research partner employers to overcome the many obstacles to accurate tracking of IT compensation and workforce issues. Overall, our methodology produces better data screening and cleansing, superior statistical reliability and validity, and constantly refreshed and consistent ‘real world’ salary and tech skills pay data. ***No other IT compensation survey research firm today publishes off-the-shelf surveys that use these IT job title alignment methods.***

IT infrastructure positions originally formed the strong foundation for our research, however Foote Partners’ competitive distinction has long been its focus on critical new strategic and tactical positions often unreported (or under-reported) in other IT surveys. Findings are updated continuously and published every three months (but weekly to our retainer accounts), aided by our constant flow of confidential IT compensation data from North American public and private sector employer HR departments and IT, HR, and business executives research partners

Methodology and Use, cont.

Sample

Our relationships with our research partners have been forged over many years: developed from among the clients, colleagues, and associates of our senior research team of former McKinsey & Company, Towers Perrin, Gartner and META Group consultants and analysts. We have access not only to their IT compensation databases but to management and rank-and-file workers, which facilitates the matching of job content with comparable job titles that enables the extraordinary accuracy and reliability of our surveys.

We survey salaries and skills pay job-by-job, city-by-city: 130 positions, 82 cities in the United States and Canada. There are no geographic multipliers used in our research, no cost-of-living coefficients. Ours is constantly refreshed 'real world' salary and skills pay data.

Research participant metrics

IT compensation data for our latest 2010 research findings (collected through **January 1, 2010**) represents more than 40 private sector industries plus government and educational institutions surveyed every three months.

The size of the participating organizations, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets, are as follows

- 13% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 25% of participating organizations earn more than \$1 billion in annual revenues or more than \$3 billion in total assets
- 44% of participating organizations have \$500+ million in sales/\$1+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 56% of participating organizations fall in the SMB (small-to-medium sized business) segment, generally defined as organization under \$500 million in sales.
- [Public sector] 5% have operating budgets of \$500 million or more, [nonprofit/educational sectors] 4% with operating budgets \$100 million to less than \$500million

Methodology and Use, cont.

Sample

Industry Pay Differentials

In each target city or labor market, Footo Partners surveys those employers that have a significant influence on local employment. The most frequent industries surveyed appear in the table below.

Footo Partners standard salary survey reports include detailed long form job descriptions and salaries, by job title, for up to 82 cities or metro areas. Within job titles we do not report salaries by industry, but instead across all industries. Customers may make adjustments for specific industries by using our **industry multipliers**. We calculate industry multipliers for this purpose twice annually, by taking all survey salary data and computing relative values by industry (1.00 = average of all industries).

Compensation data in this report may be adjusted by applying the appropriate multipliers shown below, however be advised that individual jobs may not necessarily behave like other jobs within any given industry.

Industry Salary Adjustments for FP Base Salary Data – 2010

Factor	Industry	Factor	Industry
1.18	Government(Federal/Defense)	0.99	Household/Personal Products
1.17	Pharmaceuticals/Biotech	0.99	Media/Publishing
1.16	Diversified Systems Integrators/IT Services	0.98	Telecommunications/Carrier
1.15	Diversified Financial Services	0.97	Entertainment/Recreation/Amusement
1.14	Business Services/For Profit	0.96	Food/Beverage/Tobacco
1.13	Research and Development	0.96	Logistics/Transportation
1.12	ISP/ASP	0.96	Metals/Natural Resources
1.11	Software/Services	0.96	Healthcare Services/Medical Equip.
1.10	Electronics	0.93	Manufacturing/computer-related
1.09	Insurance	0.92	Advertising
1.09	Energy/Mining	0.91	Manufacturing/noncomputer-related
1.08	Petrochemicals	0.91	Motor Vehicles and Equipment
1.07	Consumer Durable Goods	0.87	Real Estate
1.06	Utilities	0.85	Construction
1.05	Telecommunications/Data Services	0.83	Government(Local)
1.03	Aerospace	0.83	Retail/Wholesale Distribution
1.03	Commercial Banking/Securities	0.81	Government(State)
1.02	Hospitality/Leisure	0.76	Not-for-profit
1.00	AVERAGE - ALL INDUSTRIES	0.72	Education

Methodology and Use, cont.

Sample

Presentation of Survey Data

Base salary and bonus

Note: Unless requested otherwise, 25th/Market Average/75th percentile data will be included for all jobs.

64 US cities, 18 Canadian cities surveyed for every IT position

25th and 75th percentile, average market

	25th	Average	75th
San Jose	\$95,045	\$109,527	\$124,820
San Francisco	\$92,961	\$107,125	\$122,084
New York City	\$92,498	\$106,592	\$121,476
....
Bonus Range: 8% - 18% of base			

Bonus range = % of base salary from 10th to 90th percentile

Sample

Cities and Metropolitan Areas Surveyed – 2010 Research

(This report is available with either [Canadian cities](#))

Canadian Cities

Calgary, ALTA	London, ONT	Quebec, QUE	Toronto, ONT
Edmonton, ALTA	Mississauga, ONT	Regina, SASK	Vancouver, BC
Halifax, NS	Montreal, QUE	Saskatoon, SASK	Windsor, ONT
Hamilton, ONT	Oshawa, ONT	St. Catherines, ONT	Winnipeg, MAN
Kitchner, ONT	Ottawa, ONT		

Tier 1 Cities(U.S.)

Atlanta, GA	Houston, TX	New York City, NY	San Jose, CA
Boston, MA	Los Angeles/Orange Cty,CA	Philadelphia/So. NJ	Seattle, WA
Chicago, IL	Miami, FL	Phoenix, AZ	St. Louis, MO
Dallas, TX	Minneapolis, MN	San Diego, CA	Washington, DC
Detroit, MI	New Jersey/Northern	San Francisco, CA	Westchester County, NY/ Lower Fairfield Cty, CT

Tier 2 Cities(U.S.)

Albuquerque/Santa Fe, NM	Greensboro/Winston-Salem,NC	Milwaukee, WI	Portland, OR
Austin, TX	Greenville/Spartanburg /Anderson, SC	Nashville, TN	Princeton/So. NJ Providence, RI
Baltimore, MD	Hartford, CT	New Orleans	Raleigh/Durham, NC
Birmingham, AL	Indianapolis/Ft Wayne	Norfolk/Virginia Beach/ Newport News, VA	Richmond, VA
Charlotte, NC	Kansas City, MO	Oakland/Walnut Creek/Concord CA	Sacramento, CA
Cincinnati, OH	Las Vegas, NV	Oklahoma City, OK	Salt Lake City, UT
Cleveland/Akron,OH	Long Island, NY	Omaha, NE	San Antonio, TX
Columbus, OH	Louisville, KY	Orlando, FL	San Diego, CA
Colorado Springs, CO	Madison, WI	Peoria, IL	Tampa, FL
Dayton, OH	Memphis, TN	Pittsburgh, PA	Tulsa
Denver, CO			Upper Fairfield County/ New Haven, CT
Des Moines, IA			
Grand Rapids, MI			

Sample

SAP Base Salaries and Bonus Ranges

- VP/Director, SAP Program Management
- SAP Project Manager
- SAP Master Data Manager
- SAP Business Analyst
 - Sr. SAP Business Analyst
 - SAP Business Analyst
- BASIS Administrator
 - Sr. BASIS Administrator
 - BASIS Administrator
 - Jr. BASIS Administrator
- ABAP Developer
 - Sr. ABAP Developer
 - ABAP Developer
 - Jr. ABAP Developer

Sample

(Pages 9-20 missing)

Sr. SAP Business Analyst

Sample

Responsible for formulating business process scope and objectives as they relate to SAP systems (R/3; 4.6/ECC 5.0/6.0; NetWeaver). Analyzes and evaluates existing and proposed systems and devises or modifies processes and procedures for solving business problems. Ensures integration of SAP systems with other technologies and systems. Responsible for working with ABAP programmers and various technology and business specialists to provide solutions which are consistent with the technology strategic direction and computing platform standards. Works closely on SAP specific projects and tasks, with key business and technical personnel, identifying and implementing automated or manual procedures or configuration changes.

Responsibilities

- Diagnose problems and develop and implement solutions in an SAP environment. Effectively understand relevant business processes so that they can be modeled in internal systems.
- Perform highly complex and demanding tasks dealing with the analysis, design, development and implementation of solutions serving business line and functional units.
- Provide necessary coordination, facilitating interactive analysis and design sessions with representatives of business line and functional units.
- Define scope and requirements of new developments to meet changing business requirements
- Develop and maintain scope and objectives for internal systems requirements as defined by the organization inclusive of mySAP R/3, 4.6, or ECC 5.0/6.0 modules and affected applications, to allow for programming business rules into said systems. May include the SAP NetWeaver platform functionality for integrating business processes across various systems, databases and sources.
- Comply with established level of service and support for internal systems to the line organization users.
- Provide direction and supervision to team members, as required during the development cycle of assigned projects.
- Establish and manage project plans.
- Assists SAP project manager in scheduling and budget tasks.
- Provide guidance to business and functional units in developing tests and training plans and materials.
- Carry out detailed system design and write specs for development. Capability to perform configuration changes and/or prepare design specifications for ABAP programs.
- Specify and apply testing and quality monitoring procedures.
- Help organize user training programs.
- Provide day-to-day user support, as well as drive improved user productivity through developing and implementing new business process and systems solutions.
- Proactively contribute to an overall IT strategy via direct experience in tactical projects and specific user requirements.
- Participate at the departmental level in line organization initiatives, tactics and strategies to act as a liaison from the line organizations to IT for continued development of the internal systems.

Skills and Knowledge

Sample

- Familiarity with mySAP and R/3, 4.6, or ECC 5.0/6.0 architecture and proven knowledge of ABAP/4, BASIS, database technologies, and advanced knowledge of office applications (e.g. Microsoft Office). Proven skills in enterprise systems development.
- Familiarity with the SAP NetWeaver platform functionality for integrating business processes across various systems, databases and sources.
- Detailed understanding of the SAP component area relevant to the job. For example, supply chain processes (e.g. purchasing, receiving, shipping and managing products and materials) combined with knowledge of SAP's Production Planning, Quality Management, Controlling, and Order Management modules, thorough understanding of Inventory Management of Materials Management components, plus an understanding of the products and logistics affecting decisions.
- Should have the ability to write complex ABAP/4 reports, debug SAP ABAP/4 code, create BDC programs to load or change data.
- Knowledge of systems and/or business analysis design concepts. Demonstrated proficiency in the applied use of systems and process analysis tools. Full system life cycle experience, including development lifecycle methodologies
- Ability to facilitate interactive design and functional specification sessions.
- Strong analytical problem-solving, and conceptual skills.
- Highly developed interpersonal, written and verbal skills with an ability to express complex technical concepts in business terms. Excellent technical writing and system documentation skills
- Must be a "team player" able to work with senior management in developing and implementing new processes and enabling systems. Able to work with end user groups to define application needs and identify feasible solutions.
- Demonstrated project management skills.
- Proactive, self-motivated with the ability to motivate others
- A customer-focused service attitude
- Good organizational skills, with the ability to meet objectives

Experience

- Bachelors Degree in Computer Science, Industrial Engineering, Business Administration or equivalent experience.
- General IT experience: 10 years IT experience, including several years of systems development experience in the design and development of department-wide or enterprise-wide applications.
- SAP experience: 5-6 years systems experience in the SAP modules appropriate for the job or other related functional area experience. Knowledge of SAP data dictionary and common SAP tables.

SAP experience, cont'd:

Modules and skills:

ALE (Application Link Enabling)	MI (Mobile Infrastructure)
AM Asset Management	MM (Materials Management)
APO Advanced Planner & Optimizer	MRO (Maintenance, Repair and Overhaul)
ASAP (Accelerated SAP)	NetWeaver Applications Server
SAP Basis Components	NetWeaver BI
BI Accelerator	NetWeaver PI (SAP XI)
BPC (Business Objects Planning and Consolidation)	NetWeaver Portals/SAP EP
BSP (Business Server Pages)	PLM (Product Lifecycle Management)
SAP BW (Business Warehouse)	PM (Plant Maintenance)
CA Cross Application	PP (Production Planning)
CFM (Corporate Finance Management)	PS (Project Systems)
CO (Controlling)	Public Sector Management
CRM (Customer Relationship Management)	PY (Payroll)
CS (Customer Service)	QM (Quality Management)
EBP (e-Procurement)	RF (Radio Frequency/Auto-ID)
EC (Enterprise Controlling)	SAM (Service and Asset Management)
EHS (Environmental Management)	SAP Application Server
EPM (Enterprise Performance Management)	SAP Business Workflow/Webflow
ERP (Enterprise Resource Planning)	SAP Oil & Gas
FI - FSCM (Financial Supply Chain Management)	SAP Retail
FI - Travel Management	SAP Security
FI (Financial Accounting)	SAP Smart Forms
GRC (Governance/Risk Mgmt/Compliance)	SAP Solution Manager
GTS (Global Trade Services)	SAP Web Application Server
HCM	SAP xMII
HCM ESS/MSS	SCM (Supply Chain Management)
IM (Investment Management)	SD - GTS (Global Trade Systems)
ITS (Internet Transaction Server)	SD (Sales and Distribution)
KW (Knowledge Warehouse)	SEM (Strategic Enterprise Management)
LES (Logistics Execution System)	SM (Service Management)
LO (Logistics General)	SRM (Supplier Relationship Management)
MDM (Master Data Management)	Web Dynpro
MDX (Multi-Dimensional Expression Language)	WM (Warehouse Management)
	WM - EWM (Extended Warehouse Management)

Sample

- Experience in information systems, operations, sales and distribution, architecture, configuration, or other area relevant to successful SAP implementation, working in systems analysis and support or equivalent role.
- An analytical approach to problem-solving, coupled with the ability to conceptualize systems
- Demonstrated knowledge and configuration experience in the relevant functional area Demonstrated: strong conceptual and analytical skills; success in working on high impact cross-functional teams; strong decision making and problem solving skills.
- Experience working with all levels of the organization, both technical and non-technical.

Working Relationships

Sample

Internal:

- Provide leadership and guidance to subordinates. Serve as a resource to ABAP programmers, developers, and BASIS Administrators in designing, configuring and implementing an SAP system which supports the company's business and operational needs.

Sample

Sr. SAP Business Analyst

Xrd Quarter - 2010 Base Salary and Bonus Range:

	25th	Average	75th
Vancouver, BC			
Oshawa, ONT			
Toronto, ONT			
Windsor, ONT			
Calgary, ALTA			
Hamilton, ONT			
Mississauga, ONT			
Kitchner, ONT		(Data	
London, ONT		removed for	
Ottawa, ONT		this sample)	
St. Catherine's, ONT			
Montreal, QUE			
Edmonton, ALTA			
Regina, SASK			
Saskatoon, SASK			
Quebec City, QUE			
Winnipeg, MB			
Halifax, NS			
(all salaries in Canadian dollars)			
Bonus Range:	of base		

Note: The data in this chart are not industry-specific, but rather span all industries surveyed in the geographical area. The salaries displayed above can be adjusted using the Industry multipliers on page 5, derived from industry segmentation analyses performed in this quarter encompassing all Footo Partners surveyed IT positions.

Sample

(Pages 22-44 missing)

Sample

Skills & Certifications Pay

Current Quarter 2010 Data

Using IT Skills Pay

Depending on corporate compensation policies, IT skills premiums are typically incorporated directly into base salary (often to differentiate pay for individuals of common job title but dissimilar skills and responsibilities) or paid out as a cash bonus.

Sample

Using Foote Partners Skills & Certifications Pay Survey Research

What is IT skills and certifications pay?

It is common practice today for employers to isolate, recognize and reward experience in a variety of IT skills. Pay for such skills, both certified and noncertified, is usually provided in the form of a premium employers are willing to pay workers who possess high-value technical skills used on the job (with or without certifications for those skills). This pay is may be applied in the form of a cash bonus or it may be embedded in base salary to adjust for the presence of a dominant vendor or technology; for example an Oracle Database Administrator, Linux Systems Administrator, Unix Programmer, or SAP Developer.

Incorporating skills premiums in base pay is the most popular option today. Why? Because it is an effective solution to the dreaded problem of job titles that don't match what people really do on-the-job. If you need to differentiate workers within a broad job category such as "programmer", "administrator", or "analyst" in order to match them to true market pay levels -- say you've got Linux, Unix, .Net, java, SAP, and Cobol specialists all with the same basic job title -- why not instead adjust their base pay for the presence of these various technical skills and benchmark their base pay to job titles they *should* have? It's a lot less difficult than going through a laborious job evaluation process and has become a common industry practice. This is where our *IT Skills and Certifications Pay IndexTM* comes in handy: it tells you exactly what the bonus or base pay adjustment should be for 424 certified and noncertified IT skills, based on current compensation practice at 1,980 employers.

Are there other uses for skills pay? Absolutely. Skills pay can be offered as an inducement in recruiting a prospective employee via internal transfer, or securing external candidates on the open market as a basis for a sign-on bonus. Skills pay can also used as a de facto retention bonus. This may be without regard to other variables such as low/no-cash incentives, merit and bonus pay not connected to specific skills (e.g. profit sharing), work/lifestyle benefits, and other important add-ons not tied specifically to cash compensation for individual performance.

Is a certain level of performance necessary to receive a skill or certification premium? Our research indicates that while some employers may attach a performance basis for skills payout, others do not. The trend is towards companies devising measurable performance hurdles whenever possible.

Using the ITSCPI, cont.

Sample

How does Foote Partners collect skills pay data?

Foote Partners' primary research report for skills and professional certifications pay is the **IT Skills and Certifications Pay Index™ (ITSCPI)**, which tracks premium pay for 424 IT certifications and noncertified skills and is continuously updated and published every three months. Updated data in this edition was collected **through January 1, 2010**, including 22,850 validated IT professionals receiving premium pay for their skills and/or certifications.

Employers have been paying for tech skills for some time but they are notoriously reluctant to create formal programs to do so. Why? Because they want to pay for skills selectively without feeling obligated to pay all holders of any one skill or certification equally, or even at all. This makes it much labor intensive and expensive for survey researchers to capture such data. Though many have tried to track skills pay, Foote Partners' ITSCPI---launched in 1999---is not only the oldest and (now) only survey of its kind still in existence, but also the industry's most comprehensive and most accurate.

Our unique data collection methodology lends itself very well to capturing both informal and formal pay practices, and to do it more economically. Our survey reveals that more than one half of the private and public sector IT workers in our North American survey receive some form of skills pay, and of that number we are able to both document and validate skills pay data for approximately 48 percent of them. From our HR department and non-HR research partner sources we receive all formal and informal IT compensation data in the form of electronic databases, spreadsheets, and hard copy.

With this critical data in hand, Foote Partners spends significant time on the delicate and critical task of validating the data including direct interviewing and aggressive interactive surveying. We do not collect skills pay data from workers themselves, but instead from their managers and HR/compensation staffs.

We collect and compile the data continuously and make those results available to our retainer and consulting customers only: everybody else may obtain more than 30 individual quarterly updated 'off-the-shelf' compensation surveys published and regularly updated by Foote Partners that contains excerpts from the ITSCPI report.

Using the ITSCPI, cont.

Sample

This ITSCPI reports pay in the following classifications, for full-time IT workers only (these premiums do not apply to contractors or consultants):

Skills:

- | | |
|--------------------------------------|--|
| Systems/Networking | SAP and Enterprise Business Applications |
| Operating Systems | Database |
| Web/e-Commerce Development | Project Experience |
| Messaging and Communications | Management, Process and Methodology |
| Apps Development Tools and Platforms | |

Certifications:

- | | |
|---|---|
| General/Beginner and Training | Networking and Communications |
| Application Development/Programming Languages | Systems Administration and Engineering/ Network |
| Database | Operating Systems |
| Web Development | IT Security |
| | Architecture/Project Management/Process |

How is the data presented?

10th, 50th and 90th percentile data

Noncertified or certified IT skills

Certifications - Database	% of Base Salary/4Q 2006		
	P10	Median	P90
Oracle DBA Administrator Certified Master (OCM)	10%	12%	15%
Teradata Certified Master	9%	12%	14%
IBM DB2 Universal Database Certified Solutions Expert (DB2)	8%	10%	12%
.....	8%	10%	12%

Values displayed are expressed as a percent of base pay. Could be applied as a base salary adjustment, bonus or other element of variable pay.

Using the ITSCPI, cont.

Sample

Research participant metrics

IT compensation data for our latest research findings (collected through **January 1, 2010**) represents 40 private sector industries plus government and educational institutions surveyed every three months.

The size of the participating organizations, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets, are as follows

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- 56% of participating organizations fall in the SMB (small-to-medium sized business) segment, generally defined as organization under \$500 million in sales.
- [Public sector] 5% have operating budgets of \$500 million or more, [nonprofit/educational sectors] 4% with operating budgets \$100 million to less than \$500million

Sample

Cities and Metropolitan Areas Surveyed

2010 IT Skills and Certifications Pay Index

Canada

Calgary, ALTA	London, ONT	Quebec, QUE	Toronto, ONT
Edmonton, ALTA	Mississauga, ONT	Regina, SASK	Vancouver, BC
Halifax, NS	Montreal, QUE	Saskatoon, SASK	Windsor, ONT
Hamilton, ONT	Oshawa, ONT	St. Catherines, ONT	Winnipeg, MAN
Kitchner, ONT	Ottawa, ONT		

United States

Atlanta, GA	Greenville/Spartanburg/ Anderson, SC	Norfolk/Virginia Beach/ Newport News, VA	Salt Lake City, UT
Albuquerque/Santa Fe, NM	Hartford, CT	Oakland/Walnut Creek/ Concord CA	San Antonio, TX
Austin, TX	Houston, TX	Oklahoma City, OK	San Francisco, CA
Baltimore, MD	Indianapolis/Ft Wayne	Omaha, NE	San Jose, CA
Birmingham, AL	Kansas City, MO	Orlando, FL	Seattle, WA
Boston, MA	Las Vegas, NV	Peoria, IL	St. Louis, MO
Charlotte, NC	Long Island, NY	Philadelphia/So. NJ	Tampa, FL
Chicago, IL	Los Angeles/Orange Cty,CA	Phoenix, AZ	Tulsa, OK
Cincinnati, OH	Louisville, KY	Pittsburgh, PA	Upper Fairfield County/ New Haven, CT
Cleveland/Akron,OH	Madison, WI	San Diego, CA	Washington, DC
Columbus, OH	Memphis, TN	Portland, OR	Westchester County, NY/ Lower Fairfield Cty, CT
Colorado Springs, CO	Miami, FL	Princeton/So. NJ	
Dallas, TX	Milwaukee, WI	Providence, RI	
Dayton, OH	Minneapolis, MN	Raleigh/Durham, NC	
Detroit, MI	Nashville, TN	Richmond, VA	
Denver, CO	New Jersey/Northern	Sacramento, CA	
Des Moines, IA	New Orleans		
Grand Rapids, MI	New York City, NY		
Greensboro/Winston- Salem, NC			

Skills & Certifications Pay – Permanent Employees

Sample

SAP Skills (non-certified)

(data collected through January 1, 2010, expressed as percent of base salary.)

New skills added in this edition appear in red.

SAP & Enterprise Business Applications Skills	% of Base Salary/4Q 2009		
	P10	Median	P90
SAP ERP (multi-skills)			
NetWeaver BI			
SAP Retail			
Oracle Enterprise Apps			
SAP HCM (SAP HR)			
SAP ITS (Internet Transaction Server)			
SAP Oil & Gas			
SAP Solution Manager			
SAP EC (Enterprise Controlling)			
NetWeaver PI (SAP XI)			
SAP BW			
SAP MM (Materials Management)			
SAP FI (Financial Accounting)			
SAP Netweaver Applications Server			
SAP PP (Production Planning)			
NetWeaver Portals (SAP EP)			
SAP ALE (Application Link Enabling)			
SAP BSP (Business Server Pages)			
SAP CO (Controlling)			
SAP CFM (Corporate Finance Management)			
SAP MDM (Master Data Management)			
SAP SEM (Strategic Enterprise Management)			
SAP IM (Investment Management)			
SAP Advanced Planner & Optimizer (APO)			
Accelerated SAP (ASAP)			
SAP BPC (BusinessObjects Planning and Consolidation)			
SAP Business Workflow/Webflow			
SAP EBP (e-Procurement)			
SAP EPM (Enterprise Performance Management)			
SAP LO (Logistics General)			
SAP SCM (Supply Chain Management)			
SAP SD (Sales & Distribution)			
SAP Security			
SAP SRM (Supplier Relationship Management)			
Web Dynpro			
SAP FI - FSCM (Financial Supply Chain Management)			

**Data has
been
shielded**

Skills & Certifications Pay – Permanent Employees

Sample

SAP Skills (non-certified) – cont’d.

(data collected through January 1, 2010, expressed as percent of base salary.)

SAP & Enterprise Business Applications Skills-cont.	% of Base Salary/4Q 2009		
	P10	Median	P90
SAP QM (Quality Management)			
SAP GRC (Governance, Risk, and Compliance)			
PeopleSoft			
SAP CA (Cross Application)			
SAP CRM (Customer Relationship Management)			
SAP FI - Travel Management			
SAP GTS (Global Trade Services)			
SAP PLM (Product Lifecycle Management)			
SAP PM (Plant Maintenance)			
SAP RF (Radio Frequency)/Auto-ID			
SAP SD - GTS (Global Trade Systems)			
SAP SM (Service Management)			
SAP HCM ESS/MSS			
SAP PS (Project Systems)			
SAP PY (Payroll)			
SAP WM (Warehouse Management)			
ABAP			
SAP CS (Customer Service)			
SAP MRO(Maintenance, Repair and Overhaul)			
SAP SAM (Service and Asset Management)			
SAP Smart Forms			
SAP KW (Knowledge Warehouse)			
SAP Web Application Server			
SAP WM - EWM (Extended Warehouse Management)			
SAP MDX (Multi-Dimensional Expression Language)			
SAP MI (Mobile Infrastructure)			
Baan			
SAP LES (Logistics Execution System)			
SAP xMII			
Lawson			
SAP Public Sector Management			
J.D. Edwards			
SAP EHS (Environmental Management)			
SAP Basis Components			
Siebel			

**Data has
been
shielded**

Sample

Skills & Certifications Pay – Permanent Employees

SAP Certifications

(No SAP certifications are included in this report.)