



# Business Continuity — Europe/UK

## 2006 COMPENSATION REPORT

~DATA COLLECTED IN JANUARY - FEBRUARY 2007~

BC Management, Inc. is pleased to release the second annual Business Continuity Compensation Report exclusively for Europe with an emphasis on the United Kingdom. Over 90 professionals throughout Europe completed the survey, which gathered data on 2005 and 2006 compensations. This report has a special focus on the United Kingdom due to the overwhelming response. The data throughout this report highlights full-time, permanent employees (FTE) in the United Kingdom as well as other locations throughout Europe (depending on the number of respondents). Please note, the compensations highlighted throughout this report are average total compensation, which includes base, bonuses and any commissions earned in 2005 and 2006. Other job related benefits, such as stock options and profit sharing are not included in this survey report.

To start off, Figure 1 details the average total compensation by region. Special focus was given to the United Kingdom as a result of the high number of respondents. We were pleased to receive responses from 15 European countries; however, only those countries with 3+ responses were included in this table.

Average Total Compensation by Region - FTE		
Region	Avg Comp 2005	Avg Comp 2006
<b>United Kingdom</b>	<b>£56,658</b>	<b>£57,344</b>
<b>England</b>	<b>£59,949</b>	<b>£59,067</b>
<i>London</i>	£81,444	£77,637
<i>North West</i>	£46,900	£48,200
<i>South East</i>	£47,778	£49,570
<i>South West</i>	£45,300	£46,833
<b>Scotland</b>	<b>£46,720</b>	<b>£54,301</b>
<i>Edinburgh</i>	£48,439	£58,136
<i>Glasgow</i>	£45,890	£50,400
<b>Belgium</b>	<b>97,250 €</b>	<b>109,250 €</b>
<b>Ireland</b>	<b>66,417 €</b>	<b>71,767 €</b>
<b>Spain</b>	<b>59,700 €</b>	<b>64,367 €</b>

Figure 1

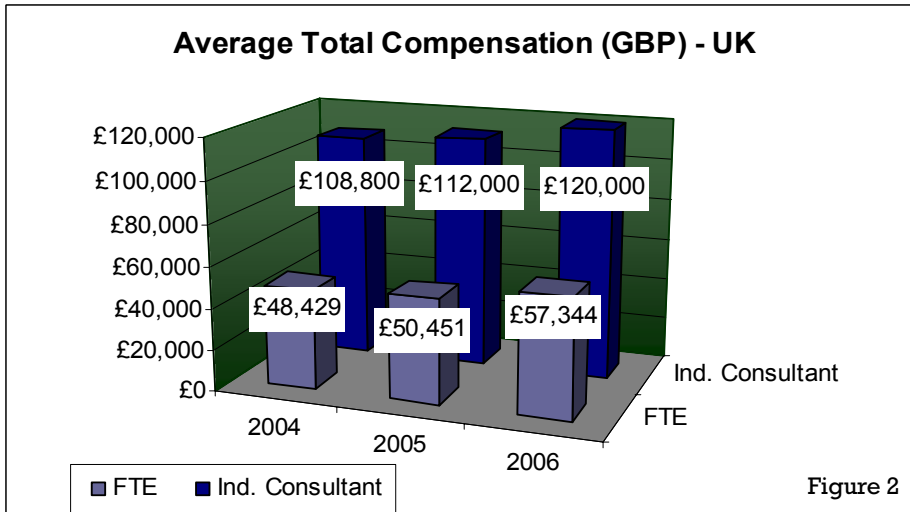
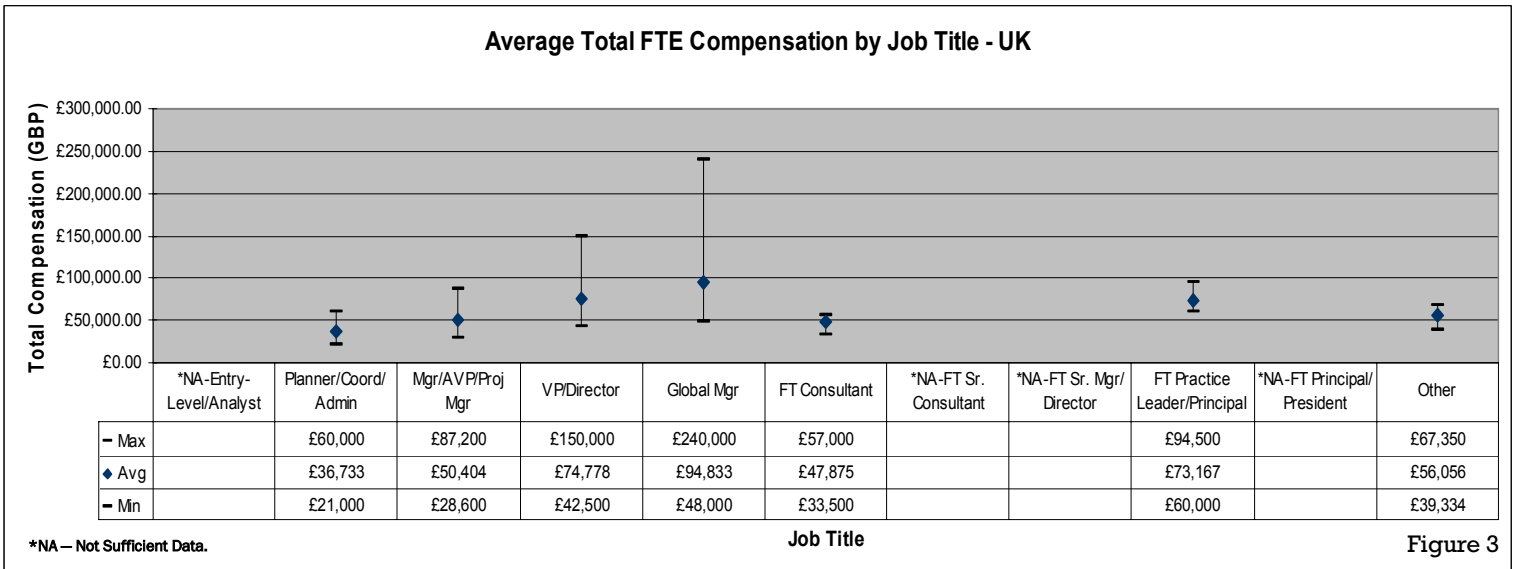


Figure 2

Figure 2 highlights the increase in compensation for both FTE's and independent consultants. The survey results indicate a 13.7% increase in compensation for FTE's, while independent consultants saw a 7.1% increase. Hourly rates for independent contractors varied with an average low hourly rate of £124 and an average high hourly rate of £181. Although average total compensation did increase for independent contractors it should be noted that the average low and high hourly rates fell short from the figures detailed in 2005, which were £159 and £232 respectively. The low and high hourly rates for independent consultants were £45 and £600 respectively.

The average total compensation in Figure 3 shows a steady climb upwards by job title. It should be noted that only those job titles with an appropriate response were included in this figure. The FT Consultant and FT Practice Leader/ Principal refer to those respondents who are full-time, permanent employees with a consulting services organization.



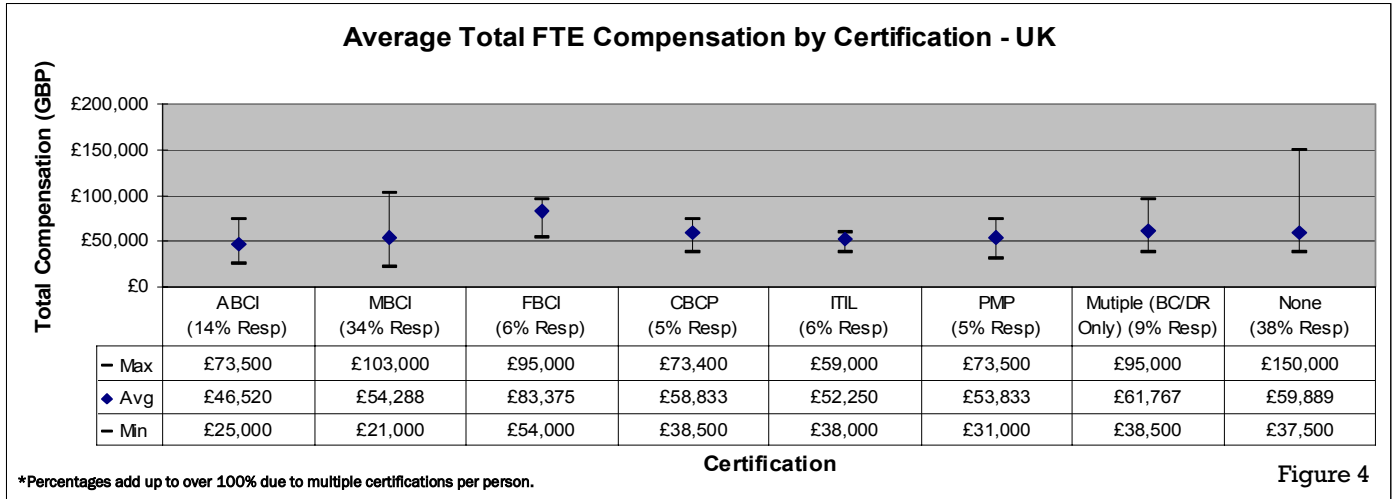
\*NA — Not Sufficient Data.

Job Title

Figure 3

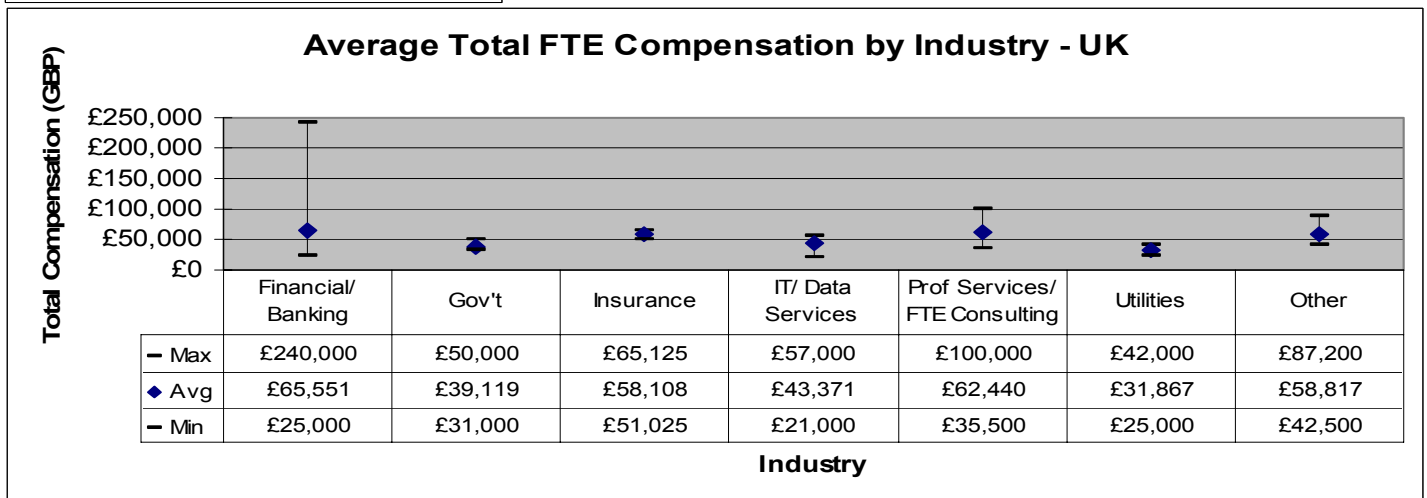
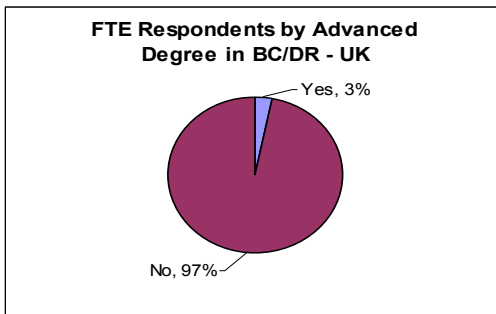
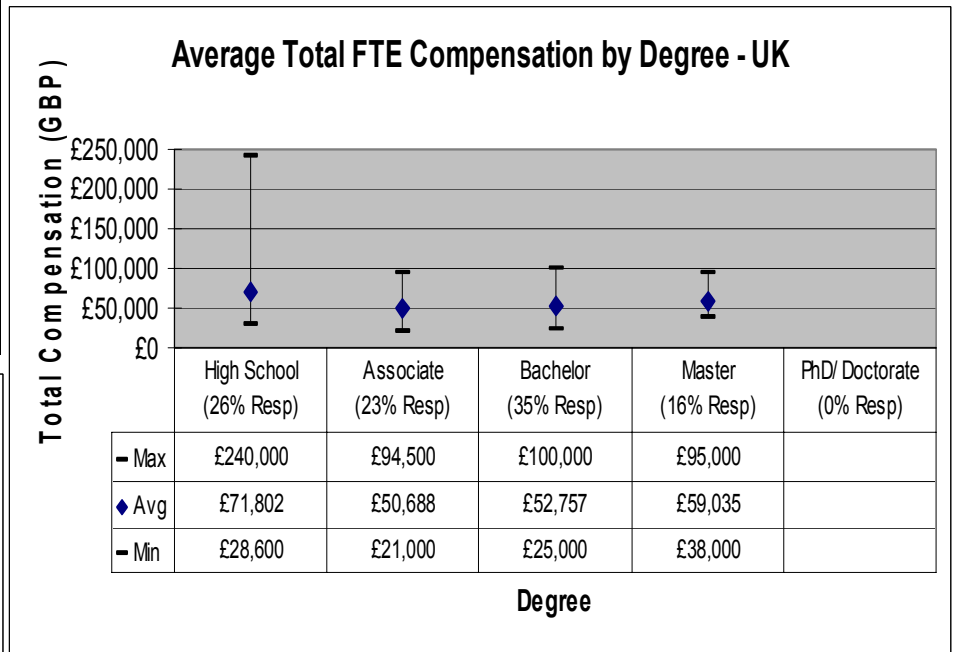
## Certifications and Compensation

Surprisingly our survey results in Figure 4 reported that on average only the FBCI certified and those professionals with multiple certifications earned more than their non-certified counterparts. In previous survey analysis this has not been the case. Non-certified professionals had the greatest variation in average total compensations. This was attributed to the wide range of both field and work experience. The percentage of respondents by certification in Figure 4 add up to over 100% due to the respondents obtaining multiple certifications. It is important to note that only those certifications with an appropriate response are noted. According to our survey 7.5% attributed an increase in their compensation to earning a certification. The average increase in compensation attributed to becoming certified was £9,000. This is up from £3,925 in 2005.



### Average Total Compensation by # of Certifications - UK

Number of Certifications	Average Total Compensation
Not Certified - 38%	£59,889
Certified (1) - 34%	£54,674
Certifications (2) - 15%	£60,218
Certifications (3) - 5%	£48,333
Certifications (4+) - 8%	£67,500



## Bonus Review

The survey results indicate that 65% of respondents received a bonus in 2006, compared to 68% in 2005. On average bonus payouts increased in 2006 to \$10,005 compared to the average bonus payout of \$9,295 in 2005.

The largest bonus paid in 2006 was \$90,000; the minimum was \$1,500, compared to \$85,000 and \$1,500 respectively in 2005. Overall the largest bonus paid as a percent of base salary was 60%; the smallest was 2.7%. Figure 5 highlights the bonus received for each job title as a percentage of the base salary. The Global Manager and Other respondents noted the highest bonus as a percentage of base salary. The data noted in Figure 5 only focused on those respondents who received bonuses. Percentages highlighted below do not add up to 100% due to these percentages comparing the amount of bonus received in relation to base salary for each individual job title.

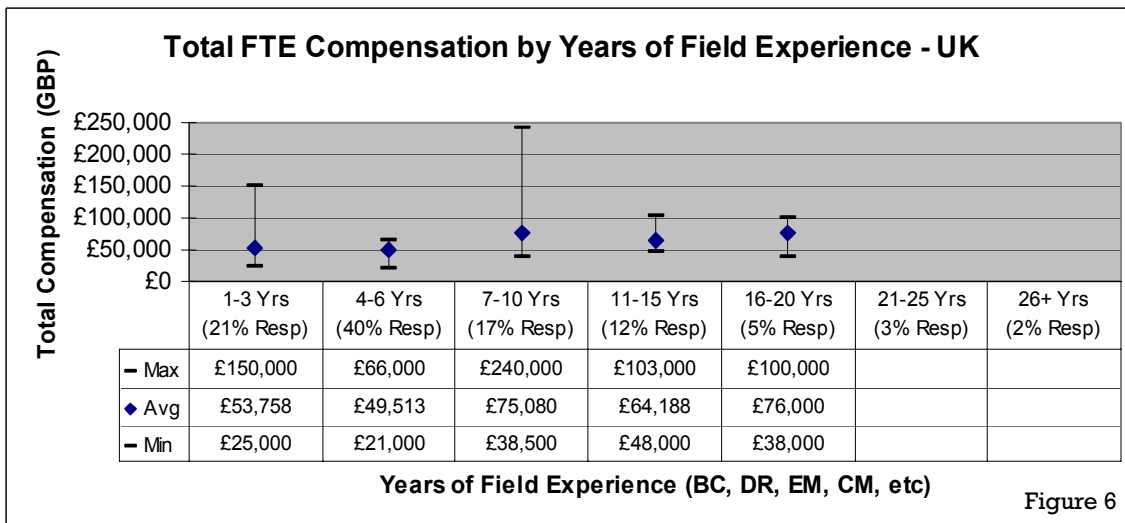
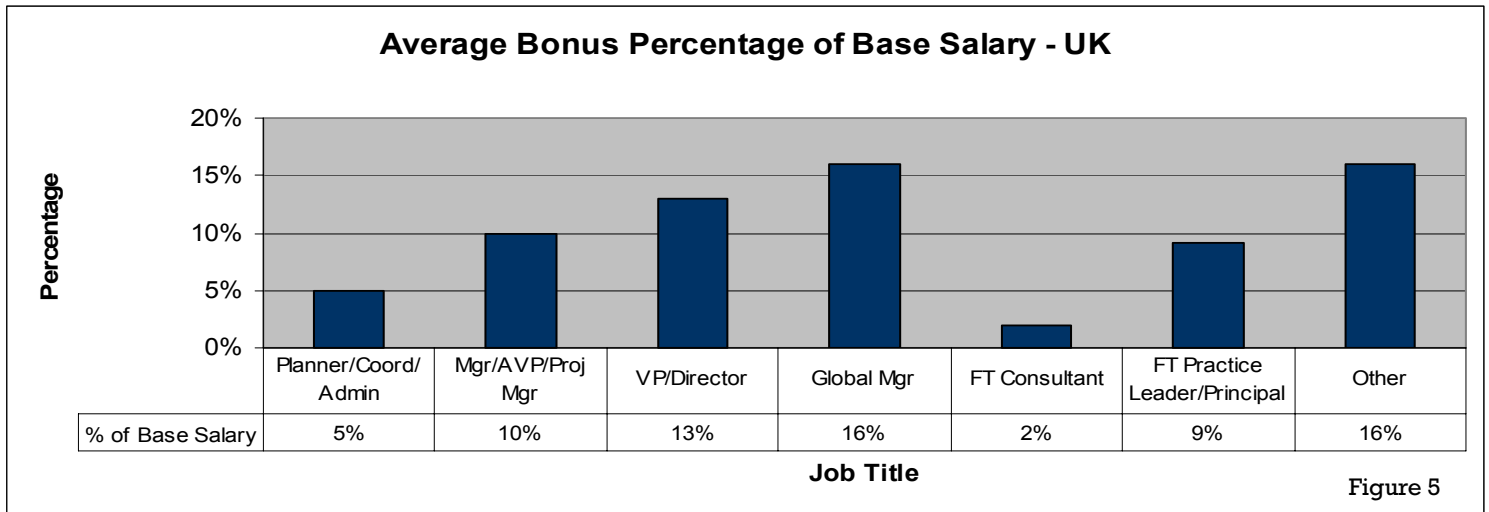
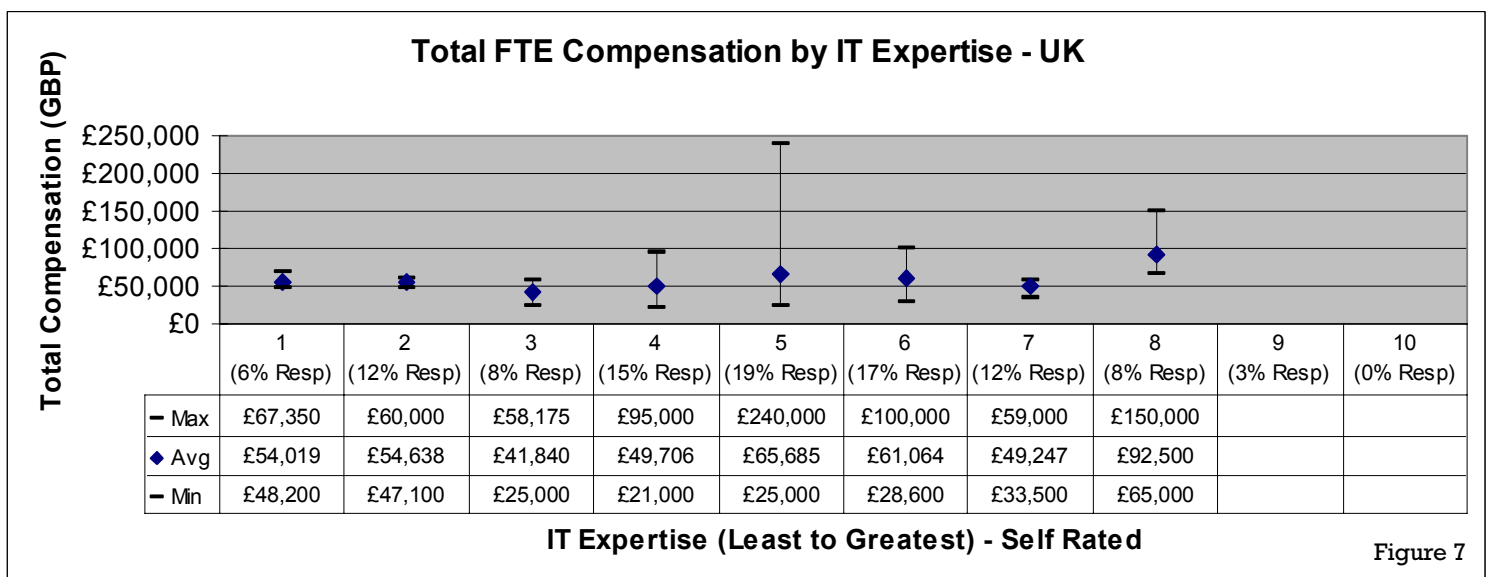


Figure 6 highlights the average total compensation based on years of experience in the Business Continuity, Disaster Recovery or Emergency Management related fields. The survey results indicate an increase for all professionals with the exception of a slight decrease for professionals with 4-6 years and 11-15 years of experience. Only those categories with a sufficient response are included.

The data in Figure 7 is based on self-evaluation of Information Technology expertise. This figure does not show a steady climb upwards, which is a trend in previous salary assessments. Only those categories with a sufficient response are included.



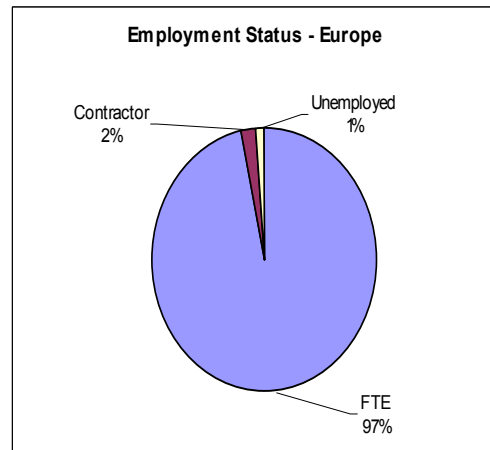
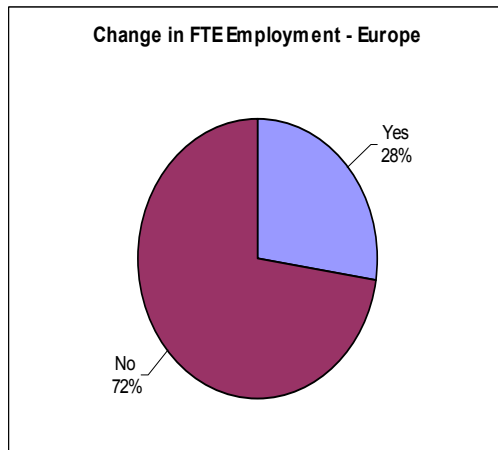
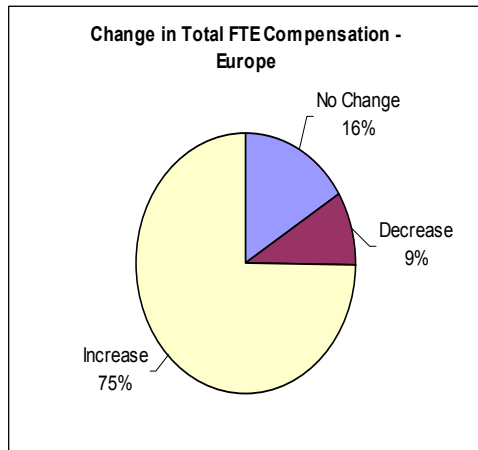
## Study Methodology & Statistics

BC Management is pleased to announce that internationally 1,456 individuals took part in this year's survey. After careful review, those responses were trimmed to 1,430 valuable data points. Duplicate responses, missing salary data and unintelligible data were eliminated.

This report concentrates on the European countries with a special focus on the United Kingdom. There was a total of 91 respondents from the European geography. A majority of these respondents came from the United Kingdom, which totaled 69. Of those, 63 were full-time employees (FTE) and 6 were independent consultants. The information presented throughout this report represents FTE respondents from the United Kingdom, unless otherwise noted.

The data used in these results was collected between Jan. 5, 2007 and Feb. 17, 2007 via an on-line survey by Pulse Research, an independent company. The survey was dispersed internationally among multiple associations and organizations involved in the business continuity community. Respondents were given the option of keeping their identity confidential. This survey accounts for 2005 and 2006 compensation, which includes base and bonus only. Other benefits and incentives were not included.

### Respondent Characteristics



Distribution of Respondents by Field - Europe	
Field	Percentage
Audit	2.2%
Business Continuity (Business Focus)	58.1%
Change Management	1.3%
Compliance	1.7%
Crisis Management	7.0%
Disaster Recovery (IT Focus)	8.1%
Emergency Management	3.0%
Facilities Management	0.4%
Health/Safety	1.2%
High Availability	0.3%
Information Security	2.7%
Information Technology	0.9%
Physical Security	1.3%
Project Management	3.8%
Records Management	0.5%
Risk Management	6.6%
Other	0.9%

Distribution of Respondents by Job Title - Europe	
Job Title	Percentage
Entry-Level/ Analyst	3.1%
Planner/ Coord/ Admin	15.4%
Mgr/ AVP/ Proj Mgr	30.8%
VP/ Director	13.8%
Global Mgr	9.3%
FTE Consultant	6.2%
FTE Sr. Consultant	1.5%
FTE Mging Consultant	0.0%
FTE Sr. Mgr/ Director	1.5%
FTE Practice Leader/ Principal	4.6%
FTE Global Practice Mgr	0.0%
FTE Principal/ President	1.5%
Other	12.3%

Distribution of Respondents by Industry - Europe	
Industry	Percentage
Financial/ Banking	44.4%
Government	4.4%
Insurance	3.3%
IT/ Data Services	12.2%
Consulting Services	13.3%
Telecommunications	4.4%
Utilities	4.4%
Other	13.6%

Career Experience Prior to BC/DR - UK		
Career	Avg Comp	% of Resp
Consultant	£64,366	10.8%
Emergency Mgmt	£43,200	7.7%
Facilities	£54,192	4.6%
Info Security	£45,119	6.2%
IT - Systems	£67,900	13.8%
Management	£71,640	7.7%
Operations	£66,697	13.8%
Project Mgmt	£52,000	6.2%
Student	£53,167	4.6%
Other	£52,377	24.6%

### Salary Benchmarking

Based on the large number of respondents, BC Management is able to offer salary benchmarking. For a fee, we will analyze our data according to your specifications, which can include job title, geography, years of field experience, industry, certification, years work experience, IT expertise, degree and travel. Please contact BC Management for more information.

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