

March 25, 2013

Recruit Holdings Co., Ltd.

Global Career Survey

A Survey on the Actual Situation on Finding Employment and Changing Jobs for University Graduates in their 20s and 30s.

-- The world's unique survey to make possible multicountry comparisons of the actual employment situation of young people in 8 countries in Asia --

At the Recruit Works Institute, a research institute into people and organizations belonging to Recruit Holdings Co., Ltd. (Headquarters: Chiyoda-ku, Tokyo; President and CEO: Masumi Minegishi), as the world's unique attempt of its kind, we have conducted a survey on the actual situation on finding employment and changing jobs for university graduates in their 20s and 30s in 13 countries worldwide, including 8 countries in Asia. In this report, we focus on Asia, and report on the survey results for China, Korea, India, Thailand, Malaysia, Indonesia, Vietnam and Japan.

Our Survey

- The world's unique survey to make possible multicountry comparisons of the actual employment situation of young people in Asia.

Until now, there has been no data available which makes comparisons possible, so that the actual situation of finding employment and changing jobs for young people in Asia has not been clear. At the Recruit Works Institute, we have collected basic information relating to the actual employment situation of young people in Asia and conducted a multi-national survey in order to clarify the common features and differences relating to Asia. The targets of our survey were China, Korea, India, Thailand, Malaysia, Indonesia, Vietnam and Japan. Moreover, to confirm the relative position of Asia, we also conducted a survey of the USA, Brazil, Germany, Russia and Australia.

- We clarify the actual situation on finding employment and changing jobs for employed university graduates in their 20s and 30s working in urban areas.

Even if statistical figures exist for a particular country, if the domestic situation of that country is rich in diversity, it may be the case that any "average values" for that country will not have much meaning. In other words, it is important to know who the data is on, and to focus the survey accordingly. This survey was conducted to target university graduates in their 20s and 30s working in urban areas: the people shouldering the development of the economies of their respective countries. Furthermore, in this report we limit our analysis to people in employment.

- A survey designed and conducted by the Recruit Works Institute, which has a strong record of conducting research into employment of young people in Japan.

The Recruit Works Institute belongs to Recruit Holdings Co., Ltd., which operates human resource businesses mainly in Japan, and conducts research into people and organizations. We have a strong record of conducting research into employment of young people in Japan, and designed and conducted this survey with an expanded perspective to include other Asian countries.

Summary of Key Results

■ In terms of the channel of finding their first job, a large proportion of respondents in India, China, Korea said that it was "University," while in Japan and Malaysia a large proportion used a "Job search website or publication." In Vietnam and Indonesia a large proportion were "Introduced by family or an acquaintance." ...p.3

■ The number of times of changing job was most in Indonesia at 1.64 changes, followed by Malaysia at 1.59 changes, then Thailand at 1.54 changes, etc. ...p.3

■ The reason for leaving first job in all countries except for Japan was "Dissatisfied with salary," or "Dissatisfied with working conditions, place of assignment, etc." ...p.4

■ The proportion of respondents who said that their annual income had "Increased" after changing job was highest in China at 83.7%, followed by Indonesia at 78.3%, then India at 75.9% etc. ...p.5

■ The highest proportion of respondents in all countries except for Japan said that the most important thing for them when they work is "High salary, substantial employee benefits and welfare," while the second most popular answer was "Clear career path," for China and Indonesia, "Employment stability" for India, Thailand and Malaysia, "Appropriate work hours and holidays," for Korea, and "Education and training opportunities," for Vietnam, etc. ...p.5

■ The annual income for 2011 was highest in Japan, while the country with the largest variation in annual income was India ...p.6

Contact Information

<http://www.recruit-rgf.com/support/>

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Note: In the “Global Career Survey,” we found out about peoples’ values relating to work, their career path in terms of changing jobs, and their work history after graduation from university. This report excerpts some of its main results.

Outline of the Survey

Global Career Survey:

| | |
|--------------------------------|---|
| Purpose of survey: | To clarify the actual situation on finding employment and changing jobs for university graduates in their 20s and 30s working in the world’s urban areas. |
| Targets of survey: | Male and female university graduates or above (excl. junior colleges) aged 20 to 39 currently in employment. |
| Survey area A: | China (Shanghai), Korea (Seoul), India (Delhi & Mumbai), Thailand (Bangkok Metropolitan Region), Malaysia (Greater Kuala Lumpur), Indonesia (Greater Jakarta), and Vietnam (Hanoi & Ho Chi Minh City). |
| Survey area B: | USA (New York & California), Brazil (all over, but mainly São Paulo & Rio De Janeiro), Germany (all over), Russia (Moscow), and Australia (all over, but mainly Sydney & Melbourne). |
| Sampling: | Equally allocated 150 people divided by age (by 10-year age groups) and sex, with a goal of getting responses from a total of 600 people for each country. |
| Number of responses collected: | China (617 people), Korea (613 people), India (610 people), Thailand (606 people), Malaysia (610 people), Indonesia (605 people), Vietnam (614 people), USA (601 people), Brazil (600 people), Germany (606 people), Russia (600 people), and Australia (603 people). |
| Period of survey: | Survey area A: Sept. 14 to 21, 2012 Survey area B: Dec. 3 to 11, 2012 |
| Method of survey: | Internet monitor survey |

Working Person Survey 2012:

| | |
|---|--|
| Purpose of survey: | To clarify the actual situation and attitudes on work of people working in Japan’s capital (Tokyo Metropolitan Area). |
| Targets of survey: | Men and women aged 18 to 59 currently in employment (full-time, contract, temporary, dispatch, part-time, casual, and persons working at home on a job-contract) within 50km of the Tokyo Metropolitan Area (Tokyo, Kanagawa, Chiba and Saitama) |
| Sampling: | Divided into a full-time employee group and a part-time or casual employee group, and conducted by allocating by sex, age (divided by 5-year age groups) and area. |
| Number of responses collected: | 9790 people (5631 men; 4159 women) |
| Period of survey: | Sept. 19 to 27, 2012. |
| Method of survey: | Internet monitor survey |
| *In Japan, we conducted the survey in a different form by adding questions for comparison purposes to the Working Person Survey (2012), which is conducted every other year, so the conditions for survey targets and the method of allocation differ from those of the Global Career Survey. | |
| *For this report, we extracted 600 samples which have the same conditions as those in the Global Career Survey. | |

On the targets for analysis in this report:

- Targets for analysis were limited to “employed persons.”
- Numbers of targets for analysis in each country were: China (518 people), Korea (562 people), India (483 people), Thailand (501 people), Malaysia (471 people), Indonesia (485 people), Vietnam (549 people), Japan (600 people), USA (496 people), Brazil (463 people), Germany (535 people), Russia (496 people), Australia (514 people).

— About the Recruit Works Institute —

We belong to Recruit Holdings Co. Ltd., which operates human resource businesses mainly in Japan, and we are a research division conduct research into people and organizations.

Since our establishment in January, 1999, we have been conducting recommendation activities and information dissemination relating to fields of human resource management and the labor market.

Activities for finding employment: The channel of finding first place of work after graduating from university

“University” was the most utilized channel of finding employment in India (36.3%), China (36.1%) and Korea (32.2%).

“Job search website or publication” was the most utilized channel in Japan (37.7%), Malaysia (34.7%), and while “Job search website or publication” was closely matched by “Introduced by family or acquaintance” in Thailand, and “Introduced by family or acquaintance” was the most popular answer for Vietnam (36.2%) and Indonesia(30.2%).

■ How did you find your first place of work after graduating from university? (Target for aggregated results: excludes people whose first job was “self-employed”)

| | Number of samples | University (Total*) | Introduced by family or acquaintance | Job search website or publication | Employment agency | Seminar | Internship or part-time job during school | Contacted company, directly etc.; Other |
|-----------|-------------------|---------------------|--------------------------------------|-----------------------------------|-------------------|---------|---|---|
| China | 513 | 36.1 | 20.1 | 20.9 | 4.3 | 2.3 | 8.4 | 8.0 |
| Korea | 556 | 32.2 | 14.6 | 29.9 | 2.2 | 2.7 | 5.6 | 12.9 |
| India | 476 | 36.3 | 8.8 | 24.6 | 12.2 | 2.1 | 4.6 | 11.3 |
| Thailand | 481 | 19.5 | 24.3 | 24.5 | 5.6 | 0.4 | 6.4 | 19.1 |
| Malaysia | 455 | 16.3 | 15.6 | 34.7 | 7.9 | 0.9 | 7.0 | 17.6 |
| Indonesia | 460 | 23.9 | 30.2 | 21.7 | 3.5 | 0.0 | 5.2 | 15.2 |
| Vietnam | 541 | 16.5 | 36.2 | 19.8 | 3.0 | 1.5 | 7.2 | 15.9 |
| Japan | 597 | 19.8 | 8.4 | 37.7 | 3.9 | 6.7 | 3.2 | 20.4 |

*University (Total): Total of “Introduced through college or school’s career center,” “College or school’s job search website or publication,” “Seminar hosted by college or school,” and “Introduced by teacher.”

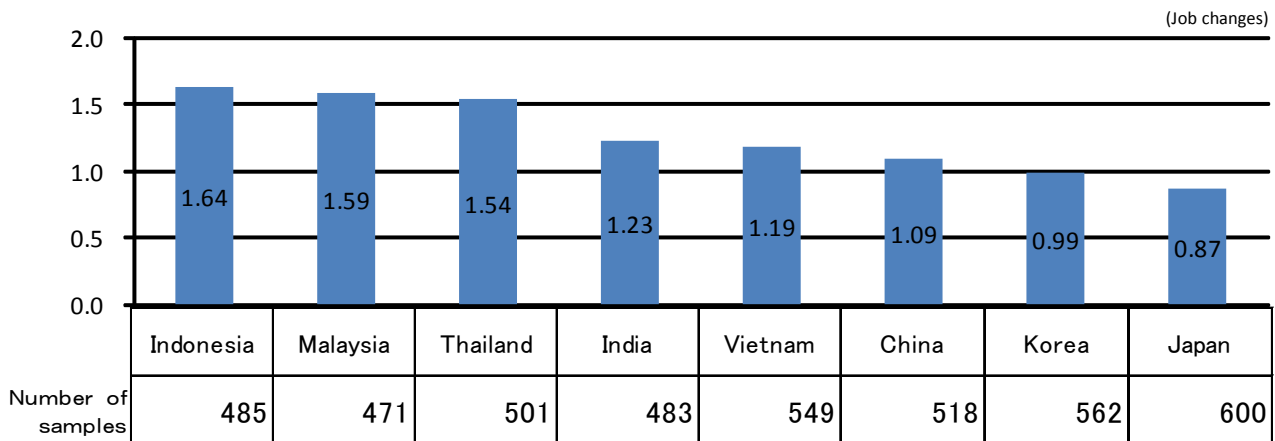
For each country:
1st Place
2nd Place

Experience of changing jobs: Number of times of changing job until now

People in Indonesia had changed jobs the most (1.64 changes), followed by Malaysia (1.59 changes), then Thailand (1.54 changes), etc.

People in Japan had changed jobs the least (0.87 changes), approximately half of the number for Indonesia. However, the number of job changes in all countries was roughly one, so the difference between them is not very large.

■ Number of job changes (average)



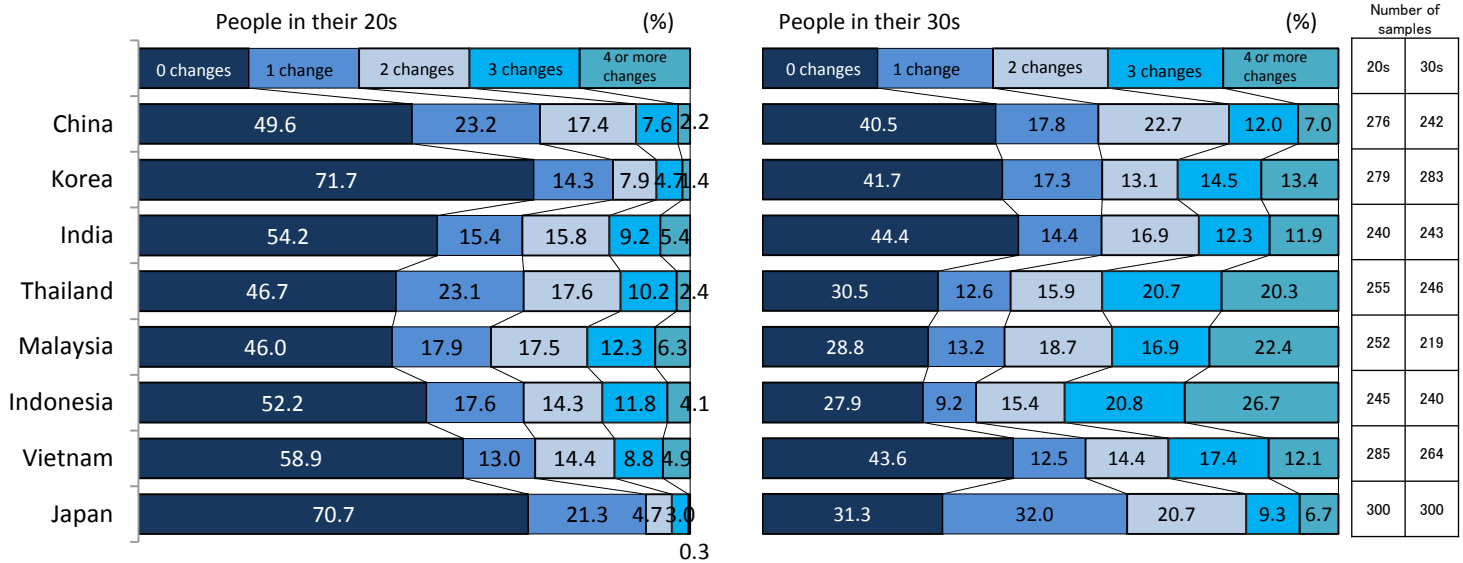
Experience of changing jobs: Distribution of number of times of changing job (by age group)

A distinctive feature was that in Korea and Japan, the number of people in their 20s who had never changed job was high at 70%, but as for people in their 30s, the gap between Korea and Japan and other countries was evened out, and there was very little difference from other countries.

The proportion of people changing jobs many times is noticeably high in Thailand, Malaysia and Indonesia, but on the other hand, there is also a significant proportion who have never changed job too.

The employed population seems to be divided between those who repeatedly change jobs and those who never change jobs.

■ Distribution of number of times of changing job (by 10-year age group)



Experience of changing jobs: Reason for leaving your first job

In all the countries apart from Japan, the biggest reasons for leaving a first job were “Dissatisfied with salary,” and “Dissatisfied with working conditions, place of assignment,” etc.

In Japan, only 5.1% of the sample reported having left their first job because they were “Dissatisfied with salary.”

■ What was the reason for leaving your first job after graduating from university? (Target for aggregated results: people who have left a job)

| Country | Number of samples | Personal reasons (%) | | | | | | | | Company reasons (%) | | | | Other (%) |
|-----------|-------------------|--------------------------|---|--------------------------------------|----------------------------------|---|---------------------------|---|-----------------------|--|-----------------|-----------------------|---|-----------|
| | | Dissatisfied with salary | Dissatisfied with working conditions, place of assignment, etc. | Dissatisfied with personal relations | Dissatisfied with nature of work | Uncertainty about the future of the company, employment stability, etc. | Injury or sickness (self) | Marriage, child birth, childcare, nursing | To work independently | To enter to higher level school or to obtain certification | End of contract | Company went bankrupt | Early retirement, encouraged to retire, termination | |
| China | 283 | 31.1 | 15.9 | 3.5 | 11.7 | 19.8 | 0.0 | 0.7 | 0.0 | 1.8 | 4.6 | 3.5 | 3.9 | 3.5 |
| Korea | 244 | 14.8 | 16.0 | 2.5 | 11.1 | 14.8 | 1.6 | 1.2 | 0.8 | 6.1 | 13.1 | 6.6 | 2.5 | 9.0 |
| India | 245 | 37.1 | 16.3 | 2.0 | 8.6 | 7.3 | 0.0 | 5.7 | 0.8 | 4.9 | 6.1 | 1.6 | 0.0 | 9.4 |
| Thailand | 307 | 33.2 | 13.7 | 5.2 | 10.1 | 6.2 | 1.3 | 1.6 | 2.6 | 5.9 | 4.2 | 1.6 | 0.7 | 13.7 |
| Malaysia | 292 | 29.1 | 16.1 | 2.1 | 10.3 | 11.6 | 0.0 | 2.1 | 2.7 | 3.1 | 4.8 | 1.7 | 0.3 | 16.1 |
| Indonesia | 290 | 31.7 | 20.0 | 2.1 | 7.2 | 12.8 | 0.3 | 0.7 | 1.4 | 2.1 | 11.0 | 2.4 | 0.3 | 7.9 |
| Vietnam | 266 | 29.3 | 23.7 | 2.6 | 8.6 | 10.2 | 0.4 | 1.1 | 3.0 | 3.0 | 3.4 | 5.6 | 1.1 | 7.9 |
| Japan | 294 | 5.1 | 16.7 | 10.2 | 12.9 | 11.2 | 5.8 | 7.8 | 0.7 | 6.8 | 7.1 | 2.4 | 4.8 | 8.5 |

For each country:
1st Place
2nd Place

Experience of changing jobs: Change in annual income before and after changing jobs

The proportion of respondents who said their annual income had “Increased” was high in most countries, with China the highest at over 80%, and Indonesia, India and Malaysia also at over 70%.

The question used in the survey for Japan was different and therefore cannot be easily compared, but the proportion in Japan who answered that their annual income had “Increased” was the same as the proportion who said it had “Decreased,”.

■ Change in annual income before and after changing jobs (Target for aggregated results: people who have left a job)

| | (%) | | | | | | | (Reference %) |
|-------------------|-------|-------|-------|----------|----------|-----------|---------|---------------|
| | China | Korea | India | Thailand | Malaysia | Indonesia | Vietnam | Japan* |
| Number of samples | 283 | 244 | 245 | 307 | 292 | 290 | 266 | 280 |
| Increased | 83.7 | 53.7 | 75.9 | 59.9 | 71.6 | 78.3 | 56.8 | 33.9 |
| Decreased | 3.5 | 12.7 | 4.5 | 7.8 | 3.8 | 4.1 | 5.6 | 33.9 |

Respondents selected from 3 choices: “Increased,” “Hardly changed,” and “Decreased.”

*This question was not asked in the survey targeting people in Japan. We estimated the figure for “Increased” from people who answered that their annual income had “Increased by over 10%,” and “Decreased” from those who answered that their annual income had “Decreased by over 10%,” when comparing before they changed jobs with one year after changing jobs. We have included the results of these estimates as reference values but care is necessary in comparing them with the other results.

Factors given priority in working (Values)

The highest proportion of respondents in all countries except for Japan said “High salary, substantial employee benefits and welfare.”

The second most popular answer was “Clear career path” for China and Indonesia, “Employment stability,” for India, Thailand and Malaysia, “Appropriate work hours and holidays,” for Korea and “Education and training opportunities” for Vietnam, etc.

The most popular answer for Japan was “Good personal relations at the workplace,” and second was “Work that you want to do.”

■ Factors given priority in working (Values) (Possible to select up to a maximum of 3 items)

| | Number of samples | (Proportion of selection as one of top 3 items: %) | | | | | | | | | |
|-----------|-------------------|--|----------------------|--------------------------|-------------------------------------|--|-------------------|-----------------------------|--------------------------------------|--------------------------|------------------|
| | | High salary, substantial employee benefits and welfare | Employment stability | Work that you want to do | Appropriate work hours and holidays | Good personal relations at the workplace | Clear career path | Place that you want to work | Education and training opportunities | Fair employee evaluation | Company's status |
| China | 518 | 79.0 | 31.3 | 31.9 | 30.3 | 29.9 | 50.4 | 18.3 | 10.6 | 5.6 | 12.7 |
| Korea | 562 | 75.1 | 46.1 | 41.3 | 50.2 | 30.6 | 11.6 | 18.0 | 6.8 | 13.3 | 7.1 |
| India | 483 | 58.8 | 37.9 | 29.6 | 23.6 | 26.3 | 31.5 | 20.3 | 19.7 | 22.4 | 30.0 |
| Thailand | 501 | 72.5 | 47.3 | 35.5 | 27.5 | 26.3 | 21.6 | 21.4 | 11.4 | 16.6 | 20.0 |
| Malaysia | 471 | 78.8 | 37.4 | 34.2 | 25.7 | 25.3 | 28.7 | 18.9 | 21.7 | 16.1 | 13.4 |
| Indonesia | 485 | 83.1 | 23.3 | 33.4 | 23.1 | 36.5 | 38.8 | 14.0 | 19.0 | 12.8 | 16.1 |
| Vietnam | 549 | 78.5 | 37.5 | 35.5 | 19.7 | 18.4 | 30.2 | 12.9 | 44.4 | 16.4 | 6.4 |
| Japan | 600 | 39.0 | 36.3 | 51.3 | 49.0 | 56.0 | 10.5 | 20.7 | 7.0 | 25.3 | 4.8 |

For each country:

1st Place

2nd Place

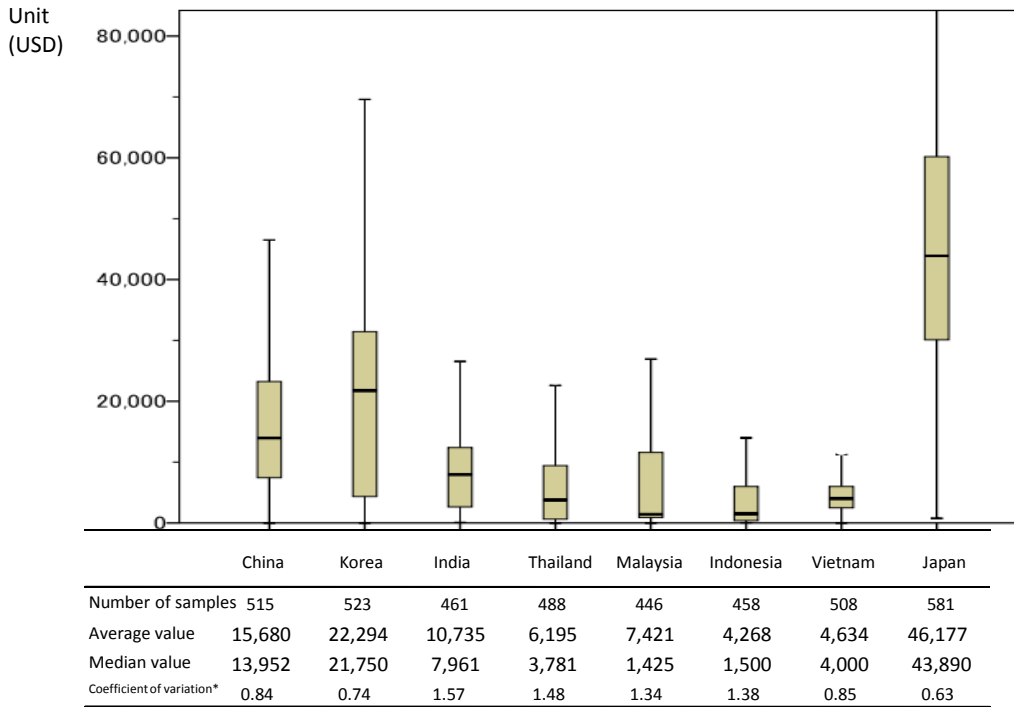
Annual income in 2011 (Converted into USD: Rate as of Aug. 14, 2012)

Annual income was highest for Japan (at USD 46,177), followed by Korea (at USD 22,294), while at the opposite end of the spectrum, the lowest annual income was Indonesia (at USD 4,268), followed by Vietnam (at USD 4,634). Annual income in Japan was 10 times that in Vietnam. India had the largest variation in annual income (at 1.57), followed by Thailand (at 1.48), then Indonesia (at 1.38), Malaysia (at 1.34), etc. Japan had the least variation in annual income (at 0.63), followed by Korea (at 0.74), etc.

Box plot:

Horizontal line in the middle of the box is the median value, the top line of the box is the 75% value, the bottom line of the box is the 25% value, the box contains 50% of the annual income values.

■ Box plot of Annual Income in 2011 and Descriptive Statistics



*Coefficient of variation: a measure of variation which excludes the influence of the average value.

Reference: Survey data by country for the U.S., Brazil, Germany, Russia and Australia

This survey was conducted for the purpose of comparative analysis of 8 countries in Asia, but to confirm the relative position of Asia in the world, we also conducted a survey of the USA, Brazil, Germany, Russia and Australia as reference countries.

■ How did you find your first place of work after graduating from university? (Target for aggregated results: excludes people whose first job was "self-employed.")

(%)

| | Number of samples | University (Total ¹) | Employment agency | Job search website or publication | Seminar | Introduced by family or acquaintance | Internship or part-time job during school | Contacted company, directly etc.; Other |
|-----------|-------------------|----------------------------------|-------------------|-----------------------------------|---------|--------------------------------------|---|---|
| USA | 484 | 27.5 | 6.0 | 22.5 | 1.7 | 11.6 | 9.7 | 21.1 |
| Brazil | 453 | 21.6 | 7.7 | 13.9 | 1.1 | 15.0 | 14.8 | 24.9 |
| Germany | 530 | 20.6 | 5.1 | 13.0 | 0.9 | 7.5 | 17.2 | 35.7 |
| Russia | 490 | 15.1 | 4.3 | 14.7 | 0.8 | 31.0 | 10.4 | 23.5 |
| Australia | 504 | 24.2 | 9.5 | 29.6 | 1.6 | 10.1 | 6.7 | 18.1 |

■ Number of times of changing jobs (average)

(Job changes)

| | Number of samples | Average |
|-----------|-------------------|---------|
| USA | 496 | 1.16 |
| Brazil | 463 | 1.17 |
| Germany | 535 | 0.63 |
| Russia | 496 | 1.51 |
| Australia | 514 | 1.50 |

■ Distribution of number of times of changing job (by age group: 20s or 30s)

People in their 20s

People in their 30s

(%)

| | Number of samples | 0 changes | 1 change | 2 changes | 3 changes | 4 or more changes |
|-----------|-------------------|-----------|----------|-----------|-----------|-------------------|
| USA | 247 | 64.8 | 13.8 | 10.1 | 6.1 | 5.3 |
| Brazil | 247 | 67.6 | 11.3 | 7.7 | 7.3 | 6.1 |
| Germany | 275 | 77.8 | 13.8 | 4.7 | 2.5 | 1.1 |
| Russia | 259 | 57.5 | 14.3 | 11.6 | 7.7 | 8.9 |
| Australia | 253 | 61.7 | 16.2 | 9.9 | 6.3 | 5.9 |

(%)

| | Number of samples | 0 changes | 1 change | 2 changes | 3 changes | 4 or more changes |
|-----------|-------------------|-----------|----------|-----------|-----------|-------------------|
| USA | 249 | 43.8 | 18.5 | 14.1 | 11.6 | 12.0 |
| Brazil | 216 | 48.6 | 7.9 | 13.9 | 15.3 | 14.4 |
| Germany | 260 | 58.8 | 16.5 | 12.3 | 6.2 | 6.2 |
| Russia | 237 | 36.3 | 11.0 | 13.9 | 17.7 | 21.1 |
| Australia | 261 | 36.8 | 13.4 | 12.3 | 15.7 | 21.8 |

■ What was the reason for leaving your first job after university? (Target for aggregated results: people who have left a job)

(%)

| | Number of samples | Dissatisfied with salary | Dissatisfied with working conditions, place of assignment, etc. | Dissatisfied with personal relations | Dissatisfied with nature of work | Uncertainty about the future of the company, employment stability, etc. | Injury or sickness (self) | Marriage, child birth, childcare, nursing | To work independently | To enter to higher level school or to obtain certification | End of contract | Company went bankrupt | Early retirement, encouraged to retire, termination | Other |
|-----------|-------------------|--------------------------|---|--------------------------------------|----------------------------------|---|---------------------------|---|-----------------------|--|-----------------|-----------------------|---|-------|
| USA | 227 | 18.1 | 13.7 | 1.8 | 8.4 | 7.5 | 0.0 | 2.2 | 0.4 | 6.2 | 13.7 | 4.4 | 2.2 | 21.6 |
| Brazil | 191 | 16.8 | 13.6 | 3.7 | 1.0 | 11.5 | 0.0 | 2.1 | 2.1 | 2.6 | 18.3 | 4.7 | 4.7 | 18.8 |
| Germany | 168 | 14.9 | 15.5 | 2.4 | 6.0 | 3.6 | 0.6 | 1.2 | 0.0 | 5.4 | 28.6 | 4.8 | 2.4 | 14.9 |
| Russia | 261 | 32.2 | 16.1 | 1.5 | 6.5 | 10.3 | 1.1 | 4.6 | 2.3 | 2.7 | 5.0 | 5.7 | 1.1 | 10.7 |
| Australia | 262 | 17.6 | 10.7 | 1.9 | 10.3 | 2.7 | 1.1 | 2.3 | 0.8 | 7.3 | 14.5 | 2.7 | 1.1 | 27.1 |

■ Change in annual income before and after changing jobs (Target for aggregated results: people who have left a job)

(%)

| | Number of samples | Increased | Decreased |
|-----------|-------------------|-----------|-----------|
| USA | 227 | 65.2 | 9.3 |
| Brazil | 191 | 62.8 | 8.4 |
| Germany | 168 | 61.3 | 9.5 |
| Russia | 261 | 64.0 | 5.4 |
| Australia | 262 | 64.5 | 10.3 |

■ Factors given priority in working. (Possible to select up to a maximum of 3 items)

(Proportion of selection as one of top 3 items: %)

| | Number of samples | High salary, substantial employee benefits and welfare | Employment stability | Work that you want to do | Appropriate work hours and holidays | Good personal relations at the workplace | Clear career path | Place that you want to work | Education and training opportunities | Fair employee evaluation | Company's status |
|-----------|-------------------|--|----------------------|--------------------------|-------------------------------------|--|-------------------|-----------------------------|--------------------------------------|--------------------------|------------------|
| USA | 496 | 56.9 | 48.4 | 52.8 | 24.8 | 25.8 | 19.8 | 33.1 | 16.3 | 12.3 | 9.9 |
| Brazil | 463 | 61.8 | 39.5 | 34.6 | 16.6 | 44.1 | 43.2 | 17.7 | 19.9 | 16.8 | 5.8 |
| Germany | 535 | 58.5 | 45.2 | 38.7 | 37.4 | 56.6 | 6.9 | 20.0 | 19.3 | 11.6 | 5.8 |
| Russia | 496 | 80.0 | 11.7 | 62.7 | 22.8 | 40.3 | 14.9 | 20.2 | 13.1 | 24.2 | 10.1 |
| Australia | 514 | 52.5 | 42.8 | 46.3 | 33.1 | 32.5 | 24.5 | 27.6 | 16.0 | 13.6 | 11.1 |

■ Annual income in 2011 (Converted into USD: rate as of Nov. 7, 2012, for Brazil & Australia; rate as of Nov. 2, 2012 for Germany; rate as of Nov. 9, 2012 for Russia)

| | Number of samples | Average value(USD) | Median value(USD) | Coefficient of variation |
|-----------|-------------------|--------------------|-------------------|--------------------------|
| USA | 458 | 59,514 | 50,450 | 0.70 |
| Brazil | 426 | 19,825 | 11,598 | 1.80 |
| Germany | 489 | 46,112 | 45,826 | 0.69 |
| Russia | 461 | 17,385 | 15,061 | 0.98 |
| Australia | 447 | 62,654 | 62,253 | 0.52 |