## Pay level deflator (Head of sales and marketing) sorted before deflator

## April 23, 2014

Note: Pay level deflator (Head of sales and marketing) = (Mid annual total cash ranges for Head of sales and marketing/Price indices - Total retail price indices (RPI) living expenditures for UN officials)\*100. Head of sales and marketing are 2012 data. RPI are 2013 Dec data. Sorted by annual total cash values.

|      | Count |
|------|-------|
| 2012 | 59    |

Table 1: Summary table of the year

|    | ICO2                 | C             | <b>1</b> 7 | M: 11      | D.: : 1:       | D 11 -1-      |
|----|----------------------|---------------|------------|------------|----------------|---------------|
|    | ISO3                 | Country.Name  | Year       | Mid annual | Price indices  | Pay level de- |
|    |                      |               |            | total cash | - Total retail | flator (Head  |
|    |                      |               |            | ranges for | price indices  | of sales and  |
|    |                      |               |            | Head of    | (RPI) living   | marketing)    |
|    |                      |               |            | Sales and  | expendi-       |               |
|    |                      |               |            | Marketing  | tures for UN   |               |
|    |                      |               |            |            | officials      |               |
| 1  | BRA                  | Brazil        | 2012       | 341833.00  | 98.80          | 345984.82     |
| 2  | $\operatorname{CHL}$ | Chile         | 2012       | 338996.00  | 82.20          | 412403.89     |
| 3  | USA                  | United States | 2012       | 302698.00  | 88.80          | 340876.13     |
| 4  | DEU                  | Germany       | 2012       | 291163.00  | 87.80          | 331620.73     |
| 5  | AUS                  | Australia     | 2012       | 287868.00  | 94.00          | 306242.55     |
| 6  | $_{ m JPN}$          | Japan         | 2012       | 286540.00  | 112.10         | 255611.06     |
| 7  | CHE                  | Switzerland   | 2012       | 253945.00  | 117.70         | 215756.16     |
| 8  | CAN                  | Canada        | 2012       | 246760.00  | 95.80          | 257578.29     |
| 9  | EGY                  | Egypt         | 2012       | 237820.00  | 77.90          | 305288.83     |
| 10 | DNK                  | Denmark       | 2012       | 236667.00  | 105.10         | 225182.68     |

Table 2: Top 10 countries

|    | ISO3 | Country.Name        | Year | Mid annual | Price indices  | Pay level de- |
|----|------|---------------------|------|------------|----------------|---------------|
|    |      |                     |      | total cash | - Total retail | flator (Head  |
|    |      |                     |      | ranges for | price indices  | of sales and  |
|    |      |                     |      | Head of    | (RPI) living   | marketing)    |
|    |      |                     |      | Sales and  | expendi-       |               |
|    |      |                     |      | Marketing  | tures for UN   |               |
|    |      |                     |      |            | officials      |               |
| 49 | DZA  | Algeria             | 2012 | 107399.00  | 82.70          | 129865.78     |
| 50 | IND  | India               | 2012 | 106442.00  | 82.50          | 129020.61     |
| 51 | HUN  | Hungary             | 2012 | 106361.00  | 79.80          | 133284.46     |
| 52 | PHL  | Philippines         | 2012 | 103833.00  | 84.80          | 122444.58     |
| 53 | ROM  | Romania             | 2012 | 88565.00   | 72.90          | 121488.34     |
| 54 | BGR  | Bulgaria            | 2012 | 85968.00   | 78.10          | 110074.26     |
| 55 | PAK  | Pakistan            | 2012 | 80882.00   | 78.40          | 103165.82     |
| 56 | LTU  | Lithuania           | 2012 | 78628.00   | 84.30          | 93271.65      |
| 57 | SRB  | Serbia & Montenegro | 2012 | 73771.00   | 89.10          | 82795.74      |
| 58 | EST  | Estonia             | 2012 | 66036.00   | 86.40          | 76430.56      |
| 59 | BGD  | Bangladesh          | 2012 | 64345.00   | 85.20          | 75522.30      |

Table 3: Bottom 10 countries

| total   cash   -Total retail   flator ranges   for price indices   for price indices   for price indices   faltor ranges   for price indices   faltor ranges   for price indices   faltor for sale   faltor   fa | evel de- |
|--|----------|
| BRA   Brazil   2012   341833 00   98.80   345984   |          |
| Head of Sales and Marketing   Head of Sales and Marketing   Expenditures for UN officials  |          |
| Sales   and Marketing   wires for UN officials   |          |
| BRA   Brazil   2012   341833.00   98.80   345984   | 01118)   |
| BRA   Brazil   2012   341833.00   98.80   345984   |          |
| BRA Brazil   2012 341833.00   98.80   345984   2 CHL Chile   2012 338996.00   82.20   412403   3 USA United States   2012 302698.00   88.80   340876   4 DEU Germany   2012 291163.00   87.80   331620   5 AUS Australia   2012 287868.00   94.00   306242   6 JPN Japan   2012 286540.00   112.10   255611   7 CHE Switzerland   2012 253945.00   117.70   215756   8 CAN Canada   2012 246760.00   95.80   257578   9 EGY Egypt   2012 237820.00   77.90   305288   10 DNK Denmark   2012 236641.00   104.20   225182   11 NOR Norway   2012 236341.00   104.20   226814   12 BEL Belgium   2012 234072.00   96.40   242813   13 SAU Saudi Arabia   2012 231738.00   78.30   295961   15 COL Colombia   2012 231738.00   78.30   295961   17 URY Uruguay   2012 221861.00   97.60   227316   17 URY Uruguay   2012 221861.00   97.60   227316   17 URY Uruguay   2012 215214.00   89.00   241813   18 VEN Venezuela   2012 206631.00   103.60   199450   20 RUS Russia   2012 202362.00   106.60   189833   21 IRL Ireland   2012 189927.00   91.50   211920   22 GR   2008   200 |          |
| 2 CHL         Chile         2012         338996.00         82.20         412403           3 USA         United States         2012         302698.00         88.80         340876           4 DEU         Germany         2012         291163.00         87.80         331620           5 AUS         Australia         2012         287868.00         94.00         306242           6 JPN         Japan         2012         285945.00         112.10         255611           7 CHE         Switzerland         2012         253945.00         117.70         215756           8 CAN         Canada         2012         237820.00         77.90         305288           10 DNK         Denmark         2012         236667.00         105.10         225182           11 NOR         Norway         2012         236341.00         104.20         226814           11 NOR         Norway         2012         233212.00         86.20         270547           12 BEL         Belgium         2012         233718.00         78.30         295961           15 COL         Colombia         2012         231738.00         78.30         295961           15 COL         Colombia         20  | 4.82     |
| 3         USA         United States         2012         302698.00         88.80         340876           4         DEU         Germany         2012         291163.00         87.80         331620           5         AUS         Australia         2012         287868.00         94.00         306242           6         JPN         Japan         2012         286540.00         112.10         255611           7         CHE         Switzerland         2012         253945.00         117.70         215766           8         CAN         Canada         2012         23667.00         95.80         257578           9         EGY         Egypt         2012         237820.00         77.90         305288           10         DNK         Denmark         2012         23667.00         105.10         225182           11         NOR         Norway         2012         236671.00         104.20         226814           12         BEL         Belgium         2012         23641.00         104.20         226814           12         BEL         Belgium         2012         23672.00         96.40         242813           13         SAU  |          |
| 4         DEU         Germany         2012         291163.00         87.80         331620           5         AUS         Australia         2012         287868.00         94.00         306242           6         JPN         Japan         2012         286540.00         112.10         255611           7         CHE         Switzerland         2012         253945.00         117.70         215756           8         CAN         Canada         2012         246760.00         95.80         257578           9         EGY         Egypt         2012         2368667.00         105.10         225182           10         DNK         Denmark         2012         236341.00         104.20         226814           11         NOR         Norway         2012         236341.00         104.20         226814           12         BEL         Belgium         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         233212.00         86.20         270547           14         ARG         Argentina         2012         231738.00         78.30         299961           15         COL </td <td></td>  |          |
| 5         AUS         Australia         2012         287868.00         94.00         306242           6         JPN         Japan         2012         286540.00         112.10         255611           7         CHE         Switzerland         2012         253945.00         117.70         215756           8         CAN         Canada         2012         246760.00         95.80         257578           9         EGY         Egypt         2012         237820.00         77.90         305288           10         DNK         Denmark         2012         236341.00         104.20         226814           11         NOR         Norway         2012         236341.00         104.20         226814           12         BEL         Belgium         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         233212.00         86.20         270547           14         ARG         Argentina         2012         231738.00         78.30         295961           15         COL         Colombia         2012         225151.00         84.10         26718           16         ITA <td></td>  |          |
| 6         JPN         Japan         2012         286540.00         112.10         255611           7         CHE         Switzerland         2012         253945.00         117.70         215756           8         CAN         Canada         2012         246760.00         95.80         257578           9         EGY         Egypt         2012         237820.00         77.90         305288           10         DNK         Denmark         2012         236667.00         105.10         225182           11         NOR         Norway         2012         236667.00         104.20         226814           12         BEL         Belgium         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         231738.00         78.30         295961           14         ARG         Argentina         2012         231738.00         78.30         295961           15         COL         Colombia         2012         221510.00         84.10         267718           16         I   |          |
| 7         CHE         Switzerland         2012         253945.00         117.70         215756           8         CAN         Canada         2012         246760.00         95.80         257578           9         EGY         Egypt         2012         237820.00         77.90         305288           10         DNK         Denmark         2012         236667.00         105.10         225182           11         NOR         Norway         2012         236341.00         104.20         226814           12         BEL         Belgium         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         233212.00         86.20         270547           14         ARG         Argentina         2012         231738.00         78.30         295961           15         COL         Colombia         2012         225151.00         84.10         267718           16         ITA         Italy         2012         221861.00         97.60         227316           17         URY         Uruguay         2012         215214.00         89.00         241813           18         VEN <td></td>  |          |
| 8         CAN         Canada         2012         246760.00         95.80         257578           9         EGY         Egypt         2012         237820.00         77.90         305288           10         DNK         Denmark         2012         236667.00         105.10         225182           11         NOR         Norway         2012         236341.00         104.20         226814           12         BEL         Belgium         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         233212.00         86.20         270547           14         ARG         Argentina         2012         231738.00         78.30         295961           15         COL         Colombia         2012         225151.00         84.10         267718           16         ITA         Italy         2012         221861.00         97.60         227316           17         URY         Uruguay         2012         215214.00         89.00         241813           18         VEN         Venezuela         2012         206631.00         103.60         199450           20         RUS <td></td>   |          |
| 9 EGY Egypt 2012 237820.00 77.90 305288 10 DNK Denmark 2012 236667.00 105.10 225182 11 NOR Norway 2012 236341.00 104.20 226814 12 BEL Belgium 2012 234072.00 96.40 242813 13 SAU Saudi Arabia 2012 233212.00 86.20 270547 14 ARG Argentina 2012 231738.00 78.30 295961 15 COL Colombia 2012 225151.00 84.10 267718 16 ITA Italy 2012 221861.00 97.60 227316 17 URY Uruguay 2012 215214.00 89.00 241813 18 VEN Venezuela 2012 207614.00 131.90 157402 19 SGP Singapore 2012 206631.00 103.60 199450 20 RUS Russia 2012 202362.00 106.60 189833 21 IRL Ireland 2012 193907.00 91.50 211920 22 GBR United Kingdom 2012 189927.00 115.10 165010 23 NLD Netherlands 2012 189814.00 93.30 203444 24 ESP Spain 2012 188422.00 92.80 2030040 25 GRC Greece 2012 188123.00 84.00 223955 26 PAN Panama, excluding Canal 2012 187709.00 79.90 234929 27 KOR Korea 2012 187709.00 79.90 234929 28 ARE United Arab Emirates 2012 185509.00 83.80 221371 30 AUT Austria 2012 184788.00 97.60 189331 31 CHN China 2012 184164.50 99.10 185837   |          |
| 10         DNK         Denmark         2012         236667.00         105.10         225182           11         NOR         Norway         2012         236341.00         104.20         226814           12         BEL         Belgium         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         233212.00         86.20         270547           14         ARG         Argentina         2012         231738.00         78.30         295961           15         COL         Colombia         2012         225151.00         84.10         267718           16         ITA         Italy         2012         221861.00         97.60         227316           17         URY         Uruguay         2012         221861.00         97.60         227316           18         VEN         Venezuela         2012         207614.00         131.90         157402           19         SGP         Singapore         2012         206631.00         103.60         199450           20         RUS         Russia         2012         20362.00         106.60         189833           21  |          |
| 11         NOR         Norway         2012         236341.00         104.20         226814           12         BEL         Belgium         2012         234072.00         96.40         242813           13         SAU         Saudi Arabia         2012         233212.00         86.20         270547           14         ARG         Argentina         2012         231738.00         78.30         295961           15         COL         Colombia         2012         225151.00         84.10         267718           16         ITA         Italy         2012         221861.00         97.60         227316           17         URY         Uruguay         2012         215214.00         89.00         241813           18         VEN         Venezuela         2012         207614.00         131.90         157402           19         SGP         Singapore         2012         206631.00         103.60         199450           20         RUS         Russia         2012         20362.00         106.60         189833           21         IRL         Ireland         2012         189927.00         91.50         211920           22         G   |          |
| 12       BEL       Belgium       2012       234072.00       96.40       242813         13       SAU       Saudi Arabia       2012       233212.00       86.20       270547         14       ARG       Argentina       2012       231738.00       78.30       295961         15       COL       Colombia       2012       225151.00       84.10       267718         16       ITA       Italy       2012       221861.00       97.60       227316         17       URY       Uruguay       2012       215214.00       89.00       241813         18       VEN       Venezuela       2012       207614.00       131.90       157402         19       SGP       Singapore       2012       206631.00       103.60       199450         20       RUS       Russia       2012       20362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       188422.00       92.80       203040 <tr< td=""><td></td></tr<>  |          |
| 13       SAU       Saudi Arabia       2012       233212.00       86.20       270547         14       ARG       Argentina       2012       231738.00       78.30       295961         15       COL       Colombia       2012       225151.00       84.10       267718         16       ITA       Italy       2012       221861.00       97.60       227316         17       URY       Uruguay       2012       215214.00       89.00       241813         18       VEN       Venezuela       2012       207614.00       131.90       157402         19       SGP       Singapore       2012       206631.00       103.60       199450         20       RUS       Russia       2012       202362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       188422.00       92.80       203040         24       ESP       Spain       2012       188123.00       84.00       223955  |          |
| 14       ARG       Argentina       2012       231738.00       78.30       295961         15       COL       Colombia       2012       225151.00       84.10       267718         16       ITA       Italy       2012       221861.00       97.60       227316         17       URY       Uruguay       2012       215214.00       89.00       241813         18       VEN       Venezuela       2012       207614.00       131.90       157402         19       SGP       Singapore       2012       206631.00       103.60       199450         20       RUS       Russia       2012       202362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187328.00       101.60       184377 </td <td></td>   |          |
| 15       COL       Colombia       2012       225151.00       84.10       267718         16       ITA       Italy       2012       221861.00       97.60       227316         17       URY       Uruguay       2012       215214.00       89.00       241813         18       VEN       Venezuela       2012       207614.00       131.90       157402         19       SGP       Singapore       2012       206631.00       103.60       199450         20       RUS       Russia       2012       202362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       187709.00       79.90       234929         Zone         27       KOR       Korea       2012       187328.00       101.60   |          |
| 16       ITA       Italy       2012       221861.00       97.60       227316         17       URY       Uruguay       2012       215214.00       89.00       241813         18       VEN       Venezuela       2012       207614.00       131.90       157402         19       SGP       Singapore       2012       206631.00       103.60       199450         20       RUS       Russia       2012       202362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188709.00       79.90       234929         Zone       Zone       2012       187328.00       101.60       184377         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29 </td <td></td>  |          |
| 17       URY       Uruguay       2012       215214.00       89.00       241813         18       VEN       Venezuela       2012       207614.00       131.90       157402         19       SGP       Singapore       2012       206631.00       103.60       199450         20       RUS       Russia       2012       202362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       184788.00       97.60       189331         3   |          |
| 18         VEN         Venezuela         2012         207614.00         131.90         157402           19         SGP         Singapore         2012         206631.00         103.60         199450           20         RUS         Russia         2012         202362.00         106.60         189833           21         IRL         Ireland         2012         193907.00         91.50         211920           22         GBR         United Kingdom         2012         189927.00         115.10         165010           23         NLD         Netherlands         2012         189814.00         93.30         203444           24         ESP         Spain         2012         188422.00         92.80         203040           25         GRC         Greece         2012         188123.00         84.00         223955           26         PAN         Panama, excluding Canal         2012         187709.00         79.90         234929           Zone         Zone         2012         185977.00         96.00         193726           29         TUR         Turkey         2012         185509.00         83.80         221371           30         AUT<  |          |
| 19       SGP       Singapore       2012       206631.00       103.60       199450         20       RUS       Russia       2012       202362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone         27       KOR       Korea       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       185509.00       83.80       221371         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50  |          |
| 20       RUS       Russia       2012       202362.00       106.60       189833         21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone         27       KOR       Korea       2012       187328.00       101.60       184377         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       184788.00       97.60       189331         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       18416   |          |
| 21       IRL       Ireland       2012       193907.00       91.50       211920         22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone         27       KOR       Korea       2012       187328.00       101.60       184377         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       184788.00       97.60       189331         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50       99.10       185837   |          |
| 22       GBR       United Kingdom       2012       189927.00       115.10       165010         23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone       2012       187328.00       101.60       184377         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       185509.00       83.80       221371         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50       99.10       185837   |          |
| 23       NLD       Netherlands       2012       189814.00       93.30       203444         24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone       2012       187328.00       101.60       184377         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       185509.00       83.80       221371         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50       99.10       185837  |          |
| 24       ESP       Spain       2012       188422.00       92.80       203040         25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone       2012       187328.00       101.60       184377         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       185509.00       83.80       221371         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50       99.10       185837   |          |
| 25       GRC       Greece       2012       188123.00       84.00       223955         26       PAN       Panama, excluding Canal       2012       187709.00       79.90       234929         Zone       Zone       2012       187328.00       101.60       184377         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       185509.00       83.80       221371         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50       99.10       185837  |          |
| 26       PAN       Panama, excluding Canal Zonal       2012       187709.00       79.90       234929 Zone         27       KOR       Korea       2012       187328.00       101.60       184377 Zone         28       ARE       United Arab Emirates       2012       185977.00       96.00       193726 Zone         29       TUR       Turkey       2012       185509.00       83.80       221371 Zone         30       AUT       Austria       2012       184788.00       97.60       189331 Zone         31       CHN       China       2012       184164.50       99.10       185837 Zone   |          |
| Zone         27 KOR Korea       2012 187328.00       101.60       184377         28 ARE United Arab Emirates       2012 185977.00       96.00       193726         29 TUR Turkey       2012 185509.00       83.80       221371         30 AUT Austria       2012 184788.00       97.60       189331         31 CHN China       2012 184164.50       99.10       185837   |          |
| 28       ARE       United Arab Emirates       2012       185977.00       96.00       193726         29       TUR       Turkey       2012       185509.00       83.80       221371         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50       99.10       185837  | ∂.91     |
| 29       TUR       Turkey       2012       185509.00       83.80       221371         30       AUT       Austria       2012       184788.00       97.60       189331         31       CHN       China       2012       184164.50       99.10       185837  | 7.95     |
| 30 AUT Austria       2012 184788.00       97.60       189331         31 CHN China       2012 184164.50       99.10       185837  | 3.04     |
| 31 CHN China 2012 184164.50 99.10 185837   | 1.12     |
|  | 1.97     |
|  | 7.03     |
| 32 FRA France 2012 178824.00 101.50 176181   | 1.28     |
| 33 MEX Mexico 2012 178205.00 88.10 202275  | 5.82     |
| 34 SWE Sweden 2012 175508.00 99.70 176036  | 3.11     |
| 35 HKG Hong Kong 2012 174368.00 126.10 138277  | 7.56     |
| 36 FIN Finland 2012 157255.00 97.80 160792   |          |
| 37 NZL New Zealand 2012 156544.00 98.20 159413   |          |
| 38 ZAF South Africa 2012 152352.00 74.80 203679  | 9.14     |
| 39 POL Poland 2012 148256.00 82.00 180800  |          |
| 40 PRT Portugal 2012 142415.00 88.50 160920  |          |
| 41 HRV Croatia 2012 137480.00 92.20 149110   |          |
| 42 TWN China, Taiwan 2012 136690.00  |          |
| 43 MAR Morocco 2012 131965.00 78.10 168969   | 9.27     |
| 44 MYS Malaysia 2012 125219.00 78.80 158907  |          |
| 45 CZE Czech Republic 2012 119304.00 85.60 139373  |          |

Table 4: Countries sorted by Mid annual total cash ranges for Head of Sales and Marketing

|    | ISO3 | Country.Name        | Year | Mid annual | Price indices  | Pay level de- |
|----|------|---------------------|------|------------|----------------|---------------|
|    |      |                     |      | total cash | - Total retail | flator (Head  |
|    |      |                     |      | ranges for | price indices  | of sales and  |
|    |      |                     |      | Head of    | (RPI) living   | marketing)    |
|    |      |                     |      | Sales and  | expendi-       |               |
|    |      |                     |      | Marketing  | tures for UN   |               |
|    |      |                     |      |            | officials      |               |
| 46 | UKR  | Ukraine             | 2012 | 115190.00  | 84.50          | 136319.53     |
| 47 | IDN  | Indonesia           | 2012 | 113639.00  | 80.20          | 141694.51     |
| 48 | THA  | Thailand            | 2012 | 112365.00  | 85.20          | 131883.80     |
| 49 | DZA  | Algeria             | 2012 | 107399.00  | 82.70          | 129865.78     |
| 50 | IND  | India               | 2012 | 106442.00  | 82.50          | 129020.61     |
| 51 | HUN  | Hungary             | 2012 | 106361.00  | 79.80          | 133284.46     |
| 52 | PHL  | Philippines         | 2012 | 103833.00  | 84.80          | 122444.58     |
| 53 | ROM  | Romania             | 2012 | 88565.00   | 72.90          | 121488.34     |
| 54 | BGR  | Bulgaria            | 2012 | 85968.00   | 78.10          | 110074.26     |
| 55 | PAK  | Pakistan            | 2012 | 80882.00   | 78.40          | 103165.82     |
| 56 | LTU  | Lithuania           | 2012 | 78628.00   | 84.30          | 93271.65      |
| 57 | SRB  | Serbia & Montenegro | 2012 | 73771.00   | 89.10          | 82795.74      |
| 58 | EST  | Estonia             | 2012 | 66036.00   | 86.40          | 76430.56      |
| 59 | BGD  | Bangladesh          | 2012 | 64345.00   | 85.20          | 75522.30      |

Table 5: Countries sorted by Mid annual total cash ranges for Head of Sales and Marketing