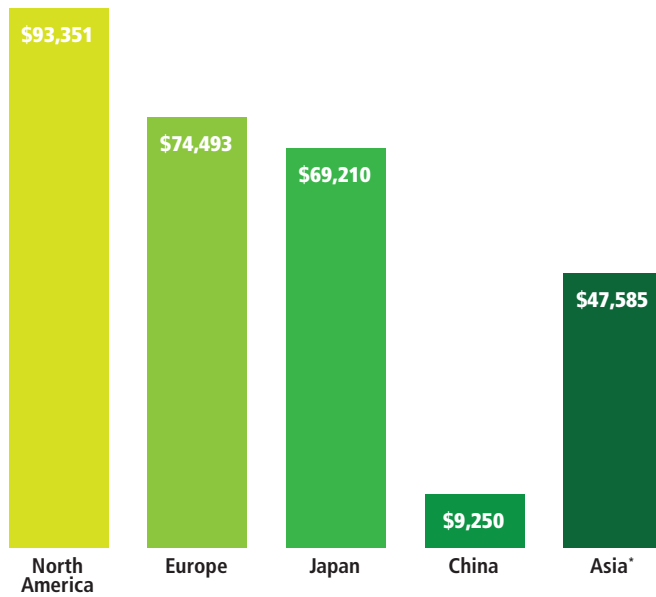


FIGURE 1: AVERAGE ANNUAL BASE SALARY



** Editions of EDN Asia, whose readers were surveyed to obtain these results, serve Hong Kong, India, Korea, Malaysia, Singapore, Taiwan, and Thailand. See www.edn.com/global08 for data broken down by region.*