

# Pesquisa de Remuneração Total 2009

Total Compensation Measurement™

Hewitt

## Participantes da Pesquisa de Remuneração Total da Hewitt

Os dados da Pesquisa de Remuneração estão disponíveis em 6 países na América Latina: Argentina, Brasil, Chile, México, Porto Rico e Venezuela.

### Argentina

3M	Carrefour	Hoyts Cinema	Petrobras	SunMicrosystems
Abbott Laboratorios	Carrier	JansenCilag	Procter&Gamble	SyngentaAgroSA
Accenture	Cencosud	JohnDeere	ProductosdeMaiz	Techint
Alpargatas	ColgatePalmolive	Johnson & Johnson	ProductosRoche	Telecom
AmcorPet	Covidien	JohnsonControls	Peugeot Citroën_8736	Telefonica
American Clave	Daimler Chrysler	JohnsonMedical	ReckittBenckiser	Tetrapak
AnheuserBusch Companies	DAK Américas	Kimberly Clark	RobertBosch	TheMosaicCompany
Arcor	Dana	KuehneNagel	Rockwell Automation	Toyota
Arcos Dorados	Danone	La Farmaco Argentina	Sabre_2833	Trane
AveryDennison	DowQuimicaArgentina	LAN	Sachs	Unilever
BASFArgentinaSA	Dupont	Lanxess	Sandoz	VF Corporation
Baxter	Edesur	L'Oreal	Sanofi Aventis	VISA
BlockBuster	EliLilly	Manpower	Sanofi Pasteur	Volkswagen
BoheringerIngelheim	Falabella	Monsanto	SAP	Wal Mart
Bonafide	First Source	Nalco	Schneider Electric	WesternUnion
Bridgestone	FluorCorporation	Nobleza Piccardo	SCJohnson&Son_	
Cadbury	Freddo	Novartis	Sealed Air	
Canon	Garbarino	Otis	SherwinWilliams	
Cargill	GeneralMills	Peñaflor	Sony Ericsson	
	GeneralMotors		StandardBank	

Argentina Brasil Chile México Porto Rico Venezuela

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## Brasil

3M do Brasil	Buckman Laboratórios	FAST SHOP	The Mosaic Company	Renault do Brasil	TF Indústria e Comércio de Modas
ABB	Bull	FD do Brasil	Nalco Brasil	Rhodia	ThyssenKrupp
Abbott Laboratórios	Carbochloro	Fnac Brasil	Natura Cosméticos	Rigesa Papel, Celulose e Embalagens	Bilstein Brasil
AC Nielsen do Brasil	CareStream	Frans Café	Nec Brasil	Roche Diagnóstica do Brasil	Tivit
Adidas do Brasil	Cargill Agrícola	G&K Holding	Nike do Brasil	Sabre International	TOTVS
ADM do Brasil	Carrefour	Gendai Franchising	Novartis	Sandoz do Brasil	Trane do Brasil
Agfa-Gevaert do Brasil	Caterpillar Brasil	General Mills Brasil	Biociencias	Sanofi Aventis	Tyco Electronics Brasil
Ajinomoto	Colgate Palmolive	General Motors	Orange - Equant	SBF Comércio de Produtos Esportivos	Unilever do Brasil
Alcoa Alumínio	Comgás	Gerdau	Organon	Sealed Air -Cryovac do Brasil	Valmont Industries, Inc.
Alstom Brasil	Companhia Brasileira de Distribuição	Grupo Valdac	Philips do Brasil	Seara Alimentos	Vicunha Textil
Altec Brasil	Companhia Vale do Rio Doce	Hercules do Brasil	Philips Eletrônica do Nordeste	Serasa	Visa do Brasil
América Comercial	Continental	IBM Brasil	Philips Medical Systems	Sherwin-Williams	Visteon Sistemas Automotivos
ArcelorMittal Brasil	Covidien	International Paper	Politec	Siemens Healthcare Diagnóstica	Voith Paper
Arcos Dourados	CPQ Brasil	Interpublic Group	Tecnologia da Informação	Siemens	Volkswagen do Brasil
Arvin Meritor	Cummins Brasil	John Deere Brasil	PPG Industrial	Siemens	Wabco do Brasil
Atos Origin	DHL Express	JohnsonDiversey	Produbam	Sony Ericsson Mobile	Western Union
Automotive do Brasil	Dow Brasil	Kellogg do Brasil	PSA Peugeot Citroen	Souza Cruz	Woodward Governor
Avery Dennison	Duratex	Kemira Chemical	Rassini-NHK	Springer Carrier	Reguladores
Aços Villares	Ecolab	Kidde Brasil	Auto Peças	SSA Global do Brasil Softwares	Wurth do Brasil
Bacardi Martini	Eletronic Data Systems	Kimberly Clark	Renault	Tata Consultancy	Yahoo! Inc.
Banco John Deere	Elevadores Otis	Klabin	Rhodia	Tech4B	York International
Baxter Hospitalar	Eli Lilly do Brasil	Kodak Brasileira	PPG Industrial	Tecumseh do Brasil	
Bayer CropScience	Emerson Process Management	Kraft Foods	Produbam	Tenneco Automotive do Brasil	
Bayer HealthCare	Ericsson	Leroy Merlin	PSA Peugeot Citroen		
Bayer Material Science	Estok Comércio e Representação	Levi Strauss	Rassini-NHK Auto Peças		
BDF Nivea		LG Electronics			
Becton Dickinson		Makro Atacadista			
Boston Scientific		Lojas Marisa			
Brinks		LSG Lufthansa Service Holding AG			
Bristol-Myers Squibb					
Brown-Forman Corporation					

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## Chile

3M Chile	Hercules	Otis Chile	Sony Chile
Abbott Chile	Hospira Chile	Philips Chilena	Sony Ericsson
ACNielsen Chile Ltda	IBM de Chile	Procter & Gamble	Soprole
Alusud Embalajes	Interational Paper	Roche	Symrise
Arcos Dorados Chile	Cartones	Rockwell	Telefónica Móviles Chile
Itlda.	Johnson Diversey	Sabre Holdings	Trane de Chile
Avery Dennison	Kimberly Clark	Samsung	Transbank
Banchile Inversiones	Laboratorios Chile	Sealed Air	VF Corporation
Banco de Crédito e	Lafarge Chile	Corporation Chile	Viña Concha y Toro
Inversiones	Lefersa	Shell Chile	Western Union de Chile
Banco Itaú	LG Electronics Inc.	Sherwin Williams	Limitada
BASF	Chile Ltda.	Chile	Ópticas Rotter y Krauss
Baxter de Chile	Minera Los Pelambres	Siemens	
Beiersdorf	Moly-Cop Chile	Sigdotek	
Cambiaso Hnos C.	Nalco Industrial	SK Comercial	
Canon Chile	Services	SKC Maquinarias	
GlaxoSmithKline Chile	Nexus	SKC Rental	
Goodyear de Chile I.C	Novartis Chile	SKC Servicios	
		Automotrices	

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## México

3M	CIMMYT	IBM de Mexico	Nalco de México, S. de R.L. de C.V.	Sempra Global Companies
Agfa de Mexico Healthcare	Consortio ARA	International Paper	Nielsen	Servicios de Burger King de C.V.
Aggreko Services México, de C.V.	Covidien	Janssen Cilag Manufactura	Norgren	Servicios Profesionales
Alberto Culver	Daimler Chrysler de México	John Deere Bank Mexico S.A de C.V.	Manufacturing de México, de C.V.	Unilever, S.de R.L. de C.V.
AstraZeneca	Danone de México	John Deere Industrias	Novo Nordisk Servicios Profesionales	Sherwin Williams S.A de C.V.
Avent S. de R.L. de C.V.	Diageo México	John Deere Motores	Nycomed	Sony Ericsson
Avery Dennison, S.A de C.V	DuPont, de C.V.	Johnson Controls	Pfizer, de C.V.	Tequila Herradura
Baxter México S.RL de CV	EDS Mexico	Johnson Controls Automotive Experience	PPG Industries de Mexico	Trane
Bayer	Elevadores Otis, De C.V.	Johnson Controls Building Efficiency	Procter & Gamble	Tupperware
Blockbuster México	Emerson	Johnson Controls Power Solutions	Reckitt Benckiser	USG Mexico
BMW Financial Services S.A de C.V	First Data	Johnson Diversey México, SA de CV	Roche Syntex	VF Jeanswear de Mexico SA de CV
Borg Warner Morse Tec México de C.V.	Fluor	Kellogg Company de Mexico	Sabre Holdings	Wal-Mart de México
Cafeterias Toks	General Mills Ventas de México, S. de R. L de C.V.	Laboratorios Grossman	Sandoz, S.A	Western Union
Caja de Ahorro	General Motors de Mexico	Mattel Servicios de C.V.	SC Johnson and Son	Wyeth
Campbell's de México	Glaxo Smith Kline México	MEI	Schneider Electric Mexico, de C.V.	Pharmaceuticals S de RL de CV
Cargill	Grupo Peñafiel	Merck, S.A de C.V.	Schreiber Foods, Inc.	Xerox Mexicana S. A. de C. V.
Casa Cuervo	Henkel Mexicana, de C.V.	Monsanto Company	Scotiabank	
Casa Pedro Domecq	The Home Depot México		Sealed Air de México S. de R.L de C.V.	
Cementos Apasco	Hospira S. de R.L. de C.V.			
Church & Dwight Servicios, S. de R. L. de C.V.				

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## Porto Rico

3M de Puerto Rico	Biovail Laboratories International, SRL	IPR Pharmaceuticals, Inc.	Nestlé Puerto Rico, Inc. 3	Sanofi-Aventis Puerto Rico, Inc.
Abbott Laboratories (Puerto Rico), Inc.	Bristol Myers Squibb Puerto Rico, Inc.	Janssen Ortho LLC (Gurabo)	Nielsen Puerto Rico 3	Schering-Plough del Caribe, Inc.
Abbott Pharmaceuticals PR Ltd	Bristol-Myers Squibb	Johnson & Johnson – JOM	OMJ Pharmaceuticals (San German)	Schering-Plough Products (LPO)
Alcon (Puerto Rico) Inc.	Cadbury PLC Puerto Rico	Johnson & Johnson Business Services	Ortho McNeil Pharmaceutical	T-Mobile USA
AMERICAN INTERNATIONAL INSURANCE CO. OF PUERTO RICO (AIG)	Clorox Commercial Co.	Johnson & Johnson Caribbean (Hemisferica)	OrthoBiologicsLLC (Manati)	Toyota de Puerto Rico Corp.
Amgen Manufacturing, Limited	Colgate-Palmolive	Kellogg Caribbean Services Co., Inc.	PepsiCo Foods Caribbean	Unilever de Puerto Rico, Inc.
ANHEUSER-BUSCH COMPANIES, INC.	Covidien	Kimberly Clark	Pfizer Caribbean	Wal-Mart Puerto Rico, Inc. 3
Avon Products, Inc.	Diageo Puerto Rico	Kraft Foods Puerto Rico, Inc.	Pfizer Pharmaceuticals LLC	Wyeth Consumer Healthcare
Bard Puerto Rico	Dupont Agricultural Caribe Industries, Ltd.	Lilly del Caribe, Inc.	PR Wireless DBA Open Mobile	Wyeth Pharmaceuticals
BASF Agricultural Products de Puerto Rico	Dupont Electronics Microcircuits Industries, Ltd	Mars Caribbean & Central America	Procter & Gamble	Wyeth Pharmaceuticals 3
Baxter Healthcare, Inc. (Guayama)	Edwards Lifesciences	McDonald's Division Caribe 3	Puerto Rico Telephone Co	Zimmer
Baxter International Inc.	Eli Lilly Export PR Branch	McNeil Consumer Healthcare	RJ Reynolds Tobacco (CI), Co.	Manufacturing BV
Baxter Sales & Distribution Corp.	GERBER PRODUCTS COMPANY OF P.R., INC.	Merck Sharp & Dohme	Roche Diagnostics Puerto Rico	
BD Caribe Ltd. - Biosciences	GlaxoSmithKline	Merck Sharp & Dohme, (I.A.) Corp.	Sabre Holdings	
	Henkel Puerto Rico, Inc.		Sam's Club (Wal-Mart Stores) 3	

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## Venezuela

3M Manufacturera Venezuela, S.A.	Colgate-Palmolive C.A.	Flint Group Venezuela	Nalco Venezuela, S.A.C.A.	Unicon C.A.
Agribands Purina Venezuela S.R.L.	Corp Banca	Flowserve De Venezuela S.A.	Nestle Venezuela S.A.	Unilever
Alimentos Heinz, C.A.	Corporacion Clorox De Venezuela S.A.	General Mills de Venezuela, C.A.	Netser Computación C.A.	Venezolana De Proyectos Integrados Vepica Ca
Alimentos Kellogg, S.A.	Corporación Alfonso Rivas & Cia.	General Motors Venezolana, C.A.	Nielsen de Venezuela	Y & V Ingenieria Y Construccion S.A.
Avon Cosmetics de Venezuela C.A.	Corporación Digital CREDIT SUISSE	Global Crossing	Novartis de Venezuela S.A.	
Banco Confederado, S.A.	Del Sur Banco Universal	Grupo Beke-Santos Internacional C.A.	Oracle De Venezuela C.A.	
Banco Mercantil CA	Diageo Venezuela C.A.	Industrias Alimenticias Hermo de Venezuela, S.A.	Otepi Consultores S.A.	
Baxter de Venezuela, C.A.	DSD de Venezuela, C.A.	Inversiones Banpro Ca	Panalpina Ca	
BBVA Banco Provincial, S.A.	e-Power Outsourcing S.A.	Janssen-Cilag	PDVSA	
Bolivar Banco C.A.	Electronic Data System - EDS	Jantesa	Pernord Ricard	
Bridgestone Firestone Venezolana C.A.	Eli Lilly y Compañia de Venezuela S.A.	Kimberly - Clark Venezuela	Pfizer	
Cadena De Tiendas Venezolanas Cativen S.A.	Emerson Venezuela C.A.	Kraft Foods Venezuela C.A.	Plumrose Latinoamericana Ca	
Cargill De Venezuela S.R.L	Empresas Polar	Laboratorios Elmor, S.A.	Procter & Gamble	
Cemex Venezuela S.A.	Estudios Y Proyectos Ditech S.A.	LOMA	Productos Roche, S.A.	
Chrysler de Venezuela L.L.C	Farmatodo C.A.	Maersk Line	Ron Santa Teresa C.A.	
Citibank N.A		Molinos Nacionales, C.A.	Sabre Holdings	
			Sealed Air Corp.	
			Sony Ericsson S.A.	
			Tecnoconsult	
			Telefonica	
			Teminales Maracaibo C.A.	

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Para mais informações, envie um e-mail para [TotalCompensationCenterLatinAmerica@hewitt.com](mailto:TotalCompensationCenterLatinAmerica@hewitt.com)