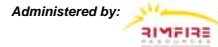


COMPENSATION BENCHMARK REVIEW



AgCareers.com, the leading online job board and human resource provider for agriculture, food, natural resource and biotechnology, announces the launch of the COMPENSATION BENCHMARK REVIEW for agribusiness.

The COMPENSATION BENCHMARK REVIEW (CBR) is an innovative product, targeted specifically for positions within the agribusiness industry. The CBR provides meaningful salary and additional compensation data in a confidential manner for major industry groups, such as crop protection, livestock production, rural finance, protein processing, agronomy/seed and much more.

Thanks to a recent partnership with the Australian-based, Rimfire Resources, AgCareers.com is able to provide this industry proven product. Rimfire Resources will administer the AgCareers.com CBR because they have a proven system and the localized housing of the data will allow for future international compensation reports.

Benefits of the COMPENSATION BENCHMARK REVIEW:

- o Cost effective approach to obtaining confidential salary and compensation data within the agribusiness industry
- o Reliable information for package benefits provided to employees -- The CBR allows companies to comparatively look at salary, benefits, bonuses, vehicle reimbursement, and additional perks
- o Ability to benchmark your company's compensation packages against your specific industry including location (city/region), company size, and like positions
- o Online access to reports when required
- o Ongoing customer support

Client Login



COMPENSATION BENCHMARK REVIEW Process:

- o Sufficient 'like' companies must be involved before benchmarking can be released - this will enable for there to be similar role comparison and provide statistically relevant reporting
- o A confidentiality agreement is signed with each participating company
- o Jobs and appropriate job descriptions are established with clearly defined accountabilities and 'reporting to' parameters
- o The client's job fit is then compared to the established jobs
- o Statistically relevant information is provided in an online format that the company representative can access with their online username/password.

Standard Report Example

Position: Research Asst.	No.	Total Base Salary				Total Salary Package			
		LQ	Median	UQ	Average	LQ	Median	UQ	Average
Ending June, 2005	433	54,711	61,000	66,180	61,819	59,798	66,989	75,027	67,901
Industry Group									
Crop Protection	102	55,640	60,000	65,881	61,820	61,204	66,001	72,490	68,074
Animal Health	100	59,061	65,314	71,994	66,189	65,094	71,866	79,780	73,076
R&D/Seed	58	62,500	66,854	71,945	67,050	68,329	72,977	78,553	73,068
Poultry	48	52,500	55,000	61,578	59,265	57,225	59,950	67,429	63,718
Dairy	44	48,840	52,522	59,856	54,108	53,488	57,510	65,322	59,258
Swine Production	25	40,000	43,470	59,740	49,442	43,600	49,338	66,028	54,586
Exotic/Zoology	18	52,500	56,356	68,000	61,082	57,225	61,428	74,120	66,632
Feed/Animal Nutri	13	55,300	60,900	78,794	67,803	60,830	66,990	86,674	74,347
Other	25	51,000	65,000	80,000	66,633	57,225	54,500	87,000	72,810
Location									
West	121	55,000	61,800	67,497	62,882	59,988	67,932	74,297	69,084
Mid-West	120	54,112	61,006	68,460	61,160	59,248	67,273	74,846	67,112
South-West	105	52,793	58,564	69,511	60,012	57,574	64,310	75,840	66,001
South	50	56,650	61,800	68,030	62,603	61,749	67,863	75,649	68,698
North-East	35	57,000	62,093	70,000	64,707	62,592	68,923	77,700	71,078
City vs. Rural									
City	76	53,026	59,316	66,874	61,907	57,918	64,894	73,857	67,908
Rural	355	55,000	61,800	68,419	61,800	59,950	67,580	75,210	67,899
Annual Revenue									
\$0-100m	80	52,000	54,711	62,000	56,889	57,148	59,900	68,330	62,392
\$101-250	133	55,640	60,001	65,890	61,836	61,100	66,001	72,482	67,918
\$250m+	218	56,364	63,508	71,400	63,618	61,760	69,845	77,980	69,912
Employees									
0-250	83	52,500	58,135	64,000	59,946	57,482	64,310	70,593	64,648
250-1000	94	54,711	61,200	72,002	64,135	59,867	67,176	79,254	70,494
1001+	254	55,390	61,911	68,180	61,901	60,929	67,932	75,027	68,004

Using the COMPENSATION BENCHMARK REVIEW:

- o Compare compensations for various positions that are competitively placed within your industry sector
- o A starting point for constructing an appropriate and competitive package to offer for a new position, or to a new employees
- o Examining a position to identify comparable positions across the agribusiness industry
- o Confirm the position descriptions of your roles match the roles they are benchmarked against

For more information on how to get involved with the AgCareers.com Compensation Benchmark Review

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