

Survey Profile

The Small Company Edition reports remuneration and HR data from 190 contributing organisations.

In keeping with AIM practice, the names of contributing companies are confidential and have not been published.

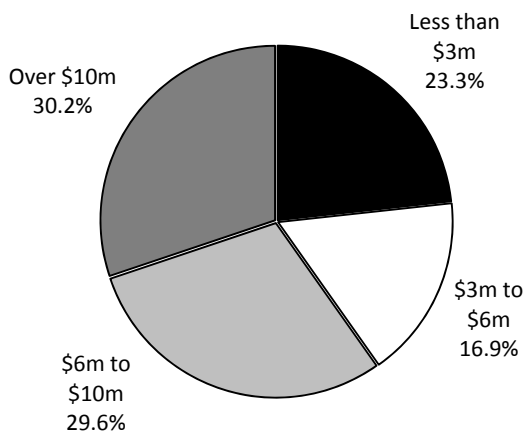
The section below details the profile of this year's contributing Small Companies by:

- annual turnover;
- location;
- industry group;
- employee numbers; and
- type of ownership.

Annual Turnover

There has been a notable change in the composition of organisations contributing to the Small Companies Survey with the proportion of organisations in the *Over \$10m* turnover category increasing from 22.5% (in 2010) to 30.2% (in 2011), while the proportion of organisations in the *\$3m to \$6m* turnover category decreased from 24.5% to 16.9%.

Figure 8 – 2011 Contributors to Annual Turnover: Small Companies



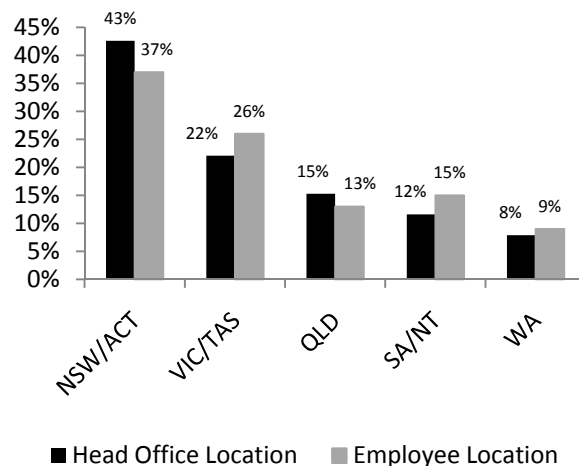
Location

Figure 9 below shows the geographical location of contributing companies by head office location and also by employee location.

It is important to consider both figures when assessing the geographical distribution of contributing companies.

For example, for the *NSW/ACT* category, while 43% of Small Company Survey participants have their Head Offices located in NSW/ACT, their employees may be located in other States/Territories, so that only 37% of all salary data is comprised of employees located in NSW/ACT.

Figure 9 – 2011 Contributors by Head Office and Employee Location: Small Companies



Industry Group

AIM strives to achieve representation across all industry sectors. Similar to the 2010 survey, there has been a fairly even spread of data across most industry groups, with the highest single contributing sector being Government/Institutions/Social Services.

Table 36 – 2011 Contributors by Industry Group: Small Companies

	%
Government/Institutions/Social Services	16.4
Business & Professional Services	15.3
Manufacturing – Other	11.1
Manufacturing – Metal/Automotive	7.9
Wholesale – Other	7.4
Construction and Engineering	6.9
Electronics/IT	4.8
Manufacturing – Petrol/Chemical	2.6
Hospitality and recreation	2.6
Distribution	2.6
Banks/Finance/Insurance	2.1
Manufacturing – food/beverage/tobacco	1.6
Tourism/travel	1.1
Mining and quarrying	1.1
Wholesale – Machinery/Auto	1.1
Ag/Forest/Fish/Farm	0.5
Utilities	0.5
Retail	0.5
Other	13.8

Employee Numbers

The following table shows the size of contributing companies based on number of employees.

The greatest change in contributor size was in the over 75 number of employees range, which increased from 14.7% in 2010 to 20% in 2011.

Table 37 – 2011 Contributors by Employee Numbers: Small Companies

	%
Up to 15	23.2
16 – 30	21.1
31 – 45	19.5
46 – 60	9.5
61 – 75	6.8
Over 75	20.0

Type of Ownership

There has been little variation from the 2010 survey in terms of company ownership with most category levels remaining static.

Table 38 – 2011 Contributors by Type of Ownership: Small Companies

	%
Public Listed	1.1
Public Unlisted	4.2
Proprietary Limited	65.6
Government Body	2.6
Non-profit	14.8
Partnership	1.1
Sole Trader	0.5
Not for Profit	8.5
Other	1.6