

Ecole Ingénieurs 2013 Données L'ETUDIANT Décor & Mise en scène oPtionSI Michelet	Concours	Concours											Autres									
		groupes [A+ A B C D]	note /100	niveau académique [A B C]	niveau recrutement /20	recherche [1A A B C D]	proche entreprise [A B C]	Salaire Mini sortie KEURO	Salaire Maxi sortie KEURO	Salaire Mini 3 ans KEURO	Salaire Maxi 3 ans KEURO	Anciens en activité	auto aero naval ferroviaire	chimie pharmacie	energie	BTP	Service Information	Technologie Information	Finance assurance banque	agroalimentaire	autre	
Ecole Polytechnique	ENS X	A+	83	A	17.6	1A	A	38.5	44	44	48	11537	9%	0%	16%	8%	7%	3%	28%	0%	29%	
Centrale Paris	Centrale	A+	76	A	17.4	A	A	38.5	44	44	48	17000	13%	5%	20%	14%	5%	7%	12%	0%	24%	
Mines ParisTech	Mines	A+	72	A	17.8	A	A	38.5	44	44	48	4022	7%	3%	16%	2%	11%	3%	7%	2%	49%	
Ponts et Chaussees Paris	Mines	A+	71	A	17.4	A	A	38.5	44	44	48	13000	7%	1%	8%	34%	1%	0%	20%	0%	29%	
Supélec Gif	Centrale	A+	71	A	16.7	A	A	38.5	44	44	48	14050	15%	1%	26%	2%	12%	16%	7%	1%	20%	
Telecom ParisTech	Mines	A+	70	A	17.1	A	A	38.5	44	44	48	9156	7%	0%	5%	0%	35%	47%	6%	0%	0%	
INSA Lyon	Dossier	A+	69	A	16.8	A	A	35	38	39.5	44	28600	21%	3%	12%	9%	21%	0%	0%	1%	33%	
Centrale Lyon	Centrale	A+	63	A	16.9	1A	A	36.5	39	39.5	44	9220	20%	5%	24%	0%	8%	4%	7%	0%	32%	
ISAE ENSICA Toulouse (Supaero+ENSICA)	CCP	A+	63	A	17.2	C	A	38.5	44	39.5	44	14000	77%	0%	5%	0%	5%	0%	6%	0%	7%	
ISAE Supaero Toulouse (Supaero+ENSICA)	Mines	A+	63	A	17.2	C	A	38.5	44	39.5	44	14000	77%	0%	5%	0%	5%	0%	6%	0%	7%	
ENSAM ParisTech	E3a	A+	60	B	15.2	B	A	36.5	39	39.5	44	21615	36%	4%	18%	14%	2%	2%	2%	1%	21%	
ENSTA ParisTech	Mines	A	59	A	17.3	A	A	38.5	44	44	48	5600	22%	3%	23%	1%	10%	6%	9%	1%	25%	
ESPCI ParisTech	ENS X	A	58	A	17.5	1A	A	36.5	39	39.5	44	2400	16%	19%	24%	2%	9%	7%	5%	9%	9%	
Centrale Nantes	Centrale	A	57	A	16.6	B	A	35	38	39.5	44	8373	24%	1%	20%	13%	7%	6%	6%	1%	22%	
Centrale Lille	Centrale	A	54	A	16.4	C	A	36.5	39	39.5	44	7739	15%	4%	13%	13%	11%	2%	8%	3%	31%	
UTC Compiègne	Dossier	A	54	A	15.9	A	A	35	38	37	40	16298	40%	8%	13%	4%	11%	10%	1%	3%	10%	
Telecom Bretagne Brest	Mines	A	53	A	16.2	B	A	36.5	39	39.5	44	5036	7%	1%	3%	0%	55%	15%	9%	0%	10%	
Mines Saint Etienne	Mines	A	52	A	15.9	B	A	36.5	39	39.5	44	3600	19%	2%	17%	3%	3%	7%	7%	7%	35%	
INSA Toulouse	Dossier	A	52	A	16	A	A	35	38	39.5	44	12733	27%	6%	6%	18%	12%	5%	2%	2%	22%	
Mines Nancy	Mines	A	51	A	16.7	B	A	35	38	39.5	44	4477	20%	0%	23%	7%	7%	7%	11%	0%	25%	
Grenoble INP Phelma	E3a Indep	A	51	A	15.6	A	B	35	38	37	40	11990	9%	1%	31%	1%	17%	16%	6%	0%	19%	
INPG Ensimag	CCP	A	51	A	15.8	B	A	36.5	39	39.5	44	5800	8%	1%	4%	0%	33%	17%	27%	0%	10%	
ENSAE ParisTech	Mines	A	50	B	17.1	D	A	38.5	44	44	48	4791	2%	2%	3%	0%	2%	3%	55%	2%	31%	
ENSCP Chimie ParisTech	CCP	A	50	A	16.3	A	A	36.5	39	39.5	44	1883	3%	36%	26%	0%	3%	3%	0%	0%	29%	
Telecom SudParis evry	Mines Telec	A	49	A	16.1	C	A	36.5	39	39.5	44	5680	2%	0%	2%	0%	56%	22%	7%	1%	10%	
ENSEEIHNT INP Toulouse	CCP	A	48	A	16.1	B	A	35	38	37	40	8800	28%	0%	18%	0%	22%	8%	0%	0%	24%	
ESTP Paris	E3a	A	47	C	15.2	F	A	36.5	39	39.5	44	20000	1%	1%	7%	69%	1%	1%	1%	0%	19%	
ENAC Toulouse	CCP	A	47	A	16.1	D	A	35	38	37	40	3816	89%	0%	0%	0%	7%	0%	0%	0%	4%	
ENSEIRB-Matmeca IP Bordeaux	CCP	A	46	A	15.4	B	B	35	38	37	40	5071	31%	0%	6%	0%	26%	11%	5%	0%	21%	
ENSTIM Nantes	Mines ENSTIM	A	46	A	15.6	B	B	35	38	37	40	1850	10%	5%	33%	4%	16%	5%	10%	0%	17%	
INPG Ense3	CCP	A	46	A	15.9	B	B	35	38	37	40	11750	18%	1%	50%	1%	2%	0%	1%	1%	15%	
ENSTIM Ales	Mines ENSTIM	A	44	B	15.3	C	A	35	38	39.5	44	3812	6%	4%	12%	37%	10%	4%	2%	1%	24%	
ENSTIM Douai	Mines ENSTIM	A	44	B	15.4	C	A	35	38	39.5	44	5756	15%	6%	13%	31%	8%	1%	3%	0%	23%	
ENSIACET INP Toulouse	CCP	A	44	A	15.6	B	B	35	38	37	40	4180	25%	25%	17%	1%	4%	2%	1%	4%	21%	
SupOptique ParisTech	Centrale	A	43	A	16.5	B	B	35	38	37	40	2200	28%	3%	0%	0%	0%	3%	0%	0%	66%	
Centrale Marseilles	Centrale	A	43	A	16.4	C	B	32	36	37	40	9866	28%	5%	15%	6%	8%	2%	8%	3%	25%	
FOST Strasbourg	CCP Banque	A	42	B	15.3	C	B	35	38	37	40	713	0%	0%	55%	22%	0%	0%	0%	0%	23%	
EISTI Cergy-Pontoise	CCP Banque	A	41	B	14.8	E	A	35	38	37	40	3280	8%	3%	3%	0%	57%	0%	0%	0%	29%	
ecole navale Brest	Centrale	A	41	B	15.7	D	A	36.5	39	39.5	44	3069										
ENSAI Rennes	CCP Banque	A	40	B	15.2	D	A	36.5	39	39.5	44	445	2%	10%	5%	0%	0%	0%	39%	2%	42%	
INSA Rouen	Dossier	A	40	A	15.9	C	A	32	36	37	40	6691	15%	4%	10%	13%	25%	5%	2%	1%	25%	
ECE Paris	E3a Indep	B	39	A	14.7	E	A	35	38	37	40	5410	19%	3%	8%	0%	24%	13%	11%	0%	22%	
CPE Lyon	CCP	B	38	A	14.5	D	A	35	38	37	40	7103	15%	24%	6%	2%	19%	9%	1%	0%	24%	
ESIEE Paris Marne-la-Vallee	E3a Indep	B	38	B	12.9	C	A	35	38	37	40	4500	31%	1%	3%	1%	23%	11%	6%	1%	23%	
ESTIA Bidart	E3a Indep	B	38	B	14.7	E	B	32	36	35	38	1185	42%	0%	20%	8%	18%	0%	2%	4%	6%	
ENSTA Bretagne Brest (ex-ENSIETA)	Mines ENSTIM	B	38	B	15.5	D	B	35	38	37	40	3611	61%	0%	12%	2%	4%	17%	0%	0%	4%	
ENSC Montpellier	CCP	B	37	A	16.4	D	B	32	36	37	40	2880	0%	40%	14%	0%	0%	0%	0%	10%	36%	
ECAM Lyon	E3a Fescic	B	37	A	14.5	E	A	35	38	37	40	4500	28%	0%	23%	7%	9%	9%	0%	4%	20%	
ENSEA Cergy-Pontoise	Centrale	B	37	B	14.4	C	B	35	38	37	40	5149	39%	2%	8%	0%	19%	11%	3%	0%	18%	
ENSTIM Albi	Mines ENSTIM	B	37	B	15.4	C	B	32	36	37	40	2084	18%	22%	19%	9%	12%	2%	1%	2%	15%	
INSA Rennes	Dossier	B	37	A	15.8	B	B	32	36	35	38.5	7300	12%	1%	4%	18%	41%	8%	1%	1%	14%	
ENSEM INPL Nancy	CCP	B	37	B	14.9	D	B	35	38	37	40	4550	30%	0%	49%	5%	7%	3%	1%	0%	5%	
ENSIC INPL Nancy	CCP	B	37	C	15.4	D	A	35	38	39.5	44	4000	2%	47%	40%	0%	2%	0%	0%	5%	4%	
ICAM Lille-Nantes-Toulouse	E3a Fescic	B	36	B	14.1	F	A	32	36	35	38.5	9956	26%	4%	8%	16%	6%	3%	0%	4%	33%	
INSA Strasbourg	Dossier	B	36	A	15.2	D	A	32	36	37	40	8025	14%	1%	21%	34%	0%	1%	0%	1%	28%	
ENSI Caen	CCP	B	36	B	14.5	C	B	35	38	37	40	4923	7%	5%	14%	0%	22%	24%	0%	0%	28%	
ISAE ENSMA Poitiers	CCP	B	36	B	15.4	C	B	32	36	37	40	4666	73%	0%	11%	1%	4%	0%	0%	0%	11%	
Telecom Physique Strasbourg (ex-ENSPS)	CCP	B	35	B	14.6	C	B	32	36	37	40	2448	8%	3%	15%	3%	18%	8%	0%	0%	45%	
IFMA Clermont-Ferrand	E3a Indep	B	35	B	14.3	C	B	35	38	37	40	2214	36%	4%	14%	2%	2%	1%	1%	2%	38%	
UTT Troyes	Dossier	B	35	A	13.7	C	B	32	36	35	38.5	4252	26%	4%	7%	4%	18%	7%	2%	0%	32%	
ENSC Mulhouse	CCP	B	35	B	15.1	E	B	32	36	37	40	1600	0%	72%	0%	4%	0%	0%	0%	0%	24%	
Supmeca Saint-Ouen	CCP	B	35	B	15.1	E	B	32	36	37	40	4084	60%	0%	12%	0%	7%	1%	0%	0%	20%	
ESM Saint-Cyr	CCP Banque	B	35	C	15.2	F	A	35	38	37	40											
INPG Genie industriel	CCP Banque	B	34	B	15.2	C	B	32	36	35	38	2504	34%	4%	16%	3%	4%	2%	0%	7%	30%	
ESIGELEC Rouen	E3a Indep	B	34	B	14.2	F	A	32	36	35	38.5	7166	21%	2%	13%	10%	23%	8%	5%	1%	17%	
EEIGM INPL Nancy	CCP Banque	B	33	A	14.7	D	C	30	34	32	36	844	14%	14%	19%	10%	0%	0%	0%	0%	43%	
ISEP Paris	E3a Fescic	B	33	B	13.5	F	A	35	38	35	38.5	4600	14%	0%	1%	0%	14%	14%	15%	0%	42%	
Telecom Lille 1	Mines Telec	B	33	B	13.5	E	A	35	38	37	40	2500	4%	0%	0%	0%	50%	4%	9%	0%	33%	
Polytech Nice Sophia	E3a Archi	B	33	A	14.3	D	B	32	36	35	38.5	2957	13%	4%	2%	0%	39%	6%	0%	4%	32%	
ENSCBP IP Bordeaux	CCP	B	33	A	15.5	B	C	30	34	35	38	3200	19%	16%	7%	5%	0%	0%	0%	29%	24%	
Polytech evry Strasbourg	Centrale	B	33	C	14.4	E	B	35	38	37	40	2904	7%	0%	0%	0%	36%	11%	29%	0%	17%	
Polytech Marseille	E3a Archi	B	33	A	13.7	C	B	32	36	35	38.5	5700	16%	18%	7%	19%	10%	10%	0%	3%	17%	
ESTACA Levallois-Perret Laval	Dossier	B	33	B	14.2	E	A	32	36	37	40	6517	92%	0%	0%	0%	0%	0%	0%	0%	8%	
ENTPE Lyon	Mines TPE	B	33	B	16.1	D	B	32	36	37	40	6411	17%	0%	10%	67%	0%	0%	0%	0%	6%	
Polytech Nantes	E3a Archi	B	32	A	14	C	B	32	36	35	38.5	6650	16%	1%	9%	14%	18%	3%	2%	0%	37%	
ENSCCL Lille	CCP	B	32	C	15.3	D	B	35	38	37	40	1963	8%	54%	8%	0%	0%	0%	0%	0%	30%	
ISEN Lille-Brest-Toulon	E3a Fescic	B	32	B	13.1	C	A	32	36	37	40	5600	11%	0%	2%	3%	39%	16%	2%	2%	25%	
HEI Lille	E3a Fescic	B	32	B	13.3	E	A	32	36	37	40	8581	18%	4%	16%	39%	4%	0%	0%	0%	19%	
ESIEA Paris Laval	E3a Indep	B	32																			

Ecole Ingénieurs 2013 Données L'ETUDIANT Décor & Mise en scène oPtionSI Michelet	Concours	groupes [A+ A B C D]																		
		note /100	niveau académique [A B C]	niveau recrutement /20	recherche [1A A B C D]	proche entreprise [A B C]	Salaire Mini sortie KEURO	Salaire Maxi sortie KEURO	Salaire Mini 3 ans KEURO	Salaire Maxi 3 ans KEURO	Anciens en activité	auto aero naval ferroviaire	chimie pharmacie	energie	BTP	Service Information	Technologie information	Finance assurance banque	agroalimentaire	autre
ENSC Rennes	CCP	B	30	B	15.6	D	C	30	34	35	38	1800	0%	21%	5%	2%	0%	0%	5%	67%
ESSTIN Nancy	E3a Archi	B	30	A	13.9	D	B	32	36	35	38.5	3986	16%	4%	29%	4%	2%	0%	6%	39%
Polytech Paris UPMC	E3a Archi	B	30	A	14	C	C	32	36	35	38.5	3500	25%	0%	7%	7%	11%	7%	11%	32%
EFREI Villejuif	E3a Indep	B	30	C	13.2	G	A	32	36	37	40	7000	2%	0%	2%	0%	28%	23%	18%	27%
ENSIL Limoges	E3a Indep	B	30	B	15	D	C	30	34	35	38	1980	29%	2%	17%	3%	16%	8%	0%	24%
ENSI Bourges	CCP	B	30	C	14.4	E	B	32	36	35	38	1346	23%	0%	30%	9%	13%	3%	4%	18%
ENI Saint-etienne	concours ENI	B	30	B	13.9	D	B	32	36	35	38.5	4194	21%	4%	12%	43%	0%	0%	3%	17%
EIGSI La Rochelle	E3a Indep	B	30	B	13.7	G	B	32	36	35	38.5	2427	37%	4%	18%	14%	4%	2%	2%	17%
EPMI Cergy-Pontoise	E3a Fescic	B	30	C	12.8	F	A	35	38	37	40	1458	21%	0%	24%	20%	28%	0%	4%	3%
ENSGSI INPL Nancy	CCP Banque	C	29	B	14.5	E	B	35	38	35	38.5	714	11%	3%	8%	0%	2%	2%	3%	71%
ENI Metz	concours ENI	C	29	B	13.1	D	C	32	36	35	38.5	3100	44%	6%	8%	1%	1%	0%	7%	33%
UTBM Belfort-Montbéliard	Dossier	C	29	C	13.4	C	B	32	36	35	38.5	8870	36%	3%	11%	2%	23%	8%	1%	16%
Telecom Nancy (ex-ESIAL Nancy)	Mines Telec	C	29	C	14.1	F	B	32	36	35	38	1439	0%	0%	0%	0%	69%	21%	5%	5%
Polytech Montpellier	E3a Archi	C	28	A	13.9	D	C	30	34	32	36	7504	6%	1%	6%	0%	9%	8%	1%	51%
ENSMM Besançon	CCP	C	28	C	14.6	C	B	32	36	35	38	5106	47%	8%	12%	0%	0%	0%	0%	33%
ESEO Angers	E3a Fescic	C	28	B	13	E	B	32	36	35	38.5	4690	25%	2%	3%	0%	35%	0%	5%	30%
ENSC Clermont-Ferrand	CCP	C	28	B	15.1	E	C	30	34	35	38	1794	18%	49%	0%	3%	3%	0%	6%	21%
INPG Esisar	CCP	C	28	B	14.1	E	B	32	36	35	38.5	1068	27%	2%	12%	0%	32%	20%	0%	7%
ENSG Marne-la-Vallee	Mines Telec	C	28	C	13.9	F	B	32	36	37	40	789	0%	0%	5%	5%	40%	45%	0%	5%
EIVP Paris	Mines TPE	C	27	C	15.1	F	C	30	34	35	38	1804	0%	0%	0%	27%	0%	0%	0%	73%
Polytech Tours	E3a Archi	C	27	B	13.2	E	B	32	36	35	38.5	3787	15%	0%	8%	12%	10%	8%	4%	41%
ISIMA Clermont-Ferrand	CCP	C	27	C	14	D	C	32	36	32	36	1310	15%	3%	0%	0%	28%	10%	4%	40%
ESCOM Compiègne	E3a Fescic	C	27	C	13.4	F	B	32	36	37	40	2084	2%	51%	3%	2%	0%	0%	2%	40%
ESILV Paris-La Defense	E3a Indep	C	27	C	13.2	G	B	32	36	37	40	703	16%	0%	10%	0%	28%	8%	27%	11%
ENSCI Limoges	CCP Banque	C	26	C	13.7	E	C	30	34	35	38	1350	3%	11%	13%	13%	0%	0%	0%	60%
ESME Sudria	E3a Indep	C	26	C	13	F	B	32	36	35	38.5	8500	17%	0%	12%	27%	27%	11%	3%	3%
ENGEEES Strasbourg	CCP	C	25	B	15.3	D	C	30	34	32	36	2290	0%	0%	2%	4%	0%	0%	0%	94%
ENSAIT Roubaix	E3a Indep	C	25	C	14.6	F	C	30	34	32	36	2412	14%	5%	0%	0%	0%	0%	0%	81%
ESB Nantes	E3a Indep	C	25	C	13.4	E	C	30	34	32	36	1895	0%	0%	3%	50%	3%	3%	0%	36%
Sup Galilee Villetaneuse	E3a Archi	C	25	B	12.5	C	C	32	36	35	38.5	2135	0%	0%	0%	62%	0%	4%	0%	34%
ENI Val-de-Loire	E3a Indep	C	25	C	13.1	F	C	32	36	35	38.5	805	34%	2%	8%	6%	15%	0%	0%	29%
ENI Brest	concours ENI	C	25	B	13.3	E	C	32	36	35	38.5	3365	29%	0%	8%	0%	24%	7%	4%	28%
ENSIAME Valenciennes	CCP	C	25	C	13.8	E	C	30	34	32	36	4300	54%	2%	10%	2%	3%	2%	4%	21%
ESIEE Amiens	E3a Indep	C	25	C	13	G	C	32	36	35	38.5	1182	44%	8%	12%	8%	12%	4%	0%	12%
Polytech Clermont-Ferrand	E3a Archi	C	25	A	13.7	D	C	30	34	32	36	5475	16%	7%	14%	31%	8%	4%	1%	7%
ENSGTI Pau	CCP	C	25	C	13.6	E	C	30	34	35	38	784	12%	20%	45%	10%	0%	0%	6%	7%
IPSA Ivry-sur-Seine	Dossier	C	25	C	12.6	G	B	32	36	37	40	2000	90%	0%	1%	0%	0%	3%	0%	6%
ECPM Strasbourg	CCP	C	24	C	15.1	C	C	30	34	32	36	2240	5%	47%	0%	0%	0%	0%	5%	43%
Polytech Orleans	E3a Archi	C	24	A	13.4	D	C	30	34	32	36	3947	29%	4%	7%	35%	0%	0%	2%	23%
ENMétéo INPT Toulouse	Mines TPE	C	24	A	16.7	E	C	30	34	27	32	930	0%	0%	0%	81%	0%	0%	0%	19%
ENSI Poitiers	CCP	C	23	B	14.5	E	C	30	34	32	36	2194	10%	0%	22%	22%	5%	3%	0%	38%
ENSTIB epinal	CCP Banque	C	23	C	13.9	E	C	30	34	32	36	1034	0%	0%	0%	60%	0%	0%	2%	38%
ESIGETEL Fontainebleau	E3a Indep	C	23	C	11.9	G	C	32	36	35	38.5	1810	7%	0%	0%	53%	0%	11%	0%	29%
ENSISA Mulhouse	CCP Banque	C	23	C	13.5	E	C	30	34	32	36	2400	24%	2%	18%	3%	14%	3%	10%	24%
ECAM Rennes Louis de Broglie	E3a Fescic	C	23	C	12.9	G	C	32	36	35	38.5	1112	40%	0%	5%	16%	13%	3%	0%	20%
ISA BTP Anglet	Dossier	C	22	C	14	F	C	32	36	35	38.5	386	0%	0%	0%	79%	0%	0%	0%	21%
IMAC Marne-la-Vallee	Dossier	C	21	C	14.1	E	C	30	34	32	36	0	0%	0%	0%	59%	0%	0%	41%	
ENI Tarbes	concours ENI	C	21	C	12.9	E	B	32	36	35	38.5	5261	36%	2%	11%	12%	4%	0%	2%	33%
ISAT Nevers	E3a Archi	C	21	B	13.6	F	C	30	34	32	36	1018	87%	0%	7%	0%	0%	0%	0%	6%
ISMANS Le Mans	E3a Indep	C	20	C	13.6	G	B	32	36	35	38	804	28%	2%	2%	7%	3%	2%	0%	53%
ENSC IP Bordeaux	CCP	C	20	C	13.3	D	C	30	34	32	36	179	18%	9%	0%	0%	27%	27%	0%	19%
ESIREM Dijon	E3a Archi	C	20	B	13	E	C	30	34	32	36	966	24%	0%	20%	13%	0%	22%	6%	15%
EIL Côte d'Opale Saint-Omer (ex-EIPC)	E3a Indep	D	19	C	13.5	F	C	30	34	32	36	569	3%	0%	3%	3%	0%	22%	3%	66%
Polytech Annecy-Chambery	E3a Archi	D	19	C	13.9	D	C	30	34	32	36	3383	0%	0%	5%	37%	0%	0%	0%	58%
ESIX Normandie	E3a Indep	D	19	C	12.8	F	C	30	34	32	36	646	14%	1%	14%	0%	0%	0%	51%	20%
ESIAB Brest (ex-ESMISAB)	E3a Archi	D	19	C	13.7	F	C	24	30	32	36	781	0%	0%	0%	0%	0%	0%	90%	10%
ESAIP Angers Grasse	E3a Fescic	D	17	C	12.3	F	C	30	34	32	36	872	5%	9%	11%	13%	30%	2%	2%	28%
ESIR Rennes (ex-IFSIC)	E3a Archi	D	17	C	12.8	F	C	30	34			1182	2%	0%	0%	2%	39%	39%	0%	18%
ISBS Creteil	E3a Indep	D	16	C	14.5	F	C	32	36	32	36	125	0%	53%	0%	0%	0%	0%	0%	47%
Polytech Lyon (ex-ISTIL)	E3a Archi	D	16	C	14.3	G	C	30	34	32	36	1500								
ISTIA Angers	E3a Archi	D	14	B	13.5	F	C	24	30	27	32	1500	21%	0%	0%	0%	31%	43%	0%	0%
ENSIBS Lorient	E3a Archi	D	12	C	12.2	E	C	30	34			60	46%	0%	0%	8%	16%	0%	0%	30%