ISRAEL HIGH-TECH & INVESTMENT REPORT

A MONTHLY REPORT COVERING NEWS AND INVESTMENT OPPORTUNITiES JOSEPH MORGENSTERN, PUBLISHER

April 2016 Vol. XXXI Issue No.4 You are invited to visit us at our website: http://ishitech.co.il

The Money Continues to Flow In

The money continues to flow in. The mergers and acquisition front is in high gear. It seems as if everyone wants a piece of the Israeli high tech scene. Israelis, for their part, look forward to entering the high tech world. Their salaries are way above what is paid in other fields. The future also appears bright as judged by the venture capitalists who continue to pour money into Israel's high tech environment.

Leading Edge Aerospace Capabilities

With five satellites in space launched from Israel the country is one of only eight nations in the world with an independent space-launch capability. The country's national aeronautical corporation - Israel Aircraft Industries (IAI), which has led the country's space program, has also developed the Arrow, the world's first-ever Anti-Tactical Ballistic Missile system. The country's aerospace capabilities also include the know-how to upgrade a broad range of aircraft and helicopters and Israeli firms are world leaders in unmanned aircraft - UAVs.

The country's aerospace industry has been able to benefit from a close relationship with the Israeli Air Force (IAF). Historically, it has been the success of the IAF and its superiority in the air, which has led the Israel Defense Forces to victory. New aerospace systems and sub-systems developed in Israel have the advantage of being immediately tested by the IAF, sometimes in real-time mission and operational conditions, providing a stream of feedback to local developers and manufacturers.

IAI's space and missile achievements include the Shavit launcher, the Ofeq Imaging Satellite and Amos Communication Satellite and, in cooperation with the U.S., the Arrow missile.

In this issue

Editorial Offices: P.O.Box 33633, Tel- Aviv 61336, Israel E-mail: htir_1@netvision.net.il

An agreement has been signed between IAI and Boeing for establishing a production infrastructure for manufacturing Arrow missile components.

Other Israeli firms like Elbit Systems also specialize in aerospace systems. These systems include space and airborne reconnaisance systems, UAVs, space cameras and thermal imaging systems, and the production of structural components and parts for the world's leading aerospace companies. This includes, through its subsidiary Cyclone Aviation Products, upgrading a wide range of fixed wing and rotor aircraft and helicopters including the F-4, F-5, F-15, F-16 and MiG-21 fighter aircraft, the CH-53, Super Cobra, Super Puma and V-22 helicopters and L-39 and ALX trainers. These upgrade programs have become increasingly significant in recent years as air forces worldwide are faced by ongoing budget cuts, while coming under increasing pressure to integrate the latest technological systems into existing fleets of aircraft. Another Israeli company specializing in aircraft engine refurbishing is Bet Shemesh Engines.

Israel's budget-oriented upgrade packages are able to improve an aircraft's capabilities, while lengthening its life-cycle, and lowering a pilot's work-load. Israeli firms have undertaken these projects on a turn-key basis from conception through to implementation and subsequent maintenance for both the Israel Air Force and overseas air forces.

Israel's aerospace industry also provides a broad range of leading edge components, accessories, materials and technologies to the world's major aircraft manufacturers. Products on offer include the most advanced radar systems developed by IAI's subsidiary Elta Systems Group, satellite and other innovative communication systems, glass cockpits, electro-optical systems, advanced propulsion.

Smart weapons systems include the Python 4 and 5 and Derby missiles, developed by RAFAEL Armament Development Authority, which are considered to be the world's most advanced air-to-air missile. Other products in the Israeli arsenal include laser-guided bombs and missiles and kits converting conventional weapons and bombs into smart weapons systems. Israel is also a world leader in search and rescue systems, armament management systems, mission computers, navigation equipment, cockpit displays, electronic warfare systems, avionic suites and airborne self protection systems. RAFAEL also develops microsatellites.

IAI has also led the local aerospace industry, and the world, in developing unmanned air vehicles (UAVs). The Hermes, for example, is a long range UAV for intelligence gathering purposes, while the Harpi, is an attack UAV. The new generation of UAVs currently being developed will include Micro Air Vehicles (MAVs), just 20 centimeters in size as well as UAVs with the capabilities of making vertical take offs and landings and improved

Israel High-Tech & Investment Report
Published monthly since January 1985

Publisher and Editor in Chief
Joseph Morgenstern, B.A. Chem.

Technology Review Board
Prof. S.J. Joel-Cohen, MD, FRCS. FRCOG (1996-2002)
Prof. Hylton Miller, M.B. Ch.B.

Copy Chief
Debbie Mor
Web Master
Marty vonBokel
Graphics Consultant
Daniel Morgenstern

Subscription Inquiries
E-mail: htir_1@netvision.net.il
Annual subscription $95.- per year, for 12 issues,
Israeli residents add 17% VAT

Web Edition and Achives
http://ishitech.co.il

control by using ground or airborne relay.

Israel Military Industries (IMI) specializes in rocket systems and through its subsidiary Ashot Ashkelon Industries produces long and short shafts for jet engines, products for aircraft high-lift systems, and switchboxes for the aerospace industry.

Following 9/11, IAI has developed homeland defense products including Flight Guard which when installed on aircraft offers a proven civil aviation self-protection system to combat terrorist missile attacks. Nice Systems' manufactures transceivers which sendÊ digital signals to air traffic controllers tracking planes and the company has also developed video recorders enabling pilots to inspect events in the passenger cabin.

Israel's aerospace industry also has the advantage of a highly skilled and experienced work force, many of them former senior air force personnel who continue to serve the armed forces reserves. A classic example of this relationship between the IAF and industry is BVR Systems Ltd. Founded in 1986 by two Israeli air-force pilots, BVR is a world leader in the development, manufacture and marketing of advanced computer-based training systems for pilots and other military applications. Their products include such innovations as Combat-Maneuvering-Instrumentation Systems, advanced algorithms, collision avoidance systems, advanced imagery, data-links, command and control, and man-machine interface applications.

Other companies in Israel's private aerospace sector include CONTROP Precision Technologies Ltd., which specializes in the development and production of electro-optical and precision motion control systems for helicopters, UAVs and light aircraft. Elisra Electronic Systems has developed EW systems which are installed in over 30 types of fixed and rotary winged aircraft, while its sister company Tadiran Spectralink, also part of Elisra Group, produces advanced wireless communication systems for a variety of airborne platforms and Blades Technology International (BTI), which manufactures high quality jet engine fan, compressor and turbine blades. Techjet Aerofoils Ltd. is a world leader in the development and manufacture of compressor aerofoils. The company's products are based on state-of-the-art technology and automation, ensuring ultimate quality through controlled processes.T.A.T. Technologies develops and manufactures a range of aerospace products including heat management and cooling ystems.

RADA Electronic Industries develops and manufactures core avionic systems, ground information management and debriefing systems and automatic test equipment and Orlite Industries has developed advanced composite products for aerospace and military applications.

The 20th century saw the decisive battle front move from land and sea to the air. This process will be certain to intensify during the 21st century with an even more pressing need for technological systems, which are smarter, more efficient and cost effective. Systems, which Israeli firms, are well placed to provide.

Portable Ultrasound Kit Will Expedite Medical Treatment, Save Lives In Disaster Areas

Ultrasound imaging is one of the world's most common medical tests. It is non-invasive, relatively inexpensive, it doesn't involve exposure to ionizing radiation, and is considered risk-free.

But an ultrasound scan is typically done at the doctor's office. So, what about patients in rural areas or disaster zones who can't get to a clinic?

Israeli researchers are now developing a portable ultrasound system that transmits scans directly to physicians - immediately, from anywhere in the world. With such a system, ultrasound scans can be performed in developing countries with limited medical infrastructure, and the team at the site can be given medical instructions based on the findings.

This innovative ultrasound kit, which can also be used at the scenes of car accidents, was developed by Prof. Yonina Eldar's lab at the Technion - Israel Institute of Technology. The small, advanced probe eliminates the need for the large ultrasound devices that are used by clinics and hospitals.

The probe acquires only the relevant data, which is then transmitted to a remote processing unit or cloud. The resulting image is then transferred to the treating physician's smartphone or tablet.

Ultrasound is based on high-frequency sound waves that we cannot hear. During the examination, a probe that transmits sound waves is placed against the patient's body, generating an image of the internal organs based on the pattern of the waves reflected back to the probe.

This technology is used in a wide variety of important medical tests: Assessing the condition of the fetus in utero, diagnosing conditions of internal organs, evaluating blood flow, diagnosing thyroid problems, cardiac examinations, detecting tumors and infections, and more.

At present, ultrasound examinations are performed at clinics and hospitals using a probe connected to a large, cumbersome and expensive ultrasound device. The results of the scan are collected by a computer and are interpreted by a radiologist, who sends the diagnosis to the patient's doctor. This process might take several days, which could be critical in some cases.

The Technion's new system dramatically changes the nature of ultrasound examinations. First, with the new algorithm developed at the lab, the data can be reduced at the initial scanning stage, so that it can be uploaded to a cloud without harming image quality and without loss of data on the way. Second, the smaller probe eliminates the need for the large ultrasound devices currently used at most clinics.

Dr. Shai Tejman-Yarden, a cardiologist at Israel's Sheba Medical Center, explains that in the case of injuries, for example, the system "will provide doctors who are not at the scene with information in real time, enabling them to instruct the paramedic at the scene," he said in a statement. "This development will also enable remote treatment for patients in developing countries, under the guidance of Israeli doctors."

Cloud data center company Stratoscale raises $27m

Qualcomm, Cisco and Intel are among the investors in the Israeli startup, which has developed a zero-to-cloud-in-minutes solution.

Israeli data center in the cloud infrastructure developer Stratoscale has closed a $27 million Series C financing round. Qualcomm Inc., through its venture investment group, Qualcomm Ventures, joined the Series C financing round with participation from all existing investors including Battery Ventures, Bessemer Venture Partners, Cisco, Intel and SanDisk.

The Herzliya-based startup is seeking to transform cloud computing capabilities within the data center by enabling businesses to embrace new technologies at a faster pace,

Stratoscale has raised over $70 million in funding over the past three years that is dedicated to support global expansion of the company. The startup has developed a zero-to-cloud-in-minutes solution.

To help customers keep up with business agility mandates that include rapid development and new age applications, Stratoscale provides a hardware-diagnostic Software Defined Data Center (SDDC) solution that offers a holistic data center experience. Stratoscale's solution enables IT to scale and respond to real-time needs with greater ease and assured control.

Stratoscale CEO Ariel Maislos said, "Today's data center managers are looking to Stratoscale to help them more effectively manage their technology infrastructure. To help us scale globally, we are proud to have the support and investment from Qualcomm Ventures. This investment enables us to accelerate our adoption in the market and expand operations more quickly to meet the demand for an all-inclusive data center cloud offering that is scalable and efficient. We continue to deliver on the promise of what data centers should be without the burden of being locked into legacy infrastructure that doesn't grow with your business."

Qualcomm Ventures senior director Mony Hassid said, "Qualcomm sees large growth opportunities in the data center space, and Stratoscale is positioned to become a seminal and transformative player, particularly in the midst of a current technology revolution. Their accelerated growth and global expansion indicate that Stratoscale is capable of leading the competition, and we look forward to working closely with the Stratoscale team as they continue to progress."

As companies have moved critical business processes to the cloud over the years, Stratoscale has brought the control back to IT by providing cloud computing capabilities in the data center in a way that's faster and doesn't require specific expertise or expensive services.

Since its $32 million Series B investment in 2014, Stratoscale has experienced significant growth and continued product innovation. The company also began expansion throughout North America and Europe with PartnerFirst, its 360 degree partner program. Through this program, Stratoscale is building an ecosystem of technology and distribution partners, expanding coverage and customer service to meet market demand for next generation data centers.

Rafael forms $10b defense venture with India's Reliance

The joint venture will manufacture air defense systems, air-to-air missiles, and large surveillance aerostats for the Indian market.

Israeli manufacturer Rafael Advanced Defense Systems Ltd. reported that it has signed a cooperation agreement worth $10 billion with Indian giant Reliance Defense. The agreement, signed at the Defexpo India exhibition in Goa was attended by Israel's Ambassador to India Daniel Carmon and Rafael CEO Yoav Har-Even. Reliance Defense is owned by Indian billionaire Mukesh Ambani.

As part of the agreement, Rafael and Reliance will collaborate in developing, manufacturing and delivering air defense systems, air-to-air missiles, and large surveillance balloons (aerostats) for the Indian defense market.

28 Israeli companies were present at the exhibition, which opened in India, the largest such number ever to attend an Indian defense even.

This company is creating the future of digital video, just a little bit smaller.

Beamr raises $15M while acquiring US Vanguard Video

It was reported that Tel Aviv-based streaming video startup Beamr has closed their Series C round with $15 million in new funding. The round was led by Disruptive Growth, with existing investors Marker and Eric Schmidt's Innovation Endeavours.

Along with this exciting news of their latest funding, it was announced that the company was buying Vanguard Video for an undisclosed sum, bringing with them strong capabilities in handling H.265/HEVC and H.264 codec video technologies.

Beamr was founded by CEO Sharon Carmel in 2009, raising a $9.5 million Series A in 2014 from Marker LLC and Innovation Endeavours. Working in the field of media optimization, the company has made significant strides in reducing the bitrate and size of media for streaming while maintaining the high quality viewing experience.

A veteran of the tech industry, Carmel's first company Emblaze Systems IPOed at the LSE's AIM in 1996 for $160 million. The company developed what they claim to be the first vector-based graphics player on the Internet before opening up a cellular digital video operation.

Then in in 2001, he founded and ran the web hosting service BeInSync. He later sold it to Phoenix Technologies for $25 million in 2008 where he took on the position of VP and Chief Scientist Synchronization and Continuity Team at his new employer.

Carmel has built a long career in the tech field, moving with the growth of technology from the earlier days of CDs, to the early days of the cloud, and now in the optimization of streaming for media.

According to a Geektime analyst Rinat Korbet, Carmel's career has followed a path of smart innovations in data transfer technologies. Based on his successful career in this loosely connected string of ventures, he is likely to have garnered investor confidence for continuing to build his company.

Following the funding, the company now boasts 80 employees in Tel Aviv, Palo Alto, and St. Petersburg. While still too early to tell, the new funding could help lead to more acquisitions as the company continues to build up their capabilities and improve their offering.

Despite the rapid advance of faster Internet speeds, time continues to be a factor in the consumption of media, whether it be on desktop or mobile. At the same time, the public expects to see HD or 4K quality video, beamed right to their devices.

Beamr's approach to meeting both of these needs is to significantly shrink the file size and lower the load capacity demanded for viewing these images and video. In the case of JPEGs, they claim to be able to cut as much as 80% off the file size, while achieving nearly 50% with video.

Beyond the basics of saving valuable space on devices, their optimization capabilities without the cutting of quality means that they can transfer more data for cheaper prices. Especially as data use caps are being discussed by cellular providers. As a content model, video is only growing in popularity. According to the Cisco Visual Networking Index report from 2015, video is likely to comprise 80% of Internet traffic by 2019, up from the 64% reported in 2014.

If this is the direction that the Internet is going, solutions like Beamr's will be crucial for keeping the pipes of data transfer from getting clogged up.

Intel Israeli procurements worth $10b in past decade

80% of what Intel buys in Israel is from small and medium-sized businesses.

Giant US chip manufacturer Intel reports that it has spent $10 billion on procurement in the Israeli market over the past decade. Figures provided by the company show that 80% of its purchases in Israel were from small and medium-sized businesses, and it spends an annual average of $1 billion on procurement from 1,000 different Israeli suppliers. Half of this $10 billion total has been recognized as part of the reciprocal procurement undertaken by Intel as a condition for the grants and benefits it received over the years from the Ministry of Economy and Trade Investment Promotion Center.

Intel says that its procurement is six times as much as its obligations under its agreements with the state. The company adds that its procurement personnel helped and trained local suppliers to meet its stringent standards, which enabled them to improve their businesses, thereby creating new jobs in the economy and enabling them to expand to new markets. According to Intel, these suppliers exported $2 billion in goods and services over the past decade.

"These goods were bought by other companies in Israel and overseas, not by us; some of thos companies even compete with Intel," said Intel International director of technologies, suppliers, and industrial development Ari Komeran. "Intel's huge volume of procurement from Israeli suppliers, and its reciprocal procurement, highlight the major economic contribution of Intel's manufacturing activity to the Israeli economy."

Figures provided by Intel show that 80% of its procurement in Israel is used for its processor manufacturing activity, mostly at the company site in Kiryat Gat. The other 20% is designated for the company's research and development in Israel and other countries. Intel has 1,100 employees in Israel, and right now is completing the construction of its upgraded fab in Kiryat Gat. The company's investment in upgrading this plant is projected to reach $7 billion. When the work is completed, the Kiryat Gat fab will be one of Intel's most advanced facilities in the world.

18 Israeli cyber millionaires worth NIS 30b

The ever-growing need for cybersecurity has generated enormous wealth for some.

The Israeli cybersecurity sector has yielded several multi-millionaires and many people who need not worry about saving for retirement. "Globes" put together a list of 18 cyber startup founders with tends millions of shekels to their name - whether on paper or after an exit.

The founders may take the largest share of the pie, but the wealth trickles down - as in every industry - because the companies employ dozens of senior managers and hundreds to thousands of workers, who make their fortunes primarily through the stock options in their work contracts.

It is thus likely the Israeli cybersecurity industry has generated dozens of people with at least NIS 1 million in their bank accounts.

Atop the table sit the three founders of Check Point - the pioneering Israeli cyber startup - who are valued in the billions. Gil Shwed, Marius Nacht, and Shlomo Kramer founded Check Point some 23 years ago, but have since followed different paths.

Shwed still serves as CEO and devotes most of his time to the enterprise. Nacht chose to take a less hands-on, background role at Check Point - chairman of the board. Kramer,

on the other hand, left Check Point five years after it was founded and became a serial entrepreneur of information and cybersecurity startups. He currently divides his time between several companies - some which have gone public, others which were sold, and still others which are awaiting their breakout.

The next three on the list, unsurprisingly, are tied in one way or another to the three Check Point founders. Nir Zuk started out at the company and eventually became a rival of Shwed by founding Palo Alto Networks, one of Check Point's main competitors. Mickey Boodaei teamed up with Kramer to found a few startups, most notably Trusteer, which was sold to IBM in 2013 for $700-800 million.
Amichai Shulman, in sixth place, was also a partner of Kramer in some ventures. Shulman amassed most of his fortune from Imperva, which is publicly traded in the US at a market cap of $1.5 billion.

Following Check Point and Imperva, the third largest Israeli venture among the publicly traded companies is CyberArk, founded by Udi Mokady and Alon Cohen. Mokady, like Shwed, still serves as CEO while Cohen bowed out in the first years after selling his shares to one of the Israeli VC funds already invested in the company. CyberArk has a US market cap of $1.3 billion.

The rest of the list is composed of young entrepreneurs who sold their ventures to foreign giants, mainly in the past year or two. The three founders of Adallom, sold to Microsoft last summer for NIS 320 million, each received NIS 98 million. The three founders of Towersec, which was sold at the start of the year to Harman for $70 million, each cashed out between NIS 27-76 million. The two founders of CyActive, which was sold this year to PayPal for $60 million, each amassed NIS 68 million.

Israeli, American researchers create worlds smallest diode

US energy secretary Moniz hopes Leviathan gets back on track quickly.

Prof. Bingqian Xu of the College of Engineering at the University of Georgia and Dr. Yoni Dubi from BGU's chemistry department headed the research groups in the two universities.

MOLECULED is a new technology that enables LCD displays to show more vivid, real-life colors than ever seen on displays before.

In a collaborative American- Israeli effort, researchers from Ben-Gurion University of the Negev and University of Georgia have created and characterized the world's smallest diode, which is only one molecule small.

Diodes are electronic elements that allow current to flow in one direction but prevent its flow in the other direction.

It is a central element in common and prolific electronic devices such as smartphones and computers - essentially any electronic appliance.

Prof. Bingqian Xu of the College of Engineering at the University of Georgia and Dr. Yoni Dubi from BGU's chemistry department headed the research groups in the two universities.

Researchers in Xu's group took a single DNA molecule constructed from 11 base pairs, and connected it to an electronic circuit (only a few nanometers large). When they measured the current through the molecule, the researchers found that the molecule did not present any unusual behavior. But when the DNA was combined with a molecule named coralyne, the behavior of the circuit changed drastically.

It became 15 times larger for negative voltages than for positive voltages, a necessary feature for a diode. The researchers deduced that they

had created a diode composed of a single DNA molecule.

Israel launches Ofek 10 radar-based spy satellite

The Israeli spy satellite Ofeq 10 was launched this evening, (April 9th 2014, 20:15 GMT) from the Palmachim Air Force Base on Israel's Mediterranean coast. Once the satellite enters orbit around the Earth, it will undergo several tests to confirm its serviceability and accurate performance.

The new satellite is the second Synthetic Aperture Radar (SAR) satellite built by IAI MBT Space Division and Elta Systems. The first two examples of this satellite were launched on the Indian PSLV rockets. For the OFEQ satellites Israel have utilized an indigenously developed three stages launcher called 'Shavit' which, according to foreign sources, is based on a ballistic missile system developed in Israel since the late 1960s, the missile itself was based on a French missile design.
The current configuration of Shavit is sufficient to lift the weight of the TECSAR's 295 kg, using the three solid fuel rocket stages and a liquid-propelled upper stage motor. According to IAI, since 1988 Shavit successfully launched several satellites, with maximum Weight of 290 kg (Westward). The advanced variant of the SHAVIT Launcher is configured to increase lift capability to 350 kg (Westward) which will be required to lift the OPSAT 3000, expected to weigh about 400 kg. "Ofek 10" is an earth observing remote-sensing satellite that employs SAR technology to deliver advanced, high resolution imagery, capable of operating day or night and in all weather conditions.

As its predecessor OFEQ 8, the Ofeq 10 uses the new bus system developed by IA Israeli startups raised $1 billion in the first quarter; $149 million went toÊ cybersecurity companies.

At the current rate, the record set last year for total financing raised by Israeli startups will at least be equaled this year

At the current rate, the record set last year for total financing raised by Israeli startups will at least be equaled this year. A "Globes" survey shows that 81 startups raised $1.02 billion (NIS 4 billion) in the first quarter of 2016, compared with $4.4 billion in all of 2015.
In other words, last year's pace has been more or less maintained. For the sake of comparison and showing just how much of a boom we are in, only three years ago, in 2012, a total of $1.8 billion was raised in the entire year, according to IVC figures.

In view of the first quarter just finished, we have chosen to analyze in depth the financing figures, and here are some of the findings:

$12.6 million
This is the average amount raised per company, which is neither particularly high nor particularly low. It is more or less the amount that enables a research and development company to continue operating for another 12-18 months. 51 companies, 63% of the total, raised less than $13 million each.
19%
This is the proportion of biomed companies, i.e. the ones developing medical equipment, drugs, or any other medical solution.
This means that most of the capital available for investments is going into the pockets of technology companies, which, regardless of what they are developing, have much lower risk profiles than biomed companies.
The chances of a cancer drug, for example, passing clinical trials and getting US Food and Drug Administration (FDA) approval are far lower than the chances of the market smiling on some cloud computing solution.
This figure is reflected in the total raised accounted for by biomed companies: $191 million, 19% of the total.

This is the proportion of companies that raised over $50 million per company - only four companies. 84% of the companies, on the other hand, raised up to $25 million per company. This means that the number of more mature companies able to raise more money per round is significantly smaller than the companies in the research and development stages and making only initial revenue. Actually only one of the companies that raised money in 2015 is already classified as a unicorn - a term referring to companies with a value of over $1 billion - ForeScout Technologies, a company that provides cyber security solutions for the Internet of Things.

This is the proportion of the total amount raised by the four companies that raised over $50 million each, meaning that 5% of the companies were responsible for 22% of the amount raised. In other words, a very small proportion of startups get a substantial share of the amount invested by the venture capital and investment funds. Half of the amount raised, on the other hand, was by companies that raised up to $25 million apiece.

12%

This is the proportion of the companies that raised money in 2015 in the cybersecurity niche, one of the hottest in both the Israeli and global high-tech industry. 10 companies raised a total of $149 million, 15% of the total raised, and 18% of the amount raised by technology companies (excluding biomed companies). It is very reasonable to assume that at least one of these will make an exit in the next 12-18 months. That is how it goes in the high-tech industry: a company is sold long before it proves itself commercially.

To sum up the first quarter of the year, high-tech is not downshifting.

100 Israeli execs earned over NIS 3m in 2015

Elbit Systems paid over NIS 40 million to employ its five leading executives.

His NIS 12 million ($3.1 million) cost of employment put Elbit Systems Ltd. (Nasdaq: ESLT; TASE: ESLT) president and CEO Bezhalel Machlis among the 10 highest paid executives in Tel Aviv Stock Exchange-listed companies in 2015.

The cost of Machlis's regular 2015 salary was $765,000, and he also received a $560,000 bonus. The largest part of his remuneration was a phantom stock package based on the company share price amounting to $1.8 million, without him actually receiving any shares.

Four other Elbit Systems executives whose salary figures were published benefited from $1.2 million in phantom stock bonuses. The cost to the company of their employment was in the NIS 7-7.5 million range ($1.8-1.9 million), putting each of them among the 30 highest paid executives in 2015. Employment of Elbit Systems' five highest paid executives cost the company an aggregate NIS 41 million ($10.5 million).

As of now, one week before the end of the annual financial reporting season, making it into the TASE's top 10 earning executives requires a salary of over NIS 9 million, and the average employment cost of the top 30 earning executives has exceeded NIS 5.5 million. The average employment cost of the top 100 earning executives exceeds NIS 3 million, and their aggregate cost is NIS 590 million - for now.

The cost of ISSTA Lines (TASE: ISTA) controlling shareholder and CEO Achishai Gal's salary was NIS 4 million, including NIS 1.4 million in salary and a NIS 2.6 million bonus. The cost of employment for Israel Chemicals (TASE: ICL: NYSE: ICL) executives

Charles Weidhas and Asher Grinbaum was similar to that of Gal, putting the three men at the bottom of the 70 executives with a 2015 salary cost of at least NIS 4 million.

Behind Gal on the ISSTA salary ladder was ISSTA Israel CEO Eti Gvilei. Her cost of employment was NIS 2.8 million, including NIS 1.1 million in base pay and a NIS 1.7 million bonus.

Logistics company Maman Group CEO Opher Linchevski received over NIS 900,000 in base pay in 2015, and the cost of his employment totaled NIS 2.5 million. Maman chair Nehama Ronen, who works only half-time, won a NIS 430,000 bonus, and the cost of her employment was NIS 1.3 million.

NIS 1.25 million for Yiftah Ron-Tal

Israel Electric Corporation's (IEC) (TASE: ELEC.B22) financial statements, published this week, reveal that the aggregate cost of employment for its five leading executives totaled NIS 5.7 million in 2015, including chairman Yiftah Ron-Tal (NIS 1.2 million), senior VP regulation Oren Helman (nearly NIS 1.2 million), and VP human resources Amit Oberkovitch (NIS 1.1 million).

The expanded reports published by Camtek Ltd. (Nasdaq: CAMT; TASE:CAMT) reveal the cost of employing its five leading executives was nearly NIS 8 million ($2 million), including NIS 2.1 million ($540,000) for Camtek China president Amir Tzhori. The highest paid executive in Gilat Satellite Networks Ltd. (Nasdaq: GILT; TASE: GILT) was chairman Dov Baharav with an employment cost of NIS 2 million ($520,000), and employment of its five leading executives cost an aggregate 7 NIS million ($1.8 million).

The employment cost in 2015 for Psagot Investment House Ltd. CEO Hagai Badash, who recently announced his resignation after 4.5 successful years in his position, was NIS 6.7 million, including NIS 5.5 million in base salary, a bonus, and related expenses, and options priced at NIS 1.2 million in Psagot's financial statements, about the same as he received in his previous years in the position.,