

FIGURE

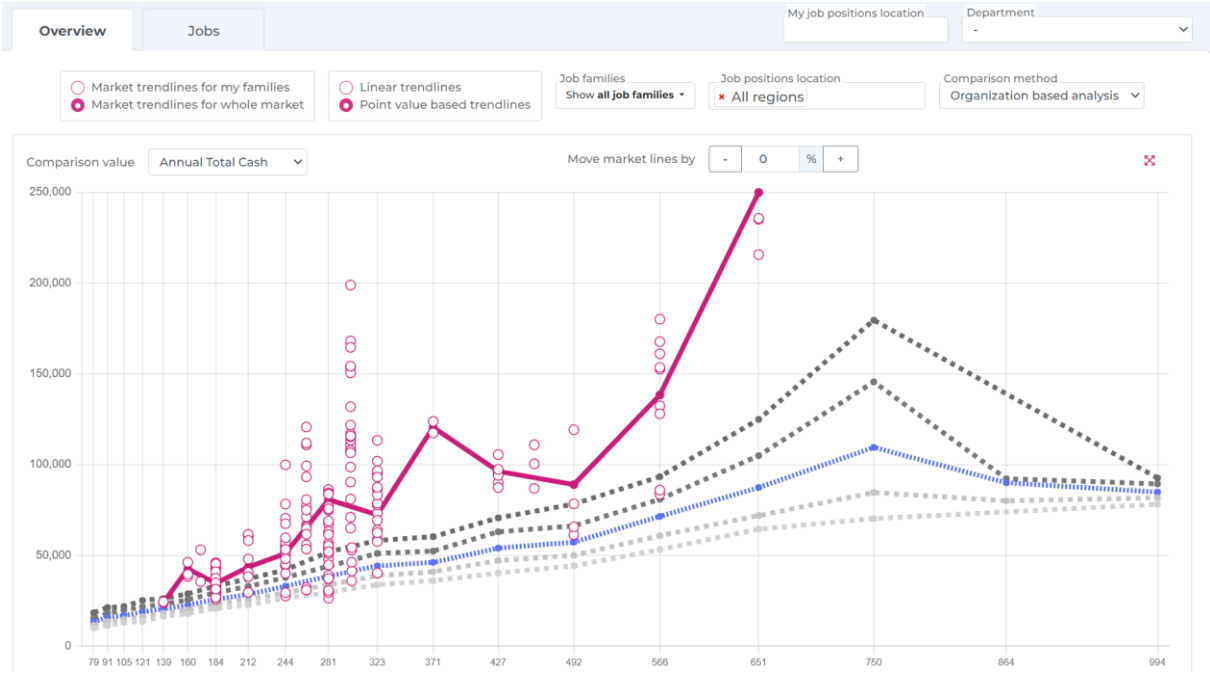
Online Compensation Analysis Tool (CAT)

In order to compare organization own compensation data to market we have created an online compensation analysis tool (CAT).

The view is divided into two parts:

Overview

In overview you can see the organizations general position (overall picture) in the salary market.



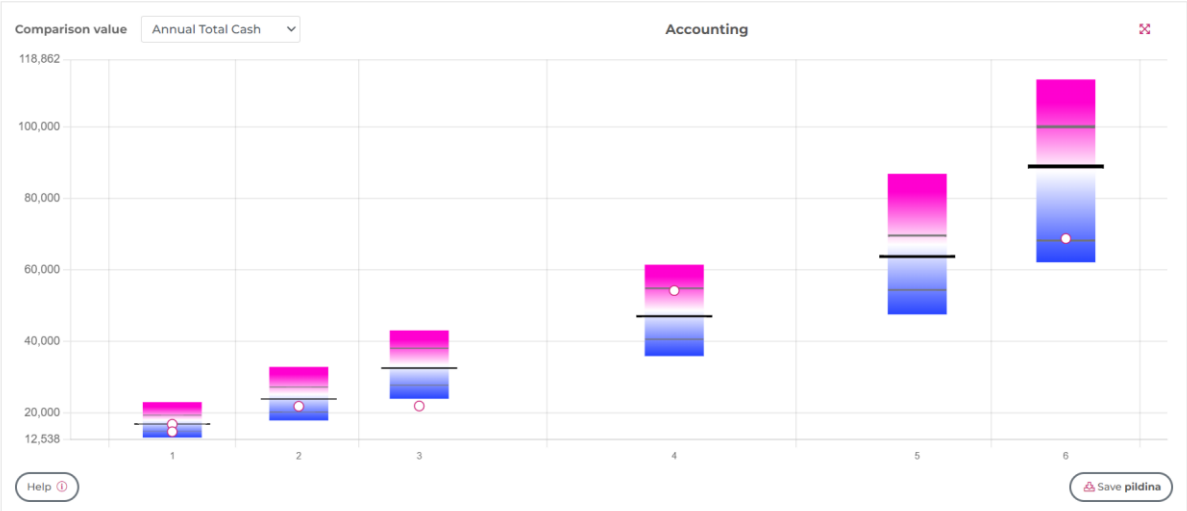
The pink trendline shows organization data and other trendlines are the market data – 90%, 75%, median, 25% and 10%.

It is possible to choose to display one job family (Show all job families button) and select specific regions for the data. Other options are: to choose market trendlines – for whole market or using only the data of jobs families those are present in your organization, choosing from linear and value points based trendlines and selecting one of the comparison methods.

It is possible to check how would organization compare to the market if market moves by a certain amount of percents as well.

Graph is interactive – you can click on each employee (circles) and additional information will be shown. It is also possible to zoom in on a certain area of the graph – for example, if there are a lot of employees in one place, so you could take a better look at each of them.

If only one job family is chosen to be displayed, additional bar chart will be displayed below the main graph:



This graph gives you more detailed job family view. For additional price (Online Access to Additional Analysis) two more filters can be presented to choose from: organizations sector and origin of capital. For this feature please contact us.

Jobs

This is the most detailed view where you can see organizations each employee compared against market.

The screenshot shows the 'Jobs' tab interface. At the top, there are tabs for 'Overview' and 'Jobs'. Below the tabs are several filter options: 'My job positions location', 'Department', 'Comparison value' (set to 'Average'), 'Job families' (set to 'Show all job families'), 'Job positions location' (set to 'All regions'), and 'Comparison method' (set to 'Organization based analysis'). A 'Choose columns' dropdown is set to '6/23'. Below the filters is a table with the following data:

Department	Employee's working county	Job title	Job family	Level	Relative job value points	Monthly Base Salary	Annual Base Salary	Annual Total Cash
HR, GS & Admini...	Harjuma	Travel Coordinat...	Administrative a...	II	139	2 000	24 000	24 000
HR, GS & Admini...	Harjuma	Office Administr...	Administrative a...	II	139	2 000	24 000	24 000
HR, GS & Admini...	Harjuma	Office Administr...	Administrative a...	II	139	2 040	24 480	24 480
IT	Harjuma	Administrative A...	Administrative a...	III	184	2 000	24 000	27 689
Trade Support	Harjuma	Regional Team L...	Administrative a...	II -	458	3 400	40 800	86 915

Options here are similar to the Overview tab. In jobs tab you can select columns which you want to display but the most useful feature here is to quickly filter out the lower or highest paid jobs in organization compared to market (by choosing one color from dark blue to the dark pink in the colors bar). Hovering mouse over a salary field displays the position's difference in percentages and also numerical market information.

There is also an option to download the information to an Excel file with all comparisons but only numbers without any formulas would be saved.