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Data Interactive Data Cuts

Statistical Methodology

- **Incumbent-Weighted Statistics**: Descriptive statistics are computed for each incumbent, ensuring no single organization's data disproportionately influences the results.
- **Organization-weighted:** are used to ensure a balanced representation of each participating organization.

Methodology involves the following steps:

1.) Average Calculation by Organization: For each compensation element, an average figure is computed for each organization. This ensures that each organization's data is represented by a single average value, regardless of the number of incumbents reported.

2.) Descriptive Statistics Computation: Descriptive statistics (such as mean, median, and percentiles) are then calculated from these organization-specific averages. This approach ensures that each organization's input is weighted equally, preventing any single organization from disproportionately influencing the overall results.

By using organization-weighted statistics, the dataset provides a fair and balanced view of compensation elements across all participating organizations.

Data Cuts Names and Descriptions

Position

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. Career Level indicates the position's level. Some jobs are specific to certain Career Levels, such as EX level or below. The data can also be divided by Scope (e.g., Geographic Scope, Parent Nationality, Area/City Code, Education Level). Compensation details, such as base salary and bonuses, are shown in averages and percentiles.

Position, Scope

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, description the job family, and Discipline, detailing the speciality. Career Level indicates the position's level. Some jobs are specific to certain Career Levels, such as EX level or below. The data is divided by Scope (e.g., Global Revenue, Industry Group, Metropolitan Area, Region, State, Sub Region). Compensation details, such as base salary and annual incentives, are shown in averages and percentiles.

Corporate Reporting Level

- The data is presented by Corporate Reporting Level from the CEO or Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Position, Corporate Reporting Level

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. The data can also be divided by Scope (e.g., Corporate Reporting Level). Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Position, Corporate/Noncorporate

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. The data can also be divided by Scope (e.g., Corporate and Noncorporate). Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Position, Incumbent Revenue Responsibility *[Executive International]*

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. The data can also be divided by Scope (e.g., Incumbent Revenue Responsibility). Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Position, Survey Grade *[Executive International]*

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. The data can also be divided by Scope (e.g., Survey Grade). Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Paterson Grade *[South Africa only]*

- The data is presented by Paterson Grade, each on a separate line. Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

PEMP Grade *[South Africa only]*

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Data Cuts Names and Descriptions

- The data is presented by PEMP Grade, each on a separate line. Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Position, Paterson Grade *[South Africa only]*

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. The data can also be divided by Scope (e.g., Paterson Grade). Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Position, PEMP Grade *[South Africa only]*

- The data is presented by Job Code and Job Title, each on a separate line. Job Codes can include elements like Function, describing the job family, and Discipline, detailing the specialty. The data can also be divided by Scope (e.g., PEMP Grade). Compensation details, such as base salary and annual incentives, are shown in averages and percentile.

Base/Bonus/Target Bonus Summary *[Executive North America]*

- The data is presented by Salary Range, each on a separate line. The data can also be divided by Scope (e.g., Global Corporate Revenue and Industry). Actual and Target Performances Bonus Amounts, and as a Percent of Base Salary, are shown in averages and percentiles.

Base/Bonus/Target Bonus Trendline *[Executive North America]*

- Annual Base Salary trendline data showing predicted values and percents for Actual and Target Bonus/Annual Incentive Amount. The data can also be divided by Scope (e.g., Global Corporate Revenue and Industry).

Corporate Financial Summary *[Executive North America]*

- Summary of corporate financial information covering Revenue, Assets, Shareholder’s Equity, Net Income for the participating organizations.

LTI Annualized Value

- The data is presented by Salary Range, each on a separate line. The data can also be divided by Scope (e.g., For Profit, Not-For-Profit). Long-term Incentive (LTI) as a Percent of Base Salary, are shown in averages and percentiles.

Base/Bonus/Target Bonus by Career Level

- The data is presented by Career Level, career level indicates the position's level. Some jobs are specific to certain Career Levels. Actual and Target Performance Bonus Amounts, and Percentage of Base Salary are shown in averages and percentiles. The data can also be divided by Scope by Profit Status (e.g., For Profit, Not-For-Profit).

Base/Bonus/Target Bonus by Salary Range

- The data is presented by Salary Range, each on a separate line. Actual and Target Performance Bonus Amounts, and as a Percent of Base Salary presented by average and percentiles. The data can also be divided by Scope (e.g., For Profit, Not-For-Profit).

Corporate Financial Summary

- Summary of corporate financial information covering Revenue, Assets, Shareholder’s Equity, Net Income for the participating organizations.