



Remuneration Deviation Report

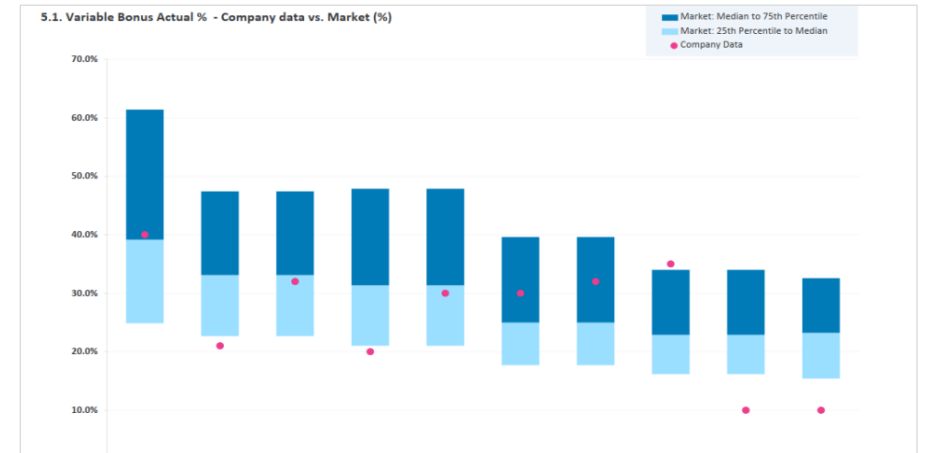
How does your pay practice measure up?

Overview:

- The report maximizes the effectiveness of companies' remuneration policies and practices by offering a comprehensive analysis of data. This analysis enables a better understanding of how employees are compensated in comparison to the reference market.
- The market data taken from Mercer's high-quality data sources covers more than 120 countries and a variety of sectors and industries.
- Each report includes an analysis of remuneration deviations for multiple positions within a specific country. The analysis covers up to 6 compensation elements.

Key benefits:

- An overview of compensation practice compared to the market.
- Provides individual-level data, facilitating well-informed compensation decision-making.
- Contains different statistical measures for each of the compensation elements. The reference market (general or a specific sector) can be defined by the client and is based on regressed or actual data.
- The results are presented in both detailed data tables and informative charts.



Deviation Report Summary

3. Summary

■ position is within lower and upper quartiles
■ position is above upper quartile
■ position is below lower quartile
■ no position or market data for comparison

ID	Position Title	Benchmark Title	Country	PC	Annual Base Salary	Total Cash Compensation (Target)	Total Cash Compensation (Actual)	Total Remuneration (Actual)
1	CEO	Head of Organization (CEO) - Country Division (E2)	Germany	65	▲	▲	▲	▲
2	CFO	Head of Finance & Accounting (CFO) - Country Division (E1)	Germany	63	▲	▲	▲	▲
3	COO	Head of Operations (COO) - Country Division (E1)	Germany	63	▲	▲	▲	▲
4	Head of IT	Head of IT Data Center Facility Operations - Country Division (E1)	Germany	62	▲	▲	▲	▲
5	Head of HR	Head of Human Resources - Global Division (E3)	Germany	62	▲	▲	▲	▲
6	Head of Sales	Head of Sales - Regional Parent/Independent (E3)	Germany	61	▲	▲	▲	▲
7	Head of Marketing	Head of Marketing - Country Subsidiary (E1)	Germany	61	▼	▼	▼	▼
8	Head of Manufacturing	Head of Manufacturing - Regional Division (E2)	Germany	60	▼	▼	▼	▼
9	Head of Supply Chain	Head of Supply Chain - Regional Division (E2)	Germany	60	▼	▼	▼	▼
10	Head of Quality	Head of Quality - Global Division (E3)	Germany	59	▼	▼	▼	▼

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