

Market Competitiveness Report

Job Info		Market Info	
Job Title	Job A	Survey Title	Survey Title A
Department Name	Department A	Survey Name/Country	Survey Name A
Job Code	Code A	Survey Job Code	Survey Job Code A
Role Description	Description X	Survey Effective Date	07/15/20XX
Comp Plan ID	1	Survey Job Description	<p>Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ex quo intellegitur officium medium quiddam esse, quod neque in bonis ponatur neque in contrariis. Tibi hoc incredibile, quod beatissimum. Eaedem enim utilitates poterunt eas labefactare atque pervertere. Duo Reges: constructio interrete. At quicum ioca seria, ut dicitur, quicum arcana, quicum occulta omnia? Philosophi autem in suis lectulis plerumque moriuntur. Expectoque quid ad id, quod quaerebam, respondeas. Quo studio Aristophanem putamus aetatem in litteris duxisse. Quis enim potest ea, quae probabilia videantur ei, non probare? Quorum sine causa fieri nihil putandum est. Hoc loco tenere se Triarius non potuit. Tu vero, inquam, ducas licet, si sequetur; Facillimum id quidem est, inquam. Quis enim est, qui non videat haec esse in natura rerum tria? Poterat autem inpune; Si est nihil nisi corpus, summa erunt illa: validudo, vacuitas doloris, pulchritudo, cetera.</p> <p>Quod maxime efficit Theophrasti de beata vita liber, in quo multum admodum fortunae datur. Levatio igitur vitiorum magna fit in iis, qui habent ad virtutem progressionis aliquantum. Non est ista, inquam, Piso, magna dissensio. Te ipsum, dignissimum maioribus tuis, voluptasne induxit, ut adolescentulus eriperes P. At, si voluptas esset bonum, desideraret. In his igitur partibus duabus nihil erat, quod Zeno commutare gestiret.</p>
Comments	<p>1. Only full time regular employees (FTE) hired before year end 20XX are presented in the "Incumbent Info" table below. 2. We annualized Last Year Total Actual Cash (LY TAC) for 20XX FTE hires and on-leave FTE for analytical purpose. 3. We pro-rated LY TAC for FTE with promotion/transfer based on their time of job change, so that their LY TAC is comparable to their actual OTE. 4. FTEs who changed job in 20XX are removed for analytical purpose.</p>		

Incumbent Info				Market Data																		
Employee Number	Last Name	First Name	Internal Pay Mix	Base Salary	On Target Earnings	Last Year Total Actual Cash	Market Pay Mix at 50th Percentile	Base Salary (BS)					On Target Earnings (OTE)					Last Year Total Actual Cash (LY TAC)				
								90th Percentile	75th Percentile	50th Percentile	25th Percentile	10th Percentile	90th Percentile	75th Percentile	50th Percentile	25th Percentile	10th Percentile	90th Percentile	75th Percentile	50th Percentile	25th Percentile	10th Percentile
0001	Last Name 1	First Name 1	Fixed	85,000	215,500	414,310	54/46	125,000	108,000	85,307	65,641	50,001	255,450	230,000	165,000	110,683	94,547	287,335	199,449	141,191	101,070	83,587
0002	Last Name 2	First Name 2	Commission Rates	85,000	215,500	298,066																
0003	Last Name 3	First Name 3		85,000	215,500	258,939																
0004	Last Name 4	First Name 4		100,000	210,500	238,612																
0005	Last Name 5	First Name 5		80,000	210,500	146,230																
0006	Last Name 6	First Name 6		83,400	202,900	260,256																
0007	Last Name 7	First Name 7		60,000	190,700	223,608																
0008	Last Name 8	First Name 8		60,000	190,500	204,877																
0009	Last Name 9	First Name 9		55,000	183,500	176,077																
0010	Last Name 10	First Name 10		65,000	185,500	274,196																
0011	Last Name 11	First Name 11		75,000	185,500	234,160																
0012	Last Name 12	First Name 12		55,000	185,500	206,982																
0013	Last Name 13	First Name 13		55,000	185,500	194,036																
0014	Last Name 14	First Name 14		55,000	185,500	183,353																
0015	Last Name 15	First Name 15		74,800	190,500	183,165																
0016	Last Name 16	First Name 16		55,000	185,500	164,654																
0017	Last Name 17	First Name 17		55,000	185,500	155,265																
0018	Last Name 18	First Name 18		55,000	185,500	151,310																
0019	Last Name 19	First Name 19		55,000	185,500	127,038																
0020	Last Name 20	First Name 20		55,000	183,333	218,944																
0021	Last Name 21	First Name 21		75,000	174,988	143,615																
0022	Last Name 22	First Name 22		60,000	160,500	226,093																
0023	Last Name 23	First Name 23		115,000	149,375	143,107																
Average				69,009	189,787	218,813																



Note:
 1. Top of each bar represents P90 of Market Base Salary, On Target Earnings and Last Year Total Actual Cash, respectively; first section-divide line from the top represents P75 of Market; Mid-line represents P50 of Market; third line from the top presents P25 of Market; Bottom presents P10. Data from the "Market Data" table.
 2. Scatter points represent the actual incumbent data from Softchoice. Data from the "Incumbent Info" table.