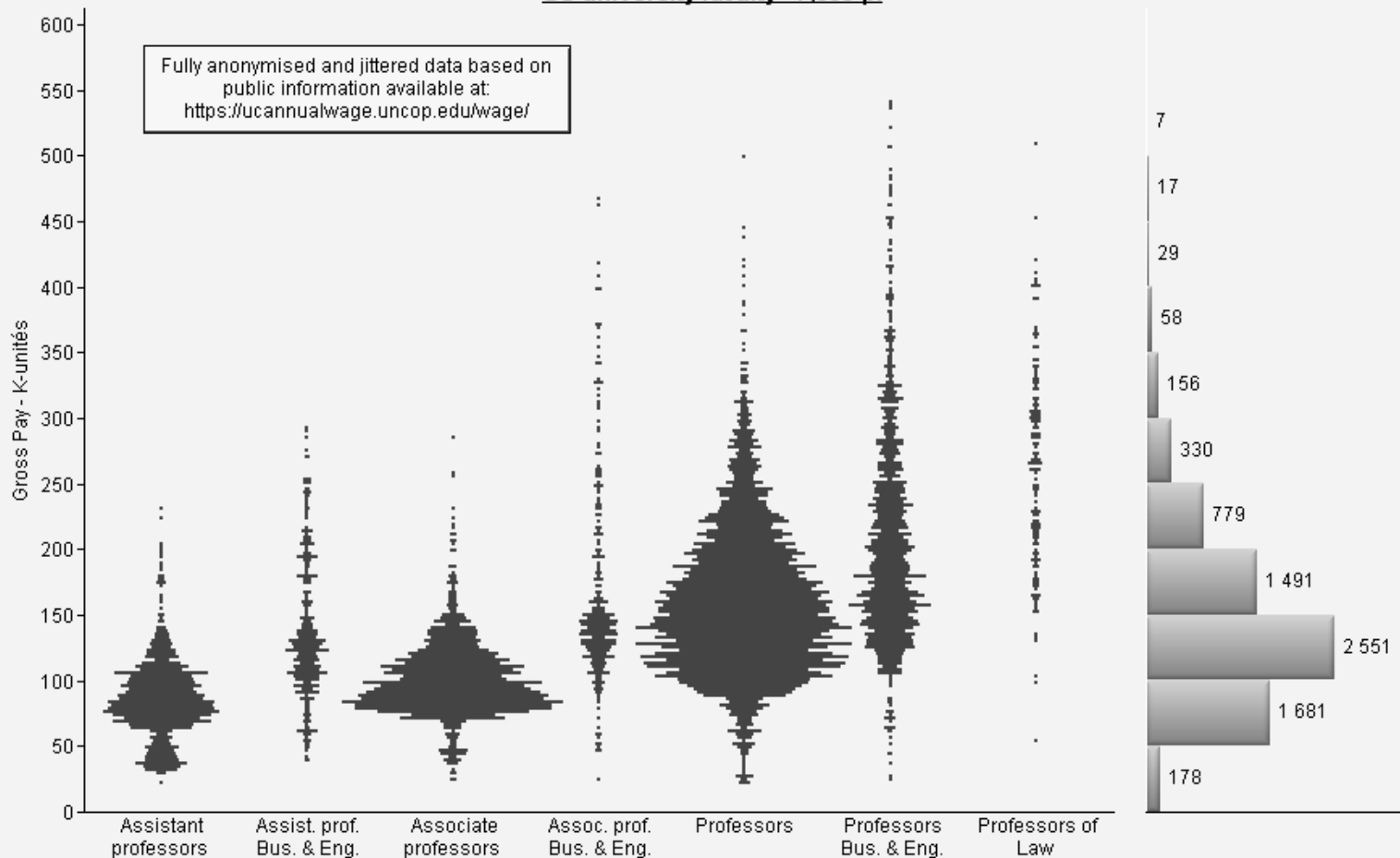
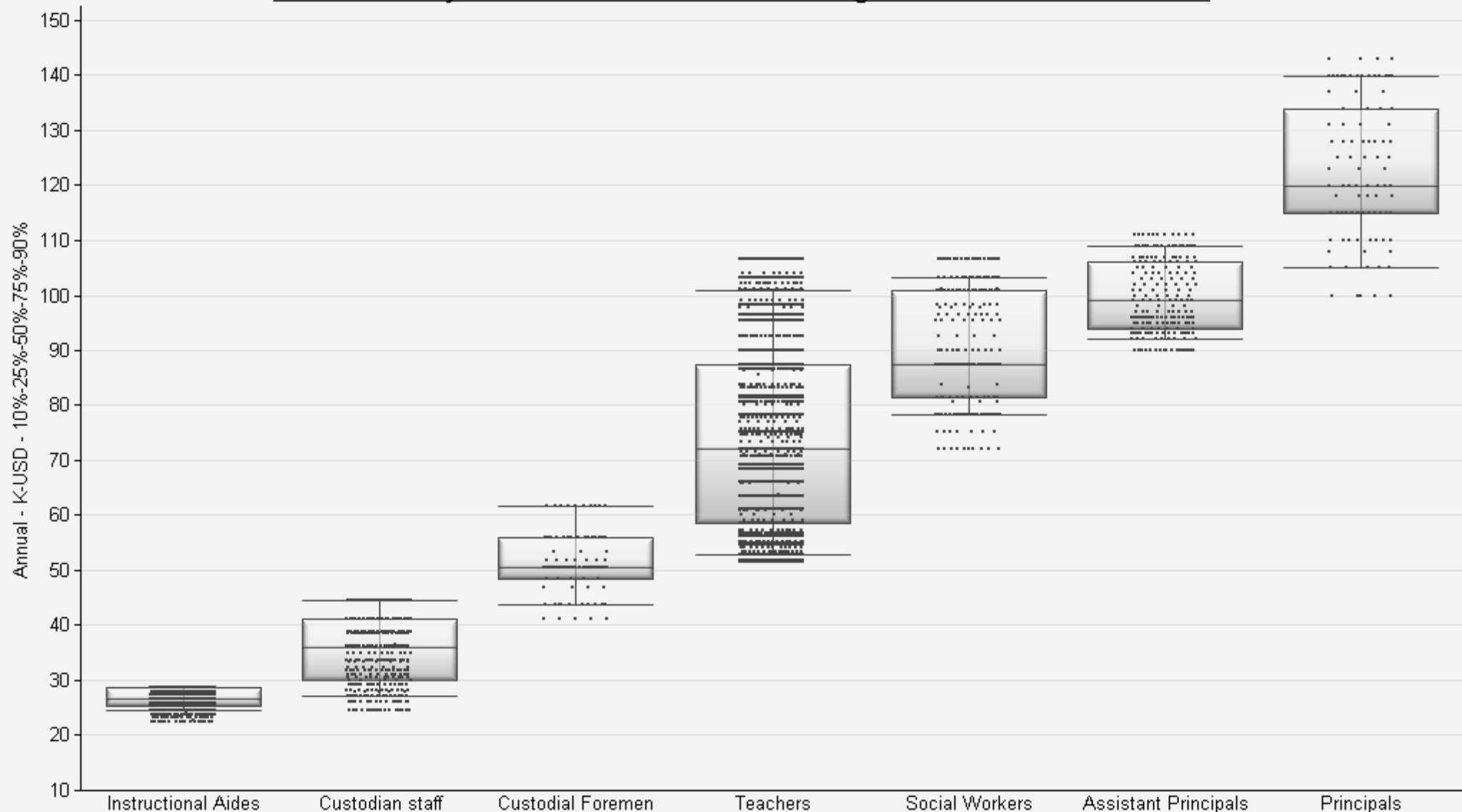


US university faculty - 7,500 p.

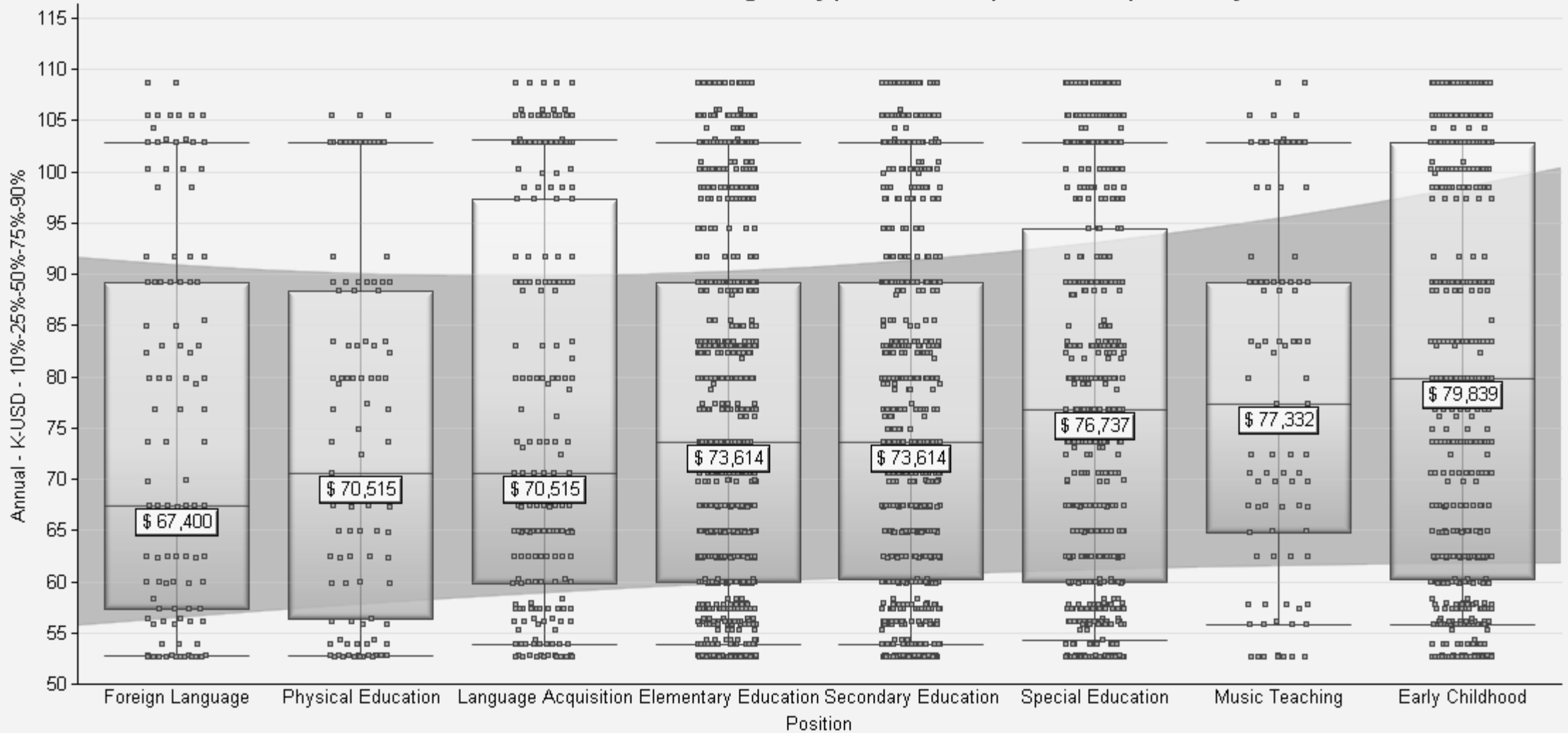
Fully anonymised and jittered data based on public information available at: <https://ucannualwage.uncop.edu/wage/>

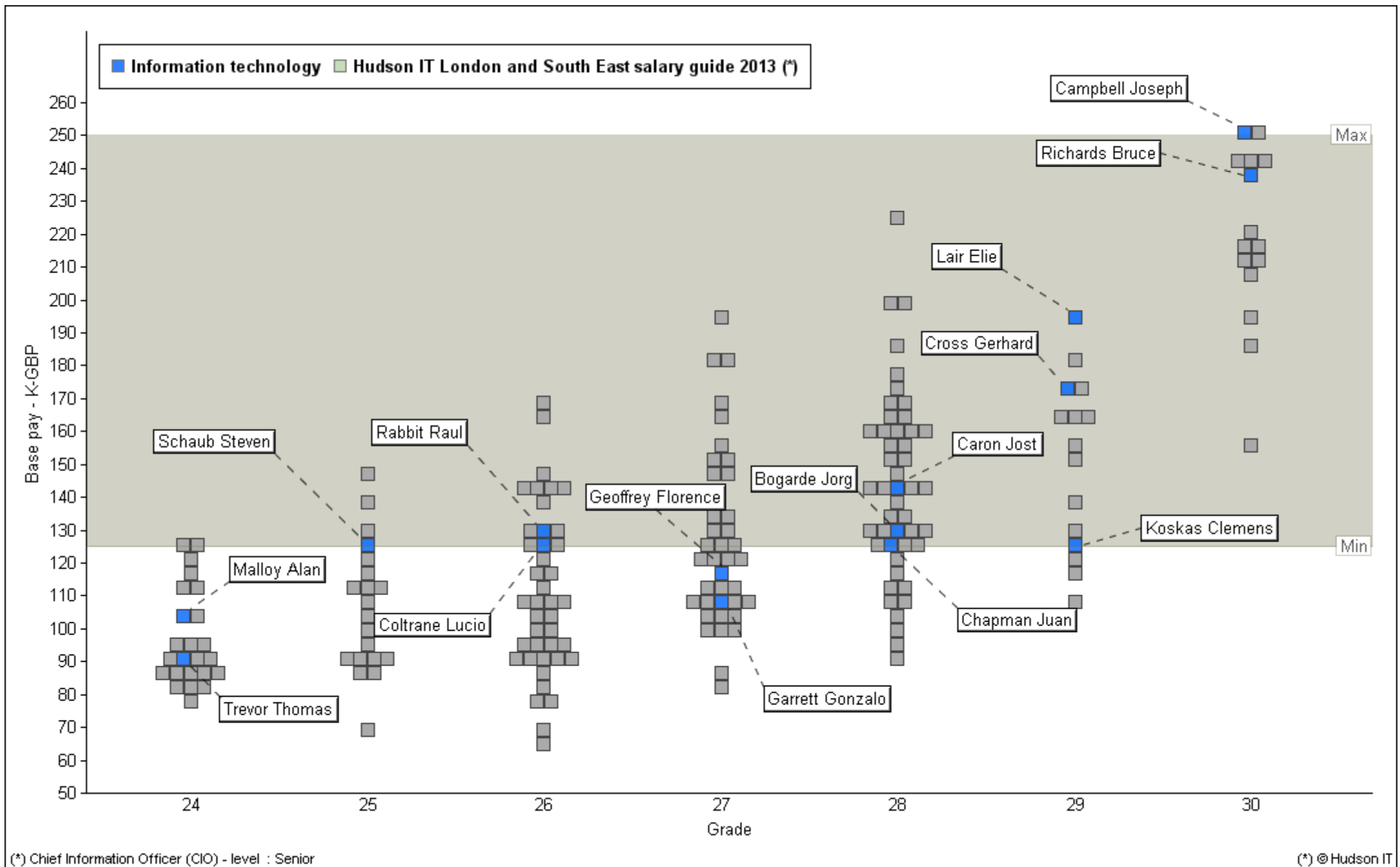


US Education System - State Public Schools - teaching staff exc. aides and substitutes



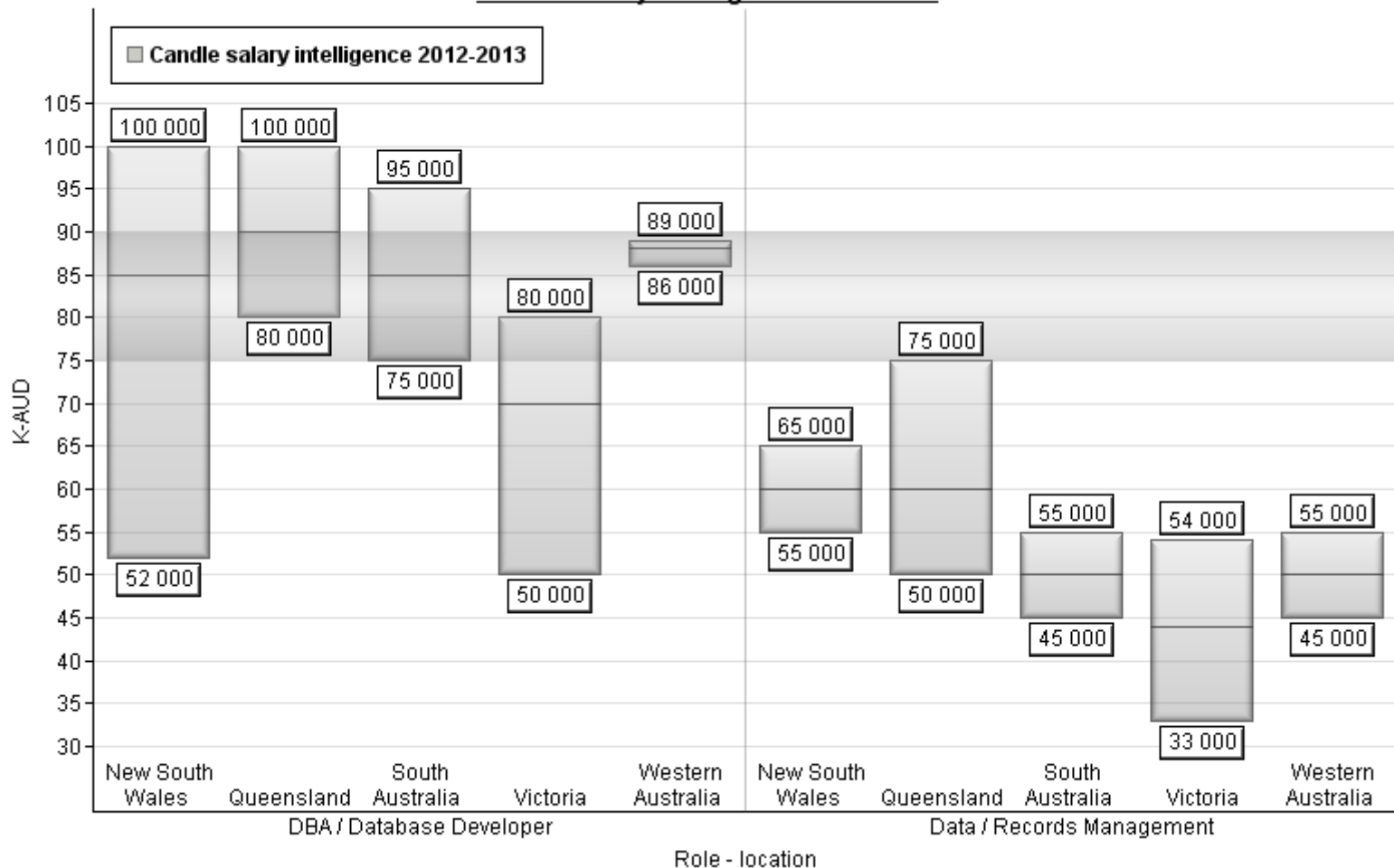
US Public Education - full-time teaching salary practices - midpoint values per activity



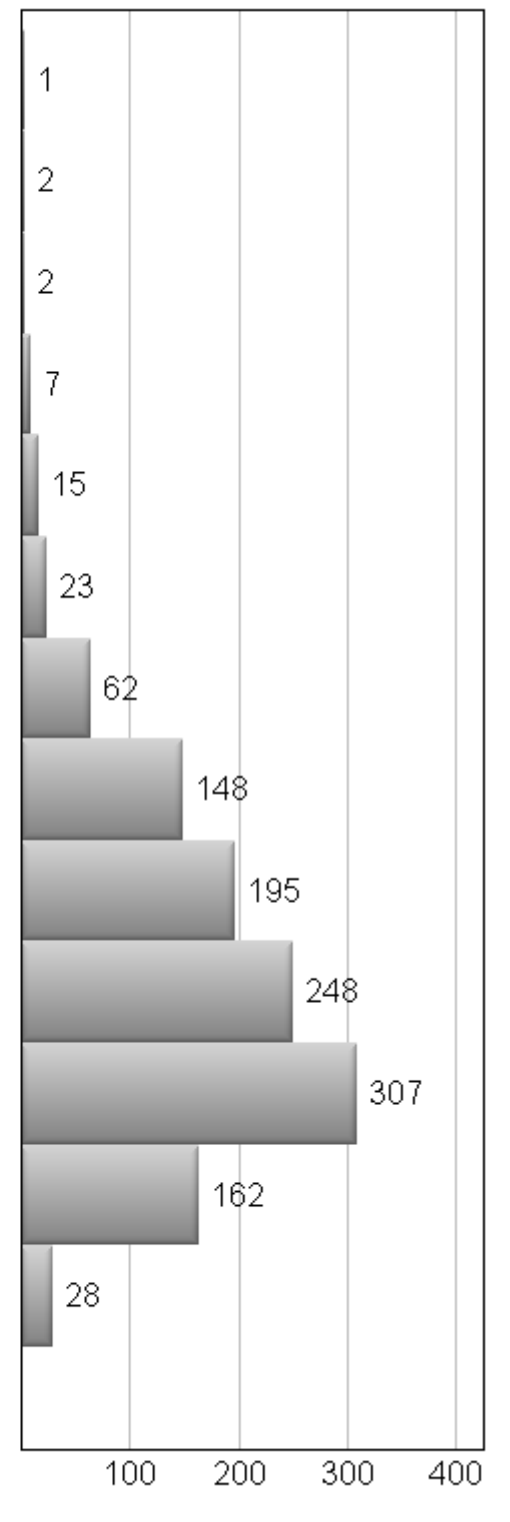
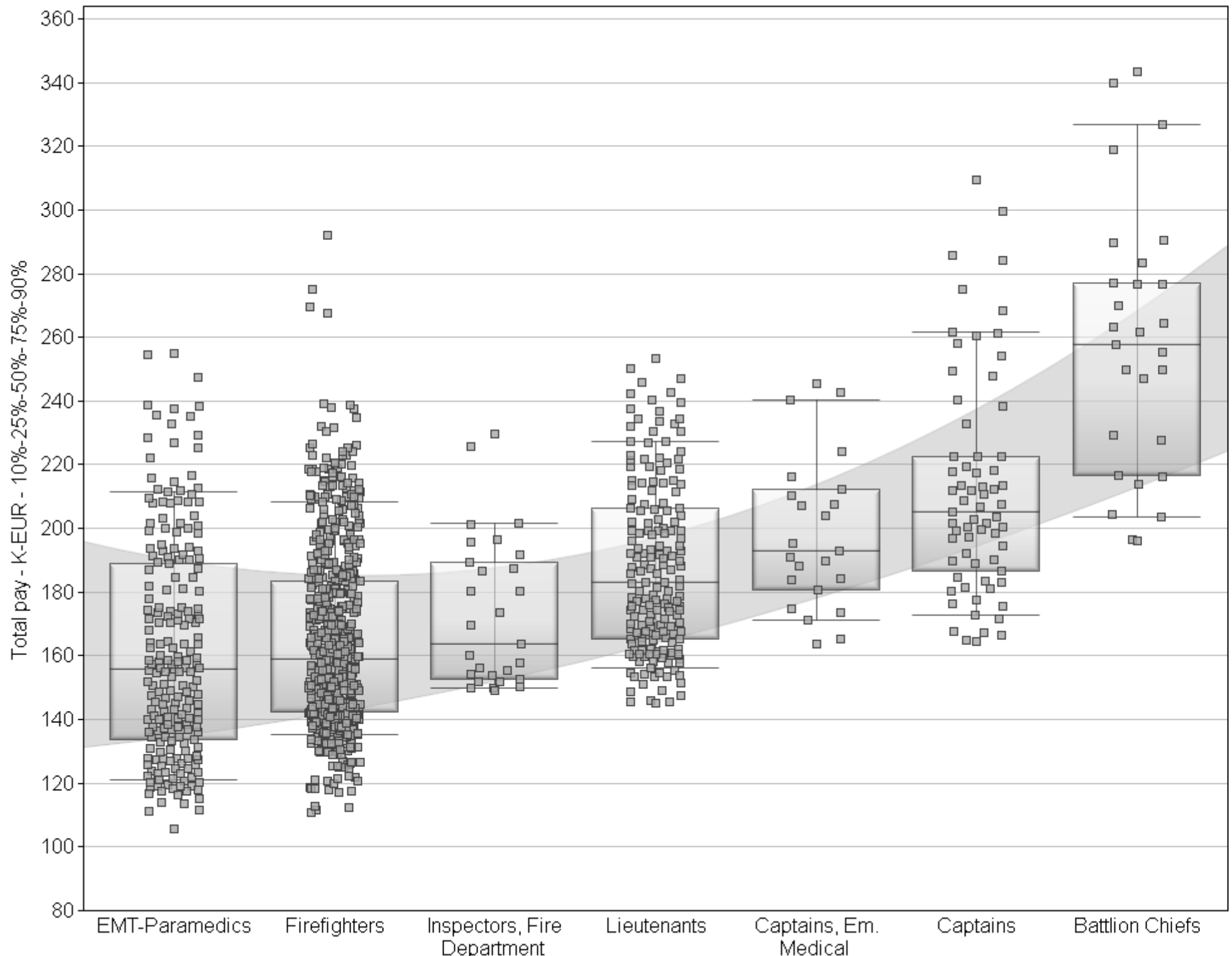


(*) Chief Information Officer (CIO) - level : Senior

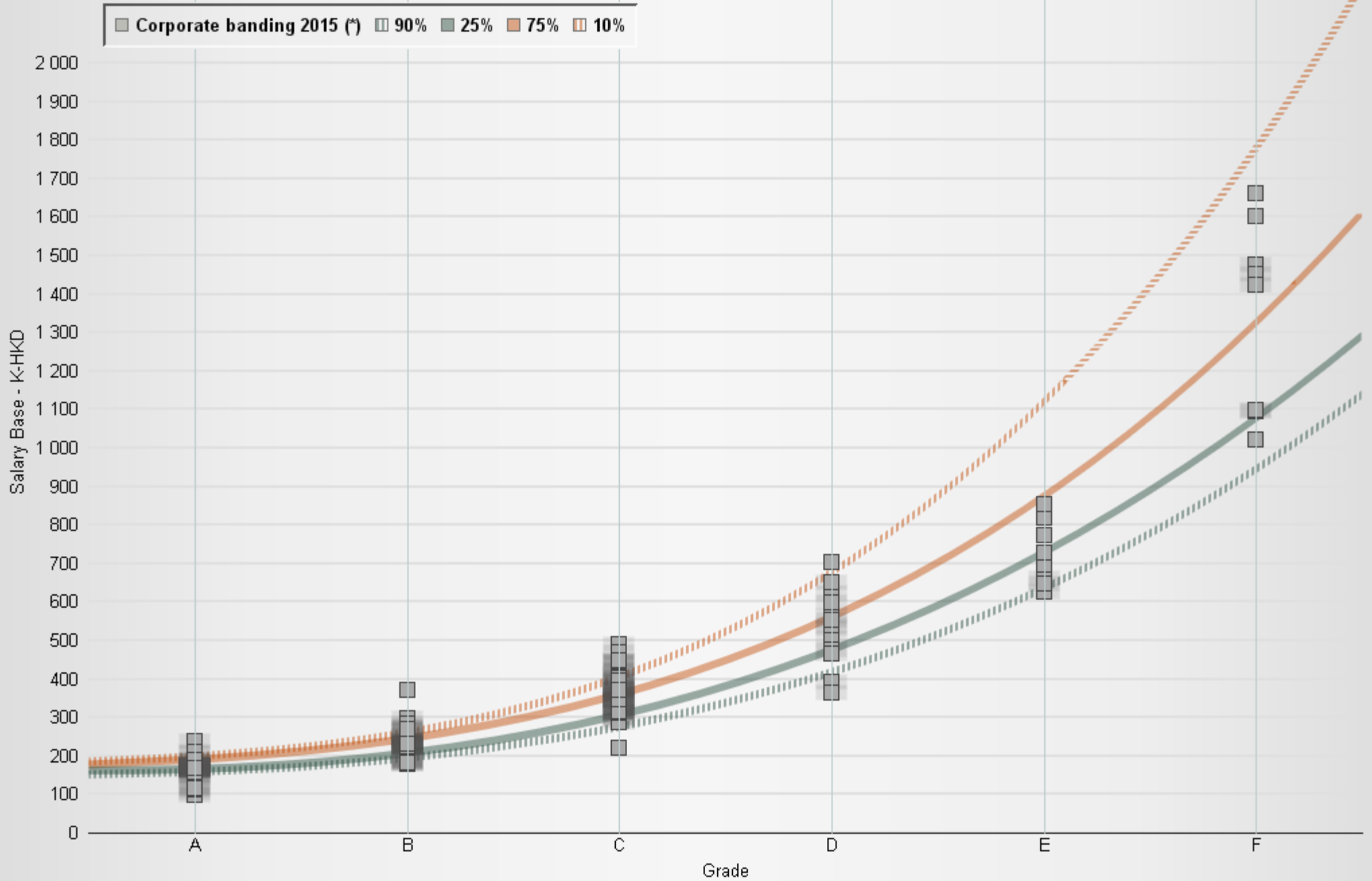
Candle salary intelligence 2012-2013



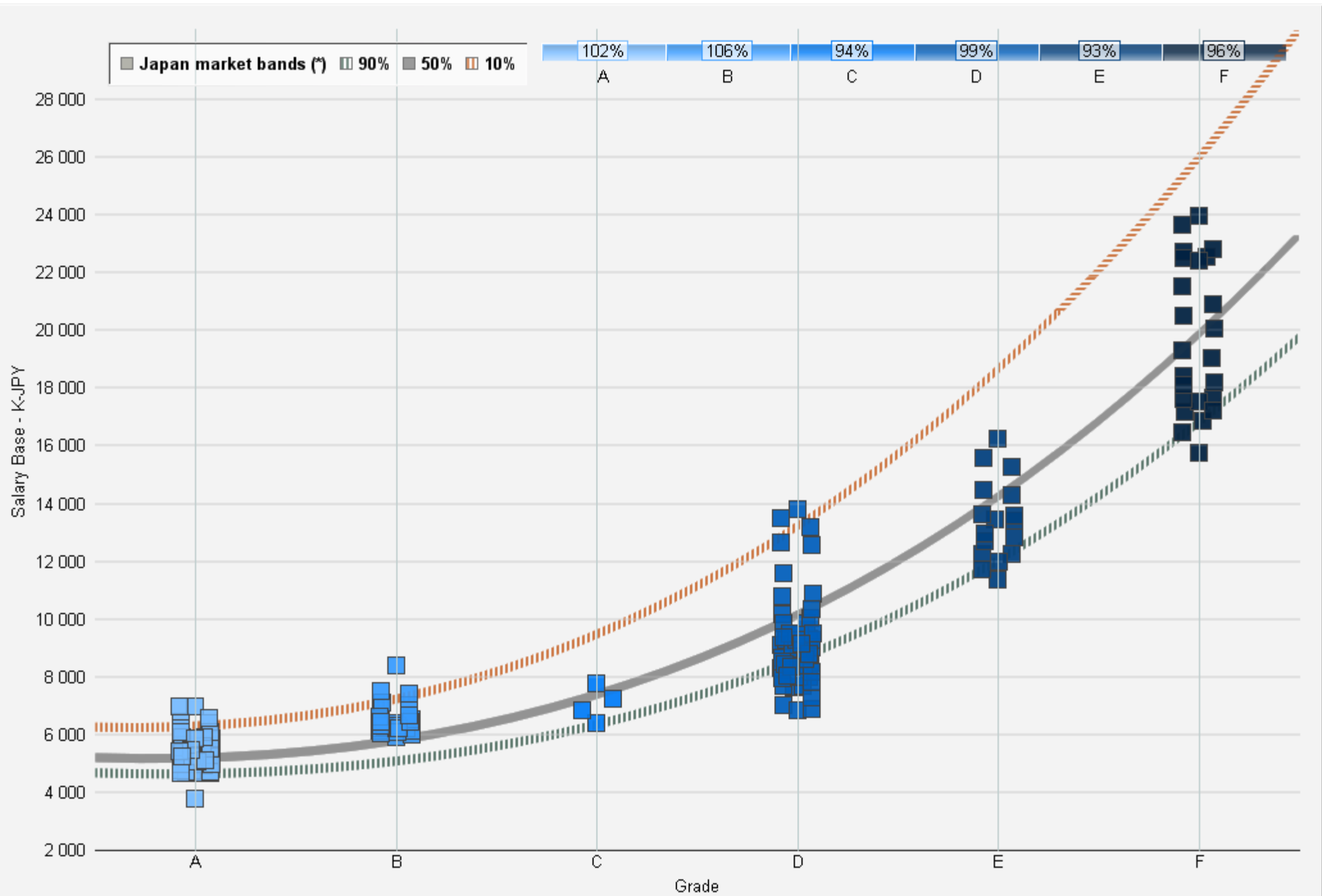
US Firefighting - big city - total pay including overtime



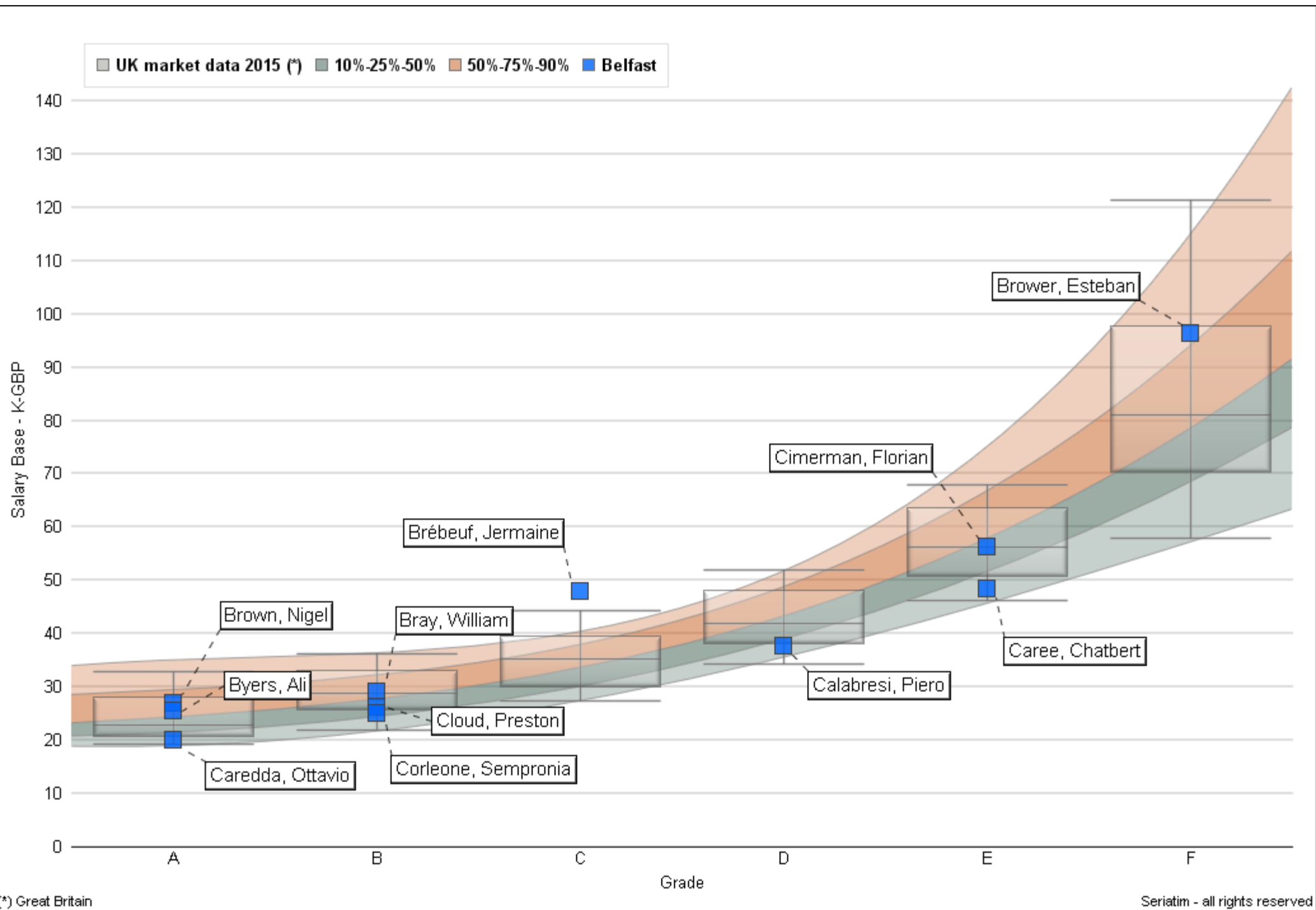
Hong Kong staff (234 p.) - excluding executive positions



(*) Hong Kong

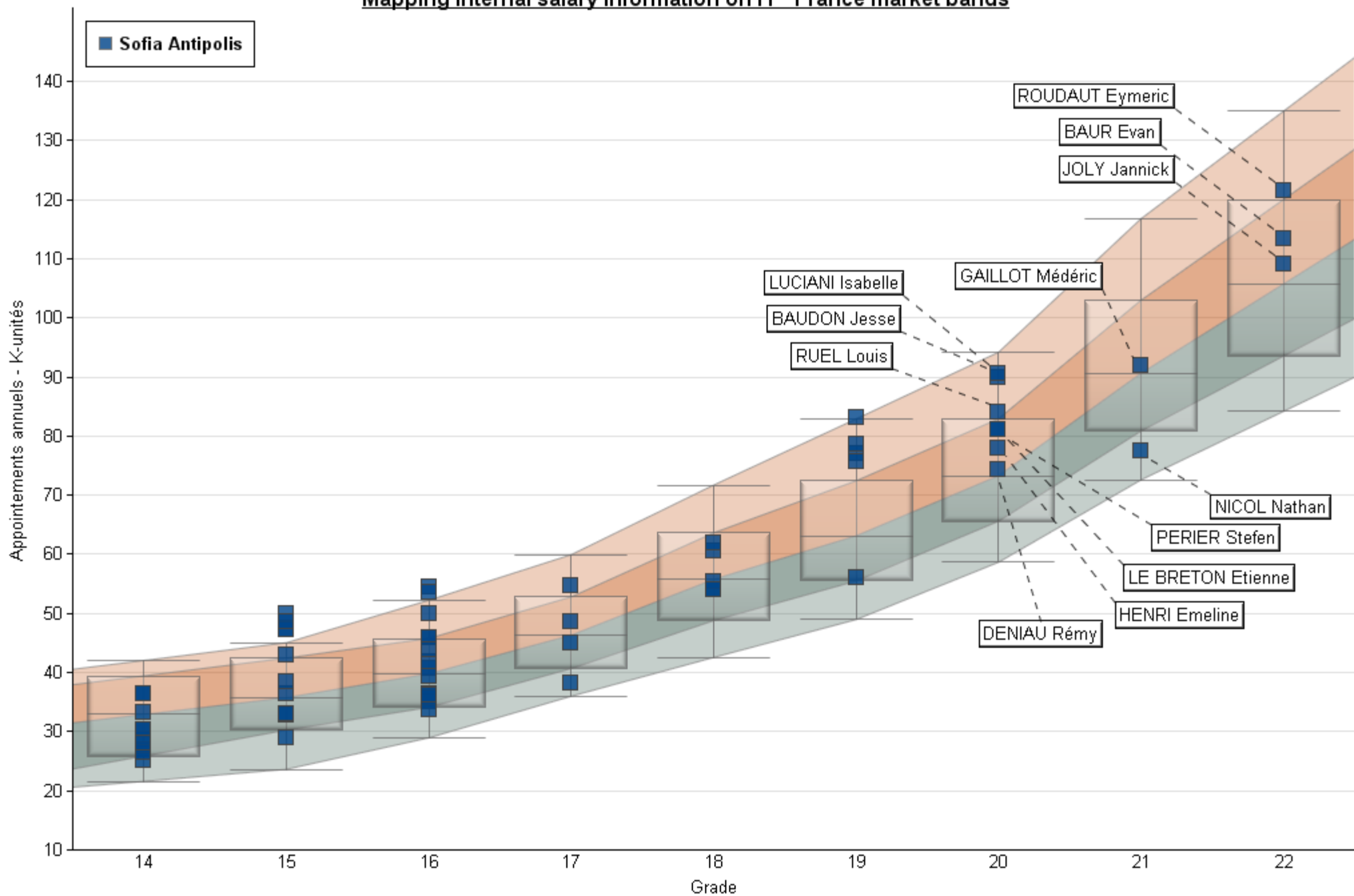


(*) Japon

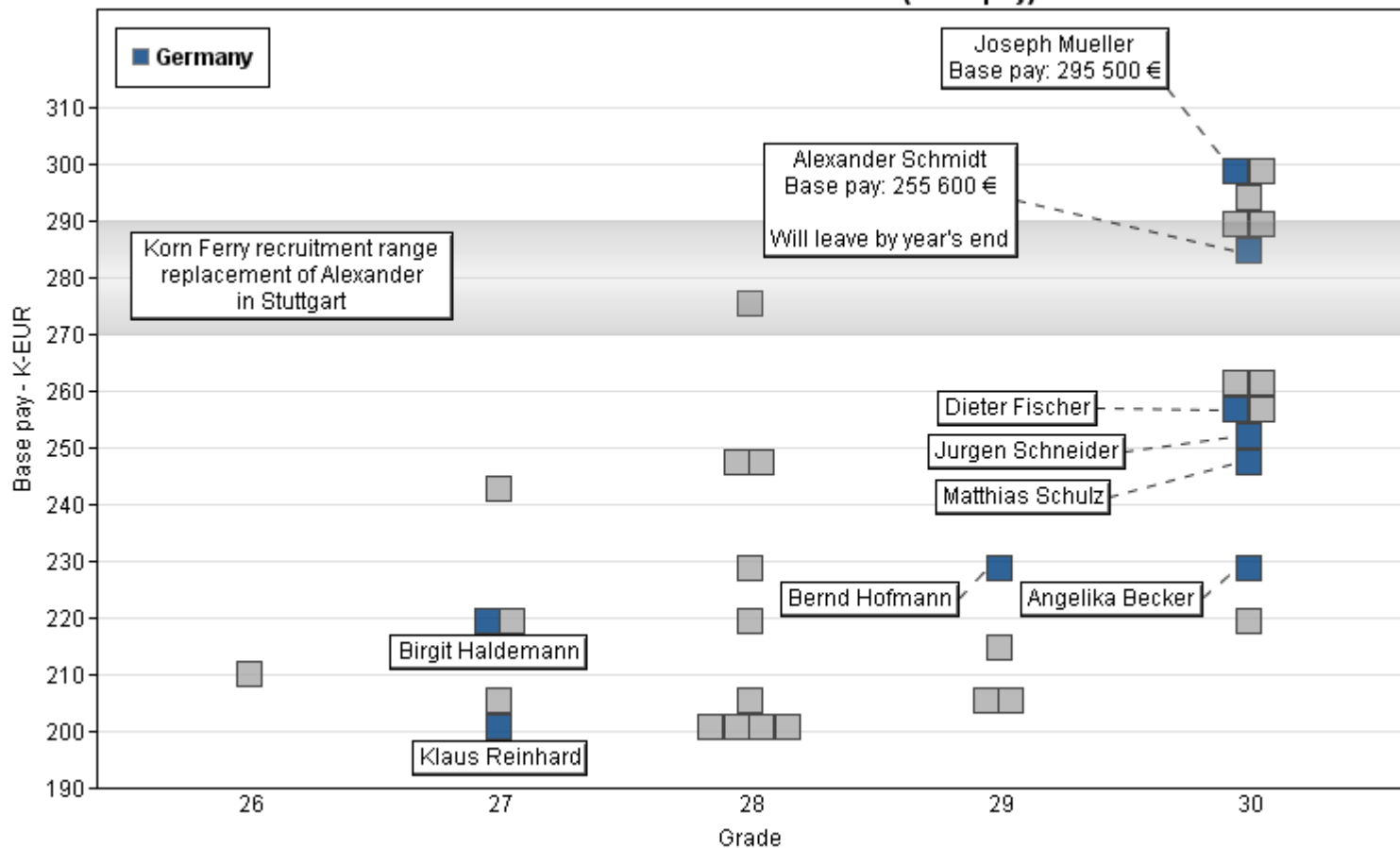


(*) Great Britain

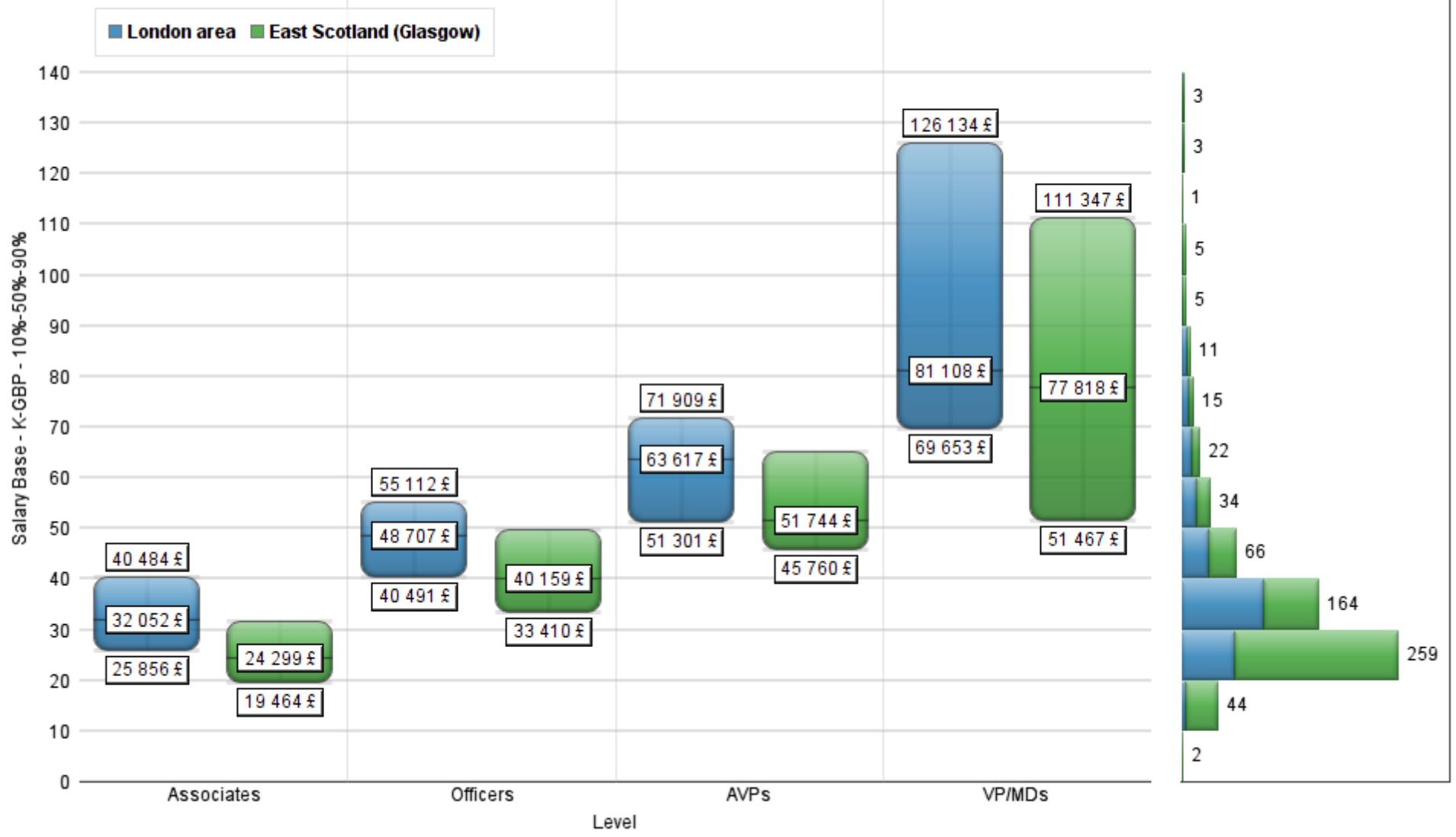
Mapping internal salary information on H** France market bands



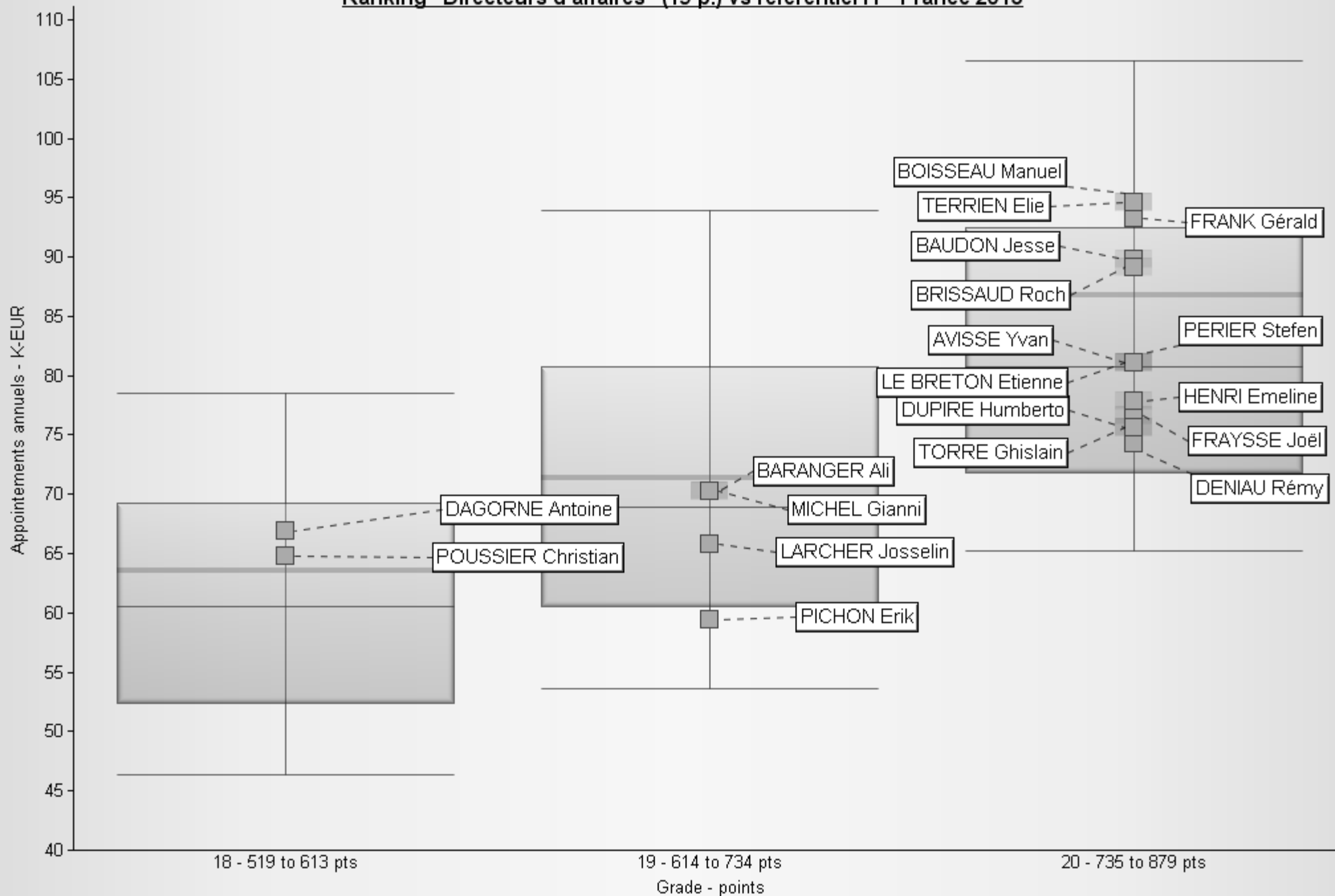
Executive Positions over 200 K-Euros (base pay)



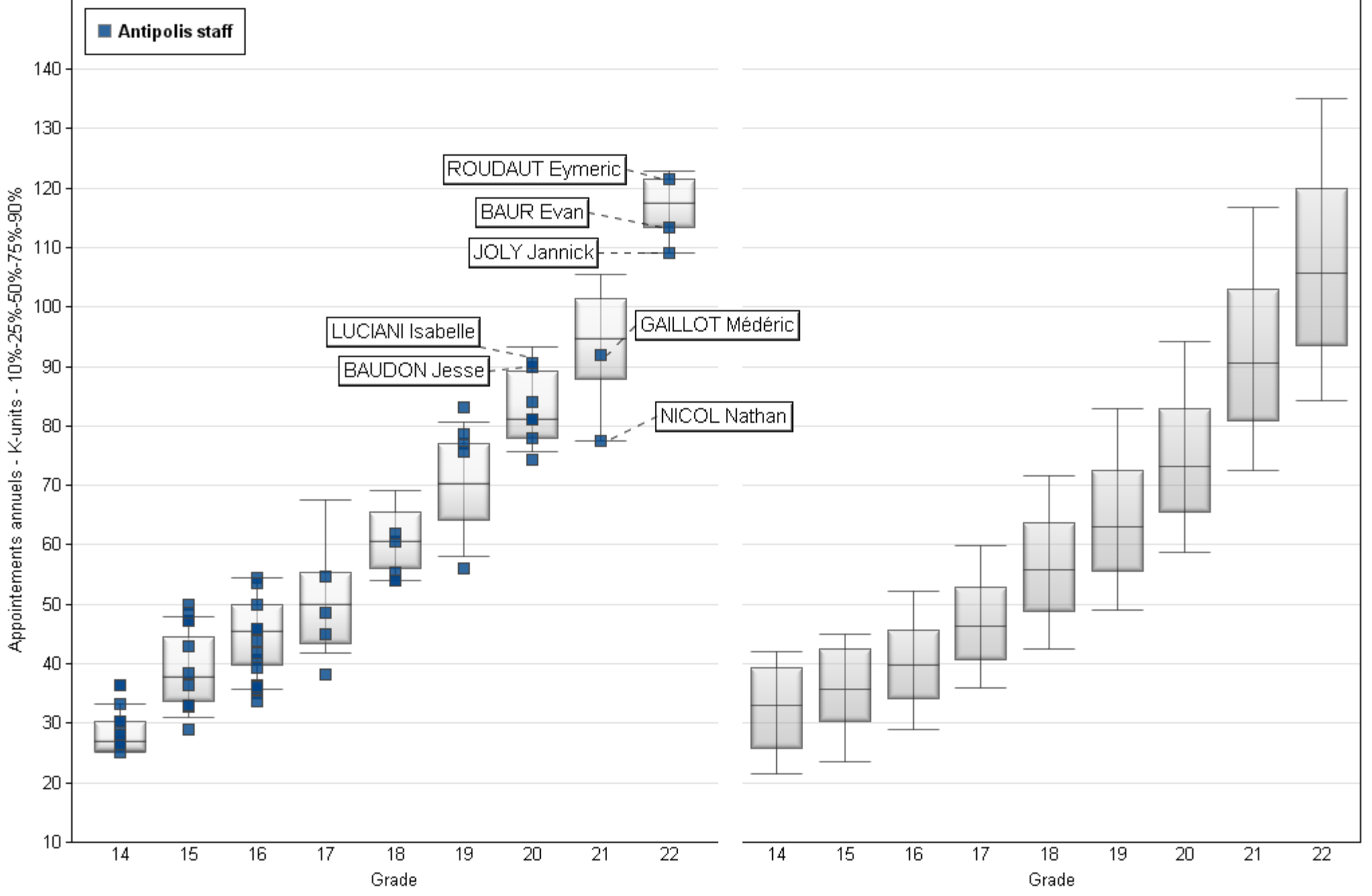
UK salary - midpoint salary base practice per area



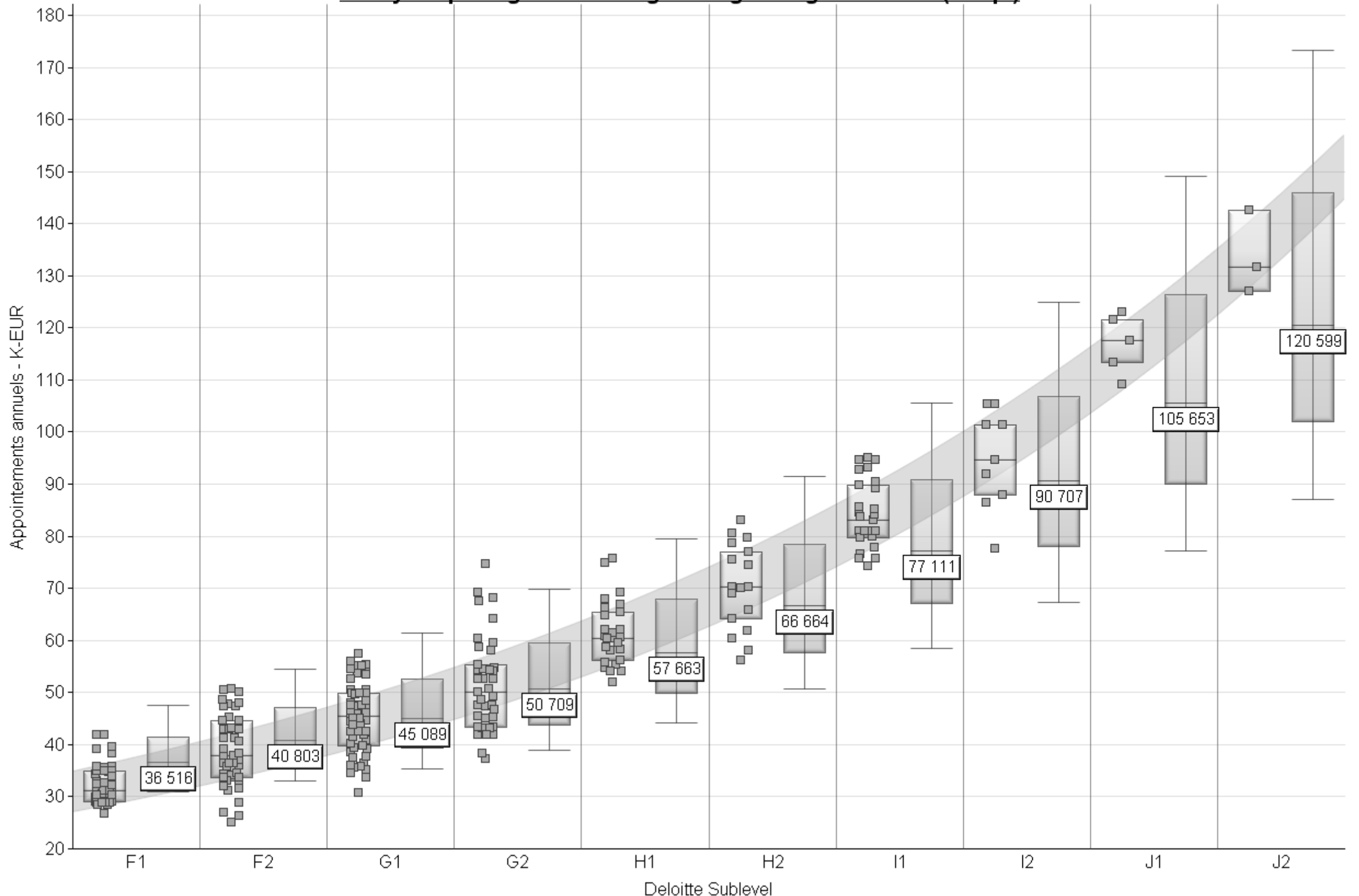
Ranking "Directeurs d'affaires" (19 p.) vs référentiel H** France 2013



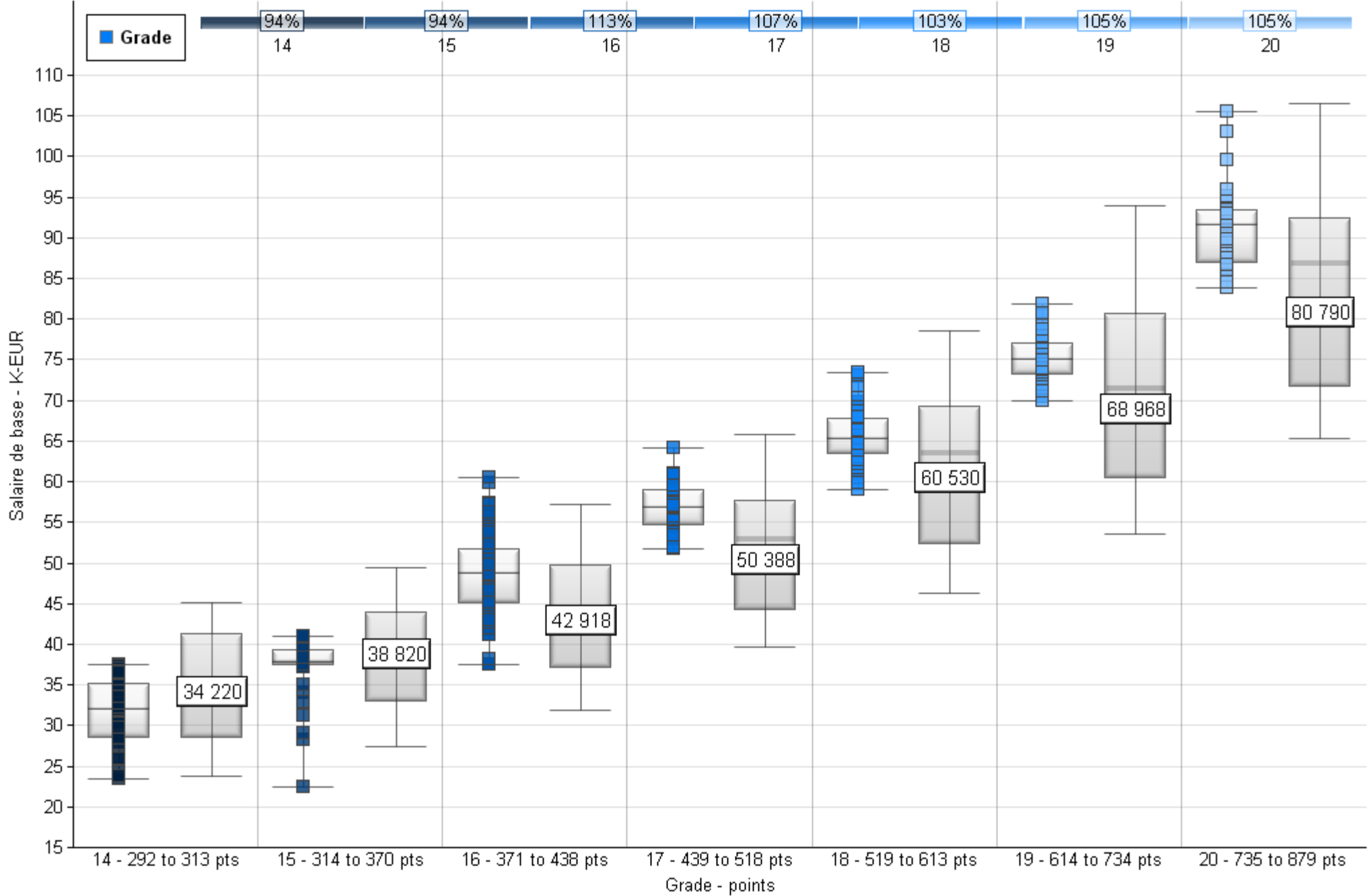
Internal data along with market bands



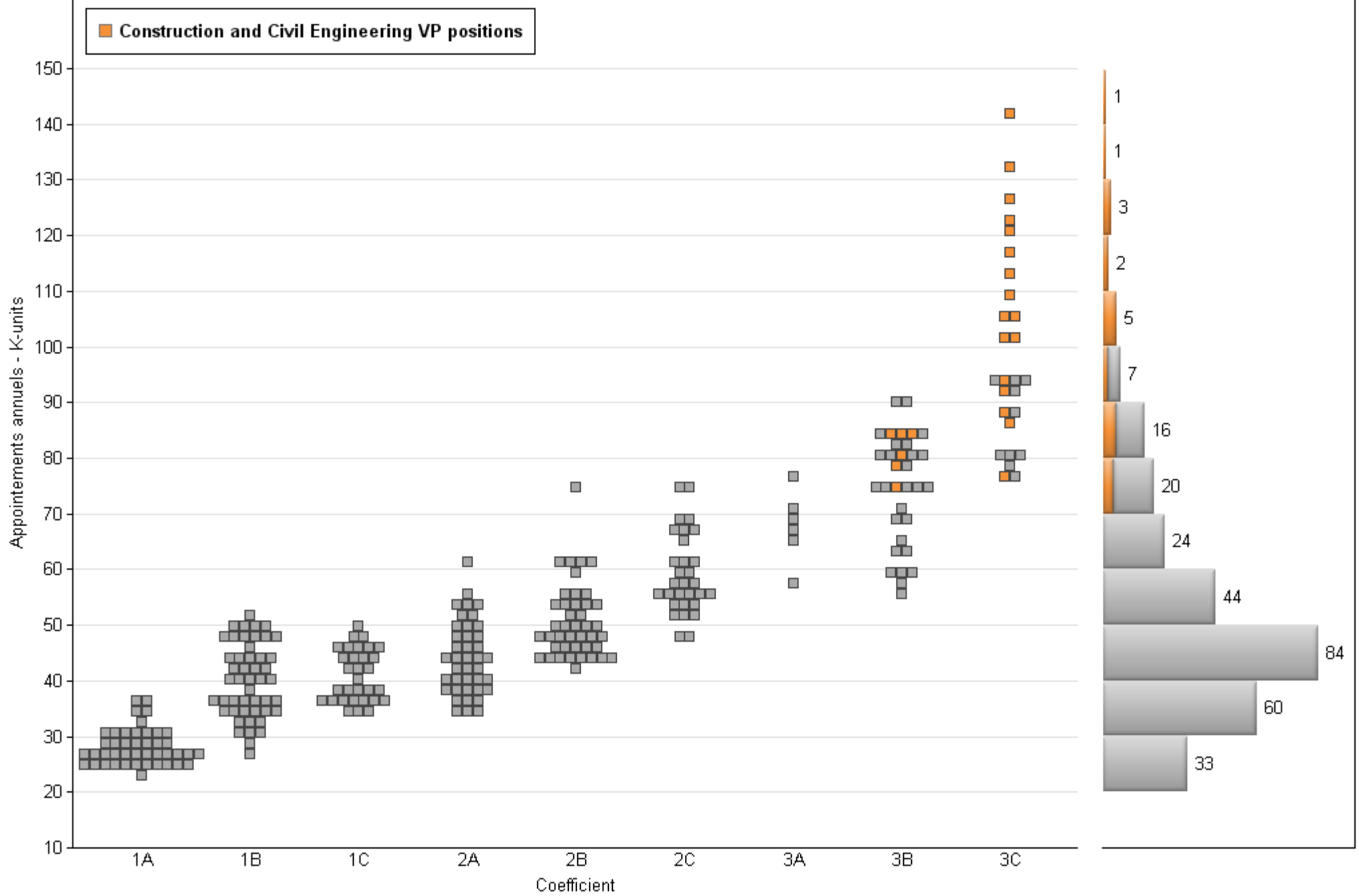
Salary midpoint grid - Civil Engineering management staff (500 p.)



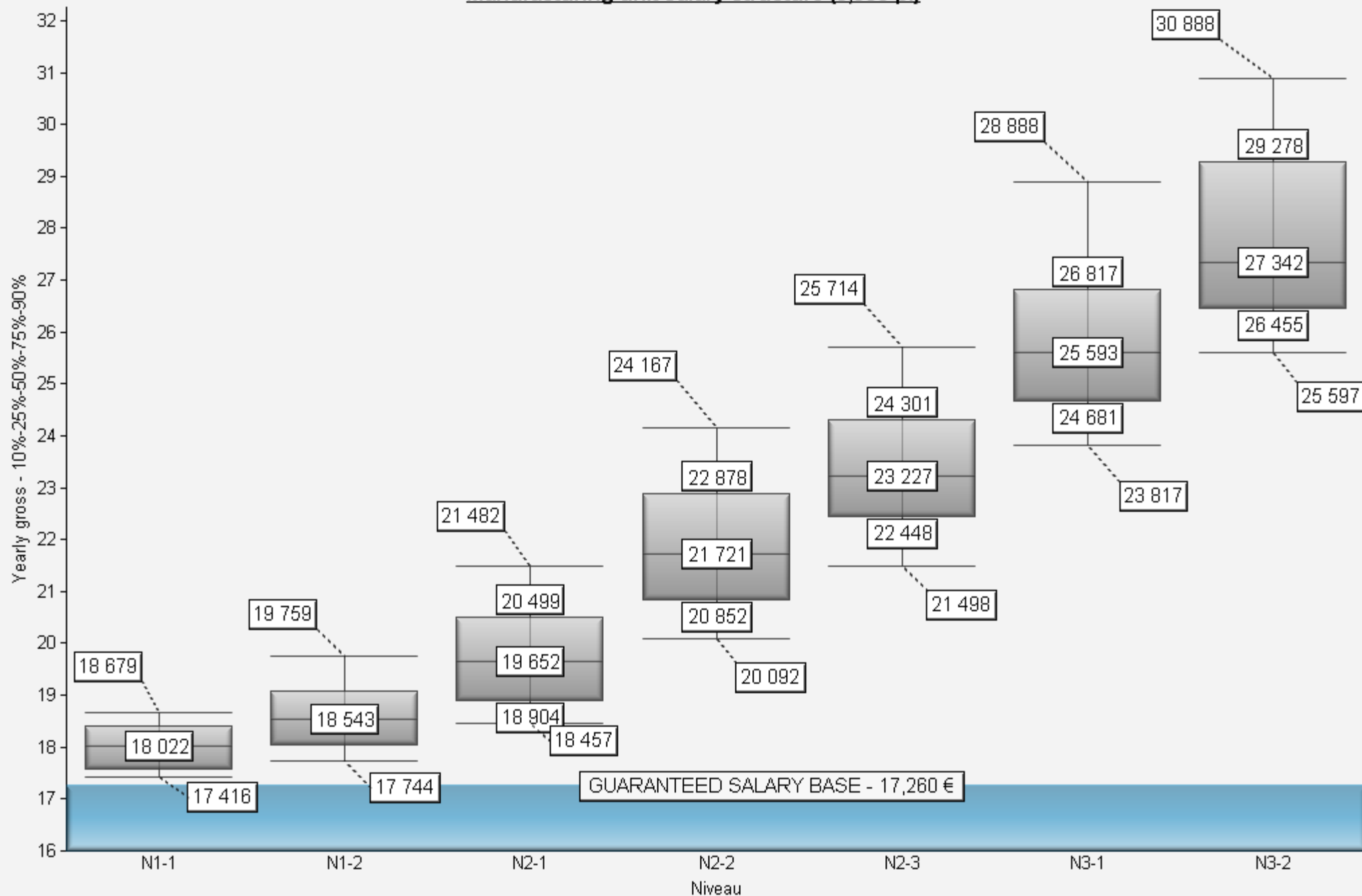
Compa-ratio - base salary against * benchmarking data 2013**



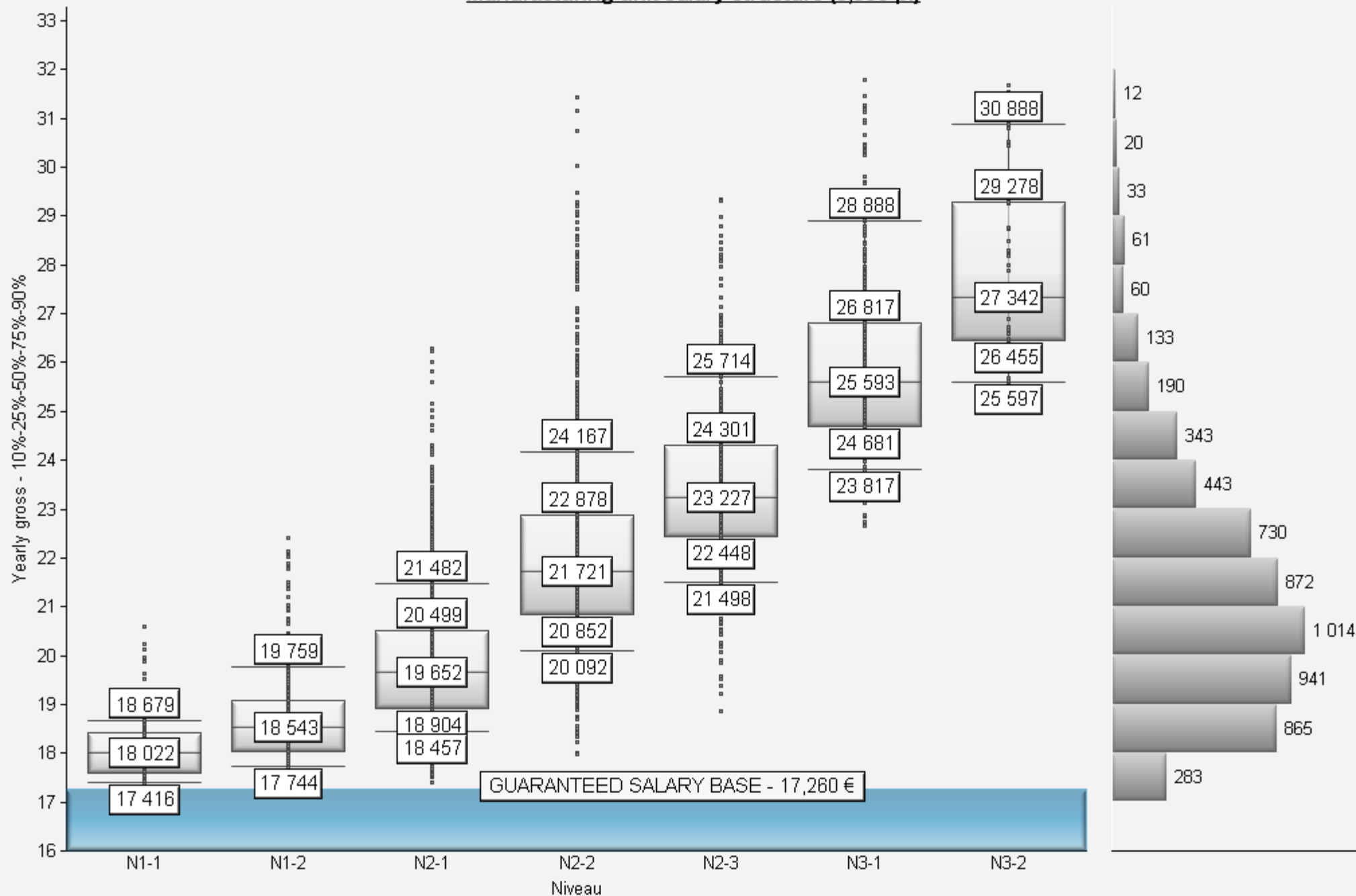
Internal banding structure (France - management staff - 300 p.)



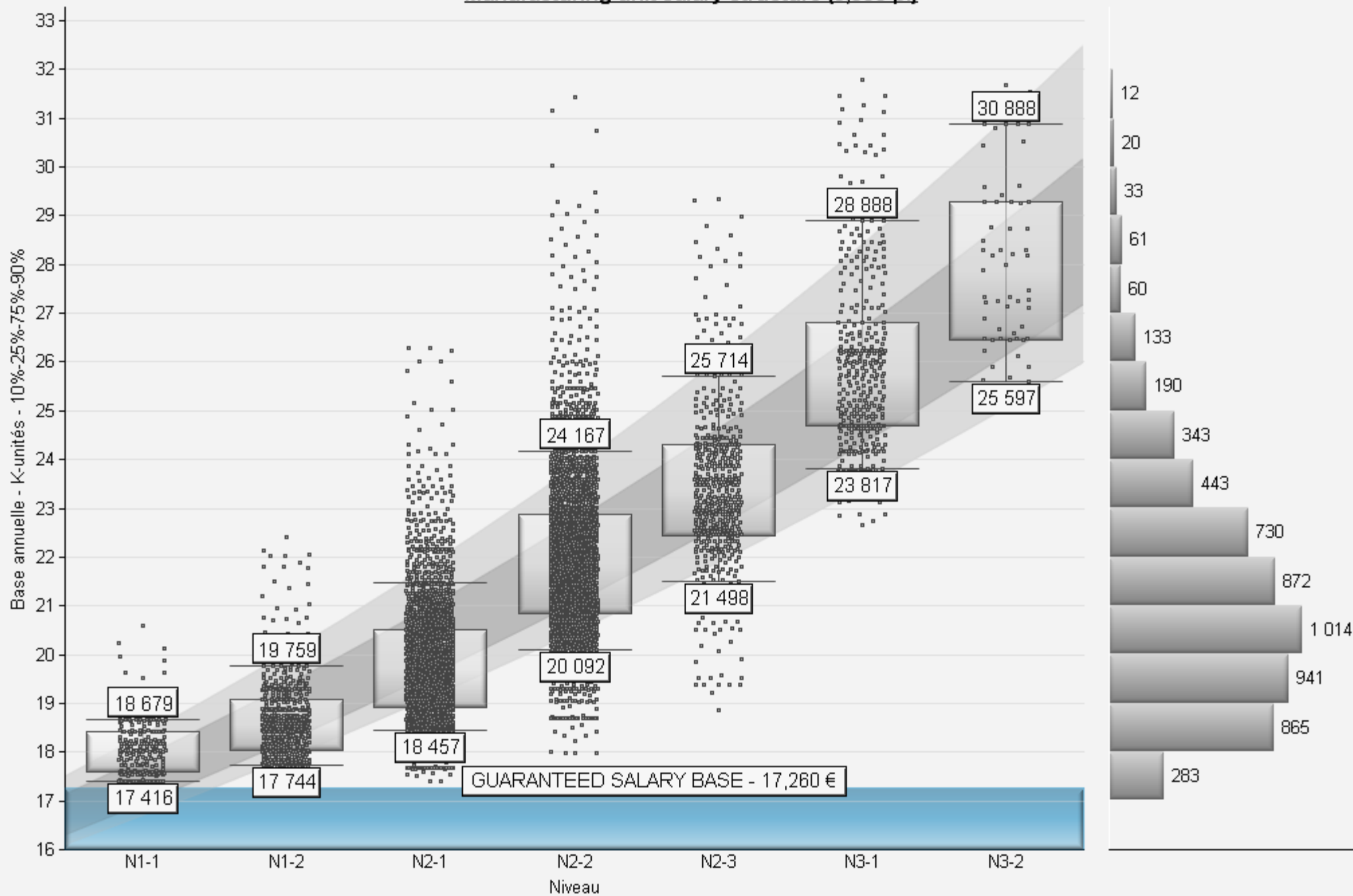
Manufacturing unit salary structure (6,000 p.)



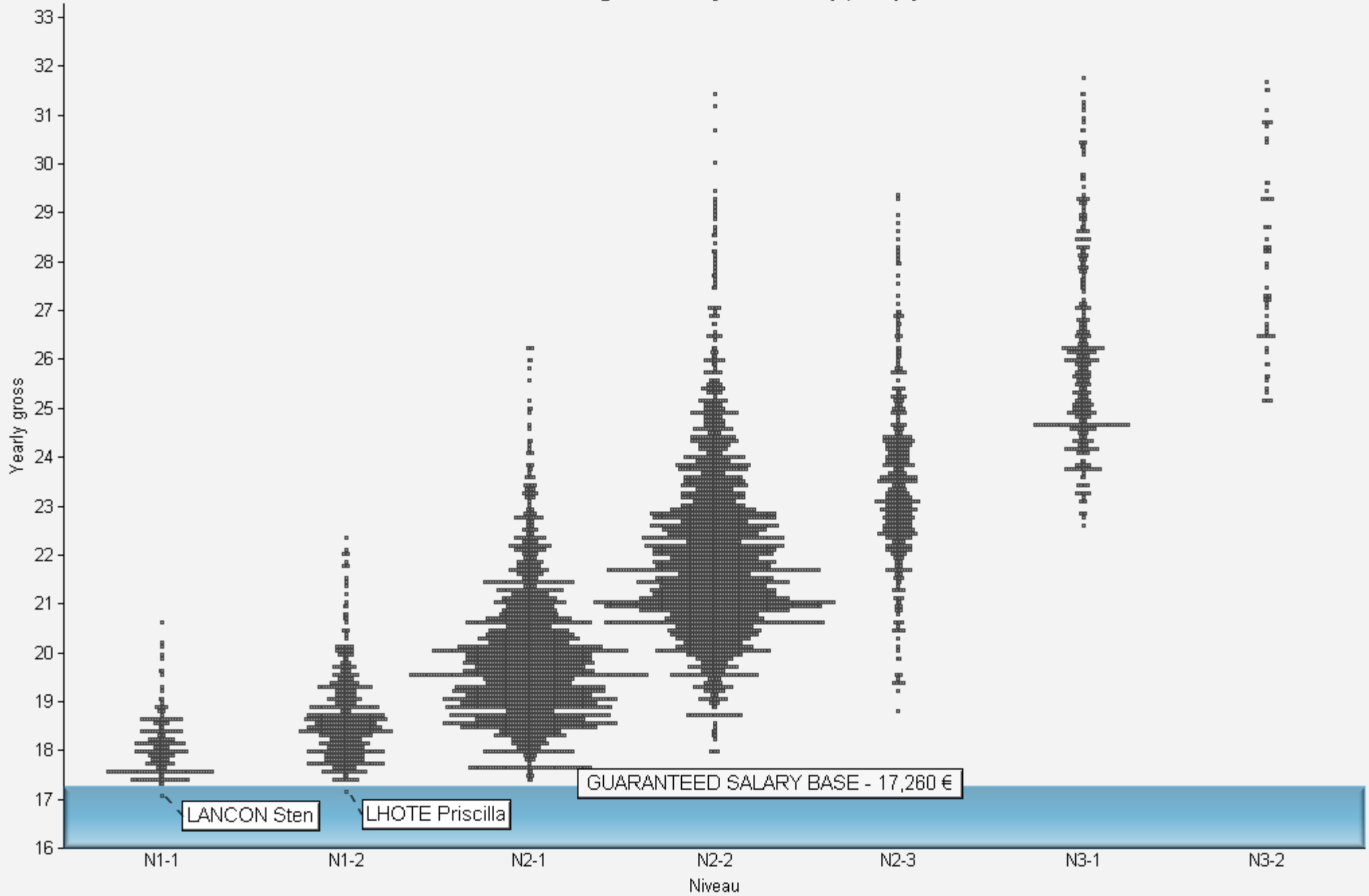
Manufacturing unit salary structure (6,000 p.)



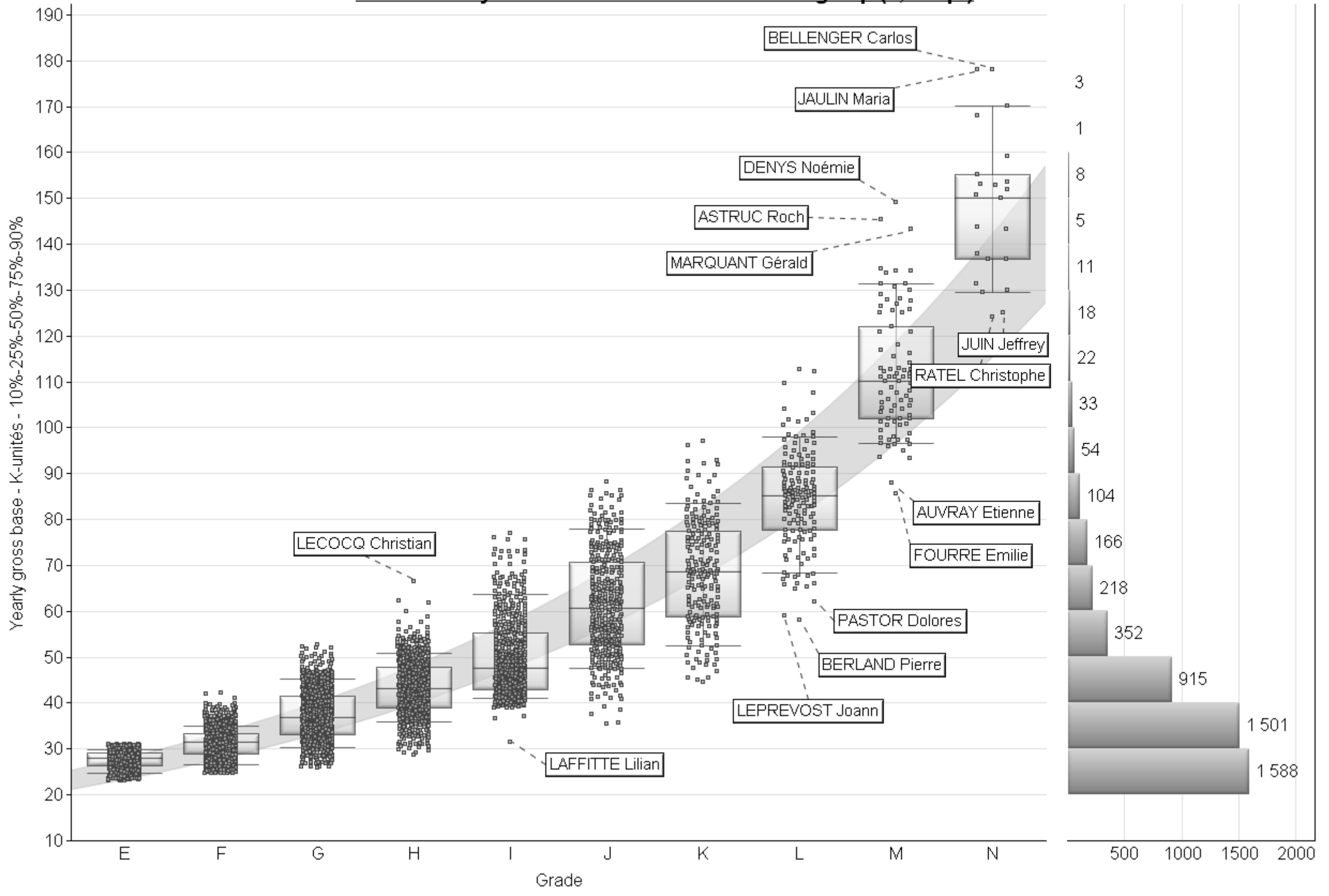
Manufacturing unit salary structure (6,000 p.)



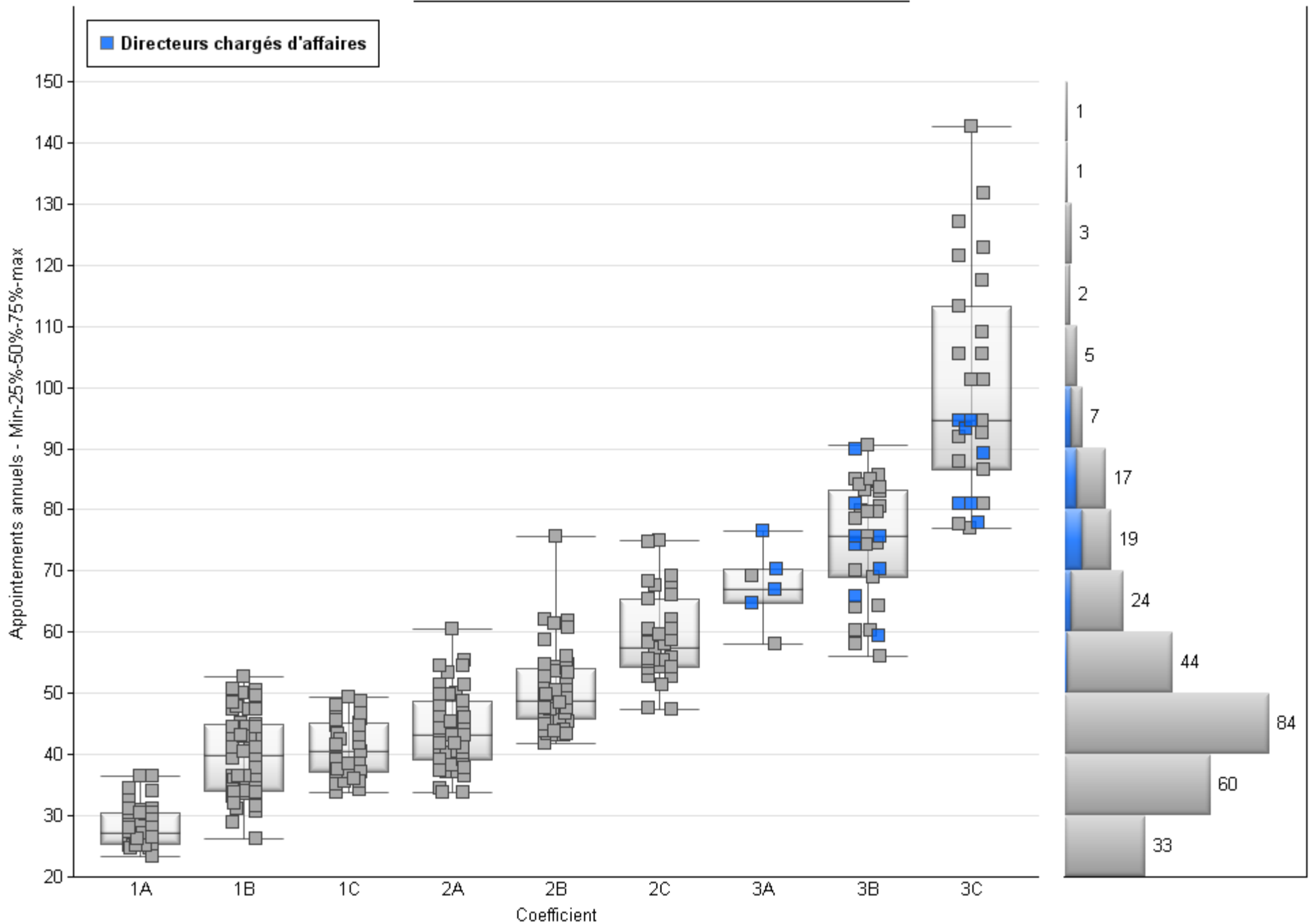
Manufacturing unit salary structure (6,000 p.)



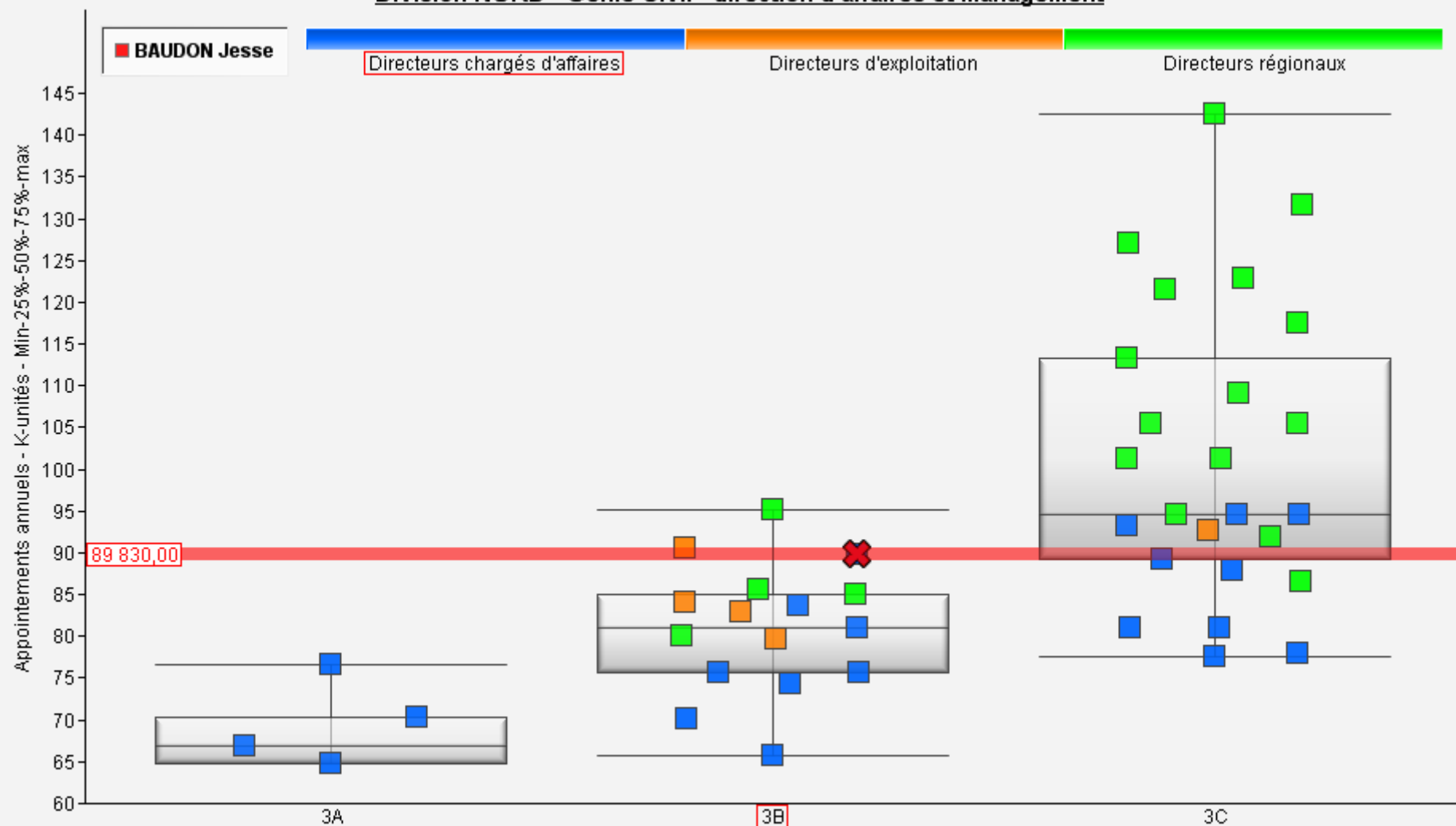
Outlier salary data - a safe and instant visual grasp (5,000 p.)



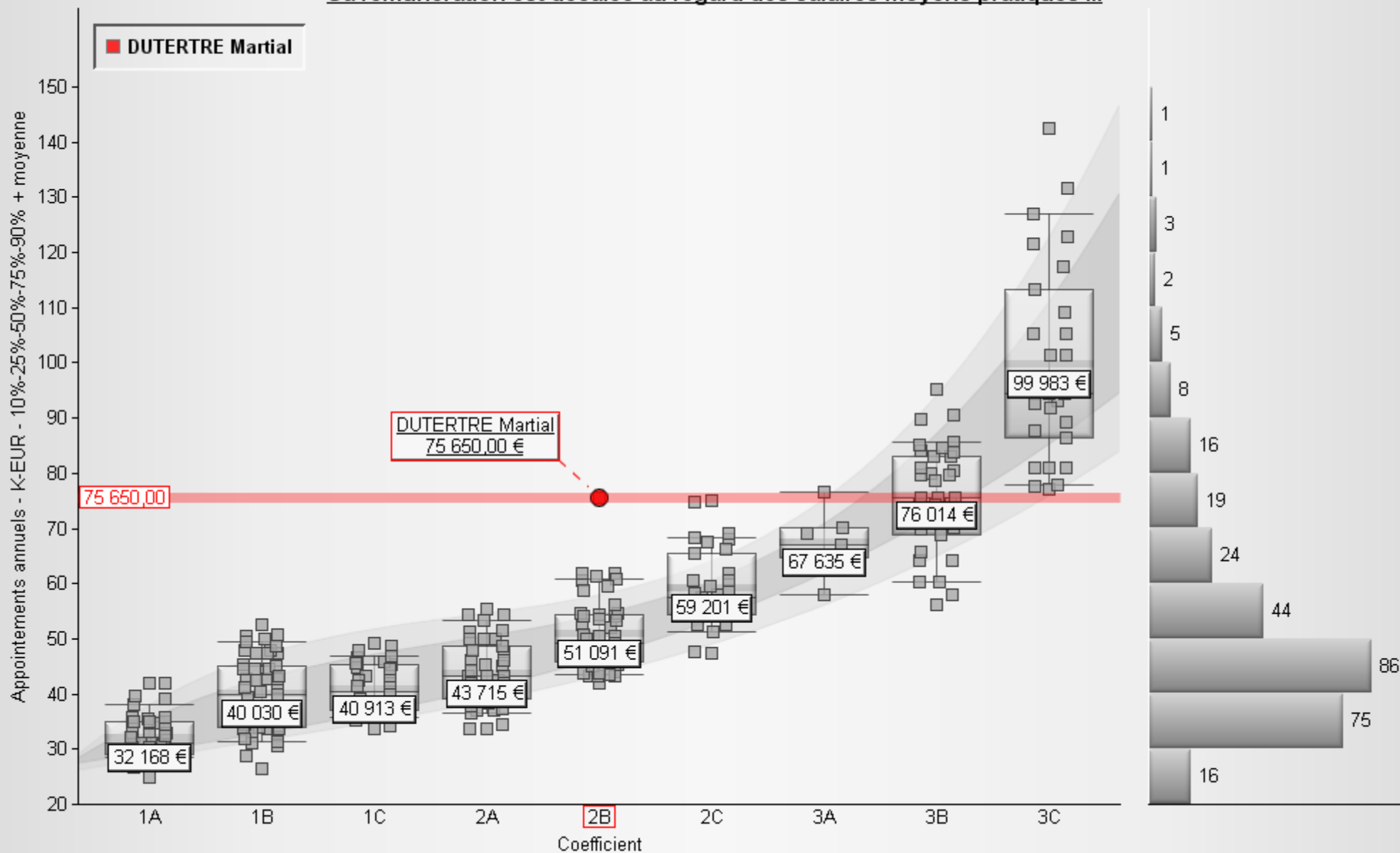
Positionnement interne des directeurs d'affaires



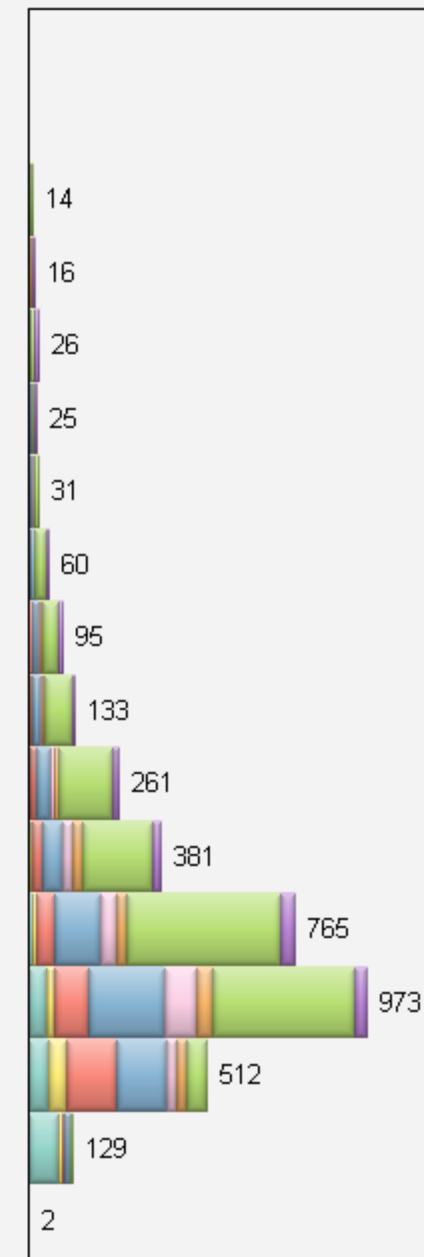
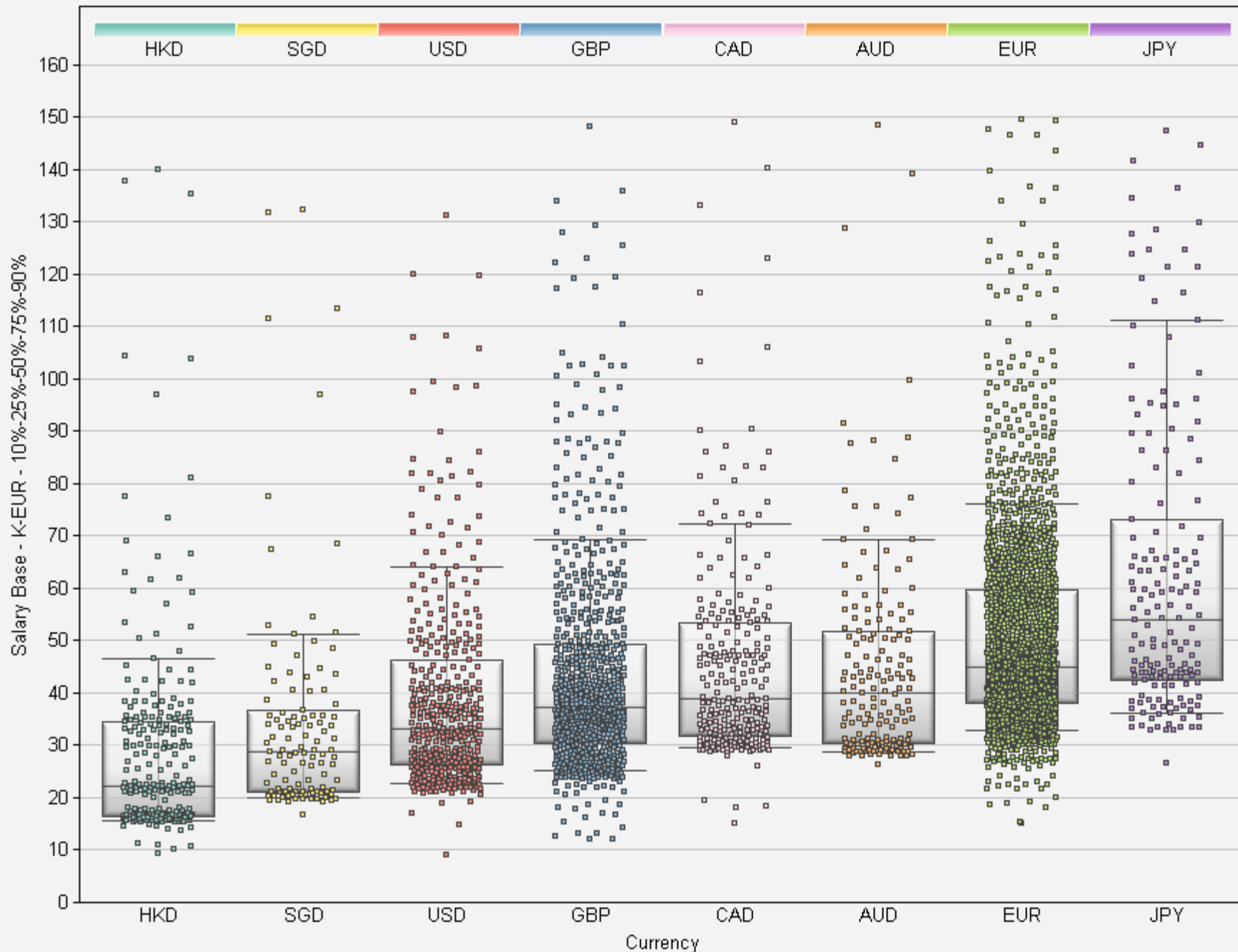
Division NORD - Génie Civil - direction d'affaires et management



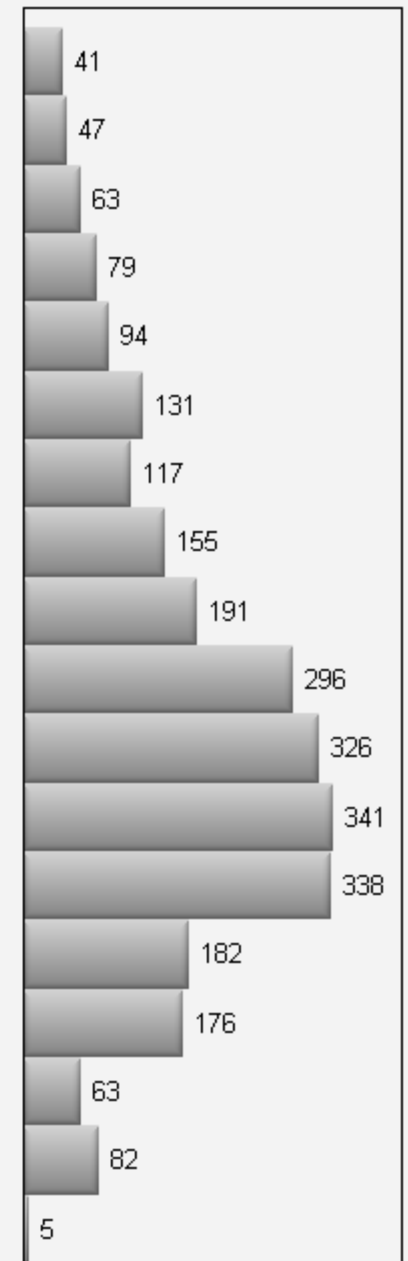
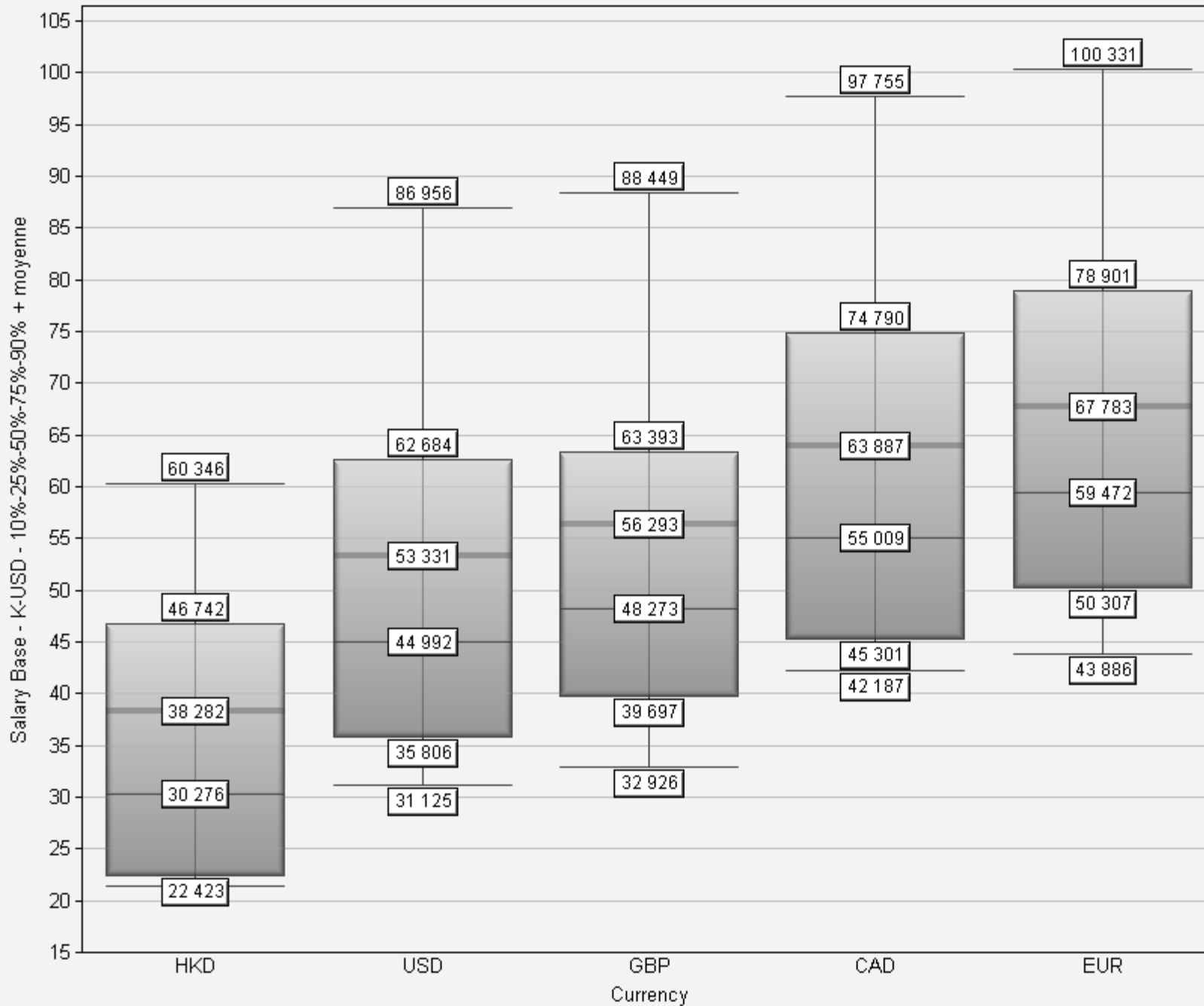
Sa rémunération est décalée au regard des salaires moyens pratiqués ...



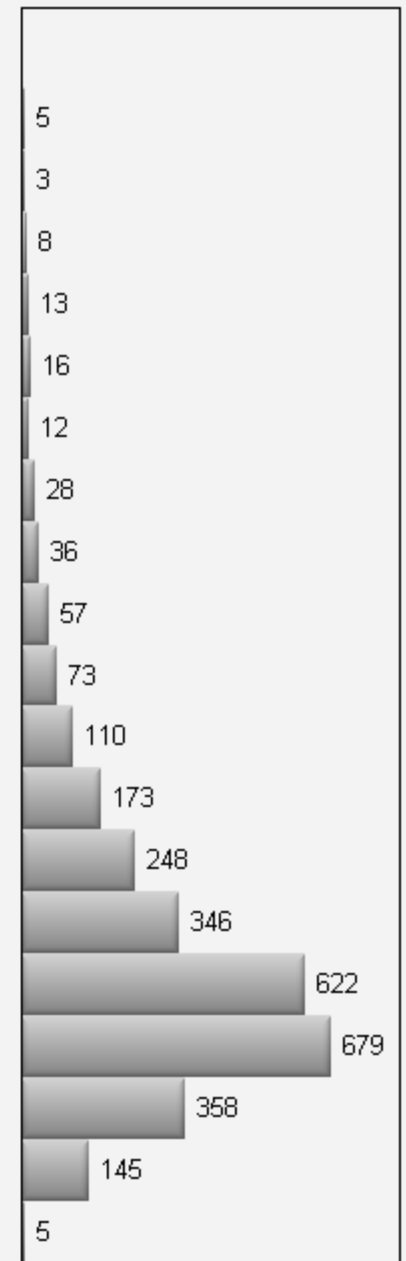
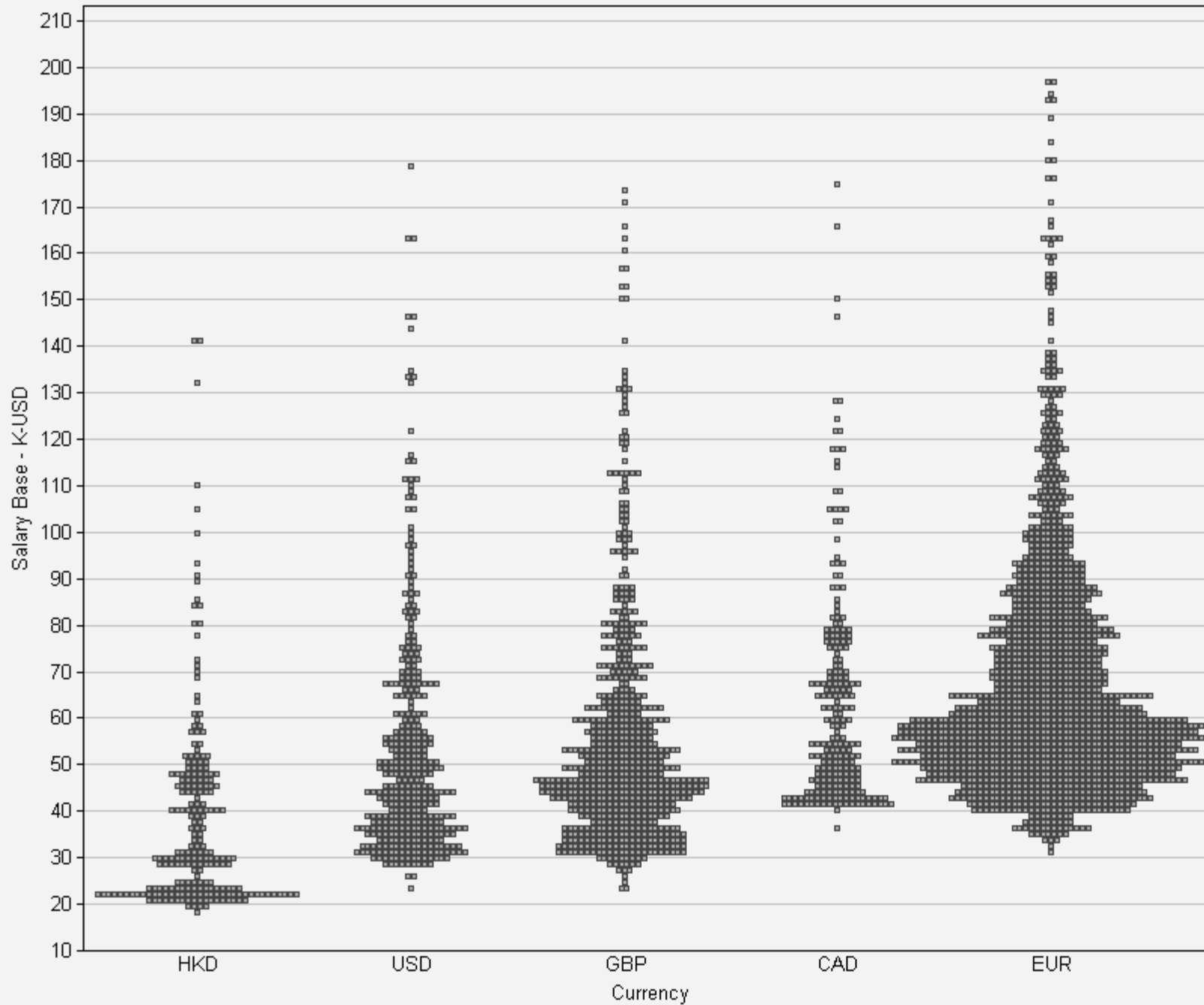
"Un bon croquis vaut mieux qu'un long discours"



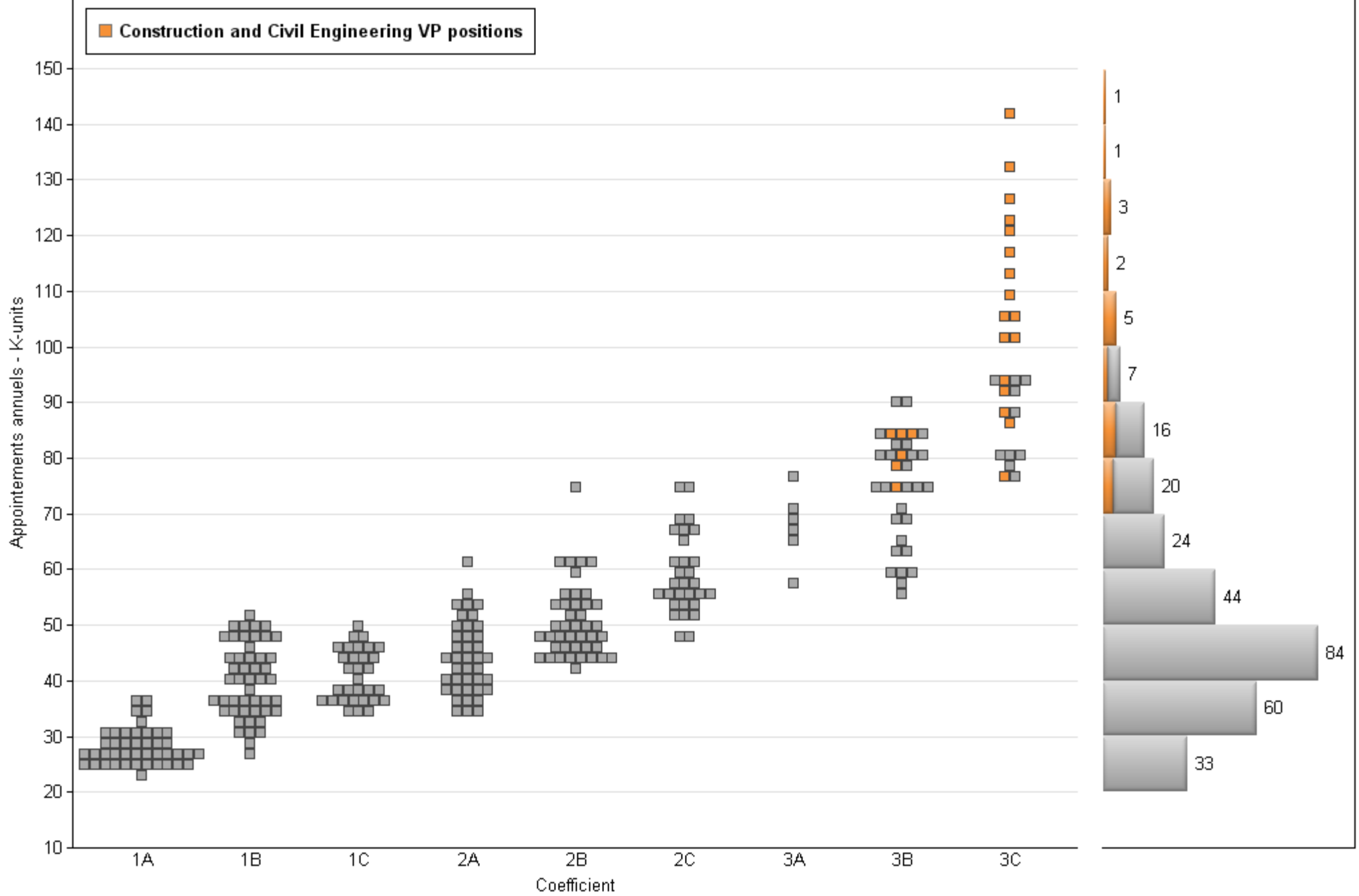
Salary distribution pattern - per currency zone

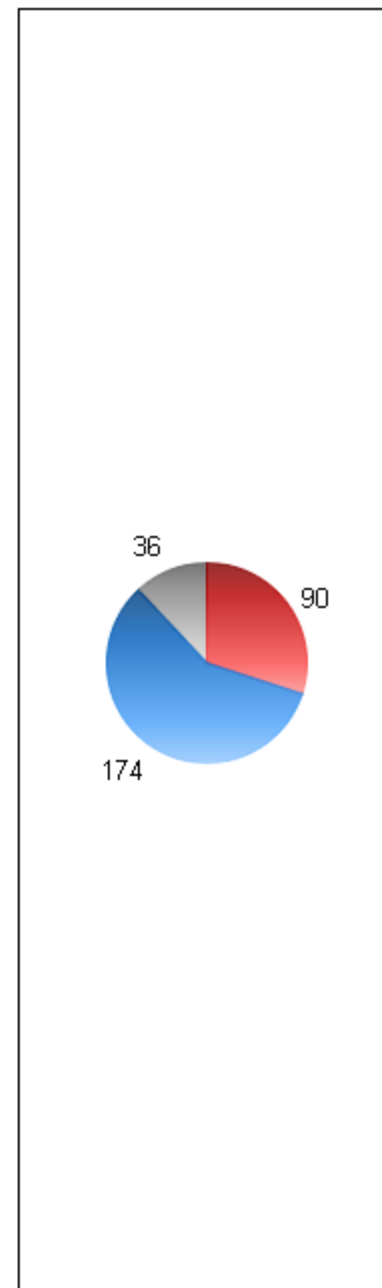
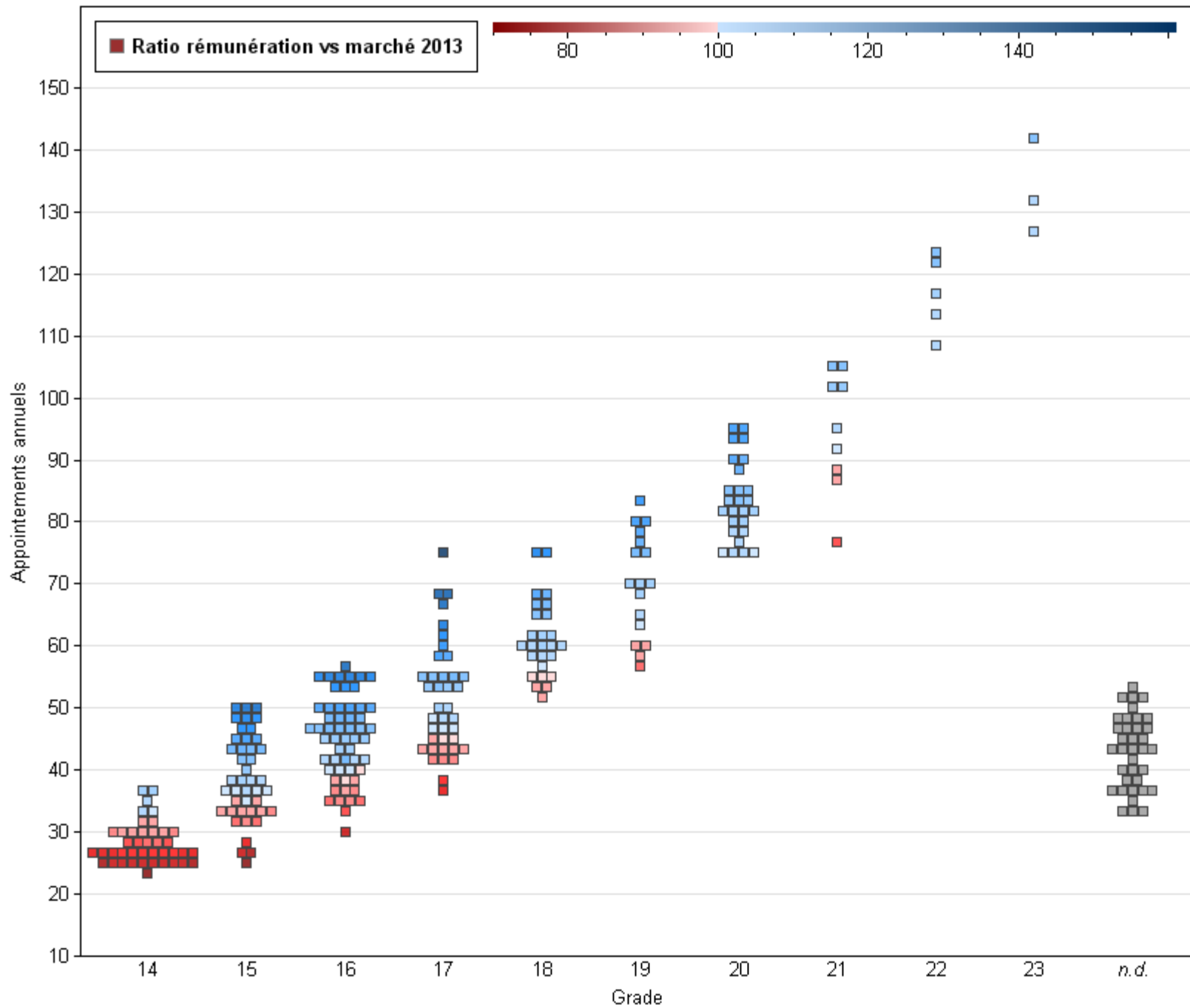


Salary distribution pattern - per currency zone

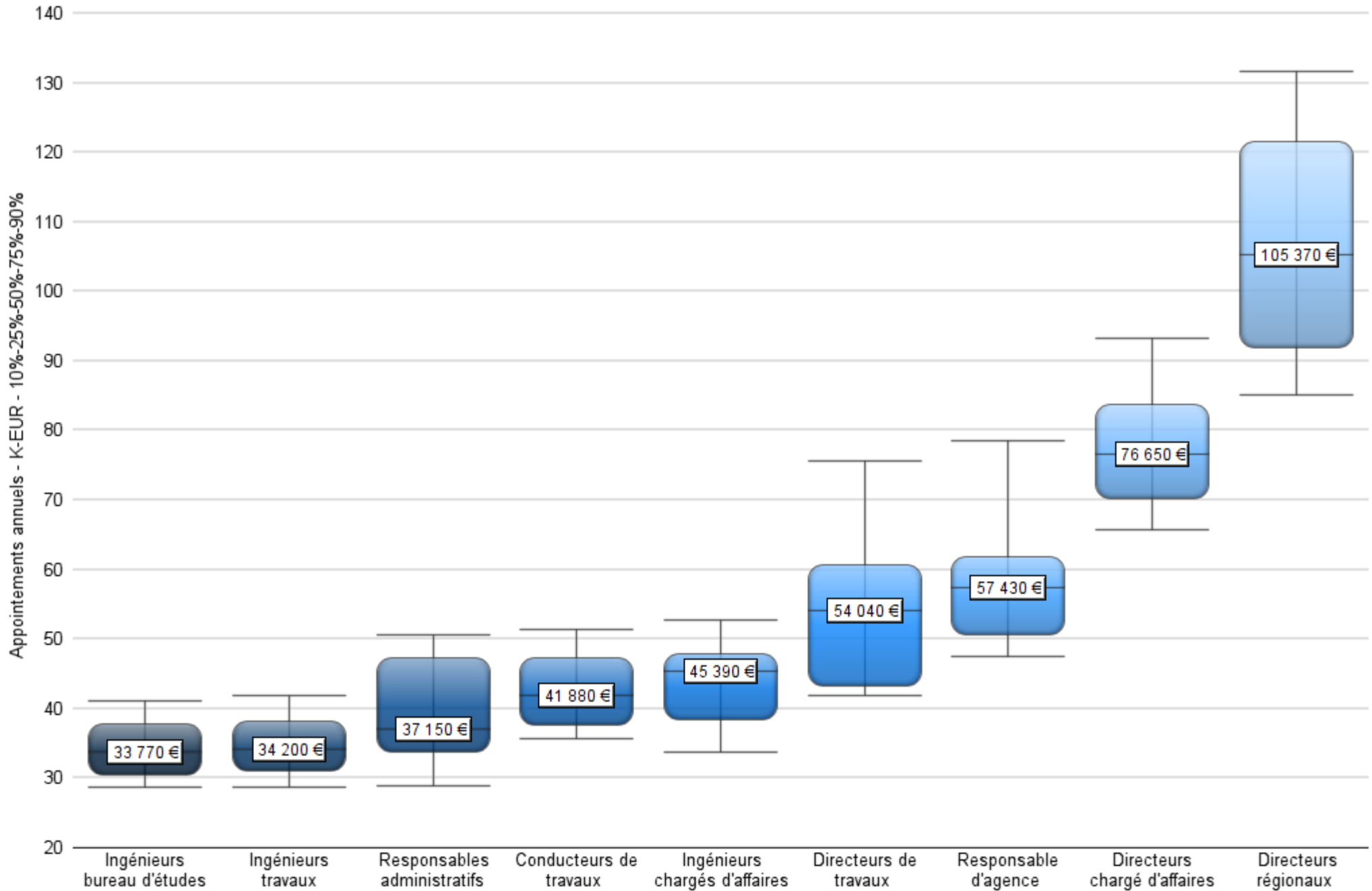


Internal banding structure (France - management staff - 300 p.)

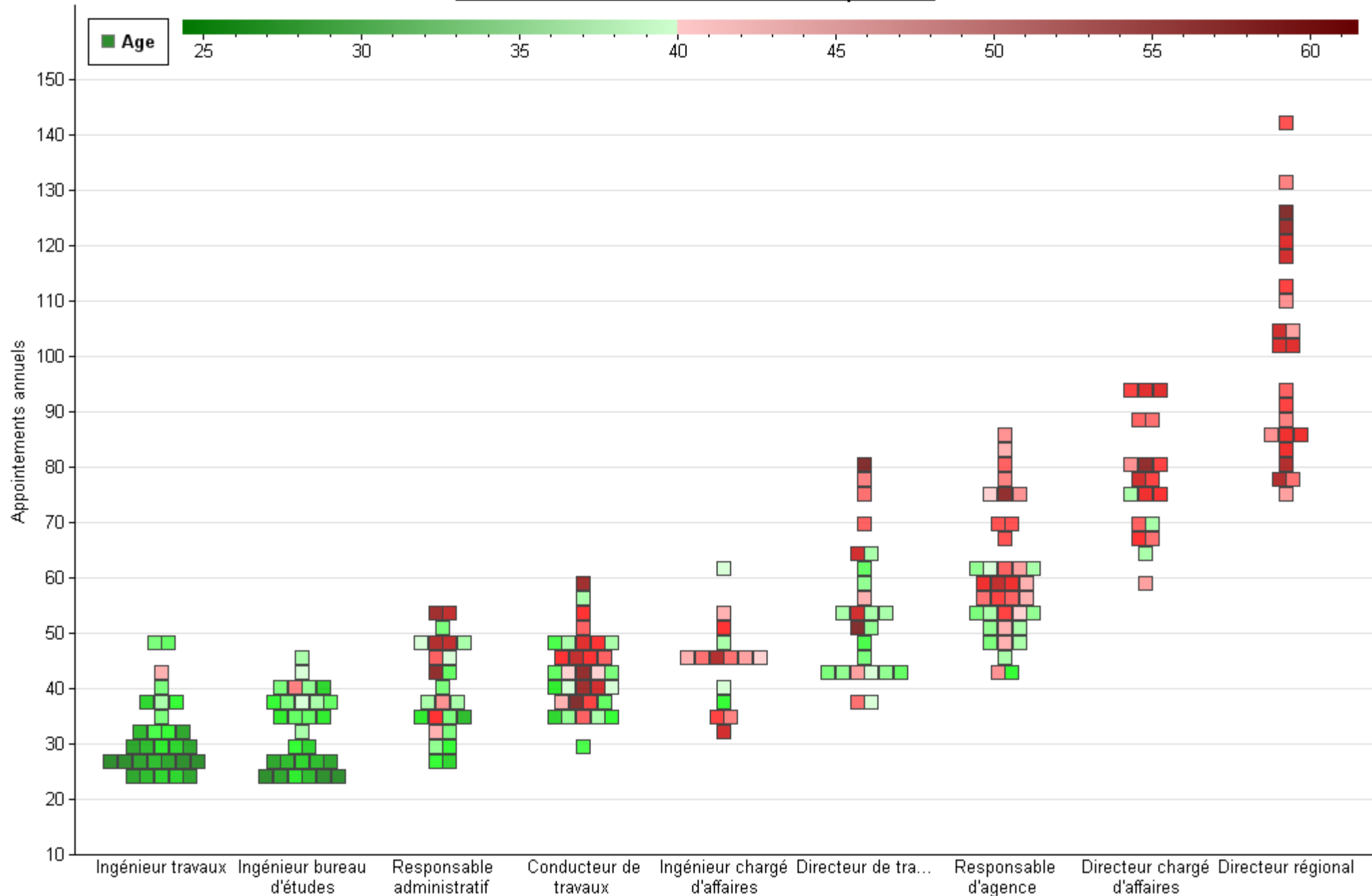




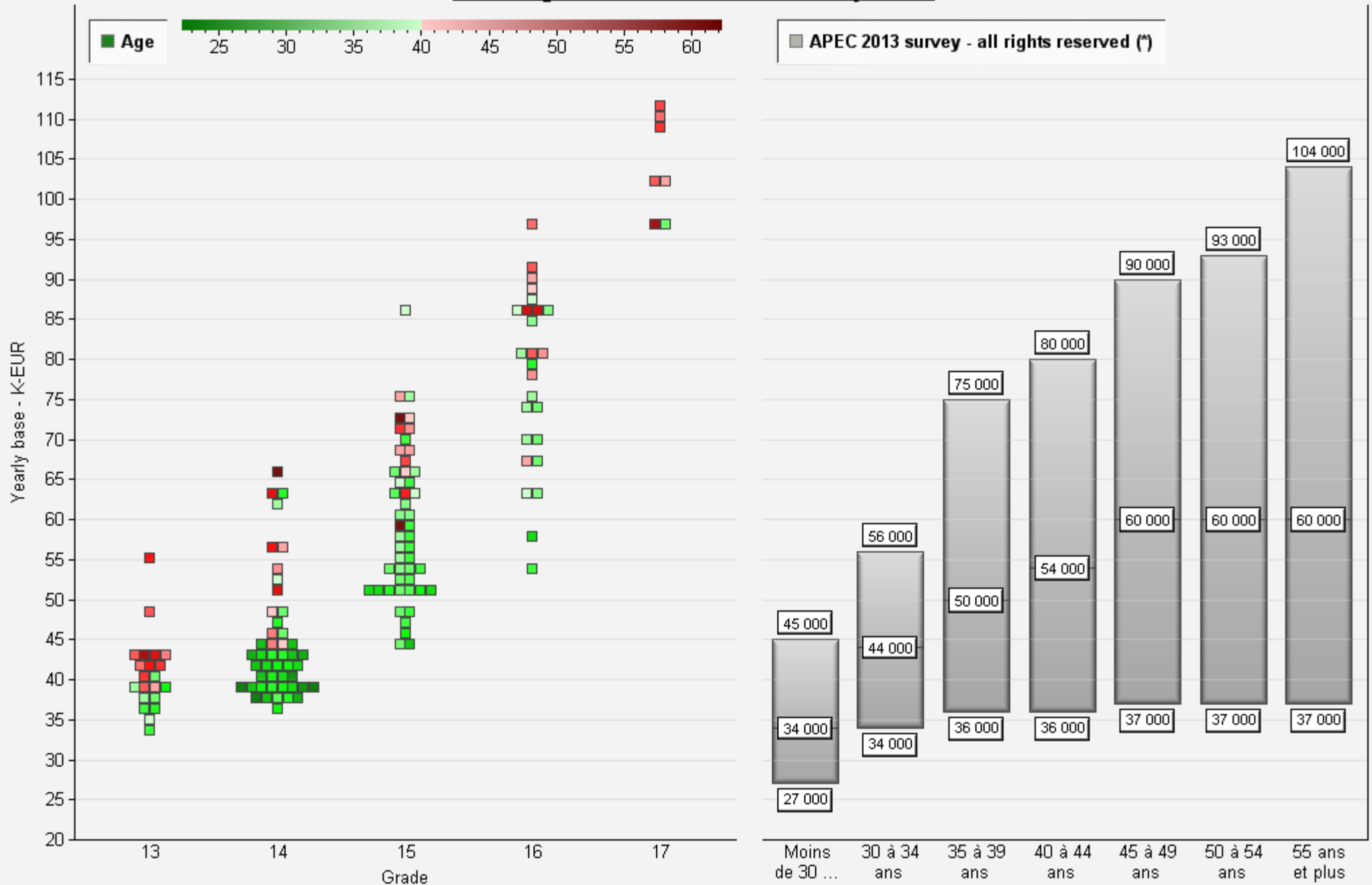
Ingénieurs et cadres du secteur du bâtiment et des travaux publics



Métiers BTP - illustration de l'effet d'expérience



Marketing staff France vs national salary bands

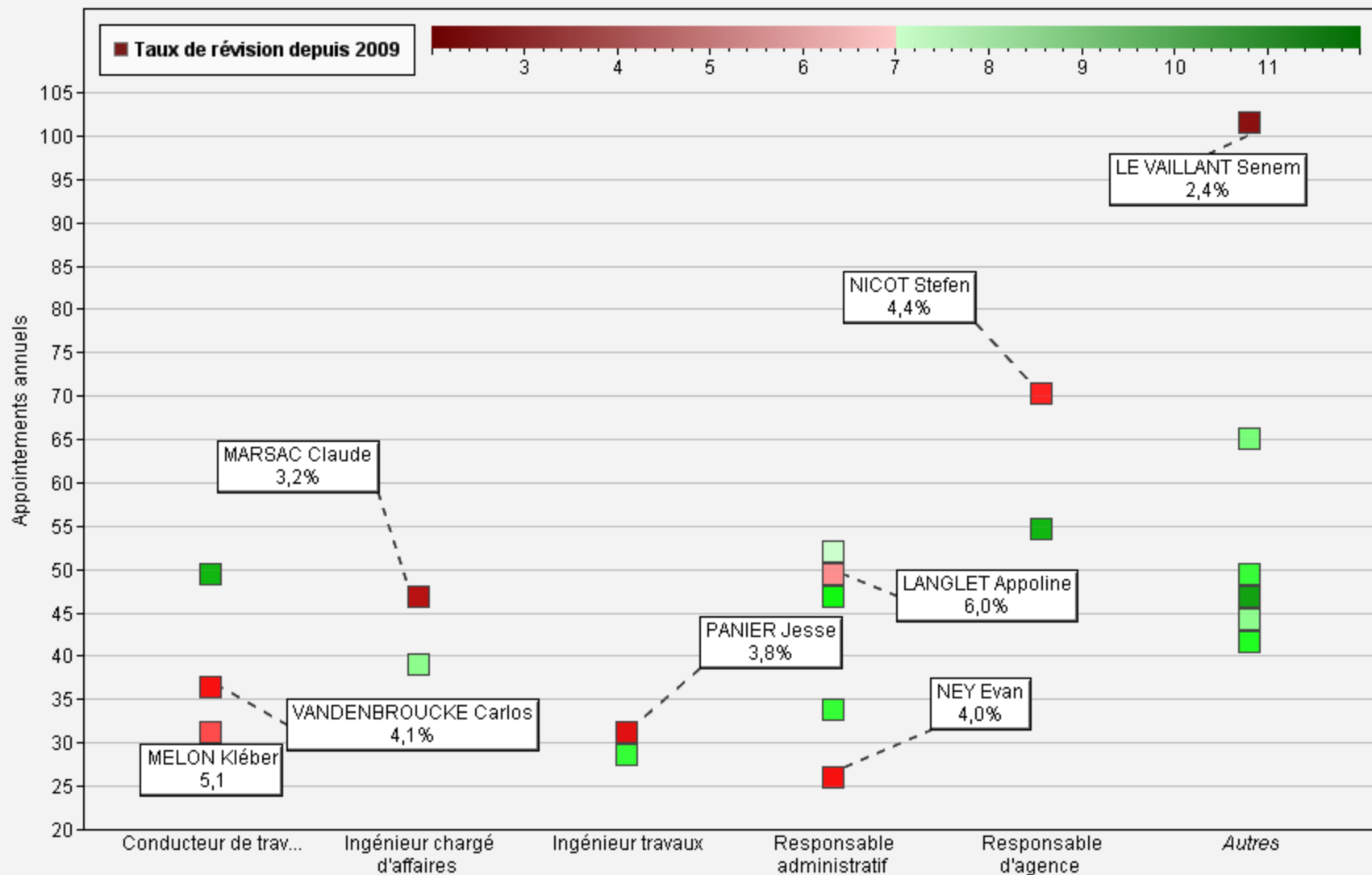


(*) Rémunération annuelle brute - marketing - détaillé par tranche d'âge

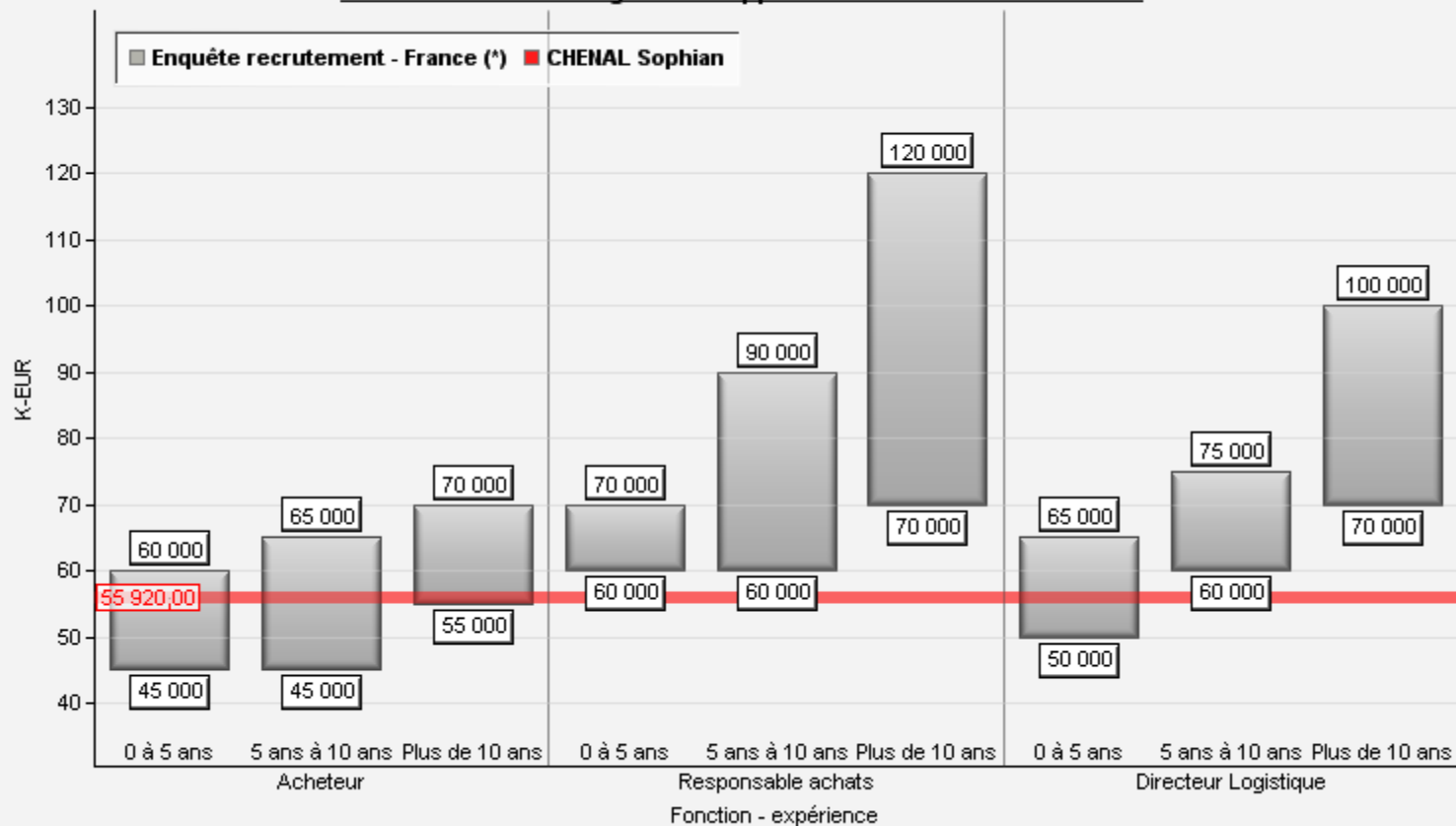
(*) © APEC France

Performance level vs position held

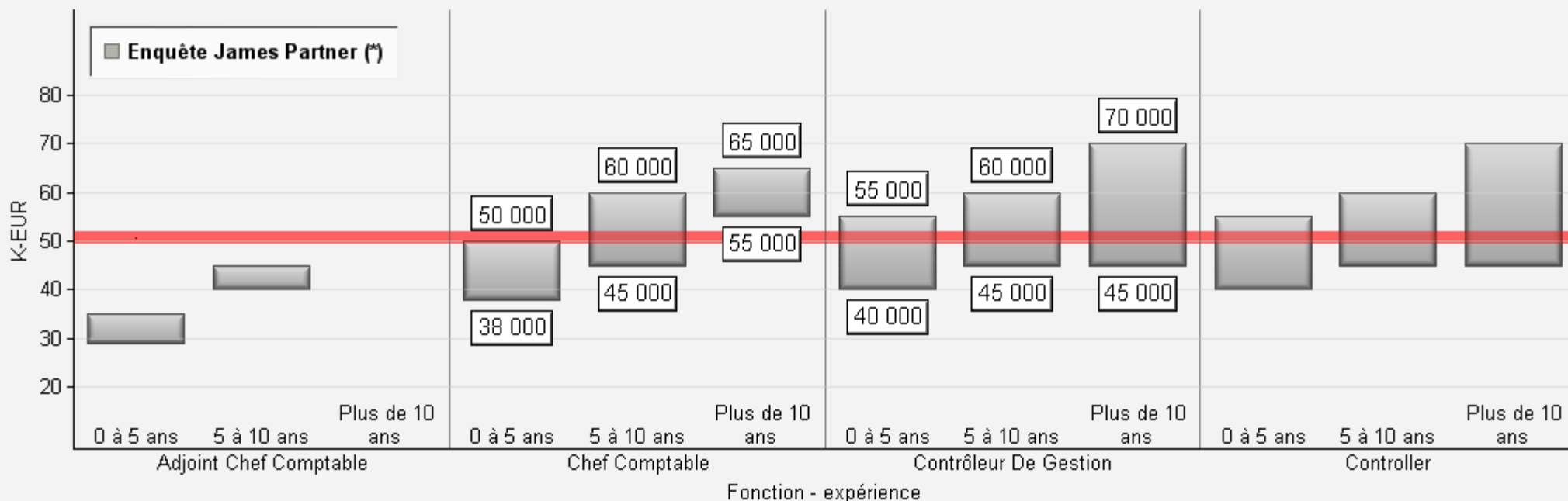
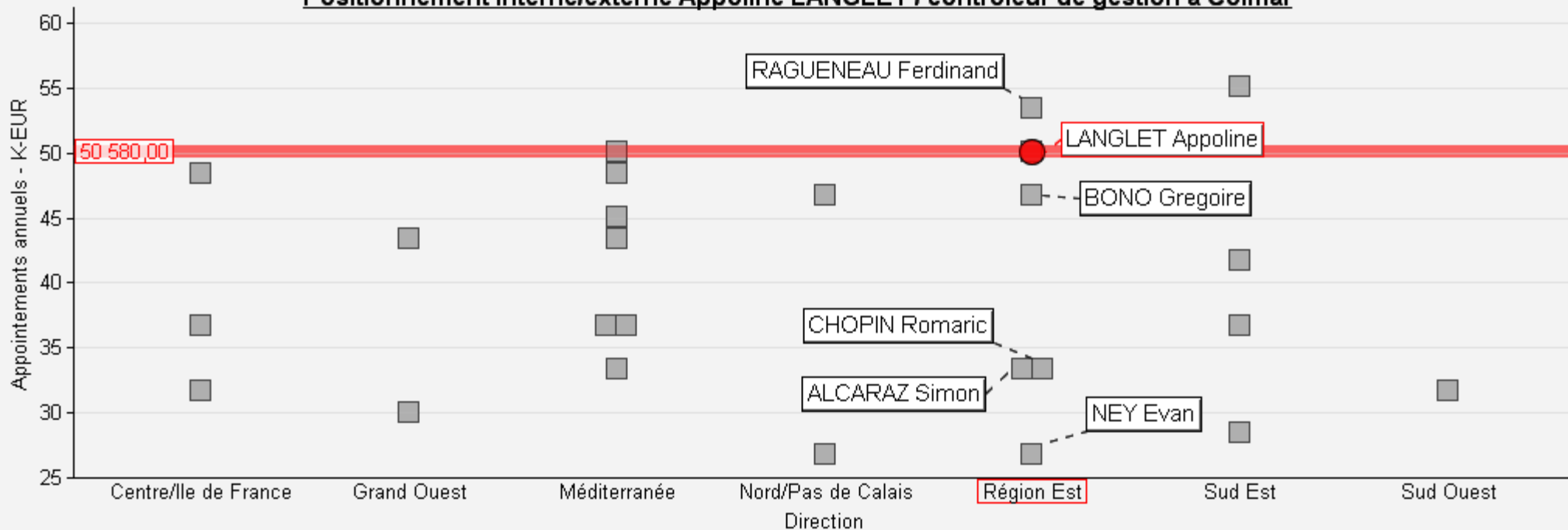




Positionnement au regard des opportunités de carrière externes



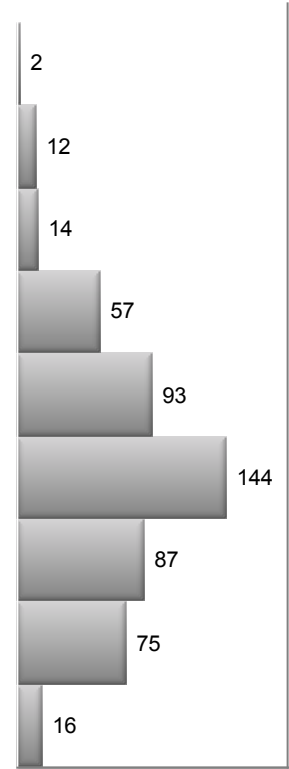
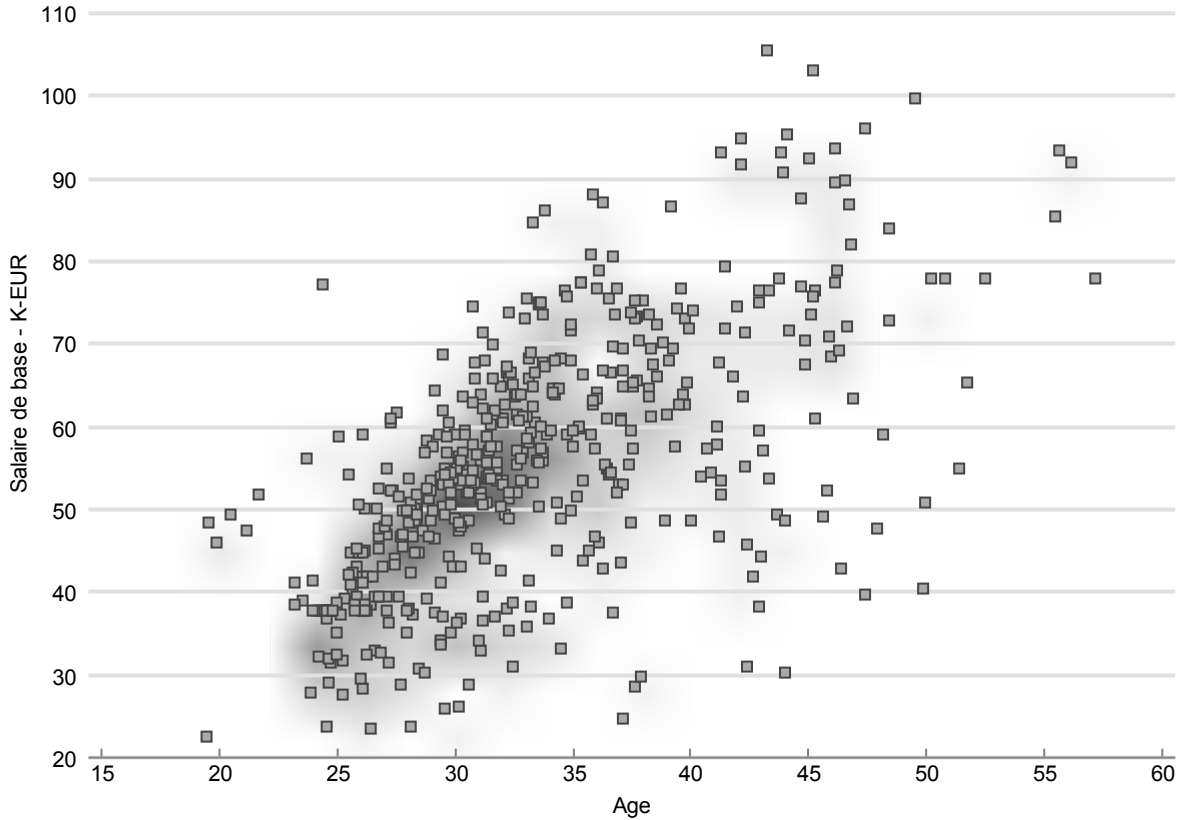
Positionnement interne/externe Appoline LANGLET / contrôleur de gestion à Colmar



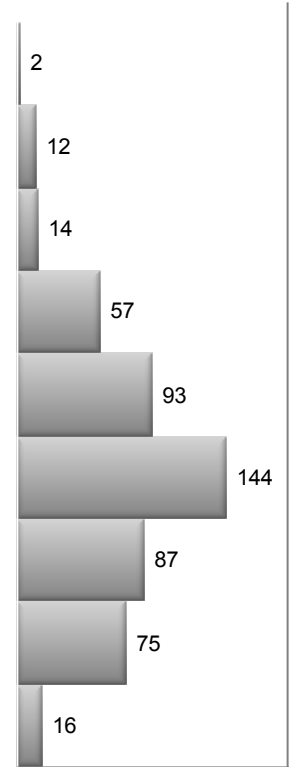
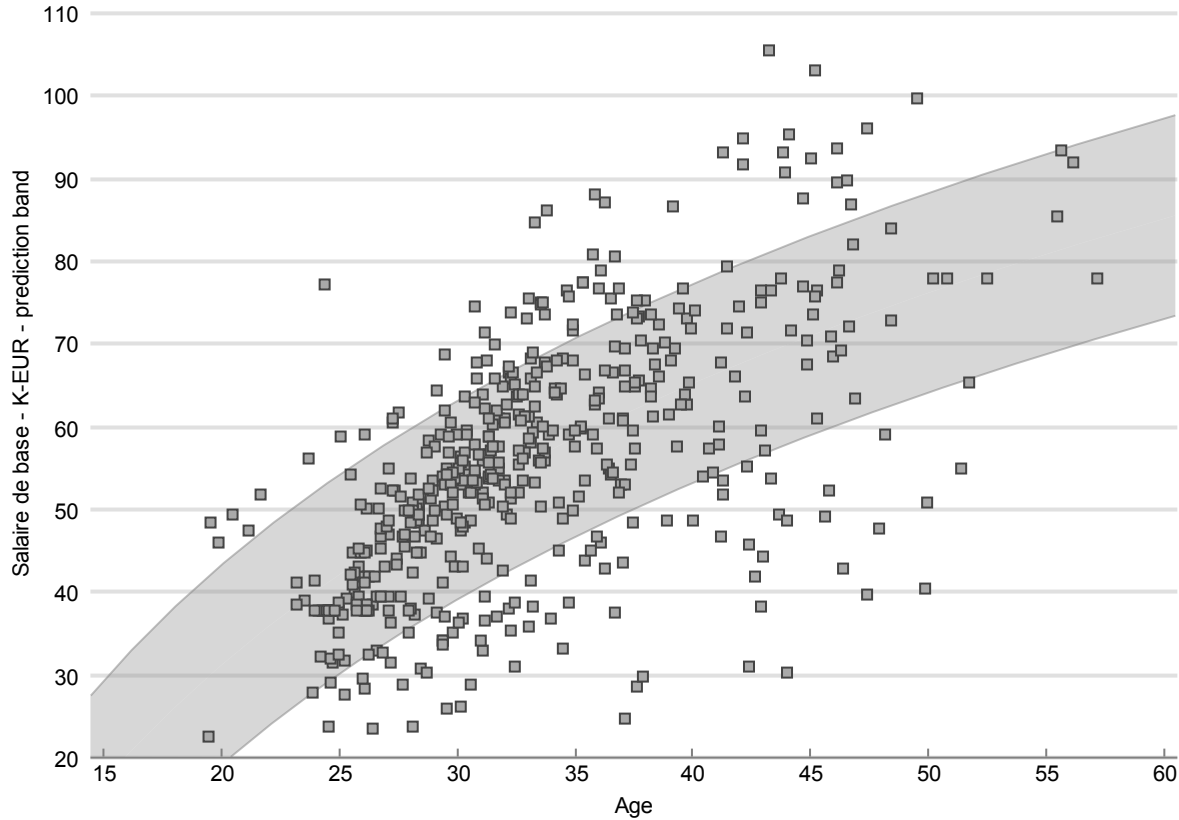
(*) 152 M€ < CA < 762 M€

(*) © James Partner

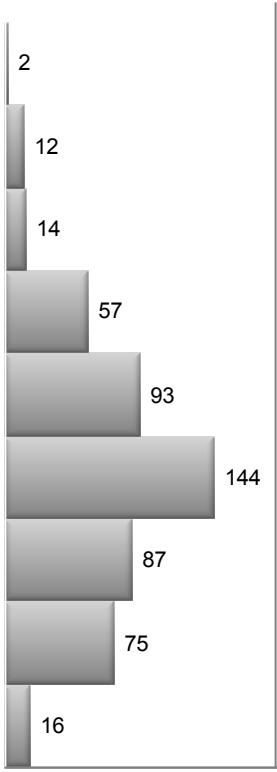
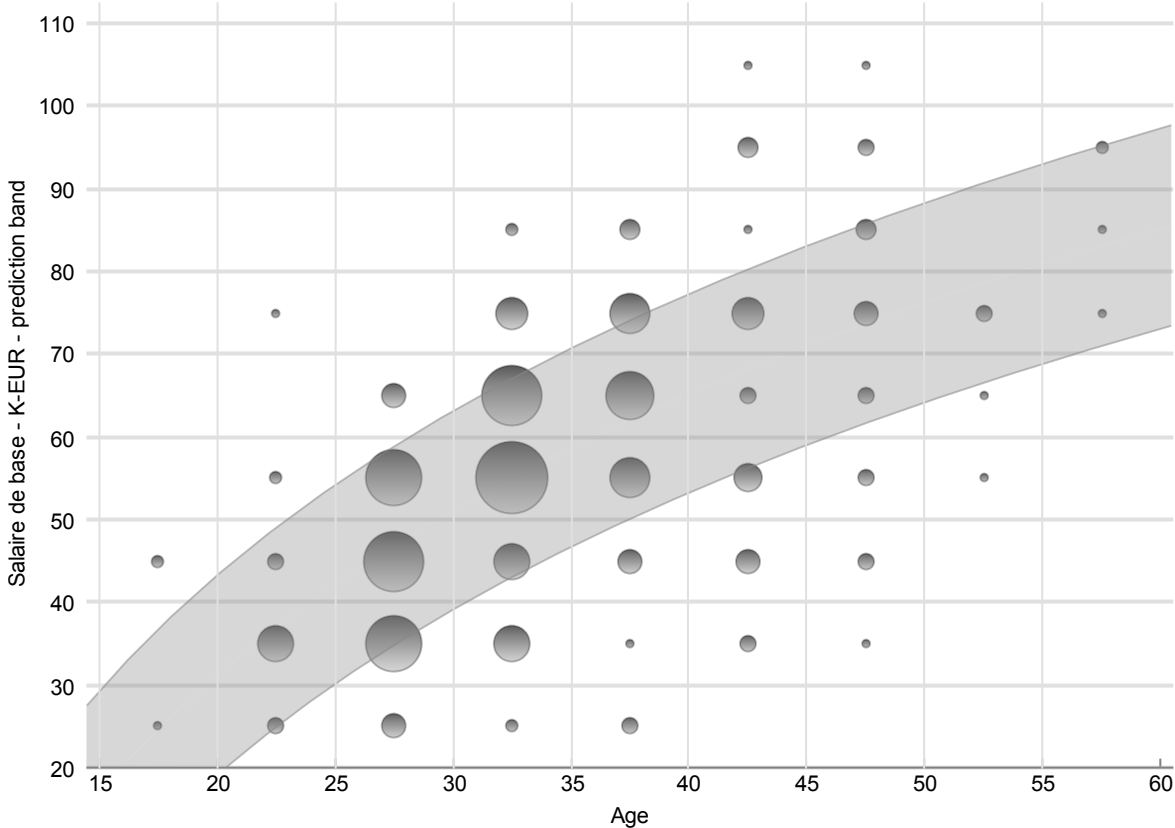
Riviera IT dev. staff - point display



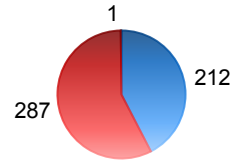
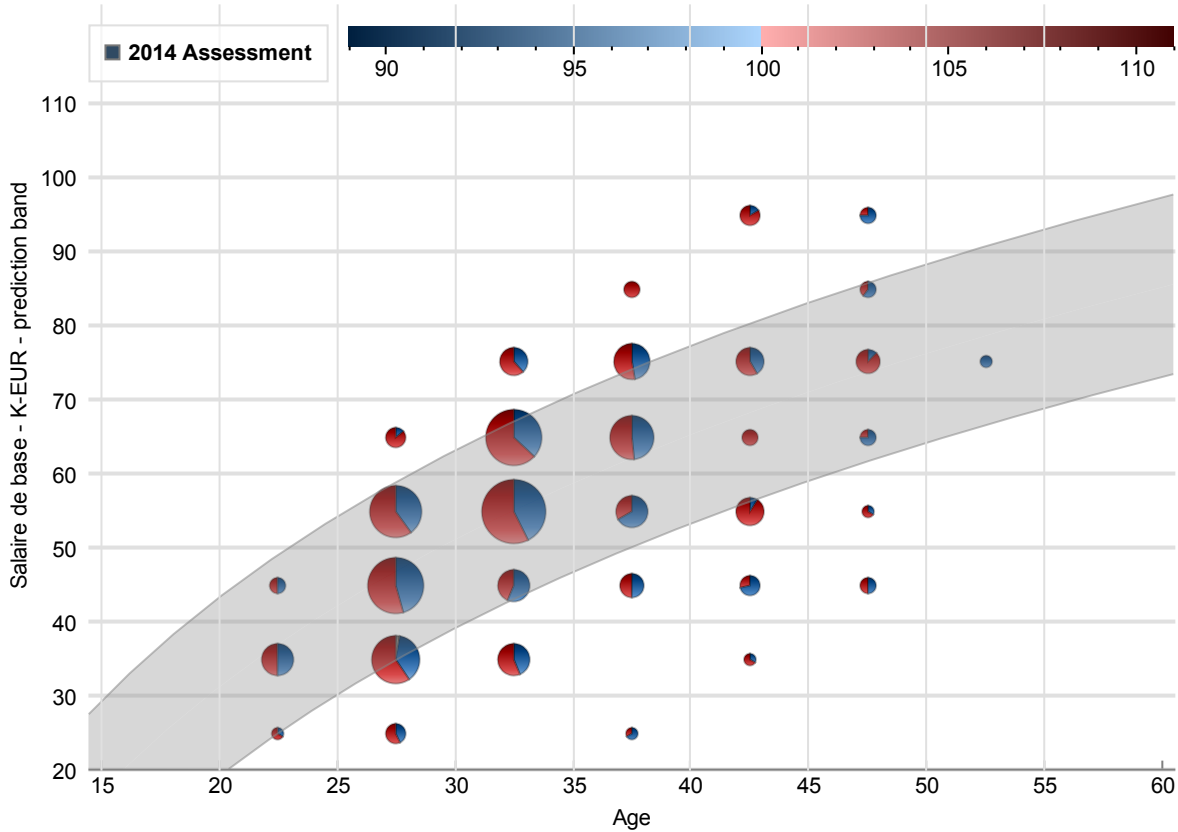
Riviera IT dev. staff - point and trend display

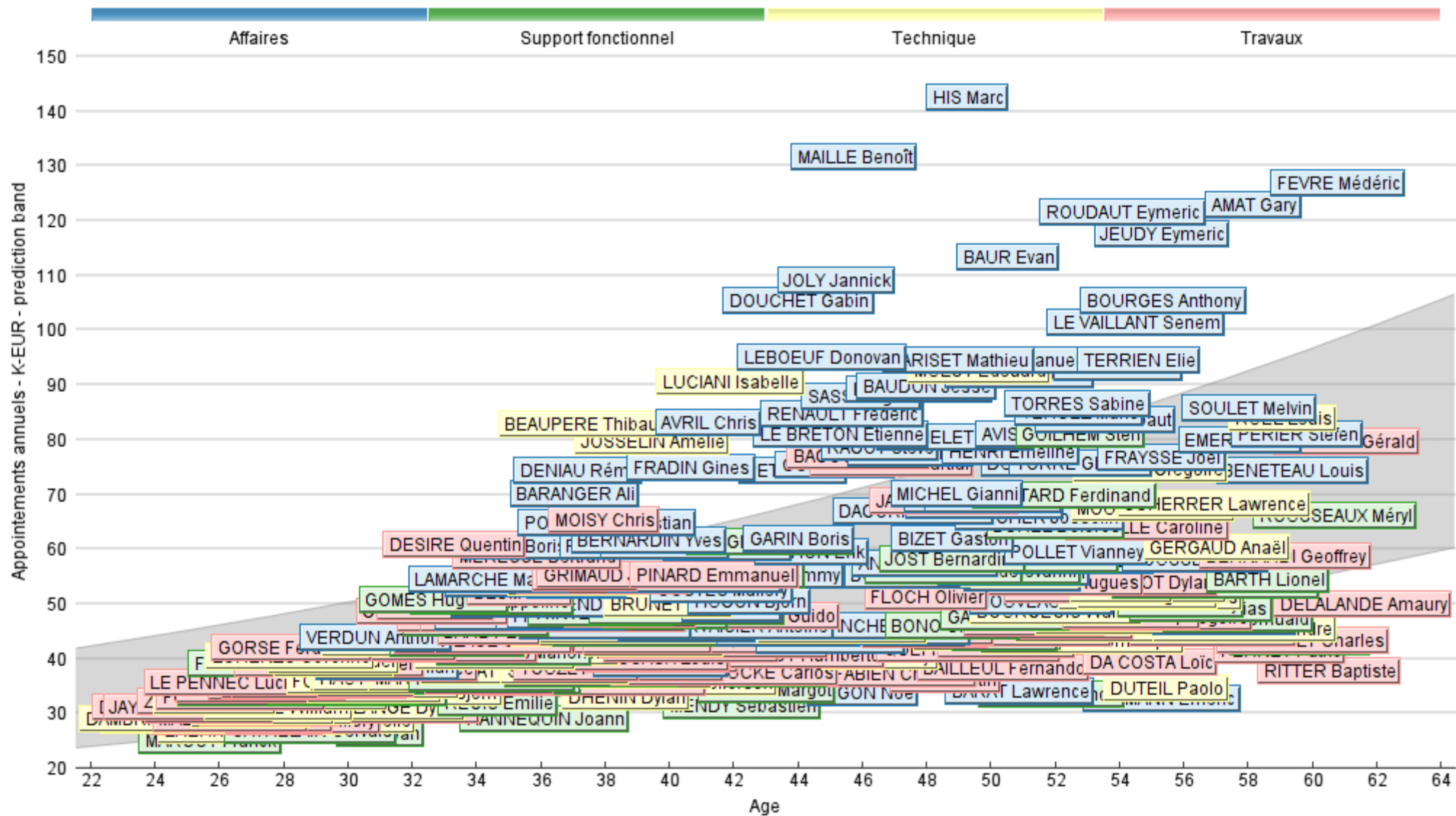


Riviera IT dev. staff - bubble view

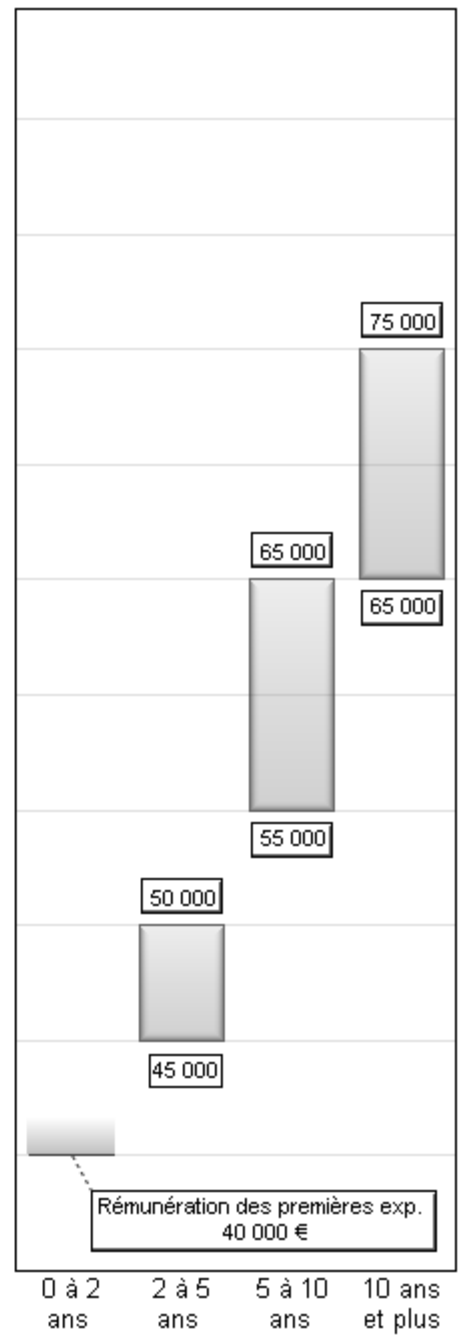
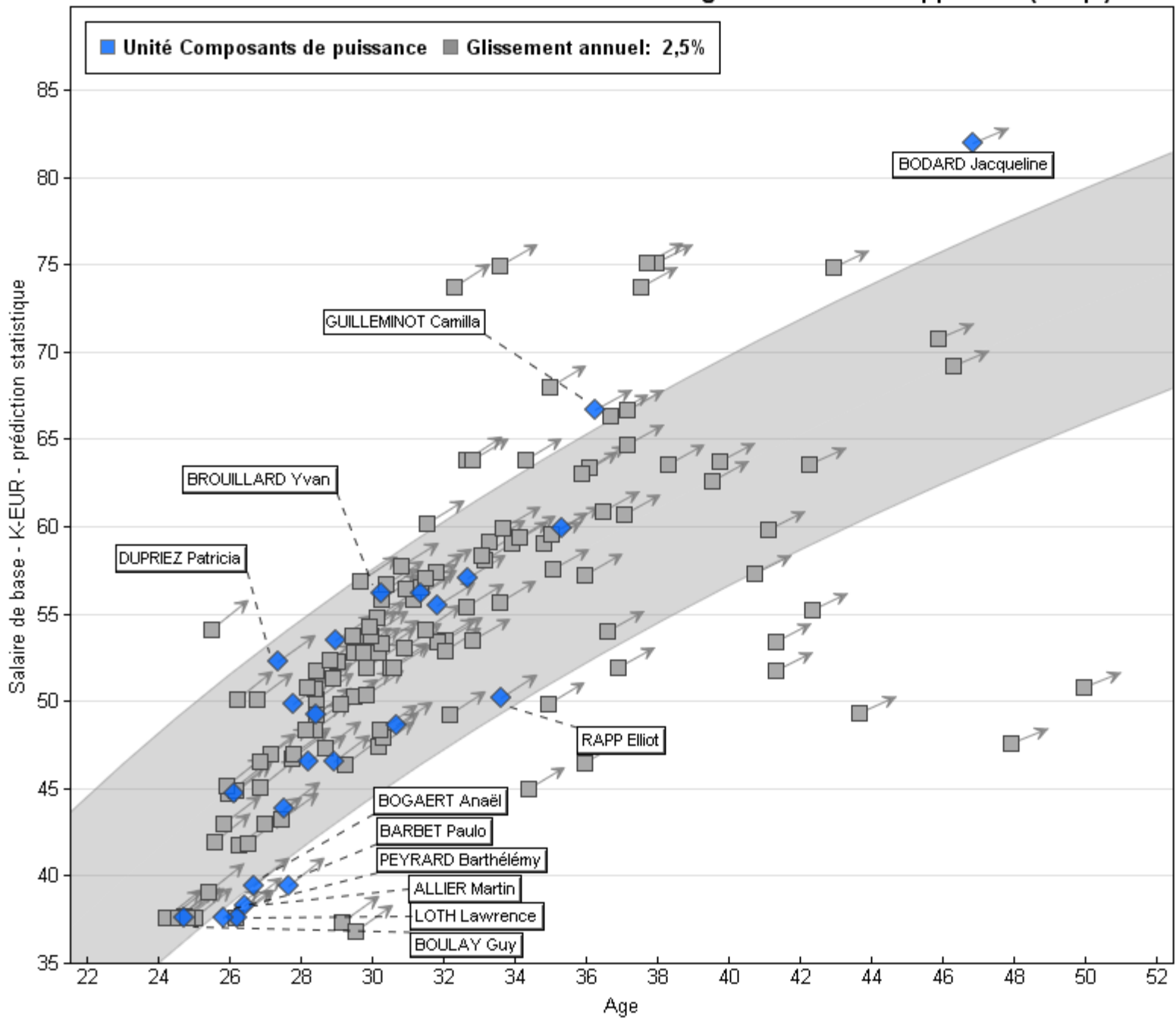


Riviera IT dev. staff - bubble view





Positionnement des ingénieurs de développement (150 p.)



Révision salariale depuis 2012 - taux moyen - synoptique générationnel



95,000 headcount - bubble display

