

# Compensation review - Individual Sheet

**Michu, Mauricette**

Financial accountant

Function Sales

Start date 01/01/2007

Age 37

Emp. Code A16593

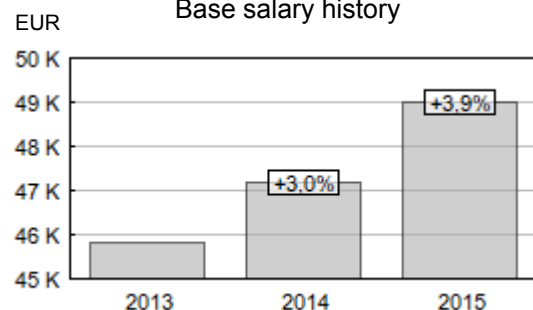
**Congo**

Net Sales EUR 65 000

Headcount 120

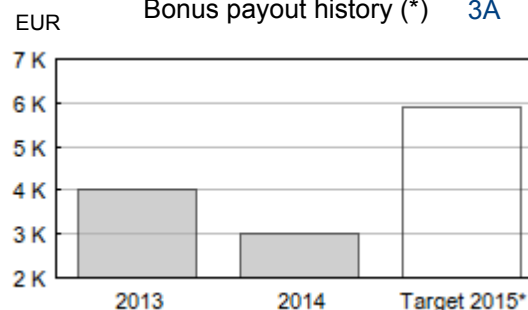
FIN data source Conso May 2015

Base salary history



Actual base salary EUR 49 000

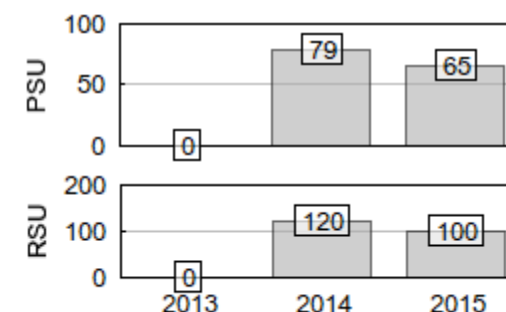
Bonus payout history (\*) 3A



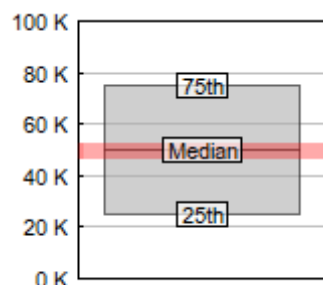
Actual Target bonus 12%

\* For Sales people, the bonus target 2015 is the 2016 target

Equities history 3A



Benchmark base salary



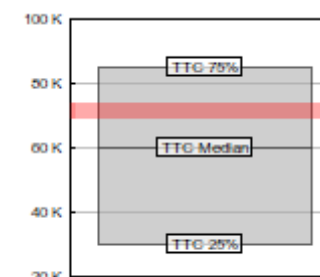
Market survey provider

**Towers Watson 2015**

Provider Function AFB Accounting  
Discipline 060 Accounts Payable/Receivable  
Career Band P2  
Global Grade 10

EUR	Base salary	Total Target Compensation
Compa ratio	76	68
25th	25 049	30 049
Median	50 049	60 049
75th	75 049	85 049

Benchmark Total Target Compensation (\*\*)



(\*\*) Total target compensation  
= base salary + target bonus

Comments: