

Position: XXXX

Table 1: Compensation findings for the position of XXXX

Position XXXX (10 Incumbents)			
	Base Salary	Variable Bonus	Total Compensation
Average	€159 170	€67 627	€226 797
Median	€157 882	€67 600	€222 954
Q3	€163 422	€81 614	€250 156
Company X	€205 000	€59 193	€264 193
Company X / Q3	125%	73%	106%