

core
Compensation Research
By OD&M



TACKMIG
TMI

2020 COMPENSATION RESEARCH

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INVITATION

a **GI GROUP** brand

WE RESEARCH



Gross salary
(monthly & annual)



Guaranteed allowances
(food, transportation, holidays, etc.)



Annual performance based bonuses
(target and actual)



Annual Total Cash

+ ADDITIONAL BENEFITS
+ HR POLICIES & PRACTICES



PROGRAM ADVANTAGES

Proven expertise
Analysis of customer needs
Individual consulting
Detailed and exact data
Confidentiality
Timeliness and flexibility

WE GUARANTEE

RELIABLE
compensation
market data

(internal&external)
Market
TRENDS and
forecasts

Employee
ATTRACTION
and
RETENTION

SALARY ranges
establishment

Competitiveness
EVALUATION

HR BUDGET
planning

**WE BELIEVE IN
THE INDIVIDUAL.**