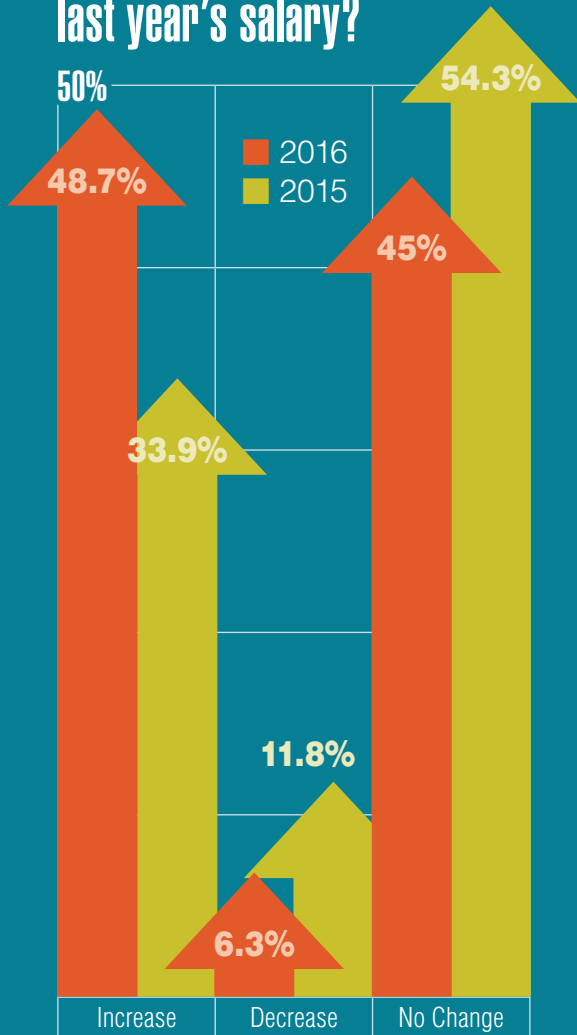
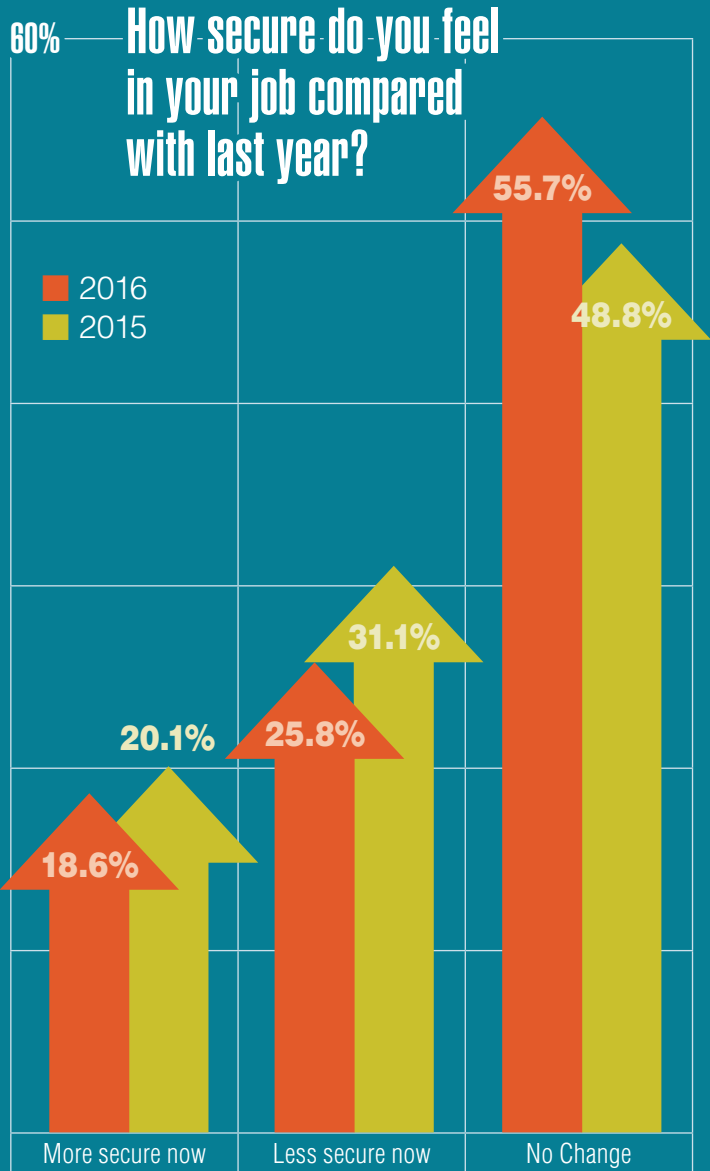


Does your current salary reflect a change over last year's salary?



How secure do you feel in your job compared with last year?



Please rate your satisfaction with your current salary.

2016 2015

50%

I am paid below market value, considering my level of expertise and responsibility.

16.2%
12.6%



I am paid within market value for my job function, but at the low end of the range, considering my level of expertise and responsibility.

46.9%
44.9%



I am paid fairly for my level of expertise and responsibility.

35.1%
39.4%



I am paid excessively for my level of expertise and responsibility.

1.8%
3.1%

