



Please rate your satisfaction with your current salary.

■ 2019
■ 2018

I am paid below market value, considering my level of expertise and responsibility. **17.6%** (2019) / **20.5%** (2018)



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. **40.9%** (2019) / **38.2%** (2018)



I am paid fairly for my level of expertise and responsibility. **38.9%** (2019) / **39.2%** (2018)



I am paid excessively for my level of expertise and responsibility. **2.6%** (2019) / **2.1%** (2018)

