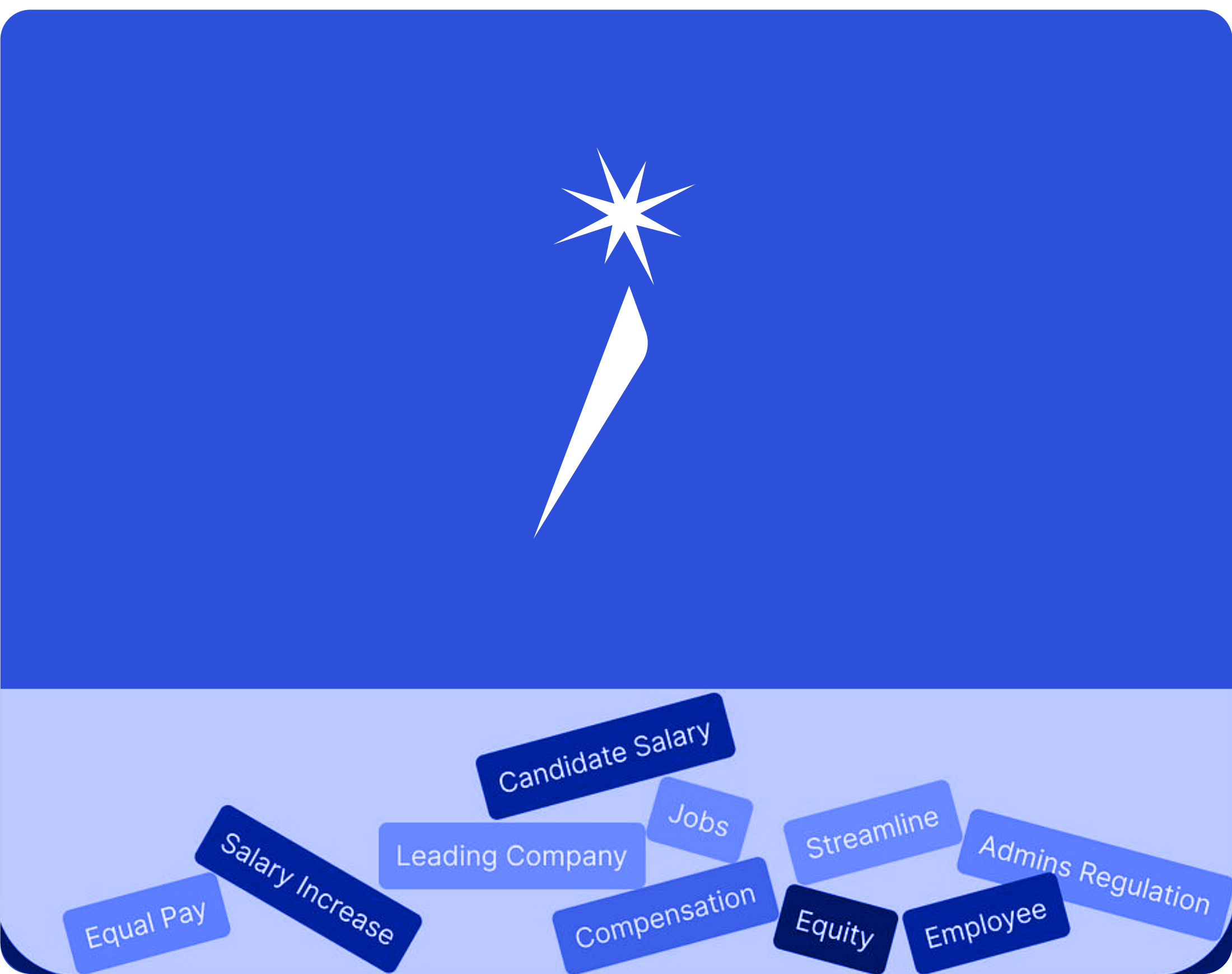
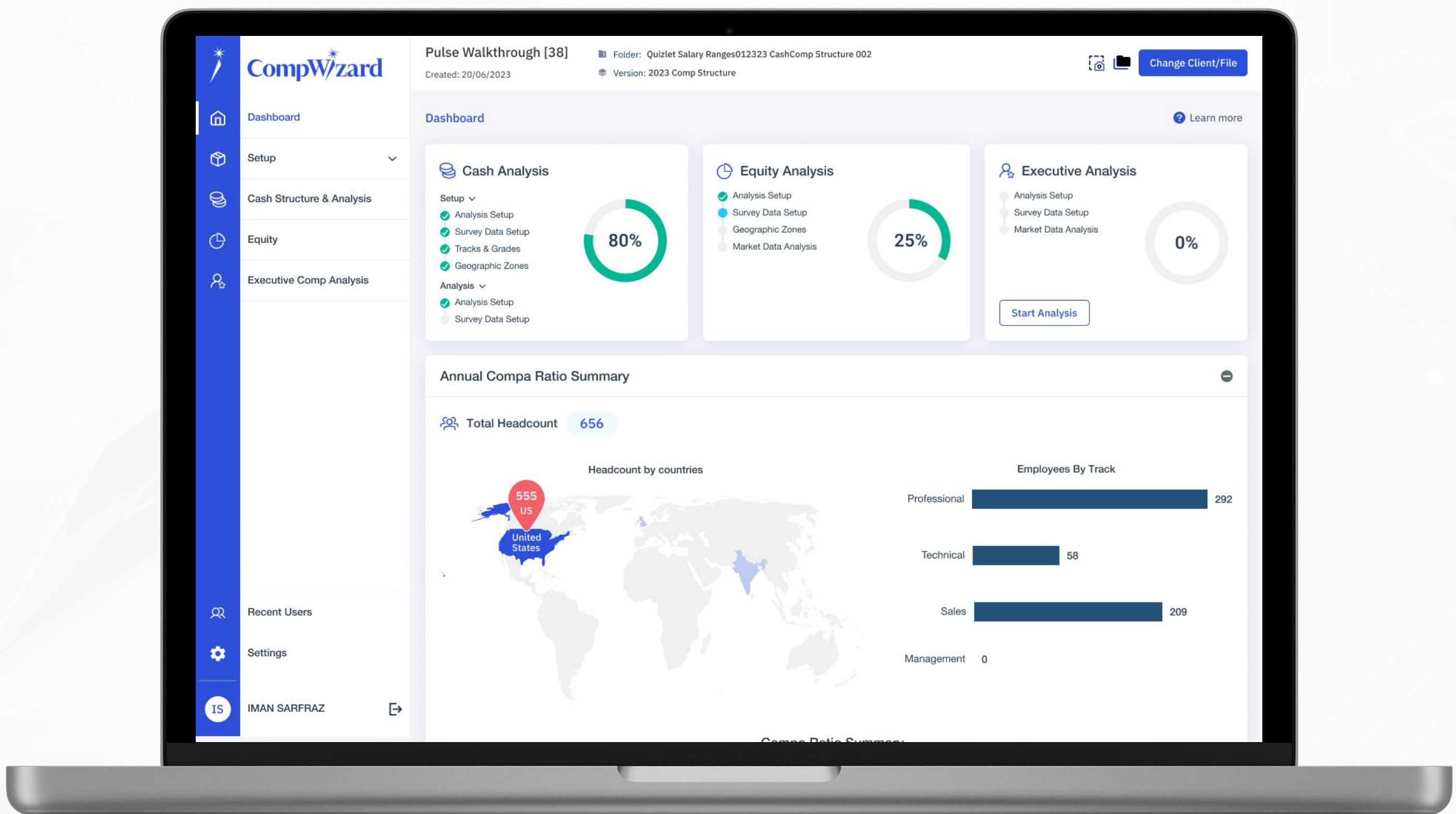


Compwizard

Salary compensation tool



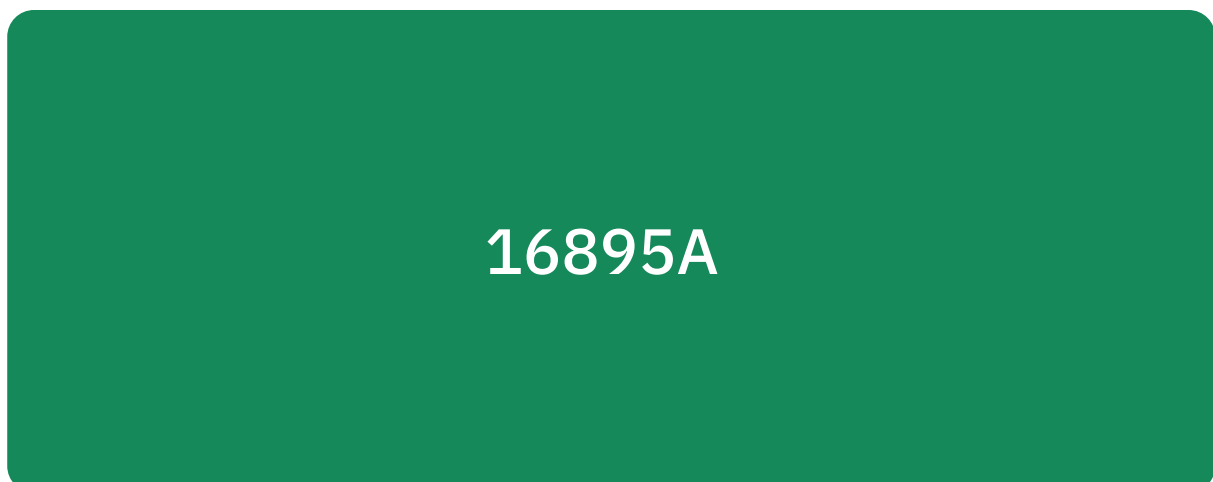
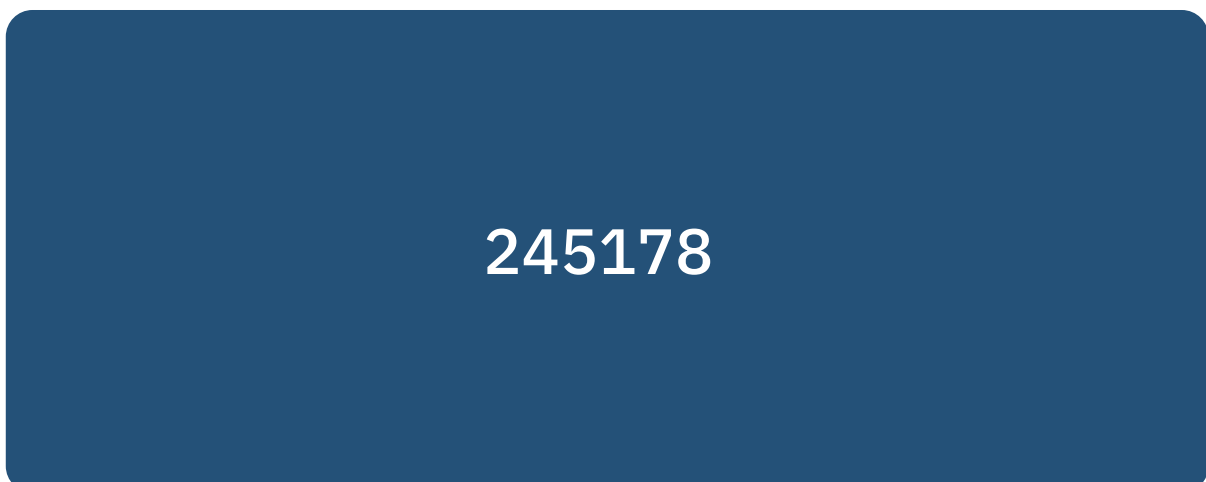
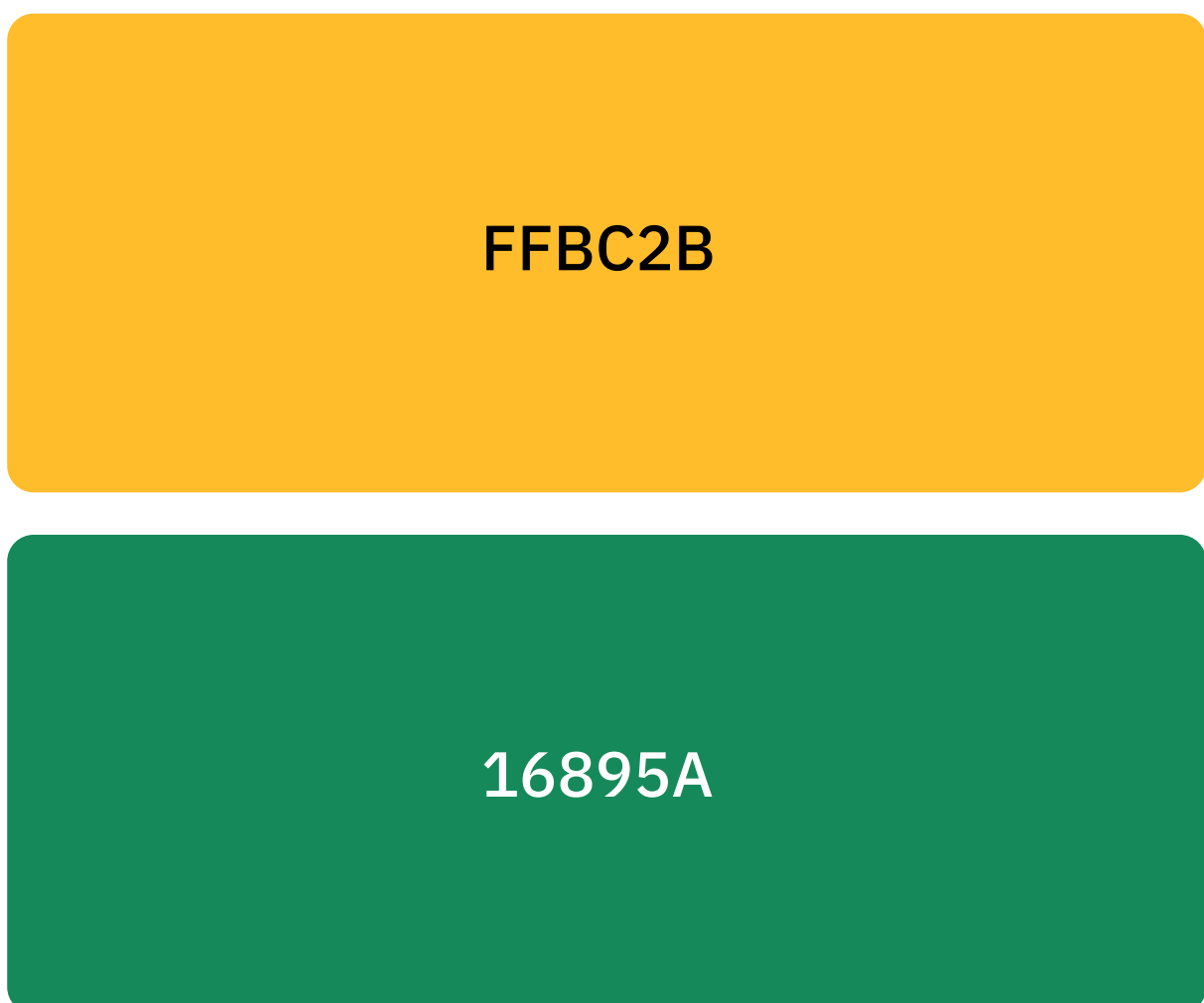
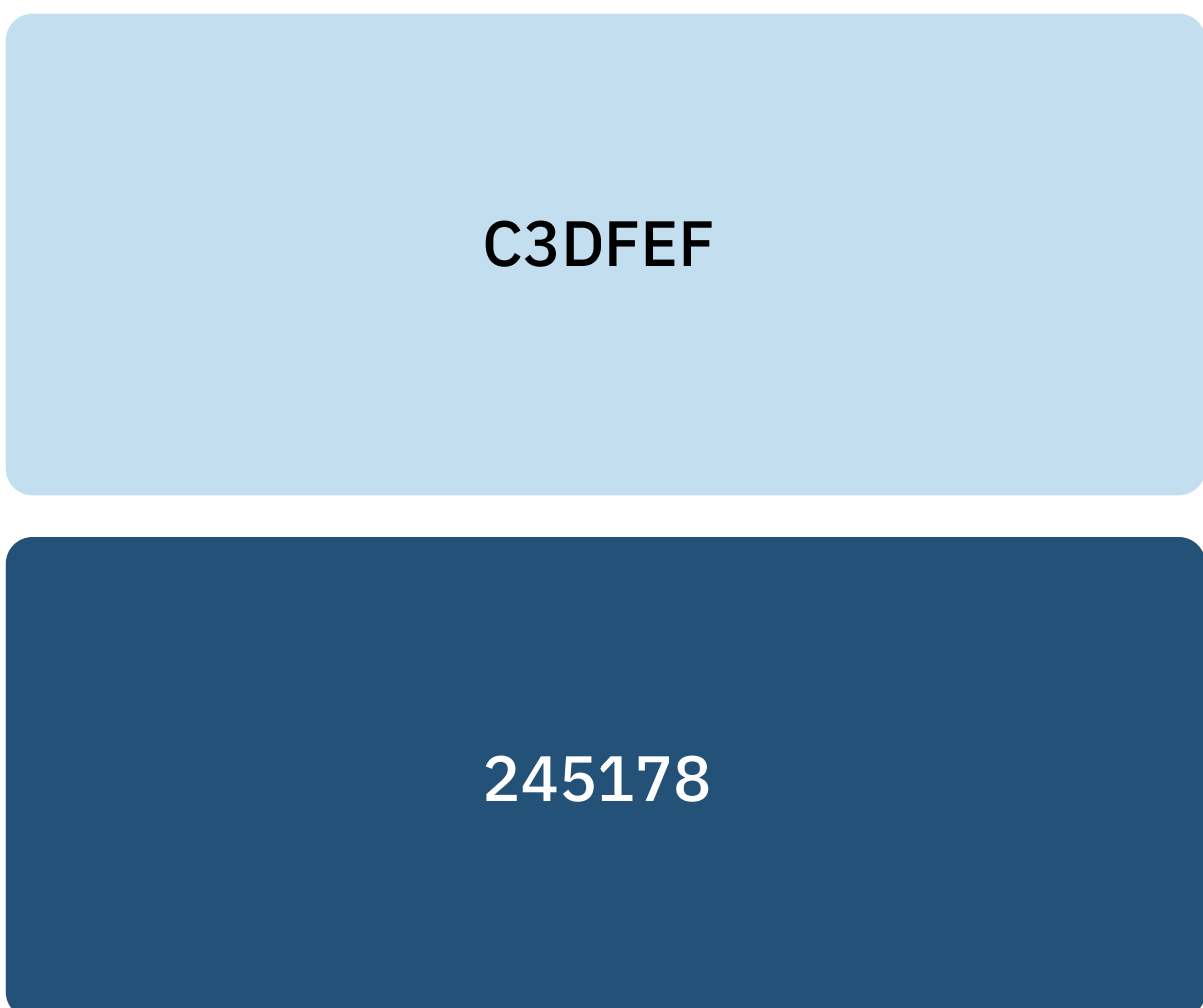
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The 'Geographic Zones' setup screen shows a four-step process: 1. Select Country & Zone Creation Method, 2. Assign Zone Locations to Geo Areas, 3. Create Zones, and 4. Assign Zone Locations to Zones. The 'Create Zones' step is active, showing 'Enter No. of Zones' as 4, 'Select Base Zone' as 1, and 'Zone Difference' as -10. Below this is a table for 'Zone Ranges (in %)' with columns for Zone 1, Zone 2, Zone 3, and Zone 4. The ranges are: Zone 1 (Diff > 95), Zone 2 (95 ≥ Diff > 86), Zone 3 (86 ≥ Diff > 76), and Zone 4 (Diff ≥ 76). A 'Reset/Recreate Default Zones' button is at the bottom right. A table at the bottom shows 'Zone Number' (1-4), 'Difference from Zone 1' (0%, -10%, -20%, -30%), and a 'Delete Zone' button.

Define salary based on zone location



CompWizard

Compensation Analysis Tool

A login form with two input fields: 'Email' and 'Password'. Below the 'Password' field is a link that says 'Forgot Password?'. A blue 'Login' button is below the fields. At the bottom, there is a link for 'Terms & Conditions'.

Login Screen

Employee Salary

The 'Salary Ranges' screen shows a table titled 'Employee Salaries' for the 'United States'. The table has columns for 'Grade', 'No. of Emps', and three sets of salary ranges (Minimum, Midpoint, Maximum) for 'Zone 1 (Diff: 0)', 'Zone 2 (Diff: -10)', and 'Zone 3 (Diff: -30)'. The grades listed are P-01 through P-12.

Grade	No. of Emps	Zone 1 (Diff: 0)			Zone 2 (Diff: -10)			Zone 3 (Diff: -30)		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
P-01	34	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
P-02	46	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000
P-03	23	185,000	185,000	185,000	185,000	185,000	185,000	185,000	185,000	185,000
P-04	09	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000
P-05	12	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
P-06	09	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000
P-07	12	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
P-08	23	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000
P-09	12	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
P-10	05	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000
P-11	11	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
P-12	11	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000

THANK YOU