

Costa Rica Pay Structure -- CR1 Non Sales

Ranges Expressed in CRC

Grade	Grade Profile	Minimum	Middle Range			Maximum	Short Term Incentive
12	12	28,992,900	37,551,800	41,832,600	46,110,800	54,672,400	15%
11	11.1	27,608,200	33,129,800	36,810,900	40,492,000	46,013,700	10%
	11	22,633,000	28,883,400	32,009,500	35,133,800	41,386,000	10%
10	10.1	20,902,600	25,083,200	27,870,200	30,657,200	34,840,800	8%
	10	17,489,200	21,985,900	24,235,000	26,482,700	30,980,700	8%
9	9.1	15,971,700	19,774,100	21,675,900	23,576,500	27,380,000	8%
	9	13,888,500	17,194,900	18,848,600	20,501,300	23,808,700	8%
8	8	11,316,500	14,010,700	15,358,100	16,704,700	19,399,700	8%
7	7	9,676,500	11,980,300	13,132,400	14,284,000	16,588,400	
6	6	8,148,700	10,088,700	11,059,000	12,028,700	13,969,200	
5	5	7,130,100	8,827,600	9,676,600	10,525,100	12,223,100	
4	4	5,547,300	6,868,000	7,528,400	8,188,600	9,509,600	
3	3	5,043,000	6,243,600	6,844,100	7,444,200	8,645,200	
2	2	3,994,400	4,945,400	5,421,000	5,896,400	6,847,600	
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Effective Date January 1, 2023

These ranges do not apply to positions eligible for a sales incentive